



PARISH RENEWAL



Re-Igniting the Flame of Engaged Discipleship and a Culture of True Stewardship

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

Luke 12:48

Bill Marianes

www.stewardshipcalling.com

Bill@stewardshipcalling.com



**Stewardship
Calling**



**Stewardship
Calling**



Your Always Free Parish Resource



www.stewardshipcalling.com

Stewardship Calling

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

The screenshot shows the website's navigation menu with the following items: WHY?, EFFECTIVE CHURCH MODEL, STEWARDSHIP, CHURCH STRATEGIC PLANNING, PODCASTS / INTERNET RADIO, LEADERSHIP & SPIRITUAL RETREATS, BLOG, RESOURCES, and PERSONAL. The 'UPCOMING PROGRAMS' tab is circled in red, and a red arrow points from it to the 'PERSONAL' tab. Below the navigation, the 'St. Joseph Maronite Catholic Church' logo and name are visible. A search bar contains the text 'ST. JOSEPH MARONITE CATHOLIC CHURCH - ATLANTA, GA', which is also circled in red. A red arrow points from this search bar to the 'UPCOMING PROGRAMS' tab. Below the search bar, the text 'ATLANTA METROPOLIS CLERGY LAITY 2019 - JACKSONVILLE, FL' and 'ANTIOCHIAN PARISH LIFE CONFERENCE - CHAMPAIGN, IL - JUNE 2019' is visible.

The full version of this presentation can be downloaded under the Upcoming Programs tab – St. Joseph Maronite Catholic Church at: <http://stewardshipcalling.com/st-joseph-maronite-catholic-church-atlanta-ga/>

Send questions to: Bill@stewardshipcalling.com



Today's Key Message



You will not have the most effective Parish until you have:

- 1. Engaged Disciples of Jesus Christ who fully understand and live their faith;**
- 2. A culture of true stewardship and generosity; and**
- 3. Clarity as to WHY the Parish exists supported by a consensus vision and a plan to achieve the vision**



Part 1

WHY Are You Here ?



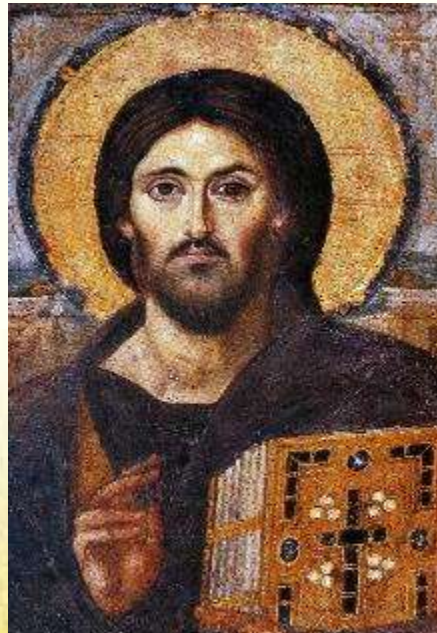


**“That the end of
our lives may be
Christian, without
pain, blameless
and peaceful,
and for a
GOOD ACCOUNT
BEFORE THE
AWESOME
JUDGMENT SEAT
OF CHRIST”**

2 Corinthians 5:10

Christ's Possible Tough Question

“What did YOU do with MY Church under YOUR watch given all of the gifts I gave YOU?”



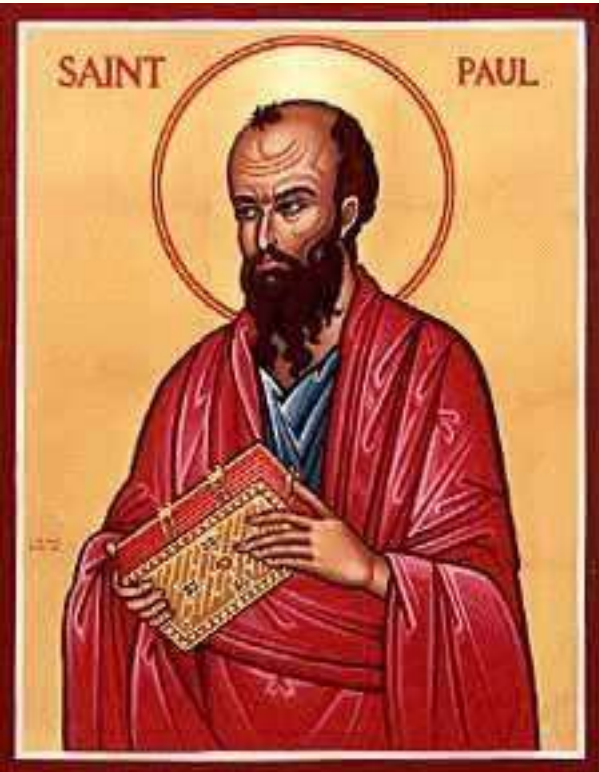


Today's Most Important Personal Idea



**Until you create a culture
of generosity in your own
life, you will never fully
live the life your Creator
wants for you!**

You Have Been Called



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

Ephesians 4:1



What Are The Biggest Challenges 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

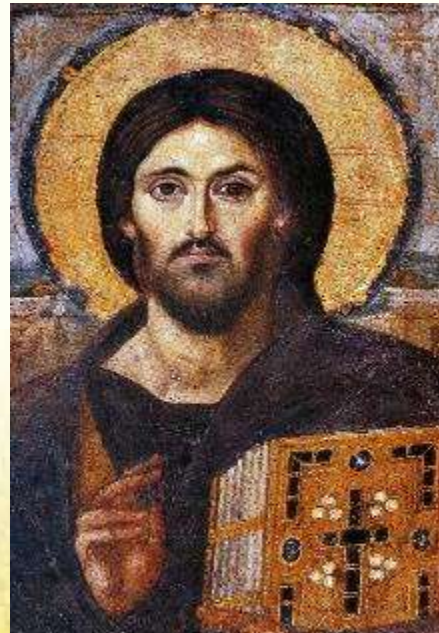




Christ's 3-C's Of Engagement



- + Christ's' Great Commandment
- + Christ's' Great Charge
- + Christ's' Great Commission





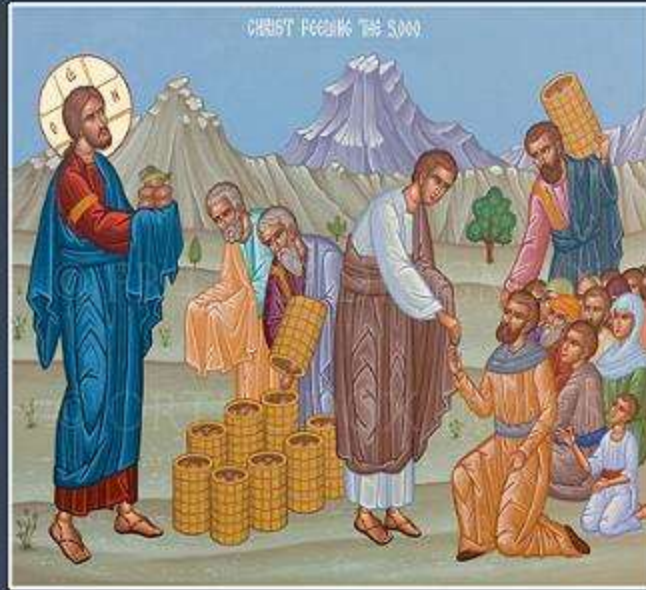
Christ's 3 C's Messages



Christ's Great Commandment

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

John 13:34



Christ's Great Commission

“Go therefore and make disciples of all the nations”

Matthew 28:19



Christ's Great Charge

“Go and do likewise”

Luke 10:37





Part 2

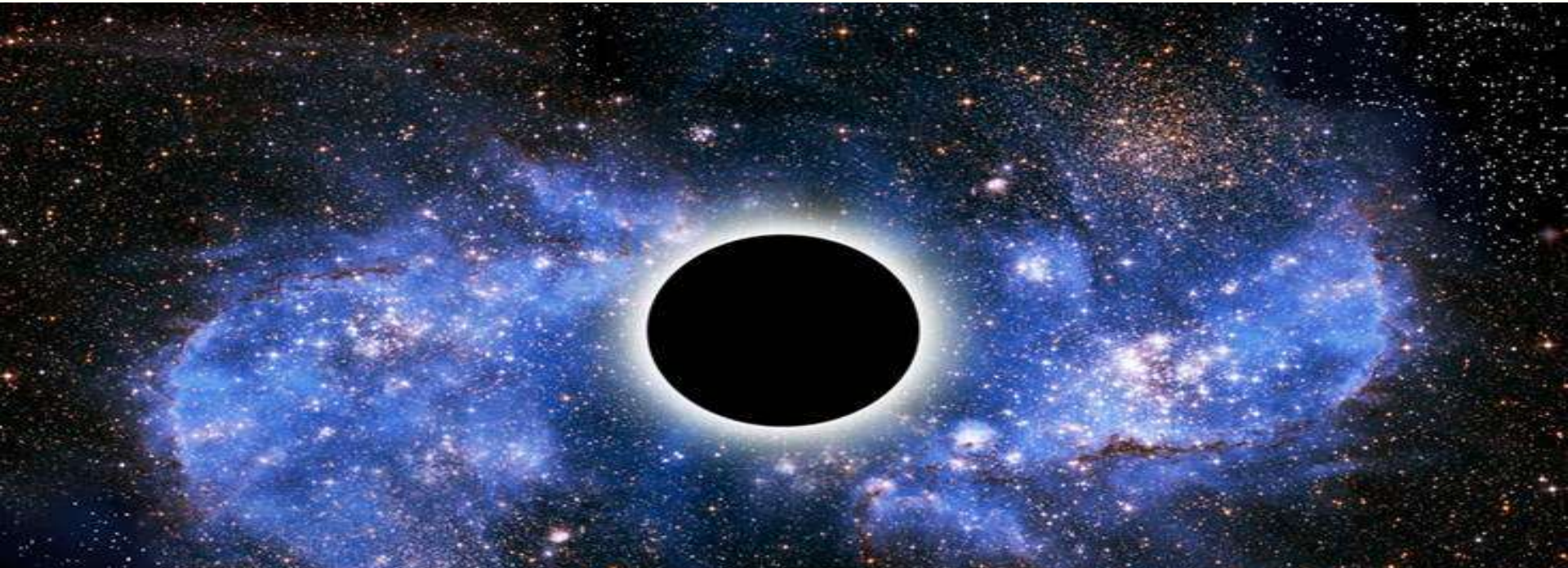


Let's open our minds and have some fun and get our creative juices flowing...





How Is Our World Changing?



We are living in exponential times...

... the speed of change is
unimaginable and accelerating

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

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

Years it took to reach 50 million users:

Telephone - 75 years



Radio - 38 years



TV - 13 years



Internet - 4 years



Google Plus - 88 days



Angry Birds - 35 days



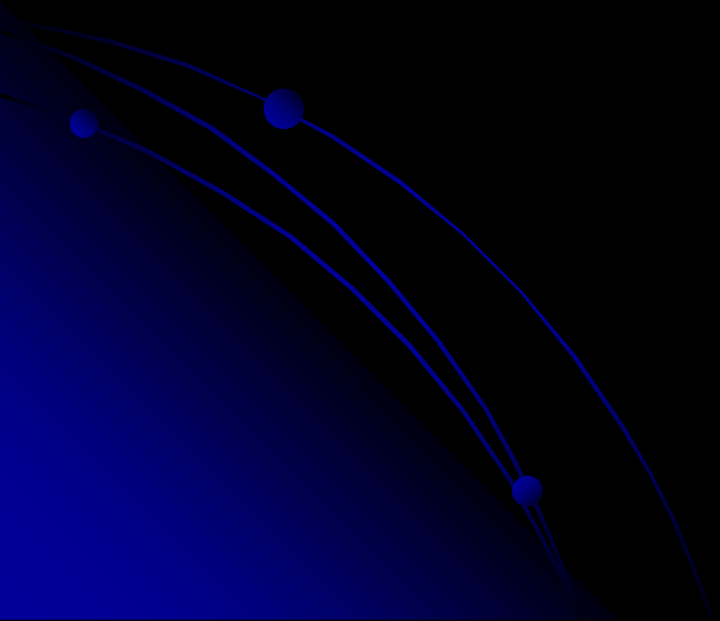
Pokémon GO - 19 days



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



We are living in exponential times...



60 hours of video are
uploaded to  every minute

1 hour of video is uploaded to
 every second



facebook started about 16
years ago in October 2003.

It now has over 2.41 Billion
active monthly users.

It is has over 1.56 Billion
active daily users.

If Facebook were a country . . .

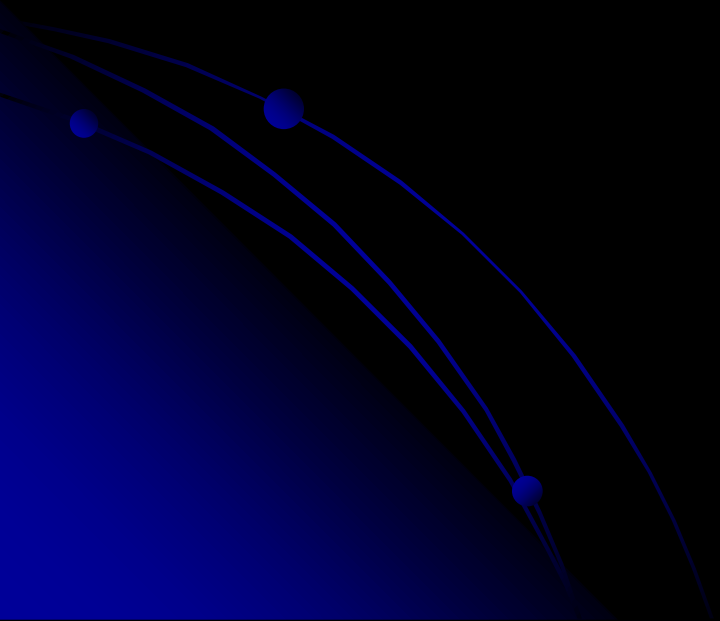


. . . it would be the
2nd largest country
in the world

. . . behind only China.

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

We are living in exponential times...





Est. Email Facts

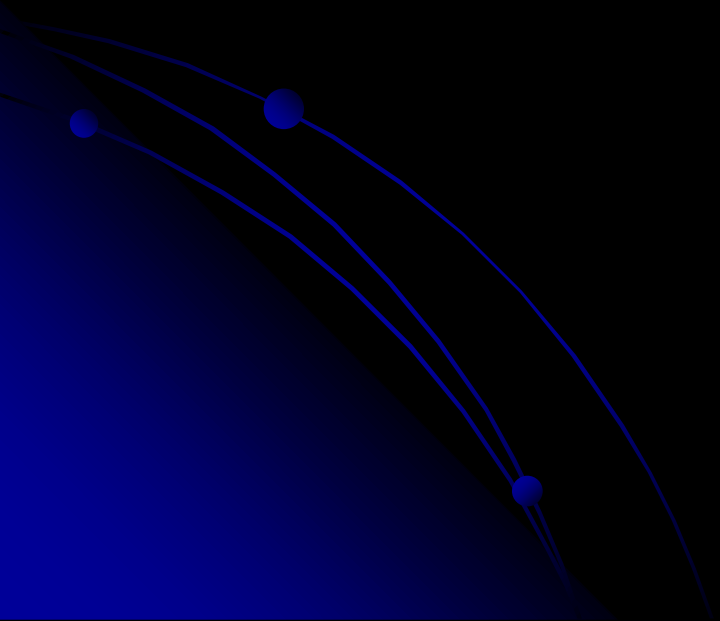


3.9 Billion email users worldwide

293.6 Billion daily worldwide emails

67% of email is 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.

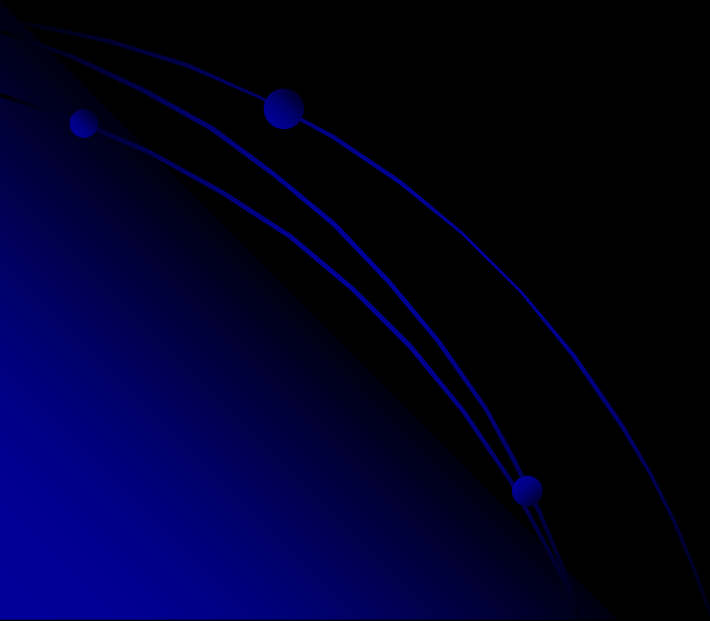


1 out of 8 couples married in
the U.S. in 2005 . . .
. . .met online

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





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**



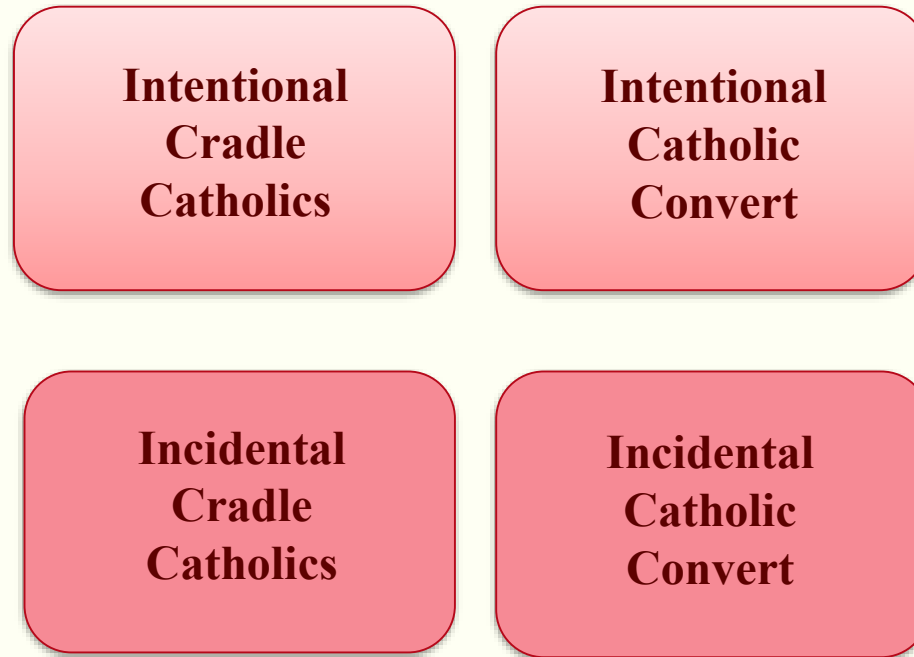
**The Stewardship Calling Model of the 4
Kinds of Catholic Christians in America**



