



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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**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/



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Igniting the Flame

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(Part 5)

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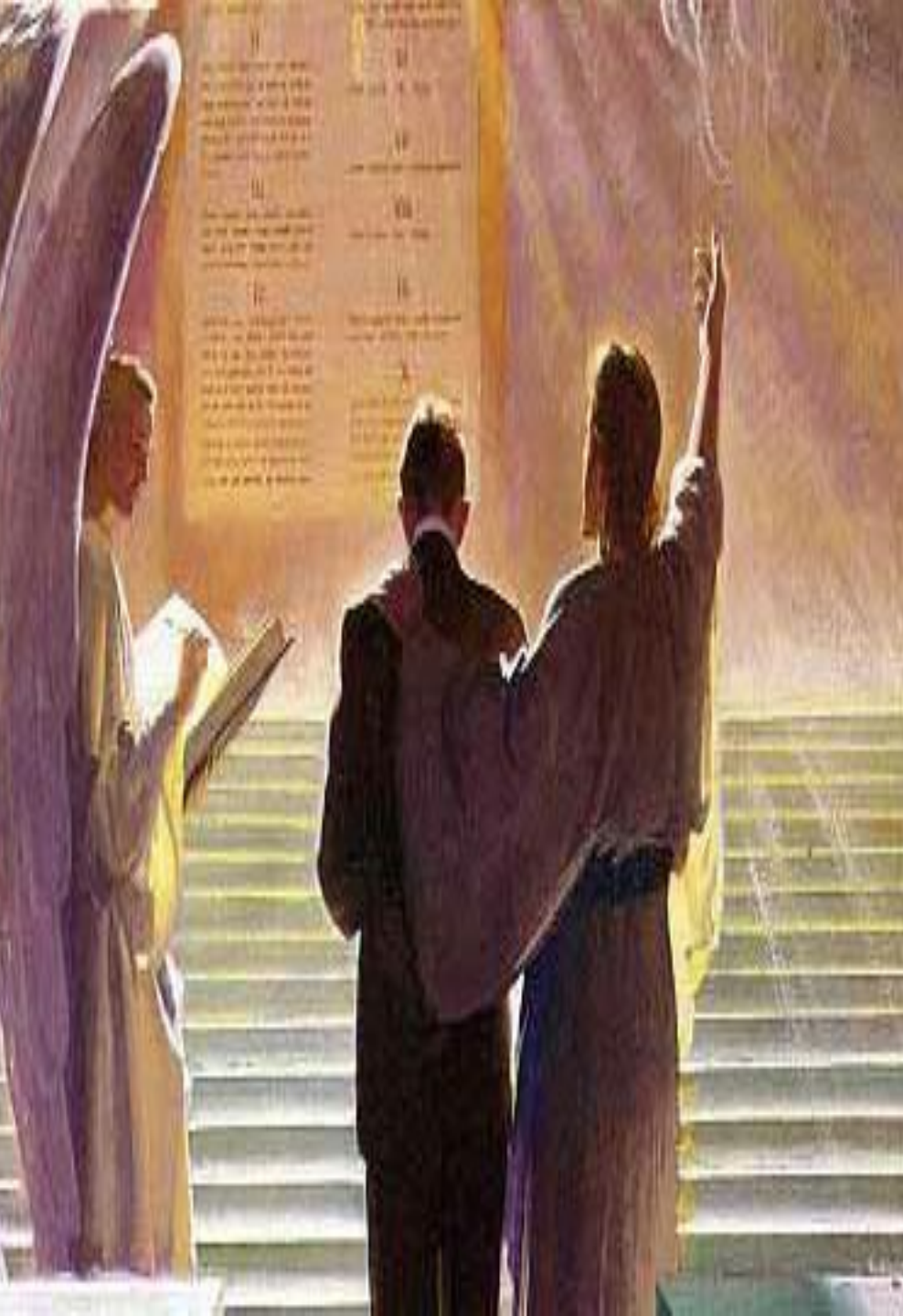
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WHY Are You Here ?





**“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**

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?

The screenshot shows the website's navigation menu with the following items: WHY ARE YOU HERE?, EFFECTIVE CHURCH MODELS, **STEWARDSHIP**, STRATEGIC PLANNING, INTERNET RADIO / PODCASTS, KEYNOTES & LEADERSHIP, BLOG, RESOURCES, STEWARDSHIP TRAINING VIDEOS, PERSONAL, HAGIA SOPHIA. Below the menu is a banner for the "METROPOLIS OF SAN FRANCISCO - IGNITING THE FLAME OF TRUE CHRISTIAN STEWARDSHIP PROGRAM" with a "STEWARDSHIP TRAINING MATERIALS" button. The main content area features the title "Stewardship Calling Culture of True Stewardship Best Practices" and a list of five sessions:

- Session 1 - September 1, 2020**
 1. Facts & Figures
 2. Science of Generosity Studies
 3. Understanding True Stewardship
- Session 2 - September 15, 2020**
 1. Leadership Alignment
 2. Tithing and Percentage Giving
 3. Increasing Engagement
- 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

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



Where You Live Matters

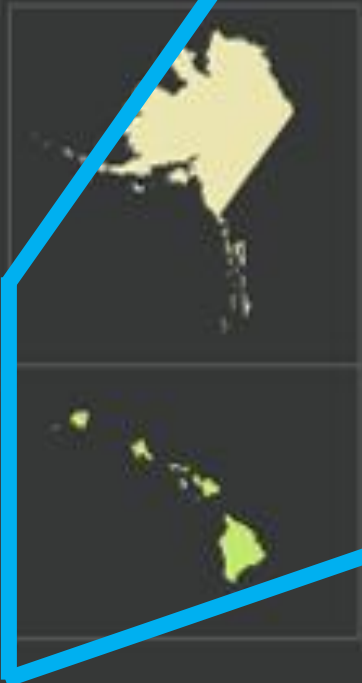
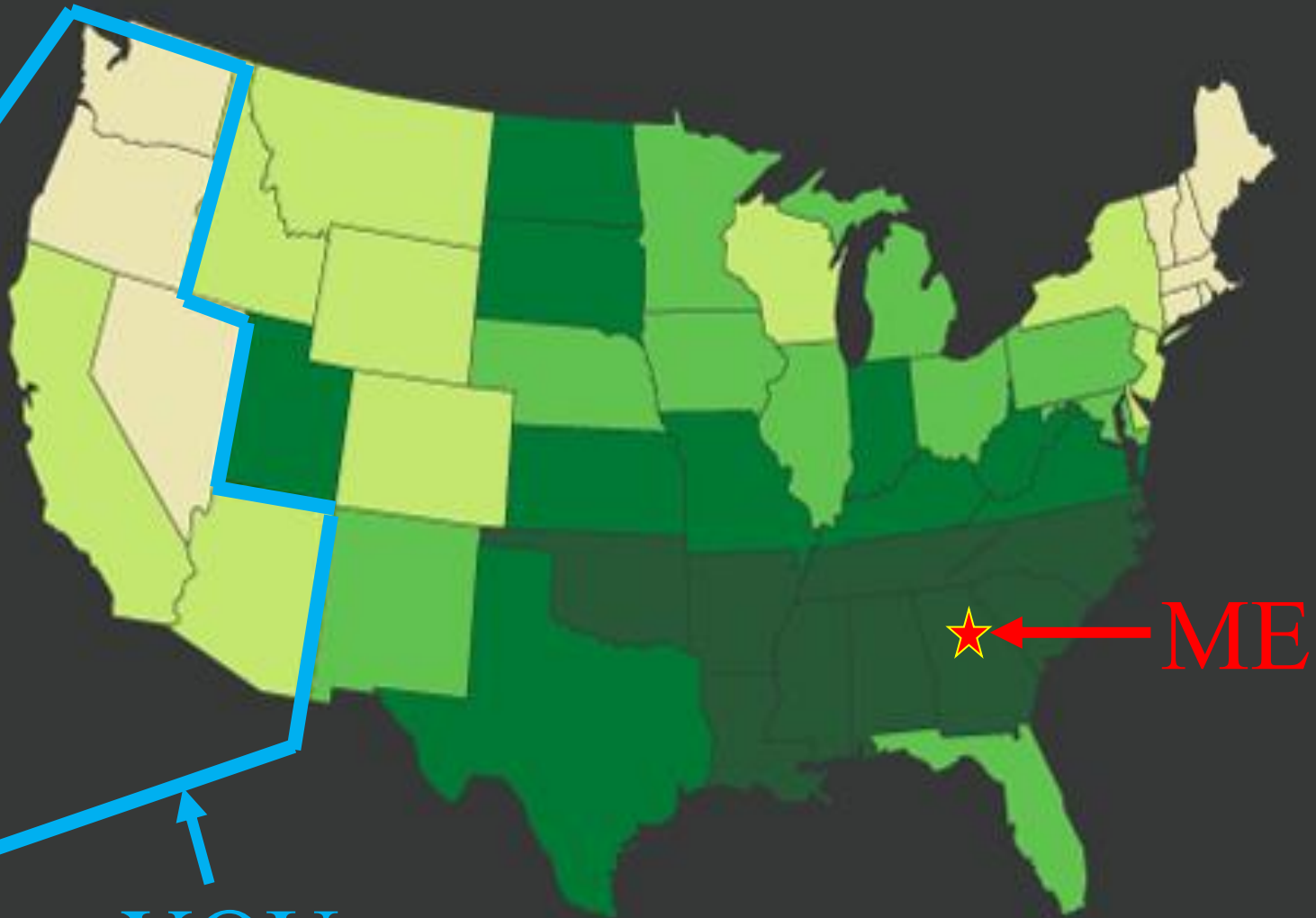


State of the States
Importance of Religion

darker green = more religious

GALLUP POLL

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



YOU

★ ← ME

**The
Building
Might Be
Closed...**



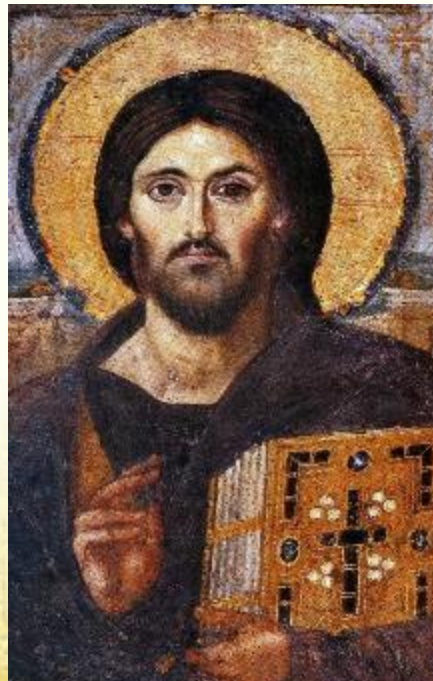
**But the
Church
is open!**



Christ's Possible Question To You



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



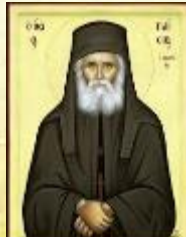
Tough Love from St. Paisios

“The spirit of luke-warmness reigns... We’ve been spoiled for good. How does God still tolerate us?”

Today’s generation is the generation of indifference. There are no warriors. The majority are fit for parades and feasts only.... Even people who’ve got something inside have begun to grow cool saying, ‘Can I really do anything to change the situation?’

We have to witness our Faith with boldness, because if we continue to remain silent, we’ll have to answer in the end. In these difficult days, each must do what is in their own power. Leave what’s out of their power to God. In this way, our conscience will be clear.”

St. Paisios the Athonite



Organizational culture eats strategy for breakfast, lunch and dinner



Culture



Strategy

Cultural Change

NEXT EXIT





The Big Idea

Engagement





Stewardship Calling 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**



A Must Read For Every Priest and Church Leader



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GROWING
— AN —
ENGAGED
CHURCH

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

ALBERT L. WINSEMAN

Copyrighted Material

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

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



The Empirical Data Shows¹



“...congregations with engaged members are:

- 1. spiritually healthier;**
- 2. better able to:**
 - (a) carry out their missions,**
 - (b) attract more new people,**
 - (c) fund new ventures; and**
- 3. have a higher percentage of spiritually committed individuals.”**

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



The Empirical Data Shows¹



“Spiritual commitment is usually a result of one big – and often overlooked – factor: congregational engagement.

Focus on improving engagement and increased commitment will follow.”

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



The Empirical Data Shows¹



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

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



The Empirical Data Shows¹



“Perhaps the key characteristic of engaged members is that their church is top of mind for them.”

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



Today's Life Changing Idea



It's Not Yours
It's God's

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

Matthew 10:8





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**



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)



4 of 15 Culture of True Stewardship Practices



**W² = “own the Watch
and you will own the
Wallet”**

**(when people give
their time, they will
also give more money)**



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 COVID Personal Telephone Calls

~ Each steward is personally called at their home by an Ambassador



How Holy Engaged

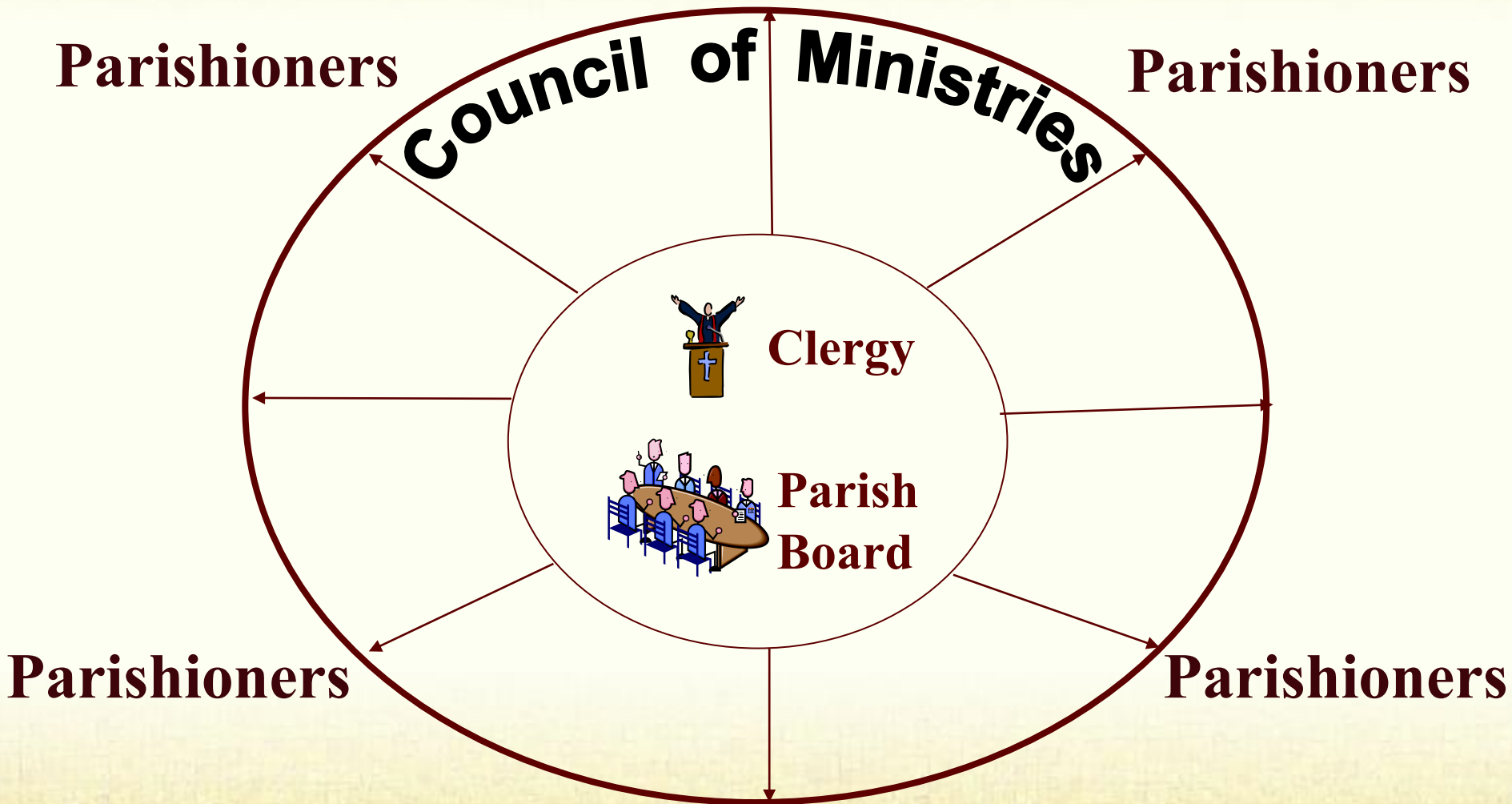
9-Step Process



Ministry Based Organization Paradigm



Outreach & Evangelism (Future Orthodox)





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/>



Provocative Question



71% of Protestant or non-denominational church goers have invited an individual or family to attend a worship service with them in the last 6 months

(and 25% of them have invited at least 3 individuals or families in the last 6 months)



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

Ken Makovsky – Forbes Magazine 11-29-12



Youth Stewardship



- ~ **With no youth stewardship program, you have determined your Parish's unfortunate future**
- ~ **The Science of Generosity Studies conclude we must teach youth that stewardship is a cradle to grave responsibility**



The Power of Small Groups



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



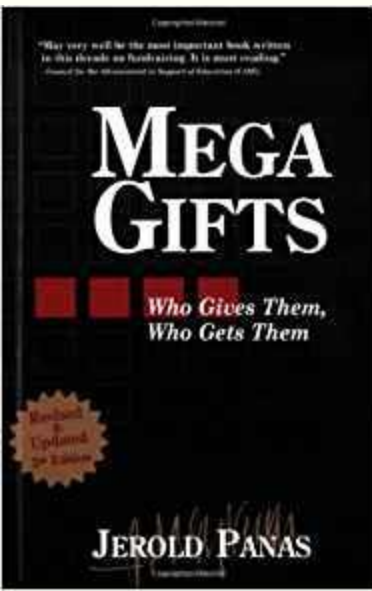
*People give to
Causes not
Crying*



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)



4-C Process To Stop Nickel and Diming?



