Program Evaluation of Greek Orthodox Archdiocese of America

Research Findings
Presented May 10, 2019
Executive Summary
In order to gauge the efficacy of investments in the Greek Orthodox Archdiocese of America’s 10 programs (five primary and five secondary, such as religious education, family engagement and Greek language and culture, among others), the Archdiocese commissioned a study with two phases.

- In Phase I, 7 in-depth interviews with key leaders were conducted.
  - Participants reflected a range of clergy and lay leaders in Metropolises across the U.S. as well as in the Archdiocese; discussions covered the 10 program areas and general opinions.
- In Phase II, this input was factored into the development of a questionnaire to leaders throughout the Greek Orthodox Archdiocese of America.
  - See next page for participant information.

The main objective of this research is to determine which programs should be maintained, which should be changed and which should be replaced to optimize use of Total Commitment funding.
Clergy, Parish Council Presidents, and Other Lay Leaders were invited to participate in an online survey about their experiences with the programs of the Greek Orthodox Church of America from November 26 – December 23, 2018. Barna Group provided the online survey link to the Archdiocese, who distributed the link to Metropolitans to send to clergy and lay leaders via email.

Screening criteria were set in place to ensure each respondent received the appropriate questions based on their role in the Church. To ensure validity of the study, responses were collected anonymously.

In total, 565 participants completed the survey: 309 Clergy, 208 Parish Council Presidents, and 48 other Lay Leaders.

**Participation by Metropolis:**
- **Atlanta:** 50 clergy (75% of total) and 38 lay leaders
- **Boston:** 46 clergy (71% of total) and 47 lay leaders
- **Chicago:** 37 clergy (64% of total) and 40 lay leaders
- **Denver:** 23 clergy (43% of total) and 12 lay leaders
- **Detroit:** 21 clergy (58% of total) and 13 lay leaders
- **Direct Archdiocese District:** 39 clergy (40% of total) and 21 lay leaders
- **New Jersey:** 24 clergy (47% of total) and 16 lay leaders
- **Pittsburgh:** 27 clergy (55% of total) and 29 lay leaders
- **San Francisco:** 39 clergy (45% of total) and 33 lay leaders
- **Archdiocese:** 10 leaders

Total clergy in each Metropolis includes those invited - active clergy.
Executive Summary

For context, the survey first asked about broader challenges the Greek Orthodox Church faces today. In general, Clergy and Lay Leaders say a lack of commitment or apathy is the primary issue facing the Church today, followed by the importance of engaging the next generation.

- The idea of next generation development is a common thread in feedback on programs and needs of the Church. Clergy especially, as well as lay leaders, consistently prioritize ministries that help youth and young adults lay a foundation and grow in their faith.
  - In conversations with leaders, many point out that those churches prioritizing these ministries are thriving or even growing, while those that have not prioritized next generation development are stagnant or declining.
  - In assessments of ministries in the survey, youth programs, youth religious education, and young adults ministry are rated among the highest priorities.
Clergy believe apathy and lack of commitment among Greek Orthodox Christians is the most pressing issue facing the Greek Orthodox Church today. Parish Council Presidents and other lay leaders are more likely to say engaging the next generation is most pressing.

**Top 10 most pressing issues**

<table>
<thead>
<tr>
<th></th>
<th>Clergy</th>
<th>Parish Council President</th>
<th>Other Lay Leader</th>
</tr>
</thead>
<tbody>
<tr>
<td>a</td>
<td>Apathetic/uncommitted Greek Orthodox Christians</td>
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<td></td>
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<tr>
<td>b</td>
<td>Engaging a younger generation</td>
<td></td>
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<tr>
<td>c</td>
<td>Personal Spiritual Health</td>
<td></td>
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<td>d</td>
<td>Secularism</td>
<td></td>
<td></td>
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<tr>
<td>e</td>
<td>Recruiting volunteers/motivating people to serve</td>
<td></td>
<td></td>
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<tr>
<td>f</td>
<td>Finances/generosity</td>
<td></td>
<td></td>
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<tr>
<td>g</td>
<td>A spectator/consumer culture in the Church</td>
<td></td>
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<tr>
<td>h</td>
<td>Competing for people’s time</td>
<td></td>
<td></td>
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<tr>
<td>i</td>
<td>Developing the next generation of church leadership</td>
<td></td>
<td></td>
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<tr>
<td>j</td>
<td>Being relevant without conforming to society</td>
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</tbody>
</table>

**Question 5:** What do you think are the 10 most pressing issues or topics facing the Greek Orthodox Church today?
Executive Summary

Participants in this research evaluated the ministries and resources of the Greek Orthodox Archdiocese in several ways (summarized on the following pages): the priority of programs, how favorably they rated resources by ministry, and the desire for further investment in a ministry or resources.

• In addition to youth and young adult ministries, stewardship is also rated a high priority, as well as adult education. Stewardship, internet ministries, and youth resources also were rated most favorably. Greek education is considered a much lower priority and an area in which leaders would like to see the Archdiocese invest less.

The highest rated ministries and resources include:
• Youth ministries
• Youth religious education
• Internet ministries

Those resources rated less favorably include:
• Young adult ministries
• Greek education
• Adult religious education
• Outreach and evangelism
Ministry resources in the bottom half of this page are rated less favorably and warrant improvements (especially young adult ministry and adult religious education). However, if on the left side of the page (Greek education), these ministries are not as valuable to respondents and should not be invested in further.
Similar to the previous page, ministry resources in the bottom half of this page are rated a lower priority (Greek education) and should not be invested in further.
Program/Ministry Feedback
More leaders rated youth programs as a high priority compared to each of the other ministries and programs mentioned in this study. 57% of clergy say youth programs are a high priority. Just 16% consider Greek education to be a high priority.

<table>
<thead>
<tr>
<th>Programs and ministries that are a high priority</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leaders were able to select multiple ministries as a high priority</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Ministry</th>
<th>Clergy</th>
<th>Parish Council President</th>
<th>Other Lay Leader</th>
</tr>
</thead>
<tbody>
<tr>
<td>Youth Programs</td>
<td>57%</td>
<td>56%</td>
<td>48%</td>
</tr>
<tr>
<td>Youth Religious Education</td>
<td>46%</td>
<td>41%</td>
<td>27%</td>
</tr>
<tr>
<td>Stewardship</td>
<td>41%</td>
<td>48%</td>
<td>40%</td>
</tr>
<tr>
<td>Adult Religious Education</td>
<td>34%</td>
<td>20%</td>
<td>10%</td>
</tr>
<tr>
<td>Young Adult Ministries</td>
<td>28%</td>
<td>23%</td>
<td>25%</td>
</tr>
<tr>
<td>Internet Ministries</td>
<td>26%</td>
<td>13%</td>
<td>6%</td>
</tr>
<tr>
<td>Marriage and Family</td>
<td>26%</td>
<td>17%</td>
<td>17%</td>
</tr>
<tr>
<td>Outreach and Evangelism</td>
<td>26%</td>
<td>15%</td>
<td>15%</td>
</tr>
<tr>
<td>Greek Education</td>
<td>16%</td>
<td>16%</td>
<td>8%</td>
</tr>
</tbody>
</table>

**Question 6:** How much of a priority are the following types of programs and ministries at your parish? Rating scale: 1=lower priority/ 5=higher priority. If your parish does not currently have this type of ministry, enter a priority level of 0.
Priority of programs at parishes

by the size of the parish

- Large parishes with 250 or more attendees rank each program as a higher priority compared to smaller parishes with less than 250 people.
- Large parishes are much more likely to say youth programs are a high priority compared to smaller parishes (68% compared 40%).
- Young adult ministries are a considerably higher priority at large parishes (31%) compared to smaller parishes (18%).

