

*Leadership &  
Administration  
2025  
Part 3 – Servant  
Leadership & Your  
Future*

Bill Marianes

Bill@stewardshipcalling.com



# 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



QR Code for Holy Cross Leadership Class 2025  
Stewardship Calling Presentations Page



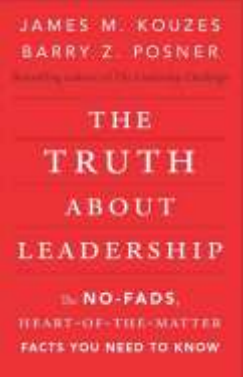
A row of black silhouettes of people's heads and shoulders against an orange background, representing an audience.

AUDIENCE PARTICIPATION TIME!

What Was Your Key Takeaway From Part 2?



# Impact on Commitment of Values



**Clarity of  
Organizational  
Values**

**Clarity**

High

4.9

6.3

Low

4.9

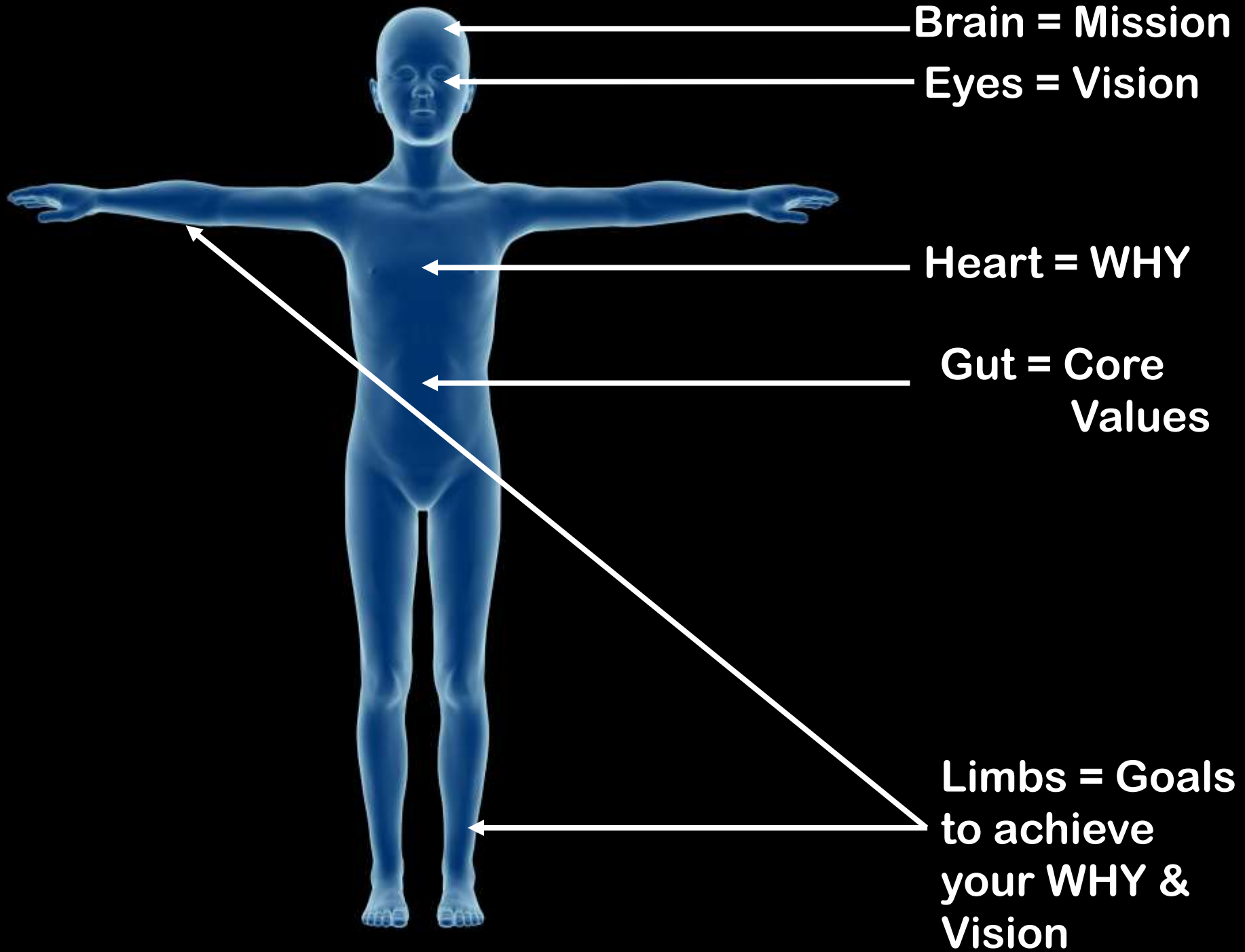
6.1

Low

High

**Clarity of Personal Values**

Scale: High = 7  
Low = 1





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



