



St Demetrios Greek Orthodox Church

St Demetrios General Assembly

December 12, 2021



St Demetrios Greek Orthodox Church

Agenda

1. Opening Prayer
2. Election of Presiding officer
3. Approval of 4/11,& 6/6 2021 & Special General Assembly Minutes & Notes
4. 2021 Proposed Budget-George Xidias
5. Restricted Accounts-Update-George Xidias
6. Stewardship-Gabriel Bayouk
7. Bylaws Revision-Tom Leonidas
8. Philanthropia Update-John T John
9. Strategic Plan Update
10. Centennial Event Update
11. Parish Council Nominations & Voting Procedure 2021-2023 Term
12. Thank you to outgoing PC members



St Demetrios Greek Orthodox Church

2022 Budget Assumptions

- ❖ **Stewardship income increased**
- ❖ **Return to in-person festival however could be smaller**
- ❖ **Return to in-person auction but anticipate lower revenue**
- ❖ **Membership remains level**
- ❖ **Services continue online and in person but support in person return.**
- ❖ **Repayment of \$28K for Cares PPP**
- ❖ **3% increases for utilities**
- ❖ **Pay increases for clergy and staff. Clergy based on Metropolis Clergy guidelines.**
- ❖ **Clergy Pension \$31,070 (28,805 in 2021 vs \$16,800 in 2020)**
- ❖ **Total Commitment \$128,939**
- ❖ **Recruit for vacant Parish Administrator position to support strategic plan, clergy and additional functions**



St Demetrios Greek Orthodox Church

2022 Proposed Budget
George Xidias Treasurer



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Streamlining Accounts Effort (color coded by a

Current Restricted Accounts:		*updated 8/23/2021
TOL Philanthropy	\$	18,480.92
TOL Activities & Programs	\$	3,408.44
TOL / Capital Impr. Prog. (Checking)	\$	94,251.86
TOL / Capital Impr. Prog. (Savings)	\$	6,323.48
Sourapas (6479)	\$	15,758.63
Panagakis Capt'l. Impr. Endow. (P&I)	\$	490,000.00
Fr. John Angelis Endow. (Book Proceeds)	\$	21,827.84
Sunday School (checking)	\$	3,699.51
Demopoulous	\$	130,154.03
Capital Improvement Prog.	\$	1,860,000.00
Education	\$	182,000.00
Philanthropy	\$	70,500.00
Ecclesiastic	\$	23,312.00
Clergy Discretionary	\$	1,282.41
Cookbook Checking	\$	2,527.37
Cookbook Savings	\$	28,081.77
Golf	\$	14,280.04
St. Philaret	\$	6,595.28
Thom/Salem	\$	10,790.25
Total:	\$	2,983,273.83



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- ❖ Approved a Saint Demetrios Strategic Plan at a special General Assembly and initiated implementation
- ❖ Conducted our first “virtual” auction with success in June 2021
- ❖ Provided multiple support to those in need via our Philoptochos ministry
- ❖ Initiated a centennial celebration for 100 years of Saint Demetrios
- ❖ Conducted an assessment of our Stewardship Program by Bill Marianes who offered recommendations for improvement
- ❖ Approved an exciting new project led by Fr Photios and Chris Pallis to have Tonelli Fine Arts Studio in Italy create mosaics for the interior of the Church.
- ❖ Approved and initiated planning for restroom renovations throughout the facility
- ❖ Completed multiple repairs many through donations;
 - Completion of repair of stained-glass doors on the Boyer side of the street
 - Completion of repairs to the small cooler in the small kitchen
 - Approved repair of door to walk in cooler in large kitchen
 - Approved repair and cleaning of tiles in Narthex Candle area
 - Cleaned and replaced tiles in the Narthex candle area
 - Reviewed list of current projects requiring funding;



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- ❖ Approved Bylaws revision for December General Assembly approval
- ❖ Attended Clergy Laity conference in April
- ❖ Re-assessed and made revisions in restricted accounts to be presented at December General Assembly
- ❖ Supported the re-opening of several of our ministries including Youth Groups, Sunday School and Dance
- ❖ Honored first responders and healthcare providers for St Demetrios Citizens of the Year



