

# From Calling to Stewardship

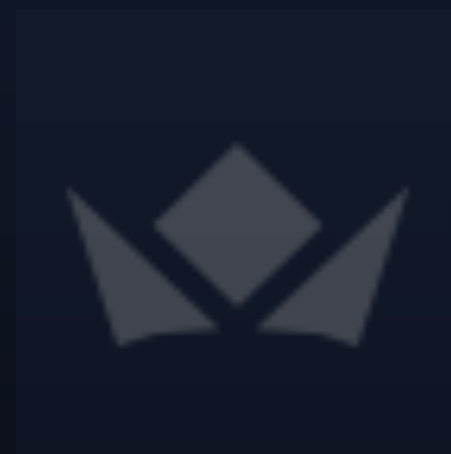
**LeadLab EUD**

**Case Study — HIM Research**

**Christiane Theiss, PhD & Christian Salcianu | 14 January 2026**

# WHY

## Why a Case Study?



**Why this work was necessary**

From where we speak

**How we approached the work**

What we learned in practice

**What must happen next**

# 1. Discovering the Need

*And an uncomfortable secondary discovery*





# Guru-style

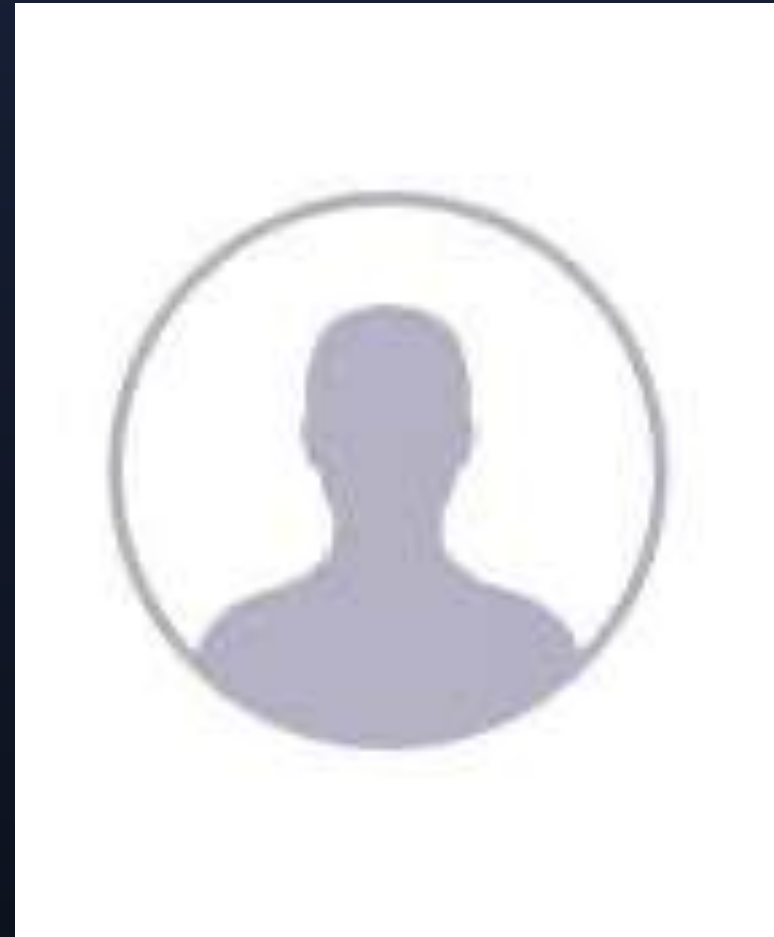
- Strong rhetoric
- Transferable slogans
- Minimal engagement with inner life, power, or stewardship
- Prefer inspiration over formation
- Leave energised—but unchanged



