



# *Igniting the Flame*



## *The Stewardship Calling Effective Church Model*

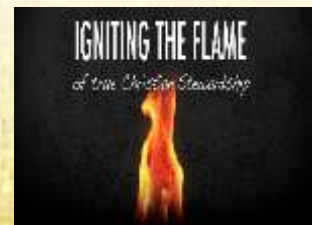
**“For everyone to whom much is given, from him much will be required.”**

**Luke 12:48**

**Bill Marianes**

**[www.stewardshipcalling.com](http://www.stewardshipcalling.com)**

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# A journey ...



Transportation  
Security  
Administration





# Today's Goal



**Awaken**





# Reset Something In Your Life and Parish



Make Something Happen!







## Part 1

# WHY Are You Here ?





**“That the end of  
our lives may be  
Christian,  
without pain,  
blameless and  
peaceful,  
and for a  
GOOD ACCOUNT  
BEFORE THE  
AWESOME  
JUDGMENT  
SEAT OF  
CHRIST”**





# Today's Big Idea



# Engagement





# **Christ's Messages of Engagement**



## **Christ's Great Commandment**

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

**John 13:34-35**

## **Christ's Great Commission**

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

**Matthew 28: 18-20**

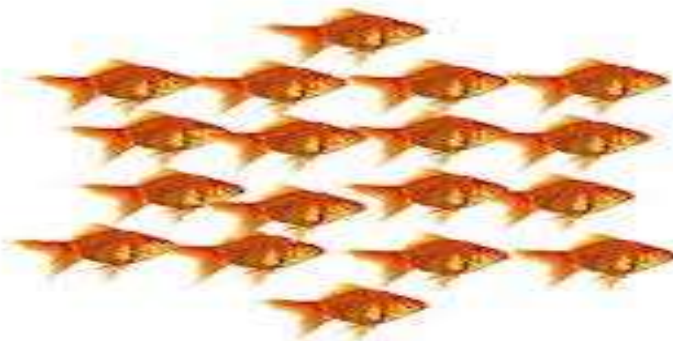




# Part 2



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





# Intelligence Test





FINISHED FILES ARE THE RESULT OF YEARS OF SCIENTIFIC STUDY COMBINED WITH THE EXPERIENCE OF MANY YEARS.



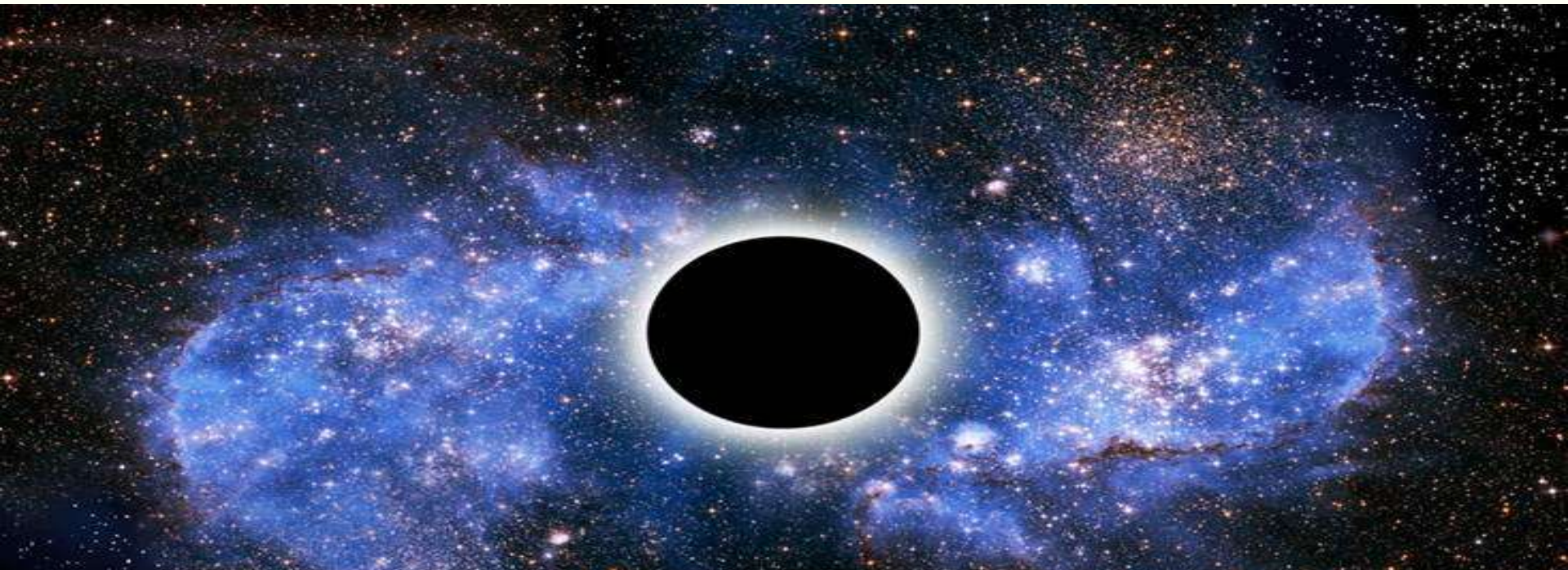
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# How Is Our World Changing?







# We are living in exponential times...

## ... the speed of change is unimaginable and accelerating

**'The following is based on the pioneering YouTube video “Did You Know?” (with certain updated statistics).**

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

# Years it took to reach 50 million users:

Telephone - 75 years



Radio - 38 years



TV - 13 years



Internet - 4 years



Google Plus - 88 days



Angry Birds - 35 days



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

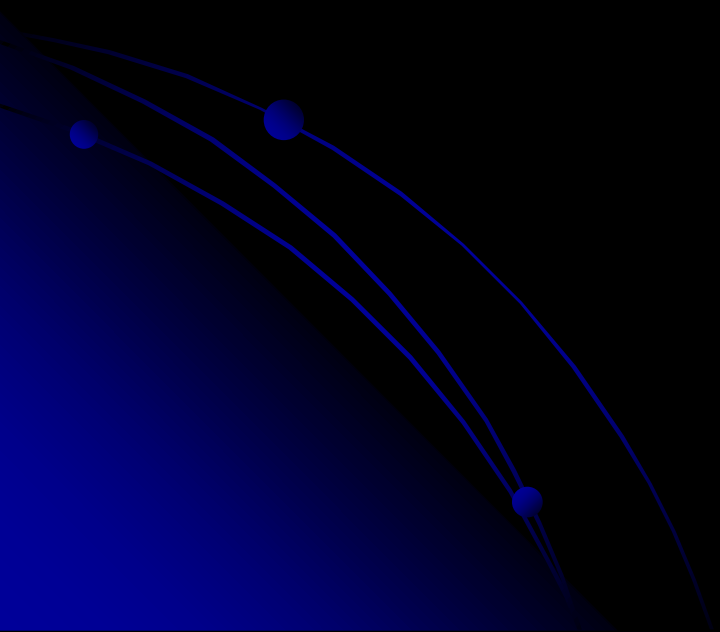





The amount of new technical information is currently estimated to double every 72 hours as of 2010.



We are living in exponential times...



More video content  
was uploaded to   
in the last 2 months...

Than the amount of content that  
would be aired if all three major  
networks broadcast content



24 hours per day  
for 62 years



facebook.

started about 13+  
years ago in October 2003.

It now has over 1.79 Billion  
active monthly users.

It is has over 1.18 Billion  
active daily users.

If Facebook were a country . . .



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

. . . behind only China.

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

Recent PEW research concluded that:

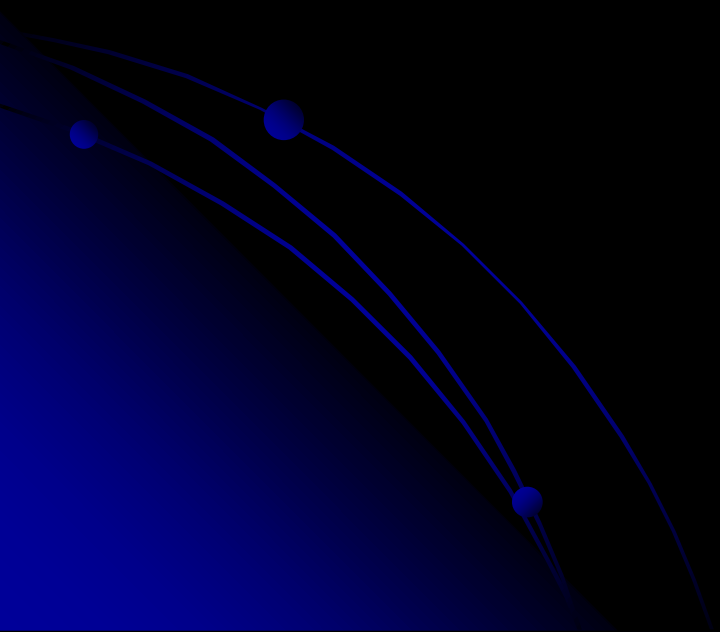
63% of people now get their news from 



79% of adults in the US use Facebook



We are living in exponential times...





# Email Stats



**2.8+ Billion** email users worldwide

**205 Billion** daily worldwide emails  
(2.4 Million PER SECOND)

**1 Billion** active Gmail accounts

**61%** of all email is treated as SPAM

In 2014 in the U.S. alone  
there were an estimated  
8.5 BILLION text messages...

... PER DAY



~ 80% of American adults text.



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

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



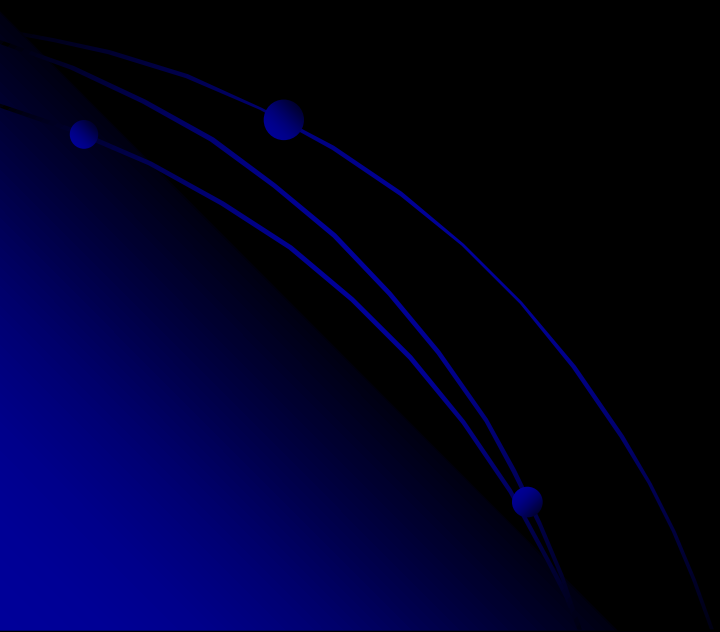


1 out of 8 couples married in  
the U.S. in 2005 . . .  
. . .met online

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

We are living in exponential times...

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





**MIND BLOWN**



## Chairman & CEO - General Electric

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

“Change before you have to.”







**So how are  
we doing at  
creating:**

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



# Part 3

## The Challenge - Real Stewardship Facts and Statistics





A journey ...

... of over 250,000+ miles



# Cities Hosting Igniting The Flame of Stewardship or Strategic Planning Programs







# **The Facts Regarding the “SIN” Challenges Facing American Christian Churches**

**Spirituality challenges**

**Income challenges**

**Numbers challenges**

# What is our Biggest Challenge?







# We Have an Unemployment and Underemployment Challenge





# **The 2 Biggest Parish Challenges**

- 1. Unemployment - the “parishioners” who are essentially not involved in any ministries or services**
- 2. Underemployment - the parishioners who are not as actively engaged in ministries and services as they could/should be**





Spirituality

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

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

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

# Church Attendance Data

- ~ Only 26% of all American Orthodox Church adherents attend church services on a regularly weekly basis.<sup>1</sup>
- ~ Only 22% of Americans attend Church services weekly<sup>2</sup>
- ~ Our minds wander and we are distracted on average approximately 80% of the time during Orthodox church services (excluding the sermon/homily)<sup>3</sup>

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

<sup>2</sup> 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*

<sup>3</sup> Anecdotal survey data acquired from interviews of hundreds of Orthodox Christians by Facilitator Bill Marianes



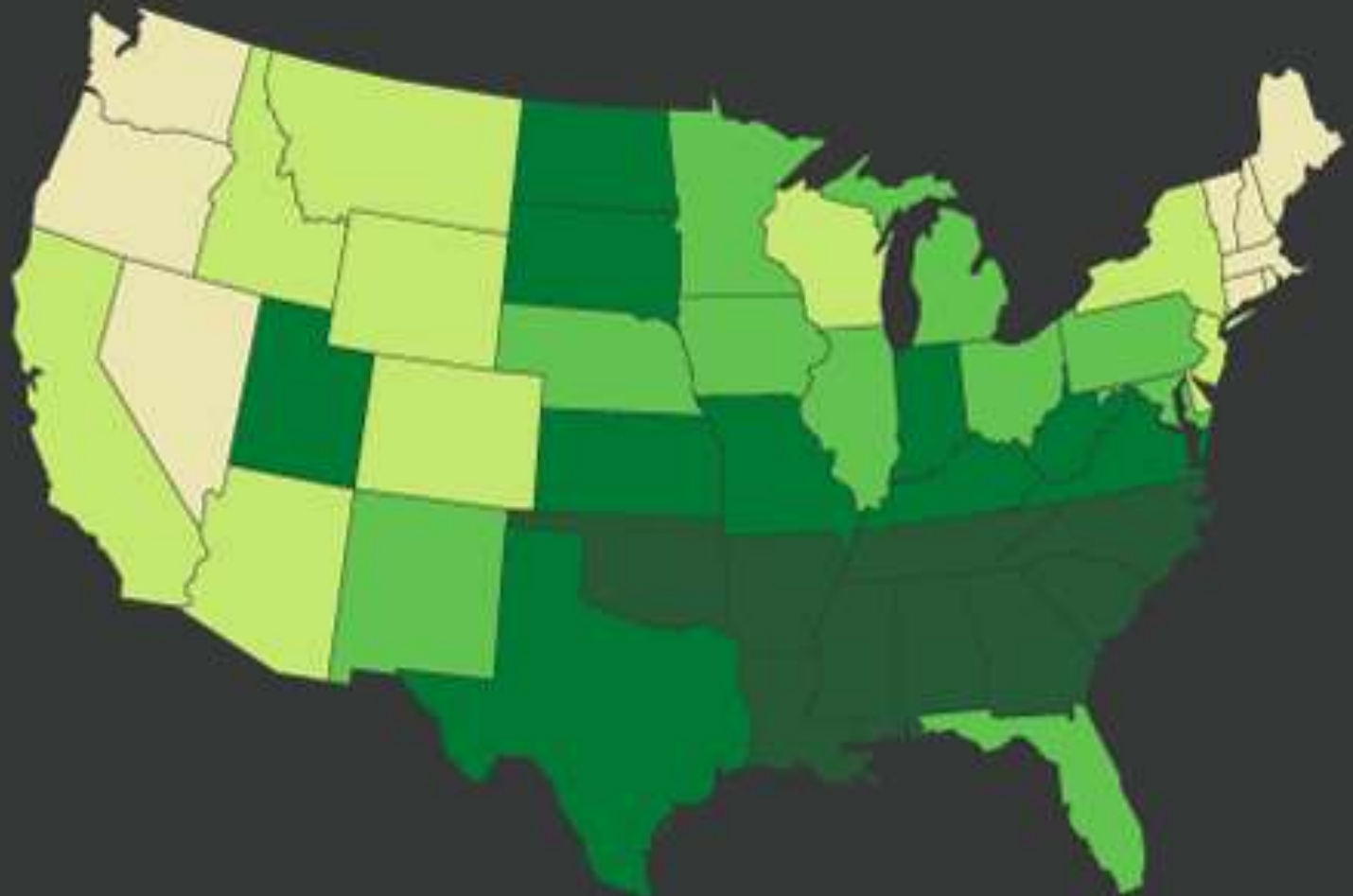
# Where You Live Matters



## State of the States *Importance of Religion*

GALLUP POLL

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





# **We Lost Our Adults**

**~ 47% of adults who were raised in the  
Orthodox Church have left the  
Church<sup>1</sup>**

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<sup>1</sup> 2015 U.S. Religious Landscape Study - Pew Research Center



# “We Lost Our Adults!”

## U.S. Religious Group Retention Rates<sup>1</sup>

% of adults who still identify with their childhood religion

1. Hindu.....	80%
2. Muslim .....	77%
3. Jewish.....	75%
4. Historically Black Protestant.....	70%
5. Evangelical Protestant.....	65%
6. Mormon.....	64%
7. Catholic.....	59%
<b>8. Orthodox.....</b>	<b>53%</b>
9. Unaffiliated.....	53%
10. Mainline Protestant.....	45%
11. Buddhist.....	39%
12. Jehovah's Witness.....	34%

# **We Can “Kiss Our Youth Goodbye”**

**~ 36% of Millennials (aged 18-29) are religiously unaffiliated<sup>1</sup>**

**~ Millennials are almost 2.75 times more likely to be unaffiliated with the Church than their adult parents <sup>2</sup>**

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<sup>1</sup> **U.S. Religious Landscape Surveys (2014)**, Pew Forum on Religion & Public Life of the Pew Research Center.

<sup>2</sup> **Religion in the Millennial Generation (2010)** and **U.S. Religious Landscape Surveys (2007) and (2014)**, Pew Forum on Religion & Public Life of the Pew Research Center.

# **We Lost Our Adults**

## **We Can “Kiss Our Youth Goodbye”**

- ~ We lost 47% of Orthodox adults**
- ~ We are losing Millennials 2.75 times as fast**
- ~ Unless we reverse these trends, what is the future of our Church?**



We are trying to run the church, Pastor, but you make it sound like you want us to do something ... well ... spiritual!





# Selected “Income” Financial Stewardship Challenge Facts





# The Giving Facts

- People are giving a lower percentage of income to churches in the 2000's than they did either during the Great Depression or the 1920's
- 37% of Churchgoers give \$0 to the church

# The OCA Income Facts

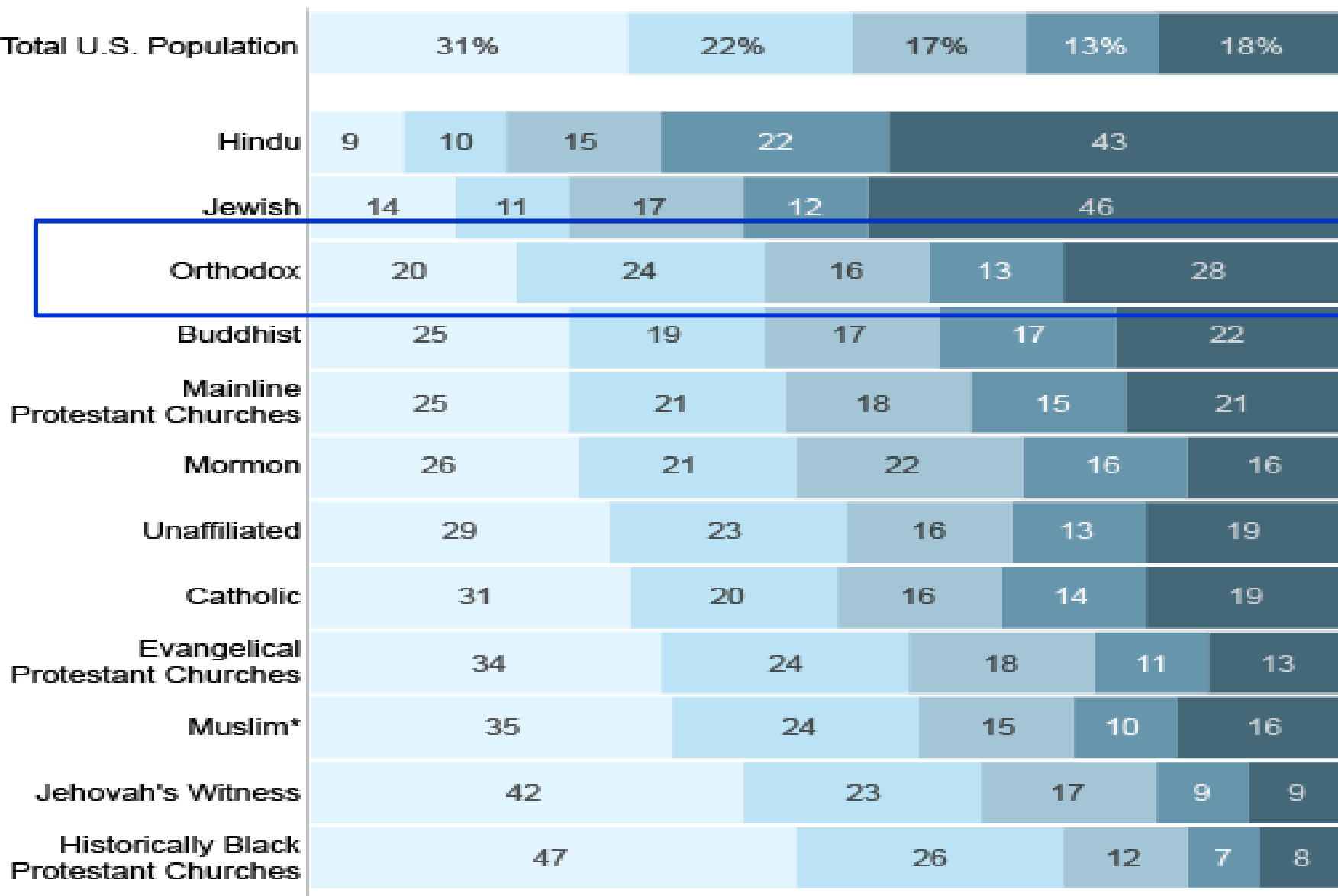
- U.S. Median Income remained essentially flat in the last decade<sup>1</sup>
- The OCA Total Budget DECLINED 43% ( or -\$1.5 Million) <sup>2</sup>

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<sup>1</sup> United States Census ACS Report – 2006 to 2015

<sup>2</sup> All American Counsel Official Presentation Report 2016 (total budget = \$1.97 million)

Percentage of each group making...





