Igniting the Flame of a Culture of True Stewardship

Metropolis of Atlanta Strategic Plan Goal 9.1

“For everyone to whom much is given, from him much will be required.”
Luke 12:48

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www.stewardshipcalling.com
Part 1

WHY Are You Here?
“That the end of our lives may be Christian, without pain, blameless and peaceful, and for a GOOD ACCOUNT BEFORE THE AWESOME JUDGMENT SEAT OF CHRIST”
Today’s Life Changing Idea

INY IG
Today's Life Changing Idea

It's Not Yours, It's God's
Today’s Life Changing Idea

IN Y IG

“You received without paying, give without pay.”

Matthew 10:8
Culture of True Stewardship

Stewardship...

...what you do with ALL the gifts God gave you
What Are The Biggest STEWARDSHIP Challenges Your Parish Faces?

Audience Participation Time!
Today’s Most PROFOUND Thought
The one comprehensive solution to many of your challenges is:

ENGAGEMENT
Christ’s Messages of Engagement

Christ’s Great Commandment

“That you love one another; as I have loved you”

John 13:34-35

Christ’s Great Commission

“Go therefore and make disciples of all the nations”

Matthew 28:18-20
Today’s 2nd Most PROFOUND Thought
To ENGAGE you must CHANGE
What Is The Biggest Challenge Facing Your Parish?

• Entropy

• Everything in the universe eventually moves from order to disorder (*entropy* measures that change)

• If you don’t make positive changes you *will* get negative changes
“Leaders of a Church will either be risk takers, caretakers or undertakers.”

Pastor Rick Warren
“You must be the change you wish to see in the world.”

Mahatma Gandhi
Part 2

Let’s open our minds and have some fun and get our creative juices flowing...
How Is Our World Changing?
We are living in exponential times...

... the speed of change is unimaginable and accelerating

¹The 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
- Google Plus - 88 days
- Angry Birds - 35 days
Modern Smart phones have much more computing power when compared to Apollo mission computers that NASA used to go to the moon in the 1960s.
We are living in exponential times...
More video content was uploaded to in the last 2 months...

Then the amount of content that would be aired if all three major networks broadcast content 24 hours per day for 62 years
started about 13+ years ago in October 2003.

It now has over 1.79 Billion active monthly users.

It is has over 1.18 Billion active daily users.
If Facebook were a country . . .

. . . it would be the 2nd largest country in the world

. . . behind only China.

Slightly larger than India and 5.5 times bigger than the U.S.
We are living in exponential times...
There are over 5.4 BILLION Google internet searches per DAY

(2 TRILLION per year)
To whom were those questions directed B.G.?

(Before Google)
Email Facts

2.76 Billion email users worldwide

225 Billion daily worldwide emails

1 Billion+ Gmail accounts globally

61% of all email is treated as SPAM
We are living in exponential times...
In 2014 in the U.S. alone there were an estimated 8.5 BILLION text messages...

... PER DAY
~ 80% of American adults text.

~ Text messages have a 99% open rate versus only 20% for email.

~ 90% of all text messages are read in under 3 minutes.
1 out of 8 couples married in the U.S. in 2005...met online

By 2013, 1 out of 3 couples in the U.S. met online
We are living in exponential times...

So what does all this mean for your Parish and parishioners?
“If the rate of change on the outside exceeds the rate of change on the inside, the end is near.”

“Change before you have to.”
So how are we doing at creating:

“a good account before the awesome judgment seat of Christ”? 
Part 3

The Challenge - Real Stewardship
Facts and Statistics
What is our Biggest Challenge?
We Have an Unemployment and Underemployment Challenge
The 2 Biggest Parish Challenges

1. **Unemployment** - the “parishioners” who are not involved in any ministries or services

2. **Underemployment** - the parishioners who are not as actively engaged in ministries and services as they could be
The Stewardship Calling Model of the 4 Kinds of Orthodox Christians in America
4 Kinds of Orthodox Christians

- **Intentional Orthodox Convert**
- **Intentional Cradle Orthodox**
- **Incidental Orthodox Convert**
- **Incidental Cradle Orthodox**

**Passion for the Faith**

**Accident of Birth**

- Born Orthodox
- Born Non-Orthodox
4 Kinds of Orthodox Christians

- Intentional Orthodox Convert
- Intentional Cradle Orthodox
- Incidental Orthodox Convert
- Incidental Cradle Orthodox

Passion for the Faith

Every Cradle Orthodox Enters here

Accident of Birth

Born Orthodox
Born Non-Orthodox
4 Kinds of Orthodox Christians

- Intentional Orthodox Convert
- Incidental Orthodox Convert
- Intentional Cradle Orthodox
- Incidental Cradle Orthodox

Few Cradle Orthodox move here

Passion for the Faith

Accident of Birth

Born Orthodox

Born Non-Orthodox
4 Kinds of Orthodox Christians

Passion for the Faith

Accident of Birth

- Intentional Cradle Orthodox
- Intentional Orthodox Convert
- Incidental Cradle Orthodox
- Incidental Orthodox Convert

Born Orthodox

Born Non-Orthodox

Nominal Convert Orthodox enter here
4 Kinds of Orthodox Christians

- Intentional Orthodox Convert
- Intentional Cradle Orthodox
- Incidental Orthodox Convert
- Incidental Cradle Orthodox

Passion for the Faith vs. Accident of Birth

- True Convert Orthodox Seekers end up here
- Born Orthodox
- Born Non-Orthodox
~ You need different strategies for each of the 4 categories of Orthodox Christians

Passion for the Faith

Intentional Orthodox Convert

Incidental Orthodox Convert

Intentional Cradle Orthodox

Incidental Cradle Orthodox

Accident of Birth

Born Orthodox

Born Non-Orthodox
Selected “Spirituality” Challenge Facts
We Lost Our Adults

~ 47% of adults who were raised in the Orthodox Church have left the Church¹

¹ 2015 U.S. Religious Landscape Study - Pew Research Center
We Can
“Kiss Our Youth Goodbye”

~ Millennials (aged 18-29) are almost 2.3 times more likely than their adult parents to be unaffiliated with the Church²

~ Only 26% of all American Orthodox Church adherents attend church services on a regularly weekly basis.¹

~ Our minds wander and we are distracted on average approximately 70% - 80% of the time during Orthodox church services (excluding the sermon/homily)²


² Personal survey data acquired from interviews of hundreds of Orthodox Christians by Facilitator Bill Marianes
Selected “Income” Financial Stewardship Challenge Facts
The Giving Facts

~People are giving a lower percentage of income to churches in the 2000’s than they did either during the Great Depression or the 1920’s

~37% of church goers give $0 to the church

¹ Christian Stewardship Association; Barna Research Group; Empty Tomb; Giving USA Foundation
The Giving Facts - 2016

$390.05 billion

Where did the generosity come from?

Contributions by source (by percentage of the total)

- Giving by Individuals $281.86 billion
  + Increase 3.9 percent (2.6 percent when inflation-adjusted) over 2015
  - 72%

- Giving by Foundations $59.28 billion
  + Increase 3.5 percent (2.2 percent when inflation-adjusted) over 2015
  - 15%

- Giving by Bequest $30.36 billion
  - Decline 9.0 percent when inflation-adjusted over 2015
  - 8%

- Giving by Corporations $18.55 billion
  - Increase 3.5 percent (2.2 percent when inflation-adjusted) over 2015
  - 5%

Where are all of the charitable dollars going?

(as a percentage of the total)

- 32% Religion $122.94 billion
- 15% Education $90.77 billion
- 12% Human Services $46.80 billion
- 10% To Foundations $40.56 billion
- 8% Health $33.14 billion
- 8% Public-Society Benefit $29.89 billion
- 5% Arts, Culture, and Humanities $18.21 billion
- 6% International Affairs $22.03 billion
- 3% Environment/Animals $11.05 billion
- 2% To Individuals $7.12 billion

The single largest contributor to the growth in total giving was an increase of $10.53 billion in GIVING BY INDIVIDUALS—offsetting declines from bequest giving.

Each charitable subsector grew in 2016 except for giving to individuals. Growth rates ranged from approximately 3-7 percent.

Visit www.GivingUSA.org for more information and to order your copy.

$390 Billion given away

Only 8% in wills

Only 32% to religious causes

1 Giving USA Foundation - 2017 Annual Report
<table>
<thead>
<tr>
<th>Religious Group</th>
<th>Less than $30,000</th>
<th>$30,000-$49,999</th>
<th>$50,000-$74,999</th>
<th>$75,000-$99,999</th>
<th>$100,000+</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total U.S. Population</td>
<td>31%</td>
<td>22%</td>
<td>17%</td>
<td>13%</td>
<td>18%</td>
</tr>
<tr>
<td>Hindu</td>
<td>9%</td>
<td>10%</td>
<td>15%</td>
<td>22%</td>
<td>43%</td>
</tr>
<tr>
<td>Jewish</td>
<td>14%</td>
<td>11%</td>
<td>17%</td>
<td>12%</td>
<td>46%</td>
</tr>
<tr>
<td>Orthodox</td>
<td>20%</td>
<td>24%</td>
<td>16%</td>
<td>13%</td>
<td>28%</td>
</tr>
<tr>
<td>Buddhist</td>
<td>25%</td>
<td>19%</td>
<td>17%</td>
<td>17%</td>
<td>22%</td>
</tr>
<tr>
<td>Mainline Protestant Churches</td>
<td>25%</td>
<td>21%</td>
<td>18%</td>
<td>15%</td>
<td>21%</td>
</tr>
<tr>
<td>Mormon</td>
<td>26%</td>
<td>21%</td>
<td>22%</td>
<td>16%</td>
<td>16%</td>
</tr>
<tr>
<td>Unaffiliated</td>
<td>29%</td>
<td>23%</td>
<td>16%</td>
<td>13%</td>
<td>19%</td>
</tr>
<tr>
<td>Catholic</td>
<td>31%</td>
<td>20%</td>
<td>16%</td>
<td>14%</td>
<td>19%</td>
</tr>
<tr>
<td>Evangelical Protestant Churches</td>
<td>34%</td>
<td>24%</td>
<td>18%</td>
<td>11%</td>
<td>13%</td>
</tr>
<tr>
<td>Muslim*</td>
<td>35%</td>
<td>24%</td>
<td>15%</td>
<td>10%</td>
<td>16%</td>
</tr>
<tr>
<td>Jehovah's Witness</td>
<td>42%</td>
<td>23%</td>
<td>17%</td>
<td>9%</td>
<td>9%</td>
</tr>
<tr>
<td>Historically Black Protestant Churches</td>
<td>47%</td>
<td>26%</td>
<td>12%</td>
<td>7%</td>
<td>8%</td>
</tr>
</tbody>
</table>
### U.S. Christian Charitable PER PERSON Giving Statistics

