



# *Igniting The Flame Of True Orthodox Christian Stewardship*

*(Part 1 of 2 – Modules 1-4)*

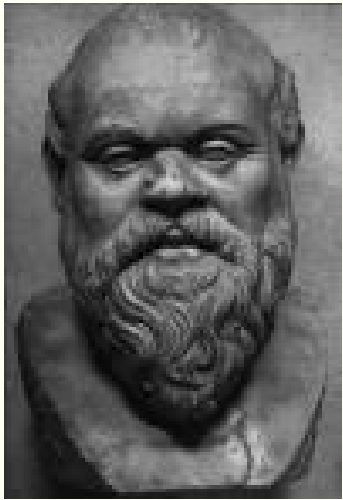
**“For everyone to whom much is given, from him much will be required.”  
Luke 12:48**

**Bill Marianes**

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# The Wisdom Of Socrates



**You can not teach adults  
new things.**

**You can merely create  
an environment where  
they discover the truth  
for themselves.**



# Today's 2 Questions

## 1. Do you believe in John 3:16

*“For God so loved the world,  
that He gave His only begotten Son,  
that whosoever believeth in Him  
should not perish, but have everlasting life.”*

## 2. Are you ready?



# **Begin With The End in Mind** **(The Moral of the Story)**



## **Three Stewardship Principles**

- ~ W<sup>2</sup>**
- ~ The Mob Was Wrong**
- ~ PPS**

## **Two Stewardship Tactics**

- ~ RO+E**

## **The New Parish Paradigm**

- ~ an MBO through COM**





# Paradigms



- ~ **Generalized patterns or rules we live by that we use to screen data**
- ~ **Today's goal is for you to experience a paradigm shift (significant change) in your view of your stewardship**



# **Today's Desired Paradigm Shift**



- ~ Everything I thought I knew about church stewardship was wrong!**
- ~ Stewardship is not primarily about raising money**
- ~ Stewardship is a spiritual expression of faith and ultimately implicates salvation**
- ~ Stewardship = Thanksgiving**



# **Today's Desired Paradigm Shift**

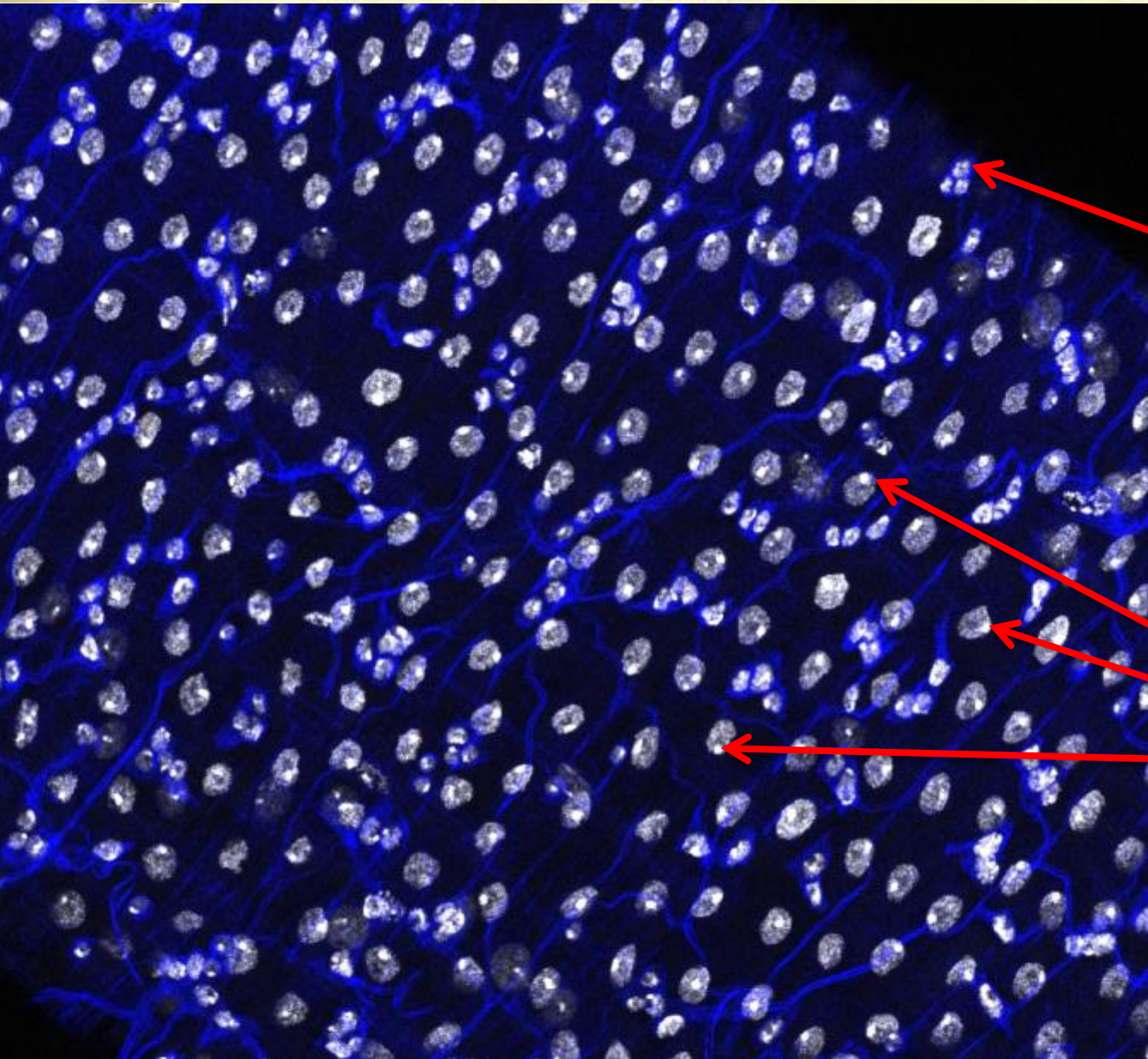


- ~ You have a unique genetic composition, unique upbringing and unique skills and gifts**
- ~ Thus, you have a unique stewardship calling**
- ~ The 2 most important days of your life are:
  - 1. The day you were born**
  - 2. The day you figure out why****





