

Our Presenters



Steve Tibbs
*leads the
Orthodox Parish
Leadership
ministry for the
Greek Orthodox
Metropolis of San
Francisco*



Steve Pappas
*leads the Parish
Health and
Revitalization
offering for the
Orthodox Parish
Leadership
Ministry*

Monday, June 17, 2024 6:30 p.m. Pacific

2024 BI-MONTHLY MINISTRY SERIES



ORTHODOX

PARISH LEADERSHIP

Save the Dates

Mondays at 6:30 p.m. Pacific

Monday, July 15

Stewardship, Planned Giving, and Capital Campaigns

Monday, September 16

Strategic Planning and Leadership

Monday, November 18

"5 P" Ministry Effectiveness and Welcome Team



2024 Ministry Offerings

"Supporting Parish Health, Growth and
Revitalization"





Purpose

Support a parish's efforts in bringing people to Christ and fostering their connection with His Church.

How We Will Do This

Offer consulting support, materials, tools and best practices intended to enhance the parish's Health, Growth, and Revitalization.

Our Aim

Offer “easy-to-use tools in an-easy-to-get” manner for our parishes.





Core Offerings

Parish Health & Revitalization

Key Outcome: Renewal

- + Parish Health Assessments
- + 12 - 18 Month Revitalization Plan
- + Operational Effectiveness
- + Communication & Conflict Resolution
- + Alignment and Launch

Strategic Planning

Key Outcome: Defined Course

- + Plan Development
- + Mission, Vision & Values
- + Parishioner Participation
- + Implementation
- + Tracking & Reporting

Leadership Development

Key Outcome: Loving Servant Leaders

- + PC & Ministry Leader Seminars
- + Parish Council Effectiveness
- + Christian and Servant Leader Models
- + Volunteer Engagement
- + Team Effectiveness

Stewardship & Generosity

Key Outcome: Generous Culture

- + Culture of Generosity
- + Stewardship Team
- + Plan Materials
- + Beyond Treasures
- + Campaign Launch & Management

Planned Giving

Key Outcome: Proactive Financial Security

- + Legacy Giving Program
- + Tools, Training & Best Practices
- + Receiving & Managing Funds
- + Participation & Engagement
- + Program Launch & Management

Capital Campaign

Key Outcome: Fruitful Fund Raise

- + Feasibility Study
- + Plan Development
- + Team Formation & Readiness
- + Participation & Engagement
- + Campaign Launch & Management

Ministries

Key Outcome: Transformative Ministry

- + Ministry Purpose (the "Why")
- + People (Team & Parish Alignment)
- + Plan (Long-Range and Annual Goals)
- + Presence (Awareness of Ministry)
- + Performance (Impact & Value)

Welcome Team

Key Outcome: Engaging Experience

- + Preparing for Your Guests
- + Building Your Team
- + Launching & Managing
- + Welcome Packets & Materials
- + Technology

Financial Management

Key Outcome: Financial Well-Being

- + Parish Accounting & Tax
- + Total Commitment Guidance
- + Banking Relationships
- + Church Management Software
- + Reporting & Presentations

Key Programs

"2x2" Leadership Development - Pilot

Equip parishes to achieve their purpose by increasing the skills and awareness of 2 parishioners in each of 13 pilot parishes in all OPL offerings.

Metropolis Bi-Monthly Webinars

Continuation of current Metropolis of San Francisco development program designed to offer awareness building and skill development to general audience; program will focus on OPL topics & offerings in 2024 and be offered on a bi-monthly basis.



Key Programs & Initiatives

Parish Support

Continue to offer personalized support to any Metropolis Parish or Ministry

“2x2” Leadership Development Pilot

Equip parishes to achieve their purpose by increasing the skills and awareness of 2 parishioners in each of 13 pilot parishes in all OPL offerings.

sfparishleader.net

OPL Website

Cornerstone of Our Aim:
“easy-to-use tools in an easy-to-get”
manner for our parishes.

Parish Benefit Index Assessments

12 attribute “pulse check” for each OPL offering; self-administered; available via website

Metropolis Bi-Monthly Webinars

Continuation of current Metropolis development program designed for a *general audience*; program will focus on OPL topics & offerings in 2024 and be offered on a bi-monthly basis.

Assessments

Ready Now



Parish Health Index (PHI)

How Healthy is Your Parish?



Change Readiness Index (CRI)

Is your Parish Ready to Implement Change?



Parish Council Health Index (PCHI)

Does your Parish Council display the attributes of an effective leadership team?

Ready Soon



Parish Benefit Index (PBI) Assessments

Would your parish benefit from improvements in any of these areas?

“Compare your parish to [offering title] best practices in order to help determine the potential benefit of improving in this area of parish life.”

- Unique assessment for each OPL offering
- Comparison against “best practices”
- Shows opportunities for improvement
- “Would you like to speak to someone?”



