

STRATEGIC PLAN

FOR THE GREEK ORTHODOX METROPOLIS
OF CHICAGO AND ITS PARISHES



GREEK ORTHODOX
METROPOLIS OF CHICAGO

Metropolis of Chicago Strategic Plan Presentation Clergy Laity Assembly

~~~~~

*“Where there is no  
vision, the people  
will perish”*

Proverbs 29:18

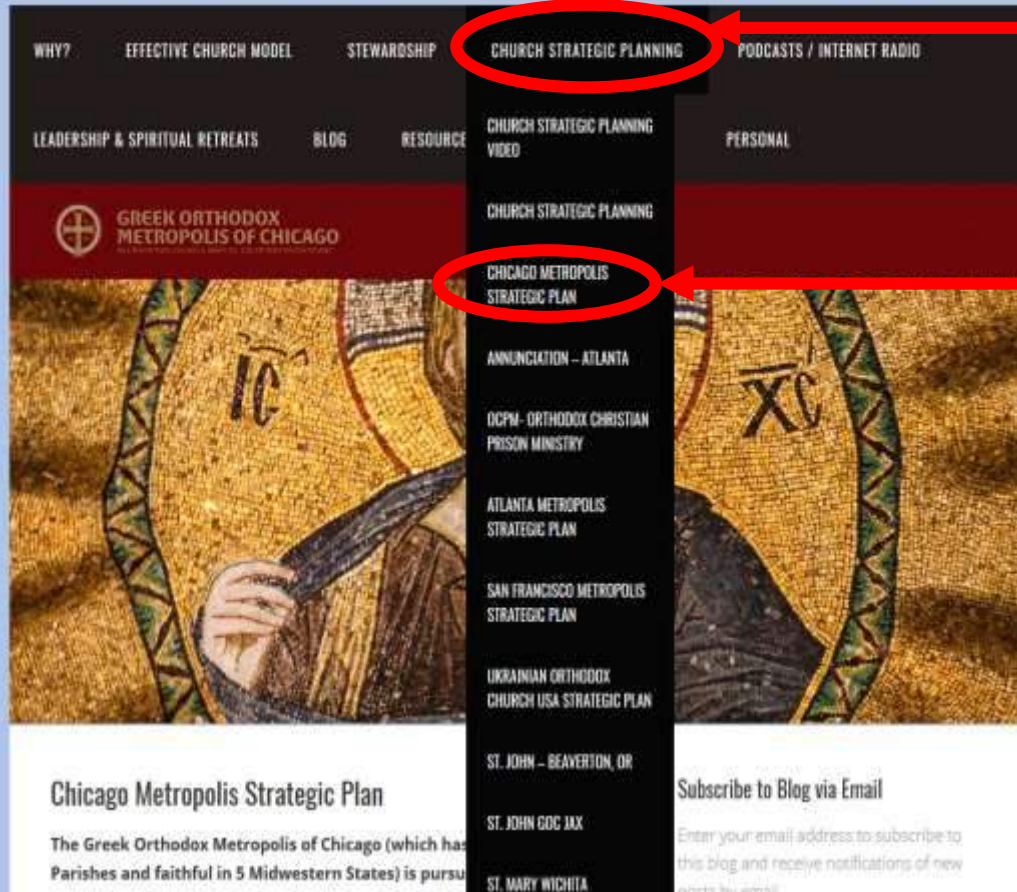
**TODAY, IS THE DAY WE...**



# This Presentation and Metropolis Strategic Planning Content Is Here

# [www.stewardshipcalling.com](http://www.stewardshipcalling.com)

Stewardship Calling  
What are you doing with all of the gifts God has given you?



You can download this entire presentation under the Church Strategic Planning tab and the Chicago Metropolis Strategic Plan page <http://stewardshipcalling.com/chicago-metropolis-strategic-plan/>

Send questions to: [Bill@stewardshipcalling.com](mailto:Bill@stewardshipcalling.com)



# WHY Are We Here?





**“That the end of  
our lives may be  
Christian, without  
pain, blameless  
and peaceful,  
and for a  
GOOD ACCOUNT  
BEFORE THE  
AWESOME  
JUDGMENT SEAT  
OF CHRIST”**

**2 Corinthians 5:10**

**Orthodox Divine Liturgy**



**So, WHY  
do we need a  
new Vision?**



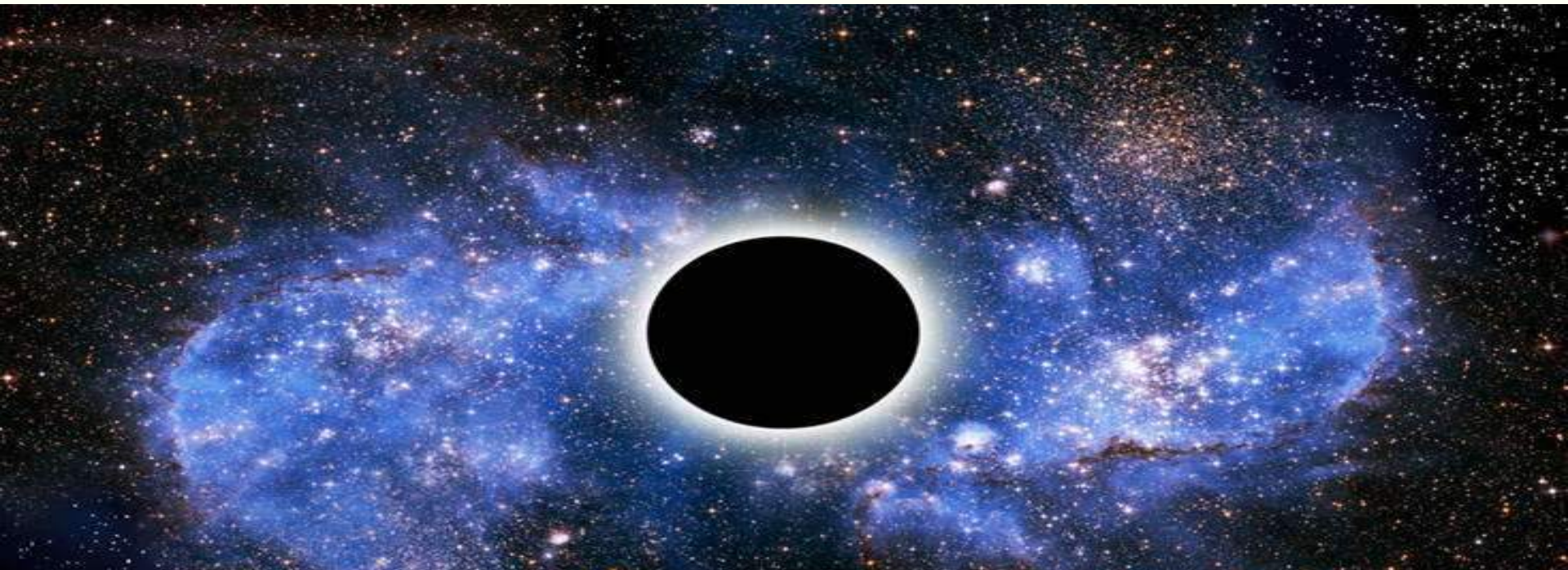


***“Where there is no  
vision, the people  
will perish”***

**Proverbs 29:18**



# How Is Our World Changing?



# We are living in exponential times...

## ... the speed of change is unimaginable and accelerating

**'The following is based on the pioneering YouTube video “Did You Know?” (with certain updated statistics).**

Did You Know? is licensed by Karl Fisch, Scott McLeod, and XPLANE under a Creative Commons Attribution Non-Commercial Share-Alike license. You are free to copy, distribute, remix and transmit the presentation as long as you give proper attribution to the original creators and share the resulting work under the same license. You may not use Did You Know? for commercial purposes without permission from the creators. (Selected statistics have been updated, as much as reasonably possible, from available sources.)

# Years it took to reach 50 million users:

Telephone - 75 years



Radio - 38 years



TV - 13 years



Internet - 4 years



Google Plus - 88 days



Angry Birds - 35 days



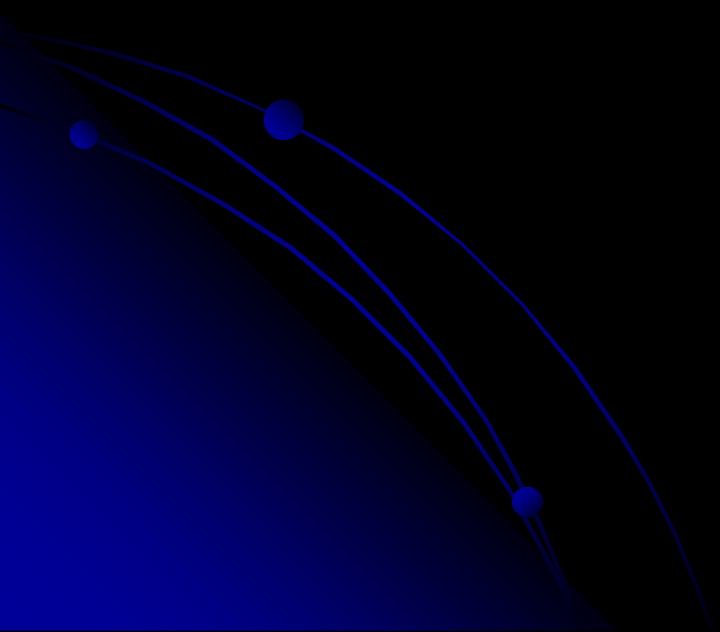
Pokémon GO - 19 days



Modern Smart phones have much more computing power than the Apollo mission computers that NASA used to go to the moon in the 1960s.



We are living in exponential times...



1 hour of video is uploaded to  
every second



**facebook** started about 16  
years ago in October 2003.

It now has over 2.41 Billion  
active monthly users.

