



# *Igniting The Flame Of True Christian Stewardship*

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

**Bill Marianes**

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# **Part 5**

## **How to Reach Out (The RO in RO-E)**



# **Ingredients Of Effective Stewardship Ministry**

## **Plan A    *Personal in-home gatherings***

- ~ Each steward is visited in their home by an Ambassador**
- ~ If insufficient time or stewardship volunteers or, implement a 2 or 3 year visitation schedule**

## **TWO YEAR PROGRAM**

- ~ Year 1 = visit all existing stewards**
- ~ Year 2 = visit non-pledging parishioners**

## **THREE YEAR PROGRAM**

- ~ Year 1 = visit top 50% of existing stewards**
- ~ Year 2 = visit other 50% of existing stewards**
- ~ Year 3 = visit non-pledging parishioners**



# **Ingredients Of Effective Stewardship Ministry**

## **Plan B *Small group in-home gatherings***

- ~ More effective than mailings but less effective than personal visitations**
- ~ Up to 10 – 20 individuals in a home**
- ~ By invitation; preferably “formal”**
- ~ Include testimonials**
- ~ Telephone thank you / follow-up**





# **The wHoly-Engaged Personal Visitation Program**



- STEP 1 Priest, Parish Council, Stewardship and Ministry Leaders reach consensus about your stewardship strategy (PPS)
- STEP 2 Reach consensus on the Parish's mission, vision and strategic objectives (retreat)
- STEP 3 Organize your Council of Ministries
- STEP 4 Prepare your Ministries Handbook and Stewardship materials and revised Stewardship Commitment Form



# 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 302 materials, teach your mission, vision and ministries
- STEP 7 Ambassadors select the Stewards they will visit based on commonality (the mob was wrong)
- STEP 8 Ambassadors call and schedule 15-30 minute in-home visitation focusing on engagement in ministries (W<sup>2</sup>)
- 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

- ~ Begin with a personal prayer of thanksgiving and thank them for their time (the mob was wrong)
- ~ Discuss things in the parish of common interest and establish rapport (**e.g., the top 3 things they like about parish**) (W<sup>2</sup>)
- ~ Share the vision and ministries of the parish (PPS)
- ~ Listen to their comments and concerns
- ~ Answer the questions/objections you can and get back to them later with answers you have to research
- ~ Review the Ministry handbook and stewardship commitment form and explain that you will follow up every 2 weeks until the church receives their completed stewardship commitment forms
- ~ Thank them and end with a prayer





# **The wHoly-Engaged Group Visitation Program**



- STEP 1** Priest, Parish Council, Stewardship and Ministry Leaders reach consensus about your stewardship strategy (PPS)
- STEP 2** Reach consensus on the Parish's mission, vision and strategic objectives (retreat)
- 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 (including all PPS and other leaders)
- STEP 6 Train your Stewardship Ambassador Teams using these 302 materials, teach your mission, vision and ministries
- STEP 7 Ambassador Teams pick Stewards to invite to their house based on commonality (the mob was wrong)
- STEP 8 Ambassador Teams select strategic “testimonial” presenters and invite Steward couples for a group dinner focusing on engagement in ministries (W<sup>2</sup>)
- 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**



- ~ **Part 1 (15 min) – opening prayer, welcome and ice breaker**
- ~ **Part 2 (45 min) - dinner and fellowship**
- ~ **Part 3 (30 min)**
  - **the Scriptural foundation of stewardship**
  - **the vision of the parish**
  - **the ministries of the parish**
  - **2 or 3 testimonials**
  - **the stewardship materials (ministry handbook, stewardship commitment form, etc.)**
  - **explanation of the process and next steps**
- ~ **Part 4 (15 min) – questions and answers and closing prayer**



# **Is It Too Late For Us To Do This?**

***“The best time to  
plant a tree was  
20 years ago.***

***The second best  
time is today.”***

*Old Chinese Proverb*





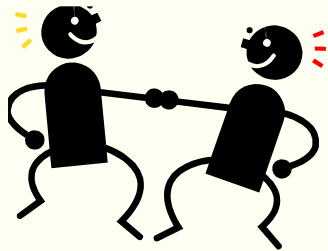


## Part 6

**New POP (“Parish  
Operational Paradigm”)  
to Maximize  
“Engagement”  
(the E of R+OE)**



# Early 1900's



**Early Faithful**



**Recruit**



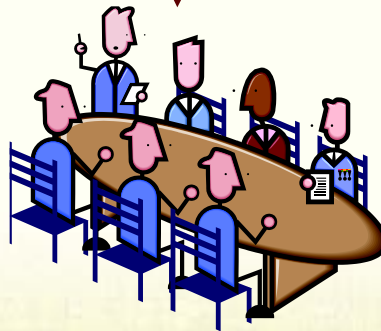
**Traveling  
Itinerant Priest  
from Greece**



