

# *Parish Orthodox Leadership Training*

*December 10 & 15, 2025*

## Leadership

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



**Your job is not to change the world.**



**Your job is to change  
somebody's world!**

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

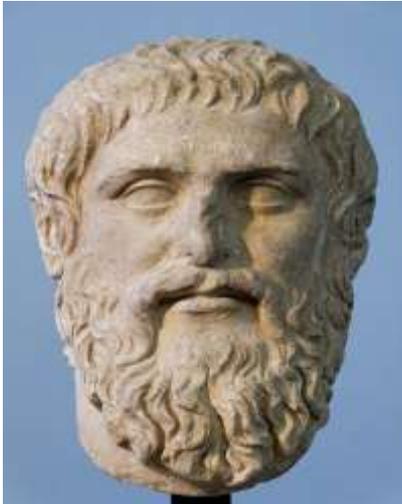


**“... if you think you have a problem other than leadership, think again.”**

(Marianes, 2025)

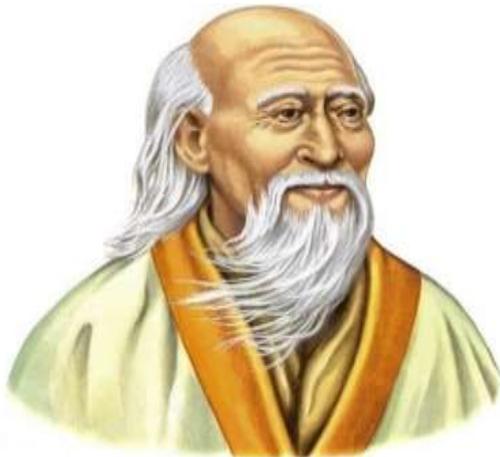
**“There is nothing permanent except change.”**

Heraclitus



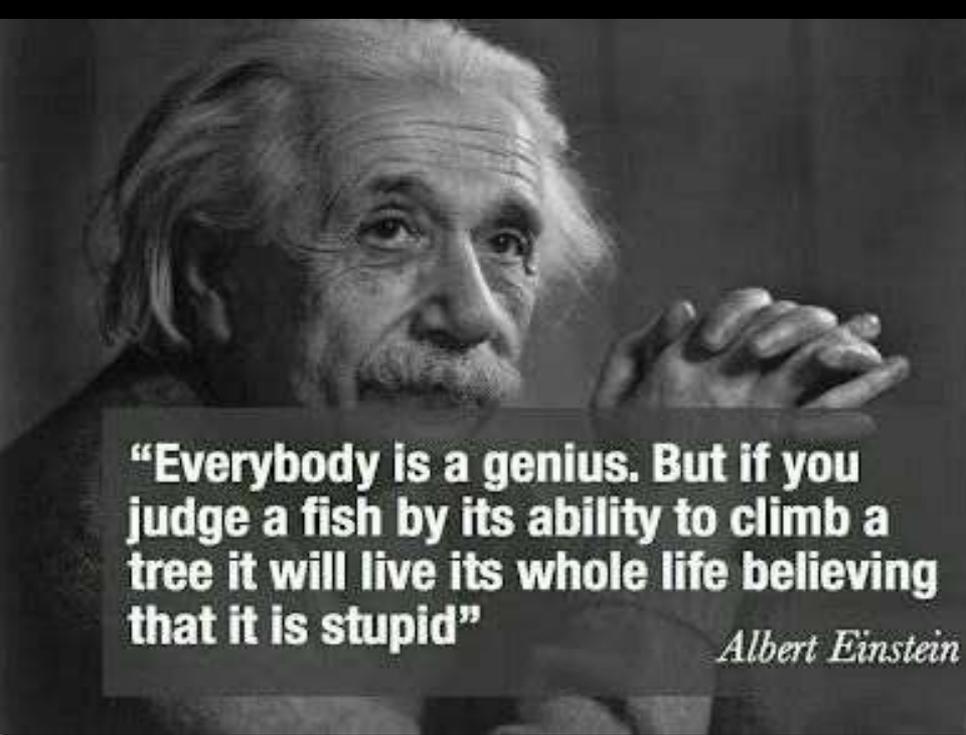
**“To improve is to change; to be perfect is to change often.”**

Winston Churchill



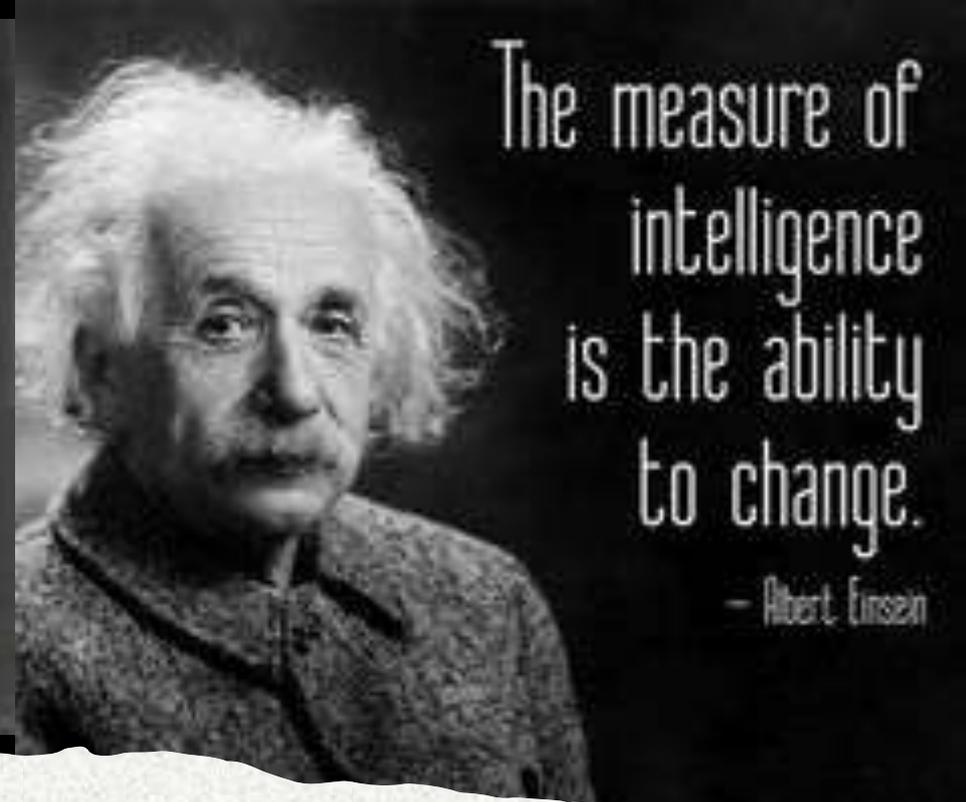
**“If you do not change direction, you may end up where you are heading.”**

Lao Tzu



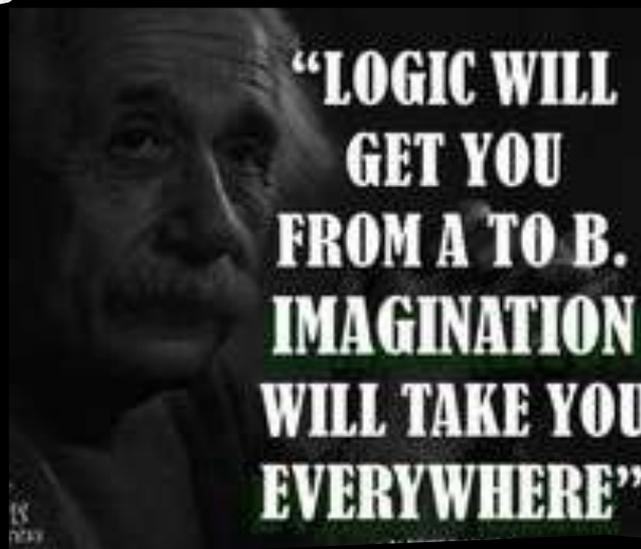
**“Everybody is a genius. But if you judge a fish by its ability to climb a tree it will live its whole life believing that it is stupid”**

*Albert Einstein*



The measure of intelligence is the ability to change.

— Albert Einstein



**“LOGIC WILL GET YOU FROM A TO B. IMAGINATION WILL TAKE YOU EVERYWHERE”**

“The domain of  
the Leader is the



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The work of the  
leader is  
change.”



(Kouzes and Posner, 2017)

# 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



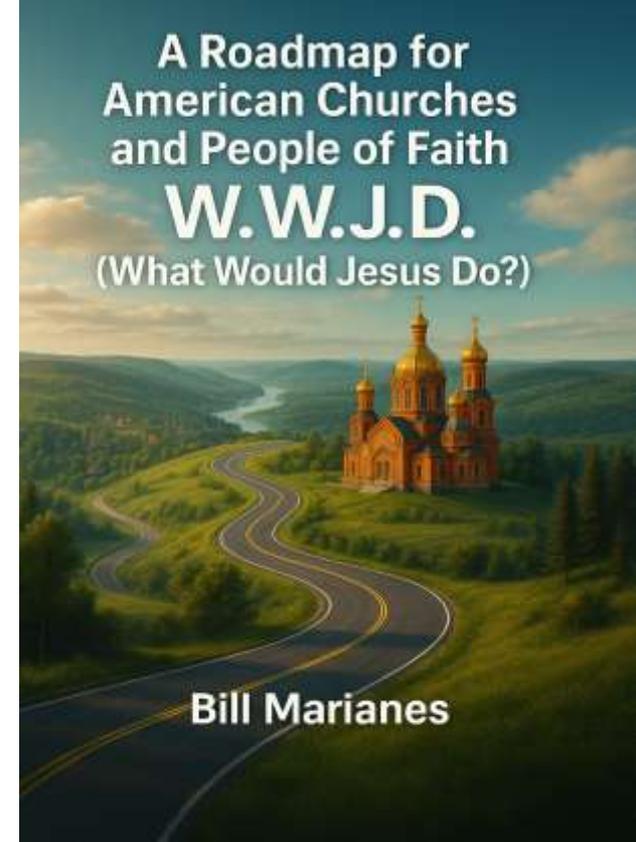
Chapters 9-11:  
Stewardship & Engagement Best Practices



Chapters 12 & 14:  
Spiritual Formation, Religious Education Best Practices, & Seminary Strategic Foresight



