

***Leadership &  
Administration  
2024***

***Part 2 - Techniques***



# Stewardship Calling

What are you doing with all of the gifts God has given you?

[Stewardship Calling.com](https://stewardshipcalling.com)

WHY? STEWARDSHIP STRATEGIC PLANNING INTERNET RADIO & PODCASTS

KEYNOTES & LEADERSHIP RESOURCES

PERSONAL

LEADERSHIP

CLERGY LEADERSHIP RETREAT

HOLY CROSS LEADERSHIP CLASS

HOLY TRINITY – STEUBENVILLE, OH

VAL CONFERENCE 2021 – EXCLAIM YOUR FAITH

BEING A STEWARD AND DISCIPLE OF CHRIST – ST BARBARA'S, TOMS RIVER NJ

WHY ARE YOU HERE?

RELIGIOUS FREEDOM

Keynotes & Leadership Tab

Holy Cross Leadership Page

<https://stewardshipcalling.com/holy-cross-leadership-class/>



*Leadership & Administration*  
*2024*

Holy Cross Leadership Class



# Holy Cross 2024 Leadership Class QR Code

## Stewardship Calling Presentations Page





AUDIENCE PARTICIPATION TIME!

What Was Your Key Takeaway From Part 1?





“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.”

“The domain of  
the Leader is the



---

The work of the  
leader is  
change.”



(Kouzes and Posner, 2017)



# Top Qualities People Want In Their Leaders

## CREDIBILITY

(Honest + Inspiring + Competent)

&

## FORWARD - LOOKING

---

1. Honest

2. Forward-looking


3. Inspiring

4. Competent

Time To  
Blow Your  
Mind





A sunset over a body of water with a small boat in the distance. The sky is filled with colorful clouds in shades of orange, red, and purple, with the sun low on the horizon. The water is dark and reflects the colors of the sky. A small boat is visible in the middle ground.

“The best way to  
predict the future is to  
create it.”

Peter Drucker

~ Strategic foresight is about anticipating, mapping, and creating desired futures.

~ Framing objectives by scanning information to forecast alternative future visions with plans to achieve them is critical.

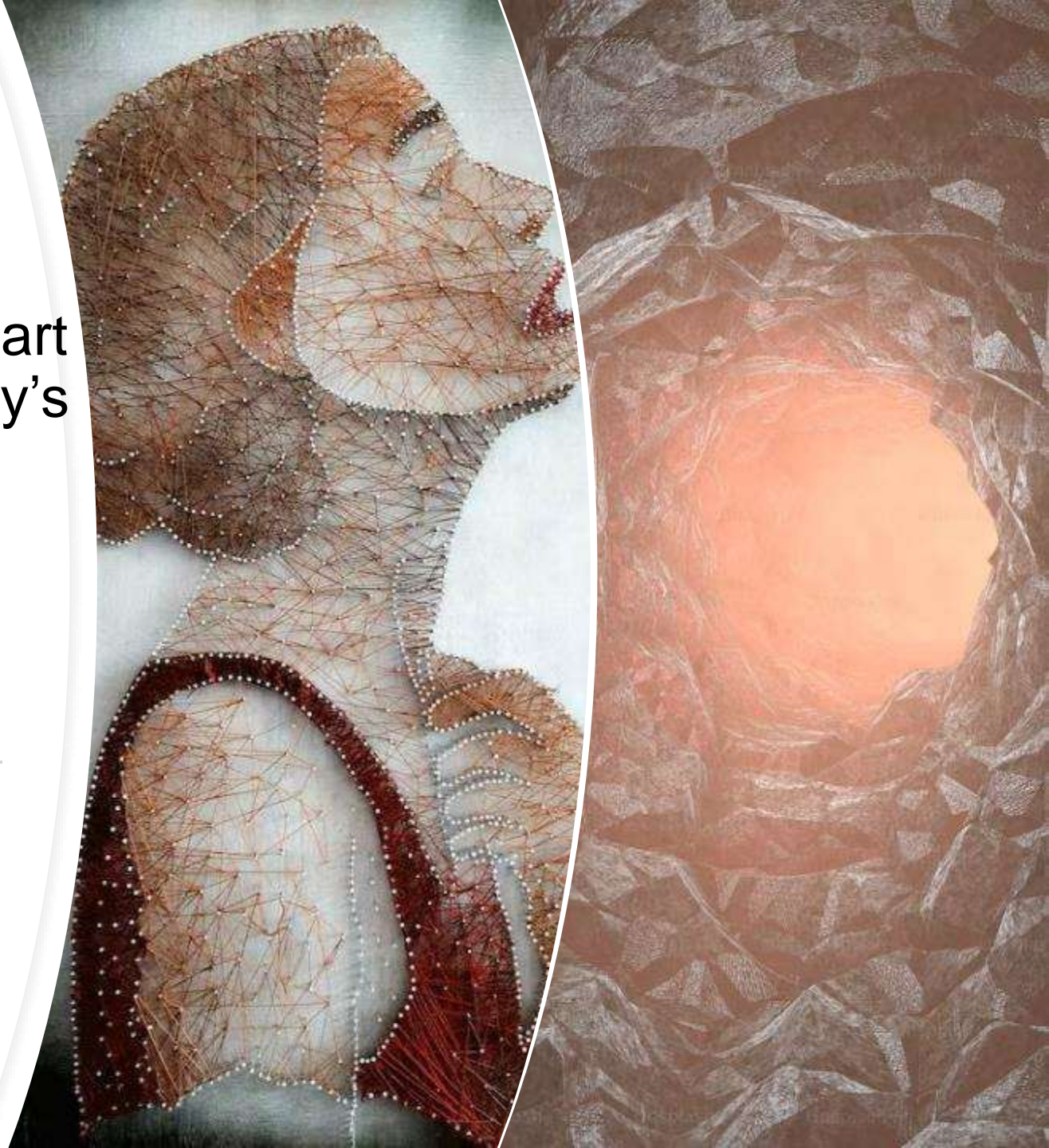


(Sources: Canton, J. (2015). Future smart: Managing the game-changing trends that will transform your world.; Drucker, P. F. (2004). The daily Drucker: 366 days of insight and motivation for getting the right things done.; Hines, A. (2006). Strategic foresight: The state of the art.; Kouzes, J. & Posner, B. (2017). The leadership challenge: How to make extraordinary things happen in organizations.; Slaughter, R. A. (1993). Futures concepts.)





~ Being future smart explores today's potential to imagine an unpredictable future.



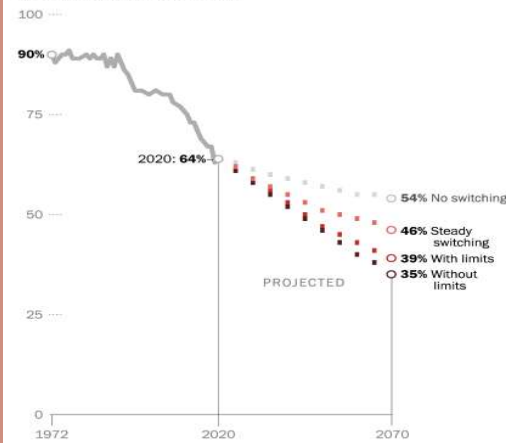
(Sources: Miller, R. (2007). Futures literacy: A hybrid strategic scenario method.; Benavides-Rincón, G., & Díaz-Domínguez, A. (2022). Assessing futures literacy as an academic competence for the deployment of foresight competencies.; Slaughter, R. A. (1993). Futures concepts.)



Horizon scanning systematically researches trends, threats, and opportunities on the horizon that might shape the future.

### U.S. Christians projected to fall below 50% of population

% of Americans who are Christian

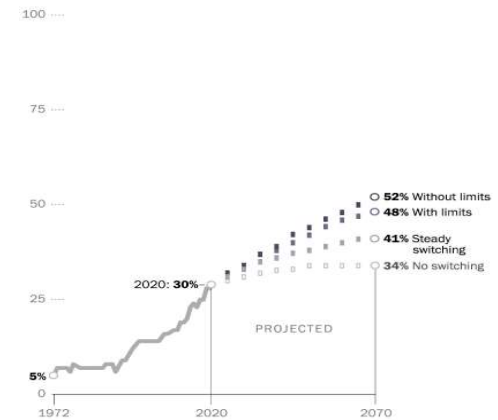


Note: Historical data describes trends among U.S. adults based on surveys of adults. The 2020 Americans of all ages. In 2020, we estimate that the religious composition of people of all ages. Sources: General Social Survey (1972-2006), Pew Research Center surveys (2007-2021), Pew "Modeling the Future of Religion in America"

PEW RESEARCH CENTER

### U.S. 'nones' will approach majority by 2070 if recent s

% of Americans who are religiously unaffiliated



Note: Historical data describes trends among U.S. adults, based on surveys of adults. The 2020 Americans of all ages. In 2020, we estimate that the religious composition of people of all ages. Sources: General Social Survey (1972-2006), Pew Research Center surveys (2007-2021), "Modeling the Future of Religion in America"

PEW RESEARCH CENTER

Click this QR code or URL to learn more about horizon scanning.



