Ukrainian Orthodox Church of the USA Strategic Plan

SOBOR 2016 (part 1)

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

Proverbs 29:18
WHY Are You 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”
When JESUS Calls YOUR NAME

WHAT HAPPENS AT THE FINAL JUDGMENT?

We all have a divine appointment with our Creator.
Christianity, if false, is of no importance, and if true, of infinite importance. The only thing it cannot be is moderately important.

(C. S. Lewis)

So which is it?
TODAY, IS THE DAY WE...

MAKE HISTORY

and ... TODAY WE MAKE A DIFFERENCE
We Can Make A Difference!

Music by Jaci Velasquez
We live in a dream if we really think everything's alright.
This world is in need, crying out to be freed,
we gotta shed some light.
Teach the world to smile (and hear angels sing).

Feel the breath of God (and the power it brings).
It's time to come together, you and I and share the love of Jesus Christ.
We can make a difference.
We can make a change.
We can make the world a better place.
We can make a difference.
We can make a change.
We can make the sun shine through the rain, shine on through the rain.
Do you know a man, who's needing a hand, don't ya walk on by.
A sister is sad,
lost all that she had,
we gotta take the time.
Look around your world (it will testify).
Some have empty hearts.
(Some have hungry eyes.)
God can heal the suffering through our hands. Find compassion, take a stand.
We can make a difference.
We can make a change.
We can make the world a better place.
We can make a difference.
We can make a change.
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shine on through the rain.
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We can make a difference.
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We can make the sun shine through the rain, shine on through the rain.
We can make a difference.
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”
So how are we doing with that “Good Account”?
How Is Our World Changing?
We are living in exponential times...

... the speed of change is unimaginable and accelerating

¹The 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
The amount of new technical information is currently estimated to double every 72 hours as of 2010.
Modern Smart phones have much more computing power when compared to Apollo mission computers that NASA used to go to the moon in the 1960s.
More video content was uploaded to YouTube in the last 2 months...

Then the amount of content that would be aired if all three major networks broadcast content 24 hours per day for 62 years
Facebook started about 13 years ago in October 2003.

It now has over 1.49 Billion active monthly users.

It is has over 1 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 4.7 times bigger than the U.S.
Recent PEW research concluded that:

- **over 30%** of people now get their news from Facebook.
- **64%** of adults in the US use Facebook.
More than 6,000 new books are published globally...
A week's worth of New York Times contains more information...

...than a person was likely to come across in a lifetime in the 18th century.
We are living in exponential times...
Within the life of the current "younger generation" the number one English speaking country in the world will be . . .

... China
The 25% of India's population with the highest IQ is greater than the total population of the U.S.
Translation: India has more honors kids than the U.S. has kids
We are living in exponential times...
In 2011 in the US, there were an estimated 6 BILLION text messages... ... PER DAY
About 80% of Americans text.

Text messages have an average 98% open rate versus only 20% for email.

About 90% of all text messages are read in under 3 minutes.
The average kid today sends 2,640 text messages...

...per month

That's 88 per day...
90% of kids have used a computer by age 2.

By age 5, 50% of children use computers or tablet devices on a routine basis.
In a recent study, online students out-performed...

...those students receiving face-to-face instruction.
The top 10 on demand jobs in 2012...

... did not even exist in 2004
In other words, we are currently preparing students for jobs that don't yet exist.
... using technologies that haven't yet been invented...
...in order to solve problems we don't even know are problems yet
We are living in exponential times...
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...
There are approximately 3.5 BILLION Google internet searches per DAY

(1.2 TRILLION per year)
To whom were those questions directed B.G.?

(Before Google)
Email Facts 2012

2.6 Billion email users worldwide

205 Billion daily worldwide emails

900 Million Gmail accounts globally

59% of all email is treated as SPAM
We are living in exponential times...

So what does all this mean for the Parishes and parishioners in the Ukrainian Orthodox Church of the USA
“If the rate of change on the outside exceeds the rate of change on the inside, the end is near.”

“Change before you have to.”
So how are we doing at creating:

“a good account before the awesome judgment seat of Christ”? 
The Challenge - Real Facts and Statistics
Selected “Spirituality” Challenge Facts
Laity Spirituality Challenges¹

• “Regular Bible reading dropped over the last decade from 45% to 37%.
• Volunteering at church declined from 27% to 20% over the same decade.
• 40% of Christians do not attend church or read the Bible in a typical week.
• 70% of Christians are not involved in a small group that meets for spiritual purposes.
• There are more than 10 million Christians who are “un-churched”

¹ State of the Church report by the Barna Research Group (BRG) from a nationwide study of the country’s faith practices and perspectives.
Church Attendance Data

~ Only 26% of all American Orthodox Church adherents attend church services on a regularly weekly basis.¹

~ Only 22% of Americans attend church services weekly²

~ Our minds wander and we are distracted on average 80% to 90% of the time during Orthodox church services (excluding the sermon/homily)³

³ Anecdotal survey data acquired from interviews of hundreds of Orthodox Christians by Facilitator Bill Marianes
How important would you say religion is in your own life -- very important, fairly important, or not very important?

Annual averages

- % Very important
- % Fairly important
- % Not very important

GALLUP®
The Importance of Religion

Clayton Christensen
Harvard Business School
We Lost Our Adults and Can “Kiss Our Youth Goodbye”

~ 47% of adults who were raised in the Orthodox Church have left the Church¹

~ Millennials (aged 18-29) are 2 times more likely than their adult parents to be unaffiliated with the Church²

~ Unless we reverse these trends, what is the future of our Church?

¹ 2015 U.S. Religious Landscape Study - Pew Research Center
“We Lost Our Adults!”

