

***Leadership &
Administration
2025***

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**

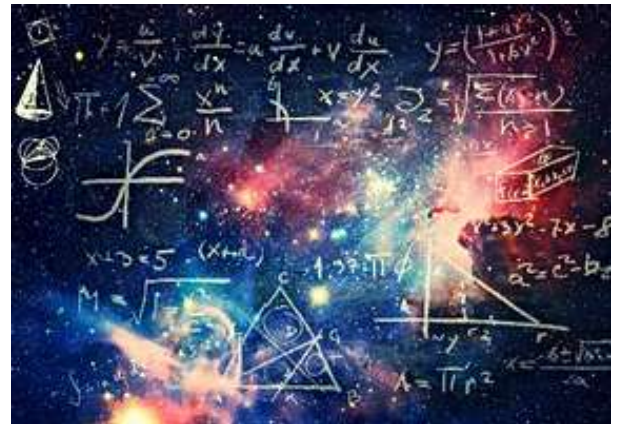


**I respect your
calling.**

**I am here voluntarily
out of love for you.**

I will push you.

**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.**

So, who's "helping" you today?



So, who's "helping" you today?



Did anyone help me?



Fr. James Kumarelas (Holy Cross 2020)

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

troutman
pepper locke

&

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*

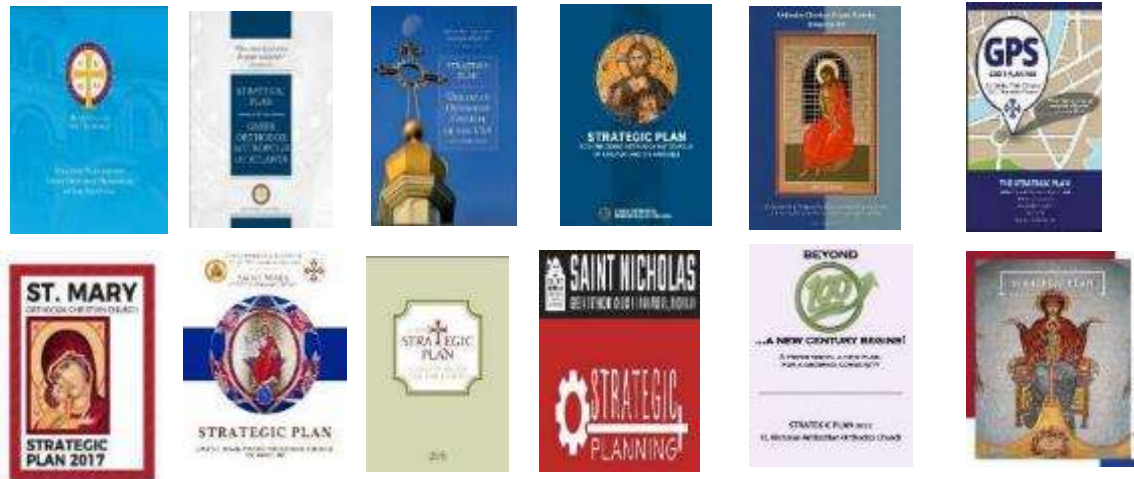
OMS EFFECTIVE PARISH MODEL



**EFFECTIVE
PARISH
ASSESSMENT**

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

Stewardship Calling has completed Strategic Plans for over 26% of Orthodox Christians



GOA Metropolis of San Francisco
Ukrainian Orthodox Church of the USA
GOA Metropolis of Atlanta
OCA Diocese of New England
GOA Metropolis of Chicago
OCA Diocese of Midwest
Sts. Mark, Mary, Philopater Coptic (Troy, MI)
Annunciation Cathedral (Atlanta, GA)
Sts. Raphael, Nicholas & Irene (Cumming, GA)
Dormition of the Theotokos – (Sommerville, MA)
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)
St. Nicholas (Grand Rapids, MI)
Holy Trinity (Grand Rapids, MI)
St Nicholas (Lexington, MA)
St. Demetrios (Warren, OH)
St. Raphael (Iowa City, IA)
St. Sophia (Jefferson, PA)
St. Demetrios (Saginaw, MI)
Holy Trinity (Indianapolis, IN)
St., Luke (E. Longmeadow, MA)
Holy Trinity (Concord, NH)
Christ the Saviour (Harrisburg, PA)

(Many more currently in progress)

