



Lead like a servant,
as Christ did,
so that your parish
may flourish in
the community
it serves.

Antiochian Parish Leadership Workshop

Serve your parish with renewed energy in 2021!

Orthodox Christian Leadership Initiative is offering a FREE introductory workshop to clergy and parish council members on the *Doulos* and *Peer Learning* programs. Interactive virtual break-out rooms will engage these topics and more:

SERVANT LEADERSHIP - Explore how servant leaders led by Christ exercise authority and humility and deal with burnout.

INSPIRING GENEROSITY AND STEWARDS - Consider your own motivations for financial giving and how parish leaders can help shape the motivations of its community, encouraging Christ-like generosity.

INVESTING IN EMERGING LEADERS - Prepare for succession by mentoring young people to assume responsibilities in leading the vital ministries of your parish.

ENGAGING PROJECTS AND PROGRAMS - Capture the stories that reflect the heart of your parish so that you can invest your best resources.

PEER LEARNING - Explore opportunities to develop in your leadership role.

Experience
a fresh
perspective
and clear ways
to serve.

The leader and mentor that had the most profound effect on my life and ministry was His Beatitude, Patriarch Ignatius IV, of Thrice-Blessed Memory.

In all my interactions with him, he was a wonderful example of a servant leader, a leader who emulated the perfect servant leader, Our Savior, Jesus Christ. I

learned from him that to lead is to serve all in love and humility — to be authoritative when needed but never authoritarian, to be direct but never dictatorial. I give my enthusiastic blessing for them to be shared online for many others to join this important conversation in the life of our Church.

- Metropolitan JOSEPH



Orthodox
Christian

Leadership Initiative

Prepare Now Before the Workshop . . .

Visit <https://www.orthodoxservantleaders.com/events.html>

1. Ask your parish leaders to participate and register here:

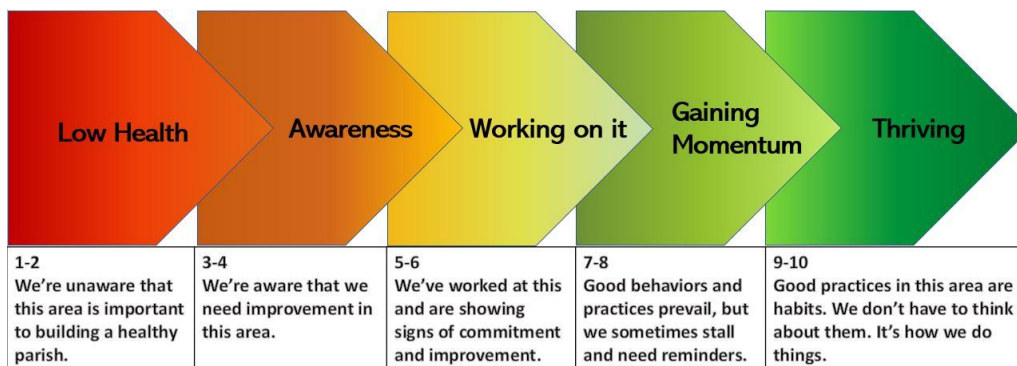
February 20 Event (8-11 am PST / 11-2 pm EST):

<https://zoom.us/meeting/register/tJ0udOmorz4jGtw9UeWMTYayduAwQ68iFqVr>

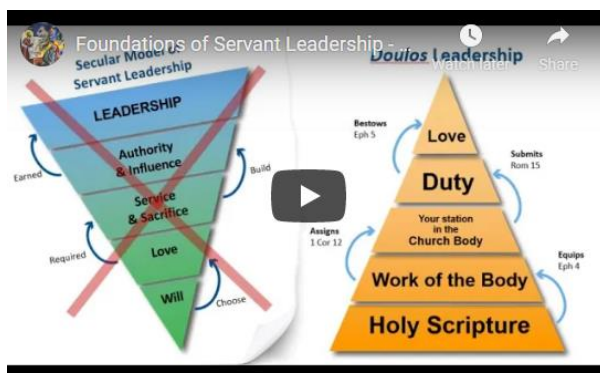
March 6, 1-3:30pm (Mid-Atlantic & NY Dioceses Only)

