



Igniting the Flame



The Stewardship Calling *Effective Church Model*

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

Luke 12:48

Bill Marianes

www.stewardshipcalling.com

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A journey ...



Transportation
Security
Administration





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”**



What Are The Biggest Challenges Facing Your Parish?





What Is The Biggest Challenge Facing Your Parish?



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

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

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



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



**Pastor Rick
Warren**



**The one comprehensive
solution to many of your
challenges is:**

ENGAGEMENT





Christ's Messages of Engagement



Christ's Great Commandment

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

John 13:34-35

Christ's Great Commission

“Go therefore
and make
disciples of all
the nations”

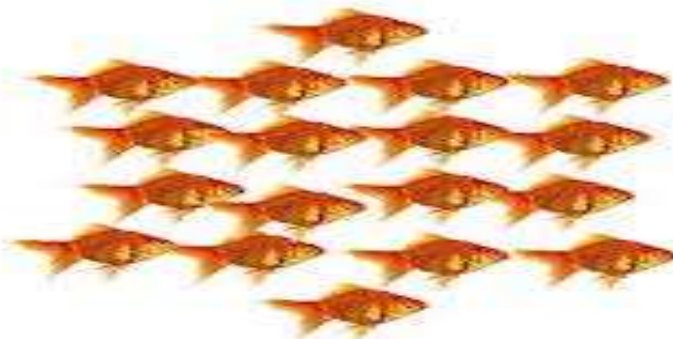
Matthew 28: 18-20



Part 2



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





Intelligence Test



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

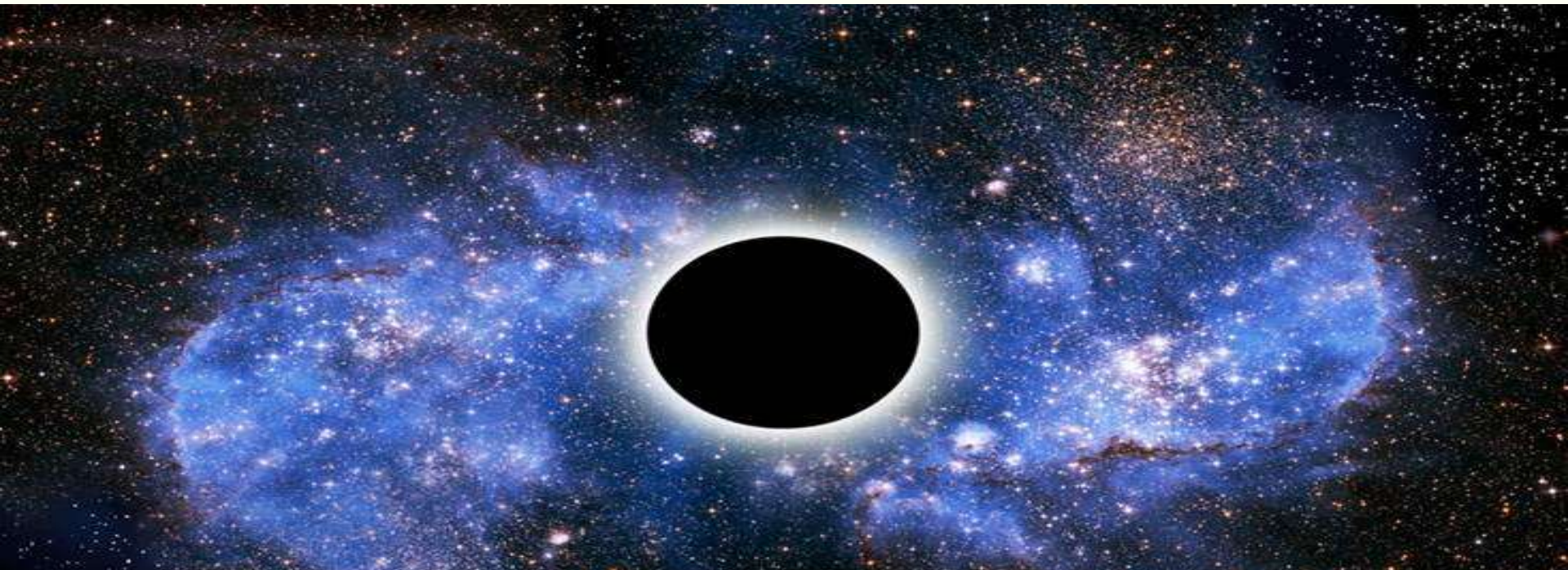


FINISHED FILES ARE THE RE-
SULT OF YEARS OF SCIENTIF-
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EXPERIENCE OF MANY YEARS.



How Is Our World Changing?





We are living in exponential times...

... the speed of change is unimaginable and accelerating

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

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

Years it took to reach 50 million users:

Telephone - 75 years



Radio - 38 years



TV - 13 years



Internet - 4 years



Google Plus - 88 days



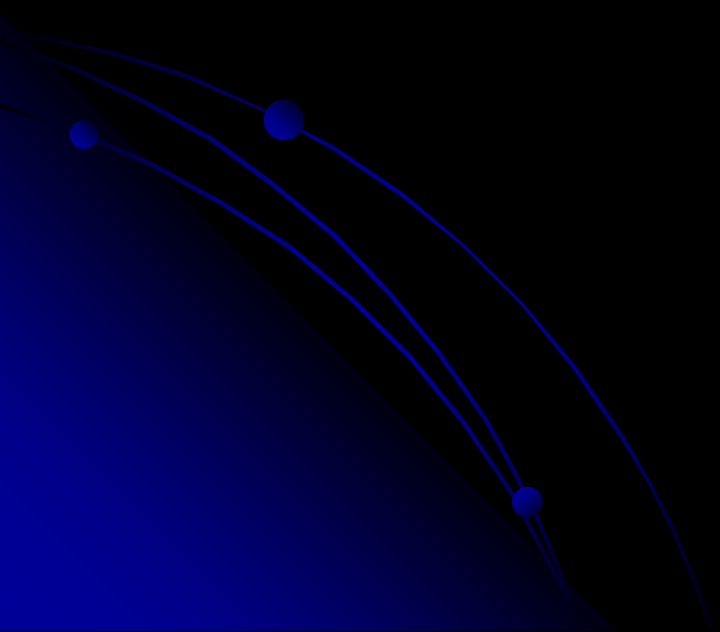
Angry Birds - 35 days




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



We are living in exponential times...



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

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



24 hours per day
for 62 years

facebook started about 14
years ago in October 2003.

It now has over 2.01 Billion
active monthly users.

It is has over 1.32 Billion
active daily users.

If Facebook were a country . . .

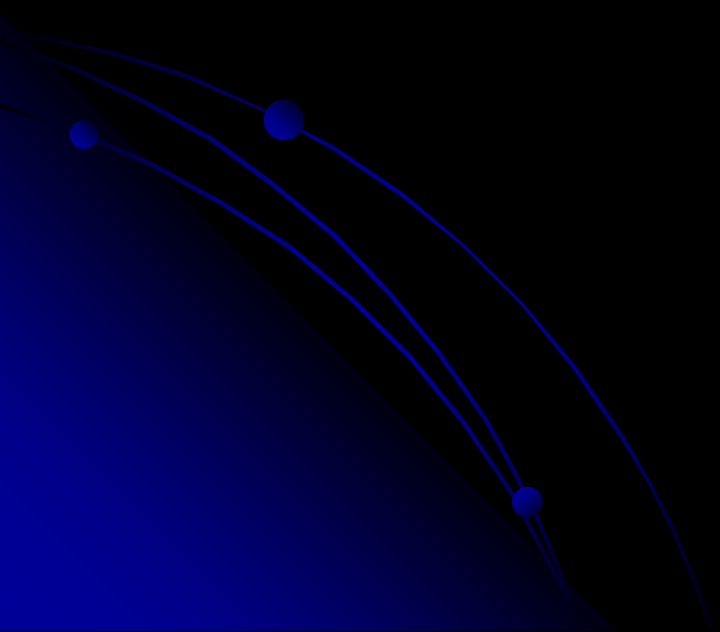


. . . it would be the
2nd largest country
in the world

. . . behind only China.

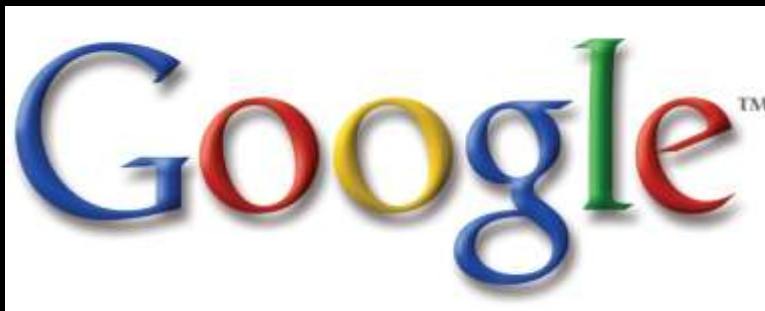
Slightly larger than
India and 5.5 times
bigger than the U.S.

We are living in exponential times...



There are over 5.4
BILLION Google internet
searches per DAY

(2 TRILLION per year)



To whom were those
questions directed B.G.?

(Before Google)





Email Facts



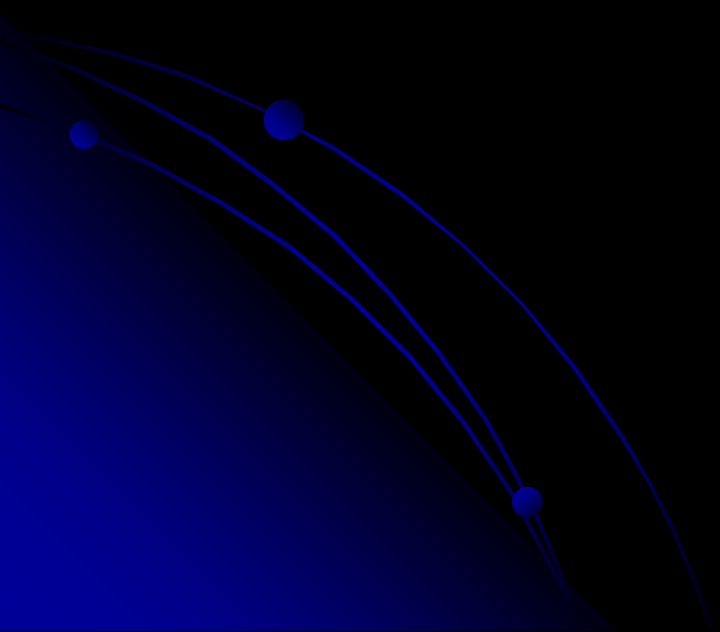
2.76 Billion email users worldwide

225 Billion daily worldwide emails

1 Billion+ Gmail accounts globally

61% of all email is treated as SPAM

We are living in exponential times...



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

... PER DAY



~ 97% of American adults text.



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

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

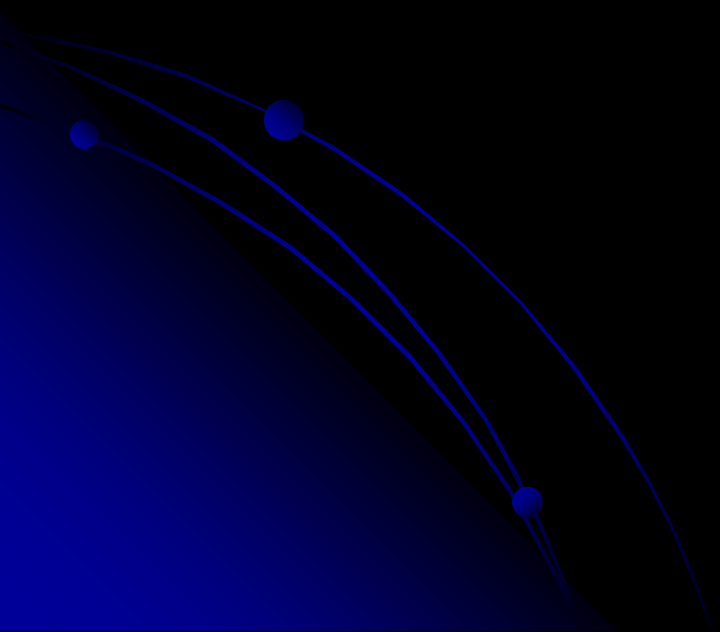


1 out of 8 couples married in
the U.S. in 2005 . . .
. . .met online

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

We are living in exponential times...

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





MIND BLOWN



Chairman & CEO - General Electric

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

“Change before you have to.”





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

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



The Challenge - Real Stewardship Facts and Statistics





What is our Biggest Challenge?





We Have an Unemployment and Underemployment Challenge





The 2 Biggest Parish Challenges

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



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

4 Kinds of Orthodox Christians

**Passion
for the
Faith**

**Intentional
Cradle
Orthodox**

**Intentional
Orthodox
Convert**

**Incidental
Cradle
Orthodox**

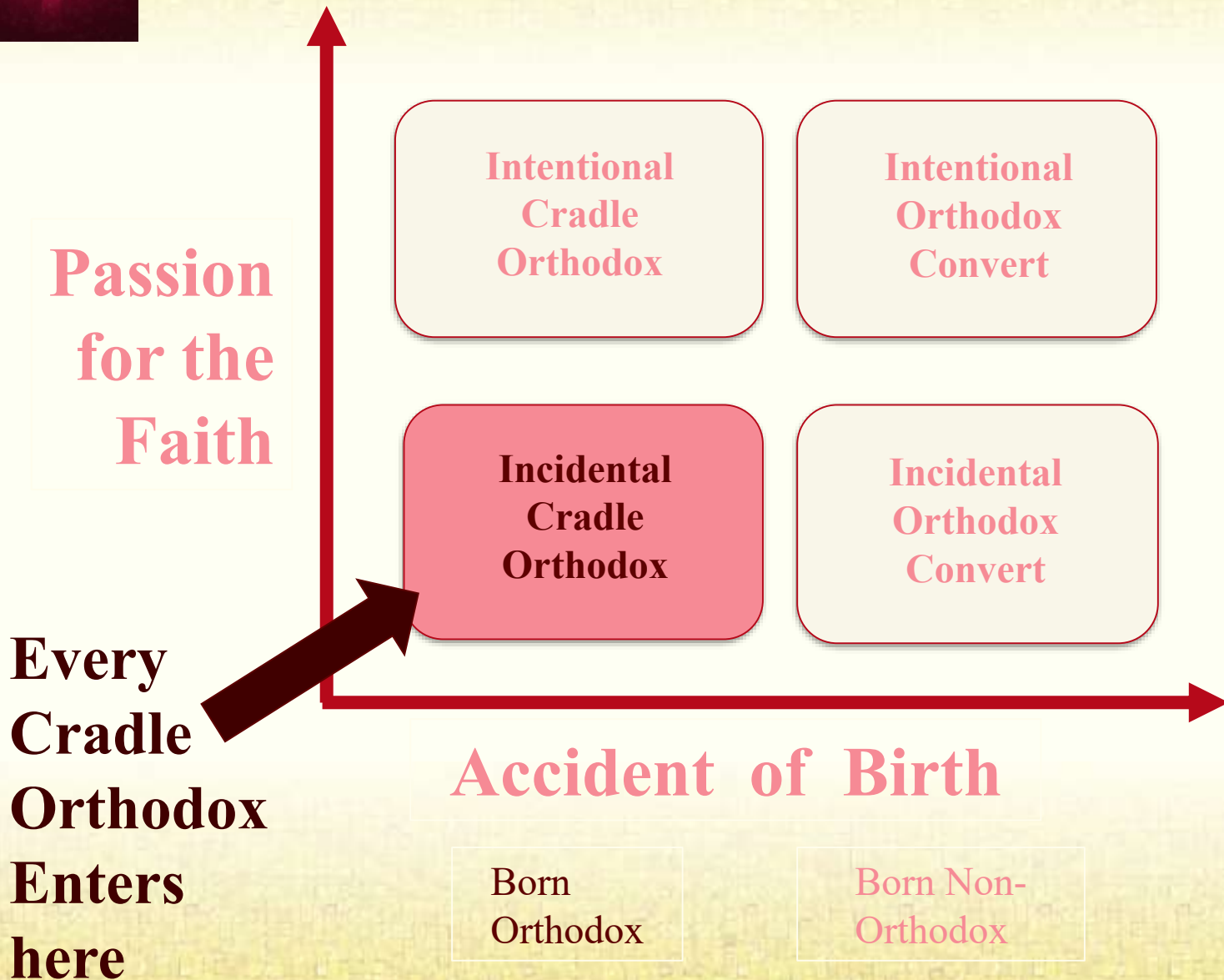
**Incidental
Orthodox
Convert**

Accident of Birth

Born
Orthodox

Born Non-
Orthodox

4 Kinds of Orthodox Christians

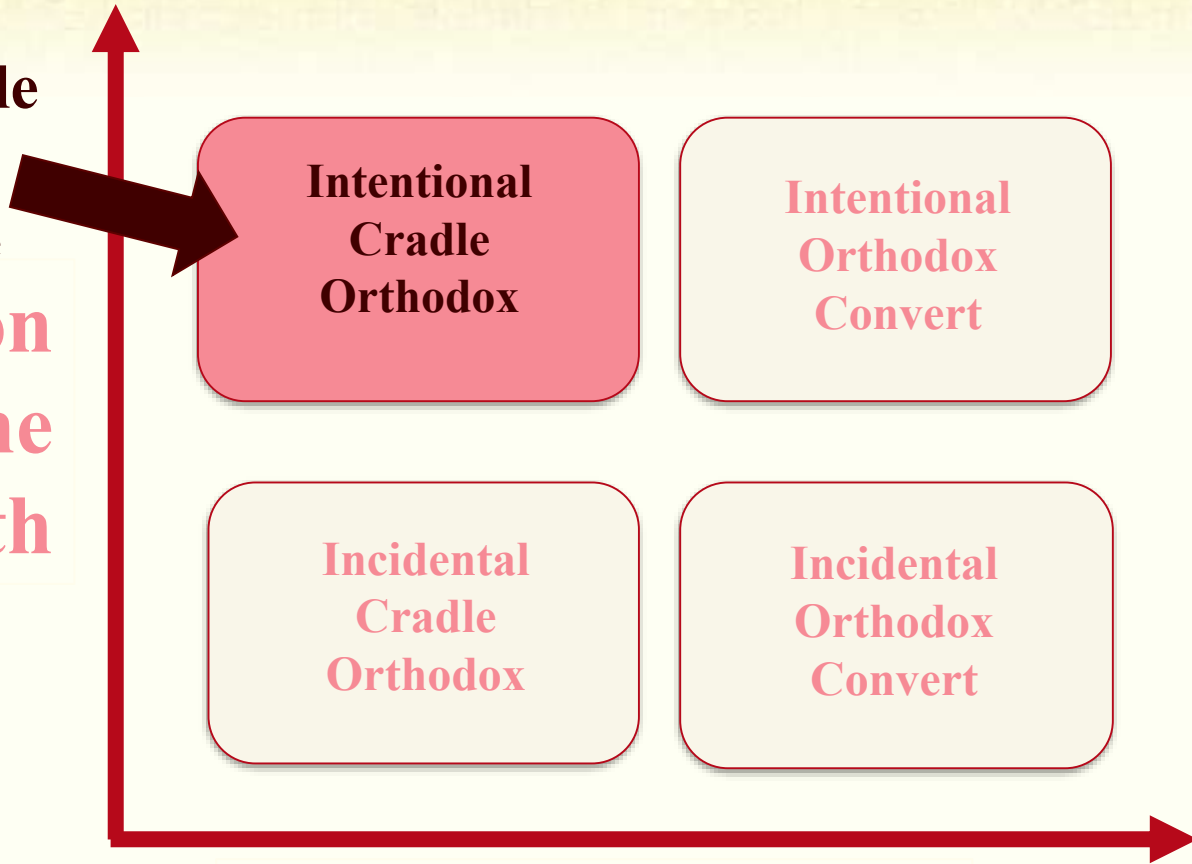


4 Kinds of Orthodox Christians



**Few Cradle
Orthodox
move here**

**Passion
for the
Faith**

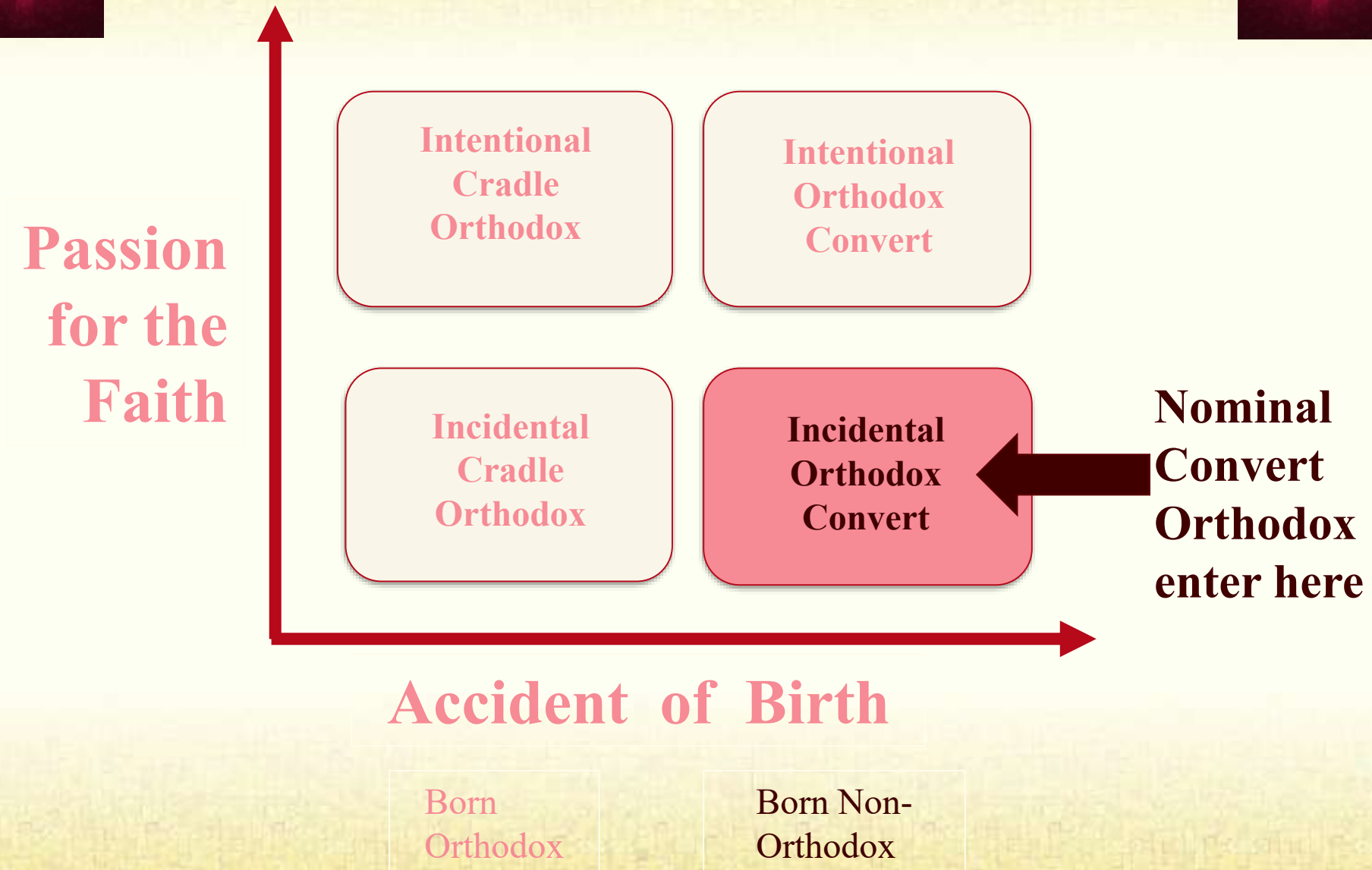


Accident of Birth

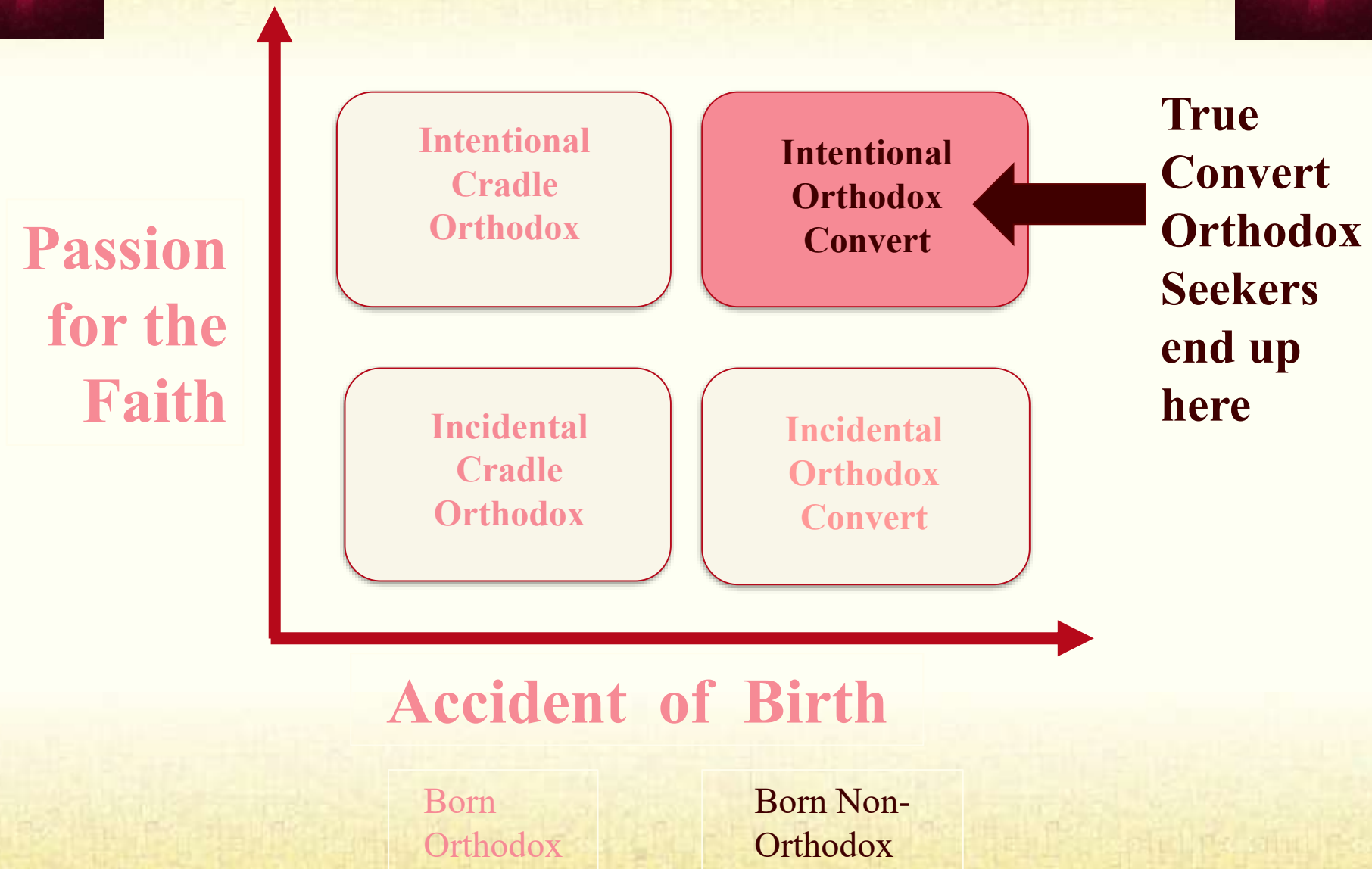
**Born
Orthodox**

**Born Non-
Orthodox**

4 Kinds of Orthodox Christians

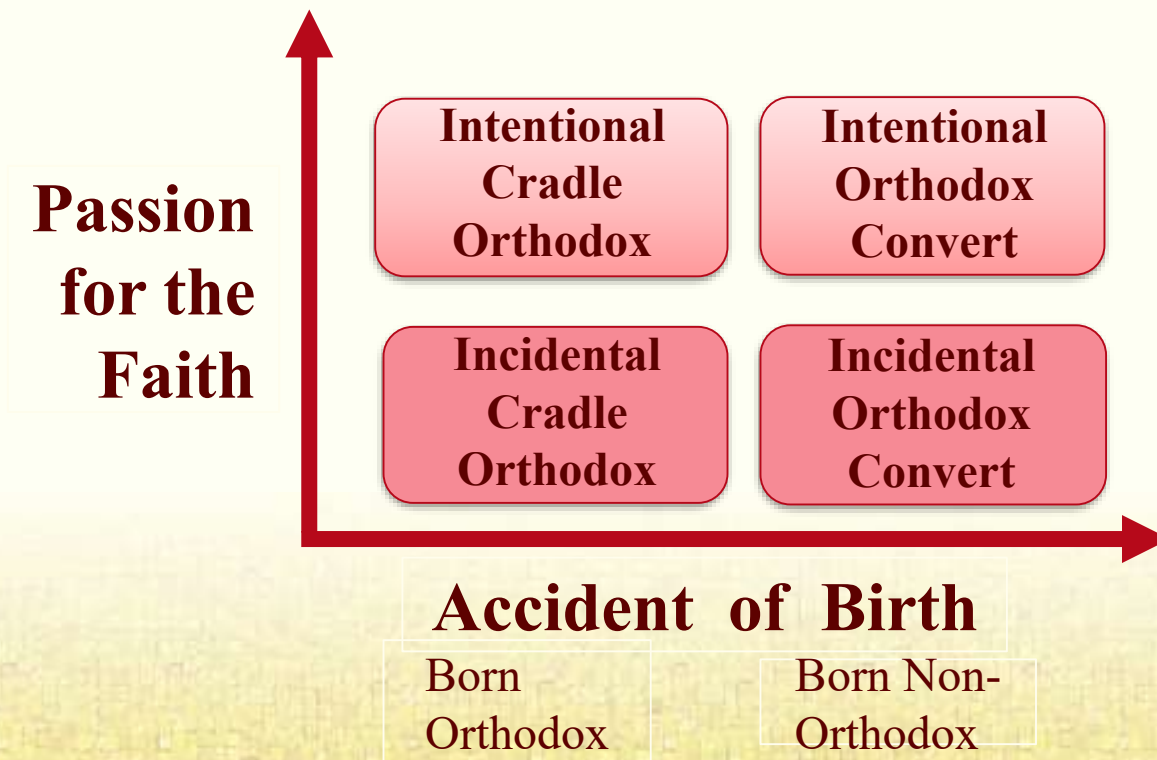


4 Kinds of Orthodox Christians



4 Kinds of Orthodox Christians

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





A word cloud on a dark, textured background. The word 'Spirituality' is prominently displayed in large, white, sans-serif font at the bottom. Above it, various words related to spirituality are scattered in different sizes and orientations, including 'faith', 'belief', 'soul', 'heart', 'mind', 'body', 'spirit', 'energy', 'vibrations', 'consciousness', 'awareness', 'presence', 'being', 'existence', 'essence', 'core', 'center', 'source', 'origin', 'beginning', 'end', 'purpose', 'meaning', 'value', 'worth', 'importance', 'significance', 'impact', 'influence', 'effect', 'result', 'outcome', 'consequence', 'implication', 'revelation', 'discovery', 'insight', 'understanding', 'knowledge', 'wisdom', 'truth', 'reality', 'existence', 'being', 'essence', 'core', 'center', 'source', 'origin', 'beginning', 'end', 'purpose', 'meaning', 'value', 'worth', 'importance', 'significance', 'impact', 'influence', 'effect', 'result', 'outcome', 'consequence', 'implication', 'revelation', 'discovery', 'insight', 'understanding', 'knowledge', 'wisdom', 'truth', 'reality'.



We Lost Our Adults



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

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



We Can “Kiss Our Youth Goodbye”

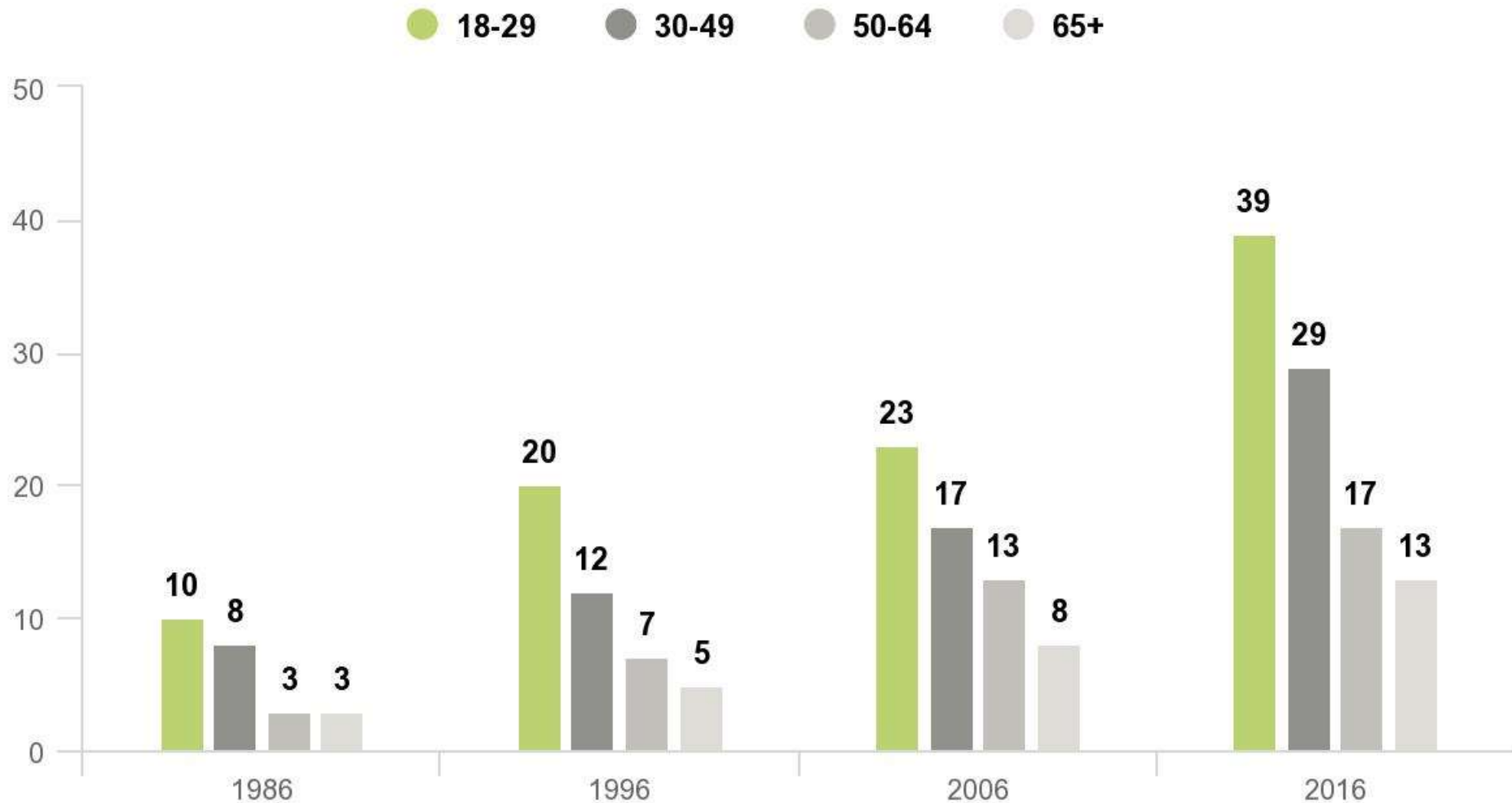
**~ Millennials (aged 18-29) are almost
2.3 times more likely than their
adult parents to be unaffiliated
with the Church²**

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

4X Increase in NONES

More Young Adults are Unaffiliated than in the Past

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



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



Church Attendance Data



- ~ **Only 26% of all American Orthodox Church adherents attend church services on a regularly weekly basis.¹**
- ~ **Our minds wander and we are distracted on average approximately 70% - 80% of the time during Orthodox church services (excluding the sermon/homily)²**

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

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



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



Selected “Income” Financial Stewardship Challenge Facts





The Giving Facts



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

Stewardship Pledge Card

Step 1: How much do you make?
\$ _____

Step 2: Send it all in. \$ _____

Pastor Juan got very
excited about the stewardship
committee's new idea.

This should help us
raise next year's
budget.



