

THE DIOCESE OF NEW YORK & NEW JERSEY



Setting the Stage, Relevant Facts & Data, and a Communications Paradigm for Today



STEWARDSHIP
CALLING

Dr. Bill Marianes
Bill@stewardshipcalling.com

Where Is GOD?



“

“If a stranger walked into your parish this Sunday, sat through the entire Divine Liturgy, and then asked,

‘What exactly are you trying to form me into?’ ”



— could you answer in one sentence?

And do you have any evidence that what you’re doing is *actually working?*”



WE ARE FORMED FOR TRANSFIGURATION.
OUR PARISHES SHOULD REFLECT THAT.



StewardshipCalling.com

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

ARCHIVES

THE DIOCESE OF
NEW YORK & NEW JERSEY

OCA NY/NJ Clergy Retreat 2026

By the grace of God, and at the invitation of His Eminence Archbishop Michael, here are the dates for the 2026 New York New Jersey Clergy Retreat:

AQUINAS CENTER – ONENESS
IN CHRIST

OCA NY/NJ CLERGY RETREAT
2026

2026 OCA CLERGY LAITY
CONGRESS

LEADERSHIP

ONENESS IN CHRIST –
AMERICAN CHRISTIAN
CHURCH

ST. NICHOLAS LEXINGTON AND
BOSTON PARISHES

ST. TIKHON'S SEMINARY
LEADERSHIP SEMINAR

**Keynotes &
Leadership Tab**

**OCA
NY/NJ
Page**

**[https://stewardshipcalling.com/
oca-ny-nj-clergy-retreat-2026/](https://stewardshipcalling.com/oaca-ny-nj-clergy-retreat-2026/)**



QR Code to Access ALL Presentations at:

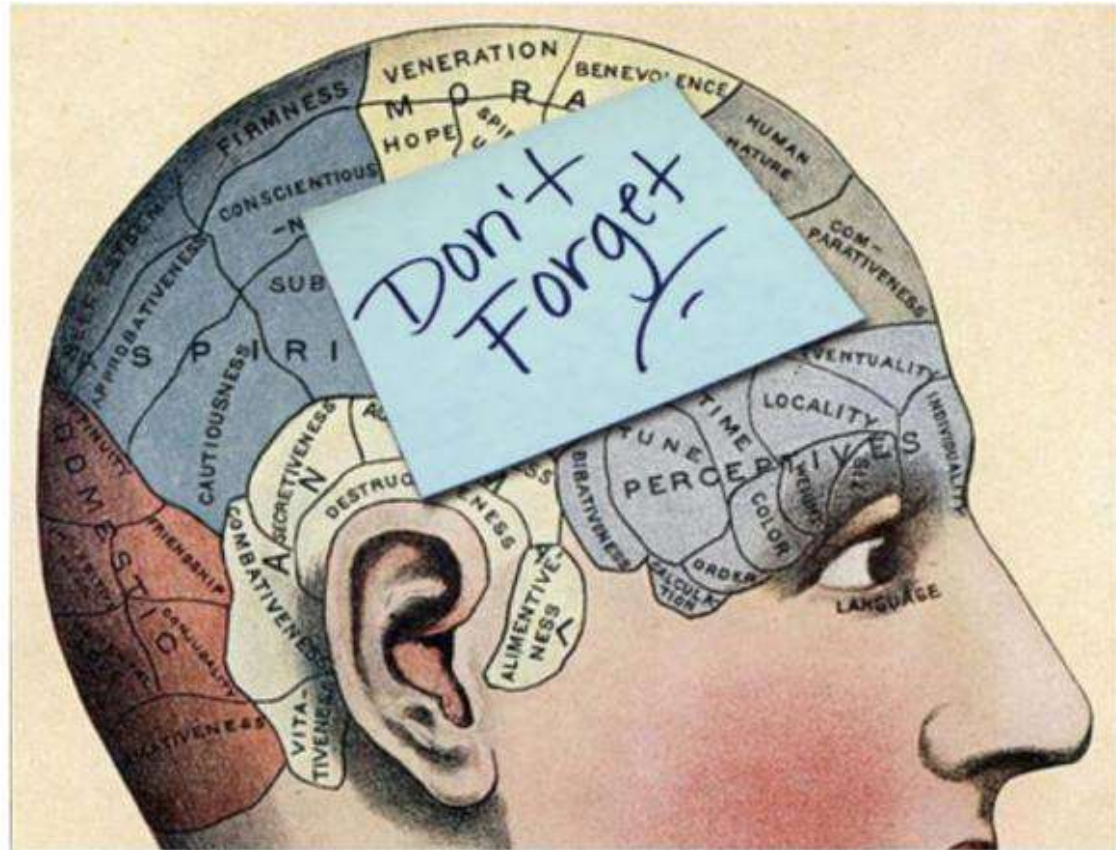
<https://stewardshipcalling.com/oqa-ny-nj-clergy-retreat-2026/>



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/**P**resence

So, who's trying to help you?



So, who's trying to help you?



Did anyone help me?



Fr. James Kumarelas (Holy Cross 2020)

45+ 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

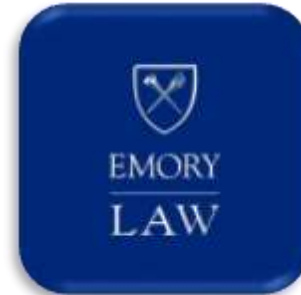
Lifelong Learner



**B.A.
Psychology**

**Northwestern
Kellogg**
School of Management

**Graduate
Leadership
Certificate**



**Juris
Doctorate**



**Masters in
Business
Administration**



**Doctorate in
Strategic
Leadership**



A journey ...

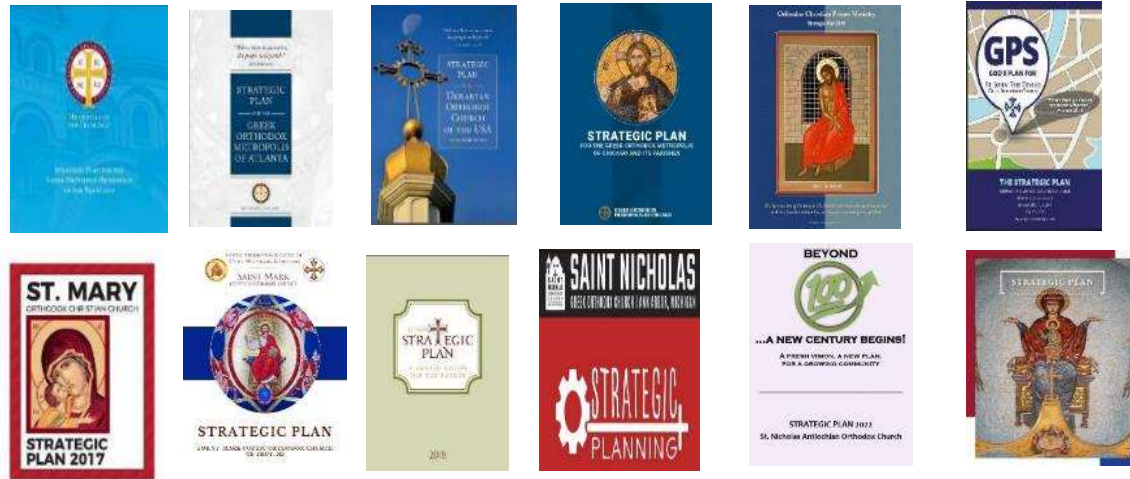
... 485,000+ airlines miles over 30+ years

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

...a financial stewardship analysis and Effective
Parish Assessment for 400+ 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:
Church Strategic Planning



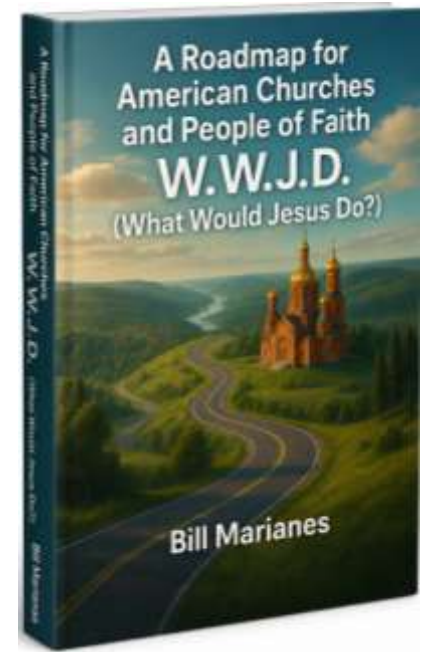
Chapters 9-11:
Stewardship & Engagement Best Practices



Chapters 12 & 14:
Spiritual Formation & Religious Education Best Practices



Chapters 15-18:
Orthodox and Christian Unity



<https://churchroadmap.com/>



free download

Church Roadmap Podcast



Every Wednesday at 7 p.m.

Leadership - 1st Wednesday of every month

Stewardship & Engagement - 2nd Wednesday of every month

Spiritual Formation - 3rd Wednesday of every month

Christian Unity - 4th Wednesday of every month

Strategic Planning - months with a 5th Wednesday

Where to watch or listen live:

- ~ YouTube: <https://www.youtube.com/@stewardshipcallingministry/live>
- ~ Facebook: <https://www.facebook.com/stewardshipcalling/videos>
- ~ Recorded versions available at: www.churchroadmap.com

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 you.

**I ask for your
patience and
forgiveness.**



Why are you and your
parish here?



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

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



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

II Corinthians 5:10
Divine Liturgy

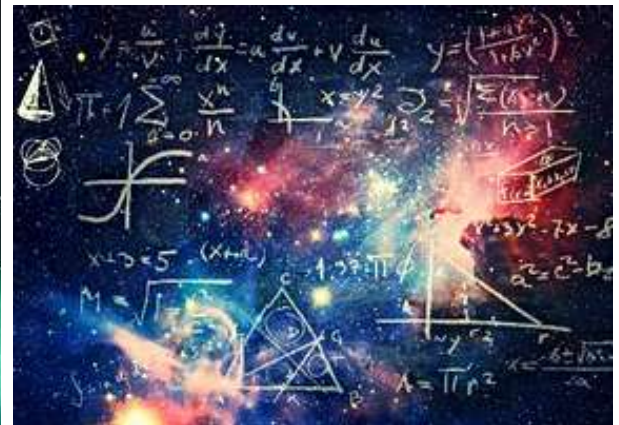
Christ's possible very difficult question



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?



Exponentially!

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.

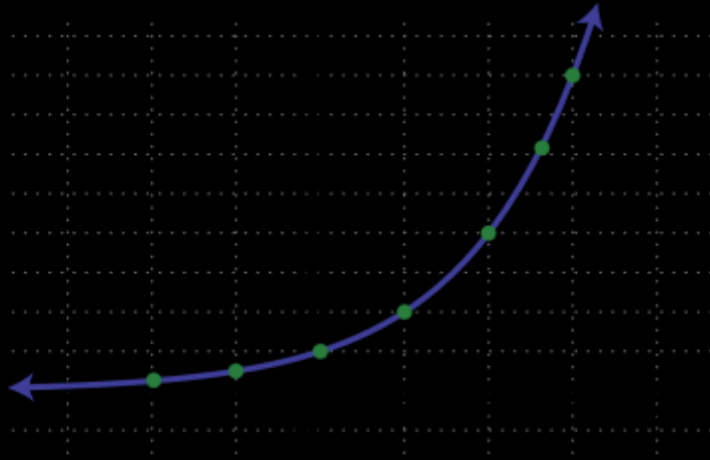
~ **95%** of text messages are read in under 3 minutes.

~ 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...



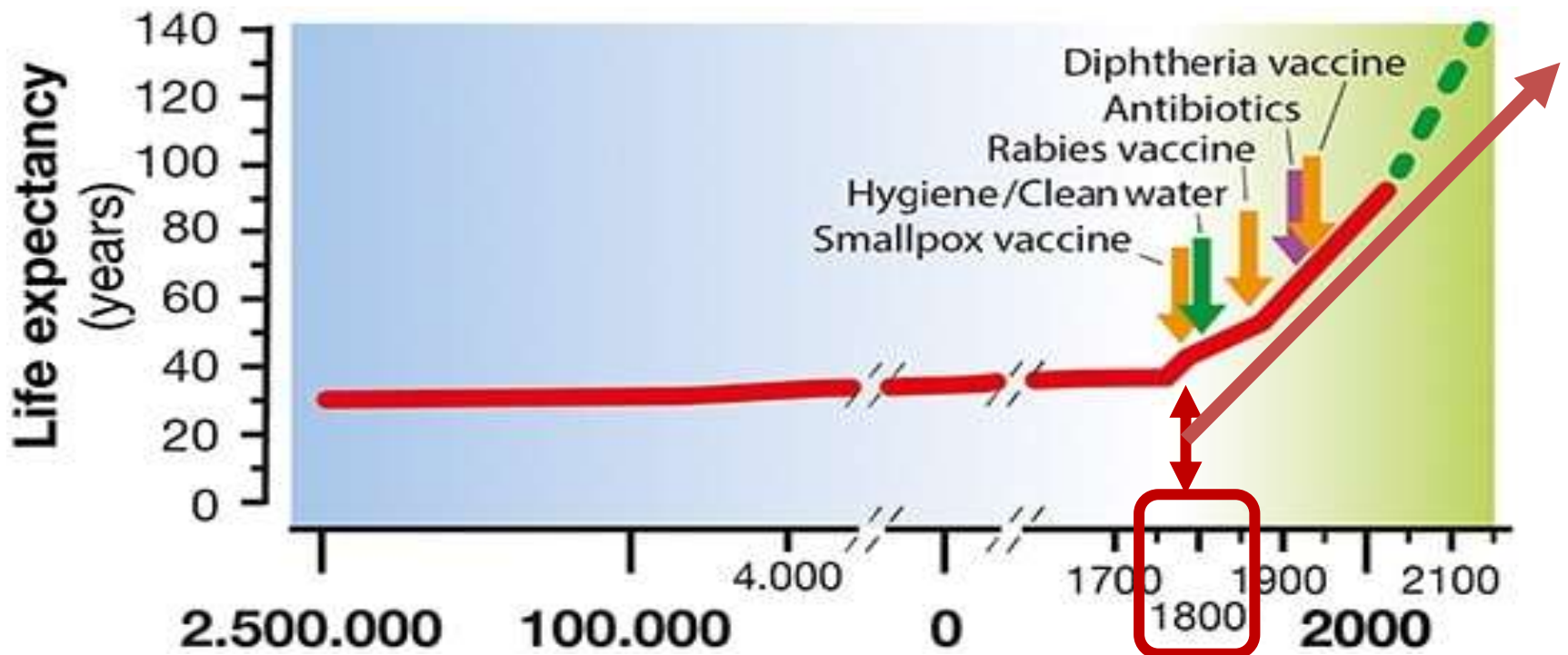
So, what does this mean
for you and your Parish?



MIND BLOWN

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.