https://zoom.us/meeting/register/tJAqd-CprTqpE9AvPdG0TGTscNjjO1fU2_iv

2. Submit a Parish Health Assessment



2. Preview these Two Videos:



Workshop Agenda

First Hour

Prayer and Welcome – Saidna

Program Overview – Hollie Benton

Servant Leadership – A *Doulos* Model – Fr. Marc Boulos

Break-Out Discussion

Wrap-Up Discussion

Building Effective Leadership Teams – Fr. Chris Salamy

Break-Out Discussion

Wrap-Up Discussion

Second Hour

Investing in Emerging Leaders – Katrina Bitar

Break-Out Discussion

Wrap-Up Discussion

Inspiring Generosity and Stewards – Fr. Aaron Warwick

Break-Out Discussion

Wrap-Up Discussion

Final Half Hour

Engaging Projects & Programs – Hollie Benton

Parish Health Assessment Results – Break Out Discussion

Next Steps, Conclusion, Final Prayer

Servant Leadership – A *Doulos* Model

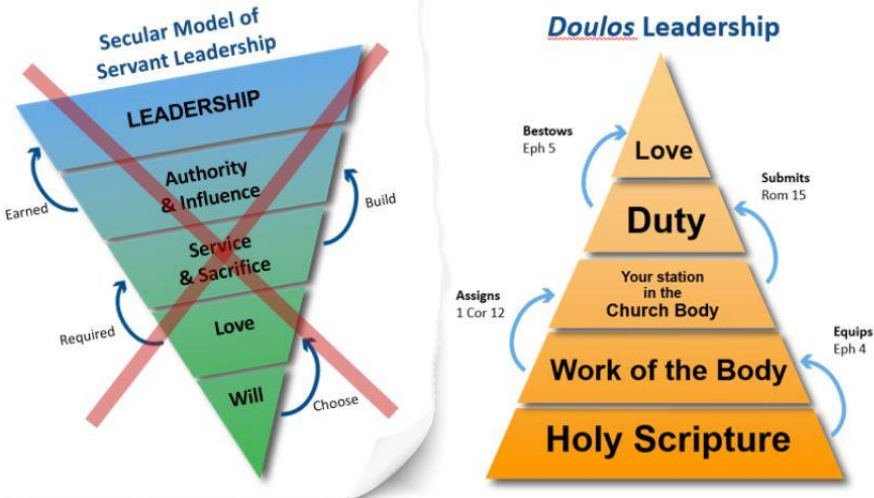
Break-Out Discussion

The story of Mary and Martha immediately follows the parable of the Good Samaritan in Luke’s Gospel.

Why is Jesus dismissive of Martha’s service, but pleased with the Samaritan and Mary?

In the story, what motivates Martha?

Why didn’t Jesus encourage Mary to “get more involved?”



Luke 10:36-42

³⁶ Which of these three, do you think, proved neighbor to the man who fell among the robbers?" ³⁷ He said, "The one who showed mercy on him." And Jesus said to him, "Go and do likewise." ³⁸ Now as they went on their way, he entered a village; and a woman named Martha received him into her house. ³⁹ And she had a sister called Mary, who sat at the Lord’s feet and listened to his teaching. ⁴⁰ But Martha was distracted with much serving; and she went to him and said, "Lord, do you not care that my sister has left me to serve alone? Tell her then to help me." ⁴¹ But the Lord answered her, "Martha, Martha, you are anxious and troubled about many things; ⁴² one thing is needful. Mary has chosen the good portion, which shall not be taken away from her."

Fr. Marc Boulos is pastor of St. Elizabeth Orthodox Church, in St. Paul, Minnesota. He co-hosts The Bible as Literature podcast, a weekly discussion of the biblical narrative and its implications for everyday life. Fr. Marc is author of Torah to the Gentiles: St. Paul’s Letter to the Galatians. He is an IT Director for a Minnesota-based global company.



Building Effective Parish Teams



Break-Out Discussion

In what ways have you experienced “the wrong people in the wrong seats on the wrong bus?”

What can we do as parish leaders to alleviate and avoid these experiences for the sake of all on Christ’s bus?



***Fr. Chris Salamy** has been the pastor of St. George Antiochian Orthodox Church in Phoenix, AZ since 1999. He is also the founder of The Way of the Warrior Saint. Launched in 2016, The Way of the Warrior Saint is a movement dedicated to teaching a Crucifixional life: sacrificing self for the sake of other. Modeled on Jesus Christ’s crucifixion, the emphasis is on leadership and overcoming struggle. By God’s grace The Way of the Warrior Saint movement continues to grow while positively affecting today’s leaders.*



Investing in Emerging Leaders



Break-Out Discussion

In what ways are we intentional about investing in emerging leaders as a parish community?