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



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

Bill Marianes

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



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

For comprehensive and discussion of Servant leadership with practical examples you can implement, see

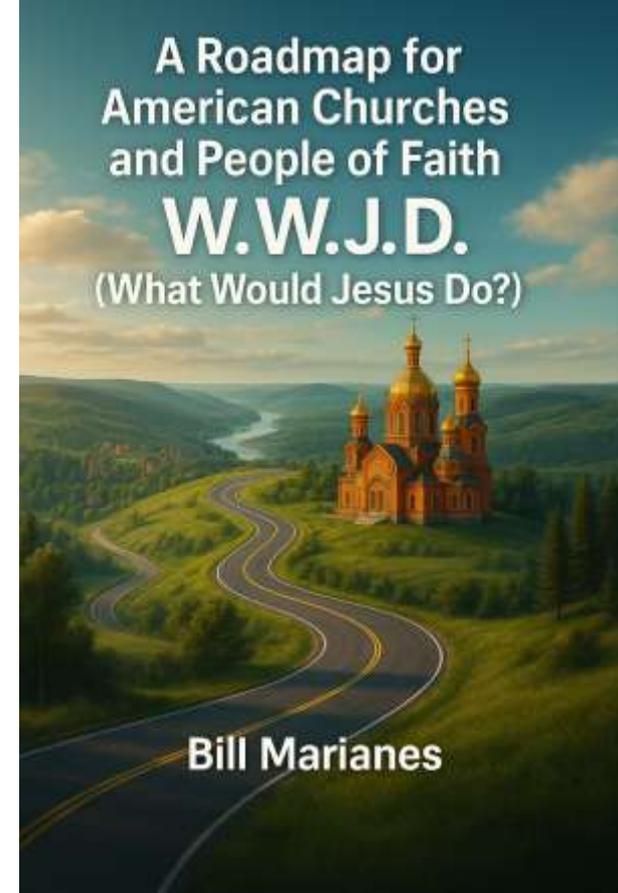


Chapters 3-5 & 8:  
**Leadership Best Practices** (pages 37-252)



Chapter 7: **Strategic Planning** (pages 114-237)

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



[Download This Presentation:](#)

[Stewardship  
Calling.com](https://stewardshipcalling.com)

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



**Keynotes &  
Leadership Tab**

**2025 Metropolis  
of Boston Parish  
Council, Clergy  
and Parish  
Ministry  
Leadership  
Presentation**



<https://stewardshipcalling.com/leadership/>

- ~ **Becoming a better Christ-centered Servant Leader**
- ~ **Re-organizing our parish leadership approaches to be more effective**
- ~ **Having more effective and productive Parish Council and General Assembly meetings**
- ~ **Knowing my legal and other Parish Council duties**
- ~ **Determining where our Parish will be in the future**
- ~ **All can be AOK**

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# The Icon Poster for Servant Leadership

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John 13:1-5

# 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



VISION

TEAM

COURAGE

HUMILITY

TRUST

LOVE

# Orthodox Building Blocks of Servant Leadership

# 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

# 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%

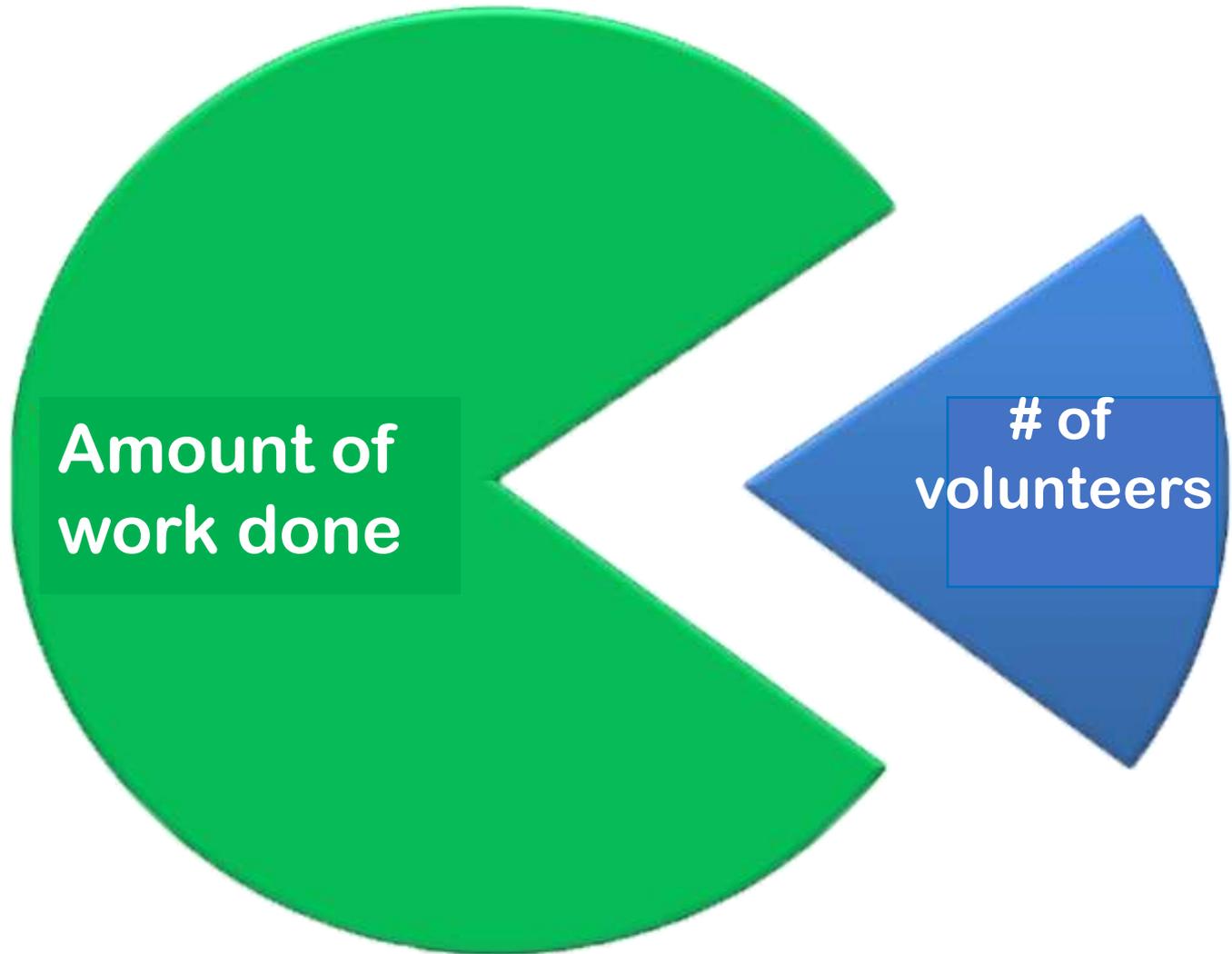
Independent = 6%

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# The 80 / 20 Rule

## P A R E T O   P R I N C I P L E



# To Prove Pareto Wrong

1. Clarify and enculturate your WHY
2. Train all leaders to be effective servant leaders
3. Have clearly defined roles, duties, and expectations (including time commitments)
4. Overcommunicate roles, duties, and expectations
5. Provide mentoring and guidance
6. Manage the results and not processes
7. Hold people/groups/leaders accountable, and help them to succeed
8. Overcommunicate the impact of ministries and the parish
9. Focus on succession planning

# Patrick Lencioni's True "Team Player" Dream Team Member

## ~ Humble:

- not arrogant or ego-driven, would rather share credit and experiences with others
- humility isn't lack of confidence

## ~ Hungry

- strong work ethic and not easily satisfied
- they won't do the bare minimum and go above and beyond

## ~ Smart

- emotionally smart with common sense around people
- can read the room
- thinks about how words and actions affect others and is aware of their impact on people



“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.”

# An Unknown Church Leader Who Changed Christian History



Mordecai Ham in 1934 preached a powerful “love of God” standing room only tent revival in Charlotte, N.C.

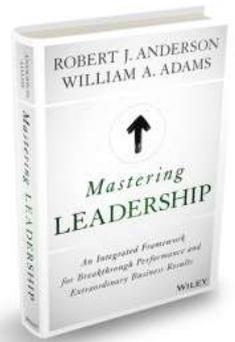
Two 14-year-old boys were turned away because there were no seats, until an **unknown usher** chased after and said he’d find them a seat.

That night, Grady Wilson and his friend were so moved they gave their life to Christ.

Who changed history?



# Mastering Leadership<sup>1</sup>



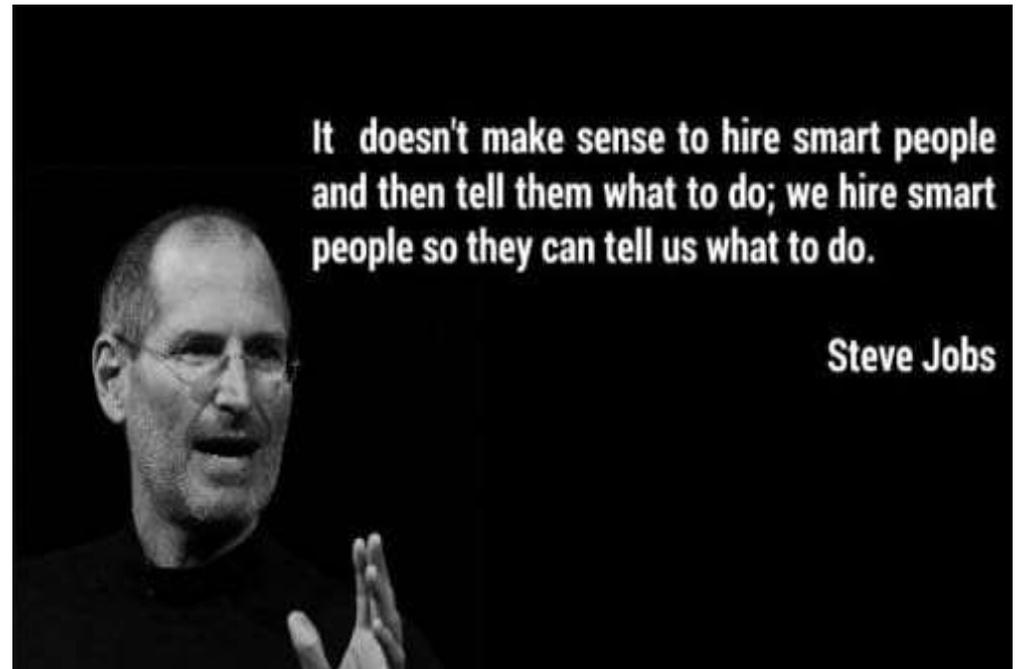
## “Four universal promises of leadership:

- 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”**

# Leadership Don'ts - 101

## DO NOT

**Micromanage day-to-day parish or ministry operations if you expect talented people to work for the Parish**

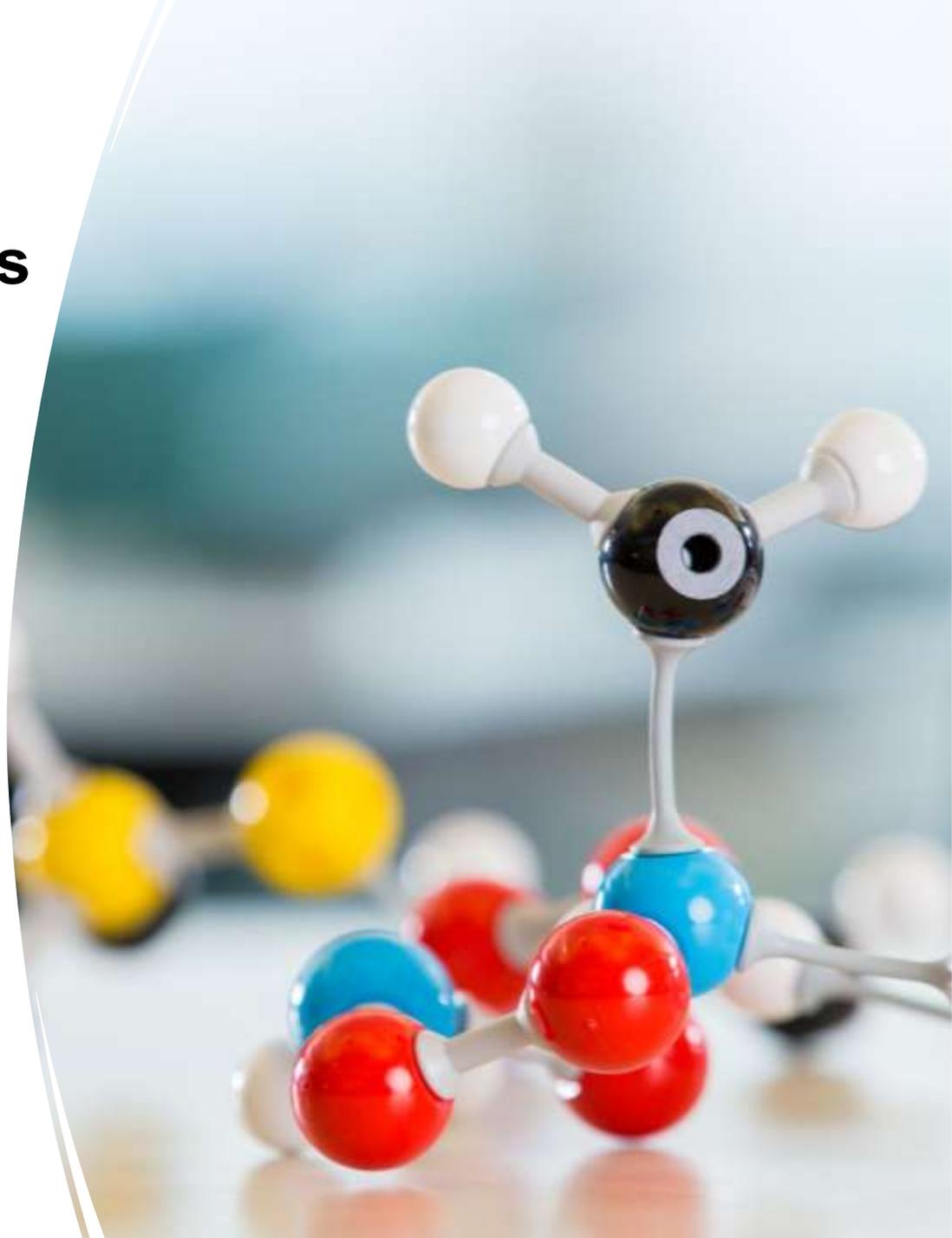


**“Manage the RESULTS not the PROCESSES”**

**The GOA Parish  
Council model was  
invented in the 1950's**

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**Can you name  
any effective  
U.S. entity  
using the  
same  
operational  
model for 70  
years?**



A 3D rendering of a council of ministers. The scene features a large, light gray oval table surrounded by 24 blue, stylized human figures seated in chairs. The figures are arranged in a circle, facing inward. The background is a plain, light gray surface. The text "Council of Ministries" is centered on the table in a large, white, sans-serif font.

# 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.**

# Create a Parish Ministry Handbook

1. Have a page for every Ministry
2. Included a simple 2-paragraph summary of WHY it exists, what it does, and some significant accomplishments
3. List Ministry Co-Chairs, and their contact information
4. Include pictures of the Ministry in action

See examples: <https://stewardshipcalling.com/stewardship-ministry-handbooks/>



# TRAINING



Great people in  
poorly designed  
organizations fail.



- ~ Becoming a better Christ-centered Servant Leader
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- ~ **Having more effective and productive Parish Council and General Assembly meetings**
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- ~ AI can be AOK



The background image shows a meeting room with several people seated at long tables. They appear to be working on laptops. The room has bookshelves on the left and a whiteboard or screen in the background. The overall scene is dimly lit and slightly out of focus, emphasizing the overlaid text.

# More Productive Parish Council Meeting

# 1. Preparation Phase (Before the Meeting)

- a) **Set Clear Objectives:** what must be decided/ accomplished
- b) **Distribute Materials Early:** Agenda, previous meeting minutes, and all reports (finance, ministry updates, proposals) delivered at least **3-5 days** in advance to ensure members arrive informed
- c) **Keep Agenda Focused:** Prioritize strategic topics and decisions. Leave informational updates to written reports
- d) **Confirm Attendance:** Ensure a quorum and key guests are present
- e) **Establish Time Limits:** Assign a specific, realistic time limit for every single agenda item

## **2. Execution Phase (During the Meeting)**

- a) Start and End on Time: Respect everyone's time by strictly adhering to the schedule.**
- b) Focus on Decisions: Use a **Consent Agenda** for routine, non-controversial items (like minutes, minor report approvals). Address the strategic, decision-heavy topics first, when minds are freshest.**
- c) Facilitate, Don't Dominate: President guides discussion, keeps it focused, enforce time limits, and ensure all voices are heard (especially dissenting ones).**
- d) Decide by Consensus: No votes unless legally necessary.**
- e) Capture Action Items: Clearly record who is responsible for what action and by when (W.W.W. = Who, What When).**

### **3. Follow-Up Phase (After the Meeting)**

- a) Distribute Minutes Promptly: Send draft minutes, including a clear list of all **Action Items**, within **24-48 hours**.**
  
- b) Monitor Progress: The President or designated staff member should follow up with action item owners before the next meeting to ensure progress.**
  
- c) Evaluate: Briefly assess the meeting process (e.g., "Were we prepared? Did we stay on time?") to continuously improve future meetings.**

# Sample Parish Council Agenda

1. **PRIEST:** Opening Prayer & Clergy theological reflection/education
2. **PRESIDENT:** Updates only major information from last meeting
3. **STRATEGIC MATTERS:** Update of Strategic Plan implementation or other key strategic initiatives
4. **APPROVALS:** Any “major” decisions requiring PC approval
5. **MINISTRY UPDATES:** Each PC member updates on any critical initiatives in the Ministry they are a liaison to in Council of Ministry
6. **TREASURER:** Identifies only significant financial items from parish financial dashboard requiring attention (everyone has financials)
7. **CONSENTS:** Consent acceptance of minutes (or corrections) and other re-circulated reports unless there is a question
8. **REVIEW:** Action Items for next meeting are reviewed
9. **CLOSING PRAYER**



