



SAINT TIKHON'S  
SEMINARY

*Leadership &  
Administration  
2026*

*Part 1*

*Church Leadership  
Data & Foundations*



STEWARDSHIP  
CALLING

Dr. Bill Marianes  
Bill@stewardshipcalling.com

# StewardshipCalling.com

Keynotes & Leadership Tab

## Stewardship Calling

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

WHY?

STEWARDSHIP

STRATEGIC PLANNING

INTERNET RADIO & PODCASTS

KEYNOTES & LEADERSHIP

RESOURCES

PERSONAL



SAINT TIKHON  
SEMINAR

LEADERSHIP

ONENESS IN CHRIST –  
AMERICAN CHRISTIAN  
CHURCH

ST. TIKHON'S SEMINARY  
LEADERSHIP SEMINAR

HOLY CROSS LEADERSHIP  
CLASS

St.  
Tikhon's  
Leadership  
Page

<https://stewardshipcalling.com/st-tikhons-seminary-leadership-seminar/>



STEWARDSHIP  
CALLING

QR Code for St. Tikhon's Leadership Class  
Stewardship Calling Presentations Page

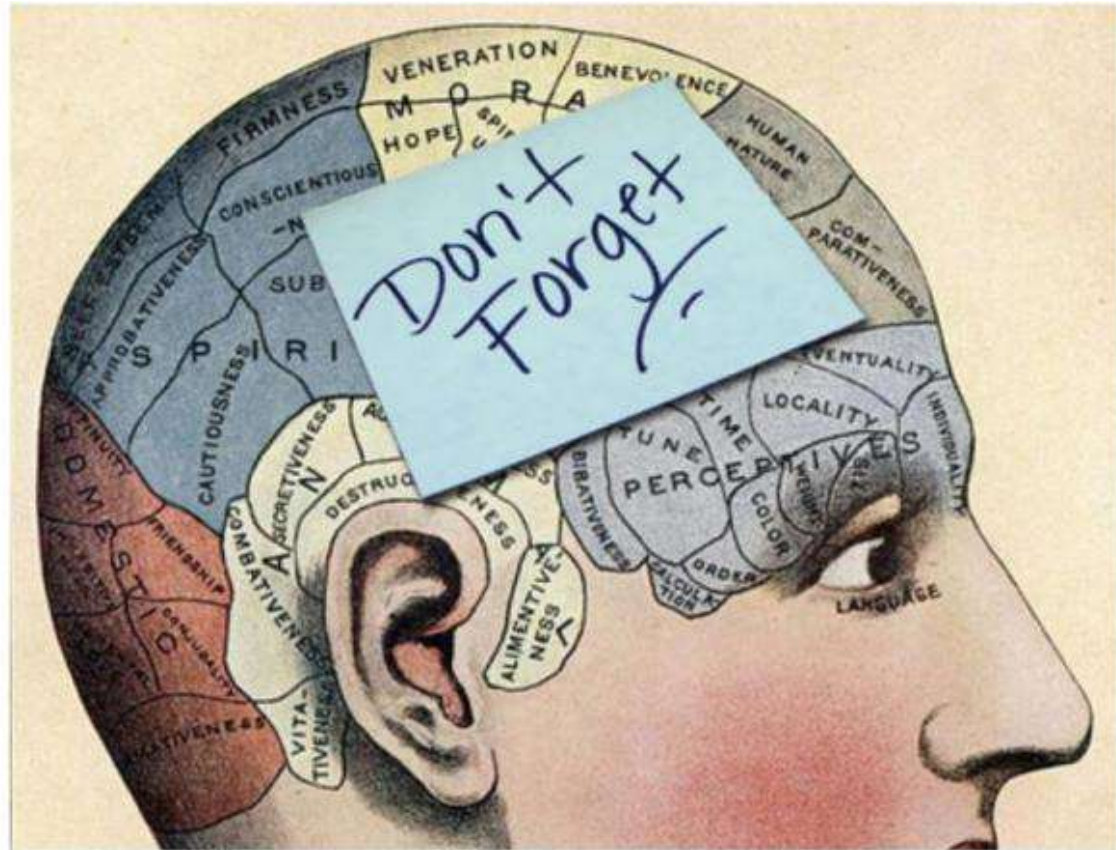


If you remember nothing else from our time together...

..please remember

**H.E.L.P.**

---



This is how your parishioners will evaluate you.

# 4 “HELP” Ways Parishioners Evaluate Clergy



Homilies



Engagement



Leadership



Personality/Presence



# Who's trying to help you?



# 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

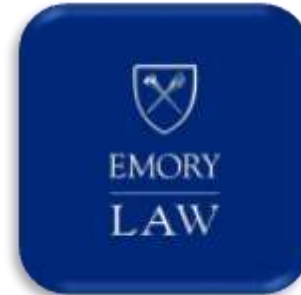


B.A.  
Psychology



Northwestern  
Kellogg  
School of Management

Graduate  
Leadership  
Certificate



Juris  
Doctorate



Masters in  
Business  
Administration



Doctorate in  
Strategic  
Leadership

# A journey ...

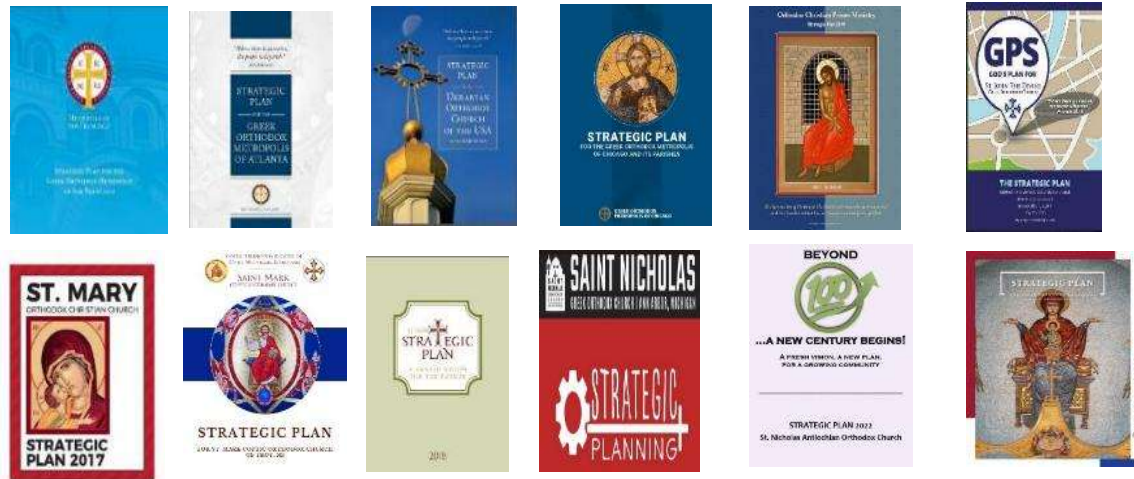


*... 465,000+ airlines miles over 30+ years*

*...presentations to over 1,000 Parishes of all Orthodox jurisdictions*

*...a financial stewardship analysis for over 275+ Parishes*

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



**St. John The Divine** (Jacksonville FL)  
**St. Mary** (Wichita, KS)  
**St. John The Baptist** (Beaverton, OR)  
**St. Nicholas** (Ann Arbor, MI)  
**St. Nicholas** (Grand Rapids, MI)  
**Holy Trinity** (Grand Rapids, MI)  
**St Nicholas** (Lexington, MA)  
**St. Demetrios** (Warren, OH)  
**St. Raphael** (Iowa City, IA)  
**St. Sophia** (Jefferson, PA)  
**St. Demetrios** (Saginaw, MI)  
**Holy Trinity** (Indianapolis, IN)  
**St. Luke** (E. Longmeadow, MA)  
**Holy Trinity** (Concord, NH)  
**Christ the Saviour** (Harrisburg, PA)  
**St. Sophia Seminary** (New Jersey)  
**St. Stephen** (Orlando, FL)  
**Uganda Orthodox Church**  
(Many more currently in progress)

**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**

# 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

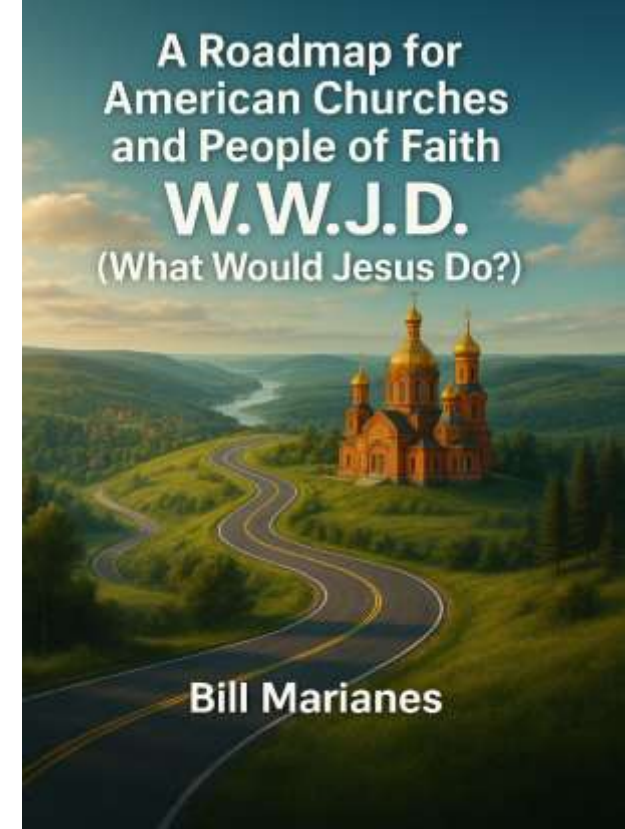
Chapters 3-5 & 8:  
Leadership Best Practices

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://churchroadmap.com/>



# New For 2026



Every Wednesday at 7 p.m.

Leadership week 1

Stewardship week 2

Spiritual Formation week 3

Christian Unity week 4

Strategic Planning 5<sup>th</sup> Wednesdays



**Nov. 7<sup>th</sup> - Washington, DC.  
Creating a Roadmap for  
Christian Unity**

Check out [www.churchroadmap.com](http://www.churchroadmap.com)



# Why Are You Here?

What are you called to  
do with your life?



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

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



“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

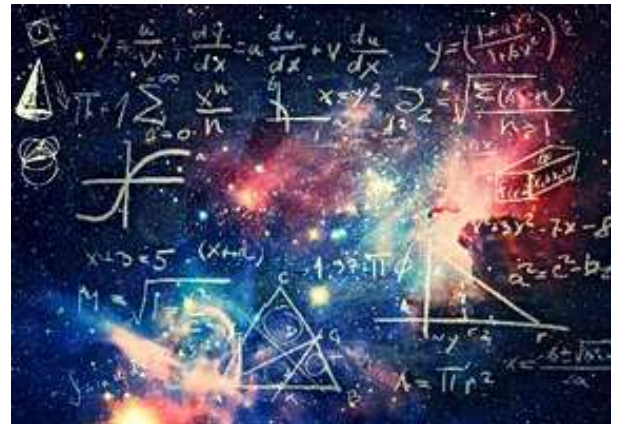
Christ's possible very difficult question



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?**



# How Fast Is Our World Changing?



We are living in exponential times...

... the speed of change is  
unimaginable and accelerating

**'The following is based on the pioneering YouTube video "Did You Know?" (with certain updated statistics).**

Did You Know? is licensed by Karl Fisch, Scott McLeod, and XPLANE under a Creative Commons Attribution Non-Commercial Share-Alike license. You are free to copy, distribute, remix and transmit the presentation as long as you give proper attribution to the original creators and share the resulting work under the same license. You may not use Did You Know? for commercial purposes without permission from the creators. (Selected statistics have been updated, as much as reasonably possible, from available sources.)

# Years it took to reach 50 million users:

Telephone - 75 years



Radio - 38 years



TV - 13 years



Internet - 4 years



Instagram Threads - 24 hours



If 22 year-old Facebook were a country . . .



. . . it would be the largest country in the world

. . . MORE THAN TWICE the size of China and India, and 8.8 times bigger than the U.S.

~ Texting became useful about  
25 years ago

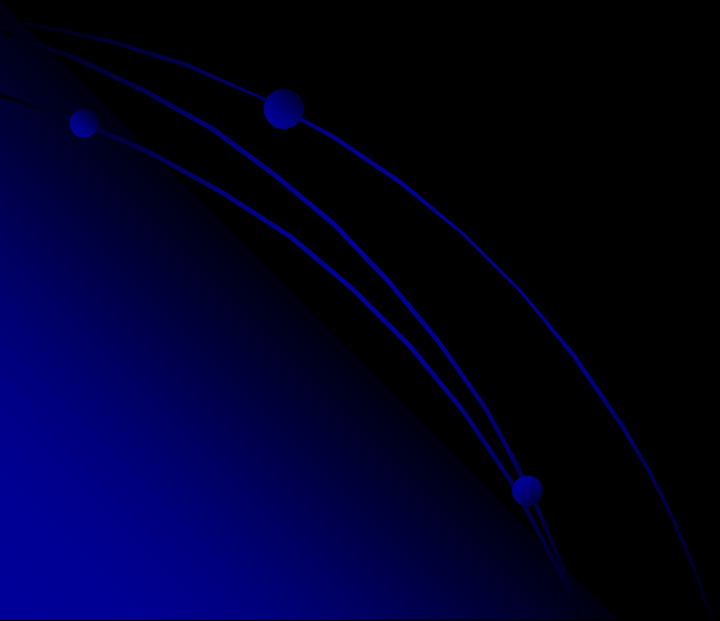


~ **97%** of American adults text

~ Text messages have a  
**98%** open rate versus  
only **20%** for email.

~ **95%** of text messages are  
read in under 3 minutes.

We are living in exponential times...

