

***Leadership &
Administration
2025***

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



STEWARDSHIP
CALLING

Holy Cross 2025 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.”

(Chrysostom, 1964)

**“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

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



Where there is
no vision, the
people perish.

Proverbs 29:18

~ 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.



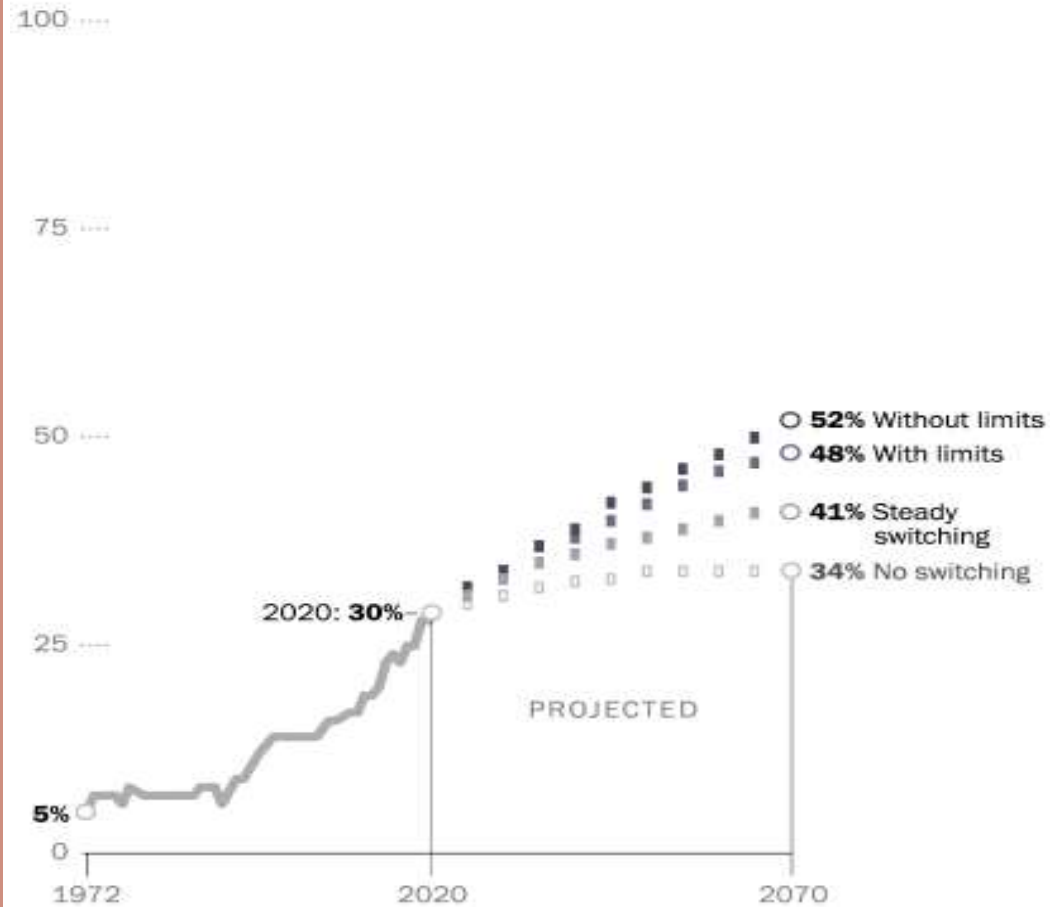
(Sources: Canton, J. (2015). Future smart: Managing the game-changing trends that will transform your world.; Drucker, P. F. (2004). The daily Drucker: 366 days of insight and motivation for getting the right things done.; Hines, A. (2006). Strategic foresight: The state of the art.; Kouzes, J. & Posner,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



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

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 2 Americans of all ages. In 2020, we estimate that the religious composition of people of all a Sources: General Social Survey (1972-2006); Pew Research Center surveys (2007-2021); "Modeling the Future of Religion in America"

PEW RESEARCH CENTER

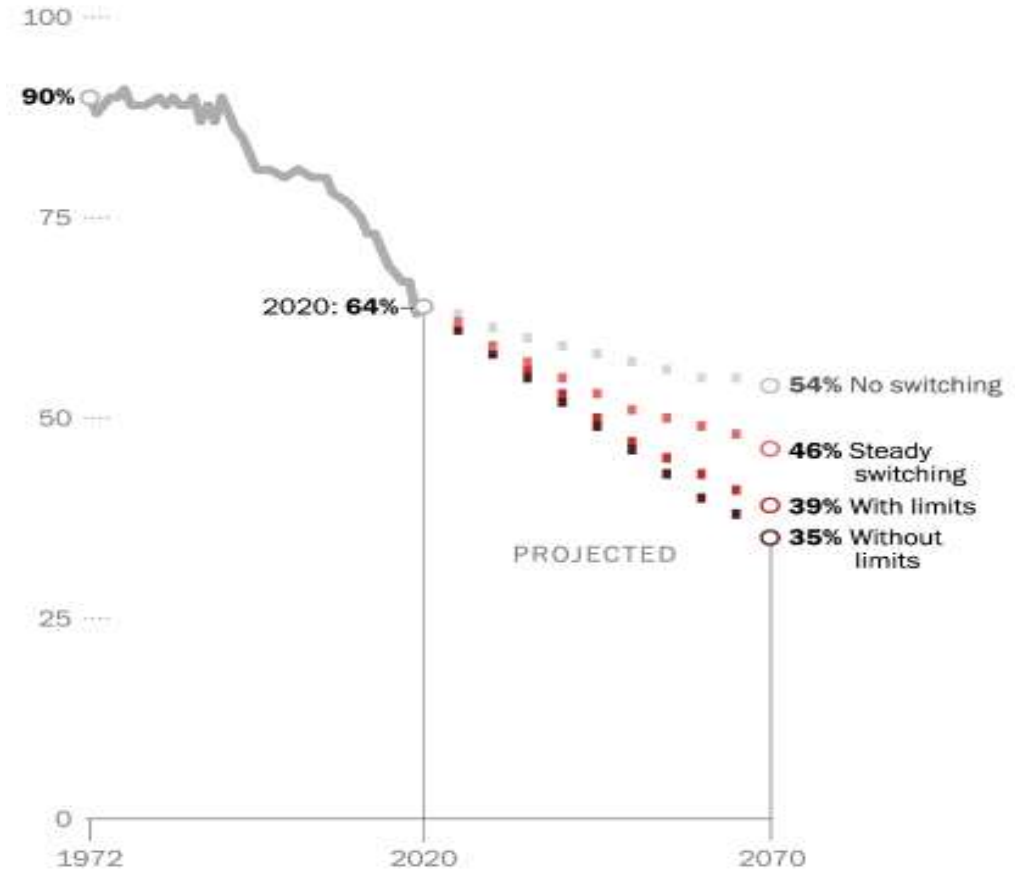
(Sources: Big Bang Partnership. (2023).; Cheah, S. L.-Y. (2020).; Cuhls, K. E. (2020).; Pew Research Center. (2022).)



