

***Leadership &
Administration
2024***

***Part 3 – Servant
Leadership & Your
Future***

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



STEWARDSHIP
CALLING

QR Code for Holy Cross Leadership Class 2024
Stewardship Calling Presentations Page

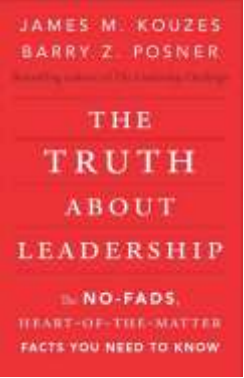




AUDIENCE PARTICIPATION TIME!

What Was Your Key Takeaway From Part 2?





Impact on Commitment of Values Clarity

Clarity of
Organizational
Values

High

Low

4.9

6.3

4.9

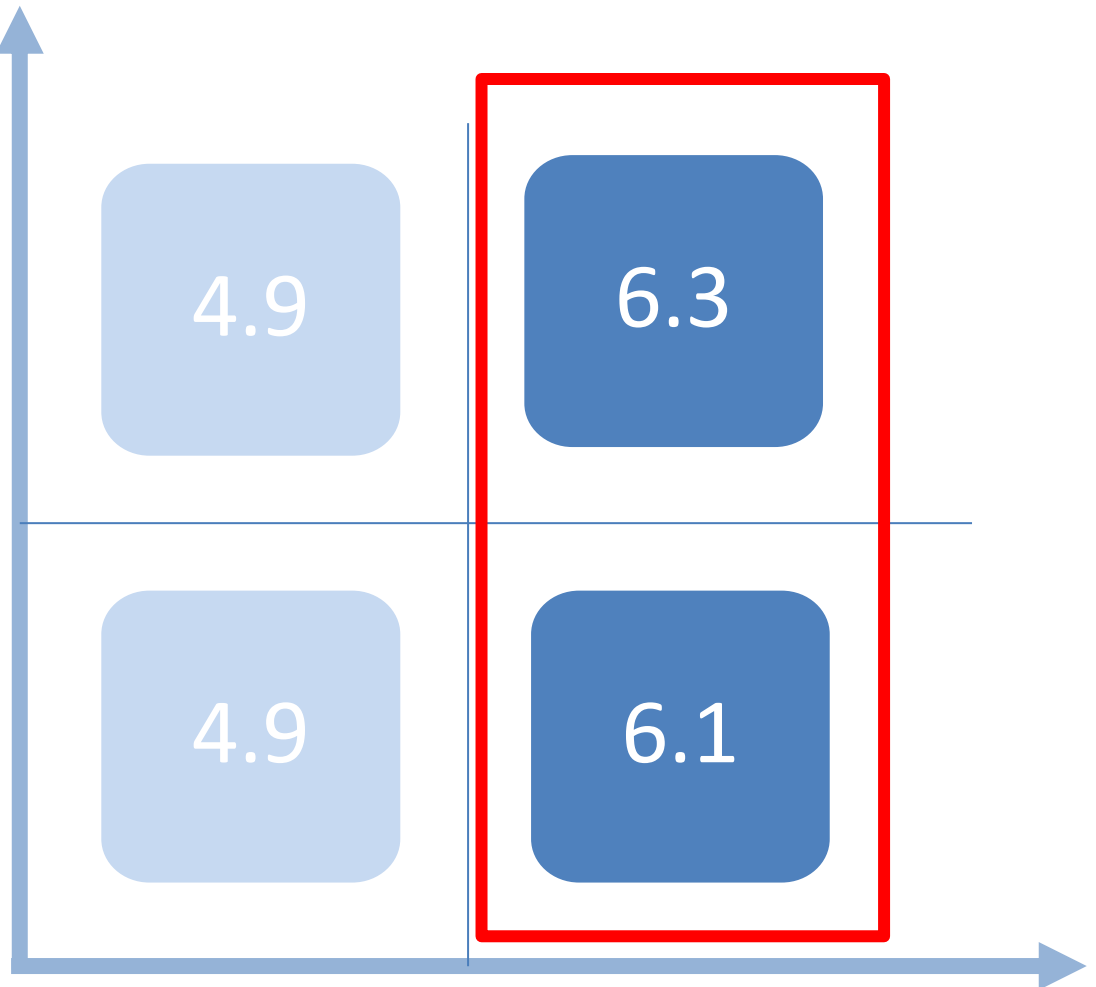
6.1

Low

High

Clarity of Personal Values

Scale: High = 7
Low = 1



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.**



**Know Thy Team
(Myers Briggs or
something
similar)**

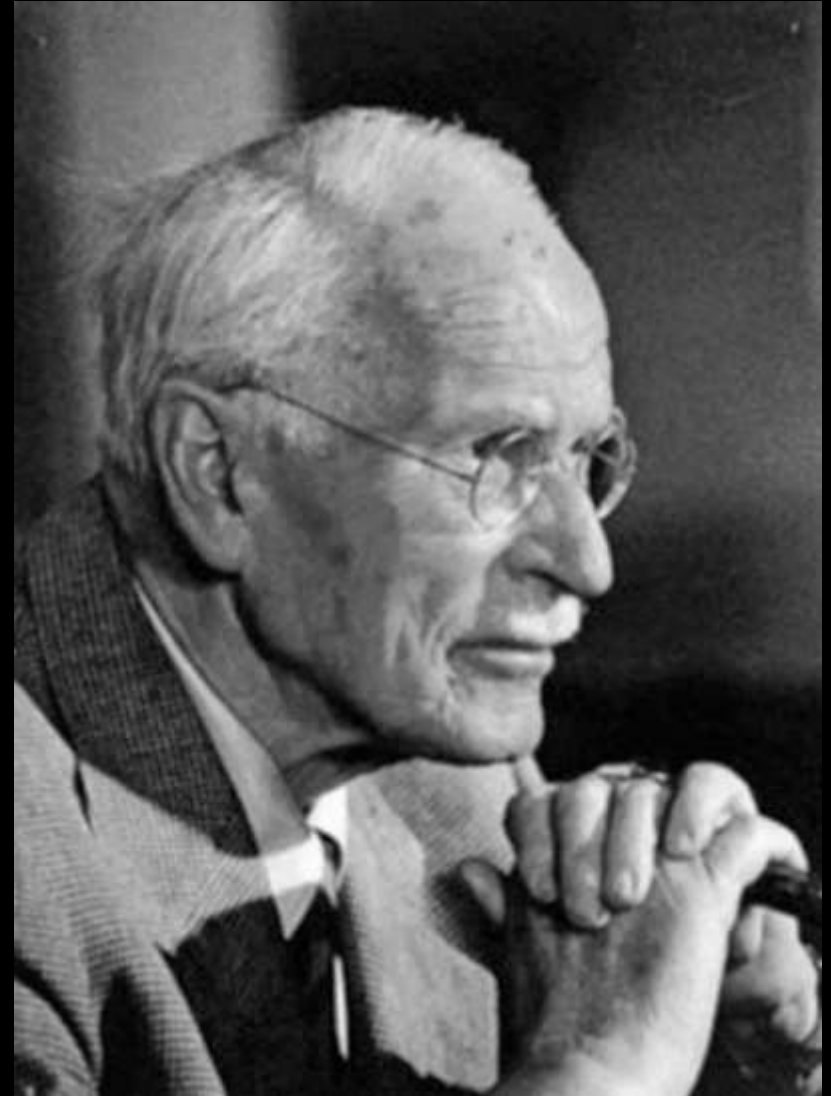




**can't
we just
all get
along?**

Carl Jung's Theory

- ~ Jung believed that preferences are innate “inborn predispositions” that stay the same over our lifetime.
- ~ What changes is how we use our preferences and the accuracy of measuring them.
- ~ The confounding variable - environment!