Μετάνοια

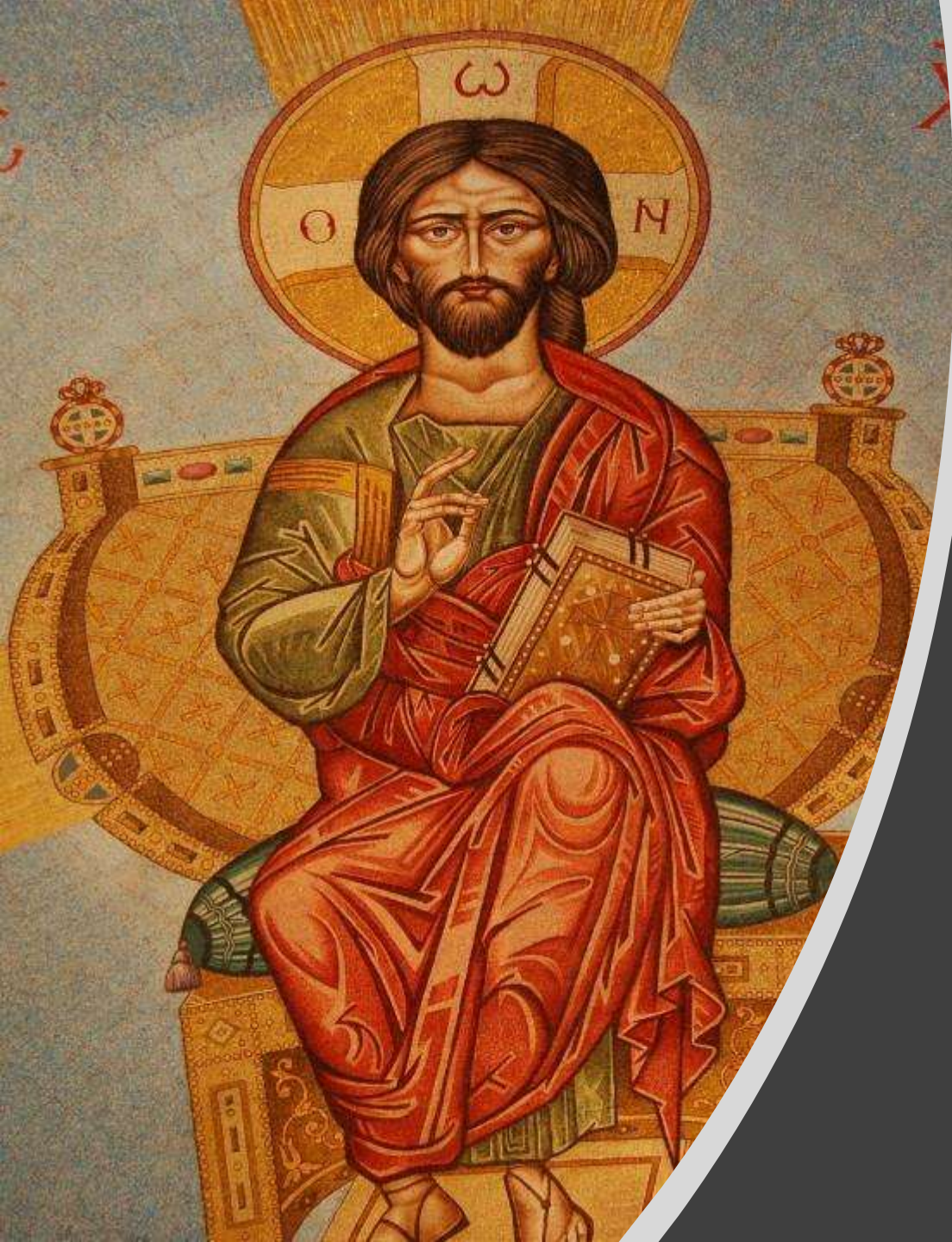
Metanoia



“a transformative change of heart”



...are You Here?



Why Do This?

...for a good account at the awesome judgment seat of Christ.”

Orthodox Divine Liturgy
II Corinthians 5:10

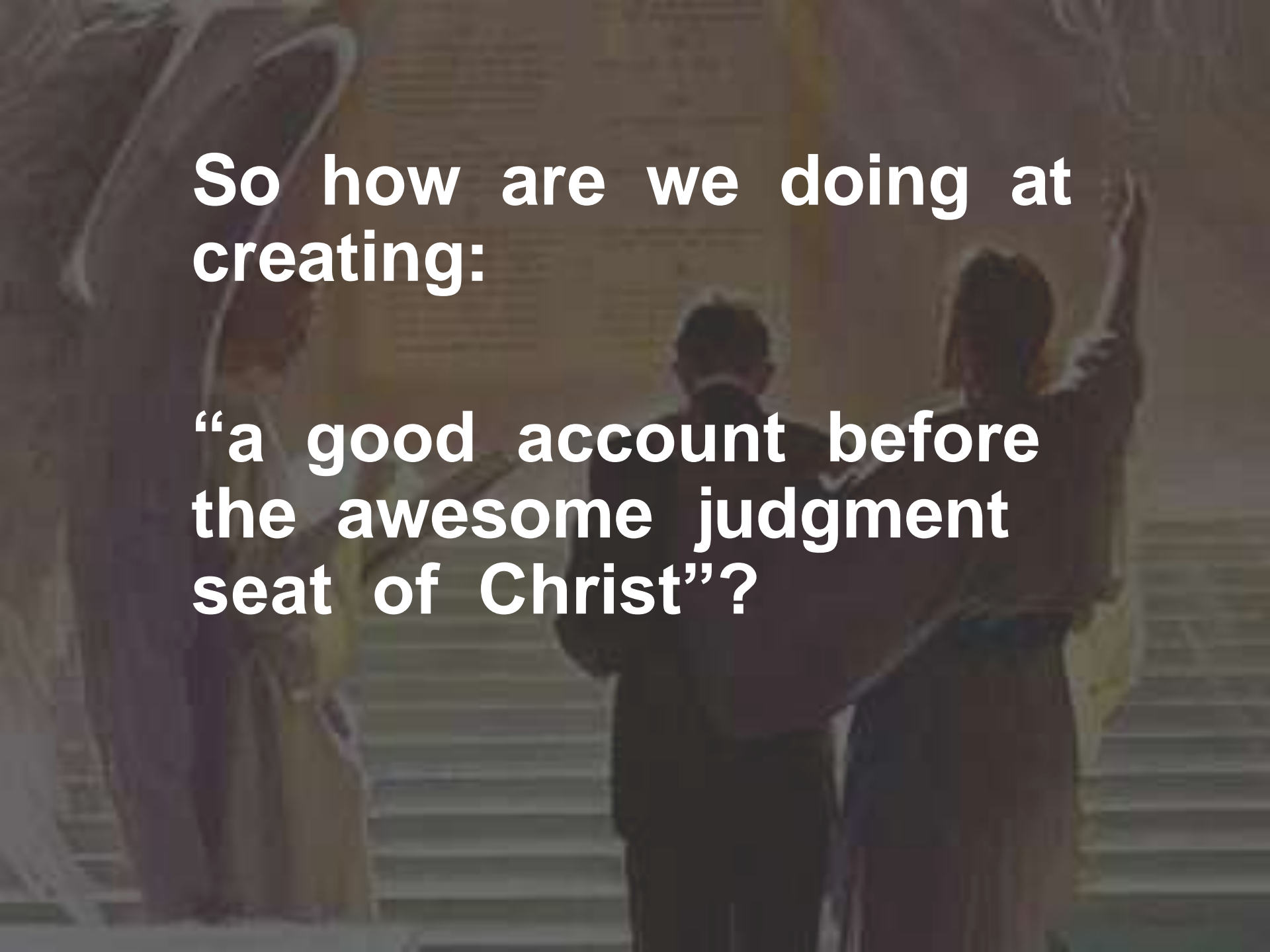
Christ's possible very difficult question



What did you do,
for My church
and My people
under your
watch...

... given all
the gifts I
gave you?





