

***Leadership &
Administration
2024***

Part 1 - Foundations



My Confession

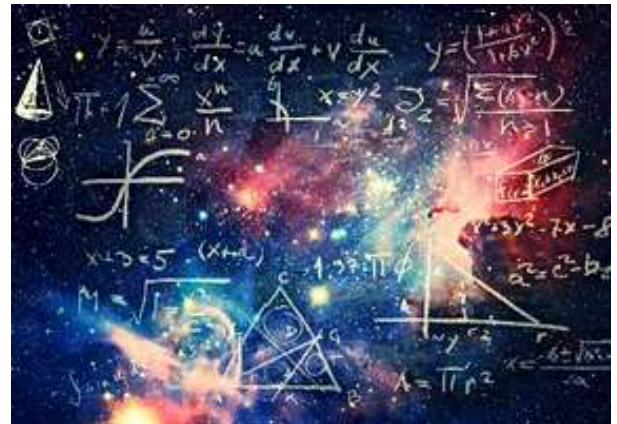
**I'M NOT TELLING YOU
IT IS GOING TO BE
EASY, I'M TELLING
YOU IT IS GOING TO
BE WORTH IT**



I am in awe of your calling.

I am here voluntarily out of love and respect.

I ask for your patience and forgiveness.



Are you living too

small?

**“God doesn’t call
the qualified;**

**God
qualifies
the called.”**



***What
would you
do if you
weren't
afraid?***





You Were
NOT Called to
Lead a Parish
or Ministry

**You were called to lead
people closer to Christ
and each other.**



Who's trying to
help you?



So, did anyone help who's "helping" you today?



Fr. James Kumarelas (Holy Cross 2020)

**I was blessed to serve for 36 wonderful years
as a partner and in leadership at:**



&

McGUIREWOODS

A journey ...

... 420,000+ airlines miles over 20+ years

*...presentations to over 600+ Parishes of
all Orthodox jurisdictions*

*...20+ years on Archdiocese Council,
Atlanta Metropolis Council*

*... 10+ years on Secretariat & Legal
Committee of Assembly of
Canonical Orthodox Bishops*

OMS EFFECTIVE PARISH MODEL



**EFFECTIVE
PARISH
ASSESSMENT**

**FREE resource to assess parish
operational health and excellence
in 6 Pillars & 30 Building Blocks**

The Stewardship Calling Process has been used to complete Strategic Plans covering over **26%** of Orthodox Christians



**GOA
Metropolis
of San
Francisco**



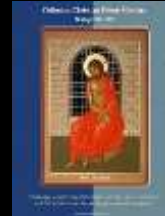
**GOA
Metropolis
of Atlanta**



**Ukrainian
Orthodox
Church of
the USA**



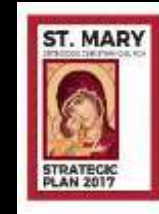
**GOA
Metropolis
of
Chicago**



**Orthodox
Christian
Prison
Ministry**



St. John The Divine (Jacksonville FL)



St. Mary (Wichita, KS)



St. John The Baptist (Beaverton, OR)



St. Nicholas (Ann Arbor, MI)



Sts. Mark, Mary, Philopater (Troy, MI)



Annunciation Cathedral (Atlanta, GA)



St. Nicholas (Grand Rapids, MI)

Recently Completed Strategic Plans:

OCA Diocese of New England

OCA Diocese of Midwest

St. Demetrios (Saginaw, MI)

Holy Trinity (Indianapolis, IN)

Christ the Saviour (Harrisburg, PA)

Holy Trinity (Grand Rapids, MI)

Strategic Plans In Progress:

St Nicholas (Lexington, MA)

St., Luke (E. Longmeadow, MA)

St. Demetrios (Warren, OH)

St. Raphael (Iowa City, IA)

Dormition of the Theotokos – (Sommerville, MA)

Holy Trinity (Concord, NH)

Sts. Raphael, Nicholas & Irene (Cumming, GA)

St. Sophia (Jefferson, PA)

Μετάνοια

Metanoia



“a transformative change of heart”



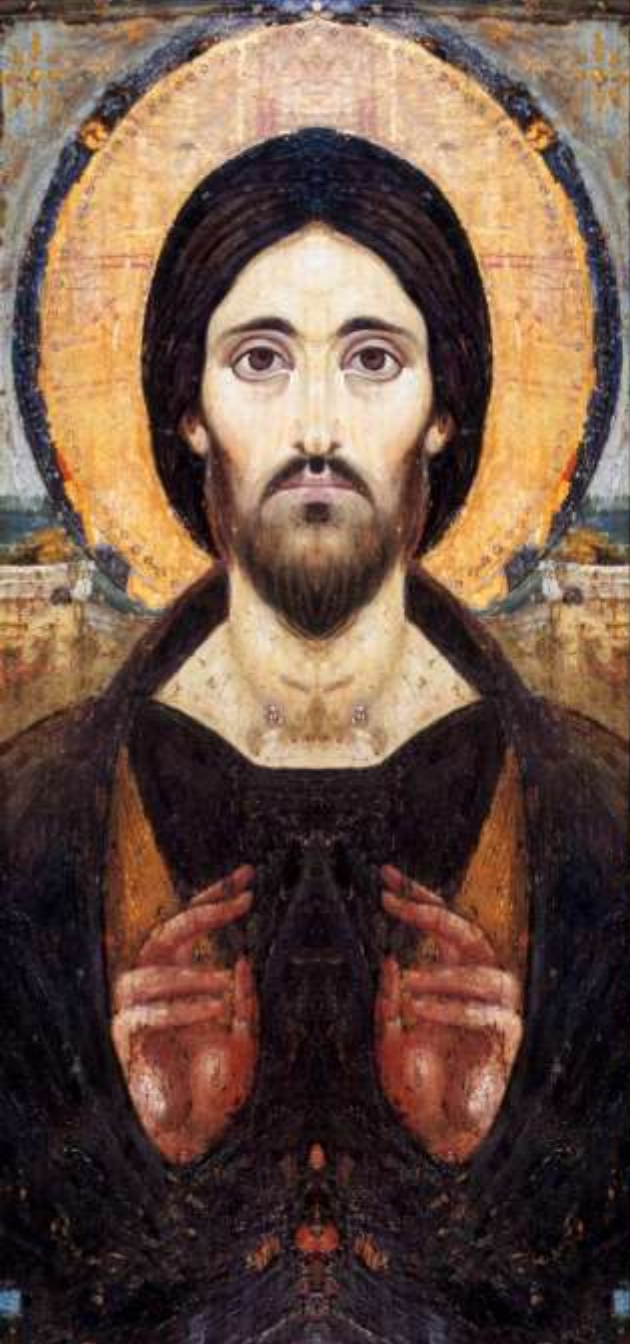
...are You Here?



Why?

“That the end of our lives may be Christian, without pain, blameless and peaceful, and for a good account before the awesome judgment seat of Christ.”