# U.S. Christian Charitable PER PERSON Giving Statistics<sup>1</sup>

	\$
U.S. Christian average =	\$880
U.S. Evangelical Protestant average =	\$1,165

What is the PER PERSON (not per family)  
level of contributions in your Parish?

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



# New Stewardship Ideas



# New Stewardship Ideas





# Selected “Numbers” Challenge Facts





# 10 Largest Christian Church Parishes in USA <sup>1</sup>

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

<sup>1</sup> As of 2016 - Outreach Magazine



# Major Denominations That Are Declining



# **“Top 25” Denominations Reporting One Year Membership Decreases**

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

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

# How Are We Doing?



# Orthodox Christian Churches in the USA<sup>1</sup>

	<u>Ortho #</u>	<u>Ortho %</u>
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%
<b>20 ORTHODOX JURISDICTIONS TOTAL =</b>	<b>1,043,300</b>	<b>100%</b>

**US Christians = 227,590,000   All Orthodox = 0.5%   OCA = 0.037%**

<sup>1</sup>Atlas of American Orthodox Christian Churches, by Alexei Krindatch



# Annual Assembly 2015 Stewardship Report Diocese of Philadelphia and Eastern PA

**Freely receive, freely give!**

Matthew 10:8



## A Discussion on Christian Stewardship

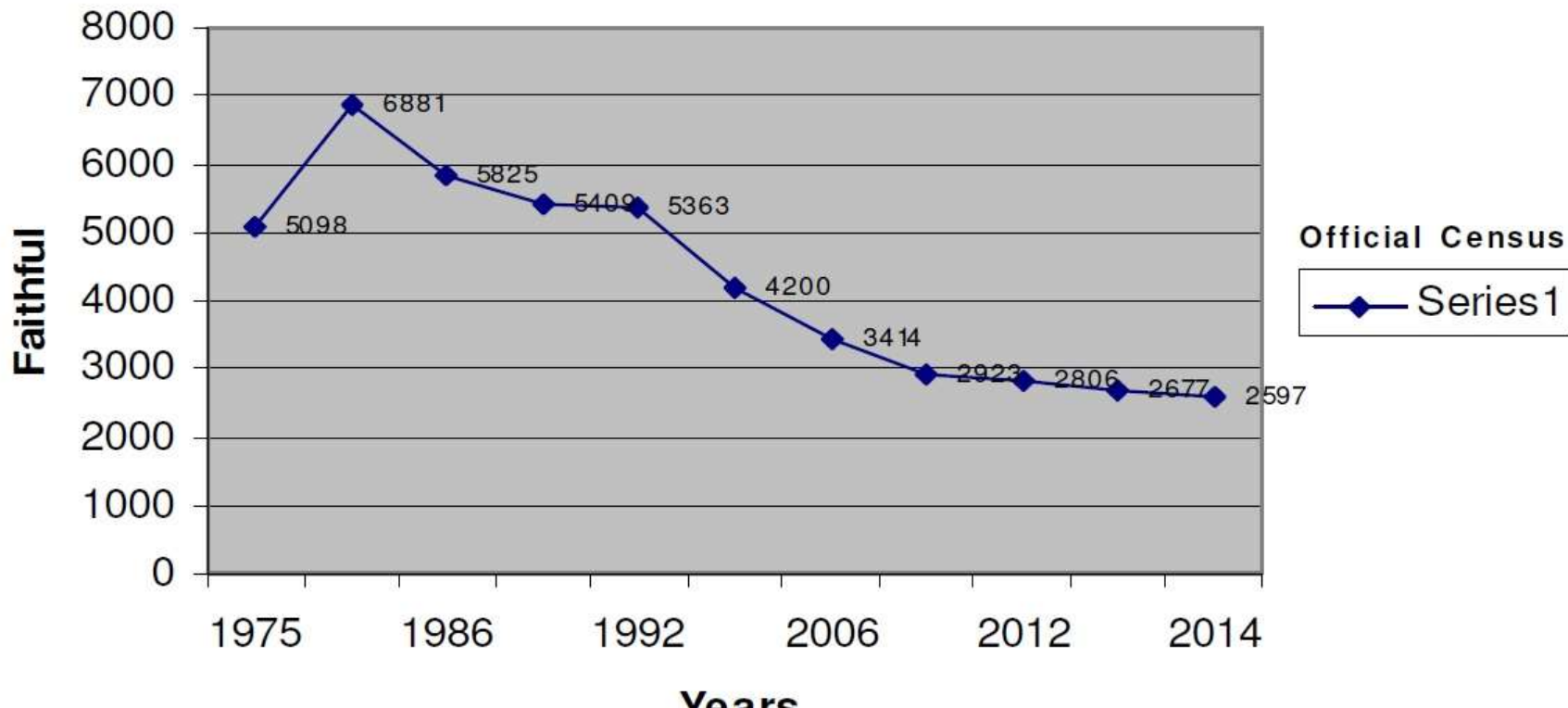
Diocese of Philadelphia and Eastern Pennsylvania

Annual Assembly 2015

# Annual Assembly 2015

## Stewardship Report Diocese of Philadelphia and Eastern PA

### Diocesan Census Trend





**WE'RE NOT  
ALONE**

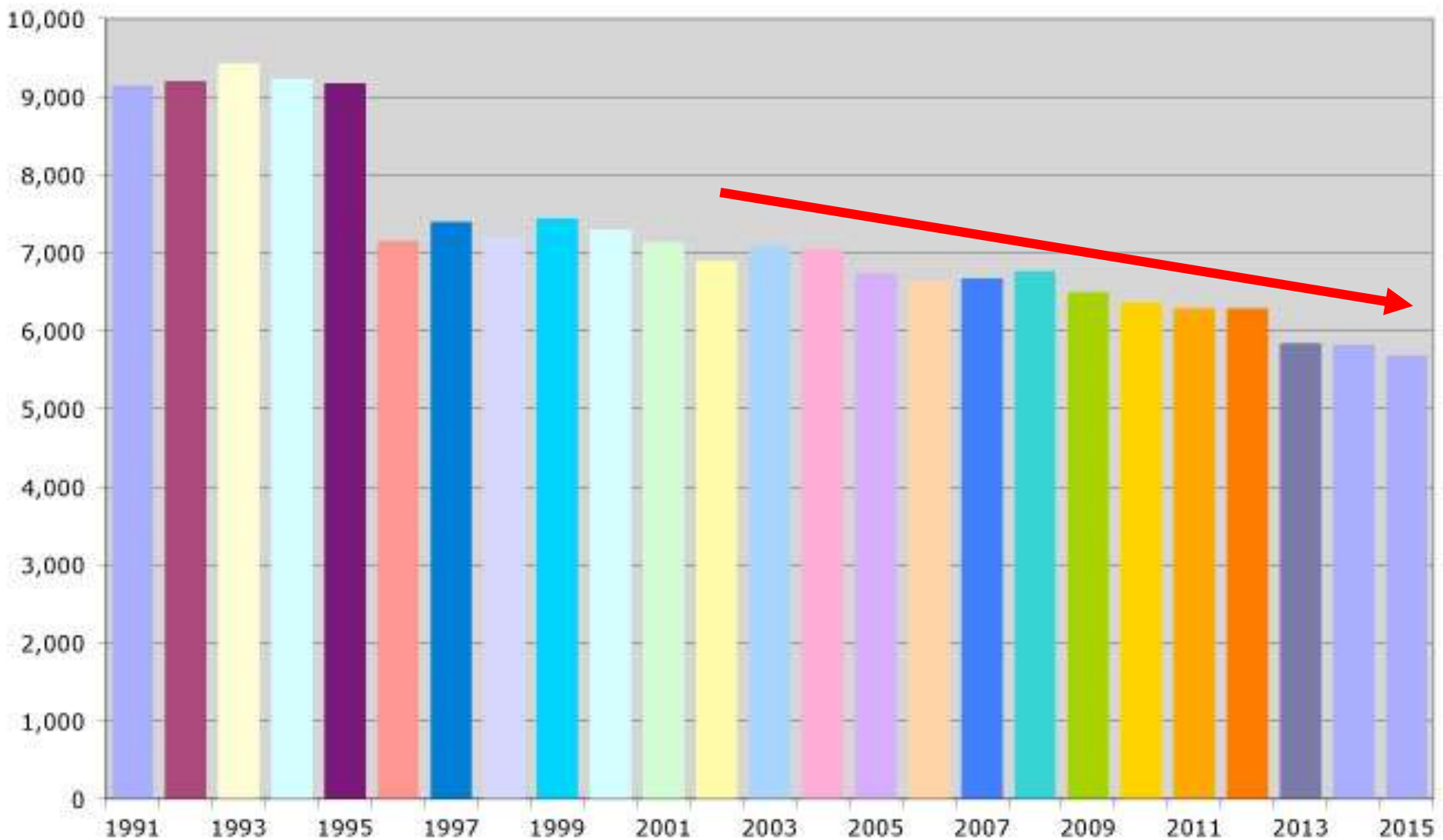


# GOA Baptisms Are Declining



# Baptisms 1991 - 2015

Greek Orthodox Archdiocese of America



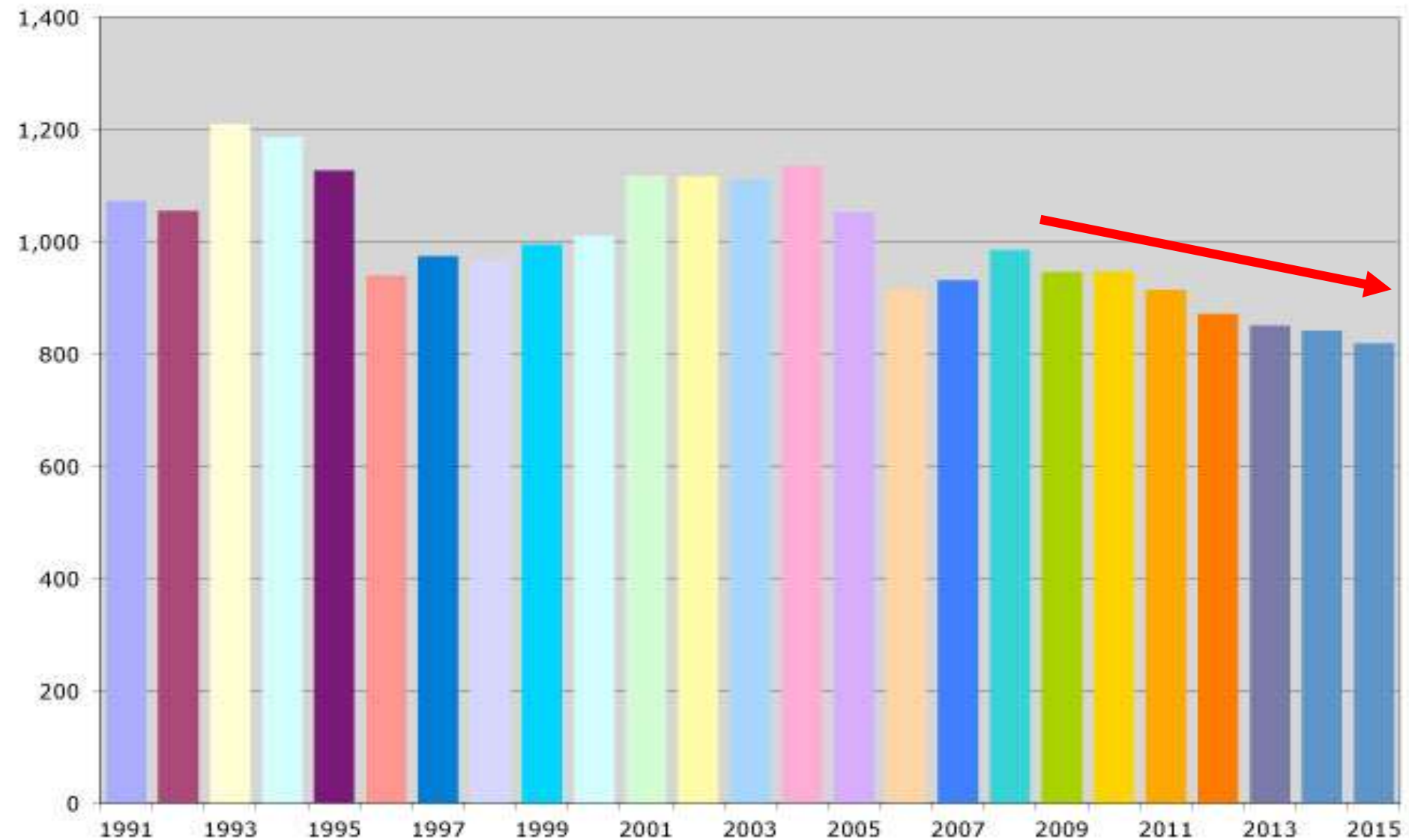
Since 1996, statistics from Canada, Central America and South America were no longer included in Registry tabulations.



# GOA Chrismations Are Declining

# 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.*

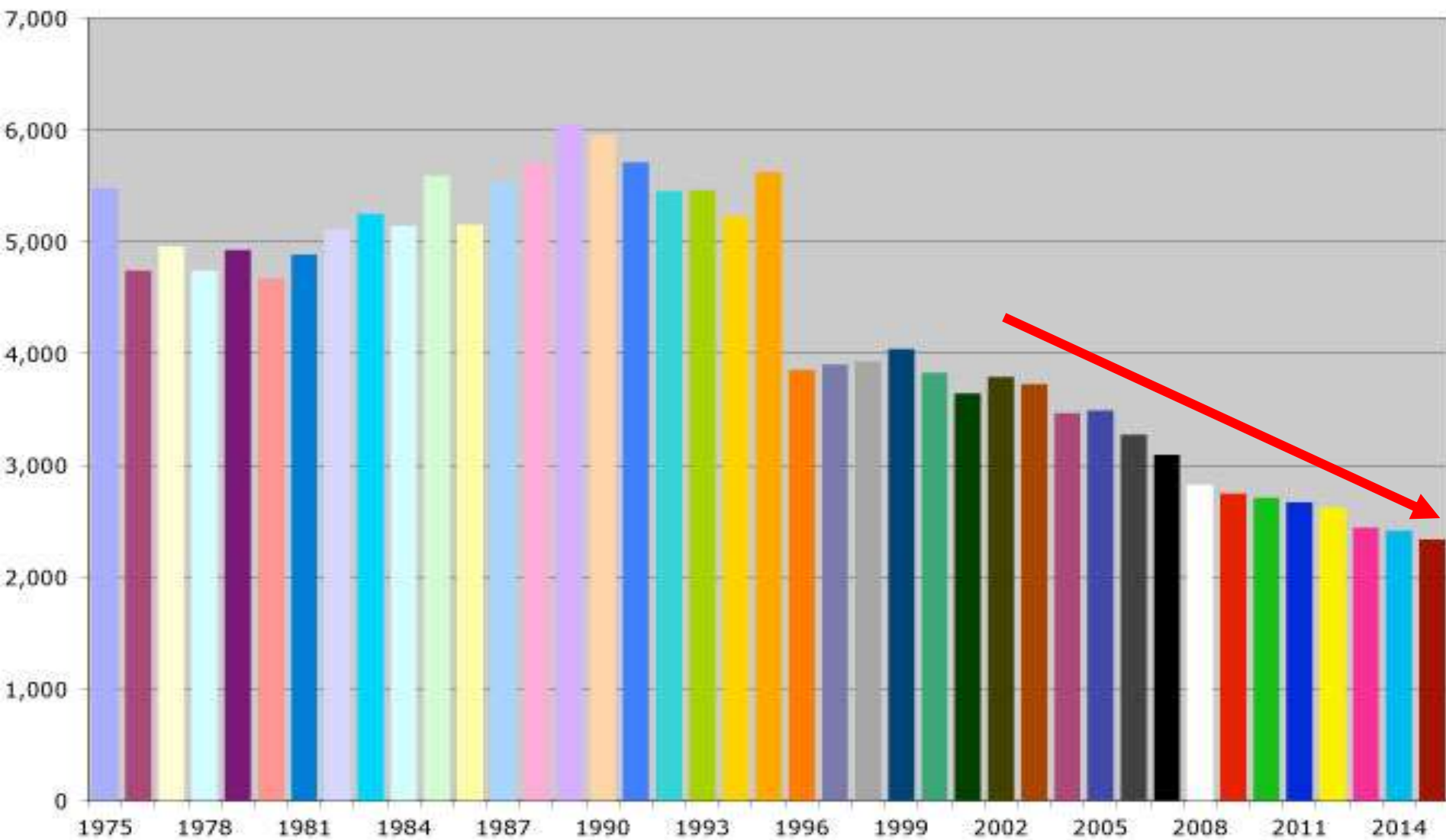


# GOA Weddings Are Declining



# Weddings 1975 - 2015

Greek Orthodox Archdiocese of America



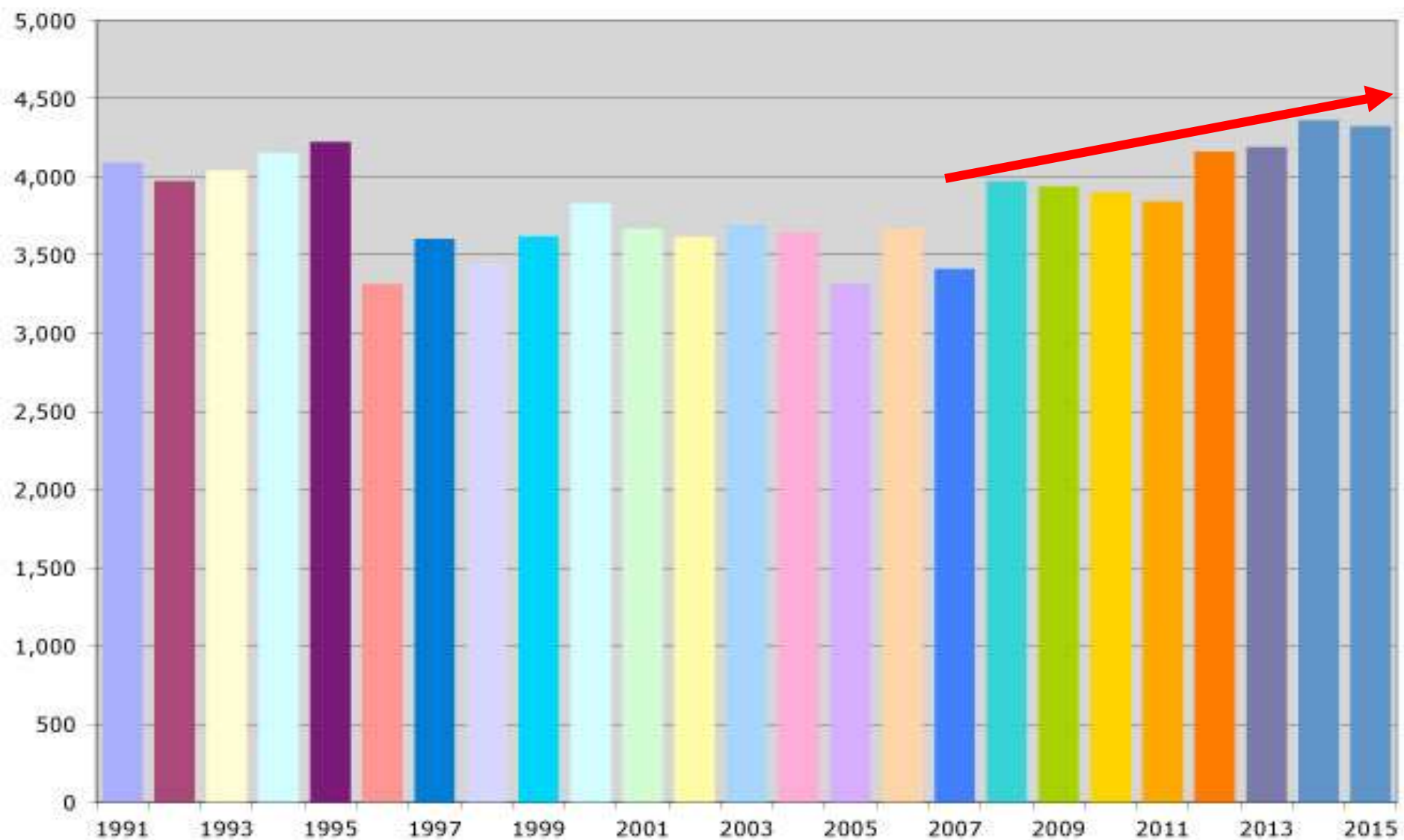
Since 1996, statistics from Canada, Central America and South America were no longer included in Registry tabulations.



