

THE METROPOLIS OF ATLANTA

STRATEGIC



PLAN

*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

For questions contact: Bill Marianes

Bill@stewardshipcalling.com

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”**



Culture of True Stewardship



Stewardship...

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



What Are The Biggest **STEWARDSHIP** Challenges Your Parish Faces?





What Are The Biggest Stewardship Challenges Your Parish Faces?



1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____
8. _____
9. _____
10. _____

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?



$$\Delta S = S_f - S_i = \int \frac{dq_{rev}}{T}$$

$$\Delta S = \frac{q_{rev}}{T}$$

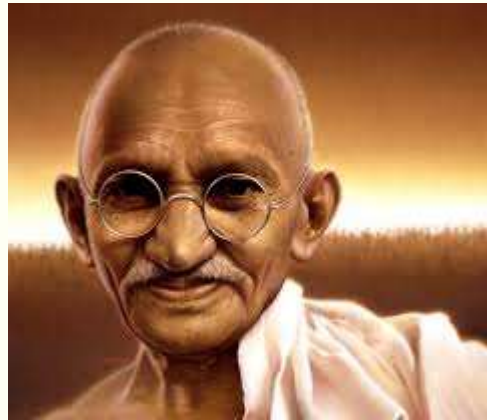
- Entropy
- Everything in the universe eventually moves from order to disorder (*entropy* measures that change)
- If you don't make positive changes you will get negative changes

**“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.”**



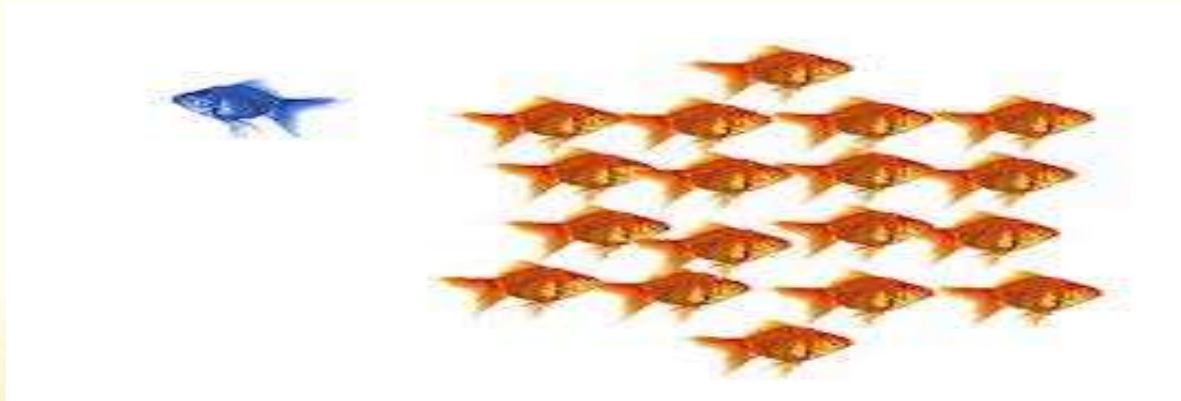
**Mahatma
Gandhi**



Part 2

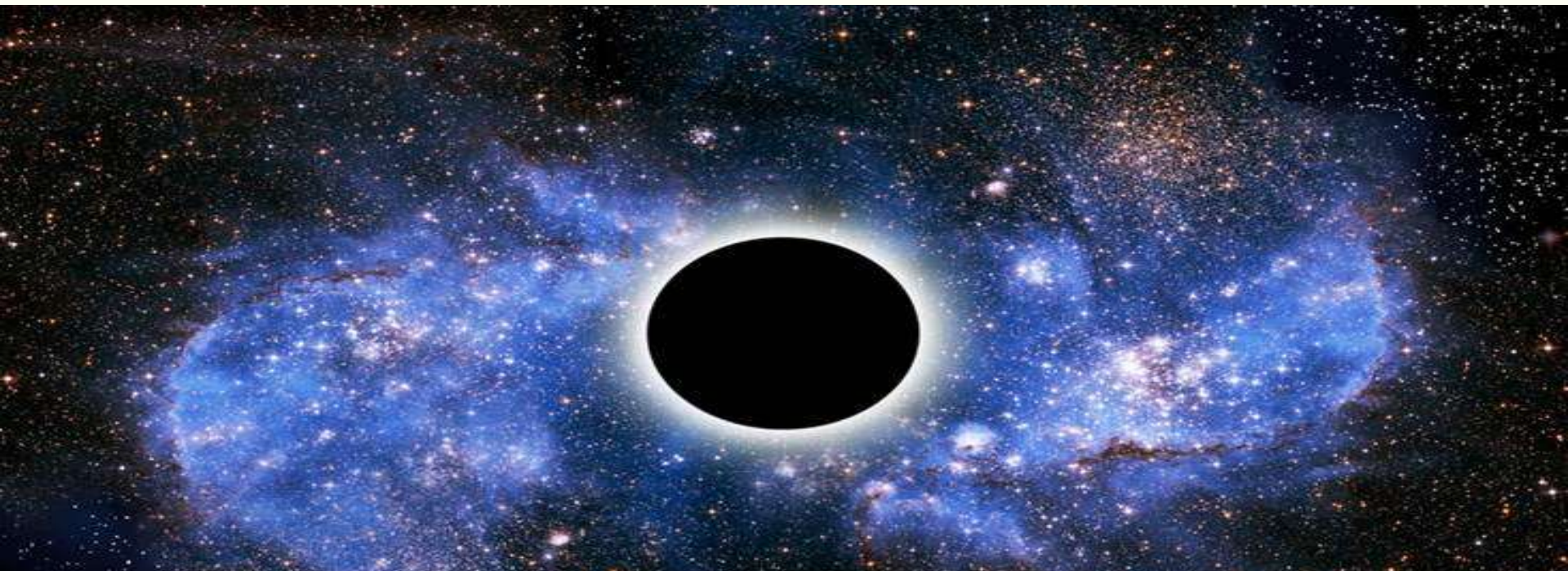


Let's open our minds and have some fun and get our creative juices flowing...





How Is Our World Changing?





We are living in exponential times...

... the speed of change is
unimaginable and accelerating

'The 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



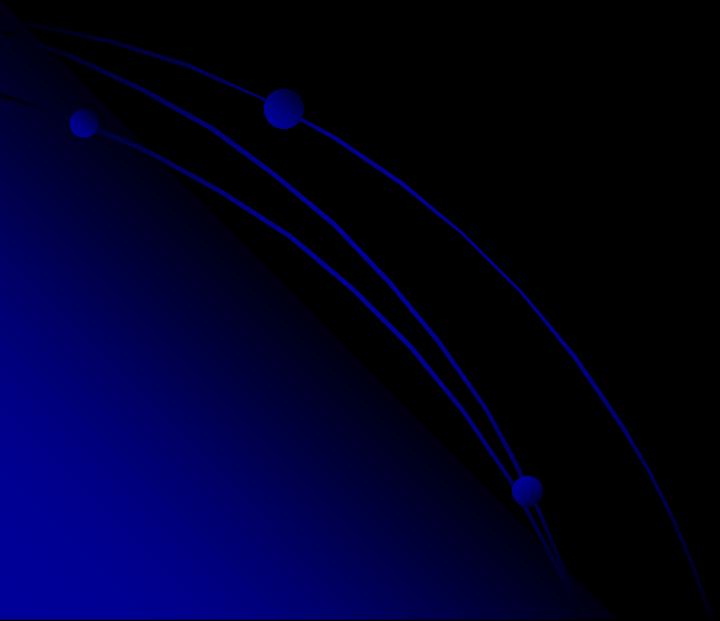
Angry Birds - 35 days




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

facebook.

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 . . .

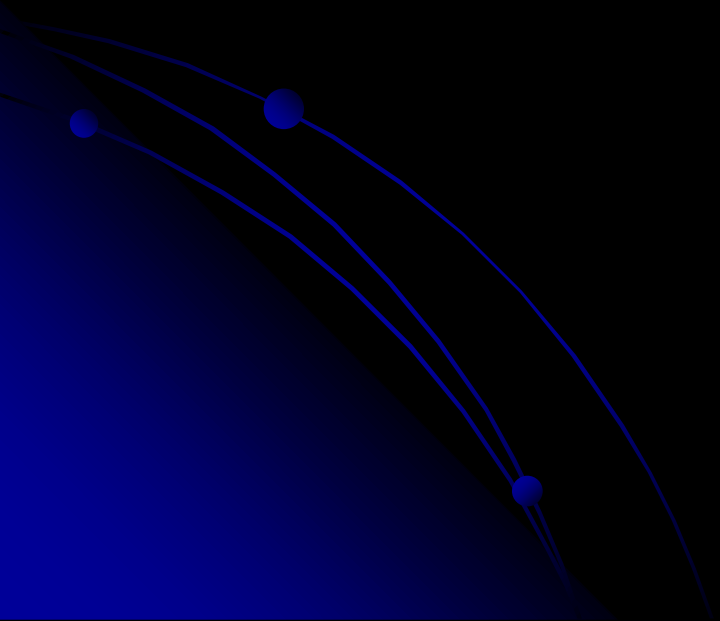


. . . it would be the
2nd largest country
in the world

. . . behind only China.

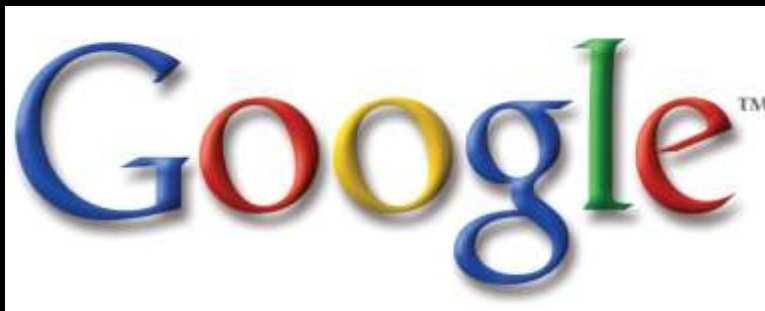
Slightly larger than
India and 5.5 times
bigger than the U.S.

We are living in exponential times...



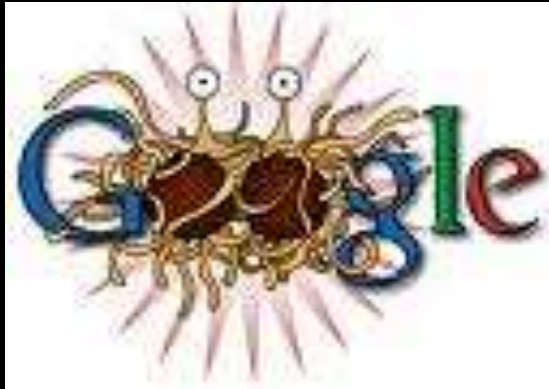
There are over 5.4
BILLION Google internet
searches per DAY

(2 TRILLION per year)



To whom were those
questions directed B.G.?

(Before Google)





Email Facts



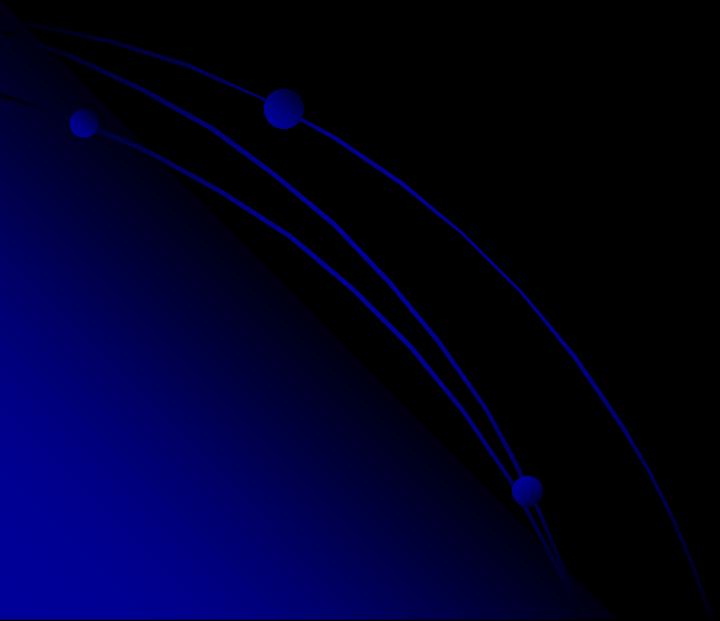
2.76 Billion email users worldwide

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.

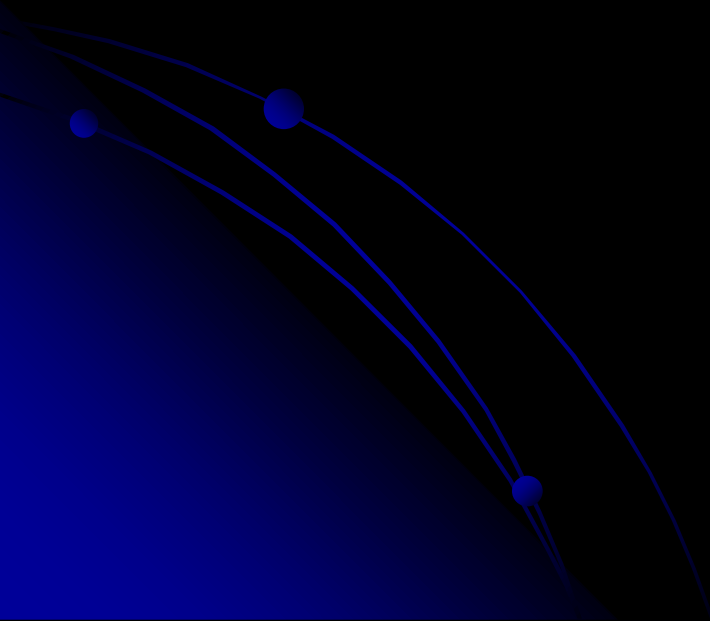


1 out of 8 couples married in
the U.S. in 2005 . . .
. . .met online

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?





Jack Welch

Chairman & CEO - General Electric



“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**

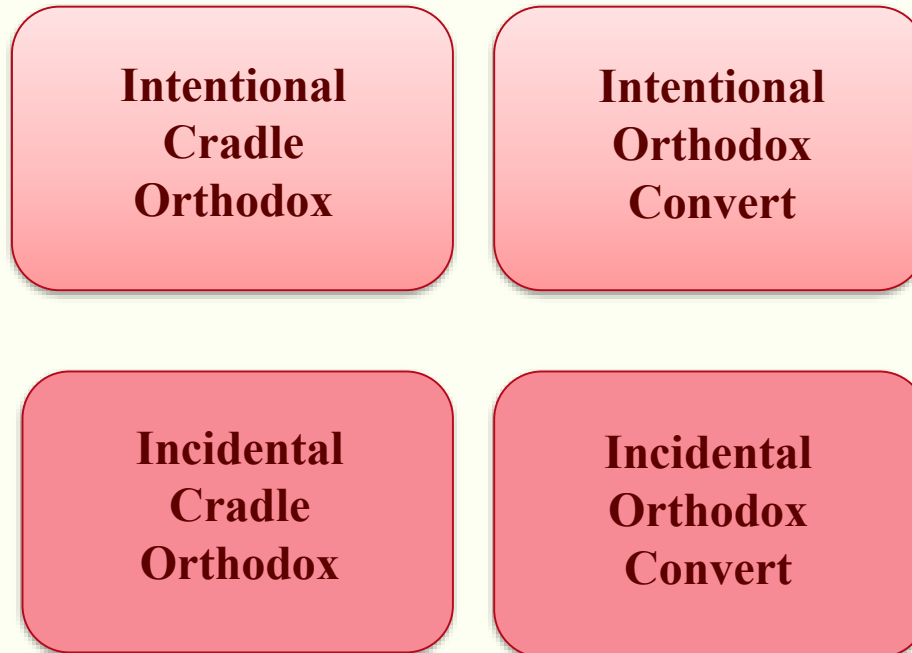
- 2. Underemployment - the parishioners who are not as actively engaged in ministries and services as they could be**



