

*Leadership &
Administration
2025*

Part 1

*Church Leadership
Foundations*



What do you want to learn from the next 3 classes?

A horizontal band featuring the silhouettes of approximately ten people of various heights and hair styles, facing forward. They are set against a solid orange background. The silhouettes are black, and the overall composition is centered horizontally.

AUDIENCE PARTICIPATION TIME!

Why These Next Three Classes Matter

H.E.L.P.

4 “HELP” Ways Parishioners Evaluate



Homilies



Engagement



Leadership



Personality

Stewardship Calling

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

Stewardship Calling.com



WHY? STEWARDSHIP STRATEGIC PLANNING INTERNET RADIO & PODCASTS KEYNOTES & LEADERSHIP

PERSONAL

 Hellenic College
HOLY CROSS
Greek Orthodox School of Theology

Leadership & Administration

 **STEWARDSHIP CALLING**

Bill Marianes
Bill@stewardshipcalling.com

LEADERSHIP

ONENESS IN CHRIST – AMERICAN CHRISTIAN CHURCH

HOLY CROSS LEADERSHIP CLASS

IGNITING THE FLAME – GREENSBORO, NC

HOLY TRINITY + HOLY CROSS, BIRMINGHAM, AL

ST. ELIZABETH – MURFREESBORO, TN

OCF SUMMER LEADERSHIP INSTITUTE

ANNUNCIATION – WINSTON SALEM, N.C.

CLERGY LEADERSHIP RETREAT

Keynotes & Leadership Tab



Holy Cross Leadership Class Page



<https://stewardshipcalling.com/holy-cross-leadership-class/>



QR Code for Holy Cross Leadership Class
Stewardship Calling Presentations Page



So, who's "helping" you today?



So, who's "helping" you today?



Did anyone help me?



Fr. James Kumarelas (Holy Cross 2020)

44 Years As A Lawyer To Atone For

**troutman
pepper locke**

1,600 lawyers in 33 global offices



McGuireWoods

1,100 lawyers in 23 global offices

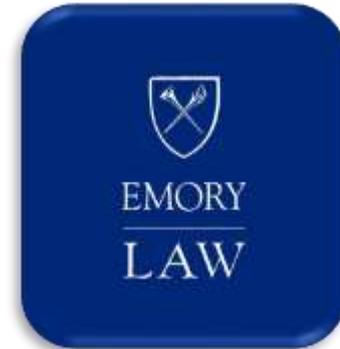
Lifelong Learner



**B.A.
Psychology**

Northwestern
Kellogg
School of Management

**Leadership
Certificate**



**Juris
Doctorate**

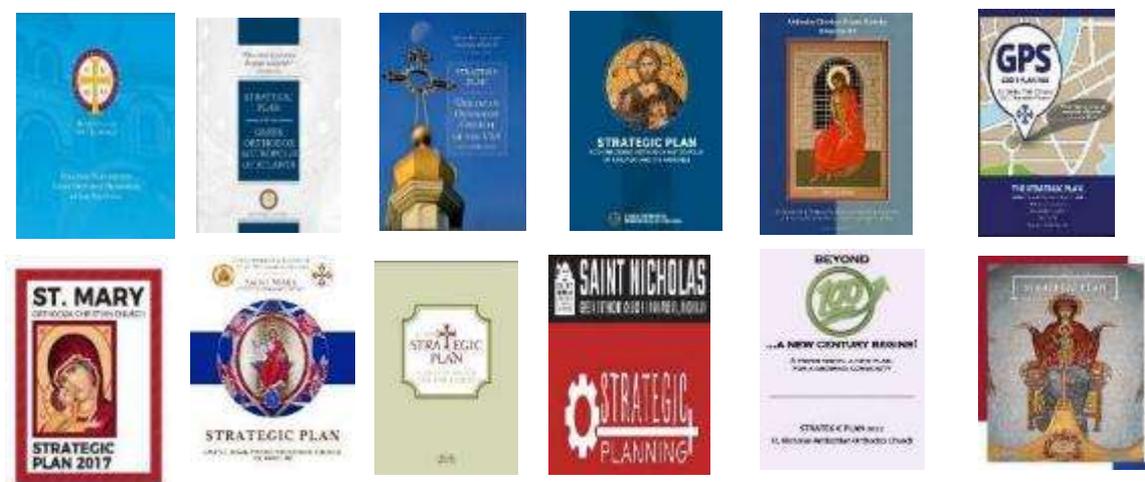


**Doctorate in
Strategic
Leadership**

**Masters in
Business
Administration**



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 (Jeffersonville, PA)
St. Demetrios (Saginaw, MI)
Holy Trinity (Indianapolis, IN)
St. Luke (E. Longmeadow, MA)
Holy Trinity (Concord, NH)
Christ the Saviour (Harrisburg, PA)
St. Sophia Seminary (New Jersey)
Uganda Orthodox Church

(More currently in progress)



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 your thinking.

There are two critical things you need to succeed that seminary education typically underpreprepares you for

Μετάνοια

Metanoia



“a transformative change of heart”

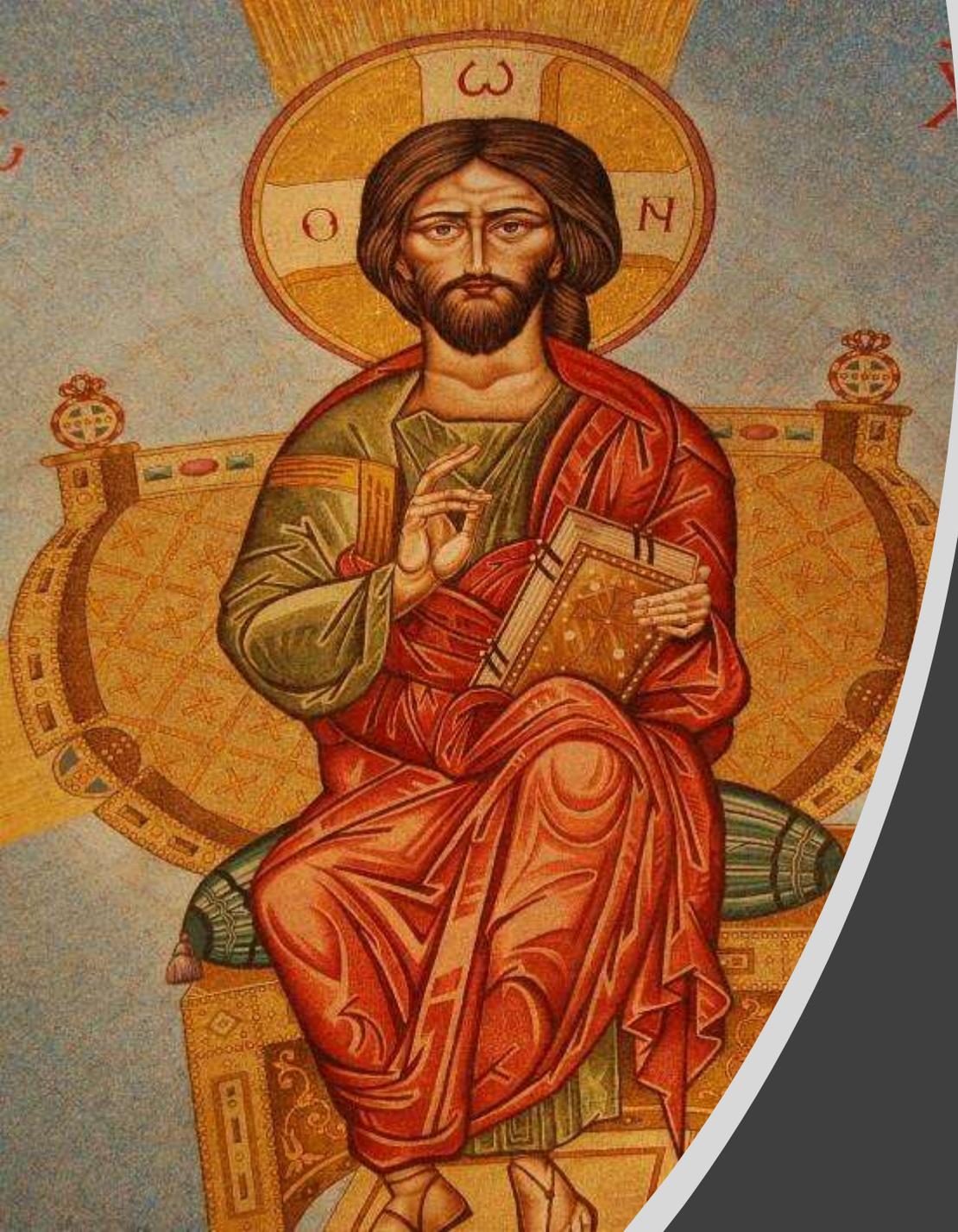


**You Were NOT
Called to
Lead a Parish
or Ministry**

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



...are You Here?