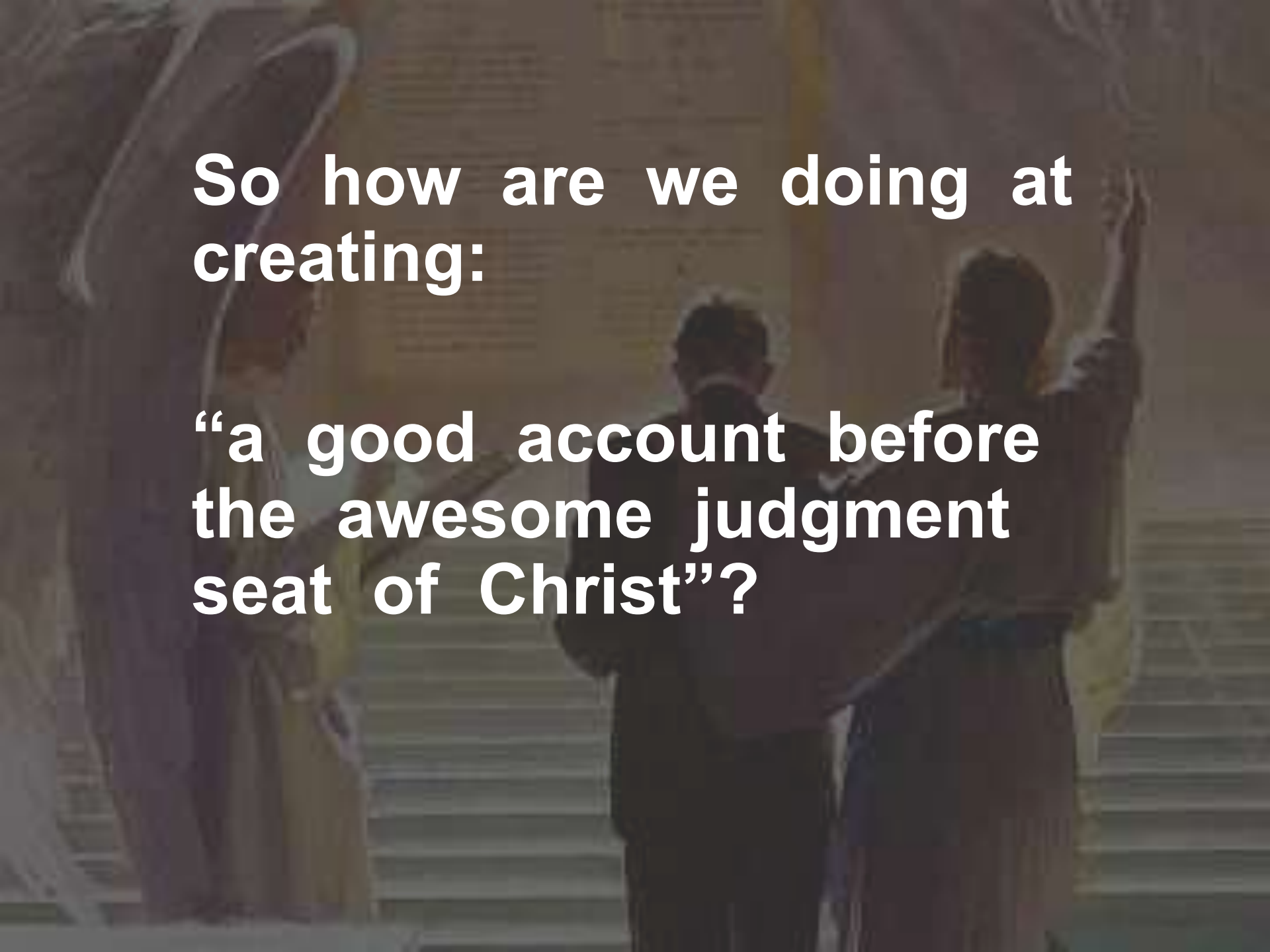


Your Main Objective



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

**IN 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”?**

“The Orthodox Seminary Tsunami”¹

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)

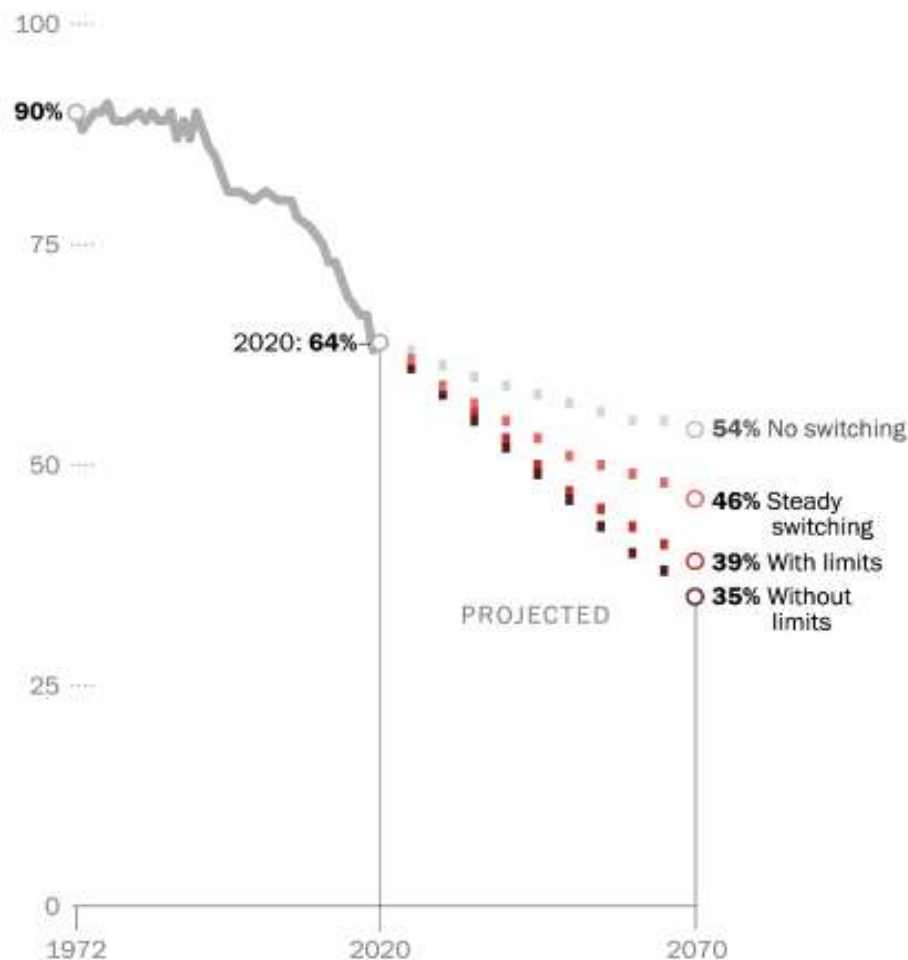
30 est. annual ordination candidates

80-90 est. clergy replacement shortfall EVERY year!

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

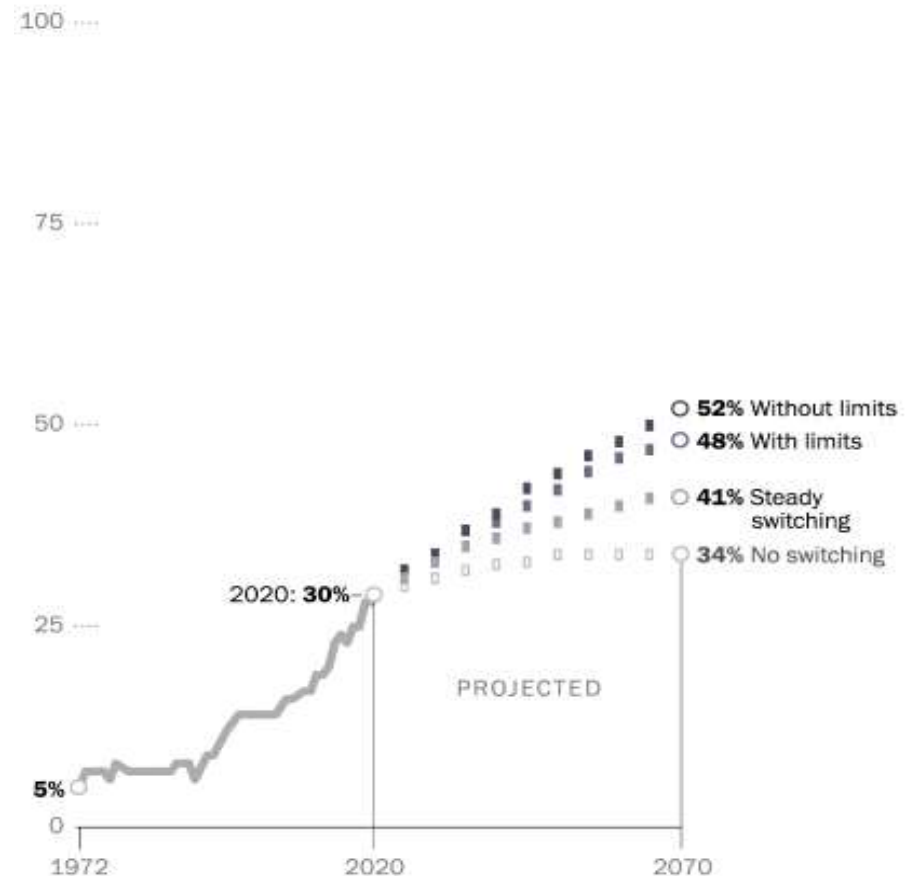
U.S. Christians projected to fall below 50% of population

% of Americans who are Christian



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

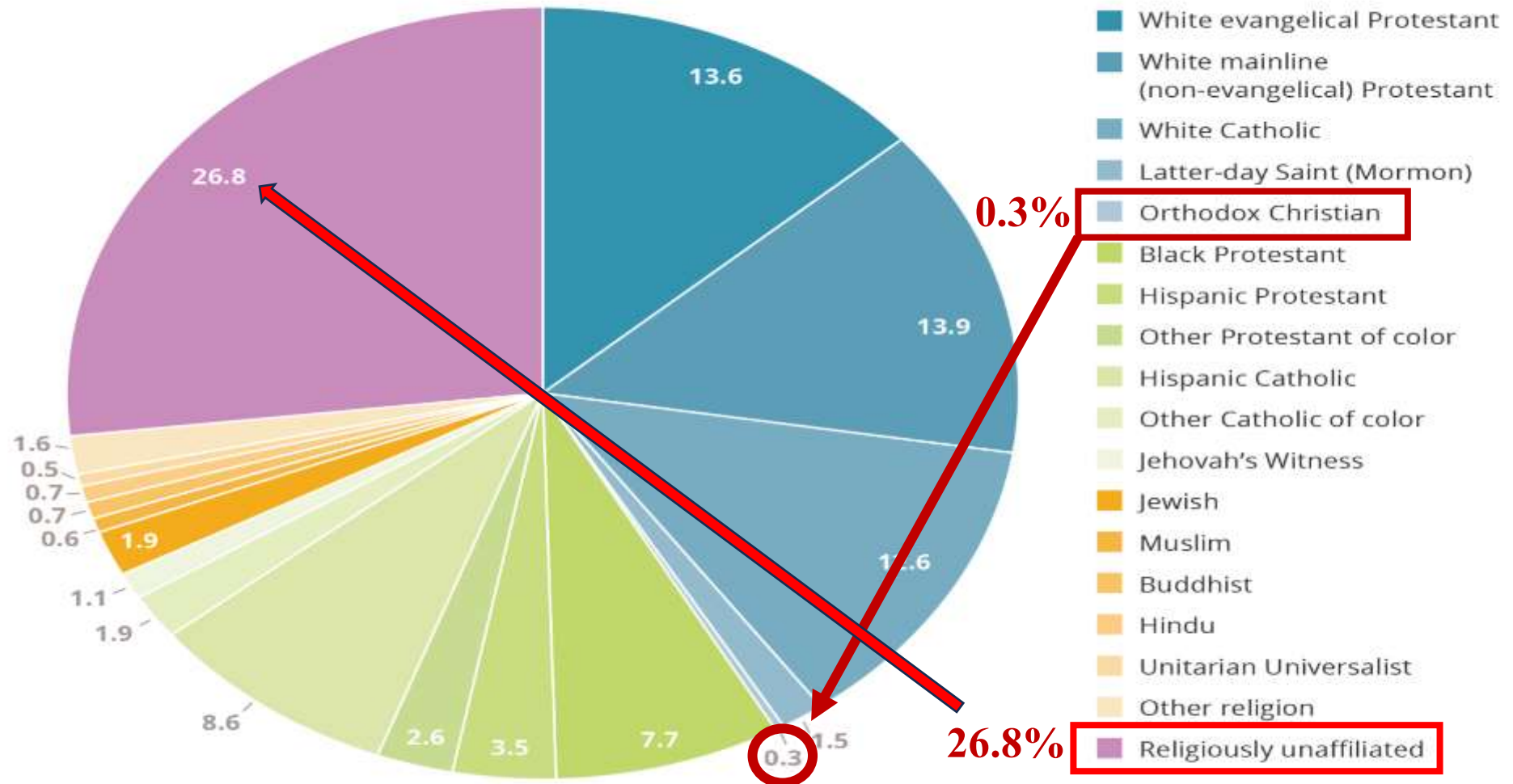
% of Americans who are religiously unaffiliated



Orthodoxy – A Rounding Error In The American Christian Landscape

FIGURE 1. The American Religious Landscape in 2022

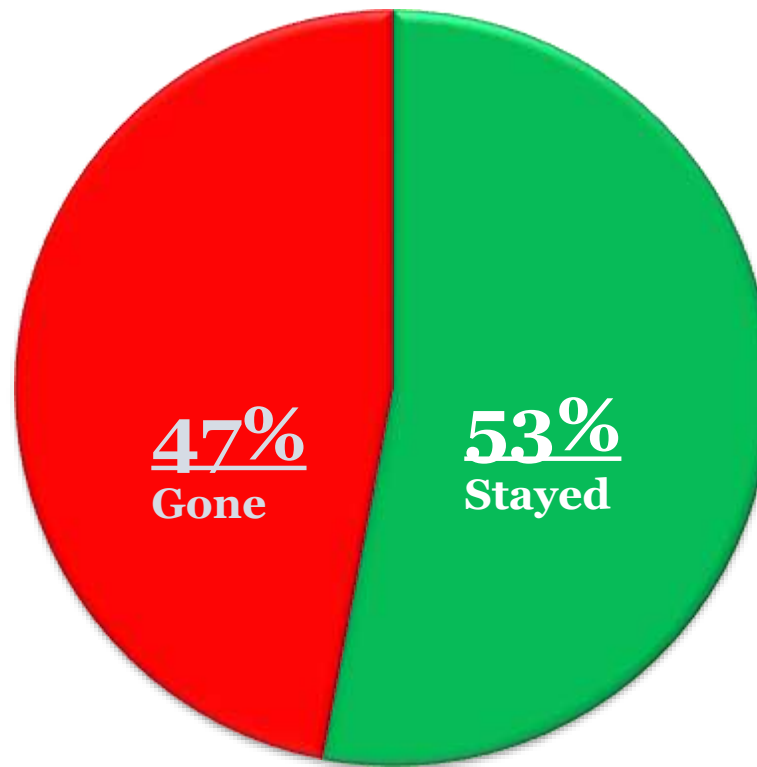
Percent who identify as:



Source: PRRI 2022 American Values Atlas.