**The Stewardship
Calling Model of the
4 Kinds of Orthodox
Christians in America**

4 Kinds of Orthodox Christians

**Passion
for the
Faith**

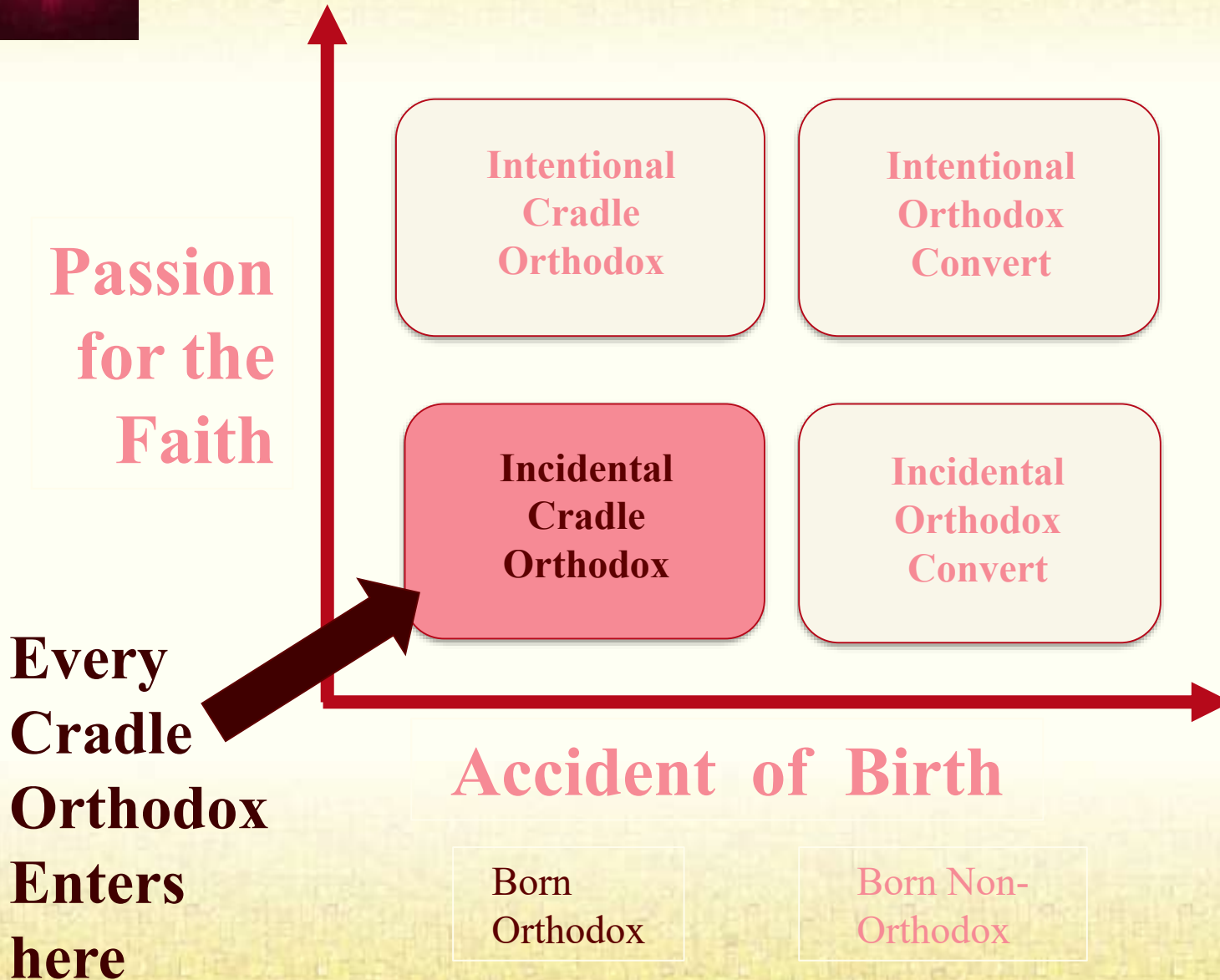


Accident of Birth

Born
Orthodox

Born Non-
Orthodox

4 Kinds of Orthodox Christians



4 Kinds of Orthodox Christians

Few Cradle
Orthodox
move here

Passion
for the
Faith

Intentional
Cradle
Orthodox

Intentional
Orthodox
Convert

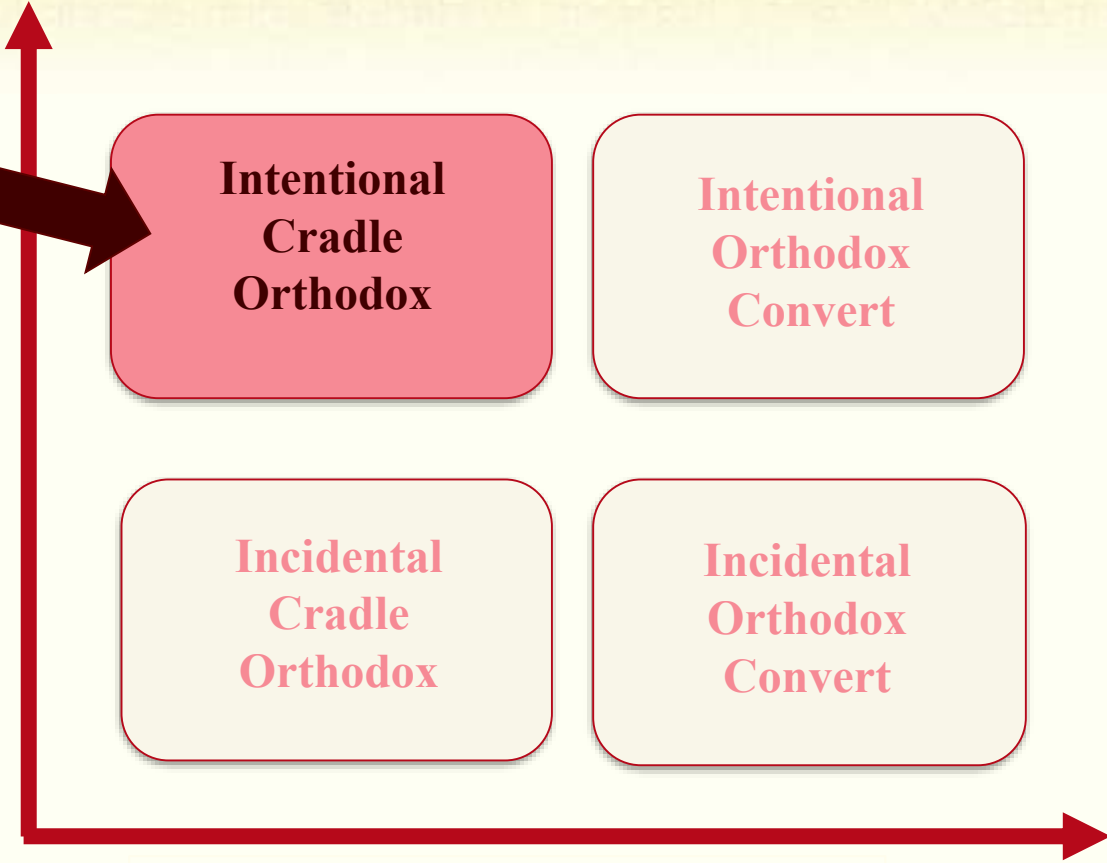
Incidental
Cradle
Orthodox

Incidental
Orthodox
Convert

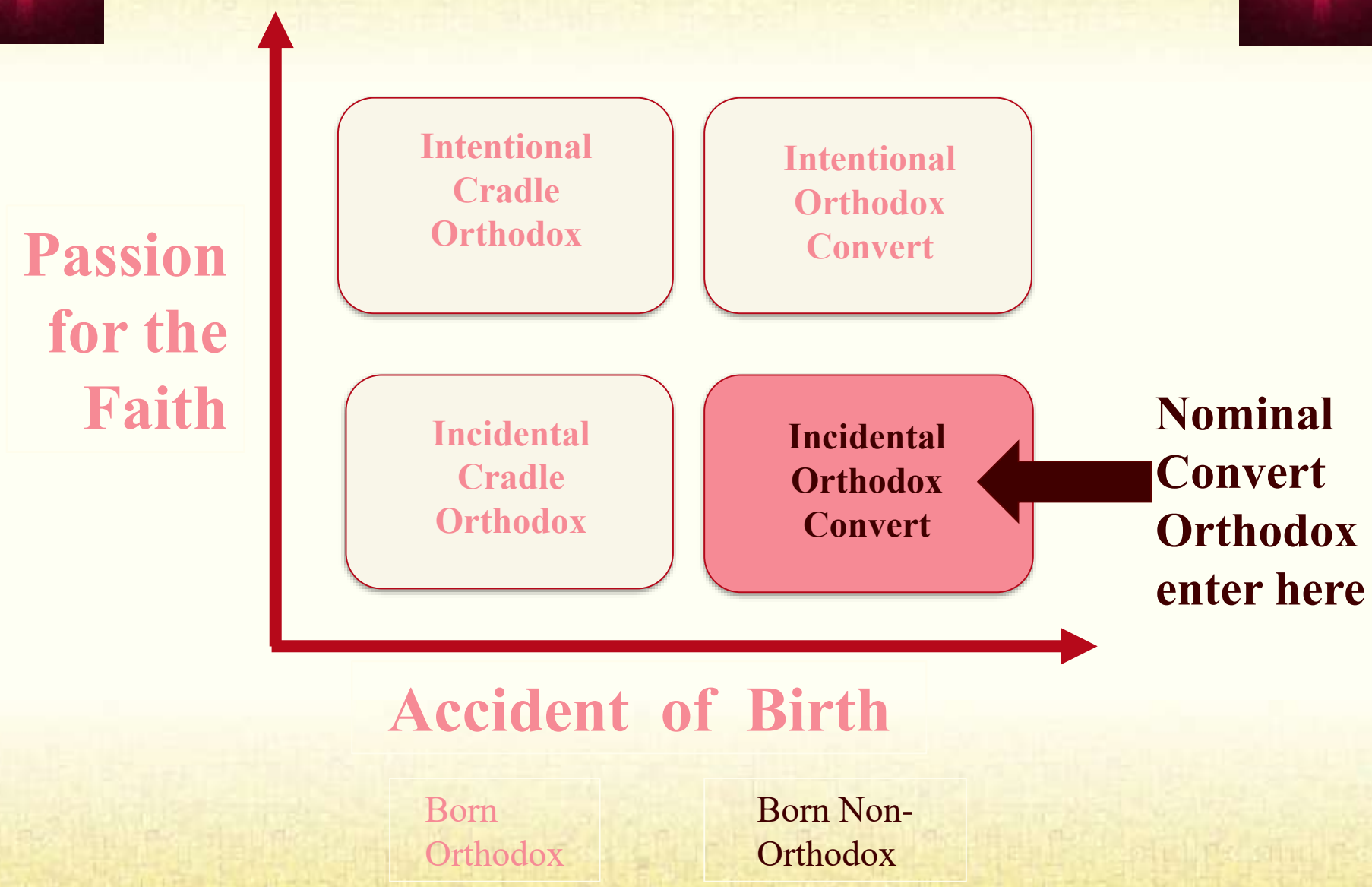
Accident of Birth

Born
Orthodox

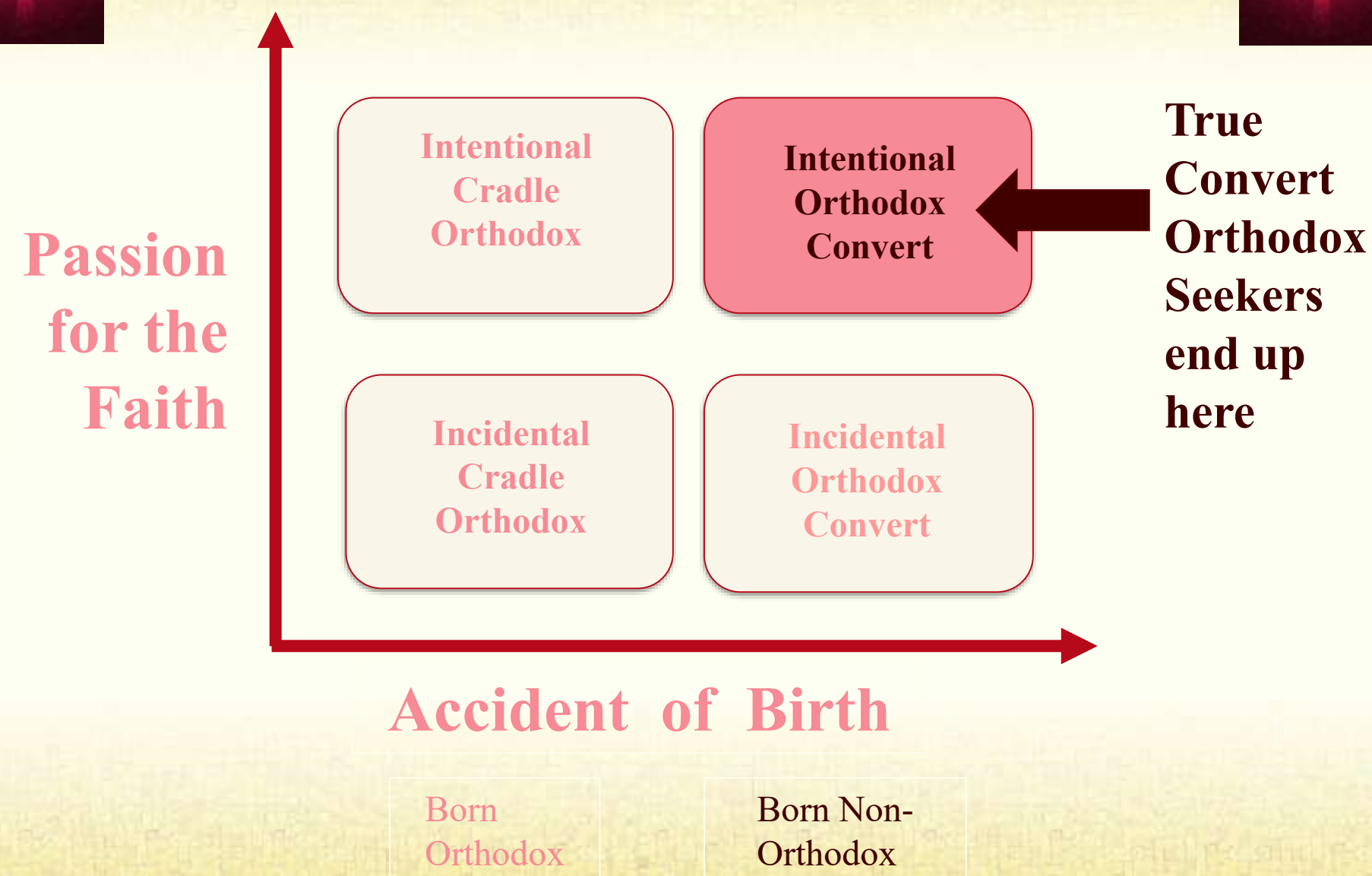
Born Non-
Orthodox



4 Kinds of Orthodox Christians

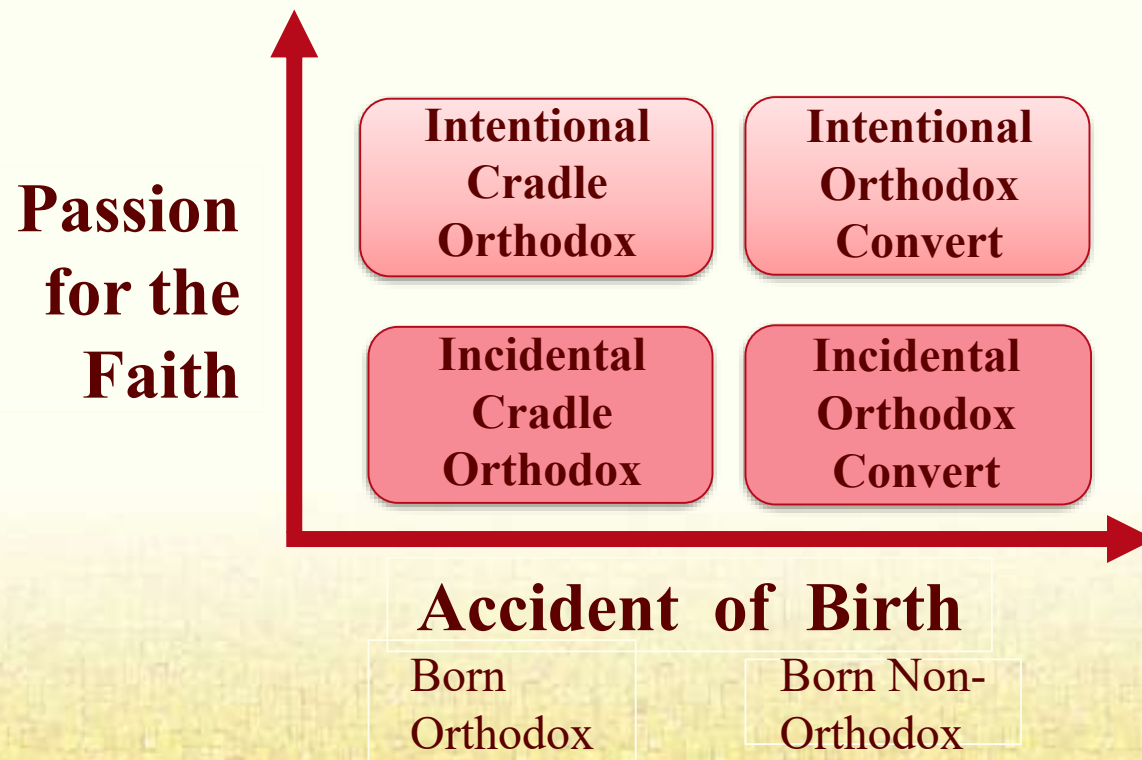


4 Kinds of Orthodox Christians



4 Kinds of Orthodox Christians

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





We Lost Our Adults



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



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**

² Religion in the Millennial Generation (2010) and U.S. Religious Landscape Survey (2007), Pew Forum on Religion & Public Life of the Pew Research Center.



Church Attendance Data



- ~ **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**

¹ Eight Facts about Church Attendance in US Orthodox Christian Churches (2010) Alexei Krindatch, Research Coordinator Assembly of Canonical Orthodox Bishops of North and Central America.

² *Personal survey data acquired from interviews of hundreds of Orthodox Christians by Facilitator Bill Marianes*



Selected “Income” Financial Stewardship Challenge Facts





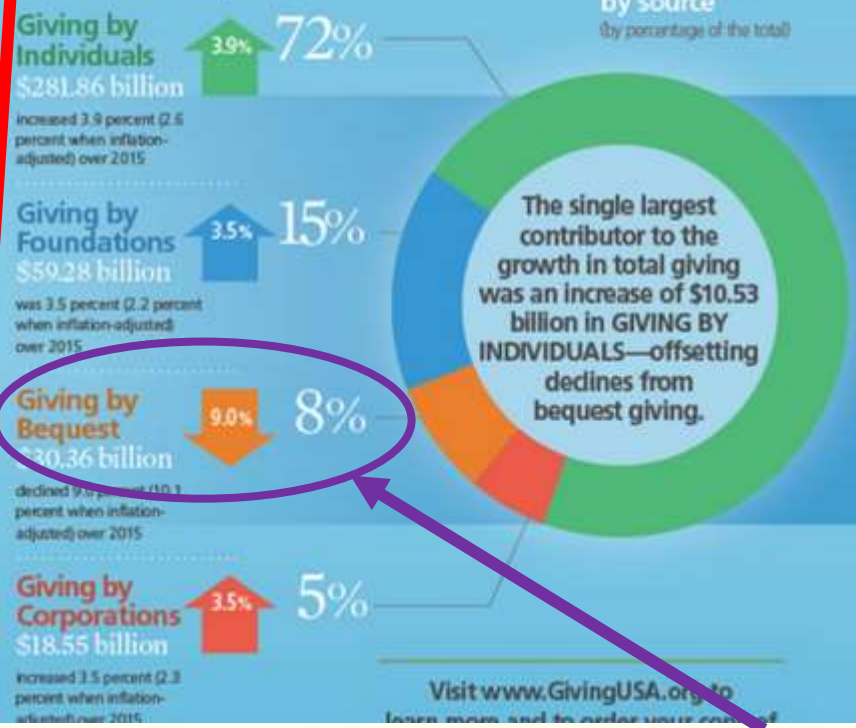
The Giving Facts

- ~ 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

The Giving Facts - 2016

\$390.05 billion

Where did the generosity come from?



Where are all of the charitable dollars going?

