



# Church

## Leadership 101



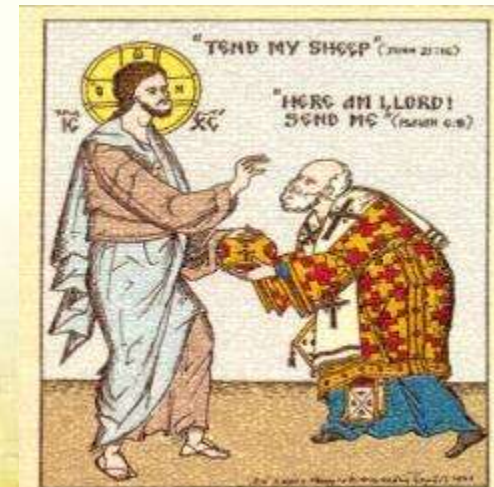
*“For unto whomsoever much is given,  
of him shall be much required. Luke 12:48*

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**[www.stewardshipcalling.com](http://www.stewardshipcalling.com)**

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# Brief review of how our world is changing?



For many more facts and statistics regarding the rapidly changing world in which we live, go to:

[www.stewardshipcalling.com](http://www.stewardshipcalling.com)

We are living in exponential times...

... the speed of change is  
unimaginable and accelerating

**'The following is based on the pioneering YouTube video "Did You Know?" (with certain updated statistics).**

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# Years it took to reach 50 million users:

Telephone - 75 years



Radio - 38 years



TV - 13 years



Internet - 4 years



Google Plus - 88 days



Angry Birds - 35 days




Pokémon GO - 19 days



Modern Smart phones have much more computing power than the Apollo mission computers NASA used to go to the moon in the 1960s.



More video content  
was uploaded to   
in the last 2 months...

Than the amount of content that  
would be aired if all three major  
networks broadcast content



24 hours per day  
for 62 years

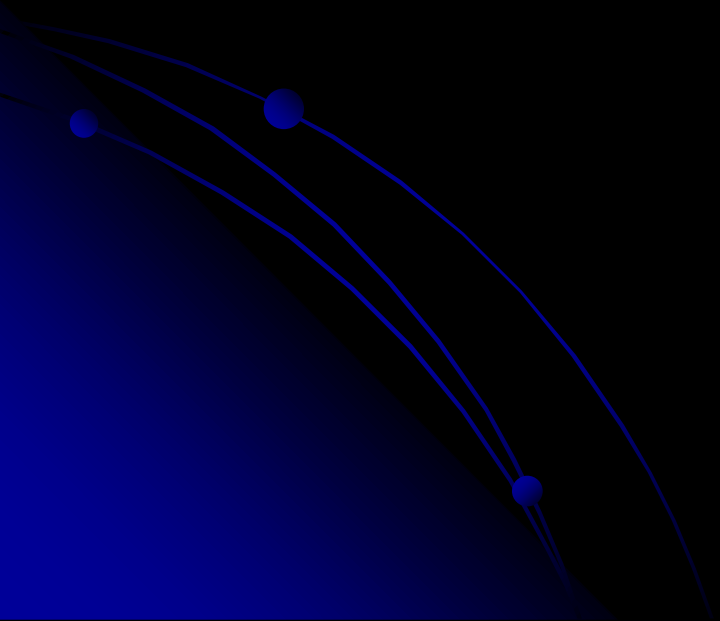
60 hours of video are  
uploaded to  every minute

1 hour of video is uploaded to  
 every second





We are living in exponential times...



**facebook** started almost 15 years ago in October 2003.

It now has over 2.2 Billion active monthly users.

It is has over 1.4 Billion active daily users.

If Facebook were a country . . .