## 2. From Where We Speak

*Leadership from inside the Adventist system*



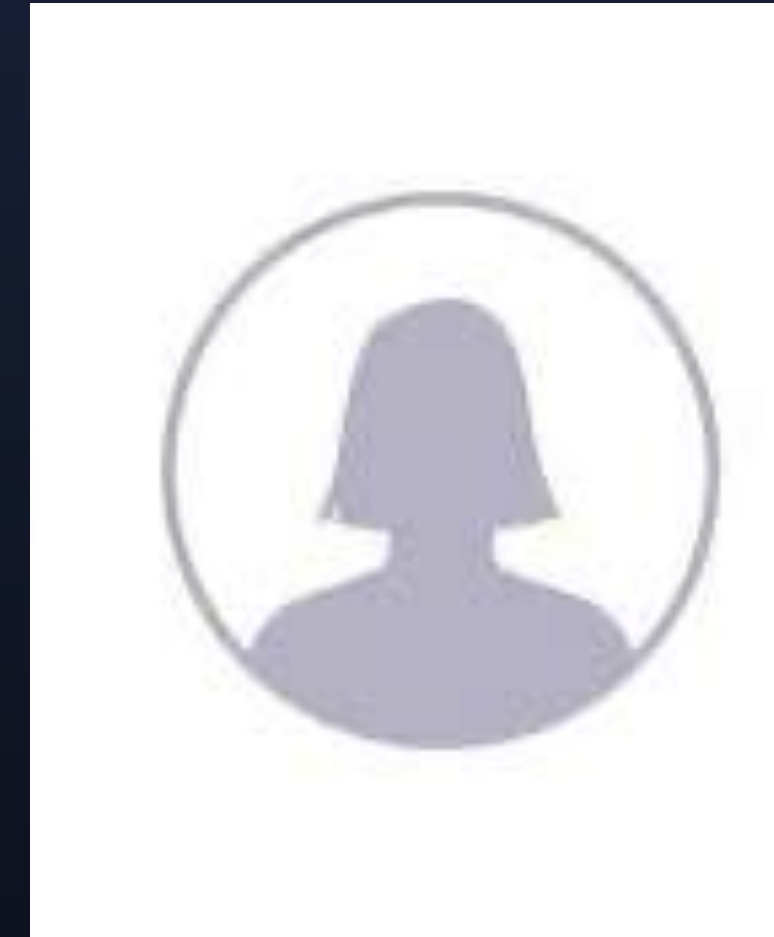


**Christian Salcianu**

**Pastor, Union Director**

**GLI / LeadLab Coach**

**DLead in progress**



**Christiane Theiss, PhD**

**ASI Europe President**

**GLI / LeadLab Coach**

**PhD, Professor of Leadership**

# 3. The Initial Idea

*A different kind of leadership conference*





# 4. Winning Partners

*From intuition to credibility*





# 5. Empirical Validation

*Testing assumptions in the field*



# Leadership Survey

## Preamble

**The Andrews University School of Leadership and HIM Research Institute are collaborating to launch a leadership training program for Adventist lay leaders. One part of this process is learning what leadership training needs you may have in your business or ministry. The following survey, launched at the ASI Europe Convention (Sofia, Bulgaria, 2024), will provide insight into your leadership training needs.**



CALLED TO BE A **LEADER**?

UNSURE OF YOUR **NEXT STEP**  
IN THIS JOURNEY?

WANT TO LEARN ABOUT LEADERSHIP  
FROM AN **ADVENTIST** VIEWPOINT?