(as a percentage of the total)

- 32% Religion \$122.94 billion
- 15% Education \$59.77 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

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

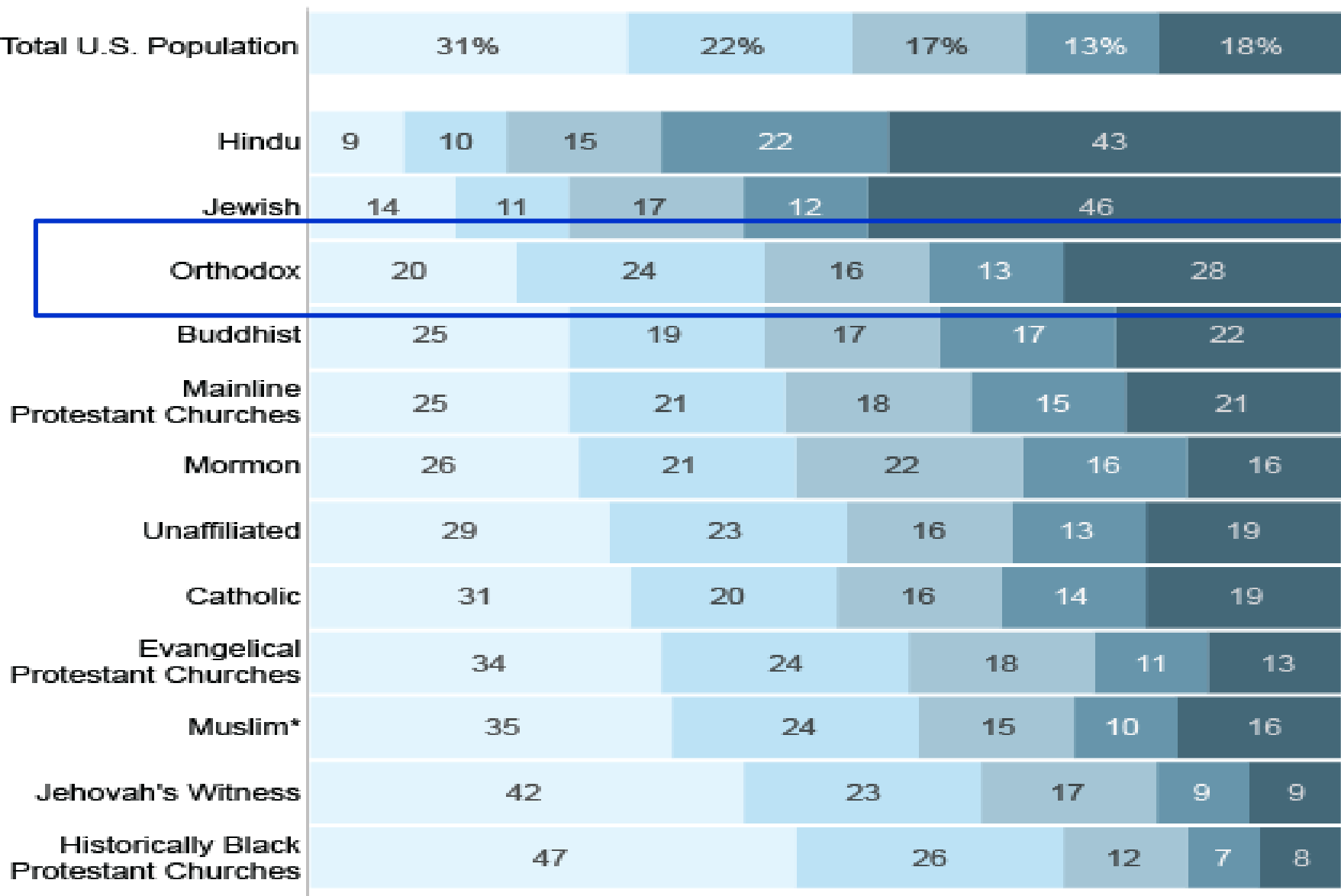
Giving USA FoundationSM, The Giving Institute, and the Indiana University Lilly Family School of Philanthropy are pleased to continue their partnership in providing the most comprehensive, longest-running, and most rigorously researched resource on U.S. charitable giving, *Giving USA: The Annual Report on Philanthropy*. It is a privilege to report on Americans' generosity and related historical trends on U.S. charitable giving.

\$390 Billion given away

Only 8% in wills

Only 32% to religious causes

Percentage of each group making...





U.S. Christian Charitable PER PERSON Giving Statistics¹



<u>Group</u>	<u>\$</u>
U.S. Christian average =	\$880
U.S. Evangelical Protestant average =	\$1,165
Average GOA Parishioner =	\$218

¹ All numbers are per person - per year direct financial stewardship contributions



Selected “Numbers” Challenge Facts



Major Denominations That Are Declining



“Top 25” Denominations Reporting One Year Membership Decreases

- | | |
|---|--------------------|
| 1. The <u>Catholic Church</u> (68.2 M members) | down 0.44% |
| 2. <u>Southern Baptist Convention</u> (16.1 M members) | down 0.15% |
| 3. The <u>United Methodist Church</u> (7.6 M members) | down 1.22% |
| 7. <u>Evangelical Lutheran Church in America</u> (4.2 M members) | down 5.9% |
| 10. <u>Presbyterian Church</u> U.S.A. (2.6 M members) | down 3.42% |
| 13. <u>The Lutheran Church – Missouri Synod</u> (2.2 M members) | down 1.45 % |
| 14. <u>The Episcopal Church</u> (1.9 M members) | down 2.71 % |
| 19. <u>American Baptist Churches</u> in the U.S.A. (1.3 M members) | down 0.19% |
| 21. <u>United Church of Christ</u> (1 M members) | down 2.02% |

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



“Top 25” Denominations Reporting One Year Membership Increases

	(2012)	(prior year)
4. <u>Church of Jesus Christ of Latter-day Saints</u> (Mormon Church) (6.1 M members)	up 1.6%	up 1.4%
9. <u>Assemblies of God</u> (3 M members)	up 3.9%	up 0.5%
20. <u>Jehovah’s Witnesses</u> (1.1 M members)	up 1.9%	up 4.4%
24. Seventh-Day Adventist Church (1 M members)	up 1.6%	up 4.3%

10 Largest Christian Church Parishes in USA ¹

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

¹ As of 2016 - Outreach Magazine

How Are We Doing?



Orthodox Christian Churches in the USA¹

	<u>Ortho #¹</u>	<u>Ortho %²</u>
1. Greek Orthodox Archdiocese of America	476,900	58.8%
2. Orthodox Church in America	84,900	10.4%
3. Antiochian Orthodox Christian Archdiocese	74,600	9.1%
4. Serbian Orthodox Church in North America	68,800	8.4%
5. Russian Orthodox Church Outside of Russia	27,700	3.4%
6. Ukrainian Orthodox Church of the USA	22,400	2.7%
7. Patriarchal Parishes of the Moscow Patriarchate	12,400	1.3%
8. Romanian Orthodox Archdiocese	11,200	1.4%
9. American Carpatho Russian Orthodox Diocese	10,400	1.3%
10. Vicariate for the Palestinian / Jordanian		
Orthodox Christian Communities	6,800	.08%
Top 10 Orthodox Jurisdictions Total² =	796,100	97.2%
15 ORTHODOX JURISDICTIONS TOTAL² =	815,951	100%
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

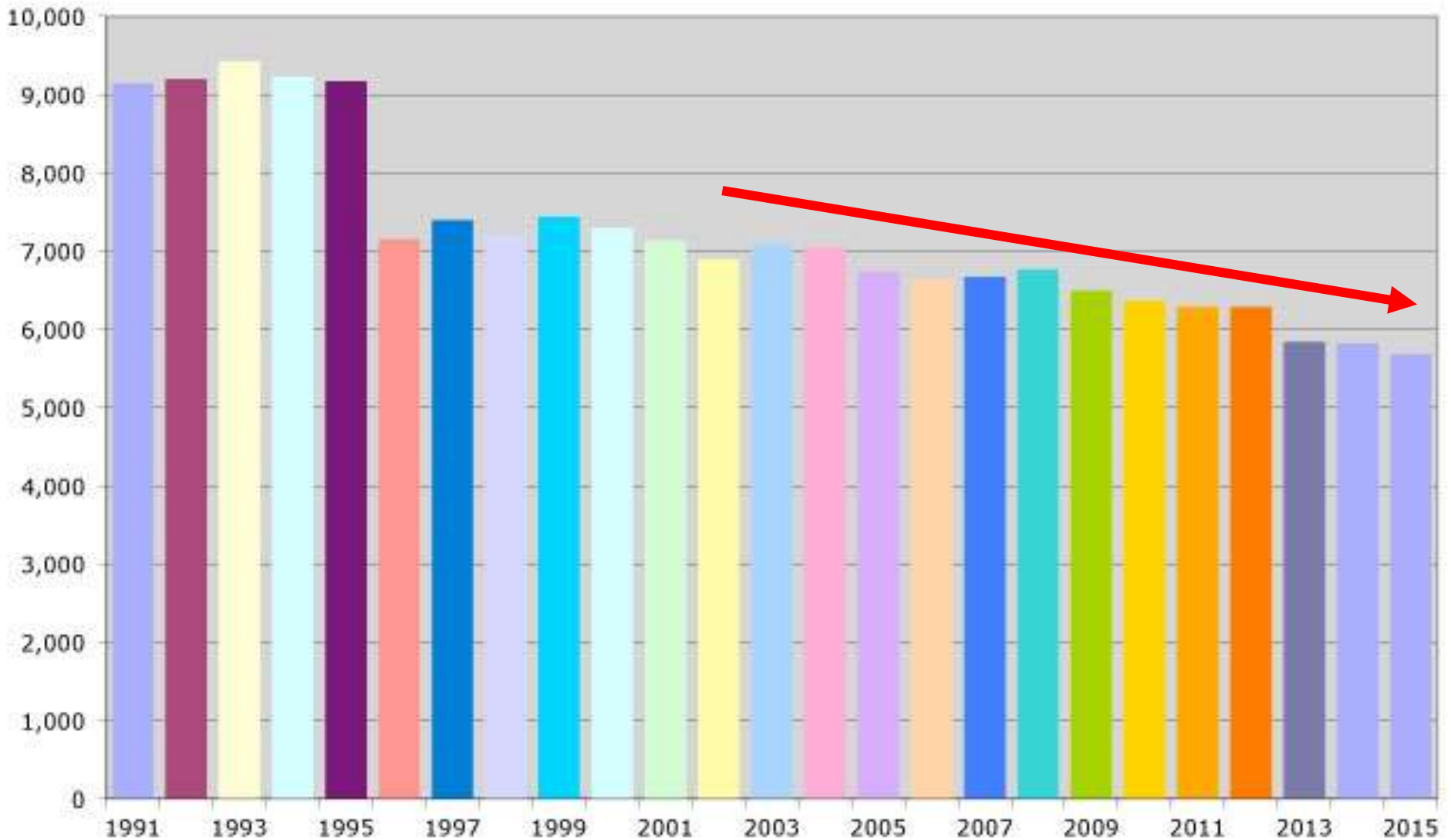
²These are the 15 Jurisdictions in communion and does not include the 226,349 Oriental Orthodox



GOA Baptisms Are Declining

Baptisms 1991 - 2015

Greek Orthodox Archdiocese of America



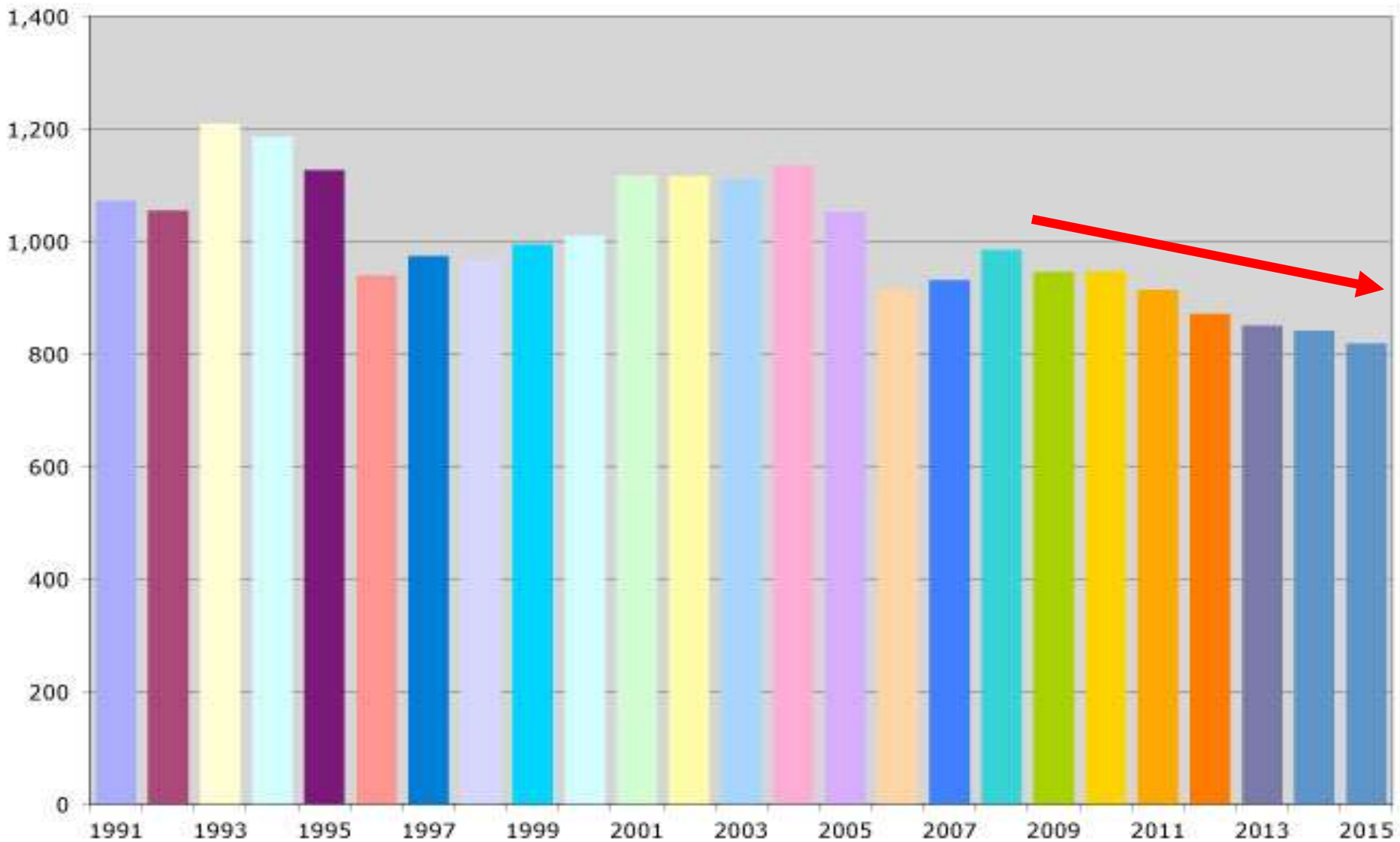
Since 1996, statistics from Canada, Central America and South America were no longer included in Registry tabulations.



GOA Chrismations Are Declining

Christmations 1991 - 2015

Greek Orthodox Archdiocese of America



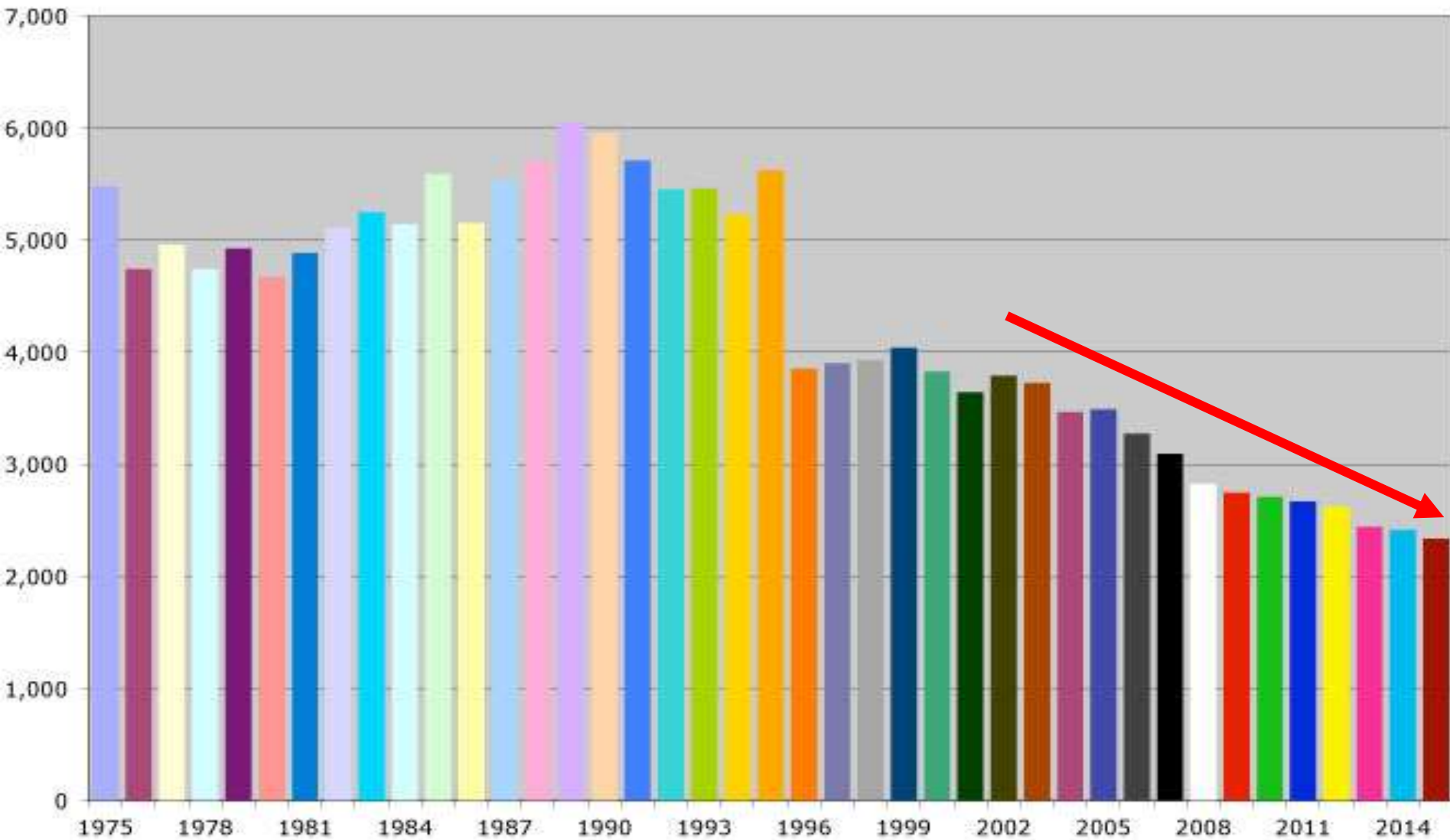
Since 1996, statistics from Canada, Central America and South America were no longer included in Registry tabulations.