# What You Are Made Of



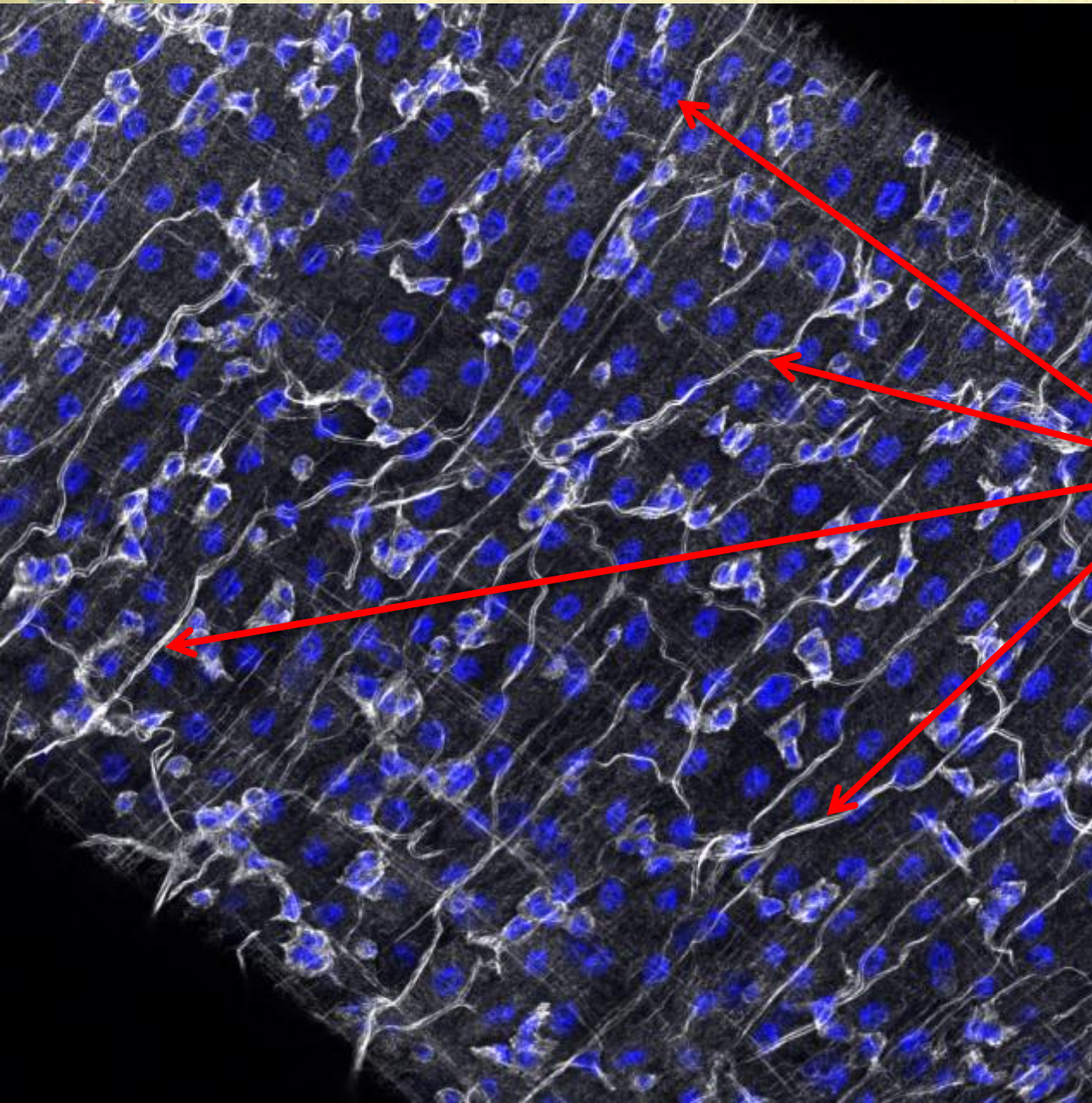
**stem cell clusters  
– that can self-  
renew to create  
more cells**

**white dot = DNA**





# What You Are Made Of



**Enteric Neurons**  
- pipelines to  
your brain





# Your Stewardship Calling

**“BRETHREN, having gifts that differ according to the grace given to us, let us use them...**

**if service, in our serving; he who teaches, in his teaching... he who contributes, in liberality; he who gives aid, with zeal; he who does acts of mercy, with cheerfulness...”**

**St. Paul's Letter to the Romans 12:6-14**



# **Your Stewardship Calling**

**“The Lord said... He who does not take his cross and follow me is not worthy of me...”**

**Matthew 10:38**





# **Part 1**

## **The Challenge - Real Stewardship Statistics**



# The Challenge



- We have a SIN challenge
  - ~ Spirituality challenge
  - ~ Income challenge
  - ~ Numbers challenge
- The root cause of many Parish challenges is a actually stewardship problem  
(i.e., people neither understand nor practice true stewardship of our time, talents, treasures and tithes)





# 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



# Spirituality, Income Numbers Stewardship and Demographic Statistics <sup>1</sup>

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<sup>1</sup> This next module includes some financial stewardship and related economic and demographic information, and does not exclusively deal with the more important spiritual aspects of our stewardship ministry. As such, some business and fundraising terms will be used with no desire to demean the more significant spiritual and service stewardship objectives we should pursue.



# Selected “Spirituality” Challenge Facts





# Thought-Provoking Question

- **You get what you measure!**
- **You are measuring your financial stewardship results.**
- **How are you measuring if you are improving the spirituality and engagement of your parishioners?**



# Laity Spirituality Challenges



**“Despite having more born-again Christians today than 10 years ago, America is spiritually stagnant”<sup>1</sup>**

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<sup>1</sup> State of the Church report by the Barna Research Group (BRG) from a nationwide study of the country's faith practices and perspectives



# Laity Spirituality Challenges<sup>1</sup>



- “Regular Bible reading dropped over the last decade from 45% to 37%.
- Volunteering at church declined from 27% to 20% over the same decade.
- Church attendance has slipped from 49% to 42% percent.
- 40% of Christians do not attend church or read the Bible in a typical week
- 70% of Christians are not involved in a small group that meets for spiritual purposes
- There are more than 10 million Christians who are un-churched”

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<sup>1</sup> State of the Church report by the Barna Research Group (BRG) from a nationwide study of the country's faith practices and perspectives