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

# Funerals 1991 - 2015

Greek Orthodox Archdiocese of America



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

# **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



# Annual Assembly 2015

## Stewardship Report Diocese of Philadelphia and Eastern PA

### WHAT ARE THE CURRENT TRENDS IN OUR DIOCESE?

- Declining membership
- Aging populations
- Financially stressed parishes
- Struggle to support full-time clergy
- Minimal outreach
- Minimal evangelization



**So how are  
we doing at  
creating:**

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



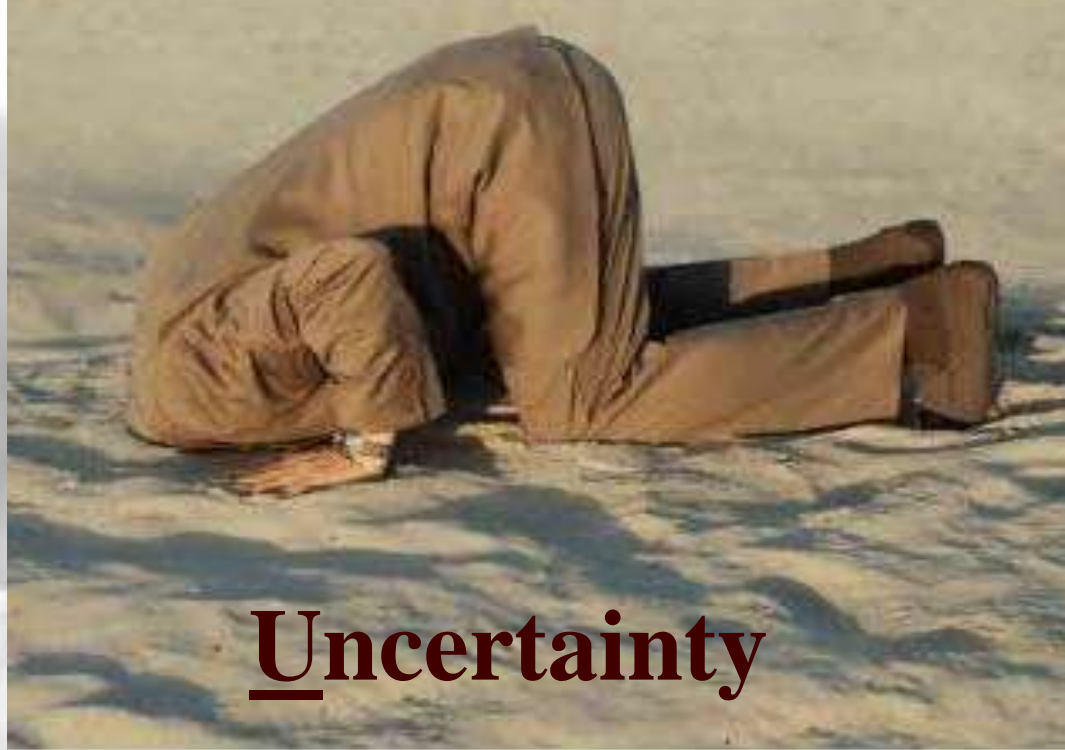
What's the typical  
Church plan to deal  
with these challenging  
trends?

The F.U.D.D. Response





**Fear**



**Uncertainty**



**Doubt &  
Denial**



# 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**



**So What Is  
Our Answer ?**



**LET'S GET**

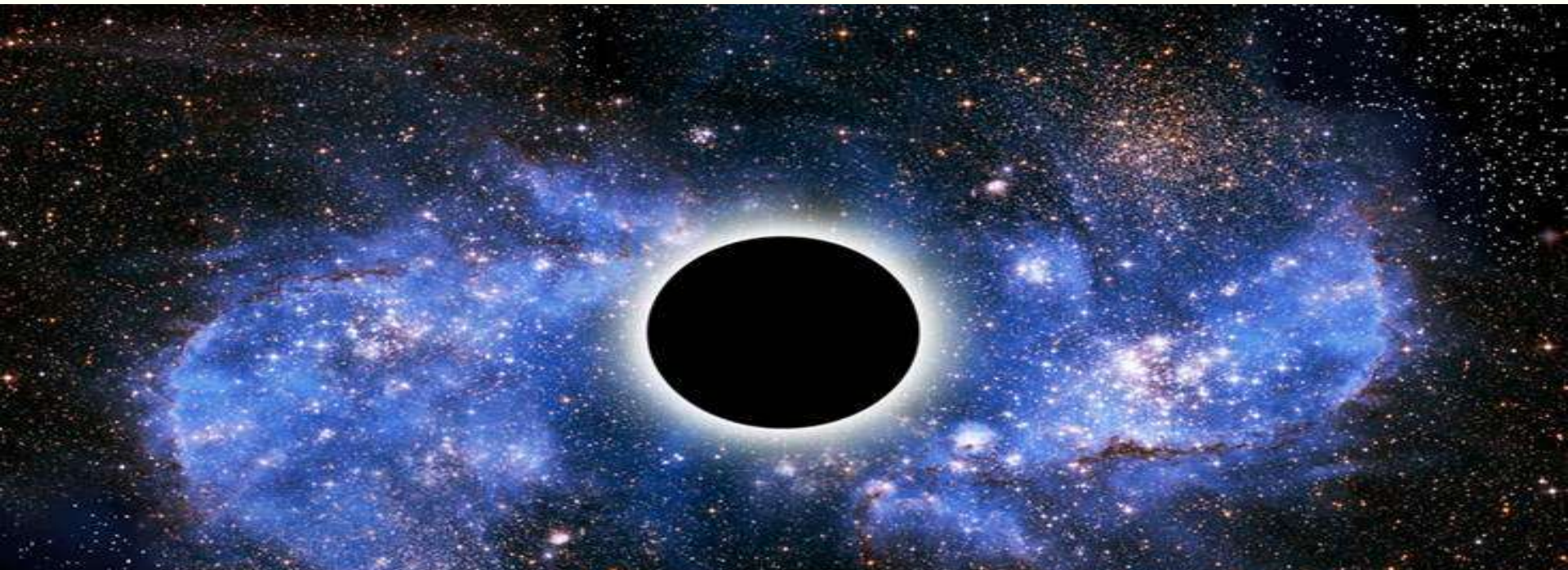


**BUSY Y'ALL**





## What Has Tipped in the U.S.?





# Part 4

## A “Tipping Point” The Development Of The Stewardship Calling Effective Church Model







# *Tipping Point*



## *The Tipping Point: How Little Things Can Make a Big Difference* - Malcolm Gladwell

- ~ A tipping point is "the moment of critical mass..." and is the turning point in an evolving situation that leads to a new and irreversible development
- ~ A tipping point occurs after approximately 16% adoption/penetration



# ***U.S. Culture vs. Religion*** ***Tipping Point***



**THE RESEARCH SHOWS<sup>1</sup>:**

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

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

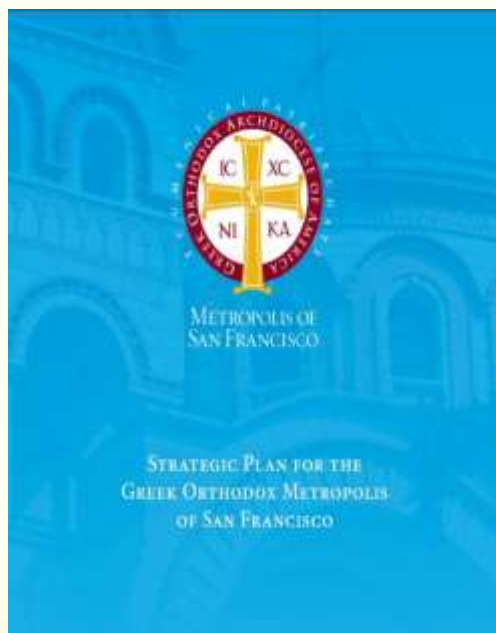




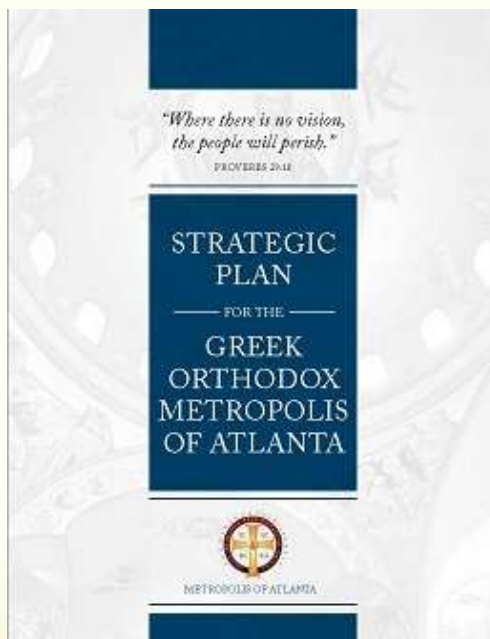
# Orthodox Tipping Point



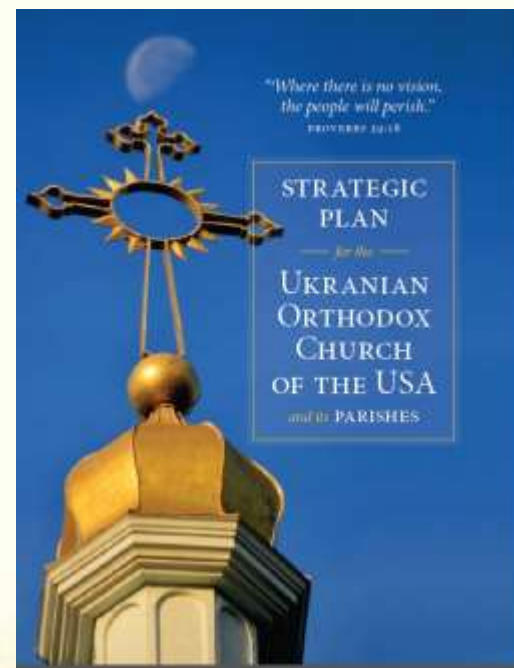
I have been blessed to complete strategic plans covering approximately 17% of all Orthodox Christians in America – (a “tipping point” of data)



GOA Metropolis of  
San Francisco  
(7 Western States)



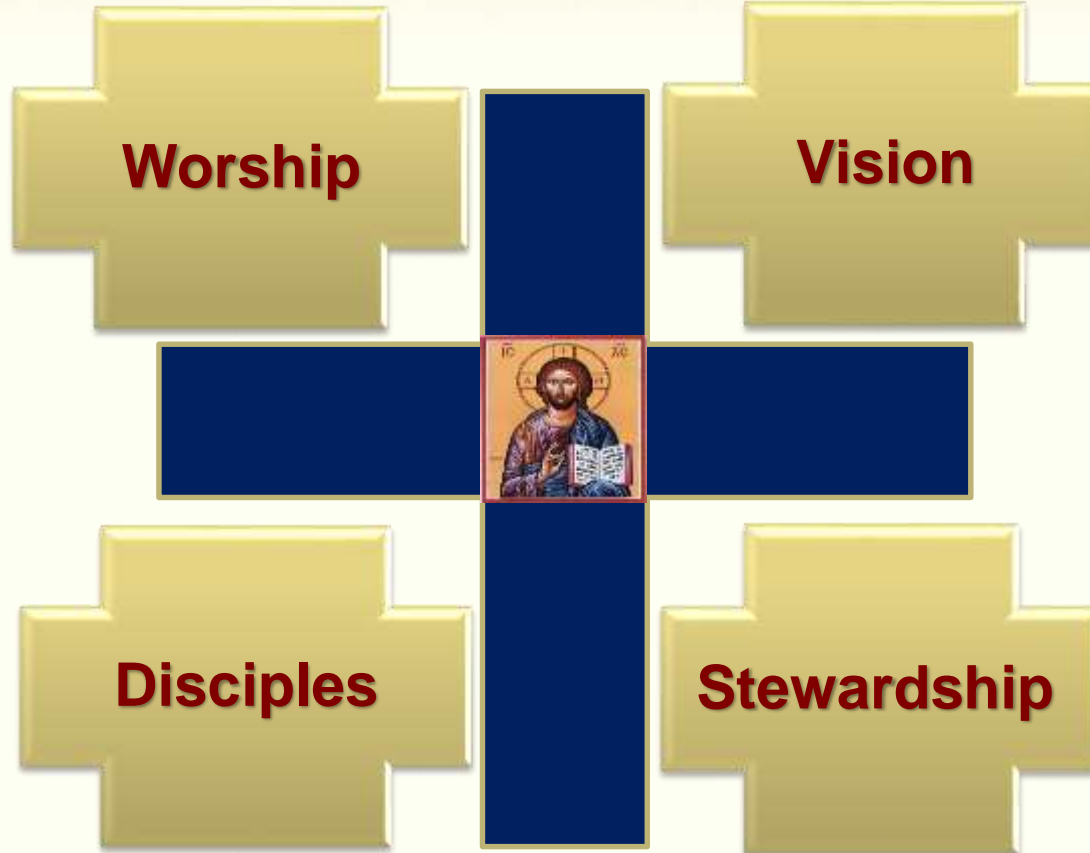
GOA Metropolis of  
Atlanta  
(8 Western States)



Ukrainian Orthodox  
Church of the USA  
(entire USA)

# Stewardship Calling Effective Church Model

Institutional



Effective  
Worship  
Experience

Consensus  
Vision and  
Strategic Plan

Engaged  
Disciples

Culture of True  
Stewardship

Individual

# Stewardship Calling Effective Church Model

Institutional

Effective  
Worship  
Experience

**Worship**

**Vision**

Consensus  
Vision and  
Strategic Plan



**Disciples**

**Stewardship**

Culture of True  
Stewardship

Individual

# Effective Worship Experience





# Stewardship Calling Effective Church Model

## Institutional



Effective  
Worship  
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Consensus  
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Engaged  
Disciples



Culture of True  
Stewardship

## Individual

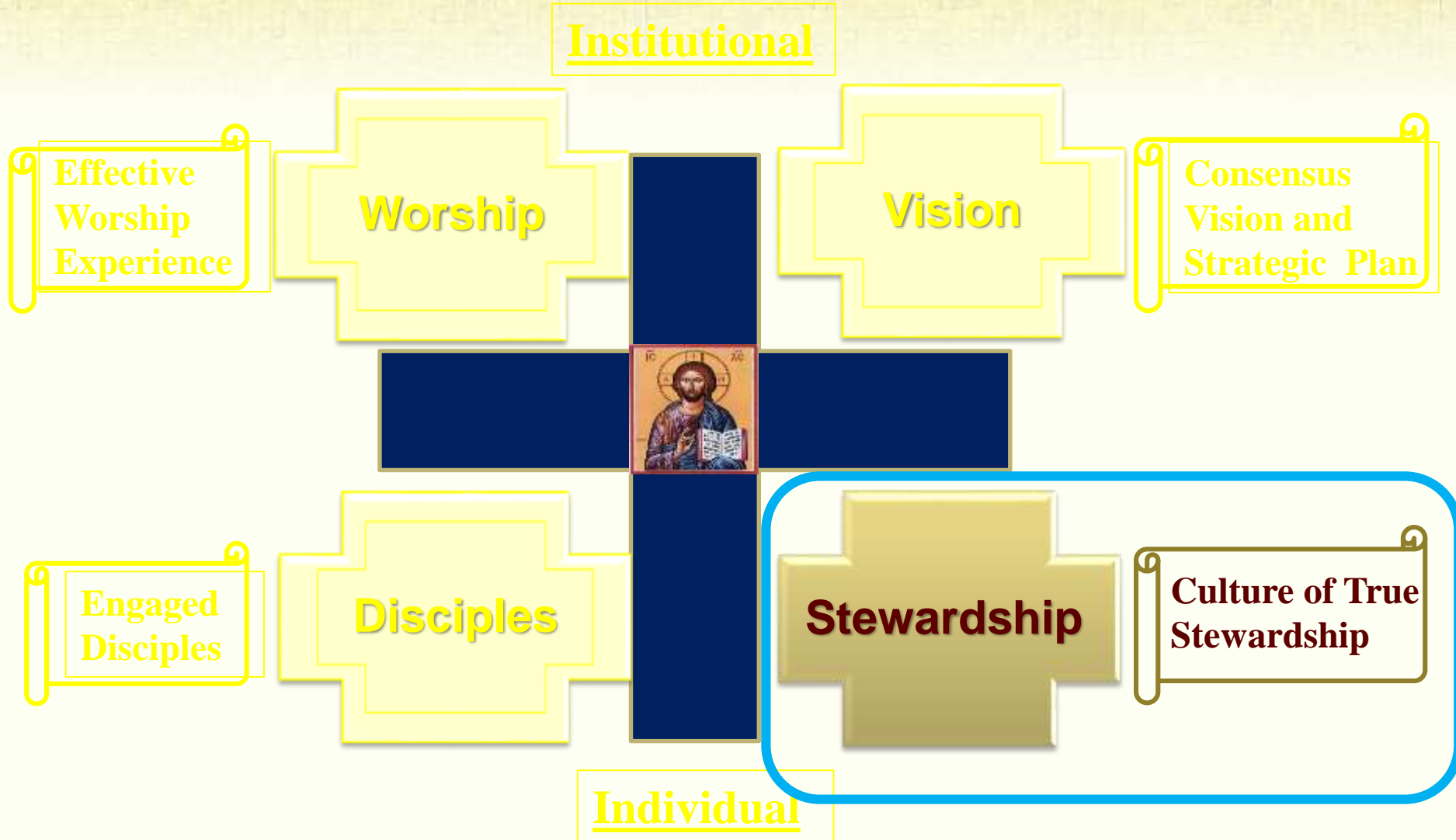


# 7 Engaged Disciples Practices



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

# Stewardship Calling Effective Church Model





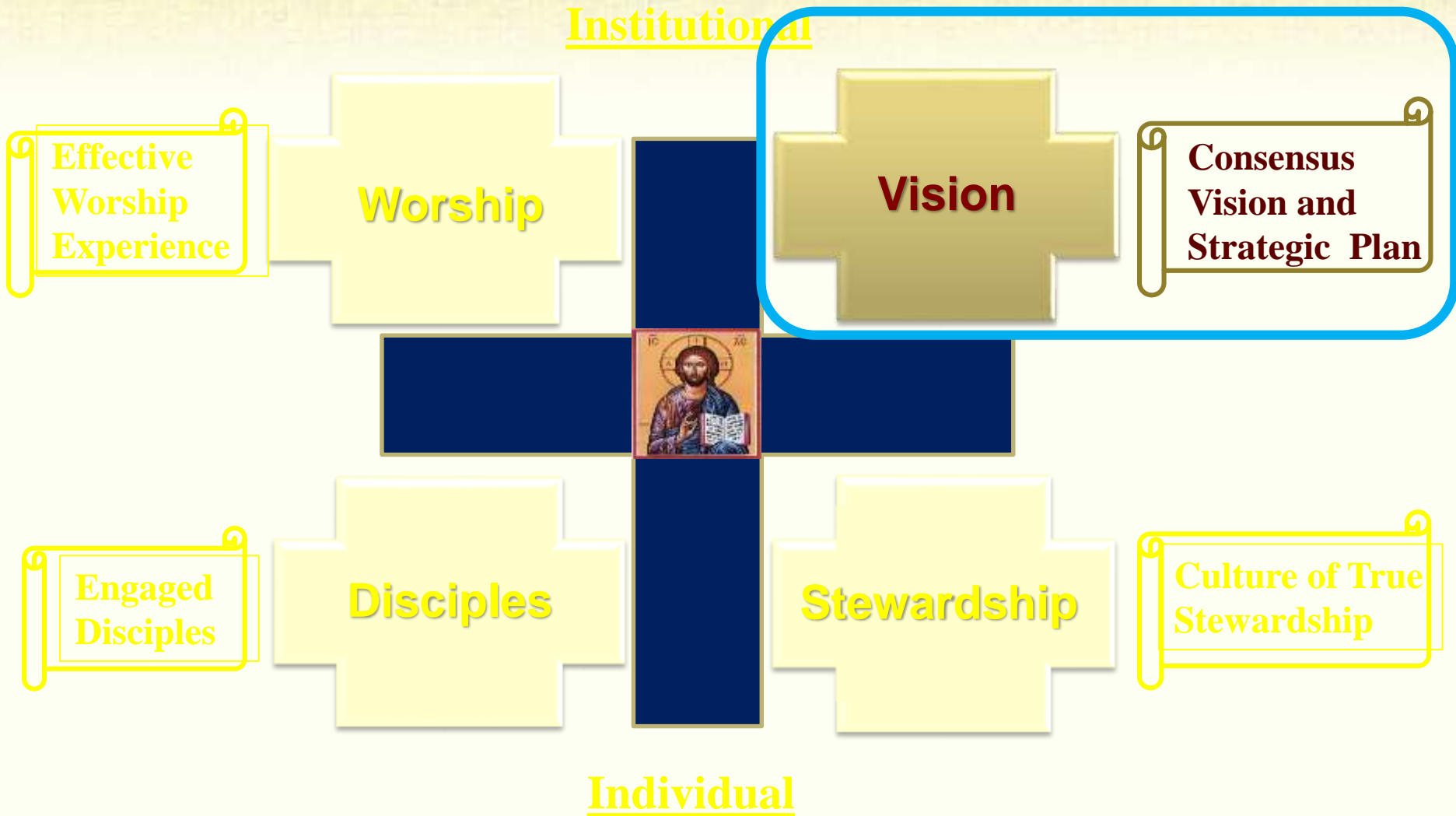
# **10 Culture of True Stewardship Practices**



