



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

Bill Marianes

www.stewardshipcalling.com

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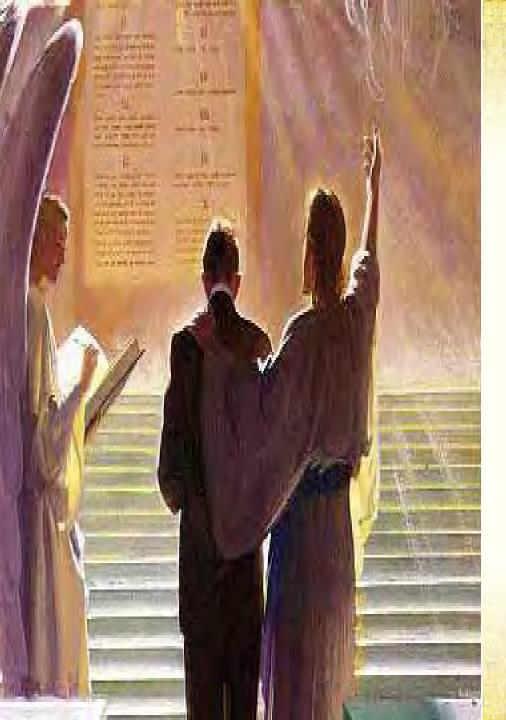






WHY Are You Here?





"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**"













Christ's Messages of

Engagement



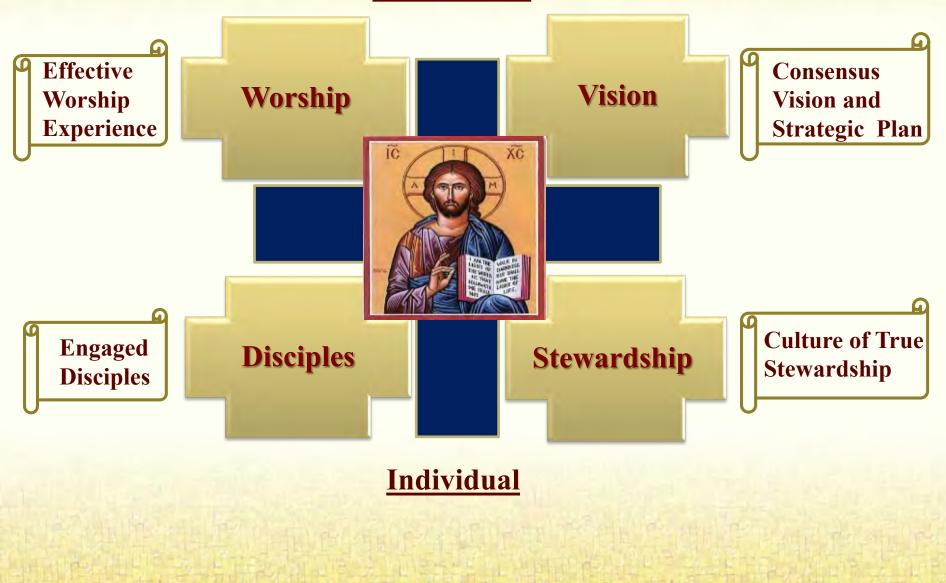
Christ's Great Commandment

"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

Stewardship Calling Effective Church Model

Institutional







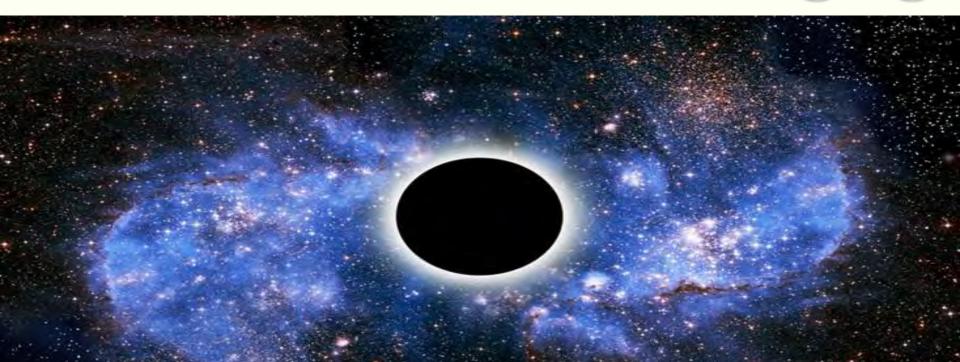


Let's open our minds and have some fun and get our creative juices flowing...



GO into all the world

How Is Our World Changing?



We are living in exponential times...

... the speed of change is unimaginable and accelerating

¹The following is based on the pioneering YouTube video "Did You Know?" (with certain updated statistics). Did You Know? is licensed by Karl Fisch, Scott McLeod, and XPLANE under a Creative Commons Attribution Non-Commercial Share-Alike license. You are free to copy, distribute, remix and transmit the presentation as long as you give proper attribution to the original creators and share the resulting work under the same license. You may not use Did You Know? for commercial purposes without permission from the creators. (Selected statistics have been updated, as much as reasonably possible, from available sources.)

<u>Years it took to reach 50 million users:</u>

- Telephone 75 years
 - Radio 38 years
 - TV 13 years

Internet - 4 years







Angry Birds – <u>35 days</u>

Google Plus – 88 days



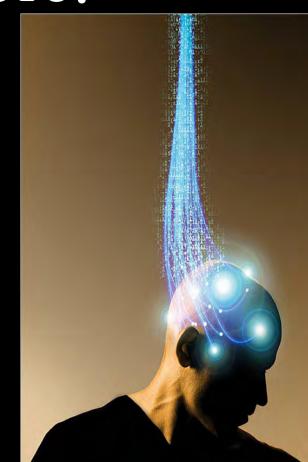




Modern Smart phones have much more computing power when compared to Apollo mission computers that NASA used to go to the moon in the 1960s.



The amount of new technical information is currently estimated to double every 72 hours as of 2010.



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 <u>1.49 Billion</u> active monthly users.

It is has over <u>1</u> Billion active <u>daily</u> users.

If Facebook were a country . . .



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

... behind only China.

Slightly larger than India and 4.7 times bigger than the U.S.

Recent PEW research concluded that:

<u>over 30%</u> of people now get their news from <u>facebook</u>.

64% of adults in the US use Facebook



The New York Cimes

A week's worth of New York Times contains more information...



...than a person was likely to come across in a lifetime in the 18th century.



We are living in exponential times...

There are approximately <u>3.5 BILLION</u> Google internet searches <u>per DAY</u>

(1.2 TRILLION per year)



To whom were those questions directed B.G.?

(Before Google)









2.6 Billion email users worldwide

205 Billion daily worldwide emails

900 Million Gmail accounts globally

59% of all email is treated as SPAM

We are living in exponential times...

In 2011 in the US, there were an estimated 6 BILLION text messages...

... PER DAY



~ 80% of Americans text.



~ Text messages have a <u>98%</u> open rate versus only <u>20%</u> for email.

~ 90% of all text messages are read in under 3 minutes.

The average kid today sends 2,640 text messages...





That's 88 per day...



90% of kids have used a computer by age 2.



By age 5, 50% of children use computers or tablet devices on a routine basis



In a recent study, online students out-performed...



...those students receiving face-to-face instruction.

We are living in exponential times...



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

By 2013, 1 out of 3 couples in the U.S. met online

We are living in exponential times...

So what does all this mean for your Parish and parishioners?



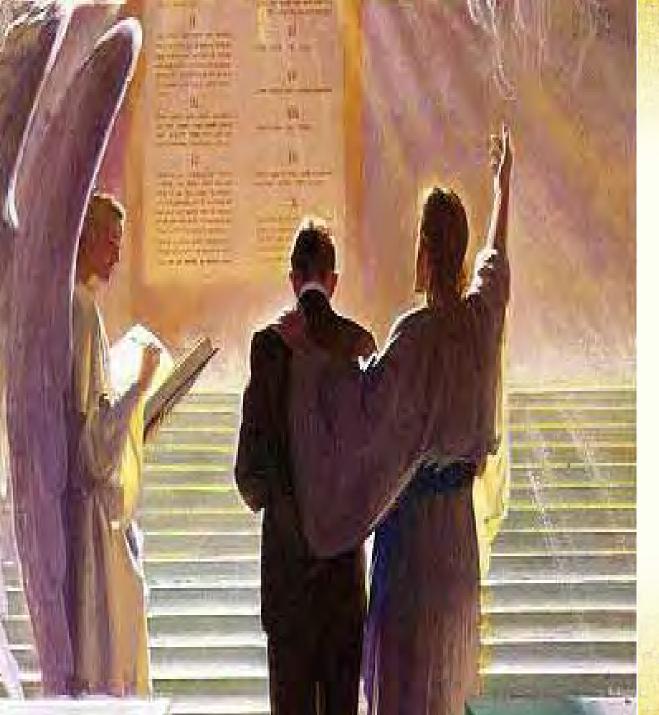




"If the rate of change on the outside exceeds the rate of change on the inside, the end is near."

"Change before you have to."





So how are we doing at creating:

"a good account before the awesome judgment seat of Christ"?







<u>The Challenge -</u> <u>Real Stewardship</u> <u>Facts and Statistics</u>

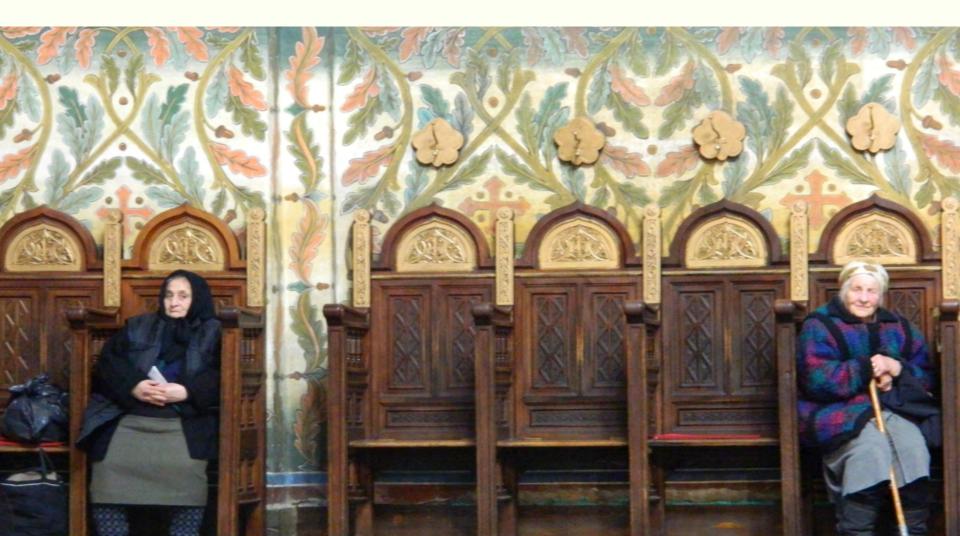




Spirituality challenges Income challenges Numbers challenges



We Have an Unemployment and Underemployment Challenge







The 2 Biggest Parish Challenges

1. <u>Unemployment</u> - the "parishioners" who are not involved in <u>any</u> ministries or services

2. <u>Underemployment</u> - the parishioners who are not as actively engaged in ministries and services as they could be



Today's Big Idea



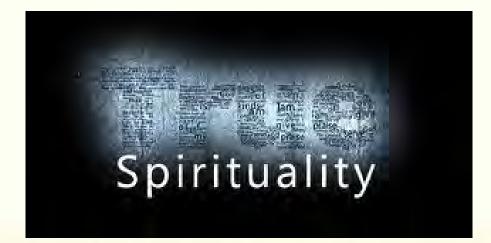








<u>Selected "Spirituality"</u> <u>Challenge Facts</u>



Laity Spirituality Challenges¹

- "Regular Bible reading dropped over the last decade from 45% to 37%.
- Volunteering at church declined from 27% to 20% over the same decade.
- 40% of Christians do not attend church or read the Bible in a typical week
- 70% of Christians are not involved in a small group that meets for spiritual purposes
- There are more than 10 million <u>Christians</u> who are "un-churched"

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

Church Attendance Data

- ~ Only 26% of all American Orthodox Church adherents attend church services on a regularly weekly basis.¹
- Only 22% of Americans attend church services weekly²

 Our minds wander and we are distracted on average 80% to 90% of the time during Orthodox church services (excluding the sermon/homily)³

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

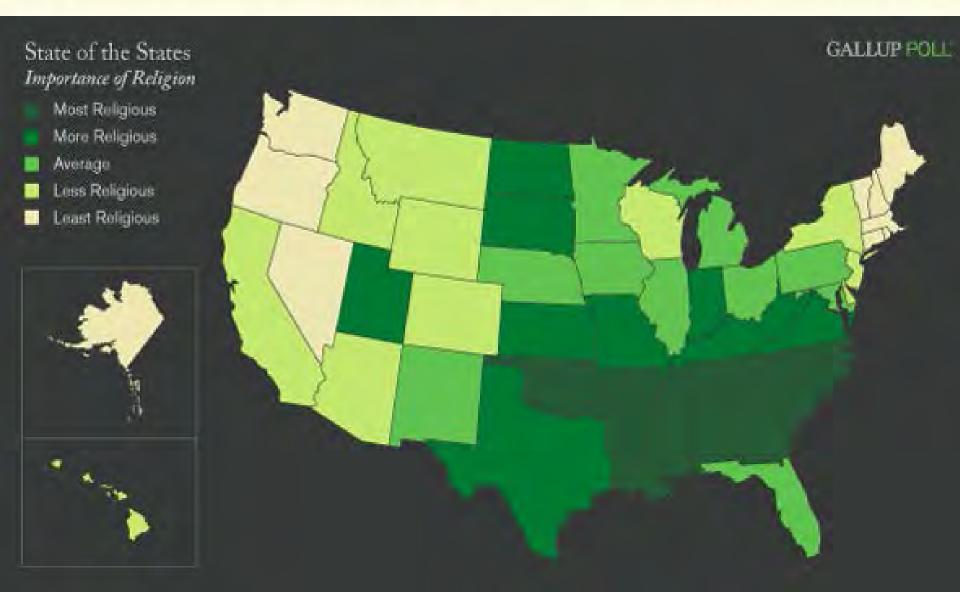
² Hadaway, C. Kirk; Marler, Penny Long (25 Aug 2005). "How Many Americans Attend Worship Each Week? An Alternative Approach to Measurement". Journal for the Scientific Study of Religion

³ Anecdotal survey data acquired from interviews of hundreds of Orthodox Christians by Facilitator Bill Marianes



Where You Live Matters

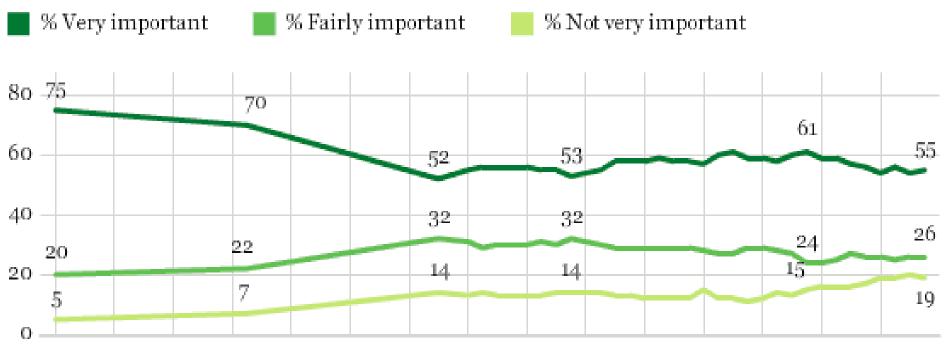




The Importance of Religion

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

Annual averages



1952 1956 1960 1964 1968 1972 1976 1980 1984 1988 1992 1996 2000 2004 2008

The Importance of Religion

Clayton Christensen Harvard Business School





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

¹2015 U.S. Religious Landscape Study - Pew Research Center

"We Lost Our Adults!"