# Gallup Church Spirituality Studies



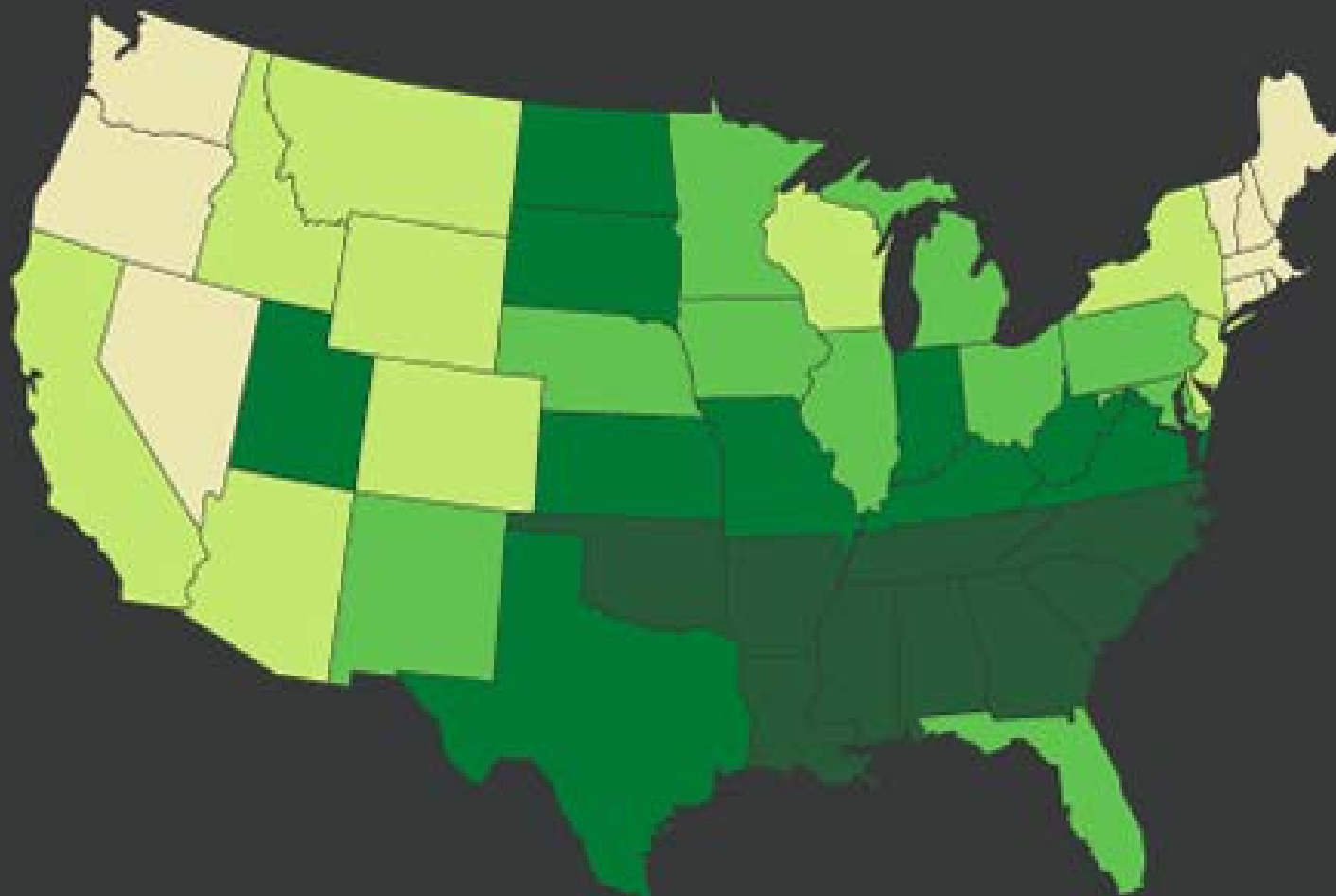
# Where You Live Matters



## State of the States *Importance of Religion*

- Most Religious
- More Religious
- Average
- Less Religious
- Least Religious

GALLUP POLL





# The Importance of Religion

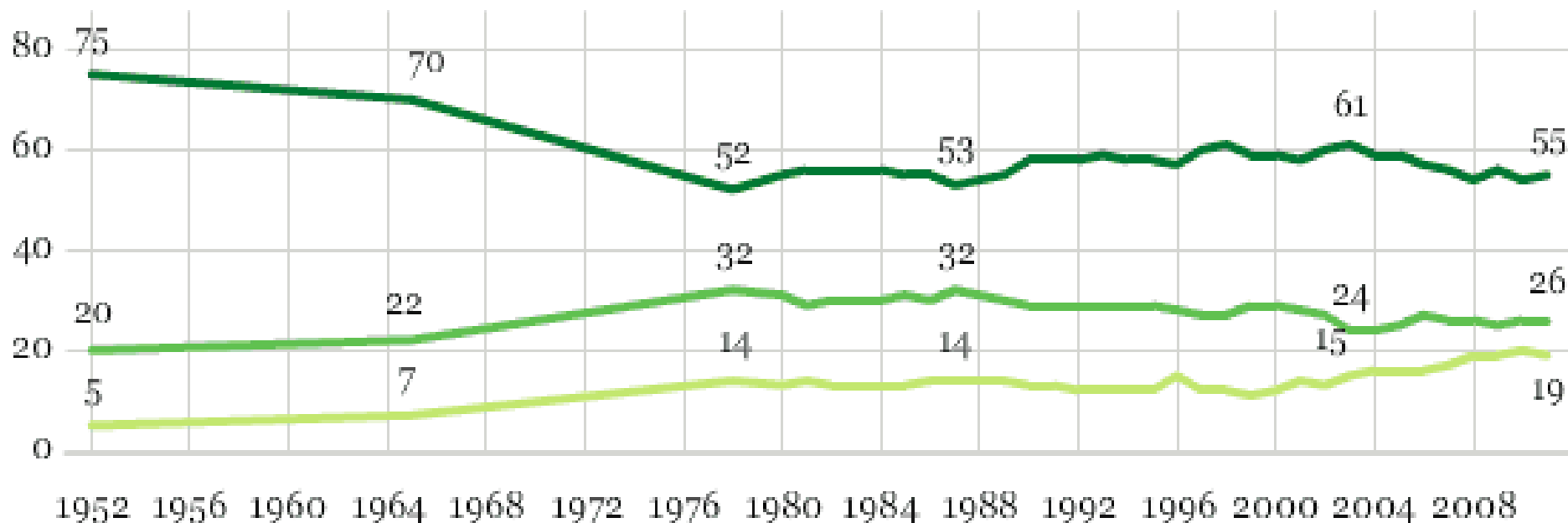
*How important would you say religion is in your own life -- very important, fairly important, or not very important?*

Annual averages

■ % Very important

■ % Fairly important

■ % Not very important







# Factors in the Downward Slide in Mainline Churches<sup>1</sup>



1. “Any church that places few demands on its congregants, and does not pay attention to the ultimate questions of faith, will find itself on the sidelines.”
2. “Another factor in the decline was the lack of emphasis on evangelism or invitation among mainline churches, in contrast to evangelical churches.”

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<sup>1</sup> In *Vanishing Boundaries: The Religion of Mainline Protestant Baby Boomers*, by Dean R. Hoge, Benton Johnson, and Donald Luidens



# **Factors in the Downward Slide in Mainline Churches<sup>1</sup>**



- **The level of "engagement" among congregations is of key importance.**
- **The role of engagement within congregations has very little to do with theology or doctrine, but has a great deal to do with the interactive engagement level of members.**

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<sup>1</sup> Al Winseman, Gallup's Global Practice Leader in Faith Communities



# **Factors in the Downward Slide in Mainline Churches<sup>1</sup>**



**“From all of the data the following steps are important if a particular denomination seeks to experience growth in the depth and breadth of its followers in the years ahead:**

- 1. Focus on ultimate questions of faith**
- 2. Place certain demands on congregants and "engage" them**
- 3. Build youth programs**
- 4. Stress a program of evangelism and invitation”**

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<sup>1</sup> Results of a nationwide US survey throughout 2002 conducted by the Gallup organization





# The Youth Challenge Facts



**The “millennial generation” (born after 1980) is “less religiously affiliated” than any previous generation.**

**One in four Americans aged 18-29 do not affiliate with any particular religious group.**

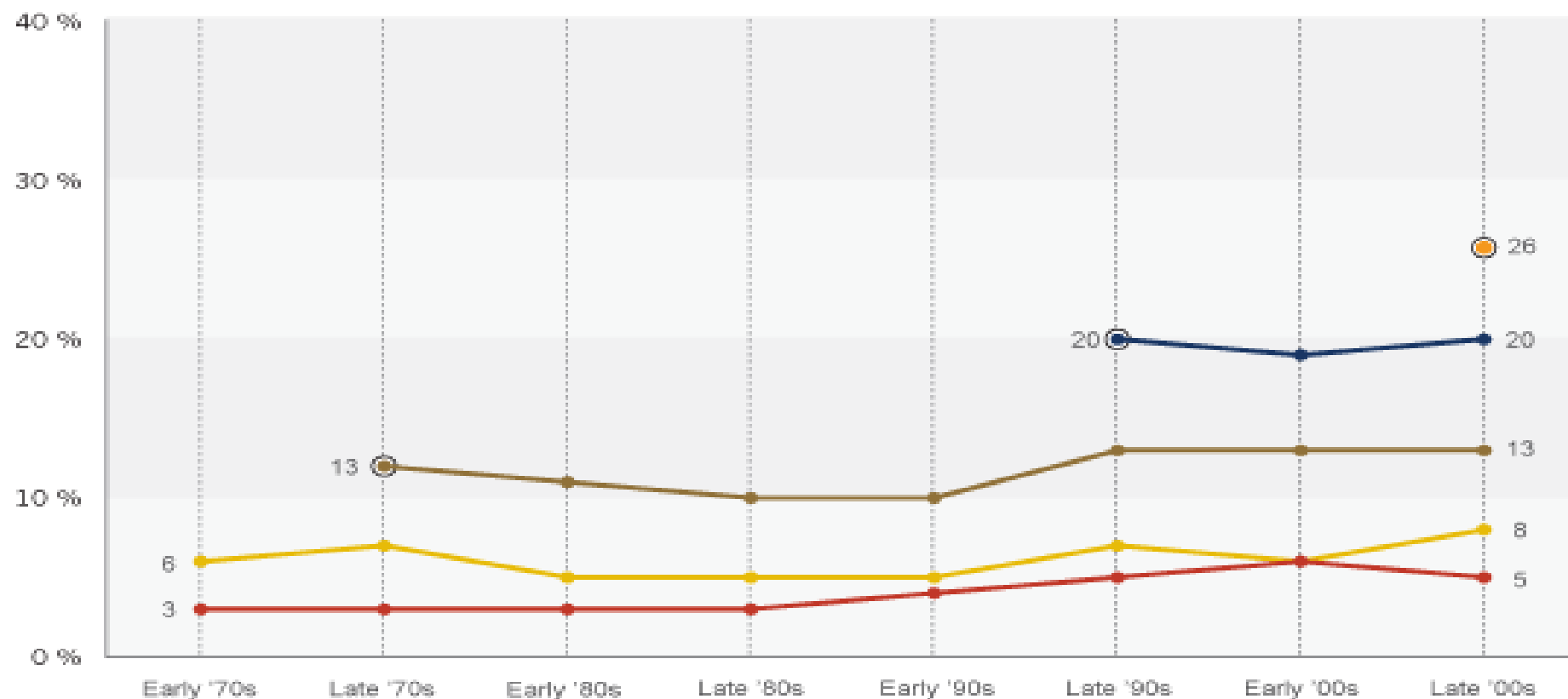
***Millennials are twice as unaffiliated as Baby Boomers (born between 1946 and 1964) were at the same age.***

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<sup>1</sup> Religion in the Millennial Generation (2010) and U.S. Religious Landscape Survey (2007), Pew Forum on Religion & Public Life of the Pew Research Center.