It is has over 1.56 Billion  
active daily users.

If Facebook were a country . . .

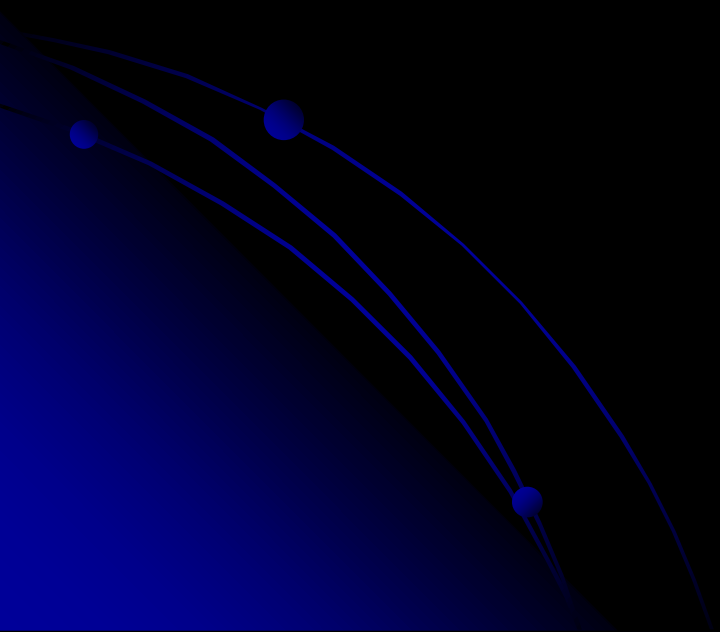


. . . it would be the  
2nd largest country  
in the world

. . . behind only China.

Slightly larger than  
India and 5.5 times  
bigger than the U.S.

We are living in exponential times...



~ 97% of American adults text.



~ Text messages have a 98% open rate versus only 20% for email.

~ 95% of all text messages are read in under 3 minutes.

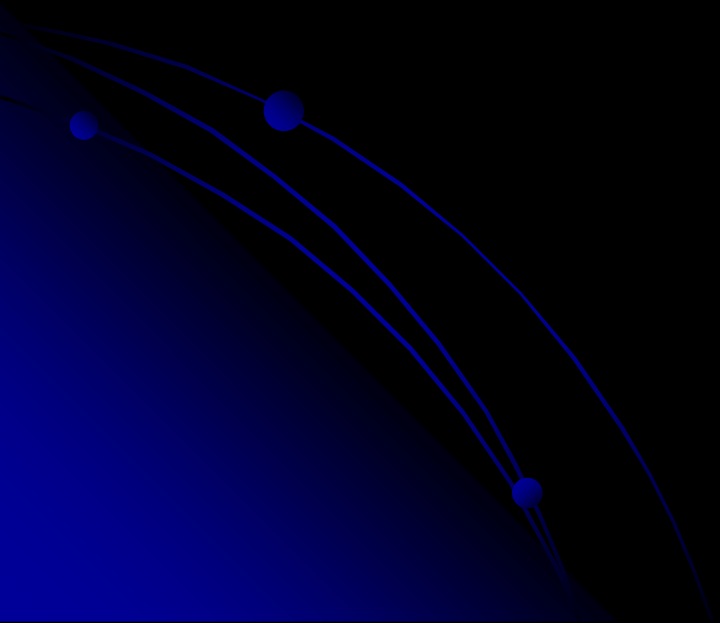


1 out of 8 couples married in  
the U.S. in 2005 . . .  
. . .met online

By 2013, 1 out of 3  
couples in the U.S.  
met online

We are living in exponential times...

So what does all this mean for  
our Metropolis and its Parishes and  
parishioners?





**How are we doing  
at preparing for  
ourselves:**

**“A  
GOOD ACCOUNT  
BEFORE THE  
AWESOME  
JUDGMENT SEAT  
OF CHRIST”**

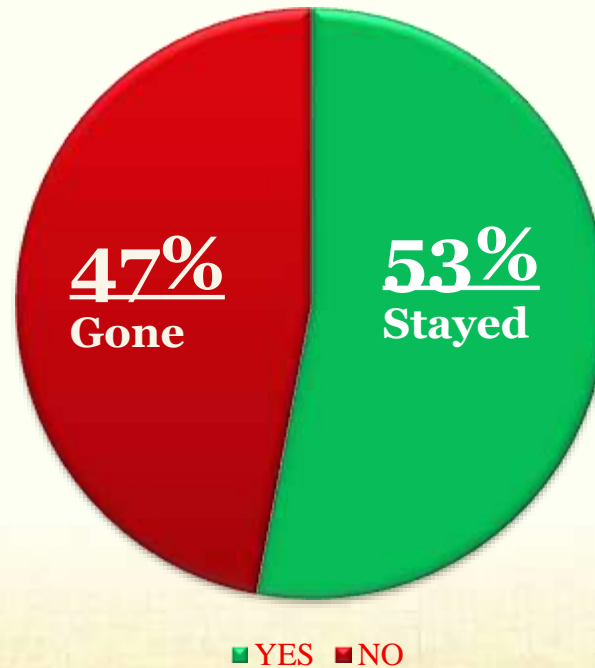


# We Lost Our Adults



~ **47%** of adults who were raised in the Orthodox Church have left the Church<sup>1</sup>

## Cradle Orthodox Adults Who Are Still in the Church



---

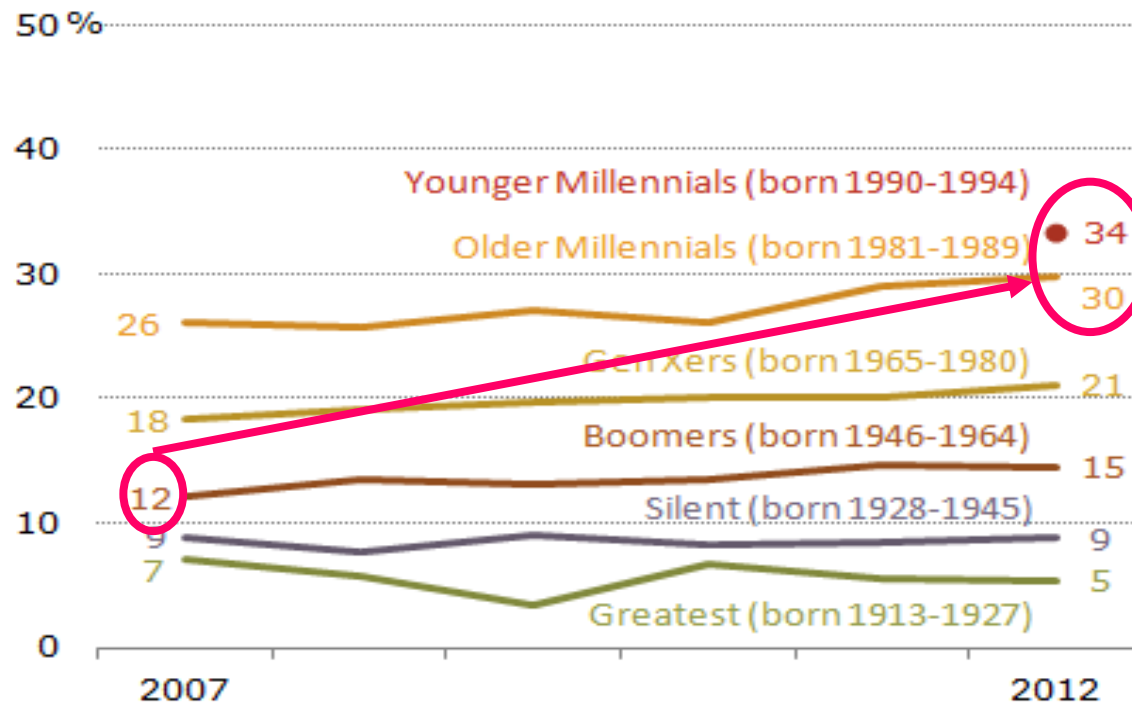
<sup>1</sup> 2015 U.S. Religious Landscape Study - Pew Research Center



# We Can “Kiss Our Youth Goodbye”

## Recent Trends in Affiliation, by Generation

*% of each age cohort that is unaffiliated*



Source: Aggregated data from surveys conducted by the Pew Research Center for the People & the Press, 2007-2012.

PEW RESEARCH CENTER

~ Millennials (aged 18-29) are over **2.8 times** more likely than their adult parents to be unaffiliated with the Church<sup>2</sup>

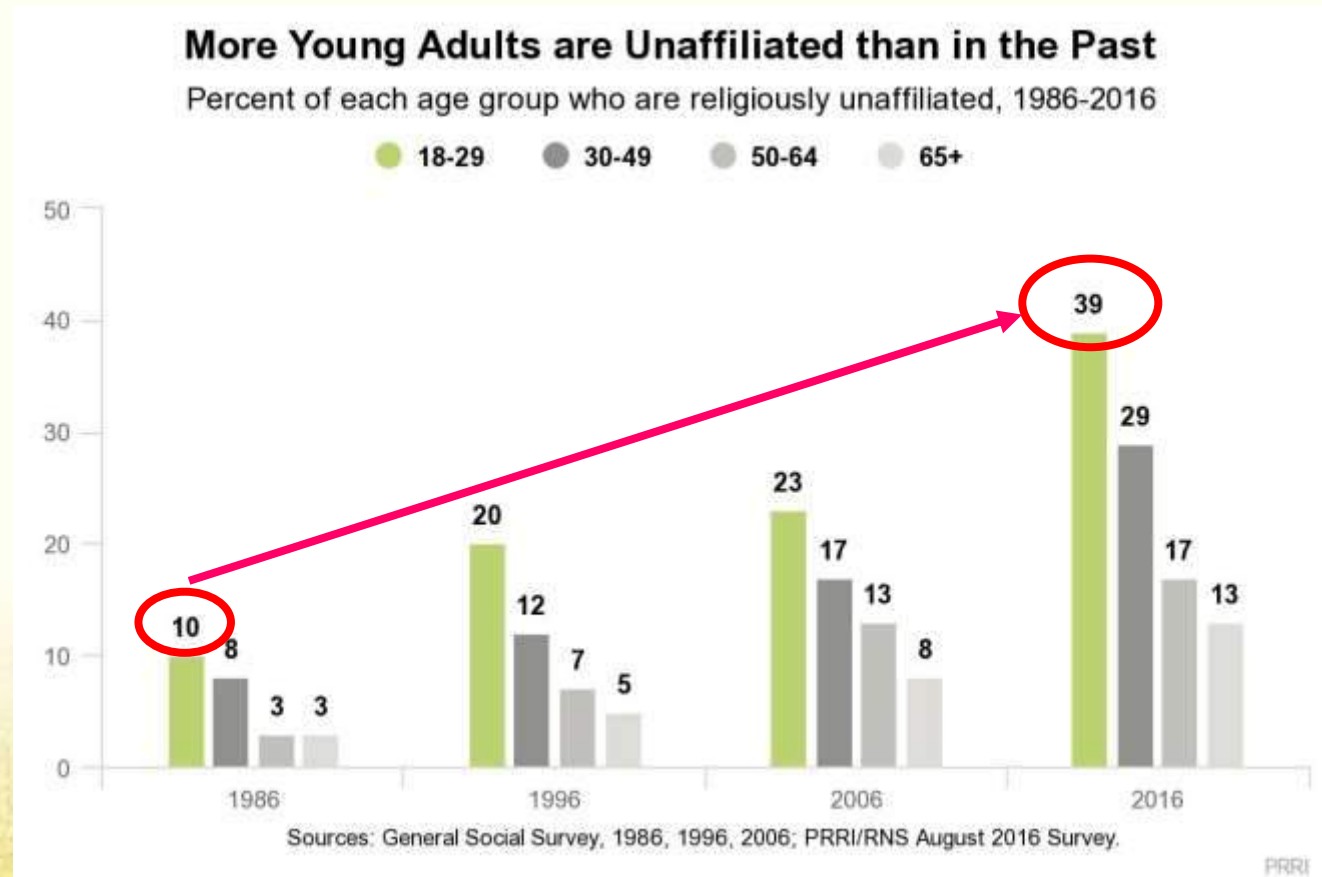
<sup>2</sup> Religion in the Millennial Generation (2010) and U.S. Religious Landscape Survey (2007), Pew Forum on Religion & Public Life of the Pew Research Center.



# We Can “Kiss Our Youth Goodbye”

~ The nonprofit, nonpartisan Public Religion Research Institute data is worse reporting

39% Millennial youth are “**NONEs**”

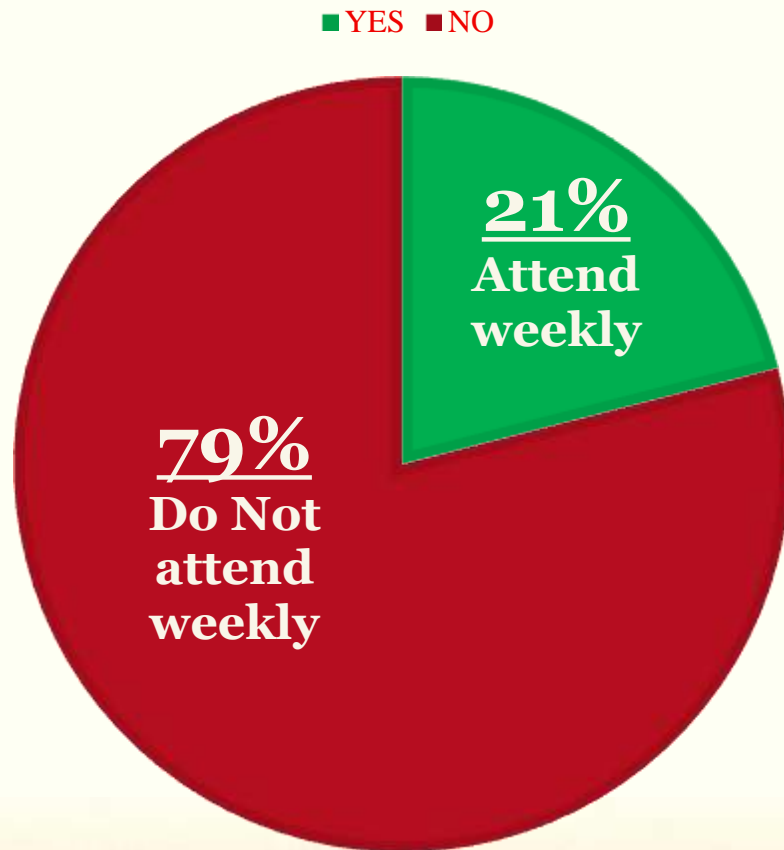




# Church Attendance Data



## ATTEND CHURCH WEEKLY



~ Only **21%** of all Greek Orthodox adherents attend church services regularly on a weekly basis.<sup>1</sup>

P.S. It averages 26% across all Orthodox Parishes

---

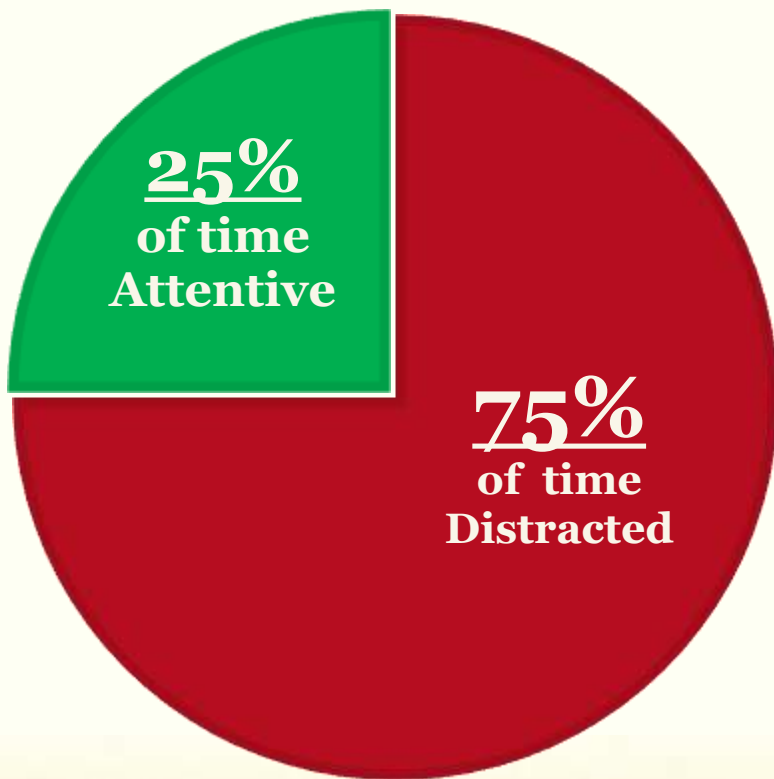
<sup>1</sup> Eight Facts about Church Attendance in US Orthodox Christian Churches (2010) Assembly of Canonical Orthodox Bishops of North and Central America.



# Church Attentiveness Data

## % OF TIME DISTRACTED

■ Distracted ■ Attentive