- 1. Tithing of all 3 T's**
- 2. 3 Principles (W<sup>2</sup> + ~~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





# **7 Consensus Vision and Strategic Plan Practices**

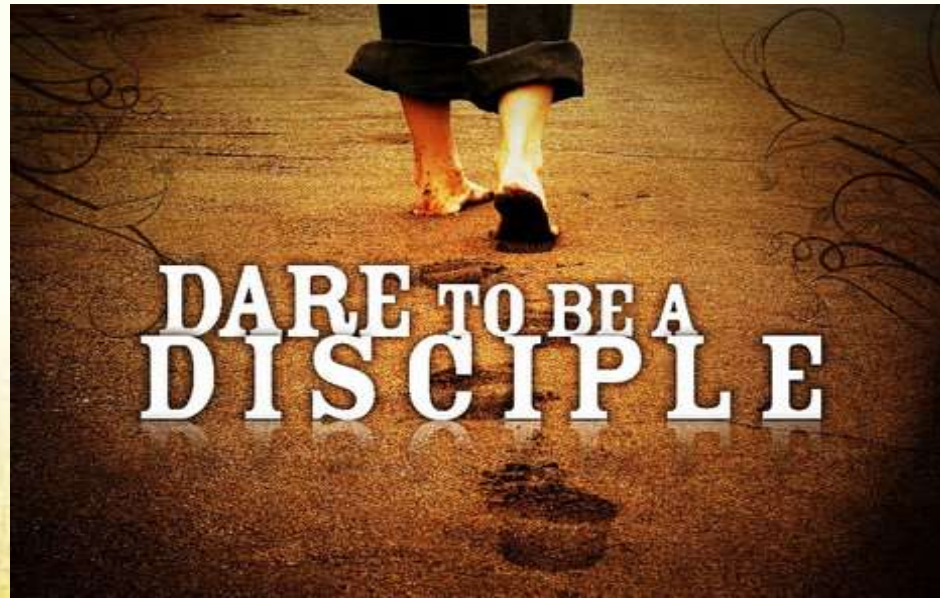


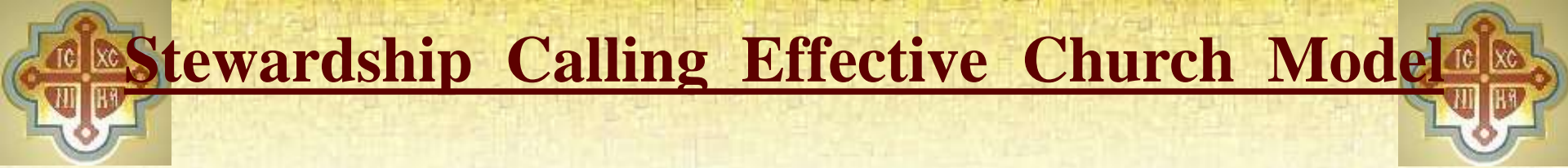
- 1. Leadership buy-in**
- 2. 4-Ps (People, Process, Plan, Perform)**
- 3. Consensus Why, SWOT, Vision, Core Values, Mission and Goals**
- 4. Widespread participation and engagement**
- 5. Transparency, accountability and communication**
- 6. Diligent execution**
- 7. Regular strategic planning**



# Part 5

# Engaged Discipleship





# Stewardship Calling Effective Church Model

## Institutional



Effective  
Worship  
Experience



Consensus  
Vision and  
Strategic Plan



Engaged  
Disciples



Culture of True  
Stewardship

## Individual





## Today's Big Idea



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



# 7 Engaged Disciples Practices



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



# 7 Engaged Disciples Practices



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



# 1. Spiritual Education



- **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 to spiritually educate others?
- **Spiritual Education is what moves people from “consumers” or “club members” to “Engaged Disciples”**





# 1. Spiritual Education



- **What is your Parish doing to provide effective 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



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



**TELL ME WHO YOUR HEROES  
ARE AND I'LL TELL YOU HOW  
YOU'LL TURN OUT TO BE.**

*-Warren Buffett*



# The 3 Attributes of Heroes and Disciples

## 1. Courage



## 2. Compassion



## 3. Love







# What Did Jesus Christ Call His Followers?





# **Christ's Great Commandment**



**A new commandment 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  
My disciples,  
if you have love for one another.**



# Be Loving



”... a lawyer 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





**What Instructions Did  
Jesus Christ Give His  
Disciples?**





# Christ's Great Commission

## Matthew 28:18-20



*“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... ”*

# Today's Big Question

**How many  
Disciples have  
you made?**



# **Christ's Great Commission Instructions**



**“...and you shall be witnesses to Me in Jerusalem, and in all of Judea and Samaria, and to the ends of the earth.”**





## The Ends of the Earth

Samaria is  
only about  
35 miles  
North of  
Jerusalem

**Your Great**

Harrisburg

only

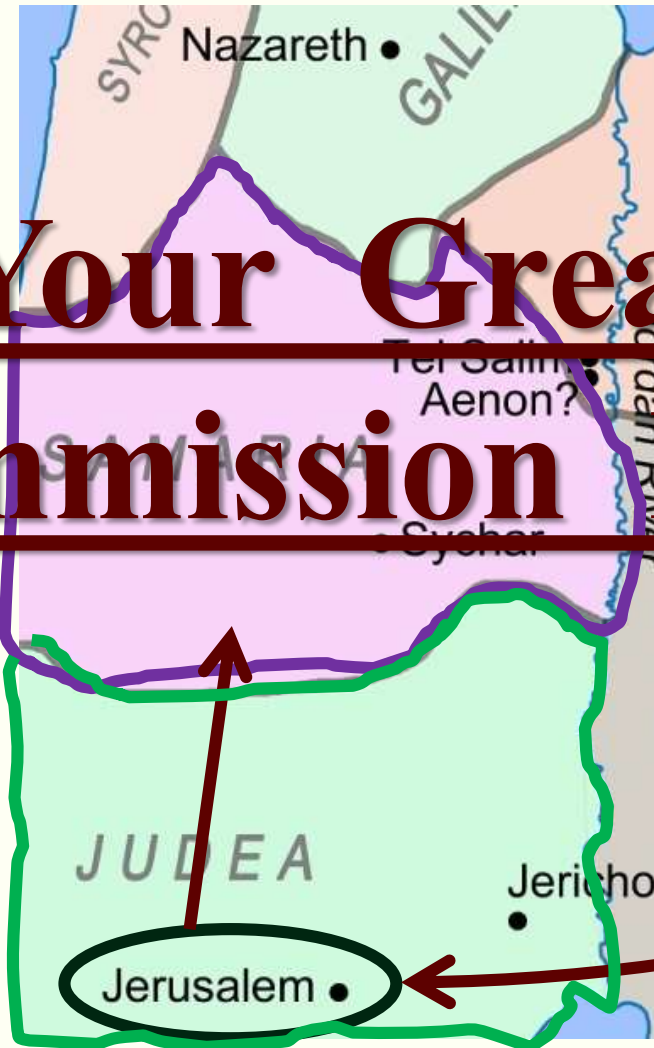
about

**Commission Map**

about 35 miles

West of

Jerusalem







# A Provocative Thought About Your Personal Jerusalem



- What if YOUR Jerusalem is wherever YOU are?
- How are YOU doing at making Disciples in YOUR Jerusalem?





# 7 Engaged Disciples Practices



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



# What Is A Stewardship Calling?







# Stewardship Calling



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







# WHY?

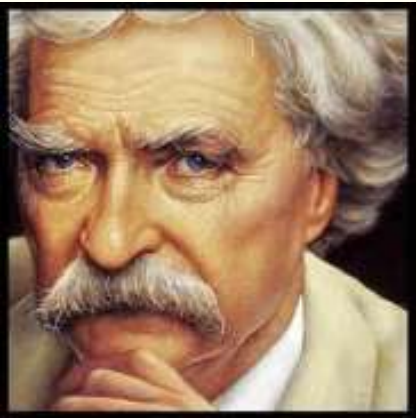


- **WHY** are you here?
- **WHAT** is your purpose for living?
- **WHERE** are you going in your life?
- **HOW** will you get there?
- **WHEN** will you start?





# The Wisdom of Mark Twain



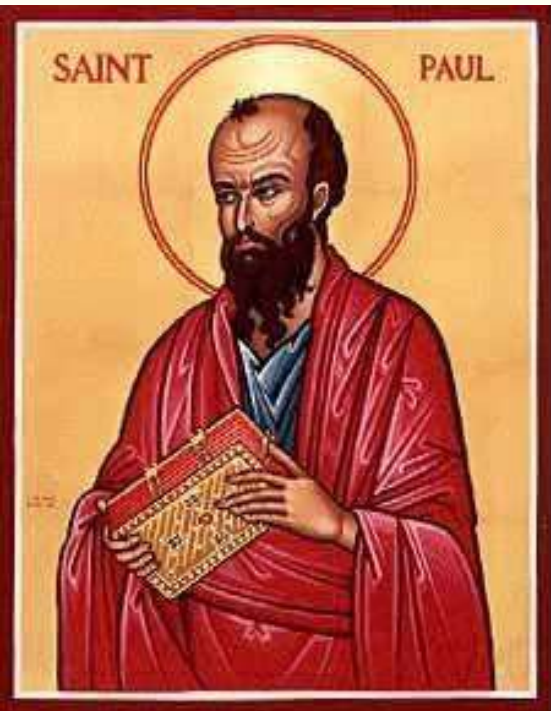
**The 2 most important  
days of your life are:**

**First, the day you were  
born; and**

**Second, the day you  
figure out why**



# Why Are You Here?



**“...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**



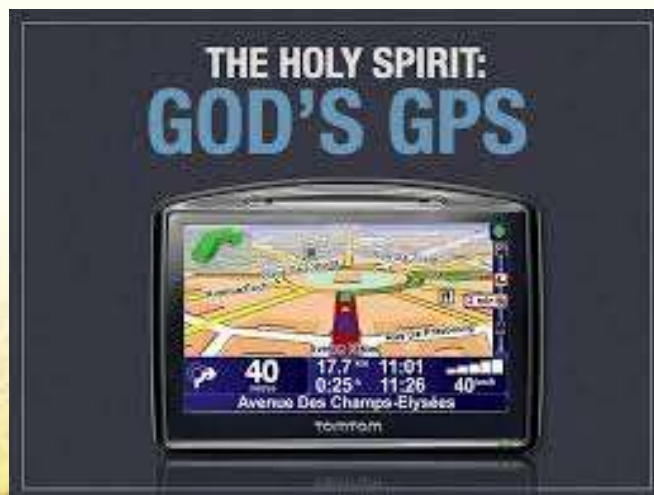


# G.P.S. (God Positioning System)



**“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**







# The First 3 Steps 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

# A STEWARDSHIP CALLING



Ancient Faith  
PODCASTS

**G.P.S. Sunday – Using a  
God Positioning System  
to discover and live your  
“Stewardship Calling”**

---

**G.P.S. Sunday -  
Part I**

**January 31, 2016**

**[http://stewardship  
calling.com/intern  
et-radio/](http://stewardshipcalling.com/internet-radio/)**



# The First 3 Steps



**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**

**Step 3: Prayerfully discern and start  
living God's calling for you**





# The 3 Key Questions To Discern And Live Your Stewardship Calling?







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**G.P.S. Sunday – Using a  
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---

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

**[http://stewardship  
calling.com/intern  
et-radio/](http://stewardshipcalling.com/internet-radio/)**



# The 3 Key G.P.S. Questions



**Question 1: What am I Good at?**

**Question 2: What am I Passionate about?**

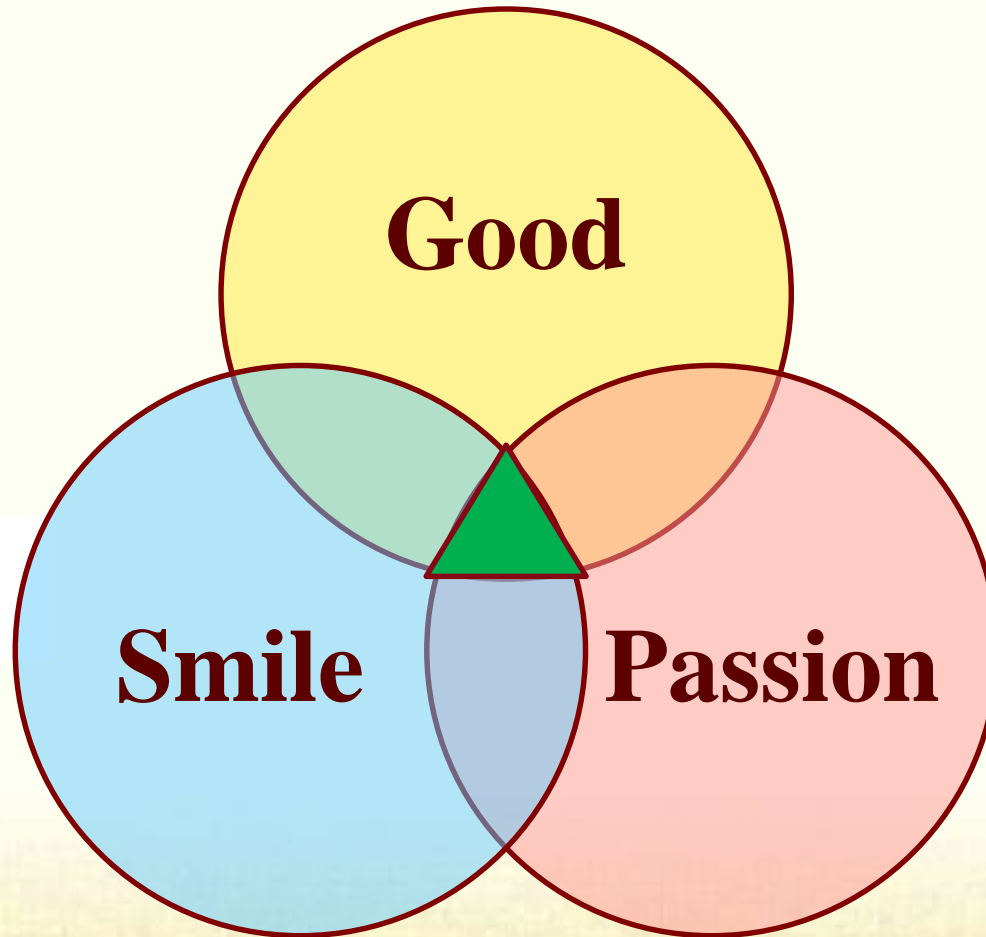
**Question 3: What makes me Smile?**



# G.P.S. = God Positioning System



What are you Good at



What makes you Smile

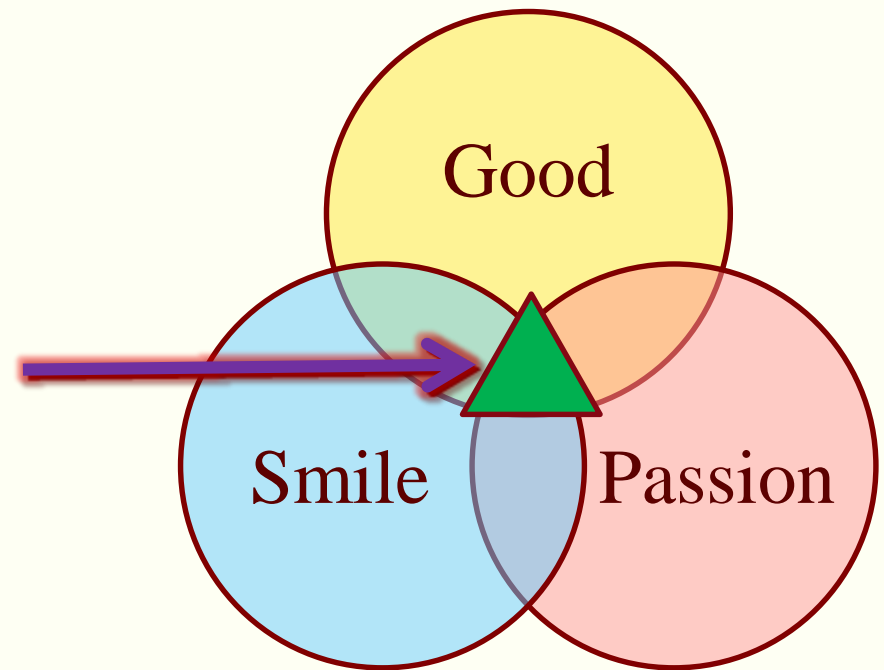
What are you Passionate about



# 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.**





**“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



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



# 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.).

# A Prayer Option

## The Jesus Prayer

Lord, Jesus  
Christ, Son of  
God, have mercy  
upon me, a sinner

## The Thief's Addition:

“...and remember  
me when You enter  
into Your kingdom”

“ Lord, Jesus Christ, 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 the challenges and joys of their life**



# The Power of Small Groups



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

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

**Matthew 18:20**

*“And let us consider how to stir up one another to love and good works, not neglecting to meet together, as is the habit of some, but encouraging one another...”*

**Hebrews 10:24-25**



# The Power of Small Groups



## 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.”

➤ “*Circles are better than rows.*”

Andy Stanley:

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

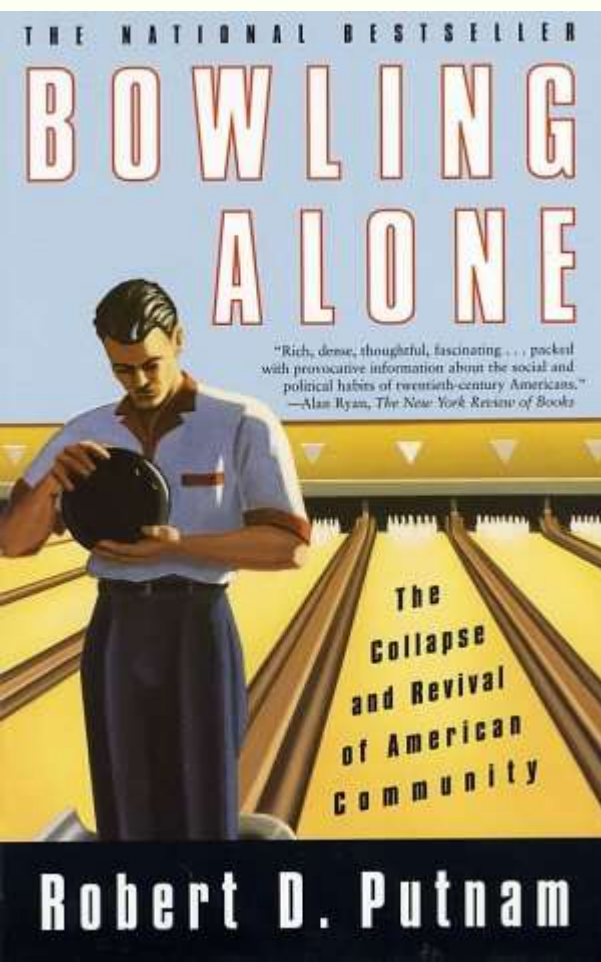




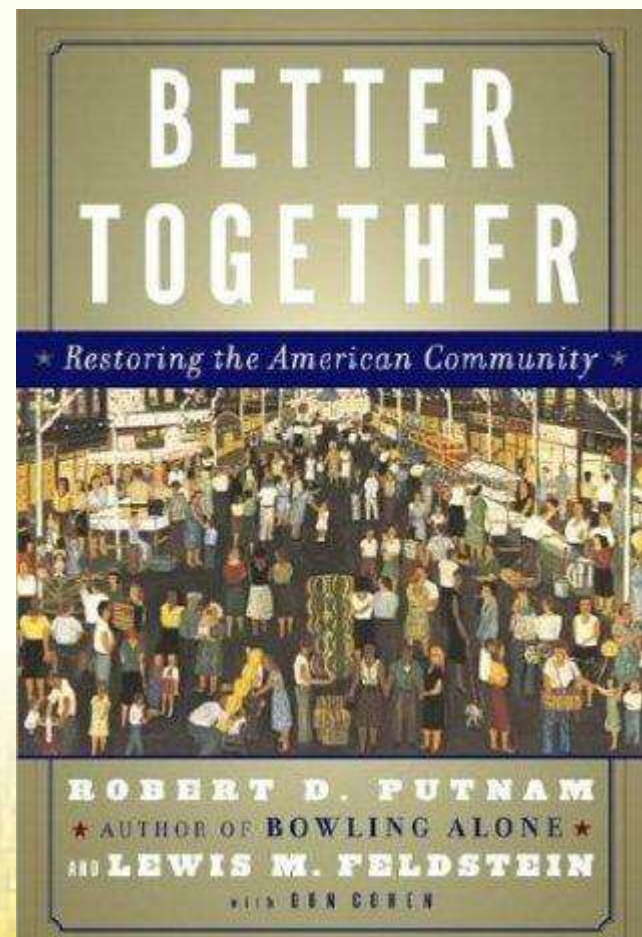
# “Social Capital”



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



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”).