<https://himresearch.org/survey/>

<https://himresearch.org/survey-results/>

<https://www.youtube.com/watch?v=oL2a0MAsJZM>

# 6. Refining the Portfolio

*From one event to a coherent service offer*





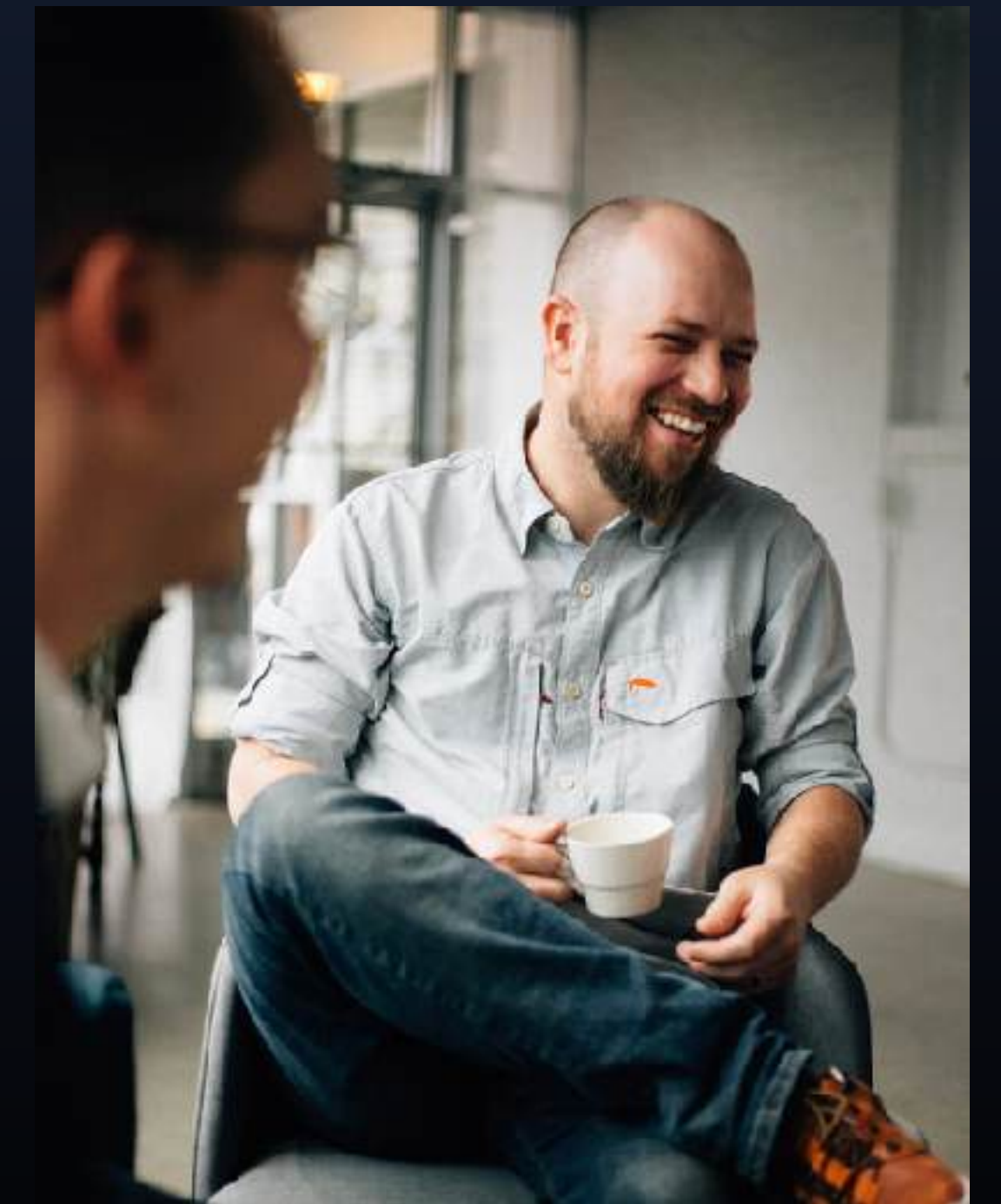
*Presentations*



*Events*



*Programs*



*Consultancy*

A man in a dark, textured suit jacket is seen from the back, standing with his hands on his hips. He is facing a large, dense crowd of people that is heavily blurred, creating a sense of a large gathering or audience. The lighting is warm, with a golden-brown hue, suggesting an indoor event or a stage setting.

**Each service offer was designed to resist:**

- **Guru-dependence**
- **Personality cults**
- **Fast-consumption leadership culture**

# 7. First Field Experience

*Testing across contexts*



# ASI Europe, Bulgaria, October 2024

**WORKSHOP 03** **BIBLE STUDY**

## LEADERSHIP NEEDED FOR THE GREAT COMMISSION



**SPEAKER:**  
**CHRISTIAN SALCIANU**  
Department Director  
British Union Conference

When we talk about mission, we have become so used to Matthew 28:19, 20. You may remember the key-verbs: go, teach, command, obey, baptise, make disciples... It all fits so well with our Adventist outlook, and we seem to have boxed ourselves into only one model of mission, whether that works or not. Have you ever wondered how this "Great Commission" sounds in the other Gospels? And what type of leadership is needed for its real fulfilment?

**ASI EUROPE CONVENTION**  
23-26 OCTOBER 2024  
ASICS ARENA  
SOFIA · BULGARIA

**FORWARD WITH CHRIST**

**REGISTER NOW!**



**WORKSHOP 12** **LEADERSHIP**

## WORLD CHANGERS THROUGH EXECUTIVE CHRISTIAN LEADERSHIP



**SPEAKER:**  
**PARDON MWANSA**  
School of Leadership at  
the Andrews University

Every person can be a world changers for good or for bad. Through an application of Christian values, executives can join the world changers who fulfill the words of the Lord when he said, "You are the light and the salt of the world." This presentation looks at how to be a world changers through values taught from Scriptures.

