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

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Bill@stewardshipcalling.com

Part 1

WHY Are You Here ?

"That the end of our lives may be Christian, without pain, blameless and peaceful,

and for a

<u>GOOD ACCOUNT</u>

BEFORE THE AWESOME JUDGMENT SEAT OF CHRIST"

What Is The Biggest Challenge Facing Your Parish?

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

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

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

“Leaders of a Church will either be risk takers, caretakers or undertakers.”

Pastor Rick Warren

The one comprehensive solution to many of your challenges is:

ENGAGEMENT

Christ's Messages of Engagement

Christ's Great Commandment

"That you love one another; as I have loved you"

John 13:34-35

Christ's Great Commission

"Go therefore and make disciples of all the nations"

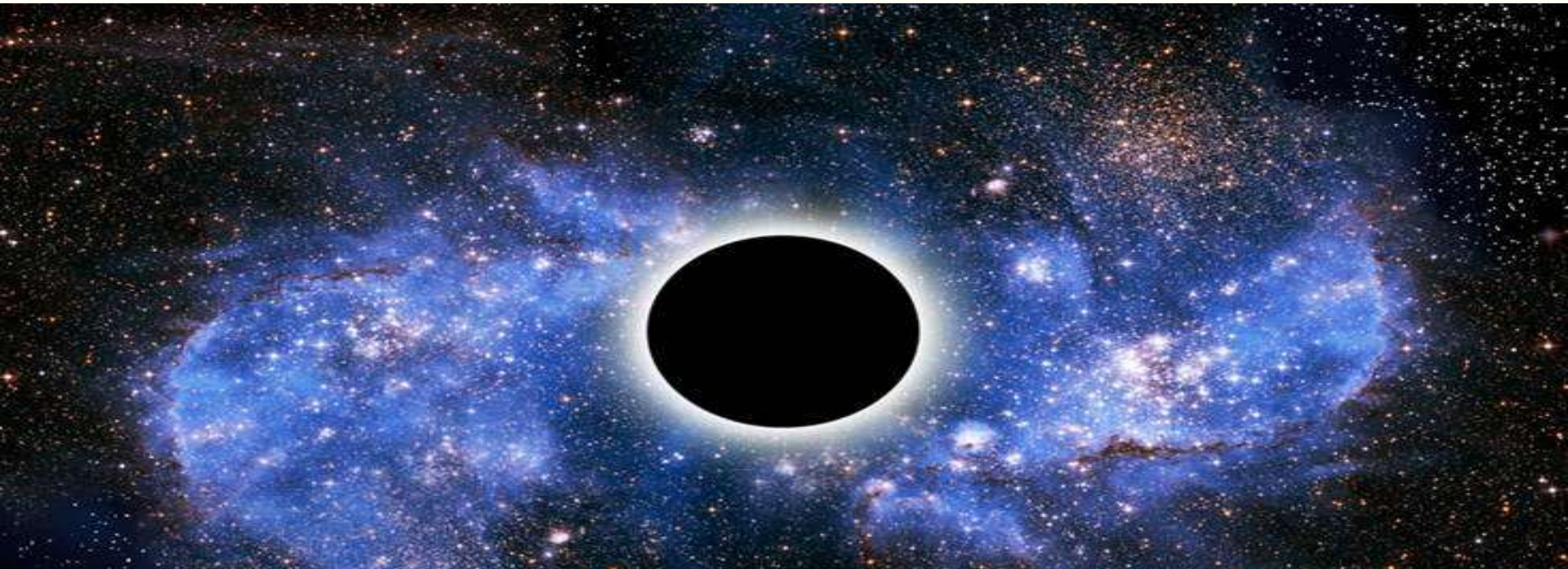
Matthew 28: 18-20

Part 2

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

Intelligence Test

How Is Our World Changing?



We are living in exponential times…

… the speed of change is unimaginable and accelerating

[1]**The following is based on the pioneering YouTube video "Did You Know?" (with certain updated statistics).**

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

Years it took to reach 50 million users:

Telephone – 75 years

Radio – 38 years

TV – 13 years

Internet – 4 years

Google Plus – 88 days

Angry Birds – 35 days

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

We are living in exponential times…

More video content was uploaded to YouTube 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 14 years ago in October 2003.

It now has over 2.01 Billion active monthly users.

It is has over 1.32 Billion active daily users.

If Facebook were a country . . .

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

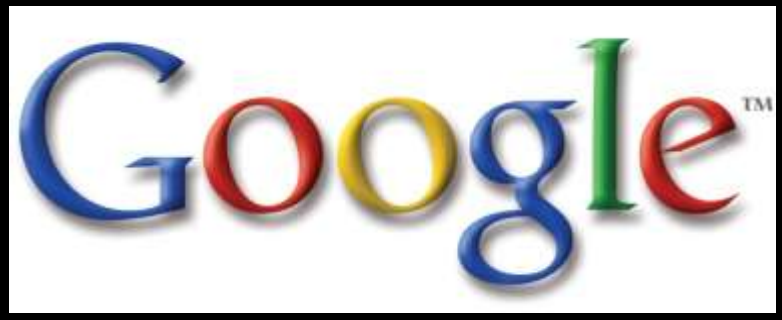
. . . behind only China.

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

We are living in exponential times…

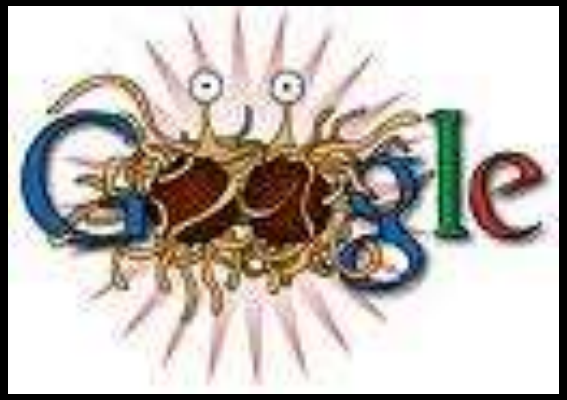
There are over 5.4 BILLION Google internet searches per DAY

(2 TRILLION per year)



To whom were those questions directed B.G.?

(Before Google)



Email Facts

2.76 Billion email users worldwide

225 Billion daily worldwide emails

1 Billion+ Gmail accounts globally

61% of all email is treated as SPAM

We are living in exponential times…

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

… PER DAY

~ 97% of American adults text.

~ Text messages have a 98% open rate versus only 20% for email.

~ 95% of all text messages are read in under 3 minutes.

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

. . .met online

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

We are living in exponential times…

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

Jack Welch

Chairman & CEO - General Electric

~ ~

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

~ ~

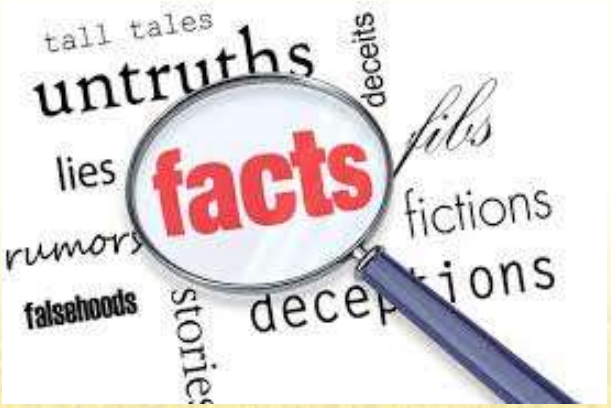
"Change before you have to."

So how are we doing at creating:

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

Part 3

The Challenge - Real Stewardship Facts and Statistics



What is our Biggest Challenge?

We Have an Unemployment and Underemployment Challenge

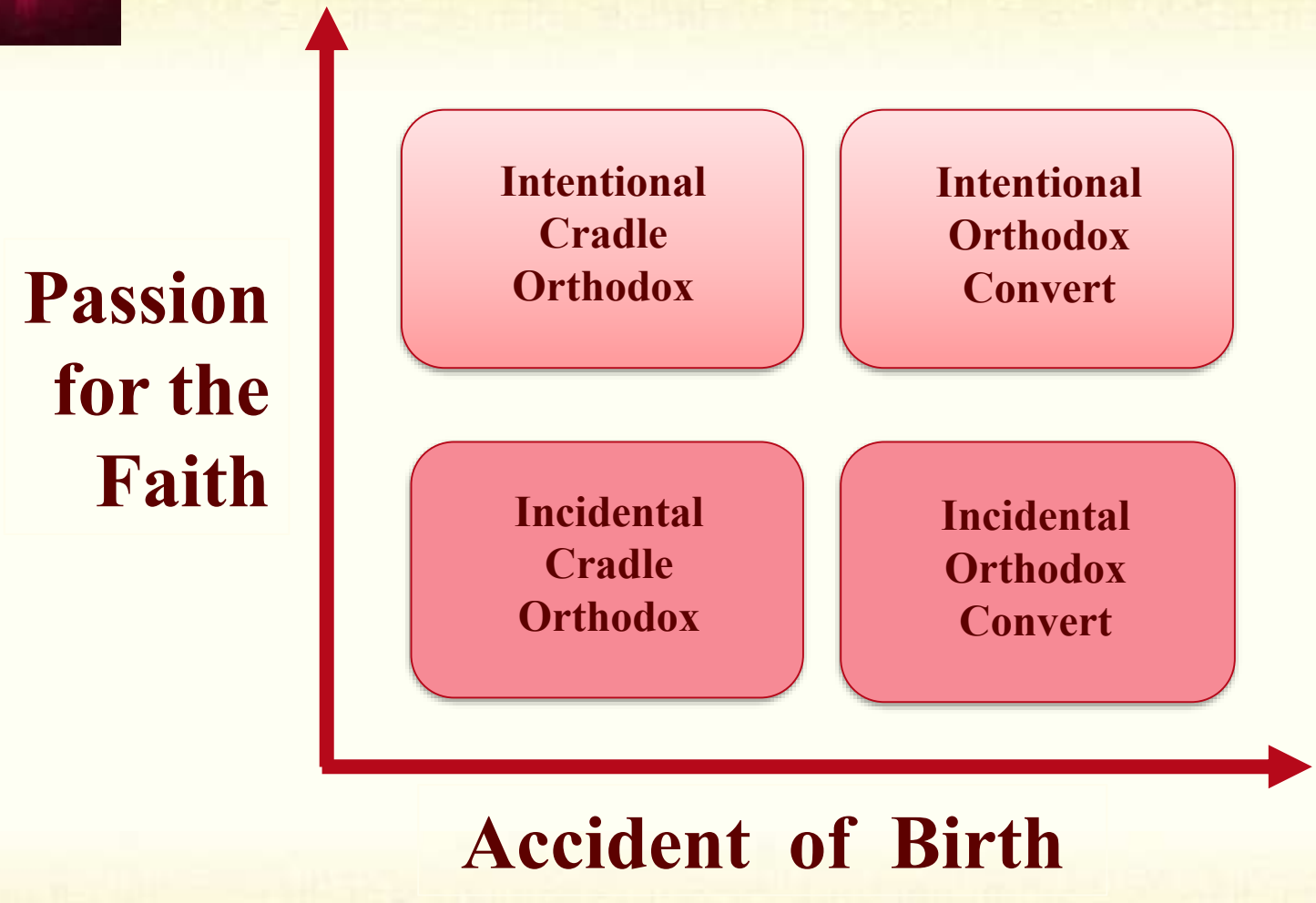
The 2 Biggest Parish Challenges

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

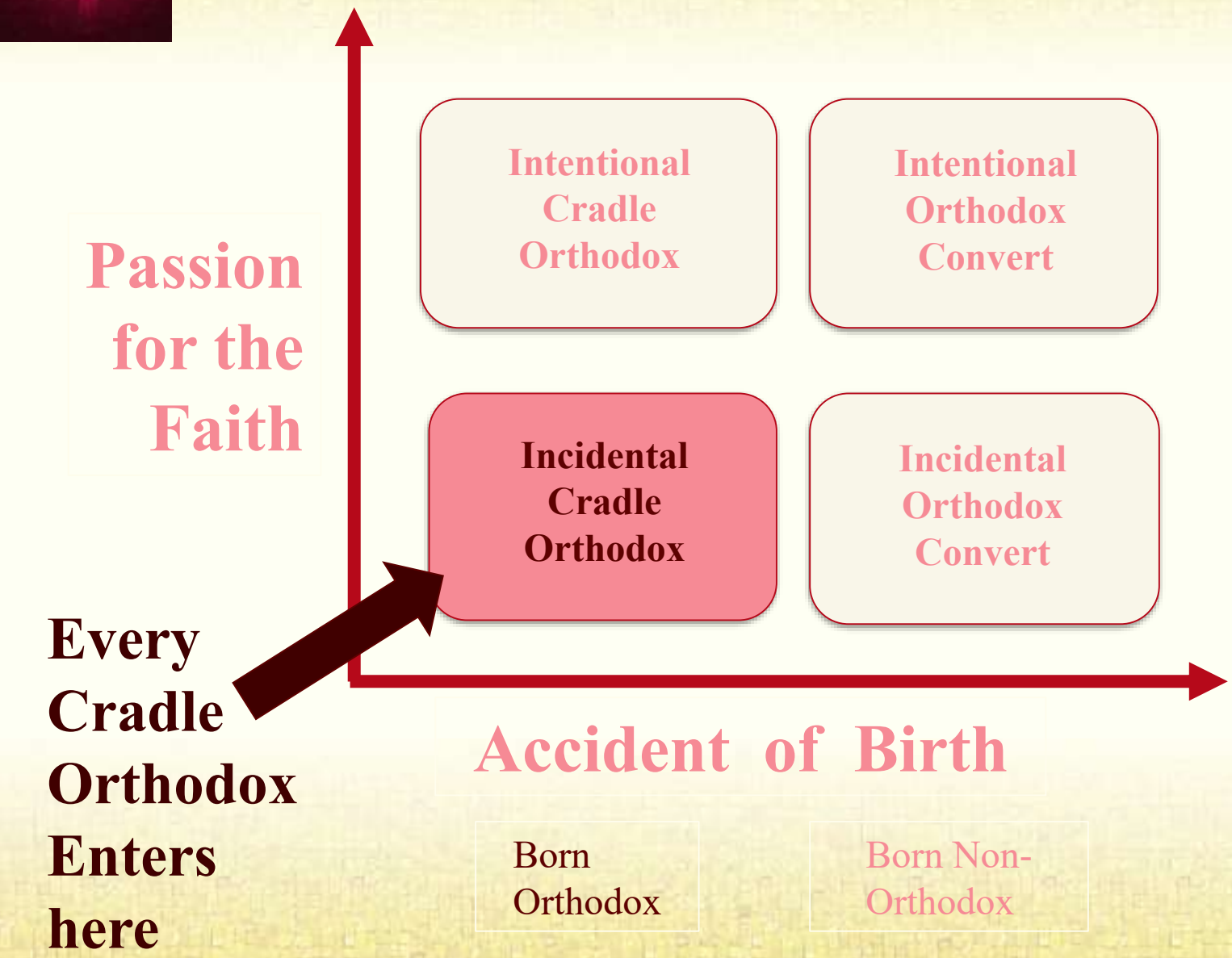
2. Underemployment - the parishioners who are not as actively engaged in ministries and services as they could be

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

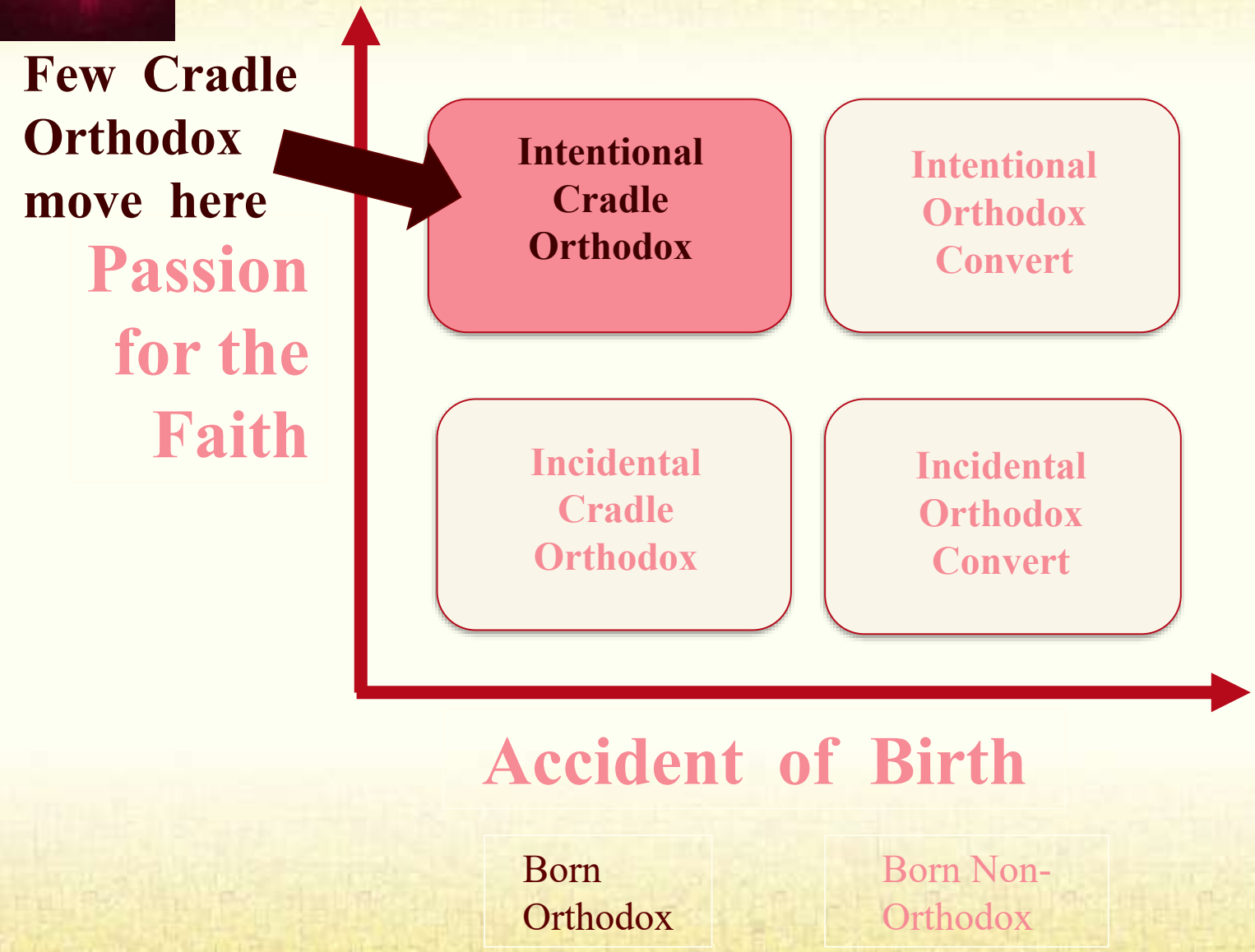
4 Kinds of Orthodox Christians



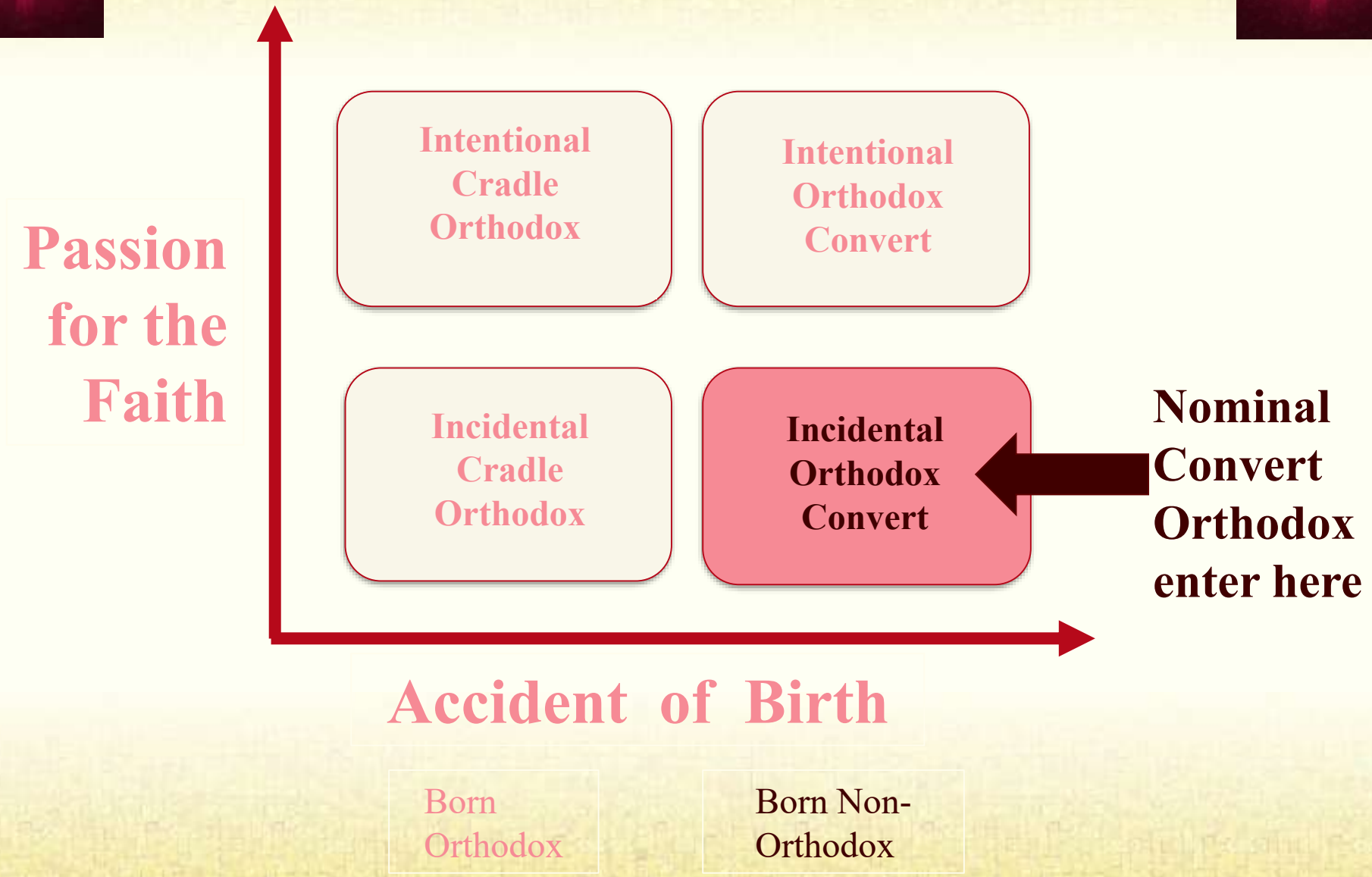
4 Kinds of Orthodox Christians



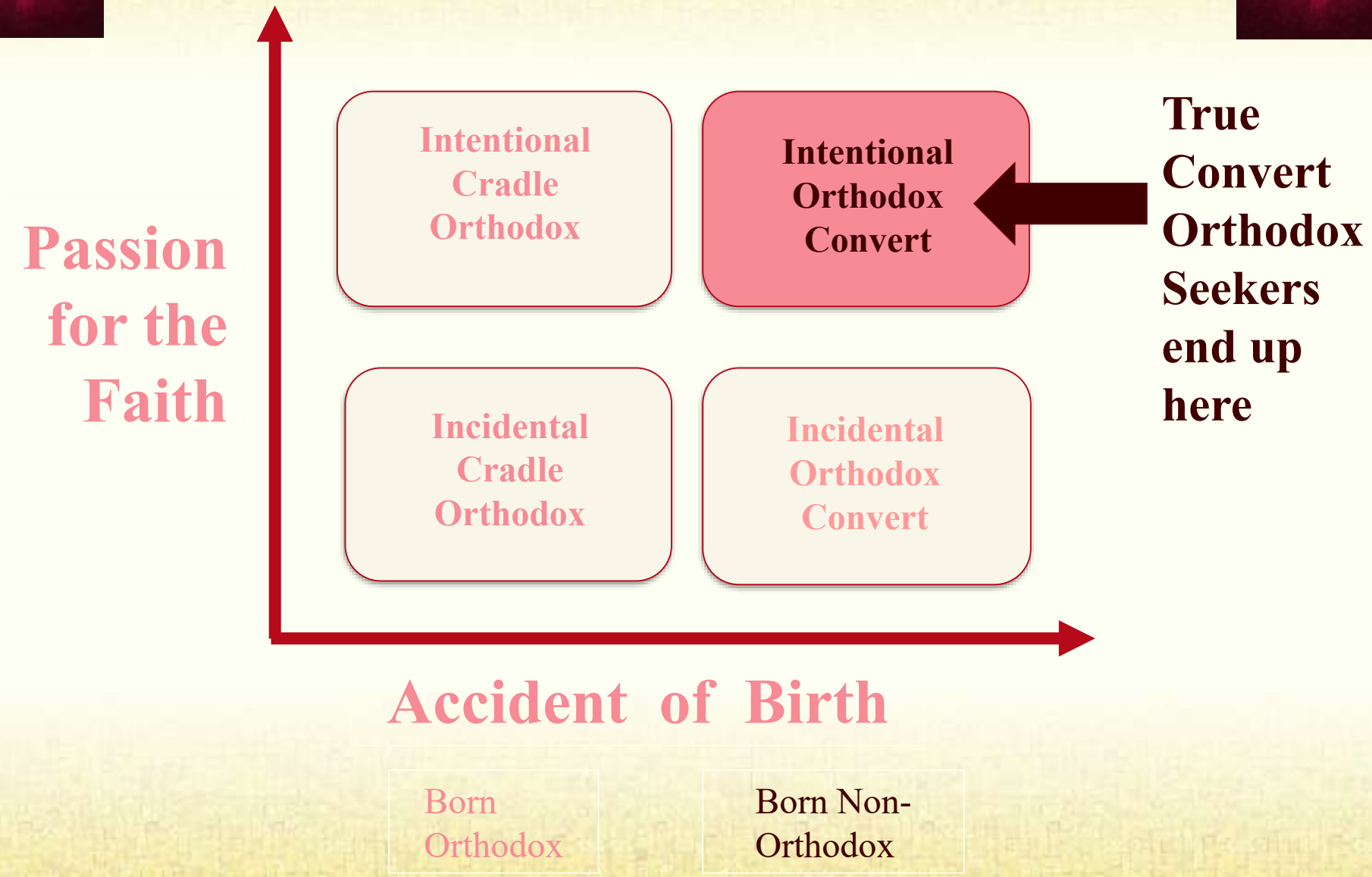
4 Kinds of Orthodox Christians



4 Kinds of Orthodox Christians



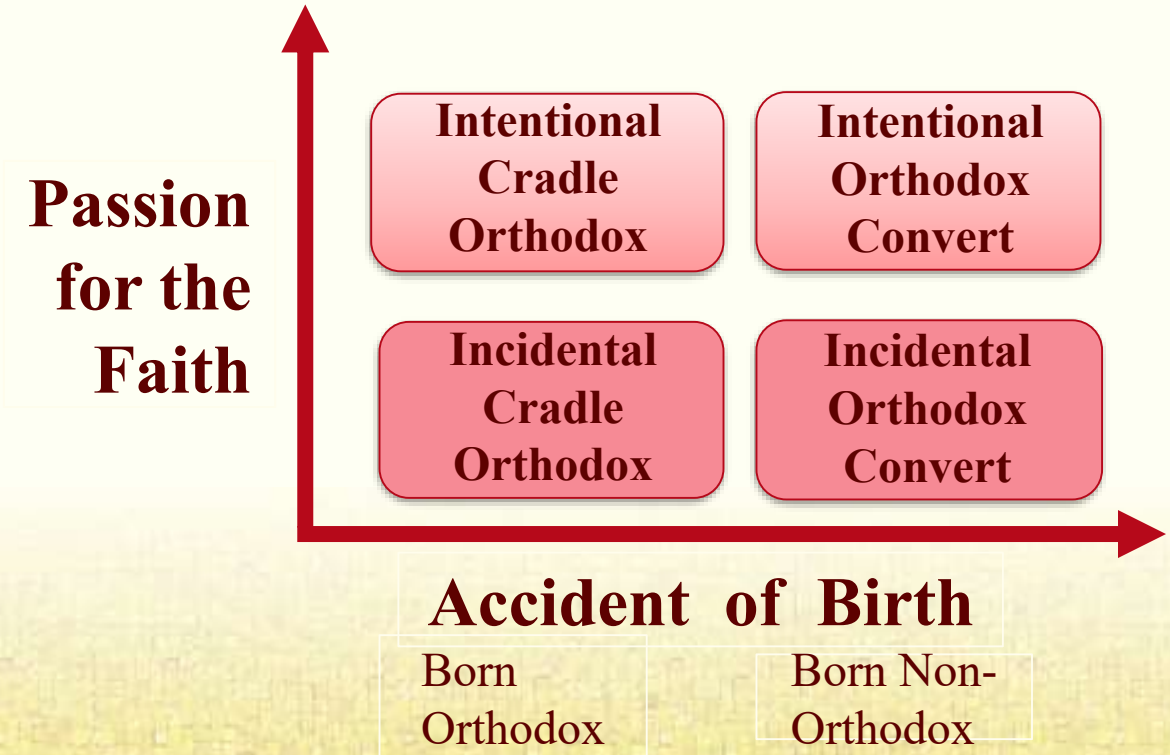
4 Kinds of Orthodox Christians



True Convert Orthodox Seekers end up here

4 Kinds of Orthodox Christians

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



Selected "Spirituality" Challenge Facts

We Lost Our Adults

~ 47% of adults who were raised in the Orthodox Church have left the Church[1]

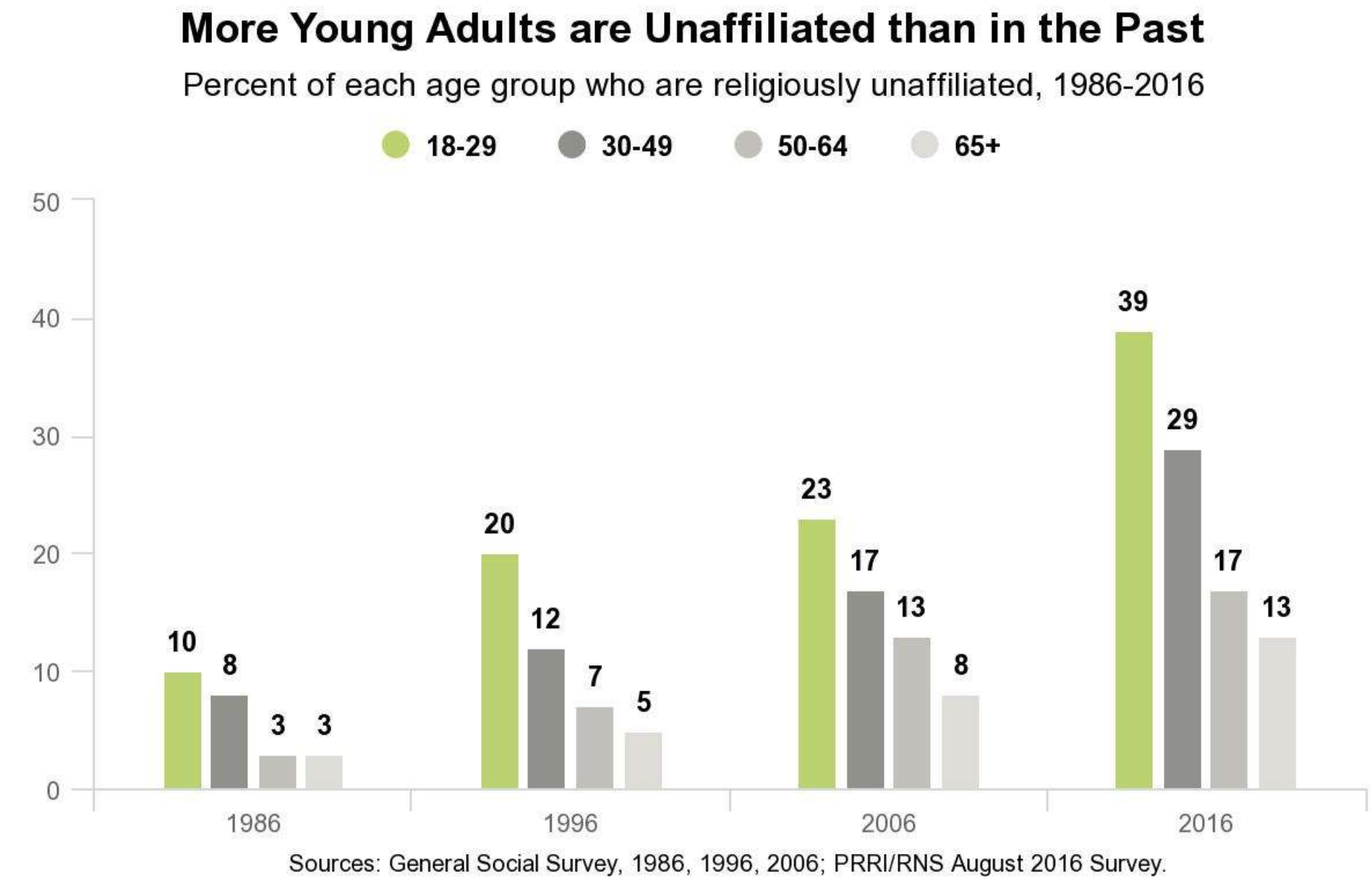
[1] 2015 U.S. Religious Landscape Study - Pew Research Center

We Can "Kiss Our Youth Goodbye"

~ Millennials (aged 18-29) are almost 2.3 times more likely than their adult parents to be unaffiliated with the Church[2]

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

4X Increase in NONES



Church Attendance Data

~ Only 26% of all American Orthodox Church adherents attend church services on a regularly weekly basis.[1]

~ Our minds wander and we are distracted on average approximately 70% - 80% of the time during Orthodox church services (excluding the sermon/homily)[2]

---

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

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

Selected "Income" Financial Stewardship Challenge Facts

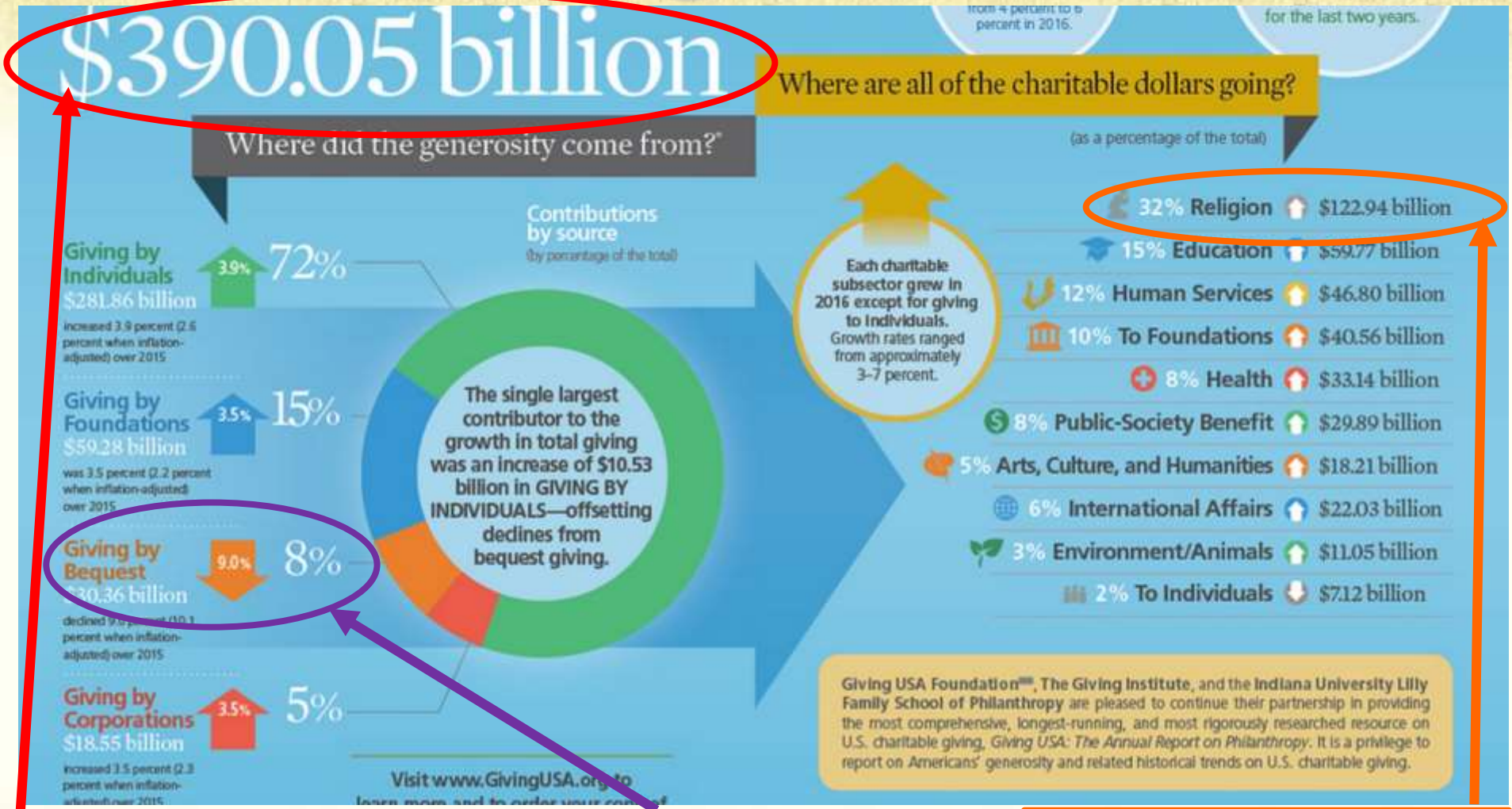
The Giving Facts

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

~ 37% of church goers give $0 to the church

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

The Giving Facts - 2016

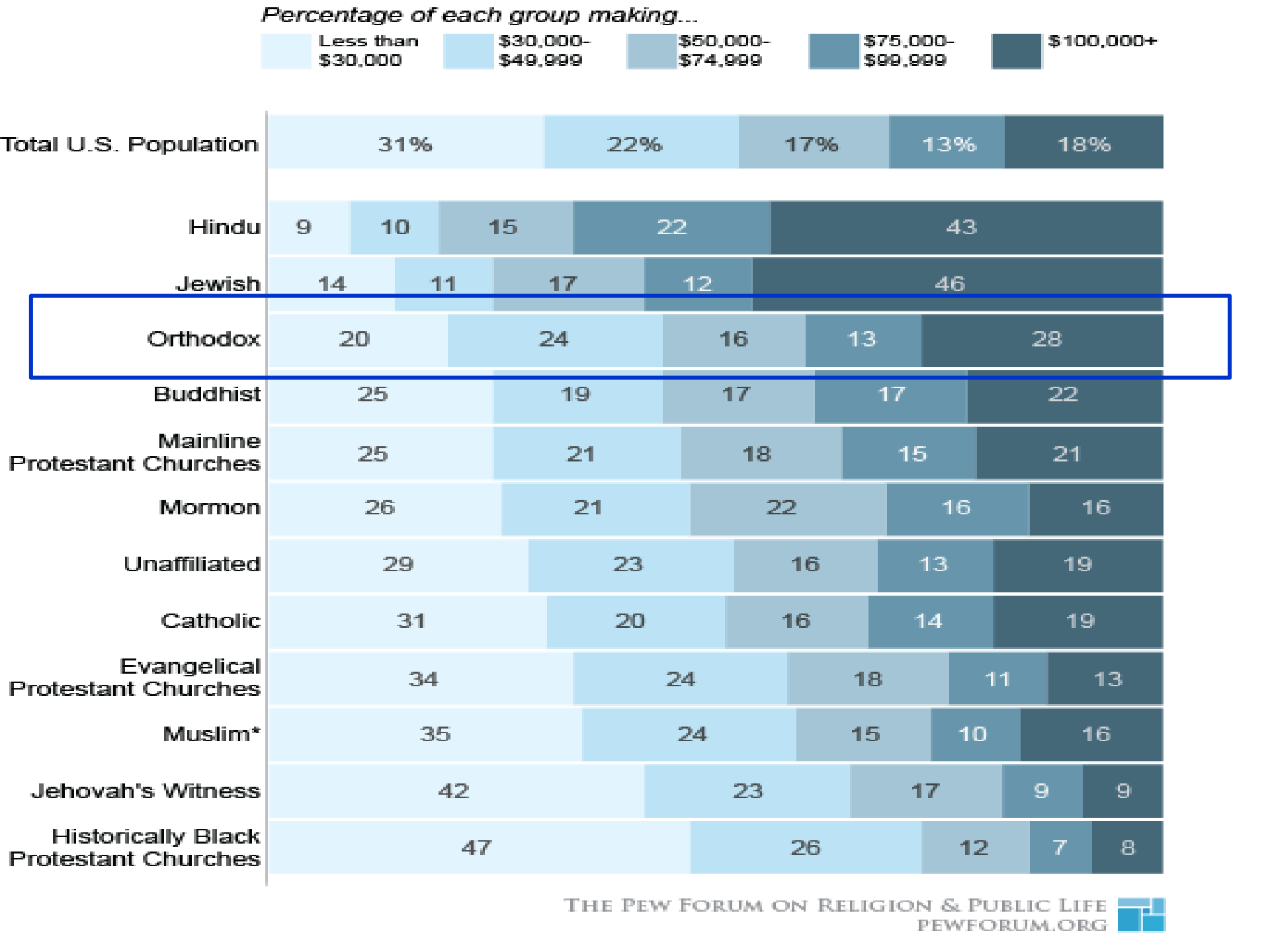


$390 Billion given away

Only 8% in wills

Only 32% to religious causes

[1] Giving USA Foundation - 2017 Annual Report


Percentage of each group making...
Less than $30,000
$30,000-$49,999
$50,000-$74,999
$75,000-$99,999
$100,000+
Total U.S. Population
31%
22%
17%
13%
18%
Hindu
9
10
15
22
43
Jewish
14
11
17
12
46
Orthodox
20
24
16
13
28
Buddhist
25
19
17
17
22
Mainline Protestant Churches
25
21
18
15
21
Mormon
26
21
22
16
16
Unaffiliated
29
23
16
13
19
Catholic
31
20
16
14
19
Evangelical Protestant Churches
34
24
18
11
13
Muslim*
35
24
15
10
16
Jehovah's Witness
42
23
17
9
9
Historically Black Protestant Churches
47
26
12
7
8
THE PEW FORUM ON RELIGION & PUBLIC LIFE
PEWFORUM.ORG

U.S. Christian Charitable PER PERSON Giving Statistics[1]

Group	$
U.S. Christian average =	$880
U.S. Evangelical Protestant average =	$1,165
Average GOA Parishioner =	$218

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

Selected "Numbers" Challenge Facts

Major Denominations That Are Declining

"Top 25" Denominations Reporting One Year Membership Decreases

1. The **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 %**
14. The **Episcopal Church** (1.9 M members)	**down 2.71 %**
19. **American Baptist Churches** in the U.S.A. (1.3 M members)	**down 0.19%**
21. **United Church of Christ** (1 M members)	**down 2.02%**

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

But Some Major Denominations Are Increasing

"Top 25" Denominations Reporting One Year Membership Increases

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

[1] National Council of Churches' *2012 Yearbook of American & Canadian Churches*

10 Largest Christian Church Parishes in USA [1]

Rank	Church	Location	Lead Pastor	Size	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	Christ's Church of the Valley	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 USA[1]

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

US Christians = 227,590,000 15 Orthodox = 0.36% GOA = 0.02%

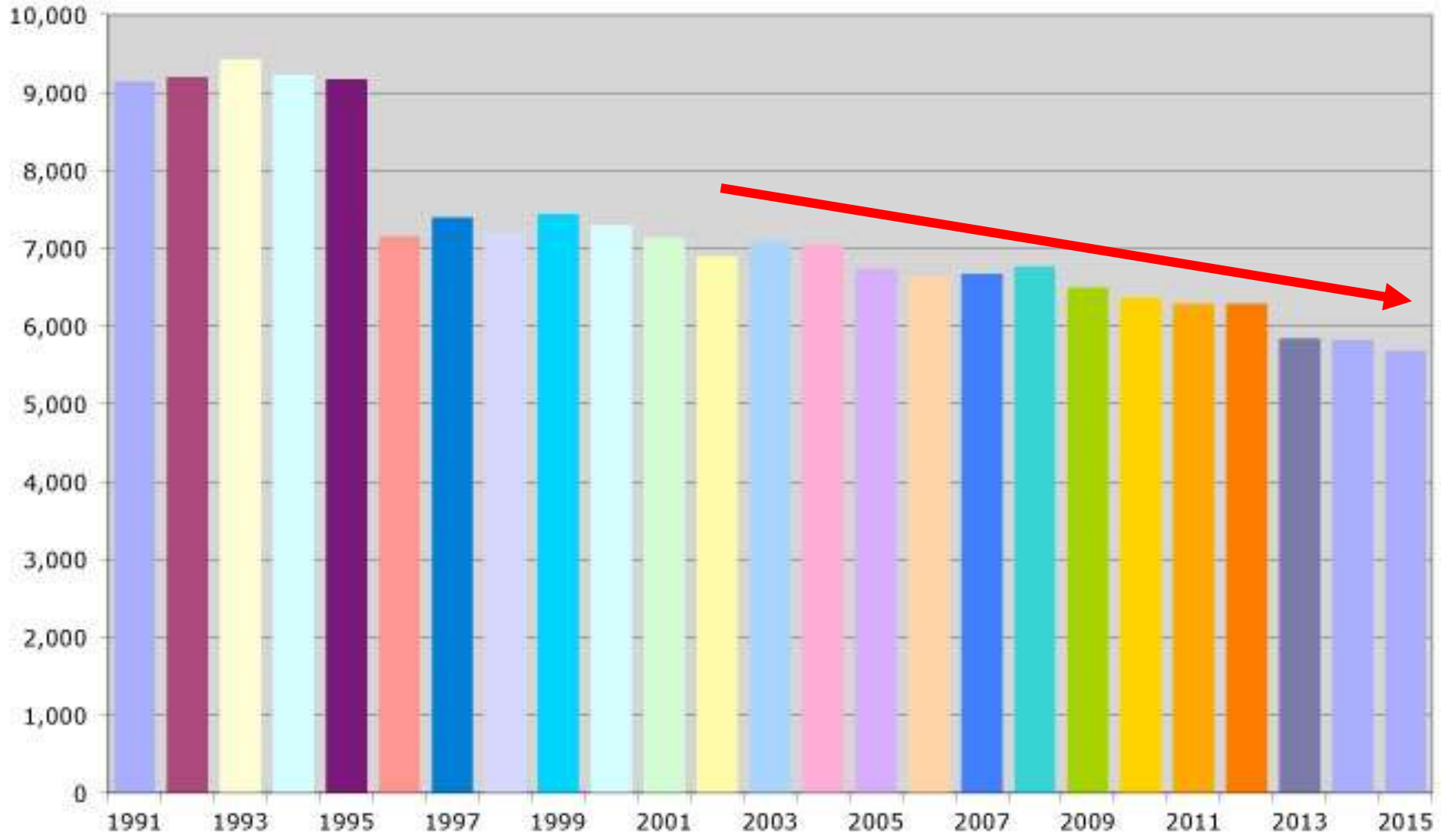
[1] 2010 Atlas of American Orthodox Christian Churches, Assembly of Bishops - by Alexei Krindatch

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

GOA Baptisms Are Declining

Baptisms 1991 - 2015

Greek Orthodox Archdiocese of America

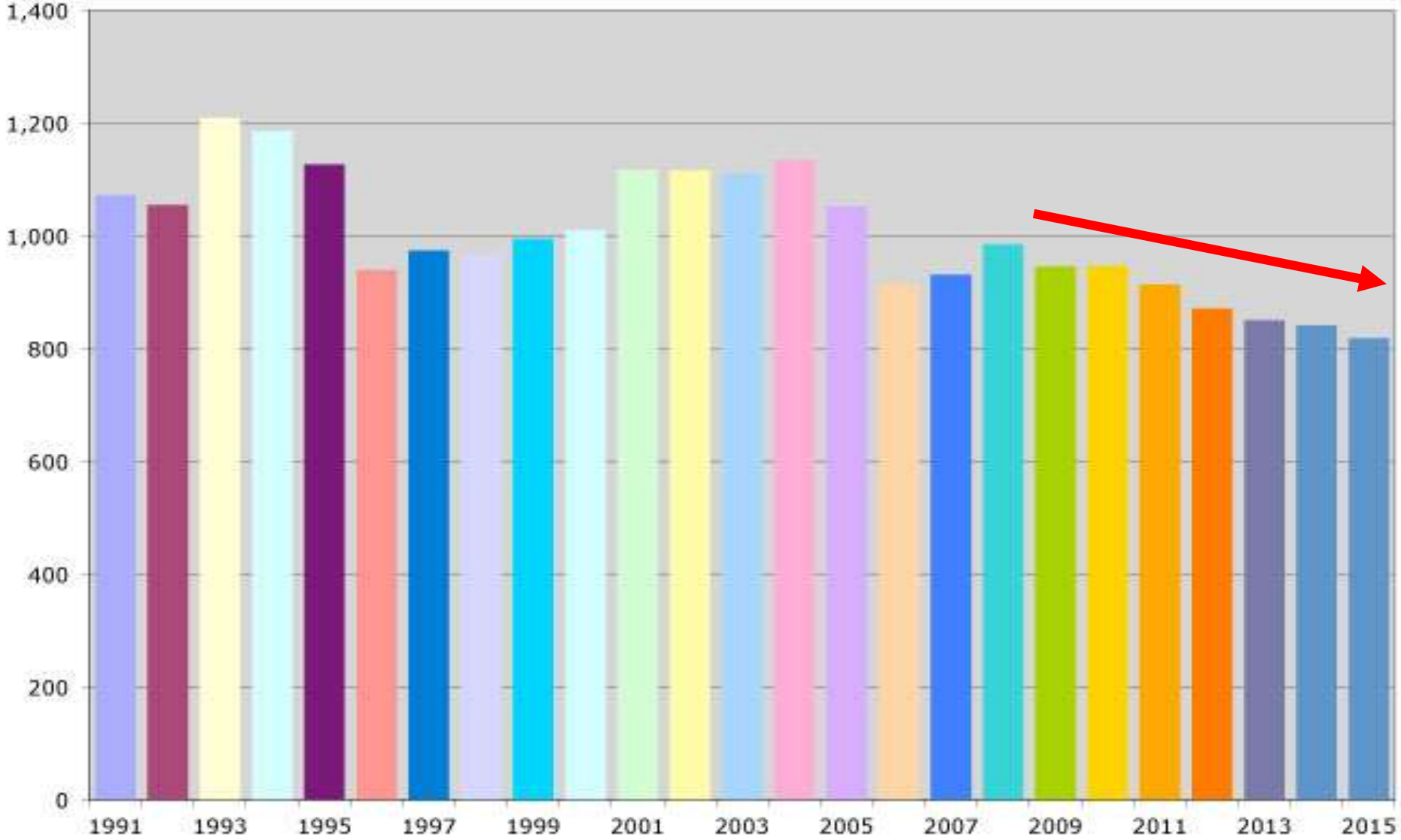


Since 1996, statistics from Canada, Central America and South America were no longer included in Registry tabulations.

