



METROPOLIS OF SAN  
FRANCISCO – TOWN HALL  
WITH FR. EVAN ARMATAS

WELCOMING  
NEWCOMERS

# REENGAGING

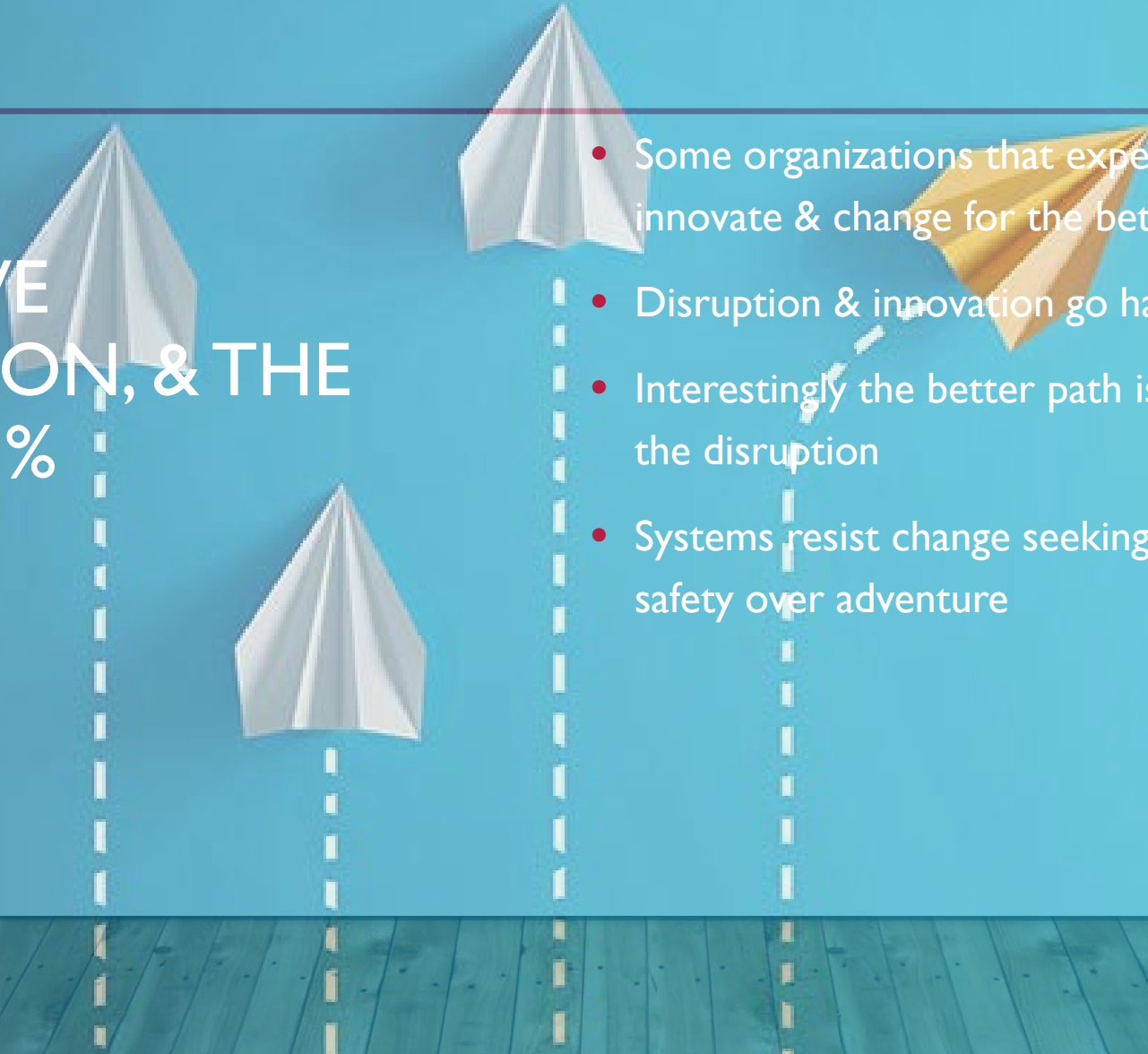
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- Old parishioners & new faces
  - The tension of Galatians 2:14
- Disruptions & Loss
  - Worse in some areas than others (youth, seniors, those with nominal connection to the parish)
    - Coupled with a loss in volunteers and money



# DISRUPTIVE INNOVATION, & THE RULE OF 5%

- Some organizations that experience disruptions innovate & change for the better
- Disruption & innovation go hand in hand
- Interestingly the better path is available prior to the disruption
- Systems resist change seeking equilibrium or safety over adventure





# BECOMING A HEALTHY PARISH...SAINT SPYRIDON

- ❖ Our Orthodoxy – a personal & corporate commitment to Christ and the Gospel
- ❖ Our Orthopraxia – a personal & corporate commitment to the transformation of our lives because of Christ.
- ❖ Our Koinonia – a personal & corporate commitment to becoming a spiritual family
- ❖ And our Politeia – operational excellence
  - ❖ It is with this in mind that we can say the parish can offer true philoxenia
  - ❖ The so-called total welcome experience.