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

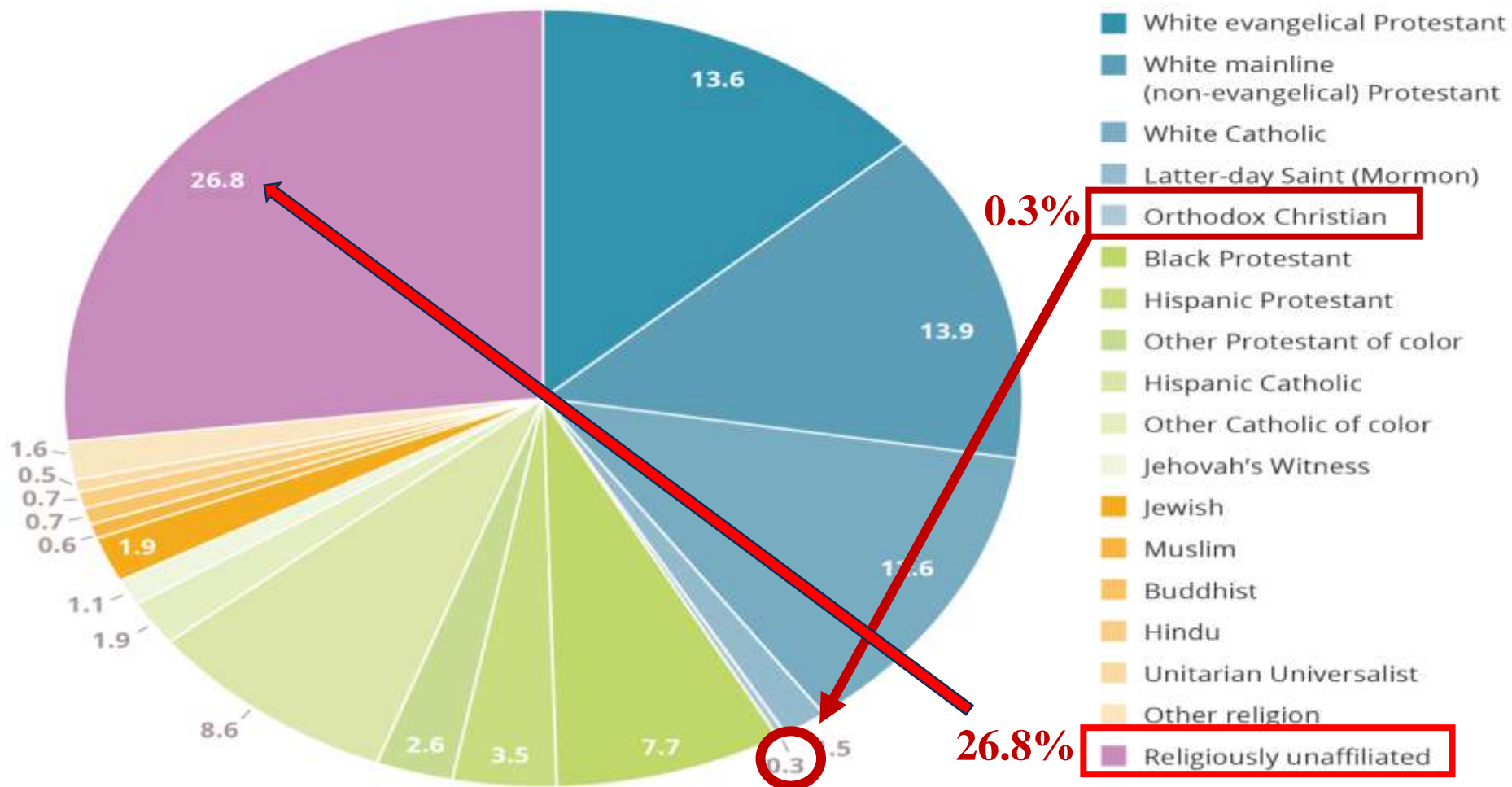
**“a good account before
the awesome judgment
seat of Christ”?**

**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

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

Religiosity by Region, 2017

Most religious Above average Average Below average Least religious



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.



Leadership...

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



Servant Leadership

(part 1)



John 13:1-5



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

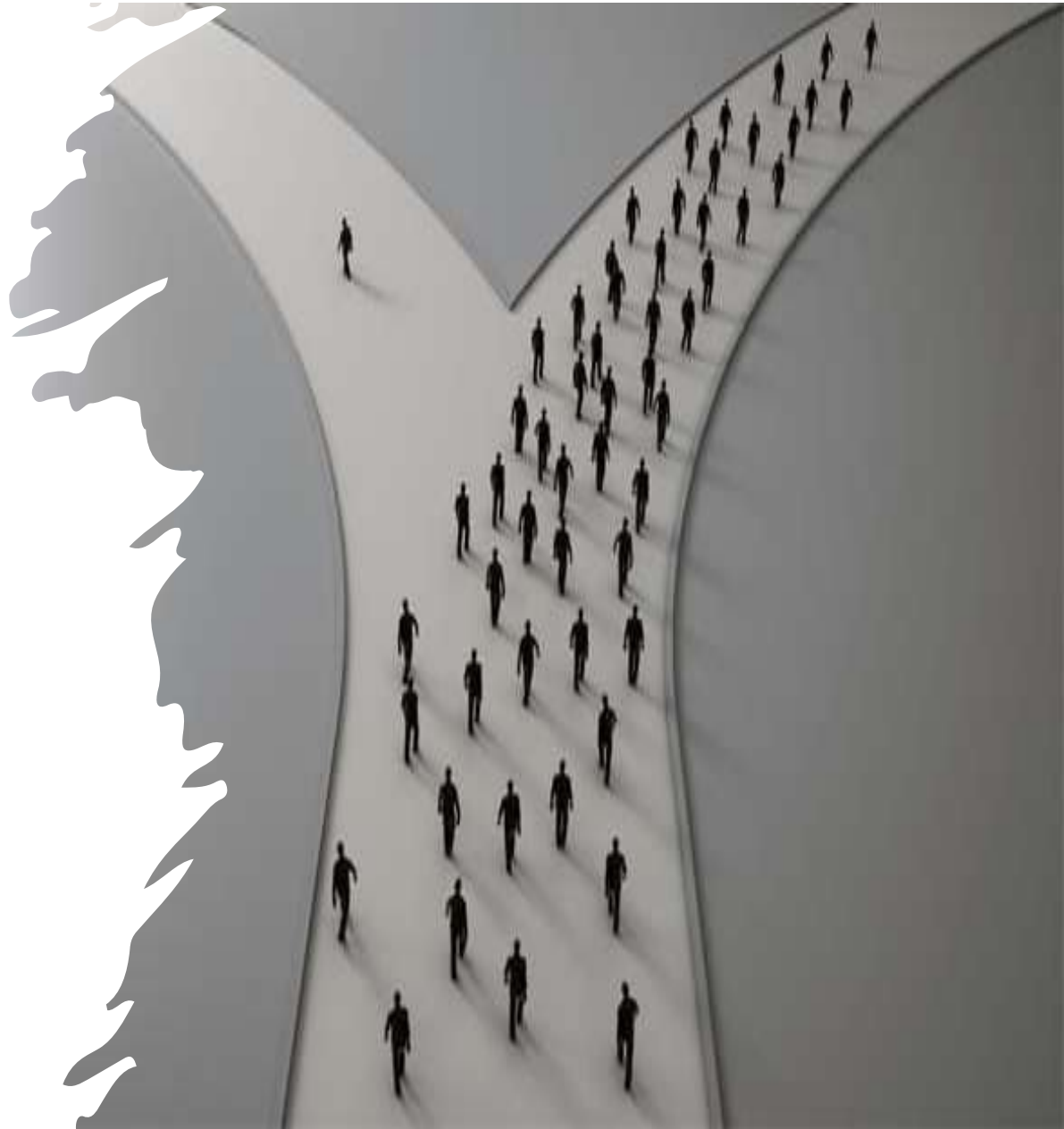
1. discern the spiritual gifts of all those under his authority, and to
2. encourage those gifts to be used
3. to the full
4. for the benefit of all.”