Programs and ministries that are a high priority

Leaders were able to select multiple ministries as a high priority

<table>
<thead>
<tr>
<th>Program</th>
<th>Under 250</th>
<th>250+</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stewardship</td>
<td>44%</td>
<td>45%</td>
</tr>
<tr>
<td>Youth program</td>
<td>40%</td>
<td>68%</td>
</tr>
<tr>
<td>Youth religious education</td>
<td>39%</td>
<td>46%</td>
</tr>
<tr>
<td>Adult religious education</td>
<td>25%</td>
<td>28%</td>
</tr>
<tr>
<td>Outreach and evangelism</td>
<td>20%</td>
<td>22%</td>
</tr>
<tr>
<td>Young adult ministries</td>
<td>18%</td>
<td>31%</td>
</tr>
<tr>
<td>Marriage and family</td>
<td>17%</td>
<td>25%</td>
</tr>
<tr>
<td>Internet ministries</td>
<td>17%</td>
<td>20%</td>
</tr>
<tr>
<td>Greek education</td>
<td>8%</td>
<td>20%</td>
</tr>
</tbody>
</table>
Priority of programs at parishes

by the leader’s age

- Leaders under the age of 50 are less likely to rate youth programs (48%), youth religious education (31%), or marriage and family ministries (14%) as high priorities for their parish compared to leaders ages 50 or older.

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**Programs and ministries that are a high priority**

Leaders were able to select multiple ministries as a high priority

<table>
<thead>
<tr>
<th>Ministry</th>
<th>Under 50</th>
<th>50 to 64</th>
<th>65+</th>
</tr>
</thead>
<tbody>
<tr>
<td>Youth program</td>
<td>48%</td>
<td>58%</td>
<td>61%</td>
</tr>
<tr>
<td>Youth religious education</td>
<td>31%</td>
<td>45%</td>
<td>51%</td>
</tr>
<tr>
<td>Stewardship</td>
<td>40%</td>
<td>44%</td>
<td>47%</td>
</tr>
<tr>
<td>Adult religious education</td>
<td>21%</td>
<td>29%</td>
<td>29%</td>
</tr>
<tr>
<td>Young adult ministries</td>
<td>19%</td>
<td>27%</td>
<td>31%</td>
</tr>
<tr>
<td>Outreach and evangelism</td>
<td>18%</td>
<td>24%</td>
<td>19%</td>
</tr>
<tr>
<td>Marriage and family</td>
<td>14%</td>
<td>24%</td>
<td>27%</td>
</tr>
<tr>
<td>Internet ministries</td>
<td>16%</td>
<td>21%</td>
<td>19%</td>
</tr>
<tr>
<td>Greek education</td>
<td>14%</td>
<td>14%</td>
<td>20%</td>
</tr>
</tbody>
</table>
Youth programs

- Parishes tend to use a mix of both their own resources and resources from the Archdiocese when it comes to youth programs.
- Regardless of whether or not the parish currently uses youth ministry resources from the Archdiocese, a majority of leaders have a favorable opinion of them.
- 64% of clergy say they use Archdiocese resources, but just 31% have a very favorable opinion of them.

**Resources used for the ministry**
(Leaders may use both Archdiocese and own resources)

- **Use Archdiocese resources**
- **Use own resources**
- **Do not use any resources**

**Perceptions of Archdiocese resources**

- **Clergy**
  - Very favorable: 8%
  - Somewhat favorable: 31%
  - Somewhat unfavorable: 10%
  - Very unfavorable: 9%
  - No opinion/Don't know: 11%

- **Parish Council President**
  - Very favorable: 6%
  - Somewhat favorable: 24%
  - Somewhat unfavorable: 5%
  - Very unfavorable: 11%
  - No opinion/Don't know: 13%

- **Other Lay Leader**
  - Very favorable: 8%
  - Somewhat favorable: 25%
  - Somewhat unfavorable: 36%
  - Very unfavorable: 10%
  - No opinion/Don't know: 13%

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**Question 7**: Does your parish currently use any of the resources provided by the Archdiocese or do you use/create your own? You may select either or both of these options for each item.

**Question 9**: Overall what is your opinion of the resources provided by the Archdiocese for each of these ministries?
Youth programs

- Approximately half of all leadership consider youth programs to be a high priority and a majority would like to see the Archdiocese invest more into the ministry.
- 65% of clergy would like to see more invested into youth programs. Only 8% think less should be invested here.
- 57% of clergy say youth programs are a high priority.

Should the Archdiocese invest more or less in this ministry?

<table>
<thead>
<tr>
<th>Ministry</th>
<th>Invest more</th>
<th>Keep the same</th>
<th>Invest less</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clergy</td>
<td>65%</td>
<td>23%</td>
<td>8%</td>
</tr>
<tr>
<td>Parish Council</td>
<td>74%</td>
<td>17%</td>
<td>2%</td>
</tr>
<tr>
<td>Other Lay Leader</td>
<td>75%</td>
<td>23%</td>
<td>2%</td>
</tr>
</tbody>
</table>

Question 6: How much of a priority are the following types of programs and ministries at your parish?

Question 12: Regardless of whether or not you use the resources provided by the Archdiocese, do you feel the Archdiocese should invest more or less in any of these ministries? (*Don’t know* responses not shown)
GOYA is the most utilized youth program according to leaders, followed by Camping Ministries and JOY. 77% of clergy say their parish uses GOYA.
Opinion of youth ministry resources

**Base: Those who have youth ministry**

- 81% of clergy have a very favorable opinion of Be the Bee—the most highly rated youth ministry among all church leaders.

<table>
<thead>
<tr>
<th>Ministry</th>
<th>Clergy</th>
<th>Parish Council President</th>
<th>Other Lay Leader</th>
</tr>
</thead>
<tbody>
<tr>
<td>Be the Bee</td>
<td>81%</td>
<td>34% 62%</td>
<td>87%</td>
</tr>
<tr>
<td>Ionion Village</td>
<td>62%</td>
<td>32% 49%</td>
<td>57%</td>
</tr>
<tr>
<td>Camping Ministries</td>
<td>55%</td>
<td>31% 53%</td>
<td>52%</td>
</tr>
</tbody>
</table>

**Question 10:** What is your opinion of the resources provided by the Archdiocese for each of these youth ministries?
Opinion of youth ministry resources

Base: Those who have youth ministry

- Only 17% of clergy rate HOPE as very favorable, and about one third of other lay leaders don’t know HOPE as a youth ministry resource.