The Giving Facts - 2016

\$390.05 billion

Where did the generosity come from?

Giving by Individuals
\$281.86 billion

increased 3.9 percent (2.6 percent when inflation-adjusted) over 2015.

↑ 3.9% 72%

Giving by Foundations
\$59.28 billion

was 3.5 percent (2.2 percent when inflation-adjusted) over 2015.

↑ 3.5% 15%

Giving by Bequest
\$30.36 billion

declined 9.0 percent (10.1 percent when inflation-adjusted) over 2015.

↓ 9.0% 8%

Giving by Corporations
\$18.55 billion

increased 3.5 percent (2.3 percent when inflation-adjusted) over 2015.

↑ 3.5% 5%

Contributions by source
(by percentage of the total)

The single largest contributor to the growth in total giving was an increase of \$10.53 billion in GIVING BY INDIVIDUALS—offsetting declines from bequest giving.

Visit www.GivingUSA.org to learn more and to order your copy.

Where are all of the charitable dollars going?

(as a percentage of the total)

32% Religion \$122.94 billion

15% Education \$59.77 billion

12% Human Services \$46.80 billion

10% To Foundations \$40.56 billion

8% Health \$33.14 billion

8% Public-Society Benefit \$29.89 billion

5% Arts, Culture, and Humanities \$18.21 billion

6% International Affairs \$22.03 billion

3% Environment/Animals \$11.05 billion

2% To Individuals \$7.12 billion

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

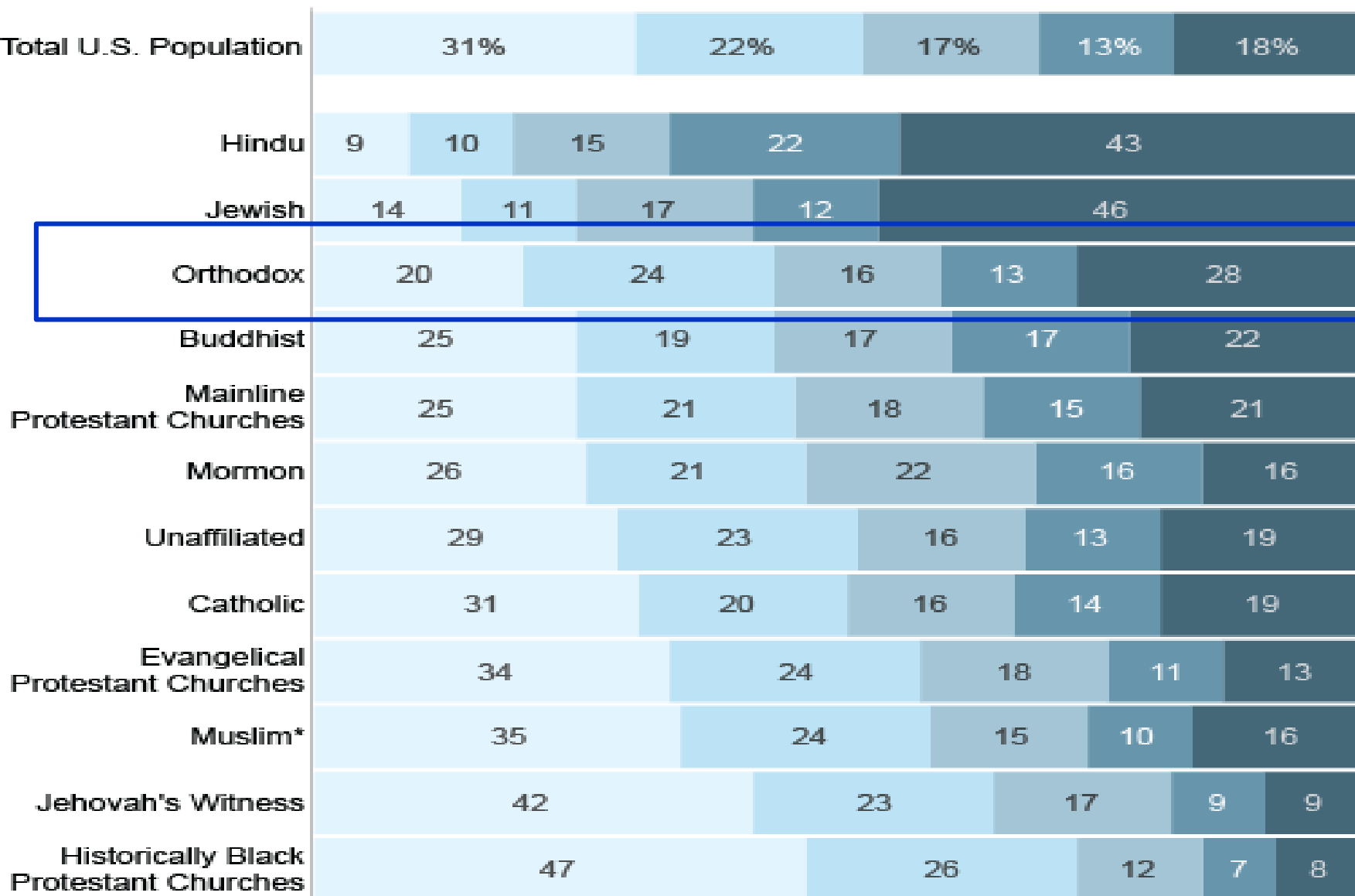
Giving USA Foundation[®], The Giving Institute, and the Indiana University Lilly Family School of Philanthropy are pleased to continue their partnership in providing the most comprehensive, longest-running, and most rigorously researched resource on U.S. charitable giving, *Giving USA: The Annual Report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

\$390 Billion given away

Only 8% in wills

Only 32% to religious causes

Percentage of each group making...





U.S. Christian Charitable PER PERSON Giving Statistics¹



<u>Group</u>	<u>\$</u>
U.S. Christian average =	\$880

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

The Stewardship Committee's latest idea for helping to raise the annual church budget.





Selected “Numbers” Challenge Facts



Major Denominations That Are Declining



“Top 25” Denominations Reporting One Year Membership Decreases

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

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

But Some Major Denominations Are Increasing



“Top 25” Denominations Reporting One Year Membership Increases

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

10 Largest Christian Church Parishes in USA ¹

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

¹ As of 2016 - Outreach Magazine

How Are We Doing?



Orthodox Christian Churches in the USA¹

	<u>Ortho #¹</u>	<u>Ortho %²</u>
1. Greek Orthodox Archdiocese of America	476,900	58.8%
2. Orthodox Church in America	84,900	10.4%
3. Antiochian Orthodox Christian Archdiocese	74,600	9.1%
4. Serbian Orthodox Church in North America	68,800	8.4%
5. Russian Orthodox Church Outside of Russia	27,700	3.4%
6. Ukrainian Orthodox Church of the USA	22,400	2.7%
7. Patriarchal Parishes of the Moscow Patriarchate	12,400	1.3%
8. Romanian Orthodox Archdiocese	11,200	1.4%
9. American Carpatho Russian Orthodox Diocese	10,400	1.3%
10. Vicariate for the Palestinian / Jordanian		
Orthodox Christian Communities	6,800	.08%
Top 10 Orthodox Jurisdictions Total² =	796,100	97.2%
15 ORTHODOX JURISDICTIONS TOTAL² =	815,951	100%
US Christians = 227,590,000 15 Orthodox = 0.36% GOA = 0.02%		

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

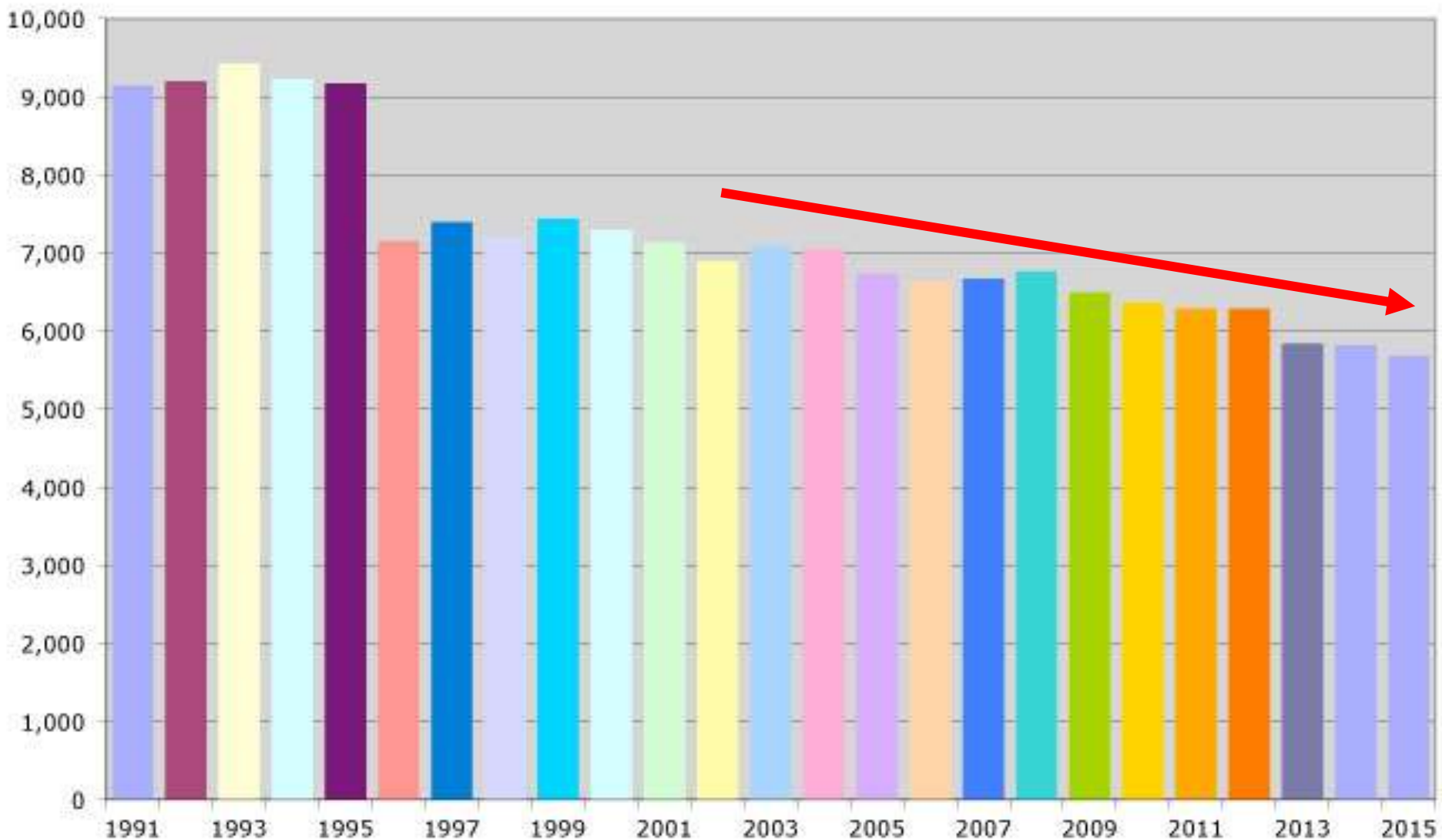
²These are the 15 Jurisdictions in communion and does not include the 226,349 Oriental Orthodox



GOA Baptisms Are Declining

Baptisms 1991 - 2015

Greek Orthodox Archdiocese of America



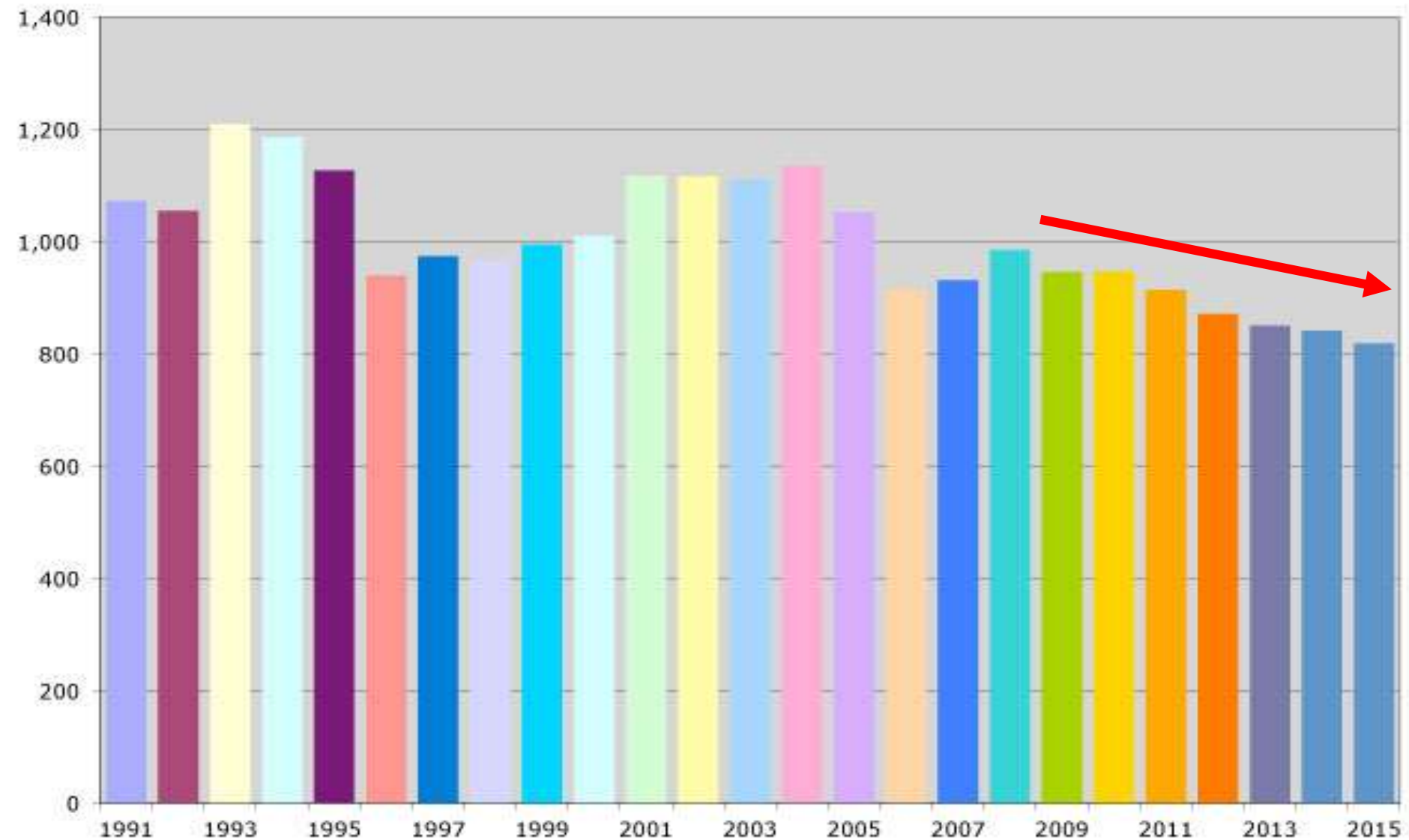
Since 1996, statistics from Canada, Central America and South America were no longer included in Registry tabulations.



GOA Chrismations Are Declining

Chrismations 1991 - 2015

Greek Orthodox Archdiocese of America



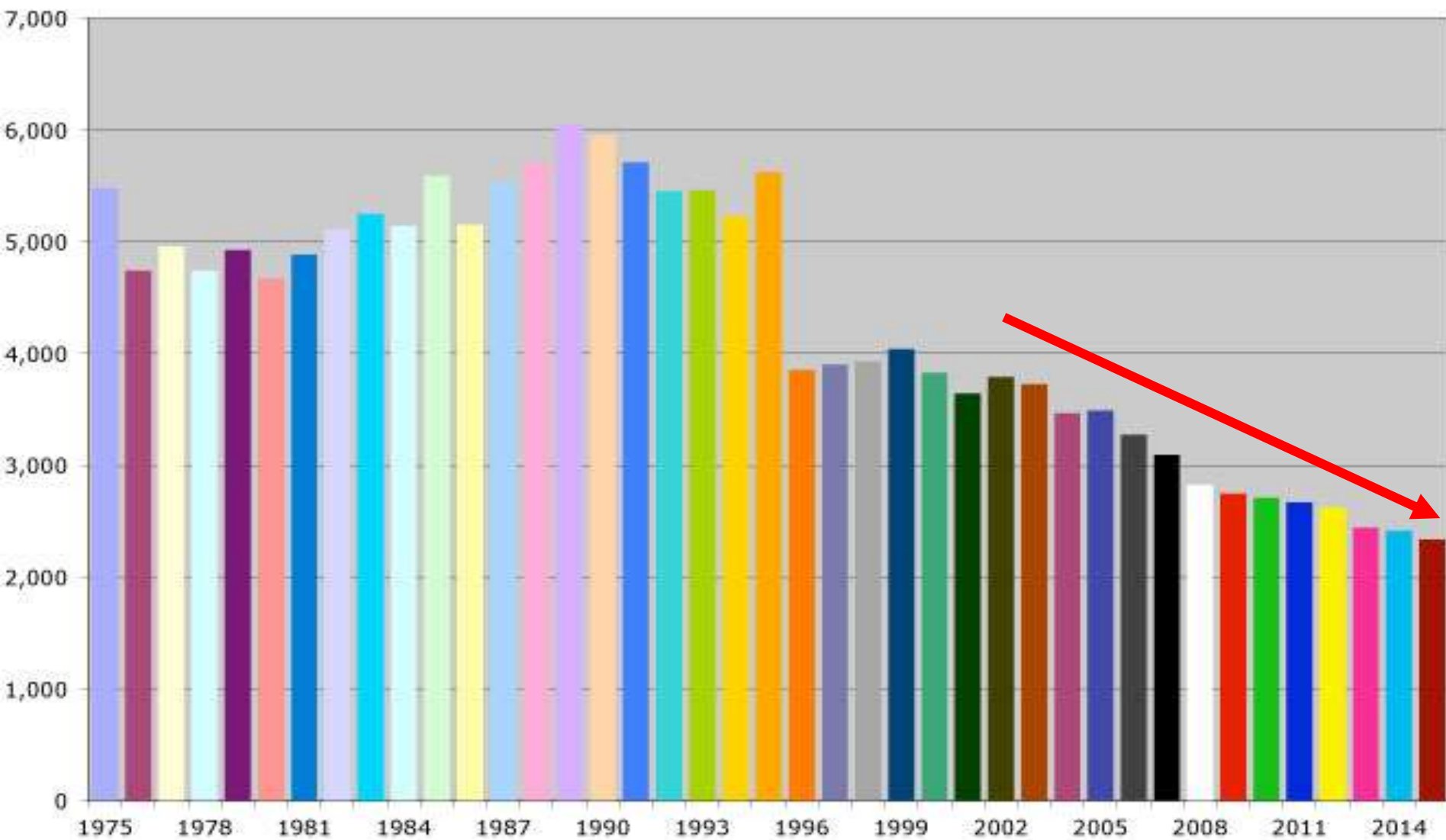
Since 1996, statistics from Canada, Central America and South America were no longer included in Registry tabulations.



GOA Weddings Are Declining

Weddings 1975 - 2015

Greek Orthodox Archdiocese of America



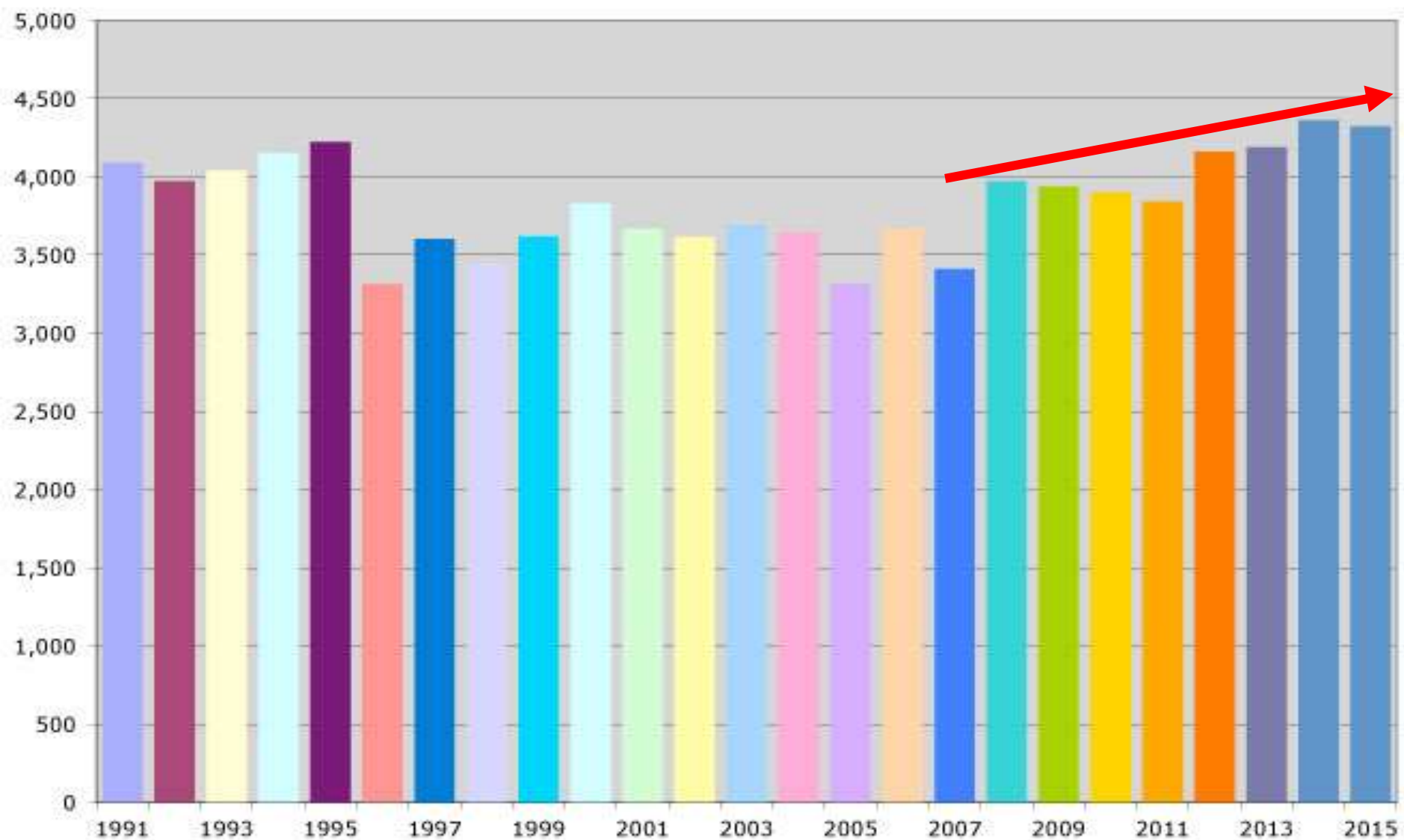
Since 1996, statistics from Canada, Central America and South America were no longer included in Registry tabulations.



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

Funerals 1991 - 2015

Greek Orthodox Archdiocese of America




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

How Are We Doing?

ANNUNCIATION GREEK ORTHODOX CHURCH

2016 Annual Report Statistics

Pastor's Greeting



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

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

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

Orthodox Christianity has always been a church that has been a haven for anyone who desires it. It is a church that has been a source of life for every Orthodox parish. It is a church that has been a source of life for every Orthodox parish. It is a church that has been a source of life for every Orthodox parish.

PARISH STAFF

Rev. Fr. Jerry F. Hall, Pastor
Rev. Fr. Andrew I. Lentz, Assistant Pastor
Rev. Fr. Mark Stadelbauer, Deacon
Mrs. Barbara Pryor, Office Manager
Mrs. Chris Archer, Hall Manager
Mrs. Rolyene McKee, Assistant Secretary
Ms. Joe May, Choir Director
Ms. Nicolai Filippov, Sexton
Ms. Monica Micka, Jr., Catechist
Mrs. Georgia Stathopoulos, Greek School Director
Mrs. Heather Nizalozakes and Mrs. Robin Louis, Sunday School Directors

2016 PARISH STATISTICS

87 Orthodox and Divine Liturgies
14 Baptisms/Chrismations
11 Marriages
16 Funerals

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

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

Baptisms/Chrismations

Funerals

??? People who just left



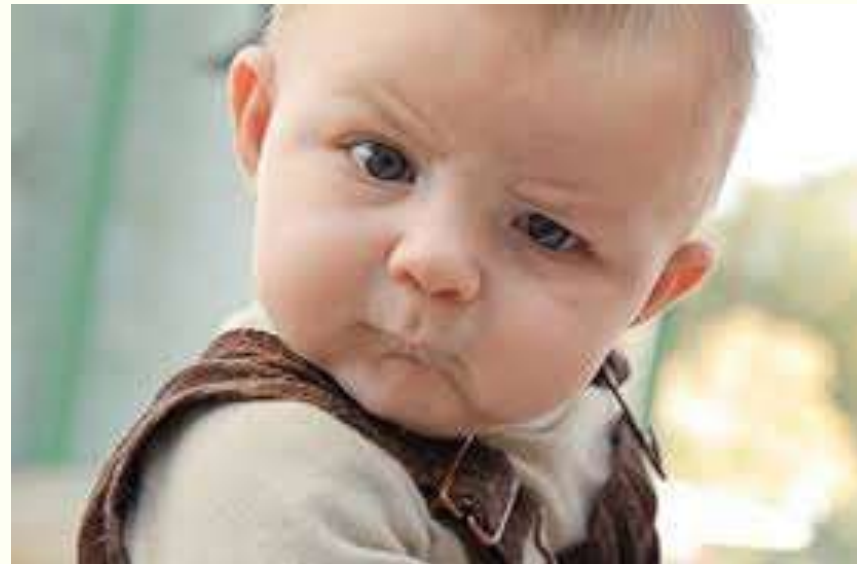
The Bottom Line



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



**Don't
confuse
me with
the facts!!**



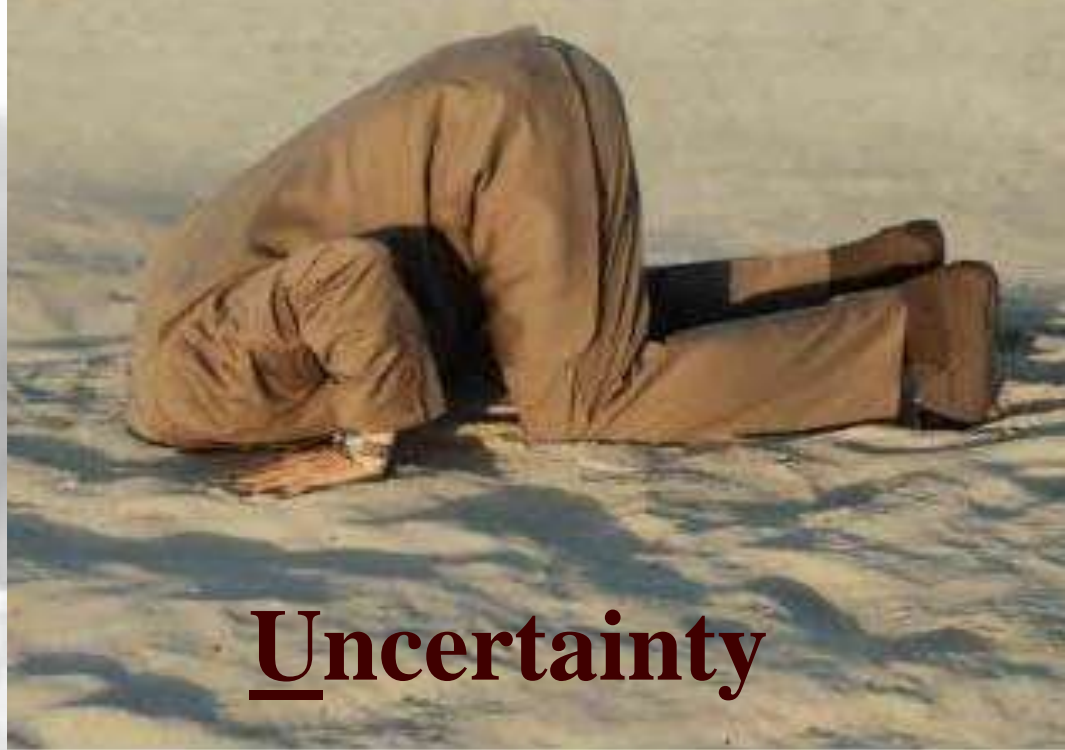


**What's the typical Church
plan to deal with these
challenging trends?**

The F.U.D.D. Response



Fear



Uncertainty



**Doubt &
Denial**

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





This Is What Christ Said Is The Answer



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



Matthew 10:38



**So What Is
Our Answer ?**

LET'S GET



BUSY Y'ALL



Part 4

The Stewardship Calling Effective Church Model



Effective Parish “To Do” Item

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



A journey ...

*... of over 270,000+
miles*



Cities Hosting my Igniting The Flame or Effective Church Model Programs

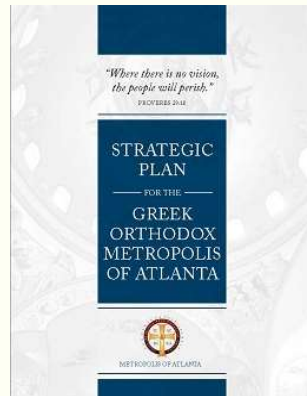


Orthodox Tipping Point of Data

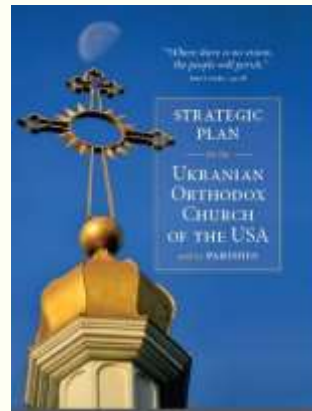
I have been blessed to complete strategic plans covering approximately 17% of all Orthodox Christians in America



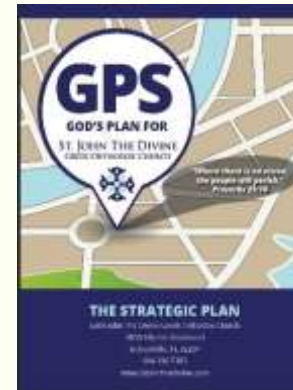
GOA Metropolis
of San Francisco
(7 Western States)



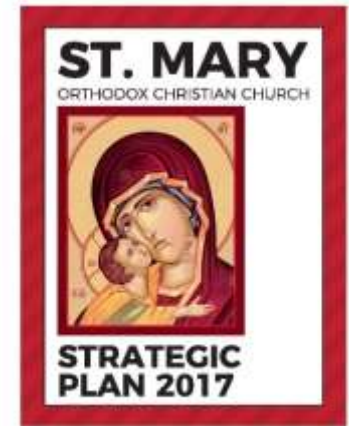
GOA Metropolis
of Atlanta
(8 Southeastern
States)



Ukrainian Orthodox
Church of the USA
(entire USA)



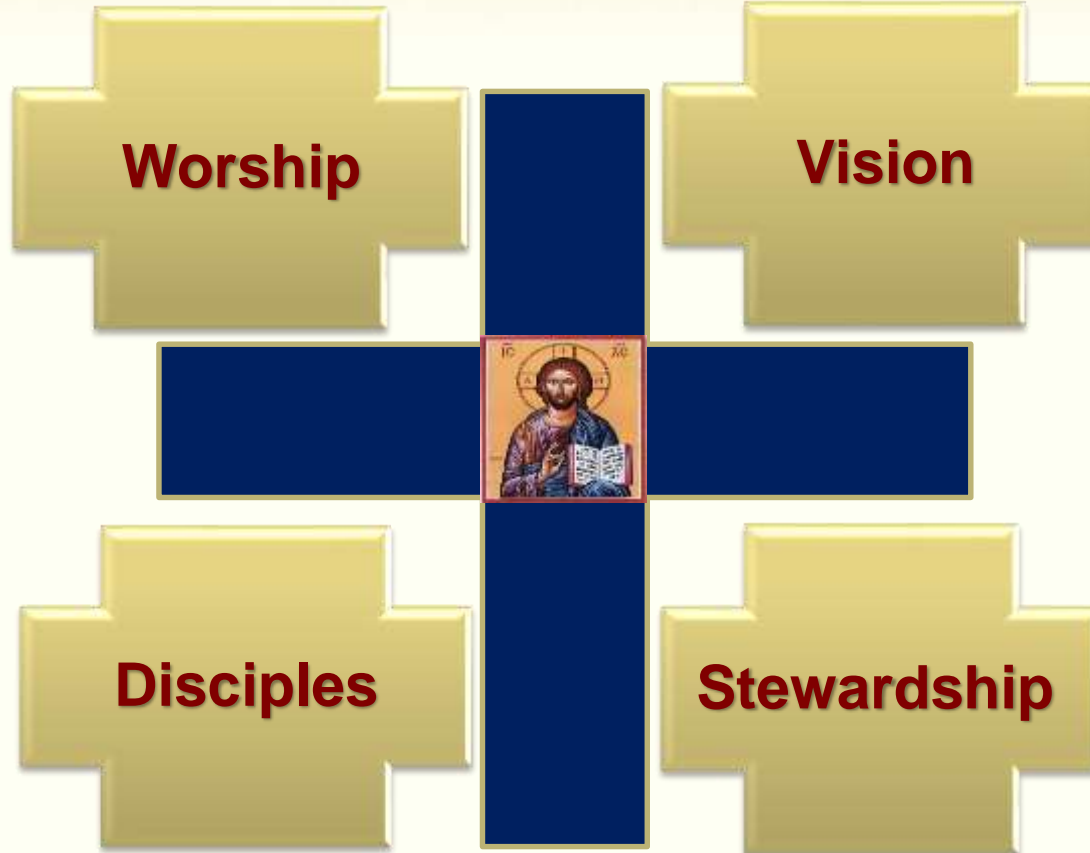
St John The Divine
(Jacksonville)



St Mary
(Wichita)

Stewardship Calling Effective Church Model

Institutional



Effective
Worship
Experience

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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Stewardship Calling Effective Church Model