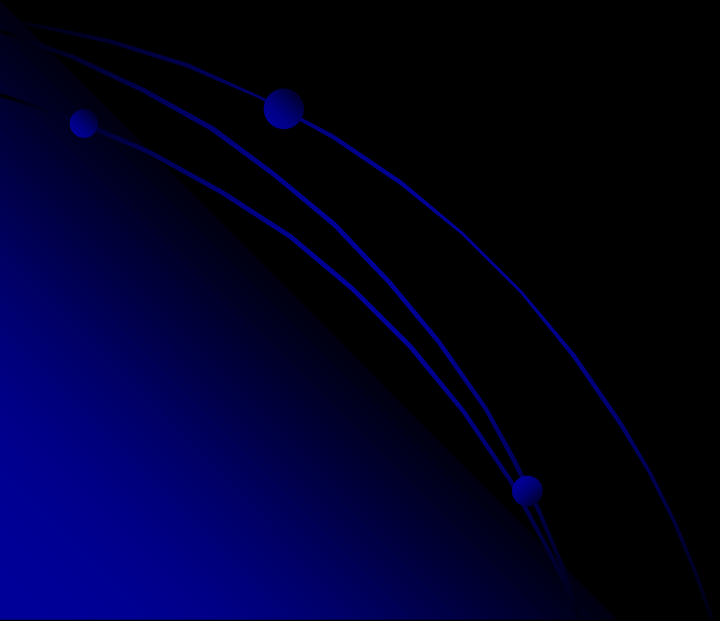


. . . it would be the  
2nd largest country  
in the world

. . . behind only China.

Slightly larger than  
India and 5.5 times  
bigger than the U.S.

We are living in exponential times...





# Email Facts



**2.76 Billion** email users worldwide

**225 Billion** daily worldwide emails

**61%** of all email is treated as SPAM

In 2014 in the U.S. alone  
there were an estimated  
8.5 BILLION text messages...

... PER DAY



~ 97% of American adults text.



~ Text messages have a 98% open rate versus only 20% for email.

~ 95% of all text messages are read in under 3 minutes.

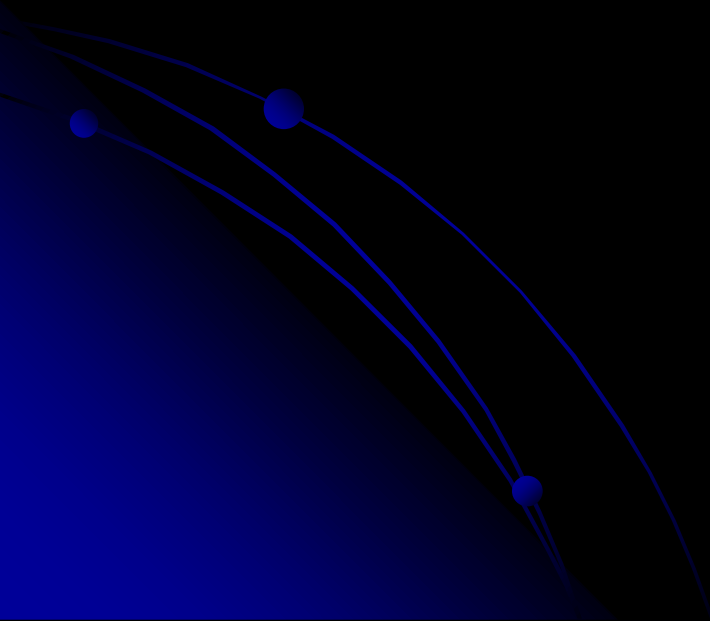


1 out of 8 couples married in  
the U.S. in 2005 . . .  
. . .met online

By 2013, 1 out of 3  
couples in the U.S.  
met online

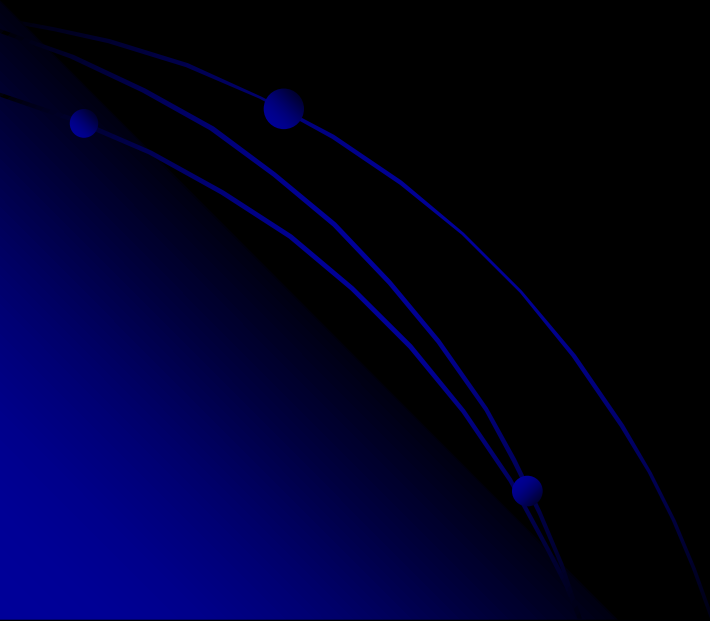


The amount of new technical information is currently estimated to double every 72 hours as of 2010.



