

A MONTHLY METROPOLIS MINISTRIES SERIES



# *Equipping and Enriching* **PARISH LIFE**



*Revitalizing Parish Health  
& Achieving Operational Excellence:*

**Examining Six Critical Areas of Parish Life**

**Monday, September 19, 2022**



METROPOLIS OF  
SAN FRANCISCO





# “BC” Challenges

**47%**

of cradle  
Orthodox  
have left the  
Church

**64%**

of young  
people fall  
away from  
the Church

**21%**

of Greek Orthodox  
Christians regularly  
attend Church

Is this a “good account before the awesome judgment seat of Christ?”





# “BC” Challenges

**39%**

of millennials  
are “nones”  
claiming no  
religious  
affiliation

**81%**

of people in  
US believe in  
God (lowest  
point ever)

**<50%**

American  
membership in  
houses of worship  
below 50% for the first  
time in eight decades

Is this a “good account before the awesome judgment seat of Christ?”



# “AC” Trends

- Parishioners slow to return, some parishes @100%; most 80%
- The “mix” of parishioners has changed - many new faces
- Livestreaming conundrum
- Ministries returning at an uneven rate
  - Choirs & Sunday School lagging
  - Volunteers - reemerging slowly and more new faces
- Festivals well received
- Big Question: Where did our young families go?



# The Challenge

If we don't  
teach our  
children to  
follow  
Christ,  
the world  
will teach  
them not to.







# Change & Liminal Stage



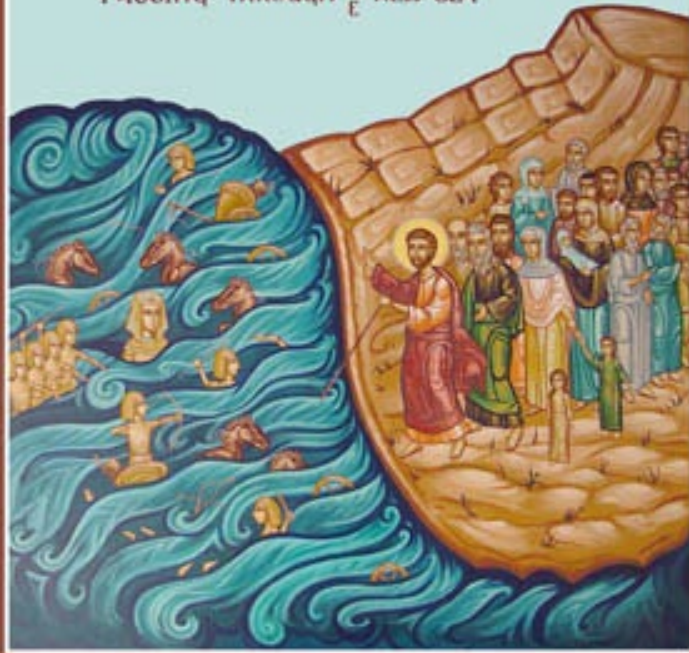
Liminality

✧ Latin: *limen* – stone at the threshold

- ① **Separation** Everything Changes
- ② **Liminal Stage** Disoriented Opportunity
- ③ **Re-Orientation** New Direction



PASSING THROUGH THE RED SEA



THE ROAD TO DAMASCUS







# Opportunity

## Revitalize the Parish

### Step 1:

Understand Current Condition  
of the Parish's Health &  
Effectiveness

~ Keep, Stop or Recalibrate ~





# Solution - Parish Building Blocks

## Vision & Planning

- + Strategic Planning
- + Operational & Tactical Planning
- + Parishioner Involvement
- + Goal Achievement & Accountability

## Leadership & Teams

- + Christian Leadership
- + Leading & Coaching
- + Conflict Management
- + Effective Teams
- + Parish Council & Boards

## Parishioner Engagement

- + Spiritual Education & Catechism
- + Liturgical & Sacramental Participation
- + Outreach
- + Evangelism
- + Welcoming & Fellowship

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## Stewardship & Generosity

- + Giving & Tithing
- + Stewardship Campaign
- + Capital Campaign
- + Planned Giving and Endowments
- + External Philanthropy
- + Transparency & Accountability

## Ministries

- + Defines Needs of Parishioners
- + Ministry Management
- + Ministry Engagement
- + Volunteer Management
- + Youth & Young Adult

## Operational Effectiveness

- + Communication & Digital Strategies
- + Facilities & Technology
- + Financial Excellence
- + Safety & Security
- + Staff Management

