



GREEK ORTHODOX ARCHDIOCESE OF AMERICA
METROPOLIS OF SAN FRANCISCO



Igniting the Flame

A Culture of True Christian Stewardship and Generosity

(Part 2)

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

Bill Marianes

Bill@stewardshipcalling.com



**Stewardship
Calling**

Helping people and parishes discover and live their stewardship callings so that they may have a good account before the awesome judgment seat of Christ

www.stewardshipcalling.com



**ORTHODOX
MINISTRY
SERVICES**

Helping transform and improve Orthodox Church parishes, organizations, and ministries in order to strengthen the Body of Christ.

www.orthodoxministry.org/

WHY Are You Here ?





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

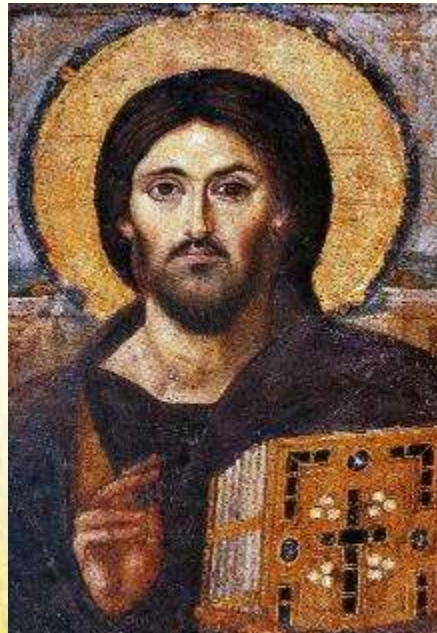
**2 Corinthians 5:10
Orthodox Divine Liturgy**



Christ's Possible Question To You



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





Stewardship Calling Culture of True Stewardship Best Practices



Session 1 - September 1, 2020

1. Facts & Figures
2. Covid/Crisis Strategies
3. Science of Generosity Studies
4. A Culture of True Orthodox Stewardship

Session 2 - September 15, 2020

1. Leadership Alignment
2. Tithing and Percentage Giving
3. Increasing Engagement
4. The Personal Touch

Session 3 - September 29, 2020

1. Welcoming
2. Thanking
3. Youth Stewardship
4. Small Groups

Session 4 - October 13, 2020

1. Effective Messaging
2. Campaigns (Stewardship, Capital & Planned Giving)
3. Transparency & Accountability
4. Stewardship Team

Session 5 - October 27, 2020

Questions & Answers

You can download this entire presentation at:
www.stewardshipcalling.com

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

WHY ARE YOU HERE? EFFECTIVE CHURCH MODEL **STEWARDSHIP** STRATEGIC PLANNING INTERNET RADIO / PODCASTS

KEYNOTES & LEADERSHIP BLOG RESOURCES STEWARDSHIP TRAINING VIDEOS PERSONAL HAGIA SOPHIA

METROPOLIS OF SAN FRANCISCO – IGNITING THE FLAME OF TRUE CHRISTIAN STEWARDSHIP PROGRAM

Metropolis of San Francisco – Igniting the Flame of True Christian Stewardship Program

Under the inspired leadership of Metropolitan of the Holy Synod of the Russian Orthodox Metropolis of San Francisco, I am honored to be delivering 5 one-hour ZOOM presentations of the Igniting the Flame of True Christian Stewardship Program. We will discuss the proven best practices of true Christian Stewardship. Here is the agenda:

Stewardship Calling Culture of True Stewardship Best Practices

Session 1 - September 1, 2020 <ol style="list-style-type: none">1. Facts & Figures2. Science of Generosity Studies3. Understanding True Stewardship	Session 2 - September 15, 2020 <ol style="list-style-type: none">1. Leadership Alignment2. Tithing and Percentage Giving3. Increasing Engagement
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Session 5 - October 27, 2020 Questions & Answers	

Under the Stewardship Tab go to the Metropolis of San Francisco – Igniting the Flame of True Christian Stewardship page <https://stewardshipcalling.com/san-francisco-metropolis-stewardship-program/>

Send questions to: Bill@stewardshipcalling.com



Stewardship
Calling

Financial Stewardship Analysis for Churches



A Special Free Service Available to Your Parish

- ~ A **FREE** best practices financial analytic review over **250+** Orthodox Christian parishes benefited from
- ~ An **FSA** explains what is happening with your financial stewardship and where you need to focus
- ~ It includes key performance indicator metrics and performance comparisons

Learn more here: **<https://stewardshipcalling.com/financial-stewardship-analysis-fsa-for-churches/>**