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

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



**Must answer
4 questions:**

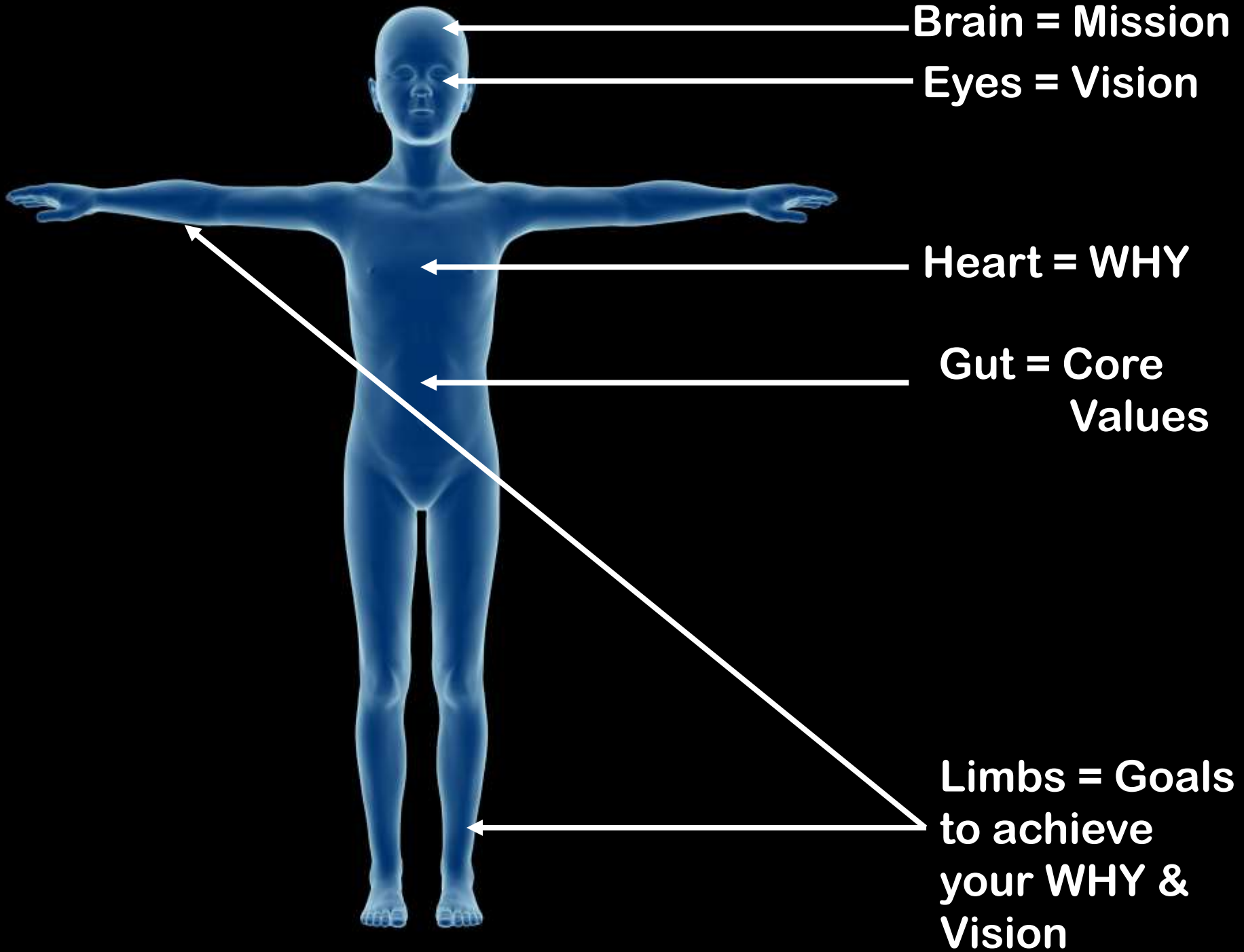
- 1. Why do we exist?**
- 2. Where are we now?**
- 3. Where do we want to be?**
- 4. How will we get there?**

1. SWOT / EPA / OCAI Analysis
2. Statement of Why
3. Core Values
4. Mission Statement
5. S.M.A.R.T. Goals
6. Vision Statement
7. Interim Goals & Interim Actions
8. Success Timeline
9. SMART Goal Accountability Process (“SMART GAP”)
10. Strategic Plan