“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%)

JAMES M. KOUZES

BARRY Z. POSNER

*Renowned 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%

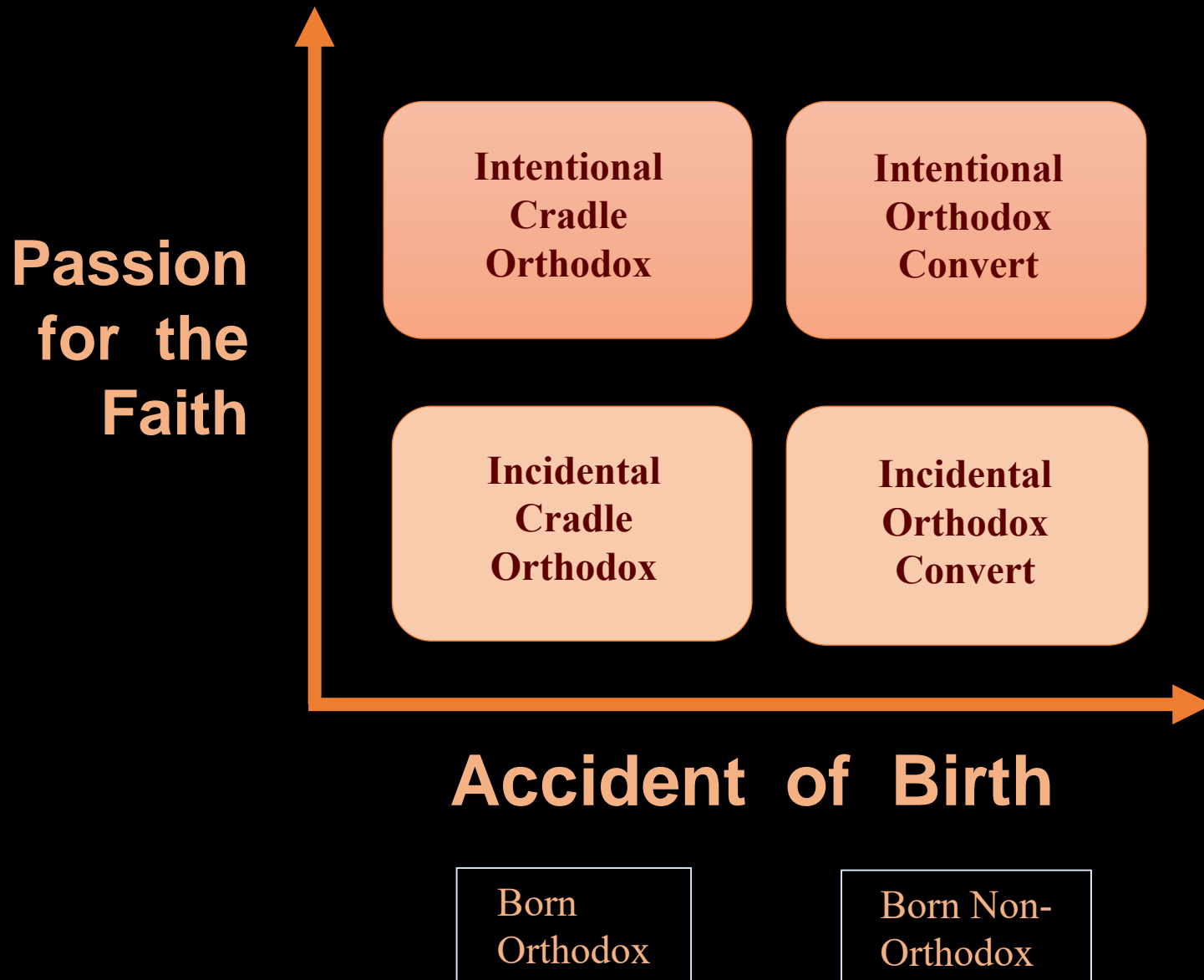
Independent = 6%

—

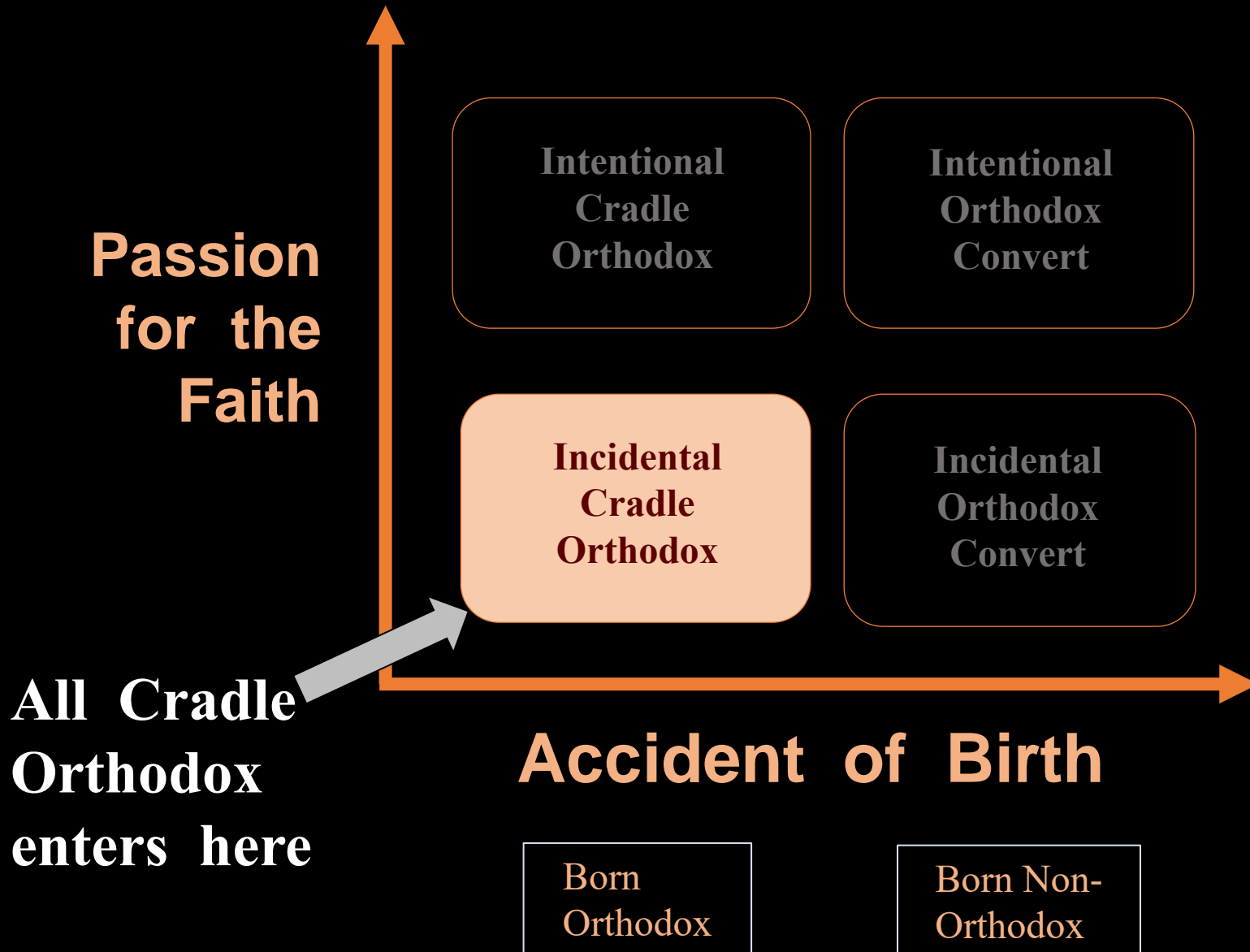
The Orthodox Church Demographic Makeup Has Changed Significantly Over The Last 15 Years