[https://www.google.com/search?q=futures+wheel&client=firefox-b-1-d&sca\\_esv=597665655&tbm=vid&ei=UoSgZcrJJY7b5NoP\\_I6\\_0As&start=10&sa=N&ved=2ahUKEwjKutbYyNaDAxWOLVkJFHxzHD7oQ8tMDegQIBBAE&biw=1728&bih=788&dpr=1.11#fpstate=ive&vld=cid:7eb0c832,vid:31iwzGVy10s,st:0](https://www.google.com/search?q=futures+wheel&client=firefox-b-1-d&sca_esv=597665655&tbm=vid&ei=UoSgZcrJJY7b5NoP_I6_0As&start=10&sa=N&ved=2ahUKEwjKutbYyNaDAxWOLVkJFHxzHD7oQ8tMDegQIBBAE&biw=1728&bih=788&dpr=1.11#fpstate=ive&vld=cid:7eb0c832,vid:31iwzGVy10s,st:0)

(Sources: Big Bang Partnership. (2023).; Cheah, S. L.-Y. (2020).; Cuhls, K. E. (2020).; Pew Research Center. (2022).)





Once You Know Your WHY And Core Values,  
Life Becomes Much Easier To Live

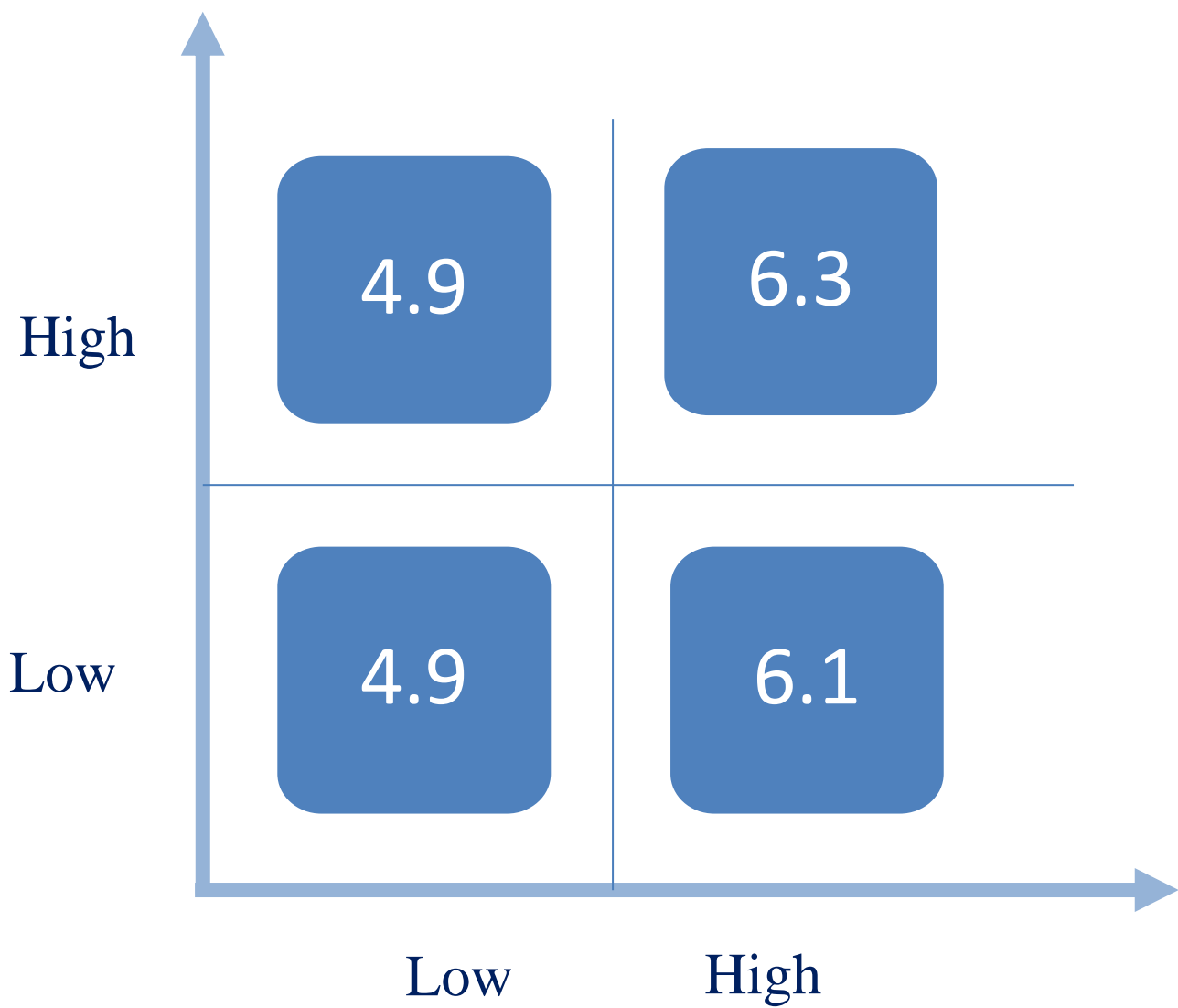
JAMES M. KOUZES  
BARRY Z. POSNER  
*Bestselling authors of The Leadership Challenge*

THE  
TRUTH  
ABOUT  
LEADERSHIP

The **NO-FADS,**  
HEART-OF-THE-MATTER  
FACTS YOU NEED TO KNOW

# Impact on Commitment of Values Clarity

Clarity of  
Organizational  
Values



Scale: High = 7  
Low = 1

Clarity of Personal Values

# Impact of Values Clarity on Commitment

- Clarity of personal values is absolutely most critical
- Make sure you, and those you lead, know their core values and can align them with the organization's core values

JAMES M. KOUZES  
BARRY Z. POSNER  
Bestselling authors of *The Leadership Challenge*

## THE TRUTH ABOUT LEADERSHIP

The **NO-FADS**,  
HEART-OF-THE-MATTER  
FACTS YOU NEED TO KNOW

# Bill's Core Values

GI<sup>3</sup>



Grit

Integrity

Inquisitive

Inspirational





You are not alone...



# You are not alone...

1. Fr. Luke and your Holy Cross Faculty
2. Other knowledgeable clergy (e.g., Presbyters Council)
3. Your Hierarch, Chancellor, Vicar
4. Continued study of books, videos, podcasts, etc. to improve specific skills
5. You MUST do continuing (self-improvement) education each year (or better yet quarterly)

6. Me [stewardshipcalling@gmail.com](mailto:stewardshipcalling@gmail.com)  
[Bill@stewardshipcalling.com](mailto:Bill@stewardshipcalling.com)  
[www.stewardshipcalling.com](http://www.stewardshipcalling.com)





