



WHY LOVE LEAD

*Being an Orthodox
Servant Leader &
Disciple of Christ in
Your Jerusalem...*



Bill Marianes

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You can download this presentation at:

Stewardship Calling

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

The screenshot shows the website's navigation menu with the following items: WHY?, STEWARDSHIP, STRATEGIC PLANNING, INTERNET RADIO & PODCASTS, KEYNOTES & LEADERSHIP, PERSONAL, and LEADERSHIP. The 'KEYNOTES & LEADERSHIP' item is circled in red. Below the menu is a banner for the OCF Summer Leadership Institute with the text 'Helping College Students Grow Their Orthodox Faith'. The main content area features the heading 'OCF Summer Leadership Institute' and a paragraph: 'I was blessed to provide a Keynote Address and an Igniting The Flame of Orthodox Stewardship presentation to the participants in the 2024 Orthodox Christian Fellowship (OCF) Summer Leadership Institute which are provided below.'

[StewardshipCalling.com](https://stewardshipcalling.com)

Under the Keynotes & Leadership Tab

OCF Summer Leadership Institute Page

<https://stewardshipcalling.com/ocf-summer-leadership-institute-2/>



Helping College Students
Grow Their Orthodox Faith



Download This Presentation





**YOU are the
image and
likeness of...**



GOD

Genesis 1:26-27

Who's
trying to
help you
today?

McGuireWoods

troutman
pepper



A journey ...

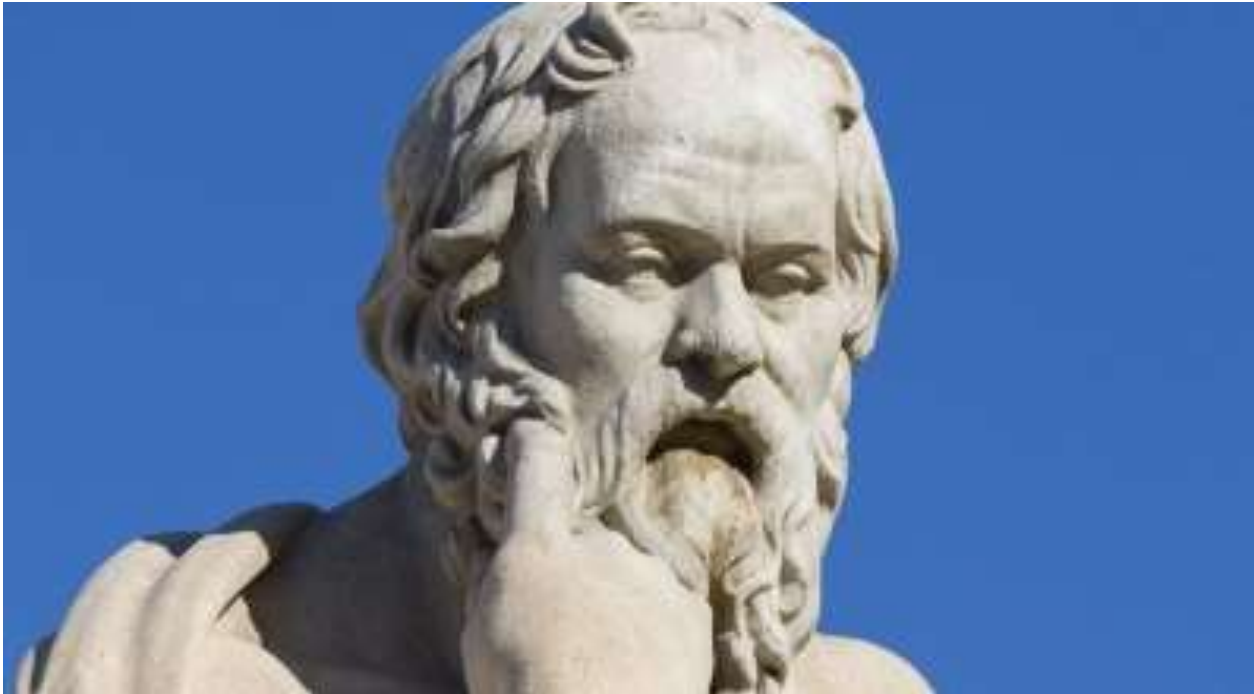
... 435,000+ airlines miles over 25+ years

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

*...completed strategic plans covering
over 26% of Orthodox Christians*



You cannot teach adults new things. You can merely create the environment where they discover the truth for themselves.



Socrates



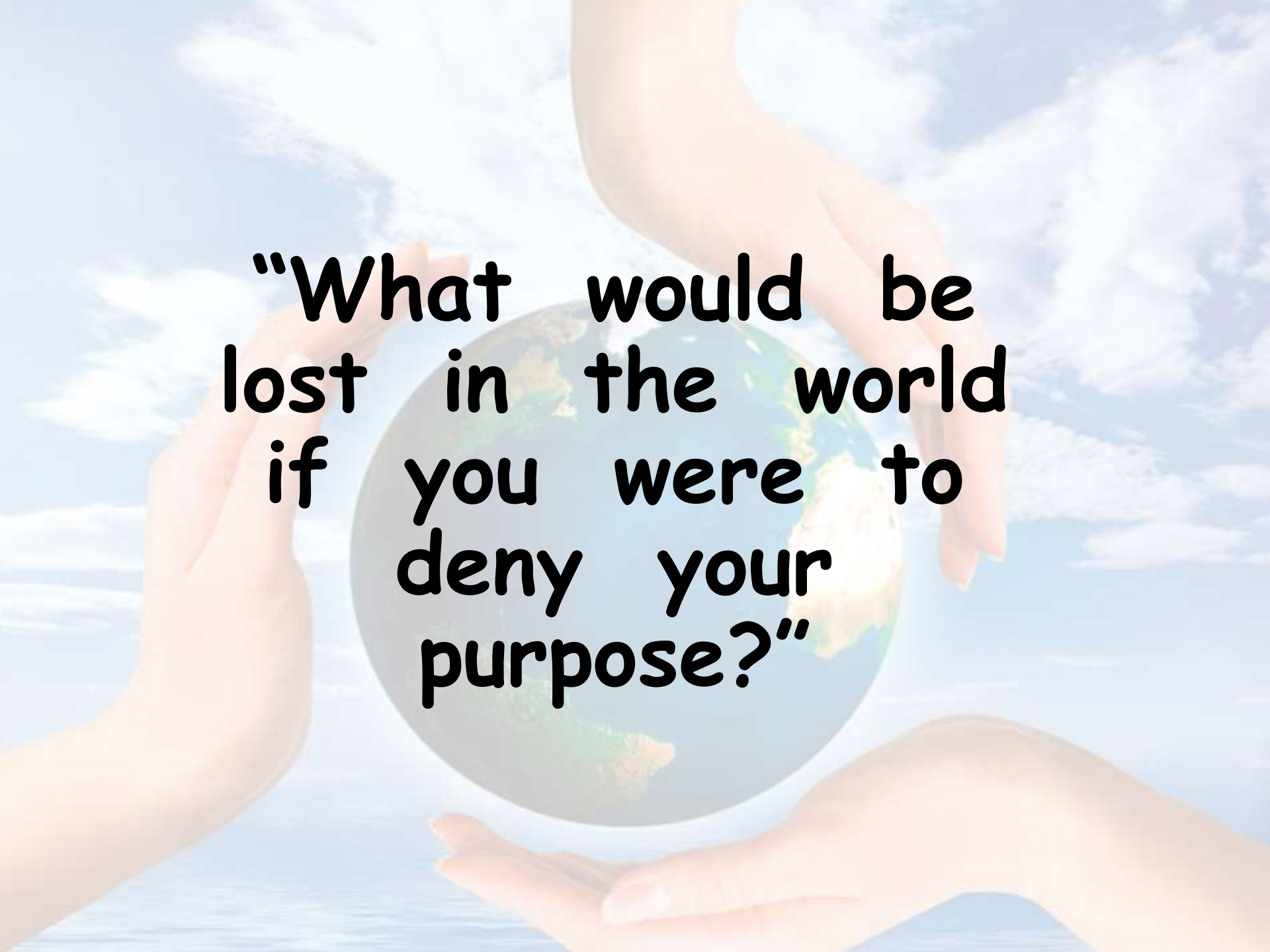
**What would
you do if you
could?**



**“You cannot
serve purpose
and safety at
the same
time.”**

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



A composite image featuring a globe of the Earth held by four hands against a background of a blue sky with white clouds. The hands are positioned around the globe, with two on the left and two on the right, suggesting a collective effort to hold the planet. The text is overlaid on the globe in a large, bold, black font.

**“What would be
lost in the world
if you were to
deny your
purpose?”**



Are You Here?

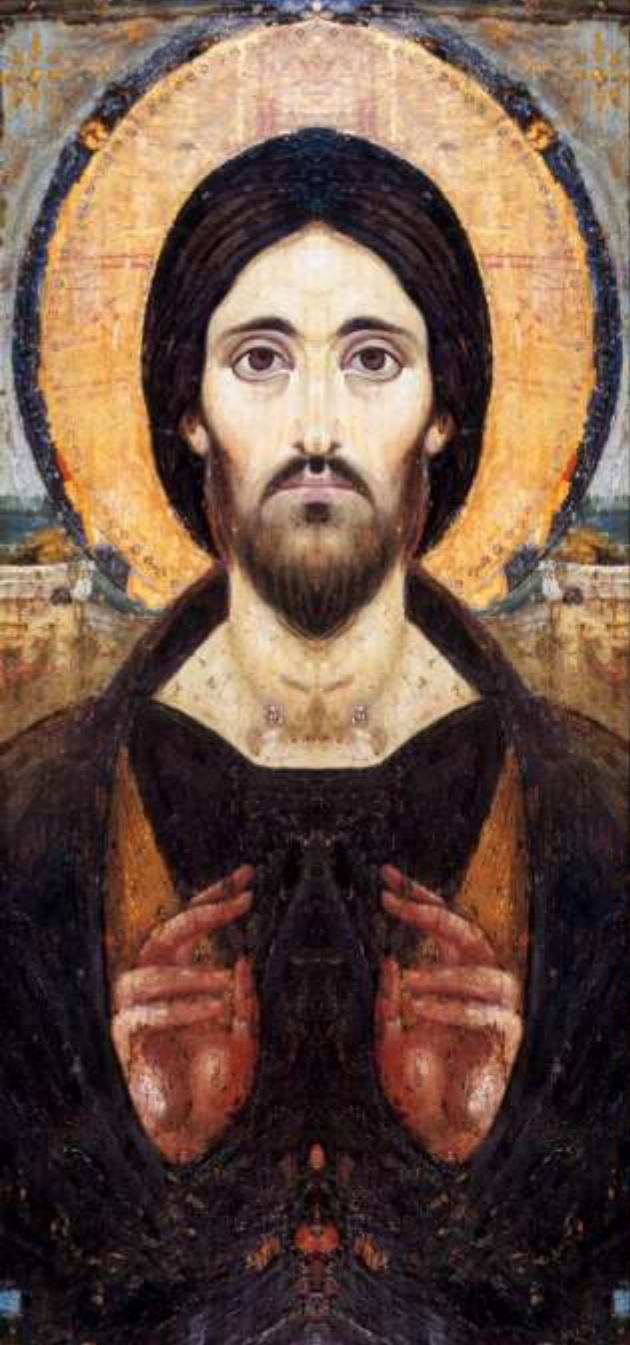


Why?

