

Celebrating Our 50th Anniversary

# 50



NATIVITY OF CHRIST  
GREEK ORTHODOX CHURCH

✦ faith ✦ love ✦ community ✦





### 1. QUESTION: WHAT IS STRATEGIC PLANNING?

#### Response:

Strategic planning is an activity of parish leadership that is employed to set priorities, focus energy and resources, strengthen operations, ensure that all members and organizations of the parish are working toward common goals, establish agreement around intended outcomes and assess and adjust the parish's direction in response to a changing environment. Strategic planning is an open and systematic effort that produces fundamental decisions and actions that shape and guide **who we serve, what we do, and why we do it**, with a focus on fidelity to the Orthodox faith and the preferred future of the parish. Effective strategic planning articulates not only where the parish is going and the actions needed to make progress, but also how the parish will know if we are on the correct path, achieving the desired results.



A

### 2. QUESTION: WHAT IS THE PURPOSE OF THE STRATEGIC PLANNING STEERING COMMITTEE?

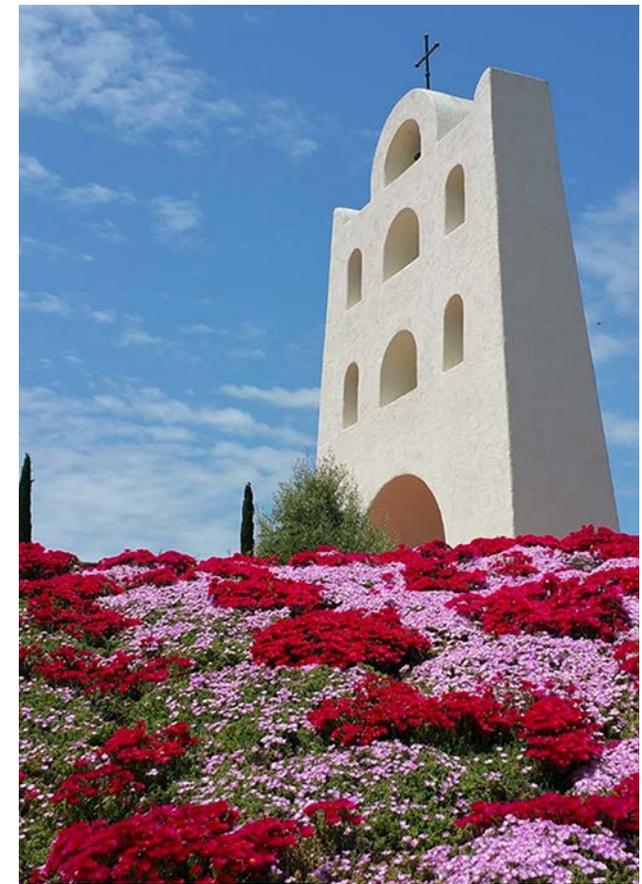
#### Response:

The steering committee is the coordinating group within parish leadership which is responsible for correlating the various parish entities involved in the planning process as well as the general membership of the parish. The parish council unanimously endorsed and voted to approve the strategic planning process, spearheaded by the steering committee.

#### MEMBERS OF THE STEERING COMMITTEE, CHOSEN FOR THEIR EXPERIENCE, SERVICE, EDUCATION AND TRAINING HIGHLY CONDUCTIVE TO STRATEGIC PLANNING, INCLUDE:

- Fr. John Kocolas – B.A. in Business Marketing, M.Div from Holy Cross Seminary and 7 years' experience as a Parish Priest
- Spiro Stratigos – B.A. in Real Estate and Urban Land Economics, licensed realtor for Zephyr and lengthy effective service as a Parish Council President
- Christ Kamages FAIA, MARCH, B.A. Archon Architekton of the Ecumenical Patriarchate, nationally-renowned architect specializing in designing Orthodox churches and facilities
- Steve Rouman – B.A. in Communications, 33 years in real estate development and consulting and now senior vice-president of real estate for Restoration Hardware
- Vicki Kalabokes – B.A. in Spanish and Education, Public Information Officer for a college, and over 30 years' experience as President and CEO of a national nonprofit organization where she implemented strategic plans and raised millions of dollars
- Anthony Scott – B.A. in English Literature, Master of Divinity, completed 30 courses of study in nonprofit development, strategic planning and fundraising, Vice-Chancellor for Advancement at St. Vladimir's Seminary, 38 years an Orthodox priest and Archpriest, and for 17 years served as a consultant to 175 Orthodox parishes and organizations, primarily Greek Orthodox, in all aspects of development, but especially fundraising.

