

St Paul's Greek Orthodox Church

Vision 21

Entering the 21st Century



For Review by the Long Range Planning Committee

March 10, 1998

In the name of our Lord, Jesus Christ, greetings:

Since St. Paul's Parish was established and granted its charter by the Greek Orthodox Archdiocese on November 14, 1977, we have been blessed with many gifts. Early in 1990, our beloved Father George Stephanides, of blessed memory, wrote to our parish the following thoughts, "St. Paul's people know that with the Lord all things are possible." And so it has been. From that first charter our parish has evolved from meeting in a local high school, moving to an Irvine office complex, establishing our church in what is now our Parish Center and finally opening the doors to our current, beautiful sanctuary in 1995. The vision of St. Paul's, inspired by our beloved Father George, and carried out by the numerous faithful Orthodox Christians of St. Paul's has enabled us to meet and worship within the beautiful surroundings we have today. But our vision begun so many years ago still lies ahead of us. We continue the journey begun over 20 years ago toward the fulfillment of our vision.

This booklet will give you insights into the plans and recommendations developed by the Long Range Planning Committee to complete the next major phase of the growth for St Paul's. These plans are offered for your consideration in an effort to enable the vision of St. Paul's to become an everyday reality in our lives. This booklet has been developed and provided to for you with love and openness.

Yours in Christ,

St. Paul's Long Range Planning Committee:

Fr. Steven Tsihchlis, Fr. Jon Konugres, Ted Konopisos - Chairman

Paul Boyce	Chris Louis
Marie Callas	Tom Mallos
Elaine Camaras	Ron Mattews
Cindy Conzaman	Presvytera Elaine Stephanides
Kathy Gabriel	Nick Speliopoulos
Sam Grillias	Steve Tibbs

Our Vision

St. Paul's is, and must continue to be, a parish that welcomes all to join with us in coming closer to Christ in the Holy Spirit. In doing so we reflect the catholic nature of the Church's life: that the Church's message of salvation is universal and embraces all nations and ethnic backgrounds. In Christ Jesus "there is neither Jew nor Greek, slave nor free, male and female" for we are all one in Him (Galatians 3:28). St. Paul's is - and must continue to be - a parish where the Christian life is not merely talked about but actually lived. Our parish is that place where, particularly during our worship, Christ is in our midst. It is a place where there is love, warmth, genuine concern for others, unity lasting friendships and growing in living the Spirit-filled life.



Parish Goals

Salvation in Jesus Christ

Our focus as a parish and goal as Christians is salvation in Jesus Christ. This is the reason for our existence as a community of believers. Our mission is to share this good news of salvation with as many people as possible! In doing so, we reflect the evangelical nature of the Church, in obedience to Christ's command to "go and make disciples of all nations, baptizing them in the name of the Father and the Son and Holy Spirit and teaching them to obey all that I have commanded" (Matthew 28:18).

Continued Growth within Orange County

Our first goal as a parish: by the year 2005, to have brought the message of Christ to as many people as possible in the city of Irvine and Orange County and double the number of active and practicing stewards to at least 800 families. This would translate into approximately 2500 souls. This is not an impossible task. In order to accomplish this task, the Outreach Committee must be revitalized and restructured to become one of the largest and most active groups in the parish, serving as a leaven within the community as a whole. Those seeking meaning for their lives must find our parish to be an oasis where thirsty, weary and lost souls can come to find that "living water" of which Christ speaks (John 4:10, 13-14)



Parish Goals

Worship of the living God “in Spirit and in truth” (John 4:24) is the heart and soul of our life together. Worship is the essence of what it means to be the Church. Therefore, our second goal must be the ongoing revitalization of our liturgical life as an absolute priority. In concrete terms, this means a number of things. For example: the praying of the so-called “silent” prayers of the Liturgy aloud by the celebrants; the revival of the kiss of peace; the revival of other ancient Liturgies such as those of St. James, St. Mark, and St. Gregory the Theologian; the revival of the catachumenate and the prayers for the catachumens; the encouragement of more lay participation in the Liturgy at the level of physical liturgical gestures like the bowing of heads and the raising of hands, as well as the reading and singing of more of the psalms and hymns that constitute our services.

Liturgical Revitalization



Parish Goals

**Orthodox
Identity &
Rekindling
of Personal
Faith**

Our third goal must be the development of a clearly Orthodox identity and the rekindling of personal faith in Christ and commitment to Him in the hearts and minds of all of our parishioners, young and old. The word “personal” in this context means an internalization of the truths and moral values of the Orthodox faith so that these truths and values can be held with conscious conviction and expressed concretely by the quality of our lives as Christians.

