



# Growing closer to God and each other

Parish Health Plan

SS Peter and Paul  
Greek Orthodox Church

November – 2025

Welcome to the 2025 Report of the SSPP Parish Health Team (PHT). Inside is our annual Parish Health Plan, refined from the 2016 Parish Strategic Plan and supported by Appendices to recognize our ministries, establish our new annual update process, and bring focus to new initiatives. The team is eager to invite all parish members to actively engage with our dynamic parish life and consider joining the PHT for planning our future.



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October 23, 2025

† Apostle Iakovos/James, the Brother of the Lord, Archbishop of Jerusalem

Dear Parishioners and Friends:

Glory to God! I am well-pleased to introduce our Parish Health Plan. The Plan is the result of a months-long effort of our Parish Health Team since its first meeting back in February of this year. Under the leadership of past parish council president *Keith Anderson*, they have worked diligently to identify concrete steps to incarnate our parish purpose, mission and vision. The specific goals laid out in the Plan provide target dates over the next five years for implementation within an Orthodox Christian framework of 1) *Worship-Latriea and Spiritual Formation*, 2) *Community-Koinonia*, 3) *Service-Diakonia*, 4) *Witness-Martyrs*, and 5) *Foundations*. The latter area covers finance, stewardship and administration.

The formation of the Team was an outgrowth of our Parish Council's year-long study in 2024 of *Fr. Evan Armatas'* book: *Reclaiming the Great Commission: A Road Map to Parish Health*. The Great Commission is Jesus' command to His Apostles after His Resurrection: "<sup>19</sup>Go therefore and make disciples of all the nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, <sup>20</sup>teaching them to observe all things that I have commanded you; and lo, I am with you always, even to the end of the age." (Matthew 28:19-20)

The Commission is too often forgotten in parishes and that leads to their declining health and demise. *Fr. Armatas* articulates concepts and barriers to parish health. The four main concepts are: 1) *a Commitment to Christ and the Gospel (Orthodoxia)*, 2) *a Commitment to Connecting Christ and the Gospel to Our Daily Lives (Orthopraxia)*, 3) *a Commitment to Relationship Building and Forming a Spiritual Family (Koinonia)*, 4) *a Commitment to Operational Excellence (Politeia)*. In addition, *Fr. Evan* writes about parish leadership and how to create a parish health plan. One can easily see connections between the concepts in the book and our Parish Health Plan.

This journey started by the parish council culminated with *Fr. Armatas* conducting a leadership retreat for our parish in October 2024. Many staff, parish council members and ministry leaders were present for the retreat. I want to acknowledge the efforts of many who helped set the foundation for the current Plan. This includes those who worked on the parish surveys in 1994, 2015 and 2020, the strategic plan of 2015, and those who participated in Dr Nathan Hoppe's 2024 Lenten Lecture series on "*Local Eucharistic Communities*." Others were inspired by the 2025 Lenten Lectures on "*Journeys to Orthodoxy*." There are many other events that brought us to this point.

I want to thank *Keith* and the other members of our Parish Health Team including *Fr Peter Sarolas, Steve Koulogeorge, Angie Katsimakis, Sophia Lehocky-Castleberry, Joy Logothetis, John Mackris, Elias Matsakis, George Nassos, and Maryann Rasmussen*. It was truly a labor of love on their part.

Finally, it is extremely important to remember that production of the Parish Health Plan is not the end of the journey, but in some ways just the beginning. The proclamation of Prophet and Forerunner John the Baptist and repeated by our Lord: "*Repent for the Kingdom of Heaven is at hand*" (Mt.3:2; 4:17), is not a singular event but an ongoing reality of renewal. So, it is with the parish health plan process. I pray that our 2025 Plan will be a guide towards a continual process of repentance and renewal for our community, its members and future members!

With Gratitude in the Lord,

✠ Rev. Dr. Fr. Richard Demetrios Andrews, Protopresbyter



## Executive Summary

The Parish Health Team presents the 2025 Parish Health Plan (a rebranding of our 2016 Strategic Plan) using a three-year horizon to improve and focus our mission. The purpose, mission, and vision of our parish remain consistent and aligned: Connecting to God and Each Other. The seven goal areas of the prior plan are simplified to five pillars: **Worship and Spiritual Formation, Community, Service, Witness, and Foundations**. Each pillar includes a combination of continuing, enhancing, and initiating objectives. The objectives selected aim to enhance our parish life, meet the needs of parishioners, and pursue the Great Commission as witnesses in Glenview, Illinois, and to the ends of the earth. Together, we want to enhance our collective worship, ministries, fellowship and outreach to unite our families and serve our communities through our faith in Christ.