<table>
<thead>
<tr>
<th>Group</th>
<th>$</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S. Christian average =</td>
<td>$880</td>
</tr>
<tr>
<td>U.S. Evangelical Protestant average =</td>
<td>$1,165</td>
</tr>
<tr>
<td>Average GOA Parishioner =</td>
<td>$218</td>
</tr>
</tbody>
</table>

¹ All numbers are per person - per year direct financial stewardship contributions
Selected “Numbers” Challenge Facts
Major Denominations That Are Declining
<table>
<thead>
<tr>
<th>Rank</th>
<th>Denomination</th>
<th>Memberships</th>
<th>Decrease</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>The Catholic Church</td>
<td>68.2 M</td>
<td>0.44%</td>
</tr>
<tr>
<td>2.</td>
<td>Southern Baptist Convention</td>
<td>16.1 M</td>
<td>0.15%</td>
</tr>
<tr>
<td>3.</td>
<td>The United Methodist Church</td>
<td>7.6 M</td>
<td>1.22%</td>
</tr>
<tr>
<td>7.</td>
<td>Evangelical Lutheran Church in America</td>
<td>4.2 M</td>
<td>5.9%</td>
</tr>
<tr>
<td>10.</td>
<td>Presbyterian Church U.S.A.</td>
<td>2.6 M</td>
<td>3.42%</td>
</tr>
<tr>
<td>13.</td>
<td>The Lutheran Church – Missouri Synod</td>
<td>2.2 M</td>
<td>1.45%</td>
</tr>
<tr>
<td>14.</td>
<td>The Episcopal Church</td>
<td>1.9 M</td>
<td>2.71%</td>
</tr>
<tr>
<td>19.</td>
<td>American Baptist Churches in the U.S.A.</td>
<td>1.3 M</td>
<td>0.19%</td>
</tr>
<tr>
<td>21.</td>
<td>United Church of Christ</td>
<td>1 M</td>
<td>2.02%</td>
</tr>
</tbody>
</table>

1 National Council of Churches' 2012 Yearbook of American & Canadian Churches (NOTE: ALL BUT ONE OF THESE DENOMINATIONS HAD DECREASES IN MEMBERSHIP IN THE PRIOR YEAR ALSO.)
But Some Major Denominations Are Increasing
<table>
<thead>
<tr>
<th>Rank</th>
<th>Denomination</th>
<th>Membership (2012)</th>
<th>Membership (prior year)</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>Church of Jesus Christ of Latter-day Saints (Mormon Church)</td>
<td>6.1 M members</td>
<td>up 1.6%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>up 1.4%</td>
</tr>
<tr>
<td>9</td>
<td>Assemblies of God</td>
<td>3 M members</td>
<td>up 3.9%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>up 0.5%</td>
</tr>
<tr>
<td>20</td>
<td>Jehovah’s Witnesses</td>
<td>1.1 M members</td>
<td>up 1.9%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>up 4.4%</td>
</tr>
<tr>
<td>24</td>
<td>Seventh-Day Adventist Church</td>
<td>1 M members</td>
<td>up 1.6%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>up 4.3%</td>
</tr>
</tbody>
</table>

¹ National Council of Churches' 2012 Yearbook of American & Canadian Churches
### 10 Largest Christian Church Parishes in USA

<table>
<thead>
<tr>
<th>Rank</th>
<th>Church</th>
<th>Location</th>
<th>Lead Pastor</th>
<th>Size</th>
<th>Founded</th>
</tr>
</thead>
<tbody>
<tr>
<td>#1</td>
<td>Lakewood Church</td>
<td>Houston, TX</td>
<td>Joel Osteen</td>
<td>43,500</td>
<td>1959</td>
</tr>
<tr>
<td>#2</td>
<td>North Point Ministries</td>
<td>Alpharetta, GA</td>
<td>Andy Stanley</td>
<td>39,056</td>
<td>1995</td>
</tr>
<tr>
<td>#3</td>
<td>Church of the Highlands</td>
<td>Birmingham, AL</td>
<td>Chris Hodges</td>
<td>38,346</td>
<td>2001</td>
</tr>
<tr>
<td>#4</td>
<td>New Spring Church</td>
<td>Anderson, SC</td>
<td>Vacant</td>
<td>33,761</td>
<td>2000</td>
</tr>
<tr>
<td>#5</td>
<td>Gateway Church</td>
<td>Southlake, TX</td>
<td>Robert Morris</td>
<td>28,399</td>
<td>2000</td>
</tr>
<tr>
<td>#6</td>
<td>Saddleback Church</td>
<td>Lake Forest, CA</td>
<td>Rick Warren</td>
<td>25,612</td>
<td>1980</td>
</tr>
<tr>
<td>#7</td>
<td>Willow Creek Community Church</td>
<td>South Barrington, IL</td>
<td>Bill Hybels</td>
<td>25,371</td>
<td>1975</td>
</tr>
<tr>
<td>#8</td>
<td>Christ’s Church of the Valley</td>
<td>Peoria, AZ</td>
<td>Don Wilson</td>
<td>24,108</td>
<td>1982</td>
</tr>
<tr>
<td>#9</td>
<td>Christ Fellowship Church</td>
<td>Palm Beach Gardens, FL</td>
<td>Todd Mullins</td>
<td>23,845</td>
<td>1984</td>
</tr>
<tr>
<td>#10</td>
<td>Southeast Christian Church</td>
<td>Louisville, KY</td>
<td>Dave Stone</td>
<td>23,799</td>
<td>1962</td>
</tr>
</tbody>
</table>

¹ As of 2016 - Outreach Magazine
How Are We Doing?
<table>
<thead>
<tr>
<th>Rank</th>
<th>Jurisdiction</th>
<th>Ortho #¹</th>
<th>Ortho %²</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Greek Orthodox Archdiocese of America</td>
<td>476,900</td>
<td>58.8%</td>
</tr>
<tr>
<td>2.</td>
<td>Orthodox Church in America</td>
<td>84,900</td>
<td>10.4%</td>
</tr>
<tr>
<td>3.</td>
<td>Antiochian Orthodox Christian Archdiocese</td>
<td>74,600</td>
<td>9.1%</td>
</tr>
<tr>
<td>4.</td>
<td>Serbian Orthodox Church in North America</td>
<td>68,800</td>
<td>8.4%</td>
</tr>
<tr>
<td>5.</td>
<td>Russian Orthodox Church Outside of Russia</td>
<td>27,700</td>
<td>3.4%</td>
</tr>
<tr>
<td>6.</td>
<td>Ukrainian Orthodox Church of the USA</td>
<td>22,400</td>
<td>2.7%</td>
</tr>
<tr>
<td>7.</td>
<td>Patriarchal Parishes of the Moscow Patriarchate</td>
<td>12,400</td>
<td>1.3%</td>
</tr>
<tr>
<td>8.</td>
<td>Romanian Orthodox Archdiocese</td>
<td>11,200</td>
<td>1.4%</td>
</tr>
<tr>
<td>9.</td>
<td>American Carpatho Russian Orthodox Diocese</td>
<td>10,400</td>
<td>1.3%</td>
</tr>
<tr>
<td>10.</td>
<td>Vicariate for the Palestinian / Jordanian</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Orthodox Christian Communities</td>
<td>6,800</td>
<td>.08%</td>
</tr>
<tr>
<td></td>
<td><strong>Top 10 Orthodox Jurisdictions Total²</strong></td>
<td>796,100</td>
<td>97.2%</td>
</tr>
<tr>
<td></td>
<td><strong>15 ORTHODOX JURISDICTIONS TOTAL²</strong></td>
<td>815,951</td>
<td>100%</td>
</tr>
</tbody>
</table>

US Christians = 227,590,000  15 Orthodox = 0.36%  GOA = 0.02%

¹ 2010 Atlas of American Orthodox Christian Churches, Assembly of Bishops - by Alexei Krindatch
²These are the 15 Jurisdictions in communion and does not include the 226,349 Oriental Orthodox
GOA Baptisms Are Declining
Baptisms 1991 - 2015
Greek Orthodox Archdiocese of America

Since 1996, statistics from Canada, Central America and South America were no longer included in Registry tabulations.
GOA Chrismations Are Declining
Since 1996, statistics from Canada, Central America and South America were no longer included in Registry tabulations.
GOA Weddings Are Declining
Since 1996, statistics from Canada, Central America and South America were no longer included in Registry tabulations.
And Finally, Something that is Generally Growing
Since 1996, statistics from Canada, Central America and South America were no longer included in Registry tabulations.
The Bottom Line

• Church membership is declining in traditional Christian churches
• Church sacraments are declining
• Church contributions are declining
• Church member spirituality is declining
• Church relevance is declining
• Church stewardship is declining
• Church attentiveness during services is declining
• Church disengagement by youth is increasing
• Church member deaths are increasing
• Church dependence on Festivals, raffles and fund raisers is increasing
Part 4

The Stewardship Calling Effective Church Model
What Has Tipped in the U.S.?
U.S. Culture vs. Religion Tipping Point

THE RESEARCH SHOWS¹:

“Within the last 5-7 years or so, something dramatic has “tipped” (changed) in America regarding thoughts about Christian religion/churches!”

¹ The conclusion from a senior researcher who works at a well-established national research organization that focuses on religion and Christianity in America.
Orthodox Tipping Point of Data

I have been blessed to complete strategic plans covering approximately 17% of all Orthodox Christians in America

GOA Metropolis of San Francisco (7 Western States)

GOA Metropolis of Atlanta (8 Southeastern States)

St John The Divine (Jacksonville)

St Mary (Wichita)

Ukrainian Orthodox Church of the USA (entire USA)
Stewardship Calling Effective Church Model

Institutional

Effective Worship Experience

Worship

Vision

Consensus Vision and Strategic Plan

Engaged Disciples

Disciples

Stewardship

Culture of True Stewardship

Individual
Effective Church Model tab (with detailed presentations covering 3 of the 4 dimensions of an Effective Church)
7 Engaged Disciples Practices

1. Spiritual education
2. Living in H. D. (being a Hero and Disciple)
3. Discovery of Stewardship Calling
4. Prayer
5. Small Groups
6. Orthodox Leadership Development
7. Youth discipleship
15 Culture of True Stewardship Practices

1. Stewardship & Generosity
2. Leadership Alignment
3. Tithing
4. Time First
5. It’s personal
6. Engagement
7. Welcoming
8. Thanking
9. Youth
10. Messaging
11. Campaigns
12. Estate Giving
13. Transparency & Accountability
14. Small Groups
15. Team
7 Consensus Vision and Strategic Plan Practices

1. Leadership buy-in
2. 4-Ps (People, Process, Plan, Perform)
3. Consensus Why, SWOT, Vision, Core Values, Mission and Goals
4. Widespread participation and engagement
5. Transparency, accountability and communication
6. Diligent execution
7. Regular strategic planning
Part 5

The 15 Principles of a Culture of True Stewardship
HINT: Whenever you see a slide like this, there will be an action item for you and/or your Parish to take based on the material presented.

