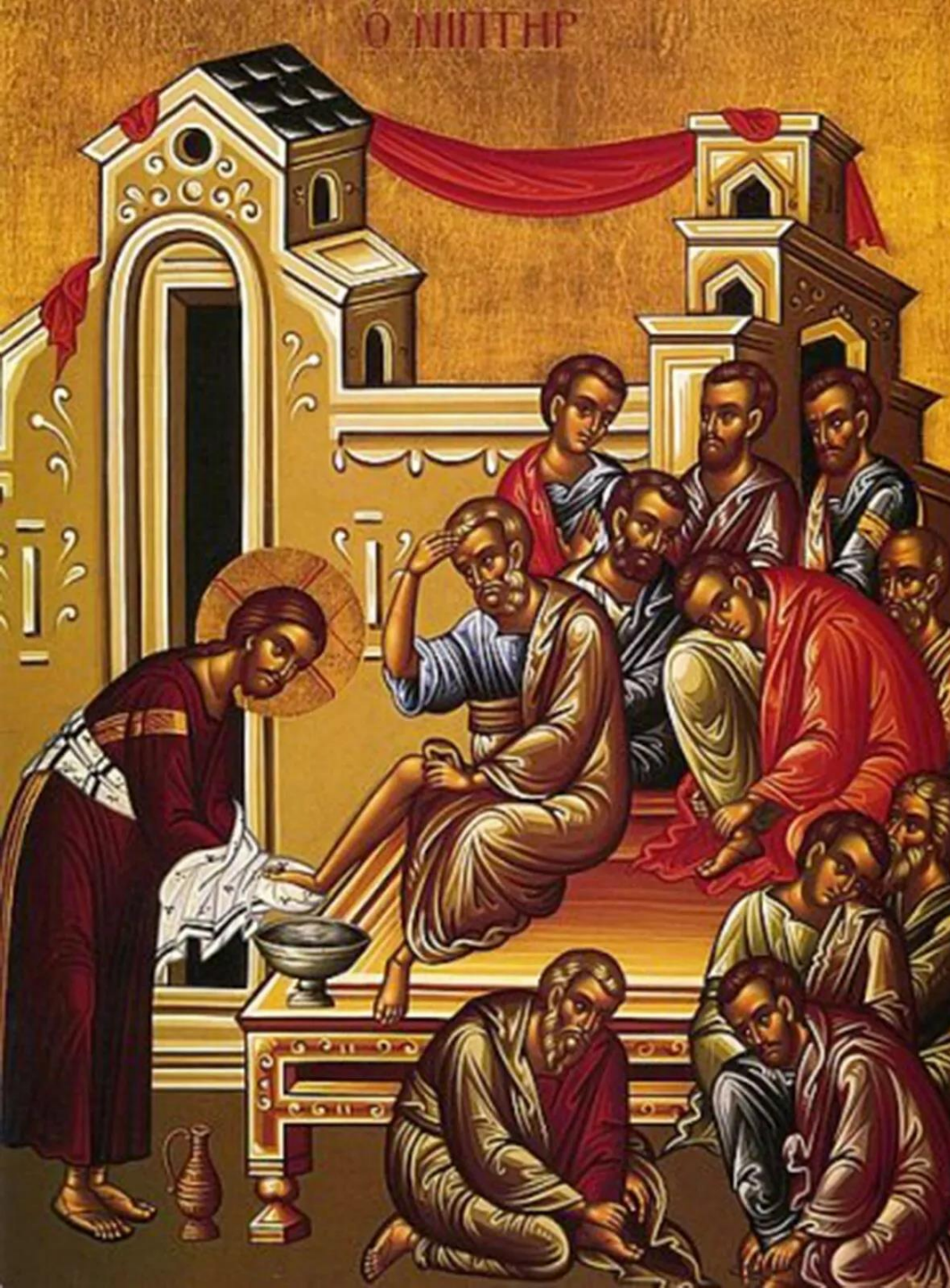




Becoming a Dynamic Parish Ministry: Approaches for Building, Engaging, and Serving

Peter Panagis

Parish Council Member, Planning & Development Ministry Leader
and Building Action Committee Member

St. George Greek Orthodox Church – Prescott, AZ

*“For even the Son of Man did not come to be served, but
to serve, and to give His life as a ransom for many.”*

Mark 10:45



Discussion Outline

- Why focus on the effectiveness of your parish ministries?
- Brief introduction to the "5P" process
- Guest speaker: Nick Speliopoulos – Building a new parish ministry
 - Best practices and lessons learned
- Guest speaker: Alexis Pappas - Effective Christian Ministry
 - Best practices and lessons learned
- Guest speaker: Father Jeffrey Frate – Council of Ministries
 - Best practices and lessons learned
- How to get started
- Final questions



Why Focus on Ministry Effectiveness?