“So God created human beings in His own image. In the image of God He created them; male and female He created them.”

Genesis 1:27 NIV

Each of us is unique:

“Now you are the body of Christ, and each one of you is a part of it. And God has placed in the church first of all apostles, second prophets, third teachers, then miracles, then gifts of healing, of helping, of guidance, and of different kinds of tongues.”

1 Corinthians 12:27-28 NIV

Analysts

Intuitive (N) and Thinking (T) personality types, known for their rationality, impartiality, and intellectual excellence.

Architect
INTJ

Logician
INTP

Commander
ENTJ

Debater
ENTP

Diplomats

Intuitive (N) and Feeling (F) personality types, known for their empathy, diplomatic skills, and passionate idealism.

Advocate
INFJ

Mediator
INFP

Protagonist
ENFJ

Campaigner
ENFP

Sentinels

Observant (S) and Judging (J) personality types, known for their practicality and focus on order, security, and stability.

Logistician
ISTJ

Defender
ISFJ

Executive
ESTJ

Consul
ESFJ

Explorers

Observant (S) and Prospecting (P) personality types, known for their spontaneity, ingenuity, and flexibility.

Virtuoso
ISTP

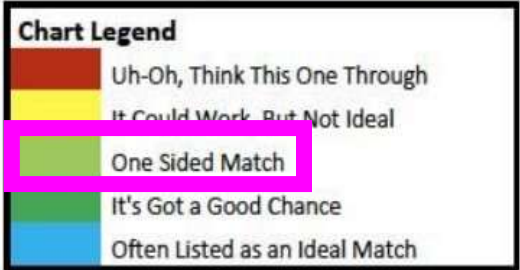
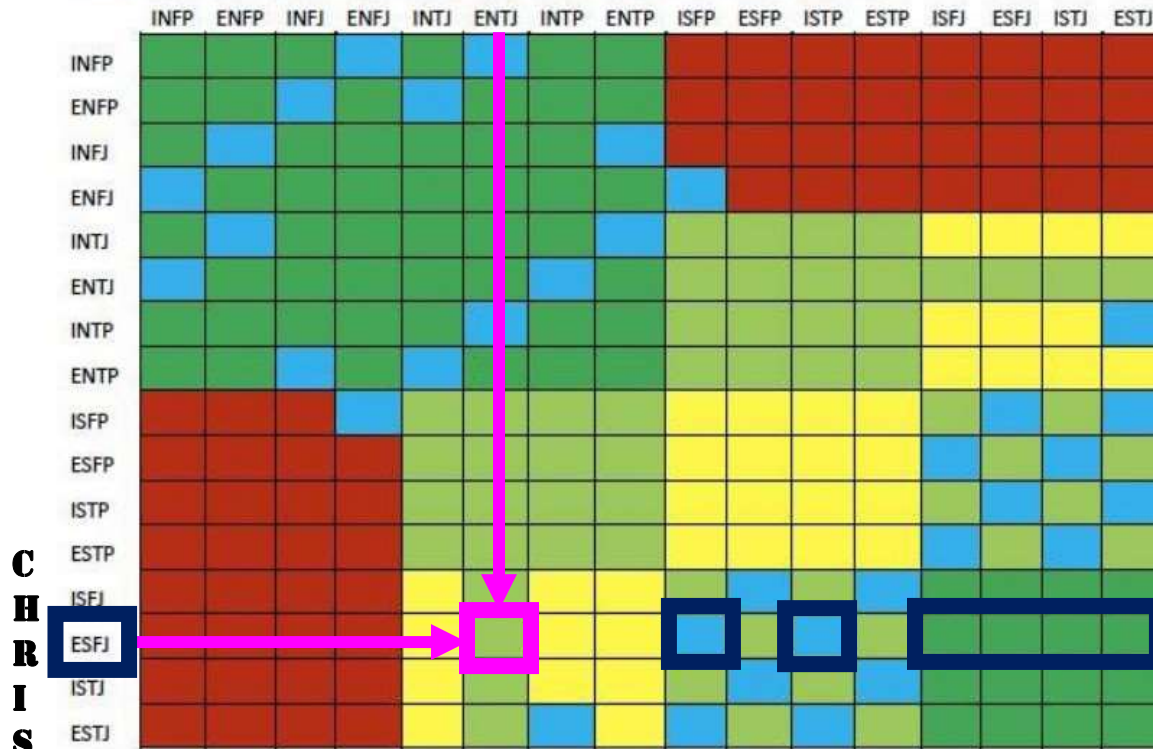
Adventurer
ISFP