OPL Team



Steve Pappas
St. Anthony, Pasadena CA
Parish Health & Revitalization;
“2x2” Program;
Bi-Monthly Webinar Series



Dimi Sakelarios
St. Anthony, Reno NV
Strategic Planning



Melpomeni Murdakes
Director, GOA Ministry
Parish Planned Giving



Kristina Mehas
Assumption, Seattle WA
Stewardship



Jim Eckstaedt
St. Paul, Irvine CA
Metropolis Finance Team
Financial Management



Peter Panagis
St. George, Prescott AZ
“5P” Ministry
Effectiveness



George Ekizian
St. Paul, Irvine CA
Welcome Teams



Steve Tibbs
St. Paul, Irvine CA
OPL Ministry Lead,
Leadership Development;
“2x2”; Capital Campaigns



Advisory Network

The Orthodox Parish Leadership Team is grateful to receive invaluable guidance and support for this ministry from His Eminence, Metropolitan Gerasimos, and His Grace, Bishop Ioannis, along with numerous Clergy and Ministry Leaders within the Archdiocese of America, the Metropolis of San Francisco and Orthodox Ministry Services.

Fr. Jim Kordaris

Director, GOA Ministry
Stewardship, Missions & Evangelism

Fr. Jerry Markopoulos

Ministry Lead, Metropolis of San Francisco
Clergy Continuing Education

Fr. Cosmas Halekakis

Advisory Focus
“2x2” Program

Fr. Angelo Maginas

Advisory Focus
“Leadership Development”

