

# “CLAIM” Your Role as an Orthodox Leader

# Roles and Responsibilities

- The reader will understand five basic Roles of a Leader
- Understand Responsibilities of a Leader in the parish

# Leaders or Managers?

## Leaders

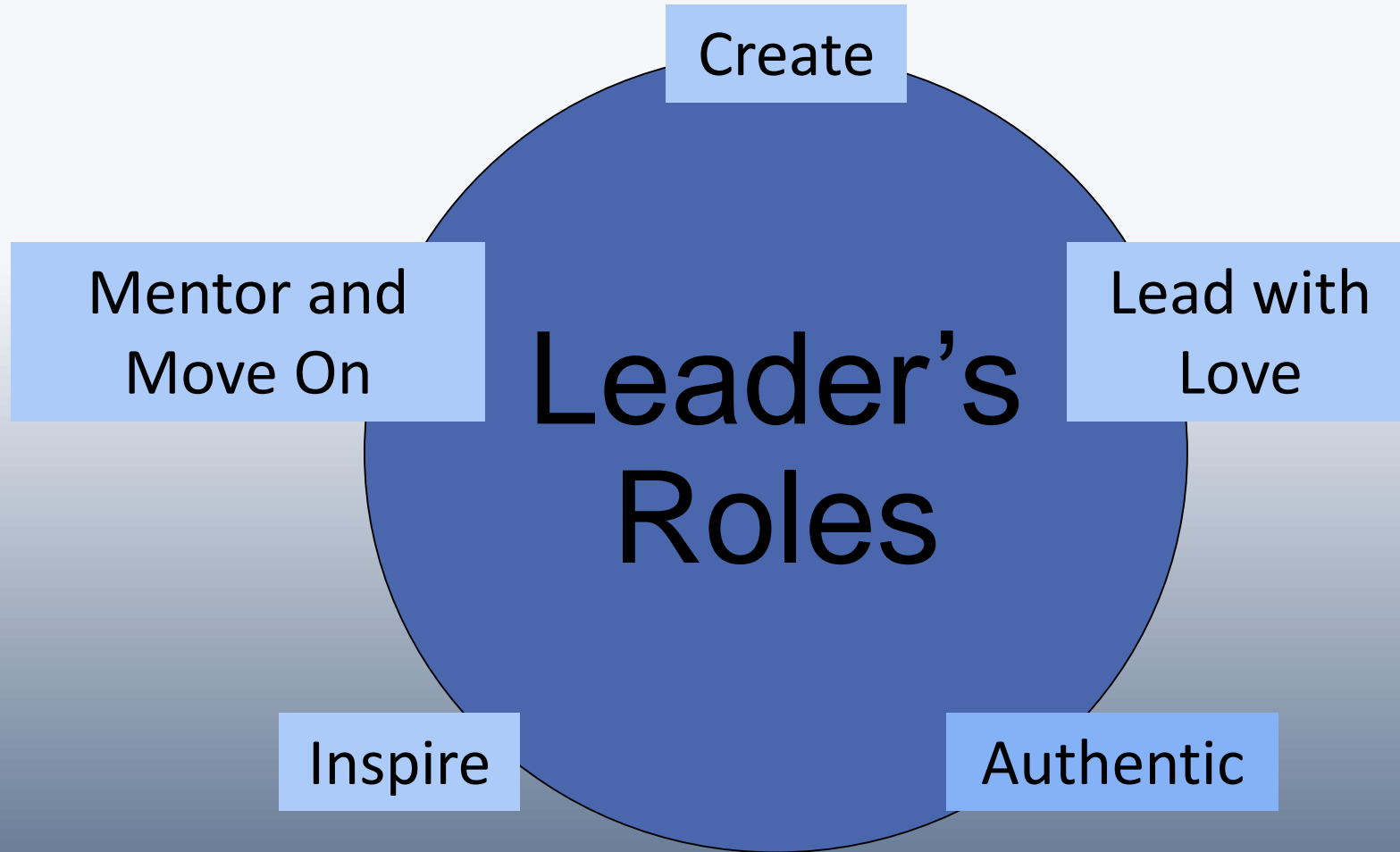
- Create a Vision
- Set Direction
- Communicate
- Motivate
- Align People