<table>
<thead>
<tr>
<th></th>
<th>Clergy</th>
<th>Parish Council President</th>
<th>Other Lay Leader</th>
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</thead>
<tbody>
<tr>
<td>GOYA</td>
<td></td>
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<tr>
<td>25%</td>
<td>13%</td>
<td>19%</td>
<td>22%</td>
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<tr>
<td>25%</td>
<td>13%</td>
<td>29%</td>
<td>22%</td>
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<tr>
<td>46%</td>
<td>11%</td>
<td>36%</td>
<td>37%</td>
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<tr>
<td>JOY</td>
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<tr>
<td>20%</td>
<td>10%</td>
<td>22%</td>
<td>30%</td>
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<tr>
<td>45%</td>
<td>16%</td>
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<td>19%</td>
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<tr>
<td>HOPE</td>
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<tr>
<td>17%</td>
<td>13%</td>
<td>21%</td>
<td>31%</td>
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<tr>
<td>14%</td>
<td>14%</td>
<td>23%</td>
<td>12%</td>
</tr>
<tr>
<td>43%</td>
<td>13%</td>
<td>38%</td>
<td>31%</td>
</tr>
</tbody>
</table>

Question 10: What is your opinion of the resources provided by the Archdiocese for each of these youth ministries?
Open feedback on youth programs

- Church leaders would like to see resources for youth programs updated. Several mentioned the material felt ‘out of date’ or ‘out of sync with everyday life.’
- Additionally, many leaders indicated that having training available for youth workers would be helpful and/or providing helpful tips like ‘best practices.’
- Smaller parishes felt the resources seemed geared or created for parishes with a large youth program already in place.
- Several church leaders mentioned the success of Be the Bee and used it as an example of how other youth programs should be updated or improved.

Because youth ministry is unique to each community, the better use of resources is to help educate and equip the teachers and adults doing the ministry. Regional seminars and materials to help deepen the knowledge, demonstrate effective presentation techniques, and help convey the Orthodox Faith in a way where our young people will be more engaged and challenged.

Resources tend to be directed to parishes with personnel available and relatively established, larger programs.

-Parish Council President

Need more engaging youth resources akin to the work done with Be the Bee.

-Parish Council President

Honesty, the resources provide positive direction for ministry within the parish. The issue is really how the materials are used or adapted to the parish or activity and which volunteer is using them.

-Clergy

...ministries are broad and difficult to apply at the parish level with untrained volunteers.

-Clergy

Many of the resources need to be updated to the times. Books/Zines old school. More tech (Be the Bee) hands on religious education material (learning by doing) and outreach services needed.

-Clergy

Question 11a: Is there any other feedback you would like to offer regarding Archdiocese resources for youth programs?
Young adult ministries

- For young adult ministries, leadership is almost twice as likely to use their own resources rather than resources from the Archdiocese.
- 30% of clergy say they use Archdiocese resources and 55% say they use their own parish resources. It is likely that some clergy are using both types of resources.
- 17% of clergy have a very favorable opinion of the Archdiocese resources for young adult ministries.

**Resources used for the ministry**
(Leaders may use both Archdiocese and own resources)

- Use Archdiocese resources
- Use own resources
- Do not use any resources

**Perceptions of Archdiocese resources**

<table>
<thead>
<tr>
<th></th>
<th>Clergy</th>
<th>Parish Council President</th>
<th>Other Lay Leader</th>
</tr>
</thead>
<tbody>
<tr>
<td>Use Archdiocese</td>
<td>20%</td>
<td>14%</td>
<td>17%</td>
</tr>
<tr>
<td>Use own</td>
<td>32%</td>
<td>33%</td>
<td>12%</td>
</tr>
<tr>
<td>Do not use any</td>
<td>48%</td>
<td>53%</td>
<td>71%</td>
</tr>
</tbody>
</table>

- No opinion/Don't know
- Very unfavorable
- Somewhat unfavorable
- Somewhat favorable
- Very favorable

**Question 7:** Does your parish currently use any of the resources provided by the Archdiocese or do you use/create your own? You may select either or both of these options for each item.

**Question 9:** Overall what is your opinion of the resources provided by the Archdiocese for each of these ministries?
Young adult ministries

- About a quarter of leadership would rate young adult ministries as a high priority, and seven out of ten think more should be invested in this ministry.
- 71% of clergy would like the Archdiocese to invest more in young adult ministries. Just 7% think less should be invested here.
- 28% of clergy say young adult ministries is a high priority at their parish.

Should the Archdiocese invest more or less in this ministry?

<table>
<thead>
<tr>
<th>Leadership</th>
<th>Invest more</th>
<th>Keep the same</th>
<th>Invest less</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clergy</td>
<td>71%</td>
<td>17%</td>
<td>7%</td>
</tr>
<tr>
<td>Parish Council President</td>
<td>69%</td>
<td>19%</td>
<td>2%</td>
</tr>
<tr>
<td>Other Lay Leader</td>
<td>73%</td>
<td>23%</td>
<td>2%</td>
</tr>
</tbody>
</table>

Priority of ministry at the parishes

<table>
<thead>
<tr>
<th>Leadership</th>
<th>0 - Do not have ministry</th>
<th>1 - Low Priority</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5 - High Priority</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clergy</td>
<td>17%</td>
<td>11%</td>
<td>12%</td>
<td>14%</td>
<td>28%</td>
<td>21%</td>
</tr>
<tr>
<td>Parish Council President</td>
<td>19%</td>
<td>11%</td>
<td>12%</td>
<td>15%</td>
<td>18%</td>
<td>19%</td>
</tr>
<tr>
<td>Other Lay Leader</td>
<td>21%</td>
<td>15%</td>
<td>10%</td>
<td>15%</td>
<td>17%</td>
<td>25%</td>
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</tbody>
</table>
A majority of clergy believe the Y2AM Ministry Plan (58%) and BeeTreats (52%) are the most effective resources when it comes to youth and young adult ministries.
### Open feedback on young adult programs

- Overall sentiment on young adult programs was wide-ranging. Some praised initiatives highly, while others were largely critical or unaware of such programs.
- The greatest call from clergy and council presidents was for more materials, resources, focus, and attention given towards these programs.
- Many surveyed expressed concern at the relevance of materials for young adult ministries and offered advice, but several praised Telos.
- A growing need for training and equipping leaders was brought up with several suggesting national forums or conferences for improved coherence and cooperation.

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*We would love a centralized forum for continuous religious education for young adults to come and meet from various Parishes on different locations to enrich their understanding of the faith and meet in fellowship. Different priests and guest speakers can lead the discussion and more people will attend. Such forums could be "Bible study-like" and also include other activities for Christian fellowship.*

- Clergy

*College ministry has been spotty and personnel dependent, meaning someone creates interest but it fades when that person leaves. We need continuity and energy.*

- Parish Council President

*We need more help to cultivate the young adults in our parish. There are many transplants who do not attend church regularly, and we need to get them more involved in the life of the church.*

- Parish Council President

*I like how Telos is now being implemented. There should be an more emphasis on this ministry. This is an age group that we have failed largely.*

- Clergy

*The "Orthodox on tap" gatherings are very productive and the Young Adults have responded well to this events*

- Clergy

*The direction…away from gimmicks and toward promoting true discipleship and service…is the right way to approach our Young Adults (Millennials and post-Millennials).*

- Clergy

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**Question 11b:** Is there any other feedback you would like to offer regarding Archdiocese resources for young adult ministries?
Marriage and family

- Leadership uses a mix of both own resources and resources from the Archdiocese for their marriage and family ministry. Clergy have a more favorable opinion of these resources.
- 60% of clergy say their parish uses Archdiocese resources for their marriage and family ministry and 50% use their own resources—indicating that several parish are using a mix of materials.
- 28% of clergy have a very favorable opinion of the Archdiocese resources. Parish Council Presidents seem to be much less familiar with the Archdiocese resources—42% have no opinion of them.