There are 15 specific suggestions! (P.S. I cheated. There are really 16.)
15 Culture of True Stewardship Practices

1. Stewardship & Generosity
2. Leadership Alignment
3. Tithing
4. Time First
5. It’s personal
6. Engagement
7. Welcoming
8. Thanking
9. Youth
10. Messaging
11. Campaigns
12. Estate Giving
13. Transparency & Accountability
14. Small Groups
15. Team
1(a). Stewardship & Generosity

What is Stewardship and what does Holy Scripture teach about Stewardship?
Definitions of Stewardship
“Stewardship is what you do with all of the gifts God gave you.”
Stewardship is what a person does after saying “I believe...” as proof of that belief.
“But this I say, he who sows sparingly will also reap sparingly; and he who sows bountifully will also reap bountifully.”  (2 Corinthians 9: 6-8)
“For everyone to whom much is given, from him much will be required; and to whom much has been committed, of him they will ask the more.”

(Luke 12:48)

“Every man shall give as he is able, according to the blessings the Lord your God gave you.”

(Deuteronomy 16:17)

**Message:**

Proportional giving
“On the first day of the week (i.e., Sunday) let each one of you lay something aside, storing up as he may prosper....I will send... your gift to Jerusalem...” (i.e., the Church center at that time)

(1 Corinthians 16:2-3)

**Message:**

Weekly giving

Proportional giving

Giving for the work of the Church
“Command those who are rich... not to be haughty, nor to trust in uncertain riches... Let them do good, that they be rich in good works, ready to give, willing to share, storing up for themselves a good foundation for the time to come, that they may lay hold on eternal life.”

(1 Timothy 6:17-19)

**Message:**
The basis for a link between stewardship, spiritual growth and ultimately salvation
The Parable of the Talents

“Well done, good and faithful servant; you have been faithful over a little, I will set you over much.”

(Matthew 25:14-30)
Scripture Discusses Money Frequently

(i.e., it’s OK to properly ask for money for God’s house and Christ’s church)
The question asked our Lord was: “What good deed must I do to have eternal life?”

After mentioning not killing, committing adultery, stealing or bearing false witness, and of course definitely loving one’s mother, father and neighbor, our Lord clearly says:

“If you would be perfect, go, sell what you possess and give to the poor, and you will have treasure in heaven; and come follow me.”

Matthew 19:16-26
“Where your treasure is, there your heart will be also.”

(Matthew 6:21)
“And if you are untrustworthy about worldly wealth, …who will trust you with the true riches of heaven?”

Luke 16:11
A Possible Stewardship Question from our Lord

➢ What did you do with the money over which I allowed you to be a steward?

➢ **PERSONAL SUGGESTION:** Each week, fill out an accounting to God of what you did with His money this past week

➢ **PARISH SUGGESTION:** Give your parishioners some money and ask them explain how they used it to multiply in God’s Kingdom
“Do I possess the house in which I live? No, it is only on loan to me from God while I remain in that place.

Do I possess the clothes I wear? No, they are on loan to me until they wear out, or until I give them away to someone in greater need.

Do I possess this body that you see before you? No, it was lent to me by God when I was born, and he will take it back when I die.

Do I possess the mind that is composing the words that I speak? No, that too was lent by God at my birth and will go when I die.”

¹ St John Chrysostom from *On Living Simply: The Golden Voice of John Chrysostom*
“So do I possess anything?
Yes, I possess the virtues which during my life have grown and flourished within my soul. Inasmuch as I have grown in faith, I possess faith. Inasmuch as I have grown in gentleness, I possess gentleness.
These things are immortal; they are divine gifts which God will not take away, because He wants heaven itself to be filled with virtue. And, of course, I possess my soul, in which these virtues have their roots.”

¹ St John Chrysostom from *On Living Simply: The Golden Voice of John Chrysostom*
Merely writing a check doesn’t make you a steward...

...any more than just standing in your garage doesn’t make you a car.
1(b). Stewardship & Generosity

What can we learn from the pioneering Science of Generosity Studies?
Current studies of generosity come from many different and often disconnected disciplines and focus on various terms, such as philanthropy, volunteerism and altruism. The Science of Generosity initiative aims to bring together diverse approaches in order to create a field for the study of generosity in all its forms.

Generosity in the News

15 March
Wisconsin Public Radio: Just How Generous Are Americans Really?

22 February
"American Generosity Who Gives and Why"

Why the Science of Generosity?
Youth & Emerging Adults Program

Segment on Stewardship Science of Generosity Studies

http://stewardshipcalling.com/internet-radio/

Sunday
April 30, 2017
Science of Generosity Studies

5 Big Summary Ideas From The Science of Generosity Studies
Science of Generosity Studies

The research shows:

1. Each person usually decides whether or not they will be generous, and a giver, at a fairly early age

2. That generosity decision forms their adult practices

3. Reinforced by years of generosity, it becomes a habit, and being a good steward is cemented in their adult behaviors and DNA
The research shows:

4. People who give a lot of time and money had parents who did the same things.

5. Our own stewardship bad habits and lack of education is being replicated in our youth and emerging adults.
Science of Generosity Studies

The Science Of Generosity Studies
Identified 6 Basic Conclusions
1. After thoughtful reflection, people form an existential opinion about themselves and their generosity at a fairly early age.

2. It’s shaped initially by their parents and the behavior of other adults important to them.

3. If they don’t decide to be generous when young, a parish can help people confront the key question: “What kind of person do I want to be?”
Are you generous?

Have you taught generosity?
Conclusion #2 (Routinization of Giving):

1. After they form a personal generosity opinion, people look for easy and routine ways to be generous

2. Parishes must make sure to have easy electronic and other routine giving options

3. Parishes should have a standard donor giving timetable (campaign) and process (including your youth)
Does your Parish facilitate easy giving?
Conclusion #3 (Culture of Generosity):

1. People model the behavior of their peers and those around them.

2. A Parish should create and communicate a culture of generosity, and social networks that support generosity, for parishioners to see themselves as a part of that generous culture.

3. “There are no lone givers” - peoples’ giving is affected by who they know and how generous they are.
4. Encourage creative ways for your youth to decide to become generous

5. Get generous givers to talk constructively (not brag) about the joy their giving brings them

6. Encourage (do not shame) people to be generous in a variety of creative ways
Has your Parish created a culture of generosity and a social network to promote it, including your youth?
Science of Generosity Studies

Conclusion #4 (Church Giving Facilitation):

1. Regular church goers generally give more money and are more generous.

2. Generosity is improved when a church makes a religious call to give.

3. You have to ask and remind - not constantly, but consistently.

4. Talking about needs or paying bills does NOT work at creating true and sustainable stewardship behavior - “people give to mission and vision”.
Has your Parish created regular processes to share its vision and life changing ministries and then solicit generosity?
Science of Generosity Studies

Conclusion #5 (Parents Teaching):

1. Parents must proactively and explicitly teach their children about giving generously.

2. Kids watch and mimic adults’ visible behavior.

3. Parent’s generosity is usually invisible to their children, so you need to make it visible and talk about it to show them how you live and how they should live.
Has your Parish created a social network of generosity, including your youth?
Conclusion #6 (Attitude of Abundance):

1. Parishes need to cultivate an attitude of abundance and gratitude, not scarcity, since most of us have plenty in our households.

2. Attitudes of abundance have been shown psychologically and biologically to cause people to reframe their reality and allows people to become generous.
Has your Parish communicated an attitude of abundance (or have you been communicating scarcity and crisis)?
Based on the Holy Scripture definitions of Stewardship, and the Science of Generosity Studies, implement specific actions and communication strategies to create and teach a culture and social network of generosity and attitude of abundance in your Parish.
2. Leadership Alignment

Align your Parish leadership around your Parish vision of Stewardship ("P.P.S.")
Parish Board

Stewardship and Ministry Leaders

Priest
Priest / Parish Board / Stewardship and Ministry Leaders ALL must:

1. Agree on the Parish Stewardship (service and engagement) strategy
2. Completely “buy-in,” actively participate and “own it”
3. Lead the Stewardship process and practices by example
4. Help ensure the approval and buy-in of the Parish Assembly and Parish as a whole
Priest / Parish Board / Stewardship and Ministry Leaders Alignment:

~ Make this a critical part of your leadership culture and every leadership meeting

~ Consider an annual leadership retreat to renew and re-commit

~ Integrate your stewardship strategy with your Parish’s Vision, Mission and Core Values (see Strategic Planning materials)
Ensure consensus alignment of all key leaders and stakeholders to your new stewardship program.
3. Tithing of all 3 Ts

Tithing (percentage giving) of Time, Talents and Treasures is called for by Holy Scripture and represents a strategy that can make a significant positive difference.
It will get easier once we get it right with the Fourth T... Tithe
The Tithe

Malachi 3:10

Bring the whole tithe into the storehouse, that there may be food in my house. Test me in this," says the LORD Almighty, "and see if I will not throw open the floodgates of heaven and pour out so much blessing that you will not have room enough for it.
“Now Melchizedek the king of Salem brought out bread and wine; he was a priest of the Most High. He blessed Abram … Then Abram gave him a tithe of all”. (Exodus 14:18-20)

“Behold, I give the children of Levi (the priests) all the tithes in Israel as an inheritance in return for their liturgical service.” (Numbers 18:21)

“Will a man insult God? Yet you have insulted Me! But you say, ‘In what way have we insulted You?’ You keep back tithes and offerings!” (Malachi 3:8)

“Do not think that I have come to abolish the law and Prophets. I did not come to destroy but to fulfill” (Matthew 5:17)

“Woe to you scribes and Pharisees, hypocrites! For you pay tithe of mint and anise and cummin, and have neglected the weightier matters of the law: justice and mercy and faith. These you ought to have done without leaving the others undone” (Matthew 23:23)
“If there was a danger then (in the Old Testament) in omitting tithes, think how great it must be now!"