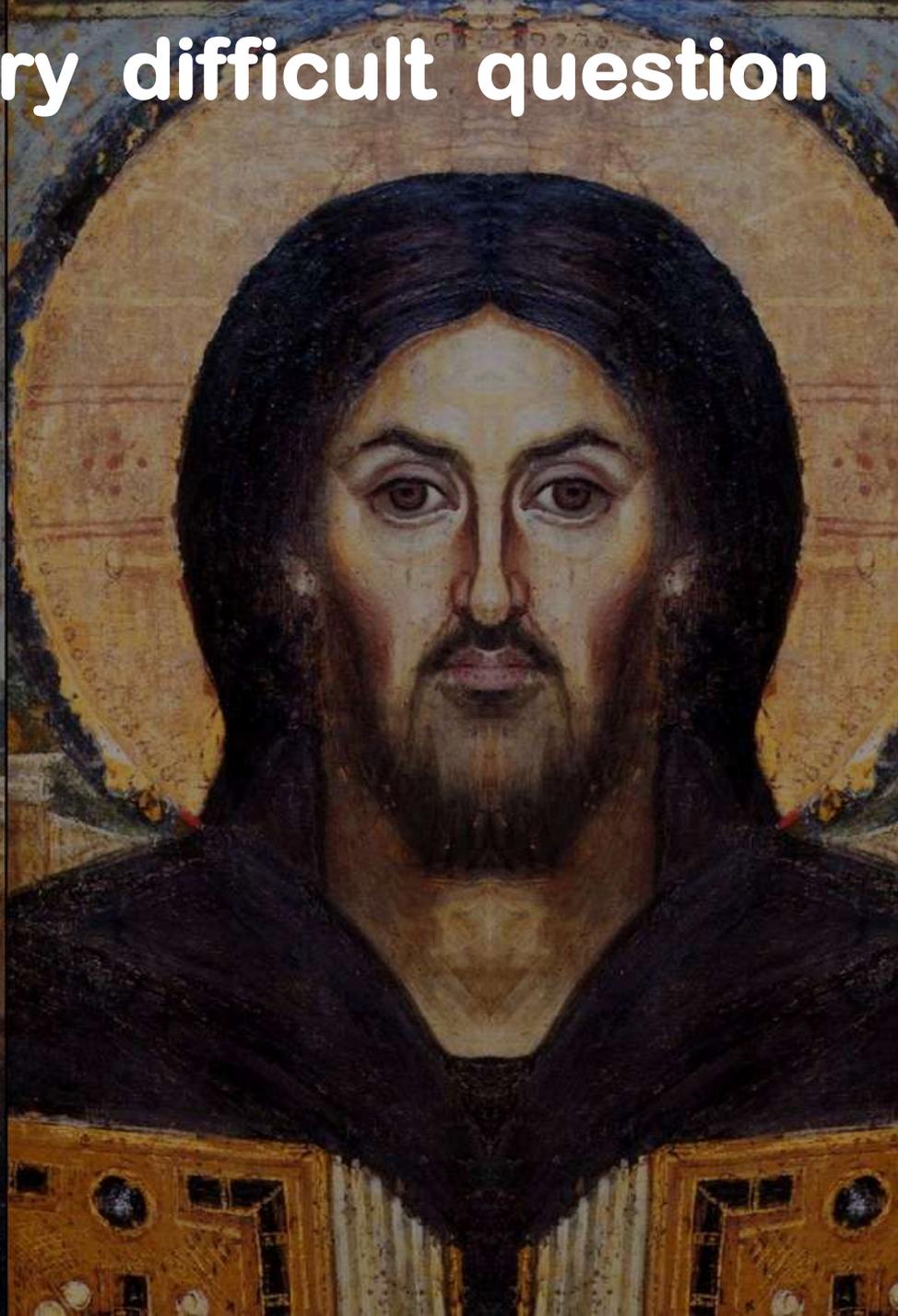
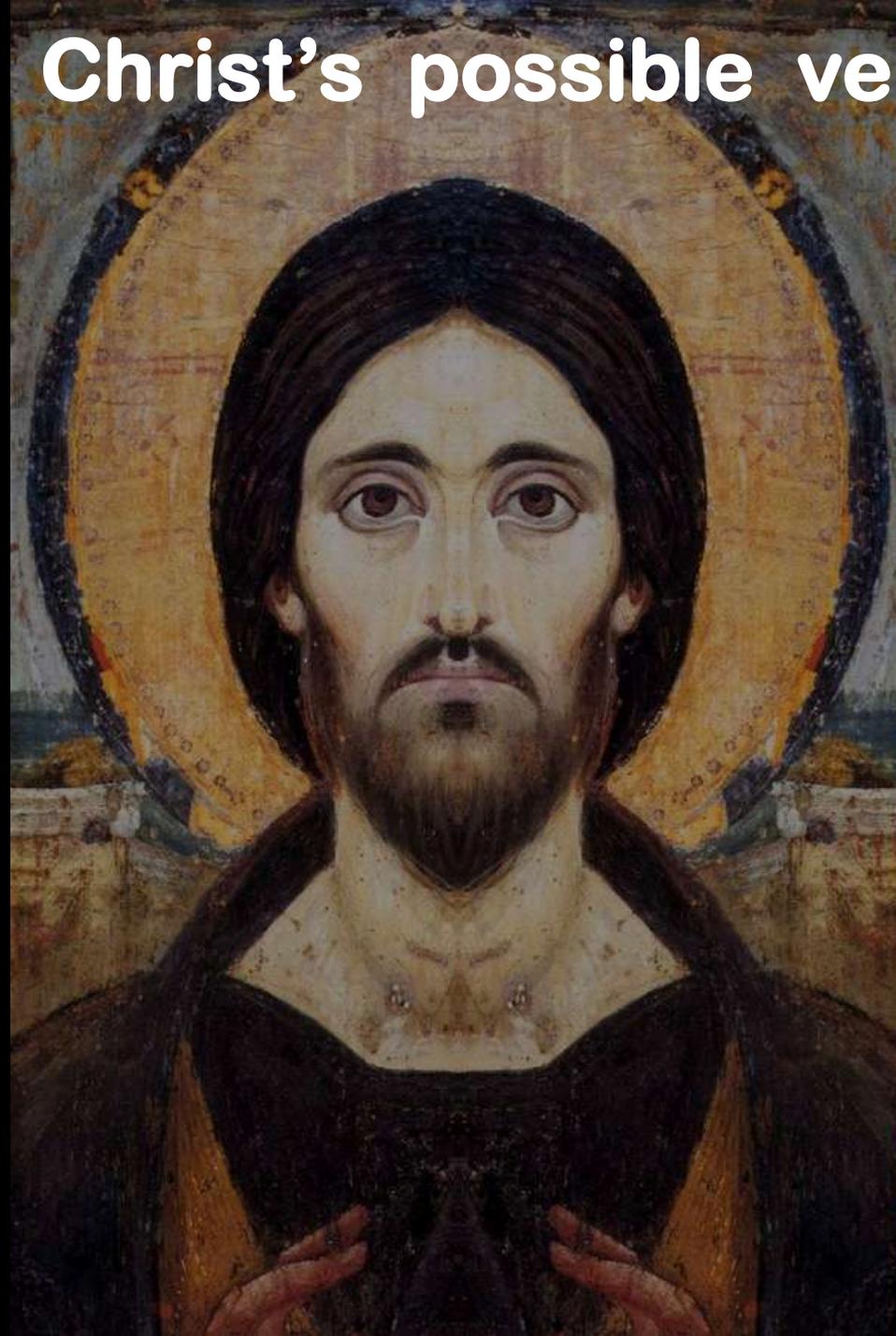


“That the end of our lives may be Christian, without pain, blameless and peaceful...