**Teaching of
the faith**

All of the educational programs of our parish -- Bible studies, youth ministries, OCF, ASF, etc. -- must clearly teach the faith in a way that can be personally appropriated and practiced in our homes, schools and workplaces. People must be taught how to pray, fast, read the Scriptures, come to the sacrament of confession and prepare for receiving the body and blood of the Savior in communion.



Parish Goals

New programs must be developed and implemented to strengthen marriage and family life. We must hold seminars, retreats and conferences on a regular basis to offer discussion and teach an Orthodox response to the many contemporary moral issues that we are confronted with by the secular milieu in which we must live.

**Moral
Strengthening**

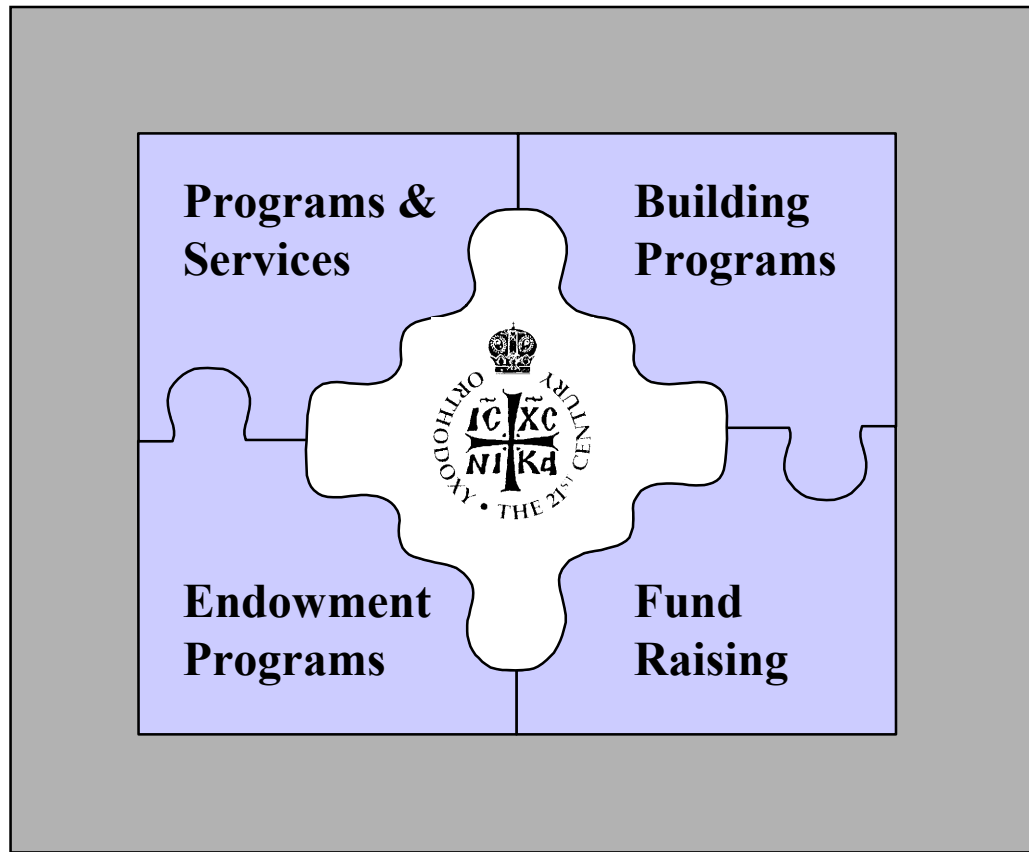
Up to the present time, ethnicity has played a major role in parish life by giving strength and cohesion to the Greek Orthodox Church in America. This will no longer be the case in the future. Increasingly -- and this is abundantly evident at St. Paul's -- one's commitment to the life of faith is not a matter of cultural heritage but of personal choice. The tide of ethnicity will not sustain the Church's life in a pluralistic and intensely secular society. Nor can we be content with a nominal or lukewarm commitment to the faith based on a religious formalism. There are far too many "occasional" Orthodox Christians whose lukewarm faith is condemned in the Scriptures (Revelations 3:16)

**Ethnicity &
the Church**



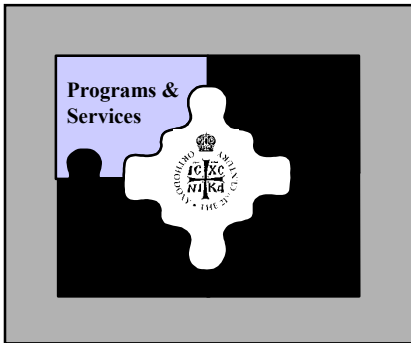
Vision 21

In order to meet the goals of our Parish, the Long Range Planning Committee is recommending a number of programs which woven together will fulfill the vision of St. Paul's - one we will know as "Vision 21."