Institutional



Effective
Worship
Experience



Consensus
Vision and
Strategic Plan



Engaged
Disciples



Culture of True
Stewardship

Individual

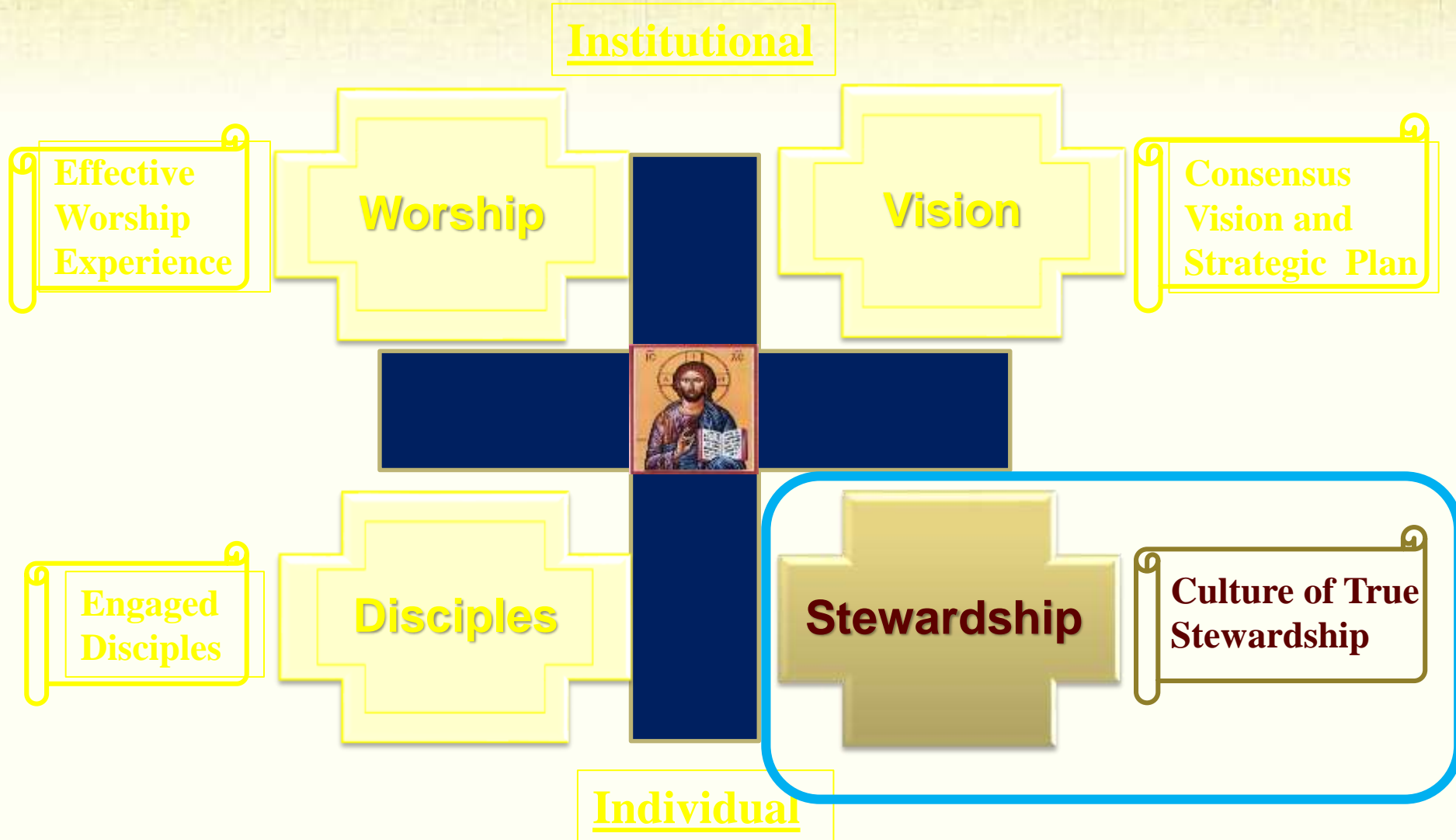


7 Engaged Disciples Practices



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

Stewardship Calling Effective Church Model





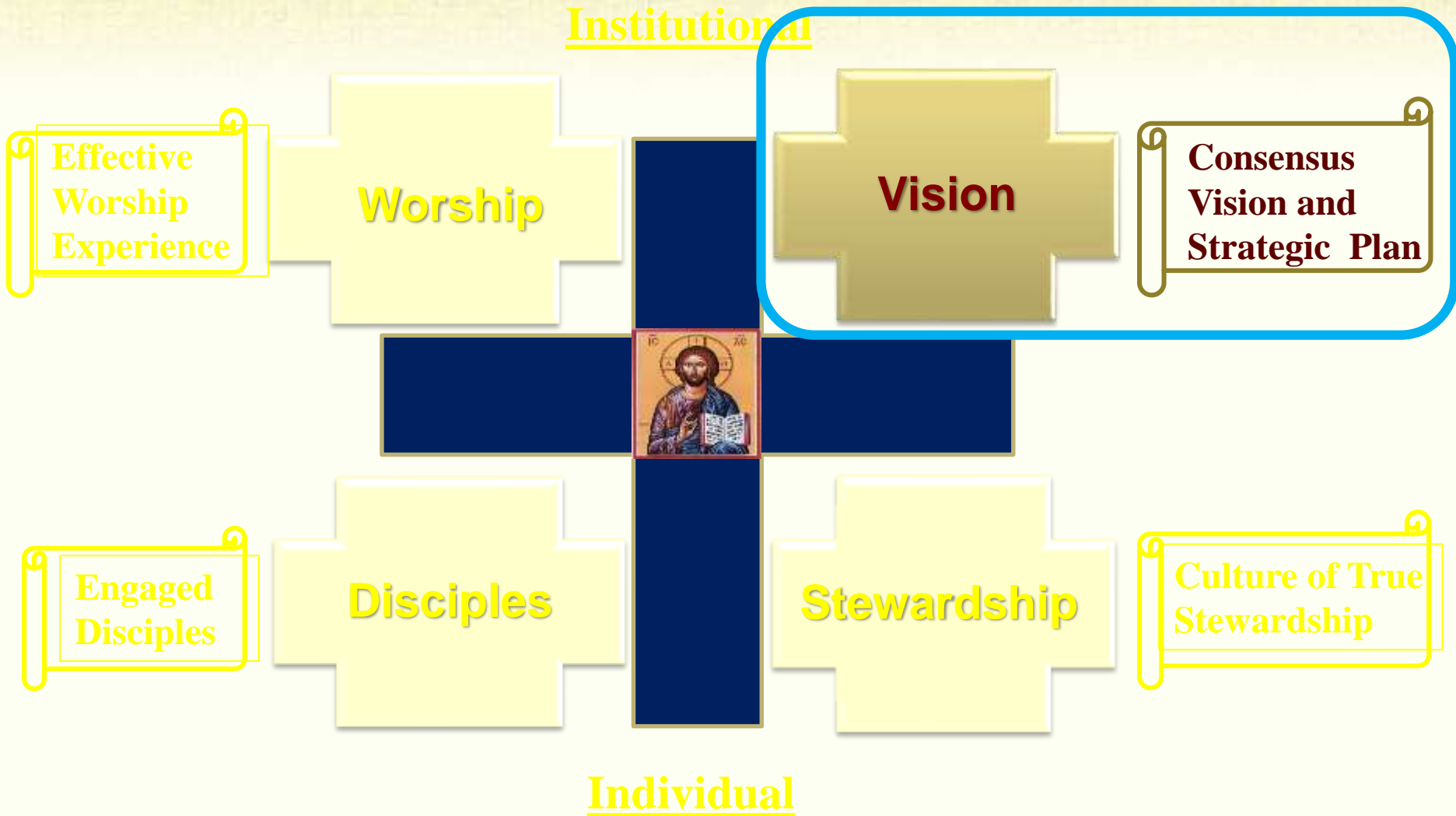
15 Culture of True Stewardship Practices



- 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

Effective Worship Experience





Top 5 Things People Look For In Picking A New Church



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

Pew Research Center Study: “Choosing a New Church or House of Worship - Americans look for good sermons, warm welcome” (August 23, 2016)

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

Effective Parish “To Do” Item

Within the context of our faith:

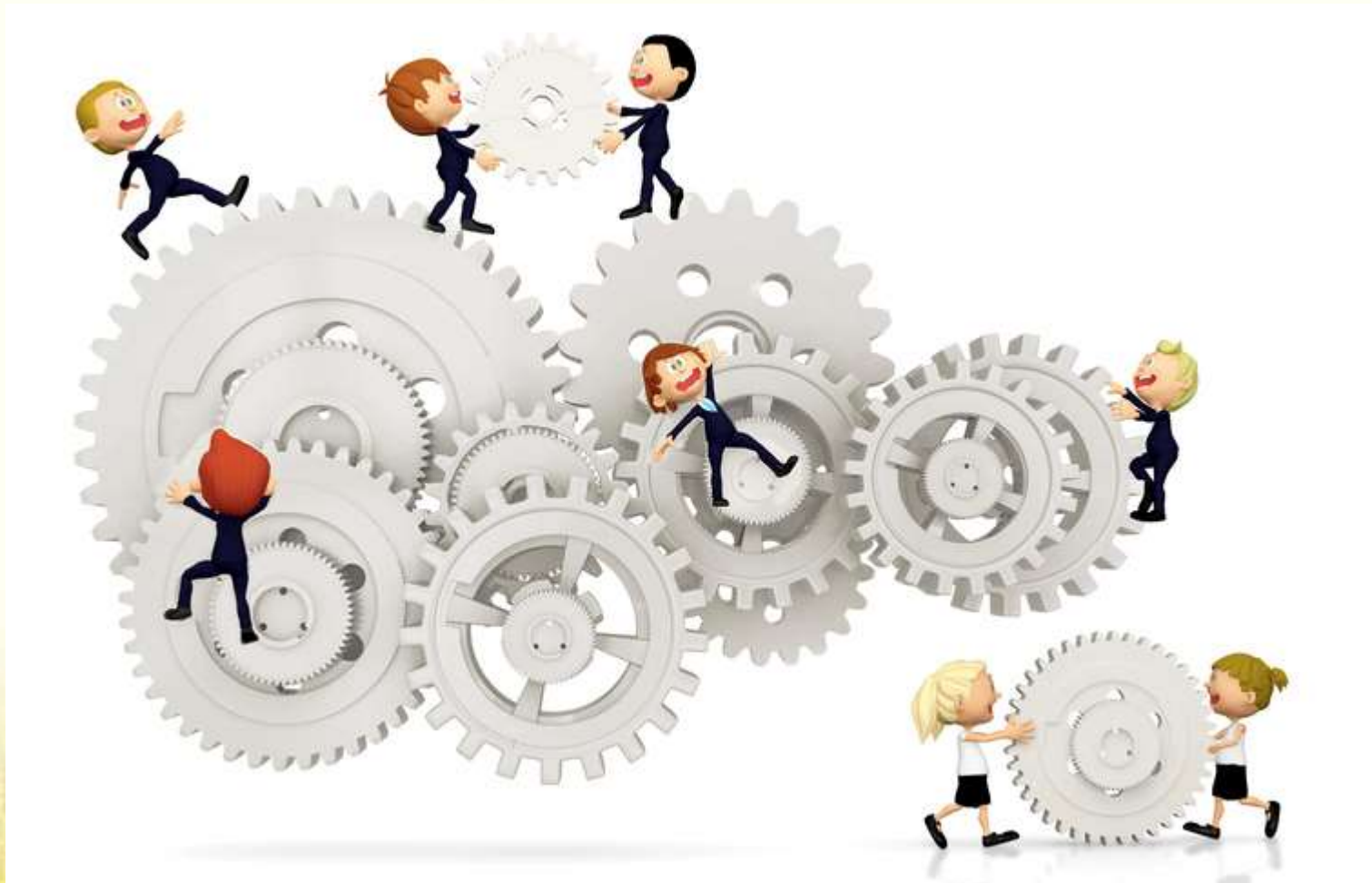
- (1) deliver the most impactful sermons;**
- (2) create the most welcoming and engaging of Sunday experiences;**
- (3) provide an effective youth education program.**





Today's Big Idea

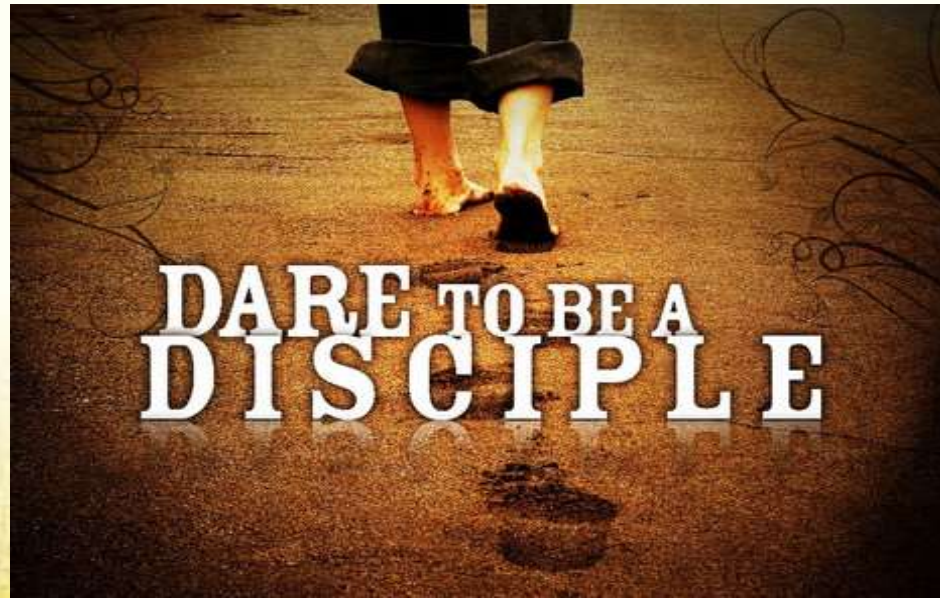
Engagement

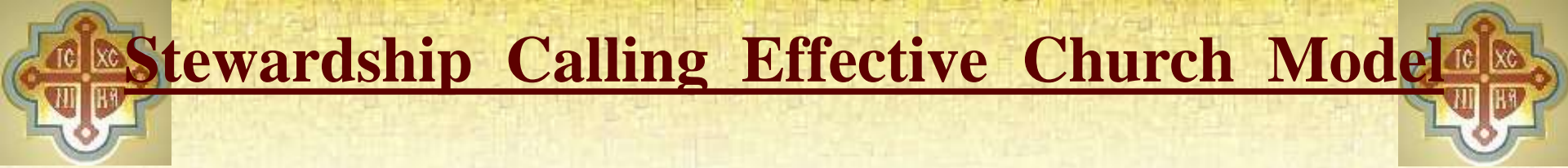




Part 5

Engaged Discipleship





Stewardship Calling Effective Church Model

Institutional



Effective
Worship
Experience



Consensus
Vision and
Strategic Plan



Engaged
Disciples



Culture of True
Stewardship

Individual



Today's Key Message



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

Today's Big Question

**How many
Disciples have
you made?**



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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

7 Steps To Creating Engaged Disciples

How to Create Engaged Disciples

**Sunday
January 29, 2017**

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



7 Engaged Disciples Practices



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



7 Engaged Disciples Practices



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



7 Engaged Disciples Practices



1. Spiritual education

- **A disciple requires education**
 - It took the Apostles 3 full years of one on one education with the Lord, and even then they didn't get it
- **The National Study of Youth & Religion proved that the shallowness of the faith understood and practiced by youth and emerging adults is the direct reflection of a shallow faith passed on by their parents**



Spiritual Education



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



Spiritual Education



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



Spiritual Education



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

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

The screenshot shows the '8.1 Spiritual Growth Resources' page. At the top, there is a navigation bar with links: Home, Why/How, Areas of Focus, Goals, Teams, Completed Material, Contact, and a search icon. Below the navigation bar is a dark blue header with the text '8.1 Spiritual Growth Resources'. The main content area is titled 'SPIRITUAL GROWTH RESOURCES BLOG'. It includes a paragraph: 'The 8.1 Spiritual Growth Resources team has created 52 weeks worth of content that is meant to educate our faithful. Check back weekly for updated blog posts throughout the next year!'. Below this, there are three blog posts, each with a small image and a title: 'To Live is Christ' (October 6, 2017), 'Living the Word' (September 22, 2017), and 'Exaltation of the Cross'. To the right of the blog posts, there is a larger image of a presentation cover titled 'SPIRITUAL GROWTH PERSONAL & COMMUNAL' by Fr. Panayiotis Papageorgiou, M.Div., Ph.D. Below this image is a button that says 'DOWNLOAD SPIRITUAL GROWTH PRESENTATION'. At the bottom right, there is a text box that says: 'Click here to download the presentation Fr. Panayiotis Papageorgiou, M.Div., Ph.D. has put together on the importance of personal spiritual growth in contributing to community growth.'

Effective Parish “To Do” Item

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





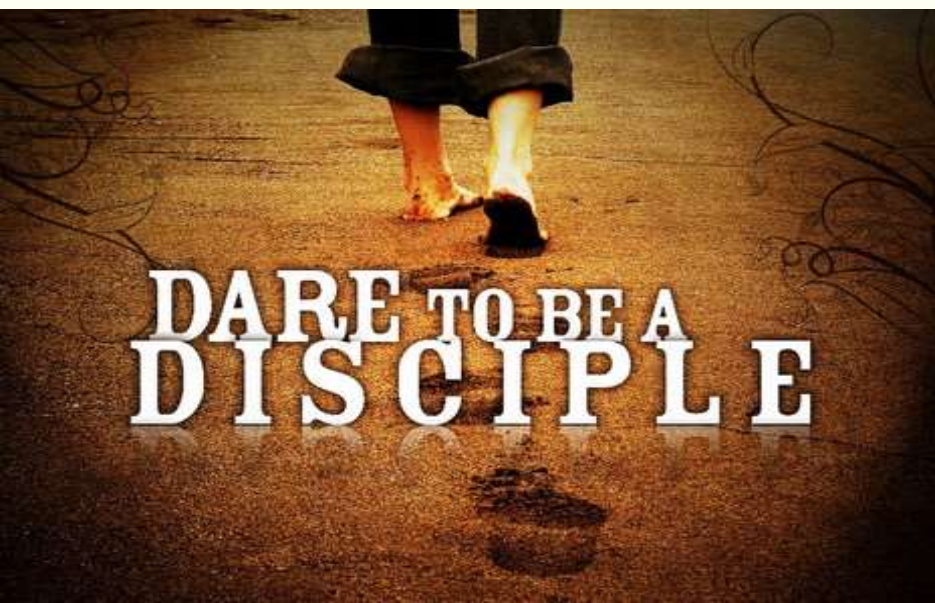
7 Engaged Disciples Practices

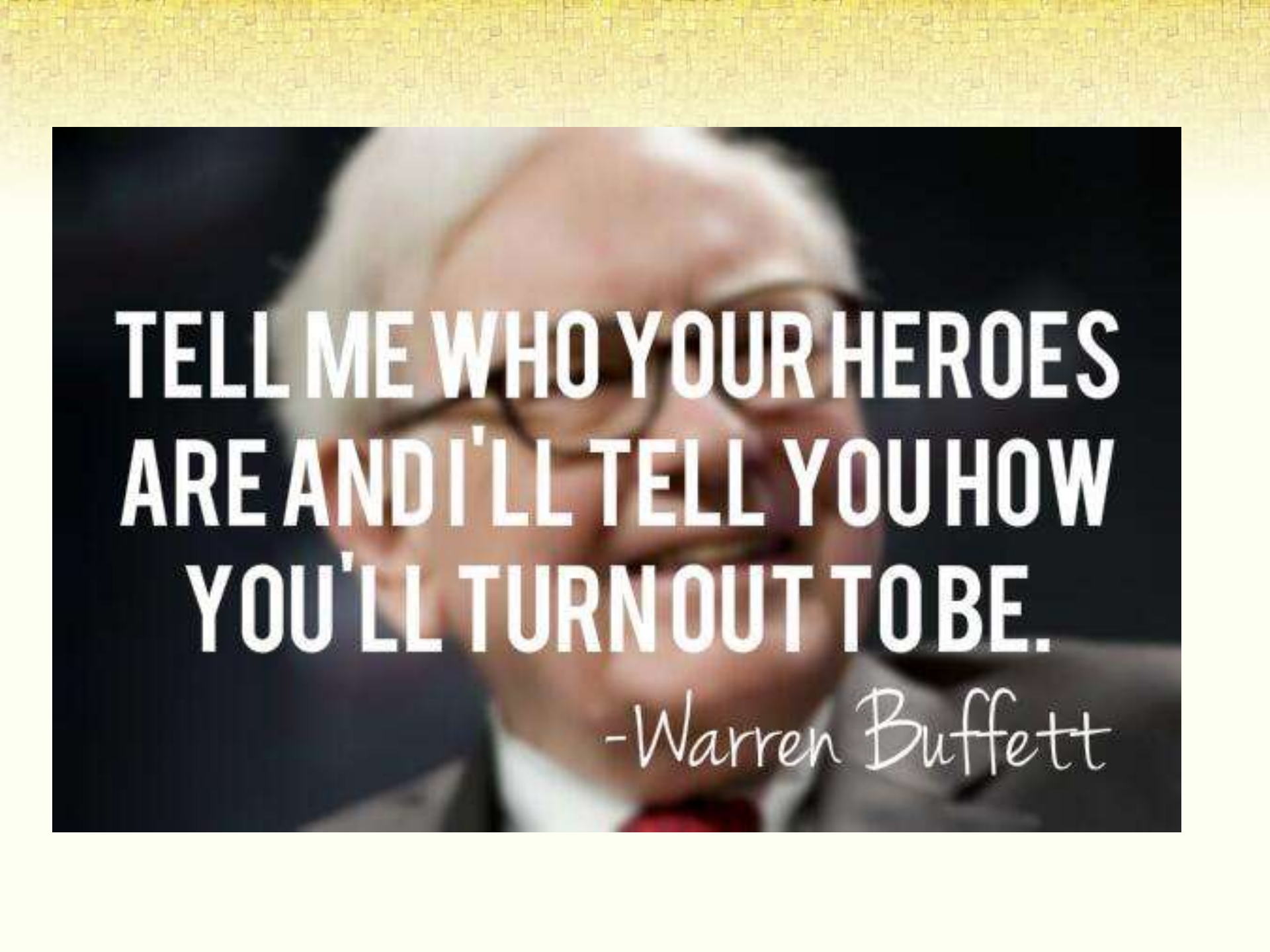


1. **Spiritual education**
2. **Living in H. D. (being a Hero and Disciple)**
3. **Discovery of Stewardship Calling**
4. **Prayer**
5. **Small Groups**
6. **Orthodox Leadership Development**
6. **Youth discipleship**



What Does It Mean To Be A Hero and Disciple?





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

-Warren Buffett



The 3 Attributes of Heroes and Disciples



1. Courage

2. Compassion

3. Love



The 3 Attributes of Heroes and Disciples



1. Courage

2. Compassion

3. Love



Be Courageous



Watch, stand fast in the faith,

be courageous;

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

1 Corinthians 16:13-14

A Picture of a Hero



Be Courageous

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



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

Matthew 21:12

Luke 19:45

Mark 11:15

John 2:15



Be Courageous



You need to be a courageous:

- 1. Christian**
- 2. Parent**
- 3. Friend**
- 4. Leader**
- 5. Disciple maker**
- 6. Change agent**



Be Courageous



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

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

Effective Parish “To Do” Item

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





The 3 Attributes of Heroes and Disciples



1. Courage

2. Compassion

3. Love



Be Compassionate



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

Ephesians 4:32

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

1 Peter 3:8



What Is Compassion?



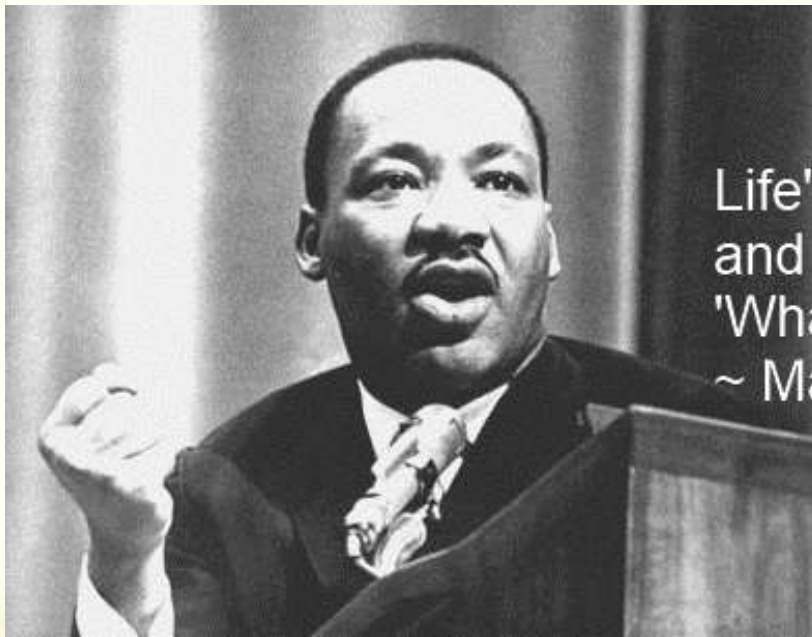
Compassion: “...a multidimensional process comprised of four key components:

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

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

What Is Compassion?

Helping others in need



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



Be Compassionate



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

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

A Picture of Compassion



Effective Parish “To Do” Item

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





The 3 Attributes of Heroes and Disciples



1. Courage

2. Compassion

3. Love



What Did Jesus Christ Call His Followers?





Christ's Great Commandment



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

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



Be Loving



**“These things I command you,
that you love one another.**

John 15:17

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

John 14:21



Be Loving



”... a lawyer asked Him a question...‘Teacher which is the greatest commandment...’

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

‘And the second is like it: You shall love your neighbor as yourself.’”

Matthew 22:35-40

A Picture of Love





Be Loving



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

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

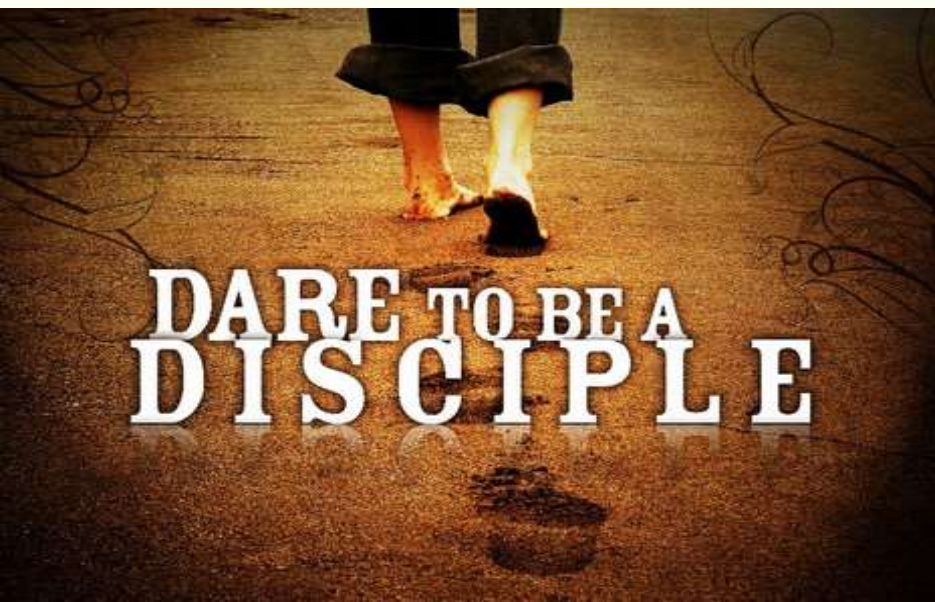
Effective Parish “To Do” Item

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





What Does It Mean To Be A Disciple?





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



Christ's Great Commission



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

Matthew 28:19



Christ's Great Commission Instructions



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





The Ends of the Earth

Samaria is
only about
35 miles
North of
Jerusalem

Your Great

Commission Map

Akron is
only about
5,906 miles
West of
Jerusalem





© 1988 Doug Halls

"God calls us to evangelism! The bank that holds our mortgage has mentioned it, too."



A Provocative Thought About Your Personal Jerusalem



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





A Provocative Thought About Your WORK Jerusalem





Living Your Faith In A Secular Jerusalem

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



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



1. Family and Friend Photos





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



2. Office Art





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



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





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



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

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



Audience Participation Lightening Round



**As soon as you see a brand you know,
shout out its name
(keep track of your score... perfect = 27)**



Your Brands



McDonalds



Apple Computers



Facebook



Mercedes Benz



Coca Cola



**Notre Dame
Fighting Irish**

Your Brands



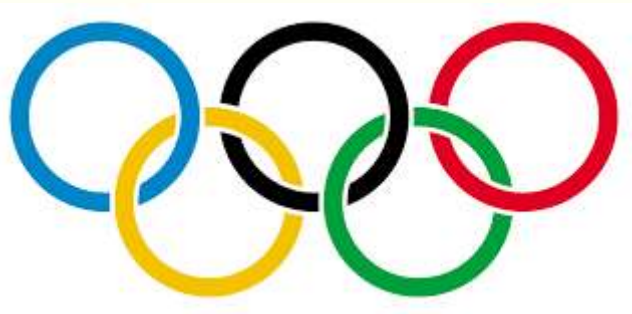
**Orthodox Christian
Missions Center**



Twitter



**Philadelphia
Eagles**



**International
Olympic
Committee**



**General
Electric**



**Microsoft
Windows**

Your Brands



**Great and Holy
Council 2016**



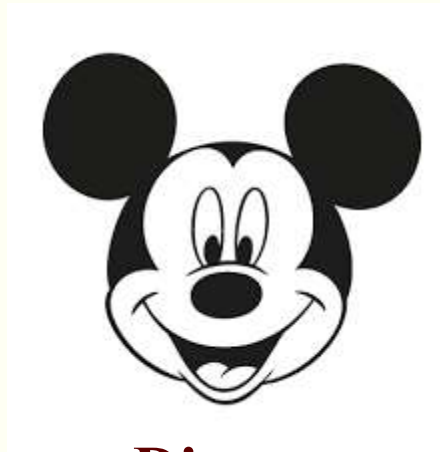
Nike



Toyota



Starbucks



**Disney
(Mickey Mouse)**



**International
Orthodox
Christian
Charities**

Your Brands



**Ecumenical Patriarch
Bartholomew I**



**Air Jordan
(Michael Jordan)**



**Yves Saint
Laurent**



**Orthodox Christian
Network**



Audi



**New York
Yankees**

Controversial Brands



German Nazi Party

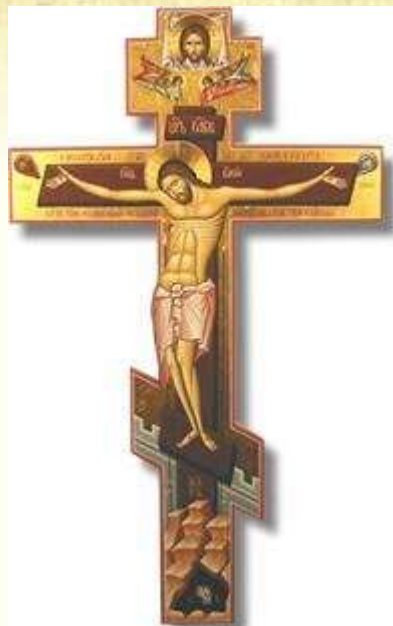


**Islamic State of
Iraq and Syria Flag**



Ku Klux Klan

Your Brands





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



4a. The Brands You Wear/Represent...

My official law firm photo



**Archon of the Ecumenical
Patriarch – Defender of the Faith**



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



4b. Prayer Rope





Living Your Faith In A Secular Jerusalem



4b. Prayer Rope



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



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



5. Your License Plate





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

6. Your Clients/Matters/Causes/Boards

- ~ Clients/Causes/Matters that are controversial for your faith (Episcopal breakaway parishes cases)**
- ~ Clients/Causes/Matters that are inconsistent with your faith (health care facilities that also perform abortions)**
- ~ Boards for causes or agencies that are inconsistent with your faith (United Way - Planned Parenthood)**



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



7. Your Pro Bono (personal and institutional)

~ Service to Christ's church





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

8. Your Social Media Presence

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



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

9. The Next Generation

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

(Proverbs 22:6)

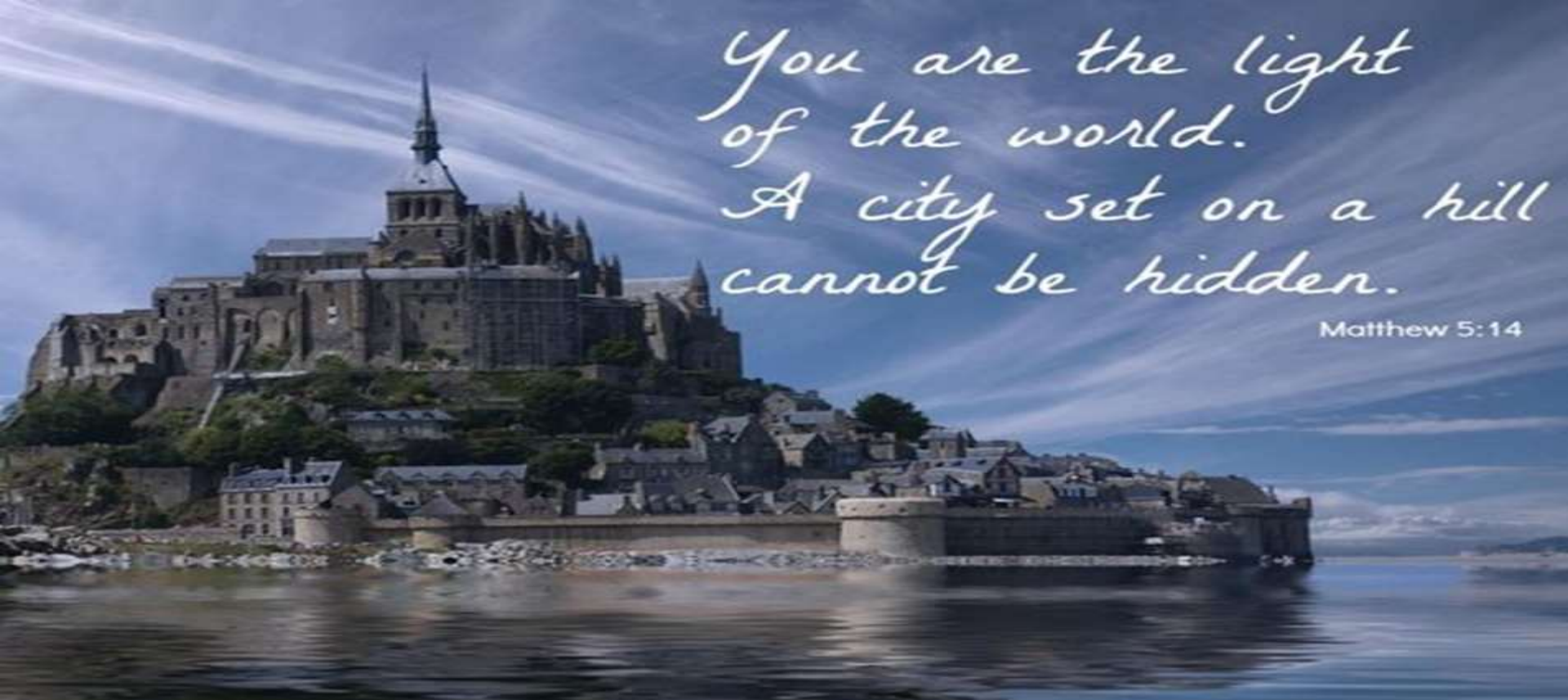


Living Your Faith In A Secular Jerusalem (my time as Managing Partner)

9. The Next Generation

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

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



**What message are
you broadcasting?**

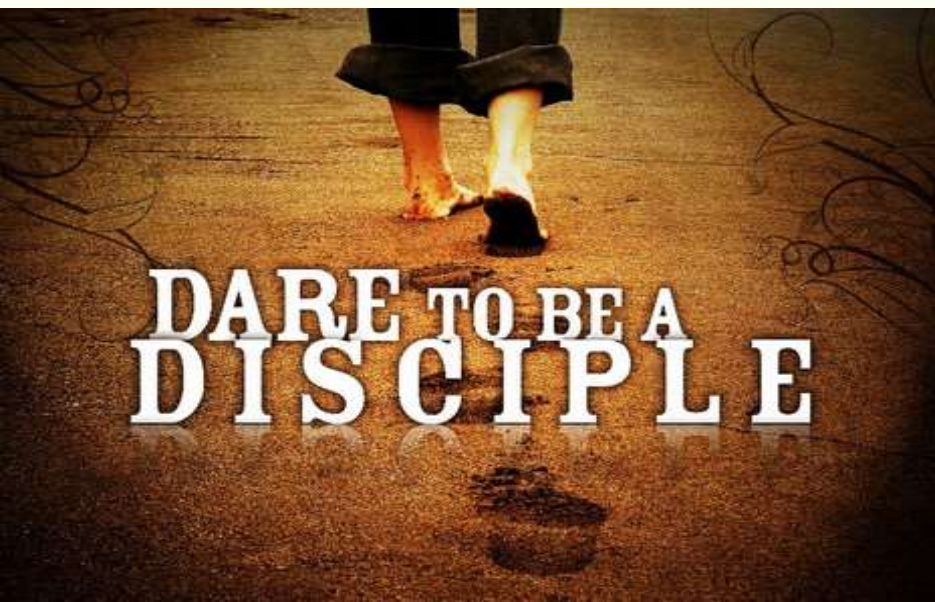
Effective Parish “To Do” Item

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



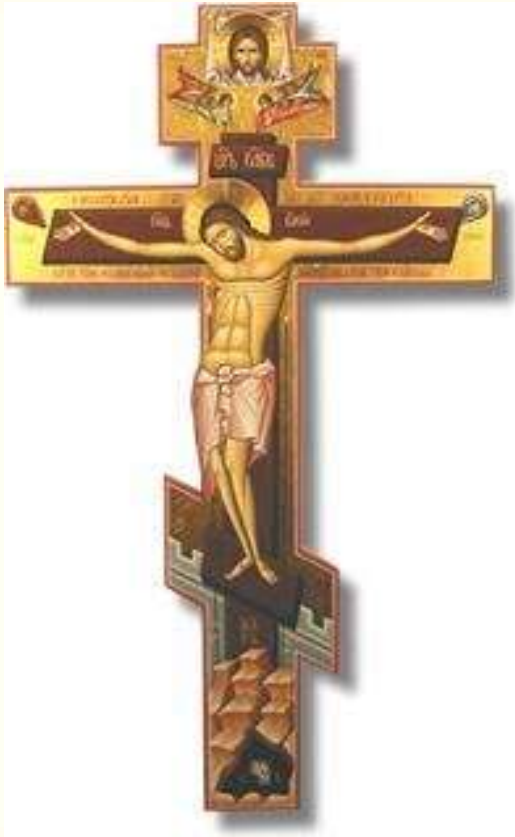


How Can We Become Better Heroes and Disciples?