# 1920's – 1940's



**Full-time Priest  
Serves Parish**



**Early Parish  
Councils**

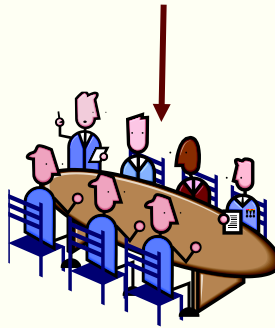




# 1950's – Present



**Professionally Trained Priest**



**Elected Parish Council**



**General Assembly**



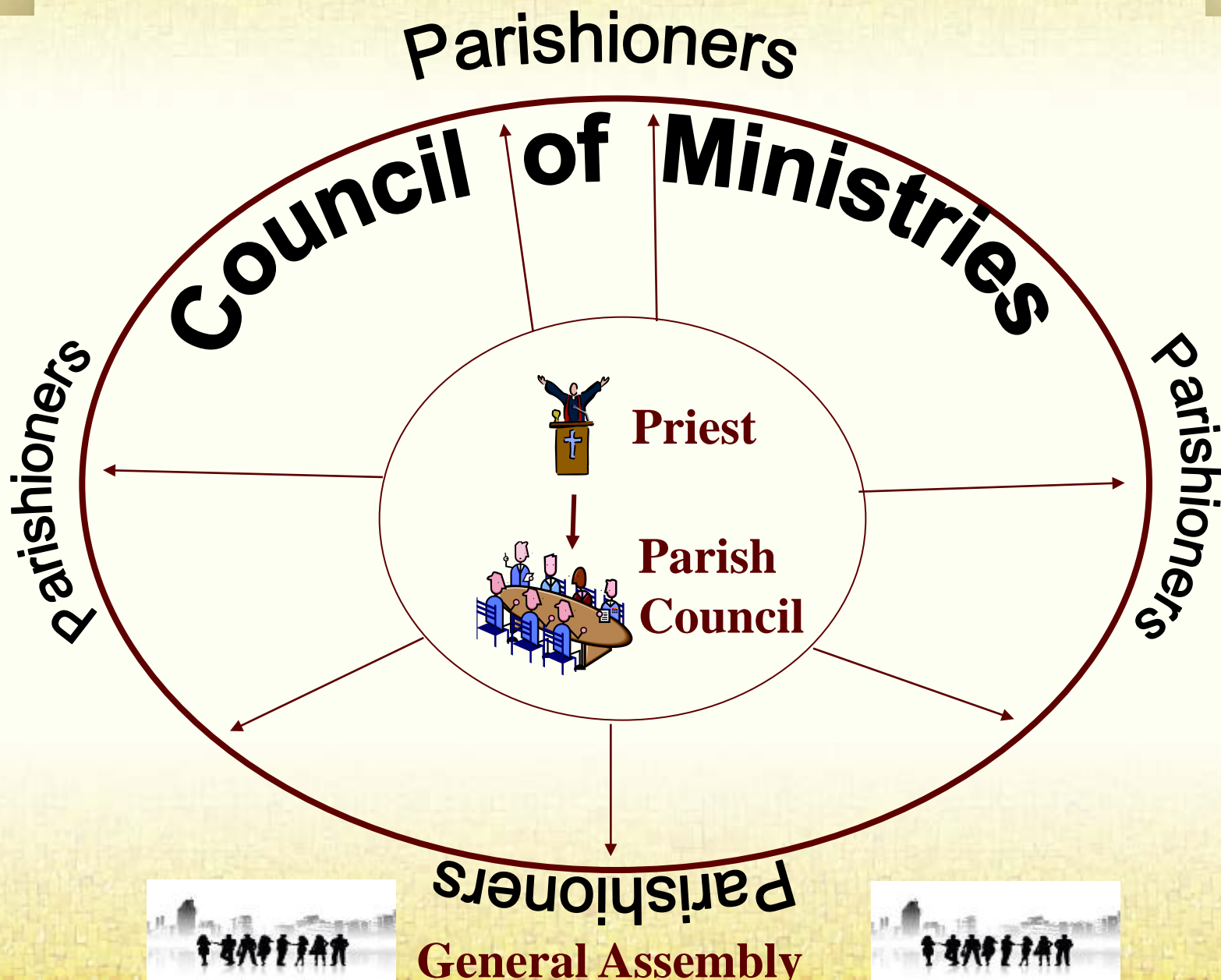
**Parishioners**



Can you think of any other non-ecclesiastical operational organization that is successful and is using the same organizational structure for over 60 years?