GOA Chrismations Are Declining

Chrismations 1991 - 2015

Greek Orthodox Archdiocese of America



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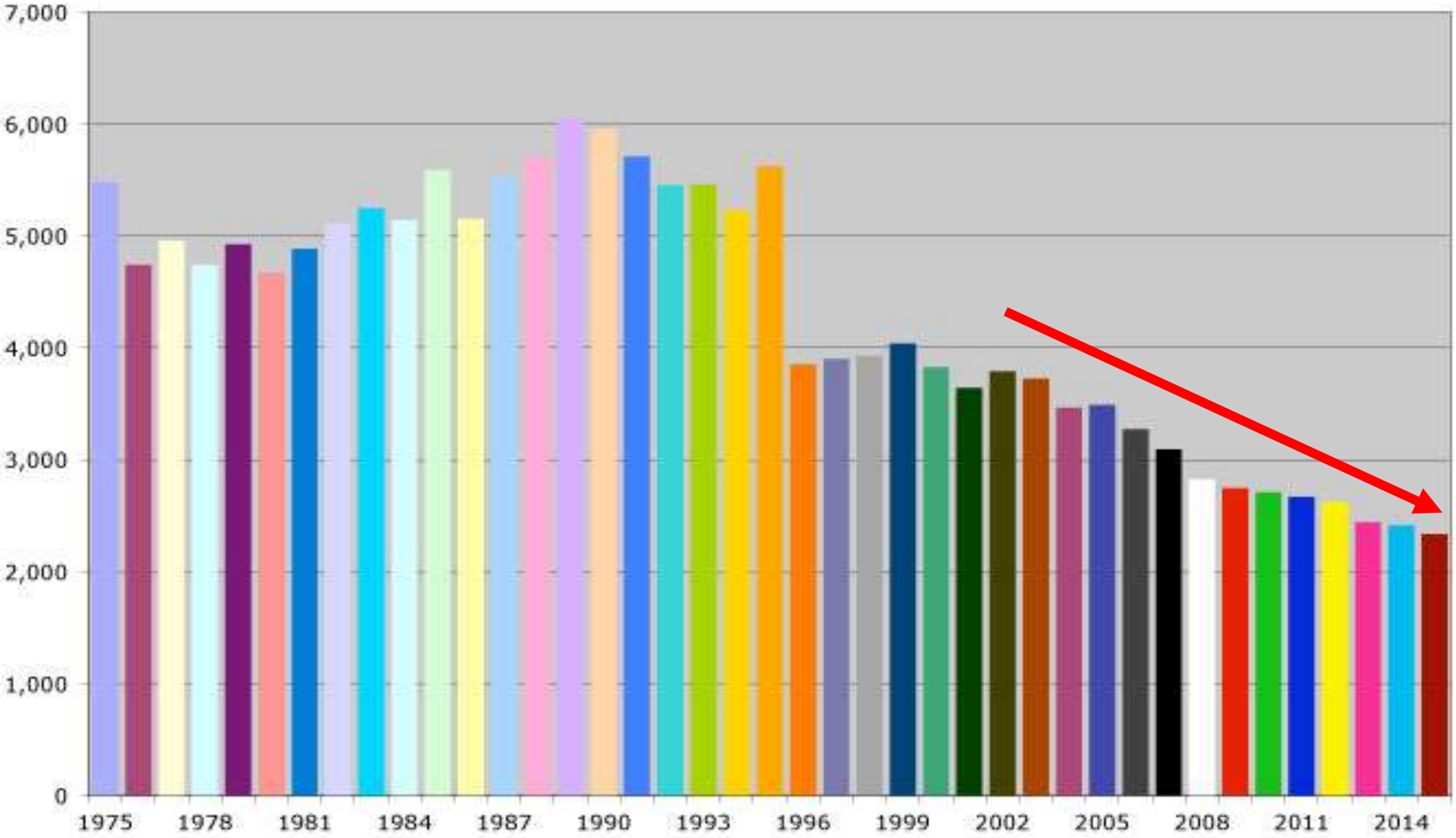
GOA Weddings Are Declining

Weddings 1975 - 2015

Greek Orthodox Archdiocese of America



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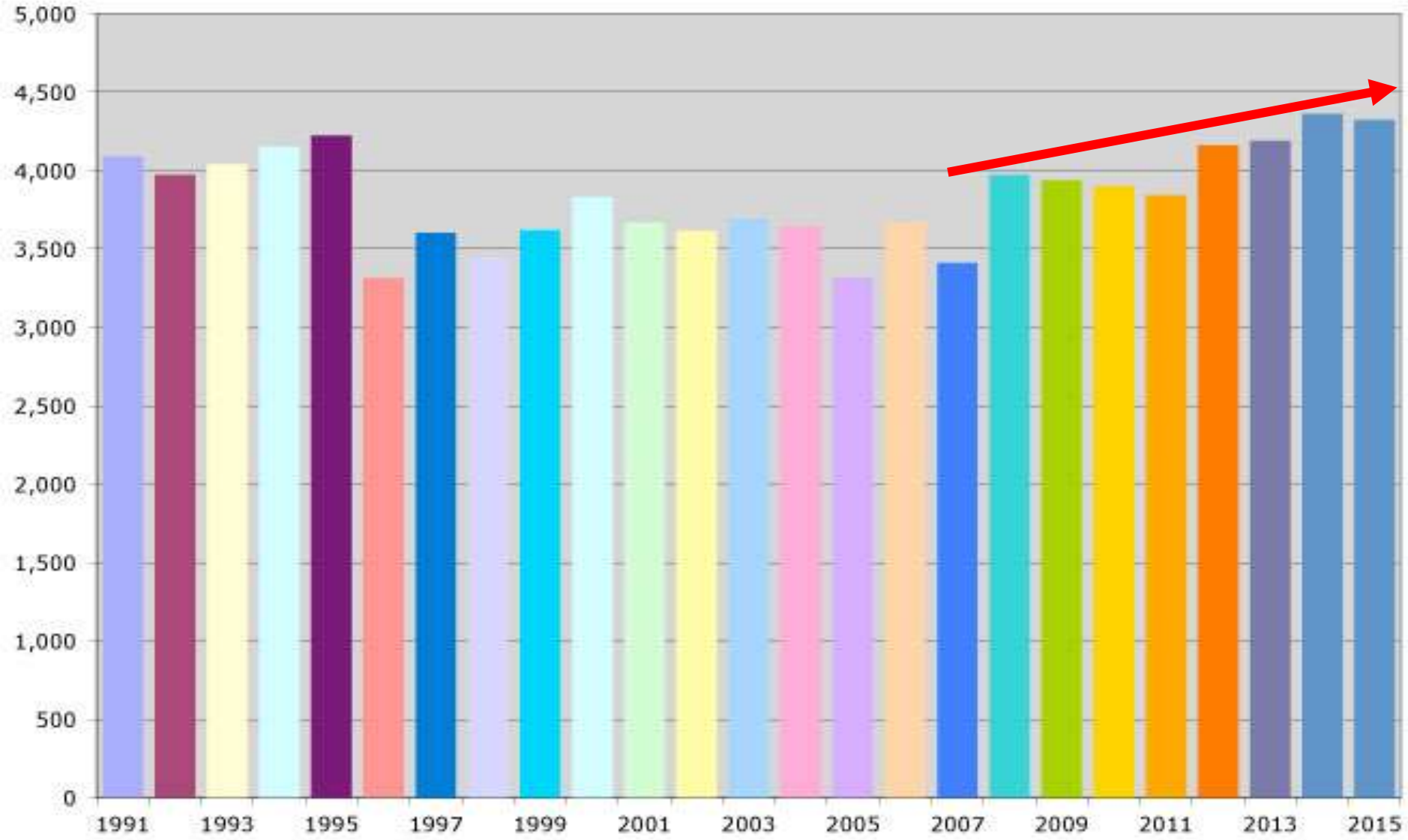
And Finally, Something that is Generally Growing

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.

How Are We Doing?

ANNUNCIATION
GREEK ORTHODOX CHURCH

2016 Annual Report Statistics

Pastor's Greeting

PARISH STAFF

Rev. Fr. Jerry F. Hall, Pastor
Rev. Fr. Andrew T. Lentz, Assistant Pastor
Rev. Dn. Mark Studebaker, Deacon
Mrs. Barbara Pryor, Office Manager
Mrs. Chris Archer, Hall Manager
Mrs. Robynne McKee, Assistant Secretary
Ms. Jan May, Choir Director
Mr. Nicolaos Filippousis, Sexton
Mr. Monroe Mickle, Jr., Custodian
Mrs. Georgia Stathopoulos, Greek School Director
Mrs. Heather Nicolacakes and Mrs. Robin Louis, Sunday School Directors

2016 PARISH STATISTICS

97 Orthros and Divine Liturgies
16 Baptisms/Chrismations
11 Marriages
16 Funerals

This has been an exciting year for all of us at Annunciation. One hundred years is a great milestone and we have celebrated to the best of our ability. We remembered our founders and examined the legacy they prepared for us with their faith, dedication, sacrifice and hard work. We experienced the creative talents of many of our parishioners at the Festival of the Arts. This offered a reminder of the many hidden talents that lie within us. We ate and danced, sharing the joy of fellowship in our community. We were inspired by the visit of Metropolitan Savas and Archbishop Demetrios.

Among all of these highlights there are a few more significant events that signal to me the bright outlook for our future and that have exemplified Stewardship. As part of this year we chose to look beyond our own community and make a significant contribution for another developing orthodox parish. The Lord connected us with another Annunciation Community in Wazirabad Pakistan through the Orthodox Christian Mission Center, who needed a community center built next to their church building. This community responded in an extraordinary way raising $30,000 in just a few weeks. Today the community center for Annunciation is almost complete. We have made an impact on the future of that parish.

We planned for our future, for our children and theirs, as we decided to approve our centennial campaign projects. Once again, as we add space for our Good Samaritan Food Assistance Ministry we are looking outside of ourselves to serve others in the name of Christ. This posture of looking outwardly with a willingness to serve others and to open our doors to new people and experiences is [illegible] our future growth.

Orthodox Christianity has always been [illegible] home for anyone who desires it. [illegible] every Orthodox parish. [illegible] message of salvation [illegible] share it [illegible] Orthodoxy.

[illegible] potential we have for sharing our God-given talents and resources that will propel us to greater success and growth in the new century for the Glory of God. "To those whom much has been given, much will be required" (Luke 12:48). This year our cup has run over and we have much to be thankful for and so much more to share. This year has taught me that we are positioned well to face the challenges of a new century. We have faith in Christ, love for others, and our doors are open. "Come and see" (John 1:46).

With Love in Christ,
Rev. Fr. Jerry F. Hall

Our Mission: To proclaim the Gospel of Christ; to teach and spread the Orthodox Christian faith; to energize, cultivate and guide the life of the community according to the Orthodox faith and traditions.

16 Baptisms/Chrismations

16 Funerals

??? People who just left

The Bottom Line

- Church membership is declining in traditional Christian churches
- Church sacraments are declining
- Church contributions are declining
- Church member spirituality is declining
- Church relevance is declining
- Church stewardship is declining
- Church attentiveness during services is declining
- Church disengagement by youth is increasing
- Church member deaths are increasing
- Church dependence on Festivals, raffles and fund raisers is increasing

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 ?

Part 4

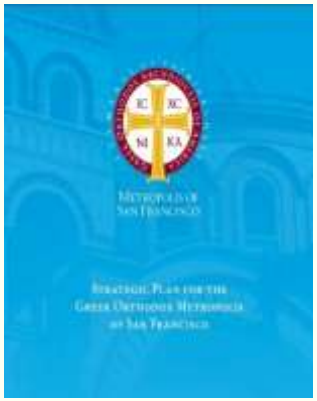
The Stewardship Calling Effective Church Model

Effective Parish "To Do" Item

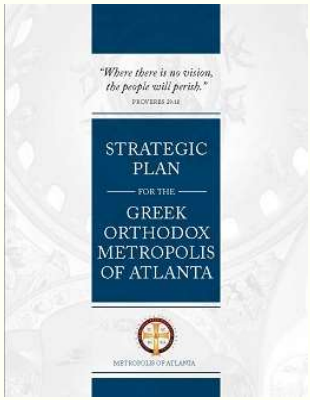
HINT: Whenever you see a slide like this, there will be an action item for you or your Parish to take based on the material presented.

Orthodox Tipping Point of Data

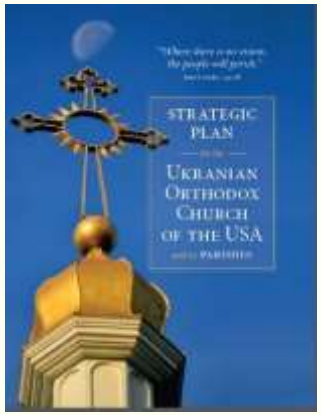
I have been blessed to complete strategic plans covering approximately 17% of all Orthodox Christians in America



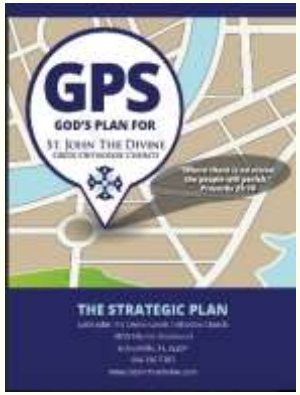
GOA Metropolis of San Francisco (7 Western States)



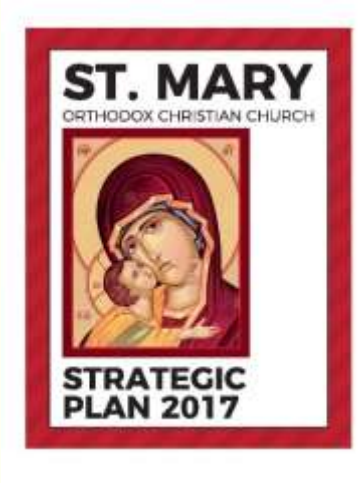
GOA Metropolis of Atlanta (8 Southeastern States)



Ukrainian Orthodox Church of the USA (entire USA)



St John The Divine (Jacksonville)



St Mary (Wichita)

Stewardship Calling Effective Church Model

Institutional

Effective Worship Experience

Worship

Vision

Consensus Vision and Strategic Plan

Engaged Disciples

Disciples

Stewardship

Culture of True Stewardship

Individual

Stewardship Calling

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

www.stewardshipcalling.com

WHY? | EFFECTIVE CHURCH MODEL – THE 4 CRITICAL DIMENSIONS | STEWARDSHIP | CHURCH STRATEGIC PLANNING

PODCASTS / INTERNET RADIO | SPIRITUAL – LEADERSHIP RETREATS | BLOG | RESOURCES | UPCOMING PROGRAMS

TESTIMONIALS | IT'S NOT ABOUT ME | IN LOVING MEMORY OF BESS MARIANES

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

Effective Church Model – The 4 Critical Dimensions

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Stewardship Calling Effective Church Model

Institutional

Effective Worship Experience

Worship

Vision

Consensus Vision and Strategic Plan

Engaged Disciples

Disciples

Stewardship

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

Institutional

Effective Worship Experience

Worship

Vision

Consensus Vision and Strategic Plan

Engaged Disciples

Disciples

Stewardship

Culture of True Stewardship

Individual

15 Culture of True Stewardship Practices

1. Stewardship & Generosity
2. Leadership Alignment
3. Tithing
4. Time First
5. It's personal
6. Engagement
7. Welcoming
8. Thanking
9. Youth
10. Messaging
11. Campaigns
12. Estate Giving
13. Transparency & Accountability
14. Small Groups
15. Team

Stewardship Calling Effective Church Model

Institutional

Effective Worship Experience

Worship

Vision

Consensus Vision and Strategic Plan

Engaged Disciples

Disciples

Stewardship

Culture of True Stewardship

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

Stewardship Calling Effective Church Model

Institutional

Effective Worship Experience

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Culture of True Stewardship

Individual

Top 5 Things People Look For In Picking A New Church

1. Quality of sermons (83%)
2. Feeling welcomed by leaders (79%)
3. Style of services (74%)
4. Location (70%)
5. Education for kids (56%)

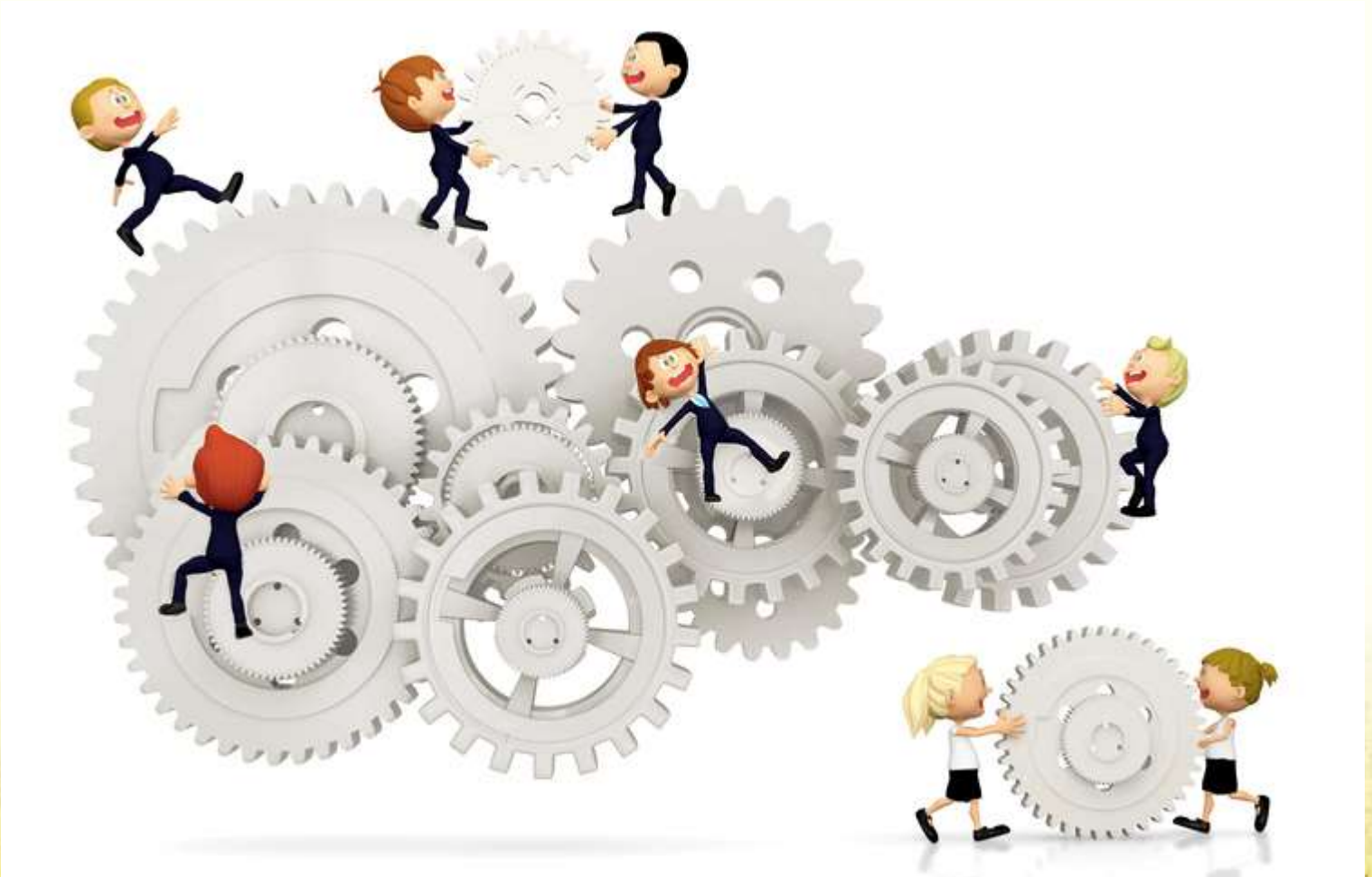
Pew Research Center Study: "**Choosing a New Church or House of Worship - Americans look for good sermons, warm welcome"** (August 23, 2016)
http://www.pewforum.org/2016/08/23/choosing-a-new-church-or-house-of-worship/

Effective Parish "To Do" Item

Within the context of our faith:
(1) deliver the most impactful sermons;
(2) create the most welcoming and engaging of Sunday experiences;
(3) provide an effective youth education program.

Today's Big Idea

Engagement



Part 5

Engaged Discipleship

Stewardship Calling Effective Church Model

Institutional

Effective Worship Experience

Worship

Vision

Consensus Vision and Strategic Plan

Engaged Disciples

Disciples

Stewardship

Culture of True Stewardship

Individual

Today's Key Message

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

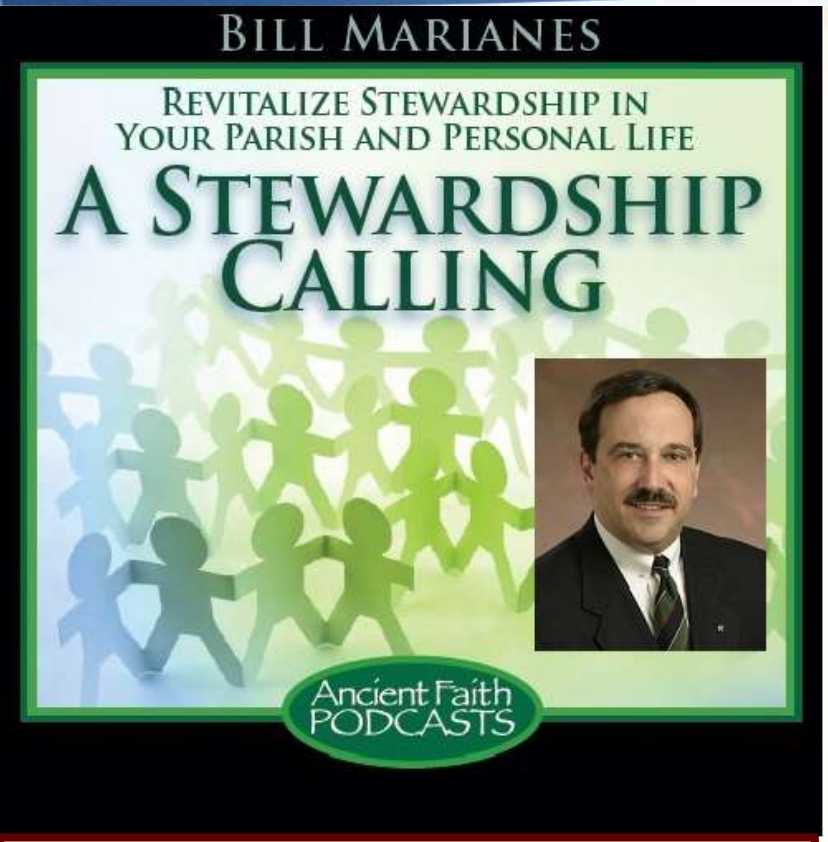
Today's Big Question

How many Disciples have you made?

ANCIENT FAITH RADIO

Bringing the Ancient Christian Faith to the Modern World

Ancient Faith Ministries



7 Steps To Creating Engaged Disciples

How to Create Engaged Disciples

Sunday January 29, 2017

http://stewardshipcalling.com/internet-radio/

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

7 Engaged Disciples Practices

1. **Spiritual education**

- **A 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**

- **The National Study of Youth & Religion proved that the shallowness of the faith understood and practiced by youth and emerging adults is the direct reflection of a shallow faith passed on by their parents**

Spiritual Education

- **What Spiritual Education does your Parish offer to adult parishioners?**
  - Adult Religious Education
  - Bible Studies
  - Online spiritual education resources
  - Distributed written materials
  - Small Groups (see later discussion)
  - Specific support groups
  - Prayer circles
  - Time/money management programs
  - etc…

Spiritual Education

- **Your Parish must create programs to train parents on how to:**
  - **Follow up and reinforce what their children are being taught in Sunday School and in the Homily**
  - **Discuss with their children what their faith means to them and how they live it in their daily lives**
  - **Engage in dialogues (not monologues) on contemporary moral issues with their children**
  - **Provide useful and effective spiritual education resources for their children**

Spiritual Education

- **What online spiritual education resources are you making available to your faithful?**

http://atlstrategicplan.org/home/completed-goal-materials/8-1-spiritual-growth-resources/

TO DO LIST:
1. LOVE GOD & LOVE PEOPLE
2

Effective Parish "To Do" Item

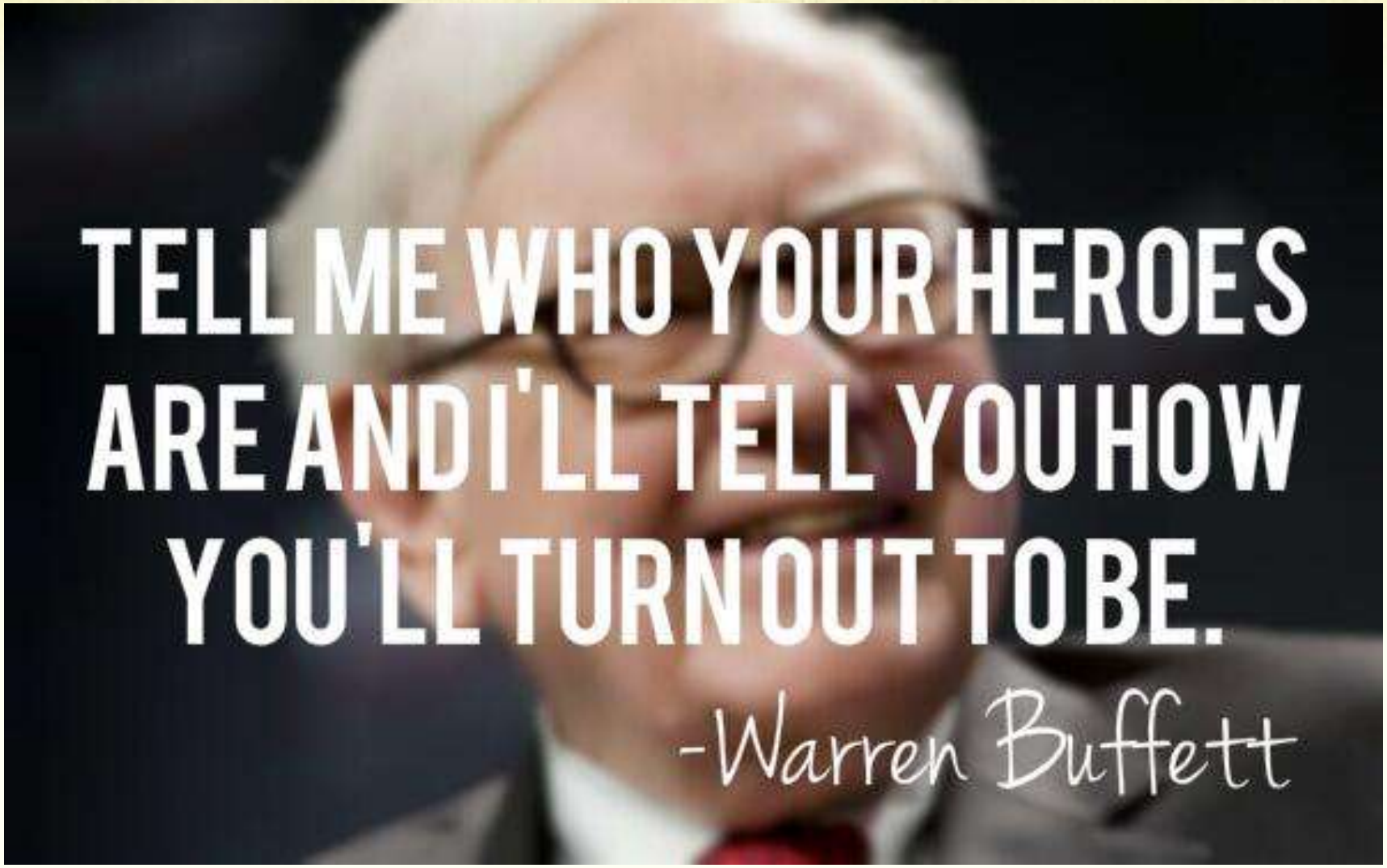
TO DO LIST:
1. LOVE GOD & LOVE PEOPLE
2

Develop a comprehensive Spiritual Growth Ministry and Education process and schedule focused for adults

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 Does It Mean To Be A Hero and Disciple?


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

The 3 Attributes of Heroes and Disciples

1. Courage

2. Compassion

3. Love

Be Courageous

Watch, stand fast in the faith,

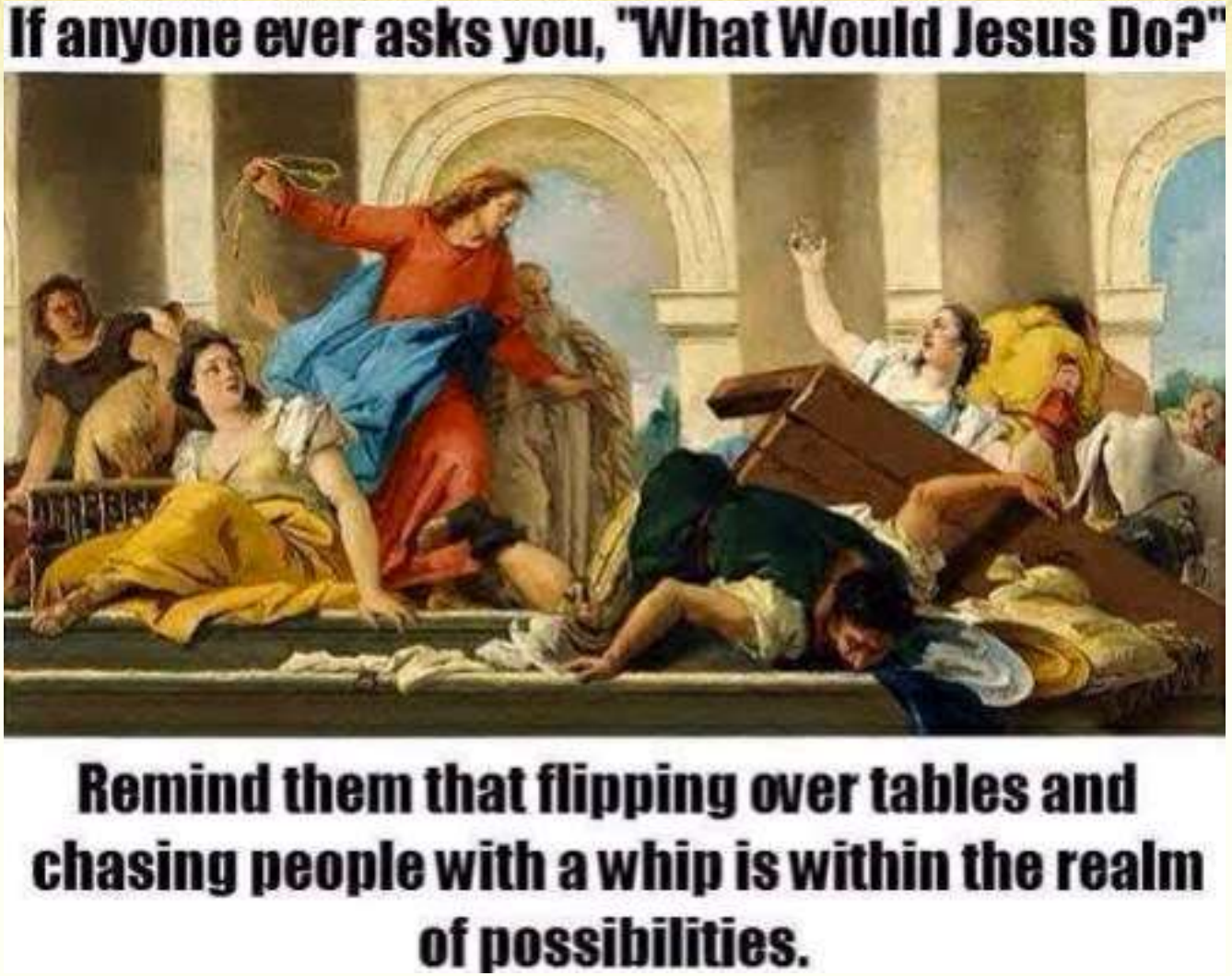
be courageous;

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

1 Corinthians 16:13-14

A Picture of a Hero

Be Courageous



Matthew 21:12
Luke 19:45

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**
6. **Change agent**

Be Courageous

Your Parish needs to create a way to share stories of the courageousness of:

1. **Adult parishioners**
2. **Youth parishioners**
3. **Other modern adults and youth**
4. **Historic figures - but only if you connect their story to contemporary times**

TO DO LIST:
1. LOVE GOD & LOVE PEOPLE
3

Effective Parish "To Do" Item

TO DO LIST:
1. LOVE GOD & LOVE PEOPLE
3

Give examples and teach ways to be courageous in daily life in your homilies and Sunday School and Small Group curriculum

The 3 Attributes of Heroes and Disciples

1. Courage

2. Compassion

3. Love

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?

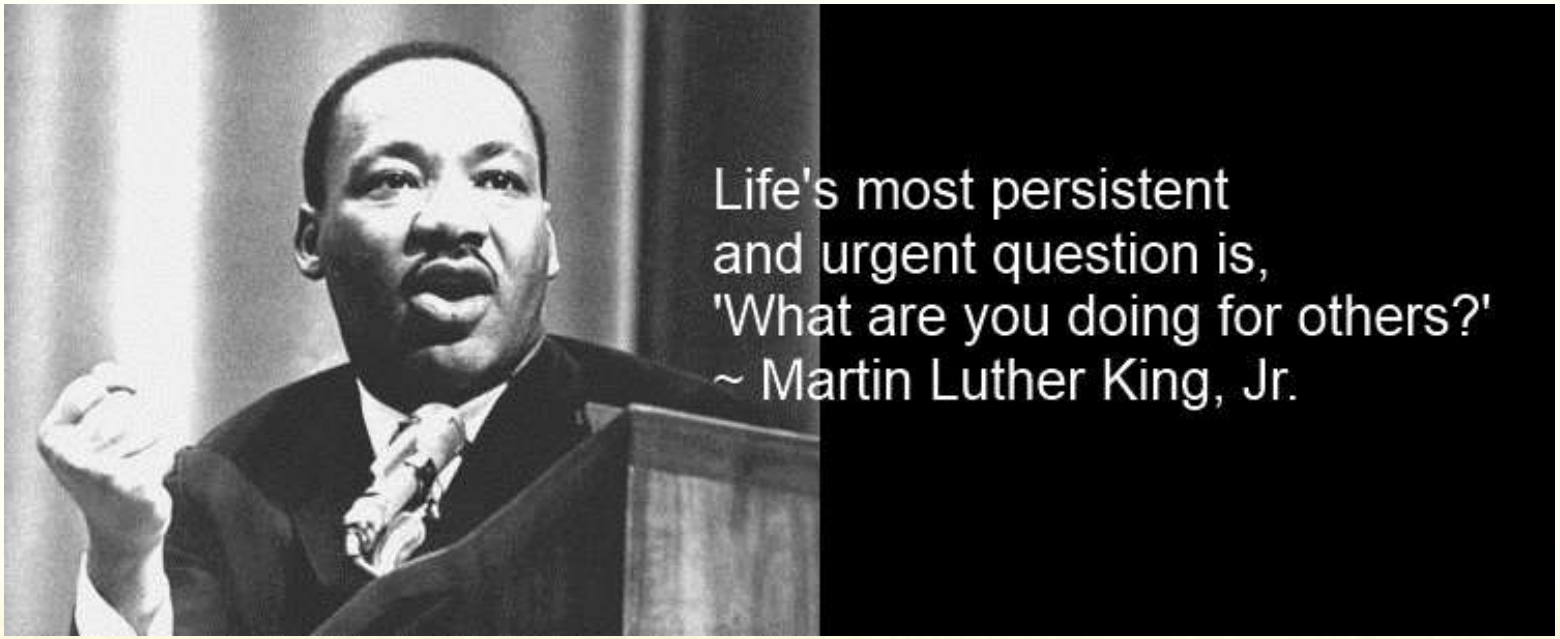
Compassion: "...a multidimensional process comprised of four key components:

1. **an awareness of suffering (cognitive/empathic awareness)**
2. **sympathetic concern related to being emotionally moved by suffering (affective component)**
3. **a wish to see the relief of that suffering (intention)**
4. **a readiness to help relieve that suffering (motivational)"**

Jazaieri, H., Jinpa, G. T., McGonigal, K., Rosenberg, E. L., Finkelstein, J. Simon-Thomas, E., Cullen, M., Doty, J. R., Gross, J. J., Goldin, P. R. (2012). Enhancing compassion: A randomized controlled trial of a compassion cultivation training program. *J Happiness Stud.* doi: 10.1007/s10902-012-9373-z

What Is Compassion?

Helping others in need



Be Compassionate

Your Parish needs to create a way to share stories of the compassion of:

1. **Adult parishioners**
2. **Youth parishioners**
3. **Other modern adults and youth**
4. **Historic figures - but only if you connect their story to contemporary times**

A Picture of Compassion

TO DO LIST:
1. LOVE GOD & LOVE PEOPLE
4

Effective Parish "To Do" Item

TO DO LIST:
1. LOVE GOD & LOVE PEOPLE
4

Give examples and teach ways to be compassionate in daily life in your homilies and Sunday School and Small Group curriculum

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.

John 13:34-35

Be Loving

“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.”

John 14:21

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

A Picture of Love

Be Loving

Your Parish needs to create a way to share stories of love that is expressed by:

1. **Adult parishioners**
2. **Youth parishioners**
3. **Other modern adults and youth**
4. **Historic figures - but only if you connect their story to contemporary times**

TO DO LIST:
1. LOVE GOD & LOVE PEOPLE
5

Effective Parish "To Do" Item

TO DO LIST:
1. LOVE GOD & LOVE PEOPLE
5

1. Foster a culture of unconditional love in your Parish

2. Give examples and teach ways to be loving in daily life in your homilies and Sunday School and Small Group curriculum

What Does It Mean To Be A Disciple?

What Instructions Did Jesus Christ Give His Disciples?