Or contact: **Bill@stewardshipcalling.com**



**# 2 of 15 Culture of
True Stewardship Practices**

2. Leadership Alignment

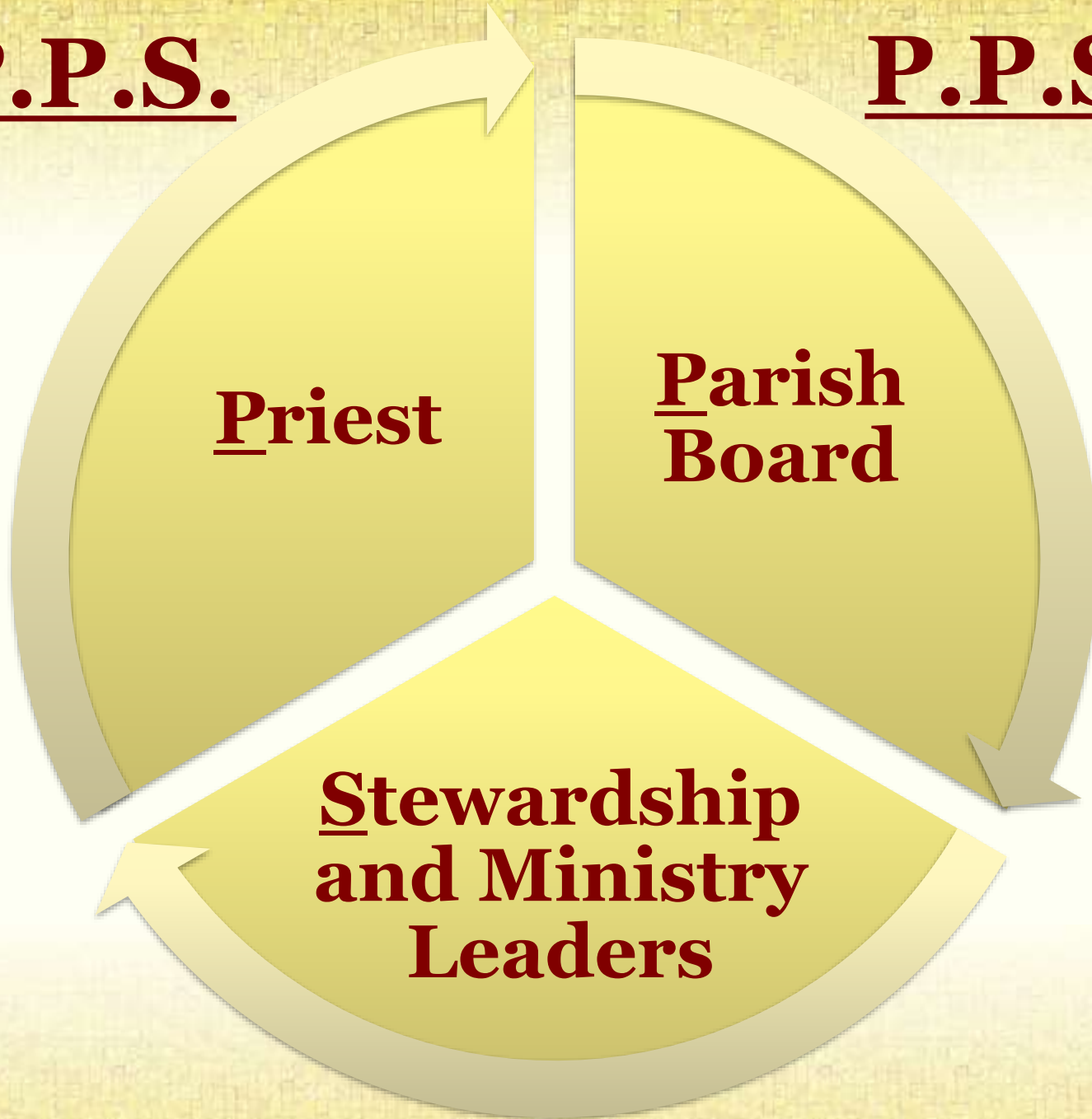
**Align your Parish leadership
around your Parish vision of
Stewardship (“P.P.S.”)**



P.P.S.



P.P.S.





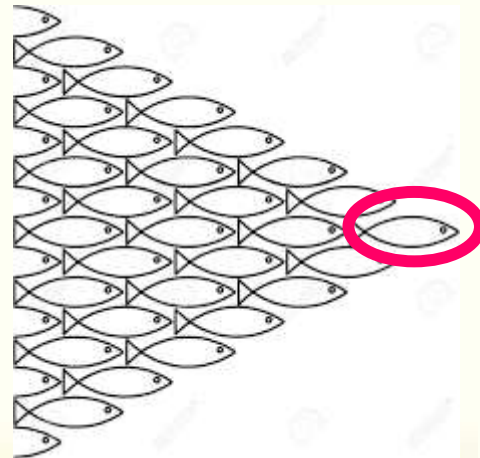
Your Leadership Challenge



*Τα ψάρια μυρίζουν
από την κεφαλή*

**“The fish smells from the
head on down” or**

**“The direction of the head
determines the direction
of the fish”**





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.”



P.P.S.



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

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



P.P.S.



Role of Church Leaders

- ~ Hand picked community “servant leaders” who ALL lead by example (e.g., be among the first stewards who are actively engaged and give sacrificially)
- ~ Servant Leadership training is essential for all members of the Parish Council and all Ministry Leaders (including youth leaders)



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)

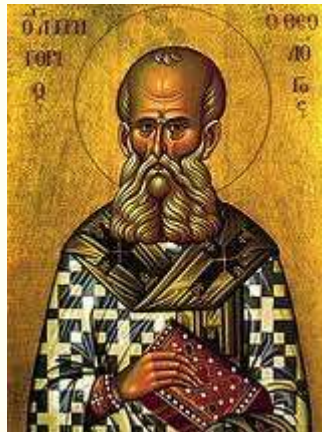
“Behold, I give the children of Levi (the priests) all the tithes in Israel as an inheritance in return for their liturgical service.” (Numbers 18:21)

“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)



2018 Nonprofit Source Data¹



- ~ **Between 3% and 5% of all Americans tithe**
- ~ **80% of Americans give, on average, 2% of their income (however in the GOA, the proxy tithe median analysis suggest it's between **0.5%** and **0.8%** ²)**
- ~ **70% of tithers do so based on their gross, not net, income**
- ~ **Churches that accept tithing online increase overall donations by **32%****

¹ <https://nonprofitssource.com/online-giving-statistics/church-giving/>

² Financial Stewardship Analysis from over 250 U.S. Orthodox parishes conducted by Stewardship Calling



Let Me Make This Simple



1. 52% of parish total income comes from direct stewardship.
2. If you doubled your stewardship, all your current budget would be covered.
3. 80% of Americans give an average of 2% of their income, but GOA faithful give between 0.5% and 0.8% of their income in stewardship.
4. If your stewards doubled their contributions to only 1% - 1.6% of income (well below U.S. average of 2%), 100% of your budget is funded.
5. If your stewards gave 10% of income, you would raise 12.5 to 20 times more. Imagine what ministries, services and good you could accomplish!