~ Our minds wander and we are distracted between **70% to 80%** of the time during Orthodox church services (excluding the sermon/homily)<sup>1</sup>

<sup>1</sup> Personal survey data acquired from interviews of hundreds of Orthodox Christians by Stewardship Calling



# The Giving Facts<sup>1</sup>

**~ Orthodox Christians in the U.S.  
are in the**

**(a) top third of annual income**

**(b) bottom third of giving to their  
churches in the form of  
annual financial stewardship**

---

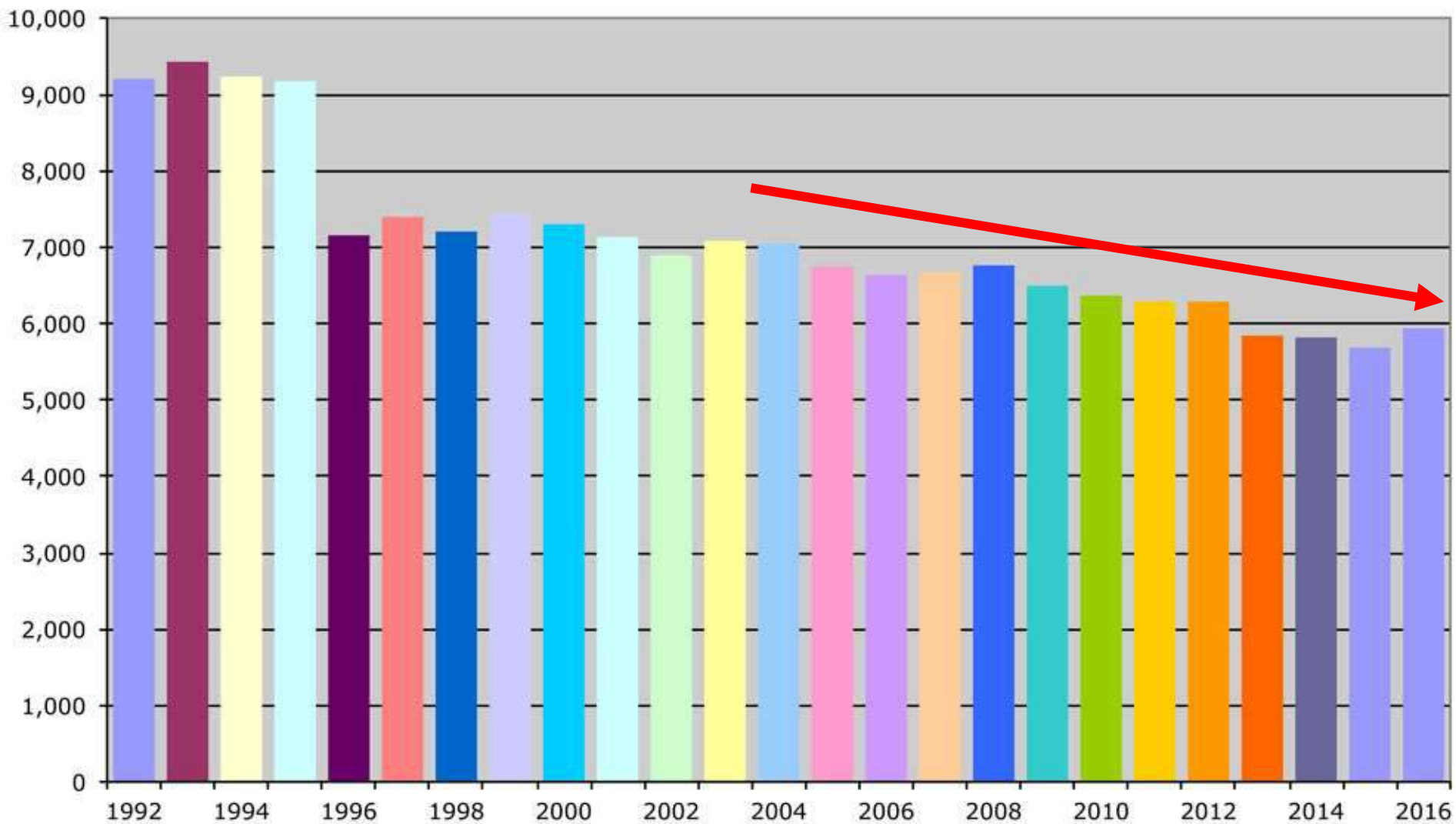
<sup>1</sup> Pew Forum income data compared with analysis of several hindered Orthodox Parish financial statements (mostly in GOA) by Stewardship Calling



# GOA Baptisms Are Generally Declining

# Baptisms 1992 - 2016

*Greek Orthodox Archdiocese of America*

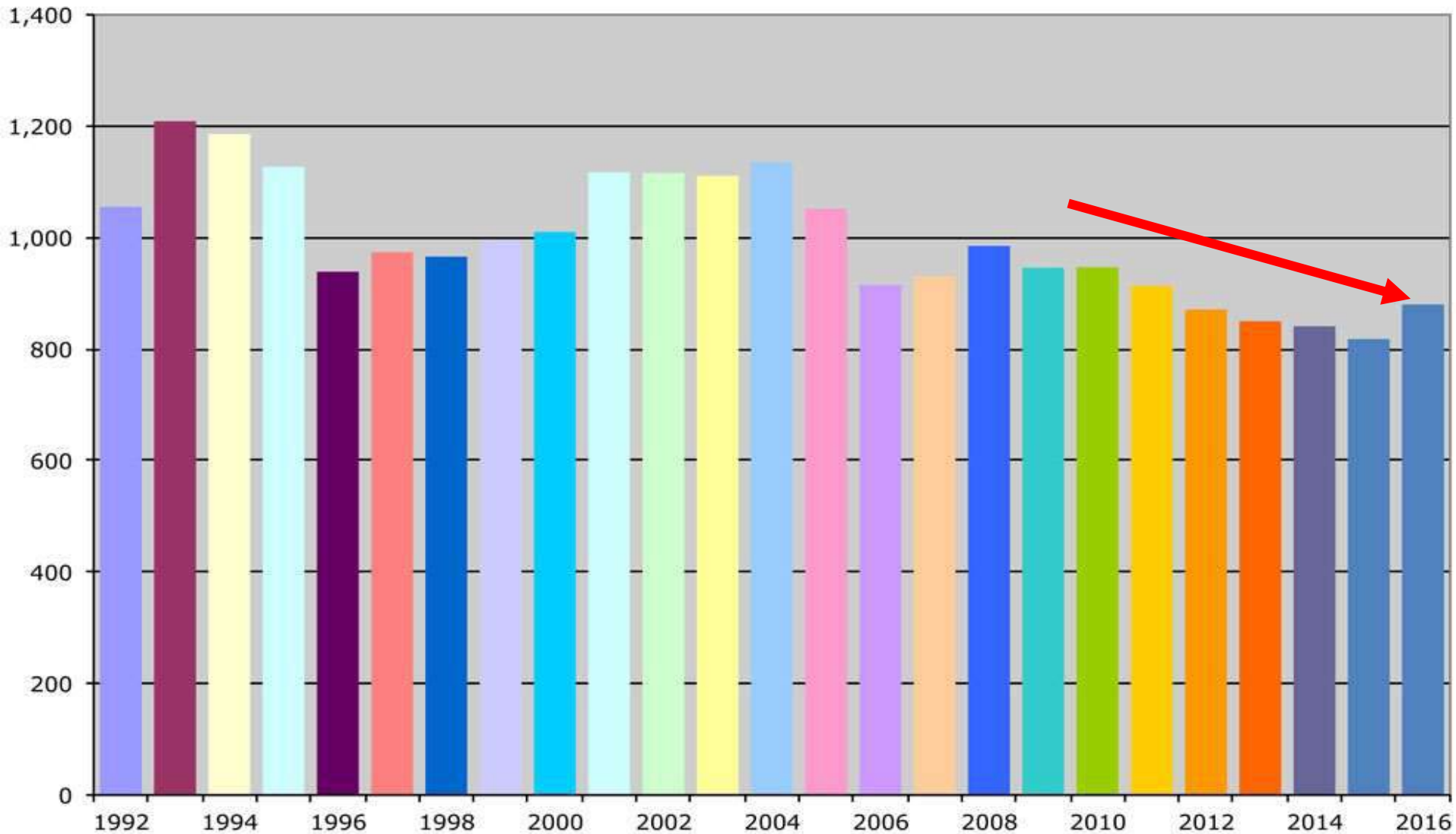


*Since 1996, statistics from Canada, Central America and South America were no longer included in Registry tabulations.*



# GOA Chrismations Are Generally Declining

**Chrismations 1992 - 2016**  
*Greek Orthodox Archdiocese of America*



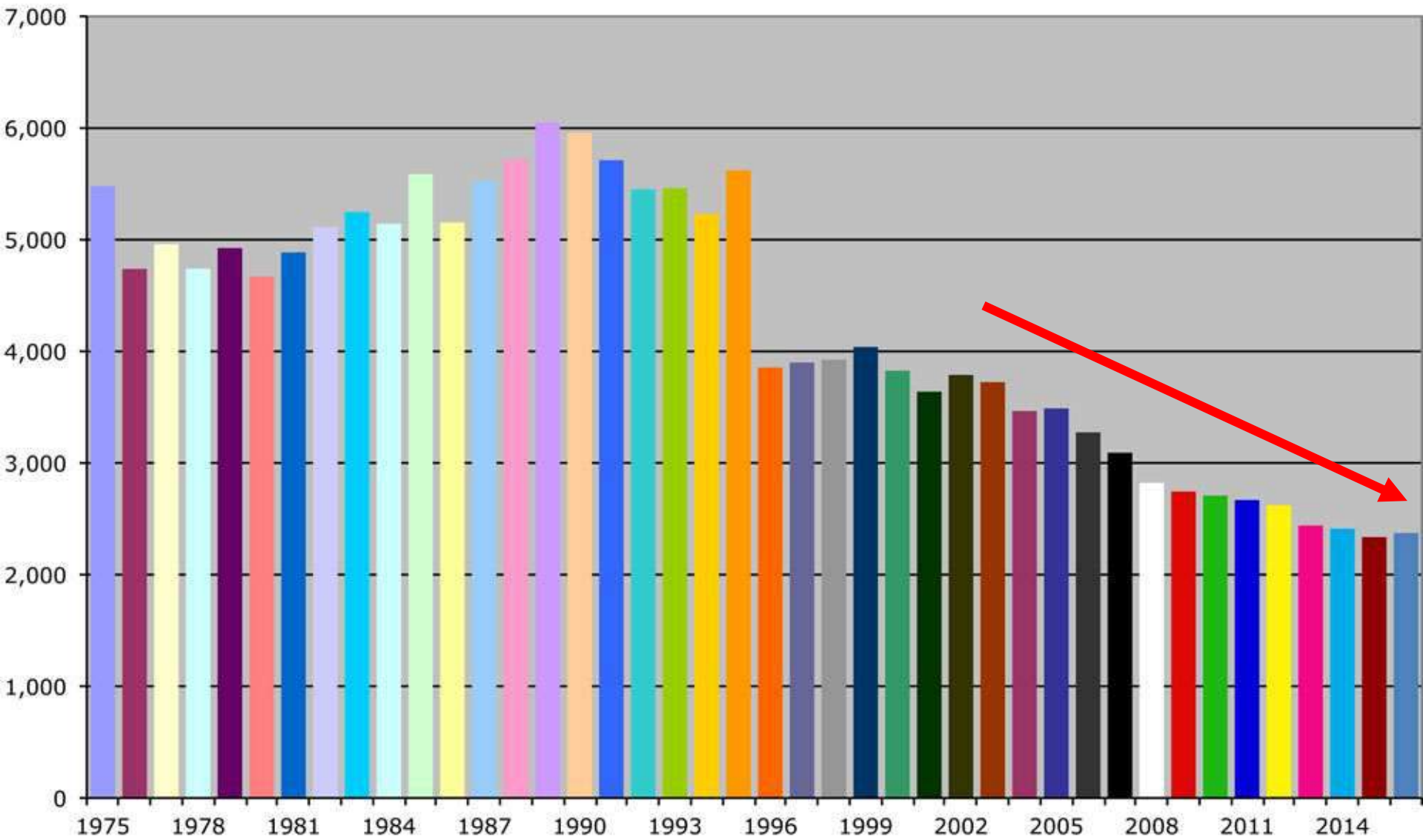
*Since 1996, statistics from Canada, Central America and South America were no longer included in Registry tabulations.*



# **GOA Weddings Are Generally Declining**

# Weddings 1975 - 2016

*Greek Orthodox Archdiocese of America*

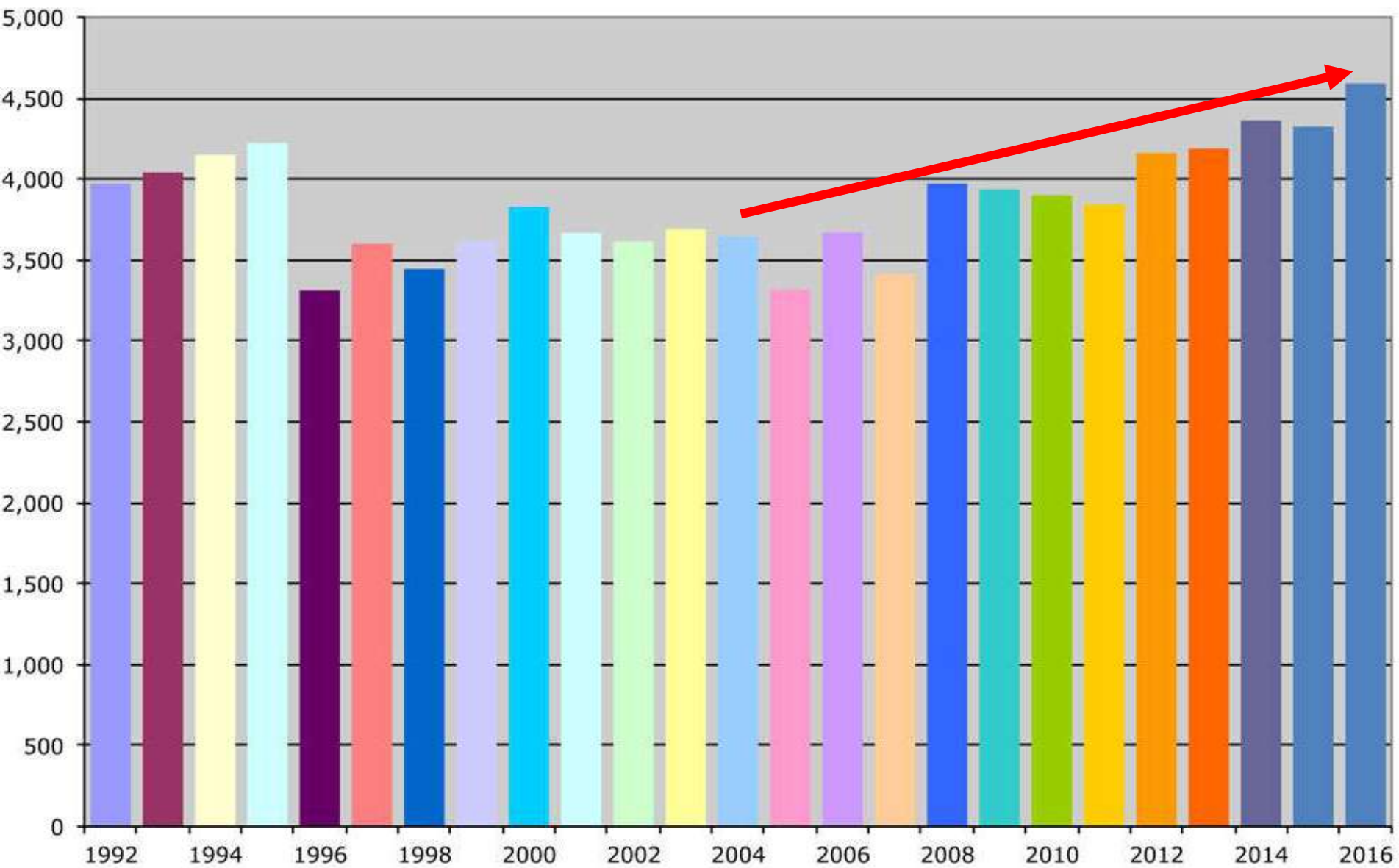




**And Finally, Something That  
is Generally Growing...**

# Funerals 1992 - 2016

Greek Orthodox Archdiocese of America





**The Stewardship Calling Model of the 4  
Kinds of Orthodox Christians in America**



**The Orthodox Church  
Makeup Has Changed  
Dramatically Over  
The Last 15 Years**

# 4 Kinds of Orthodox Christians

**Passion  
for the  
Faith**

**Intentional  
Cradle  
Orthodox**

**Intentional  
Orthodox  
Convert**

**Incidental  
Cradle  
Orthodox**

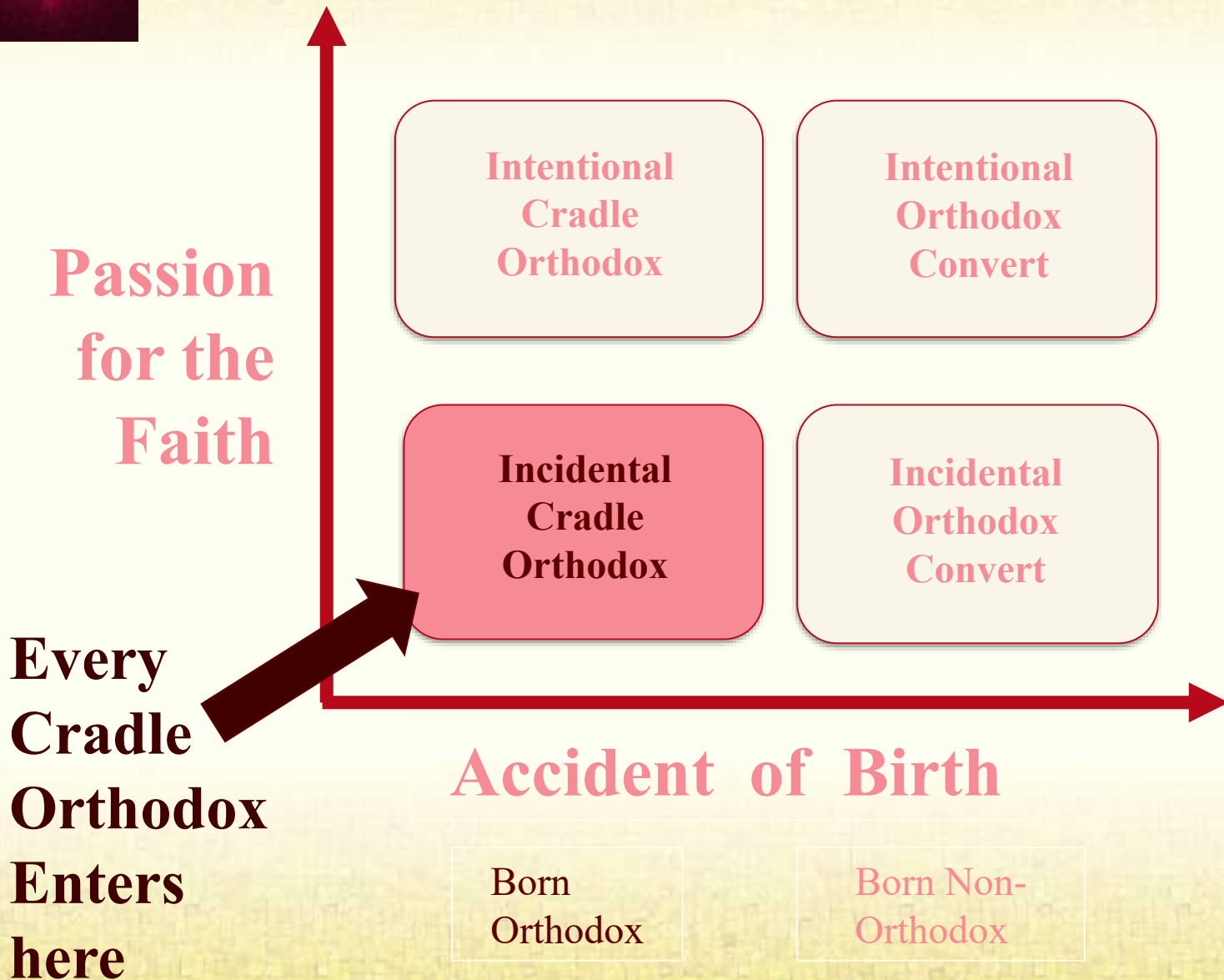
**Incidental  
Orthodox  
Convert**

**Accident of Birth**

Born  
Orthodox

Born Non-  
Orthodox

# 4 Kinds of Orthodox Christians

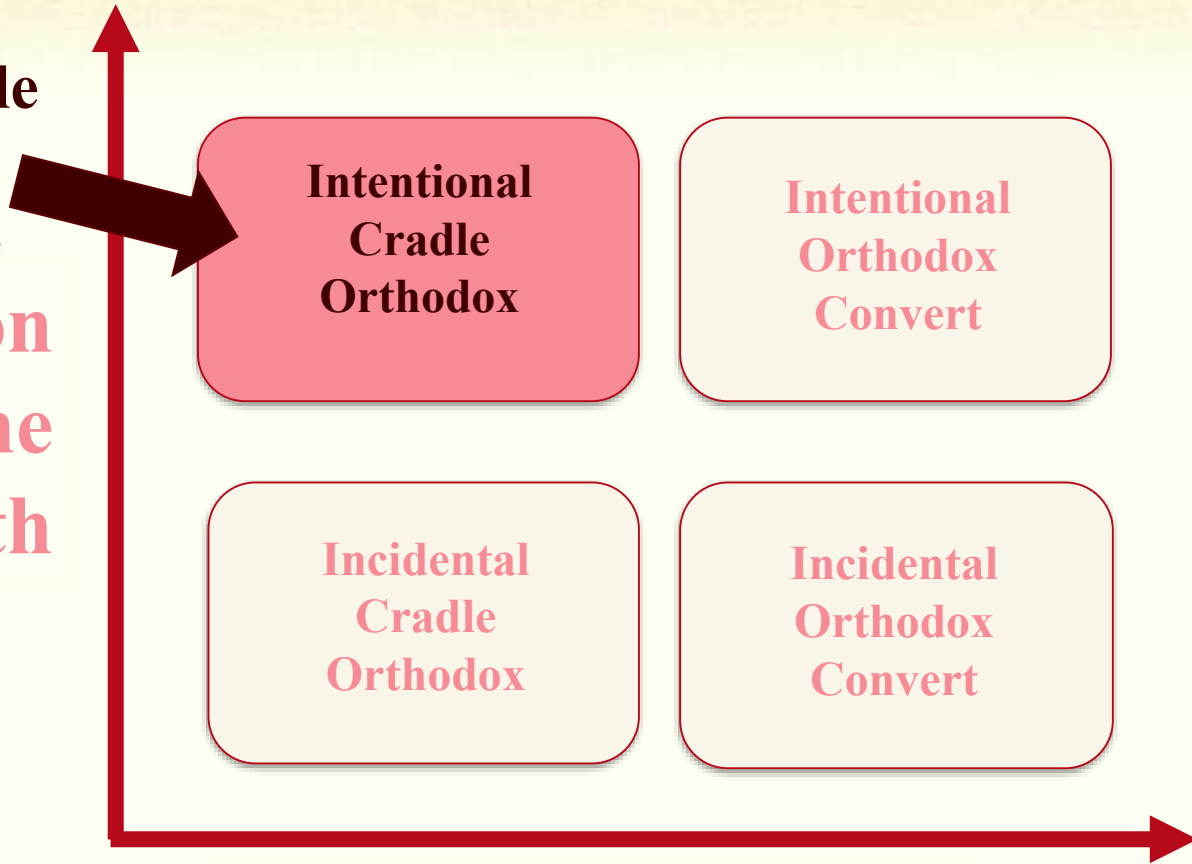


# 4 Kinds of Orthodox Christians



**Few Cradle  
Orthodox  
move here**

**Passion  
for the  
Faith**

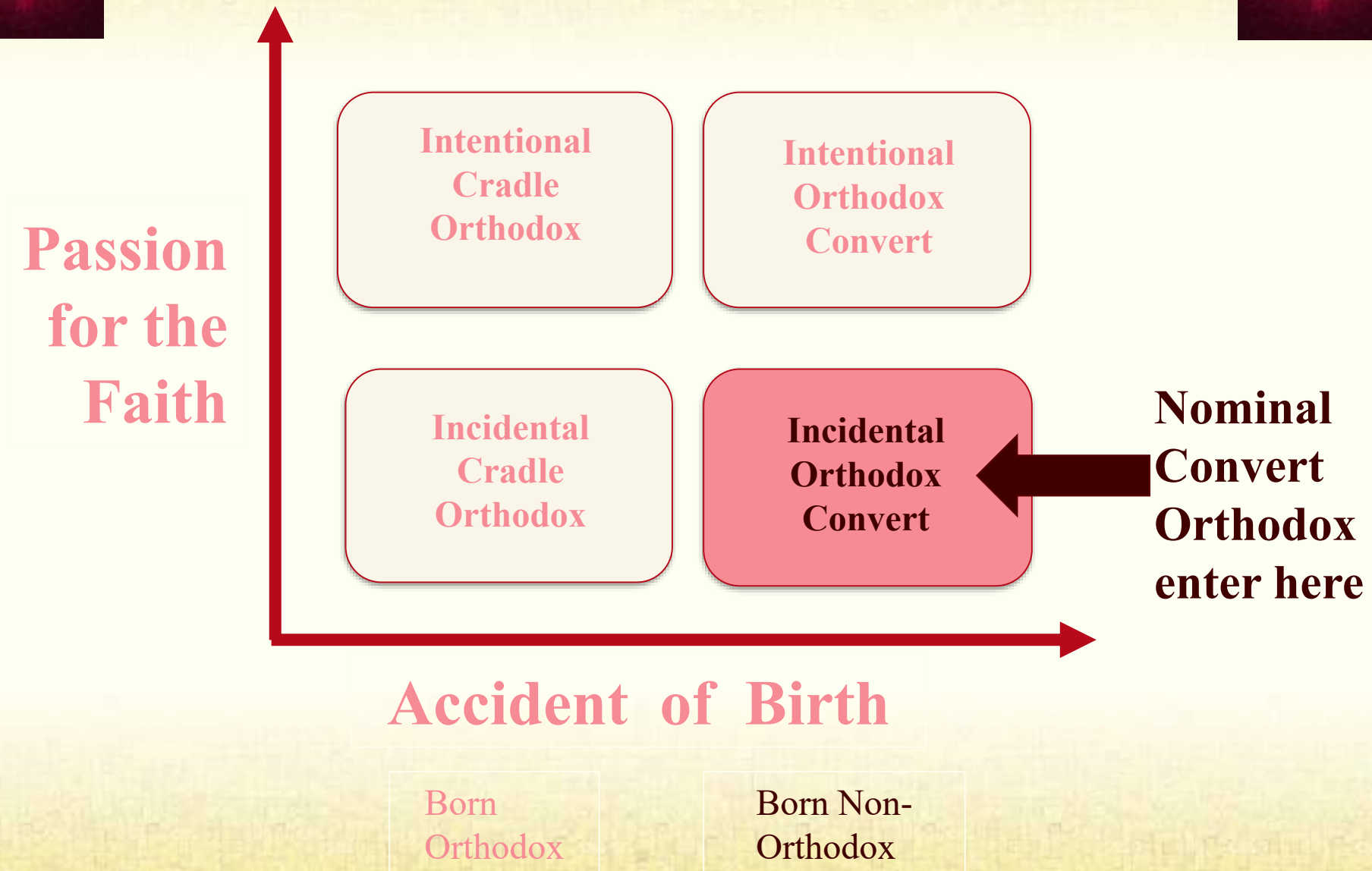


**Accident of Birth**

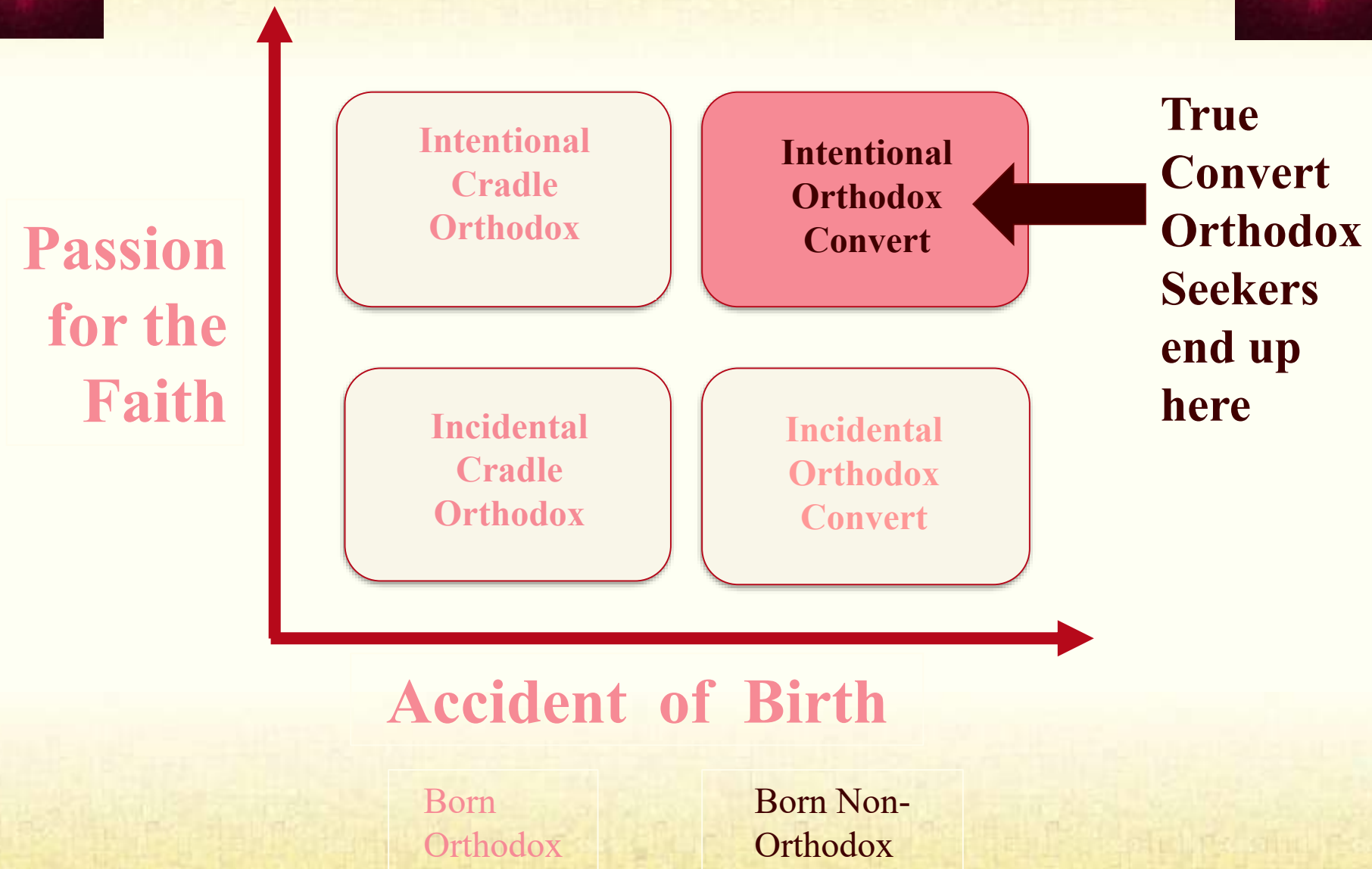
Born  
Orthodox

Born Non-  
Orthodox

# 4 Kinds of Orthodox Christians

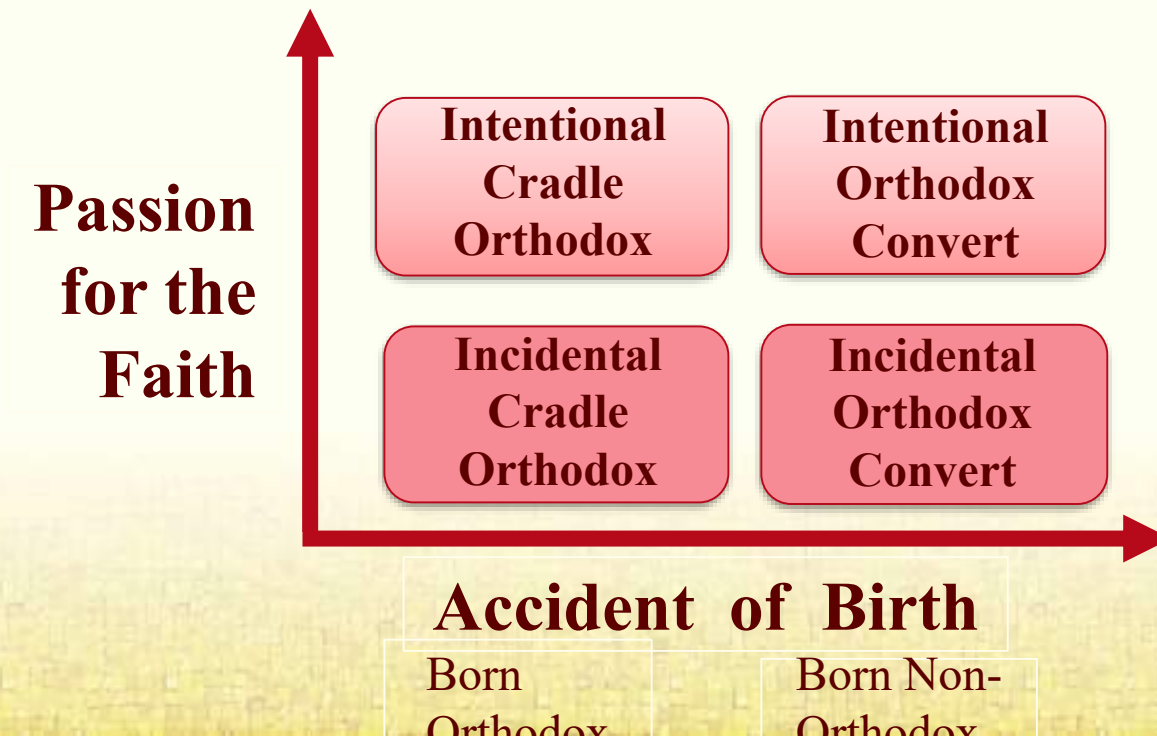


# 4 Kinds of Orthodox Christians



# 4 Kinds of Orthodox Christians

~ We now need different operational strategies to address the differing needs of each of the 4 categories of Orthodox Christians in our Parishes





## Chairman & CEO - General Electric

