



**STRATEGIC PLANNING  
WORKSHOP # 1**



**Strategic Planning is a tool used to help an organization:**

- **focus its energy on attaining a common vision**
- **ensure that everyone is working toward the same goals**
- **to assess and adjust it's direction as conditions change**



**Strategic Planning lets an organization act to move towards it's desired future by setting clear goals and then developing specific approaches to achieving those goals.**



**The OCA  
Strategic Planning  
Process:**



**Articulate Vision and Core Values**



**Design Implementing Goals and  
Strategies**



**Create Underlying Culture and  
Leadership**



**Build Structure and Processes**



# TODAY'S TASKS:

- BEGIN TO CONCEPTUALIZE THE OCA OF THE FUTURE
- DEVELOP IDEAS FOR THE “VISION” OF THAT FUTURE



**SOME QUESTIONS TO HELP US  
CONCEPTUALIZE THE OCA OF  
THE FUTURE:**



# On The Leadership of the Church

- What are the desirable and essential characteristics of a Diocesan Bishop? How should he interact with other Bishops? Priests? The Laity? The Parish?
- By what process should Diocesan Bishops be nominated?
- What should be the responsibilities of the Holy Synod of Bishops? What should be their most important priorities?
- What should be the responsibilities of the Metropolitan Council? What should be its most important priorities?
- How can we help the Church leadership better understand and respond the needs and ideas of the faithful?



## On The Leadership of the Church (2)

- What would be necessary to make you more confident and trustful in the leadership of the Church?
- How can the leadership of the Church better share with the faithful what it is doing?
- How can the leadership of the Church become more accountable to the Church-at-large?
- What could our church leadership do to significantly improve church?



# On The Administration of the Church

- Which administrative functions are appropriate to be performed centrally rather than at the Diocesan level?
- How should they be organized?
- How should centrally-performed church activities be funded?
- How can greater accountability and transparency be built into centrally-performed church functions?
- What could be done to significantly improve our church administration?



# On the Institutions of the Church

- What should be the role of our theological seminaries? How could they better serve the Church?
- What benefits would come from the seminaries working together more closely?
- How can the seminaries address the unique cultural and moral issues of North America?
- How could the seminaries better prepare students for their role as leaders and managers?
- How could they better be supported, both prayerfully and financially?



## On the Institutions of the Church (2)

- What should be the role of monasteries in Church life? How could they better serve the Church?
- How are the monasteries accountable to the Church? What improvements would you suggest?
- How could they better be supported, both prayerfully and financially?



# On The Diocese

- What should be the roles of Diocesan Assemblies and Diocesan Councils? How might they be improved?
- What Diocese-wide programs exist? How are they coordinated and communicated? Are they valued? How might they be improved?
- How can we build a Diocesan consciousness, in which people feel connected to others in their Diocese?
- What could be done to significantly change our Diocesan life?



# On The Parish

- How does your parish center its life on Christ and His Gospel (or does it focus on other things) ?
- How are your parishioners growing in Christ?
- How does your parish reach out to others? How does it connect with non-Orthodox? With seekers? With the public? With other Orthodox parishes?
- Is your parish growing or shrinking? Vibrant and alive? Or otherwise?
- How do the parish council and the pastor work together as one?
- What could we do to significantly change our parish life?



***A Vision Statement*** is about what the organization wants to become.

It should resonate with all members of the organization and help them feel excited and part of something much bigger than themselves.

It gives shape and direction to the organization's future.

***Vision Statements Are Aspirational***



**Based upon the Questions and responses we have discussed today, write a word, a phrase or a sentence which reflects your Vision for the future of the OCA**





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