Entrepreneur
ESTP

Entertainer
ESFP

Useful & Fun Parish Council & Ministry Activity

Simplified Myers Briggs Type Compatibility Chart

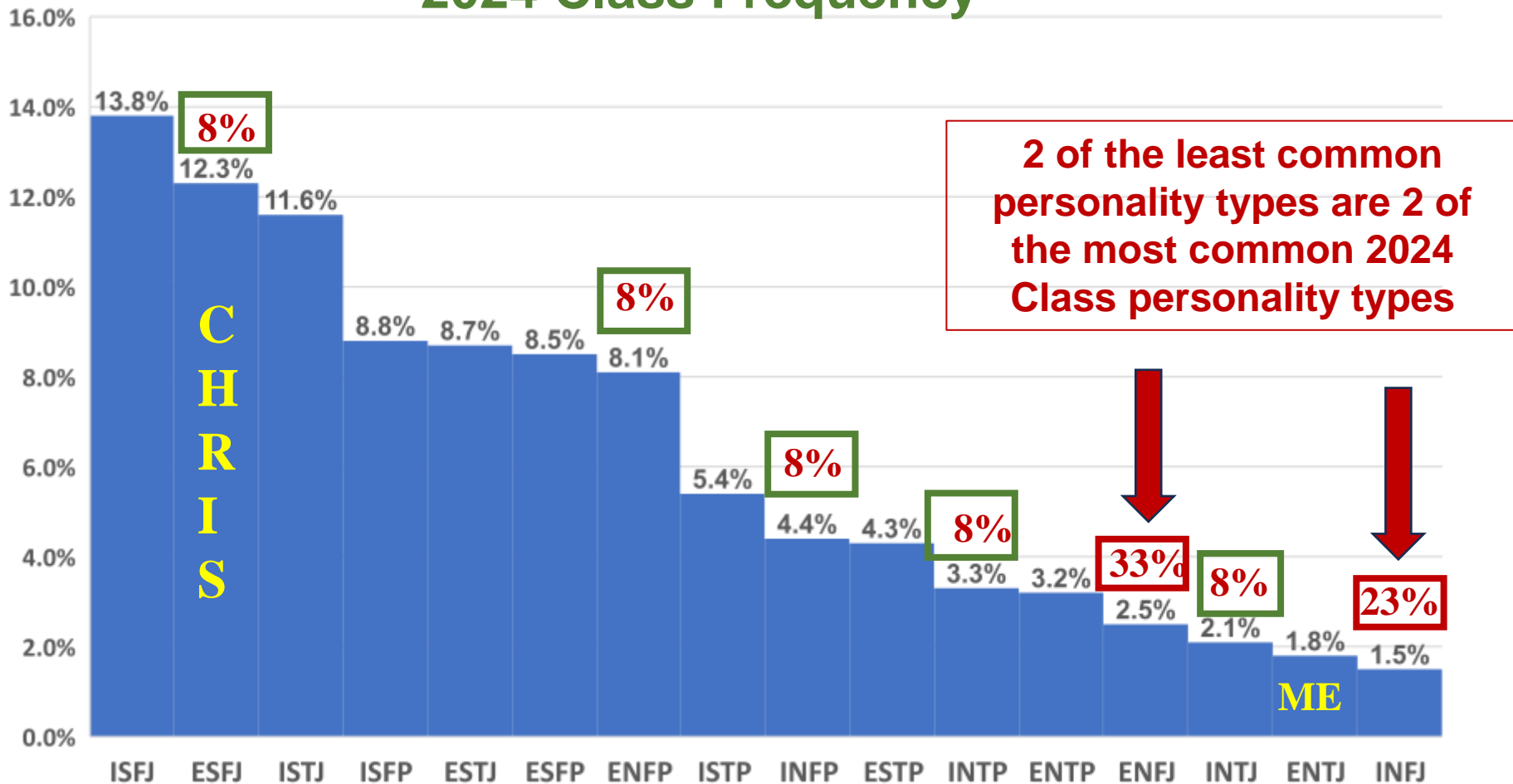


Check Compatibilities Among Parish Council and Ministries Teams and Discuss Consequences

(and do it with your family)