“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**?

An open book with text on the pages, viewed from a slightly elevated angle. The pages are yellowed with age. The text is arranged in columns. A small, dark mark is visible on the left page.

**A Statement of Why
is Biblical**



*“Friends, WHY
are you doing
these things?”*

Acts 14:15

Everyone Is Called



“I beg you to walk worthy of the calling to which you have been called.”

Ephesians 4:1

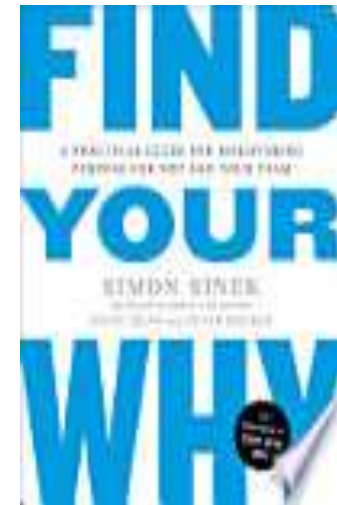
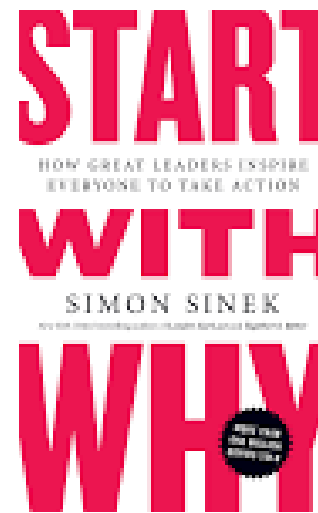
“... to each one of us grace was given according to the measure of Christ’s gift... some to be **apostles**, some **prophets**, some **evangelists**, and some **pastors** and **teachers** for the equipping of the saints for the work of ministry...”

Ephesians 4:7-13

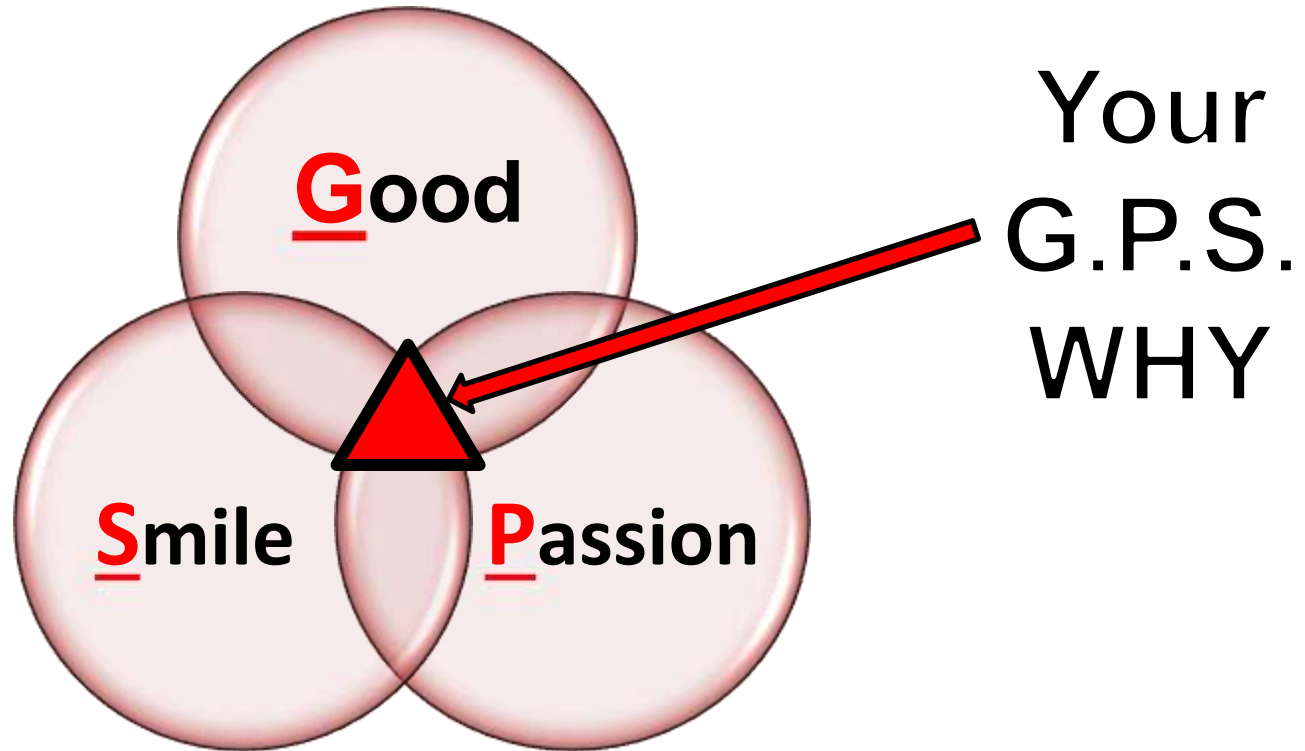
Start With Why

The best 18 minutes on YouTube.

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

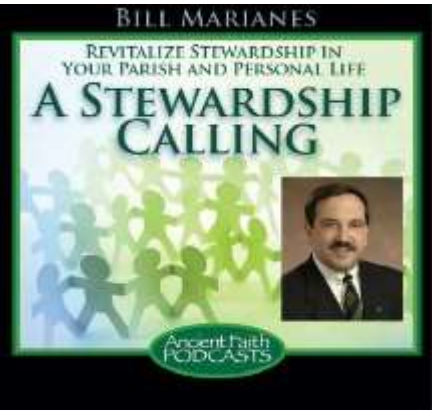


The Stewardship Calling 3 Critical G.P.S. Questions To Help You Determine Your WHY



1. What am I **G**ood at?
2. What am I **P**assionate about?
3. What makes me **S**mile?





“The Orthodox WHY Guy”

1. “GPS” - The GOD Positioning System (1-31-16)

https://www.ancientfaith.com/podcasts/stewardshipcalling/the_god_positioning_system/

2. Why Am I Here? (7-31-16)

https://www.ancientfaith.com/podcasts/stewardshipcalling/why_am_i_here/

3. Good and Faithful Servant Through Living Your Stewardship Calling - Parts 1, 2 & 3 (with +Fr. George Livanos) (5-26-21)

https://www.ancientfaith.com/podcasts/stewardshipcalling/good_and_faithful_servant_part_1/

https://www.ancientfaith.com/podcasts/stewardshipcalling/good_and_faithful_servant_through_living_your_stewardship_calling_part/

4. Why Are You Here on Earth? What Is Your Purpose? (with Jim Huling) (8-31-20)

https://www.ancientfaith.com/podcasts/stewardshipcalling/why_are_you_here_on_earth_what_is_your_purpose/



Steve Jobs
1955 - 2011

“You can’t connect the dots looking forward; you can only connect them looking backward.”

“If you live each day as if it was your last, someday you’ll most certainly be right.”

“...for the past 33 years, I have looked in the mirror every morning and asked myself: **‘If today were the last day of my life, would I want to do what I am about to do today?’** And whenever the answer has been ‘No’ for too many days in a row, I know I need to change something.”

<https://news.stanford.edu/stories/2005/06/youve-got-find-love-jobs-says>



My WHY



STEWARDSHIP
CALLING

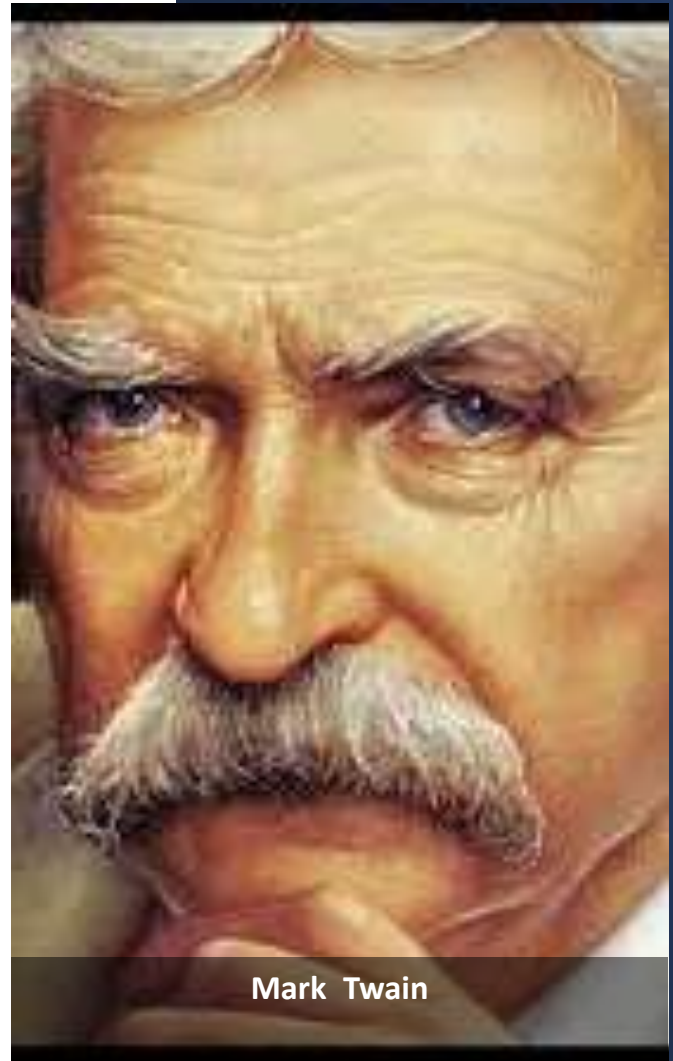
Helping people and parishes discover and live their stewardship callings so that they may have a good account before the awesome judgment seat of Christ

www.stewardshipcalling.com

“Two of the most important days of your life are:

First, the day you were born; and

Second, the day you figure out why.”



Mark Twain



**But what if my calling is,
shall we say, “different?”**

Share The Love



A photograph of a person standing on the peak of a grassy cliff, looking out over the ocean at sunset. The sky is a mix of purple and orange, and the water is a deep blue. The person is silhouetted against the bright light of the setting sun.