Think of a young person in your church with whom you would like to build a relationship. In pursuing this relationship, how would you lead with love and not with fear?

Katrina Bitar has served as the Director of the YES (Youth Equipped to Serve) Program of FOCUS North America since 2009. Since 2003, she has directed Camp St. Nicholas in Frazier Park, California, of the Southern California Deanery. Previously she served as Camp Counselor and Head Counselor at Antiochian Village in Bolivar, Pennsylvania, and as Youth Director in Phoenix, Arizona. Katrina holds degrees from Rutgers University and St. Vladimir's Orthodox Theological Seminary.



Inspiring Generosity and Stewards



Break-Out Discussion

Using the chart below, discuss these questions:

What motivates your financial giving?

Are some motivations better than others?

As parish leaders, how can you help shape these motivations in your parish?

	Little Motivation	Somewhat Motivated	Very Motivated
The ASK – God has given, so I give in return	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
RESPONSIBILITY – I feel a duty to give	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
INVOLVEMENT – I take an active role	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
MISSION – The “cause” addresses important needs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
TRUST – The organization will use my financial gift appropriately	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
OTHERS – I admire and trust those who give to the same cause	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
APPRECIATION – My gift is acknowledged and appreciated	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Fr. Aaron Warwick graduated from Creighton University with a degree in Accounting and worked for Union Pacific Railroad before attending and graduating St Vladimir’s Seminary. He serves St Mary Antiochian Orthodox Christian Church in Wichita, KS. While serving his parish, he also earned his Masters’ Degree in Philanthropy and Non-Profit Development from the University of Northern Iowa. Fr Aaron actively serves on the Board of Directors for multiple non-profits. He and his wife, Gwen, have been married for 20 years and have four children.



Engaging Projects and Programs



Break-Out Discussion

What current parish projects and programs truly reflect the mission and vision of Christ?

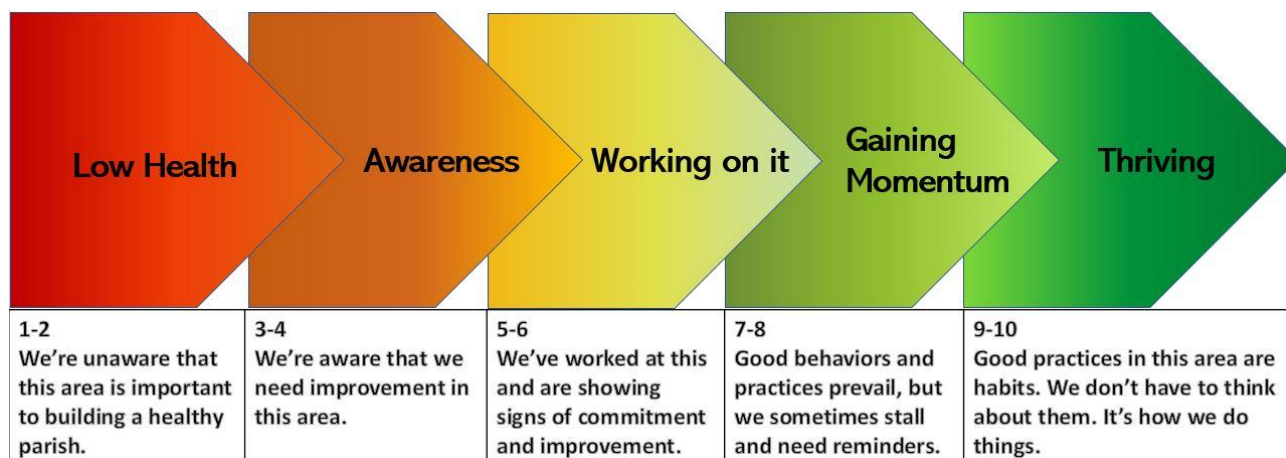
How are parish resources – people, time, energy, and funds – invested in your most vital ministries in service to God and neighbor?

In what ways are parish resources wasted on projects and programs that are not vital ministries in service to God and neighbor?

Hollie Benton serves as Executive Director for the Orthodox Christian Leadership Initiative. Previously she has functioned as Project Manager and Operations Manager in IT corporate roles. She is a member of St. Elizabeth Orthodox Church in St. Paul, MN, where she directs choir and Ephesus School. Hollie holds a Master's degree from St. Vladimir's Seminary and has served the Orthodox Christian Fellowship in local and regional capacities. She and her husband, Richard, have two daughters, Nellie and Kalista.