**“Two are better than one, because they have a good return for their labor.**

**If either of them falls down, one can help the other up.**

**But pity anyone who falls and has no one to help them up.”**

**ONE  
TEAM  
ONE  
DREAM**



**Ecclesiastes 4:9-10**

# Bill's 2 Team Premises



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



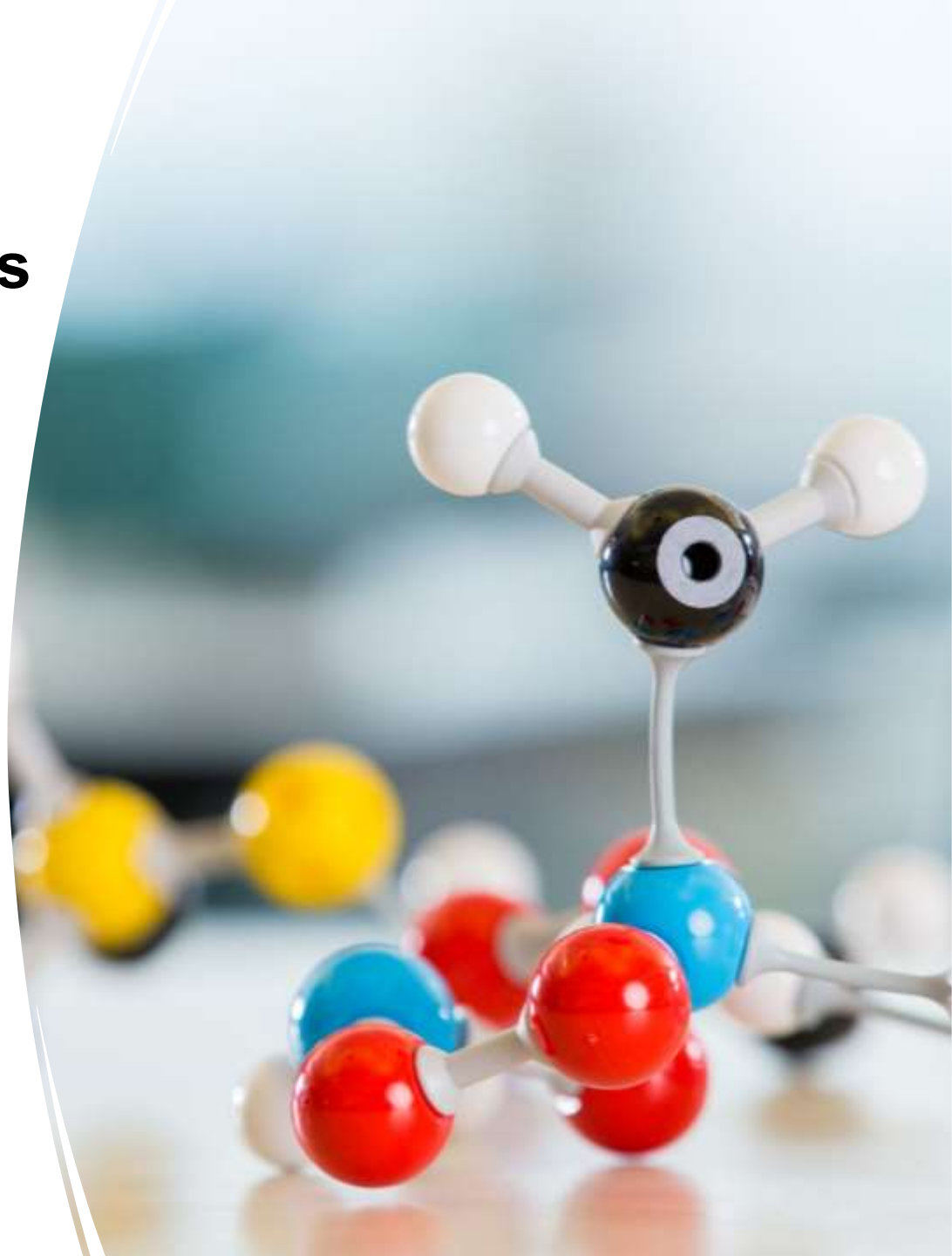
**None of us can do as  
much as all of us can  
do together.**



**The GOA Parish  
Council model was  
invented in the 1950's**

---

**Can you name  
any effective  
U.S. entity  
using the  
same  
operational  
model for 70  
years?**



# What Are The 3-P Requirements To Serve On The Parish Council?



**1. PULSE**

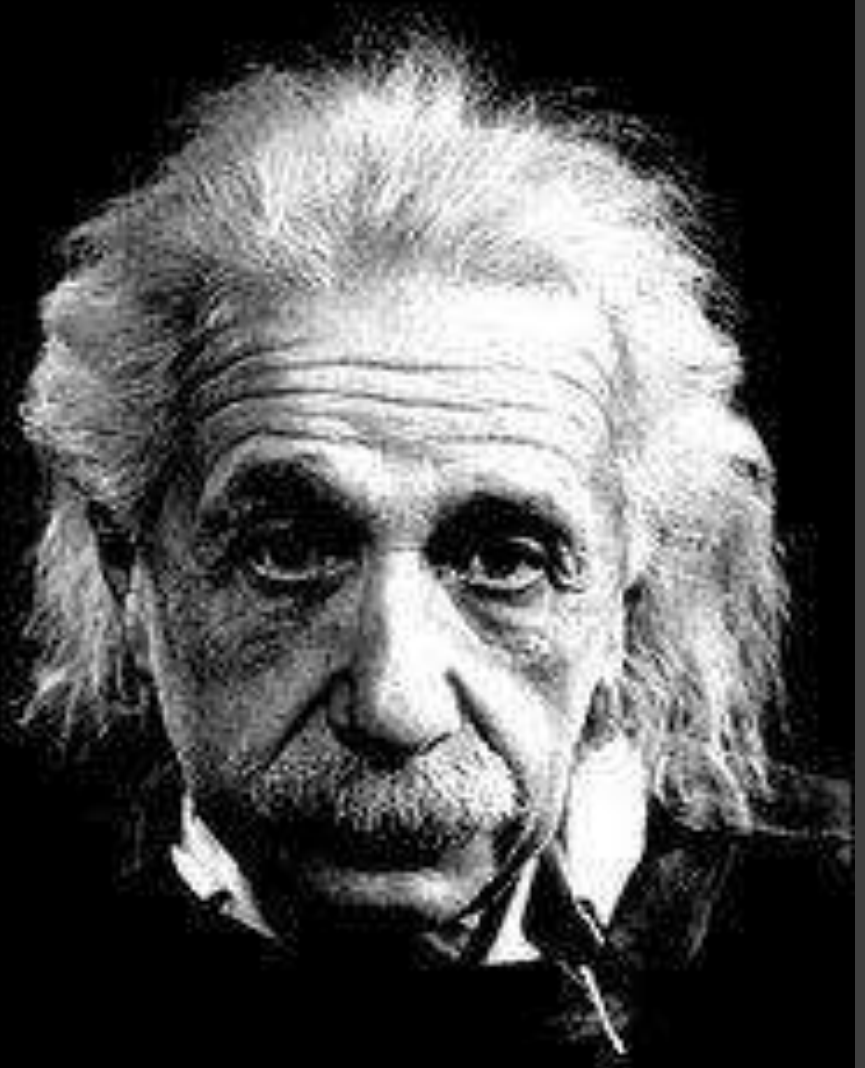


**2. PAYMENT**




**3. POPULAR**

"WE CANNOT  
SOLVE OUR  
PROBLEMS  
WITH THE SAME  
THINKING WE  
USED WHEN WE  
CREATED THEM"



*(The Journal of Transpersonal Psychology, 1969.)*

 **The  
American  
Orthosphere  
church  
operational  
model of  
the**







# Council of Ministries

# **Council of Ministries (C.O.M.)**

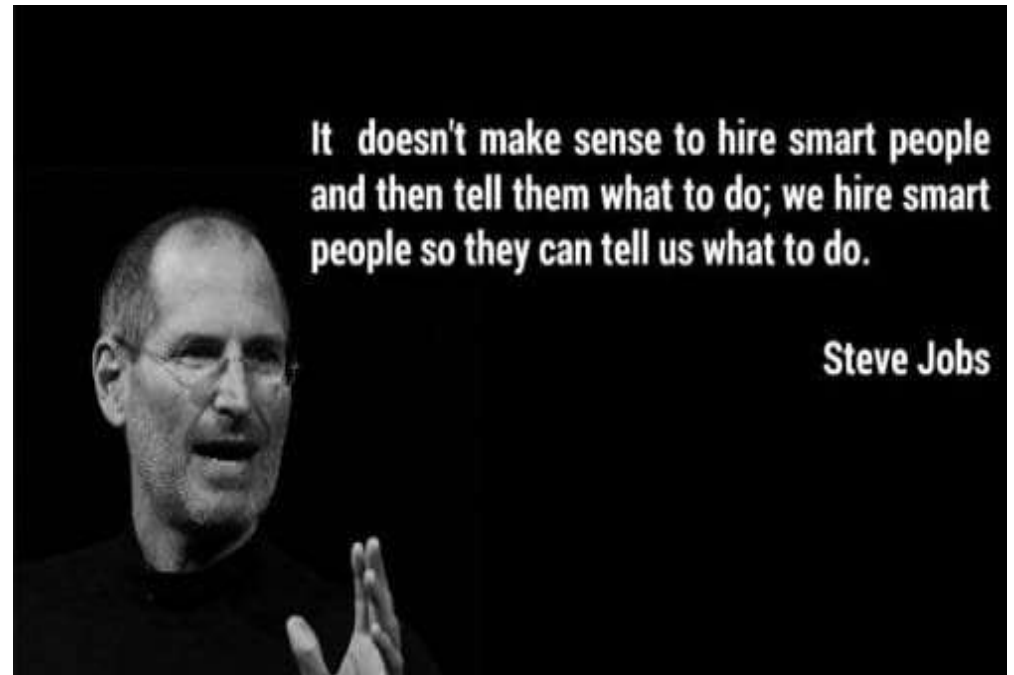


- 1. Every major Parish activity is run by a Ministry with co-chairs**
- 2. Each Ministry has its own WHY, Vision annual plan, and budget consistent with the Parish's WHY and Vision**
- 3. Each Ministry has a Parish Council liaison**
- 4. The C.O.M. of all Ministry Leaders and Parish Council meets (at least) quarterly to share activities, results, ideas, best practices, needs, etc.**