# 7 Engaged Disciples Practices



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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.”**



# Orthodox Leadership Development



- **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?**





**“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**



# Orthodox Leadership Development



- 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).



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

**St. Isaac the Syrian**



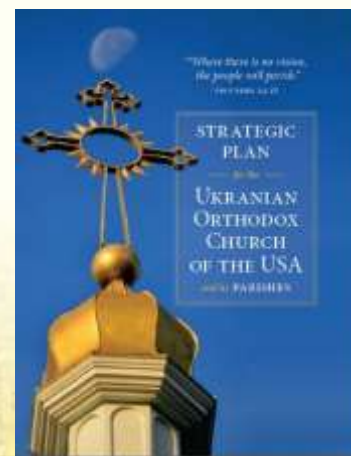
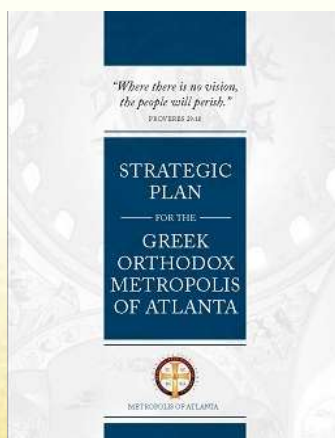


# Orthodox Leadership Development



## ➤ Stay Tuned...

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







# 7 Engaged Disciples Practices



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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)*

# CHAOS THEORY

The background features a dark, gradient field of orange and red. Several glowing, curved lines sweep across the frame, intersecting at a bright, star-like point on the right side. The overall effect is dynamic and energetic, suggesting a complex system or a celestial event.



# Youth Discipleship



**Dr. Edward**  
**Lorenz**

Dartmouth  
Harvard  
M.I.T.

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

Discovered Chaos Theory





# Today's Big Idea

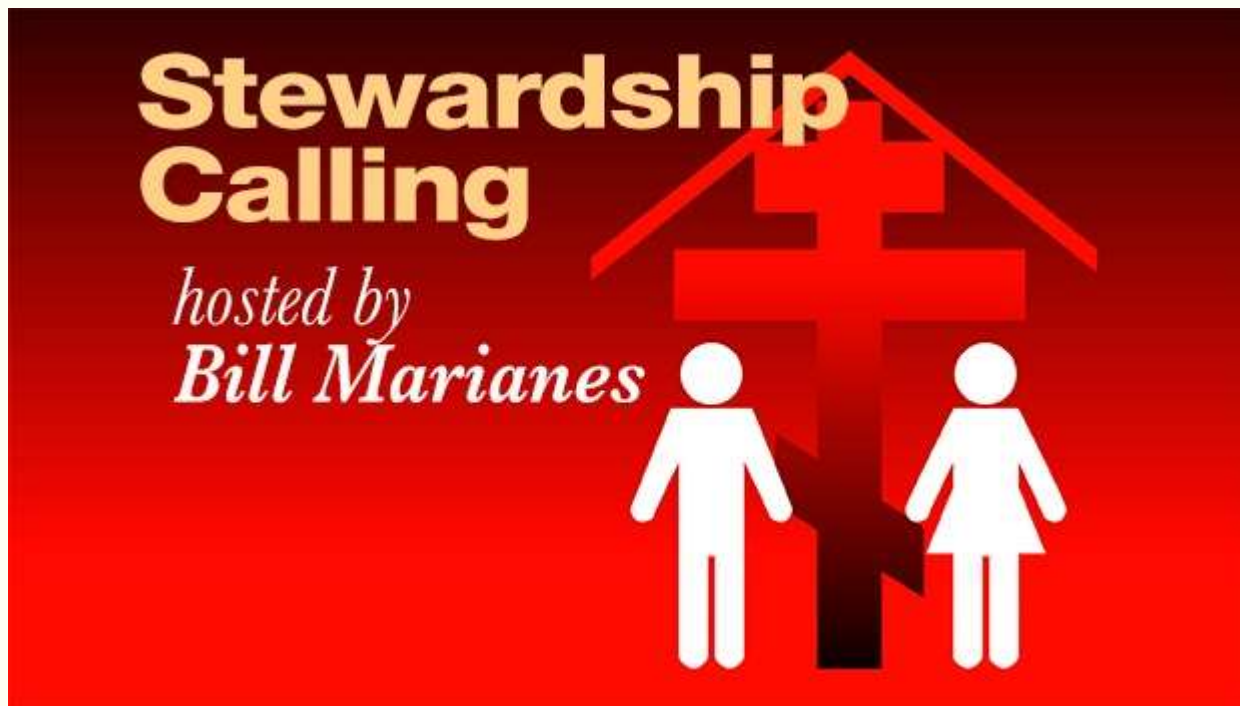


# Engagement

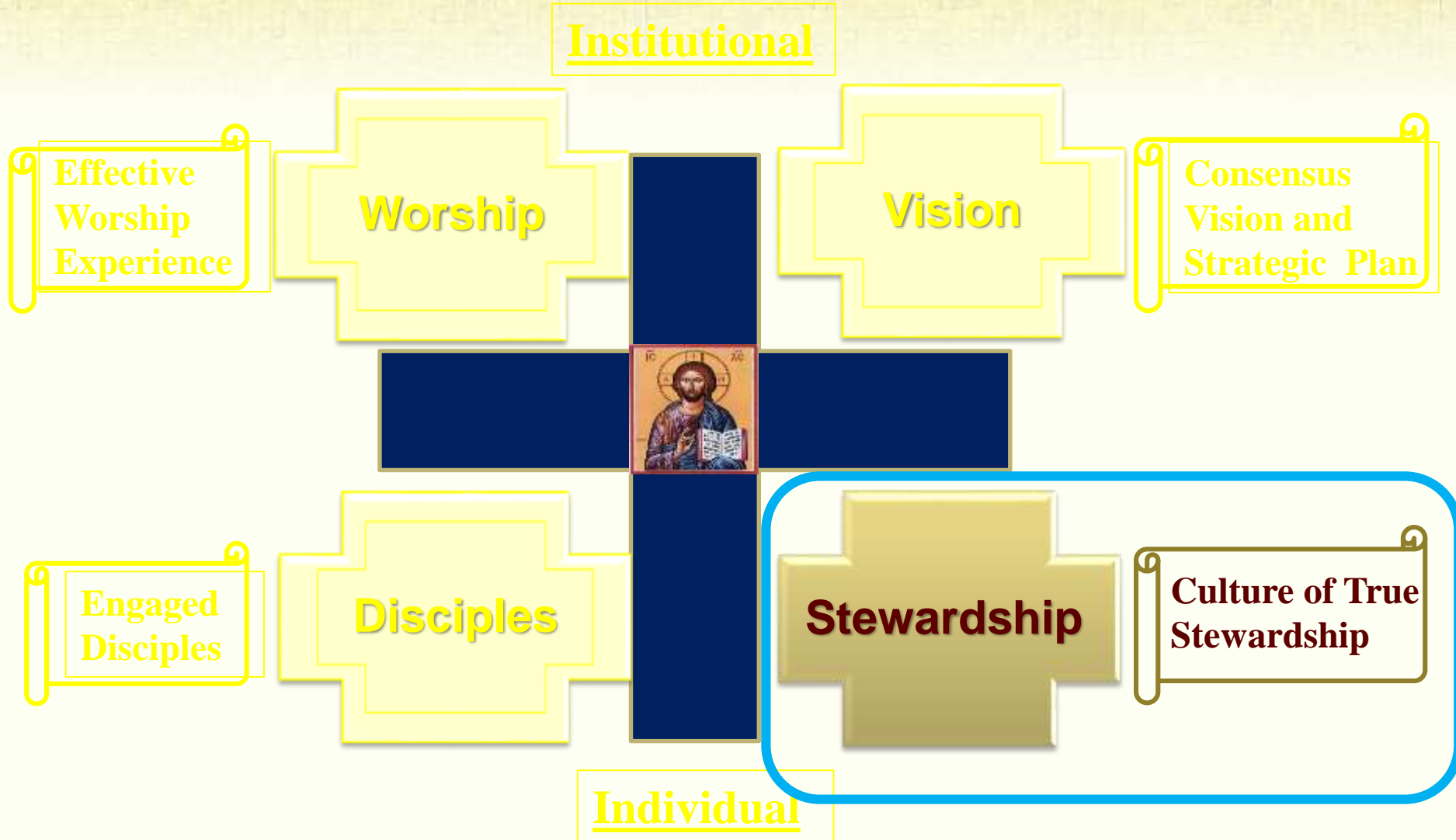


# Part 6

## Culture of True Stewardship



# Stewardship Calling Effective Church Model



# **10 Culture of True Stewardship Practices**

- 1. Tithing of all 3 T's**
- 2. 3 Principles (W<sup>2</sup> + ~~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.”**



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



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

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



# Scriptural Definitions of Stewardship







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

***(1 Corinthians 16:2-3)***

## **Message:**

**Weekly giving**

**Proportional giving**

**Giving for the work of the Church**



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

**Message:**

**Basis for link between stewardship, spiritual growth and ultimately salvation**



# The Miser Goes to Heaven







# The Parable of the Talents



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

*(Matthew 25:14-30)*





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



# Matthew 19:24



***“Again I tell you, it is easier for a camel to go through the eye of a needle than for a rich man to enter the kingdom of God.”***



# Matthew 19:16-26



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

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

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

Are you prepared to go ALL IN?





## The Back Pew – Jeff Larson

Give away my wealth, then follow you?  
HA, HA.. Very funny, now seriously  
what should I do?



The 'Rich Young Ruler' debates money management philosophies with Jesus Christ. **Matthew 19**





# **The Lord's Stewardship Question**



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



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



“Do I possess the house in which I live? No, it is only on loan to me from God while I remain in that place.

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

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

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

---

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



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



**“So do I possess anything?**

**Yes, I possess the virtues which during my life have grown and flourished within my soul.**

**Inasmuch as I have grown in faith, I possess faith. Inasmuch as I have grown in gentleness, I possess gentleness.**

**These things are immortal; they are divine gifts which God will not take away, because He wants heaven itself to be filled with virtue.**

**And, of course, I possess my soul, in which these virtues have their roots.”**

---

<sup>1</sup> 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



1. Tithing of all 3 T's
2. 3 Principles ( $W^2 + \cancel{\text{Mob}} + \text{PPS}$ )
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



# Tithing Is The Right Answer



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

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

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

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

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



# Tithing Is The Right Answer



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



---

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





# Tithing Is The Right Answer



~ Tithing should be each person's ultimate goal (a minimum of 10% Time, Talent and Treasures)

(“You shall tithe...” Deuteronomy 14:22)





# The Shipwrecked Orthodox and The Millionaire Baptist





# Tithing Is The Right Answer



~ Median<sup>1</sup> American “Orthodox” family income=

**Russian \$72,179 - Lebanese \$67,274 - Romanian \$64,390**

**Greek \$64,227 - Serbian \$63,319 - Ukrainian \$62,342**

**Bulgarian \$58,437 - Yugoslavian \$55,702**

~ 10% of Median of above (\$72,179) = \$7,218

~ N = your number of Stewardship units/families

~ \$7,218 x N = \$ (your new stewardship total)

100N = \$722K

400N = \$2.9M

700N = \$5.1M

200N = \$1.4M

500N = \$3.6M

800N = \$5.8M

300N = \$2.2M

600N = \$4.3M

900M = \$6.5M

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

---

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



# Tithing / Percentage Giving



## How do you get a Tithing program started

- 1. Start talking, teaching and preaching about tithing to your parishioners**
- 2. Explain the life-changing impact of tithing to your parishioners**
- 3. Have the Parish leadership and clergy lead by example**
- 4. Implement a “10 by 10” program**
  - ~ Contribute 1% in year 1**
  - ~ Increase contributions 1% for each subsequent year**
  - ~ Reach a 10% tithe by the 10<sup>th</sup> year**





# Percentage Giving



- **#1 Best Choice = Tithing (it's Biblical)**
- **#2 Best Choice = percentage giving (it's aspirational)**
- **Get them to start with any percentage they pick and grow it 1% each year thereafter**







HOW COME THE WAITRESS GETS 15% AND GOD ONLY GETS 10%?



# Our More Likely Stewards Reality



HOW COME THE WAITRESS GETS 20% AND GOD  
DOESN'T EVEN GET 1% ?





# 10 Culture of True Stewardship Practices



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10. It takes a TEAM



# The Three Key Stewardship Principles







# W2





# W2



**People who are asked to give of their time before they are asked to donate money ultimately give more money to the charity (49% more ~ (\$36.44 rather than \$24.46))<sup>1</sup>**

**“...the likelihood of giving money to an organization is affected by an individual’s involvement with the organization as a volunteer... The amount of time spent volunteering is positively correlated with the amount of money that is given by individuals.” (Those who actively practiced a religion donated 92% more to charitable causes.)<sup>2</sup>**

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

---

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

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

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



# The Mob Was Wrong







# The Mob Was Wrong



**“Personal solicitation has an effect on both the decision to make a gift and the average size of the gift...” “...individuals are more likely to donate when asked by those who are similar to them” <sup>1</sup>**

**“...the method of direct contact may be as important as just contact.... Higher levels of contributions involve a personal contact by a previously known individual.” <sup>2</sup>**

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

---

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

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

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





**P.P.S.**

**P.P.S.**





# 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**





# *The Orthodox Millionaire and the Parish Assembly*





# 10 Culture of True Stewardship Practices



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





# **Ingredients Of Effective Stewardship Ministry**

***Personal, in-home visitations are most effective***

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

***(Insanity is doing the same thing over and over again and expecting a different result)***



# **Ingredients Of Effective Stewardship Ministry**

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

- ~ Each steward is personally visited (or called) by an Ambassador in the steward's home

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

- ~ Each steward is invited to a small group gathering hosted by an Ambassador at the Ambassador's home



**wHoly Engaged**

**9-Step Process**







# Be Careful With Home Visitations



*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.”*



# How Did The Greatest Steward Solicit





# How Did The Greatest Steward Solicit



- "Zacchaeus, come down immediately. I must stay at your house today."*
- Zacchaeus: "I give half my belongings, Lord, to the poor. If I have defrauded anyone in the least, I pay him back fourfold."*
- "Today salvation has come to this house... For the Son of Man came to seek and to save what was lost."*
- **How many stewardship or other emails / text messages / letters did our Lord send?**





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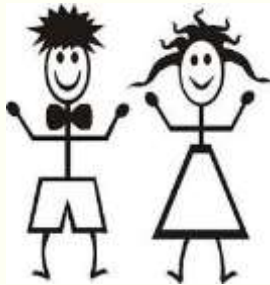


# **New POP (“Parish Operational Paradigm”) to Maximize “Engagement” (the E of RO+E)**





# Early 1900's



**Early Faithful**



**Recruit**



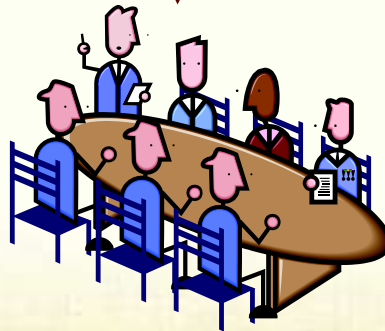
**Traveling  
Itinerant Priest  
from abroad**



# 1920's – 1940's



**Full-time Priest  
Serves Parish**



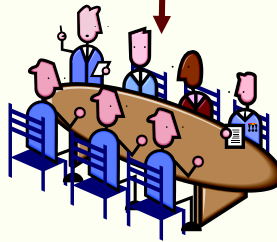
**Early Parish  
Councils/Boards**



# 1950's – Present



**Professionally Trained Priest**



**Elected Parish  
Council/Board**



**Parish Assembly**



**Parishioners**





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



**It is...**

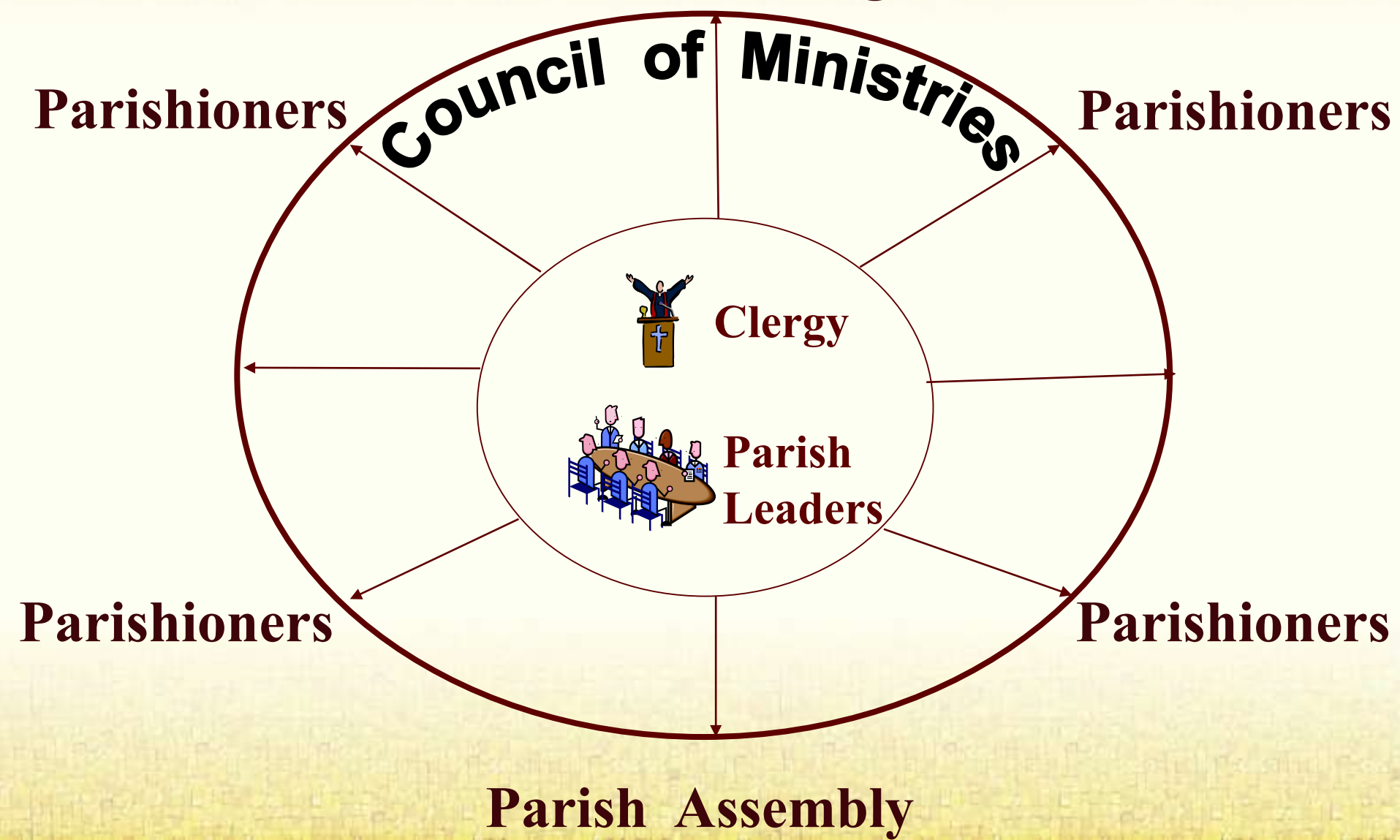




# Ministry-Based Organization Paradigm



## Future Orthodox Outreach & Evangelism





# **10 Culture of True Stewardship Practices**

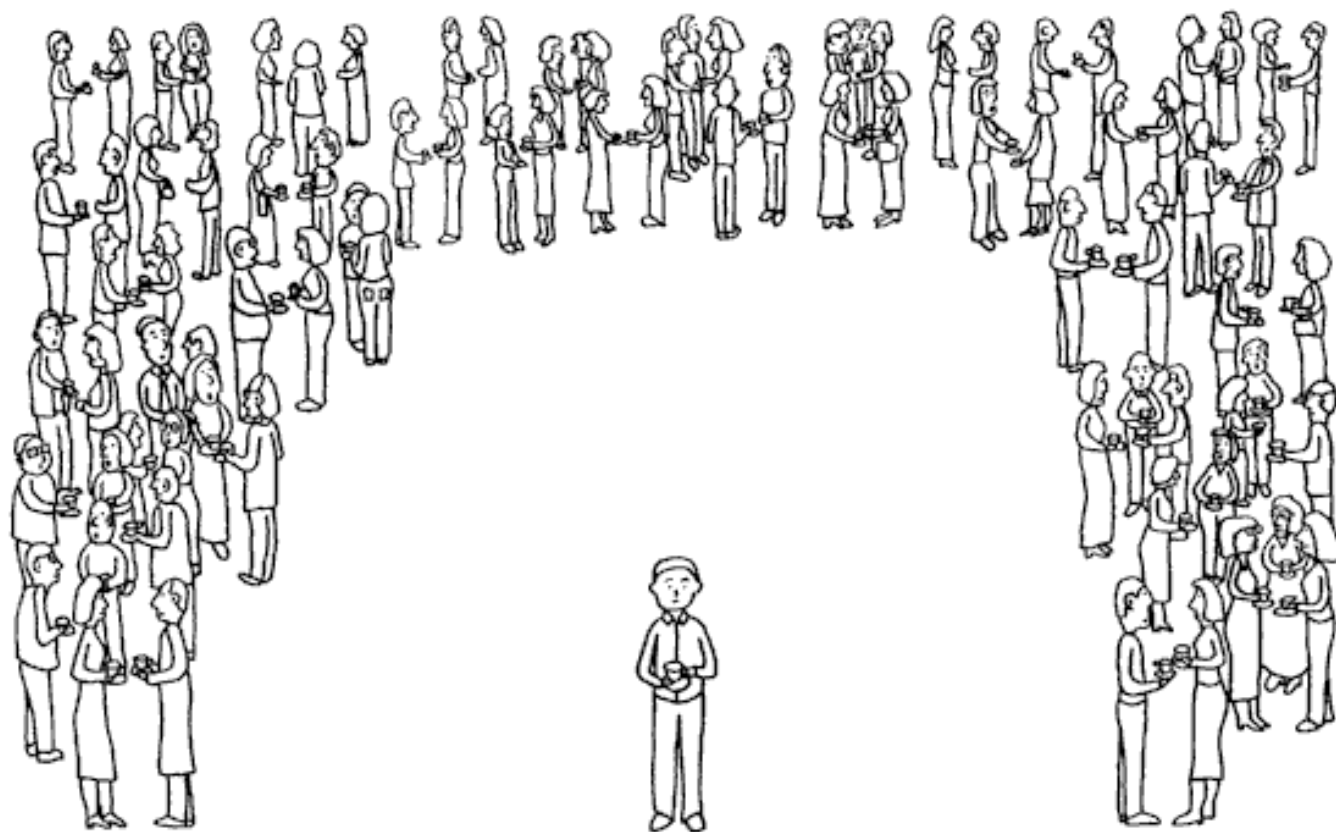


1. Tithing of all 3 T's
2. 3 Principles ( $W^2 + \cancel{\text{Mob}} + \text{PPS}$ )
3. 2 Tactics (RO + E)
4. Ministry Based Organization
5. Total welcoming experience
6. Thanking culture
7. Youth stewardship
8. C.P.I. messaging and campaigns
9. Transparency and accountability
10. It takes a TEAM