# Recommended Parish Financial Dashboard

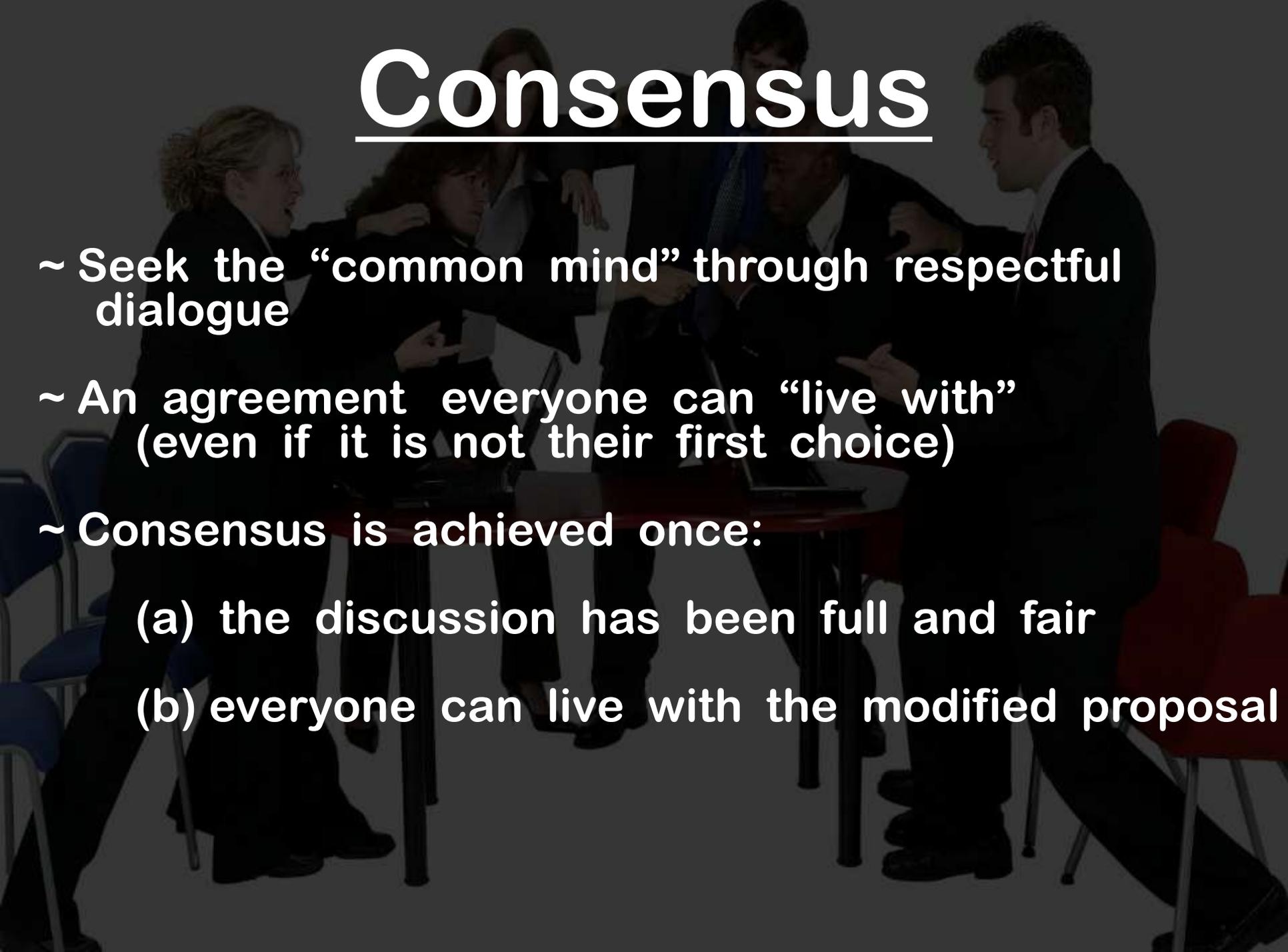
Item	2024	2023	2022
Total Income	\$386,943	\$450,304	\$412,484
Total Stewardship Income	\$134,094	\$138,805	\$118,725
Total Expenses	\$426,659	\$426,990	\$408,295
Net Income or Loss	-\$39,716	\$ 23,314	\$4,190
% of Expenses Covered by Stewardship	31%	33%	29%
Number of Stewards	273	294	273
Median Stewardship Pledge	\$350	\$ 300	\$300

Item	2024	2023	2022
Total Expenses invested in Parish Chosen charities and Ministries	\$14,940	\$22,001	\$11,848
& of Total Expenses invested in Parish Chosen charities and Ministries	4%	5%	3%
Proxy Tithe Analysis	0.5%	0.4%	0.4%
% of <u>stewards</u> income from top 10 stewards	15%	16%	15%
% of <u>stewards</u> income from top 20 stewards	23%	25%	24%

A group of five business professionals (three women and two men) are gathered around a red circular table in a meeting room. They are dressed in dark business suits. The scene is captured in a dramatic, slightly overexposed style. The individuals exhibit various expressions and gestures: one woman on the left is pointing her finger, another woman in the center is also pointing, and a man on the right is gesturing with his hand. The overall atmosphere suggests a tense or contentious meeting. The word "Consensus" is overlaid in large, white, sans-serif font across the middle of the image, underlined.

# Consensus

# Consensus

A group of business professionals in a meeting, with text overlaid on a dark background. The image shows several people in business attire, some standing and some sitting at a table, engaged in discussion. The text is white and stands out against the dark background.

~ Seek the “common mind” through respectful dialogue

~ An agreement everyone can “live with” (even if it is not their first choice)

~ Consensus is achieved once:

(a) the discussion has been full and fair

(b) everyone can live with the modified proposal

# It's Time To Reimagine The General Assembly



**General Assemblies...  
...the place serial  
arsonists love.**



Why would any parishioner want to attend your General Assembly Meeting the way it is currently constituted?



# The Question You Must Answer

## What...

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would make  
a parishioner  
want to  
attend your  
General  
Assembly  
Meeting?



- ~ Becoming a better Christ-centered Servant Leader
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# Parish Councils Must Provide

1. **VISION**  
~ vision-setting & strategic planning
2. **RESOURCES**  
~ budget, finance, & development  
(3Ds)
3. **TALENT**  
~ leadership recruitment,  
assessment, and development
4. **ADMINISTRATION**  
~ policy creation and enforcement
5. **EVANGELISM**  
~ be the face of parish at all times

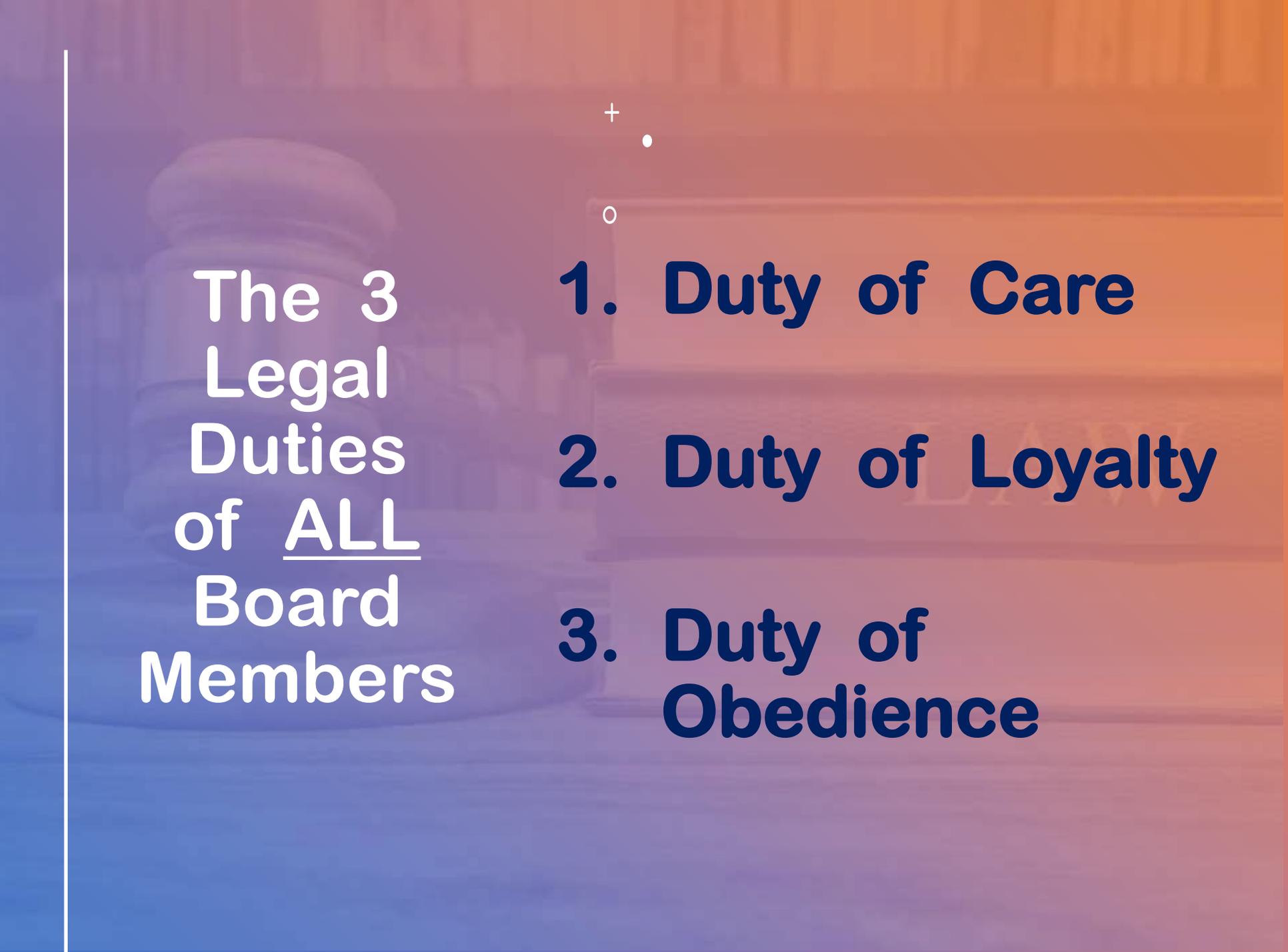
# Your Minimum Job

## Archdiocese Parish Regulations

### Article 29

1. Attend Divine Liturgy regularly
2. Participate in Church sacramental life
3. Assist Priest in the administration of Parish Ministries
4. Establish appropriate Ministries
5. Use Archdiocese Stewardship materials
6. Prepare budgets and collect Parish revenue
7. Provide compensation and benefits to all Parish personnel
8. Provide financial resources for the Parish's administration, spiritual, educational, and other ministries
9. Buy/sell/mortgage Parish property
10. Pay Archdiocese assessments
11. Certify and submit Parish financials, budgets and audits to Hierarchy and the Archdiocese
12. Submit Archdiocese/Metropolis required Parish reports
13. Adhere to Charter, Regulations & Congresses decisions
14. With Priest's consent, hire, manage, and discharge all parish personnel (including schoolteachers)
15. Ensure Parish adheres to all Archdiocese personnel and volunteer policies
16. Surrender all records to the next Parish Council
17. Exercise any additional authority, consistent with the Charter, Regulations and the Parish Bylaws





The 3  
Legal  
Duties  
of ALL  
Board  
Members

- 1. **Duty of Care**
- 2. **Duty of Loyalty**
- 3. **Duty of Obedience**

# Legal Duty of Care

- ~ **Act in good faith and diligently**
- ~ **Understand the parish's "business"**
- ~ **Actively participate in all PC meetings**
- ~ **Provide strategic direction and oversee management**
- ~ **Ask questions, secure facts and use your own judgment in decision-making**
- ~ **Seek out independent professional advice when needed**

Legal  
Duty Of  
Loyalty

- ~ **Always act in the parish's best interests of the parish**
- ~ **Make all decisions objectively (recuse when necessary)**
- ~ **Respect confidentiality (personnel and parish matters)**

**Legal Duty  
of  
Obedience**

- ~ Always follow**
  - a. Parish Charter/Articles of Incorporation, Bylaws, and other governing documents**
  - b. Regulations of Archdiocese**
  - c. ALL Federal, State and Local laws**
  - d. Policies of Archdiocese/ Metropolis/Parish**
  
- ~ Make all decisions consistent with parish WHY, Core Values, Mission, Vision**

# A Few of Many Best Practices

## 1. Comprehensive Parish Ministries Operations & Training Manual

(human resources, succession plans, and corporate Delegation of Authorities, etc.)