GOA Weddings Are Declining

Weddings 1975 - 2015

Greek Orthodox Archdiocese of America



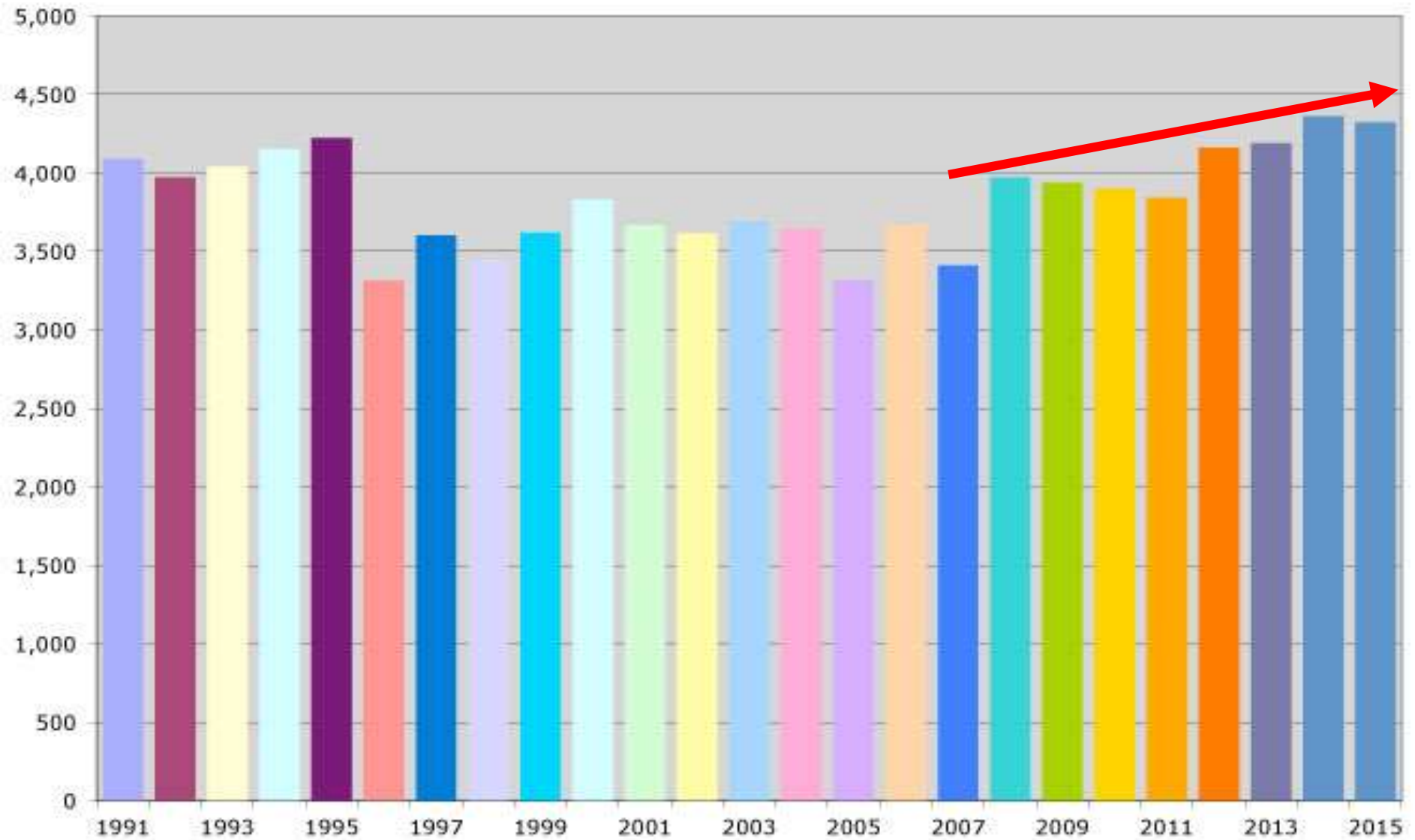
Since 1996, statistics from Canada, Central America and South America were no longer included in Registry tabulations.



**And Finally, Something that is
Generally Growing**

Funerals 1991 - 2015

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 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**



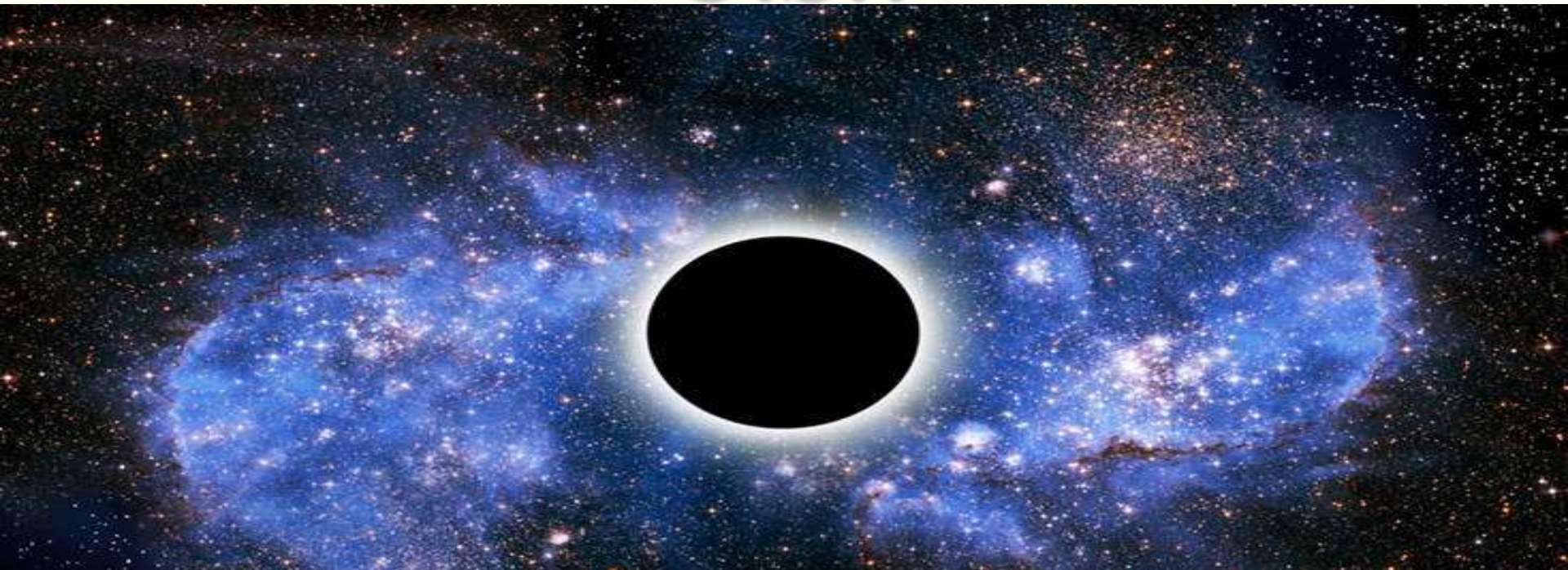
Part 4

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!”

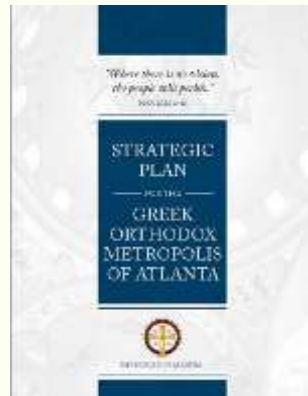
¹ The conclusion from a senior researcher who works at a well-established national research organization that focuses on religion and Christianity in America.

Orthodox Tipping Point of Data

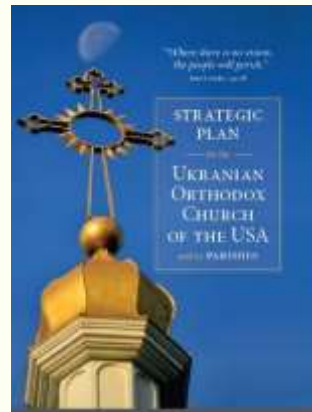
I have been blessed to complete strategic plans covering approximately 17% of all Orthodox Christians in America



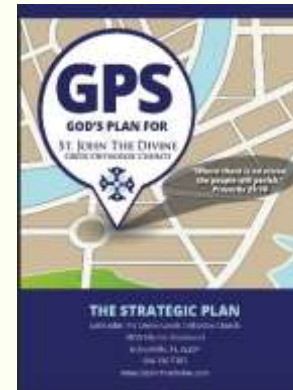
GOA Metropolis of San Francisco (7 Western States)



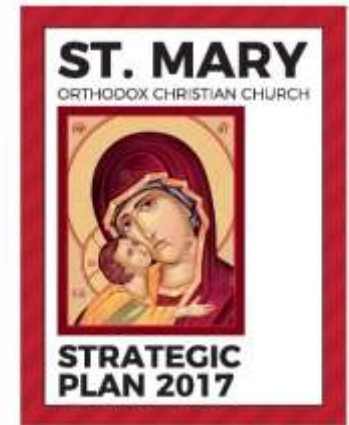
GOA Metropolis of Atlanta (8 Southeastern States)



Ukrainian Orthodox Church of the USA (entire USA)



St John The Divine (Jacksonville)



St Mary (Wichita)

Stewardship Calling Effective Church Model

Institutional



Individual

Effective
Worship
Experience

Consensus
Vision and
Strategic Plan

Engaged
Disciples

Culture of True
Stewardship

Stewardship Calling

What are you doing with all of the gifts God has given you?

www.stewardshipcalling.com

- WHY?
- EFFECTIVE CHURCH MODEL – THE 4 CRITICAL DIMENSIONS**
- STEWARDSHIP
- CHURCH STRATEGIC PLANNING
- PODCASTS / INTERNET RADIO
- SPIRITUAL – LEADERSHIP RETREATS
- BLOG
- RESOURCES
- UPCOMING PROGRAMS
- TESTIMONIALS
- IT'S NOT ABOUT ME
- IN LOVING MEMORY OF BESS MARIANES

Effective Church Model tab (with detailed presentations covering 3 of the 4 dimensions of an Effective Church)



Effective Church Model – The 4 Critical Dimensions



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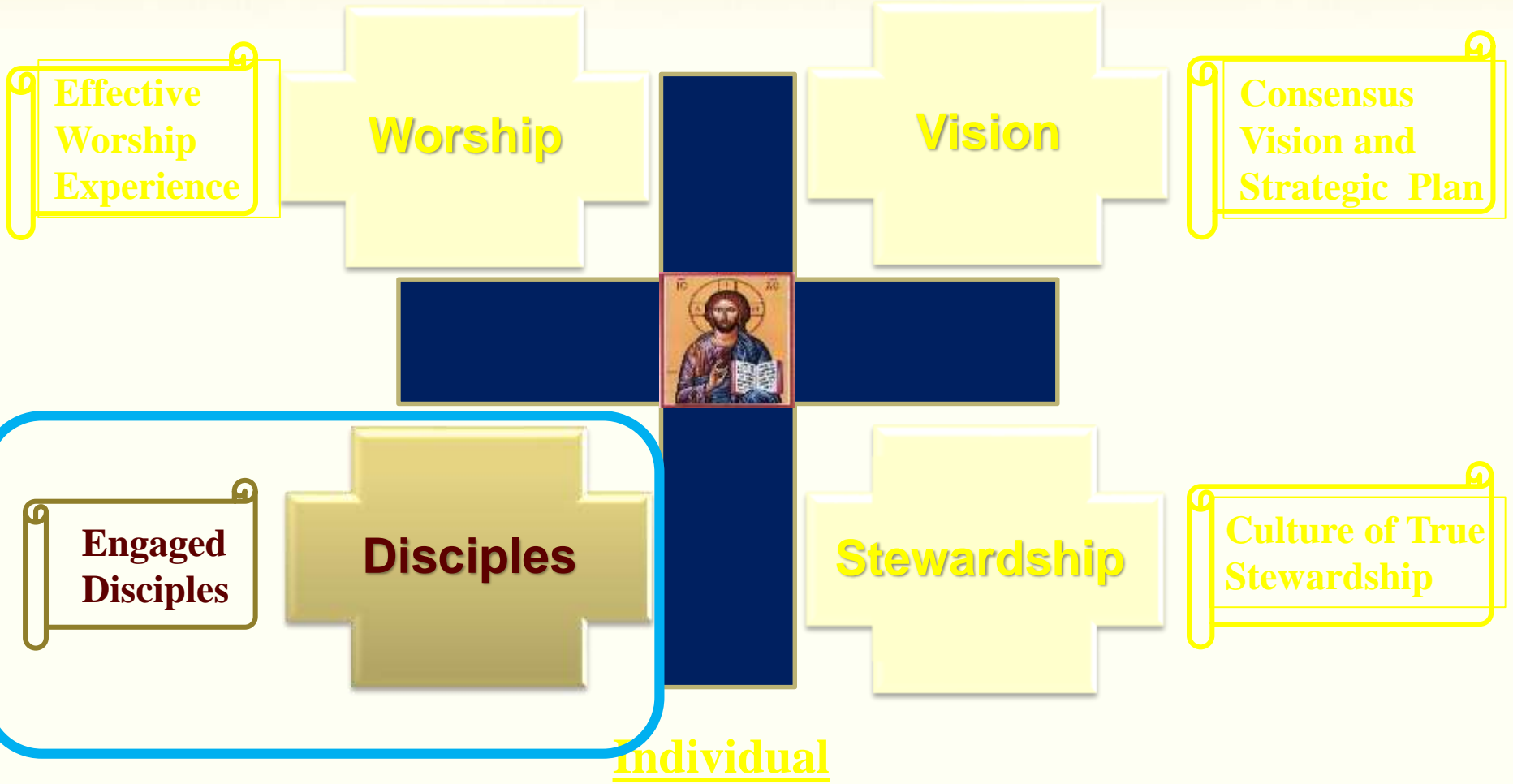
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Individual

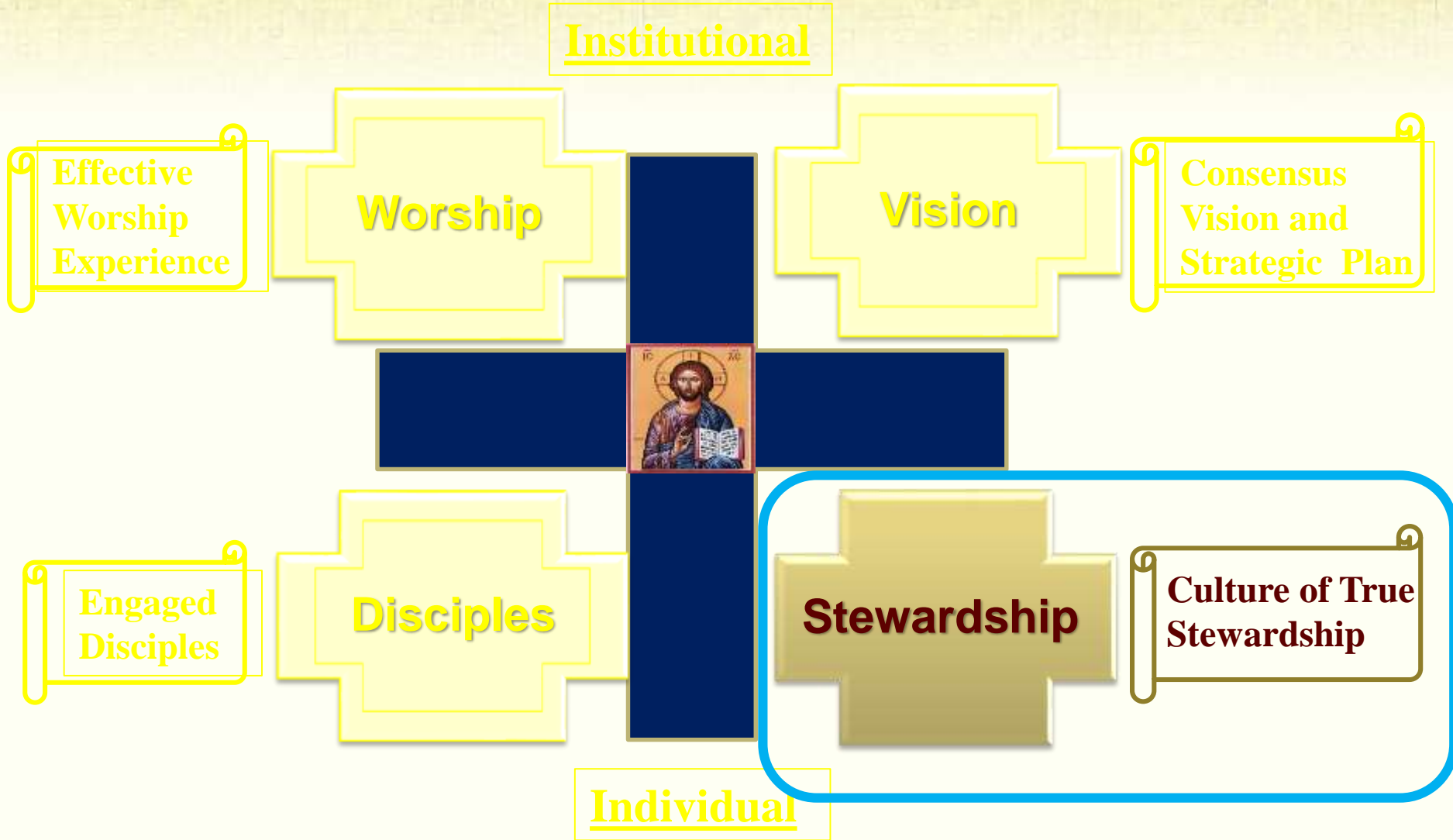


7 Engaged Disciples Practices



- 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**

Stewardship Calling Effective Church Model





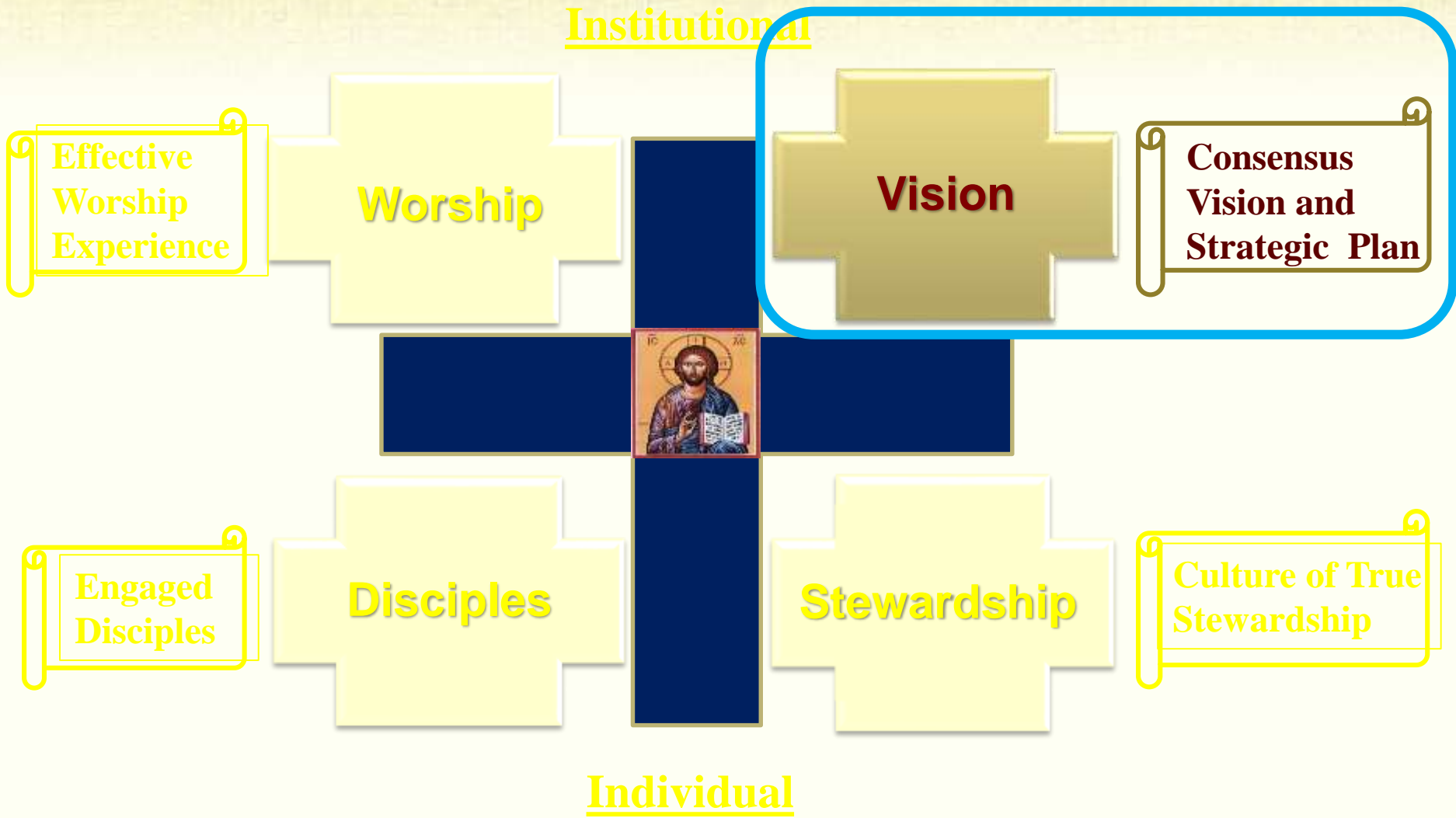
15 Culture of True Stewardship Practices



- 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**

Stewardship Calling Effective Church Model





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



Effective Parish “To Do” Item

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 of 15 Culture of True Stewardship Practices



1(a). Stewardship & Generosity

**What is Stewardship and
what does Holy Scripture
teach about Stewardship?**



Definitions of Stewardship





The Stewardship Calling Stewardship Definition



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



Christian Stewardship Is A Way Of Life¹



**Stewardship is
what a person
does after saying
“I believe...” as
proof of that
belief.**

¹ **Oriented Leadership** – Williams and McKibben



“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 prosperI 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)**



Will You Follow the Lord and Go “ALL IN”?