“Stewardship is recommended to be ten percent (10%) of one’s annual income as stated in Holy Scripture to help meet the financial obligations of the Parish, the Metropolis and the Archdiocese.”

Uniform Parish Regulations Article 18, Section 1 of the Regulations of the Greek Orthodox Archdiocese of America
~ Tithing should be each person’s ultimate goal (a minimum of 10% Time, Talent and Treasures)

(“You shall tithe...” Deuteronomy 14:22)
Tithing Is The Right Answer

~ Median¹ American “Orthodox” family income =

- Russian $72,179
- Lebanese $67,274
- Romanian $64,390
- Greek $64,227
- Serbian $63,319
- Ukrainian $62,342
- Bulgarian $58,437
- Yugoslavian $55,702

~ 10% of Median of above ($64,227) = $6,423

~ N = your number of Stewardship units/families

~ $6,423 x N = your new $ stewardship total

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~ Imagine what ministries and services you can now fund if your parishioners tithed

How do you get a Tithing program started

1. Start talking, teaching and preaching about tithing to your parishioners
2. Explain the economic impact of tithing to your parishioners
3. Have the Parish leaders, stewardship committee and clergy lead by example
4. Implement a “10 by 10” program
   ~ Contribute 1% in year 1
   ~ Increase contributions 1% for each subsequent year
   ~ Reach a 10% tithe by the 10th year
Percentage Giving

• #1 Best Choice = Tithing (teach the Tithe of Time and Talents and Treasures)
• #2 Best Choice = percentage giving (it’s aspirational)
• The “Round-UP” - get them to round-up their current contribution to the next higher round number percentage, then add 1% more each year thereafter
“Median Not Mean”
Averages Are Irrelevant

• Average Pledge #’s are misleading
• Median pledge is a better number

3 Donors =  $1  $2  $3,000

Total =  $3,003
Average = $1,001
Median =  $2

Big donors skew averages
Effective Parish “To Do” Item

Begin a Tithing and Percentage Giving Program.
4. Time First ~ (W²)

W² = “own the __Watch and you will own the __Wallet” ~ when people give their time, they will also give more money
“Own the Watch, and you will own the Wallet.”
People who are asked to give of their time before they are asked to donate money ultimately give more money to the charity (49% more ~ ($36.44 rather than $24.46))

“...the likelihood of giving money to an organization is affected by an individual’s involvement with the organization as a volunteer... The amount of time spent volunteering is positively correlated with the amount of money that is given by individuals.” (Those who actively practiced a religion donated 92% more to charitable causes.)

“...church involvement is the strongest single predictor of giving.”

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¹ The Happiness of Giving: The Time-Ask Effect (May 1, 2008) – Center for Responsible Business - University of California, Berkley (Wendy Liu & Jennifer Aaker) Ask Donors First To Volunteer (June 9, 2008) – University of California, Berkley


³ More Money, More Ministry, Dean R. Hoge and Mark A. Knoll (Eerdmans, 2000)
Develop and implement a stewardship program that focuses more on soliciting time and engagement in the ministries of the church.
5. “The MOB was wrong” ~ it’s all personal

It’s personal, not just business, when seeking to engage stewards in Christian churches
The Mob Was Wrong

IT'S NOT PERSONAL,
IT'S STRICTLY BUSINESS
“Personal solicitation has an effect on both the decision to make a gift and the average size of the gift…” “…individuals are more likely to donate when asked by those who are similar to them”¹

“…the method of direct contact may be as important as just contact...higher levels of contributions involve a personal contact by a previously known individual.”²

“…solicitations to contribute are more often successful when they are made by a person with a stronger relationship to the potential donor or volunteer because a refusal to contribute will endanger the relationship with the solicitor.”³

Ingredients Of Effective Stewardship Ministry

**Plan A Personal In-Home Visitations**

~ Each steward is personally visited in their home by an Ambassador

**Plan B Small Group In-Home Gatherings**

~ Each steward is invited to a small group gathering hosted by an Ambassador at the Ambassador’s house

**Plan C Personal Telephone Calls**

~ Each steward is called by an Ambassador
How Did The Greatest Steward Solicit

~ Christ taught us about stewardship in everything He did and constantly practiced stewardship

  + *He fed the crowd with the fishes and the loaves*
  + *He washed the feet and first offered His body and blood to His disciples*
  + *He cured the sick and blind*
  + *He practiced stewardship constantly as He continuously served the people around Him*
How Did The Greatest Steward Solicit
Zacchaeus, come down immediately. I must stay at your house today." (Christ makes a personal visitation goes to Zacchaeus’ house)

Zacchaeus: “I give half my belongings, Lord, to the poor. If I have defrauded anyone in the least, I pay him back fourfold.”

“Today salvation has come to this house... For the Son of Man came to seek and to save what was lost.”

How many stewardship or other emails / text messages / letters did our Lord send?
Ingredients Of Effective Stewardship Ministry

Why are the following successful?

1. door to door salesmen

2. the Salvation Army bell ringers

3. Hare Krishna

4. Tupperware parties
Effective Parish “To Do” Item

Design and implement a process that would work in your Parish to PERSONALLY solicit every steward
6. Engagement (“ROE” and “COM”)

The key to success in every Parish is the most active engagement of the faithful. To do that, you must first personally “Reach Out” and then “Engage” (ROE) them.
How to “Reach Out” and “Engage” (ROE) through personal contact
Ingredients Of Effective Stewardship Ministry

Personal, in-home visitations are absolutely and unequivocally the most effective (nothing else is even close)

If you don’t remember anything else from today, please remember that to have a true and successful stewardship ministry you MUST visit with EVERY parishioner in a HOME
Personal, in-home visitations are most effective

~ Study after study shows that mail only ("pen pal") campaigns are easy but not real stewardship programs and rarely get a good or different result

(insanity is doing the same thing over and over again and expecting a different result)
Ingredients Of Effective Stewardship Ministry

Plan A  Personal In-Home Visitations

~ Each steward is personally visited in their home by an Ambassador

Plan B  Small Group In-Home Gatherings

~ Each steward is invited to a small group gathering hosted by an Ambassador at the Ambassador’s house

Plan C  Personal Telephone Calls

~ Each steward is called by an Ambassador
wHoly Engaged

9-Step Process

1. Foundational Steps
   - P.P.S. Consensus

2. Foundational Steps
   - Mission-Vision-Strategic Objectives

3. Interpersonal Steps
   - Council of Ministries

4. Interpersonal Steps
   - Ministry Handbook and Stewardship Materials

5. Interpersonal Steps
   - Recruit Ambassadors

6. Interpersonal Steps
   - Train Ambassadors

7. Interpersonal Steps
   - Ambassadors Select Stewards

8. Interpersonal Steps
   - Home Visitations

9. Interpersonal Steps
   - Follow Up

† Holy Engaged - Step Process 1 2 3 4 5 6 7 8 9
STEP 1  Priest, Parish Board, Stewardship and Ministry Leaders reach consensus about your stewardship strategy

STEP 2  Reach consensus on the Parish’s mission, vision and strategic objectives and Strategic Planning

(See: Metropolis of Atlanta Strategic Goal 1.1 program http://atlstrategicplan.org/home/completed-goal-materials/1-1-parish-strategic-planning/)

See also: videos and materials on how to do this in your Parish here: http://stewardshipcalling.com/parish-strategic-planning-video/)
1.1 Parish Strategic Planning

Click here to download the Parish Strategic Planning Guide created to fulfill Goal 1.1 Parish Strategic Planning.

Please click here for the customizable templates for use in your parish. These templates make creating your own Strategic Plan simple and fully unique to your specific parish needs.

The first parish to use these resources to successfully complete a Strategic Plan and roadmap for improving their parish life is St. John the Divine in Jacksonville, FL. To view their plan, please click here.
You can watch or download 2 videos that teach Parish Strategic Planning at: [http://stewardshipcalling.com/parish-strategic-planning-video/](http://stewardshipcalling.com/parish-strategic-planning-video/)

You can download several Strategic Plans [http://stewardshipcalling.com/strategic-planning/](http://stewardshipcalling.com/strategic-planning/)
Summary of the 4-P Approach to Building a Consensus Vision and Effective Strategic Plan

Church Strategic Planning - Sunday October 20, 2016

http://stewardshipcalling.com/internet-radio/
The wHoly-Engaged Personal Visitation Program

STEP 1  Priest, Parish Board, Stewardship and Ministry Leaders reach consensus about your stewardship strategy

STEP 2  Reach consensus on the Parish’s mission, vision and strategic objectives and Strategic Planning

STEP 3  Organize your Council of Ministries (See Metropolis of Atlanta Strategic Goal 1.5 program)

STEP 4  Prepare your Ministries Handbook and Stewardship materials and revised Stewardship Commitment Form (See examples of Parish Ministry Handbooks here: http://stewardshipcalling.com/stewardship-ministry-handbooks/)
The wHoly-Engaged Personal Visitation Program

**STEP 5** Recruit your Stewardship Ambassadors (including all PPS and other leaders)

**STEP 6** Train your Stewardship Ambassadors using these Igniting The Flame of True Christian Stewardship materials, teach your mission, vision and ministries

**STEP 7** Ambassadors select the Stewards they will visit based on commonality

**STEP 8** Ambassadors call and schedule 15-30 minute in-home visitation focusing on engagement in ministries

**STEP 9** Ambassadors follow up every two weeks until stewardship commitment forms are submitted to the Parish administrator
The wHoly-Engaged Personal Visitation Program

Personal, in-home visitations agenda

~ Opening prayer of thanksgiving
~ Discuss parish items of common interest (e.g., the top 3 things they like about parish)
~ Share the vision/ministries of the parish
~ Address any comments/concerns or promise to get back to them
~ Review Ministry handbook and stewardship forms
~ Explain you will follow up every 2 weeks until the church receives their competed forms
~ Thank them and end with a prayer
The wHoly-Engaged Group Visitation Program

**STEP 1** Priest, Parish Board, Stewardship and Ministry Leaders reach consensus about your stewardship strategy

**STEP 2** Reach consensus on the Parish’s mission, vision and strategic objectives and Strategic Plan

**STEP 3** Organize your Council of Ministries

**STEP 4** Prepare your Ministries Handbook and Stewardship materials and revised Stewardship Commitment Form
The wHoly-Engaged Group Visitation Program

STEP 5  Recruit your Stewardship Ambassador Host Teams

STEP 6  Train your Stewardship Ambassador Teams using these Igniting The Flame of True Christian Stewardship materials, teach your mission, vision and ministries