Myers Briggs Frequency By Personality Type

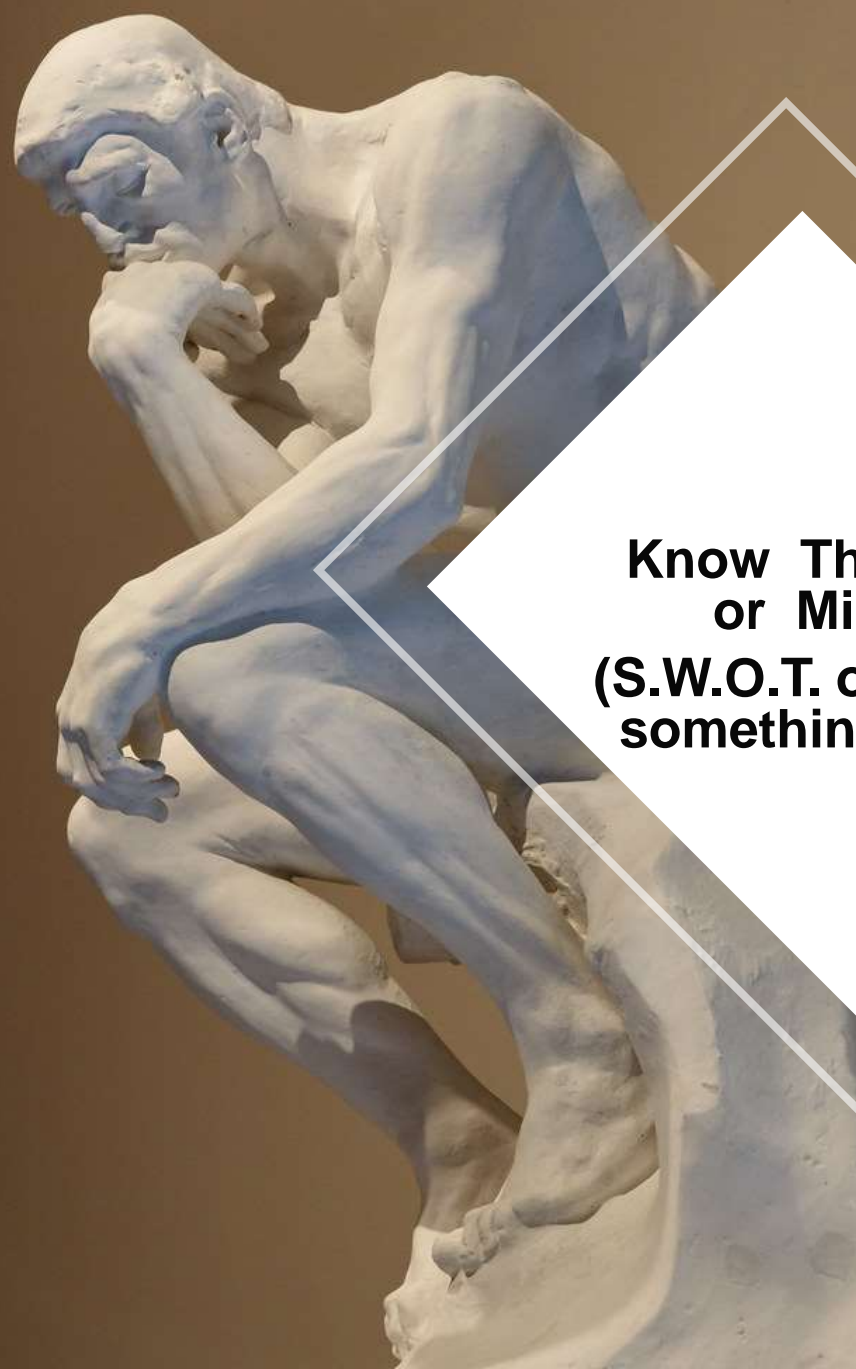
2024 Class Frequency



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>



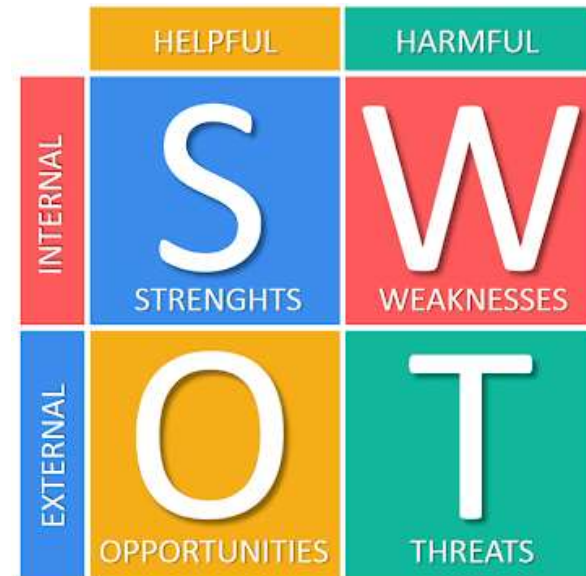
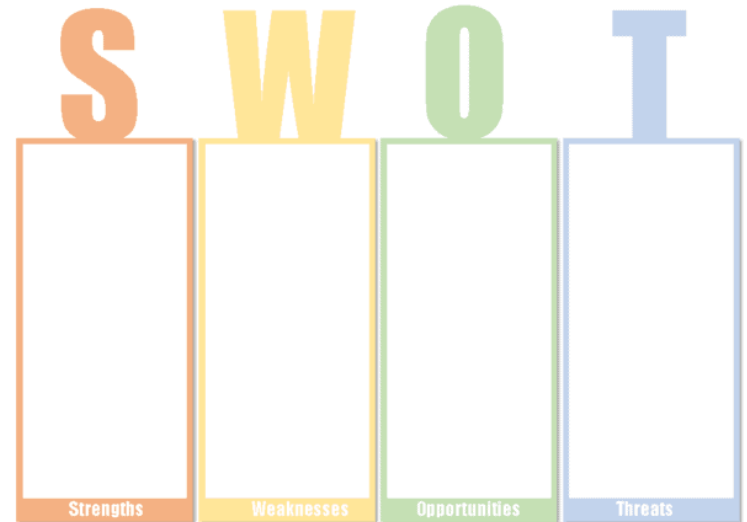
**Know Thy Parish
or Ministry
(S.W.O.T. or E.P.A. or
something similar)**

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.

EPA RESULTS ACROSS ALL 30 PARISHES

4 Green
11 Yellow
15 Red

26 Green
4 Yellow
0 Red

0 Green
1 Yellow
29 Red

2 Green
19 Yellow
9 Red

0 Green
7 Yellow
23 Red

14 Green
16 Yellow
0 Red



Vision & Planning

- Strategic Planning
- Operational & Tactical Planning
- Parishioner Involvement
- Goal Achievement & Accountability

Leadership & Teams

- Christian Leadership
- Leading & Coaching
- Conflict Management
- Effective Teams
- Parish Council & Boards

Stewardship & Generosity

- Giving & Tithing
- Stewardship Campaign
- Capital Campaign
- Planned Giving & Endowments
- External Philanthropy
- Transparency & Accountability

Parishioner Engagement

- Spiritual Education & Catechism
- Liturgical & Sacramental Participation
- Outreach
- Evangelism
- Welcoming & Fellowship

Ministries

- Defines Needs of Parishioners
- Ministry Management
- Ministry Engagement
- Volunteer Management
- Youth & Young Adult

Operational Effectiveness

- Communication & Digital Strategies
- Facilities & Technology
- Financial Excellence
- Safety & Security
- Staff Management