~ 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**



A Reflection on Christian Stewardship¹



“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*



A Reflection on Christian Stewardship¹



“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 of 15 Culture of True Stewardship Practices



1(b). Stewardship & Generosity

**What can we learn from
the pioneering Science of
Generosity Studies?**



Science of Generosity Studies



<https://generosityresearch.nd.edu/>

UNIVERSITY of NOTRE DAME

COLLEGE of ARTS and LETTERS



SCIENCE of GENEROSITY

exploring an essential human virtue

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The Science of Generosity

Sci-Port Museum's Sci Gen Exhibit

Generosity and Marriage

Generosity, Catholicism, Islam

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.



Why the Science of Generosity?

Generosity in the News

15 March

Wisconsin Public Radio: Just How Generous Are Americans Really?

22 February

"American Generosity Who Gives and Why"

+ More News



Generosity & Attachment



ANCIENT FAITH RADIO

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Ancient Faith
PODCASTS

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**



Science of Generosity Studies



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





Science of Generosity Studies



Conclusion #1 (Cognitive Decision):

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?**





Science of Generosity Studies



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?**





Science of Generosity Studies

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**



Science of Generosity Studies



Conclusion #3 (Culture of Generosity):

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?**





Science of Generosity Studies



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)?**



Effective Parish “To Do” Item

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 of 15 Culture of
True Stewardship Practices**

2. Leadership Alignment

**Align your Parish leadership
around your Parish vision of
Stewardship (“P.P.S.”)**



P.P.S.

P.P.S.





P.P.S.



**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**



P.P.S.



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*)

Effective Parish “To Do” Item

**Ensure consensus alignment
of all key leaders and
stakeholders to your new
stewardship program.**





3 of 15 Culture of True Stewardship Practices



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.



Tithing Is The Right Answer (not just in the Old Testament)



“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 tithing 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)

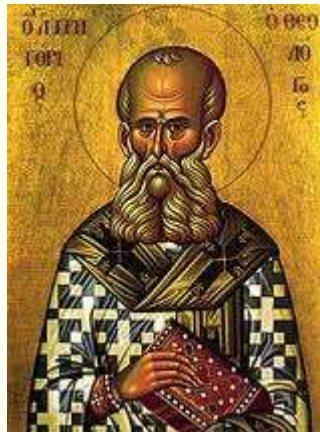
“Will a man insult God? Yet you have insulted Me! But you say, ‘In what way have we insulted You?’ You keep back tithes and offerings!” (Malachi 3:8)

“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 tithing 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 (not just in the Old Testament)

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



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



Tithing Is The Right Answer (not just in the Old Testament)



“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



~ 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**

100N = \$ 642K

400N = \$2.57M

700N = \$5.0M

200N = \$1.28M

500N = \$3.21M

800N = \$5.14M

300N = \$1.93M

600N = \$3.85M

900M = \$5.78M

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

¹ "Median household income in the past 12 Months (in 2010 inflation-adjusted dollars)". 2006-2010 American Community Survey. United States Census Bureau. 2010. Retrieved 22 April 2013.



Tithing / Percentage Giving



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**



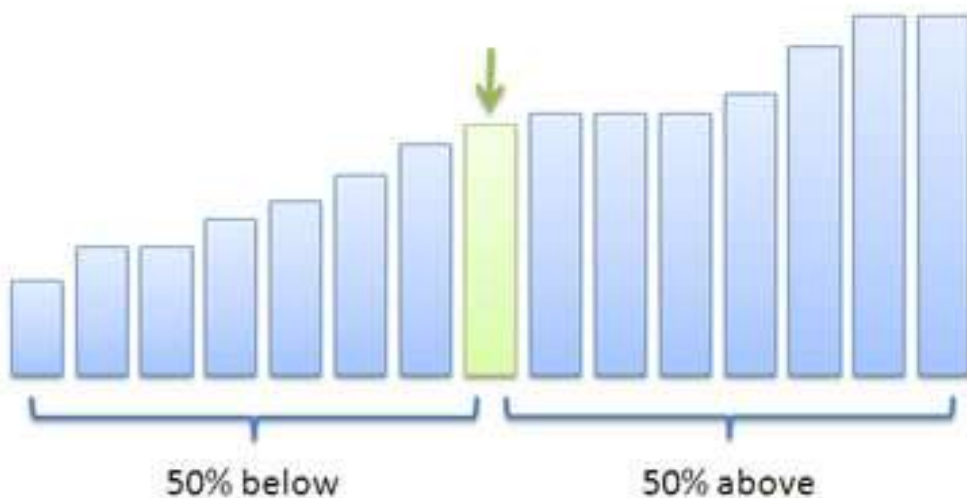


“Median Not Mean” Averages Are Irrelevant

- Average Pledge #'s are misleading
- Median pledge is a better number

• 3 Donors = \$1 \$2 \$3,000

Median



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 of 15 Culture of True Stewardship Practices



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**

W2



**“Own the Watch, and
you will own the Wallet.”**



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))¹

“..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.)²

“...church involvement is the strongest single predictor of giving.”³

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

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

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

Effective Parish “To Do” Item

Develop and implement a stewardship program that focuses more on soliciting time and engagement in the ministries of the church.





5 of 15 Culture of True Stewardship Practices



**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





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”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

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

² 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

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



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





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 of 15 Culture of True Stewardship Practices



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



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



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



9 Follow Up

8 Home Visitations

7 Ambassadors Select Stewards

6 Train Ambassadors

5 Recruit Ambassadors

4 Ministry Handbook and Stewardship Materials

3 Council of Ministries

2 Mission-Vision-Strategic Objectives

1 P.P.S. Consensus

Interpersonal Steps

Foundational Steps



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

(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/>

Completed Material tab at www.atlstrategicplan.com

1.1 Parish Strategic Planning

1.1 Parish Strategic Planning

1.3 Risk Management

3.3 Communications Director

4.2 Orthodox Leadership Training

5.1 Early Parenting

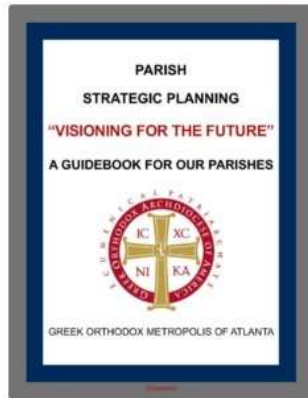
5.2 Newly Married Couple
Mentoring

5.4 Seniors Programs

8.1 Spiritual Growth Resources

10.1 Metropolis Website

10.3 Best Practices Metropolis
Resource Center Portal



[DOWNLOAD PARISH STRATEGIC PLANNING GUIDE](#)

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



[DOWNLOAD TEMPLATES](#)

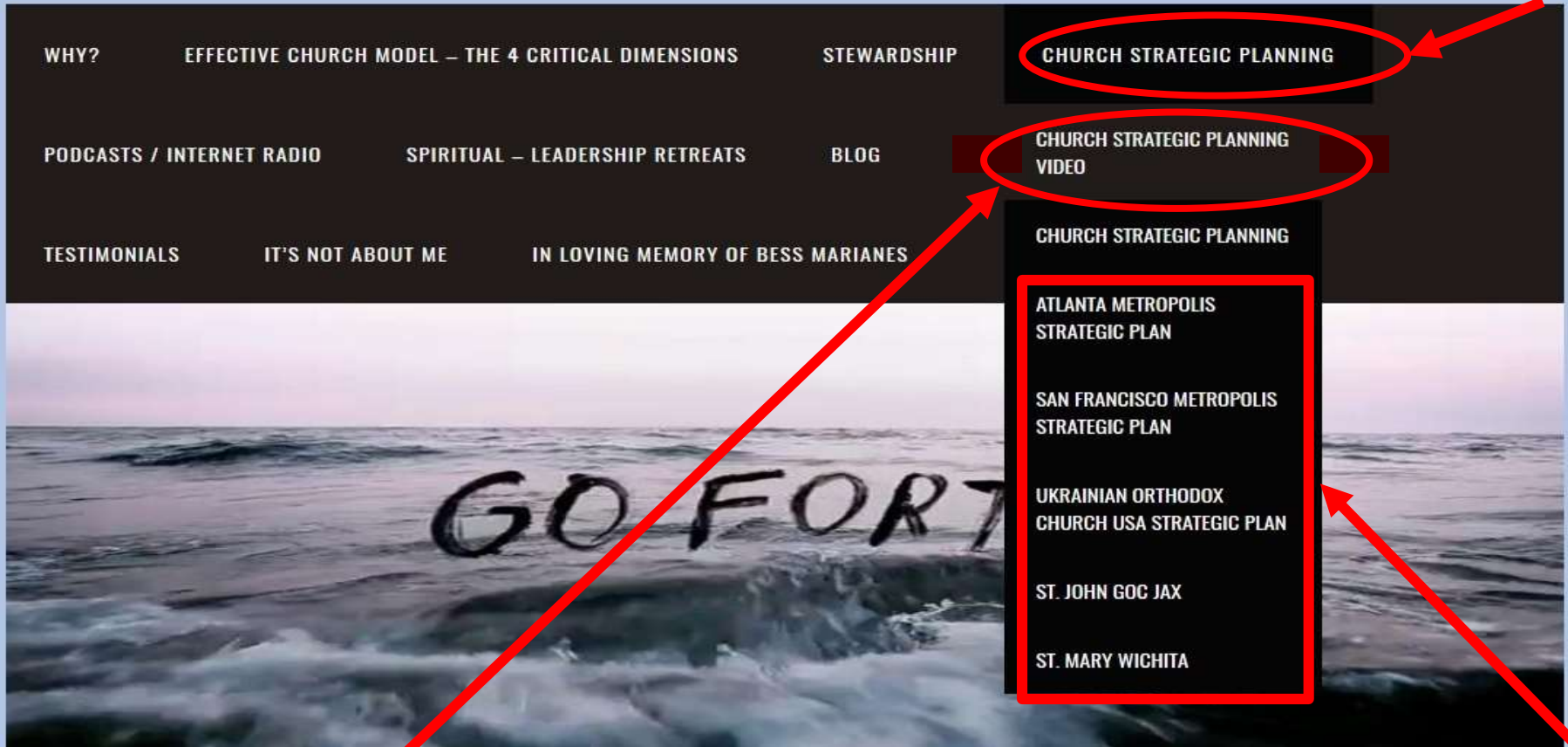
Please click here for the customizable templates for use in your parish. These templates make creating your own Strategic Plan simple and fully unique to your specific parish needs.



[DOWNLOAD SAMPLE PARISH STRATEGIC PLAN](#)

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.

[DOWNLOAD THE STRATEGIC PLAN](#)



You can watch or download 2 videos that teach Parish Strategic Planning at:
<http://stewardshipcalling.com/parish-strategic-planning-video/>

You can download several Strategic Plans
<http://stewardshipcalling.com/strategic-planning/>



ANCIENT FAITH RADIO

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A STEWARDSHIP CALLING



Ancient Faith
PODCASTS

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 completed 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



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Interpersonal Steps

Foundational Steps



How Did The Greatest Steward Solicit





Ingredients Of Effective Stewardship Ministry

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>

Effective Parish “To Do” Item

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



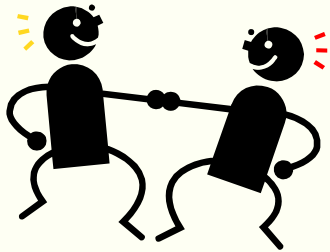


New POP (“Parish Operational Paradigm”) to Maximize “Engagement”





Early 1900's



Early Faithful



Recruit



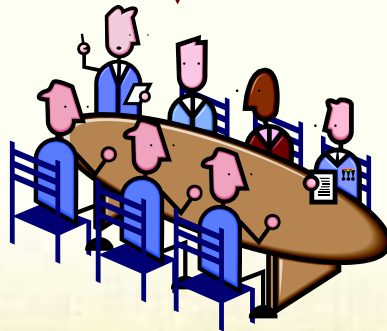
**Traveling
Itinerant Priest
from abroad**



1920's – 1940's



**Full-time Priest
Serves Parish**



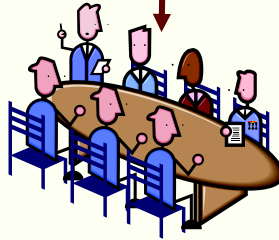
**Early Parish
Councils/Boards**



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?**

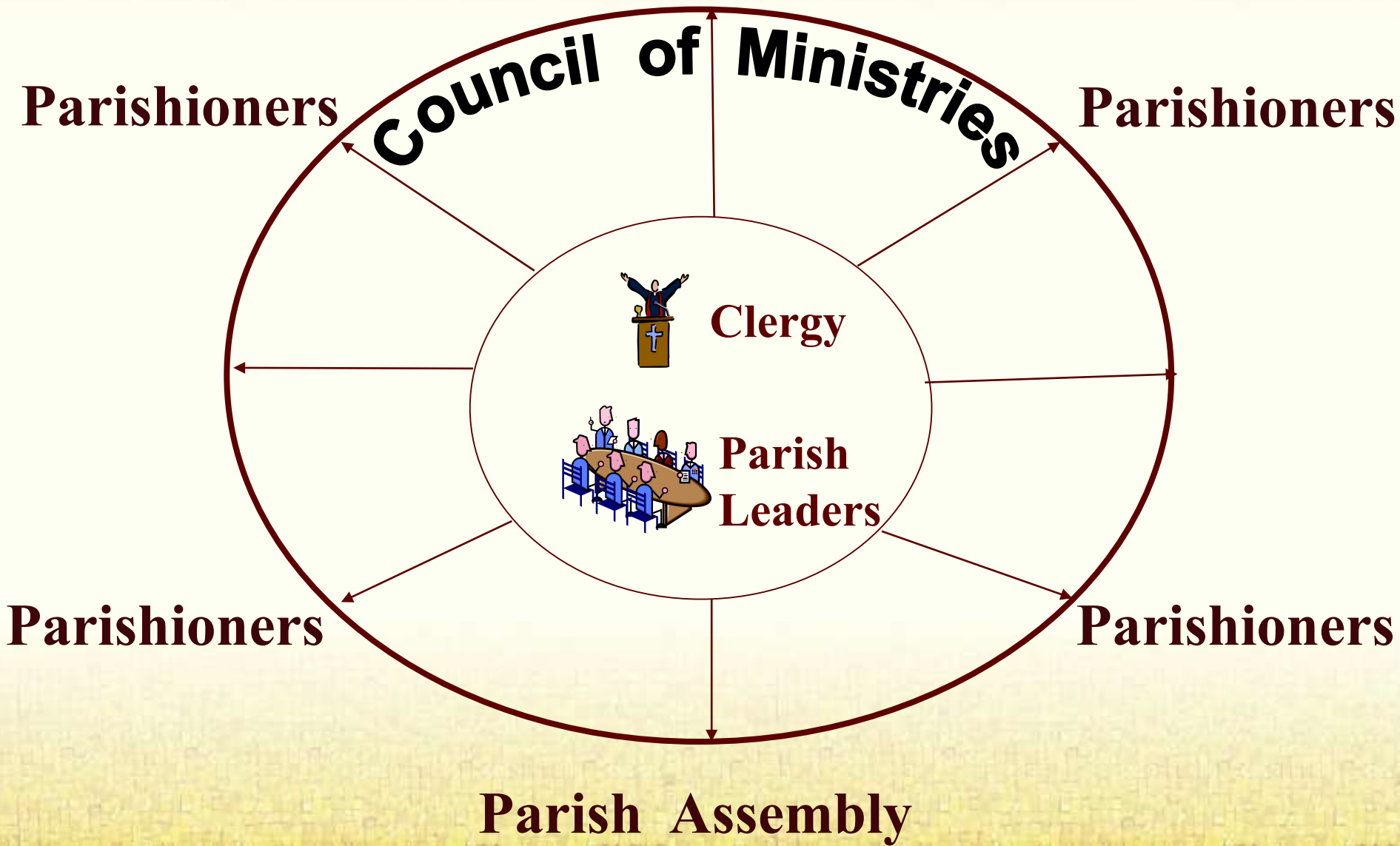


It is...