Christ's Great Commission

"Go therefore and make disciples of all the nations"

Matthew 28:19

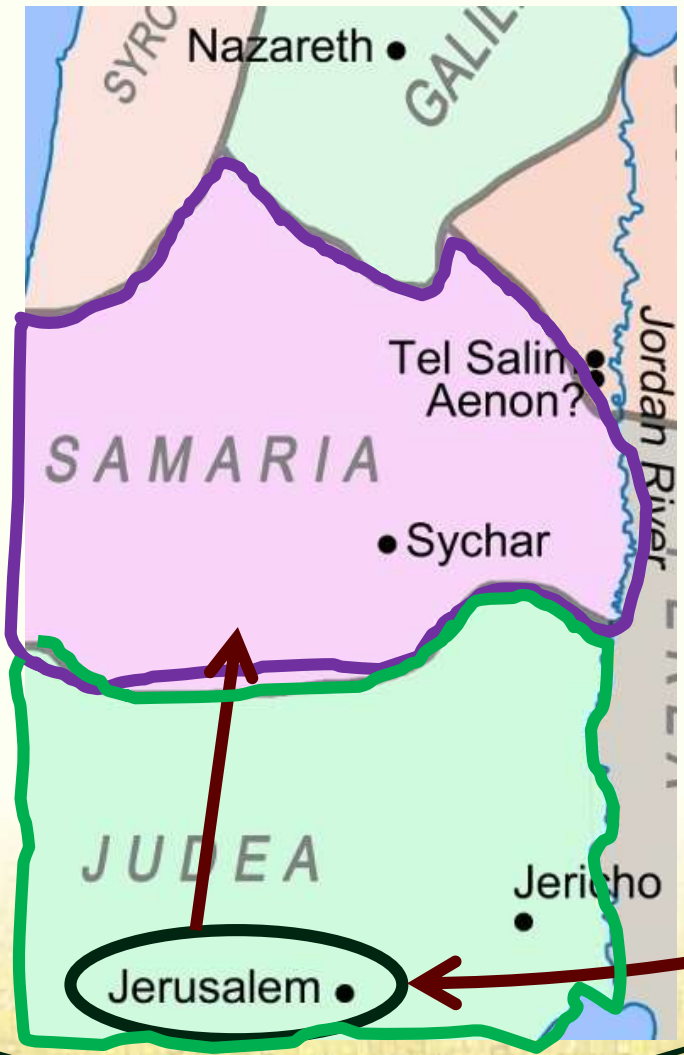
Christ's Great Commission Instructions

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

Your Great Commission Map

The Ends of the Earth

Samaria is only about 35 miles North of Jerusalem

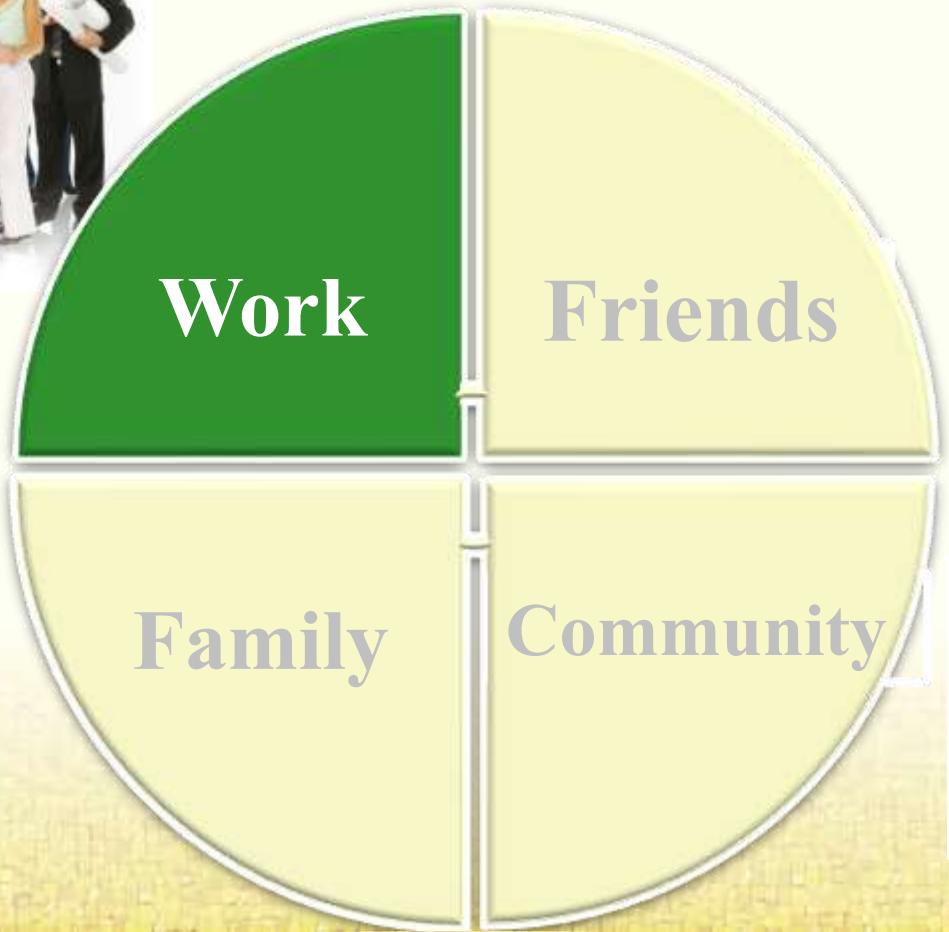


Akron is only about 5,906 miles West of Jerusalem

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?

A Provocative Thought About Your WORK Jerusalem

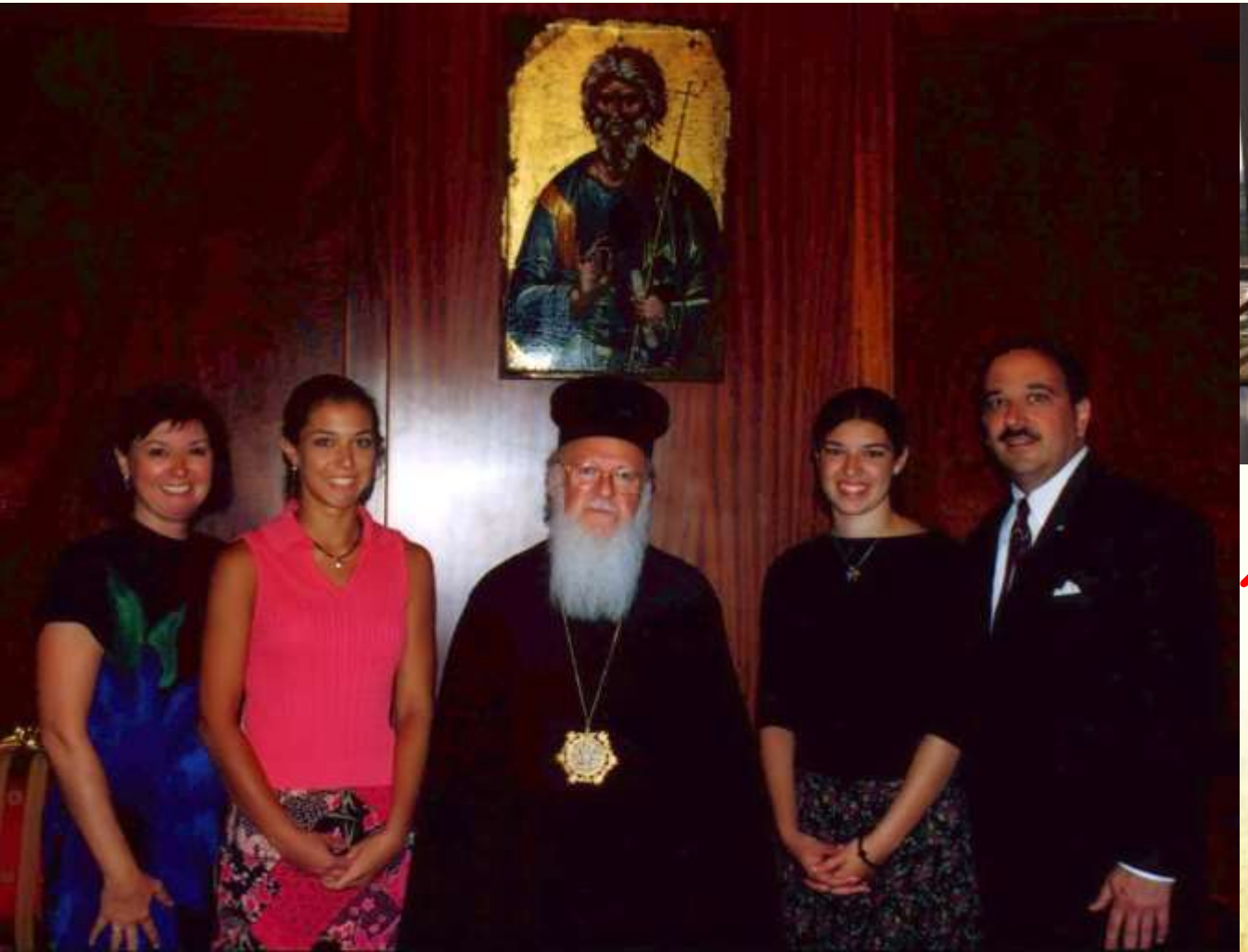


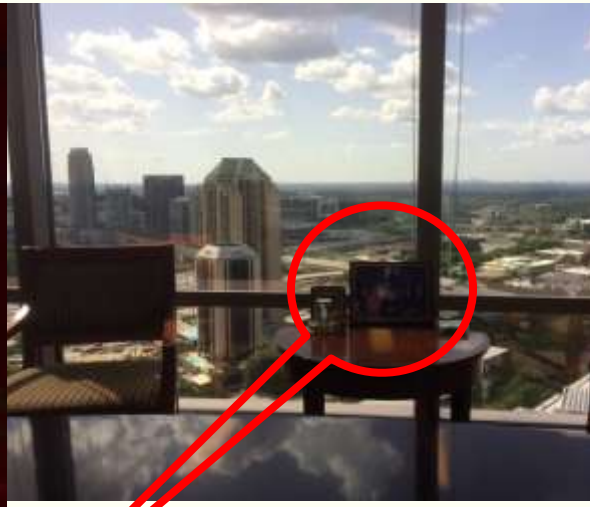
Living Your Faith In A Secular Jerusalem

(my time as a Global Law Firm Office Managing Partner)

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

1. Family and Friend Photos





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

2. Office Art

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

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

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

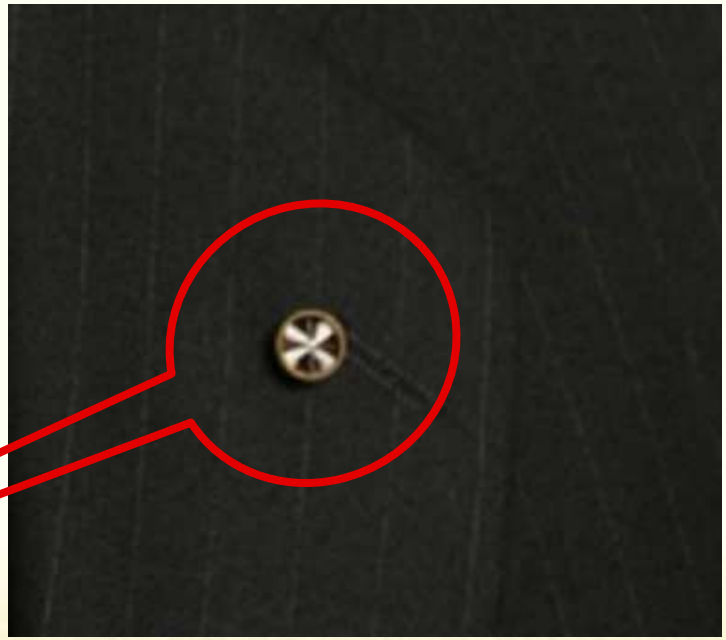
4. You promote and represent the brands that you :

- wear
- consume or use
- buy or contribute to

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

4a. The Brands You Wear/Represent…

My official law firm photo



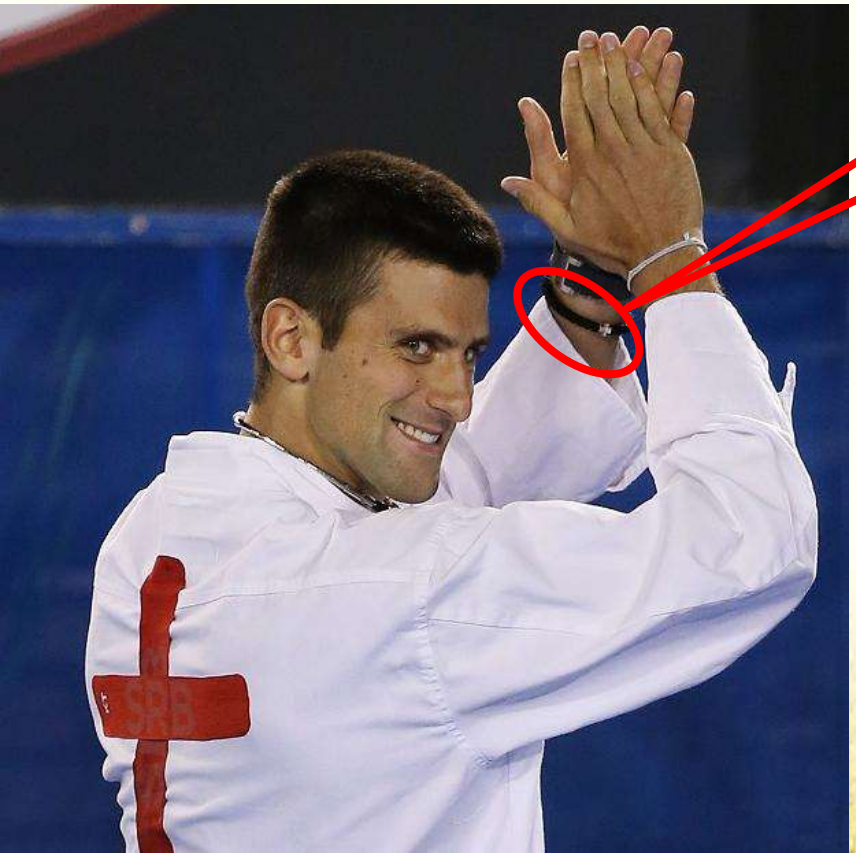
Archon of the Ecumenical Patriarch – Defender of the Faith

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

4b. Prayer Rope

Living Your Faith In A Secular Jerusalem

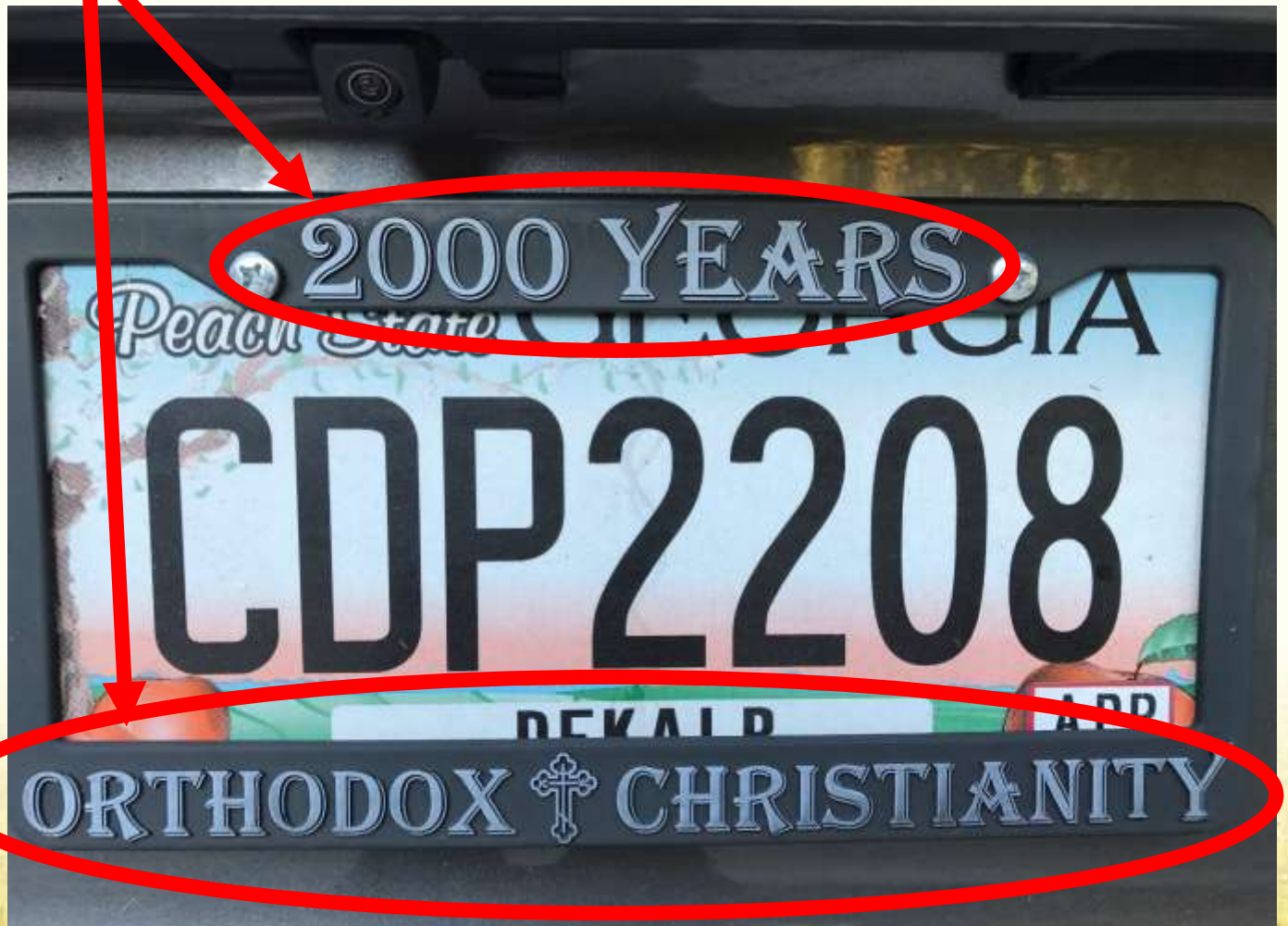
4b. Prayer Rope



Novak Djokovic
Serbian professional tennis player ranked No. 1 in the world in

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

5. Your License Plate



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

6. Your Clients/Matters/Causes/Boards

~ Clients/Causes/Matters that are controversial for your faith (Episcopal breakaway parishes cases

~ Clients/Causes/Matters that are inconsistent with your faith (health care facilities that also perform abortions)

~ Boards for causes or agencies that are inconsistent with your faith (United Way - Planned Parenthood)

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

7. Your Pro Bono (personal and institutional)

~ Service to Christ's church

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

8. Your Social Media Presence

~ What do you post/like/retweet/forward on social media or electronically that speaks to your faith?

~ What do you comment on (or fail to comment on) in social media that speaks to your faith?

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

9. The Next Generation

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

(Proverbs 22:6)

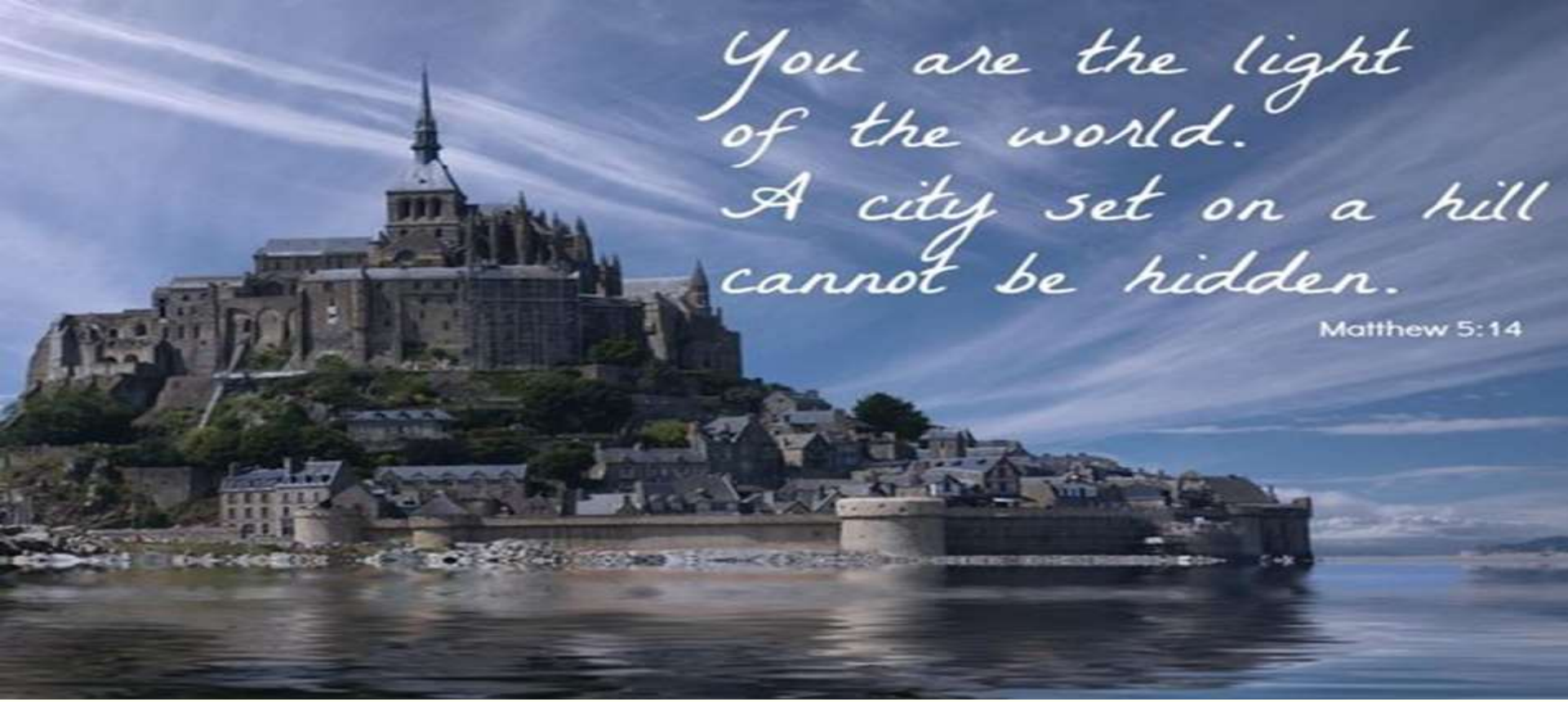
Living Your Faith In A Secular Jerusalem (my time as Managing Partner)

9. The Next Generation

~ The greatest single influence on youth and emerging adults is their PARENTS - what they taught them and the behaviors they modeled

---

The National Study of Youth and Religion and The Science of Generosity Studies (the largest and longest running youth empirical studies on youth and emerging adults)



What message are you broadcasting?

TO DO LIST:
1. LOVE GOD & LOVE PEOPLE
6

Effective Parish "To Do" Item

TO DO LIST:
1. LOVE GOD & LOVE PEOPLE
6

1. Visibly live your faith;

2. Visibly represent your faith;

3. Visibly model being a Courageous, Compassionate and Loving Disciple of Jesus Christ

How Can We Become Better Heroes and Disciples?

Your Two Essential Images

1. CROSS

2. Traffic Light

Your Two Essential Images

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

Your Two Essential Images

1. CROSS

2. Traffic Light

Your Two Essential Images

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 start doing?

GO SLOW WHOA

What should you slow down?

GO SLOW **WHOA**

What should you stop doing?

GO **SLOW** **WHOA**

Your Two Essential Images

1. CROSS

2. Traffic Light

Effective Parish "To Do" Item

With respect to understanding and living your Orthodox faith, identify:

1 action you will start (Go)

1 action you slow down (Slow)

1 action you will stop (Whoa)

Your Path To

"WIN"

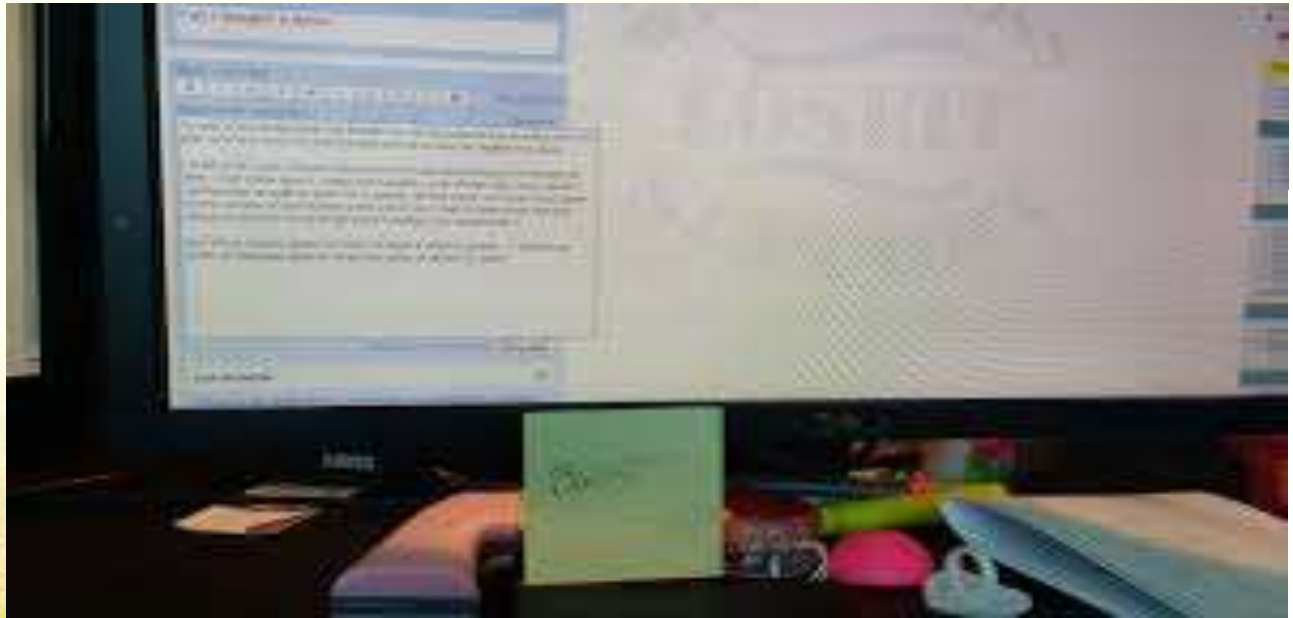
Write

It

Now

Your Path To WIN

Write It Now



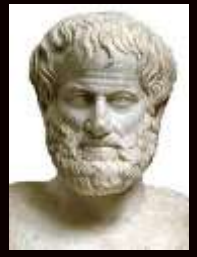
Slow

Whoa

Go

We are what we
repeatedly DO.

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



Effective Parish "To Do" Item

Develop Parish training and processes that encourage parishioners to become better disciples and help make other disciples (including "Go, Slow, Whoa" training and support)

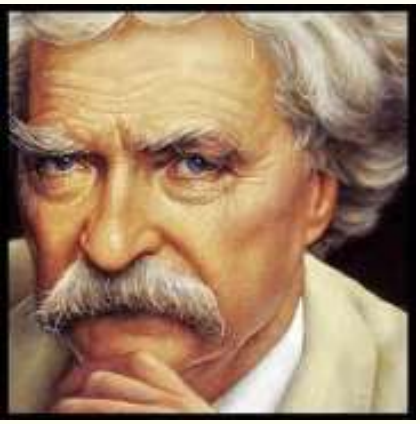
7 Engaged Disciples Practices

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

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

What Is A Stewardship Calling?

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

When you discern WHY you have been so blessed, you will discover your stewardship calling

You Have Been Called

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

Ephesians 4:1

You Have Been Called

"... 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

The Question I Ask Every Parishioner

What are you good at that your church could use?

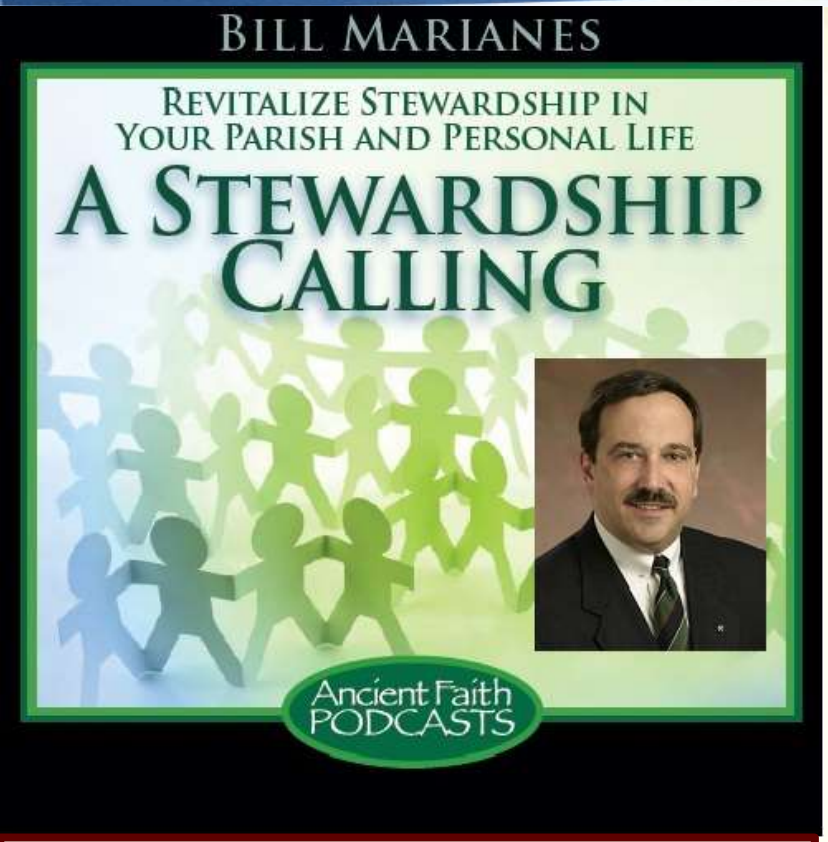
The First 3 Steps

Of Discerning And Living Your Stewardship Calling?

ANCIENT FAITH RADIO

Bringing the Ancient Christian Faith to the Modern World

Ancient Faith Ministries



http://stewardshipcalling.com/internet-radio/

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

The First 3 Steps

Step 1: Accept God is in control, not you

~ Until you submit yourself, and your life, to God's will, you will not be in the best frame of mind to discern your calling

~ This is the hardest step in today's "you're in control of you" culture

The First 3 Steps

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

~ God is constantly sending you messages about what you should do, and not do, with your life

~ Learn to listen to all the "angels" God sends your way, regardless of how unlikely the messenger

The First 3 Steps

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

- ~ Find the best place and process for you to sort out and understand God's messages

- ~ Start living your calling (even if you have to do it "part-time" until you can make a transition)

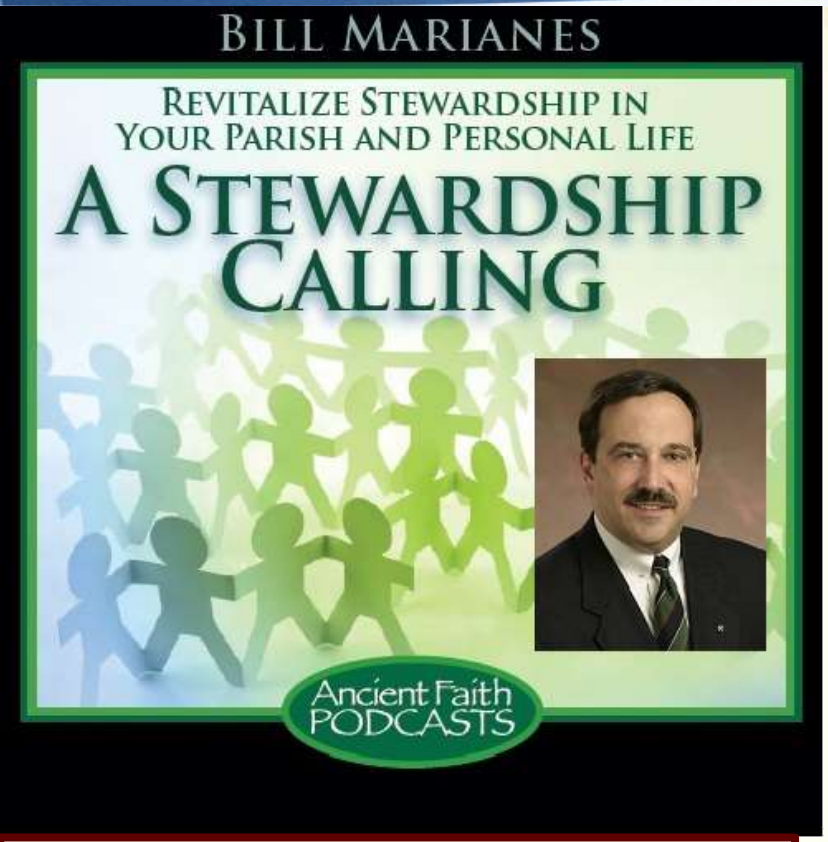
The 3 Key Questions

To Your Discern And Live Your Stewardship Calling?

ANCIENT FAITH RADIO

Bringing the Ancient Christian Faith to the Modern World

Ancient Faith Ministries



http://stewardshipcalling.com/internet-radio/

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

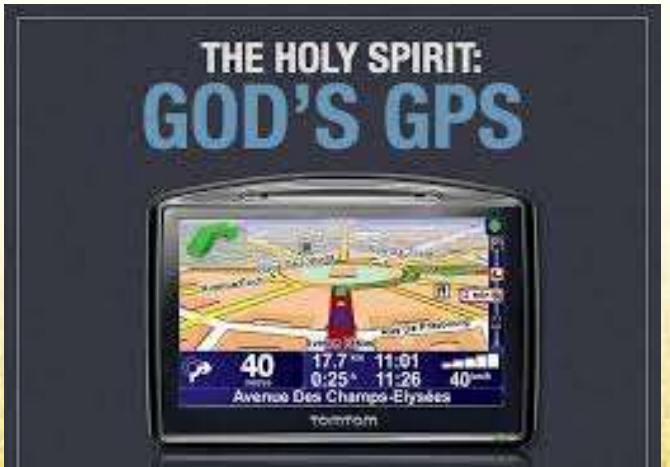
G.P.S. Sunday Part II

July 31, 2016

G.P.S.
(God Positioning System)

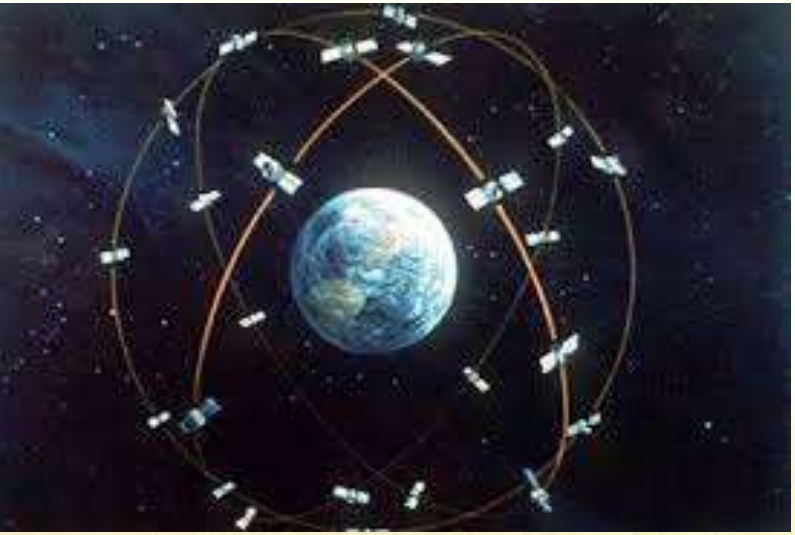
“For we are His workmanship, created in Christ Jesus for good works, which God prepared beforehand that we should walk in them.”

Ephesians 2:10



The Key 3 Questions

After taking the first 3 steps, you can use a G.P.S. God Positioning System to answer 3 key questions.



The 3 Key G.P.S. Questions

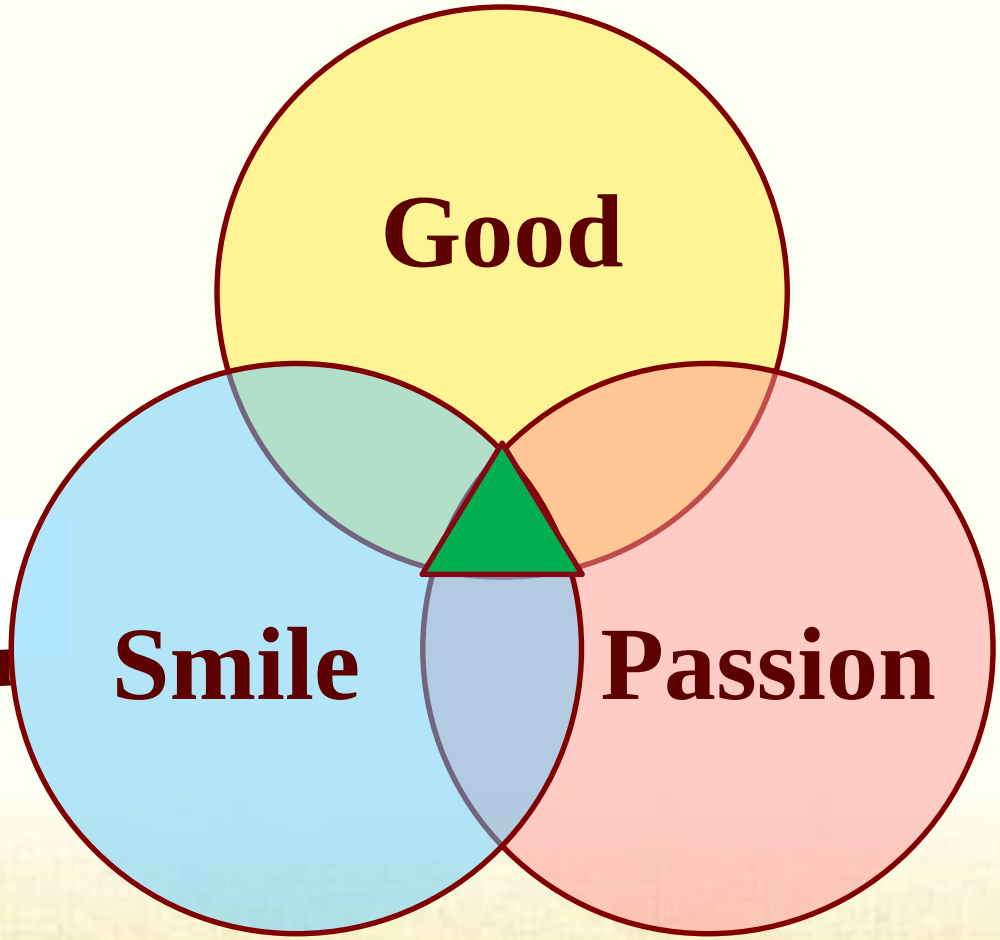
Question 1: What am I Good at?

Question 2: What am I Passionate about?

Question 3: What makes me Smile?

G.P.S. = God Positioning System

what are you Good at

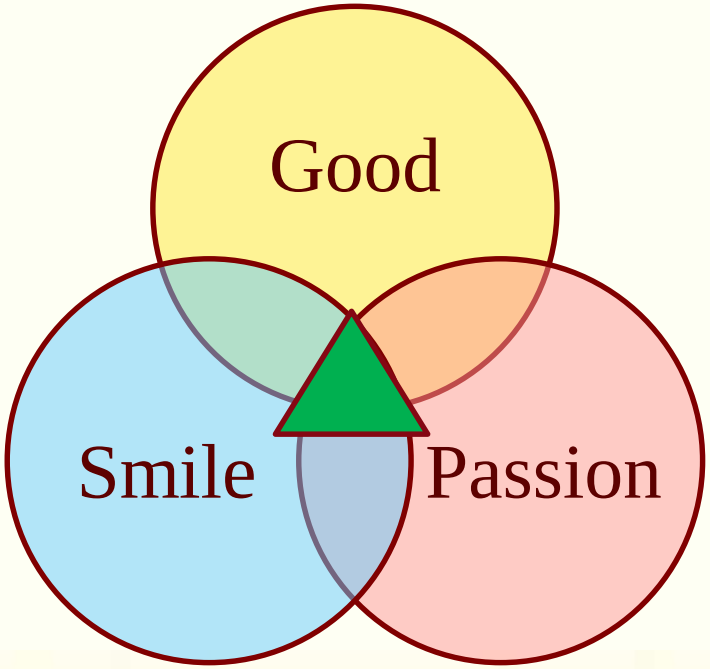


What makes you Smile

what are you Passionate about

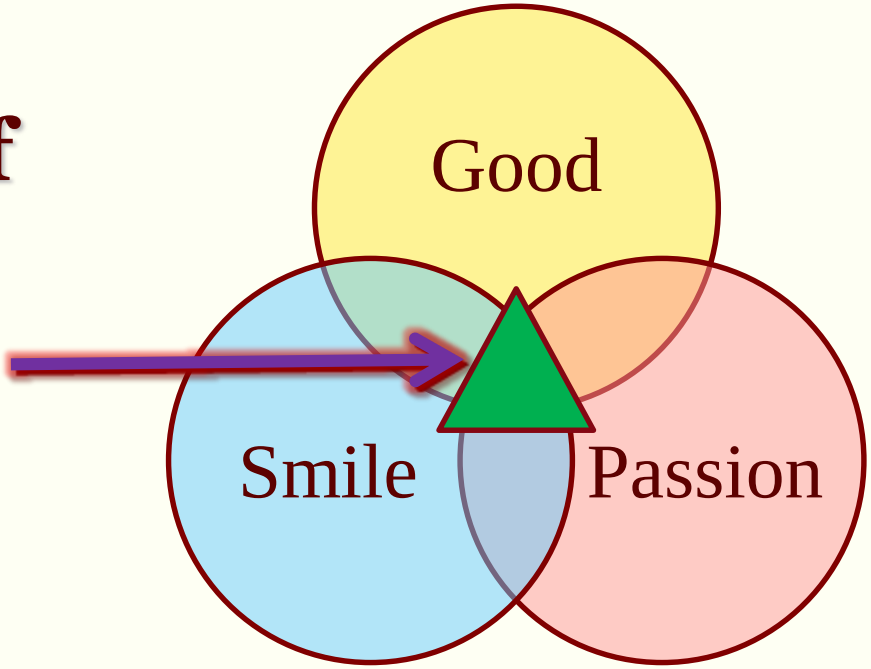
Using G.P.S. To Discern Your Stewardship Calling

- 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

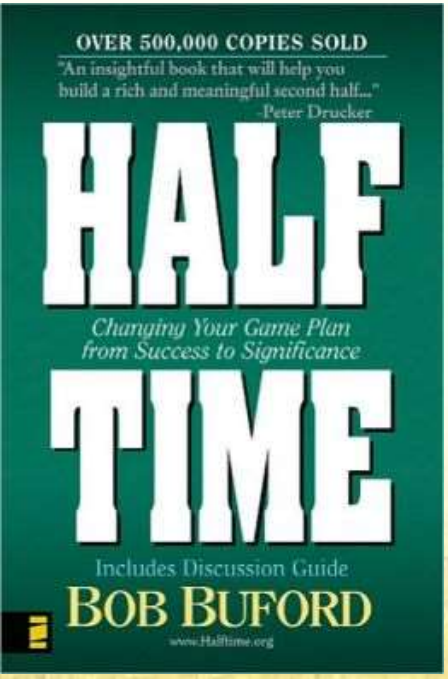
The intersection of what you're good at and passionate about that also brings you joy is where you will likely find your Stewardship Calling.

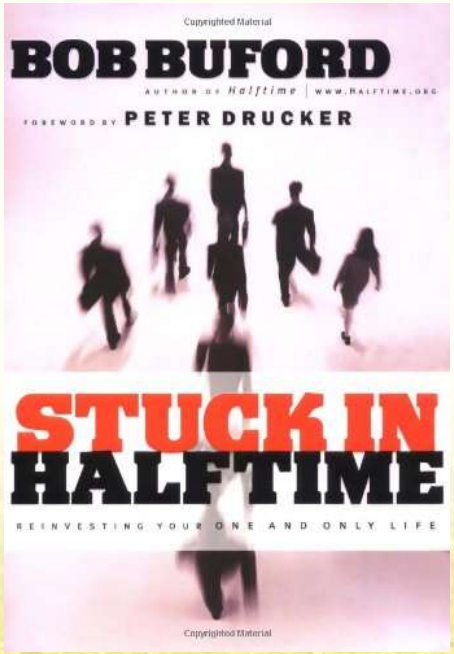


Half Time - The Journey from Success to Significance

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 in-between is Half Time.

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

UCLA 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)

TO DO LIST:
1. LOVE GOD & LOVE PEOPLE
9

Effective Parish "To Do" Item

TO DO LIST:
1. LOVE GOD & LOVE PEOPLE
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Develop processes and support systems to help parishioners discover and live their stewardship callings (e.g., help them identify what they are good at that the Parish could use and then give them the opportunity to offer those gifts)

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

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.)

Prayer

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

The Thief's Prayer :
"...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."