# Leadership Don'ts - 101

## DO NOT

**Micromanage day-to-day parish or ministry operations if you expect talented people to work for the Parish**



**“Manage the RESULTS not the PROCESSES”**







*So we, being many,  
are one body in  
Christ,*

*and every one  
members one of  
another.*



*Romans 12:5*



**LEADERS WHO DON'T  
LISTEN WILL EVENTUALLY  
BE SURROUNDED BY  
PEOPLE WHO HAVE  
NOTHING TO SAY**

**ANDY STANLEY**

**SMARTLEADERSHIP**



**Know Thy Team**





~ We experience sensations, intuitions, feelings, and thoughts

~ 1 of these is mostly dominant

~ Myers-Briggs builds self-awareness and effective teams through:

- seeing & describing our similarities and differences and each personalities strengths and weaknesses
- understanding challenging relationships
- Identifying ways to change our behavior

#### PERSONALITY TYPES KEY

<p><b>E</b></p> <p><b>Extroverts</b></p> <p>Extroverts are energized by outside input or reality of tasks, a quick pace, and an open environment.</p>	<p><b>S</b></p> <p><b>Sensors</b></p> <p>Sensors are realistic people who like to focus on the facts and details. They enjoy common sense and past experience to find practical solutions to problems.</p>	<p><b>T</b></p> <p><b>Thinkers</b></p> <p>Thinkers tend to make their decisions using logical analysis, objectively weigh pros and cons, and value honesty, consistency, and fairness.</p>	<p><b>J</b></p> <p><b>Judgers</b></p> <p>Judgers tend to be organized and practical. like to make and stick to plans, and are comfortable following rules.</p>
<p><b>I</b></p> <p><b>Introverts</b></p> <p>Introverts often like working alone or in small groups, prefer a slow methodical pace, and like to focus on one task at a time.</p>	<p><b>N</b></p> <p><b>Intuitives</b></p> <p>Intuitives prefer to focus on possibilities and the big picture, easily see patterns, make connections, and seek creative solutions to problems.</p>	<p><b>F</b></p> <p><b>Feelers</b></p> <p>Feelers tend to be practical and empathetic, and make decisions on their own internal values and how others will be affected by their actions.</p>	<p><b>P</b></p> <p><b>Perceivers</b></p> <p>Perceivers prefer to keep their options open; they like to act spontaneously and like to be flexible with making plans.</p>



~ There is **NO** right or wrong personality

~ No MBTI personality profile is better or worse

~ Different personality styles process communicate, receive and information differently

~ Knowing the differences allows teams to work communicate more effectively and work better

#### PERSONALITY TYPES KEY

**E**

##### Extroverts

Extroverts are energized by outside input or reality of tasks, a quick pace, and an open environment.

**S**

##### Sensors

Sensors are realistic people who like to focus on the facts and details. They enjoy common sense and past experience for practical solutions to problems.

**T**

##### Thinkers

Thinkers tend to make their decisions using logical analysis, objectively weigh pros and cons, and value honesty, consistency, and fairness.

**J**

##### Judgers

Judgers tend to be organized and practical. They make and stick to plans, and are comfortable following rules.

**I**

##### Introverts

Introverts often like working alone or in small groups, prefer a slow moderate pace, and like to finish one task at a time.

**N**

##### Intuitives

Intuitives prefer to focus on possibilities and the big picture, easily see patterns, make connections, and seek creative solutions to problems.

**F**

##### Feelers

Feelers tend to be practical and cooperative, and stand based on their own internal values and how others will be affected by their actions.

**P**

##### Perceivers

Perceivers prefer to keep their options open; they like to be able to act spontaneously and like to be flexible with making plans.

In this picture, find:

ENTJ “Commander”

ESFP “Entertainer”

2 ENFP “Campaigners”







# Who Am I? Myers Briggs

## PERSONALITY TYPES KEY

**E**

### Extroverts

Extroverts are energized by people, enjoy a variety of tasks, a quick pace, and are good at multitasking.

**S**

### Sensors

Sensors are realistic people who like to focus on the facts and details. They apply common sense and past experience to find practical solutions to problems.

**T**

### Thinkers

Thinkers tend to make their decisions using logical analysis, objectively weigh pros and cons, and value honesty, consistency, and fairness.

**J**

### Judgers

Judgers tend to be organized and prepared, like to make and stick to plans, and are comfortable following most rules.

**I**

### Introverts

Introverts often like working alone or in small groups, prefer a more deliberate pace, and like to focus on one task at a time.

**N**

### Intuitives

Intuitives prefer to focus on possibilities and the big picture, easily see patterns, value innovation, and seek creative solutions to problems.

**F**

### Feelers

Feelers tend to be sensitive and cooperative, and decide based on their own personal values and how others will be affected by their actions.

**P**

### Perceivers

Perceivers prefer to keep their options open, like to be able to act spontaneously, and like to be flexible with making plans.

# Who Am I? Myers Briggs

## 1. Are you outwardly or inwardly focused? If you:

- Could be described as talkative, outgoing
- Like to be in a fast-paced environment
- Tend to work out ideas with others, think out loud
- Enjoy being the center of attention

then you prefer  
**E**  
Extraversion

- Could be described as reserved, private
- Prefer a slower pace with time for contemplation
- Tend to think things through inside your head
- Would rather observe than be the center of attention

then you prefer  
**I**  
Introversion

## 2. How do you prefer to take in information? If you:

- Focus on the reality of how things are
- Pay attention to concrete facts and details
- Prefer ideas that have practical applications
- Like to describe things in a specific, literal way

then you prefer  
**S**  
Sensing

- Imagine the possibilities of how things could be
- Notice the big picture, see how everything connects
- Enjoy ideas and concepts for their own sake
- Like to describe things in a figurative, poetic way

then you prefer  
**N**  
Intuition

**ISTJ**  
Responsible, sincere, analytical, reserved, realistic, systematic. Hardworking and trustworthy with sound practical judgment.

**ISFJ**  
Warm, considerate, gentle, responsible, pragmatic, thorough. Devoted caretakers who enjoy being helpful to others.

**INFJ**  
Idealistic, organized, insightful, dependable, compassionate, gentle. Seek harmony and cooperation, enjoy intellectual stimulation.

**INTJ**  
Innovative, independent, strategic, logical, reserved, insightful. Driven by their own original ideas to achieve improvements.

**ISTP**  
Action-oriented, logical, analytical, spontaneous, reserved, independent. Enjoy adventure, skilled at understanding how mechanical things work.

**ISFP**  
Gentle, sensitive, nurturing, helpful, flexible, realistic. Seek to create a personal environment that is both beautiful and practical.

**INFP**  
Sensitive, creative, idealistic, perceptive, caring, loyal. Value inner harmony and personal growth, focus on dreams and possibilities.

**INTP**  
Intellectual, logical, precise, reserved, flexible, imaginative. Original thinkers who enjoy speculation and creative problem solving.

**ESTP**  
Outgoing, realistic, action-oriented, curious, versatile, spontaneous. Pragmatic problem solvers and skillful negotiators.

**ESFP**  
Playful, enthusiastic, friendly, spontaneous, tactful, flexible. Have strong common sense, enjoy helping people in tangible ways.

**ENFP**  
Enthusiastic, creative, spontaneous, optimistic, supportive, playful. Value inspiration, enjoy starting new projects, see potential in others.

**ENTP**  
Inventive, enthusiastic, strategic, enterprising, inquisitive, versatile. Enjoy new ideas and challenges, value inspiration.

**ESTJ**  
Efficient, outgoing, analytical, systematic, dependable, realistic. Like to run the show and get things done in an orderly fashion.

**ESFJ**  
Friendly, outgoing, reliable, conscientious, organized, practical. Seek to be helpful and please others, enjoy being active and productive.

**ENFJ**  
Caring, enthusiastic, idealistic, organized, diplomatic, responsible. Skilled communicators who value connection with people.

**ENTJ**  
Strategic, logical, efficient, outgoing, ambitious, independent. Effective organizers of people and long-range planners.

