

**44 - STEWARDSHIP & ENGAGEMENT** - we still have dues mentality to stewardship as a result our stewardship is not where it needs to be; stewardship; Lack of engagement; unpaid stewardship contributions by parishioners; lack of commitment; low stewardship; lack of participation within certain organizations; stewardship; attendance; need better system for volunteering and stewardship; we have a community that does not pay enough Stewardship; people don't give their time to the church to help strengthen our community; the younger generation do not go to church or volunteer as much; no growth in stewardship; lack of youth involvement; main weakness is declining stewardship; main weakness is declining stewardship; very low stewardship; no tithing; lack of attendance and support for General Assembly; Do not support church organizations – Choir, Philoptochos, Sunday School etc.; Loss of contact with community except for fundraising (fish fry and festival) and not for service; our funds we have available; too dependent on festival for operating expenses; young parishioners don't volunteer as much; lack of younger member participation; participation among the youth; participation in general; not a lot of youth involvement; lack of youth volunteering at festival; lack of volunteers; people will not help unless asked; our church spend the communities funds on unnecessary items thus causing a struggle to run the daily activities of the church; lack of outreach to our membership; teamwork not enough push to seek and involve those with talents to do not support church functions; participate; support for organizations and general assembly; participation and attendance rates are low; general assembly attendance; very poor participation in parish governance (e.g. parish assemblies); lack of festival volunteers/need to hire paid staff for festival; People do not show up or get involved because they feel only a small group is running the church and won't value my opinion; Lack of tithing; Participation is not at level it should; lack of parishioner engagement support in ministries.

**42 - UNWELCOMING & DIVISIVE** - Not welcoming to non-Greeks or outsiders; not welcoming to outsiders; cliquishness; cultural elitism; no onboard process for new parishioners; people are very cliquish, which makes it hard for new people to feel fully welcome; family clicks; unwelcoming to non-Greeks and Xenoi; not very welcoming to outside new members; judgmental, not accepting of (foreigners); We still suffer from parochial mentality; Unwelcoming to converts who come to the faith through marriage but weary of converts embracing the church outside of marital commitments; clique oriented; sometimes not friendly to outsiders; not welcoming to new members; the unwelcoming greeting people receive when attending church that are not members of our community; lack of opportunities to support and connect with one another; Diversity that drives divisions; unwelcoming to non-Orthodox visitors; we have various age groups who do not think the same; division in groups based on where people are from; a divide between older and younger generations; greatest weakness is getting everyone to work together and on the same page for our ultimate plan; judgmental individuals make people feel uncomfortable; people unforgiving; Division between the have and the have nots; Gossiping; Jealousy; Mistrust; division between communities and groups; we become frustrated when someone else does not agree with our plan of handling a situation, as opposed to working problems our parishioners quit; not inclusive to our own parishioners;

jealousy; we lack patience with one another, especially when under pressure; politics and fighting among parishioners; lack of caring and supportive environment; conflict and division among membership; sin in the church which includes gossip and pride which causes disunity, burnout and overcommitment; people from family background do not support people from different backgrounds (ex: Xiotos do not support Rodians and vice versa; Greed; in the last century working together was absolutely necessary as the alternative was failure of the community. Yes, there was disagreement before but back then the parishioners put their differences aside and made it work; some small sect of cliques with self-driven agendas.

**35 - APATHY & RESISTANCE TO CHANGE** - we are afraid of change; resistance to change; our biggest problem is apathy and stagnancy in the community; fear of change in general; we are on cruise control, we need a vision for growth; stubbornness; at times close minded; fearful of change; fearful of changes and close mindedness; we have a lot of close minded members; apathy; It seems like the older generations see no problem with keeping things as is; Apathy; stubbornness not to see everyone's views or ideas; stuck in the past; Change resistance; Stagnant; People don't want change; Difficulty letting go of the past; Complacency; Close mindedness; St. Demetrios has been slow to adapt to technology; some complacency toward church; resistance to change; While the younger generations are more included to make changes, there is a lack of communication and a sense that "this is how we always have done it", or "why do you want to change what we have been doing for years"; close minded to fresh and different ideas; general apathy; tendency to be hostile to sweeping change; not evolving and open to new ideas; that's the way we've already done it; lack of attendance at general assemblies; close minded...change is not accepted well; Change resistance; Stagnant and not moving forward; Lack of commitment to grow community.

**32 - FACILITIES / LOCATION/ COMMUNITY CENTER/ INADEQUATE YOUTH FACILITIES** - Lack of understanding that nobody will commit to church if they don't build new church; church building itself in need of repairs; church not large enough to fit the community; lack of altar space; much needed repairs in our church basement especially the kitchen; No gym, no play areas etc; no meeting place for youth activities; no facilities for our youth including Sunday school rooms or recreational space; lack of facilities to promote new youth activities; lack of facility for our youth; no place for the youth to congregate; no Sunday school no classrooms for Sunday or Greek school; classrooms; lack of youth spaces especially Sunday school; no Sunday school rooms; Do not improve our failing facilities. Leaky roofs, outdated facilities, no air conditioning; building needing repairs; poor maintenance of our church building; aged buildings; history of not making necessary repairs timely (e.g. loss of Sunday School building, deteriorating plaster in church); acoustics at the church are not optimal; lack of office space for the Secretary and office administration.;\_- community center (does it pay for itself, how does the Parish benefit); separate church location from our community center; security of our church due to its location; the location of our church; location; it's the area our church is located; Church facilities need repair and can't raise money; No place for youth of all ages

to come together (basketball play areas, etc.; Cancelled new church and community center; No place for youth to convene.