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

II Corinthians 5:10
Divine Liturgy

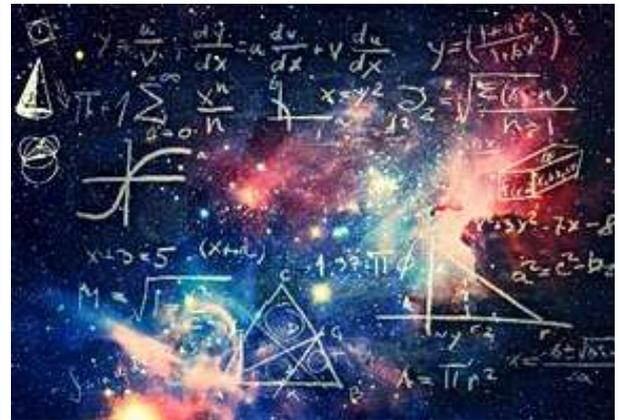
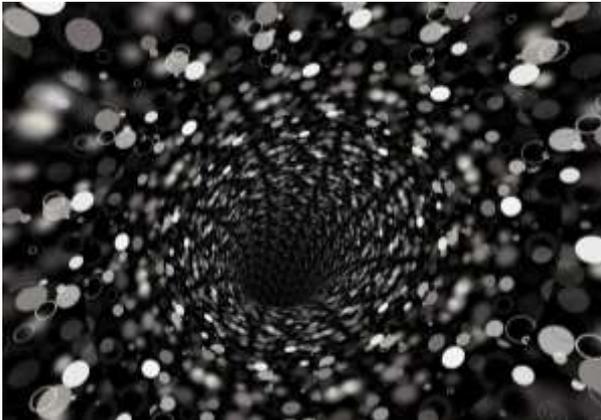
Christ's possible very difficult question



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

... given all
the gifts I
gave you?





Are you living too

small?

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



**IN GOD
WE TRUST
ALL OTHERS
MUST BRING
DATA**



My early graduation gift to you.



A Roadmap for American Churches and People of Faith: W.W.J.D. (What Would Jesus Do?)

Preface and

Chapters 1-2:

Setting the stage and relevant facts, figures and data



Chapters 3-5 & 8:
Leadership Best Practices



Chapter 7:

Strategic Planning



Chapters 9-11:
Stewardship & Engagement Best Practices

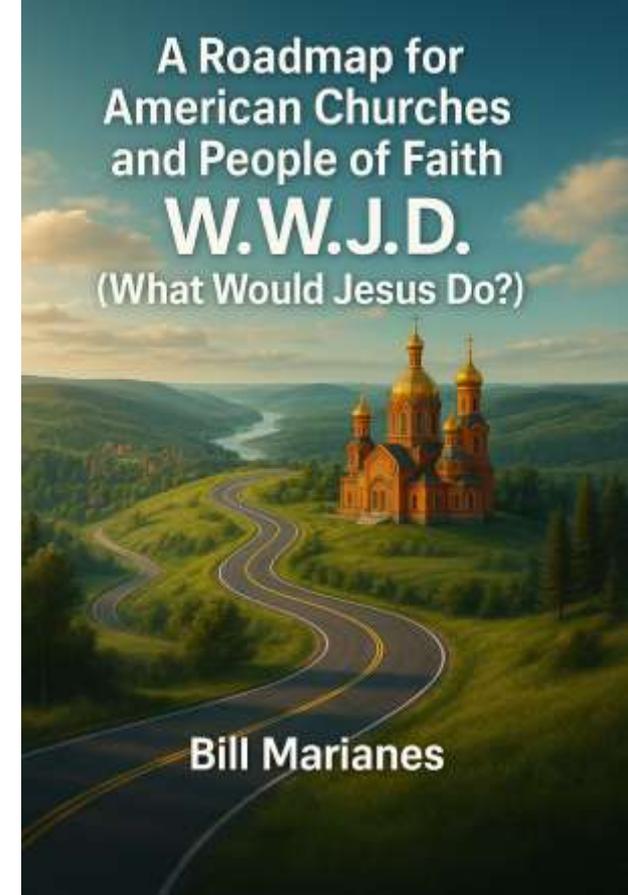


Chapters 12 & 14:

Spiritual Formation, Religious Education Best Practices, and Seminary Strategic Foresight



Chapters 15-18:
Oneness in Christ, Orthodox Unity in America, Orthodox / Roman Catholic Unity, Conclusion



<https://stewardshipcalling.com/a-roadmap-for-american-churches-and-people-of-faith-w-w-j-d-what-would-jesus-do/>