# 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.



# 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



# 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

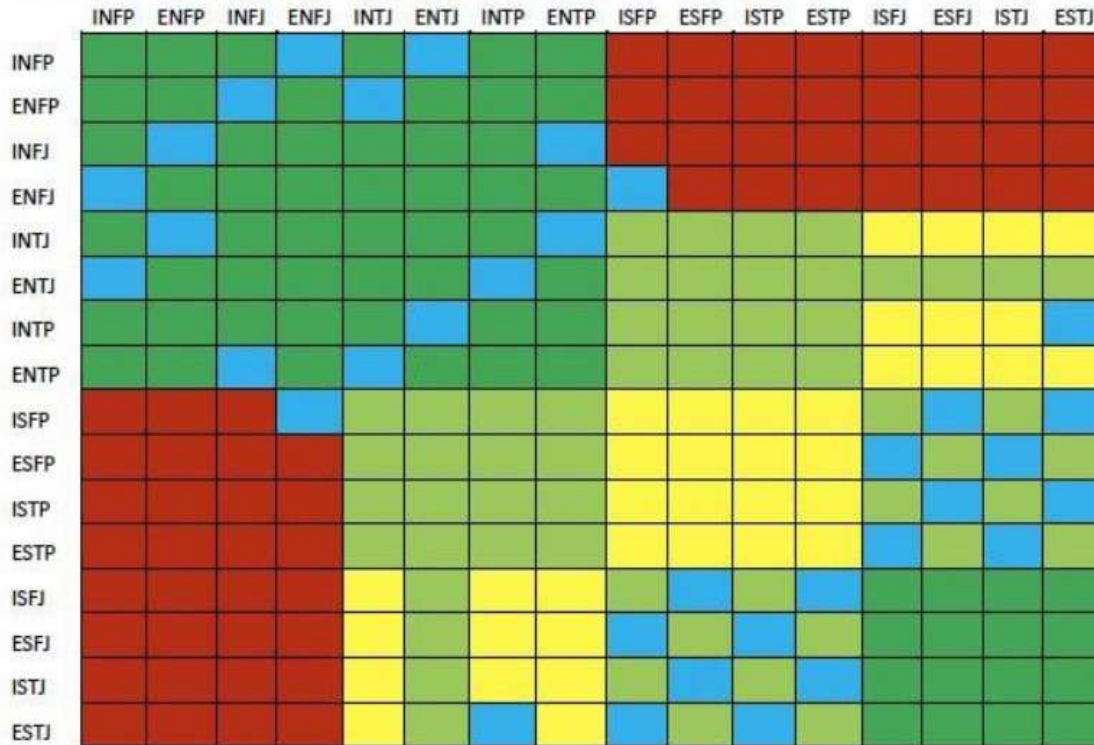
then you prefer  
**J**  
Judging

- 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

# Useful & Fun Parish Council & Ministry Activity

## Simplified Myers Briggs Type Compatibility Chart



### 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

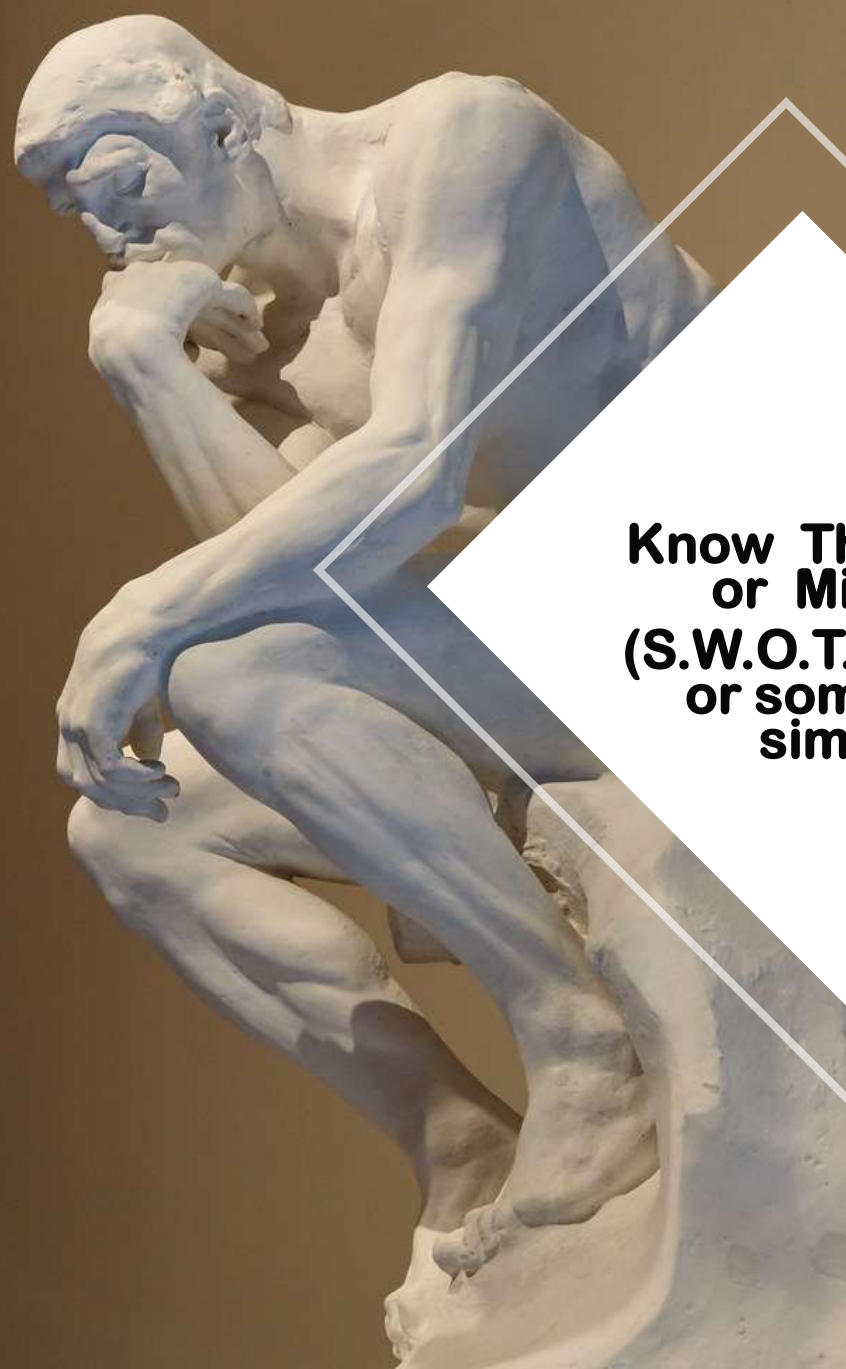
Check  
Compatibilities  
Among Parish  
Council and  
Ministries  
Teams and  
Discuss  
Consequences

(and do it  
with your  
family)

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

\* = Beware working with Bill