Tithing / Percentage Giving



How do you get a Tithing program started

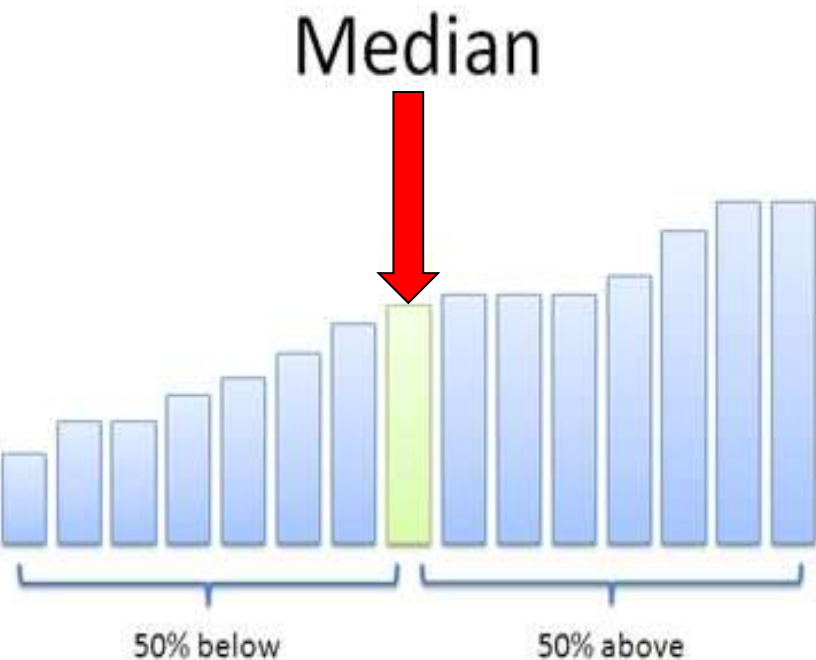
1. Start talking, teaching and preaching about tithing/percentage giving to your parishioners
2. Explain the economic impact of tithing to your parishioners – “lived changed”
3. Have the Parish leaders, stewardship committee and clergy lead by example
4. Implement the “ROUND-UP”
 - everyone immediately rounds-up their current % contribution to the next highest whole number % of income
 - they add 1% more each year thereafter until they reach at least 10%

“Median Not Mean” Averages Are Irrelevant

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

• 3 Donors =

\$1 **\$2** \$3,000



Total = \$3,003

Average = $(\$3,003 \div 3)$
\$1,001

Median = **\$2**

Big donors skew averages



“Median Not Mean” Averages Are Irrelevant



- ~ In the typical GOA parish, the median stewardship pledge is only between 40% - 60% of the average
- ~ The reason for this is because most GOA parishes have significant donor concentration issues where the **top 10** stewards contribute **20%** - **30%** of all stewardship income
- ~ When they die, or move away, the parish will suffer a tragic loss of income upon which it depends



Tithing Is The Right Answer



~ Median¹ American “Orthodox” family income by ethnicity =

Russian \$77,841 - Bulgarian \$76,861 - Lebanese \$75,337 - Romanian \$72,381
Greek \$72,291 - Serbian \$70,028 - Ukrainian \$72,449 - Yugoslavian \$63,765

~ 10% of MEDIAN above ≈ (\$72,300) = \$7,230

~ N = your number of Stewardship units/families

~ \$7,230 x N = your new Stewardship total

100N = \$ 723K

300N = \$2.2M

500N = \$3.6M

200N = \$1.4M

400N = \$2.9M

600N = \$4.3M

~ Imagine the ministries and services your Parish could fund if all stewards tithed and contributed \$X MILLION\$ instead of the smaller amount they are contributing now

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



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REVITALIZE STEWARDSHIP IN
YOUR PARISH AND PERSONAL LIFE

A STEWARDSHIP CALLING



Ancient Faith
PODCASTS

“The Tithe & Percentage Giving”

February 6, 2019

https://www.ancientfaith.com/podcasts/stewardshipcalling/the_joy_of_the_tithe

Nick Kasemeotes





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)



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.



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 at the Ambassador's home



How Did The Greatest Steward Solicit

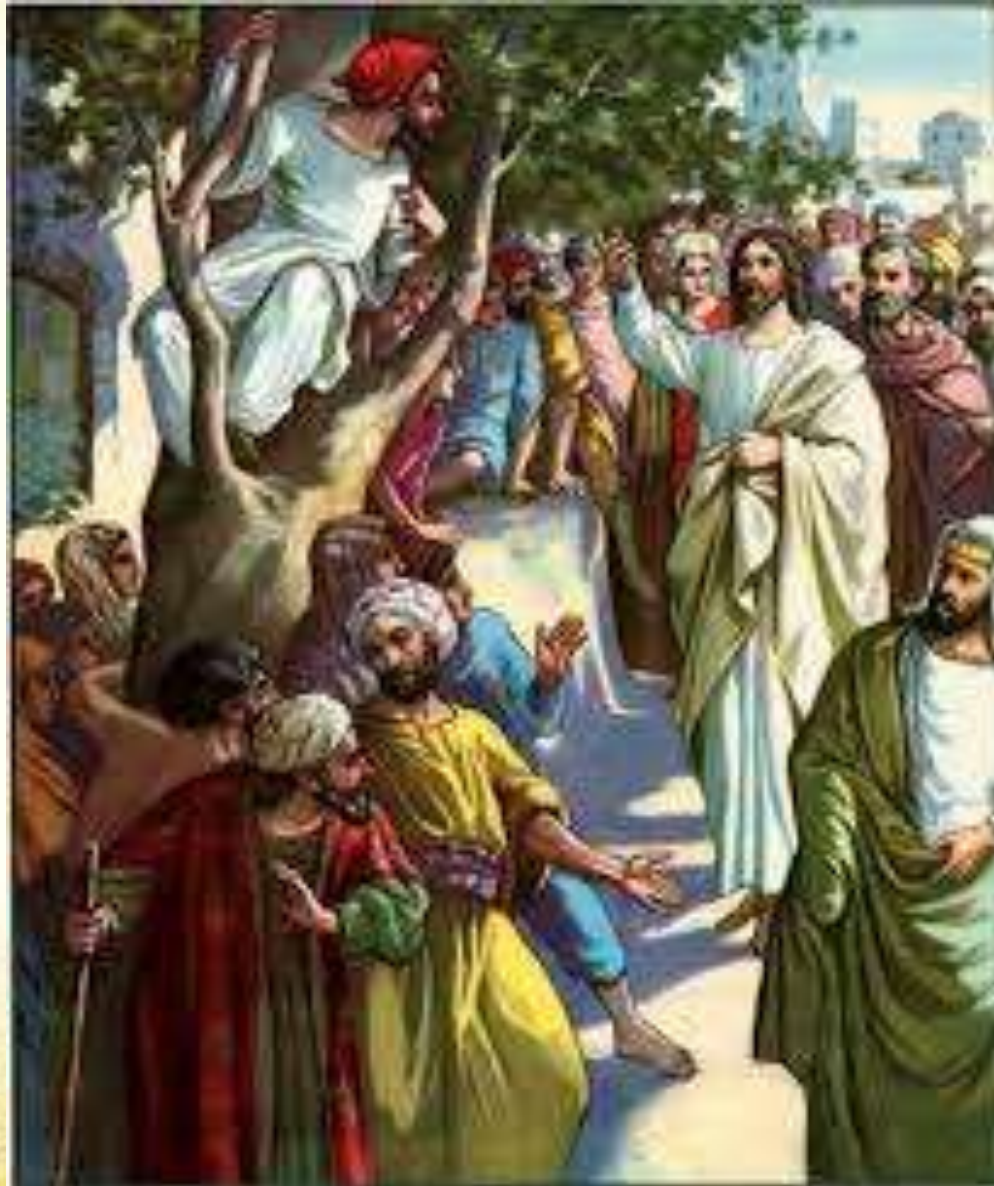


~ Christ taught us about stewardship in everything He did and constantly practiced stewardship

- + *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 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?