**The Catholic Church
Demographic Makeup
Has Changed
Significantly Over
The Last 15 Years**

4 Kinds of Catholic Christians

**Passion
for the
Faith**

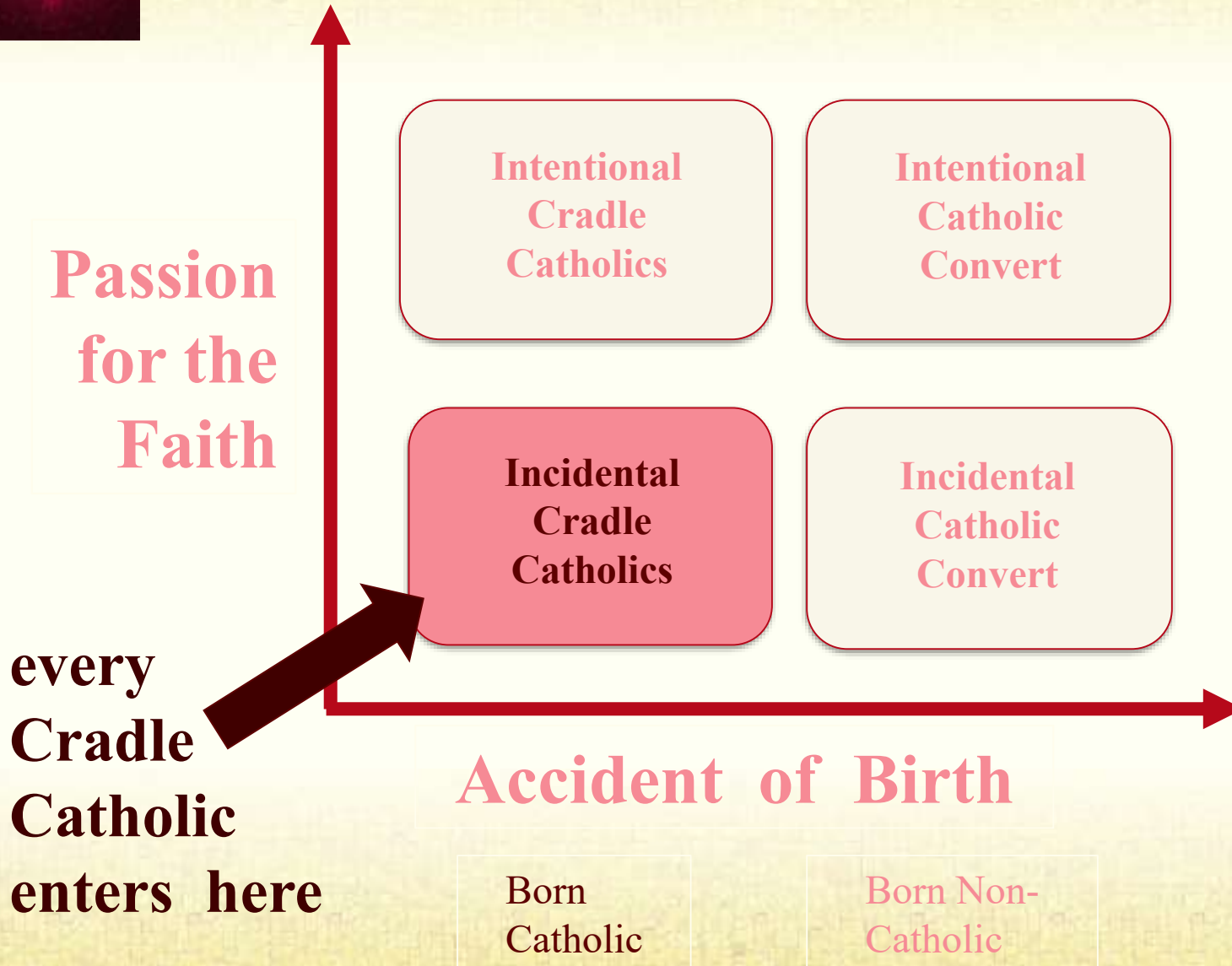


Accident of Birth

Born
Catholic

Born Non-
Catholic

4 Kinds of Catholic Christians



4 Kinds of Catholic Christians

Not all Cradle Catholics move here

Passion for the Faith

Intentional Cradle Catholics

Intentional Catholic Convert

Incidental Cradle Catholics

Incidental Catholic Convert

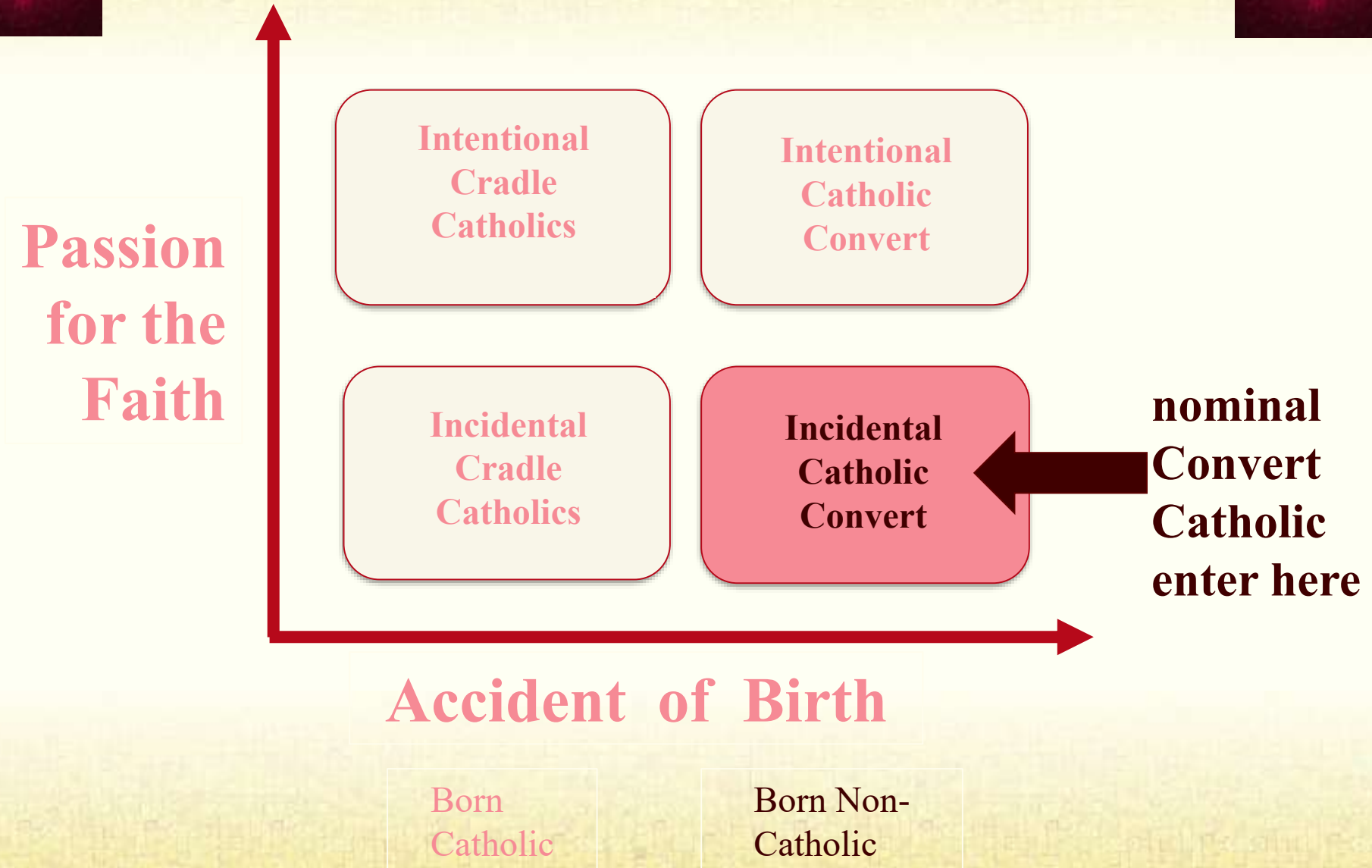
Accident of Birth

Born Catholic

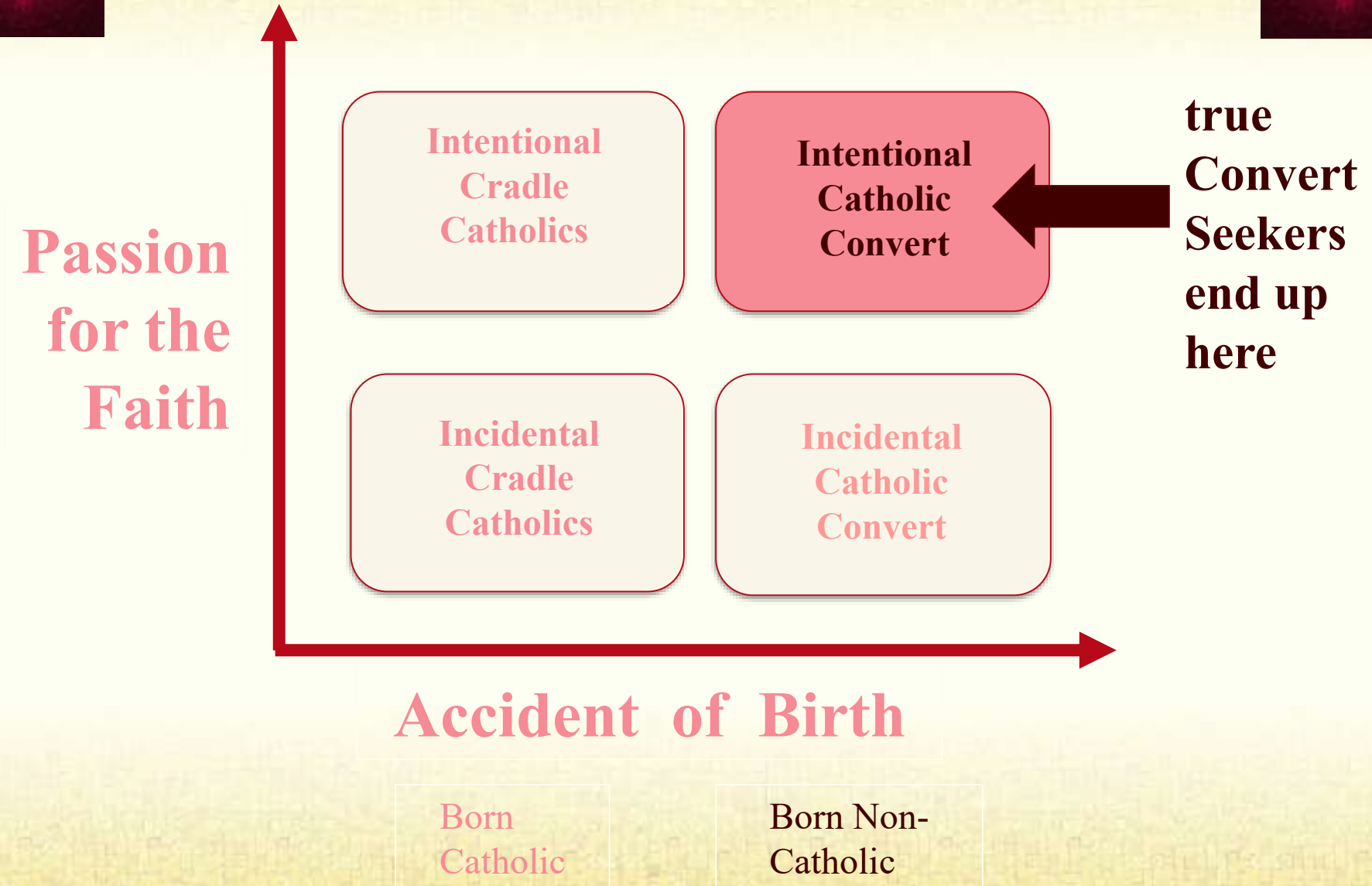
Born Non-Catholic



4 Kinds of Catholic Christians

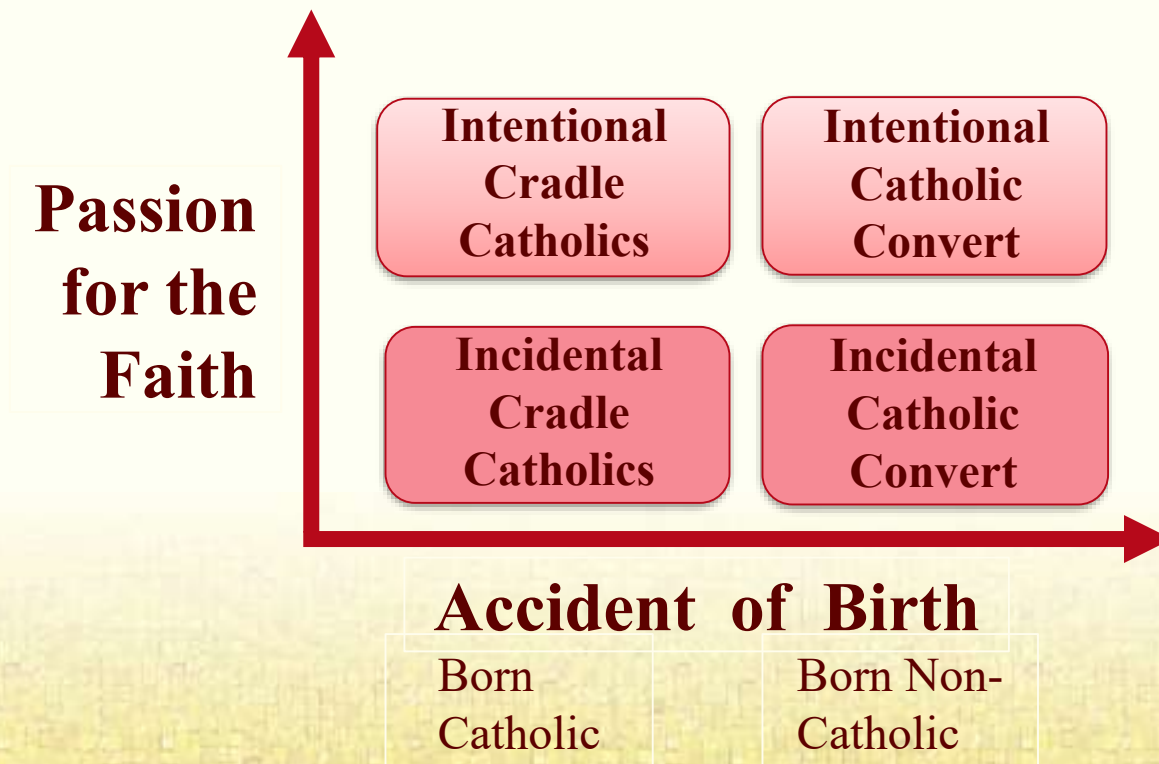


4 Kinds of Catholic Christians



4 Kinds of Catholic Christians

~ You need different strategies for each of the 4 categories of parishioners



How Are We Doing?





Selected “Spirituality” Challenge Facts



“We Lost Our Adults!”

U.S. Religious Group Retention Rates¹

% of adults who still identify with their childhood religion

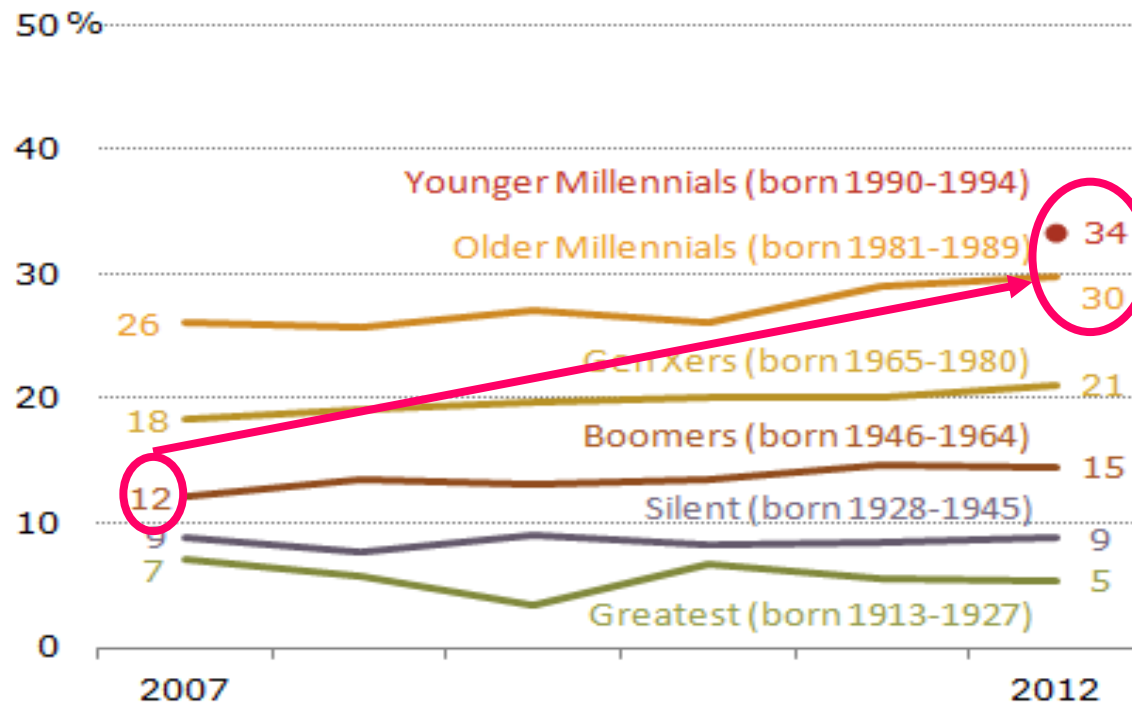
1. Hindu.....	80%
2. Muslim	77%
3. Jewish.....	75%
4. Historically Black Protestant.....	70%
5. Evangelical Protestant.....	65%
6. Mormon.....	64%
7. Catholic.....	59%
8. Orthodox.....	53%
9. Unaffiliated.....	53%
10. Mainline Protestant.....	45%
11. Buddhist.....	39%
12. Jehovah’s Witness.....	34%



We Can “Kiss Our Youth Goodbye”

Recent Trends in Affiliation, by Generation

% of each age cohort that is unaffiliated



~ Millennials (aged 18-29) are over **2.8 times** more likely than their adult parents to be unaffiliated with the Church²

Source: Aggregated data from surveys conducted by the Pew Research Center for the People & the Press, 2007-2012.

PEW RESEARCH CENTER

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.



We Can “Kiss Our Youth Goodbye”

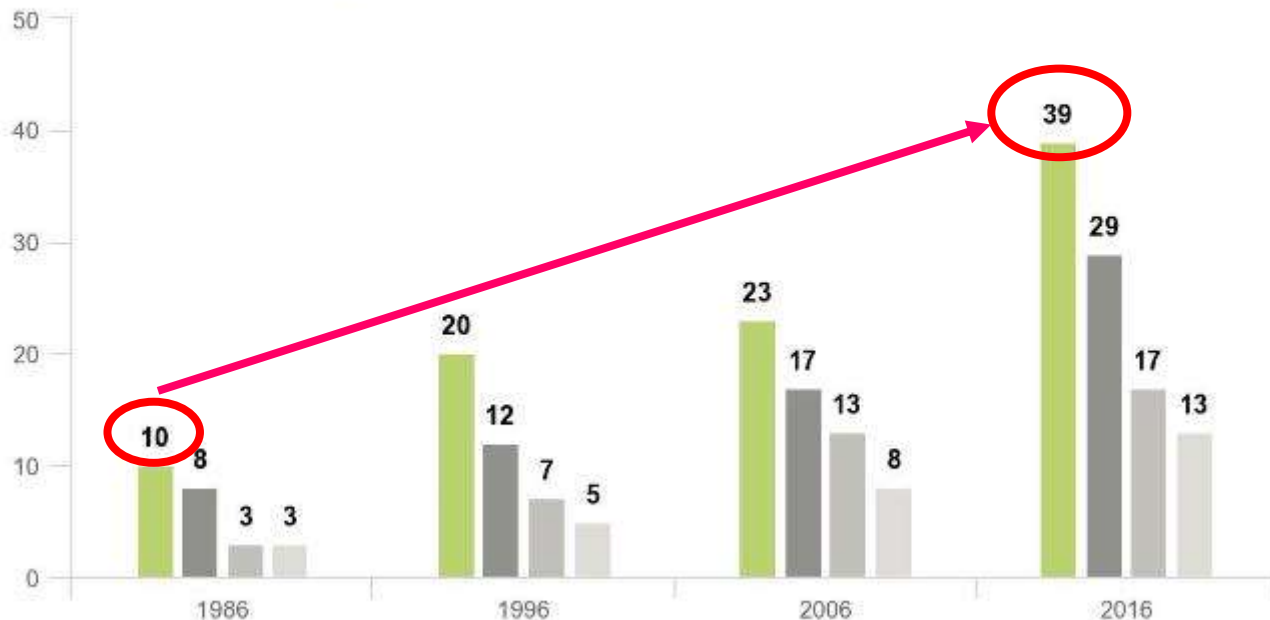
~ The nonprofit, nonpartisan Public Religion Research Institute data is worse reporting

39% Millennial youth are **“NONEs”**

More Young Adults are Unaffiliated than in the Past

Percent of each age group who are religiously unaffiliated, 1986-2016

● 18-29 ● 30-49 ● 50-64 ● 65+



Sources: General Social Survey, 1986, 1996, 2006; PRRI/RNS August 2016 Survey.

Laity Spirituality Challenges¹

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

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



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



**What Is the 2018
Financial
Stewardship
Starting Point for
St. Joseph
Maronite Church**



How is St. Joseph Church Doing



2018 TOTAL NET INCOME = \$426,087

- ❖ **Stewardship = 45% (\$192,548)**
- ❖ **Disguised Stewardship = 11% (\$ 46,415)**
(misc. donations, collections, steward events, etc.)
- **STEWARDS TOTAL = 56% (\$238,963)**
- **Non-Parishioner Income = 44% (\$187,124)**
(Apostles learning center, other non-parishioner income)



How is St. Joseph Church Doing



- **2018 TOTAL NET EXPENSES = \$376,949**
- **PERSONNEL + OFFICE = 24% (\$ 89,997)**
(payroll, benefits, supplies, office and church expenses)
- **OCCUPANCY TOTAL = 64% (\$242,352)**
(repairs, utilities, rent, insurance and maintenance)
- **OTHER TOTAL = 12% (\$ 44,600)**
(donations, charitable contributions)



How is St. Joseph Church Doing



- Only 9% of Total Net Expenses were used for Parish chosen Charities and Ministries
- 44% of your revenues come from NON-parishioners and your parish would not remain open from the direct financial stewardship of your parishioners



How is St. Joseph Church Doing



2018 Average Stewardship

- Stewardship Total = \$197,403
- Number of Steward Units = 204
- Average PP Contribution = **\$372**

¹Assuming
2.6 people
per steward
household
unit

Other Average Stewardship Contributions²

- **US Christian Average = \$ 880**
- **Evangelical Average = \$1,165**

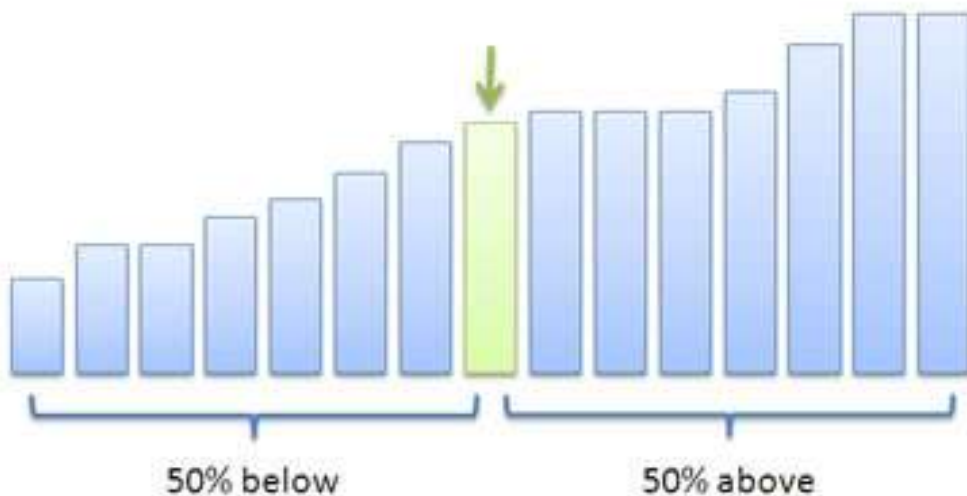
² From previously cited sources, please note that these are PER PERSON donations

“Median Not Mean” Averages Are Irrelevant

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

• 3 Donors = \$1 \$2 \$3,000

Median



Total = \$3,003

Average = \$1,001

Median = \$2

Big donors skew averages



How is St. Joseph Church Doing



- The top 4 individual donors contributed 33% of your total stewardship income
- The top 10 individual donors gave 50% of your stewardship income
- The top 10% of individual donors gave 64% of your stewardship income
- The top 20% of individual donors gave 78% of your stewardship income
- Your donor concentration got about 5% worse between 2018 and 2017

How is St. Joseph Doing

2018 Mean – Median Stewardship Analysis

- Stewardship Total = \$197,403
- No. of Steward Units = 204
- Average Pledge = \$968
- **Median Pledge = \$275**
- **% Diff Median/Mean = 28%**

-
- If all 204 stewards contributed only the median pledge of \$275 your total stewardship income would only be \$56,100 instead of the already low \$197,403 (or \$141,303 less)



St. Joseph's Proxy Tithe Analysis



2018 Tithe Analysis

- How close to a tithe are your median stewards?
 - Per the U.S. Census, proxy median 2016 annual income of Lebanese Americans = \$75,337
 - A 10% tithe = \$7,534
 - Your 2018 median = \$275
 - So, your median stewards are giving 0.37% of Lebanese American proxy median income rather than 10%



St. Joseph's Proxy Tithe Analysis



2018 Tithe Analysis

- How close to a tithe are your median stewards?
 - Per the U.S. Census, proxy median 2017 Atlanta-Sandy Springs-Marietta Georgia annual income = \$65,318
 - A 10% tithe = \$6,532
 - Your 2018 median = \$275
 - So, your median stewards are giving **0.42%** of ATL proxy median income rather than 10%



Selected “Numbers” Challenge Facts





The U.S. Roman Catholic Facts



- ~As of 2014, there were approximately 51 million Catholic adults in the U.S. (down from 54.3 million in 2007)
- ~ “Catholicism has experienced a greater net loss due to religious switching than has any other religious tradition in the U.S.”
- ~ As of 2017, there were approximately 79,000 Maronites in the U. S.
(33,000 in the Eparchy of Saint Maron of Brooklyn and 46,000 in the Eparchy of Our Lady of Lebanon of Los Angeles)

¹ (a) Seven Facts About American Catholics - Pew Forum October 10, 2018

<https://www.pewforum.org/2015/05/12/americas-changing-religious-landscape/>

(b) And Pew 2014 Religious Landscape Survey

(c) The Eastern Catholic Churches 2017 Source: *Annuario Pontificio*



The U.S. Roman Catholic Changing Beliefs¹



- ❖ **70% believe homosexuality should be accepted;**
- ❖ **76% want to permit birth control;**
- ❖ **62% want to allow priests to marry;**
- ❖ **59% want to allow women to become priests;**
- ❖ **57% want to recognize same sex marriages**
- ❖ **52% seldom read Holy Scripture**
- ❖ **48% believe abortion should be legal in all/most cases**

¹ Seven Facts About American Catholics - Pew Forum October 10, 2018 <https://www.pewforum.org/2015/05/12/americas-changing-religious-landscape/> - And Pew 2014 Religious Landscape Survey



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 disengagement by youth is increasing
- Church member deaths are increasing
- Church dependence on external fund raisers, third party sources and rentals, festivals, etc. 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



Part 4

The Stewardship Calling Effective Church Model





A journey ...