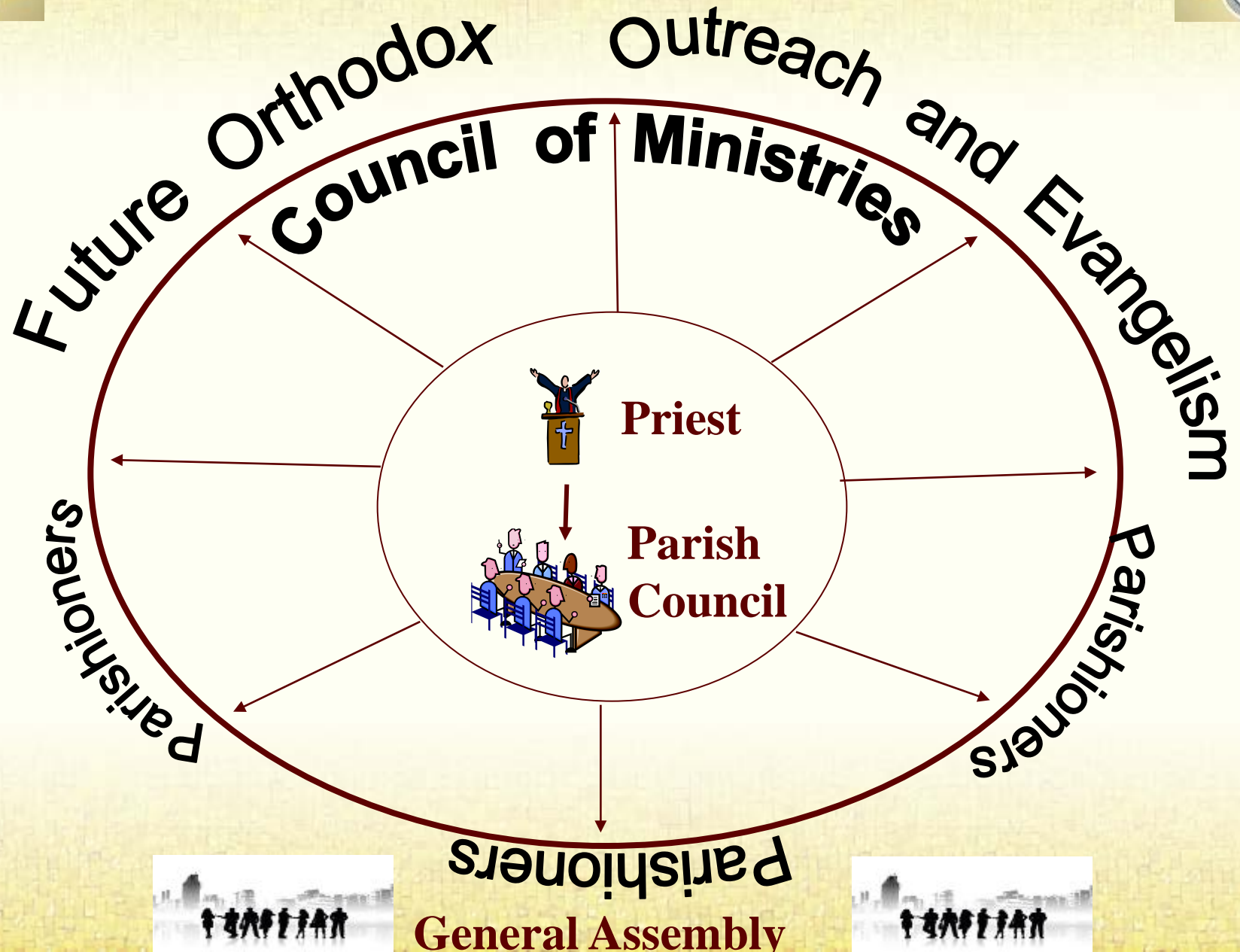
# Ministry Based Parish New Paradigm







# Ministry Based Parish Ultimate Paradigm





# **Ministry - Based Organization (MBO)**



- **A MBO Parish is organized around its ministries**
- **In a MBO, all ministries, programs and activities of the Parish are:**
  - 1. Delivered by the individual ministries**
  - 2. Managed and coordinated by a partnership of the Priest, a Council of Ministries (ministry leaders) and the Parish Council**



# Council of Ministries (COM)



- **A Committee of the leaders of each of the Parish's ministries**
- **The COM includes the Priest and Parish Council liaisons**
- **The COM helps ensure that each ministry is aligned with the Parish's Mission, Vision, Values and Strategies**
- **The COM meets at least quarterly and shares ideas, strategies, programs, best practices, challenges and finds areas and ministries on which they can work on together**





