



HOLY TRANSFIGURATION GREEK ORTHODOX CHURCH

3431 Trickum Road • Marietta, GA 30066-4660
Rev. Fr. Panayiotis Papageorgiou, Ph.D., Protopresbyter

February 20, 2025

Dear Fellow Parishioners,

Please join us on **Sunday, March 2, 2025** immediately following the Divine Liturgy (approximately 12:30 pm) for our spring Parish General Assembly. The meeting will be held in the Parish Hall. A light lunch will be provided. During this assembly, we will review and vote on various business issues facing our congregation and also finalize the 2025 Budget. This will be a very important meeting for our Parish.

The Agenda for the March 2, 2025 Parish General Assembly is as follows:

1. Opening Prayer
2. Election of a Chairperson
3. Approval of the Minutes from the previous Parish Assembly
4. Fr. Panayiotis' Message
5. Parish Council President's Message
6. Stewardship Report
7. Treasurer's Report
 - a. 2024 Year-end review
 - b. 2025 Finalized Budget & Approval
8. 2025 Marietta Greek Festival Update
9. Election of Audit Committee
10. Delegates for June 11—June 15 Clergy-Laity Conference
11. For the Good of the Parish (suggestions or comments)
12. Closing Prayer and Adjournment

All members of our Parish in good standing are eligible to vote. We encourage you to submit your 2025 Membership/Stewardship form if you have not already done so. To be considered a member in good standing, we need to have a current 2025 Membership/Stewardship form on record. Forms are available in the Narthex, the Church office or on the website's *Stewardship* page, <https://holytransfiguration.info/join/>. If you have any questions about your membership status, please contact Androniki Kleto at the Church office.

Yours in Christ,


Fr. Panayiotis Papageorgiou, Ph.D.
Protopresbyter


Alex Miltiades
President, Parish Council

General Assembly Meeting Minutes
Holy Transfiguration Greek Orthodox Church – Marietta, GA
November 17, 2024

1. Opening Prayer – A quorum of attendees (with 90 signatures!) was reached at approximately 12:30pm. Father John opened the meeting with a prayer. Father John used this opportunity to mention two things to the parish: He is grateful for the blessing of the iconography project and said that it is a means of long term evangelization. And he said that the parish has had an abundance of inquiries about the parish and Orthodoxy; that this shows that the parish is fulfilling the “Great Commission”.

2. Election of a Chairperson – A motion was made by Maria Linebaugh and seconded by Cedric Dunkerly to designate Alex Miltiades as Chair of the Assembly. The Assembly unanimously approved.

3. Approval of the Minutes from the February 25, 2024 General Assembly – Alex Miltiades presented for approval the minutes of the February 25, 2024 General Assembly. Dennis Kostulakos moved to approve these minutes. The motion was seconded by Larry Gess. The minutes were approved unanimously by the Assembly.

4. Clergy Message – Father John gave his comments at the beginning of the meeting following the opening prayer.

5. Parish Council President’s Message – Alex Miltiades began by saying that the Parish Council (PC) terms of Tina Johansen, Demetra Lilly, Alex Miltiades, and Andrew Reale will be ending at the conclusion of this year. Tina, Demetra, and Alex have volunteered to serve again for the next term if nominated and elected. Alex specifically thanked Andrew Reale for his time serving on the Parish Council. Alex also thanked the current Parish Council members for serving, all the ministry leads, all stewards, and also those parish members in attendance and their contributions. He also reminded everyone that December 15th is the retirement luncheon for Anne Wilcocks celebrating her many years of faithful service to our parish.

Parish highlights from 2024 were shown (see slides).

Looking forward topics were shown (see slides).

Additionally, Alex read a letter from Father Michael (since he was absent from this General Assembly due to illness) regarding potential future staffing and budget:

Dear Parish Family,

I pray that you all are well. I'm very sorry to not be able to be present today at the GA. Unfortunately, during my trip back from a youth ministry conference in Dallas yesterday, I became ill with flu-like symptoms and am recovering at home.

Because I won't be with you all, I wanted to share a few heartfelt words about the topic of passing this year's budget, which would include funds for the salary of an additional staff-member who would serve as part-time Ministry Life Coordinator and TOA part-time head of school. The MLC portion would be funded by the parish, and the head of school portion would be funded by TOA, which is self-sustaining from student tuition and its own fundraising efforts. As you will hear, a wonderful candidate has been identified who is also a priest.

Some might ask, why do we need another clergy member? The simple response is: this is an integral part of the parish's overall transition plan and an amazing opportunity (within a nationwide clergy shortage crisis) that we may not have again.