10 Strategic Plan Deliverables







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

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

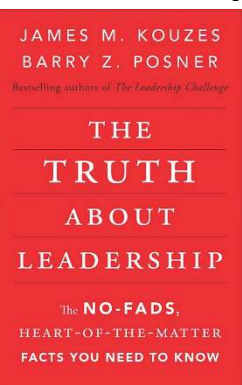


1. Fundamental beliefs

2. Drive the a person's and organization's culture and priorities

3. Provide a framework for decisions

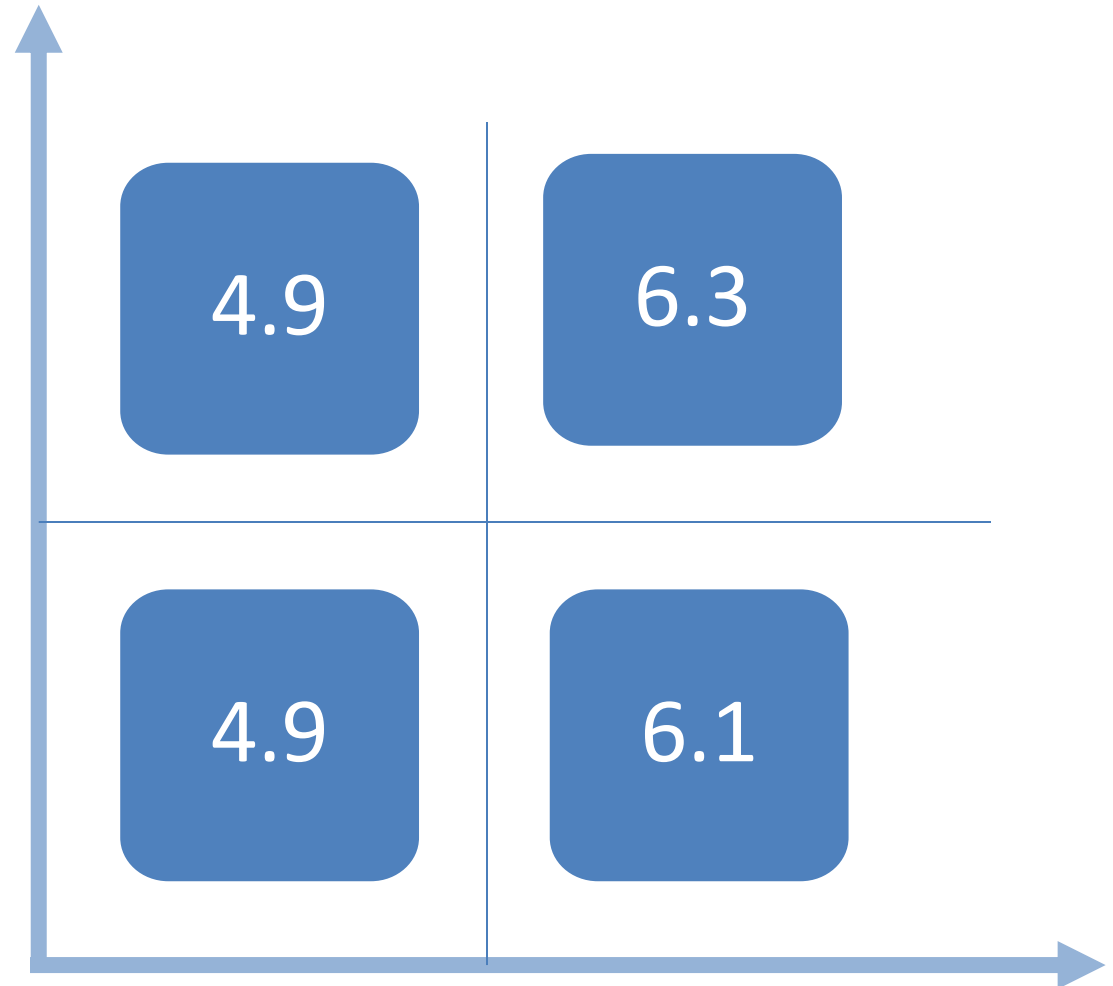
Impact on Commitment of Values Clarity



**Clarity of
Organizational
Values**

High

Low



Low

High

Clarity of Personal Values

**Scale: High = 7
Low = 1**

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

GI³

Grit
Integrity
Inquisitive
Inspirational



What Are Your



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
Bill@stewardshipcalling.com
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



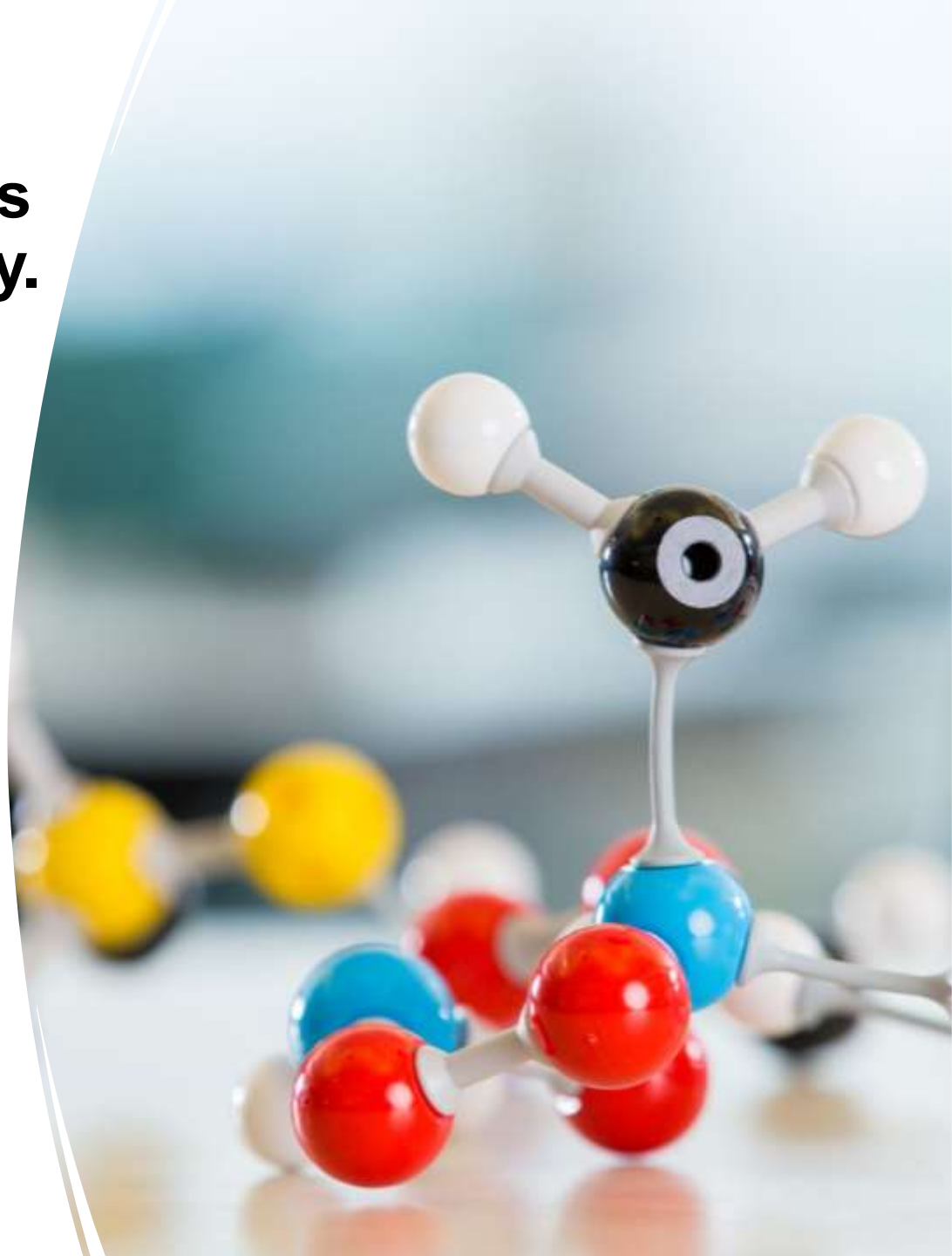
**None of us is as
smart as all of us are.**