**ASI EUROPE CONVENTION**  
23-26 OCTOBER 2024  
HRISTO BOTEV HALL  
SOFIA · BULGARIA

**FORWARD WITH CHRIST**

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<https://himresearch.org/portfolio/>

# ASI Romania, March 2025

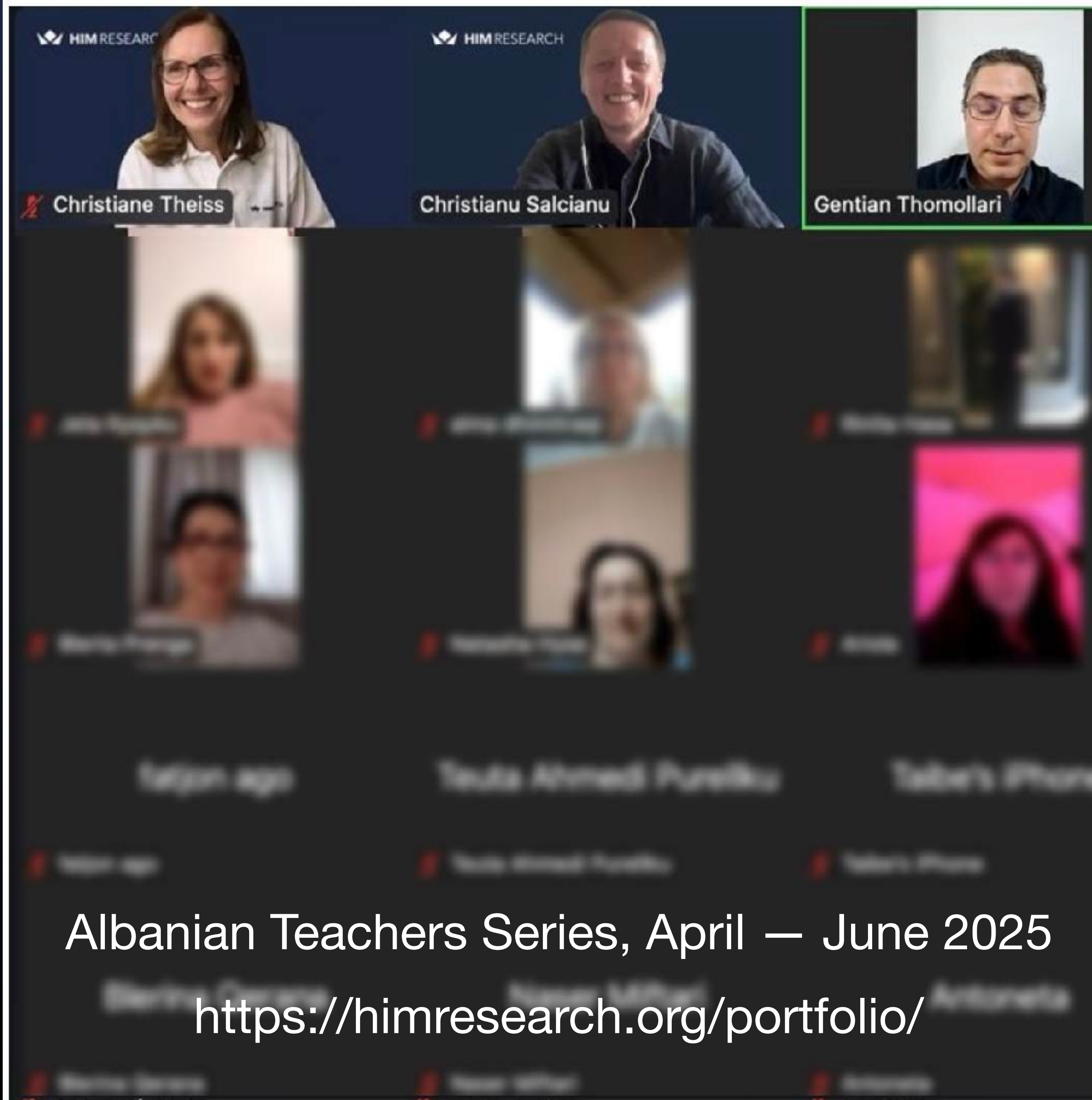


<https://himresearch.org/portfolio/>

# OCI International, Romania, May 2024



<https://himresearch.org/portfolio/>



Albanian Teachers Series, April — June 2025

<https://himresearch.org/portfolio/>

Saturday, 21 June 2025  
From 09:00AM to 07:00PM



## ASI UK, June 2024

### EXCLUSIVE SPEAKERS

#### Johnny Wong

Gateway Adventist Centre  
AFCOE Oceania Director  
K Conference Main Speaker



#### Andi Hunsaker

ASI USA President  
ASI UK Conference Presenter



#### Christian Salcianu

tist Discovery Centre Director  
ASI UK Conference Presenter



Register Now or Contact Us at:  
**[asiuk.org/convention](https://asiuk.org/convention)**

<https://himresearch.org/portfolio/>

GYC Europe, Poland, August 2025



<https://himresearch.org/portfolio/>



Doctors & Nurses UK, October 2025

<https://himresearch.org/portfolio/>

# 8. Participant Feedback (Impact)

*Recurrent feedback*





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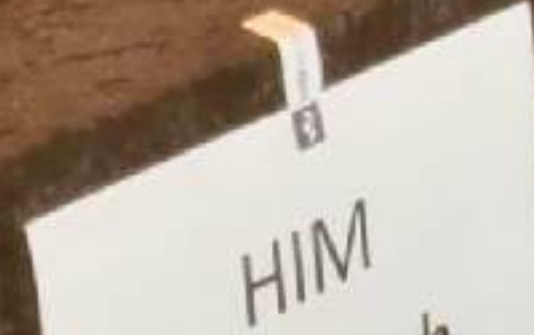
 **HIM RESEARCH**

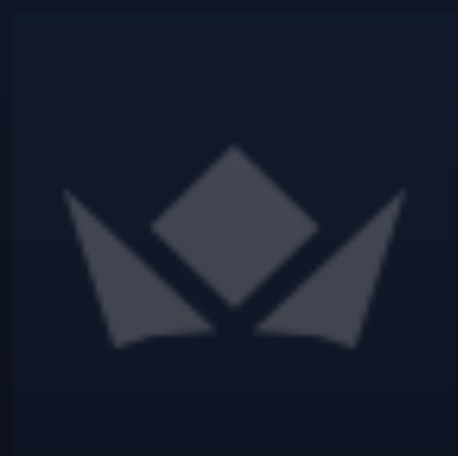
www.him

 **HIM RESEARCH**

YOUR TRUSTED ADVENTIST PARTNER IN  
SPIRITUAL LEADERSHIP EDUCATION

- ◆ Keynote Presentations
- ◆ Leadership Conferences
- ◆ Training Programs
- ◆ Coaching & Mentoring Consultancy