- Ministries serve as a valuable connection point between the church and the parish. They enable parishioner engagement and drive a strong sense of inclusion; which are key contributors to overall parish health
- Much of the good work done within a church is completed through its ministries; as a result, everyone benefits when ministries effectively plan and efficiently complete their work
- Depending upon parish size, ministry budgets can account for 10% to 15% of the total operating budget
- Ministry leaders who say what they are going to do and then do what they say will create a culture of achievement and will attract more volunteers to their ministries

“Like good stewards of the manifold grace of God, serve one another with whatever gift each of you has received”

1 Peter 4:10



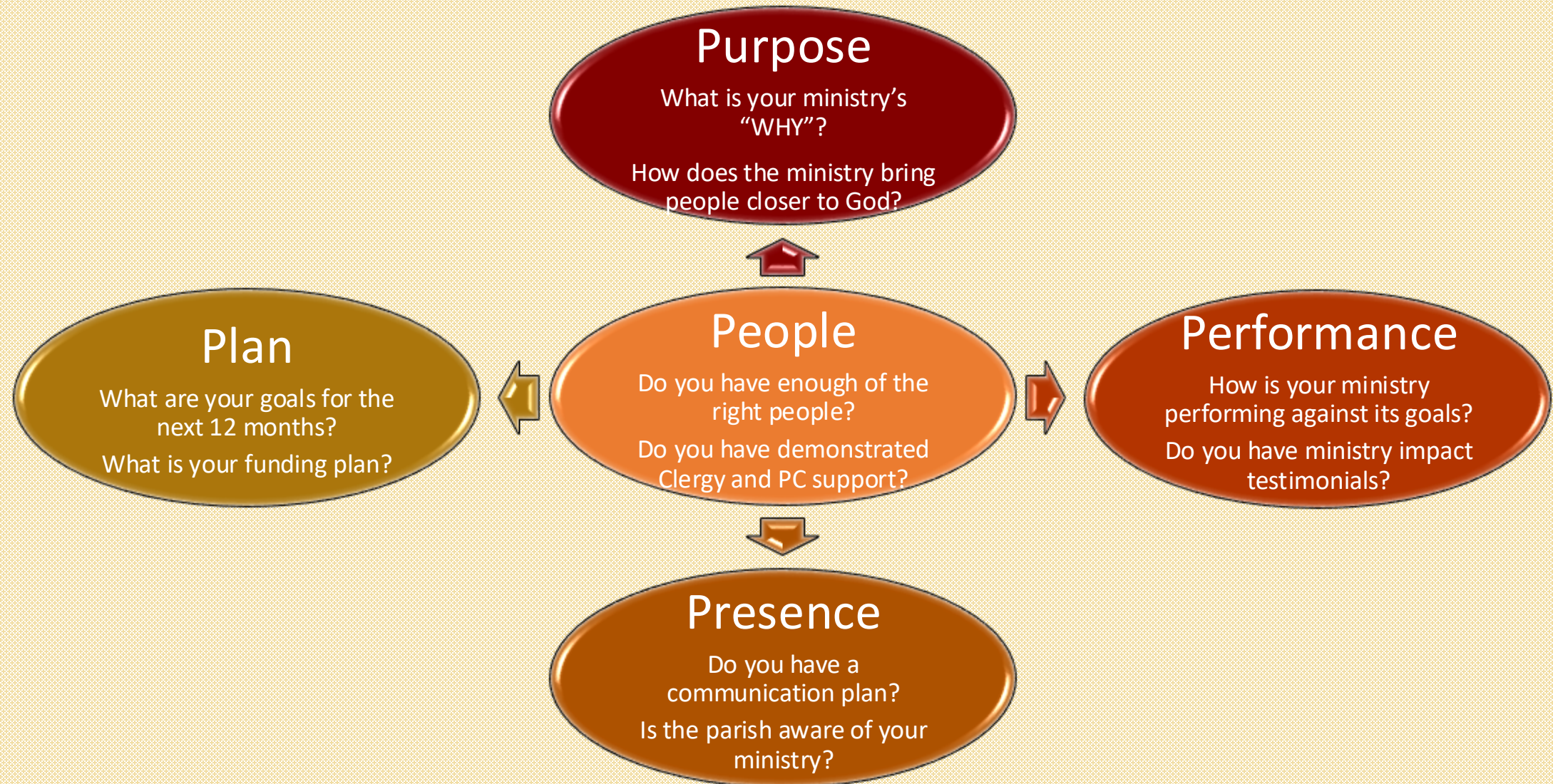
Assessment Results from 24 Parishes in Our Metropolis