**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 and is still used today.

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

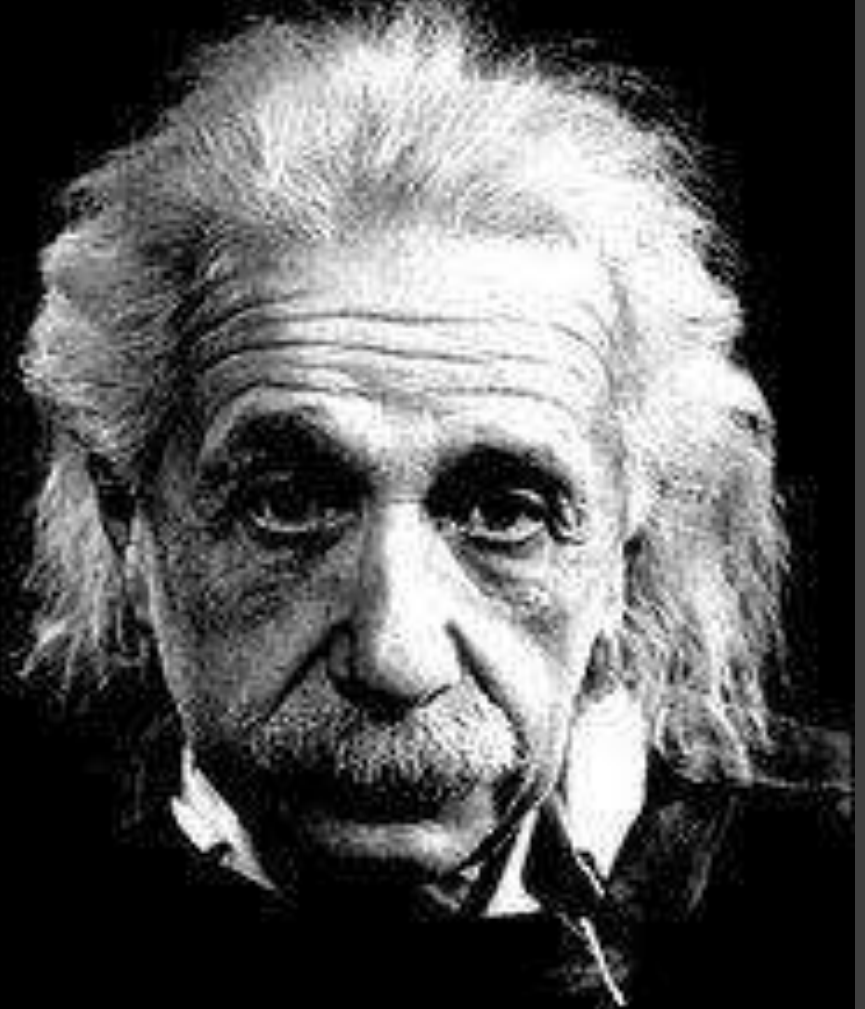


2. PAYMENT

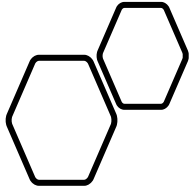


3. POPULAR

"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.)

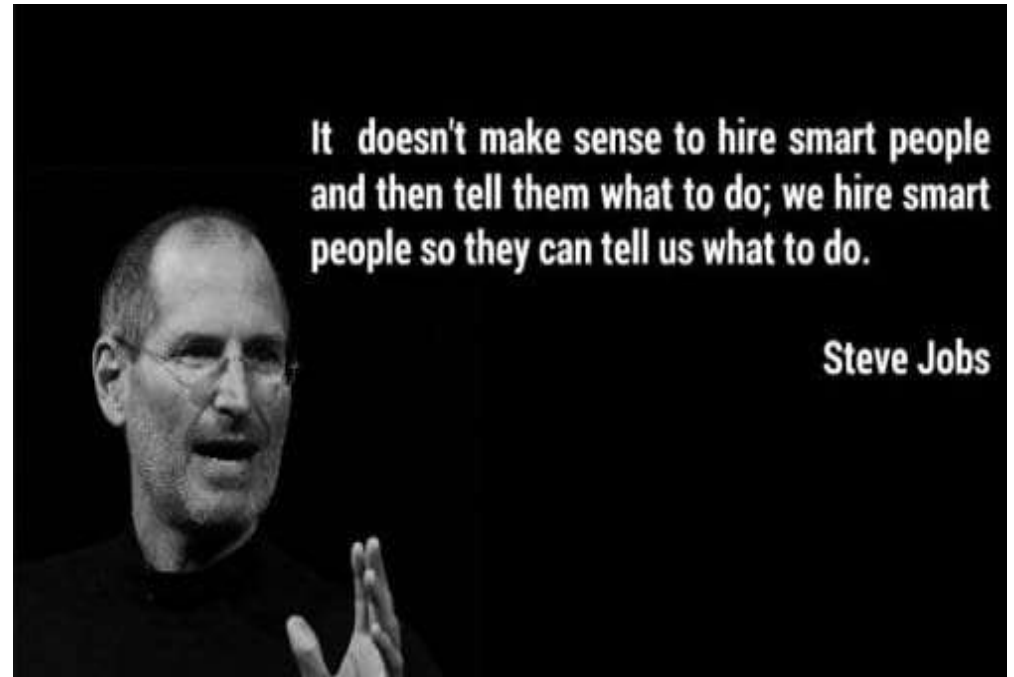


- 1. Every major Parish activity is run by a Ministry with co-chairs**
- 2. Each Ministry has its own WHY, Vision annual plan, and budget consistent with the Parish's WHY and Vision**
- 3. Each Ministry has a Parish Council liaison**
- 4. The C.O.M. of all Ministry Leaders and Parish Council meets (at 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”



