



PARISH PROFILE



A 5-YEAR REVIEW

— 2021–2026 —



NATIVITY OF CHRIST

GREEK ORTHODOX CHURCH



— *Novato, California* —

PASTOR'S REPORT

"You are the light of the world. A city set on a hill cannot be hidden... Let your light so shine before men, that they may see your good works and give glory to your Father who is in heaven." — Matthew 5:14–16

On Sunday, July 17, 2016, during my first Divine Liturgy at Nativity of Christ, this powerful Gospel passage was proclaimed. Since that day, it has remained the guiding inspiration for my priestly ministry as we strive to ensure that Marin County sees the light of Christ from our holy hill through the faith and good works of our parish family.

The past ten years have been filled with tremendous joy and spiritual fulfillment. Together, we have celebrated the Holy Mysteries, strengthened and expanded our ministries, enhanced the beauty of our campus, cultivated our stewardship, and raised a new generation of Orthodox Christians. It has also been a blessing to raise our own children in the faith alongside the families of Nativity of Christ.

It has been especially encouraging to witness so many parishioners deepen their commitment to Christ through active participation in the life of the Church. I have also experienced the sadness that comes when faith is not given the priority it deserves within family life. Our journey is never complete, and we must continue to pray,



teach, learn, and deepen our relationship with our Lord Jesus Christ.

In 2021, I published our first, *Parish Profile*, and this second edition highlights many of the blessings, accomplishments, and significant developments that have taken place from 2021 through 2026. It is a testimony to God's faithfulness and the generosity of a parish family committed to His Church.

My hope is that these pages inspire gratitude for all that God has accomplished among us while reminding us of our true purpose: **our salvation in Jesus Christ**. May we always remember that we are indeed the light of the world, and may our lives continually reflect His love so that, through our good works, glory may be given to our Father who is in heaven.

In Christ,

A handwritten signature in blue ink, appearing to read "Fr. John Kocolas".

Fr. John Kocolas

PARISH DEVELOPMENT

The Nativity of Christ parish ministers to approximately **325–350 families** who have been baptized or received into the Orthodox Christian Faith through Holy Chrismation. Of these families, approximately **240–260** faithfully support the parish through annual stewardship. While this percentage compares favorably with many parishes throughout the Archdiocese of America, we must continually reach out to those who have become less active and remind them that Nativity of Christ remains their spiritual home. According to the Greek Orthodox Archdiocese of America, parish size is generally classified as follows:

Parish Classification	Number of Families
Mission Parish	15–49
Small Parish	50–125
Medium Parish	126–225
Large Parish	226–350
Extra Large Parish	351–500
Mega Parish	501+

Across America, many people are searching for a deeper relationship with Jesus Christ. At the same time, the Orthodox Church has experienced a growing number of seekers drawn by the historic Christian faith, the beauty of Orthodox worship, and the richness of its liturgical life. This naturally raises an important question: Why are we not experiencing the same dramatic growth at Nativity of Christ?

There are many possible answers, but perhaps the most important questions are the ones we ask ourselves:

- **Do I attend church faithfully?**
- **Do I arrive on time and participate fully in the Divine Services?**
- **Do I welcome visitors and introduce myself to those I do not know?**
- **When was the last time I personally invited someone to come to church with me?**

Every one of us has a role to play in strengthening and growing our parish. The renewal of our community begins with the renewal of our own commitment to Christ, His Church, and one another.

STATISTICS

July 2021 – July 2026

While statistics can never fully measure the spiritual life of a parish (for only God knows the hearts and minds of His people) they do provide a snapshot of the sacramental life of our community during the past five years.

BAPTISMS

Baptism marks the beginning of a lifelong journey of salvation and life in the Orthodox Christian faith.

CHRISMATIONS

The newly illumined Christian receives the gift of the Holy Spirit through the anointing of Holy Chrism. For those entering the Orthodox Church from another Christian tradition, it is the sacred seal of their reception into the fullness of the Orthodox Faith.

HOLY

MATRIMONY

A man and a woman are united by God's grace in a lifelong covenant of love, faithfulness, and a living witness of Christ's love for His Church and a foundation for the Christian family.



FUNERALS

We pray for those who have fallen asleep in the Lord as we are reminded that death is not the end, but the passage into eternal life.

	2021–2026	2016–2021	
Baptisms	35	44	17 male • 18 female • 4 adult baptisms
Chrismations	5	8	Received into Orthodoxy as adults
Weddings	24	23	16 Orthodox • 8 inter-Christian
Funerals	40	44	Eternal be their memories!



STEWARDSHIP

The Orthodox understanding of stewardship begins with a simple theological truth: nothing we have is truly ours. *"The earth is the LORD's, and everything in it"* (Psalm 24:1). Our time, our abilities, our money, our health, our relationships — all are gifts received from God, held in trust during our brief time on earth, and ultimately to be returned to Him.



Stewardship is an opportunity to examine our priorities and values, to express our thankfulness, to give of ourselves, and to grow in Grace. It allows us to participate in the sacred work of the Church and the passionate giving of TIME, TALENT and TREASURE.