# Young People Less Religiously Affiliated

*Percent unaffiliated with a religion, by generation*



**Source:** General Social Surveys.

**Question Wording:** What is your religious preference?

Is it Protestant, Catholic, Jewish, some other religion or no religion?

- Millennial (born 1981 or later)
- Gen X (born 1965-80)
- Boomer (born 1946-64)
- Silent (born 1928-45)
- Greatest (born before 1928)
- Indicates point when generations were at comparable ages



# **The Big 4 Youth Questions/Challenges**



1. Are there any colleges or universities in this area?
2. Do any Orthodox students from outside this area attend any of these colleges or universities?
3. Do you know all of them?
4. What are you going to do about it?





# Clergy Training Challenges



- **“Clergy in America have not been sufficiently trained as CEO’s of institutions to be comfortable and conversant with contemporary fundraising technology and techniques.”<sup>1</sup>**
- **US clergy study: “77% of U.S. Clergy are very or extremely satisfied with their seminary training on theological and liturgical issues, but a mere 7% are similarly satisfied with their training on financial duties.” <sup>2</sup>**
- **85% of clergy are not trained in the theory of stewardship and had no books on Christian stewardship in their libraries<sup>3</sup>**

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<sup>1</sup>Robert Evans, of Giving USA’s editorial review board

<sup>2</sup>“Clergy As Reluctant Stewards of Congregational Resources”, Daniel Conway, 1999; “Financing American Religion”

<sup>3</sup>Christian Stewardship Association; Barna Research Group; Empty Tomb; Giving USA Foundation



# **Selected “Income” Financial Stewardship Challenge Facts**



# Church Giving Decreases in 2011<sup>1</sup>

- Individual charitable donations rose nearly 4% in 2011
- Individual donations to churches and religious bodies dropped by 1.7% -- a decrease for the 2<sup>nd</sup> year in a row.

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<sup>1</sup>Giving USA report, compiled by the Indiana University Center on Philanthropy and released Tuesday (June 19)





# Church Giving Decreases in 2011<sup>1</sup>

- “The proportion of the charitable donations going to religious groups has been falling steadily for decades.”
- The reasons for the decline include:
  - (1) increased competition from a proliferating number of non-religious organizations;
  - (2) a decrease in church attendance;
  - (3) a general lack of sophistication within religious institutions regarding fundraising.”

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<sup>1</sup>Robert Evans, of Giving USA’s editorial review board



# Charitable Giving Facts

- People are giving a lower percent of income to churches in the 2000's than they did either during the Great Depression or the 1920's
- The number of nonprofit 501(c)(3)s soliciting volunteers and funds almost doubled, but the number of U.S. churches remained the same
- In 1985, religious entities received 53% of charitable donations but by 2007 churches received only 33% of charitable donations



# Charitable Giving Facts



1. *“Nearly all the parishioners we interviewed said that they in fact could give more than they do and believe that they should give more.”*<sup>1</sup> (i.e., our parishioners can, and do want to, give more)
2. *“The number one reason that both pastors and parishioners cited as the major barrier to Christian generosity is the individualistic, consumerist nature of American society.”*<sup>1</sup> (i.e., our “Burger King” mentality is a detriment)
3. **The annual value of charitable gifts from those who attend church weekly is \$2,210 versus only \$642 for who only attend a few times or have no religion.** (i.e., getting our parishioners engaged in church also helps our fundraising)<sup>3</sup>

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1 Passing the Plate – Why American Christians Don't Give Away More Money, Christian Smith, Michael O. Emerson with Patricia Snell

2 *“Clergy As Reluctant Stewards of Congregational Resources”*, Daniel Conway, 1999; *“Financing American Religion”*, Walnut Creek, CA: AltaMira

3 Who Really Cares - America's Charity Divide Who Gives, Who Doesn't, and Why It Matters, Arthur C. Brooks





# The Facts



Based on nation-wide US church stewardship research<sup>1</sup>:

- 90% of churches have no stewardship plan
- On average Americans spend:
  - 50 hours per week working
  - 12 hour per week watching TV
  - 1 hour per week on religious or volunteer activities
- 37% of church goers give \$0 to the church

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<sup>1</sup> Christian Stewardship Association; Barna Research Group; Empty Tomb; Giving USA Foundation



# Charitable Giving Facts



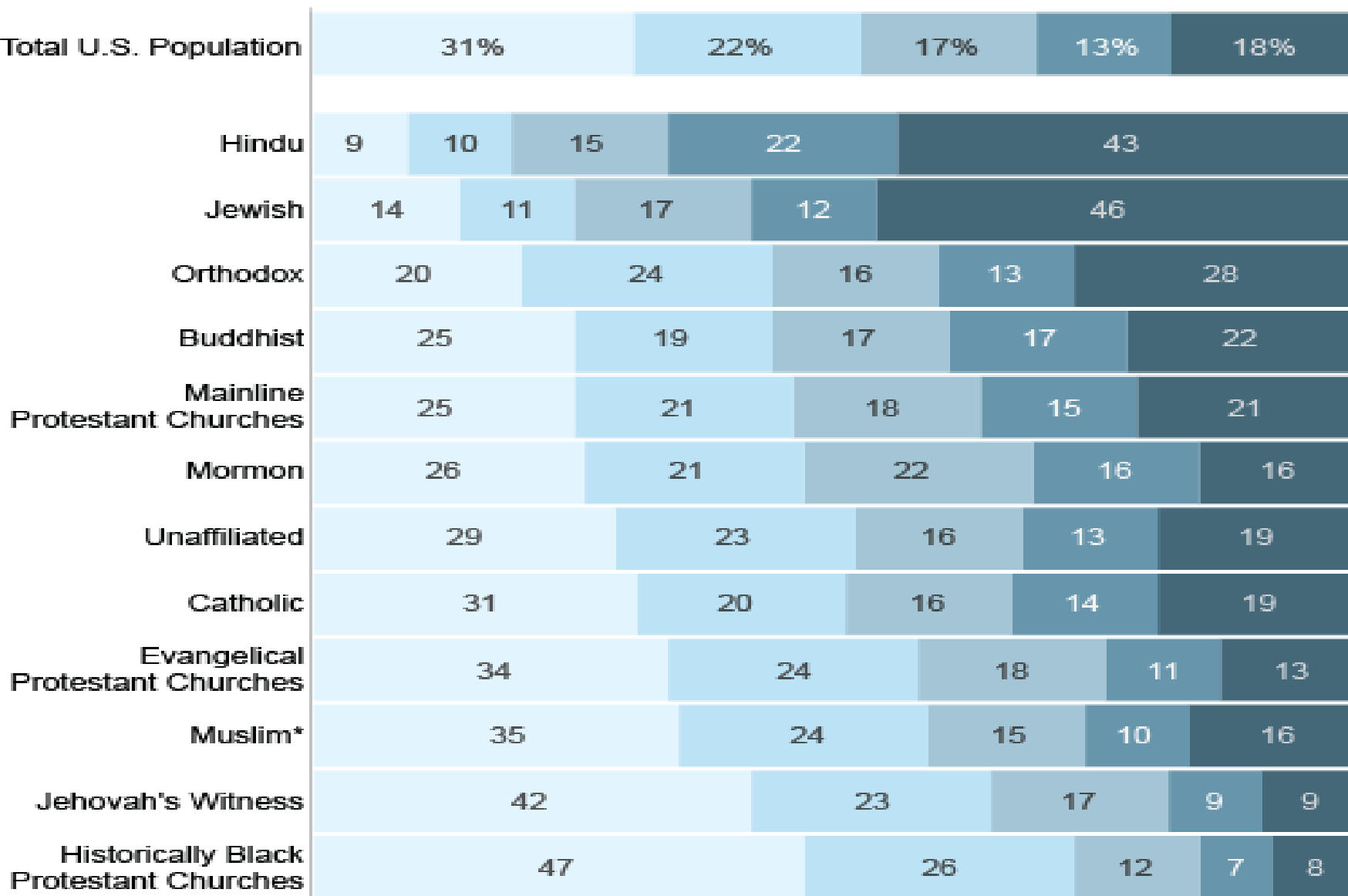
- 1. Historically, recessions have little effect on religious giving.<sup>1</sup>**
- 2. “...congregations with fewer committees are the most likely to struggle finding people to serve... regardless of size.”<sup>2</sup>**