The PHP includes and seeks the renewed engagement and effectiveness of our core ministries and worship offerings. These important elements of parish life are contained in a pillar but with targets to sustain or grow them on an annual basis. **Appendix 1** lists all ministries, with leaders and contacts, to recognize the talents and services offered by members of the parish and to encourage all to engage as volunteers or participants, which have sustained our parish over its 60-year history through the generous donation of time, talent, and treasure.

Some of our parish ministries and events are targeted to expand, to reach more people, or to occur more frequently. These stretch goals have an accompanying timeframe to provide guidance on relative priority and when to bring more focus, volunteers, or resources into their ministry. No parish ministries or events are indicated to be pruned in this plan. The PHP will bring attention to all ministries and events on an annual basis through the annual PHP update process outlined in **Appendix 2**.

The plan also includes new initiatives to address emerging needs, align parish resources to the mission, or balance our combined efforts across the pillars within the target three-year horizon. The timing estimates for establishing new initiatives provides a good sense of priority for the coming year and estimates beyond that will be refreshed through the annual update process. The 2026 new initiatives are introduced here, included in the objectives listing for full context, and supported by implementation strategies in **Appendix 3**.

## 2026 New Initiatives

**Worship and Spiritual Formation.** Our goal is to strengthen engagement and joy in our worship, spiritual formation, and advancement of Orthodox Christianity by enabling individual and communal transformations aligned to God's will.

- Establish programs for interfaith marriage and new member Inreach (i.e., buddy program, a potluck fellowship after a highlighted Saturday Vespers) [AUG 2026]
- Extend our spiritual formation engagement by providing a daily shared reading of Psalms during Great Lent [Feb 2026] and New Testament Readings during Advent [NOV 2026]

**Community.** Our goals strengthen our Parish environment by enabling and inviting new members to smoothly join the parish and all members to engage in our vibrant Parish life.

- Develop programs for personal invitations to new members and members with non-Orthodox spouses to participate in Parish ministries and events. [JAN 2026]
- Expand recognition of members and family participation in the Messenger and via coffee hour photo shows and begin appreciation events for ministry volunteers. [DEC 2026]
- Create a sense of Parish identity via SSPP branded items in bookstore via pilot program. [JUN 2026]

**Service.** Our goal is to strengthen participation and support of parish ministries that serve the needs of members and the larger community.

- Enhance Youth Ministry by adding a Junior High and High School community service project. [DEC 2026]

**Witness.** Our goal is to strengthen our individual and communal ability to share The Good News.

- Establish a program to support Hellenic College scholarships. [DEC 2026]
- Invite Glenview and beyond to a Divine liturgy. [DEC 2026]

**Foundations.** Our goals are to strengthen and expand volunteerism and do so with improved communication, reach, efficiency, and effectiveness.

- Establish a leadership development program for our ministry leaders (to be followed by volunteer training in the following year). [DEC 2026]
- Establish programs to support ministries by matching needs with volunteers across the parish and expand regular digital signups over the year. [AUG 2026]
- Modernize our website and analytics reporting to improve communication and participation. [DEC 2026]

**Conclusion.** The success of our PHP is dependent on developing a renewed sense of commitment, engagement, and connection to our Church. There is opportunity in worship, service, and community participation to have transformational effects on our spirit and to bring expanded participation in all our Ministries and faith activities. We ask that in reading this, you reflect on how you can engage to access the potential of our Faith and to grow in Christ.

Access additional background relating to prior strategic planning efforts, surveys, and plans at the parish website [Strategic Planning | Saints Peter & Paul Greek Orthodox Church](#).

## Our Purpose

To deeply connect with God and each other so that we may find meaning and purpose in our lives.

## Our Mission

**To proclaim the Gospel through Orthodox Christian worship, community, service, and witness.**

## Our Vision

**To become the holy people of God welcoming everyone on the path of transformation to experience the love, mercy, and forgiveness of Christ by the power of the Holy Spirit**

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Our core statements were simplified in 2020 from the 2016 Parish Strategic Plan and remain constant now. The implementation committee, led by Fr. Rick, recognized that starting with why and highlighting our essential focus as a community provides a consistent view of our history and future.

Our Goals provide focus for the next 3-year horizon, serving key needs within and beyond the community. The structure presented here consolidates the seven action areas from the 2016 Strategic Plan and the funding approach introduced by the 2019 Capital Master Plan. The resulting action areas reflect the core pillars of our mission with the underlying foundations for success.

Our very identity in the world originates in Worship, such that all Parish goals are informed by and support engagement with encountering Christ and sharing the Good News.