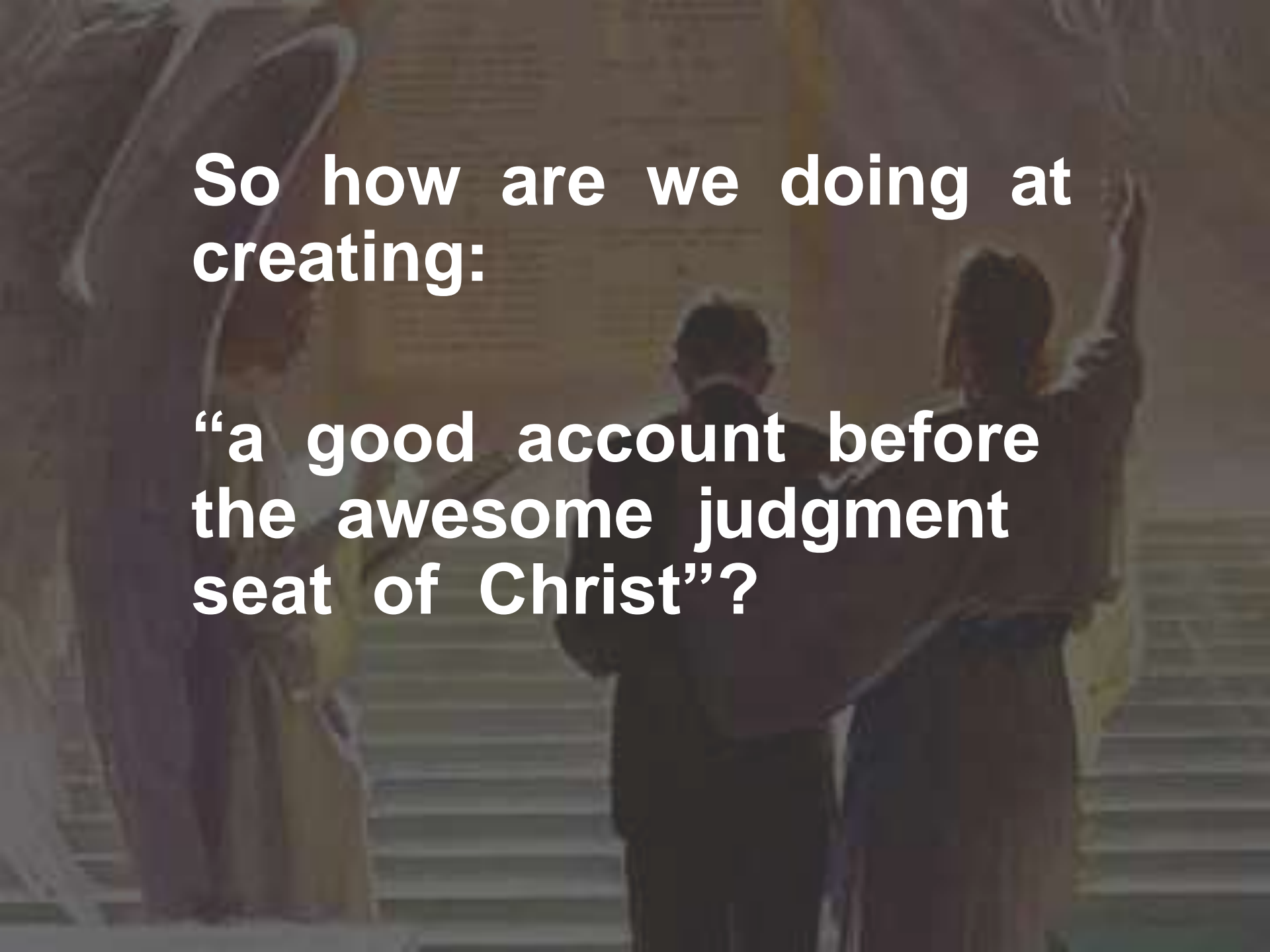
II Corinthians 5:10
Divine Liturgy



**Christ's
possible
very
difficult
question**



What did you do,
for **My** church and **My** people,
under **your** watch,
given all of the gifts **I** gave **you**?



**So how are we doing at
creating:**

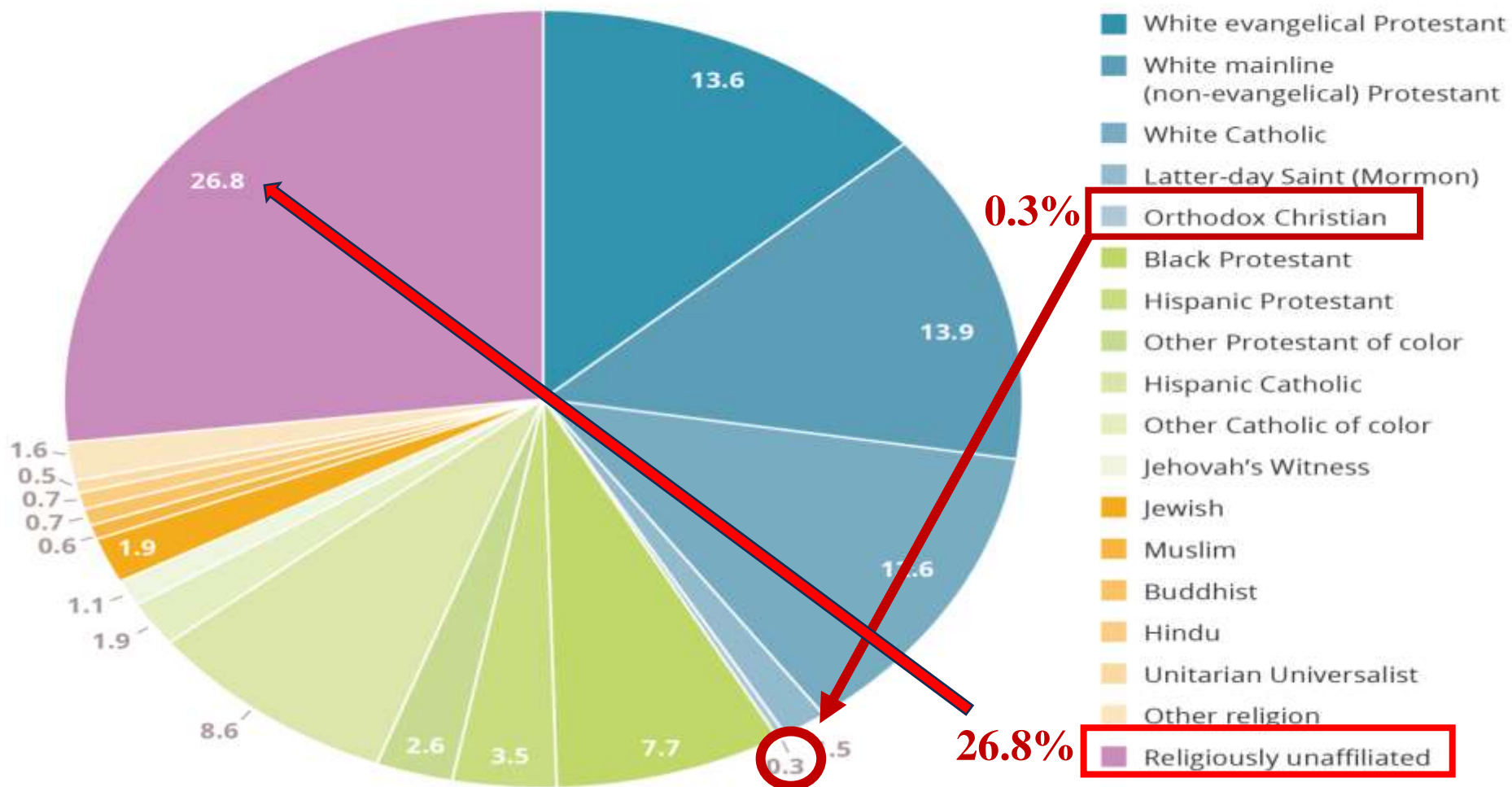
**“a good account before
the awesome judgment
seat of Christ”?**

