

# +Saints Constantine and Helen Greek Orthodox Church Strategic Plan 2009 | 2010 | 2011 | 2012 | 2013

## Mission Statement

The mission of Saints Constantine & Helen Greek Orthodox Church in Newport News, Virginia is to keep, practice, and proclaim the Orthodox Christian Faith. The work and ministry of our Parish will include proclaiming the Gospel, sanctifying the faithful through God's grace in worship, the Divine Liturgy and the Sacraments, and enhancing their spiritual life. We will fulfill the great commission of our Lord and Savior Jesus Christ by inviting others into the Church through Baptism and /or Chrismation, educating them in the Orthodox Faith through the establishment of programs, schools and philanthropic activities, and implementing Christian ministries.

## Characteristic 2-Pastoral and Lay Visitation

### Vision

We maintain a balanced visitation program that employs both pastoral and lay resources, and includes visits to visitors and prospective members, members and constituents, and those who are homebound and hospitalized.

### Goal

Our visitation program includes planned visits to visitors and prospective members within the first week following their initial visit, ensures that all hospitalized members receive a visit during or immediately following their hospitalization, and schedules regular visits to homebound members. Additionally, we maintain a program of regular visits to all members including requested home blessings as well as other requested visits.

### Objectives

Priority	What	Who	When
1	Develop welcoming procedures. Members and visitors will be warmly greeted upon entering the church, and given a copy of our welcome brochure. Visitors will complete the welcome card, and will be announced by name. On the day of their visit, all local visitors will be contacted by the Welcome Committee and a follow up visit scheduled. During this visit they will be given a church sponsored/approved gift that provides basic church information.	Welcome Committee Chairman	Continuous
2	Homes of all requesting members will be blessed during the first quarter of each year.	Priest	Continuous
3	Members who are hospitalized, and who notify the church office, will receive a visit during their hospital stay or their convalescence at home.	Priest	Continuous
4	Establish and maintain a database that includes members' birth dates, anniversaries, and names days. Send letters on these dates. Publish a questionnaire in the Cross+Roads requesting this information.	Church Secretary  Stewardship Committee	Continuous
5	Visit Shut-ins on a regular basis.	Philoptochos	Continuous

## Characteristic 3 - Dynamic Worship

### Vision

Our worship services follow the Holy Traditions of the Orthodox Church. The services are led by a compassionate, competent, team of clergy and laity. Our worship services and our congregation express a high level of warmth and desire to bring people to Christ. Our music is dynamic and inspirational. Our priest expresses the character of the Gospel in his preaching.

### Goal

Our church will be comfortably filled with people for the Sunday Divine Liturgy with an average attendance of 250. We will continue to improve our performance in Characteristic 3 – Dynamic Worship.

### Objectives

Priority	What	Who	When
1	Encourage attendance and active participation at our worship services by making use of Divine Liturgy books, congregational singing, preparing Prosfora, reading the Epistle, fulfilling the Sacramental life of the Church and ministering to all Parishioners.	Choir Director R. E. Director Priest	Continuous
2	Recruit, organize and train acolytes	Acolyte Director	Continuous
3	Provide educational programs about the Divine Liturgy in Sunday School and Adult Catechism Class. Give periodic sermons about the Divine Liturgy. Conduct instructional Divine Liturgy programs.	R. E. Director Priest	Continuous
4	Encourage people to attend church on time. Develop a recognition system for Sunday School and Acolytes for on-time attendance	R.E Director Acolyte Director	Continuous

## **Characteristic 5 – Strong Leadership Resources**

## **Characteristic 6 – Solid, Participatory Decision Making**

### **Vision**

There is an appropriate balance of life strengths among our leaders. Our church's objectives complement one another. Our leadership focuses on accomplishments rather than activities. There is a strong combination of competency and continuity in our leadership. Our congregation has at least one leader for each fifteen active members and constituents. We have strong clergy and staff leadership. Our leaders receive positive recognition and rewards for excellent work.

Our Church plans on the basis of our strengths, hopes, and objectives. We have a streamlined organizational structure. Our leaders make wise, thoughtful decisions that are developed in relation to important priorities and key objectives. Our congregation has a strong sense of ownership and openness in our decision-making process. Our decision-making process helps our church resolve conflict. We have a streamlined organizational structure in relation to our church's priorities and key objectives.

### **Goal**

We have a key group of strong leaders with a set of strategic objectives. There is a good match between clergy and staff and solid decisions are made. We will continue to improve our performance in Characteristic 5 – Strong Leadership Resources and in Characteristic 6 – Solid, Participatory Decision Making.

### **Objectives**

<b>Priority</b>	<b>What</b>	<b>Who</b>	<b>When</b>
1	Continue long-range planning efforts. Report semiannually during parish Assemblies.	Planning Committee	Continuous
2	Implement an effective committee structure to accomplish the work of the Parish and the objectives of the long-range plan including monitoring of the plan. Document the scope of each committee.	Parish Council	Continuous
3	Conduct a Parish wide survey	Survey Sub-Committee	4Q09

## Characteristic 7 – Several Competent Programs and Activities

### Vision

Our church has several programs respected for their community-wide competence. These programs are substantially multidimensional in terms of the groups and age levels they reach. Our church has comprehensive and critical criteria for evaluating its programs. Our programs have a close relationship to the key mission objectives of our church.

### Goal

We will have two or three programs that are solidly competent and outstanding as services to a wide range of people in the community. We will continue to improve our rating in Characteristic 7 – Several Competent Programs and Activities.