Resources used for the ministry
(Leaders may use both Archdiocese and own resources)

Perceptions of Archdiocese resources

Question 7: Does your parish currently use any of the resources provided by the Archdiocese or do you use/create your own? You may select either or both of these options for each item.

Question 9: Overall what is your opinion of the resources provided by the Archdiocese for each of these ministries?
Marriage and family

- At least half of all leadership would like to see the Archdiocese invest more into the marriage and family ministry resources, including 67% (two-thirds) of clergy who say this.
- 26% of clergy indicate that marriage and family ministry is a high priority at their parish.

Should the Archdiocese invest more or less in this ministry?

Invest more
Keep the same
Invest less

<table>
<thead>
<tr>
<th>Ministry</th>
<th>Invest More</th>
<th>Keep the Same</th>
<th>Invest Less</th>
</tr>
</thead>
<tbody>
<tr>
<td>Marriage and family</td>
<td>67%</td>
<td>53%</td>
<td>19%</td>
</tr>
<tr>
<td>Clergy</td>
<td>67%</td>
<td>29%</td>
<td>10%</td>
</tr>
<tr>
<td>Parish Council President</td>
<td>58%</td>
<td>27%</td>
<td>10%</td>
</tr>
<tr>
<td>Other Lay Leader</td>
<td>58%</td>
<td>27%</td>
<td>10%</td>
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</table>

Priority of ministry at the parishes

<table>
<thead>
<tr>
<th>Ministry</th>
<th>0 - Do not have ministry</th>
<th>1 - Low Priority</th>
<th>2</th>
<th>3</th>
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<tr>
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<td>11%</td>
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<tr>
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<td>0%</td>
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<td>19%</td>
<td>20%</td>
<td>26%</td>
</tr>
<tr>
<td>Other Lay Leader</td>
<td>0%</td>
<td>11%</td>
<td>11%</td>
<td>19%</td>
<td>20%</td>
<td>26%</td>
</tr>
</tbody>
</table>
A majority of leadership selected family retreats, seminars, and parent workshops as most effective for marriage and family ministry—62% of clergy selected this.

- **Family Retreats, Seminars, and Parent Workshops**: 58% (Clergy), 65% (Parish Council President), 62% (Other Lay Leader)
- **Webinars and Podcasts**: 29% (Clergy), 25% (Parish Council President), 20% (Other Lay Leader)
- **Parish Family Night**: 30% (Clergy), 34% (Parish Council President), 25% (Other Lay Leader)
- **Conferences and Training Programs**: 25% (Clergy), 34% (Parish Council President), 20% (Other Lay Leader)
- **Pastoral Challenges in Divorce and Remarriage**: 15% (Clergy), 20% (Parish Council President), 10% (Other Lay Leader)
- **Family Gospel Lessons**: 10% (Clergy), 28% (Parish Council President), 20% (Other Lay Leader)
- **Family Link Email Ministry**: 5% (Clergy), 15% (Parish Council President), 10% (Other Lay Leader)
- **Family Connections page in the Orthodox Observer**: 8% (Clergy), 15% (Parish Council President), 10% (Other Lay Leader)
- **None of these are effective**: 9% (Clergy), 10% (Parish Council President), 8% (Other Lay Leader)
Open feedback on marriage & family programs

- Leaders in every role expressed a growing concern on how to approach inter-faith/non-Orthodox marriages with many feeling unprepared.
- Along with a call for more resources, the clergy requested culturally-relevant materials that dealt with a wider range of issues (divorce, conflict, abortion, etc.).
- Journey to Marriage was the most mentioned resource among clergy with leaders praising its ease of use.
- Leaders desire access to materials in a more streamlined format (i.e. internet-based) in order to address local and regional issues more directly.

Good efforts have been made in this area, but somewhat patronizing to non-Orthodox spouses and it is not particularly helpful to families that experience more than one church affiliation. For example, where one spouse is Catholic and insists that the family experience both expressions of faith. I haven't seen much realistic, but also accepting, appreciation of that fact.

- Clergy

Internet and web-based services are useful…yet often, we must reach out to people on a local level to provide useful information including seminars, workshops and support groups.

- Parish Council President

We are in a competition for young married couple’s minds, hearts, and time.

- Parish Council President

The Journey to Marriage is an excellent resource and exactly what the parish priest needs.

- Clergy

The non-Orthodox spouse needs to be supported by the church and recognized in their efforts to raise their children in the Orthodox faith—not alienated.

- Lay Leader

Question 11c: Is there any other feedback you would like to offer regarding Archdiocese resources for marriage and family?
Stewardship

- Leadership uses a mix of own resources and resources from the Archdiocese for stewardship. 81% of clergy say their parish uses Archdiocese resources and 46% say they use their own parish resources.
- At least two-thirds of leadership have a favorable opinion of the resources provided by the Archdiocese.
- 34% of clergy have a very favorable opinion of these resources, and an additional 43% have a somewhat favorable opinion of them.

Resources used for the ministry
(Leaders may use both Archdiocese and own resources)

Perceptions of Archdiocese resources

<table>
<thead>
<tr>
<th></th>
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<th>Use own resources</th>
<th>Do not use any resources</th>
</tr>
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<td>81%</td>
</tr>
<tr>
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<td>66%</td>
</tr>
<tr>
<td>Other Lay Leader</td>
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</table>

<table>
<thead>
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<th></th>
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<tr>
<td>Other Lay Leader</td>
<td>44%</td>
<td>7%</td>
<td>50%</td>
</tr>
</tbody>
</table>

Question 7: Does your parish currently use any of the resources provided by the Archdiocese or do you use/create your own? You may select either or both of these options for each item. | Question 9: Overall what is your opinion of the resources provided by the Archdiocese for each of these ministries?
Stewardship

- Approximately two-thirds of leadership rate stewardship as a high or medium-high priority.
- 53% of clergy would like the Archdiocese to invest more into the Stewardship ministry, 23% say the amount invested should stay the same.
- 41% of clergy indicated that stewardship is a high priority at their parish and an additional 24% indicated it is a medium-high priority (rated as a 4).

**Should the Archdiocese invest more or less in this ministry?**

**Priority of ministry at the parishes**

- **Clergy**: 25% invest more, 6% invest less, 6% keep the same.
- **Parish Council President**: 62% invest more, 5% invest less, 9% keep the same.
- **Other Lay Leader**: 50% invest more, 15% invest less, 33% keep the same.

- **Clergy**: 2% do not have ministry, 6% low priority, 18% medium-high priority, 18% high priority, 21% high priority.
- **Parish Council President**: 0% do not have ministry, 18% low priority, 48% medium-high priority, 23% high priority.
- **Other Lay Leader**: 0% do not have ministry, 6% low priority, 40% medium-high priority, 23% high priority.

**Question 6:** How much of a priority are the following types of programs and ministries at your parish?

**Question 12:** Regardless of whether or not you use the resources provided by the Archdiocese, do you feel the Archdiocese should invest more or less in any of these ministries? ("Don’t know" responses not shown)
Open feedback on stewardship resources

- As one of the most popular open response questions (252 responses), there was a great amount of critique on the form and function of giving initiatives.
- The clergy feel that their parishes are largely uneducated about the importance of giving and many expressed interest in developing courses dedicated to stewardship.
- New giving protocols (like online donations and localized messaging) would reduce the barriers associated with supporting the local parish.
- While there is mixed sentiment about annual stewardship themes, leaders recognize a disconnect and agree that the messages are not reaching parishioners effectively.