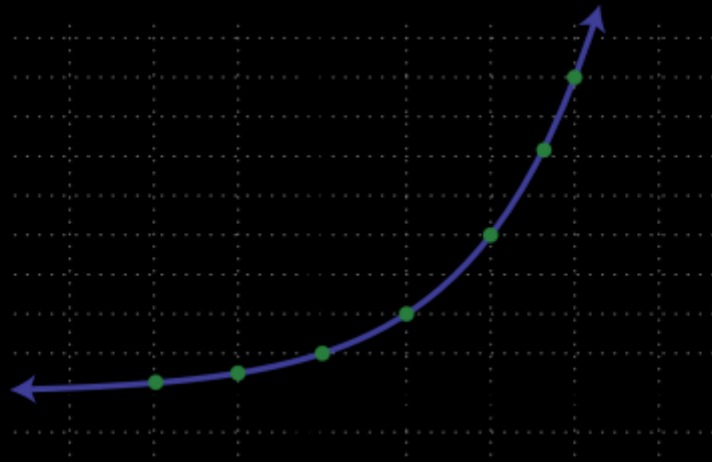


~ 13% of couples married  
in the U.S. in 2005 . . .  
. . .met online



~ By 2021, approximately  
55% of couples in the U.S.  
met online

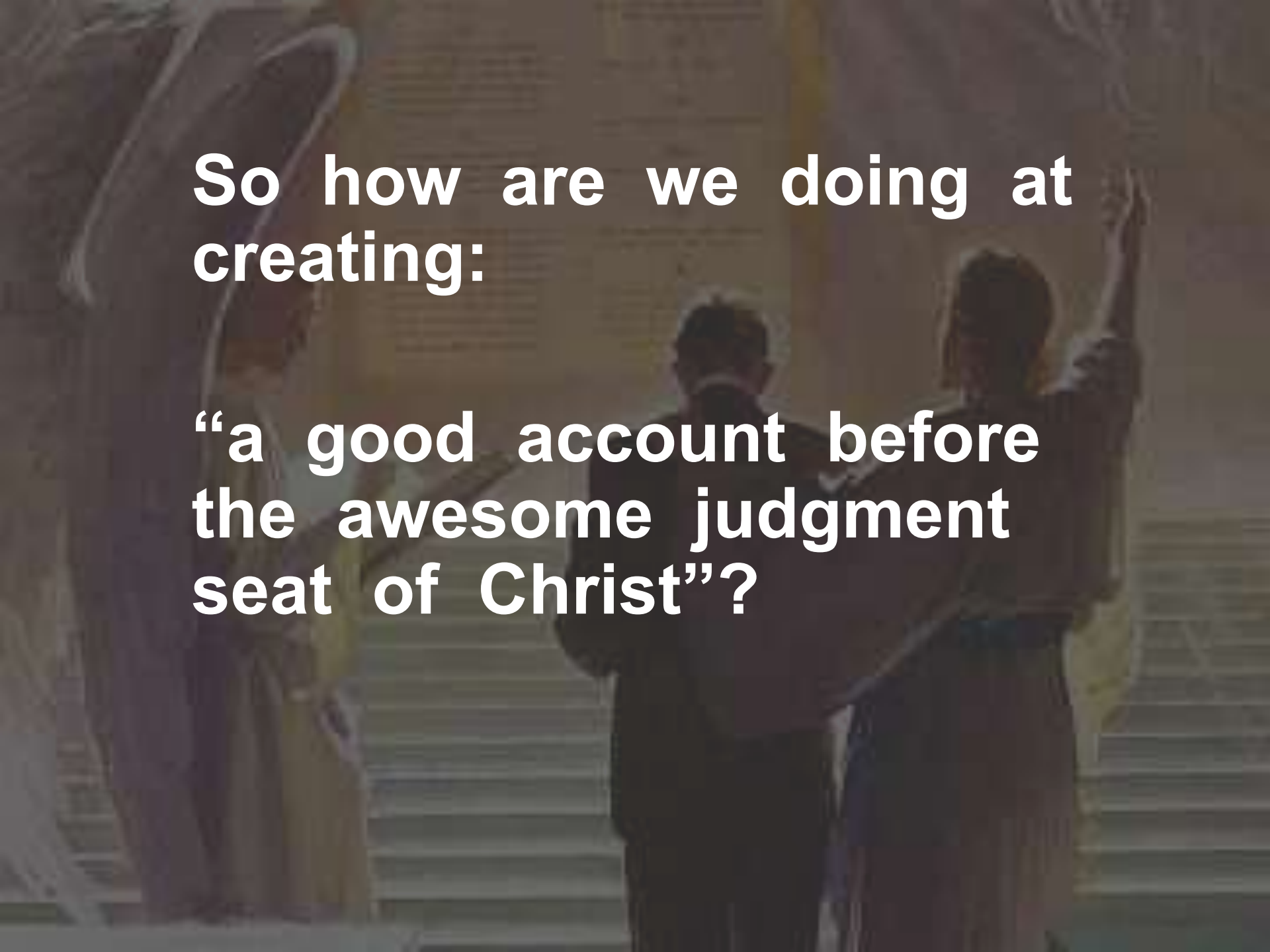
We are living in exponential times...



So, what does this mean  
for you and your Parish?

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





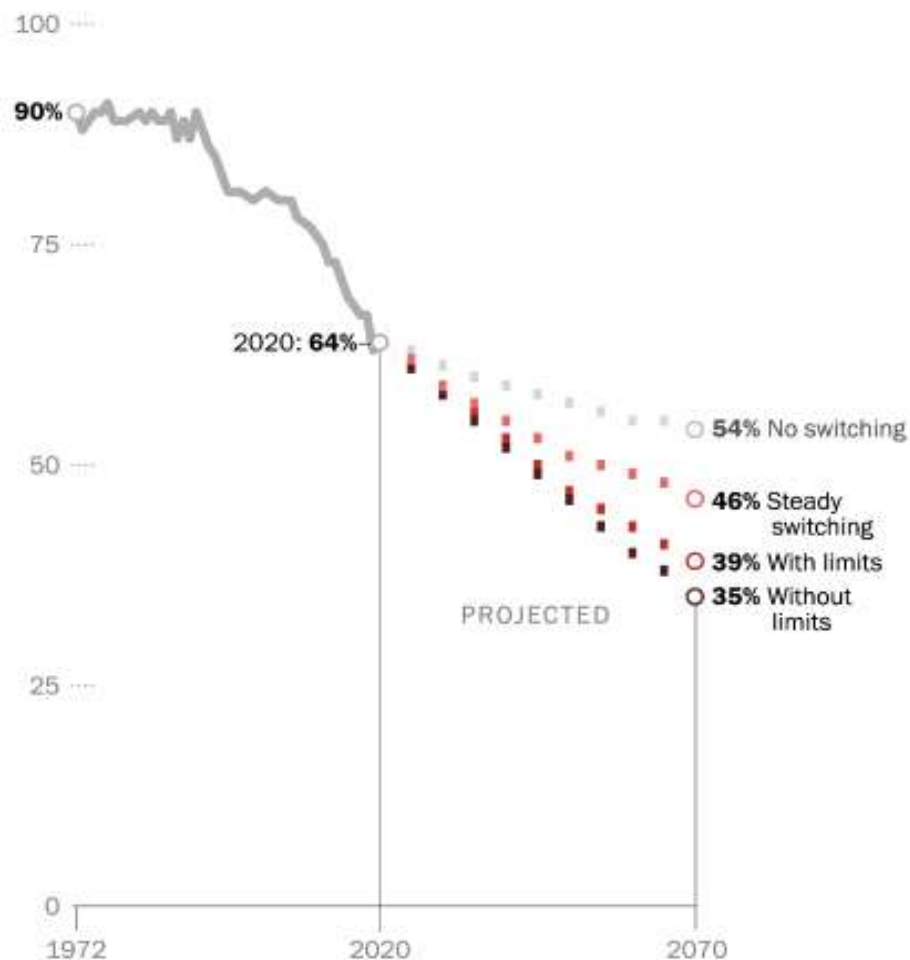
**So how are we doing at  
creating:**

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

# By 2065, 52% of the US population will be “NONES” and 35% will identify as Christians

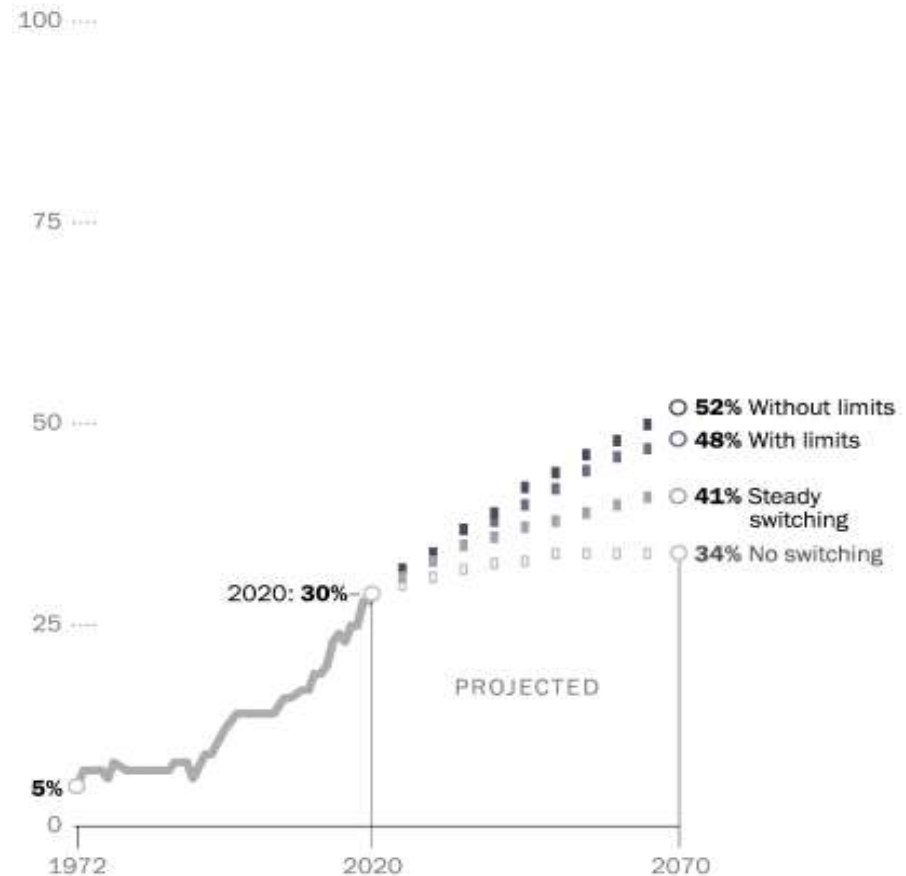
## U.S. Christians projected to fall below 50% of population

*% of Americans who are Christian*



## U.S. 'nones' will approach majority by 2070 if recent sv

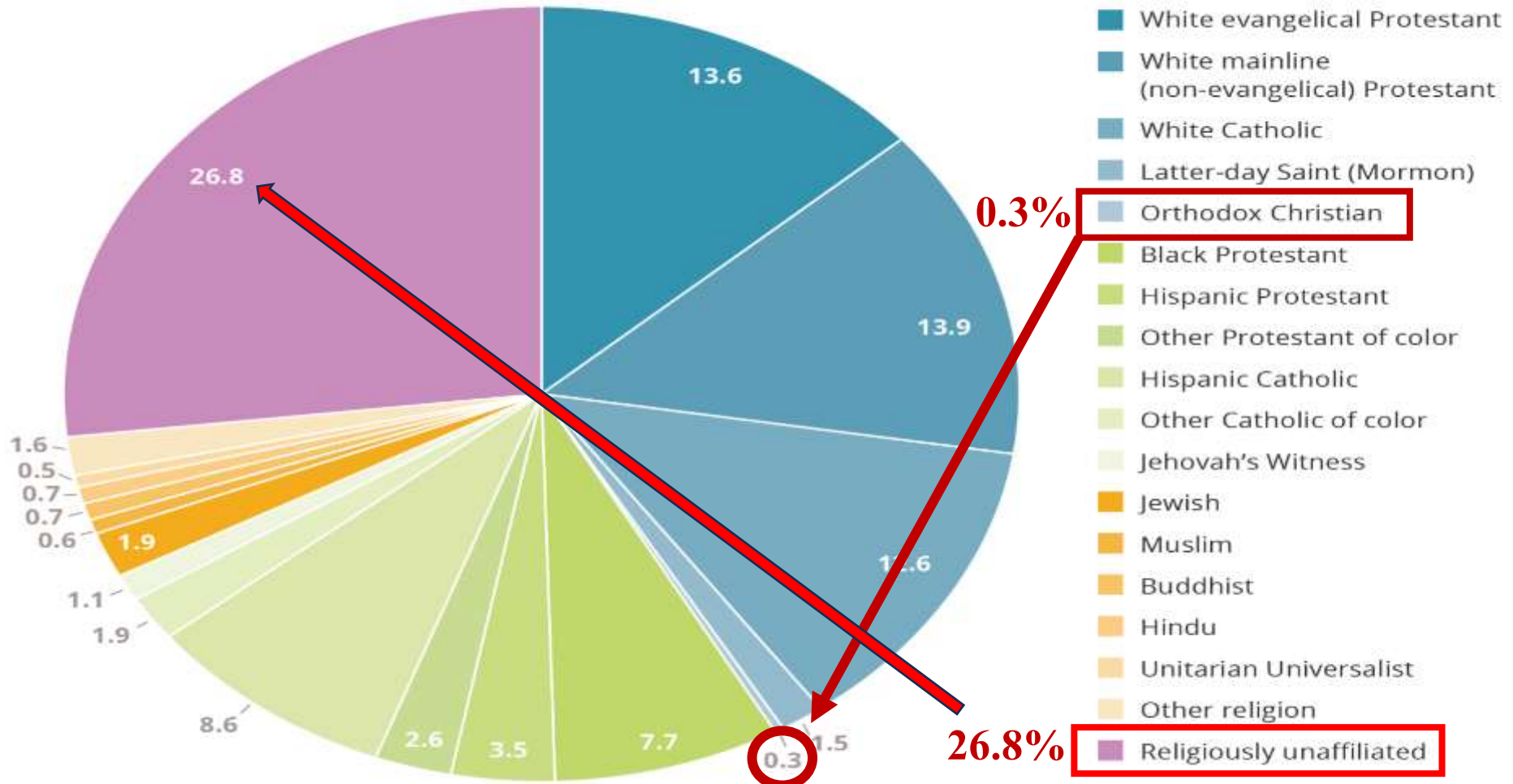
*% of Americans who are religiously unaffiliated*



# Orthodoxy – A Rounding Error In The American Christian Landscape

FIGURE 1. The American Religious Landscape in 2022

Percent who identify as:

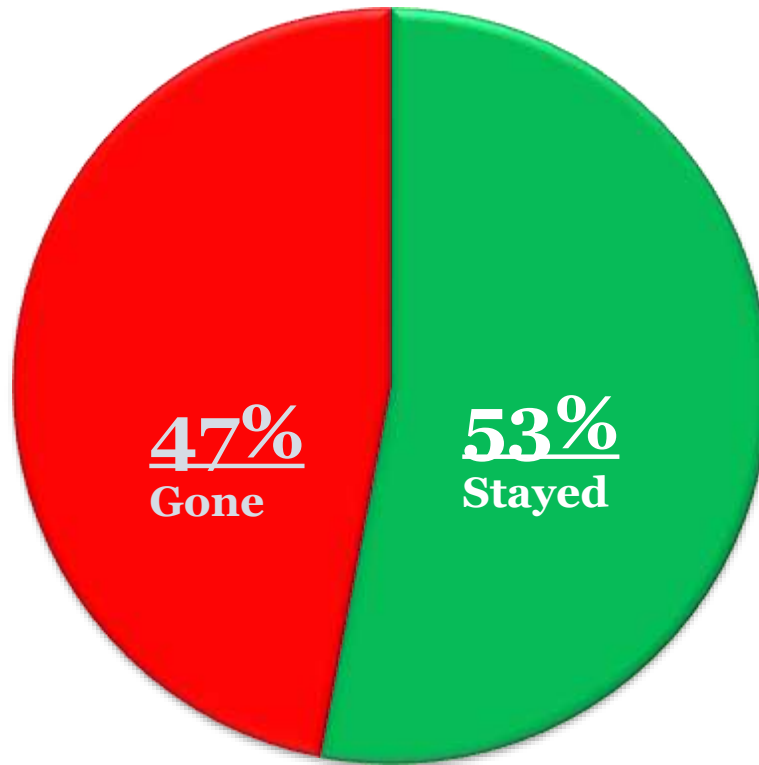


Source: PRRI 2022 American Values Atlas.