4 Kinds of U.S. Orthodox Christians



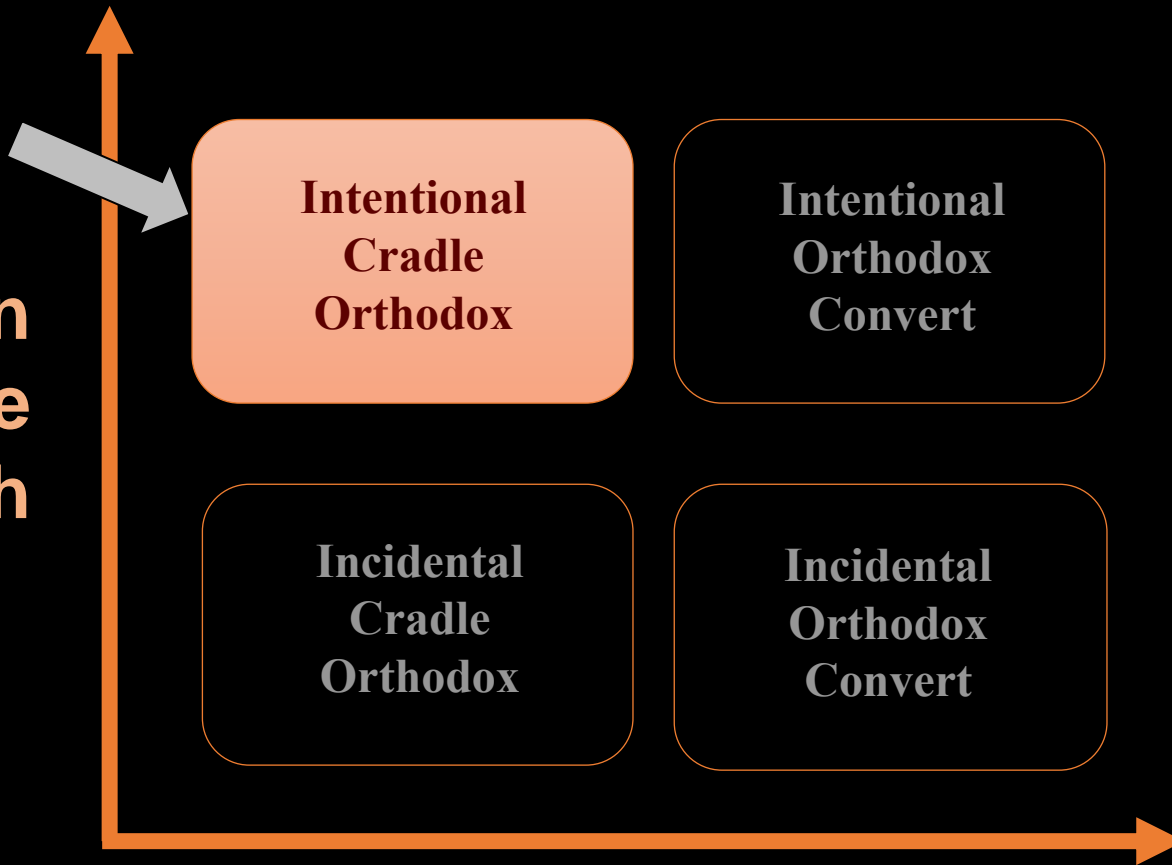
4 Kinds of U.S. Orthodox Christians



4 Kinds of U.S. Orthodox Christians

Kids of
converts &
few Cradle
Orthodox

Passion
for the
Faith

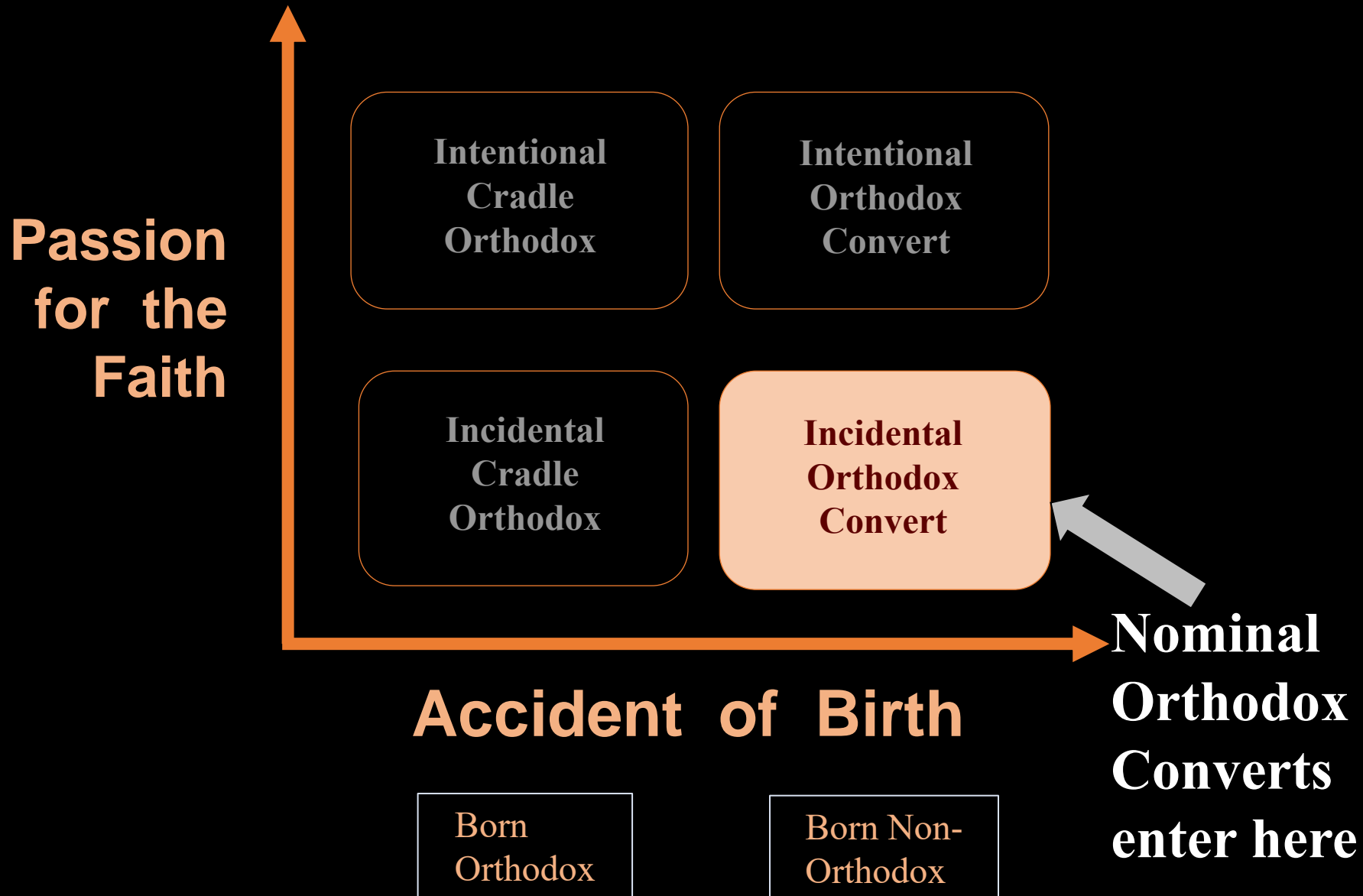


Accident of Birth

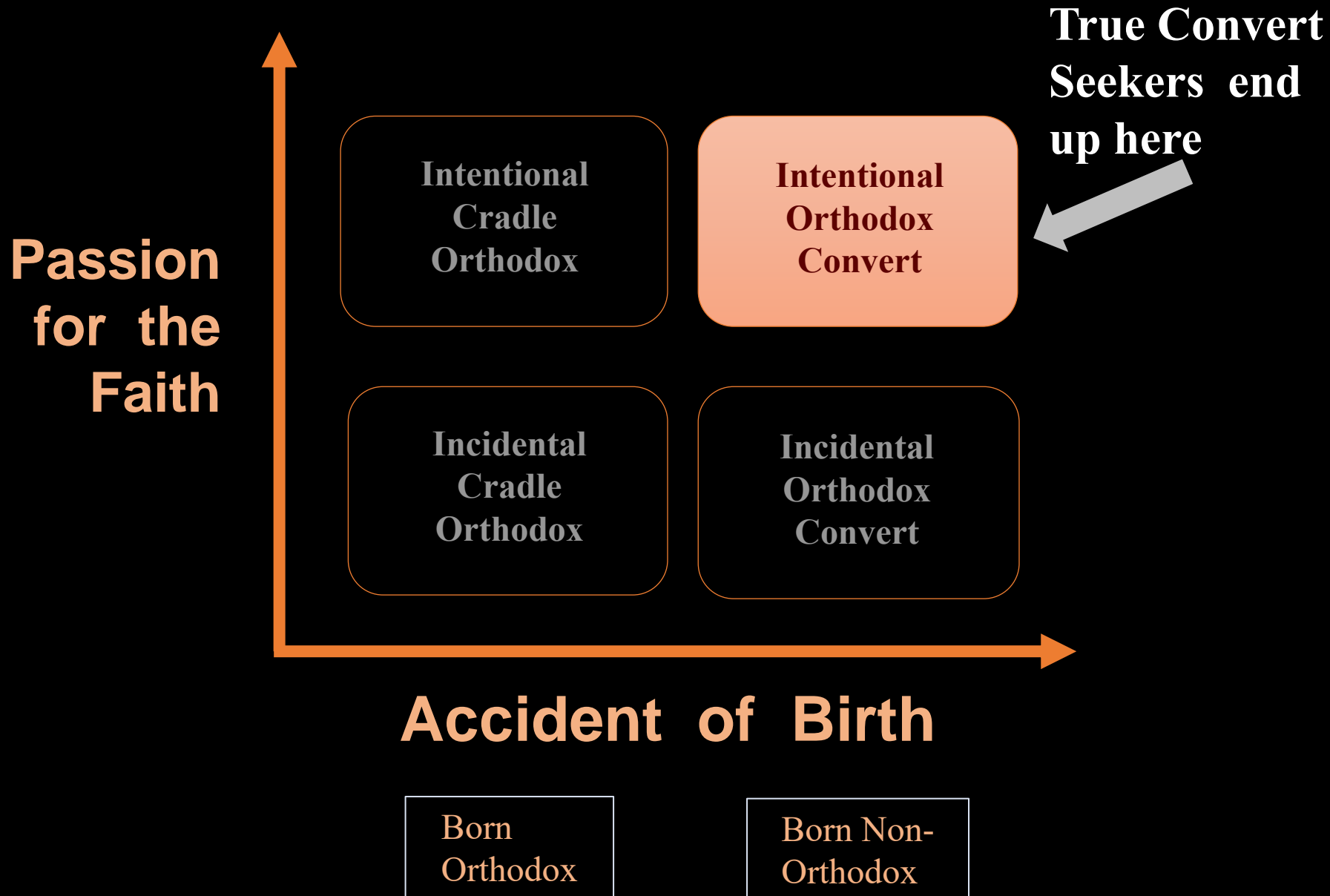
Born
Orthodox

Born Non-