**IN GOD
WE TRUST
ALL OTHERS
MUST BRING
DATA**

Orthodoxy – A Rounding Error In The American Religious Landscape

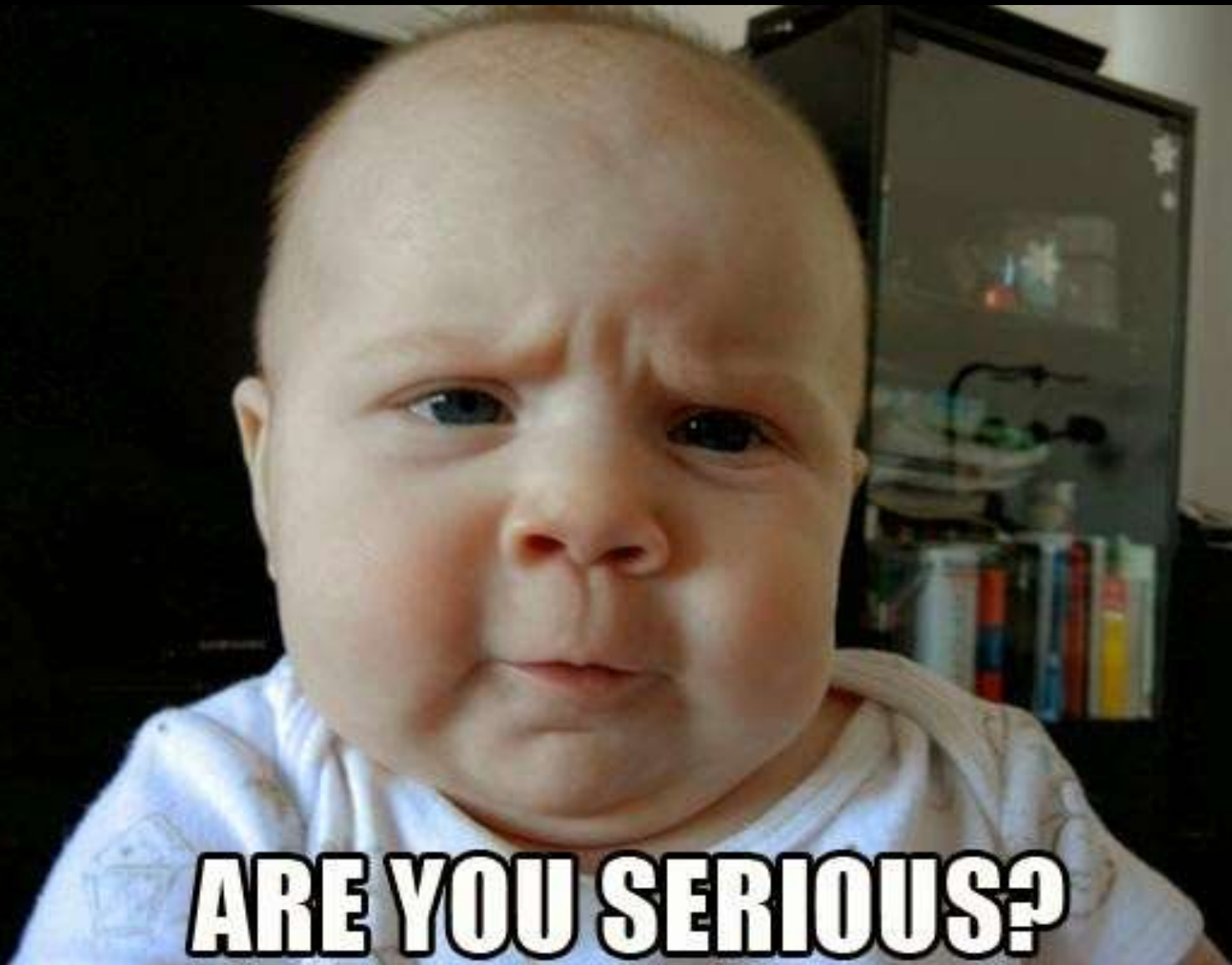
FIGURE 1. The American Religious Landscape in 2022

Percent who identify as:



Source: PRRI 2022 American Values Atlas.

0.5% 100 years ago



ARE YOU SERIOUS?

Religiosity by Region, 2017

■ Most religious ■ Above average ■ Average ■ Below average ■ Least religious



OUR CHALLENGE

47%

of cradle
Orthodox
have left the
Church

64%

of young
people fall
away from
the Church

21%

of Greek Orthodox
Christians regularly
attend Church

99%

of Orthodox Parishes
are dependent on
festivals and
fundraisers to fund their
needs

PRE-COVID Giving Facts¹

U.S. Orthodox Christians are in:

~ top 1/3 in annual income

~ bottom 1/3 in church stewardship

¹ Pew Forum income data compared against Financial Stewardship Analysis of over 275 U.S. Orthodox Parishes conducted by Stewardship Calling ministry

The Leadership Management / Dichotomy



Leaders

Own the parish's Why, Vision & Future and hold managers accountable.



Managers

Manage the Team to achieve the goals necessary to achieve the parish's Vision.



Team Members

Perform the tasks necessary to achieve the parish's goals.

Servant Leadership



John 13:1-5



“The most basic task of the Church leader is to:

1. discern the spiritual gifts of all those under his authority, and to
2. encourage those gifts to be used
3. to the full
4. 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.”



“In the end,
leaders don't
decide who
leads.

Followers do.

If you think
you're a
leader and
you turn
around and
no one is
following you,
then you're
**simply out for
a walk.”**

Pick Top 7 Qualities People Want In Their Leaders

Ambitious

Broad minded

Caring

Competent

Cooperative

Courageous

Dependable

Determined

Fair Minded

Forward-looking

Honest

Imaginative

Independent

Inspiring

Intelligent

Loyal

Mature

Self-Controlled

Straight forward

Supportive

From 30 years of empirical research by Drs. James Kouzes & Barry Posner featured in:
[The Truth About Leadership: The No-fads to the Heart of the Matter Facts You Need to Know](#)