U.S. Religious Group Retention Rates¹ % of adults who still identify with their childhood religion

1. Hindu 80	0%
2. Muslim 7	7%
3. Jewish 7	5%
4. Historically Black Protestant	0%
5. Evangelical Protestant	5%
6. Mormon 6	4%
7. Catholic 5	9%
8. Orthodox 5	3%
9. Unaffiliated 5	3%
10. Mainline Protestant4	5%
11. Buddhist	9%
12. Jehovah's Witness	34%

¹ 2015 U.S. Religious Landscape Study - Pew Research Center

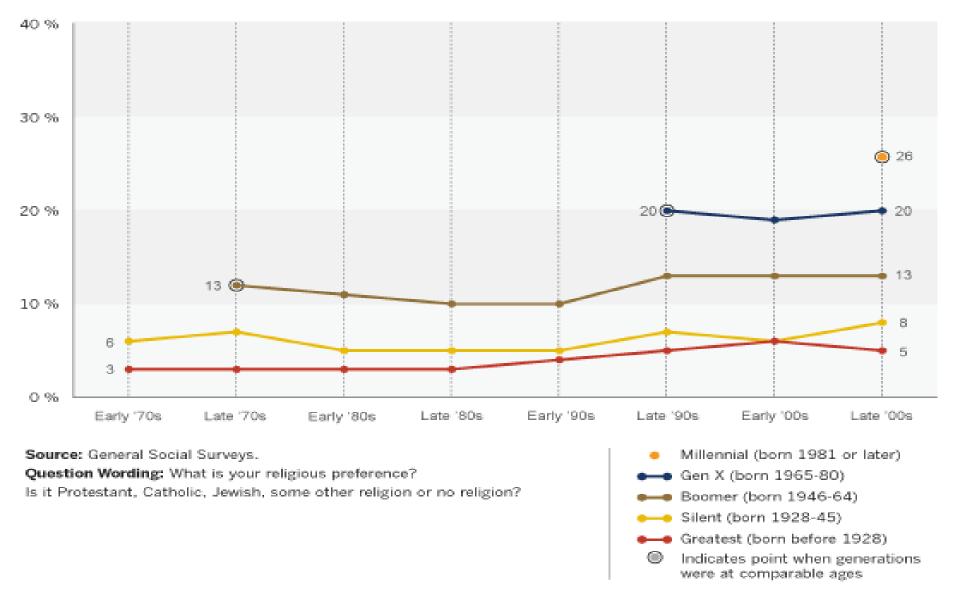
We Can "Kiss Our Youth Goodbye"

~ Millennials (aged 18-29) are 2 times more likely than their adult parents to be unaffiliated with the Church²

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

Young People Less Religiously Affiliated

Percent unaffiliated with a religion, by generation



We Lost Our Adults We Can "Kiss Our Youth Goodbye"

- ~ We lost 47% of Orthodox adults
- ~ We are losing Millennials twice as fast

~ Unless we reverse these trends, what is the future of our Church?

"Kiss Your Youth Goodbye!"¹

~ 73% of Orthodox Christian Fellowship (OCF) College Chapters have 10 or fewer members

¹ 2015 Orthodox Christian Fellowship in the United States (Stage II): The Study of the Student Leaders in the Local OCF Chapters – Assembly of Canonical Orthodox Bishops of North and Central America





PASSION CONFERENCE (for 18-25 year olds) (\$109-\$209) http://268generation.com

"Hundreds of thousands of college-aged young people have come together in stadiums and arenas across the USA and around the globe to worship Jesus... and join hands to extend His mercy and grace to the world."





<u>Selected "Income"</u> <u>Financial Stewardship</u> <u>Challenge Facts</u>



The Giving Facts

• People are giving a lower percentage of income to churches in the 2000's then they did either during the Great Depression or the 1920's

• 37% of church goers give \$0 to the church

¹ Christian Stewardship Association; Barna Research Group; Empty Tomb; Giving USA Foundation

	Percentage of each group making															
Total U.S. Population Hindu				\$30,0 \$49,9								\$100,000+				
		31%		22%			17%		13%		%	18%				
		9	10		15		2	22				4	3			
	Jewish	14		11	17		12					46				
	Orthodox	2	20		2	4	16		6	13		_	28			
	Buddhist		25			19		1	17		17	17		22		
Mainline Protestant Churches		25			21		18		1	15		21				
	Mormon	26		21			22			16		16				
	Unaffiliated		29			:	23			16		13		19		
	Catholic	Catholic 31			20			1	16 14		14	4		19		
Evangelical Protestant Churches		34				24					18 1		11	1 13		
	Muslim*			35				24		15			10	16		
	Jehovah's Witness	rically Black					23		3		17		9	9		
Pı	Historically Black rotestant Churches			F			26					12	7	8		

<u>G.O. Archdiocese and</u> <u>U.S. Christian Charitable</u> <u>Giving Statistics¹</u>



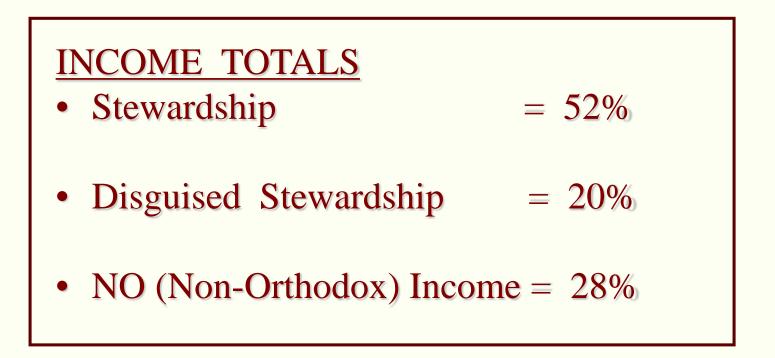
	<u>\$</u>	<u>%</u>
Best case 2010 stewardship of <u>Greek Orthodox</u> <u>Archdiocese</u> Parishioners per person per year average =	\$218	
<u>U.S. Christian</u> average =	\$880	+403%
U.S. Evangelical Protestant average =	\$1,165	+534%

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





G.O.Archdiocese Steward Giving¹



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





<u>Selected "Numbers"</u> <u>Challenge Facts</u>



Major Denominations That Are Declining



"Top 25" Denominations Reporting One Year Membership Decreases

- 1. The Catholic Church (68.2 M members)down 0.44%
- 2. Southern Baptist Convention (16.1 M members) down 0.15%
- 3. The United Methodist Church (7.6 M members) down 1.22%
- 7. Evangelical Lutheran Church in America (4.2 M members) down 5.9%
- 10. Presbyterian Church U.S.A. (2.6 M members) down 3.42%
- 13. The Lutheran Church Missouri Synod (2.2 M members) down 1.45 %

down 2.71 %

down 2.02%

- 14. The Episcopal Church (1.9 M members)
- 19. American Baptist Churches in the U.S.A. (1.3 M members) down 0.19%

21. United Church of Christ (1 M members)

¹ National Council of Churches' 2012 Yearbook of American & Canadian Churches (<u>NOTE</u>: <u>ALL BUT ONE OF THESE</u> <u>DENOMINATIONS HAD DECREASES IN MEMBERSHIP IN THE PRIOR YEAR ALSO</u>)

10 Largest Christian Church Parishes in USA¹

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

¹ As of 2016 - Outreach Magazine

How Are We Doing?



Orthodox Christian Churches in the USA¹

	Ortho #	Ortho %			
1. Greek Orthodox Archdiocese of America	476,900	46%			
2. Orthodox Church in America	84,900	8%			
3. Antiochian Orthodox Christian Archdiocese	74,600	7%			
4. Serbian Orthodox Church in North America	68,800	6%			
5. Russian Orthodox Church Outside of Russia	27,700	3%			
6. Ukrainian Orthodox Church of the USA	22,400	2%			
7. Patriarchal Parishes of the Moscow Patriarchate	12,400	1%			
8. Romanian Orthodox Archdiocese	11,200	1%			
9. American Carpatho Russian Orthodox Diocese	10,400	1%			
10. Vicariate for the Palestinian / Jordanian					
Orthodox Christian Communities	6,800	.07%			
20 ORTHODOX JURISDICTIONS TOTAL = 1,043,300					

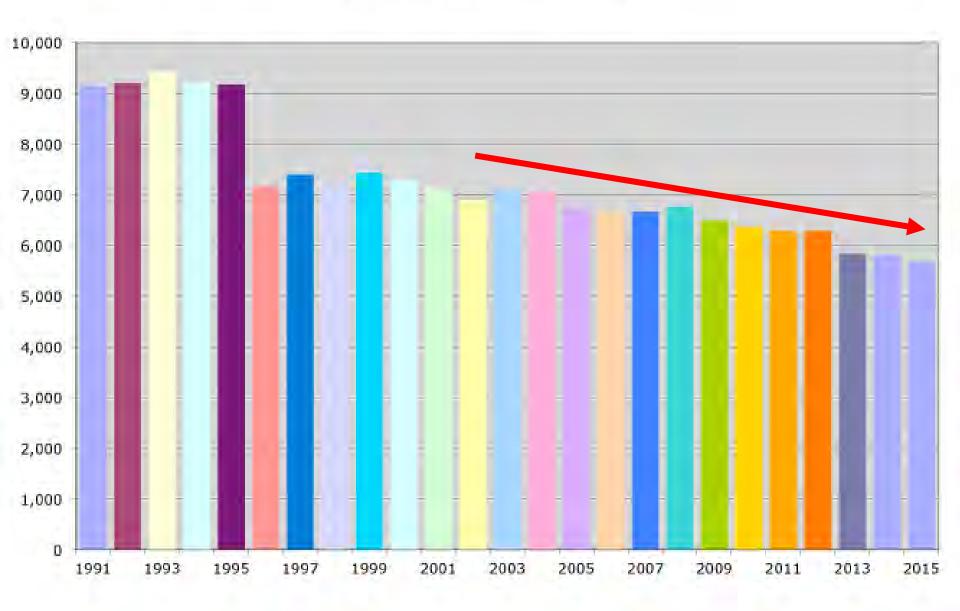
US Christians = 227,590,000 All Orthodox = 0.5% GOA = 0.2%

¹Atlas of American Orthodox Christian Churches, by Alexei Krindatch



GOA Baptisms Are Declining

Baptisms 1991 - 2015 Greek Orthodox Archdiocese of America

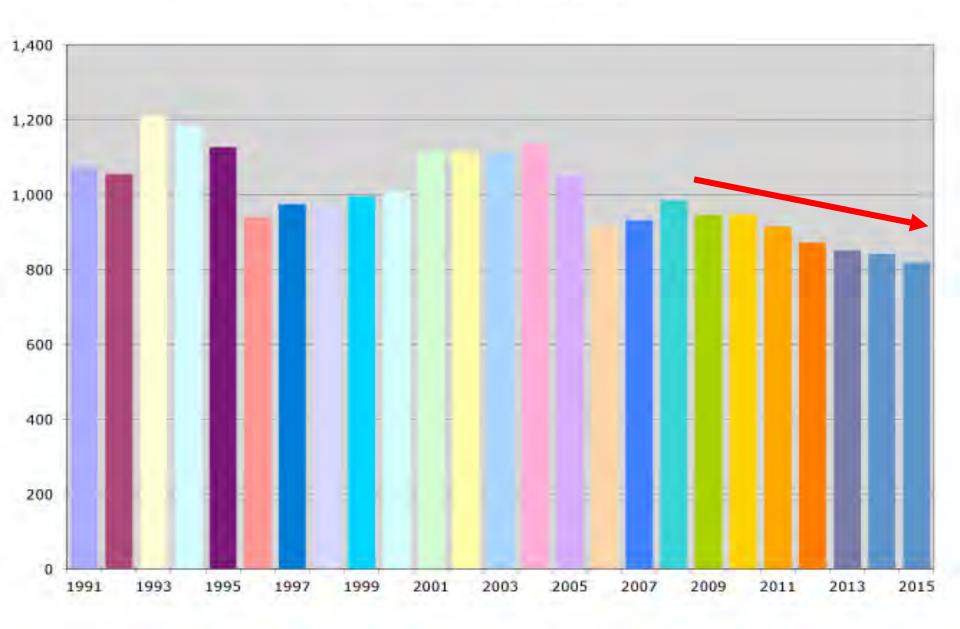


Since 1996, statistics from Canada, Central America and South America were no longer included in Registry tabulations.



Chrismations 1991 - 2015

Greek Orthodox Archdiocese of America

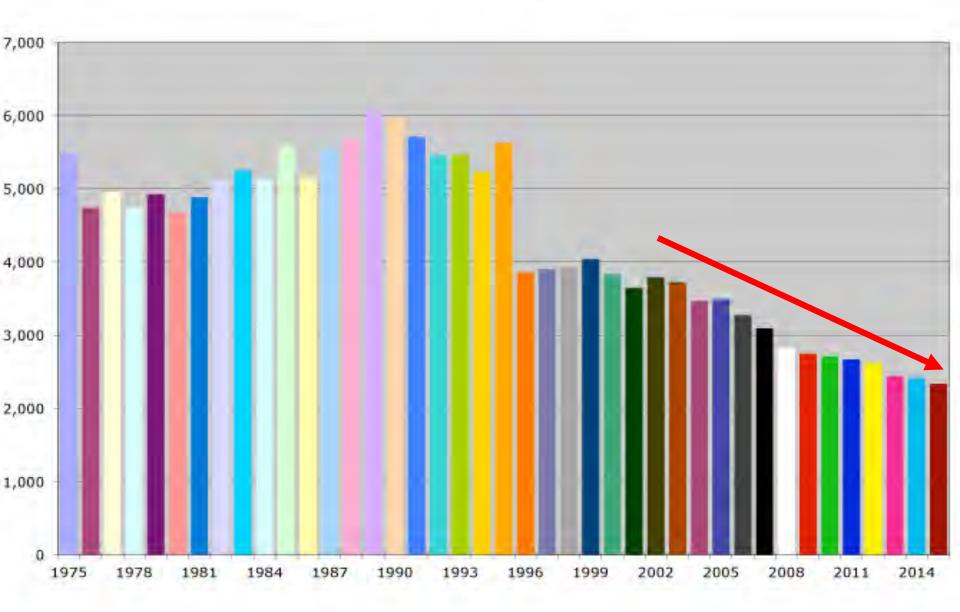


Since 1996, statistics from Canada, Central America and South America were no longer included in Registry tabulations.



GOA Weddings Are Declining

Weddings 1975 - 2015 Greek Orthodox Archdiocese of America

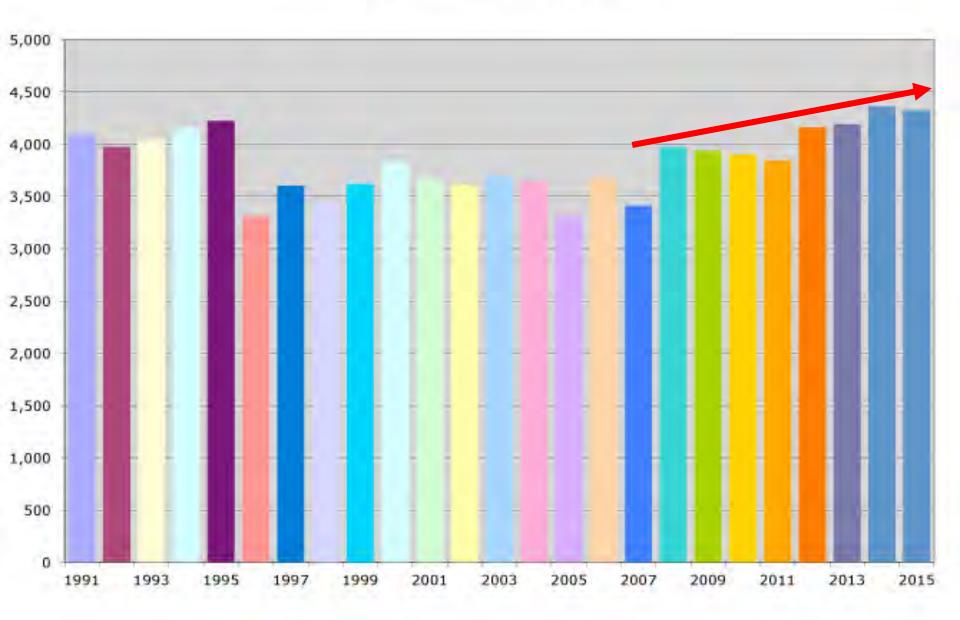


Since 1996, statistics from Canada, Central America and South America were no longer included in Registry tabulations.