On the following pages are descriptions of Vision 21

Programs & Services



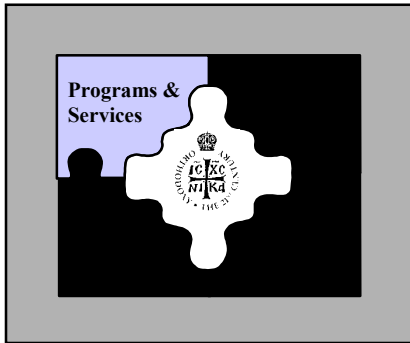
To meet the growing needs of our Parishioners and the community within which St. Paul's resides we will develop and offer a number of programs and services.

Following is the Initial Thinking and Recommendations of the Programs & Services Committees....

- Outreach
- Education & Day Care
- Religious Education
- Youth
- Counseling
- Seniors



Outreach



Goal: Outreach is the sharing with others, in words and in deeds the Gospel, and Good News, of Jesus Christ.

*Committee: Chris Louis (Chairman)
Paul Boyce, Mary Brown, Sydney Eizenberg, Dorothea Hartford, Bill Lekas,
Tassos Livitsanos, & Stephanie Lubian*

Approaches The Outreach Ministry of St. Paul's can really be defined as two separate yet complimentary programs: Outreach - extending the message of Jesus Christ to those not of the Orthodox faith - and Inreach - programs dedicated to keeping the parishioners of St. Paul's informed and active in our faith. Key programs include:

Key Programs **Welcome Table** - we'll expand, bring in new materials and initiate follow-up calls to our new visitors.

Spiritual Odyssey - our key program will continue to be used as a primary Outreach and Inreach vehicle.

Easter Picnic - an excellent opportunity to generate interest for visitors.

St. Paul's Web Site - we'll continue to use this vehicle.

Church Photo Directory - our new issue is currently under development and we plan to develop a new issue every three years.

Feast Day Luncheon - annual celebration of St. Paul's name day.

Clothes/Food Drives - annual drives to gather materials for those in need within local communities.

Meal Programs - we'll host meals for those who may be needy. Currently we feed the homeless at a local church in Garden Grove a few times a year. We'll be looking into setting up a program here.

Prison Outreach - we will explore ways to connect with those both in prison and in job re-entry programs for those soon to be released.

Fellowship Events - our focus will be on quarterly home meetings and events (movie nights, musical presentations, etc,) three or four times per year at the Parish Center. Quarterly programs will be set up as regional programs hosted at homes in their respective areas.

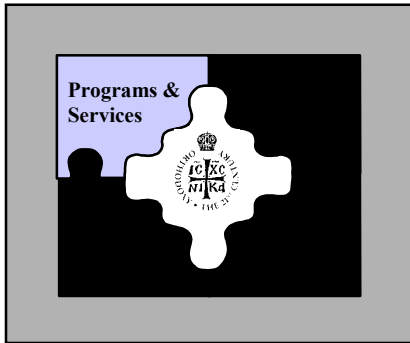
Orphanage Outreach - on-going support of St. Innocence's Orphanage in Mexico.

Community Liaison - establish greater connections with local newspapers, develop on-going communications about events in Irvine and Woodbridge association newsletters, take advantage of OCN, K-CAL, 9 OC Edition and KABC community calendars to advertise events.

Evangelism Program - we'll be establishing a "Bring a Friend to Church" Sunday.

“...go and make disciples of all nations, baptizing them in the name of the Father and the Son and Holy Spirit and teaching them to obey all that I have commanded” (Matthew 28:18).

Education & Day Care



Goal: The establishment of a Parochial School and Day Care facilities on site at St. Paul's.

*Committee: Presvytera Elaine Stephanides (Chairman)
Irene Constantine, Erin Ganis, Sam Grillias, Alice Kolomas, Tassos Livitsanos,
James Manos, Mary Manos, Christine Morgan, John Smith, Mary Anne Smith*

Overview An initial assessment has been recently conducted on the potential to develop a Christian school on site at St. Paul's. Due to the success of numerous local schools and the apparent needs of the local community it appears that the need and opportunity to proceed with such an endeavor looks promising.

Site Considerations Such an undertaking would require buildings suitable to house the Kindergarten through 8th grade school (with a possible expansion to 12th should demand and opportunity exist). The current development plans for St. Paul's property call for a 24,000 foot educational building. This facility would be adequate to meet the needs of the school. The plan would be to launch the school with a K through 5th grade student population, then add a grade a year to the 8th grade.