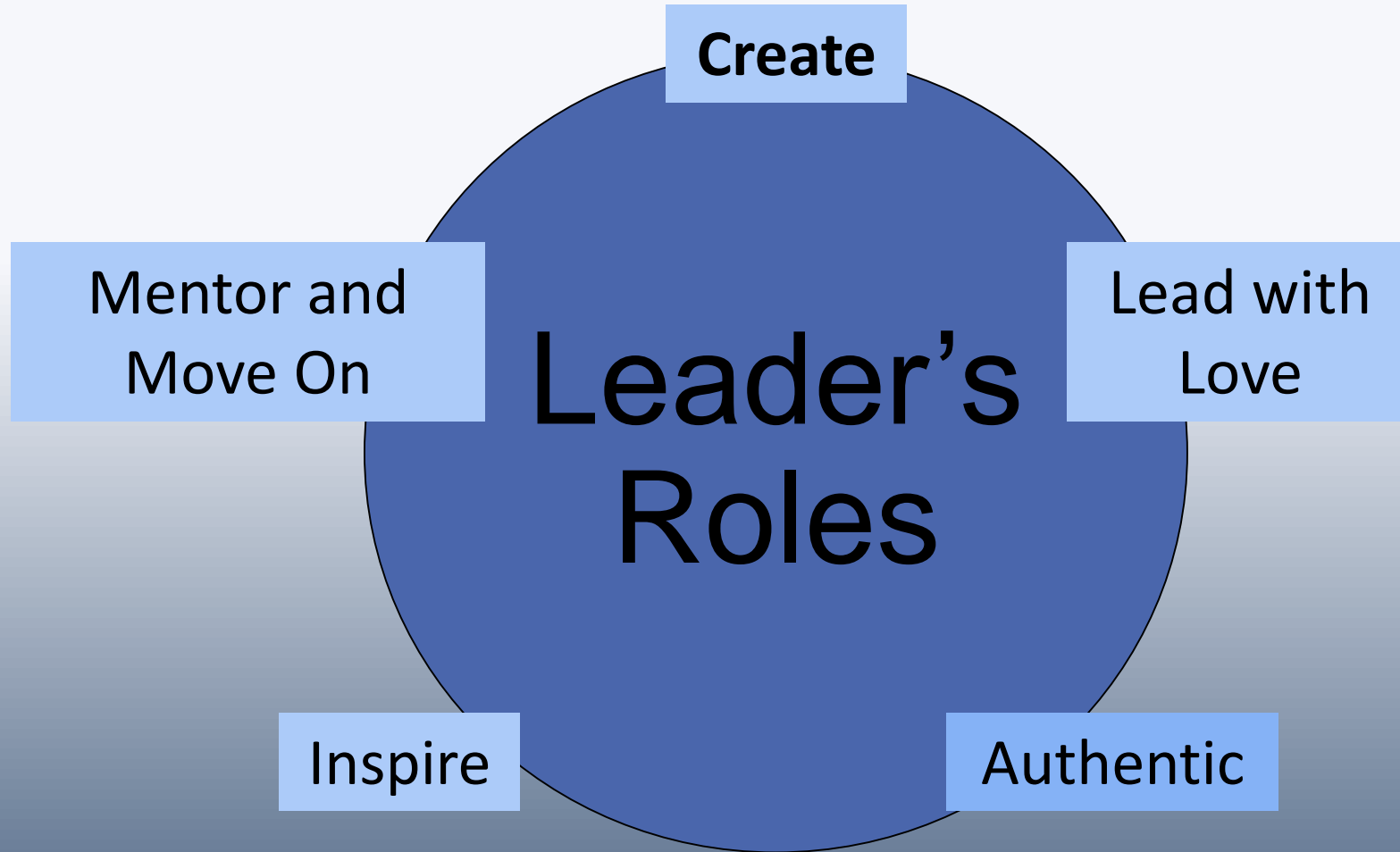
## Managers

- Plan
- Budget
- Organize
- Staff
- Problem solvers

# A Leader's Role

- **C**reate
- **L**ead with Love
- **A**uthentic
- **I**nspire
- **M**entor and Move on





# Create

- Each of us have our own God given talent

“Your talent is God’s gift to you. What you do with it is your gift back to God.”

Leo Buscaglia

- “As each has received a gift, use it to serve one another, as good stewards of God's varied grace”

1Peter 4:10

# Create

Christian Stewardship is the wise and proper use of all the gifts God has entrusted to our care.

“Oriented Leadership” Williams and McKibben pg. 228.



# Create

- Vision
- Mission Statements
- Opportunities
- Use your God given talents in service to the Church or Ministry

# Vision

All of our life is formed by a vision. Without vision we are not human. With the wrong vision we are in trouble.

“Oriented Leadership” Williams and McKibben pg. 67

Where there is no vision, the people will perish.

Proverbs 29:18.

# Vision

Vision focuses effort: it inspires action and it validates decisions.

“Teaching the Elephant to Dance” Belasco pg 11.

# Vision

## Two Types of Vision

1. Imposed Vision
2. Developed Vision

# Imposed Vision

- Leader creates the Vision and imposes it on others
- Authoritarian Style of Leadership
- Most commonly used in Business
- Does not create shared ownership by volunteers
- Does not follow a Christian model

Beyond Tyranny and Narcissism”, Williams and McKibben, pg.60.

# Developed Vision

- All involved are asked for their input into the Vision
- Establishes consensus and shared ownership of the Vision
- Motivates Volunteers to support the Vision
- More Christian Model

# Success of a Vision

1. Sets a Clear Goal
2. Know the steps required to achieve the goal
3. Have the strength and conviction to reach it

”Beyond Tyranny and Narcissism”, Williams and McKibben, pg. 83.

# Mission Statements

- Used in combination with a Vision, especially when the Vision is unclear
- Creates the purpose of the Vision in a few sentences
- Defines the action and value of the Vision
- Answers What, Who and How



# Sample of a Vision Statement

*We will grow the Metropolis of Atlanta, and personally grow in Christ and make disciples, by living as witnesses of our faith through loving, faithful and purposeful Orthodox Christian communities focused on worship, education, stewardship, compassion, philanthropy and fellowship.*

# Sample of a Mission Statement

*Energize, cultivate and guide the faithful in the Southeastern United States by proclaiming the Faith and Gospel of Christ, and teaching and spreading the Orthodox Christian Faith.*

# Sample of a Vision Statement

*With the Grace of God, to provide a loving and caring Community where all belong to Christ, through worship (doxology), sacramental life (mysteria), everyday spiritual discipline (ascesis), sanctification (theosis), education (paideia), witness (martyria), fellowship (koinonia) and service (diakonia).*

# Sample of a Mission Statement

*We exist to worship the Holy Trinity and to be transfigured into the image and likeness of God by becoming faithful followers of Jesus Christ according to the Christian Orthodox way of life by acquiring His grace, His mind, His love and His mercy, so that we may realize salvation and enter into the Kingdom of God.*

<http://stkatherine.net/vision-and-mission/>

# Opportunities

"A pessimist sees the difficulty in every opportunity; an optimist sees the opportunity in every difficulty."