And Finally, Something that is Generally Growing

Funerals 1991 - 2015 Greek Orthodox Archdiocese of America



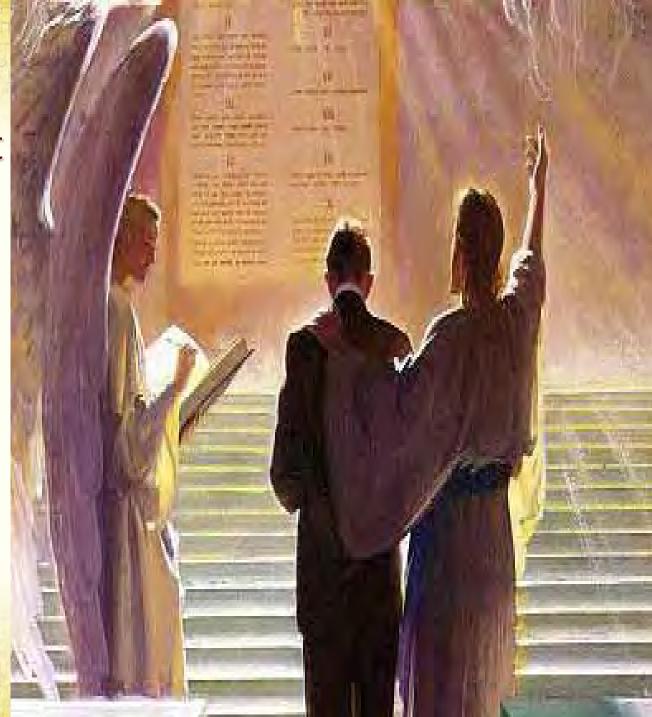
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The Bottom Line

- Church membership (for all age groups) is declining in traditional Christian denominations
- 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

So how are we doing at creating:

"a good account before the awesome judgment seat of Christ"?



This Is How We Want To Solve Our Church's Challenges





This Is What Christ Said Is The Answer



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



Matthew 10:38

Today's Most <u>PROFOUND</u> Secular Thought



The one comprehensive solution to many of your challenges is:







Today's 2nd Most <u>PROFOUND</u> Secular Thought





CHANGE

you must















requires a

<u>CHOICE</u>



IF YOU WANT SOMETHING YOU'VE NEVER HAD, THEN YOU'VE GOT TO DO SOMETHING YOU'VE NEVER DONE.

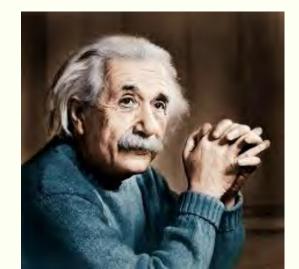
"You must be the change you wish to see in the world."



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

Imagination will take you everywhere.

Imagination is more important than knowledge."



Albert Einstein

The Question I Ask Every Church and Church Leader



How's what you're doing working for you?



The Advice I Give Every Church and Church Leader







Words may inspire, but only ACTION creates change. Most of us live our lives by accident - we live life as it happens. Fulfillment comes when we live our lives on purpose.

— Simon Sinek —



What Has Tipped in the U.S.?









A "Tipping Point" the Development of **The Stewardship Calling Effective Church Model**









<u>The Tipping Point: How Little Things Can Make a</u> <u>Big Difference</u> - <u>Malcolm Gladwell</u>

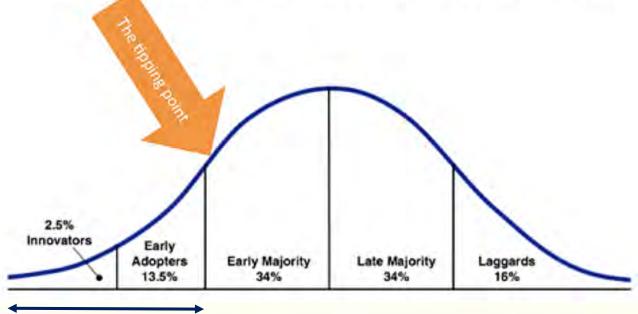
- ~A tipping point is "the moment of critical mass..."
- ~ The turning point in an evolving situation that leads to a new and irreversible development
- ~ In epidemiology it is when an infectious disease reaches the point beyond any local ability to control it from spreading more widely
- ~ A tipping point occurs after approximately 16% adoption/penetration







The law of diffusion of innovation



16% Tipping Point





"Within the last 5 years or so, something dramatic has shifted (tipped) in America regarding the Christian religion!"

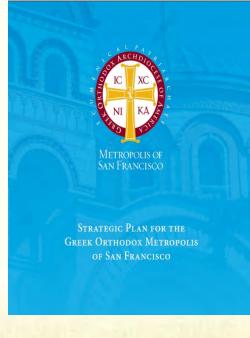
¹ The conclusion from a senior researcher who works at a well-established national research organization that focuses on religion and Christianity in America.



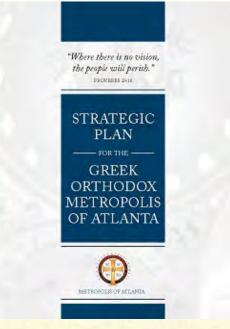
Orthodox Tipping Point



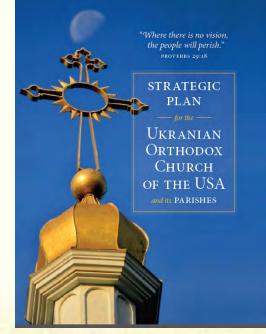
I have been blessed to complete strategic plans covering approximately 17% of all Orthodox Christians in America – (a "tipping point" of data)



GOA Metropolis of San Francisco (7 Western States)



GOA Metropolis of Atlanta (8 Western States)



Ukrainian Orthodox Church of the USA (entire USA)

Stewardship Calling Effective Church Model

Institutional



Individual

Stewardship Calling Effective Church Model



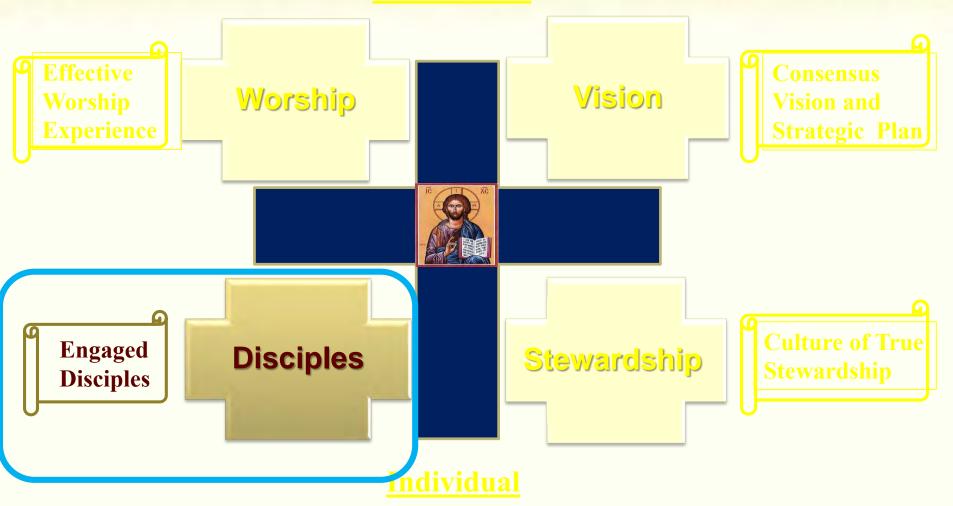
Individual

Effective Worship Experience



Stewardship Calling Effective Church Model

Institutional

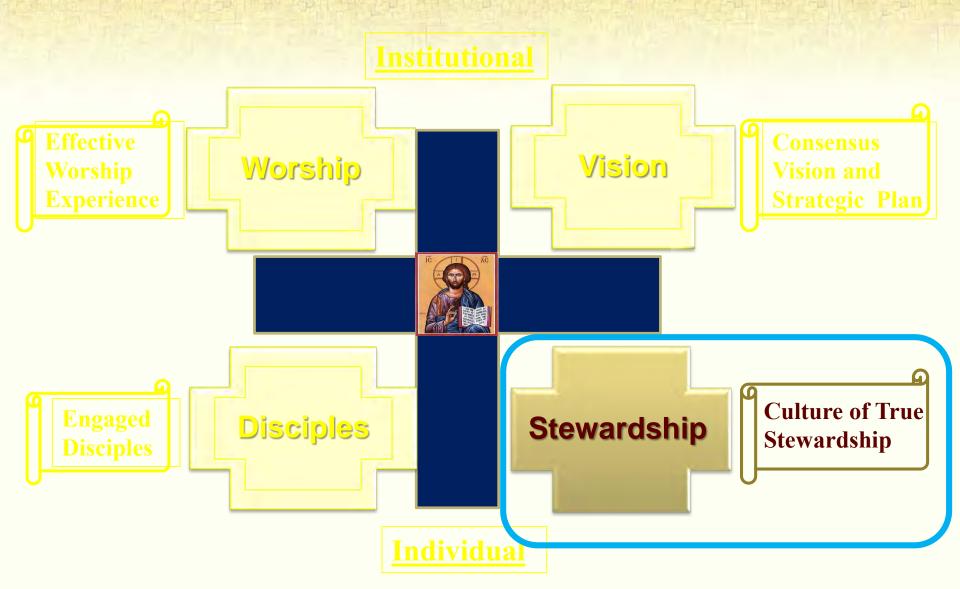






- 1. Spiritual education
- 2. Living in H. D. (being a Hero and Disciple)
- **3. Discovery of Stewardship Calling**
- 4. Prayer
- **5. Small Groups**
- 6. Orthodox Leadership Development
- 7. Youth discipleship

Stewardship Calling Effective Church Model





10 Culture of True Stewardship Practices



- 1. Tithing of all 3 T's
- 2. 3 Principles (W² + (Mob) + PPS)
- 3. 2 Tactics (RO + E)
- 4. Ministry Based Organization
- 5. Total welcoming experience
- 6. Thanking culture
- 7. Youth stewardship
- 8. C.P.I. messaging and campaigns
- 9. Transparency and accountability
 10. It takes a TEAM

Stewardship Calling Effective Church Model



Individual



7 Consensus Vision and Strategic Plan Practices



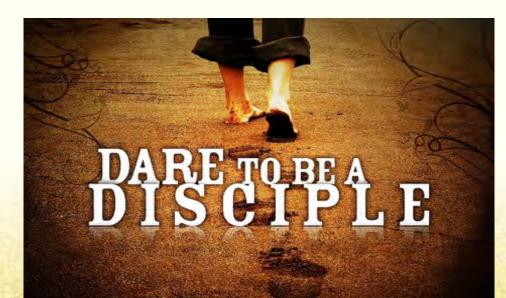
- 1. Leadership buy-in
- 2. 4-Ps (People, Process, Plan, Perform)
- 3. Consensus Why, SWOT, Vision, Core Values, Mission and Goals
- 4. Widespread participation and engagement
- 5. Transparency, accountability and communication
- 6. Diligent execution
- 7. Regular strategic planning

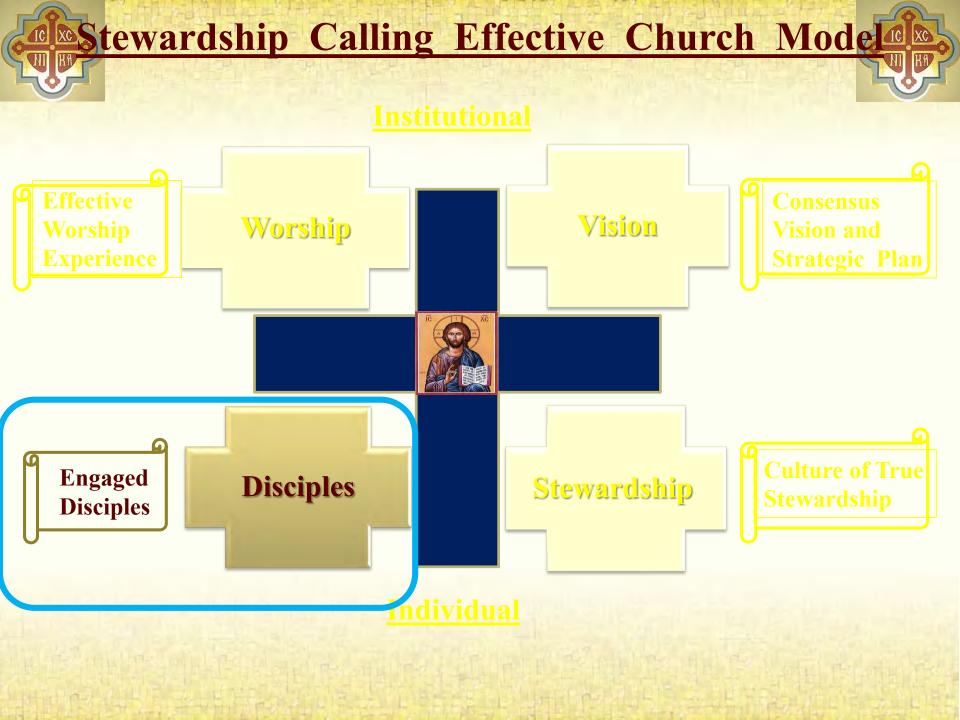


Part 5



Engaged Discipleship







Today's Big Idea



Nothing in your parish will be optimized until you have Engaged Disciples





- 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





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 6. Youth discipleship**





> Every Disciple requires education

- It took the Apostles 3 full years of one on one education with the Lord, and even then they didn't get it
- So what are you personally doing to be spiritually educated and spiritually educate others?

Spiritual Education is what moves people from "consumers and club members" to "Engaged Disciples"



1. Spiritual Education



What is your Parish doing to provide Spiritual Education to the faithful?

Given all the resources and tools available, we have no excuse to to be spiritual dunces



7 Engaged Disciples Practices



Spiritual education Living in H. D. (being a Hero and Disciple)

- **3. Discovery of Stewardship Calling**
- 4. Prayer
- **5. Small Groups**
- 6. Orthodox Leadership Development6. Youth discipleship





What Does It Mean To Be A Hero and Disciple?





TELL ME WHO YOUR HEROES ARE AND ILL TELL YOUHOW YOU'LL TURNOUT TO BE. -Warren Buffett



The 3 Attributes of Heroes and Disciples



1. Courage

2. Compassion

3. Love



The 3 Attributes of Heroes and Disciples



1. Courage

2. Compassion

3. Love



Be Courageous



Watch, stand fast in the faith,

be courageous;

be strong. Let all you do be done with love."

1 Corinthians 16:13-14

Be Courageous

If anyone ever asks you, "What Would Jesus Do?"



Remind them that flipping over tables and chasing people with a whip is within the realm of possibilities.

 Matthew 21:12
 I

 Luke 19:45
 I

Mark 11:15 John 2:15

Be Courageous

You need to be a courageous:

- 1. Christian
- 2. Parent
- 3. Friend
- 4. Leader
- 5. Disciple maker



The 3 Attributes of Heroes and Disciples



1. Courage

2. Compassion





Be Compassionate



And be kind and compassionate to one another, tenderhearted, forgiving one another, even as God in Christ forgave you.

Ephesians 4:32

Finally, all of you, be of one mind, having compassion for one another.

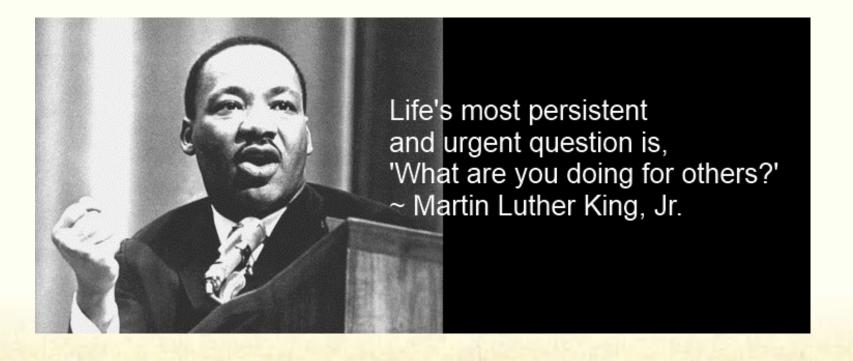
1 Peter 3:8



What Is Compassion?



Helping others in need





The 3 Attributes of Heroes and Disciples



1. Courage

2. Compassion







What Did Jesus Christ Call His Followers?





Christ's Great Commandment



- A new <u>commandment</u> I give to you, That you love one another;
- as I have loved you, that you also love one another.
- By this all will know that you are <u>My disciples</u>,
- if you have love for one another.

John 13:34-35







"These things I command you, that you love one another.

John 15:17

He who has My commandments and keeps them, it is he who loves Me. And he who loves Me will be loved by My Father, and I will love him and manifest Myself to him."







"... a <u>lawyer</u> asked Him a question...'Teacher which is the greatest commandment...'

Jesus said to him 'You shall love the Lord your God with all your heart, with all your soul, and with all your mind. This is the first and greatest commandment.'

'And the second is like it: You shall love your neighbor as yourself."