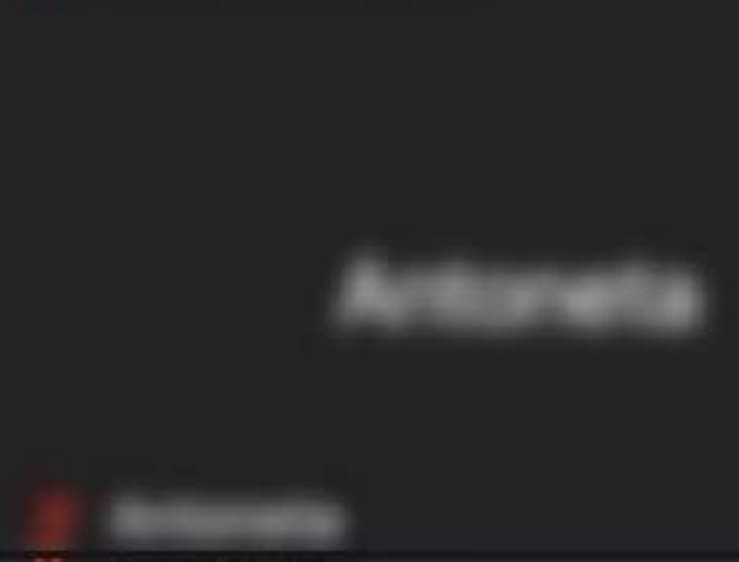
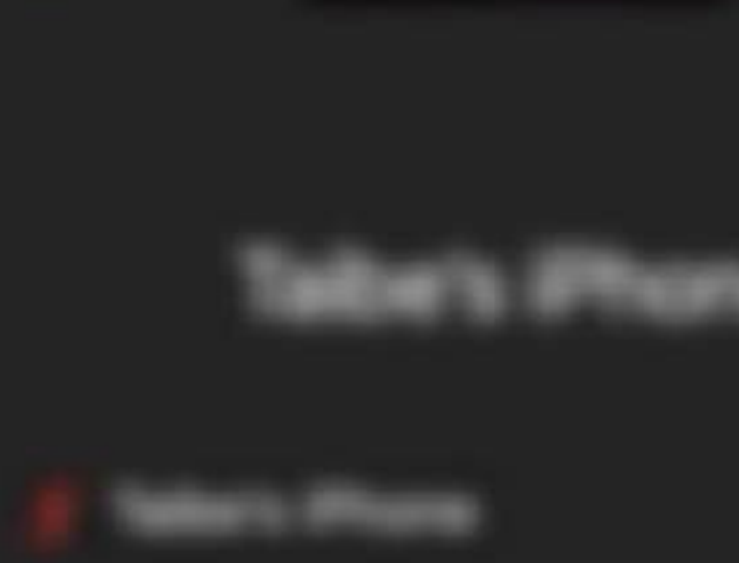
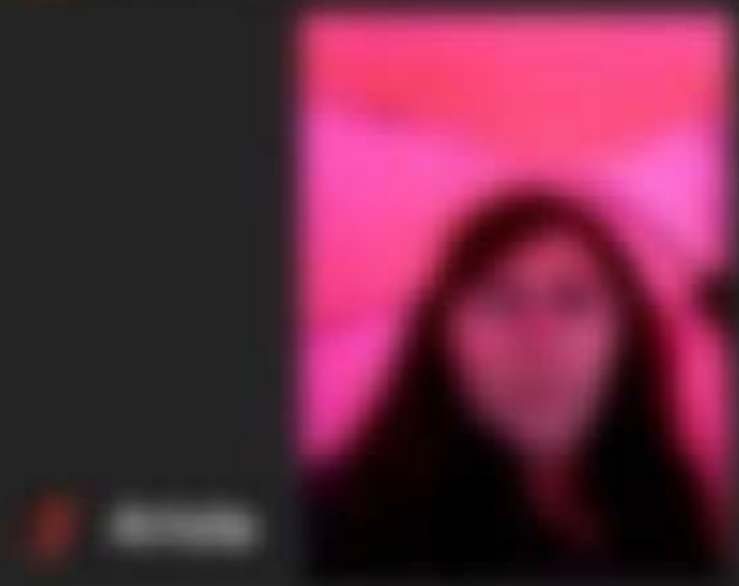
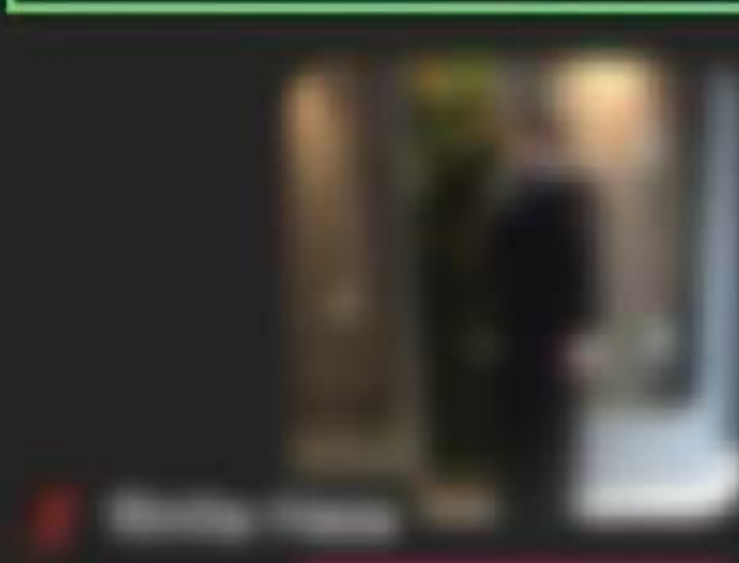