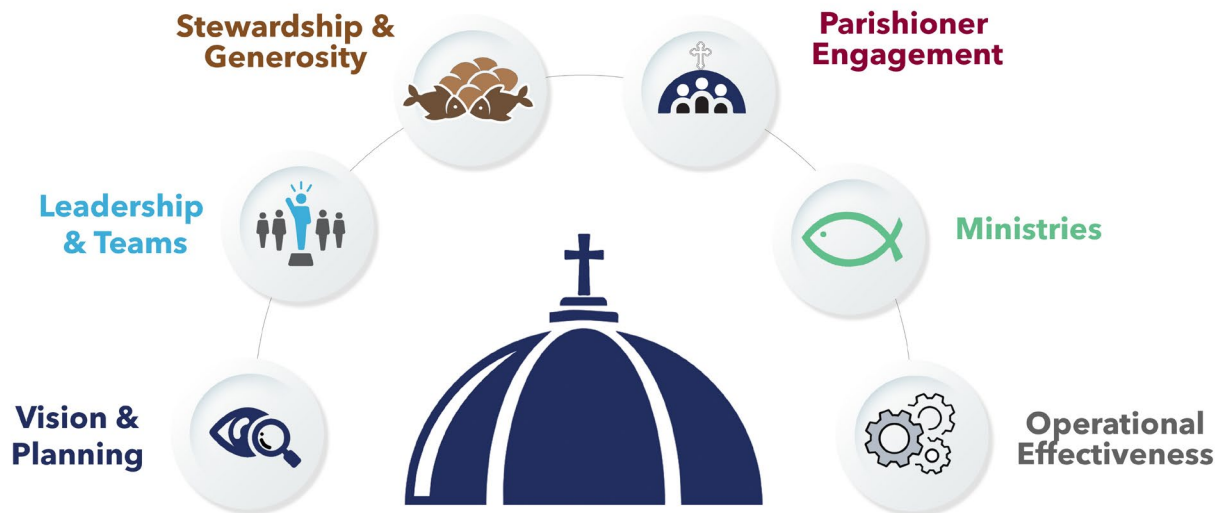




# Solution - the 6 Pillars

Empirical research has identified 6 Operational Pillars and 30 Operational Building Blocks that must be optimized to excellence in the most healthy and effective Orthodox Parish.

## OMS EFFECTIVE PARISH MODEL





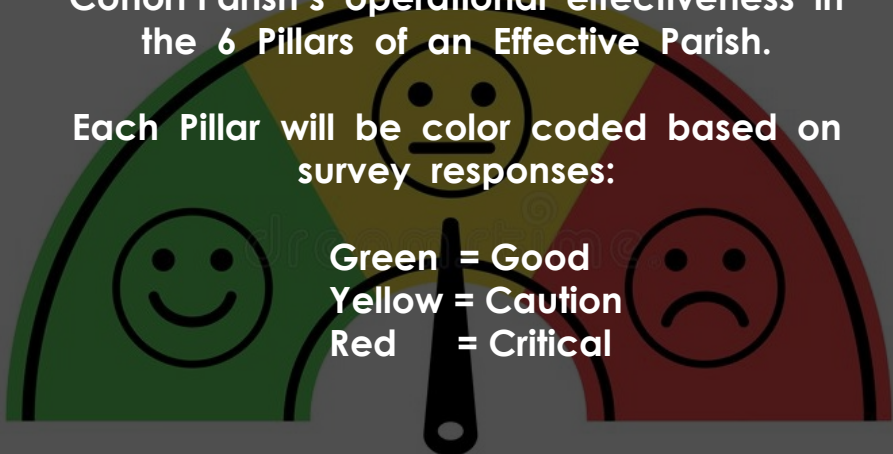


# Effective Parish Assessment (EPA)

## OMS Effective Parish Assessment 1

The EPA 1 online assessment evaluates a Cohort Parish's operational effectiveness in the 6 Pillars of an Effective Parish.

Each Pillar will be color coded based on survey responses:



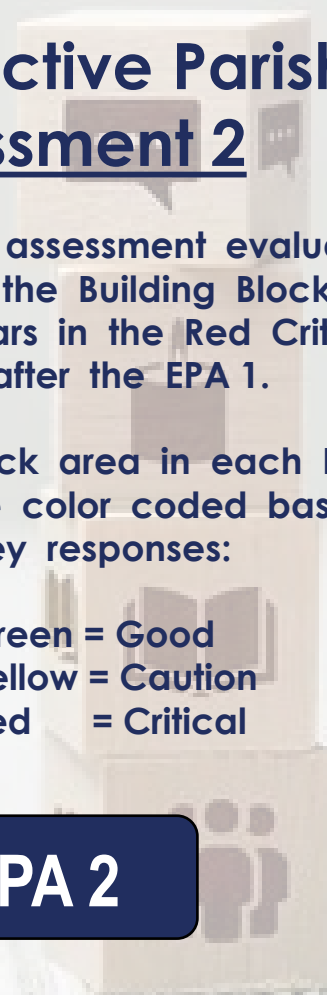
Green = Good  
Yellow = Caution  
Red = Critical

**EPA 1**

## OMS Effective Parish Assessment 2

The EPA 2 online assessment evaluates in greater depth the Building Blocks in any of the 6 Pillars in the Red Critical category after the EPA 1.