~~~~~

~~~~~

A polar bear is perched on a small, irregular ice floe that is partially submerged in a dark blue body of water. The bear is white with a thick coat, looking towards the camera. The water around the ice floe is dark and slightly rippled.



# What Is The Biggest Challenge Facing Our Parishes?



$$\Delta S = S_f - S_i = \int \frac{dq_{rev}}{T}$$

$$\Delta S = \frac{q_{rev}}{T}$$

- Entropy
- Everything in the universe eventually moves from order to disorder (*entropy* measures that change)
- If you don't make positive changes you will get negative changes

# Why Are We Here?

**“The best time to  
plant a tree was  
20 years ago.**

**The second best  
time is today.”**



*Old Chinese Proverb*



# Strategic Planning





# What Is Strategic Planning?



A process for clarifying:

1. Why we exist (Why Statement)
2. What we believe (Core Values)
3. Where we are now (SWOT)
4. What we do (Mission Statement)
5. Where we want to be (Vision Statement)
6. How we will get there (Strategic SMART Goals and Action Plans)



**Strategic planning is described in:**

**Alice in Wonderland**



***ALICE stands at  
the fork in the  
road and asks  
the CHESHIRE  
CAT...***





**Alice:** Which road should I take?



**Cheshire Cat:**

Where do you want  
to go little girl?



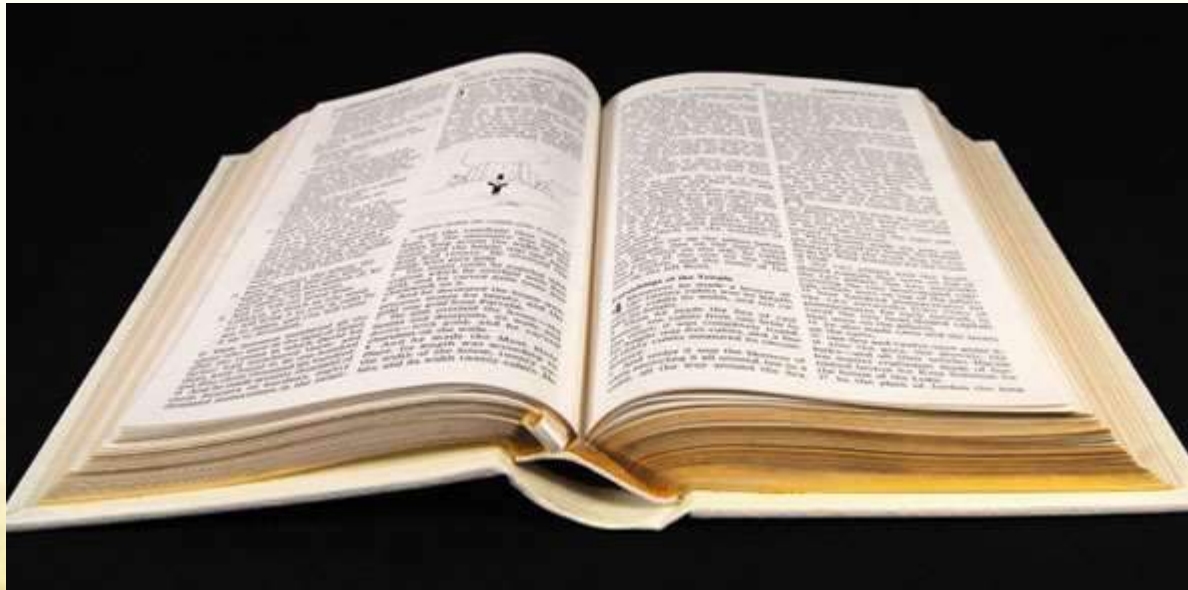
**Alice:** I don't know.

**Cheshire Cat :** Then it makes no  
difference...



# STRATEGIC PLANNING

## Strategic Planning is Biblical





## Proverbs 29:18

*“Where there is no  
vision, the people  
will perish”*



## 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.’”*



# SWOT ANALYSIS

|                                                     | Helpful<br>to achieving the objective | Harmful<br>to achieving the objective |
|-----------------------------------------------------|---------------------------------------|---------------------------------------|
| Internal origin<br>(attributes of the organization) | <b>S</b><br>Strengths                 | <b>W</b><br>Weaknesses                |
| External origin<br>(attributes of the environment)  | <b>O</b><br>Opportunities             | <b>T</b><br>Threats                   |



# **SWOT Analysis**

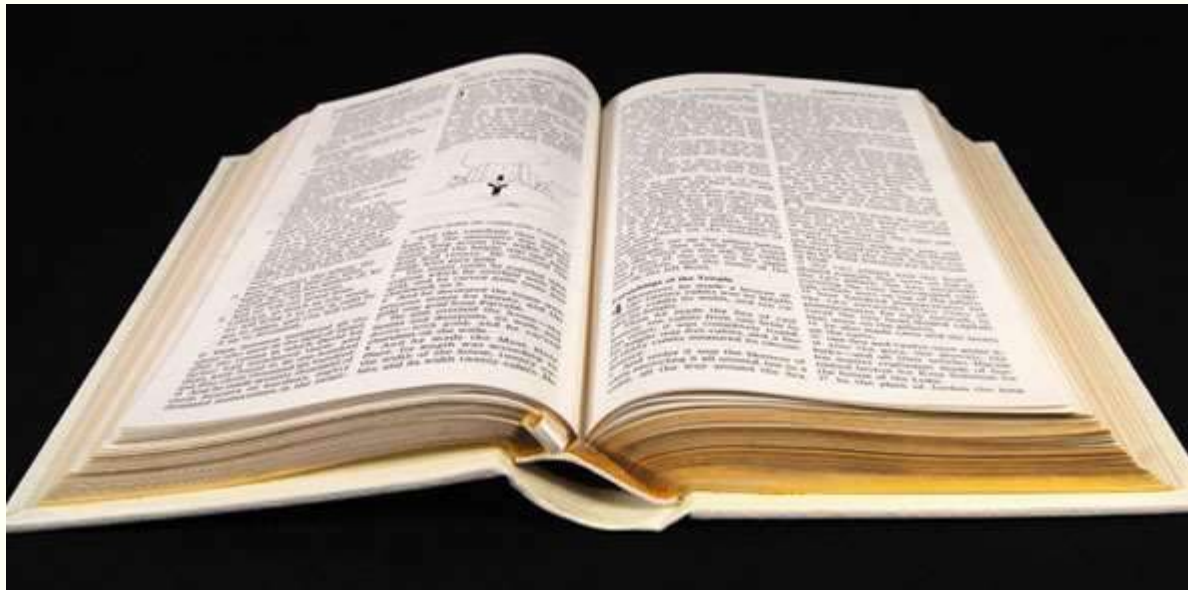


- ~ Answers question #2: Where are we now?**
- ~ We first focus on the INTERNAL Strengths and Weaknesses**
- ~ We second focus on the EXTERNAL Opportunities and Threats that we face from the outside**



# SWOT

## A SWOT Analysis is Biblical





***“Examine yourselves  
as to whether you are  
in the faith.  
Test yourselves!”***

**2 Corinthians 13:5**



# **How Did We Compile Our SWOT Data**



- 1. Everyone in the Metropolis was solicited to provide their SWOT**
- 2. All  $\approx 80$  SPT members completed a detailed SWOT analysis**
- 3. All Metropolis Council members were solicited to contribute a SWOT analysis**
- 4.  $\approx 300$  SWOT forms were analyzed**
- 5. SPT divided into teams to debate all data by SWOT category**
- 6. Entire SPT debated and agreed by consensus on final SWOT**
- 7. Our SWOT conclusions were then validated against reliable external empirical data sources**



# Strengths



- **People (dynamic Hierarch, clergy and laity)**
- **Deep and authentic message (fullness of the faith and strong culture)**
- **Caring communities**
- **Some Youth ministries**
- **Diverse ministries**
- **Parish infrastructure and geographic reach**



# Weaknesses



- **Insufficient leadership development for clergy and laity**
- **Insufficient Parish and Metropolis vision, administration, staffing & operations**
- **Clergy performance (including lack of clergy wellness, support, and clergy support of parishioners)**
- **Lack of life cycle church ministries**
- **Poor religious literacy**
- **Low levels of trust and transparency**
- **Unsatisfactory church experience (welcoming and liturgical)**
- **Youth and emerging adult ministries that are not sufficient or consistently effective**
- **Inadequate stewardship and engagement**
- **Exclusionary (overemphasis on Greek culture and language and gender)**
- **Chicago-centric focus and lack of interparish cooperation, inter-Orthodox cooperation**



# How Will Our Strategic Plan Do At Addressing Our Weaknesses?





# Weaknesses



**1.2 & 4.1** **LEADERSHIP** (Insufficient leadership development for clergy and laity)

**6.1 & 6.2** **ADMINISTRATION & OPERATIONS** (Insufficient Parish and Metropolis vision, administration, staffing & operations)

**1.1 & 1.2** **CLERGY** (Clergy performance (including lack of clergy wellness, support, and clergy support of parishioners))

**5.1 & 5.2** **LIFE CYCLE MINISTRIES** (Lack of life cycle church ministries)

**3.1 & 3.2** **EDUCATION** (Poor religious literacy)

**6.1, 6.2 & 4.1** **TRUST & TRANSPARENCY** (Low levels of trust and transparency)

**9.1, 3.1 & 3.2** **CHURCH EXPERIENCE** (Unsatisfactory church experience (welcoming and liturgical))

**10.1 & 3.1** **YOUTH & EMERGING ADULTS** (Youth and emerging adult ministries that are not sufficient or consistently effective)

**7.1** **STEWARDSHIP** (Inadequate stewardship and engagement)

**8.1 & 8.2** **NON-INCLUSIVENESS** (Exclusionary (overemphasis on Greek culture and language and gender))

**2.1, 2.2 & others** **CHICAGO CENTRIC** (Chicago-centric focus and lack of interparish cooperation, inter-Orthodox cooperation)



# How'd We Do Regarding Addressing Our Weaknesses?



100%



PERFECT SCORE



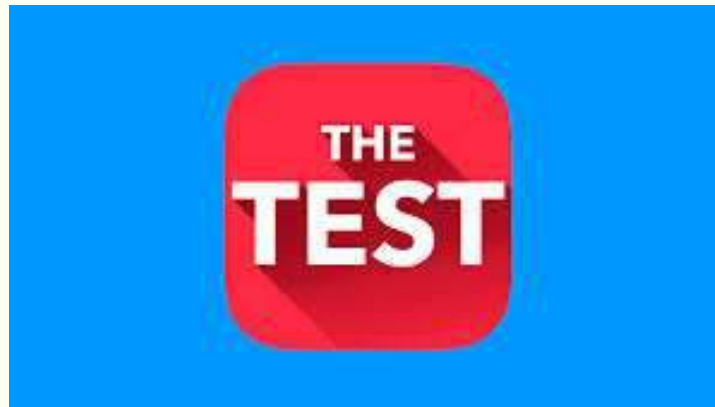
# Opportunities



- **Outreach and Evangelism**
- **Use of technology and social media**
- **Engaging emerging adults**
- **Pan-Orthodox engagement through ministries**
- **Service and ministry (inside and outside of our geography)**
- **Public engagement on ethical and moral issues**



# How Will Our Strategic Plan Do At Addressing Our Opportunities?





## **8.2 Outreach and Evangelism**

**2.1 & 2.2 Use of technology and social media**

**10.1 & 3.2 Engaging emerging adults**

**6.2, 8.2 & others Pan-Orthodox engagement through ministries**

**8.1, 8.2, 6.2, 4.1 Service and ministry (inside and outside of our geography)**

**6.1 & 2.1 Public engagement on ethical and moral issues**



# How'd We Do Regarding Addressing Our Opportunities?



PERFECT SCORE



# Threats



- **Competing demands for time talents and treasures**
- **Incongruent shift in moral and social values**
- **Competition from other religious institutions and secularism**
- **Mis-perceptions, negative perceptions and lack of awareness of the Greek Orthodox Church**





# Start With WHY?

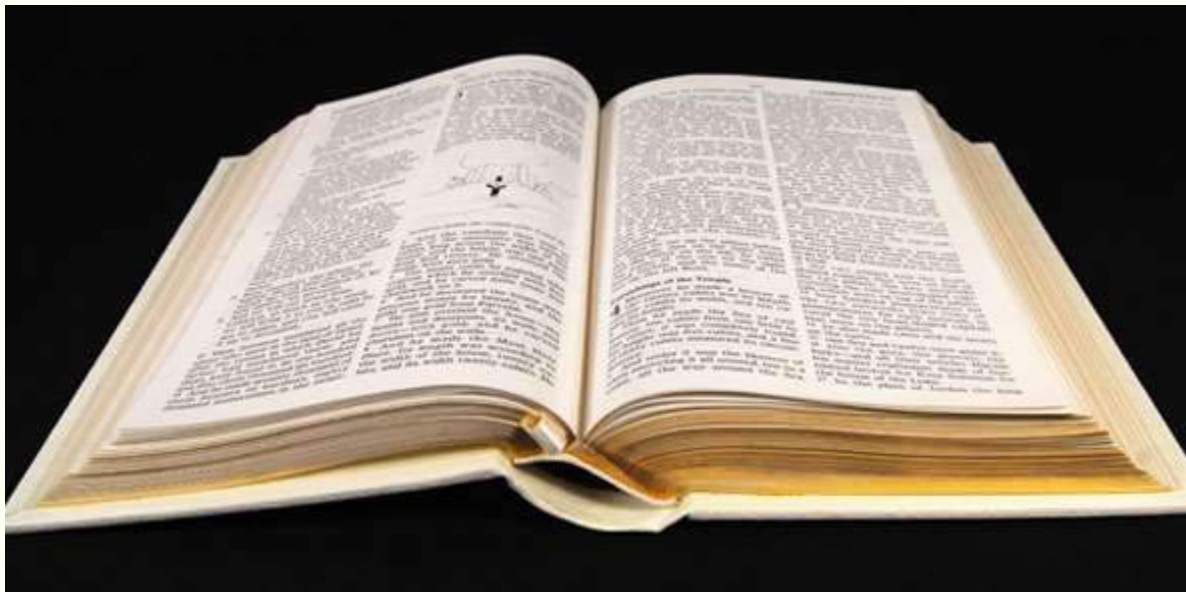


- ~ **An articulate and inspirational reason WHY our Metropolis and Parishes exist and why anyone should care or want to join us?**



# WHY?

## A Statement of Why is Biblical





***“Men, WHY are you  
doing these things?”***

**Acts 14:14**



# Statement of WHY



**To receive and share  
unconditional love,  
mercy, healing and peace,  
so that life has greater  
meaning and purpose.**



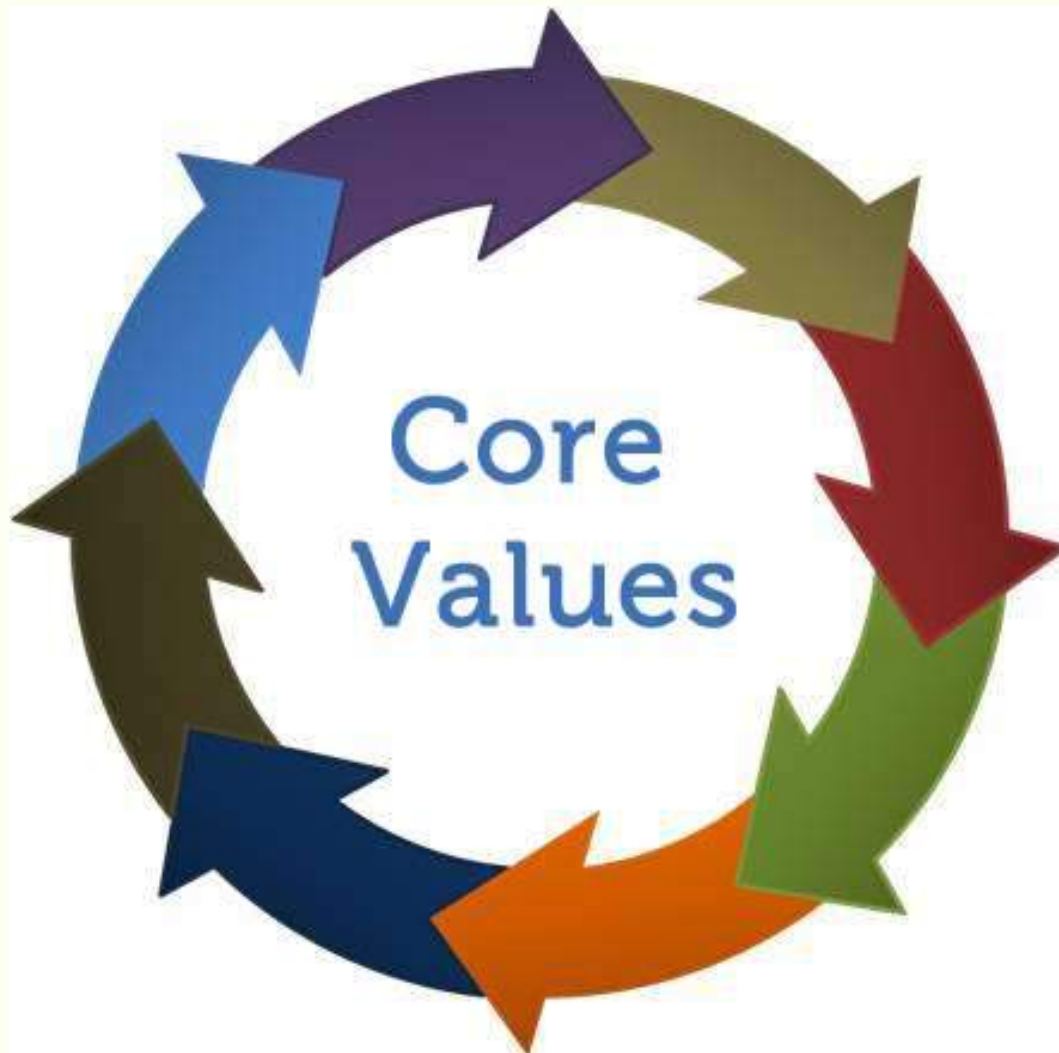
# **The Statement of WHY Pitch**



**“If you’re looking for a place where you will receive unconditional love, mercy, healing and peace, so that your life can have greater meaning and purpose, boy do I have a church for you.”**



# CORE VALUES





# Core Values

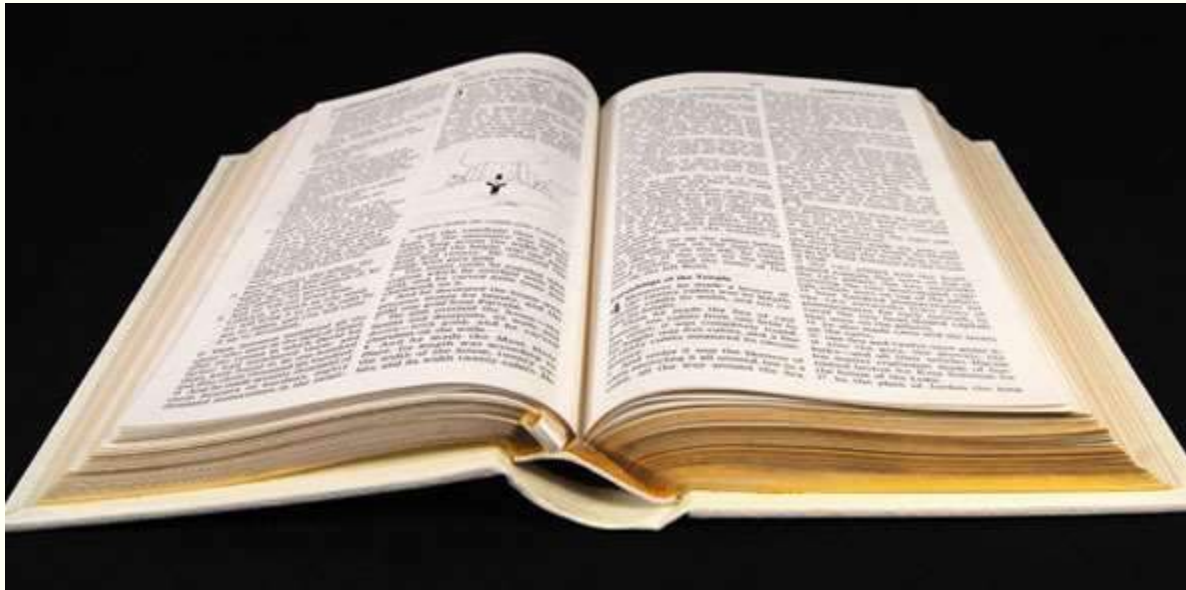


- 1. are beliefs shared among the stakeholders**
- 2. drive an organization's culture and priorities**
- 3. provide a framework for decision-making**



# CORE VALUES

**Core Values Are Biblical**





# GOD'S CORE VALUES





# 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.

Matthew 5:3-10



# Core Values



- ~ **Christ-centeredness**
- ~ **Integrity**
- ~ **Service**
- ~ **Humility**
- ~ **Love**
- ~ **Mercy**
- ~ **Spiritual Development**
- ~ **Adaptability**



# MISSION





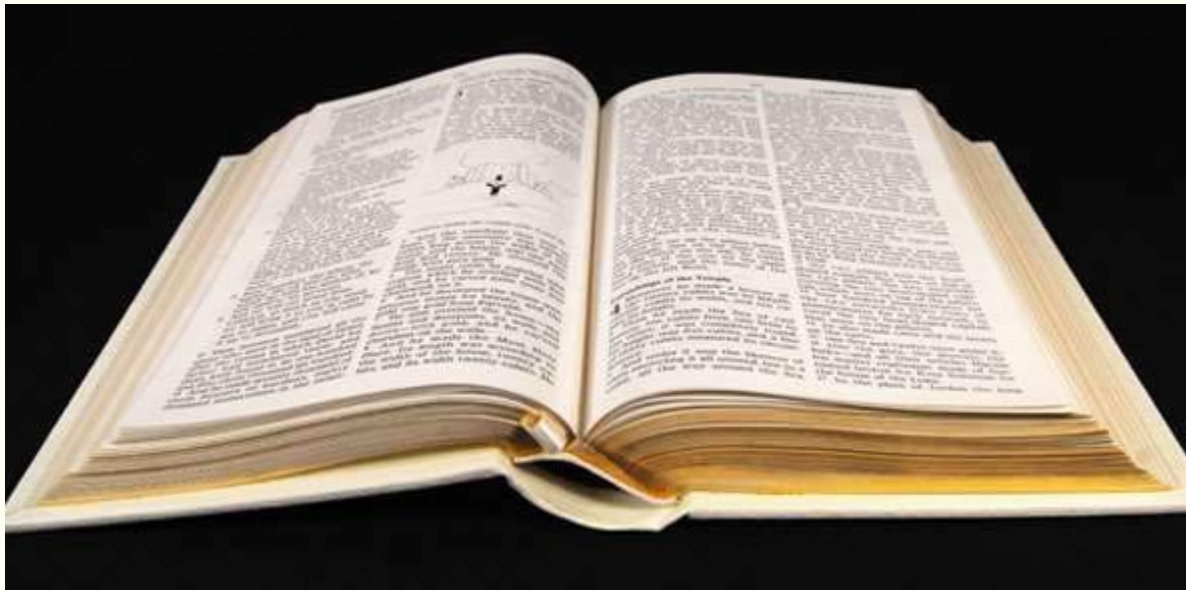
# **Mission:**

- ~ **Answers strategic planning question #3: What do we do?**
- ~ **A clear description of the fundamental purpose for which an organization exists and what it does to achieve its Vision**



# MISSION

## A Mission Statement is Biblical





# The Great Commission (Mission – Part 1) Matthew 28:18-20



***“Go therefore and  
make disciples of all  
the nations”***





# **Mission Statement**

**The Greek Orthodox  
Metropolis of Chicago is  
a Christ-centered  
community that loves,  
guides, engages and  
serves all people.**



# VISION

*Vision Statement*



# Vision

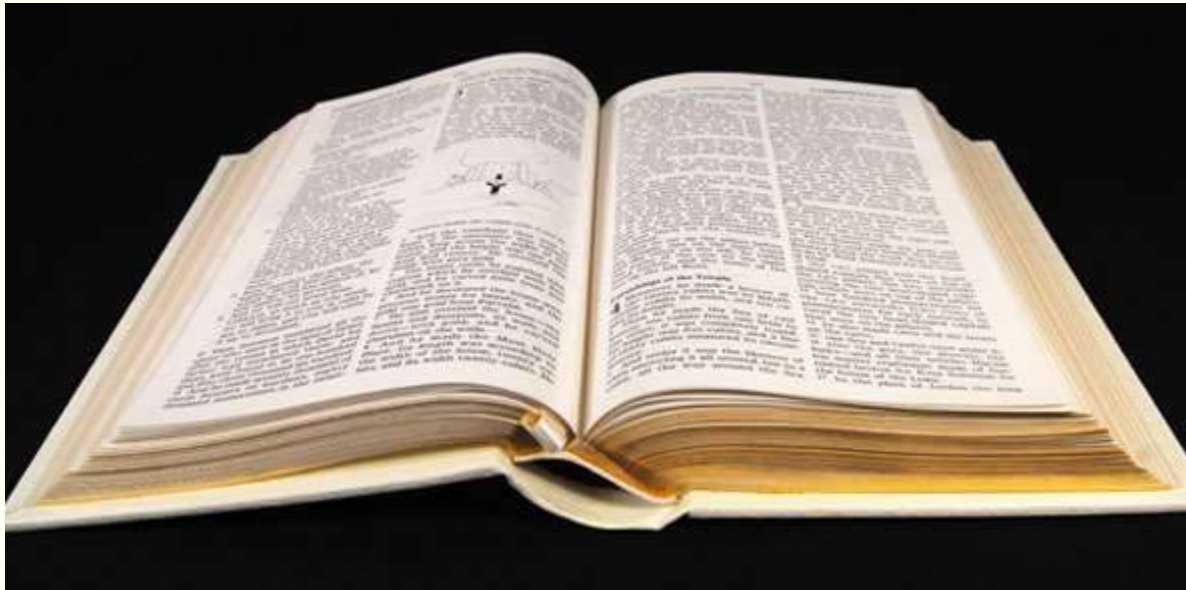
- ~ **Answers strategic planning question #4: Where do we want to be?**
- ~ **Following our sense of God's calling, we need to pick a reasonable time in the future and outline a vision of our Metropolis at that time**



# 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.”*



# **Vision Statement**

**Within 4 years we will grow our  
Metropolis family through greater:**

**Fellowship & Welcoming**

**Accountability**

**Ministries & Education**

**Innovation**

**Leadership**

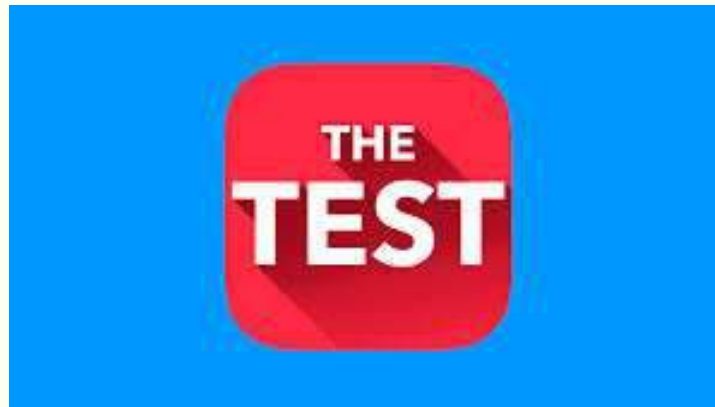