We are living in exponential times...

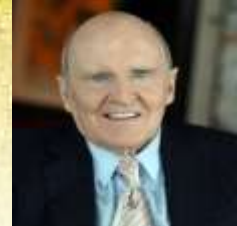
So what does this mean for you  
and your leadership calling?





# Jack Welch

Chairman & CEO - General Electric



“If the rate of change on the outside  
exceeds the rate of change on the inside,  
the end is near.”



“Change before you have to.”





## **Part 1:**

# **What Does It Mean To Be A Leader?**



# 4 Key Characteristics of Great Leaders<sup>1</sup>



1. **INTEGRITY** – trustworthy and ethical
2. **GOOD JUDGMENT** – an ability to gather the relevant facts and make a good decision
3. **VISION** – a compelling story that persuades a team to put aside their own selfish agendas and to work for the collective good (empowering and inspiring)
4. **SELF AWARENESS** - an understanding of how they are impacting other people whose efforts or support are needed for the achievement of goals/objectives



# Good To Great<sup>1</sup>

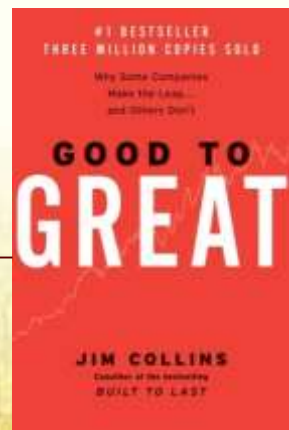


- Examined 1,435 good companies over 40 years
- Companies had to:
  - (a) have 15 years of performance at or below general stock market
  - (b) followed by an event/leap independent of its industry
  - (c) after which it experienced cumulative stock returns over the next 15 years that exceeded the general stock market by at least 3 times
- Only 11 companies meet the “good to great” criteria

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Good to Great: Why Some Companies Make the Leap...And Others Don't

Jim Collins - Harper Collins, July 19, 2011





# Good To Great – Level of Leadership



1. **Highly Capable Individual** -- Makes productive contributions through talent, knowledge, skills, and good work habits.
2. **Contributing Team Member** -- contributes individual capabilities to the achievement of group objectives and works effectively with others in a group setting.
3. **Competent Manager** -- organizes people and resources toward the effective and efficient pursuit of predetermined objectives.
4. **Effective Leader** -- catalyzes commitment to and vigorous pursuit of a clear and compelling vision, stimulating higher performance standards.
5. **Level 5 Executive** -- builds enduring greatness through a paradoxical blend of personal humility and professional will

# Good To Great – Level of Leadership

**LEVEL 5**

## **LEVEL 5 EXECUTIVE**

Builds enduring greatness through a paradoxical blend of personal humility and professional will.

**LEVEL 4**

## **EFFECTIVE LEADER**

Catalyzes commitment to and vigorous pursuit of a clear and compelling vision, stimulating higher performance standards.

**LEVEL 3**

## **COMPETENT MANAGER**

Organizes people and resources toward the effective and efficient pursuit of predetermined objectives.

**LEVEL 2**

## **CONTRIBUTING TEAM MEMBER**

Contributes individual capabilities to the achievement of group objectives and works effectively with others in a group setting.

**LEVEL 1**

## **HIGHLY CAPABLE INDIVIDUAL**

Makes productive contributions through talent, knowledge, skills, and good work habits.





# **Good To Great And The Social Sectors<sup>1</sup>**



- 1. “In a social sector organization, performance must be assessed relative to mission, not financial returns.”**
- 2. You must determine what is a relevant measure of success**
- 3. “Executive Leaders” have enough power to make decisions, whereas “Legislative Leaders” must rely on persuasion, political currency and shared interests to create the conditions for the right decisions to happen**

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<sup>1</sup>Based on Jim Collins’ “Good To Great and the Social Sectors” (Why business thinking is not the right answer.)