*Winston S. Churchill*

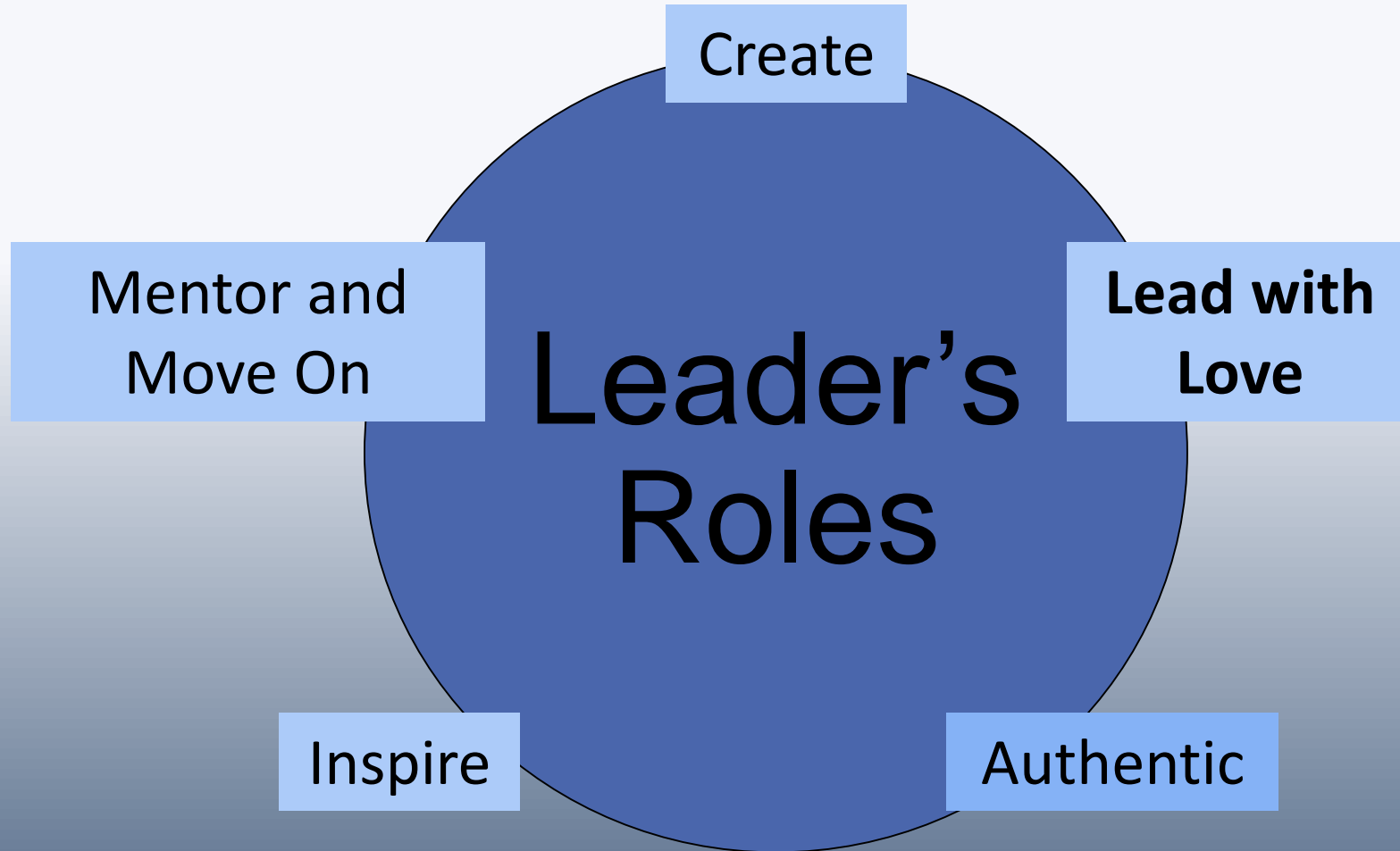
# Opportunities

- Define what is acceptable
- Smart Leaders look for the upside
- Leaders are not afraid to make mistakes

# Use of God Given Talents

“Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms.”

1Peter 4:10

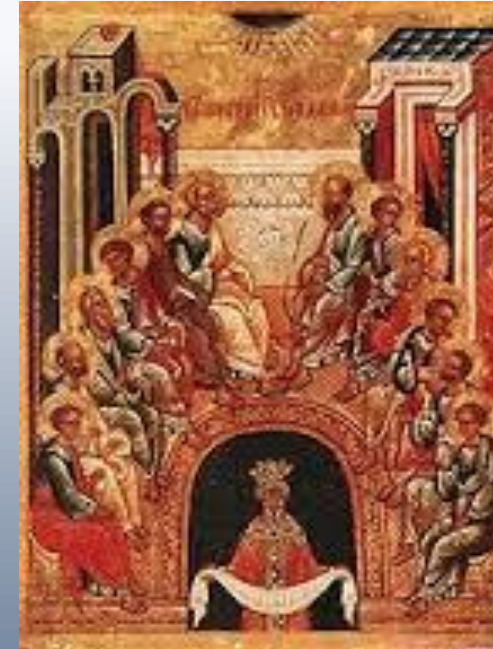




# Lead with Love

Leaders must always be aware that we are following Jesus' example of leading

For where two or three are gathered in my name, there am I among them."  
Matthew 18:20



# Leading with Love

For the Christian, every person is of equal value because all of us are made in the image of God.