TIME AND TALENT

Stewardship is not only about money. The Orthodox Christian is called to steward time: giving the first fruits of the day to God in prayer, dedicating the Lord's Day to Liturgy and rest, and honoring the church calendar. We are also called to steward talent: using whatever gifts God has given

us (musical, intellectual, physical, relational, organizational) to use in service to the Church, and the poor. The monastery and the marketplace, the altar and the office, are all arenas of stewardship when approached with this consciousness.

TREASURE

Well established in the Old Testament is the ancient practice of tithing: giving ten percent of one's income to God through the Church and to the poor. This was the minimum established in the Law of Moses (Leviticus 27:30) and commended by Christ Himself (Matthew 23:23). For Orthodox Christians, the tithe is a starting point, not a ceiling. The early Church went further: *"All who believed were together and had all things in common; and they sold their possessions and goods and distributed to all, as any had need"* (Acts 2:44-45).

In the last five years, Nativity of Christ has demonstrated an increase in financial giving that has averaged between \$1,184 - \$1,672 per steward family.

	2021	2022	2023	2024	2025
Pledged Stewards	261	242	239	232	230
Budgeted Stewardship	\$280,000	\$290,000	\$300,000	\$305,000	\$315,000
Collected Stewardship	\$309,000	\$303,000	\$327,500	\$388,000	\$330,000

Giving of our treasure is done for the same reason we participate in every aspect of our Church: salvation in Jesus Christ! That is why any young person over the age of 18, who is no longer a student, should accept the responsibility to support the sacred mission of the Church through financial giving.

What percentage of our income do we give towards stewardship and almsgiving?

Income	1%	2%	3%	5%	10%
\$50,000	\$500	\$1,000	\$1,500	\$2,500	\$5,000
\$75,000	\$750	\$1,500	\$2,250	\$3,750	\$7,500
\$100,000	\$1,000	\$2,000	\$3,000	\$5,000	\$10,000
\$150,000	\$1,500	\$3,000	\$4,500	\$7,500	\$15,000
\$200,000	\$2,000	\$4,000	\$6,000	\$10,000	\$20,000
\$250,000	\$2,500	\$5,000	\$7,500	\$12,500	\$25,000
\$300,000	\$3,000	\$6,000	\$9,000	\$15,000	\$30,000

This year's theme of our Archdiocese Stewardship is "RISE UP AND BUILD: Building Up the Body of Christ," from the Old Testament Book of Nehemiah. This story and the words of Nehemiah (2:19) call us today, not just to building and rebuilding with bricks and mortar, but also to a deeper, spiritual building – the rebuilding and renewal of our faith. As Orthodox Christians, we are called to respond to God's gifts with faithful stewardship. Like Nehemiah, we are called to "rise up and build," carrying on God's work in our parish, our community, and in the world.



May we continue to reflect upon our blessings with the goal of operating purely from stewardship and not relying on the financial assistance of outside sources.

STAFF

OFFICE

ADMINISTRATOR

Rebekah Harmon has faithfully served Nativity of Christ as our full-time Office Administrator for the past ten years. Her unwavering dedication, kindness, professionalism, and joyful spirit have provided remarkable continuity and stability to the daily life of our parish. Whether assisting parishioners, coordinating parish communications, or managing numerous administrative responsibilities, Rebekah's ministry has been indispensable to the growth and success of our community. We are deeply grateful for her faithful service and truly blessed to have her as a member of the Nativity family.



MINISTRIES DIRECTOR

Nativity of Christ is committed to strengthening ministries for spiritual growth and fellowship. In the fall of 2023, **Eleni Kelley** began as Ministries Director and has brought tremendous energy, creativity, and enthusiasm to this important role. Through her love for the Church, she has introduced new initiatives while strengthening existing ministries, helping parishioners of all ages become more engaged in the life of Nativity of Christ. We are truly blessed to have Eleni as part of our parish family, and many of the ministries and programs highlighted below are a direct reflection of her faithful service.



PARISH MINISTRIES

The following pages highlight the faithful dedication of our volunteers and the leadership of our Ministries Director. The ministries of Nativity enrich the life of our parish by providing opportunities for worship, fellowship, service, and spiritual growth. We are grateful for the committed stewards who generously share their unique gifts of time and talent to make these ministries possible.

PARISH COUNCIL

"To serve on a Parish Council is a ministry, and all those who serve are called to represent Christ and the Orthodox Faith to all whom they meet in all aspects of life." – UPR's of the Archdiocese. Through faithful stewardship, thoughtful leadership, and a spirit of service, the Parish Council works collaboratively with the priest to help ensure

that Nativity of Christ continues to carry out its mission and minister to our parish family with the love of Christ.

During the past ten years, 31 faithful stewards (17 men and 14 women) have served on the Parish Council. Their willingness to offer their time, talents, and leadership, reflects their deep commitment to our parish family which has played a vital role in the continued growth and strength of Nativity of Christ.



PHILOPTOCHOS

The Greek Orthodox Ladies Philoptochos Society, whose name literally means "**Friend of the Poor**," has faithfully served as the philanthropic heart of our parish for more than fifty years. Through its charity, compassion, and service, our chapter supports those who are poor, sick, elderly, and in need. Each year, the dedicated women of our Philoptochos chapter organize fundraisers and charitable initiatives that enable the parish to support organizations at the local level including:



Over the last five years, over \$72,000 has been given to philanthropic efforts through our Philoptochos!