# Good To Great And The Social Sectors<sup>1</sup>



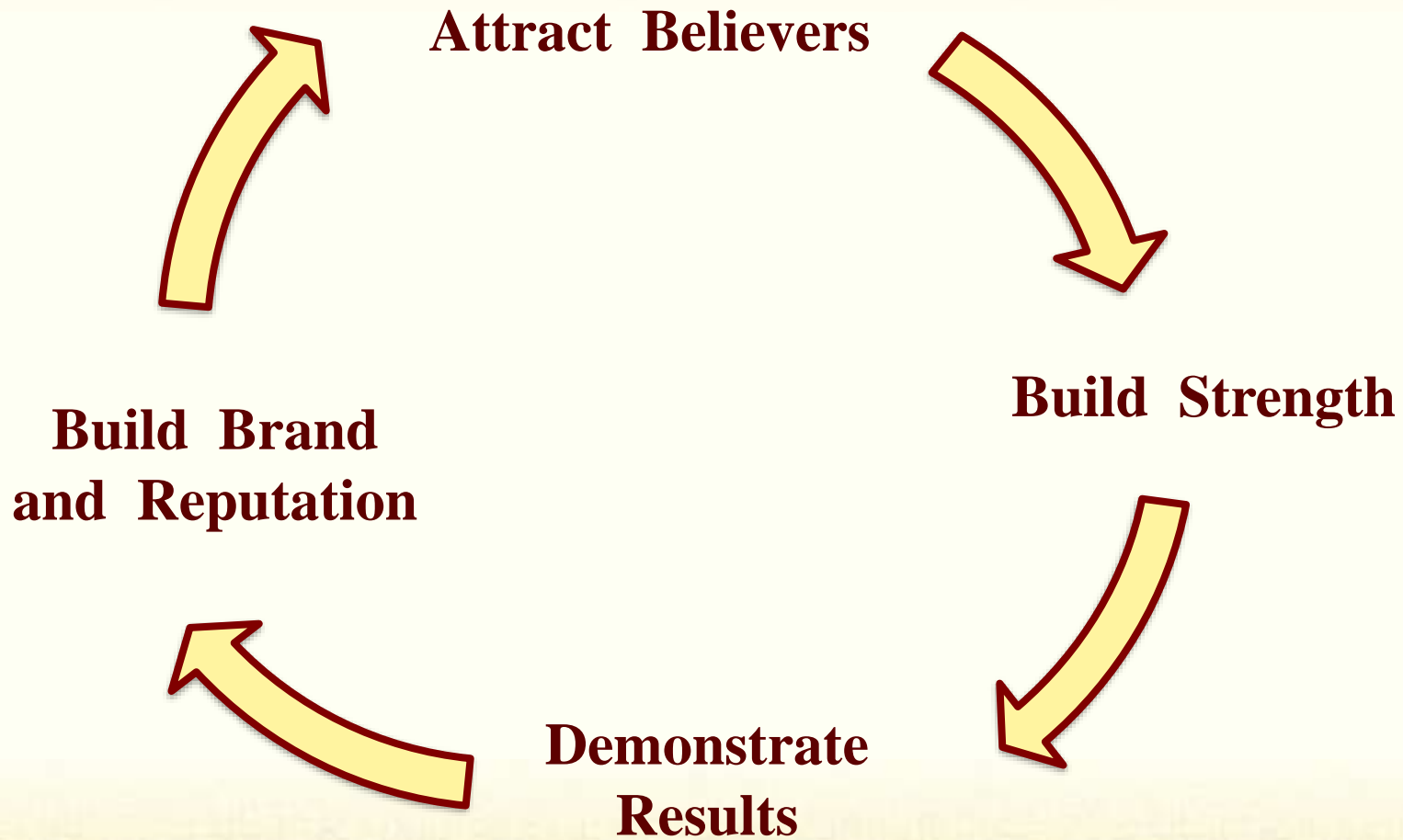
4. “True leadership only exists if people follow when they have the freedom not to.”
5. The appropriate financial question is: “What is our return on the capital we have invested?”  
SO: How are you measuring the return on your invested capital?
6. “A key link in the social sectors is brand reputation.”  
SO: What is your brand?

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<sup>1</sup>Based on Jim Collins’ “Good To Great and the Social Sectors” (Why business thinking is not the right answer.)



# Good To Great And The Social Sectors<sup>1</sup>



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# **Good To Great And The Social Sectors<sup>1</sup>**



**“Greatness is not a function of circumstance.**

**Greatness is largely a matter of conscious choice and discipline.”**

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<sup>1</sup>Based on Jim Collins’ “Good To Great and the Social Sectors” (Why business thinking is not the right answer.)