Ministry Based Organization Paradigm

Outreach & Evangelism (future Orthodox)





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 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



THE METROPOLIS OF ATLANTA

STRATEGIC



PLAN

**See Council of Ministries Program
released by Metropolis of Atlanta
Strategic Goal Team 1.5**

<http://atlstrategicplan.org/>



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:

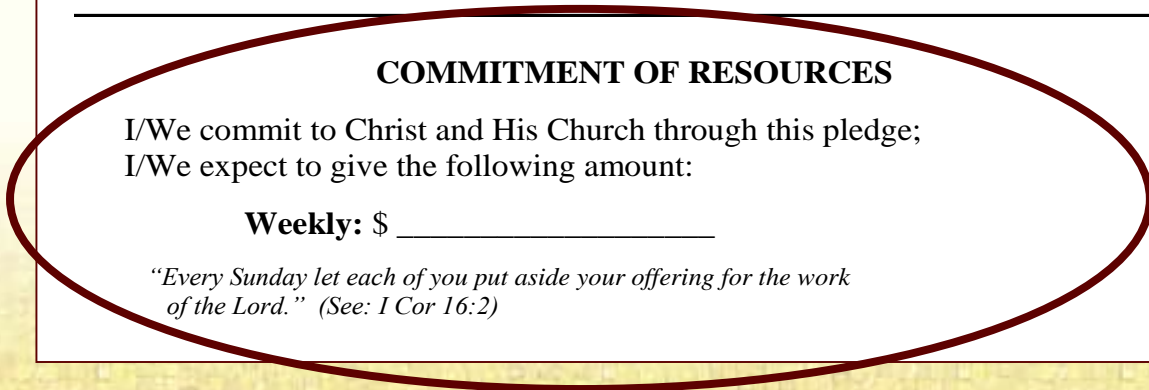
COMMITMENT OF RESOURCES

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: 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

___ 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

Other Talents: _____

Effective Parish “To Do” Item

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 of 15 Culture of True Stewardship Practices



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)

<http://www.pewforum.org/2016/08/23/choosing-a-new-church-or-house-of-worship/>



**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**

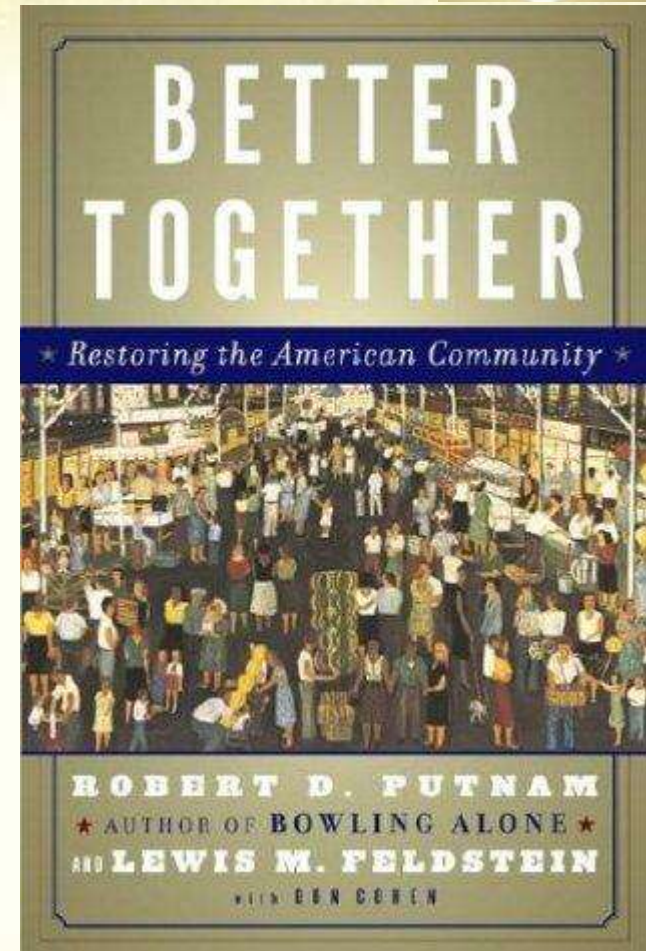


Total Welcoming Experience



Read: Better Together

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



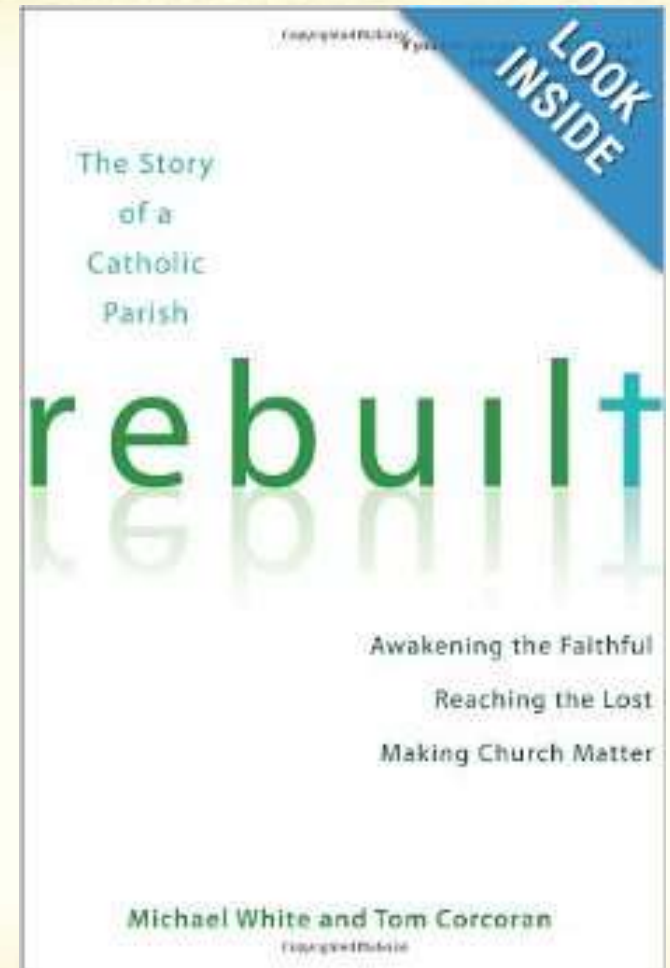
**Especially read
chapter 6**



Total Welcoming Experience



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.



**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?**

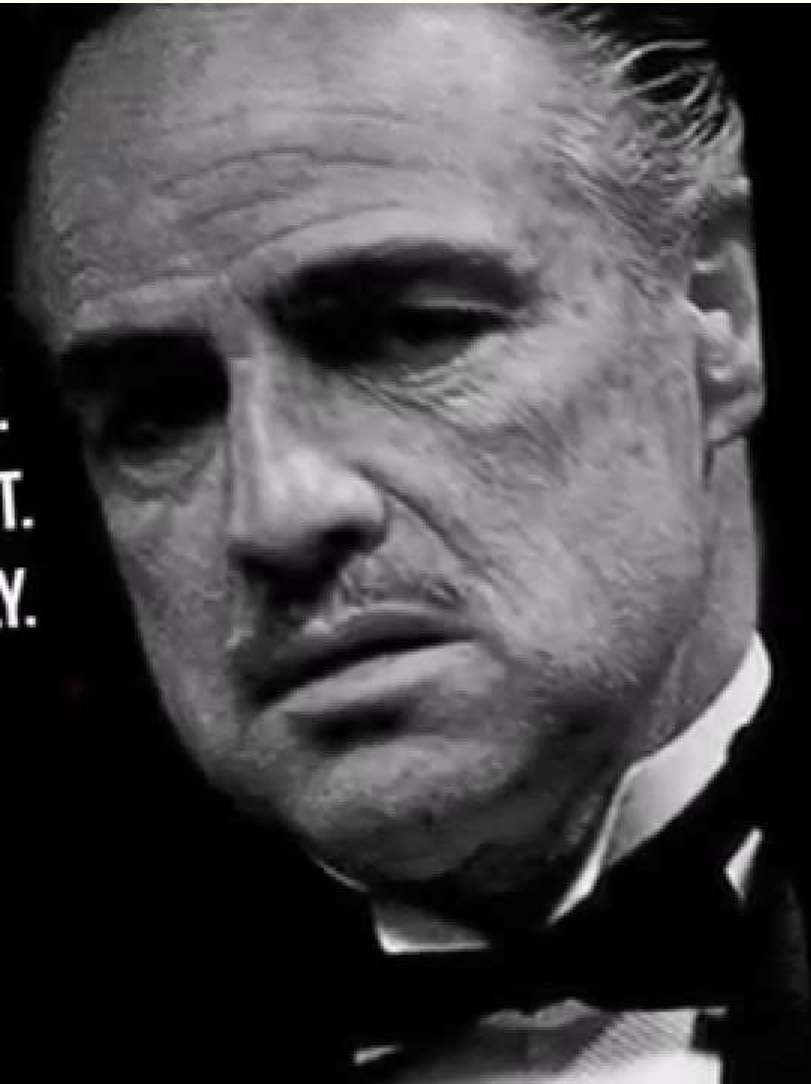


Total Welcoming Experience



Be their Godfather...

**FRIENDSHIP IS EVERYTHING.
FRIENDSHIP IS MORE THAN TALENT.
IT IS MORE THAN THE GOVERNMENT.
IT IS ALMOST THE EQUAL OF FAMILY.**



Effective Parish “To Do” Item

**Establish a
Welcoming Ministry and
create a “Total Welcoming
Experience.”**





8 of 15 Culture of True Stewardship Practices



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

Effective Parish “To Do” Item

**Establish a
Thanking Ministry and create
a strong “Culture of
Thanking.”**





9 of 15 Culture of True Stewardship Practices



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



Youth Stewardship



“Train up a child in the way he should go, and when he is old he will not depart from it.”

(Proverbs 22:6)



Youth Stewardship



- **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





Youth Discipleship



Dr. Edward

Lorenz

Dartmouth
Harvard
M.I.T.

- ~ **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**

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 1st 10% of income in stewardship, the 2nd 10% in savings for your the future/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?

Youth Stewardship Provocative Question



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>





ANCIENT FAITH RADIO

Bringing the Ancient Christian Faith to the Modern World

Ancient Faith Ministries

BILL MARIANES

REVITALIZE STEWARDSHIP IN
YOUR PARISH AND PERSONAL LIFE

A STEWARDSHIP CALLING



Ancient Faith
PODCASTS

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

4. United Methodist Church 12-month Stewardship

Program: <https://www.umcdiscipleship.org/resources/a-twelve-month-plan-for-stewardship-in-the-local-church>

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 of 15 Culture of True Stewardship Practices



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!

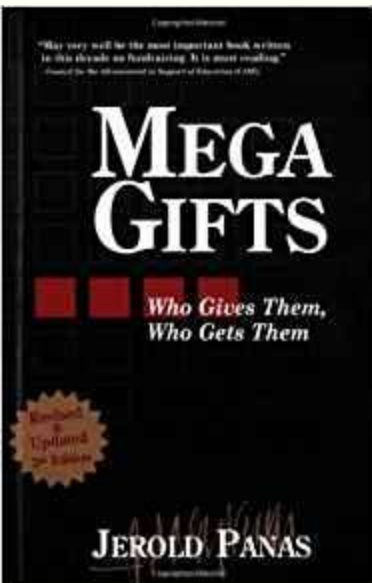
- 1. Keep communications positive**
- 2. Focus on mission/vision and life-changing ministries**
- 3. Discuss the abundance in your community**
- 4. Share stories of generosity**
- 5. Communicate regularly and consistently**
- 6. Describe the easy ways people can be generous to the church and its ministries**
- 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*



¹ See *Mega Gifts*, Jerold Panas, Original – 1984 2nd Edition – 2005)



C. P. I. Motivates Donors To Give



SELL THE DREAM

- Cause
- Mission



SELL THE TEAM

- People
- Team




SELL THE SCHEME

- Integrity
- Transparency



C. P. I. 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 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



C. P. I. 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**

Effective Parish “To Do” Item

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 of 15 Culture of True Stewardship Practices



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 weeks’ 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



Stewardship Campaigns vs. Capital Campaigns



- ~ 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**

Effective Parish “To Do” Item

Establish a year-long stewardship schedule and campaign with extensive stewardship messages in many places from many voices.





12 of 15 Culture of True Stewardship Practices



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

Effective Parish “To Do” Item

**Develop and implement a
Planned/Estate Giving
program.**





13 of 15 Culture of True Stewardship Practices



13. Transparency and accountability

**Complete transparency and
accountability is essential
to having a successful
Stewardship program**



Transparency & Accountability



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.”

Passing the Plate: Why American Christians Don't Give Away More Money (New York: Oxford UP, 2008) (p 143)



Transparency & Accountability



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.”



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)



Transparency & Accountability



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



Transparency & Accountability



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



Transparency & Accountability



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



Transparency & Accountability



- ~ 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://atlmeteropolis.org/2017-presidents-meeting>

Effective Parish “To Do” Item

Consistently communicate all stewardship, financial and other Parish information with complete integrity, accountability and transparency.





14 of 15 Culture of True Stewardship Practices



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**

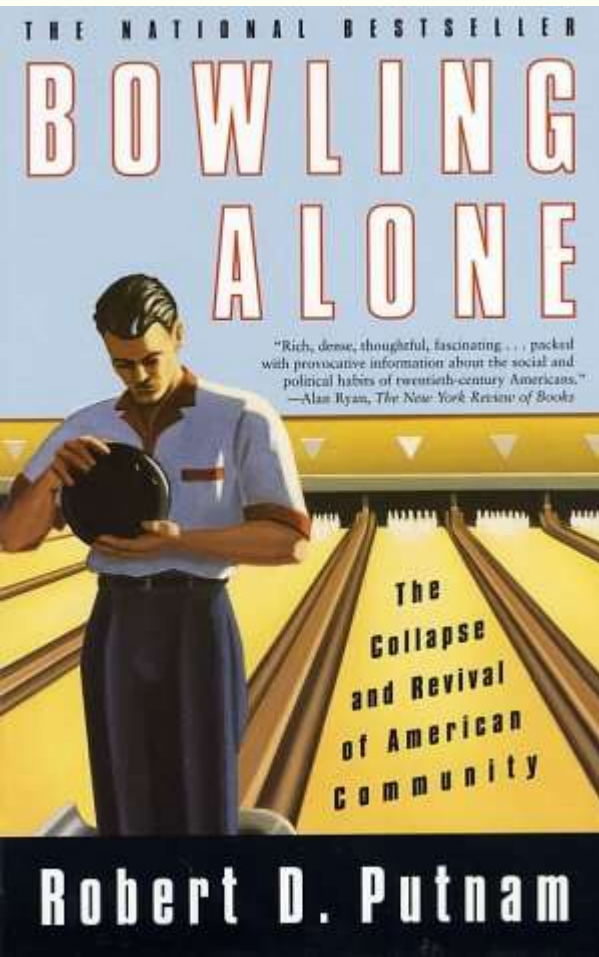
¹ Mark Howell, *founder of SmallGroupResources.net and the pastor of discipleship communities at Canyon Ridge Christian Church. See full article and references at: <https://ministrytodaymag.com/outreach/discipleship/20558-10-powerful-benefits-of-a-small-group-ministry>*



“Social Capital”

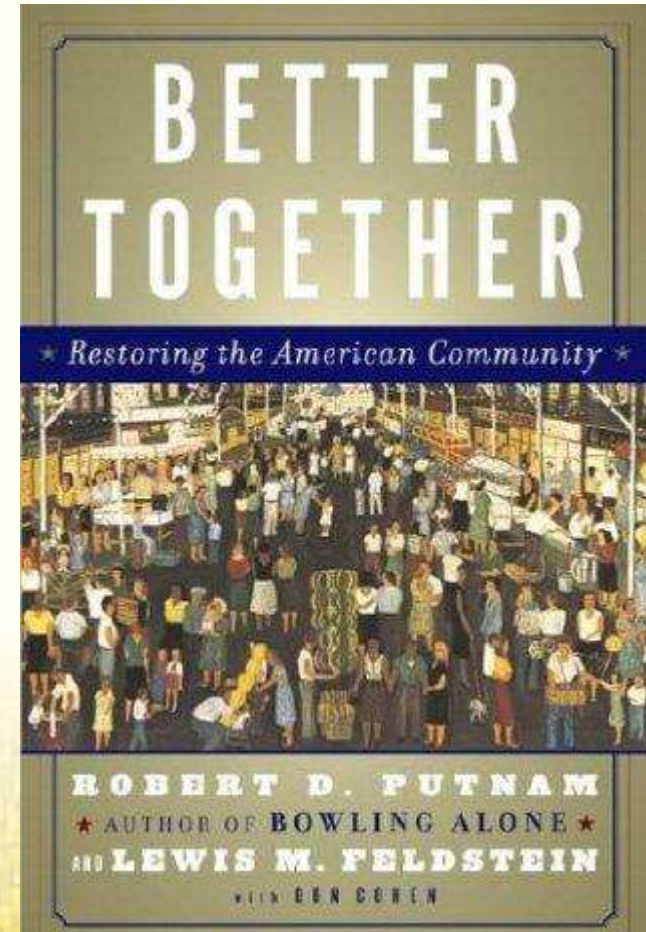


A key to a growing Parish is to increase “Social Capital”



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.”

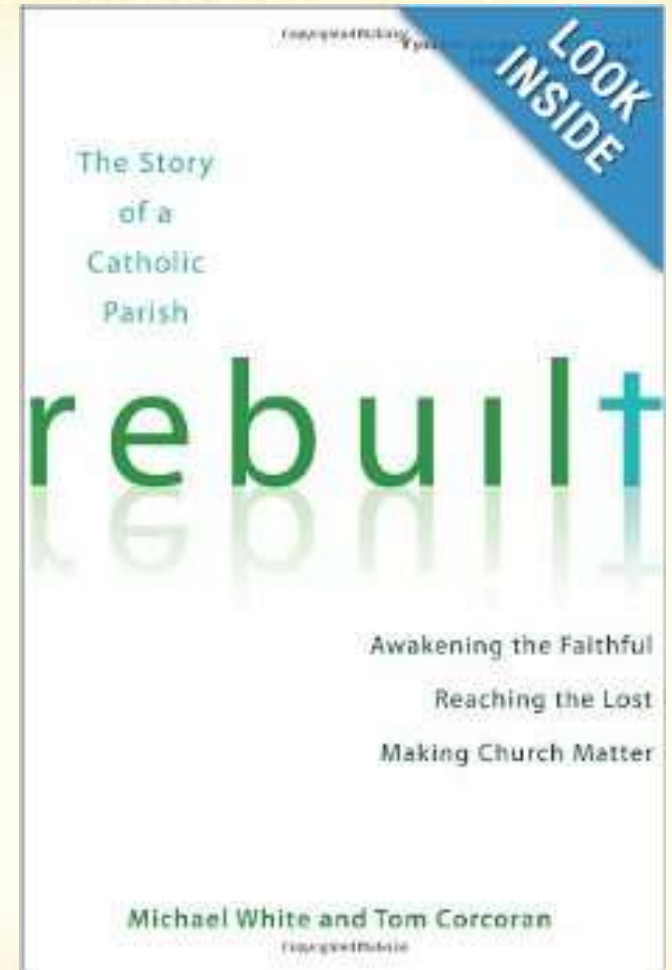
<http://northpoint.org/messages/preventative-circles/>



The Power of Small Groups



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**

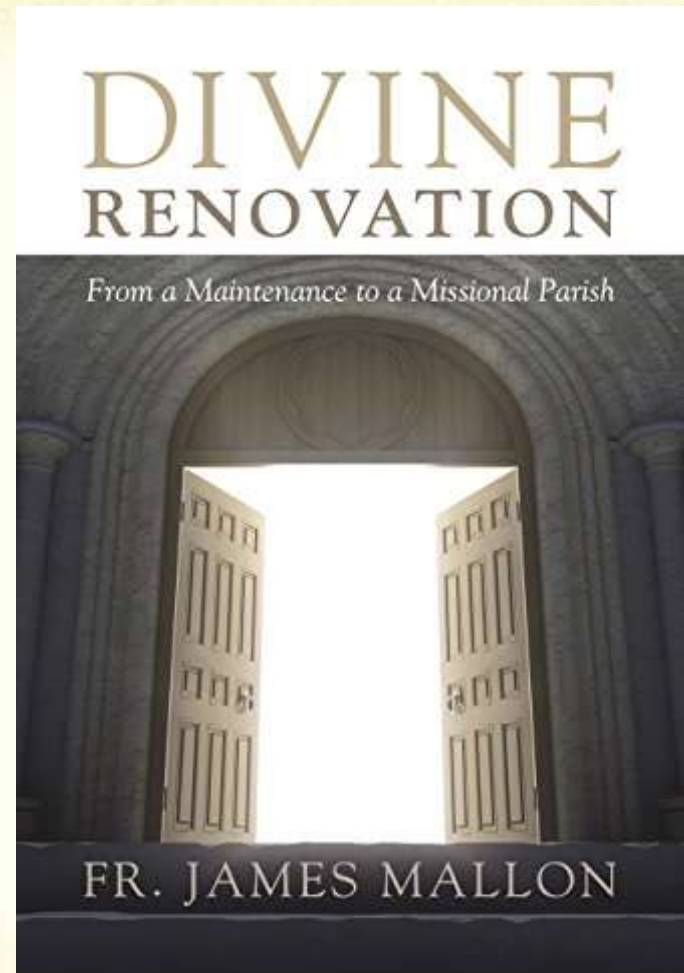


The Power of Small Groups



“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; Coaching Life Changing Small Groups: A Comprehensive Guide for Developing Leaders of Group & Teams (Group 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.**
- **Cloud, Henry; Townsend, John; Making Small Groups Work: What Every Small Group Leader Needs to Know, Zondervan, 2003.**
- **McBride, Neal; How to Lead Small Groups, NavPress, 1990.**

Additional Small Groups Ministry Resources

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

Lee-Thorp, Karen; How to Ask Great Questions: Guide Your Group to Discovery With These Proven Techniques, Pilgrimage Small Group Resource, NavPress, 1998.

