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

PINOZENIA

# WELCOMING NEWCOMERS

ABPAAM

#### REENGAGING

- 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 Orthodoxia – a personal & corporate commitment to Christ and the Gospel
Our Orthodpraxia – 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

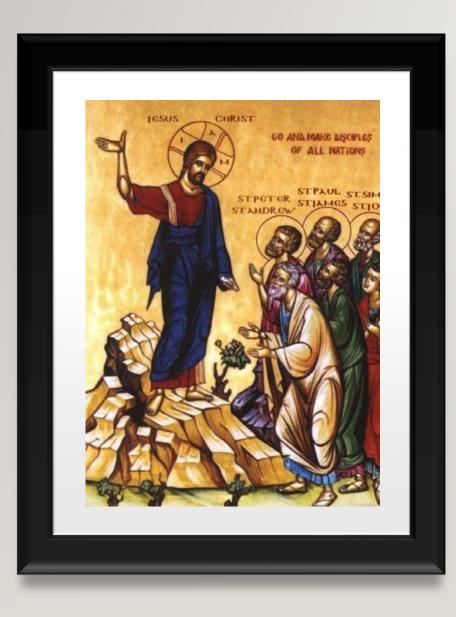
- Cultivated not accidental
- The J-O-B of leadership



#### 5 PRINCIPLES TO BECOMING A WELCOMING COMMUNITY

- 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

- 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 leadershipDevelop your Emotional IQ

## QUESTIONS, ANSWERS, DIALOGUE



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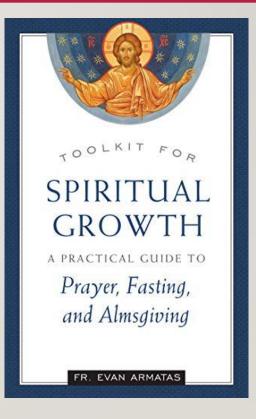
PINOZENIA

# BIBLIOGRAPHY & ADDITIONAL RESOURCES

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#### BIBLIOGRAPHY

- 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**

#### A Worshiper's Guide to the DIVINE LITURGY



Fr. Steven Tsichlis

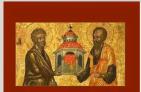
For the pews - A Worshiper's Guide to the Divine Liturgy by Fr Steven Tsichlis: https://orthodoxmarketplace.com/a-worshipers-guide-to-the-

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/



#### HOUSE OF GOD Rev. Thomas FitzGerald

The visitor to an Orthodox church is usually impressed by the unique features and the external differences between this place of worship and those of the various traditions of Western Christianity. The rich color, distinctive iconography and beauty of the interior of an Orthodox church are in shamp contrast to what one often finds in many Roman Catholic and Protestant churches. When one enters the interior of the Orthodox church it is like stepping into a whole new world of color and light. The art and design of the church not only create a distinctive atmosphere of worship, but also reflect and embody many of the fundamental beliefs of Orthodoxy.

#### BEAUTY AND SYMBOLS The Orthodox Church believes that God is

Creator of heaven and earth. The Creator is oresent through His handiwork. This means hat the material world, being valuable and good (Genesis 1:31), is an important means hrough which God shows His love for us.