### Objectives

Priority	What	Who	When
1	Maintain a dynamic monthly newsletter, which recognizes activities and mission objectives of the Church and its organizations, includes schedule and educational information on the Divine Liturgy, feast days, philanthropic, and other activities of the Church	Newsletter Editor	Continuous
2	Maintain a current and informative Church website that includes schedule and educational information on the Divine Liturgy, ministries of the Church, Parish organizations, Priest and office contact information, community events (to include the annual Greek Festival), and links to various Orthodox related sites.	Webmaster	Continuous
3	Coordinate and supervise an overall youth and young adult ministries program, which will provide for the total Christian education needs of the youth and young adults of the Parish, and to lead the youth and the young adults to a relationship with Jesus Christ.	Youth Director	Continuous
5	Earmark a portion of the Church budget for charitable purposes. The amount will be established with a floor of \$25,000, and will be maintained at that level or at a rate equal to or greater than 12.5% of our stewardship objective, whichever is greater.	Budget Committee	Continuous

## Characteristic 10 – Adequate Parking, Land and Landscaping Characteristic 11 – Adequate Space and Facilities

### Vision

Our Church has adequate off-street parking to provide enough parking spaces when the sanctuary is filled. We own enough land for our present needs and our future anticipated growth. Our church's landscaping contributes to a first impression of warmth, welcome and caring.

The major uses of our space and facilities contribute to our church's mission and program and to the maximum utilization of the facilities. The size and capacity of our spaces are in balance with one another. The facilities are maintained in good condition, and improvements are planned at regular intervals.

### Goal

We will have a solid balance between parking, land and landscaping and Church attendance. We will provide adequate space for our programs and maintain them in good condition.

### Objectives

Priority	What	Who	When
1	Complete a partial renovation to 1 <sup>st</sup> floor of the Hellenic Center: Entry from breezeway, carpeted room, cloakroom, rest rooms, and main entrance from parking lot at a cost not to exceed \$60K.	Planning Committee	ASAP
2	Complete a minor renovation to 2d floor of the Hellenic Center at a cost not to exceed \$60K.	Planning Committee	3Q09
3	Construct a multi-purpose Pavilion which includes Gymnasium for basketball and volleyball, Greek Festival Pavilion, Festival Kitchens, Rest Rooms and Locker Rooms. (Will require a capital campaign)	Building Committee	TBD
4	Construct a Religious Education Center adjacent to existing sanctuary, which includes classrooms for K-12 and adult, Greek Language classrooms, library, nursery, multi-purpose meeting room and offices. (Will require a capital campaign)	Building Committee	TBD
5	Construct a Commons Area, which will provide a central entrance and gathering area for the building complex. The Commons Area will also include a bookstore. (Will require a capital campaign)	Building Committee	TBD
6	Convert gymnasium floor area and kitchen to a banquet facility	Building Committee	TBD

## Characteristic 12 – Solid Financial Resources

### Vision

Our Church will effectively utilize all the potential financial resources available in order to maintain a solid financial foundation. We will continue the upward growth in our annual stewardship program by exercising responsible and innovative giving programs that support the Church's annual operating budget. We will continue to use our equity and interest-bearing investments, as well as investments in the property, space, and facilities to support the Church's mission. We will continue to manage our Church's financial indebtedness advantageously in balance with our mission and outreach.

### Goal

We will develop and organize innovative ways to invigorate and grow the Church's overall financial resources to ensure the long-term financial security of the Church. Our stewardship program must be the foundation of our Parish's financial resources; we will manage an active and thriving annual stewardship program that supports the Church's annual operating budget.

### Objectives

Priority	What	Who	When
1	Set annual stewardship goals with a long term objective of funding the Church's annual operating budget.	Stewardship Committee	1Q2015
2	Implement an education program on Christian Stewardship that includes all parishioners and organizations.	Stewardship Committee	Continuous
3	Involve more people in the stewardship effort, to include the youth of the Church, which gives them the opportunity to experience and learn the basics of Christian stewardship.	Stewardship Committee	Continuous
4	Establish a planned giving program that provides our members with estate planning and legacy giving options such as bequests, trusts, and non-traditional gifts that will enable our members to leave a legacy to the Church and eventually lead to the long-term financial foundation of the Church.	Stewardship Committee	Continuous
5	Communicate progress by providing monthly updates on the current status of the annual stewardship program in every issue of the "Cross+Roads", providing a stewardship report during all meetings of the Parish Council and General Assembly, and including a stewardship article in every issue of the "Cross+Roads".	Stewardship Committee	Continuous
6	Continue to maintain a Stewardship database.	Church Office	Continuous
7	Maintain a financial investment plan for funds of the Parish. Communicate investment returns to the Parish, on a quarterly basis, through the "Cross+Roads."	Investment Committee	Continuous
8	Continue activities that generate revenue, and which are consistent with the purpose of our facilities Provide adequate staffing for marketing, etc.	House and Festival Committees	Continuous
9	Maintain separate funds: <ul style="list-style-type: none"> <li>• Operating fund - general operation of the Parish.</li> <li>• Reserve fund - emergency and programmed long-term maintenance of the Church facilities.</li> <li>• Temporarily Restricted Funds – Festival activity</li> <li>• Restricted Funds – Donations earmarked for specific purpose such as scholarships.</li> <li>• Specific Project Funds – Donations for pending purchase or allocation to specific item or project.</li> </ul>	Parish Council Treasurer	Continuous

10	Allocate 25% of Festival Income each year to Building Fund and 75% to the General Operating Expenses of the Church.	Treasurer Budget Committee	Continuous
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## Strategic Planning Committee

Father George Chioros  
Pete Sun – Chairman  
David Gray  
Jack Georgalas  
Petra Radulovic  
Nick Vlattas