U.S. Religious Group Retention Rates¹
% of adults who still identify with their childhood religion

1. Hindu ........................................ 80%
2. Muslim .................................... 77%
3. Jewish ..................................... 75%
4. Historically Black Protestant .......... 70%
5. Evangelical Protestant .................. 65%
6. Mormon .................................... 64%
7. Catholic ................................... 59%
8. Orthodox ................................ 53%
9. Unaffiliated ............................... 53%
10. Mainline Protestant ..................... 45%
11. Buddhist .................................. 39%
12. Jehovah’s Witness ........................ 34%

¹ 2015 U.S. Religious Landscape Study - Pew Research Center
Young People Less Religiously Affiliated

Percent unaffiliated with a religion, by generation

Source: General Social Surveys.

Question Wording: What is your religious preference? Is it Protestant, Catholic, Jewish, some other religion or no religion?

Pew Research Center's Forum on Religion & Public Life • Religion in the Millennial Generation, February 2010
“Kiss Your Youth Goodbye!”¹

~ 73% of Orthodox Christian Fellowship (OCF) College Chapters have 10 or fewer members

¹ 2015 Orthodox Christian Fellowship in the United States (Stage II): The Study of the Student Leaders in the Local OCF Chapters – Assembly of Canonical Orthodox Bishops of North and Central America
Selected “Income” Financial Stewardship Challenge Facts
The Giving Facts

• People are giving a lower percentage of income to churches in the 2000’s than they did either during the Great Depression or the 1920’s

• 37% of church goers give $0 to the church

¹ Christian Stewardship Association; Barna Research Group; Empty Tomb; Giving USA Foundation
<table>
<thead>
<tr>
<th>Religions/Churches</th>
<th>Less than $30,000</th>
<th>$30,000-$49,999</th>
<th>$50,000-$74,999</th>
<th>$75,000-$99,999</th>
<th>$100,000+</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total U.S. Population</td>
<td>31%</td>
<td>22%</td>
<td>17%</td>
<td>13%</td>
<td>18%</td>
</tr>
<tr>
<td>Hindu</td>
<td>9</td>
<td>10</td>
<td>15</td>
<td>22</td>
<td>43%</td>
</tr>
<tr>
<td>Jewish</td>
<td>14</td>
<td>11</td>
<td>17</td>
<td>12</td>
<td>46%</td>
</tr>
<tr>
<td>Orthodox</td>
<td>20</td>
<td>24</td>
<td>16</td>
<td>13</td>
<td>28%</td>
</tr>
<tr>
<td>Buddhist</td>
<td>25</td>
<td>19</td>
<td>17</td>
<td>17</td>
<td>22%</td>
</tr>
<tr>
<td>Mainline Protestant Churches</td>
<td>25</td>
<td>21</td>
<td>18</td>
<td>15</td>
<td>21%</td>
</tr>
<tr>
<td>Mormon</td>
<td>26</td>
<td>21</td>
<td>22</td>
<td>16</td>
<td>16%</td>
</tr>
<tr>
<td>Unaffiliated</td>
<td>29</td>
<td>23</td>
<td>16</td>
<td>13</td>
<td>19%</td>
</tr>
<tr>
<td>Catholic</td>
<td>31</td>
<td>20</td>
<td>16</td>
<td>14</td>
<td>19%</td>
</tr>
<tr>
<td>Evangelical Protestant Churches</td>
<td>34</td>
<td>24</td>
<td>18</td>
<td>11</td>
<td>13%</td>
</tr>
<tr>
<td>Muslim*</td>
<td>35</td>
<td>24</td>
<td>15</td>
<td>10</td>
<td>16%</td>
</tr>
<tr>
<td>Jehovah’s Witness</td>
<td>42</td>
<td>23</td>
<td>17</td>
<td>9</td>
<td>9%</td>
</tr>
<tr>
<td>Historically Black Protestant Churches</td>
<td>47</td>
<td>26</td>
<td>12</td>
<td>7</td>
<td>8%</td>
</tr>
</tbody>
</table>

*Source: The Pew Forum on Religion & Public Life*
## U.S. Christian Charitable Giving Statistics

### PER PERSON PER YEAR

<table>
<thead>
<tr>
<th>Category</th>
<th>Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S. Christian per person average</td>
<td>$880</td>
</tr>
<tr>
<td>U.S. Evangelical Protestant per person average</td>
<td>$1,165</td>
</tr>
</tbody>
</table>

What is your Parish’s **PER PERSON** average giving (not per family)?

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¹ All numbers are per person - per year direct financial stewardship contributions
Selected “Numbers” Challenge Facts
Major Denominations That Are Declining
# “Top 25” Denominations Reporting One Year Membership Decreases

<table>
<thead>
<tr>
<th>Rank</th>
<th>Denomination</th>
<th>Members (in millions)</th>
<th>Decrease</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>The Catholic Church</td>
<td>68.2</td>
<td>down 0.44%</td>
</tr>
<tr>
<td>2</td>
<td>Southern Baptist Convention</td>
<td>16.1</td>
<td>down 0.15%</td>
</tr>
<tr>
<td>3</td>
<td>The United Methodist Church</td>
<td>7.6</td>
<td>down 1.22%</td>
</tr>
<tr>
<td>7</td>
<td>Evangelical Lutheran Church in America</td>
<td>4.2</td>
<td>down 5.9%</td>
</tr>
<tr>
<td>10</td>
<td>Presbyterian Church U.S.A.</td>
<td>2.6</td>
<td>down 3.42%</td>
</tr>
<tr>
<td>13</td>
<td>The Lutheran Church – Missouri Synod</td>
<td>2.2</td>
<td>down 1.45%</td>
</tr>
<tr>
<td>14</td>
<td>The Episcopal Church</td>
<td>1.9</td>
<td>down 2.71%</td>
</tr>
<tr>
<td>19</td>
<td>American Baptist Churches in the U.S.A.</td>
<td>1.3</td>
<td>down 0.19%</td>
</tr>
<tr>
<td>21</td>
<td>United Church of Christ</td>
<td>1</td>
<td>down 2.02%</td>
</tr>
</tbody>
</table>