*...of over 315,000+ miles over
11+ years*

*...presenting to over 500+
Parishes of all major
Orthodox Christian
jurisdictions*

Recent Cities Hosting Igniting The Flame or Effective Church Model Programs

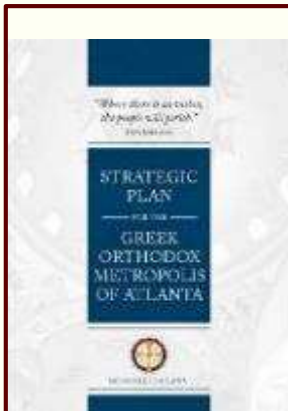


Stewardship Calling Proven Strategic Planning Process

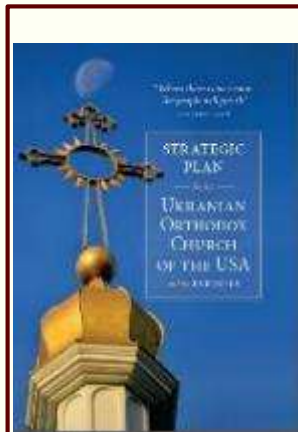
I have been blessed to complete strategic plans covering over 25% of Orthodox Christians in America



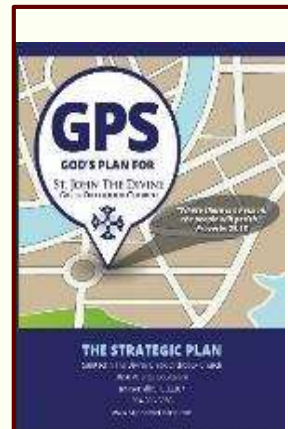
GOA
Metropolis
of San
Francisco
(7 Western
States)



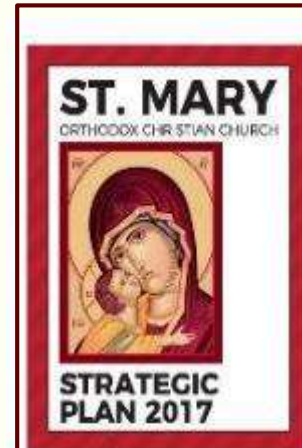
GOA
Metropolis
of Atlanta
(8
Southeastern
States)



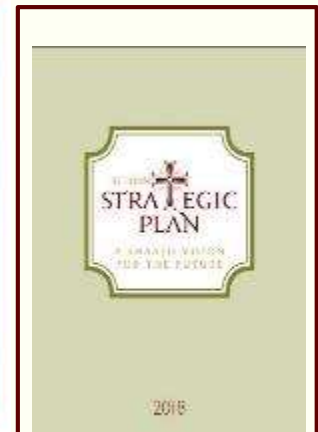
Ukrainian
Orthodox
Church of
the USA
(entire
USA)



St John The
Divine
(Jacksonville
FL)



St Mary
(Wichita,
KS)



St John The
Baptist
(Beaverton,
OR)

Coming soon: GOA Metropolis of Chicago (6 Midwestern States); The Orthodox Christian Prison Ministry & Annunciation Cathedral (Atlanta, GA) and others...

Stewardship Calling Effective Church Model

Institutional



Effective
Worship
Experience

Consensus
Vision and
Strategic Plan

Engaged
Disciples

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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Enter your email address to subscribe to this blog and receive notifications of new posts by email.

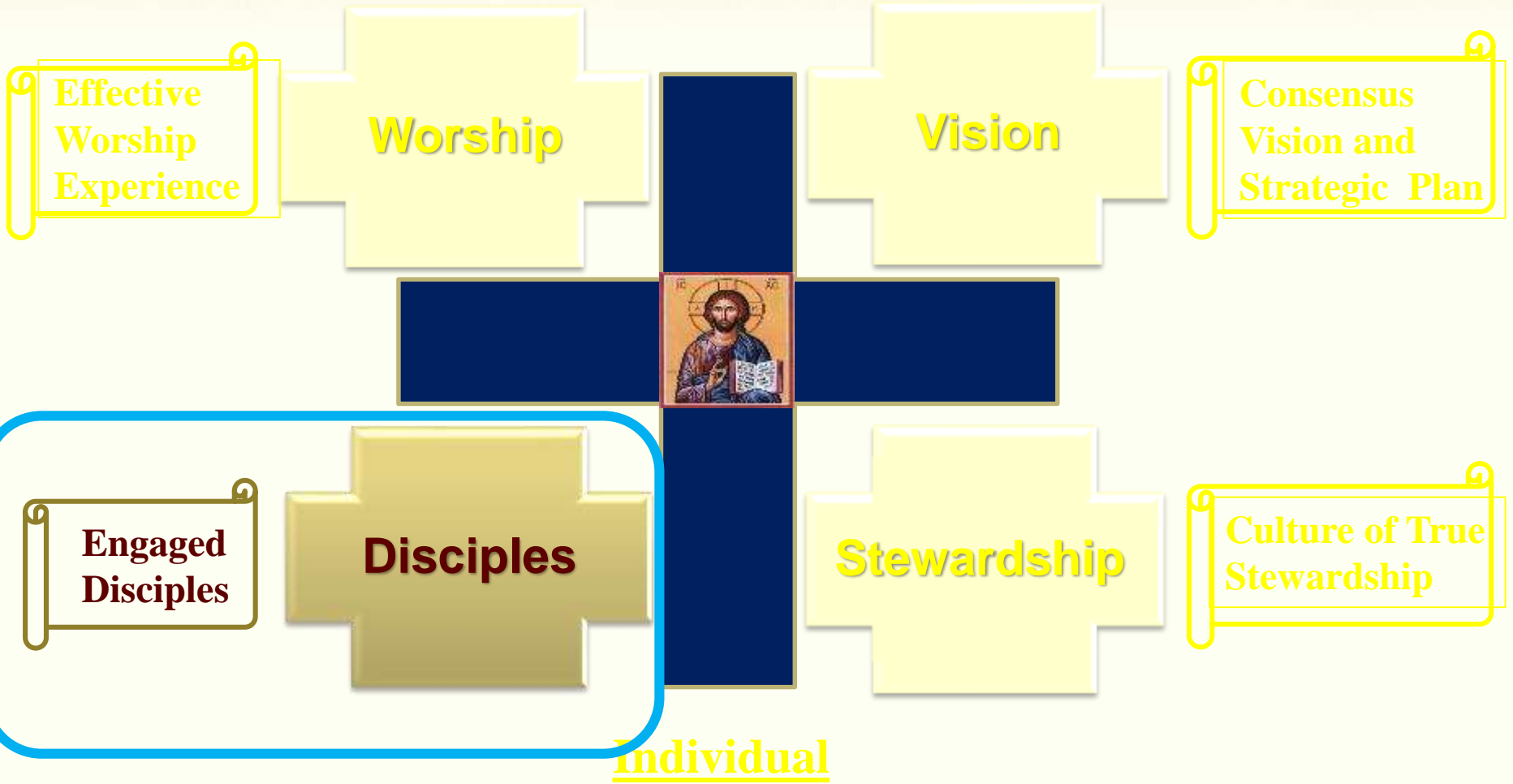
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Stewardship Calling Effective Church Model

Institutional



Individual

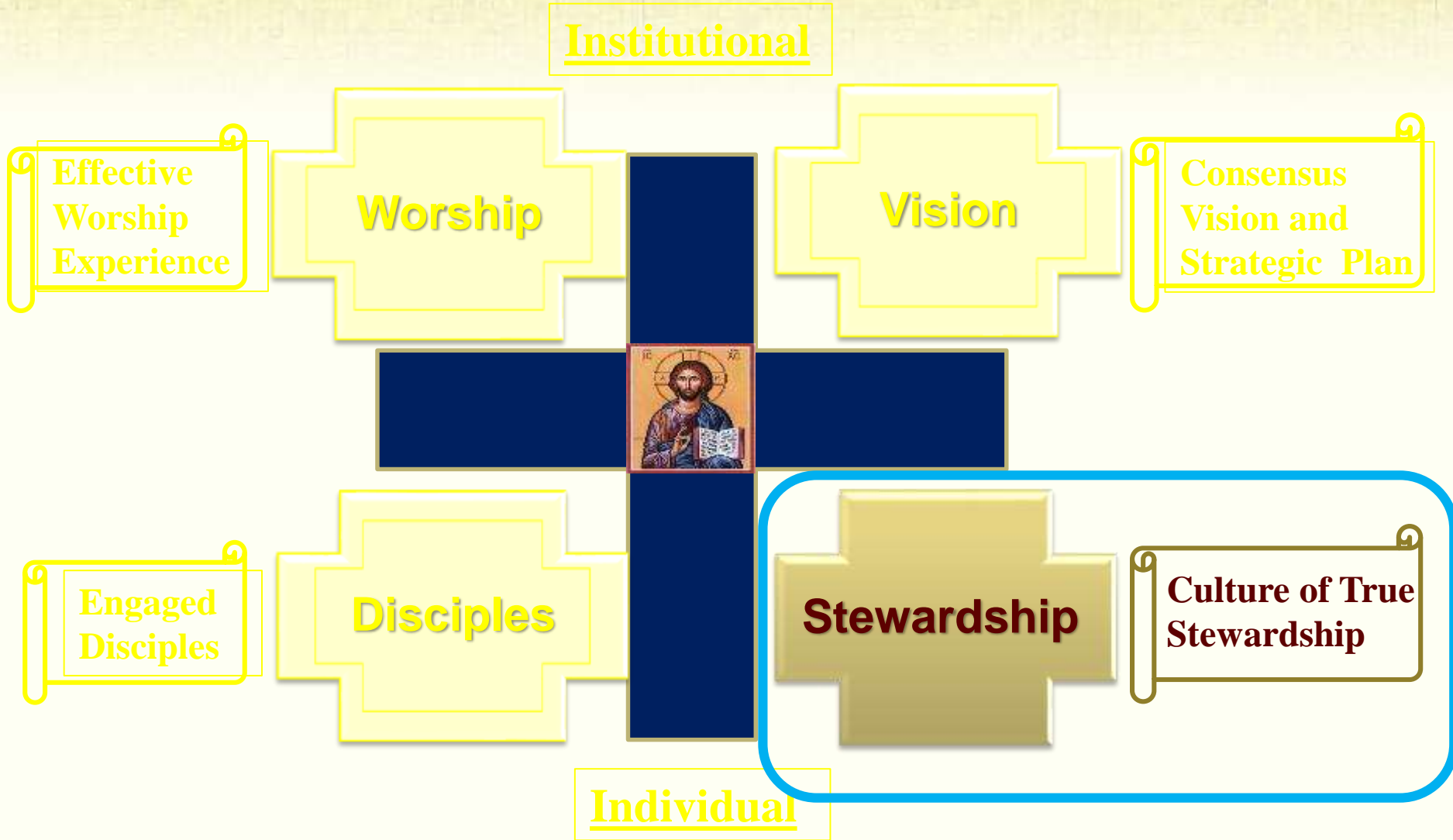


7 Engaged Disciples Practices



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

Stewardship Calling Effective Church Model





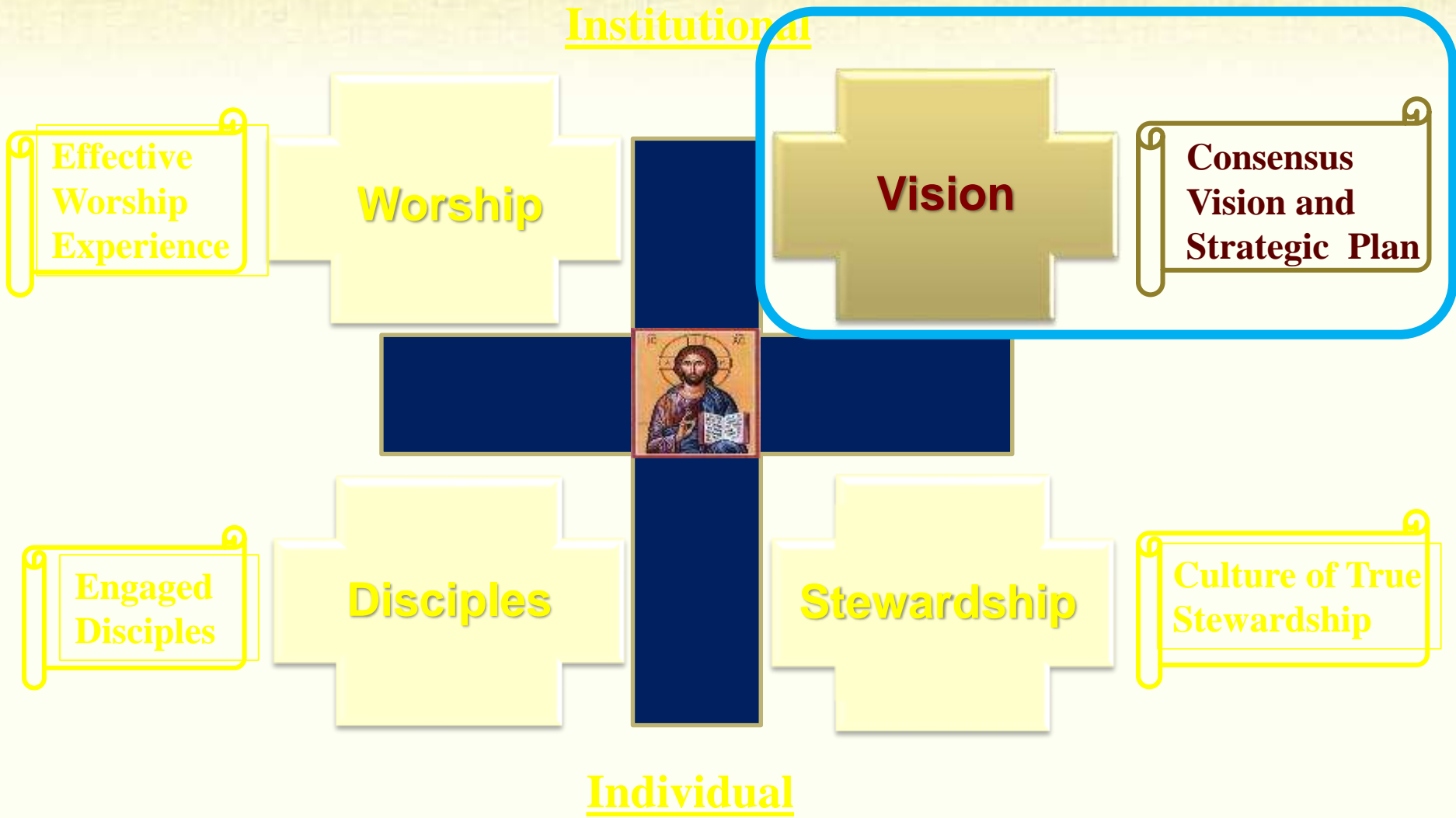
15 Culture of True Stewardship Practices



- 1. Stewardship & Generosity**
- 2. Leadership Alignment**
- 3. Tithing**
- 4. Time First**
- 5. It's personal**
- 6. Engagement**
- 7. Welcoming**

- 8. Thanking**
- 9. Youth**
- 10. Messaging**
- 11. Campaigns**
- 12. Estate Giving**
- 13. Transparency & Accountability**
- 14. Small Groups**
- 15. Team**

Stewardship Calling Effective Church Model





7 Consensus Vision and Strategic Plan Practices



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

Stewardship Calling Effective Church Model

Institutional

Effective
Worship
Experience

Worship

Vision

Consensus
Vision and
Strategic Plan



Disciples

Stewardship

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

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



Effective Parish “To Do” Item

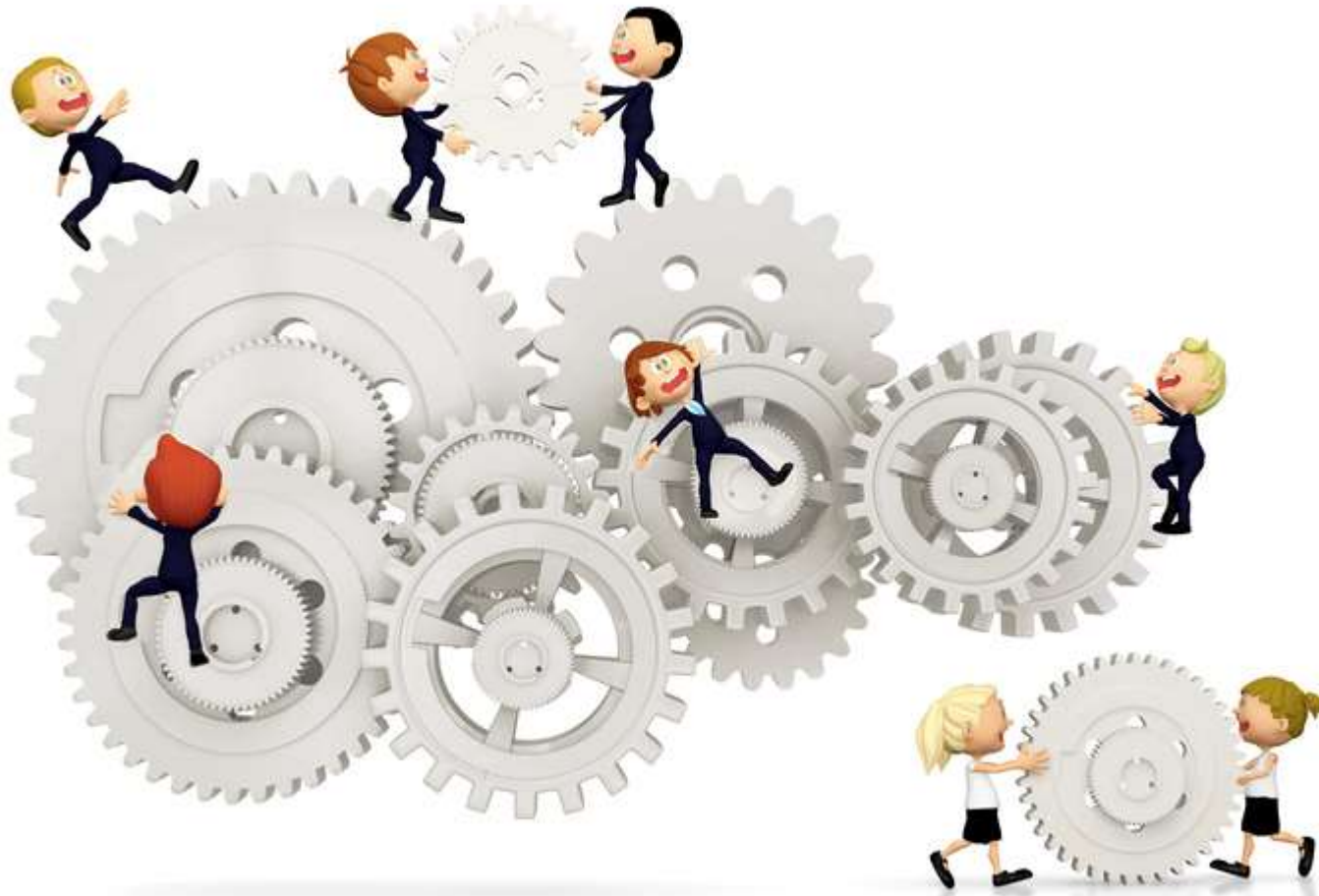
- Within the context of our faith:**
- (1) deliver the most impactful sermons;**
 - (2) create the most welcoming and engaging of Sunday experiences;**
 - (3) provide an effective youth education program.**





Today's Big Idea

Engagement





A Must Read For Every Priest and Church Leader

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GALLUP PRESS

GROWING — AN — ENGAGED CHURCH

HOW TO STOP
“DOING CHURCH” AND START
BEING
THE CHURCH AGAIN

ALBERT L. WINSEMAN

Copyrighted Material

Growing An Engaged Church: How To Stop “Doing Church” And Start Being The Church Again

By: Al Winseman, Global Practice Leader for Faith-Based Organizations for the Gallup Organization



The Empirical Data Shows¹



“The four outcomes that are the most relevant indicators of a church’s spiritual health are:

- 1. life satisfaction;**
- 2. inviting;**
- 3. serving;**
- 4. giving.”**

¹ Growing An Engaged Church: How To Stop “Doing Church” And Start Being The Church Again – By Al Winseman, Global Practice Leader for Faith-Based Organizations for the Gallup Organization



The Empirical Data Shows¹



- “...congregations with engaged members:**
- 1. are spiritually healthier**
 - 2. are better able to carry out their missions and attract more new people**
 - 3. are better able to fund new ventures**
 - 4. have a higher percentage of spiritually committed individuals”**

¹ Growing An Engaged Church: How To Stop “Doing Church” And Start Being The Church Again – By Al Winseman, Global Practice Leader for Faith-Based Organizations for the Gallup Organization



The Empirical Data Shows¹



“How much members give financially, how many hours they volunteer in community service, and how often they invite others to their congregations are more dependent on engagement than on any other factor.”