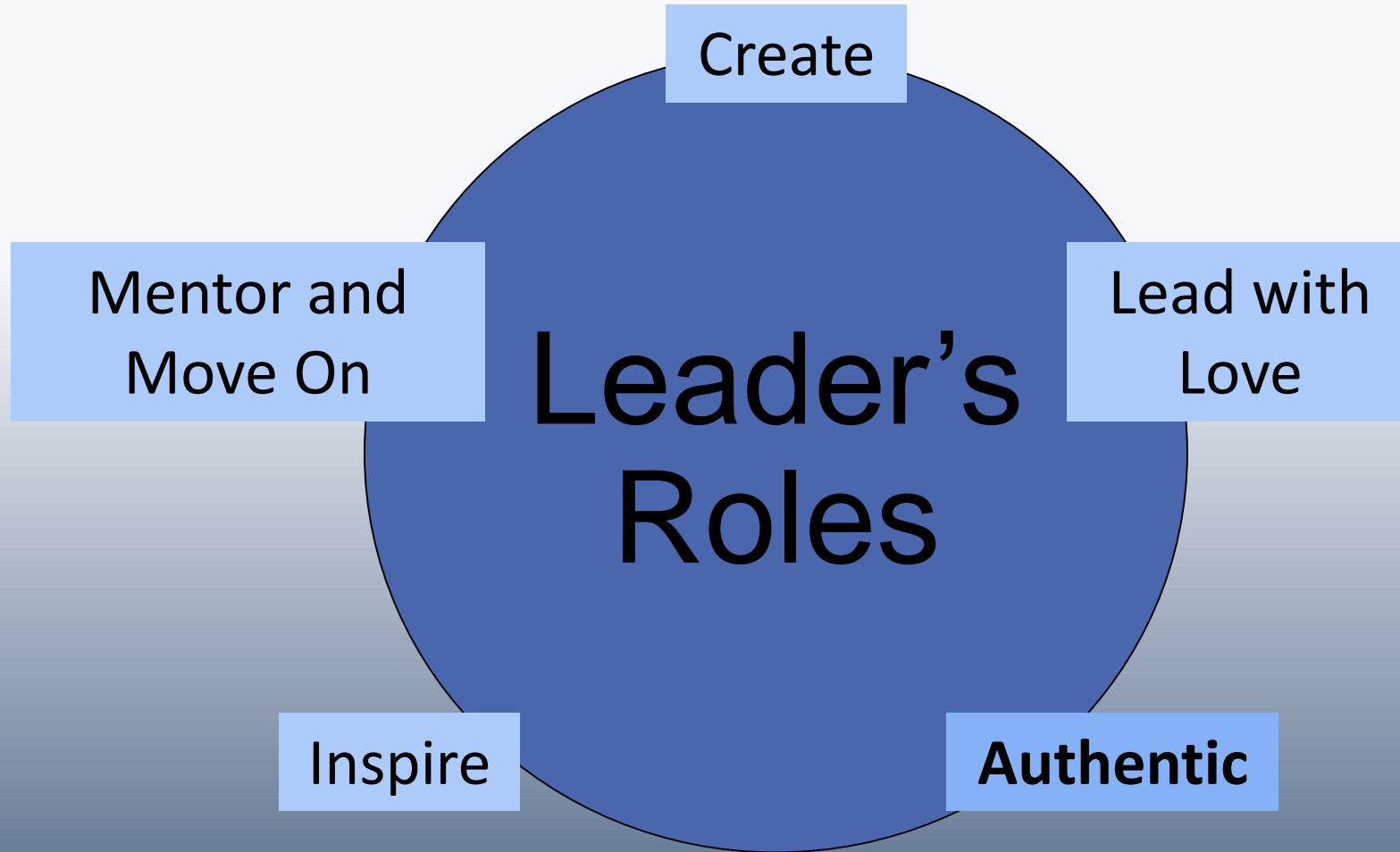
“Beyond Tyranny and Narcissism”, Williams and McKibben, pg.94.

# Leading with Love

## **Conciliarity approach to leadership**

- Build Consensus
- Oppose Authoritarianism, Individualism or Democracy
- Strive for Harmony and Unity

“Beyond Tyranny and Narcissism”, Willams and McKibben pg 60-61.



# Authentic

- Trust
- Transparency
- Communication
- Seek Divergent Opinions

# Trust

## How to build Trust

1. Be Trustful-Give Trust First
2. Reward Trusting behavior
3. Be competent-
4. Follow Rules and Policies
5. Elevate Communication
6. Do What you Say you Will Do
7. Acknowledge Mistakes
8. Always do what is Right

# Transparency

## Why are we Opaque?

- Information is Power!
- A Benefit to the Haves and not the Have-nots
- Need to Know Basis
- Hides Mistakes

# Transparency Is

## Ethically Required for Servant Leader

A process, whereby knowledge and ideas flow in all directions in a sustained and timely manner

And there is no creature hidden from His sight, but all things are naked and open to the eyes of Him to whom we must give account. Hebrews 4:13



# Communication

- Communicate the truth
- Live the truth by actions
- Constant Communication
- The Good, The Bad and the Ugly