Matthew 22:35-40



Sometimes We Recognize Non-Heroes



Gelo of Syracuse (488 B.C.) Lichas of Sparta (420 B.C.) Eupolemius of Elis and The Hellanodikai (396 B.C.) Dionysius of Syracuse (384 B.C.) Ephesus and Sotades of Crete (376 B.C.) Eupolus of Thessaly (338 B.C.) Callippus of Athens (332 B.C.) Eudelus and Philostratus of Rhodes (68 B.C.) Polyctor of Elis and Sosander of Smyrna (12 B.C.) Didas and Sarapammon of Arsinoite Nome (125 A.D.)

Zanes of Ancient Olympia



Bronze statues erected with the fines paid by athletes who cheated at the **Olympic** Games

The 3 Attributes of Heroes and Disciples

1. Courage

3. Love



2. Compassion









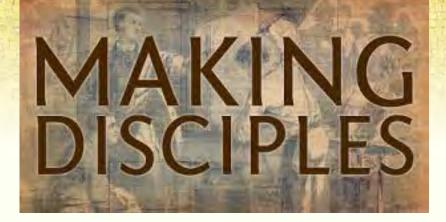


What Does It Mean To Be A Disciple?











What Instructions Did Jesus Christ Give His Disciples?



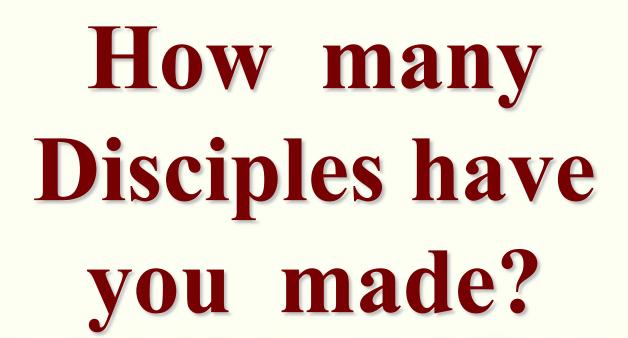
"And Jesus came up and spoke to them, saying, 'All authority has been given to Me in heaven and on earth.

'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..."



BIG







"... and you shall be witnesses to Me in Jerusalem, and in all of Judea and Samaria, and to the end of the earth."



Cleveland the Ends of the Earth & Nazareth • Cleveland Samaria is is only Tel Salin e ora only about about SAMARIA 5,974 miles 35 miles Sychar West of North of Jerusalem Jerusalem JUDEA Jericho Jerusalem •



A Provocative Thought About Your Personal Jerusalem



What if <u>YOUR</u> Jerusalem is wherever <u>YOU</u> are?
 How are YOU doing at making Disciples in YOUR Jerusalem?





A Provocative Thought About Your WORK Jerusalem





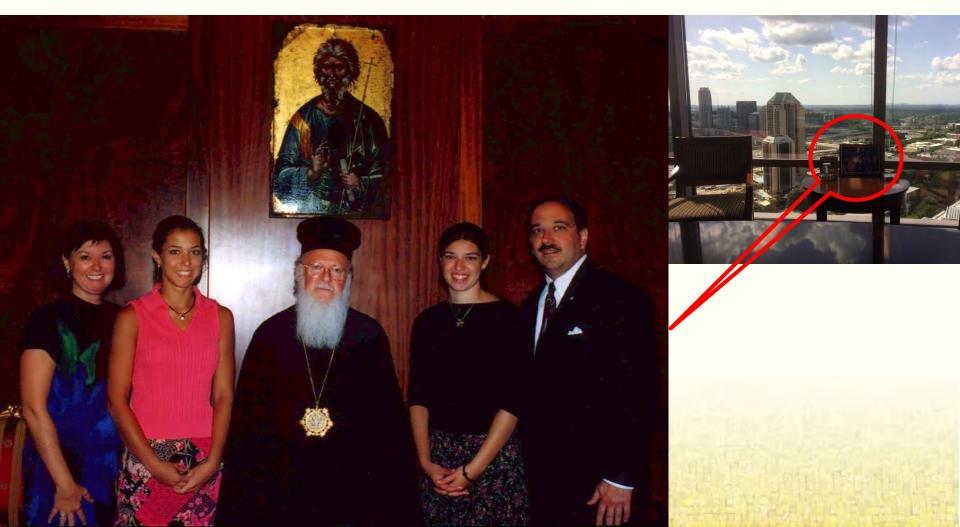


<u>Living Your Faith In A</u> <u>Secular Jerusalem</u>

(my time as Managing Partner)



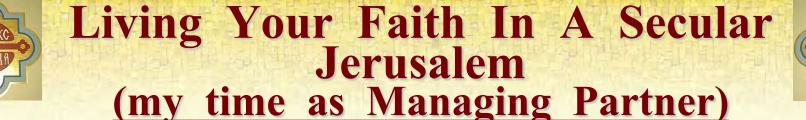
1. Family and Friend Photos





2. Office Art







3. The question everyone asks you, but no one cares about your answer





4. You promote and represent the brands that you:

- wear

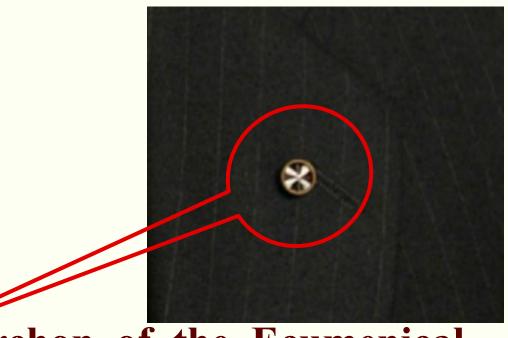
consume or usebuy or contribute to

Living Your Faith In A Secular Jerusalem (my time as Managing Partner)

4. The Brands You Wear/Represent...

My official law firm photo





Archon of the Ecumenical Patriarch – Defender of the Faith

You are the light of the world. A city set on a hill cannot be hidden. Matthew 5:14

What message are you broadcasting?

How Can We Become Better Heroes and Disciples?





Your Two Essential Images









2. Traffic Light





1. CROSS



2. Traffic Light



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



Matthew 10:38





"And whoever does not bear his cross and come after Me cannot be My disciple."



Luke 14:27



Your Two Essential Images





1. The CROSS is our destination

2. The CROSS represents the burdens we bear





1. CROSS



2. Traffic Light



1. The traffic light as our destination regulator

2. The traffic light as our reminder to start, slow down, or stop something we're doing



GO SLOW WHOA

What should you <u>start</u> doing?





What should you slow down?

GO SLOW WHOA

What should you stop doing?





Your Two Essential Images

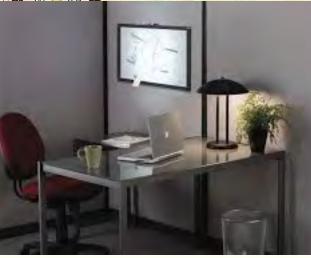




1. CROSS

2. Traffic Light





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<u>Write</u> It <u>Now</u>

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We are what we repeatedly DO.

Excellence, then, is not an act, but a HABIT





7 Engaged Disciples Practices



- Spiritual education
 Living in H. D. (being a Hero and Disciple)
- **3. Discovery of Stewardship Calling**
- 4. Prayer
- **5. Small Groups**
- 6. Orthodox Leadership Development6. Youth discipleship





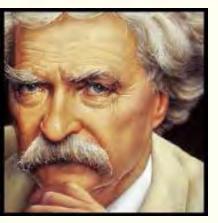


- WHY are you here?
- WHAT is your purpose for living?
- WHERE are you going in your life?
- HOW will you get there?
- WHEN will you start?









The 2 most important days of your life are:

<u>First</u>, the day you were born; and

Second, the day you figure out why







What Is A Stewardship Calling?

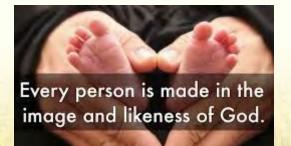








WHY did your Creator make you in His image and likeness and give you all of your unique talents and experiences?





Stewardship Calling



Using the gifts over which God has made you a steward for His greater glory, the benefit of others and to help you prepare a "good account before the awesome judgment seat of Christ."







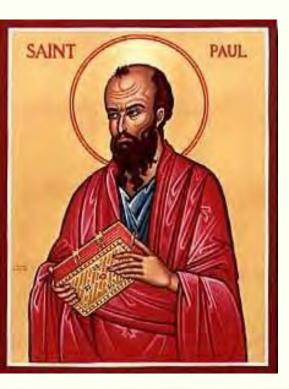


It's what you do with all the gifts God gave you.









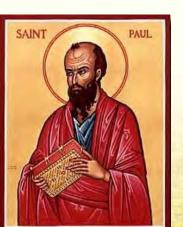
"...I beg you to lead a life worthy of the calling to which you have been called..."

St. Paul's Letter to the Ephesians 4:1





"... When He ascended on high He led a host of captives, and He gave gifts to men. And His gifts were that some should be apostles, some prophets, some evangelists, some pastors and teachers...

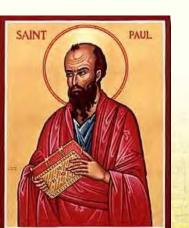


St. Paul's Letter to the Ephesians 4:7-13





"BRETHREN, having gifts that differ according to the grace given to us, let us use them... if service, in our serving; he who teaches, in his teaching... he who contributes, in liberality; he who gives aid, with zeal; he who does acts of mercy, with cheerfulness..."



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





"For we are His workmanship, created in Christ Jesus for good works, which God prepared beforehand that we should walk in them." Ephesians 2:10





<u>The First 3 Steps</u> Of Discerning And Living Your Stewardship Calling?





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

CALLING

STEWARDSHIP

G.P.S. Sunday – Using a <u>God Positioning System</u> to discover and live your "Stewardship Calling"

http://stewardship calling.com/intern et-radio/

Ancient Faith

G.P.S. Sunday -Part I January 31, 2016



The essential first 3 steps to discover your calling:

Step 1: Accept God is in control, not you

Step 2: Listen to the many messengers God will continually send to you

<u>Step 3:</u> Prayerfully discern and start living God's calling for you



<u>The 3 Key Questions</u> To Your Discern And Live Your Stewardship Calling?





ANCIENT FAITH RADIO

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Ancient Faith Ministries

BILL MARIANES

REVITALIZE STEWARDSHIP IN YOUR PARISH AND PERSONAL LIFE

CALLING

Ancient Faith

STEWARDSHIP

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G.P.S. Sunday Part II July 31, 2016

http://stewardship calling.com/intern et-radio/

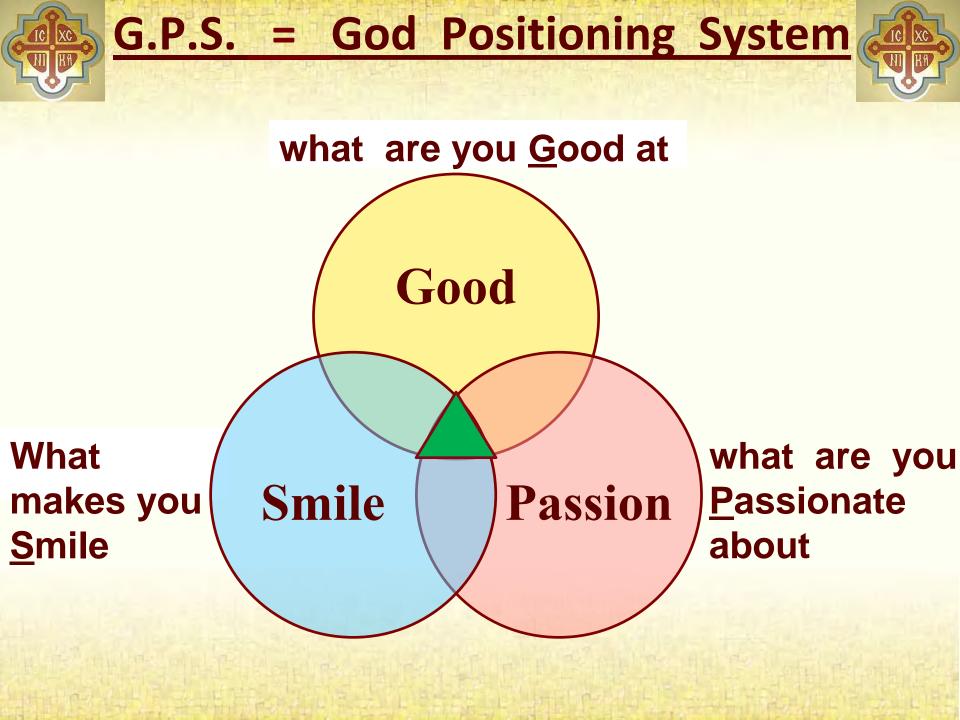


Question 1: What am I Good at?

Question 2: What am I Passionate about?

Question 3: What makes me Smile?

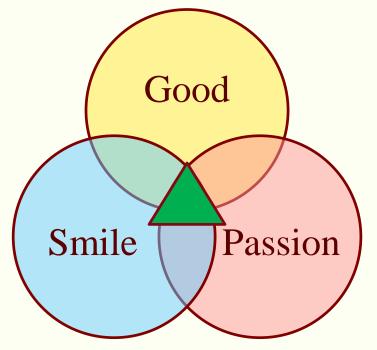






Using G.P.S. To Discern Your Stewardship Calling

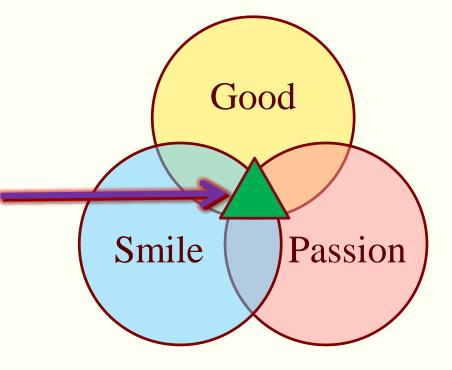
- You're generally good at things you've done many times
- You aren't always passionate about everything you're good at
- And not everything you're good at brings you happiness (i.e., makes you smile)





Using G.P.S. To Discern Your Stewardship Calling

The intersection of what you're good at and passionate about that also brings you joy is where you will likely find your Stewardship Calling.

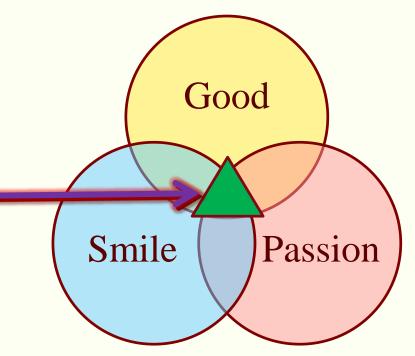




Using G.P.S. To Discern Your Stewardship Calling



Discerning and living your **Stewardship Calling** takes you on an intentional journey from merely earning the "means" to live, to finding the "meaning" for your life.

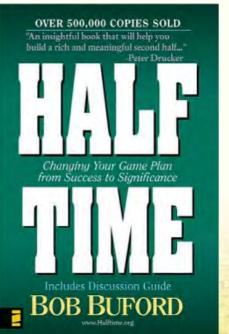


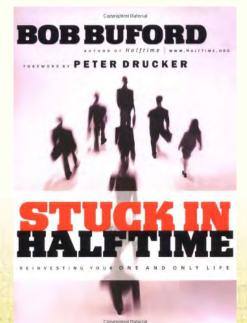
Half Time - The Journey from Success to Significance



Bob Buford







You spend the first part of your life trying to be "successful" and the second part of your life trying to be "significant."

The time inbetween is Half Time.

Don't measure yourself by what you have accomplished, but by what you should have accomplished with your ability.

Coach John Wooden



Won 10 NCAA national basketball championships in 12 years – 7 in a row





"Here is the test to find out whether or not your mission on earth is finished: if you're alive, it isn't."

(author unknown)





7 Engaged Disciples Practices



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- **5. Small Groups**
- 6. Orthodox Leadership Development 7. Youth discipleship



7 Engaged Disciples Practices



4. Prayer

> The Lord taught us how to pray >The Lord prayed (often by himself) >The Lord instructed the Apostles to pray and lead others in prayer >How and when do you pray? Start the day right! >End the day right! >Use your prompts (Icons, prayer ropes, crosses, churches, etc.)

Living Your Faith In A Secular Jerusalem (my time as Managing Partner)

Prayer Rope





Living Your Faith In A Secular Jerusalem

Prayer Rope





Novak Djokovic Serbian professional tennis player ranked No. 1 in the world in men's singles tennis.

Living Your Faith In A Secular Jerusalem

The Jesus Prayer Lord, Son of God, have mercy upon me, a sinner. The Thief's Addition: "...and remember me when You enter into Your kingdom"

"Lord, Son of God have mercy upon me a sinner, and remember me when You enter into Your kingdom."