**Involved Youth & Emerging Adults**

**Engagement on Critical Issues**

**Stewardship**



# How Will Our Strategic Plan Do At Addressing Our Vision?





# How Will Our Strategic Plan Do At Addressing Our Vision?



**Within 4 years we will grow our  
Metropolis family through greater:**

**8.1 & 8.2**

**Fellowship & Welcoming**

**6.1, 6.2 & 4.1**

**Accountability**

**1.2, 3.1, 3.2, 4.1, 5.1,  
5.2, 6.2, 8.1, 8.2 & 10.1**

**Ministries & Education**

**6.1 & 2.2**

**Innovation**

**4.1 & 1.2**

**Leadership**

**10.1 & 3.1**

**Involvement Youth & Emerging Adults**

**6.1 & 2.1**

**Engagement on Critical Issues**

**7.1**

**Stewardship**



# How'd We Do Regarding Addressing Our Vision?



PERFECT SCORE



# STRATEGIC GOALS



STRATEGIC  
OBJECTIVES



# Strategic Goals



- ~ **Strategic Goals are a roadmap of how to implement the vision and achieve our goals**
- ~ **They keep us going in the right direction**



# Action Plan

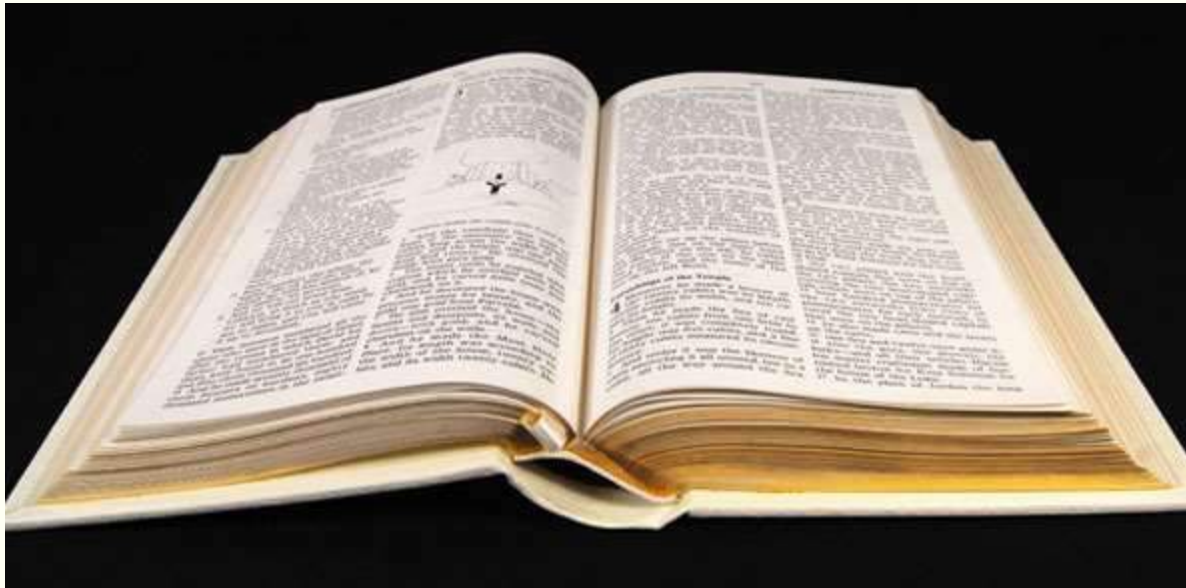
~ Answers Question #4: How will we get there?

- All activities are outlined in step-by-step detail
- For each step to achieve the goal, you must identify:
  - 1) the specific detailed action
  - 2) who must do it
  - 3) the deadline for its completion
  - 4) how you will know when it is completed



# STRATEGIC GOALS

## Strategic Goals are Biblical





*“These twelve Jesus sent out, charging them, “...*

*(1) go rather to the lost sheep of the house of Israel. And*

*(2) preach as you go...*

*(3) Heal the sick,*

*(4) raise the dead,*

*(5) cleanse lepers,*

*(6) cast out demons.*

*You received without paying, give without pay.’ ”*

**Matthew 10:1, 5-8**



# **Strategic Goals**

## **Clergy Wellness & Development**

- 1.1 Clergy Wellness**
- 1.2 Clergy Development**

## **Communications & Technology**

- 2.1 Metropolis Communications Plan**
- 2.2 Metropolis Technology Plan**

## **Education & Spiritual Literacy**

- 3.1 Youth Religious Education**
- 3.2 Adult Religious Education**

## **Lay Leadership Development**

- 4.1 Parish Council, Ministry & Youth Leadership Program**



# **Strategic Goals**

## **Life Cycle Ministries**

- 5.1 Family Ministries**
- 5.2 Seniors Ministries**

## **Metropolis Administration & Best Practices**

- 6.1 Best Practices Metropolis Operations Plan**
- 6.2 Ministry Accountability, Performance & Improvement**

## **Stewardship**

- 7.1 Comprehensive Parish Stewardship Ministries Program**



# **Strategic Goals**

## **Welcome, Outreach & Evangelism**

**8.1 Welcoming Ministries**

**8.2 Outreach & Evangelism Ministries**

## **Worship & Parish Life Engagement & Accessibility**

**9.1 Enhanced Worship & Parish Life Engagement & Accessibility**

## **Youth & Emerging Adults**

**10.1 Comprehensive Youth & Emerging Adults Ministries**



# Some Key Concepts



- ~ Everything is aligned with our WHY and Core Values, and helps us live our Mission, realize our Vision and address our SWOT
- ~ We are making change not just product
  - ❖ Just making something available doesn't change anything
  - ❖ People must be trained and it must be implemented in the Parishes and they must be supported
- ~ You can't know the right things to do until the right questions get asked and answered
  - ❖ Don't design anything without doing all the research
  - ❖ Research ALL best practices, not just Greek / Orthodox
  - ❖ Identify best practices and how we will Measure them (the "M" in SMART Goals)

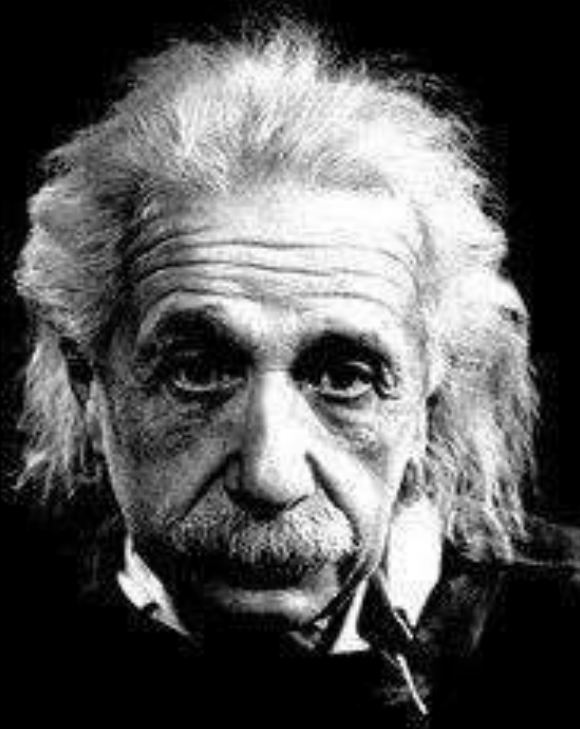


# Some Key Concepts



- ~ ALL of the 16 Strategic Goals are directly focused on helping the Parishes, their ministries and parishioners
- ~ A principal reason the Metropolis exists is to help its Parishes (by efficiently marshalling Metropolis-wide talent and creating the best resources and tools)

"WE CANNOT  
SOLVE OUR  
PROBLEMS  
WITH THE SAME  
THINKING WE  
USED WHEN WE  
CREATED THEM"





**Meet the Implementation  
Headquarters (“IHQ”) and  
Strategic Goal Co-Captain  
Leadership Teams that will  
ensure we achieve our  
16 Strategic Goals**

# “IHQ” – Implementation Headquarters



# Head Coach Vicki Karl



**Overall  
Management,  
Administration  
& Accountability**

# Head Coach Pam Argyris



## Area Of Focus Responsibility

**#3. Education & Spiritual  
Literacy**

**#5. Life Cycle Ministries**

**#7. Stewardship**

**#8. Welcoming, Outreach  
& Evangelism**

**#10. Youth & Emerging  
Adults**



# Education & Spiritual Literacy



## Goal 3.1 Youth Religious Education

Co-Captains:

Kathy Michalarias  
Jolynn Ruggerio

Start Date:

1-1-20



# **Education & Spiritual Literacy**

## **Goal 3.1**

### **Youth Religious Education**

**Within 18 months, we will research and develop a best practices set of learning standards, and online and in-person training programs for all parish youth in order to inspire a proficient level of knowledge in the Orthodox faith and practices so that they may apply this understanding to living a Christ-centered life as a disciples of Christ, that will be thereafter successfully implemented in at least:**

- (a) 20% of the parishes within 16 month; and**
- (b) 40% of the parishes within 28 months.**



# Education & Spiritual Literacy



## Goal 3.2 Adult Religious Education

### Co-Captains:

**Fr. Symeon Johnson**  
**Theresa Kekatos**  
**Taso Tsiganos**

### Start Date:

**10-15-19**



# **Education & Spiritual Literacy**

## **Goal 3.2**



### **Adult Religious Education**

**Within 20 months, we will research and develop a best practices set of learning standards, and online and in-person training programs for adults in order to inspire a proficient level of knowledge in the Orthodox faith and practices so that they may apply this understanding to living a Christ-centered life as a disciples of Christ, that will be thereafter successfully implemented in at least:**

- (a) 20% of the parishes within 16 months; and**
- (b) 40% of the parishes within 28 months.**



# **Life Cycle Ministries**

## **Goal 5.1 Family Ministries**

**Co-Captains:**

**Vanessa Clohessy**

**Chrystalla Daly**

**Start Date:**

**11-1-19**



# **Life Cycle Ministries**

## **Goal 5.1**

### **Family Ministries**

**Within 18 months, we will research, develop and train each parish how to implement a comprehensive series of family ministries to meet the various needs of their families through their life cycles that will be thereafter successfully implemented in at least:**

- (a) 25% of the parishes within 12 months; and**
- (b) 50% of the parishes within 24 months.**



# **Life Cycle Ministries**

## **Goal 5.2 Seniors Ministries**

**Co-Captains:**

**Chrystalla Daly**

**Frank Demas**

**Start Date:**

**1-1-20**



# **Life Cycle Ministries**

## **Goal 5.2**



### **Seniors Ministries**

**Within 18 months, we will research, develop and train each parish how to implement dynamic and engaging ministries focused on the physical, emotional and spiritual needs of senior citizens, and their care givers, that will be thereafter successfully implemented in at least:**

- (a) 25% of the parishes within 12 months; and**
- (b) 50% of the parishes within 24 months.**



# Stewardship



## Goal 7.1 Comprehensive Parish Stewardship Ministries Program

Co-Captains:

**Demitris Katsamberis**  
**Perry Siatis**

Start Date:

**1-1-20**



# **Stewardship Goal 7.1**



## **Comprehensive Parish Stewardship Ministries Program**

**Within 18 months, each parish will begin to implement the Metropolis comprehensive new Stewardship ministries program, including a youth stewardship program, adapted to the needs of the parishes, that will be thereafter successfully implemented in at least:**

- (a) 20% of the parishes within 18 months; and**
- (b) 40% of the parishes within 30 months.**



# **Welcoming, Outreach & Evangelism**



## **Goal 8.1 Welcoming Ministries**

### **Co-Captains:**

**Greg Gerontes**

**Eleni Lanzourakis**

**Angela Mejdrich**

### **Start Date:**

**1-1-20**



# **Welcoming, Outreach & Evangelism**

## **Goal 8.1**

### **Welcoming Ministries**

**Within 22 months, we will research and develop a best practices program that will help parishes establish effective Welcoming Ministries to ensure that all newcomers are fully embraced and welcomed, that will be thereafter successfully implemented in at least 40% of the parishes within 2 years.**



# **Welcoming, Outreach & Evangelism**



## **Goal 8.2 Outreach & Evangelism Ministries**

**Co-Captains:**  
**Tom Kanelos**  
**Fr. George Pyle**

**Start Date:**  
**1-1-20**



# **Welcoming, Outreach & Evangelism**

## **Goal 8.2**



### **Outreach & Evangelism Ministries**

**Within 25 months, we will establish a Metropolis Department of Outreach & Evangelism Ministries to research, develop and train all parishes on how to implement effective Outreach & Evangelism Ministries, that include at least one Signature Outreach or Evangelism Activity each year, so that they will substantially expand their outreach and evangelism efforts to bring more people into the Orthodox Church and to better serve our neighbors and local community in at least 40% of the parishes within 2 years.**



# **Youth & Emerging Adults**

## **Goal 10.1**

### **Comprehensive Youth & Emerging Adults Ministries**

**Co-Captains:**

**Angie Bithos**

**Anthony Ruggerio**

**Start Date:**

**1-8-20**



# **Youth & Emerging Adults**

## **Goal 10.1**



## **Comprehensive Youth & Emerging Adults Ministries**

**Within 18 months, we will fully research, develop and begin implementing in all parishes comprehensive, measurably excellent and separate ministries and programs that demonstrably and materially increase spiritual and intellectual engagement, fellowship and service among:**

- (a) middle and high school youth;**