Your Two Essential Images



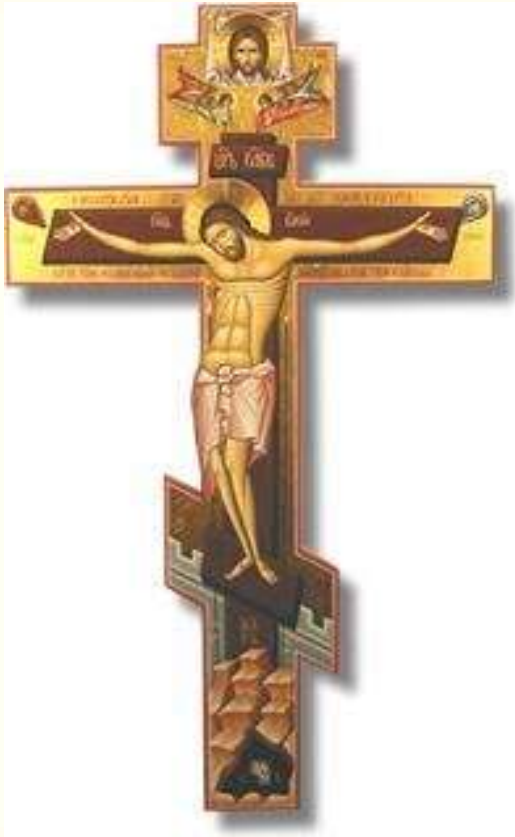
1. CROSS



2. Traffic Light



Your Two Essential Images



1. CROSS



2. Traffic Light



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



Matthew 10:38



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



Luke 14:27



Your Two Essential Images



- 1. The CROSS is our destination**
- 2. The CROSS represents the burdens we bear**



Your Two Essential Images



1. CROSS



2. Traffic Light



Your Two Essential Images



**1. The traffic light as
our destination
regulator**

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



Your Instructions

--	--	--

GO

SLOW

WHOA

GO

SLOW

WHOA



**What should
you start
doing?**

GO

SLOW

WHOA



**What
should
you
slow
down?**

GO

SLOW

WHOA

**What should
you stop
doing?**



GO

SLOW

WHOA

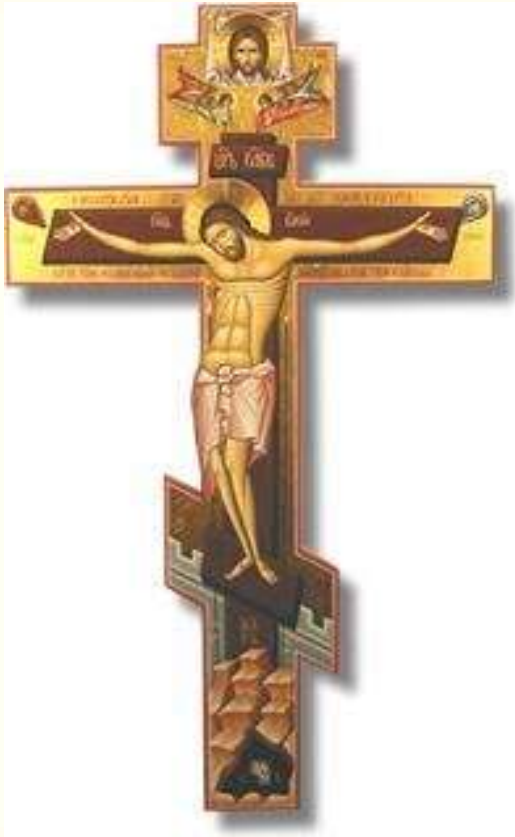


**what
NOW?**





Your Two Essential Images



1. CROSS



2. Traffic Light

Effective Parish “To Do” Item

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

1 action you will start (Go)

1 action you slow down (Slow)

1 action you will stop (Whoa)





Your Path To



“WIN”

Write

It

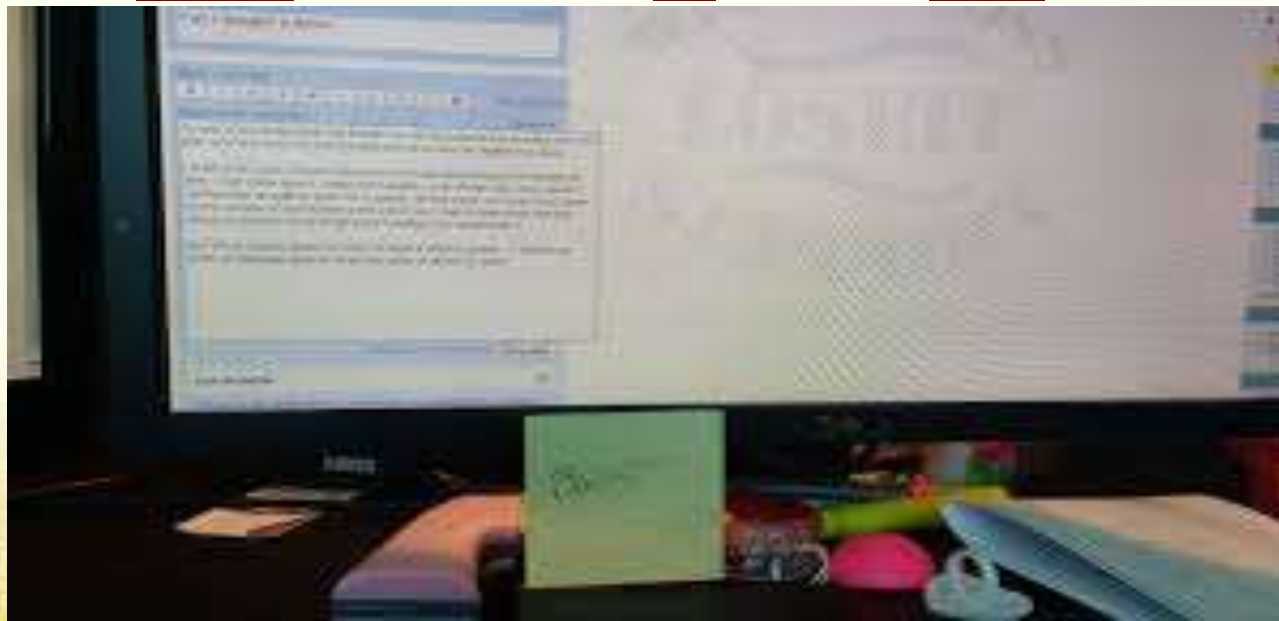
Now



Your Path To WIN



Write It Now



We are what we
repeatedly DO.

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



Effective Parish “To Do” Item

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





7 Engaged Disciples Practices



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



WHY?



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



The Wisdom of Mark Twain



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

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

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



What Is A Stewardship Calling?





Stewardship Calling



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



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



Stewardship Calling

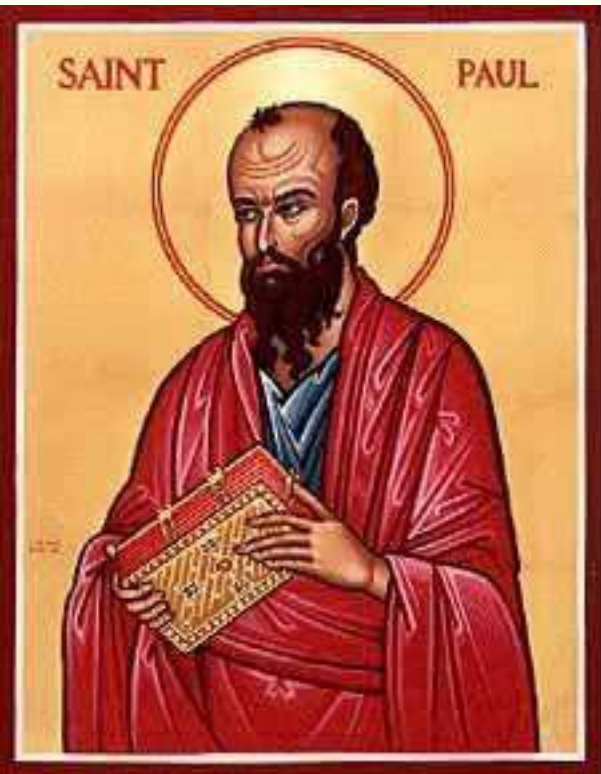


When you discern WHY you have been so blessed, you will discover your stewardship calling





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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Ancient Faith Ministries

BILL MARIANES

REVITALIZE STEWARDSHIP IN
YOUR PARISH AND PERSONAL LIFE

A STEWARDSHIP CALLING



Ancient Faith
PODCASTS

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

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

January 31, 2016

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



The First 3 Steps



Step 1: Accept God is in control, not you

- ~ Until you submit yourself, and your life, to God's will, you will not be in the best frame of mind to discern your calling
- ~ This is the hardest step in today's "you're in control of you" culture



The First 3 Steps



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

- ~ God is constantly sending you messages about what you should do, and not do, with your life
- ~ Learn to listen to all the “angels” God sends your way, regardless of how unlikely the messenger



The First 3 Steps



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

- ~ Find the best place and process for you to sort out and understand God's messages
- ~ Start living your calling (even if you have to do it “part-time” until you can make a transition)



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





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REVITALIZE STEWARDSHIP IN
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A STEWARDSHIP CALLING



Ancient Faith
PODCASTS

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

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

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

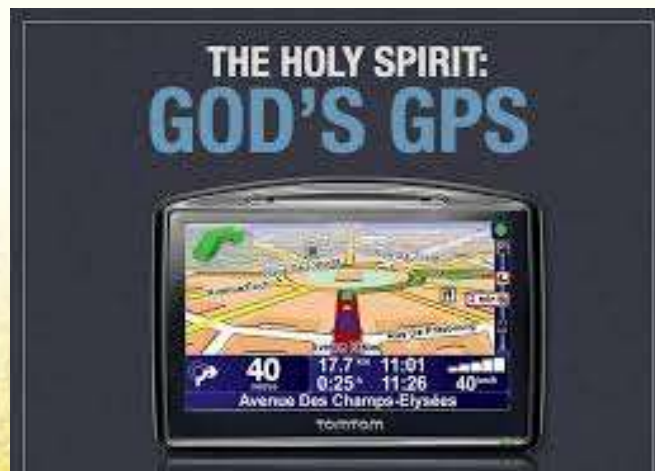


G.P.S. (God Positioning System)



**“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.





The 3 Key G.P.S. Questions



Question 1: What am I Good at?

Question 2: What am I Passionate about?

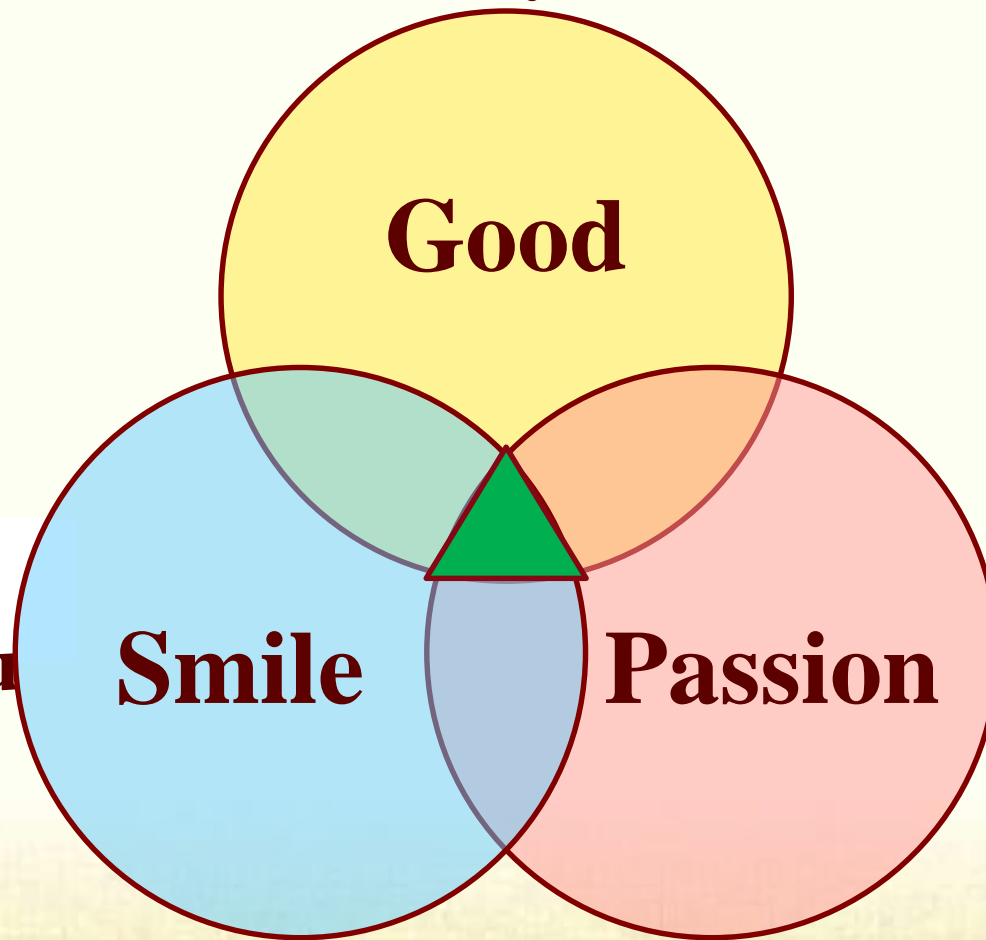
Question 3: What makes me Smile?



G.P.S. = God Positioning System



what are you Good at



What
makes you
Smile

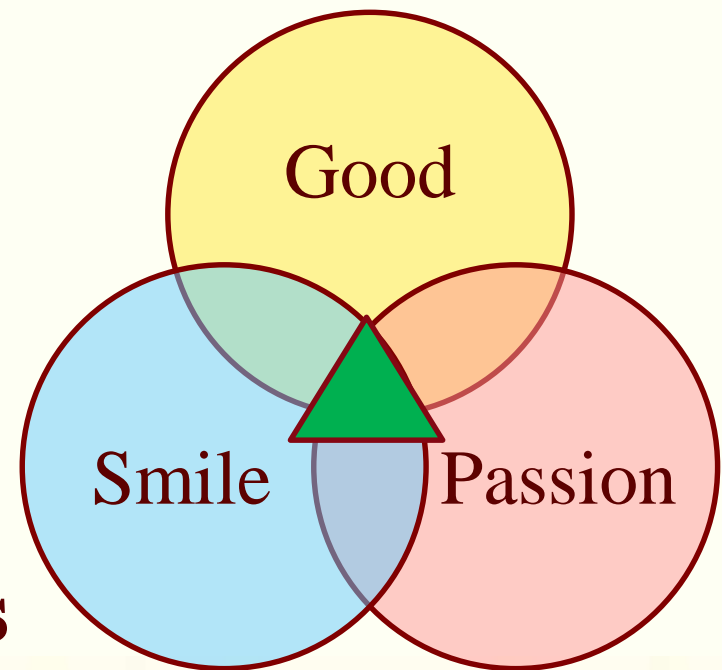
what are
you
Passionate
about



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



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

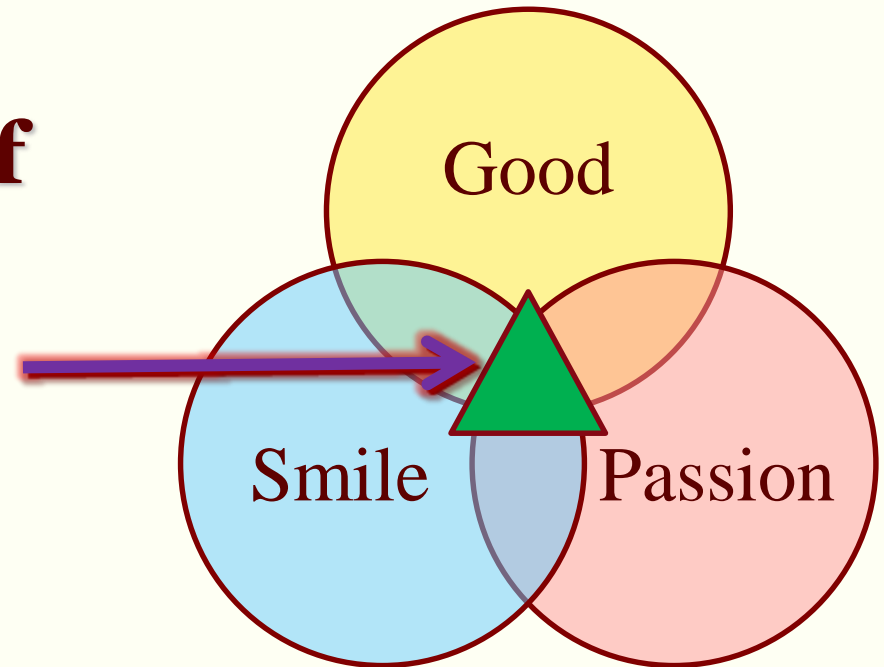




Using G.P.S. To Discern Your Stewardship Calling



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





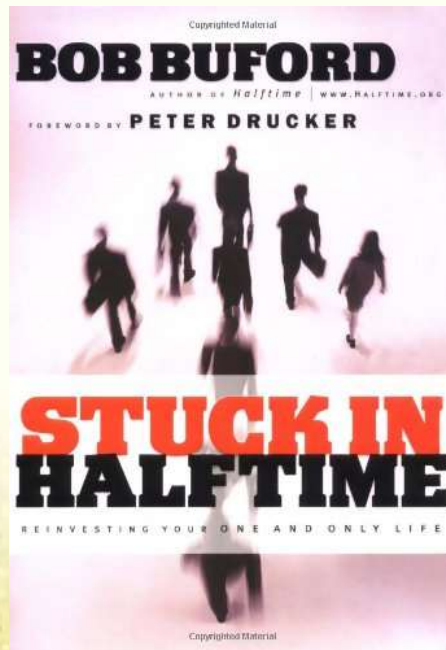
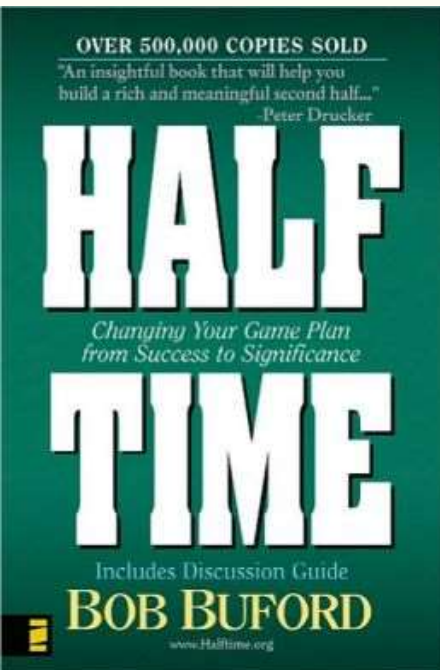
Half Time - The Journey from Success to Significance



**Bob
Buford**



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



The time in-between is Half Time.

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

**UCLA Coach
John Wooden**



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

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

(author unknown)



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)





7 Engaged Disciples Practices



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



Prayer



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



Prayer



The Jesus Prayer

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

The Thief's Prayer :

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

**“ Lord, Jesus Christ, Son of
God have mercy upon me a
sinner, and remember me
when You enter into Your
kingdom.”**



Prayer Ministry Ideas



- ~ Provide training to your faithful of various ways they could practice an active prayer life
- ~ Provide prayer resources
- ~ Repeatedly preach and teach (in church, Sunday school, small groups) the importance of prayer
- ~ Encourage testimonials regarding the effect of prayer in daily lives



Prayer Ministry Ideas



- ~ Set up a prayer list (in Parish letters/ bulletins / publications and read names during Divine Liturgy)
- ~ Establish prayer circles (people praying for each other)
- ~ Set up a prayer wall with requests for specific prayers (can use names or be anonymous)
- ~ Do a 50 hours around the clock prayer event



St. Demetrios Orthodox Church - Tucson



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

50 HOURS OF PRAYER --- 2016 “Spiritual Warfare 3 Daily Life”

“For the weapons of our warfare are not carnal but mighty in God...” - 2 Corinthians 10:4

Saturday, September 3rd * Anthimos, Bishop of Nicomedeia & those with him * Holy Father Theoctistus * Euthymios the Great

* Aristion, Bishop of Alexandria * Phoebe the Deaconess * Remaclus, Bishop Maastricht * New Martyr Polydorus of Cyprus * Aigulphus of Provence

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

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

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





7 Engaged Disciples Practices



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



The Power of Small Groups



- ~ Up to 10 people who gather weekly at homes to explore important spiritual topics and help each other deal with personal life issues**
- ~ Discuss that week's Holy Scripture message**
- ~ Discuss whatever life is dealing them**



The Power of Small Groups



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

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

Matthew 18:20

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

Hebrews 10:24-25



10 Benefits of Small Groups¹



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

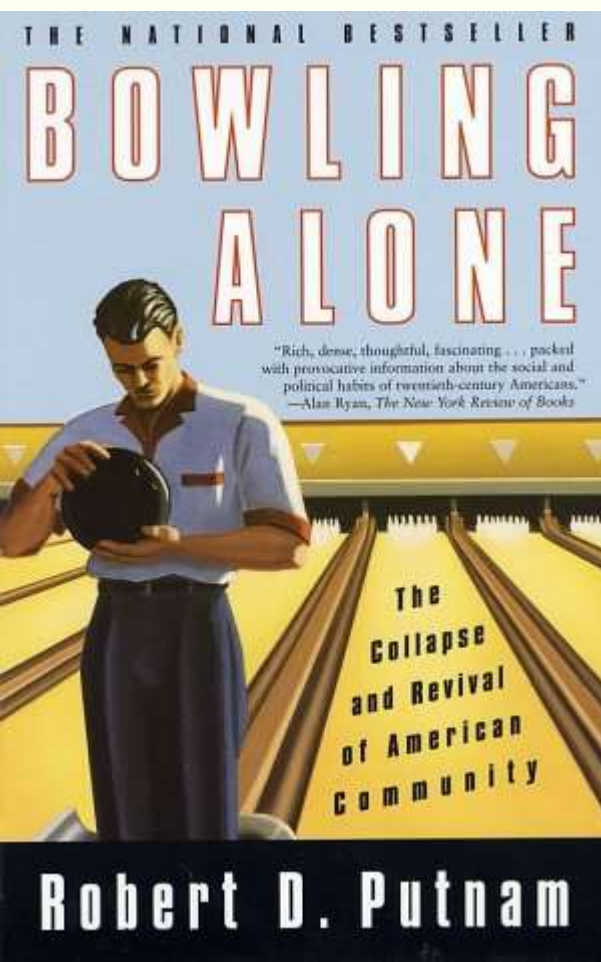
¹ Mark Howell, founder of SmallGroupResources.net and the pastor of discipleship communities at Canyon Ridge Christian Church. See full article and references at:
<https://ministrytodaymag.com/outreach/discipleship/20558-10-powerful-benefits-of-a-small-group-ministry>



“Social Capital”



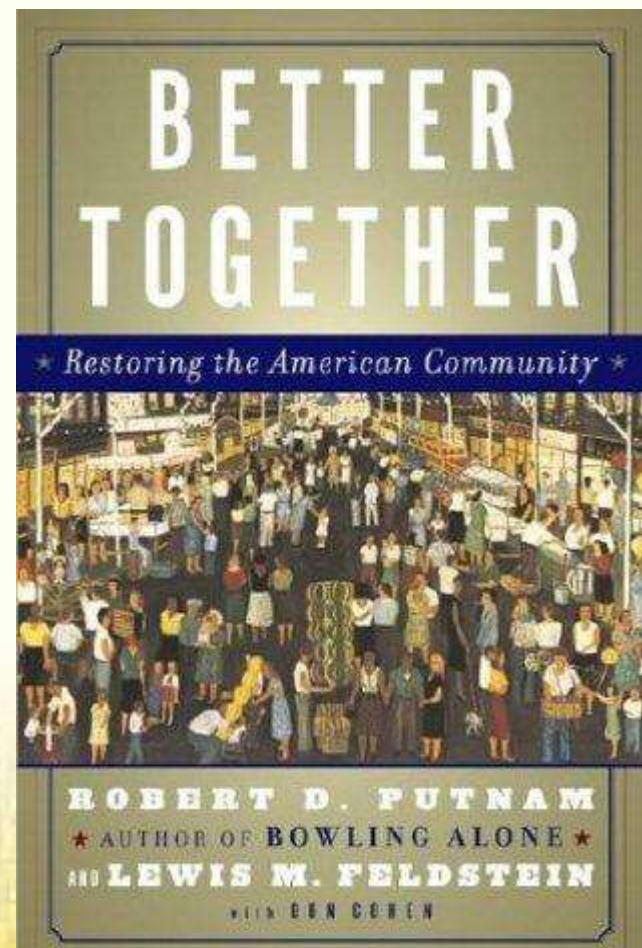
A key to a growing Parish is to increase “Social Capital.”



Social Capital =

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

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





The Power of Small Groups



Pastor Andy Stanley of North Point
Community Church

“Community is so important to your spiritual life because you can’t grow spiritually unless you’re connected relationally.”

“God designed you that way.”

“He wants to use other people to grow you, and he wants to use you to grow other people.”



The Power of Small Groups



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

“Circles Are Better Than Rows.”

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

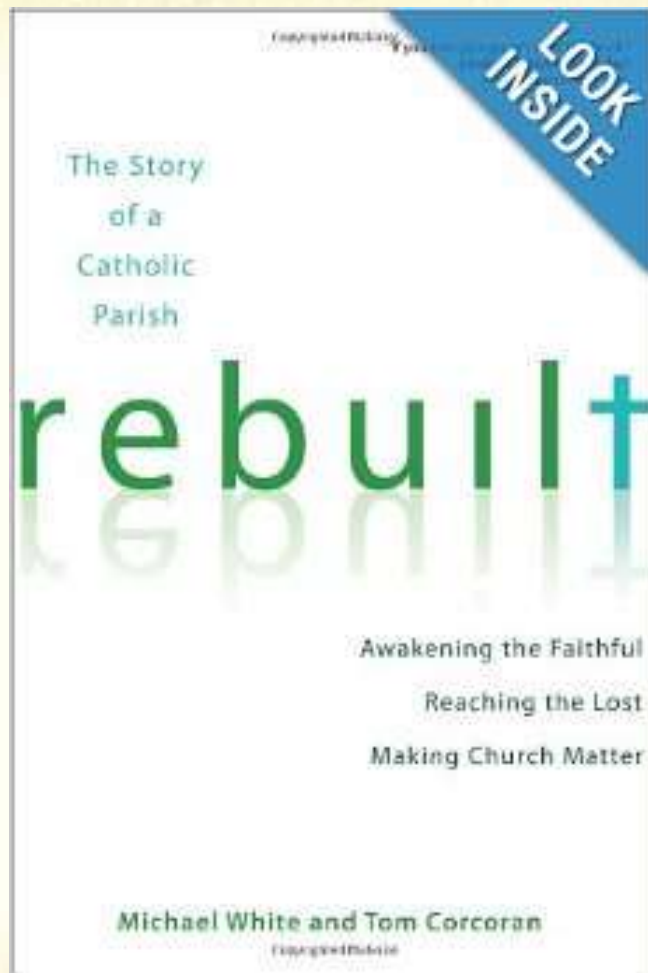




The Power of Small Groups



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



**Especially read
chapter 9**

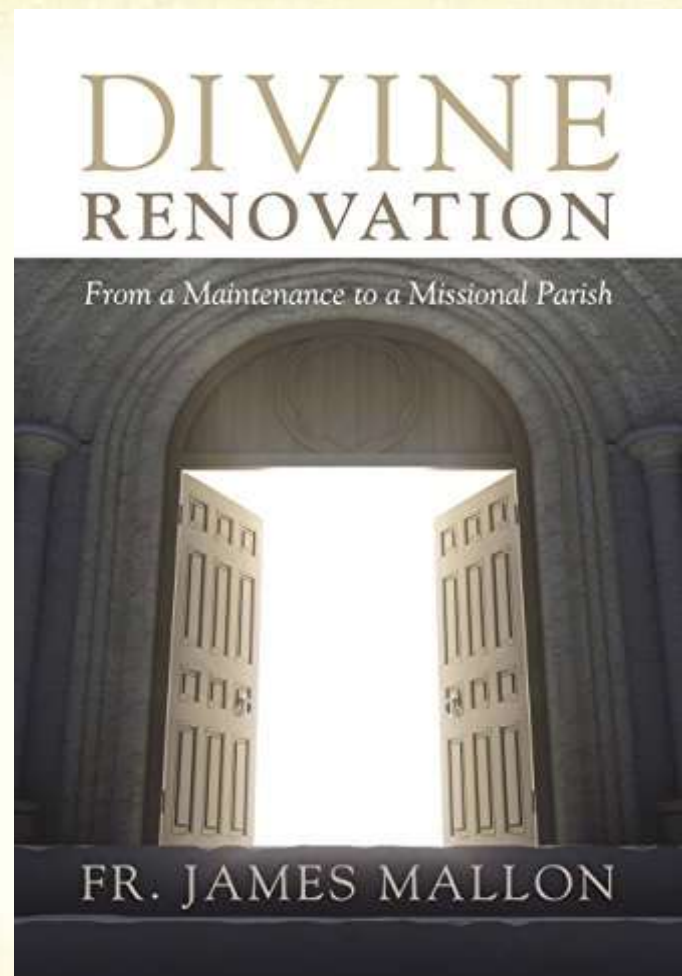


The Power of Small Groups



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

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



**Especially read
pages 168-176**



Divine Renovation – 5-part Interview with Fr. Mallon



- **Video 1:**

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

- **Video 2:**

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

- **Video 3:**

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

- **Video 4:**

<https://www.youtube.com/watch?v=hNw5xvTfeos>

- **Video 5:**

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

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**





7 Engaged Disciples Practices



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



Church Leaders



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

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



Orthodox Leadership Development



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

- **Do we have/provide mentors?**

- **Do we plan/train succession?**



Orthodox Leadership Development



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



Orthodox Leadership Development



➤ Five Elements of Effective Orthodox Servant Leadership?

Love

Humility

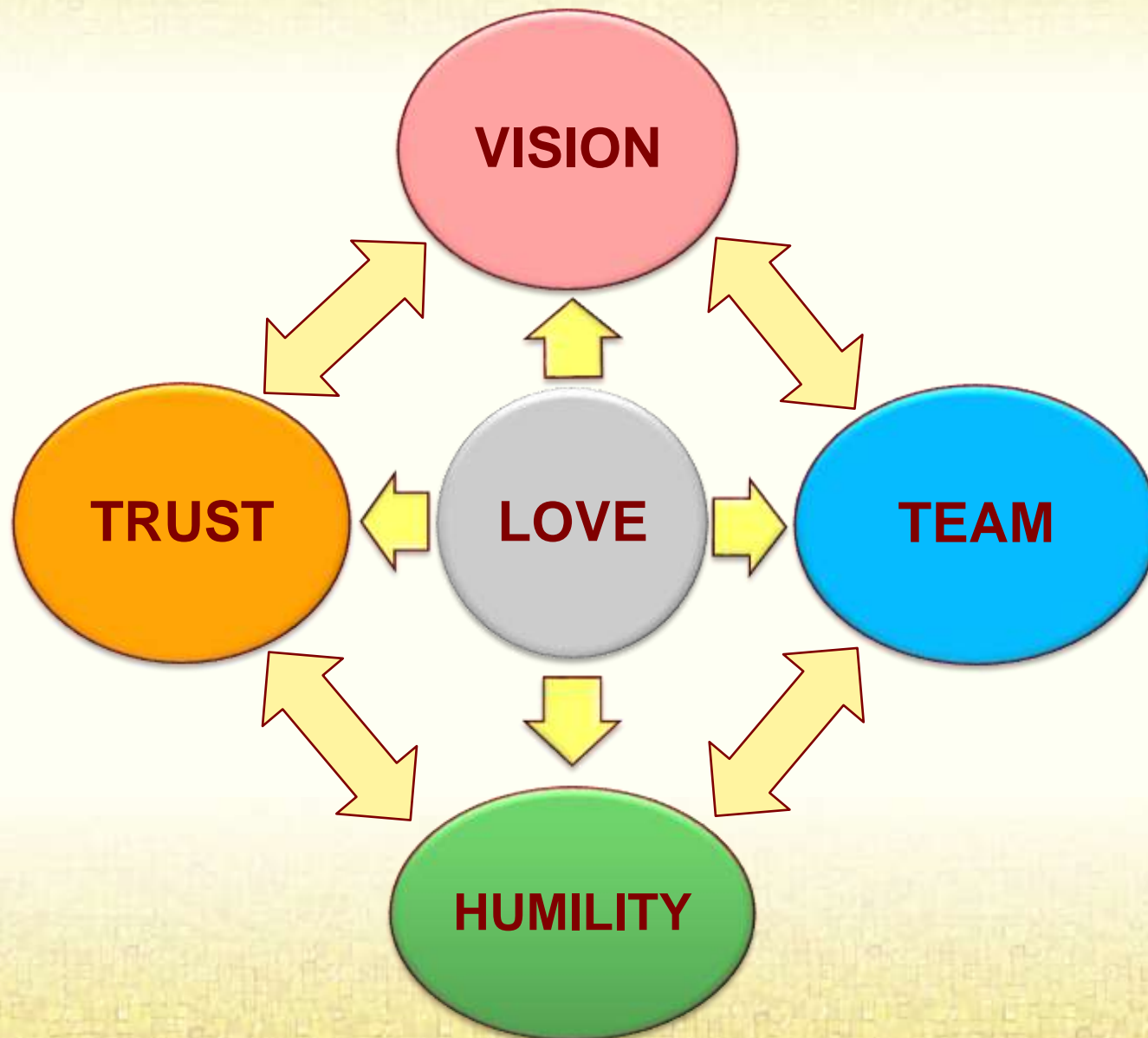
Trust

Vision

Team



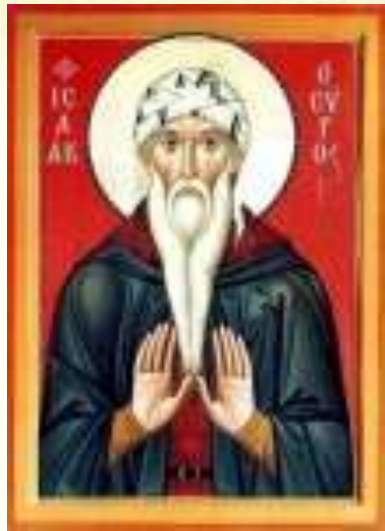
Stewardship Calling 5 Key Servant Leader Elements





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

2 Timothy 2:2



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

St. Isaac the Syrian

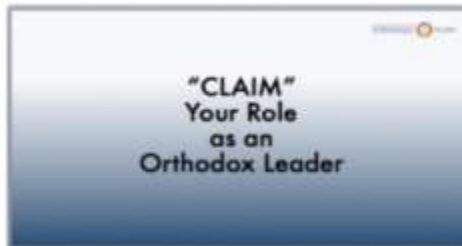
➤ Effective Orthodox Leadership Development Program:

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



[Home](#) [Why/How](#) [Areas of Focus](#) [Goals](#) [Teams](#) [Completed Material](#) [Contact](#) [Q](#)

4.2 Orthodox Leadership Training Program



[ACCESS THE LEADERSHIP MODULES](#)

Introduction

Welcome to the Metropolis of Atlanta Orthodox Leadership Development Program. The Strategic Plan created for the Metropolis of Atlanta considered leadership development as one of the key areas requiring improvement in our local parishes. The Strategic plan charted a course for developing a program to meet the needs of our Parish Council, Ministry leaders and Youth leaders.



