



"Building a Theology of Leadership Rooted in Faithful Worship"

A silver laptop is shown from a slightly elevated angle. The screen is a solid teal color with the words "Webinar Series" in white, bold, sans-serif font. The laptop is positioned in the center of the slide, between the title and the description.

Webinar Series

2025

Monday, May 19,
6:30-7:45 p.m. PDT

This webinar explores how
faithful worship forms the
foundation for servant-hearted
leadership.





OUR SPEAKERS FOR THIS EVENING

Steve Tibbs



Dr. Eve Tibbs



Fr. James Kordaris





From April. . . Leadership Development is Top Priority

OPL surveyed over a dozen parishes as part of our 2024 2x2 Program and found:

- "Parish Leadership" was the greatest Parish Need, yet
- "Continuously developing great leaders" was the lowest scored of 12 Parish Health attributes.

"Parish Needs - Next 18 Months" (July)

	No need	Low Importance	Moderate	Important	Very Important	Average
Highest Rated						
Leadership Development	2	7	41	79	73	4.06
Parish Council Effectiveness	7	11	52	67	65	3.85
Stewardship & Generosity	3	14	55	75	55	3.82
Ministry Effectiveness	7	11	55	70	59	3.81
Financial Health	4	12	63	66	57	3.79
3+ Year Strategic Plan	10	18	41	76	57	3.75
Welcome Ministry	6	19	60	64	53	3.69
Annual Parish Planning	7	19	60	74	42	3.62
Overall Parish Health	6	26	61	57	52	3.61
Capital Campaign Support	11	28	61	52	50	3.50
Planned (Estate) Giving	7	40	76	52	27	3.26

"Parish Health Check" (August)

	Total Score	Green	Yellow	Red
Is loving.	360	175	10	3
Is trustworthy.	350	165	20	3
Centers itself around a cycle of worship and spiritual growth.	348	163	22	3
Is welcoming and friendly to visitors.	346	162	22	4
Is financially responsible.	344	160	24	4
Recognizes the essential task of caring for one another.	341	158	25	5
Sees the good in people and assumes the best in others.	340	155	30	3
Embraces diversity—building bridges with people of different backgrounds.	305	126	53	9
Has a clear vision and mission.	280	115	50	23
Implements programs that serve others outside of the parish.	261	94	73	21
Empowers parishioners to effect change as decision-making and power are s	256	93	70	25
Lowest Rated				
Continually develops great leaders.	244	86	72	30

"Building a Theology of Leadership Rooted in Faithful Worship"

Our Agenda

1. Context of Leadership
2. Theology of Leadership - Dr. Eve Tibbs
3. Building the Leadership Culture
4. Lessons Learned - Fr. James Kordaris
5. Discussion

"Building a Theology of Leadership Rooted in Faithful Worship"

1. Context

"Building a Theology of Leadership
Rooted in Faithful Worship"