In addition to the parochial school, the buildings will also be used for Day Care and the Sunday School and Religious Education Programs of St. Paul's.

Administration Administration of the school will fall under the jurisdiction of the assigned School Board. This body will provide guidance to the School Administrator who will have responsibility for day-to-day operations. A Priest of St. Paul's will have a seat on the Board. The school will be self-sustaining and will not be under the direct control of either St. Paul's or the Greek Orthodox Archdiocese.

Education & Day Care

The Day Care Center at St. Paul's will be a separate entity which is currently included in the overall site plan for St. Paul's.

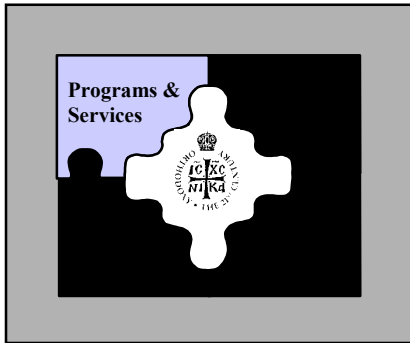
Day Care

The Center would be established to provide excellent income to St. Paul's and be a tremendous "feeder" to the Parochial School. These two entities will be run as separate enterprises.

Upon initial approval of this plan by St. Paul's Parish Council and the Parish General Assembly a more detailed assessment and business plan will be developed. This plan will chronicle the development and operational potential and liabilities associated with an endeavor such as this. In addition, a complete income prospectus will be developed in order to assess the potential of this enterprise.

Next Steps

Religious Education



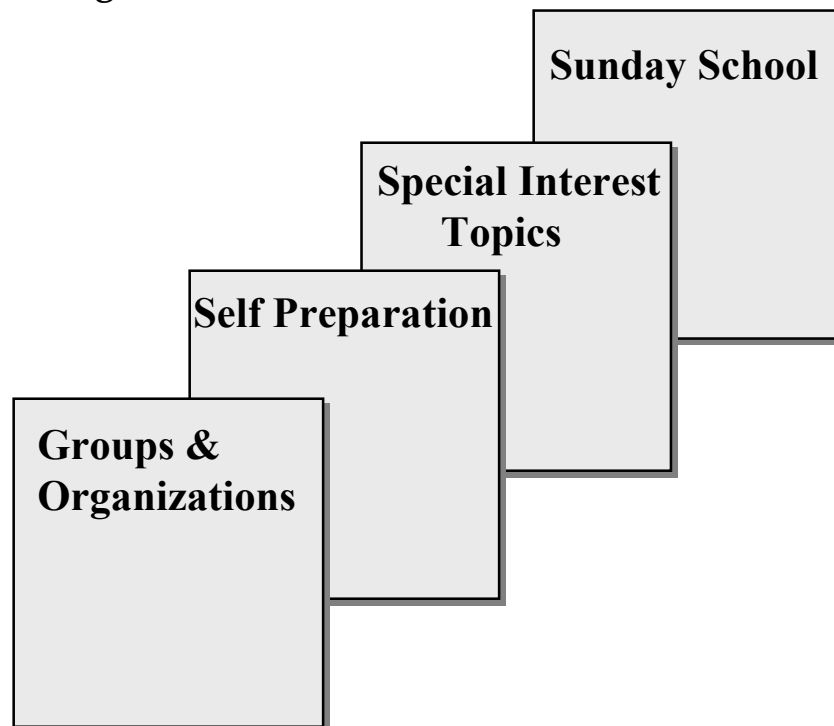
Goal: To establish programs and services which will support and/or encourage one's journey in gaining a deeper personal relationship with Christ (Theosis).

Committee: Steve Tibbs (Chairman)

John Britigan, Dorothea Hartford, Diane Johnson, Helen Louis, Leo Lovato, Eve Tibbs, Presvytera Katie Tschlis

To support the attainment of our goal we will be:

- ✦ **Emphasizing the importance of Theosis**
- ✦ **Creating a community of sharing and learning**
- ✦ **Providing educational programs on Orthodoxy**
- ✦ **Evangelizing Orthodoxy**
- ✦ **Building a deeper sense of commitment through participation**
- ✦ **Providing a wide variety of options within the following 4 areas:**



Groups/Organizations

An integral component of our Religious Education Program lies in the development of custom training and education programs for various groups and organizations of St. Paul's.