North Marin Community Services, Vivalon, the San Francisco-Marín Food Bank, St. Vincent de Paul, Homeward Bound, Jonathan's Place, Gilead House, and the Center for Domestic Peace. Orthodox monasteries and initiatives include: Holy Assumption Monastery, Bishop Anthony Scholarship Fund, St. Nicholas Ranch & Retreat Center, Kids and Cancer, St. Basil Academy, St. Photios Shrine, Orthodox Christian Mission Center, Support a Mission Priest, Holy Cross/Hellenic College, International Orthodox Christian Center, Retired Clergy Association, National Sisterhood of Presvyteres.

ADULT RELIGIOUS EDUCATION

A virtual Bible Study is offered every Tuesday morning. On Wednesday evenings, a discussion group covers a variety of topics to specifically foster and prepare those pursuing baptism or chrismation in the Orthodox Church. Additionally, parishioners have been blessed with guest speakers such as **Sarah Byrne-Martelli**, **Dr. Kristina Mantasavili**, and **Bishop Demetrios of Mokissos** to expand their learning and understanding of our faith. Additional Lenten retreats and pilgrimages have been offered, most recently to San Francisco to visit St. John Maximovitch. *It is important to emphasize that we never stop growing and learning in our faith!*



SUNDAY SCHOOL

As we baptize our children from infancy, we offer Sunday School from preschool through high school to engage our children in continued learning and spiritual growth. Nativity is blessed with a dedicated group of teachers who yearn to cultivate our youth every Sunday. We thank **Stella Stenros** for leading our teachers this past year and we welcome **Andy Stenros** back as she will be directing our Sunday School program this upcoming school year!

CHOIR & CHANTERS

It is the responsibility of the people to offer the responses during Divine Services but we are grateful for our talented choir members and chanters who lead the Parish in these responses. We are especially thankful for the time and talent offered by **Karim El-Far** who continues to faithfully lead the responses every Sunday at Nativity of Christ.



ACOLYTES

The purpose of an acolyte is to assist the priest with the worship services as he leads the people of God in prayer. Nativity is blessed with dedicated acolytes, in particular, the younger acolytes that are beginning their service in the Holy Altar. We thank **George Sotiras** for leading the acolytes in their sacred service.



NARTHEX GREETERS

First impressions are important, and Nativity relies on the faithful men and woman serving in the Narthex to offer a welcoming presence. Led by **Michelle Manos**, this ministry ensures visitors are welcome and the services have all the needed logistical attention.

GREEK EXPERIENCE MINISTRY (GEM)

The importance of the Greek language has been instilled into the parish from our founders, and through the dedication of our teachers, our community continues to offer lessons for all ages. We particularly thank **Chrissy Zotalis** and **Eirini Karatzaferi** for our robust language program.

JOY

To create further connection and fellowship with our elementary school youth, **Nicole Haris** has begun spearheading events throughout the academic year. Whether learning how to make prosfora, koliva, discussing the motions of the Liturgy, or hiking to experience God's creation, there have been tremendous opportunities for our youth.



GOYA

Comprised of middle school and high school students, our Greek Orthodox Youth of America meet once a month at the church for spiritual discussion and fellowship. Students also participate in Bay Area GOYA fellowship events and retreats.

GREEK FOLK DANCE

Greek dancing has been part of Nativity since its inception, but for the past 40 years, **Vasili and Effie Fourakis** have led the Minoan to engage families with Greek dance for all ages. The annual Metropolis Folk Dance Festival (FDF) has cultivated this spirit, and prestigious awards continue to recognize the commitment of our dancers and directors.



ST. JOHN CHRYSOSTOM ORATORICAL FESTIVAL

Nativity has a rich history of participation in the Oratorical Festival. In the last five years anywhere from 3 - 6 middle school and high schoolers have participated every year. We thank **Stelio and Vasiliki Mavromihalis** for leading this effort. This year, **Eleni Passaris** represented the Metropolis of San Francisco at the National Oratorical Festival and received Third Place!



ST. NICHOLAS SUMMER CAMP

To leave what we're familiar with and experience a completely immersive Orthodox experience surrounded by fellow Orthodox Christians is irreplaceable. **Through the generosity of our Philoptochos and private donations, any student from Nativity of Christ can attend St. Nicholas summer camp free of charge!** It has been a blessing to see this ministry of our Metropolis transform the hearts of our youth for generations.

VIPs

Our Very Important Parishioners is a ministry for the seniors at Nativity. Every month a meal is prepared after the conclusion of a weekday Divine Liturgy that includes fellowship and discussion. We're incredibly grateful to **Erene Sotiras** and **Vasiliki Tzafopoulos** who continue to organize this wonderful effort.

SONS & LADIES EVENTS

The Ladies and Son's of Nativity (SONS) of our parish gather monthly for fellowship and various opportunities for spiritual discussion. Separate retreats exclusively for both men and woman have also been organized to further cultivate the relationships of our parishioners and we're grateful to our Ministries Director, **Eleni Kelley**, for organizing these gatherings.