Nick Chakos

Executive Director
Orthodox Ministry Services

Dr. Eve Tibbs

Ministry Lead, Metropolis of San Francisco
Christian Education Ministry

Kenny Scott

Ministry Lead, Metropolis of San Francisco
Missions & Evangelism

Paul Gikas

Director, Metropolis of San Francisco
Administration & Ministries

Maggie John

Faith Formation
Ministry Leader
Assumption, Seattle, WA

Connect with Us

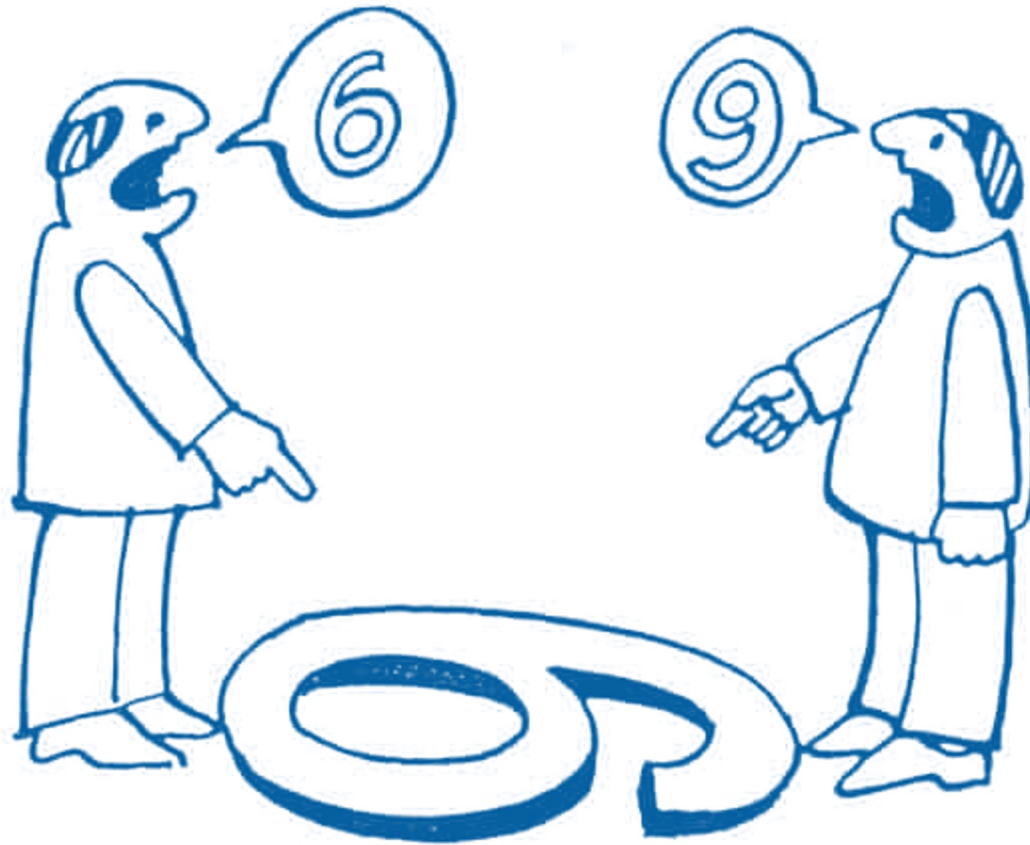
Our website: sfparishleader.net

General Information: stibbs@bluevase.com

THE ORTHODOX PARISH



PERCEPTIONS



FRAME OF REFERENCE



PERCEPTIONS



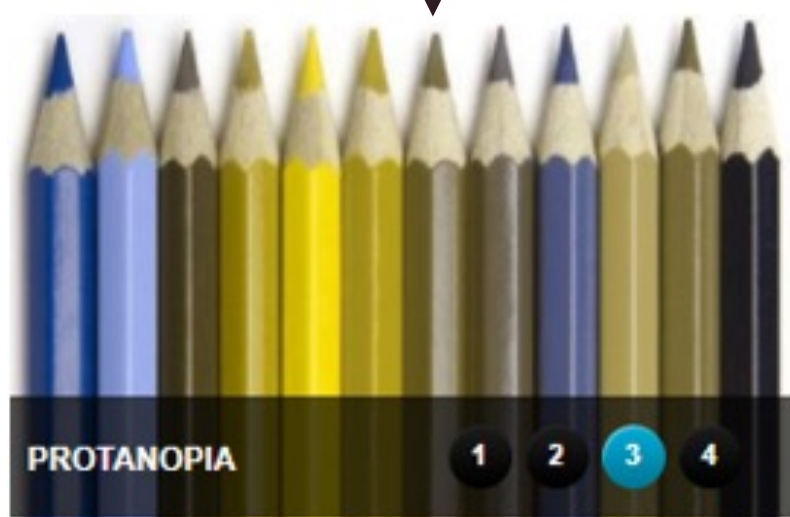
PERCEPTIONS

GREEN



RED

BLUE YELLOW



WHY BENEFITS



Spiritual Growth

Unified Vision

Ministry Effectiveness

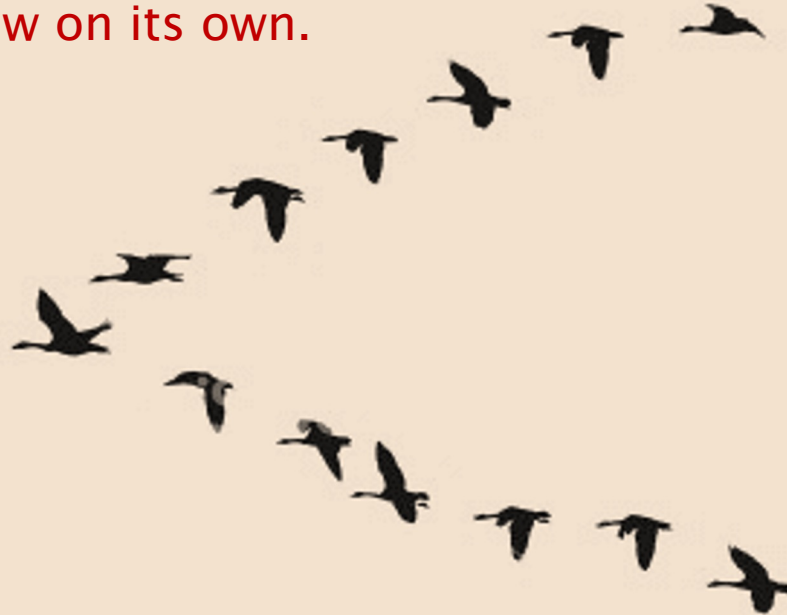
Community

Decision Making

Adaptability

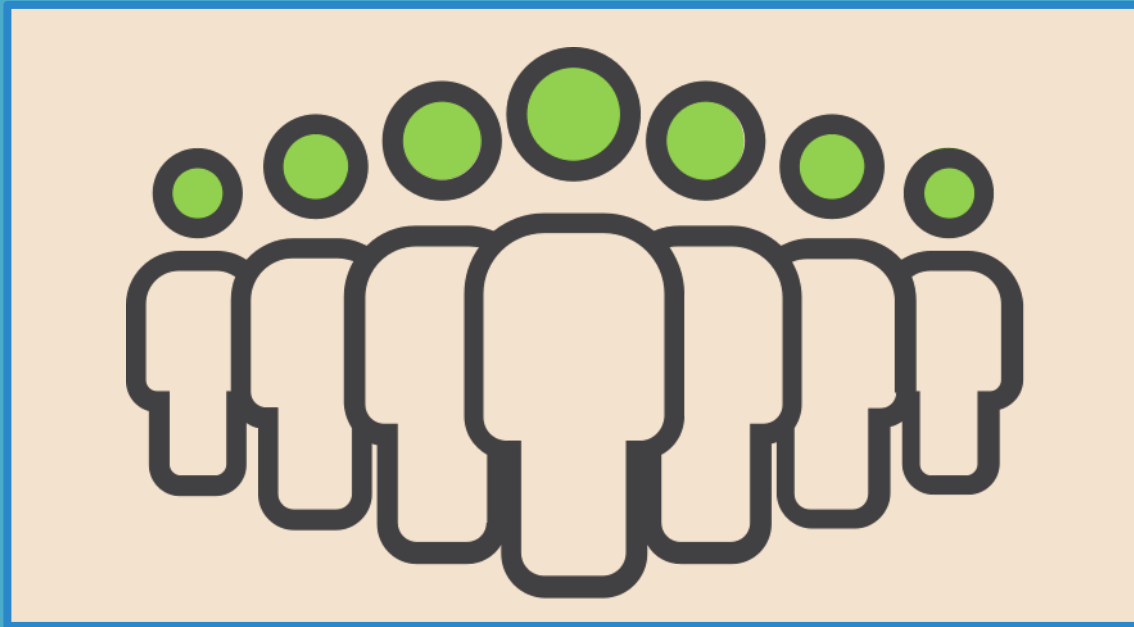
SYNERGY

71% greater flying range than if each bird flew on its own.