<https://www.youtube.com/watch?v=mtftHaK9tYY>

Here's to the
crazy ones.



The *misfits*.



The *rebels*.
The *troublemakers*.

The round pegs in the square holes.
The ones who see things *differently*.
They're not fond of rules.



And they have *no respect*
for the status quo.

You can *quote* them,
disagree with them,
glorify or *vilify* them.



About the only thing you can't do is *ignore* them.

Because they *change* things.
They push the human race *forward*.



And while some may see them
as the crazy ones, *we see genius*.



Because the people who are *crazy enough*
to think they can *change* the world,
are the ones who do.



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



John Wooden won 10 NCAA Championships in 12 years



Tom Hagen & Don Vito Corleone

Cultivate a Consigliere!

con·si·glie·re –

- ~ a member of a Mafia family who serves as an adviser to the leader and resolves disputes within the family.
- ~ **an adviser to an important or high-ranking person.**

Servant Leadership



John 13:1-5



A Leader Leads By Example

“Leadership is not about
personality. It’s about
behavior”

5 Practices of Exemplary Leadership



1. Model The Way – know and live your core values and WHY



2. Inspire a Shared Vision – articulately share the exciting possibilities of a future destination



3. Challenge the Process – ask questions, experiment, and test the unknown

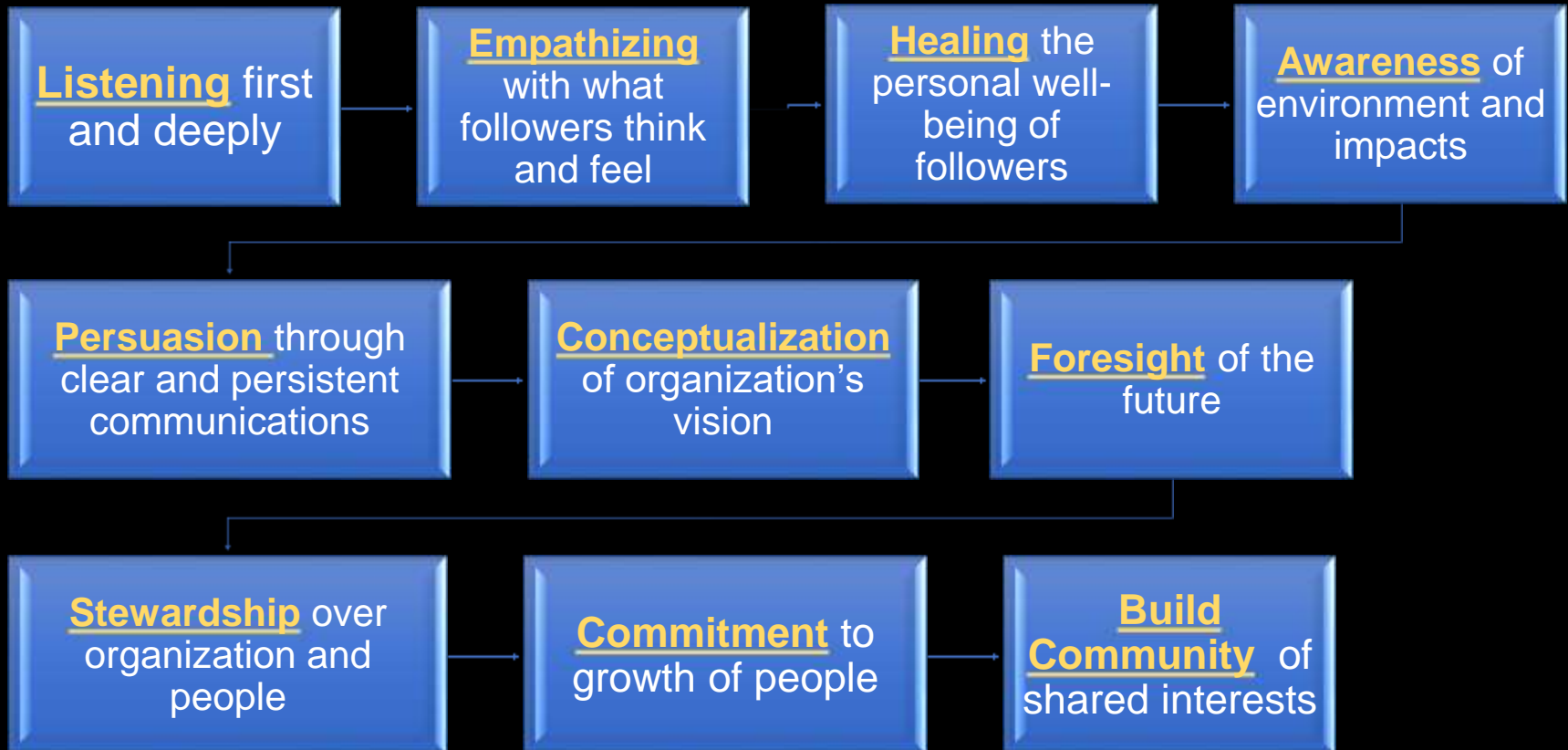
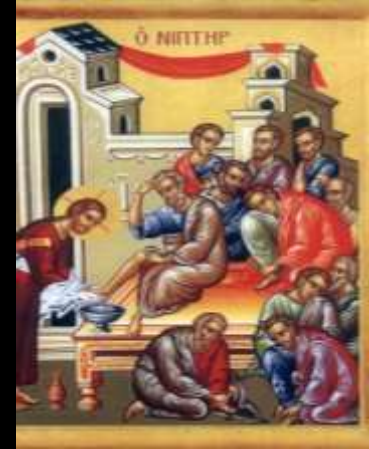