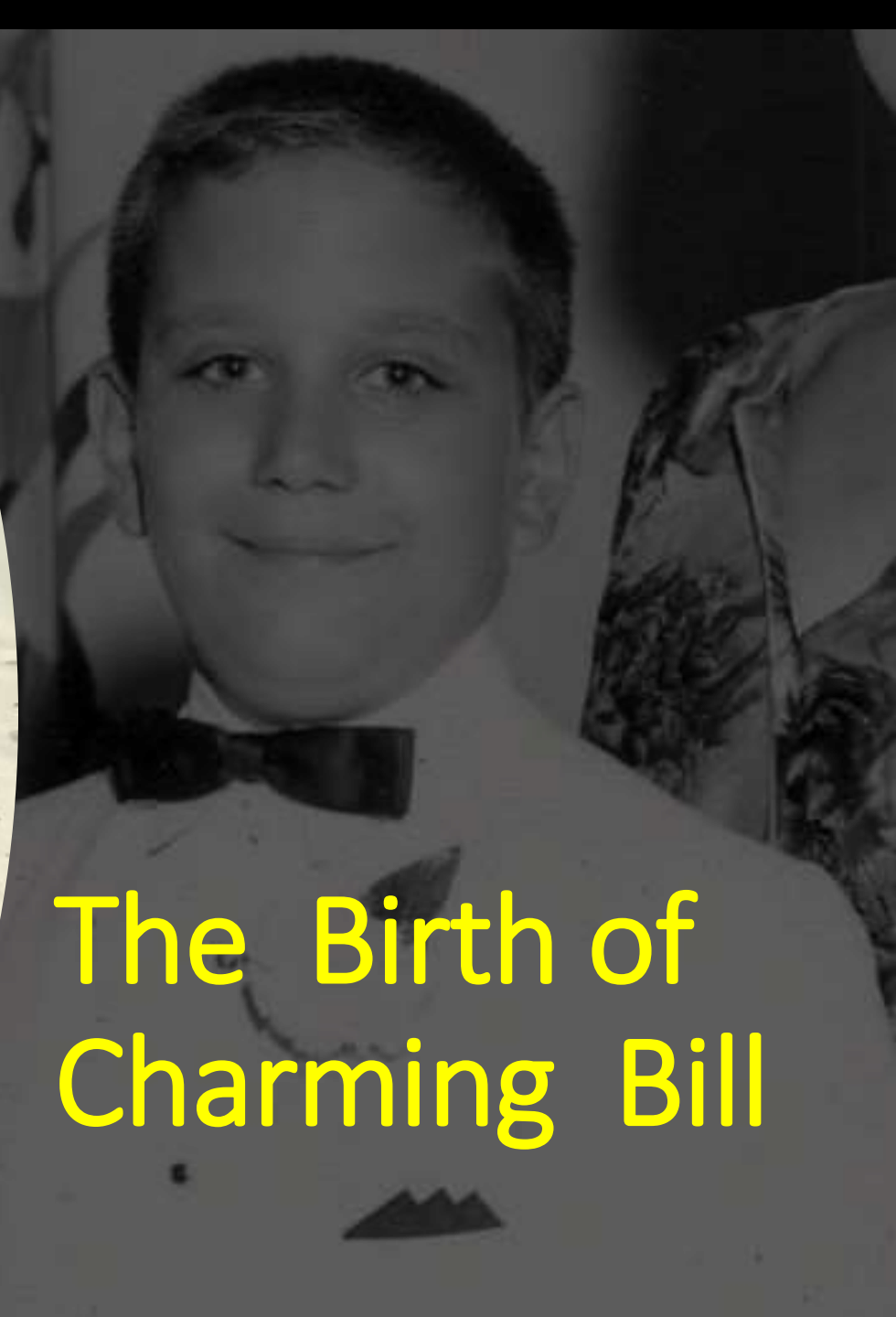
Last Things First

***“A new commandment
I give you.***

***That you love one
another, as I have
loved you.***

***By this they will know
you are my disciple;***

***that you have love for
one another.”***



The Birth of Charming Bill

Always



The Birth
of
Charming
Bill

- ~ joke & smile
- ~ help before being asked
- ~ thank, 'ma'am' & 'sir' folks
- ~ be your most charming self

Opening Salvo



When someone asks me:



“Thank God, I’m great!”

My Parting Shot



“Have a blessed day.”

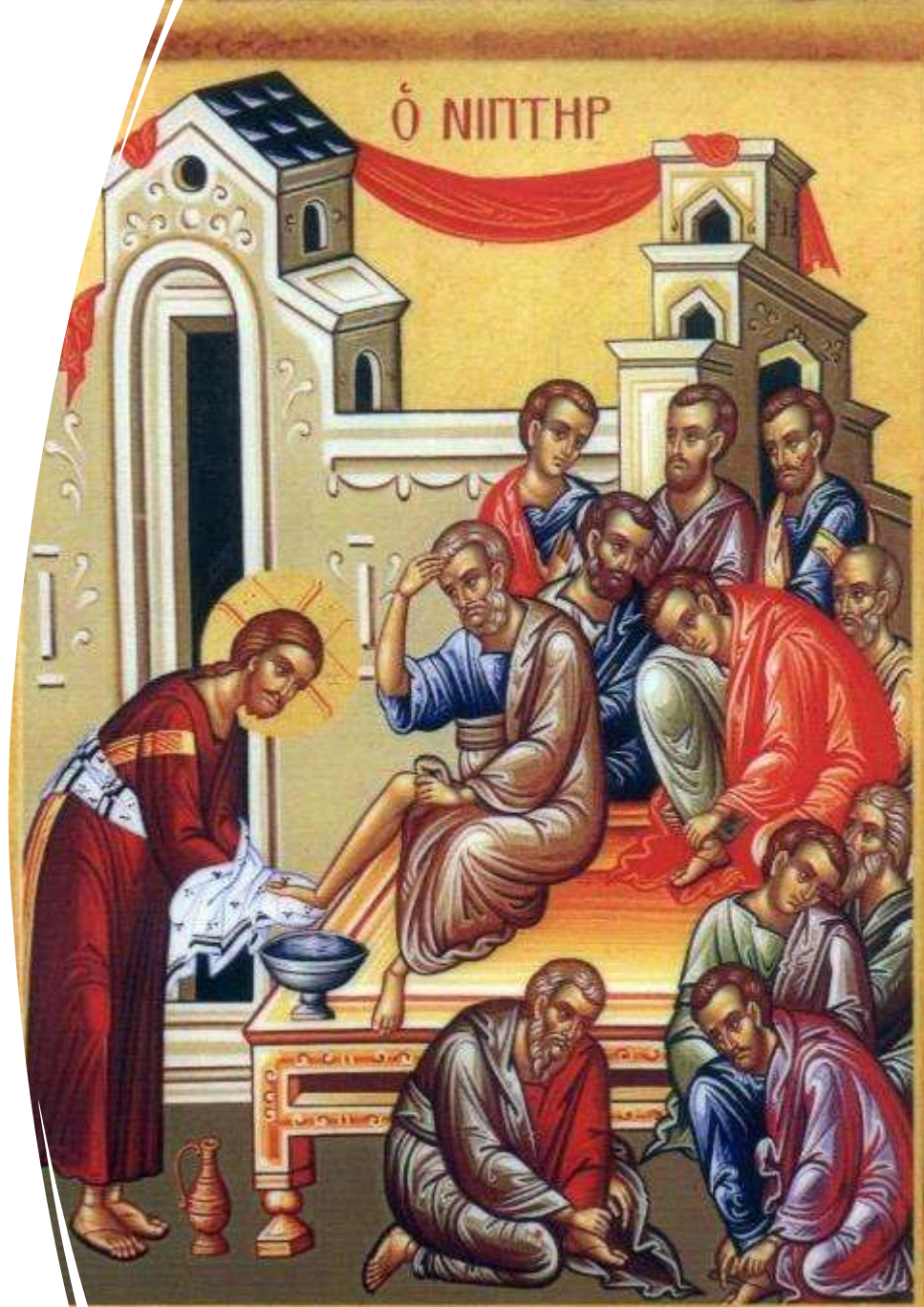


**My Parting
Shot**



Servant Leadership

Leading by primarily focusing on the needs, growth, and well-being of people and the communities and organizations to which they belong.





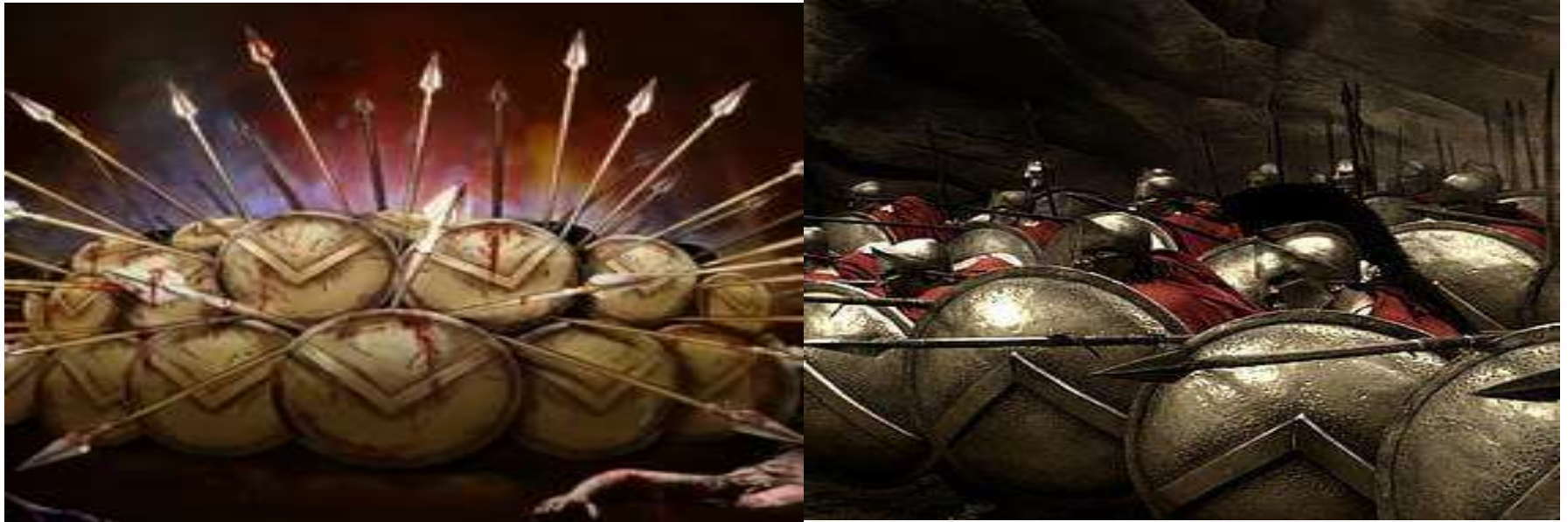
“The most basic task of the Church leader is to:

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.”

Spartan Phalanx Servant Leadership Philosophy

“Come back with your shield or on it.”