**“Building a Theology of Leadership
Rooted in Faithful Worship”**



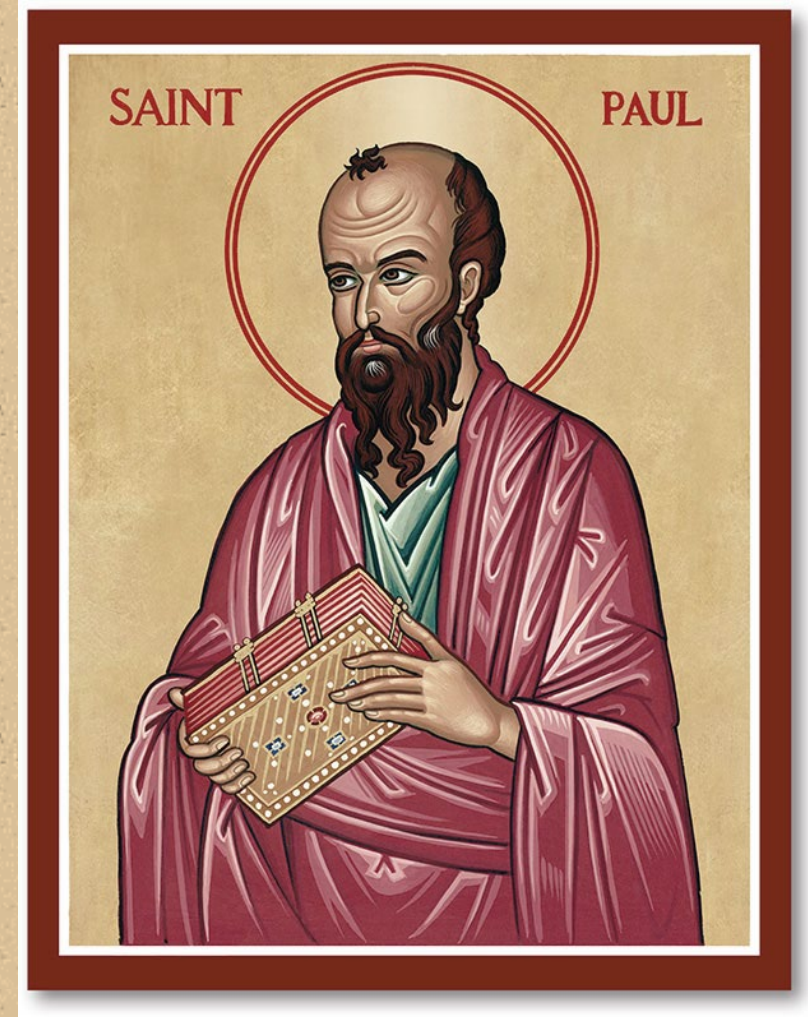
LEADERSHIP

- ❖ **A ministry** of the Church shared by all who are in Christ
- ❖ **Not limited** to a special, professional class, nor solely the Priest
- ❖ **Embodies values** into the practices which shape the parish or a ministry through its worship, witness, and culture
- ❖ **Exercises influence**, not power (neither positional, financial, experiential nor personality)
- ❖ **Adaptable to situations** to meet differing needs or contexts
- ❖ **Dynamic Relationship**, guided by the Holy Spirit, which allows a leader to work with people to achieve a common goal
- ❖ **A calling** - it's more than just strategy and management



LEADERSHIP

“Having gifts that differ according to the grace given to us, let us use them:
if prophecy, in proportion to our faith;
if service, in our serving;
the one who teaches, in his teaching;
the one who exhorts, in his exhortation;
the one who leads, with zeal;
the one who does acts of mercy, with cheerfulness.” ~ Romans 12:6-8





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LEADERSHIP CALLING

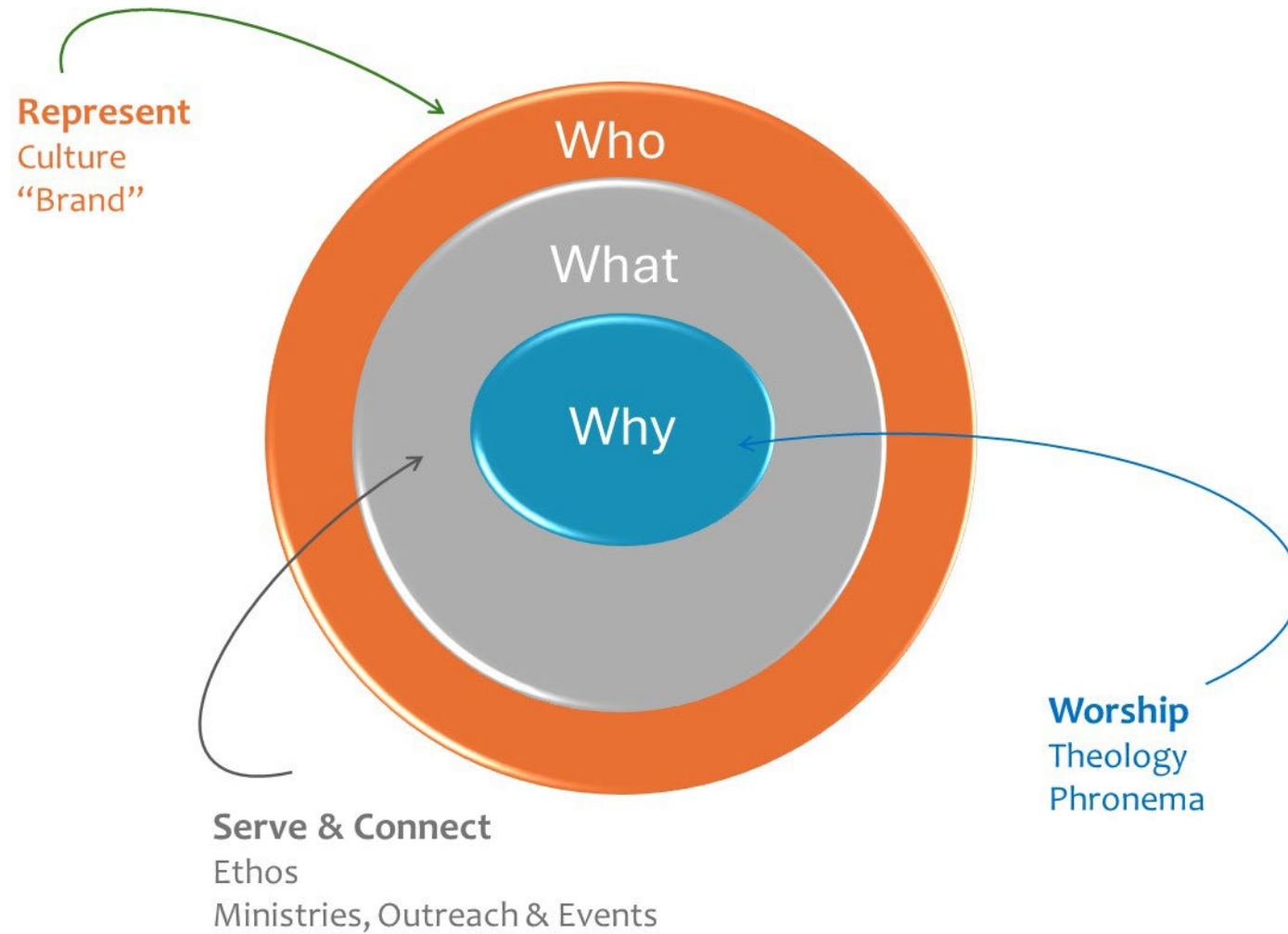


You Were NOT Called to
Merely To Lead Your Parish,
But Were Called To:

Bring People Closer To Christ



The WHY





THE ORTHODOX PARISH – A LIVING HOUSE OF FAITH





THE ORTHODOX PARISH – A LIVING HOUSE OF FAITH



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2. Theology of Leadership

Dr. Eve Tibbs

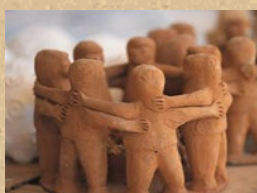
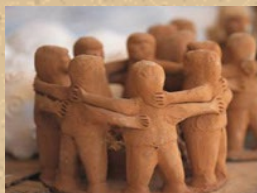
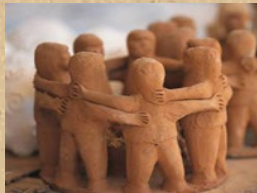


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3. Building the Leadership Culture



Leadership Culture



BELIEFS & VALUES

Faith, Goals and Core Values (Guiding Principles)

FRAMEWORK

Parish structure and processes

CUSTOMS & TRADITIONS

Stories, rituals, heroes, and shared feelings.

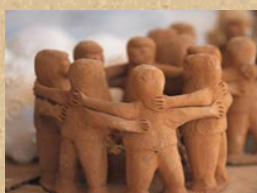
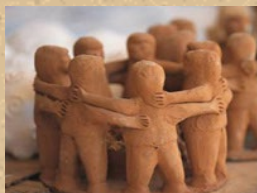
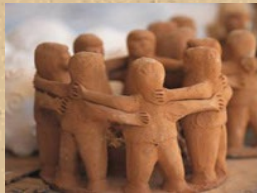
MANAGEMENT CULTURE

Habits shaped by history and leadership—how decisions, quality, and spending are handled.



Leadership Culture

Invisibly “Know to Be True”



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Faith, Goals and Core Values (Guiding Principles)

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MANAGEMENT CULTURE

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“This is how we do things...”



Reflection Questions for Parish Leaders

Step 1: First Love – Receiving Christ’s Love:

- How do you personally receive Christ's love in your role as a parish leader? What spiritual practices help you remain in His love?
- Have you ever served out of obligation or burnout rather than joyful love? How can you guard against this?
- In what ways can you help those in your care (parishioners, staff, or council members) understand and embrace the importance of receiving Christ’s love before any action?



Reflection Questions for Parish Leaders

Step 2: Communion – Worship as the Core of Leadership

- How does participation in the Liturgy shape your leadership decisions? Can you identify moments when decisions you made in ministry were influenced by your time spent in prayer or worship?
- In the rush of administrative tasks, how do you ensure that you are cultivating a posture of worship and communion with Christ in all your responsibilities?
- How can you encourage those around you (staff, lay leaders, or parishioners) to view worship as foundational to their leadership, not just an ancillary part of church life?



Reflection Questions for Parish Leaders

Step 3: Service – Foot Washing as Leadership:

- Leadership often involves giving up personal preferences or comforts. How are you learning to empty yourself (kenosis) for the sake of the people you lead?
- Reflect on a time when you had to serve in a way that felt humbling or uncomfortable. What did you learn about yourself, and how did it shape your view of leadership?
- How do you model servant leadership to those you lead? In what areas of parish life do you see the need for more self-emptying or self-sacrifice?



Dimensions of Leadership Culture



Self Readiness
“how will I prepare myself to be a positive role-model and effective member of my ministry?”



Ministry Team
“how will the ministry behave and operate in order to become an effective Christian leadership team?”



Parish Connection
“how will the ministry connect with the parish at-large and with other ministries within the Parish and the Metropolis?”



Leadership Defined

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





To Build a Christ-Centered Leadership Culture

To both manage the parish effectively and demonstrate a commitment to worship.

1. Start Every Leadership Meeting with Prayer That Reflects the Liturgical Life.
2. Lead by Example Through Consistent Worship Attendance.
3. Base Strategic and Financial Decisions on Liturgical Priorities
4. Encourage Ministries to Worship Together
5. Build a Culture of Reverence and Hospitality in the Church Space
6. Make Space for Regular Spiritual Check-Ins
7. Scale back nonessential meetings during Feast Days and Special Services
8. Rotate Council Presence at Services



Defining Moments in Leadership



A point-in-time when a leader is challenged to make a pivotal decision which may significantly impact those around

- ❖ Reveals what is “inside” you - your values
- ❖ A manifestation of the “Why”



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5. Lessons Learned Fr. James Kordaris



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6. Discussion