	<u>Jack</u> ENFJ	<u>Chris</u> ESFJ	<u>David</u> INFJ	<u>Matthew</u> INTJ	<u>Niko</u> ENFP	<u>Vikentios</u> ENFP	<u>Logan</u> ESTJ	<u>George</u> ENTP
<u>Jack</u> ENFJ	Green	Red	Green	Green	Green	Green	Red	Green
<u>Chris</u> ESFJ	Red	Green	Red	Yellow	Red	Red	Green	Yellow
<u>David*</u> INFJ	Green	Red	Green	Green	Blue	Blue	Red	Blue
<u>Matthew*</u> INTJ	Green	Yellow	Green	Green	Blue	Blue	Yellow	Blue
<u>Niko</u> ENFP	Blue	Blue	Green	Blue	Green	Blue	Green	Green
<u>Vikentios</u> ENFP	Green	Red	Blue	Blue	Green	Green	Red	Green
<u>Logan*</u> ESTJ	Red	Green	Red	Yellow	Red	Red	Green	Yellow
<u>George</u> ENTP	Green	Yellow	Blue	Blue	Green	Green	Yellow	Green



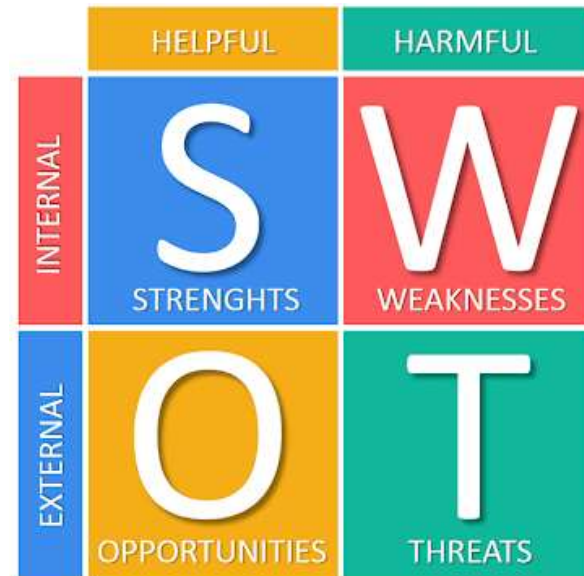
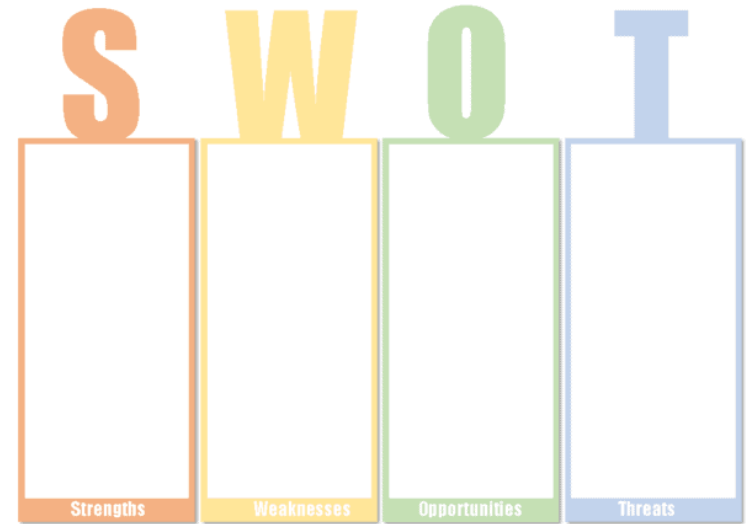
**Know Thy Parish  
or Ministry  
(S.W.O.T. or E.P.A.  
or something  
similar)**