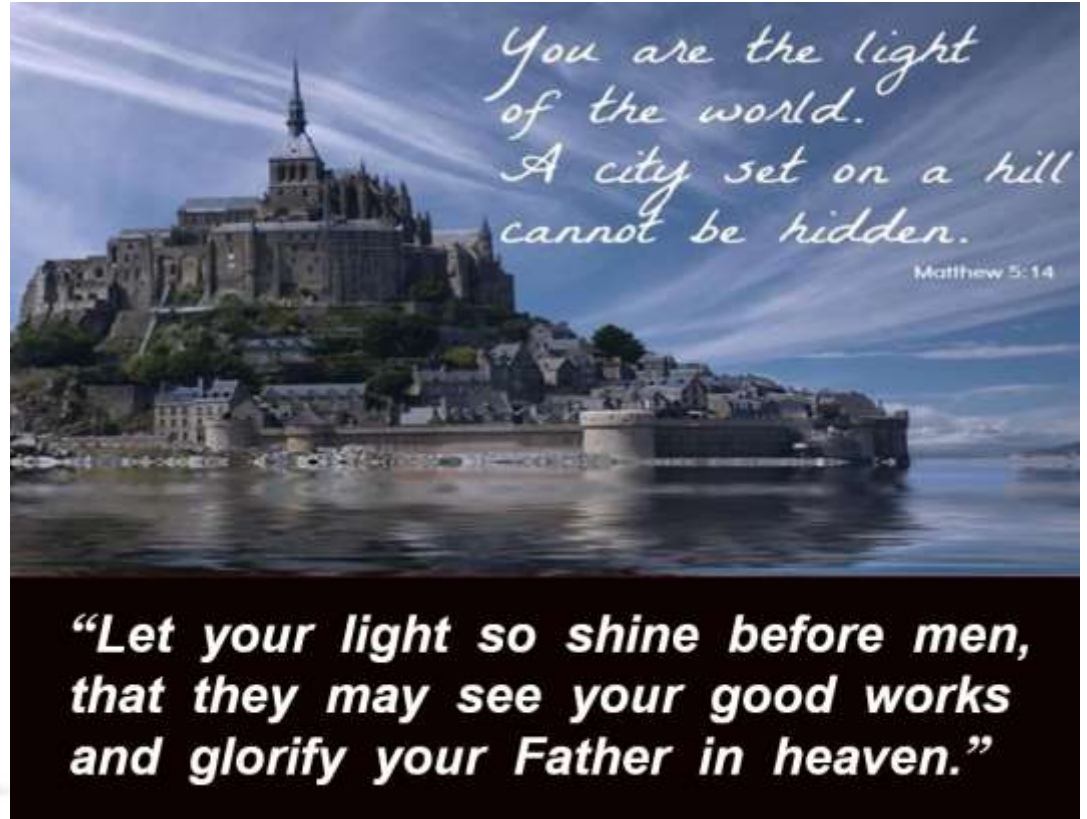


**Your shield was not meant to protect you.
It protected the soldier on your left.**





Be A Human
Light Bulb





**Darkness
is not a
thing.**



**It's merely
the absence
of light**

**You can be
a Human
Light Bulb**





Hearing The Voice Of GOD



Hearing The
Voice Of
GOD

**Conduct yourself as if
GOD is there with
you...**

- ~ everywhere you go
- ~ in every interaction
- ~ at all times

...because HE is !

Christ's Final Instructions





***“And you shall be witnesses
to Me in Jerusalem, in all of
Judea, in Samaria and to the
ends of the earth...”***

Acts 1:8

Your Great Commission Map



The Ends of the Earth

Samaria is only about 35 miles North of Jerusalem



You're only 5,504 miles West of Jerusalem

Your Great Commission Map



Continue to the **Ends of the Earth**
Living your **WHY**,
Sharing the **LOVE** and
Light and **LEAD** the world



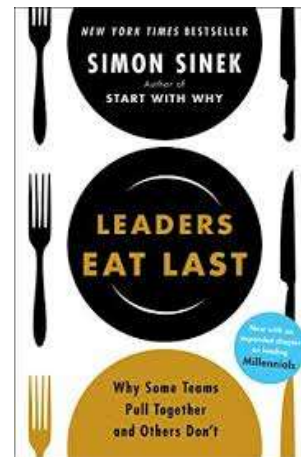
Your **Samaria** is your country

Your **Judea** is your state

Your **Jerusalem** is wherever you are

Leadership...

...is not about being in charge.
It's about taking care of the
people in your charge.



Trust is The Key

**“We must have
trusting teams.**

**We have to create
environments inside
our organizations in
which people feel
psychologically
safe.”**

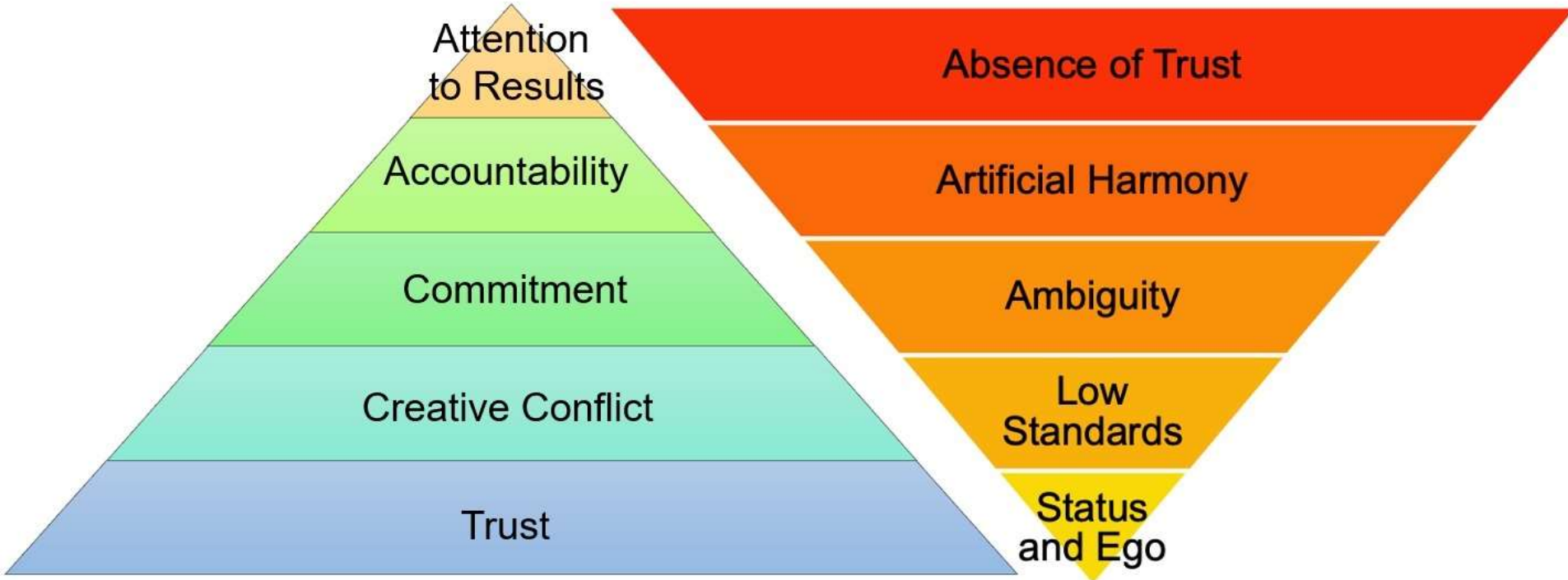


Five Habits of High-Performing Virtual Teams

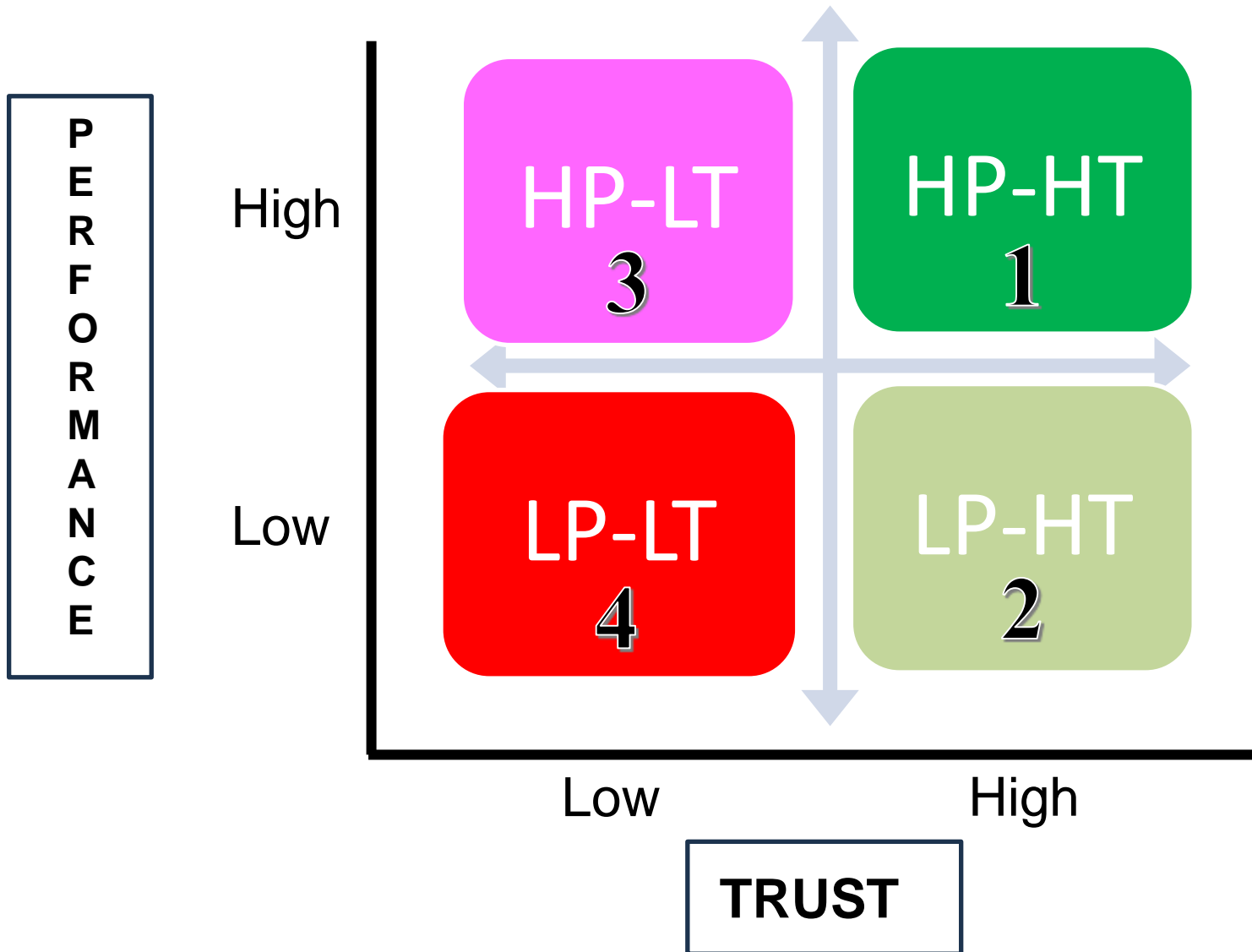
<https://leading-resources.com/team-building/five-habits-of-high-performing-virtual-teams/>

High Performance:

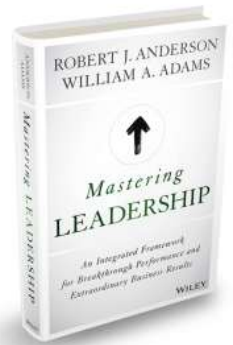
Dysfunction:



Navy Seal Team Six Criteria



Mastering Leadership¹



“LEADERSHIP IS A CONVERSATION.”