## Worship and Spiritual Formation

The Worship pillar aims to strengthen our engagement and joy in our worship experience, spiritual formation, and understanding of Orthodox Christianity, enabling individual and communal transformation through His Church aligned to God's will.

## Community

The Community pillar focuses on enabling stewards and their families to feel and be a part of a vibrant community of faith and works. We will do so by projecting a culture that is welcoming and inclusive with ministries that grow our faith and provide comfort and support through each phase of life. We strive to be an intergenerational community with special emphasis in transmitting our Orthodox Christian heritage to young families, teens, and young adults. We hope to be a community where people from different faith backgrounds will choose our Parish as their spiritual home.

## Service

The Service pillar strengthens our participation in and support of parish ministries, enabling our parish to serve the needs of members and the larger community.

## Witness

The Witness pillar highlights our individual and communal ability to share The Good News, enabling each to engage in the Great Commission locally, then regionally and to the ends of the Earth.

## Foundations

The Foundations pillar consolidates operational excellence, policies and practices, stewardship and capital planning, staff and volunteers, communications and technology topics to support our mission.

## Worship and Spiritual Formation

Objective	Metric	Target	Date
Ensure all members have access to learning about the Orthodox Faith	People in pews at the Gospel reading	Stable or growing	Annually
	People in pews at weekday services, feast days	Stable or growing	Annually
	Youth in Church School	Stable or growing	Annually
	Men in St Stephen's	Stable or growing	Annually
	People in Bible Study	Stable or growing	Annually
	Catechism offered and open to all twice per year	Stable or growing	Annually
	Adults in Coffee Connection	Stable or growing	Annually
	Book store offerings	Stable or growing	Annually
	Interfaith marriage nurturing outreach	Establish program	AUG 2027
Offer Parish reading clubs	Read Psalms together at Great Lent	Establish program	FEB 2026
	Read New Testament together at Advent	Establish program	NOV 2026
	Read Parish book together at summer (expand from Coffee Connection to parish wide)	Establish program	JUN 2027
	Parishioner book reviews in Book Store	Establish program	JUN 2027
Invite Orthodox speakers	External speakers hosted annually	4 per year	DEC 2027
	Parish Lenten retreat	Stable or growing	Annually
Increase communal participation in Divine Liturgy	Hymns sung communally: Doxology, Resurrection Hymns, O Leaders of the Apostles, Holy God, Theotokion, We Have Found the True Light	Add more as translations and learning are available	DEC 2026
	New hymns translated to English, and same versions between choir and bulletin	Add as soon as available	Fridays
	Expand, invite, and recognize (in bulletin) Sunday roles: Bakers, readers, ushers, greeters, singers, chanters, altar servers, myrrh bearers, prayer leaders, Epistle readers, broadcasters.	52 / year	JAN 2026
Offer events and activities to encourage participation in services	Offer Wednesday evening services	24 / year	DEC 2027
	Vespers followed by dinner potluck (pizza backup)	Establish program	AUG 2026
	Saturday morning Divine liturgy with pizza after (not church school Sundays)	Establish program	DEC 2027

## Community

Objective	Metric	Target	Date
Offer Dynamic Youth and Young Adult programs	Youth groups (balance service, heritage, nature, sports, movie nights, lock-ins, faith)	Stable or growing	Annually
	Athletics program across demographics, through year	Stable or growing	Annually
	GOYAlumni events	Stable or growing	Annually
	OCF outreach at Northwestern, Oakton, Loyola, Depaul	Stable or growing	Annually
	YAL and TELOS events	Stable or growing	Annually
	Greek Dance	Stable or growing	Annually
	Special senior-youth volunteer event	Establish program	DEC 2027
Increase parish identity and brand	Offer SSPP branded items in bookstore and website	Establish pilot	JUN 2026
	Participate in local charity events as a parish group and wear SSPP brand	1 / quarter	JUN 2027
Engage new and interfaith marriage members in parish life	Recognize events and family participation in parish life through Messenger and website	Stable or growing	Annually
	Personally invite new & interfaith members to ministries	Establish program	JUN 2026
	Establish buddy program to contact new and interfaith marriage families 4 times in first year	Establish program	DEC 2026
	Create events to target interests, across community service, relationships, and ministry integration	Establish program	DEC 2027
Offer regular events	Men's Dinner, Glendi, Feast Day, Golf Outing	Stable or growing	Annually
Create special events	Special event rotation (i.e., dinner dance, talent show, movie night, Orthodox trivia night, Tavli tourney, Cradles to Crayons, etc.)	2 per year	DEC 2027
Increase volunteerism	Fest volunteers, ministry leaders, ministry volunteers	Stable or growing	Annually
	Establish volunteer training program (Telos approach)	Establish program	JUN 2026
	Host volunteer appreciation events (per ministry)	Establish program	DEC 2026
Establish Family Night	All members, families, singles, kids, seniors encouraged	Establish program	DEC 2027
	Babysitting and youth coordination at church		
	Adult small groups meet, have outing, or do project		
Fellowship Club	Revise OCC to sustainable format and leadership	2 per year	DEC 2026
Align fellowship to the Church calendar	Plan events adjacent to services (and not during)	NLT 80%	DEC 2026
Family retreat	Iakovos Center-Faith, Fellowship, and Phone-Free Fun	Alternating years	DEC 2028