# 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.





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*.



# Servant Leadership

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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

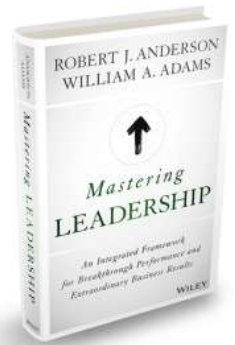


**4. Enable Others To Act** – great dreams are achieved through collaborative and trusting relationships



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

# Mastering Leadership<sup>1</sup>



## “Four universal promises of leadership:

- 1. Set the right direction and create meaningful work**
- 2. Engage all stakeholders and hold them accountable for performance**
- 3. Ensure the process and systems facilitate focus and execution**
- 4. Lead effectively – maintain trust to achieve and sustain desired results”**

# Spartan Phalanx Servant Leadership Philosophy

**Your shield was meant to protect the person to your left.**



***“Come back with your shield or on it.”***

(Carlson, 2023; Greenleaf, 1977; Hammond, 1979)

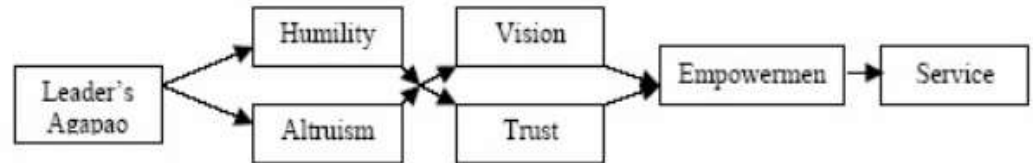
# Selected Common Attributes of Good Servant Leaders



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 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**





# Orthodox Building Blocks of Servant Leadership

VISION

TEAM

COURAGE

HUMILITY

TRUST

LOVE

# 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 \_\_\_\_\_

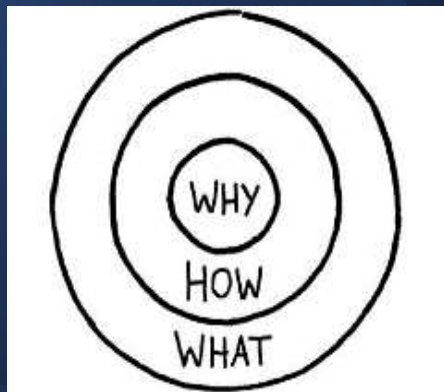
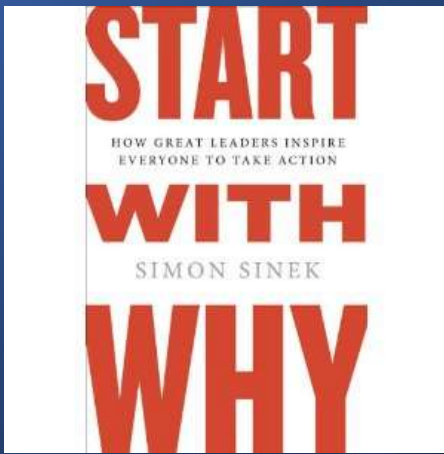
5 = Always

4 = Mostly

3 = Sometimes

2 = Rarely

1 = Never



[https://www.ted.com/talks/simon\\_sinek\\_how\\_great\\_leaders\\_inspire\\_action?language=en](https://www.ted.com/talks/simon_sinek_how_great_leaders_inspire_action?language=en)

Simon Sinek

- ~ “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%

# Mastering Leadership<sup>1</sup>

The top 2 challenges identified in a survey of 1,500 leaders was:

1. escalating complexity

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

**“The domain  
of the Leader  
is the**



---

**The work of the  
leader is  
change.”**



(Kouzes and Posner, 2017)





Words may inspire, but only ACTION creates change. Most of us live our lives by accident - we live life as it happens. Fulfillment comes when we live our lives on purpose.

