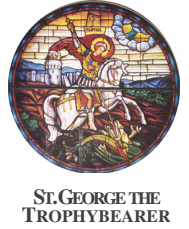




ST. GEORGE GREEK ORTHODOX CHURCH

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Strategic Plan

August 2014



St. George Greek Orthodox Church
Bakersfield, California

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1. EXECUTIVE SUMMARY

On Saturday January 25, 2014 twenty three parishioners gathered together to discuss the current and future needs of the parish. This document will detail the results of this meeting.

A consensus was reached by the group that:

- Despite the desire of a larger church in a better location, we should focus our energy on getting our current “house in order” before attempting a major expansion or relocation.
- The most important part of this Plan is to focus our time, talent and treasure on the following four vision points: Education, Outreach, Charity and Legacy
- A common thread of this Plan is to spread our Orthodox faith to others throughout the community so that St. George Church is known for more than just the Church downtown that hosts the Greek Food Festival.
- Involving EVERY member of the Parish in a ministry team will allow us to grow together as a family so that “the few” are not responsible for “the many”

2. MISSION AND VISION STATEMENTS

The following statements were blessed and approved by Metropolitan Gerasimos of San Francisco on November 4, 2013

Mission Statement

The mission of St. George Greek Orthodox Church is to preserve, practice, and proclaim the Orthodox Christian Faith in order to grow and serve the parish and community.

Vision Statement

The vision for the future of St. George Greek Orthodox Church is to be a parish where:

- We all actively participate in the life of the Church and grow in the Faith. **(Education)**
- We connect and communicate within and outside the parish community to promote the Faith. **(Outreach)**
- We express our Faith and Christ's love through the offering of time, talents, and treasures. **(Charity)**
- We have a growing Stewardship Program and Endowment Fund to ensure the success of the Parish for future generations. **(Legacy)**

3. MARKETING PLAN TO NEW MEMBERS OF THE PARISH

Outreach to our community is an important part of our vision. As part of this process, we need to educate prospective parishioners regarding our Parish and our Faith.

The following material has been developed to be used as a resource when discussing our Parish and Faith with those who are interested:

An invitation to Membership at St. George Church to become part of our Family

[St. George Greek Orthodox Church Brochure](#)

4. BUSINESS PLAN

The consensus of the key leaders was to focus on “getting our own house in order” prior to large decisions that require substantial capital improvements and long term financial commitments.

Therefore long term (three to five year) plans such as the possibility of church relocation or expansion, forming a pre-school and/or day care center, pursuing a Deacon, commissioning an iconographer to redo the iconostasis are all issues that the Parish Council shall explore at the committee level.

The following are new ministries of **HIGH IMPORTANCE**, or expansion of current ones, which can be implemented by the end of this year 2014:

- Stewardship program that educates parishioners on tithing
- GOYA (Youth Group) to participate in Southern California regional Metropolis events
- Elderly Home ministry/transportation
- Bookstore assistant
- Orthros Reader Training and Manual
- On Line Liturgical monthly calendar
- AHEPA (American Hellenic Education Progressive Association) men’s group
- Featured Orthodox Guest Speakers to attract large audience
- Bible Study

The following are suggested ministries for implementation in 2015-2016:

- Young Adult Ministry 18-35 years old parishioners
- Online Divine Liturgy streaming
- Children’s Choir
- Altar Boy Teams
- Soup kitchen
- Icons of the major saints and feast days

5. DAILY OPERATIONS OF THE CHURCH

Current Staff Profile:

- One full time priest = Fr. Joseph Chaffee
- One part time secretary = Sahar Ayoub who works Tuesday thru Friday 4 hours a day
- One part time janitorial for church = Mary Jennings
- One part time custodial for grounds = Joseph Sinopole on an as needed basis
- Several Volunteers leading ministries

CAPITAL IMPROVEMENTS FOR 2014:

#1 Re-paving parking lot

#2 Re-carpet choir loft and install gate

#3 Cleaning and organizing Grounds

#4 Facade repair around church gutters

CAPITAL IMPROVEMENTS FOR 2015-2016:

- Re-carpet or tile Sunday school rooms
- Increase capacity in Church
- Re-grouting windows in church
- Youth Room – To allow Youth Group to meet on Parish grounds
- Improve/Remodel/Relocate Secretary Office
- Improve/Remodel/Relocate Bookstore
- Improve/Remodel/Relocate Priest Office
- Expand Outdoor BBQ kitchen for Festivals
- Upgrade indoor commercial kitchen appliances
- Refrigerated truck for the festival
- Mini Bus or large Van for youth transportation
- Iconostasis
- Full time Secretary to assist with Hall Rentals
- Full time custodian

6. FINANCIAL BUDGETS AND PROJECTIONS

Since the consensus of the group was to forego immediate expansion or relocation of our church facilities, this report does not include a large 5 year capital campaign.

- To address immediate needs of the parish:
 1. Full time custodian at 40 hours/week (8 hours a day Tuesday-Friday plus Sunday) at \$10/hour totals \$20,800 plus 30% overhead = \$27,040
***Rationale:** currently no one is walking the grounds on a daily basis maintaining and organizing our assets. Our older buildings and grounds are showing wear and tear and need constant upkeep.*
 2. Full time secretary at 36 hours/week (8 hours a day Tuesday-Friday) at \$10/hour totals \$18,720 plus 30% overhead = \$24,336
***Rationale:** currently no one is promoting the Hall for rental income. Increased hours by the secretary would allow this person to actively promote the hall to increase revenue. An incentive program could be negotiated between the church and the secretary for new rentals.*
 3. Access current restricted funds for capital improvements to the grounds and school for items listed above as projects for next 3 years
 4. Continue to dedicate funds from Spring Festival for capital improvements
- Build up our endowment fund so that an annual 6% distribution can be made back to the parish for maintenance costs.

7. REQUEST OF BLESSING AND APPROVAL FROM METROPOLITAN GERASIMOS OF SAN FRANCISCO

- Submit plan via email and US Mail to the Metropolitan in 2014