Stewardship is directly related to a person's healthy spiritual life. I feel that a person's offering to the church must be from the heart first and foremost. We should emphasize better educational programs for adults and family life that incorporates the theological elements of stewardship. Stewardship is an Orthodox way of life. We, as leaders, are responsible to teach this way of life to our flock.

- Clergy

Promoting active stewardship remains a challenge. Trying to get a larger pledging population without coming across as “pushy” or that the focus should be there instead of on Christ [is difficult].

- Parish Council President

Greater giving needs to be a national approach, not just local. Uniformity of concepts like tithing need to be addressed at the highest levels. Dependency on Festivals is counterproductive, but we are left dependent on them.

- Clergy

We need to promote the importance of personal contact rather than only brochures, letters, sermons, etc.

- Lay Leader

Better online, electronic tools including payment systems.

- Parish Council President

Stewardship has been reduced in many cases to trying to meet the budget and growing expenses that come from paying the bills. People need to know how they benefit from their giving. We have not been clear on that message yet.

- Clergy
Outreach and evangelism

- About half of leadership say their parish uses its own resources for outreach and evangelism. Fewer are using resources from the Archdiocese. 52% of clergy say they are using Archdiocese resources for outreach and evangelism. However, only 24% of Parish Council Presidents and 31% of other lay leaders also said this.
- Several parishes indicated they are not using any resources here—17% of clergy said this.
- 19% of clergy have a very favorable opinion of the outreach and evangelism resources provided by the Archdiocese.

### Resources used for the ministry

(Leaders may use both Archdiocese and own resources)

<table>
<thead>
<tr>
<th>Ministry</th>
<th>Use Archdiocese resources</th>
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<td>52%</td>
<td>52%</td>
<td>17%</td>
</tr>
<tr>
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<tr>
<td>Other Lay Leader</td>
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### Perceptions of Archdiocese resources

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<tr>
<th>Ministry</th>
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<td>12%</td>
<td>25%</td>
<td>15%</td>
<td>31%</td>
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</table>

**Question 7:** Does your parish currently use any of the resources provided by the Archdiocese or do you use/create your own? You may select either or both of these options for each item.

**Question 9:** Overall what is your opinion of the resources provided by the Archdiocese for each of these ministries?
Outreach and evangelism

- A majority of leadership would like to see the Archdiocese invest more into these resources—including 72% of clergy.
- 26% of clergy indicate that outreach and evangelism is a high priority at their parish.

**Should the Archdiocese invest more or less in this ministry?**

**Priority of ministry at the parishes**

**Question 6:** How much of a priority are the following types of programs and ministries at your parish?

**Question 12:** Regardless of whether or not you use the resources provided by the Archdiocese, do you feel the Archdiocese should invest more or less in any of these ministries? (*Don’t know* responses not shown)
Open feedback on outreach & evangelism resources

- Matters of evangelism and outreach are considered to be of utmost importance to all leaders, with the allocation of resources (time and money, specifically) reflecting that.
- Clergymen understand the importance of evangelism and outreach, but claim the provided materials fail to deliver actionable and practical courses of action.
- Animosity towards “cultural exclusivity” (i.e. Greek-only services, ethnic entitlement, etc.) has risen and is considered a major barrier to entry for the non-Orthodox.
- Leaders recognize the root of this exclusivity issue as a generational disparity with older generations ostracizing more accepting younger generations.

This is truly a challenge, given that we are a closed, ethnic enclave type of church, which puts up huge barriers that, intended or not, discourage newcomers. These take the form of complex dogmas, complicated and long services, frequent use of medieval Greek chant, exclusion of congregational singing, a legalistic mindset that focuses on such practices as fasting while ignoring the prevalence of hatred, feuds, and divisions in many of our families and parishes, simultaneous attitudes of superiority.

- Clergy

We always must remember that we are, above all else, the Orthodox Church whose mission is to share the Word. Leading effectively through successful outreach and evangelism ministries at parishes, Metropolises and the Archdiocese is the primary way to address the issues facing the Church now and in the future. Outreach must involve the loving embrace of all, no matter how unfamiliar, uncomfortable and foreign to those of us who were blessed to be born or brought into Orthodox families.

- Parish Council President

The Outreach & Evangelism department is severely understaffed and funded...the O&E Department in San Francisco Metropolis is the model for a national effort.

- Clergy

I think the best form of Outreach we can practice is to get involved in our communities...feeding and clothing the homeless should be a top priority. I see that at some parishes, but not nearly enough.

- Lay Leader

Compare the budgets of Greek heritage with the budget for outreach and evangelism. The Church was never instructed to be some type of a heritage foundation. He did however instruct us to be evangelical and philanthropic. The primary purpose of the Church according to the budget is preserving an ethnicity.

- Clergy
Most effective stewardship and outreach resources

A majority of leadership selected the Annual Stewardship Resource Packet as one of the most effective resources when it comes to stewardship and outreach resources—including 71% of clergy.

<table>
<thead>
<tr>
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<th>Clergy</th>
<th>Parish Council President</th>
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<td>&quot;Outreach and Evangelism: Practical Next Steps&quot; booklet</td>
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<td>Visitor Cards</td>
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<td>23%</td>
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<tr>
<td>Family Outreach Sunday at your parish</td>
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<td>27%</td>
<td>32%</td>
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<td>&quot;Reaching the Distantly Connected&quot; Book</td>
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<tr>
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<td>6%</td>
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<tr>
<td>Department of Orthodox Natural Church Development</td>
<td>15%</td>
<td>8%</td>
<td>10%</td>
</tr>
<tr>
<td>None of these are effective</td>
<td>8%</td>
<td>8%</td>
<td>10%</td>
</tr>
</tbody>
</table>
**Greek education**

- 40% of clergy say their parish uses Archdiocese resources for Greek education. 30% say they are not using any resources.
- Only one in ten church leaders have a very favorable opinion of the resources provided by the Archdiocese—including 9% of clergy. 36% have no opinion.

### Resources used for the ministry

(Leaders may use both Archdiocese and own resources)

<table>
<thead>
<tr>
<th></th>
<th>Use Archdiocese resources</th>
<th>Use own resources</th>
<th>Do not use any resources</th>
</tr>
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<td>30%</td>
<td>30%</td>
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<td>60%</td>
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<tr>
<td>Other Lay Leader</td>
<td>63%</td>
<td>19%</td>
<td>19%</td>
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</table>

### Perceptions of Archdiocese resources

- **Clergy**
  - No opinion/Don't know: 36%
  - Very unfavorable: 17%
  - Somewhat unfavorable: 23%
  - Somewhat favorable: 9%
  - Very favorable: 2%

- **Parish Council President**
  - No opinion/Don't know: 50%
  - Very unfavorable: 10%
  - Somewhat unfavorable: 12%
  - Somewhat favorable: 8%
  - Very favorable: 8%

- **Other Lay Leader**
  - No opinion/Don't know: 31%
  - Very unfavorable: 23%
  - Somewhat unfavorable: 15%
  - Somewhat favorable: 23%
  - Very favorable: 8%

**Question 7**: Does your parish currently use any of the resources provided by the Archdiocese or do you use/create your own? You may select either or both of these options for each item.

**Question 9**: Overall what is your opinion of the resources provided by the Archdiocese for each of these ministries?
Greek education

- Just over half of clergy (53%) would like the Archdiocese to invest less in Greek education.
- This ministry tends to be a low priority. 20% of clergy say it is a low priority and another 25% say they do not have the ministry at all.
- Parish Council Presidents are the least likely to want less invested in Greek education. In fact, 29% would like to see more invested here.