Orthodox

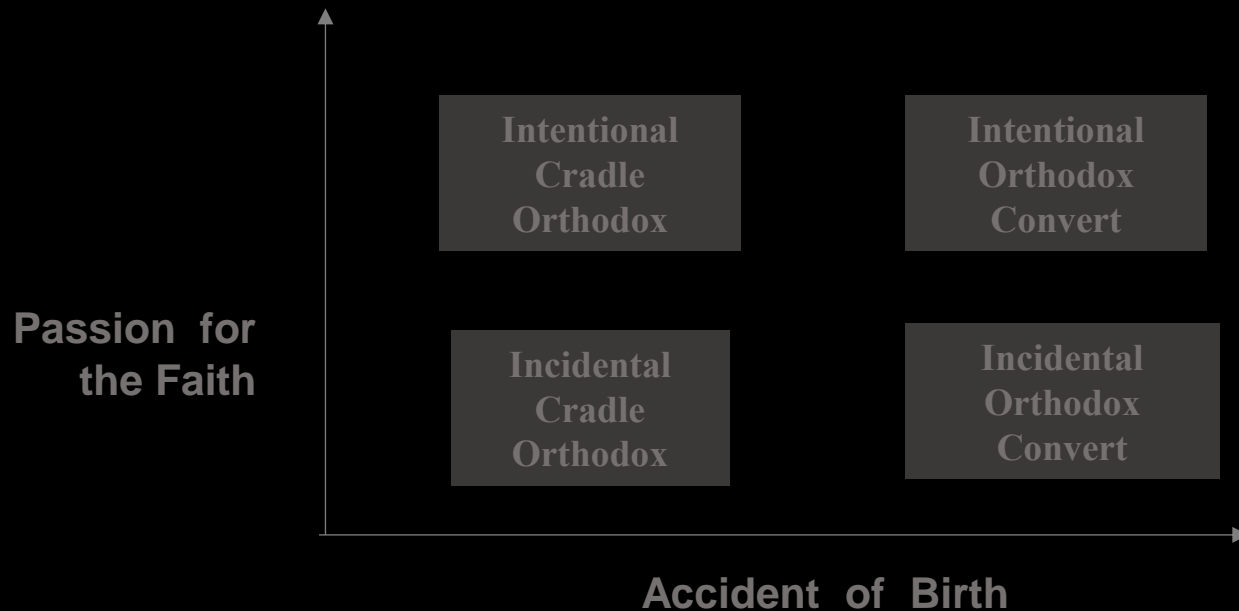
4 Kinds of U.S. Orthodox Christians



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.

“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 trusted adviser to a leader

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)**



The Marianes Corollary



“Every problem is a leadership problem!”