“How you show up in these conversations determines your level of effectiveness.”



**“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
and Mentors at each stage
in your life!**

~ con-si-glie-re was a member of a Mafia family who was a trusted adviser to the leader and resolved disputes within the family.



As iron sharpens iron, so one person sharpens another.

Proverbs 27:17



AUDIENCE PARTICIPATION TIME!


What Is One Of The Biggest Challenges Facing Our Church and World?

Entropy

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

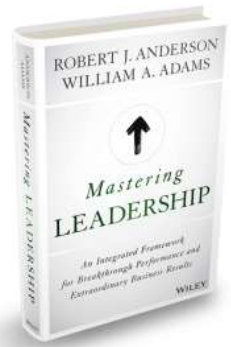
$$\Delta S = \frac{q_{rev}}{T}$$

- ~ 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

A sunset over a body of water with a small island 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, dark island is visible in the middle ground.

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

Peter Drucker



Mastering Leadership¹

The top 2 challenges identified in a survey of 1,500 CEOs by IBM was:

1. escalating complexity,

2. building the creative capacity in leadership to deal with it.

We Live In A VUCAD World

Volatility

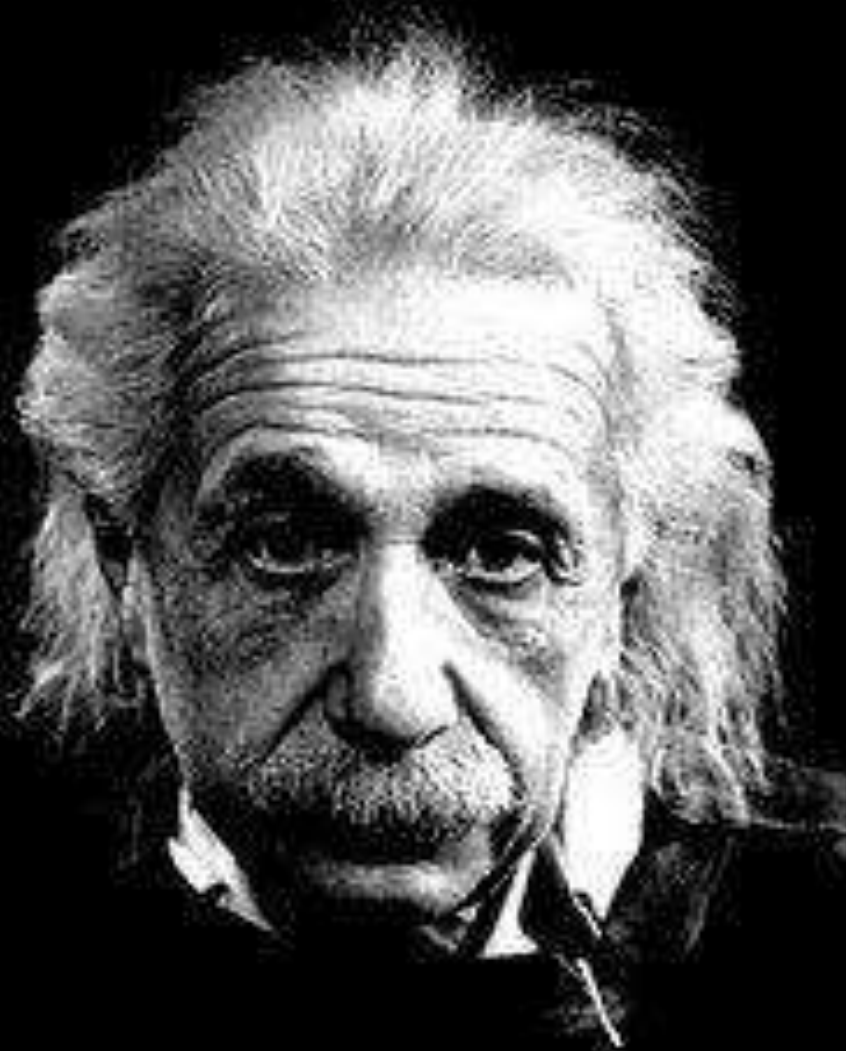
Uncertainty

Complexity

Ambiguity

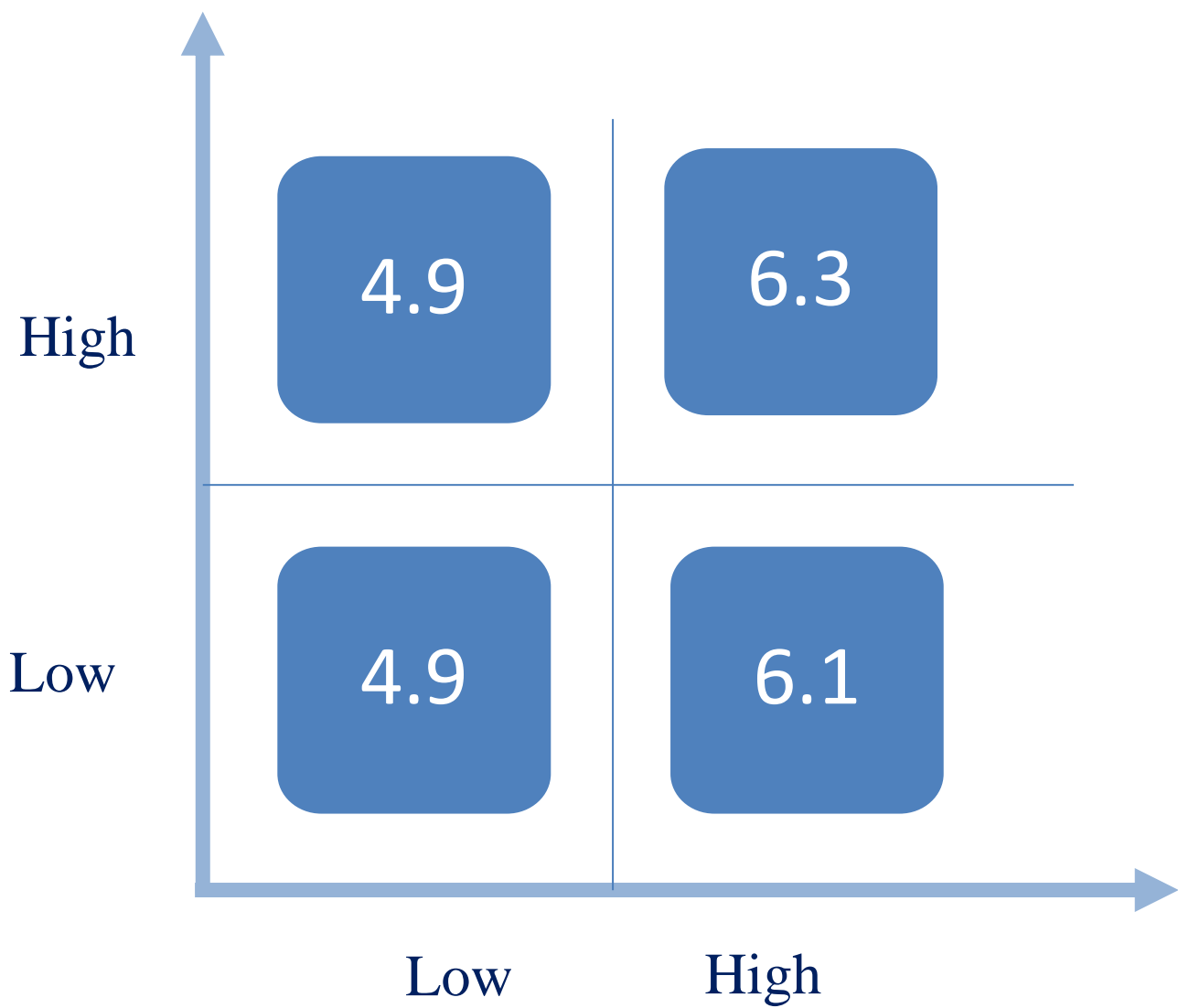
Disruption

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



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



Core Values Are Biblical

GOD'S Core Values

I
THOU SHALT HAVE
NO OTHER GODS
BEFORE ME

II
THOU SHALT NOT
MAKE UNTO THEE
ANY GRAVEN IMAGE

III
THOU SHALT NOT
TAKE THE NAME OF
THE LORD THY GOD
IN VAIN

IV
REMEMBER THE
SABBATH DAY TO
KEEP IT HOLY

V
HONOR THY FATHER
AND THY MOTHER

VI
THOU SHALT
NOT KILL

VII
THOU SHALT NOT
COMMIT ADULTERY

VIII
THOU SHALT
NOT STEAL

IX
THOU SHALT NOT
BEAR FALSE
WITNESS AGAINST
THY NEIGHBOR

X
THOU SHALT
NOT COVET

CHRIST'S Core Values

THE BEATITUDES

Blessed are the poor in spirit,
for theirs is the kingdom of heaven.

Blessed are those who mourn,
for they shall be comforted.

Blessed are the meek,
for they shall inherit the earth.

Blessed are those who hunger and thirst
for righteousness, for they shall be satisfied.

Blessed are the merciful
for they shall obtain mercy.

Blessed are the pure of heart,
for they shall see God.

Blessed are the peacemakers,
for they shall be called children of God.

Blessed are those who are persecuted
for righteousness sake,
for theirs is the kingdom of heaven.

Matthew 5:3-10

Bill's Core Values

GI³



Grit

Integrity

Inquisitive

Inspirational



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.

“The domain of
the Leader is the



The work of the
leader is
change.”



(Kouzes and Posner, 2017)

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 and
develop 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 and develop my people _____

VISION

I lead to a righteous destination _____

5 = Always

4 = Mostly

3 = Sometimes

2 = Rarely

1 = Never

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

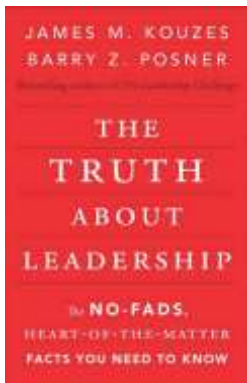
Top Qualities People Want In Their Leaders

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%

Top Qualities People Want In Their Leaders

CREDIBILITY

(Honest + Inspiring + Competent)

&

FORWARD - LOOKING

1. Honest

2. Forward-looking

3. Inspiring

4. Competent

**“God doesn’t call
the qualified;**

**God
qualifies
the called.”**



You Don't Need A Title To Lead



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



A Leader Leads By Example

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



“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.”**

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.