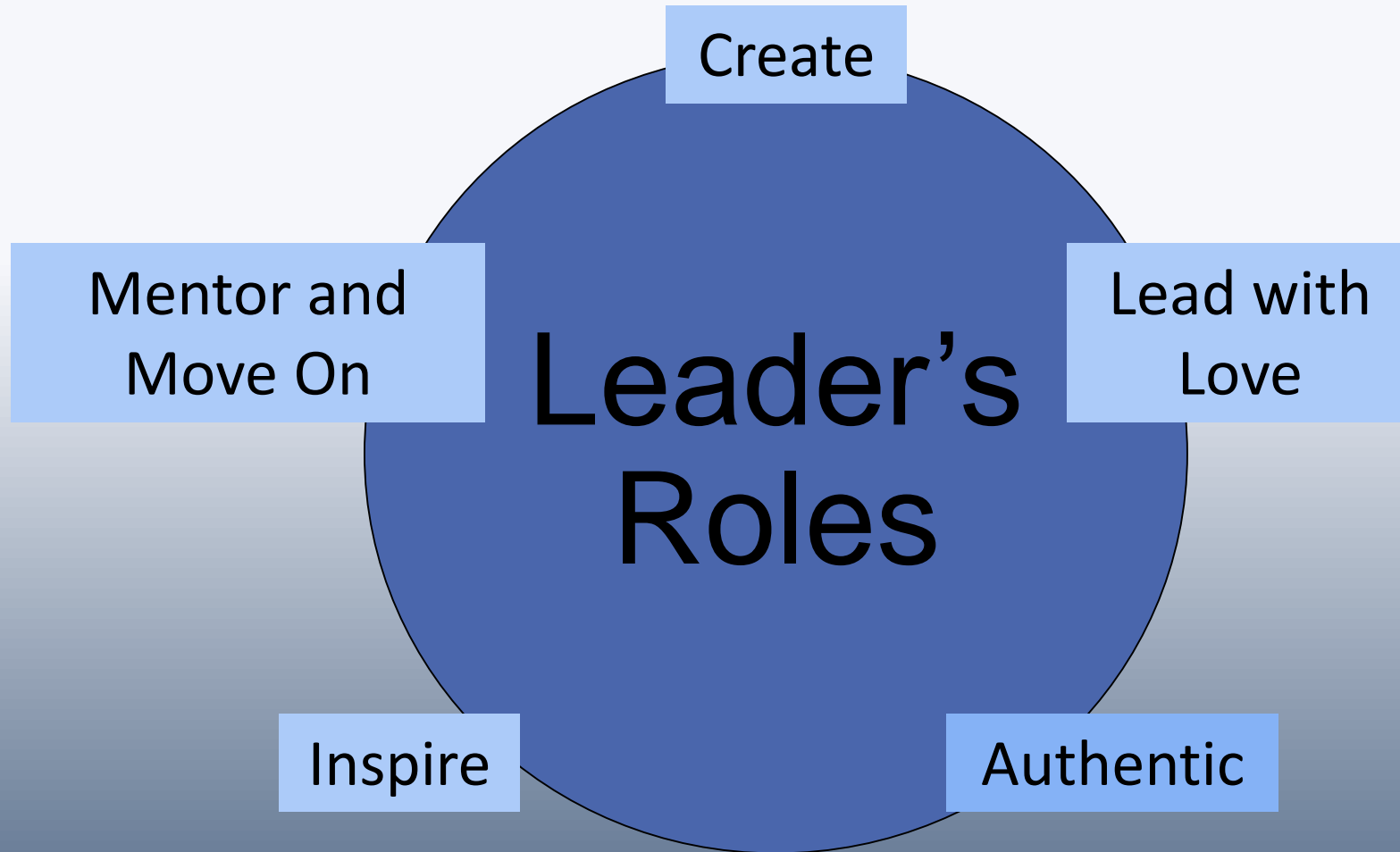
# Seek Divergent Opinions

## Use techniques of Authentic Reciprocal Communication

1. Use Professional Approach to share information
2. Candid Conversations
3. Allow for Honest Feedback
4. Communication and Connection
5. Cycle info between Leaders and Stewards

# Avenues for Dissemination and Feedback

- Social media (facebook, twitter, YouTube, blog, etc.)
- Website and emails
- Open meetings, General Assemblies, Community Listening Sessions and Coffee Hour Activities
- Ministry meetings and Council of Ministries
- Committee and Board meetings
- Online and downloadable fillable feedback forms (with categories)
- Bulletin boards, flyers, bulletins, newsletters
- Surveys