## 3. How do you prefer to make decisions? If you:

- Make decisions in an impersonal way, using logical reasoning
- Value justice, fairness
- Enjoy finding the flaws in an argument
- Could be described as reasonable, level-headed

then you prefer  
**T**  
Thinking

- Base your decisions on personal values and how your actions affect others
- Value harmony, forgiveness
- Like to please others and point out the best in people
- Could be described as warm, empathetic

then you prefer  
**F**  
Feeling

## 4. How do you prefer to live your outer life? If you:

- Prefer to have matters settled
- Think rules and deadlines should be respected
- Prefer to have detailed, step-by-step instructions
- Make plans, want to know what you're getting into

then you prefer  
**J**  
Judging

- Prefer to leave your options open
- See rules and deadlines as flexible
- Like to improvise and make things up as you go
- Are spontaneous, enjoy surprises and new situations

then you prefer  
**P**  
Perceiving

# MBTI Personality Types in 2024 Leadership Class

## General Population

	#	%
<b>ENFJ</b>	<b>4</b>	<b>33%</b>
<b>ENFP</b>	<b>1</b>	<b>8%</b>
<b>ESFJ</b>	<b>1</b>	<b>8%</b>

<b>3%</b>
<b>8%</b>
<b>12%</b>

<b>INFJ</b>	<b>3</b>	<b>25%</b>
<b>INFP</b>	<b>1</b>	<b>8%</b>
<b>INTJ</b>	<b>1</b>	<b>8%</b>
<b>INTP</b>	<b>1</b>	<b>8%</b>

<b>2%</b>
<b>4%</b>
<b>2%</b>
<b>3%</b>

	#	%
<b><u>E</u>xtrovert</b>	<b>6</b>	<b>50%</b>
<b><u>I</u>ntrovert</b>	<b>6</b>	<b>50%</b>

<b><u>S</u>ensor</b>	<b>1</b>	<b>8%</b>
<b><u>i</u>Ntuitive</b>	<b>11</b>	<b>92%</b>

<b><u>T</u>hinker</b>	<b>2</b>	<b>17%</b>
<b><u>F</u>eeler</b>	<b>10</b>	<b>83%</b>

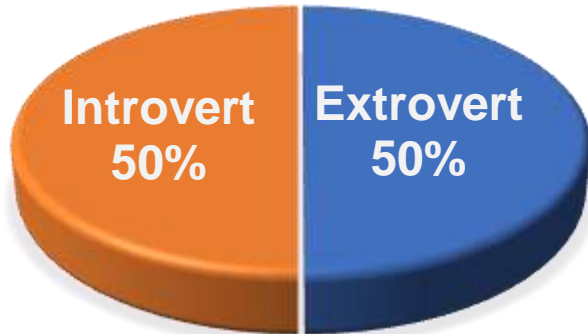
<b><u>J</u>udger</b>	<b>9</b>	<b>75%</b>
<b><u>P</u>erceiver</b>	<b>3</b>	<b>25%</b>



# 2024 Class Myers Briggs Frequency

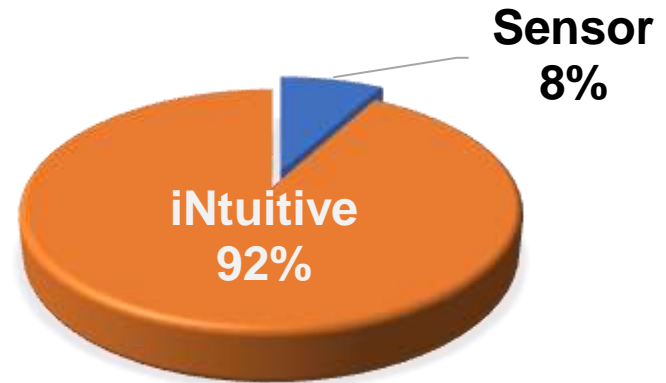
(MBTI average frequency)

## Extrovert vs. Introvert



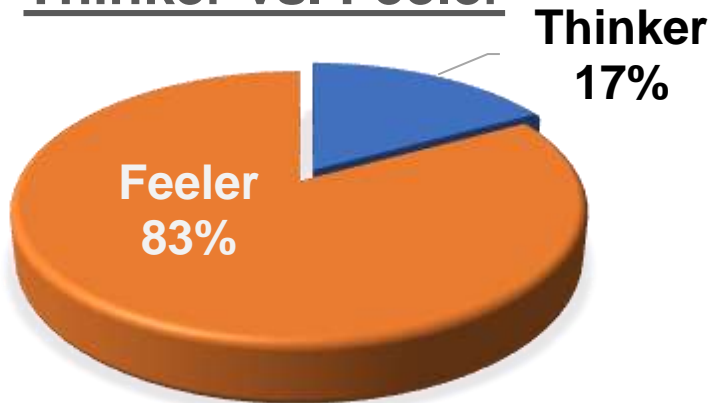
49% Introverted    51% Extroverted

## Sensor vs. iNtuitive



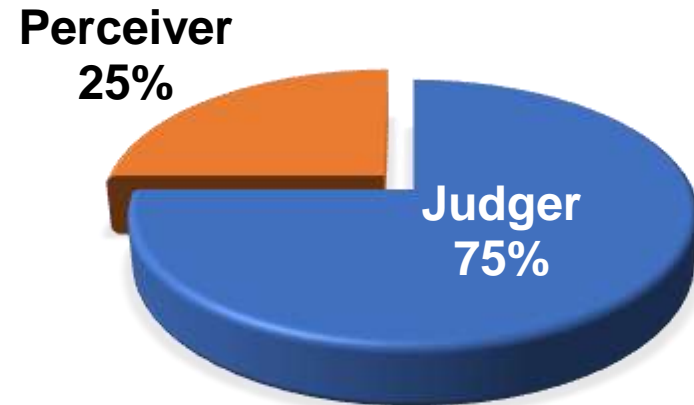
27% iNtuition    73% Sensing

## Thinker vs. Feeler



60% Feeling    40% Thinking

## Judger vs. Perceiver



46% Perceiver    54% Judger

# MBTI Extrovert Personality Types in 2024 Leadership Class

**ENFJ** (4 people = 33% of class (3% of general population))

**Warm, empathetic, responsive, and responsible. Highly attuned to the emotions, needs, and motivations of others. Find potential in everyone, want to help others fulfill their potential. May act as catalysts for individual and group growth. Loyal, responsive to praise and criticism. Sociable, facilitate others in a group, and provide inspiring leadership.**

**ENFP** (1 person = 8% of class (8% of general population))

**Warmly enthusiastic and imaginative. See life as full of possibilities. Make connections between events and information very quickly, and confidently proceed based on the patterns they see. Want a lot of affirmation from others, and readily give appreciation and support. Spontaneous and flexible, often rely on their ability to improvise and their verbal fluency.**

**ESFJ** (1 person = 8% of class (12% of general population))

**Warmhearted, conscientious, and cooperative. Want harmony in their environment, work with determination to establish it. Like to work with others to complete tasks accurately and on time. Loyal, follow through even in small matters. Notice what others need in their day-by-day lives and try to provide it. Want to be appreciated for who they are and for what they contribute.**

# MBTI Introvert Personality Types in 2024 Leadership Class

**INFJ** (3 people = 25% of class (2% of general population))

Seek meaning and connection in ideas, relationships, and material possessions. Want to understand what motivates people and are insightful about others. Conscientious and committed to their firm values. Develop a clear vision about how best to serve the common good. Organized and decisive in implementing their vision.

**INFP** (1 person = 8% of class (4% of general population))

Idealistic, loyal to their values and to people who are important to them. Want an external life that is congruent with their values. Curious, quick to see possibilities, can be catalysts for implementing ideas. Seek to understand people and to help them fulfill their potential. Adaptable, flexible, and accepting unless a value is threatened.

**INTJ** (1 person = 8% of class (2% of general population))

Have original minds and great drive for implementing their ideas and achieving their goals. Quickly see patterns in external events and develop long-range explanatory perspectives. When committed, organize a job and carry it through. Skeptical and independent, have high standards of competence and performance - for themselves and others.

**INTP** (1 person = 8% of class (3% of general population))

Seek to develop logical explanations for everything that interests them. Theoretical and abstract, interested more in ideas than in social interaction. Quiet, contained, flexible, and adaptable. Have unusual ability to focus in depth to solve problems in their area of interest. Skeptical, sometimes critical, always analytical.



# ENFJ

(33% of class)

~These warm, forthright types love helping others, and they tend to have strong ideas and values.