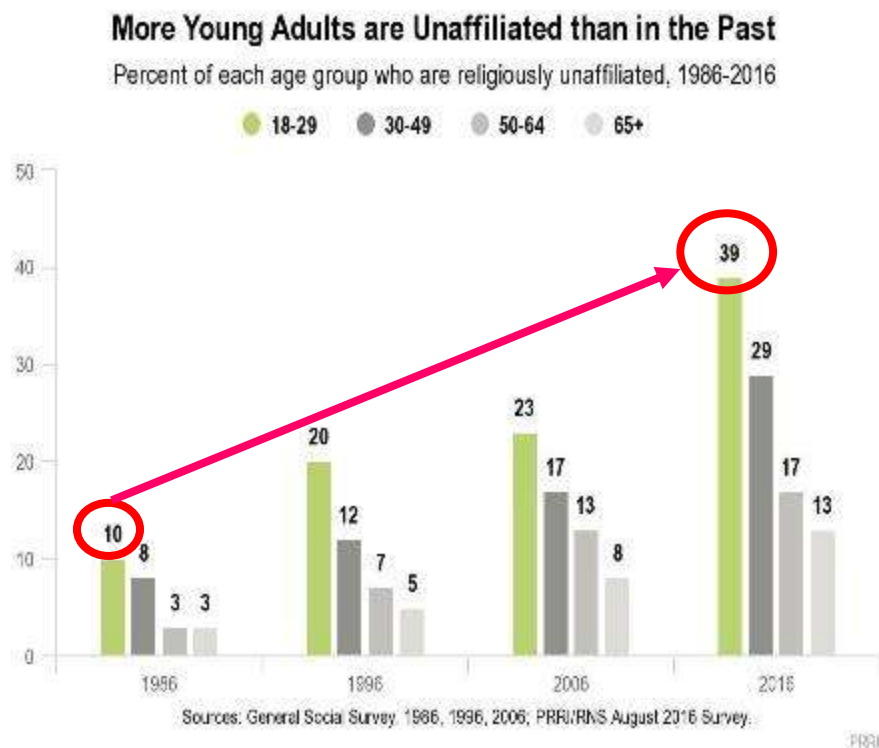
0.5% 100 years ago

47% of cradle Orthodox adults have left the Church



■ YES ■ NO

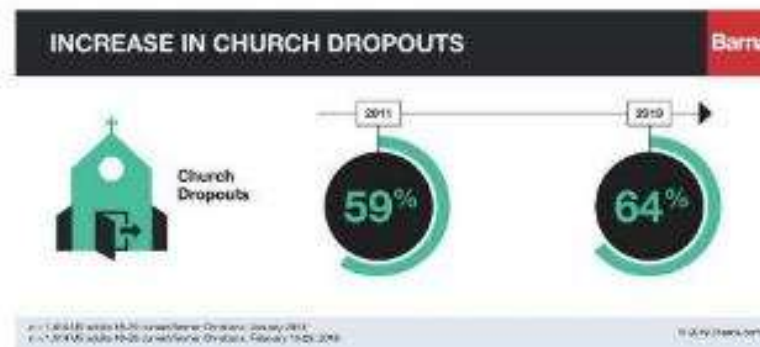
39% of Millennials (1981-1996) are “NONES” and claim NO religion



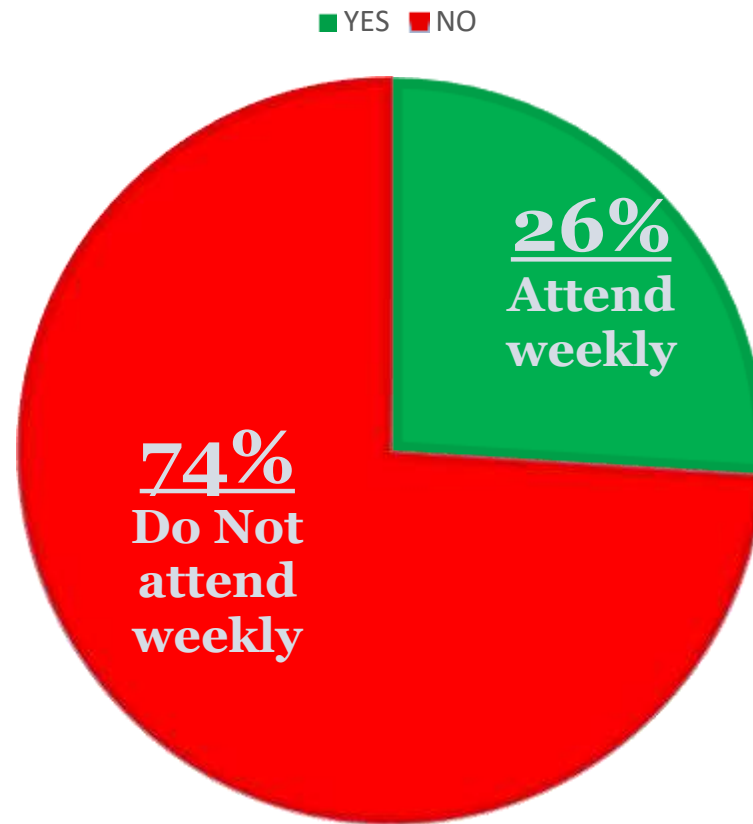
64% of youth drop out of church in their 20s

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.

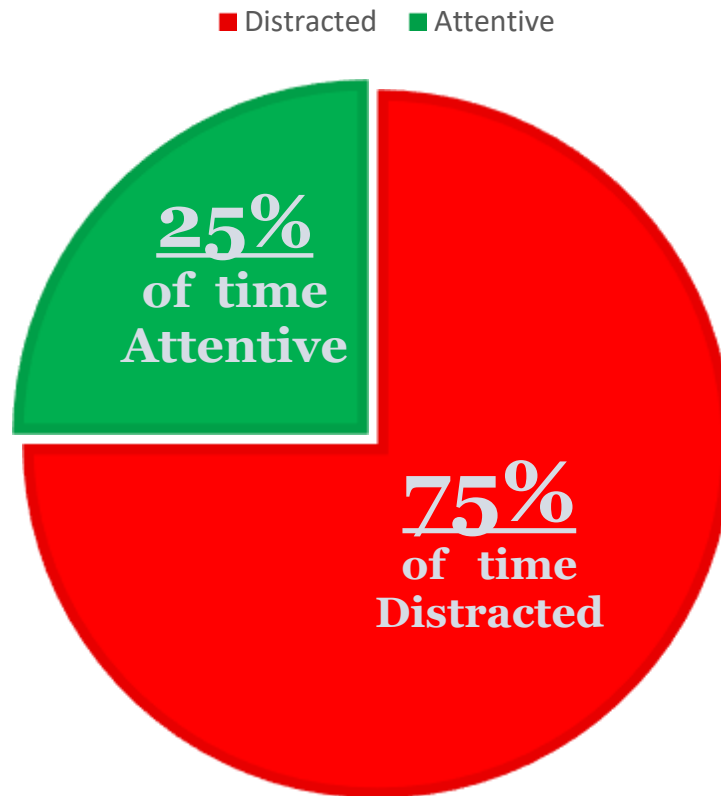
Eight years later, research for Kinnaman's new book *Faith for Exiles: 5 Ways for a New Generation to Follow Jesus in Digital Babylon* reveals that the church dropout problem is still a problem. In fact, the percentage of young-adult dropouts has increased from 59 to 64 percent. Nearly two-thirds of 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.

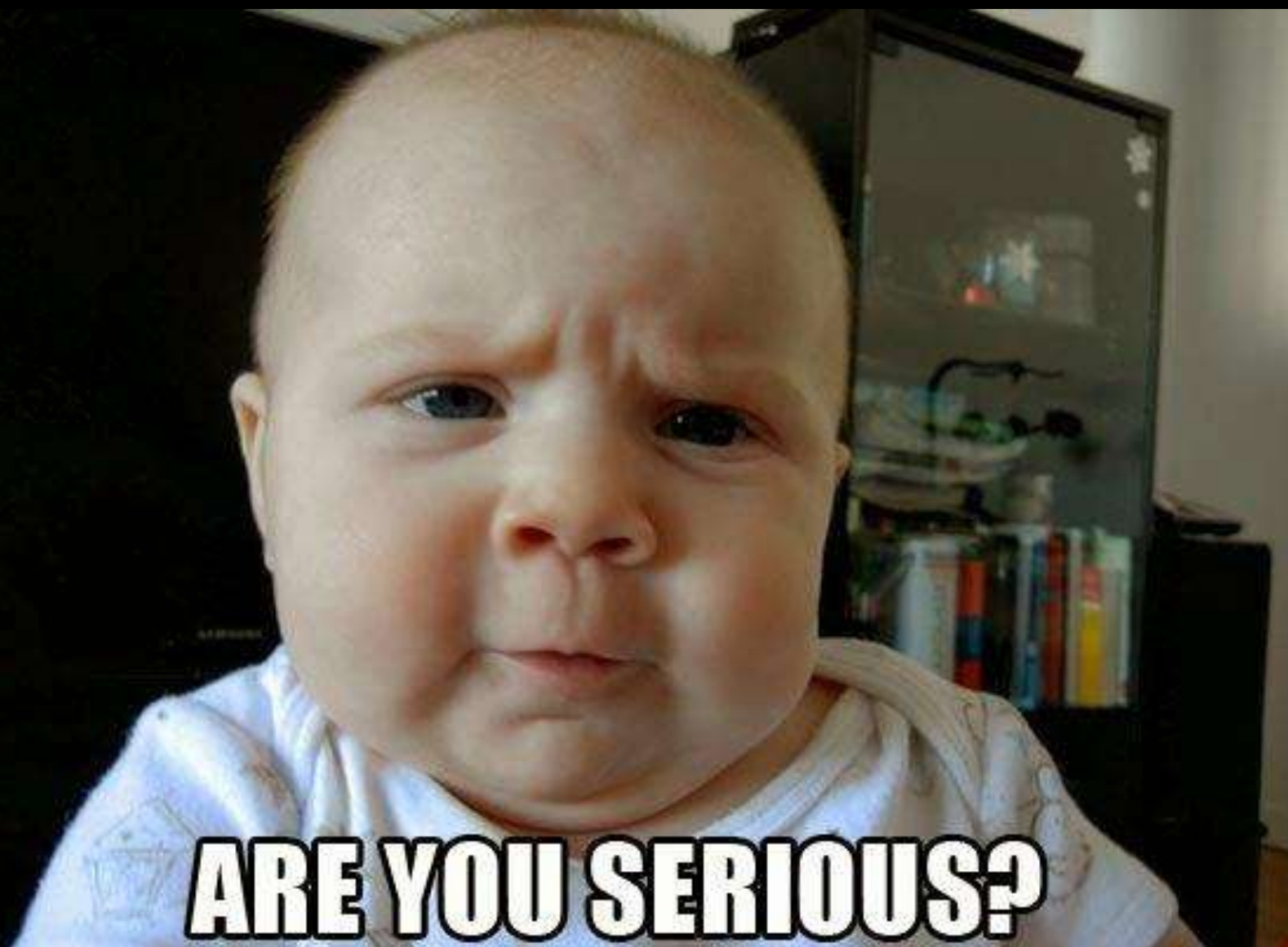


**26% of Orthodox Christians adherents
regularly attend church services.**



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





ARE YOU SERIOUS?

PRE-COVID Giving Facts¹

U.S. Orthodox Christians are in:

~ top 1/4 in annual income

~ bottom 1/4 in church stewardship

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



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)**

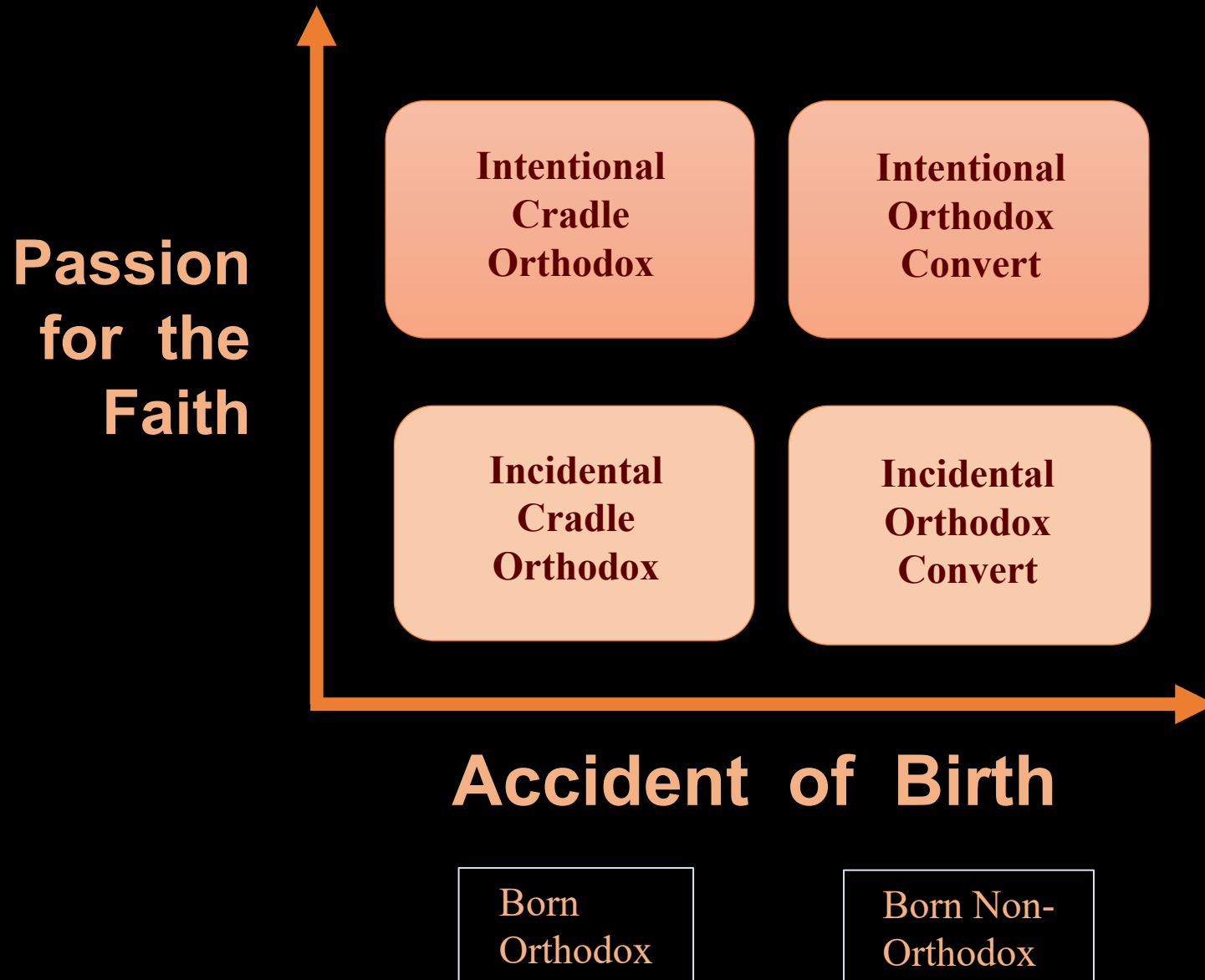


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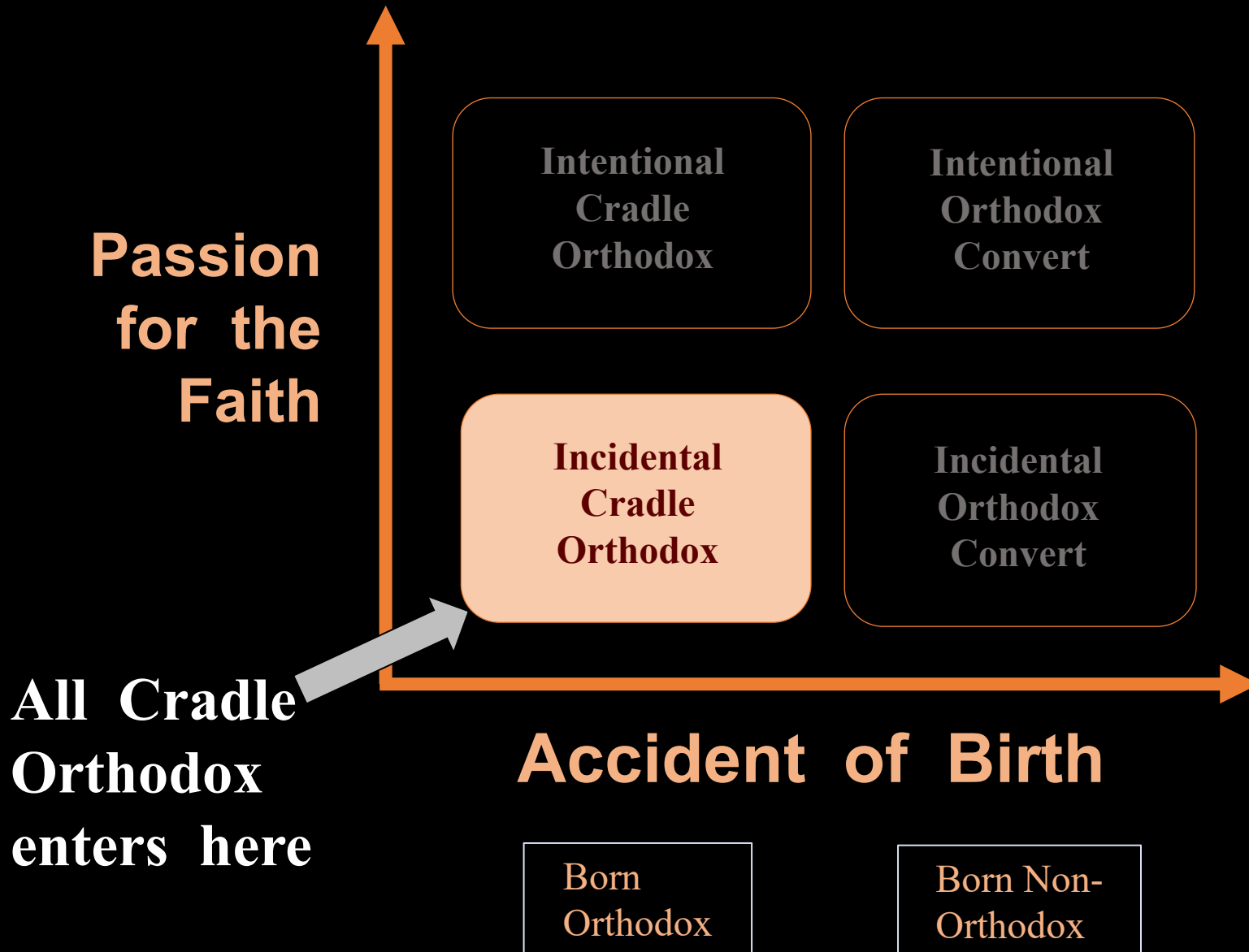
The Orthodox Church Demographic Makeup Has Changed Significantly Over The Last 15 Years