# **Ministry Responsibilities**



**Each ministry, by consensus, must :**

- 1. Set specific, measurable and attainable goals and objectives consistent the Parish's Mission, Vision, Values and Strategies**
- 2. Identify their budgetary and resource needs and help identify possible financial sources**
- 3. Recruit parishioners to serve and be served**
- 4. Diligently pursue the programs, goals and objectives of its ministry**
- 5. Continuously monitor and evaluate their delivery of services and creatively determine new ways to serve**



# Parish Organization



- ~ What are the ministries of the parish?
- ~ Are they enough and are they structured in a way to *allow all to want to get involved?*



# Typical Ministry List

- ✚ Youth ministry
- ✚ Seniors ministry
- ✚ Education ministry
- ✚ Religious ministry
- ✚ Stewardship ministry
- ✚ Welcoming ministry
- ✚ Budget and finance ministry
- ✚ Building/Facilities ministry
- ✚ Greek Festival





# **How About Some Of The Following**

- ✚ Helping the needy and homeless**
- ✚ Bereavement**
- ✚ Feeding the hungry**
- ✚ Outreach and evangelism**
- ✚ Shut-ins and hospitalized**
- ✚ Orphans or youth at risk**
- ✚ Prison ministry**
- ✚ O.C.F. (college students)**
- ✚ Etc.**



# **60 ways someone can get involved**



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



## 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:

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## 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: 1 Cor 16:2)*





## COMMITMENT OF TIME AND TALENT

NAME(S): \_\_\_\_\_

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

\_\_\_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

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\_\_\_GOYA (6<sup>th</sup> and Up)

\_\_\_Youth Leader/Assistant

\_\_\_HOPE (Birth - 1<sup>st</sup> Grade)

\_\_\_Youth Leader/Assistant

\_\_\_JOY (2<sup>nd</sup> - 5<sup>th</sup> Grades)

\_\_\_Youth Leader/Assistant--

\_\_\_Summer Camp Staff

Other Talents: \_\_\_\_\_



## Part 7

# **The Lightning Round- Effective Stewardship Communications and Financial Stewardship Analysis**



# What Motivates Donors To Give





# What Motivates Donors To Give<sup>1</sup>

“people give money to Causes and People with Integrity”

- 1. Sell the Dream (Cause - mission)*
- 2. Sell the Team (People - team)*
- 3. Sell the Scheme (Integrity)*

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<sup>1</sup> See Mega Gifts, Jerold Panas, 1984



# **What Motivates Donors To Give**

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 of how your parish practices the cause/mission with examples relevant to the donor
  - d) Explain how their donation will help the parish better achieve its cause/mission
  - e) One size fits all communications fit no one



# **What Motivates Donors To Give**

## **2. People / Solicitor / Leadership (“Sell the Team”)**

- a) People give to people who mean something to them
- b) As a community leader with a personal relationship with the donor, your meeting with them makes this solicitation special and personal
- c) Connect the donor with other people/stewards of integrity and who are involved with the parish





# **What Motivates Donors To Give**

## **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 \ Do Nots**



## **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



# Nonprofit Institutions<sup>1</sup>



**“The nonprofit institution neither supplies goods, services, or controls. Its ‘product’ is neither a pair of shoes nor an effective regulation.**

*Its ‘product’ is a changed human being.  
The nonprofit institutions are human  
change agents.*

**Their ‘product’ is a cured patient, a child that learns, a young man or woman grown into a self-respecting adult; a changed human life altogether.”**

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<sup>1</sup> Peter Drucker, Managing The Nonprofit Organization HarperCollins, 1960, xiv





# Other Considerations

## Bold approach

- ~ No “nickel and diming”
- ~ Stewardship should fund 100% of the operating and mortgage expenses
- ~ No use of Greek Festival proceeds for Parish operations





# Other Considerations



## Bold Membership Approach

- ~ Individual only (rather than couples or families)
- ~ Include youngsters



**It will get easier  
once we get it right  
with  
the Fourth T...  
The Tithe**



# Tithing Is The Right Answer



**“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)**

**“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)**

**“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)**



# **Tithing Is The Right Answer**



**“If there was a danger then (in the Old Testament) in omitting tithes, think how great it must be now!”**

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**St. John Chrysostom**, Homily on Ephesians 2:10 - Nicene and Post-Nicene Fathers, Volume XIII First series, p.69