	No need	Low Importance	Moderate	Important	Very Important	Average
Leadership Development	9	16	89	174	169	4.05
Stewardship & Generosity	8	27	92	160	169	4.00
3+ Year Strategic Plan	18	32	90	148	169	3.91
Financial Health	9	32	115	141	160	3.90
Parish Council Effectiveness	17	34	107	154	145	3.82
Ministry Effectiveness	19	36	107	159	136	3.78
Annual Parish Planning	20	36	123	168	110	3.68
Capital Campaign Support	22	48	130	122	135	3.66
Overall Parish Health	25	47	113	147	125	3.66
Welcome Ministry	22	44	126	144	121	3.65
Planned (Estate) Giving	22	79	164	121	71	3.31

Ministry Effectiveness is not the top priority, but nearly 70% of respondents think it is “Important” or “Very Important” for their parishes to pursue it in the next 18 months



Brief Introduction to the 5P Process





Brief Overview of the 5P Ministry Effectiveness Guide

Purpose (Why)	People (Team & Parish Alignment)	Plan (Long-Range and Annual Goals)	Presence (Awareness of Ministry)	Performance (Impact & Value)
Our “Why” is: • Written • Clear • Simple • Shared frequently • Understood by the parish	• Identified Ministry Lead • Good Leadership • Demonstrated Clergy & Parish Council support • Easy for volunteers to join • Enough members to deliver on the “Why”	• Annual plan • 3 year plan • Funding Plan - will parish provide financial support? Self-funded?	• Loving, Inclusive, & Engaged Behavior • Good presence on website & parish newsletters • Well defined “marketing” plan and delivery • Parish is aware of ministry • Ministry materials are readily available	• Deliver Quality • Humbly - & regularly - share “ministry impact examples & stories” • Annually recap ministry effectiveness transparently showing how parish funding was utilized

Doing well in this area OK, but could do better Needs improvement

This is meant to be used as a non-judgmental, self-assessment tool



Ministry Effectiveness “At-A-Glance”

PARISH NAME					
Sample Report Only					
Parish “5 P” Ministry Effectiveness 2024					
Ministries	Purpose (Why)	People (Team & Parish Alignment)	Plan (Long-Range and Annual Goals)	Presence (Awareness of Ministry)	Performance (Impact & Value)
Christian Education	●	●	●	●	●
Family & Parenting	●	●	●	●	●
Festival	●	●	●	●	●
Meals with Love	●	●	●	●	●
Outreach	●	●	●	●	●
Stewardship	●	●	●	●	●
Welcome Team	●	●	●	●	●
Young Adults	●	●	●	●	●
Youth Programs	●	●	●	●	●
● Doing well in this area ● OK, but could do better ● Needs improvement					

The background is a faded, golden-toned illustration. On the left, a figure with a large, multi-pointed halo is shown in profile, looking down at a small bowl or vessel on a stand. To the right, a group of people are depicted in various poses of distress or supplication, with some raising their hands. The overall style is reminiscent of traditional religious art.

Guest Speakers

”The way of fools seems right to them, but
the wise listen to advice.”