- (b) college age and graduate school students; and**
- (c) emerging adults.**

# Head Coach John Manos

## Area Of Focus Responsibility



**#1. Clergy Wellness & Development**

**#2. Communications & Technology**

**#4. Lay Leadership Development**

**#6. Metropolis Administration & Best Practices**

**#9. Worship & Parish Life Engagement & Accessibility**



# Clergy Wellness & Development



## Goal 1.1 Clergy Wellness

Co-Captains:

Fr. Rick Andrew

Diakonissa Mary Zaharis

Start Date:

11-14-19



# **Clergy Wellness & Development**

## **Goal 1.1**

### **Clergy Wellness**

**Within 18 months, we will develop and implement a Clergy Wellness Program in which at least:**

- (a) 50% of the clergy will participate within 12 months of implementation;**
- (b) 75% of the clergy will participate within 24 months of implementation; and**
- (c) 100% of the clergy will participate in modules deemed mandatory within 24 months of implementation.**



# **Clergy Wellness & Development**



## **Goal 1.2 Clergy Development**

**Co-Captains:**

**Paul Karos  
Tom Kiriakos**

**Start Date:**

**10-8-19**



# **Clergy Wellness & Development**

## **Goal 1.2**

### **Clergy Development**

**Within 18 months, we will develop and implement a Clergy Development Program in which 100% of the present and future clergy of the Metropolis will participate on an annual basis thereafter within 24 months of implementation.**



# **Communications & Technology**

## **Goal 2.1 Metropolis Communications Plan**

**Co-Captains:**

**Ali Gerakaris**

**Deacon John Suhayad**

**Start Date:**

**10-2-19**



# **Communications & Technology**

## **Goal 2.1**



### **Metropolis Communications Plan**

- (a) Within 18 months, we will create and implement a Metropolis Strategic Communications Plan to more effectively connect the Metropolis, its parishes and parishioners that will achieve key milestones that measurably improve both internal and external communications of the Metropolis and its parishes, and that will include enhanced social media, websites and other effective communications tools; and**
- (b) Over the implementation term of this Strategic Plan, assist other Strategic Plan Implementation Task Forces, as requested, with the communications regarding their ministries, activities, deliverables, programs, training and support.**



# **Communications & Technology**

## **Goal 2.2 Metropolis Technology Plan**

**Co-Captains:**

**Louis Karagiannes**

**Stacy Marakis**

**Start Date:**

**11-1-19**



# **Communications & Technology**

## **Goal 2.2**



### **Metropolis Technology Plan**

**Within 18 months, we will create and implement a comprehensive, flexible and state of the art technology and innovation infrastructure plan and platform using the best available tools, technologies and resources for the Metropolis to better serve the needs of its parishes and parishioners, including a web-based Best Practices Metropolis Resource Portal to deliver Metropolis Strategic Plan materials and other ministries' programs.**



# **Lay Leadership Development**

## **Goal 4.1 Parish Council, Ministry and Youth Leadership Program**

**Co-Captains:**

**Demetri Fardelos**

**Harry Fournier**

**Start Date:**

**10-21-19**



# **Lay Leadership Development Goal 4.1**

## **Parish Council, Ministry and Youth Leadership Program**

**Within 18 months, we will develop and implement a comprehensive, effective and best practices Orthodox Servant Leadership training and development program that thereafter will be:**

- (a) mandatory for all Parish Council members for all Parishes in the Metropolis within 6 months of its availability; and**
- (b) thereafter successfully implemented for all Metropolis and parish ministry leaders, emerging leaders and youth ministry leaders:**
  - (i) in at least 25% of the Metropolis parishes within 12 months; and**
  - (ii) in at least 50% percent of the Metropolis parishes within 18 months.**



# **Metropolis Administration & Best Practices**



## **Goal 6.1 Best Practices Metropolis Operations Plan**

### **Co-Captains:**

**Perry Giannopoulos  
Melpo Murdakes**

### **Start Date:**

**10-1-19**



# **Metropolis Administration & Best Practices Goal 6.1**



## **Best Practices Metropolis Operations Plan**

- (a) Within 18 months, we will determine a best practices Metropolis operations plan, and independently evaluate the Metropolis in the areas of structure, staffing, operations, integrity, transparency, accountability and engagement on key social issues; and**
- (b) Within 9 months thereafter, we will remediate any deficiencies and ensure that all such best practices metrics are consistently met or exceeded, and annually re-evaluated, to ensure that all parishes and parishioners throughout the Metropolis are more effectively served with complete integrity, transparency and accountability.**



# Metropolis Administration & Best Practices



## **Goal 6.2 Ministry Accountability, Performance & Improvement**

### **Co-Captains:**

**Eleni Lanzourakis**

**Fr. Michael Vanderhoef**

### **Start Date:**

**1-1-20**



# Metropolis Administration & Best Practices Goal 6.2



## Ministry Accountability, Performance & Improvement

Within 21 months, we will research, develop and begin teaching a best-practices *Ministry Accountability, Performance and Improvement* process for measurably evaluating the performance and effectiveness of all parish and Metropolis ministries, programs and teams to help ensure that all people are more effectively embraced and served and inter-parish and inter-Orthodox cooperation is enhanced that will be thereafter successfully implemented in at least:

- (a) 25% of the parishes within 12 months; and
- (b) 50% of the parishes within 24 months.



# **Worship & Parish Life Engagement & Accessibility**



## **Goal 9.1 Enhanced Worship & Parish Life Engagement & Accessibility**

### **Co-Captains:**

**Nicholas Chimitris**

**Alexandra Noon**

### **Start Date:**

**1-1-20**



# **Worship & Parish Life Engagement & Accessibility**

## **Goal 9.1**

### **Enhanced Worship & Parish Life Engagement & Accessibility**

**Within 2 years, we will develop and implement a plan to more fully and measurably engage people of all ages in meaningful worship, impactful sacramental experiences, and vibrant parish life that will be thereafter successfully implemented in at least:**

- (a) 20% of the parishes within 1 year; and**
- (b) 40% of the parishes within 2 years.**



**Learn The Strategic  
Plan Goals And  
Action Plans**



# What's Next Today



- **12:00 - 1:00 Lunch**
- **1:00 - 2:30 Break Out discussion 1**
- **2:45 - 4:15 Break Out discussion 2**
- **4:30 - 5:30 Q&A and Open Discussion, Timetable, Sign-up and Metropolitan Nathanael's charge (including "Go Forth" video)**



# What We Need You To Do



- **Pick your 2 favorite strategic areas**
  - » Clergy Wellness & Development
  - » Communications & Technology
  - » Communications & Technology
  - » Education & Spiritual Literacy
  - » Lay Leadership Development
  - » Life Cycle Ministries
  - » Metropolis Admin & Best Practices
  - » Stewardship
  - » Welcome, Outreach & Evangelism
  - » Worship & Parish Life
  - » Engagement 7&Accessibility
  - » Youth & Emerging Adults
- **Attend 2 breakout discussion sessions (1:00 - 2:30 and 2:45 - 4:15) and hear the detailed action plans and get your questions answered)**
- **Complete / submit Volunteer Forms**



# **What We Need You To Do**

- **We need EVERYONE back in this room promptly at 4:30 for:**
  - ❖ **group open discussion and consensus building**
  - ❖ **presentation of implementation timetable**
  - ❖ **Metropolitan Nathanael's charge and inspirational call to action (Go Forth video)**



## **2 Break Out Sessions For Discussion**

**1:00 - 2:30 Break Out 1**

**2:45 - 4:15 Break Out 2**



# Rooms



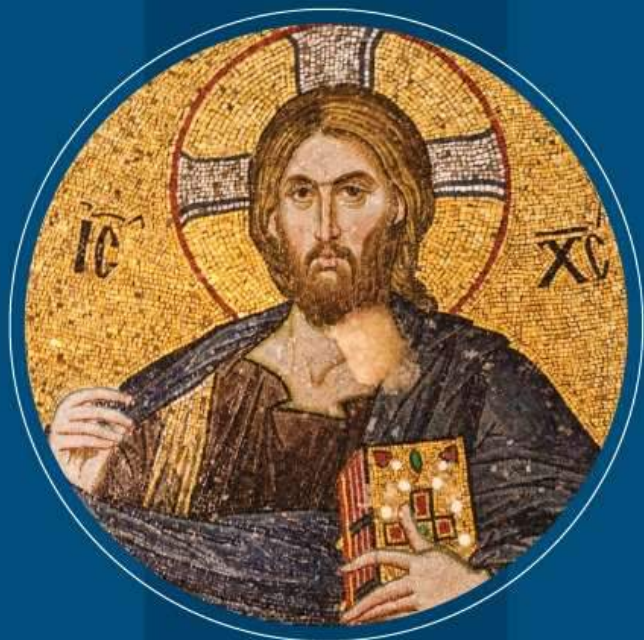
- 1. Clergy Wellness & Development .....Ballroom 3**
- 2. Communications & Technology .....Interlachen Bd Rm**
- 3. Education & Spiritual Literacy.....Ballroom 1**
- 4.Lay Leadership Development..... Stone Arch 1**
- 5. Life Cycle Ministries ..... Waterford**
- 6. Metropolis Administration & .....Wakota  
Best Practices**
- 7. Stewardship ..... Ballroom 2**
- 8. Welcome, Outreach & Evangelism.....Ballroom 4**
- 9. Worship & Parish Life Engagement.....Stone Arch 2  
& Accessibility**
- 10.Youth & Emerging Adults .....Ballroom 5**



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

*Luke 10:1*





# **STRATEGIC PLAN**

FOR THE GREEK ORTHODOX METROPOLIS  
OF CHICAGO AND ITS PARISHES



GREEK ORTHODOX  
METROPOLIS OF CHICAGO

# **Metropolis of Chicago Strategic Plan Implementation Volunteering, Support, Ideas and Discussion**