I took on the role of founding Head of School for TOA as a labor of love. My own children (Zoe and Isaac) attend the school, and there is nowhere I'd rather send them than this beautiful community of joyful learners and incredibly dedicated and qualified teachers. My role as Head of School was taken on as a labor of love in addition to all of my full-time youth and YA responsibilities, liturgical and sacramental responsibilities, and growing administrative and counseling responsibilities.

It has become abundantly clear that, in order for our parish to move into the future and begin the transition plan towards Fr. Panayiotis' retirement, I will need to pass the baton both for youth and YA activities and TOA Head of School to another qualified candidate. This candidate has been identified and we're ready to act!

Please know that this is not a matter of simply adding an additional staff member, but of securing and ensuring the transition to a wonderful future together as Fr. Panayiotis seeks to retire, stepping down as proistamenos in Fall of 2026 and fully retiring in May of 2027.

I pray that we may all rise to the occasion both communally and financially, recognizing the benefits and opportunities that lay before us.

*With love in Christ,
Fr. Michael*

Comment: (Larry Gess) Addressed the topic of "General Fund" (GF) and "Building Maintenance Fund" (BMF). Larry related his experience over the years with dealing with the budgets of other parishes and how some had significant financial problems due to not planning effectively. He stressed the importance of maintaining our two separate accounts of the GF and the BMF, and he urged everyone to continue making stewardship pledge contributions to the BMF.

6. Strategic Planning Committee Update - Mike Jacobs and Charles Miltiades gave a presentation (see slides) and answered questions from the following parishioners:

Q: (Cedric Dunkerly) What is the role of the Ministry Life Coordinator (MLC)? A: The ultimate goal is to teach parishioners how to be a leader of ministries.

Q: (Christopher Hansard) After Father Panayiotis retires in 2027, what does the staffing chart look like regarding the MLC? A: The future vision is to have two laypersons, one for MLC, and one for full time TOA head.

Q: (Ginny Kostulakos) Wanted clarification on administrative assistant position. A: The position of administrative assistant will be eliminated with the retirement of Anne Wilcocks at the end of this year.

Q: (Larry Gess) Wanted clarification on the role of MLC in the future. A: The goal is to have a layperson for that role after Father Panayiotis' retirement.

Q: (Maria Linebaugh) Who will be the facilities supervisor? A: Not identified yet.

Q: (Paul Markley) Why hire a part-time facilities supervisor now instead of full-time? A: The PC decided to initially go with part-time so as not to be too much of a financial burden on the parish.

Q: (Larry Gess) For the 2025 budget, what is the additional monetary percentage needed to support the new staffing positions? A: There is a slide addressing that in the Treasurer's budget presentation.

7. Stewardship Report – Tina Johansen gave the stewardship report, highlighting the renaming of the “Capital Campaign” fund to the BMF (see slides), fielded comments and answered questions from the following parishioners:

Q: (David Linebaugh) Is the “actual” category a “projection”? A: Yes.

Q: (Mary Miltiades) Do you still have the chart that has parish pledge breakdown? A: Yes; “General Fund Stewardship: Pledge Breakdown” chart shown, as well as Giving Guide Suggestion chart (“Giving Sacrificially vs Average Pledge”) shown.

Q: (Tasia Kipreos) Can we tighten the budget by doing a look-back from the past year for each ministry's budget vs actual expenses? A: Danny already does this.

Q: (Maria Linebaugh) Do we ever cut back on ministry budgets? A: Will be covered in the Treasurer's report.

Comment: (Larry Gess) Opined that approximately 90% of our budget is for fixed costs and that ministry cut-backs would be insignificant to the overall fixed costs. Stressed that we need to focus on giving sacrificially.

Q: (Kevin Lilly) Have we considered zero-based budgeting? A: Yes, we already do that.

Q: (Ann Papastrat) What did last year's financials look like budgeted vs actual? A: Will be covered in Treasurer's report.

8. Treasurer's Report – Danny Vlahiotis gave the treasurer's presentation (see slides), fielded comments, and answered questions from the following parishioners:

Q: (David Linebaugh) How do we cover the shortfall in the budget? A: Accounting maneuver in transitioning/moving money from building fund (with donor approval) to the stewardship general fund.

Q: (David Linebaugh) How do we effectively message the parish to continue giving money to the BMF? A: We already use the following: PC President's letter, stewardship cards, and email. But perhaps the priests can make announcement during Divine Liturgy. Harry Catrakilis also added that he estimates that approximately 80% of donor donations are represented now in this General Assembly meeting, so the word is getting out.

Comment: (Steven Pelky) We need to try to find a way that parishioners can understand the financial/budget terminology (i.e., "restricted funds" vs. "non-restricted funds", etc.)