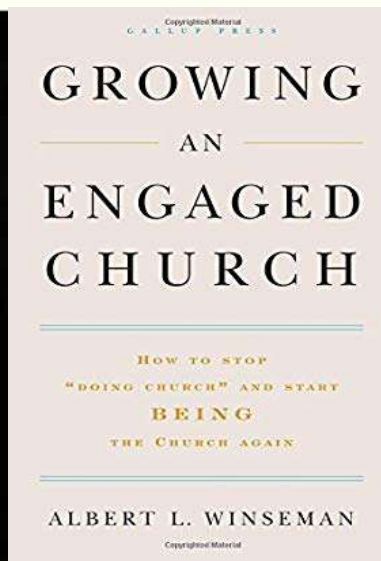
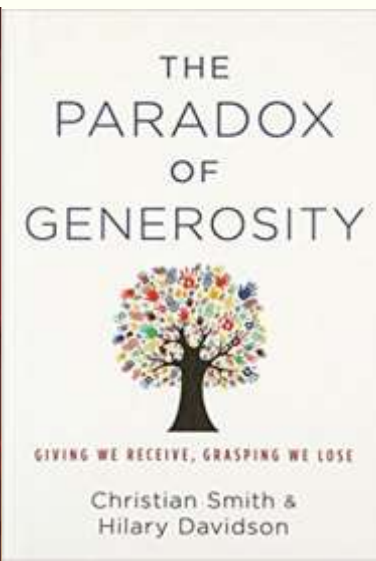
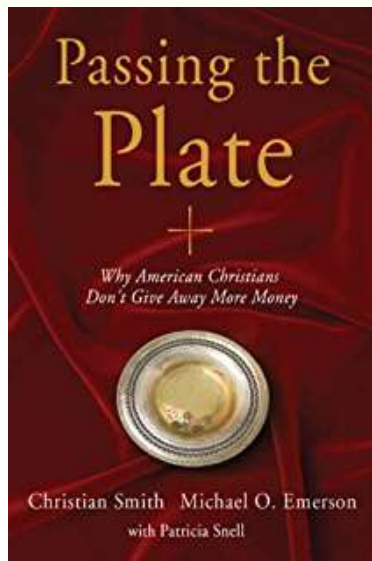
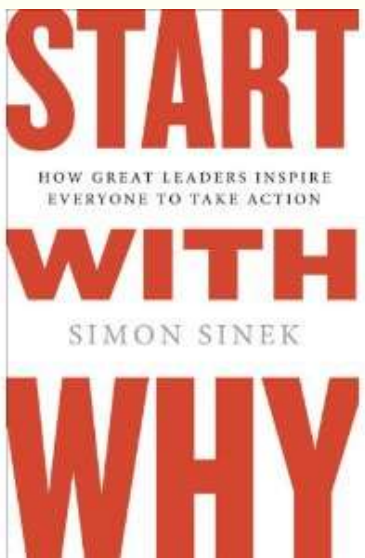
THE BIG QUESTION

Why do clergy and laity have so much trouble asking people to contribute time, talent or treasures for their churches/ministries?



The Big Answer

They don't know or explain the right "WHY," and they ask the wrong way.





10 Best Practices To Get More Comfortable In Making Personal Solicitations



The research shows:

1. **CHRIST** - Teach What Christ Said About **Giving** (Most people don't know, and some don't want to know but need to know.)
2. **CREDIBILITY** - Model the **Generous Behavior You Teach** (You cannot effectively preach what you do not practice.)
3. **CAUSE** - Share the **Life-Changing Impact, Cause or Vision Their Resources Will Fund** (People give to causes not to crying.)



10 Best Practices To Get More Comfortable In Making Personal Solicitations



The research shows:

4. IT'S PERSONAL - Build Relationships

(People give more to people they trust and when the ask is in person.)

5. PRACTICE - Practice, Make Mistakes, Correct Your Mistakes, Try Again

(Edison didn't fail 1,000 times. He discovered 1,000 thing that didn't produce light.)

6. EASY - Make Giving Anything Easy (Why is Amazon successful?)



10 Best Practices To Get More Comfortable In Making Personal Solicitations



The research shows:

7. ASK - Make The Ask (You miss 100% of the shots you don't take.)

8. QUIET - Stop Talking After The Ask (Let the Holy Spirit do the heavy lifting.)

9. NO = MAYBE = YES - Don't Take NO Personal, Or For An Answer (There is always something they can give/do.)

10. THANK - You Can't Thank Too Much (Thanking is like voting in Chicago, you must: "do it early and often, and even after they die.")



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.



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

ENGAGEMENT



A Must Read For Every Priest and Church Leader



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

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



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





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



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



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)



wHoly Engaged



9-Step Process





The wHoly-Engaged Personal Visitation Program





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



The wHoly-Engaged Personal Visitation Program

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

STEP 2 Reach consensus on the Parish's Mission, Vision and strategic goals and Strategic Plan

~ "Parish Strategic Planning: A Guidebook for our Parishes" can be found at:

<http://sfstrategicplan.net/parishplanning/>

~ Contact Steve Tibbs in your Metropolis
(stibbs@bluevase.com)

~ See Also: ATL Strategic Goal 1.1 parish strategic planning program

<https://atlstrategicplan.org/home/completed-goal-materials/1-1-parish-strategic-planning/>



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A STEWARDSHIP CALLING

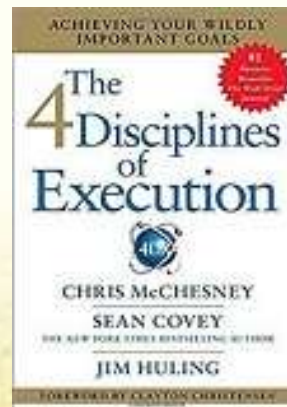


Ancient Faith
PODCASTS

Using The Four Disciplines of Execution For Parish Strategic Planning

August 5, 2020

<https://www.ancientfaith.com/podcasts/stewardshipcalling/how-can-you-and-your-church-be-more-effective>



Best-selling author Jim Huling



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Ancient Faith
PODCASTS

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

**Church Strategic
Planning - Sunday
October 30, 2016**

https://www.ancientfaith.com/podcasts/stewardshipcalling/casting_vision

S.F. Strategic Planning Tab at:
<http://sfstrategicplan.net/>



- DOWNLOAD PARISH STRATEGIC PLANNING GUIDEBOOK (PDF) – HIGH-RES PRINT VERSION
- DOWNLOAD PARISH STRATEGIC PLANNING GUIDEBOOK (PDF)–LOW-RES-SCREEN VERSION

These Parish-level Strategic Planning Resources have been developed by the Parish Organization and Development Committee as part of the Metropolis of San Francisco Strategic Plan.