Proverbs 12:15

Nick Speliopoulos

Co-leader and Founder of the Safety Ministry
St. George Greek Orthodox Church – Prescott, AZ

” The plans of the diligent lead surely to abundance, but everyone who is hasty comes only to want.”

Proverbs 21:5



Nick Speliopoulos – Starting a New Ministry

Best Practices and Lessons Learned - General

- Once you understand your ministry's true purpose, identify your initial needs and recruit the “right” people
- Create a 5P Information Plan and re-visit your purpose and your goals annually (control your initial scope and set attainable goals)
- Prioritize budget items each year for justification to the Parish Council and discussion at the Fall General Assembly
- Attend Council of Ministries meetings to speak directly with other ministry leaders – to gain needed support and to avoid conflicts / issues

Best Practices and Lessons Learned – Specific to Safety & Security

- Background Checks on all team members...tedious process
- Have a team member serve as a liaison to Local Authorities
- Coordinate with Ushers and Greeters (they provide “eyes and ears” on Sunday mornings)
- Situational Awareness: you know what “normal” looks like at your church



St. George 5P Information Plan

Safety Ministry

St George Orthodox Church The 5 “P” Plan Safety Ministry

1 - Purpose

The Safety Ministry's primary purpose is to protect the SGOC members, guests, church structures and grounds from sources of physical hazards including, but not limited to medical issues, fire, criminal activity and accidents.

2 - PEOPLE

Co-Leads :

Team Members: See attached Organization Chart

Board Liaison:

Spiritual Advisor:

Planning & Development:

Pillar: Facilities

3 - PLAN

The Safety Ministry will provide ongoing oversight and recommendations for the physical safety of the church members, guests, while they are present on the St. George Orthodox Church (SGOC) campus. Further, the Safety Team (the Team) plan includes the following:

1. Provide first response during emergency medical aid incidents at church services and activities.
2. Provide a safe and secure environment at SGOC in a discreet manner that is conducive to the non-exposure of staff and congregation to potential harm caused by criminal activity.
3. Monitor behavioral issues to prevent church service disruptions.
4. Prevent loss by reducing purposeful damage, undesired entry, and property crimes.
5. Give preventative attention to accident control, fire prevention, and general safety issues.
6. Provide special security protection details and assistance related to threat assessment cases.

4 – Presence

To enhance cross-ministry coordination and communications involving safety and security plans, concerns and issues with several of the existing SGOC ministries to include but not limited to the following: Liturgical, Greeters, Ushers, Sunday School, Facilities and Agape Meal. These and other ministries will communicate various safety policies and procedures to the parish and its members directly and on an as needed basis topics that include Safety topics. In addition, the parish at large will learn of both the Safety Ministries existence and policies via a “TBD” communications plan with the Communication's Ministry. The Safety Ministry will also plan to communicate and coordinate with local law enforcement, emergency responders and the fire department from time to time. When appropriate, a disclaimer will be added to certain Safety communications that may include the following: "The Safety Ministry is a volunteers group of individuals who may or may not be carry weapons via their AZ CCW

certifications and rights and in accordance with the national Good Samaritan laws. SGOC has not and does not condone the use of weapons.

5 – PERFORMANCE

The Safety Ministry will assess the Church Campus and make prioritized recommendations to the Parish Council regarding future safety and security measures to be implemented as the budget allows. The team will work with other ministry leaders, as needed, to improve the overall safety and security footprint at SGOC.

Overall Goals:

- To provide a safe environment for parishioners, families and guests while they attend worship activities at SGOC; ensure they can pursue spiritual growth in the Orthodox faith in a safe and a loving environment (prioritizing people, facility, equipment, automobile, other).
- Provide immediate response to medical incidents and incidents related to criminal assault occurring at SGOC Campus.
- Conduct quarterly team meetings to discuss agenda items, to include, coverage issues, updates to on-going projects, training scenarios, threat updates from the Department of Homeland Security (DHS) and local Police Liaison.
- Coordinate/Communicate with other ministries and leaders, as needed.
Examples include, but are not limited to:
 - The Usher and Greeting Ministries on Sunday morning before the Divine Liturgy
 - Sunday School and Altar Server Ministries (background checks)
 - Facilities Ministry (verification of fire extinguishers)
 - Coordinate specialized training (ie. CPR/AED training)