St Demetrios Greek Orthodox Church

Current Targeted Capital Improvement Projects	Est. Cost
Recarpet Church Sanctuary	\$75,000.00
Repaint Church Interior	\$100,000.00
Walk in cooler replace door/motors	\$7,500.00
New Classroom Windows	\$350,000.00
Remodel All Bathrooms	\$334,000.00
Pressure Wash Roof & Exterior	\$25,000.00
Complete Church Iconography	\$565,000.00
New Audio Speaker System	\$25,000.00
New Primary Heating System	\$500,000.00
Replace ovens in large kitchen	\$24,000.00



St Demetrios Greek Orthodox Church

Stewardship
Gabriel Bayouk



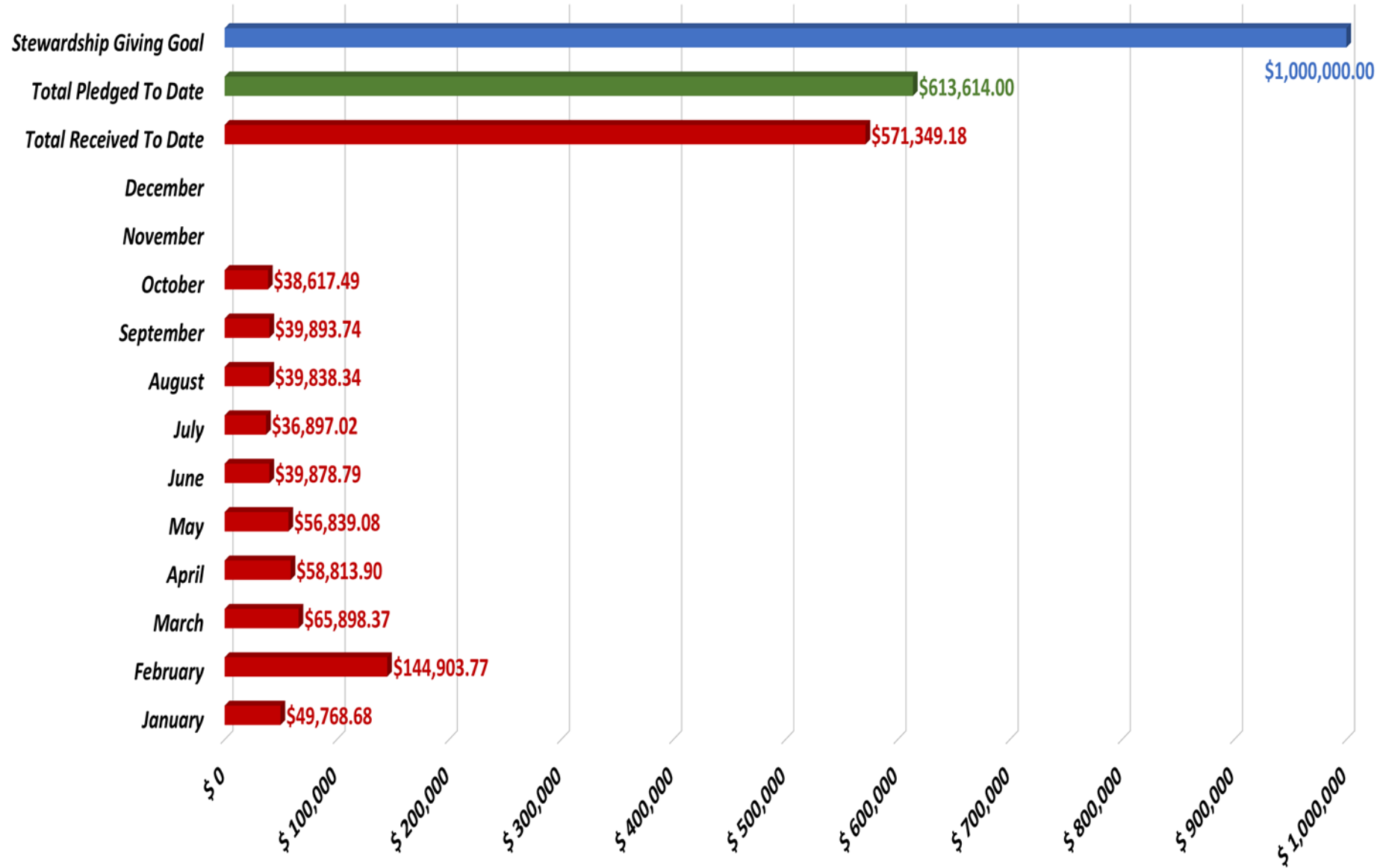
St Demetrios Greek Orthodox Church



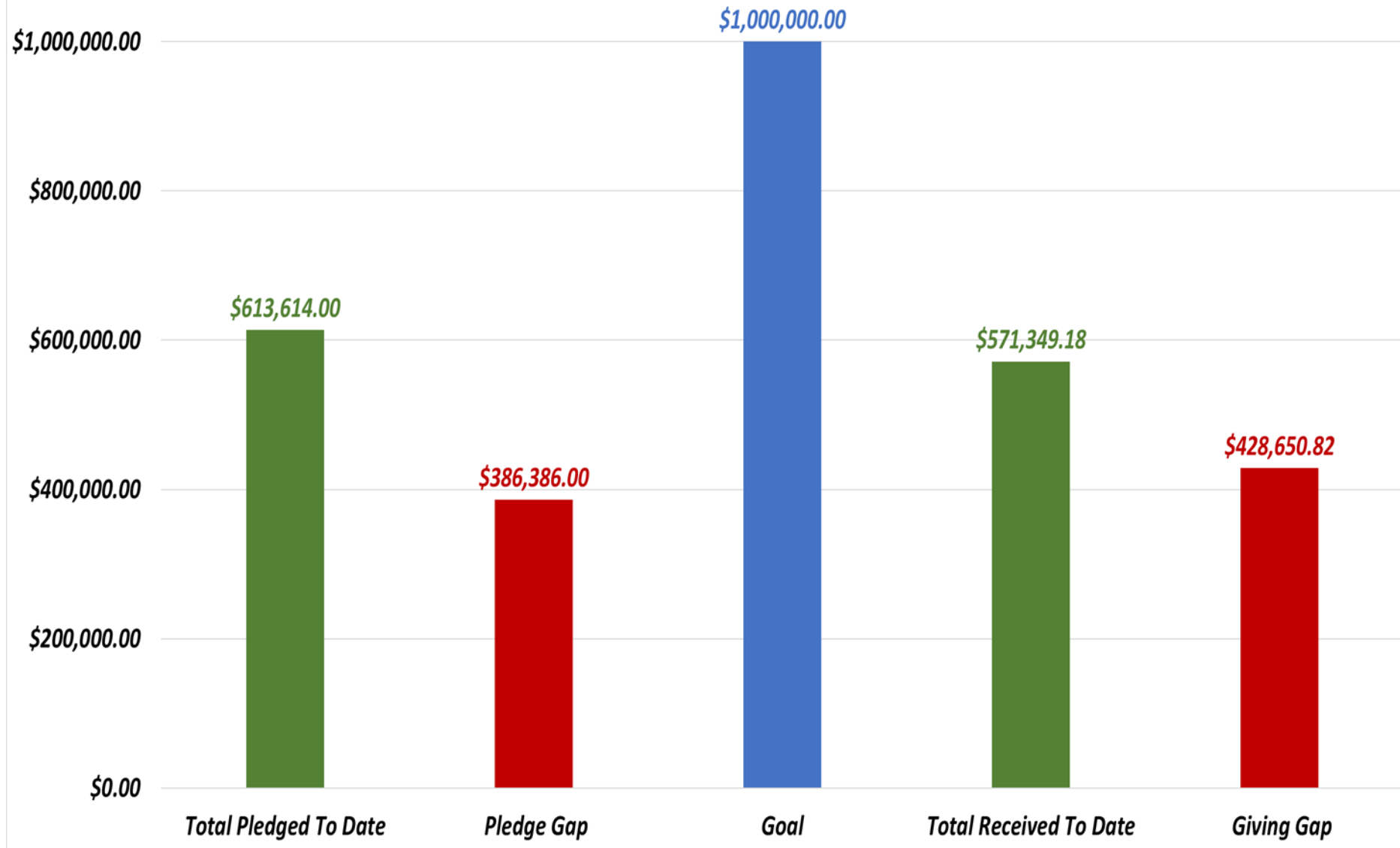
- ❖ It's our Church's 100th Anniversary
- ❖ Let's all participate and be involved
- ❖ Volunteer your time and talent
- ❖ Offer your financial support
- ❖ Let's fund All of our operational expenses through Stewardship Giving