Ride your team's "up-draft"

SYNERGY

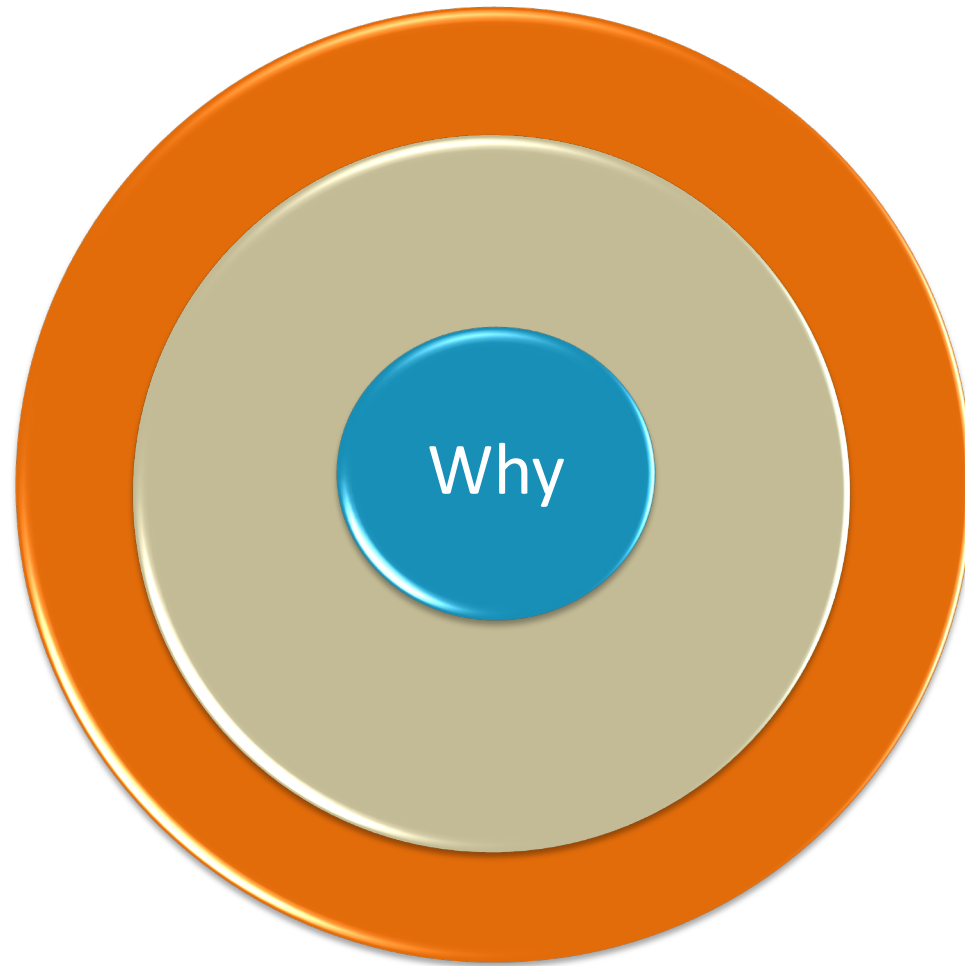


Ride your team's "up-draft"