Financial Resources: See Attached Budget

SMART Goals:

- Grow the Safety team to approximately 6 members by September 1, 2024. Membership focus will be on finding retired first-responders (Fire/Police/EMS/Medical Health professionals and Military Veterans) for the team. Recruiting of members may require public parish announcements and/or private recruiting discussions with targeted individuals. All team members must pass the GoArch Youth Safety Platform before becoming official members of this Ministry.
- Establish a schedule by June 1, 2024 that will provide coverage from the Safety Team primarily during the Sunday morning Divine Liturgy, as that service has the greatest number of people attending. As the team grows, expand its presence at other Church activities and functions.
- Conduct "Walk-Through" tours of the Church campus with all team members to ensure familiarization with location of special equipment (wheelchair, AED, first aid kit, etc.) on or before June 1, 2024.
- Develop emergency protocols that deal with contingencies for church evacuation (ie. fire drill/fire incidents), medical assistance/ambulance, active shooter scenario, etc. on or before July 1, 2024. These protocols will be reviewed and approved by the Board for their June board meeting.
- Develop and gain approval for a process outlining the recruitment of new Safety Team members by no later than July 1, 2024. The process will be reviewed by

and approved by the Parish Council before any team members are added.

Before Services

- Team members will arrive 15 minutes before the Divine Liturgy begins.
- Team Leader will "check-in" with the Ushers and Greeters to see if they have any concerns.
- Expand safety coverage for other Sunday morning activities, when possible (ie. Catechumen training, Sunday School and Orthros worship).

During Services

- Team members will attend worship and provide safety and security from different places from within the Nave; there will be no set positioning of the team and it will vary from week to week.
- Team members will be identified to the congregation by a colored lanyard with their nametag attached.

After Service

- Continue to provide a safety and security posture during "Coffee Hour" in the Fellowship Hall and Courtyard and playground, as needed.

Special Events Coverage

- TBD on a case-by case basis

MEASURABLE:

- Improve the safety and security posture of the Church Campus by creating a building evacuation plan.
- Create a standard incident report format for use by the Safety & Security Team
- Keep a record log that tracks the number of incidents that occur and then review these with the Team, Board Liaisons and Parish Council on a regular basis.
- Enhance the physical security of the campus by adding video cameras in optimal locations, particularly on building entrances and the children's play area.
- The Safety and Security Team will submit a quarterly update to the Parish Council (via its Board Liaison). The update should include the current status of on-going projects and reported incidents during the quarter.

Exhibit A Check List

1. Wear the designated Safety & Security Team lanyard during Sunday Worship Service.
2. Make a quick inspection of the church facility to ensure areas are safe and without obstruction.

Alexis Pappas

ECM Cohort Coordinator, Youth & Young Adult Ministries
Greek Orthodox Archdiocese of America

*” Serve wholeheartedly, as if you were serving the Lord,
not people, because you know that the Lord will reward
each one for whatever good they do. . .”*

Ephesians 6:7-9

A stylized, light blue mountain range graphic serves as a background for the text. The mountains are composed of several peaks of varying heights, with the central peak being the tallest. The graphic is semi-transparent, allowing the text to be clearly visible over it.

EFFECTIVE **CHRISTIAN MINISTRY**

BUILDING FAITH TO MOVE MOUNTAINS

Do Some Research

- Ministry should be intentional, not accidental
- At Y2AM, we offer the Effective Christian Ministry Course (www.effectiveministry.org)
- Learn about the pitfalls in parish ministry and how to avoid them
- Discover how timeless practices of the Church address the needs and challenges of this generation





Know Your Audience

- Ministry is relational and context-specific
- Understand the needs of your parish and co create goals
- 40 percent of young girls ages 14-18 report loneliness



Loneliness is Addressed with Christian Fellowship

- Key Characteristics
- Consistency
- Curiosity
- Enjoyment
- Depth
- Trust
- Co-Suffering