¹ National Council of Churches' 2012 Yearbook of American & Canadian Churches (NOTE: ALL BUT ONE OF THESE DENOMINATIONS HAD DECREASES IN MEMBERSHIP IN THE PRIOR YEAR ALSO)
How Are We Doing?
<table>
<thead>
<tr>
<th>Rank</th>
<th>Jurisdiction</th>
<th>Ortho #</th>
<th>Ortho %</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Greek Orthodox Archdiocese of America</td>
<td>476,900</td>
<td>46%</td>
</tr>
<tr>
<td>2</td>
<td>Orthodox Church in America</td>
<td>84,900</td>
<td>8%</td>
</tr>
<tr>
<td>3</td>
<td>Antiochian Orthodox Christian Archdiocese</td>
<td>74,600</td>
<td>7%</td>
</tr>
<tr>
<td>4</td>
<td>Serbian Orthodox Church in North America</td>
<td>68,800</td>
<td>6%</td>
</tr>
<tr>
<td>5</td>
<td>Russian Orthodox Church Outside of Russia</td>
<td>27,700</td>
<td>3%</td>
</tr>
<tr>
<td>6</td>
<td>Ukrainian Orthodox Church of the USA</td>
<td>22,400</td>
<td>2%</td>
</tr>
<tr>
<td>7</td>
<td>Patriarchal Parishes of the Moscow Patriarchate</td>
<td>12,400</td>
<td>1%</td>
</tr>
<tr>
<td>8</td>
<td>Romanian Orthodox Archdiocese</td>
<td>11,200</td>
<td>1%</td>
</tr>
<tr>
<td>9</td>
<td>American Carpatho Russian Orthodox Diocese</td>
<td>10,400</td>
<td>1%</td>
</tr>
<tr>
<td>10</td>
<td>Vicariate for the Palestinian / Jordanian</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Orthodox Christian Communities</td>
<td>6,800</td>
<td>.07%</td>
</tr>
<tr>
<td><strong>20</strong></td>
<td><strong>ORTHODOX JURISDICTIONS TOTAL = 1,043,300</strong></td>
<td></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

**US Christians = 227,590,000  All Orthodox = 0.5%  UOC = 0.01%**

¹Atlas of American Orthodox Christian Churches, by Alexei Krindatch
<table>
<thead>
<tr>
<th>Rank</th>
<th>Church</th>
<th>Location</th>
<th>Lead Pastor</th>
<th>Size</th>
<th>Founded</th>
</tr>
</thead>
<tbody>
<tr>
<td>#1</td>
<td>Lakewood Church</td>
<td>Houston, TX</td>
<td>Joel Osteen</td>
<td>43,500</td>
<td>1959</td>
</tr>
<tr>
<td>#2</td>
<td>North Point Ministries</td>
<td>Alpharetta, GA</td>
<td>Andy Stanley</td>
<td>39,056</td>
<td>1995</td>
</tr>
<tr>
<td>#3</td>
<td>Church of the Highlands</td>
<td>Birmingham, AL</td>
<td>Chris Hodges</td>
<td>38,346</td>
<td>2001</td>
</tr>
<tr>
<td>#4</td>
<td>New Spring Church</td>
<td>Anderson, SC</td>
<td>Vacant</td>
<td>33,761</td>
<td>2000</td>
</tr>
<tr>
<td>#5</td>
<td>Gateway Church</td>
<td>Southlake, TX</td>
<td>Robert Morris</td>
<td>28,399</td>
<td>2000</td>
</tr>
<tr>
<td>#6</td>
<td>Saddleback Church</td>
<td>Lake Forest, CA</td>
<td>Rick Warren</td>
<td>25,612</td>
<td>1980</td>
</tr>
<tr>
<td>#7</td>
<td>Willow Creek Community Church</td>
<td>South Barrington, IL</td>
<td>Bill Hybels</td>
<td>25,371</td>
<td>1975</td>
</tr>
<tr>
<td>#8</td>
<td>Christ’s Church of the Valley</td>
<td>Peoria, AZ</td>
<td>Don Wilson</td>
<td>24,108</td>
<td>1982</td>
</tr>
<tr>
<td>#9</td>
<td>Christ Fellowship Church</td>
<td>Palm Beach Gardens, FL</td>
<td>Todd Mullins</td>
<td>23,845</td>
<td>1984</td>
</tr>
<tr>
<td>#10</td>
<td>Southeast Christian Church</td>
<td>Louisville, KY</td>
<td>Dave Stone</td>
<td>23,799</td>
<td>1962</td>
</tr>
</tbody>
</table>

¹ As of 2016 - Outreach Magazine
UOC of USA doesn’t formally collect or publish all of our “Numbers” so let’s look at the biggest Orthodox jurisdiction that does
GOA Baptisms Are Declining
Baptisms 1991 - 2015
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 Declining
Since 1996, statistics from Canada, Central America and South America were no longer included in Registry tabulations.
GOA Weddings Are Declining
Since 1996, statistics from Canada, Central America and South America were no longer included in Registry tabulations.
And Finally, Something that is Generally Growing
Funerals 1991 - 2015
Greek Orthodox Archdiocese of America

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

- Church membership (for all age groups) is declining in traditional Christian denominations
- Church sacraments are declining
- Church contributions are declining
- Church member spirituality is declining
- Church relevance is declining
- Church stewardship is declining
- Church attentiveness during services is declining
- Church disengagement by youth is increasing
- Church member deaths are increasing
- Church dependence on Festivals, raffles and fund raisers is increasing
So how are we doing at creating:

“a good account before the awesome judgment seat of Christ”? 
Don’t confuse me with the facts!!
What’s The Typical Church Plan to deal with these challenging trends?

The F.U.D.D. Response
Fear

Uncertainty

Doubt & Denial
This Is How We Want To Solve Our Church’s Challenges
“The Lord said... He who does not take his cross and follow me is not worthy of me...”

Matthew 10:38
So What Is Our Answer?
Courageous (adjective): courageous /ˌkəˈrājəs/

1. not deterred by danger or pain; brave.