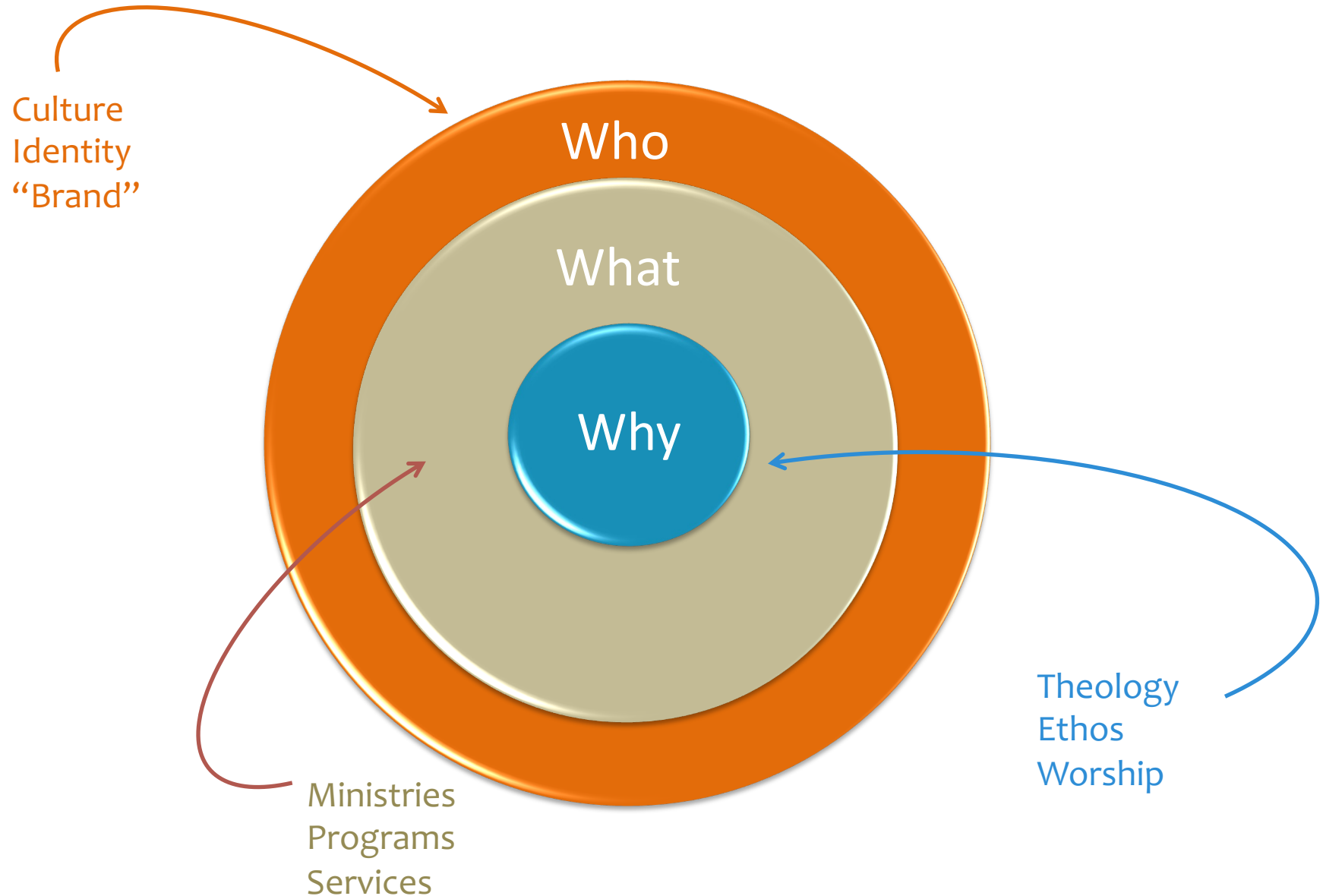
THE ORTHODOX PARISH



THE ORTHODOX PARISH



THE ORTHODOX PARISH



THE ORTHODOX PARISH – A LIVING HOUSE OF FAITH



WORSHIP

PERSONAL FAITH FORMATION

LEADERSHIP

Gift Based Support

Fund Raising
Stewardship

Site Management

Capital Improvements
Facility Maintenance

CULTURE

Ministries

Christian Education
Cultural Connection
Evangelism
Faith Formation
Fellowship
Music Ministry
Outreach
Philanthropy
Seniors
Wellness
Young Adults
Youth

VISION

Parish Systems

Administration
Budgeting
Communications
Financial Mgmt.
Governance
Human Resources
Insurance
Legal
Planning
Safety & Security
Technology

THE ORTHODOX PARISH – A LIVING HOUSE OF FAITH

Why

WORSHIP

PERSONAL FAITH FORMATION

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What

Parish Systems

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Human Resources
Insurance
Legal
Planning
Safety & Security
Technology

THE ORTHODOX PARISH

“Why” does Your Parish exist?

What happens if the “Why” is not met?

Who’s responsibility is it to deliver on the “Why”?

ELEMENTS



ONE



HOLY



CATHOLIC



APOSTOLIC

ONE



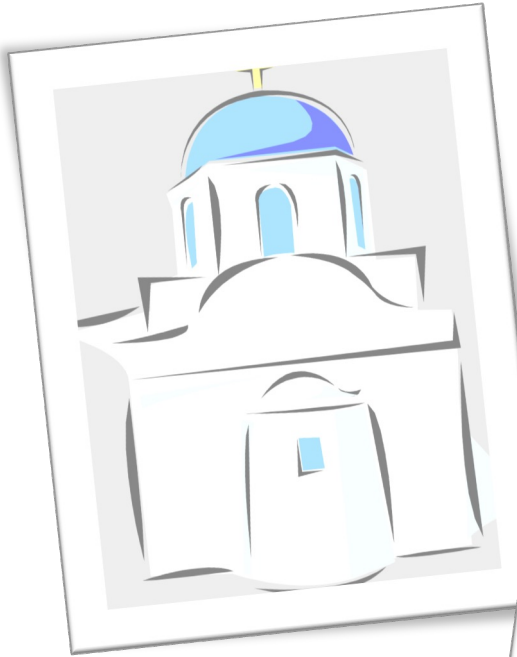
“For just as each of us has one body with many members, and these members do not all have the same function, so in Christ we, though many, form one body, and each member belongs to all the others.” Romans 12: 4-5

We receive the Body and Blood of Christ in Communion at Liturgy.

Communion – and therefore, CHRIST – is the basis of the community in the life of the parish.

Communion ➡ Community ➡ Common Unity

QUICK SNAPSHOT... WHAT IS A PARISH?