~~~~~

*“Where there is no
vision, the people
will perish”*

Proverbs 29:18



Three Big Themes



- 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. “No more business as usual.”**



Four New Big Messages



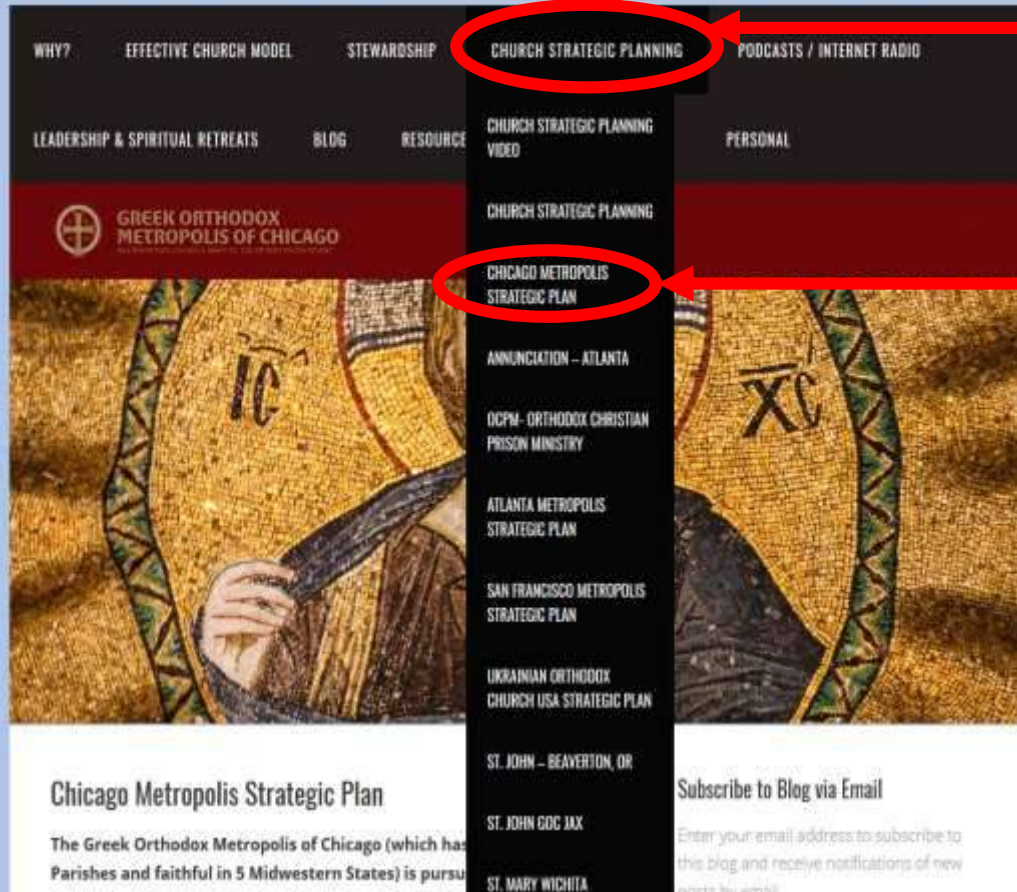
1. This is about the whole Metropolis coming together to work on addressing our most critical Parish challenges
2. We have a transformational strategic plan focused on helping our Parishes
3. We have a comprehensive implementation plan to better ensure success
4. We want everyone to join us and become part of the team



This Presentation and Metropolis Strategic Planning Content Is Here

www.stewardshipcalling.com

Stewardship Calling
What are you doing with all of the gifts God has given you?