## **Part 2:**

# **Some Best Practices of Orthodox Christian Servant Leadership**



# Church Leaders



**“The most basic task of the Church leader is to discern the spiritual gifts of all those under his authority, and to encourage those gifts to be used to the full for the benefit of all.**

**Only a person who can discern the gifts of others and can humbly rejoice at the flowering of those gifts is fit to lead the Church.”**



# 3-C Leadership Model<sup>1</sup>



- **Conviction** – firmly held beliefs (core values)
- **Courage** – the strength to chart a course (mission/vision/goals) and execute it to successful conclusion
- **Choices** – relentlessly executing the right actions/values to achieve mission/vision/goals and inspire others

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See: [www.stewardshipcalling.com](http://www.stewardshipcalling.com) Resources Tab for Stewardship Sound Bite Article entitled “*The Thief and St. Peter – What a Difference a Few Days Makes (The 3 C’s of Leadership)*”



# Leadership Characteristics



- **Team** – a true leader recruits and develops disciples
- **Dream** – a true leader helps inspire others to share a common dream
- **Scheme** – a true leader manages the process by which:
  - (1) conflict is resolved;
  - (2) impediments are removed or managed;
  - (3) success and succession are assured





# Orthodox Servant Leadership



- Servant leadership focuses on:
  1. participative decision-making (consensus)
  2. teamwork
  3. ethical and caring behavior
- The servant leader's priority is service to others (to help them achieve personal growth, autonomy and excellence)