WELCOME

Initiated in 2011 and reinvigorated in 2017 by **Dina Stathis**, the Welcome ministry connects with new stewards of Nativity of Christ to invite and engage them into the life of the Parish. Gatherings take place a few times a year and have been hosted at parishioner's homes as well as at the church.

It truly is a fantastic opportunity to introduce our ministries to new parishioners for their future involvement.



VISITATION

For the past 35 years, the Visitation ministry has sent cards, called, and visited parishioners who are sick and/or shut-in. During the pandemic, this effort was reimagined and now care packages of sweet bread and sweets are being regularly delivered to a greater number of seniors of our community. Special thanks to **John and Susan Stockton** for their leadership in this wonderful expression of community and love.



EVANGELIZATION

Continuing to develop its goals and structure, Evangelization hopes to mimic the mission of the Apostles by preaching the Word of God to our surrounding local communities. **Floretta Burrows** and **Susan Stockton** lead the Church Tours at the Marin Greek Festival and actively engage with those seeking the Orthodox Church.

SACK MEALS

Initiated in June of 2020 by **Cheryl Messner**, parishioners gather monthly to make sack meals for St. Vincent's in San Rafael. Through the leadership of **Elaine Chyrklund**, **Mary Kay Stratigos** and donations from our stewards, **this group has made over 12,000 sack meals in the last seven years!**



NATIVITY OF CHRIST PRESCHOOL

One of the first initiatives of our new Ministries Director, **Eleni Kelley**, was to fulfill a desire for our Parish to have its own Preschool. By accumulating a team of seasoned educators, **Kathy Marshall**, **Fran Corcoran**, and **Daphne Cummings**, Nativity hired **Angelina Susmani** and opened the Nativity of Christ Preschool for the 2024-2025 school year. Due to financial constraints, operations of the Preschool have been postponed with hopes to open again in the future.



TREE LIGHTING EVENT

In 2025, a group of stewards came together and hosted the first ever Nativity Christmas Tree Lighting. Feeling like a Hallmark movie, our courtyard was transformed into a Christmas village, welcoming families, friends, and our entire community to celebrate the true reason for the season.



FELLOWSHIP HOUR

The hospitality of Abraham and Sarah is the most traditional depiction of the Holy Trinity. Nativity extends its hospitality through Fellowship Hour so both stewards and visitors can enjoy refreshments and fellowship after the Divine Liturgy. The parish is grateful to **Irene Meehan** for organizing this effort every Sunday with our parishioners who bring various refreshments for the faithful.



PHILANTHROPY

From its earliest years, Nativity of Christ has recognized that Christian stewardship extends beyond the walls of our own parish. In keeping with Christ's command to care for those in need, our annual parish budget has long included a dedicated line item for Philanthropy, ensuring that charitable giving remains an essential part of our mission and ministry.

Through the faithful generosity of our stewards, Nativity of Christ donated more than \$170,000 to local, national, and international ministries and charitable organizations from 2021 to 2025.

“Whoever is kind to the poor lends to the Lord, and he will reward them for what they have done.”
— Proverbs 19:17

These gifts have supported organizations serving families in need, Orthodox missions, theological education, monasteries, youth ministries, humanitarian relief efforts, and countless individuals facing difficult circumstances. Our parish has been blessed to support organizations such as:

Autistry Studios
Boy Scouts of America
Camp Taylor
Friends of Hogar Rafael Ayau
Gilead House
Hellenic College & Holy Cross
Holy Assumption Monastery, Calistoga
Homeward Bound
International Orthodox Christian Charity (IOCC)
Life Giving Spring Monastery, Dunlap
Love Without Borders 4 Refugees
National Alopecia Areata Foundation
North Marin Community Needs
Orthodox Christian Missions Center (OCMC)
Patriarch Athenagoras Orthodox Institute (PAOI), Berkeley
Philoxenia House of Rochester, MN

Project Mexico/St. Innocent Orphanage
Raphael House
Ritter Center
Ronald McDonald House
San Francisco Marin Food Bank
Sparkle Foundation
St. Basil's Academy
St. John Monastery, San Francisco
St. Nicholas Ranch & Retreat Center
Support a Mission Priest (SAMP)



PARISH FUNDRAISING EVENTS

Our primary financial goal is to support the mission and ministries of Nativity of Christ through the faithful stewardship of our parish family. As we learned during the pandemic, the Church should never depend upon fundraising events to sustain its essential ministries. Rather, our stewardship offerings should provide the financial foundation necessary to fulfill the mission entrusted to us by Christ.

At the same time, fundraising events play an important and valuable role in providing opportunities to strengthen our philanthropic outreach, fund capital improvements, support special ministries, and, perhaps most importantly, bring our parish family together while introducing the broader community to Nativity of Christ.

During the past five years, every major fundraising event has experienced financial growth. While the success of these events cannot be measured solely by the funds they



generate, increased participation often reflects something even more significant: a growing sense of stewardship, a stronger parish engagement, and a deeper connection with the wider community.