2021 Stewardship Giving Status (through October)



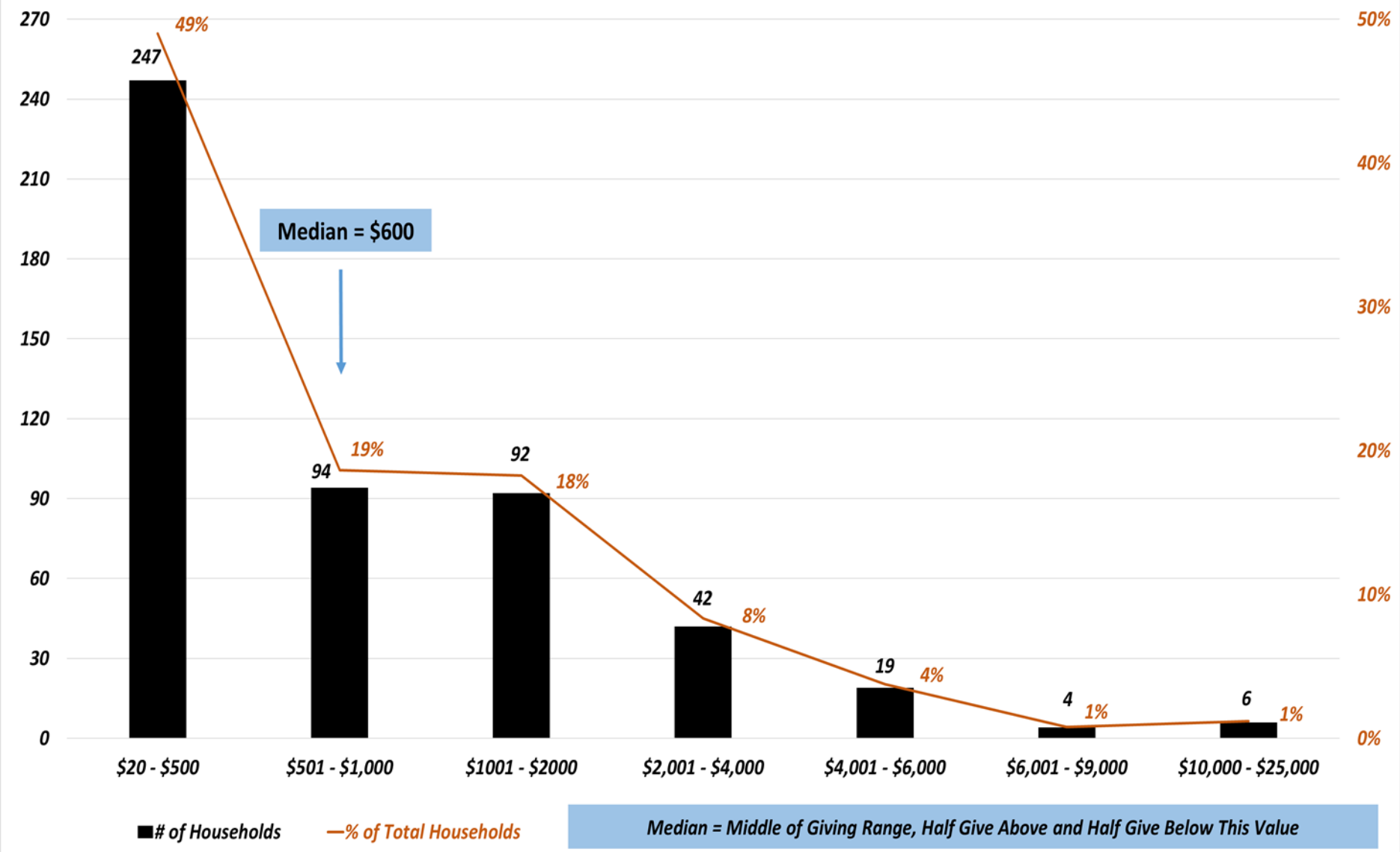
2021 Stewardship Giving - Pledged vs Received *(through October)*