## 2. Best Financial Practices

(e.g., two signatories, separation of authorities, PC financial oversight, financial dashboards, annual audits, etc.)

## 3. Buy Full Insurance Coverages

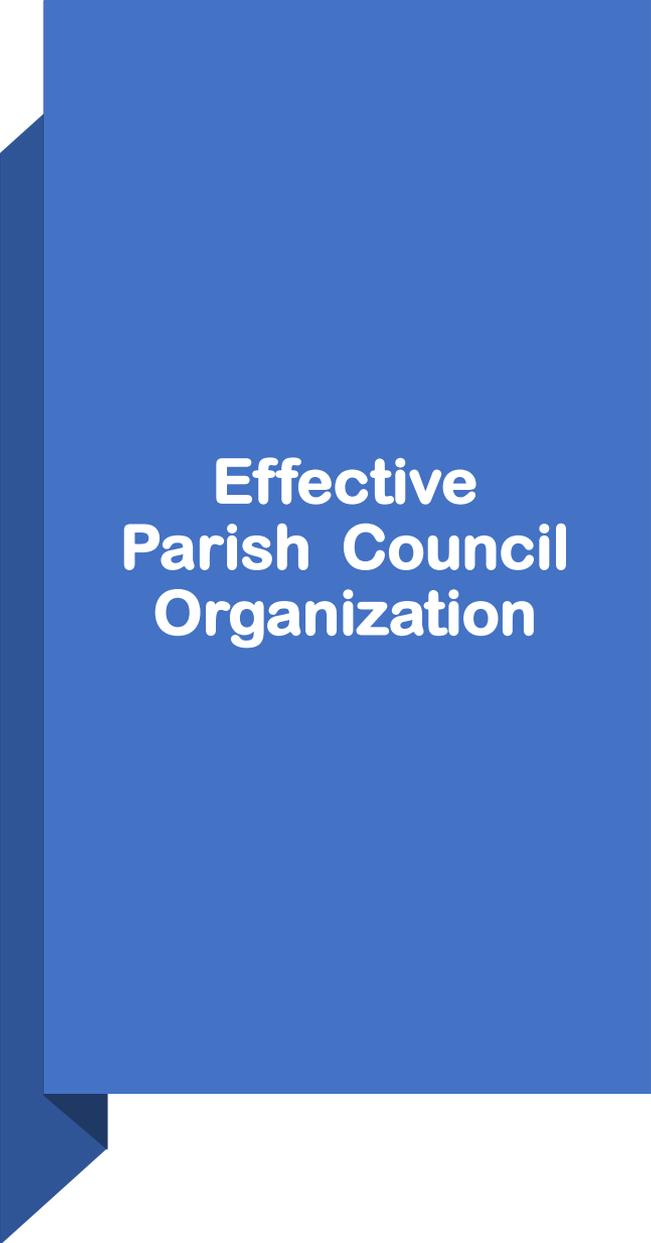
(get professional advice and policies for AT LEAST:

- ~ Directors & Officers,
- ~ Health, medical, and worker's compensation
- ~ Youth protection,
- ~ General liability, property and casualty
- ~ Special event coverage (e.g., festivals, rentals, etc.)
- ~ Financial integrity, etc.
- ~ Excess/Umbrella, and cyber insurance coverages

You **MUST** include the Metropolis and Archdiocese as additional insureds (it costs you nothing and makes a difference)

## 4. Require Conflicts of Interest Policy & Disclosures

## 5. Background Checks for Everyone



**Effective  
Parish Council  
Organization**

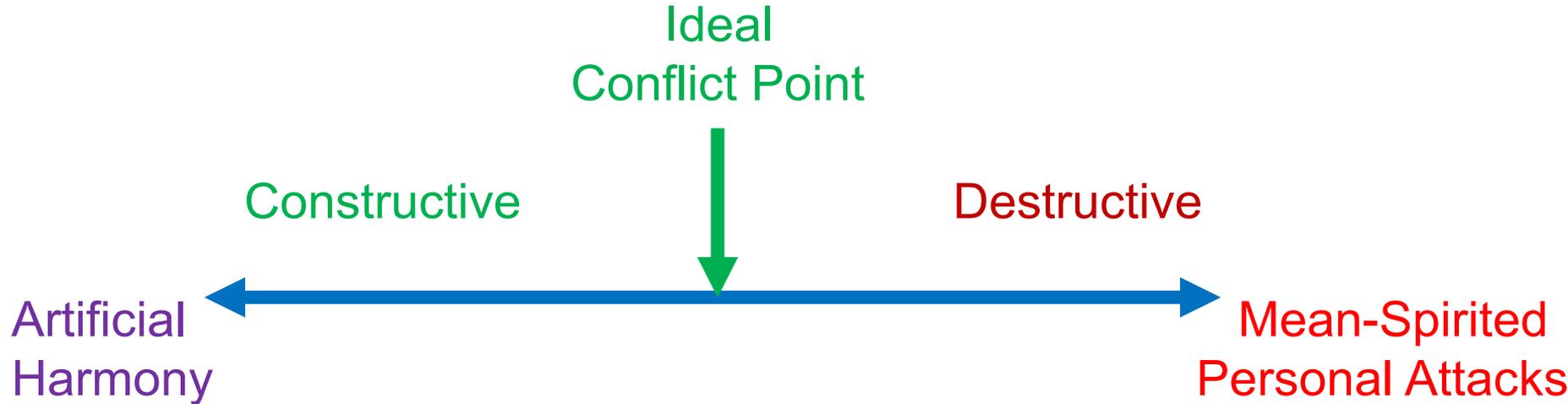
- ~ Every PC member must have a job**
- ~ President, Vice President(s), Treasurer and Secretary jobs are set in Regulations and Bylaws**
- ~ All other PC members should be Ministry Liaisons under a Council of Ministries**



# 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. (Ego is the #1 team killer.)
2. **Fear of CONFLICT** = productive, ideological conflict - passionate, unfiltered debate around important team issues. A little discomfort is helpful.





# The Five Dysfunctions of a Team

Patrick Lencioni

- 3. Lack of COMMITMENT** = embrace disagreement and temporary indecision to extract every possible idea and perspective to achieve clarity and buy-in. “Disagree then commit” with cascading communications to everyone
- 4. Avoiding ACCOUNTABILITY** = unwillingness to remind one another when they don't live up to the performance standards of the group



# The Five Dysfunctions of a Team

Patrick Lencioni

**5. Inattention to RESULTS** = Use a Scoreboard to unambiguously identify how the team is doing on achieving the goal and how much time is left



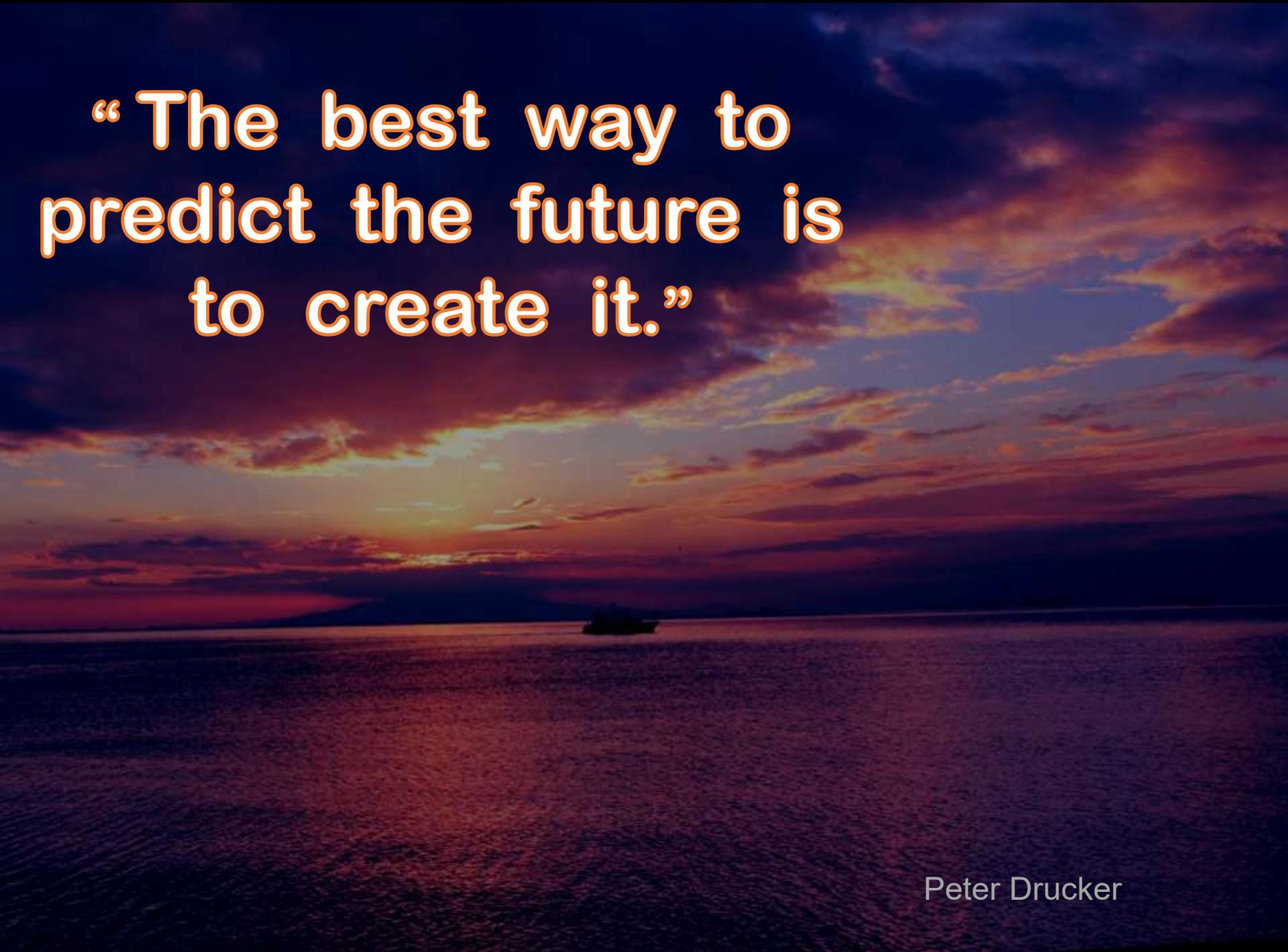
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Where there is  
no vision, the  
people perish.