1. CULTURE - Parish Leadership must decide to become a percentage giving church on the road to becoming a tithing church
2. COMMITMENT - Parish Leadership must commit to:
(a) themselves becoming percentage givers and eventually tithers; and (b) stop all nickel and diming in the Parish by a certain future date (e.g., 12 months later)
3. COMMUNICATIONS - constant, continuous and creative education and effective communications occur (from both clergy preaching and laity testimonials)
4. CELEBRATION - constantly celebrate the life-changing ministries helping people and bringing them closer to Christ



Why Have A Planned Giving Program?



~ “Baby Boomers, (born between 1944 and 1964), are expected to transfer **\$30 Trillion** in wealth to younger generations over the next many years.”¹

~ “Cerulli Associates estimates that as much as **\$68 Trillion** will move between generations within 25 years.”²

¹ *The Greatest Wealth Transfer In History: What’s Happening And What Are The Implications* - Forbes Magazine 11-11-19 (<https://www.forbes.com/sites/markhall/2019/11/11/the-greatest-wealth-transfer-in-history-whats-happening-and-what-are-the-implications/#64c33e834090>)

² *What The Coming \$68 Trillion Great Wealth Transfer Means For Financial Advisors* – CNBC October 21, 2019 (Cerulli Associates is a research and consulting firm specializing in asset management and distribution trends worldwide) (<https://www.cnbc.com/2019/10/21/what-the-68-trillion-great-wealth-transfer-means-for-advisors.htm>)



Transparency & Accountability



Transparency & Accountability increases generosity:

“[A] significant increase in the public transparency, accountability...of the many religious organizations... would have the real effect over time of considerably increasing the amount of money they (Christians) give.”



Proposed Stewardship Team Tasks



- 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**



QUESTIONS RECEIVED



1. Thank you for continuing to develop these presentations. After listening to the second one, my husband and I decided to round up...I am totally onboard with no nickel and diming... My question is this: **How do you explain to Philoptochos and AHEPA and DOP that they will not be able to solicit funds from our parishioners?**

AND

2. I have always felt that Philoptochos fundraising is “different” from how our Church should be raising/collecting funds. I feel that Philoptochos is ‘purpose’ driven and I think it provides people with the opportunity to be more involved in philanthropic activities, but **I would love to get your thoughts/ideas on how you feel Philoptochos should evolve, since we do ask our parishioners for items/funds when we host lunches, have tray collections, etc.**

THE THIRD RAIL

DANGER

**ELECTRIC THIRD RAIL
DO NOT ENTER**

3

2

1





QUESTIONS RECEIVED



3. Many other Parish Stewardship Committee members were not able to attend these Zoom meetings. From your experience **what is your recommendation to bring Stewardship Committee members who did not participate to an adequate level of understanding and appreciation of your integrated approach?**

A. These Five Programs can be found here:

<https://stewardshipcalling.com/san-francisco-metropolis-stewardship-program/>

B. The Full Igniting The Flame Program videos here:

<https://stewardshipcalling.com/videos/>

C. Lots of other stewardship resources here:

(i) <https://stewardshipcalling.com/>

(ii) <https://www.goarch.org/departments/stewardship>

D. Email/call me: Bill@stewardshipcalling.com



QUESTIONS RECEIVED



4. While the Stewardship Program is foundational and year long there are several moments in a year when parishes need to do a **special fundraising for a particular need. What is the best way to integrate and/or keep separate from the Stewardship annual program?**
- A. Capital campaigns are different and scheduled
 - B. Emergency drives respond to emergencies
 - C. Anything else suggests poor planning



QUESTIONS RECEIVED



5. Regarding the Stewardship Committee what is: (i) **good size, scope of work, (iii) continuing education for them?**
- A. Ten specific functions (people can handle up to 2)
- | | |
|--------------------------|--------------------------|
| 1. Chairperson | 6. Campaign Leader |
| 2. Communications | 7. Planned Giving Leader |
| 3. Welcoming Ministry | 8. Youth Leader |
| 4. Thanking Ministry | 9. Ambassador Training |
| 5. Small Groups Ministry | 10. Data Analysis |
- B. Ambassadors (people who speak with all parishioners \approx 10% of # stewardship units)
- C. Regular research and training in their specific area(s) of responsibility and annual stewardship training for whole team



QUESTIONS RECEIVED



6. Getting started if done correctly will launch appropriately the Stewardship program at the level of a committee, Parish Council, and Parish Assembly. How do we do it right from the start?

A. Establish a regular stewardship campaign ANNUAL schedule repeated each year

B. 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 incredible ministries that could be funded if everyone tithed

C. Monthly stewardship articles in ALL Parish publications (Scripture PLUS personal testimonials)



Stewardship
Calling

Financial Stewardship Analysis for Churches (“FSA”)



7. Bill, you have mentioned the Parish Financial Analysis (name?) that you have conducted within other parishes. How important is that to do and where in the timeline of initiating a program does it fall?

A Special Free Service Available to Your Parish

- ~ How well is your church really doing from a financial stewardship perspective?
- ~ The Stewardship Calling FSA was developed over the last 12+ years using best practices and financial analytics adapted to Orthodox Christian parishes.
- ~ It has been used by over 275+ churches to better understand what is happening with their financial stewardship and where they need to focus
- ~ It includes key performance indicator metrics and performance comparisons

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

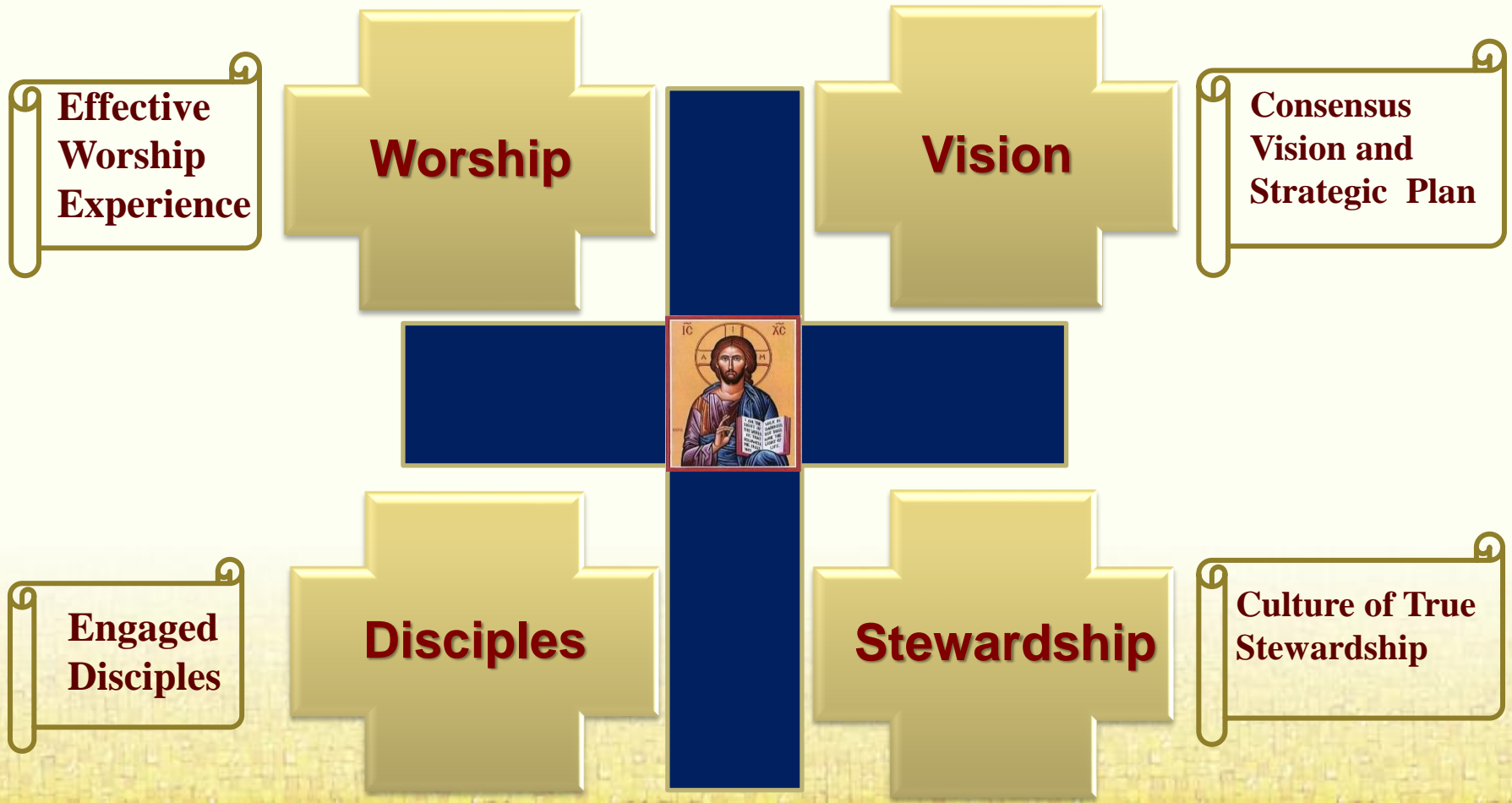
Or contact: Bill@stewardshipcalling.com



QUESTIONS RECEIVED



8. What other aspects and/or services have you seen be helpful to parishes?





Stewardship Calling

Effective Church Model

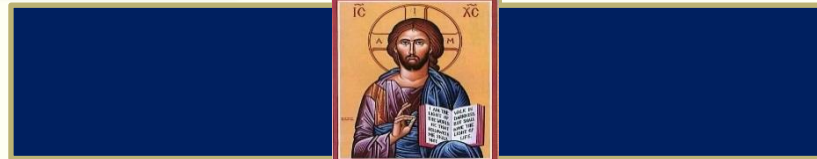
Institutional



Effective
Worship
Experience



Consensus
Vision and
Strategic Plan



Engaged
Disciples



Culture of True
Stewardship

Individual



Selected Engaged Disciples Practices



- 1. Spiritual education**
- 2. Discovery of Stewardship Calling**
- 3. Prayer**
- 4. Orthodox Leadership Development**
- 5. Youth discipleship**



Stewardship Calling

Effective Church Model

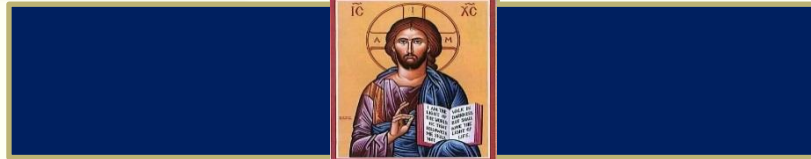
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Strategic Plan



Engaged
Disciples

Disciples

Stewardship

Culture of True
Stewardship

Individual



15 Culture of True Stewardship Practices



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

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- 15. Team**



Stewardship Calling

Effective Church Model

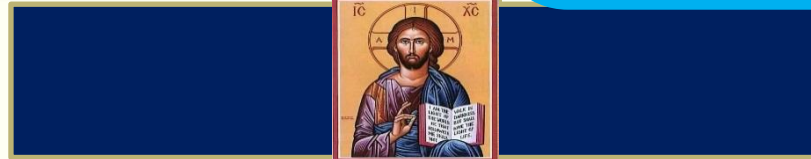
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Engaged
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Stewardship

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Individual



7 Consensus Vision and Strategic Plan Practices



- 1. Leadership buy-in and implement the 4-Ps (People, Process, Plan, Perform)**
- 2. Develop a Consensus WHY, SWOT, Vision, Core Values, Mission and Wildly Important Goals**

A. Parish Strategic Planning video:

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

B. 4 Disciplines of Execution Strategic Planning Process:

<https://stewardshipcalling.com/4dx-4-disciplines-of-execution-strategic-planning-process/>

C. Find examples of Parish Strategic Plans from the drop down menu at:

<https://stewardshipcalling.com/strategic-planning/>

D. Reach out to Steve Tibbs:

**<https://sanfran.goarch.org/ministries/orthodox-parish-leadership>
or me: Bill@stewardshipcalling.com**



Stewardship Calling

Effective Church Model

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Disciples

Stewardship

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Church Leaders



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

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



Stewardship Calling Orthodox Servant Leadership Model



The Stewardship Calling Model of the Six Elements of Effective Orthodox Servant Leadership

Courage

Love

Humility

Trust

Vision

Team



QUESTIONS RECEIVED



- 8. How many parishes in our Archdiocese are able to meet their expenses without fundraisers like festivals, etc.**
- 9. How is engagement measured? How can we gauge progress in our efforts?**
- 10. Why is the concept of tithing so taboo in the Orthodox Church? How can we take the first steps toward destigmatizing it?**
- 11. If we don't have a strategic plan, what should we focus on in the short-term while we are also in the process of strategic planning?**
- 12. Related to meeting with parishioners individually, is a hybrid model of individual/group an option to reach everyone in the parish?**
- 13. Do you recommend an email marketing program such as Constant Contact or MailChimp?**



**AND NOW A WORD
FROM OUR SPONSOR**

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

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

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Session 5 - October 27, 2020 Questions & Answers	

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Send questions to: Bill@stewardshipcalling.com

Stewardship Calling Effective Church Model

Institutional



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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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Effective Church Model

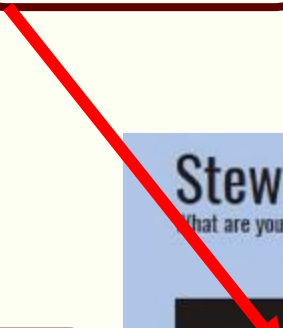
Stewardship

Strategic Planning

**Podcasts
Internet Radio**



Leadership



Two Orthodox Resources Available To You



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To help people and parishes discover and live their stewardship callings so that they may have a good account before the awesome judgement seat of Christ.