7 Engaged Disciples Practices



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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 issues and struggles

~ Discuss that week's Holy Scripture message

~ Discuss whatever life is dealing them



<u>The Power of Small</u> <u>Groups</u>



- 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

"A new commandment I give you: Love one another as I have loved you...

John 13:34



<u>The Power of Small</u> <u>Groups</u>



Small Groups - Andy Stanley of Northpoint Ministries)

- "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."

"Social Capital"



A key to a growing Parish is to increase "<u>social capital</u>."

DOWLOOG ADDODG "Rich desse, thoughtful, fascinating... gas defined "Ri

> Collapse ad Revival

of American Community

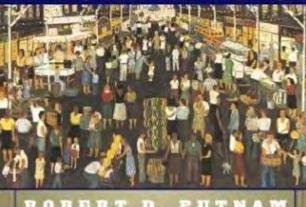
BESTSELLER

Robert D. Putnam

Social capital refers to the collective value of all "social networks" (who people know) and the inclinations that arise from these networks to do things for each other ("reciprocity").



Restoring the American Community



* AUTHOR OF BOWLING ALONE * HD LEWIS M. FELDSTEIN HIN CITES







- Smaller groups facilitate Social Capital
- "Bigger is bader" (It's called <u>small</u> group for a reason = intimacy)
- *Circles are better than rows.*"
 Andy Stanley:
 <u>http://northpoint.org/messages/p</u>
 <u>reventative-circles/</u>)



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Church Leaders



"The most basic task of the Church leader is to discern the spiritual gifts of all those under his authority, and to encourage those gifts to be used to the full for the benefit of all.

Only a person who can discern the gifts of others and can humbly rejoice at the flowering of those gifts is fit to lead the Church."

+ Saint John Chrysostom





Do we teach Leadership? Do our leaders know how to lead? Where did they learn it? Is it Orthodox?

>Do we have/provide mentors?

>Do we plan/train succession?





Do we practice/teach Servant Leadership?

- Servant leadership focuses on participative decision-making, teamwork and ethical and caring behavior.
- The servant leader's priority is service to others (to help them achieve personal growth, autonomy and excellence).



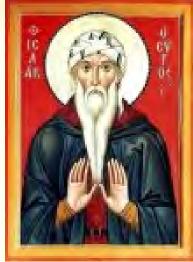


"And the things that you have heard from me among many witnesses, commit these to faithful men who will be able to teach others also."

2 Timothy 2:2







"Always consider yourself as needing instruction so that you may be found wise throughout your life."

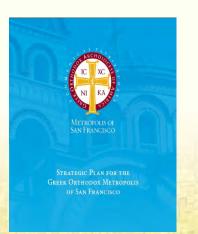
St. Isaac the Syrian





Stay Tuned...

for the best practices Orthodox Leadership Development program being developed collaboratively by the Metropolises of San Francisco and Atlanta and Ukrainian Orthodox Church of the USA







7 Engaged Disciples Practices



- Spiritual education
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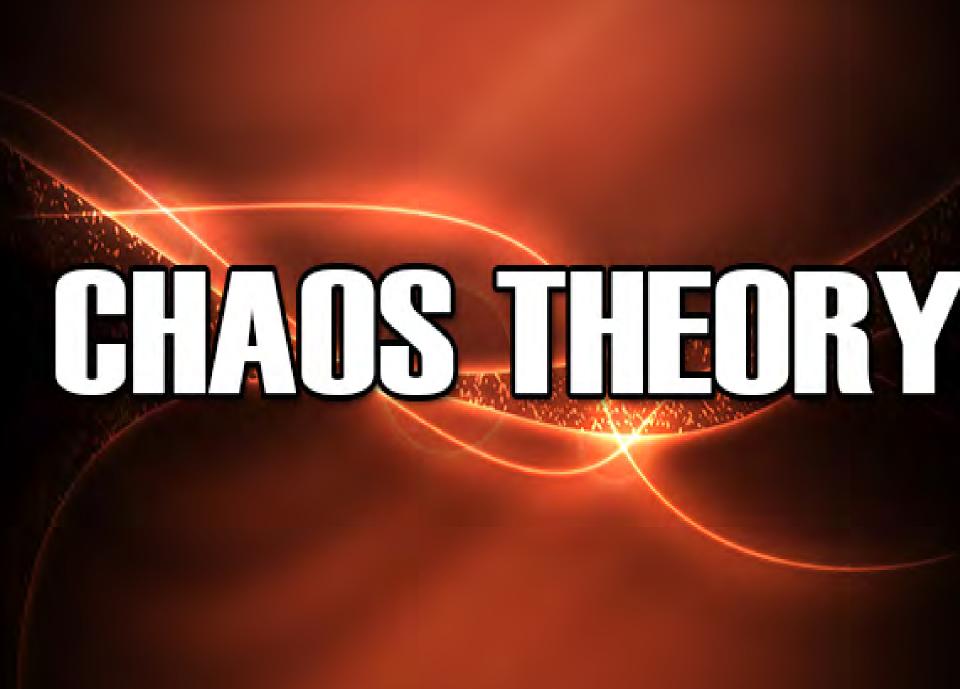


Youth Discipleship



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

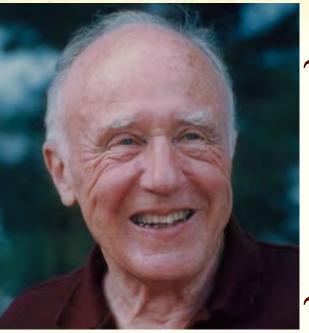
(Proverbs 22:6)





Youth Discipleship





Dr. Edward

Lorenz

Dartmouth Harvard M.I.T.

Discovered Chaos Theory

~ Chaos Theory studies dynamic systems that are highly sensitive to initial conditions. ~Small differences in initial conditions yield widely diverging outcomes, thus rendering long-term prediction impossible.





- 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



Today's Big Idea



Engagement



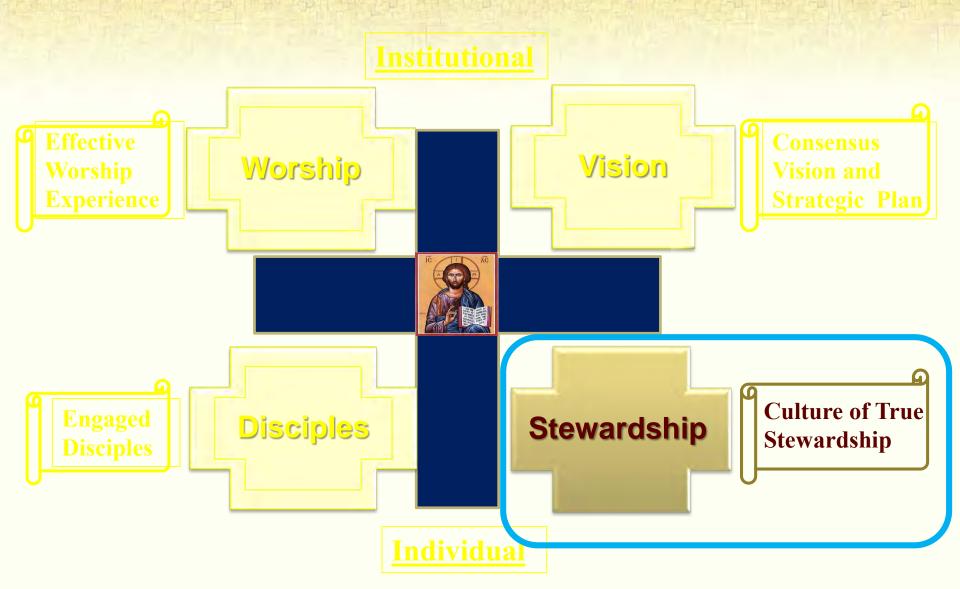
Part 6

<u>Culture of True</u> <u>Stewardship</u>

Stewardship Calling

hosted by Bill Marianes

Stewardship Calling Effective Church Model



10 Culture of True Stewardship Practices

- 1. Tithing of all 3 T's
- 2. 3 Principles ($W^2 + Mob + PPS$)
- 3. 2 Tactics (RO + E)
- 4. Ministry Based Organization
- 5. Total welcoming experience
- 6. Thanking culture
- 7. Youth stewardship
- 8. C.P.I. messaging and campaigns
- 9. Transparency and accountability
 10. It takes a TEAM





Definition of Stewardship





Bill's Stewardship Definition



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



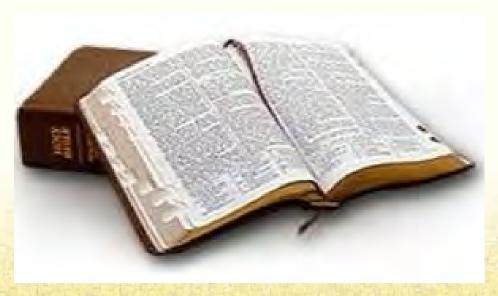
<u>Christian Stewardship</u> <u>Is A Way Of Life¹</u>

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

¹ Oriented Leadership – Williams and McKibben



Scriptural Definitions of Stewardship







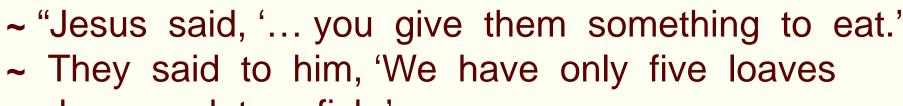
"But this I say, he who sows sparingly will also reap sparingly; and he who sows bountifully will also reap bountifully. (2 Corinthians 9: 6-8)



Multiplying God's Gifts







- here and two fish.'
- ~ And He said, 'Bring them here to me.'
- All ate and were satisfied. And they took up twelve baskets full of the broken pieces left over.
- ~ And those who ate were about five thousand men, besides women and children."

(Matthew 14:14-22)

Multiplying God's Gifts





- ~ Christ first challenged the Disciples to feed the people ("<u>you</u> give them something to eat")
- ~ Christ said bring what you have to me and I will multiply it ("Bring them here to me")
- They started with a few items and ended up with extra ("12 baskets full of the broken pieces left over")
- ~ And they fed 10,000+ ("those who ate were about five thousand men, besides women and children")





"For everyone to whom much is given, from him much will be required; and to whom much has been committed, of him they will ask the more." (Luke 12:48)

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

(Deuteronomy 16:17)

Message:

Proportional giving



"On the first day of the week (i.e., Sunday) let each one of you lay something aside, storing up as he may prosperI will send... your gift to Jerusalem" (i.e., the Church center at that time) (1 Corinthians 16:2-3)



Weekly giving

Proportional giving

Giving for the work of the Church





"Command those who are rich... not to be haughty, nor to trust in uncertain riches... Let them do good, that they be rich in good works, ready to give, willing to share, storing up for themselves a good foundation for the time to come, that they may lay hold on eternal life." (1 Timothy 6:17-19)

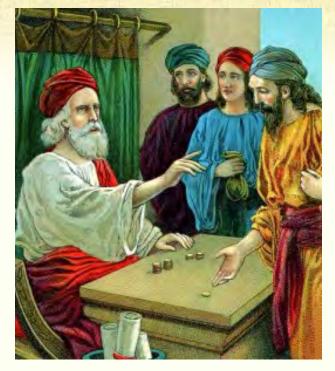
Message:

Basis for link between stewardship, spiritual growth and ultimately salvation



The Parable of the Talents





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

(Matthew 25:14-30)





"So let each one give as he purposes in his heart, not grudgingly or of necessity; for God loves a cheerful giver." (2 Corinthians 9:7)

Message:

A willing and joyful attitude with regards to stewardship



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



Matthew 19:16-26



The question asked our Lord was: "What good deed must I do to have eternal life?"

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

"If you would be <u>perfect</u>, go, sell what you possess and give to the poor, and you will have treasure in heaven; and come follow me."

Are you prepared to go ALL IN?





"Where your treasure is, there your heart will be also."

(Matthew 6:21)







Luke 16:11



"And if you are untrustworthy about worldly wealth,

...who will trust you with the true riches of heaven?"







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

OUT OF BOX IDEA 1: Each week, fill out an accounting to God of what you did with His money this past week

> <u>OUT OF BOX IDEA 2</u>: Give your parishioners money and ask them to tell you what they did with it for God's Kingdom



<u>A Reflection on</u> <u>Christian Stewardship¹</u>



"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



<u>A Reflection on</u> 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.





10 Culture of True Stewardship Practices



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- 2. 3 Principles (W² + (Mob) + PPS)
- 3. 2 Tactics (RO + E)
- 4. Ministry Based Organization
- 5. Total welcoming experience
- 6. Thanking culture
- 7. Youth stewardship
- 8. C.P.I. messaging and campaigns
- **9. Transparency and accountability 10. It takes a TEAM**





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

Tithe



<u>Tithing Is The Right Answer</u>



"Do not think that I have come to abolish the law and Prophets. I did not come to destroy but to fulfill" (<u>Matthew</u> <u>5:17</u>)

"Now Melchizedek the king of Salem brought out bread and wine; he was a priest of the Most High. He blessed Abram ... Then Abram gave him a tithe of all". (Exodus 14:18-20)

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

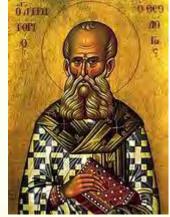
"Will a man insult God? Yet you have insulted Me! But you say, 'In what way have we insulted You?' You keep back tithes and offerings!" (Malachi 3:8)

"Woe to you scribes and Pharisees, hypocrites! For you pay tithe of mint and anise and cummin, and have neglected the weightier matters of the law: justice and mercy and faith. <u>These you ought to have done without leaving the others</u> <u>undone</u>" (Matthew 23:23)





"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 should be each person's ultimate goal (a <u>minimum</u> of 10% Time, Talent <u>and</u> Treasures)

("You shall tithe..." Deuteronomy 14:22)

Tithing Is The Right Answer



~ Median¹ <u>American</u> "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 = \$2.6M	700N = \$4.5M
200N = \$1.3M	500N = \$3.2M	800N = \$5.1M
300N = \$1.9M	600N = \$3.9M	900M = \$5.8M

~ Imagine what ministries and services you can now fund if your parishioners tithed (465 x \$6,423 ≈ \$3,000,000 instead of \$307,282

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

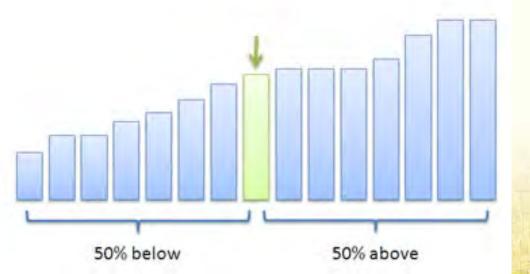
"Median Not Mean" Stop Using Average Pledges



- Average pledges are misleading
- Median or per-person-per-year is a more realistic number
- 3 Donors = \$1 \$2 \$3,000

Median

Mean = \$1,001 Median = \$2



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 Council, stewardship committee and clergy lead by example 4. Implement a "10 by 10" program ~ Contribute 1% in year 1

- ~ Increase contributions 1% for each subsequent year
- ~ Reach a 10% tithe by the 10th year



Percentage Giving



- #1 Best Choice = Tithing (it's Biblical)
- Teach the Tithe of <u>Time</u> and <u>Talents</u> (not just Treasures)
- #2 Best Choice = percentage giving (it's aspirational)
- Get them to start with any percentage they pick and grow it each year thereafter



10 Culture of True Stewardship Practices



- 1. Tithing of all 3 T's
- 2. 3 Principles (W² + Mob + PPS)
- 3. 2 Tactics $(RO + E)^{\checkmark}$
- 4. Ministry Based Organization
- 5. Total welcoming experience
- 6. Thanking culture
- 7. Youth stewardship
- 8. C.P.I. messaging and campaigns
- **9. Transparency and accountability 10. It takes a TEAM**



The Three Key Stewardship Principles

















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)







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 Ultrecht, September 2004





Priest

Parish Board

Stewardship and Ministry Leaders

 P.P.S.
 Priest / Parish Board / Stewardship and Ministry Leaders ALL must completely 'buy-in' and be on the same page and lead the process

~ ALL must ACTIVELY participate

~Parish Assembly/Synod approves the stewardship ministry to provide "buy-in" as a part of the stewardship educational program



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





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

If you don't remember anything else from today, please remember that to have a true and successful stewardship ministry you <u>MUST</u> visit with <u>EVERY</u> parishioner in a <u>HOME</u>

(Reverend Ike - the mob was wrong)

Ingredients Of Effective <u>Stewardship Ministry</u>



<u>Personal, in-home visitations are most</u> <u>effective</u>

~ 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)





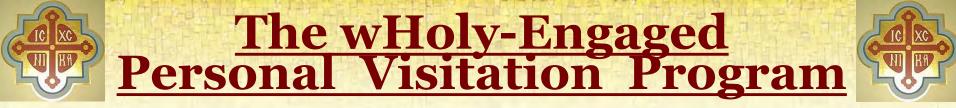
<u>Plan A</u> <u>Personal in-home gatherings</u>

~ Each steward is personally visited (or called) by an Ambassador

<u>Plan B</u> <u>Small Group in-home gatherings</u>

~ Each steward is invited to a small group gathering hosted by an Ambassador





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
- **<u>STEP 4</u>** Prepare your Ministries Handbook and Stewardship materials and revised Stewardship Commitment Form

The wHoly-Engaged Personal Visitation Program



<u>STEP 5</u> 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 (or call) based on commonality

STEP 8 Ambassadors schedule a 15-30 minute in-home visitation (or make a call) and focus 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 visitations (calls) agenda

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





The Priest:Revelation 3:20

"Behold, I stand at the door and knock. If anyone hears my voice and opens the door, I will come in to him and dine with him..."