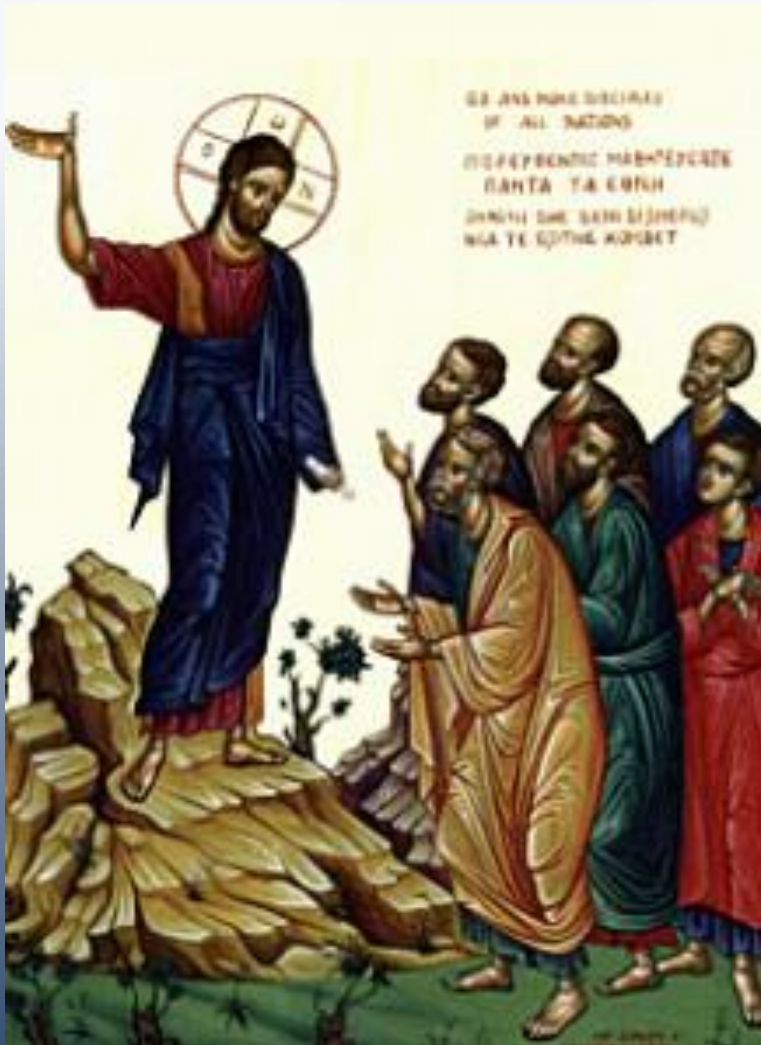
# Inspire

“The most basic task of a Church leader is to discern the spiritual gifts of all those under his authority, and to encourage those gifts to be used to the full for the benefit of all.”

St. John Chrysostom



# Inspire



“Go therefore and make disciples of all nations”

Matthew 28:19

# Inspire

“Dedication and willingness to sacrifice must be developed within a person, then drawn out of them.”

“Oriented Leadership,” Williams and McKibben. pg 205

# 10 Tips to Inspire Others

1. Build Relationships
2. Have Fun
3. Have defined Roles
4. Proper Tools and Equipment
5. Encouragement and Appreciation



# 10 Tips to Inspire Others

6. Give Ownership
7. Emphasize the Big Picture
8. Communicate
9. Care
10. Pray

# Inspire

- <25% of American Adults Volunteer<sup>1</sup>
  - 27.8% Women (down 0.5%)
  - 21.8% Men (stable for 3 yrs)
- 10 year low<sup>2</sup>
- 85% of non-profits rely on Volunteers<sup>2</sup>
- Minimal assistance for non-profits puts additional strain on efforts <sup>2</sup>

1. <http://www.bls.gov/news.release/volun.nr0.htm>

2. <http://able-altruist.softwareadvice.com/what-motivates-people-to-become-repeat-volunteers-0614/>

# What Motivates Repeat Volunteers

## Methods

- 3020 Volunteers Asked
- 1238 Responded to an Online Survey
- Six Questions

# What Motivates Repeat Volunteers

## Results

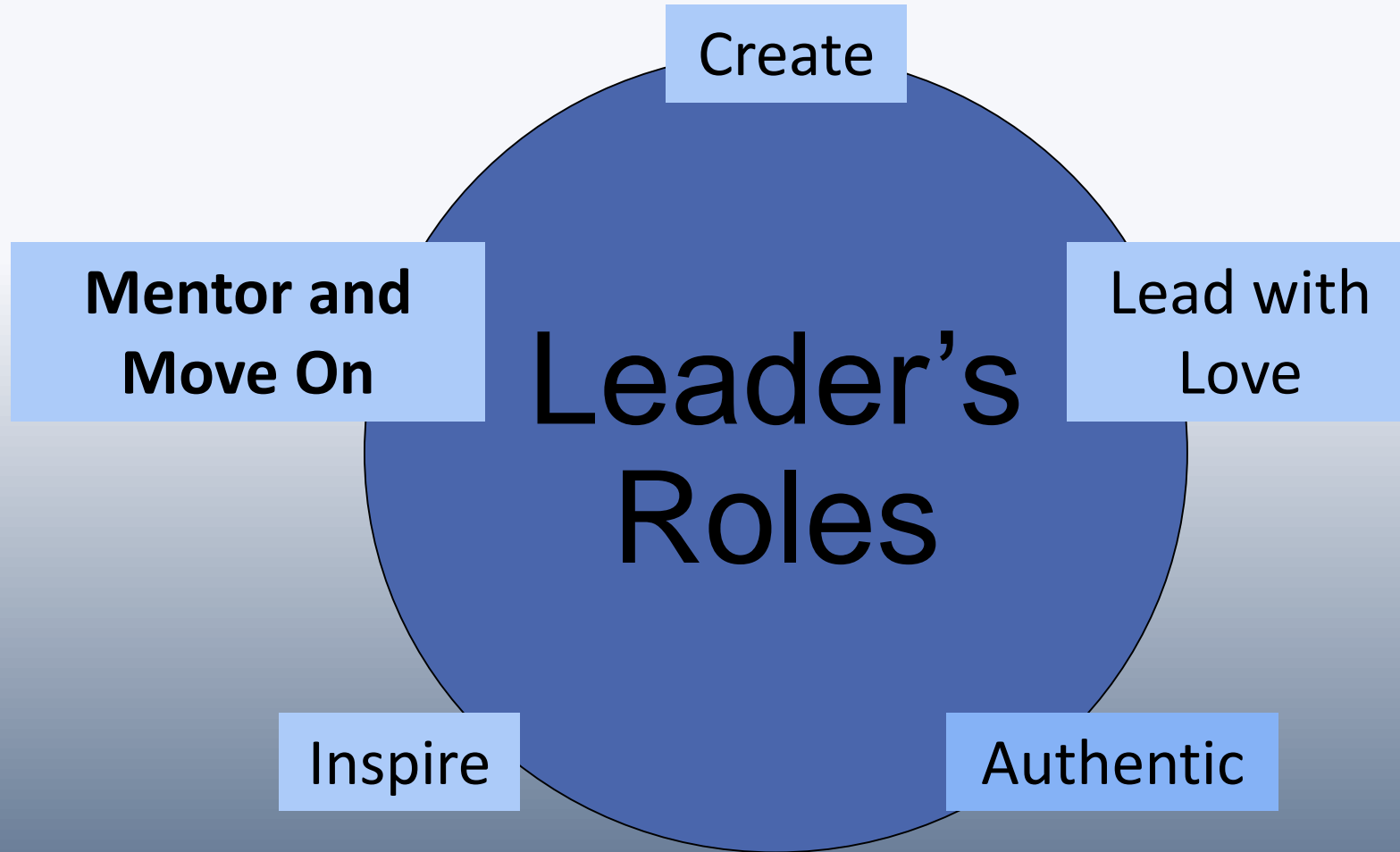
- 27% Convenient Scheduling
- 24% Proof of work's impact
- 23% Professional Development
- 15% Social Networking Events
- 12% Discounts at Local Businesses