# Orthodox Leadership Development



## ➤ The Stewardship Calling Model of the Six Elements of Effective Orthodox Servant Leadership?

**Courage**

**Love**

**Humility**

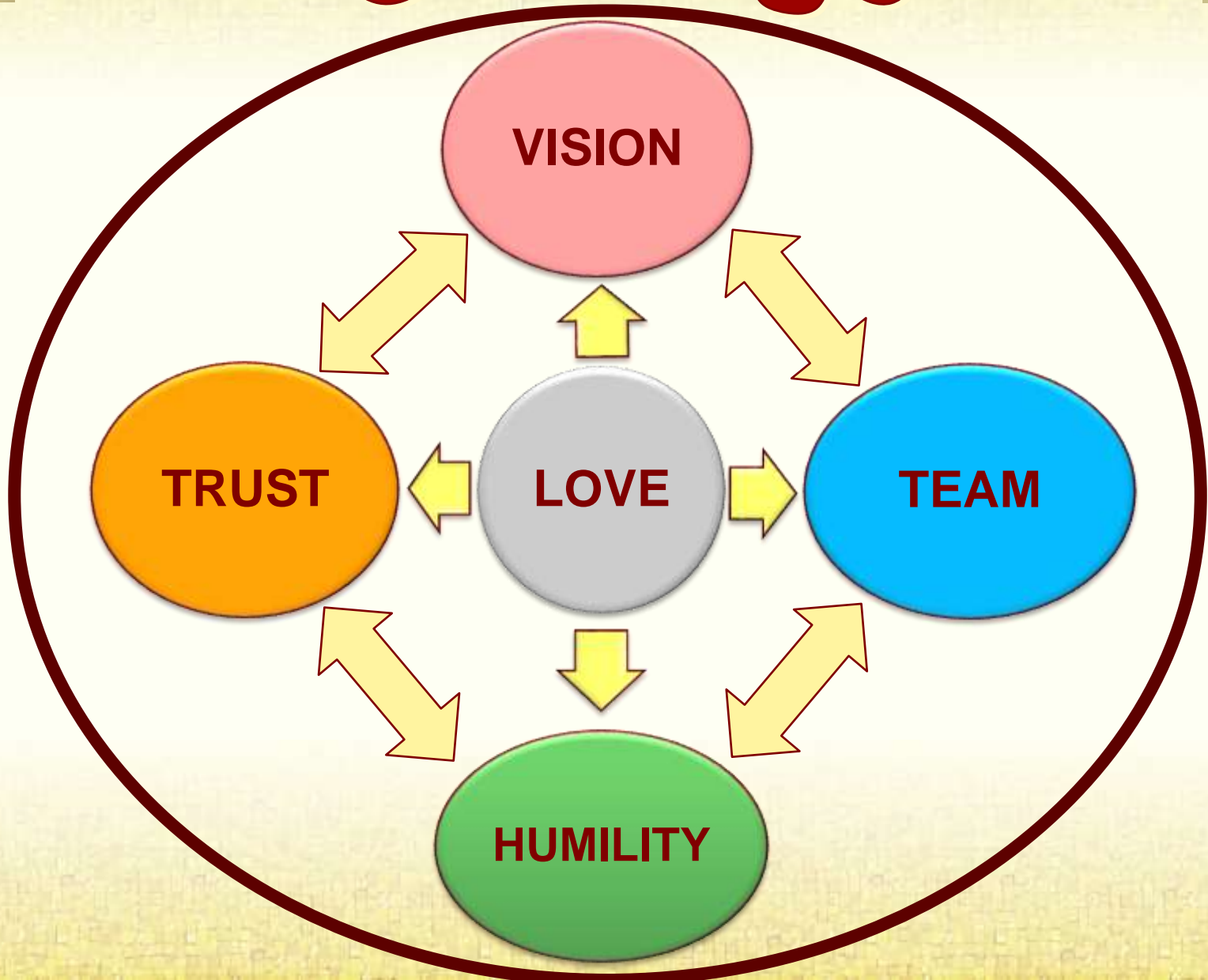
**Trust**

**Vision**

**Team**



# Courage



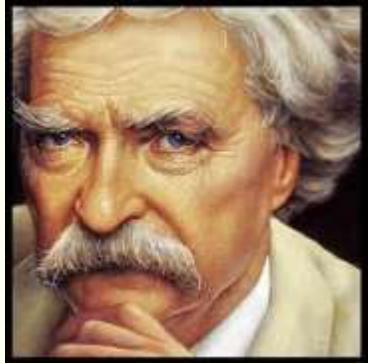


# Start With WHY?





**The 2 most important  
days of your life are:**



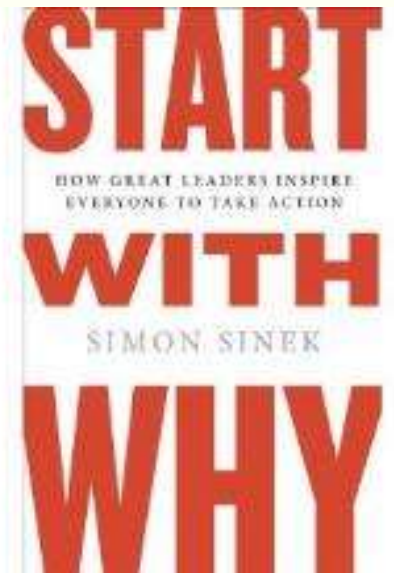
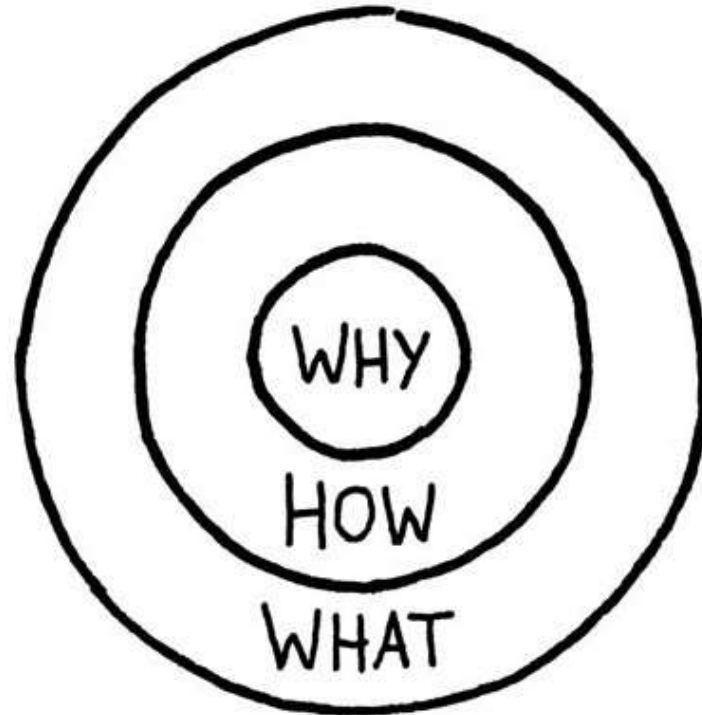
**First, the day you were  
born, and**