¹ Growing An Engaged Church: How To Stop “Doing Church” And Start Being The Church Again – By Al Winseman, Global Practice Leader for Faith-Based Organizations for the Gallup Organization



The Empirical Data Shows¹



“ ... those who are engaged give more to their congregations than anyone else does...”

“Each year, engaged members give a median of 5% of their annual income...”

¹ Growing An Engaged Church: How To Stop “Doing Church” And Start Being The Church Again – By Al Winseman, Global Practice Leader for Faith-Based Organizations for the Gallup Organization



Part 5



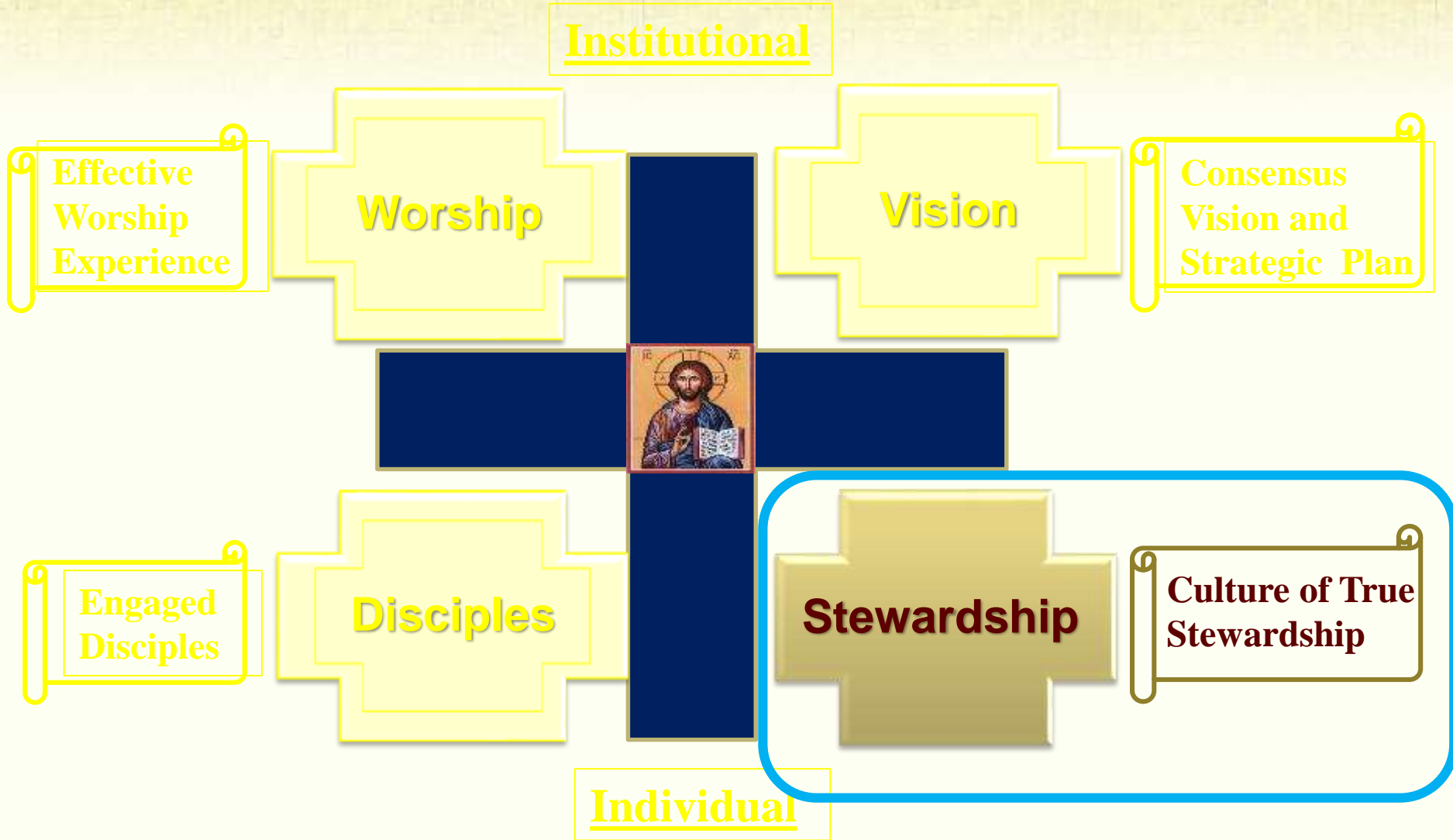
Culture of True Stewardship

**Stewardship
Calling**

*hosted by
Bill Marianes*



Stewardship Calling Effective Church Model





15 Culture of True Stewardship Practices



- 1. Stewardship & Generosity**
- 2. Leadership Alignment**
- 3. Tithing**
- 4. Time First**
- 5. It's personal**
- 6. Engagement**
- 7. Welcoming**

- 8. Thanking**
- 9. Youth**
- 10. Messaging**
- 11. Campaigns**
- 12. Estate Giving**
- 13. Transparency & Accountability**
- 14. Small Groups**
- 15. Team**

Stewardship Calling

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

www.stewardshipcalling.com

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LEADERSHIP & SPIRITUAL RETREATS

STEWARDSHIP TRAINING VIDEOS

WOMEN'S PROGRAMS

PERSONAL

STEWARDSHIP SHORT VIDEOS

IGNITE THE FLAME

of true Christian Stewardship



STEWARDSHIP TRAINING MATERIALS

Stewardship Training Videos

A Parish that practices true Christian Stewardship is on fire and can achieve the unimaginable and experience no financial or operational challenges as it strives to emulate the kingdom of God. Every Parish leader and Priest is called to ensure that his or her Parish practices true stewardship and gives every parishioner the opportunity to maximize his or her commitment of time, talent and treasures for God's greater glory.

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2 Comprehensive training videos teaching all 15 elements of the Stewardship Calling Igniting The Flame of True Christian Stewardship program for parishes



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

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

Matthew 10:8





Today's Life Changing Idea



**Until you create a
culture of Generosity in
your Parish, you will
never solve your
stewardship issues!**

INY IG



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A STEWARDSHIP CALLING



Ancient Faith
PODCASTS

The Generosity Challenge – The Top Issue Facing Parishes and Parishioners

**How to Create a
Culture of Generosity
in Your Parish:**

Sunday,

December 30, 2018

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



The Stewardship Calling
Stewardship Definition



Stewardship...

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



Christian Stewardship Is A Way Of Life¹



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

¹ **Oriented Leadership** – Williams and McKibben



The Parable of Generosity



The parable featured in all 4 Gospels

Matthew 14:13

Mark 6:31

Luke 9:12

John 6:1-14





The Parable of Generosity



“There is a lad here who has five barley loaves and two small fish, but what are they among so many.”

John 6:9



“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)***

Message:

Weekly giving

Proportional giving

Giving for the work of the Church



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

Message:

Basis for link between stewardship, spiritual growth and ultimately salvation

The 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: “What good deed must I do to have eternal life?”

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

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

~ Are you prepared to go ALL IN?



**“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 Each week, fill out an accounting to God of what you did with His money this past week**

Wisdom From The Greatest “Lawyer” Who Ever Lived



St. John Chrysostom sent St. Maron a letter around AD 405 expressing his great love and respect of St. Maron and asked for his prayers.



A Reflection on Christian Stewardship¹



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

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

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

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

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



A Reflection on Christian Stewardship¹



“So do I possess anything?

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

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

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

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

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

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



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



1 of 15 Culture of True Stewardship Practices



1. Stewardship & Generosity

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



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How to Create a
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Sunday,

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



Science of Generosity Studies



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

UNIVERSITY of NOTRE DAME

COLLEGE of ARTS and LETTERS



SCIENCE of GENEROSITY

exploring an essential human virtue

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The Science of Generosity

Sci-Port Museum's Sci Gen Exhibit

Generosity and Marriage

Generosity, Catholicism, Islam

Current studies of generosity come from many different and often disconnected disciplines and focus on various terms, such as philanthropy, volunteerism and altruism. The Science of Generosity initiative aims to bring together diverse approaches in order to create a field for the study of generosity in all its forms.



Why the Science of Generosity?

Generosity in the News

15 March

Wisconsin Public Radio: Just How Generous Are Americans Really?

22 February

"American Generosity Who Gives and Why"

+ More News



Generosity & Attachment



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



Are you generous?

**Have you taught
generosity?**



Does your Parish facilitate easy giving?



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



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



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



**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.



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

Effective Parish “To Do” Item

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





3 of 15 Culture of True Stewardship Practices



3. Tithing of all 3 Ts

Tithing (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)



**See a great article on tithing from
the Antiochian Archdiocese website
by Fr. Thomas Zell**

**(Editor-in-Chief of AGAIN Magazine and the
pastor of St. James Orthodox Mission in
Modesto) at:**

<http://ww1.antiochian.org/node/16719>



Tithing Is The Right Answer



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

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



Tithing Is The Right Answer



- ~ Median¹ American family income of people with Lebanese extraction = \$75,337
- ~ 10% of Lebanese MEDIAN = \$7,534
- ~ 204 = St. Joseph Stewardship units/families
- ~ \$7,534 x 204 = your new stewardship total

\$1,536,936

- ~ Imagine what ministries and services your Parish could fund if your stewards tithed and contributed **\$1,536,936** (**\$1,344,388** more than the \$192,548 they are contributing)

¹ *Median household income in the past 12 Months (in 2015 inflation-adjusted dollars)". American Community Survey. United States Census Bureau. 2015. Retrieved 3 December 2016.*



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**
 - ~ For those under 1%, increase to 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**





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PODCASTS

“The Tithe & Percentage Giving”

February 6, 2019

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

Nick Kasemeotes



Effective Parish “To Do” Item

**Begin a Tithing and
Percentage Giving
Program.**





4 of 15 Culture of True Stewardship Practices



4. Time First ~ (W²)

**W² = “own the Watch and
you will own the Wallet” ~
when people give their
time, they will also give
more money**

W2



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



W2



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

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

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

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

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

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

Effective Parish “To Do” Item

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





5 of 15 Culture of True Stewardship Practices



**5. “The MOB was wrong” ~
it’s all personal**

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



The Mob Was Wrong



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

“...the method of direct contact may be as important as just contact...higher levels of contributions involve a personal contact by a previously known individual.” ²

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

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

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

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



Ingredients Of Effective Stewardship Ministry



Plan A Personal In-Home Visitations

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

Plan B Small Group In-Home Gatherings

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



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

- ~ 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



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

The screenshot shows the website's navigation menu with 'CHURCH STRATEGIC PLANNING' circled in red. Below the menu, a list of strategic plans is displayed, also circled in red. The list includes:

- CHICAGO METROPOLIS STRATEGIC PLAN
- ANNUNCIATION – ATLANTA
- DCPM- ORTHODOX CHRISTIAN PRISON MINISTRY
- ATLANTA METROPOLIS STRATEGIC PLAN
- SAN FRANCISCO METROPOLIS STRATEGIC PLAN
- UKRAINIAN ORTHODOX CHURCH USA STRATEGIC PLAN
- ST. JOHN – BEAVERTON, OR
- ST. JOHN GOC JAX
- ST. MARY WICHITA

The background of the website features a mosaic of a figure with the Greek letters 'IC XC' on their chest. Below the list, there is a section for 'Chicago Metropolis Strategic Plan' and a 'Subscribe to Blog via Email' form.

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/>



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Ancient Faith
PODCASTS

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

**Church Strategic
Planning - Sunday
October 20, 2016**

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



The wHoly-Engaged Personal Visitation Program

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

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

STEP 3 Organize your Council of Ministries

(See: <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/>)



PERSONAL INFORMATION

BAPTIZED OR CHRISMATED ORTHODOX CHRISTIAN?

NAME (First/Last) _____ YES ___ NO ___

NAME DAY (or Baptismal Name) _____

SPOUSE (First/Last) _____ YES ___ NO ___

NAME DAY (or Baptismal Name) _____

RESIDENCE ADDRESS _____

CITY _____ STATE _____ ZIP CODE _____

HOME PHONE NUMBER: (_____) _____

SELF

SPOUSE

BUSINESS PHONE: _____

OCCUPATION: _____

BIRTHDATE: _____

EMAIL _____

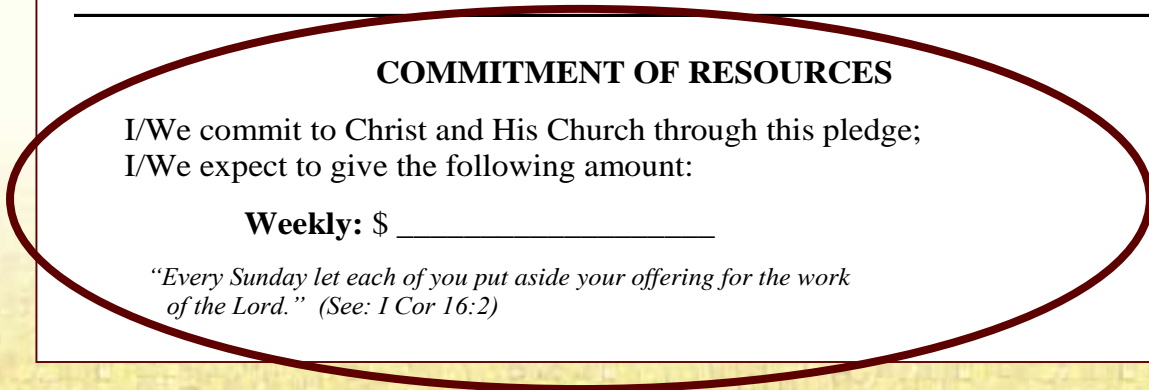
Names, Birthdates, and Name Days of Dependent Children:

COMMITMENT OF RESOURCES

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

Weekly: \$ _____

“Every Sunday let each of you put aside your offering for the work of the Lord.” (See: 1 Cor 16:2)





COMMITMENT OF TIME AND TALENT

NAME(S): _____

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

___ Adult Assistant for Altar Boys

___ Annual Festival

___ Assist in Bookstore

___ Assist in Library

___ Assist in Office

___ Assist w/ Parish Communications

___ Assist with Stewardship Programs

___ Assist with Web Site

___ Bake for Events

___ Budget and Planning

___ Building Maintenance

___ Building New Facilities

___ Church Events

___ Catechism School Teacher

___ Catechism School Assist./Substitute

___ Chanter

___ Choir

___ Clean Up After Events

___ Contact/Entertain Newcomers

___ Cook for Events

___ Coordinate Church Activities

___ Decorate for Events

___ Drive Others

___ Family Night

___ Fund Raising

___ Greek Dance PTA

___ Greek Dance Teacher

___ Greek School Teacher

___ Greek School Assist./Substitute

___ Greet Parishioners/Newcomers

___ Help Sick/Shut ins

___ Host Coffee Hour

___ Host Neighborhood
Gatherings

___ Landscape/Maintenance of
Grounds

___ Outreach

___ Parish Luncheons

___ Philoptochos Auction

___ Phone Committee

___ Planning/Organizing

___ Play Organ/Piano

___ Prepare Food

___ Prepare Prosforon

___ Promote Church Activities

___ Serve Food

___ Set Up for Events

___ Sew/Alter Dancers'

Costumes

___ Soup Kitchen

___ Teach Greek Cooking

___ Transport Sick/Aged

___ Visit Others

___ Volunteer Time if Called

___ Youth Leader/Assistant

GOYA (6th and Up)

___ Youth Leader/Assistant

HOPE (Birth - 1st Grade)

___ Youth Leader/Assistant

JOY (2nd - 5th Grades)

___ Youth Leader/Assistant--

___ Summer Camp Staff

Other Talents: _____



The wHoly-Engaged Personal Visitation Program



- STEP 5** Recruit your Stewardship Ambassadors
(including all PPS and other leaders)
- STEP 6** Train your Stewardship Ambassadors using
these Igniting The Flame of True Christian
Stewardship materials, teach your mission,
vision and ministries
- STEP 7** Ambassadors select the Stewards they will
visit based on commonality
- STEP 8** Ambassadors call and schedule 15-30 minute
in-home visitation focusing on engagement
in ministries
- STEP 9** Ambassadors follow up every two weeks
until stewardship commitment forms are
submitted to the Parish administrator



The wHoly-Engaged Personal Visitation Program



Personal, in-home visitations agenda

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



Be Careful With Home Visitations



The Priest: Revelation 3:20

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

The Parishioner: Genesis 3:10

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



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



Effective Parish “To Do” Item

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

Plan A - In home personal visitations

Plan B - In home group gatherings





Today's Time Saver

6b. Council of Ministries

**Align your Parish leadership
around your Ministries**

Check out the full content at: <http://stewardshipcalling.com>
under either the Stewardship tab or Effective Church Model tab





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



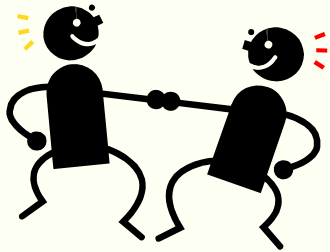


New POP (“Parish Operational Paradigm”) to Maximize “Engagement”





Early 1900's



Early Faithful



Recruit



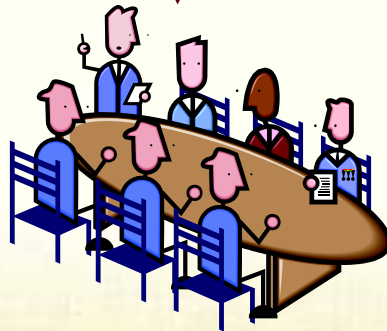
**Traveling
Itinerant Priest
from abroad**



1920's – 1940's



**Full-time Priest
Serves Parish**



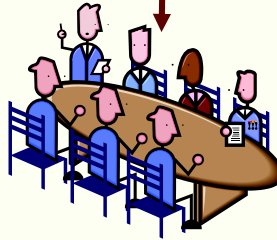
**Early Parish
Councils/Boards**



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?**



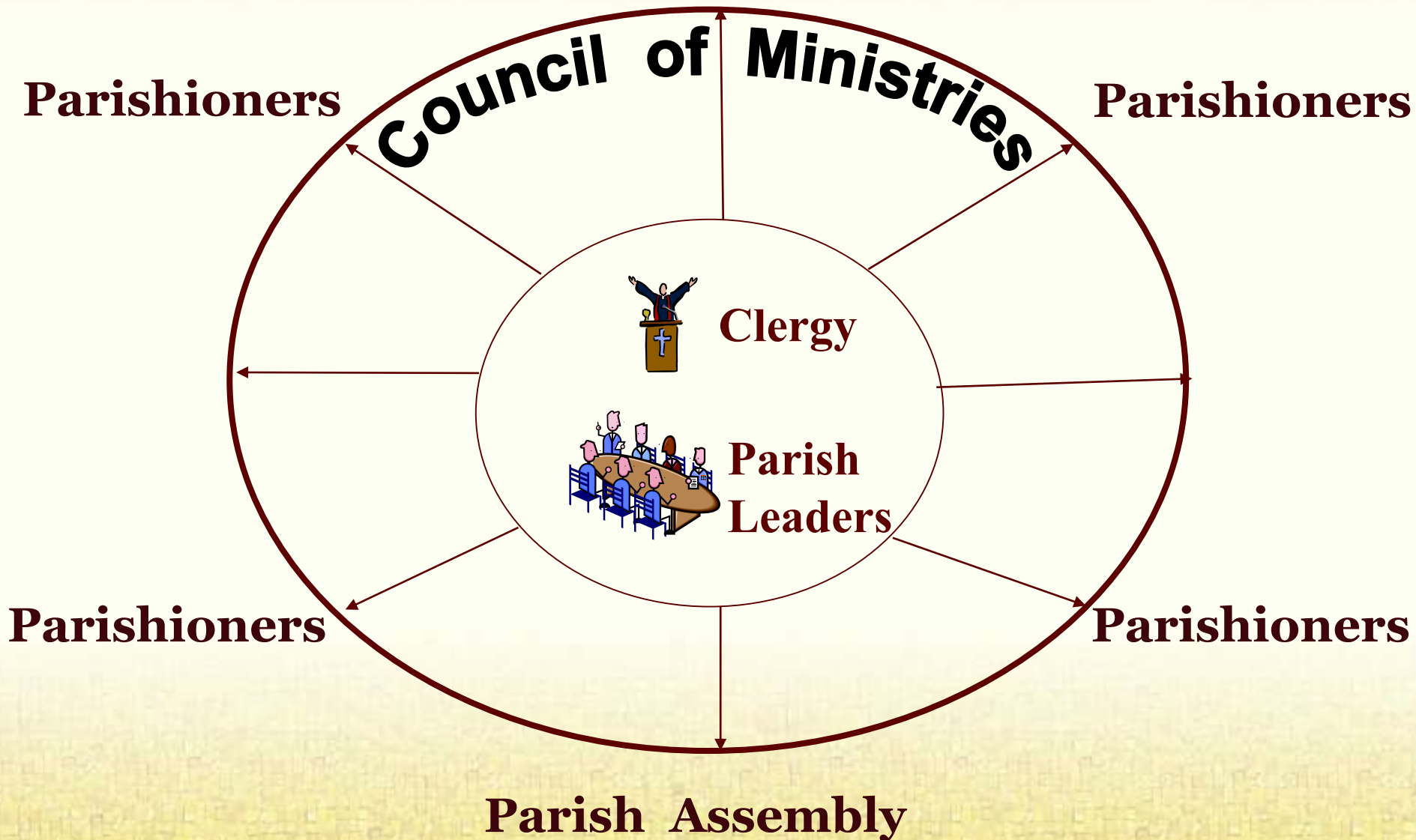
It is...