# **Tithing Is The Right Answer**



**“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 Is The Right Answer**



**~ 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



- ~ Median<sup>1</sup> U.S. family income = \$50,750
- ~ 10% of \$50,750 = \$5,075
- ~ N = your number of Stewardship units
- ~ \$5,075 x N = \$\_\_ (your new stewardship goal)

100N = \$0.5M

400N = \$2.0M

700N = \$3.6M

200N = \$1.0M

500N = \$2.5M

800N = \$4.1M

300N = \$1.5M

600N = \$3.1M

900M = \$4.6M

- ~ Imagine what ministries and services you can now fund if you had ≈ \$X,000,000

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<sup>1</sup> Studies show Greek Orthodox are among the wealthiest of ethnic groups in America



# **Tithing Is The Right Answer**



## **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 council, 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 10<sup>th</sup> year





# **Effective Parishes Undergo Self-Renewal On A Continuing Basis**



**THE KIND OF  
LEADERSHIP  
PRACTICED  
IN A PARISH  
DETERMINES  
THE KIND OF  
PARISH IT IS !**



# **Where Is Our Parish Going?**

- **Tou psari merisi ap tou kefali**
  - The fish smells from the head down
  - The direction of the fish is determined by the direction of the head...and you are the head of your parish



# The Moral of the Story

## Three Stewardship Principles

- ~ W<sup>2</sup> = Own the watch and  
you own the wallet
- ~ The Mob Was Wrong = It's  
all PERSONAL, not business  
(you must visit every parishioner in  
a home)
- ~ PPS = Priest + Parish Council  
+ Stewardship Committee





# The Moral of the Story

## Two Stewardship Tactics

ROE = Reach Out  
and Engage

## Fund Raising Basics - CPI

“people give money to Causes  
and People with Integrity”



# The Moral of the Story

## The New “POP” - Parish Operational Paradigm

Become an “**MBO**” - Ministry Based Organization

Organize a “**COM**” - Council of Ministries



# **Stewardship 101/201/302 Review**



- 1. Teach how Stewardship is a spiritual expression of faith and how it relates to our salvation**
- 2. Create a culture of a Parish that emulates the kingdom of God overflowing with joy, peace and love and a welcoming environment**
- 3. Complete strategic planning and clarify your Parish's mission, vision, core values and strategic objectives**
- 4. Create a common vision for Stewardship among your Priest, Parish Council, Stewardship Committee and Ministry Leaders**
- 5. Expand your list of ministries as much as possible**
- 6. Organize your extensive ministries leaders into a Council of Ministries**
- 7. Assign areas of responsibility by ministry to each of your Parish Council members**
- 8. Reorient your Stewardship program to first go after the time of stewards and engagement in ministries**
- 9. Recruit stewardship ambassadors from your community to reach out to other parishioners**



# **Stewardship 101/201/302 Review**



10. Rewrite all of your Stewardship content, materials and communications to:
  - a) Share the dream and vision
  - b) Sell the team
  - c) Sell the scheme/integrity
  - d) Segment your different constituencies
11. Create a program to personally or in groups solicit and engage each steward in the ministries of the Parish
12. Visit with each Parishioner and solicit their engagement and involvement and contribution
13. Share testimonials from those whose lives have been changed by your Parish and its ministries
14. Stop nickel and diming your Parishioners
15. Start/expand a youth outreach / Stewardship program
16. Introduce the Tithe
17. Diligently implement your Stewardship vision over time





# Reading List



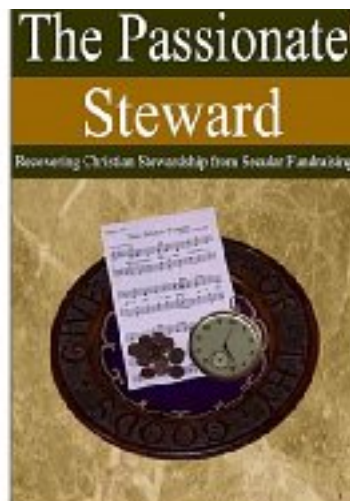
- ~ Oriented Leadership: Why All Christians Need It Benjamin D. Williams and Michael T. McKibben
- ~ The Passionate Steward: Recovering Christian Stewardship from Secular Fundraising Michael O'Hurley-Pitts
- ~ Hank Rosso's Achieving Excellence in Fund Raising 2<sup>nd</sup> Edition Eugene R. Tempel
- ~ Not Your Parents' Offering Plate: A New Vision for Financial Stewardship  
J. Clif Christopher