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

SPIRITUAL - LEADERSHIP RETREATS

BLOG

RESOURCES

UPCOMING PROGRAMS

PERSONAL

AKRON, OH - ANNUNCIATION

REN LOMOND, CA - SAINTS PETER & PAUL

PORTLAND - HOLY TRINITY

OCA - HARRISBURG, PA

ANCIENT FAITH RADIO
CONFERENCE

CLERGY LAITY ASSEMBLY - 2017
METROPOLIS OF ATLANTA

TUCSON EFFECTIVE CHURCH
MODEL PROGRAM

DYNAMIS - ATLANTA METROPOLIS

CLEVELAND PARISHES PROGRAM

Akron, OH - Annunciation - Effective Church Model Servant Leadership

The blessed community of Annunciation Greek Orthodox Church hosted the Stewardship Calling Effective Church Model program. The program focuses on the 5 critical

The Stewardship Calling Effective Church Model focuses on the 5 steps to guide Engaged Disciples to live a Culture of True Stewardship in pursuit of a consensus Vision and Strategic Plan unified around an Effective Worship Experience. The Stewardship Calling Orthodox Servant Leadership program focuses on the 5 critical

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

Send questions to:

Bill@stewardshipcalling.com

Effective Parish “To Do” Item

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





7 Engaged Disciples Practices



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



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>



“Kiss Your Youth Goodbye!”¹



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

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



It is NOT a Universal Problem



PASSION CONFERENCE

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

<http://268generation.com>

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

CHAOS THEORY

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



Youth Discipleship



Dr. Edward
Lorenz

Dartmouth
Harvard
M.I.T.

Discovered Chaos Theory

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



Youth Discipleship Provocative Question



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

Youth Discipleship Provocative Question



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



ANCIENT FAITH RADIO

Bringing the Ancient Christian Faith to the Modern World

Ancient Faith Ministries

BILL MARIANES

REVITALIZE STEWARDSHIP IN
YOUR PARISH AND PERSONAL LIFE

A STEWARDSHIP CALLING



Ancient Faith
PODCASTS

Youth & Emerging Adults Religious Education, Church Engagement and Stewardship

Youth &
Emerging Adult
Sunday
April 30, 2017

<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



Effective Parish “To Do” Review

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



Effective Parish “To Do” Review

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

Effective Parish “To Do” Review

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



Today's Big Idea



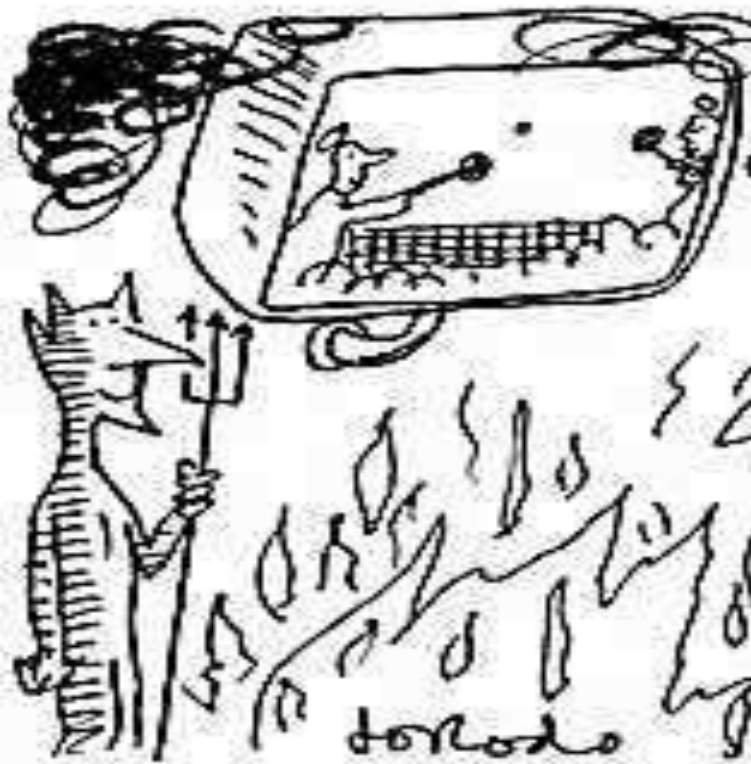
Engagement





And Now For Something Completely Different

Where will you be
sitting in eternity?
Smoking or non-smoking?



"THEY REALLY RUB IT IN WITH THAT
HEAVEN WEBCAM, DON'T THEY?"

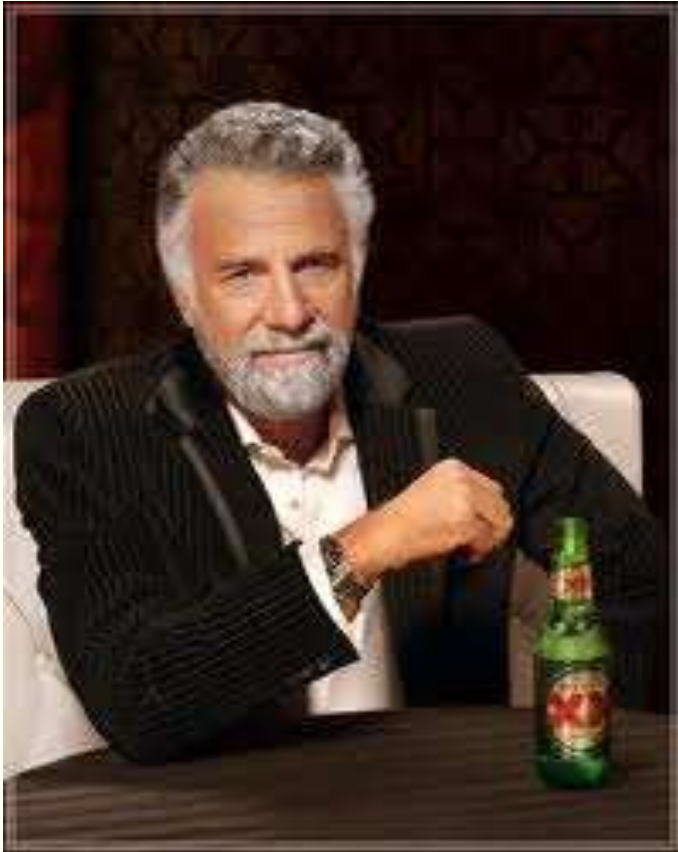
BUT...

I'M HUNGRY

I'm full!



How Does The Most Interesting Man In The World Spend His Weekends?



**I don't always go to
church programs,
my friends.**

But when I do...



I go see
my friend,
Bill
Marianes



Part 6



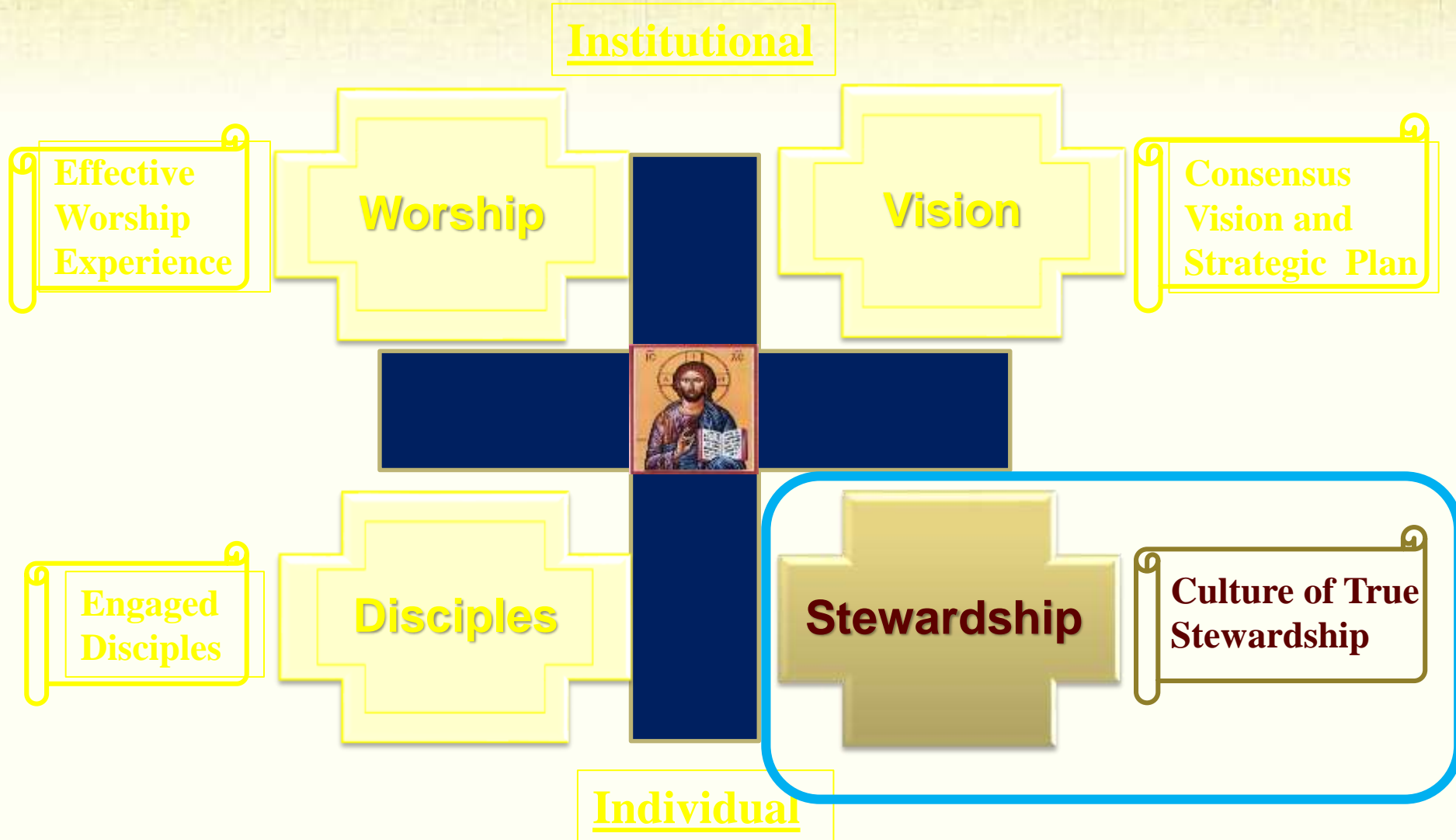
Culture of True Stewardship

**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**



1 of 15 Culture of True Stewardship Practices



1. Stewardship & Generosity

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



Definitions of Stewardship





Today's Life Changing Idea



INY IG



Today's Life Changing Idea



It's

Not

Yours,

It's

God's



Today's Life Changing Idea



INY IG

“You received without paying, give without pay.”

Matthew 10:8





The Stewardship Calling Stewardship Definition



Stewardship...

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



Christian Stewardship Is A Way Of Life¹



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

¹ **Oriented Leadership** – Williams and McKibben



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





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

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

(Deuteronomy 16:17)

Message:

Proportional giving



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

(1 Corinthians 16:2-3)

Message:

Weekly giving

Proportional giving

Giving for the work of the Church

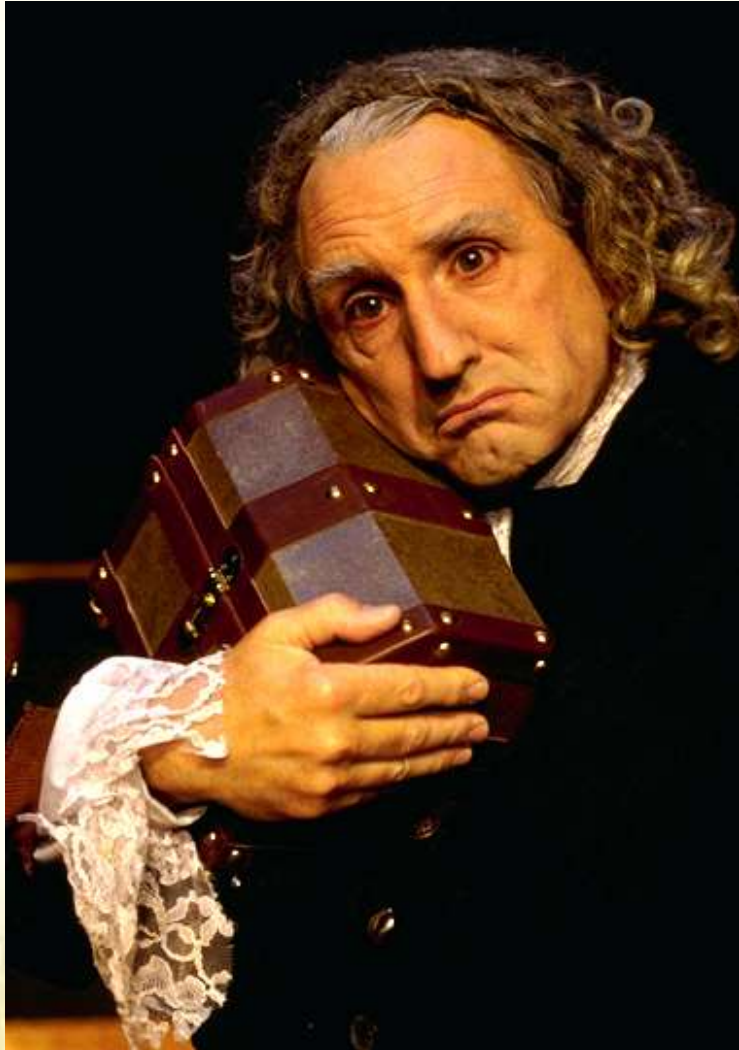


“Command those who are rich... not to be haughty, nor to trust in uncertain riches... Let them do good, that they be rich in good works, ready to give, willing to share, storing up for themselves a good foundation for the time to come, that they may lay hold on eternal life.” *(1 Timothy 6:17-19)*

Message:

Basis for link between stewardship, spiritual growth and ultimately salvation

The Miser Goes to Heaven





The Parable of the Talents



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

(Matthew 25:14-30)



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

Matthew 19:24



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



Matthew 19:16-26



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

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

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

~ Are you prepared to go ALL IN?



The Back Pew – Jeff Larson

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



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



**“Where your treasure is, there
your heart will be also.”**

(Matthew 6:21)





Luke 16:11



“And if you are untrustworthy about worldly wealth,



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





A Possible Stewardship Question from our Lord



- **What did you do with the money over which I allowed you to be a steward?**
- **PERSONAL SUGGESTION #1: Each week, fill out an accounting to God of what you did with His money this past week**
- **PERSONAL SUGGESTION #2: Give your parishioners some money and ask them explain what they did to cause it to multiply in God's Kingdom**



A Reflection on Christian 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?**



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.

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



Why the Science of Generosity?



Generosity & Attachment



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

Youth & Emerging Adults Program

Segment on Stewardship
Science of Generosity
Studies

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

Sunday
April 30, 2017



Science of Generosity Studies



5 Big Summary Ideas From The Science of Generosity Studies





Science of Generosity Studies



The research shows:

- 1. Each person usually decides whether or not they will be generous, and a giver, at a fairly early age**
- 2. That generosity decision forms their adult practices**
- 3. Reinforced by years of generosity, it becomes a habit, and being a good steward is cemented in their adult behaviors and DNA**



Science of Generosity Studies



The research shows:

4. People who give a lot of time and money had parents who did the same things
5. Our own stewardship bad habits and lack of education is being replicated in our youth and emerging adults



Science of Generosity Studies



The Science Of Generosity Studies Identified 6 Basic Conclusions





Science of Generosity Studies



Conclusion #1 (Cognitive Decision):

1. After thoughtful reflection, people form an existential opinion about themselves and their generosity at a fairly early age
2. It's shaped initially by their parents and the behavior of other adults important to them
3. If they don't decide to be generous when young, a parish can help people confront the key question:
“What kind of person do I want to be?”

Are you generous?

**Have you taught
generosity?**





Science of Generosity Studies



Conclusion #2 (Routinization of Giving):

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

**Does your Parish
facilitate easy giving?**





Science of Generosity Studies

Conclusion #3 (Culture of Generosity):

1. People model the behavior of their peers and those around them
2. A Parish should create and communicate a culture of generosity, and social networks that support generosity, for members to see themselves as a part of that generous culture
3. “There are no lone givers” - peoples’ giving is affected by who they know and how generous they are



Science of Generosity Studies



Conclusion #3 (Culture of Generosity):

4. Encourage creative ways for your youth to decide to become generous
5. Get generous givers to talk constructively (not brag) about the joy their giving brings them
6. Encourage (do not shame) people to be generous in a variety of creative ways

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





Science of Generosity Studies

Conclusion #4 (Church Giving Facilitation):

1. Regular church goers generally give more money and are more generous
2. Generosity is improved when a church makes a religious call to give
3. You have to ask and remind - not constantly, but consistently
4. Talking about needs or paying bills does NOT work at creating true and sustainable stewardship behavior -
“people give to mission and vision”

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





Science of Generosity Studies



Conclusion #5 (Parents Teaching):

1. Parents must proactively and explicitly teach their children about giving generously
2. Kids watch and mimic adults' visible behavior
3. Parent's generosity is usually invisible to their children, so you need to make it visible and talk about it to show them how you live, and how they should live

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





Science of Generosity Studies



Conclusion #6 (Attitude of Abundance):

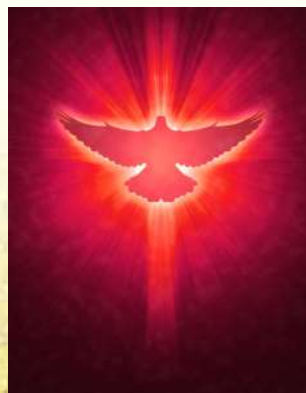
1. Parishes need to cultivate an attitude of abundance and gratitude, not scarcity, since most of us have plenty in our households
2. Attitudes of abundance have been shown psychologically and biologically to cause people to reframe their reality and allows people to become generous

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



Effective Parish “To Do” Item

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





2 of 15 Culture of True Stewardship Practices



2. Leadership Alignment

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



P.P.S.

P.P.S.





P.P.S.



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

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

The Orthodox Millionaire and the Parish Assembly





P.P.S.



Priest / Parish Board / Stewardship and Ministry Leaders Alignment:

- ~ Make this a critical part of your leadership culture and every leadership meeting
- ~ Consider an annual leadership retreat to renew and re-commit
- ~ Integrate your stewardship strategy with your Parish's Vision, Mission and Core Values (see Strategic Planning materials)



P.P.S.



Role of Church Leaders

- ~ Hand picked community “servant leaders” who ALL lead by example (e.g., be among the first stewards who are actively engaged and give sacrificially)
- ~ The Priest can not do it all, but he can be extremely effective with particular stewards with whom he has a close personal relationship

Head Hog At The Trough



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)

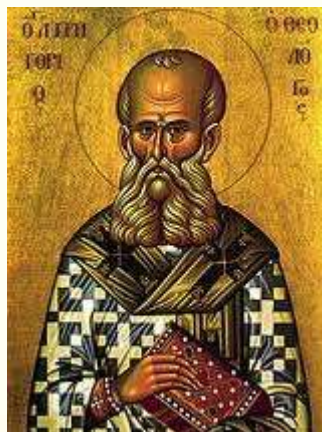
“Woe to you scribes and Pharisees, hypocrites! For you pay tithe of mint and anise and cummin, and have neglected the weightier matters of the law: justice and mercy and faith. These you ought to have done without leaving the others undone” (Matthew 23:23)



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)



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

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



Tithing Is The Right Answer



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

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

The Shipwrecked Orthodox and The Millionaire Baptist





Tithing Is The Right Answer



~ Median¹ American “Orthodox” family income=

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

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

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

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

~ N = your number of Stewardship units/families

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

100N = \$ 642K

400N = \$2.57M

700N = \$5.0M

200N = \$1.28M

500N = \$3.21M

800N = \$5.14M

300N = \$1.93M

600N = \$3.85M

900M = \$5.78M

638

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

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



Tithing / Percentage Giving



How do you get a Tithing program started

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



Percentage Giving



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





The

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

Our More Likely Stewards Reality



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

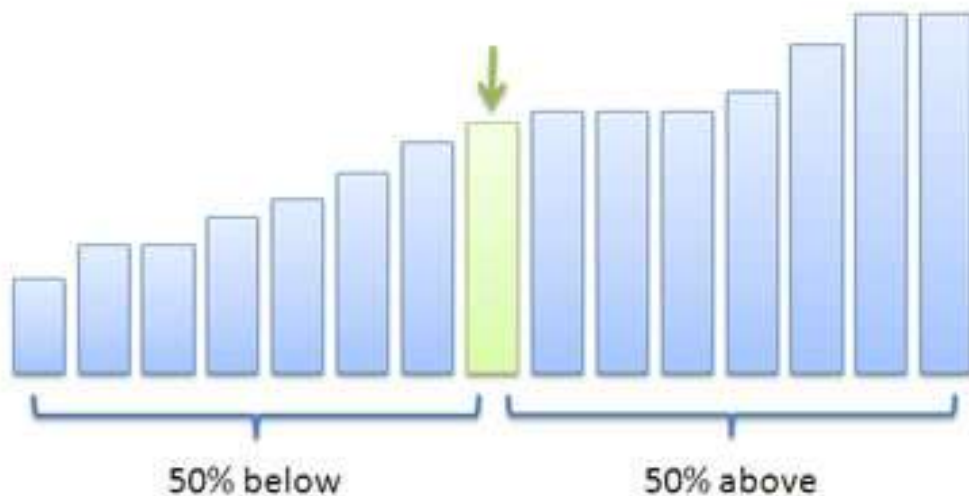


“Median Not Mean” **Averages Are Irrelevant**

- **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**

**IT WAS MY
UNDERSTANDING**

**THERE WOULD BE NO
MATH**

Effective Parish “To Do” Item

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





4 of 15 Culture of True Stewardship Practices



4. Time First ~ (W²)

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



W2



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



W2



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

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

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

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

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

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

Effective Parish “To Do” Item

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





5 of 15 Culture of True Stewardship Practices



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

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



The Mob Was Wrong





The Mob Was Wrong



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

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

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

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

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

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



Ingredients Of Effective Stewardship Ministry

Plan A Personal In-Home Visitations

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

Plan B Small Group In-Home Gatherings

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

Plan C Personal Telephone Calls

- ~ Each steward is called by an Ambassador



How Did The Greatest Steward Solicit

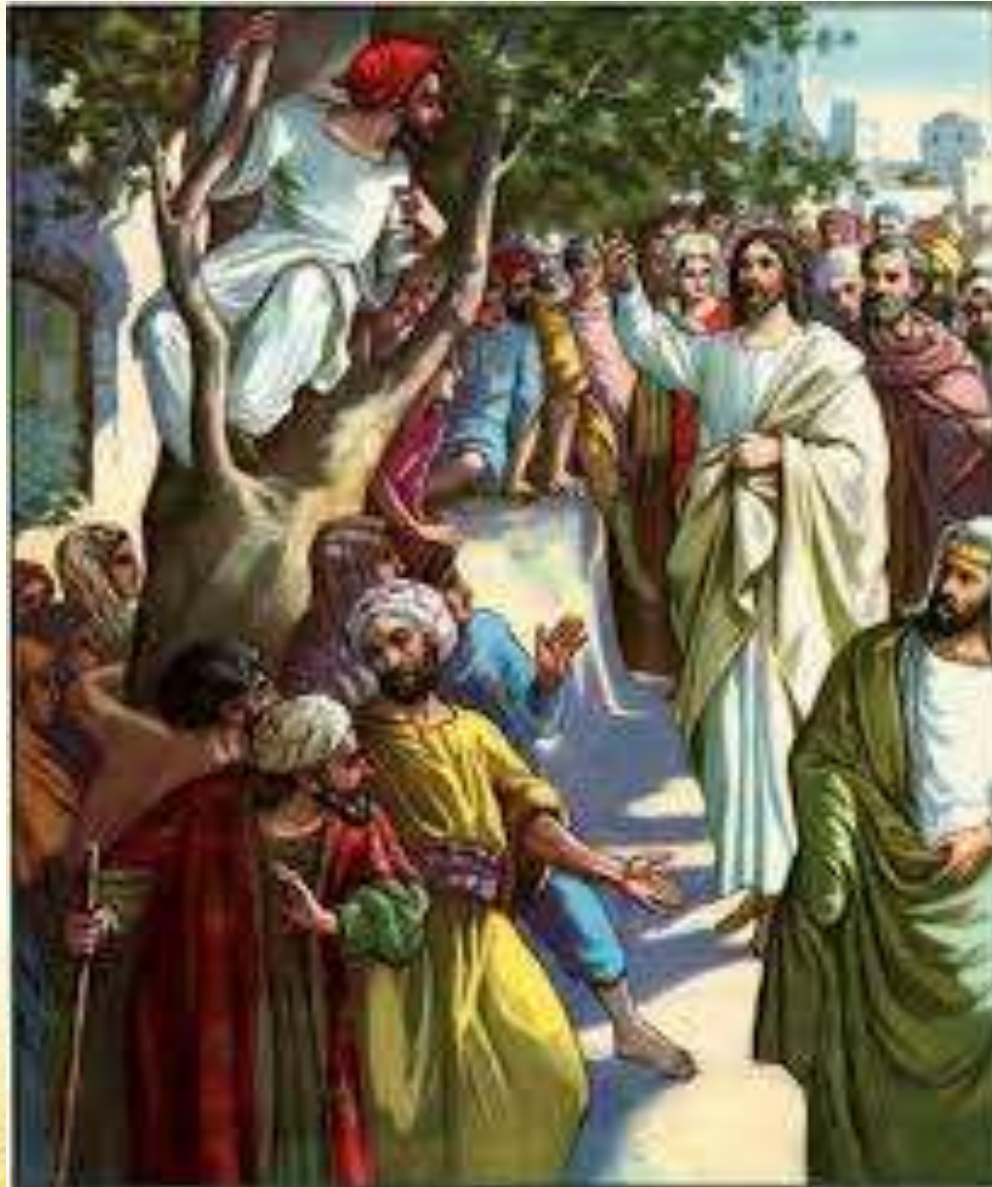


~ Christ taught us about stewardship in everything He did and constantly practiced stewardship

- + *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?

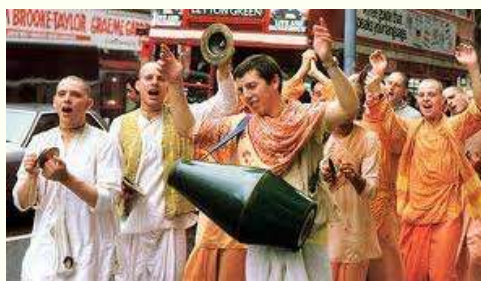
1. door to door salesmen



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

Plan C Personal Telephone Calls

- ~ Each steward is called by an Ambassador



wHoly Engaged

9-Step Process





The wHoly-Engaged Personal Visitation Program



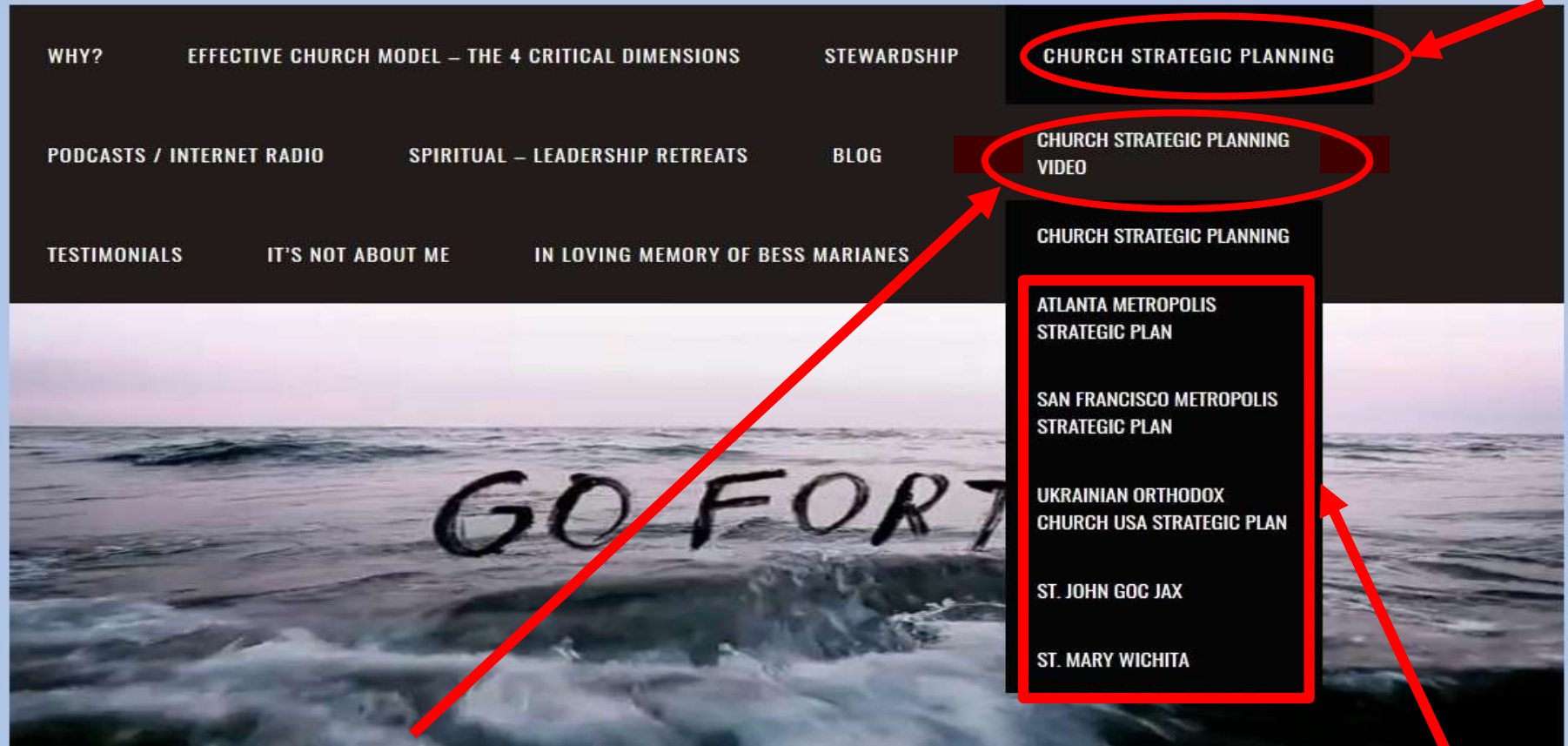
STEP 1 Priest, Parish Board, Stewardship and Ministry Leaders reach consensus about your stewardship strategy

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

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

See also: videos and materials on how to do this in your Parish here:

<http://stewardshipcalling.com/parish-strategic-planning-video/>



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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Bringing the Ancient Christian Faith to the Modern World

Ancient Faith Ministries

BILL MARIANES

REVITALIZE STEWARDSHIP IN
YOUR PARISH AND PERSONAL LIFE

A STEWARDSHIP CALLING



Ancient Faith
PODCASTS

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

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

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



The wHoly-Engaged Personal Visitation Program



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

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

STEP 3 Organize your Council of Ministries
(See: <http://atlstrategicplan.org/home/completed-goal-materials/1-5-council-of-ministries/>)

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

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



The wHoly-Engaged Personal Visitation Program



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



The wHoly-Engaged Personal Visitation Program



Personal, in-home visitations agenda

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



The wHoly-Engaged Group Visitation Program



- STEP 1** Priest, Parish Board, Stewardship and Ministry Leaders reach consensus about your stewardship strategy
- STEP 2** Reach consensus on the Parish's mission, vision and strategic objectives and Strategic Plan
- STEP 3** Organize your Council of Ministries
- STEP 4** Prepare your Ministries Handbook and Stewardship materials and revised Stewardship Commitment Form



The wHoly-Engaged Group Visitation Program



- STEP 5** Recruit your Stewardship Ambassador Host Teams
- STEP 6** Train your Stewardship Ambassador Teams using these Igniting The Flame of True Christian Stewardship materials, teach your mission, vision and ministries
- STEP 7** Ambassador Teams pick Stewards to invite to their house based on commonality
- STEP 8** Ambassador Teams select strategic “testimonial” presenters and invite Steward couples for a group dinner focusing on engagement in ministries
- STEP 9** Ambassadors Teams follow up every two weeks until stewardship commitment forms are submitted to the Parish administrator



The wHoly-Engaged Group Visitation Program



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



wHoly Engaged

9-Step Process



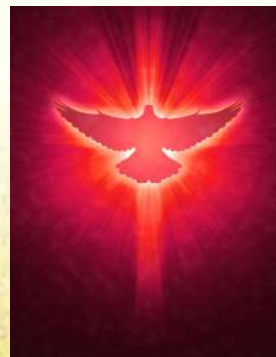
Effective Parish “To Do” Item

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

Plan C - Personal telephone calls.





Ingredients Of Effective Stewardship Ministry

Plan Z The Pony Express Stewardship Program

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

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

You can find other Pony Express examples and service offerings by using this Google search:

<https://www.google.com/search?q=Pony+Express+church++stewardship&ie=utf-8&oe=utf-8>



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



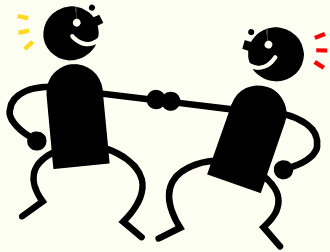


New POP (“Parish Operational Paradigm”) to Maximize “Engagement”





Early 1900's



Early Faithful



Recruit



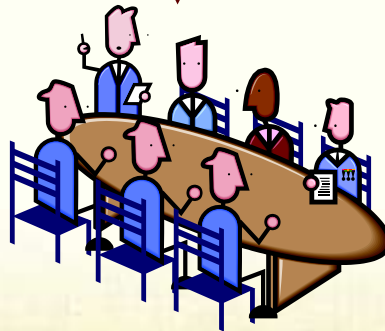
**Traveling
Itinerant Priest
from abroad**



1920's – 1940's



**Full-time Priest
Serves Parish**



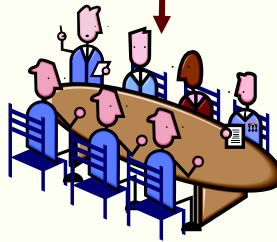
**Early Parish
Councils/Boards**



1950's – Present



Professionally Trained Priest



**Elected Parish
Council/Board**



Parish Assembly



Parishioners



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



It is...





Ministry Based Organization Paradigm



**Outreach & Evangelism
(future Orthodox)**





Ministry - Based Organization (MBO)



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



Council of Ministries (COM)



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



Ministry Responsibilities



Each ministry, by consensus, must :

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



Ministry Responsibilities



THE METROPOLIS OF ATLANTA

STRATEGIC



PLAN

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

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



<http://atlstrategicplan.org>

The screenshot shows the website for the Metropolitan of Atlanta's Strategic Plan. The navigation bar includes links for Home, Why/How, Areas of Focus, Goals, Teams, Completed Material, and Contact. A red circle highlights the 'Completed Material' link, with an arrow pointing to a dropdown menu. Another red circle highlights the '1.5 Council of Ministries' link in the main navigation, with an arrow pointing to the same dropdown menu. The dropdown menu lists various materials, including '1.1 Parish Strategic Planning', '1.3 Risk Assessment', '1.5 Council of Ministries', '5.3 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', '8.1 Spiritual Growth Resources', '9.1 Comprehensive Stewardship Program', '10.1 Metropolis Website', and '10.3 Best Practices Metropolis Resource Center Portal'. Below the main navigation, there is a section for '1.5 Council of Ministries' with a 'DOWNLOAD COUNCIL OF MINISTRIES GUIDE' button. At the bottom, there is a 'DOWNLOAD THE STRATEGIC PLAN' button.