STEP 7  Ambassador Teams pick Stewards to invite to their house based on commonality

STEP 8  Ambassador Teams select strategic “testimonial” presenters and invite Steward couples for a group dinner focusing on engagement in ministries

STEP 9  Ambassadors Teams follow up every two weeks until stewardship commitment forms are submitted to the Parish administrator
The wHoly-Engaged Group Visitation Program

~ Opening prayer, welcome/ice breaker

~ Dinner and fellowship

~ Program
  - the vision and ministries of the parish
  - 2 or 3 testimonials
  - present stewardship ministry handbook and stewardship commitment form
  - explain next steps (including every 2 week follow-up) and answer any questions

~ Closing prayer
wHoly Engaged

9-Step Process

1. P.P.S. Consensus
2. Mission-Vision-Strategic Objectives
3. Council of Ministries
4. Ministry Handbook and Stewardship Materials
5. Recruit Ambassadors
6. Train Ambassadors
7. Ambassadors Select Stewards
8. Home Visitations
9. Follow Up

Interpersonal Steps

Foundational Steps
How Did The Greatest Steward Solicit
Plan Z  The Pony Express Stewardship Program ~ An Alternative to the Every Steward Canvas (the OCA version):

https://oca.org/parish-ministry/stewardeducation/the-pony-express-stewardship-program-an-alternative-to-the-every-member-can

You can find other Pony Express examples and service offerings by using this Google search:

https://www.google.com/search?q=Pony+Express+church++stewardship&ie=utf-8&oe=utf-8
Adopt/adapt one of the 3 best personal solicitation approaches to PERSONALLY reach every steward:

Plan A - In home personal visitations
Plan B - In home group gatherings
Plan C - Personal telephone calls.
How to “Reach Out” and “Engage” (ROE) through a Council Of Ministries
New POP ("Parish Operational Paradigm") to Maximize "Engagement"
Early 1900’s

Early Faithful → Recruit → Traveling Itinerant Priest from abroad
1920’s – 1940’s

Full-time Priest Serves Parish

Early Parish Councils/Boards
1950’s – Present

Professionally Trained Priest

Elected Parish Council/Board

Parish Assembly

Parishioners
Can you think of any effective organization that is using the same operational structure it used 65+ years ago?
It is...
Ministry Based Organization Paradigm

Outreach & Evangelism
(future Orthodox)

Council of Ministries

Parishioners

Parishioners

Parishioners

Parishioners

Clergy

Parish Leaders

Parish Assembly
Ministry - Based Organization (MBO)

• A MBO Parish is organized around its ministries and all Parish programs are:

  1. Delivered by individual ministries

  2. Managed and coordinated by the Council of Ministries
Council of Ministries (COM)

- A Committee of the leaders of each of the Parish’s ministries

- The COM includes the Priest and Parish Board (Board members are liaisons to ministries)

- The COM ensures each ministry is aligned with the Parish’s Mission, Vision, Values and Strategic Plan

- The COM meets at least quarterly and shares best practices, challenges and synergies
Ministry Responsibilities

Each ministry, by consensus, must:

1. Set its own “SMART” goals consistent with the Parish’s Mission, Vision, Values and Strategies

2. Identify their budgetary and resource needs and sources

3. Recruit parishioners to serve and be served

4. Diligently pursue their plan, continuously evaluate their performance and creatively determine new and better ways to serve
Ministry Responsibilities

1. Set Goals
2. Identify Needs
3. Recruit People
4. Deliver Services
5. Monitor + Evaluate
See Council of Ministries Program released by Metropolis of Atlanta Strategic Goal Team 1.5

http://atlstrategicplan.org/home/completed-goal-materials/1-5-council-of-ministries/
Parish Organization

What are the ministries of the Parish, are they enough and are they structured to get everyone involved?
Typical Ministry List

- Youth
- Philanthropy (Philoptochos)
- Education
- Stewardship
- Budget and Finance
- Building/Facilities
- Festival/Special Events
- Welcoming
60 ways someone can get involved

- Adult Assistant for Altar Boys
- Annual Festival
- Assist in Bookstore
- Assist in Library
- Assist in Office
- Assist w/ Parish Communications
- Assist with Stewardship Programs
- Assist with Web Site
- Bake for Events
- Budget and Planning
- Building Maintenance
- Building New Facilities
- Church Events
- Catechism School Teacher
- Catechism School Assist./Substitute
- Chanter
- Choir
- Clean Up After Events
- Contact/Entertain Newcomers
- Cook for Events
- Coordinate Church Activities
- Decorate for Events
- Drive Others
- Family Night
- Fund Raising
- Greek Dance PTA
- Greek Dance Teacher
- Greek School Teacher
- Greek School Assist./Substitute
- Greet Parishioners/Newcomers
- Help Sick/Shut ins
- Host Coffee Hour
- Host Neighborhood Gatherings
- Landscape/Maintenance of Grounds
- Outreach
- Parish Luncheons
- Philoptochos Auction
- Phone Committee
- Planning/Organizing
- Play Organ/Piano
- Prepare Food
- Prepare Prosforon
- Promote Church Activities
- Serve Food
- Set Up for Events
- Sew/Alter Dancers’ Costumes
- Soup Kitchen
- Teach Greek Cooking
- Transport Sick/Aged
- Visit Others
- Volunteer Time if Called
- Youth Leader/Assistant
- GOYA (6th and Up)
- Youth Leader/Assistant
- HOPE (Birth - 1st Grade)
- Youth Leader/Assistant
- JOY (2nd - 5th Grades)
- Youth Leader/Assistant--
- Summer Camp Staff
PERSONAL INFORMATION

BAPTIZED OR CHRISMATED ORTHODOX CHRISTIAN?

NAME (First/Last)__________________________________________ YES ____ NO ____

NAME DAY (or Baptismal Name) ____________________________________________

SPOUSE (First/Last)________________________________________ YES____ NO ____

NAME DAY (or Baptismal Name) ____________________________________________

RESIDENCE ADDRESS ____________________________________________

CITY ___________________________   STATE ______   ZIP CODE _______________

HOME PHONE NUMBER:___(  _ ______)_____________________________________

SELF       SPOUSE

BUSINESS PHONE: ____________________________   ______________________________

OCCUPATION: ____________________________   ______________________________

BIRTHDATE: ____________________________   ______________________________

EMAIL ____________________________   ______________________________

Names, Birthdates, and Name Days of Dependent Children:

________________________________________________________________________

________________________________________________________________________

COMMITMENT OF RESOURCES

I/We commit to Christ and His Church through this pledge; I/We expect to give the following amount:

Weekly: $ ______________________

“Every Sunday let each of you put aside your offering for the work of the Lord.” (See: I Cor 16:2)
**COMMITMENT OF TIME AND TALENT**

**NAME(S):** ____________________________________________

(For married couples: please indicate "H" for husband and "W" for wife.)

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<td>__Choir</td>
<td>__Teach Greek Cooking</td>
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<tr>
<td>__Clean Up After Events</td>
<td>__Transport Sick/Aged</td>
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<tr>
<td>__Contact/Entertain Newcomers</td>
<td>__Visit Others</td>
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<tr>
<td>__Cook for Events</td>
<td>__Volunteer Time if Called</td>
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<tr>
<td>__Coordinate Church Activities</td>
<td>__Youth Leader/Assistant - GOYA (6th and Up)</td>
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<tr>
<td>__Decorate for Events</td>
<td>__Youth Leader/Assistant - HOPE (Birth - 1st Grade)</td>
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<td>__Drive Others</td>
<td>__Youth Leader/Assistant - JOY (2nd - 5th Grades)</td>
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<td>__Family Night</td>
<td>__Youth Leader/Assistant - Summer Camp Staff</td>
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<td>__Fund Raising</td>
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<td>__Greek Dance PTA</td>
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<td>__Greek Dance Teacher</td>
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<td>__Greek School Teacher</td>
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<td>__Greek School Assist./Substitute</td>
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<tr>
<td>__Greet Parishioners/Newcomers</td>
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<tr>
<td>__Help Sick/Shut ins</td>
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Other Talents: ____________________________________________________________
Implement a Council of Ministries and engage all your faithful in at least one Ministry.

(See Metropolis of Atlanta Strategic Goal 1.5 Council of Ministries program)
7. Total Welcoming Experience

A total and comprehensive welcoming experience (not just a welcoming committee in the Narthex) is critical in the development of true Stewardship.
Top 5 Things People Look For In Picking A New Church

1. Quality of sermons (83%)

2. Feeling welcomed by leaders (79%)

3. Style of services (74%)

4. Location (70%)

5. Education for kids (56%)

Pew Research Center Study: “Choosing a New Church or House of Worship - Americans look for good sermons, warm welcome” (August 23, 2016)
What do you expect to be true of a Parish that is fully meeting its mission?
What Is True Of A Parish That Is Fully Meeting Its Mission?

~ Welcoming and loving Parish experience
~ Excellent attendance and participation in sacraments
~ Active/enthusiastic participation in activities, functions and extensive ministries
~ Enthusiastic volunteering of time & talents
~ Generous donations
~ Spiritual and numerical growth
~ The Parish emulates the kingdom of God, a culture overflowing with joy, peace and love
Welcoming Ministry Is Among Your Most Important

• It is Orthodox and sets the tone for the whole loving church experience
• It is the third most important factor in people picking and staying in a church
• It helps the people feel they made the right decision to worship with you
• It makes people want to come back
• It makes people feel like family

“A new commandment I give you, that you love one another; as I have loved you... By this shall all men know that you are my disciple.

John 13:34-35
Welcoming Ministry Is Among Your Most Important

- Greeting newcomers in the narthex is merely the first (easiest) step
- Find out about them and connect them with someone similar in the Parish
- Have people available to sit with them and answer their questions
- Have someone take them around to meet similar people at the coffee hour
- Have someone personally follow-up with them within a week to meet them in person and get to know them better
- Personally bring them to at least one additional Parish activity
- Eventually, engage them in a ministry
Total Welcoming Experience

Read: **Better Together**

- A welcome package is not enough
- Connect them with people similar who escorts them into the life of your church family

Especially read chapter 6
Read **Rebuilt**: where a comprehensive Welcoming ministry transformed Nativity Church by tripling their weekend church attendance and yielding increased giving, flourishing ministries and a vibrant and solid spiritual revival.

**Total Welcoming Experience**

Especially read chapter 6
Provocative Question

When was the last time you invited any non-Orthodox friend, neighbor, work colleague or person you met to join you in church on Sunday?
Total Welcoming Experience

Be their Godfather...