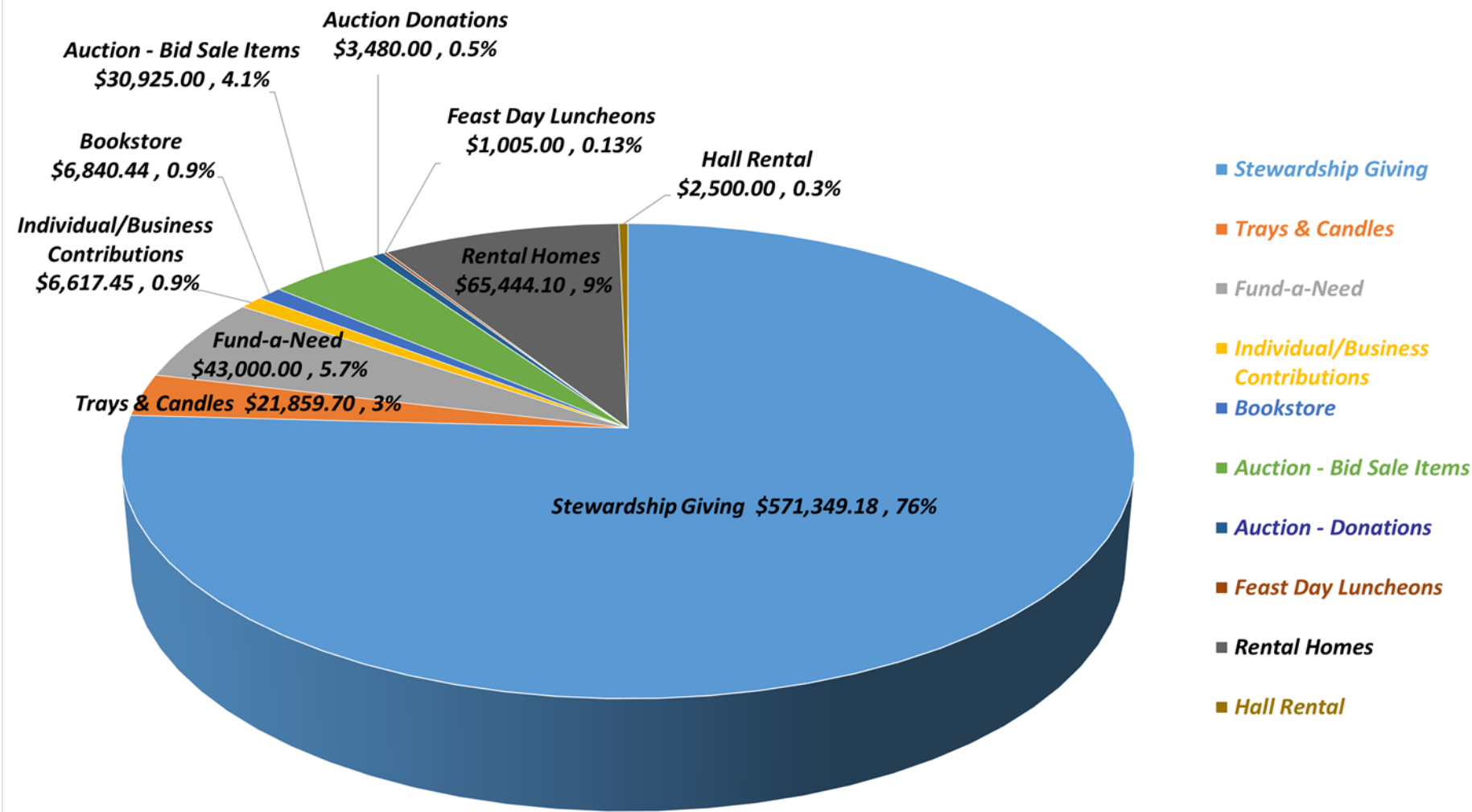
2021 Pledged Amounts thru October	# of Households	% of Total Households	Total Pledged	% of Total Pledged	Total Given	% of Total Given
\$20 - \$500	247	49%	76700	12%	70015	13%
\$501 - \$1,000	94	19%	75624	12%	82875	15%
\$1001 - \$2000	92	18%	134450	22%	114287	21%
\$2,001 - \$4,000	42	8%	114795	19%	100665	18%
\$4,001 - \$6,000	19	4%	99945	16%	90391	17%
\$6,001 - \$9,000	4	1%	28100	5%	15643	3%
\$10,000 - \$25,000	6	1%	84000	14%	72640	13%
Total	504	100%	\$613,614	100%	\$ 546,516	100%