~They back their perspective with the creative energy to achieve their goals.

~ People with the ENFJ personality type (Protagonists) feel called to serve a greater purpose in life.

~ Thoughtful and idealistic, ENFJs strive to have a positive impact on other people and the world around them.

~These personalities rarely shy away from an opportunity to do the right thing, even when doing so is far from easy.

~ Born leaders. Their passion and charisma allow them to inspire others not just in their careers but in every arena of their lives, including their relationships.

~ Deep sense of joy and fulfillment by guiding friends and loved ones to grow into their best selves.

~Vocal about their values, including authenticity and altruism. When something strikes them as unjust or wrong, they speak up.

~ Secret weapon is purity of intent - a sincere wish to do the right thing rather than manipulate or have power over other people. They search for common ground.

# INFJ

(25% of class)

~Tend to approach life with deep thoughtfulness and imagination.

~ Their inner vision, personal values, and a quiet, principled version of humanism guide them in all things.

~ Perhaps because their personality type is so uncommon, INFJs tend to carry around a sense – whether conscious or not – of being different from most people.

~ Rich inner lives and their deep, abiding desire to find their life purpose, they don't always fit in with those around them.

~ Troubled by injustice, and they typically care more about altruism than personal gain.

~ Often feel called to use their strengths – including creativity, imagination, and sensitivity – to uplift others and spread compassion.

~Many INFJ personalities feel that their life has a unique purpose – a mission that they were put onto this earth to fulfill.

~ One of the most rewarding aspects of life is seeking out this purpose – and then, once they've found it, striving to do it justice.

## 2024 MBTI Briggs Class % Frequency

92%



### **Intuitives**

Intuitives prefer to focus on possibilities and the big picture, easily see patterns, value innovation, and seek creative solutions to problems.

83%



### **Feelers**

Feelers tend to be sensitive and cooperative, and decide based on their own personal values and how others will be affected by their actions.

75%



### **Judgers**

Judgers tend to be organized and prepared, like to make and stick to plans, and are comfortable following most rules.



Why might there be such a material difference between your class and the average population on the Sensor vs. iNtuitive, Thinker vs. Feeler & Judger vs. Perceiver dynamics?

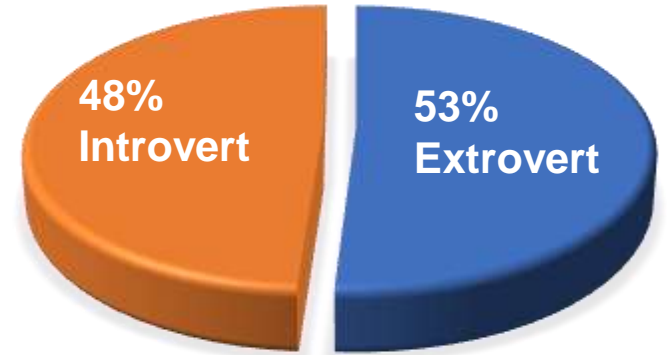
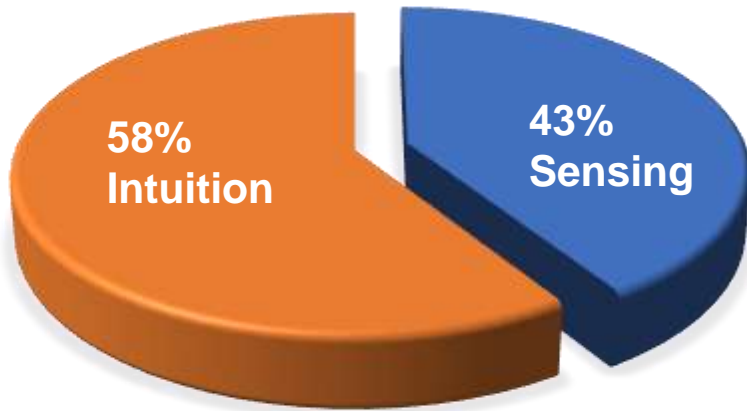


What might this mean when you  
get assigned to your parish or  
ministry?

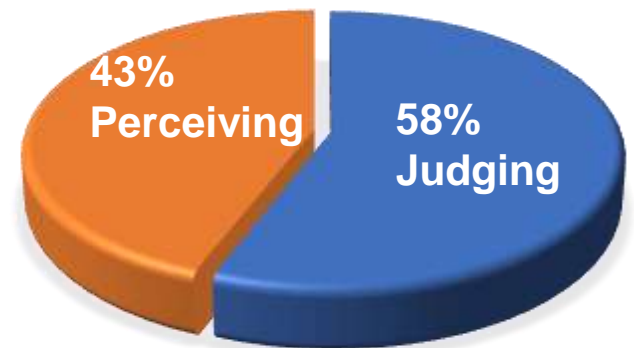
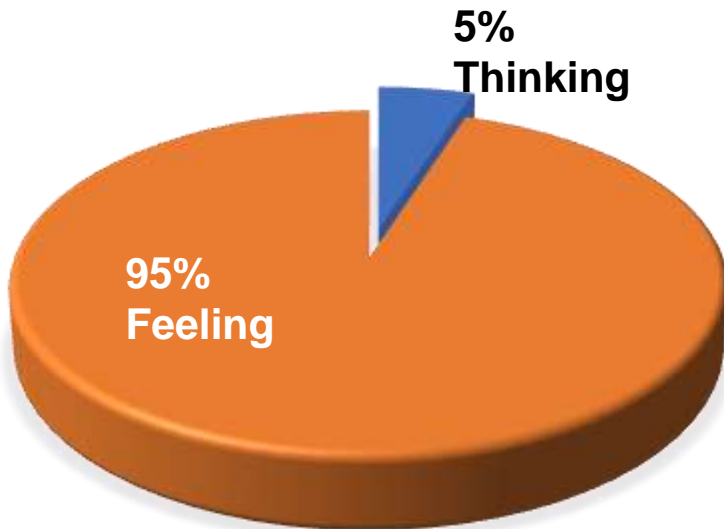


# 2023 M.O.B. Clergy Frequency

(MBTI average frequency)