Top Qualities People Want In Their Leaders

Honest = 85%

Forward-looking = 70%

Inspiring = 69%

Competent = 64%

Intelligent = 42%

Broad minded = 40%

Dependable = 37%

Supportive = 36%

Fair Minded = 35%

Straight forward = 31%

Determined = 28%

Cooperative = 26%

Ambitious = 26%

Courageous = 21%

Caring = 20%

Loyal = 18%

Imaginative = 18%

Mature = 16%

Self-Controlled = 11%

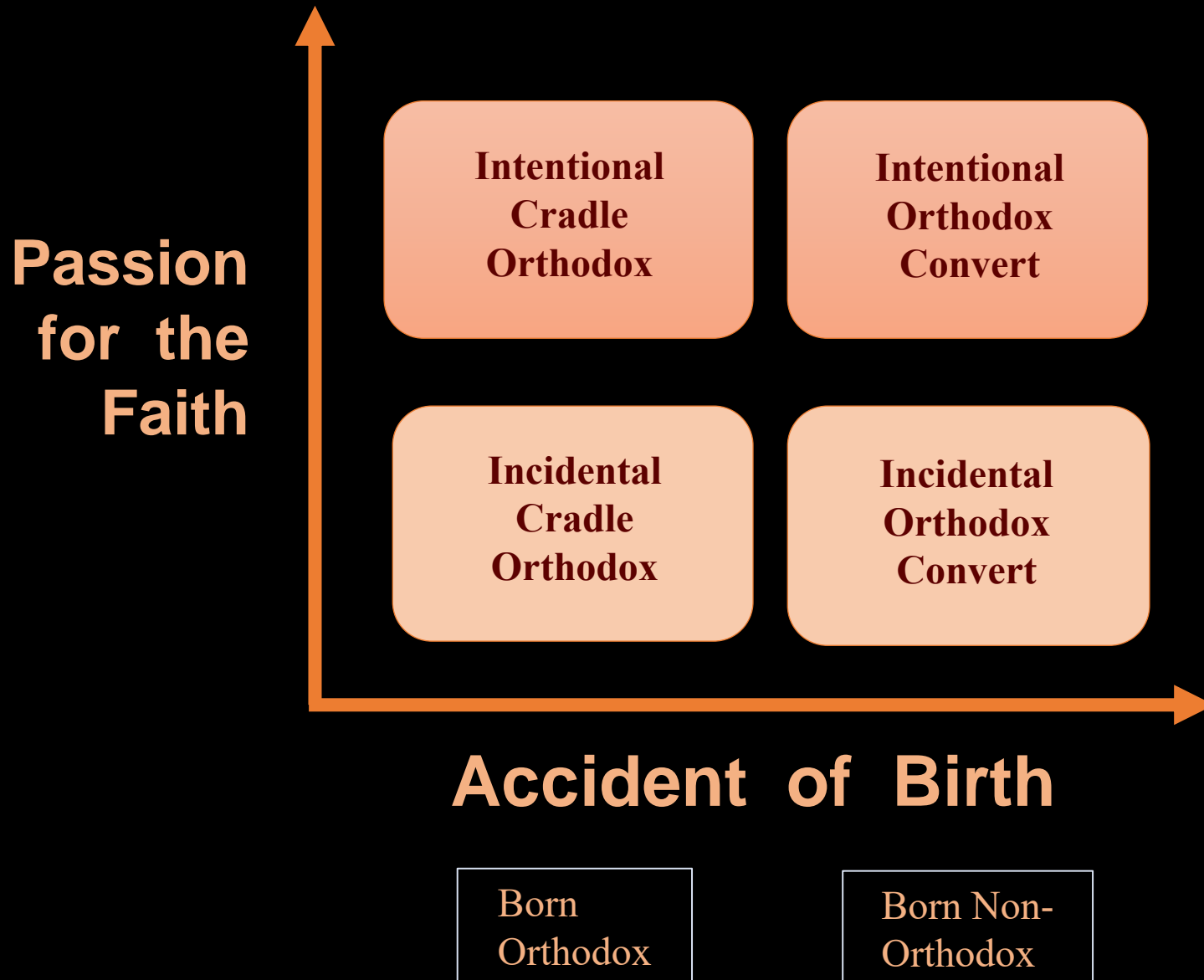
Independent = 6%

—

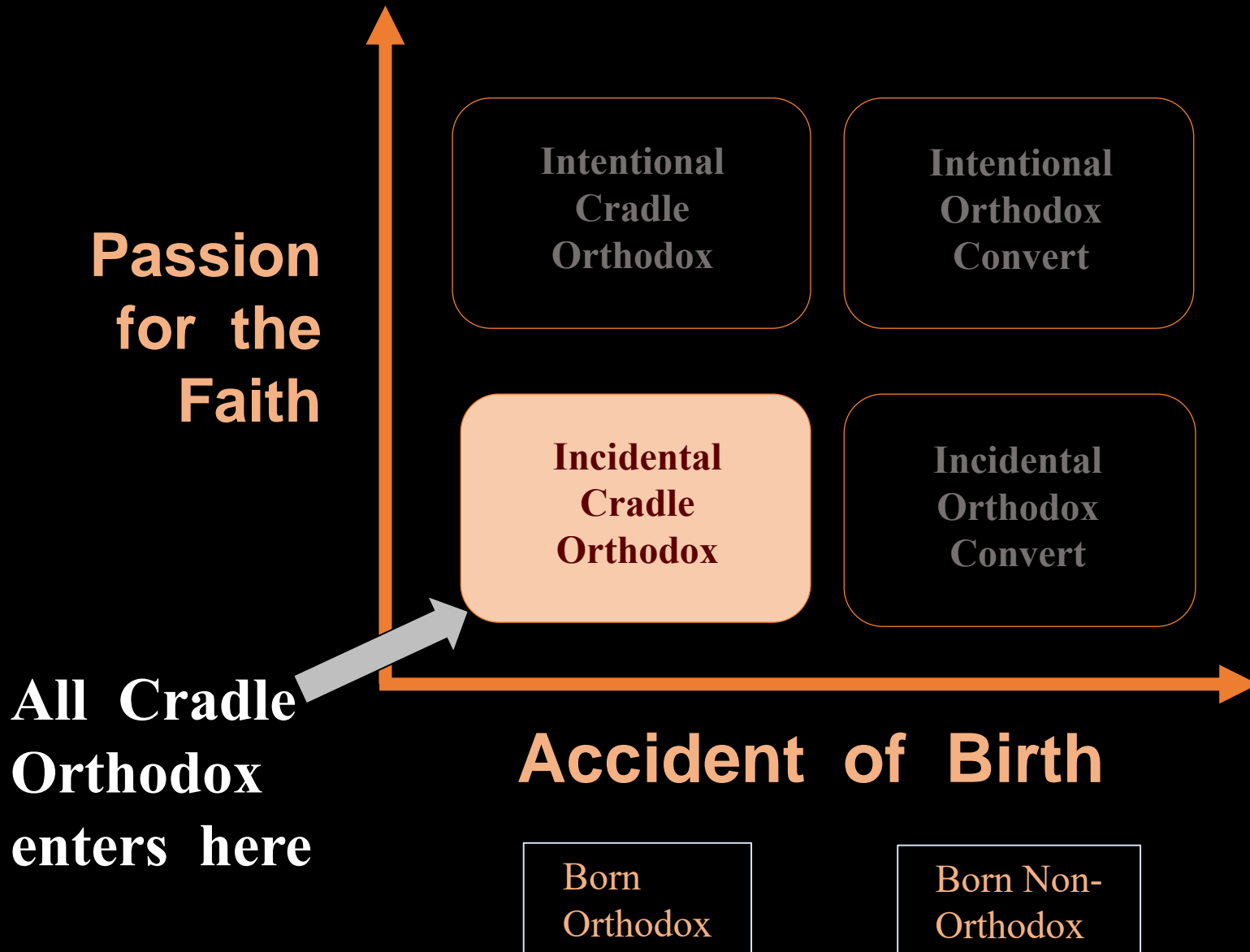
The Orthodox Church Demographic Makeup Has Changed Significantly Over The Last 15 Years