# AFTER-SERVICE COFFEE

THIS IS THE TIME WHEN NEWCOMERS CAN GET TO KNOW THE CONGREGATION



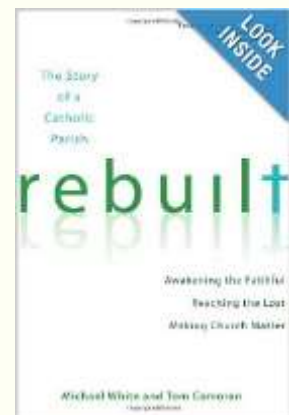


# Welcoming Ministry Is Among Your Most Important



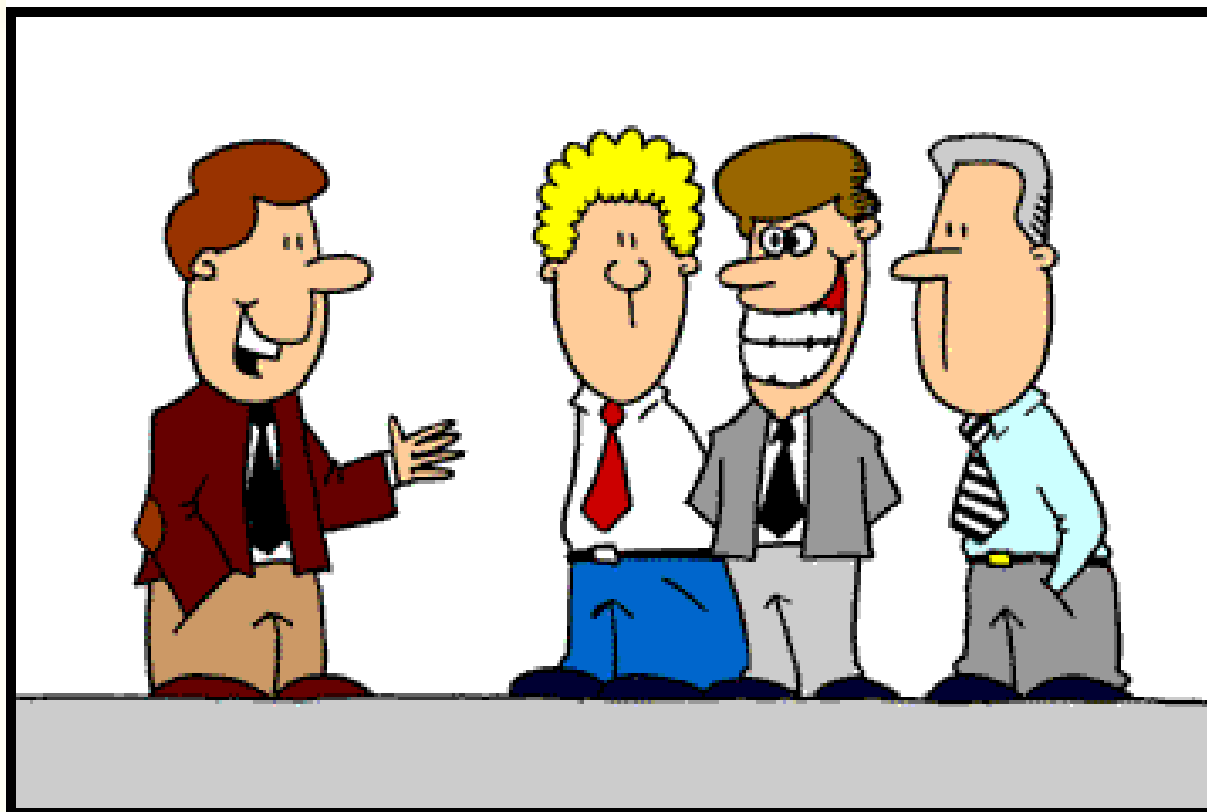
- It is Orthodox and sets the tone for the whole loving church experience
- It is the third most important factor in people picking and staying in a church
- It helps the people feel they made the right decision to worship with you
- It makes people want to come back
- It makes people feel like family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

*Awakening the Faithful, Reaching  
the Lost and Making Church Matter*



*“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*



09-03-1998

THE BOARD DECIDED THAT JOHN WILL REMAIN  
THE HEAD GREETER ... AT LEAST UNTIL HIS  
MEDICATION WEARS OFF



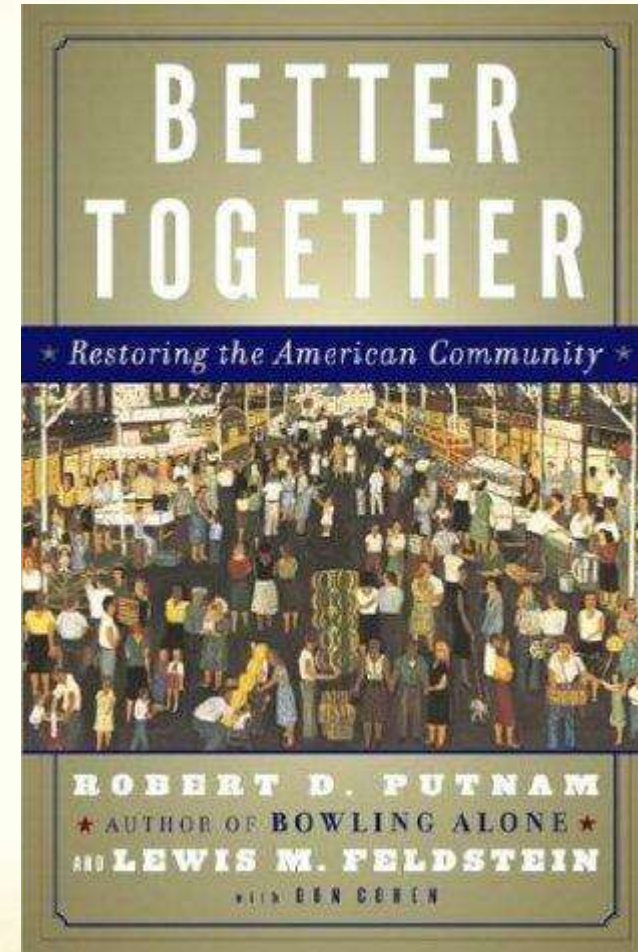


# Total Welcoming Experience



## Better Together – Robert Putnam (case study)

- Connect them with someone similar who leads and engages them into the life of your church family to increase “social capital”





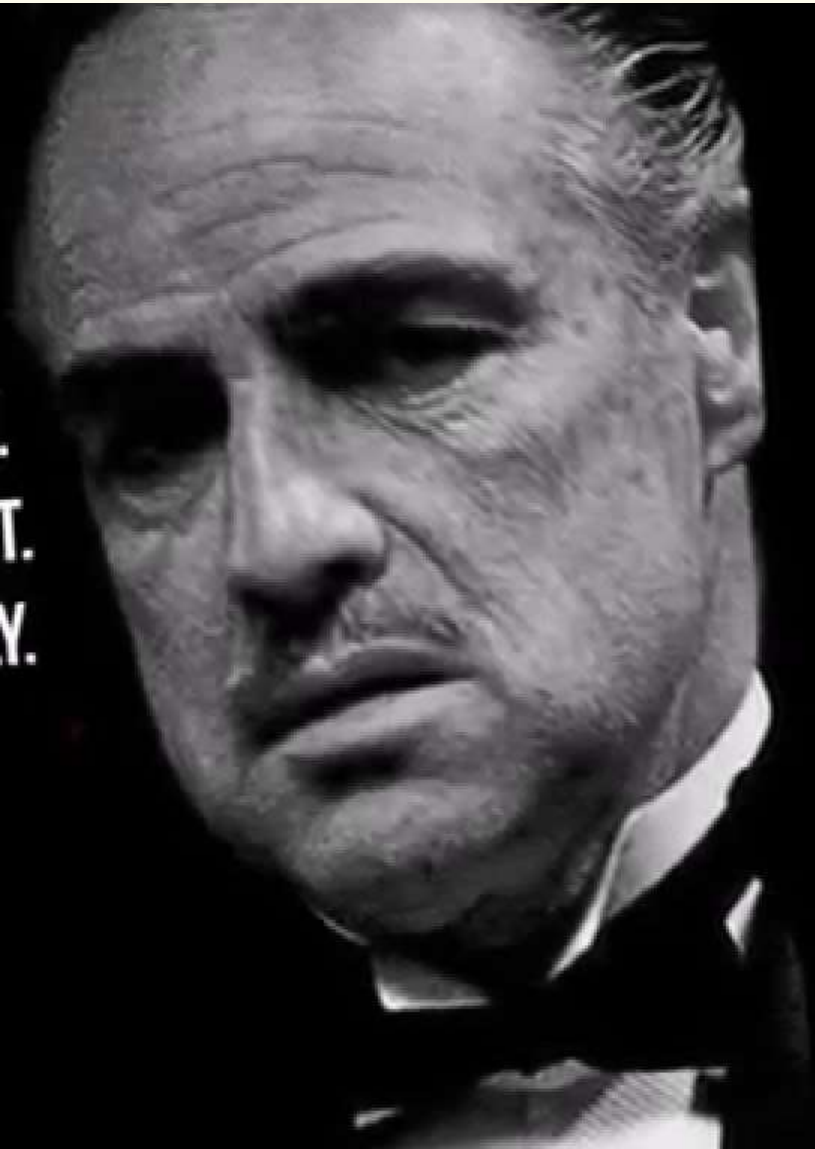


# Total Welcoming Experience



**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?**



# 10 Culture of True Stewardship Practices



1. Tithing of all 3 T's
2. 3 Principles ( $W^2 + \cancel{\text{Mob}} + \text{PPS}$ )
3. 2 Tactics (RO + E)
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10. It takes a TEAM





# Thanking Culture Science

- A 2014 study in *Emotion*

Thanking people made them more likely to seek an ongoing relationship.

- A 2012 study in *Personality & Individual Differences*

Grateful people were more likely to take care of their health.

- Dr. Robert Emmons (leading gratitude researcher)

Gratitude increases happiness and reduces depression.





# Thanking Culture Science



- 2012 University of Kentucky study

People who thanked more retaliated less and were more prosocial.

- 2014 Journal of Applied Sports Psychology study

Gratitude increased an athlete's self-esteem, which is an essential component to optimal performance.



**“You either  
have a “*Thank  
You*” culture or  
you do not have  
a very good  
one.”**

Ken Makovsky – Forbes Magazine 11-29-12



# **10 Culture of True Stewardship Practices**



1. Tithing of all 3 T's
2. 3 Principles ( $W^2 + \text{Mob} + \text{PPS}$ )
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10. It takes a TEAM



# Youth Stewardship



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

*(Proverbs 22:6)*





# Youth Stewardship



**~ If you do not have a youth stewardship program and teach them stewardship, you have determined your Parish's unfortunate future.**



# **10 Culture of True Stewardship Practices**



- 1. Tithing of all 3 T's**
- 2. 3 Principles ( $W^2 + \cancel{\text{Mob}} + \text{PPS}$ )**
- 3. 2 Tactics (RO + E)**
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- 9. Transparency and accountability**
- 10. It takes a TEAM**



# C. P. I. Motivates Donors To Give<sup>1</sup>

***“people give to  
Causes and People  
with Integrity”***

---

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



# What Motivates Donors To Give



## ***SELL THE DREAM***

- Cause
- Mission



## ***SELL THE TEAM***

- People
- Team



## ***SELL THE SCHEME***

- Integrity
- Transparency





# **10 Culture of True Stewardship Practices**



1. Tithing of all 3 T's
2. 3 Principles ( $W^2 + \text{Mob} + \text{PPS}$ )
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9. Transparency and accountability
10. 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!**



## **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**





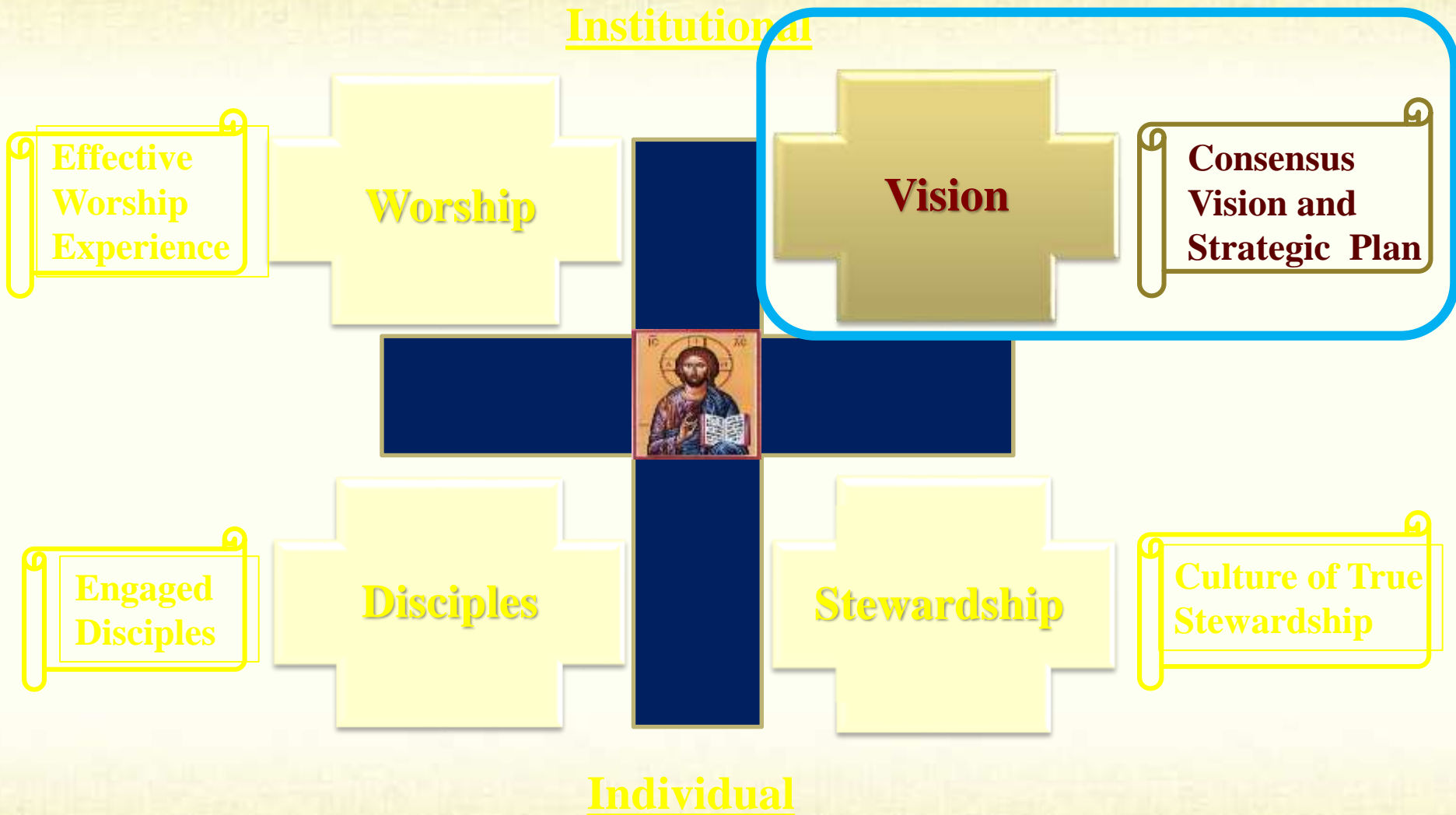
## Part 7



# Consensus Vision and Strategic Plan



# Stewardship Calling Effective Church Model





# **7 Consensus Vision and Strategic Plan Practices**

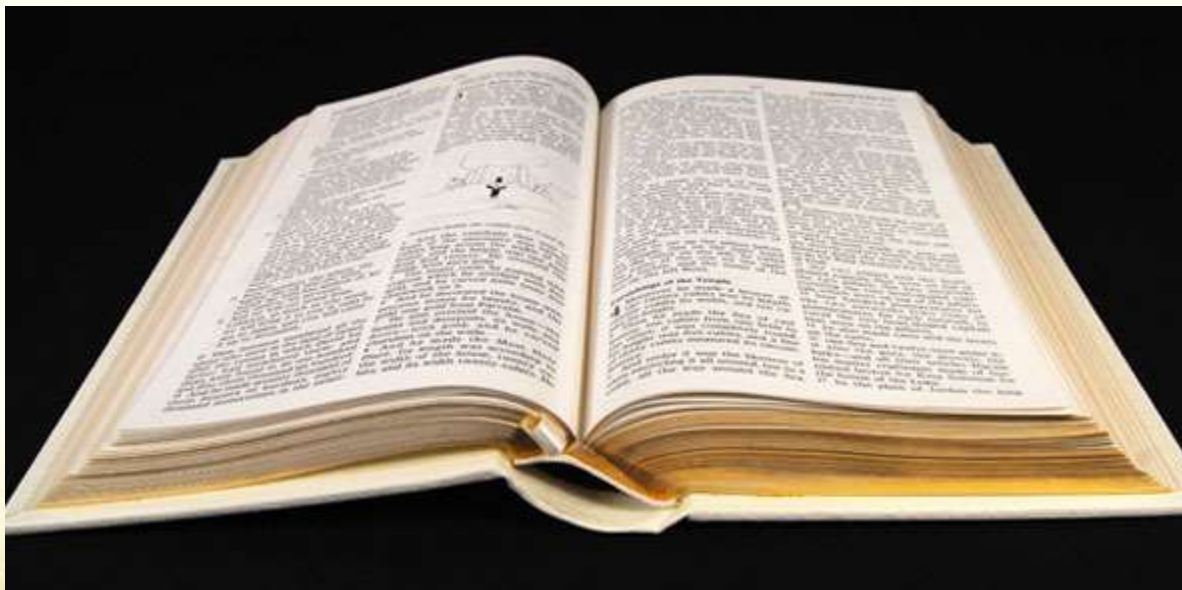


- 1. Leadership buy-in**
- 2. 4-Ps (People, Process, Plan, Perform)**
- 3. Consensus Why, SWOT, Vision, Core Values, Mission and Goals**
- 4. Widespread participation and engagement**
- 5. Transparency, accountability and communication**
- 6. Diligent execution**
- 7. Regular strategic planning**