Nyquist, James; Leading Bible Discussions, InterVarsity Press, 1976.

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

Bolsinger, Tod, Canoeing the Mountains: Christian Leadership in Uncharted Territory, InterVarsity Press, 2015.

Hybels, Bill, New Identity: Discovering Who You Are in Christ, InterActions small group series Willow Creek Association, Zondervan, 1996.

Hybels, Bill, Essential Christianity: Practical Steps for Spiritual Growth, InterActions small group series Willow Creek Association, Zondervan, 1998.

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.**
- **Hybels, Bill, Getting A Grip: Finding Balance in Your Daily Life, InterActions small group series, Willow Creek Association, Zondervan, 1998.**
- **Reapsome, James & Martha; Marriage: God's Design for Intimacy - 12 Studies for individuals or groups, A LifeGuide Bible Study, InterVarsity Press, 1986**
- **Hunt, Gladys M.; The God Who Understands Me: The Sermon on the Mount, 15 inductive studies for neighborhood, student, and church groups, Fisherman Bible Studyguide, Harold Shaw Publishers, 1971.**

Effective Parish “To Do” Item

**Create and implement a
“Small Group Ministry”
program.**





15 of 15 Culture of True Stewardship Practices



15. It takes a TEAM

**A Stewardship ministry
requires a separate and
dedicated ministry team**



It Takes a 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.





Romans 12:5

*“So we, being many,
are one body in Christ,
and every one members
one of another.”*

**One One
Team Dream**



The Power of the Church Team (ἐκκλησία)



**“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

Effective Parish “To Do” Item

**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**



Jack Welch

Chairman & CEO - General Electric



~ ~ ~ ~ ~

“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

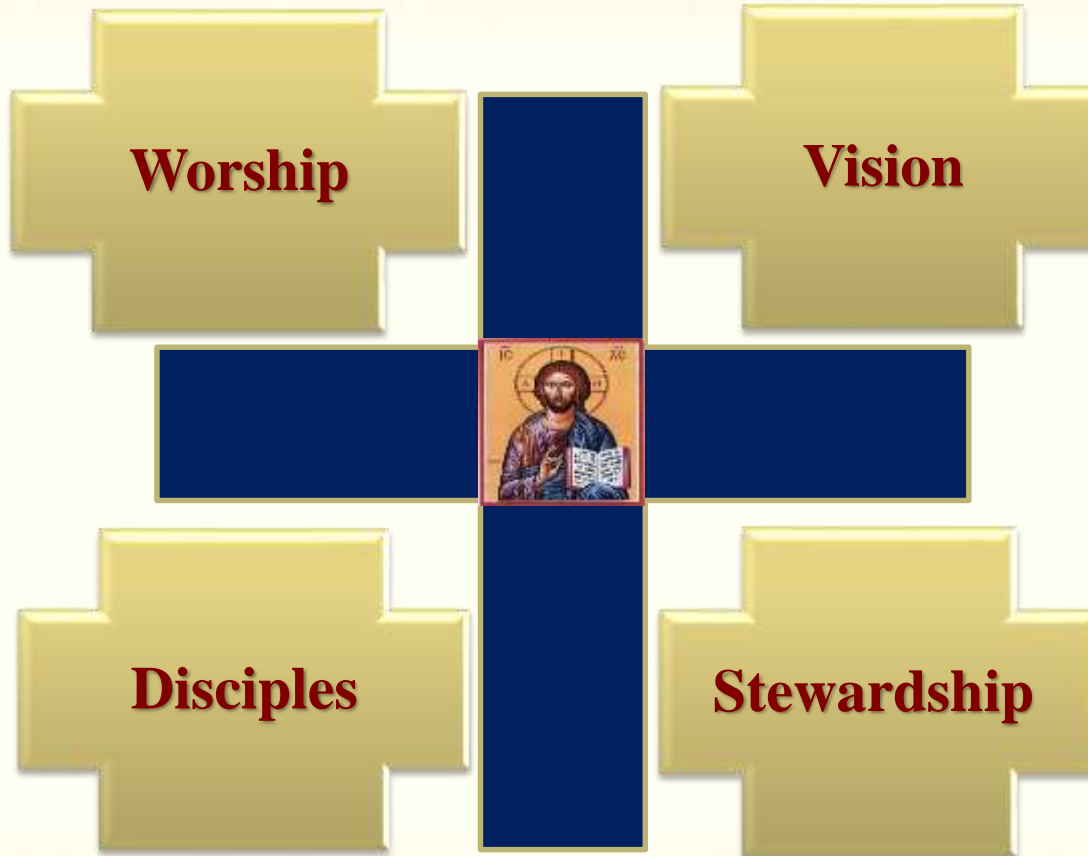


**“Go therefore and make
disciples of all the nations**

**...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

Consensus
Vision and
Strategic Plan

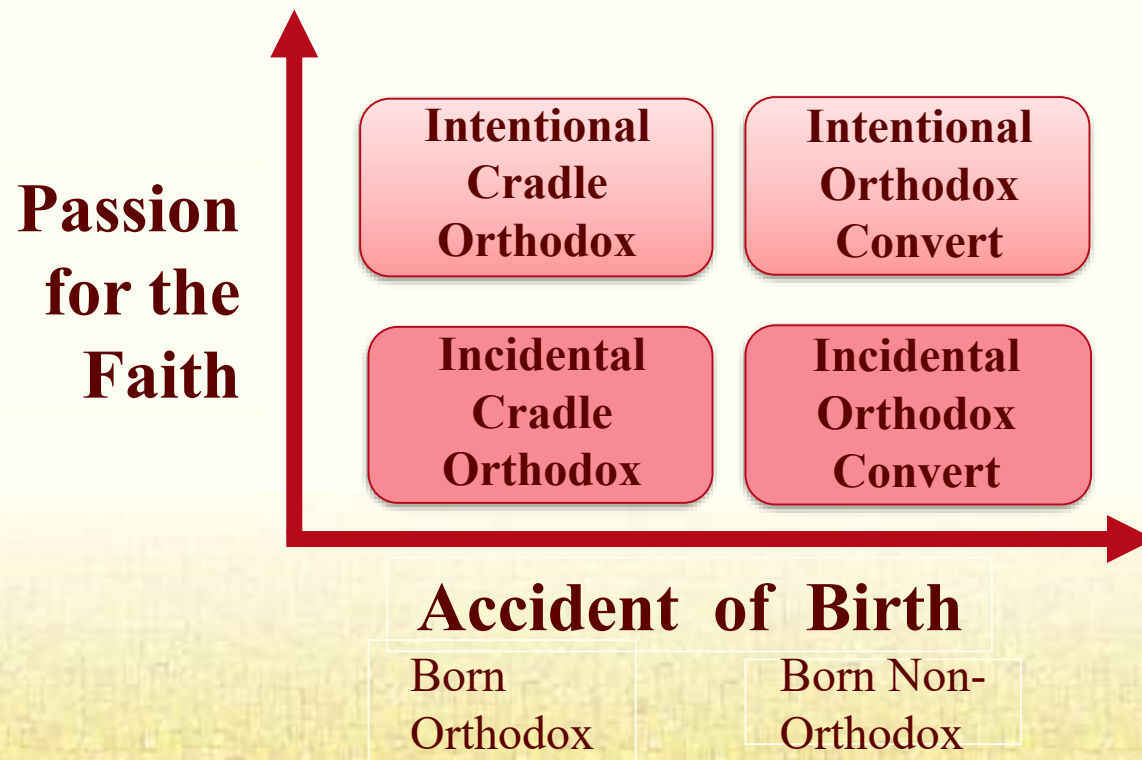
Engaged
Disciples

Culture of True
Stewardship

Individual

4 Kinds of Orthodox Christians

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





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**

Effective Parish “To Do” Review

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.

Effective Parish “To Do” Review

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.”

Effective Parish “To Do” Review

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.



Stewardship Calling

What are you doing with all of the gifts God has given you?

WHY? EFFECTIVE CHURCH MODEL **STEWARDSHIP** CHURCH STRATEGIC PLANNING PODCASTS / INTERNET RADIO

SPIRITUAL – LEADERSHIP RETREATS BLOG RESOURCES UPCOMING PROGRAMS PERSONAL

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

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THE METROPOLIS OF ATLANTA
STRATEGIC PLAN

Home Why/How Areas of Focus Goals Teams **Completed Material** Contact Q

Growing the Metropolis of Atlanta
together.

DOWNLOAD THE STRATEGIC PLAN



Our Mission

The Metropolis of Atlanta's mission is to energize, cultivate and guide the faithful in the Southeastern United States by proclaiming the Faith and Gospel of Christ, and teaching and spreading the Orthodox Christian Faith.



Our Vision

We will grow the Metropolis of Atlanta, and personally grow in Christ and make disciples, by living as witnesses of our faith through loving, faithful and purposeful Orthodox Christian communities focused on worship.



Statement of Why

The Metropolis of Atlanta and its Parishes welcome all people seeking salvation, love, truth and fulfillment.



Core Values

- Christ-centered
- Love
- Sacred Apostolic tradition
- Education, training and leadership development

Igniting The Flame Of A Culture Of True Stewardship
can also be found under the Completed Material tab

A television test pattern background with the text "AND NOW BACK TO OUR REGULARLY SCHEDULED PROGRAMMING" overlaid. The test pattern consists of a grid of colored squares in shades of gray, yellow, cyan, green, magenta, red, and blue. The text is in a bold, white, sans-serif font with a black outline, centered on the screen.

**AND NOW BACK TO
OUR REGULARLY
SCHEDULED
PROGRAMMING**

**“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



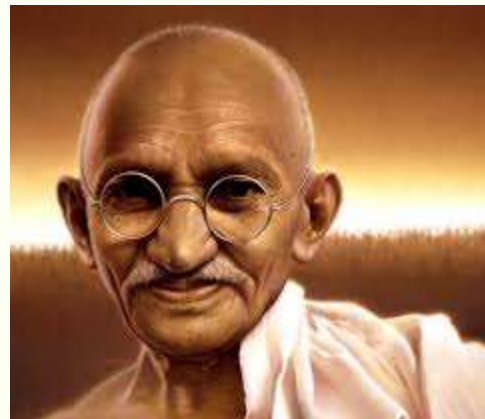
“A dream is just a dream.

**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.”

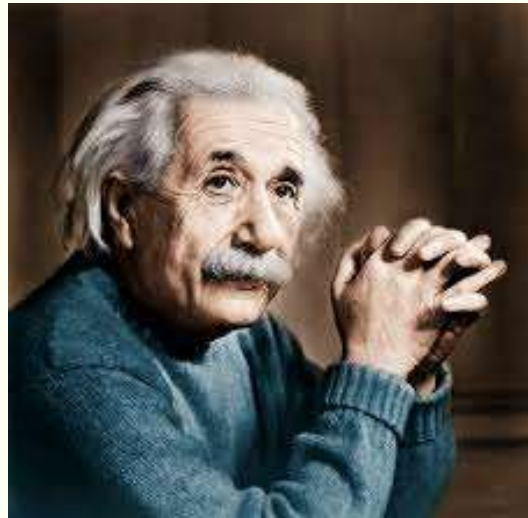


Mahatma Gandhi

“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.”***

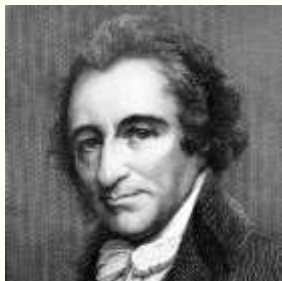
Old Chinese Proverb



**“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”**

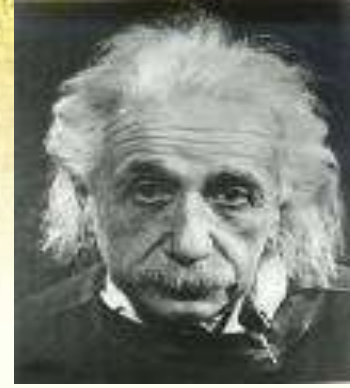


Daily, we should work toward a:

**“GOOD ACCOUNT BEFORE THE
AWESOME JUDGMENT SEAT OF
CHRIST”**



Albert's Insight



❖ What was Albert Einstein's greatest contribution?

~~❖ $E=mc^2$~~

“NOTHING HAPPENS UNTIL SOMETHING MOVES”

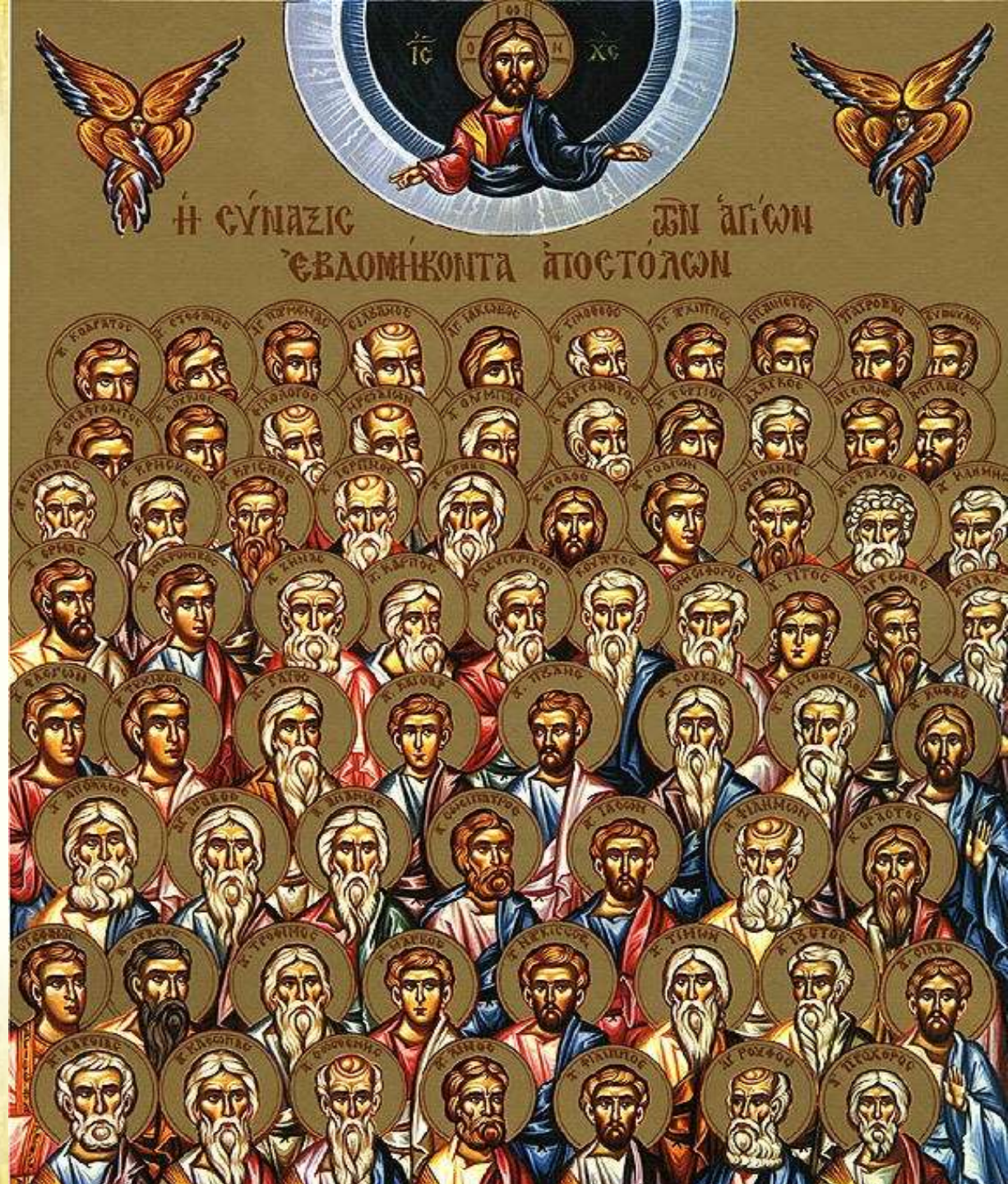
The Marianes Corollary



**“NOTHING HAPPENS UNTIL
SOMEBODY MOVES”**

***You have
now been
called as
one of
the 70
Disciples***

Luke 10:1





Culture of Stewardship

Presentation Appendices

and Resources





One Stop Always Free - Forever Stewardship Resource

www.stewardshipcalling.com



Stewardship Calling
What are you doing with all of the gifts God has given you?

WHY?	EFFECTIVE CHURCH MODEL – THE 4 CRITICAL DIMENSIONS	STEWARDSHIP	CHURCH STRATEGIC PLANNING
PODCASTS / INTERNET RADIO	SPIRITUAL – LEADERSHIP RETREATS	BLOG	RESOURCES
TESTIMONIALS	IT'S NOT ABOUT ME	IN LOVING MEMORY OF BESS MARIANES	UPCOMING PROGRAMS
			OCA – HARRISBURG, PA

Stewardship Calling

What are you doing with all of the gifts God has given you?

