



**St. Demetrios
Greek Orthodox Church
Seattle, WA**

General Assembly

June 6, 2021

For Today

The Parish Council, in addition to the Strategic Plan Leadership Team and our Vision Team Leaders, are seeking the General Assembly's approval of
St. Demetrios' 2021 – 2024 Strategic Plan

Approval Process

Key Milestones

<input checked="" type="checkbox"/> May 11, 2021	Final Plan Review	Strategic Plan Leadership Team
<input checked="" type="checkbox"/> May 25, 2021	Plan Approval	Parish Council
<input type="checkbox"/> June 6, 2021	Plan Approval	General Assembly

Approval Process

- **If Approved**
 - Plan moves into Implementation Phase
- **If NOT Approved**
 - Plan returns to Strategic Plan Team for re-work

Topics

1. Approach
2. Inputs
3. Objectives and Goals
4. Implementation



1. Approach

Why We Did This

Early in our Planning Process, members of our Strategic Plan Leadership Team developed an initial “wish list” for our Parish. *It's WHY the process began.*

- ❖ To be more effective in the being the one Holy, Catholic and Apostolic Church
- ❖ To bring people closer to God
- ❖ To grow our Parish
- ❖ To enable our parish to agree on our direction get us all on the “same page”
- ❖ To enable all parishioners to provide input into our direction in an organized manner
- ❖ It's the “right thing to do” -- every church needs a plan and we don't have one!
- ❖ The time is right

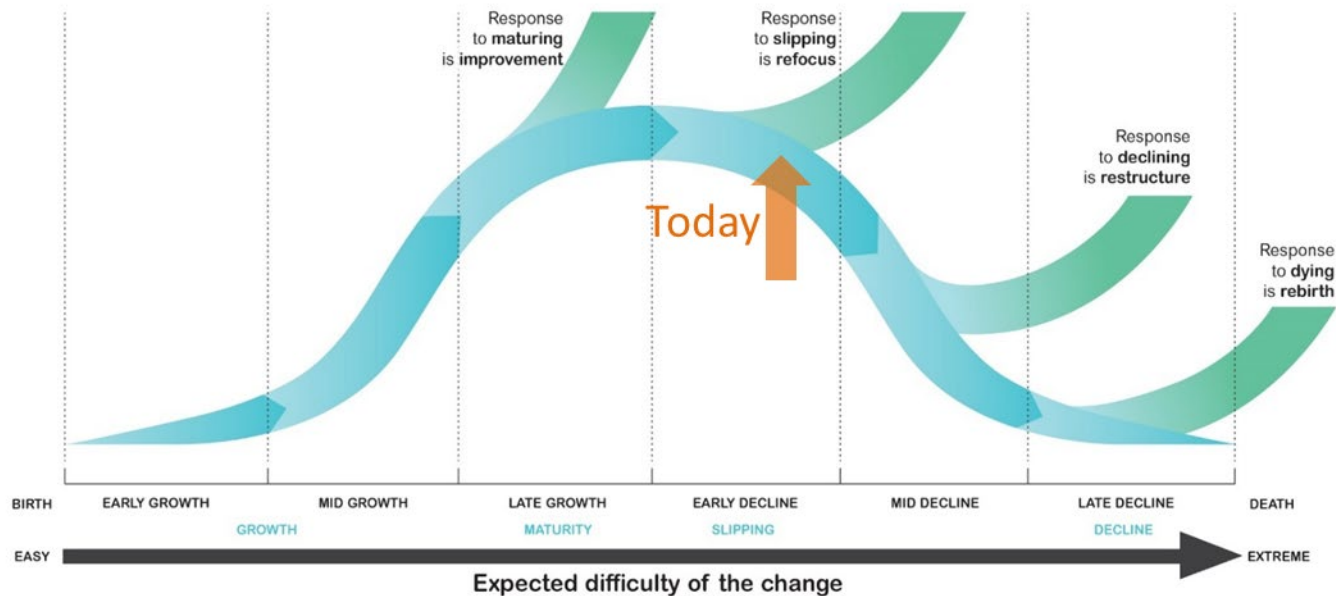
Why We Did This

As a Parish...

We are in the “late stage plateau” of parish life cycle.

There is time to revitalize our parish, but a downward slope lies ahead unless changes are soon implemented.

However, we are committed to the steadfast belief that we must never become complacent and are in an excellent position to generate improvements for our parish.



Planning Process

A defined Strategic Plan model was used to guide our plan development efforts.