# 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.”*



# **The Three Most Popular Historic Approaches To Strategic Planning in Churches**





# Head In The Sand – Do Nothing



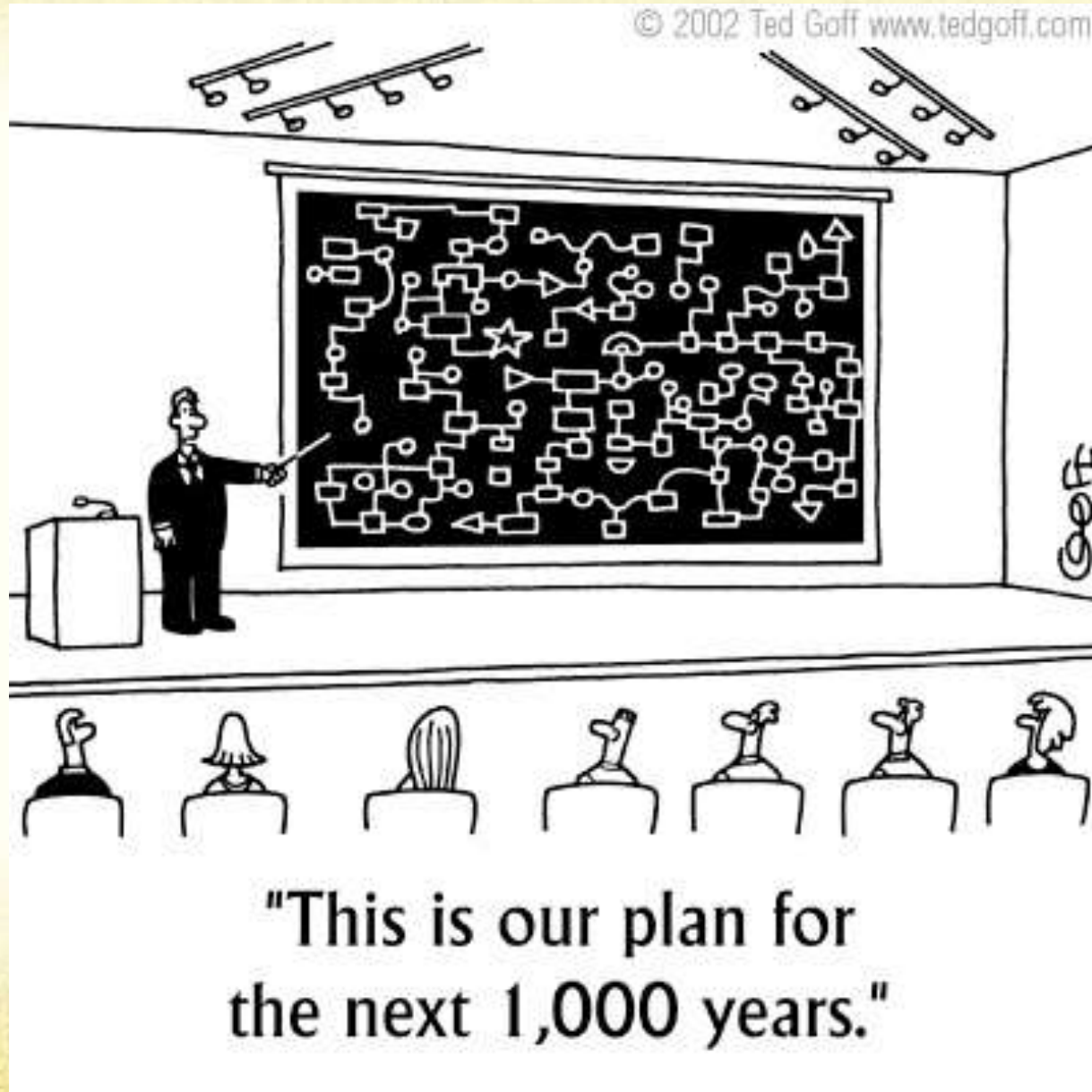


# Lack of Detail





# Too Much Impossible To Achieve







# **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**
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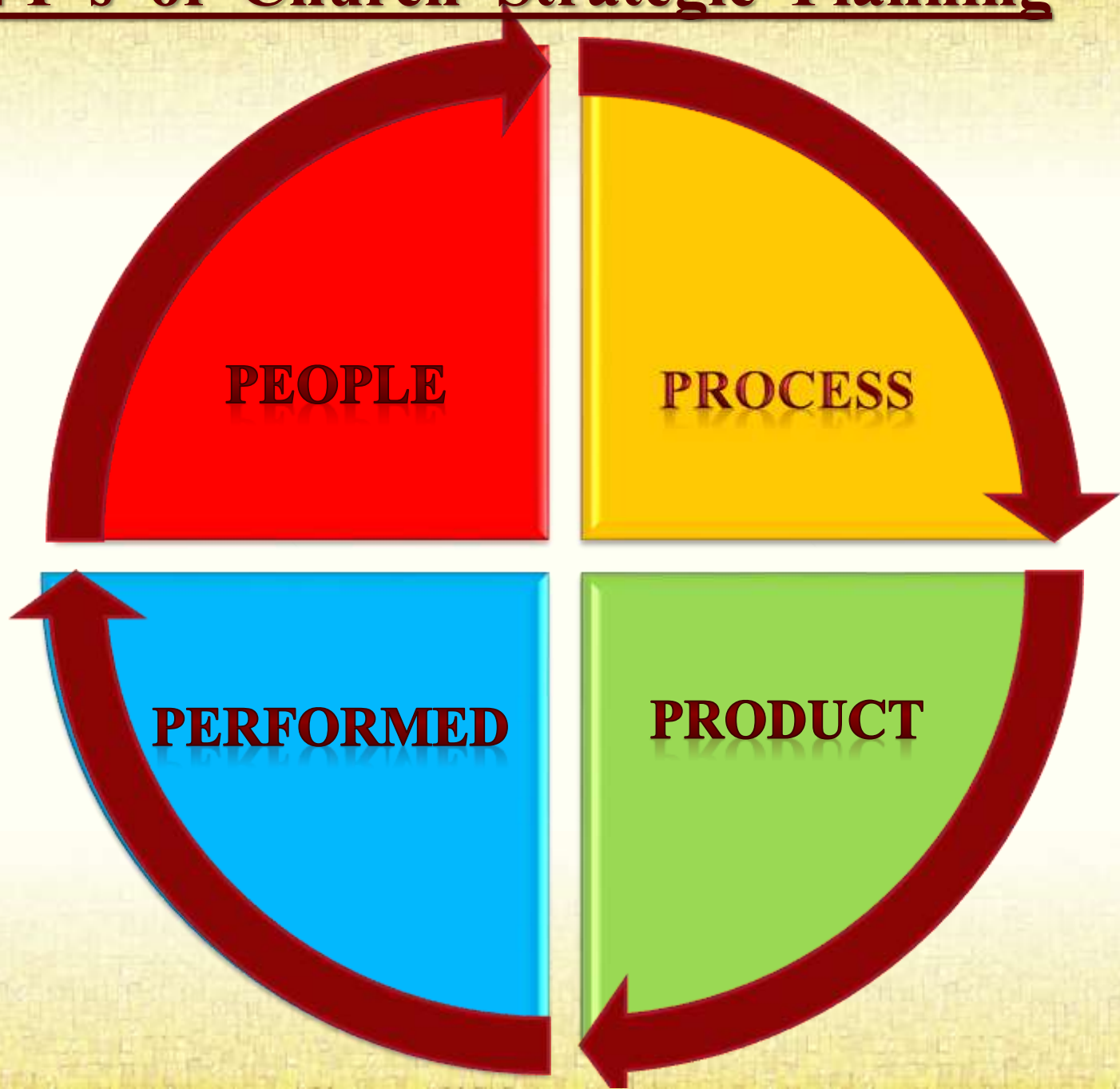


# The 4 P's of Strategic Planning





# 4 P's of Church Strategic Planning





# The Essential 4 P's of Church Strategic Planning



1. **PEOPLE** - The right people leading, developing and implementing the planning 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." (Good To Great – Jim Collins))
2. **PROCESS** - A comprehensive, inclusive and methodical process and schedule
3. **PRODUCT** - A comprehensive strategic plan with a detailed implementation plan and timeline
4. **PERFORMED** - More non-profit strategic plans fail in this step than for any other reason (must be well-managed, persistent and fully implemented)



# 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?



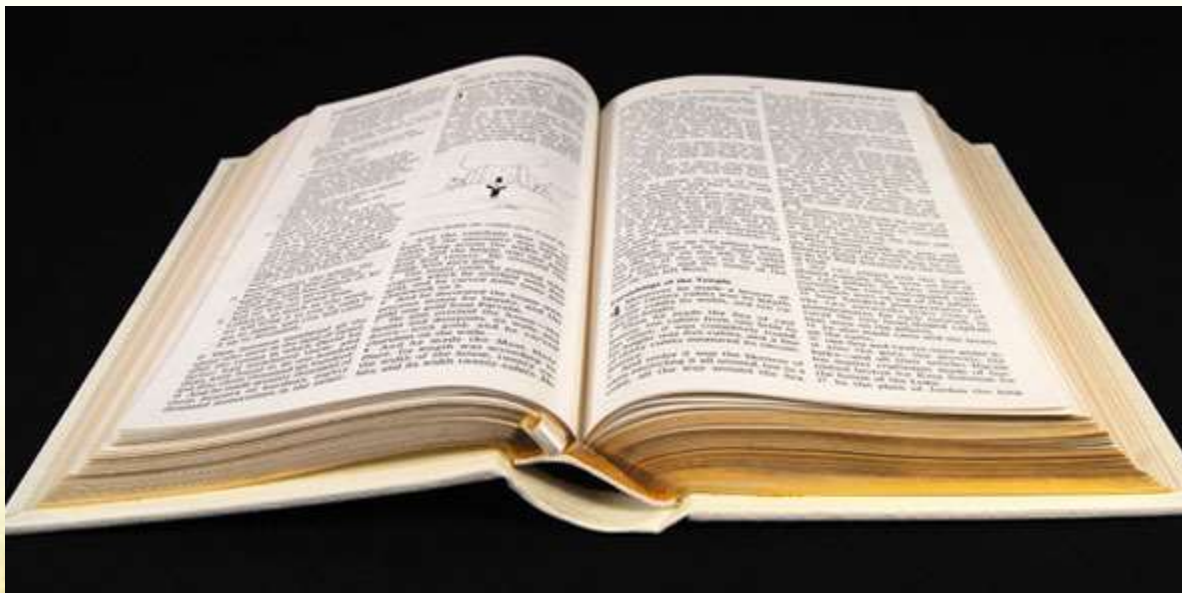
# QUESTION 1 - Why?

- 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, WHY are you  
doing these things?”*

**Acts 14-15**



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

**Matthew 13:13**





## **QUESTION 2 - Where are we now?** **(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 whom you wish were stakeholders)**





# SWOT ANALYSIS

	Helpful to achieving the objective	Harmful to achieving the objective
Internal origin (attributes of the organization)	<b>S</b> Strengths	<b>W</b> Weaknesses
External origin (attributes of the environment)	<b>O</b> Opportunities	<b>T</b> Threats



# Internal factors



## Strengths and Weaknesses

- (a) Strengths include things we do well and characteristics that give us advantages
- (b) Weaknesses include problems we must overcome and characteristics that place us at a disadvantage



# External factors



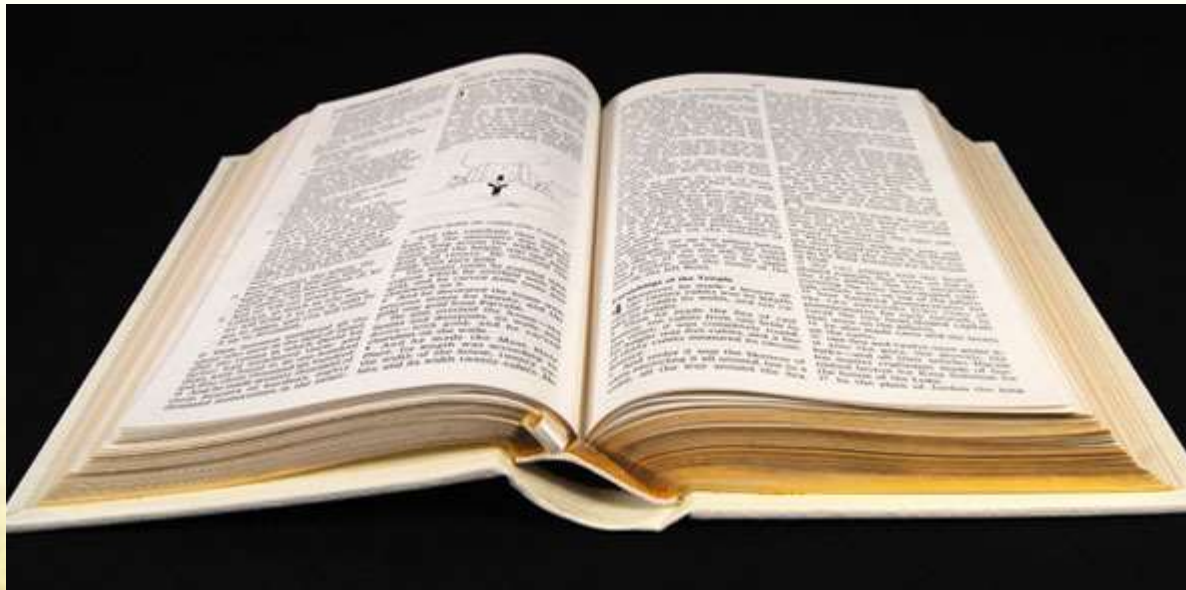
## Opportunities and Threats

- (a) Opportunities include external chances to improve our performance in our environment
- (b) Threats include external elements in our environment that could cause trouble for us



# SWOT

## A SWOT Analysis is Biblical







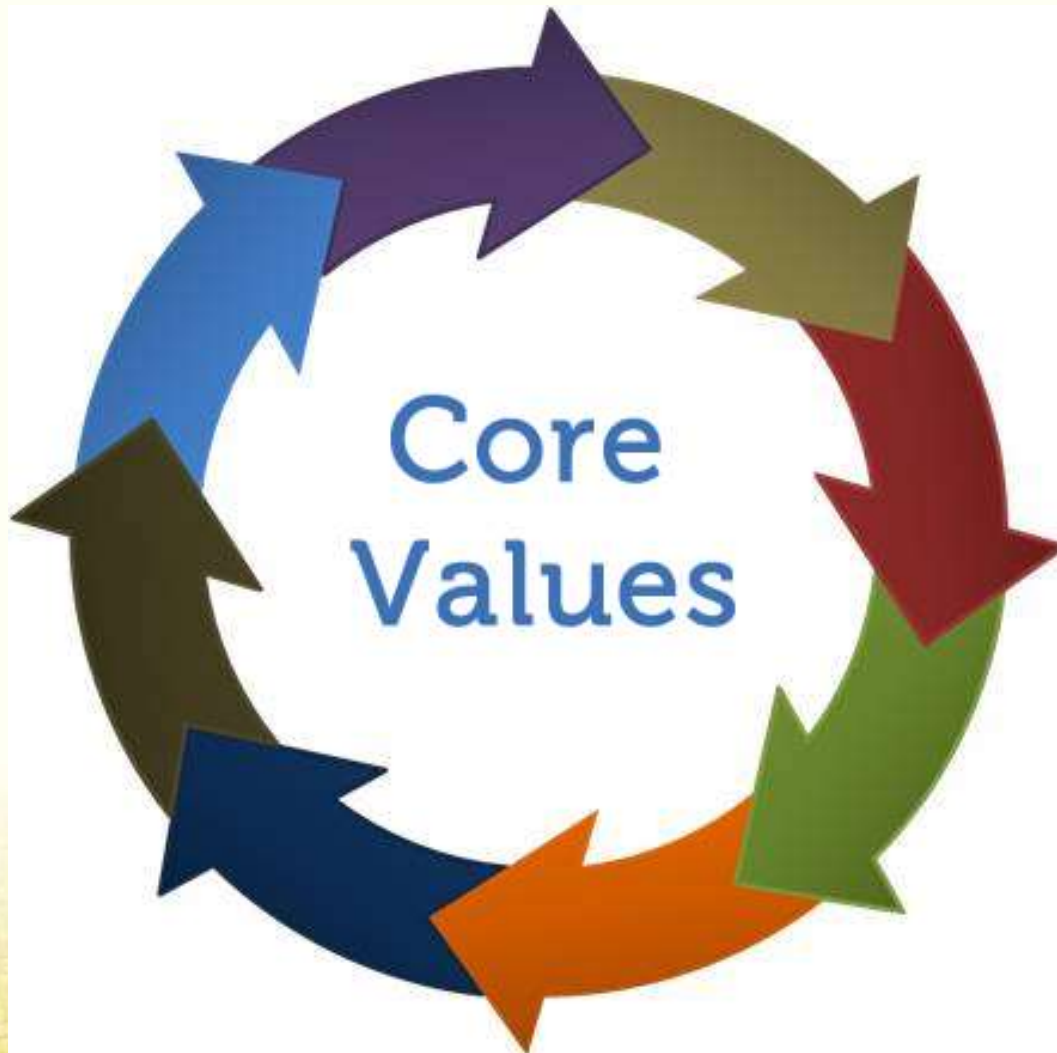
*“Examine yourselves as to  
whether you are in the  
faith.*

*Test yourselves!”*

**2 Corinthians 13:5**



# CORE VALUES





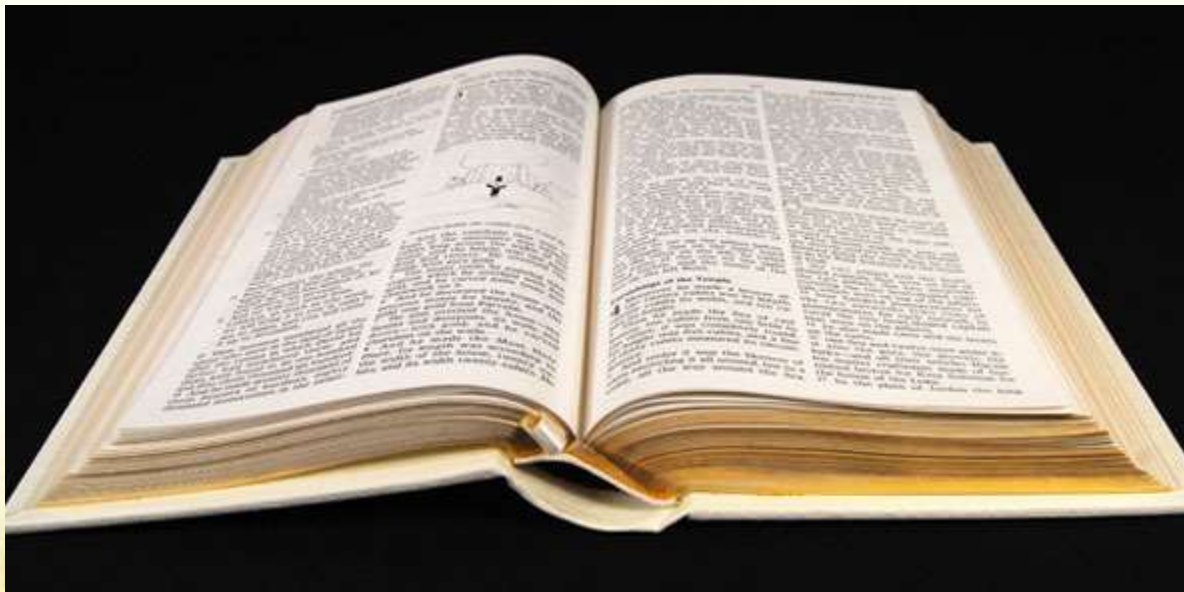
# Core Values:

- 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



**I**  
**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**

**V**  
**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



My financial adviser  
says I don't have  
enough faith, and my  
spiritual adviser says  
I'm too diversified.