27% intuition    73% Sensing

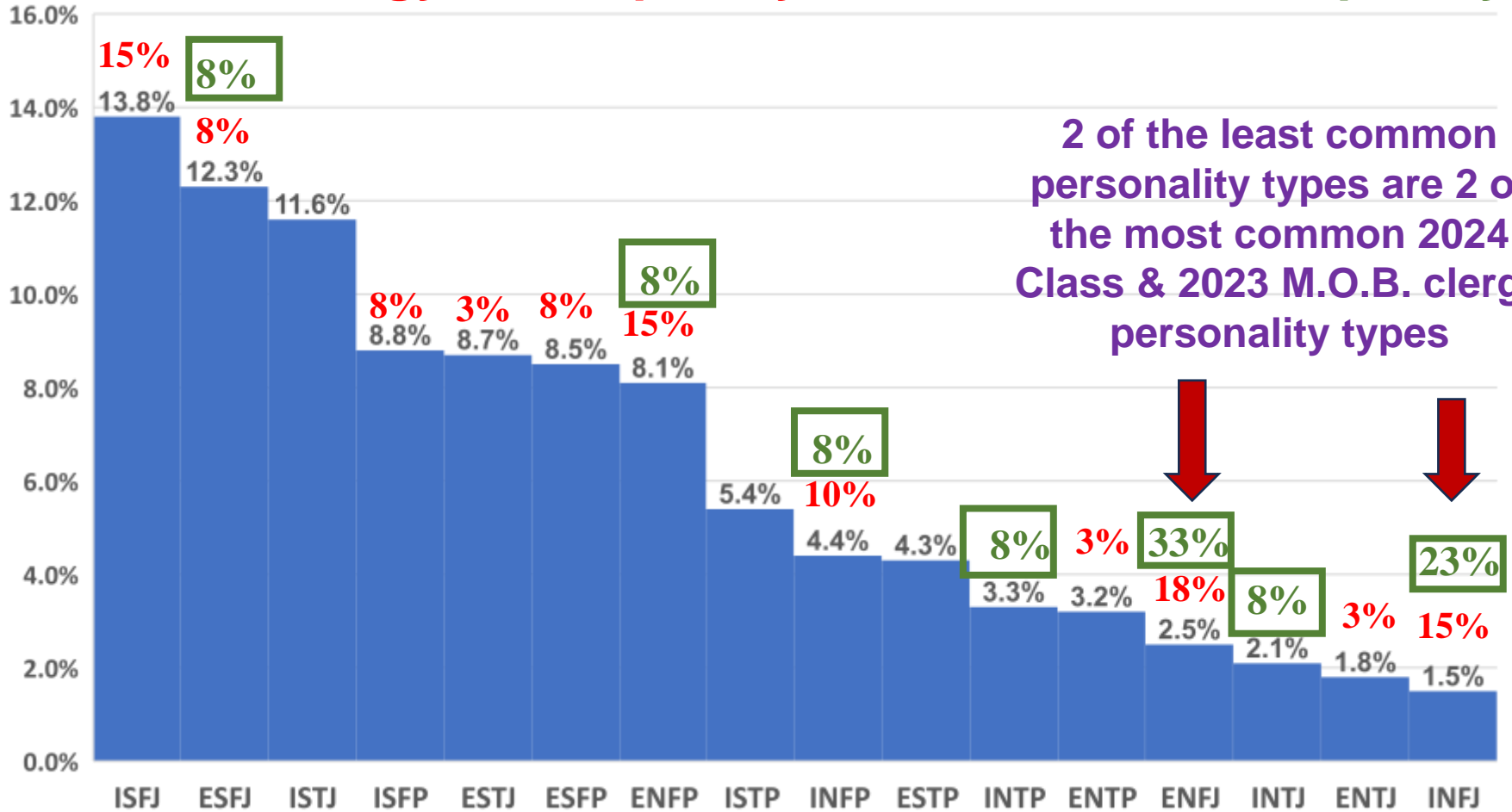


40% Thinking    60% Feeling



# Myers Briggs Frequency By Personality Type

2023 M.O.B. Clergy % Frequency - 2024 Class Frequency



2 of the least common personality types are 2 of the most common 2024 Class & 2023 M.O.B. clergy personality types

The estimated frequency table was compiled from a variety of MBTI® results from 1972 through 2002,

including data banks at the Center for Applications of Psychological Type; The Myers-Briggs Company; and Stanford Research Institute (SRI).

<https://www.myersbriggs.org/my-mbti-personality-type/my-mbti-results/how-frequent-is-my-type.htm>

# Useful & Fun Parish Council & Ministry Activity

## Simplified Myers Briggs Type Compatibility Chart

	INFP	ENFP	INFJ	ENFJ	INTJ	ENTJ	INTP	ENTP	ISFP	ESFP	ISTP	ESTP	ISFJ	ESFJ	ISTJ	ESTJ
INFP	Green	Green	Green	Blue	Green	Blue	Green	Green	Red	Red	Red	Red	Red	Red	Red	Red
ENFP	Green	Green	Blue	Green	Blue	Green	Green	Green	Red	Red	Red	Red	Red	Red	Red	Red
INFJ	Green	Blue	Green	Green	Green	Green	Green	Blue	Red	Red	Red	Red	Red	Red	Red	Red
ENFJ	Blue	Green	Green	Green	Green	Green	Green	Green	Blue	Red	Red	Red	Red	Red	Red	Red
INTJ	Green	Blue	Green	Green	Green	Green	Green	Blue	Green	Green	Green	Green	Yellow	Yellow	Yellow	Yellow
ENTJ	Blue	Green	Green	Green	Green	Green	Blue	Green	Green	Green	Green	Green	Green	Green	Green	Green
INTP	Green	Green	Green	Green	Green	Blue	Green	Green	Green	Green	Green	Green	Yellow	Yellow	Yellow	Blue
ENTP	Green	Green	Blue	Green	Blue	Green	Green	Green	Green	Green	Green	Green	Yellow	Yellow	Yellow	Yellow
ISFP	Red	Red	Red	Blue	Green	Green	Green	Green	Yellow	Yellow	Yellow	Yellow	Green	Blue	Green	Blue
ESFP	Red	Red	Red	Red	Green	Green	Green	Green	Yellow	Yellow	Yellow	Yellow	Green	Blue	Green	Green
ISTP	Red	Red	Red	Red	Green	Green	Green	Green	Yellow	Yellow	Yellow	Yellow	Green	Blue	Green	Blue
ESTP	Red	Red	Red	Red	Green	Green	Green	Green	Yellow	Yellow	Yellow	Yellow	Blue	Green	Blue	Green
ISFJ	Red	Red	Red	Red	Yellow	Green	Yellow	Yellow	Green	Blue	Green	Blue	Green	Green	Green	Green
ESFJ	Red	Red	Red	Red	Yellow	Green	Yellow	Yellow	Blue	Green	Blue	Green	Green	Green	Green	Green
ISTJ	Red	Red	Red	Red	Yellow	Green	Yellow	Yellow	Blue	Green	Blue	Green	Green	Green	Green	Green
ESTJ	Red	Red	Red	Red	Yellow	Green	Blue	Yellow	Blue	Green	Blue	Green	Green	Green	Green	Green

Chart Legend	
<span style="color: red;">■</span>	Uh-Oh, Think This One Through
<span style="color: yellow;">■</span>	It Could Work, But Not Ideal
<span style="color: lightgreen;">■</span>	One Sided Match
<span style="color: green;">■</span>	It's Got a Good Chance
<span style="color: blue;">■</span>	Often Listed as an Ideal Match

Check  
Compatibilities  
Among Parish  
Council and  
Ministries  
Teams and  
Discuss  
Consequences

(and do it  
with your  
family)



**can't  
we just  
all get  
along?**



**Ideal****Good Chance****Could Work-Not Ideal****Uh-Oh**

	<u>Walid</u> ENFJ	<u>Andrew</u> ENFJ	<u>Nicholas</u> INFJ	<u>Alex</u> ENFJ	<u>Luke</u> INTJ	<u>Tom</u> ENFJ	<u>Markella</u> INFJ	<u>Chris</u> ESFJ	<u>Michael</u> INFP	<u>Jacob</u> INTP	<u>Despina</u> ENFP	<u>John</u> INFJ
<u>Walid</u> ENFJ	Good Chance	Good Chance	Good Chance	Good Chance	Good Chance	Good Chance	Good Chance	Uh-Oh	Could Work-Not Ideal	Good Chance	Good Chance	Good Chance
<u>Andrew</u> ENFJ	Good Chance	Good Chance	Good Chance	Good Chance	Good Chance	Good Chance	Good Chance	Uh-Oh	Could Work-Not Ideal	Good Chance	Good Chance	Good Chance
<u>Nicholas</u> INFJ	Good Chance	Good Chance	Good Chance	Good Chance	Good Chance	Good Chance	Good Chance	Uh-Oh	Good Chance	Good Chance	Could Work-Not Ideal	Good Chance
<u>Alex</u> ENFJ	Good Chance	Good Chance	Good Chance	Good Chance	Good Chance	Good Chance	Good Chance	Uh-Oh	Could Work-Not Ideal	Good Chance	Good Chance	Good Chance
<u>Luke</u> INTJ	Good Chance	Good Chance	Good Chance	Good Chance	Good Chance	Good Chance	Good Chance	Could Work-Not Ideal	Good Chance	Good Chance	Could Work-Not Ideal	Good Chance
<u>Tom</u> ENFJ	Good Chance	Good Chance	Good Chance	Good Chance	Good Chance	Good Chance	Good Chance	Uh-Oh	Could Work-Not Ideal	Good Chance	Good Chance	Good Chance
<u>Markella</u> INFJ	Good Chance	Good Chance	Good Chance	Good Chance	Good Chance	Good Chance	Good Chance	Uh-Oh	Good Chance	Good Chance	Could Work-Not Ideal	Good Chance
<u>Chris</u> ESFJ	Uh-Oh	Uh-Oh	Uh-Oh	Uh-Oh	Could Work-Not Ideal	Uh-Oh	Uh-Oh	Good Chance	Uh-Oh	Could Work-Not Ideal	Uh-Oh	Uh-Oh
<u>Michael</u> INFP	Could Work-Not Ideal	Could Work-Not Ideal	Good Chance	Could Work-Not Ideal	Good Chance	Could Work-Not Ideal	Good Chance	Uh-Oh	Good Chance	Good Chance	Good Chance	Good Chance
<u>Jacob</u> INTP	Good Chance	Good Chance	Good Chance	Good Chance	Good Chance	Good Chance	Good Chance	Could Work-Not Ideal	Good Chance	Good Chance	Good Chance	Good Chance
<u>Despina</u> ENFP	Good Chance	Good Chance	Could Work-Not Ideal	Good Chance	Could Work-Not Ideal	Good Chance	Could Work-Not Ideal	Uh-Oh	Good Chance	Good Chance	Good Chance	Could Work-Not Ideal
<u>John</u> INFJ	Good Chance	Good Chance	Good Chance	Good Chance	Good Chance	Good Chance	Good Chance	Uh-Oh	Good Chance	Good Chance	Could Work-Not Ideal	Good Chance