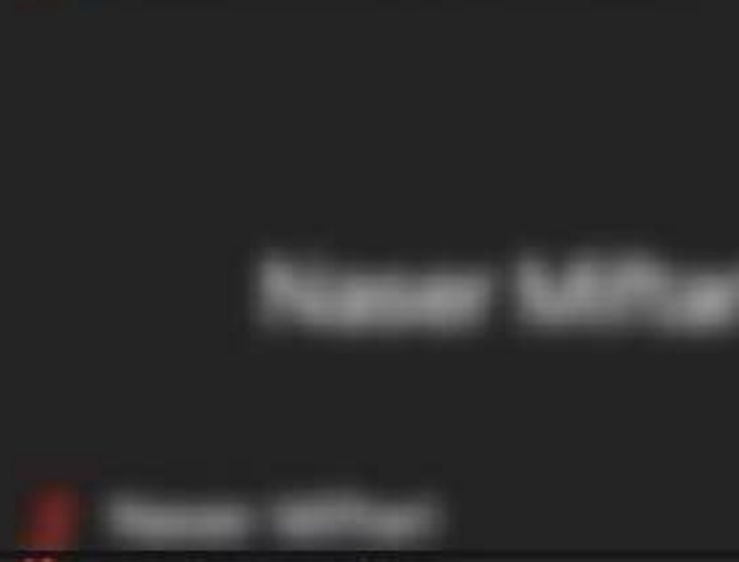
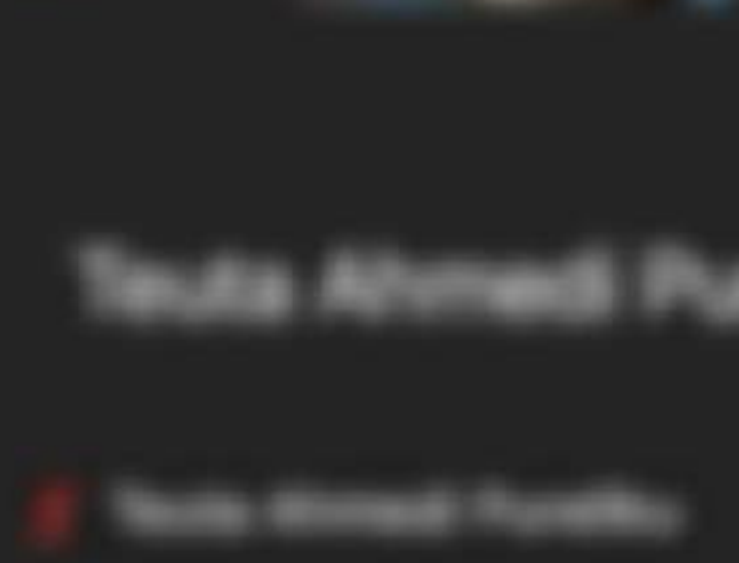
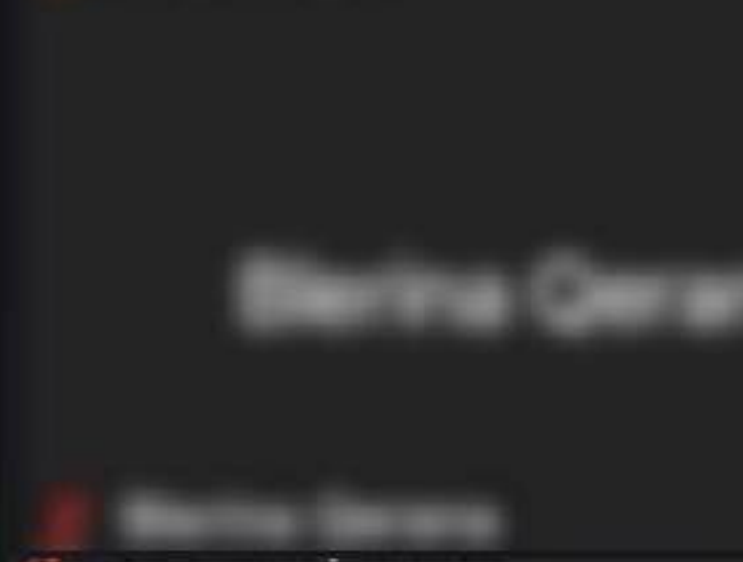
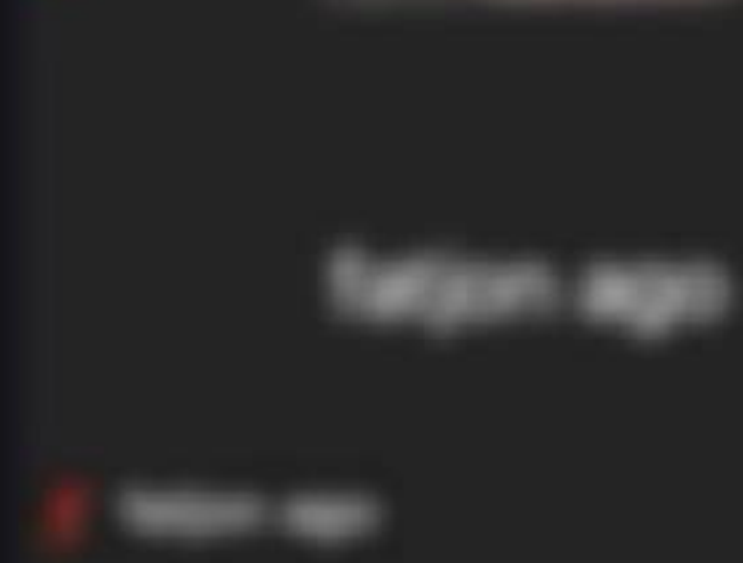
**“Thank you so much for a healthy dialogue about leadership and growth. I think it was **a God-led interaction** that I needed to broaden my current perspective and challenge some paradigms I was holding.”**