Ultimately, the greatest measure of success is not the amount of money raised, but the relationships strengthened, the community built, and the opportunities created to share the love of Christ with others

MARIN GREEK FESTIVAL

The first Marin Greek Festival was in 1972 with the intent of sharing our Greek culture and Orthodox Christian faith with all of Marin County. More than 50 years later the spirit of that first Festival is still lived by our stewards. Always taking place on Memorial Day weekend, participation from the entire Parish community is needed to insure we are properly welcoming those seeking to experience our Parish. The Festival Committee led by **Rose Hunter** and **Bill Capetanos**, continues to work diligently to constantly improve every aspect of the Festival.



Marin Greek Festival Net Income

2021	2022	2023	2024	2025
\$14,131	\$130,964	\$105,079	\$111,852	\$123,782



HOLIDAY MARKET

Conceived in 2013 by **Irene Meehan** the Holiday Market was established to provide additional financial support for the ministries of Nativity of Christ while welcoming the broader community onto our parish grounds. What began as a modest fundraising effort has grown into a beloved annual tradition that celebrates the creativity and fellowship of the Christmas season.

Under the dedicated leadership of **Eva Aaron**, the Holiday Market has experienced remarkable growth through expanded vendor participation, increased community involvement, and the faithful support of parish volunteers. Each year, the event brings together artisans, shoppers, parishioners, and visitors in a warm and welcoming atmosphere that reflects the spirit of Christian hospitality.

Holiday Market Net Income

2021	2022	2023	2024	2025
\$12,436	\$11,301	\$11,482	\$14,582	\$16,323

COMMUNITY CRAB FEED

The Community Crab Feed has become one of the most anticipated community events of the year. Through the extraordinary hospitality of the Cretan Chapter, guests enjoy an exceptional meal while the parish receives half of the event's proceeds to support its ministries and mission. This longstanding partnership is a testament to the Chapter's enduring commitment to the life and future of our parish.

We extend our sincere appreciation to the recent Chapter presidents, **Tony Kosmas** and **Rose Hunter**, whose dedicated leadership have contributed greatly to the continued success of both the Cretan Chapter and the annual Crab Feed. Together with the efforts of many faithful volunteers, this event is a cherished tradition within our parish community.

Community Crab Feed Net Income

2021	2022	2023	2024	2025
-	-	\$10,812*	\$6,593*	\$6,590*

**Reflects half of the total proceeds of the Community Crab Feed*



PARISH CAMPUS IMPROVEMENTS

Our church is far more than a building, where we gather to worship God and grow together as the Body of Christ. The care we show for our church and campus reflects our gratitude to God and our desire to offer Him our very best. These projects have preserved the beauty of our church, greatly enhanced the experience of worship, improved accessibility, and prepared Nativity of Christ to faithfully serve future generations.

Funding to support these improvements has come from five primary sources:

“Through the faith, generosity, and sacrificial stewardship of our parish family, more than \$680,000 has been invested in the maintenance, beautification, and improvement of our parish facilities over the past ten years.”

Parish Operating Budget

Faithful stewardship makes it possible to provide ongoing maintenance and preventative care for our church and campus. Each year, the parish budget includes dedicated funding to preserve and care for the facilities entrusted to us.

Private & Anonymous Donations

Many parishioners have generously provided financial gifts for specific projects and improvements. These offerings reflect the love and commitment of our stewards, whose generosity continues to strengthen and beautify Nativity of Christ.

In-Kind Donations

One of the greatest blessings of our parish is the willingness of its members to share their

professional talents and expertise. Continuing the tradition established by those who originally built our church, many stewards generously donate their time, labor, and specialized skills to complete projects that might otherwise be beyond our financial reach.

Discretionary Fund

All donations received either through Baptisms, Weddings, Funerals, and Memorial Services are directed immediately to the Discretionary Fund. At the priest's discretion, these funds are used both

to address the ongoing needs of the parish and to provide financial assistance to individuals and families experiencing hardship. A summary of this fund's receipts and expenditures is included within the **Parish Ministries** section of the annual parish budget.

Beyond 50 Plan

Launched in 2019, the Beyond 50 Plan dared our parish to envision not only what Nativity of Christ is today, but what it could become in the future. Through strategic planning, generous stewardship, and a shared commitment to growth, these funds have supported significant improvements while laying the foundation for the next generation of parish life.



PARISH CAMPUS IMPROVEMENTS 2021 – 2026

(\$291,000)

PARISH HOUSE

- No significant renovations or maintenance items were completed in the last five years, however, **the \$550,000 mortgage was paid off in July of 2022!**

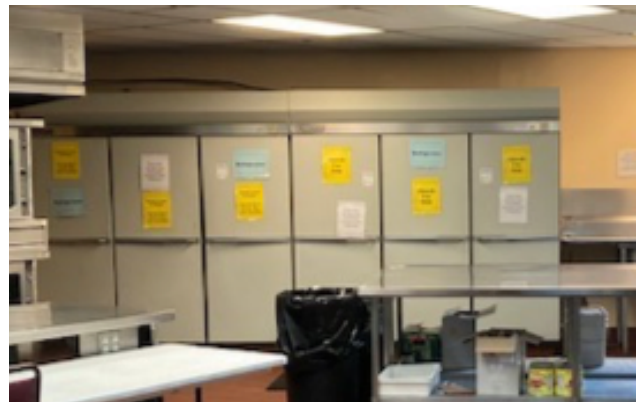


PARKING LOT & BACK PATIOS (\$44,000)