Ministry Based Organization Paradigm



Outreach & Evangelism
(future Catholics)





Ministry Responsibilities



Each ministry, by consensus, must :

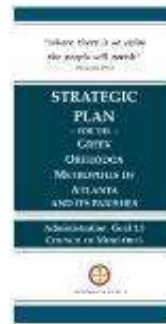
- 1. Set its own “SMART” goals consistent the Parish’s Mission, Vision, Values and Strategies**
- 2. Identify their budgetary and resource needs and sources**
- 3. Recruit parishioners to serve and be served**
- 4. Diligently pursue their plan, continuously evaluate their performance and creatively determine new and better ways to serve**



<http://atlstrategicplan.org>



1.5 Council of Ministries



DOWNLOAD COUNCIL OF MINISTRIES [5.5GB]

Click here to download the Council of Ministries Guide created to fulfill Goal 1.5 Council of Ministries.

DOWNLOAD THE STRATEGIC PLAN

- 1.1 Parish Strategic Planning
- 1.3 Risk Management
- 1.5 Council of Ministries
- 3.3 Communications Director
- 4.2 Orthodox Leadership Training**
- 5.1 Early Parenting
- 5.2 Newly Married Couple Mentoring
- 5.4 Seniors Programs
- 6.2 Metropolis Endowment
- 6.7 Spiritual Growth Resources
- 9.1 Comprehensive Stewardship Program
- 10.1 Academic Institute
- 10.2 Black Praxis at Metropolis Resource Center Portal

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/>

Effective Parish “To Do” Item

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

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





Today's Time Saver



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

Check out the full content at: <http://stewardshipcalling.com> under either the Stewardship tab or Effective Church Model tab





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/>

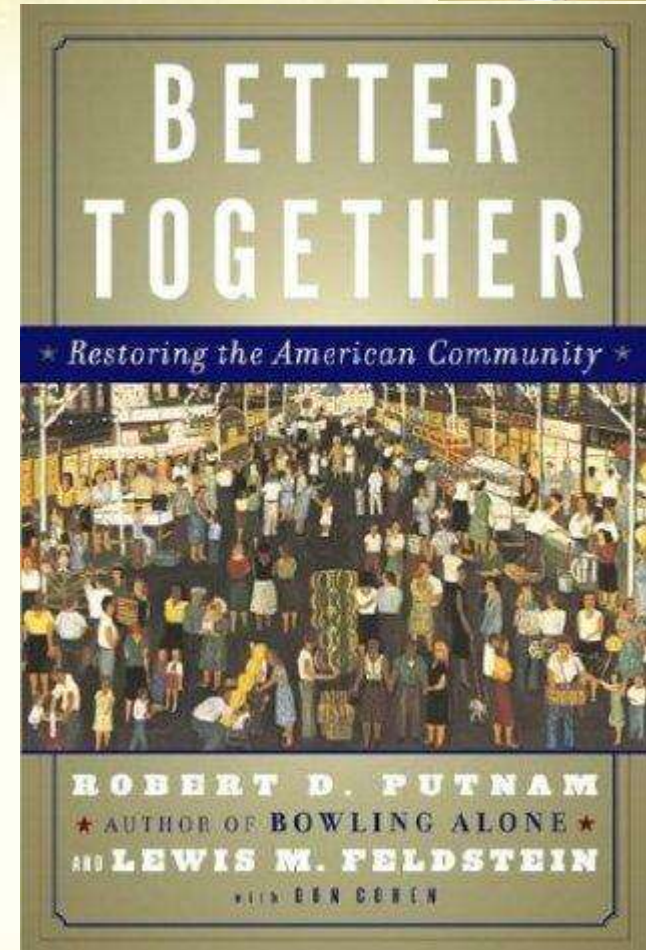


Total Welcoming Experience



Read: Better Together

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



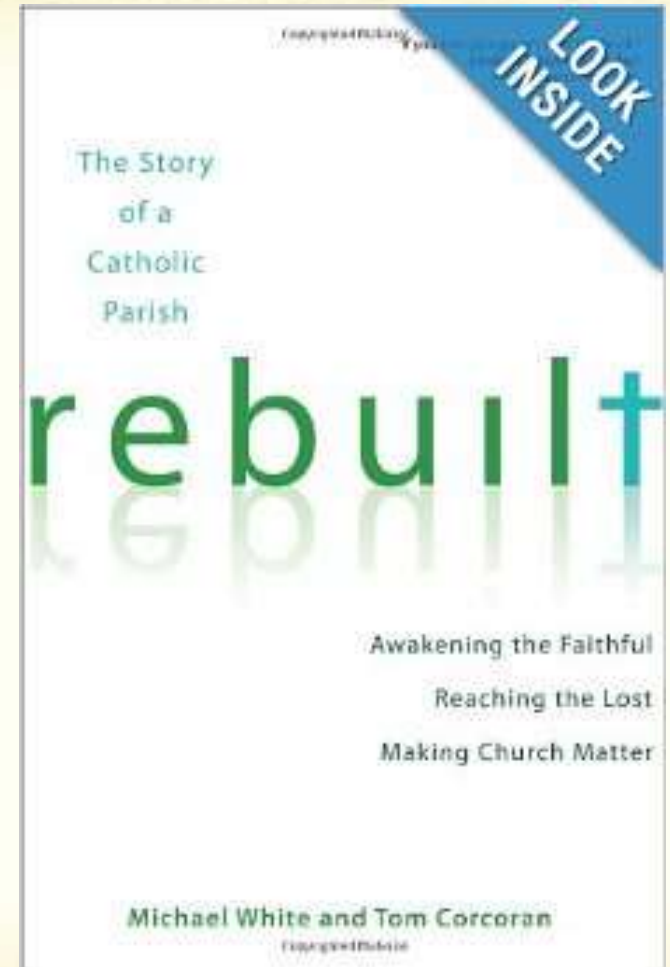
**Especially read
chapter 6**



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



Welcoming Ministry Is Among Your Most Important



- It is Catholic and sets the tone for the whole loving church experience
- It is the second 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
- The Parish must emulate the kingdom of God, a culture overflowing with joy, peace and love

“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 as they enter the church 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**



Provocative Question



**When was the last time
you invited any friend,
neighbor, work colleague
or person who isn't a
Maronite/Catholic to join
you in church on
Sunday?**

Effective Parish “To Do” Item

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





Today's Time Saver



8. Thanking Culture

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

Check out the full content at: <http://stewardshipcalling.com> under either the Stewardship tab or Effective Church Model tab





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

Ken Makovsky – Forbes Magazine 11-29-12



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)**

Effective Parish “To Do” Item

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





Today's Time Saver



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

Check out the full content at: <http://stewardshipcalling.com>
under either the Stewardship tab or Effective Church Model tab



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)



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BILL MARIANES

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Ancient Faith
PODCASTS

**“The Forgotten Most
Important Stewards in
our Christian
Churches – Youth and
Emerging Adults”**

May 1, 2019

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

**With Steve
Christoforou of
GOA Y2AM**





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Ancient Faith
PODCASTS

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

**Youth and Emerging
Adults Programs –
Part 1 = 4/30/17
Part 2 = 7/30/17**

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



Youth Stewardship



- **What have you taught your children about the stewardship of God's gifts?**
- **What have you modeled for your children regarding your personal stewardship**
- **What do millennials and younger think of when you mention stewardship?**



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Ancient Faith
PODCASTS

“Stewardship Over God’s Creation & Creatures”

July 3, 2019

**With Dr. Alexis
Marianes of
Sustainable
Innovations
Initiative**



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



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



~ Teach the TITHE

~ Teach 10/10/80 Rule

~ 1st 10% of income in God's Kingdom

**~ 2nd 10% of income in savings for
your retirement/rainy days**

~ live on the remaining 80%

Effective Parish “To Do” Item

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





Today's Time Saver

10. Effective Messaging

Effective Causes, People and Integrity (“C.P.I.”) messaging is critical to a successful stewardship ministry

Check out the full content at: <http://stewardshipcalling.com>
under either the Stewardship tab or Effective Church Model tab





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Ancient Faith
PODCASTS

“Overcoming The Challenge of Donor Fatigue”

August 7, 2019

With Fr. Aaron
Warwick – St.
Mary
Antiochian
Church -
Wichita, KS

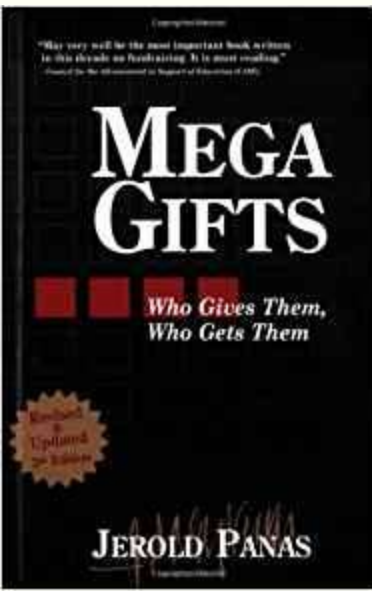


<http://stewardshipcalling.com/internet-radio/>



C. P. I. Motivates Donors To Give¹

*People give to
Causes and
People with
Integrity*



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



C. P. I. Motivates Donors To Give



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**



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**



Top Five Stewardship Communications Do \ Do Nots

DO



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

DO NOT

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

Effective Parish “To Do” Item

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





Today's Time Saver



11. Stewardship and Capital Campaigns

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

Check out the full content at: <http://stewardshipcalling.com> under either the Stewardship tab or Effective Church Model tab



Stewardship
Calling



Stewardship
Calling



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PODCASTS

“Effective Church Capital Campaigns and Feasibility Studies”

3-31-19 - Part 1

6-30-19 – Part 2

Anthony Scott (Part 1)



Jerry Minetos (Part 2)



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

Effective Parish “To Do” Item

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





Today's Time Saver



13. Transparency & Accountability

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

Check out the full content at: <http://stewardshipcalling.com> under either the Stewardship tab or Effective Church Model tab





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PODCASTS

**“The New Old
Imperative for
Churches and People:
Trust, Integrity,
Transparency and
Accountability”**

July 29, 2018

**With CPA Chris Mandaleris
and Attorney Steve
Laduzinsky, including special
materials on Good Financial
Practices**

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



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://atlmetsopolis.org/2017-presidents-meeting>



Today's Time Saver



12. Estate / Planned Giving

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

Check out the full content at: <http://stewardshipcalling.com>
under either the Stewardship tab or Effective Church Model tab





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



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

Join the Eternal Light Society

“...but lay up for yourselves treasures in heaven...”



REMEMBER YOUR CHURCH THROUGH
PLANNED GIVING

Effective Parish “To Do” Item

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





Today's Time Saver



13. Transparency and accountability

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

Check out the full content at: <http://stewardshipcalling.com> under either the Stewardship tab or Effective Church Model tab



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Transparency & Accountability



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



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

Effective Parish “To Do” Item

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 GROUPS IS ONE OF
THE MOST
TRANSFORMATIONAL THINGS
A PARISH CAN DO TO
CULTIVATE A SENSE OF
COMMUNITY**



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 some spiritual/religious education content**
- ~ **Discuss whatever life is dealing them**



The Power of Small Groups



“The bigger a church gets, the smaller it must become!”



The Power of Small Groups



- **It is Catholic even though non-Catholics have proven its validity**

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

Matthew 18:20

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

Hebrews 10:24-25



10 Benefits of Small Groups¹



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

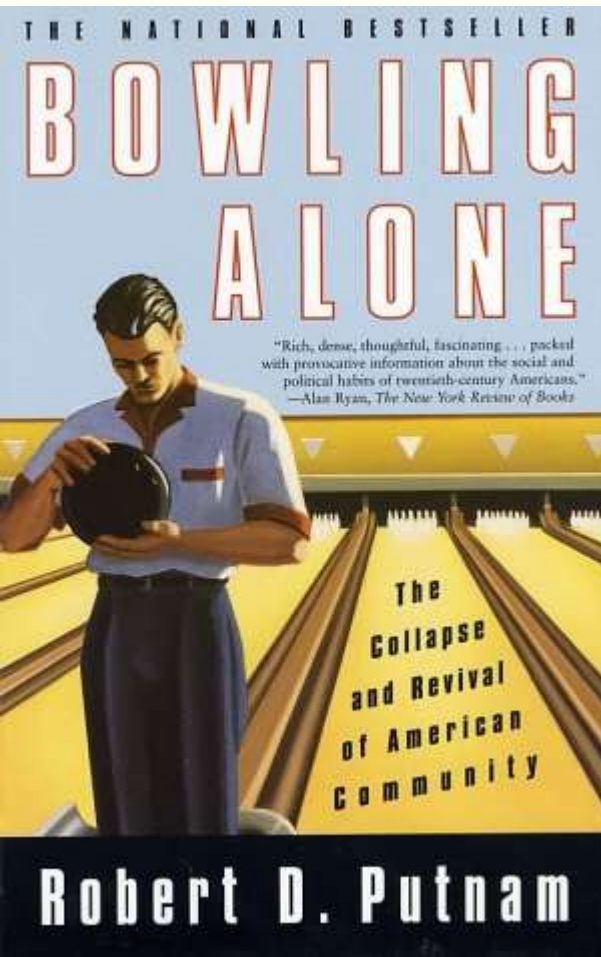
¹ Mark Howell, *founder of SmallGroupResources.net and the pastor of discipleship communities at Canyon Ridge Christian Church. See full article and references at: <https://ministrytodaymag.com/outreach/discipleship/20558-10-powerful-benefits-of-a-small-group-ministry>*



“Social Capital”

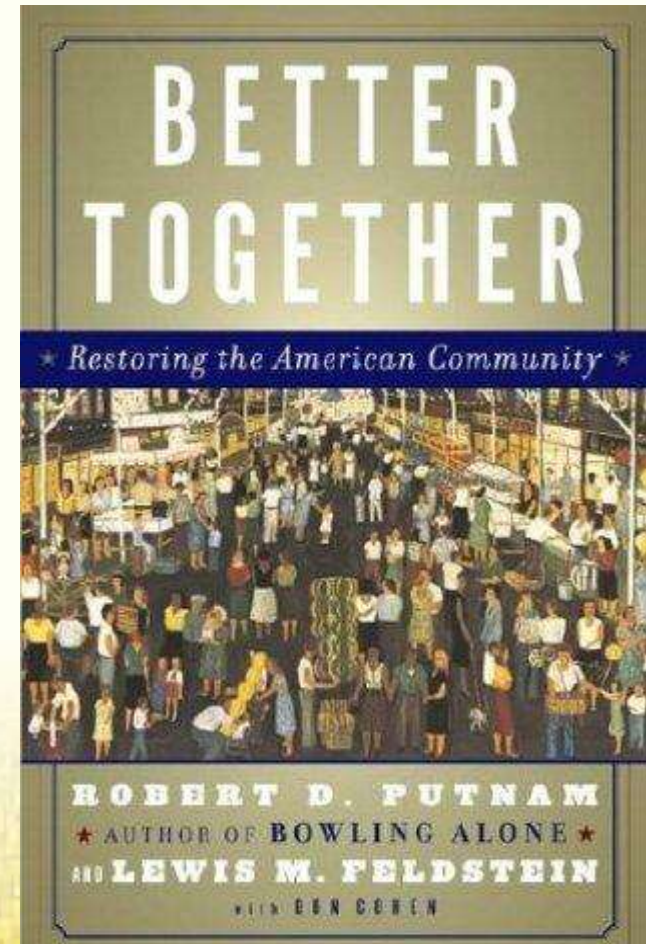


A key to a growing Parish is to increase “Social Capital.”



Social Capital =

1. the collective value of everyone you know (your “social networks”)
2. the desire to do things for each other that our networks foster (“reciprocity”)

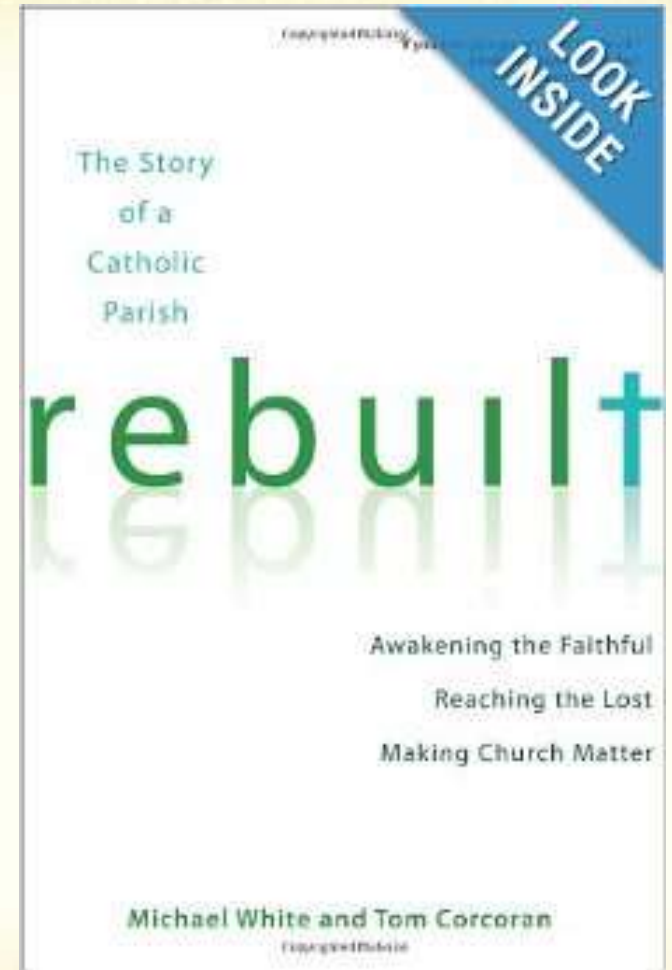




The Power of Small Groups



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



**Especially read
chapter 9**

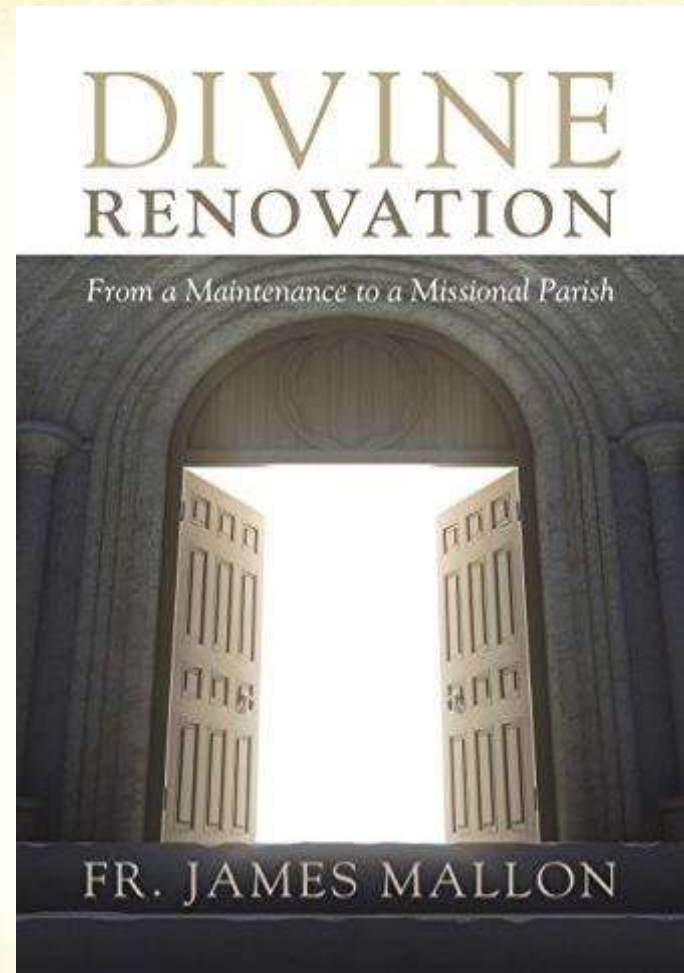


The Power of Small Groups



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

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



**Especially read
pages 168-176**

Additional Small Groups Ministry Resources

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

Additional Small Groups Ministry Resources

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

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

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

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

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

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

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

Additional Small Groups Ministry Resources

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

Effective Parish “To Do” Item

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





Today's Time Saver



15. It takes a TEAM

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

Check out the full content at: <http://stewardshipcalling.com>
under either the Stewardship tab or Effective Church Model tab





It Takes a Team



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





Romans 12:5

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

One One
Team Dream



The Power of the Church Team (ἐκκλησία)



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

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

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

Ecclesiastes 4:9-10



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



~ 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.