FRIENDSHIP IS EVERYTHING.
FRIENDSHIP IS MORE THAN TALENT.
IT IS MORE THAN THE GOVERNMENT.
IT IS ALMOST THE EQUAL OF FAMILY.
Establish a Welcoming Ministry and create a “Total Welcoming Experience.”
8. Thanking Culture

A Parish that implements a comprehensive thanking culture, substantially improves relationships, results, engagement and accomplishments.
Thanking Culture

• True appreciation, and expressions of gratitude, are among the greatest motivators

• Who doesn’t like to be thanked, (even if you merely did what was expected)

• Expressions of appreciation reinforce desired behavior (and for most people, the more public the better)
Thanking Culture Science

• **A 2014 study in Emotion**
  Thanking people made them more likely to seek an ongoing relationship.

• **A 2012 study in Personality & Individual Differences**
  Grateful people were more likely to take care of their health.

• **Dr. Robert Emmons (leading gratitude researcher)**
  Gratitude increases happiness and reduces depression.
Thanking Culture Science

• **2012 University of Kentucky study**
  People who thanked more retaliated less and were more prosocial.

• **2014 Journal of Applied Sports Psychology study**
  Gratitude increased an athlete’s self-esteem, which is an essential component to optimal performance.
Thanking Culture

• THANK
  – Personally
  – Genuinely
  – In writing
  – Publicly
  – Repeatedly
  – For everything
  – Encourage others to thank
  – Share it
Thanking Culture

• Write **personal** notes or thank you cards (or sign the form thank you letters) and send a variety of thank-yous for:
  – Stewardship pledges
  – Volunteer activities
  – Ministry service
  – Each contribution of anything
  – Attendance
  – Mentoring
  – Service to others
“You either have a thank you culture or you do not have a very good one.”

Ken Makovsky – Forbes Magazine 11-29-12
Establish a Thanking Ministry and create a strong “Culture of Thanking.”
9. Youth Stewardship

The science shows that the weak understanding and practice of stewardship among youth and emerging adults is the result of the lack of effective stewardship teaching and practices by adults/parents.
“Train up a child in the way he should go, and when he is old he will not depart from it.”

(Proverbs 22:6)
What have you taught your children about the stewardship of God’s gifts?

What have you modeled for your children regarding your personal stewardship?

Avoid the “Dollar Club” mentality ($1.00 in the tray in 1955 = $8.38 in 2017)

(10/10/80 Rule) First 10% of income is your tithe; the next 10% is saved for retirement and you live on the remaining 80%

What do millennials and younger think of when you mention stewardship?
CHAOS THEORY
~ Chaos Theory studies dynamic systems that are highly sensitive to initial conditions.

~ Small differences in initial conditions yield widely diverging outcomes, thus rendering long-term prediction impossible.

Dr. Edward Lorenz
Dartmouth
Harvard
M.I.T.

Discovered Chaos Theory
Youth Stewardship

~ If you do not have a youth stewardship program that teaches true stewardship, you have determined your Parish’s unfortunate future.

~ The Science of Generosity Studies remind us that it is critical to teach youth that stewardship over their gifts from God is a cradle to grave responsibility.
Youth Stewardship

- There must be a separate Youth Stewardship program in the Parish
  ~ Messages and solicitations change depending on their age
  ~ Use understandable examples/messages
  ~ Include ALL youth in annual Stewardship Campaign (youth should offer their own separate stewardship pledge)
  ~ Youth stewardship pledge must also include a pledge of time and talents and not just treasures
  ~ Monthly stewardship messaging is important (in Sunday school, in church and at home)
Youth Stewardship

- There must be a separate Youth Stewardship program in the Parish
  - Sponsor many different service opportunities (including mission trips)
  - Use creative processes to help youth start to discern their gifts and stewardship callings
  - Send monthly materials home for parents to reinforce the teaching and messaging in the Sunday School / Parish
  - Recognize youth who practice stewardship in the Parish bulletins and other media and in church (have them offer testimonials in church)
Youth Stewardship

• There must be a separate Youth Stewardship program in the Parish
  ~ Have older youth mentor younger youth on good stewardship behaviors and practices
  ~ Offer a wide array of stewardship opportunities for your youth to allow them to use their different gifts
  ~ TEACH THE TITHE
  ~ Teach 10/10/80 Rule (invest the 1\textsuperscript{st} 10\% of income in stewardship, the 2\textsuperscript{nd} 10\% in savings for your future and retirement, and live on the remaining 80\%)
Youth Stewardship
Provocative Question

• The average American family in 2012 spent approximately $671 per child per year on just sports training and costs (Forbes)

• The average American family currently spends about $2,400 per child per year on all categories of non-religious enrichment support (Activity Hero)

• How much have you spent on your children’s spiritual enrichment and religious education?
Why are we so willing to enrich the educational, athletic and artistic development of our youth/emerging adults, but NOT as willing to spend the money to invest in their more important spiritual health by funding a full time church youth director?
Youth Stewardship Resources

Check out the following youth resources and adapt your ministries accordingly:

(1) The National Study of Youth and Religion information can be found here: http://youthandreligion.nd.edu/

(2) "Soul Searching: The Religious and Spiritual Lives of American Teenagers" that can be found here: https://www.youtube.com/watch?v=iRCaQlr9ooU
The Keys to Stewardship for Youth/Emerging Adults – Stewardship Calling 5th Sunday on Ancient Faith Radio

Youth and Emerging Adults Programs –
Part 1 = 4/30/17
Part 2 = 7/30/17

http://stewardshipcalling.com/internet-radio/
Youth Stewardship Resources

Check out the following selected youth church stewardship resources:

1. Orthodox Church in America “Giving Children The Chance To Give”:
   https://oca.org/parish-ministry/stewardeducation/giving-children-the-chance-to-give

2. Roman Catholic Diocese of Toledo:
   www.catholic-doc.org/stewardship/Caring-Sharing.pdf
Youth Stewardship Resources

Check out the following selected youth church stewardship resources:

3. Texas Methodist Foundation Youth Stewardship Principles:
   [www.numf.org/file_download/5fafc09c-83f3-4ace-98e4-cfc7382e7a3](https://www.numf.org/file_download/5fafc09c-83f3-4ace-98e4-cfc7382e7a3)

4. United Methodist Church 12-month Stewardship Program:
Effective Parish “To Do” Item

1. Establish an effective youth stewardship program
2. Hire a full-time Parish staff person to focus on youth and emerging adults: (a) religious education; (b) church engagement; and (c) stewardship training.
10. Effective Messaging

Effective Causes, People and Integrity (“C.P.I.”) messaging is critical to a successful stewardship ministry.
More Effective Stewardship Communications
Science of Generosity Studies

Communications Matter!

1. Keep communications positive
2. Focus on mission/vision and life-changing ministries
3. Discuss the abundance in your community
4. Share stories of generosity
5. Communicate regularly and consistently
6. Describe the easy ways people can be generous to the church and its ministries
7. Communicate about your culture of generosity
8. Create social networks of communication about the generosity and abundance that exists in your community
9. Make a religious call to give
10. Thank and celebrate
C. P. I. Motivates Donors To Give¹

People give to Causes and People with Integrity

SELL THE DREAM
- Cause
- Mission

SELL THE TEAM
- People
- Team

SELL THE SCHEME
- Integrity
- Transparency
1. Cause / Mission ("Sell the Dream")
   a) Explain the cause and mission
   b) Relate the cause/mission to what is important to the donor
   c) Give examples relevant to the donor of how your parish practices the cause/mission
   d) Explain how their donation will help the parish better achieve its cause/mission
   e) One size fits all communications fit no one
C. P. I. Motivates Donors To Give

2. People / Solicitor / Leadership
   ("Sell the Team")
   
a) People give to people who mean something to them

b) If you have a personal relationship with a donor, your meeting with them makes the solicitation special and personal

c) Connect the donor with other involved people/stewards of integrity
3. Integrity / Fiscal Responsibility ("Sell the Scheme")

a) Donors do not give to causes that are irresponsible with funds or poorly led

b) Describe success of your capital campaigns and annual stewardship program

c) Explain the financial safeguards and financial integrity your parish has implemented
Top Five Stewardship Communications

**DO**

1. Share your parish’s vision and ministries
2. Share success stories from your ministries
3. Ask for their involvement / participation / time
4. Explain how their contributions improve lives
5. Be positive, encouraging and empowering

**DO NOT**

1. Focus on financial difficulties or problems
2. Use negative messages
3. Use the same message for every type of steward
4. Merely talk about money
5. Just use mail and email
Develop the processes and systems to regularly and publicly communicate your stewardship message with integrity, accountability and transparency all stewardship, financial and other Parish information.
11. Stewardship and Capital Campaigns

Successful annual Stewardship campaigns (and separate capital campaigns) require different specific strategies and a comprehensive schedule.
Stewardship Campaigns

~ Establish a regular stewardship campaign schedule repeated each year

~ At least quarterly homilies on stewardship
  ~ Clergy plus personal testimonials
  ~ Not focused on financial needs but on life changing ministries ("people give to mission and vision")
  ~ Emphasize time and talents
  ~ Mention ease by which treasures can be given (set up easy online giving options)
  ~ Emphasize tithing and percentage giving in each message - establish it as the goal
  ~ Explain the life-changing ministries that could be funded if everyone tithed

~ Monthly stewardship articles in Parish publications (Scripture PLUS personal testimonials)
Stewardship Campaigns

~ A specific stewardship campaign month (sometime in Sept – Nov)
  ~ Plan personal contacts
    Plan A personal in-home visits
    Plan B group gatherings
    Plan C personal telephone calls
  ~ Provide easy process to deliver stewardship commitments (to confidential place) either by mail, collection in church, on-line, etc.
  ~ Tie in Ministry information and recruitment event to allow each ministry to present their stories to the faithful (“Ministry Fair”)
  ~ Follow-up personally with any steward who does not re-commit
  ~ Celebrate successes
    + lives changed
    + specific metrics of giving
Stewardship Campaigns

~ Suggested homily/testimonial topics:

~ “First and Last Giving” - Youth Stewardship and Planned Giving

~ “Give like God” = God gave first and Christ gave it all for us – creating a spiritual culture of generosity

~ “Going All In” - Tithing and Percentage Giving with incremental increases

~ Parable of Talents - Give 3 parishioners $

~ A Tithing Sunday (bring 10% of that week’s income)

~ Zacchaeus Sunday - give 50% of what you have in your wallet/purse/pocket in church that Sunday

~ A 90 day tithing guarantee (100% refund for anyone regretting their tithing contribution)