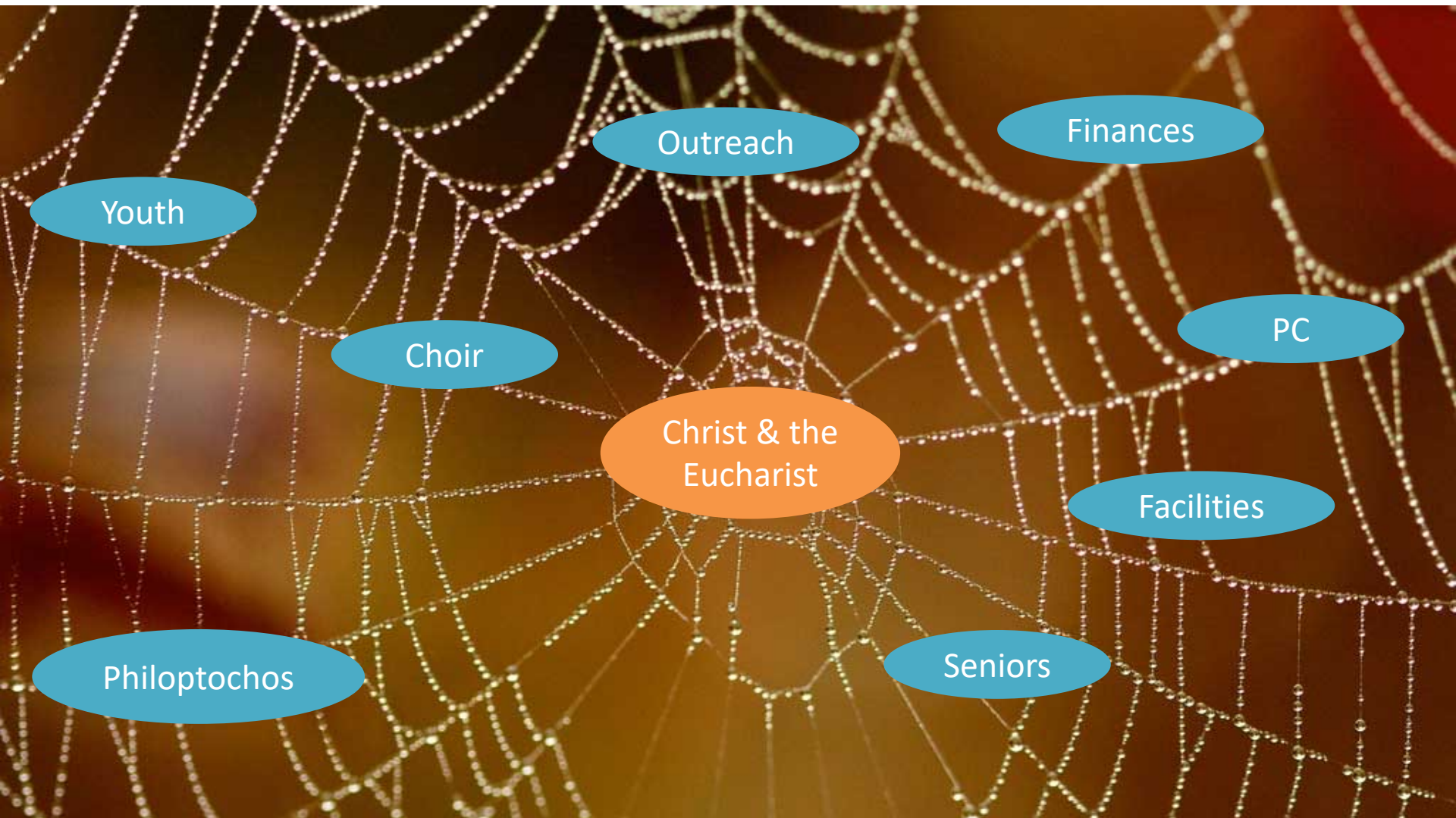
*"The parish is the
local Eucharistic
community in a
given locality"*