**Second, the day you  
figure out why**

# Start With Why - How Great Leaders Inspire Everyone To Take Action



**Simon Sinek**



**TED.COM**

**[http://www.ted.com/talks/simon\\_sinek\\_how\\_great\\_leaders\\_inspire\\_action.html](http://www.ted.com/talks/simon_sinek_how_great_leaders_inspire_action.html)**



# **“There Are Leaders And There Are Those Who Lead”**



- **“Leaders = merely hold a title/position of power or influence”**
- **“Those who lead = inspire us to follow them”**
- **“To be a leader requires followers”**
- **“We follow those who lead, not for them, but for ourselves”**



# The Dynamic Board: Lessons From High-Performing Nonprofits<sup>1</sup>

- First:** The Board must shape the direction of the non-profit through a clear and compelling mission, vision, strategy and key policies.
- Second:** The Board needs to ensure that the leadership, resources and finances in place are commensurate with the vision
- Third:** The Board must monitor performance and ensure prompt corrective action when needed

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<sup>1</sup>Research performed by McKinsey & Company from interviews of the Board Chairs of 32 of the 100 “top performing organizations” as evaluated by Worth Magazine in 2001





# **The 3 –D Essential Duties Of Non-Profit Board Members**



- **Donation** – you donate the funds or other resources needed to achieve the vision
- **Development** – you raise the funds and resources from others to achieve the vision
- **Delivery** – you perform an essential function necessary to achieve the vision
- **Make no mistake about it, if you are a Board member leader:**
  1. merely offering advice is insufficient
  2. you must be a generous steward
  3. you must own the vision



# 4 Key Characteristics of Great Leaders<sup>1</sup>



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4. SELF AWARENESS - an understanding of how they are impacting other people whose efforts or support are needed for the achievement of goals/objectives

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<sup>1</sup> According to International social scientist and psychologist Tomas Chamorro-Premuzic based on his 20+ years of research of leaders

# Good To Great<sup>1</sup>

- Examined 1,435 good companies over 40 years and found that only 11 companies met the “good to great” criteria
- Started out believing that leadership was likely not a primary contributor
- Discovered “Level 5” leaders were

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Good to Great: Why Some Companies Make the Leap...And Others Don't

Jim Collins - Harper Collins, July 19, 2011





# Good To Great

## 5 Levels of Leadership



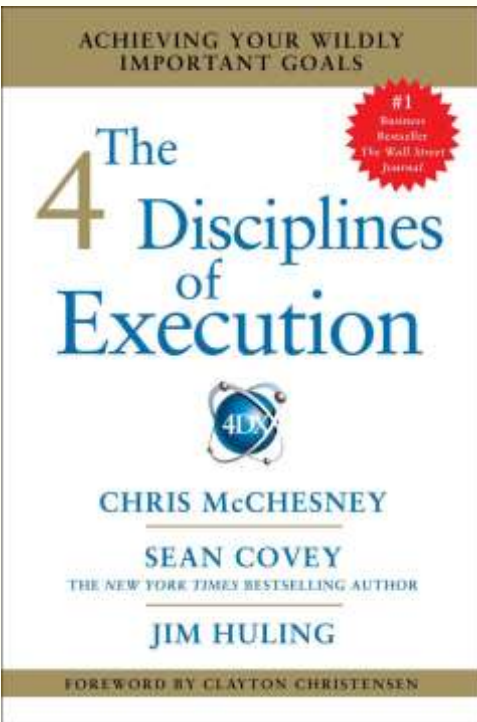
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# A Great Process for Effective Execution and Leadership



## The 4 Disciplines of Execution



- 1. Determine your WIG(s)  
(Wildly Important Goals)**
- 2. Act on Lead Measures**
- 3. Create a compelling scoreboard**
- 4. Create a cadence of accountability**

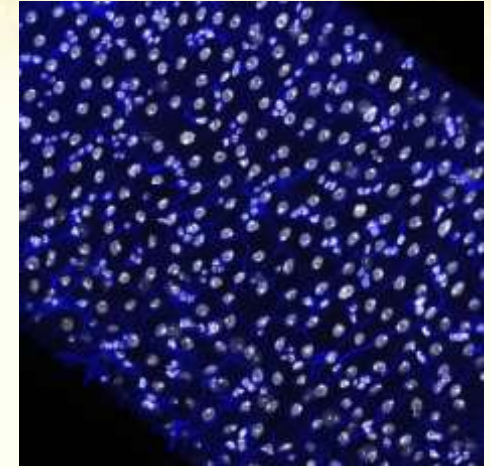
<http://the4disciplinesofexecution.com/>