- Structural Reinforcement - \$20,000
(2024, *Anonymous Donation*)
- New Parking Lot Lights - \$13,500
(2026, *Operating Budget*)
- Structural Engineering - \$10,500
(2026, *Operating Budget*)

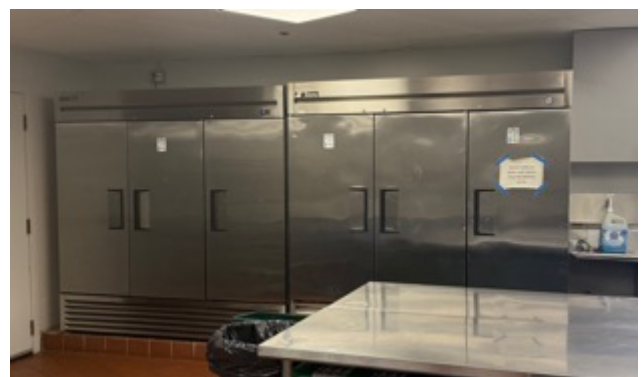
LARGE HALL (\$75,000)

- Balcony Repairs - \$2,000
(2022, *Operating Budget*)
- Water Bottle Filling Station - \$4,000
(2023, *Selmi Donation & Roman's Plumbing*)
- Exterior Painting - \$40,000
(2024, *Antonis Construction Donation*)
- New Gutters - \$11,500
(2024, *Operating Budget*)
- Roof Repair - \$17,500
(2023 & 2025, *Maintenance Budget*)

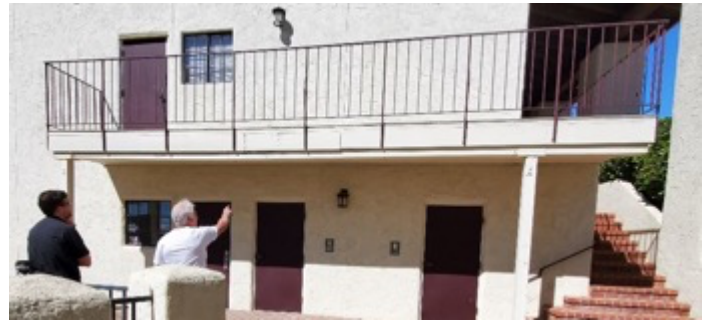


LARGE KITCHEN (\$58,000)

- Stainless Steel Tables - \$3,000
(2022, *Beyond 50*)
- Coffee Maker - \$5,000
(2024, *Penelope's Coffee Donation*)
- Refrigerators - \$10,000
(2025, *Kosmas Family Donation*)
- Refrigerator - \$8,000
(2025, *Papageorge Family Donation*)



- Kegerator, Ice Machine - \$3,500
(2025, *Papageorge Family Donation*)
- New Water Heater - \$12,000
(2025, *Operating Budget*)
- Water Heater Installation - \$12,000
(2025, *Roman's Plumbing*)



OFFICE & CLASSROOM (\$58,000)

- Exterior Balcony - \$35,000
(2021, *Operating Budget*)
- School Furniture/Initiation Costs - \$19,000
(2023, *Beyond 50*)
- New Toilets - \$4,000
(2024 & 2025, *Roman's Plumbing*)



CHURCH (\$56,000)

- Vestry Renovation - \$37,000
(2022, *Beyond 50 & Antonis Donation*)
- Icons of Major Feast Days - \$6,000
(2023-2025, *Discretionary Fund*)
- Altar Cover Sets - \$8,000
(2022-2025, *Discretionary Fund*)
- Chalice Set - \$3,000
(2025, *Anonymous Donation*)
- Ecclesiastical Chairs - \$2,000
(2026, *Discretionary Fund*)



PARISH CAMPUS IMPROVEMENTS 2016 – 2021

(\$406,000)

PARISH HOUSE (\$19,000)

- Interior Paint - \$6,000
(2016, Antonis Construction Donation)
- Closet Built-Ins - \$5,000
(2016, California Space Organizers Donation)
- New Back Fence - \$2,500
(2019, Operating Budget)
- New Water Heater - \$2,000
(2019, Roman's Plumbing Donation)



PARKING LOT (\$35,000)

- Solar Paneled LED Lights - \$10,000
(2017, Maintenance Fund)
- LED Exterior Lights and Timers - \$8,500
(2017, Maintenance Fund)
- Island Rocks and Pavers - \$3,000
(2018, Tim Chyrklund Eagle Project)
- Resurface Entire Parking Lot - \$13,500
(2021, Beyond 50 Fund)



BACK PATIOS (\$63,000)

- Pavers with Accessible Ramp – \$27,000
(2017, Stratigos Memorial Donation)
- Grass/Pavers/Fencing in Memory of Fr. James
- \$29,000 (2018, Anonymous Donation)
- Side Patio Pavers - \$7,000
(2018, Anonymous Donation)