0.5% 100 years ago

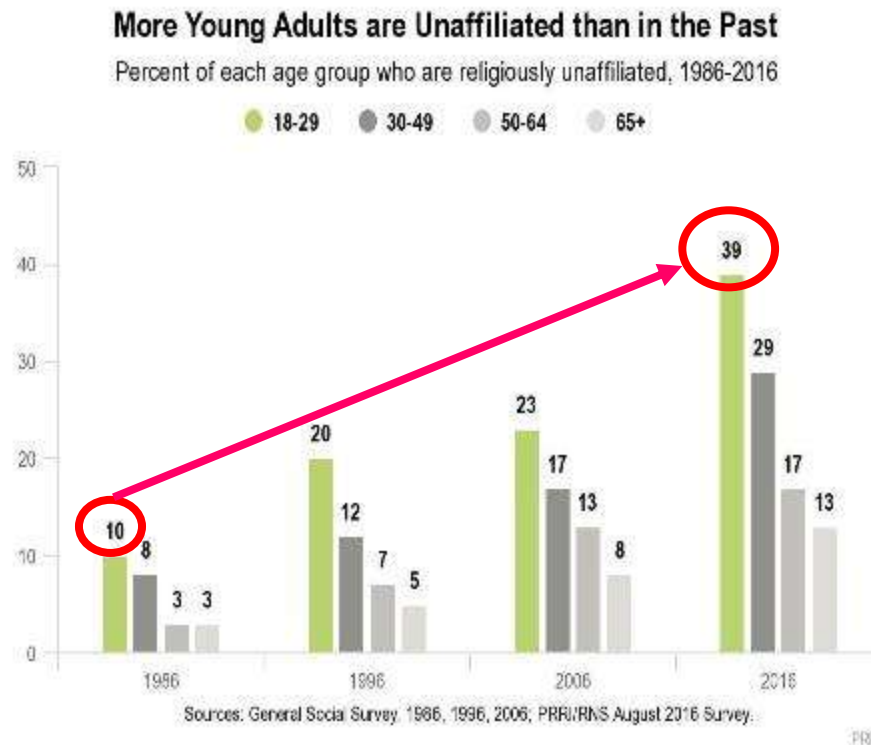
26.8%

# 47% of cradle Orthodox adults have left the Church



■ YES ■ NO

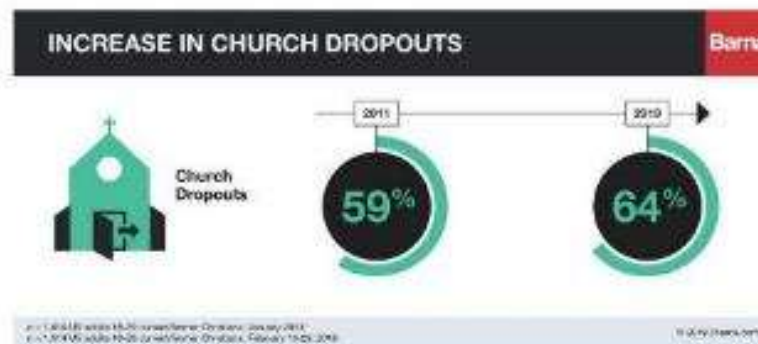
# 39% of Millennials (1981-1996) are “NONES” and claim NO religion



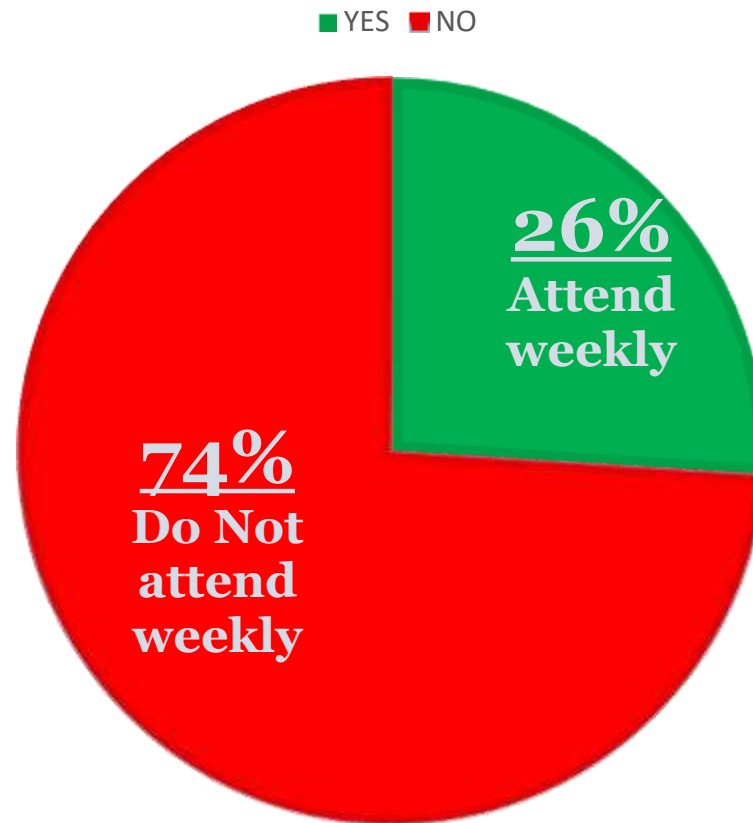
# 64% of youth drop out of church in their 20s

When Barna president David Kinnaman published his 2011 book *You Lost Me*, we heard from many people (especially church leaders) who were shocked to learn that 59 percent of young adults with a Christian background had dropped out of church at some point during their 20s—many for just a time, but some for good.

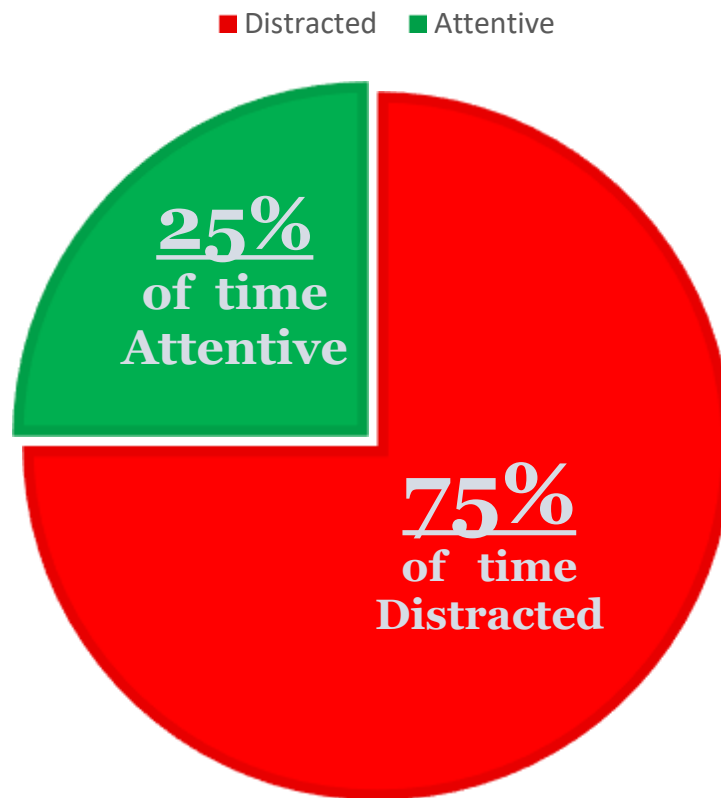
Eight years later, research for Kinnaman's new book *Faith for Exiles: 5 Ways for a New Generation to Follow Jesus in Digital Babylon* reveals that the church dropout problem is still a problem. In fact, the percentage of young-adult dropouts has increased from 59 to 64 percent. Nearly two-thirds of U.S. 18–29-year-olds who grew up in church tell Barna they have withdrawn from church involvement as an adult after having been active as a child or teen.



**26% of Orthodox Christians adherents  
regularly attend church services.**



**Parishioners' minds wander  $\approx$  75% of the time during church services.**



# Who Owns The Problem?

---

**“Any time the majority of people behave a particular way the majority of the time, the people are not the problem. The problem is inherent in the system.**

**As a leader, you own responsibility for the system.**

**...if you find yourself blaming the people, you should look again.”**

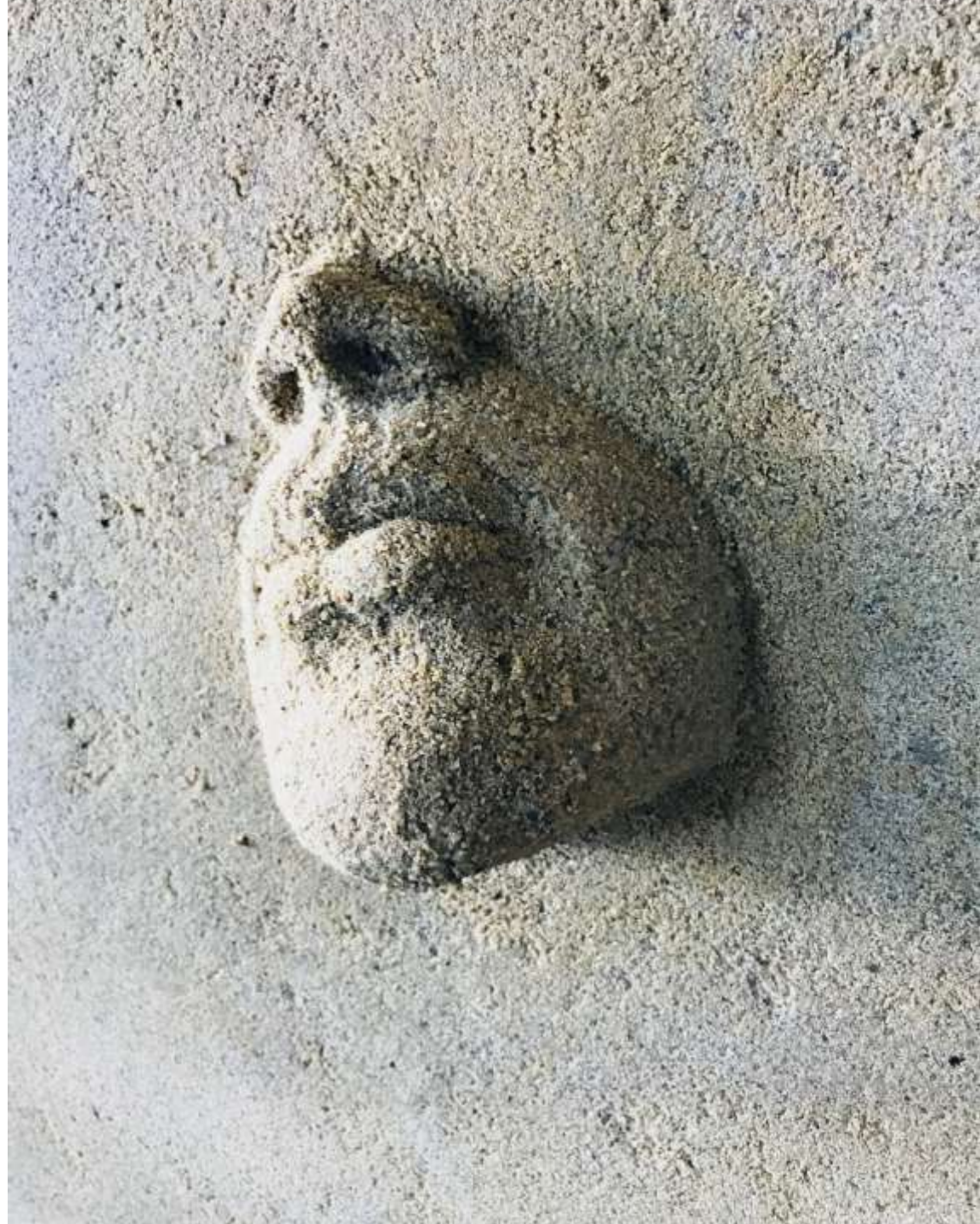
---

**W. Edwards Deming  
(father of the Quality Movement)**



**And now for  
something  
completely  
different...**

**...things may  
be changing,  
which means  
we must  
change also**

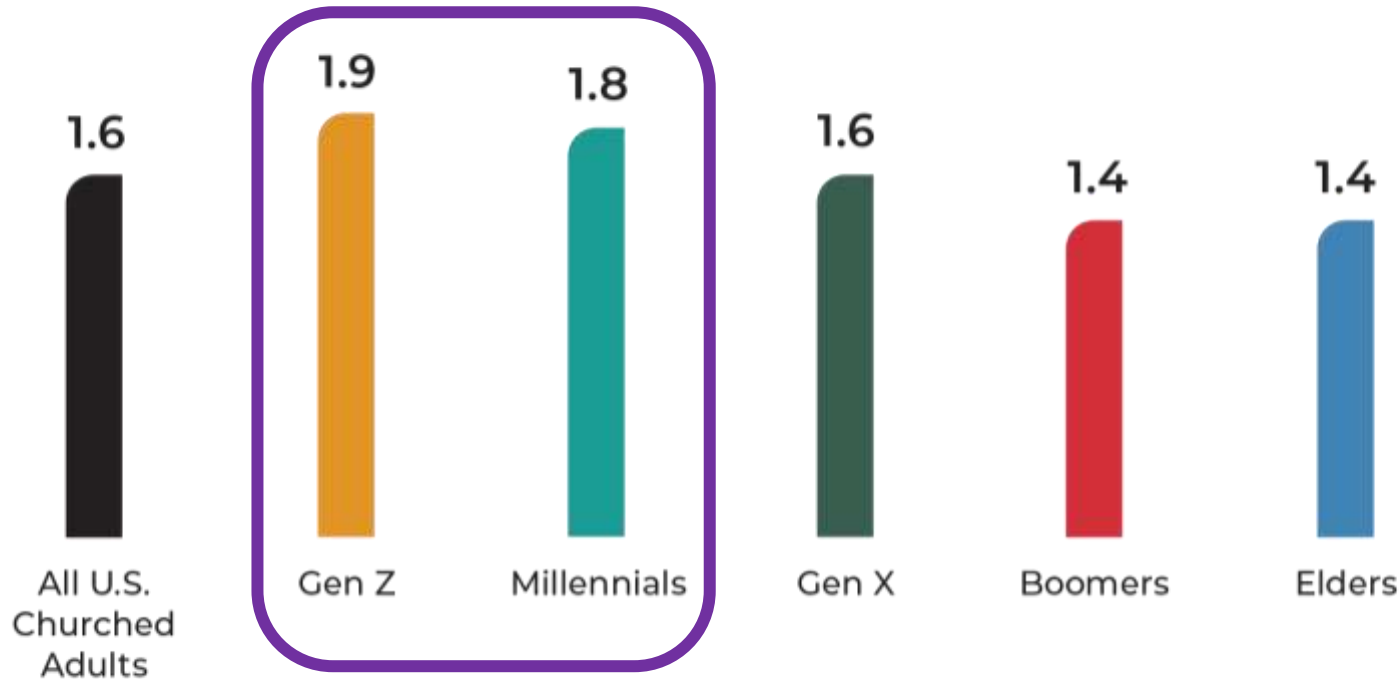




# Young Adults Lead a Resurgence in Church Attendance

(<https://www.barna.com/research/young-adults-lead-resurgence-in-church-attendance/>) (Sep 2, 2025)