4. Enable Others To Act – great dreams are achieved through collaborative and trusting relationships



5. Encourage The Heart – celebrate the values and victories of your teams

10 Characteristics of Servant Leaders



(Greenleaf, 1970; Northouse, 2002; Spears, 2002)

Patterson's Summary of Greenleaf's

Elements of Servant Leaders

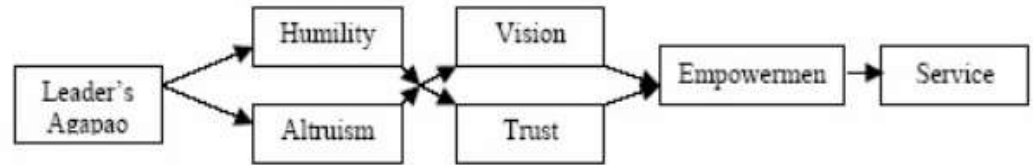


Figure 1, The model of constructs. This model details how the servant leadership constructs work together beginning with agapao love and ending with service.

- 1. Love**
- 2. Humility**
- 3. Altruism**
- 4. Vision**
- 5. Trust**
- 6. Empowerment**
- 7. Service**



Orthodox Servant Leader Model

VISION

COURAGE

TEAM

HUMILITY

LOVE

TRUST

Orthodox Servant Leader

LOVE

I love
unconditionally.

TRUST

I do what I
say.

HUMILITY

I admit my
mistakes.

COURAGE

I persevere
regardless of
danger, difficulty,
or uncertainty.

TEAM

I support my
people.

VISION

I lead to a
righteous
destination.

Orthodox Servant Leader Score

LOVE

I love unconditionally _____

TRUST

I do what I say _____

HUMILITY

I admit my mistakes _____

COURAGE

I persevere regardless of danger, difficulty or uncertainty. _____

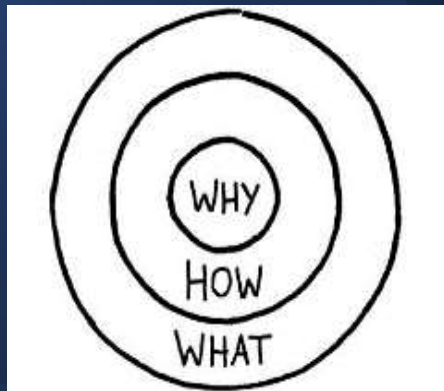
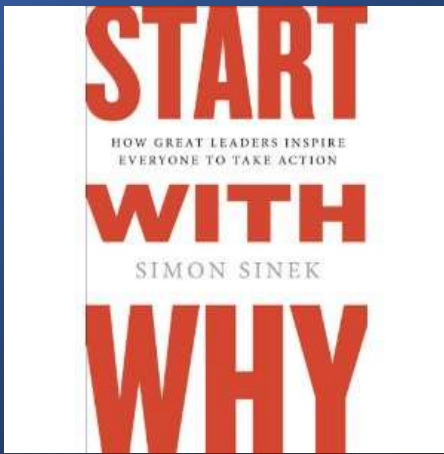
TEAM

I support my people _____

VISION

I lead to a righteous destination _____

5 = Always
4 = Mostly
3 = Sometimes
2 = Rarely
1 = Never



https://www.ted.com/talks/simon_sinek_how_great_leaders_inspire_action?language=en

Simon Sinek

“There Are Leaders And There Are Those Who Lead”

- ~ “Leaders merely hold a title or position of power or influence.”
- ~ “Those who lead, inspire us to follow them.”
- ~ “We follow those who lead, not for them, but for ourselves.”

You Don't Need A Title To Lead



“There are ‘leaders’ and there are those who lead.”

“Father”
is not
just a
title!



Top Qualities People Want In Their Leaders

Honest = 85%

Forward-looking = 70%

Inspiring = 69%

Competent = 64%

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

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 domain of
the Leader is the



The work of the
leader is
change.”



(Kouzes and Posner, 2017)