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<sup>1</sup> See: (a) Giving During Recessions and Economic Slowdowns” written and researched by the Center on Philanthropy and available from the Giving USA Foundation: (b) “Weathering an Uncertain Economy”, in “Philanthropy Matters,” The Center on Philanthropy at Indiana University, Volume, 16, Issue 2, 2008, p. 5. (c) “Giving USA Spotlight”, Issue 3, 2008, p. 1; (d) Independent Sector, “Giving in Tough Times: The Impact of Personal Economic Concerns on Giving and Volunteering.” 2003.

<sup>2</sup> American Congregations 2008 Study - “Fact 2008 Study” - Cooperative Congregational Studies Partnership (14,301 places of worship surveyed)

Percentage of each group making...







# General Statistical Averages<sup>1</sup>

## INCOME TOTALS

- **Stewardship** = 52%
- Disguised Stewardship = 20%
- NO (Non-Orthodox) Income = 28%

## EXPENSE TOTALS

- Personnel + Office = 52%
  - Occupancy = 30%
  - Other = 18%
- 82%

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<sup>1</sup> This is a compiled statistical average from many different parishes of different sizes from many different Metropolises and areas. This sample is constantly being updated, but the percentages are not changing materially, except for slight decreases in Stewardship and slight increases in Non-Orthodox income.



# Charitable Giving Facts



1. Total 2010 reported income from all U.S. Greek Orthodox Archdiocese parishes was \$230,654,324
2. On average, less than 52% of our church income comes from stewardship. Our 550+ Parishes generated approximately \$119,940,248 from stewardship
3. Depending on how many stewards we have<sup>1</sup>, our average per steward per year contribution is:  
\$ 80 (assuming 1.5M individual parishioners);  
\$120 (assuming 1M individual parishioners); or  
\$218 (assuming 0.55M individual parishioners).

<sup>1</sup> The Archdiocese previously reported total church membership of 1,500,000 parishioners. Recently, the Archdiocese Council was told the number might be closer to 1,000,000, while an independent researcher recently concluded that in 2009 there were only 550,000 U.S. Greek Orthodox Christians.



# Greek Orthodox Archdiocese and U.S. Christian Charitable Giving Statistics<sup>1</sup>



	<u>\$</u>	<u>%</u>
Best case 2010 stewardship of <u>Greek Orthodox</u> <u>Archdiocese</u> Parishioners average =	<b>\$218</b>	--
<u>U.S. Christian</u> average =	<b>\$880</b>	<b>+403%</b>
<u>U.S. Evangelical Protestant</u> average =	<b>\$1,165</b>	<b>+534%</b>

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<sup>1</sup> All numbers are per person - per year direct financial stewardship contributions





# That Was Then - This Is Now



	<b><u>THEN</u></b> <b><u>(Yiayia and Papou)</u></b>	<b><u>NOW</u></b> <b><u>(Us)</u></b>
<b>Education</b>	<b>Limited / informal</b>	<b>4th highest in U.S.</b>
<b>Income</b>	<b>Immigrants (laborers/merchants)</b>	<b>3<sup>rd</sup> highest in U.S.</b>
<b>Average Tray Contribution</b>	<b>\$1</b>	<b>\$1 *</b>
<b>Budget % from Non-Parishioners</b>	<b>0%</b>	<b>28%</b>

\* \$1 in 1922 = \$13.70 in 2012 due to inflation

\$1 in 1960 = \$ 7.52 in 2012 due to inflation



# **Today's 2 Bonus Questions**



- 1. What was the “most impactful” invention of Greek Americans to “save” our churches?**
- 2. When did we invent it?**



# Today's Bonus Answer



**1. The Greek Festival**



**2. Invented in the late 1970's  
and early 1980's**





# Selected “Numbers” Challenge Facts



# Pew Forum U.S. Religious Landscape Survey



- ... constant movement characterizes the American religious marketplace, as every major religious group is simultaneously gaining and losing adherents.
- Religion in the United States is often described as a vibrant marketplace where individuals pick and choose religions that meet their needs, and religious groups are compelled to compete for members.



# **The Latest Church Growth Statistics<sup>1</sup>**



- **“Overall, total U.S. church membership declined by 1.05% over 2010 to 145,838,339 members.”**
- **"The direction of membership (increases or decreases) remains very stable." (i.e., churches which have been growing in recent years continue to grow, and churches declining in recent years continue to decline.)**

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<sup>1</sup> National Council of Churches' 2011 Yearbook of American & Canadian Churches





# Major Denominations That Are Declining



# **“Top 25” Denominations Reporting 2010-11 Membership Decreases**



2. **Southern Baptist Convention** (16,160,088 members) **down 0.42%.**
3. The **United Methodist Church** (7,774,931 members) **down 1.01%**
7. **Evangelical Lutheran Church in America** (4,542,868 members)  
**down 1.96%**
10. **Presbyterian Church** (U.S.A.) (2,770,730 members) **down 2.61%**
13. **The Lutheran Church – Missouri Synod** (2,312,111 members)  
**down 1.08 %**
14. **The Episcopal Church** (2,006,343 members) **down 2.48 %**
19. **American Baptist Churches** in the U.S.A. (1,310,505 members)  
**down 1.55%**
21. **United Church of Christ** (1,080,199 members) **down 2.83%**



**But Some Major Denominations  
Are Increasing**





# **“Top 25” Denominations Reporting 2010-11 Membership Increases**

1. The **Catholic Church** (68,503,456 members) **up 0.57%**
4. The **Church of Jesus Christ of Latter-day Saints (Mormon Church)** (6,058,907 members) **up 1.42%**
9. **Assemblies of God** (2,914,669 members) **up 0.52%**
20. **Jehovah's Witnesses** (1,162,686 members) **up 4.37%**
22. **Church of God** (Cleveland, TN.) (1,076,254 members) **up 0.38%**
24. **Seventh-Day Adventist Church** (1,043,606 members) **up 4.31%**