# What Motivates Repeat Volunteers

## Conclusions

- Stewards will volunteer if it is convenient for their schedule
- Stewards will volunteer if it has an impact on the community or organization
- Stewards will volunteer if there is self improvement of self fulfillment

<http://able-altruist.softwareadvice.com/what-motivates-people-to-become-repeat-volunteers-0614/>



# Mentoring



“Whatever you have learned or received or heard from me, or seen in me—put it into practice”

Philippians 4:9

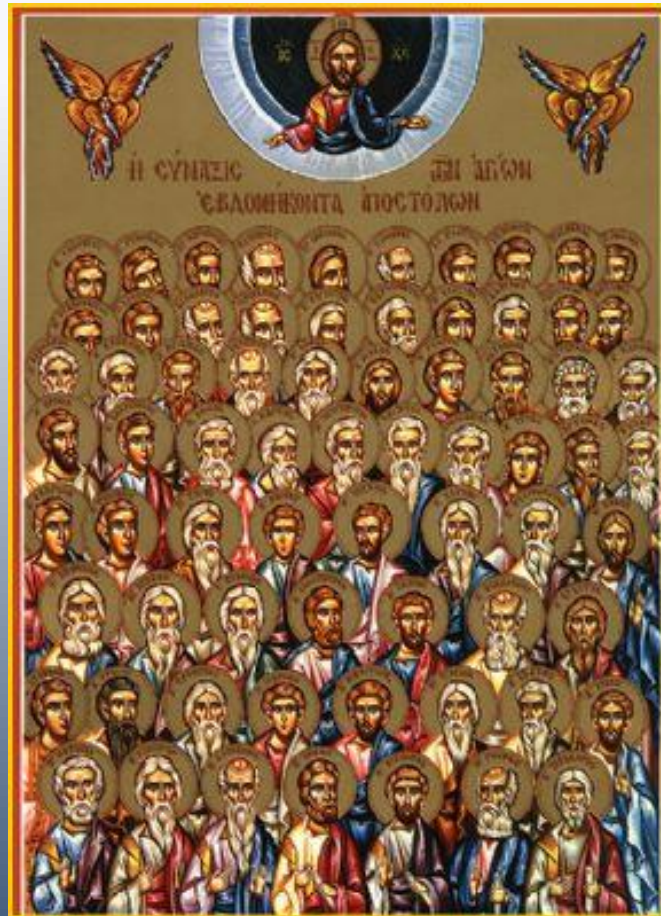
# Mentoring

The mentor guides, directs, and assists his or her learner not by words or counsel alone, but by the pattern of his entire life.

“Oriented Leadership,” Williams and McKibben. pg 190



# Mentoring



Christ modeled perfect leadership by picking and training the Apostles, and teaching them to “train the trainers”

i.e. , the 70 disciples in Luke 10:1.