A sample of such a program is provided for the Chanters/Readers:

- Preparation
- Expectations - the Role of...
- Church Etiquette
- "Certification"
- Teambuilding
- Specialized Retreats
- Focus on the Sacraments Series
- Behind the Scenes of the Divine Liturgy-
"What it all Means"

Groups/Organizations

- Acolytes
- Ambassadors
- Chanters/Readers
- Choir
- Deacons
- MOM's Group
- Order of the Widows
- Parish Council
- Philoptochos
- Sunday School Teachers
- YAL
- Youth Programs

Self Preparation

Self Preparation education will focus on providing the Parishioner will self-guided materials which will enrich their personal journey toward Theosis. Samples of such programs would include:

Cassette Library

- Homilies
- Short Stories
- Special topics
- Discussions
- Seminar Excerpts

Book Library

- Books
- Periodicals
- Open every Sunday
- Easily accessible
- "Librarian" knowledgeable in Orthodoxy

Video Library

- Monthly Club to discuss selected videos
- Recommended videos for family entertainment
- Curriculum guides
- Supply could be both on-stock and video store recommendations

Self Preparation

- Book Library
- Cassette Library
- Video Library
- Web Site
- Q & A in the Ambassador &/or Church e-Mail
- Book Store w/ Recommended Lists
- A year through the Bible Series

Religious Education

Special Interest Topics

- Topic of the Month
- Bible Studies
- Parenting Skills
- Teaching Liturgies
- History of Worship
- Feast Days
- New Test. Greek
- Martha & Mary
- Look at Other Faiths
- Visit to Holy Lands
- Evangelizing 101
- art of apologetics
- College/Career Days
- Lenten Lectures
- Reaffirmation of the Marriage
- Grief Mgmt.
- Mid-life Mgmt.
- Senior-life Mgmt.
- Sex-Lies & the Truth
- Orthodox Perspective on: dating, ethics, etc.
- Book Reading Club
- Marriage Preparation
- Becoming Orthodox

Special Interest Topics

Special Interest Topics enable the individual to attend group sessions in order to share perspectives and to learn in a sharing fashion. Here's an idea of the types of programs we're considering:

Topic of the Month Club

- Saints, Sacraments, Iconography, the History of our Worship, Feast Days, etc.
- Offered in the home or at St. Paul's
- Delivered through special groups at St. Paul's
- May use parishioners and clergy as instructors

Bible Studies

- Men's (am & pm)
- Women's (am & pm)
- Youth
- Seniors

Martha and Mary Retreats

- Course offered in 4 segments over the year
- Sewing Altar Cloths
- Proskophoros Baking
- Holy Gardening (Basil, etc.)
- Coloring eggs/family traditions

Evangelizing 101

- The art of apologetics
- This course will equip our parishioners to defend Orthodoxy for those discussions we sometimes have with non-Orthodox or non Christians

Orthodox Perspectives...

- Ethics in life and business
- Dating
 - "Sex, Lies and the Truth"
- Social Issues
 - Environment
 - Abortion
 - The elderly
 - Etc., etc.

Becoming Orthodox

- Program designed to enable converts to join the Orthodox Church
- May also be expanded if candidate has not been previously baptized

Parenting Skills

- Preparing for the 1st Child
- Early Childhood
- The Teen Years
- Living an Orthodox life
- Creating an Orthodox home
- Fasting and Prayer in the Home

Religious Education

Sunday School

Sunday School will continue to provide the fundamental structure to our educational programs. In addition to the “Core Curriculum” provided we’ll also provide a number of supplemental programs to students and family members alike. Provided below are a few samples of these programs:

Teaching Liturgies

- In the Chapel
- 2 Liturgies
- In the Video Room on a monthly basis

Christmas Pageant

- Reaffirms the Christmas Story as the Birth of Jesus
- Creates a splendid memory for those children involved (as well as their parents)

Meet the Priest

- On a regular basis Priests visit classrooms in order to share their lives with students and answer any questions the student may have

Buddy Program

- Young teens adopt a younger student in the Sunday School and once a month they meet and read a story together
- Allows older child to see responsibility and impact they have within the Church

Personal Reading Program

- Students are encouraged to use the Church library and complete a personal reading plan for themselves

Book Donation Program

- Students are encouraged to donate a book to St. Paul’s library in the month of their birthday
- The book will contain the name and birthday of the donor

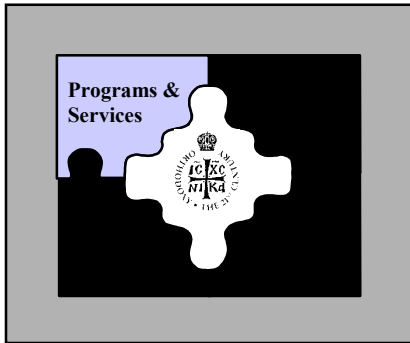
Oratorical Festival

- Diocese program in place - lacking sponsorship and support at this time - an excellent opportunity for our youth