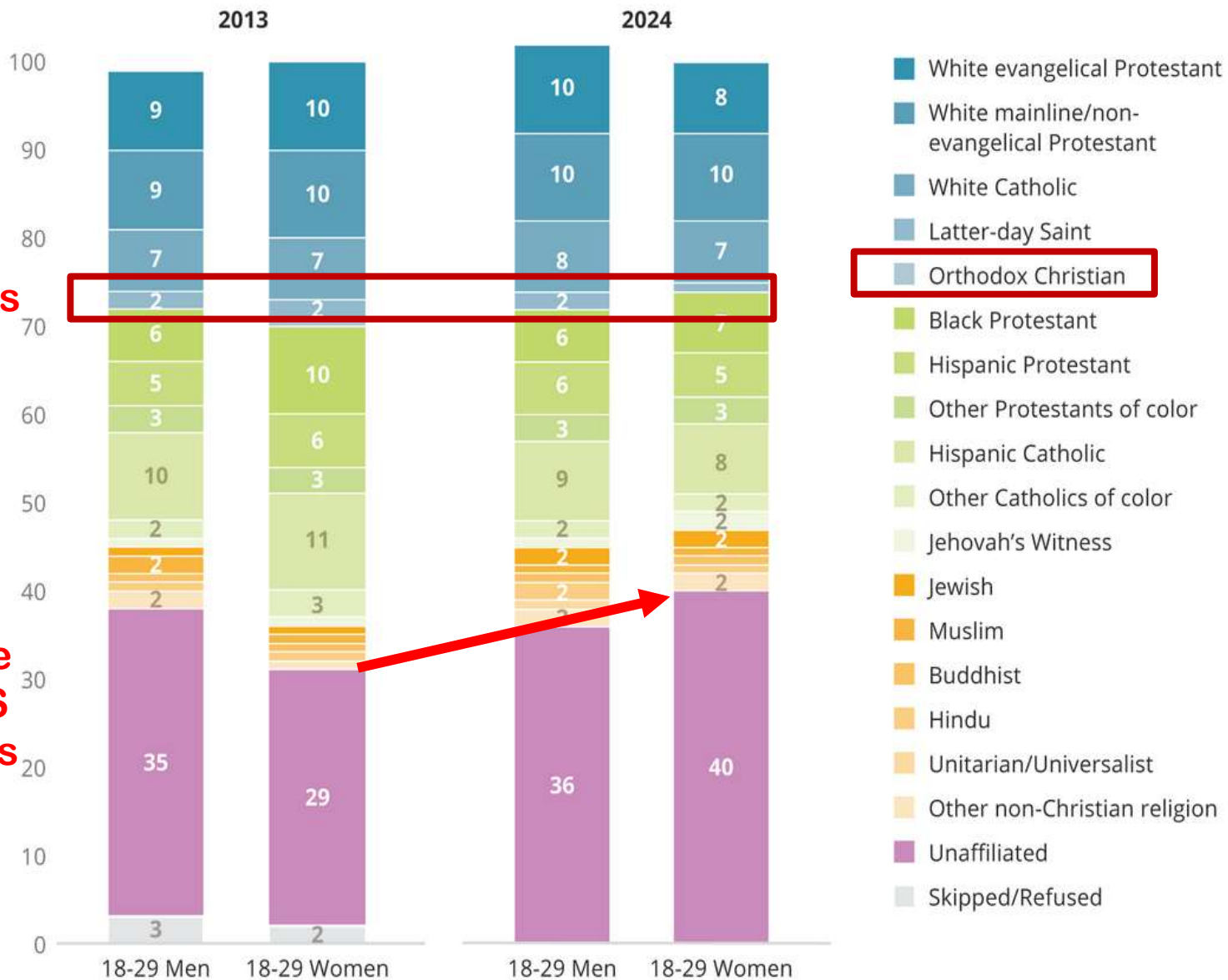
### Number of Weekends U.S. Churchgoers Attend Church Per Month, 2025



n=3,579 U.S. Adults, January to July 2025.

**FIGURE 1. Shift in Religious Affiliation Among Young Americans, by Gender**

Percent who are: **18-29 year olds**



**Decline in young Orthodox females**

**Massive increase in female NONES over last 11 years from 29% to 40%**

Source: PRRI Census of American Religion 2013 & 2024.

# PRE-COVID Giving Facts<sup>1</sup>

U.S. Orthodox Christians are in:

~ top 1/4 in annual income

~ bottom 1/4 in church stewardship

---

<sup>1</sup> Pew Forum income data compared against Financial Stewardship Analysis of over 275 U.S. Orthodox Parishes conducted by Stewardship Calling ministry

# **“The Orthodox Seminary Tsunami”**

**330,000,000 U.S. population**

**353 total theological seminaries**

**8 Orthodox seminaries**

**178 FTE Orthodox seminarians across all 3 years**

**59 est. max possible graduates per year**

**1,348 parishes in the “big three” (GOA, OCA, AOC)**

**33% of Orthodox clergy are in retirement range**

**115 est. annual clergy vacancies (for all reasons)**

**30 est. annual ordination candidates**

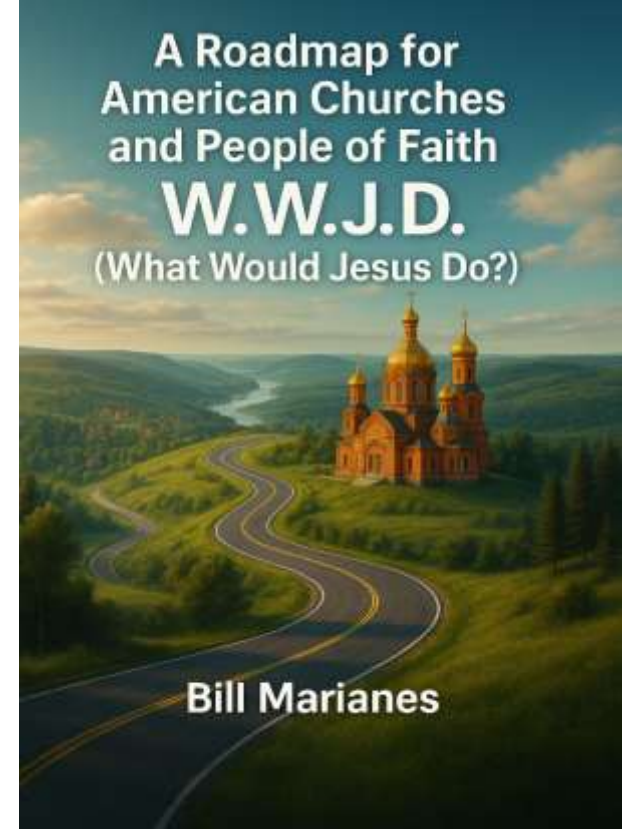
**80-90 est. clergy replacement shortfall EVERY year!**

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

---

For more information, see:

**Chapter 2:**  
**Selected Church  
Challenges Data**  
(pages 19 – 34)



<https://churchroadmap.com/>





**AUDIENCE PARTICIPATION TIME!**

**What Is The Single Biggest  
Challenge Facing Parishes?**

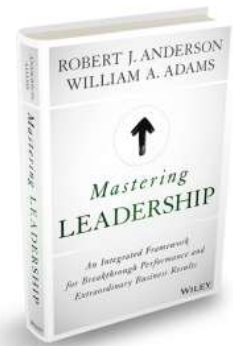
## Entropy

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

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

- ~ 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 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.