Our Journey

December 2019

- ✦ General Assembly approves plan development

January – February 2020

- ✦ Strategic Plan Leaders Team formed
- ✦ Initial planning retreat
- ✦ SWOT analysis conducted
- ✦ Culture assessment conducted
- ✦ Initial visioning statements created
- ✦ Key priorities list created

March to August 2020

- ✦ Pandemic significantly slowed plan development
- ✦ Teams adapted & moved forward

August – October 2020

- ✦ Parish-wide Survey conducted
- ✦ Results shared with Parish

October 2020

- ✦ Key strategic areas determined

October 2020

- ✦ Vision Team Leaders selected
- ✦ Vision Teams formed; orientation & training provided

November 2020

- ✦ New Mission & Vision Statements created

January – April 2021

- ✦ Vision Teams finalize plans
- ✦ Overall Plan is finalized
- ✦ Implementation Plan created

May – June 2021

- ✦ Plan Review and Approvals received from Parish Council & General Assembly

Plan Participation

“Plans fail for lack of counsel, but with many advisors they succeed.” Proverbs 15:22

Strategic Plan Leadership Team

Fr. Photios Dumont & Barbara Trehearne (Plan Chair); Fr. Danial Triant, Fr. James Kumarelas, Cliff Argue, Gabriel Bayouk, George Constantine, Vasili Dikeakos, George John, John T. John, Patti Kost, Tom Leonidas, Georgine Looney, Danny Mavromatis, Gil Morgan, Dr. Steven Stanos, and Lindsay Stotz

Vision Team Leaders (37 total participants)

Community & Engagement **Patti Kost**

Faith Formation **Chris Macris**

Leadership **Tom Leonidas**

Stewardship **Gabriel Bayouk**

Liturgical Renewal **Fr. Photios Dumont & Barbara Trehearne**

Youth and Family **Vasilis Dikeakos**



Survey Participants

336

1,442 Comments

Total Plan Participants

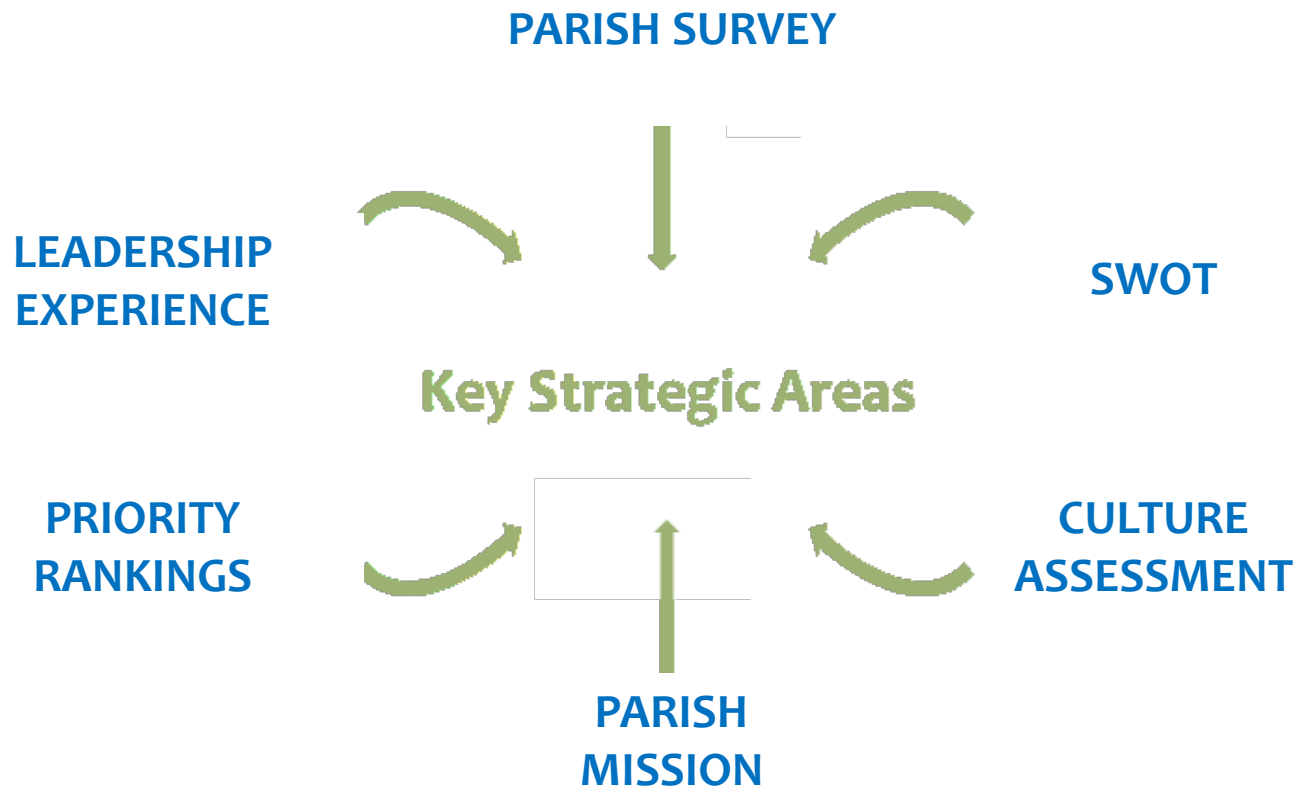
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2. Inputs