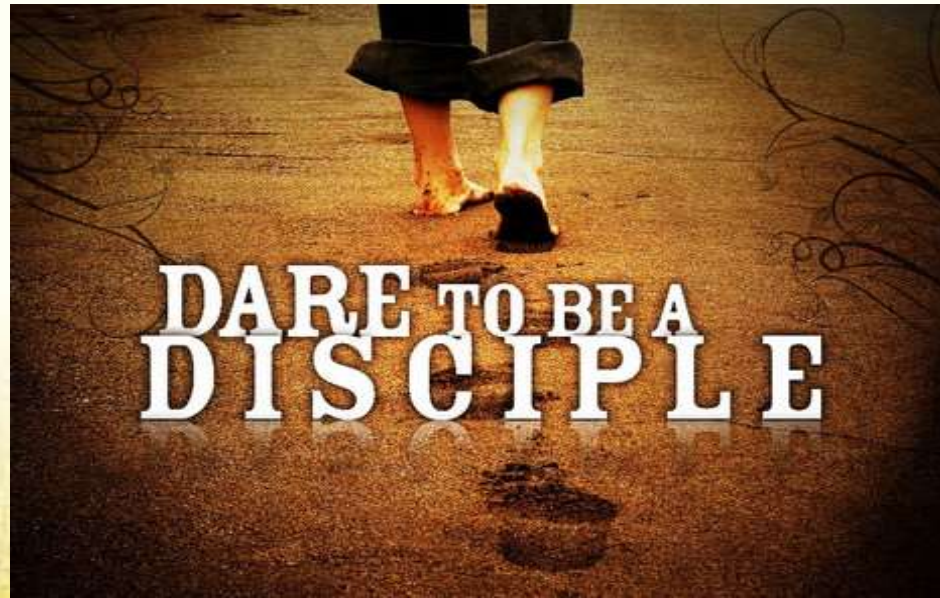




Part 6

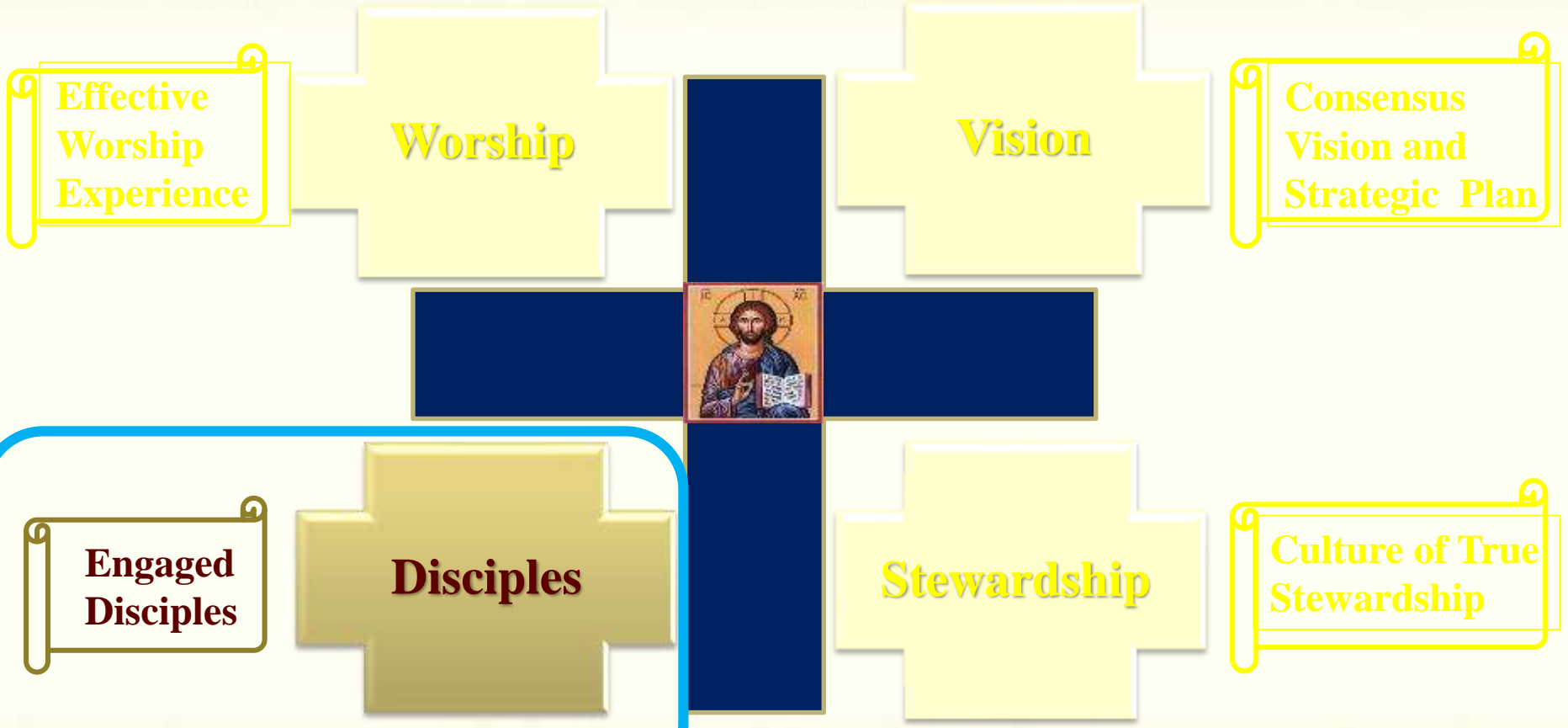
Engaged

Discipleship



Stewardship Calling Effective Church Model

Institutional



Individual



Today's Key Message



Nothing in your parish will be optimized until you have Engaged Disciples of Jesus Christ who understand and live their faith and practice true Christian stewardship and generosity!

Today's Big Question

**How many
Disciples have
you made?**



ANCIENT FAITH RADIO

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Ancient Faith Ministries

BILL MARIANES

REVITALIZE STEWARDSHIP IN
YOUR PARISH AND PERSONAL LIFE

A STEWARDSHIP CALLING



Ancient Faith
PODCASTS

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. Servant Leadership Development**
- 7. Youth discipleship**



Today's Time Saver



1. Spiritual Education

Check out the full content at: <http://stewardshipcalling.com>
under either the Stewardship tab or Effective Church Model tab



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 previous 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**

Effective Parish “To Do” Item

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





Today's Time Saver

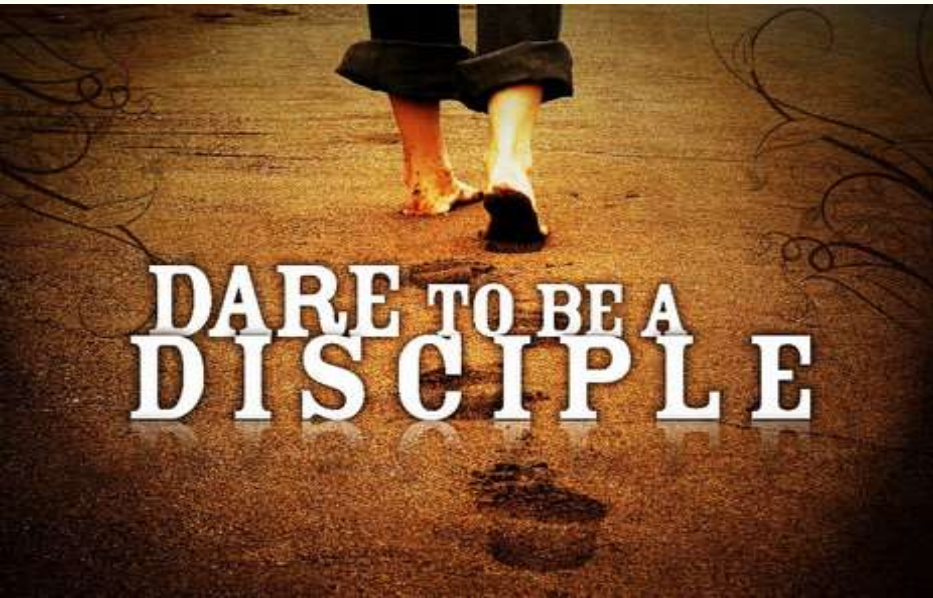


2. Living in H.D. (being a Hero and Disciple)

Check out the full content at: <http://stewardshipcalling.com>
under either the Stewardship tab or Effective Church Model tab



What Does It Mean To Be A Hero and Disciple?





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



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?



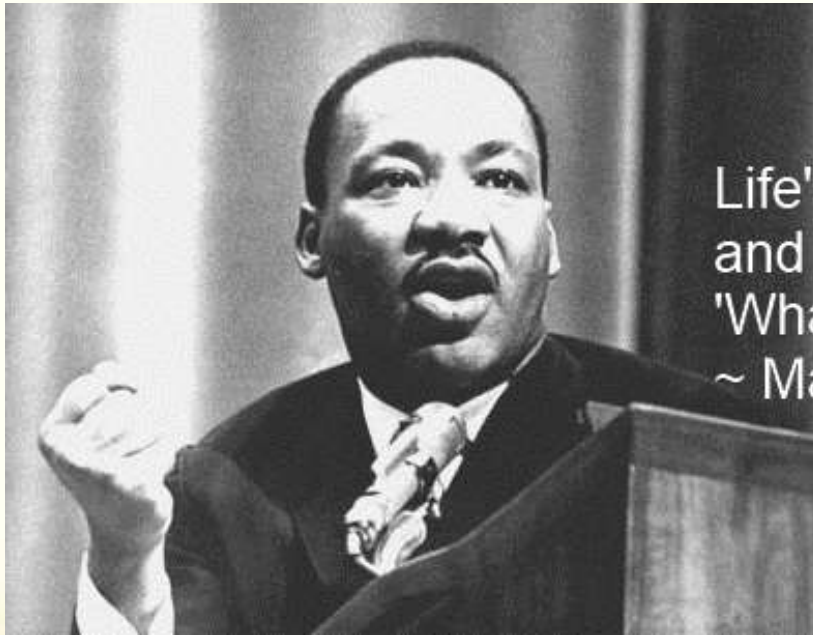
Compassion: “...a multidimensional process comprised of four key components:

- 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



Life's most persistent
and urgent question is,
'What are you doing for others?'
~ Martin Luther King, Jr.



The 3 Attributes of Heroes and Disciples



1. Courage

2. Compassion

3. Love



What Did Jesus Christ Call His Followers?





Christ's Great Commandment



**A new commandment I give to you,
That you love one another;
as I have loved you, that you also love
one another.**

**By this all will know that you are My
Disciples,
if you have love for one another.**



Be Loving



**“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

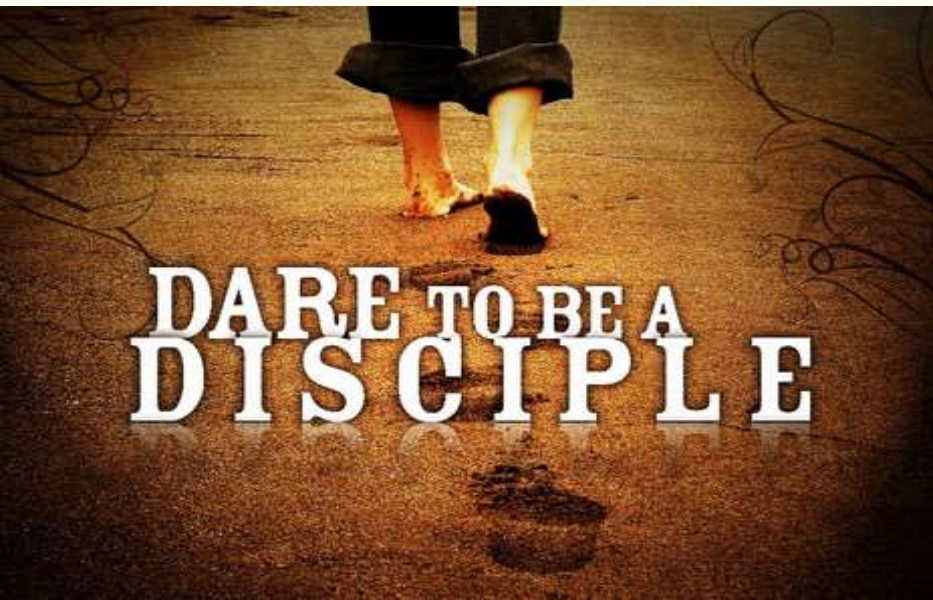
Effective Parish “To Do” Item

- 1. Give examples and teach ways to be courageous, compassionate and loving in daily life in your homilies and Sunday School and Small Group curriculum**
- 2. Foster a culture of unconditional love in your Parish**





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



Atlanta is only about 6,439 miles West of Jerusalem





A Provocative Thought About Your Personal Jerusalem

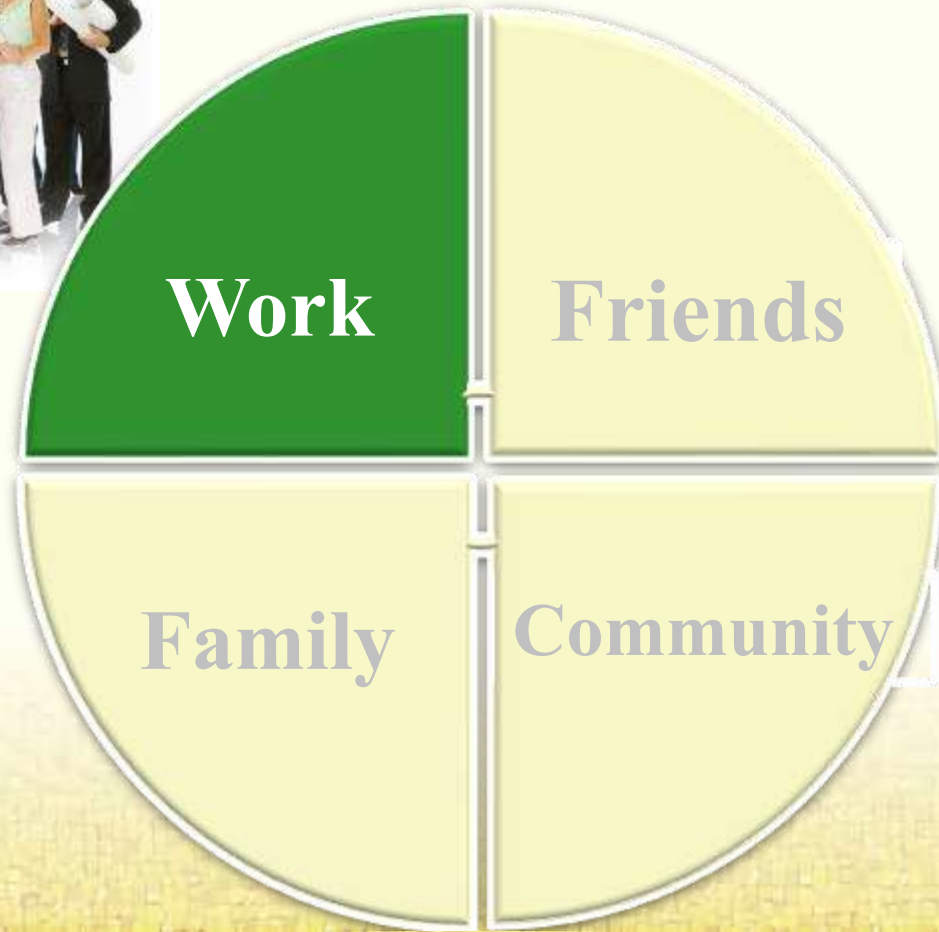


- What if YOUR Jerusalem is wherever YOU are?
- How are YOU doing at making Disciples in YOUR Jerusalem?





A Provocative Thought About Your WORK Jerusalem





Living Your Faith In A Secular Jerusalem

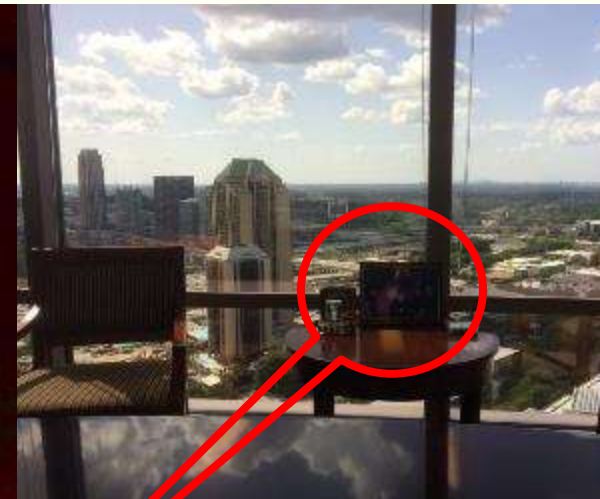
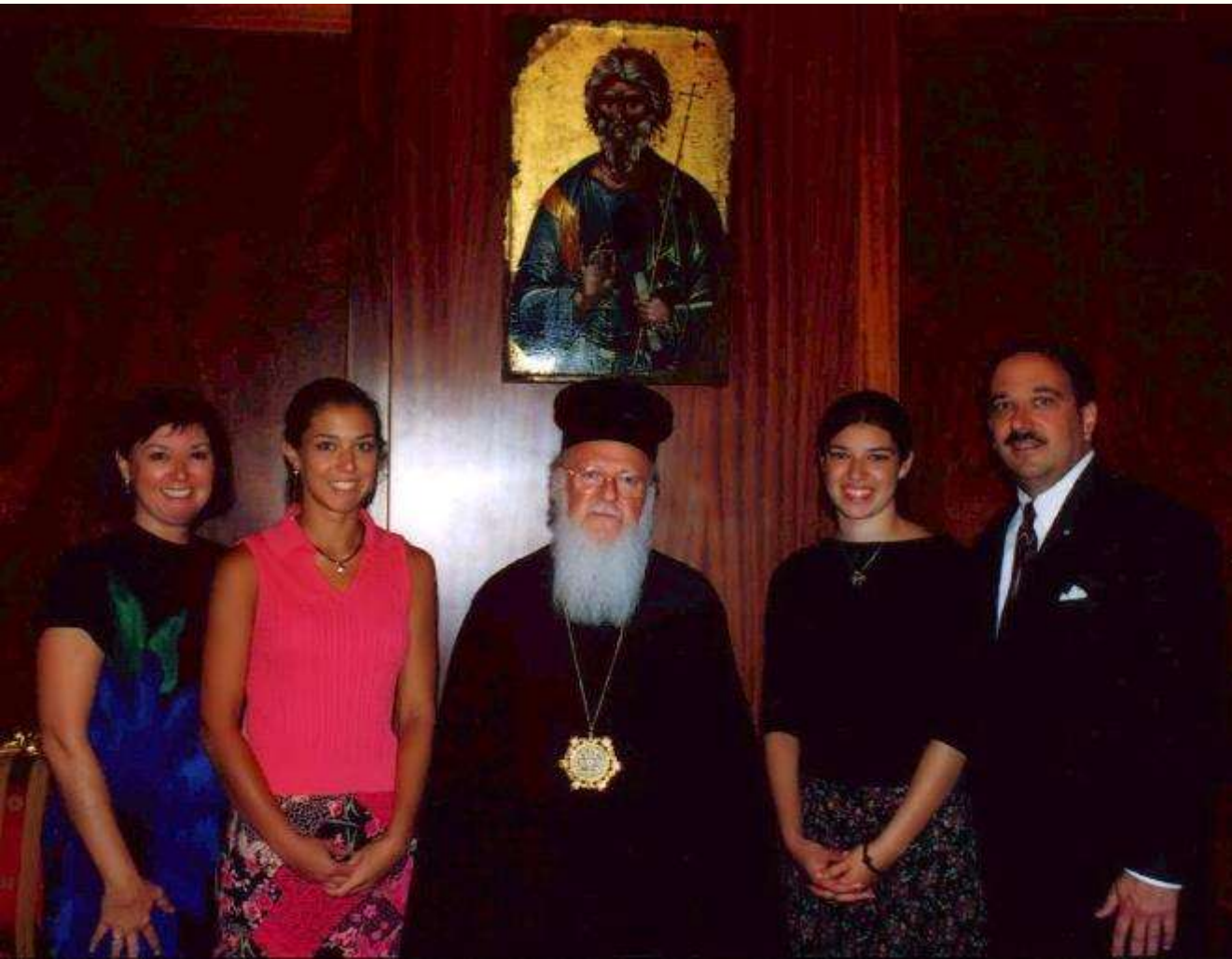
**(my time following in the
footsteps of Fred Isaf as a
Global Law Firm Office
Managing Partner)**



Living Your Faith In A Secular Jerusalem



1. Family and Friend Photos



Living Your Faith In A Secular Jerusalem

2. Office Art





Living Your Faith In A Secular Jerusalem



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

~ How are you doing?