**22 - CHURCH SERVICES & ENGAGEMENT** - length of service compared to other denominations; only one time slot for divine liturgy; lack of multiple services; lack of attendance at church services; low church attendance; participation and liturgy and other church functions; Sunday church service attendance; parishioners attendance of divine liturgy; Sunday service participation; lead and inspire those who cannot, low growth st Demetrios is weak to target the loyal to find their way back into worship; attendance to church; too many members do not come to church; joining in the spiritual functions of the Church; application of Bible centered message sermons to relevant circumstances of today; same people in the pews every Sunday; low church attendance; church attendance; poor church attendance; online services convenient but could be improved; liturgy book in pews need updated; not meeting regularly as a church; Attendance in church services.

**14 - LEADERSHIP** - People in higher positions on board have personal agendas and do not look at the needs of this community; no vision for the future; Committees have been formed 3 times to build improve and build new structures and have failed; rudderless and directional sense; fear of new individuals to step up as leaders due to criticism from past practice individuals; lack of plan for future; do not relay personal testimonies from church leaders; do not follow through on growth; proactive approaches by the clergy to generate interest has been secondary including joining the Board, our church spend the becoming members of committees; lack of community between lay and clergy leadership; issues with Greek and Sunday school lack of planning especially in Greek school; lack of understanding of church community priorities; Parish council; Lack of commitment to do what's best for church rather than themselves.

**12 - YOUTH & YOUNG ADULT MINISTRIES** - 18-30 year olds left out; very little for the youth; uninvolved young adults; our church needs to bring youth and young adults together; Do not have activities or facilities to bring our youth together; lack of young adult activities; our church needs to bring the youth and young adults together to help with the core function of our Church; younger parishioners not involved and feel left out; loss of faith in younger generations; lack of youth gatherings/programs; should be great due to the beauty of Orthodox traditions but there is a need to communicate the elements that make our Orthodoxy desirable to retain our youth and young adults; need more fundraising and support for youth ministries.

**11 - RELIGIOUS UNDERSTANDING/EDUCATION** - teach our own to know their religion; Bible literacy, need to know Bible verses better; lack of education on divine liturgy; to a degree we suffer from having a form of Godliness but denying the power thereof 2 Timothy 3:5 lack of orthodox education in the home setting; religious schools; lack of understanding of Orthodox faith; Lack of understanding of Orthodox faith; Lack of understanding scripture; No introductory process stage for new stewards or new members; Lack of understanding of history of church and heresies.

**11 - TECHNOLOGY & COMMUNICATIONS** - technology (versus digital bulletin, does not electronic); behind on technology; communication; communication; not up to date with technology; technology; lack of communication; Online church services; Communication; poor use of technology for communication (but that is changing for the better); Behind in technological reach to community.

**8 - ENDOWMENT** - large endowment fund gives us false sense of financial security; Endowment fund; large endowment fund; the endowment fund discourages stewardship; endowment; Endowment contributes to apathy because of false security and people don't needs to get involved; Endowment; \$5 million endowment - it negatively impacts financial stewardship.

**6 - LACK OF OUTREACH & PHILANTHROPY** - outreach has been stagnant due to not prioritizing funding for local efforts; too little support for outreach for the poor; lack of outreach activities; It's primarily known for festival, dance and food; little charitable work; poor outreach/mission work-discontinued soup kitchen; lack of participation within surrounding Orthodox communities.

**6 - TOO ETHNIC – LACK OF DIVERSITY**- value Greek culture above Orthodox faith; lack of ethnic diversity; St Demetrios is still insular to its Greek heritage; branding the Greek Orthodox community does not promote its core values; Greek vs English in divine liturgy; assuming that one must be Greek to be part of our church and community.

**6 – DECLINING / AGING COMMUNITY** - we have an aging community; aging parish members an aging parish, lack of onboarding process for new parishioners; dwindling members; Our parish is age out.; aging community.

**5 - NO CHOIR** - no choir; no choir; no choir; lack of basic church groups such as Sunday school and choir; no choir.

**4 - CHANGING FAMILY DYNAMICS** - change in family dynamics, blending, (more marriages with Xeni); young families struggle to commit to the church; not an effective relationship between young and old; Family dynamics has changed.

**3 - MOVING AWAY** - parishioners grow up and move away; young adults are not staying in Warren; young couples leaving area for new job opportunities.

**3 - ORTHODOX RELIGION ISSUES** - old fashioned religion (that does not always attract those looking to get involved); people not accepting our traditional Orthodox religious values; people leaving Orthodoxy religion and going to other religions.

**2 - POST COVID ATTENDANCE DECLINES** - Unfortunately, with COVID, I have also seen a decrease in attendance.; after COVID lack of people coming to church.

### **ONE-OFFS**

- ~ not reaching out to spouses after losing their spouse;
- ~ Investment;
- ~ poor participation in metropolis programs;

## WEAKNESSES

- ~ no place for the aged;
- ~ the need for more cultural events like dances;
- ~ poor coffee hour attendance;
- ~ non-Greek members why don't they come;
- ~ Identity;
- ~ gap in groups for moms with young children;
- ~ more parishioners marrying Non-Greeks and leaving the church;
- ~ General assembly
- ~ Lack of people understanding that secularism has crept into church
- ~ Emerging generation of youth
- ~ Seeing opportunities as threats