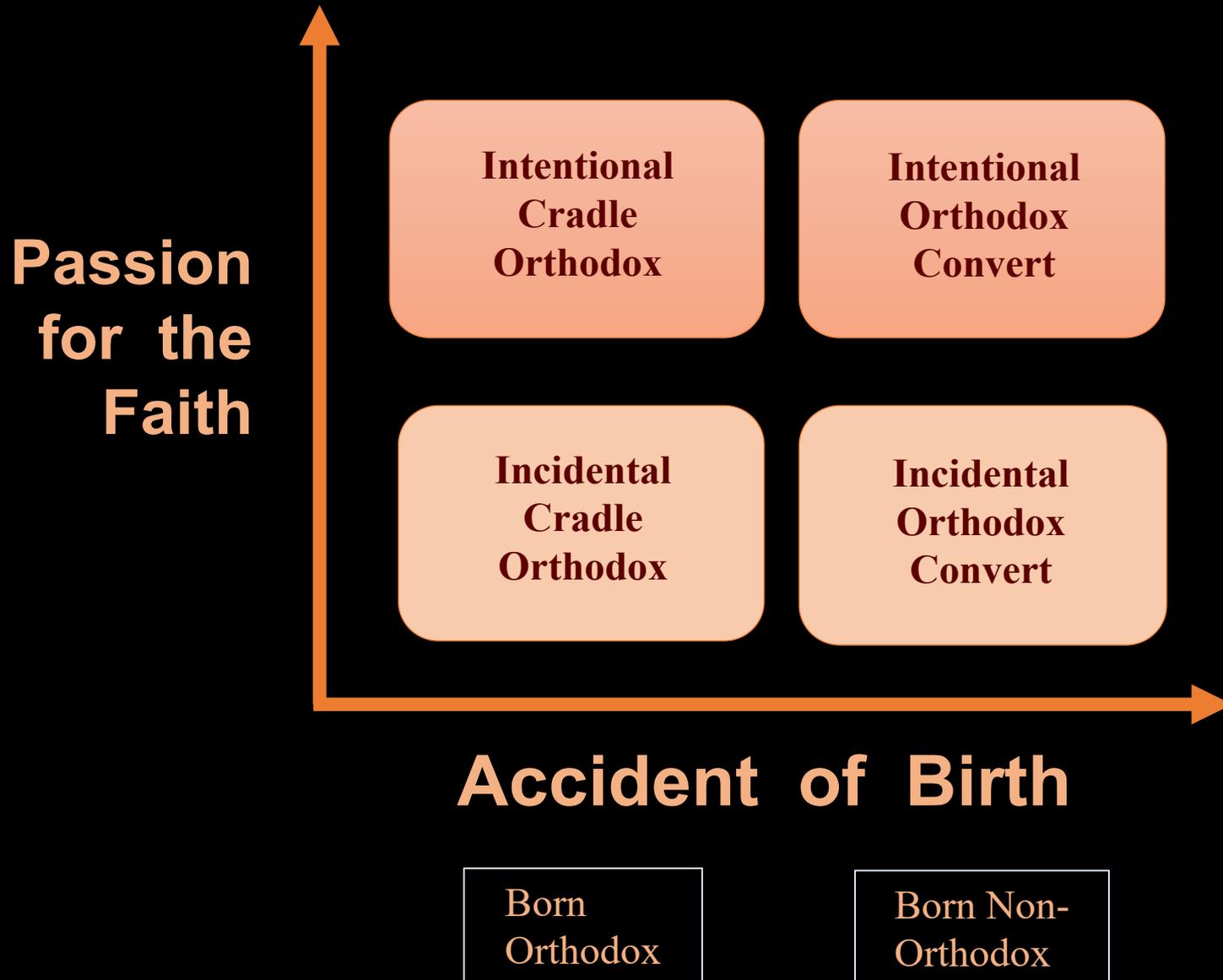


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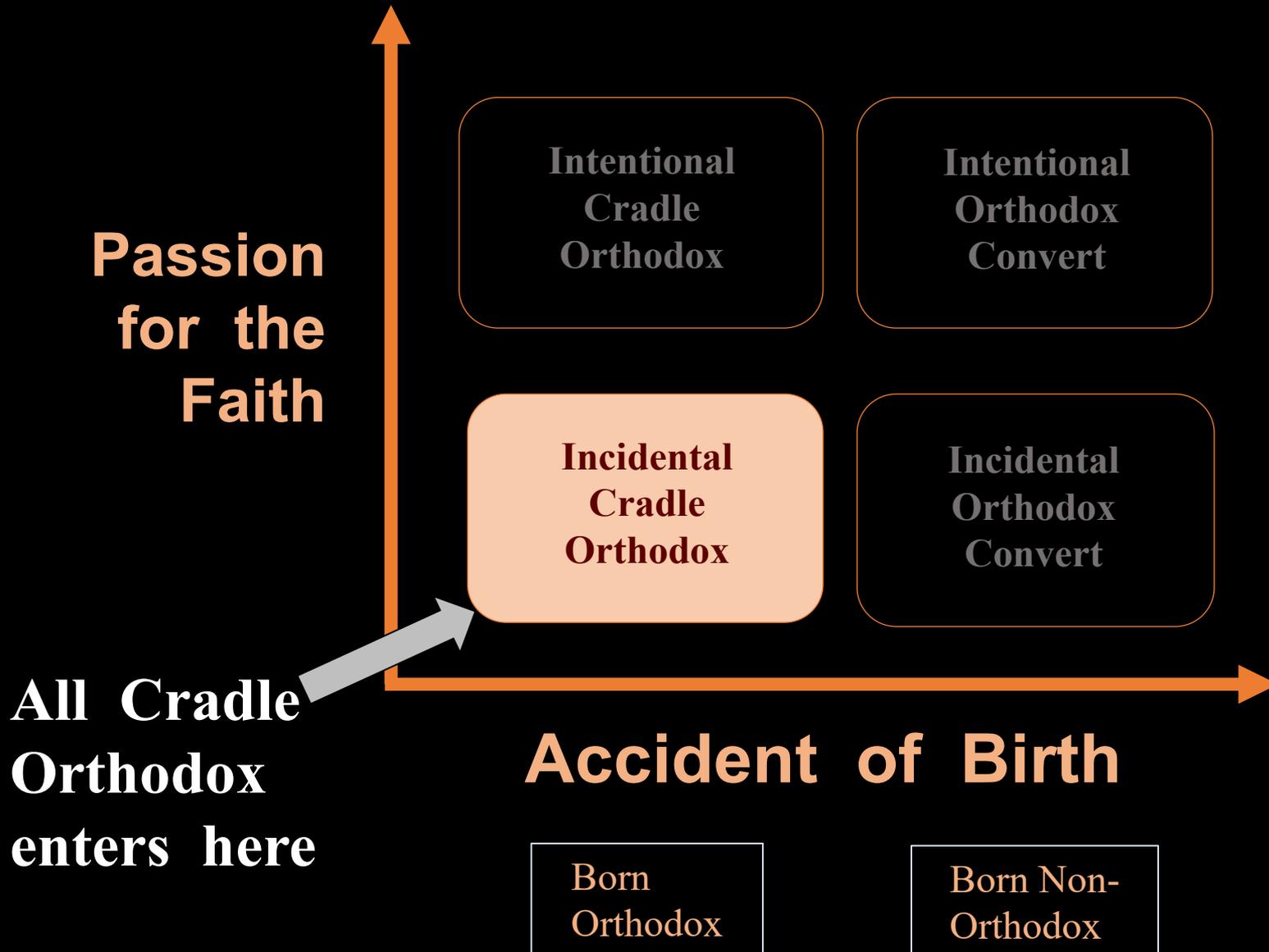
The Orthodox Church Demographic Makeup Has Changed Significantly Over The Last 15 Years