CHURCH HALL (\$109,000)

- New LED lighting - \$21,000
(2016, Maintenance Fund)
- Interior Paint - \$20,000
(2017, Antonis Construction Donation)
- Refinishing of Hall Floor - \$18,000
(2018, Maintenance Fund)
- New Flat Roof - \$50,000
(2018, Maintenance Fund)



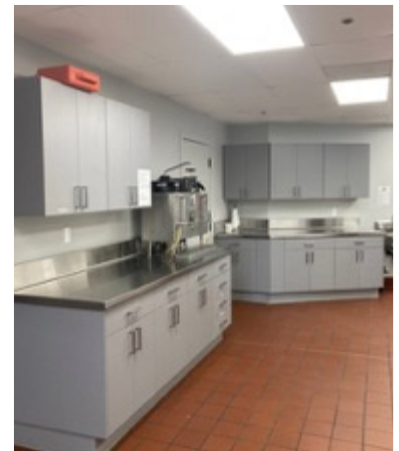
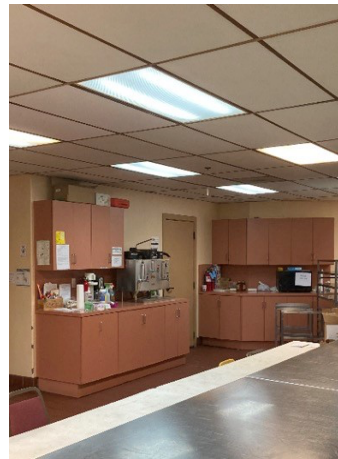


LARGE KITCHEN (\$64,000)

- Refrigerated Prep Table - \$4,500
(2018, Maintenance Fund)
- New Steam Table - \$3,000
(2018, Anonymous Donation)
- Commercial Dishwasher - \$6,500
(2017, Maintenance Fund)
- Renovation of Large Kitchen - \$50,000
(2020-2021, Various Funding & Donations)

OFFICE/CLASSROOM BUILDING (\$93,000)

- Rain Damage Remediation - \$20,000
(2017, Operating Budget)
- Repairs from Rain Damage - \$14,000
(2017, Hall Family Donation)
- Floors for Classrooms/Offices - \$29,000
(2020, Anonymous Donation)
- Painting of Lower Classrooms - \$15,000
(2020, Antonis Construction Donation)
- Painting of Upper Classrooms - \$15,000
(2020, North Marin Painting Donation)
- New Gutters - \$3,000
(2020, Maintenance Fund)



- Priest Office Furniture - \$7,000
(2021, Beyond 50 Fund)
- Church Office Furniture - \$4,000
(2021, Beyond 50 Fund)

CHURCH (\$23,000)

- Renovated Vestry Bathroom - \$2,000
(2017, Anonymous Donation)
- Painting of Church/Narthex - \$3,000
(2017, Sotiras Family Donation)
- Censer and Altar Lamps - \$5,000
(2017, Eliopoulos Family Donation)
- Censer Stand & Acolyte Candles - \$3,000
(2018, Discretionary Fund)
- Icons of Feast Days - \$6,000
(2019-2021, Discretionary Fund)
- New Sound System - \$5,000
(2021, Beyond 50 Fund)
- New Divine Liturgy Books - \$3,000
(Discretionary Fund)



BEYOND 50 PLAN

As Nativity celebrated its 50th Anniversary in 2019, it simultaneously began strategically planning for the next 50 years through the Beyond 50 Plan. Six strategic goals were adopted by the community to implement for the next five years. With the pandemic, Beyond 50 was extended and it is truly remarkable to note all that was accomplished during this time.

Initiate New Church Membership Growth Strategies

- Created enhanced online services
- Strengthened Narthex Greeters and Welcome Ministry
- Designed the Narthex Gateway

Expand and Increase Support for Existing Parish Ministries

- Budgeted/Hired a Ministries Director
- Established the Nativity of Christ Preschool

Expand and Continue Service to the Poor and Needy

- 12,000 sack meals for St. Vincent's
- 26,000 meals for Marin Food Bank
- 200 Hygiene Kits

Enhance and Improve Internal Operations

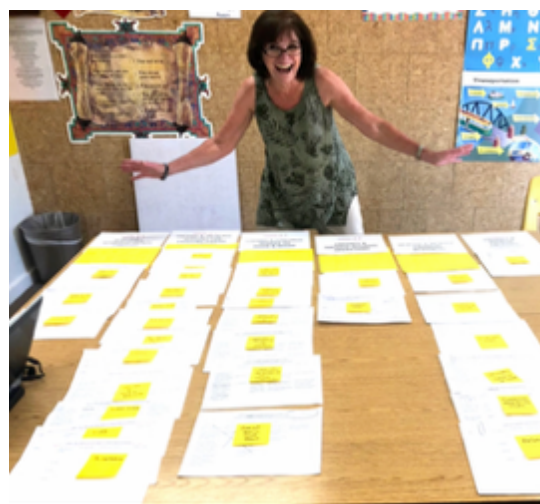
- IT/Media upgrades and texting platform
- Additional events and workshops
- Hiring Ministries Director

Develop and Increase Financial Resources

- Consecutive \$300,000 in Stewardship
- \$550,000 mortgage retired in 2022

Enhance and Improve Facilities

- Nearly every aspect of our existing facilities and grounds were renovated which have continued to support and host our rich and diverse ministries.