B



### 3. QUESTION: WHAT ARE THE DUTIES OF THE STEERING COMMITTEE?

#### Response:

There are many: fervently pray to God, seek His will concerning our mission as an Orthodox parish; keep the process moving forward; ensure that other associated groups or organizations follow through on their tasks; maintain frequent communications with the parish council and the general membership of the parish; attend to issues and questions related to the facilities; be expert listeners to the thoughts and feelings of members of the parish who have questions or would like to share an idea concerning parish life; be a deliberative body unafraid of exploring new and alternative ways to fulfill the mission of the parish in its spiritual life, programs, projects and ministries.

C

**4. QUESTION: HOW WILL THE GENERAL MEMBERSHIP OF THE PARISH BE INVOLVED?**

**Response:**

We greatly encourage all members and associates of the parish to seek out parish council and steering committee members to share their thoughts and feelings with them as the strategic planning process unfolds. The members of the steering committee have been encouraged to make themselves available for personal conversations and general discussion at Fellowship Hour following the Divine Liturgy. Regular reports and articles on the planning process will appear in the newsletter describing activity and progress. An Internet-based all-parishioner survey will be conducted inviting and encouraging 100% participation. Following the survey, a detailed and lengthy report, including non-attributed comments by survey participants will be made fully available to the community.



**D**



**5. QUESTION: WHEN WILL THE ACTUAL WRITTEN STRATEGIC PLAN BE AVAILABLE?**

**Response:**

The best estimate for public distribution of the strategic plan is May 2019. The strategic plan will identify goals and objectives covering the years 2019-2024, costs associated with implementing the plan and persons or organizations charged with achieving the goals and objectives of the plan. The strategic plan will be distributed to the entire community. A special Parish Assembly will be held, and a vote taken concerning whether to approve the plan or not. In addition, if the strategic plan is approved at the parish assembly, a PowerPoint presentation will be made concerning the launch of a professional fundraising feasibility study (at no cost to the parish) to determine the financial readiness of the community to support the prioritized goals of the plan.

**E**

**6. QUESTION: WILL THE STEERING COMMITTEE UTILIZE THE BENEFITS OF AN ADVISORY GROUP?**

**Response:**

An advisory group has an important role to play in the process. An advisory group often provides an alternative and advanced source of information useful to the strategic planning process concerning development, business, philanthropy, planning, finance, etc. Their broad experience in life brings forth new or different perspectives challenging the steering committee or the parish council to research more deeply or envision the future of the parish more expansively. As is indicated by the name of this group, their key role, like the parish council, is to render good counsel, with the exception that it is the parish council that formulates policy and votes on issues pertinent to parish governance.



**7. QUESTION: WHEN CAN GENERAL MEMBERS OF THE PARISH OFFER THEIR THOUGHTS AND FEELINGS?**

**Response:**

As stated above, parish council members and steering committee members have been asked to seek out opportunities to receive the thoughts and feelings of parishioners and to share these with the steering committee. Furthermore, in the survey, nearly all, if not all, of the questions provide ample opportunity for comments. These will be published in the report, but no comment will be attributed to any specific person. Confidentiality will be maintained so that thoughts and feelings may be openly expressed.

**F**



**8. QUESTION: HOW WILL THE PROPOSED GOALS OF THE STRATEGIC PLAN BE DETERMINED?**

**Response:**

We begin by revisiting and assessing the goals identified in the 2014 strategic planning process to ascertain if any of these goals need to be restated in the 2019 strategic plan. We then work hard to receive deep and broad input from every person in the community concerning the facilities as well as organizations, activities, programs and ministries. We will also research and explore new possibilities for serving God and others both within the parish community and within the larger community in which we live. Goals will be contingent upon community financial and moral support and ranked in three categories: 1) must haves; 2) nice to haves; and 3) Dreams.

**G**

**9. QUESTION: IF THE STRATEGIC PLANNING PROCESS LEADS TO A CAPITAL CAMPAIGN HOW WILL WE KNOW IF WE CAN AFFORD IT?**

**Response:**

The best way to ascertain the parish’s fundraising potential will be to conduct a professional, all-parish fundraising feasibility study that ideally occurs following the conclusion of the strategic planning process. Nation-wide, this is standard operating procedure for nonprofits anticipating a special fundraising effort. Anthony Scott has conducted scores of professional fundraising feasibility studies in Greek Orthodox Churches. While the Vice-Chancellor of Development for St. Vladimir’s Seminary he completed 30 courses of study in nonprofit development and fundraising.



**H**



**10. QUESTION: HOW WILL THE STEERING COMMITTEE COMMUNICATE THE ACTIVITIES AND PROGRESS OF THE STRATEGIC PLANNING PROCESS WITH ALL THOSE WHO BELONG OR ASSOCIATE WITH NATIVITY?**

**Response:**

- Articles will appear in the Word newsletter
- Announcements will be made from the solea at the end of the Divine Liturgy
- Occasional email updates will arrive in your inbox
- Special upcoming events will be communicated through paper mailing
- God willing, we’ll also post reports on the website
- There will also be PowerPoint presentations
- As well as parish assemblies

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**Contact us with your  
questions and comments.**

**I**