Know Thy Team

***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



~ 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

E

Extroverts

Extroverts are energized by people and a variety 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 rely on 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 practical. They make and stick to plans, set a predictable following schedule.

I

Introverts

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

N

Intuitives

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

F

Feelers

Feelers tend to be practical and cooperative, and make 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 act spontaneously and like to be flexible with making plans.



~ There is NO right or wrong personality, and no MBTI personality profile is better or worse

~ Sometimes you're barely over the line in one characteristic

~ 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 people and a variety 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 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 practical. Like to make and stick to plans, and are comfortable following rules.

I

Introverts

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

N

Intuitives

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

F

Feelers

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

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 2025 Leadership Class

	#	%	<u>General Population</u>
ENFJ	1	13%	3%
ENFP	2	25%	8%
ESFJ	1	13%	12%
ESTJ	1	13%	9%
ENTP	1	13%	3%

INFJ	1	13%	2%
INTJ	1	13%	2%

	#	%
<u>E</u>xtrovert	6	75%
<u>I</u>ntrovert	2	25%

<u>S</u>ensing	2	25%
<u>i</u>Ntuitive	6	75%

<u>T</u>hinker	3	63%
<u>F</u>eeler	5	38%

<u>J</u>udger	5	63%
<u>P</u>erceiver	3	38%

MBTI 2025 Leadership Class

ENFJ (Jack McAfee = 13% 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 (Niko Swartz & Vikentios Livanos = 25% 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 (Chris Kotsopoulos = 13% 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 2025 Leadership Class

INFJ (1 person = 13% 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.

INTJ (1 person = 13% 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

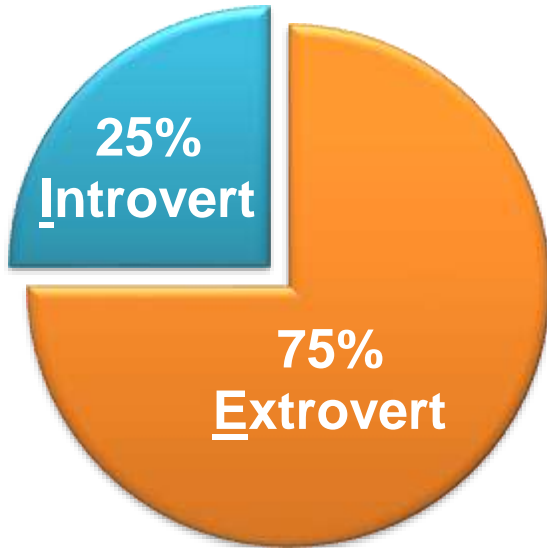
ENTP (George Miller = 13% of class (3% of general population))

Quick, ingenious, stimulating, alert, and outspoken. Resourceful in solving new and challenging problems. Adept at generating conceptual possibilities and then analyzing them strategically. Good at reading other people. Bored by routine, will seldom do the same thing the same way, apt to turn to one new interest after another.

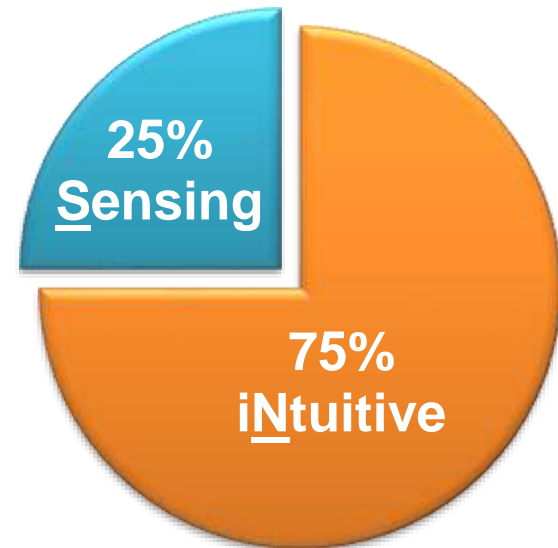
ESTJ (Logan Taylor = 13% of class (4% of general population))

Practical, realistic, matter-of-fact. Decisive, quickly move to implement decisions. Organize projects and people to get things done, focus on getting results in the most efficient way possible. Take care of routine details. Have a clear set of logical standards, systematically follow them and want others to also. Forceful in implementing their plans.

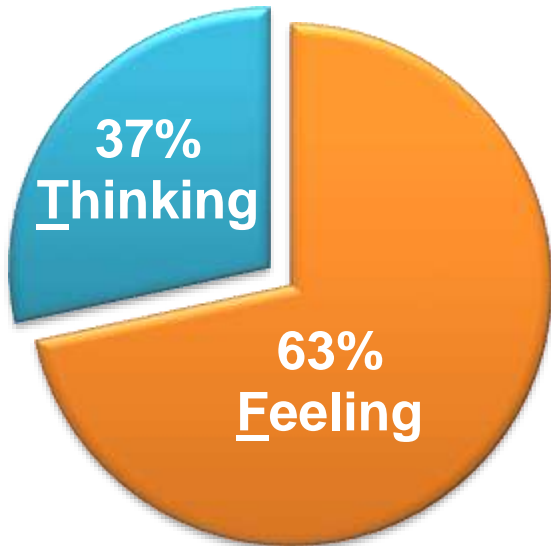
2025 H.C. Class Frequency vs General Population Frequency