Synonyms: plucky, fearless, valiant, valorous, intrepid, heroic, lionhearted, bold, daring, unafraid, audacious, undaunted, unflinching, unshrinking, indomitable, gallant, gutsy, spunky...

“these courageous individuals refuse to be silenced”
UOCUSA 6 Part Work Plan

Step 1 – Opening Retreat develops Statement of Why, SWOT Analysis, Core Values, Mission, Vision, Strategic Areas of Focus

Step 2 – Task Force Monthly/Bi-Weekly Conference Calls to develop Strategic SMART Goals with several Public Feedback Loop Events

Step 3 – Second Retreat (March 6/7/8, 2016) to finalize Strategic SMART Goals and comprehensive Action Plans to achieve Goals

Step 4 – Finalize and Write Strategic Plan

Step 5 – Public Presentation/Communication of Strategic Plan at the Sobor – October 2016

Step 6 – Implementation of the Strategic Plan
Our UOC of USA “70 Strategic Planning Disciples”

A broad, demographically diverse, representative cross-section of UOC of USA constituencies from throughout the country

The 70 Disciples
Luke 10:1
The “70 Disciples” Strategic Planning Team

Metropolitan Antony
Bishop Daniel
Dn. Michael Abrahamson
Florin Armenciu
Wanda Bahmet
George Cepynsky
Ivan Chopko
Olya Coffey
Helen Crayosky
Fr. Gregory Czumak
Robert Danczak
Carrie Frederick Frost
Helen Greenleaf
Lynne Gulak
Fr. John Haluszczak
Linda Hnatow
Pani Matka Christine Holet
Fr. Robert Holet
Mark Host
Natalia Honcharenko
Betsy Hutnick
Pani Matka Liz Hutnick
Fr. Stephen Hutnick
Michael Kapeluck
Natalie Kapeluck-Nixon
Fr. Yurily Kasyanov
John Korello
Fr. Boris Kroner
Luba Lewytzkyj
Olga Liskiwsykiy-Liss
Svitlana Lymar
Fr. Theophan Mackey
Alex Mackiewicz
Protodn Ihor Mahlay
Charissa Sheptak Martin
Fr. Steve Masliuk
Janice Meschisen;
Mark Meschisen
John Micevych
Paul Micevych
Martha Misko
Noreen Newsick
Jeremy Oryhon
Joshua Oryhon;
Fr. Vasyl Pasakas
Fr. Anthony Perkins
Lisa Ryan
Charles Sanderson
Eric Senedak
Michael Siwko
David Skocypec
Andrew Smyk
Fr. Volodymyr Steliac
Dn. James Stickel
Elizabeth Symonenko
Fr. Ivan Synevskyy;
Fr. Timothy Tomson
Tanya Tschaikowsky
Fr. Anthony Ugolnik
Pani Matka Elaine Ugolnik
Ginny Ulbricht
Linda Winters
Gayle Woloschak
Janet Woyewoda
Valentina Yarr
Ed Zabowski
Fr. Bazyl Zawieruchha
Edward Zetick
Facilitator: Bill Marianes
Graphics: Chris Harrison
Strategic Planning

(See Part I of your Strategic Plan Book - pages 10-23)
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...
What is Strategic Planning

• A process for defining our strategy to organize and allocate our resources to achieve our vision

• It’s a way to manage the “busyness” of the Church without turning the Church into a business
What is Strategic Planning

A Strategic Plan must answer 4 fundamental questions:

1. Why do we exist?
2. Where are we now?
3. Where do we want to be?
4. How will we get there?
QUESTION 1
Why Do We Exist?

Why does our church exist and why should anyone want to be a part of our Church and its ministries?
QUESTION 2
Where are we now?
(current state)

- A "brutal facts" assessment of current internal strengths and weaknesses, and external opportunities and threats

- Evaluation of the interest in the Church and its ministries from the differing perspectives of various stakeholders
QUESTION 3
Where Do We Want To Be?
(desired future state)

Following our sense of God's calling, what comprehensive vision will we achieve in a reasonable time.
QUESTION 4
How Will We Get There
(action plan)

- The "rubber hits the road" where we outline very specific Strategic Goals and detailed actions and timelines
- For each action 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 Planning is Biblical
“Where there is no vision, the people will perish”

Proverbs 29:18
“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.”

Jeremiah 29:11-12
A Strategic Plan answers four questions:

1. Why do we exist?
2. Where are we now?
3. Where do we want to be?
4. How will we get there?
Statement of WHY?

Can we articulate a compelling and inspirational reason why our Church exists and why anyone should join us?

(See Part I of your Strategic Plan Book – page 6)
WHY?

A Statement of Why is Biblical
“Men, WHY are you doing these things?”

Acts 14:14
“Therefore I speak to them in parables, because seeing they do not see, and hearing they do not hear, nor do they understand.”

Matthew 13:13
The 2 most important days of your life are:

1. The day you were born
2. The day you figure out why
Ukrainian Orthodox Church of the USA

Statement of WHY
We embrace those who hunger for love, comfort, fulfillment and hope.
A Strategic Plan answers four questions:

1. Why do we exist?

2. Where are we now?

3. Where do we want to be?

4. How will we get there?
2. Where we are now is:

a "brutal facts" assessment of our current strengths, weaknesses, opportunities and threats

(See Part I of your Strategic Plan Book – page 9-11)
Internal factors

Strengths and Weaknesses

(a) **Strengths** include things we do well and characteristics that give us advantages.

(b) **Weaknesses** include problems we must overcome and characteristics that place us at a disadvantage.
External factors

Opportunities and Threats

(a) **Opportunities** include external chances to improve our performance in our environment.

(b) **Threats** include external elements in our environment that could cause trouble for us.
SWOT

A SWOT Analysis is Biblical
“Examine yourselves as to whether you are in the faith. Test yourselves!”