<https://stewardshipcalling.com/>



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

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METROPOLIS OF SAN FRANCISCO



*Igniting the Flame - A Culture of True Christian
Stewardship and Generosity*

APPENDIX

- 1. Stewardship Calling Resources**
- 2. Suggested Book Reading List**
- 3. Suggested TED Talks / YouTube Videos**
- 4. Suggested Empirical Studies**
- 5. Stewardship Calling Podcasts**

<https://stewardshipcalling.com/san-francisco-metropolis-stewardship-program/>



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

5th Sunday Stewardship Calling

Every month with a 5th Sunday 1.5 hour live call-in program at 8:00 p.m. EDT

1st Wednesday Stewardship Calling

One hour live call-in program on the first Wednesday of each month at 8:00 p.m. EDT

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

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



ANCIENT FAITH RADIO

Bringing the Ancient Christian Faith to the Modern World

Ancient Faith Ministries

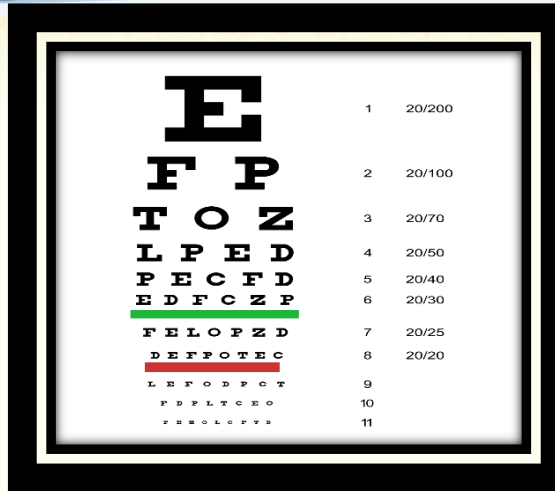
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REVITALIZE STEWARDSHIP IN
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**2020 Vision - The Year
Two Many First Stones
Were Thrown At You and
How You Can Survive
2020 and Beyond**

<https://www.ancientfaith.com/live>

Wednesday, October 7, 2020



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



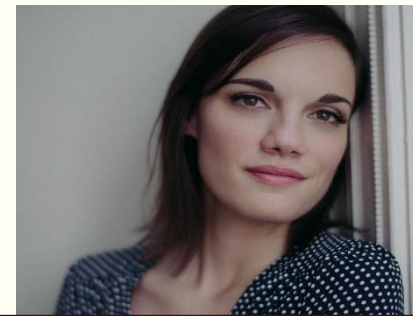
Ancient Faith
PODCASTS

“Living Your Calling” Christian Musicians

11-2-21 - Part 1

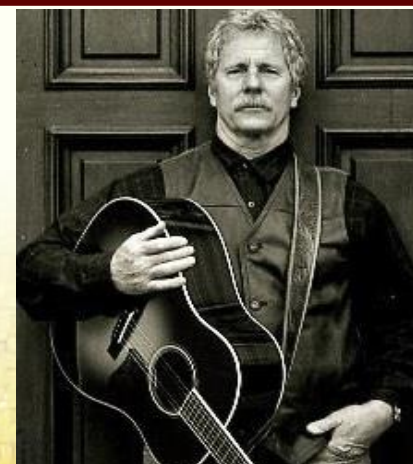
11-29-20 - Part 2

Nashville recording
sensation - SARAH
KROGER



[https://www.ancientfaith.com/
radio/live](https://www.ancientfaith.com/radio/live)

Music superstar &
Orthodox Christian
CHRIS HILLMAN -
The Byrds, The Flying
Burrito Brothers,
Manassas, Desert Rose
Band





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



The Big Idea

Engagement

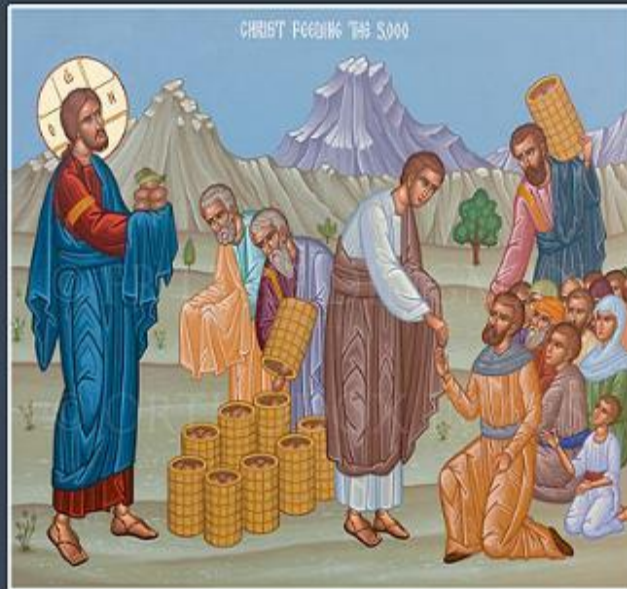


Christ's 3 Engagement Messages

Christ's Great Commandment

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

John 13:34



Christ's Great Commission

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

Matthew 28:19



Christ's Great Charge

**“Go and do
likewise”**

Luke 10:37



Life Changing Idea

IN Y IG

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

Matthew 10:8

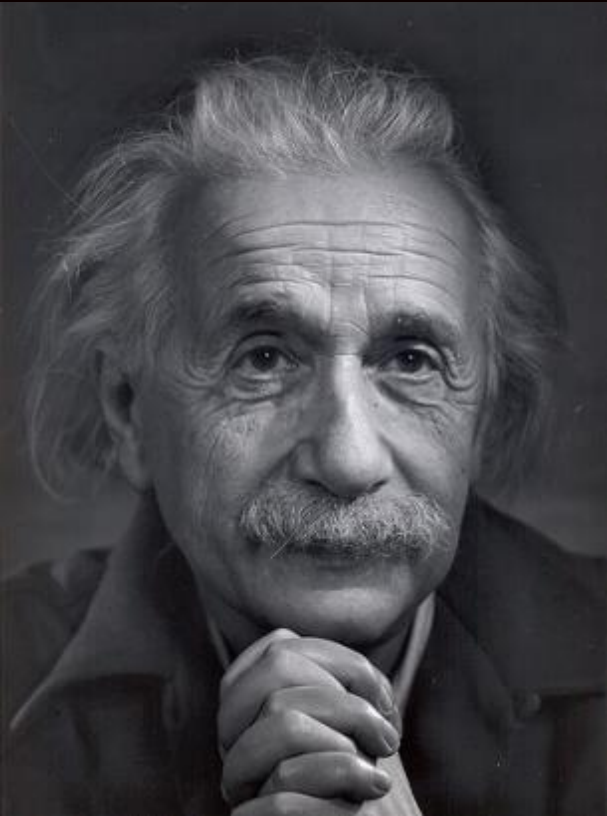
It's

Not

Yours,

It's

God's



*The world as we
have created it is
a process of our
thinking.*

*It cannot be
changed without
changing our
thinking.*

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



**Pastor
Rick
Warren**

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

*The second best
time is today.”*



Old Chinese Proverb

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



Jim Rohn

**“Strategy without tactics is
the slowest route to victory.**

**Tactics without strategy is
the noise before defeat.”**



Sun Tzu

“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.”**

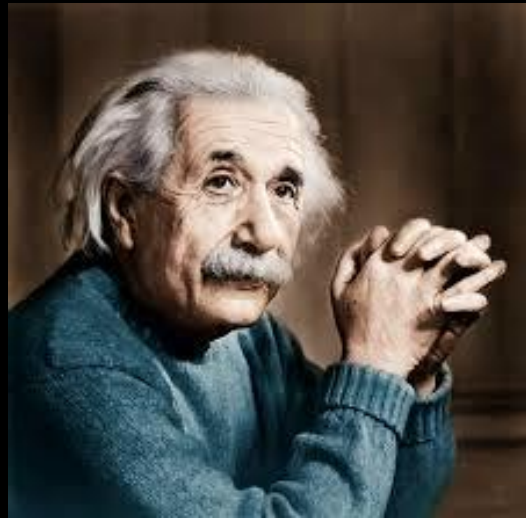


Mahatma Gandhi

“Logic will get you from A to B.

**Imagination will take you
everywhere.**

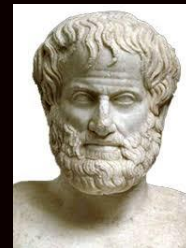
**Imagination is more important than
knowledge.”**



**Albert
Einstein**

We are what we
repeatedly DO.

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

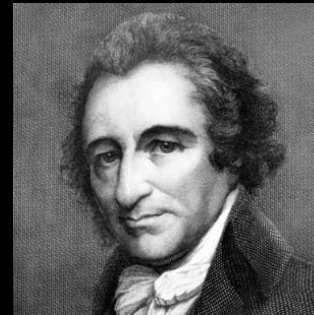


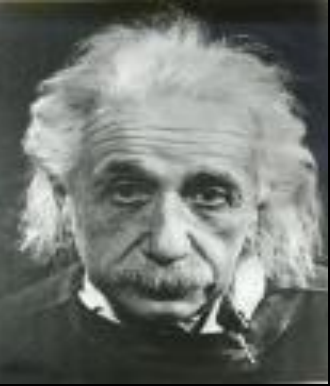
~ Aristotle

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

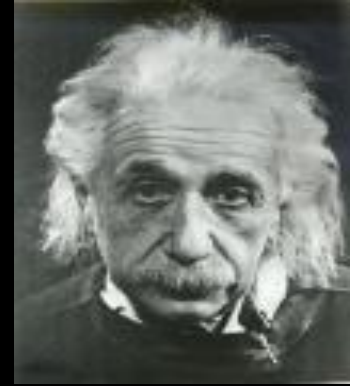


- Ted Turner
- General George S. Patton
- Lee A. Iacocca
- Thomas Paine
- Bill Marianes





Albert's Insight



❖ What was Albert Einstein's greatest contribution?

❖ ~~$E=mc^2$~~

“NOTHING HAPPENS UNTIL SOMETHING MOVES”

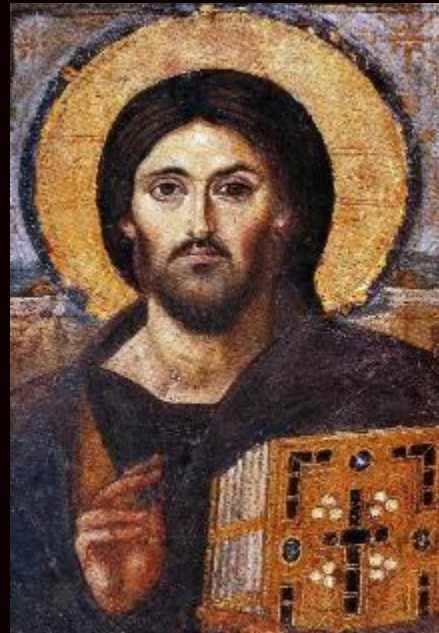


The Marianes Corollary

**“NOTHING HAPPENS UNTIL
SOMEBODY MOVES”**

Christ's Possible Question To You

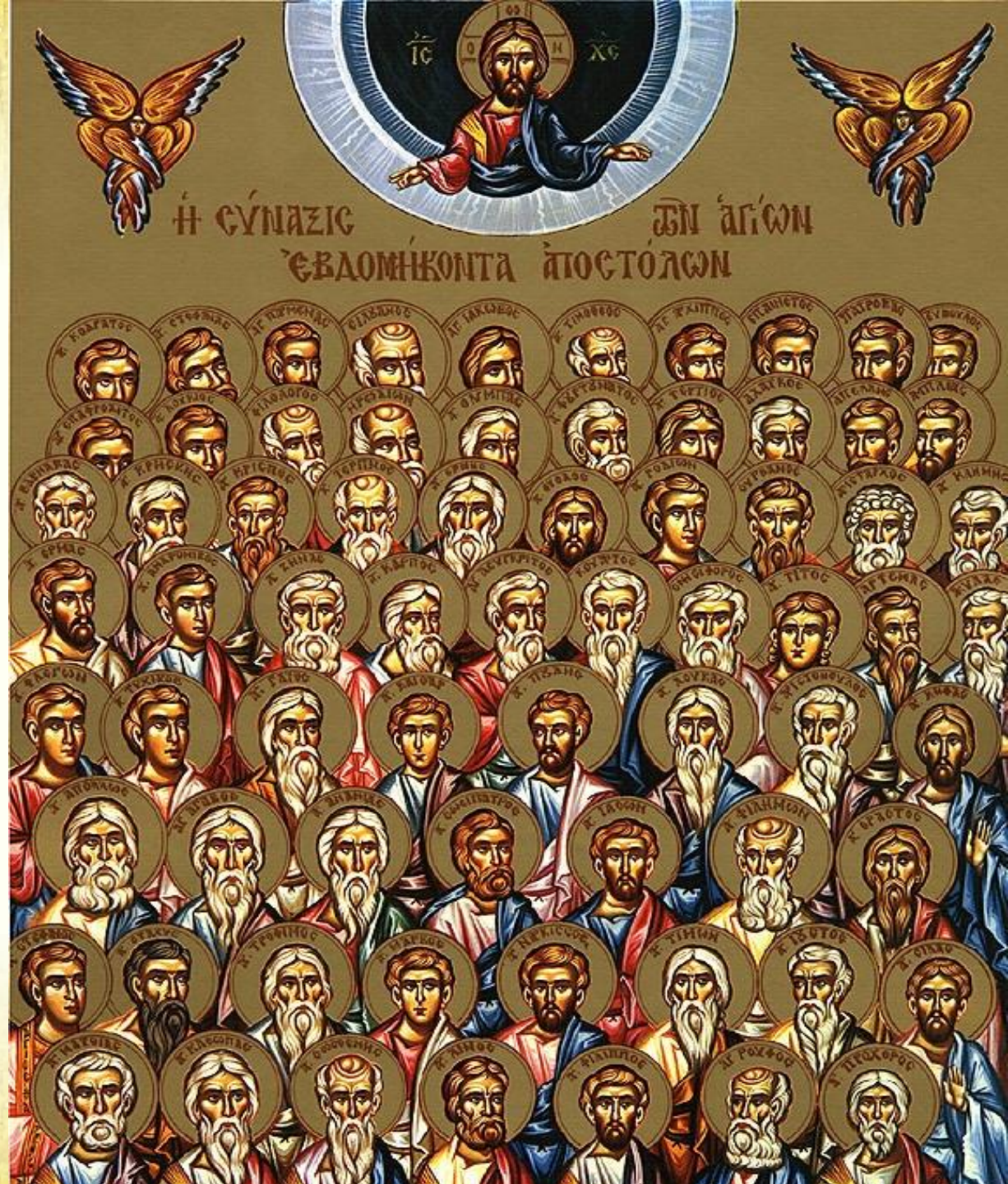
“What did You do with MY Church under Your watch given all of the gifts I gave You?”





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

Luke 10:1





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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**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/



GREEK ORTHODOX ARCHDIOCESE OF AMERICA
METROPOLIS OF SAN FRANCISCO



Igniting the Flame

A Culture of True Christian Stewardship and Generosity

APPENDIX

Bill Marianes

Bill@stewardshipcalling.com



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Stewardship Calling Resources





Your Always Free Parish Resource www.stewardshipcalling.com

Effective Church Model & Engaged Discipleship

Stewardship

Strategic Planning

**Podcasts
Internet
Radio**

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

WHY Are You Here?