- UPR Article 15 Section 1

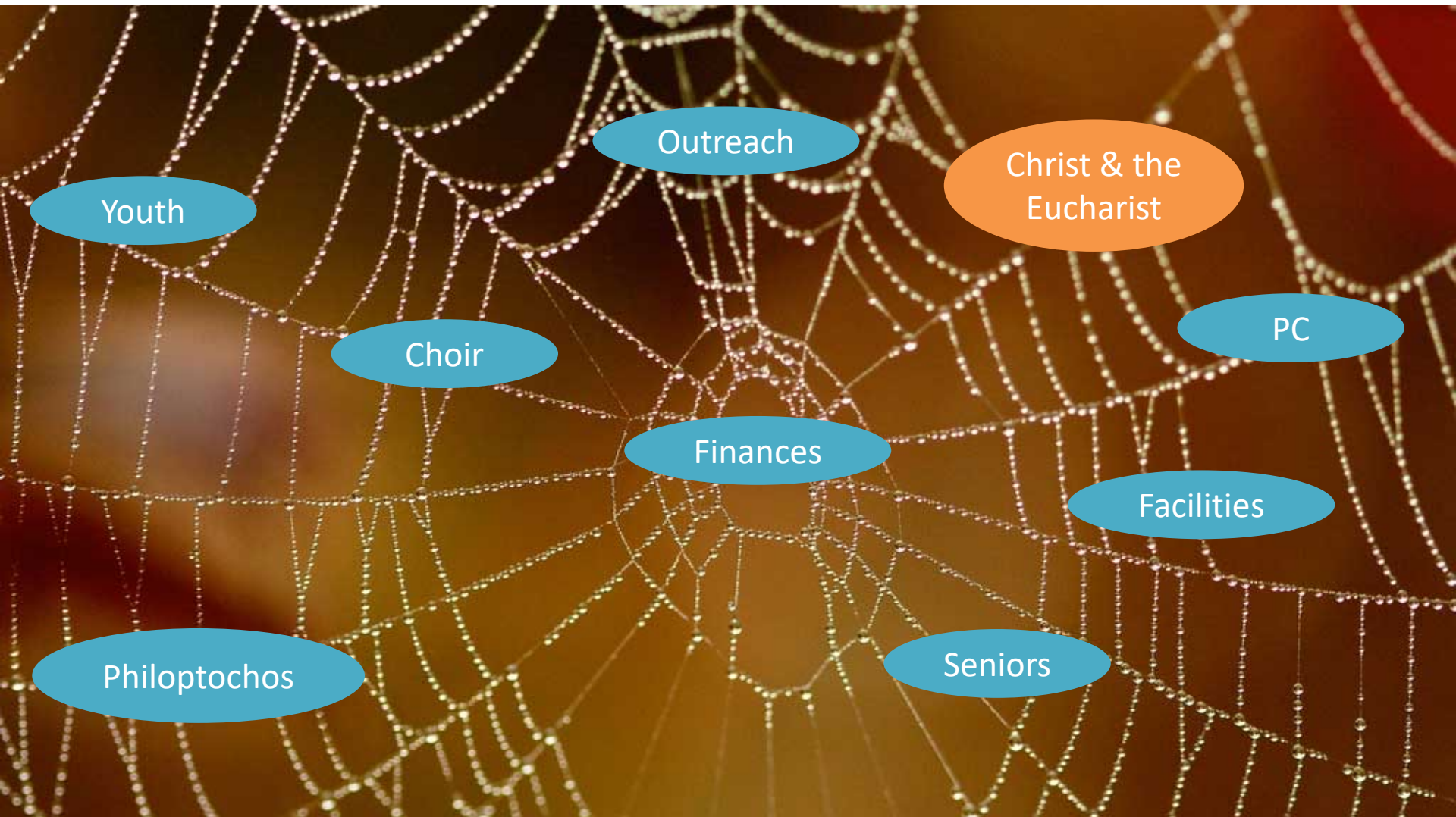
THE ORTHODOX PARISH



THE ORTHODOX PARISH



THE ORTHODOX PARISH



HOLY



HOLY



A Parish is Holy because Christ's Church is holy; because it is from God, about God and for God

All we do must be submitted to God for His Glory and the Good of His people

Nothing is merely human or secular, it is "Theanthropic" (equally divine and human)

CATHOLIC



Full, complete and whole; lacking nothing in its mystical or sacramental being and live

Every Parish - theologically, mystically and sacramentally - is Christ's body

Household of the living God

Everyone can participate in the fullness of God and can express it and testify to it



CATHOLIC



PARISHIONER & PARISH

PARISHIONER... Paroikos (πάροικος) Foreigner, resident alien, someone who lived in a country but was not a citizen

“Beloved, I urge you as aliens and strangers” 1 Peter, 2:11

PARISH... Paroikia (παροικία) is a gathering of resident aliens, a group of people who are not in their home country.



Christians live in the world, but are not of this world and do not belong to the world.

Christians are a people whose “citizenship is in heaven” Philippians 3:20

As Lord Jesus said to the disciples at the last supper: “You do not belong to this world, but I have chosen you out of the world.” John 15:19

APOSTOLIC



Continues Mission of Christ and His Apostles

Must be Missionary

“Great Commission Anxiety”

*In the conscience of all members - especially leaders -
we have been sent by Christ, empowered by the Holy
Spirit, to bring God’s holiness*



Jesus called the Apostles

*They were the People,
not the Buildings*

*Neither Jesus nor the Apostles
established Parishes as we know
them today*

*Apostles established
Eucharistic Communities*

THE ORTHODOX PARISH



WHY...

BRING PEOPLE CLOSER TO GOD

*If Your Parish is God's "Embassy" in Community,
then, your Parish is Holy, because God is Holy.*

It is the sovereign property of God, and all we have – our programs, our plans, our buildings and our treasures are His. We are simply stewards of His gifts, using them to His glory.

We are connected to Christ and one another through the Holy Eucharist.

And, we have a responsibility to share this Good News!

DEFINING MOMENTS

A point-in- time when a leader is challenged to make a pivotal decision which may significantly impact others.

- ❖ Reveals What's Inside You
- ❖ Demonstrates Values

Healthy Behaviors Create a Healthy Parish

How Do We
Get There?

What are They &
How Are We Doing?