“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

**AND NOW A WORD
FROM OUR SPONSOR**



You can download this presentation at:

Stewardship Calling

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

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OCF Summer Leadership Institute Page

<https://stewardshipcalling.com/ocf-summer-leadership-institute-2/>




Helping College Students
Grow Their Orthodox Faith



[Download This Presentation](#)





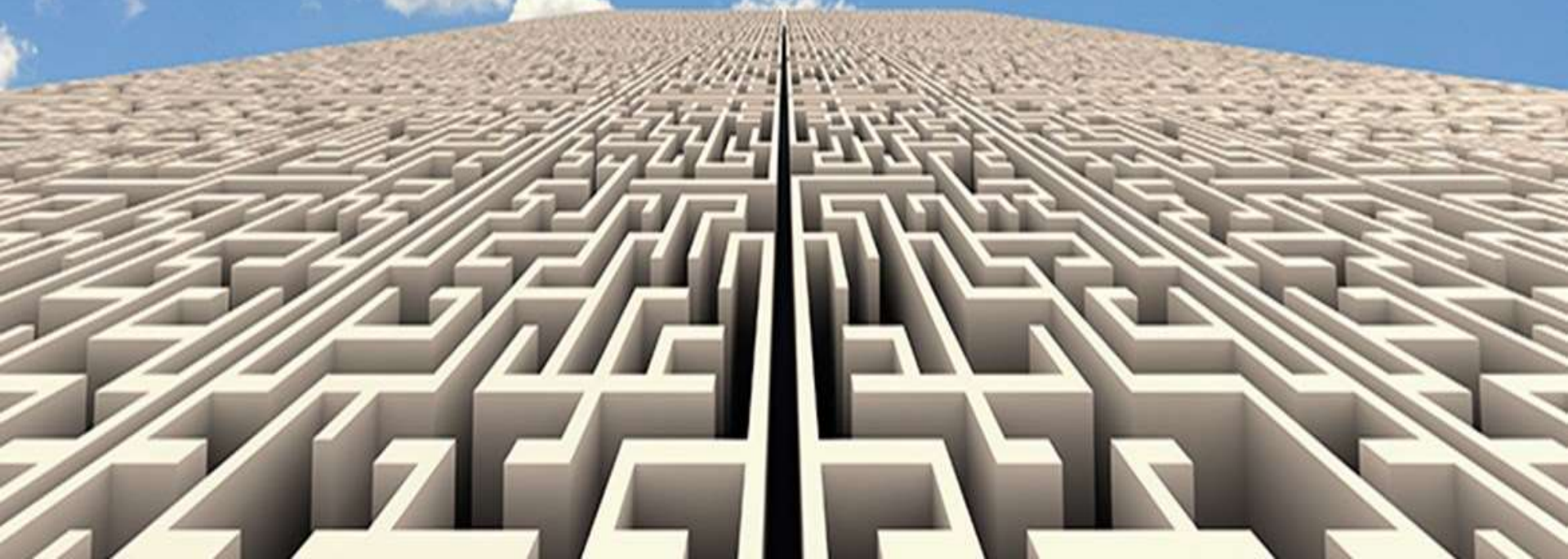
Additional Specific
Leadership Content,
Materials and a
Suggested Reading
List Are in the
Appendix



The graphic features a central area with a background of vertical color stripes in yellow, cyan, green, magenta, red, and blue. This central area is framed by a thick, black, hand-painted brushstroke border. The text is centered within the graphic in a white, bold, sans-serif font with a black outline.

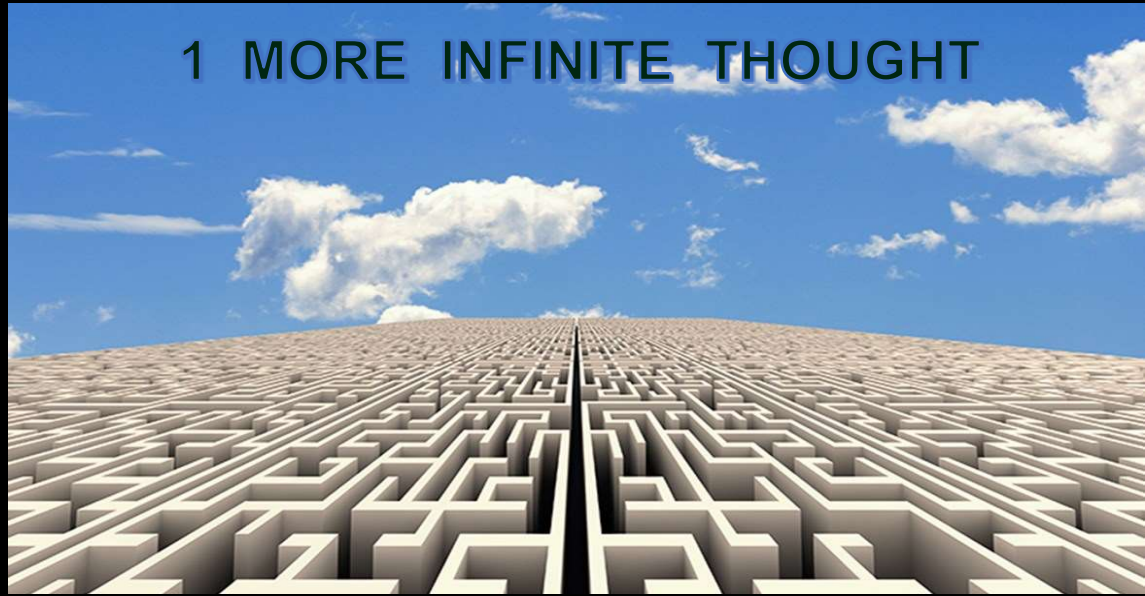
AND NOW BACK TO
OUR REGULARLY
SCHEDULED
PROGRAMMING