WHY? EFFECTIVE CHURCH MODEL STEWARDSHIP CHURCH STRATEGIC PLANNING PODCASTS / INTERNET RADIO

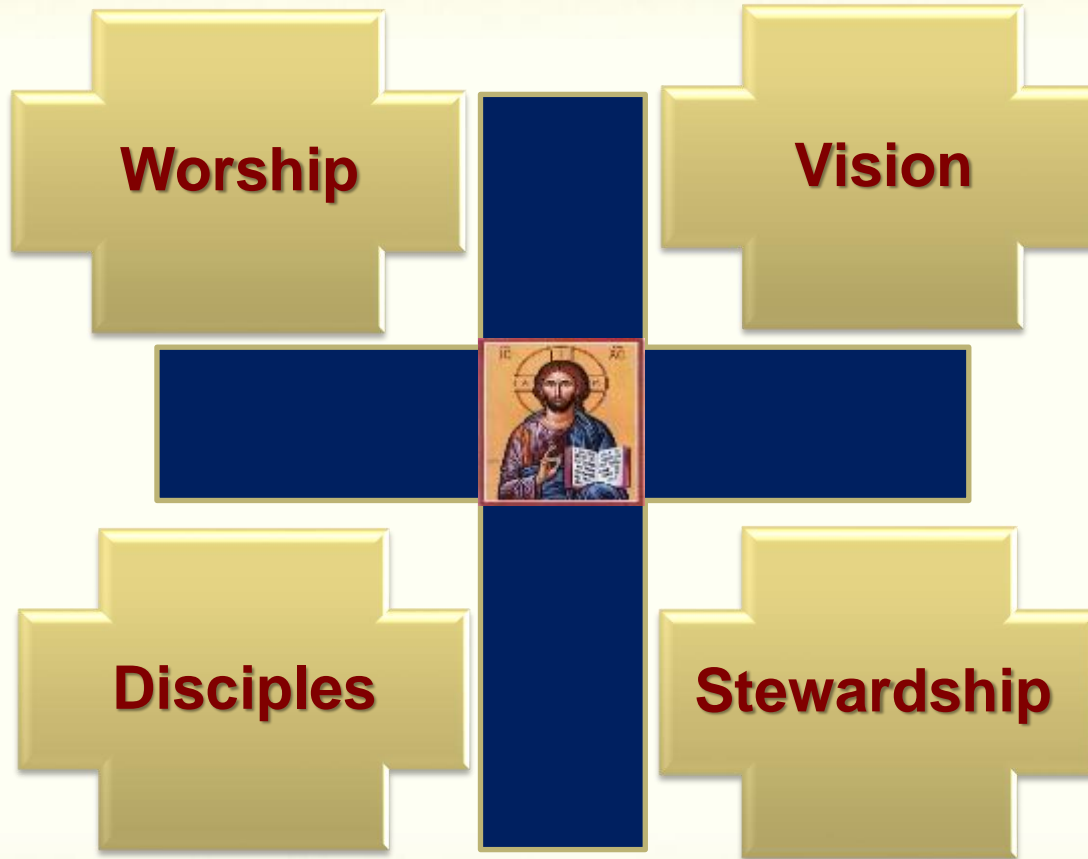
LEADERSHIP & SPIRITUAL RETREATS BLOG RESOURCES UPCOMING PROGRAMS PERSONAL

Leadership



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

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



Stewardship Tab
at
www.stewardshipcalling.com

You can watch or download 2 videos that teach the Igniting The Flame of True Christian Stewardship Program at:
<https://stewardshipcalling.com/videos/>

Stewardship Training Videos

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

Recent Posts

- COVID-19 - Spread the Word, not the virus
- You Have Been Called - Music Mogul Turns Youth Ministry Neptic Warrior
- "Meet The Met" - Metropolitan Gerasimos & The Generosity Challenge Part II
- You Have Been Called - Laity, Deacons, Clergy & Hierarchs



Stewardship
Calling

Financial Stewardship Analysis for Churches



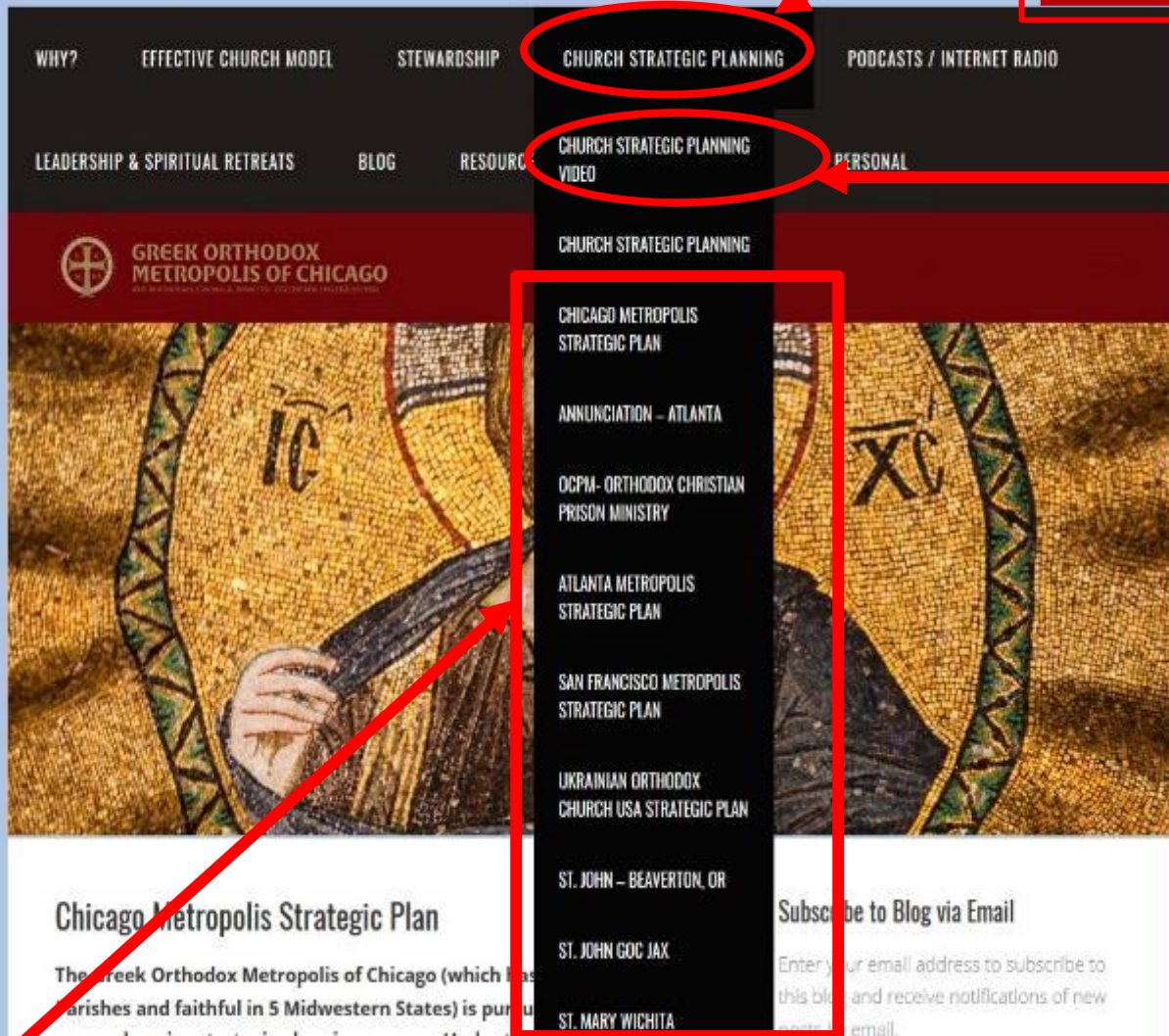
A Special Free Service Available to Your Parish

- ~ How well is your church really doing from a financial stewardship perspective?
- ~ The Stewardship Calling FSA was developed over the last 12+ years using best practices and financial analytics adapted to Orthodox Christian parishes.
- ~ It has been used by over 250+ churches to better understand what is happening with their financial stewardship and where they 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

Strategic Planning Tab at www.stewardshipcalling.com



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

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

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WHY? EFFECTIVE CHURCH MODEL STEWARDSHIP CHURCH STRATEGIC PLANNING PODCASTS / INTERNET RADIO

KEYNOTES & LEADERSHIP

BLOG RESOURCES UPCOMING PROGRAMS PERSONAL

WHY ARE YOU HERE?

LEADERSHIP

RELIGIOUS FREEDOM

EFFECTIVE COMMUNICATIONS
- FROM TEACHER TO
PREACHER TO REACHER

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

Why Are You Here?

Why Are You Here?

One of the most profound questions one must answer is "Why am I here?" Of all of the trillions of life forms on earth, you were the one whom God made in His image and likeness. For what purpose were you given all of the gifts, talents, resources, abilities and experiences you have been given?

Humorist and author Mark Twain once famously said: "The two most important days of your life are: first, the day you were born, and second, the day you figure out why." It is in pursuit of helping you figure out your WHY that this page and these resources are devoted. Godspeed on your journey!

Recent Posts

COVID-19 - Spread the Word, not the virus

You Have Been Called - Music Mogul Turns Youth Ministry Neptic Warrior

"Meet The Met" - Metropolitan Gerasimos & The Generosity Challenge Part II

You Have Been Called - Laity, Deacons, Clergy & Hierarchs

OCA Diocese of New York & New Jersey
2019 Diocese Assembly Keynote and Stewardship Presentations

Understanding Your Why and Living Your Stewardship Calling Program is available under the Keynote & Leadership tab and the Why Are You Here page



Servant Leadership Program is available under the Keynote & Leadership tab and the Leadership page

Leadership

"There are 'leaders' and there are 'those who lead.'" While there are many dimensions to being an authentic, Orthodox Christian Servant Leader, developing those leaders is one of the most critical challenges I have heard from the hundreds of churches I have worked with over the last 11+ years. So, I have assembled some written materials, podcasts and videos that cover many of the elements of how to develop true servant leaders. While all leaders areourageous in leading their church or ministry, the Stewardship Calling Orthodox Christian Servant Leadership Model focuses on the 6 critical leadership core values of: Courage; Love; Humility; Trust; Vision; and Team.

Below you will find a PowerPoint outline of some of the core servant leadership content I present to Parishes and Churches/Ministries/Dioceses /Parish Councils and Boards, as well as a video of one such program, a link

Recent Posts

- COVID-19 - Spread the Word, not the virus
- You Have Been Called - Music Mogul Turns Youth Ministry Neptic Warrior
- "Meet The Met" - Metropolitan Gerasimos & The Generosity Challenge Part II
- You Have Been Called - Laity, Deacons, Clergy & Hierarchs
- OCA Diocese of New York & New Jersey 2019 Diocese Assembly Keynote and Stewardship Presentations

Recent Comments

www.stewardshipcalling.com

WHY? EFFECTIVE CHURCH MODEL STEWARDSHIP CHURCH STRATEGIC PLANNING PODCASTS / INTERNET RADIO

KEYNOTES & LEADERSHIP BLOG RESOURCES UPCOMING PROGRAMS PERSONAL



Effective Communications – From Teacher to Preacher to Reacher

Communications – From Teacher to Preacher to Reacher

...sted, how would the world be any different? Or better
...here, how IS the world different? We sometimes ask
ourselves these profound questions, particularly as we focus on 3 very
critical personal questions of:

1. "Why am I here?"
2. "What is my purpose/calling?"
3. "What is the meaning of my life?"

We are all called to be "the light of the world" as our Lord made us in his
image and likeness. In so doing, we ALL communicate, ALL the time. But
are we communicating most effectively? At the Ancient Faith Radio
Podcasters/Writers conference, I was honored to give a keynote address to
help us all become better communicators in whatever way we
communicate. As it turns out, we all communicate at different times in
three different ways: as Teachers, Preachers and Reachers.

Teachers merely provide information, so they are informational.
Preachers inspire us with what the information they teach us, so they are

Effective Communications Program is available under the Keynote & Leadership tab and Effective Communications "From Teacher to Preacher to Reacher" page

Recent Posts

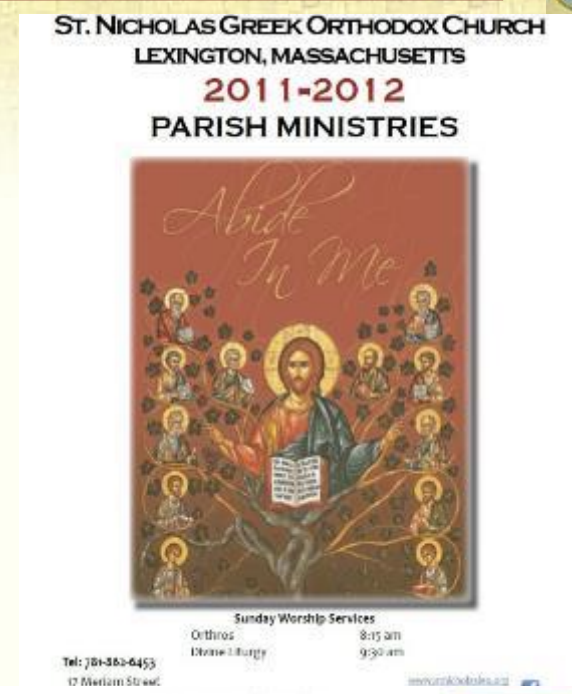
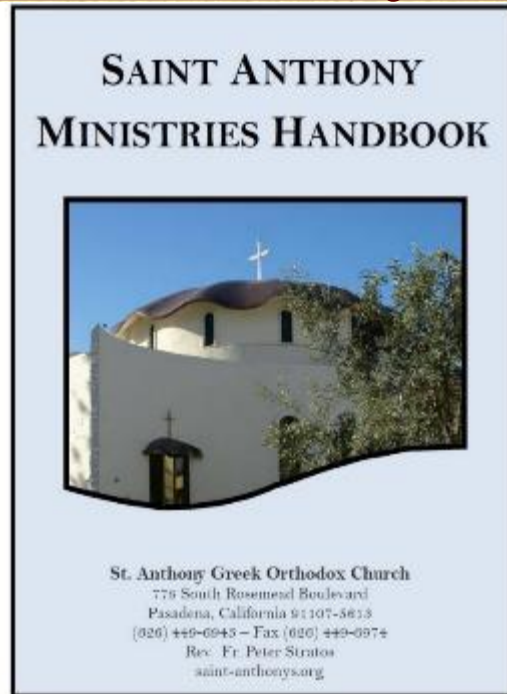
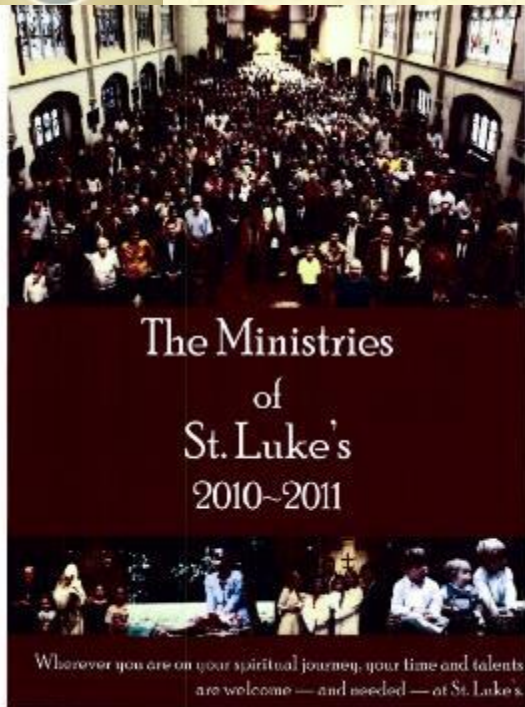
COVID-19 – Spread the Word, not the virus
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You Have Been Called – Laity, Deacons, Clergy & Hierarchs
OCA Diocese of New York & New Jersey 2019 Diocese Assembly Keynote and Stewardship Presentations

Recent Comments

sotpaetj on "Does the future have a church?"
sotpaetj on Overcoming the Great Challenge of Donor Fatigue in our Orthodox Christian Churches, Ministries and Other Nonprofit Organizations
Ruth wilkey on Overcoming the Great Challenge of Donor Fatigue in our Orthodox



Sample Ministry Handbooks



<https://stewardshipcalling.com/stewardship-ministry-handbooks/>

Multicultural
To provide assistance to those in need in our church community, the Jewish Family Services (JFS) House, the L.A. and internationally, and to make a home visitation to members of our parish who are ill, hospitalized, or unable to get out, receive a notice of our parish are invited to join the organization.
Marla Chappin • 678-413-5500 • jfs@jfsusa.org

Historic Old 900 (Shoring) Ministry
This is a development program of Bay Woods of America providing support to those who are experiencing high-altitude, cardiac, joint, respiratory, or other health conditions. Open to those who are ill and unable to get out, receive a notice of our parish are invited to join the organization.
Marla Chappin • 678-413-5500 • shoring@baywoods.com