## Service

Objective	Metric	Target	Date
Enhance youth ministry	Youth basketball teams coached	Stable or growing	Annually
	Youth Olympics participation (players and coaches)	Stable or growing	Annually
	Youth athletics sportsmanship focused on initial and ending group prayer with both teams	Stable or growing	Annually
	Youth director supported with volunteers for each group	4 volunteers per group	DEC 2027
	Junior and Senior high school annual service project	Establish program	DEC 2026
Serve parishioner needs	Agape Preschool	Stable or growing	Annually
	Divorce Rebuilders	Stable or growing	Annually
	Dynamis group	Stable or growing	Annually
	Georgia Photopoulos Cancer Support Group	Stable or growing	Annually
	Greek School	Stable or growing	Annually
	Grief Support	Stable or growing	Annually
	Orthodox Babysitting Club	Establish program	DEC 2026
Strengthen ministry council coordination	Integrated calendar with limited conflicts	NMT 10% overlap	DEC 2026
	Paired projects between ministries	NLT 80%	DEC 2027
	Skill development sessions	4 per year	DEC 2026
Strengthen ministry leadership	Document ministry charters in parish shared drive	100%	DEC 2027
	Leadership development program or workshop for council and ministries	Establish program	DEC 2026
Understand parish needs	Mini survey for ministry feedback and gaps (by PHT)	Annual survey	DEC 2026
	Demographic survey	Each three years	DEC 2028
	Long range needs survey	Each five years	DEC 2030
Serve people beyond the parish	Philoptochos	Stable or growing	Annually
	St. Basil events	Stable or growing	Annually
	Prison Outreach	Stable or growing	Annually
	Invite non-parishioner family, friends, and any in need to ministry offerings	Establish program	DEC 2026

## Witness

Objective	Metric	Target	Date
Invite parishioners to attend local Feast Days	Bus to St. John, St. Haralambos, Ascension	Stable or growing	Annually
	Invite parish to attend Feast Days in Chicagoland	NLT 80%	DEC 2027
	Invite parish to St. Iakovos camp feast day	Annually	Annually
Build communities	Parish groups work at Project Mexico	NLT 1 group	Annually
	Parish groups work at Habitat for Humanity	NLT 1 group	Annually
Share journeys to Orthodoxy	Share speaker or written stories	10 / year	DEC 2026
Support national ministry agencies and affiliates	Local awareness for Assembly of Bishops agencies IOCC, OCF, OCMC, OCPM, OVC, OYM, OFT agency events (footnotes)	100%	Annually
	Local support for agency events	NLT 80%	Annually
	Local awareness for Assembly of Bishops affiliates FOCUS North America, Project Mexico, Orthodox Christian Association of Medicine, Psychology, and Religion (OCAMPR), The Orthodox Theological Society in America (OTSA)	100%	DEC 2026
	Support GOA HCHC and scholarship program for seminarians, ministries and institutions	Establish program	DEC 2026
Invite participation in international missions	Support water ministry in Africa	1 new, 4 repairs	DEC 2026
	Sponsor OCMC missionary	1 per year	DEC 2028
	Participation in missionary programs	Establish program	DEC 2027
Support Interfaith initiatives	Invite parish and surrounding areas to Annual Vespers for the Environment co-hosted between SSPP and OLPH	Stable or growing	Annually
	Parish clergy to attend Glenview interfaith council	Stable or growing	Annually
Invite local community to Parish events	FEST and Holiday Faire with church tours	Stable or growing	Annually
	Corner sign to invite all to join services: Advent, Great Lent, Holy Week, Pascha	Stable or growing	Annually
	Liturgy at Wagner Farm	Establish program	JUN 2026
	Invite Glenview to Divine Liturgy and host lunch	Establish program	DEC 2026
Invite the curious	Specific events advertised to the local area and designed to attract new catechisms by introducing Orthodoxy to individuals looking for authenticity and religious commitment	Establish program	DEC 2026