**Should the Archdiocese invest more or less in this ministry?**

<table>
<thead>
<tr>
<th>Ministry</th>
<th>Invest more</th>
<th>Keep the same</th>
<th>Invest less</th>
</tr>
</thead>
<tbody>
<tr>
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<tr>
<td>Other Lay Leader</td>
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<td>23%</td>
<td>50%</td>
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**Priority of ministry at the parishes**

<table>
<thead>
<tr>
<th>Ministry</th>
<th>0 - Do not have ministry</th>
<th>1 - Low Priority</th>
<th>2</th>
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<th>5 - High Priority</th>
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<td>16%</td>
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<td>20%</td>
<td>16%</td>
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<tr>
<td>Other Lay Leader</td>
<td>13%</td>
<td>25%</td>
<td>23%</td>
<td>23%</td>
<td>20%</td>
<td>13%</td>
</tr>
</tbody>
</table>

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**Question 6:** How much of a priority are the following types of programs and ministries at your parish? **Question 12:** Regardless of whether or not you use the resources provided by the Archdiocese, do you feel the Archdiocese should invest more or less in any of these ministries? (*“Don’t know” responses not shown*)
Open feedback on Greek education

- Whether their opinions are positive or negative, leaders are asserting the need to assess the "return" on the Greek education initiative.
- A resource strain is felt by leaders through a lack of teachers and material. Lack of technological integration has seen many leaders look to third-party solutions.
- Most council presidents feel a responsibility to preserve Greek culture and update the materials, but most clergy emphasize the need to contextualize and adapt.

"Everything on a screen" must be our Greek Education slogan.
-Clergy

The future of the Church is not the Greek language. One of the main reasons our young people are abandoning the church is because they don't understand the language, especially the chanters.
-Lay Leader

We put too much emphasis on Greek. If we are to succeed in America as a religious group, we need to stop emphasizing Greek and turn to English. (I am of Greek descent on both sides. And I know Biblical Greek and Modern Greek)
-Clergy

Like all language acquisition, the development of successive generations literate and fluent in Greek, depends on immersion and regular usage in the home and daily life of a person. The Archdiocese is not responsible nor able to provide that. Thus it seems we might be throwing good money after bad as we use flawed techniques and systems to cultivate the Greek language in children that grow up in English speaking homes.
-Clergy

The Archdiocese should not shy away from the cultural element and history of our Church. Our strength is the combined Christian Orthodox Religion with Greek Culture. Accordingly, there should be renewed effort to emphasize Greek Culture through webinars made accessible to local Greek language/culture teachers.
-Parish Council President

We should make this a priority for our communities as this is the basis and foundation of our faith.
-Parish Council President

We should make this a priority for our communities as this is the basis and foundation of our faith.
-Parish Council President
Adult religious education

- A large majority of leaders say their parish is using its own resources for adult religious education—including 81% of clergy who say this.
- 24% of clergy have a very unfavorable opinion of the resources provided by the Archdiocese for this ministry. 45% of Parish Council Presidents have no opinion.

Resources used for the ministry
(Leaders may use both Archdiocese and own resources)

<table>
<thead>
<tr>
<th>Resources used for the ministry</th>
<th>Use Archdiocese resources</th>
<th>Use own resources</th>
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<td>9%</td>
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<tr>
<td>Other Lay Leader</td>
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<td>60%</td>
<td>27%</td>
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</table>

Perceptions of Archdiocese resources

<table>
<thead>
<tr>
<th>Perceptions of Archdiocese resources</th>
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<th>Very unfavorable</th>
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</tr>
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<tbody>
<tr>
<td>Clergy</td>
<td>22%</td>
<td>24%</td>
<td>18%</td>
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<td>9%</td>
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<td>Parish Council President</td>
<td>45%</td>
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<td>19%</td>
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<tr>
<td>Other Lay Leader</td>
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<td>8%</td>
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</tbody>
</table>

Question 7: Does your parish currently use any of the resources provided by the Archdiocese or do you use/create your own? You may select either or both of these options for each item.

Question 9: Overall what is your opinion of the resources provided by the Archdiocese for each of these ministries?
Adult religious education

- A majority of leaders would like to see the Archdiocese invest more into this ministry—including 81% of clergy who say this.
- 34% of clergy say adult religious education is a high priority. Another 25% say it is a medium-high priority.

Should the Archdiocese invest more or less in this ministry?

<table>
<thead>
<tr>
<th>Ministry</th>
<th>Invest more</th>
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<th>Invest less</th>
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<td>9%</td>
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<td>Other Lay Leader</td>
<td>56%</td>
<td>29%</td>
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Priority of ministry at the parishes

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Question 6: How much of a priority are the following types of programs and ministries at your parish? | Question 12: Regardless of whether or not you use the resources provided by the Archdiocese, do you feel the Archdiocese should invest more or less in any of these ministries? (*Don’t know* responses not shown)
Youth religious education

- Parishes are using a mix of both their own resources and Archdiocese resources for youth religious education. 70% of clergy say their parish uses Archdiocese resources and 64% say they use their own. Indicating a clear overlap in resource use. Just 3% of clergy are not using any resources here.
- Opinions are generally favorable towards youth religious education resources, skewing towards somewhat favorable (42% among clergy) rather than very favorable (18%).

**Resources used for the ministry**
(Leaders may use both Archdiocese and own resources)

**Perceptions of Archdiocese resources**

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**Question 7:** Does your parish currently use any of the resources provided by the Archdiocese or do you use/create your own? You may select either or both of these options for each item.

**Question 9:** Overall what is your opinion of the resources provided by the Archdiocese for each of these ministries?
Youth religious education

- A majority of church leaders would like to see the Archdiocese invest more in this ministry—including 77% of clergy.
- Youth religious education is generally a high priority for parishes. 46% say it is a high priority and another 26% say it is a medium-high priority.

**Should the Archdiocese invest more or less in this ministry?**

- Invest more
- Keep the same
- Invest less

**Priority of ministry at the parishes**

- 77% of clergy
- 70% of Parish Council President
- 65% of Other Lay Leader

**Invest more**

- Clergy: 77%
- Parish Council President: 70%
- Other Lay Leader: 65%

**Keep the same**

- Clergy: 14%
- Parish Council President: 19%
- Other Lay Leader: 31%

**Invest less**

- Clergy: 7%
- Parish Council President: 5%
- Other Lay Leader: 4%

**Question 6:** How much of a priority are the following types of programs and ministries at your parish? | **Question 12:** Regardless of whether or not you use the resources provided by the Archdiocese, do you feel the Archdiocese should invest more or less in any of these ministries? ("Don’t know" responses not shown)
Open feedback on youth & adult education

- The overwhelming attitude concerning both curricula is that they are outdated and largely irrelevant to modern learners. The content is considered trivial.
- Many adults possess the Greek literacy of much younger audiences, rendering the materials geared towards the older population as obsolete.
- For children, educational outcomes are dependent upon parental involvement. Disengaged children then become disengaged parents and perpetuate the problem.
- Smaller parishes complain of being neglected due to the discrepancy of resources compared to a larger congregation.