Gift Shop Ministry
To provide and enhance the Orthodox experience in our parish by offering items that aid in the development and growth of our faith—books, icons, home altar, and accessories.
Marie Wilson, Altas Novas • 772-893-1207 • giftshop@stnicks.org

Evangelical Ministry
The great collection of our faith and heritage and our largest community outreach ministry of the ever-growing world.
772-893-1207 • evangelical@stnicks.org

Project CARRY MINISTRY
To provide assistance to those who have just given birth to those who have lost a child, and to those in need during the entire season of the year.
Bethy Charis • 870-441-8515 • singlestep@projectcarry.com

Interfaith or World Minister - Love and Peace Ministry
To provide interfaith love and peace (and love) for the world in the current day. Interfaith committees are needed and especially in Thanksgiving and Christmas.
Nancy Wilson • 772-893-1207 • interfaith@stnicks.org

PARISH SUPPORT SERVICES MINISTRY

FINANCE AND BUDGETING MINISTRY
Financial Ministry
To provide our parish members with God through the management of their financial affairs for the glory of God.
Randy Brown • 408-410-1913 • info@stnicks.org

Deacon Development and Training Ministry
Aid our parish in training more priests to serve in our parish.
David Chapman • 678-413-1208 • deacon@stnicks.org

Deacon and Youth Ministry
Aid our parish by providing elderly deacons to the governance of our community.
Nancy Wilson

Youth Ministry
Aid our parish in regularly taking account of the spiritual blessings of our parish.
Doreen Porter • 772-893-1207

COMMUNITY ENGAGEMENT MINISTRY

Advocacy Ministry
Aid our parish in the use of technology to communicate, inform, and inspire.
Doreen Porter • 772-893-1208 • advocacy@stnicks.org

Stewardship Ministry
Aid our parish in stewardship with parish members weekly of our parish life.
Nancy Wilson • 678-413-1208 • stewardship@stnicks.org

Archival Ministry
To provide a global vision of our parish events and history.
Doreen Porter • 772-893-1208 • archive@stnicks.org

INCLUSIVE MANAGEMENT AND SERVICE MINISTRY
Reading Maintenance and Property Maintenance Ministry
Aid our parish in the maintenance and care of the facilities and grounds.
Doreen Porter • 772-893-1208 • property@stnicks.org

Book/Video Ministry
Provide plans and flowers for the services to the church and the Bible.
Doreen Porter • 772-893-1208 • video@stnicks.org

Orthodox Planning Ministry
Aid our parish in the planning, building, and use of our community.
Doreen Porter • 678-413-1208 • orthoplan@stnicks.org



SAINTS RAPHAEL, NICHOLAS, AND IRENE GREEK ORTHODOX CHURCH

DIRECTORY OF MINISTRIES

Rev. Fr. Demetrios Powell, Protopresbyter

3074 Bethelview Road
Cumming, Georgia 30040
(770) 781-5250
www.stnicks.org

You can download this 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

GREY ME METROPOLIS OF SAN FRANCISCO - IGNITING THE FLAME OF TRUE CHRISTIAN STEWARDSHIP PROGRAM

Stewardship Training Videos

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
Session 3 - September 29, 2020 <ol style="list-style-type: none">1. Welcoming2. Thanking3. Youth Stewardship4. Small Groups	Session 4 - October 13, 2020 <ol style="list-style-type: none">1. Effective Messaging2. Campaigns (Stewardship, Capital & Planned Giving)3. Transparency & Accountability4. Stewardship Team
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

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.
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 focused more on SOLICITING TIME AND ENGAGEMENT in the church ministries.

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.**

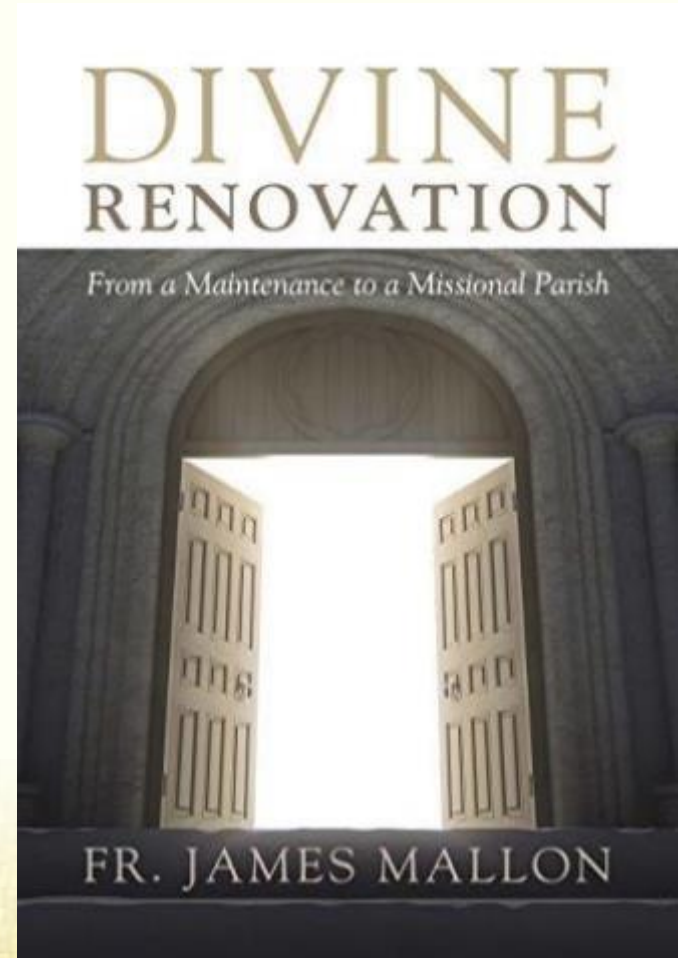
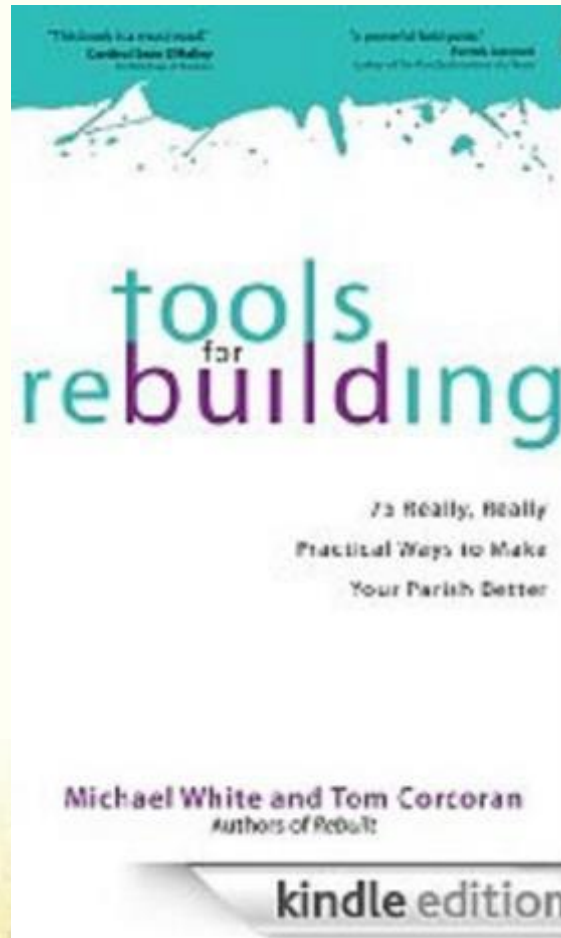
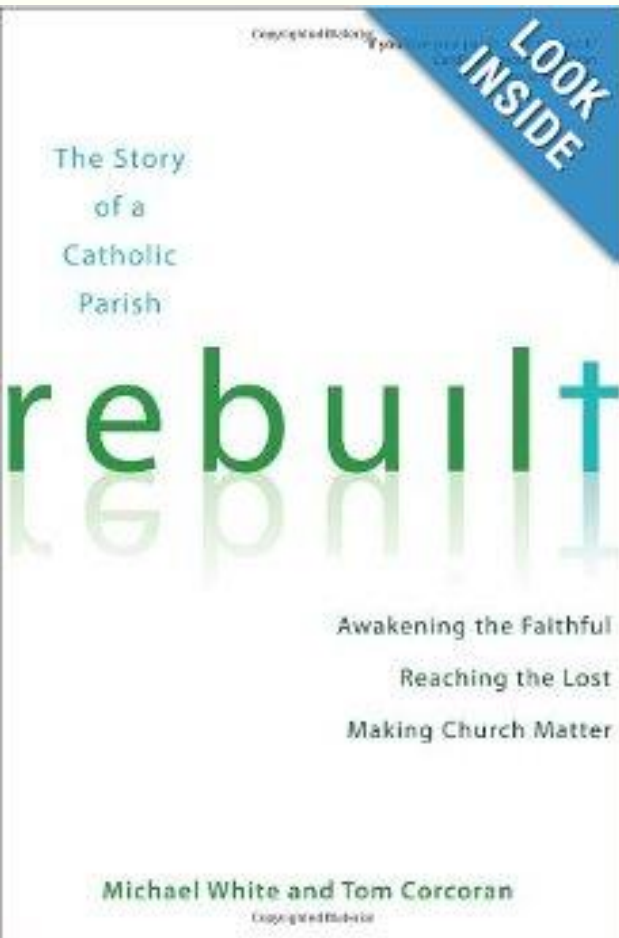


Suggested Book Reading List



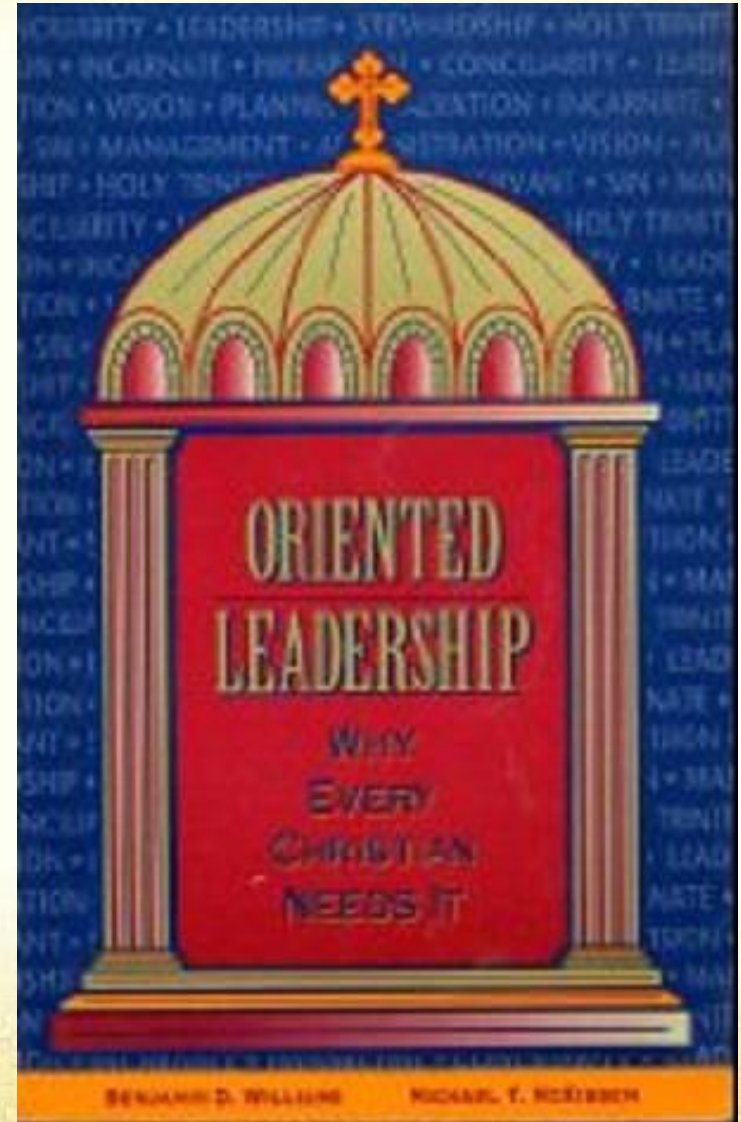
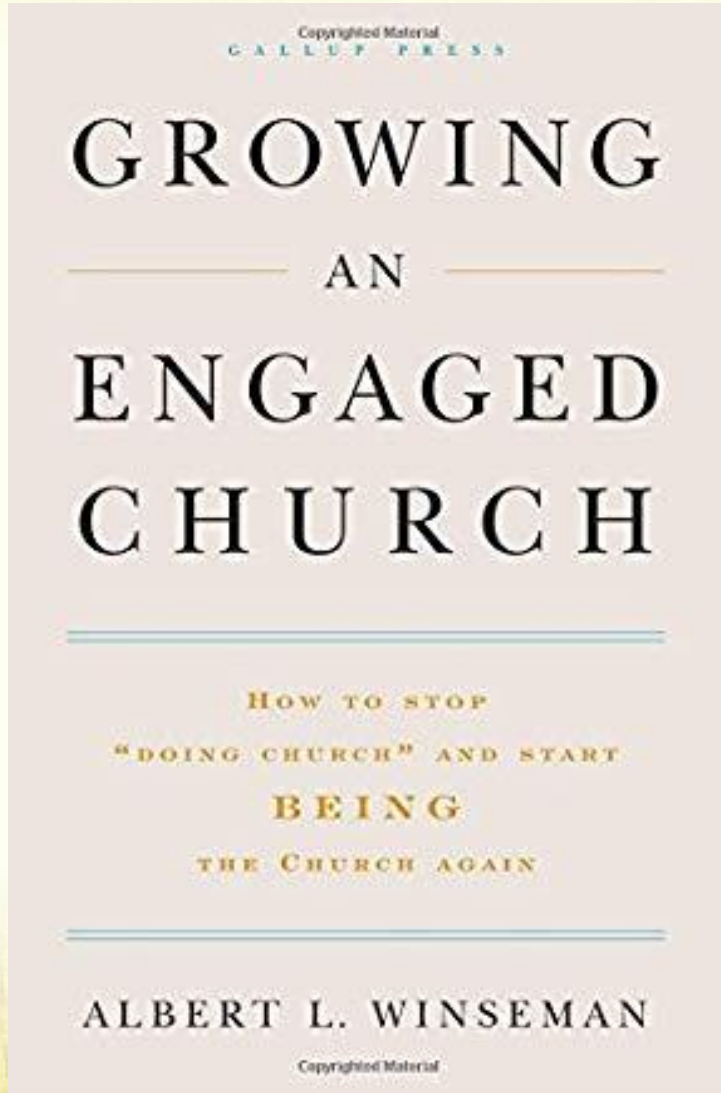


Suggested Reading List (Successful Church Transformation)