Prayer Ministry Ideas

~ Provide training to your faithful of various ways they could practice an active prayer life

~ Provide prayer resources

~ Repeatedly preach and teach (in church, Sunday school, small groups) the importance of prayer

~ Encourage testimonials regarding the effect of prayer in daily lives

Prayer Ministry Ideas

~ Set up a prayer list (in Parish letters/ bulletins / publications and read names during Divine Liturgy)

~ Establish prayer circles (people praying for each other)

~ Set up a prayer wall with requests for specific prayers (can use names or be anonymous)

~ Do a 50 hours around the clock prayer event

St. Demetrios Orthodox Church - Tucson

ST DEMETRIOS CHURCH *******ST DEMETRIOS GREEK ORTHODOX CHURCH OF TUCSON AZ *******ST DEMETRIOS CHURCH

50 HOURS OF PRAYER --- 2016 *"Spiritual Warfare ↄ Daily Life"*

"For the weapons of our warfare are not carnal but mighty in God..." - 2 Corinthian 10:4

Saturday, September 3rd ❁ *Anthimos, Bishop of Nicomedea & those with him* ❁ *Holy Father Theoctistus* ❁ *Euthymios the Great* ❁ *Aristion, Bishop of Alexandria* ❁ *Phoebe the Deaconess* ❁ *Remaclus, Bishop Maastricht* ❁ *New Martyr Polydorus of Cyprus* ❁ *Aigulphus of Provence* ❁ *Chariton the Martyr* ❁ *St. Polydorus the Martyr of New Ephesus* ❁ *Translation of the Relics of St. Nectarios the Wonderworker, Bishop of Pentopolis* ❁ *Basilissa of Nicomedia* ❁ *Emperor Constantine The New* ❁ *Martyrs Theophilus, Dorotheos, Mardonis, Migdonius, Peter, Indes, Gorgonius, Zeno* ❁ *The Virgin Domna, Euthymius* ❁ *Ioannicius II, First patriarch of Serbia* ❁ *John "The Hairy" Fool-for-Christ at Rostov*

		9:00 - 9:20am	**Prayers to Begin the 50 Hour Prayer Vigil**	
		9:20 - 10:35am	**ORTHROS OR MORNING PRAYERS**	
		10:35 - 11:50pm	**DIVINE LITURGY**	
		11:50 - 12:30pm	**Homily *By Father James Corazza***	
#1.	*Saturday, September 3* *12:30pm to 2:00pm* ******* Team: **PARISH COUNCILS & LEADERSHIP OF ARIZONA'S ORTHODOX CHURCHES** ******* Captains: **JIM & VALERIE ZAFERIS**	12:30 - 12:35pm	**THE JESUS PRAYER**	PREPARATION TO OFFER PRAYERS
		12:35 - 12:55pm	**Akathist** Glory to God for All Things	◈ *Giving God Pre-eminence in Our Lives*
		12:55 - 1:15pm	**Akathist** St Demetrios the Myrrh-bearer	◈ *For Young People* ◈ *For Chastity and Help in Carnal Warfare*
		1:15 - 1:35pm	**Akathist** Theotokos the Unexpected Joy	◈ *For Those Who Find Themselves Amid Sin, Tribulations, Misfortunes, and Sickness* ◈ *For the Unexpected Joy of Repentance*
		1:35 - 1:55pm	**Akathist** Holy Hieromartyr Cyprian	◈ *For the Battle Against Demons and Witchcraft* ◈ *For Those Abandoned by Their Doctors*
		1:55 - 2:00pm	**THE JESUS PRAYER**	CLOSING PETITIONS
#2.	*Saturday, September 3* *2:00pm to 3:30pm* ******* Team: **PRESVYTERAS & DEACONESSES OF AZ ORTHODOX CHURCHES** ******* Captain: **PRESV. ANDREA BARAKOS**	2:00 - 2:05pm	**THE JESUS PRAYER**	PREPARATION TO OFFER PRAYERS
		2:05 - 2:25pm	**Akathist** The Most Holy Trinity	◈ *For the Spirit of True Repentance* ◈ *For Ending Our Days in Purity & Righteousness* ◈ *For the Performing of His Most Holy Will*
		2:25 - 2:45pm	**Akathist** Theotokos, Joy of All Who Sorrow	◈ *For Understanding the Reasons Why Sorrow Comes into Our Lives*
		2:45 - 3:05pm	**Akathist** Sweetest Lord Jesus Christ	◈ *For the Prayers of Our Lord Jesus Christ*
		3:05 - 3:25pm	**Akathist** Matushka Olga Michael	◈ *For Those Who Suffered Abuse* ◈ *For Those in the Process of Healing*
		3:25 - 3:30pm	**THE JESUS PRAYER**	CLOSING PETITIONS

https://www.google.com/#q=st+demetrios+greek+orthodox+church+50+hours+of+prayer

TO DO LIST:
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Effective Parish "To Do" Item

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Develop a Prayer Ministry with resources for all groups, and preach, teach and model the importance of an active prayer life

7 Engaged Disciples Practices

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

The Power of Small Groups

~ Up to 10 people who gather weekly at homes to explore important spiritual topics and help each other deal with personal life issues

~ Discuss that week's Holy Scripture message

~ Discuss whatever life is dealing them

The Power of Small Groups

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

"For where two or three gather in my name, there am I with them."

Matthew 18:20

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

Hebrews 10:24-25

10 Benefits of Small Groups[1]

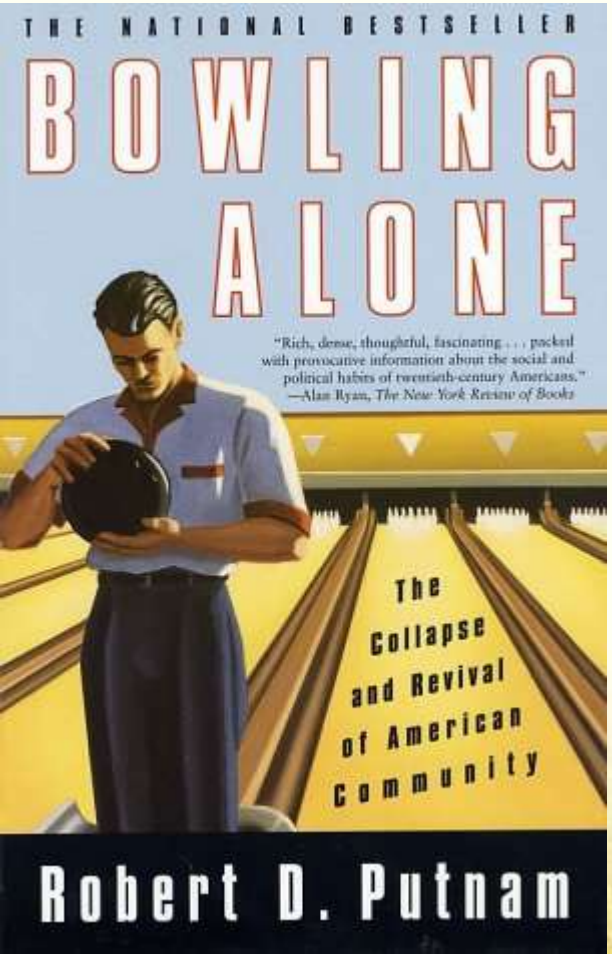
1. Life change happens best in small groups
2. Small groups make churches personal
3. Small groups provide a nearly unlimited leadership development pipeline
4. Off-campus small groups provide nearly unlimited space at optimum times
5. “Come over to my house” is a much easier invitation than "come with me to church.”
6. Small groups provide the best opportunity for one-anothering
7. Small groups can provide a sense of family for many whose biological family lives far away
8. I can ask questions in a small group
9. Small groups make it possible for more people to be cared for between Sundays
10. Small groups provide an ever-expanding network for communication and impact

---

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

"Social Capital"

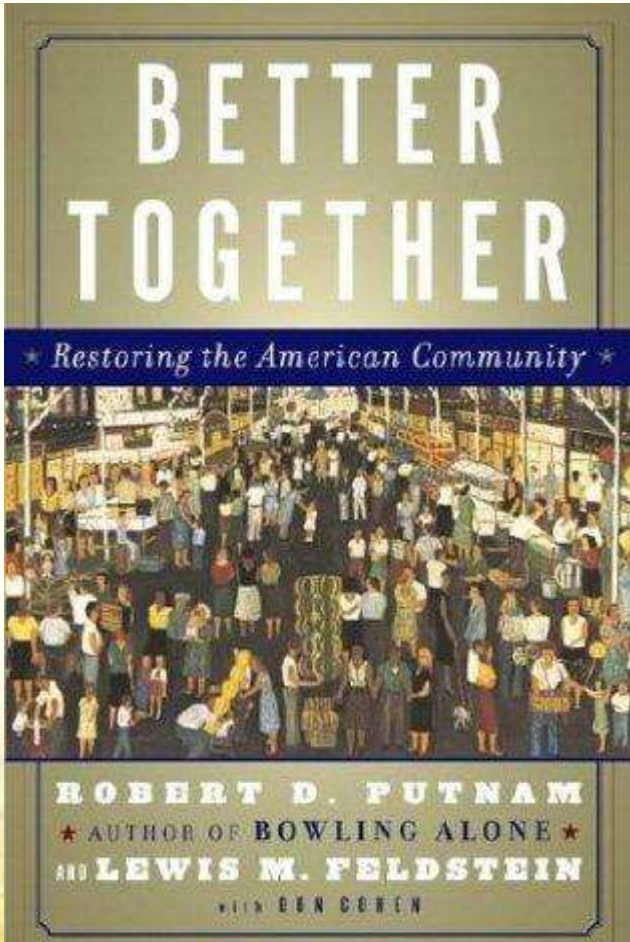
A key to a growing Parish is to increase "Social Capital."



Social Capital =

1. the collective value of everyone you know (your "social networks")

2. the desire to do things for each other that our networks foster ("reciprocity")



The Power of Small Groups

Pastor Andy Stanley of North Point Community Church

"*Community is so important to your spiritual life because you can't grow spiritually unless you're connected relationally*."

"*God designed you that way.*"

"*He wants to use other people to grow you, and he wants to use you to grow other people.*"

The Power of Small Groups

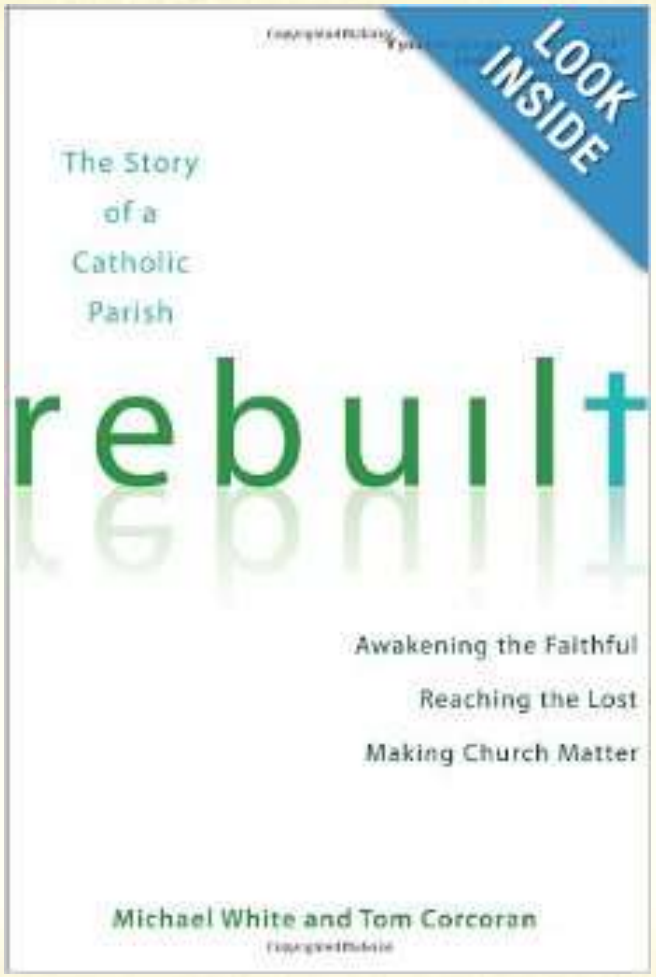
Watch the following video to hear how small groups facilitate Social Capital and promote intimacy and a sense of community within a church:

"*Circles Are Better Than Rows.*"

http://northpoint.org/messages/preventative-circles/)

The Power of Small Groups

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

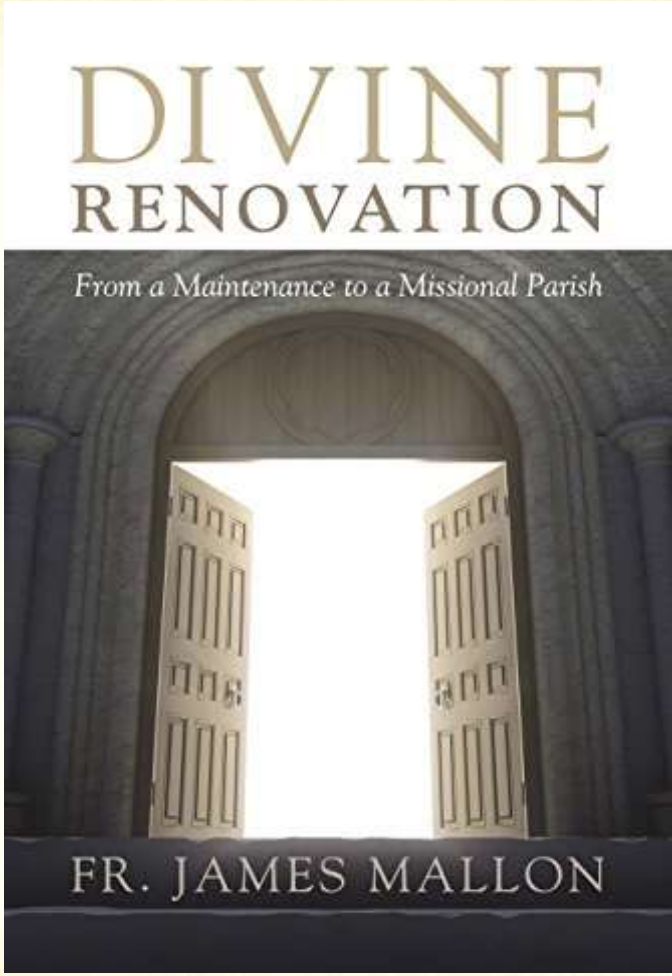


Especially read chapter 9

The Power of Small Groups

"Small Communities" (small groups or mid-sized groups) have transformed St. Benedict Church into caring and loving sub-communities within the whole of their church community.

"The bigger a parish is, the smaller it must become."



Especially read pages 168-176

Divine Renovation – 5-part Interview with Fr. Mallon

- **Video 1:**

https://www.youtube.com/watch?v=C18Vol28-2U&spfreload=1

- **Video 2:**

https://www.youtube.com/watch?v=pRbAuzhaA9Q

- **Video 3:**

https://www.youtube.com/watch?v=d_Q3Vnrgshg

- **Video 4:**

https://www.youtube.com/watch?v=hNw5xvTfe0s

- **Video 5:**

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

Additional Small Groups Ministry Resources

- Donahue, Bill; Robinson, Russ; Building a Church of Small Groups: a place where nobody stands alone, Willow Creek Association, Zondervan, 2001.
- Donahue, Bill; Robinson, Russ; Building a Life Changing Small Group Ministry: A Strategic Guide for Leading Group Life in Your Church (Groups that Grow), Willow Creek Association, Zondervan, 2012.
- Donahue, Bill; Leading Life Changing Small Groups (Groups that Grow), Willow Creek Association, Zondervan, 2012.
- Donahue, Bill; Robinson, Russ; Coaching Life Changing Small Groups: A Comprehensive Guide for Developing Leaders of Group & Teams (Group tha Grow), Willow Creek Association, Zondervan, 2012.
- Donahue, Bill; Robinson, Russ; Walking the Small Group Tightrope: meetin the challenges every group faces, Willow Creek Association, Zondervan, 2003.
- Cloud, Henry; Townsend, John; Making Small Groups Work: What Every Small Group Leader Needs to Know, Zondervan, 2003.
- McBride, Neal; How to Lead Small Groups, NavPress, 1990.

Additional Small Groups Ministry Resources

- Bunch, Cindy; Small Group Idea Book: Resources to Enrich Community, Worship, Prayer, Nurture, Outreach, InterVarsity Press, 1996.
- Lee-Thorp, Karen; How to Ask Great Questions: Guide Your Group to Discovery With These Proven Techniques, Pilgrimage Small Group Resource, NavPress, 1998.
- Nyquist, James; Leading Bible Discussions, InterVarsity Press, 1976.
- Block, Peter, Community, the Structure of Belonging, Berrett-Koehler Publ, 2009
- Bolsinger, Tod, Canoeing the Mountains: Christian Leadership in Uncharted Territory, InterVarsity Press, 2015.
- Hybels, Bill, New Identity: Discovering Who You Are in Christ, InterActions small group series Willow Creek Association, Zondervan, 1996.
- Hybels, Bill, Essential Christianity: Practical Steps for Spiritual Growth, InterActions small group series Willow Creek Association, Zondervan, 1998.

Additional Small Groups Ministry Resources

- Hybels, Bill, Marriage: Building Real Intimacy, InterActions small group series (6 sessions), Willow Creek Association, Zondervan, 1996.
- Hybels, Bill, Jesus: Seeing Him More Clearly, InterActions small group series (6 sessions), Willow Creek Association, Zondervan, 1997.
- Hybels, Bill, Getting A Grip: Finding Balance in Your Daily Life, InterActions small group series, Willow Creek Association, Zondervan, 1998.
- Reapsome, James & Martha; Marriage: God's Design for Intimacy - 12 Studies for individuals or groups, A LifeGuide Bible Study, InterVarsity Press, 1986
- Hunt, Gladys M.; The God Who Understands Me: The Sermon on the Mount, 15 inductive studies for neighborhood, student, and church groups, Fisherman Bible Studyguide, Harold Shaw Publishers, 1971.

TO DO LIST:
I LOVE GOD & LOVE PEOPLE
11

Effective Parish "To Do" Item

TO DO LIST:
I LOVE GOD & LOVE PEOPLE
11

Create and implement a "Small Group Ministry" program

7 Engaged Disciples Practices

1. Spiritual education
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3. Discovery of Stewardship Calling
4. Prayer
5. Small Groups
6. **Orthodox Leadership Development**
7. Youth discipleship

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

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?

Orthodox Leadership Development

- **Do we practice/teach Servant Leadership?**

- **Servant leadership focuses on participative decision-making, teamwork and ethical and caring behavior**

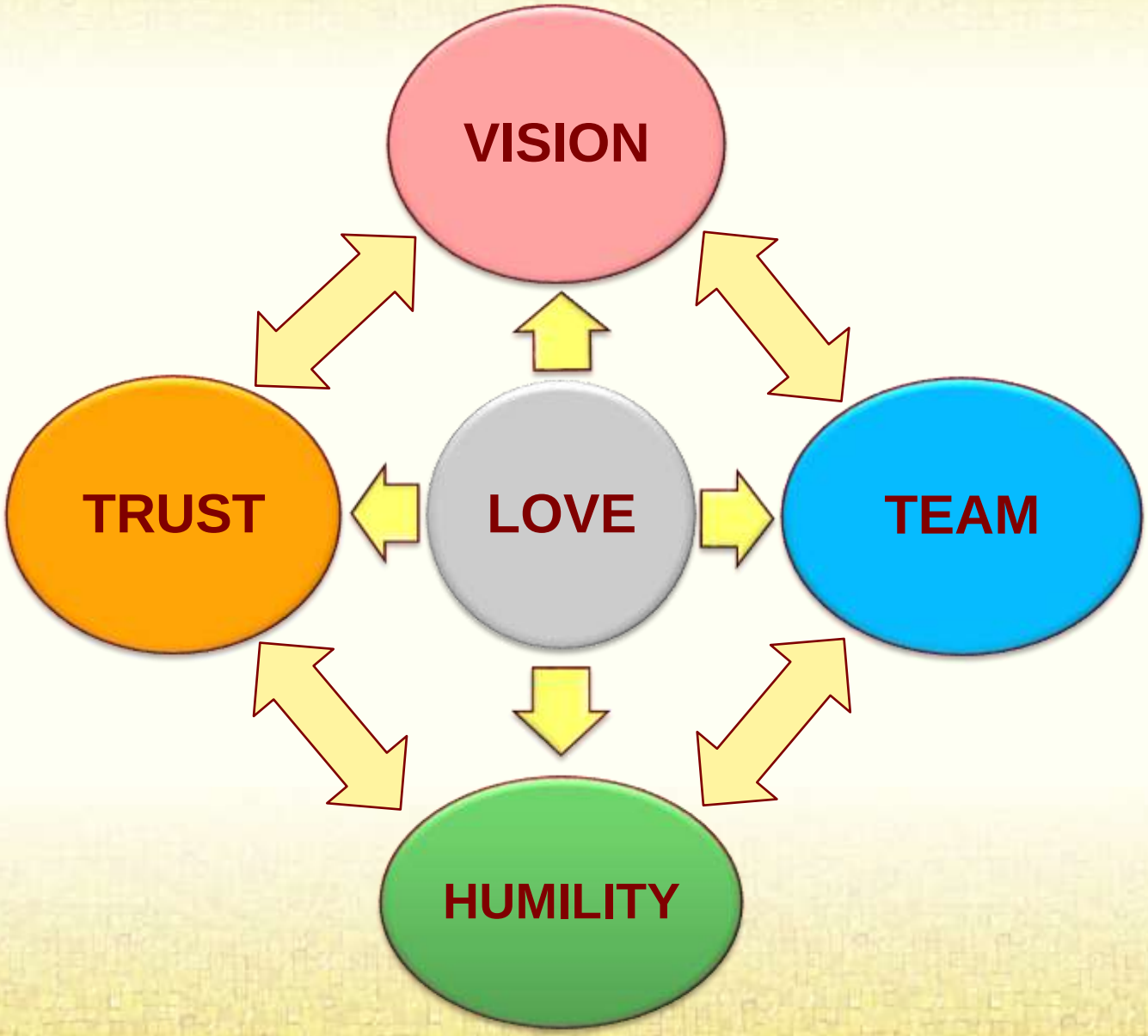
- **The servant leader's priority is service to others (to help them achieve personal growth, autonomy and excellence)**

Orthodox Leadership Development

- **Five Elements of Effective Orthodox Servant Leadership?**

Love
Humility
Trust
Vision
Team

Stewardship Calling 5 Key Servant Leader Elements



“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

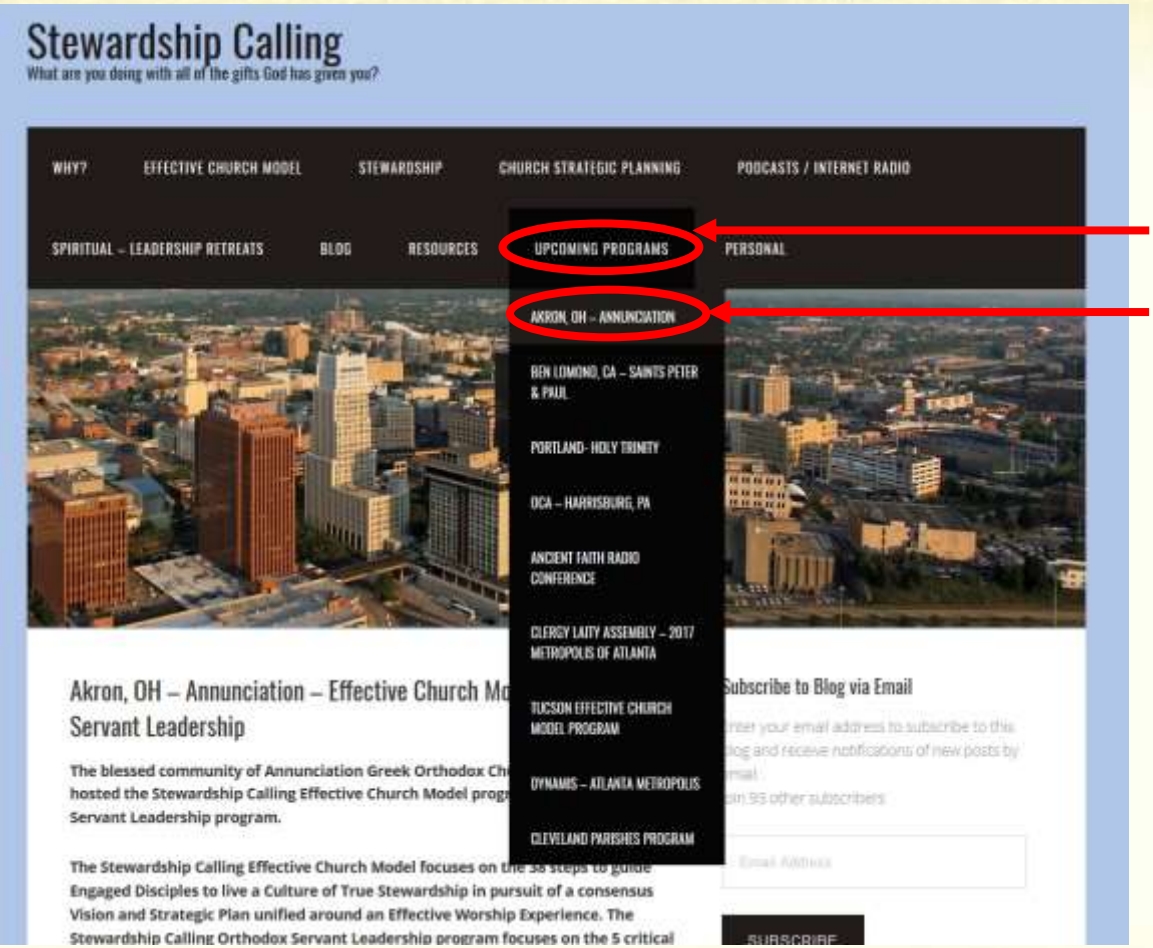
“Always consider yourself as needing instruction so that you may be found wise throughout your life.”

St. Isaac the Syrian

- **Effective Orthodox Leadership Development Program:**

http://atlstrategicplan.org/home/completed-goal-materials/4-2-orthodox-leadership-training/

Your Always Free Parish Resource
www.stewardshipcalling.com



You can download this Orthodox Servant Leadership presentation and the Effective Church Model presentation under the Upcoming Programs tab and the Akron, OH page *http://stewardshipcalling.com/akron-oh-annunciation-effective-church-model/*

Send questions to:

Bill@stewardshipcalling.com

TO DO LIST:
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Effective Parish "To Do" Item

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Create and implement an "Orthodox Leadership" program

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)

Youth Discipleship

Check out the following youth resources and change your ministries accordingly:

(1) The National Study of Youth and Religion information can be found here:
http://youthandreligion.nd.edu/

(2) "Soul Searching: The Religious and Spiritual Lives of American Teenagers" that can be found here:
https://www.youtube.com/watch?v=iRCaQlr900U

"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

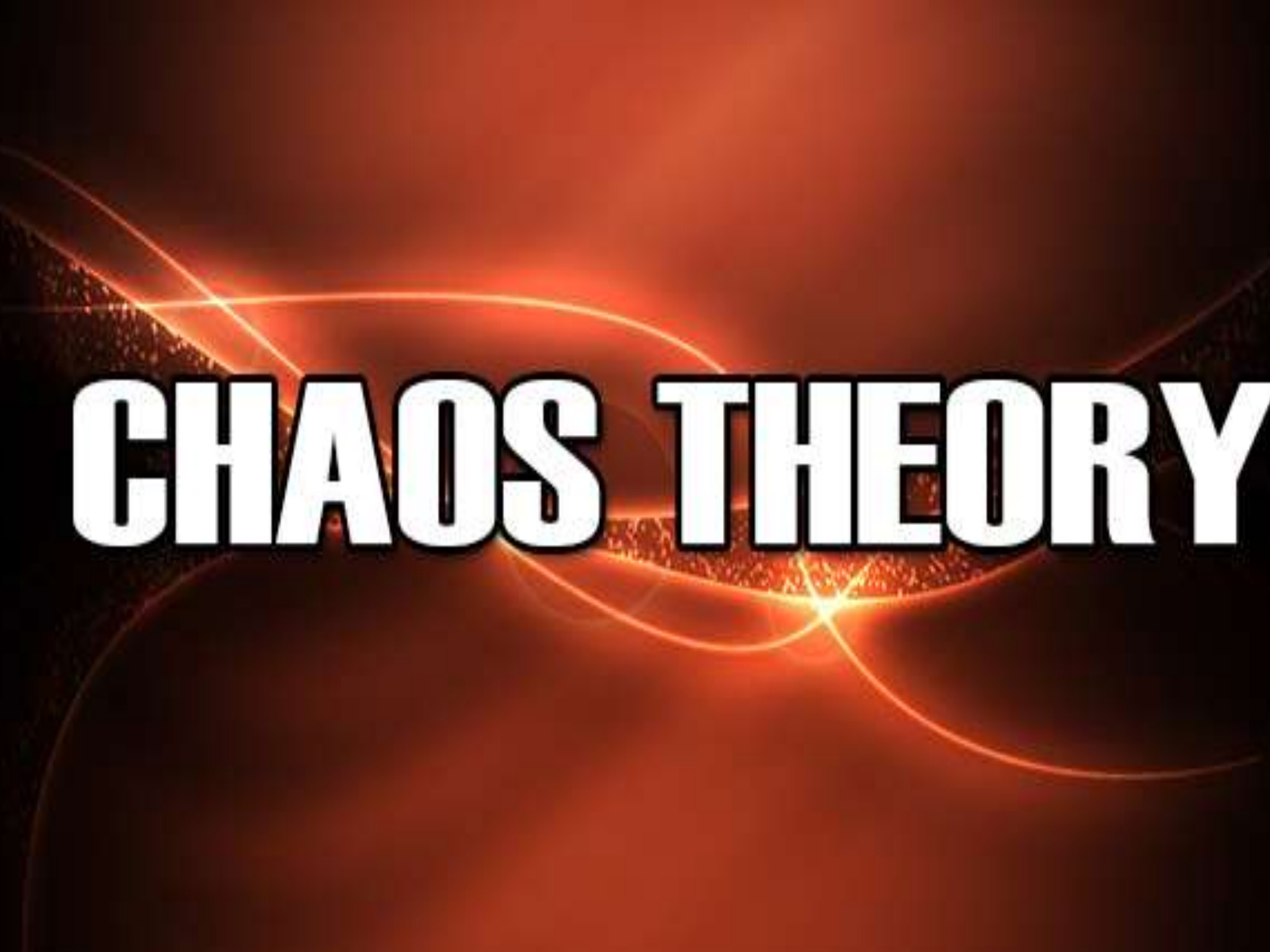
It is NOT a Universal Problem

PASSION CONFERENCE

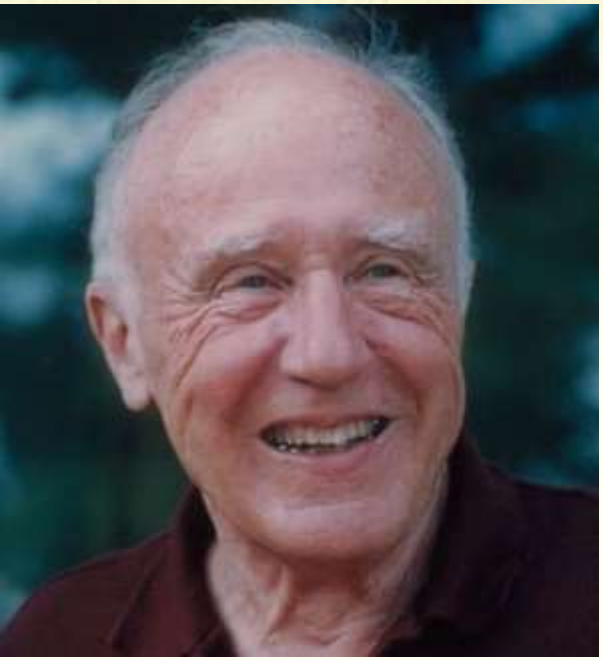
(for 18-25 year olds) ($109-$209)

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."


CHAOS THEORY

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.

Youth Discipleship Provocative Question

- The average American family in 2012 spent approximately $671 per child - per year on just sports training and costs (Forbes)
  - 21% of parents spent more than $1,000 per child
- Activity Hero estimates that the average American family currently spends about $2,400 per child - per year on enrichment support
- How much have you spent on spiritual enrichment support?

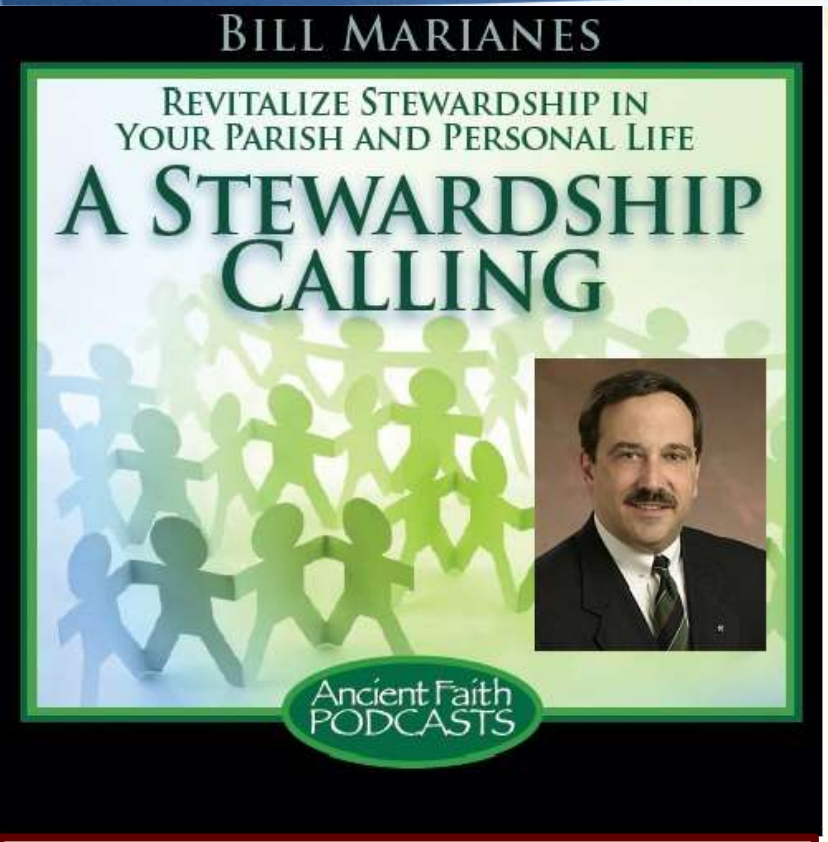
Youth Discipleship Provocative Question

Why are we so willing to enrich the educational, athletic and artistic development of our youth/emerging adults, but NOT as willing to spend the money to invest in their more important spiritual health by funding a full time church youth director?

ANCIENT FAITH RADIO

Bringing the Ancient Christian Faith to the Modern World

Ancient Faith Ministries



http://stewardshipcalling.com/internet-radio/

Youth & Emerging Adults Religious Education, Church Engagement and Stewardship

Youth & Emerging Adult Sunday

April 30, 2017

Effective Parish "To Do" Item

Hire a full-time youth and emerging adult staff person and follow research to improve: (1) religious education; (2) church engagement; and (3) stewardship training

Effective Parish "To Do" Review

1. Within the context of our faith: (a) deliver the most impactful sermons; (b) create the most welcoming and engaging of Sunday experiences; (c) provide an effective youth education program.
2. Develop a comprehensive Spiritual Growth Ministry and Education process and schedule focused for adults
3. Give examples and teach ways to be courageous in daily life in your homilies and Sunday School and Small Group curriculum
4. Give examples and teach ways to be compassionate in daily life in your homilies and Sunday School and Small Group curriculum

Effective Parish "To Do" Review

5. Foster a culture of unconditional love in your Parish and give examples and teach ways to be loving in daily life in your homilies and Sunday School and Small Group curriculum
6. Visibly: (a) live your faith; (b) represent your faith; (c) model being a Courageous, Compassionate and Loving Disciple of Jesus Christ
7. With respect to understanding and living your Orthodox faith, identify: (a) an action you will start (Go); (b) an action you slow down (Slow); (c) an action you will stop (Whoa)
8. Develop Parish training and processes that encourage parishioners to become better disciples and help make other disciples (including "Go, Slow, Whoa" training and support)

Effective Parish "To Do" Review

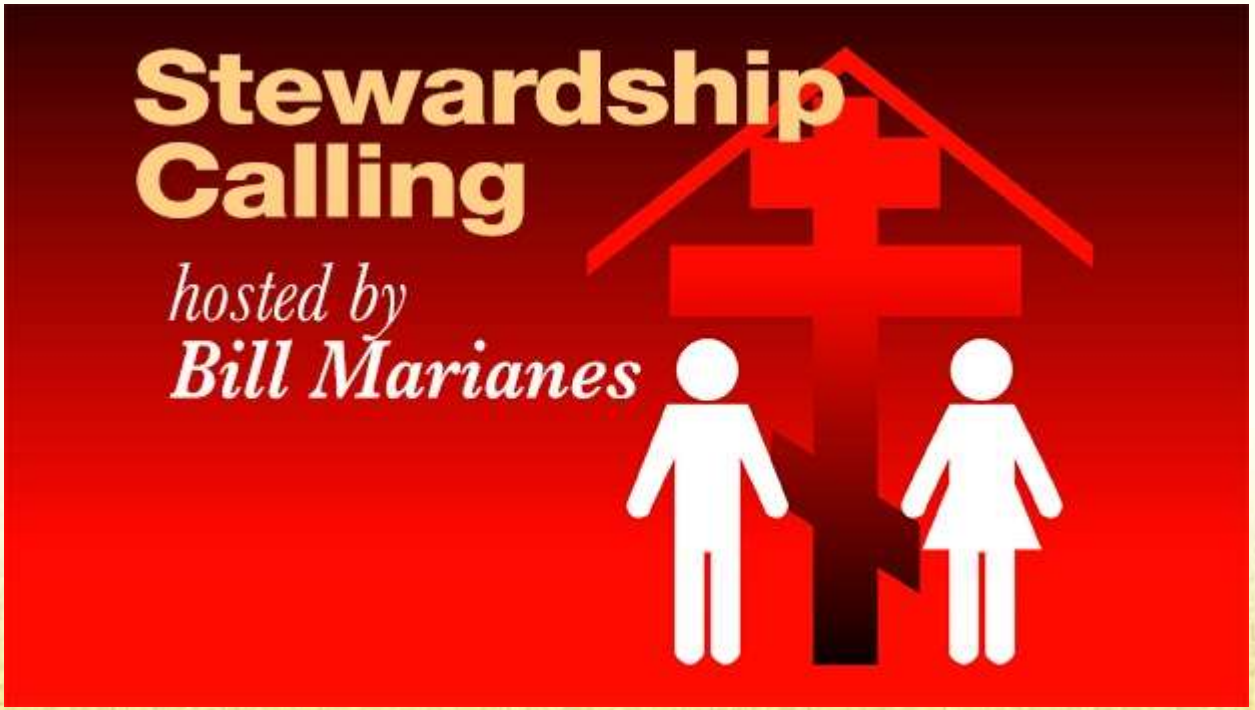
9. Develop processes and support systems to help parishioners discover and live their stewardship callings (e.g., help them identify what they are good at that the Parish could use and then give them the opportunity to offer those gifts)
10. Develop a Prayer Ministry with resources for all groups, and preach, teach and model the importance of an active prayer life
11. Create and implement a "Small Group Ministry" program
12. Create and implement an "Orthodox Leadership" program
13. Hire a full-time youth and emerging adult staff person and follow research to improve: (a) religious education; (b) church engagement; and (c) stewardship training

Today's Big Idea

Engagement

Part 6

Culture of True Stewardship



Stewardship Calling Effective Church Model

Institutional

Effective Worship Experience

Worship

Vision

Consensus Vision and Strategic Plan

Engaged Disciples

Disciples

Stewardship

Culture of True Stewardship

Individual

15 Culture of True Stewardship Practices

1. Stewardship & Generosity
2. Leadership Alignment
3. Tithing
4. Time First
5. It's personal
6. Engagement
7. Welcoming
8. Thanking
9. Youth
10. Messaging
11. Campaigns
12. Estate Giving
13. Transparency & Accountability
14. Small Groups
15. Team

1 of 15 Culture of True Stewardship Practices

1. Stewardship & Generosity

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

Definitions of Stewardship

Today's Life Changing Idea

INY IG

Today's Life Changing Idea

It's

Not

Yours,

It's

God's

Today's Life Changing Idea

INY IG

"You received without paying, give without pay." **Matthew 10:8**

The Stewardship Calling
Stewardship Definition

stewardship…

…what you do with ALL the gifts God gave you

Christian Stewardship Is A Way Of Life[1]

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

[1] **Oriented Leadership** – Williams and McKibben

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

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

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

(Deuteronomy 16:17)

Message:

Proportional giving

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

(1 Corinthians 16:2-3)

<u>Message:</u>

Weekly giving

Proportional giving

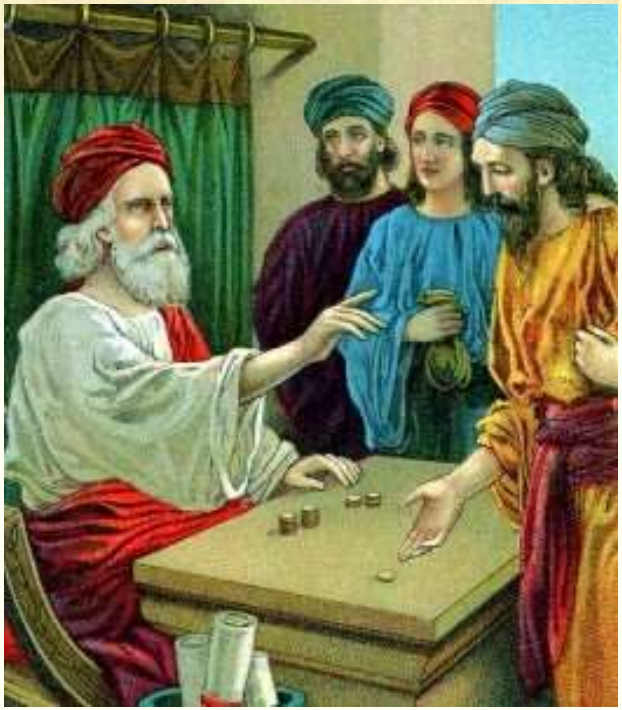
Giving for the work of the Church

"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)

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

Matthew 19:16-26

~ The question asked our Lord was: "<u>What good deed must I do to have eternal life</u>?"

~ 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?"

A Possible Stewardship Question from our Lord

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

- **PERSONAL SUGGESTION #1: Each week, fill out an accounting to God of what you did with His money this past week**

- **PERSONAL SUGGESTION #2: Give your parishioners some money and ask them explain what they did to cause it to multiply in God's Kingdom**

A Reflection on Christian Stewardship[1]

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

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

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

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

---

[1] St John Chrysostom from *On Living Simply: The Golden Voice of John Chrysostom*

A Reflection on Christian Stewardship[1]

"So do I possess anything?

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

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

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

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

---

[1] St John Chrysostom from *On Living Simply: The Golden Voice of John Chrysostom*

Merely writing a check doesn't make you a steward...

...any more than just standing in your garage doesn't make you a car.