1 MORE INFINITE THOUGHT



**You are
playing an
 ∞ game...**

1 MORE INFINITE THOUGHT

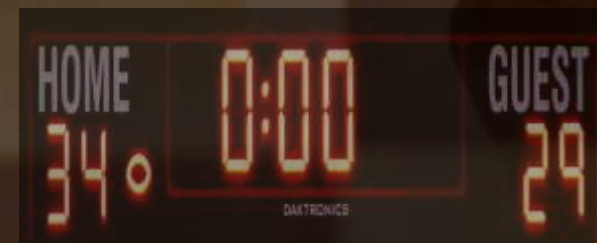


**...not a
finite game.**

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

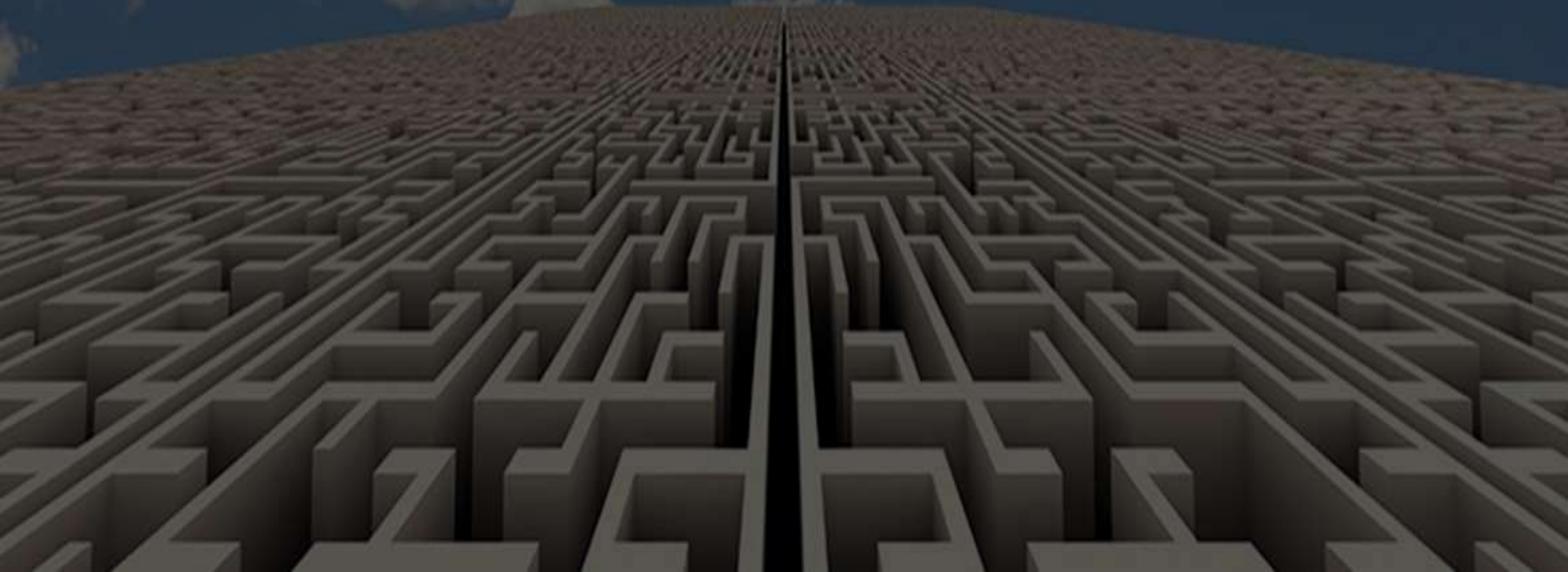
~ Prior leaders got you here

~ This is merely your lap

~ Run it well, and you bless
future generations

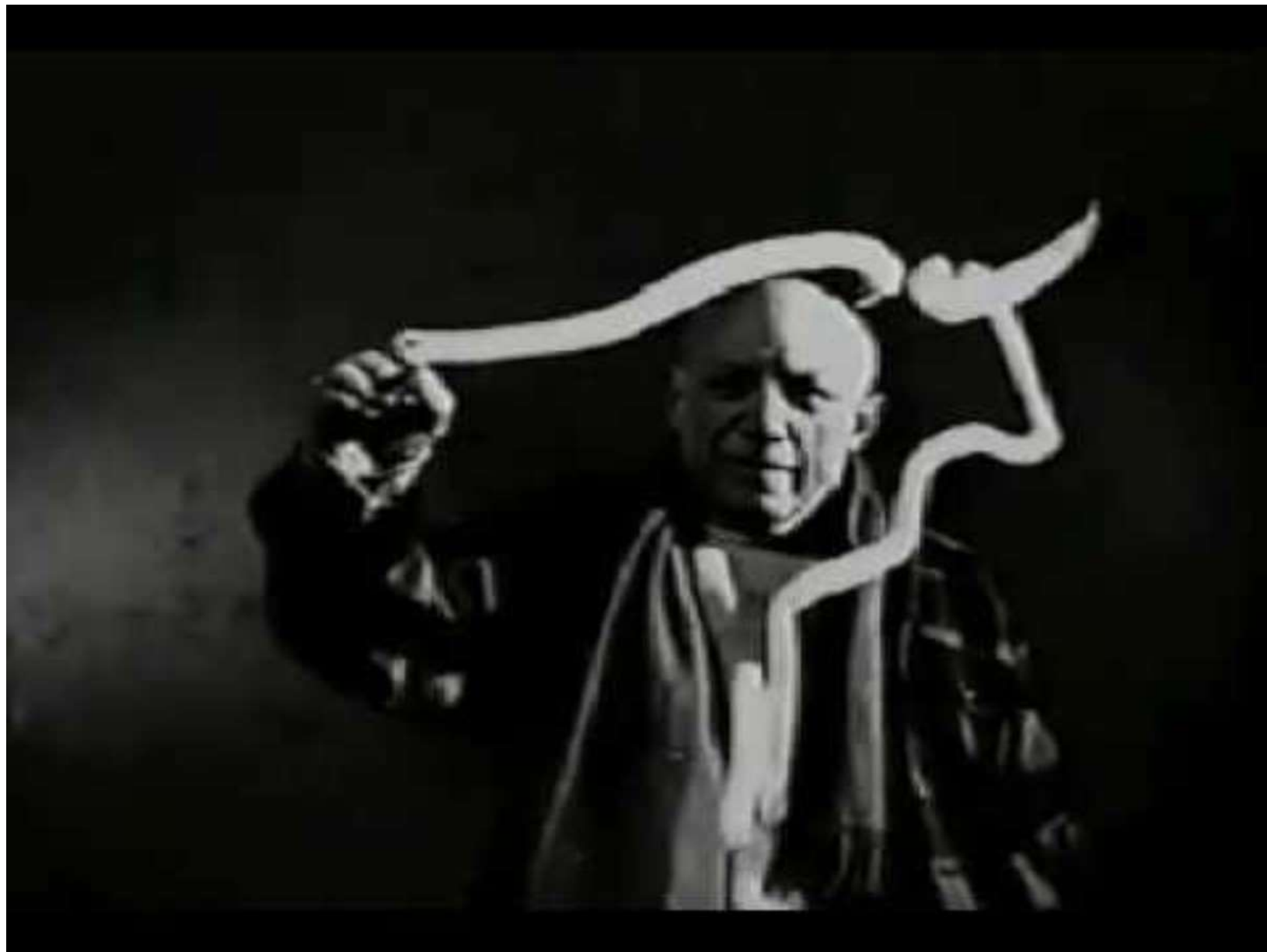
*“..the time of my departure is at hand.
I fought the good fight, I have finished
the race, I have kept the faith.”*

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



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





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

“The Master in the Art of Living...”

**...makes little distinction between his work and his play,
his labor and his leisure,
his mind and his body,
his information and his recreation,
his love and his religion.**



James A. Michener

He hardly knows which is which.

He simply pursues his vision of excellence at whatever he does, leaving others to decide whether he is working or playing.

To him he's always doing both.”

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.**





- 1. WHY are you here**
- 2. What are your CORE VALUES**
- 3. Where are you going (VISION)**



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

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



Ted Turner



Thomas Paine



General George S. Patton



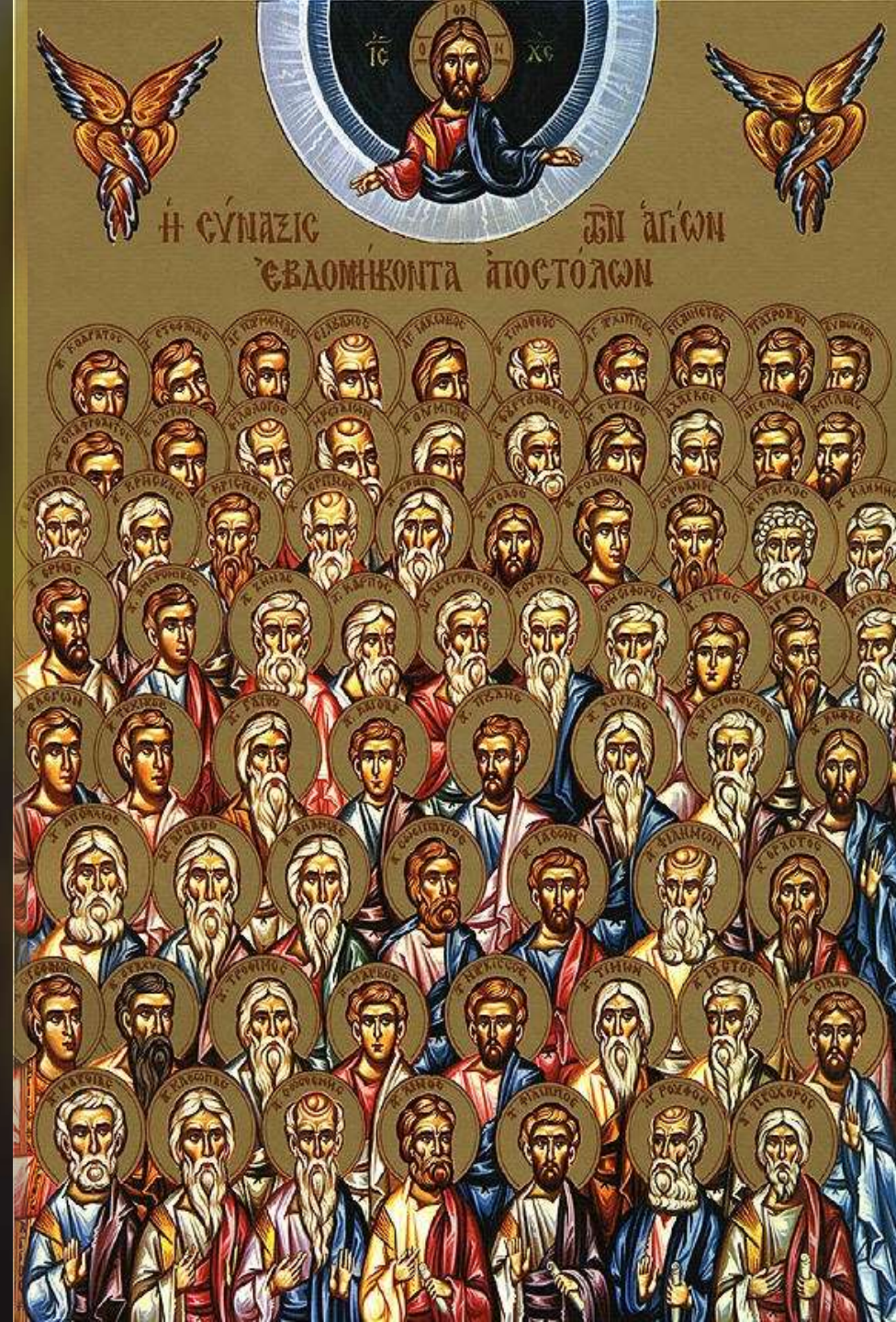
Lee A. Iacocca



Bill Marianes

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

Luke 10:1

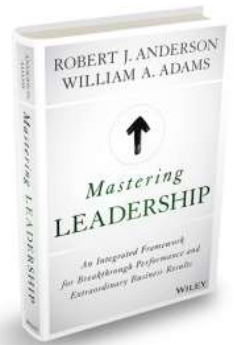




Appendix



Mastering Leadership¹



“Leaders succeed or fail depending on whether or not they clarify role expectations and keep their promises

“Our success as a leadership team is tied directly to:

- ~ our level of alignment on vision and direction,**
- ~ our agreement on key strategies, and**
- ~ how well we execute together”**

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

Selected Common Attributes of Good Servant Leaders



1. **LISTEN** – actively, to different perspectives, and reflect
2. **EMPATHY** – understand and relate
3. **HEALING** – help overcome challenges
4. **AWARENESS** – external and internal
5. **PERSUASION** – convince rather than subjugate
6. **CONCEPTUALIZATION** – see the dream and the path to it
7. **FORESIGHT** – convert past lessons to future actions
8. **STEWARDSHIP** – fulfill one's calling by helping others
9. **GROWTH OF PEOPLE** – empower people to grow
10. **BUILDING COMMUNITY** – create a better organization, community, and world

Patterson's Summary of Greenleaf's

Elements of Servant Leaders

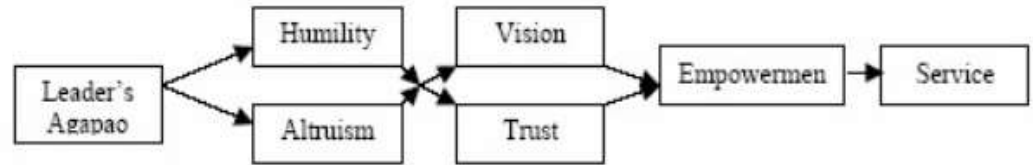


Figure 1, The model of constructs. This model details how the servant leadership constructs work together beginning with agapao love and ending with service.

1. Love

2. Humility

3. Altruism

4. Vision

5. Trust

6. Empowerment

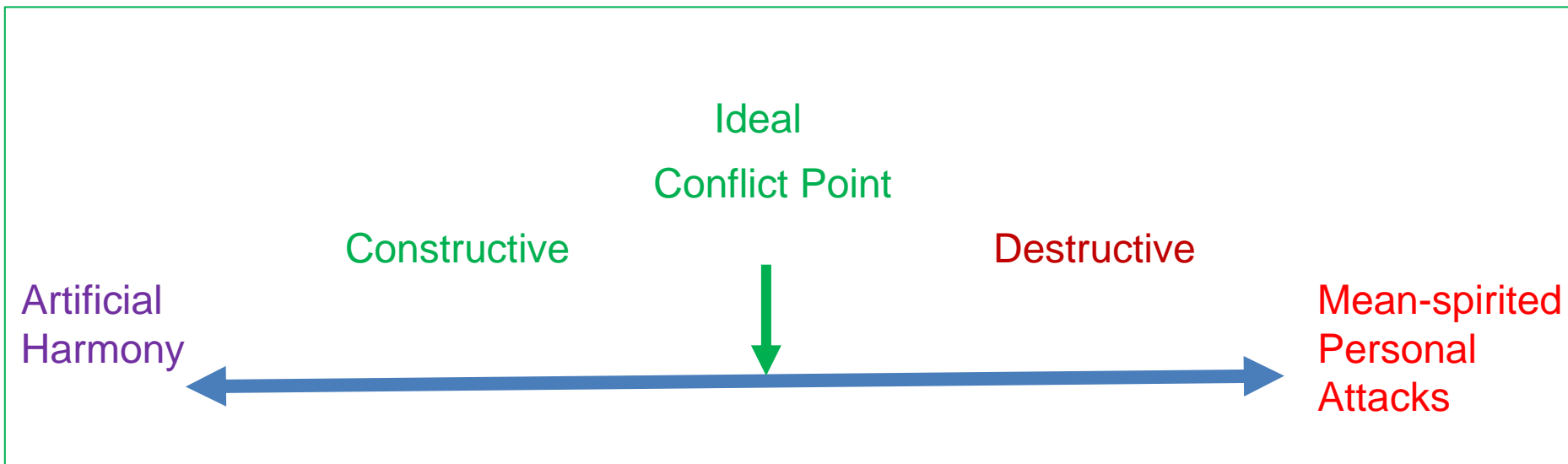
7. Service



The Five Dysfunctions of a Team

Patrick Lencioni

1. Lack of TRUST = vulnerability, being open and able to productively discuss failures, errors, weaknesses, and even fears.
2. Fear of CONFLICT = productive, ideological conflict - passionate, unfiltered debate around important team issues. A little discomfort is helpful.