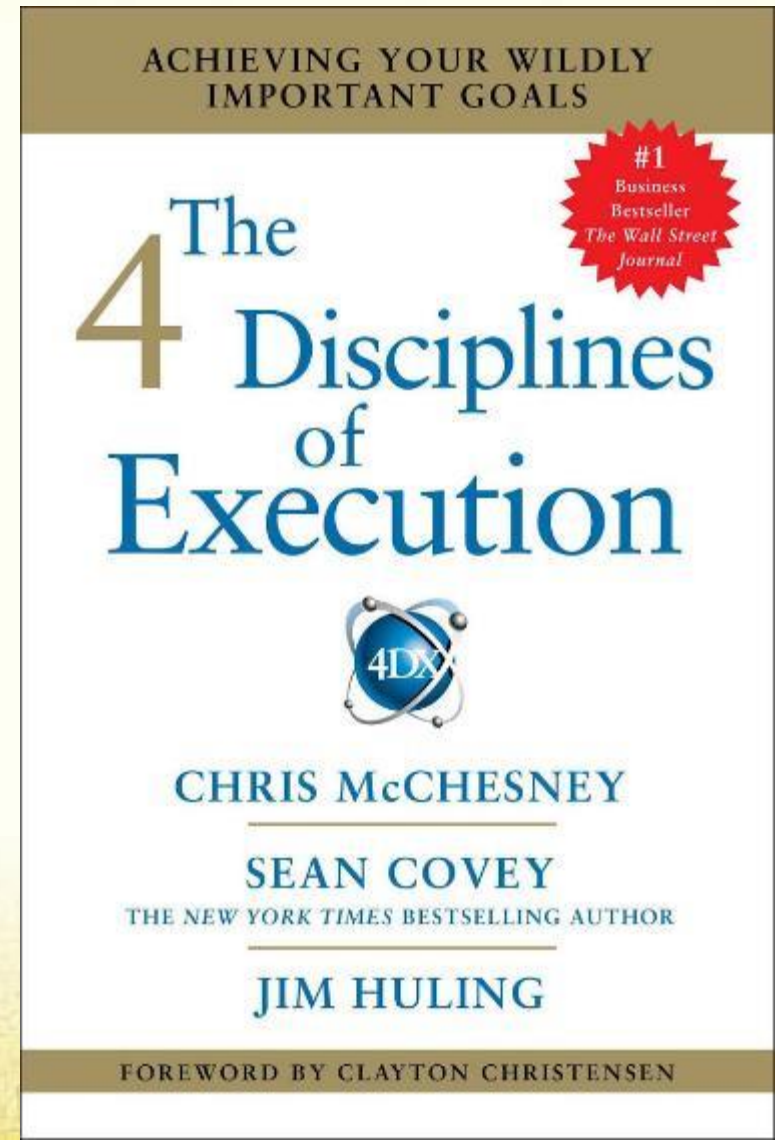
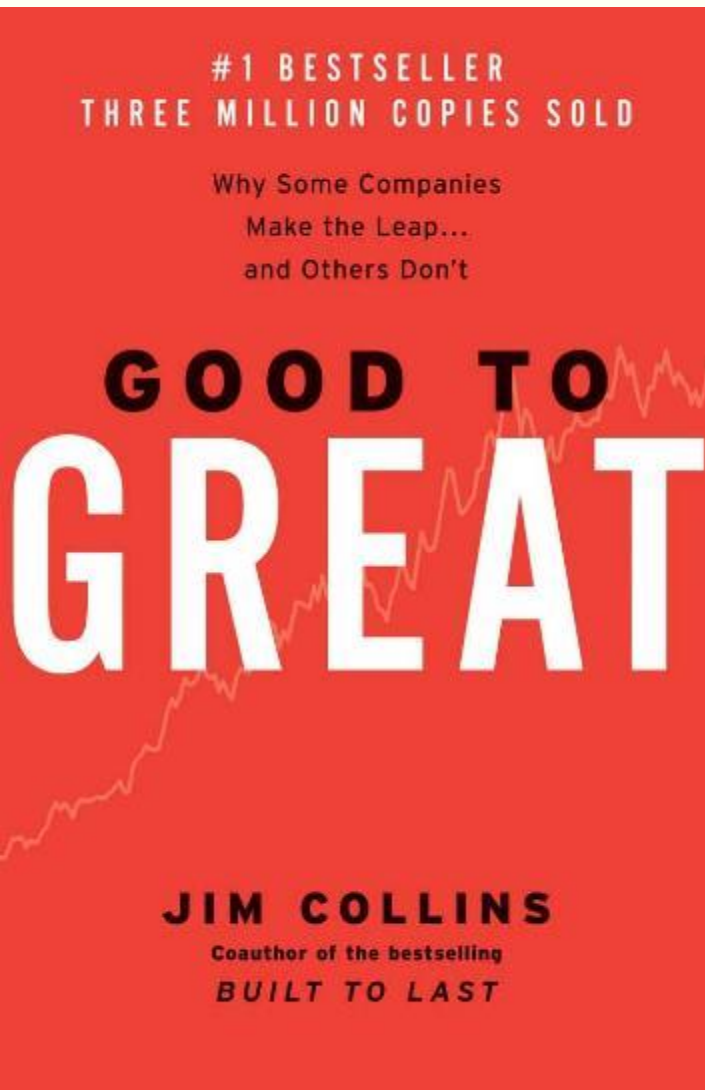


Suggested Reading List (Culture and Leadership)





Suggested Reading List (Operational Excellence)

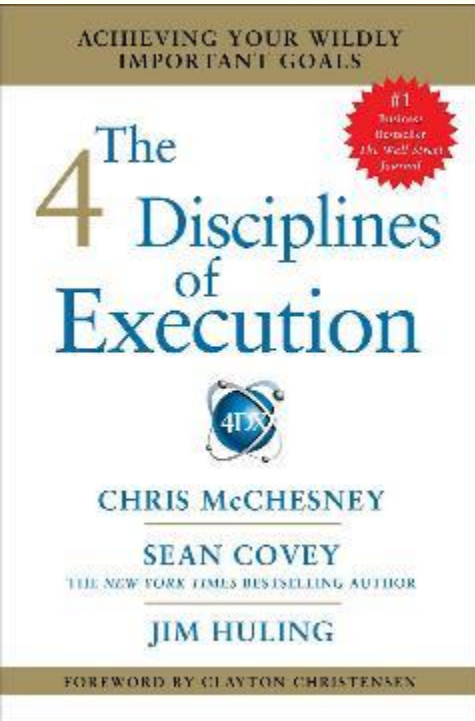




A Great Process for Effective Execution and Leadership



The 4 Disciplines of Execution



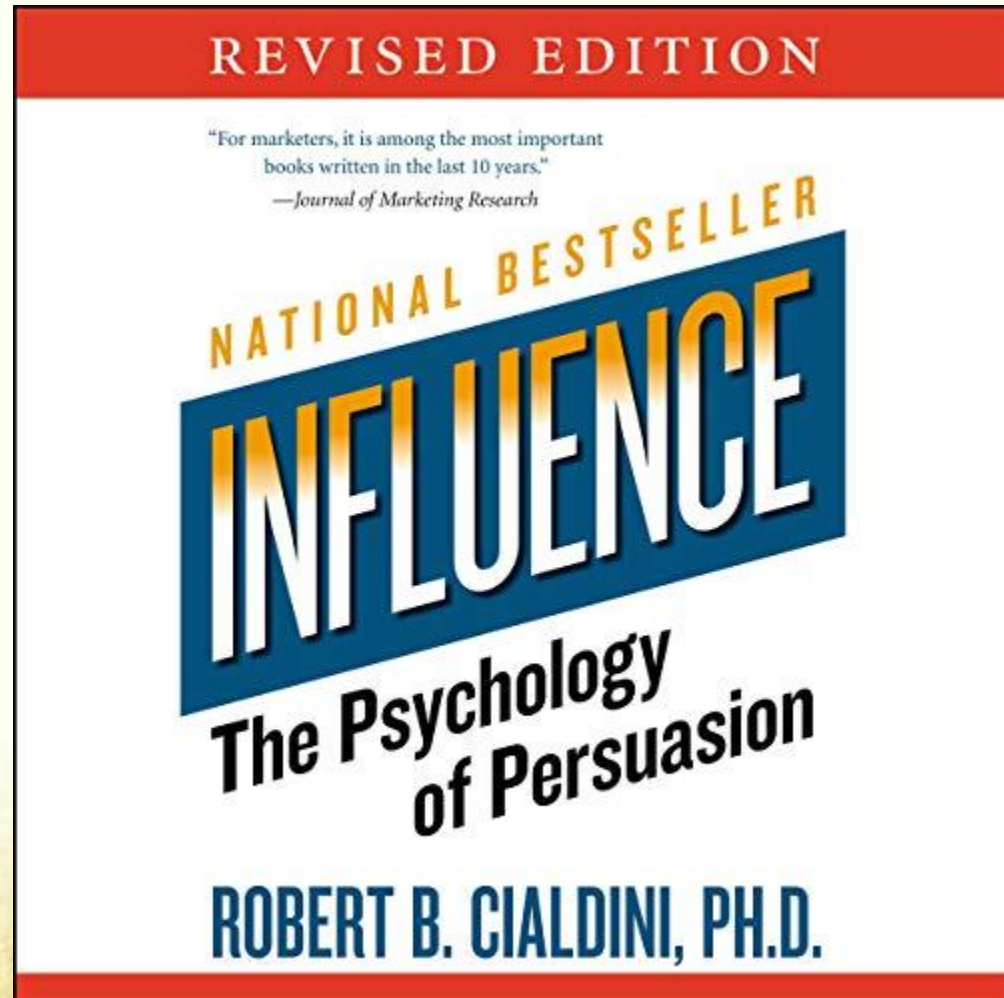
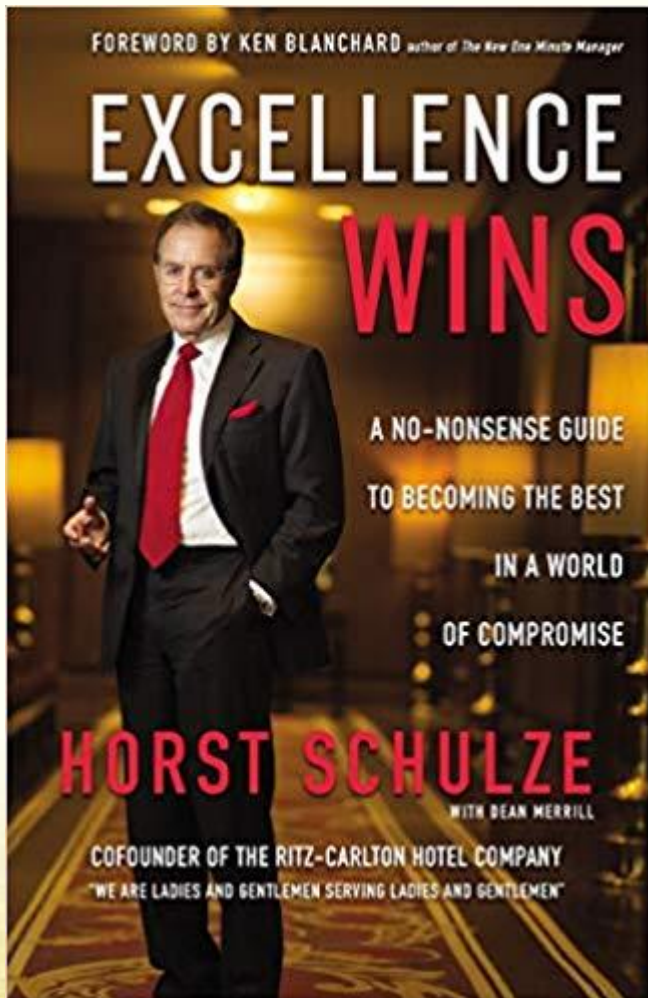
- 1. Determine your WIG(s)
(Wildly Important Goals)**
- 2. Act on Lead Measures**
- 3. Create a compelling scoreboard**
- 4. Create a cadence of accountability**

<http://the4disciplinesofexecution.com/>

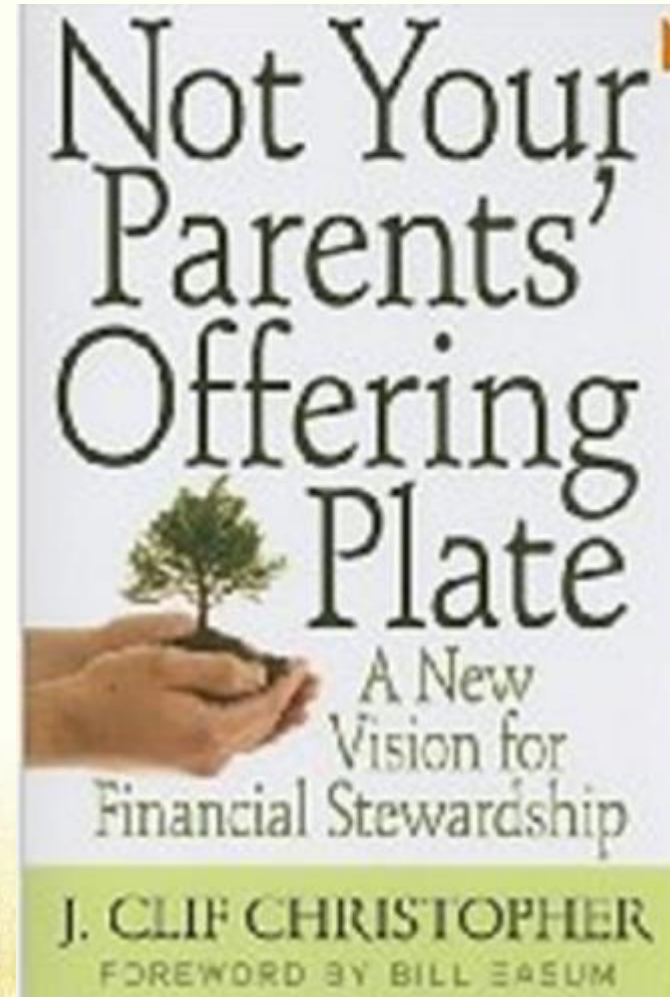
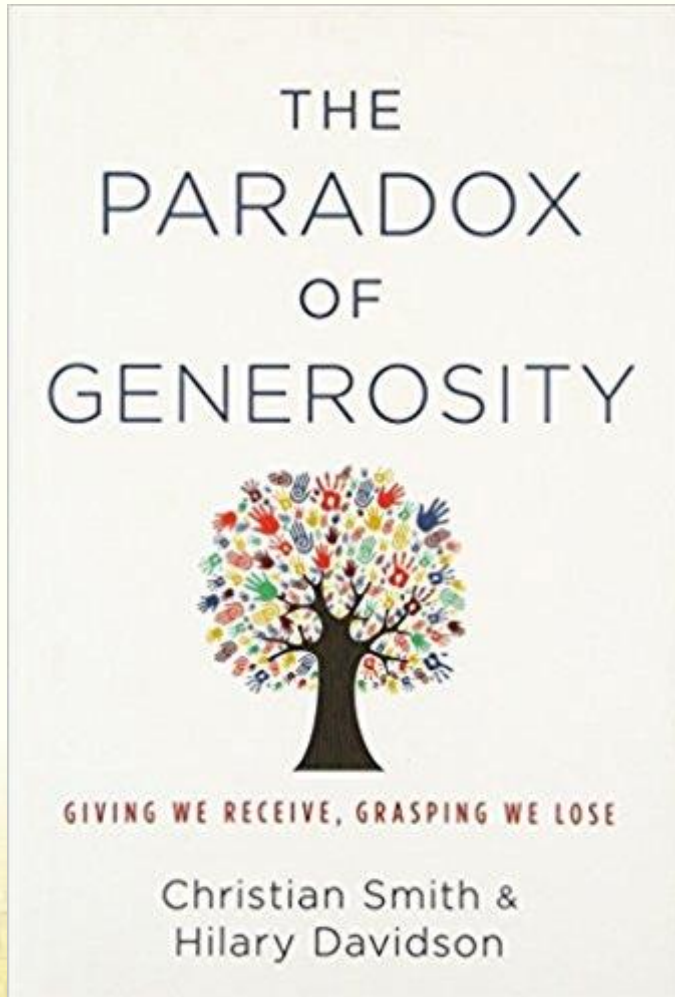
NOTE: Some adaptation may be required to apply certain of these proven principles in a church environment