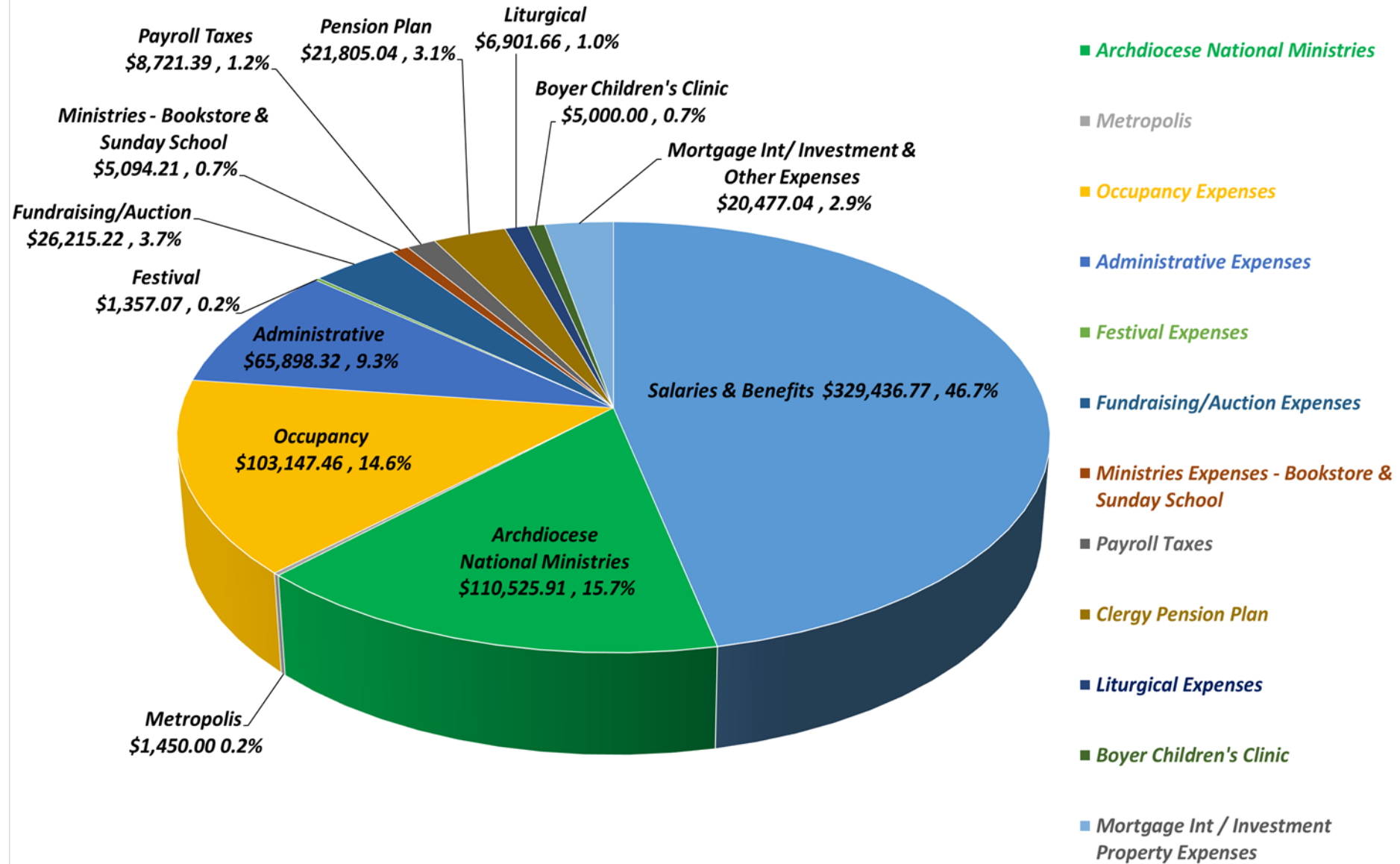
2021 Pledged Amounts by Household (through October)