## Foundations

Objective	Metric	Target	Date
Deploy budget to enable parish ministries	Assistant Priest on staff	1	Annually
	Permanent Deacon on staff	1	Annually
	Youth director supported by youth endowment	1	Annually
	Reduce participation fees through Stewardship increases	+1 programs/year	Annually
	Annual capital planning included in budget and reported at regular assemblies	Twice / year	Annually
Maintain God's House	Maintain buildings and grounds	Stable or growing	Annually
	Maintain annual capital project planning with guidance from Parish Master Capital Plan	Stable or growing	Annually
	Transition stewardship to monthly donations	NLT 60%	DEC 2027
Provide PHP and Parish Health Report	Annual report communicated to parish	Spring Assembly	JUN 2027
	Annual health plan update communicated to parish	Fall Assembly	Annually
Strengthen volunteerism	Volunteer leadership development program	Establish program	DEC 2026
	Ministry leadership teams established to intern, lead, emeritus sequence, succession plans in place	+2 ministries/year	DEC 2027
	Volunteer job board with key descriptions and commitments	Establish program	DEC 2027
	Enable Inreach ministry to align needs with volunteers through database and contacts	Establish program	DEC 2026
	Regular sign-up tables for ministries, with swag, through the year or targeted times of year	Establish program	DEC 2026
Strengthen communication: reach, efficiency, and effectiveness	Pull mechanisms consolidated to website and Facebook	Visits > 1000 / month	DEC 2027
	Push mechanisms consolidated to email (including focused listservs via Mail Chimp) and text	NLT 80% of members	DEC 2027
	Facilitate access to events with QR code access in bulletins, Messenger, stands, coffee fellowship tables	90% of events within 21 days	DEC 2027
	Number of ministries with monthly or quarterly messages and pictures for coming or past events to push	NLT 85%	DEC 2027
	Mail Chimp used for general parish and ministry teams	NLT 50%	DEC 2027
	Modernize website and analytics reporting	Establish program	DEC 2026
	Modernize website look, navigation, and update process	Establish program	DEC 2026

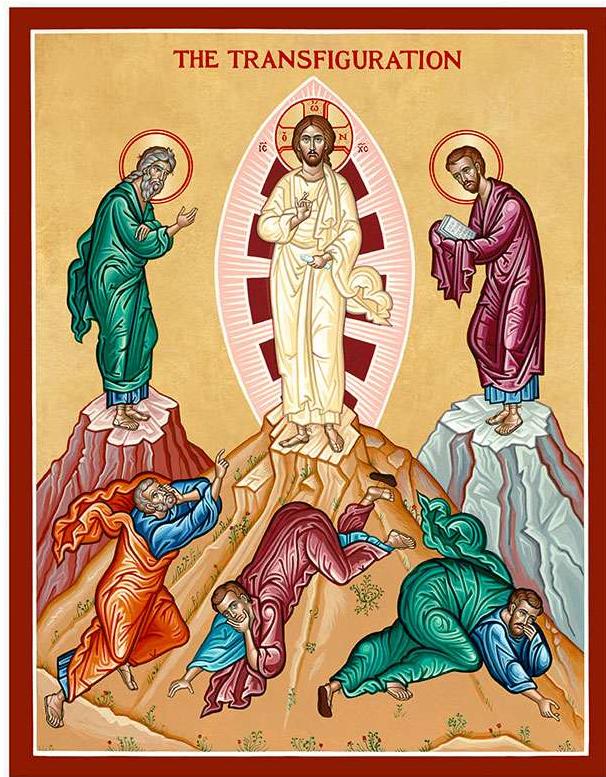
## Thank You to the 2025 Parish Health Team

The Parish Health Team (PHT) was established in 2025 to create and maintain the Parish Health Plan (PHP), previously considered as the parish strategic plan. The PHT is sponsored by the Parish Priest and Parish Council.

The PHT is a small team of parish members representing our diverse parish demographic groups drawn together annually to define the work for reporting progress for the prior year and recommending directions for a three-year horizon. In 2025, the team elected to leverage the 2016 strategic plan as principal input, recognizing that the Covid years disrupted a portion of the decade. The PHT charter establishes an annual update process for the PHP, our forward-looking vision for a 3-year horizon. The charter also establishes a Parish Annual Report process, to maintain a collective sense of history, our progress toward goals, and a summary of notable work, events, and outcomes for the prior year.