You can download this entire presentation under the Church Strategic Planning tab and the Chicago Metropolis Strategic Plan page
<http://stewardshipcalling.com/chicago-metropolis-strategic-plan/>

Send questions to: Bill@stewardshipcalling.com



Statement of WHY



**To receive and share
unconditional love,
mercy, healing and peace,
so that life has greater
meaning and purpose.**



Core Values



- ~ **Christ-centeredness**
- ~ **Integrity**
- ~ **Service**
- ~ **Humility**
- ~ **Love**
- ~ **Mercy**
- ~ **Spiritual Development**
- ~ **Adaptability**



Mission Statement

**The Greek Orthodox
Metropolis of Chicago is
a Christ-centered
community that loves,
guides, engages and
serves all people.**



Vision Statement

**Within 4 years we will grow our
Metropolis family through greater:**

Fellowship & Welcoming

Accountability

Ministries & Education

Innovation

Leadership

Involved Youth & Emerging Adults

Engagement on Critical Issues

Stewardship



Clergy Development & Formation

- 1.1 Clergy Wellness
- 1.2 Clergy Development

Communication & Technology

- 2.1 Metropolis Communications Plan
- 2.2 Metropolis Technology Plan

Education & Spiritual Literacy

- 3.1 Youth Religious Education
- 3.2 Adult Religious Education

Lay Leadership Development

- 4.1 Parish Council, Ministry & Youth Leadership Program



Life Cycle Ministries

5.1 Family Ministries

5.2 Seniors Ministries

Metropolis Administration & Best Practices

**6.1 Best Practices Metropolis
Operations Plan**

**6.2 Ministry Accountability,
Performance & Improvement**

Stewardship

**7.1 Comprehensive Parish
Stewardship Ministries
Program**



Welcome, Outreach & Evangelism

- 8.1 Welcoming Ministries**
- 8.2 Outreach & Evangelism Ministries**

Worship & Parish Life Engagement & Accessibility

- 9.1 Enhanced Worship & Parish Life Engagement & Accessibility**

Youth & Emerging Adults

- 10.1 Comprehensive Youth & Emerging Adults Ministries**

Current Strategic Goal Start Dates

October 2019

1.2 2.1 3.2 4.1 6.1

November 2019

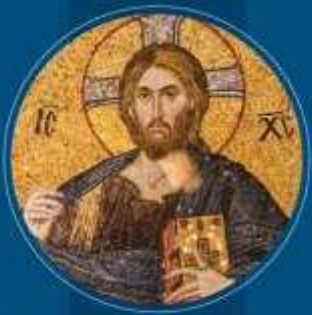
1.1 2.2 5.1

January 2020

3.1 5.2 6.2 7.1 8.1 8.2 9.1 10.1

What Are Our Expectations?





STRATEGIC PLAN
FOR THE GREEK ORTHODOX METROPOLIS
OF CHICAGO AND ITS PARISHES



Questions and Discussion about Metropolis of Chicago Strategic Plan Implementation





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

Luke 10:1





What Can You Do?



- **Let IHQ know on which Implementation Task Force you are willing to work**
- **Share what you learned and talk it up with you family & friends and at your Parish**
- **Be enthusiastic and positive**
- **Learn and repeat the Why, Mission, Vision, Core Values...**
- **Recruit others to specific Implementation Task Forces**
- **Constantly communicate about the strategic plan at your Parish**

Next Steps For Success

- After Clergy Laity, the Metropolis of Chicago Strategic Planning Pages of its Website will have a volunteer form:

<http://chicago.goarch.org/strategic-planning>



The screenshot displays the website of the Greek Orthodox Metropolis of Chicago. The header features the Metropolis logo on the left, contact information, and a navigation menu with links to METROPOLIS, NEWS, SIGNUP FOR NEWS, PARISHES, MINISTRIES, AUDIT, STRATEGIC PLANNING, LISTENING TOUR, and CLERGY LAITY 2019. A yellow button labeled "HANDS OF MERCY GIVING" is also present. Below the header, a dark red button says "REGISTER TO PARTICIPATE". The main content area features a large image of Christ Pantocrator, flanked by the Metropolis logo. Below the image, the text reads: "Metropolis of Chicago Strategic Planning SWOT, Why Statement, Core Values, Mission, Vision and Strategic Areas of Focus".



Next Steps

WE WANT YOU



Next Steps



- We want YOU to complete the Implementation Volunteer Form
- Tell us on which Goal(s) you want to work
- Recruit your talented friends to work on these Goals





WE WANT YOU

**Please Fill Out
The Volunteer
Form and Tell Us:**

- 1. Which Task Force you will join**
- 2. Who else can help us**



GREEK ORTHODOX METROPOLIS OF CHICAGO
ΙΕΡΑ ΜΗΤΡΟΠΟΛΙΣ ΣΙΚΑΓΟΥ

Metropolis of Chicago Strategic Plan Implementation Volunteer Form
(Please Print Legibly)

- 1. Full Name: _____
- 2. Full Mailing Address: _____

- 3. Email: _____
- 4. Phone number(s): _____
- 5. Home Parish (name and city): _____
- 6. From the list of 16 Strategic Goals, I would like to volunteer to help serve on the Implementation Task Force(s) to help implement the following specific Strategic Goal(s):

Strategic Goal Number ____.

Strategic Goal Number ____.

- 7. Please provide the name and any contact information you have for any other people you think would serve on a Strategic Goal Implementation Task Force (and please identify the applicable specific Strategic Goal number for each such candidate):



**End of the
Strategic Planning Phase,
Beginning of Implementation
Phase**

&

Oz's Closing Remarks

Au Revoir from “Oz” (a/k/a “The Mystical Cat Herder”)





How Do You Say



?



1. God
2. Metropolitan Nathanael
3. Pam Argyris & John Manos
4. All 170+ members of SPT
5. Holy Apostles and Sts Peter & Paul
6. Vicki Karl
7. The 34 Goal Co-Captains
8. Everyone of you and the
Implementation Teams you will
join



Why Are We Doing This?



“That the end of
our lives may be
Christian,
without pain,
blameless and
peaceful, and
for a
good account at
the awesome
judgment seat of
Christ.”



Courage and Perseverance

“It is not the critic who counts; not the man who points out how the strong man stumbles, or where the doer of deeds could have done them better.”

President Theodore Roosevelt April 23, 1910



Courage and Perseverance

“The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood; **who strives valiantly;** who errs, who comes short again and again, because there is no effort without error and shortcoming...”



Courage and Perseverance



“... (the credit belongs to the man)
**who spends himself in a worthy
cause;** who at the best knows in the
end the triumph of high achievement,

and who at the worst, if he fails, at
least fails while daring greatly, so that
**his place shall never be with
those cold and timid souls who
neither know victory nor defeat.”**

We are what we
repeatedly DO.

Excellence, then, is not an act,
but a HABIT



~ Aristotle

“Your life does not get better by chance. It gets better by change”



Jim Rohn

**“Strategy without tactics is
the slowest route to victory.**

**Tactics without strategy is
the noise before defeat.”**



Sun Tzu

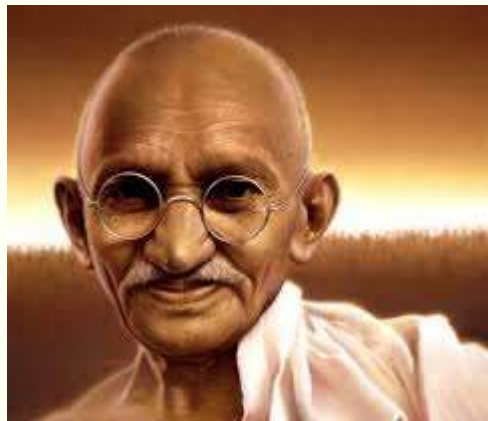
“A dream is just a dream.

**A goal is a dream with a
plan and a deadline.”**

Harvey Mackay



**“You must be the change
you wish to see in the
world.”**



Mahatma Gandhi

**“Leaders of a Church
will either be risk
takers, caretakers or
undertakers.”**



**Pastor
Rick
Warren**

**“The best time
to plant a tree
was 20 years
ago.**

**The second
best time is
today.”**

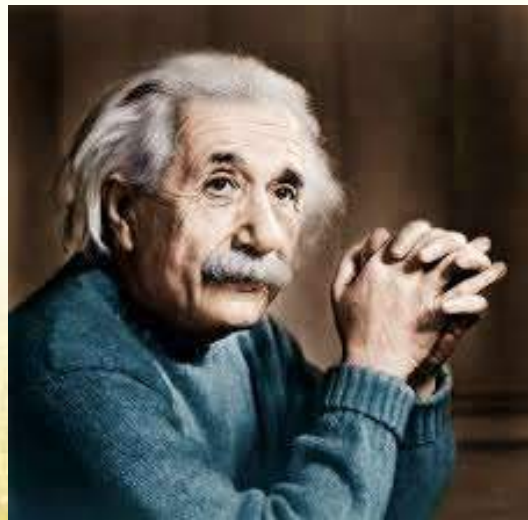


Old Chinese Proverb

“Logic will get you from A to B.

**Imagination will take you
everywhere.**

**Imagination is more important than
knowledge.”**



**Albert
Einstein**



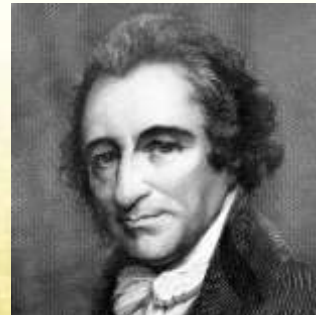
The Wisdom of Helen Keller

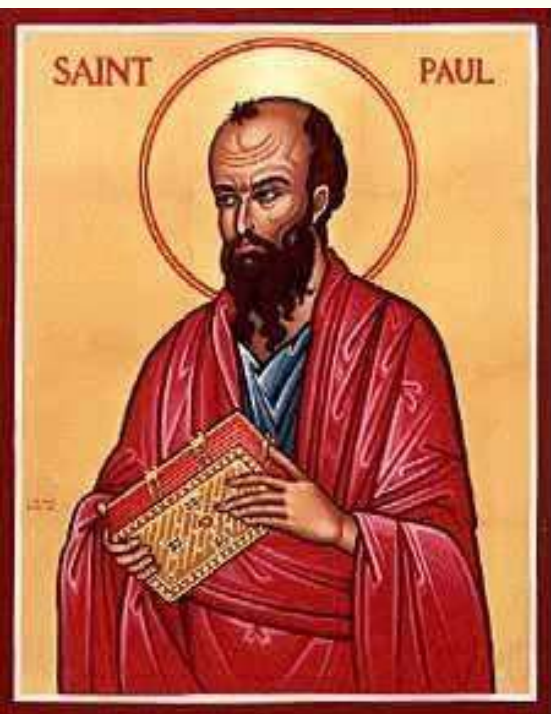
- I am only one.
But still I am one.
- I can not do everything.
But still I can do something.
- I will not fail to do the something I can do!



“Either lead, follow or get out of the way.”

- Ted Turner**
- General George S. Patton**
- Lee A. Iacocca**
- Thomas Paine**
- Bill Marianes**





“...I beg you to lead a life worthy of the calling to which you have been called...”

**St. Paul's Letter to the
Ephesians 4:1**



It's Time To Get Busy

“Then he said to his disciples, ‘The harvest is plentiful but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field.’ ”



Matthew 9:37-38



***“So we, being many,
are one body in Christ,
and every one members
one of another.”***

Romans 12:5

**One One
Team Dream**



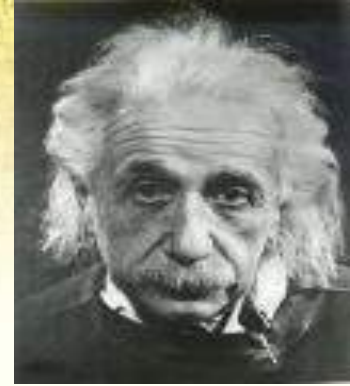
At that time, Jesus lifted up his eyes
to heaven and said,
"As you, Father, did send me into
the world, so I have sent them into
the world."

John 17:18-19





Albert's Insight



❖ What was Albert Einstein's greatest contribution?

❖ ~~$E=mc^2$~~

“NOTHING HAPPENS UNTIL
SOMETHING MOVES”

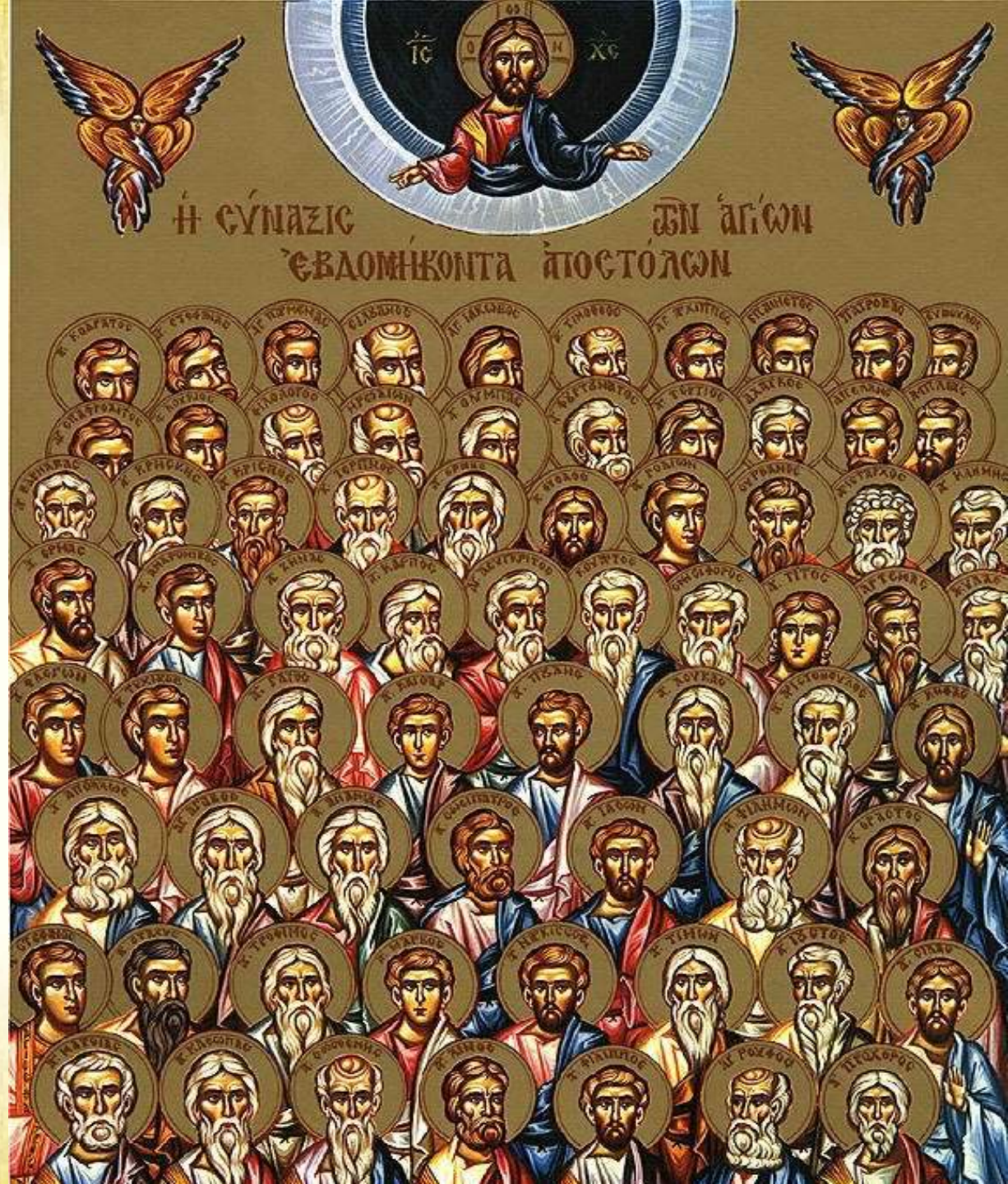


The Marianes Corollary

**“NOTHING HAPPENS UNTIL
SOMEBODY MOVES”**

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

Luke 10:1

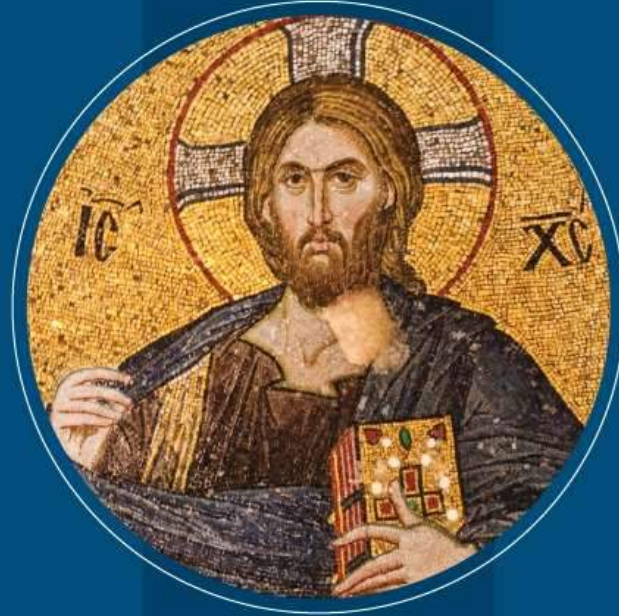




The Final Act of Sending Out



GO FORTH



STRATEGIC PLAN

FOR THE GREEK ORTHODOX METROPOLIS
OF CHICAGO AND ITS PARISHES



**GREEK ORTHODOX
METROPOLIS OF CHICAGO**