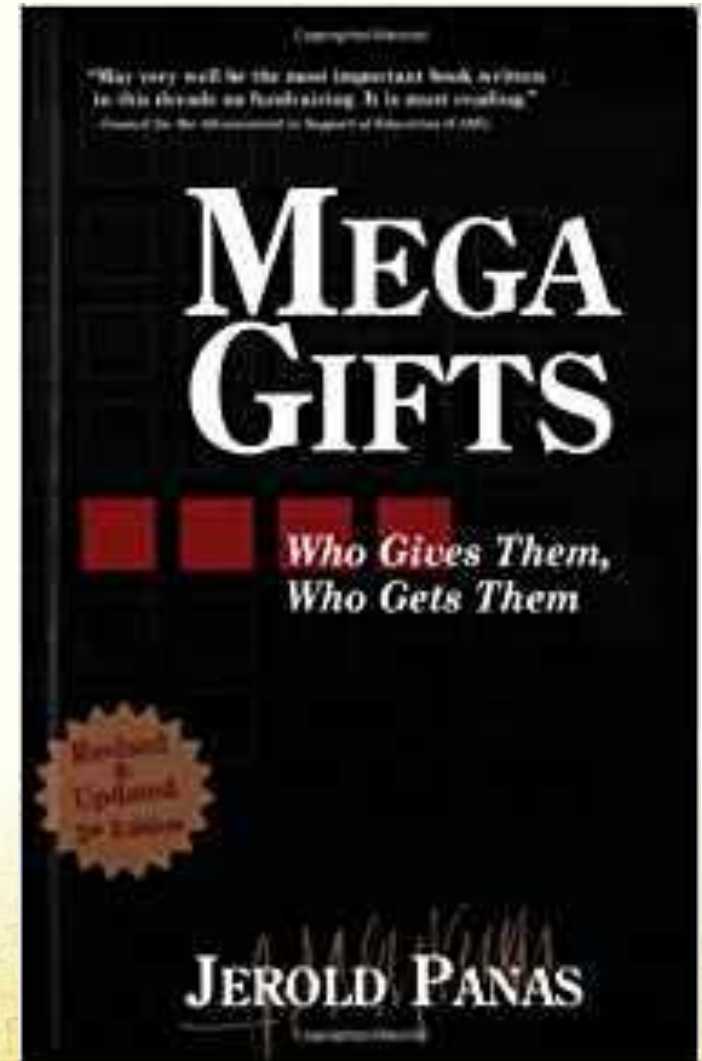
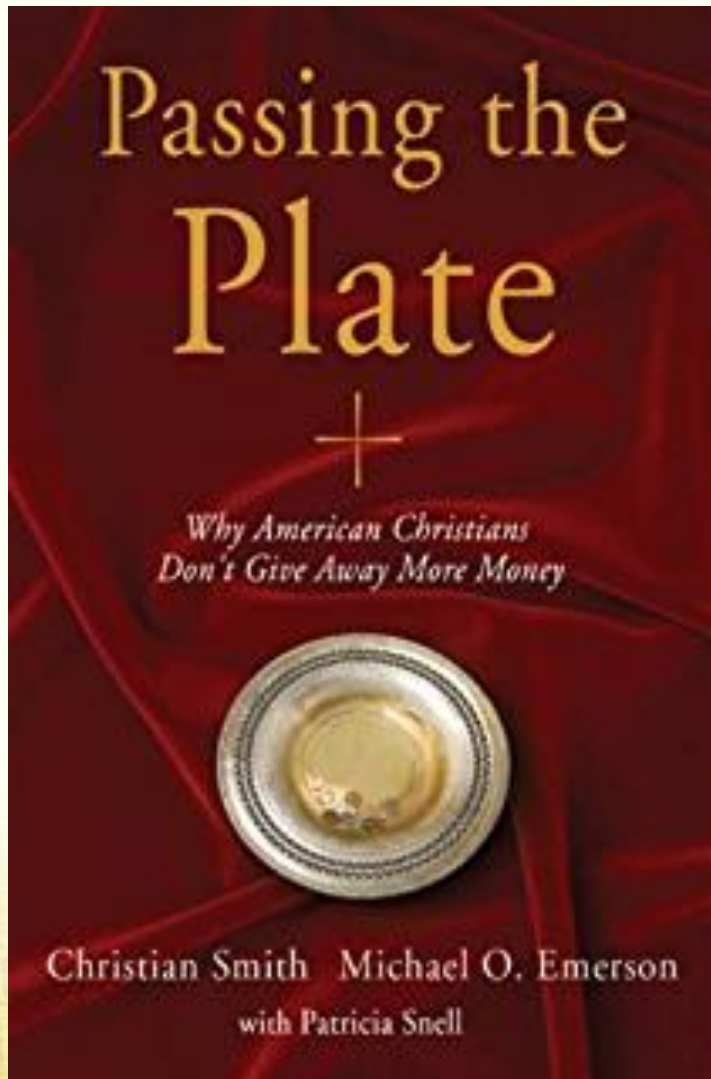
Suggested Reading List Operational and Communications Excellence



Suggested Reading List (Stewardship)



Suggested Reading List (Stewardship)



Suggested Reading List (Calling & Purpose)



START

HOW GREAT LEADERS INSPIRE
EVERYONE TO TAKE ACTION

WITH

SIMON SINEK

WHY

FIND

A PRACTICAL GUIDE TO DISCOVERING
PURPOSE FOR YOU AND YOUR TEAM

YOUR

SIMON SINEK

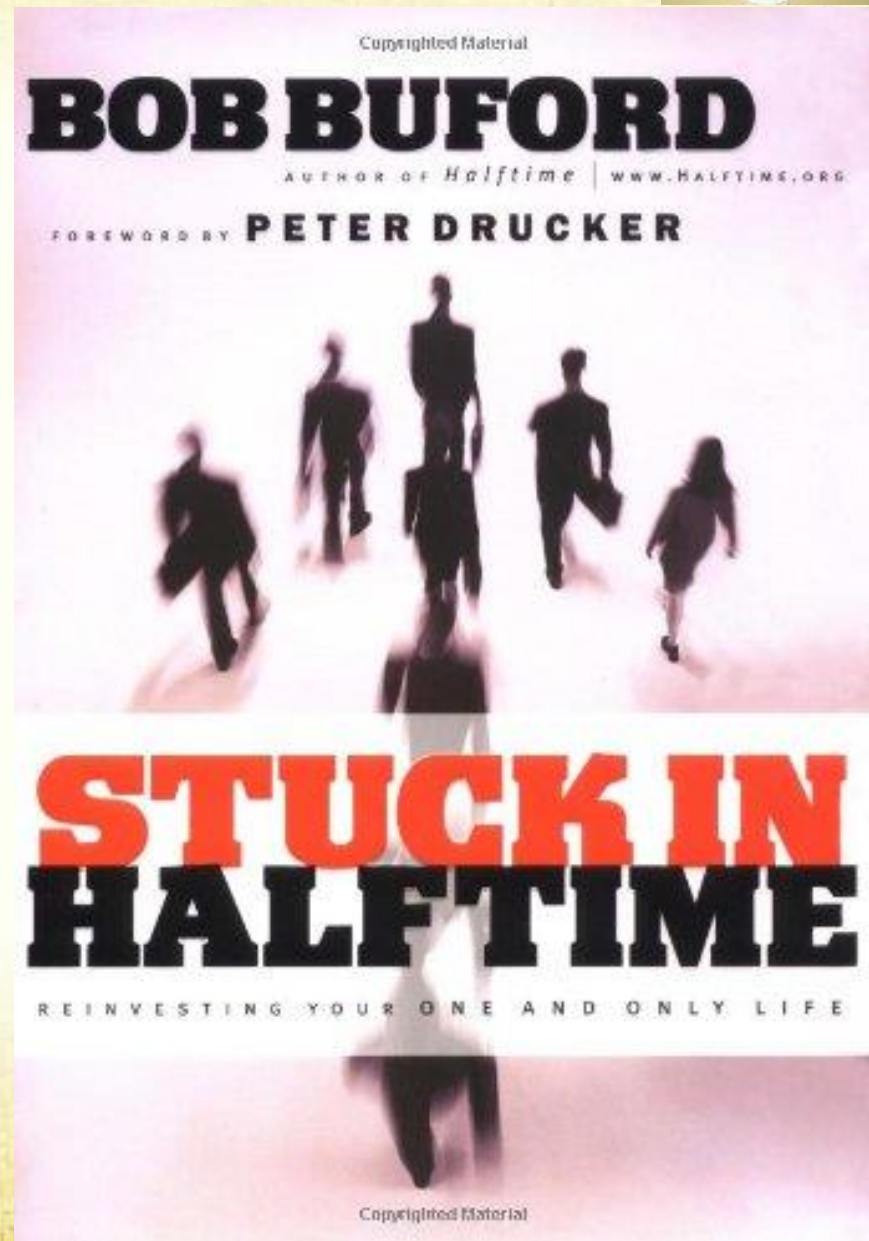
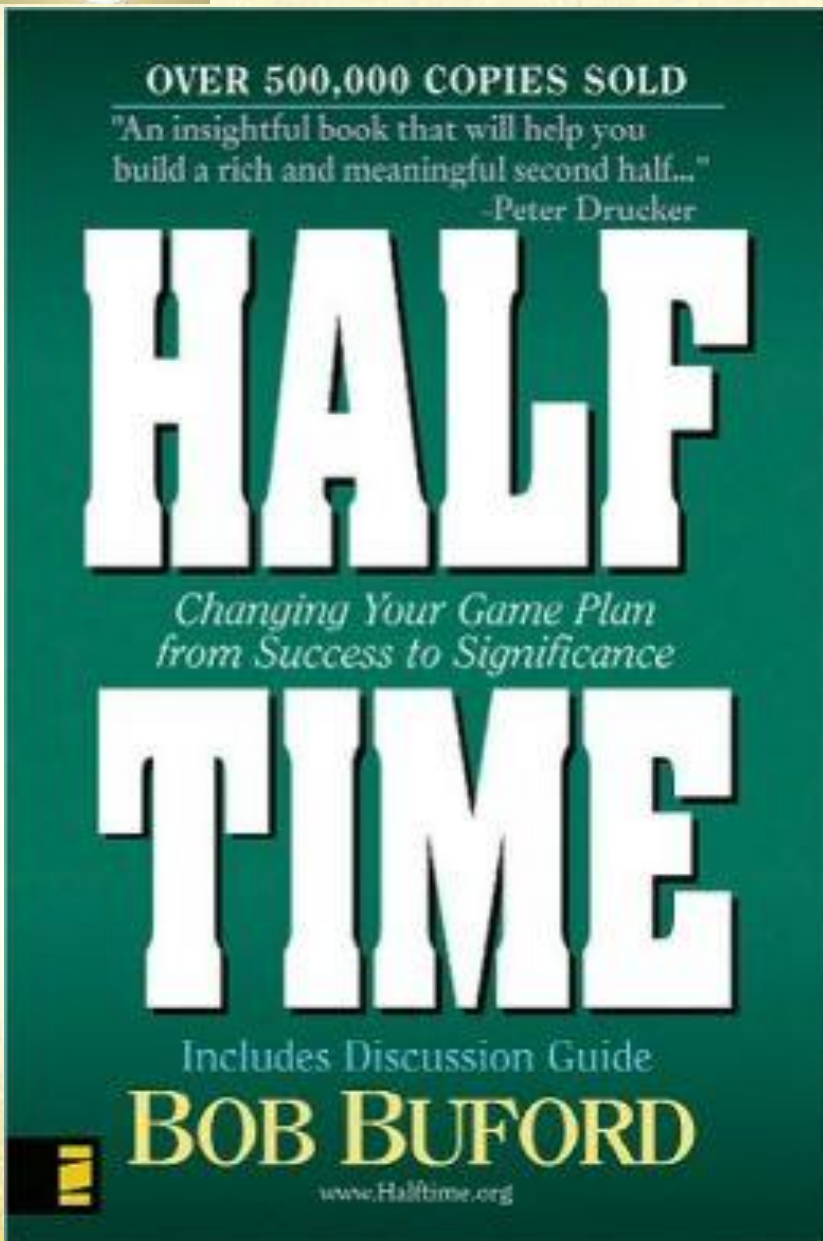
BESTSELLING AUTHOR OF *START WITH WHY*
DAVID MEAD and PETER DOCKER

WHY





Suggested Reading List (Calling & Purpose)





Suggested Reading List Youth & Emerging Adults



YOU LOST ME.

Why Young Christians Are Leaving Church . . .

And How to Reclaim Faith

David Kinnaman
Founding Co-Author of *unChristian*
President of the Barna Group

un christian

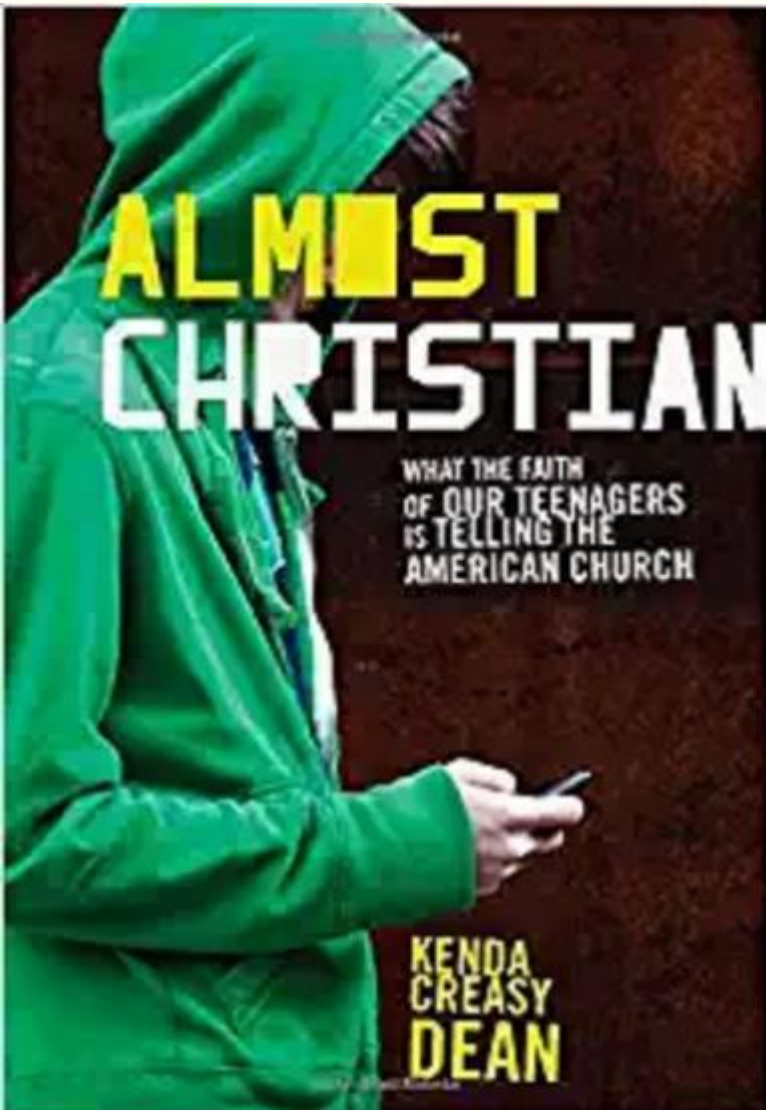
WHAT A NEW GENERATION REALLY
THINKS ABOUT CHRISTIANITY