~ Promoting culture of generosity – (prayer circles or external focus)

~ “To every season” - Campaigns around Seasons of Giving

~ “Seeing is believing” = Cast a Vision worthy of God and Christ’s church
~ Some similarities between Capital Campaigns and Stewardship Campaign

~ Both require integrity, accountability and transparency
~ Both should be focused on the Mission and Vision of abundance and life-changing ministries of the Parish (and not focused on negative messaging or solving problems)
~ Both should have a schedule (a beginning and an end)
~ Both should reach out to every parishioner
~ Both will return better results if they include personal solicitations (the mob is still wrong)
~ Both need a dedicated team
~ Both need really good materials
~ Both require repeated and personal thanking
Stewardship Campaigns vs. Capital Campaigns

~ Some big differences between Capital Campaigns and Stewardship Campaign

~ Capital campaigns are “all about the money,” whereas Stewardship campaigns are about all 3 Ts

~ Capital campaigns will have a beginning and an end focused on a specific project/building/improvements/etc., whereas Stewardship campaigns are a permanent way of life (and re-occur annually)

~ Capital campaigns should frequently begin with a “feasibility study” to ascertain how much can be responsibly raised over a period of years in calibrated bands of giving, whereas every parishioner should tithe/give a percentage of their income annually

~ Capital campaigns usually begin with a “quiet phase” where typically 80% of the money is pledged by 20% of the parishioners before the other 80% of faithful are solicited, whereas all stewards are solicited simultaneously
Establish a year-long stewardship schedule and campaign with extensive stewardship messages in many places from many voices.
12. Estate / Planned Giving

One of the greatest opportunities for financial security for a Parish is a specific estate/planned giving program.
Planned Giving

~ The vast majority of people (67%+) don’t know what planned giving means

~ Planned Giving is the process of making a significant charitable gift during a donor’s life, or at death as part of their estate plan

~ The number one reason why donors include a particular charity/cause in their wills is “because they were asked”
Planned Giving

~ Naming your church as the beneficiary of a life insurance policy is an easy way to give (and get a tax deduction)

~ Planned giving education, and a planned giving appeal, should be a part of your annual stewardship campaign and a regular bulletin message

~ Many estate planners/attorneys will offer free education programs for your parishioners
Planned Giving

For more information and materials: https://www.goarch.org/-/planned-giving

Join the Eternal Light Society

“...but lay up for yourselves treasures in heaven....”

REMEMBER YOUR CHURCH THROUGH

PLANNED GIVING
Develop and implement a Planned/Estate Giving program.
13. Transparency and accountability

Complete transparency and accountability is essential to having a successful Stewardship program.
1. **Transparency & Accountability increases generosity:**

“[A] significant increase in the public transparency, accountability, and institutionalized credibility of the many religious and charitable causes and organizations to which American Christians might consider giving money would have the real effect over time of considerably increasing the amount of money they give.”

2. Parishioners want more Transparency & Accountability:

“We asked the question in a number of different ways, and each time the answer came out the same. Parishioners want more say in how their parishes are run.... In parish financial matters they expect accountability and transparency.”

*Why Catholics Don’t Give ... And What Can Be Done About It*  (Huntington, IN: Our Sunday Visitor Publishing, 2006) (pps 128-129)
Transparency & Accountability

3. Transparency & Accountability is Biblical:

“In everything set them an example by doing what is good. In your teaching show integrity, seriousness and soundness of speech that cannot be condemned, so that those who oppose you may be ashamed because they have nothing bad to say about us.”

Titus 2:7–8

(For example: to honor Holy Scripture and avoid temptation, Reverend Billy Graham strove to be transparent in everything – going so far as to purchase advertising space in local newspapers to publish financial audits of his evangelistic tours)
4. Transparency & Accountability reduces opportunities for financial irregularities and:

“Sunlight is said to be the best of disinfectants; electric light the most efficient policeman.”

Supreme Court Justice Louis Brandeis
5. Absence does not make the heart grow fonder:

In today’s American society where Transparency & Accountability have become absolute expectations, the absence of Transparency & Accountability raises presumptions of improprieties
6. Productive conversations about money become easier:

Conversations in churches about Transparency & Accountability allow for a discussion of money in a productive way that can set the stage for a financial stewardship conversation.
Transparency & Accountability

~ A Parish should regularly, repeatedly and openly provide its financial and stewardship information to all of its stewards

~ The results of the annual audits of your Parish’s financial records should also be shared

~ Consider the transparency of placing your financial and stewardship statements on your website
~ All Parish Council members (and others involved in stewardship and financial matters) should annually go through financial “best practices” training

~ For example, the Metropolis of Atlanta “Good Financial Practices” presentation available here:

https://atlmetropolis.org/2017-presidents-meeting
Consistently communicate all stewardship, financial and other Parish information with complete integrity, accountability and transparency.
14. Small Groups

A small group ministry is one of the most effective ways to create a loving church community of stewards.
The Power of Small Groups

~ Up to 10 people who gather weekly at homes to explore important spiritual topics and help each other deal with personal life issues

~ Discuss that week’s Holy Scripture or other spiritual message

~ Discuss whatever life is dealing them
The Power of Small Groups

• It is Orthodox even though non-Orthodox have proven its validity

“For where two or three gather in my name, there am I with them.”

Matthew 18:20

“And let us 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...”

Hebrews 10:24-25
10 Benefits of Small Groups¹

1. Life change happens best in small groups
2. Small groups make churches personal
3. Small groups provide a nearly unlimited leadership development pipeline
4. Off-campus small groups provide nearly unlimited space at optimum times
5. “Come over to my house” is a much easier invitation than "come with me to church."
6. Small groups provide the best opportunity for one-anothering
7. Small groups can provide a sense of family for many whose biological family lives far away
8. I can ask questions in a small group
9. Small groups make it possible for more people to be cared for between Sundays
10. Small groups provide an ever-expanding network for communication and impact

¹ Mark Howell, founder of SmallGroupResources.net and the pastor of discipleship communities at Canyon Ridge Christian Church. See full article and references at: https://ministrytodaymag.com/outreach/discipleship/20558-10-powerful-benefits-of-a-small-group-ministry
A key to a growing Parish is to increase “Social Capital”

Social Capital =

1. the collective value of everyone you know (your “social networks”)

2. the desire to do things for each other that our networks foster (“reciprocity”)
The Power of Small Groups

Pastor Andy Stanley of North Point Community Church

“Community is so important to your spiritual life because you can’t grow spiritually unless you’re connected relationally.”

“God designed you that way.”

“He wants to use other people to grow you, and he wants to use you to grow other people.”
The Power of Small Groups

Watch the following video to hear how small groups facilitate Social Capital and promote intimacy and a sense of community within a church:

“Circles Are Better Than Rows.”

http://northpoint.org/messages/preventative-circles/)
Small groups helped transform Nativity Church by tripling their weekend church attendance and yielding increased giving, flourishing ministries, and a vibrant and solid spiritual revival.

Especially read chapter 9
“Small Communities” (small groups or mid-sized groups) have transformed St. Benedict Church into caring and loving sub-communities within the whole of their church community.

“The bigger a parish is, the smaller it must become.”

Especially read pages 168-176
Additional Small Groups Ministry Resources

• Donahue, Bill; Robinson, Russ; Building a Church of Small Groups: a place where nobody stands alone, Willow Creek Association, Zondervan, 2001.

• Donahue, Bill; Robinson, Russ; Building a Life Changing Small Group Ministry: A Strategic Guide for Leading Group Life in Your Church (Groups that Grow), Willow Creek Association, Zondervan, 2012.

• Donahue, Bill; Leading Life Changing Small Groups (Groups that Grow), Willow Creek Association, Zondervan, 2012.


• Donahue, Bill; Robinson, Russ; Walking the Small Group Tightrope: meeting the challenges every group faces, Willow Creek Association, Zondervan, 2003.


Additional Small Groups Ministry Resources

- Bunch, Cindy; Small Group Idea Book: Resources to Enrich Community, Worship, Prayer, Nurture, Outreach, InterVarsity Press, 1996.


- Block, Peter, Community, the Structure of Belonging, Berrett-Koehler Publ, 2009


Additional Small Groups Ministry Resources

• Hybels, Bill, Marriage: Building Real Intimacy, InterActions small group series (6 sessions), Willow Creek Association, Zondervan, 1996.

• Hybels, Bill, Jesus: Seeing Him More Clearly, InterActions small group series (6 sessions), Willow Creek Association, Zondervan, 1997.


• Reapsome, James & Martha; Marriage: God’s Design for Intimacy - 12 Studies for individuals or groups, A LifeGuide Bible Study, InterVarsity Press, 1986

Create and implement a “Small Group Ministry” program.
15. It takes a TEAM

A Stewardship ministry requires a separate and dedicated ministry team
If you do not have a committed, trained, enthusiastic and disciplined Stewardship TEAM, your stewardship ministry and results will not be as great or sustainable and will eventually experience difficulties.

It Takes a Team
“So we, being many, are one body in Christ, and every one members one of another.”
“Two are better than one, because they have a good return for their labor:

If either of them falls down, one can help the other up.

But pity anyone who falls and has no one to help them up.”

Ecclesiastes 4:9-10
Stewardship Team

~ Recruit the number of Stewardship “Ambassadors” that is more than 10% of the number of your steward “units”

~ Each Ambassador takes care of themselves and solicits 9 other steward units

~ All Parish Board/Council members are Ambassadors

~ Parish clergy and all Ministry Heads are Ambassadors

~ Train all Ambassadors on how and what to solicit (emphasize time, talents and engagement)
Stewardship Team

~ Some team members can be in charge of written communications (e.g., regular stewardship messages, thank you letters, welcome packages, etc.)

~ Some team members have to provide regular updates to the Parish

~ The Stewardship committee should regularly brief the Parish Council

~ One trusted team member should be the only one who sees the actual pledges
Stewardship Team

~ Proposed Stewardship Team Leads:

1. Team leader
2. Stewardship communications
3. Welcoming ministry leader
4. Thanking ministry leader
5. Small Groups ministry leader
6. Stewardship campaign leader
7. Planned giving leader
8. Youth stewardship leader
9. Ambassador training leader
10. Stewardship data analysis
Recruit and train a full stewardship team to perform all of the various activities and functions.
Part 6
Conclusions
Today’s Big Idea

Engagement
The Bottom Line (review)

- WE ARE LIVING IN EXPONENTIAL TIMES
- Church membership is declining
- Church sacraments are declining
- Church contributions are declining
- Church member spirituality is declining
- Church relevance is declining
- Church stewardship is declining
- Church disengagement by youth is increasing
- Church member deaths are increasing
- Church dependence on Festivals, special events and rentals is increasing
“If the rate of change on the outside exceeds the rate of change on the inside, the end is near.”