# PARISH IDENTITY OR CULTURE

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- Cultivated not accidental
- The J-O-B of leadership



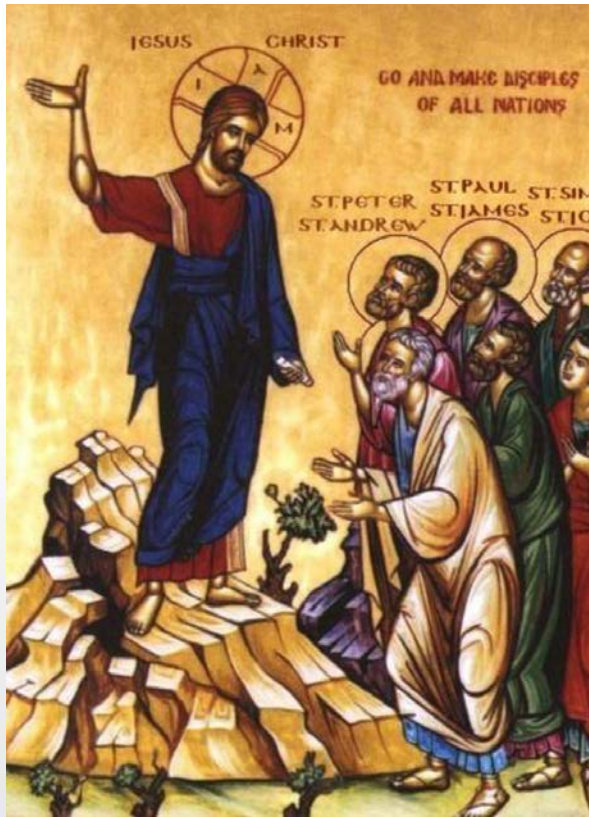


# 5 PRINCIPLES TO BECOMING A WELCOMING COMMUNITY

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- Regaining our sight – think John 9, Blindman
- Urgency – nothing occurs in the community without it occurring first in the leader
- Remembering our life-saving mission – remember the parable of the lifesaving station
- Pruning – think rose bushes
- Flipping the funnel – recall the Parable of the Dragnet





# ATTRACTING NEWCOMERS

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- Parish Health first, last and always, “unto the ages of ages, Amen.”
- Reversing the obstacles of Imbalance and Stagnation
- Attending to the matrix of:
  - Worship
  - Service
  - Education/Formation
  - Community
  - Administration



## EDUCATING, ENGAGING & RETAINING, ORGANIZING

- Educate
  - Leverage, Create, Worship
- Engage & Retain
  - Social fabric – spiritual family...community
- Organize
  - Develop your leadership
  - Develop your Emotional IQ



QUESTIONS,  
ANSWERS,  
DIALOGUE

Q

&

A



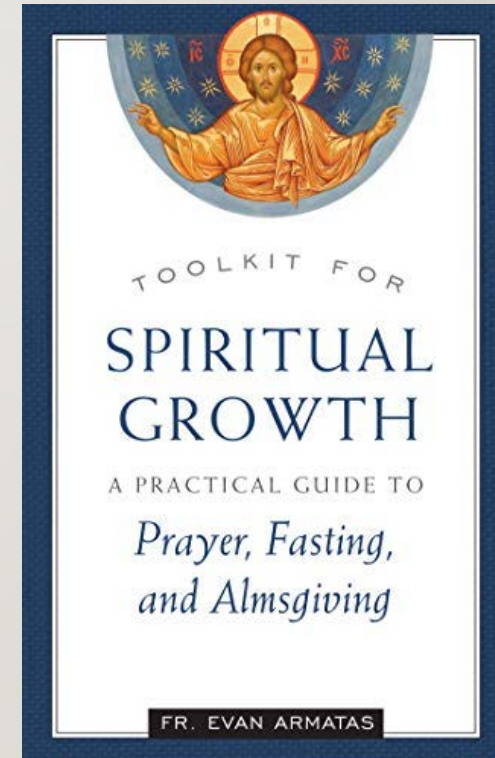
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# BIBLIOGRAPHY & ADDITIONAL RESOURCES

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- Toolkit for Spiritual Growth: A Practical Guide to Prayer, Fasting, and Almsgiving, by Fr. Evan Armatas
- Autopsy of a Deceased Church, by Thom S. Ranier
- Canoeing the Mountains: Christian Leadership in Uncharted Waters, by Tod Bolsinger
- Anxious Church Anxious People: How to lead change in an age of anxiety, by Jack Shitama
- Good to Great and the Social Sectors: Why business thinking is not the answer, by Jim Collins





# ADDITIONAL RESOURCES

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For the pews - A Worshiper's Guide to the Divine Liturgy by Fr Steven Tsichlis:

<https://orthodoxmarketplace.com/a-worshippers-guide-to-the-divine-liturgy-booklet/>

A Quick Explanation of the Divine Liturgy for visitors  
- HOUSE OF GOD by Fr Tom FitzGerald from HCHC

<https://orthodoxmarketplace.com/house-of-god-pamphlet/>