— *Simon Sinek* —

AZ QUOTES



*You are the light  
of the world.*

*A city set on a hill  
cannot be hidden.*

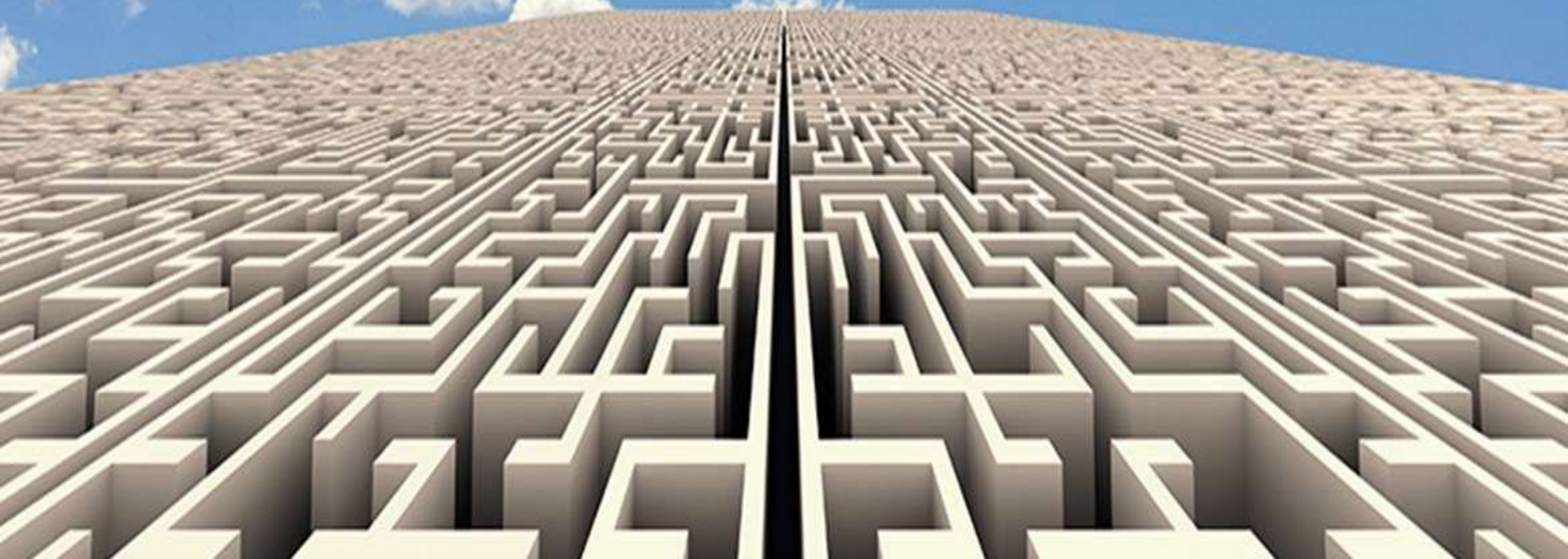
Matthew 5:14

***“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**

# ONE MORE INFINITE THOUGHT



You are  
playing an  
 $\infty$  game...

ONE MORE INFINITE THOUGHT

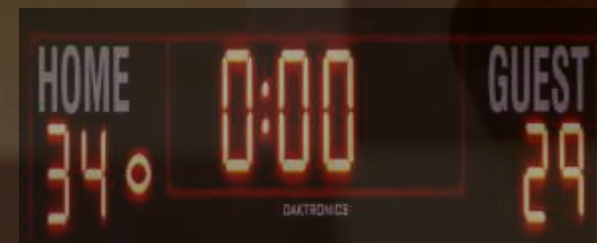


...not a  
finite game.