Parish Priorities

The following Key Inputs led to the identification of our Strategic Areas



Mission & Vision

Mission Statement

“Loving God and One Another in Spirit and in Truth”

Vision Statement

“To Follow Jesus Christ; Make Disciples; and Minister to the Needs of One Another and the Community”

Guiding Beliefs

Our Aim as a Parish

“To bring people closer to God”



Beliefs which Guided our Planning

St. Demetrios is God’s “Embassy” in Seattle, WA.

As such, our Parish is Holy, because God is Holy.

It is the sovereign property of God, and all we have – our ministries, our plans, our buildings and our treasures are His. We are simply stewards of His gifts, using them to His glory.

We are connected as a community to one another through Jesus Christ, His Church and the Holy Eucharist.

SWOT Analysis

Strengths

Adaptability
Bookstore
Culture
Dance Program & Music
Diverse demographics
Feeding the homeless
Greek Festival
Growth in a non Greek population
Location
Longevity
Loving/kind people
Ministries – variety and participation
Mission and charity support
Money in reserves/restricted accounts
Parish size
Reputation
Shared ownership – all Saints camp
Strong Clergy
Theology
T's - time talent treasure

Inside Parish
(more direct control)

Weaknesses

Chronic late arrivals
Conversation to Orthodoxy not scalable
Declining attendance
Facility disrepair, out of date, breaking down
Fear of change
Financial stress
Limited adult education
Outreach to church diaspora/college student/new to Seattle
No uniform English liturgy translation
No youth director
No youth program
Office staff turnover

Outside Parish
(less direct control)

Greater use of All Saints camp
Many young members stay here and settle, still connected
Seattle population growing

Opportunities

Threats

Aging population
Changing societal laws weakening Orthodox teachings
Church is no longer a priority in life
Erosion of community time to extra curricular activities/choices
Failure to be proactive in recognizing the impact of assimilations on church's focus on Greek ethnicity
Loss/lack participation for younger group 20-35 y/o
Other Greek Orthodox churches nearby
Rising cost of living in Seattle area
Seattle Traffic
US culture increasing anti-Christian



3. Objectives and Goals

6 Key Strategic Areas



6 Areas containing 24 Goals

Faith Formation

"Do not be conformed to this world but be transformed by the renewal of your mind, that you may prove what is the will of God, what is good and acceptable and perfect." Romans 12:2

Strategic Objective Expand opportunities for the faithful & inquirers, to draw closer to Jesus Christ and the Church, through the creation of new ministries, programs, & services.

Key Goals

1. Help individuals to draw closer to God through an Orthodox understanding of His Word and to incorporate scripture into one's daily life.
2. Expand Orthodox educational resources for all ages.
3. Teach, inspire, and deepen students' knowledge, understanding, and love of Christ and His Holy Church.
4. Provide structure & discipline for one's prayer life.
5. Encourage the deepening of one's knowledge and practice of the Orthodox faith.
6. Foster fellowship in Christ through prayer, Orthodox spiritual teachings, and interpersonal sharing.

Vision Team Chris Macris (Lead), Fr. John Angelis, Cliff & Theodora Argue, Nicholas Damascus, Elizabeth Economou, George Hatziantoniou, Paula Macris, and Andrew & Susan Morgan

Liturgical Renewal

“Bless the Lord, the God of gods, all you who worship Him, and sing a hymn and give thanks to Him; for His mercy endures forever.” Daniel 3:90

Strategic Objective Strengthen the worship experience of parishioners and those who seek Orthodoxy.

Key Goals

1. Educate parishioners on the meaning/intent/purpose of the Divine Liturgy.
2. Provide greater opportunities for parishioner involvement in the services.
3. Identify mechanisms for children to participate in the services.

Vision Team Fr. Photios Dumont (Co-Lead), Barbara Trehearne (Co-Lead), Duaa Bayouk, Athan Dumont, Bill Fournarakis, John T. John, and Fenia Mavromichali

Leadership

"Keep watch over yourselves and all the flock of which the Holy Spirit has made you overseers. Be shepherds of the church of God Acts 20:28

Strategic Objective Equip leaders to be effective in their ministries, identify areas of support and develop future ministry leaders.