Proverbs 29:18

A sunset over a large body of water, likely a lake or sea. The sky is filled with colorful clouds in shades of orange, red, and purple, with the sun low on the horizon. A small, dark island is visible in the distance on the water. The overall mood is serene and contemplative.

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

Peter Drucker



**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 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

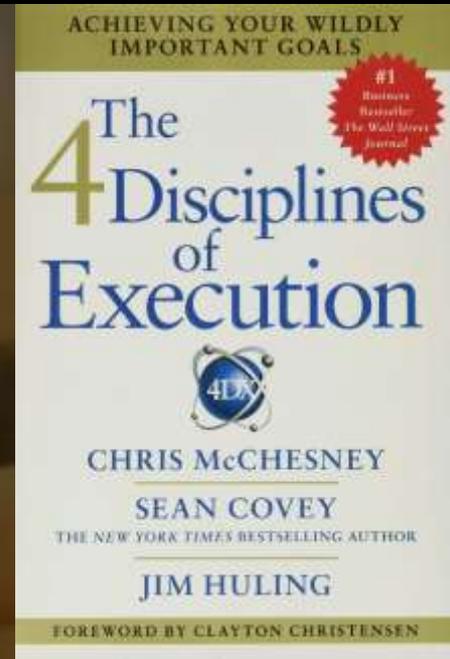


# 10 Strategic Plan Deliverables



# The Power of FOCUS

- ~ Human beings are genetically hardwired to do a very small number of things at a time with excellence<sup>1</sup>
- ~ Focusing on critical root causes produces larger scale positive impacts



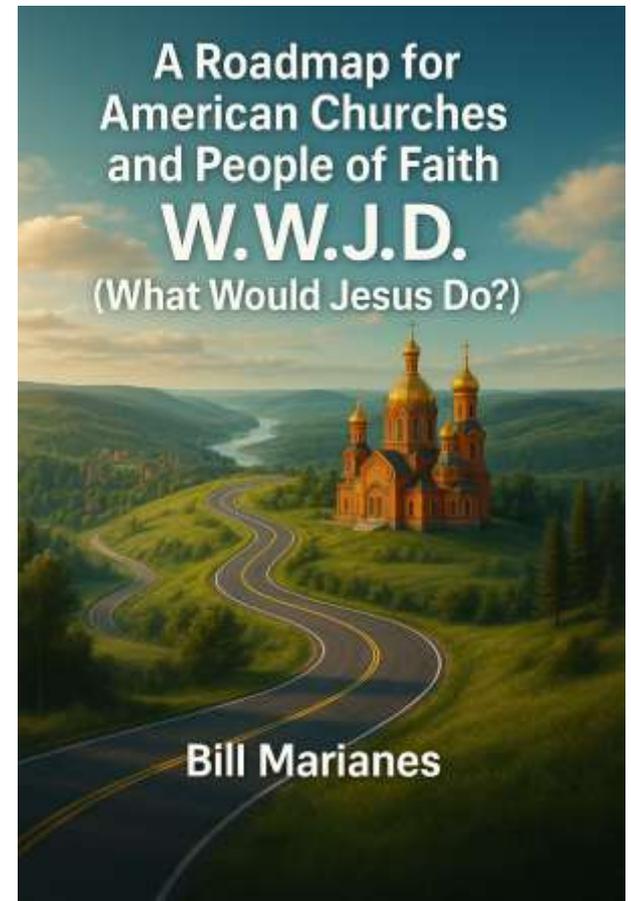
<sup>1</sup> MIT neuroscientist Earl Miller: "Trying to concentrate on two tasks causes an overload of the brain's processing capacity."

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

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For comprehensive and detailed explanation and a step-by-step parish strategic planning process see:

## Chapter 7: The Stewardship Calling Vision and Strategic Positioning & Planning Comprehensive Process (pages 114 – 212)



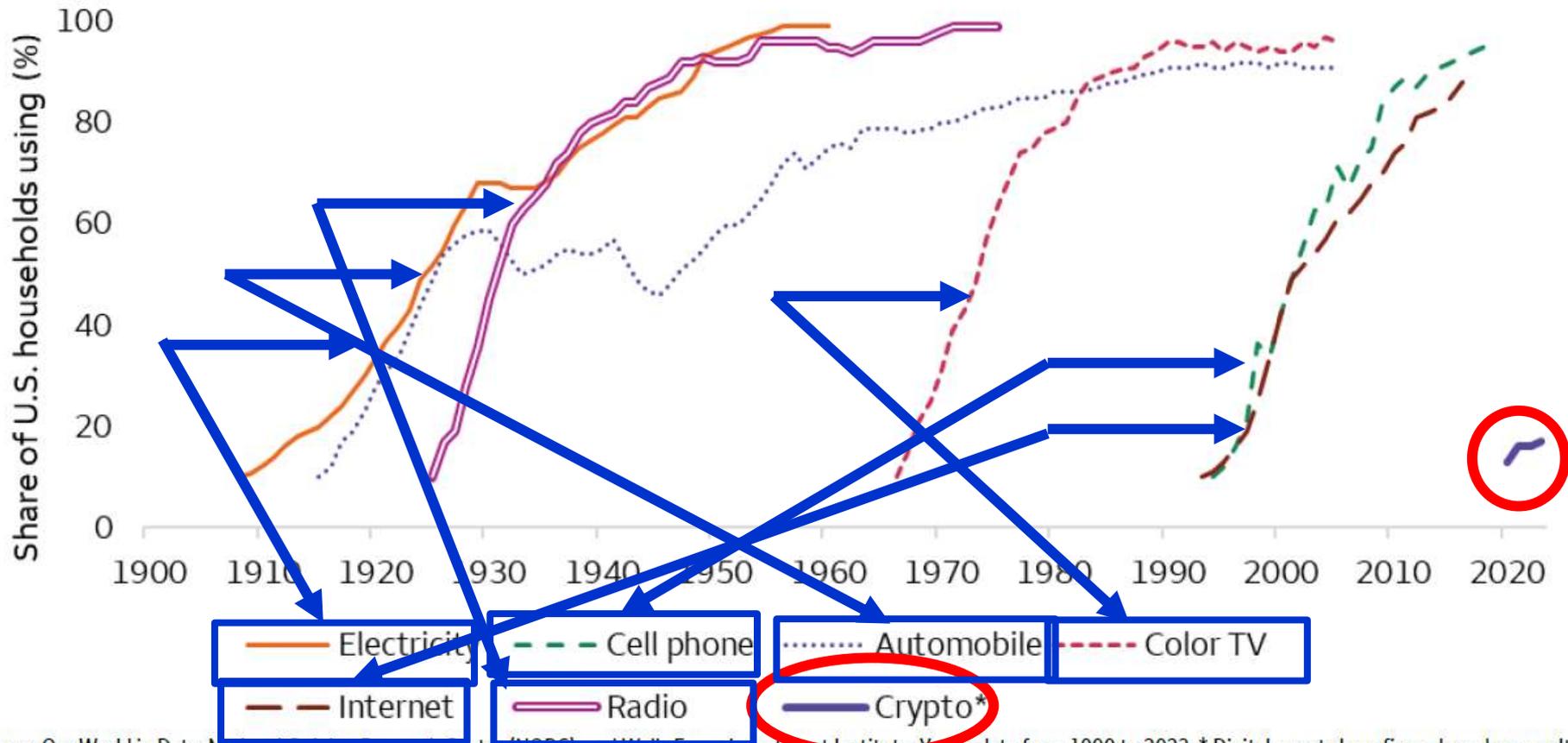
<https://stewardshipcalling.com/a-roadmap-for-american-churches-and-people-of-faith-w-w-j-d-what-would-jesus-do/>

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# Let's see if you can spot the trend?

Chart 3. Technology S curves



Sources: Our World in Data, National Opinion Research Center (NORC), and Wells Fargo Investment Institute. Yearly data from 1900 to 2023. \* Digital-asset share figure based on results from survey conducted by NORC at the University of Chicago.

# **WARNING**



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**Nothing in the material should be construed as a recommendation or solicitation to buy, sell, or hold any security or investment product.**

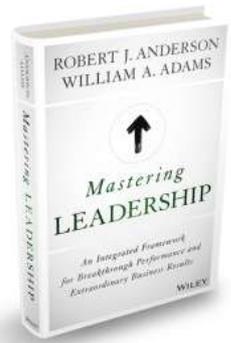
**Investors should make their own decisions and seek independent professional advice tailored to their circumstances.**

**“In the next 10 years, we will experience as many changes as humanity has seen during the past century.”**



**Ray Kurzweil**  
Futurist at Google, Co-  
Founder of Singularity  
University

# Mastering Leadership<sup>1</sup>



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

1. escalating complexity,

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

# The 2nd Boomer Technology Transformation





ARTIFICIAL INTELLIGENCE



# AI Can Be AOK Examples

## Social Media and Newsletters:

- **Use AI to Draft Content:**

- social media captions,
- short religious content/devotionals, or
- email newsletter segments based on the upcoming sermons, events, Saints, etc.

- **Repurposing Sermons:**

- Upload a sermon transcript and ask AI to automatically generate several short, engaging quotes or video clips for Facebook, Instagram, YouTube Shorts, website, etc.



# AI Can Be AOK Examples

## Welcoming Visitors:

- **Use AI for your Website/Chatbots/Social Media:**
  - Providing instant answers to common questions: "What time are services?", "Where can I park?", or "Are there children's programs?" (proactively disclose AI respondent)
  - Ensure seekers / new visitors get timely information outside office hours, freeing up staff and volunteers.
  - Create an AI version of a 3-dimensional walk through explaining every item in your church
- **Translation & Accessibility:**
  - Use AI tools to generate real-time translations & captions during live streams and education programs.
  - Create written explanations of the services



# AI Can Be AOK Examples

## Administrative Efficiency:

- **Volunteer Coordination:**

- Use AI within church management software to auto-schedule volunteers, send automated reminders, and find replacements if needed.