### 2025 Parish Health Team Members

- Keith Anderson
- Fr. Rick Andrews
- Angie Katsamakis
- Steve Koulogeorge
- Sophia Castleberry
- Joy Logothetis
- John Mackris
- Elias Matsakis
- George Nassos
- Maryann Rasmussen
- Fr. Peter Sarolas



## Appendix 1: Parish Ministries, Leads, and Contacts

Ministry	Lead	Contact
Agape Preschool	Julie Mantice	agape@ssppglenview.org
Acolytes	Steven Thell	acolytes@ssppglenview.org
Athletics	Steve Conway & Chris Batrich	athletics@ssppglenview.org
Bible Study	Dr. Helen Theodoropoulos	biblestudy@ssppglenview.org
Book & Icon Store	Tina O'Donnell	bookstore@ssppglenview.org
Building Maintenance	John Vranas	john@vranas.com
Care for Creation	John Kiriklakis	careforcreation@ssppglenview.org
Catechism	Fr. Richard Andrews	catechism@ssppglenview.org
Chanters	Chris Atsaves	chanters@ssppglenview.org
Choir	Therese Speropoulos	choir@ssppglenview.org
Church School	Nick and Kery Obradovich & Elaine Carrozza	churchschool@ssppglenview.org
Coffee Connection	Doreen DeSent	coffeeconnection@ssppglenview.org
Divorce Rebuilders	Maria Boyle	divorcerebuilders@ssppglenview.org
Dynamis Group	Joanne Trahanas	dynamis@ssppglenview.org
Georgia Photopoulos Cancer Support Group	Bud Photopoulos & Phyllis Perivolidis	cancersupport@ssppglenview.org
GOYALumni	Marina Alexis	goyalumni@ssppglenview.org
Greek Dance	Anna Andrews	dance@ssppglenview.org
Greek School	Stella Theoharopoulos	greekschool@ssppglenview.org
Grief Support	Tracy Ronstadt	griefsupport@ssppglenview.org
Myrrh bearers	Anna Kallis	myrrhbearers@ssppglenview.org
Orthodox Couples Club		parishadmin@ssppglenview.org
Philoptochos	Julie Anastos	philoptochos@ssppglenview.org
Prison Outreach	Brad DeSent	prisonoutreach@ssppglenview.org
Proosphora	Tracy Ronstadt	proosphora@ssppglenview.org
Readers	Sophia Castleberry	readers@ssppglenview.org
Saint Basil's Philanthropy	Christy Gouletas	philanthropy@ssppglenview.org
Saint Stephen Men's Group	Brad DeSent	mensgroup@ssppglenview.org
Stewardship	George Karagianis	stewardship@ssppglenview.org
Sunday Coffee Fellowship	Carolyn Kolbaba	fellowship@ssppglenview.org
Ushers/Greeters	Bo LaMotte	ushers@ssppglenview.org
Welcome	Keith Anderson & Sylvia Creatura	welcome@ssppglenview.org
Young Adult League (YAL)	Maria Mantice	yal@ssppglenview.org

## Appendix 2: Parish Health Plan Annual Update Process

The Parish Health Team (PHT) establishes and maintains the parish health plan (aka parish strategic plan) by defining the needed work, executing that work, and reporting annually. The PHT is sponsored by the Parish Priest and Parish Council.

### Parish Health Team (PHT) Process

Two primary tasks are identified for maintaining the PHP annually. The first is to provide a Parish Annual Report or progress report for the prior year. The second is to provide an updated Parish Health Plan for the coming 1-3 years. The scope of work for either the annual report or the health plan is defined annually by the PHT with concurrence of the parish priest and parish council. Some guidance for each is provided.

### Parish Annual Report (PAR)

- Timing. The PAR should be delivered to the Parish Council in the spring for approval to be presented at the Spring Regular Parish Assembly.
- Scope. Available data and summaries of activities for the prior year's efforts.
- Format. Format is not prescribed but envisioned to accomplish similar goals to a charitable organization annual report, with appropriate differences for the Orthodox faith.

### Parish Health Plan (PHP)

- Timing. The PHP should be delivered to the Parish Council in the fall for approval to be presented at the Fall Regular Parish Assembly.
- Scope. The parish purpose, mission, and vision along with the supporting pillars for goals and focused actions are revised and updated as needed. Parish demographics states may be updated on a periodic basis. Parish opinions on key topics may be solicited, analyzed, and summarized on a periodic basis. Revisions to this annual review and update process will be included and approved in the annual PHP for the coming years.
- Format. Format is not prescribed but envisioned to provide clear directions for actions and key programs and projects.
- Content. The annual content can be adapted over time but covers the following to the degree possible by the team.
  - Clear articulation of our Parish reason for existence and mission
  - A desired future state vision
  - Defined broad goals and outcomes
  - Specific, measurable objectives
  - Detailed action plans which outline the steps to execute the plan

## Appendix 3: 2026 Focus Plans

Appendix 3 addresses the more specific planning needs to realize the 2026 objectives for new initiatives within the parish. The plans here, organized by implementation date, provide a description of the initiative, the leadership approach, and support needed to achieve the target timing.