2 Corinthians 13:5
Ukrainian Orthodox Church of the USA

SWOT Analysis
Strengths

1. Certain Youth Ministries (camping, Church sponsored missionary trips)
2. Excellent servant-leader Hierarchs
3. Certain Charitable Ministries (Ukrainian orphanage, Ukrainian soup kitchens, Great Lent Giveaway, sisterhoods, scholarship)
4. Church assets and properties (existing and missions)
5. Seminary and clergy programs
6. Communications and Technology
7. Orthodoxy - true theology, liturgical, beautiful esthetics and traditions
8. Flexibility and responsiveness to the linguistic and cultural needs of the communities and parishioners
9. Ukrainian heritage
10. Internal identity (shared experience and shared struggle) and external perception of progressive social values
11. National unified administrative structure facilitates communication
# Weaknesses

<table>
<thead>
<tr>
<th>Weakness</th>
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<tbody>
<tr>
<td>1. <strong>Language</strong> can be exclusionary (exclusive use of one language)</td>
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<tr>
<td>2. Heavy emphasis on <strong>ethnicity</strong> can be exclusionary to those who do not identify with that ethnicity</td>
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<tr>
<td>3. Insufficient numbers of U.S. clergy</td>
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<td>4. Insufficient <strong>pastoral education and care</strong> for clergy</td>
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<td>5. Insufficient <strong>trust</strong> between clergy and laity</td>
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<tr>
<td>6. Decline in <strong>parish size</strong> and membership</td>
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<tr>
<td>7. Parish <strong>geographic challenges</strong></td>
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<tr>
<td>8. Lack of <strong>engagement by laity and clergy</strong> (apathy)</td>
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<tr>
<td>9. Ineffective <strong>retention of youth</strong></td>
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<td>10. <strong>Parishioners uneducated in faith</strong></td>
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<tr>
<td>11. Lack of understanding of <strong>stewardship</strong></td>
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<tr>
<td>12. <strong>Low financial support</strong> for priests and families</td>
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<tr>
<td>13. Lack of welcoming <strong>attitudes</strong></td>
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<tr>
<td>14. Lack of community <strong>outreach and engagement</strong></td>
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<td>15. Insufficient <strong>communications</strong> between national church and parishes</td>
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<tr>
<td>16. Absences of empirical <strong>metrics and processes</strong></td>
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<tr>
<td>17. Lack of administrative <strong>support</strong> and capabilities at the National, Deanery and Parish level</td>
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<tr>
<td>Opportunities</td>
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<td>---------------</td>
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</tr>
<tr>
<td>1. People are needy and vulnerable</td>
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<td>2. People have a need to belong</td>
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<td>3. People long for truth</td>
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<tr>
<td>4. Social media</td>
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<td>5. Technologies</td>
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<tr>
<td>6. Other Orthodox Christians can be united (strength in numbers and resources)</td>
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<tr>
<td>7. Connect the dots between faith and science and logic</td>
<td></td>
</tr>
<tr>
<td>8. Answering the falseness that exists in the world</td>
<td></td>
</tr>
<tr>
<td>9. Serving the growing needs of the youth and empowering them</td>
<td></td>
</tr>
<tr>
<td>10. Immigrants</td>
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</tr>
</tbody>
</table>
 Threats

1. Lack of understanding of the Orthodox faith
2. Lack of structure in society (breakdown of family, addiction, domestic violence, etc.)
3. Tension between intellectual integrity and faith
4. Other faiths are perceived to offer more meaningful solutions to contemporary problems
5. External perception of alignment to one ethnic culture could be a barrier to entry and welcoming
6. Legal Threats from outside the church
7. External economic pressures impacting church stewardship
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

(See Part I of your Strategic Plan Book – page 12)
CORE VALUES

Core Values Are Biblical
GOD’S CORE VALUES

I
THOU SHALT HAVE NO OTHER GODS BEFORE ME

II
THOU SHALT NOT MAKE UNTO THEE ANY GRAVEN IMAGE

III
THOU SHALT NOT TAKE THE NAME OF THE LORD THY GOD IN VAIN

IV
REMEMBER THE SABBATH DAY TO KEEP IT HOLY

V
HONOR THY FATHER AND THY MOTHER

VI
THOU SHALT NOT KILL

VII
THOU SHALT NOT COMMIT ADULTERY

VIII
THOU SHALT NOT STEAL

IX
THOU SHALT NOT BEAR FALSE WITNESS AGAINST THY NEIGHBOR

X
THOU SHALT NOT COVET
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
Ukrainian Orthodox Church of the USA

CORE VALUES
<table>
<thead>
<tr>
<th>Core Values</th>
<th>Charity and Stewardship</th>
</tr>
</thead>
<tbody>
<tr>
<td>Christ-centered</td>
<td>Fidelity to Holy Tradition</td>
</tr>
<tr>
<td>Compassionate</td>
<td>Active Prayer Life</td>
</tr>
<tr>
<td>Ministry of Service</td>
<td>Inclusion and Respect</td>
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<tr>
<td>Community</td>
<td>Humility</td>
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<tr>
<td>Education</td>
<td>Sharing the Gospel and Evangelizing</td>
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<tr>
<td>Sacramental Life</td>
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</tbody>
</table>
A Strategic Plan answers four questions:

1. Why do we exist?

2. Where are we now?

3. Where do we want to be?

4. How will we get there?

(See Part I of your Strategic Plan Book – pages 8-9 and 12)
Mission Statement
Mission:

• A clear description of the fundamental purpose for which an organization.

• Mission answers the question: "What do we do?"
A Mission Statement is Biblical
The Great Commission
(Mission – Part 1)

“Go therefore and make disciples of all the nations”

Matthew 28:18-20
Ukrainian Orthodox Church of the USA

MISSION Statement
Mission Statement

The Mission of the Ukrainian Orthodox Church of the USA is to offer healing, comfort, wholeness, spiritual fulfillment and joy as we work together to reveal the beauty of God’s creation by proclaiming and living the Gospel of Jesus Christ.
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3. Where do we want to be?