- **Data Analysis:**

- Analyze attendance and giving trends to identify patterns allowing proactive reach out with personalized care, rather than a generic mass email.

- **Drafting Documents:**

- Generate first drafts of non-spiritual documents, such as volunteer handbooks, building use policies, or event checklists for humans to review/finalize.

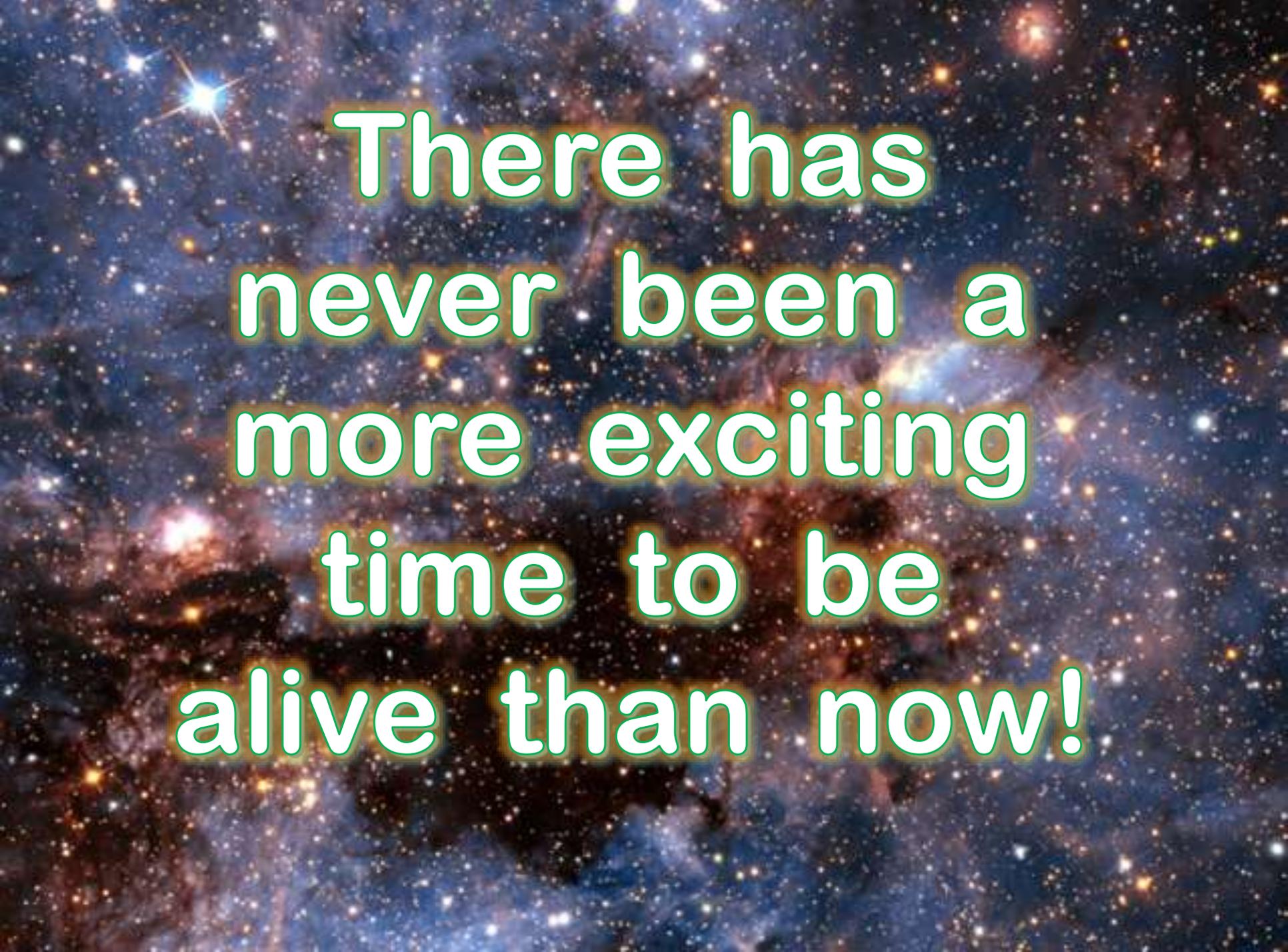


# AI Can Be AOK Examples (My Dream)

## Orthodox AI Large Language Model (LLM):

### • **Orthodox Information Synesis (Σύνεσις):**

- Imagine a properly curated Orthodox Information Synesis (**OIS**) powered by AI to answers your questions.
- Get critical insights and answers from
  - Holy Scripture
  - Ecumenical Councils
  - Orthodox Canons
  - Approved Orthodox Sources
  - Early and Current Church Fathers
  - Orthodox Theologians
  - Latest Orthodox Scholarship
  - Assembly of Canonical Orthodox Bishops



There has  
never been a  
more exciting  
time to be  
alive than now!

**As a Church Leader, You Should  
Use New Technologies (Like AI)  
to Change Someone's World That  
Actually Changes the World**





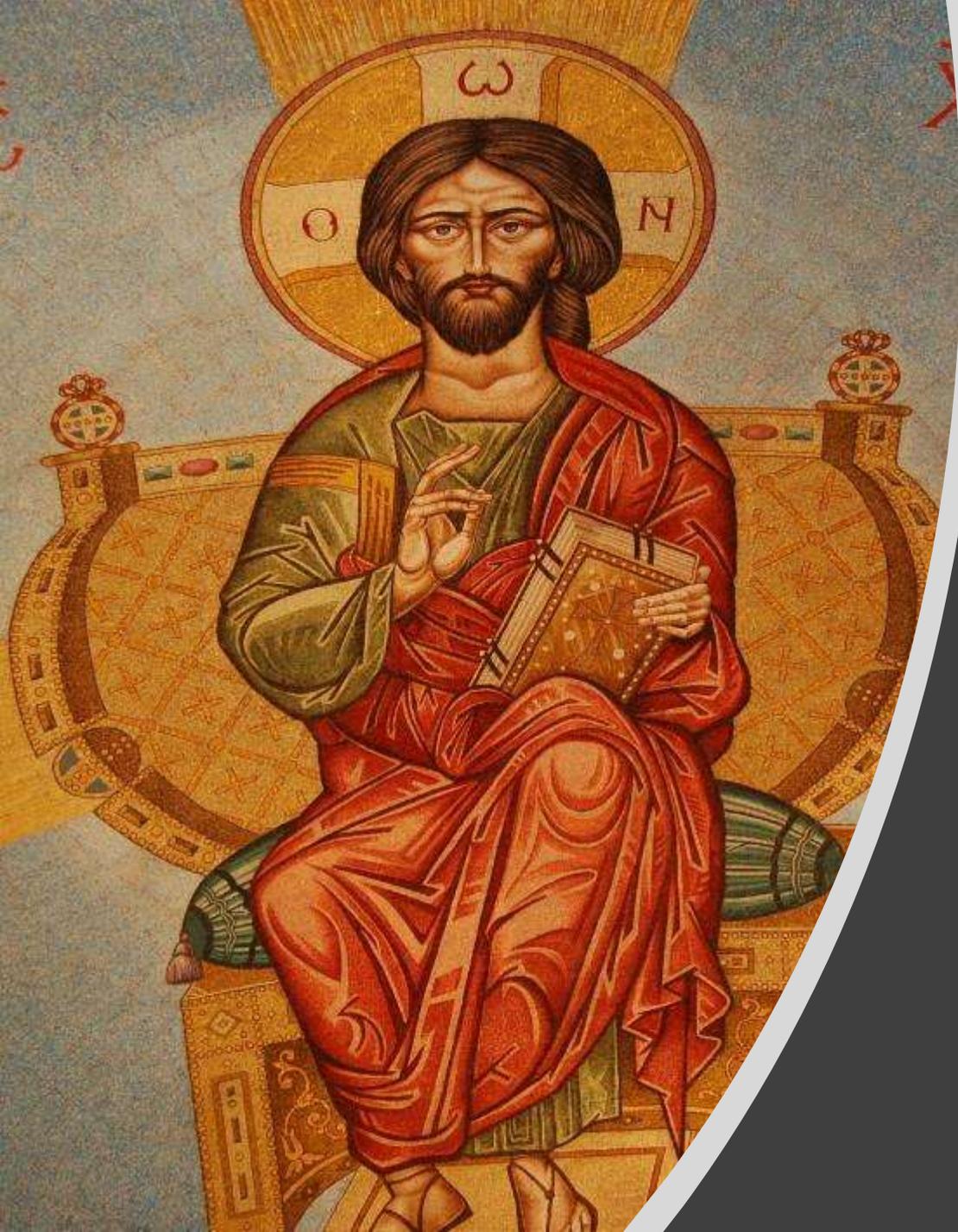
**You Were NOT  
Called Merely To  
Lead Your  
Parish**

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

**WE WANT YOU**

**“...to walk worthy of the calling to which you have been called” (Ephesians 4:1) and become the best Orthodox servant leader possible.**





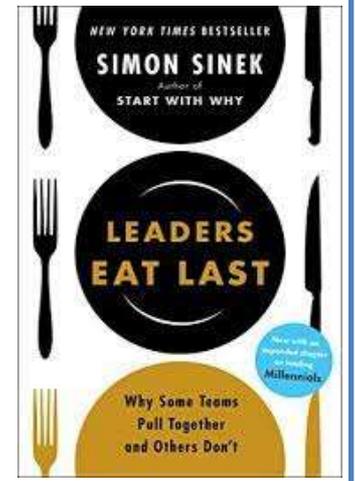
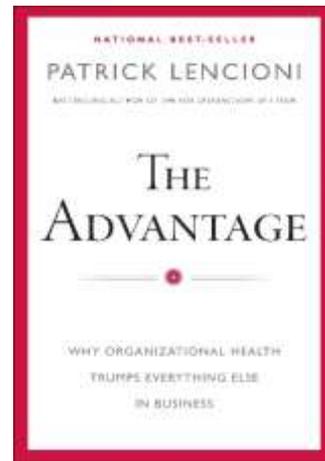
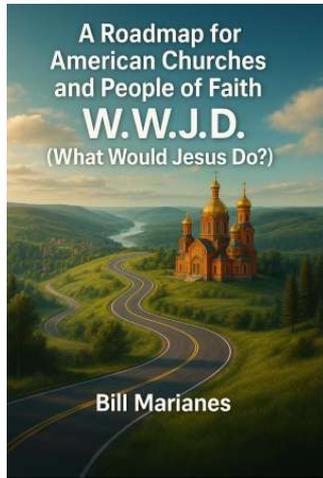
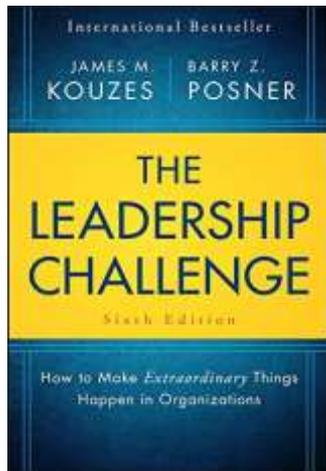
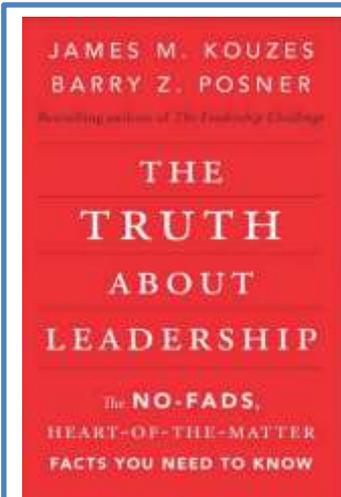
## Why Do This?