# We Live In A VUCAD World

**V**olatility

**U**ncertainty

**C**omplexity

**A**mbiguity

**D**isruption

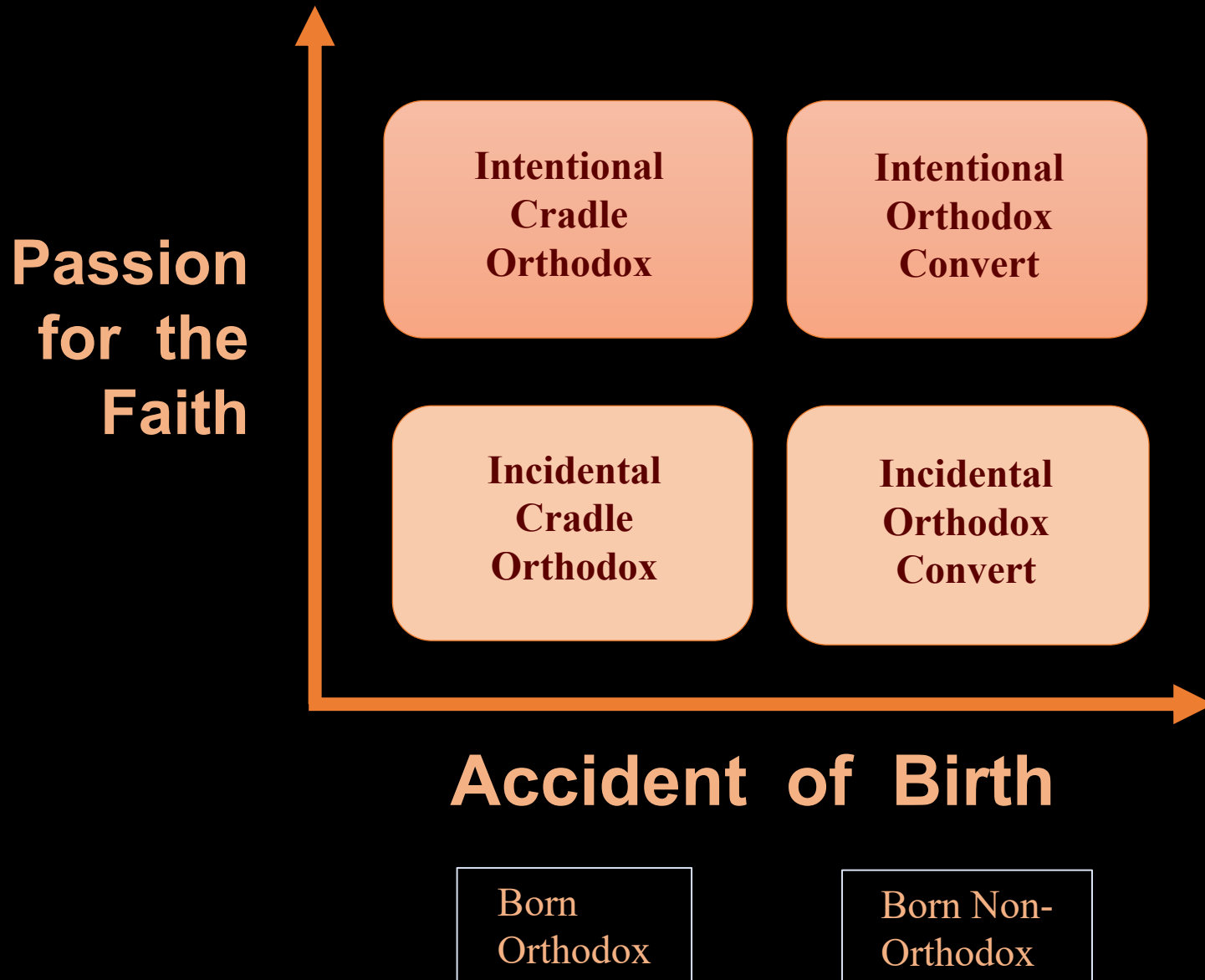
—

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

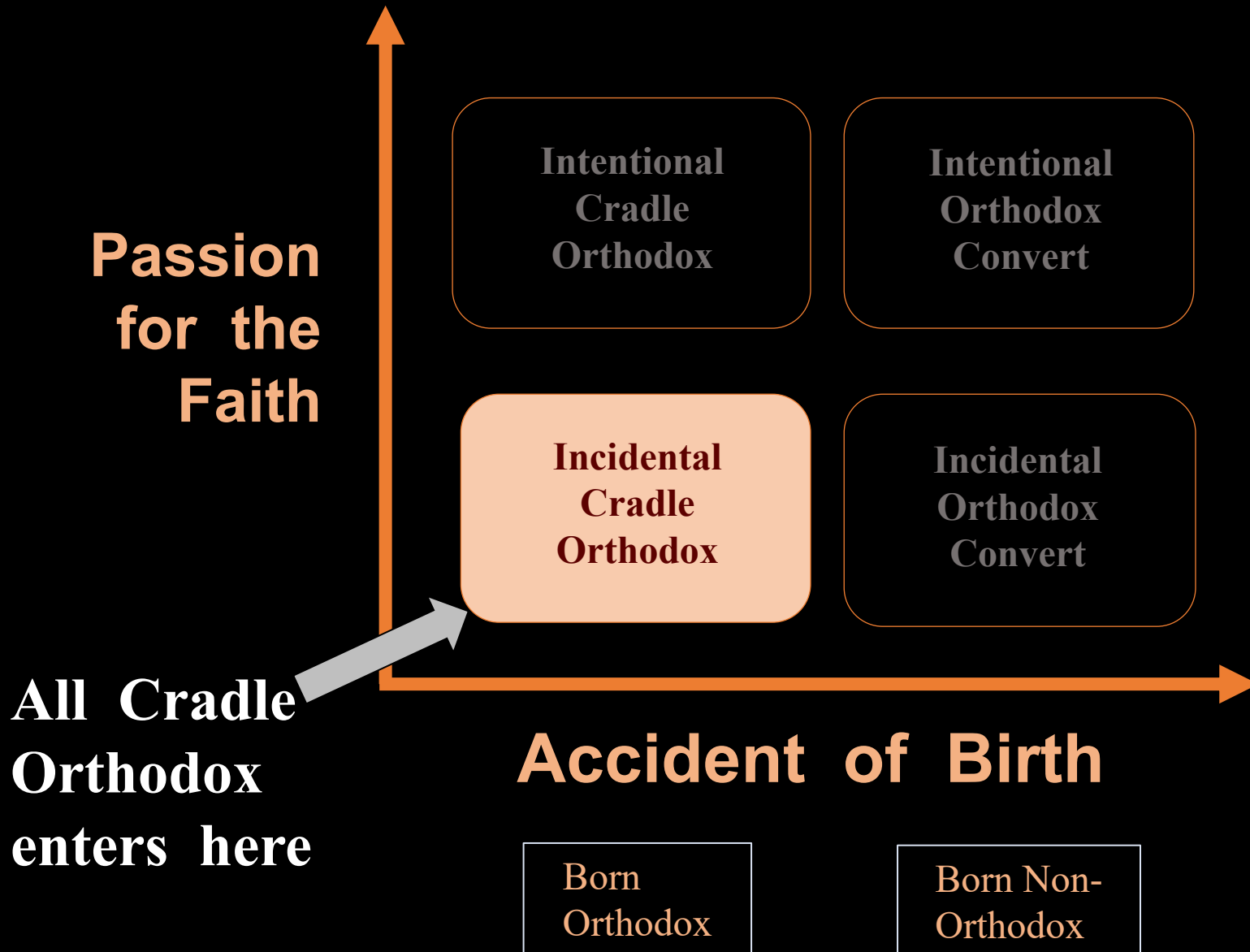
---



# 4 Kinds of U.S. Orthodox Christians



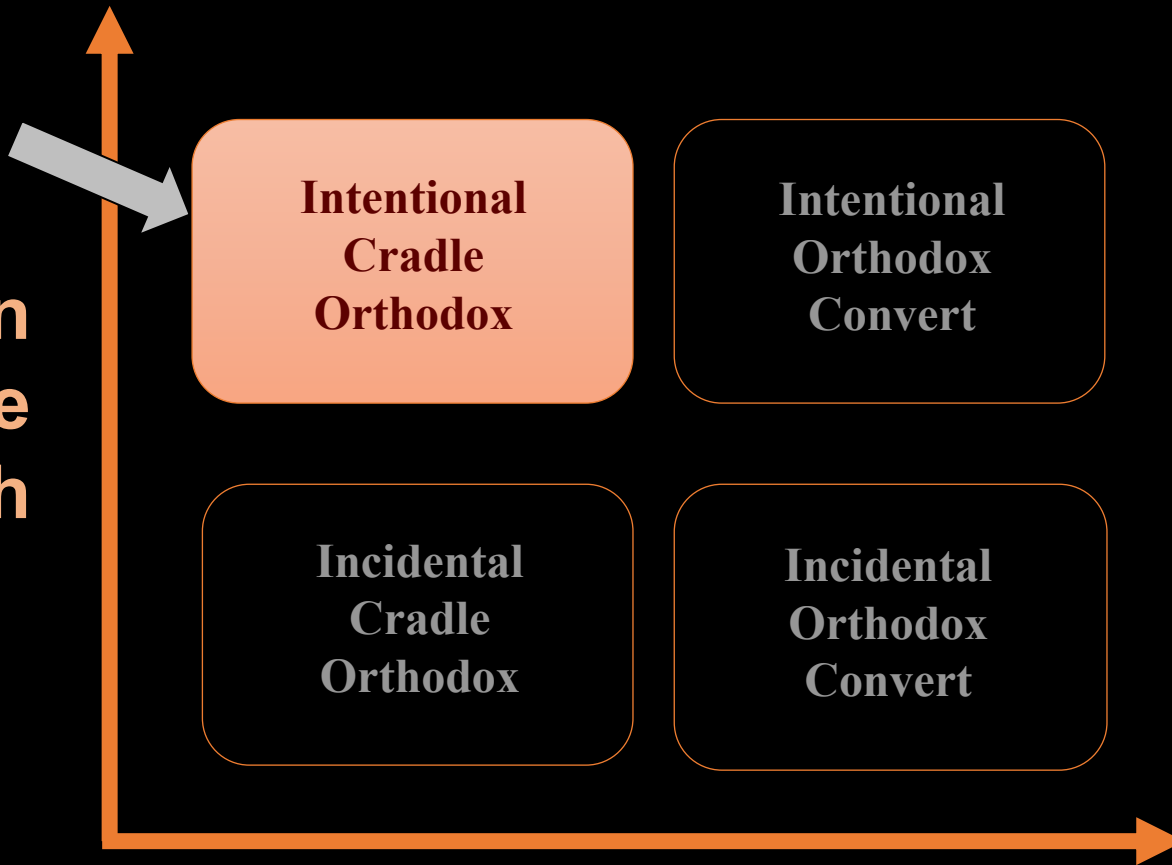
# 4 Kinds of U.S. Orthodox Christians



# 4 Kinds of U.S. Orthodox Christians

Kids of  
converts &  
few Cradle  
Orthodox

Passion  
for the  
Faith

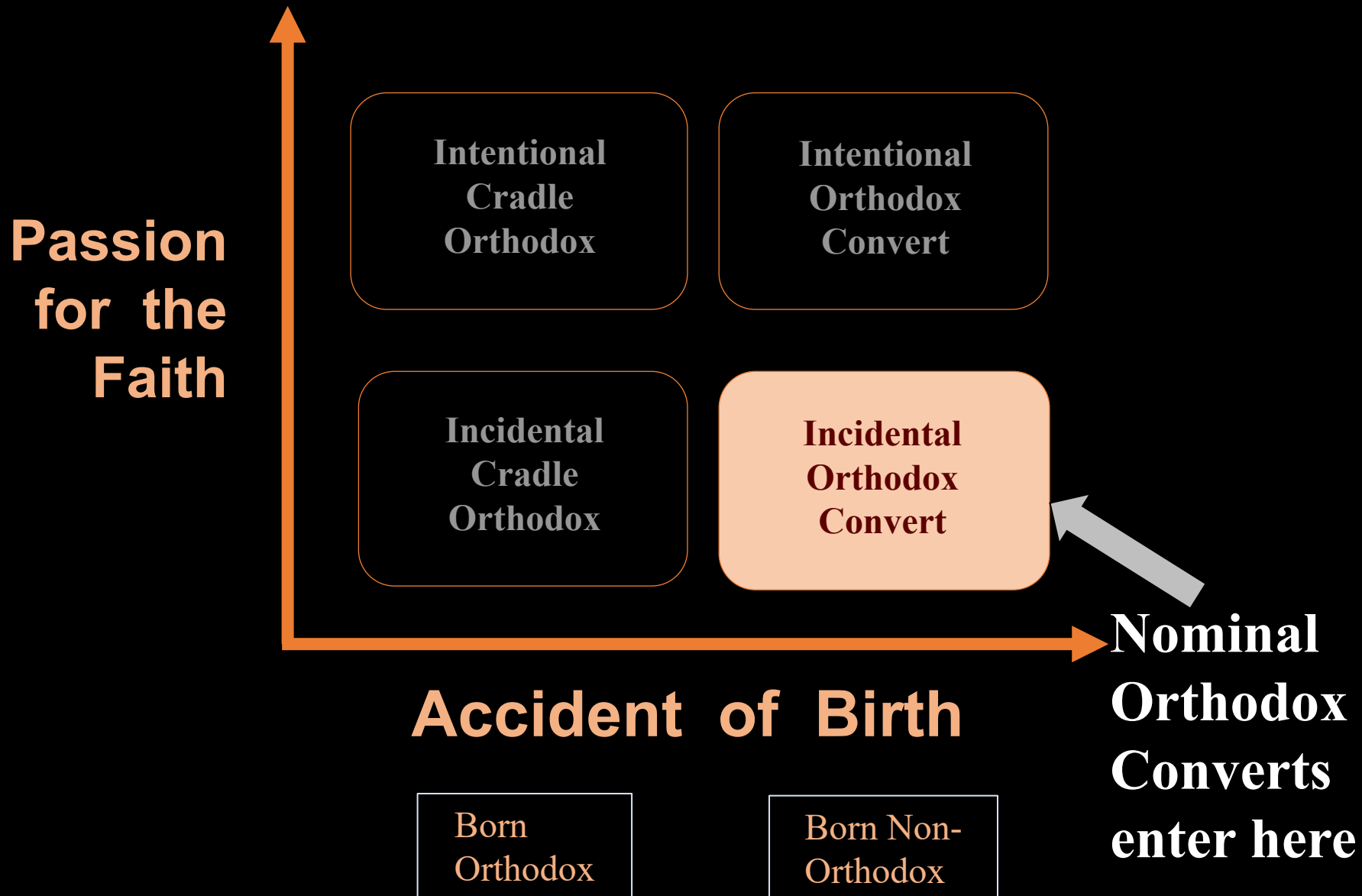


**Accident of Birth**

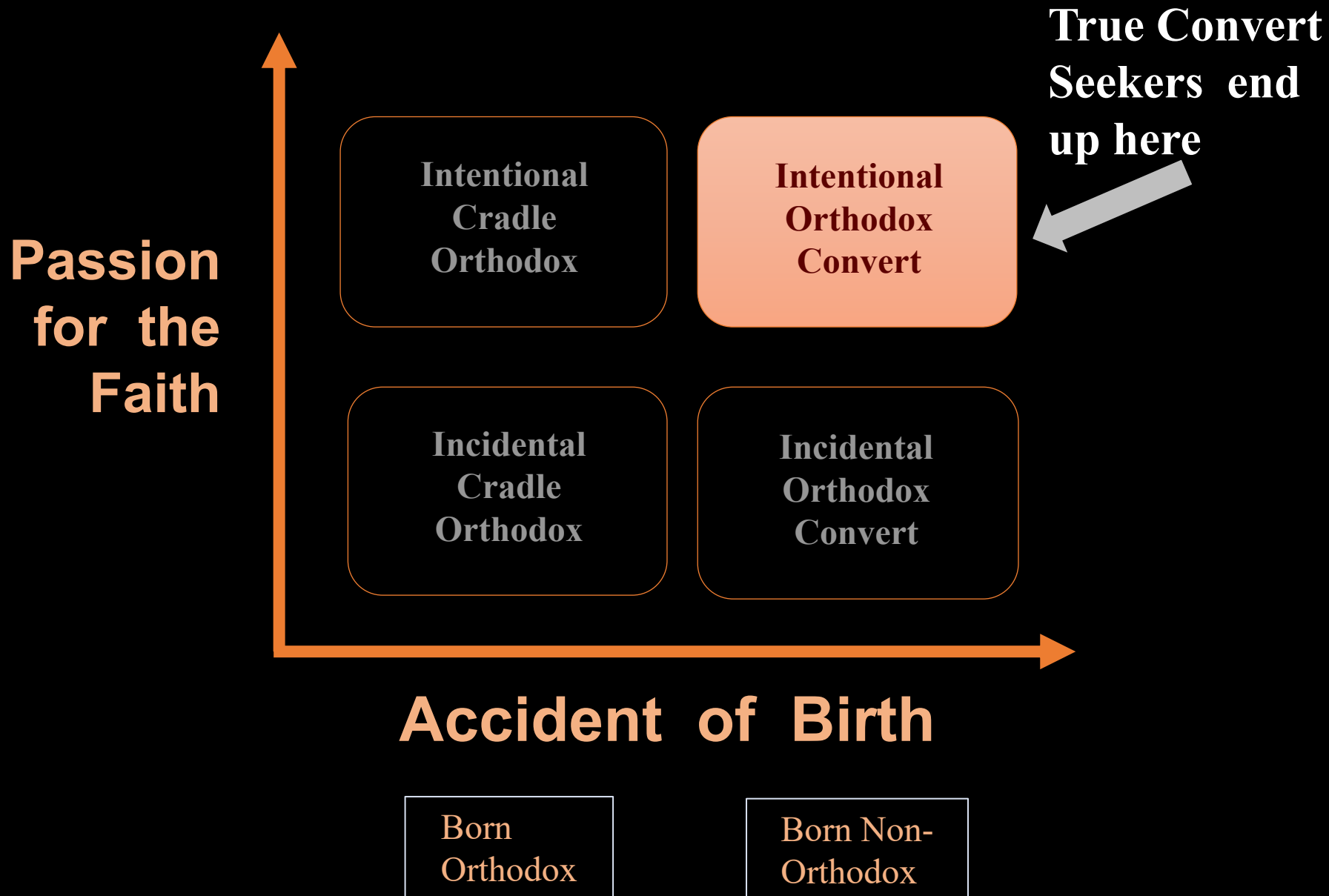
Born  
Orthodox

Born Non-  
Orthodox

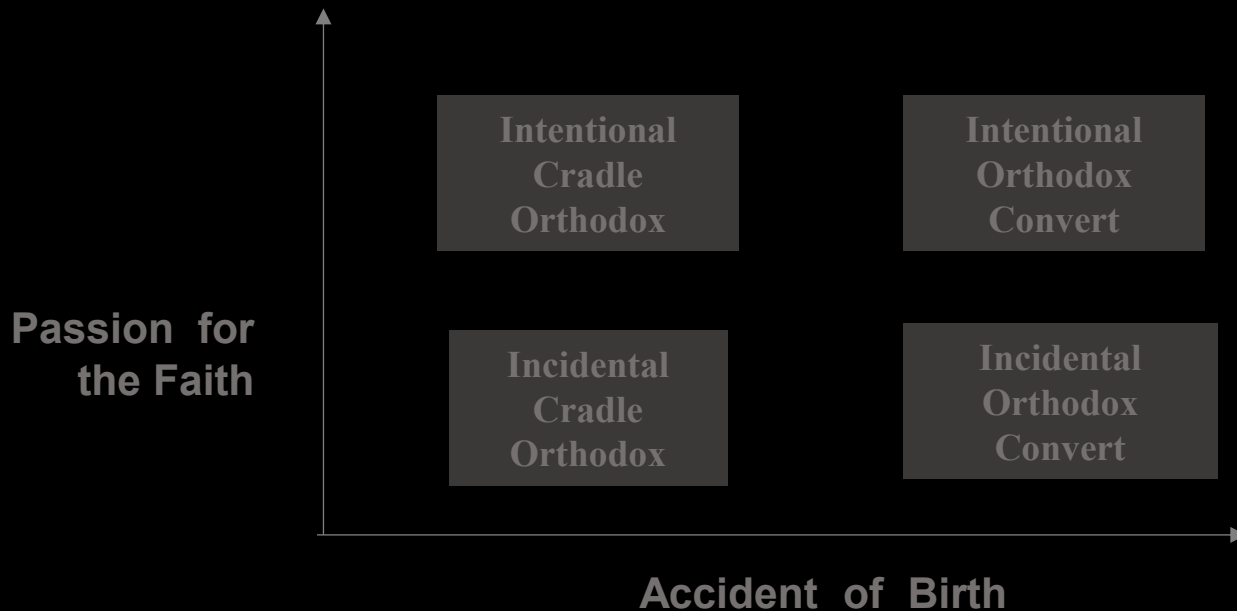
# 4 Kinds of U.S. Orthodox Christians



# 4 Kinds of U.S. Orthodox Christians



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





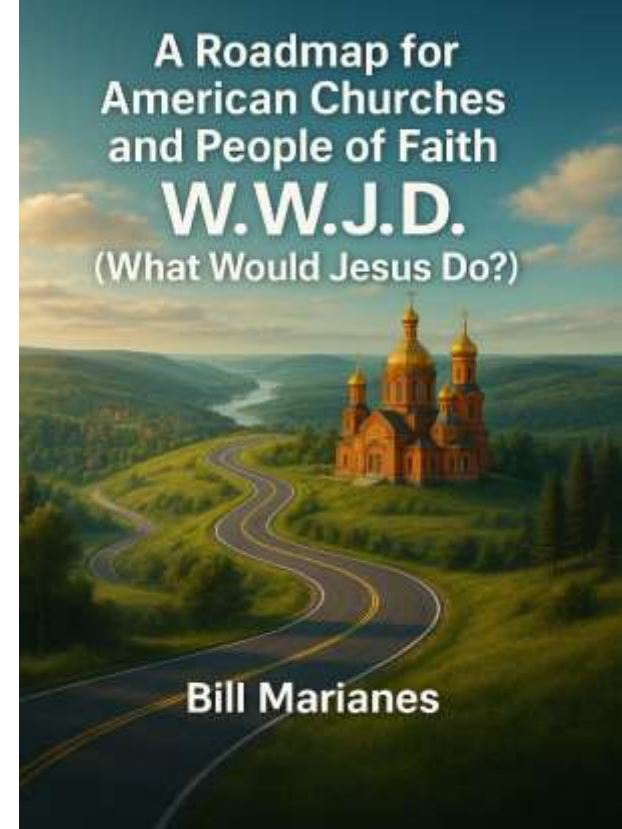
**Children born to your  
Intentional Converts may be  
Incidental Cradles without the  
thoughtful & intentional faith  
journey of their parents!**