Parish Health Assessment



Review your consolidated parish assessment. If you did not receive assessment results for your parish, you may wish to go through the [Parish Health Assessment](#) together or discuss the resources in the following pages to identify opportunities for your parish leadership.

1. *In what areas do we show promise and strength?*
2. *Which areas present challenges and opportunity for us?*

	Strength	Challenge
Cultivating Vision and Change	<input type="checkbox"/>	<input type="checkbox"/>
Building Effective Parish Teams	<input type="checkbox"/>	<input type="checkbox"/>
Inspiring Generosity and Stewards	<input type="checkbox"/>	<input type="checkbox"/>
Finance Planning and Management	<input type="checkbox"/>	<input type="checkbox"/>
Investing in Emerging Leaders	<input type="checkbox"/>	<input type="checkbox"/>
Engaging Project and Programs	<input type="checkbox"/>	<input type="checkbox"/>



Lead like a servant,
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Unlike other leadership programs, the Intensive Program in Servant Leadership starts from a clear premise: that Scripture provides the foundation for understanding true servant leadership for all those practicing leadership in the Church.

The Program's six-month focused modules offer key principles, disciplines, and tools to **parish leadership teams**, so that, in working and leading together, the local church body may be more **equipped to thrive in the community it serves**.

Take one module, or try them all, in any order! Each module offers engaging material to prepare for the intensive half-day workshop designed for parish councils or leadership teams. Complete the workshop with a clear path forward for your parish leadership. Check in regularly with your Parish Health Coach to continue implementing the principles, disciplines, and tools that nurture a healthy parish.



Thanks to generous contributors and our generous professional executive coaches, we can offer many hours of professional coaching, content development, and programming for \$3,000 or 1% of your operating budget, whichever is less, for each module. If your parish has a special circumstance, please reach out. As a *doulos tou theou*, we extend the hand of fellowship to support the body of Christ!

Before you commit to one of the *Doulos* modules, please meet with us to discuss:

- Your compiled results of the Parish Health Assessment. Gather multiple perspectives from your parish leadership by sharing the assessment link!
- Your current situation - explore your situation as strengths, weaknesses, opportunities, and threats.
- Which *Doulos* module best addresses your current needs.
- Your prospective Parish Health Coach.
- Your parish leadership team commitment (10-hour minimum commitment over six months)
- Outcomes you hope to achieve.

Once you engage one of the *Doulos* modules, your parish leadership team receives:

- Five-hour kick-off workshop
 - Scheduled at the convenience of your team
 - Wrap with your parish-tailored action plan to begin implementation
- Parish Health Coaching
 - Driving implementation with support and accountability from your Parish Health Coach
 - Unlimited email or phone access to your Parish Health Coach
 - Intentional focus and action steps to implement within six months
 - Four follow-up team meetings at months 2, 4, 6, and 12
- Tools to measure progress
 - Surveys: initial baseline, post-workshop, Month 6, Month 12
 - Personal and Parish Servant Leadership Development Plans
 - Your Parish-Tailored Action Plan initiated during the Workshop
 - Assistance with parish-wide surveys, if desired



In the Orthodox Church, our ultimate vision is not something we get to make up on our own. It is the Gospel itself. Defined in Scripture and manifested over, and over again in the lives of the saints through the ages.

The duty of Orthodox parishes is to bring the Gospel in word and deed to those God has put before us to serve - in our neighborhoods, in the lives of those who come to our doorstep in need, and in the daily lives of every member of our church community.

The unique mission of parish stems from clearly understanding the context in which we serve, and the gifts and resources God has provided for us to offer. Fulfilling that mission depends on the capacity of the Parish Leadership Team to lead the community in awareness and obedience to the Gospel's command.

In this module you will:

- Define and execute a Servant Leadership Development Plan for yourself and your parish based on the core principles and disciplines of Orthodox servant leadership.
- Create a clear vision and mission for your parish utilizing best-practice leadership tools rooted in Orthodox servant leadership principles and disciplines.
- Implement your vision and mission based upon John Kotter's proven change management methodology.

"A lot of parish leaders get caught up in 'administrative' goals. However, in exploring servant leadership, we can now focus on 'being church' as we're called to be: a community focused on loving God and looking after the 'least of these' with love. Thank you!" – Fr. Dustin Lyon



Healthy and effective parish leadership teams are built upon a shared understanding of who it is the Gospel calls us to be as Christians, how we are commanded to work with and care for each other, and what ministry it is that we are commissioned by Scripture to fulfill in the world.