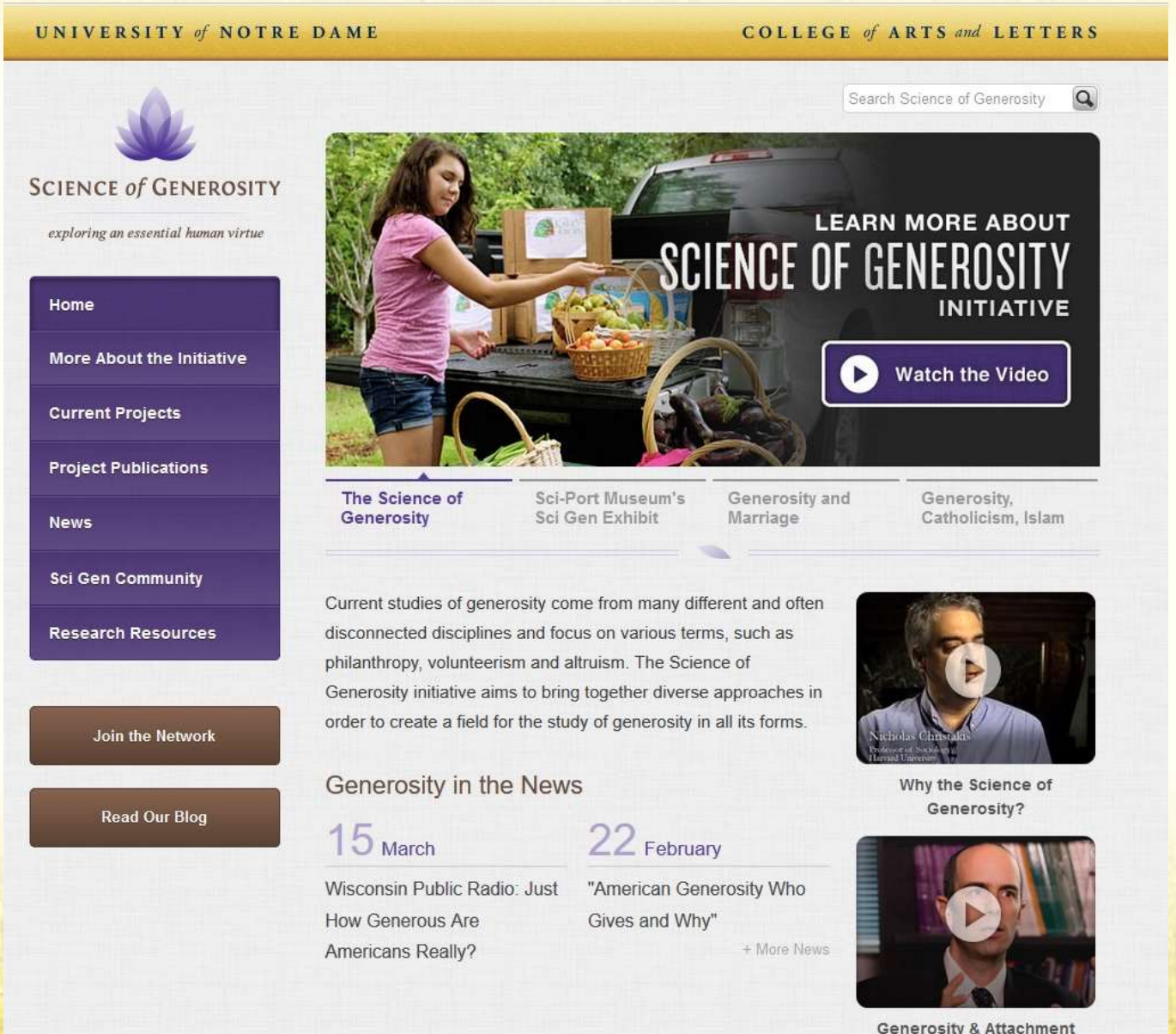
1 of 15 Culture of True Stewardship Practices

1. Stewardship & Generosity

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

Science of Generosity Studies

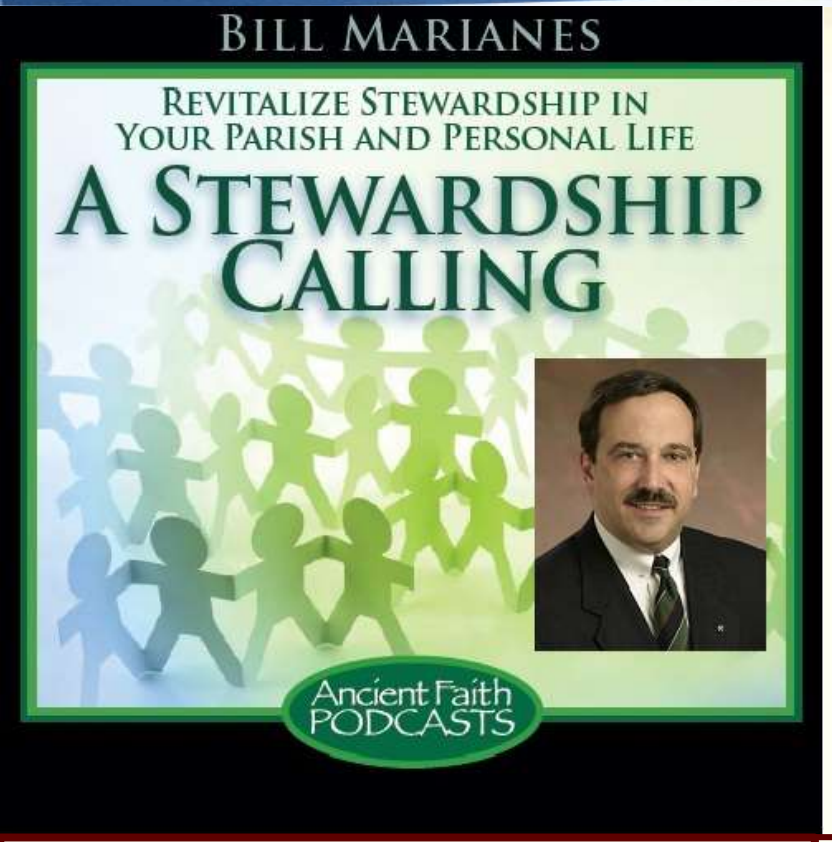
https://generosityresearch.nd.edu/



ANCIENT FAITH RADIO

Bringing the Ancient Christian Faith to the Modern World

Ancient Faith Ministries



Youth & Emerging Adults Program

Segment on Stewardship Science of Generosity Studies

http://stewardshipcalling.com/internet-radio/

Sunday
April 30, 2017

Science of Generosity Studies

5 Big Summary Ideas From The Science of Generosity Studies

Science of Generosity Studies

The research shows:

1. Each person usually decides whether or not they will be generous, and a giver, at a fairly early age

2. That generosity decision forms their adult practices

3. Reinforced by years of generosity, it becomes a habit, and being a good steward is cemented in their adult behaviors and DNA

Science of Generosity Studies

The research shows:

4. People who give a lot of time and money had parents who did the same things

5. Our own stewardship bad habits and lack of education is being replicated in our youth and emerging adults

Science of Generosity Studies

The Science Of Generosity Studies Identified 6 Basic Conclusions

Science of Generosity Studies

Conclusion #1 (Cognitive Decision):

1. After thoughtful reflection, people form an existential opinion about themselves and their generosity at a fairly early age

2. It's shaped initially by their parents and the behavior of other adults important to them

3. If they don't decide to be generous when young, a parish can help people confront the key question: "*What kind of person do I want to be?*"

Are you generous?

Have you taught generosity?

Science of Generosity Studies

Conclusion #2 (Routinization of Giving):

1. After they form a personal generosity opinion, people look for easy and routine ways to be generous
2. Parishes must make sure to have easy electronic and other routine giving options
3. Parishes should have a standard donor giving timetable (campaign) and process (including your youth)

Does your Parish facilitate easy giving?

Science of Generosity Studies

Conclusion #3 (Culture of Generosity):

1. People model the behavior of their peers and those around them

2. A Parish should create and communicate a culture of generosity, and social networks that support generosity, for members to see themselves as a part of that generous culture

3. "There are no lone givers" - peoples' giving is affected by who they know and how generous they are

Science of Generosity Studies

Conclusion #3 (Culture of Generosity):

4. Encourage creative ways for your youth to decide to become generous

5. Get generous givers to talk constructively (not brag) about the joy their giving brings them

6. Encourage (do not shame) people to be generous in a variety of creative ways

the BIG QUESTION

the BIG QUESTION

Has your Parish created a culture of generosity and a social network to promote it, including your youth?

Science of Generosity Studies

Conclusion #4 (Church Giving Facilitation):

1. Regular church goers generally give more money and are more generous

2. Generosity is improved when a church makes a religious call to give

3. You have to ask and remind - not constantly, but consistently

4. Talking about needs or paying bills does NOT work at creating true and sustainable stewardship behavior - "people give to mission and vision"

Has your Parish created regular processes to share its vision and life changing ministries and then solicit generosity?

Science of Generosity Studies

Conclusion #5 (Parents Teaching):

1. Parents must proactively and explicitly teach their children about giving generously

2. Kids watch and mimic adults' visible behavior

3. Parent's generosity is usually invisible to their children, so you need to make it visible and talk about it to show them how you live, and how they should live

Has your Parish created a social network of generosity, including your youth?

Science of Generosity Studies

Conclusion #6 (Attitude of Abundance):

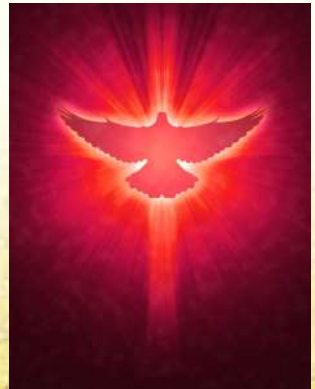
1. Parishes need to cultivate an attitude of abundance and gratitude, not scarcity, since most of us have plenty in our households

2. Attitudes of abundance have been shown psychologically and biologically to cause people to reframe their reality and allows people to become generous

Has your Parish communicated an attitude of abundance (or have you been communicating scarcity and crisis)?

Effective Parish "To Do" Item

Based on the Holy Scripture definitions of Stewardship, and the Science of Generosity Studies, implement specific actions and communication strategies to create and teach a culture and social network of generosity and attitude of abundance in your Parish.



2 of 15 Culture of True Stewardship Practices

2. Leadership Alignment

Align your Parish leadership around your Parish vision of Stewardship ("P.P.S.")

P.P.S.

P.P.S.

P.P.S.

Priest / Parish Board / Stewardship and Ministry Leaders ALL must:

1. **Agree on the Parish Stewardship (service and engagement) strategy**
2. **Completely "buy-in," actively participate and "own" it**
3. **Lead the Stewardship process and practices by example**
4. **Help ensure the approval and buy-in of the Parish Assembly and Parish as a whole**

P.P.S.

Priest / Parish Board / Stewardship and Ministry Leaders Alignment:

~ Make this a critical part of your leadership culture and every leadership meeting

~ Consider an annual leadership retreat to renew and re-commit

~ Integrate your stewardship strategy with your Parish's Vision, Mission and Core Values (see Strategic Planning materials)

P.P.S.

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

TO DO LIST:
1. LOVE GOD & LOVE PEOPLE
2

Effective Parish "To Do" Item

TO DO LIST:
1. LOVE GOD & LOVE PEOPLE
2

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

3 of 15 Culture of True Stewardship Practices

3. Tithing of all 3 Ts

Tithing (or percentage giving) of Time, Talents and Treasures is called for by Holy Scripture and represents a strategy that can make a significant positive difference

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

Tithe

The Tithe

Malachi 3:10

Bring the whole tithe into the storehouse, that there may be food in my house. Test me in this," says the LORD Almighty, "and see if I will not throw open the floodgates of heaven and pour out so much blessing that you will not have room enough for it.

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

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

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

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

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

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

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

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

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

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

"Stewardship is recommended to be ten percent (10%) of one's annual income as stated in Holy Scripture to help meet the financial obligations of the Parish, the Metropolis and the Archdiocese"

Uniform Parish Regulations Article 18, Section 1 of the Regulations of the Greek Orthodox Archdiocese of America

Tithing Is The Right Answer

THE tithe challenge

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

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

Tithing Is The Right Answer

~ Median[1] American "Orthodox" family income=

Russian $72,179 - Lebanese $67,274 - Romanian $64,390
Greek $64,227 - Serbian $63,319 - Ukrainian $62,342
Bulgarian $58,437 - Yugoslavian $55,702

~ 10% of Median of above ($64,227) = $6,423

~ N = your number of Stewardship units/families

~ $6, 423 x N = $ (your new stewardship total)

100N = $ 642K	400N = $2.57M	700N = $5.0M
200N = $1.28M	500N = $3.21M	800N = $5.14M
300N = $1.93M	600N = $3.85M	900M = $5.78M

638

~ Imagine what ministries and services you can now fund if your parishioners tithed and contributed $ 4,097,874 rather than $609,106

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

Tithing / Percentage Giving

How do you get a Tithing program started

1. Start talking, teaching and preaching about tithing to your parishioners
2. Explain the economic impact of tithing to your parishioners
3. Have the Parish leaders, stewardship committee and clergy lead by example
4. Implement a "10 by 10" program
   - ~ Contribute 1% in year 1
   - ~ Increase contributions 1% for each subsequent year
   - ~ Reach a 10% tithe by the 10th year

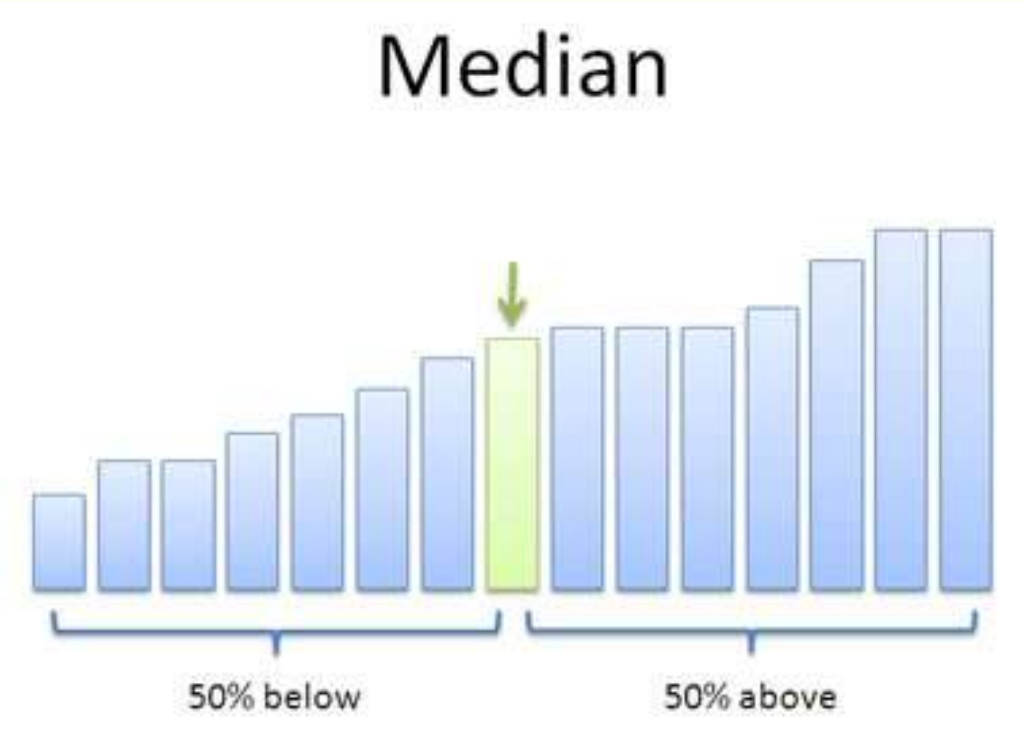
Percentage Giving

- #1 Best Choice = Tithing (teach the Tithe of Time and Talents and Treasures)
- #2 Best Choice = percentage giving (it's aspirational)
- The "Round-UP" - get them to round-up their current contribution to the next higher round number percentage, then add 1% more each year thereafter

"Median Not Mean"
Averages Are Irrelevant

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

- 3 Donors = $1 $2 $3,000



Total = $3,003
Average = $1,001
Median = $2

Big donors skew averages

TO DO LIST:
1. LOVE GOD & LOVE PEOPLE
3

Effective Parish "To Do" Item

TO DO LIST:
1. LOVE GOD & LOVE PEOPLE
3

Begin a Tithing and Percentage Giving Program.

4 of 15 Culture of True Stewardship Practices

4. Time First ~ (W^2)

W^2 = "own the Watch and you will own the Wallet" ~ when people give their time, they will also give more money

W²

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

W²

People who are asked to give of their time before they are asked to donate money ultimately give more money to the charity (49% more ~ ($36.44 rather than $24.46))[1]

"...the likelihood of giving money to an organization is affected by an individual's involvement with the organization as a volunteer... The amount of time spent volunteering is positively correlated with the amount of money that is given by individuals." (Those who actively practiced a religion donated 92% more to charitable causes.)[2]

"...church involvement is the strongest single predictor of giving." [3]

---

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

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

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

TO DO LIST:
4

Effective Parish "To Do" Item

TO DO LIST:
4

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

5 of 15 Culture of True Stewardship Practices

5. "The MOB was wrong" ~ it's all personal

It's personal, not just business, when seeking to engage stewards in Christian churches

The Mob Was Wrong

"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

Ingredients Of Effective Stewardship Ministry

Plan A Personal In-Home Visitations

~ Each steward is personally visited in their home by an Ambassador

Plan B Small Group In-Home Gatherings

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

Plan C Personal Telephone Calls

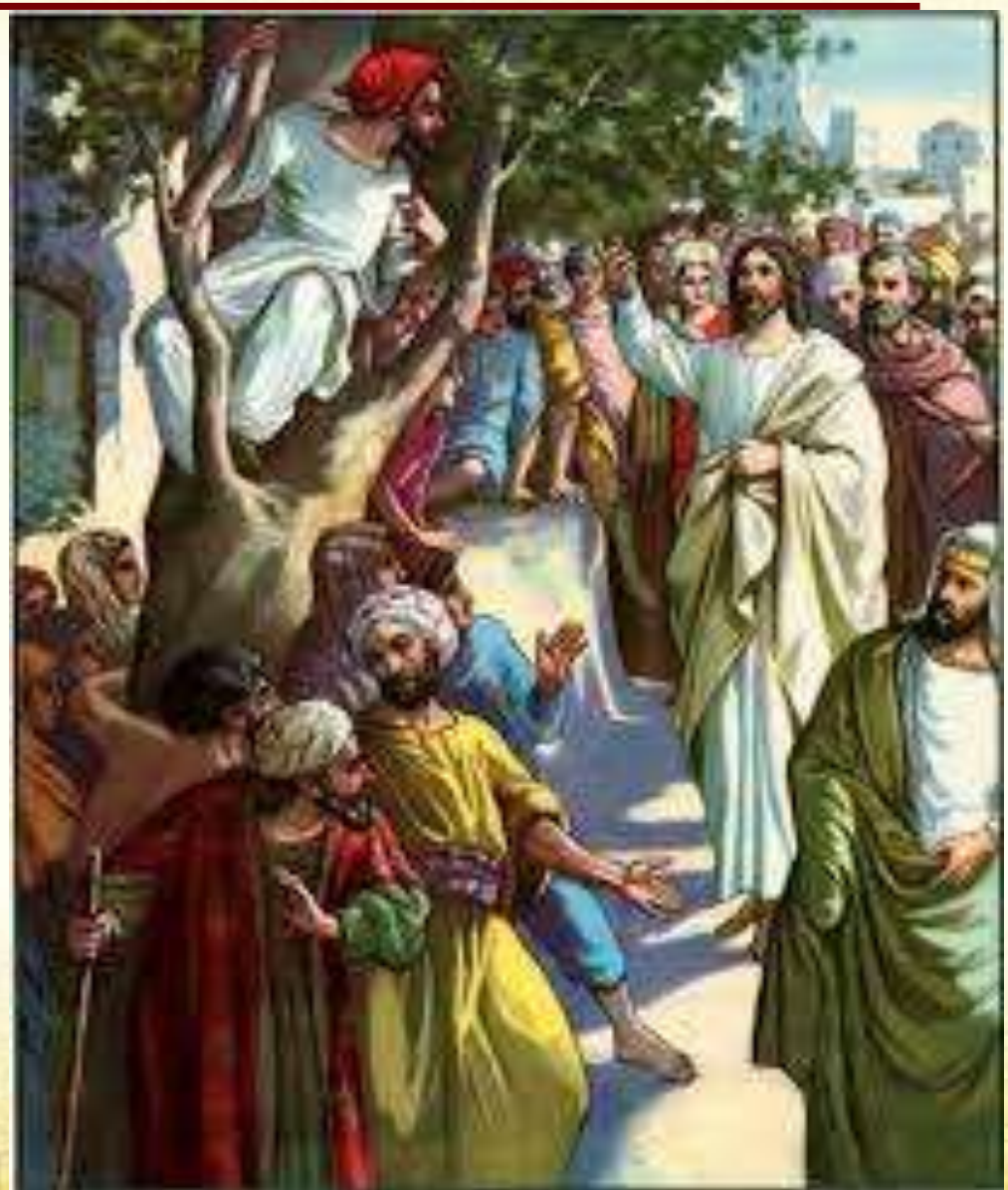
~ Each steward is called by an Ambassador

How Did The Greatest Steward Solicit

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

+ ***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



How Did The Greatest Steward Solicit

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

-Zacchaeus: *"I give half my belongings, Lord, to the poor. If I have defrauded anyone in the least, I pay him back fourfold."*

-*"Today salvation has come to this house... For the Son of Man came to seek and to save what was lost."*

- How many stewardship or other emails / text messages / letters did our Lord send?

Ingredients Of Effective Stewardship Ministry

Why are the following successful?

1. door to door salesmen

2. the Salvation Army bell ringers

3. Hare Krishna

4. Tupperware parties

Effective Parish "To Do" Item

Design and implement a process that would work in your Parish to PERSONALLY solicit every steward

6 of 15 Culture of True Stewardship Practices

6. Engagement ("ROE" and "COM)

The key to success in every Parish is the most active engagement of the faithful. To do that, you must first personally "reach out" and then "engage" (ROE) them.

How to "Reach Out" and "Engage" (ROE) through personal contact

Ingredients Of Effective Stewardship Ministry

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

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

(Reverend Ike - the mob was wrong)

Ingredients Of Effective Stewardship Ministry

Personal, in-home visitations are most effective

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

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

Ingredients Of Effective Stewardship Ministry

Plan A Personal In-Home Visitations

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Plan B Small Group In-Home Gatherings

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Plan C Personal Telephone Calls

~ Each steward is called by an Ambassador

wHoly Engaged † 9-Step Process

The wHoly-Engaged Personal Visitation Program

STEP 1 Priest, Parish Board, Stewardship and Ministry Leaders reach consensus about your stewardship strategy

STEP 2 Reach consensus on the Parish's mission, vision and strategic objectives and Strategic Planning

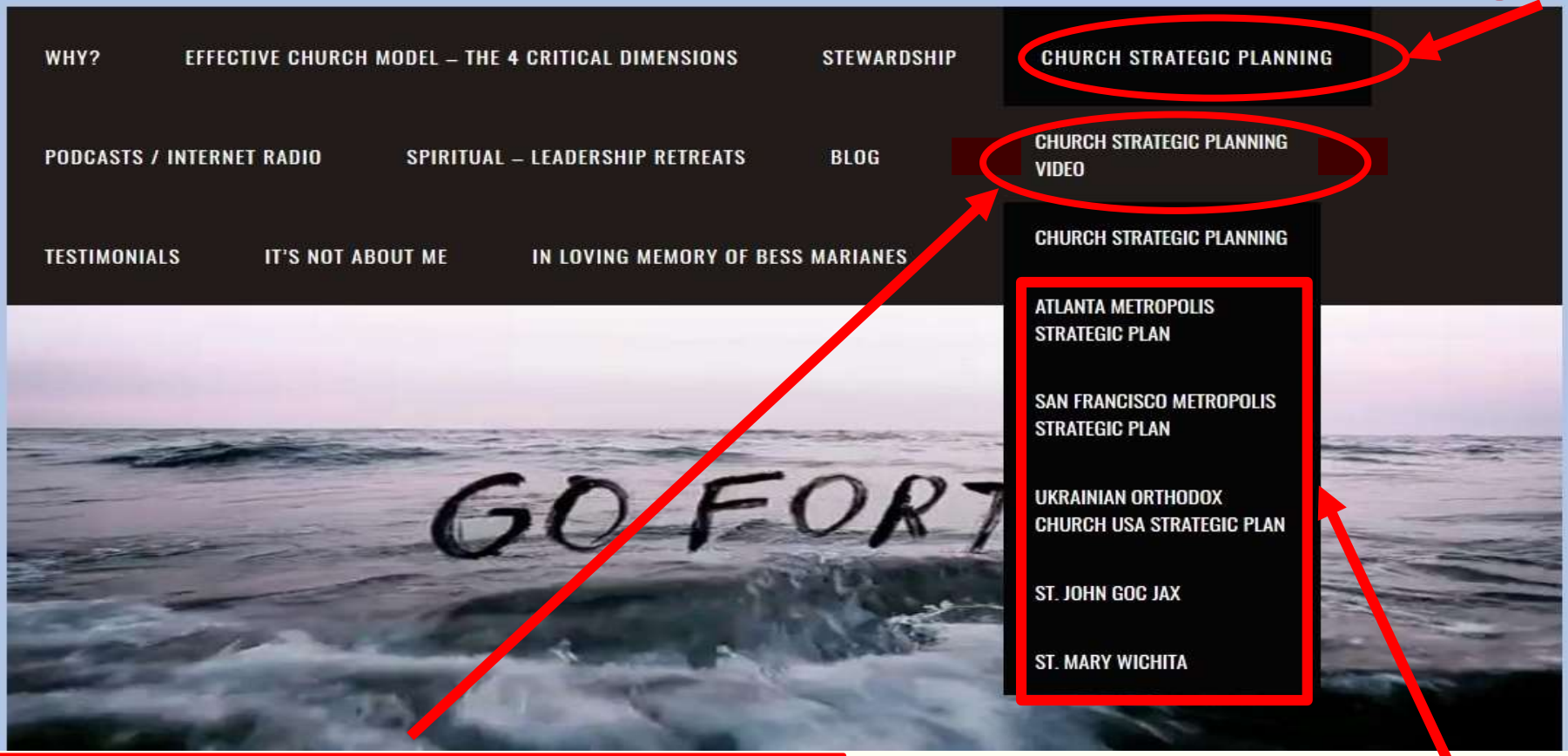
(See: Metropolis of Atlanta Strategic Goal 1.1 program
http://atlstrategicplan.org/home/completed-goal-materials/1-1-parish-strategic-planning/

See also: videos and materials on how to do this in your Parish here:
http://stewardshipcalling.com/parish-strategic-planning-video/)

Stewardship Calling

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

Strategic Planning Tab at www.stewardshipcalling.com



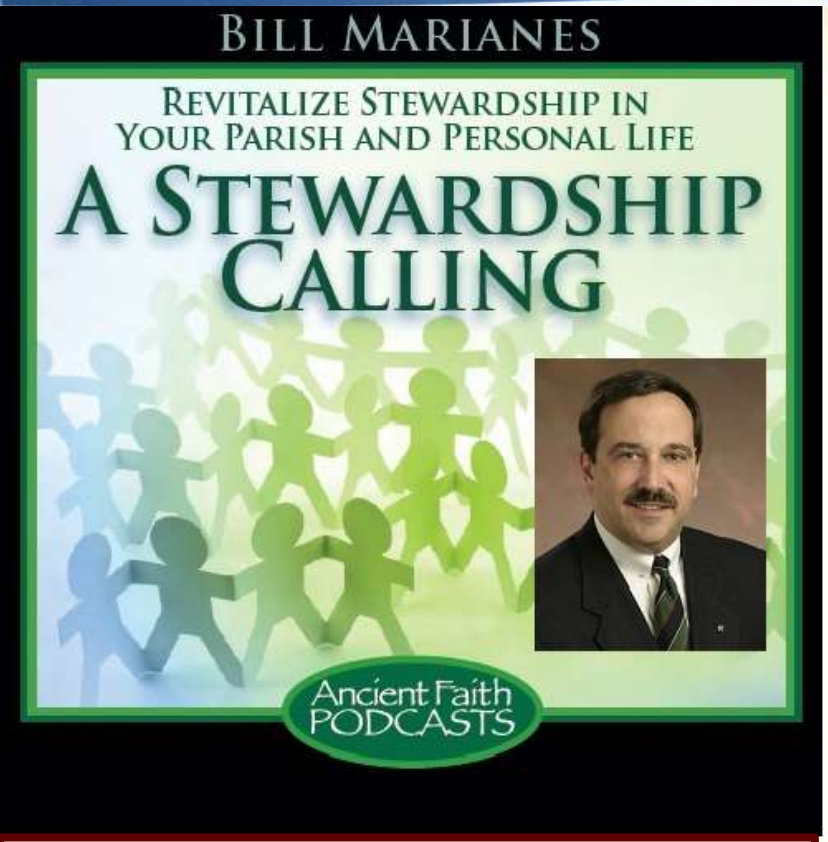
You can watch or download 2 videos that teach Parish Strategic Planning at: http://stewardshipcalling.com/parish-strategic-planning-video/

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

ANCIENT FAITH RADIO

Bringing the Ancient Christian Faith to the Modern World

Ancient Faith Ministries



Summary of the 4-P Approach to Building a Consensus Vision and Effective Strategic Plan

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Church Strategic Planning - Sunday October 20, 2016

http://stewardshipcalling.com/internet-radio/

The wHoly-Engaged Personal Visitation Program

STEP 1 Priest, Parish Board, Stewardship and Ministry Leaders reach consensus about your stewardship strategy

STEP 2 Reach consensus on the Parish's mission, vision and strategic objectives and Strategic Planning

STEP 3 Organize your Council of Ministries

(See: http://atlstrategicplan.org/home/completed-goal-materials/1-5-council-of-ministries/*)*

STEP 4 Prepare your Ministries Handbook and Stewardship materials and revised Stewardship Commitment Form

(See examples of Parish Ministry Handbooks here: http://stewardshipcalling.com/stewardship-ministry-handbooks/

The wHoly-Engaged Personal Visitation Program

STEP 5 Recruit your Stewardship Ambassadors (including all PPS and other leaders)

STEP 6 Train your Stewardship Ambassadors using these Igniting The Flame of True Christian Stewardship materials, teach your mission, vision and ministries

STEP 7 Ambassadors select the Stewards they will visit based on commonality

STEP 8 Ambassadors call and schedule 15-30 minute in-home visitation focusing on engagement in ministries

STEP 9 Ambassadors follow up every two weeks until stewardship commitment forms are submitted to the Parish administrator

The wHoly-Engaged Personal Visitation Program

Personal, in-home visitations agenda

~ Opening prayer of thanksgiving

~ Discuss parish items of common interest (e.g., the top 3 things they like about parish)

~ Share the vision/ministries of the parish

~ Address any comments/concerns or promise to get back to them

~ Review Ministry handbook and stewardship forms

~ Explain you will follow up every 2 weeks until the church receives their competed forms

~ Thank them and end with a prayer

The wHoly-Engaged Group Visitation Program

STEP 1 Priest, Parish Board, Stewardship and Ministry Leaders reach consensus about your stewardship strategy

STEP 2 Reach consensus on the Parish's mission, vision and strategic objectives and Strategic Plan

STEP 3 Organize your Council of Ministries

STEP 4 Prepare your Ministries Handbook and Stewardship materials and revised Stewardship Commitment Form

The wHoly-Engaged Group Visitation Program

STEP 5 Recruit your Stewardship Ambassador Host Teams

STEP 6 Train your Stewardship Ambassador Teams using these Igniting The Flame of True Christian Stewardship materials, teach your mission, vision and ministries

STEP 7 Ambassador Teams pick Stewards to invite to their house based on commonality

STEP 8 Ambassador Teams select strategic "testimonial" presenters and invite Steward couples for a group dinner focusing on engagement in ministries

STEP 9 Ambassadors Teams follow up every two weeks until stewardship commitment forms are submitted to the Parish administrator

The wHoly-Engaged Group Visitation Program

~ Opening prayer, welcome/ice breaker

~ Dinner and fellowship

~ Program
- the vision and ministries of the parish
- 2 or 3 testimonials
- present stewardship ministry handbook and stewardship commitment form
- explain next steps (including every 2 week follow-up), answers any questions and closing prayer

wHoly Engaged † 9-Step Process

TO DO LIST:
6 -A

Effective Parish "To Do" Item

TO DO LIST:
6 -A

Adopt/adapt one of the 3 best personal solicitation approaches to <u>PERSONALLY</u> reach every steward:

Plan A - In home personal visitations

Plan B - In home group gatherings

Plan C - Personal telephone calls.

Ingredients Of Effective Stewardship Ministry

Plan Z The Pony Express Stewardship Program

~ An Alternative to the Every Steward Canvas (the OCA version):

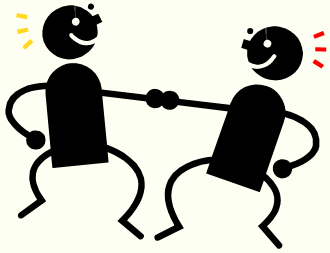
https://oca.org/parish-ministry/stewardeducation/the-pony-express-stewardship-program-an-alternative-to-the-every-member-can

You can find other Pony Express examples and service offerings by using this Google search: https://www.google.com/search?q=Pony+Express+church++stewardship&ie=utf-8&oe=utf-8

How to "Reach Out" and "Engage" (ROE) through a Council Of Ministries

New POP ("Parish Operational Paradigm") to Maximize "Engagement"

Early 1900's



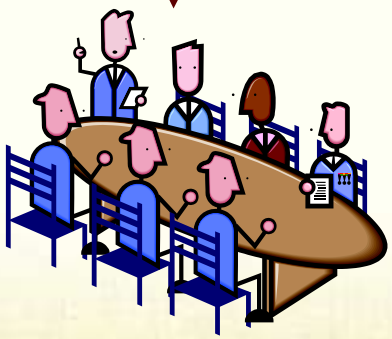
Early Faithful

Recruit

Traveling Itinerant Priest from abroad

1920's – 1940's

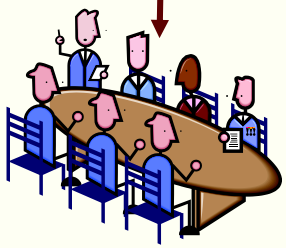
Full-time Priest
Serves Parish



Early Parish
Councils/Boards

1950's – Present

Professionally Trained Priest



Elected Parish Council/Board

Parish Assembly

Parishioners

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

It is…

Ministry Based Organization Paradigm

Outreach & Evangelism
(future Orthodox)

Parish Assembly

Ministry - Based Organization (MBO)

- 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

Council of Ministries (COM)

- A Committee of the leaders of each of the Parish's ministries
- The COM includes the Priest and Parish Board (Board members are liaisons to ministries)
- The COM ensures each ministry is aligned with the Parish's Mission, Vision, Values and Strategic Plan
- The COM meets at least quarterly and shares best practices, challenges and synergies

Ministry Responsibilities

Each ministry, by consensus, must :

1. **Set its own "SMART" goals consistent the Parish's Mission, Vision, Values and Strategies**

2. **Identify their budgetary and resource needs and sources**

3. **Recruit parishioners to serve and be served**

4. **Diligently pursue their plan, continuously evaluate their performance and creatively determine new and better ways to serve**

Ministry Responsibilities

THE METROPOLIS OF ATLANTA

STRATEGIC PLAN

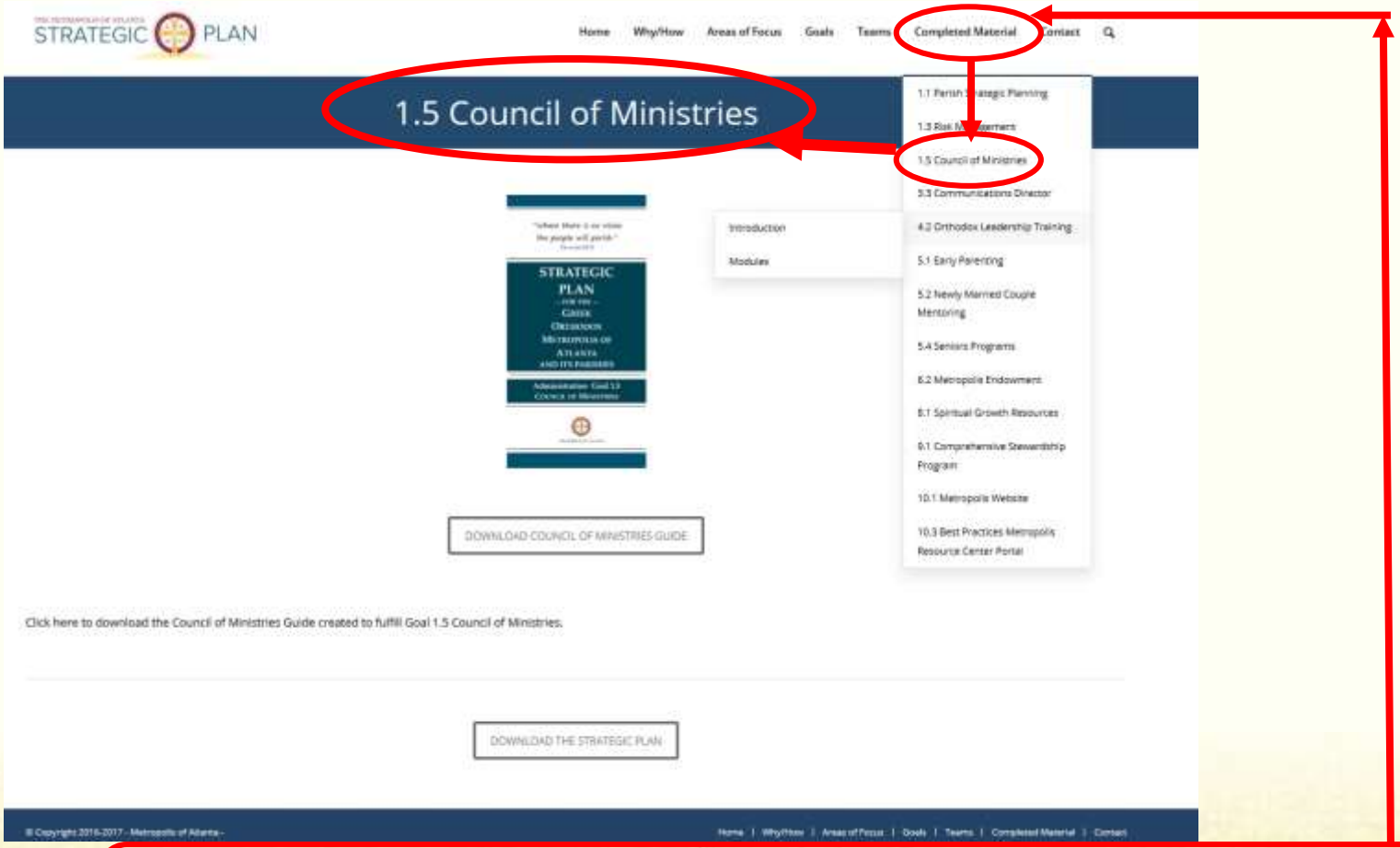
See Council of Ministries Program released by Metropolis of Atlanta Strategic Goal Team 1.5

http://atlstrategicplan.org/home/completed-goal-materials/1-5-council-of-ministries/

THE METROPOLIS OF ATLANTA

STRATEGIC PLAN

http://atlstrategicplan.org



http://atlstrategicplan.org/home/completed-goal-materials/1-5-council-of-ministries/

Parish Organization

What are the ministries of the Parish and are they enough and structured to everyone to get involved?

Typical Ministry List

- Youth
- Philanthropy (Philoptochos)
- Education
- Stewardship
- Budget and finance
- Building/Facilities
- Festival/Special Events
- Welcoming

60 ways someone can get involved

___Adult Assistant for Altar Boys
___Annual Festival
___Assist in Bookstore
___Assist in Library
___Assist in Office
___Assist w/ Parish Communications
___Assist with Stewardship Programs
___Assist with Web Site
___Bake for Events
___Budget and Planning
___Building Maintenance
___Building New Facilities
___Church Events
___Catechism School Teacher
___Catechism School Assist./Substitute
___Chanter
___Choir
___Clean Up After Events
___Contact/Entertain Newcomers
___Cook for Events
___Coordinate Church Activities
___Decorate for Events
___Drive Others
___Family Night
___Fund Raising
___Greek Dance PTA
___Greek Dance Teacher
___Greek School Teacher
___Greek School Assist./Substitute
___Greet Parishioners/Newcomers
___Help Sick/Shut ins
___Host Coffee Hour
___Host Neighborhood Gatherings
___Landscape/Maintenance of Grounds
___Outreach
___Parish Luncheons
___Philoptochos Auction
___Phone Committee
___Planning/Organizing
___Play Organ/Piano
___Prepare Food
___Prepare Prosforon
___Promote Church Activities
___Serve Food
___Set Up for Events
___Sew/Alter Dancers' Costumes
___Soup Kitchen
___Teach Greek Cooking
___Transport Sick/Aged
___Visit Others
___Volunteer Time if Called
___Youth Leader/Assistant GOYA (6th and Up)
___Youth Leader/Assistant HOPE (Birth - 1st Grade)
___Youth Leader/Assistant JOY (2nd - 5th Grades)
___Youth Leader/Assistant--
___ Summer Camp Staff

PERSONAL INFORMATION

BAPTIZED OR CHRISMATED ORTHODOX CHRISTIAN?

NAME (First/Last)_____YES ____ NO ____

NAME DAY (or Baptismal Name) _____

SPOUSE (First/Last)_____ YES____ NO ____

NAME DAY (or Baptismal Name) _____

RESIDENCE ADDRESS _____

CITY _____ STATE _____ ZIP CODE _____

HOME PHONE NUMBER:___(_____)_____

SELF SPOUSE

BUSINESS PHONE: _____ _____

OCCUPATION: _____ _____

BIRTHDATE: _____ _____

EMAIL _____ _____

Names, Birthdates, and Name Days of Dependent Children:

_____

_____

_____

COMMITMENT OF RESOURCES

I/We commit to Christ and His Church through this pledge;
I/We expect to give the following amount:

Weekly: $ _____

"Every Sunday let each of you put aside your offering for the work of the Lord." (See: I Cor 16:2)

COMMITMENT OF TIME AND TALENT

NAME(S): _____

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

___Adult Assistant for Altar Boys

___*Annual Festival*

___*Assist in Bookstore*

___Assist in Library
___Assist in Office
___Assist w/ Parish Communications
___Assist with Stewardship Programs
___Assist with Web Site
___Bake for Events
___Budget and Planning
___Building Maintenance
___Building New Facilities
___Church Events
___Catechism School Teacher
___Catechism School Assist./Substitute
___Chanter
___Choir
___Clean Up After Events
___Contact/Entertain Newcomers
___Cook for Events
___Coordinate Church Activities
___Decorate for Events
___Drive Others
___Family Night
___Fund Raising
___Greek Dance PTA
___Greek Dance Teacher
___Greek School Teacher
___Greek School Assist./Substitute
___Greet Parishioners/Newcomers
___Help Sick/Shut ins
___Host Coffee Hour
___Host Neighborhood Gatherings
___Landscape/Maintenance of Grounds
___Outreach
___Parish Luncheons
___Philoptochos Auction
___Phone Committee
___Planning/Organizing
___Play Organ/Piano
___Prepare Food
___Prepare Prosforon
___Promote Church Activities
___Serve Food
___Set Up for Events
___Sew/Alter Dancers' Costumes
___Soup Kitchen
___Teach Greek Cooking
___Transport Sick/Aged
___Visit Others
___Volunteer Time if Called
___Youth Leader/Assistant GOYA (6th and Up)
___Youth Leader/Assistant HOPE (Birth - 1st Grade)
___Youth Leader/Assistant JOY (2nd - 5th Grades)
___Youth Leader/Assistant--
___ Summer Camp Staff

Other Talents: _____

TO DO LIST:
6 -B

Effective Parish "To Do" Item

TO DO LIST:
6 -B

Implement a Council of Ministries and engage all your faithful in at least one Ministry.

(See Metropolis of Atlanta Strategic Goal 1.5 Council of Ministries program)

7 of 15 Culture of True Stewardship Practices

7. Total Welcoming Experience

A total and comprehensive welcoming experience (not just a welcoming committee in the Narthex) is critical in the development of true Stewardship

Top 5 Things People Look For In Picking A New Church

1. Quality of sermons (83%)
2. **Feeling welcomed by leaders (79%)**
3. Style of services (74%)
4. Location (70%)
5. Education for kids (56%)

Pew Research Center Study: "**Choosing a New Church or House of Worship - Americans look for good sermons, warm welcome"** (August 23, 2016)
http://www.pewforum.org/2016/08/23/choosing-a-new-church-or-house-of-worship/

What do you expect to be true of a Parish that is fully meeting its mission?

What Is True Of A Parish That Is Fully Meeting Its Mission?

~ Welcoming and loving Parish experience

~ Excellent attendance and participation in sacraments

~ Active/enthusiastic participation in activities, functions and extensive ministries

~ 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

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

"A new commandment I give you, that you love one another; as I have loved you... By this shall all men know that you are my disciple.
John 13:34-35

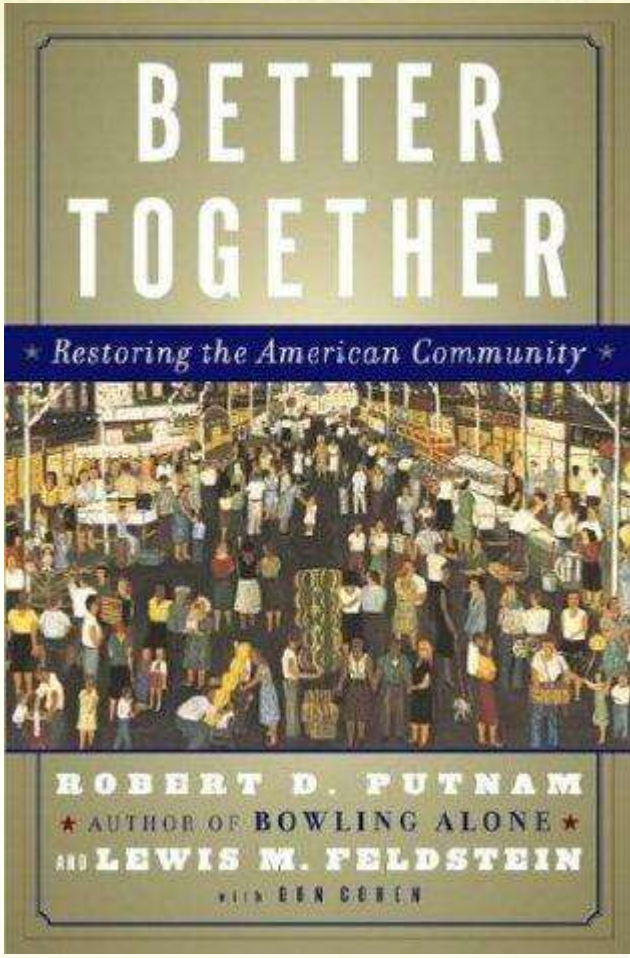
Welcoming Ministry Is Among Your Most Important

- Greeting newcomers in the narthex is merely the first (easiest) step
- Find out about them and connect them with someone similar in the Parish
- Have people available to sit with them and answer their questions
- Have someone take them around to meet similar people at the coffee hour
- Have someone personally follow-up with them within a week to meet them in person and get to know them better
- Personally bring them to at least one additional Parish activity
- Eventually, engage them in a ministry

Total Welcoming Experience

Read: Better Together

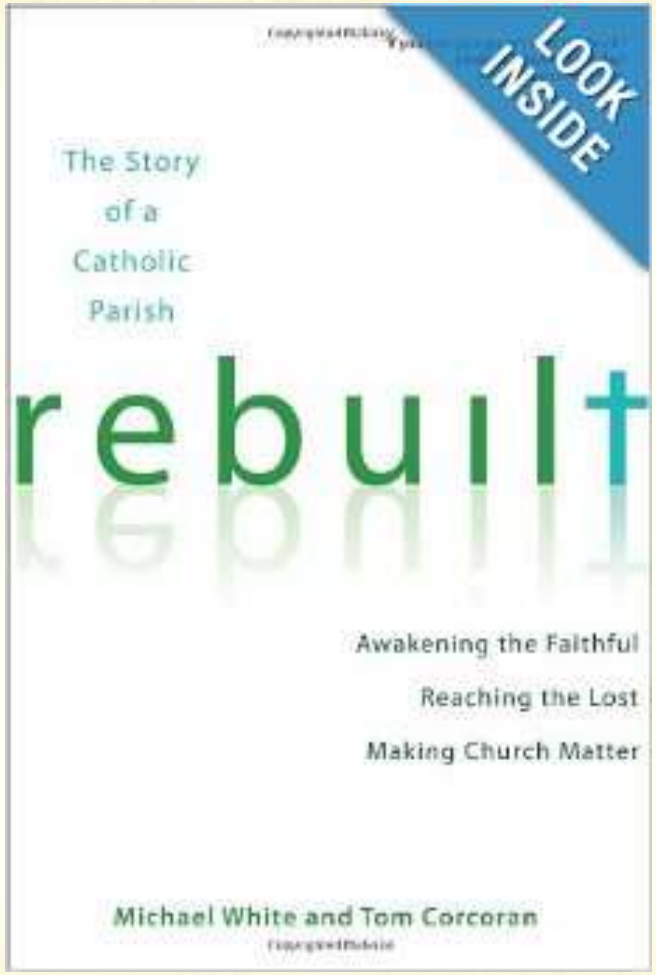
- **A welcome package is not enough**
- **Connect them with people similar who escorts them into the life of your church family**



Especially read chapter 6

Total Welcoming Experience

Read Rebuilt: where a comprehensive Welcoming ministry transform Nativity Church by tripling their weekend church attendance and yielding increased giving, flourishing ministries, and a vibrant and solid spiritual revival.