2021 Income Sources (through October)



2021 Expenses (through October)





METROPOLIS OF
SAN FRANCISCO

St Demetrios Greek Orthodox Church



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Acolytes

Chris Macris

All Saints Camp

Christina Chacharon

Altar Guild

Fr. Photios

Auction

Chris G. Pallis

Bible Study

Fr. Photios

Book Club

Fr. James

Bookstore

Theo Argue
Heather Stotz
Lindsay Stotz

Camp Agape

Emilie John

Choir/Chanters

Vasilis Fournarakis
Athan Dumont

Dress for
Success
Georgene
Karambelas

Eternal Light
Program
George Constantine

Festival
Jim Kost

Greek Folk Dance
Steve Manos
Maria Barbas

Greek School
Demetra Apostolou
Manaois

Homebound
Parishioners
Patti Kost

International
Orthodox
Christian Charities
Kim Angelis

Jubilee Women's
Center
Georgene Karambelas

Liturgy & Life
Fr. Photios

Missions
Impossible
Frances Barnecut

Orthodox Christian
Mission Center
Chris Macris &
Cliff Argue

Orthodox
Home
Fellowship
Fr. Photios

Orthodoxy 101
Fr. James

Papouthes
Group
Manny Tramountanas

Philanthropia
House
John T. John

Philoptochos
Mary Damascus

Reach
Committee
Chris G. Pallis

Scouts
Program

Services Projects/
Christmas & Easter
Paula Macris

St. Philaret
Chris Macris
Doug Chandler

Stewardship
Gabriel Bayouk
Barbara Trehearne

St. John Oratorical
Festival
Fr. Photios

Sunday School
Paula Macris

Technology
Fr. Photios

VIPs - Seniors

St. Martin De
Porres Shelter
Georgia Kalasountas

Welcoming
Bob Read

YAL - Young
Adult League

Fr. James

YAL Orthodox
College Fellowship

Fr. James

Yiayia and
Friends

Cathy Chohlas

Youth – GOYA

Fr. James

Youth – H.O.P.E.

Eirene Bekris

Youth - JOY

Youth – St. John
Chrysostom
Oratorical Festival



St Demetrios Greek Orthodox Church



Going forward:

- ❖ Continue working on the Stewardship part of the Strategic Plan
- ❖ We will have a Stewardship table in the large hall following liturgy on the third Sunday of every month, starting Jan 16, 2022
- ❖ We welcome all those who would like to volunteer their time and talent and join the Stewardship Committee



St Demetrios Greek Orthodox Church



If you have questions about these charts or any of the ministries or how to volunteer:

- ❖ Call the church office or
- ❖ Send an email to info@saintdemetrios.com
- or
- ❖ Speak to Gabriel Bayouk or Barbara Trehearne



St Demetrios Greek Orthodox Church

If you have questions about these charts or any of the ministries or how to volunteer:

- Call the church office or
- Send an email to info@saintdemetrios.com or
- Speak to any of the parish council members



St Demetrios Greek Orthodox Church

Bylaws

Tom Leonidas



St Demetrios Greek Orthodox Church

Bylaws Revisions

- ❖ Alignment with and reference to Diocese Uniform Parish Bylaws. Art 1; Sec 1
- ❖ Provision for use of electronic means of meeting. Art XII; Sec 6 (NEW) & Art VI; Sec 8
- ❖ General 'clean up' in use of terms to get consistency throughout bylaws.
- ❖ Clarified requirements of a 'Member in Good Standing' to include fulfillment of stewardship pledge for prior two (2) years and making payments for current year. Art V; Sec 4
- ❖ General Assembly Quorum: change to sliding scale of 10% of members in good standing from fixed number of 45. Art VI; Sec 5
- ❖ Voting: allow a parishioner in arrears on stewardship commitment to vote if unpaid stewardship commitment is satisfied within 30 days of general assembly. Art VI Sec 4
- ❖ Parish Council Makeup: Range of 9 – 15 versus current fixed 15; makeup reflects diversity of parish and skills needed for parish growth. Art VII; Sec 1