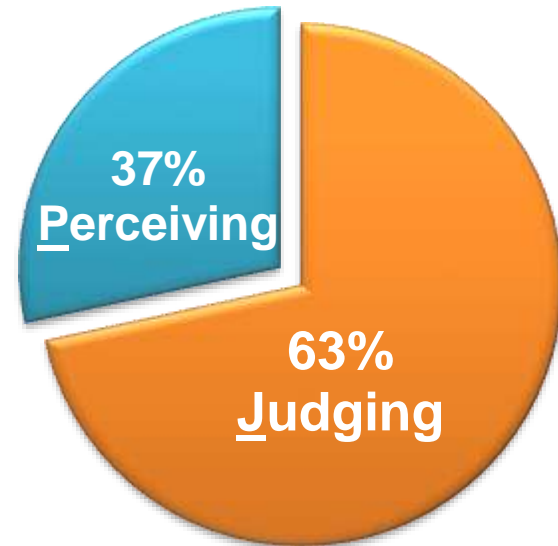
49% Introverted 51% Extroverted



27% iNtuition 73% Sensing



40% Thinking 60% Feeling



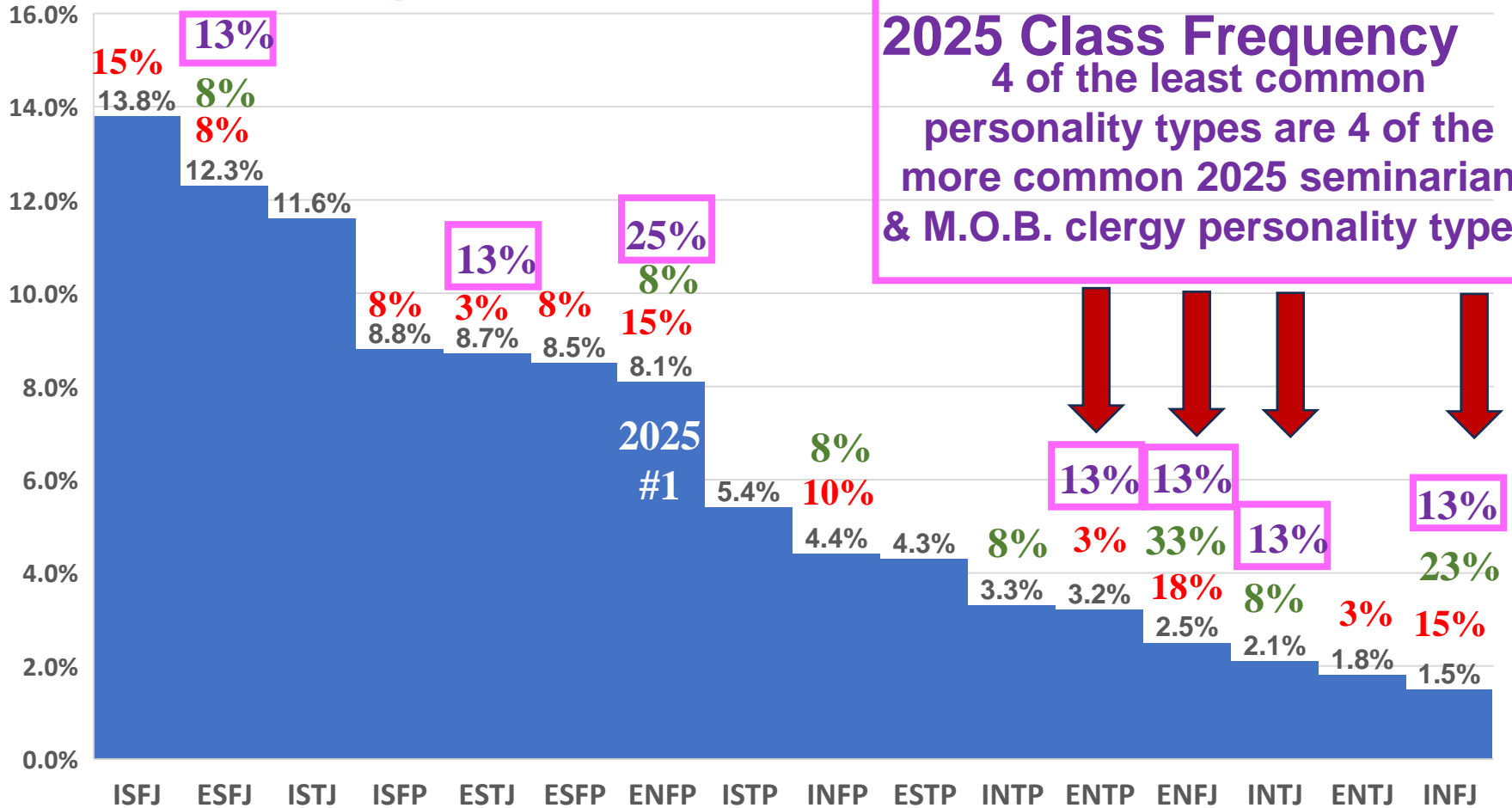
46% Perceiving 54% Judging

Myers Briggs Frequency By Personality Type

2023 M.O.B. Clergy % Frequency

2024 Class Frequency

2025 Class Frequency
4 of the least common
personality types are 4 of the
more common 2025 seminarian
& M.O.B. clergy personality types