4 Kinds of U.S. Orthodox Christians



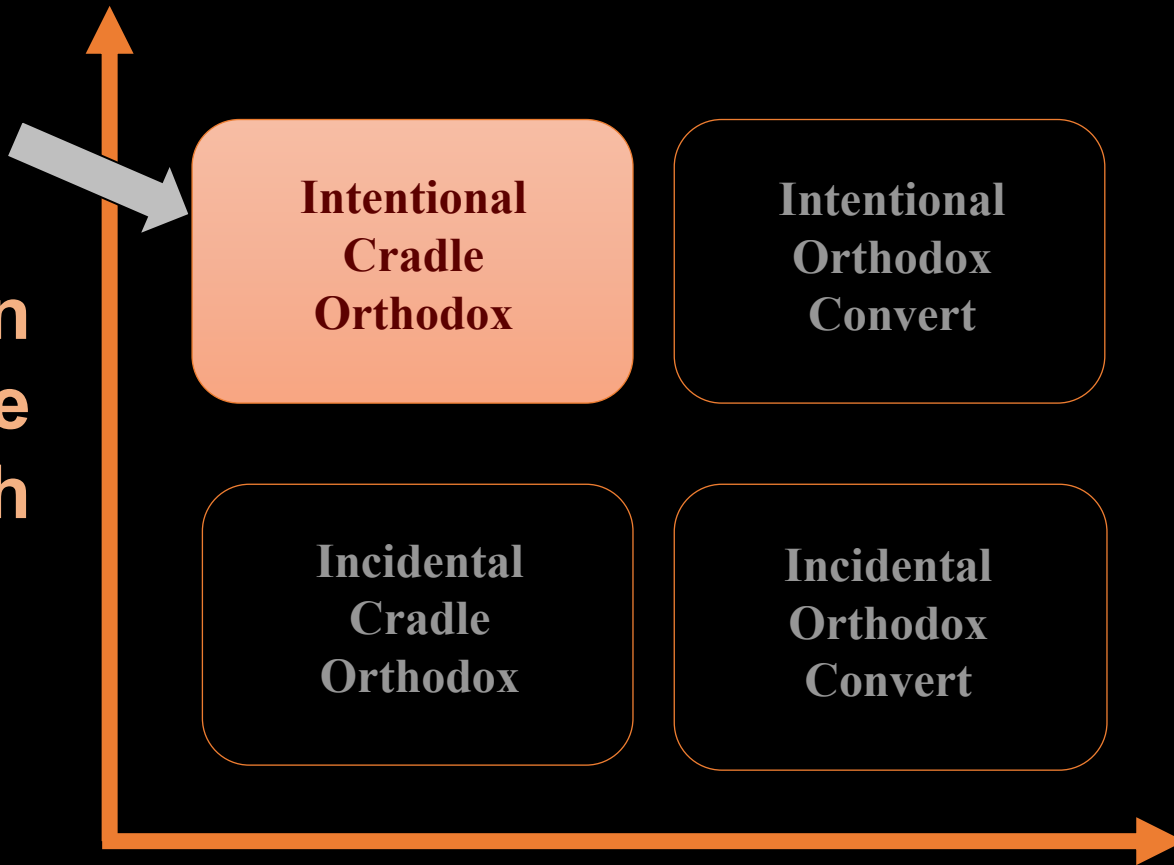
4 Kinds of U.S. Orthodox Christians



4 Kinds of U.S. Orthodox Christians

Kids of
converts &
few Cradle
Orthodox

**Passion
for the
Faith**

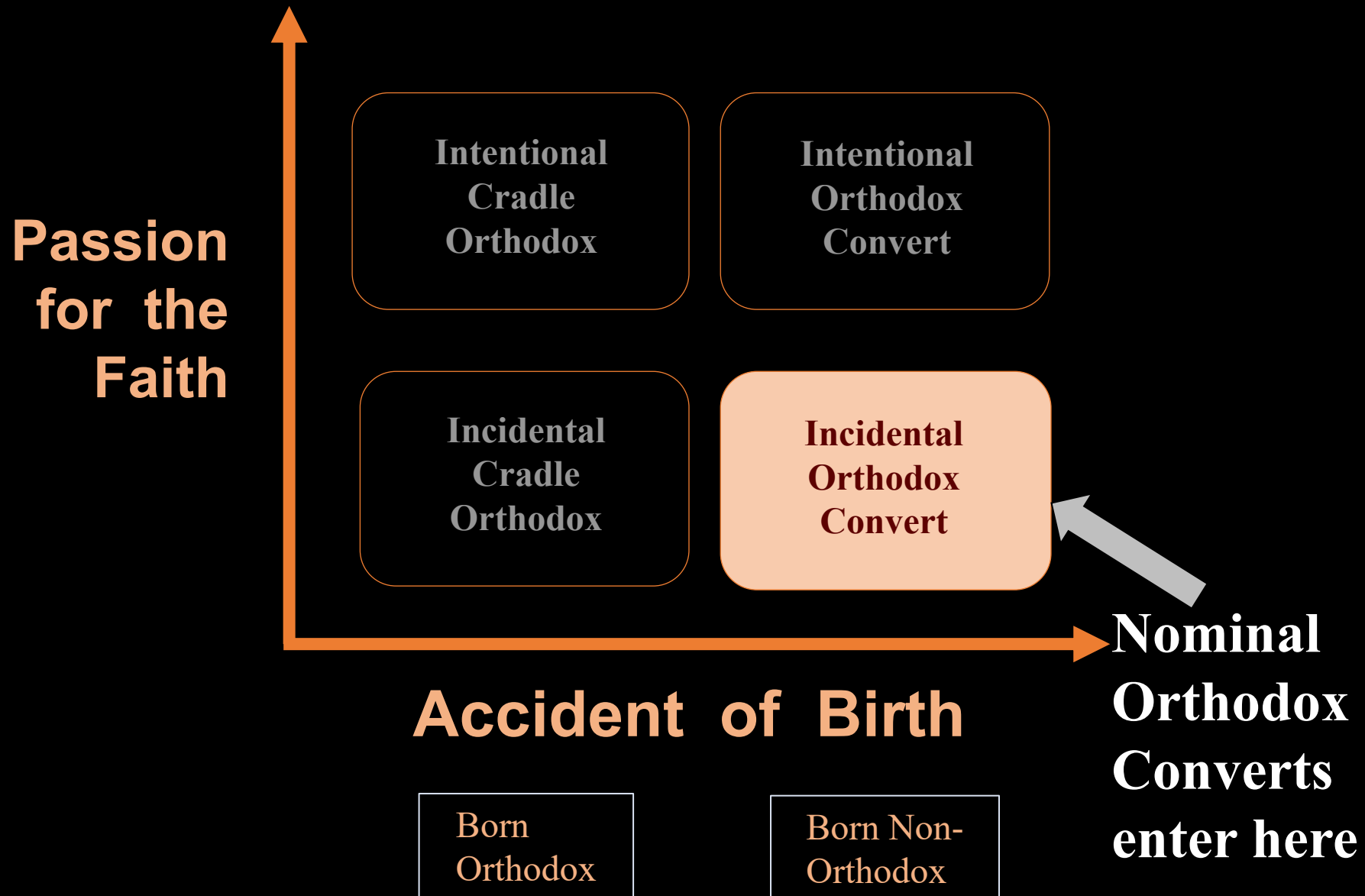


Accident of Birth

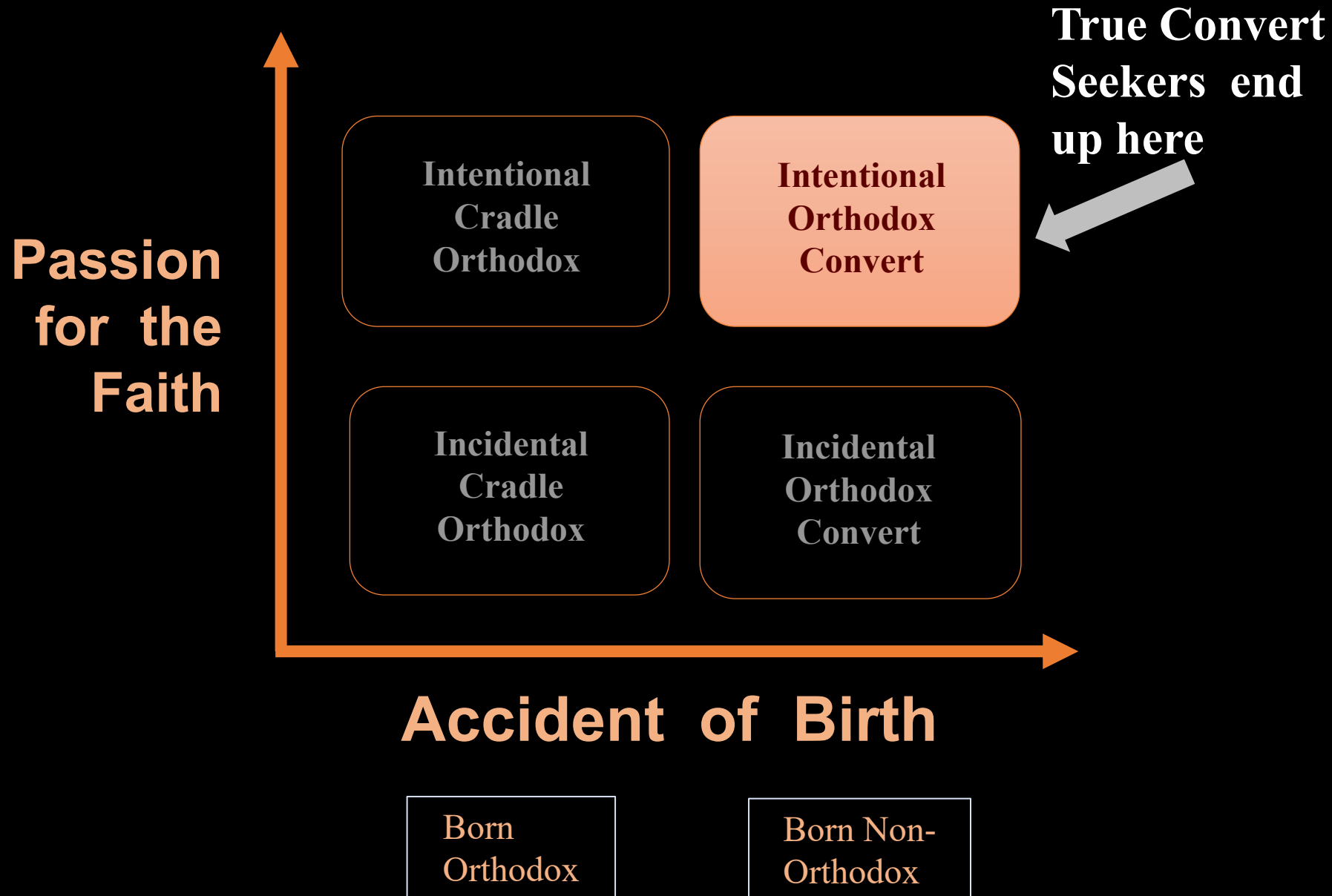
Born
Orthodox

Born Non-
Orthodox

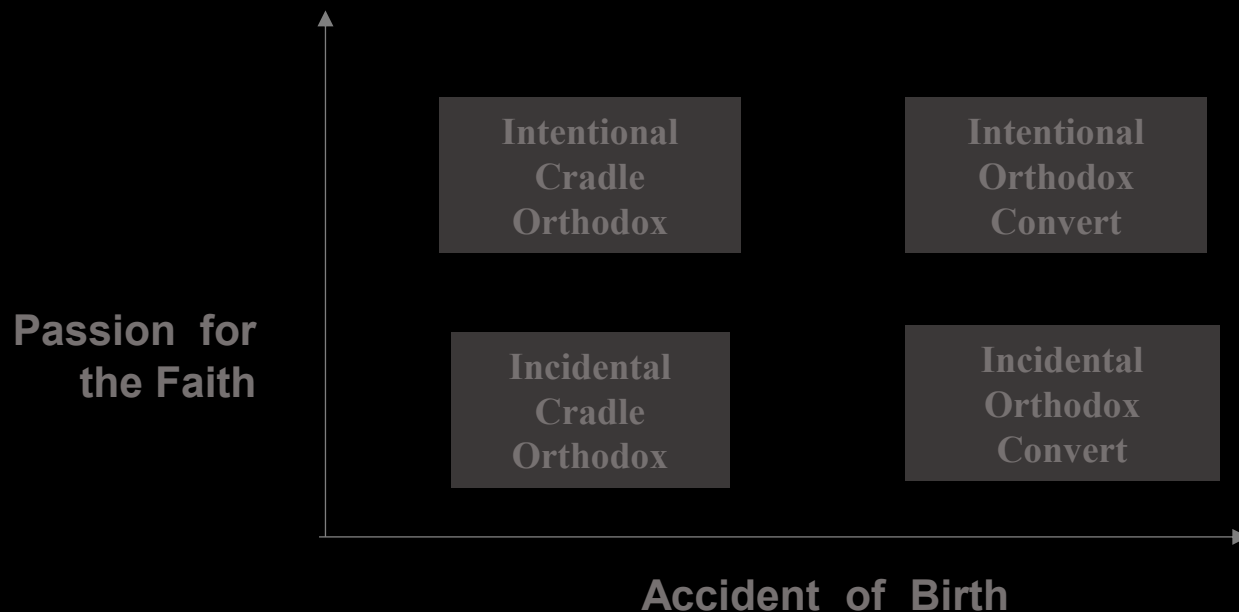
4 Kinds of U.S. Orthodox Christians



4 Kinds of U.S. Orthodox Christians



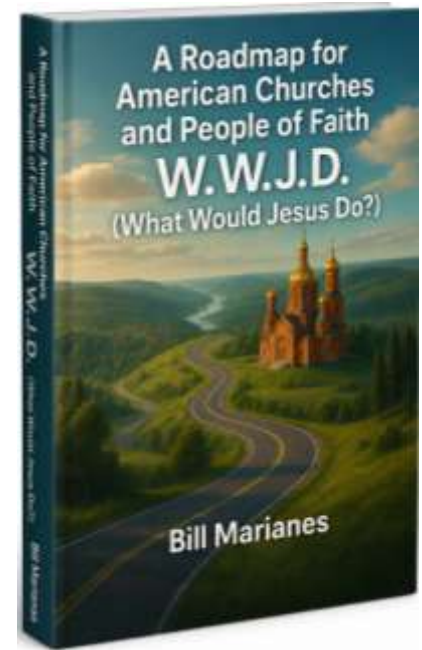
We now need 4 different strategies to effectively reach all of our different parishioners





**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)

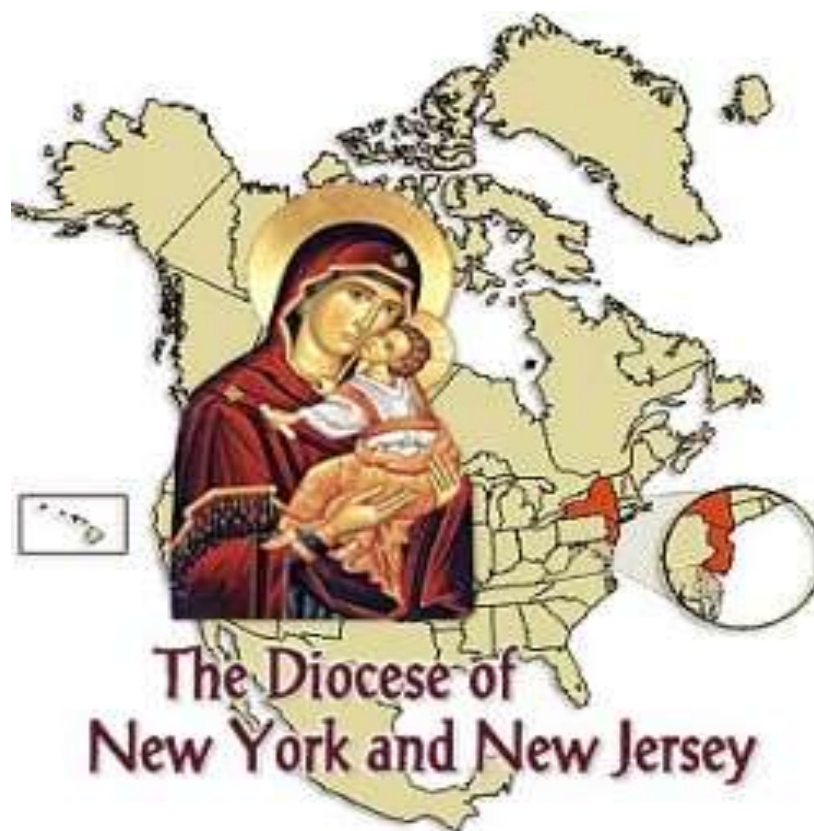
<https://churchroadmap.com/>



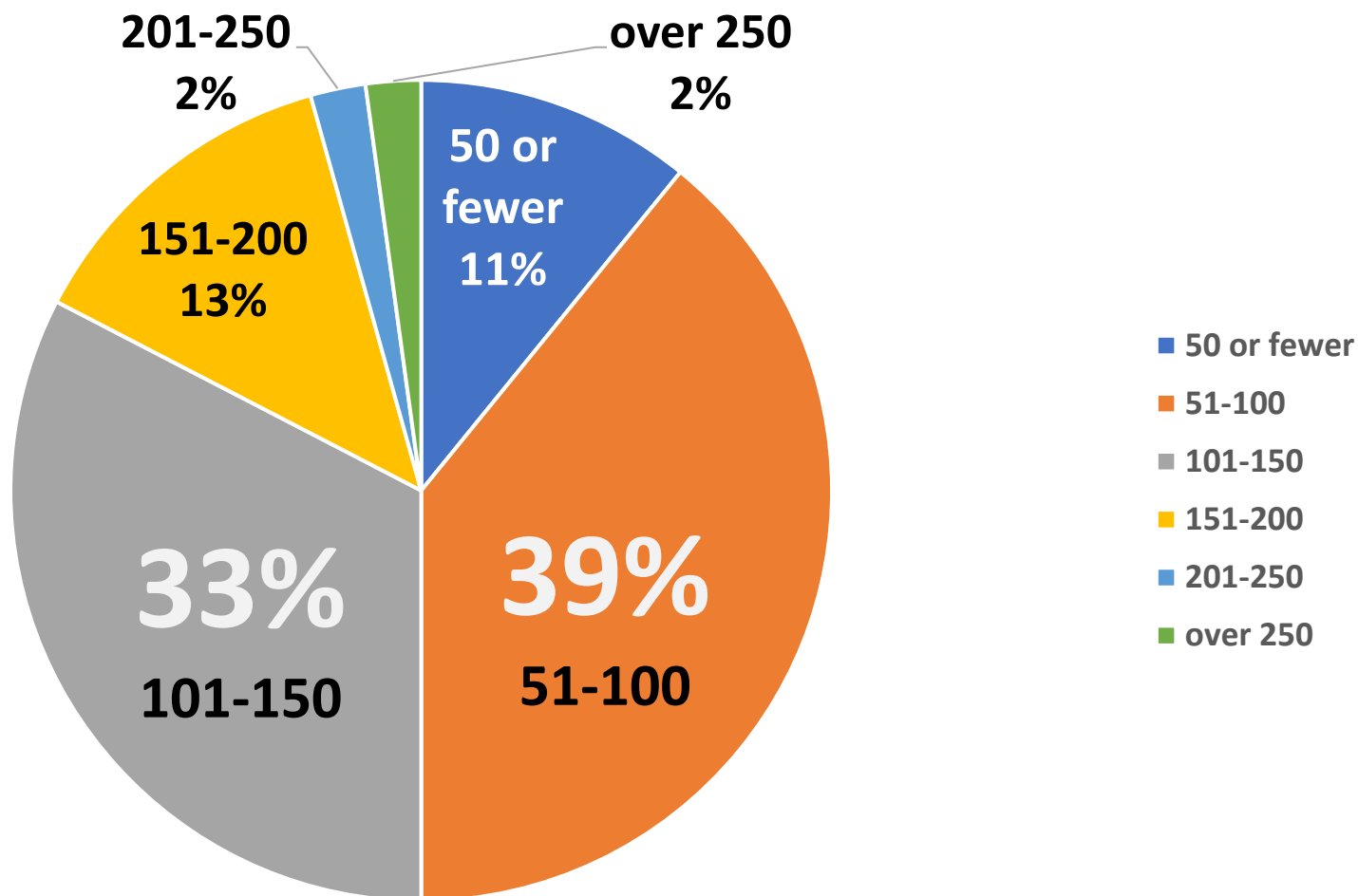
free download

Thank you to the 46
clergy who responded to
the pre-retreat survey

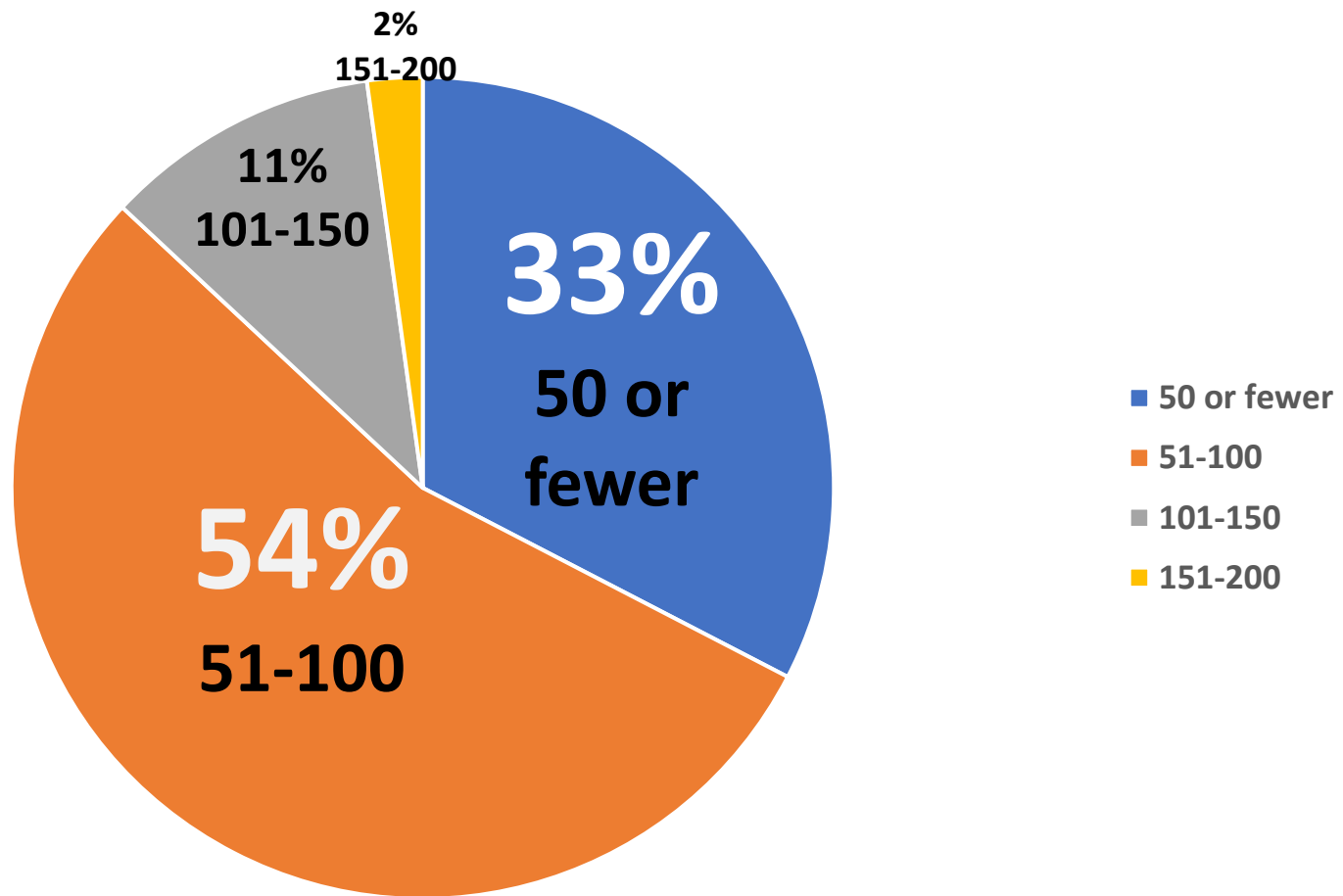
OCA NY/NJ Clergy Retreat Survey Results



The number of individuals who consider my parish as their parish home and attend some services (even if they do not contribute financially or attend every week)