4 Kinds of U.S. Orthodox Christians



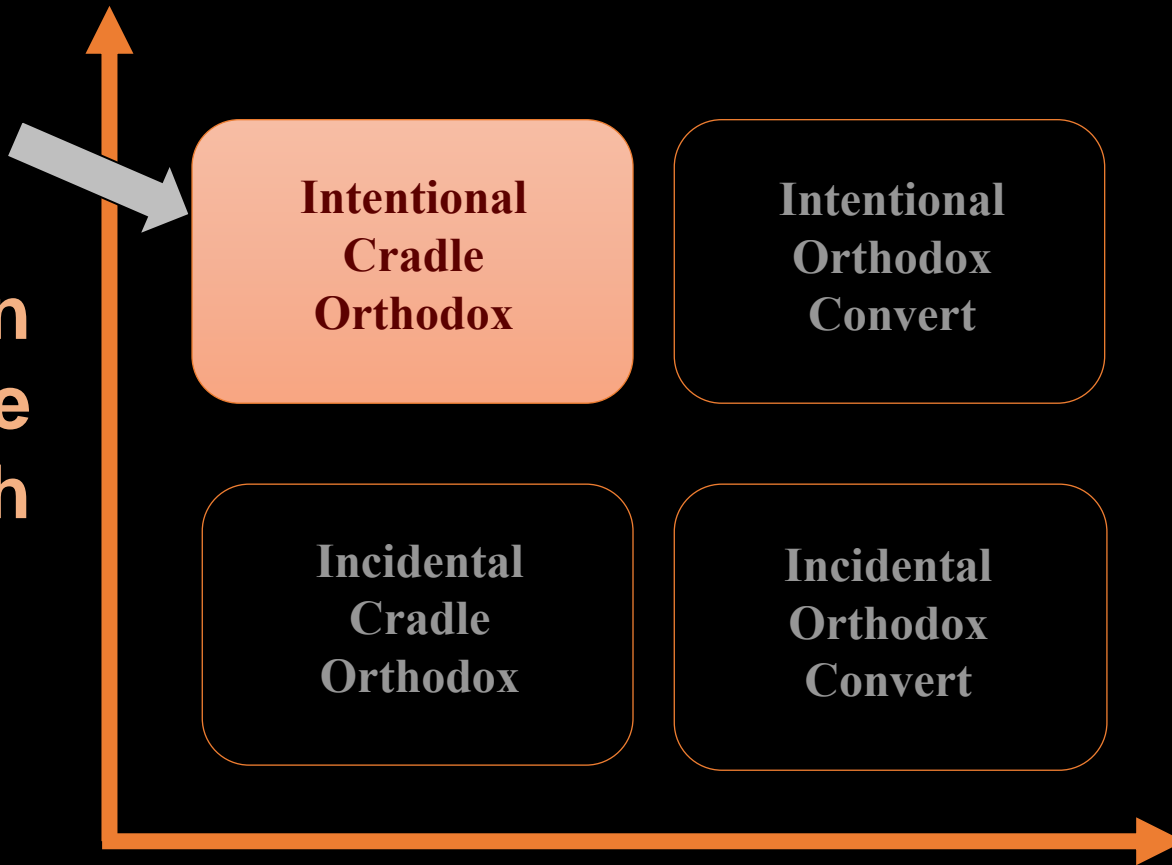
4 Kinds of U.S. Orthodox Christians



4 Kinds of U.S. Orthodox Christians

Kids of
converts &
few Cradle
Orthodox

Passion
for the
Faith

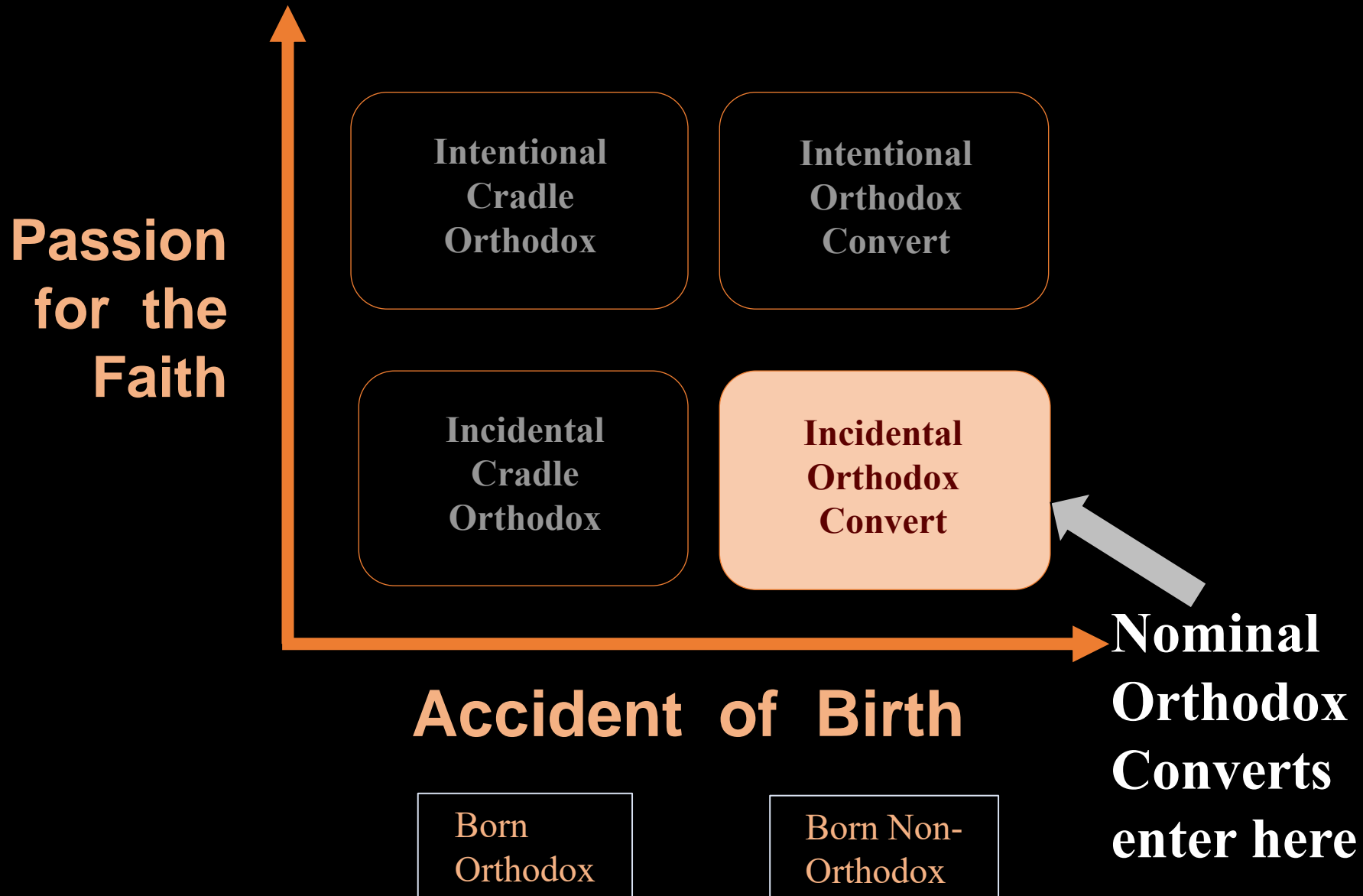


Accident of Birth

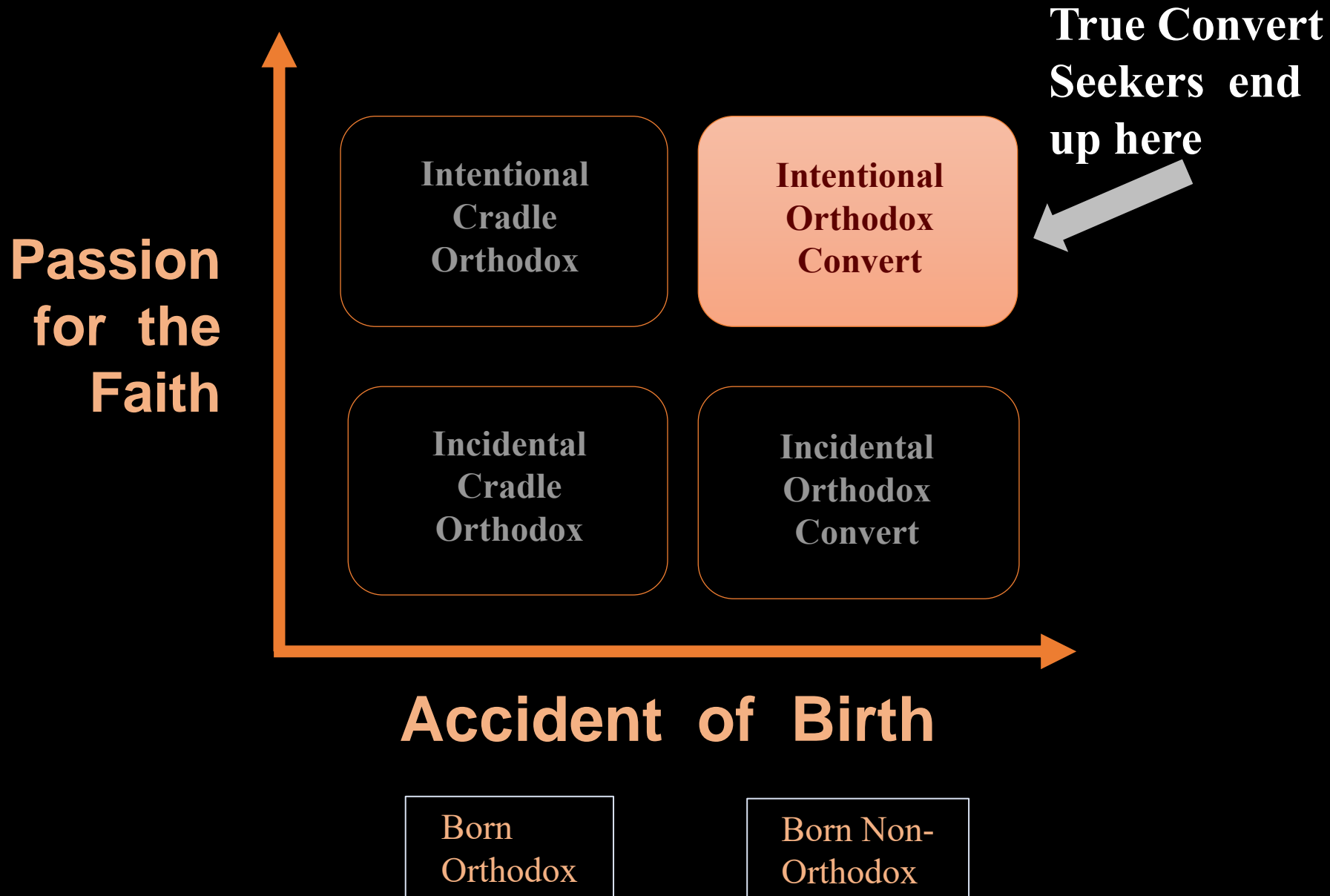
Born
Orthodox

Born Non-
Orthodox

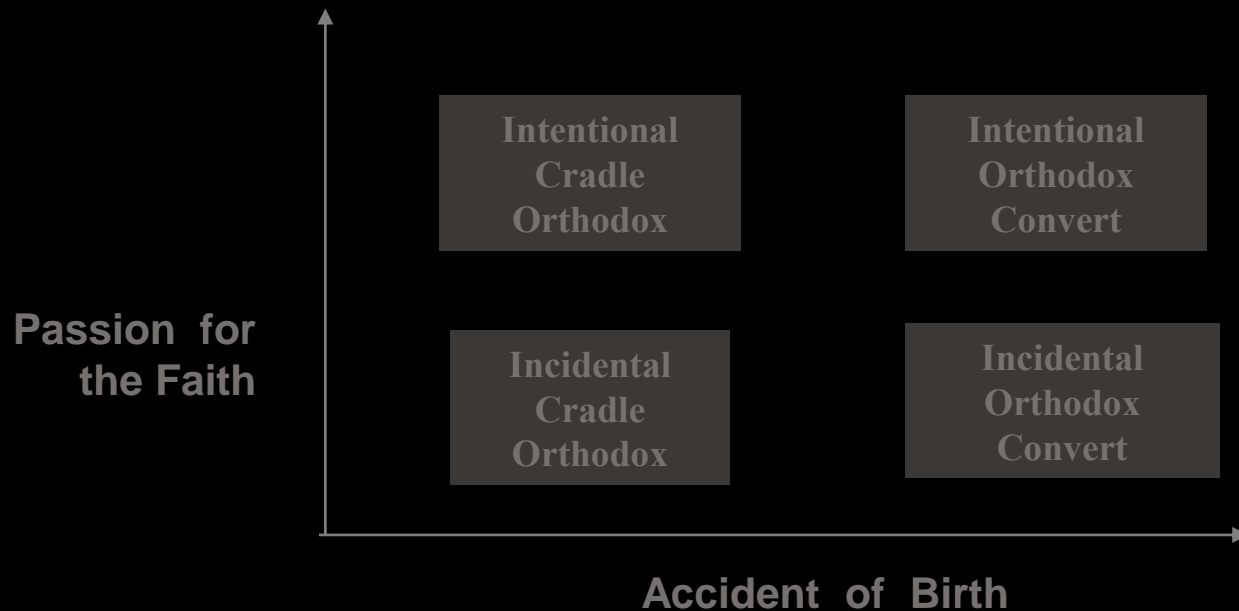
4 Kinds of U.S. Orthodox Christians



4 Kinds of U.S. Orthodox Christians



We now need 4 different strategies to effectively reach all of our different parishioners



“The domain of
the Leader is the



The work of the
leader is
change.”



(Kouzes and Posner, 2017)

If we keep
doing what
we've always
done, we'll
keep getting
what we've
always gotten.



Henry Ford



Leaders of a church will either be risk takers, or church caretakers who will eventually become its undertaker.

Who Owns The Problem?

“Any time the majority of people behave a particular way the majority of the time, the people are not the problem. The problem is inherent in the system.

As a leader, you own responsibility for the system.

...if you find yourself blaming the people, you should look again.”

**W. Edwards Deming
(father of the Quality Movement)**





AUDIENCE PARTICIPATION TIME!

What Is One Of The Single Biggest Challenge Facing Our Parishes?