**How Is the GOA Doing?**

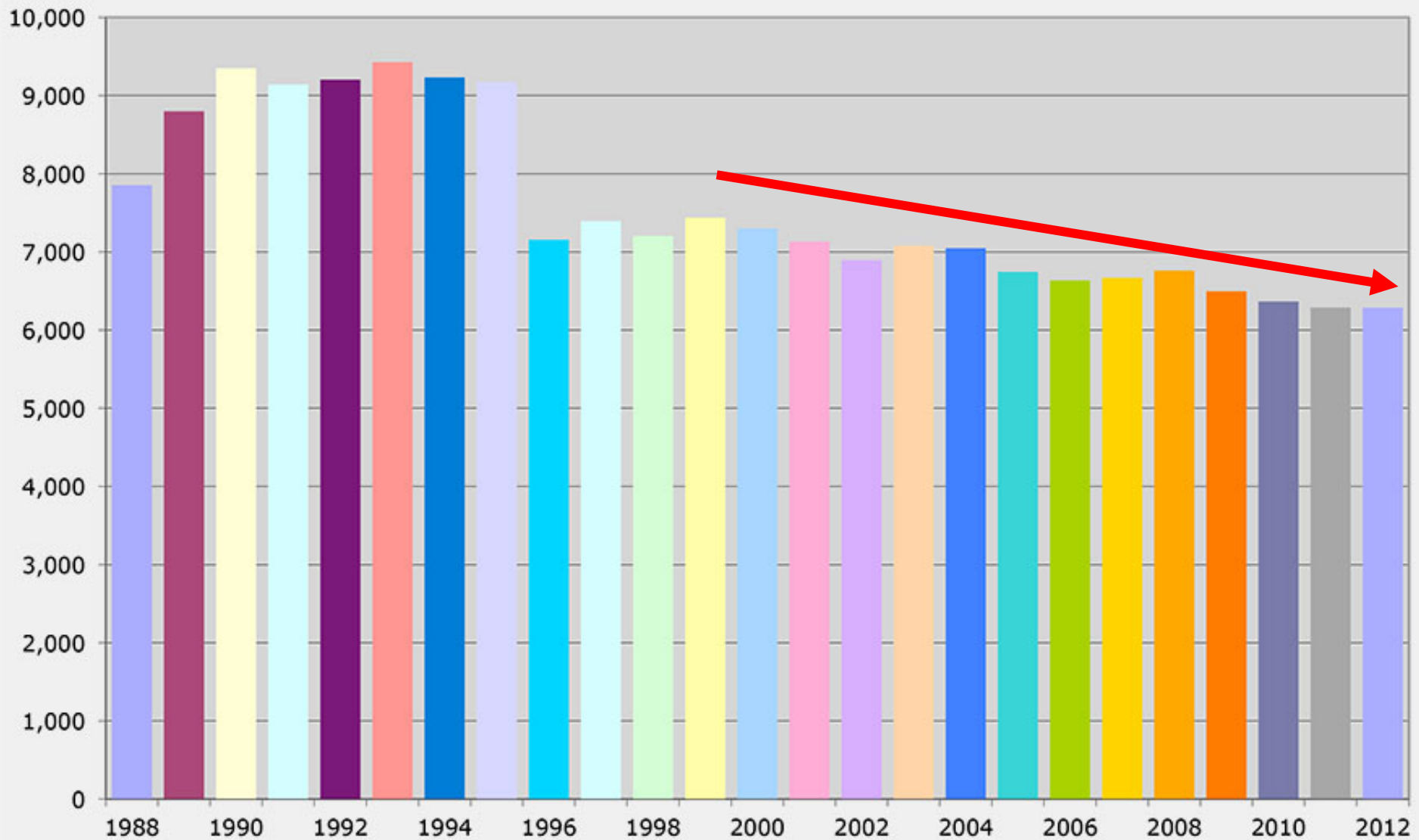


# GOA Baptisms Are Declining



# Baptisms 1988 - 2012

*Greek Orthodox Archdiocese of America*

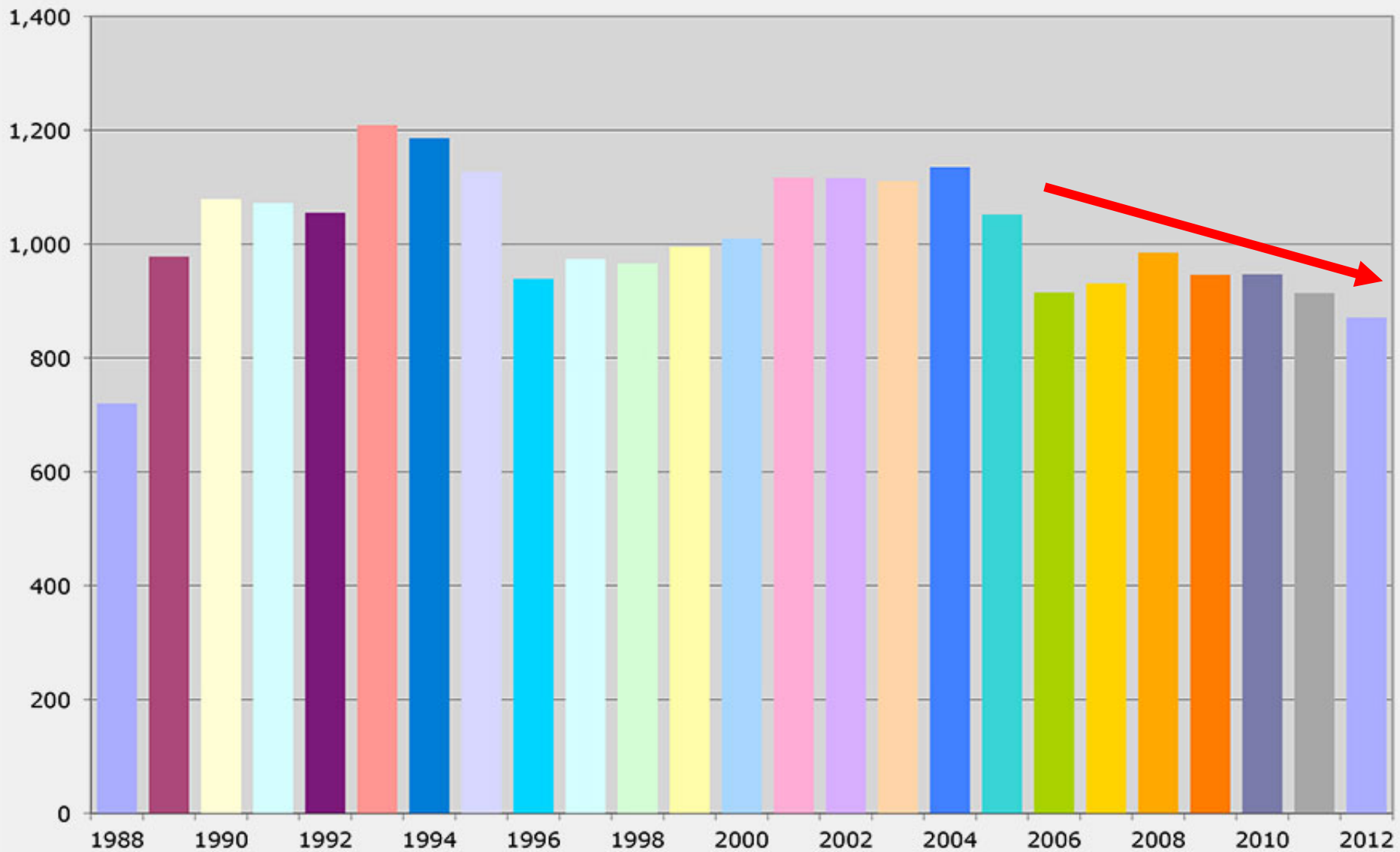


*Since 1996, statistics from Canada, Central America and South America were no longer included in Registry tabulations.*



# GOA Chrismations Are Declining

**Chrismations 1988 - 2012**  
*Greek Orthodox Archdiocese of America*



*Since 1996, statistics from Canada, Central America and South America were no longer included in Registry tabulations.*