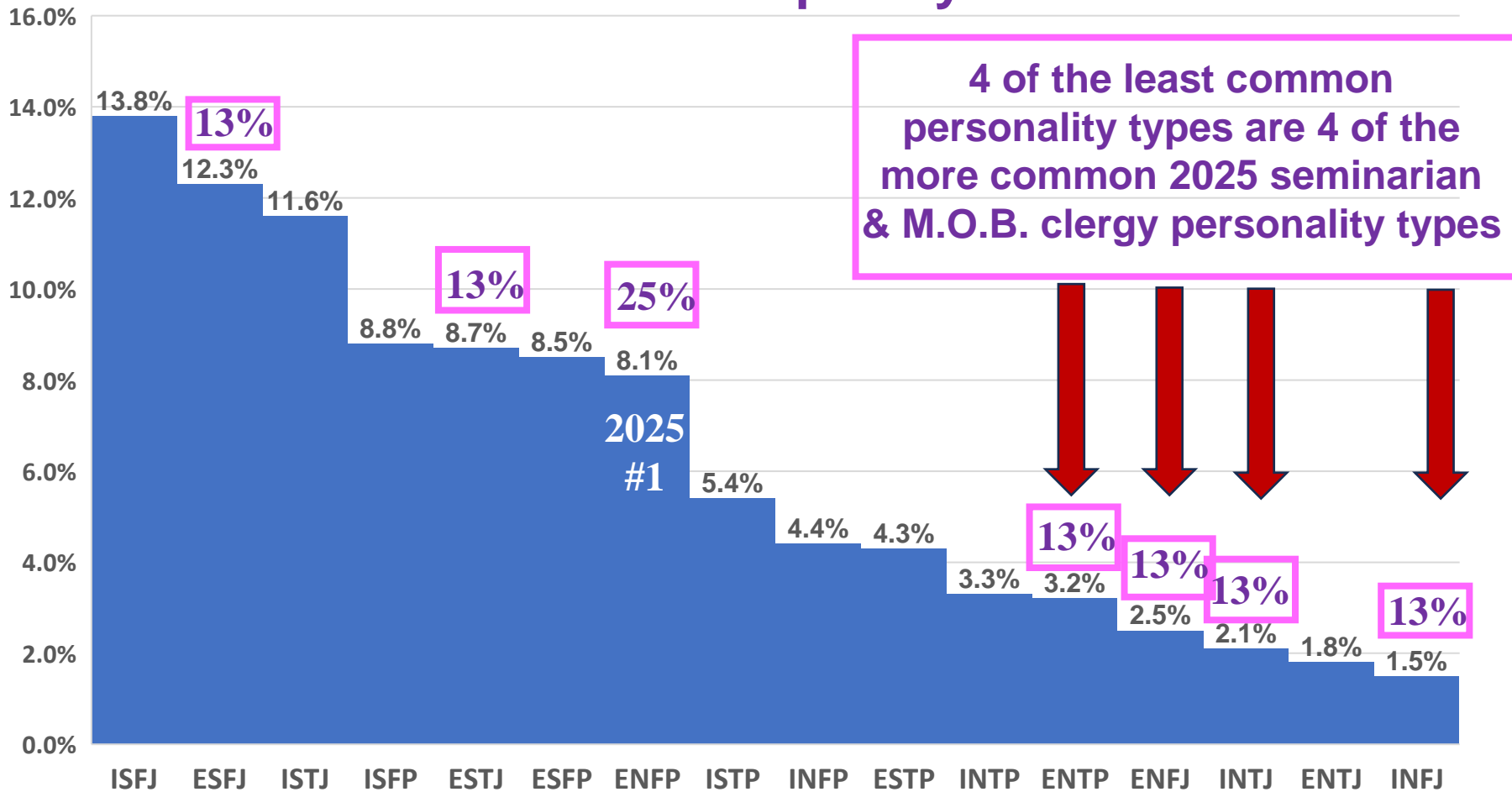
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including data banks at the Center for Applications of Psychological Type; The Myers-Briggs Company; and Stanford Research Institute (SRI).

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

Myers Briggs Frequency By Personality Type

2025 Class Frequency



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





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

Useful & Fun Parish Council & Ministry Activity

Simplified Myers Briggs Type Compatibility Chart

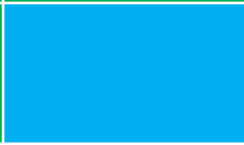
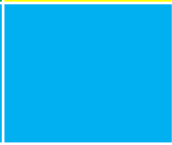
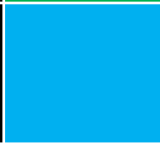
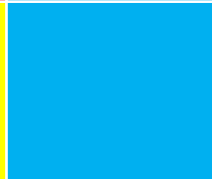
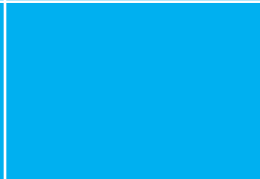
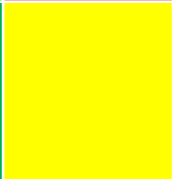
	INFP	ENFP	INFJ	ENFJ	INTJ	ENTJ	INTP	ENTP	ISFP	ESFP	ISTP	ESTP	ISFJ	ESFJ	ISTJ	ESTJ
INFP	Green	Green	Green	Blue	Green	Blue	Green	Green	Red	Red	Red	Red	Red	Red	Red	Red
ENFP	Green	Green	Blue	Green	Blue	Green	Green	Green	Red	Red	Red	Red	Red	Red	Red	Red
INFJ	Green	Blue	Green	Green	Green	Green	Green	Blue	Red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

Red	Uh-Oh, Think This One Through
Yellow	It Could Work, But Not Ideal
Light Green	One Sided Match
Green	It's Got a Good Chance
Blue	Often Listed as an Ideal Match

Check
Compatibilities
Among Parish
Council and
Ministries
Teams and
Discuss
Consequences

(and do it
with your
family)

Ideal**Good Chance****Could Work-Not Ideal****Uh-Oh**Jack
ENFJChris
ESFJDavid
INFJMatthew
INTJNiko
ENFPVikentios
ENFPLogan
ESTJGeorge
ENTPJack
ENFJChris
ESFJDavid
INFJMatthew
INTJNiko
ENFPVikentios
ENFPLogan
ESTJGeorge
ENTP



As iron sharpens iron, so one person sharpens another.