Living Your Faith In A Secular Jerusalem



**4. You promote and represent
the brands that you :**

- wear**
- consume or use**
- buy or contribute to**



Living Your Faith In A Secular Jerusalem



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

4b. Prayer Rope



Living Your Faith In A Secular Jerusalem

4b. Prayer Rope



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





Living Your Faith In A Secular Jerusalem (famous peoples' statement)

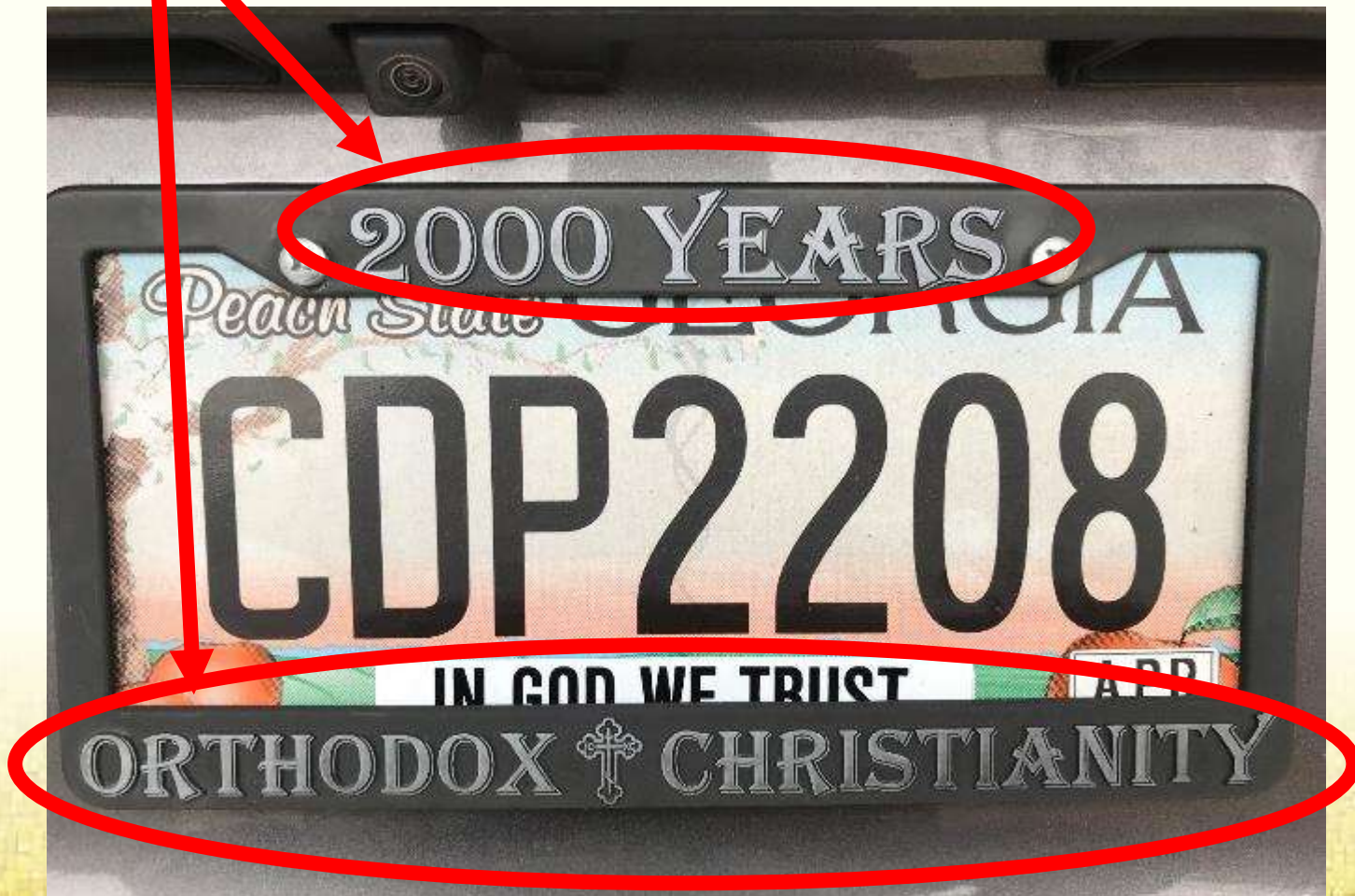


4c. Visible Cross



Living Your Faith In A Secular Jerusalem

5. Your License Plate





Living Your Faith In A Secular Jerusalem



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



7. Your Pro Bono (personal and institutional)

~ Service to Christ's church





Living Your Faith In A Secular Jerusalem



8. Your Social Media Presence

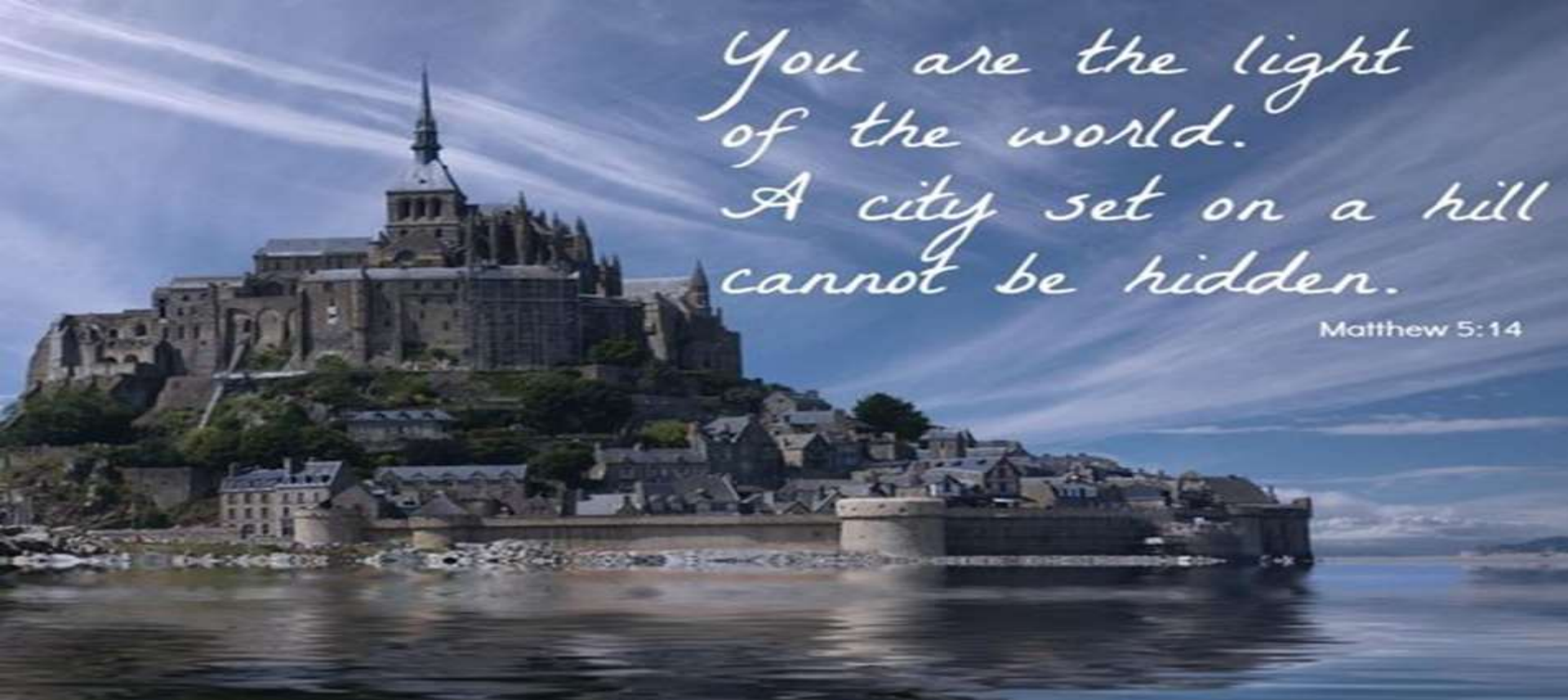
- ~ What do you post/like/retweet/forward on social media or electronically that speaks to your faith?**
- ~ What do you comment on (or fail to comment on) in social media that speaks to your faith?**

Living Your Faith In A Secular Jerusalem



A Provocative Question For You

If someone who knew you well were asked to say the first 5 things they think of when they think of you, would Maronite / Catholic Christian be one of them?



*You are the light
of the world.
A city set on a hill
cannot be hidden.*

Matthew 5:14

**What messages are
you broadcasting?**

We are what we
repeatedly DO.

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



Effective Parish “To Do” Item

- 1. Visibly live your faith;**
- 2. Visibly represent your faith;**
- 3. Visibly model being a
Courageous, Compassionate and
Loving Disciple of Jesus Christ**





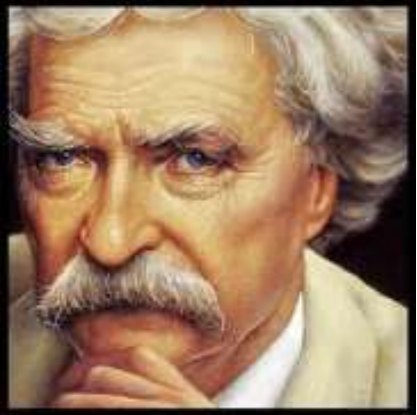
Today's Time Saver



3. Discover and Live Your Stewardship Calling

Check out the full content at: <http://stewardshipcalling.com>
under either the Stewardship tab or Effective Church Model tab

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



Stewardship Calling



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



Every person is made in the image and likeness of God.



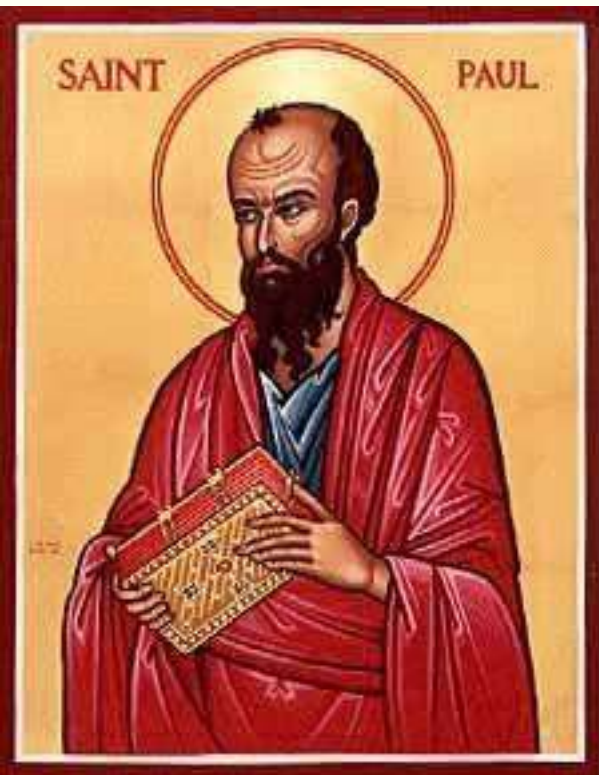
Stewardship Calling



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...”

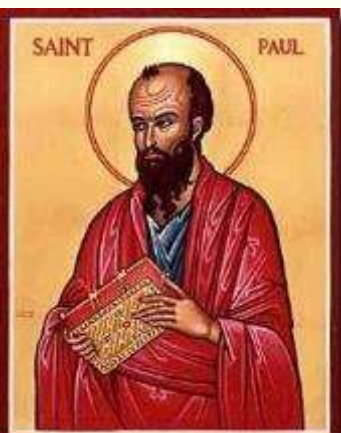
Ephesians 4:1



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?





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PODCASTS

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

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

January 31, 2016

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



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 review all lessons learned in your life

- ~ Your major experiences and lessons learned (often from your mistakes) were given to you to help prepare you for discovering your calling



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





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Ancient Faith
PODCASTS

**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**

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

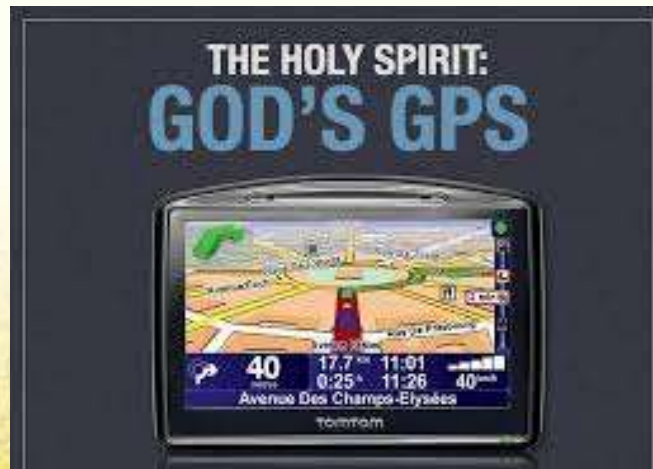


G.P.S. (God Positioning System)



**“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



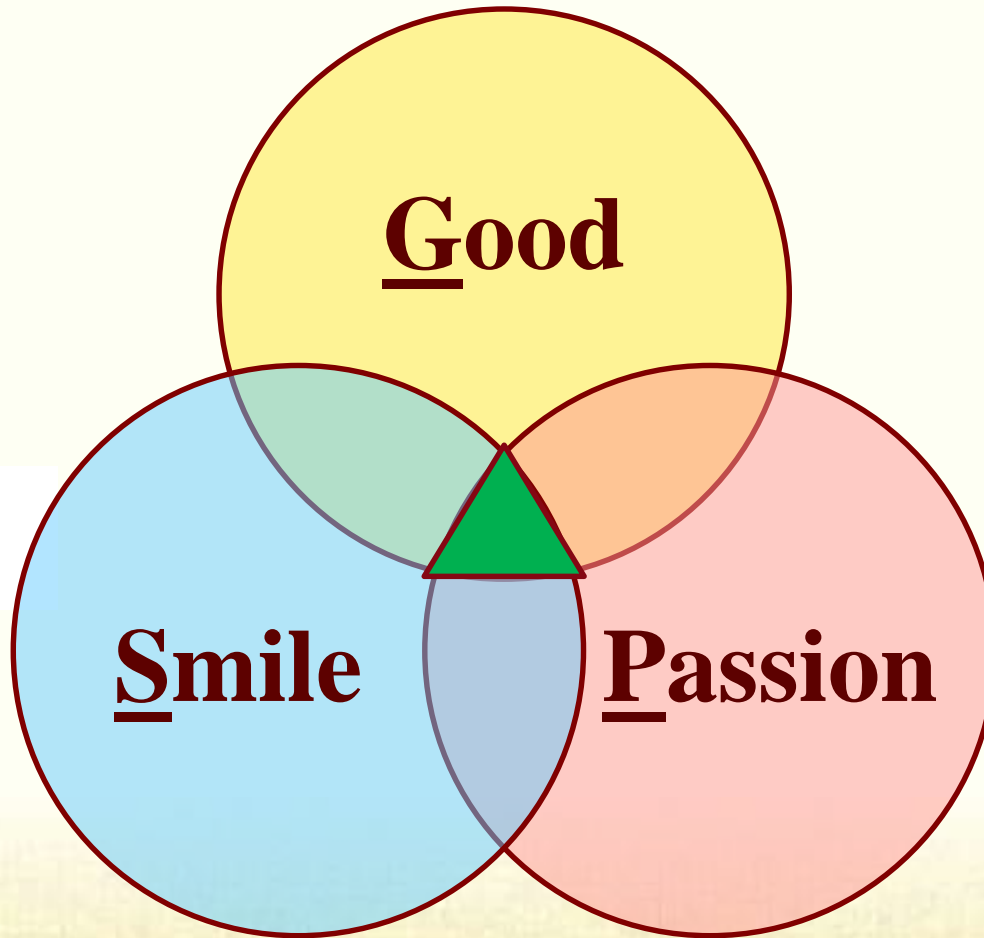
After taking the first 3 steps, you can use a G.P.S. God Positioning System to answer 3 key questions.



G.P.S. = God Positioning System



1. What are you Good at?

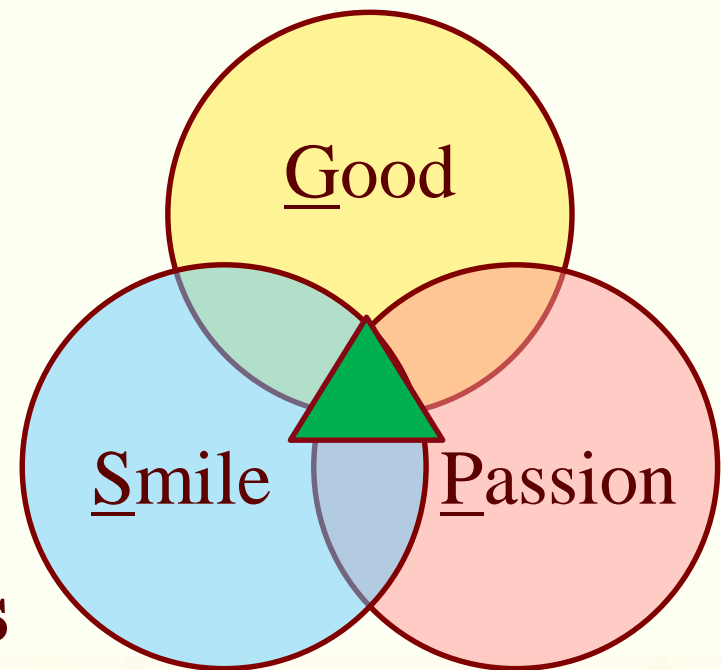


3. What makes you Smile?

2. What are you Passionate about?

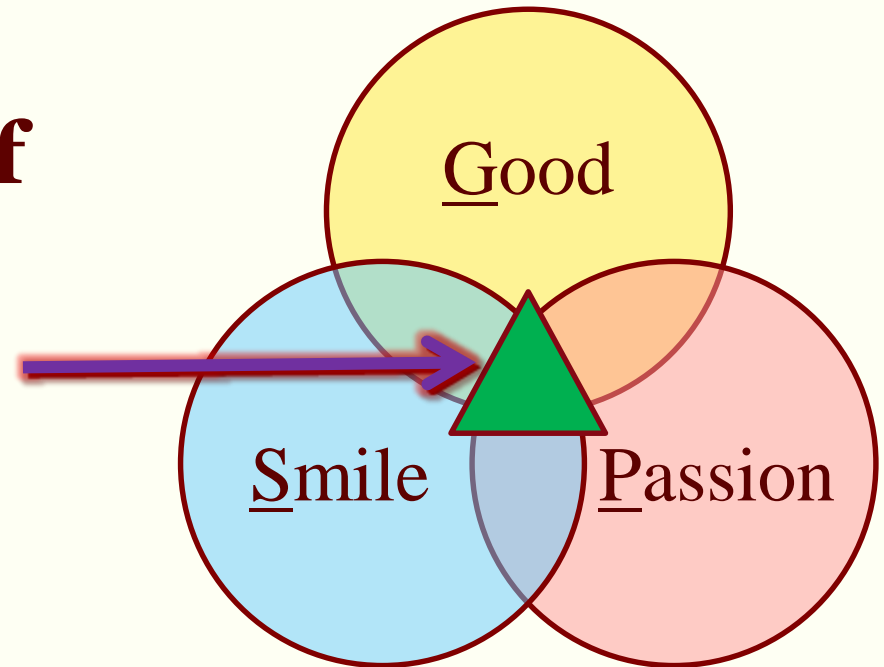
Using G.P.S. To Discern Your Stewardship Calling

- 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.

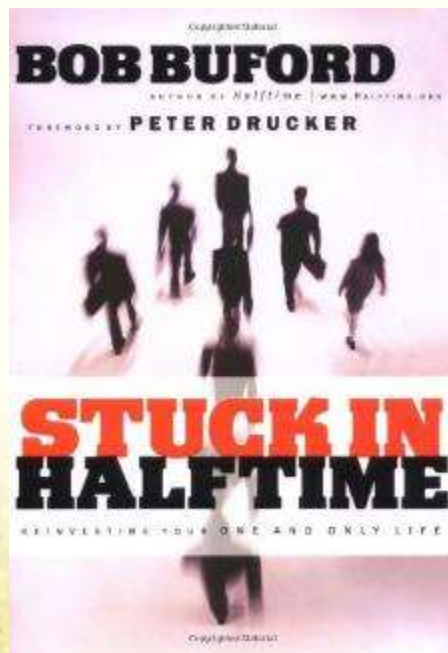
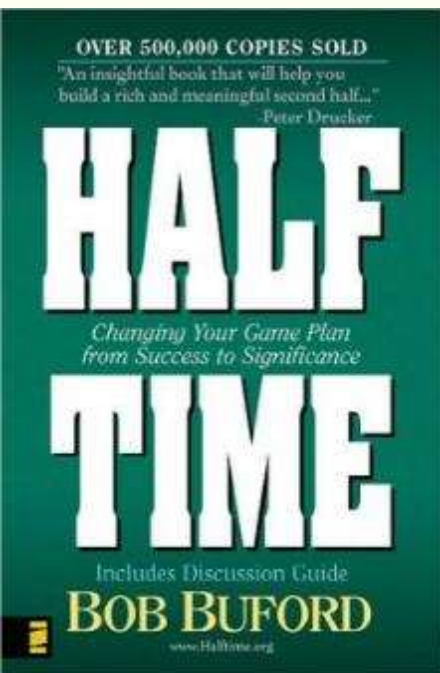


Half Time - The Journey from Success to Significance

**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)



Effective Parish “To Do” Item

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)





Today's Time Saver



4. Prayer

Check out the full content at: <http://stewardshipcalling.com>
under either the Stewardship tab or Effective Church Model tab



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 & 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 Nicomedeu & those with him ✠ Holy Father Theoctistus ✠ Euthymios the Great

- ✠ Aristion, Bishop of Alexandria ✠ Phoebe the Deaconess ✠ Remoclus, Bishop Maantricht ✠ 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 Pentapolis
- ✠ 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 <i>12:30pm to 2:00pm</i> ***** 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	✦ <i>Giving God Pre-eminence in Our Lives</i>
		12:55 - 1:15pm	Akathist St Demetrios the Myrrh-bearer	✦ <i>For Young People</i> ✦ <i>For Chastity and Help in Carnal Warfare</i>
		1:15 - 1:35pm	Akathist Theotokos the Unexpected Joy	✦ <i>For Those Who Find Themselves Amid Sin, Tribulations, Misfortunes, and Sickness</i> ✦ <i>For the Unexpected Joy of Repentance</i>
		1:35 - 1:55pm	Akathist Holy Hieromartyr Cyprian	✦ <i>For the Battle Against Demons and Witchcraft</i> ✦ <i>For Those Abandoned by Their Doctors</i>
		1:55 - 2:00pm	THE JESUS PRAYER	CLOSING PETITIONS
		2:00 - 2:05pm	THE JESUS PRAYER	PREPARATION TO OFFER PRAYERS
#2.	Saturday, September 3 <i>2:00pm to 3:30pm</i> ***** Team: PRESVYTERAS & DEACONESSES OF AZ ORTHODOX CHURCHES ***** Captain: PRESV. ANDREA BARAKOS	2:05 - 2:25pm	Akathist The Most Holy Trinity	✦ <i>For the Spirit of True Repentance</i> ✦ <i>For Ending Our Days in Purity & Righteousness</i> ✦ <i>For the Performing of His Most Holy Will</i>
		2:25 - 2:45pm	Akathist Theotokos, Joy of All Who Sorrow	✦ <i>For Understanding the Reasons Why Sorrow Comes into Our Lives</i>
		2:45 - 3:05pm	Akathist Sweetest Lord Jesus Christ	✦ <i>For the Prayers of Our Lord Jesus Christ</i>
		3:05 - 3:25pm	Akathist Matushka Olga Michael	✦ <i>For Those Who Suffered Abuse</i> ✦ <i>For Those in the Process of Healing</i>
		3:25 - 3:30pm	THE JESUS PRAYER	CLOSING PETITIONS

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

Effective Parish “To Do” Item

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





Today's Time Saver



5. Small Groups (covered above)

Check out the full content at: <http://stewardshipcalling.com>
under either the Stewardship tab or Effective Church Model tab



Today's Time Saver



6. Servant Leadership

Check out the full content at: <http://stewardshipcalling.com>
under either the Stewardship tab or Effective Church Model tab



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.”



Servant Leadership Development



~ Do we teach Leadership?

- ❖ Do our leaders know how to lead?**
- ❖ Where did they learn it?**
- ❖ Is it Catholic?**

~ Do we have/provide mentors?

~ Do we plan/train succession?



Servant 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)



Servant Leadership Development



➤ The Stewardship Calling Model of the Six Elements of Effective Servant Leadership?