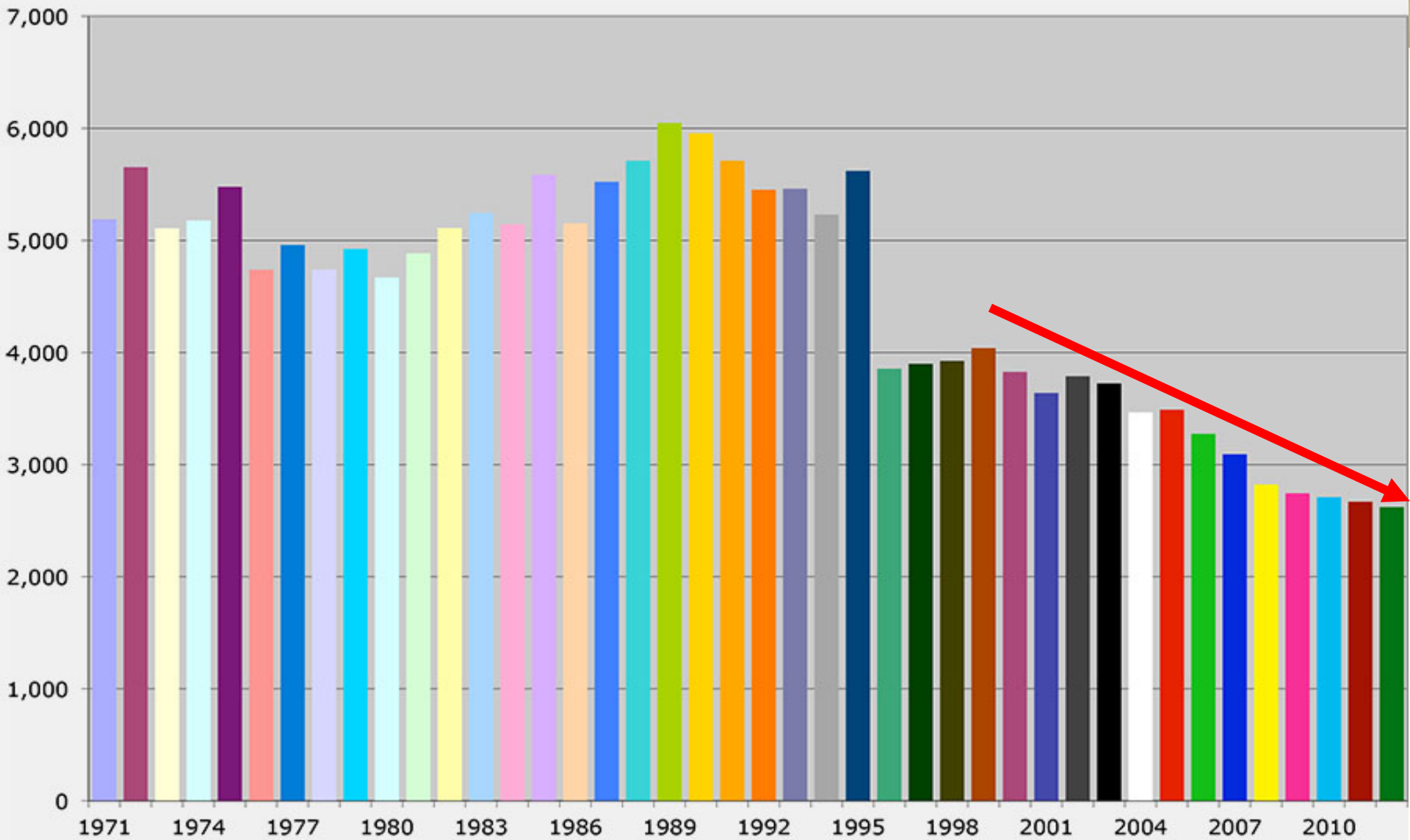




# GOA Weddings Are Declining

# Weddings 1971 - 2012

*Greek Orthodox Archdiocese of America*



*Since 1996, statistics from Canada, Central America and South America were no longer included in Registry tabulations.*

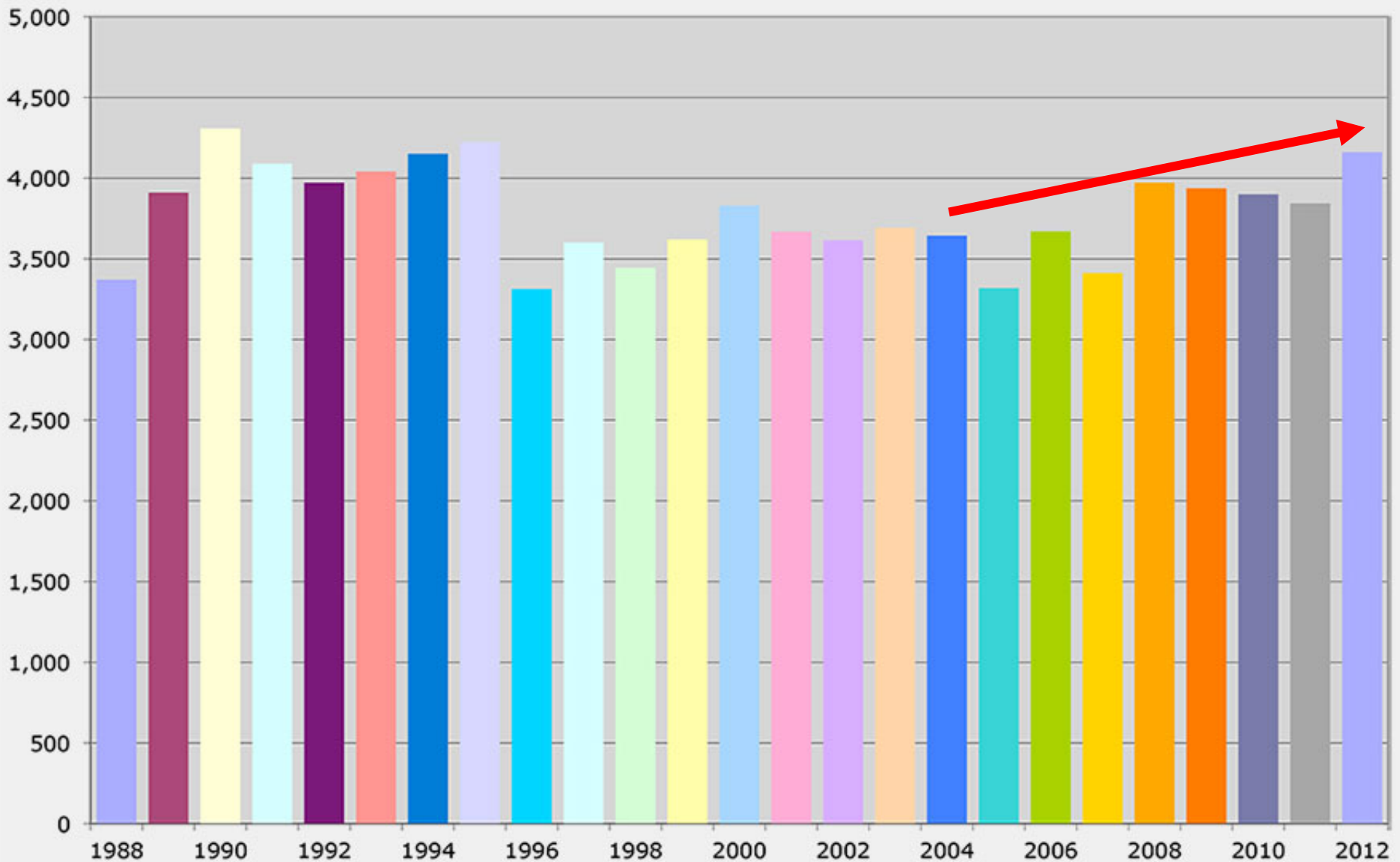


**And Finally, Something That is  
Sometimes Growing  
(kinda sorta)...**



# Funerals 1988 - 2012

*Greek Orthodox Archdiocese of America*



*Since 1996, statistics from Canada, Central America and South America were no longer included in Registry tabulations.*



# The Bottom Line



- 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 is increasing



# Now What Ollie?







# The Solution





# Part 2

# Scriptural Definitions of Stewardship





**“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)**

# Multiplying God's Gifts



- ~ “Jesus said, ‘... you give them something to eat.’
- ~ They said to him, ‘We have only five loaves here and two fish.’
- ~ And He said, ‘Bring them here to me.’
- ~ All ate and were satisfied. And they took up twelve baskets full of the broken pieces left over.
- ~ And those who ate were about five thousand men, besides women and children.”