Following our sense of God's calling, what vision do we hope to accomplish in a reasonable time in the future
Vision

• Defines what the organization hopes to do in the future.

• Vision is a long-term view.

• Vision focuses on:
  – “What do we want to accomplish?”
  – “Where are we going?”
A Vision Statement is Biblical
The Great Commission
(Vision – Part 2)

“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.”

Matthew 28:18-20
“But you shall receive power when the Holy Spirit has come upon you; and you shall be witnesses to Me in Jerusalem, and in all of Judea and Samaria, and to the ends of the earth.”

Acts 1:8
Ukrainian Orthodox Church of the USA

VISION Statement
Vision Statement

The Vision of the Ukrainian Orthodox Church of the U.S.A. is to transform lives through Christ-centered, compassionate and welcoming communities that embody Sacred Scripture and Holy Tradition while serving and ministering to people as they navigate contemporary life.
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A Strategic Plan answers four questions:

1. Why do we exist?

2. Where are we now?

3. Where do we want to be?

4. How will we get there?

(See pages 13-19 of Part I, and all of Part II of your Strategic Plan Book)
STRATEGIC GOALS
Strategic Goals

• Strategic Goals are a roadmap of how to implement the vision and achieve the organization’s goals.

• They keeps the organization going in the right direction.
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
(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
“These twelve Jesus sent out, charging them...
(1) go rather to the lost sheep of the house of Israel
(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."
“Let your light so shine before men, that they may see your good works and glorify your Father in heaven.”

Matthew 5:16
“A new commandment I give to you, that you love one another as I have loved you...

By this all will know that you are my disciples, if you love one another.”

John 13:34-35
Strategic Goals

Strategic Goals are only as effective as the process of achieving them.

The “SMART” goal process helps ensure our Strategic Goals are achieved.
SMART Strategic Goals

**Specific**: Is the goal specific and clear enough so that everyone understands it?

**Measurable**: Is there a way to measure the success of the goal?

**Attainable**: Is the goal truly attainable by us within a reasonable time?

**Realistic**: Is the goal realistically written?

**Timeline**: Is there a timeline associated to the goal to ensure completion and accountability?
9 Strategic Areas of Focus

1. Administration
2. Clergy
3. Communications
4. Education
5. Family and Youth
6. Healthy Parishes
7. Outreach and Evangelism
8. Stewardship
9. Technology

(See pages 13-15 of Part I and all of Part II of your Strategic Plan Book)
25 Strategic Goals

1. Administration
   1.1 Empirical Metrics
   1.2 Skills Matching
   1.3 UOC of USA Operational and Personnel Needs

2. Clergy
   2.1 Clergy Development Program
   2.2 Clergy Compensation and Wellness
   2.3 U.S. Clergy Recruitment
25 Strategic Goals

3. Communications
   3.1 Welcoming Ministry
   3.2 Comprehensive UOC of USA Communications Platform
   3.3 Cohesive UOC of USA Brand

4. Education
   4.1 Orthodox Education Lifelong Learning Program
   4.2 Orthodox Leadership Development Program
25 Strategic Goals

5. Family and Youth
   5.1 Family Lifecycle Program
   5.2 College Student Outreach Program
   5.3 Adolescent Outreach Program

6. Healthy Parishes
   6.1 Healthy Parishes Program
   6.2 Caring Ministry Program
25 Strategic Goals

7. Outreach and Evangelism
   7.1 Outreach and Evangelism Ministry
   7.2 New Successful Mission Parishes
   7.3 Philanthropic Outreach

8. Stewardship
   8.1 Comprehensive Stewardship Program
   8.2 Long Term and Planned Giving
25 Strategic Goals

9. Technology
  9.1 Parish and Ministry Web Resources
  9.2 Church Services App
  9.3 Parish Cloud Administration
  9.4 National Collaboration Portal
The Strategic Plan has 4 sections

- Executive Summary (pages 2-3)

- Part 1: describes our process, Mission, SWOT, Core Values, Vision and Strategic Goals (pages 6-19)

- Part 2: sets out our very specific action plans to achieve all 25 SMART Strategic Goals (pages 22-53)

- Part 3: provides some of the background data we considered (pages 56-64)
3 Key Things To Know About Our Strategic Plan

1. It’s all about the Parishes

2. We have a step-by-step implementation strategy and separate teams

3. We want/need your help
3 Key Things To Know About Our Strategic Plan

1. IT’S ALL ABOUT THE PARISHES

- 23 of the 25 Goals are specifically focused on strengthening the Parishes or Parish ministries!

- The National church is more efficient vehicle to marshal the best resources to help its Parishes.
3 Key Things To Know About Our Strategic Plan