You experienced an issue or challenge because a leader failed to lead effectively. If you think you have a problem other than leadership, think again.”



AUDIENCE PARTICIPATION TIME!

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

Entropy

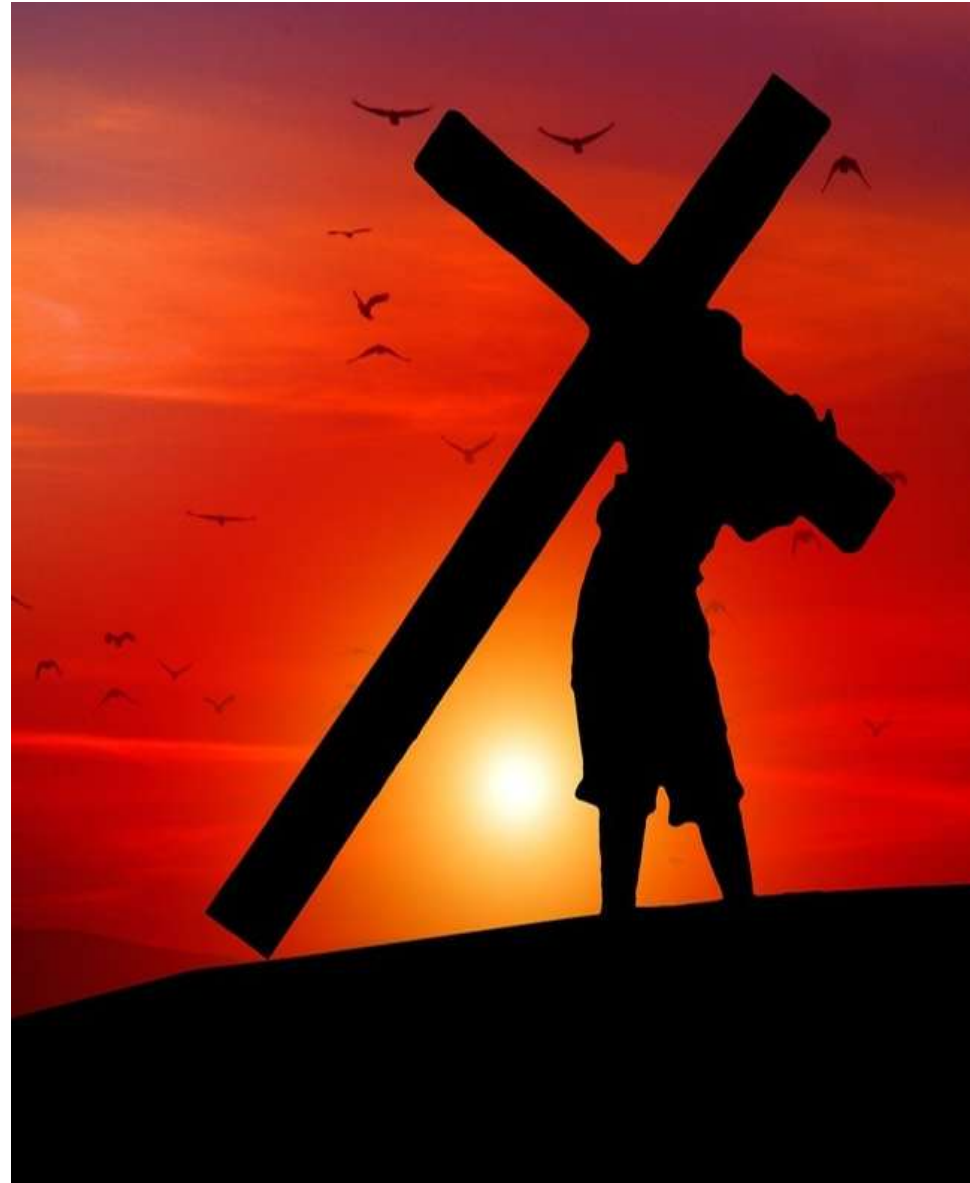
$$\Delta S = S_f - S_i = \int \frac{dq_{rev}}{T}$$