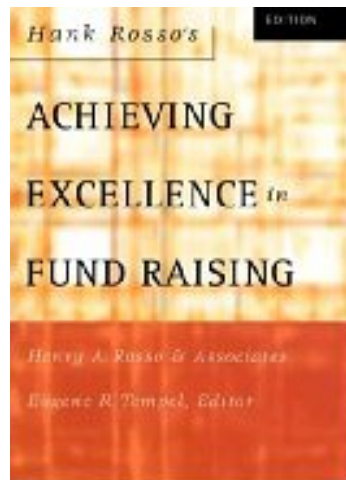
# Reading List



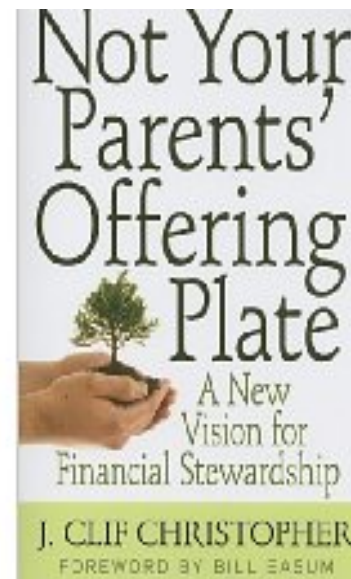
## The Passionate Steward



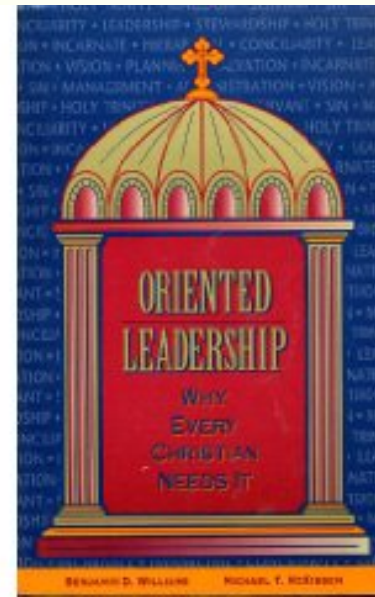
## Achieving Excellence in Fund Raising



## Not Your Parents' Offering Plate



## Oriented Leadership





# **Other Stewardship Information and Questions**



**Bill Marianes: [sotpaetj@gmail.com](mailto:sotpaetj@gmail.com) or  
[www.stewardshipcalling.com](http://www.stewardshipcalling.com)**

***Igniting the Flame of True Christian Stewardship***  
seminar is available on YouTube by typing:

**Bill Marianes Stewardship 302**

**Coming Soon: “A Stewardship Calling” podcasts and  
“*Igniting the Flame of True Christian Stewardship*”  
webinars**





# 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?





# Stewardship: No More Excuses



**“I am speaking in human terms, because of your natural limitations...**

**When you were slaves of sin, you were free in regards to righteousness....The end of those things is death...**

**But now that you have been set free from sin and become slaves of God, the return you get is sanctification and its end, eternal life.”**

*(St. Paul's Letter to the Romans 6: 18-23)*



# **The Master In The Art Of Living**



*The master in the art of living makes  
little distinction between:*

- ~ his work and his play,*
- ~ his labor and his leisure,*
- ~ his mind and his body,*
- ~ his information and his recreation,*
- ~ his love and his religion.*

*He hardly knows which is which.*

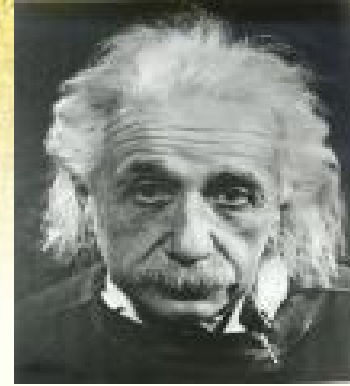
*He simply pursues his vision of excellence  
at whatever he does, leaving others to  
decide whether he is working or playing.*

*To him, he's always doing both.*

*James Michener*



# Albert's Insight



❖ What was Albert Einstein's greatest contribution?

❖  ~~$E=mc^2$~~

**“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*







# Your Stewardship Ministry Begins Today



**Congratulations,  
you have been  
called...**

**BRETHREN, I think that I am not in the least inferior to these superlative apostles. Even if I am unskilled in speaking, I am not in knowledge.**

*St. Paul's Second Letter to the Corinthians 11:5-6*

**The wise of heart is called a man of discernment, and pleasant speech increases persuasiveness. Wisdom is a fountain of life to him who has it.**

*Proverbs 16:17-17*





# **Igniting the Flame of True Christian Stewardship Appendix**



# Strategic Planning



- Strategic planning is an organization's process of defining its strategy, or direction, and making decisions on allocating its resources to pursue this strategy, including its capital and people
- **The Strategic Plan must answer three fundamental questions:**
  1. **Where are we now?**
  2. **Where do we want to be?**
  3. **How will we get there?**