Built upon that foundation, the mandate of the Orthodox parish leadership team is far more than to merely tolerate boring meetings limited to bills, budgets, and buildings. Rather than being a place where ideas and initiatives go to die, parish leadership teams can become environments of loving and creative collaboration, with each serving according to their station.

This module is designed to help improve the effectiveness of your parish leadership team, according to biblical principles, while inspiring new levels of careful governance and selfless cohesion.

In the module you will:

- Define and execute a Servant Leadership Development Plan for yourself and your parish based on the core principles and disciplines of Orthodox servant leadership.
- Assess the strength, consistency and effectiveness of your parish leadership team's composition, governance, and decision-making practices.
- Develop a Parish Leadership Team Covenant to define and govern what healthy teamwork should be in your parish leadership environment.
-

“The level of participation among attendees was exciting and energizing. The program itself is clear, well laid-out, and easy to follow. Ending with concrete actions and steps is HUGE! I loved how we were guided through identifying our strengths and areas of improvement for ourselves and the parish.” – Salemi Khor



A true stewardship mindset stems not from our own whims and wishes to do some sort of good in the world, but from the Scriptural command laid upon us as Orthodox Christians and a recognition that nothing of what we have is actually ours. The roots of authentic Christian generosity are found in heartfelt gratitude and obedience to God.

In this module, you will be challenged to re-examine your own personal stewardship as a parish leader and Orthodox Christian. And you will be equipped to help lead your parish toward a clear understanding and application of Christian stewardship as individuals and as a parish community.

In the module you will:

- Define and execute a Servant Leadership Development Plan for yourself and your parish based on the core principles and disciplines of Orthodox servant leadership.
- Assess your personal and parish stewardship practices and identify opportunities for growth.
- Develop a plan to inspire generosity and stewardship in your parish.

“Very well thought out, professionally presented, and focused on practical implications, this will bear fruit in our parish setting for years to come. I encourage every parish council to take advantage of this wonderful resource. Challenging, personalized to our parish, and with ongoing coaching. Wonderful.” – Fr. Stephen Lourie



Imagine a parish in which money and finances evoke feelings of gratitude, rather than grief. Imagine a parish in which accounting and controls are met with commitment and responsibility rather than resistance. Imagine a parish in which budgets and balance sheets connect to an inspired Christian mission rather than to meaningless legacy budget line items.

The relationship Scripture prescribes between our parishes and our treasure is clear. Our money does not belong to us. It belongs to Christ. Our budgets do not serve one faction or another within our community. They serve the poor and the marginalized. Our financial plans and practices are not subject to our fallen, earthly motives and fears. They are subject to God's command to share with others.

We can find peace in the management of our parish finances when we place it under the authority of God.

In this module, you will:

- Define and execute a Servant Leadership Development Plan for yourself and your parish based on the core principles and disciplines of Orthodox servant leadership.
- Learn tools for planning and managing parish finances in accordance with Orthodox Servant Leadership core principles and disciplines.
- Take the first essential steps in building a sound financial plan for your parish connected to mission and the biblical command.



Is your parish vibrant with youth and young adults, faithfully engaged in the ministry of your parish? Do your high school graduates feel supported and connected with the larger Orthodox Church community as they transition to college and later into vocations filled with meaningful service to God and neighbor? Are young people mentored to assume responsibilities in generating and leading the vital ministries of your parish in your community?

This module is designed to help your parish assess and generate a plan to invest in youth and young adults as emerging leaders.

In the module you will:

- Define and execute a Servant Leadership Development Plan for yourself and your parish based on the core principles and disciplines of Orthodox servant leadership.
- Prioritize faith development at home, equipping parents to evangelize their children, committed as life-long learners on a Christian path to salvation.
- Explore opportunities in your parish for collaborative, cross-generational ministry, investing in relationships and koinonia.
- Assess your parish capacity to support youth and young adults to transition to college and into meaningful vocation with service to God and neighbor.
- Make succession planning a critical component of your parish ministries by mentoring young people to assume leadership responsibilities.
- Create and implement your parish plan to invest in youth and young adults as emerging leaders!



Do your parish projects and programs tend to "fizzle out" or never get off the ground? Do church programs, including festivals and parish ministries, feel overly constraining and bureaucratic? Or loose and chaotic? Are your projects and programs well-conceived, engaging leaders and team members with diverse gifts? Are ministry leaders trusted and provided with funds, training, support, and the resources they need to bring the concept to life?