Each Building Block area in each Pillar assessed will be color coded based on survey responses:



Green = Good  
Yellow = Caution  
Red = Critical

**EPA 2**





# Effective Parish Assessment (EPA)

## COHORT PARISH PROCESS

**After a Cohort Parish completes an EPA 1 & EPA 2, the Cohort Parish will receive a written, custom-tailored Preliminary Parish Improvement Plan (P-PIP). This P-PIP discusses the Pillars and Building Blocks that need the most attention.**

**Cohort Parish Leaders will also receive two ZOOM sessions with OMS subject matter experts to answer questions and focus on preliminary ideas to address the biggest Parish challenges.**

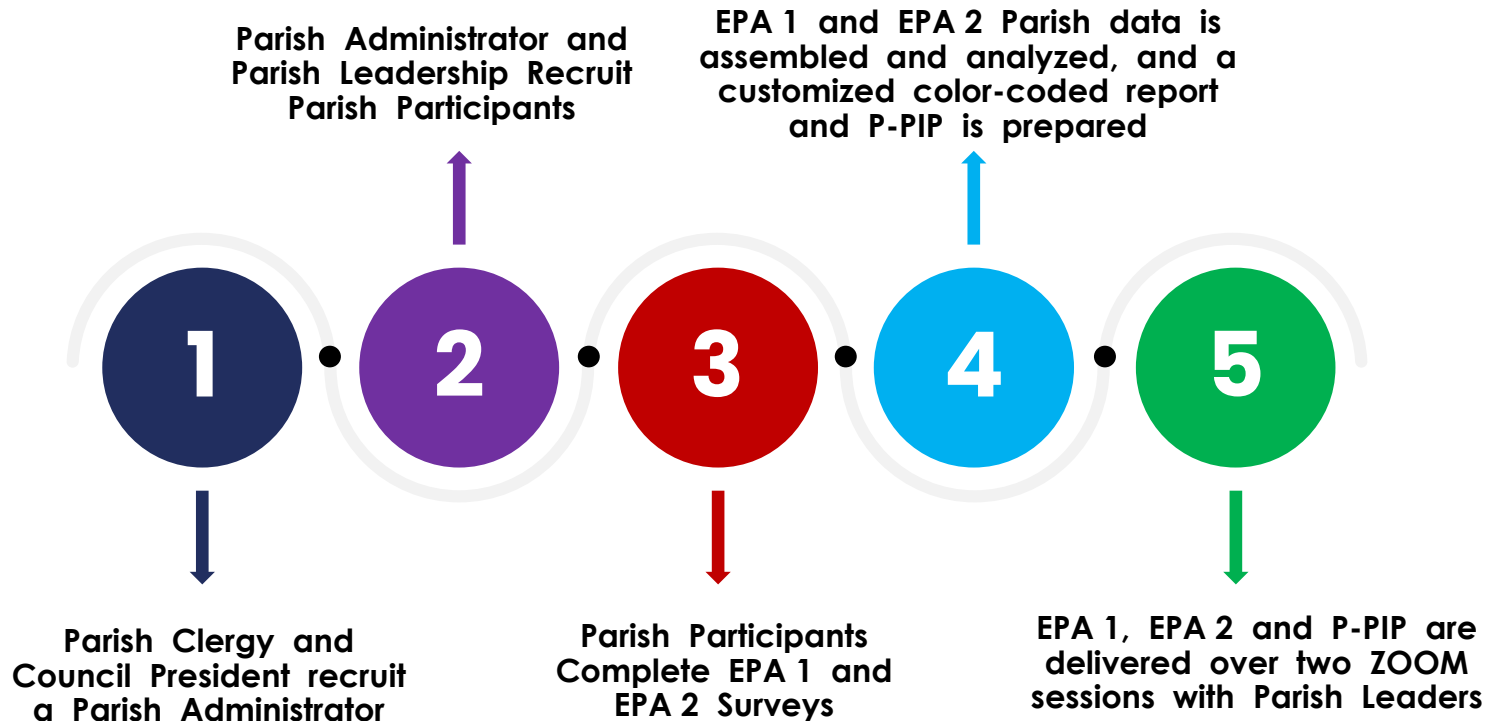
**ALL OF THE ABOVE IS TOTALLY FREE!**





# EPA Pilot Approach

## THE 5 STEPS IN THE EFFECTIVE PARISH COHORT JOURNEY





# Resources

[effectiveparish.org](http://effectiveparish.org)

[orthodoxministry.org](http://orthodoxministry.org)

[Steve Tibbs   stibbs@bluevase.com](mailto:stibbs@bluevase.com)

[Dimi Sakelarios   dimisak17@gmail.com](mailto:dimisak17@gmail.com)

[Bill Marianes   billmarianes@gmail.com](mailto:billmarianes@gmail.com)