# So, Who Is Chris, Really?

## ESFJ

**Warmhearted, conscientious, and cooperative. Want harmony in their environment, work with determination to establish it. Like to work with others to complete tasks accurately and on time. Loyal, follow through even in small matters. Notice what others need in their day-by-day lives and try to provide it. Want to be appreciated for who they are and for what they contribute.**

**I DON'T THINK I  
HAVE EVER SEEN YOUR  
SPECIFIC KIND OF CRAZY!**



**BUT I DEFINATELY  
ADMIRE YOUR TOTAL  
COMMITMENT TO IT**





**As iron sharpens iron, so one person sharpens another.**

Proverbs 27:17

# John Wooden

**“Whatever you do in life, surround yourself with smart people who’ll argue with you.”**

**“Don’t measure yourself by what you have accomplished, but by what you should have accomplished with your ability.”**



Won 10 NCAA  
Championships in 12 years



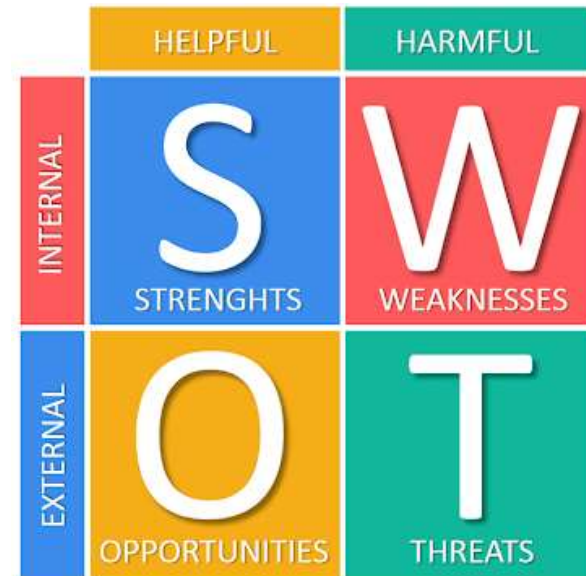
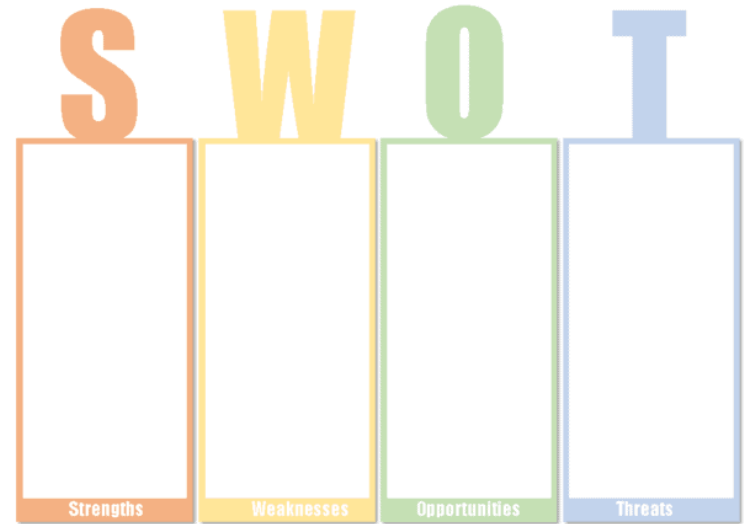
**Know Thy  
Parish or  
Ministry**

# SWOT ANALYSIS

Answers strategic planning question where are we now?

~ First focus on INTERNAL Parish Strengths and Weaknesses

~ Second focus on EXTERNAL Opportunities and Threats that our Parish faces





# OMS EFFECTIVE PARISH MODEL



## THE SOLUTION

Empirical research identified 6 Operational Pillars and 30 Building Blocks that must be optimized to excellence in the most healthy and effective Orthodox Parish.

# Tough Love



**St. Paisios the Athonite**

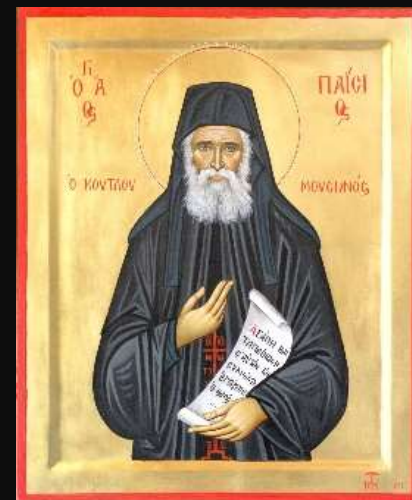
The spirit of luke-  
warmness reigns.

We've been spoiled  
for good.

How does God still  
tolerate us?



St. Paisios the Athonite



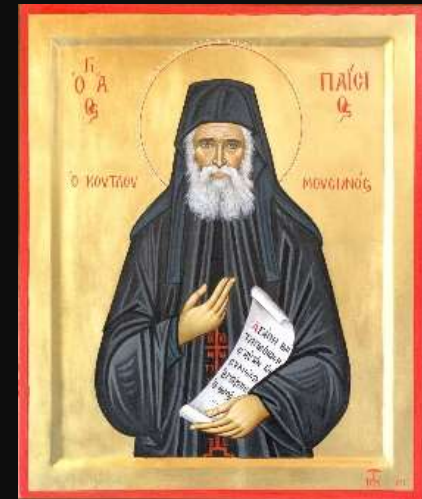
Today's generation  
is the generation  
of indifference.

There are no  
Palikaria  
(warriors)!

The majority are  
fit for parades  
and feasts only.



St. Paisios the Athonite



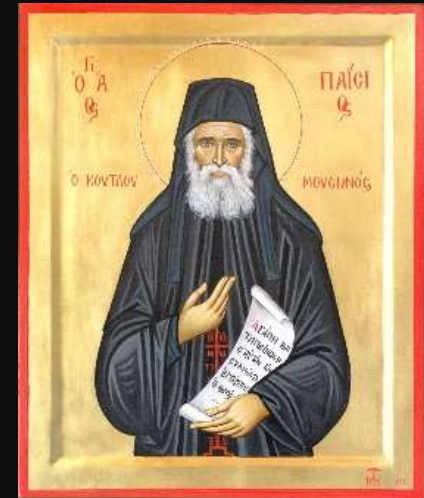


Even people who've  
got something  
inside have begun  
to grow cool  
saying,

Can I really do  
anything to change  
the situation ?



St. Paisios the Athonite

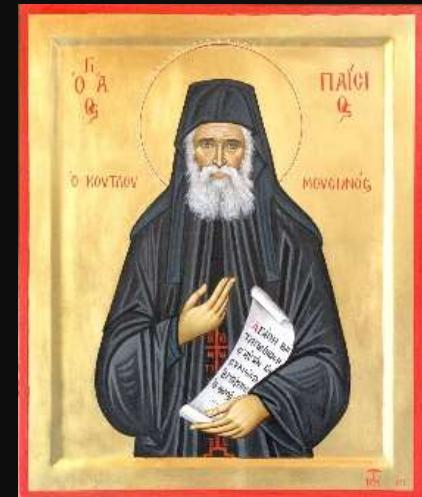


We have to  
**witness** our Faith  
with **boldness**,

because if we  
continue to remain  
silent, we'll have  
to **answer** in the  
**end**.



St. Paisios the Athonite



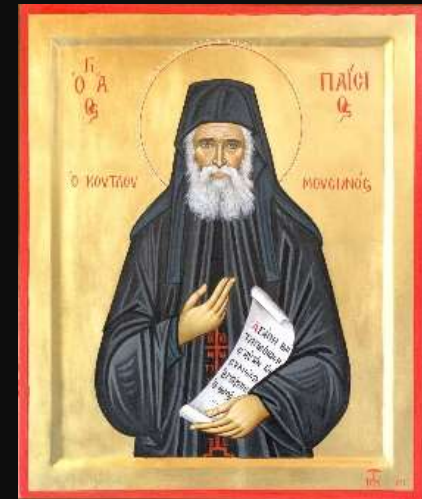
In these difficult days, **each must do** what is in their own power.

Leave what's out of their power to **GOD.**

In this way, our **conscience will be clear.**



St. Paisios the Athonite





# Food For Thought

(courtesy of C. S. Lewis)

*"I believe there are too many practitioners in the church who are not believers."*



*"In such a fearful world, we need a fearless church."*





***Leadership &  
Administration  
2024***

***Part 2 - Techniques***