Use parish resources - people, time, energy, and funds - for the most vital ministries in service to God and neighbor. Define the lead measures of your parish goals that will help keep you on track with a compelling, but Biblically critical "scoreboard" for your parish team. And create a cadence of accountability as you work as a unified body of Christ.

In the module you will:

- Define and execute a Servant Leadership Development Plan for yourself and your parish based on the core principles and disciplines of Orthodox servant leadership.
- Commit to the few most important projects and programs that fuel the parish. Intentionally stop those that no longer contribute to the life of the community.
- Apply the 4 disciplines of execution with a compelling, but scripturally critical "scoreboard" to drive engagement and commitment as your parish functions as the body of Christ.



"consider how to stir up one another to
love and good works,
not neglecting to meet together,
as is the habit of some, but
encouraging one another,
and all the more as you see
the Day drawing near."

~ Heb 10:24-25

Connect, Problem-Solve, and Gather Insights with Parish Leaders Like You!

When you serve the Church, are you joyful and invigorated? Or do you feel your service is a thankless, lonely, or overwhelming burden? As the body of Christ, we are called to encourage one another. To do this, we need connections!

Peer Learning offers you the opportunity to connect with other parish leaders like you to problem-solve, share best practices, gather insights, and celebrate successes.

The Pan-Orthodox Peer Learning program is for:

- Clergy
- Parish Council Presidents
- Church Treasurers
- Council Members
- Ministry Leaders
- New or Emerging Leaders

Sample Topics Include:

- Resilience - responding to change
- Casting vision
- Engaging people in service
- Setting boundaries
- Avoiding burn-out
- Conflict resolution
- Active listening
- Cultivating trust
- Building consensus
- Good governance processes
- Onboarding new leaders
- Succession planning
- Running efficient meetings
- Aligning budget to mission
- How to talk about money
- Financial transparency
- Financial audits
- Communication strategies



Register today for a cohort that fits your schedule and leadership role. Each group will meet twice monthly, March through May, for at least one hour under the guidance of a **trained facilitator**. Before each meeting you will receive a short article, podcast, or video link related to the chosen topic as a way to kick-off the monthly conversation. After **enriching discussion**, each member will be encouraged to **implement one take-away** concept or practice. The cohort structure will keep us together, committed, and accountable as we strive to be **faithful stewards** in our leadership responsibilities.

NEW PEER LEARNING COHORTS BEGIN IN MARCH

Clergy

2nd & 4th Thursdays - 8am PT / 11am ET

Parish Council & Ministry Leaders

2nd & 4th Thursdays - 5pm PT / 8pm ET

Stewards & Treasurers

2nd & 4th Fridays - Noon PT / 3pm ET

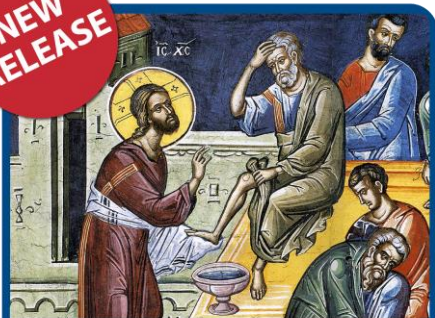
\$96 for all six sessions

Choose a cohort that suits your role and schedule for monthly Peer Learning growth and support!

Register Today!

Visit <https://www.orthodoxservantleaders.com/peer-learning.html>

NEW RELEASE



DOULOS

The *Doulos Podcast* explores servant leadership as an Orthodox Christian.

SUBSCRIBE TO PODCAST

EPHESUS SCHOOL NETWORK RENEW YOUR MIND

THIS WEEK'S PODCAST

Shaping the Christian Servant Leader



Fr. Marc Boulos
 Author of *Torah to the Gentiles: St. Paul's Letter to the Galatians*, co-host to *The Bible as Literature* podcast, and pastor of St. Elizabeth Orthodox Church in St. Paul, MN

THIS WEEK'S PODCAST

Disciplines of Servant Leadership




Fr. Deacon Sean Reid
 President of Arrowhead Coaching and Facilitation Solutions; Parish Health Coach of Orthodox Christian Leadership Initiative



THIS WEEK'S PODCAST


Cultivating Vision through Servant Leadership



Fr. Dustin Lyon
 Pastor of St. George Greek Orthodox Church

THIS WEEK'S PODCAST

The Shepherd as Servant Leader - Ezekiel 34




Richard Benton, PhD
 Old Testament Scholar and co-host of *The Bible as Literature Podcast*