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



Parish Organization

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



Typical Ministry List

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



60 ways someone can get involved



- ___ **Adult Assistant for Altar Boys**
- ___ **Annual Festival**
- ___ **Assist in Bookstore**
- ___ **Assist in Library**
- ___ **Assist in Office**
- ___ **Assist w/ Parish Communications**
- ___ **Assist with Stewardship Programs**
- ___ **Assist with Web Site**
- ___ **Bake for Events**
- ___ **Budget and Planning**
- ___ **Building Maintenance**
- ___ **Building New Facilities**
- ___ **Church Events**
- ___ **Catechism School Teacher**
- ___ **Catechism School Assist./Substitute**
- ___ **Chanter**
- ___ **Choir**
- ___ **Clean Up After Events**
- ___ **Contact/Entertain Newcomers**
- ___ **Cook for Events**
- ___ **Coordinate Church Activities**
- ___ **Decorate for Events**
- ___ **Drive Others**
- ___ **Family Night**
- ___ **Fund Raising**
- ___ **Greek Dance PTA**
- ___ **Greek Dance Teacher**
- ___ **Greek School Teacher**
- ___ **Greek School Assist./Substitute**
- ___ **Greet Parishioners/Newcomers**
- ___ **Help Sick/Shut ins**
- ___ **Host Coffee Hour**

- ___ **Host Neighborhood**
- ___ **Gatherings**
- ___ **Landscape/Maintenance of**
- ___ **Grounds**
- ___ **Outreach**
- ___ **Parish Luncheons**
- ___ **Philoptochos Auction**
- ___ **Phone Committee**
- ___ **Planning/Organizing**
- ___ **Play Organ/Piano**
- ___ **Prepare Food**
- ___ **Prepare Prosforon**
- ___ **Promote Church Activities**
- ___ **Serve Food**
- ___ **Set Up for Events**
- ___ **Sew/Alter Dancers'**
- ___ **Costumes**
- ___ **Soup Kitchen**
- ___ **Teach Greek Cooking**
- ___ **Transport Sick/Aged**
- ___ **Visit Others**
- ___ **Volunteer Time if Called**
- ___ **Youth Leader/Assistant**
- ___ **GOYA (6th and Up)**
- ___ **Youth Leader/Assistant**
- ___ **HOPE (Birth - 1st Grade)**
- ___ **Youth Leader/Assistant**
- ___ **JOY (2nd - 5th Grades)**
- ___ **Youth Leader/Assistant--**
- ___ **Summer Camp Staff**



PERSONAL INFORMATION

BAPTIZED OR CHRISMATED ORTHODOX CHRISTIAN?

NAME (First/Last) _____ YES ____ NO ____

NAME DAY (or Baptismal Name) _____

SPOUSE (First/Last) _____ YES ____ NO ____

NAME DAY (or Baptismal Name) _____

RESIDENCE ADDRESS _____

CITY _____ STATE _____ ZIP CODE _____

HOME PHONE NUMBER: _____ (_____) _____

SELF

SPOUSE

BUSINESS PHONE: _____

OCCUPATION: _____

BIRTHDATE: _____

EMAIL _____

Names, Birthdates, and Name Days of Dependent Children:

COMMITMENT OF RESOURCES

I/We commit to Christ and His Church through this pledge;

I/We expect to give the following amount:

Weekly: \$ _____

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



COMMITMENT OF TIME AND TALENT

NAME(S): _____

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

- | | |
|--|---|
| <input type="checkbox"/> Adult Assistant for Altar Boys | <input type="checkbox"/> Host Coffee Hour |
| <input type="checkbox"/> <i>Annual Festival</i> | <input type="checkbox"/> Host Neighborhood Gatherings |
| <input type="checkbox"/> <i>Assist in Bookstore</i> | <input type="checkbox"/> Landscape/Maintenance of Grounds |
| <input type="checkbox"/> Assist in Library | <input type="checkbox"/> Outreach |
| <input type="checkbox"/> Assist in Office | <input type="checkbox"/> Parish Luncheons |
| <input type="checkbox"/> Assist w/ Parish Communications | <input type="checkbox"/> Philoptochos Auction |
| <input type="checkbox"/> Assist with Stewardship Programs | <input type="checkbox"/> Phone Committee |
| <input type="checkbox"/> Assist with Web Site | <input type="checkbox"/> Planning/Organizing |
| <input type="checkbox"/> Bake for Events | <input type="checkbox"/> Play Organ/Piano |
| <input type="checkbox"/> Budget and Planning | <input type="checkbox"/> Prepare Food |
| <input type="checkbox"/> Building Maintenance | <input type="checkbox"/> Prepare Prosforon |
| <input type="checkbox"/> Building New Facilities | <input type="checkbox"/> Promote Church Activities |
| <input type="checkbox"/> Church Events | <input type="checkbox"/> Serve Food |
| <input type="checkbox"/> Catechism School Teacher | <input type="checkbox"/> Set Up for Events |
| <input type="checkbox"/> Catechism School Assist./Substitute | <input type="checkbox"/> Sew/Alter Dancers' Costumes |
| <input type="checkbox"/> Chanter | <input type="checkbox"/> Soup Kitchen |
| <input type="checkbox"/> Choir | <input type="checkbox"/> Teach Greek Cooking |
| <input type="checkbox"/> Clean Up After Events | <input type="checkbox"/> Transport Sick/Aged |
| <input type="checkbox"/> Contact/Entertain Newcomers | <input type="checkbox"/> Visit Others |
| <input type="checkbox"/> Cook for Events | <input type="checkbox"/> Volunteer Time if Called |
| <input type="checkbox"/> Coordinate Church Activities | <input type="checkbox"/> Youth Leader/Assistant |
| <input type="checkbox"/> Decorate for Events | <input type="checkbox"/> GOYA (6 th and Up) |
| <input type="checkbox"/> Drive Others | <input type="checkbox"/> Youth Leader/Assistant |
| <input type="checkbox"/> Family Night | <input type="checkbox"/> HOPE (Birth - 1 st Grade) |
| <input type="checkbox"/> Fund Raising | <input type="checkbox"/> Youth Leader/Assistant |
| <input type="checkbox"/> Greek Dance PTA | <input type="checkbox"/> JOY (2 nd - 5 th Grades) |
| <input type="checkbox"/> Greek Dance Teacher | <input type="checkbox"/> Youth Leader/Assistant-- |
| <input type="checkbox"/> Greek School Teacher | <input type="checkbox"/> Summer Camp Staff |
| <input type="checkbox"/> Greek School Assist./Substitute | |
| <input type="checkbox"/> Greet Parishioners/Newcomers | |
| <input type="checkbox"/> Help Sick/Shut ins | |

Other Talents: _____

Effective Parish “To Do” Item

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

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





7 of 15 Culture of True Stewardship Practices



7. Total Welcoming Experience

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



Top 5 Things People Look For In Picking A New Church



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

Pew Research Center Study: “**Choosing a New Church or House of Worship - Americans look for good sermons, warm welcome**” (August 23, 2016)

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



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



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



- ~ Welcoming and loving Parish experience**
- ~ Excellent attendance and participation in sacraments**
- ~ Active/enthusiastic participation in activities, functions and extensive ministries**
- ~ Enthusiastically volunteer time and talents**
- ~ Generous donations**
- ~ Spiritual and numerical growth**
- ~ The Parish emulates the kingdom of God, a culture overflowing with joy, peace and love**



Welcoming Ministry Is Among Your Most Important



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

“A new commandment I give you, that you love one another; as I have loved you... By this shall all men know that you are my disciple.

John 13:34-35



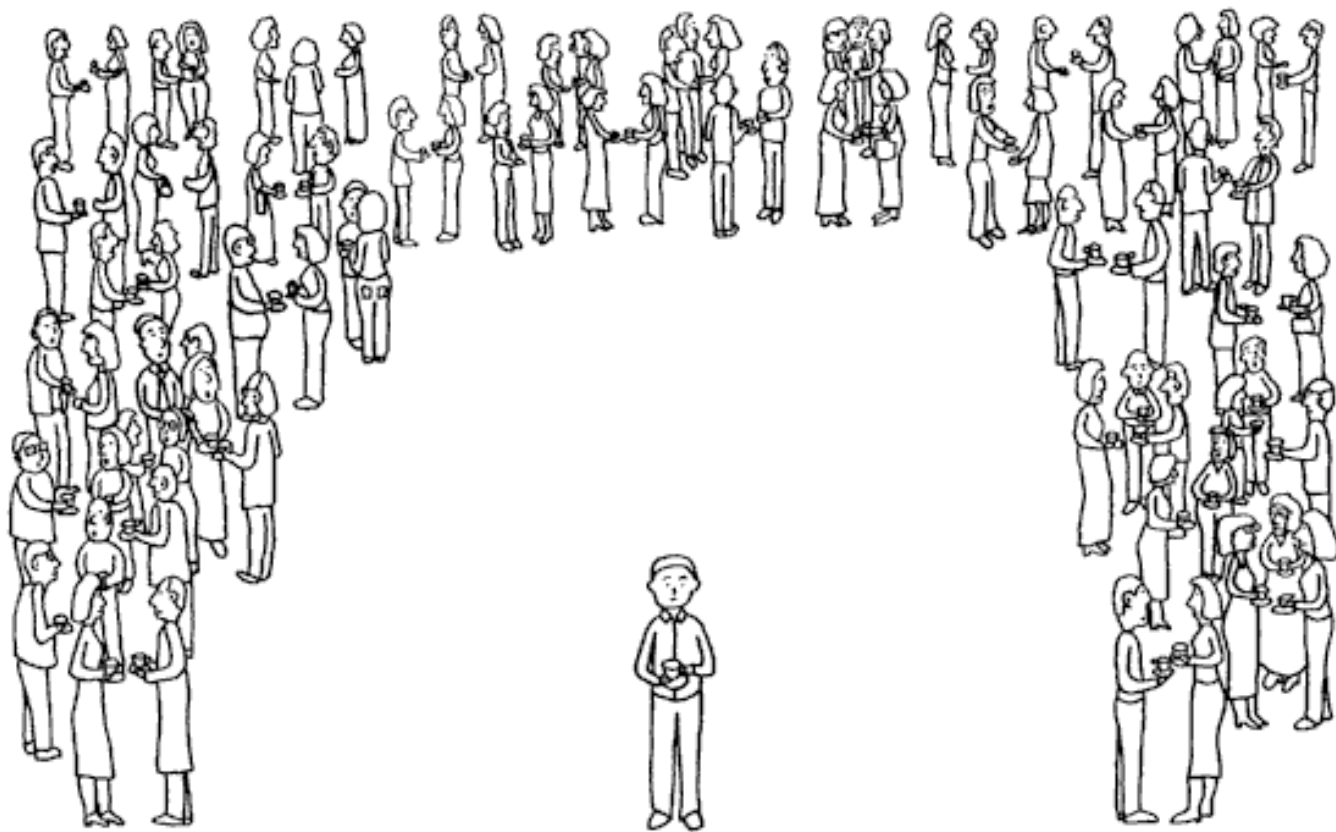
Welcoming Ministry Is Among Your Most Important



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

AFTER-SERVICE COFFEE

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



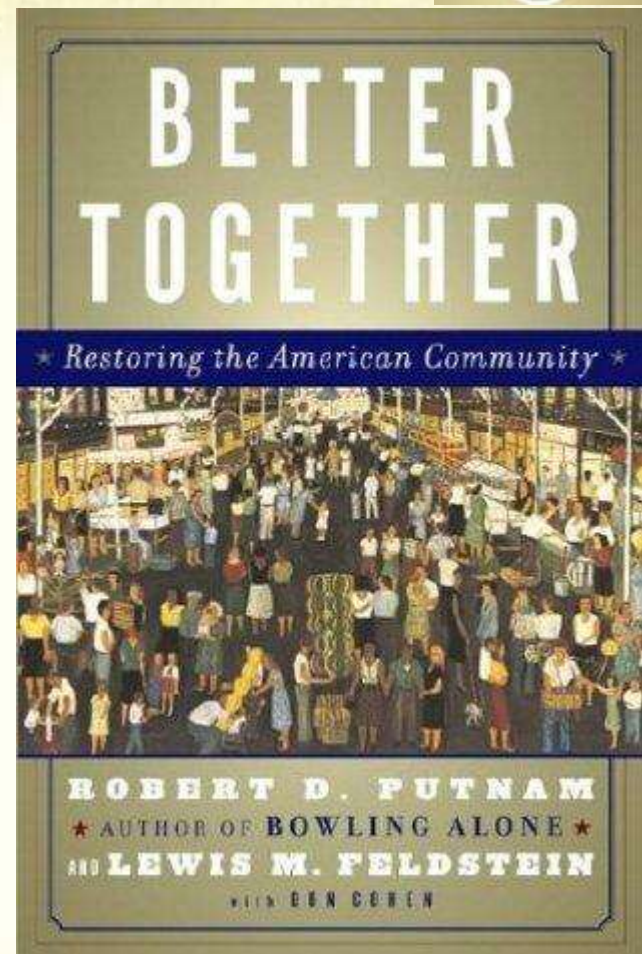


Total Welcoming Experience



Read: Better Together

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



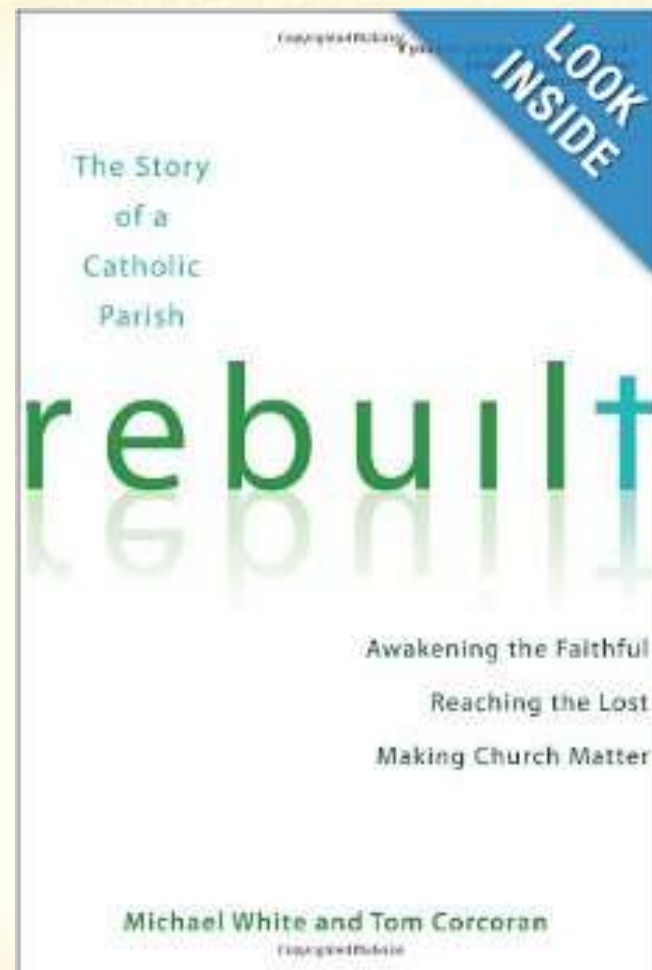
**Especially read
chapter 6**



Total Welcoming Experience



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



**Especially read
chapter 6**



Provocative Question



**When was the last time
you invited any non-
Orthodox friend,
neighbor, work colleague
or person you met to join
you in church on Sunday?**



Total Welcoming Experience



Be their Godfather...

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



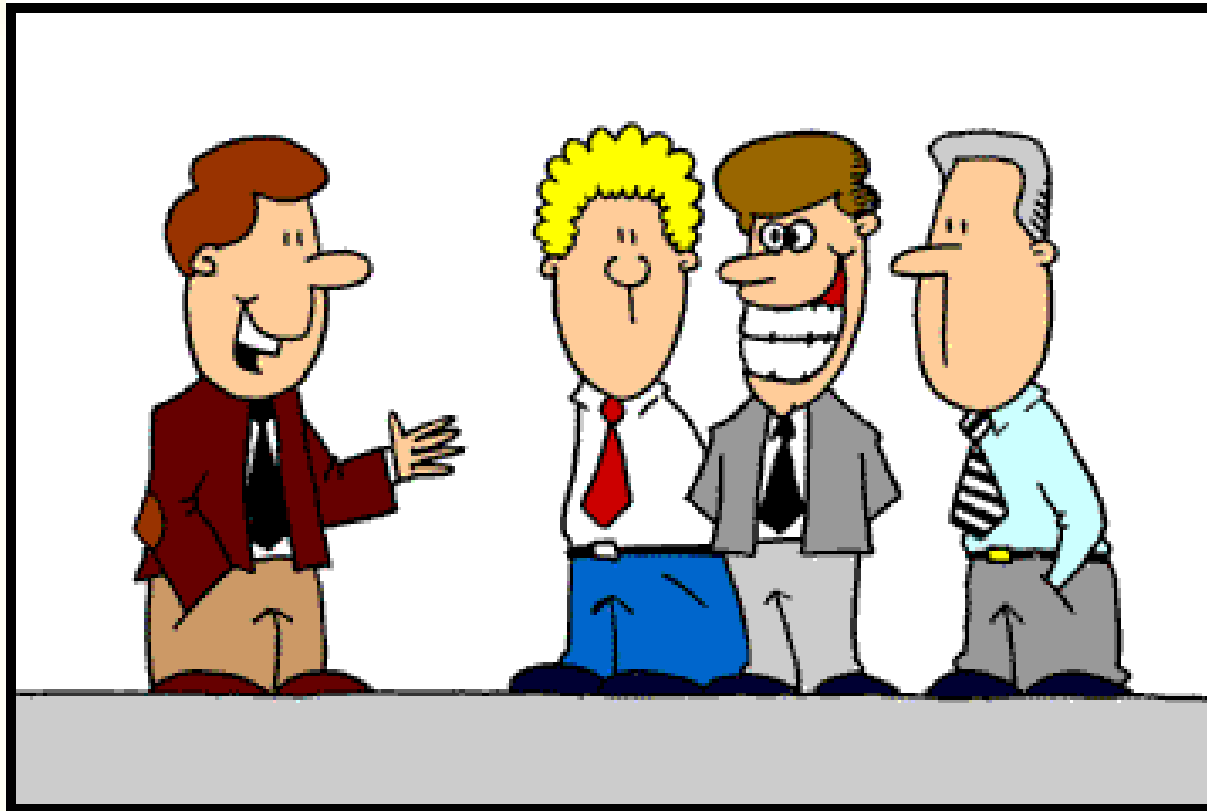
Effective Parish “To Do” Item

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



New Welcoming Idea

REVERENDFUN.COM COPYRIGHT BIBLE GATEWAY



09-03-1998

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



8 of 15 Culture of True Stewardship Practices



8. Thanking Culture

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



Thanking Culture



- True appreciation, and expressions of gratitude, are among the greatest motivators
- Who doesn't like to be thanked, (even if you merely did what was expected)
- Expressions of appreciation reinforce desired behavior (and for most people, the more public the better)



Thanking Culture Science

- A 2014 study in *Emotion*

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

- A 2012 study in *Personality & Individual Differences*

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

- Dr. Robert Emmons (leading gratitude researcher)

Gratitude increases happiness and reduces depression.



Thanking Culture Science



- 2012 University of Kentucky study

People who thanked more retaliated less and were more prosocial.

- 2014 Journal of Applied Sports Psychology study

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



Thanking Culture



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



Thanking Culture



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



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

Ken Makovsky – Forbes Magazine 11-29-12

Effective Parish “To Do” Item

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





9 of 15 Culture of True Stewardship Practices



9. Youth Stewardship

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

CHAOS THEORY

The background features a dark, gradient field of orange and red. Several glowing, curved lines sweep across the frame, creating a sense of dynamic movement. A bright, star-like light source is visible in the lower right quadrant, casting a strong glow and creating lens flare effects. The overall aesthetic is futuristic and energetic.



Youth Stewardship



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

(Proverbs 22:6)



Youth Stewardship



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





Youth Stewardship



- ~ If you do not have a youth stewardship program that teaches true stewardship, you have determined your Parish's unfortunate future
- ~ The Science of Generosity Studies remind us that it is critical to teach youth that stewardship over their gifts from God is a cradle to grave responsibility



Youth Stewardship



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



Youth Stewardship



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



Youth Stewardship



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



Youth Stewardship Resources



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

(1) The National Study of Youth and Religion information can be found here:

<http://youthandreligion.nd.edu/>

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

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





ANCIENT FAITH RADIO

Bringing the Ancient Christian Faith to the Modern World

Ancient Faith Ministries

BILL MARIANES

REVITALIZE STEWARDSHIP IN
YOUR PARISH AND PERSONAL LIFE

A STEWARDSHIP CALLING



Ancient Faith
PODCASTS

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

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

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



Youth Stewardship Resources

Check out the following selected youth church stewardship resources:

- 1. Orthodox Church in America “Giving Children The Chance To Give”:**

<https://oca.org/parish-ministry/stewardeducation/giving-children-the-chance-to-give>

- 2. Roman Catholic Diocese of Toledo:**

www.catholic-doc.org/stewardship/Caring-Sharing.pdf



Youth Stewardship Resources



Check out the following selected youth church stewardship resources:

3. Texas Methodist Foundation Youth Stewardship Principles:

www.numf.org/file_download/5fafc09c-83f3-4ace-98e4-cfc7382e7a3

4. United Methodist Church 12-month Stewardship

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

Effective Parish “To Do” Item

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





10 of 15 Culture of True Stewardship Practices



10. Effective Messaging

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



More Effective Stewardship Communications





Science of Generosity Studies



Communications Matter!

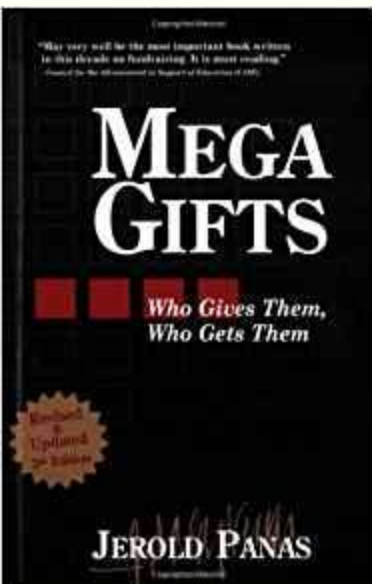
1. Keep communications positive
2. Focus on mission/vision and life-changing ministries
3. Discuss the abundance in your community
4. Share stories of generosity
5. Communicate regularly and consistently
6. Describe the easy ways people can be generous to the church and its ministries
7. Communicate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



C. P. I. Motivates Donors To Give¹



*People give to
Causes and People
with Integrity*



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



C. P. I. Motivates Donors To Give



SELL THE DREAM

- Cause
- Mission



SELL THE TEAM

- People
- Team



SELL THE SCHEME

- Integrity
- Transparency



C. P. I. Motivates Donors To Give



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



C. P. I. Motivates Donors To Give



2. People / Solicitor / Leadership ("Sell the Team")



- a) People give to people who mean something to them**
- b) If you have a personal relationship with a donor, your meeting with them makes the solicitation special and personal**
- c) Connect the donor with other involved people/stewards of integrity**



C. P. I. Motivates Donors To Give



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



- a) Donors do not give to causes that are irresponsible with funds or poorly led**
- b) Describe success of your capital campaigns and annual stewardship program**
- c) Explain the financial safeguards and financial integrity your parish has implemented**




Top Five Stewardship Communications Do \ Do Nots DO



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

DO NOT

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



OUR SERVICES ARE A BIT
DULL AND NOT MANY PEOPLE
TURN UP, WE DO NOT HAVE A
WEBSITE AS WE DO NOT REALLY
KNOW HOW TO MAKE ONE, AND
THERE IS NOT ANYONE AVAILABLE
TO SPEAK TO YOU AT THE
MOMENT AS WE ARE ALL QUITE
BUSY, WHAT WITH ONE
THING AND ANOTHER

PS WE NEED SOME MONEY FOR THE ROOF

WE DO NOT NEED TO GET SOMEONE IN TO HELP US WITH MARKETING
OUR CHURCH AS WE ARE PERFECTLY ABLE TO DO IT OURSELVES

Effective Parish “To Do” Item

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





11 of 15 Culture of True Stewardship Practices



11. Stewardship and Capital Campaigns

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



Stewardship Campaigns



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



Stewardship Campaigns



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



Stewardship Campaigns



~ Suggested homily/ testimonial topics:

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



Stewardship Campaigns vs. Capital Campaigns



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



Stewardship Campaigns vs. Capital Campaigns



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

Effective Parish “To Do” Item

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





12 of 15 Culture of True Stewardship Practices



12. Estate / Planned Giving

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



Planned Giving



- ~ The vast majority of people (67%+) don't know what planned giving means
- ~ Planned Giving is the process of making a significant charitable gift during a donor's life, or at death, as part of their estate plan
- ~ The number one reason why donors include a particular charity/cause in their wills is "because they were asked"



Planned Giving



- ~ Naming your church as the beneficiary of a life insurance policy is an easy way to give (and get a tax deduction)
- ~ Planned giving education, and a planned giving appeal, should be a part of your annual stewardship campaign and a regular bulletin message
- ~ Many estate planners/attorneys will offer free education programs for your parishioners



Planned Giving



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

Join the Eternal Light Society

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



REMEMBER YOUR CHURCH THROUGH
PLANNED GIVING

Effective Parish “To Do” Item

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





13 of 15 Culture of True Stewardship Practices



13. Transparency and accountability

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



Transparency & Accountability



1. Transparency & Accountability increases generosity:

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

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



Transparency & Accountability



2. Parishioners want more Transparency & Accountability:

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



Transparency & Accountability



3. Transparency & Accountability is Biblical:

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

Titus 2:7–8

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



Transparency & Accountability



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

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

Supreme Court Justice Louis Brandeis



Transparency & Accountability



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



Transparency & Accountability



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



Transparency & Accountability



- ~ A Parish should regularly and repeatedly provide its financial and stewardship information to all of its stewards
- ~ The results of the annual audits of your Parish financial records should also be shared
- ~ Consider the transparency of placing your financial and stewardship statements on your website



Transparency & Accountability



- ~ All Parish Council members (and others involved in stewardship and financial matters should annually go through financial “best practices” training
- ~ For example, the Metropolis of Atlanta “Good Financial Practices” presentation available here:
<https://atlmeteropolis.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 GROUP CONTENT WAS
PRESENTED IN THE ENGAGED
DISCIPLES SECTION, BUT IS
ALSO A CRITICAL ELEMENT
OF A GREAT STEWARDSHIP
PROCESS**

Effective Parish “To Do” Item

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





15 of 15 Culture of True Stewardship Practices



15. It takes a TEAM

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



It Takes a Team



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



- ~ Some team members can be in charge of written communications (e.g., regular stewardship messages, thank you letters, welcome packages, etc.)
- ~ Some team members have to be comfortable giving regular updates to the Parish
- ~ The Stewardship committee should regularly brief the Parish Council
- ~ One trusted team member should be the only one who sees the pledges



Stewardship Team



~ Proposed Stewardship Team Leads:

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

Effective Parish “To Do” Item

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



Effective Parish “To Do” Review

1. Based on the HOLY SCRIPTURE definitions of Stewardship, and the SCIENCE of GENEROSITY STUDIES, implement specific actions and communication strategies to create and teach a culture and social network of generosity and attitude of abundance in your Parish.
2. Ensure consensus ALIGNMENT OF ALL KEY LEADERS and stakeholders to your new stewardship program.
3. Begin a TITHING and Percentage Giving Program
4. Develop and implement a stewardship program that focuses more on SOLICITING TIME AND ENGAGEMENT in the ministries of the church.

Effective Parish “To Do” Review

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

- 6A. Adopt/adapt one of the 3 best personal solicitation approaches to PERSONALLY reach every steward:
Plan A - In home personal visitations
Plan B - In home group gatherings
Plan C - Personal telephone calls.

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

7. Establish a Welcoming Ministry and create a “TOTAL WELCOMING EXPERIENCE”

Effective Parish “To Do” Review

8. Establish a Thanking Ministry and create a strong “CULTURE OF THANKING.”
9. (1) Establish an effective YOUTH STEWARDSHIP PROGRAM
(2) HIRE A FULL-TIME PARISH STAFF person to focus on youth and emerging adults : (a) religious education; (b) church engagement; and (c) stewardship training. Establish an effective youth stewardship program and hire a full-time Parish staff person to focus on youth and emerging adults
10. Develop the processes and systems to REGULARLY AND PUBLICLY COMMUNICATE your stewardship message with integrity, accountability and transparency all stewardship, financial and other Parish information.

Effective Parish “To Do” Review

11. Establish a YEAR-LONG STEWARDSHIP schedule and CAMPAIGN with extensive stewardship messages in many places from many voices.
12. Develop and implement a PLANNED/ESTATE GIVING program.
13. Consistently COMMUNICATE all stewardship, financial and other Parish information with INTEGRITY, ACCOUNTABILITY AND TRANSPARENCY.
14. Create and implement a “SMALL GROUP MINISTRY” program.
15. Recruit and train a full STEWARDSHIP TEAM to perform all of the various activities and functions.



The mind can
absorb no more
than the seat
can endure

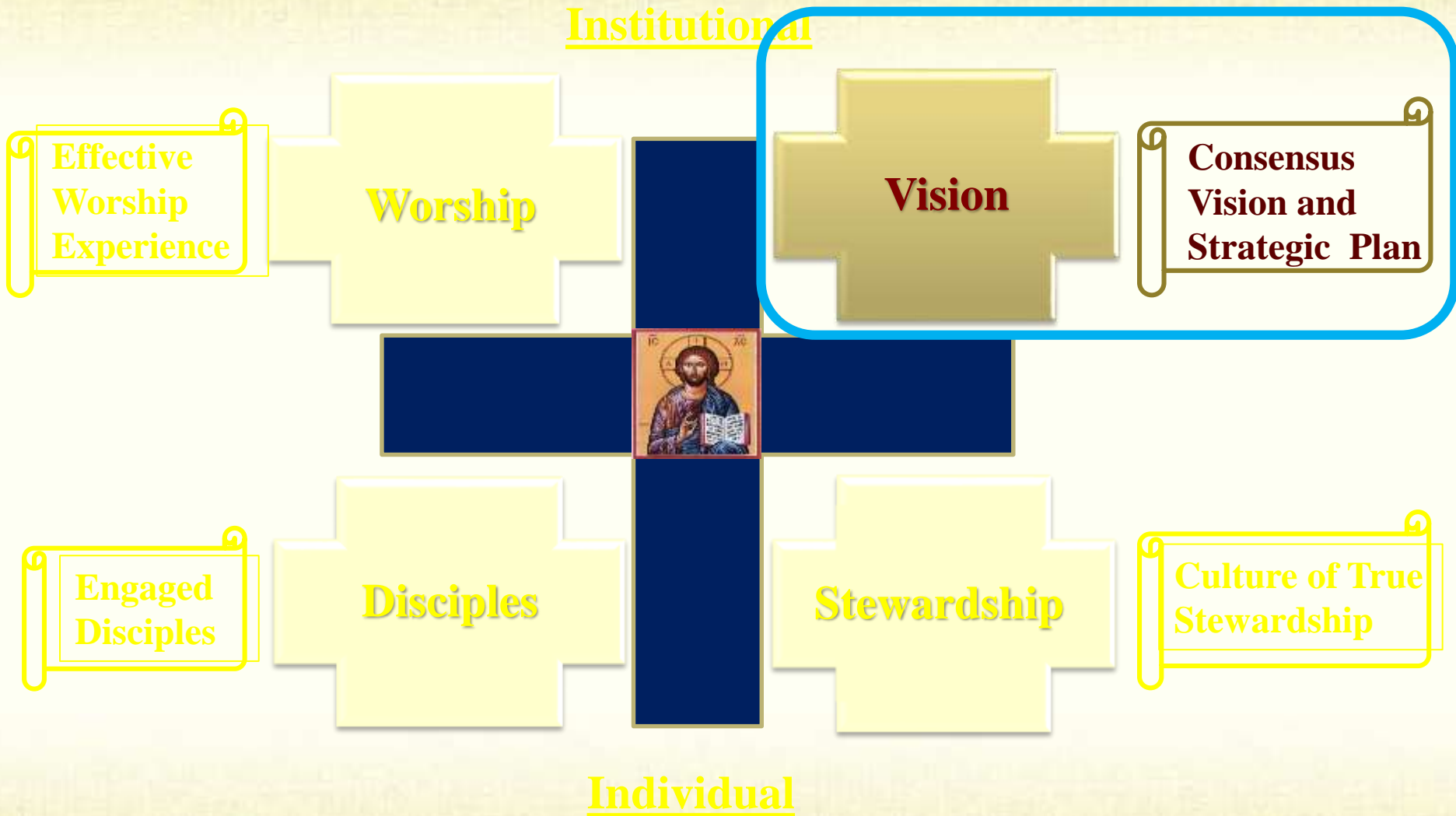


Part 7

Consensus Vision and Strategic Plan



Stewardship Calling Effective Church Model





ANCIENT FAITH RADIO

Bringing the Ancient Christian Faith to the Modern World

Ancient Faith Ministries

BILL MARIANES

REVITALIZE STEWARDSHIP IN
YOUR PARISH AND PERSONAL LIFE

A STEWARDSHIP CALLING

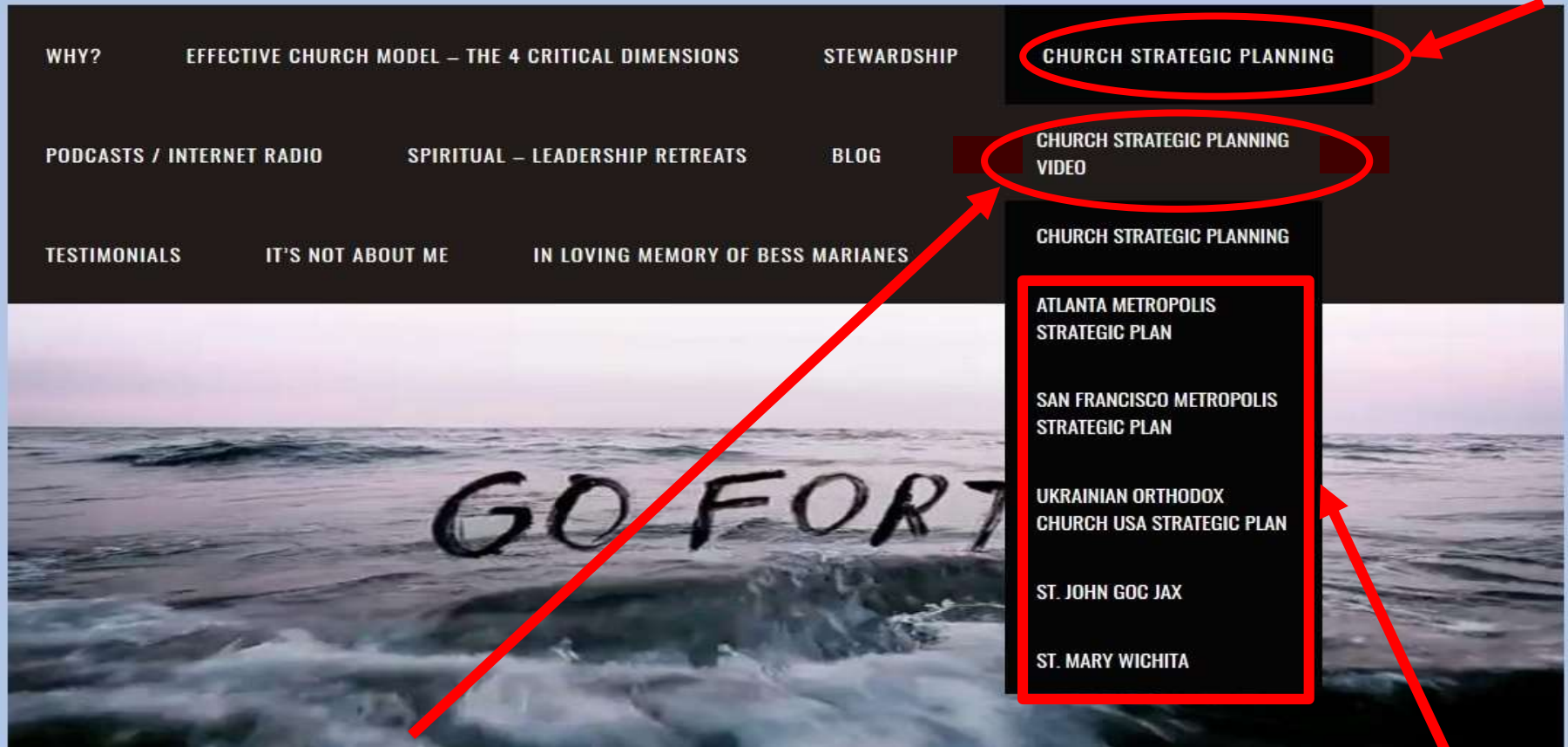


Ancient Faith
PODCASTS

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

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

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



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

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



7 Consensus Vision and Strategic Plan Practices



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



Strategic planning is described in: Alice in Wonderland





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





Alice: Which road should I take?



Cheshire Cat:

Where do you want
to go little girl?