A Healthy Parish Creates
Healthy Outcomes

HEALTHY & FLOURISHING

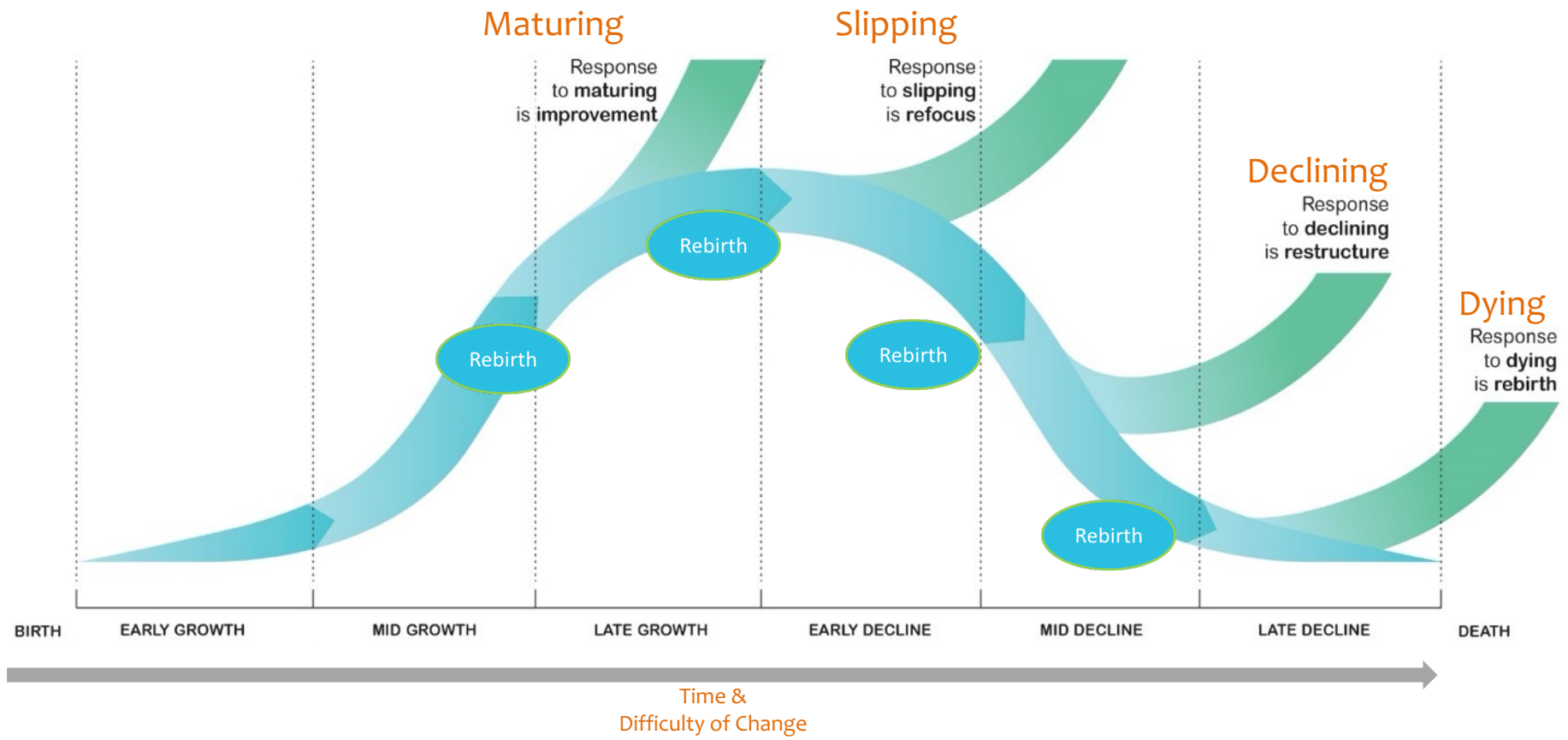


FLOURISHING PARISH

Flourishing is a state where people experience **positive** emotions, spiritual connection, psychological functioning and social interaction.



PARISH LIFE CYCLE



What are They & How Are We Doing?

A Healthy Parish...

1. Centers itself around a cycle of worship and spiritual growth.
2. Implements programs that serve others outside the parish.
3. Is Trustworthy.
4. Embraces diversity - building bridges with people of different backgrounds.
5. Is welcoming and friendly to visitors.
6. Has a clear vision and mission.
7. Empowers parishioners to effect change as decision-making and power is shared.
8. Continually develops great leaders.
9. Recognizes the essential task of caring for one another.
10. Is financially responsible.
11. Sees the good in people and assumes the best in others.
12. Is Loving.



How Do We Get There?

The Revitalization Plan

Focused plan to improve or develop key areas within the parish.

Typical Plan Duration: 12 - 18 months (strategic plan 3 + years)

Tips and Steps

1. Recognize the Discomfort
2. Ask for Help to Define & Refine the Issue
3. Form Parish Revitalization Team (~ 6 members)
4. Understand the Context / Gather Information
 - Parish Life Cycle (core)
 - Parish Health Index (core)
 - Operational Effectiveness Index (core)
 - Additional Analysis (pertinent to the issue)
5. Design & Communicate Plan
6. Implement Plan
7. Report Status / Progress