The number of contributing stewards at my parish

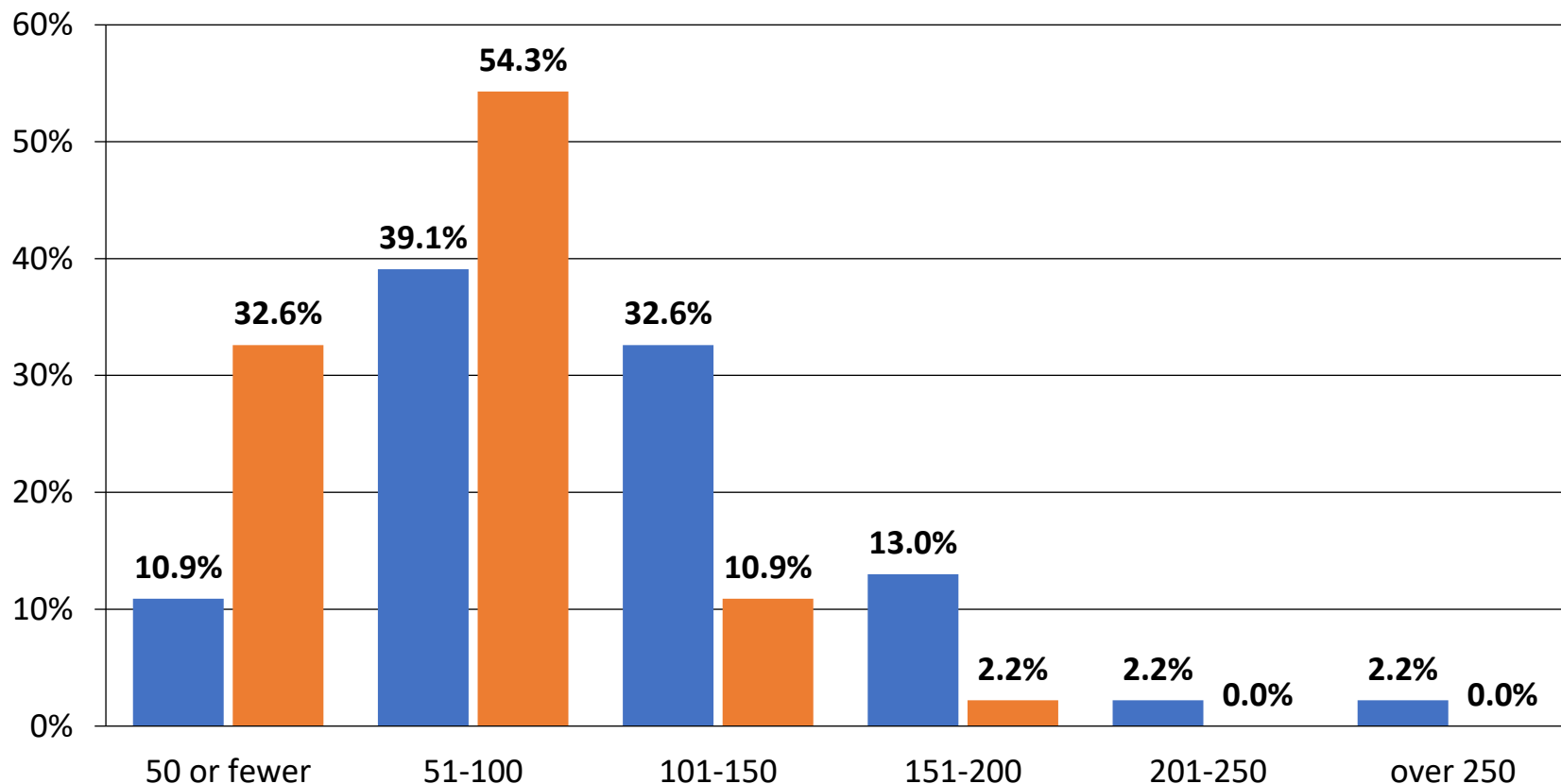


Parish home vs. contributing stewards

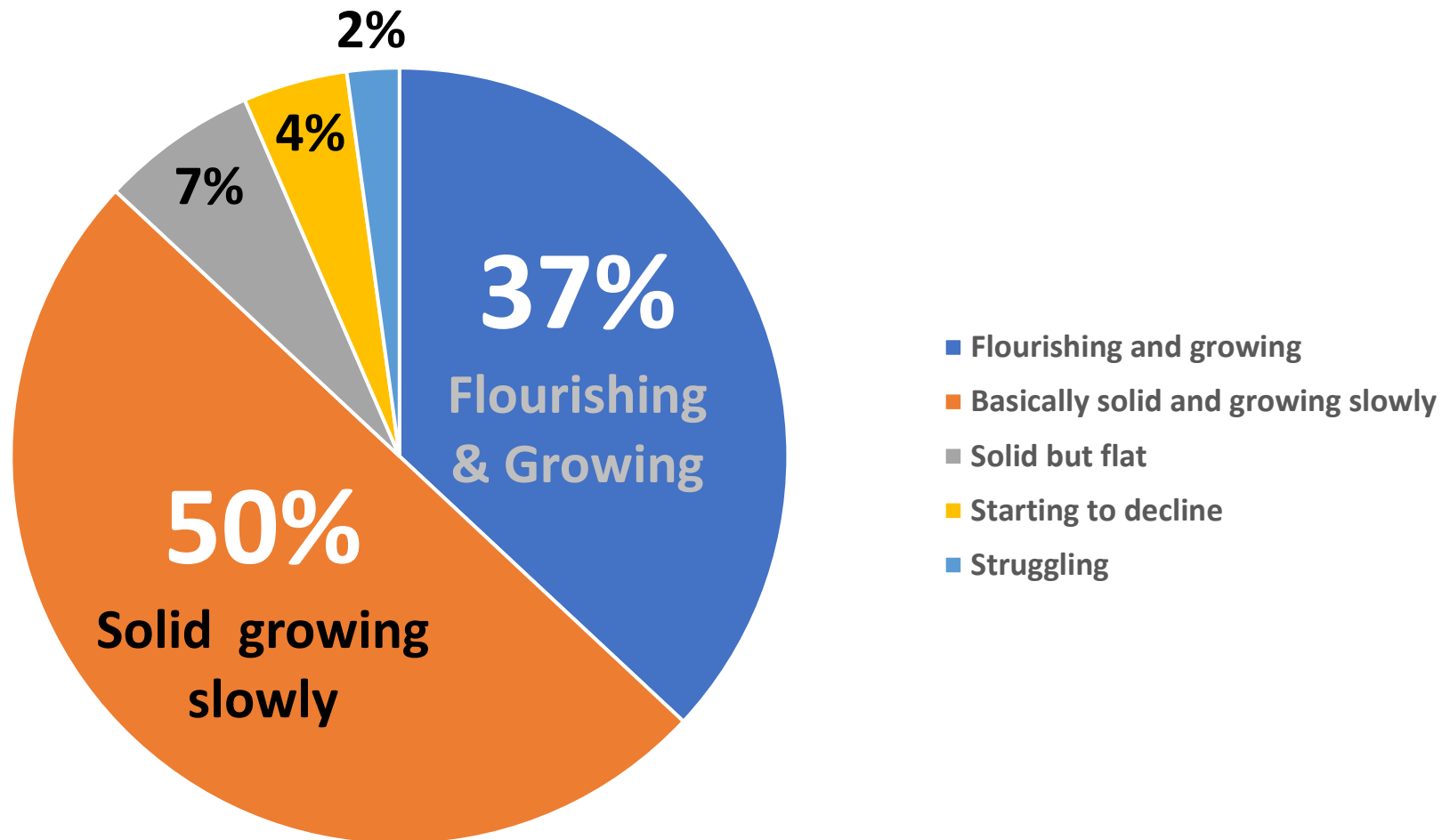
87% of parishes rely on fewer than 100 contributing stewards.

% of parishes in each size range (n=46)

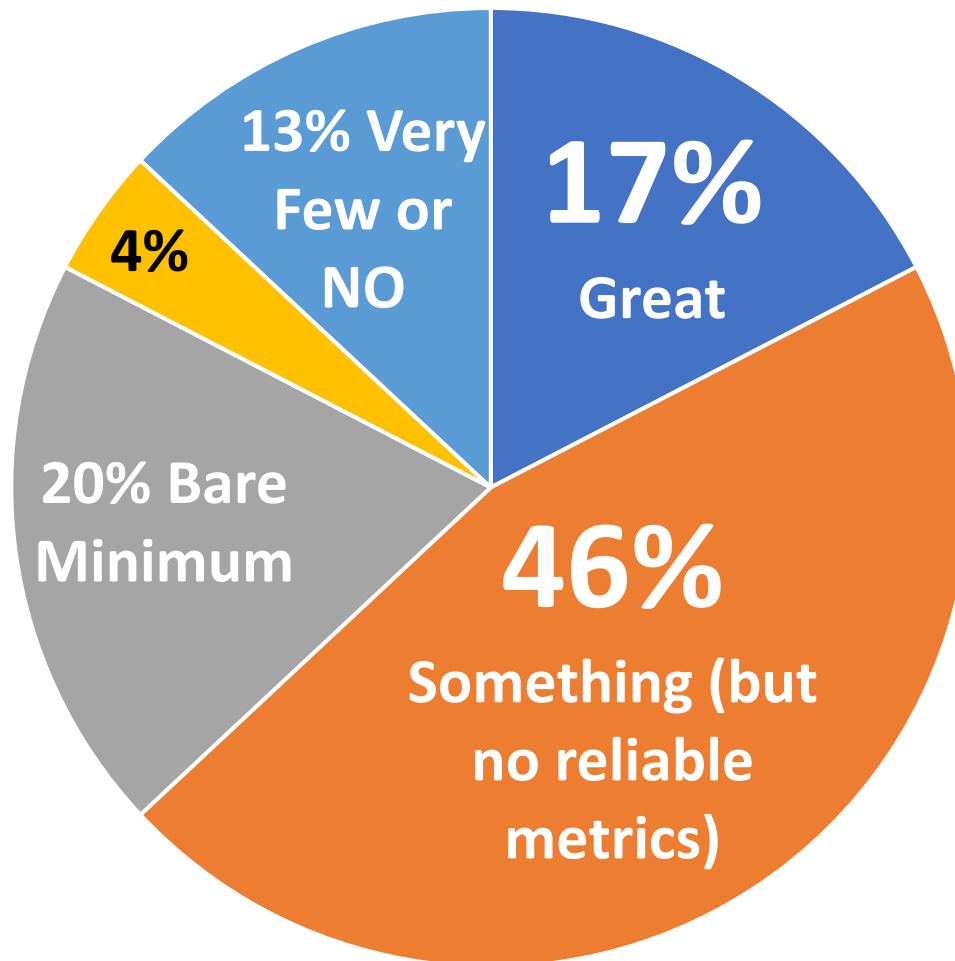
■ Consider it their parish home ■ Contributing stewards



I would honestly describe my parish's health and culture today as...



When it comes to youth and young adult formation, my parish...



- Has a great pathway that is forming disciples.
- Has some programs, but honestly we do not have any reliable metrics about how well the programs are working to for disciples.
- Is doing the minimum and know we need to more.
- Has little to nothing in place.
- Has very few or no youth or young adults.

My parish has a clear, intentional formation pathway and process that takes someone from walking in the door to becoming a fully engaged disciple.

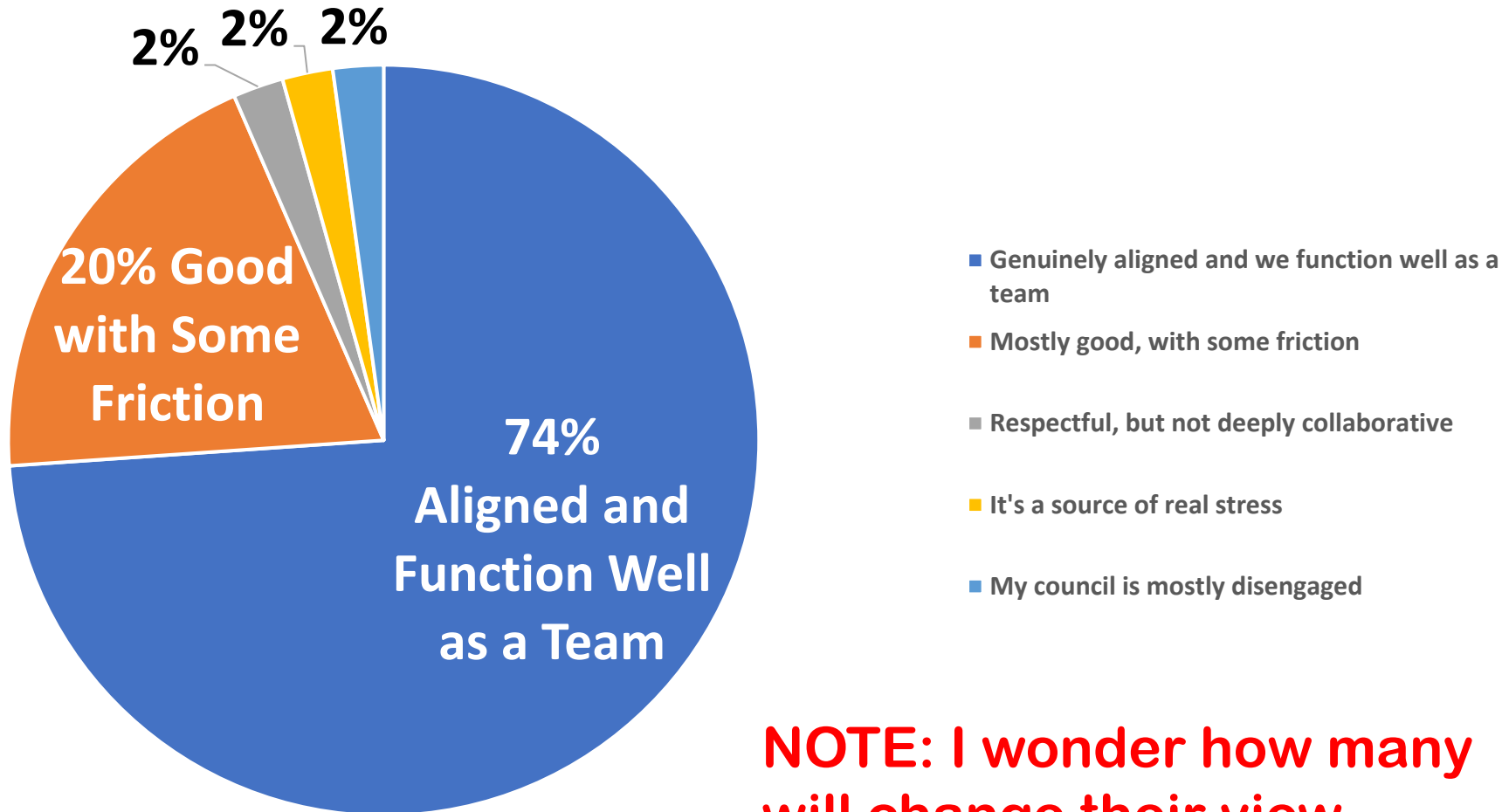
74% of parishes need a better convert discipleship pathway/process.



NOTE: I wonder how many will change their view after we discuss the P.A.T.H.W.A.Y.S. process

I think the dynamic between my parish council and me is...

Q9: Parish Council Dynamic (n=46)



NOTE: I wonder how many will change their view after we review your Myers Briggs data



AUDIENCE PARTICIPATION TIME!