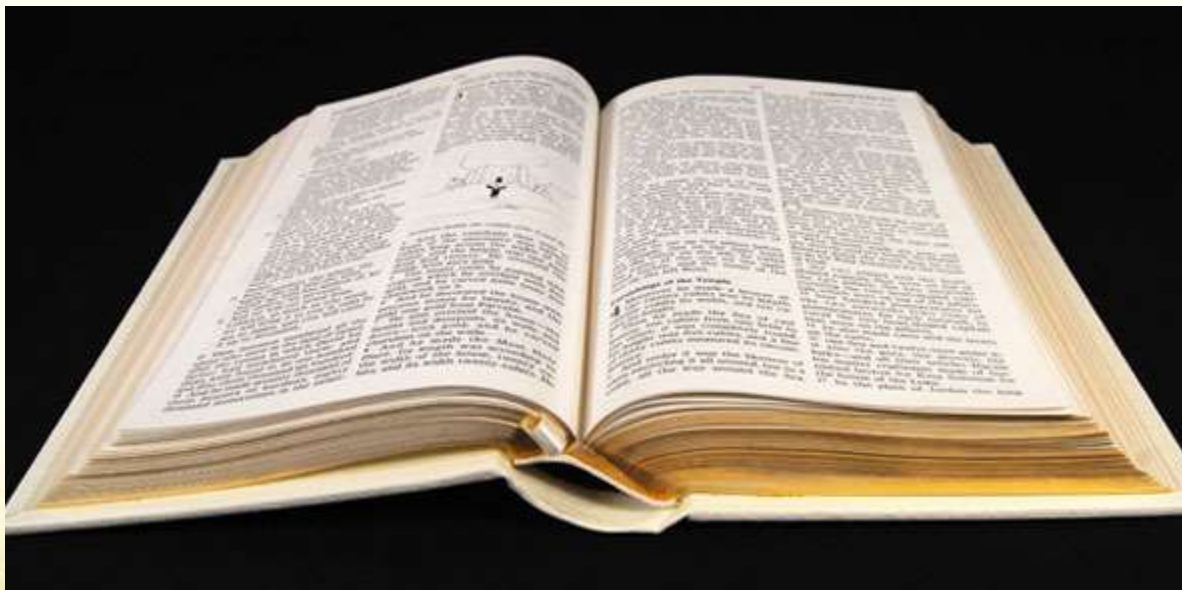


Alice: I don't know.

Cheshire Cat : Then it makes no difference...



Strategic Planning is Biblical





Proverbs 29:18

**“Where there is no
vision, the people
will perish”**



Jeremiah 29:11-12

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

When you call out to Me and come and pray to me, I’ll hear you.”



Church Strategic Planning is:

**A process to help manage the
“busyness” of our Parish
without turning the Parish
into a “business.”**



The Three Most Popular Historic Approaches To Strategic Planning in Churches



Head In The Sand – Do Nothing



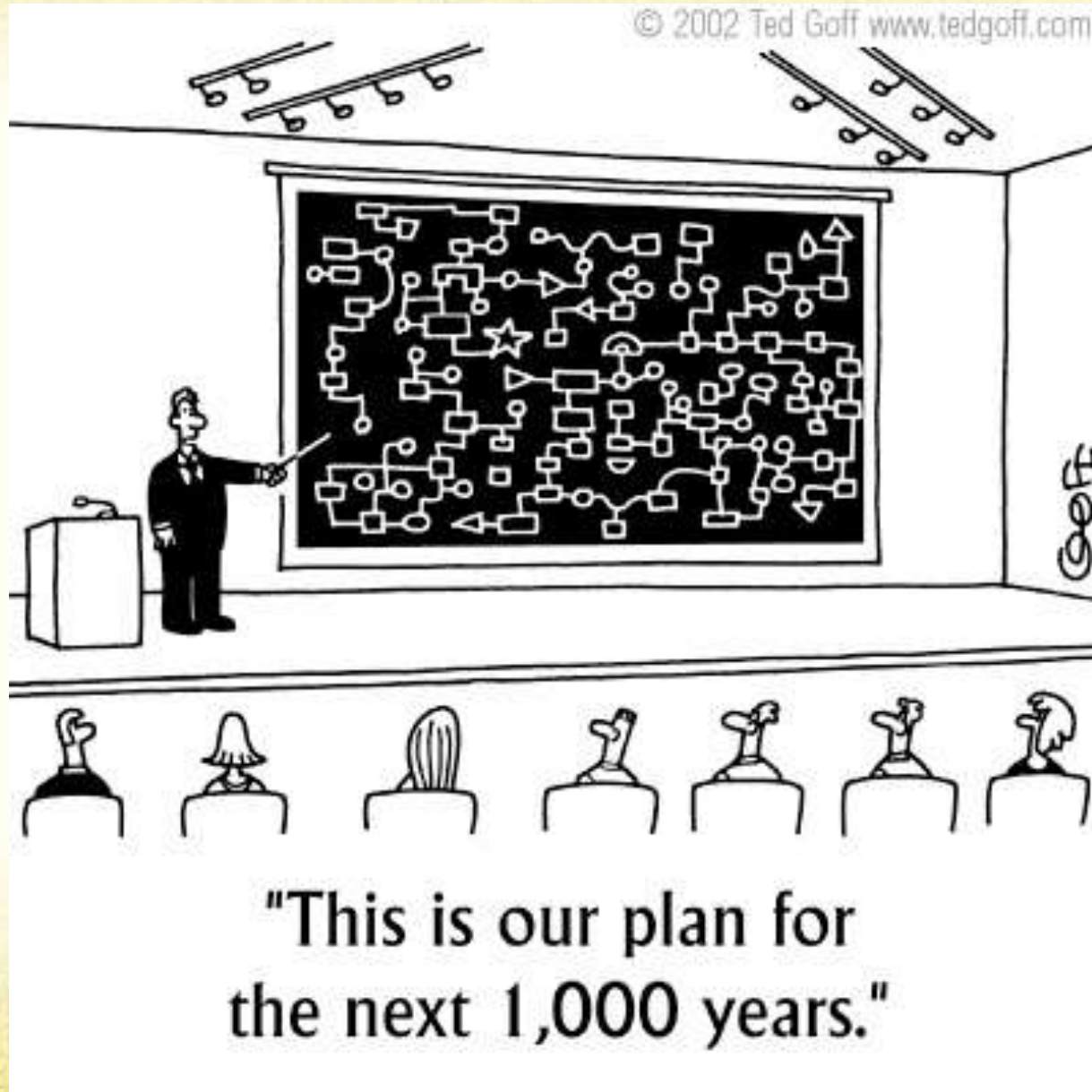


Lack of Detail





Too Much Impossible To Achieve





7 Consensus Vision and Strategic Plan Practices



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



What is Strategic Planning

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

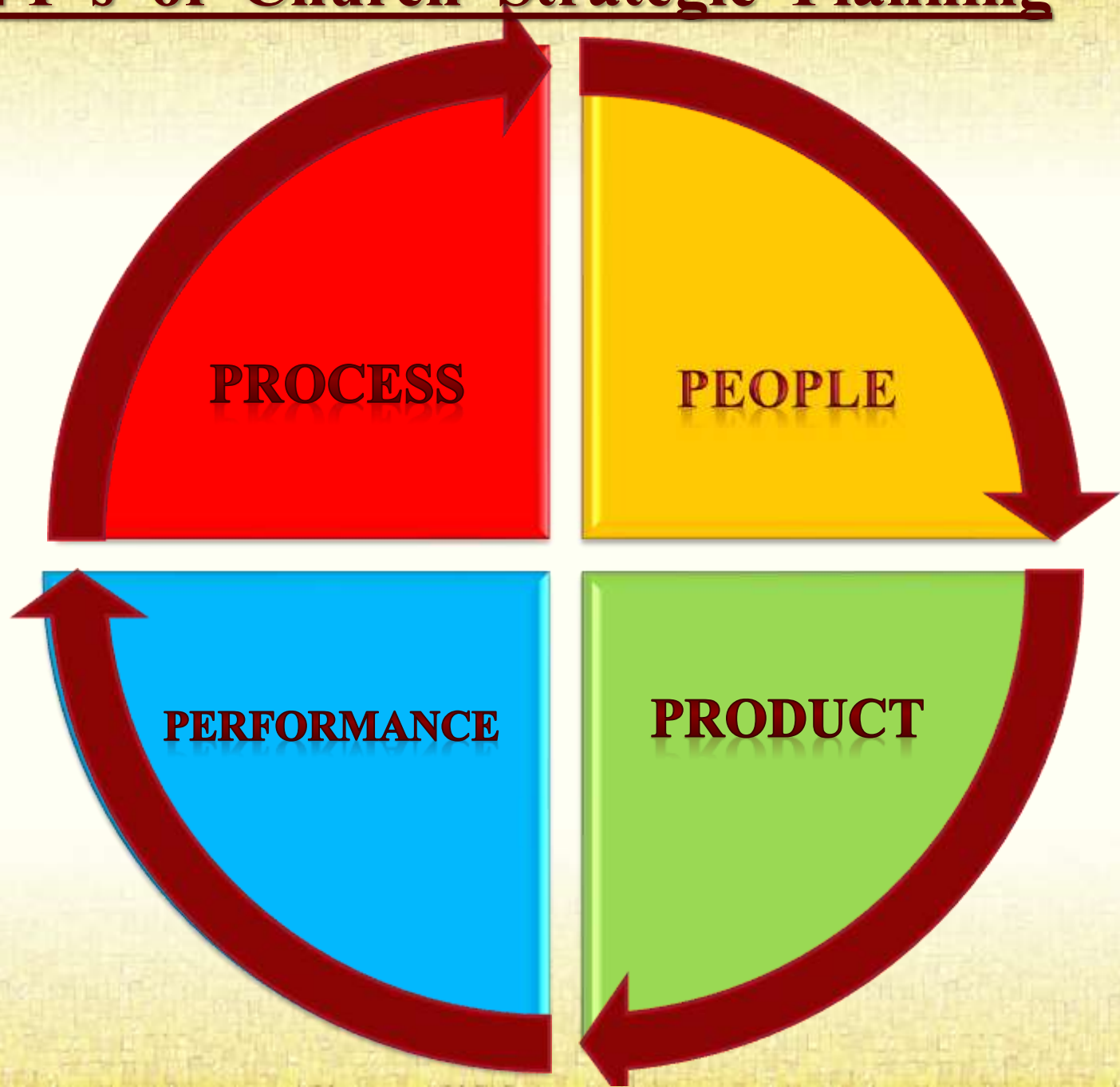


The 4 P's of Strategic Planning





4 P's of Church Strategic Planning





The Essential 4 P's of Church Strategic Planning



1. **PROCESS** - A comprehensive, inclusive and methodical process and schedule
2. **PEOPLE** - The right people leading, developing and implementing the process, with input from everyone along the way
(“You have to get the ‘right people’ on the bus and the ‘wrong people’ off the bus.” Jim Collins - *Good To Great*)
3. **PRODUCT** - A comprehensive strategic plan with a detailed implementation plan and timeline
4. **PERFORMANCE** - More non-profit strategic plans fail in this step than for any other reason (must be well-managed and persistent)

Effective Parish “To Do” Item

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





2 Process Keys

Consensus



*Rules of
Engagement*



2 Process Keys

Consensus





Consensus

1. “Consensus” means seeking the “common mind” through a process of respectful dialogue without formal votes
2. “Consensus” means an agreement that everyone can “live with” (even if it is not their first choice)
3. Consensus is achieved once everyone explains their issues and alternatives, and the discussion continues until all agree that:
 - (a) the discussion has been full and fair;
and
 - (b) they do not object to (or can live with) the modified proposal



Consensus

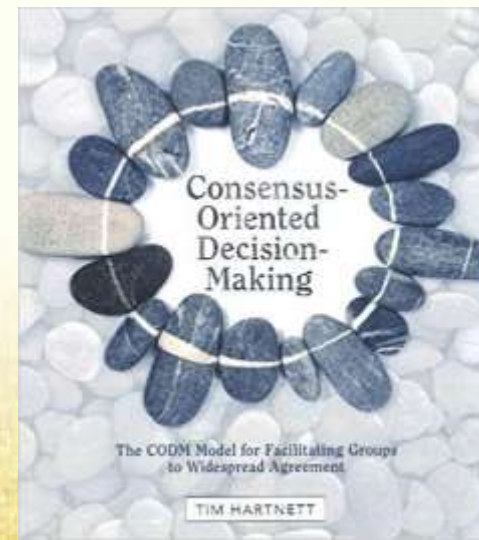


For a thorough Consensus training video offered by Dr. Tim Hartnett see:

<https://www.youtube.com/watch?v=m3yjrC23Fc&t=2676s> (Dr. Hartnett's 7 Critical Elements and 8 Critical Roles summarized in next 3 slides)

Dr. Tim Hartnett's Consensus Book:

<http://www.consensusbook.com/> (also available on Amazon)





7 Critical Values and Elements of Consensus

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



7 Critical Values and Elements of Consensus

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



8 Roles in Consensus



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



2 Process Keys



*Rules of
Engagement*



Rules of Engagement

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

(See Appendix for Bill's 15 suggested ROEs)



The Elements of Strategic Planning





What is Strategic Planning

The Strategic Plan must answer four fundamental questions:

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



What is Strategic Planning

The Strategic Plan must answer four fundamental questions:

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



STATEMENT OF WHY

WHY?



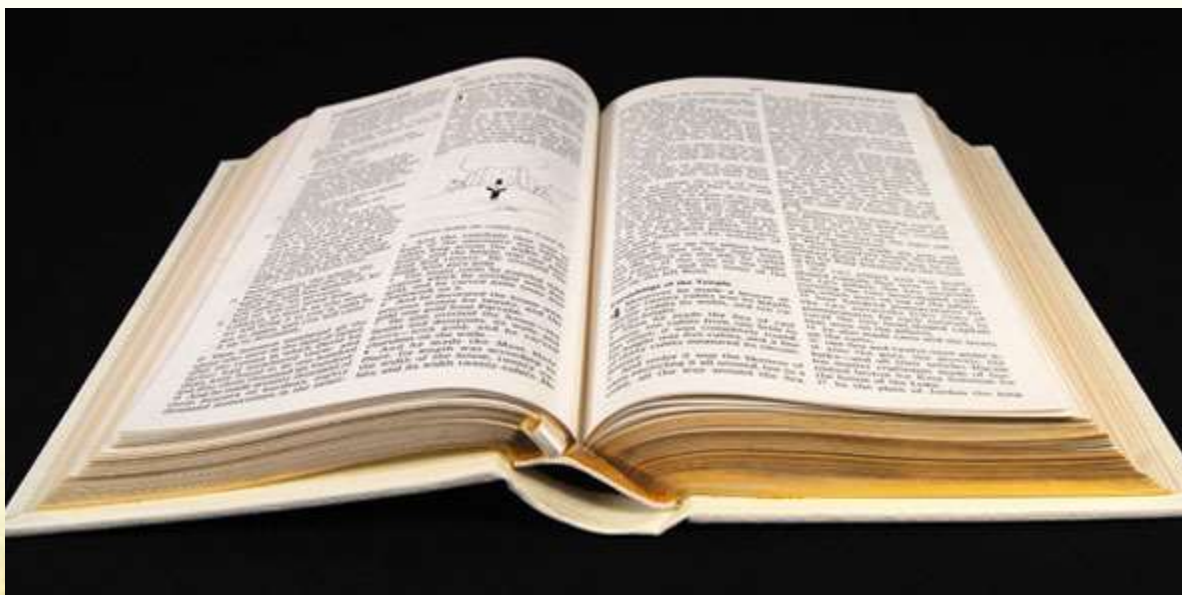
QUESTION 1 - Why?

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



WHY?

A Statement of Why is Biblical





*“Men, WHY are you
doing these things?”*

Acts 14:14-15

Effective Parish “To Do” Item

**By consensus, determine your
Parish’s
“Statement of WHY”
(See examples of Statements
of Why in Appendix)**





What is Strategic Planning

The Strategic Plan must answer four fundamental questions:

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



QUESTION 2 - Where are we now? **(Current State)**

2. Where are we now?

- a) This requires a "brutal facts" assessment of current strengths and weaknesses**
- b) Must evaluate interest in the Parish and its ministries from all stakeholders (and those you wish were stakeholders)**



SWOT ANALYSIS

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



Internal factors



Strengths and Weaknesses

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



External factors



Opportunities and Threats

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



SWOT Process

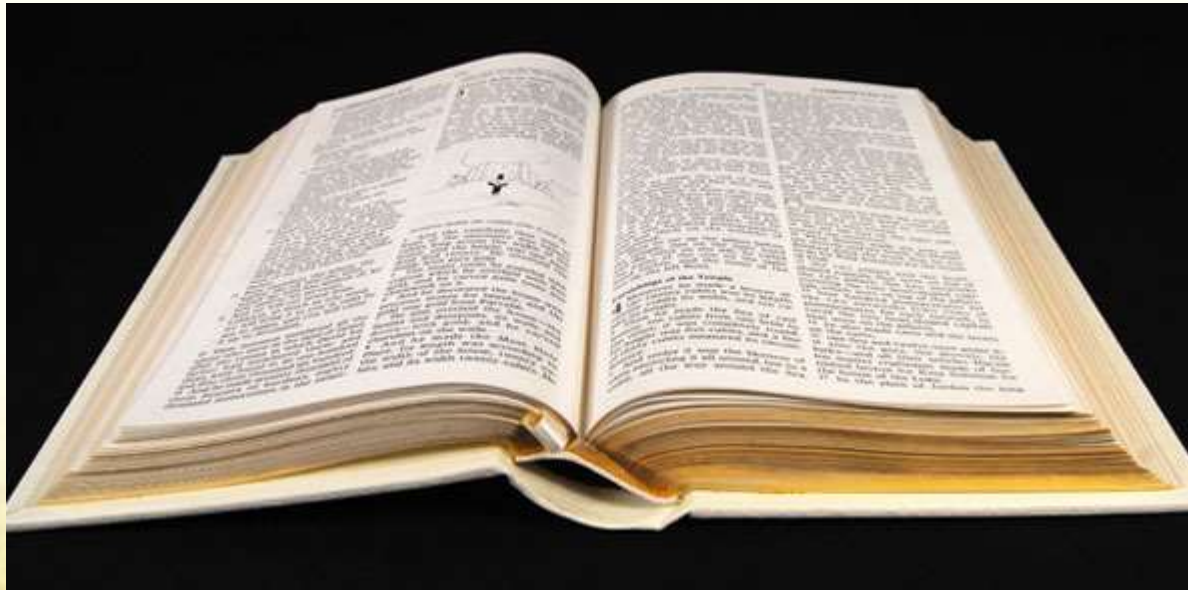


- A SWOT analysis seeks to honestly assess where the Parish and ministries are now
- Invite as many stakeholders from as many different constituencies (not just the parish council or “usual suspects”)
- Before the first retreat, compile all SWOT submissions and identify the number of times the same/similar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



SWOT

A SWOT Analysis is Biblical





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

Test yourselves!”

2 Corinthians 13:5

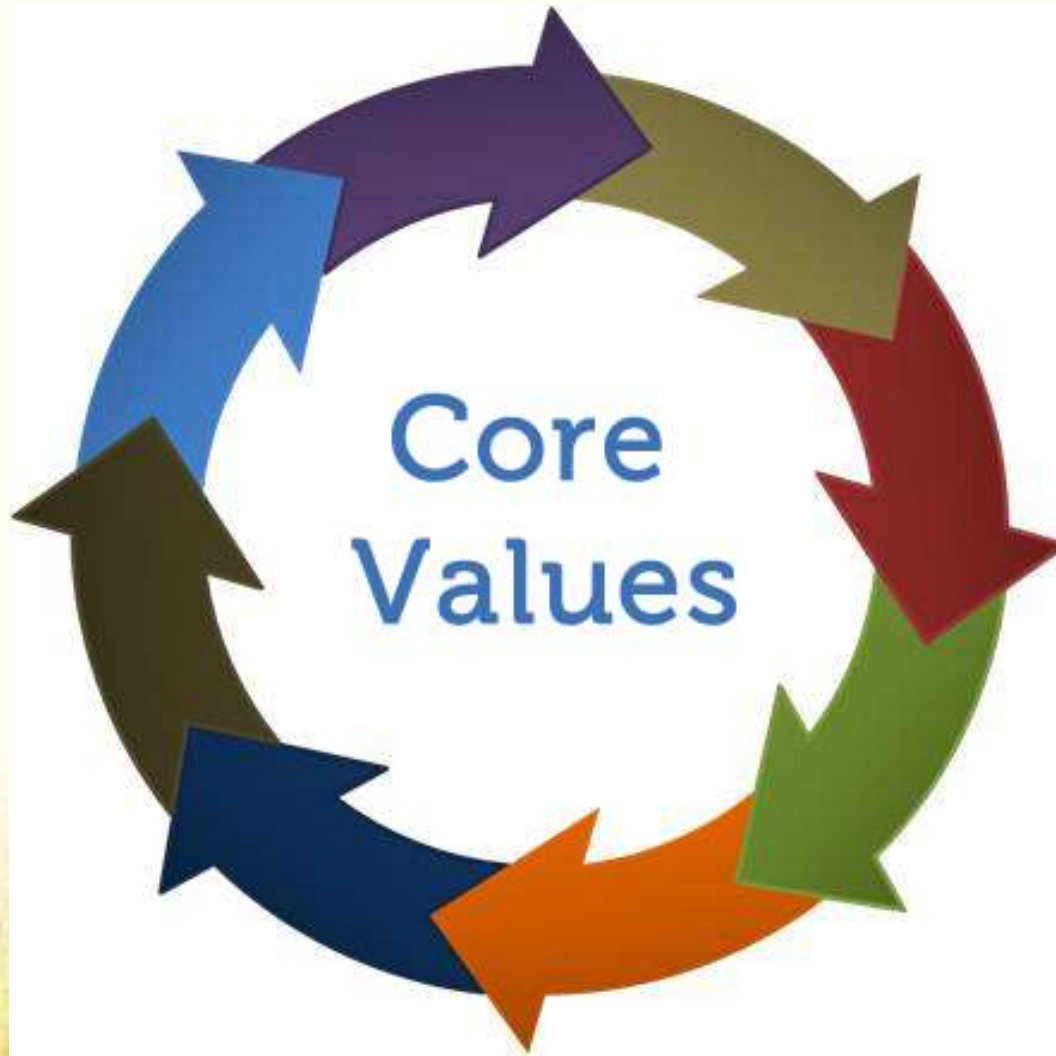
Effective Parish “To Do” Item

**Perform a consensus,
“SWOT Analysis” for
your Parish**





CORE VALUES





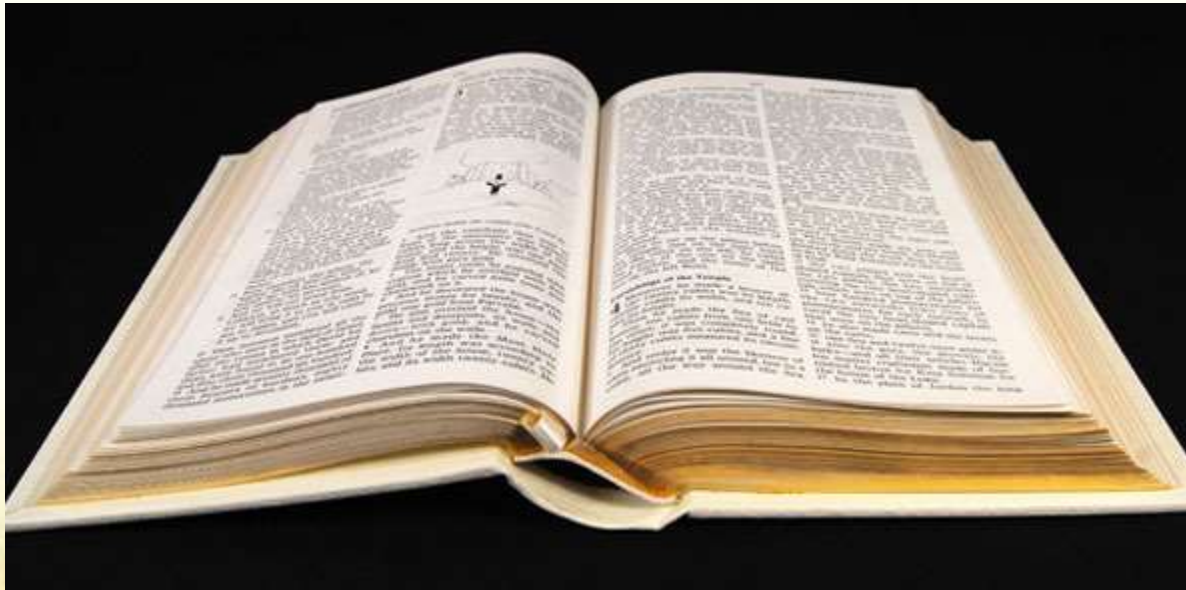
Core Values:

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



CORE VALUES

Core Values Are Biblical





GOD'S CORE VALUES



I
THOU SHALT HAVE
NO OTHER GODS
BEFORE ME

II
THOU SHALT NOT
MAKE UNTO THEE
ANY GRAVEN IMAGE

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

IV
REMEMBER THE
SABBATH DAY TO
KEEP IT HOLY

V
HONOR THY FATHER
AND THY MOTHER

VI
THOU SHALT
NOT KILL

VII
THOU SHALT NOT
COMMIT ADULTERY

VIII
THOU SHALT
NOT STEAL

IX
THOU SHALT NOT
BEAR FALSE
WITNESS AGAINST
THY NEIGHBOR

X
THOU SHALT
NOT COVET



CHRIST'S CORE VALUES



THE BEATITUDES

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

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

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

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

Blessed are the merciful
for they shall obtain mercy.

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

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

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

Matthew 5:3-10

Effective Parish “To Do” Item

**By consensus, determine
your Parish’s
“Core Values”**

**(See examples of Vision
Statements in Appendix)**





What is Strategic Planning

The Strategic Plan must answer four fundamental questions:

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



MISSION





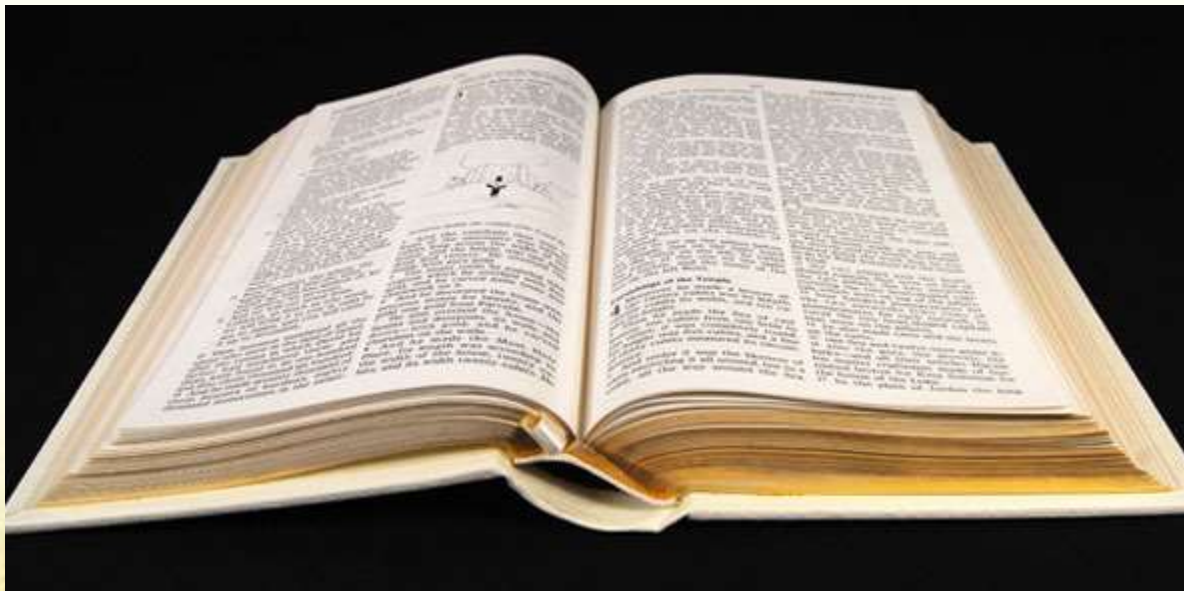
Mission:

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



MISSION

A Mission Statement is Biblical





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



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

Effective Parish “To Do” Item

**By consensus, determine
your Parish’s
“Mission”**

**(See examples of Mission
Statements in Appendix)**





VISION

Vision Statement



Desired Future State

3. Where do we want to be?

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



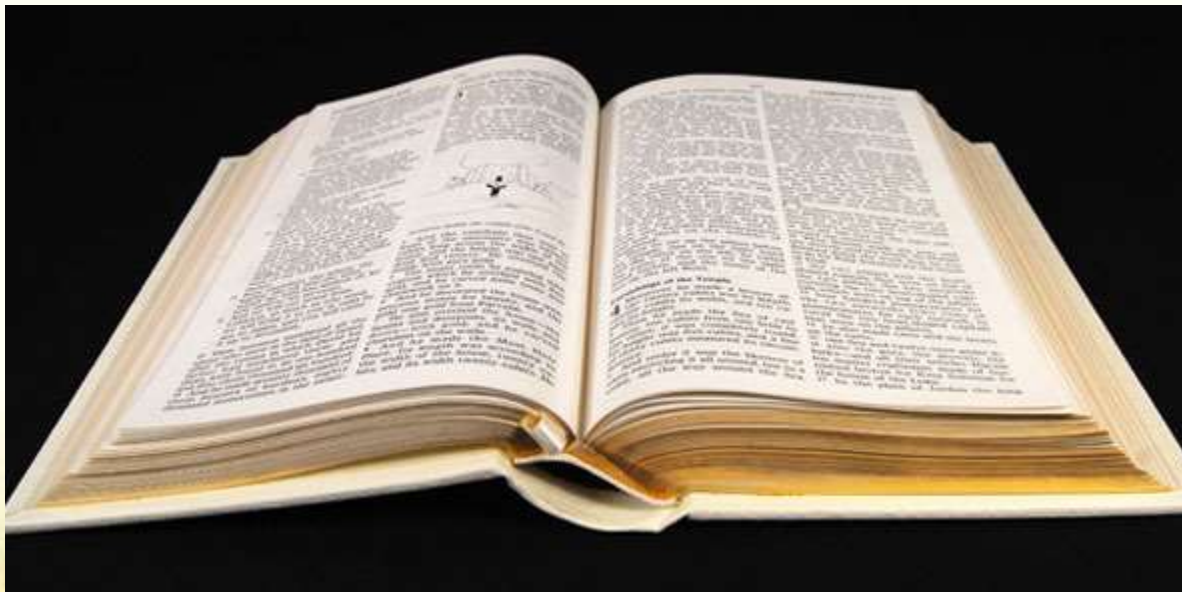
Vision

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



VISION

A Vision Statement is Biblical





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

“Go therefore and make disciples of all the nations

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



(Vision – Part 2) Acts 1:8

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

Effective Parish “To Do” Item

**By consensus, determine
your Parish’s
“Vision”**

**(See examples of Vision
Statements in Appendix)**





What is Strategic Planning

The Strategic Plan must answer four fundamental questions:

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



STRATEGIC GOALS





Action Plan



4. How will we get there?

- This is where the "rubber hits the road" and where very specific activities for each period are outlined in great detail
- For each step to achieve the goal, you must identify:
 - 1) The specific detailed action
 - 2) Who must do it
 - 3) The deadline for its completion
 - 4) How you will know when it is completed



Strategic Goals



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



Strategic Goals

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

The “SMART” goal process helps ensure our Strategic Goals are achieved.



SMART Strategic Goals



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

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

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

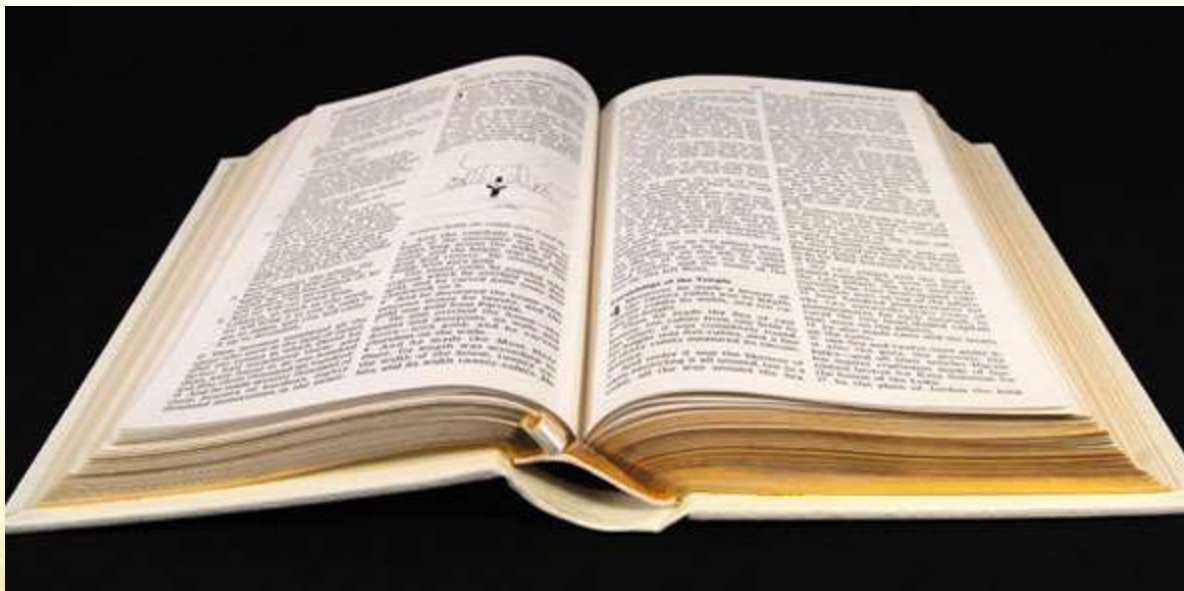
Relevant/Realistic: Is the goal relevant and realistically written?

Timeline: Is there a timeline associated to the goal to ensure completion and accountability?



STRATEGIC GOALS

**Strategic Goals
are Biblical**





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

You received without paying, give without pay.’ ”

Matthew 10:1, 5-8



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

Matthew 5:16



“A new commandment I give to you, that you love one another as I have loved you...