4 Kinds of U.S. Orthodox Christians



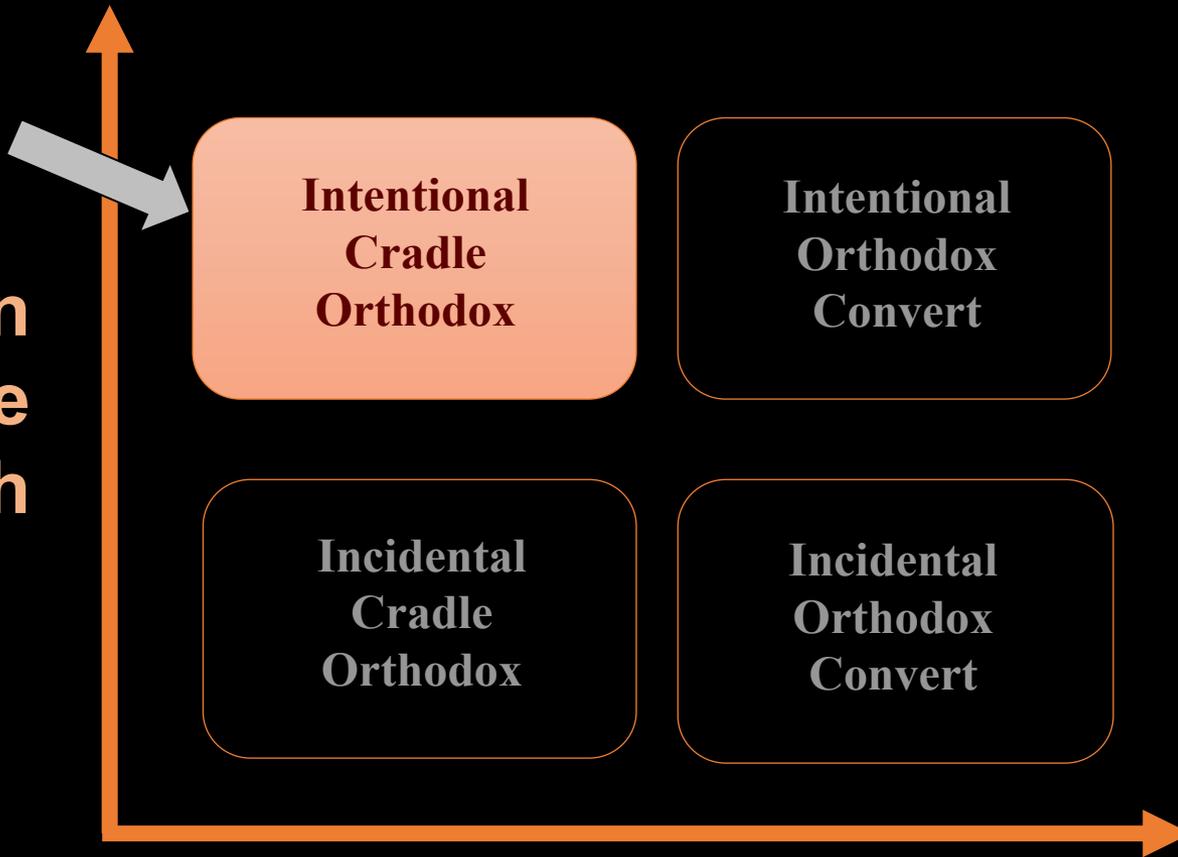
4 Kinds of U.S. Orthodox Christians



4 Kinds of U.S. Orthodox Christians

Kids of
converts &
few Cradle
Orthodox

Passion
for the
Faith

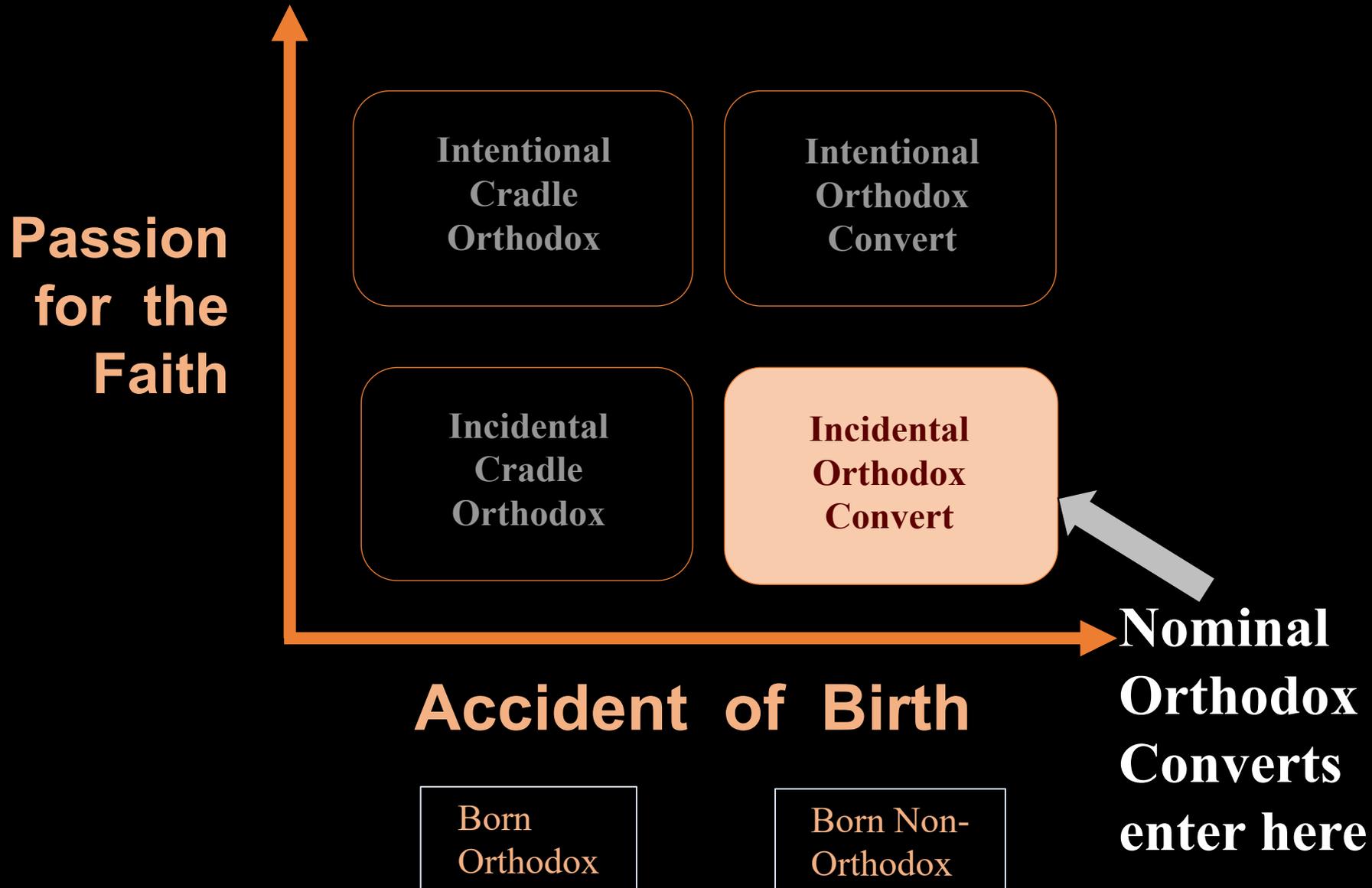


Accident of Birth

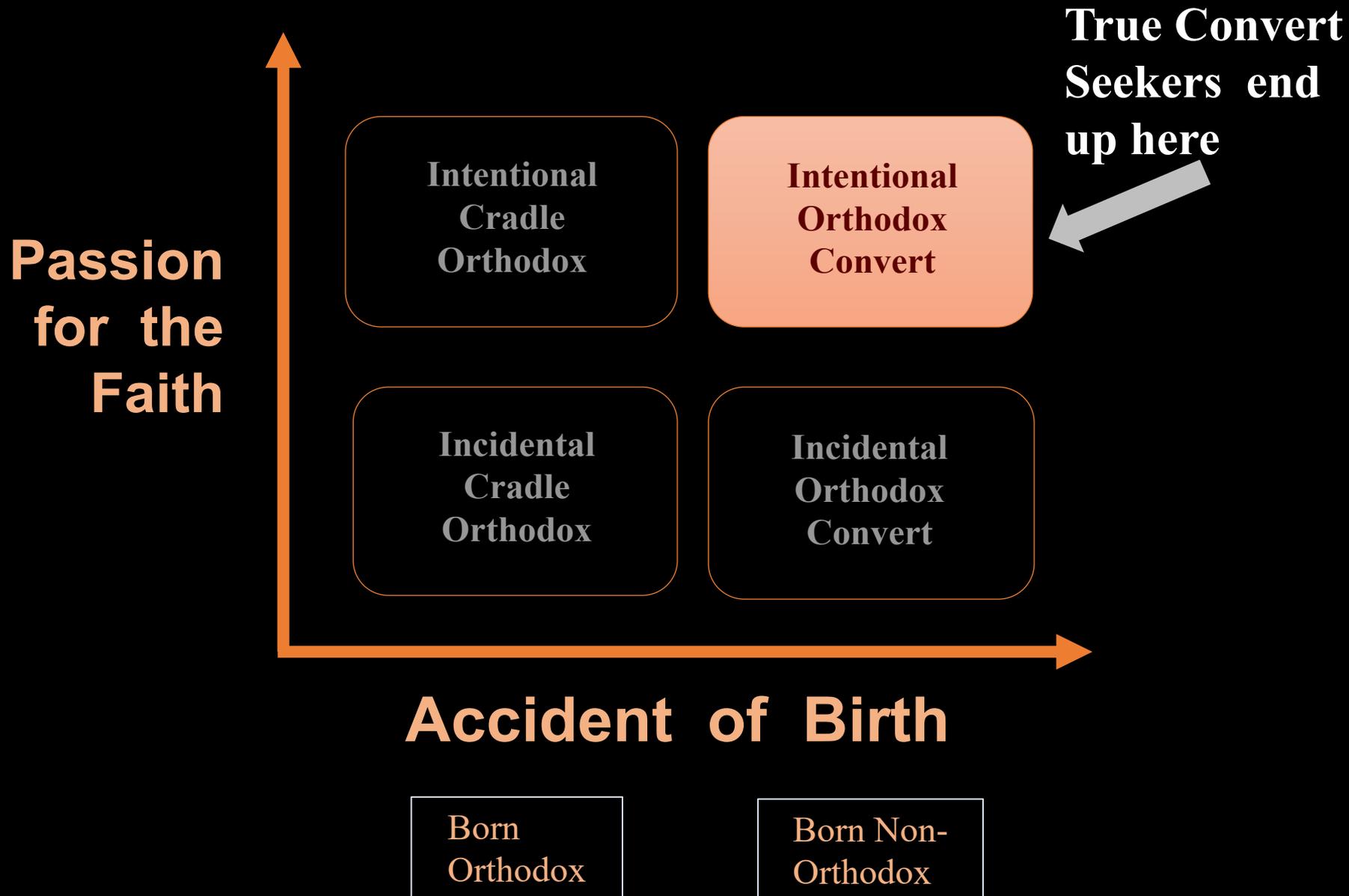
Born
Orthodox

Born Non-
Orthodox

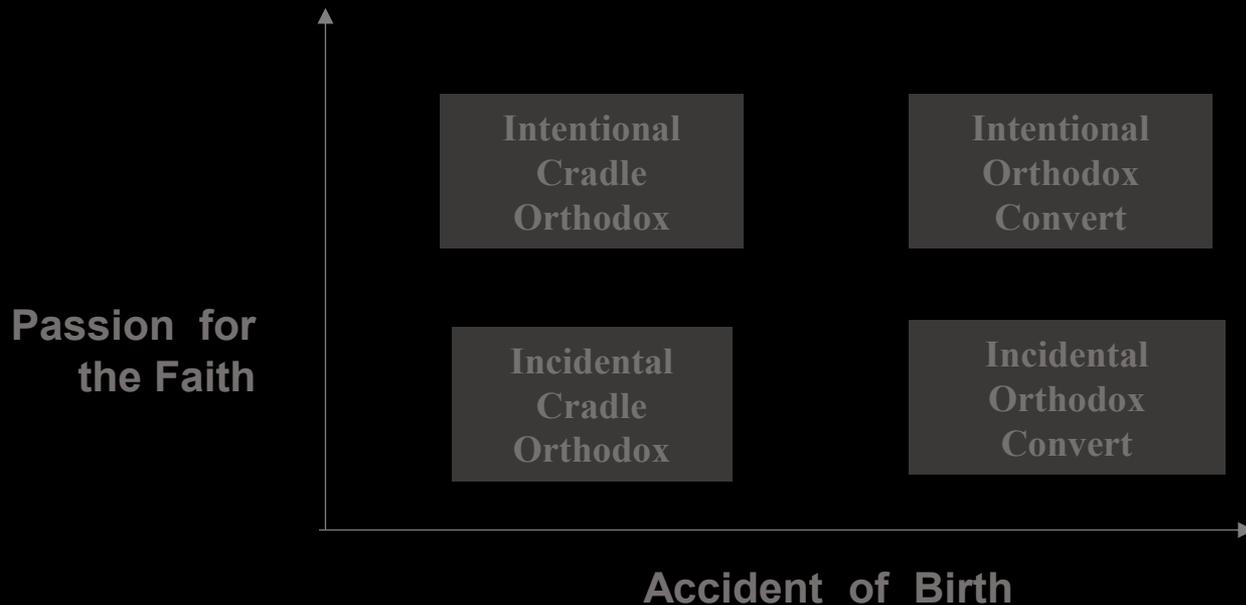
4 Kinds of U.S. Orthodox Christians



4 Kinds of U.S. Orthodox Christians



We now need 4 different strategies to effectively reach all of our different parishioners

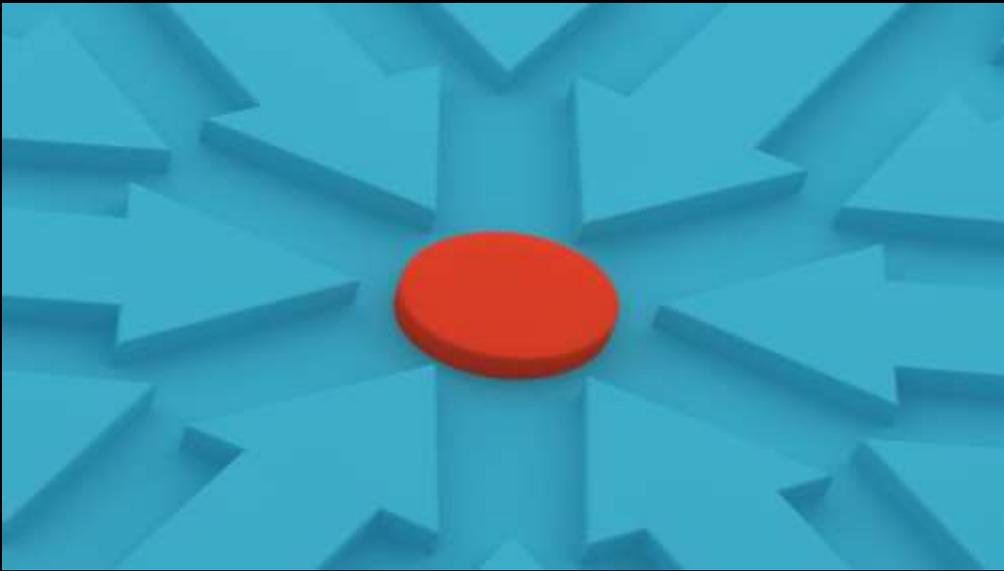


There is
never only
one way
to get
where you
want to
go.





AUDIENCE PARTICIPATION TIME!



**Define
Leadership**

**Define
Management**



The Leadership Management / Dichotomy

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A group of business professionals are silhouetted against a bright window, sitting around a table. The word "Leadership" is written in large white letters across the center of the image. The scene is set during sunset or sunrise, with the light creating a strong glow behind the people.

Leadership

(n) the act of guiding and directing people or organization

**“Every parish
problem is a
leadership
problem.”**



**“... if you think you
have a problem other
than leadership,
think again.”**



“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.”

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



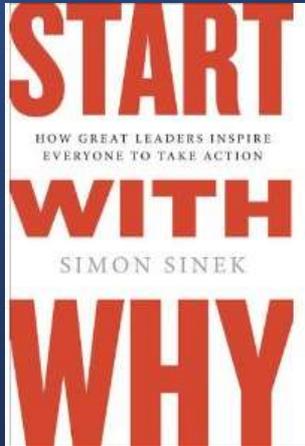
3. Challenge the Process – ask questions, experiment, and test the unknown