Pillar	Objective and new initiative description	Date
Worship and Spiritual Formation	Read Psalms together at Great Lent	FEB-26
	<ul style="list-style-type: none"> <li>Description: Provide a daily breakdown for reading the entirety of the psalms through the 40 days of Great Lent. Encourage, through the bulletin and regular email, all Parishioners to follow along at home to augment their participation in the Lenten experience. Pick a day and have common reading experience on Zoom together.</li> <li>Leadership: The adult education team would screen psalm reading lists and the Welcome Ministry would publish to the website and focus weekly messaging.</li> <li>Support: Add Welcome Ministry member focused on Inreach to draft and submit messaging weekly.</li> </ul>	
Community	Offer SSPP branded items in bookstore and website	JUN-26
	<ul style="list-style-type: none"> <li>Description: Provide SSPP branded items for purchase through the bookstore and website. Establish designs and items to highlight our purpose and mission in such a way to enhance parish identity and raise awareness in the greater community about Orthodoxy in the world today. The items could include parish approved messages, logos, and themes. Ministry specific items will be possible.</li> <li>Leadership: A new committee would be established for the pilot program to start in the first half of 2026, defining the first few items to test, the sourcing partners, and the initial pricing details. Partnership with the bookstore ministry provides a local fulfillment point. Partnership with the Internet Ministry provides a website interface for the items, availability, and electronic purchase options. Partnership with a subcommittee of the Parish Council and Parish Priest provides policy guidance, reviews and approves item proposals, and establishes inventory and procurement budgets. Partnership with parish ministries to create event or ministry specific items.</li> <li>Support: New SSPP Brand committee with marketing and procurement experience.</li> </ul>	
Community	Individually invite new & spouse members to ministries	JUN-26
	<ul style="list-style-type: none"> <li>Description: Provide personal invitations to new and spouse (non-Orthodox) members for participation in ministry offerings and events. Reach new members at least four times in the first year. Coordinate with existing ministry leaders to understand offerings and coming events along with target audiences. Review membership demographics and networks to increase visibility of the offerings and events by contacting members personally.</li> <li>Leadership: Welcome ministry to provide leadership regarding interfaces with ministries and new and spouse member demographics. Timely reviews and regular Inreach to identified members, with contact information shared back to the ministry leaders.</li> <li>Support: Expand Inreach focused members on the Welcome Ministry and create a new member buddy program.</li> </ul>	

Pillar	Objective and new initiative description	Date
Foundations	Enable Welcome Ministry to find volunteers for diverse ministry needs and events, specific and general	AUG-26
	<ul style="list-style-type: none"> <li>• Description: Provide personal invitations to members requesting volunteers for ministry needs. Coordinate with existing ministry leaders to understand needs and opportunities along with needed skill sets. Review membership demographics, talent and interest submissions, and networks to align volunteer opportunities with candidates. Provide potential volunteer list and contact information to requesting ministry.</li> <li>• Leadership: Welcome ministry to provide leadership regarding interfaces with ministries and member demographics. Timely reviews and returns of potential candidates for requesting ministry to complete Inreach.</li> <li>• Support: Increase number of Inreach focused members on the Welcome Ministry.</li> </ul>	
Worship and Spiritual Formation	Vespers followed by dinner potluck (pizza backup)	AUG-26
	<ul style="list-style-type: none"> <li>• Description: Invite parish to attend select Saturday evening Vespers and enjoy fellowship and a meal together, like the Presanctified Liturgy events during Lent. Keep the service timely and coordinate a talk at the end of vespers to teach parishioners about Vespers and the faith and encourage regular Vespers attendance. Church events that are scheduled on Saturdays should be reminded to plan for Vespers.</li> <li>• Leadership: A designated subcommittee of the parish council will appoint event leads as needed.</li> <li>• Support: Council needs to appoint subcommittee and establish budget and calendar to be complimentary with other fellowship events.</li> </ul>	
Worship and Spiritual Formation	Read New Testament Gospels together at Advent	NOV-26
	<ul style="list-style-type: none"> <li>• Description: Provide a daily breakdown for reading the entirety of the Gospels through the 40 days of Advent. Encourage, through the bulletin and regular email, all Parishioners to follow along at home to augment their participation in the Advent experience.</li> <li>• Leadership: The adult education team would screen and recommend Gospel daily reading list and the Welcome Ministry would publish to the website and focus weekly messaging.</li> <li>• Support: Add Welcome Ministry member focused on Inreach to draft and submit messaging weekly.</li> </ul>	
Community	Recognize events and family participation as in Messenger and website - adapt to coffee hour format for presentation	DEC-26
	<ul style="list-style-type: none"> <li>• Description: Expand awareness through photo slideshows at coffee hour for recent events. Recognize sponsoring ministries, volunteers, and participants. Invite event or ministry chairs to Solea after Liturgy to recognize success and thank volunteers. Direct all to see the photo display in Fellowship Hour.</li> <li>• Leadership: Ministry Council coordinates calendar for celebratory Sundays. Integrate with Coffee Fellowship coordinator to align serving.</li> <li>• Support: Install large screen TV in Fellowship Hall (location to be determined by Hospitality committee).</li> </ul>	