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

---

For more information, see:

**Chapter 12:**  
**The Four Kinds of**  
**Parishioners**  
(pages 403 – 406)



<https://churchroadmap.com/>

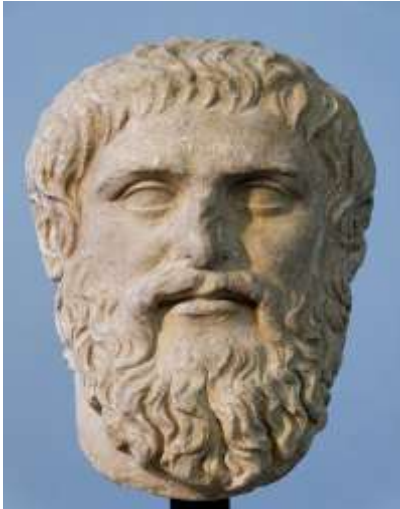




Leaders of a church will either be risk takers, or church caretakers who will eventually become its undertaker.

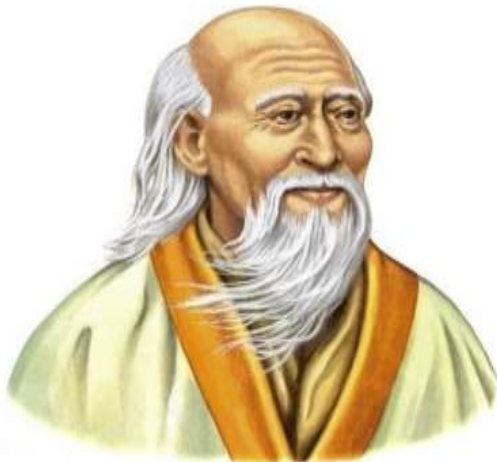
**“There is nothing permanent except change.”**

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

“If you keep  
doing what you’ve  
always done,  
you’ll keep getting  
what you’ve  
always got.”

Henry Ford

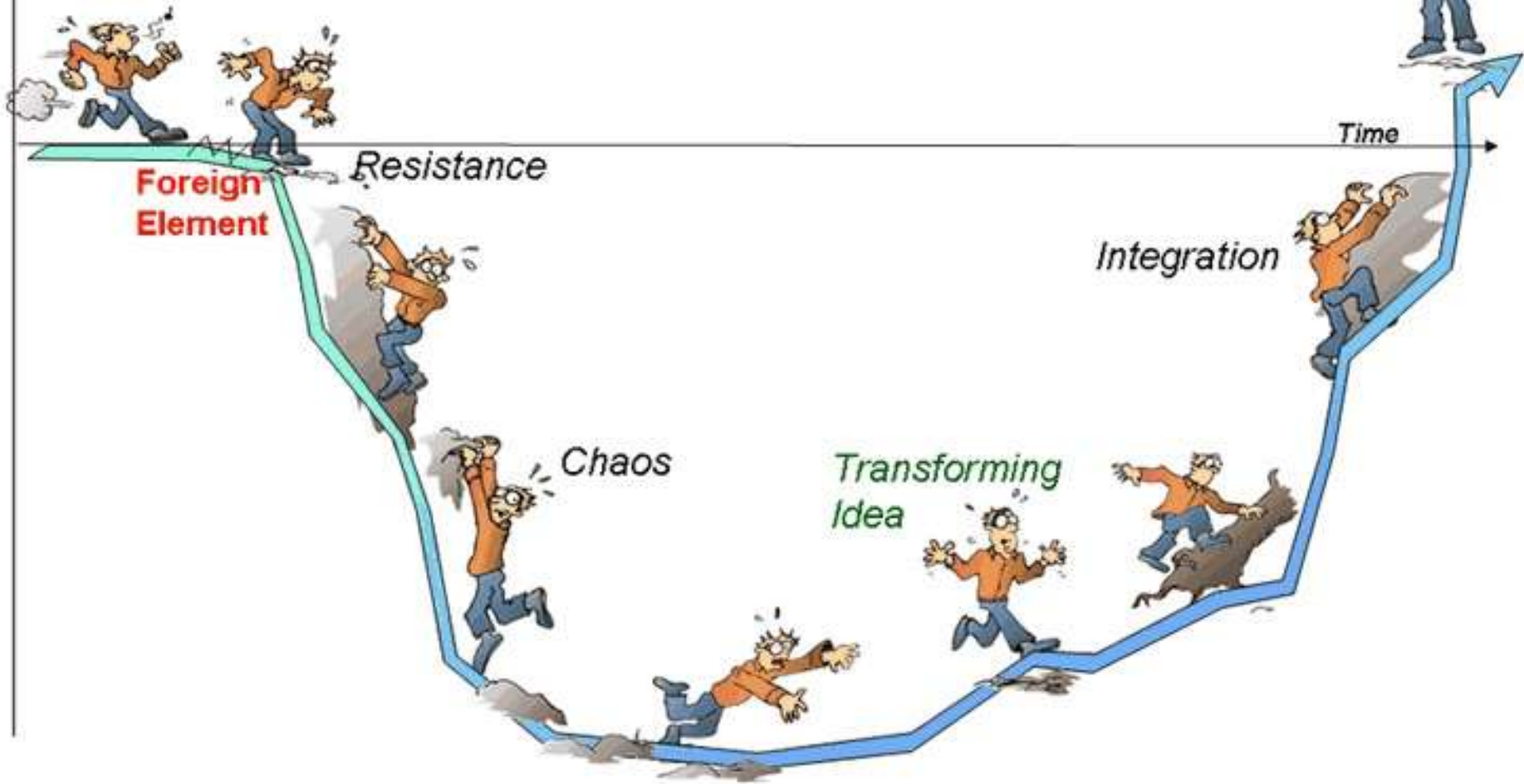


Performance

# The Change Process

Old Status Quo

New Status Quo



Foreign Element

Resistance

Chaos

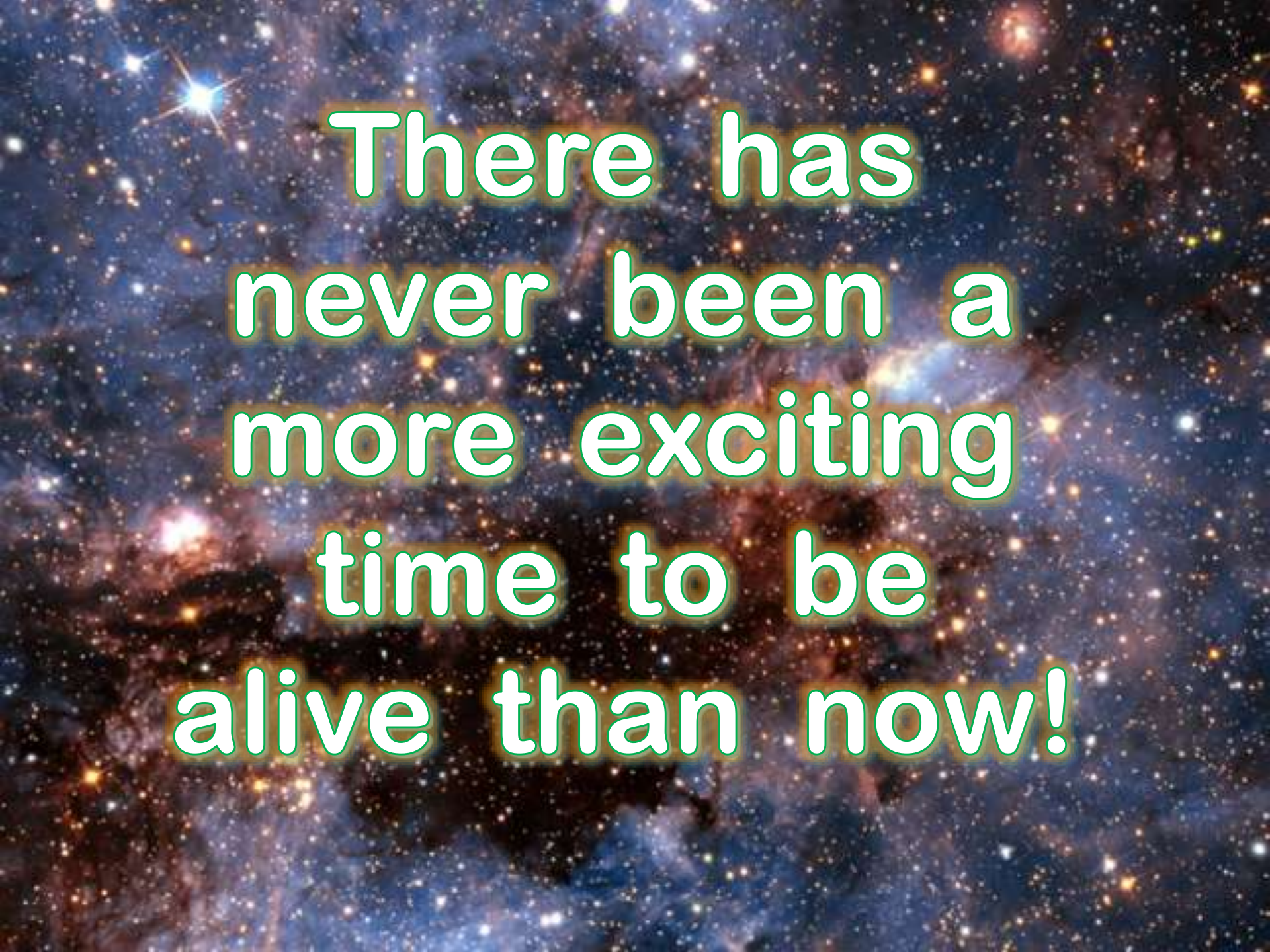
Transforming Idea

Integration

Time

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

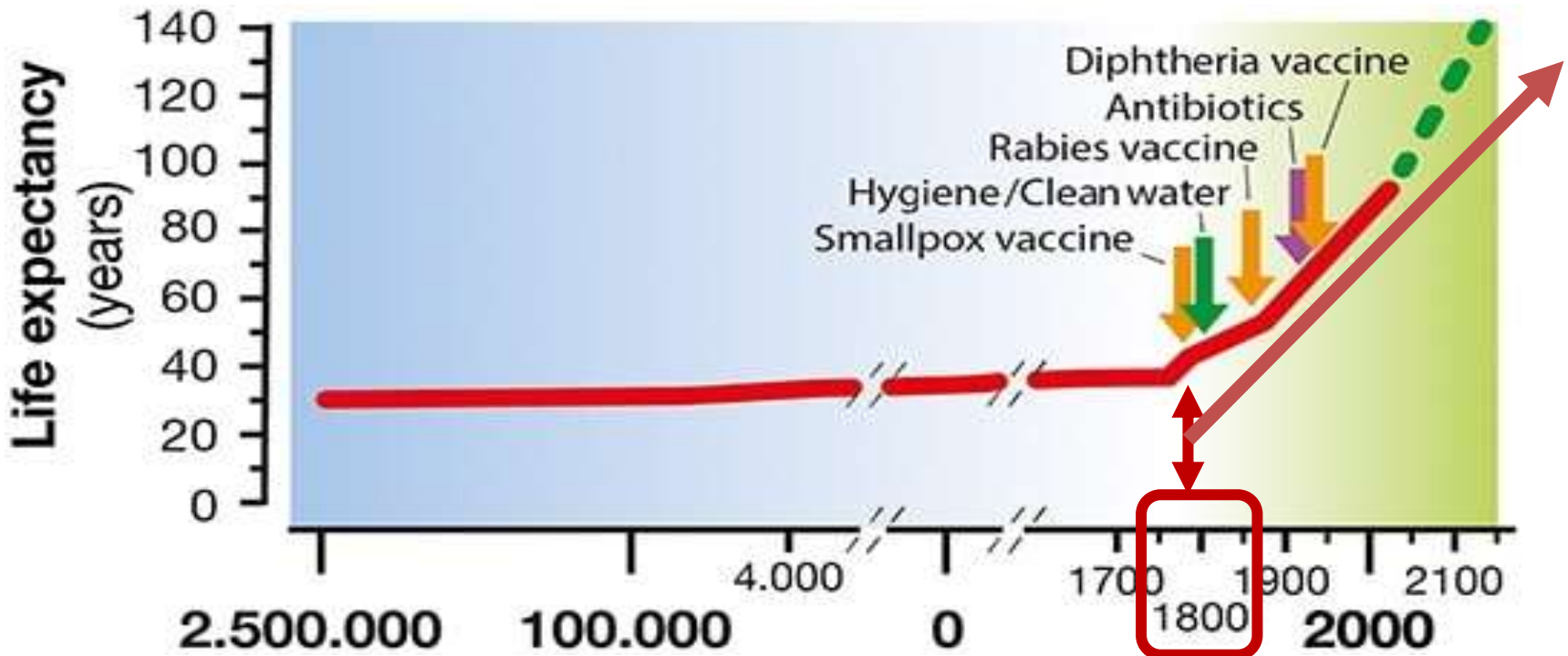




There has  
never been a  
more exciting  
time to be  
alive than now!

# In 5-7 Years, We're Projected to Achieve Longevity Escape Velocity

AI extends your remaining life expectancy by another year for each year you live.