The goals and aspirations of the Beyond 50 Strategic Plan have continued to be implemented through the mission and budget of Nativity of Christ. This process has truly transformed both physical and spiritual aspects of our community during these last 6+ years. **Even without a formal fundraising process, over \$800,000 was donated (cash and in-kind) to improve our facilities and ministries. We particularly thank Christ and Pat Kamages and CJK Studio for their generous donation of architectural fees as we continue to work with the City of Novato and McDevitt Construction for our community's next phase of growth.**

BUILDING ON OUR FAITH INITIATIVE

While many of the goals of the original Beyond 50 Plan have been realized, several important projects remain before us. The time has come to transform these long-held dreams into reality.

With renewed parish leadership and a shared vision for the future, Nativity of Christ is prepared to begin the next chapter in its history through the **Building on Our Faith Initiative**. *This campaign is more than a construction project, it is an investment in the future ministry, worship, hospitality, and accessibility of our parish for generations to come.*

For the first time, since the construction of our Fellowship Hall more than thirty-five years ago, parishioners are invited to make a transformational gift that will help shape the future of Nativity of Christ. Together, we have an extraordinary opportunity to build upon the faith and sacrifices of those who came before us while preparing our parish to serve future generations.

With the recommendation of the Steering Committee and the approval of the Parish Council, Nativity engaged Orthodox stewardship consultant **Jerry Minetos** to guide our strategic planning and capital campaign.

The first step was a comprehensive Parish Survey, completed by 70 parishioners, to



better understand the strengths of our parish and identify priorities for the future.

The results were both encouraging and inspiring:

- **89%** rated the overall health of the parish as **Excellent** or **Good**.
- **88%** rated the parish ministries as **Excellent** or **Good**.
- **99%** rated the parish clergy ministry as **Excellent** or **Good**.

These responses affirm that the greatest strengths of Nativity of Christ are found not simply in our facilities, but in our worship, ministries, and parish life. At the same time, parishioners expressed a clear desire to improve our campus so that it better supports these ministries for future generations.

The Parish Survey prioritized the four projects in the following order:

1. **Install an Elevator**
2. **Expand the Narthex**
3. **Construct a Small Hall**
4. **Enlarge the Dome**

Together, these projects represent a vision of a parish that is more welcoming, more accessible, and better equipped to serve the spiritual needs of our community.

The campaign seeks to raise **\$4 million** to complete all of these transformational improvements. The Parish Survey also demonstrated a remarkable willingness among parishioners to support this vision:

- 72% support moving forward with a capital campaign.
- 72% indicated they are willing to make a three-year pledge.
- 48 families expressed that they intend to pledge between \$1.45 million and \$1.98 million over the next three to five years.



A complete summary of the Parish Survey was presented to the parish in May 2026. Following the recommendation of the Steering Committee, and the approval of the Parish Council, the Building on Our Faith Initiative officially began in June 2026 under the guidance of Jerry Minetos.

Every gift, regardless of its size, is an offering of faith and an investment in the future of Nativity of Christ.

In the months ahead, Jerry will return to our parish to meet personally with parishioners, answer questions, and help families prayerfully consider their participation in this historic effort.

As we reflect upon all that God has accomplished through our parish, I invite you to prayerfully consider a gift that reflects your gratitude for His many blessings and your hope for the generations who will one day worship, grow, and encounter Christ at Nativity of Christ.

CONCLUDING IN APPRECIATION

As I reflect upon the past ten years of ministry at Nativity of Christ, I am filled with profound gratitude for a truly fulfilling decade. Together, we have celebrated the Holy Mysteries, welcomed new members into the Orthodox faith, strengthened our ministries, cared for our church campus, expanded our outreach, and witnessed countless examples of faithful stewardship and Christian love. Looking back, it is impossible not to recognize the abundant blessings our Lord has bestowed upon our parish family.

Each of these accomplishments highlighted throughout these pages have been made possible through the grace of God and the generosity, sacrifice, and commitment of our stewards. Together, we have not only strengthened our parish for today but have also laid a firm foundation upon which

future generations can continue to worship, grow, and serve Christ.

However, the greatest measure of our parish will never be found in the buildings we improve or the ministries we establish. Rather, it is found in the transformation of our hearts. The true success of Nativity of Christ is measured by lives changed through the Gospel and by our faithfulness to the calling God has entrusted to each of us. Only then can we truly proclaim that we are the light of the world, allowing our good works to shine before others so that they may glorify our Father who is in heaven.

It continues to be one of the greatest blessings of my life to serve this extraordinary parish family. I am deeply grateful for your love, encouragement, prayers, and steadfast commitment to Christ and His Church. As we continue this journey together, I pray that God grants us

many more years of faithful ministry, abundant spiritual growth, and joyful service to His glory. May He continue to bless Nativity of Christ and each of our families as we strive together for the Kingdom of Heaven.

With love in Christ,



Fr. John Kocolas