Stewardship Tab at

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/>



ANCIENT FAITH RADIO

Bringing the Ancient Christian Faith to the Modern World

Ancient Faith Ministries

BILL MARIANES

REVITALIZE STEWARDSHIP IN
YOUR PARISH AND PERSONAL LIFE

A STEWARDSHIP CALLING



Ancient Faith
PODCASTS

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/>



ANCIENT FAITH RADIO

Bringing the Ancient Christian Faith to the Modern World

Ancient Faith Ministries

BILL MARIANES

REVITALIZE STEWARDSHIP IN
YOUR PARISH AND PERSONAL LIFE

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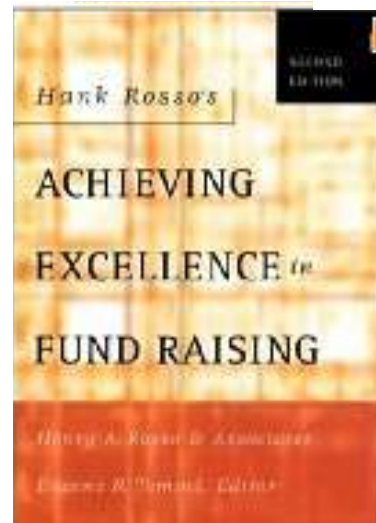
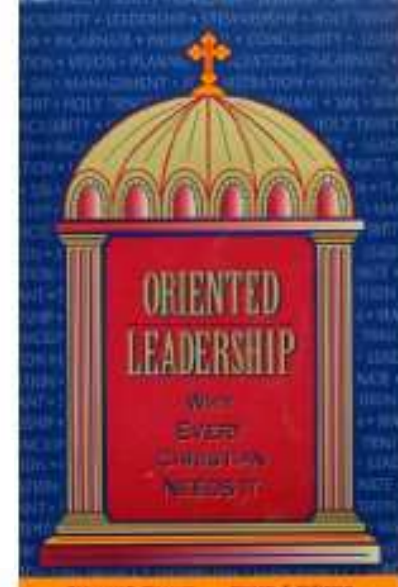
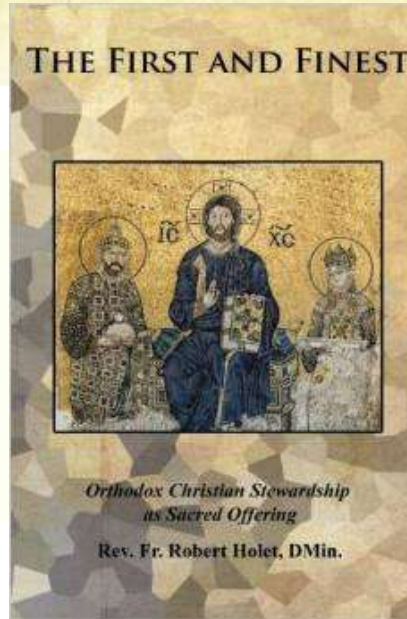
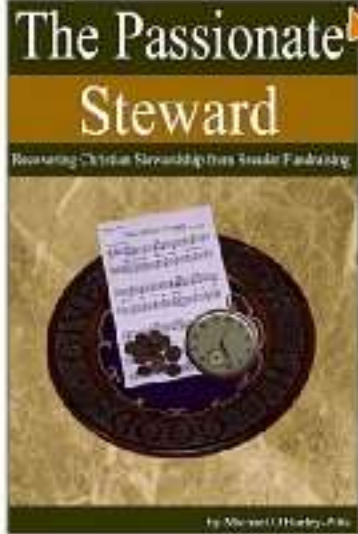
Ancient Faith
PODCASTS

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





Stewardship Reading List



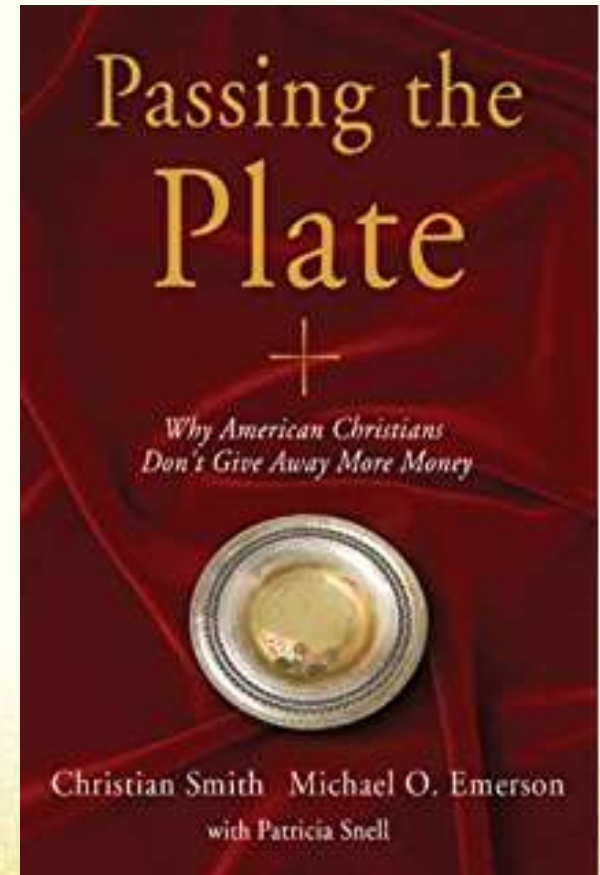
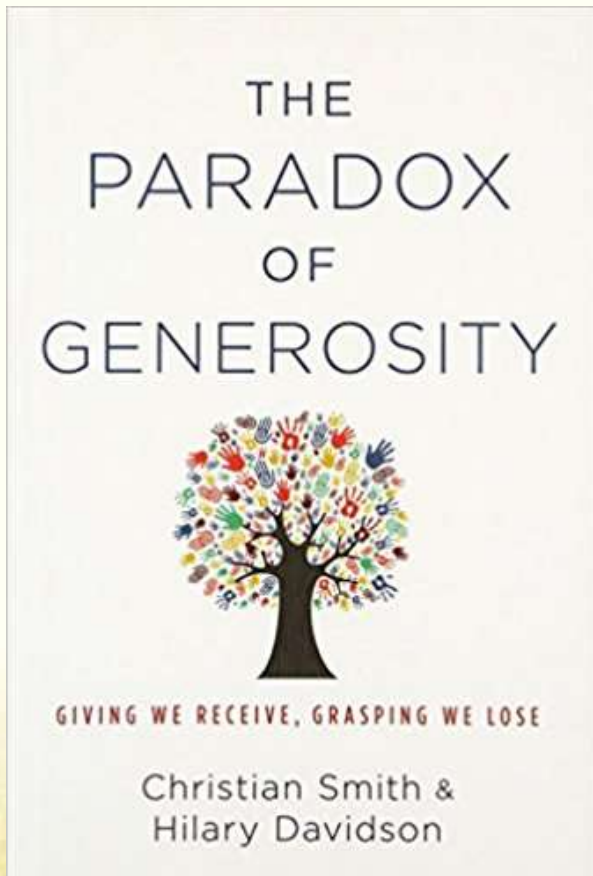
- ~ Oriented Leadership: Why All Christians Need It Benjamin D. Williams and Michael T. McKibben
- ~ The First and Finest: Orthodox Christian Stewardship as Sacred Offering V. Rev. Robert Holet
- ~ The Passionate Steward: Recovering Christian Stewardship from Secular Fundraising Michael O'Hurley-Pitts
- ~ 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:



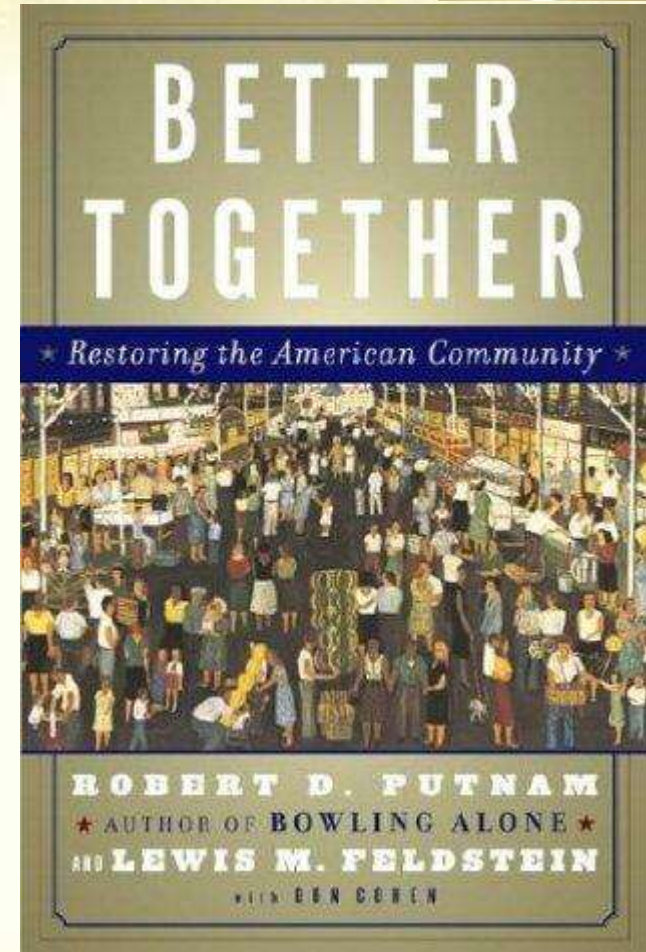


Stewardship Reading List



Read: Better Together

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



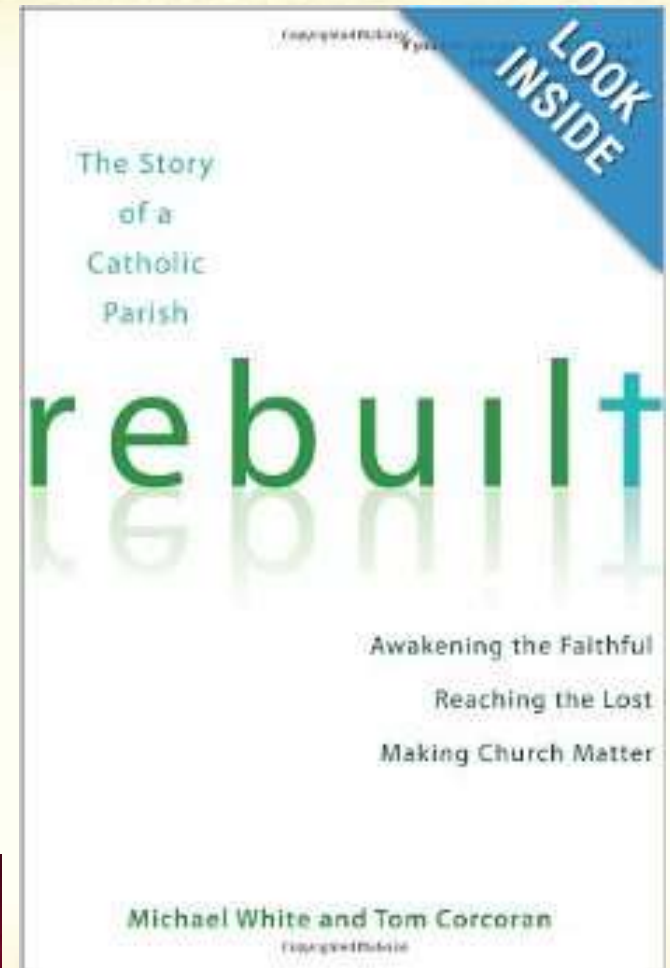
**Especially read
chapter 6**



Stewardship Reading List



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



Stewardship Reading List



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/>

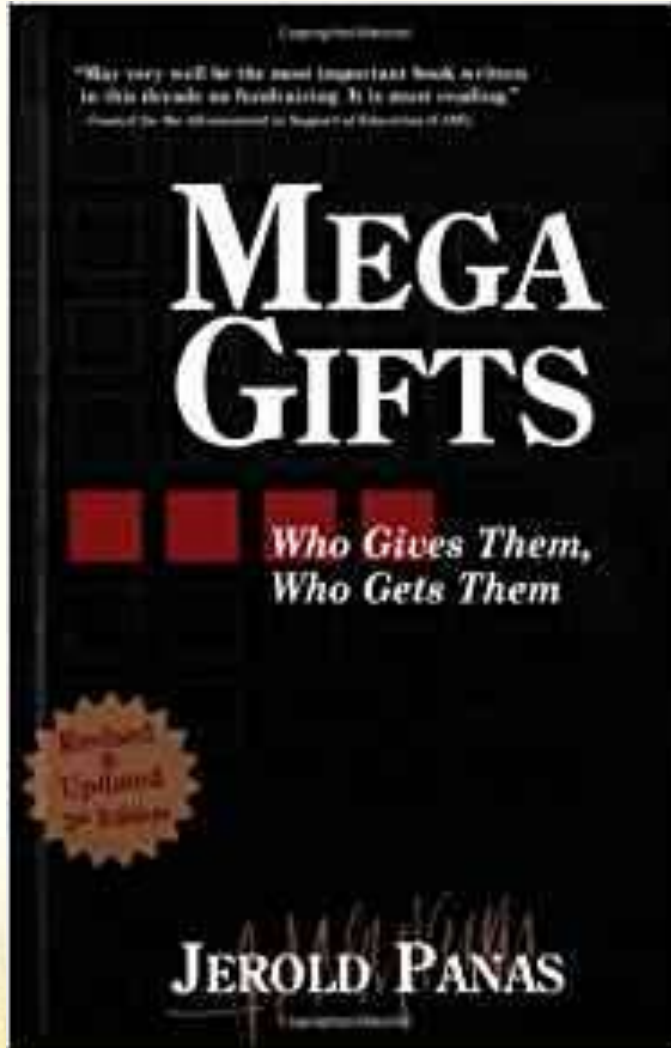
(2) "Soul Searching: The Religious and Spiritual Lives of American Teenagers" that can be found here:

<https://www.youtube.com/watch?v=iRCaQlr9ooU>





Stewardship Reading List



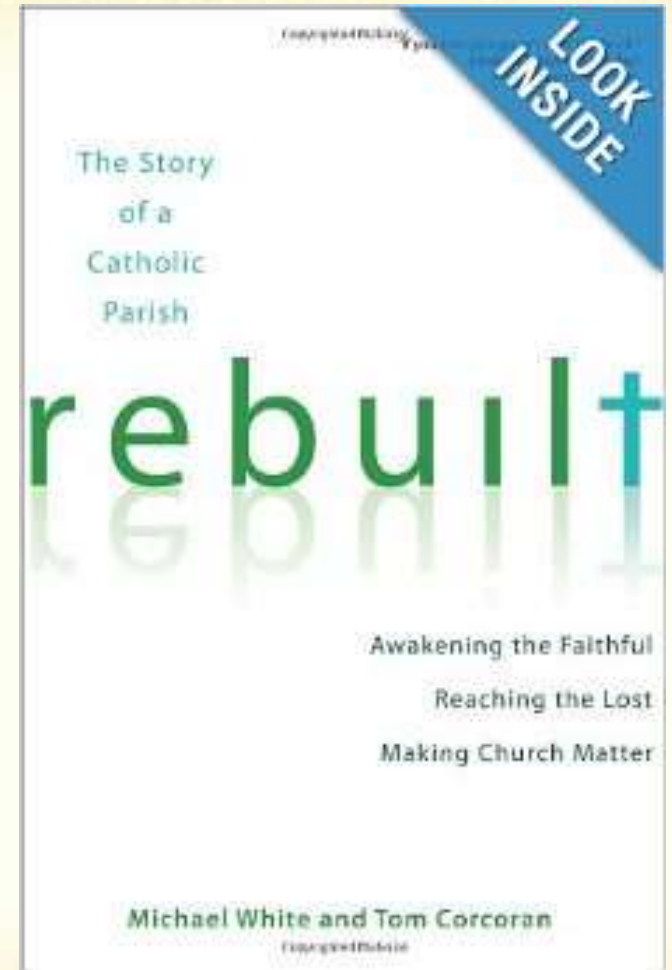
**Read: Mega Gifts
and especially
the part on
effective
personal
communications
with integrity**



Stewardship Reading List

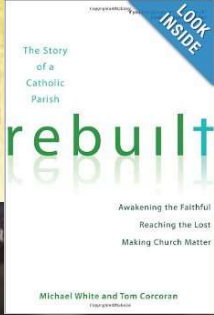
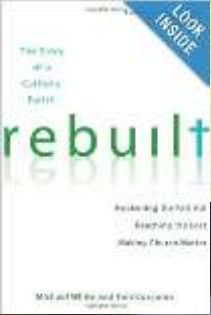


Small groups helped transform Nativity Church by tripling their weekend church attendance and yielding increased giving, flourishing ministries, and a vibrant and solid spiritual revival.



Especially read chapter 9

Rebuilt Association



“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/>

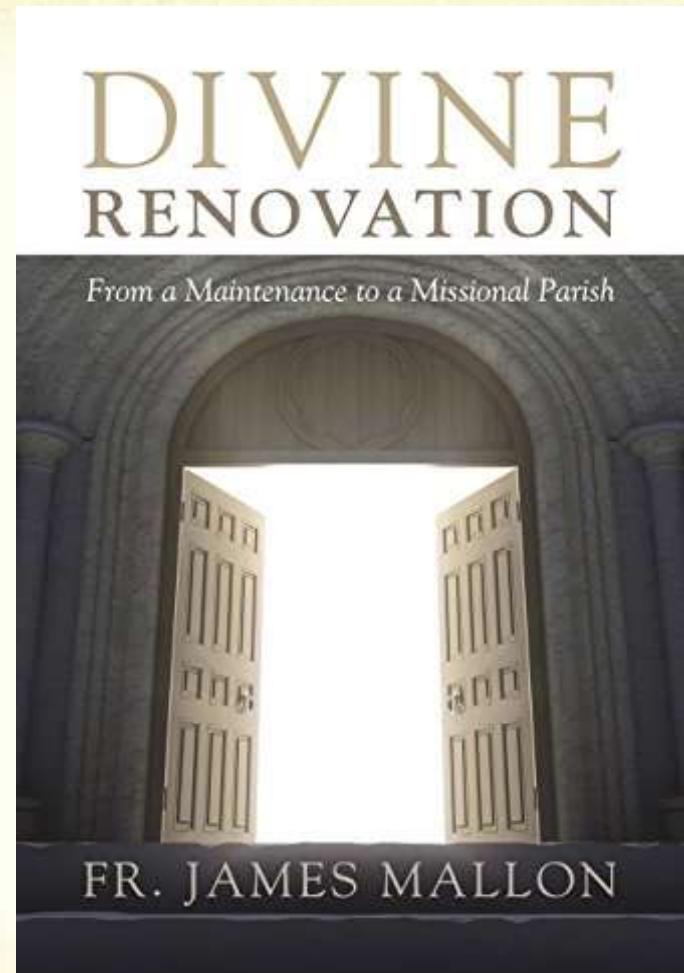


Stewardship Reading List



**“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**



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=hNw5xvTfeos>

- **Video 5:**

<https://www.youtube.com/watch?v=vfTT1d2JlTY>



Stewardship Watching List



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