**What are your observations about
all the presented data?**

4 “**HELP**” Ways Parishioners Evaluate



Homilies



Engagement



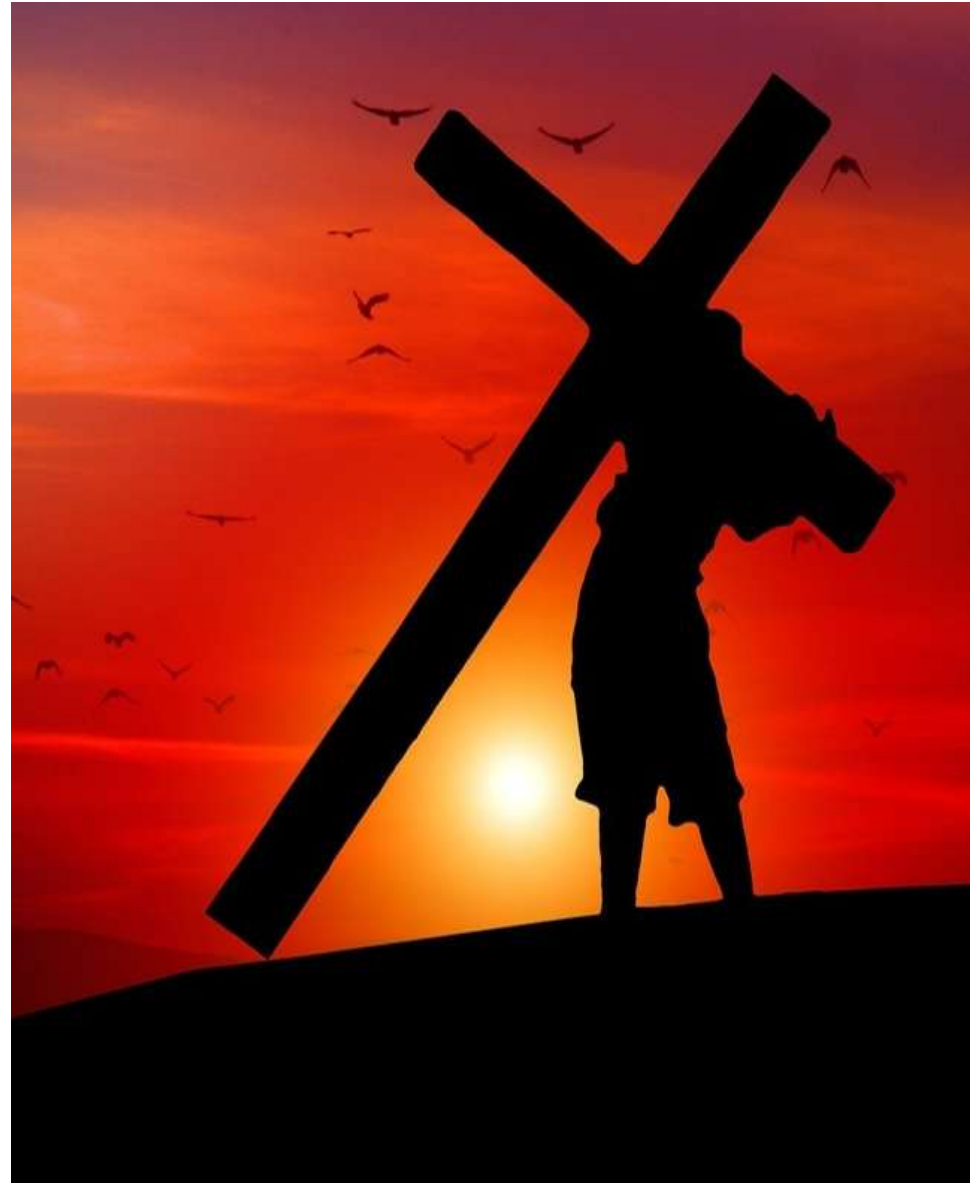
Leadership



Personality/Presence

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



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%



When Cicero finished speaking, the people said:

+

‘How well he spoke.’

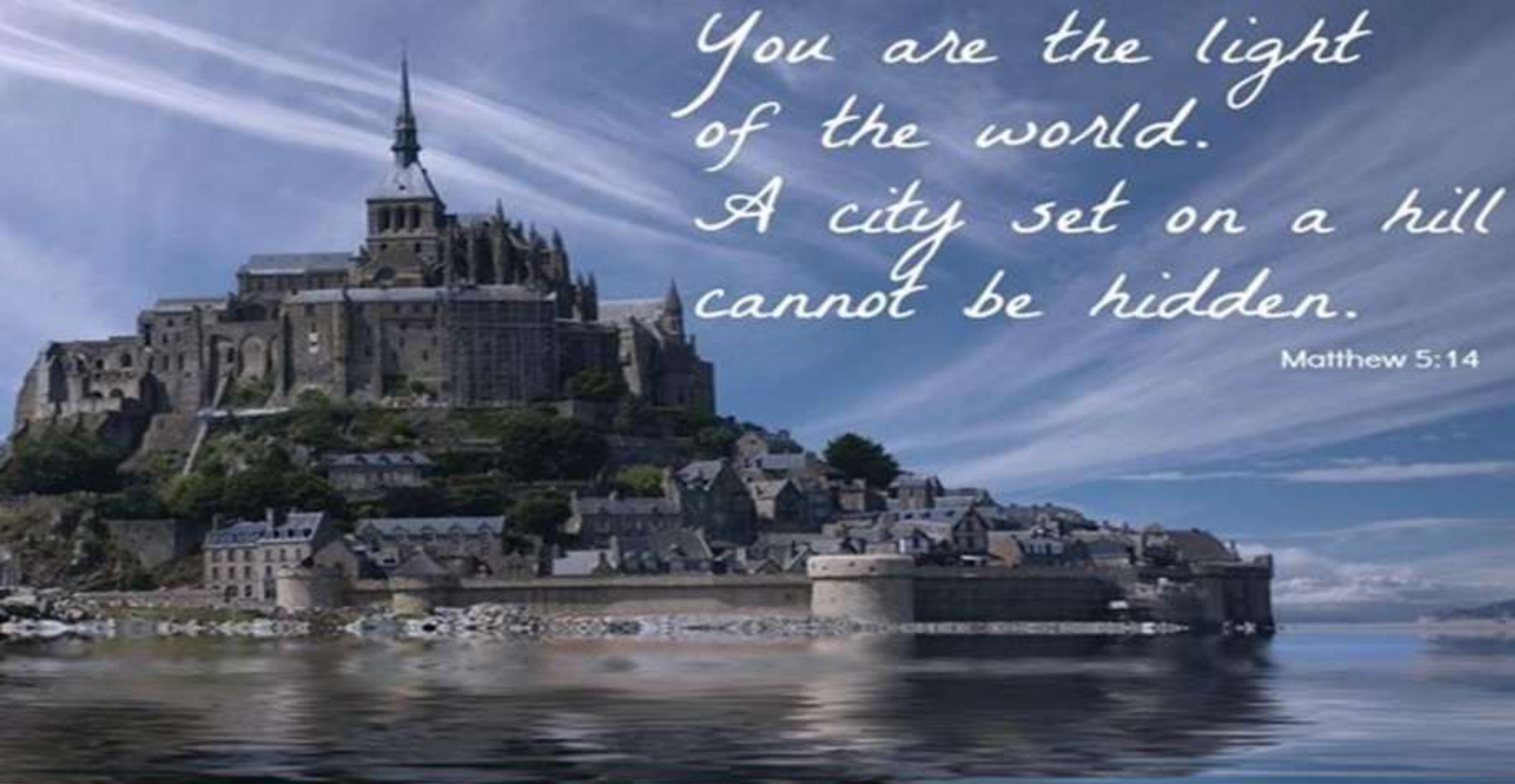
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But when Demosthenes finished speaking, they said:

‘Let us march’



*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 an
Orthodox
Human
Light Bulb**





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)

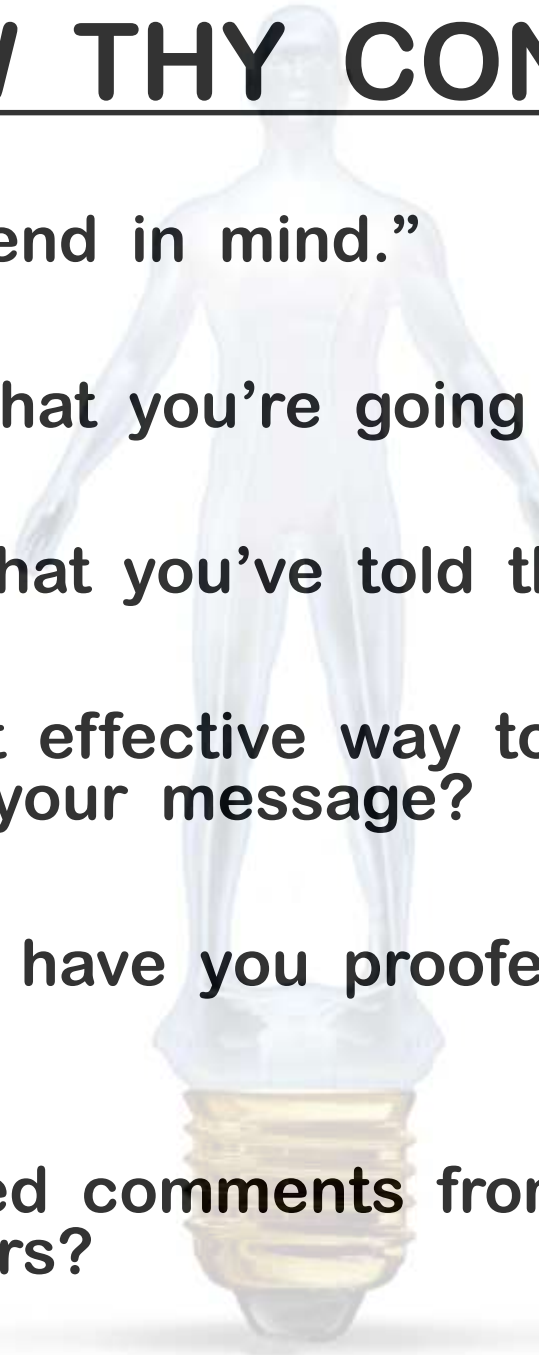
Know thy target audience

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

A faint, semi-transparent background image of a person standing on a glowing lightbulb. The person is shown from the back, with arms slightly out to the sides. The lightbulb is at the bottom, with a yellow glow emanating from it, suggesting it is turned on. The person's legs are positioned as if they are standing on the base of the lightbulb.

- ~ “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

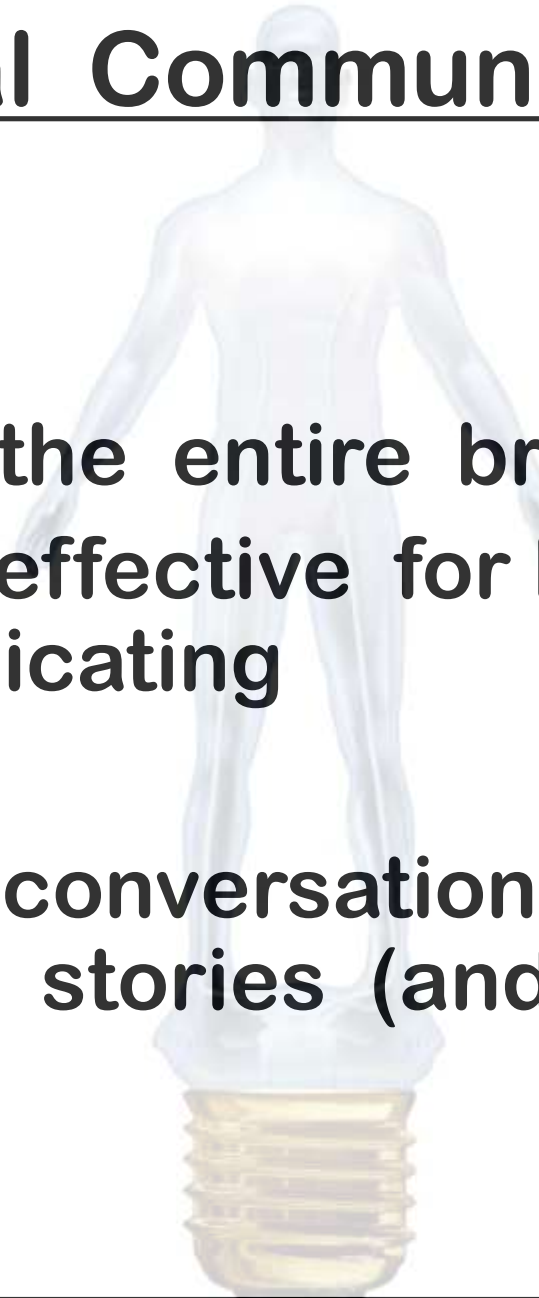
$$3K + 3P + 3A = \Delta$$

Personal communications

Passionate communications

Persuasive communications

Personal Communications

A faint, semi-transparent background image of a person standing on a glowing lightbulb. The person is shown from the back, with their arms slightly out to the sides. The lightbulb is at the bottom, with a yellow glow emanating from it, suggesting it is turned on. The person's body is white and translucent, allowing the lightbulb and its glow to be visible through them.

~ **Storytelling:**

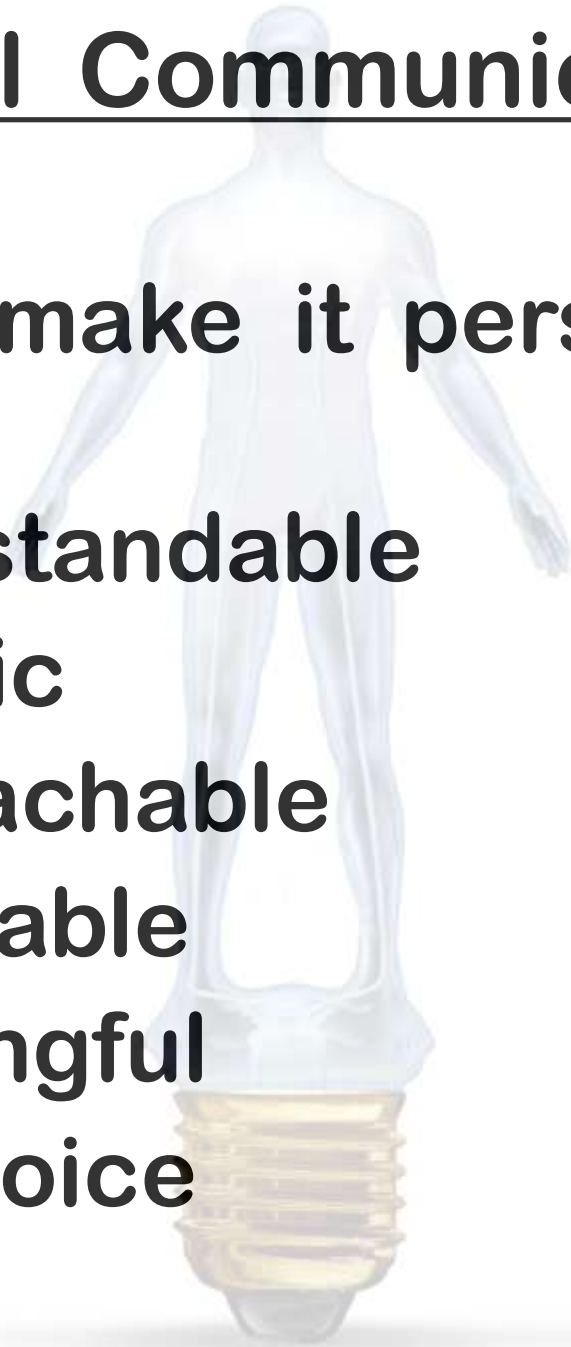
- 1. engages the entire brain;**
- 2. is highly-effective for learning and communicating**