Especially read chapter 6

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?

TO DO LIST:
1. LOVE GOD & LOVE PEOPLE
7

Effective Parish "To Do" Item

TO DO LIST:
1. LOVE GOD & LOVE PEOPLE
7

Establish a Welcoming Ministry and create a "Total Welcoming Experience."

8 of 15 Culture of True Stewardship Practices

8. Thanking Culture

A Parish that implements a comprehensive thanking culture, substantially improves relationships, results, engagement and accomplishments

Thanking Culture

- True appreciation, and expressions of gratitude, are among the greatest motivators

- Who doesn't like to be thanked, (even if you merely did what was expected)

- Expressions of appreciation reinforce desired behavior (and for most people, the more public the better)

Thanking Culture Science

- A 2014 study in *Emotion*

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

- A 2012 study in *Personality & Individual Differences*

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

- Dr. Robert Emmons (leading gratitude researcher)

  Gratitude increases happiness and reduces depression.

Thanking Culture Science

- 2012 University of Kentucky study

  People who thanked more retaliated less and were more prosocial.

- 2014 *Journal of Applied Sports Psychology study*

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

Thanking Culture

- **THANK**
  - **Personally**
  - **Genuinely**
  - **In writing**
  - **Publicly**
  - **Repeatedly**
  - **For everything**
  - **Encourage others to thank**
  - **Share it**

Thanking Culture

- Write personal notes or thank you cards (or sign the form thank you letters) and send a variety of thank-yous for:
  - Stewardship pledges
  - Volunteer activities
  - Ministry service
  - Each contribution of anything
  - Attendance
  - Mentoring
  - Service to others

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

Ken Makovsky – Forbes Magazine 11-29-12

TO DO LIST:
8

Effective Parish "To Do" Item

TO DO LIST:
8

Establish a Thanking Ministry and create a strong "Culture of Thanking."

9 of 15 Culture of True Stewardship Practices

9. Youth Stewardship

The science shows that the weak understanding and practice of stewardship among youth and emerging adults is the result of the lack of effective stewardship teaching and practices by adults/parents

Youth Stewardship

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

(Proverbs 22:6)

Youth Stewardship

- What have you taught your children about the stewardship of God's gifts?
- What have you modeled for your children regarding your personal stewardship
- Avoid the "Dollar Club" mentality ($1.00 in the tray in 1955 = $8.38 in 2017)
- (10/10/80 Rule) First 10% of income is your tithe; the next 10% is saved for retirement and you live on the remaining 80%
- What do millennials and younger think of when you mention stewardship?

Youth Stewardship

~ If you do not have a youth stewardship program that teaches true stewardship, you have determined your Parish's unfortunate future

~ The Science of Generosity Studies remind us that it is critical to teach youth that stewardship over their gifts from God is a cradle to grave responsibility

Youth Stewardship

- There must be a separate Youth Stewardship program in the Parish
  - ~ Different messages and solicitations change depending on their age
  - ~ Use understandable examples/messages
  - ~ Include ALL youth in annual Parish Stewardship Campaign (youth offer their own separate stewardship pledge)
  - ~ Youth stewardship pledge must also include a pledge of time and talents and not just treasures
  - ~ Monthly stewardship messaging is important (in Sunday school, in church and at home)

Youth Stewardship

- There must be a separate Youth Stewardship program in the Parish
  - Sponsor many different service opportunities (including mission trips)
  - Use creative processes to help youth start to discern their gifts and stewardship callings
  - Send monthly materials home for parents to reinforce the teaching and messaging in the Sunday School/Parish
  - Recognize youth who practice stewardship in the Parish bulletins and other media and in church (have them offer testimonials in church)

Youth Stewardship

- There must be a separate Youth Stewardship program in the Parish
  - ~ Have older youth mentor younger youth on good stewardship behaviors and practices
  - ~ Offer a wide array of stewardship opportunities for your youth to allow them to use their different gifts
  - ~ TEACH THE TITHE
  - ~ Teach 10/10/80 Rule (invest the 1st 10% of income in stewardship, the 2nd 10% in savings for your future and retirement, and live on the remaining 80%)

Youth Stewardship Resources

Check out the following youth resources and adapt your ministries accordingly:

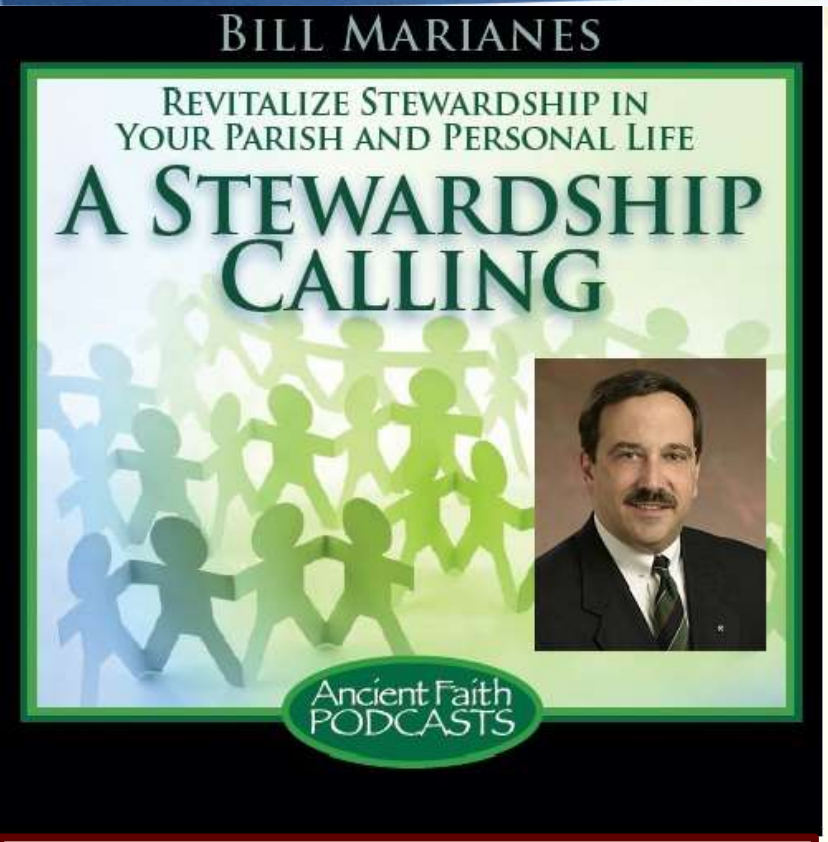
(1) The National Study of Youth and Religion information can be found here:
http://youthandreligion.nd.edu/

(2) "Soul Searching: The Religious and Spiritual Lives of American Teenagers" that can be found here:
https://www.youtube.com/watch?v=iRCaQlr9ooU

ANCIENT FAITH RADIO

Bringing the Ancient Christian Faith to the Modern World

Ancient Faith Ministries



The Keys to Stewardship for Youth/Emerging Adults – Stewardship Calling 5th Sunday on Ancient Faith Radio

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http://stewardshipcalling.com/internet-radio/

Youth and Emerging Adults Programs –

Part 1 = 4/30/17

Part 2 = 7/30/17

Youth Stewardship Resources

Check out the following selected youth church stewardship resources:

1. **Orthodox Church in America "Giving Children The Chance To Give": https://oca.org/parish-ministry/stewardeducation/giving-children-the-chance-to-give**

2. **Roman Catholic Diocese of Toledo:** *www.catholic-doc.org/stewardship/Caring-Sharing.pdf*

Youth Stewardship Resources

Check out the following selected youth church stewardship resources:

3. **Texas Methodist Foundation Youth Stewardship Principles:** *www.numf.org/file_download/5fafc09c-83f3-4ace-98e4-cfc7382e7a3*

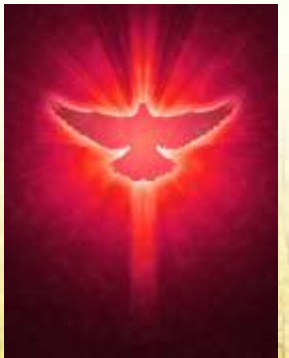
4. **United Methodist Church 12-month Stewardship Program:** *https://www.umcdiscipleship.org/resources/a-twelve-month-plan-for-stewardship-in-the-local-church*

TO DO LIST:
9

Effective Parish "To Do" Item

TO DO LIST:
9

1. Establish an effective youth stewardship program
2. Hire a full-time Parish staff person to focus on youth and emerging adults : (a) religious education; (b) church engagement; and (c) stewardship training.



10 of 15 Culture of True Stewardship Practices

10. Effective Messaging

Effective "C.P.I." messaging is critical to a successful Stewardship ministry ~ Causes and People with Integrity

More Effective Stewardship Communications

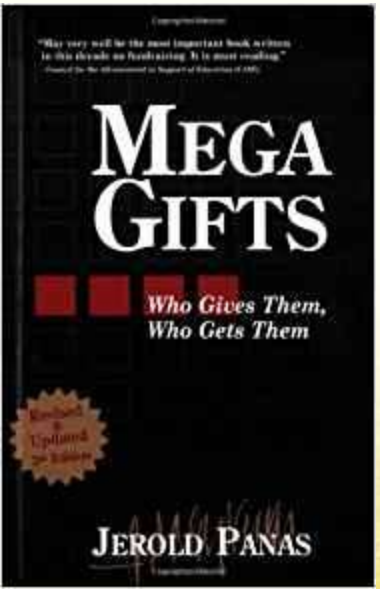
Science of Generosity Studies

Communications Matter!

1. Keep communications positive
2. Focus on mission/vision and life-changing ministries
3. Discuss the abundance in your community
4. Share stories of generosity
5. Communicate regularly and consistently
6. Describe the easy ways people can be generous to the church and its ministries
7. Communicate about your culture of generosity
8. Create social networks of communication about the generosity and abundance that exists in your community
9. Make a religious call to give
10. Thank and celebrate

C. P. I. Motivates Donors To Give[1]

People give to Causes and People with Integrity



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

C. P. I. Motivates Donors To Give

SELL THE DREAM

- Cause
- Mission

SELL THE TEAM

- People
- Team

SELL THE SCHEME

- Integrity
- Transparency

C. P. I. Motivates Donors To Give

1. Cause / Mission ("Sell the
   a) Explain the cause and mission
   b) Relate the cause/mission to what is important to the donor
   c) Give examples relevant to the donor of how your parish practices the cause/mission
   d) Explain how their donation will help the parish better achieve its cause/mission
   e) One size fits all communications fit no one

C. P. I. Motivates Donors To Give

2. People / Solicitor / Leadership ("Sell the Team")
   a) People give to people who mean something to them
   b) If you have a personal relationship with a donor, your meeting with them makes the solicitation special and personal
   c) Connect the donor with other involved people/stewards of integrity

C. P. I. Motivates Donors To Give

3. Integrity / Fiscal Responsibility ("Sell the Scheme")
   a) Donors do not give to causes that are irresponsible with funds or poorly led
   b) Describe success of your capital campaigns and annual stewardship program
   c) Explain the financial safeguards and financial integrity your parish has implemented

Top Five Stewardship Communications Do \ Do Nots

DO

1. Share your parish's vision and ministries
2. Share success stories from your ministries
3. Ask for their involvement / participation / time
4. Explain how their contributions improve lives
5. Be positive, encouraging and empowering

DO NOT

1. Focus on financial difficulties or problems
2. Use negative messages
3. Use the same message for every type of steward
4. Merely talk about money
5. Just use mail and email

TO DO LIST:
10

Effective Parish "To Do" Item

TO DO LIST:
10

Develop the processes and systems to regularly and publicly communicate your stewardship message with integrity, accountability and transparency all stewardship, financial and other Parish information.

11 of 15 Culture of True Stewardship Practices

11. Stewardship and Capital Campaigns

Successful annual Stewardship campaigns (and separate capital campaigns) require different specific strategies and a comprehensive schedule

Stewardship Campaigns

- ~ Establish a regular stewardship campaign schedule repeated each year
- ~ At least quarterly homilies on stewardship
  - ~ Clergy plus personal testimonials
  - ~ Not focused on financial needs but on life changing ministries ("people give to mission and vision")
  - ~ Emphasize time and talents
  - ~ Mention ease by which treasures can be given (set up easy online giving options)
  - ~ Emphasize tithing and percentage giving in each message - establish it as the goal
  - ~ Explain the life-changing ministries that could be funded if everyone tithed
- ~Monthly stewardship articles in Parish publications (Scripture PLUS personal testimonials

Stewardship Campaigns

~ A specific stewardship campaign month (sometime in Sept – Nov)

- ~ Plan personal contacts
  - Plan A personal in-home visits
  - Plan B group gatherings
  - Plan C personal telephone calls
- ~ Provide easy process to deliver stewardship commitments (to confidential place) either by mail, collection in church, on-line, etc.
- ~ Tie in Ministry information and recruitment event to allow each ministry to present their stories to the faithful ("Ministry Fair")
- ~ Follow up personally with any steward who does not re-commit
- ~ Celebrate successes
  - + lives changed
  - + specific metrics of giving

Stewardship Campaigns

~ Suggested homily/ testimonial topics:

- ~ "First and Last Giving"- Youth Stewardship and Planned Giving
- ~ "Give like God" = God gave first and Christ gave it all for us – creating a spiritual culture of generosity
- ~ "Going All In" - Tithing and Percentage Giving with incremental increases
- ~ Parable of Talents - Give 3 parishioners $
- ~ A Tithing Sunday (bring 10% of that weeks' income)
- ~ Zacchaeus Sunday - give 50% of what you have in your wallet/purse/pocket in church that Sunday
- ~ A 90 day tithing guarantee (100% refund for anyone regretting their tithing contribution)
- ~Promoting culture of generosity – (prayer circles or external focus)
- ~ "To every season" - Campaigns around Seasons of Giving
- ~ "Seeing is believing" = Cast a Vision worthy of God and Christ's church

Stewardship Campaigns vs. Capital Campaigns

- Some similarities between Capital Campaigns and Stewardship Campaign
  - Both require integrity, accountability and transparency
  - Both should be focused on the Mission and Vision of abundance and life-changing ministries of the Parish (and not focused on negative messaging or solving problems)
  - Both should have a schedule (a beginning and an end)
  - Both should reach out to every parishioner
  - Both will return better results if they include personal solicitations (the mob is still wrong)
  - Both need a dedicated team
  - Both need really good materials
  - Both require repeated and personal thanking

Stewardship Campaigns vs. Capital Campaigns

- Some big differences between Capital Campaigns and Stewardship Campaign
  - Capital campaigns are "all about the money," whereas Stewardship campaigns are about all 3 Ts
  - Capital campaigns will have a beginning and an end focused on a specific project/building/improvements/etc., whereas Stewardship campaigns are a permanent way of life (and re-occur annually)
  - Capital campaigns should frequently begin with a "feasibility study" to ascertain how much can be responsibly raised over a period of years in calibrated bands of giving, whereas every parishioner should tithe/give a percentage of their income annually
  - Capital campaigns usually begin with a "quiet phase" where typically 80% of the money is pledged by 20% of the parishioners before the other 80% of faithful are solicited, whereas all stewards are solicited simultaneously

TO DO LIST:
1. LOVE GOD & LOVE PEOPLE
11

Effective Parish "To Do" Item

TO DO LIST:
1. LOVE GOD & LOVE PEOPLE
11

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

12 of 15 Culture of True Stewardship Practices

12. Estate / Planned Giving

One of the greatest opportunities for financial security for a Parish is a specific estate/planned giving program

Planned Giving

~ The vast majority of people (67%+) don't know what planned giving means

~ Planned Giving is the process of making a significant charitable gift during a donor's life, or at death, as part of their estate plan

~ The number one reason why donors include a particular charity/cause in their wills is "because they were asked"

Planned Giving

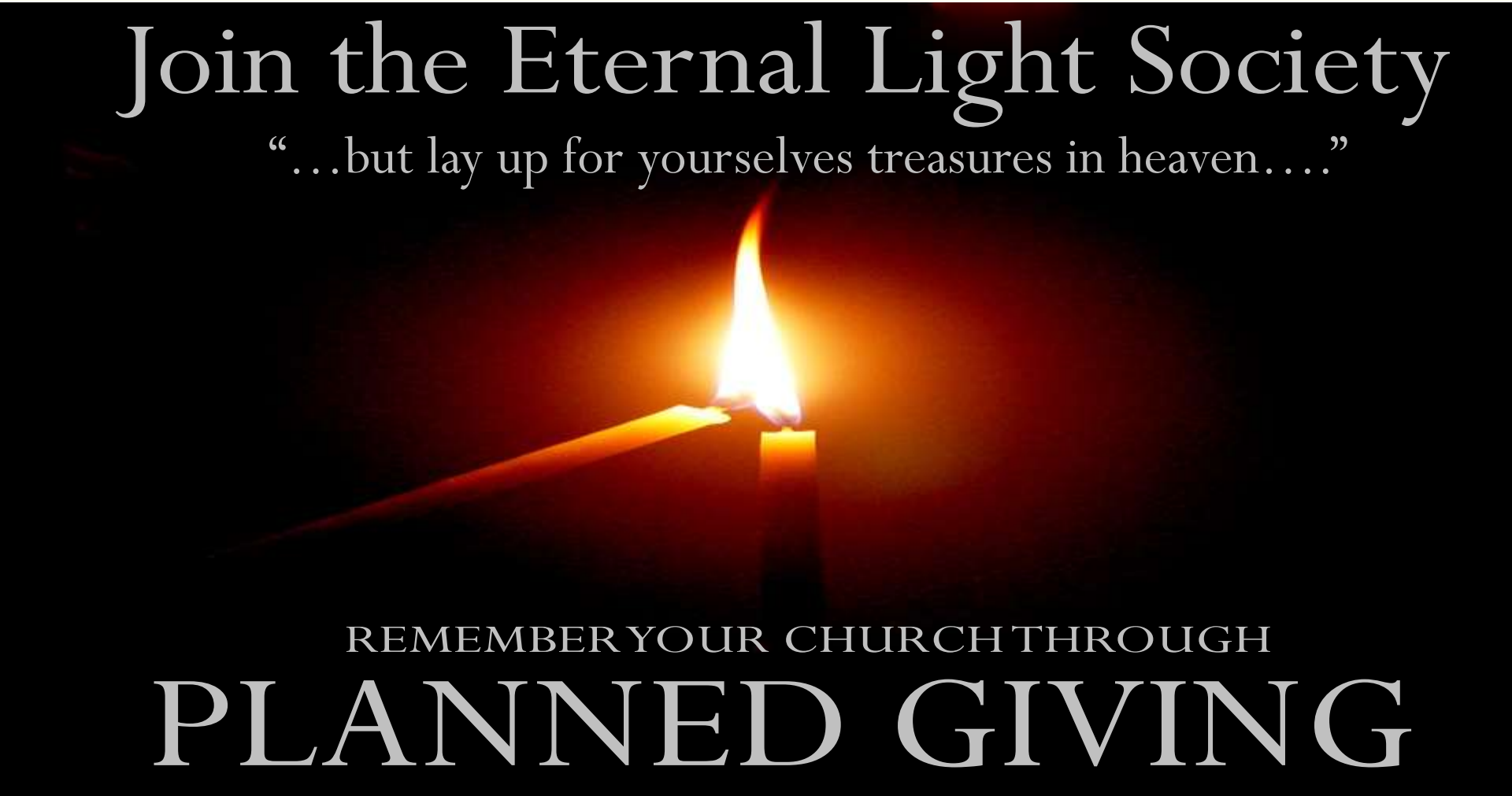
~ Naming your church as the beneficiary of a life insurance policy is an easy way to give (and get a tax deduction)

~Planned giving education, and a planned giving appeal, should be a part of your annual stewardship campaign and a regular bulletin message

~ Many estate planners/attorneys will offer free education programs for your parishioners

Planned Giving

For more information and materials:
https://www.goarch.org/-/planned-giving



TO DO LIST:
1. LOVE GOD & LOVE PEOPLE
12

Effective Parish "To Do" Item

TO DO LIST:
1. LOVE GOD & LOVE PEOPLE
12

Develop and implement a Planned/Estate Giving program.

13 of 15 Culture of True Stewardship Practices

13. Transparency and accountability

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

Transparency & Accountability

1. **Transparency & Accountability increases generosity:**

   "[A] significant increase in the public transparency, accountability, and institutionalized credibility of the many religious and charitable causes and organizations to which American Christians might consider giving money would have the real effect over time of considerably increasing the amount of money they give."

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

Transparency & Accountability

2. Parishioners want more Transparency & Accountability:

"We asked the question in a number of different ways, and each time the answer came out the same. Parishioners want more say in how their parishes are run.... In parish financial matters they expect accountability and transparency."

Why Catholics Don't Give ... And What Can Be Done About It (Huntington, IN: Our Sunday Visitor Publishing, 2006) (pps 128-129)

Transparency & Accountability

3. Transparency & Accountability is Biblical:

"In everything set them an example by doing what is good. In your teaching show integrity, seriousness and soundness of speech that cannot be condemned, so that those who oppose you may be ashamed because they have nothing bad to say about us."

Titus 2:7–8

(To honor Holy Scripture and avoid temptation, Reverend Billy Graham strove to be transparent in everything – going so far as to purchase advertising space in local newspapers to publish financial audits of his evangelistic tours)

Transparency & Accountability

4. Transparency & Accountability reduces opportunities for financial irregularities and:

"Sunlight is said to be the best of disinfectants; electric light the most efficient policeman."

Supreme Court Justice Louis Brandeis

Transparency & Accountability

5. In today's American society where Transparency & Accountability have become absolute expectations, the absence of Transparency & Accountability raises presumptions of improprieties

Transparency & Accountability

6. Conversations in churches about Transparency & Accountability allow for a discussion of money in a productive way that can set the stage for a financial stewardship conversation

Transparency & Accountability

~ A Parish should regularly and repeatedly provide its financial and stewardship information to all of its stewards

~ The results of the annual audits of your Parish financial records should also be shared

~ Consider the transparency of placing your financial and stewardship statements on your website

Transparency & Accountability

~ All Parish Council members (and others involved in stewardship and financial matters should annually go through financial "best practices" training

~ For example, the Metropolis of Atlanta "*Good Financial Practices*" presentation available here:

https://atlmetropolis.org/2017-presidents-meeting

TO DO LIST:
13

Effective Parish "To Do" Item

TO DO LIST:
13

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

14 of 15 Culture of True Stewardship Practices

14. Small Groups

SMALL GROUP CONTENT WAS PRESENTED IN THE ENGAGED DISCIPLES SECTION, BUT IS ALSO A CRITICAL ELEMENT OF A GREAT STEWARDSHIP PROCESS

TO DO LIST:
1. LOVE GOD & LOVE PEOPLE
14

Effective Parish "To Do" Item

TO DO LIST:
1. LOVE GOD & LOVE PEOPLE
14

Create and implement a "Small Group Ministry" program.

15 of 15 Culture of True Stewardship Practices

15. It takes a TEAM

A Stewardship ministry requires a separate and dedicated ministry team

It Takes a Team

If you do not have a committed, trained, enthusiastic and disciplined Stewardship TEAM, your stewardship ministry (and results) will not be sustainable and will likely fail!

Romans 12:5

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

The Power of the Church Team (ἐκκλησία)

“Two are better than one, because they have a good return for their labor:

If either of them falls down, one can help the other up.

But pity anyone who falls and has no one to help them up.”

Ecclesiastes 4:9-10

Stewardship Team

~ Recruit the number of Ambassadors that is a greater than 10% of your number of steward "units"

~ Each Ambassador takes care of themselves and 9 other steward units (= 100% of parish)

~ All parish board/council members are Ambassadors

~ Parish clergy and all ministry heads are Ambassadors

~ Train all Ambassadors on how and what to solicit (emphasize time, talents and engagement)

Stewardship Team

~ Some team members can be in charge of written communications (e.g., regular stewardship messages, thank you letters, welcome packages, etc.)

~ Some team members have to be comfortable giving regular updates to the Parish

~ The Stewardship committee should regularly brief the Parish Council

~ One trusted team member should be the only one who sees the pledges

Stewardship Team

~ Proposed Stewardship Team Leads:

1. Team leader
2. Stewardship communications
3. Welcoming ministry leader
4. Thanking ministry leader
5. Small Groups ministry leader
6. Stewardship campaign leader
7. Planned giving leader
8. Youth stewardship leader
9. Ambassador training leader
10. Stewardship data analysis

Effective Parish "To Do" Item

Recruit and train a full stewardship team to perform all of the various activities and functions.

Effective Parish "To Do" Review

1. Based on the HOLY SCRIPTURE definitions of Stewardship, and the SCIENCE of GENEROSITY STUDIES, implement specific actions and communication strategies to create and teach a culture and social network of generosity and attitude of abundance in your Parish.

2. Ensure consensus ALIGNMENT OF ALL KEY LEADERS and stakeholders to your new stewardship program.

3. Begin a TITHING and Percentage Giving Program

4. Develop and implement a stewardship program that focuses more on SOLICITING TIME AND ENGAGEMENT in the ministries of the church.

Effective Parish "To Do" Review

5. Design and implement a process that would work in your Parish to PERSONALLY SOLICIT every steward

6A. Adopt/adapt one of the 3 best personal solicitation approaches to PERSONALLY reach every steward:

- Plan A - In home personal visitations
- Plan B - In home group gatherings
- Plan C - Personal telephone calls.

6B. Implement a COUNCIL OF MINISTRIES and engage all your faithful in at least one Ministry.

7. Establish a Welcoming Ministry and create a "TOTAL WELCOMING EXPERIENCE"

Effective Parish "To Do" Review

8. Establish a Thanking Ministry and create a strong "CULTURE OF THANKING."

9. (1) Establish an effective YOUTH STEWARDSHIP PROGRAM
   (2) HIRE A FULL-TIME PARISH STAFF person to focus on youth and emerging adults : (a) religious education; (b) church engagement; and (c) stewardship training. Establish an effective youth stewardship program and hire a full-time Parish staff person to focus on youth and emerging adults

10. Develop the processes and systems to REGULARLY AND PUBLICLY COMMUNICATE your stewardship message with integrity, accountability and transparency all stewardship, financial and other Parish information.

Effective Parish "To Do" Review

11. Establish a YEAR-LONG STEWARDSHIP schedule and CAMPAIGN with extensive stewardship messages in many places from many voices.

12. Develop and implement a PLANNED/ESTATE GIVING program.

13. Consistently COMMUNICATE all stewardship, financial and other Parish information with INTEGRITY, ACCOUNTABILITY AND TRANSPARENCY.

14. Create and implement a "SMALL GROUP MINISTRY" program.

15. Recruit and train a full STEWARDSHIP TEAM to perform all of the various activities and functions.

Part 7

Consensus Vision and Strategic Plan

Stewardship Calling Effective Church Model

Institutional

Effective Worship Experience

Worship

Vision

Consensus Vision and Strategic Plan

Engaged Disciples

Disciples

Stewardship

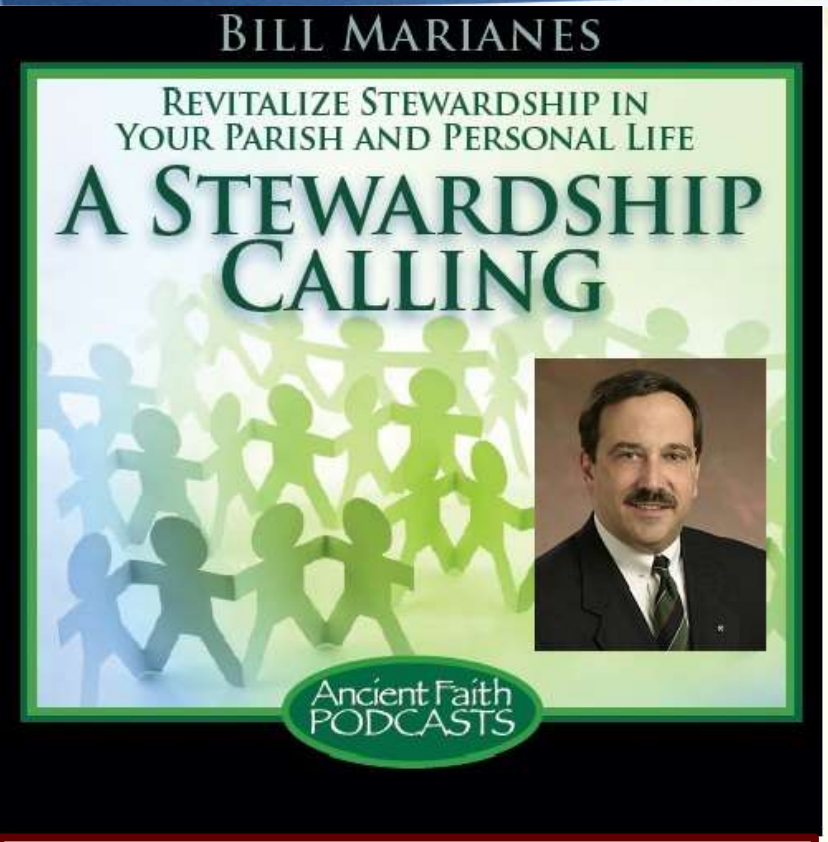
Culture of True Stewardship

Individual

ANCIENT FAITH RADIO

Bringing the Ancient Christian Faith to the Modern World

Ancient Faith Ministries



Summary of the 4-P Approach to Building a Consensus Vision and Effective Strategic Plan

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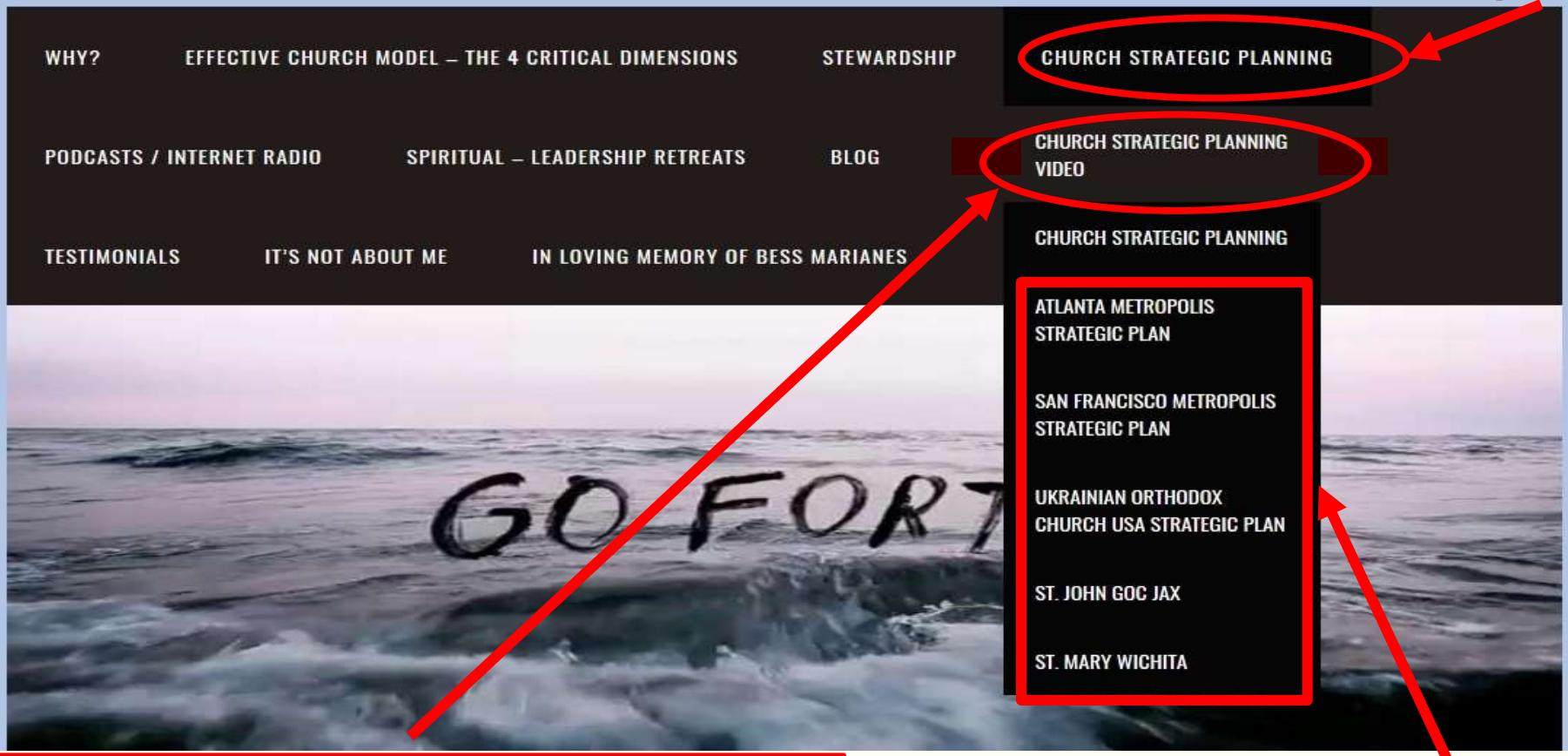
Church Strategic Planning - Sunday October 20, 2016

http://stewardshipcalling.com/internet-radio/

Stewardship Calling

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

Strategic Planning Tab at www.stewardshipcalling.com



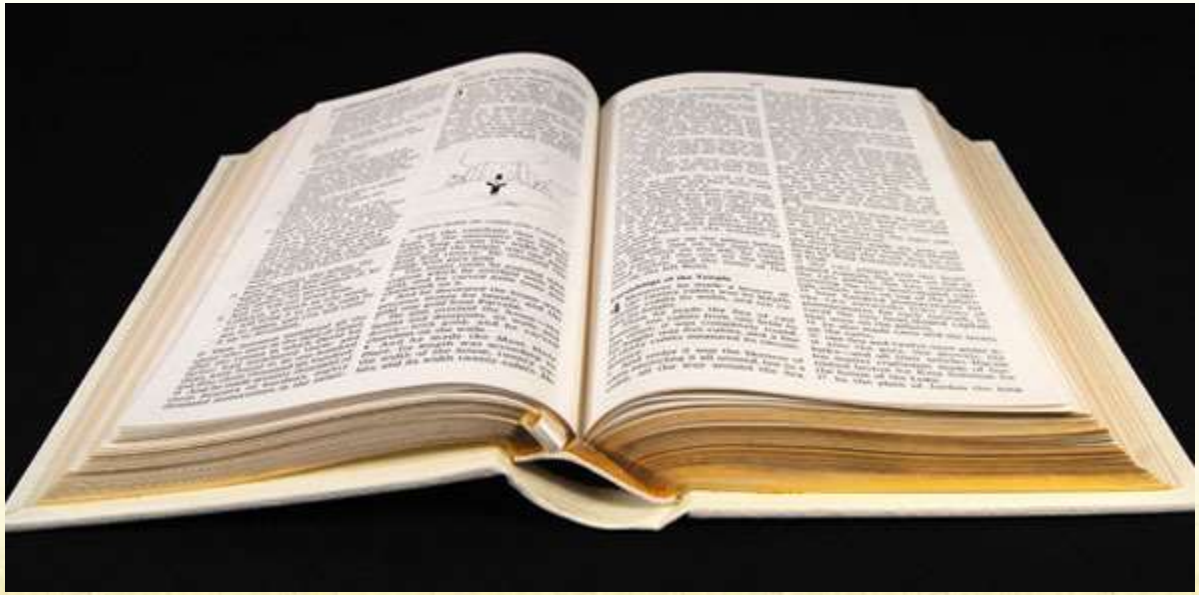
You can watch or download 2 videos that teach Parish Strategic Planning at: http://stewardshipcalling.com/parish-strategic-planning-video/

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

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 "busyness" 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

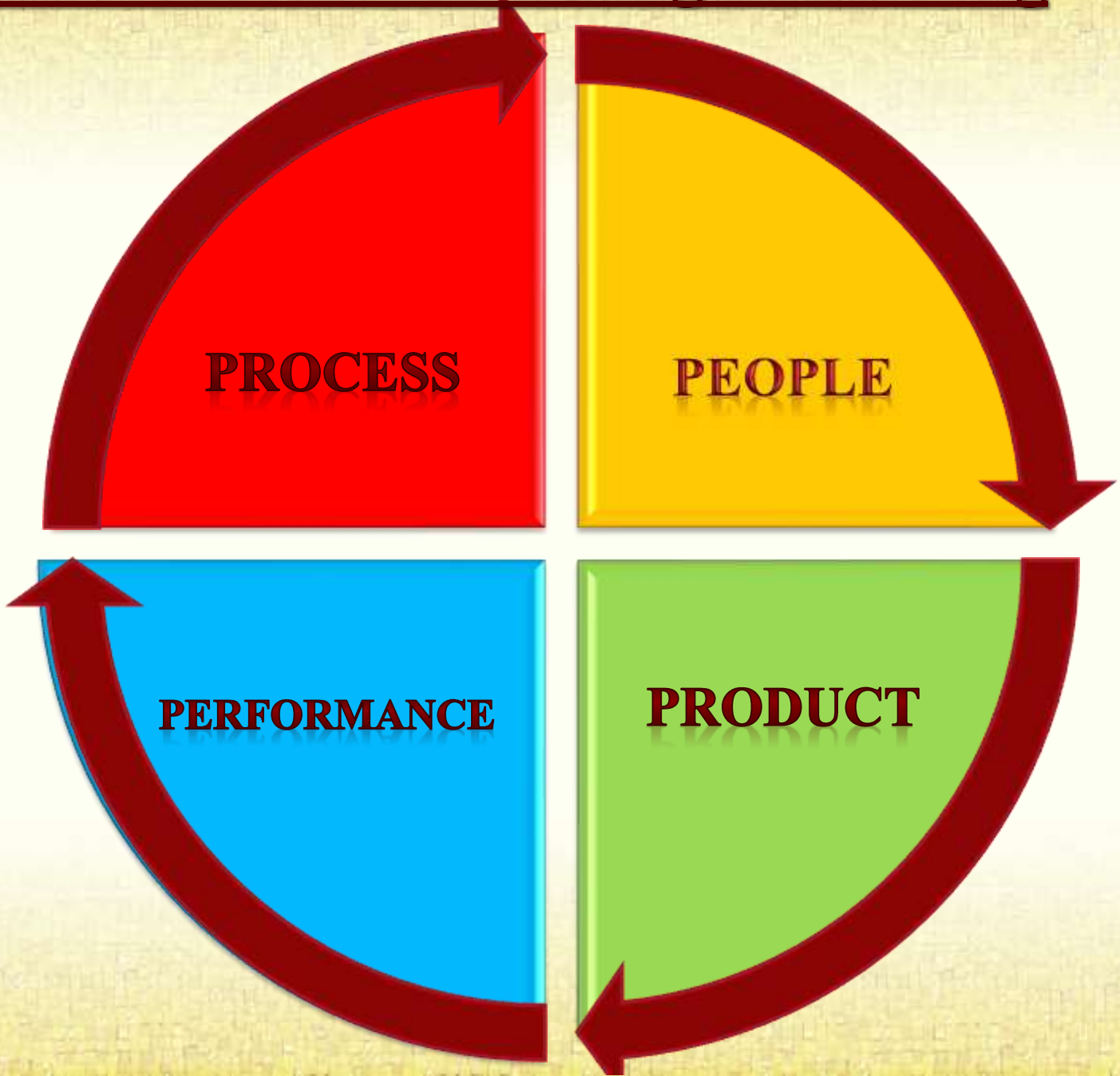
What is Strategic Planning

- 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

4 P's of Church Strategic Planning



The Essential 4 P's of Church Strategic Planning

1. **PROCESS** - A comprehensive, inclusive and methodical process and schedule
2. **PEOPLE** - 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." Jim Collins - *Good To Great*)

3. **PRODUCT** - A comprehensive strategic plan with a detailed implementation plan and timeline
4. **PERFORMANCE** - More non-profit strategic plans fail in this step than for any other reason (must be well-managed and persistent)

Effective Parish "To Do" Item

By consensus agree upon a Parish Strategic Plan process and teams to complete Strategic Plan

2 Process Keys

Consensus

Rules of Engagement

2 Process Keys

Consensus

Consensus

1. "Consensus" means seeking the "common mind" through a process of respectful dialogue without formal votes

2. "Consensus" means an agreement that everyone can "live with" (even if it is not their first choice)

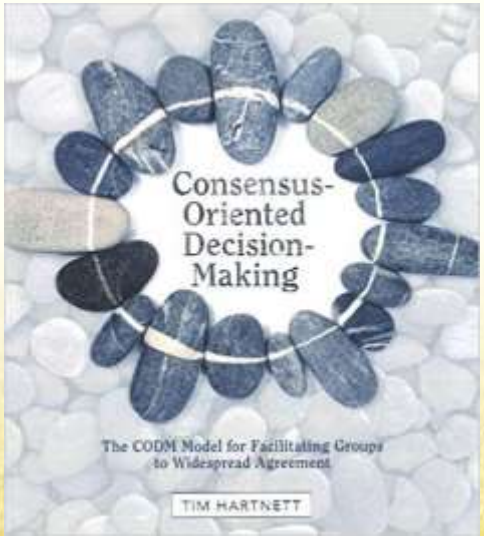
3. Consensus is achieved once everyone explains their issues and alternatives, and the discussion continues until all agree that:
   (a) the discussion has been full and fair; and
   (b) they do not object to (or can live with) the modified proposal

Consensus

For a thorough Consensus training video offered by Dr. Tim Hartnett see:

https://www.youtube.com/watch?v=_m3yjrC23Fc&t=2676s (Dr. Hartnett's 7 Critical Elements and 8 Critical Roles summarized in next 3 slides)

Dr. Tim Hartnett's Consensus Book: http://www.consensusbook.com/ (also available on Amazon)



7 Critical Values and Elements of Consensus

1. INCLUSIVENESS – all stakeholders of a decision are included in the discussion about that decision (builds cohesiveness)
2. PARTICIPATION – people involved have to actually participate in the decision and discussion and not just be invited (safe even for reserved participants and conflict is avoided) - helps determine if people will participate in the next decision / discussion
3. COLLABORATION – people in a group build a solution together
4. EQUALITY – all participants have an EQUAL voice and the process equally empowers them and their voice is respected and heard

7 Critical Values and Elements of Consensus

5. PROCESS ORIENTED – we care on how we make a decision and not just get a decision made (the process should help build relationships and connectedness
6. FULL AGREEMENT SEEKING – majority does not rule and the voices of the minority are heard
7. WHOLE GROUP THINKING - people think about the good of the whole group (community) and not just their personal desires or best interests

8 Roles in Consensus

1. FACILITATOR – merely guides the process to maximize participation so that group members can focus on the decision (the facilitator serves the group and does not exercise power / make the decision)
2. MINUTE TAKER – Record the consensus and action items to be taken thereafter
3. TIMEKEEPER – keeps group on track
4. STACKER – Organizes who speaks in order of raised hands so that everyone speaks in turn
5. VIBES WATCHER – PEACE KEEPER – keeps emotional intensity in check
6. SCRIBE – perhaps write raw ideas on board
7. HOST – creates a comfortable environment
8. PARTICIPANT - speaks their opinion as they focus on whole group thinking

2 Process Keys

Rules of Engagement

Rules of Engagement

1. ROEs apply equally to all and keep the process move efficiently

2. ROEs help avoid hijacking

3. ROEs ensure confidentially and no consequences

4. ROEs ensure fairness for all

5. ROEs everyone commits to them (helps exit volunteers who violate them)

6. ROEs keeps the project on task

(See Appendix for Bill's 15 suggested ROEs)

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?**

What is Strategic Planning

The Strategic Plan must answer four fundamental questions:

1. **Why do we exist?**
2. **Where are we now?**
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4. **How will we get there?**

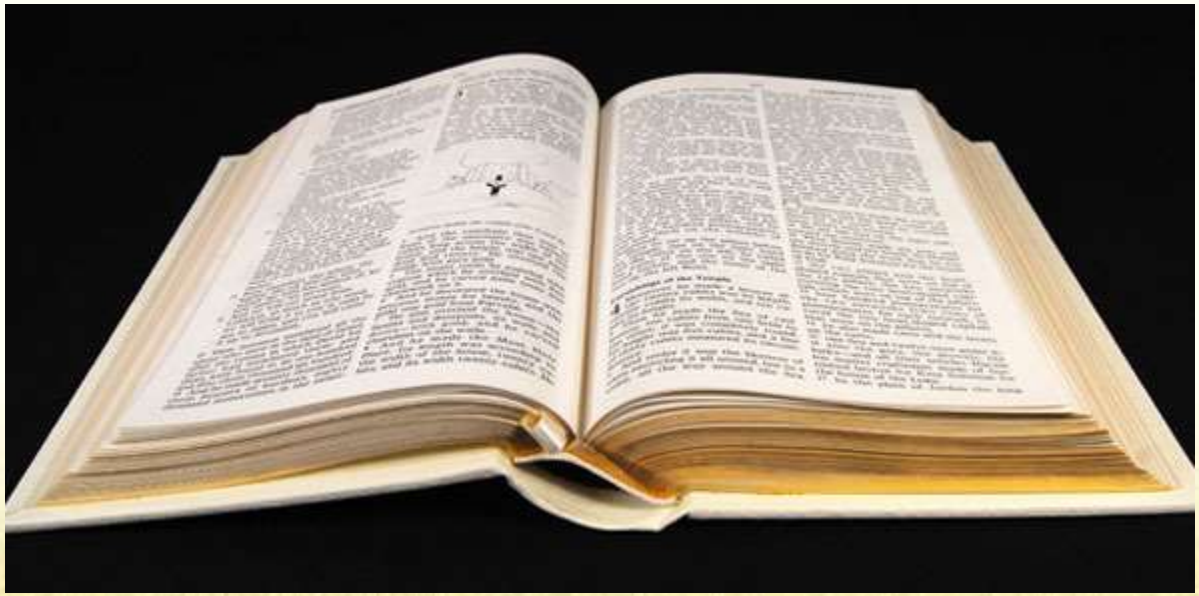
STATEMENT OF WHY

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?"