*(Matthew 14:14-22)*

# Multiplying God's Gifts



- ~ Christ first challenged the Disciples to feed the people (“**you** give them something to eat”)
- ~ Christ said bring what you have to me and I will multiply it (“Bring them here to me.”)
- ~ They started with 1 basket and ended up with 12 (“twelve baskets full of the broken pieces left over”)
- ~ And they fed 10,000+ (“those who ate were about five thousand men, besides women and children.”)





**“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:*

Basis for 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)*





**“So let each one give as he purposes  
in his heart, not grudgingly or of  
necessity; for God loves a cheerful  
giver.”**

*(2 Corinthians 9:7)*

*Message:*

A willing and joyful attitude  
with regards to stewardship



**Scripture Discusses  
Money Frequently  
(i.e., it's OK to ask  
for money for God's  
house and Christ's  
church)**



# Matthew 19:16-26



**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.”**

**Are you prepared to go ALL IN?**



**“Where your treasure is, there your heart will be also.”**

*(Matthew 6:19)*





*You might say to yourself, “I am rich because of my own power and strength,” but remember the Lord your God! It is he who gives you the power to become rich...*

*Deuteronomy 8: 17-18*

**The wealth or abundance of our lives is a gift, not just a given.**

**It is not entitlement but a blessing in which others are meant to share.**



**“And if you are untrustworthy about worldly wealth, who will trust you with the true riches of heaven?”**

(Luke 16:11 New Living Translation version)

*“If therefore you have not been faithful in the unrighteous mammon, who will commit to your trust the true riches?”*

(Luke 16:11 Greek Orthodox Study Bible)



# Part 3

## Secular Definitions of Stewardship



**Stewardship**  
is **NOT** the same thing  
as a **PLEDGE SYSTEM**





# **Pledge System Definition**

**A process through which members specify the 3 Ts: Time, Talent and Treasures (or the 3 Ms: Minutes, Mind and Money) they will commit and donate to their Church, typically over the course of an ensuing year**



# Stewardship Definition

- ~ Call of the faithful to share willingly the gifts that God has bestowed on them
- ~ Including sharing these gifts for God's work



# **Bill Marianes Definition of Stewardship**



Stewardship is what  
you do with all of the  
gifts God gave you.



# **Christian Stewardship Is A Way Of Life<sup>1</sup>**



**Stewardship is our active  
commitment to use ALL our  
time, talent and treasure for  
the benefit of humankind in  
grateful acknowledgement of  
Christ's redeeming love**

<sup>1</sup> **Oriented Leadership** – Williams and McKibben





# **Christian Stewardship Is A Way Of Life<sup>1</sup>**



- ~ Stewardship is caring for the needs of others**
- ~ Stewardship is offering one's self to God as He offered Himself to us**
- ~ Stewardship is what a person does after saying "I believe..." as proof of that belief**

<sup>1</sup> **Oriented Leadership** – Williams and McKibben



# **Christian Stewardship Is A Way Of Life<sup>1</sup>**

**Stewardship is devotion and service to God and His Church as persons, as families, as a Parish, as a Metropolis, as a National Church, and as the Church Universal**

<sup>1</sup> **Oriented Leadership** – Williams and McKibben



# **Primary Purpose Of Stewardship**



- ~ To promote the spiritual growth of the Stewards and help them develop and practice their faith**
- ~ Not to finance the Local Parish which is a secondary purpose at best**



**Thus Stewardship  
is directed toward the  
inner person, NOT toward  
an outer - oriented activity**





# **A Reflection on Christian Stewardship<sup>1</sup>**



**“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.”**

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<sup>1</sup> St John Chrysostom from *On Living Simply: The Golden Voice of John Chrysostom*



# **A Reflection on Christian Stewardship<sup>1</sup>**



**“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.”**

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<sup>1</sup> St John Chrysostom from *On Living Simply: The Golden Voice of John Chrysostom*



**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?**



- ~ Excellent attendance and participation in sacraments**
- ~ Active/enthusiastic participation in activities, functions and extensive ministries**
- ~ Enthusiastically volunteer time and talents**
- ~ Generous donations**
- ~ Spiritual and numerical growth**
- ~ The Parish emulates the kingdom of God - a culture overflowing with joy, peace and love**





# **Part 4**

## **The Three Key Stewardship Principles**



# The 4 Historical Impediments to GOA Stewardship in the U.S.



First, the Church of Greece is supported by the Greek government, and originally the Orthodox faith was brought to America by immigrants, many of which had little formal education or training about theology or stewardship

Second, Churches in America are being adversely influenced by our secular / consumerist society (*“Have it your way” mentality* )

Third, the Greek Orthodox Church has only recently started to teach what stewardship is and how to practice and implement it

Fourth, we have been “lazy” when it comes to stewardship work



# W2



**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))<sup>1</sup>**

**“...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.)<sup>2</sup>**

**“...church involvement is the strongest single predictor of giving.” <sup>3</sup>**

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<sup>1</sup> *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

<sup>2</sup> *Helping Out: A National Survey of Volunteering and Charitable Giving* (2006-07) - Institute for Volunteering Research, London, England

<sup>3</sup> *More Money, More Ministry*, Dean R. Hoge and Mark A. Knoll (Eerdmans, 2000)





# The Mob Was Wrong



**“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”<sup>1</sup>**

**“...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.”<sup>2</sup>**

**“...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.”<sup>3</sup>**

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<sup>1</sup> *Brother, Can You Spare a Dime? Peer Effects in Charitable Solicitations (March, 2009)* Jonathan Meer- Stanford University

<sup>2</sup> Schervish, Paul and John Havens. “*Social Participation and Charitable Giving: A Multivariate Analysis.*” *Voluntas: International Journal of Voluntary and Nonprofit Organizations*. Vol. 8, No. 3. September 1997, p.235-260

<sup>3</sup> Bekkers, René. “*Giving and Volunteering in the Netherlands: Sociological and Psychological Perspectives.*” Dissertation, Universiteit Utrecht, September 2004





# PPS



- ~ **Priest / Parish Council / Stewardship and Other Ministries Leaders all must completely ‘buy-in’ and be on the same page and are responsible for overall leadership**
- ~ **ALL must ACTIVELY participate**
- ~ **General Assembly approves the stewardship ministry – results in the “buy-in” of the parish and is a part of the education program**



# **Ingredients Of Effective Stewardship Ministry**



## **Role of Church Leaders**

- ~ Hand picked community “servant leaders” who ALL must lead by example (e.g., be among the first stewards who are actively engaged and give sacrificially**
- ~ The Priest can not do it all , but he can be extremely effective with particular stewards with whom he has an outstanding personal relationship**



# How Did The Greatest Steward Solicit



- ~ Christ taught us about stewardship in His  
and constantly practiced stewardship
  - + *The crowd was fed with the fishes and the loaves*
  - + *Washed the feet and first offered His body and blood to His disciples*
  - + *Cured the sick and blind*
  - + *Practiced stewardship as He continuously served the people around Him*





# How Did The Greatest Steward Solicit

- Zacchaeus, the short tax collector climbs a sycamore tree to see what all the fuss was about
- Christ goes to his house: *"Zacchaeus, come down immediately. I must stay at your house today."*
- 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



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**

(It's personal - the mob was wrong)



# Ingredients Of Effective Stewardship Ministry



**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



## Why are the following successful:

1. door to door salesmen
2. the Salvation Army bell ringers
3. Hare Krishna
4. Tupperware parties

*(it's personal - the mob was wrong)*





# “Social Capital”



A key to a growing Parish is to increase “social capital.”