Best Practices in Action

De-silo the parish:
foster
intergenerational
interaction

Baking workshops
with youth and
elders

Making koliva
while sharing
testimony

Youth and adults
serving together in
the community

Post-COVID
outreach: calls and
yard work for
seniors

Build relationships
across generations

Conclusion

Recap: Research, Know your audience, Build relationships

Call to action: Explore the Effective Christian Ministry course

Challenge: Create one intergenerational opportunity this year

Closing thought: The Church as a family with Christ at the center



Alexis Pappas – Attracting and Engaging

Best Practices and Lessons Learned

- **Do the Research** – Effective ministry begins with intentionality. Ground your efforts in the latest cultural trends and spiritual needs of your community
- **Understand and Address Pain Points** – What are people suffering with; what does your community need?
- **Co-Create Ministry** – Don't do ministry to people - - - do it with them
- **Practice Christian Fellowship** – Create spaces where people can be known, heard and loved in a Christ-centered community
- **Embrace Intergenerational Ministry** – Bring generations together; where young people and elders serve, learn, and worship side by side

Father Jeffrey Frate

Priest and Spiritual Leader
Leader - Adult Education Ministry
St. George Greek Orthodox Church – Prescott, AZ

*“Plans fail for lack of counsel, but with many
advisers they succeed.”*

Proverbs 15:22



Father Jeffrey Frate – Council of Ministries

Best Practices and Lessons Learned

- Convening a regularly scheduled Council of Ministries (COM) meeting brings the following benefits:
 - Raises awareness among ministry leaders of what other ministries are doing and how they can support one another
 - Furnishes a place where ministries can cross-pollinate and inspire one another
 - Gives us a forum to address common or shared challenges
 - Provides traffic control regarding events and scheduling
 - Creates an opportunity for the Priest to review the mission of the Parish with all leaders together
 - Allows Parish Council Liaisons to connect with and become more familiar with Ministry leaders
- A product of the meetings is capturing and assigning action items (requires follow up)
- Schedule quarterly meetings of the COM at the beginning of the year, giving everyone advance notice
- Parish Council members may need convincing regarding the value of another meeting



How to Get Started

*” The law of the Lord is perfect, refreshing the soul.
The statutes of the Lord are trustworthy, making wise
the simple...”*

Psalm 19:7



Start Small and Keep It Simple

Suggestions for Early Activities

- Ask your ministry leaders / Parish Council members to complete our “ 5P Ministry Effectiveness” survey. We’ll set it up for you, review results with you and give you advice on where to focus