<u>Acts 14:14-15</u>

Effective Parish "To Do" Item

By consensus, determine your Parish's "Statement of WHY"

(See examples of Statements of Why in Appendix)

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?**

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 you wish were stakeholders)

SWOT ANALYSIS

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

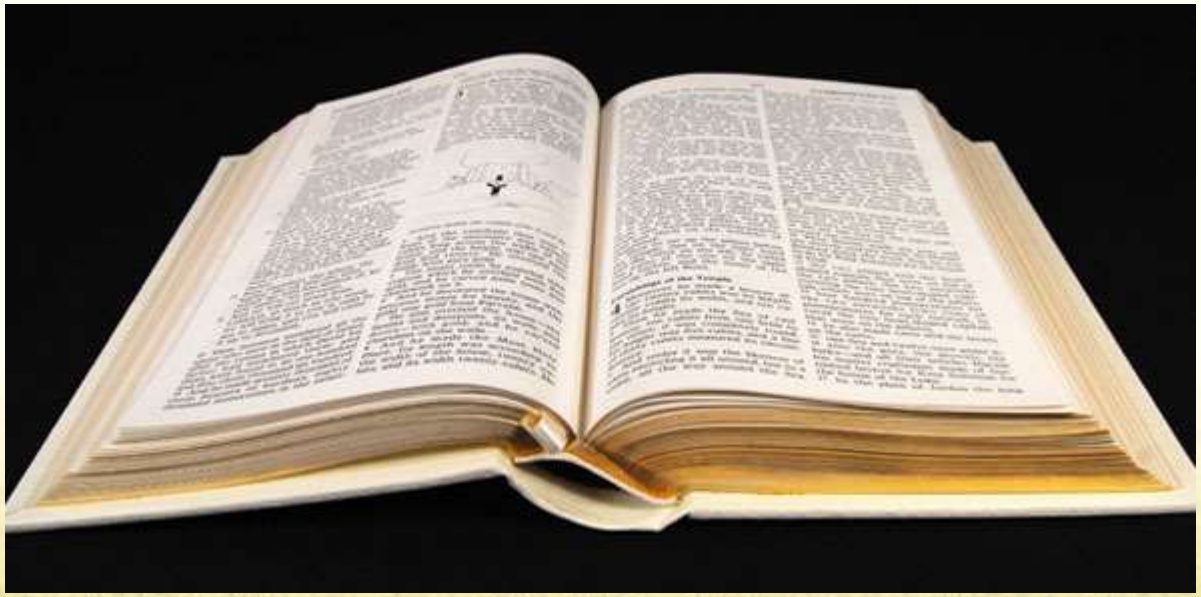
(b) Threats include external elements in our environment that could cause trouble for us

SWOT 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. (the more an item is repeated, the more it deserves 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.

SWOT

A SWOT Analysis is Biblical



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

Test yourselves!"

2 Corinthians 13:5

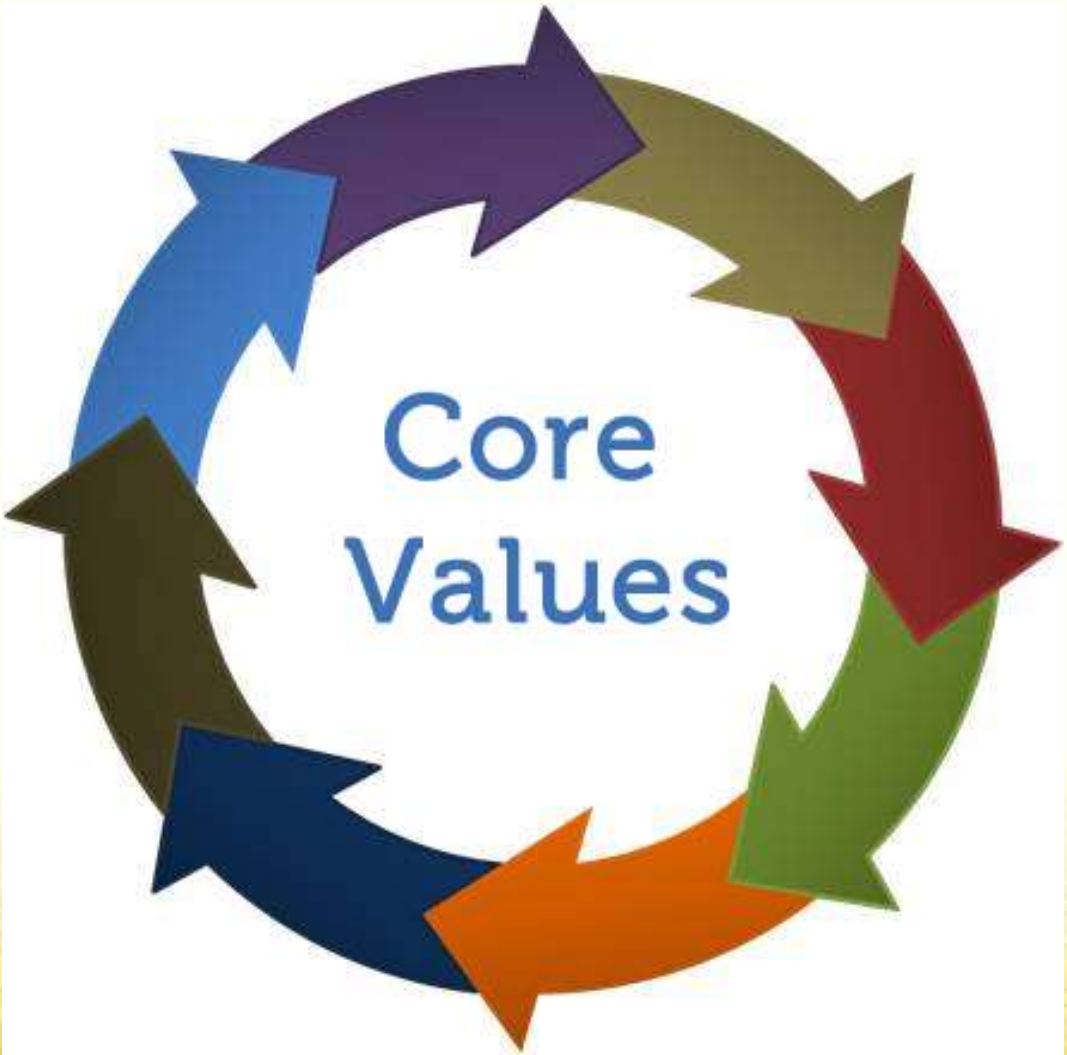
TO DO LIST:
1. LOVE GOD & LOVE PEOPLE
3

Effective Parish "To Do" Item

TO DO LIST:
1. LOVE GOD & LOVE PEOPLE
3

Perform a consensus, "SWOT Analysis" for your Parish

CORE VALUES

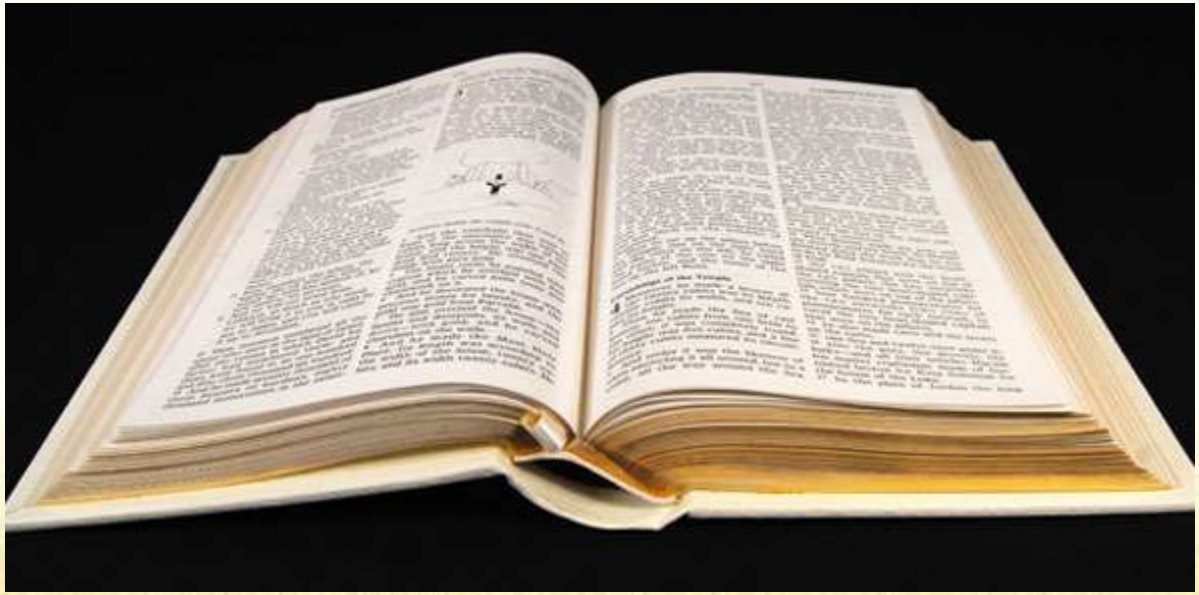


Core Values:

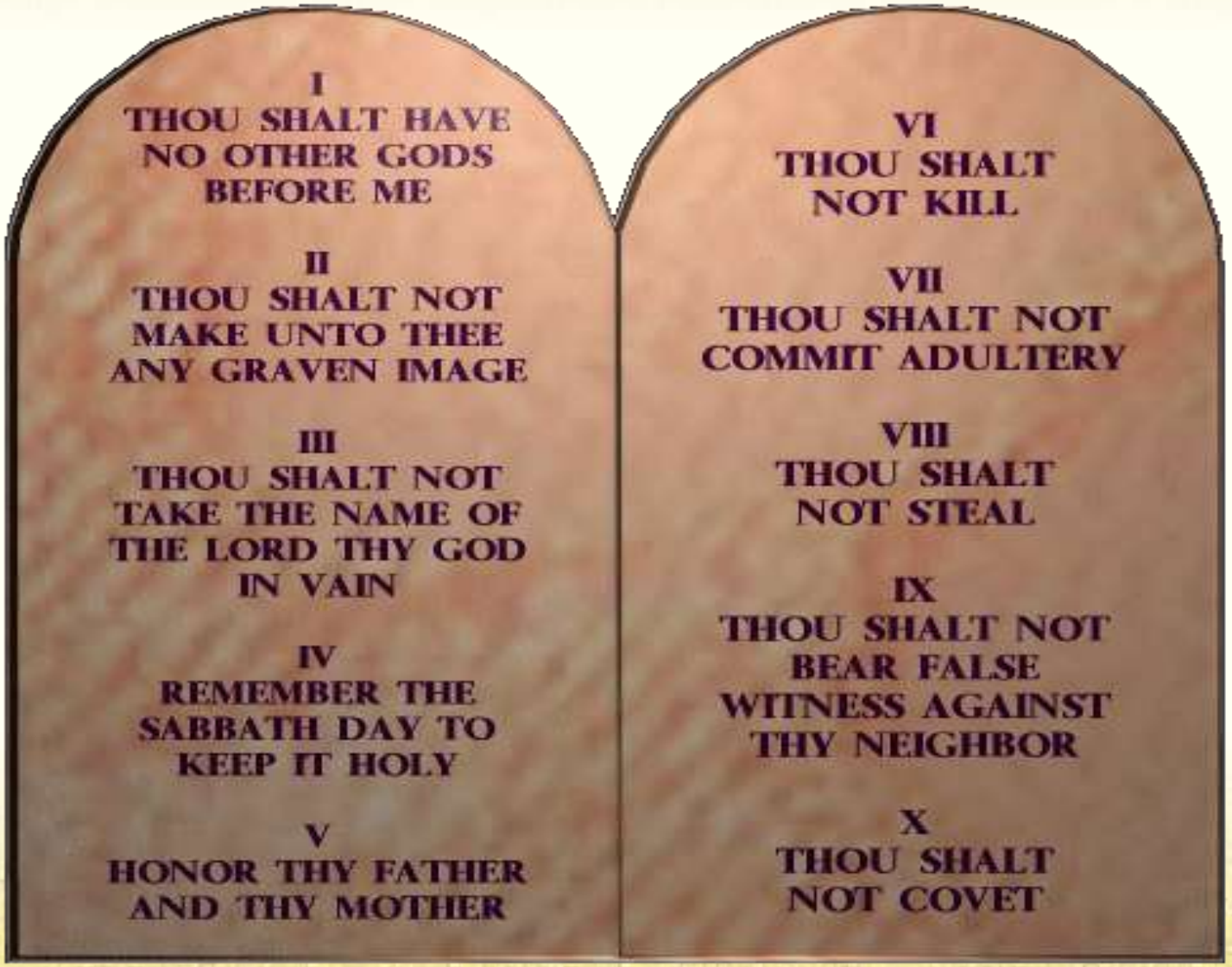
1. are beliefs shared among the stakeholders
2. drive an organization's culture and priorities
3. provide a framework for decision-making

CORE VALUES

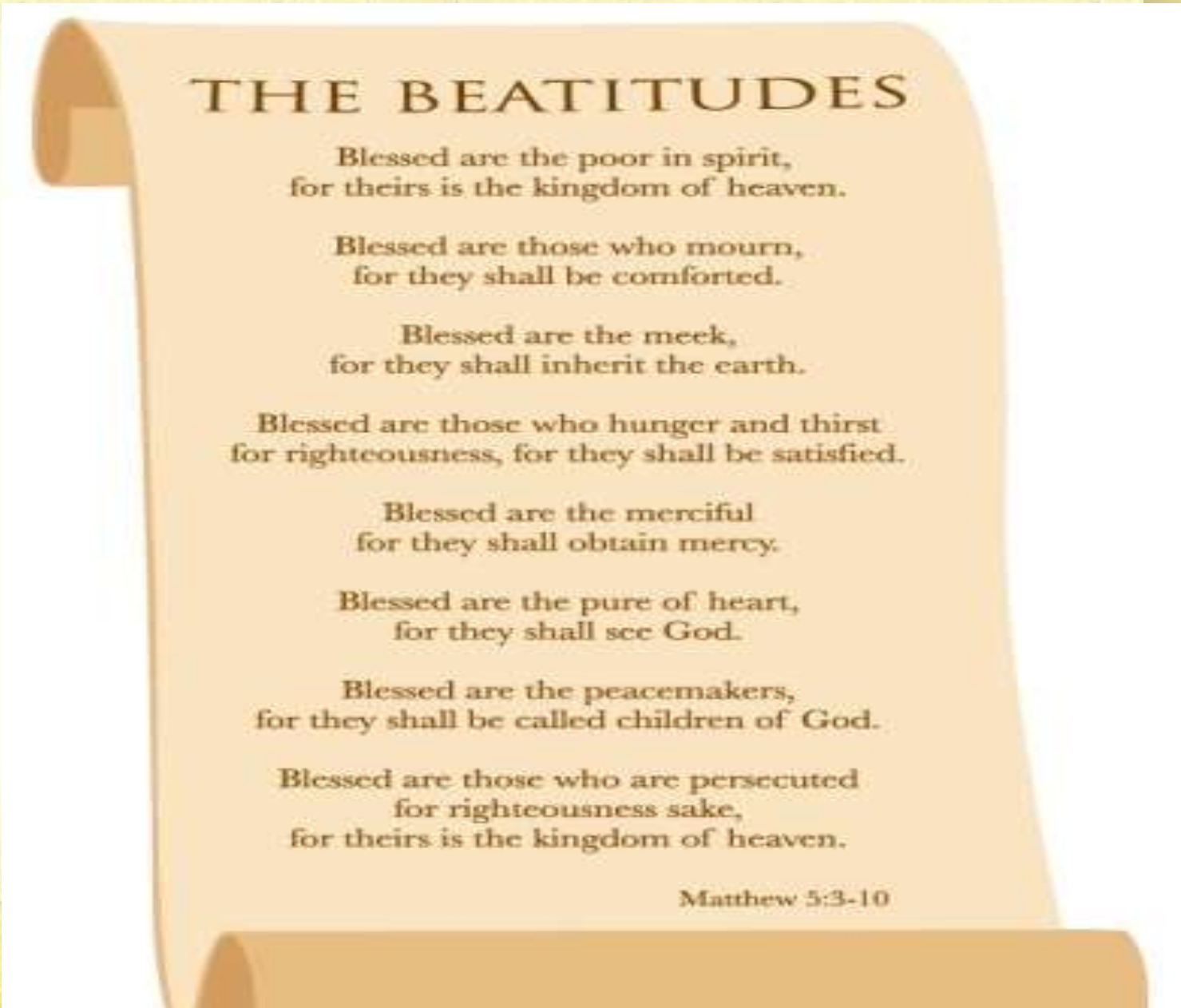
Core Values Are Biblical



GOD'S CORE VALUES



CHRIST'S CORE VALUES



Effective Parish "To Do" Item

By consensus, determine your Parish's "Core Values"

(See examples of Vision Statements in Appendix)

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?**

MISSION

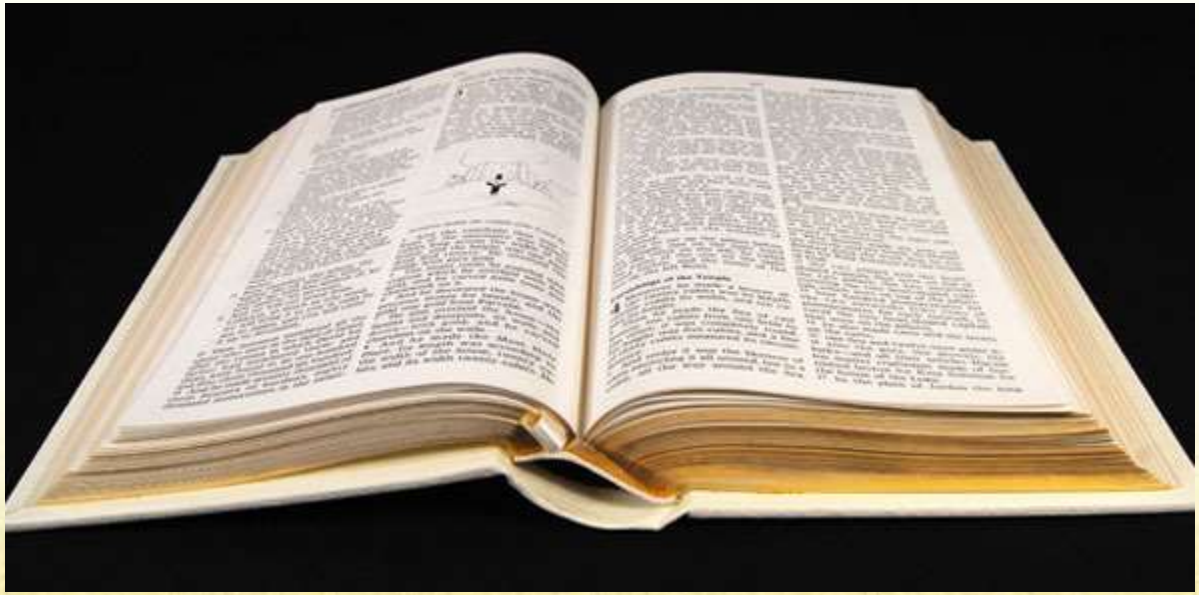
Mission:

- A clear description of the fundamental purpose for which an organization exists and what it does to achieve its Vision.

- Mission answers the question: "What do we do?"

MISSION

A Mission Statement is Biblical



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

"Go therefore and make disciples of all the nations"

Effective Parish "To Do" Item

By consensus, determine your Parish's "Mission"

(See examples of Mission Statements in Appendix)

VISION

Desired Future State

3. Where do we want to be?

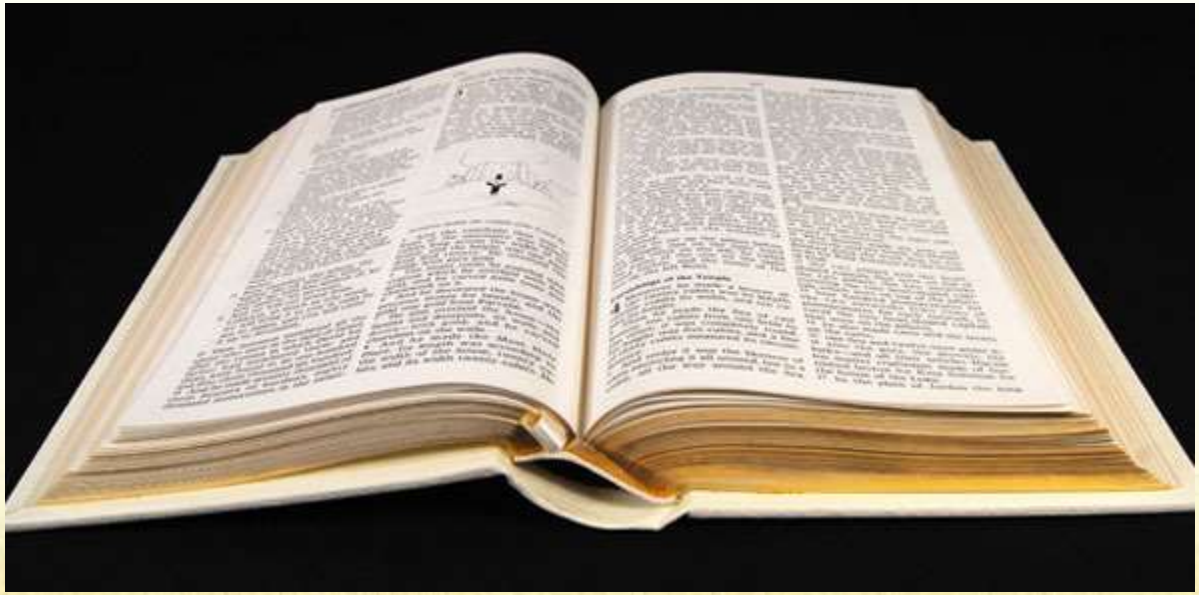
Following our sense of God's calling, we need to pick a reasonable time in the future and outline a comprehensive vision of our Parish at that time

Vision

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

VISION

A Vision Statement is Biblical



The Great Commission
(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."

TO DO LIST:
6

Effective Parish "To Do" Item

TO DO LIST:
6

By consensus, determine your Parish's "Vision"

(See examples of Vision Statements in Appendix)

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?**

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 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

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

The "SMART" 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?

Measurable: Is there a way to measure the success of the goal?

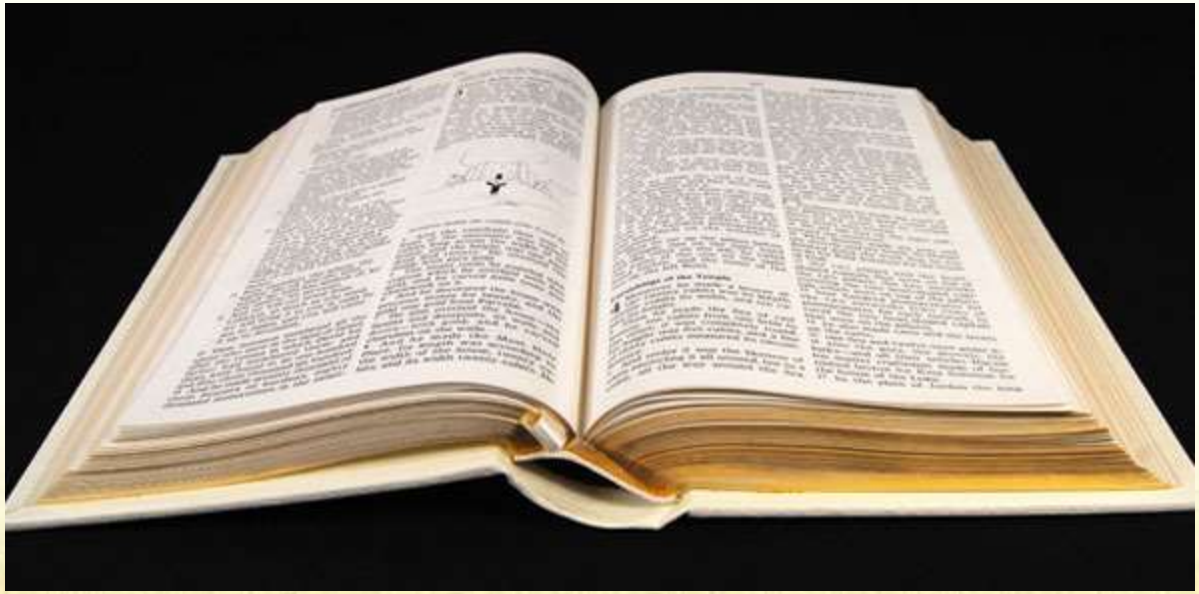
Attainable: Is the goal truly attainable by us within a reasonable time?

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

Timeline: 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.’ "

Matthew 10:1, 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

“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.”

<u>John 13:34-35</u>

Effective Parish "To Do" Item

By consensus, determine your Parish's most critical "Strategic Goals" and for each goal determine:

1. **All steps to fully achieve each S.M.A.R.T. Goal**
2. **Who will do each step**
3. **What is the timetable for each step**
4. **How you will know when it is finished**

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

Off track — Caution — On track

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 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."

Effective Parish "To Do" Item

Recruit and train a Strategic Planning Team and an Implementation Team

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)

www.stewardshipcalling.com

Church Strategic Planning tab

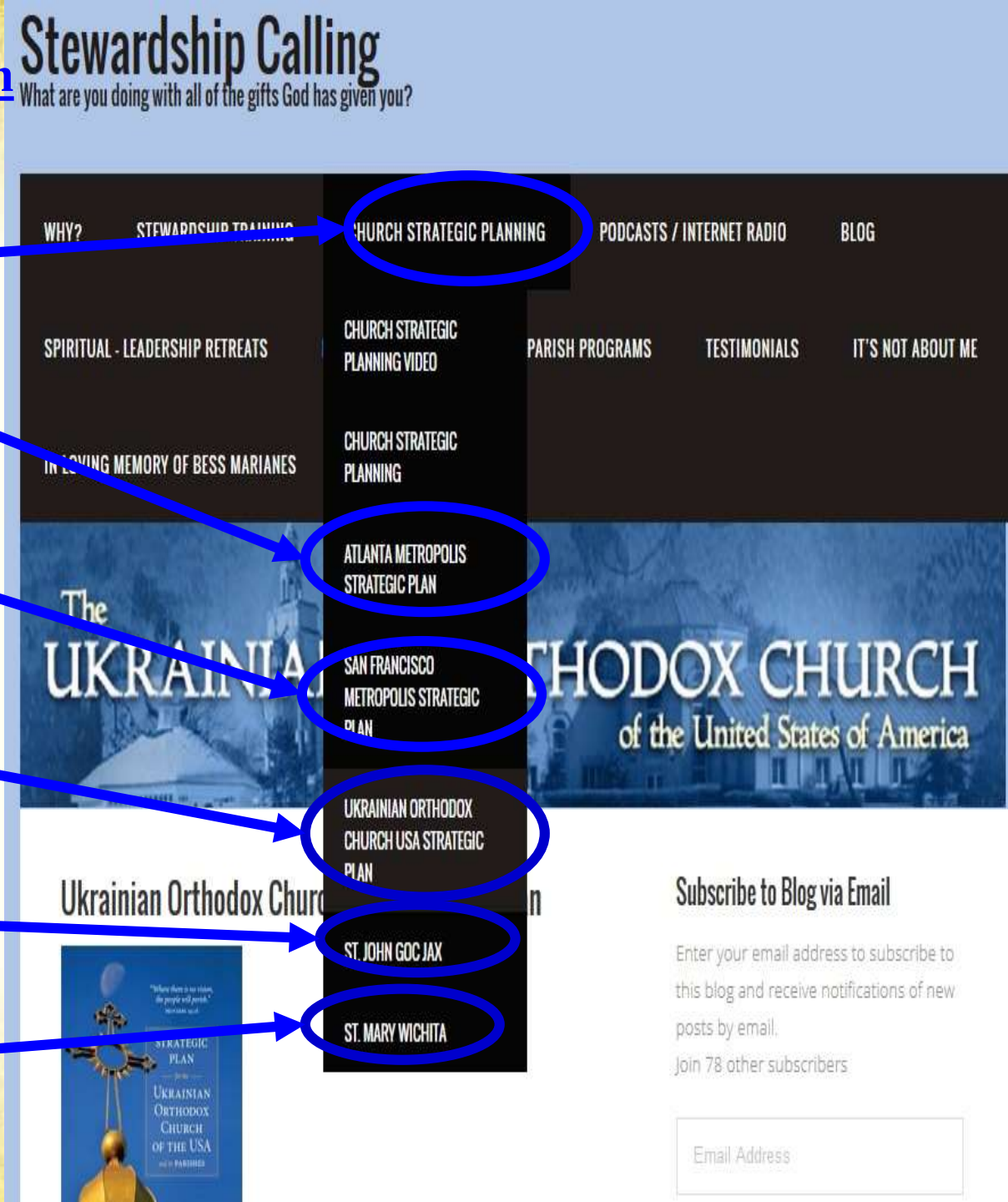
Atlanta Metropolis

San Francisco Metropolis

Ukrainian Orthodox Church USA

St. John Jacksonville

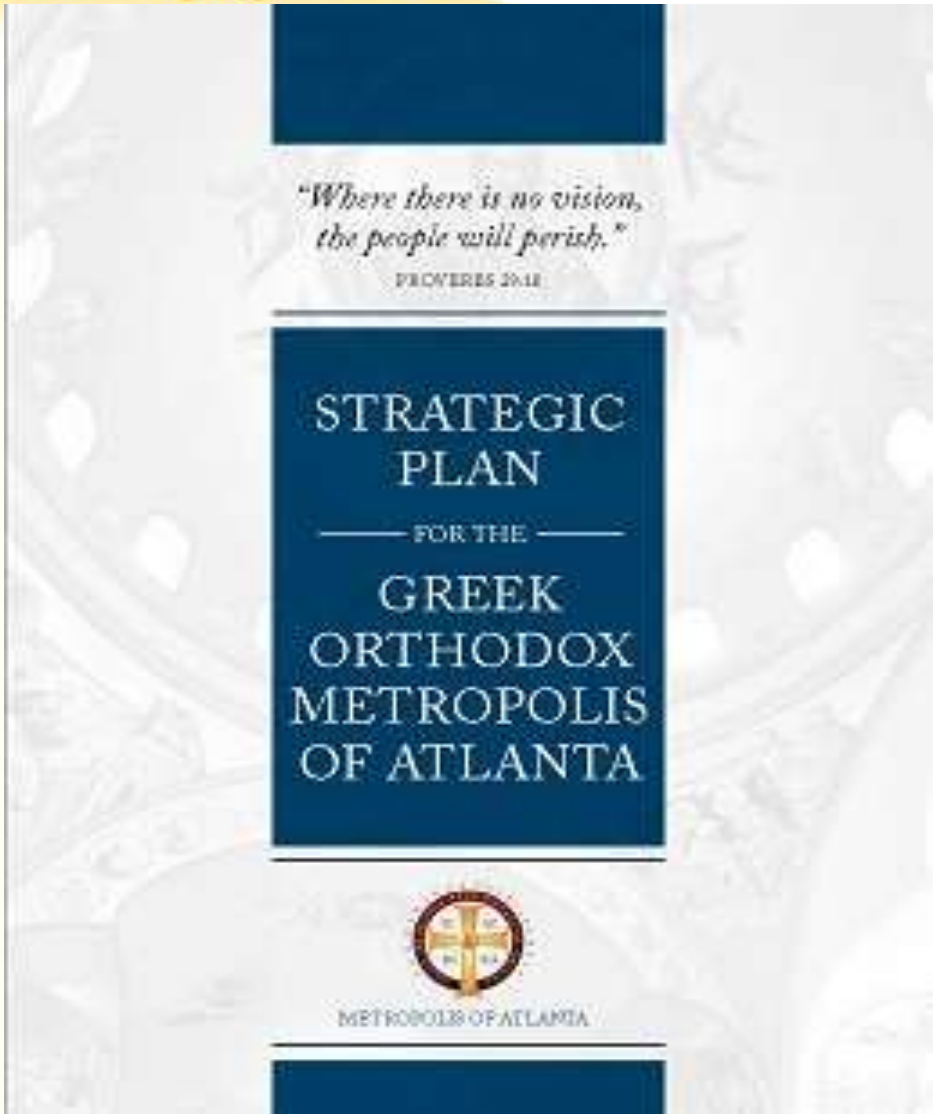
St. Mary Wichita



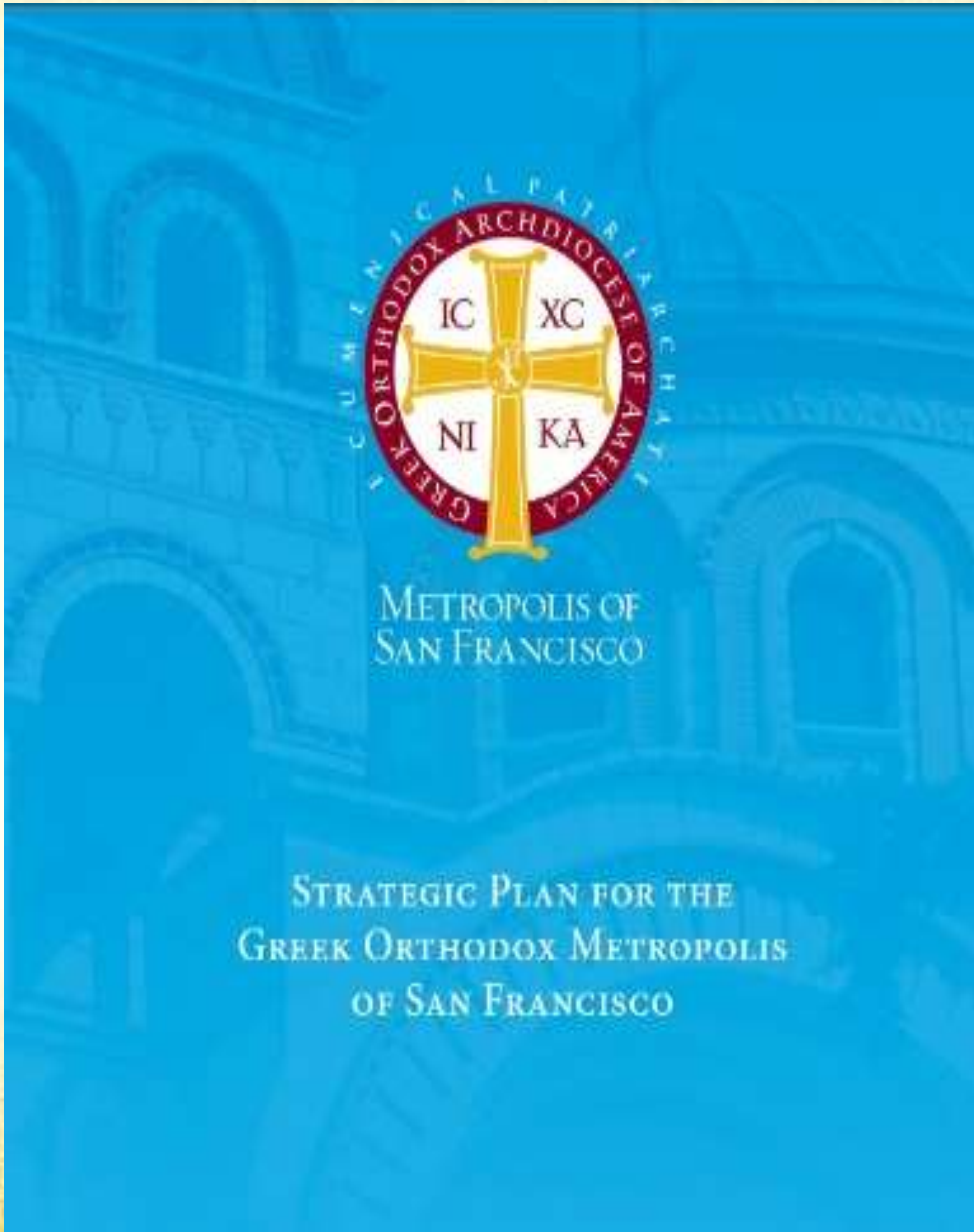
THE METROPOLIS OF ATLANTA

STRATEGIC PLAN

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

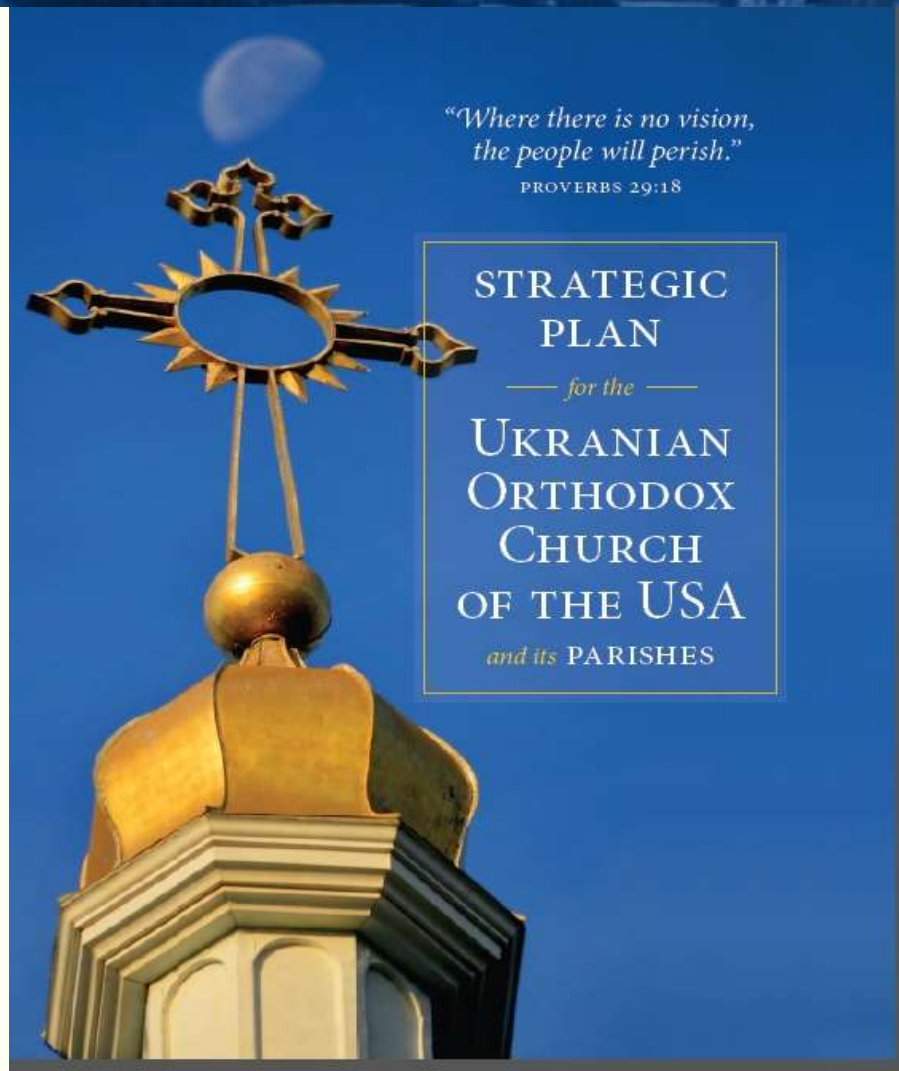


http://stewardshipcalling.com/san-francisco-strategic-plan/



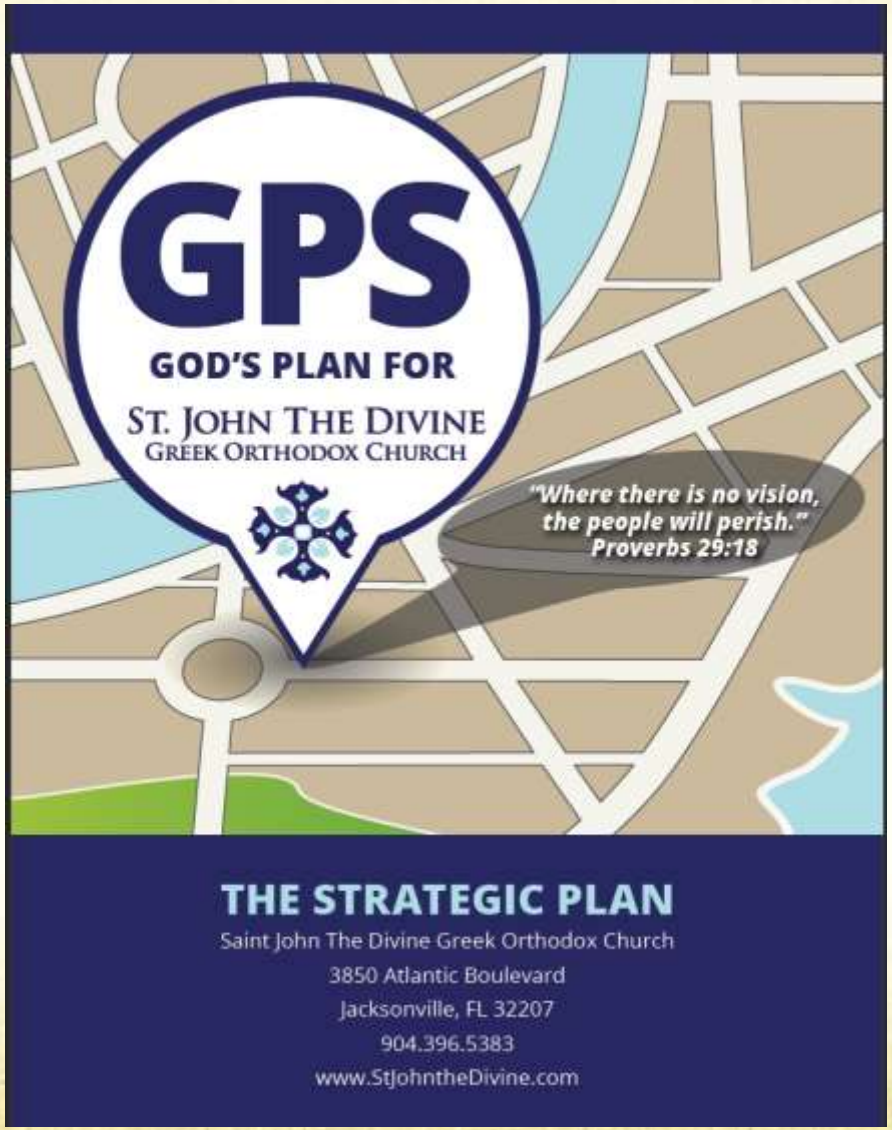
The UKRAINIAN ORTHODOX CHURCH of the United States of America

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



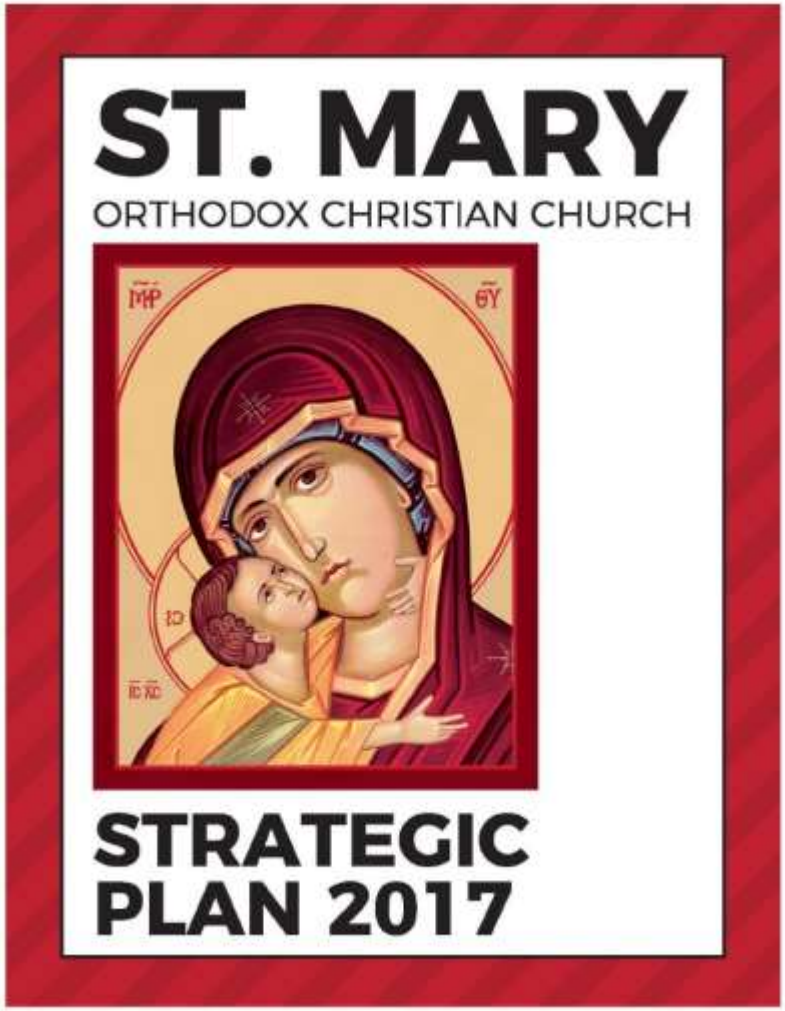
ST. JOHN THE DIVINE
GREEK ORTHODOX CHURCH

http://stewardshipcalling.com/st-john-goc-jax/



ST. MARY
ORTHODOX CHRISTIAN CHURCH
a parish of the diocese of Wichita and Mid-America located in Wichita, Kansas

http://stewardshipcalling.com/st-mary-wichita/



HOW ?