# 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

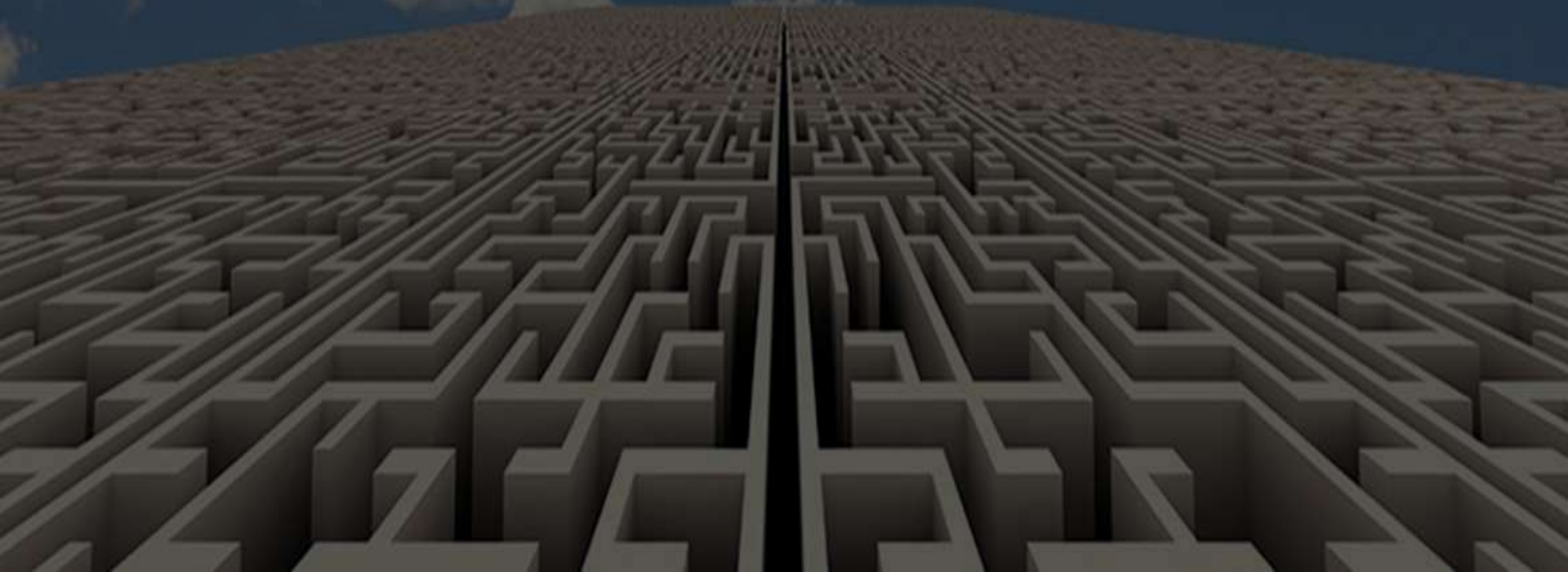
~ Prior leaders got you here

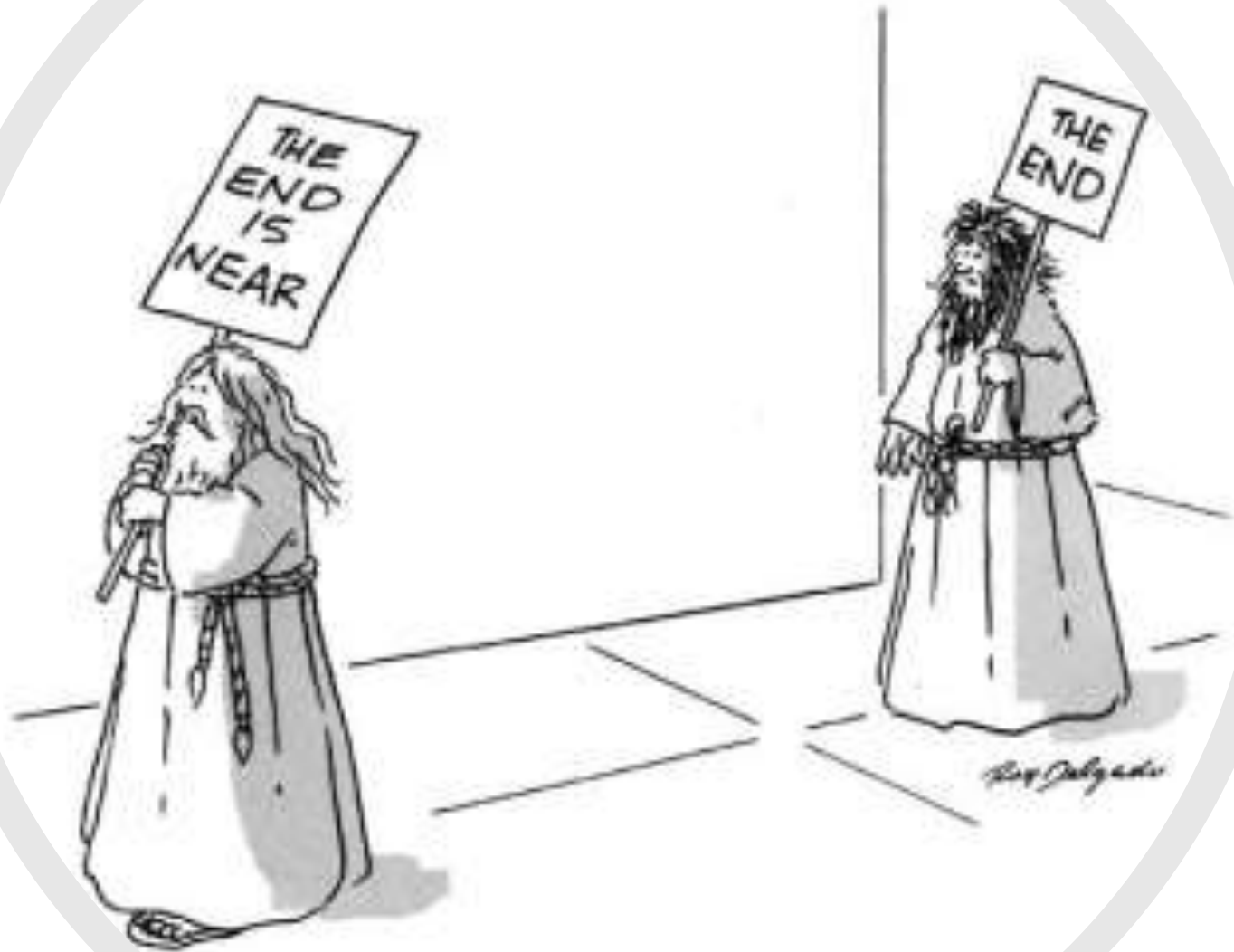
~ This is merely your lap

~ 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?**

---



"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.**”