1st STRATEGIC OBJECTIVE:

Captain: Steve Tibbe

Provide the framework, tools and support for a Parish-level Strategic Planning Process.

[See full goals](#)

Download a reference "how - to" book on creating a parish Strategic Plan entitled, "Parish Strategic Planning: A Guidebook for our Parishes:

<http://sfstrategicplan.net/parishplanning/>

OTHER RESOURCES

Strategic Plan Examples

- [Greek Orthodox Metropolis of San Francisco](#)
- [St. Demetrios, Perth Amboy, NJ](#)
- [St. George, Bakersfield, CA](#)
- [St. Paul, Irvine, CA](#)

Mission and Vision Statement Examples

- [St. Demetrios, Tucson, AZ](#)
- [Holy Trinity, Pittsburgh, PA](#)
- [St. Katherine, Naples, FL](#)
- [St. Nicholas, San Jose, CA](#)

Sample Survey Questions

- [St. Paul, Irvine, CA – PDF](#)
- [St. Demetrios, Perth Amboy, NJ](#)

Program Launch

- [Greek Orthodox Archdiocese of America](#)
- [St Paul, Irvine, CA PDF](#)
- [St Nicholas, Northridge, CA PDF](#)
- [Metropolis of SF Implementation Guide PDF](#)
- [Metropolis Advocate Presentation PDF](#)

You can download several Strategic Plans, Mission & Vision Statements and Surveys: <http://sfstrategicplan.net/parishplanning/>

Stewardship Calling

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

Strategic Planning Tab at
www.stewardshipcalling.com

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

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

The background of the website features a mosaic of a figure holding a scroll, with the Greek letters 'IC' and 'XC' visible.

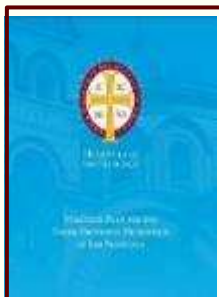
You can watch or download 2 videos that teach Parish Strategic Planning at:

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

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

Stewardship Calling Proven Strategic Planning Process

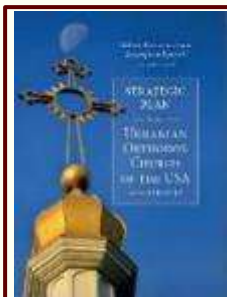
You can download Strategic Plans that now cover over 25% of U.S. Orthodox Christians



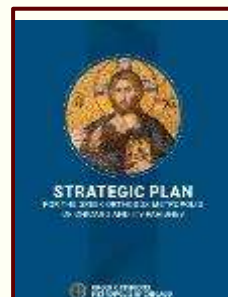
GOA Metropolitan of San Francisco (7 Western States)



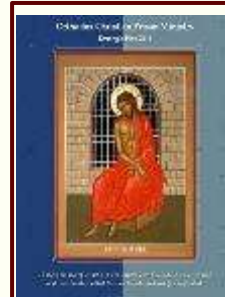
GOA Metropolitan of Atlanta (8 SE States)



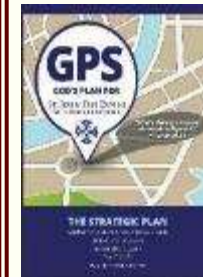
Ukrainian Orthodox Church of the USA (entire USA)



GOA Metropolitan of Chicago (6 MW States)

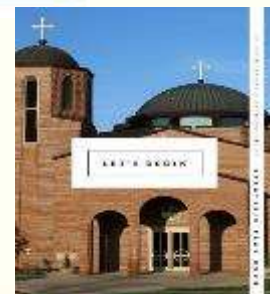
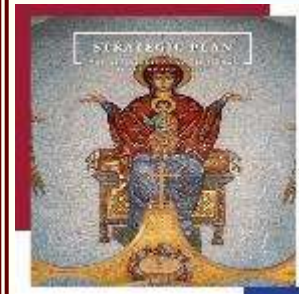
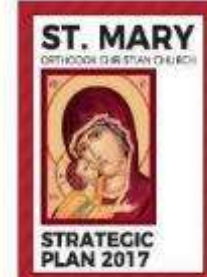


Orthodox Christian Prison Ministry OCPM



**St John The Divine (Jacksonville FL);
St Mary (Wichita, KS);
St John The Baptist (Beaverton, OR);
Annunciation (Atlanta, GA);
St Nicholas (Ann Arbor, MI)**

Parishes



In Progress: 1. St. Mark/St. Mary & Philopater Coptic (Troy); 2. OCA Diocese of New England; 3. Christ the Savior OCA (Harrisburg); 4. St. Nicholas Antiochian (Grand Rapids); 5. OCA Diocese of Midwest; 6. St. Katherine (Naples) + several others just starting



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/>

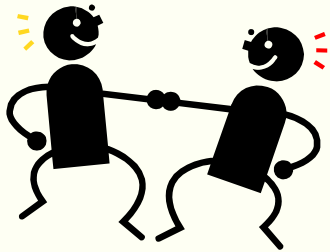


How to Better Engage the Faithful Through a “Council Of Ministries”





Early 1900's



Early Faithful



Recruit



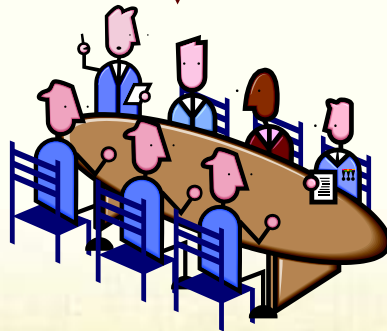
**Traveling
Itinerant Priest
from abroad**