"5P" MINISTRY EFFECTIVENESS																																																													
Orthodox Parish Leadership																																																													
DOES YOUR MINISTRY HAVE THE CLARITY OF MISSION AND REQUIRED RESOURCES TO BE EFFECTIVE? In this very brief survey, you can gauge the effectiveness of your ministry against 15 critical attributes (best practices) of an impactful parish ministry. The first seven questions refer specifically to your respective ministry. The following eight assess the support and coordination of ministries within the Parish. Please note that ministries will not be identified, and all individual responses will be anonymous. However, a summary report will be created and shared with your two "2x2" program representatives and your Proistamenos to present a collective view of all parish ministries. Again, thank you for your participation and dedication to supporting your Parish's mission. In Christ, Peter Panagis, Orthodox Parish Leadership (OPL) Ministry Effectiveness Lead Steve Tibbs, OPL Ministry Lead																																																													
- To be completed by your ministry leaders / co-leaders & PC members - Takes 2 to 3 minutes to complete - Can be used to help define a starting point for enhancing effectiveness																																																													
* OUR MINISTRY... <table><thead><tr><th></th><th>Strongly Agree</th><th>Agree</th><th>Unsure</th><th>Disagree</th><th>Strongly Disagree</th></tr></thead><tbody><tr><td>Has a clear and well-defined purpose statement.</td><td>☐</td><td>☐</td><td>☐</td><td>☐</td><td>☐</td></tr><tr><td>Establishes annual goals to guide our efforts.</td><td>☐</td><td>☐</td><td>☐</td><td>☐</td><td>☐</td></tr><tr><td>Has enough volunteers to adequately achieve our goals.</td><td>☐</td><td>☐</td><td>☐</td><td>☐</td><td>☐</td></tr><tr><td>Is adequately funded.</td><td>☐</td><td>☐</td><td>☐</td><td>☐</td><td>☐</td></tr><tr><td>Makes a positive impact within our parish.</td><td>☐</td><td>☐</td><td>☐</td><td>☐</td><td>☐</td></tr><tr><td>Effectively communicates to the Parish.</td><td>☐</td><td>☐</td><td>☐</td><td>☐</td><td>☐</td></tr><tr><td>Parishioners know how to connect with our ministry to volunteer or participate in our offerings.</td><td>☐</td><td>☐</td><td>☐</td><td>☐</td><td>☐</td></tr><tr><td>Our Parish has a "Council of Ministries."</td><td>☐</td><td>☐</td><td>☐</td><td>☐</td><td>☐</td></tr><tr><td>A "Parish Council Liaison" is assigned to our ministry to advise and assist in meeting the goals.</td><td>☐</td><td>☐</td><td>☐</td><td>☐</td><td>☐</td></tr></tbody></table>			Strongly Agree	Agree	Unsure	Disagree	Strongly Disagree	Has a clear and well-defined purpose statement.	☐	☐	☐	☐	☐	Establishes annual goals to guide our efforts.	☐	☐	☐	☐	☐	Has enough volunteers to adequately achieve our goals.	☐	☐	☐	☐	☐	Is adequately funded.	☐	☐	☐	☐	☐	Makes a positive impact within our parish.	☐	☐	☐	☐	☐	Effectively communicates to the Parish.	☐	☐	☐	☐	☐	Parishioners know how to connect with our ministry to volunteer or participate in our offerings.	☐	☐	☐	☐	☐	Our Parish has a "Council of Ministries."	☐	☐	☐	☐	☐	A "Parish Council Liaison" is assigned to our ministry to advise and assist in meeting the goals.	☐	☐	☐	☐	☐
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Parish Ministries coordinate their efforts well with each other. Ministry Leaders meet at least annually to build fellowship, share and offer support to one another. The purpose and goals of each ministry are provided annually to the Parish Council as input into setting the parish budget. Parishioners are surveyed at least every two years to understand their ministerial needs. Parishioners knowledgeable in project management are available to assist Ministry Leaders as needed. In total, our Parish's Ministries are effective.																																																													



Start Small and Keep It Simple

Suggestions for Early Activities

- Strongly consider a “Co-leader” structure for your ministries
- Enroll a subset of your ministry leaders in the Effective Christian Ministry course offered by the Archdiocese
- Organize a “Council of Ministries” comprised of all ministry leaders / co-leaders. Hold meetings at least annually – quarterly is recommended. Keep the agenda simple:
 - At the first meeting, allow ministry leaders / co-leaders to introduce themselves and their ministries
 - At subsequent meetings have the ministry leaders / co-leaders discuss:
 - Their major accomplishments in the past 90 days;
 - The work they have planned for the next 90 days; and
 - Anything the Council can do to support them in their work?
- Share the minutes (or at least a summary) of the Council of Ministries meetings with the parish – either verbal (post-liturgy) or written (parish newsletter)



Start Small and Keep It Simple

Suggestions for Early Activities

- Assign empowered Parish Council Liaisons to every ministry with the goal of actively supporting ministry leaders and serving as the voice of the ministry on the Parish Council
- Find two (2) ministry leaders who are willing to voluntarily complete and “5P Ministry Effectiveness Guide” and review the results with their Parish Council liaison. Use the output to set one (1) goal for specific ministry improvement activities
- Once the first two (2) are complete, find three (3) more ministry leaders willing to do the same
- For your next budgeting cycle, consider requiring all ministries which are requesting funding to provide the Parish Council with:
 - Their ministry’s purpose and how it supports the church’s overall mission;
 - Their goals for the next 12 months; and
 - Details of how the funding will be used to complete goals in support of their ministry’s purpose



Start Small and Keep It Simple

Suggestions for Early Activities

- Consider the creation of either an online (recommended) or physical “Ministry Handbook” to inform parishioners of:
 - The purpose of each ministry;
 - The good work being performed by your ministries and goals / projects planned for completion; and
 - Who to contact to find out more

Examples of ministry handbooks can be found at:

<https://stewardshipcalling.com/stewardship-ministry-handbooks/> (thanks to Bill Marianes)