*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

# 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.**





**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**



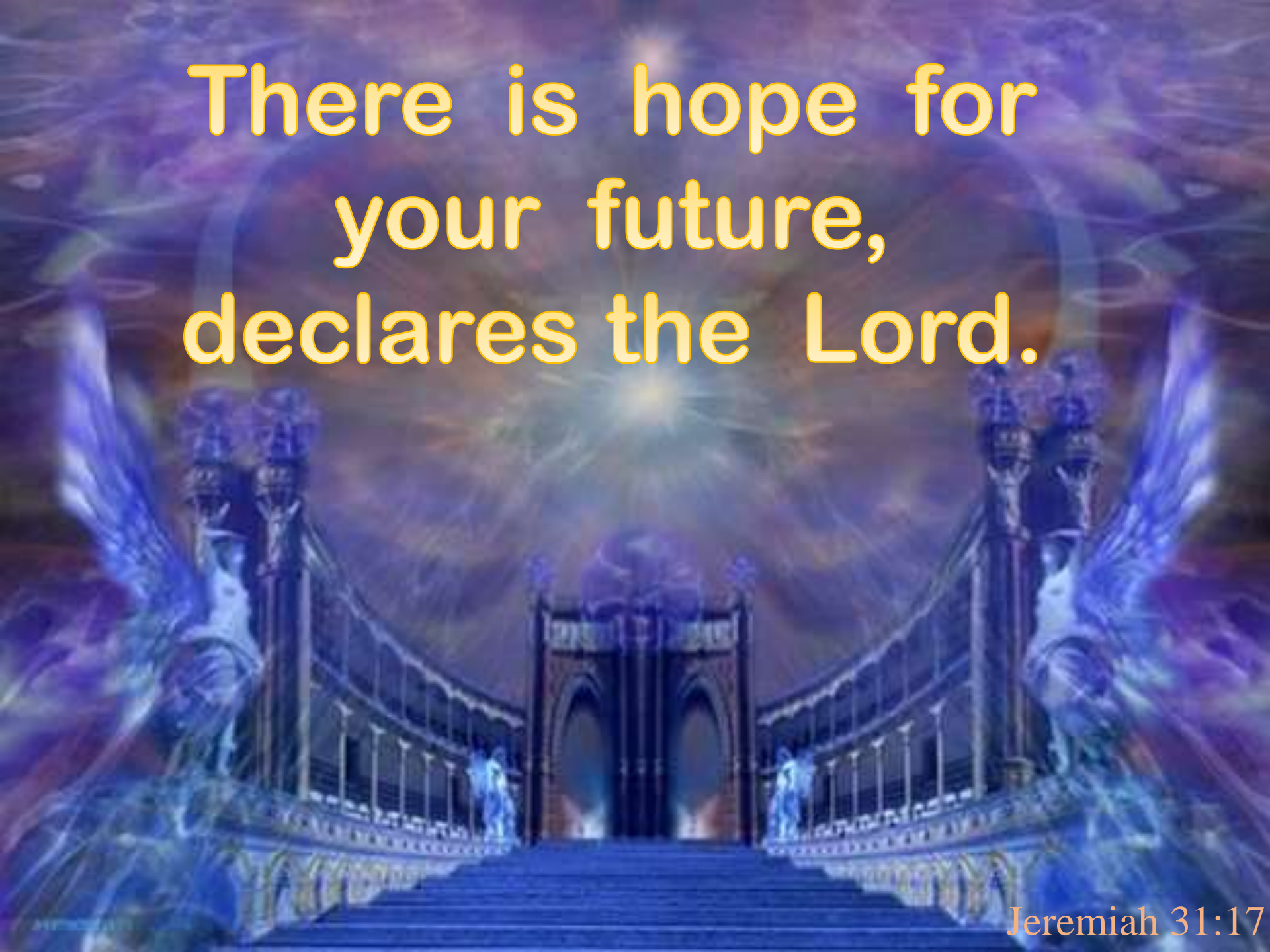
**General George S. Patton**



**Lee A. Iacocca**



**Bill Marianes**



There is hope for  
your future,  
declares the Lord.