**GYC President (USA)**

Christiane Theiss

Christianu Salcianu

Gentian Thomollari





**“These sessions offered me  
a renewed perspective, helping me  
understand that leadership isn’t confined  
to teaching alone, but extends to  
every aspect of the community in which I serve.”**

**Lindita L., Albanian teacher**



**“This series was a journey that helped me deeply understand that leadership is not tied only to a position or authority, but to the impact we build every day with purpose and values. It has inspired me to see myself not just as a teacher who imparts knowledge, but as a leader who shapes human beings.”**

**Adela T., Albanian teacher**



**“I’ve been a history teacher for 26 years, and this was **the first time** I heard ‘servant leadership’ **addressed in this way**. It’s not about power or authority—it’s about something greater: the heart and dedication toward others. This is the heart of it: I must put others first...”**

**Monika S., Albanian teacher**



**“I never thought of myself as a ‘servant leader’ when I stayed after school for a child who needed to vent, or when I called a parent to talk about life instead of grades. Truthfully, I didn’t always enjoy those late-night parent conversations or the extra hours just to make sure a child felt seen...”**

**Monika S., Albanian teacher**



“I simply thought I was acting human.  
But **now I understand**—this is true leadership,  
servant leadership.

Thank you for **prompting this reflection** on  
all my years in education and on what  
I’ll continue to do in the years ahead!”

**Monika S., Albanian teacher**

# 9. Research Method

*Why this is not anecdotal*



# Spiritual Leadership Development for Lay Leaders in European Seventh-day Adventist businesses and ministries: A Training Conference organized by HIM Research

Spiritual Leadership Development for Lay Leaders in  
European Seventh-day Adventist businesses and ministries:  
A Training Conference organized by HIM Research

Christian Salcianu

School of Leadership, Andrews University

LEAD881: Doctoral Project Proposal

Bill Colwell Jr., DLead, M.Ed.

# 10. Planning & Service Offer

*From pilot to sustainable stewardship*



## Planned next steps:

- Leadership Conference · March 2026 (Albania)
- Longitudinal research (12–24 months)  
to track real leadership impact
- Expansion of partnerships  
(church, education, professional groups)
- Careful scaling of programs without diluting depth
- Expanded research publication
- Scalable—but protected—program formats

# Closing Reflection



**“You know that the rulers in this world lord it over their people, and officials flaunt their authority over those under them.**

**But among you it will be different.**

**Whoever wants to be a leader among you must be your servant, and whoever wants to be first among you must become your slave.”**

**Matthew 20:25-27**

**Thank you**

**[www.himresearch.org](http://www.himresearch.org)**

**[contact@himresearch.org](mailto:contact@himresearch.org)**