Entropy

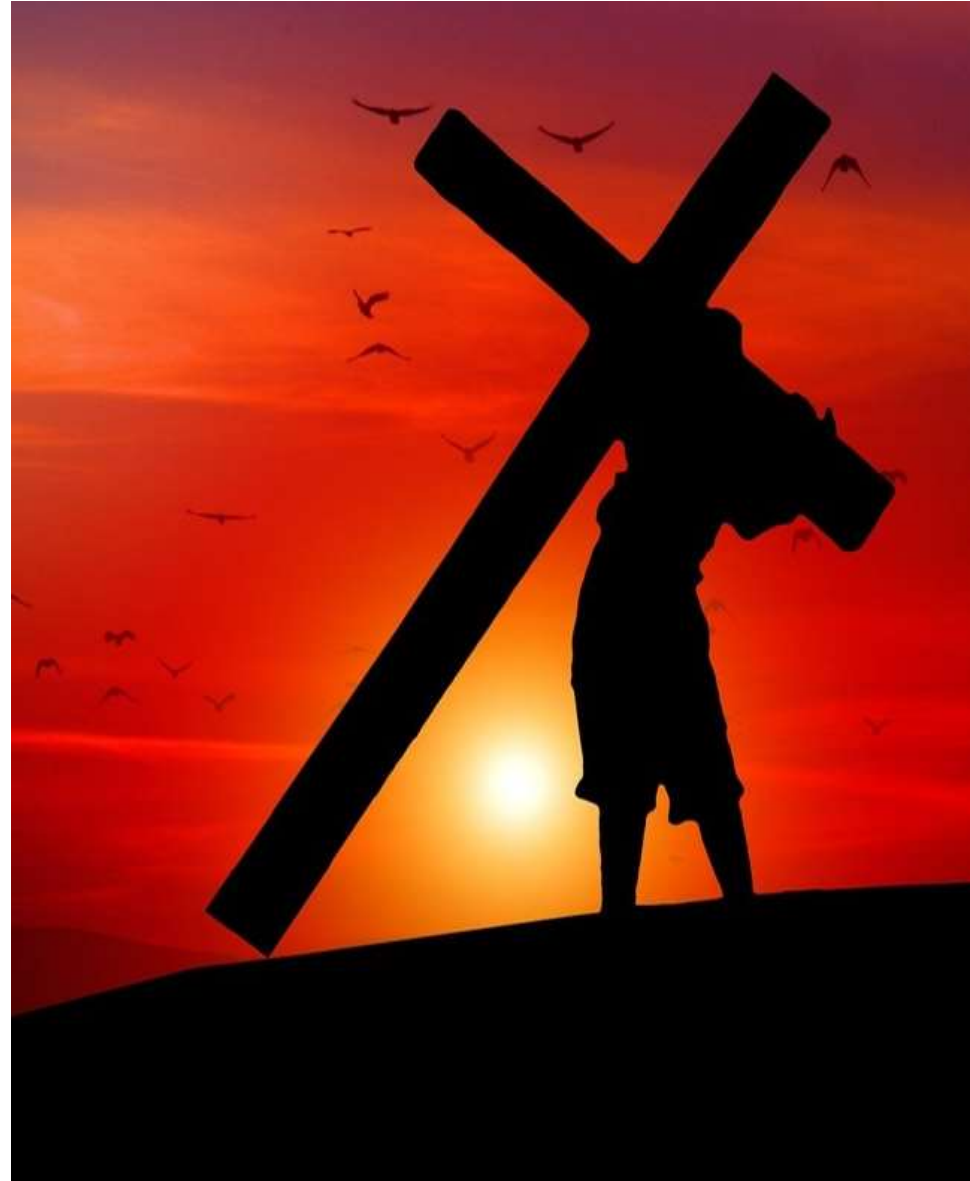
$$\Delta S = S_f - S_i = \int \frac{dq_{rev}}{T}$$

$$\Delta S = \frac{q_{rev}}{T}$$

- ~ Everything in the universe moves from order to disorder, and Entropy measures that change
- ~ If you don't make positive changes, you will get negative changes

Your Job = E²+I

- **Educate** everyone
what it means to be
an Orthodox Christian
- **Engage** everyone
sacramentally,
liturgically, and in
ministry
- **Inspire** everyone to
become an intentional
Orthodox Christian
24 x 7 x 365



Top 5 Things People Look For In Picking A New Church

1. Quality of sermons 83%
2. Feeling welcomed 79%
3. Style of services (74%)
4. Location 70%
5. Education for kids 56%

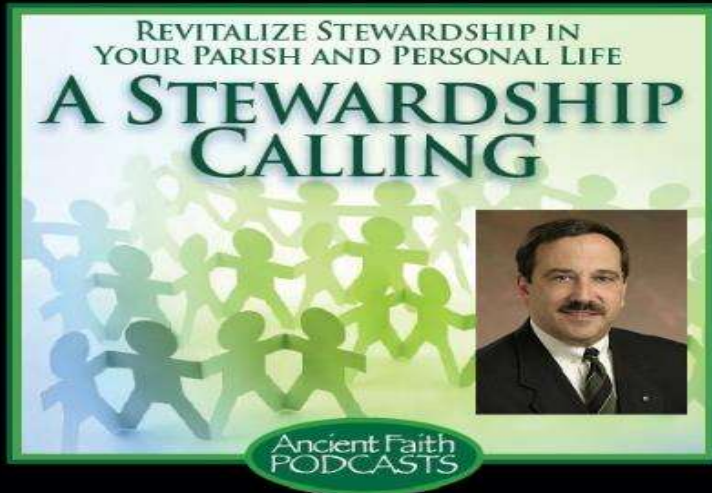


ANCIENT FAITH RADIO

Bringing the Ancient Christian Faith to the Modern World

Ancient Faith Ministries

BILL MARIANES



Effective Sermons and Homilies

Part 1 = 12/4/19

Part 2 = 2/15/20

[1. https://www.ancientfaith.com/podcasts/stewardshipcalling/the_importance_of_effective_preaching_part_1](https://www.ancientfaith.com/podcasts/stewardshipcalling/the_importance_of_effective_preaching_part_1)

[2. https://www.ancientfaith.com/podcasts/stewardshipcalling/the_importance_of_effective_preaching_part_2](https://www.ancientfaith.com/podcasts/stewardshipcalling/the_importance_of_effective_preaching_part_2)



**Fr. Barnabas
Powell**



**Fr. Nicholas
Louh**



ANCIENT FAITH RADIO

Bringing the Ancient Christian Faith to the Modern World

Ancient Faith Ministries

BILL MARIANES



Effective Church Presentations

Part 3 = 1/31/21

Part 4 = 2/3/21

[1. https://www.ancientfaith.com/podcasts/stewardshipcalling/what-we-have-here-is-a-failure-to-communicate](https://www.ancientfaith.com/podcasts/stewardshipcalling/what-we-have-here-is-a-failure-to-communicate)

[2. https://www.ancientfaith.com/podcasts/stewardshipcalling/from-teacher-to-preacher-to-reacher](https://www.ancientfaith.com/podcasts/stewardshipcalling/from-teacher-to-preacher-to-reacher)



Ken Futch

“What We Have Here Is A Failure To Communicate”



Bill Marianes

“From Teacher to Preacher to Reacher”

The
Big
Idea



Create a Culture of Engagement

The
Big
Idea



W²

“Own the
Watch, and
you will own
the Wallet.”