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

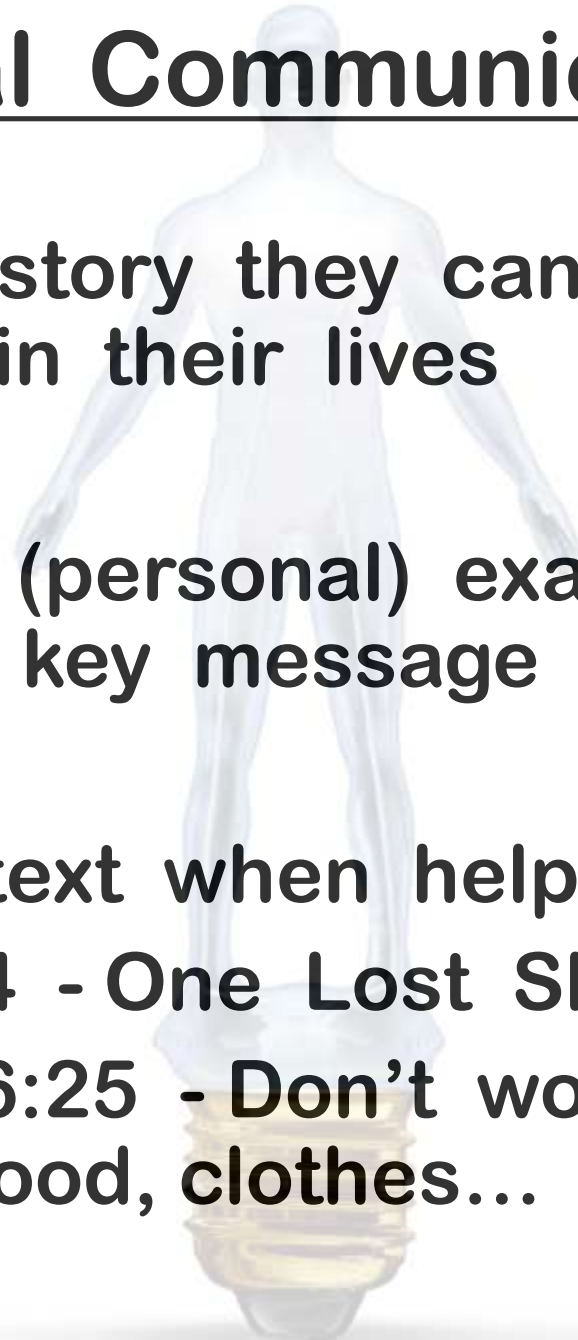
Personal Communications

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 and pathway!



- ~ People complete tasks faster when they develop concrete implementation intentions.¹**
- ~ People with concrete plans and pathways follow through more often than those with merely a high-level theory.²**
- ~ Productivity increases when high-level tasks are broken down into more concrete steps.³**

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

²(Milkman et al. 2011; Luszczynska 2006)

³(Ahmad et al. 2011; Amabile and Kramer 2011; N Kokkalis 2013)

Teacher to Preacher to Reacher Formula

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

Know thyself (thy why)

Know thy target audience

Know thy content

Personal communications

Passionate communications

Persuasive communications

Action desired

Action steps

Action reward

AND NOW A WORD
FROM OUR SPONSOR





Church Roadmap Podcast



**The Reacher Strategy:
Beyond Filling Seats to
Forming Souls
Episode 3 (1-21-26)**

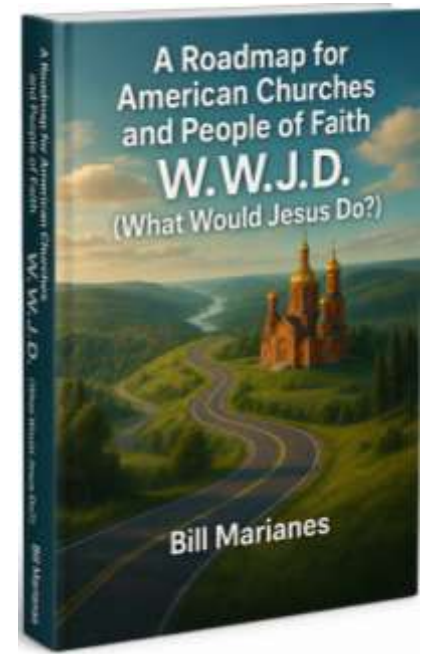
<https://www.youtube.com/watch?v=Nhq8jPRwQd4&t=2s>

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

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/>



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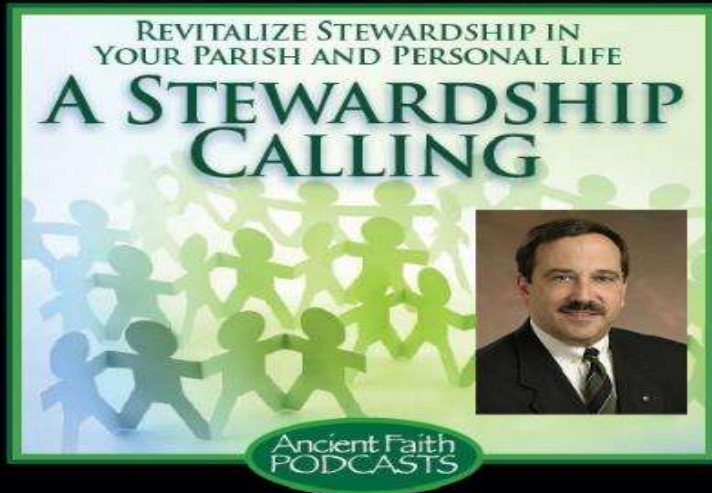


ANCIENT FAITH RADIO

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

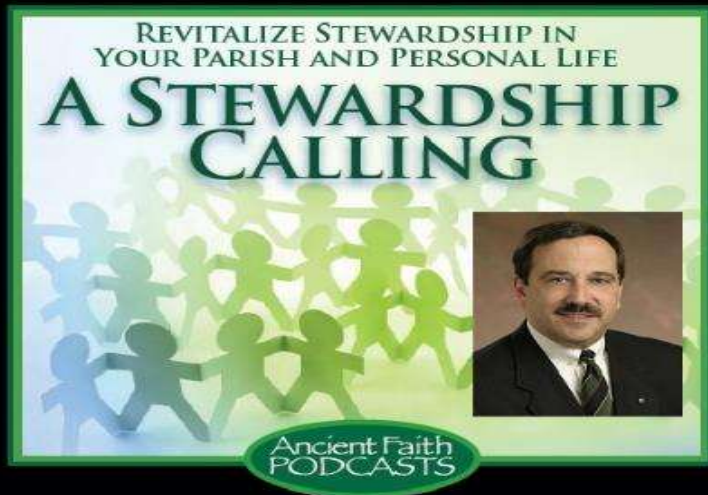


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Effective Church Presentations

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”

StewardshipCalling.com

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

ARCHIVES

THE DIOCESE OF
NEW YORK & NEW JERSEY

OCA NY/NJ Clergy Retreat 2026

By the grace of God, and at the invitation of His Eminence Archbishop Michael, here are the dates for the 2026 New York New Jersey Clergy Retreat:

AQUINAS CENTER – ONENESS
IN CHRIST

OCA NY/NJ CLERGY RETREAT
2026

2026 OCA CLERGY LAITY
CONGRESS

LEADERSHIP

ONENESS IN CHRIST –
AMERICAN CHRISTIAN
CHURCH

ST. NICHOLAS LEXINGTON AND
BOSTON PARISHES

ST. TIKHON'S SEMINARY
LEADERSHIP SEMINAR

**Keynotes &
Leadership Tab**

**OCA
NY/NJ
Page**

**[https://stewardshipcalling.com/
oca-ny-nj-clergy-retreat-2026/](https://stewardshipcalling.com/oaca-ny-nj-clergy-retreat-2026/)**



QR Code to Access ALL Presentations at:

<https://stewardshipcalling.com/oca-ny-nj-clergy-retreat-2026/>



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



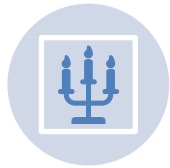
Chapter 7:
Church Strategic Planning



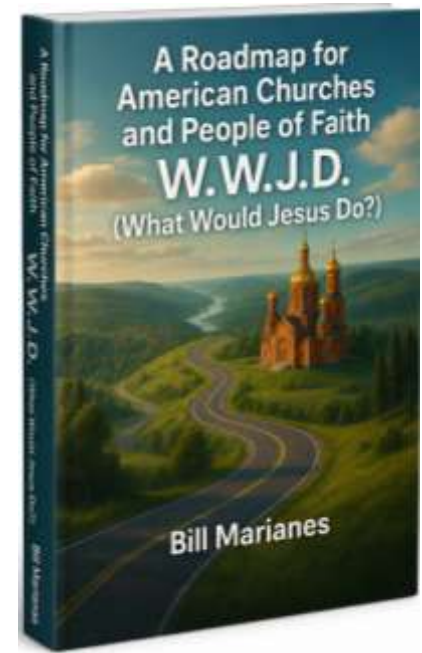
Chapters 9-11:
Stewardship & Engagement Best Practices



Chapters 12 & 14:
Spiritual Formation & Religious Education Best Practices



Chapters 15-18:
Orthodox and Christian Unity



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Church Roadmap Podcast



Every Wednesday at 7 p.m.

Leadership - 1st Wednesday of every month

Stewardship & Engagement - 2nd Wednesday of every month

Spiritual Formation - 3rd Wednesday of every month

Christian Unity - 4th Wednesday of every month

Strategic Planning - months with a 5th Wednesday

Where to watch or listen live:

- ~ YouTube: <https://www.youtube.com/@stewardshipcallingministry/live>
- ~ Facebook: <https://www.facebook.com/stewardshipcalling/videos>
- ~ Recorded versions available at: www.churchroadmap.com

The graphic features a central rectangular area with a background of vertical color bars in yellow, cyan, magenta, and red. Overlaid on this background is the text "AND NOW BACK TO OUR REGULARLY SCHEDULED PROGRAMMING" in a bold, white, sans-serif font with a black outline. The text is arranged in four lines: "AND NOW BACK TO", "OUR REGULARLY", "SCHEDULED", and "PROGRAMMING". The entire graphic is framed by a thick, black, irregular border that resembles torn paper or a rough cut.

AND NOW BACK TO
OUR REGULARLY
SCHEDULED
PROGRAMMING

A portrait of Clayton Christensen, a man with short brown hair and glasses, smiling. He is wearing a dark pinstripe suit, a light blue shirt, and a dark tie with small white dots. The background is a dark blue world map with a bright blue horizontal light streak across the middle.

Clayton Christensen

Harvard Business School

The Importance of Religion

Tough Love



St. Paisios the Athonite

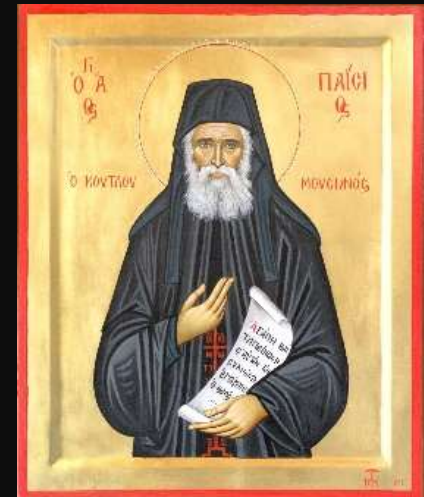
The spirit of luke-
warmness reigns.

We've been spoiled
for good.

How does God still
tolerate us?



St. Paisios the Athonite



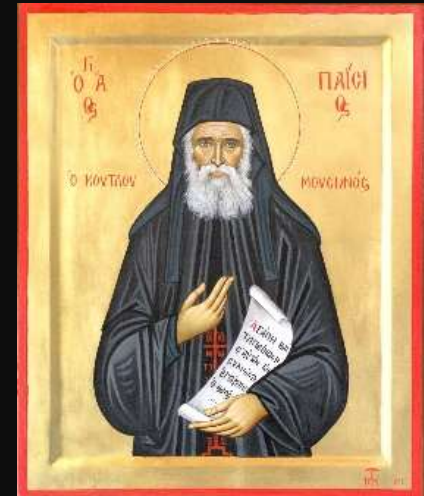
Today's generation
is the generation
of indifference.

There are no
warriors!

The majority are
fit for parades
and feasts only.



St. Paisios the Athonite

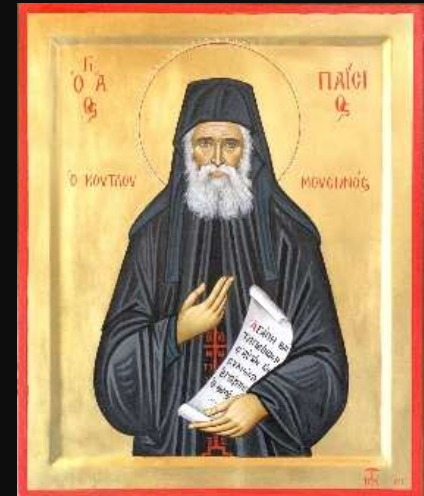


Even people who've
got something
inside have begun
to grow cool
saying,

Can I really do
anything to change
the situation ?



St. Paisios the Athonite

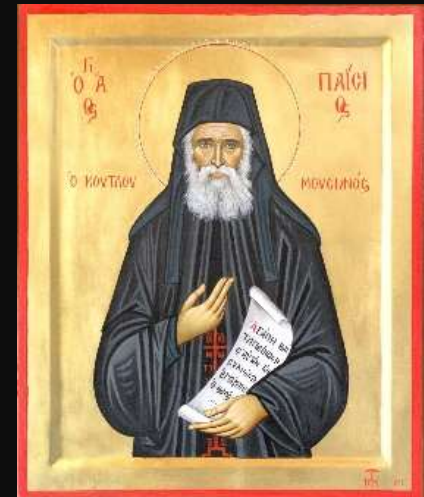


We have to
witness our Faith
with **boldness**,

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



St. Paisios the Athonite



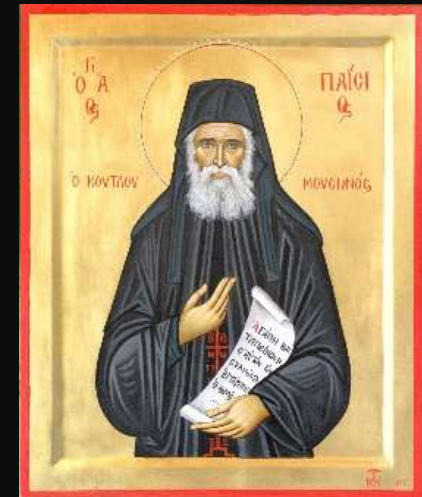
In these difficult days, **each must do** what is in their own power.

Leave what's out of their power to **GOD.**

In this way, our **conscience will be clear.**



St. Paisios the Athonite







AUDIENCE PARTICIPATION TIME!

What are your
Takeaways or Questions



THE DIOCESE OF NEW YORK & NEW JERSEY



Setting the Stage, Relevant Facts & Data, and a Communications Paradigm for Today



STEWARDSHIP
CALLING

Dr. Bill Marianes
Bill@stewardshipcalling.com