The Parishioner:Genesis 3:10

"I heard your voice as you were walking in the garden, and I was afraid because I was naked; so I hid myself."



PERSONAL INFORMATION



BAPTIZED OR CHRISMATED ORTHODOX CHRISTIAN?

NAME (First/Last)	YESNO
NAME DAY (or Baptismal Name)	
SPOUSE (First/Last)	YESNO
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 o	of Dependent Children:
COMMITME	DNE:
Weekly: \$	
"Every Sunday let each of you put aside of the Lord." (See: I Cor 16:2)	e your offering for the work



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

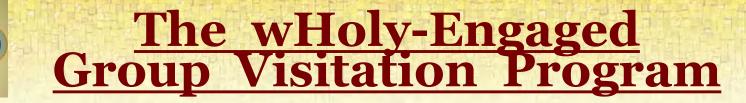
___Help Sick/Shut ins

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 $(2^{nd} - 5^{th} Grades)$

____Youth Leader/Assistant--

____ Summer Camp Staff

Other Talents:





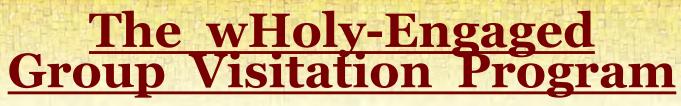
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<u>STEP 4</u> Prepare your Ministries Handbook and Stewardship materials and revised Stewardship Commitment Form







- **STEP 5** Recruit your Stewardship Ambassador Host Teams
- **<u>STEP 6</u>** 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



<u>The wHoly-Engaged</u> <u>Group Visitation Program</u>



- ~ 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), answers any questions and closing prayer







Role of Church Leaders

~ Hand picked community "servant leaders" who ALL lead by example (e.g., be among the first stewards who are actively engaged and give sacrificially

~ The Priest can not do it all, but he can be extremely effective with particular stewards with whom he has a close personal relationship



How Did The Greatest Steward Solicit



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

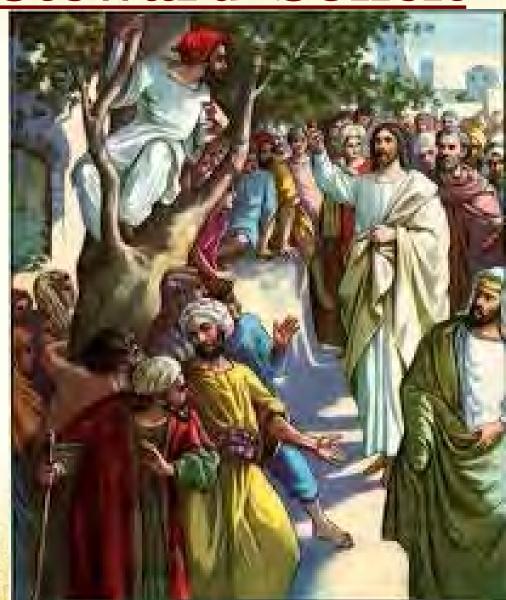
> + The crowd was fed with the fishes and the loaves

- + Washed the feet and first offered His body and blood to His disciples
- + Cured the sick and blind

+ Practiced stewardship as He continuously served the people around Him

How Did The Greatest Steward Solicit







-"Zacchaeus, come down immediately. I must stay at your house today." (Christ makes a personal visitation goes to <u>Zacchaeus' house</u>)

-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



NO SOLICITING



10 Culture of True Stewardship Practices



- 1. Tithing of all 3 T's
- 2. 3 Principles (W² + (Mob) + PPS)
- 3. 2 Tactics (RO + E)
- 4. Ministry Based Organization
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- **9. Transparency and accountability 10. It takes a TEAM**





New POP ("Parish Operational Paradigm") to Maximize "Engagement" (the E of RO+E)











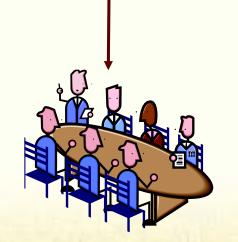








Full-time Priest Serves Parish



Early Parish Councils/Boards













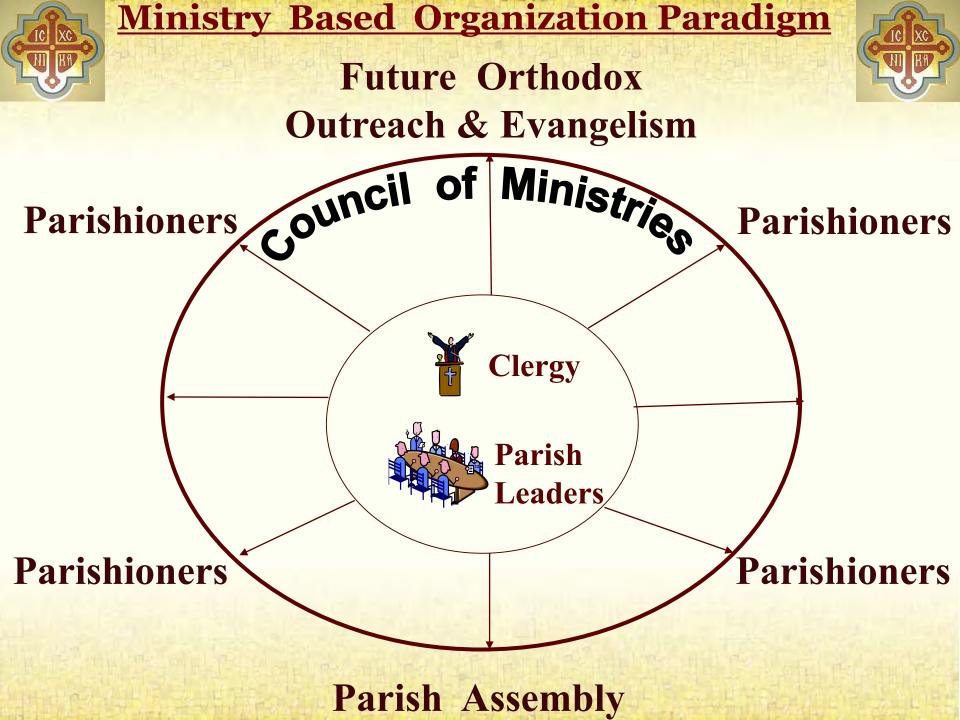
Can you think of any effective organization that is using the same operational structure it used 65 years ago?

















- A MBO Parish is organized around it ministries and all Parish programs are:
 - **1. Delivered by individual ministries**
 - 2. Managed and coordinated by the Council of Ministries





- A Committee of the leaders of each of the Parish's ministries
- The COM includes the Priest and Parish Board liaisons
- 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





Each ministry, by consensus, must :

- 1. Set "SMART" goals consistent the Parish's Mission, Vision, Values and Strategies
- 2. Identify their budgetary/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





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What do you expect to be 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
- ~ Enthusiastically volunteer time and talents
- ~ Generous donations
- ~ Spiritual and numerical growth
- ~ The Parish emulates the kingdom of God, a culture overflowing with joy, peace and love

Welcoming Ministry Is Among Your Most Important



of a Catholic

- 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
- See great examples in: <u>Rebuilt:</u>

Awakening the Faithful, Reaching

<u>the Lost and Making Church Matter</u> "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



What Comes After The Welcome "Package"



1. Get their name, email, text/cell # and address

2. Match them with someone similar

3. Send them a "gift" (icon/prayer card)

4. Get them to an event

Welcome 4. Get them to an event Church 5. Engage them in some **Parish activity**



Total Welcoming Experience



- <u>Better Together</u> Robert Putnam (case study)
- Connect them with someone similar who leads and engages them into the life of your church family

Increase "social capital"





ROBERT D. PUTNAM * AUTHOR OF BOWLING ALONE * III LEWIS M. FELDSTEIN IIII EIN CETEN



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.



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?**



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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.

• <u>A 2012 study in *Personality &*</u> <u>*Individual Differences*</u>

> grateful people were more likely to take care of their health

• <u>Dr. Robert Emmons (leading</u> gratitude researcher)

> studies confirm gratitude increases happiness and reduces depression





- <u>2012 University of Kentucky study</u> found people who thanked more retaliated less and were more prosocial
- <u>2014</u> Journal of Applied Sports <u>Psychology</u> 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 <u>personal</u> notes or thank you cards (or sign the form thank yous) and do 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



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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)





What have you taught your children about stewardship of God's gifts?

What have you modeled for your children regarding your stewardship

➢ Yiayia Bessie and me (\$1.00 = \$8.05)

≻My kids lesson the 1st and 2nd 10%

What do millennials and younger think of when you mention stewardship?



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More Effective Stewardship Communications





<u>C. P. I. Motivates</u> Donors To Give¹



"people give to <u>Causes and People</u> with Integrity"

¹ See Mega Gifts, Jerold Panas, 1984









- dream <u>Cause</u>
 - Mission



SELL THE TEAM

- People
- Team



SELL THE SCHEME

- Integrity
 - Transparency







- 1. Cause / Mission ("Sell the Dream")
 - a) Explain the cause and mission
 - b) Relate the cause/mission to what is dream 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



What 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



What Motivates Donors To Give





3. Integrity / Fiscal Responsibility ("Sell the Scheme")

a) Donors do not give to causes that are irresponsible with funds or poorly led
b) Describe success of your capital campaigns and annual stewardship program

c) Explain the financial safeguards and financial integrity your parish has implemented

<u>Top Five Stewardship</u> 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

Ensuring Accountability



- Be fully transparent and accountable with ALL non-confidential Parish information (and particularly financial information)
- Regularly report and share all ministry, financial and other information
- Put it on your web site
- Red Yellow Green status on <u>ALL</u> goals (including engagement and financial goals) should be made public to ensure accountability and transparency





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9. Transparency and accountability 10. It takes a TEAM



It Takes a 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 sustainable and will likely fail!



It Takes a Team



A Stewardship Team equal to approximately 10% - 12% of your number of stewardship "units" is optimal to effectively do personal calls or visits





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



Most Important Thing







10 Culture of True Stewardship Practices

- 1. Tithing of all 3 T's
- 2. 3 Principles ($W^2 + Mob + PPS$)
- 3. 2 Tactics (RO + E)
- 4. Ministry Based Organization
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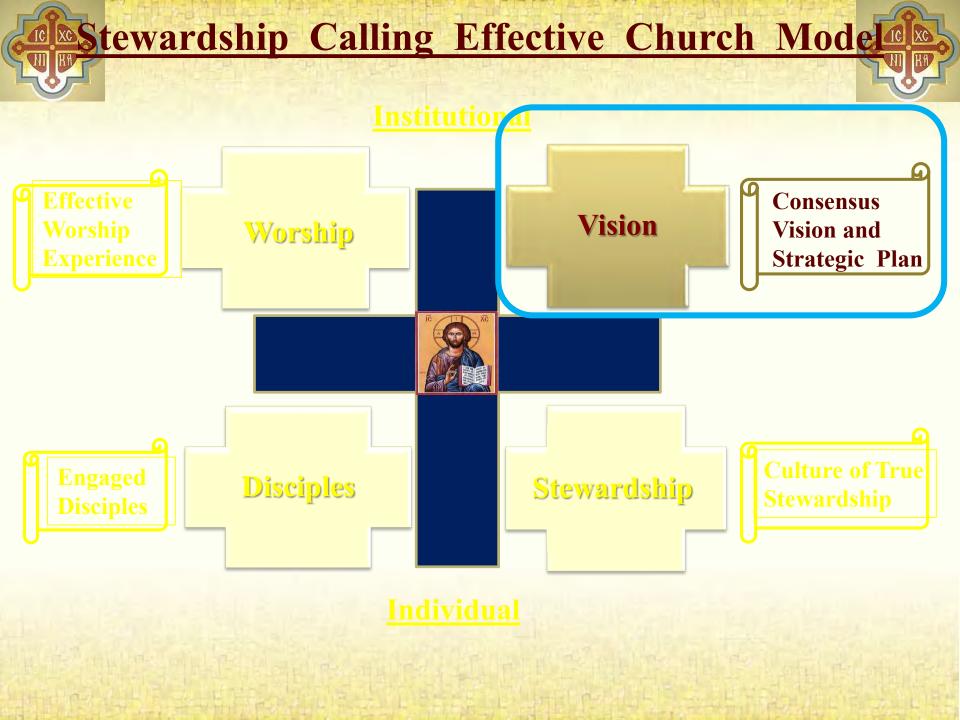






Consensus Vision and Strategic Plan







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





Strategic planning is described in: Alice in Wonderland









ALICE stands at the fork in the road and asks the CHESHIRE CAT.







Alice: Which road should I take?

<u>Cheshire Cat:</u> Where do you want to go little girl?



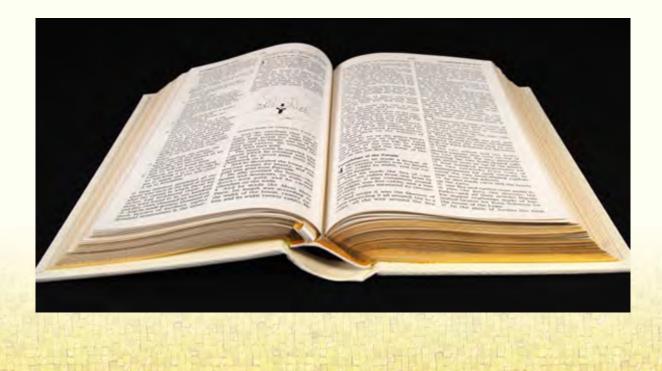
Alice: I don't know.

Cheshire Cat: Then it makes no difference...





Strategic Planning is Biblical







Proverbs 29:18

"Where there is no vision, the people will perish"





Jeremiah 29:11-12

"For I know the plans that I have for you,' declares the LORD, 'plans for well-being, and not for calamity, in order to give you a future and a hope.

When you call out to me and come and pray to me, I'll hear you."



Church Strategic Planning is:

A process to help manage the "business" of our Parish without turning the Parish into a "business."



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





What is Strategic Planning

- A process for defining our strategy to allocate our resources to achieve our vision
- A Strategic Plan must answer 4 fundamental questions:
 - 1. Why do we exist?
 - 2. Where are we now?
 - 3. Where do we want to be?
 - 4. How will we get there?





The 4 P's of Strategic Planning









1. <u>PEOPLE</u> - The right people leading, developing and implementing the process, with input from everyone along the way

("You have to get the 'right people' on the bus and the 'wrong people' off the bus." (<u>Good To Great</u> – Jim Collins)

2. <u>PROCESS</u> - A comprehensive, inclusive and methodical process and schedule

- 3. <u>PRODUCT</u> A comprehensive strategic plan with a detailed implementation plan and timeline
- 4. <u>PERFORMED</u> More non-profit strategic plans fail in this step than for any other reason (must be well-managed, persistent and fully implemented)



Consensus



2 Process Keys









2 Process Keys













1. "Consensus" means seeking the "common mind" through a process of respectful dialogue with <u>NO</u> formal votes

- 2. "Consensus" means an agreement that everyone can "live with" (even it is not their first choice)
- 3. Consensus is achieved once everyone explains their issues and alternatives, and the discussion continues until all agree that:
 (a) the discussion has been full and fair; and
 (b) they do not object to the modified proposal.