# Strategic Planning



1. **Current state:** Where are we now? This requires a "brutal facts" assessment of current strengths and weaknesses. This should include a program assessment, talent assessment, and financial assessment. Lastly, we need to evaluate interest in the Parish and its ministries from all stakeholders
2. **Desired future state:** Where do we want to be?  
Following our sense of God's calling, we need to pick a reasonable time (e.g., 2015) in the future and outline a comprehensive vision of the talent, programs, facilities, and funding for the Parish at that time. Consensus around that future vision is key.
3. **Action plan:** How will we get there? This is the "rubber hits the road" step where specific activities for 2012, 2013, and 2014 are outlined in each area of program, talent, facilities, and funding to make the 2015 vision a reality.



# Mission, Vision Values and Strategy



- 1. Mission:** A clear description of the fundamental purpose for which an organization exists and what it does to achieve its Vision. Mission answers the question: "**What do we do?**"
- 2. Vision:** Defines what the organization hopes to do in the future. Vision is a long-term view. Vision focuses on: "**What do we want to accomplish?**"



# Mission, Vision Values and Strategy



- 3. Values:** Values are beliefs shared among the stakeholders. Values drive **an organization's culture** and priorities and provide a framework for decision-making.
- 4. Strategy:** Strategy is a **roadmap** of how to implement the vision and achieve the organization's goals. It keeps the organization going in the right direction.





# **Charitable Giving Statistics<sup>1</sup>**



- 1. From 1995 to 2006, the number of nonprofit 501(c)(3)s almost doubled to 600,000, but the number of churches (about 370,000) remained the same (i.e., there is more competition for charitable dollars)**
- 2. In 1985, religious entities received 53% of charitable donations, down to 40-45% in the 1990s and down to 33% in 2007 (i.e., the “competition” is doing a better job of fundraising)**
- 3. From 2001 to 2007, disposable income increased more than 8% but charitable giving increased only 3.6% (i.e., charitable giving is not keeping up with disposable income increases)**
- 4. Churches get only 8% of the estate gifts (i.e., churches aren’t getting their fair share of estate gifts and don’t effectively target this giving source)**

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<sup>1</sup> Giving USA 2007 Study - Giving USA Foundation





# Charitable Giving Statistics<sup>1</sup>



1. From 1968 to 2007, the portion of income contributed to churches declined from 3.11% to 2.56% (i.e., the church is commanding less of its members' attention)
2. From 1968 to 2007, per member giving to churches increased 85% in inflation adjusted dollars; however US per capita disposable after tax income increased 125% (i.e., the church is getting less of the greater pool of money)
3. Average per member church giving in 2007 was \$879.85 generally; however it was \$1,164.77 for evangelical Protestant denominations who gave 4.14% of income (rather than the 2.56% church average) (i.e., certain denominations are more effective with their financial stewardship)

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<sup>1</sup> The State of Church Giving Through 2007 – What Are Our Christian Billionaires Thinking- Or Are They? (a study of up to 44 Protestant denominations representing approx. 40% of all Church congregations in the US)



# Charitable Giving Statistics<sup>1</sup>



1. From 1961 to 2007, mainline Protestant denominations membership went from 20% of the U.S. population down to 11.6%
2. For the same period the Episcopal Church membership declined 26% and the United Methodist Church membership declined 27%; however, the Southern Baptist Convention grew 43% and the Roman Catholic Church membership grew 41% (i.e., overall church membership is down, but not in every faith)
3. The Greek Orthodox Church does not formally compile or publish membership statistics; however, a recent study of the parishes in the Direct Archdiocesan District showed overall membership declines from 2005 to 2008

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<sup>1</sup> The State of Church Giving Through 2007 – What Are Our Christian Billionaires Thinking- Or Are They? (a study of up to 44 Protestant denominations representing approx. 40% of all Church congregations in the US)



# Charitable Giving Statistics



1. We are genetically hard-wired to want to give<sup>1</sup>
2. An experiment was conducted on live subjects where they were given the opportunity to give (or withhold) money to/from various charities and their brains were analyzed using functional MRI (magnetic resonance imaging)
3. Researchers found that charitable giving activated the areas of the brain that: (a) influence social attachments and trust; and (b) that is activated by reward reinforcement  
*(the same part of the brain activated by sex, drugs and money)*
4. Since “generosity feels so good,” the most selfish (and best) thing you can do is to help other people give