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

- ~ 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%

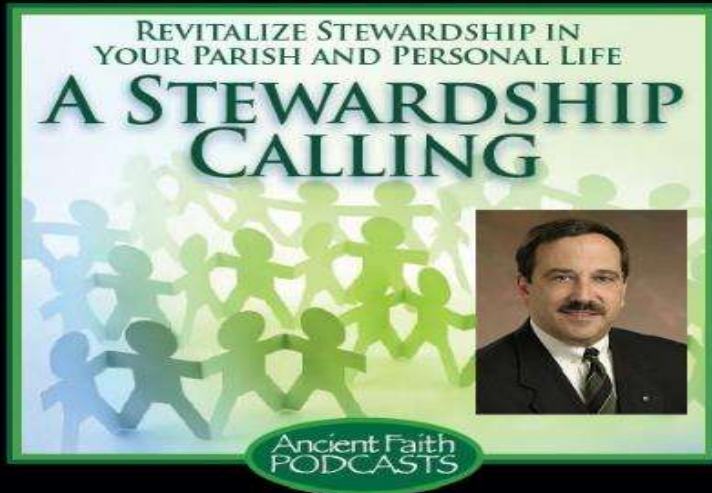


ANCIENT FAITH RADIO

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**

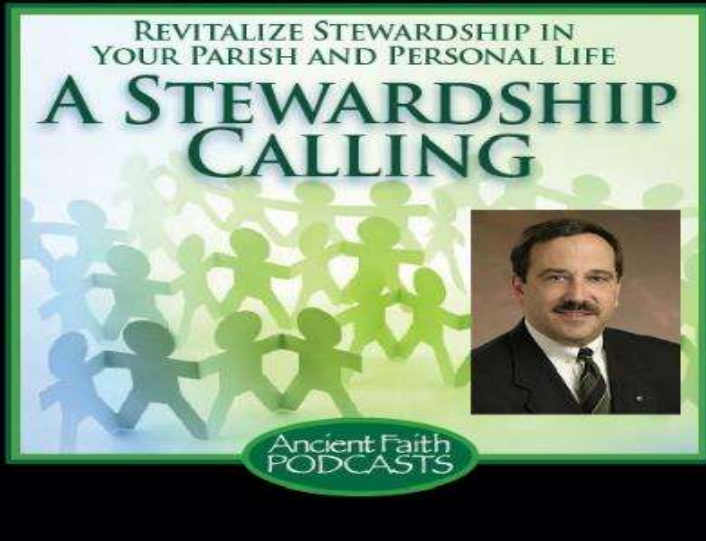


ANCIENT FAITH RADIO

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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GALLUP PRESS

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:

1. have a higher percentage of spiritually committed individuals
2. are better able to:
 - (a) carry out their missions,
 - (b) attract more new people,
 - (c) fund new operations and ministries





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

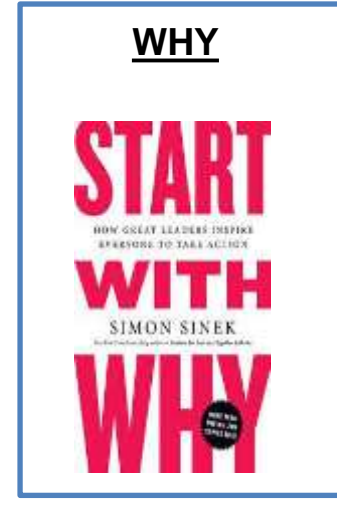
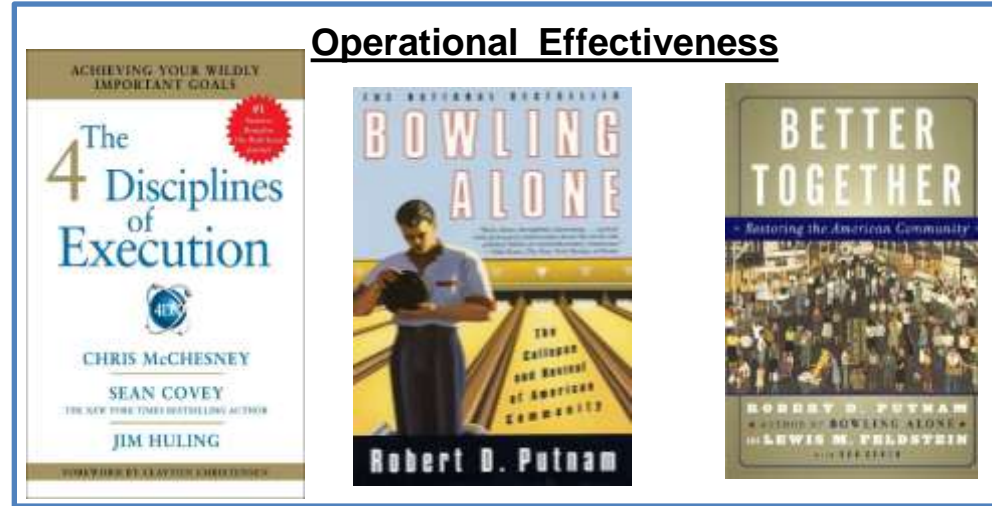
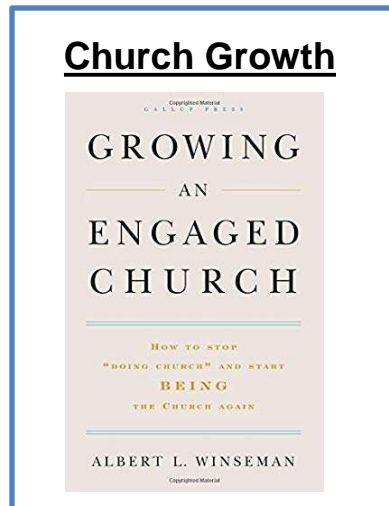
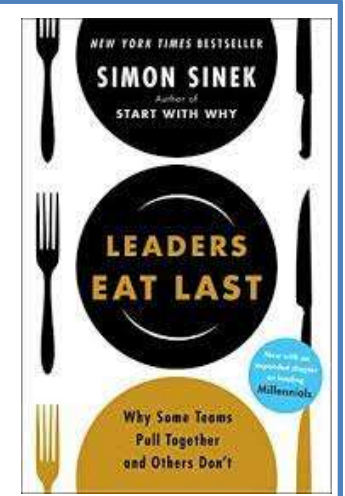
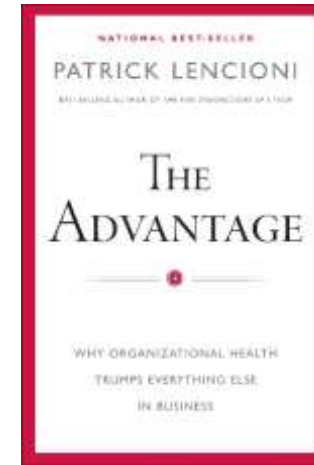
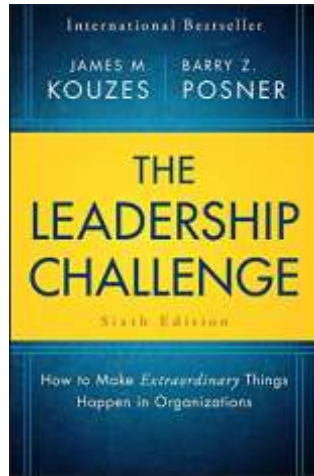
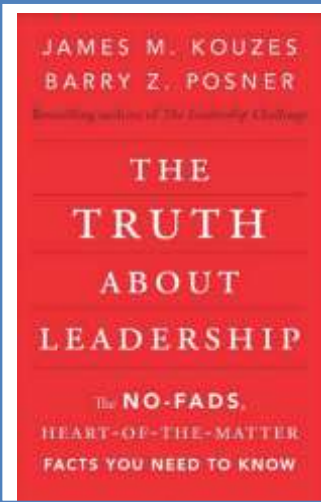
Church Engagement

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





Leadership





QUESTIONS
ANSWERED
HERE
EVEN THE
SILLY ONES

Any Questions?

***Leadership &
Administration
2025***

Part 1 - Foundations