2. We had a Strategic Planning Team and now are recruiting separate Implementation Task Forces
Two Teams – One Dream
<table>
<thead>
<tr>
<th>Metropolitan Antony</th>
<th>Michael Kapeluck</th>
<th>Lisa Ryan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bishop Daniel</td>
<td>Natalie Kapeluck-Nixon</td>
<td>Charles Sanderson</td>
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<td>Dn. Michael Abrahamson</td>
<td>Fr. Yurily Kasyanov</td>
<td>Eric Senedak</td>
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<td>Florin Armenciu</td>
<td>John Korello</td>
<td>Michael Siwko</td>
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<td>Wanda Bahmet</td>
<td>Fr. Boris Kroner</td>
<td>David Skocypec</td>
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<td>George Cepynsky</td>
<td>Luba Lewytzkyj</td>
<td>Andrew Smyk</td>
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<tr>
<td>Ivan Chopko</td>
<td>Olga Liskiwskyi-Liss</td>
<td>Fr. Volodymyr Steliac</td>
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<tr>
<td>Olya Coffey</td>
<td>Svitlana Lymar</td>
<td>Dn. James Stickel</td>
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<tr>
<td>Helen Crayosky</td>
<td>Fr. Theophan Mackey</td>
<td>Elizabeth Symonenko</td>
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<tr>
<td>Fr. Gregory Czumak</td>
<td>Alex Mackiewicz</td>
<td>Fr. Ivan Synevskyy;</td>
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<tr>
<td>Robert Danczak</td>
<td>Protodn Ihor Mahlay</td>
<td>Fr. Timothy Tomson</td>
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<tr>
<td>Carrie Frederick Frost</td>
<td>Charissa Sheptak Martin</td>
<td>Tanya Tschaikowsky</td>
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<td>Helen Greenleaf</td>
<td>Fr. Steve Masliuk</td>
<td>Fr. Anthony Ugolnik</td>
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<tr>
<td>Lynne Gulak</td>
<td>Janice Meschisen;</td>
<td>Pani Matka Elaine Ugolnik</td>
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<td>Fr. John Haluszcak</td>
<td>Mark Meschisen</td>
<td>Ginny Ulbricht</td>
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<td>Linda Hnatow</td>
<td>John Micevych</td>
<td>Linda Winters</td>
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<td>Pani Matka Christine Holet</td>
<td>Paul Micevych</td>
<td>Gayle Woloschak</td>
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<tr>
<td>Fr. Robert Holet</td>
<td>Martha Misko</td>
<td>Janet Woyewoda</td>
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<tr>
<td>Mark Host</td>
<td>Noreen Newsick</td>
<td>Valentina Yarr</td>
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<tr>
<td>Natalia Honcharenko</td>
<td>Jeremy Oryhon</td>
<td>Ed Zabowski</td>
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<tr>
<td>Betsy Hutnick</td>
<td>Joshua Oryhon;</td>
<td>Fr. Bazyl Zawierucha</td>
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<tr>
<td>Pani Matka Liz Hutnick</td>
<td>Fr. Vasyl Pasakas</td>
<td>Edward Zetick</td>
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<tr>
<td>Fr. Stephen Hutnick</td>
<td>Fr. Anthony Perkins</td>
<td>Facilitator: Bill Marianes</td>
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<td>Graphics: Chris Harrison</td>
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# The Implementation Team Leadership

<table>
<thead>
<tr>
<th>Task Force</th>
<th>Task Force Coordinator</th>
<th>Head Coach</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Administration</td>
<td>Daria Pishko-Komichak</td>
<td>Gayle Woloschak</td>
</tr>
<tr>
<td>2. Clergy</td>
<td>Fr. Anthony Perkins</td>
<td>Gayle Woloschak</td>
</tr>
<tr>
<td>3. Communications</td>
<td>Elizabeth Symonenko</td>
<td>Lisa Ryan</td>
</tr>
<tr>
<td>4. Education</td>
<td>Mark Host</td>
<td>Gayle Woloschak</td>
</tr>
<tr>
<td>5. Family &amp; Youth</td>
<td>George Cepynsky</td>
<td>Gayle Woloschak</td>
</tr>
<tr>
<td>6. Healthy Parishes</td>
<td>Dn. Ihor Mahlay</td>
<td>Gayle Woloschak</td>
</tr>
<tr>
<td>7. Outreach &amp; Evangelism</td>
<td>Jeremy Oryhon</td>
<td>Lisa Ryan</td>
</tr>
<tr>
<td>8. Stewardship</td>
<td>Tanya Tschaikowsky</td>
<td>Lisa Ryan</td>
</tr>
<tr>
<td>9. Technology</td>
<td>Eric Senedak</td>
<td>Lisa Ryan</td>
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</table>
“So we, being many, are one body in Christ, and every one members one of another.”

Romans 12:5
3 Key Things To Know About Our Strategic Plan

3. We want / need your help
“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...’ ”

Matthew 9:37-38
Our 2 Premises

1. None of us is as smart as all of us are.

2. None of us can do as much as all of us can do together.
We want YOU to fill out the Implementation Volunteer Form. Tell us on which Goals you want to work.
“You will be my witnesses in Jerusalem, in all of Judea and Samaria, and to the ends of the earth.” Acts 1-8

“Go therefore and make disciples of all the nations” Matthew 28-19
Meet the Implementation Team Leadership to Achieve our 25 Strategic Goals

(See Part II of your Strategic Plan Book)
Head Coach Gayle Woloschak

1. Administration
2. Clergy
4. Education
5. Family & Youth
6. Healthy Parishes
Head Coach Lisa Ryan

3. Communications
7. Outreach
8. Stewardship
9. Technology
ADMINISTRATION

Task Force Coordinator: Daria Pishko-Komichek
Adminstration Goal 1.1

Empirical Metrics

(a) Within 1 year, we will complete and publish a comprehensive analysis of Parish, Deanery and UOC of USA Key Operation Metrics and Statistics obtained from UOC of USA Parishes.

(b) Within 2 years thereafter, we will train Parishes on how to collect and address the issues arising from their Key Operational Metrics.
Within 2 years, we will establish a process and a resource for collecting and matching parishioners’ skills and talents with the needs of Parishes, Deaneries and the UOC of USA.
Administration Goal 1.3

UOC of USA Operational and Personnel Needs

Within 18 months, we will complete an administrative, operational and personnel assessment of the UOC of USA and fund any recommendations as necessary.
CLERGY

Task Force Coordinator: Fr. Anthony Perkins
Clergy Goal 2.1

Clergy Development Program

Within 18 months, we will develop a Clergy Continuing Education and Development Program to aid Clergy in their professional, spiritual and personal growth and effectiveness, which we will begin to implement within 18 months thereafter.
Within 18 months, we will assess our Clergy compensation and wellness needs and challenges, which we will begin to address within 18 months thereafter.
Clergy Goal 2.3

U.S. Clergy Recruitment

Within 24 months, we will develop and begin to implement a comprehensive U.S. Clergy recruitment program.
COMMUNICATIONS