1920's – 1940's



**Full-time Priest
Serves Parish**



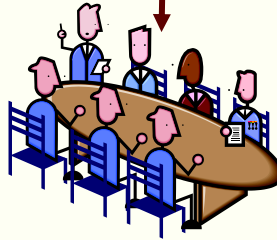
**Early Parish
Councils/Boards**



1950's – Present



Professionally Trained Priest



**Elected Parish
Council/Board**



Parish Assembly

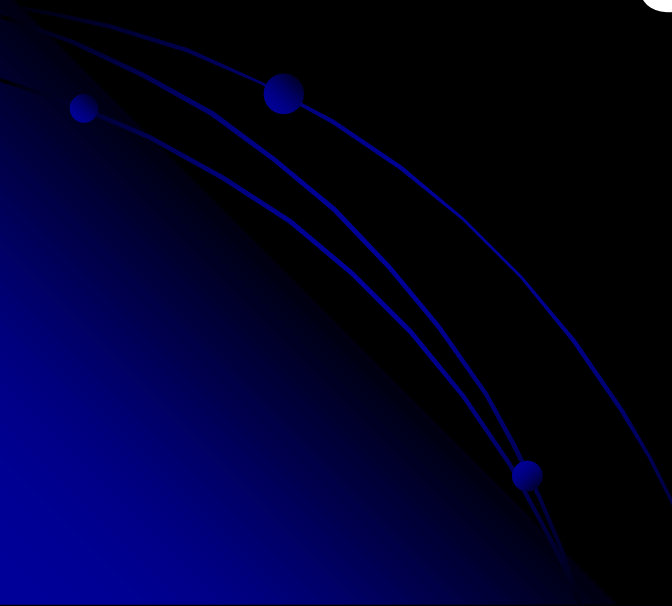


Parishioners

We are living in exponential times...

... the speed of change is
unimaginable and accelerating

Can you think of any
effective organization
that is using the
same operational
structure it used
70 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)



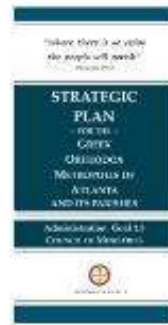
- **A Committee of the leaders of each of the Parish's ministries**
- **The COM includes the Priest and Parish Board (Board members are liaisons to ministries)**
- **The COM ensures each ministry is aligned with the Parish's Mission, Vision, Values and Strategic Plan**
- **The COM meets at least quarterly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



<http://atlstrategicplan.org>



1.5 Council of Ministries



Introduction
Modules

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

DOWNLOAD COUNCIL OF MINISTRIES GUIDE

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

DOWNLOAD THE STRATEGIC PLAN

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

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



The wHoly-Engaged Personal Visitation Program

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

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

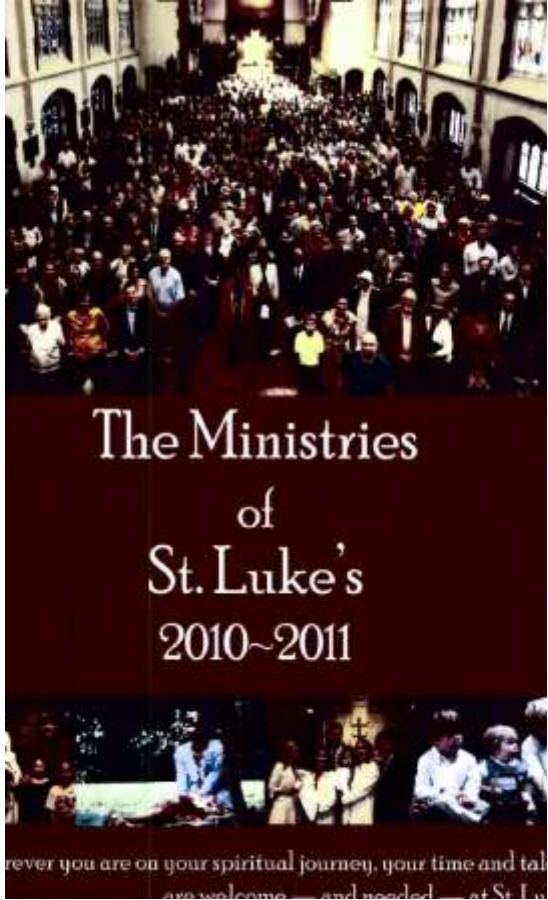
STEP 4 Prepare your Ministries Handbook and Stewardship materials and revised Stewardship Commitment Form

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

SAINT ANTHONY MINISTRIES HANDBOOK



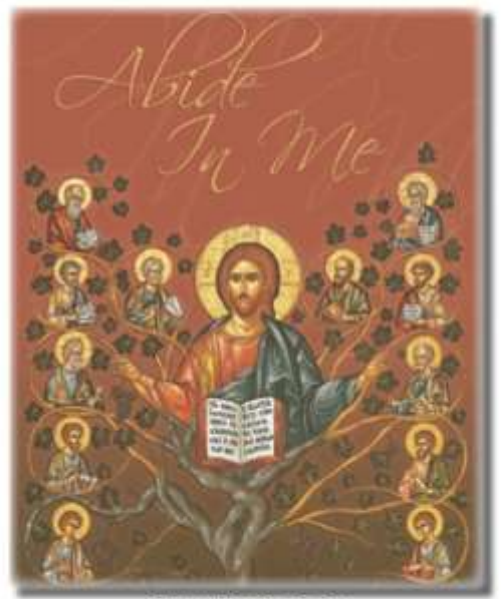
St. Anthony Greek Orthodox Church
778 South Rosemead Boulevard
Pasadena, California 91107-5615
(626) 449-6943 - Fax (626) 449-6974
Rev. Fr. Peter Stratos
saint-anthonys.org



The Ministries of St. Luke's 2010-2011

Wherever you are on your spiritual journey, your time and talents are welcome and needed at St. Luke's.