Courage

Love

Humility

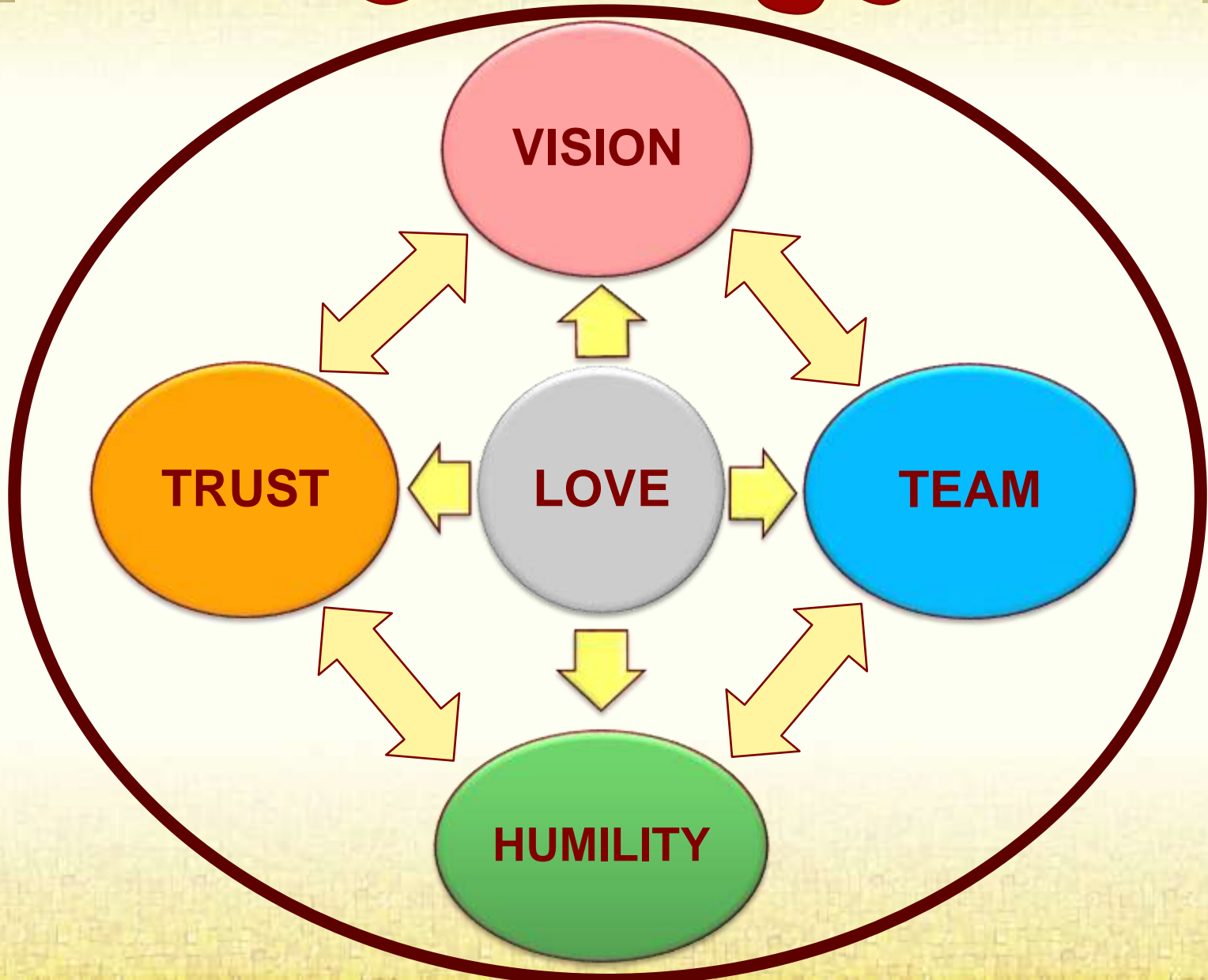
Trust

Vision

Team



Courage



Your Always Free Parish Resource

www.stewardshipcalling.com

Stewardship Calling

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

WHY?

EFFECTIVE CHURCH MODEL

STEWARDSHIP

CHURCH STRATEGIC PLANNING

PODCASTS / INTERNET RADIO

LEADERSHIP & SPIRITUAL RETREATS

BLOG

RESOURCES

UPCOMING PROGRAMS

PERSONAL

LEADERSHIP

EFFECTIVE COMMUNICATIONS –
FROM TEACHER TO PREACHER TO
REACHER

LIVING IN H.D. – BEING A HERO
AND DISCIPLE – (UKRAINIAN
ORTHODOX LEAGUE- 2016)

Christian

Servant leadership presentation can be downloaded under Leadership & Spiritual Retreats Tab – Leadership page at: <https://stewardshipcalling.com/leadership/>

Send questions to: Bill@stewardshipcalling.com



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REVITALIZE STEWARDSHIP IN
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Ancient Faith
PODCASTS

“Servant Leadership and Church Change Management”

4-3-19 - Part 1

6-5-19 - Part 2

Steve Tibbs (Part 1)



Mitch Owen (Part 2)



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

Effective Parish “To Do” Item

**Create and implement an
“Servant Leadership”
program**





Today's Time Saver



7. Youth Discipleship

Check out the full content at: <http://stewardshipcalling.com>
under either the Stewardship tab or Effective Church Model tab



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=iRCaQlr9ooU>



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.”



Youth Stewardship Provocative Question



- The average American family in 2012 spent approximately \$671 per child - per year on just sports training and costs (Forbes)
- Activity Hero estimates that the average American family currently spends about \$2,400 per child - per year on all forms of enrichment support
- How much have you spent on youth spiritual enrichment support?

Youth Discipleship Requirement



If youth and emerging adults are one of our biggest priorities, every parish MUST have a full-time, paid, properly trained staff youth and emerging adult director?



ANCIENT FAITH RADIO

Bringing the Ancient Christian Faith to the Modern World

Ancient Faith Ministries

BILL MARIANES

REVITALIZE STEWARDSHIP IN
YOUR PARISH AND PERSONAL LIFE

A STEWARDSHIP CALLING



Ancient Faith
PODCASTS

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

**Youth and Emerging
Adults Programs –
Part 1 = 4/30/17
Part 2 = 7/30/17**

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

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**





Today's Big Idea



Engagement





Your Always Free Parish Resource



www.stewardshipcalling.com

Stewardship Calling

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

The screenshot shows the website's navigation menu with the following items: WHY?, EFFECTIVE CHURCH MODEL, STEWARDSHIP, CHURCH STRATEGIC PLANNING, PODCASTS / INTERNET RADIO, LEADERSHIP & SPIRITUAL RETREATS, BLOG, RESOURCES, and PERSONAL. The 'UPCOMING PROGRAMS' tab is circled in red. A dropdown menu is open for 'ST. JOSEPH MARONITE CATHOLIC CHURCH - ATLANTA, GA', also circled in red. The dropdown menu lists the following programs: ATLANTA METROPOLIS CLERGY LAITY 2019 - JACKSONVILLE, FL and ANTIOCHIAN PARISH LIFE CONFERENCE - CHAMPAIGN, IL - JUNE 2019. Red arrows point from the 'UPCOMING PROGRAMS' tab to the dropdown menu and from the dropdown menu to the 'PERSONAL' tab.

The full version of this presentation can be downloaded under the Upcoming Programs tab – St. Joseph Maronite Catholic Church at: <http://stewardshipcalling.com/st-joseph-maronite-catholic-church-atlanta-ga/>

Send questions to: Bill@stewardshipcalling.com



Your Always Free Parish Resource www.stewardshipcalling.com



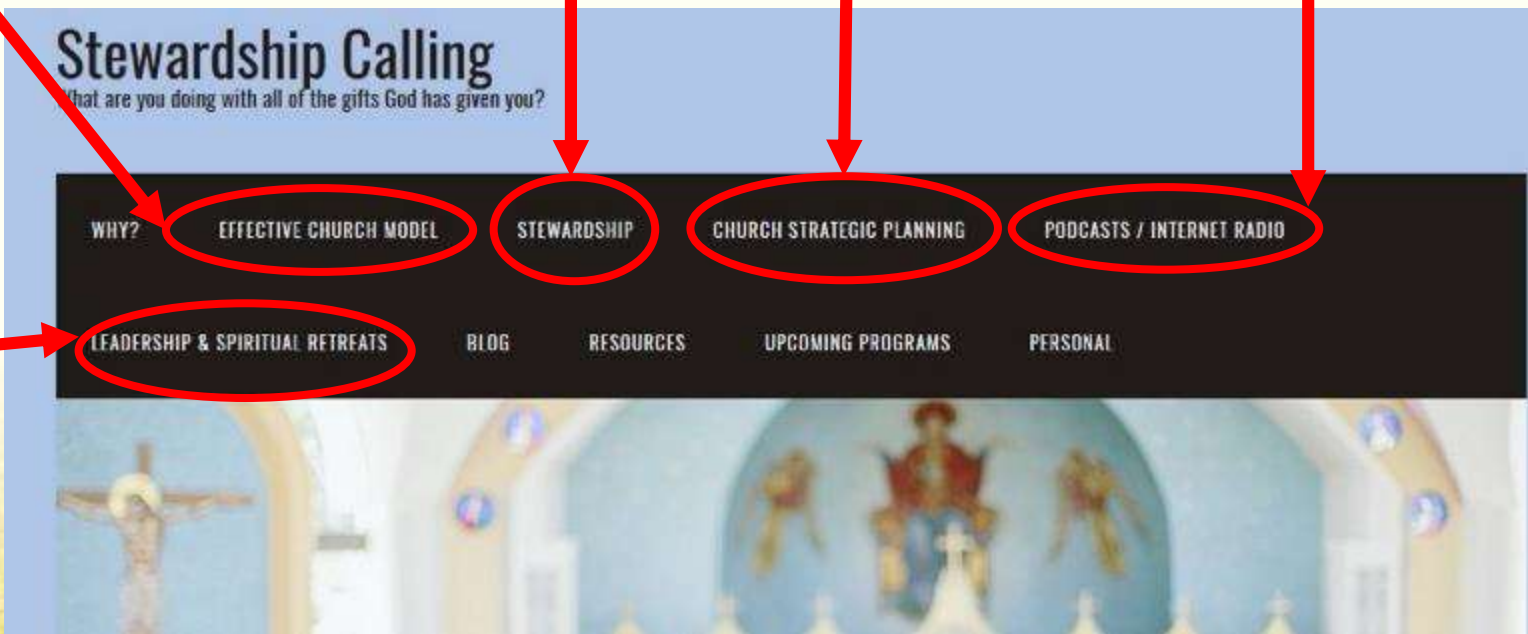
Effective Church Model

Stewardship

Strategic Planning

Podcasts Internet Radio

Leadership



Stewardship Calling Effective Church Model

Institutional

Worship

Vision

Effective
Worship
Experience

Consensus
Vision and
Strategic Plan



Disciples

Stewardship

Engaged
Disciples

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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REVITALIZE STEWARDSHIP IN
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A STEWARDSHIP CALLING



Ancient Faith
PODCASTS

5th Sunday Stewardship Calling

8:00 p.m. - 9:30 p.m. EDT (3-31-19; 6-30-19; 9-29-19; 12-29-19)

1st Wednesday Stewardship Calling

Monthly 1 hour program
on the first Wednesday of
each month at 8:00 p.m. EDT

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

For specific questions or
additional information email
Bill@stewardshipcalling.com



Today's Key Message



You will not have the most effective Parish until you have:

- 1. Engaged Disciples of Jesus Christ who fully understand and live their faith;**
- 2. A culture of true stewardship and generosity; and**
- 3. Clarity as to WHY the Parish exists supported by a consensus vision and a plan to achieve the vision**



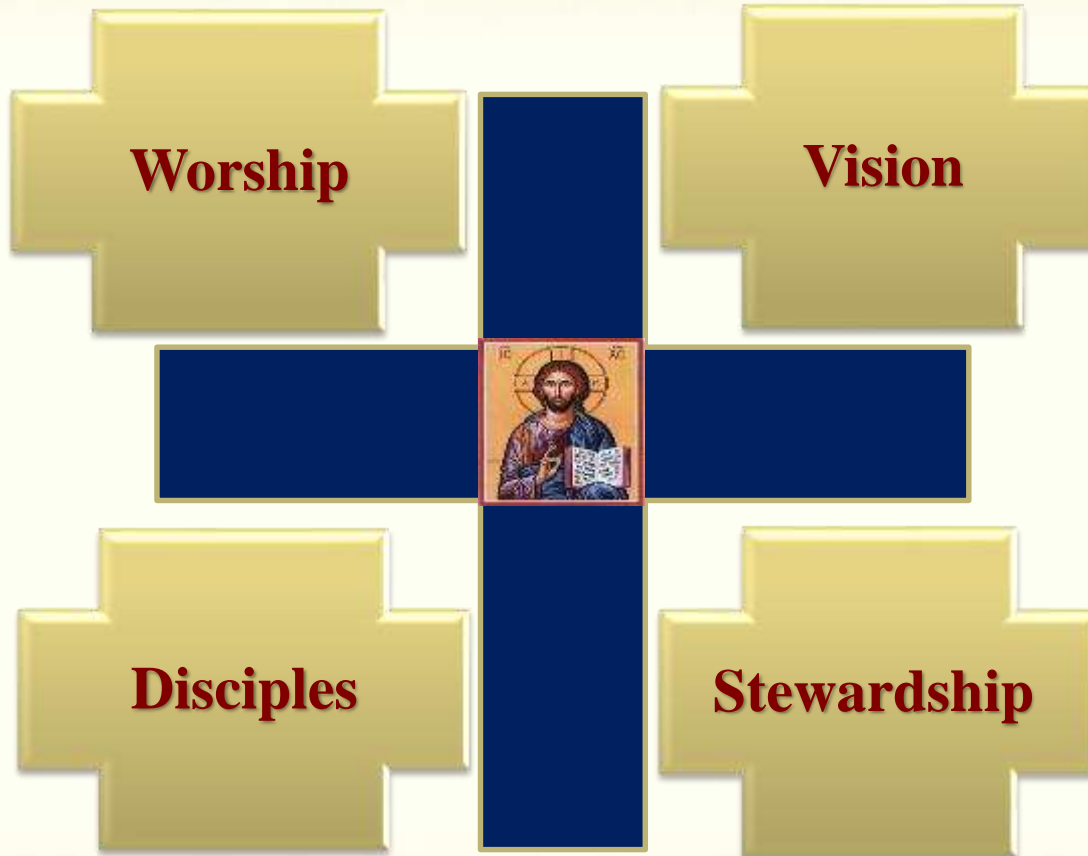
Today's Most Important Personal Idea



**Until you create a culture
of generosity in your own
life, you will never fully
live the life your Creator
wants for you!**

Stewardship Calling Effective Church Model

Institutional



Effective
Worship
Experience

Consensus
Vision and
Strategic Plan

Engaged
Disciples

Culture of True
Stewardship

Individual



Today's Big Idea



Engagement





Christ's 3

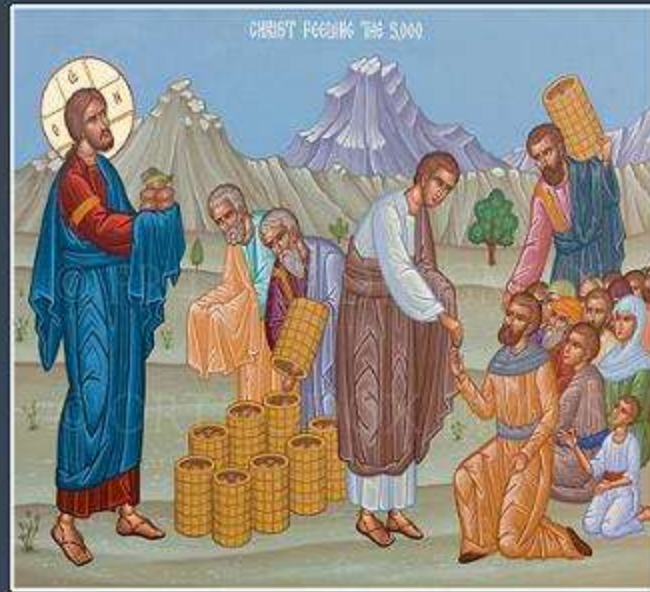


Engagement Messages

Christ's Great Commandment

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

John 13:34



Christ's Great Commission

“Go therefore and make disciples of all the nations”

Matthew 28:19



Christ's Great Charge

“Go and do likewise”

Luke 10:37





Today's Life Changing Idea



IN Y I G

It's

Not

Yours,

It's

God's

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

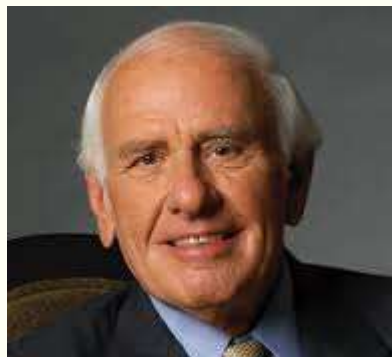
Matthew 10:8

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



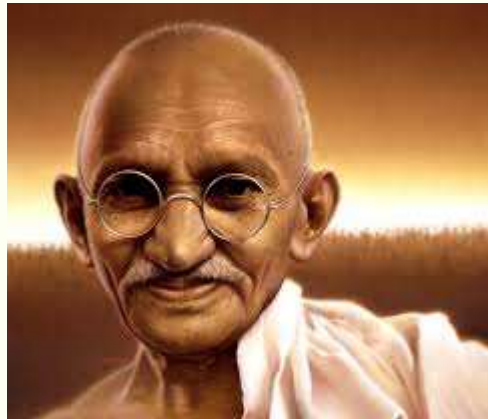
Matthew 9:37-38

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



Jim Rohn

**“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**

**“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**



Today's Big Question

**How many
Disciples
have you
made?**



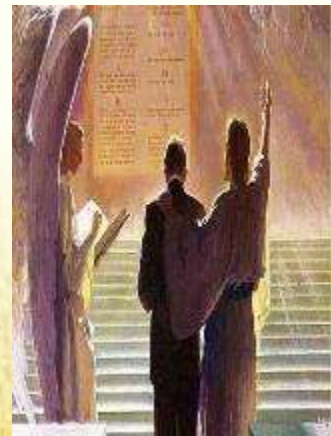
What Will You Do To Make Disciples In Your Personal Jerusalem (your sphere of influence)?



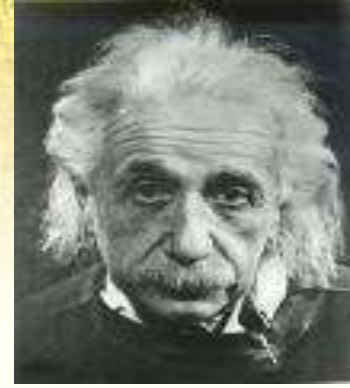
Effective Parish “To Do” Item

Daily, we should work toward a:

**Good Account Before The
Awesome Judgement Seat Of
CHRIST”**



Albert's Insight



❖ What was Albert Einstein's greatest contribution?

❖ ~~$E=mc^2$~~

**“NOTHING HAPPENS UNTIL
SOMETHING MOVES”**

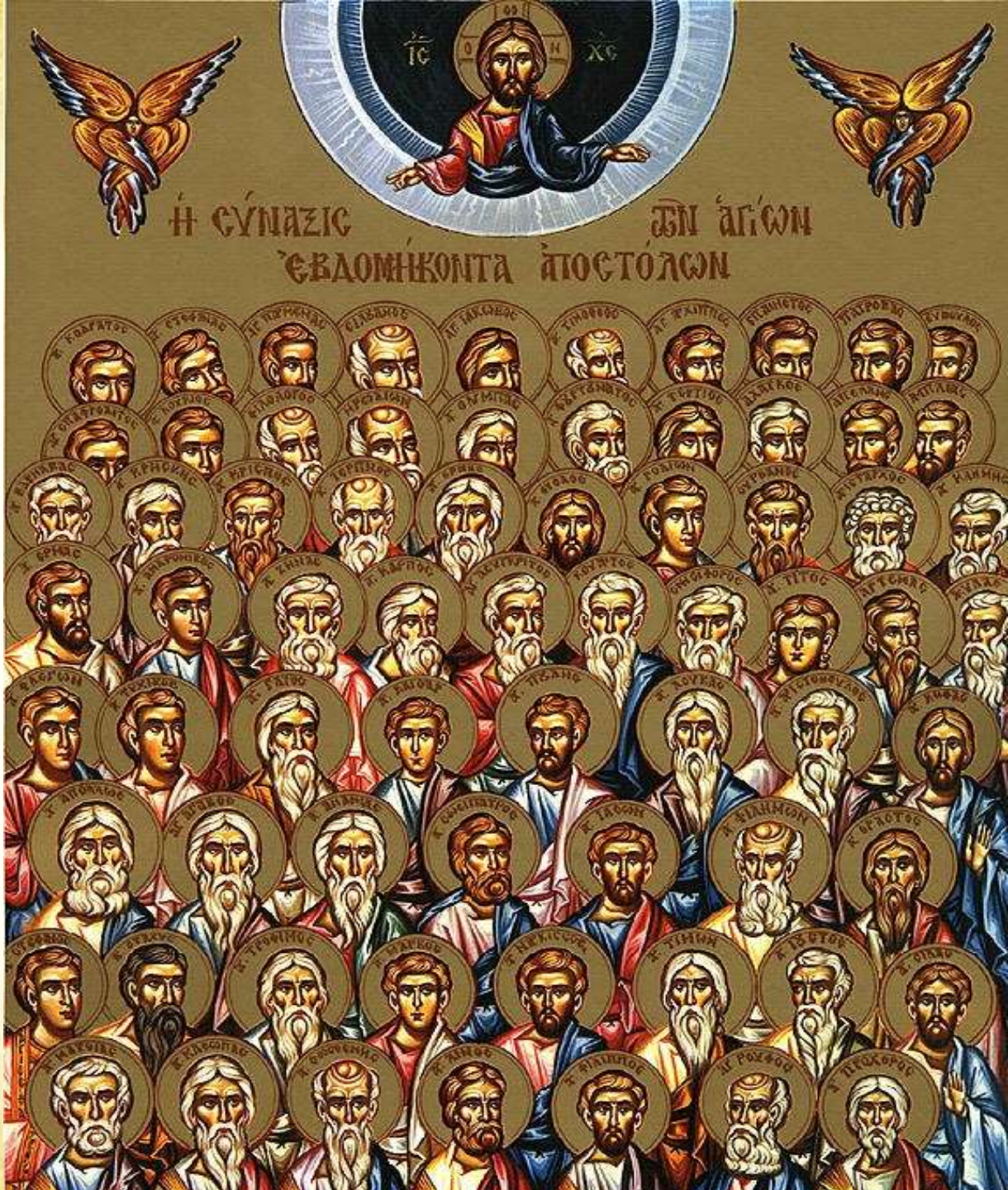
The Marianes Corollary



**“NOTHING HAPPENS UNTIL
SOMEBODY MOVES”**

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

Luke 10:1





PARISH RENEWAL



Re-Igniting the Flame of Engaged Discipleship and a Culture of True Stewardship

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

Luke 12:48

Bill Marianes

www.stewardshipcalling.com

Bill@stewardshipcalling.com



**Stewardship
Calling**



**Stewardship
Calling**