“Change before you have to.”
The Great Commission

“Go therefore and make disciples of all the nations

...baptizing them in the name of the Father and the Son and the Holy Spirit, teaching them to observe all that I commanded you..."
Stewardship Calling Effective Church Model

Institutional

Effective Worship Experience

Worship

Consensus Vision and Strategic Plan

Vision

Engaged Disciples

Disciples

Culture of True Stewardship

Stewardship

Individual
4 Kinds of Orthodox Christians

~ You need different strategies for each of the 4 categories of Orthodox Christians

<table>
<thead>
<tr>
<th>Passion for the Faith</th>
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<td>Intentional Orthodox Convert</td>
<td>Born Non-Orthodox</td>
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<tr>
<td>Incidental Cradle Orthodox</td>
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<tr>
<td>Incidental Orthodox Convert</td>
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15 Culture of True Stewardship Practices

1. Stewardship & Generosity
2. Leadership Alignment
3. Tithing
4. Time First
5. It’s personal
6. Engagement
7. Welcoming
8. Thanking
9. Youth
10. Messaging
11. Campaigns
12. Estate Giving
13. Transparency & Accountability
14. Small Groups
15. Team
1. Based on the **HOLY SCRIPTURE** definitions of Stewardship, and the **SCIENCE of GENEROSITY STUDIES**, implement specific actions and communication strategies to create and teach a culture and social network of generosity and attitude of abundance in your Parish.

2. Ensure consensus **ALIGNMENT OF ALL KEY LEADERS** and stakeholders to your new stewardship program.

3. Begin a **TITHING** and Percentage Giving Program.

4. Develop and implement a stewardship program that focuses more on **SOLICITING TIME AND ENGAGEMENT** in the ministries of the church.
5. Design and implement a process that would work in your Parish to PERSONALLY SOLICIT every steward.

6A. Adopt/adapt one of the 3 best personal solicitation approaches to PERSONALLY reach every steward:
   Plan A - In home personal visitations
   Plan B - In home group gatherings
   Plan C - Personal telephone calls.

6B. Implement a COUNCIL OF MINISTRIES and engage all your faithful in at least one Ministry.

7. Establish a Welcoming Ministry and create a “TOTAL WELCOMING EXPERIENCE.”
8. Establish a Thanking Ministry and create a strong “CULTURE OF THANKING.”

9. (1) Establish an effective YOUTH STEWARDSHIP PROGRAM; (2) HIRE A FULL-TIME PARISH STAFF person to focus on youth and emerging adults: (a) religious education; (b) church engagement; and (c) stewardship training. Establish an effective youth stewardship program and hire a full-time Parish staff person to focus on youth and emerging adults.

10. Develop the processes and systems to REGULARLY AND PUBLICLY COMMUNICATE your stewardship message with integrity, accountability and transparency all stewardship, financial and other Parish information.
Effective Parish “To Do” Review

11. Establish a YEAR-LONG STEWARDSHIP schedule and CAMPAIGN with extensive stewardship messages in many places from many voices.

12. Develop and implement a PLANNED / ESTATE GIVING program.

13. Consistently COMMUNICATE all stewardship, financial and other Parish information with INTEGRITY, ACCOUNTABILITY AND TRANSPARENCY.

14. Create and implement a “SMALL GROUP MINISTRY” program.

15. Recruit and train a full STEWARDSHIP TEAM to perform all of the various activities and functions.
AND NOW A WORD FROM OUR SPONSOR
This presentation is available in the Stewardship Tab at: http://stewardshipcalling.com/stewardship-training/

Igniting The Flame of Stewardship Training

How do we transform our faithful to be more generous stewards and create a culture of true stewardship in our churches? A Parish that practices true Christian stewardship is on fire and can achieve the unimaginable and experience no financial or operational challenges as it strives to emulate the kingdom of God. After 11 years of research of best practices, and hundreds of presentations and implementations, as it turns out, there are 15 critical steps.

The new Igniting The Flame Of A Culture Of True Stewardship is now available to lead that transformation. Every Parish leader and Priest must ensure that his or her Parish practices true Christian stewardship and gives every parishioner the opportunity to give their best.
www.atlstrategicplan.org

Igniting The Flame Of A Culture Of True Stewardship can also be found under the Completed Material tab.
5th Sunday Stewardship Calling
8:00 p.m. - 9:30 p.m. (4-29-18; 7-29-18; 9-30-18; 12-30-18)

Starting in 2018
1. Weekly 15 minute stewardship podcast;
2. Monthly 1 hour interactive stewardship ZOOM webinar

http://stewardshipcalling.com/internet-radio/

(for ZOOM webinar, email Bill@stewardshipcalling.com)
AND NOW BACK TO OUR REGULARLY SCHEDULED PROGRAMMING
“You received without paying, give without pay.”

Matthew 10:8
“Leaders of a Church will either be risk takers, caretakers or undertakers.”

Pastor Rick Warren
“Your life does not get better by chance. It gets better by change”

Jim Rohn
“A dream is just a dream.

A goal is a dream with a plan and a deadline.”

Harvey Mackay
“You must be the change you wish to see in the world.”

Mahatma Gandhi
“Logic will get you from A to B.

Imagination will take you everywhere.

Imagination is more important than knowledge.”

Albert Einstein
“The best time to plant a tree was 20 years ago. The second best time is today.”

Old Chinese Proverb
“Either lead, follow or get out of the way.”

- Ted Turner
- General George S. Patton
- Lee A. Iacocca
- Thomas Paine
- Bill Marianes
“Then he said to his disciples, ‘The harvest is plentiful but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field.’”

Matthew 9:37-38
“That the end of our lives may be Christian, without pain, blameless and peaceful, and for a GOOD ACCOUNT BEFORE THE AWESOME JUDGMENT SEAT OF CHRIST”
Daily, we should work toward a:

“GOOD ACCOUNT BEFORE THE AWESOME JUDGMENT SEAT OF CHRIST”
What was Albert Einstein’s greatest contribution?

E=mc²

“NOTHING HAPPENS UNTIL SOMETHING MOVES”
The Marianes Corollary

“NOTHING HAPPENS UNTIL SOMEBODY MOVES”
You have now been called as one of the 70 Disciples

Luke 10:1
Culture of Stewardship Presentation Appendices and Resources
One Stop
Always Free - Forever
Stewardship Resource

www.stewardshipcalling.com
You can watch or download 4 different Stewardship videos at: http://stewardshipcalling.com/videos/

You can download several Stewardship PowerPoint presentations http://stewardshipcalling.com/training/
Summary of the 4-P Approach to Building a Consensus Vision and Effective Strategic Plan

Church Strategic Planning - Sunday October 20, 2016

http://stewardshipcalling.com/internet-radio/
The Keys to Stewardship for Youth and Adults – Science of Generosity Studies

Youth and Emerging Adults Programs - Sunday April 30, 2017

http://stewardshipcalling.com/internet-radio/
Stewardship Reading List

- The Passionate Steward: Recovering Christian Stewardship thru Success Fundraising by Michael G. Harkey, Ph.D.
- The First and Finest: Orthodox Christian Stewardship as Sacred Offering by Rev. Fr. Robert Helter, DMin.
- Hank Rosso’s Achieving Excellence in Fund Raising
- Not Your Parents’ Offering Plate: A New Vision for Financial Stewardship by J. Clif Christopher
Oriented Leadership: Why All Christians Need It  Benjamin D. Williams and Michael T. McKibben

The First and Finest: Orthodox Christian Stewardship as Sacred Offering  V. Rev. Robert Holet

The Passionate Steward: Recovering Christian Stewardship from Secular Fundraising  Michael O’Hurley-Pitts

Hank Rosso’s Achieving Excellence in Fund Raising  2nd Edition  Eugene R. Tempel

Not Your Parents’ Offering Plate: A New Vision for Financial Stewardship  J. Clif Christopher
Stewardship Reading List

Change your stewardship communications and solicitation program after reading the following books:

1. **The Paradox of Generosity**
   - Christian Smith & Hilary Davidson
   - **Giving We Receive, Grasping We Lose**

2. **Passing the Plate**
   - Christian Smith, Michael O. Emerson, with Patricia Snell
   - **Why American Christians Don’t Give Away More Money**
Stewardship Reading List

Read: Better Together

- A welcome package is not enough
- Connect them with someone similar who escorts them into the life of your church family

Especially read chapter 6
Read **Rebuilt**: where a comprehensive Welcoming ministry transform Nativity Church by tripling their weekend church attendance and yielding increased giving, flourishing ministries, and a vibrant and solid spiritual revival.

Especially read chapter 6
Check out the following youth resources and change your ministries accordingly:

(1) The National Study of Youth and Religion information can be found here: http://youthandreligion.nd.edu/

(2) "Soul Searching: The Religious and Spiritual Lives of American Teenagers" that can be found here: https://www.youtube.com/watch?v=iRCaQlr9ooU
Read: Mega Gifts and especially the part on effective personal communications with integrity.
Small groups helped transform Nativity Church by tripling their weekend church attendance and yielding increased giving, flourishing ministries, and a vibrant and solid spiritual revival.

Especially read chapter 9
“The Rebuilt Parish Association provides resources, events and advice to help Catholic parishes thrive.”

(editorial note: most of which would work in Orthodox parishes also)

https://www.rebuiltparishassociation.com/
“Small Communities” (small groups or mid-sized groups) have transformed St. Benedict Church into caring and loving sub-communities within the whole of their church community.

“The bigger a parish is, the smaller it must become.”
Divine Renovation – 5-part Interview with Fr. Mallon

- **Video 1:**
  https://www.youtube.com/watch?v=C18Vol28-2U&spfreload=1
- **Video 2:**
  https://www.youtube.com/watch?v=pRbAuzhaA9Q
- **Video 3:**
  https://www.youtube.com/watch?v=d_Q3Vnrgshg
- **Video 4:**
  https://www.youtube.com/watch?v=hNw5xvTfe0s
- **Video 5:**
  https://www.youtube.com/watch?v=vfTT1d2JlTY
Watch the following video to hear how small groups facilitate Social Capital and promote intimacy and a sense of community within a church:

“Circles Are Better Than Rows.”

http://northpoint.org/messages/preventative-circles/
Culture of True Stewardship

Stewardship...

...what you do with ALL the gifts God gave you