Sunday School

- “Core” Curriculum
- Teaching Liturgies
- Meet the Priest
- Christmas Pageant
- Oratorical Festivals
- “Buddy Program”
- Youth Reader/ Chanter Program
- Monthly Service Award Program
- Personal Reading Program
- Book Donation
- High School Visits to Other Churches
- Reconciliation Prog.
- Confirmation Prog.
- Good Friday Retreat
- VBS
- PTA
- Adults Religious Ed.
- YAL Religious Ed.
- SS Newsletter

Youth Programs



Goal: To create programs for our youth which will build their confidence and commitment as Orthodox Christians

Committee: Cindy Conzaman (Chairman)

Elaine Camaras, Kathy Kling, Caroline Kouracos,, Sarah Zappas, Julie Zavidniak

Hey Orthodox Youth.....
We'll Design Communications that Connect

- Youth Bible Study
- Teen Challenge
- Community Projects
- Outings to Build Memories and A Sense of Belonging

Family Nights, Bring a Friend Nights, BBQ's, Service Projects, Sports Leagues...

We'll have Gatherings Galore!!!

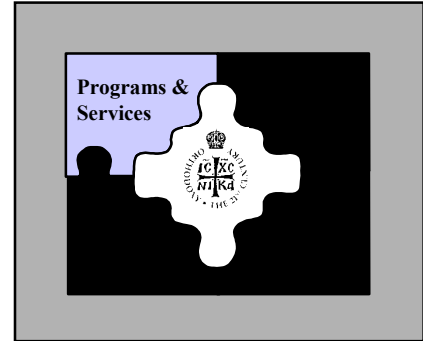
A large crowd of stylized human figures in various colors (grey, white, yellow) representing a diverse group of people. In the foreground, a group of six white figures are standing together, some holding hands, representing a community gathering.

Counseling Programs

Goal: To provide programs for our Parish and the community in order to assist the individual in meeting personal challenges within his/her life.

Committee: Steve Tibbs (Chairman)

Michael Kallas, Fr. John Konugres, Dean Langis, Fr. Steven Tsiichlis



Overview

Individuals are occasionally challenged during their lives and may sometimes seek additional perspectives & guidance to their problems. At St. Paul's we want each Parishioner to first look to his/her Priest for guidance and direction. But on occasion, the Priest may determine additional, external assistance may be useful for the person in need.

Our Goal

Our goal, long range, is to have a professional counselor be part of St. Paul's staff in order to provide a consistent Orthodox Christian perspective to those he or she may be assisting. In the short term we'll be expanding our programs to draw in local professionals.

Age Grouped Programs

- **Confident Kids Program (high stress under 12)**
 - **Challenged Teens Program**
 - **Mid-life Management**
 - **Senior Life Management**
-

Health and Wellness

- Cancer Support Group
- Drug and Alcohol Rehabilitation
- 12 Step Programs -
- Managing Long Term Illness
- Grief Management

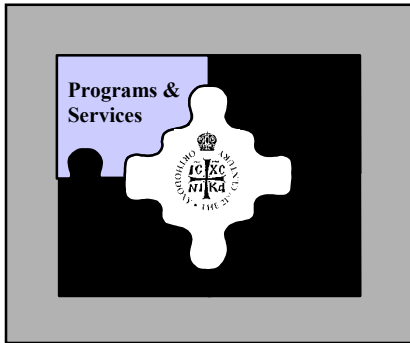
Marriage & Family

- Marriage & Family Support
 - Unplanned Pregnancy Support
 - Single Parent Support
 - Adoption Enablement Support Program
 - Dealing with Divorce or Separation
-

Crisis Management

- **Suicide Prevention**
- **Abuse Management**
- **Shelter...1 night temporary to short & long term**
- **Food, Clothing, and Shelter Support to homeless or needy**

Seniors



Goal: To identify those services and programs that will be necessary to support St. Paul's growing senior population.

Committee: Nick Speliopoulos (Chairman)

Nick Davis, Tony Kalomas, Marie Labrinou, Denise Leara, Mary Manos, Ron Matthews

Overview

Based on estimations of the population and age mix of St. Paul's parishioners, it is estimated that more than 25% of St. Paul's current parish is over the age of 60 and 50% over the age of 50 years (these are only estimates!). The trend nationally is to an older, more active population than has been seen ever before in our society.