ST. NICHOLAS GREEK ORTHODOX CHURCH LEXINGTON, MASSACHUSETTS 2011-2012 PARISH MINISTRIES



Sunday Worship Services

Orthos: 8:15 am
Divine Liturgy: 9:30 am

Tel: 781-862-6453
17 Meriam Street
Lexington, MA 02420

www.stnicholas.org
find us on Facebook

**Parish
Ministry
Handbooks
Examples**

Philanthropy
To provide assistance for those in need in the church community, the Family Carefully community (The Plaza, St. Luke, and International), and to make to home visitations to members of our parish who are ill, hospitalized, or unable to get out, warm and warm of our parish are invited to join this organization.
Marie Chapman • 678-613-9901 • philanthropy@stluke.org

Worship, Choir and Sacramental Preparation
Good youth development program of Holy Trinity of Armenia providing opportunities to experience high standards, stability, good education, learn a variety of skills while having fun, open to young men and women who are 13 and have completed the eighth grade or above.
Frank Hagan • 438-234-2238 • faithagency@stluke.org

Sight Sign Ministry
To encourage and enhance the 24-hour experience in our parish by offering those that aid in the development and awareness of our faith - books, items, home altar, and accessories.
Mary Moran, Alan Fernandez • 770-880-1231 • gth@stluke.org

Book Production Ministry
The annual publication of our faith and heritage and our largest community outreach initiative of the year.
Johny Kralik • 770-843-7123 • gthbook@stluke.org

Project Comfort Ministry
To provide handouts to those who have lost their faith, to those who have recently lost a loved one, and to those in need during the colder months of the year.
Kelly Corbett • 678-687-2528 • gthcomfort@stluke.org

Saint John the Wonder Worker, Sinner and False Ministry
To provide unforgettable leads (games and songs) for the youth in the surrounding Atlanta communities year-round and especially at Thanksgiving and Christmas.
Nancy Brown • 770-851-8317 • sinnerandfalse@stluke.org

Digital Development and Fundraising Ministry
Lead our parish in an exciting major projects to create or to fund our vision in parish.
David Chapman • 478-520-1200 • dchapman@stluke.org

Children and Youth Ministry
Assists our parish by providing orderly structure to the governance in our sacraments.
(Inactive)

Adult Ministry
Assists our community through regular taking account of the material blessings that God has granted us.
(Inactive)

COMMUNICATIONS MINISTRY

Parishwide Ministry
Assists our parish in the use of technology to communicate, educate, and inform.
Bill Myers • 770-831-4308 • bmyers@stluke.org

Newsletter Ministry
Assists our parish in communicating with parish members events of our parish life.
Lucy Orsida • 478-643-0028 • communitarian@stluke.org

Archivist Ministry
To preserve a historical record of parish events and ministry.
Stacy Goff • 770-811-4182 • stacygoff@stluke.org

SAFETY, MANAGEMENT AND GARDEN MINISTRIES
Building Maintenance and Property Maintenance Ministry
Assists our parish in the maintenance and care of the facilities and grounds.
Gail has given us
John Petros • 603-784-1311 • jpetros@stluke.org

Reception Ministry
Provides plans and flowers for the entrance to the church and the Holy Sacrament.
Carol Torres • 278-679-8108 • c22@stluke.org

St. Nicholas Ministry
(Inactive)



SAINTS RAPHAEL, NICHOLAS, AND IRENE
GREEK ORTHODOX CHURCH

DIRECTORY OF MINISTRIES

**https://stewardshipcalling.com/
stewardship-ministry-handbooks/**



Effective Online Talents Form



**Greek Orthodox Cathedral of the Annunciation,
2500 Clairmont Rd NE, Atlanta GA 30329**

Time & Talents

Please consider offering your time and talents to one of our many ministries, committees and Strategic Planning Goals. We are a large parish with many needs; there are many ways to help! "...give and it will be given to you...for with the same measure that you use it will be measured back to you." Luke 6:38

Your Contact Information

Name *
First Name
Last Name
Email Address *

Phone *
(###)

####

Ministry and Committee Opportunities
I would like to volunteer my time and talents to the following ministries and/or committees

Parish Council Committees

I would like to serve on the following committee(s):

- Activities
- Outreach
- Cemetery
- EHCYD - Education, Hellenic Culture & Youth Diakonia
- Hellenic Community Center
- History & Archives
- Real Estate
- Spiritual Life
- Cathedral Office

I would like to help with...

- Office Volunteer
- Mailing Bulletin/Newsletter (Mail Crew)

Strategic Planning Goal: Campus Improvements

- 1.1 Accessibility, Renovation, Athletic & Storage Improvements
- Strategic Planning Goal: Church Life Experience
- 2.1 Welcoming & Newcomer Ministries
- 2.2 Worship & Sacramental Engagement

Strategic Planning Goal: Communications & Technology

- 3.1 Communications and Technology Platform
- Strategic Planning Goal: Education
- 4.1 Adult Education
- 4.2 Youth Education

Strategic Planning Goal: Leadership, Management & Operations

- 5.1 Orthodox Servant Leadership Program
- 5.2 Operational Excellence

Strategic Planning Goal: Life Stage Ministries

- 6.1 Small Groups
- 6.2 Life Stage Ministries

Strategic Planning Goal: Philanthropy, Outreach & Evangelism

- 7.1 Philanthropy, Outreach & Evangelism

Strategic Planning Goal: Stewardship

- 8.1 Comprehensive Stewardship Program

Ongoing Educational Programs

I would like to assist with...

Youth Education

- I'm not sure and would like to discuss first
- I would like to assist with...
- Sunday Catechetical School
- St. John Chrysostom Oratorical Festival
- Annunciation Day School
- Annunciation Afternoon Greek School
- Joining Greek School PTA

ARK - Adult Religious Knowledge

- Wednesday Morning Life
- Wednesday NITE Life
- "Road to Orthodoxy" Inquirer/Convert Class
- "Road to Oneness" Premarital Seminar

Senior Ministry

- Join G.O.O.F.S.
- Join Golden Group (G.G.)
- Serve on the G.G. Planning Committee
- Seniors at Play

Philanthropy and Social Services

- Joining the Ladies Philoptochos Society
- Assisting with the Soup Kitchen
- Assisting with Bags of Love
- Assisting with Witness to Christ's Love (Help/V)
- Drive others to Church
- Joining Velonaki Knitting Group

Church Cultural Programs

- Atlanta Greek Festival
- Cathedral Orchestra
- Cathedral Dance Ministry
- Church Service Groups
- I would like to assist in Divine Services by...
 - Serving as an Altar Boy
 - Serving as a Handmaiden
 - Chanting
 - Joining the Annunciation Choir
 - Joining the Youth Choir
 - Joining the Men's Choir
 - Serve as an Epistle Readers (6-12th Grade)