# Your Main Objective



“Don’t die from something stupid” in  
the next 5-10 years until we reach  
Longevity Escape Velocity

**“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

45% of U.S. Adults would rather live in the past while only 14% would prefer living in the future

**If they could choose, about 3 times as many Americans would want to live in past as in future**

*% who say that if they could choose, they would live ...*

- 50 or more years in the past
- Less than 50 years in the past
- In the present
- Less than 50 years in the future
- 50 or more years in the future



Note: Share who didn't answer is not shown.

Source: Survey of U.S. adults conducted July 8-Aug. 3, 2025.

PEW RESEARCH CENTER



# Jack Welch

Chairman & CEO - General Electric



“If the rate of change on the outside exceeds the rate of change on the inside, the end is near.”



“Change before you have to.”

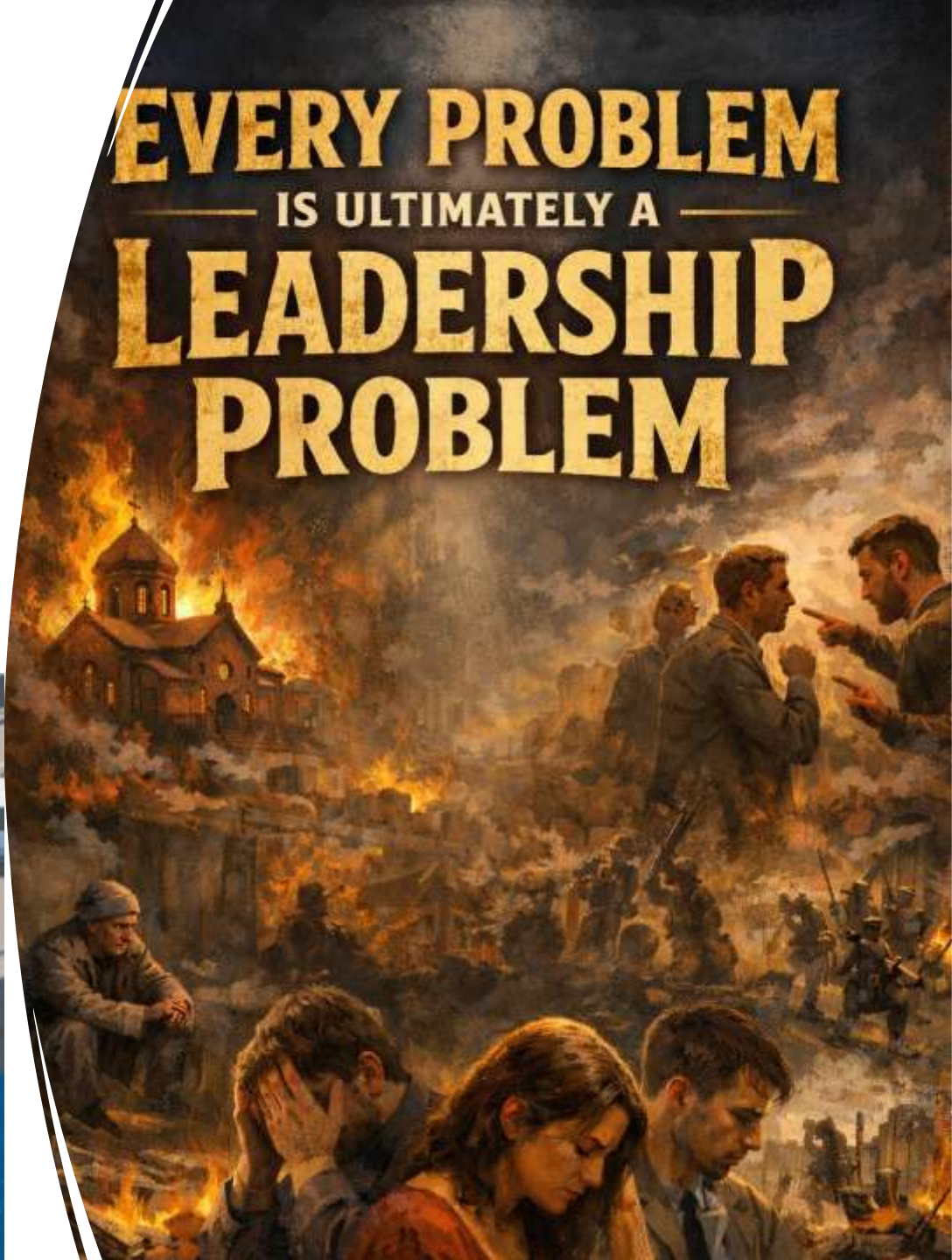




**What is your biggest fear about the need for change or what do you see as the biggest change opportunity?**

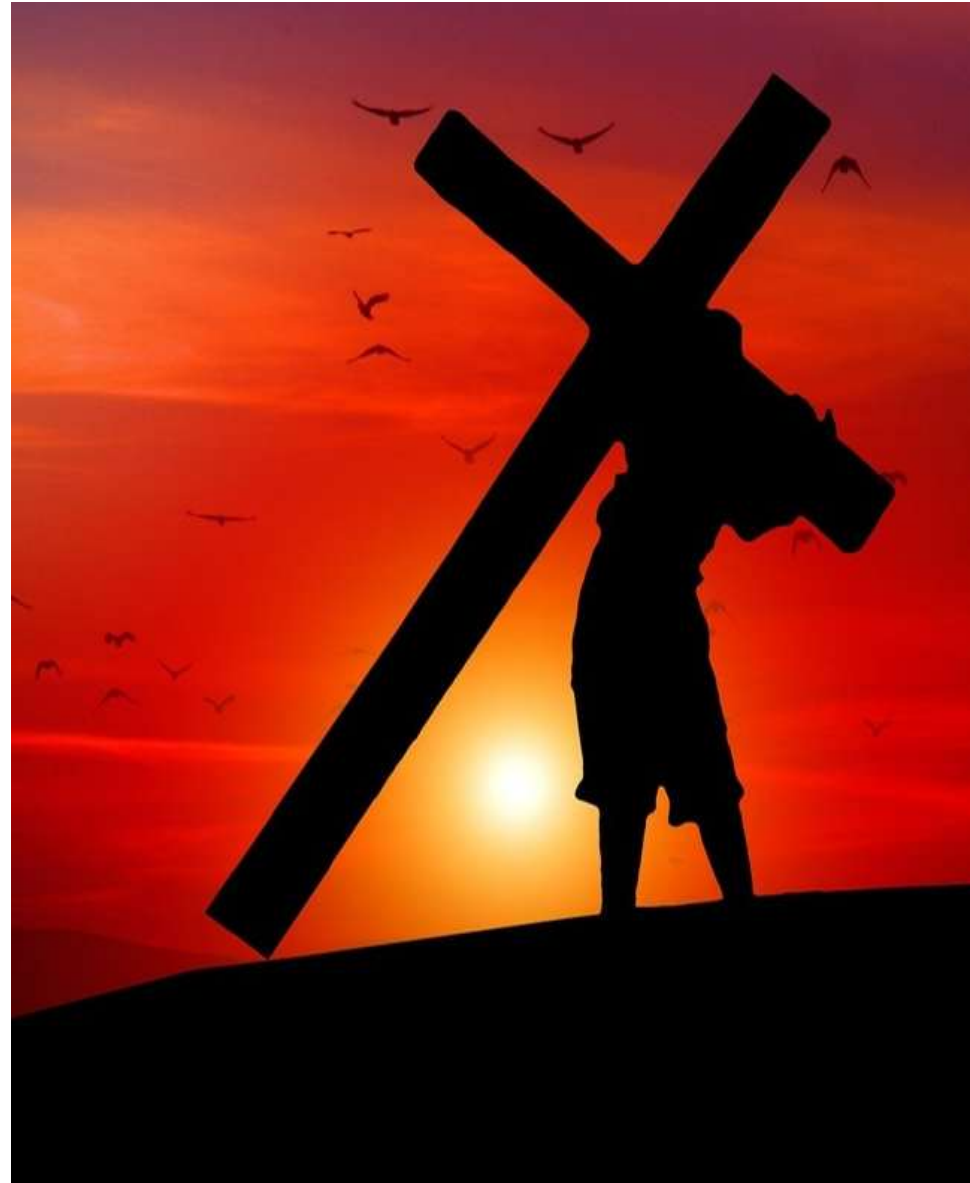


“If you think  
you have a  
problem other  
than  
leadership...  
...think again.”



# Your Job = E<sup>2</sup>+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



# 4 “HELP” Ways Parishioners Evaluate



Homilies



Engagement



Leadership



Personality/Presence



When Cicero finished speaking, the people said:

+

'How well he spoke.'

•

But when Demosthenes finished speaking, they said:

'Let us march'

o



# Top 5 Things People Look For In Picking A New Church

1. **Quality of sermons** 83%

2. **Feeling welcomed** 79%

3. **Style of services** 74%

4. **Location** 70%

5. **Education for kids** 56%



*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.”***



**Darkness  
is not a  
thing.**



**It's merely  
the absence  
of light**

**You can be  
a Human  
Light Bulb**





**Become and  
create  
Orthodox  
human light  
bulbs**



# The 3 Stages of Becoming an Orthodox Human Light Bulb

---





Teacher



Preacher



Reacher



# Teacher to Preacher to Reacher Formula

$$3K + 3P + 3A = \Delta$$



# Teacher to Preacher to Reacher Formula

$$3K + 3P + 3A = \Delta$$

Know thyself (thy why)

Know thy target audience

Know thy content

# KNOW THY CONTENT



- ~ The greater the personal interaction the more effective
- ~ Memorize it (or use outline) to maximize eye contact
- ~ **NEVER READ!**
- ~ If you cannot speak the Word of God with passion and enthusiasm, don't speak it!
- ~ Rehearse, rehearse, rehearse (videotape yourself)

# KNOW THY CONTENT



- ~ “Begin with the end in mind.”
- ~
  1. Tell them what you’re going to tell them;
  2. Tell them;
  3. Tell them what you’ve told them.
- ~ What is the most effective way to deliver / communicate your message?
- ~ How many times have you proofed or rehearsed your content?
- ~ Have you received comments from competent trusted advisors?

# Teacher to Preacher to Reacher Formula

$$3K + 3P + 3A = \Delta$$

Personal communications

Passionately communications

Persuasive communications

# Personal Communications



~ **Storytelling:**

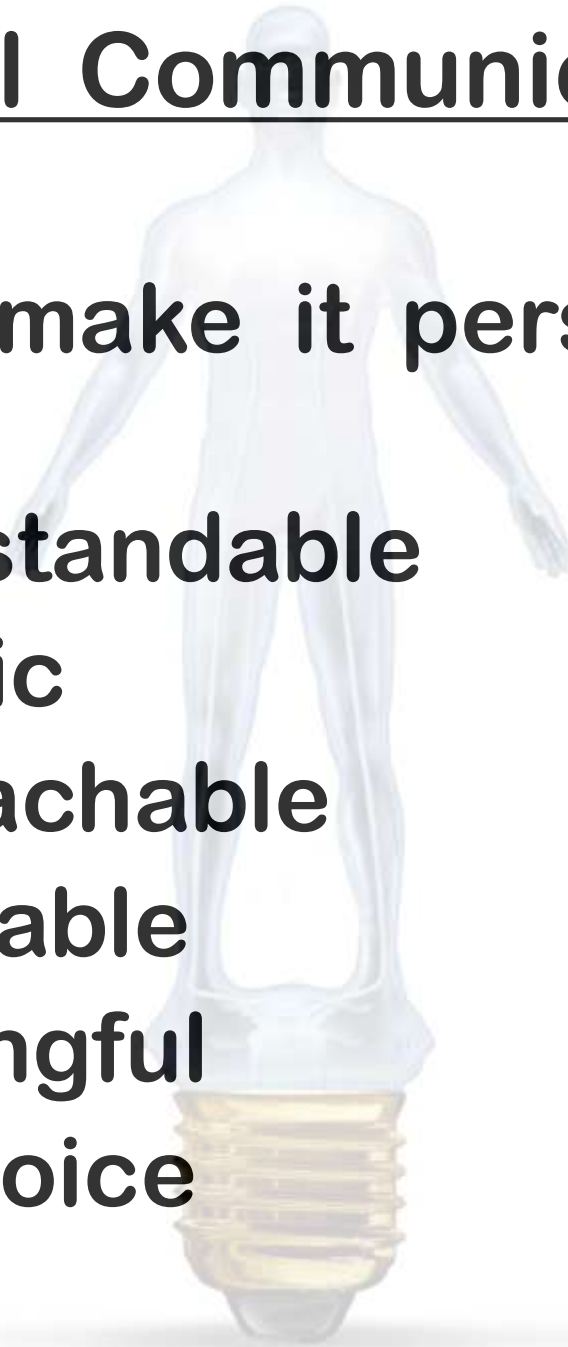
- 1. engages the entire brain;**
- 2. is highly-effective for learning and communicating**

~ **“65% of our conversations are made up of personal stories (and gossip).”**

# Personal Communications

When you make it personal, you make it:

- ~ understandable
- ~ realistic
- ~ approachable
- ~ achievable
- ~ meaningful
- ~ your voice



# Personal Communications



- ~ Tell them a story they can understand and apply in their lives
- ~ Use real life (personal) examples that apply your key message
- ~ Provide context when helpful
  - + Luke 15:4 - One Lost Sheep
  - + Matthew 6:25 - Don't worry about food, clothes...

# Teacher to Preacher to Reacher Formula

$$3K + 3P + 3A = \Delta$$

Action desired

Action steps

Action reward



# An Effective REACHER:



~ Explains:

1. what they want you to do,
2. how to do it, and
3. how it will make you feel

~ Provides a road map with some options  
(not everyone takes the same path)

~ Creates a “feedback loop” to build rapport, and share successes, transparency and accountability



# You need a plan!

- ~ People complete tasks faster when they develop concrete implementation intentions. <sup>1</sup>
- ~ People with concrete plans follow through more often than those with merely a high-level theory. <sup>2</sup>
- ~ Productivity increases when high-level tasks are broken down into more concrete steps.