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Philanthropia Update

John T John



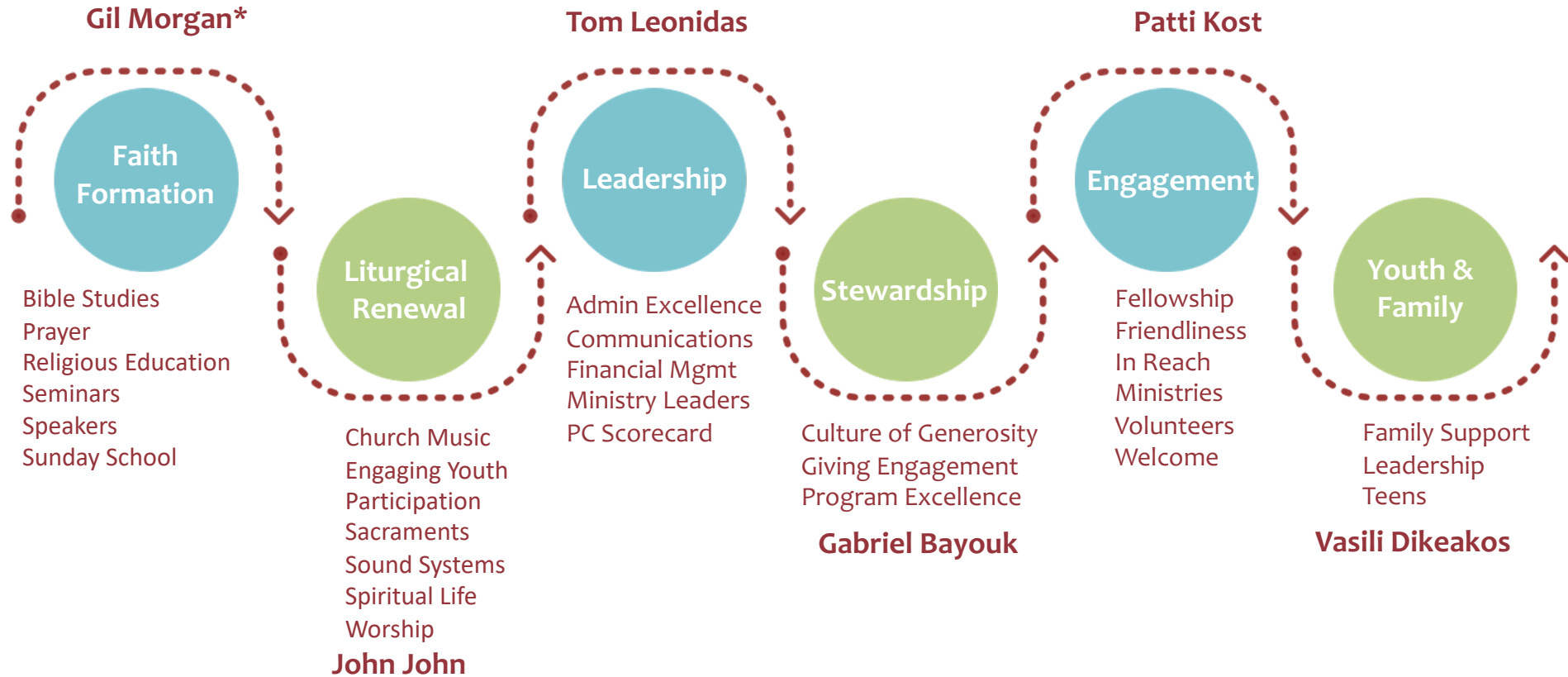
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Strategic Plan Update

Steven Stanos & Barbara Trehearne

“THE 6”

KEY STRATEGIC AREAS





METROPOLIS OF
SAN FRANCISCO

St Demetrios Greek Orthodox Church

- ☐ Re-engage & re-energize youth groups-Fr James/Fr Photios
- ☐ Establish administrative support for clergy and Parish Council
- ☐ Formalize welcoming activities for new/returning members
- ☐ Reach out to members who have not yet returned to services
- ☐ Host hands-on sessions on how to prepare liturgical/ecclesiastical offerings (e.g., Prosforon, Artoclasia, Koliva, etc).
- ☐ Periodically hold teaching liturgies in the small hall for Sunday School children.
- ☐ Initiate adult sessions following Sunday Divine Liturgy to educate about Orthodox practices (Liturgy and Life)
- ☐ Support 100 for 100-fully fund operational expenses with Stewardship
- ☐ Build leadership capacity within the parish



St Demetrios Greek Orthodox Church

Centennial Event Fr Photios

HIS EMINENCE
ARCHBISHOP ELPIDOPHOROS
OF AMERICA

HIS EMINENCE
METROPOLITAN GERASIMOS

WILL JOIN SAINT DEMETRIOS IN THE CELEBRATION OF OUR
100TH ANNIVERSARY

SAVE *the* DATE

02.05.2022

CENTENNIAL CELEBRATION



St Demetrios Greek Orthodox Church

Parish Council Nominations
2021-23 Terms
6 positions open



St Demetrios Greek Orthodox Church

Nominees for Parish Council

Alexandra Flugstad

Brian Koceski

George Hatziantoniou

Chris Pallis

Bob Read

Barbara Trehearne



St Demetrios Greek Orthodox Church

- Thank you to Georgine Looney and Andrew Aliferakis