Pillar	Objective and new initiative description	Date
Community	Host volunteer appreciation events (per ministry)	DEC-26
	<ul style="list-style-type: none"> <li>• Description: Create recognition events for ministries that serve the parish. Thank people and appreciate all who donate their time.</li> <li>• Leadership: Lead within Welcome Ministry – Inreach team. Coordinate with ministry leaders for timing and appropriate event types; Inreach members and ministry lead to plan the event together and create a proposal to the parish council. Coordinate with council for budget and support per proposal.</li> <li>• Support: Add Welcome Ministry members to focus on Inreach.</li> </ul>	
Foundations	Volunteer leadership development program	DEC-26
	<ul style="list-style-type: none"> <li>• Description: Provide leadership training to parish ministry leaders through the Ministry Council meetings. Leverage TELOS program approaches as utilized by parish young adults.</li> <li>• Leadership: Parish young adult Telos team designs and delivers training at regular Ministry Council meetings.</li> <li>• Support: Add volunteers to training team throughout the year.</li> </ul>	
Foundations	Modernize website and analytics reporting	DEC-26
	<ul style="list-style-type: none"> <li>• Description: Modernize and update the parish website for look, interaction, and content. Ensure background integration of site security, maintenance, and analytics. Establish monthly process to keep site up to date and relevant with events, ministry, and leadership updates. Establish monthly process to monitor site traffic and report to leadership, council, and ministry leads for key events and continuous improvement. Ensure webcast access to service broadcasts is easy to access and free.</li> <li>• Leadership: Parish Council to issue RFP (request for proposal) from service group to lead and execute redesign. Technology committee to oversee internal monthly processes for content maintenance.</li> <li>• Support: Re-invigorate Technology committee with mission specific to website. Training for parish administrative staff. Identify support (intern or similar)</li> </ul>	
Service	Junior and Senior high school annual service project	DEC-26
	<ul style="list-style-type: none"> <li>• Description: Ask Junior and Senior GOYA to design a gift or service project back to the parish or metropolis community annually. Fundraising for designated gifts or project is anticipated.</li> <li>• Leadership: Youth Director and youth group to lead project. Proposal reviews to Parish Council to authorize budget and scope.</li> <li>• Support: Youth budget set to accomplish.</li> </ul>	
Witness	HCHC and scholarship program for seminarians, ministries	DEC-26
	<ul style="list-style-type: none"> <li>• Description: Add line item to parish budget to provide donation to HCHC operations or seminarian scholarships.</li> <li>• Leadership: Parish Council.</li> <li>• Support: Annual budget approval by Parish Assembly. Coffee hour support for HCHC annual designation day.</li> </ul>	

# Parish Health Plan

For 2026

Pillar	Objective and new initiative description	Date
Witness	Invite Glenview and beyond to Divine Liturgy and host lunch	DEC-26
	<ul style="list-style-type: none"> <li>Description: Invite Glenview and beyond to Divine Liturgy (consider Great and Holy Saturday morning) and host lunch. Or consider an Agape service (leverage the many languages). Or consider a pet blessing event.</li> <li>Leadership: Clergy.</li> <li>Support: Establish Hospitality committee to find leaders to host event.</li> </ul>	
Service	Orthodox Babysitting Club	DEC-26
	<ul style="list-style-type: none"> <li>Description: Create a program to match babysitting needs with babysitters within the parish. Capture general information, training, and certifications for potential babysitters. Establish a babysitting request system for members. Enable requesters and babysitters to connect.</li> <li>Leadership: Youth director to lead capturing candidates, their training, and certifications. Technology team to establish digital request system. Council to establish policy and practice guidance to limit liability.</li> <li>Support: Volunteers to support program implementation and support Youth Director.</li> </ul>	