<sup>3</sup>

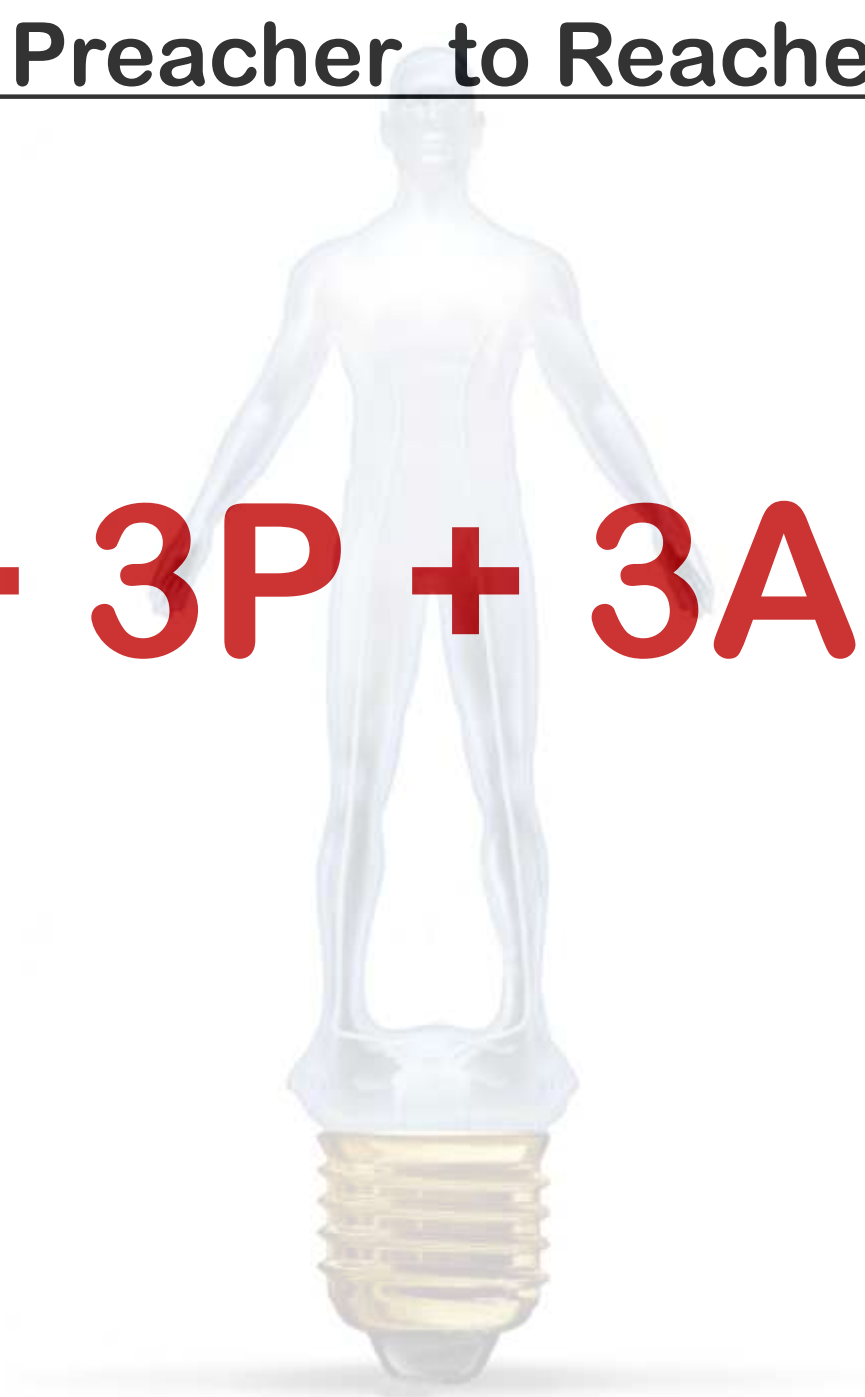
<sup>1</sup> (Allen 2002; Amabile and Kramer 2011; Gollwitzer 1996; Leventhal et al. 1965; Luszczynska 2006; Milkman et al. 2011)

<sup>2</sup>(Milkman et al. 2011; Luszczynska 2006)

<sup>3</sup>(Ahmad et al. 2011; Amabile and Kramer 2011; N Kokkalis 2013)

# Teacher to Preacher to Reacher Formula

$$3K + 3P + 3A = \Delta$$





# Church Roadmap Podcast



**The Reacher Strategy:  
Beyond Filling Seats to  
Forming Souls (3K + 3P + 3A  
= Δ) Episode 3 (1-21-26)**

<https://www.youtube.com/watch?v=Nhq8jPRwQd4&t=2s>

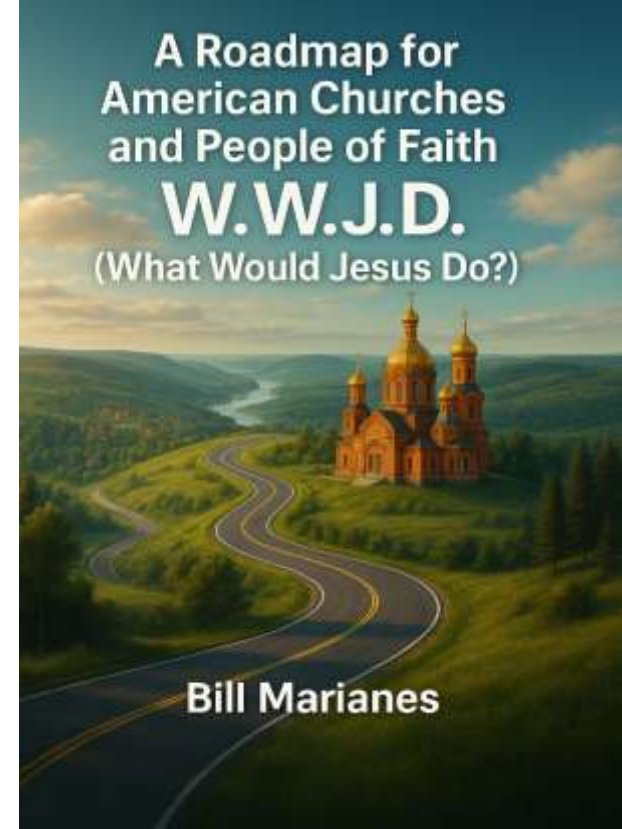
## Watch or Listen:

- YouTube: <https://www.youtube.com/@stewardshipcallingministry/live>
- Facebook: <https://www.facebook.com/stewardshipcalling/videos>
- Recorded versions available at: [www.churchroadmap.com](http://www.churchroadmap.com)

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

For comprehensive and detailed explanation and practical examples of The Reacher Strategy, see:

**Chapter 12:**  
**The Why and How of**  
**Spiritual Formation And**  
**Religious Education**  
(pages 400 – 439)



<https://churchroadmap.com/>



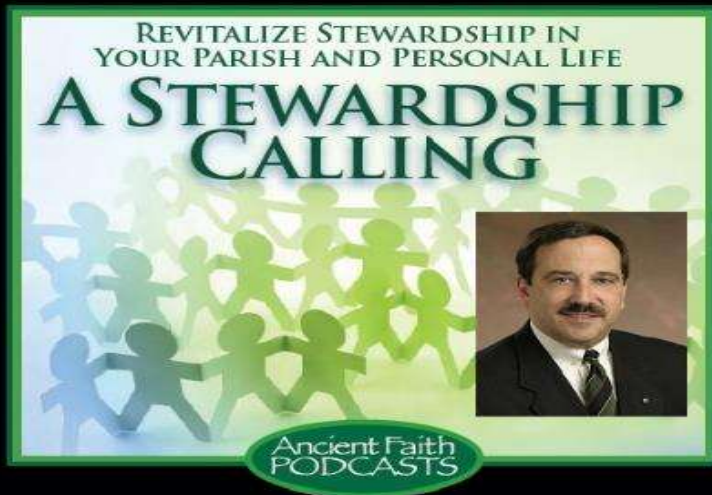


ANCIENT FAITH RADIO

*Bringing the Ancient Christian Faith to the Modern World*

Ancient Faith Ministries

BILL MARIANES



# Effective Sermons and Homilies

Part 1 = 12/4/19

Part 2 = 2/15/20

[1. https://www.ancientfaith.com/podcasts/stewardshipcalling/the importance of effective preaching part 1](https://www.ancientfaith.com/podcasts/stewardshipcalling/the_importance_of_effective_preaching_part_1)

[2. https://www.ancientfaith.com/podcasts/stewardshipcalling/the importance of effective preaching part 2](https://www.ancientfaith.com/podcasts/stewardshipcalling/the_importance_of_effective_preaching_part_2)



Fr.  
Barnabas



Fr. Nicholas  
Louh

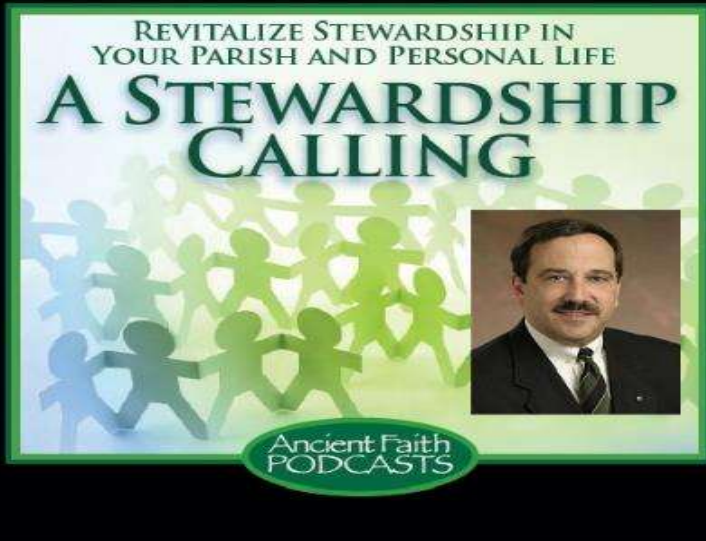


ANCIENT FAITH RADIO

*Bringing the Ancient Christian Faith to the Modern World*

Ancient Faith Ministries

BILL MARIANES



# Effective Church Presentations

Part 3 = 1/31/21

Part 4 = 2/3/21

[1. https://www.ancientfaith.com/podcasts/stewardshipcalling/what we have here is a failure to communicate](https://www.ancientfaith.com/podcasts/stewardshipcalling/what-we-have-here-is-a-failure-to-communicate)

[2. https://www.ancientfaith.com/podcasts/stewardshipcalling/from teacher to preacher to reacher](https://www.ancientfaith.com/podcasts/stewardshipcalling/from-teacher-to-preacher-to-reacher)



**Ken Futch**

**“What We Have Here  
Is A Failure To  
Communicate”**



**Bill Marianes**

**“From Teacher to  
Preacher to Reacher”**

The  
Big  
Idea



# Create a Culture of Engagement

The  
Big  
Idea



**W<sup>2</sup>**

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



The Power of E<sup>3</sup>  
Engagement  
Education &  
Evangelism



The  
Big  
Idea

Copyrighted Material  
GALLUP PRESS

GROWING  
— AN —  
ENGAGED  
CHURCH

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

ALBERT L. WINSEMAN

Copyrighted Material

# 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...”**

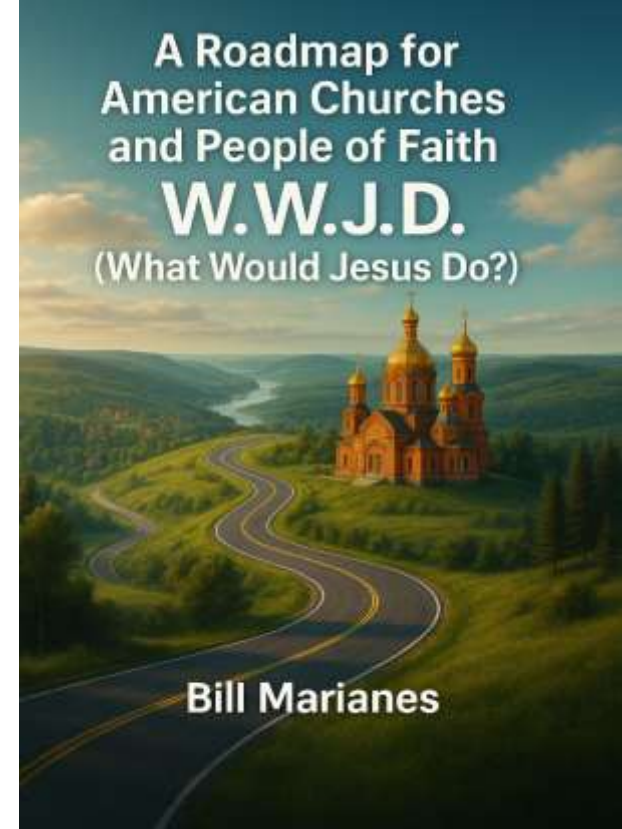


# A Roadmap for American Churches and People of Faith: W.W.J.D. (What Would Jesus Do?)

---

For more information, see:

**Chapter 10:**  
**Stewardship Calling 10**  
**commandments of**  
**Stewardship &**  
**Engagement**  
(pages 262 – 384)



<https://churchroadmap.com/>



# Church Roadmap Podcast



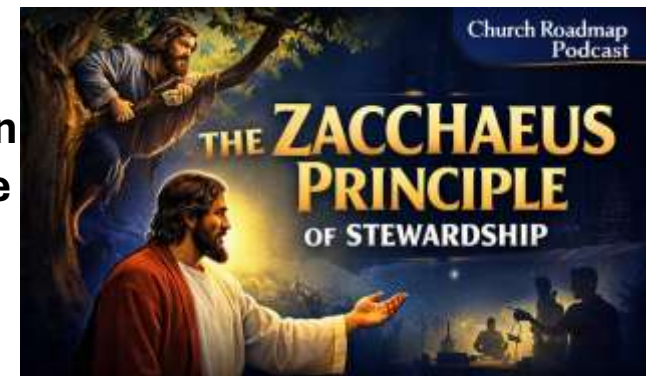
**Beginning The Why and What of Stewardship and Engagement (1-14-26)**



**From Dues to Discipleship: Why Stewardship Is Formation, Not Fundraising (2-11-26)**



**Stewardship & Engagement commandments 3 & 4:  $W^2$  (own the Watch and you will own the Wallet) – & Why The Mob Was Wrong – it's always personal (3-11-26)**



Recorded versions available at: [www.churchroadmap.com/stewardship/](http://www.churchroadmap.com/stewardship/)

**AUDIENCE PARTICIPATION TIME!**

## Questions about The Reacher or Culture of Engagement



# StewardshipCalling.com

Keynotes & Leadership Tab

## Stewardship Calling

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

WHY?

STEWARDSHIP

STRATEGIC PLANNING

INTERNET RADIO & PODCASTS

KEYNOTES & LEADERSHIP

RESOURCES

PERSONAL



SAINT TIKHON  
SEMINAR

LEADERSHIP

ONENESS IN CHRIST –  
AMERICAN CHRISTIAN  
CHURCH

ST. TIKHON'S SEMINARY  
LEADERSHIP SEMINAR

HOLY CROSS LEADERSHIP  
CLASS

St.  
Tikhon's  
Leadership  
Page

<https://stewardshipcalling.com/st-tikhons-seminary-leadership-seminar/>



STEWARDSHIP  
CALLING

QR Code for St. Tikhon's Leadership Class  
Stewardship Calling Presentations Page





SAINT TIKHON'S  
SEMINARY

*Leadership &  
Administration  
2026*

*Part 1*

*Church Leadership  
Data & Foundations*



STEWARDSHIP  
CALLING

Dr. Bill Marianes  
[Bill@stewardshipcalling.com](mailto:Bill@stewardshipcalling.com)