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NOTE: Some adaptation may be required to apply certain of these proven principles in a church environment



# Leadership Cancer



- The “E” gene
- The “Ego” gene
- “No one can do what I do”
- “No one can do what I do as well”
- You will always be your own worse enemy
- *“Everything that can be invented, has been invented.”*

Charles H. Duell, Commissioner of U.S. patent office in 1899.



# Success = Succession (part 1)



## (Bill's 1<sup>st</sup> Theorem)

- You only know what you know
- Someone knows more than you
- You don't know what you don't know
- You can only do what you can do
- Someone can do what you do better than you
- Therefore, if you truly love your organization, you will recruit the best and brightest team who can help you do more and better



# Success = Succession (part 2) (Bill's 2<sup>nd</sup> Theorem)



**“Without disciples, the dream dies with the dreamer”**





# Success = Succession (part 3) (Bill's 3<sup>rd</sup> Theorem)



**“You don’t need a title to lead. You only need a great dream with a deadline and the passionate commitment to achieve it with a team... for the benefit others.”**



# Success = Succession (part 4) (Bill's 4<sup>th</sup> Theorem)



- **“We eventually use all of our tricks.”**
- **“We eventually get tired.”**
- **“We eventually are less efficient and effective.”**
- **“We eventually block the way for younger / better / different leaders.”**
- **“Are we really effective leaders if we have no successor?”**



# Success = Succession (part 5) (Bill's 5<sup>th</sup> Theorem)



**“A candle loses nothing by lighting another candle. And when it does, the light in the world doubles.”**





## **Part 3:**

# **Being a Disciple in Your Jerusalem**



**Jesus Christ  
did NOT call His  
followers “Christians.”**

**What did He call them?**

John 13:34-35 “A new commandment I give to you, that you love one another: just as I have loved you, you also are to love one another. By this all people will know that you are my disciples, if you have love for one another.”



# The Great Commission

(Mission – Part 1) Matthew 28:19



**“Go therefore and make  
disciples of all the  
nations.”**



# HOW

## Do You Make Disciples?

- 1. Spiritually Feed**
- 2. Nurture Discipleship**
- 3. Sustain the Faith**





# The Disciple Multiplier Effect



- You can only do =  $x$
- Each disciple your recruit can only do =  $X$
- If you do it all yourself, you can only do =  $1x$
- If you recruit 10 disciples, you can do =  $11x$
- Your leadership reach is 100% correlated with the number of disciples you recruit



# The Disciple Multiplier Effect



**1. None of us is as smart as all of us are.**



**2. None of us can do as much as all of us can do together.**





# A Provocative Thought About Your Personal Jerusalem



- What if YOUR Jerusalem is wherever YOU are ?
- How are YOU doing to make Disciples of everyone in YOUR Jerusalem?





## **Part 4:**

# **Discussion and Conclusion**

**What did you take away from today and what are our biggest leadership challenges?**



# Use Your Gifts



**“BRETHREN, having gifts that differ according to the grace given to us, let us use them...**

**if service, in our serving; he who teaches, in his teaching... he who contributes, in liberality; he who gives aid, with zeal; he who does acts of mercy, with cheerfulness...”**

**St. Paul's Letter to the Romans 12:6-14**



# Use Your Gifts



**BRETHREN, grace was given to each of us according to the measure of Christ's gift. Therefore it is said, "When he ascended on high he led a host of captives, and he gave gifts to men."**

**And his gifts were that some should be apostles, some prophets, some evangelists, some pastors and teachers,**

**to equip the saints for the work of ministry, for building up the body of Christ, until we all attain to the unity of the faith and of the knowledge of the Son of God, to mature manhood, to the measure of the stature of the fullness of Christ.**

**St. Paul's Letter to the Ephesians 4:7-13**



# It's Time To Get Busy



**“Then he said to his disciples, ‘The harvest is plentiful but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field.’ ”**

**Matthew 9:37-38**

***You have  
now been  
called as  
one of  
the 70  
Disciples***

**Luke 10:1**