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

John 13:34-35

Effective Parish “To Do” Item

By consensus, determine your Parish’s most critical “Strategic Goals” and for each goal determine:

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





7 Consensus Vision and Strategic Plan Practices



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



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

Start and End Date Tracking



Ensuring Accountability



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





It Takes 2 Strategic Planning Teams





It Takes 2 Strategic Planning Teams



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



It Takes 2 Strategic Planning Teams



IT = Implementation Team

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



Romans 12:5

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

**One One
Team Dream**

Effective Parish “To Do” Item

**Recruit and train a Strategic
Planning Team and an
Implementation Team**





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

www.stewardshipcalling.com

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

**Church Strategic
Planning tab**

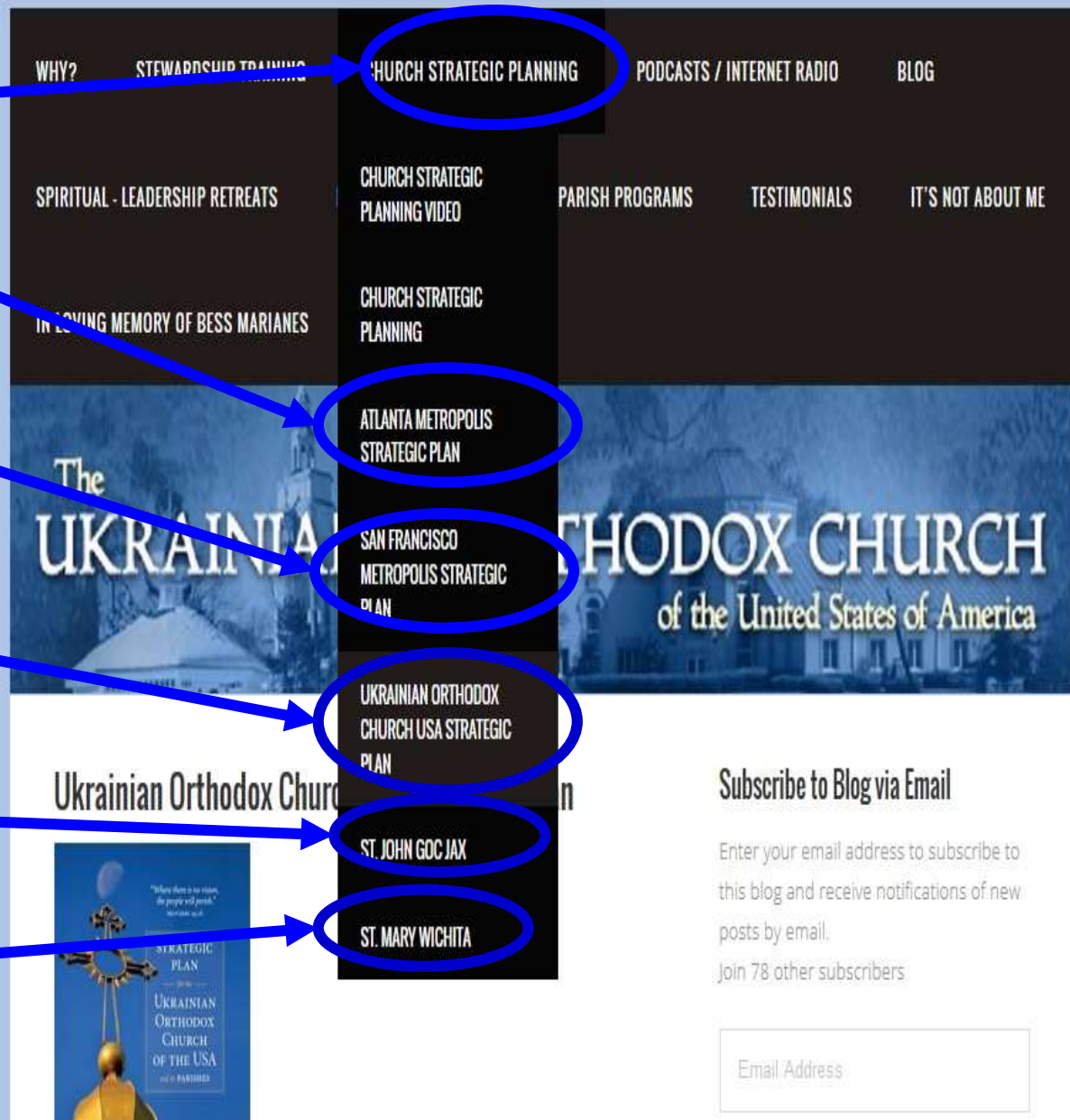
**Atlanta
Metropolis**

**San Francisco
Metropolis**

**Ukrainian
Orthodox
Church USA**

**St. John
Jacksonville**

St. Mary Wichita



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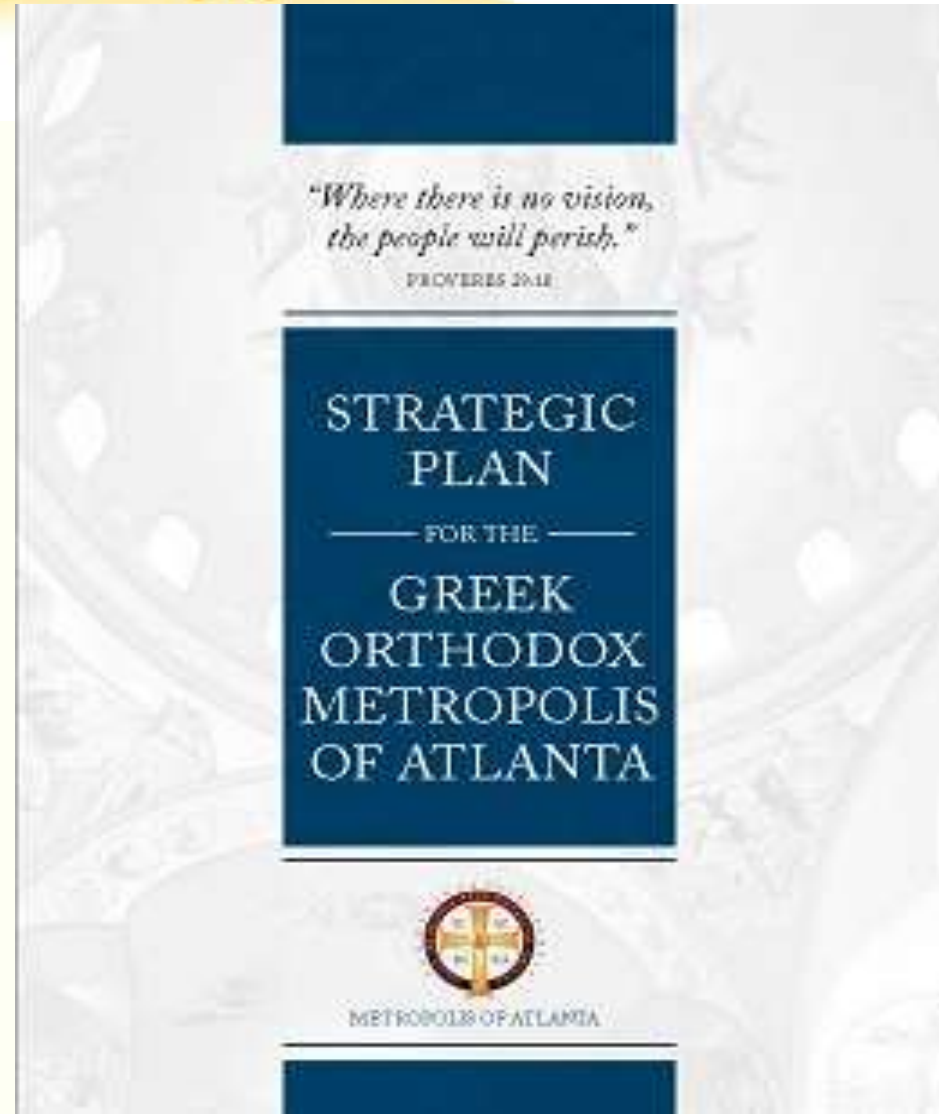
Email Address

THE METROPOLIS OF ATLANTA
STRATEGIC



PLAN

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





GREEK ORTHODOX METROPOLIS OF SAN FRANCISCO
ΙΕΡΑ ΜΗΤΡΟΠΟΛΙΣ ΑΓΙΟΥ ΦΡΑΓΚΙΣΚΟΥ

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

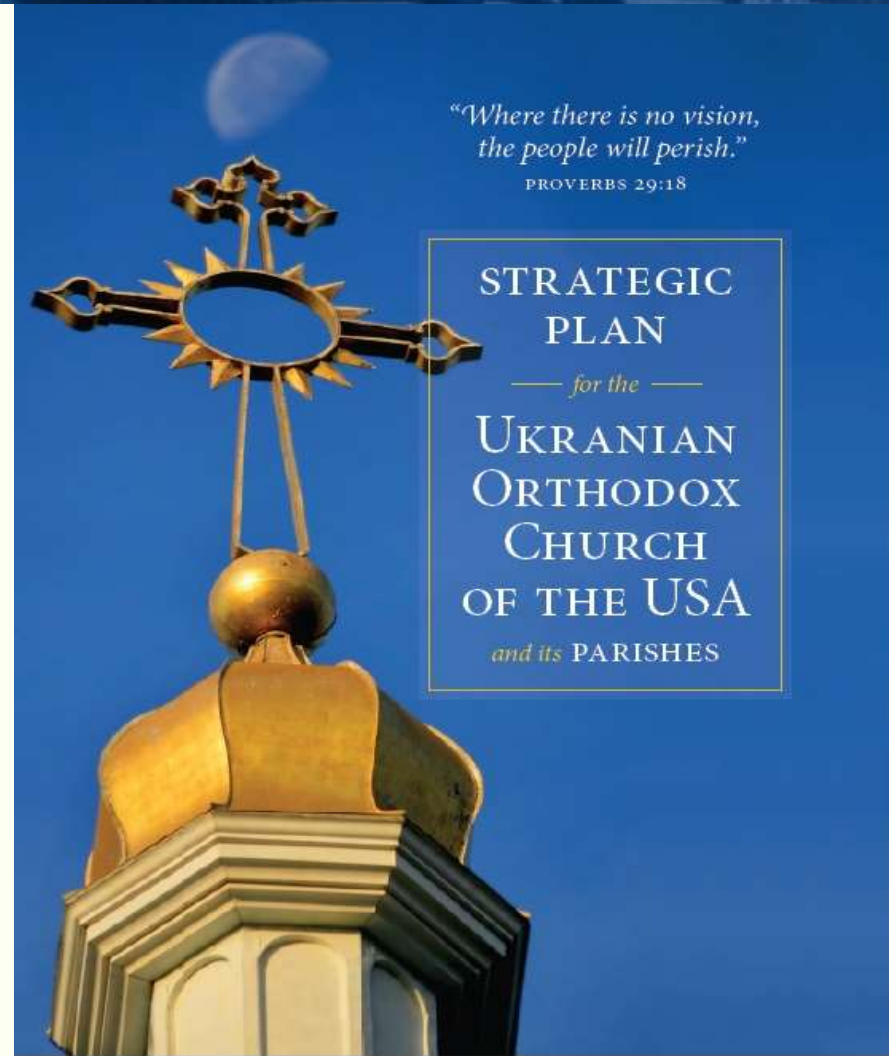


METROPOLIS OF
SAN FRANCISCO

STRATEGIC PLAN FOR THE
GREEK ORTHODOX METROPOLIS
OF SAN FRANCISCO



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





ST. JOHN THE DIVINE
GREEK ORTHODOX CHURCH



[http://stewardship
calling.com/st-
john-goc-jax/](http://stewardshipcalling.com/st-john-goc-jax/)

GPS
GOD'S PLAN FOR
ST. JOHN THE DIVINE
GREEK ORTHODOX CHURCH

*"Where there is no vision,
the people will perish."
Proverbs 29:18*

THE STRATEGIC PLAN
Saint John The Divine Greek Orthodox Church
3850 Atlantic Boulevard
Jacksonville, FL 32207
904.396.5383
www.StJohntheDivine.com



ST. MARY

ORTHODOX CHRISTIAN CHURCH

a parish of the diocese of Wichita and Mid-America located in Wichita, Kansas

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

ST. MARY

ORTHODOX CHRISTIAN CHURCH



**STRATEGIC
PLAN 2017**



HOW ?

Parish Strategic Planning



OK, So How Do We Do All This?

Bill's 6-Step Parish Strategic Planning Process

~~~~~

**(See Appendix for more information about  
each step)**





# Bill's Sample Six Step Work Plan



- STEP ONE**      **OPENING RETREAT** to determine SWOT, Statement of Why, Mission, Vision, Core Values, Areas of Focus (*See Appendix for sample retreat agenda*)
- STEP TWO**      **TASK FORCE MEETINGS** to draft Strategic Goals and Action Plans
- STEP THREE**   **PARISH PRESENTATIONS** of draft Strategic Goals and Action Plans for Parish community feedback and consensus-building (followed by Task Force meetings to synthesize comments)
- STEP FOUR**    **CLOSING RETREAT** to finalize SMART Strategic Goals and Action Plans
- STEP FIVE**     **FINALIZE STRATEGIC PLAN DOCUMENT**
- STEP SIX**      **IMPLEMENTATION** (and continual communication)





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



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





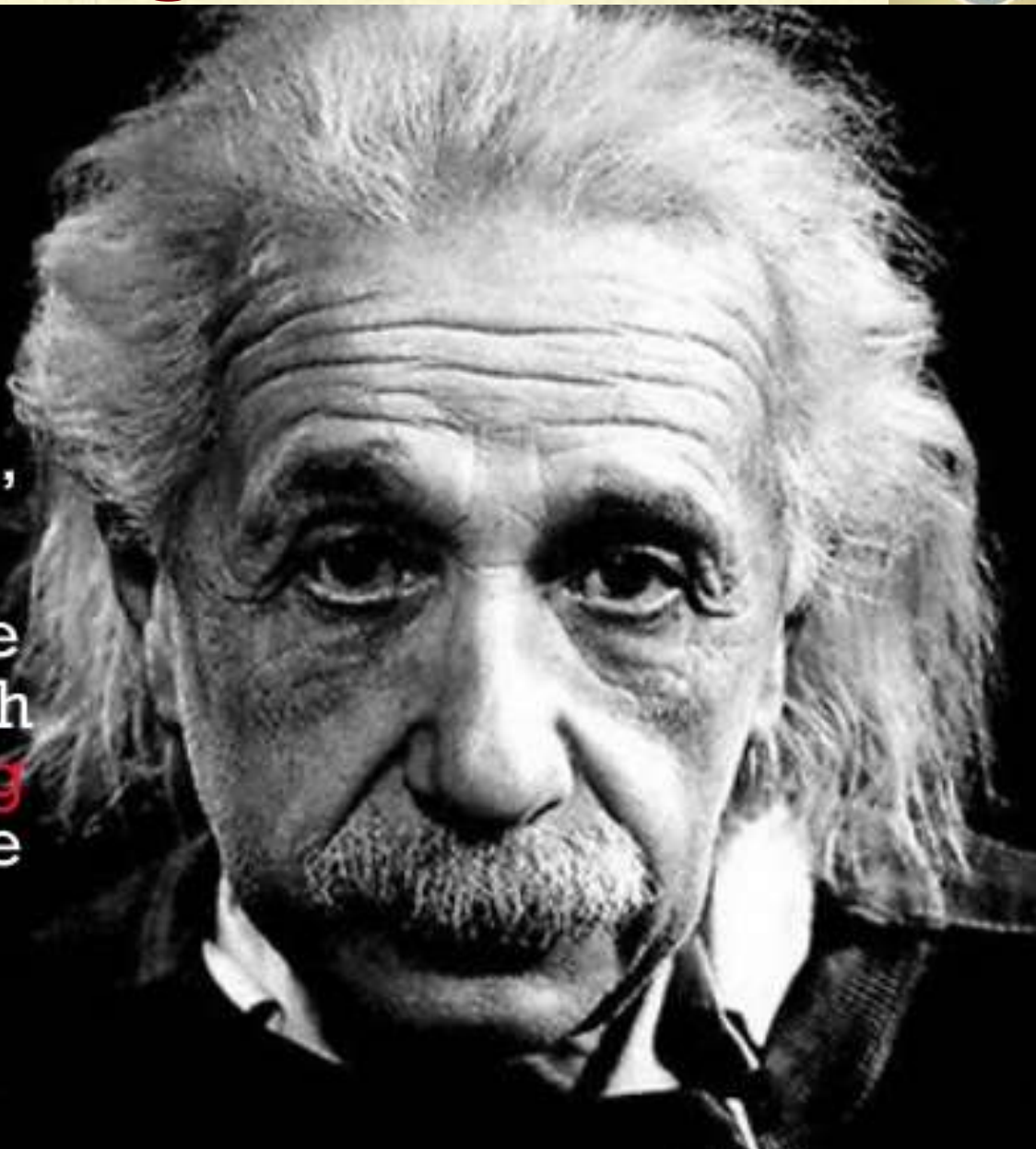
# You Never Do Just One Strategic Plan



**“Insanity:**  
doing the same  
thing over and  
over again  
and expecting  
different results.”

“We cannot solve  
our problems with  
the **same thinking**  
we used when we  
created them.”

Einstein







# **You Never Do Just One Strategic Plan**



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



# Effective Parish “To Do” Review

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





# Effective Parish “To Do” Review

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







# Today's Big Idea



# Engagement















# Your Always Free Parish Resource [www.stewardshipcalling.com](http://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

SPIRITUAL - LEADERSHIP RETREATS

BLOG

RESOURCES

UPCOMING PROGRAMS

PERSONAL

AKRON, OH - ANNUNCIATION

REN LOMOND, CA - SAINTS PETER & PAUL

PORTLAND - HOLY TRINITY

OCA - HARRISBURG, PA

ANCIENT FAITH RADIO  
CONFERENCE

CLERGY LAITY ASSEMBLY - 2017  
METROPOLIS OF ATLANTA

TUCSON EFFECTIVE CHURCH  
MODEL PROGRAM

DYNAMIS - ATLANTA METROPOLIS

CLEVELAND PARISHES PROGRAM

### Akron, OH - Annunciation - Effective Church Model Servant Leadership

The blessed community of Annunciation Greek Orthodox Church hosted the Stewardship Calling Effective Church Model program. The program focuses on the 5 critical

The Stewardship Calling Effective Church Model focuses on the 5 steps to guide Engaged Disciples to live a Culture of True Stewardship in pursuit of a consensus Vision and Strategic Plan unified around an Effective Worship Experience. The Stewardship Calling Orthodox Servant Leadership program focuses on the 5 critical

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

Send questions to:

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





# One Stop Always Free - Forever Stewardship Resource



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

**Effective  
Church  
Model**

**Steward-  
ship**

**Strategic  
Planning**

## **Stewardship Calling**

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

WHY?

**EFFECTIVE CHURCH MODEL – THE 4 CRITICAL DIMENSIONS**

**STEWARDSHIP**

**CHURCH STRATEGIC PLANNING**

PODCASTS / INTERNET RADIO

SPIRITUAL – LEADERSHIP RETREATS

BLOG

RESOURCES

UPCOMING PROGRAMS

TESTIMONIALS

IT'S NOT ABOUT ME

IN LOVING MEMORY OF BESS MARIANES

OCA – HARRISBURG, PA





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

### 5<sup>th</sup> Sunday Stewardship Calling

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

### Starting in 2018

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

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

(for ZOOM webinar, email  
[Bill@stewardshipcalling.com](mailto:Bill@stewardshipcalling.com))





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





**She's warming up...**

**It's almost over**





# Today's Big Idea



# Engagement







# The Bottom Line (review)

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





Chairman & CEO - General Electric

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

**“Change before you have to.”**







# The Great Commission



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

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



# Stewardship Calling Effective Church Model

## Institutional



## Individual



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



**Matthew 9:37-38**





# Today's Life Changing Idea



INY IG

It's

Not

Yours,

It's

God's

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

Matthew 10:8



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

**Jim Rohn**





**“A dream is just a dream.**

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

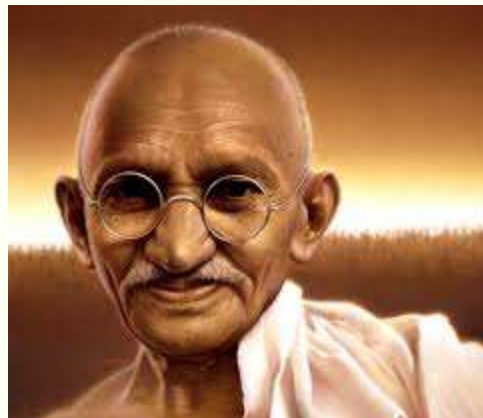
**Harvey Mackay**





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

**Mahatma Gandhi**





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



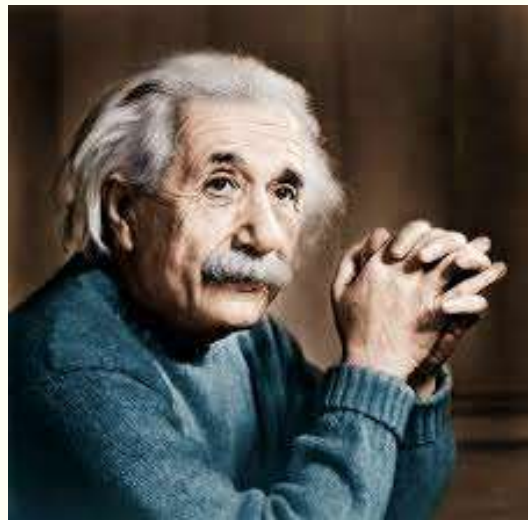
**Pastor Rick  
Warren**



**“Logic will get you from A to B.**

**Imagination will take you  
everywhere.**

**Imagination is more important than  
knowledge.”**



**Albert Einstein**



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

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

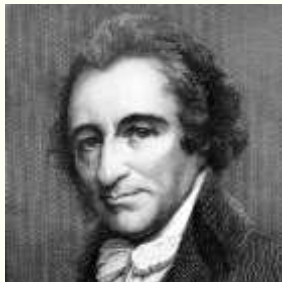
*Old Chinese Proverb*





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

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





# Today's Big Question

**How many  
Disciples have  
you made?**





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





# Effective Parish “To Do” Item

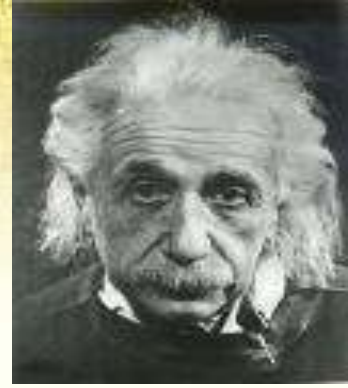
**Daily, we should work toward a:**

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





# Albert's Insight



❖ What was Albert Einstein's greatest contribution?

❖  ~~$E=mc^2$~~

**“NOTHING HAPPENS UNTIL  
SOMETHING MOVES”**



# The Marianes Corollary

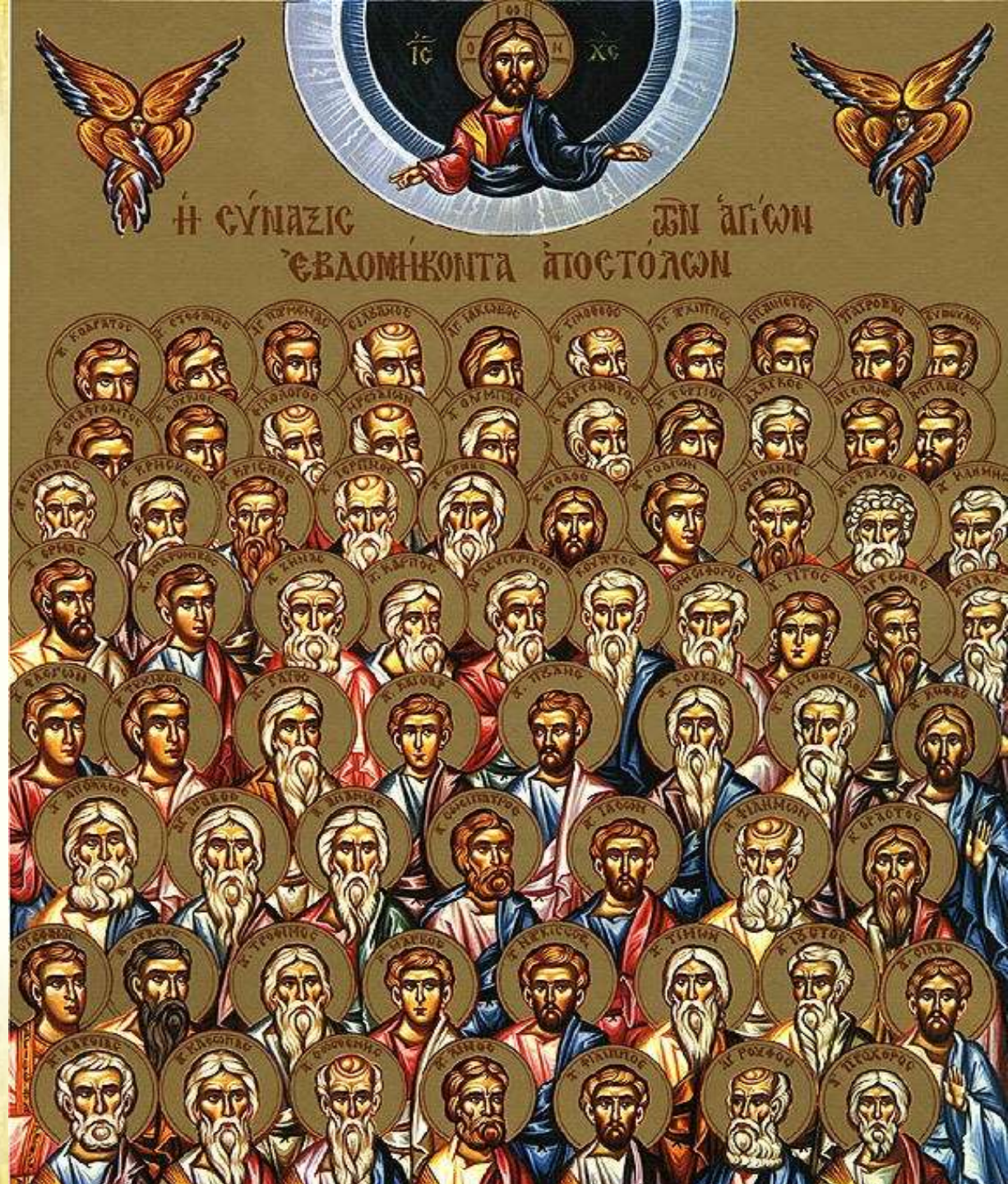


**“NOTHING HAPPENS UNTIL  
SOMEBODY MOVES”**



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

**Luke 10:1**







# Effective Church Model Presentation Appendices





# Effective Parish “To Do” Item

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

- ~ 13 Engaged Disciples actions**
- ~ 15 Culture of True Stewardship  
actions**
- ~ 8 Consensus Vision and  
Strategic Plan actions**





# Effective Parish “To Do” Item

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

**~ 13 Engaged Disciples actions**

**~ 15 Culture of True Stewardship  
actions**

**~ 8 Consensus Vision and  
Strategic Plan actions**





# Effective Parish “To Do” Review

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





# Effective Parish “To Do” Review

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



# Effective Parish “To Do” Review

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



# Effective Parish “To Do” Item

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

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actions

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Strategic Plan actions





# Effective Parish “To Do” Review

1. Based on the HOLY SCRIPTURE definitions of Stewardship, and the SCIENCE of GENEROSITY STUDIES, implement specific actions and communication strategies to create and teach a culture and social network of generosity and attitude of abundance in your Parish.
2. Ensure consensus ALIGNMENT OF ALL KEY LEADERS and stakeholders to your new stewardship program.
3. Begin a TITHING and Percentage Giving Program
4. Develop and implement a stewardship program that focuses more on SOLICITING TIME AND ENGAGEMENT in the ministries of the church.



# Effective Parish “To Do” Review

5. Design and implement a process that would work in your Parish to PERSONALLY SOLICIT every steward
  
- 6A. Adopt/adapt one of the 3 best personal solicitation approaches to PERSONALLY reach every steward:  
Plan A - In home personal visitations  
Plan B - In home group gatherings  
Plan C - Personal telephone calls.
  
- 6B. Implement a COUNCIL OF MINISTRIES and engage all your faithful in at least one Ministry.
  
7. Establish a Welcoming Ministry and create a “TOTAL WELCOMING EXPERIENCE”



# Effective Parish “To Do” Review

8. Establish a Thanking Ministry and create a strong “CULTURE OF THANKING.”
9. (1) Establish an effective YOUTH STEWARDSHIP PROGRAM  
(2) HIRE A FULL-TIME PARISH STAFF person to focus on youth and emerging adults : (a) religious education; (b) church engagement; and (c) stewardship training. Establish an effective youth stewardship program and hire a full-time Parish staff person to focus on youth and emerging adults
10. Develop the processes and systems to REGULARLY AND PUBLICLY COMMUNICATE your stewardship message with integrity, accountability and transparency all stewardship, financial and other Parish information.



# Effective Parish “To Do” Review

11. Establish a YEAR-LONG STEWARDSHIP schedule and CAMPAIGN with extensive stewardship messages in many places from many voices.
12. Develop and implement a PLANNED/ESTATE GIVING program.
13. Consistently COMMUNICATE all stewardship, financial and other Parish information with INTEGRITY, ACCOUNTABILITY AND TRANSPARENCY.
14. Create and implement a “SMALL GROUP MINISTRY” program.
15. Recruit and train a full STEWARDSHIP TEAM to perform all of the various activities and functions.



# Effective Parish “To Do” Item

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

~ 13 Engaged Disciples actions

~ 15 Culture of True Stewardship  
actions

~ 8 Consensus Vision and  
Strategic Plan actions





# Effective Parish “To Do” Review

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6. By consensus, determine your Parish’s “Vision”



# Effective Parish “To Do” Review

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





Church Strategic  
Planning tab

Atlanta  
Metropolis  
Strategic Planning  
page

San Francisco  
Strategic Planning  
page

Ukrainian  
Orthodox Church  
USA Strategic  
Planning page

The screenshot shows the Stewardship Calling website. The top navigation bar includes links for WHY?, STEWARDSHIP TRAINING, CHURCH STRATEGIC PLANNING (circled in blue), PODCASTS / INTERNET RADIO, and BLOG. Below this, a grid of content features links for SPIRITUAL - LEADERSHIP RETREATS, CHURCH STRATEGIC PLANNING VIDEO, IN LOVING MEMORY OF BESS MARIANES, CHURCH STRATEGIC PLANNING, PARISH PROGRAMS, TESTIMONIALS, and IT'S NOT ABOUT ME. The main banner displays 'The UKRAINIAN ORTHODOX CHURCH of the United States of America'. A vertical sidebar on the right lists 'ATLANTA METROPOLIS STRATEGIC PLAN' (circled in blue), 'SAN FRANCISCO METROPOLIS STRATEGIC PLAN' (circled in blue), 'UKRAINIAN ORTHODOX CHURCH USA STRATEGIC PLAN' (circled in blue), 'ST. JOHN GOC JAX', and 'ST. MARY WICHITA'. At the bottom left, there is a book cover titled 'STRATEGIC PLAN for the UKRAINIAN ORTHODOX CHURCH OF THE USA'. At the bottom right, a section titled 'Subscribe to Blog via Email' includes a text input field for an email address and a button.

WHY? STEWARDSHIP TRAINING **CHURCH STRATEGIC PLANNING** PODCASTS / INTERNET RADIO BLOG

SPIRITUAL - LEADERSHIP RETREATS CHURCH STRATEGIC PLANNING VIDEO

IN LOVING MEMORY OF BESS MARIANES CHURCH STRATEGIC PLANNING

PARISH PROGRAMS TESTIMONIALS IT'S NOT ABOUT ME

The UKRAINIAN ORTHODOX CHURCH of the United States of America

ATLANTA METROPOLIS STRATEGIC PLAN

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ST. JOHN GOC JAX

ST. MARY WICHITA

Ukrainian Orthodox Church

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# Stewardship Reading List



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





# Appendix

## Bill's 15 Rules of Engagement





# **Bill's Rules of Engagement**

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





# Bill's Rules of Engagement

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





# Bill's Rules of Engagement

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





# Statement of Why Examples

**WHY?**





# *The Greek Orthodox Metropolis of Atlanta:*

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





## **UOC of USA Statement of WHY**

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





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





# Statement of WHY?



---

**welcomes all people  
seeking LOVE, PEACE,  
SALVATION and  
TRUTH**



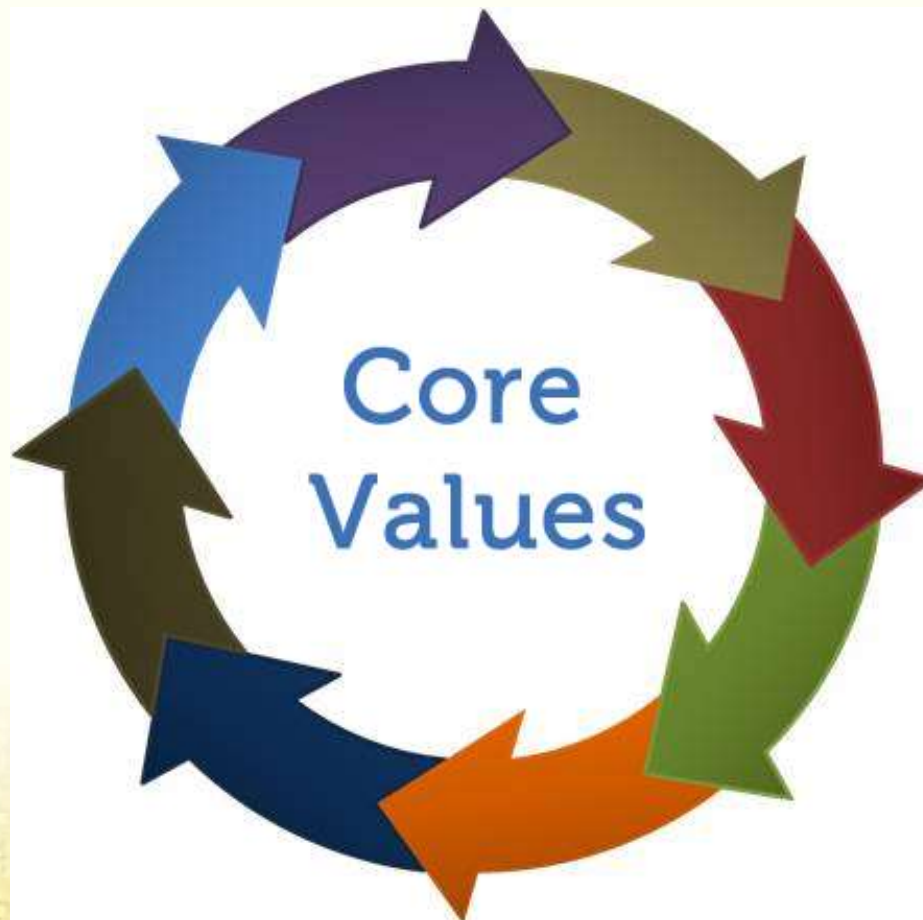


# Orthodox Church Statement of WHY?





# Core Values Examples







## **Core Values**

Christ-centered

Charity and Stewardship

Compassionate

Fidelity to Holy Tradition

Ministry of Service

Active Prayer Life

Community

Inclusion and Respect

Education

Humility

Sacramental Life

Sharing the Gospel and  
Evangelizing





## Core Values

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





## Metropolis of Atlanta Core Values

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





# **Orthodox Church**

## **Core Values**



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





# Mission Statement Examples







# Mission Statement Examples



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





# Mission Statement Examples



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





# Mission Statement Examples



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





# Mission Statement Examples



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





## The Mission of the Metropolis of Atlanta is to:

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





## **Mission Statement**

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





# Mission Statement Examples



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





# Vision Statement Examples







# Vision Statement Examples

                                 will be a  
**SPARK** that proclaims and  
witnesses the Good News of  
Jesus Christ and the Orthodox  
Church by:

**Serving,  
Praying,  
Accepting,  
Relating,  
Knowing.**





# Vision Statement Examples



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

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





# Vision Statement Examples



*The Vision of \_\_\_\_\_ is to  
be a TEAM that:*

*Teaches the people*

*Emphasizes Christ*

*Articulates the Faith*

*Ministers to all people*





GREEK ORTHODOX METROPOLIS OF SAN FRANCISCO  
ΙΕΡΑ ΜΗΤΡΟΠΟΛΙΣ ΑΓΙΟΥ ΦΡΑΓΚΙΣΚΟΥ

# **Our SWEEPing Vision**

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

**Stewardship**

**Worship**

**Education**

**Evangelism**

**Philanthropic Outreach**





# Vision Statement Examples



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

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





## Metropolis of Atlanta Vision

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

*worship,  
education,  
stewardship,  
philanthropy, and  
fellowship.*





## Vision Statement

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





# Vision Statement Examples



**During the next five years we will:**

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





# **APPENDIX**

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



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



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



- **Step THREE – Present Draft Strategic Plan at Community event for feedback and consensus building**
  - **Gather the community and present:**
    - **SWOT**
    - **Statement of Why**
    - **Mission**
    - **Vision**
    - **Core Values**
    - **Strategic Areas of Focus**
    - **SMART Goals draft Action Plans**
  - **Receive feedback and answer questions**
  - **(Reconvene Task Forces to consider input)**



- **Step FOUR – Strategic Planning 2nd retreat**  
**(finalize Strategic SMART Goals and detailed Action Plans)**
  - **At retreat, each Task Force:**
    - **presents each all SMART Goals**
    - **presents Action Plan for each SMART Goal**
    - **receives feed back and questions from entire Strategic Planning Team**
    - **reaches a consensus on final changes to the SMART Goals and Action Plans**



- **Step FIVE – Finalize, writing and graphic design of the Strategic Plan and begin advance communication**
  - **Final edits to Action Plans**
  - **Write good looking Strategic Plan to include:**
    - **SWOT**
    - **Statement of Why**
    - **Mission**
    - **Vision**
    - **Core Values**
    - **Strategic Areas of Focus**
    - **SMART Goals and Action Plans**
  - **Begin communication of Strategic Plan to all constituencies and using all kinds of media**



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





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

*Luke 10:1*







# *Igniting the Flame*



## *The Stewardship Calling* *Effective Church Model*

Bill Marianes

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