**“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.



The Five Dysfunctions of a Team

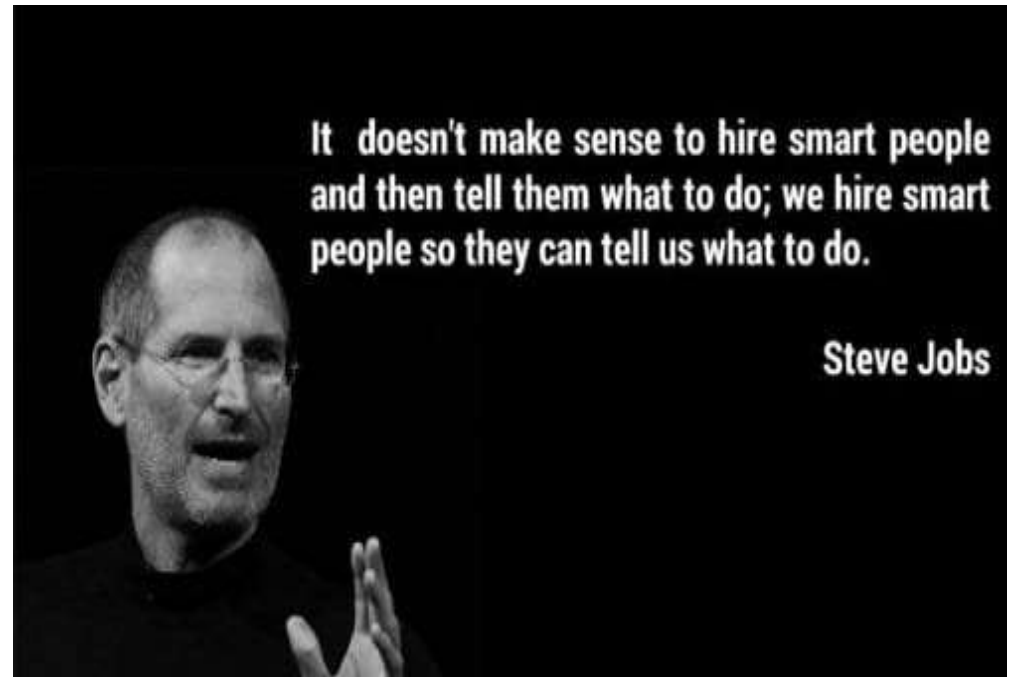
Patrick Lencioni

3. Lack of COMMITMENT = embrace disagreement and temporary indecision while extracting every possible idea, opinion and perspective to achieve clarity and buy-in = “disagree and commit”
4. Avoiding ACCOUNTABILITY = “the willingness of team members to remind one another when they are not living up to the performance standards of the group”

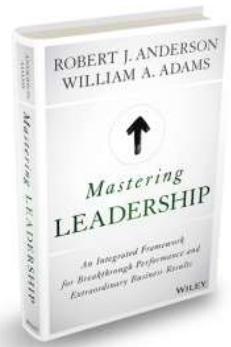
Leadership Don'ts - 101

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”



Mastering Leadership¹

The top 2 challenges identified in a survey of 1,500 CEOs by IBM was:

1. escalating complexity,
2. building the creative capacity in leadership to deal with it.



The Five Dysfunctions of a Team

Patrick Lencioni

5. Inattention to RESULTS = A Scoreboard that unambiguously identifies how the team is doing at achieving the final agreed-upon result and how much time is left.





Learning throughout life

Examination of facts and alternatives

Act with diligence

Doubt and verify

Excellence in everything

Renew yourself and your organization

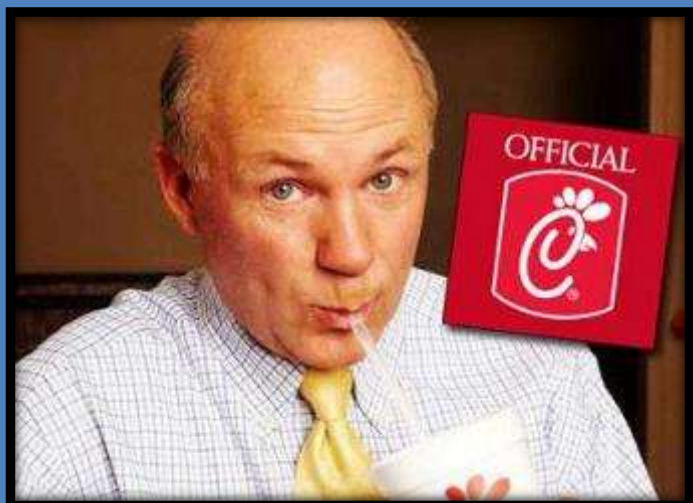
Servant leadership

Humility

Innovation

Patience

Modern Day Servant Leader Hero



Dan Cathy

Chairman Chick-fil-A, Inc.

Chick-fil-A's® Mission is ***"To glorify God by being a faithful steward of all that is entrusted to us and to have a positive influence on all who we come in contact with."***

Dan's favorite saying: ***"Chick-fil-A® is a leadership development company disguised as a restaurant business."***

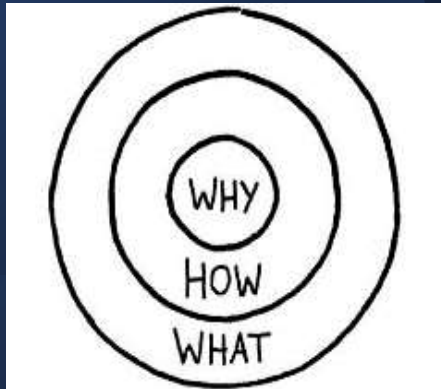
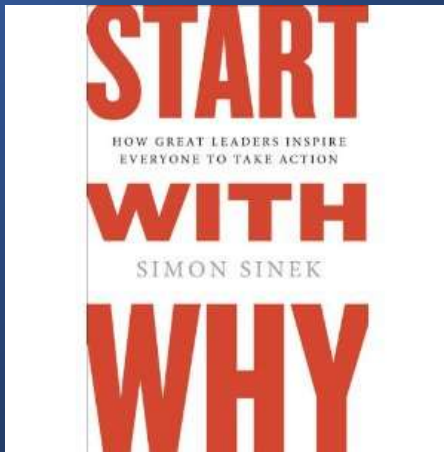


Leaders of a church will either be risk takers, or church caretakers who will eventually become its undertaker.



You Were NOT
Called to
Attend a
Conference

You were called to be
an intentional Orthodox
Christian leader



“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.”



STEWARDSHIP
CALLING

Orthodox Building Blocks of Servant Leadership

VISION

TEAM

COURAGE

HUMILITY

TRUST

LOVE

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.

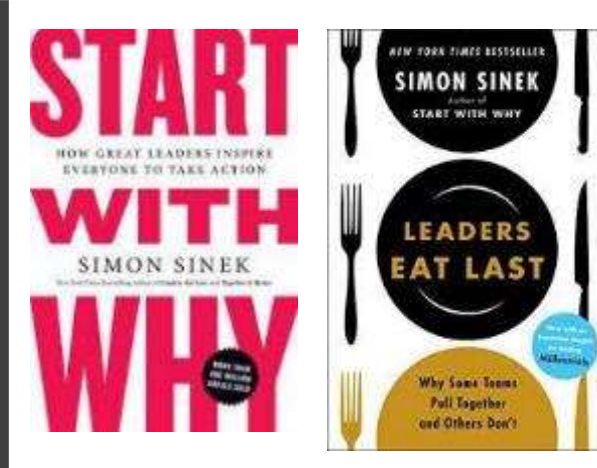
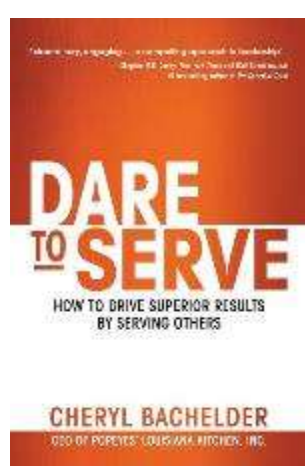
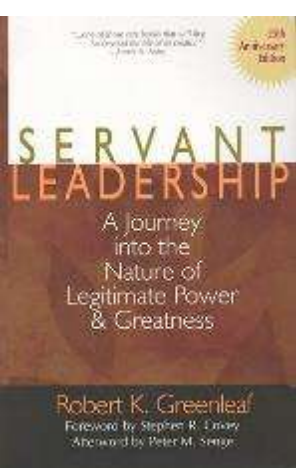
...if you find yourself blaming the people, you should look again.”

W. Edwards Deming
(father of the Quality Movement)

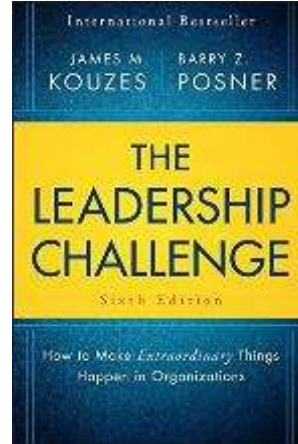
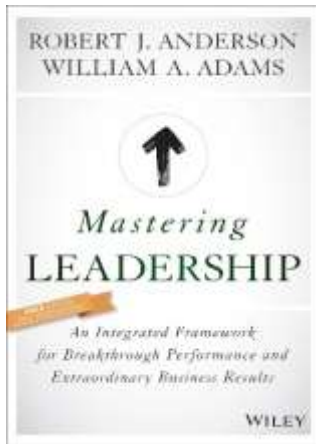




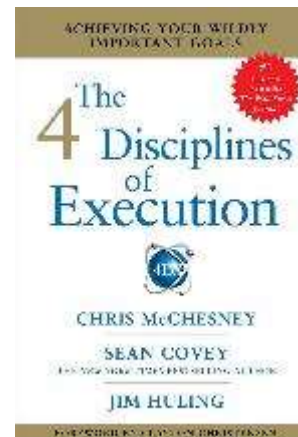
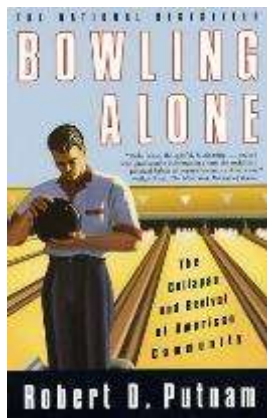
Servant Leadership Books Worth Reading



Selected Servant Leadership Resources



See also:
www.stewardshipcalling.com/leadership



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.





WHY LOVE LEAD

*Being an Orthodox
Servant Leader &
Disciple of Christ in
Your Jerusalem...*



Bill Marianes

Bill@stewardshipcalling.com