2 Process Keys









Rules of Engagement



- 1. <u>ROEs</u> apply equally to all and keep the process move efficiently
- 2. <u>ROEs</u> help avoid hijacking
- 3. <u>ROEs</u> ensure confidentially + no consequences
- 4. <u>ROEs</u> ensure fairness for all
- 5. <u>ROEs</u> everyone commits to them (helps exit volunteers who violate them)
- 6. <u>ROEs</u> keeps the project on task



The Elements of Strategic Planning







What is Strategic Planning

- The Strategic Plan must answer four fundamental questions:
 - 1. Why do we exist?
 - 2. Where are we now?
 - 3. Where do we want to be?
 - 4. How will we get there?





STATEMENT OF WHY

WHY?





QUESTION 1 - Why?

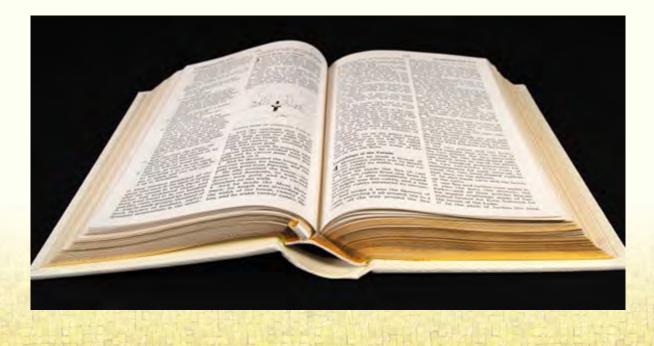
1. Why do we exist? a) Why does our Parish exist? b) We must be able to articulate why should anyone want to be a part of our Parish and ministries?





WHY?

A Statement of Why is Biblical





"Men, <u>WHY</u> are you doing these things?"







"Therefore I speak to them in parables, because seeing they do not see, and hearing they do not hear, nor do they understand."







<u>QUESTION 2 - Where are we now?</u> (Current State)

- 2. Where are we now?
 - a) This requires a "brutal facts" assessment of current strengths and weaknesses
 - b) Must evaluate interest in the Parish and its ministries from all stakeholders (and those you wish were stakeholders)





SWOT ANALYSIS





Internal factors



<u>Strengths</u> and <u>Weaknesses</u>

(a) <u>Strengths</u> include things we do well and characteristics that give us advantages

(b) <u>Weaknesses</u> include problems we must overcome and characteristics that place at a disadvantage



External factors



Opportunities and **Threats**

(a)<u>Opportunities</u> include external chances to improve our performance in our environment

(b) <u>Threats</u> include external elements in our environment that could cause trouble for us



SWOT Process



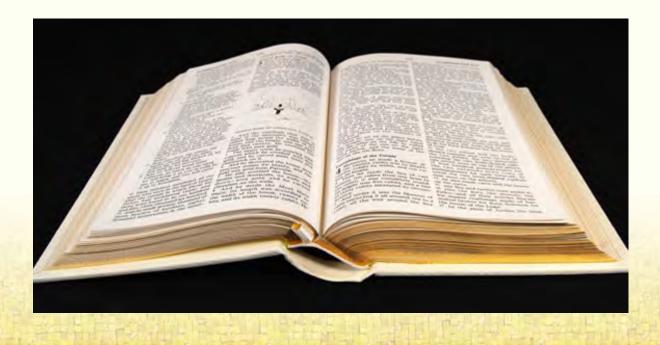
- A SWOT analysis seeks to honestly assess where the Parish and ministries are now
- Invite as many stakeholders from as many different constituencies (not just the parish council or "usual suspects")
- Before the first retreat, compile all SWOT submissions and identify the number of times the same/similar item is identified as either a S. W. O. or T. (repeated items deserve attention)
- At first retreat, assign separate SWOT teams (based on their preferences) to review all submissions and reach a consensus of the S.W.O. and T.







A SWOT Analysis is Biblical







"Examine yourselves as to whether you are in the faith.

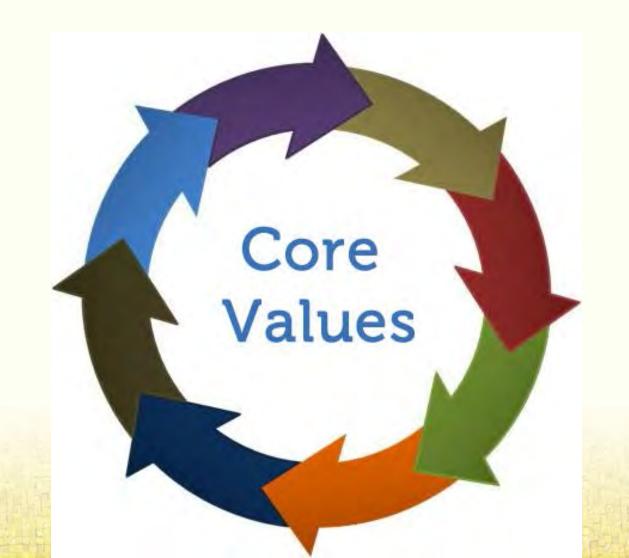
Test yourselves!"

2 Corinthians 13:5





CORE VALUES









1. are beliefs shared among the stakeholders

2. drive an organization's culture and priorities

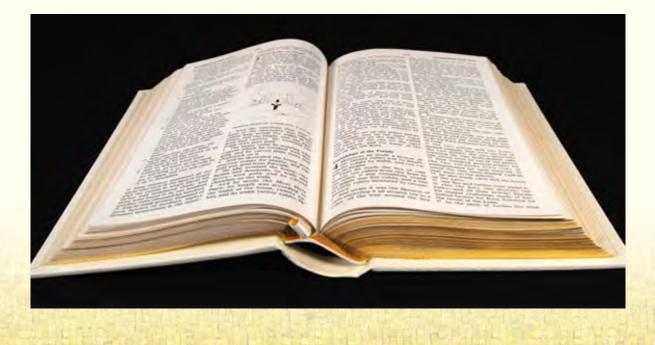
3. provide a framework for decision-making





CORE VALUES

Core Values Are Biblical





GOD'S CORE VALUES



THOU SHALT HAVE NO OTHER GODS BEFORE ME

II THOU SHALT NOT MAKE UNTO THEE ANY GRAVEN IMAGE

III THOU SHALT NOT TAKE THE NAME OF THE LORD THY GOD IN VAIN

IV REMEMBER THE SABBATH DAY TO KEEP IT HOLY

HONOR THY FATHER AND THY MOTHER VI THOU SHALT NOT KILL

VII THOU SHALT NOT COMMIT ADULTERY

> VIII THOU SHALT NOT STEAL

IX THOU SHALT NOT BEAR FALSE WITNESS AGAINST THY NEIGHBOR

> X THOU SHALT NOT COVET



CHRIST'S CORE VALUES



THE BEATITUDES

Blessed are the poor in spirit, for theirs is the kingdom of heaven.

Blessed are those who mourn, for they shall be comforted.

Blessed are the meek, for they shall inherit the earth.

Blessed are those who hunger and thirst for righteousness, for they shall be satisfied.

> Blessed are the merciful for they shall obtain mercy.

Blessed are the pure of heart, for they shall see God.

Blessed are the peacemakers, for they shall be called children of God.

Blessed are those who are persecuted for righteousness sake, for theirs is the kingdom of heaven.

Matthew 5:3-10



<u>A Strategic Plan answers four</u> <u>questions:</u>

- 1. Why do we exist?
- 2. Where are we now?

3.<u>Where do we want to</u> <u>be?</u>

4. How will we get there?















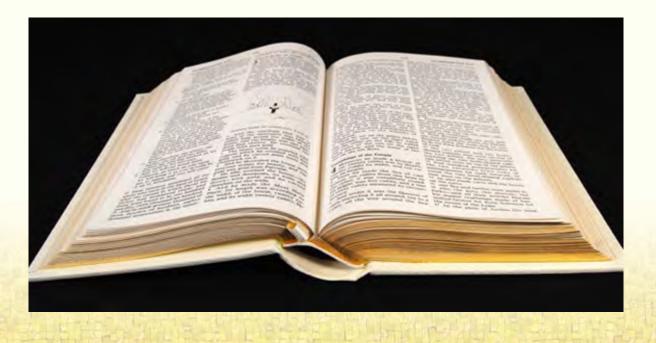
- A clear description of the fundamental purpose for which an organization exists and what it does to achieve its Vision.
- Mission answers the question: "What do we do?"





MISSION

A Mission Statement is Biblical







"Go therefore and make disciples of all the nations"









Vision Statement







3. Where do we want to be?

Following our sense of God's calling, we need to pick a reasonable time in the future and outline a comprehensive vision of our Parish at that time







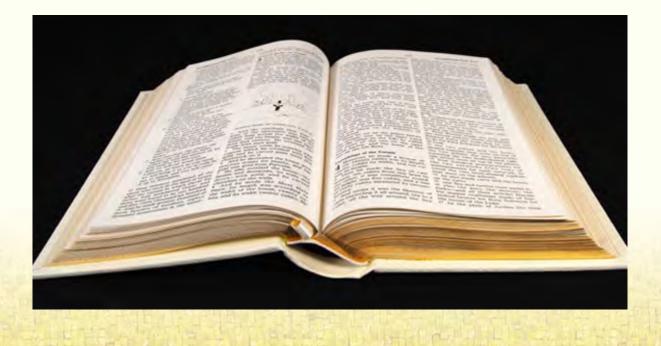
- Defines what the organization hopes to do in the future.
- Vision is a long-term view.
- Vision focuses on:
 - "What do we want to accomplish?"
 - "Where are we going?"





VISION

A Vision Statement is Biblical







<u>The Great Commission</u> (Vision – Part 2) Matthew 28:18-20

"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."



(Vision – Part 2) Acts 1:8

"But you shall receive power when the Holy Spirit has come upon you; and you shall be witnesses to Me in Jerusalem, and in all of Judea and Samaria, and to the ends of the earth."



A Strategic Plan answers four questions:

- 1. Why do we exist?
- 2. Where are we now?
- 3. Where do we want to be?

4.<u>How will we get there?</u>





STRATEGIC GOALS





Action Plan



4. How will we get there?

This is where the "rubber hits the road" and where very specific activities for each period are outlined in great detail

- For each step to achieve the goal, you must identify:
 - 1) The specific detailed action
 - 2) Who must do it
 - 3) The deadline for its completion
 - 4) How you will know when it is completed







- Strategic Goals are a roadmap of how to implement the vision and achieve the organization's goals.
- It keeps the organization going in the right direction.







Strategic Goals are only as effective as the process of achieving them.

The "<u>SMART</u>" goal process helps ensure our Strategic Goals are achieved.



SMART Strategic Goals



Specific: Is the goal specific enough for clarity so that everyone will understand it?

<u>Measurable</u>: Is there a way to measure the success of the goal?

<u>Attainable</u>: Is the goal truly attainable by us within a reasonable time?

<u>Relevant/Realistic</u>: Is the goal relevant and realistically written?

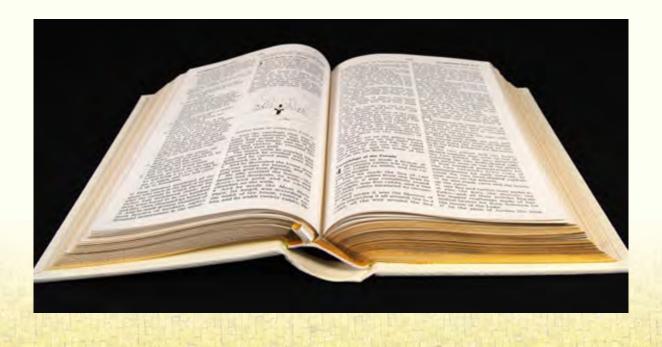
<u>Timeline</u>: Is there a timeline associated to the goal to ensure completion and accountability?





STRATEGIC GOALS

Strategic Goals are Biblical







"These twelve Jesus sent out, charging them, "...(1) **go** rather to the lost sheep of the house of Israel. And (2) preach as you go... (3) Heal the sick, (4) raise the dead, (5) cleanse lepers, (6) cast out demons.

You received without paying, give without pay.' "







"Let your light so shine before men, that they may see your good works and glorify your Father in heaven."







"A new commandment I give to you, that you <u>love one another</u> as I have loved you...

By this all will know that you are my disciples, if you love one another."





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



How Do You Ensure Accountability and Achievement of Your Strategic SMART Goals

Start and End Date Tracking

Ensuring Accountability



- Each Goal has a start date (determined by the Implementation Team)
- Once the start date is set, the end date can be calculated using the Action Plan deadline column
- The Start / End Dates are published and constant communication as to progress toward achievement is made public
- Red Yellow Green published to keep track





It Takes 2 Strategic Planning Teams









It Takes 2 Strategic Planning Teams



- <u>SPT = Strategic Planning Team</u>
 - ≻A diverse, representative cross-section of Parish strategic thinkers who develop the Strategic Plan
- <u>IT = Implementation Team</u>

>A larger diverse group or parishioners and other experts who implement all of the Strategic Goals and Action Plans and who are accountable for the achievement of the Strategic Plan



It Takes 2 Strategic Planning Teams



IT = Implementation Team

- ≻As many Captains as you have Strategic Goals (responsible for implementing all Action Steps and staying on schedule)
- ≻As many Coordinators as you have Strategic Areas of Focus Task Forces (coordinate the work of all Captains in their Area of Focus)
- >1 or 2 Head Coaches (ultimately responsible for the implementation of the entire Strategic Plan)





Romans 12:5

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

One One Team Dream



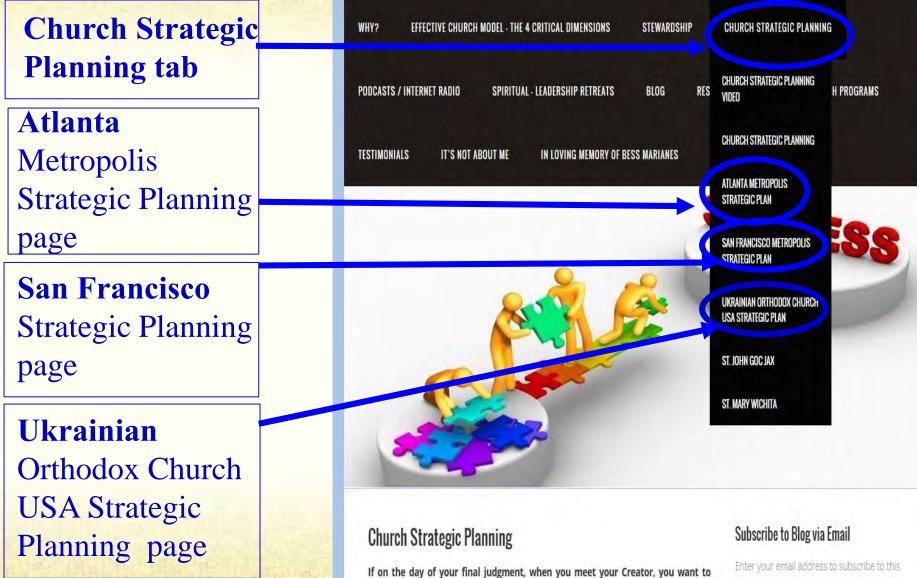
Examples of Strategic Plans can be found under the Church Strategic Planning tab at:

www.stewardshipcalling.com

(including Statement of Why, SWOT, Core Values, Mission, Vision, SMART Goals and Action Plan)

Stewardship

What are you doing with all of the gifts God has given you? WWW.Stewardshipcalling.com



know that you have done the most you could have done to protect, preserve and promote Christ's church and make disciples, do I have the program for you. By the grace of God I have been blossed to have developed a comprehensive training

blog and receive notifications of new posts by

email.

Join 80 other subscribers

THE METROPOLIS OF ATLANTA STRATEGIC

http://stewardship calling.com/finalatlanta-strategicplan/



"Where there is no vision, the people will perish." provents the

PLAN

STRATEGIC PLAN

FOR THE

GREEK ORTHODOX METROPOLIS OF ATLANTA





Greek Orthodox Metropolis ^{of} San Francisco Ιερα Μητροπολίς Αγίου Φραγκισκού

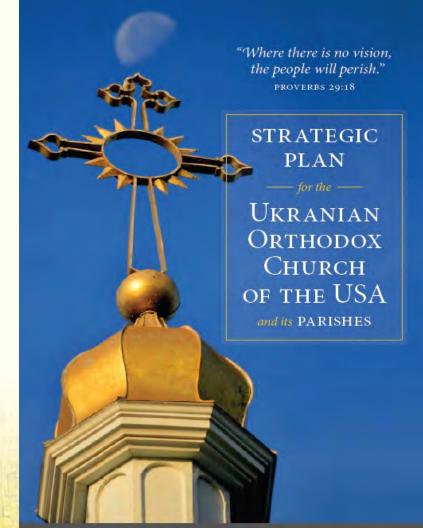
http://stewardship calling.com/sanfranciscostrategic-plan/



Strategic Plan for the Greek Orthodox Metropolis of San Francisco

The UKRAINIAN ORTHODOX CHURCH of the United States of America

http://stewardship calling.com/ukrain ian-orthodoxchurch-usastrategic-plan/







HOW? Parish Strategic Planning





OK, So How Do We Do All This?