Proverbs 27:17

John Wooden

“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**



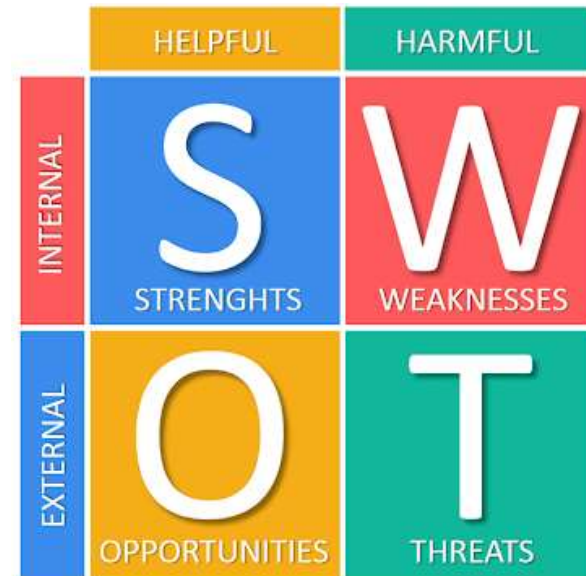
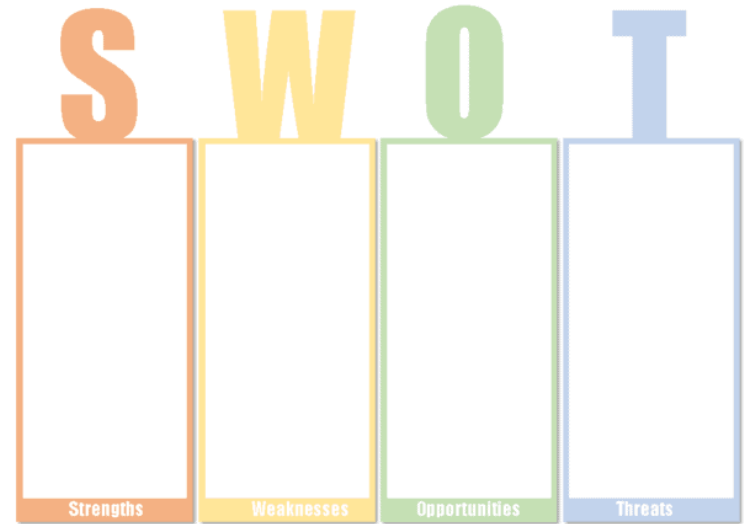
**Know Thy
Parish or
Ministry**

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

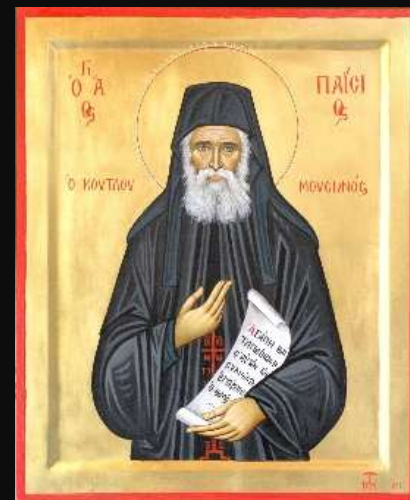
The spirit of luke-
warmness reigns.

We've been spoiled
for good.

How does God still
tolerate us?



St. Paisios the Athonite



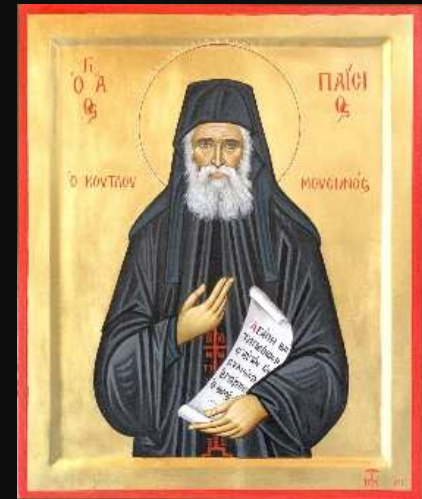
Today's generation
is the generation
of indifference.

There are no
Palikaria
(warriors)!

The majority are
fit for parades
and feasts only.



St. Paisios the Athonite

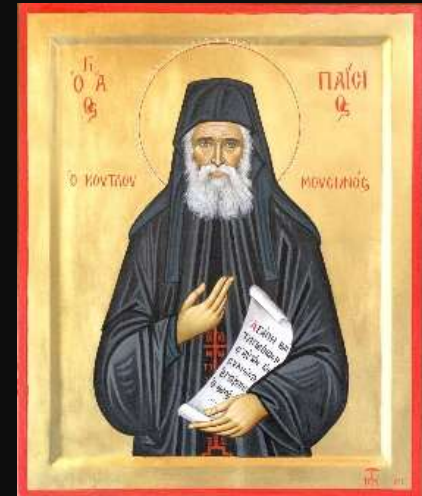


Even people who've
got something
inside have begun
to grow cool
saying,

Can I really do
anything to change
the situation ?



St. Paisios the Athonite

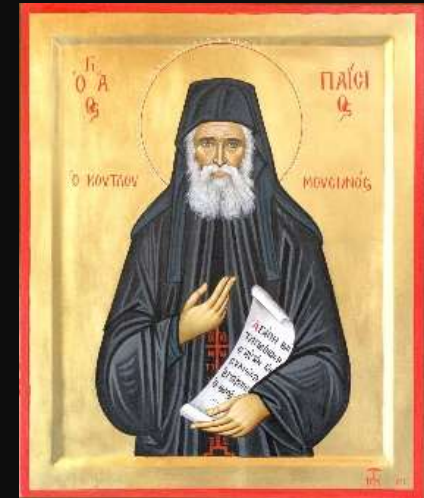


We have to
witness our Faith
with **boldness**,



St. Paisios the Athonite

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



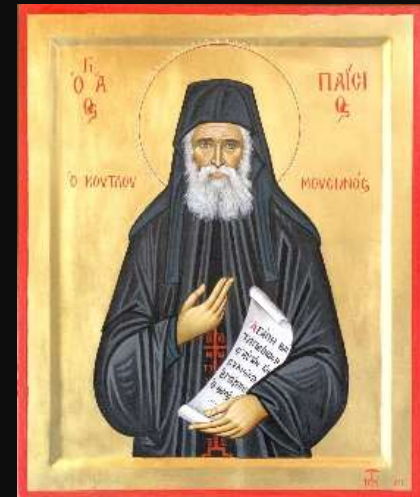
In these difficult days, **each must do** what is in their own power.

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.”





QUESTIONS
ANSWERED
HERE
EVEN THE
SILLY ONES

Any Questions?

***Leadership &
Administration
2025***

Part 2 - Techniques