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<sup>1</sup> *Human Fronto-Mesolimbic Networks Guide Decisions About Charitable Donation*, Dr. Jorge Moll (Frank Krueger, Roland Zahn, Matteo Pardini, Ricardo de Oliveira-Souza and Jordan Grafman) National Institutes of Health and National Institute of Neurological Disorders and Stroke





# Denomination Most Likely to Specialize in This Ministry<sup>1</sup>



- |  |                            |
|--|----------------------------|
| 1. Sunday / church school.....                 | 1. Evangelical Protestant  |
| 2. Prayer / spiritual development..            | 2. Evangelical Protestant  |
| 3. Scripture study groups.....                 | 3. World Religions         |
| 4. Social activities / trips / fellowship..... | 4. Orthodox / Catholic     |
| 5. Support groups.....                         | 5. Evangelical Protestant  |
| 6. Evangelism / recruitment.....               | 6. Evangelical Protestant  |
| 7. Community service.....                      | 7. Old-line Protestant     |
| 8. Music program.....                          | 8. Old-line Protestant     |
| 9. Parenting / marriage enrichment.....        | 9. World Religions         |
| 10. Young / single adult activities..          | 10. Evangelical Protestant |
| 11. Sports activities.....                     | 11. Orthodox / Catholic    |

Evangelical  
Protestant

Old-line  
Protestant

Orthodox/  
Catholic

World  
Religions

<sup>1</sup> American Congregations 2008 Study - "Fact 2008 Study" - Cooperative Congregational Studies Partnership (14,301 places of worship surveyed)





# Charitable Giving Statistics



1. “The strong relationship between youth ministry and spiritual vitality is...especially strong within the Catholic/Orthodox family.” Only 13% of parishes with no youth activities have high spiritual vitality, whereas 35% parishes have high spiritual vitality if they have 3 or more youth activities.<sup>1</sup>
2. A detailed study<sup>2</sup> concluded that members of the “millennial generation” (born after 1980) are “less religiously affiliated” than their elders. One in four Americans aged 18-29 do not affiliate with any particular religious group. *“Millennials are significantly more unaffiliated than members of Generation X (born between 1964 and 1980) were at a comparable point in their life cycle...and twice as unaffiliated as Baby Boomers (born between 1946 and 1964) were as young adults.”*

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<sup>1</sup> American Congregations 2008 Study - “Fact 2008 Study” - Cooperative Congregational Studies Partnership (14,301 places of worship surveyed)

<sup>2</sup> 2007 U.S. Religious Landscape Survey, Pew Forum on Religion & Public Life of the Pew Research Center.



# Stewardship Highlights



	2012	2013
Number of Pledges		
Dollars Pledged		
Average Pledge		
Median Pledge		
No. of Non-Pledged Offerings (NPOs)*		
Dollars of NPOs		
Average NPO		
Median NPO		
<b>Totals:</b>		
No. of Pledges and NPOs		
Dollars Pledged and NPOs		
Average		
Median		

\* Non-Pledged Offerings are payments made by parishioners who have not submitted pledges (as of the specified date) and are recorded as stewardship payments.



# Stewardship Highlights



<b>As of _____, 2014</b>	<b>Pledges Increased</b>	<b>Pledges No Change</b>	<b>Pledges Decreased</b>	<b>Pledges New</b>	<b>Pledges Total</b>
Number of Stewards					
Net Change in Pledge Amount					
Total Pledged					
Total Paid					
Avg. Pledge					
Median Pledge					





# Stewardship Highlights



<b>Categories of Stewards (as of _____, 2013)</b>	<b>Number of Stewards</b>	<b>Dollars Pledged</b>
2013 pledges		
Non-Pledged Offerings in 2013		
<i>NPO's who pledged or made offerings in 2013</i>		
<i>NPO's who did not pledge or make offerings in 2013</i>		
2012 Pledges with no Pledges in 2013		
2012 Pledges with no Pledges or Offerings in 2013		



# Ministry Preference Form

**Parish Council Member Name** \_\_\_\_\_

**Ministry Preference 1.** \_\_\_\_\_

**Rationale:** \_\_\_\_\_

**Ministry Preference 2.** \_\_\_\_\_

**Rationale:** \_\_\_\_\_

**Preference 2 degree desired (circle one):**

About as much as preference 1.

Slightly less than preference 1.

Considerably less than preference 1.

Greatly less than preference 1.



# Accountability



1. Because ministry work is important Holy work, everyone should be held accountable, even if they are a volunteer
2. Ministry leaders should have regular meetings and reviews (at least quarterly) with the Priest and either the Parish Council Vice President, Parish Administrator or the corresponding Parish Council liaison to that ministry
3. Don't hesitate to make the necessary changes in leadership to ensure accountability and success