Key Goals

1. Develop a leadership development program to identify emerging leaders and develop current leaders (clergy, staff, and parish council).
2. Develop a parish organizational structure using a balance of paid staff and lay volunteers and based on defined leadership qualities.

Vision Team Tom Leonidas (Lead), and Jim & Georgine Karambelas

Stewardship

“But this I say: he who sows sparingly will also reap sparingly, and he who sows bountifully will also reap bountifully. So let each one give as he purposes in his heart, not grudgingly or of necessity; for God loves a cheerful giver.” 2 Corinthians 9: 6-7

Strategic Objective Develop a comprehensive stewardship program designed to improve parishioner understanding of Stewardship of the Faith, stewardship’s spiritual principles and practices and engagement thereafter.

Key Goals

1. Educate our parishioners about the spiritual aspect of stewardship including time, talent, and treasure and the blessings that result from their obedience to the word of God.
2. Stewardship giving to cover all church expenses, ministries and outreach expenses through tithing and cheerful giving.
3. Discover parishioners’ skills and talents and build a culture of active engagement and recognition.
4. Strengthen the Stewardship Committee and Program.
5. Clarify the various methods of giving, including capital planning, estate planning, wills, etc.

Vision Team Gabriel Bayouk (Lead), George Constantine, and Mary Damascus

Community & Engagement

“... and having a reputation for good works: if she brought up children, has shown hospitality, has washed the feet of the saints, has cared for the afflicted, and has devoted herself to every good work.” 1 Timothy 5:10

Strategic Objective Create and maintain a welcoming, inclusive and positive parish environment that fosters increased participation and solidifies parish unity.

Key Goals

1. Develop a comprehensive welcome ministry to increase participation and engagement of prospective, current, and past parishioners.
2. Outreach to inactive and former members of the church.
3. Expand Volunteer Base of Engagement.
4. Leverage Technology to Connect and Engage “Shut-ins.”

Vision Team Patti Kost (Lead), Dale Hazapis, Jim Kost, Bob & Despina Read, and Kegan & Nicole Tosto

Youth & Family

“Train up a child in the way he should go; and when he is old, he will not depart from it.” Proverbs 22:6

Strategic Objective Support and encourage our youth and families to grow and deepen their relationship and union with God and His Church and one another.

Key Goals

1. Hire a youth and family wellness ministry director.
2. Create opportunities for family engagement.
3. Identify youth and family ministries and install leaders for each.
4. Create a Christ centered culture and environment where youth feel safe and are encouraged to grow in authenticity.

Vision Team Vasilis Dikeakos (Lead), Andrew Aliferakis, Eirene Bekris, Mary Damascus, Georgine Looney, Eleni Sederstrom, and Steve Tselios



4. Implementation

Implementation

1. Select Implementation Coordinator (DONE)

Barbara Trehearne and Dr. Steven Stanos

1. Confirm Role and Scope
2. Approval Authority
3. Coordination with Fr. Photios & the Parish Council
4. Cross – Team & Calendar Coordination

1. Transition Strategic Objectives into our Ministries

1. Leadership
2. Communication
3. Coordination
4. Budgets

2. Integrate and Communicate Into Manage Phase

1. Into Future Planning and Reporting
2. Annual Parish Budget
3. Review Progress at all future General Assemblies
4. Consider Establishing an Implementation Fund

???

Ready to Take the Leap (of Faith)?



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Our Prayer

To You, O Lord, do we commend all of our plans, in gratitude for all that You have done and continue to do for us. Laying them before You, we seek to do Your will in all that we hope to accomplish. Bless our good intentions, establish our plans and guide us in doing whatever is good, right and true for the glory of Your Holy Name. Purify our minds and hearts and prosper the works of our hands.

Preliminary Funding Estimates

Strategic Area	2021	2022	2023	2024
Community & Engagement	2,500	1,500	1,500	1,500
Faith Formation	2,500	3,500	3,500	3,500
Leadership ¹	40,000	63,000	65,000	67,000
Liturgical Renewal ²	0	4,800	5,000	5,200
Stewardship	0	0	0	0
Youth & Family ³	0	57,000	57,000	57,000
Total by Year	45,000	129,800	132,000	134,200

¹ **Office Supervisor** (role and responsibilities to be finalized as part of Leadership Plan)

² **Choir Director** (to be confirmed as part of Liturgical Renewal Plan)

³ **Youth Director** (role and responsibilities to be finalized as part of Youth & Family Plan)

Funding will be determined during implementation planning. Funding will likely come from existing parish foundations or accounts or inclusion into annual parish Operating Plan, which would require annual approval from the Parish Council and the General Assembly.