Bill's 6-Step Parish Strategic Planning Process

(Feel free to customize the steps and process to meet the needs or resources of your Parish)





STEP ONE OPENING RETREAT to determine SWOT, Statement of Why, Mission, Vision, Core Values, Areas of Focus (See Appendix for sample retreat agenda)

- **STEP TWO TASK FORCE MEETINGS to draft Strategic Goals** and Action Plans
- **STEP THREE** PARISH PRESENTATIONS of draft Strategic Goals and Action Plans for Parish community feedback and consensus-building (followed by Task Force meetings to synthesize comments)
- **STEP FOUR CLOSING RETREAT to finalize SMART Strategic** Goals and Action Plans
- **STEP FIVE** FINALIZE STRATEGIC PLAN DOCUMENT
- **STEP SIX IMPLEMENTATION** (and continual communication)



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



You Never Do Just One <u>Strategic Plan</u>



"Insanity: doing the same thing over and over again and expecting different results."

"We cannot solve our problems with the same thinking we used when we created them."

Einstein



You Never Do Just One Strategic Plan



- ~You establish great practices with your first strategic plan
- ~You make great progress with your first strategic plan
- ~You can tackle deeper/bigger/more strategic issues in subsequent plans
- ~Your work on improving Christ's church is never over, but once you know how to do it right, your momentum and results improve



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

One Stop - Always Free Parish Information <u>Resource</u>

This presentation and more materials on Engaged Disciples, Culture of True Stewardship, Vision and Strategic Planning and much more is available at:

www.stewardshipcalling.com

You can contact me at: <u>Bill@stewardshipcalling.com</u>

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

WHY?	EFFECTIVE CHURCH MODEL	THE 4 CRITICAL	DIMENSIONS	STEWARDSHIP	CHURCH STRA	ITEGIC PLANNING	PODCASTS / INTERNET RADI
SPIRITUAL - L	EADERSHIP RETREATS	BLOG	RESOURCES	UPCONING PARISH PI	ROGRAMS	TESTIMONIALS	IT'S NOT ABOUT ME
IN LOVING MI	EMORY OF BESS MARIANES						
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Why are you here?

Why have you and your Parish been given so many gifts, talents, resources and abilities?

If you want to help prepare yourself for "a good account before the awesome judgment seat of Christ" and learn how to be an engaged disciple, what stewardship truly is and how to change the stewardship paradigm in your life and church, or how to cast a vision and develop a transformational church strategic plan, you have come to the right place.



My stewardship calling and "WHY" is to help people and parishes discern and live their stewardship callings. On this website, I will offer for free the Stewardship Calling Effective Church Model developed after several decades of detailed research and based on Christ's example. I am blessed to offer all of the tools and resources and information I can for you and your church to better live your calling and be great stewards of all of God's gifts to you.

To hear the essence of my personal message based on practical life experiences and Holy Scripture about how we can each live a fulfilled life by living our stewardship calling, check out my Living Your Stewardship Calling homily given at St. John the Divine.





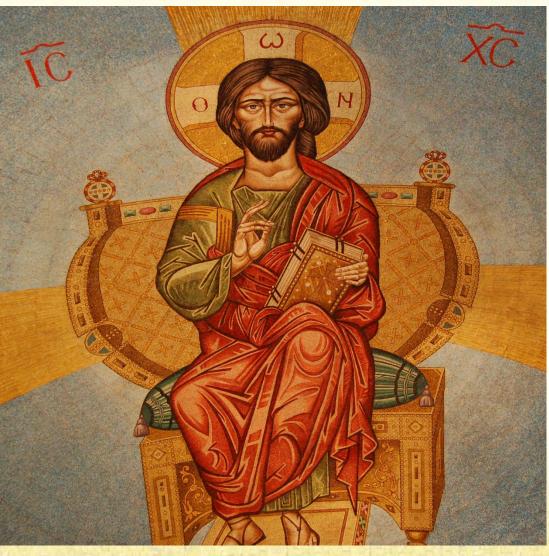






Why Are We Doing This?





"That the end of our lives may be Christian, without pain, blameless and peaceful, and for a good account at the awesome judgment seat of Christ."



Today's Big Idea









The Bottom Line (review)



- WE ARE LIVING IN EXPONENTIAL TIMES
- Church membership is declining
- Church sacraments are declining
- Church contributions are declining
- Church member spirituality is declining
- Church relevance is declining
- Church stewardship is declining
- Church disengagement by youth is increasing
- Church member deaths are increasing
- Church dependence on Festivals, special events and rentals is increasing







"If the rate of change on the outside exceeds the rate of change on the inside, the end is near."

"Change before you have to."





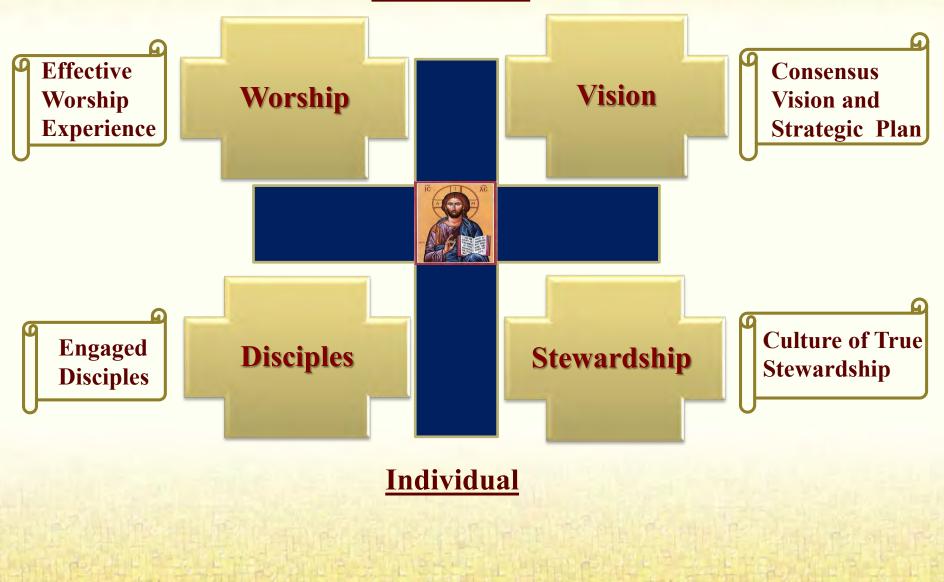
<u>The Great Commission</u> (Calling) Matthew 28:18-20

"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





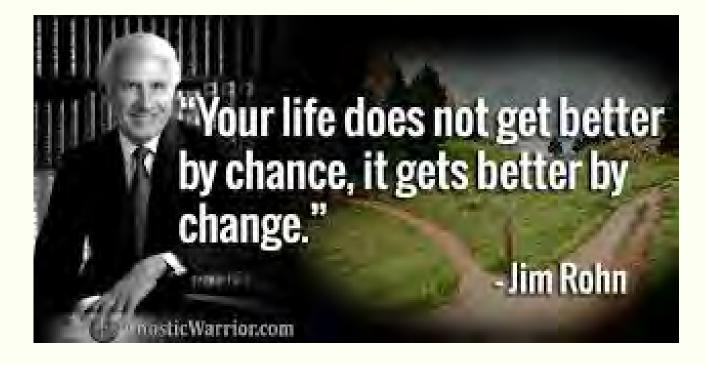


"Then he said to his disciples, 'The harvest is plentiful but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field.'"

Matthew 9:37-38







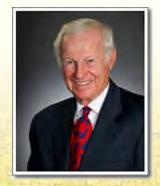




"A dream is just a dream.

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

Harvey Mackay

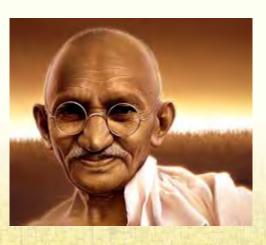






"You must be the change you wish to see in the world."

Mahatma Gandhi

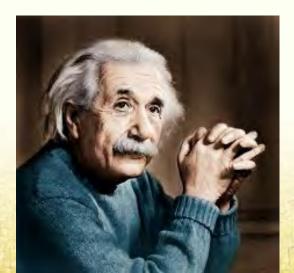




"Logic will get you from A to B.

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."







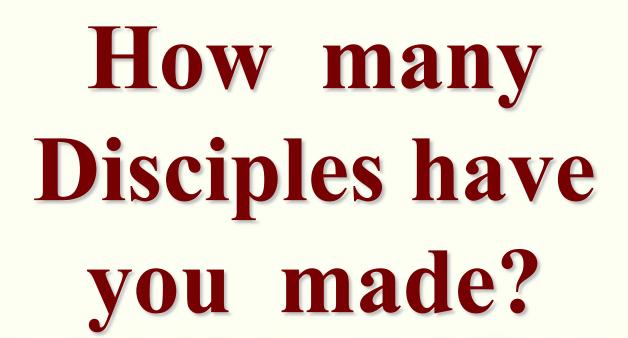




- Ted Turner
- General George S. Patton
- Lee A. lacocca
- Thomas Paine
- Bill Marianes



BIG







What Will You Do To Make Disciples In Your Personal Jerusalem (your sphere of influence)?









"NOTHING HAPPENS UNTIL SOMETHING MOVES"





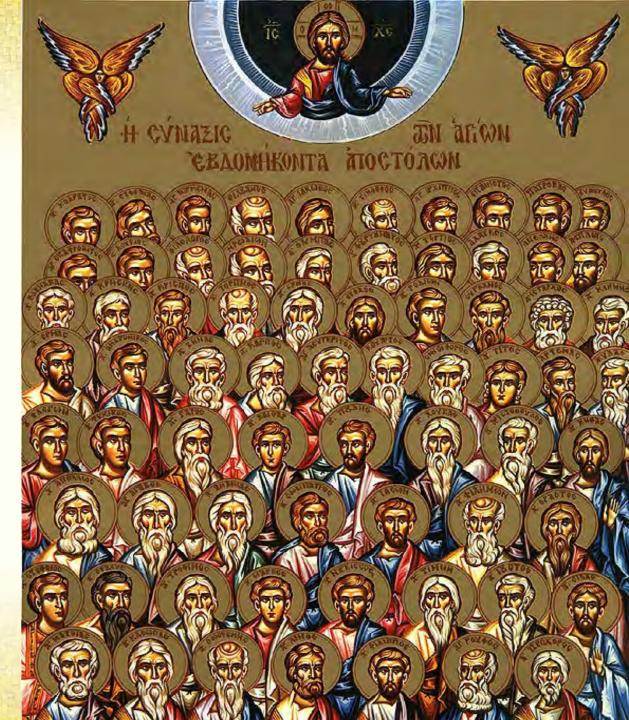
"NOTHING HAPPENS UNTIL SOMEBODY MOVES"

Bill@stewardshipcalling.com www.stewardshipcalling.com



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

Luke 10:1







Appendices





For examples of a church strategic planning process, a detailed strategic planning **PowerPoint and examples of** successful church strategic plans, go to the strategic planning tab at www.stewardshipcalling.com at:

http://stewardshipcalling.com/str ategic-planning/





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



Appendix

Bill's 15 Rules of Engagement







Bill's Rules of Engagement

- 1. We will <u>stay on schedule</u> (unless modified by the Facilitator, who is OZ).
- 2. Titles, rank, position and roles of participants are left outside the room. During the retreat, <u>everyone is</u> <u>equal</u> (except OZ – see rule 1).
- 3. We will <u>interact confidentially</u>. There can be NO repercussions for anything said. ("What happens in our meetings stays in our meetings")
- 4. <u>Ask questions</u> if you don't understand, because no idea or question is dumb.





Bill's Rules of Engagement

6. <u>No side discussions</u> / texting / emailing / tweeting / facebooking / (mute phones). 7. All decisions will be made by consensus. 8. Bill's 3 Bucket Rule applies. Bucket 1 = things we control; Bucket 2 = things we can influence; Bucket 3 = things we can't do anything about. <u>We will</u> focus on Bucket 1 and 2 issues and spend no time on Bucket 3 issues. 9. Everyone MUST participate. ("get in the game, or go home") 10. <u>Be honest and "no spin.</u>" No party lines. Think about what will really make a difference in the Parish/Metropolis, and not just what you want. (It's not about you)



Bill's Rules of Engagement

- 11. No defensiveness. <u>Disagree agreeably</u>. Listen carefully before you object or agree. ("Seek first to understand, and then to be understood.")
- 12. Absolutely <u>NO "Discussion Killers</u>." (e.g., "we tried that once," "it won't work," "you don't know what you're talking about," etc.) Be positive / encouraging.
- 13. <u>Think strategically</u>, creatively and outside the box. Think long (not short) term
- 14. <u>Speak precisely</u> and make your point succinctly. (Save the long, funny or personal stories for meals.)
- 15. We are all members of the Body of Christ, our Holy Archdiocese, Metropolis and Parish and made in the image and likeness of God. Let's interact with each other as if we were interacting with our Maker. Let us treat one





APPENDIX

Details About What Happens In Each Step of Bill's 6-Step Process and Ensuring Accountability

<u>Step ONE</u> – <u>Strategic Planning opening retreat</u> <u>Before retreat</u>

- The Strategic Planning Team (SPT) identifies your Parish's Strengths, Weaknesses, Opportunities and Threats (compile them into top answers)
- <u>At retreat</u>
 - Reach CONSENSUS on the key SWOT items
 - Reach CONSENSUS on Statement of Why, Mission, Vision and Core Values
 - Brain storm ideas that address SWOT issues and are consistent with Statement of Why, Mission, Vision and Core Values
 - Group brain stormed ideas into categories of like or similar items
 - Form a Task Force for each category of like/similar items
 - SPT members select/assigned on which Task Forces they wish to work

• <u>Step TWO</u> – <u>Strategic Task Force conference calls</u>

- Each Task Force has regular meetings or calls
- Recruit (on-ramp) new members into Task Forces
- Invite thought leaders from the Parish, Metropolis, Archdiocese, community, other faithbased groups
- Start with first retreat brain stormed ideas and add and delete other ideas
- Prioritize, prioritize, prioritize... based on SWOT and Vision
- Focus on top 2-5 specific ideas that are most critical and address Weaknesses or root cause issues
- Discuss SMART Goal for each idea
- By consensus, write SMART Goals
- Reconvene after receiving Community Input (Step 3)

• <u>Step THREE</u> – <u>Present Draft Strategic Plan</u> <u>at Community event for feedback and</u> <u>consensus building</u>

-Gather the community and present:

- SWOT
- Statement of Why
- Mission
- Vision
- Core Values
- Strategic Areas of Focus
- SMART Goals draft Action Plans
- -Receive feedback and answer questions
- -(Reconvene Task Forces to consider input)

• <u>Step FOUR – Strategic Planning 2nd retreat</u> (finalize Strategic SMART Goals and detailed Action Plans)

-At retreat, each Task Force:

- presents each all SMART Goals
- presents Action Plan for each SMART Goal
- receives feed back and questions from entire Strategic Planning Team

• reaches a consensus on final changes to the SMART Goals and Action Plans • <u>Step FIVE – Finalize, writing and graphic</u> <u>design of the Strategic Plan and begin</u> <u>advance communication</u>

- -Final edits to Action Plans
- -Write good looking Strategic Plan to include:
 - SWOT
 - Statement of Why
 - Mission
 - Vision
 - Core Values
 - Strategic Areas of Focus
 - SMART Goals and Action Plans

-Begin communication of Strategic Plan to all constituencies and using all kinds of media • <u>Step SIX</u> – <u>Implementation of the Strategic Plan</u>

- AND NOW THE FUN (and hard work) BEGINS
- <u>Head Coaches</u> = person(s) leading the whole strategic plan implementation
- <u>Task Force Coordinators</u> = person(s) responsible for all goals within that Task Force's area
- -<u>Goal Captains</u> = person(s) in charge of achieving each SMART Goal and implementing Action Plan
- <u>IHQ</u> "<u>Implementation Head Quarters</u>" = Priest + Head Coaches + OZ (to keep entire project on track)
- Regular meetings among and between all levels and constant coordination to stay on the schedule
- Constant communications with Parish and all constituencies
- Relentless follow-up and follow-through
- Make changes and adapt as necessary





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

Luke 10:1