- When creating your Annual Stewardship Packet, include a Ministry Handbook (or a QR code link to one) in the packet. On the pledge card, ask parishioners to indicate which ministries (checkboxes) they are interested in learning more about and / or possibly serving on
- Finally, don’t hesitate to reach out to me to discuss how to begin in your parish

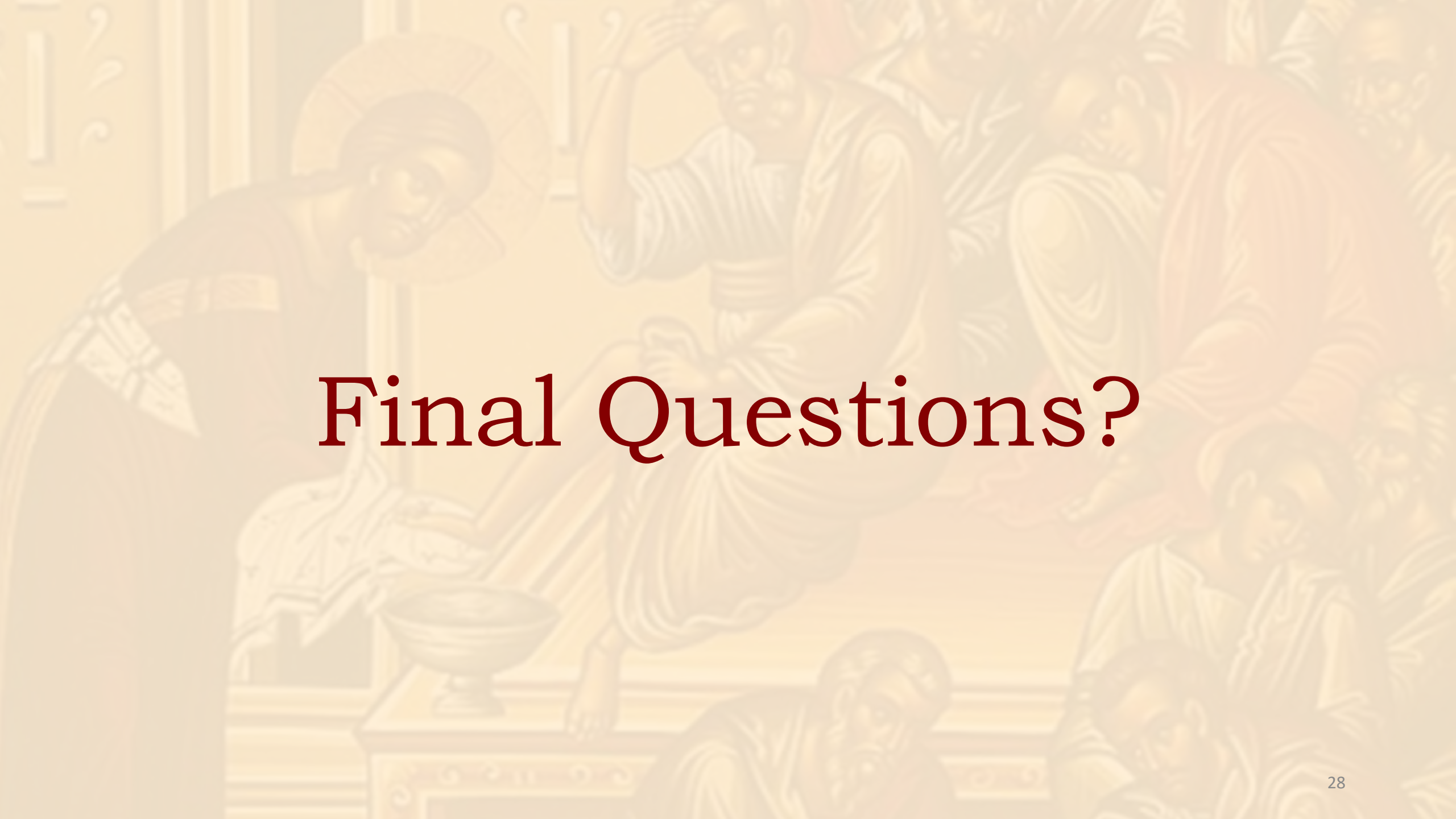
Contact Information

5P Ministry Effectiveness

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Final Questions?