Jeremiah 31:17



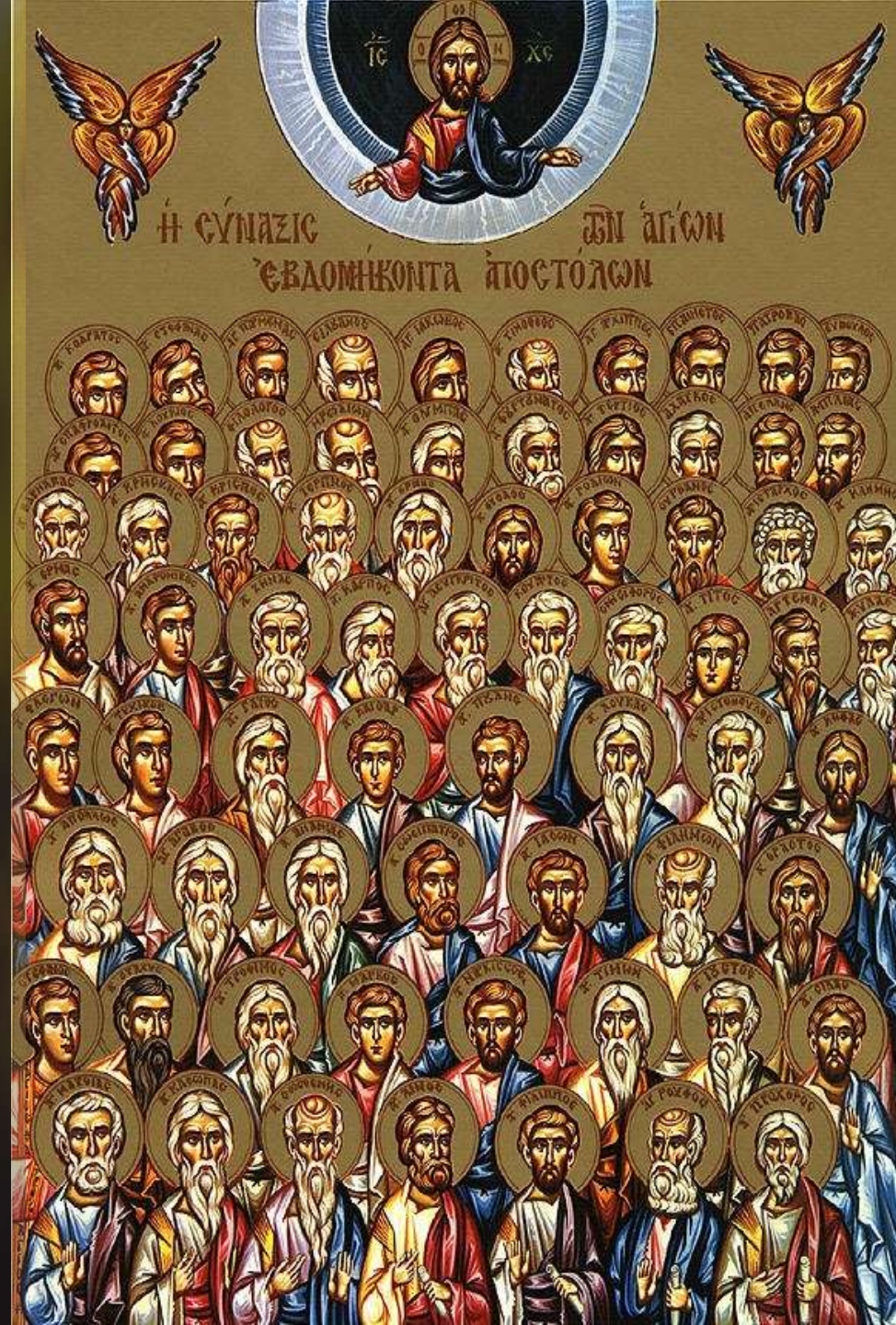


*Be the change!*



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

*Luke 10:1*





QUESTIONS  
ANSWERED  
HERE  
EVEN THE  
SILLY ONES

**Any Questions?**

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