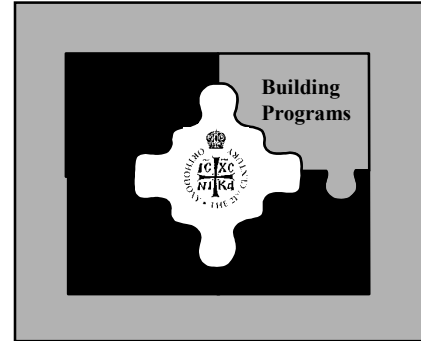
This trend with both the current and future needs of our Parishioners has guided the Seniors taskforce to recommend the following Programs and Services. These offerings are proposed around the assumption and recommendation that a Volunteer Coordinator Group be established. This group would be responsible to identify and coordinate the following activities for our Seniors:

- Recommendations**
1. **Transportation Assistance** to church, local trips and errands.
 2. **Social Activities** such as organized trips, excursions, reading clubs, garden co-op at church.
 3. **Outreach** that includes services to seniors that are housebound or in long term care.
 4. **Education** of general interest or specific to Orthodoxy.
 5. **Community Volunteering** involvement projects such as meals-on-wheels, hospitals, docents, etc.
 6. **Establish a Seniors Activity Center** at St. Paul's.
 7. **Senior Housing** -establish a Task Force to study the potential issue of Senior housing for St. Paul's. It is believed that this will be a major opportunity for our Parishioners within the next 10 years.

Building Program

Goal: To provide programs for our Parish and the community in order to assist the individual in meeting personal challenges within his/her life.

Committee: Ted Konopisos (Chairman)
Sam Grillias, Fr. Steven Tschlis



Overview

In order to achieve objectives brought forward by our Programs and Services Committees, the appropriate facilities must be provided. Clearly, we proceed to complete our current facilities and erect the remaining buildings of the master plan approved by the congregation in 1982 and again in 1988. The remainder of the master plan contains the following components and is provided for your review in the recommended sequence of activities. Approximate costs have also been provided in order to give a sense of our obligation to fulfill the vision for St. Paul's:

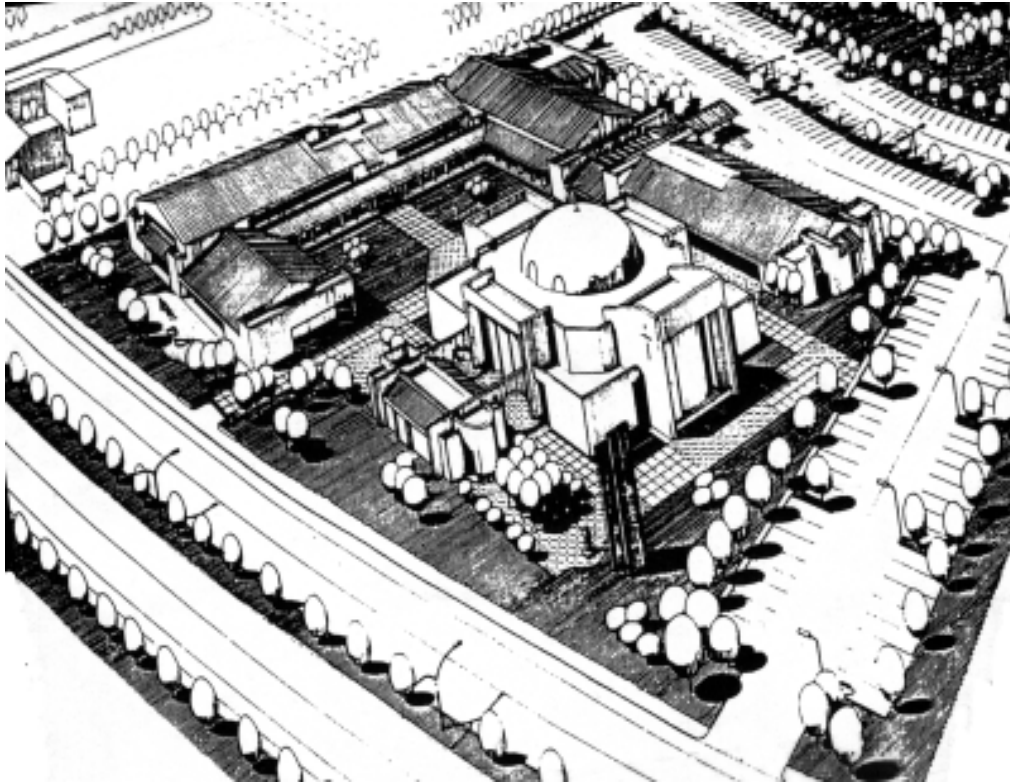
Program Priorities

1. Pay off existing loan at Union Bank	\$ 67,000
2. Finish Parking Lot in Rear Property	\$ 75,000
3. Finish Interior (Iconography)	\$1,000,000
a. Dome & Windows	
b. Front of Church	
c. Narthex	
4. Education Building	\$2,500,000
a. Classrooms	
b. Day Care Facility	
c. Library	
5. Multi-Purpose Building	\$1,500,000
a. Kitchen	
b. Auditorium/Gym	
6. Chapel	\$ 500,000
7. Doors & Side Windows	Later Phase
8. Bell Tower	Later Phase
	<hr/>
	\$5.642.000*