To my understanding, studies and experience have both shown that focusing on the young people for the little time we have them bears little fruit in the long term. We need to much improve our resources and strategies for engaging, teaching, and discipling the adults, so that the children are being taught what it means to be faithful Orthodox Christians every moment of their lives, and not only when they are present in the Church for Sunday School.

-Parish Council President

Most of us adults don’t even understand the history of the Church or read the Bible.

-Parish Council President

I think Archdiocesan resources tend to focus too much on arcane details, on trivia about the Church, and not enough on the central matters of the Gospel. The primary goal for youth religious education should be that the young people encounter Christ Himself, in the pages of Scripture, in the sacraments of the Church, and in the lives of the adults around them.

-Clergy

We need better and more current materials.

-Lay Leader

Everything begins with the priest in a parish. If he is an energetic "people" person, the parish will thrive and the adult religious education programs will take off.

-Parish Council President

The curriculum is aimed at larger parishes that can accommodate separate classes for the different age groups. There is not enough awareness of the needs of smaller parishes where several age groups have to sit in the same classroom.

-Clergy
Most effective religious education resources

Base: Use Archdiocesan resources for youth and adult religious education

- 59% of clergy indicate that PRAXIS magazine is one of the most effective religious education resources.
- 43% of Parish Council Presidents and 40% of other lay leaders say The Oratorical Festival Scholarship Fund is the most effective resource from the Department of Religious Education.
- Still a significant minority felt none of these resources are effective (16% among clergy).

**Color Legend**
- Clergy
- Parish Council President
- Other Lay Leader
Internet ministries

- The majority of clergy use Archdiocese resources for internet ministries but more Parish Council Presidents and other Lay Leaders say they use their own resources.
- Clergy, who seem to use Archdioceses resources for internet ministries the most, have a higher opinion of them (44% very favorable) compared to Parish Council Presidents, who are largely unfamiliar with the resources (34% no opinion) or other lay leaders (27% very favorable).

Resources used for the ministry
(Leaders may use both Archdiocese and own resources)

Perceptions of Archdiocese resources

<table>
<thead>
<tr>
<th></th>
<th>Use Archdiocese resources</th>
<th>Use own resources</th>
<th>Do not use any resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clergy</td>
<td>72%</td>
<td>53%</td>
<td>6%</td>
</tr>
<tr>
<td>Parish Council President</td>
<td>40%</td>
<td>21%</td>
<td>21%</td>
</tr>
<tr>
<td>Other Lay Leader</td>
<td>38%</td>
<td>21%</td>
<td>21%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Very unfavorable</th>
<th>Somewhat unfavorable</th>
<th>Somewhat favorable</th>
<th>Very favorable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clergy</td>
<td>7%</td>
<td>9%</td>
<td>36%</td>
<td>44%</td>
</tr>
<tr>
<td>Parish Council President</td>
<td>34%</td>
<td>16%</td>
<td>5%</td>
<td>46%</td>
</tr>
<tr>
<td>Other Lay Leader</td>
<td>17%</td>
<td>15%</td>
<td>29%</td>
<td>46%</td>
</tr>
</tbody>
</table>

Question 7: Does your parish currently use any of the resources provided by the Archdiocese or do you use/create your own? You may select either or both of these options for each item.

Question 9: Overall what is your opinion of the resources provided by the Archdiocese for each of these ministries?
Internet ministries

- 26% of clergy indicate that internet ministries is a top priority at their parish and 61% would like to see more invested in this ministry.

**Should the Archdiocese invest more or less in this ministry?**

**Priority of ministry at the parishes**

<table>
<thead>
<tr>
<th></th>
<th>Invest more</th>
<th>Keep the same</th>
<th>Invest less</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clergy</td>
<td>61%</td>
<td>28%</td>
<td>7%</td>
</tr>
<tr>
<td>Parish Council</td>
<td>54%</td>
<td>25%</td>
<td>6%</td>
</tr>
<tr>
<td>Other Lay Leader</td>
<td>65%</td>
<td>19%</td>
<td>8%</td>
</tr>
</tbody>
</table>

**Question 6:** How much of a priority are the following types of programs and ministries at your parish? | **Question 12:** Regardless of whether or not you use the resources provided by the Archdiocese, do you feel the Archdiocese should invest more or less in any of these ministries? (*Don’t know* responses not shown)
## Most effective internet ministry resources

**Base: Use Archdiocesan resources for Internet ministries**

- Daily readings / mobile apps and the Bulletin Builder are considered two of the most effective Internet ministry resources. Clergy, especially, like the daily readings / mobile apps—87% of clergy selected this.

### Color Legend
- **Clergy**
- **Parish Council President**
- **Other Lay Leader**

<table>
<thead>
<tr>
<th>Resource</th>
<th>Clergy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Daily Readings/Mobile Apps</td>
<td>87%</td>
</tr>
<tr>
<td>Bulletin Builder</td>
<td>68%</td>
</tr>
<tr>
<td>Web Hosting and Consulting Services</td>
<td>59%</td>
</tr>
<tr>
<td>Social Media</td>
<td>49%</td>
</tr>
<tr>
<td>Orthodox Children’s Bible Reader Online</td>
<td>25%</td>
</tr>
<tr>
<td>Technology Safety</td>
<td>28%</td>
</tr>
<tr>
<td>Iconograms</td>
<td>19%</td>
</tr>
<tr>
<td>Orthodox Jobs</td>
<td>17%</td>
</tr>
<tr>
<td>None of these are effective</td>
<td>6%</td>
</tr>
</tbody>
</table>

**Question 18:** Turning to Internet ministries now, which Archdiocesan resource, if any, do you think are most effective? Select all that apply.
Open feedback on internet ministries & web-based communication

- The consensus on the work of this department was overwhelmingly positive with several clergy citing this as the most effective ministry arm.
- Understanding the nuances of generational communication preferences (i.e. direct mail vs. email vs. texting) would help parishes reach their congregation better.
- Leaders appeal for social media training to encounter cultural trends and reach younger audiences more effectively.
- Many directly request increased funding be directed towards these areas because of their exceptional work despite cutbacks.

These guys are crushing it on a shoestring budget! Would be great to also have communications tools like robocalls, mass SMS (everyone texts, rather than emails), and a software/database integrated into Parish Management Software to do all this. Plus, some more stylish templates for websites and Listserv email newsletters and such pre-loaded with some changing, Orthodox, current content.

So much of our liturgical experience is visual (icons, epitaphian, iconostas, richly colored robes). We need to use the visual stimuli of the internet in a positive manner.

Our very older generation parish needs training in advanced technology, hands on updating of our computers, Wi-Fi and ways to communicate (phone messaging, etc.) in the 21st century from local resources.

I believe in communication. All things today revolve around the Internet. We should be up to date with that program. We are heading in the right direction…I don’t know how much more we can improve…everything revolves around the computer.

-Clergy

I’m impressed with the amount of work they have done since the cuts, but know it could benefit parishes if they had more help.

-Lay Leader

Internet Ministries is perhaps the most efficient, effective, and professional ministry of the Archdiocese.

-Parish Council President

-Clergy
Question 12: Regardless of whether or not you use the resources provided by the Archdiocese, do you feel the Archdiocese should invest more or less in any of these ministries?

- Only 24% of clergy think the Archdiocese should invest more in Inter-Orthodox Ecumenical and Interfaith relationships; 36% say less investment is warranted.
- By contrast, 50% of Parish Council Presidents and 46% of other lay leaders say this particular ministry needs more investment.