*You are the light
of the world.
A city set on a hill
cannot be hidden.*

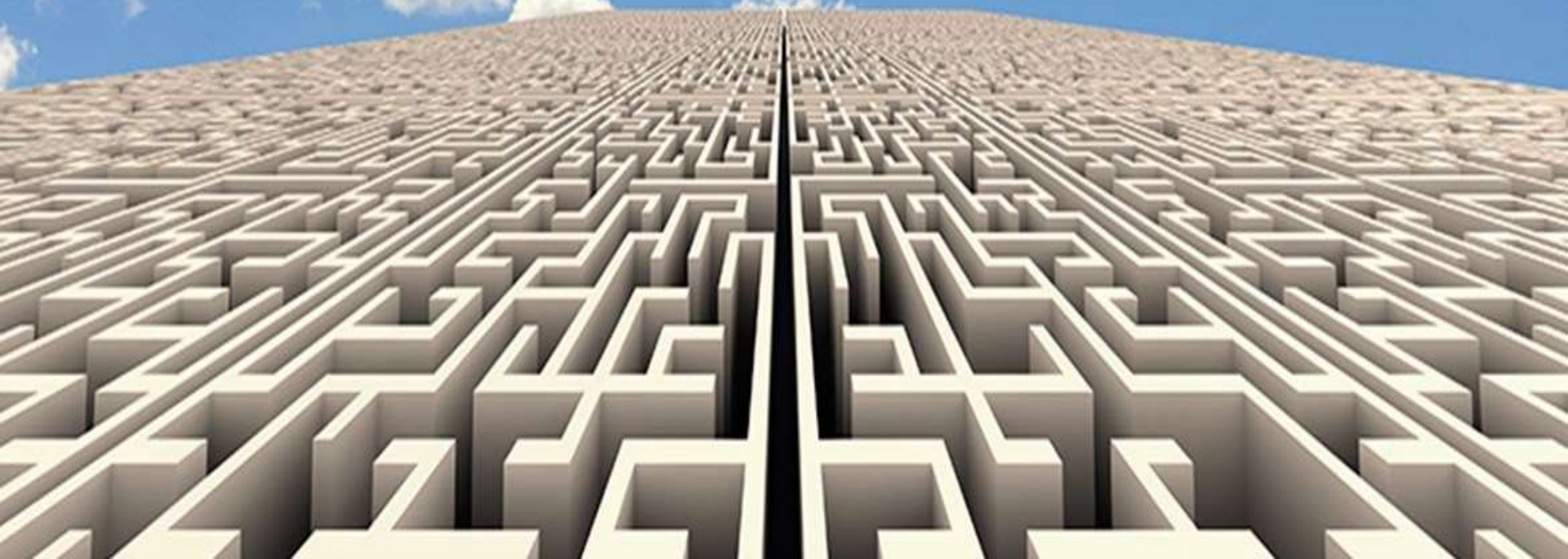
Matthew 5:14

***“Let your light so shine before men,
that they may see your good works
and glorify your Father in heaven.”***



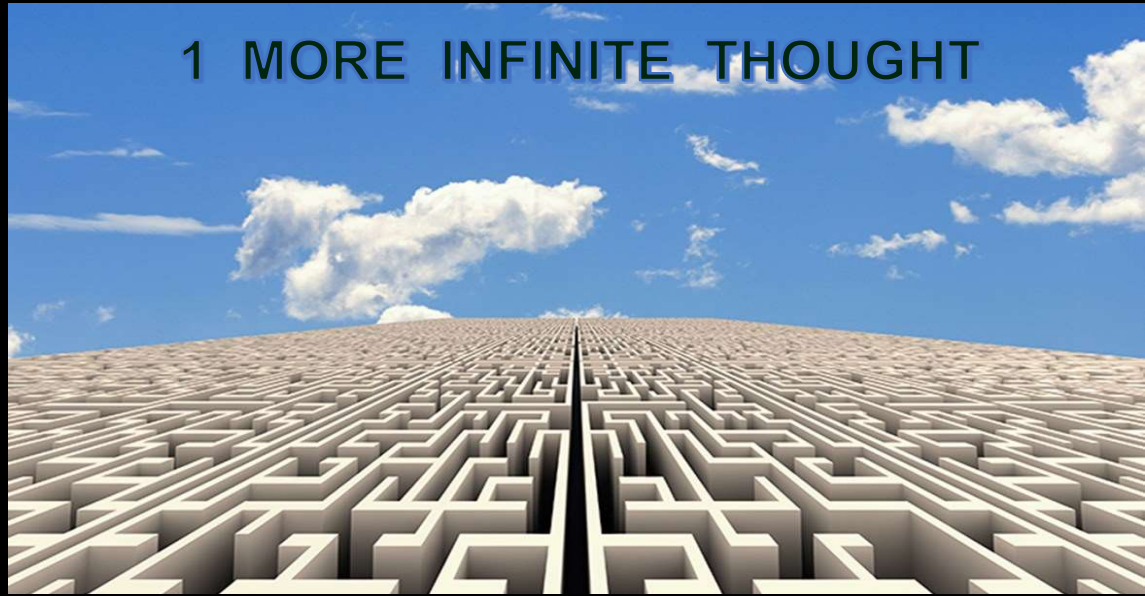
Become
and create
Orthodox
human
light bulbs

1 MORE INFINITE THOUGHT



**You are
playing an
 ∞ game...**

1 MORE INFINITE THOUGHT

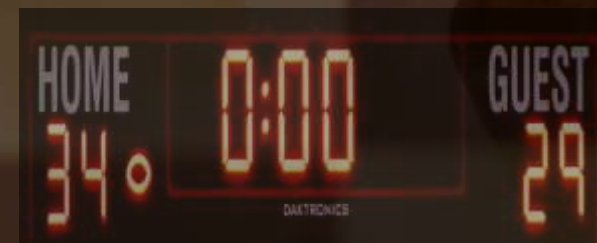


**...not a
finite game.**

FINITE GAME

- ~ players are known
- ~ rules are fixed
- ~ endpoint is clear
- ~ winners and losers are easily identified

(like football or chess)



INFINITE GAME

- ~ rules are changeable
 - ~ there is no defined endpoint
 - ~ players come and go
 - ~ there are no winners or losers
 - ~ there is only ahead and behind

(like life itself)



YOUR HISTORY

- ~ God has existed since “the beginning”
- ~ Your Orthodox Church has existed for centuries after Christ started it
- ~ Your Archdiocese has existed for 100 years
- ~ Your Orthodox parish has existed for many (many) decades

YOUR LAP

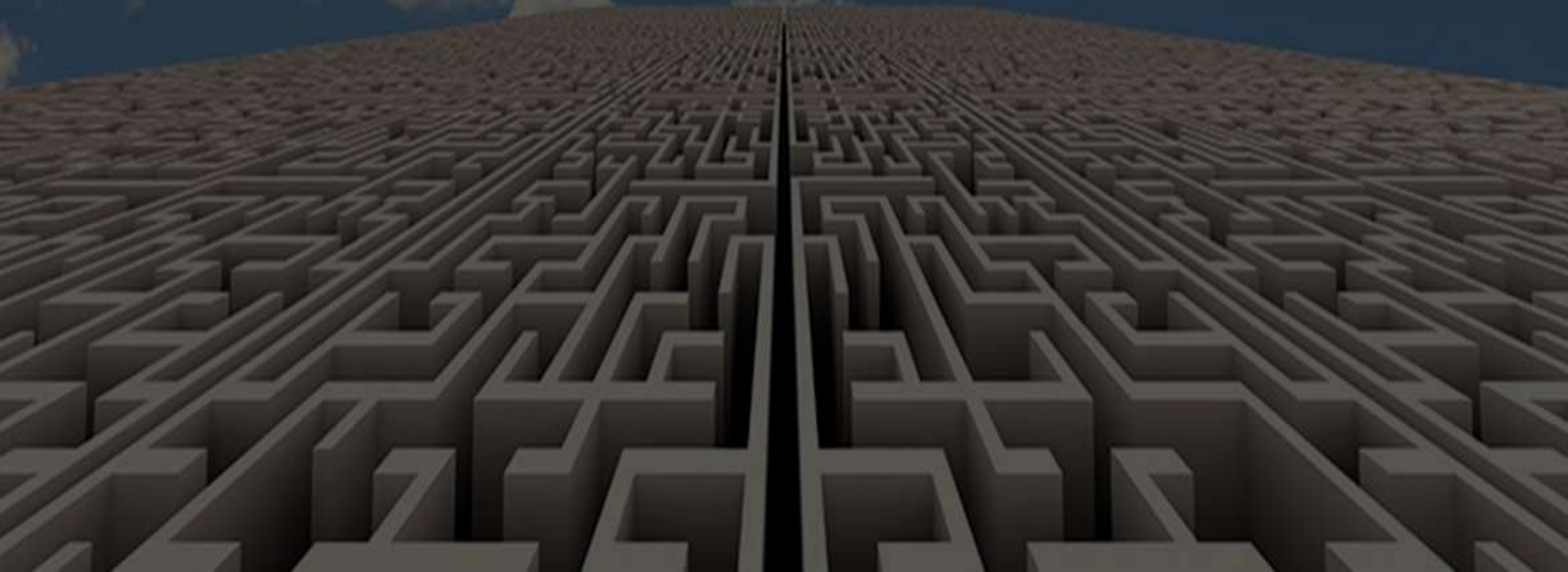
~ Prior leaders got you here

~ This is merely your lap

~ Run it well, and you bless
future generations

*“..the time of my departure is at hand.
I fought the good fight, I have finished
the race, I have kept the faith.”*

**What do you
plan on doing
under your
watch?**



**WHAT WOULD
YOU DO IF
YOU WEREN'T
AFRAID?**





“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.”