The Power of E³
Engagement
Education &
Evangelism



The
Big
Idea

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GROWING
— AN —
ENGAGED
CHURCH

HOW TO STOP
"DOING CHURCH" AND START
BEING
THE CHURCH AGAIN

ALBERT L. WINSEMAN

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Church Engagement

Spiritual commitment is the result of one big overlooked factor:

parishioner engagement.

“Focus on improving engagement and increased commitment will follow.”



Church Engagement

“churches with engaged members are:

1. have a higher percentage of spiritually committed individuals

2. better able to:
 - (a) carry out their missions,
 - (b) attract more new people,
 - (c) fund new all operations and new ventures; and





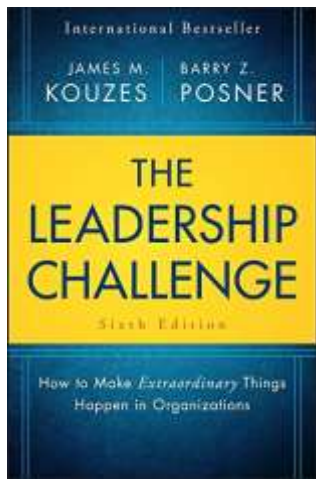
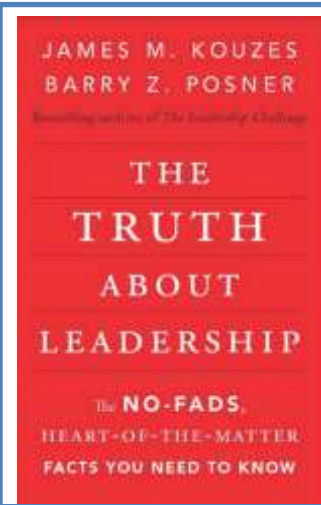
How much members give...
How many hours they volunteer...
How often they invite others...
...is more dependent on engagement than on any other factor.”

¹ Growing An Engaged Church: How To Stop “Doing Church” And Start Being The Church Again – By Al Winseman, Global Practice Leader for Faith-Based Organizations for the Gallup

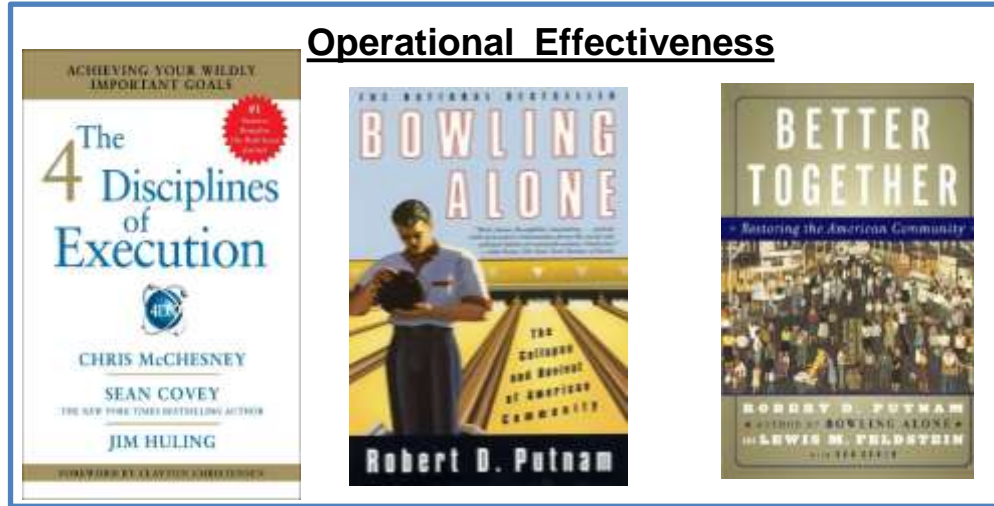
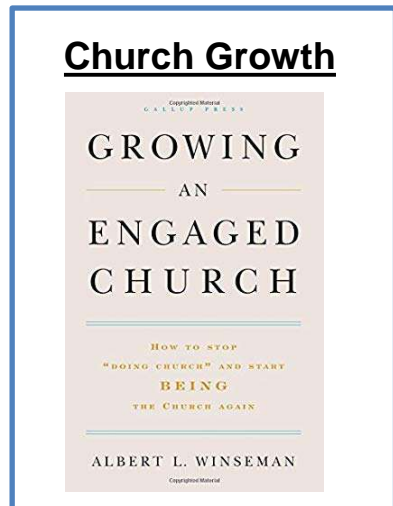
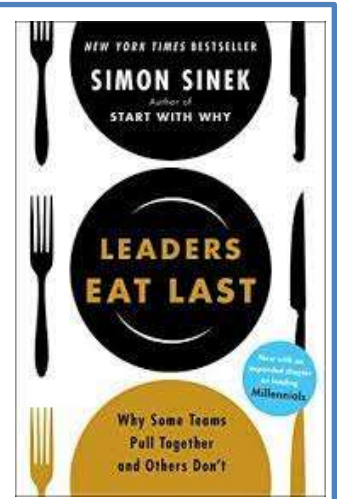
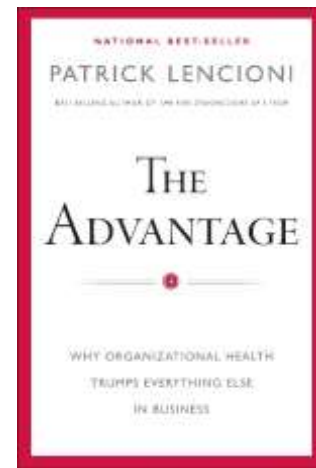
Church Engagement

“Each year, engaged members give a median of **5% of their annual income...**”

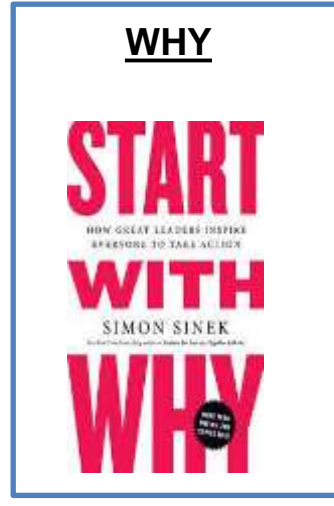
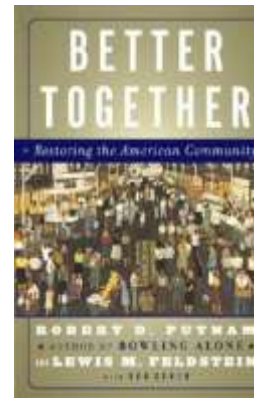
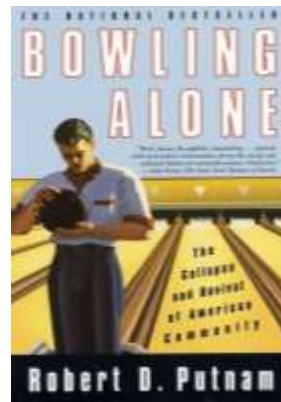




Leadership



Operational Effectiveness



WHY

***Leadership &
Administration
2024***

Part 1 - Foundations