* w/o fees or permits

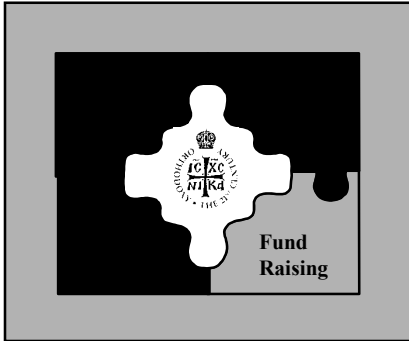
Building Program

Consistent with the Master Plan for St. Paul's the following Site Plans are provided for your review.



Building Program

Fund Raising



Goal: To establish an effective program designed to generate the funds necessary to complete the Building Program of St. Paul's.

*Committee: Tom Mallos (Chairman)
Committee Members - see text below*

Action Steps The following steps will be used to guide the Building and Fund Raising Programs, respectively:

1. Long Range Planning Committee reviews the overall plans and recommendations contained within this package and forwards on to the Parish Council.
2. Parish Council approves Long Range Plan and Programs and submits the plan to the General Assembly for Approval.
3. General Assembly approves the Building Fund Campaign for the 1998-1999 year.
4. Building Fund Committee Formed
 - At this time the Building Fund Committee will be formed.
 - Committee will negotiate a contract with Gary Arnold of Church Fund Raising Services, Inc. Gary will then guide the Committee in the formation of the Building Fund Campaign.

5. The Preliminary Phase of the Building Fund will commence;

- The Building Fund Committee will expand to include as many members of the Parish as possible
- A weekly communion program will begin in order to keep Parishioners informed of the plans and needs of the program
- Advance Pledges will be sought to strengthen the initial program
- Projections will be finalized and the campaign launched

6. Campaign Launched

- The campaign will be a 3 month effort to build further awareness of St. Paul's Parishioners and to garner commitments to assist in the Building Program

7. Continuation Committee Formed

- A new committee will be formed in order to follow-up on pledges received.

**A Successful Fund Raising Program is vital
to the fulfillment of St. Paul's Vision 21.**

Endowment Program



Goal: To determine if the Parishioners of St. Paul's consider an endowment program as a viable long range opportunity and if set establish such a program.

Committee: Ron Matthews (Chairman)

Committee Members Tony Chavos, Ted Konopisos, George Poulos

Overview Endowment Programs are generally set up by private and public organizations in order to establish long range support of existing facilities and enable future, additional facilities to be developed.

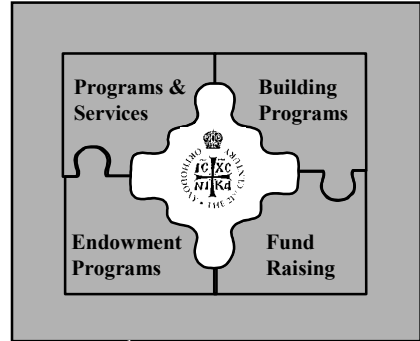
What are they? Endowments come in many forms but they are basically planned giving such as donations, having the church named in a will or listed as a beneficiary in a Life Insurance Policy or in a Charitable Remaining Trust.

Action Steps At this time, under the direction of the Endowment Fund Committee, St. Paul's is considering the establishment of such a program. In order for the program to be developed appropriately the following steps will be utilized:

1. Send introductory letter to a cross section of Parishioners to determine interest.
2. Review results and if positive continue with process.
3. Select consultant familiar with Endowment Programs.
4. Visit other churches to review their programs.
5. Select an institution.
6. Develop literature to explain program.
7. Develop legal documents.
8. Introduce to Parishioners (probably mid 1999).

Resource Plans

How does all of this link together?
The following chart shows the connectivity of the Programs and Services discussed within this booklet.



Building Program

**EXAMPLE ONLY To be completed following
Long Range Planning Committee Meeting**

Fund Raising Programs

Programs & Services

Potential Positions