Comment: (Ellen Linebaugh) Recommend the same approach used at the start of the previous capital campaign for this new way of thinking about the BMF for increased awareness and participation.

Q: (Dennis Christopher) Is TOA Head Master in the parish budget? A: No, that is in the TOA's budget.

Q: (Demetri Miltiades) Can't the accountant just take a person's one pledge amount and put 90% into the GF and 10% into the BMF? A: Cannot do that. Regulatory that must maintain two funds, and Danny explained the legal requirements for non-profit organizations.

Q: (Kevin Lilly) Question about GF vs. BMF: will future dollars now go to the GF operating fund? A: As of now, No.

*Action Item for PC: Discuss GF/BMF

*Motion made by Ginny Kostulakos to pass the presented parish tentative 2025 budget. Motion seconded by Mary Miltiades. Motion approved unanimously.

9. 2024 Marietta Greek Festival Update – Maria Linebaugh gave the presentation on the Greek Festival highlights (see slides)

10. Nominations for the 2025 Parish Council - the following parishioners were nominated to serve on the upcoming 2025 Parish Council:

Tina Johansen
Demetra Lilly
Alex Miltiades
Debra Buchan
Lela Bridgers
Cherie Cookorinis
Cathy Costarides
Michelle Frangis
Annette Jacobs
Pat Koutouzis
Maria Linebaugh
Georgia O'Brien
Ann Papastrat
Katerina Quintero
Eliana Tiller
Elaine Bilson
Celeste Bilson
Tasia Kipreos
Evangeliki Katsoudas
Maria Tassopoulos
Rosa Lubbers
Paul Jacobs
Jamie Hughes
Christina Pallas
Mike Dionas
Katie Jacobs
Ron Sprouse

11. Nominations for the Elections Committee – the following parishioners were nominated to serve on the Election Committee for the upcoming 2025 Parish Council elections:

Jeanni Paxten
Niki Gess
Christine Sprouse
Maria Alberts
Leslie Hansard
Jennie Miltiades

12. For the Good of the Parish (suggestions or comments)

(David Linebaugh) Recommends the slide presentation be more visible to all those in attendance – it was difficult to see....Recommends a QR code in the narthex that will send you directly to the Digital Chant Stand for the various services. (Was informed that there is already a Digital Chant Stand app that can be downloaded onto one’s smart phone)....Would like to see a “follow up” to items brought up in this part of the meeting.

(Ellen Linebaugh) Need better visibility on the slide presentation, especially the lower part of the slides. Perhaps send the power point slide presentation to parishioners via email as a potential solution.

(Maria Alberts) Requests a section on the parish website that includes administrative items such as General Assembly minutes, parish bylaws, power point presentations, etc.

(Larry Gess) The windows needed a way to cut down on the outside glare so the slide were easier to see....Thankful for the parish council using “consensus” for decision making....Wants to discuss at the next PC meeting the “5 things that kill stewardship”.

13. Closing Prayer and Adjournment – The meeting was adjourned with a closing prayer by Father John at approximately 2:45pm.

Approved by the Parish Assembly this _____ day of _____, _____.

Attested to by:

Presiding Priest

President of the Parish Council

Secretary of the Parish Council

Holy Transfiguration Greek Orthodox Church 2025 Budget and Actuals Comparison

January - December 2024

	2024		Bdt 2025 vs 2024 bgt
	Budget	Budget 2025	
Income			
30000 Income			
31000 Unres. Attributable			
31100 Current Year Stewards	882,184	967,948	85,764
Total 31000 Unres. Attributable	882,184	967,948	85,764
32000 Unres. Not Attributable			
32100 Candles	43,113	44,000	887
32200 Trays	28,466	38,000	9,534
32250 Flowers	3,534	2,500	(1,034)
Total 32000 Unres. Not Attributable	75,113	84,500	9,387
32052 All Other Income	9,375	6,800	(2,575)
32055 Credit Card Offset Don	336	-	(336)
37000 Rental/Parking			
37010 Church Proper Rental	10,500	8,500	(2,000)
37020 Rental Properties	52,000	58,000	6,000
Total 37000 Rental/Parking	62,500	66,500	4,000
Total 32052 All Other Income	72,211	73,300	1,089
34000 Fundraiser			
34075 Greek Festival	20,000	20,000	(0)
Total 34000 Fundraiser	20,000	20,000	(0)
35000 Ministries			
35025 Religious Education	1,502	300	(1,202)
35075 Youth/Summer Camp	916	2,000	1,084
35100 Dance	1,196	2,000	804
35175 GOYA	25	100	75
35200 YAL	1,044	100	(944)
Liturgical Items		100	100
35325 Parish Life/Fellowship	4,456	4,510	54
35475 Philanthropic	958		
35478 Makaria	1,500	2,500	1,000
Total 35475 Philanthropic	2,458	2,500	42
Total 35300 All Other Ministries	6,914	7,110	196
Total 35000 Ministries	11,598	11,610	12
Total 30000 Income	1,061,106	1,157,358	96,252
Total Income	1,061,106	1,157,358	96,252
Gross Profit	1,061,106	1,157,358	96,252
Expenses			
40000 Expenditures			
41000 Administrative			
41050 Bookkeeping Services	14,400	14,400	-
41075 Office Equipment	11,000	13,000	2,000
41100 All Other Office	673	18,300	17,627
41175 All Other Trip/Travel	2,285	3,800	1,515
41205 Clergy-Laity Congress	5,000	6,194	1,194
41350 Mobile Phone Service	1,939	2,052	113
41375 Archdioc. Clergy Pension	24,160	28,443	4,283
41425 All Other Administrative	18,000	9,000	(9,000)
Total 41000 Administrative	77,457	95,189	17,731
42000 Occupancy			
41275 Facility Insurance	25,896	28,000	2,104
41330 2430 Durmire Repairs/Maint.		1,000	1,000
41331 2470 Durmire Repairs/Maint.		1,000	1,000
41332 3446 Trickum Repairs/Maint.	933	1,000	67
41333 2486 Durmire Lane Repairs/Maint.		1,000	1,000
42115 Facility Repairs/Maint.	226	1,000	774

42125 Kitchen	585		
42150 Grounds			
42151 Grounds - Main	12,600	12,600	-
Total 42150 Grounds	12,600	12,600	-
42175 Facilities Supplies	10,000	8,500	(1,500)
42200 Facility Contract Serv	42,400	40,400	(2,000)
42350 Phone/Cable/Internet S	12,031	6,500	(5,531)
42375 Facility Fire/Security M	148		
42400 Utility Services	65,000	61,000	(4,000)
42425 All Other Occupancy/Facility		5,000	5,000
42426 Taxes Paid	14,211	15,500	1,289
42427 Events Expenses	1,720	2,800	1,080
Total 42000 Occupancy	185,750	185,300	(450)
Total 43000 Salaries and Benefi	575,000	625,159	50,159
45000 Archdiocese National Co	128,000	135,569	7,569
46000 Liturgical		-	-
46025 Candles	15,000	18,000	3,000
46075 Flowers	4,000	4,500	500
46200 All Other Liturgical	4,500	4,500	-
Total 46000 Liturgical	23,500	27,000	3,500
47000 Fundraiser			
47075 Greek Festival			
47079 fest Other Expenses		60	60
47080 fest Food Expenses		-	-
Total 47075 Greek Festival	-	60	60
Total 47000 Fundraiser	-	60	60
48000 Ministries			
48025 Religious Education	4,101	4,200	99
48026 Catechism	4,500	4,500	-
48027 Adult Religious	4,500	4,500	-
48028 Conferences	1,000	1,000	0
Total 48025 Religious Educat	14,101	14,200	99
48075 Youth/Summer Camp	2,600	2,500	(100)
48080 Parent Group	3,000	3,500	500
48100 Dance	4,500	2,500	(2,000)
48150 HOPE/JOY	1,300	1,300	0
48175 GOYA	8,250	8,250	-
48180 Light House	4,000	4,000	-
48200 YAL	1,244	2,000	756
48225 OCF	500	600	100
48250 Parish Life/Fellowship	7,021	10,000	2,979
48325 All Other Parish Ministr	224		
48350 Stewardship	3,500	3,500	(0)
48400 Library	372	350	(22)
48425 Choir	1,168		
48450 Outreach/Welcoming	4,500	4,500	-
48475 Philanthropic			
48777 Makaria	7,500	6,500	(1,000)
Total 48475 Philanthropic	7,500	6,500	(1,000)
Total 48325 All Other Parish M	17,264	14,850	(2,414)
Total 48000 Ministries	63,780	63,700	(80)
49000 Outreach	78	300	222
49025 National Ministries Dor	4,528	2,500	(2,028)
49075 Benevolent Donations	1,000	1,000	0
49125 Archdiocese Donations	250	250	0
49150 Metropolis Donations	1,800	19,800	18,000
49200 All Other Charity Donal	648	1,500	852
Total 49000 Outreach	8,304	25,350	17,046
Total 40000 Expenditures	1,061,791	1,157,327	95,535
Melio Service Fees		31	31
Total Expenses	1,061,791	1,157,358	95,567
Net Operating Income	(686)	-	686
Net Income	(686)	-	686