Parish Strategic Planning

OK, So How Do We Do All This?

Bill's 6-Step Parish Strategic Planning Process

~~~~~~~~~~~~~~~~~~~~~~~~~~

(See Appendix for more information about each step)
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Bill's Sample Six Step Work Plan

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

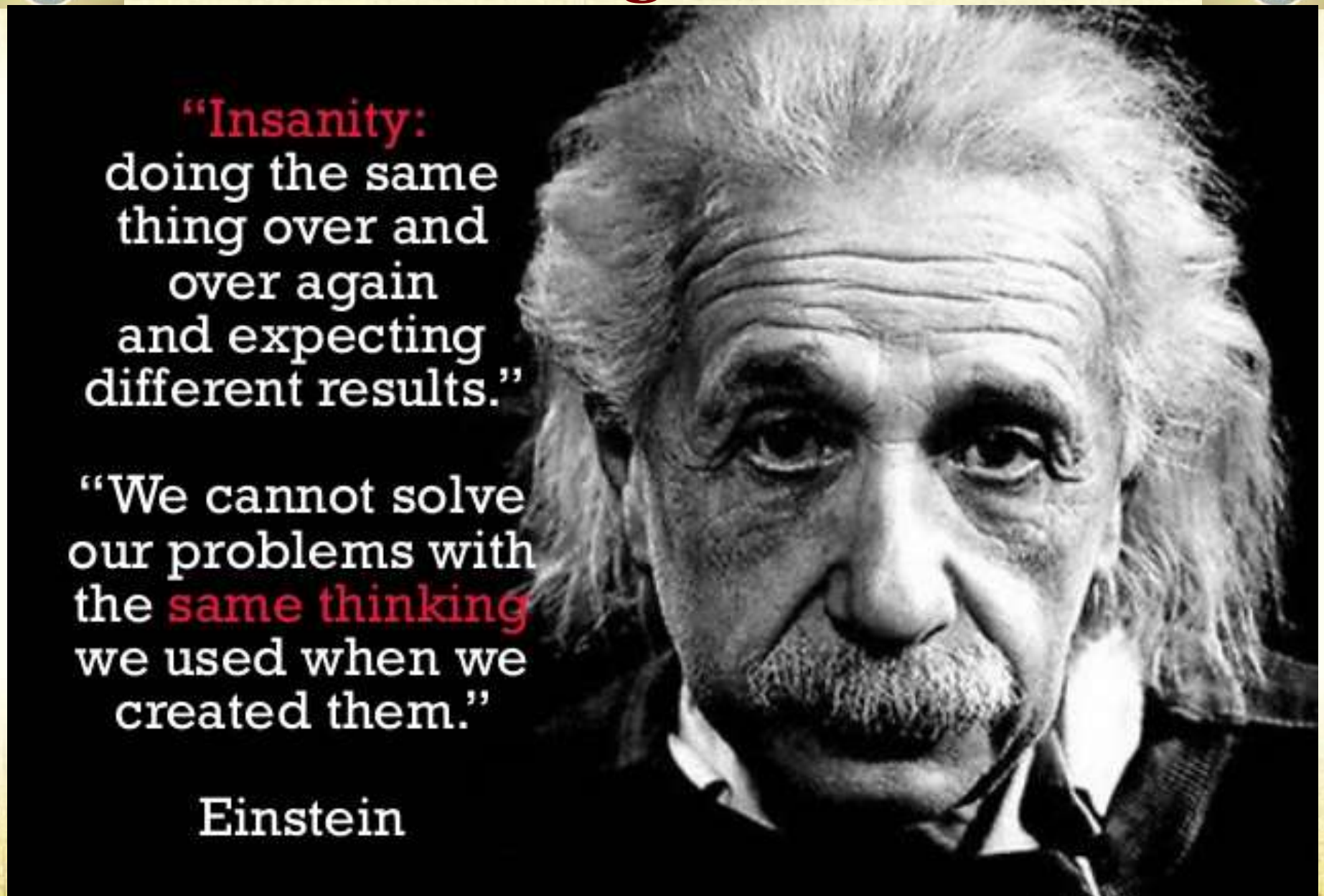
STEP FIVE FINALIZE STRATEGIC PLAN DOCUMENT

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 Strategic Plan



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

Effective Parish "To Do" Review

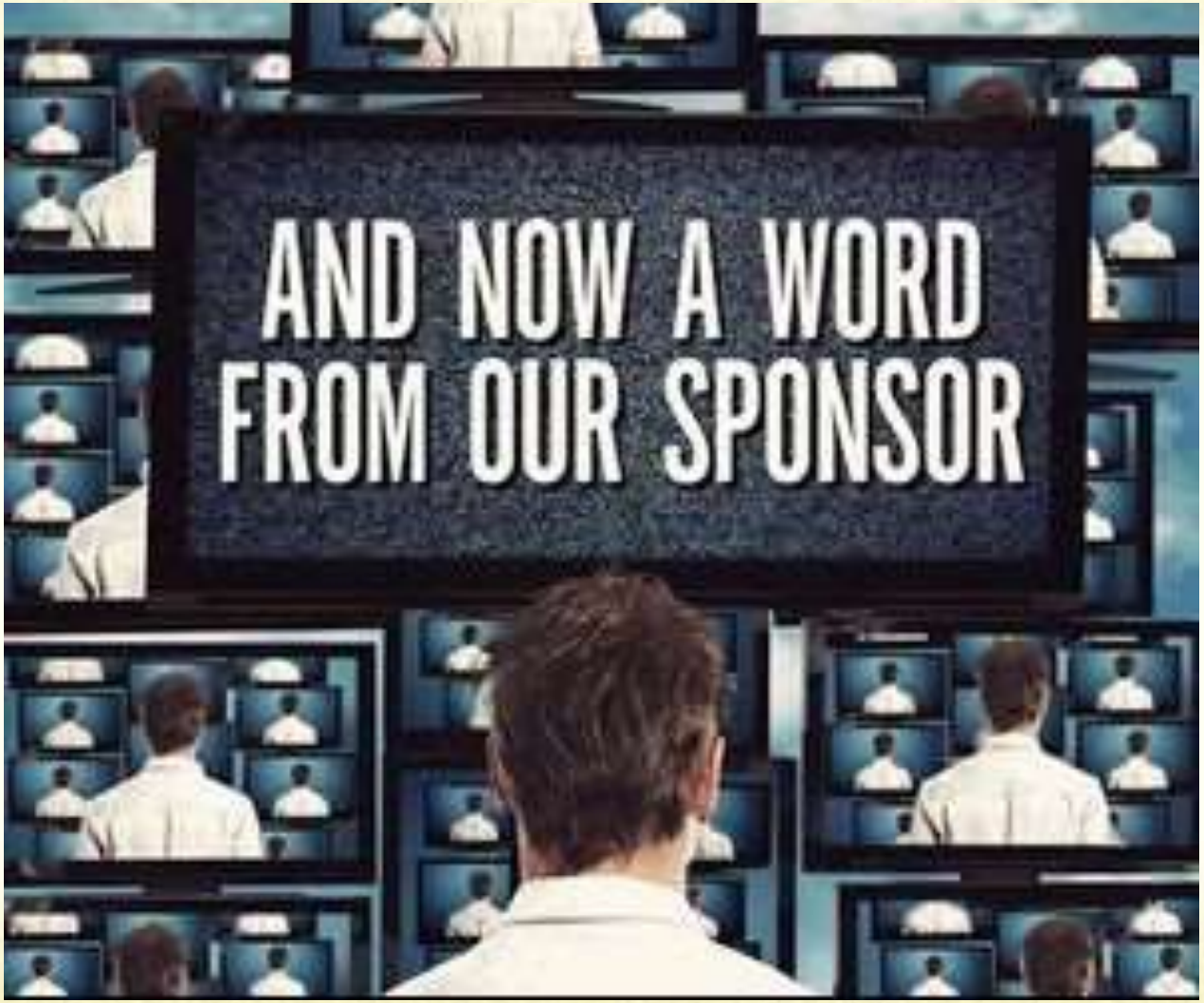
1. By consensus agree upon a Parish Strategic Plan process and teams to complete Strategic Plan
2. By consensus, determine your Parish's "Statement of WHY"
3. Perform a consensus, "SWOT Analysis" for your Parish
4. By consensus, determine your Parish's "Core Values"
5. By consensus, determine your Parish's "Mission"
6. By consensus, determine your Parish's "Vision"

Effective Parish "To Do" Review

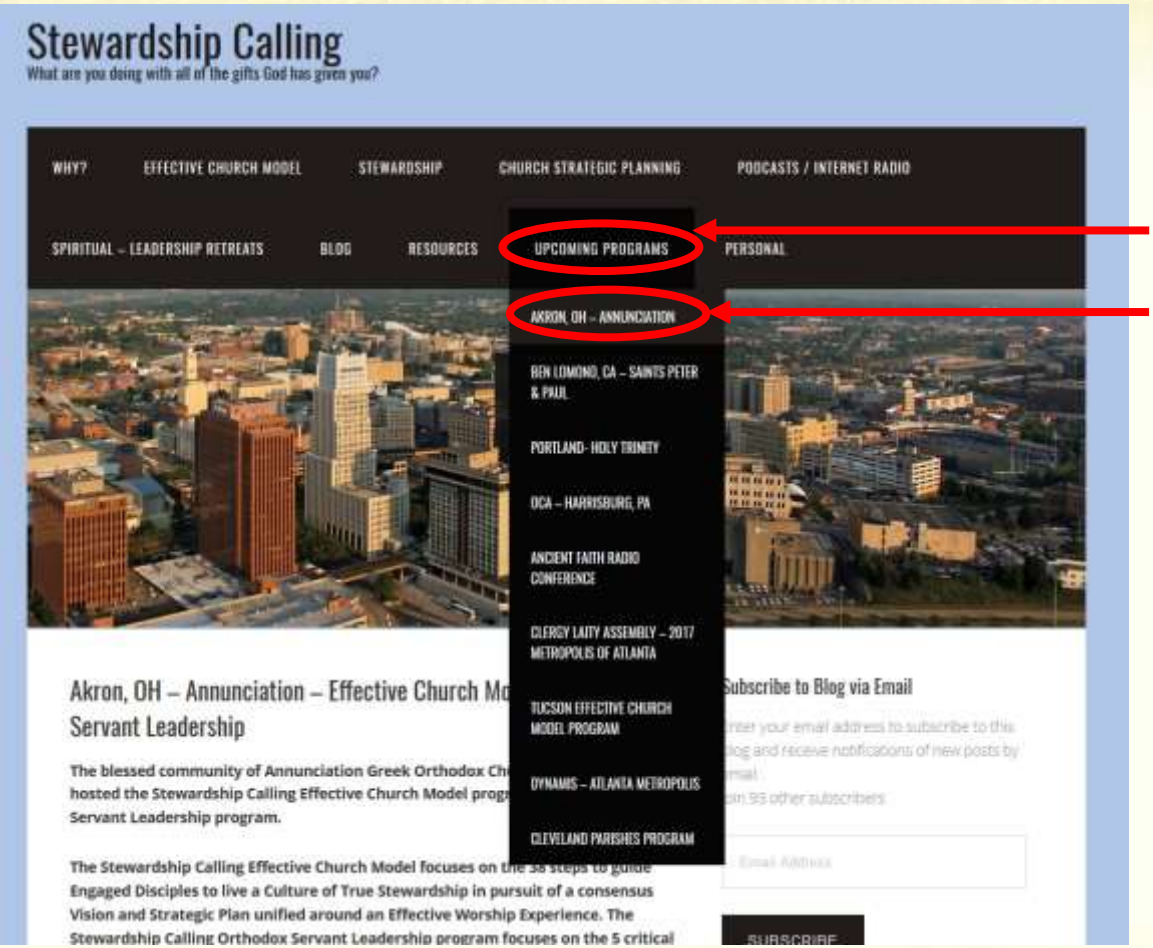
7. By consensus, determine your Parish's most critical "Strategic Goals" and for each goal determine: (a) All steps to fully achieve each S.M.A.R.T. Goal; (b) Who will do each step; (c) What is the timetable for each step; (d) How you will know when it is finished
8. Recruit and train a Strategic Planning Team and an Implementation Team

Today's Big Idea

Engagement


AND NOW A WORD
FROM OUR SPONSOR

Your Always Free Parish Resource
www.stewardshipcalling.com



You can download this Orthodox Servant Leadership presentation and the Effective Church Model presentation under the Upcoming Programs tab and the Akron, OH page *http://stewardshipcalling.com/akron-oh-annunciation-effective-church-model/*

Send questions to:

Bill@stewardshipcalling.com

One Stop
Always Free - Forever
Stewardship Resource

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Effective Church Model

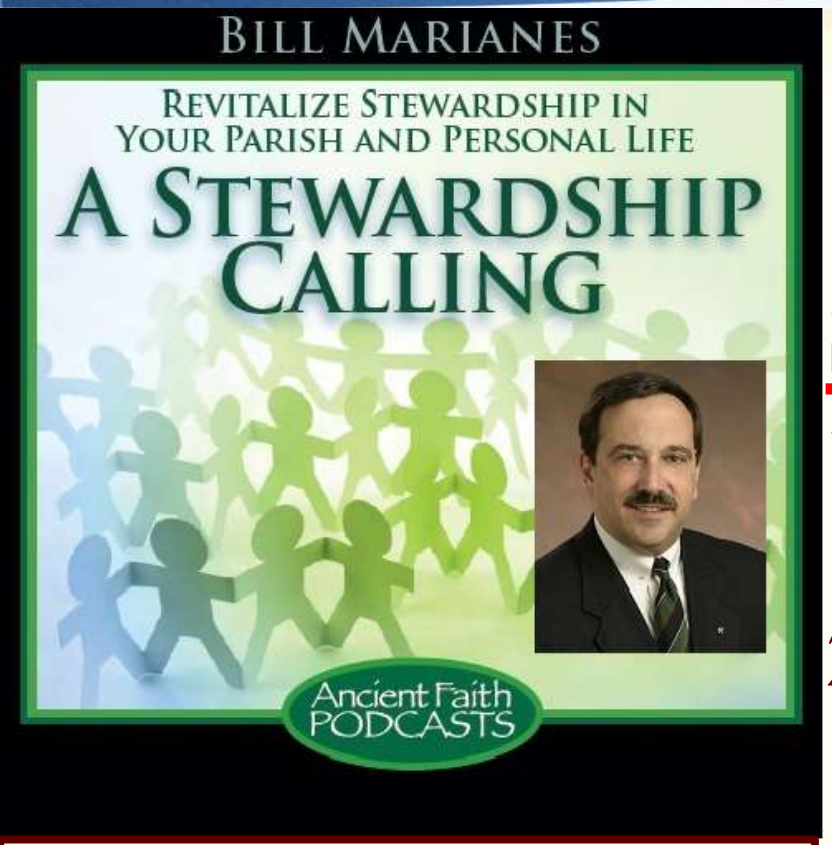
Steward-ship

Strategic Planning

ANCIENT FAITH RADIO

Bringing the Ancient Christian Faith to the Modern World

Ancient Faith Ministries



http://stewardshipcalling.com/internet-radio/

5th Sunday Stewardship Calling

8:00 p.m. - 9:30 p.m. (4-29-18; 7-29-18; 9-30-18; 12-30-18)

Starting in 2018

1. **Weekly 15 minute stewardship podcast;**
2. **Monthly 1 hour interactive stewardship ZOOM webinar**

(for ZOOM webinar, email Bill@stewardshipcalling.com)

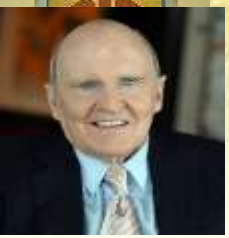
AND NOW BACK TO
OUR REGULARLY
SCHEDULED
PROGRAMMING

Today's Big Idea

Engagement

The Bottom Line (review)

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



Jack Welch

Chairman & CEO - General Electric

~ ~

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

~ ~

“Change before you have to.”

The Great Commission

"Go therefore and make disciples of all the nations

...baptizing them in the name of the Father and the Son and the Holy Spirit, teaching them to observe all that I commanded you..."

Stewardship Calling Effective Church Model

Institutional

Effective Worship Experience

Worship

Vision

Consensus Vision and Strategic Plan

Engaged Disciples

Disciples

Stewardship

Culture of True Stewardship

Individual

Today's Life Changing Idea

INY IG

It's Not Yours, It's God's

"You received without paying, give without pay."

Matthew 10:8

Today's Big Question

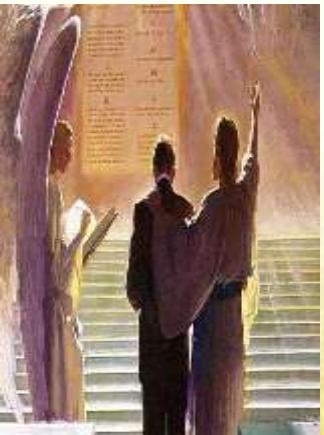
How many Disciples have you made?

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

Effective Parish "To Do" Item

Daily, we should work toward a:

GOOD ACCOUNT BEFORE THE AWESOME JUDGMENT SEAT OF CHRIST"



“Then he said to his disciples, ‘The harvest is plentiful but the workers are few. Ask the Lord of the harvest, therefore, <u>to send out workers</u> into his harvest field.’ ”

Matthew 9:37-38

“Your life does not get better by chance. It gets better by change”

Jim Rohn

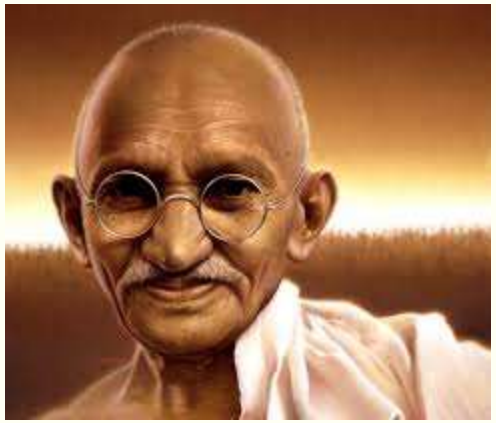
“A dream is just a dream.

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

Harvey Mackay

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

Mahatma Gandhi



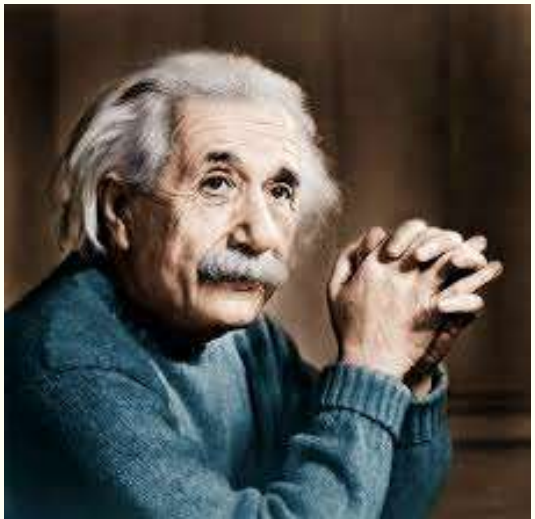
“Leaders of a Church will either be risk takers, caretakers or undertakers.”

Pastor Rick Warren

“Logic will get you from A to B.

Imagination will take you everywhere.

Imagination is more important than knowledge.”



Albert Einstein

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

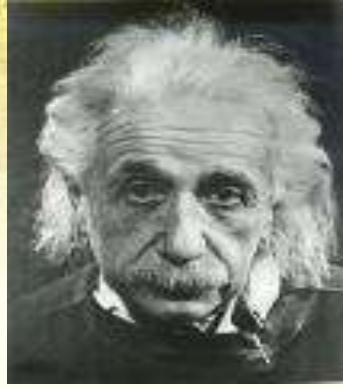
The second best time is today.”

Old Chinese Proverb

“Either lead, follow or get out of the way.”

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

Albert's Insight



- What was Albert Einstein's greatest contribution?
- ~~$E=mc^2$~~

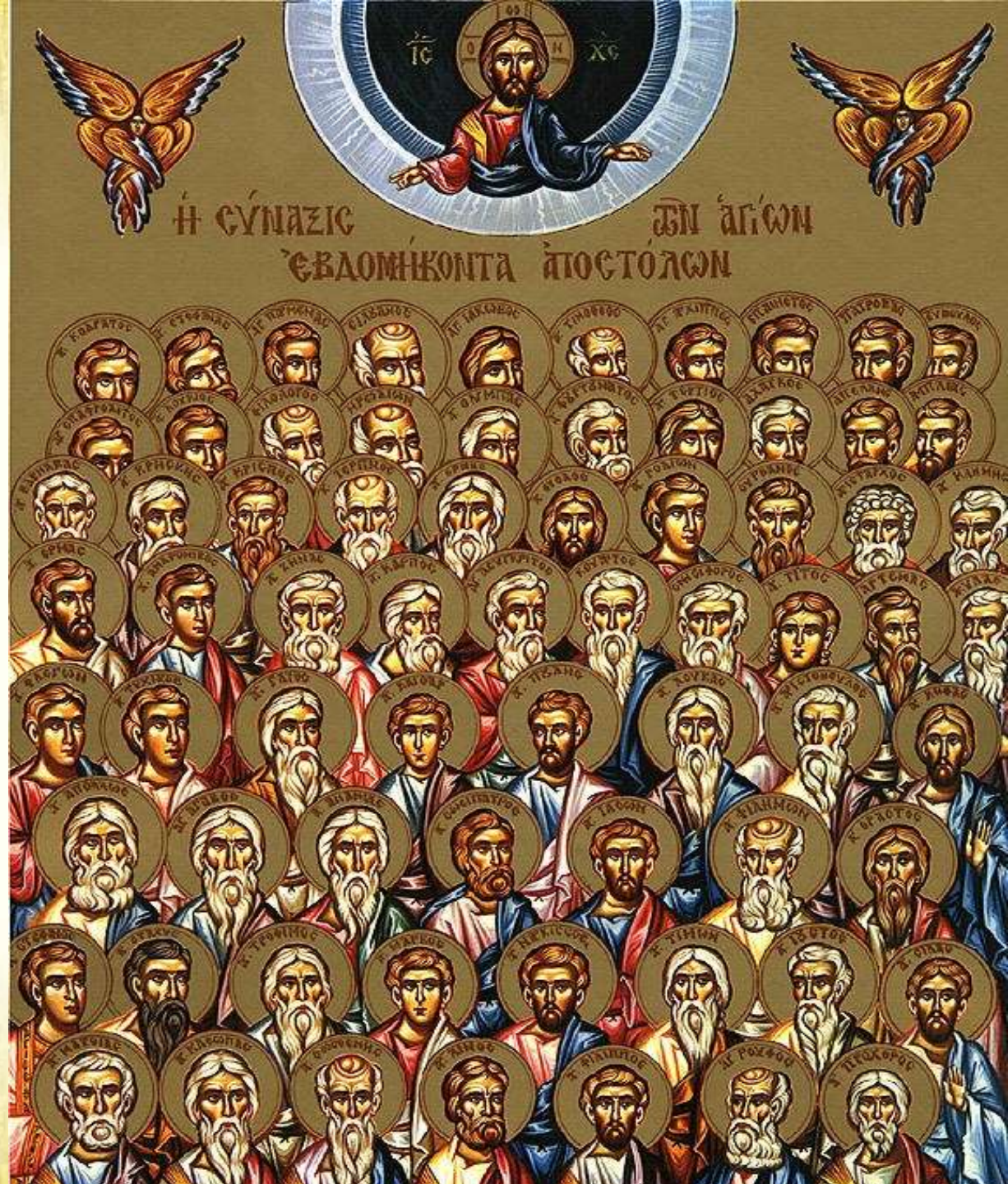
"NOTHING HAPPENS UNTIL SOMETHING MOVES"

The Marianes Corollary

"NOTHING HAPPENS UNTIL SOMEBODY MOVES"

You have now been called as one of the 70 Disciples

Luke 10:1



Effective Church Model Presentation Appendices

Effective Parish "To Do" Item

Here are the summaries of the 36 To Do actions / recommendations:

~ 13 Engaged Disciples actions

~ 15 Culture of True Stewardship actions

~ 8 Consensus Vision and Strategic Plan actions

Effective Parish "To Do" Item

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Effective Parish "To Do" Review

1. Within the context of our faith: (a) deliver the most impactful sermons; (b) create the most welcoming and engaging of Sunday experiences; (c) provide an effective youth education program.
2. Develop a comprehensive Spiritual Growth Ministry and Education process and schedule focused for adults
3. Give examples and teach ways to be courageous in daily life in your homilies and Sunday School and Small Group curriculum
4. Give examples and teach ways to be compassionate in daily life in your homilies and Sunday School and Small Group curriculum

Effective Parish "To Do" Review

5. Foster a culture of unconditional love in your Parish and give examples and teach ways to be loving in daily life in your homilies and Sunday School and Small Group curriculum
6. Visibly: (a) live your faith; (b) represent your faith; (c) model being a Courageous, Compassionate and Loving Disciple of Jesus Christ
7. With respect to understanding and living your Orthodox faith, identify: (a) an action you will start (Go); (b) an action you slow down (Slow); (c) an action you will stop (Whoa)
8. Develop Parish training and processes that encourage parishioners to become better disciples and help make other disciples (including "Go, Slow, Whoa" training and support)

Effective Parish "To Do" Review

9. Develop processes and support systems to help parishioners discover and live their stewardship callings (e.g., help them identify what they are good at that the Parish could use and then give them the opportunity to offer those gifts)
10. Develop a Prayer Ministry with resources for all groups, and preach, teach and model the importance of an active prayer life
11. Create and implement a "Small Group Ministry" program
12. Create and implement an "Orthodox Leadership" program
13. Hire a full-time youth and emerging adult staff person and follow research to improve: (a) religious education; (b) church engagement; and (c) stewardship training

Effective Parish "To Do" Item

Here are the summaries of the 36 To Do actions / recommendations:

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Effective Parish "To Do" Review

1. Based on the HOLY SCRIPTURE definitions of Stewardship, and the SCIENCE of GENEROSITY STUDIES, implement specific actions and communication strategies to create and teach a culture and social network of generosity and attitude of abundance in your Parish.

2. Ensure consensus ALIGNMENT OF ALL KEY LEADERS and stakeholders to your new stewardship program.

3. Begin a TITHING and Percentage Giving Program

4. Develop and implement a stewardship program that focuses more on SOLICITING TIME AND ENGAGEMENT in the ministries of the church.

Effective Parish "To Do" Review

5. Design and implement a process that would work in your Parish to PERSONALLY SOLICIT every steward

6A. Adopt/adapt one of the 3 best personal solicitation approaches to PERSONALLY reach every steward:

- Plan A - In home personal visitations
- Plan B - In home group gatherings
- Plan C - Personal telephone calls.

6B. Implement a COUNCIL OF MINISTRIES and engage all your faithful in at least one Ministry.

7. Establish a Welcoming Ministry and create a "TOTAL WELCOMING EXPERIENCE"

Effective Parish "To Do" Review

8. Establish a Thanking Ministry and create a strong "CULTURE OF THANKING."

9. (1) Establish an effective YOUTH STEWARDSHIP PROGRAM
   (2) HIRE A FULL-TIME PARISH STAFF person to focus on youth and emerging adults : (a) religious education; (b) church engagement; and (c) stewardship training. Establish an effective youth stewardship program and hire a full-time Parish staff person to focus on youth and emerging adults

10. Develop the processes and systems to REGULARLY AND PUBLICLY COMMUNICATE your stewardship message with integrity, accountability and transparency all stewardship, financial and other Parish information.

Effective Parish "To Do" Review

11. Establish a YEAR-LONG STEWARDSHIP schedule and CAMPAIGN with extensive stewardship messages in many places from many voices.

12. Develop and implement a PLANNED/ESTATE GIVING program.

13. Consistently COMMUNICATE all stewardship, financial and other Parish information with INTEGRITY, ACCOUNTABILITY AND TRANSPARENCY.

14. Create and implement a "SMALL GROUP MINISTRY" program.

15. Recruit and train a full STEWARDSHIP TEAM to perform all of the various activities and functions.

Effective Parish "To Do" Item

Here are the summaries of the 36 To Do actions / recommendations:

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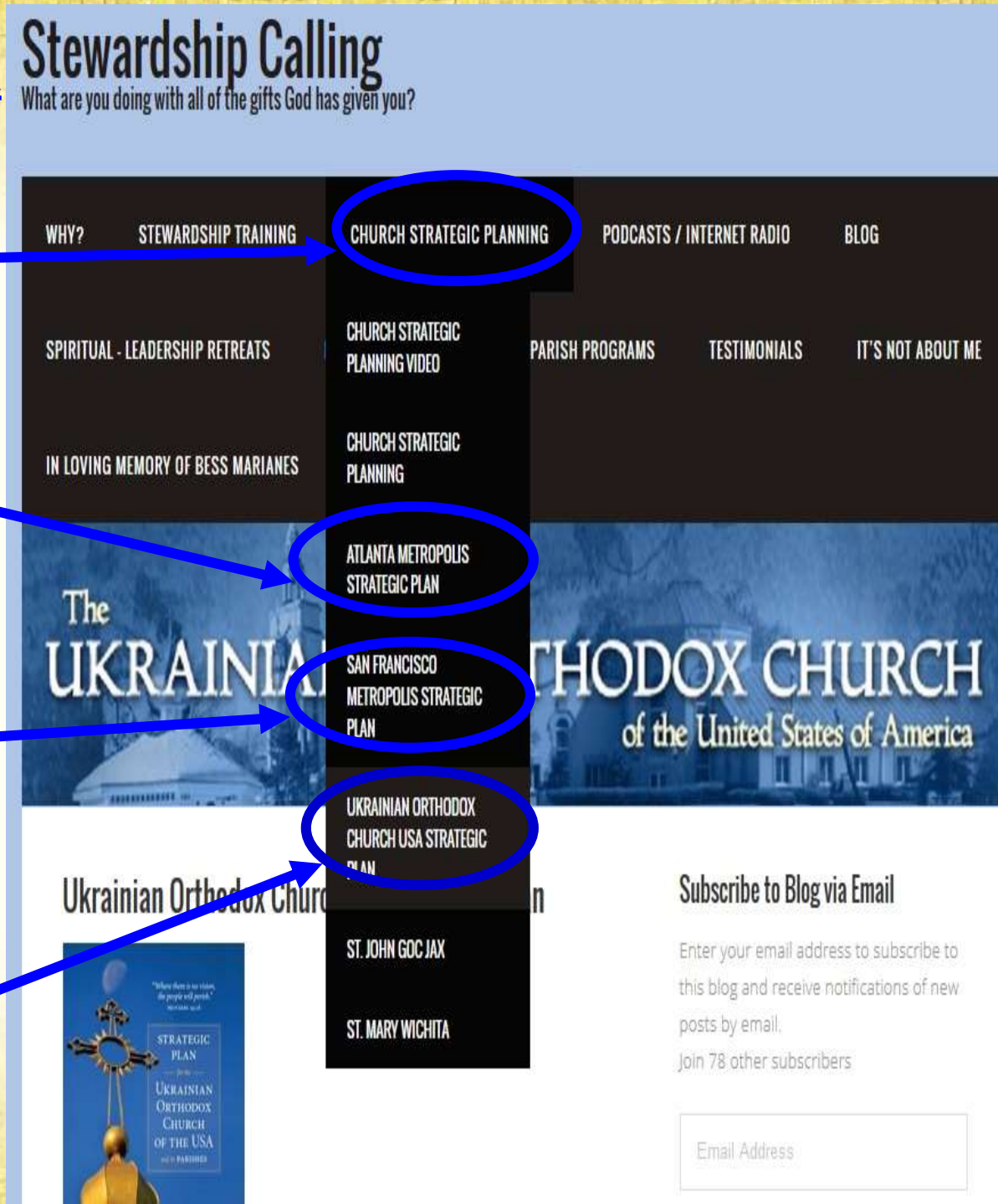
Church Strategic Planning tab

Atlanta Metropolis Strategic Planning page

San Francisco Strategic Planning page

Ukrainian Orthodox Church USA Strategic Planning page



Stewardship Reading List

~ Oriented Leadership: Why All Christians Need It Benjamin D. Williams and Michael T. McKibben

~ The First and Finest: Orthodox Christian Stewardship as Sacred Offering V. Rev. Robert Holet

~ The Passionate Steward: Recovering Christian Stewardship from Secular Fundraising Michael O'Hurley-Pitts

~ Hank Rosso's Achieving Excellence in Fund Raising 2nd Edition Eugene R. Tempel

~ Not Your Parents' Offering Plate: A New Vision for Financial Stewardship J. Clif Christopher

Appendix

Bill's 15 Rules of Engagement

Bill's Rules of Engagement

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

Bill's Rules of Engagement

6. No side discussions / 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. We will 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. Be honest and "no spin." 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. Disagree agreeably. Listen carefully before you object or agree. ("Seek first to understand, and then to be understood.")
12. Absolutely NO "Discussion Killers." (e.g., "we tried that once," "it won't work," "you don't know what you're talking about," etc.) Be positive / encouraging.
13. Think strategically, creatively and outside the box. Think long (not short) term
14. Speak precisely 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

Statement of Why Examples

The Greek Orthodox Metropolis of Atlanta:

welcomes all people seeking salvation, love, truth and fulfillment.

The UKRAINIAN ORTHODOX CHURCH of the United States of America

UOC of USA Statement of WHY

We embrace those who hunger for love, comfort, fulfillment and hope.

The Metropolis of San Francisco: welcomes all people with joy, peace and love on their journey to theosis and salvation through churches that save, heal, preach the Gospel and guide the faithful.

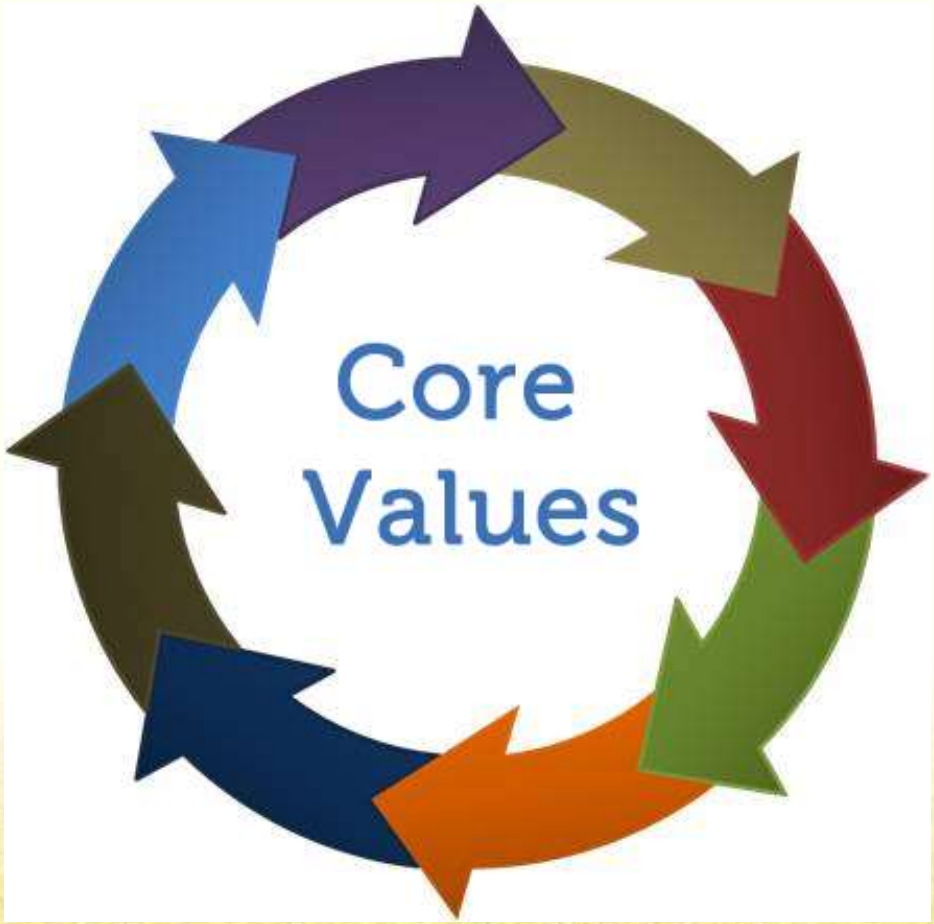
Statement of WHY?

welcomes all people seeking LOVE, PEACE, SALVATION and TRUTH

_____ Orthodox Church Statement of WHY?

_____ welcomes those seeking salvation with a spiritual, loving and nurturing family that manifests the presence of Christ on earth.
(holiness - Apostolicity)

Core Values Examples



Core Values

- Christ-centered
- Compassionate
- Ministry of Service
- Community
- Education
- Sacramental Life
- Charity and Stewardship
- Fidelity to Holy Tradition
- Active Prayer Life
- Inclusion and Respect
- Humility
- Sharing the Gospel and Evangelizing

Core Values

1. Christ-centered
2. Active participation in sacramental life
3. Education
4. Integrity, transparency and accountability
5. Stewardship
6. Outreach and evangelism
7. Inclusiveness and engagement
8. Courage
9. Communications using all media
10. Minister to all generations and strengthen our families and relationships
11. Financial responsibility

Metropolis of Atlanta Core Values

- *Christ-centered*
- *Love*
- *Sacred Apostolic tradition*
- *Education, training and leadership development*
- *Outreach and evangelism*
- *Integrity, accountability and transparency*
- *Family*
- *Service and philanthropy*
- *Stewardship*
- *Hospitality, acceptance, welcoming and embracing*
- *Spiritual growth*

Orthodox Church Core Values

- Loving, welcoming and inclusive Orthodox Christian community
- Worship
- Faithfully practice and share the teachings of Christ and His church
- Fiscal responsibility
- Humility
- Teamwork
- Service to the community and the Parish

Mission Statement Examples

Mission Statement Examples

Our mission is to reach out and welcome all people who seek the saving grace of Jesus Christ, and blend them together into one Eucharistic community, through the worship and the beliefs of the _____ Orthodox Archdiocese.

Mission Statement Examples

The Mission of _____ is to proclaim the Holy Gospel by teaching and spreading the Orthodox Christian Faith in a dynamic and welcoming community devoted to serving all people who seek a growing relationship with Jesus Christ.

Mission Statement Examples

To proclaim the Gospel of Christ in the Orthodox Christian Tradition while creating a vibrant, loving, compassionate and supportive community.

Mission Statement Examples

Our mission is to help lead people into a growing relationship with Jesus Christ by creating a dynamic environment for authentic worship and effective communication while developing genuine community with each other.

The Mission of the Metropolis of Atlanta is to:

Energize, cultivate and guide the faithful in the Southeastern United States by proclaiming the Faith and Gospel of Christ, and teaching and spreading the Orthodox Christian Faith.

The UKRAINIAN ORTHODOX CHURCH of the United States of America

Mission Statement

The Mission of the Ukrainian Orthodox Church of the USA is to offer healing, comfort, wholeness, spiritual fulfillment and joy as we work together to reveal the beauty of God's creation by proclaiming and living the Gospel of Jesus Christ.

Mission Statement Examples

The Mission of _____ Orthodox Christian Church is to worship and honor God by living and sharing the Gospel of Jesus Christ through prayer, unconditional love, mercy and service to others.

Vision Statement Examples

Vision Statement Examples

_____ ***will be a <u>SPARK</u> that proclaims and witnesses the Good News of Jesus Christ and the Orthodox Church by:***

<u>S</u>erving,

<u>P</u>raying,

<u>A</u>ccepting,

<u>R</u>elating,

<u>K</u>nowing.

Vision Statement Examples

The vision of _____ is to ignite and sustain growing relationships with Jesus Christ through GRACE:

1. *Giving joyously*
2. *Reaching others in our community through Christ*
3. *Assisting through serving with our unique gifts*
4. *Caring for our church family*
5. *Equipping One another for ministry*

Vision Statement Examples

The Vision of _____ is to be a TEAM that:

Teaches the people

Emphasizes Christ

Articulates the Faith

Ministers to all people

Our SWEEPing Vision

We will grow the Greek Orthodox Christian Church in the Western United States through Christ-centered:

Stewardship

Worship

Education

Evangelism

Philanthropic Outreach

Vision Statement Examples

Our vision at _____ Orthodox Church is to manifest in the _____ area the Body of Christ, the fellowship of all Orthodox Christian believers, by learning and living the teachings of Jesus Christ and His Church. We do this by:

worshipping (liturgia),
witnessing (martyria),
serving (diakonia) and
socializing (koinonia) together.

Metropolis of Atlanta Vision

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

worship,

education,

stewardship,

philanthropy, and

fellowship.

Vision Statement

The Vision of the Ukrainian Orthodox Church of the U.S.A. is to transform lives through Christ-centered, compassionate and welcoming communities that embody Sacred Scripture and Holy Tradition while serving and ministering to people as they navigate contemporary life.

Vision Statement Examples

During the next five years we will:

1. Increase congregational involvement
2. Train & develop leaders
3. Improve communication/trust
4. Attract & welcome new members
5. Expand relational groups & our system of caring
6. Make better use of our resources

APPENDIX

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

- **Step ONE – Strategic Planning opening retreat**
  - **Before retreat**
    - **The Strategic Planning Team (SPT) identifies your Parish's Strengths, Weaknesses, Opportunities and Threats (compile them into top answers)**
  - **At retreat**
    - **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**

- **Step TWO – Strategic Task Force conference calls**
  - 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 faith-based 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)

- **Step THREE – Present Draft Strategic Plan at Community event for feedback and consensus building**

  - 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</u> – <u>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**

- **Step FIVE – Finalize, writing and graphic design of the Strategic Plan and begin advance communication**
  - **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**

- **Step SIX – Implementation of the Strategic Plan**
  - AND NOW THE FUN (and hard work) BEGINS
  - Head Coaches = person(s) leading the whole strategic plan implementation
  - Task Force Coordinators = person(s) responsible for all goals within that Task Force's area
  - Goal Captains = person(s) in charge of achieving each SMART Goal and implementing Action Plan
  - IHQ "Implementation Head Quarters" = 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

Igniting the Flame

The Stewardship Calling

Effective Church Model

Bill Marianes

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