# How do you make disciples?

**By creating a team/community that is:**

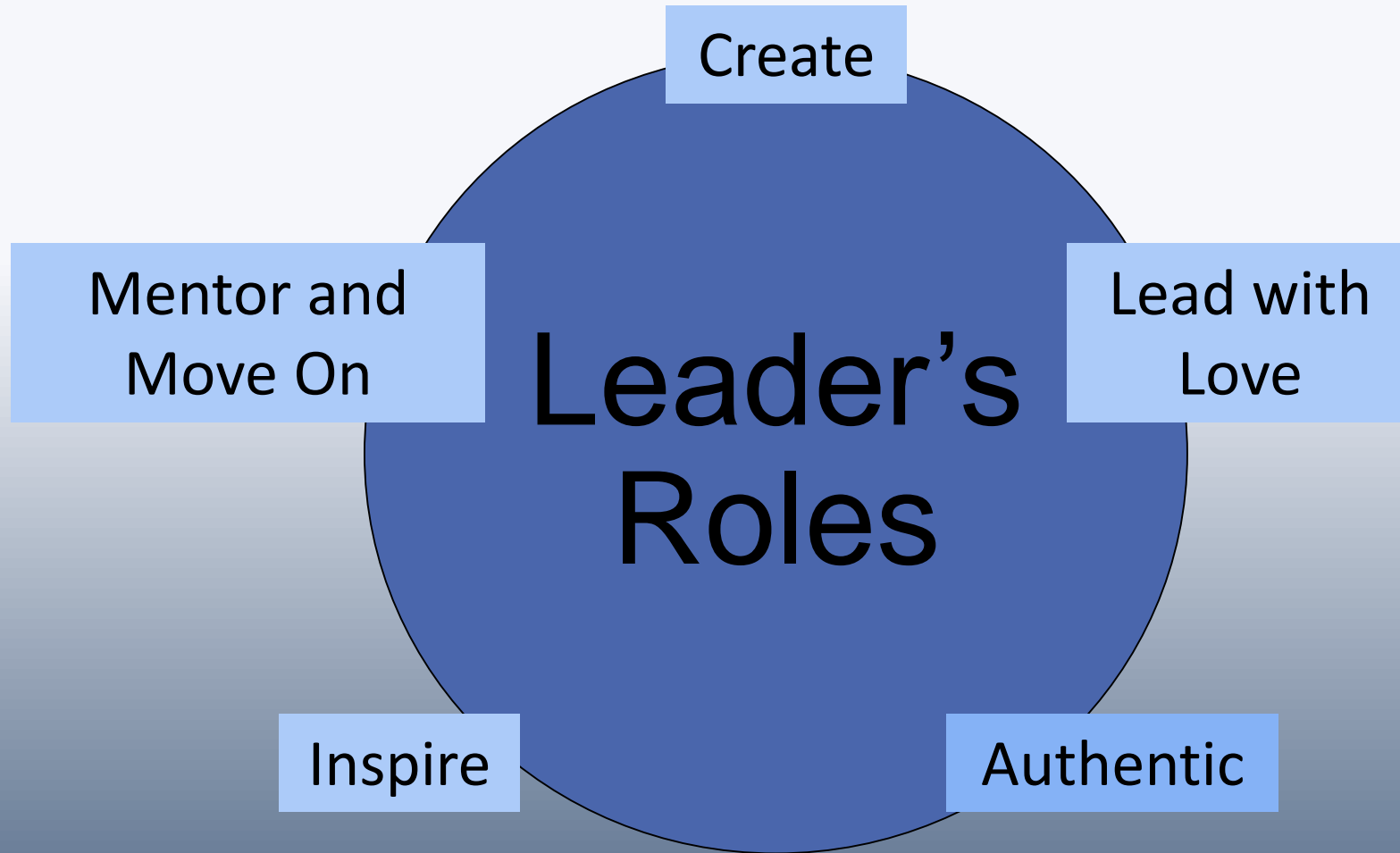
1. Loving
2. Religiously Educated
3. Faithful and Spiritual
4. Engaged (walk the walk)

# The Mentoring Process

1. I LEARN AND BECOME COMPETENT -I Do It
2. I MENTOR-I Do It and You Watch Me
3. I MONITOR-You Do It and I Watch You
4. I CREATE AN ENVIRONMENT FOR MOTIVATION- You Do It
5. WE MULTIPLY- You Do It and Train Someone Else

# Disciple Multiplier Effect

- You can only do=  $x$
- Each disciple you recruit can only do=  $x$
- If you do it yourself , you can only do = $x$
- If you recruit 10 disciples, you can do= $11x$
  
- Your leadership reach is 100% correlated with the number of disciples you recruit!



# Leaders or Managers?

## Leaders

- **C**reate a Vision
- **L**ead-Set Direction
- **A**uthentic -Communicate
- **I**nspire-Motivate
- **M**entor-Align People

## Managers

- Plan
- Budget
- Organize
- Staff
- Problem solvers

# Leaders' Responsibilities

- Live a Christian Life
- Adhere to the UPR
- Endure Criticism
- Lead by Example
- Ambassador -  
Metropolis/  
Archdiocese
- Communicate
- Mentor
- Drive Parish  
Vision
- Conceptualize
- Persuade
- Recruit  
Leaders

# Managers' Responsibilities

- Live a Christian Life
- Adhere to the UPR
- Endure Criticism
- Administer Parish Facilities
- Hold Elections
- Assist Priest
- Parish Administration
- Manage Stewardship
- Resolve Conflicts
- Implement Ministry
- Prepare Budgets
- Raise Funding
- Organize Committees
- Organize Ministries
- Hold Meetings



# Leaders or Managers?

Parish Manager	Parish Leader
Leads the Marathon	Lets others Finish first
Assigns Blame	Fixes the Problem
Drives Volunteers	Coaches Volunteers
Exploits People	Develops People
Takes Credit	Gives Credit
Commands	Requests
Uses knowledge to impress	Offers knowledge to teach
Rules by fear	Inspires by Trust
Talks, talks, talks	Listens, listens, listens

# Leaders or Managers?

Parish Manager	Parish Leader
Dictates	Collaborates
Threatened by other's Leadership	Delighted by other's Leadership
Discourages	Supports
Carries Resentment	Quick to Forgive
Avoids Painful Conversations	Undertakes Painful Conversations
Likes to have his feet washed	Washes the feet of others
Dismissive	Attentive
Fears appearing ignorant	Cheerfully asks for help

Adapted from Effective Parish Leadership, <http://www.stewardshipadvocates.org/wp-content/uploads/Effective-Parish-Leadership.pdf>

# Conclusions

- Leaders Role – CLAIM
- Responsibilities of Parishes are either Leadership or Managerial
- Remember to follow Christ Example of Leadership, Mentoring

# Sources

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- “Teaching the Elephant to Dance, Empowering Change in Your Organization” Belasco, J. 1990, Crown Publishers, pg 11.
- Beyond Tyranny and Narcissism, Jesus incarnates leadership-why do we fail to follow?”, Williams, B and McKibben, M. 2010, pg.60.
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