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)



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%

"We are what we
repeatedly DO..."

"Excellence, then, is not
an act, but a HABIT"



Aristotle

384 B.C. – 332 B.C.



“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.**”



Orthodox Servant Leader Model

VISION

COURAGE

TEAM

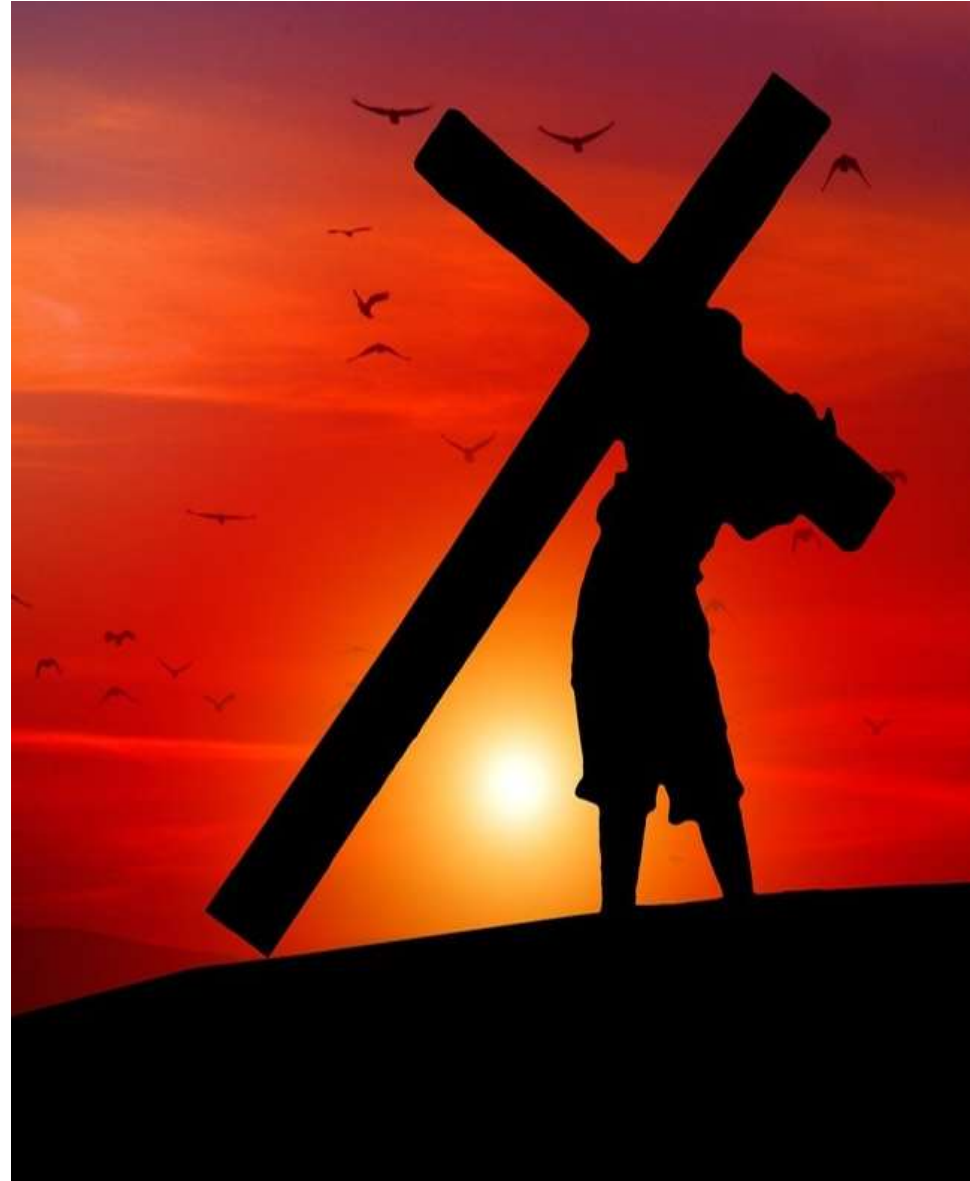
HUMILITY

LOVE

TRUST

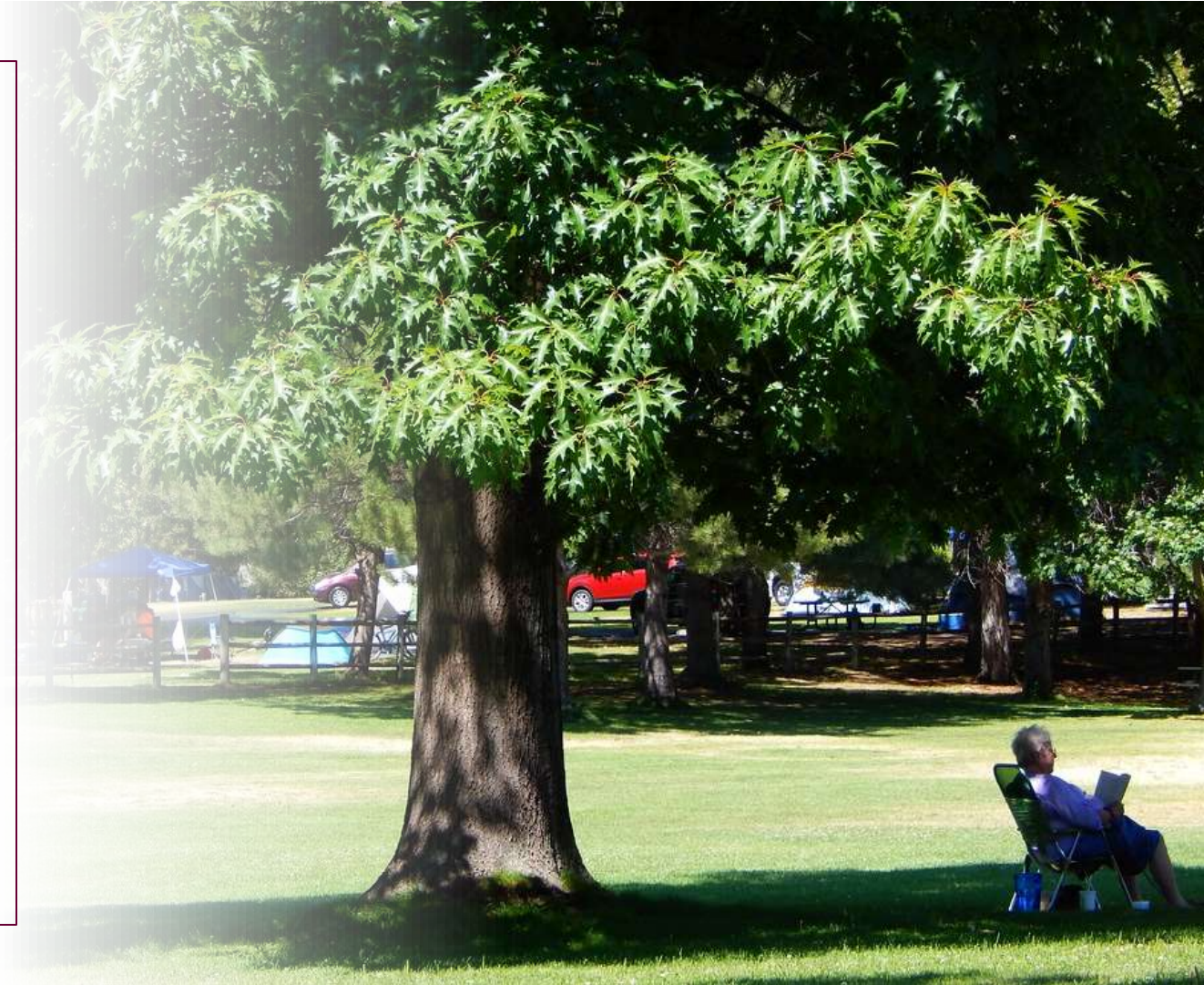
Your Job = E²+I

- **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



**“A society
grows great
when old men
and women
plant trees in
whose shade
they shall
never sit.”**

Greek Proverb





Old Chinese Proverb

***“The best time to plant a tree
was 20 years ago.***

The second best time is today.”



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

“If you keep doing what you’ve always done, you’ll keep getting what you’ve always got.”



Henry Ford

“The domain of
the Leader is the



The work of the
leader is
change.”



Dr. James Kouzes

Be Courageous

If anyone ever asks you, "What Would Jesus Do?"



Remind them that flipping over tables and chasing people with a whip is within the realm of possibilities.

**Matthew 21:12
Luke 19:45**

**Mark 11:15
John 2:15**

Now, Lord,
look on their
threats, and
grant to Your
servants that
with all
boldness they
may speak
Your word!

Acts 4:29

Fortune Favors The Bold...



TURN *the* PAGE



**There comes a day
when you realize
turning the page is
the best feeling in
the world.**

**Because you realize
there's so much
more to the book
than the page you
are stuck on.**



**There is hope for
your future, declares
the Lord.**



You Were
NOT Called to
Lead a Parish
or Ministry

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

“Either lead, follow
or get out of the way.”



Ted Turner



Thomas Paine



General George S. Patton



Lee A. Iacocca



Bill Marianes

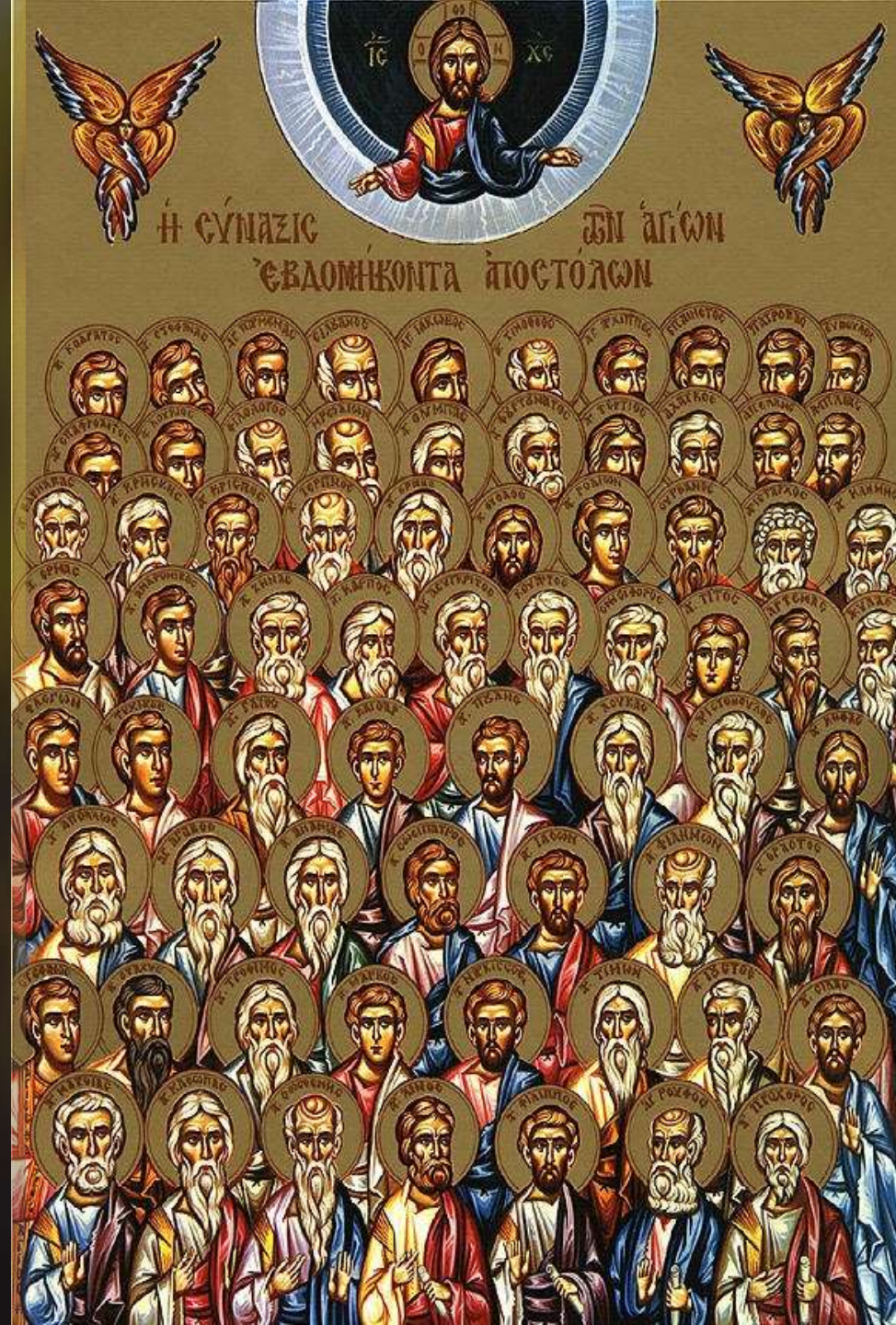


Be the change!



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

Luke 10:1



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