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



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.”**

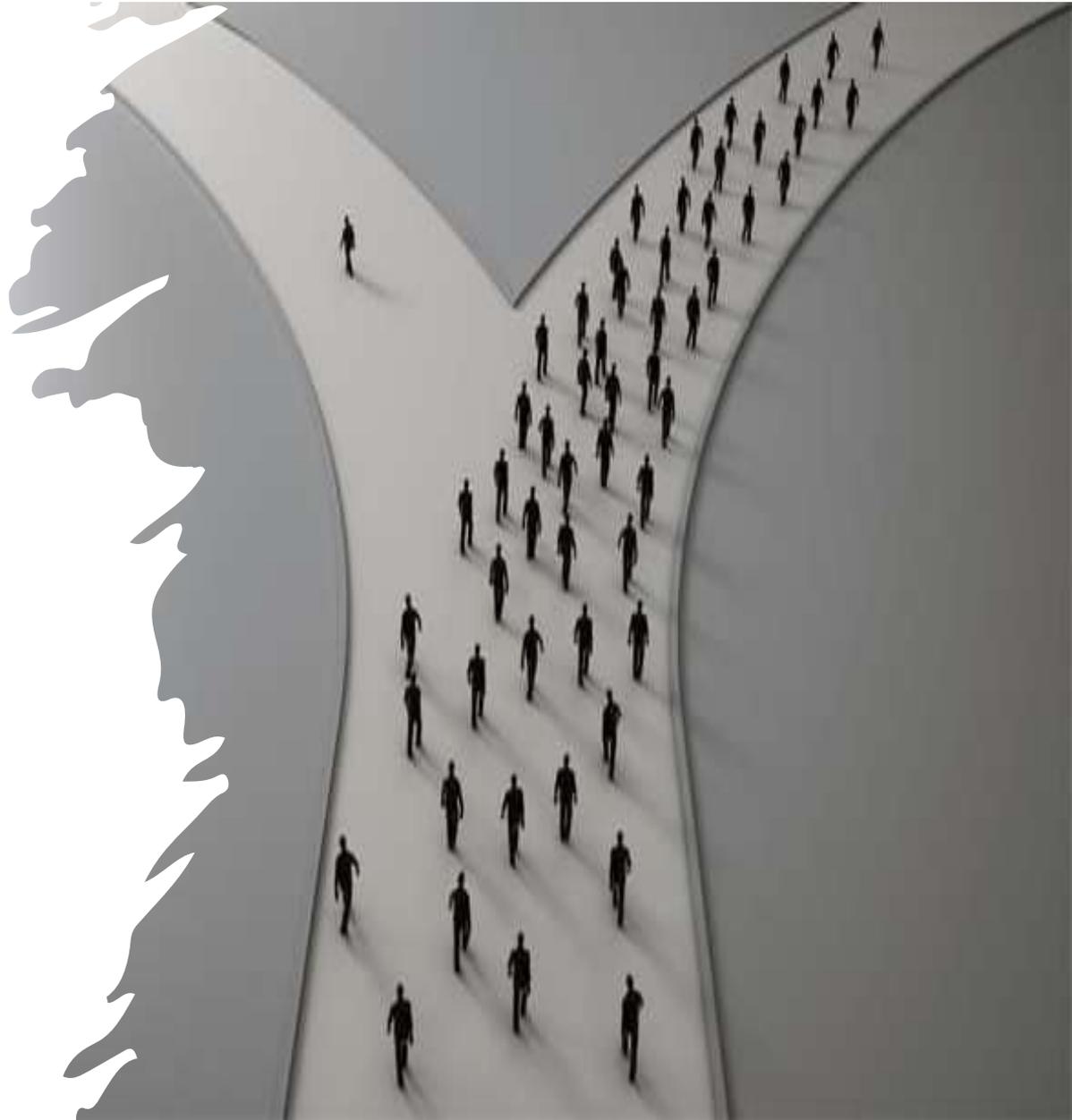
~ **“Those who lead, inspire us to follow them.”**

~ **“We follow those who lead, not for them, but for ourselves.”**

**“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.”**



You Don't Need A Title To Lead



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

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%



AUDIENCE PARTICIPATION TIME!

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

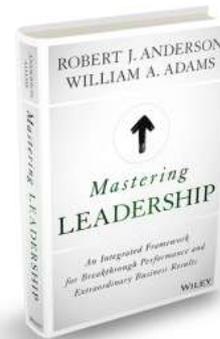
Entropy

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

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

- ~ 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

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 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.

The Magic of Engagement



The Big Idea

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GROWING — AN — ENGAGED CHURCH

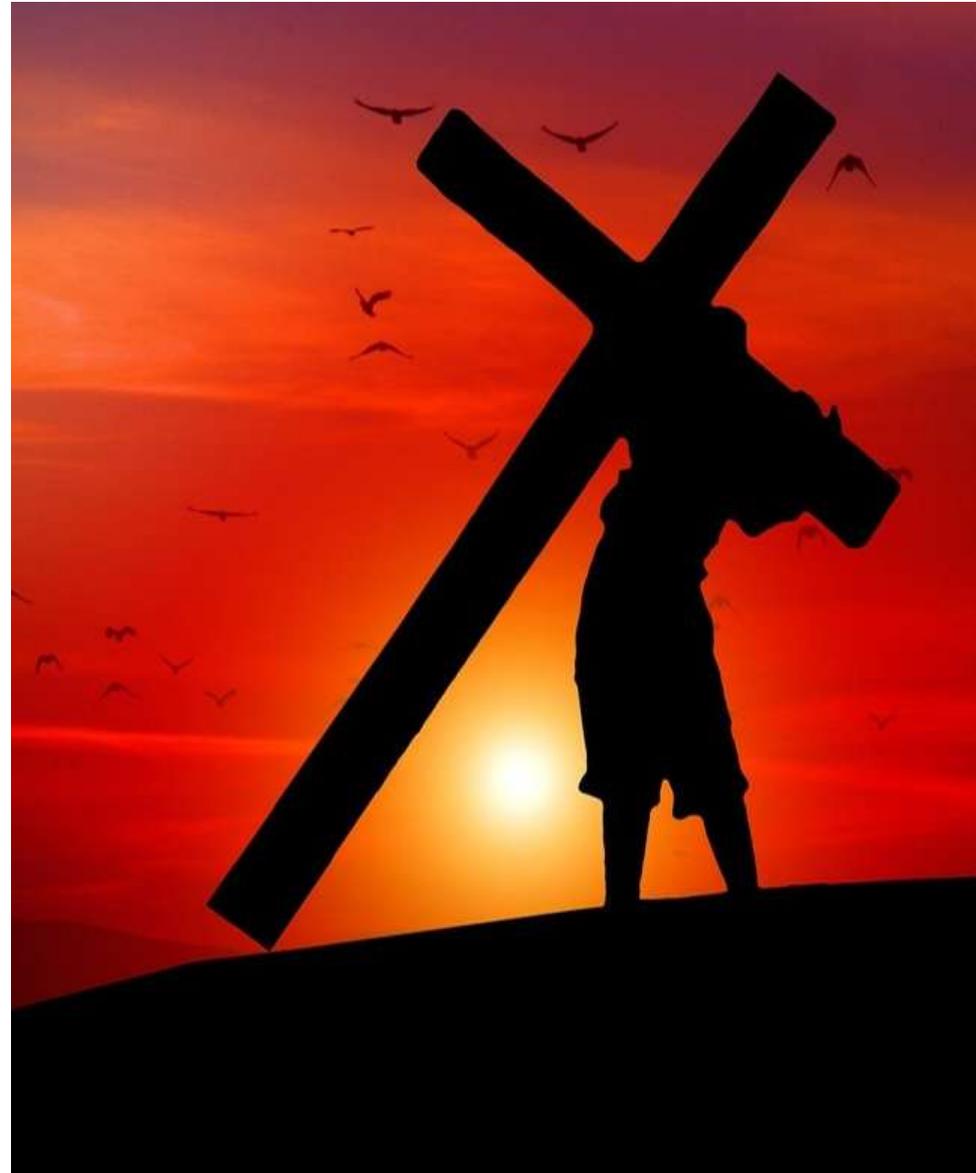
HOW TO STOP
"DOING CHURCH" AND START
BEING
THE CHURCH AGAIN

ALBERT L. WINSEMAN

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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



W²

**“Own the
Watch, and
you will
own the
Wallet.”**



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



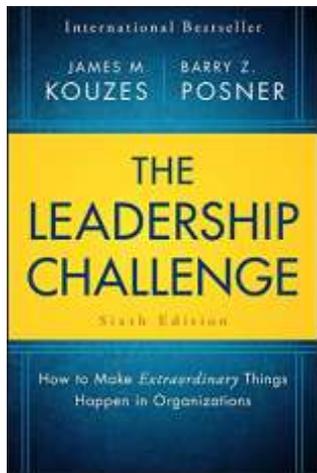
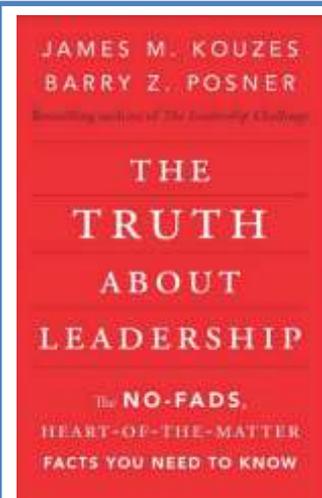


How much members give...
How many hours they volunteer...
How often they invite others...
...is more dependent on **engagement** than on
any other factor.”