Task Force Coordinator: Elizabeth Symonenko
Within 18 months, we will develop and make available to all Parishes a multilingual comprehensive welcome package, as well as a concurrent training program to promote its successful implementation.
Within 18 months, we will develop and implement a comprehensive and integrated communications platform for the Church, including all social media, to create extensive and effective communications between all levels of the Church and its present and future members.
Communications Goal 3.3

Cohesive UOC of USA Brand

Within 12 months, we will create a cohesive brand for the UOC of USA and its ministries, which will be fully implemented 12 months after its creation.
EDUCATION

Task Force Coordinator: Mark Host
Education Goal 4.1

Orthodox Education Lifelong Learning Program

(a) Within 18 months, we will develop an Orthodox “Lifelong Learning” Education Program for youth and adults; and

(b) Within 2 years thereafter, we will train Parishes how to implement the Orthodox Lifelong Learning Education Program.
(a) Within 12 months, we will develop an Orthodox Leadership Development Program focusing on seminarians, Clergy, Parish and ministry leaders, adults and youth; and

(b) Within 2 years thereafter, we will train Parishes how to implement the Orthodox Leadership Development Program.
FAMILY & YOUTH

Task Force Coordinator(s): George Cepynsky
Within 3 years, we will develop and implement a Family Lifecycle program in Parishes that addresses all aspects of married and family life.
Within 2 years, we will develop and implement a comprehensive College Student Outreach Program focusing on the spiritual, physical, emotional and intellectual needs of college students.
Within 2 years, we will develop and implement a comprehensive Adolescent Outreach Program focusing on the spiritual, physical, emotional, social and intellectual needs of adolescents.
HEALTHY PARISHES

Task Force Coordinator: Deacon Ihor Mahlay
Healthy Parishes Goal 6.1

Healthy Parishes Program

(a) Within 18 months, we will develop a comprehensive Healthy Parishes Program that identifies the elements of a healthy and growing Parish community and the process and techniques necessary to implement this program; and

(b) Within 18 months thereafter, we train each Parish how to successfully implement the Healthy Parishes Program.
Healthy Parishes Goal 6.2

CARING MINISTRY PROGRAM

Within 12 months, we will develop a Caring Ministry Program to assist Parishes to better evaluate and address the physical, emotional, spiritual and other needs of its parishioners, to be implemented within 18 months thereafter.
OUTREACH & EVANGELISM

Task Force Coordinator: Jeremy Oryhon
Within 24 months, we will create and staff an Outreach and Evangelism Ministry that provides our Parishes with the tools and training necessary to grow.
(a) Within 18 months, we will create the process and tools to establish new and successful mission Parishes in areas with potential population growth or the absence of an Orthodox church community; and

(b) Every 24 months, we will establish at least one new, successful mission Parish.
Outreach & Evangelism Goal 7.3

Philanthropic Outreach

Within 18 months, we will establish the team, tools and training to assist Parishes to better implement a Philanthropic Outreach Program to become more involved with philanthropic and charitable activities at both the local, national and international levels.
STEWARDSHIP

Task Force Coordinator: Tanya Tschaikowsky
Within 3 years, we will research, design, and implement a comprehensive UOC of USA Stewardship Program that is applicable to all demographic groups.
Within 2 years, we will develop and implement a comprehensive and strategic approach to assist the faithful in long-term financial stewardship planning, planned giving and estate and legacy planning.
TECHNOLOGY

Task Force Coordinator: Eric Senedak
Technology Goal 9.1

Parish and Ministry Web Resources

Within 2 years, we will establish and maintain an up-to-date, effective and standardized web-searchable Parish and national and regional ministry website directory tool and ensure all Parish websites meet a minimum standard.
Technology Goal 9.2

Church Services App

Within 2 years, we will develop and maintain an App that will dynamically compile the texts and music for church services in multiple languages.
Technology Goal 9.3
Parish Cloud Administration

Within 2 years, we will assist Parishes in implementing a cloud-based administrative tool to facilitate easier and more effective communications and management of financial, demographic, and personnel information.
Within 2 years, we will implement a collaboration software platform to facilitate all national and regional communications, file sharing, project management, education and volunteer coordination.
What’s Next Today

• 1:00 - 2:00     Lunch
• 2:00 - 3:30    Break Out discussion 1
• 3:45 - 5:15    Break Out discussion 2
• 5:30 - 7:00    Metropolitan Antony’s Final Charge (including open discussion, presentation of timetable and “Go Forth” video)
What We Need You To Do

• Pick your 2 favorite strategic areas
  » Administration  » Healthy Parishes
  » Clergy  » Outreach & Evangelism
  » Communications  » Stewardship
  » Education  » Technology
  » Family & Youth

• Attend 2 breakout discussion sessions (2:00 - 3:30 and 3:45 - 5:15) and hear the detailed action plans and ask your questions and engage in the discussion

• After listening to the Goals, please complete and submit Volunteer Forms
What We Need You To Do

• We need EVERYONE back in this room promptly at 5:30 for:
  ➢ group open discussion and consensus building
  ➢ presentation of implementation plan
  ➢ consensus discussion and Metropolitan Antony’s call to action and inspirational Go Forth video
2 Break Out Sessions For Discussion

2:00 - 3:30 Break Out 1

3:45 - 5:15 Break Out 2
Task Force Breakout Room Assignments:

» Administration .................. 1st floor Classroom 1
» Clergy .................................. 1st floor lecture room
» Communications.................... 1st floor Classroom 2
» Education............................. 1st floor Classroom 3
» Family & Youth...................... 1st floor Maureen’s office
» Healthy Parishes.................... 1st floor Classroom 4
» Outreach & Evangelism... 2nd floor Classroom 1
» Stewardship.......................... 2nd floor Classroom 2
» Technology............................ 2nd floor Classroom 3
QUESTIONS ANSWERED HERE EVEN THE SILLY ONES

WE'RE ON A MISSION FROM GOD
You have now been called as one of the 70 Disciples

Luke 10:1