**Fitz**

© BradFitzpatrick.com





# **A Strategic Plan answers four questions:**

- 1. Why do we exist?**
- 2. Where are we now?**
- 3. Where do we want to be?**
- 4. How will we get there?**





# MISSION



Mission  
Statement



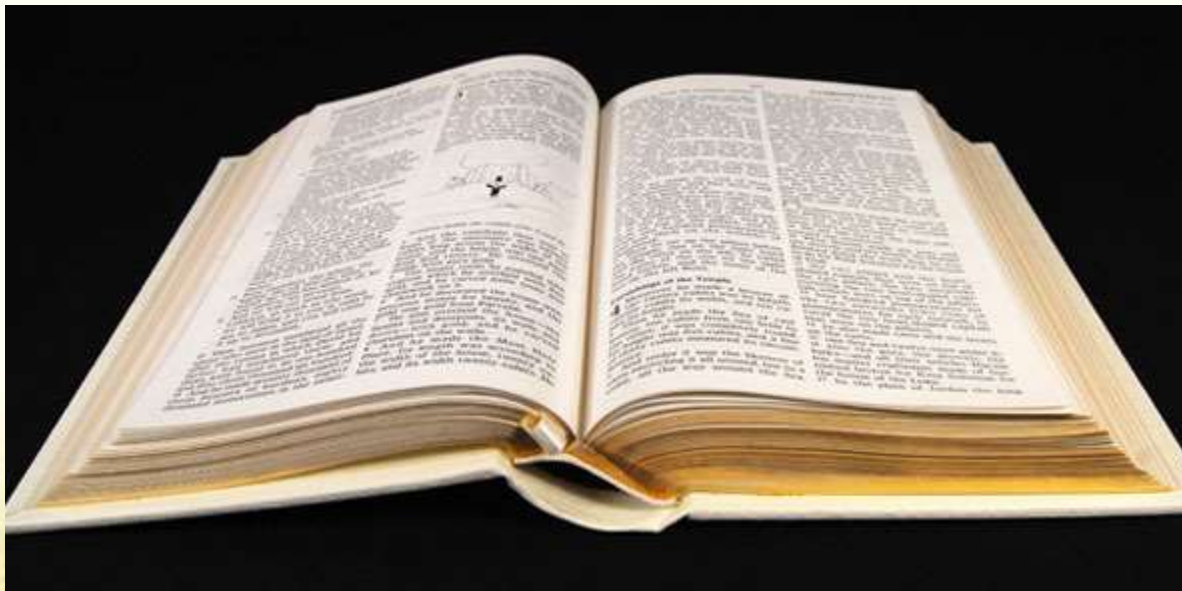
# **Mission:**

- **A clear description of the fundamental purpose of the organization.**
- **Mission answers the question: "What do we do?"**



# MISSION

## A Mission Statement is Biblical





# The Great Commission (Mission – Part 1) Matthew 28:18-20



*“Go therefore and make  
disciples of all nations.”*





© 1998 Randy Glasbergen.  
[www.glasbergen.com](http://www.glasbergen.com)



**“That’s our new mission statement.”**



# VISION

*Vision Statement*



# Desired Future State

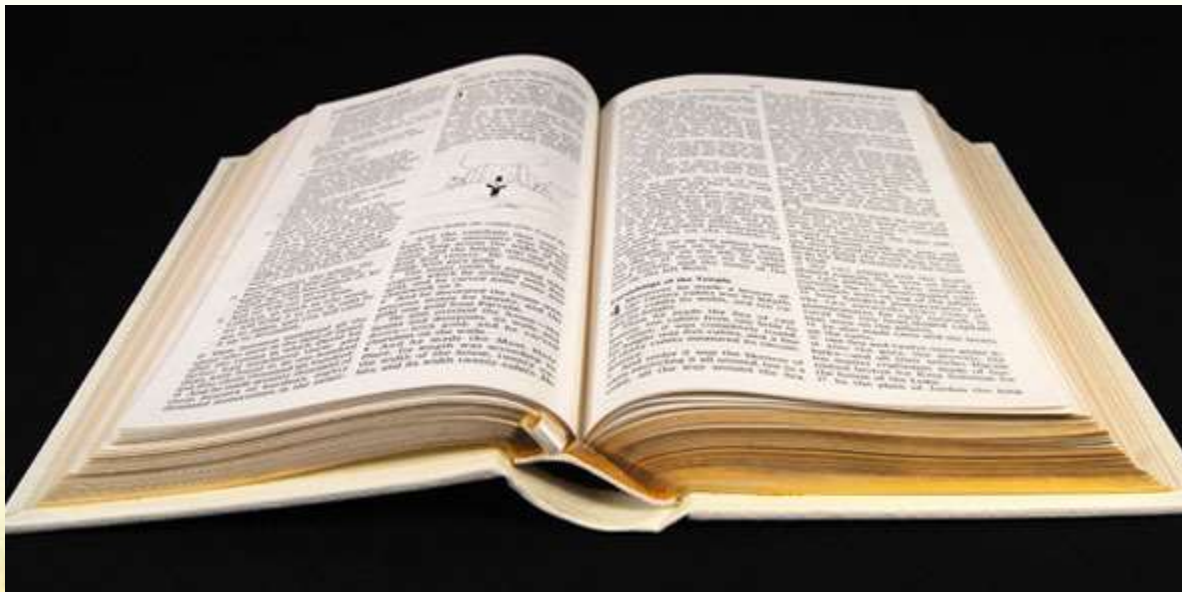
## **3. Where do we want to be?**

**Within a reasonable time in the future, what is our comprehensive vision for our Parish/Church?**



# VISION

## A Vision Statement is Biblical







## The Great Commission (Vision – Part 2) Matthew 28:18-20

*“Go therefore and make disciples of all 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.”*



Why vision statements are so important...



"C'mon, put some muscle into it...we're not getting anywhere!"





# A Strategic Plan answers four questions:

1. Why do we exist?
2. Where are we now?
3. Where do we want to be?
4. How will we get there?





# STRATEGIC GOALS





# Action Plan



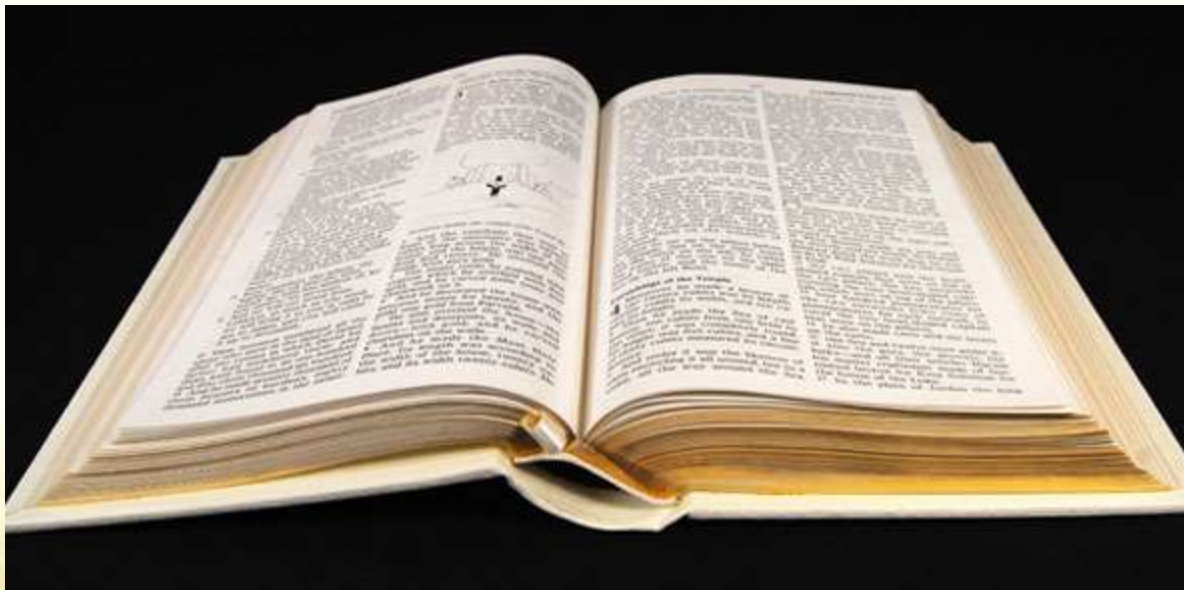
## 4. How will we get there?

- 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

**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 the lepers, (6) cast out demons.*

*You received without paying, give without pay.’ ”*

**Matthew 10: 5-8**





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

**Matthew 5:16**



# **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**



# It Takes 2 Strategic Planning Teams







# **It Takes 2 Strategic Planning Teams**



- **SPT = Strategic Planning Team**
  - A diverse, representative cross-section of Parish strategic thinkers who develop the Strategic Plan
- **IT = Implementation Team**
  - A larger diverse group of parishioners and other experts who are accountable to implement all of the Strategic Goals and Action Plans





## **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](http://www.stewardshipcalling.com)**

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

**Church Strategic  
Planning tab**

**Atlanta  
Metropolis  
Strategic Plan**

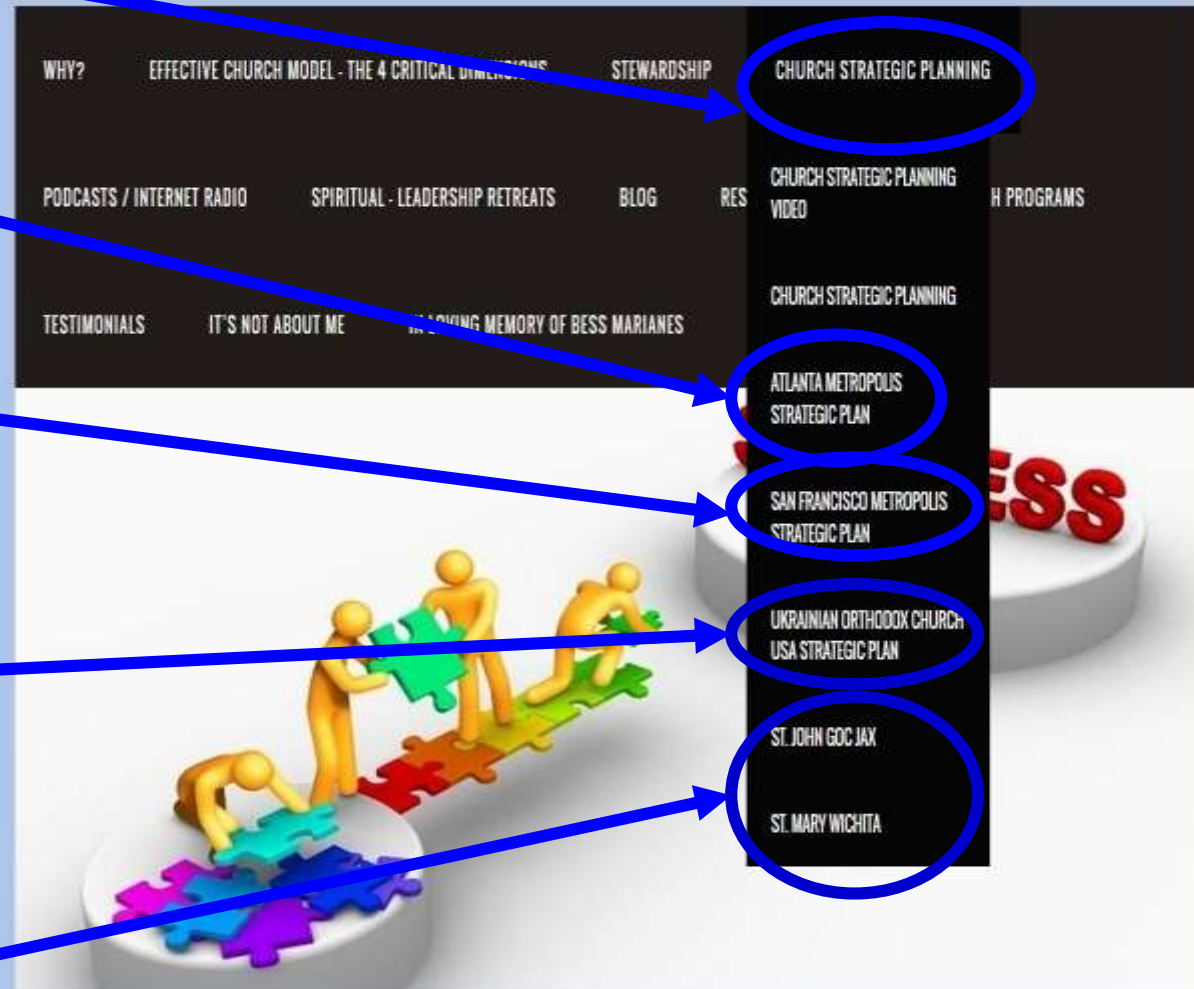
**San Francisco  
Strategic Plan**

**Ukrainian  
Orthodox Church  
USA Strategic  
Plan**

**2 Parish  
Strategic Plans**

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

**[www.stewardshipcalling.com](http://www.stewardshipcalling.com)**



## Church Strategic Planning

If on the day of your final judgment, when you meet your Creator, you want to 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 blessed to have developed a comprehensive training

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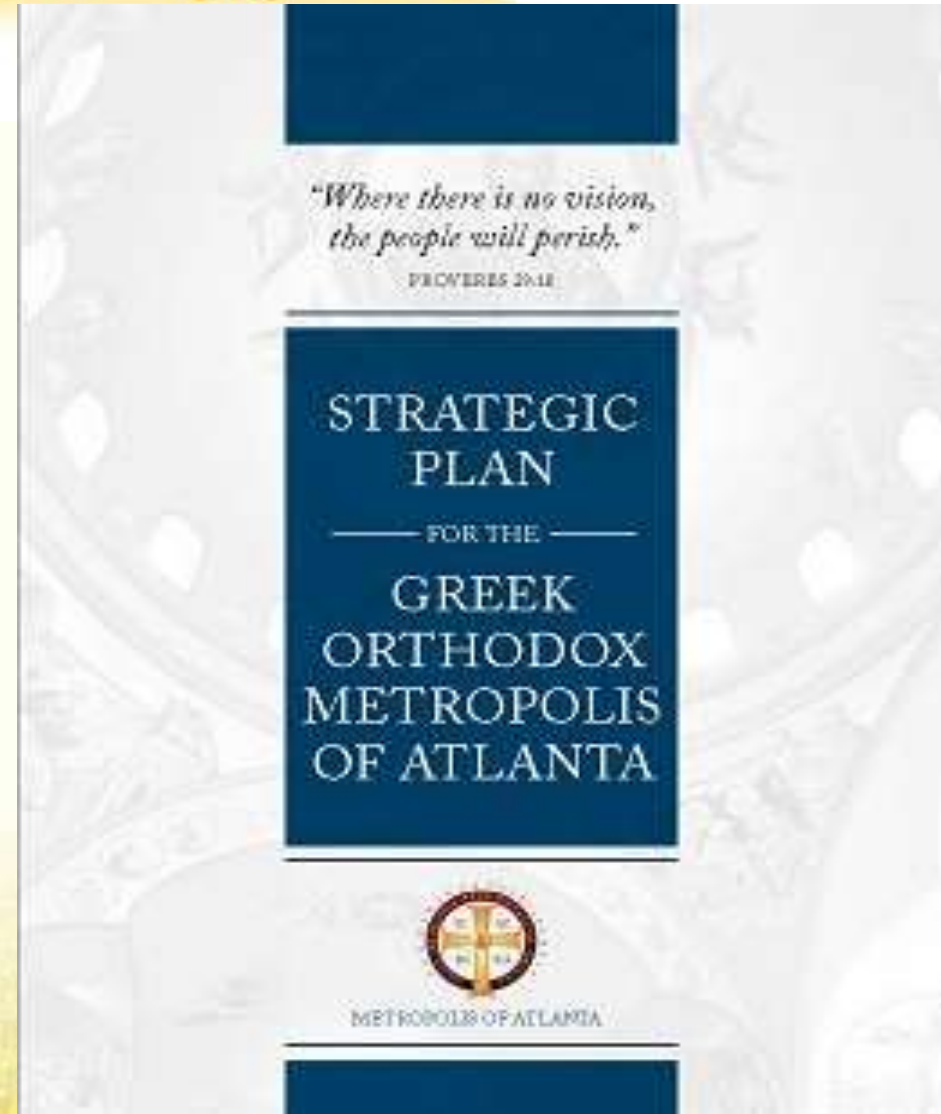
**[www.stewardshipcalling.com](http://www.stewardshipcalling.com)**

# THE METROPOLIS OF ATLANTA STRATEGIC



# PLAN

<http://stewardshipcalling.com/final-atlanta-strategic-plan/>







GREEK ORTHODOX METROPOLIS OF SAN FRANCISCO  
ΙΕΡΑ ΜΗΤΡΟΠΟΛΙΣ ΑΓΙΟΥ ΦΡΑΓΚΙΣΚΟΥ

<http://stewardshipcalling.com/san-francisco-strategic-plan/>



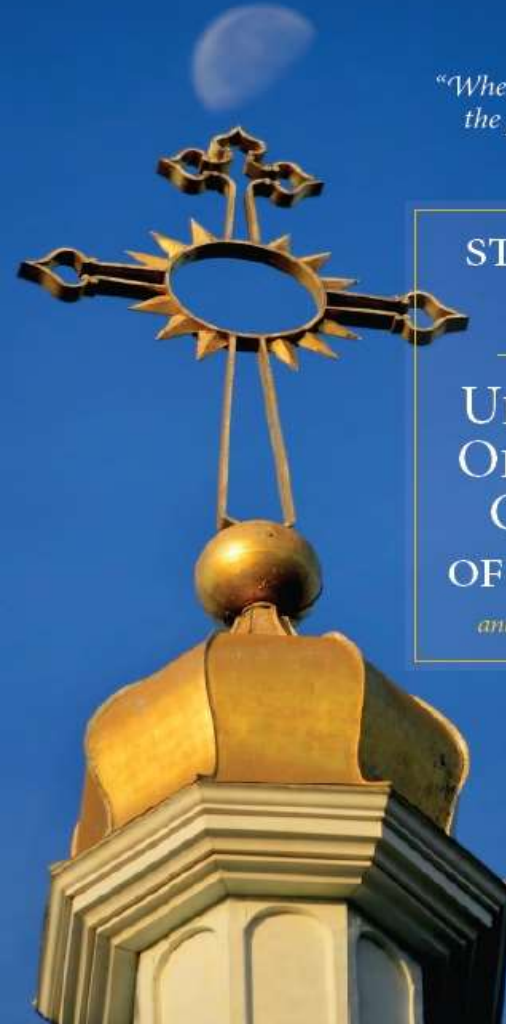
METROPOLIS OF  
SAN FRANCISCO

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-orthodox-  
church-usa-  
strategic-plan/](http://stewardshipcalling.com/ukrainian-orthodox-church-usa-strategic-plan/)



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

PROVERBS 29:18

## STRATEGIC PLAN

— for the —

UKRAINIAN  
ORTHODOX  
CHURCH  
OF THE USA

and its PARISHES









# One Stop - Always Free Parish Resource

## Stewardship Calling

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

You can contact me at:

[Bill@stewardshipcalling.com](mailto:Bill@stewardshipcalling.com)



*More materials on Engaged Disciples, Culture of True Stewardship, Vision and Strategic Planning and much more are available at:*  
**[www.stewardshipcalling.com](http://www.stewardshipcalling.com)**

*This presentation can be downloaded in the Upcoming Programs Tab at:*  
**<http://stewardshipcalling.com/upcoming-programs/>**



AND NOW BACK TO  
OUR REGULARLY  
SCHEDULED  
PROGRAMMING



She's warming up...

It's almost over





# Today's Goal







# 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



# Engagement





# The Bottom Line (review)

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





## Chairman & CEO - General Electric

# “Change before you have to.”







# The Great Commission

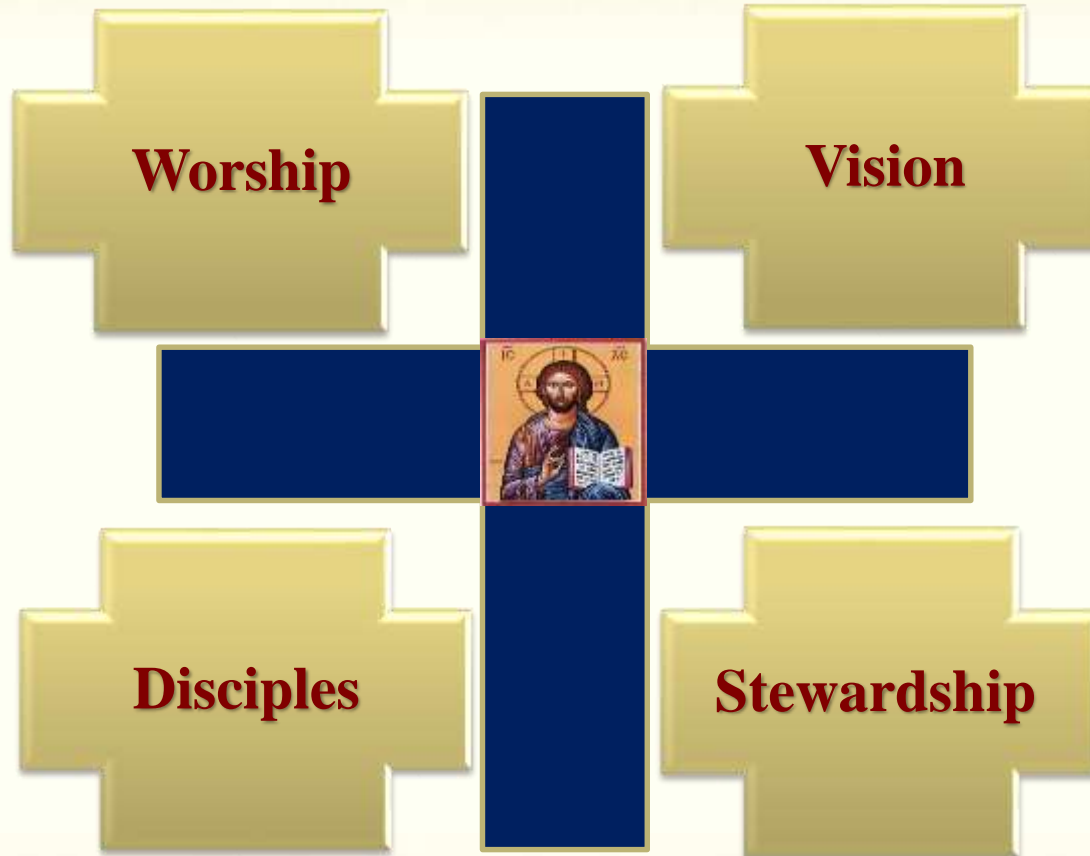


**“Go therefore and  
make disciples of  
all nations**

**Matthew 28:18-20**

# Stewardship Calling Effective Church Model

Institutional



Effective  
Worship  
Experience

Consensus  
Vision and  
Strategic Plan

Engaged  
Disciples

Culture of True  
Stewardship

Individual

**“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**



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

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



***Old Chinese Proverb***



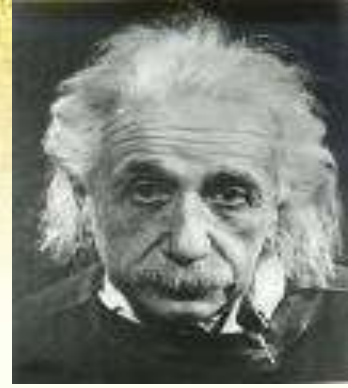
# Today's Big Question

**How many  
Disciples have  
you made?**

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



# Albert's Insight



❖ What was Albert Einstein's greatest contribution?

❖  ~~$E=mc^2$~~

**“NOTHING HAPPENS UNTIL  
SOMETHING MOVES”**



# The Marianes Corollary



**“NOTHING HAPPENS UNTIL  
SOMEBODY MOVES”**





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

**Luke 10:1**