Liturgical Needs

- Prosfora Baking (Liturgical Bread for Divine Lit)
- Dusting Church Furnishings
- Polishing Altar Vessels
- Flower and Icon Decorating
- Holy Week Set-up/Clean-up

Building Maintenance

- Carpentry

- Electrical Work
- Painting
- Plumbing
- Grounds Maintenance

Athletics & Summer Programs

- Apply to assist with Youth Basketball
- Apply to assist with Summer Day Camp
- Assist with Cathedral Basketball Camp
- Apply to be a Counselor at St. Stephens Summer Camp

Youth Ministry

- Assisting with H.O.P.E. & I.O.Y.
- Assisting with G.O.V.A.
- Assisting with Y.A.Y.P.
- Joining Orthodox Christian Fellowship (O.C.F.)
- Joining College Outreach

Kitchen Crew & Events

- Set-up & Decorate for Events
- Serve Food for Events
- Assist in Cooking for Parish Events
- Clean-up After Events

Religious and Spiritual Resources

- Annunciation Cathedral Bookstore & Gift Shop
- Multimedia Ministry
- I would like to assist with...
 - Photos and Videos for Church Services
 - Photos and Videos for Events
 - Web Streaming
 - Multimedia Operator
 - Digital Content organization

Other

Please enter additional areas of assistance you wish to provide if not listed within this checklist...



GOA Talents Pledge Form



information

NAME _____

NAME OF SPOUSE (IF MARRIED) _____

STREET ADDRESS _____

CITY / STATE / ZIP CODE _____

HOME PHONE _____

MOBILE PHONE _____

EMAIL ADDRESS _____

EMAIL ADDRESS OF SPOUSE (IF MARRIED) _____

Dependent Children's names and birthdates:

May we include your contact information in the parish directory?

yes no *If yes, please indicate any information you would like excluded:*

May we add you to our parish email list?

yes no

In the Gospel of Saint Matthew (6:19), Jesus instructs us, "Do not store up for yourselves treasures on earth, where moth and rust destroy, and where thieves break in and steal..." Often in life, we pursue and collect those things that do not last. We must ask, "One hundred years from now, where will our possessions be?" Our greatest blessing is our family. As Orthodox Christians, we are called to be stewards of this great gift. If we are faithful to this calling, perhaps our Lord will say to us as he did to the faithful steward, "Well done good and faithful servant" (Mt 25:23).



treasure

In gratitude for God's blessings, I/We commit to Christ and His Church the following amount:

\$ _____ each week

planned giving

Please send me information on making a planned gift to the Church

time & talent

Individual stewards should indicate areas of interest with a check (✓).

Families should mark "H" for husband, "W" for wife or "C" for children.

EDUCATION

- Bible Study
- Adult Religious Education
- Intro to Orthodoxy
- Publications
- Speakers
- Bookstore
- Library

LITURGICAL

- Sanctuary & Altar Care
- Altar boys / Acolytes
- Baking Provisions
- Choir
- Reader
- Greeter/Usher

YOUTH

- Church School Teacher
- Church School Administration
- Youth Leader
- Vacation Church School
- Camp Counselor

MINISTRIES & PROGRAMS

- Campus Ministry
- Welcome Team
- New Member Events
- Outreach
- Stewardship
- Sunday Fellowship / Coffee
- Visitation - Hospital
- Visitation - Shut-ins
- Feed the Hungry
- Prison Ministry
- Grief Bereavement Group
- Disaster Relief Projects
- Blood Drives
- Project Mexico
- Int'l Ortho Christian Charities
- OCMC Mission Center

BUILDING & GROUNDS

- Garden & Landscape
- Plumbing
- Electrical
- Clean-up
- Interior Repairs
- Exterior Repairs
- Roofing
- Hall Rentals

ADMINISTRATION

- Fiscal Mgt. / Review
- By-Laws
- Development / Fundraising
- Office help
- Computer / Technical
- Data Entry

COMMUNICATIONS

- Web site & E-mail
- Bulletin & Newsletter
- Public Relations

Any other talents or information on items listed above:

<https://www.goarch.org/-/2020-stewardship-campaign-resources?inheritRedirect=true>



Steward Information & Pledge Form



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)



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





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



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



Ingredients Of Effective Stewardship Ministry



Plan A Personal In-Home Visitations

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

Plan B Small Group In-Home Gatherings

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



wHoly Engaged



9-Step Process





Stewardship Calling Culture of True Stewardship Best Practices



Session 1 - September 1, 2020

1. Facts & Figures
2. Covid/Crisis Strategies
3. Science of Generosity Studies
4. A Culture of True Orthodox Stewardship

Session 2 - September 15, 2020

1. Leadership Alignment
2. Tithing and Percentage Giving
3. Increasing Engagement
4. The Personal Touch

Session 3 - September 29, 2020

1. Welcoming
2. Thanking
3. Youth Stewardship
4. Small Groups

Session 4 - October 13, 2020

1. Effective Messaging
2. Campaigns (Stewardship, Capital & Planned Giving)
3. Transparency & Accountability
4. Stewardship Team

Session 5 - October 27, 2020

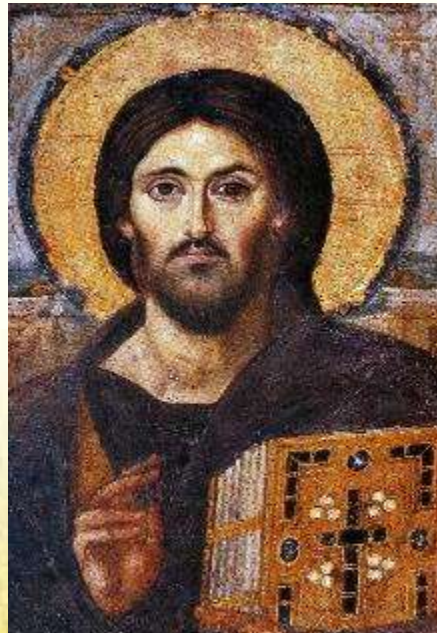
Questions & Answers



Christ's Possible Question To You



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





GREEK ORTHODOX ARCHDIOCESE OF AMERICA
METROPOLIS OF SAN FRANCISCO



Igniting the Flame

A Culture of True Christian Stewardship and Generosity

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

Luke 12:48

Bill Marianes

www.stewardshipcalling.com

Bill@stewardshipcalling.com

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Helping people and parishes discover and live their stewardship callings so that they may have a good account before the awesome judgment seat of Christ

www.stewardshipcalling.com



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