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

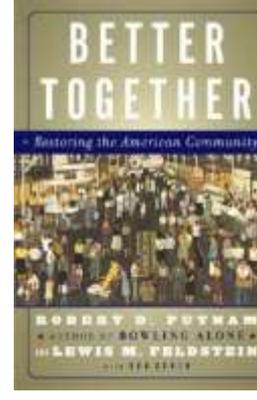
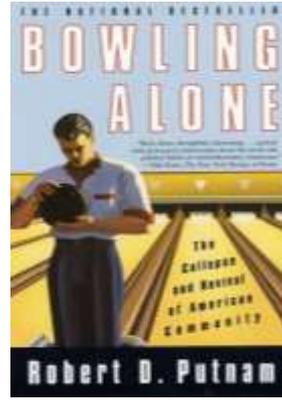
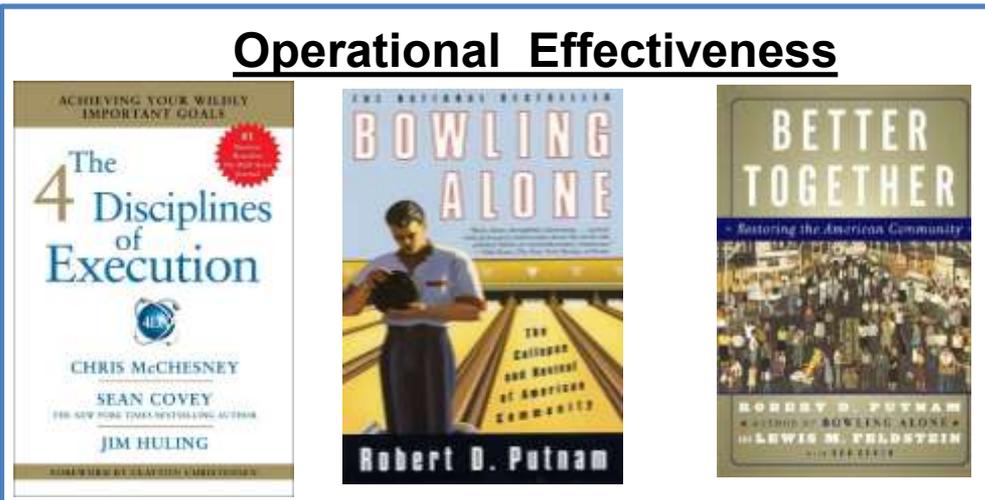
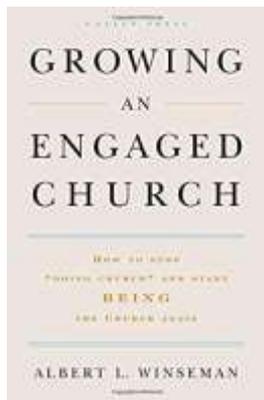
Orthodox Divine Liturgy  
II Corinthians 5:10



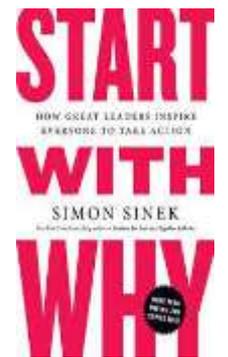
## Leadership



## Church Growth



## WHY



# 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



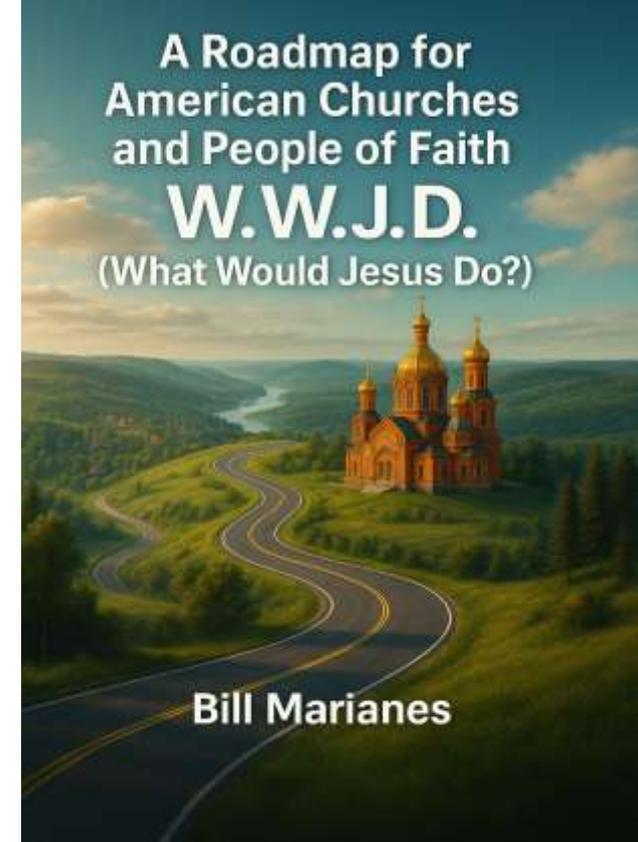
Chapters 9-11:  
Stewardship & Engagement Best Practices



Chapters 12 & 14:  
Spiritual Formation, Religious Education Best Practices, & Seminary Strategic Foresight



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



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

Bill Marianes

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

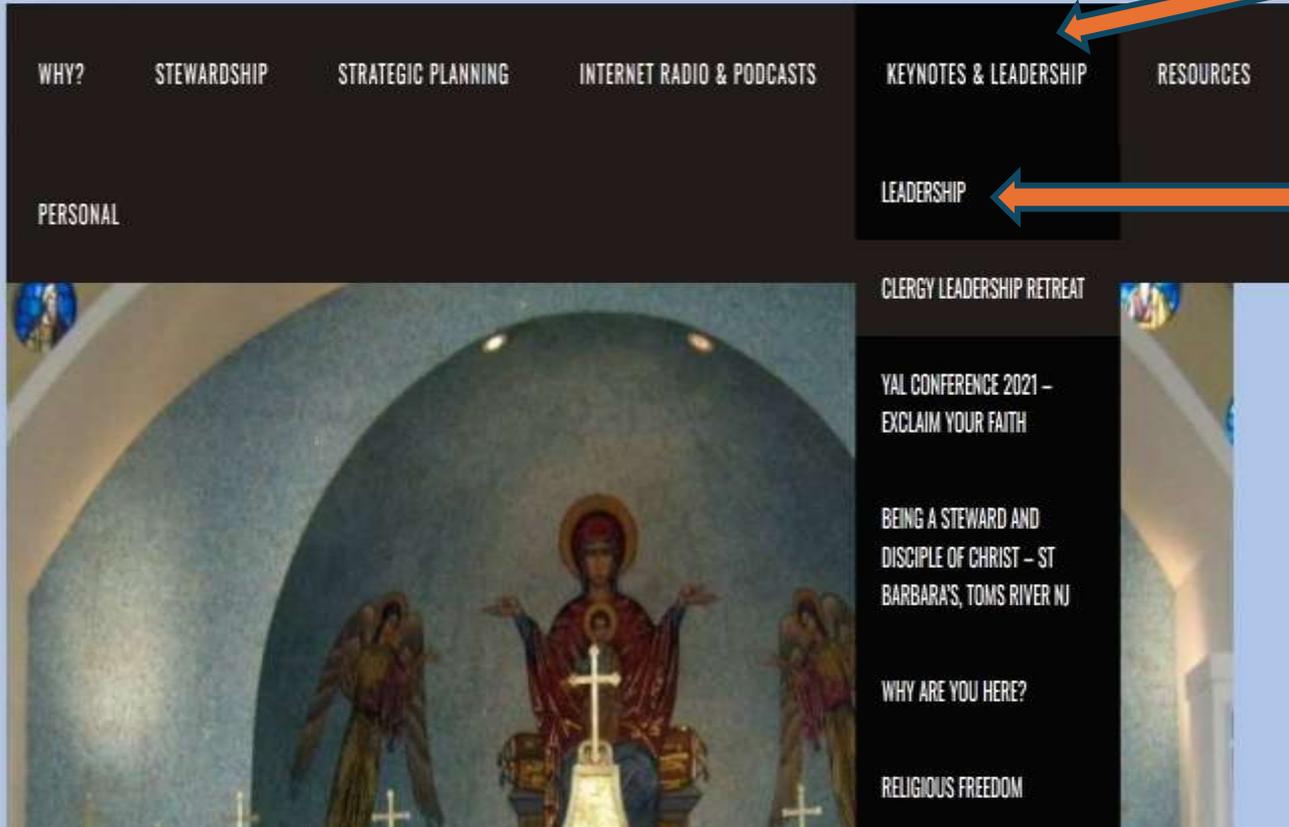


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What are you doing with all of the gifts God has given you?

**Keynotes &  
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QUESTIONS  
ANSWERED  
HERE  
EVEN THE  
SILLY ONES

**Questions?**

# *Parish Orthodox Leadership Training*

*December 10 & 15, 2025*

## Leadership

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