### Inter-Orthodox Ecumenical and Interfaith Relationships

<table>
<thead>
<tr>
<th>Role</th>
<th>Invest More</th>
<th>Keep the Same</th>
<th>Invest Less</th>
<th>Not Sure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clergy</td>
<td>32%</td>
<td>35%</td>
<td>8%</td>
<td>24%</td>
</tr>
<tr>
<td>Parish Council President</td>
<td>50%</td>
<td>22%</td>
<td>17%</td>
<td>11%</td>
</tr>
<tr>
<td>Other Lay Leader</td>
<td>46%</td>
<td>33%</td>
<td>15%</td>
<td>6%</td>
</tr>
</tbody>
</table>

**Color Legend**
- Invest More
- Keep the Same
- Invest Less
- Not Sure
Question 29: Which of the following would you most prefer when it comes to ministries of the Church?

- Three-quarters or more of all leaders prefer programs and resources developed by the Archdiocese that they can modify to fit the needs of their local parish—including 75% of clergy.
- Just 14% of clergy prefer programs or resources developed by the Archdiocese that can be administered without any additional work on the part of the parish.

### Color Legend
- Clergy
- Parish Council President
- Other Lay Leader

### Preference of ministries resources

- Programs and resources developed by the Archdiocese that can be administered without any additional work
  - Clergy: 14%
  - Parish Council President: 8%
  - Other Lay Leader: 8%

- Programs and resources developed by the Archdiocese that can be modified to fit the needs of your local parish
  - Clergy: 82%
  - Parish Council President: 83%

- Not sure
  - Clergy: 11%
  - Parish Council President: 11%
  - Other Lay Leader: 8%
Use of resources

- Leaders with parishes of 250 or more attendees more often use their own resources except for the following programs: stewardship and youth religious education where they are using the Archdiocese resources.
- Leaders with parishes of under 250 attendees are using their own resources as well except for the following programs: marriage and family, stewardship, and internet ministries.

**Resources used for the ministry**
(Leaders may use both Archdiocese and own resources)

<table>
<thead>
<tr>
<th></th>
<th>Parish Size</th>
<th>Resource Use</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Under 250</td>
<td>Use Archdiocese</td>
</tr>
<tr>
<td></td>
<td>250+</td>
<td>Use own parish</td>
</tr>
</tbody>
</table>

*Question 7:* Does your parish currently use any of the resources provided by the Archdiocese or do you use/create your own? You may select either or both of these options for each item.
Satisfaction with access to tools

- At least half of all leaders are very or somewhat satisfied with their access to the technology/tools they need to do their job. This is especially true among clergy—71% are very or somewhat satisfied with this.

### Having access to technology/tools to do your job.

<table>
<thead>
<tr>
<th>Role</th>
<th>Very Satisfied</th>
<th>Somewhat Satisfied</th>
<th>Somewhat Dissatisfied</th>
<th>Very Dissatisfied</th>
<th>Don't Know/ Not Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clergy</td>
<td>26%</td>
<td>45%</td>
<td>12%</td>
<td>11%</td>
<td>7%</td>
</tr>
<tr>
<td>Parish Council President</td>
<td>12%</td>
<td>43%</td>
<td>16%</td>
<td>9%</td>
<td>21%</td>
</tr>
<tr>
<td>Other Lay Leader</td>
<td>10%</td>
<td>44%</td>
<td>13%</td>
<td>8%</td>
<td>25%</td>
</tr>
</tbody>
</table>

**Question 30:** How satisfied are you with each of the following aspects of the Archdiocese operations? Have access to technology/tools to do your job.
Satisfaction with access to training for outreach

- Satisfaction levels for access to training / instruction on best practices for outreach is mixed. Many express satisfaction in this area. However, nearly half of clergy are dissatisfied.

**Access to training or instruction on best practices for outreach.**

<table>
<thead>
<tr>
<th>Category</th>
<th>Very Satisfied</th>
<th>Somewhat Satisfied</th>
<th>Somewhat Dissatisfied</th>
<th>Very Dissatisfied</th>
<th>Don’t Know/ Not Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clergy</td>
<td>12%</td>
<td>31%</td>
<td>24%</td>
<td>22%</td>
<td>12%</td>
</tr>
<tr>
<td>Parish Council President</td>
<td>6%</td>
<td>34%</td>
<td>25%</td>
<td>13%</td>
<td>22%</td>
</tr>
<tr>
<td>Other Lay Leader</td>
<td>40%</td>
<td>19%</td>
<td>13%</td>
<td>29%</td>
<td></td>
</tr>
</tbody>
</table>

**Question 30:** How satisfied are you with each of the following aspects of the Archdiocese operations? Access to training or instruction on best practices for outreach.
Audience Profiles
Profile of Clergy

Age Groups
- 5% Millennials (19-33)
- 42% Gen X (34-52)
- 49% Boomers (53-71)
- 5% Elders (72+)

Metropolis
- 16% Atlanta
- 15% Boston
- 12% Chicago
- 7% Denver
- 7% Detroit
- 13% Direct Archdiocese District
- 8% New Jersey
- 9% Pittsburgh
- 13% San Francisco
- 1% Archdiocese

Church Size
- 18% 1-100 people
- 24% 101-200 people
- 17% 201-300 people
- 13% 301-400 people
- 9% 401-500 people
- 20% 500 or more people

Tenure at Church
- 33% 1-5 years
- 26% 6-10 years
- 41% 11 or more years

Tenure in Leadership
- 12% 1-5 years
- 14% 6-10 years
- 28% 11-20 years
- 25% 21-30 years
- 21% 31 or more years

N=309, Clergy
Profile of Parish Council President

**Age Groups**
- 2% Millennials (19-33)
- 29% Gen X (34-52)
- 60% Boomers (53-71)
- 9% Elders (72+)

**Church Size**
- 24% 1-100 people
- 26% 101-200 people
- 17% 201-300 people
- 15% 301-400 people
- 8% 401-500 people
- 10% 500 or more people

**Metropolis**
- 15% Atlanta
- 21% Boston
- 17% Chicago
- 4% Denver
- 5% Detroit
- 6% Direct Archdiocese District
- 6% New Jersey
- 11% Pittsburgh
- 15% San Francisco
- 0% Archdiocese

**Tenure at Church**
- 86% 1-5 years
- 11% 6-10 years
- 3% 11 or more years

**Tenure in Leadership**
- 35% 1-5 years
- 25% 6-10 years
- 28% 11-20 years
- 9% 21-30 years
- 3% 31 or more years

N=208, Parish Council Presidents
Profile of Other Lay Leaders

Age Groups
- 2% Millennials (19-33)
- 15% Gen X (34-52)
- 73% Boomers (53-71)
- 10% Elders (72+)

Metropolis
- 13% Atlanta
- 8% Boston
- 8% Chicago
- 6% Denver
- 6% Detroit
- 19% Direct Archdiocese District
- 8% New Jersey
- 15% Pittsburgh
- 4% San Francisco
- 13% Archdiocese

Church Size
- 15% 1-100 people
- 6% 101-200 people
- 13% 201-300 people
- 26% 301-400 people
- 11% 401-500 people
- 30% 500 or more people

Tenure at Church
- 58% 1-5 years
- 15% 6-10 years
- 27% 11 or more years

Tenure in Leadership
- 17% 1-5 years
- 10% 6-10 years
- 25% 11-20 years
- 29% 21-30 years
- 19% 31 or more years

N=48, Other Lay Leaders