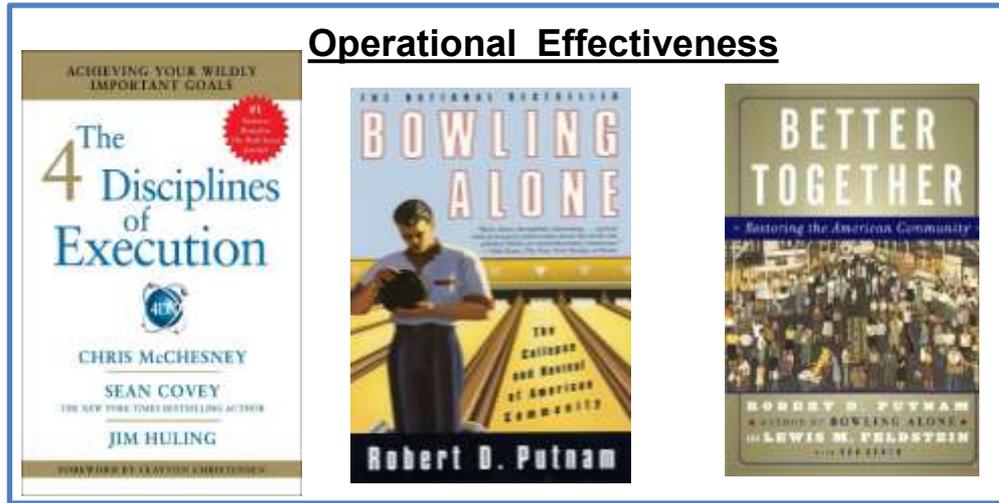
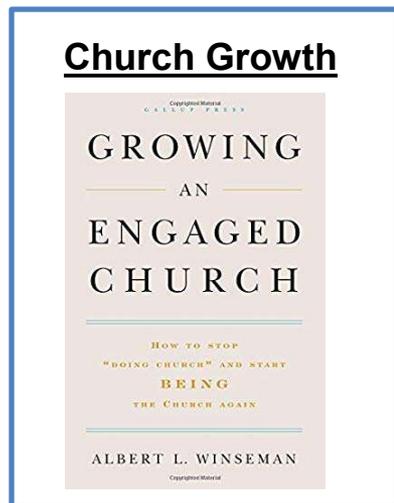
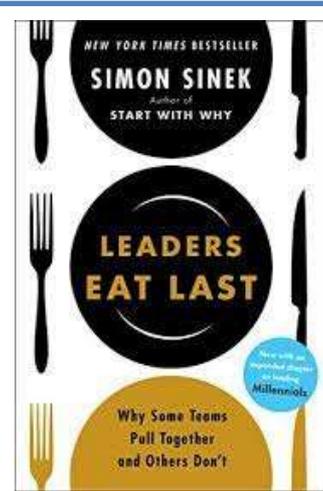
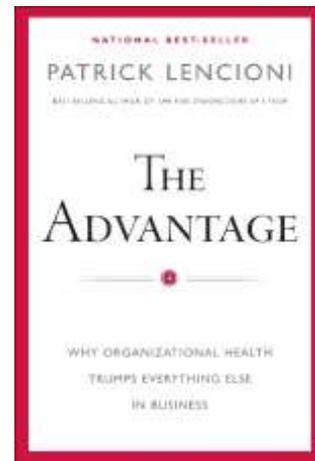
Church Engagement

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

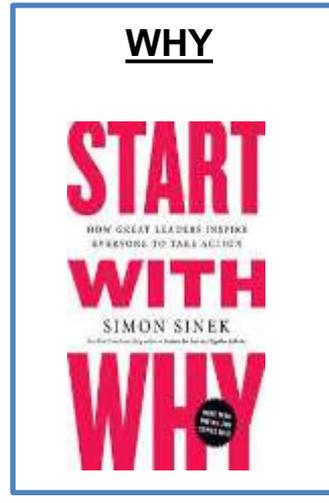
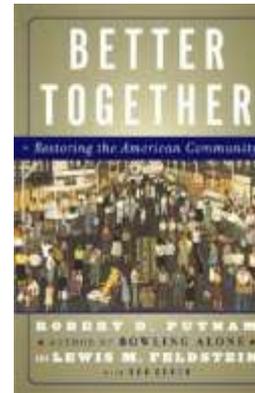
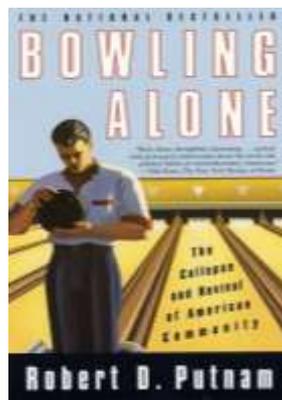




Leadership



Operational Effectiveness



WHY

A Roadmap for American Churches and People of Faith: W.W.J.D. (What Would Jesus Do?)

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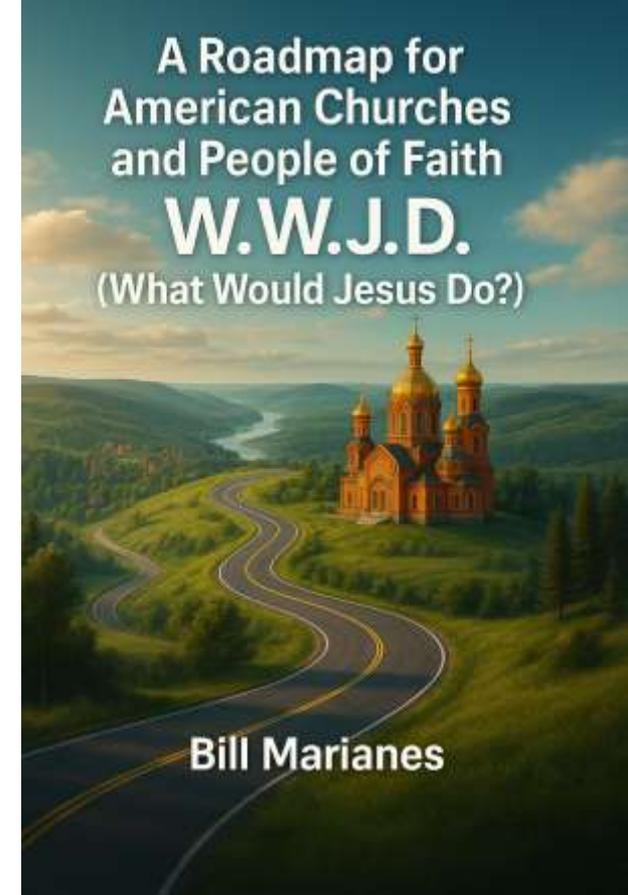


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KEYNOTES & LEADERSHIP RESOURCES

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

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Stewardship Calling Presentations Page





QUESTIONS
ANSWERED
HERE
EVEN THE
SILLY ONES

Any Questions?

***Leadership &
Administration
2025***

Part 1

***Church Leadership
Foundations***