... AND WHY IT MATTERS

GROUNDBREAKING RESEARCH
FROM THE BARNER GROUP
DAVID KINNAMAN
AND GABE LYONS



Suggested Reading List Youth & Emerging Adults



Y²AM

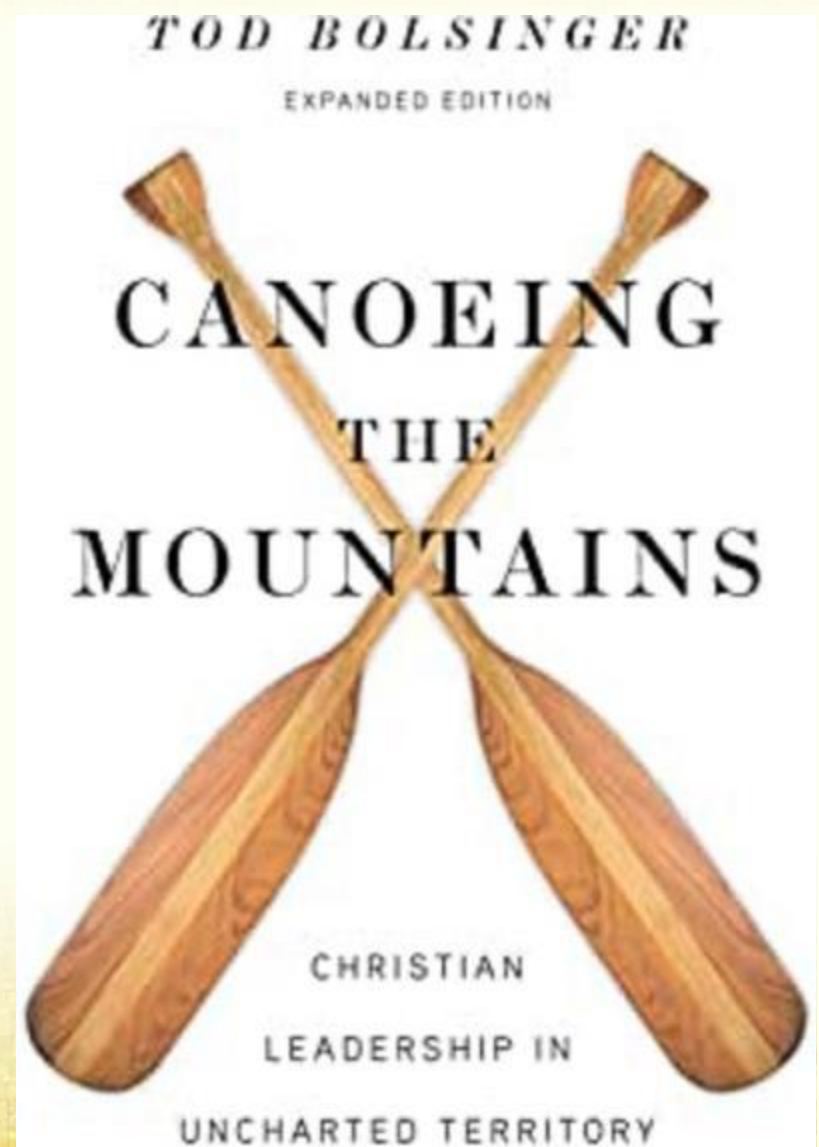
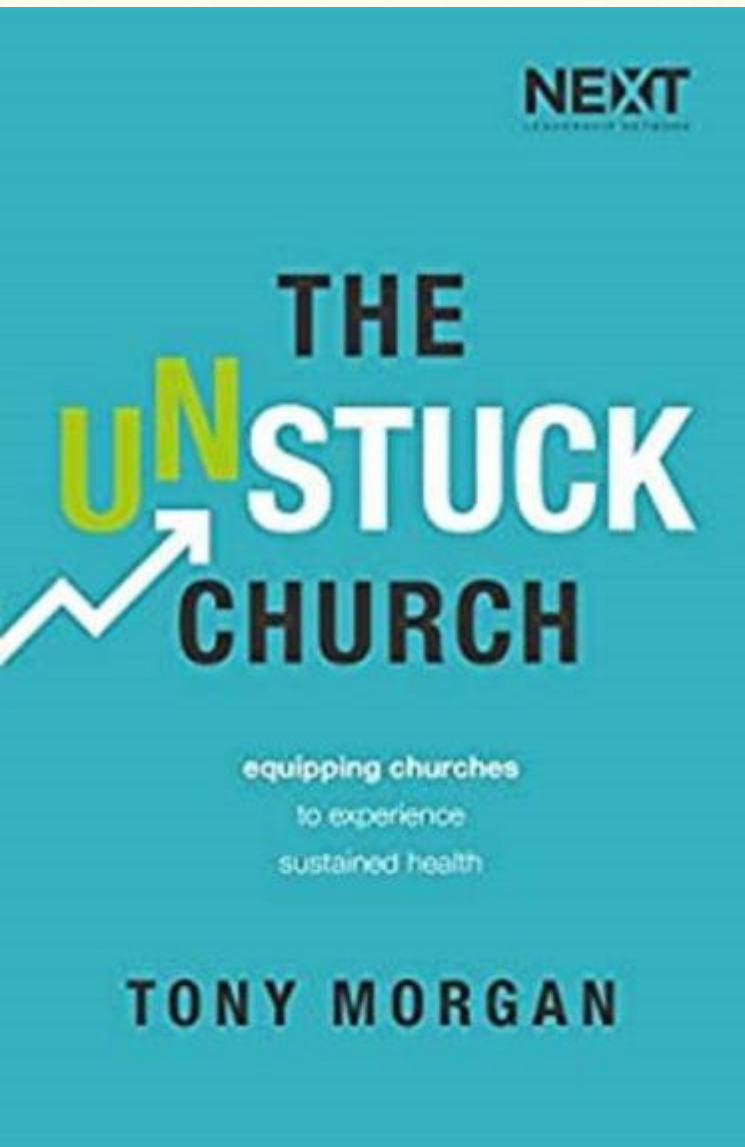
Exodus from Orthodoxy?

Are Young Adults Leaving the Church
(and What Can We Do About It)?

Presented by:

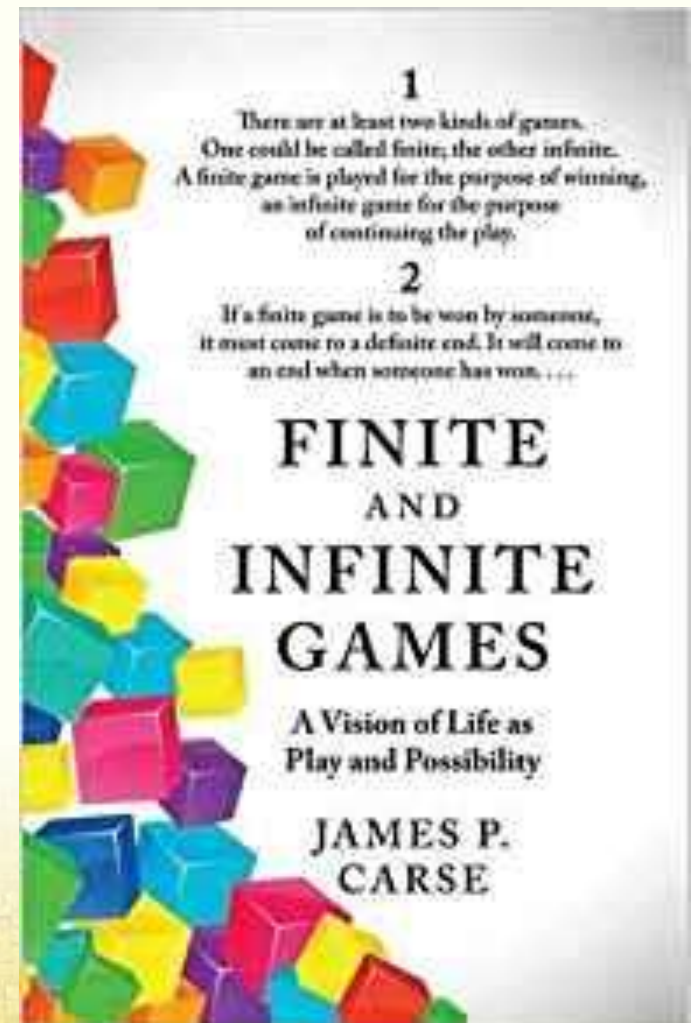
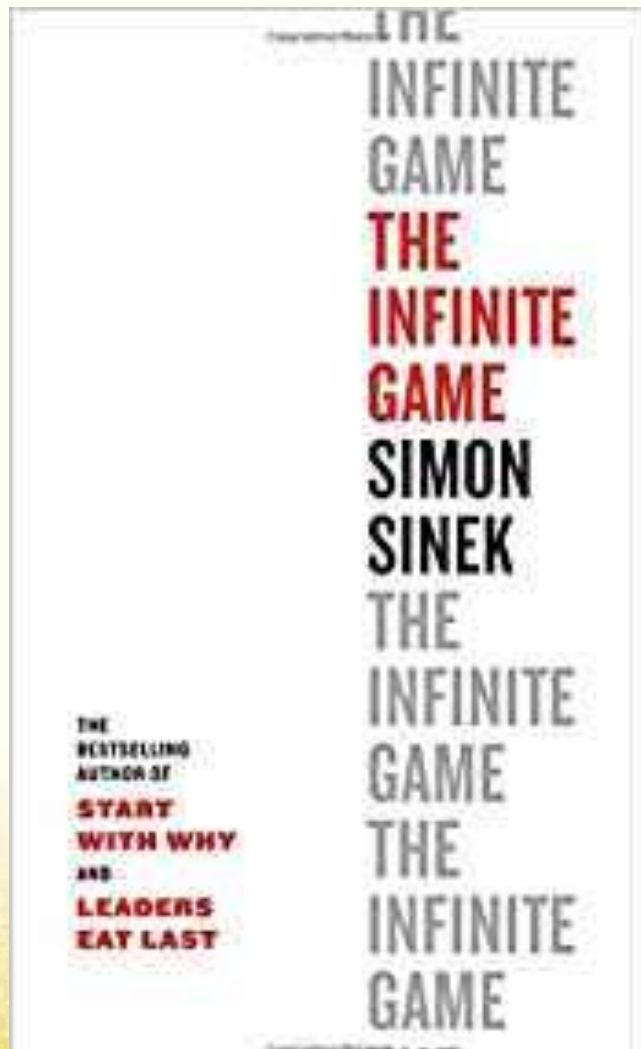


Suggested Reading List (Healthy Parishes)





Suggested Reading List (Reimagining The Church and Salvation as An Infinite Game)

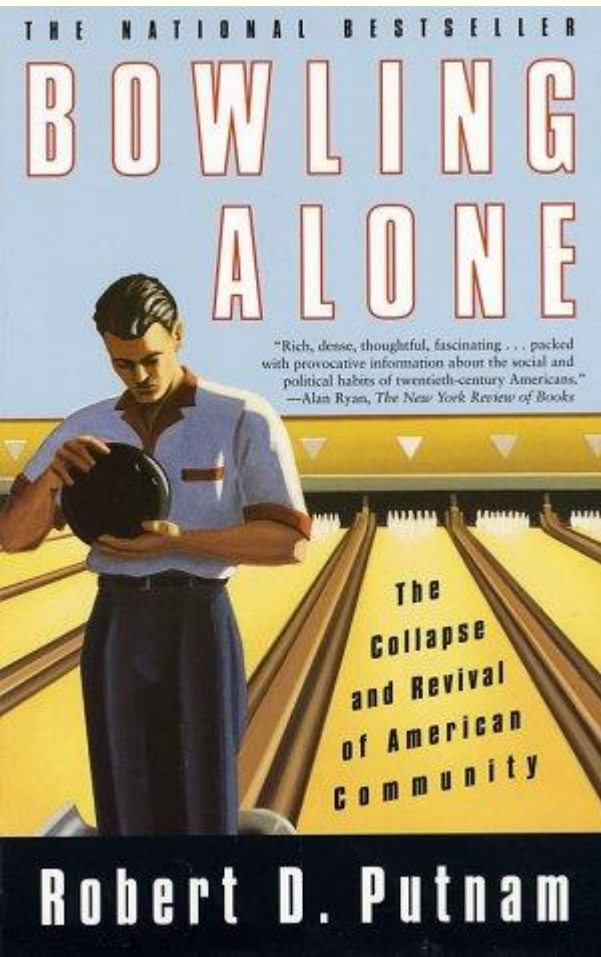




“Social Capital”

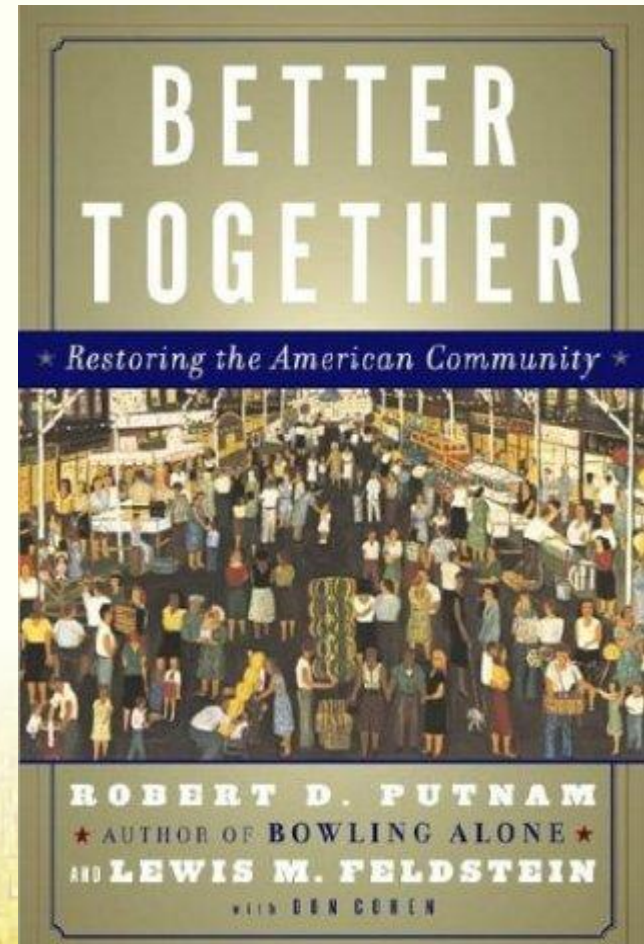


A key to a healthy Parish is to increase “Social Capital.”



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”)





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.”

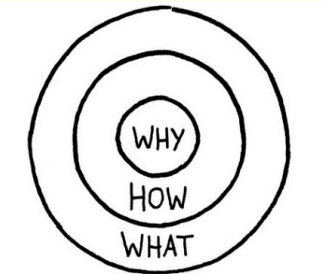
¹ St John Chrysostom from *On Living Simply: The Golden Voice of John Chrysostom*

Suggested TED Talks – You Tube Watching List





Start With Why - How Great Leaders Inspire Everyone To Take Action



TED Ideas worth spreading

Playlists / The most popular talks of all time

Simon Sinek | TEDxPuget Sound

How great leaders inspire action

49,295,507 views

Details	Transcript	Reading List	Comments (2073)
About the talk	48 languages	Further learning	Join the conversation

TED.COM – Simon Sinek

http://www.ted.com/talks/simon_sinek_how_great_leaders_inspire_action.html



GRIT: The Biggest Contributor to Success



Angela Lee Duckworth | TED Talks Education

Grit: The power of passion and perseverance

English transcription by [Joseph Gerd](#). Reviewed by [Martina Faust](#).

Details **Transcript** **Comments (806)**

About the talk 50 languages Join the conversation

Leaving a high-flying job in consulting, Angela Lee Duckworth took a job teaching math to seventh graders in a New York public school. She quickly realized that IQ wasn't the only thing separating the successful students from

19,808,633 views

TED.COM – Dr. Angela Lee Duckworth

https://www.ted.com/talks/angela_lee_duckworth_grit_the_power_of_passion_and_perseverance?language=en



On Technology And Faith



TED Ideas worth spreading

Billy Graham | TED1998

On technology and faith

27:09

Details | **Transcript** | **Comments (807)**

About the talk | 27 languages | Join the conversation

Speaking at TED in 1998, Rev. Billy Graham marvels at technology's power to improve lives and change the world -- but says the end of evil, suffering and death will come only after the world accepts Christ. A legendary talk from TED's archives.

3,009,157 views

TED1998 | February 1998

TED.COM – Rev Billy Graham

[https://www.ted.com/talks/billy_graham_on_technology_and_faith?
language=en](https://www.ted.com/talks/billy_graham_on_technology_and_faith?language=en)



On Leading A Life Of Purpose



TED Ideas worth spreading

2006

Rick Warren | TED2006

A life of purpose

20:58

Details | **Transcript** | **Comments (929)**

About the talk | 31 languages | Join the conversation

Pastor Rick Warren, author of "The Purpose-Driven Life," reflects on his own crisis of purpose in the wake of his book's wild success. He explains his belief that God's intention is for each of us to use our talents and influence to do good.

3,982,982 views

TED2006 | February 2006

TED.COM - Pastor Rick Warren

https://www.ted.com/talks/rick_warren_a_life_of_purpose#t-339441



Why Good Leaders Make You Feel Safe



The screenshot shows a video player interface for a TED talk. At the top left, the TED logo is followed by the tagline 'Ideas worth spreading'. The main video frame shows Simon Sinek, a man with glasses and a microphone, gesturing with his hands. A large play button is overlaid on the video. Below the video frame, there are navigation options: 'Details' (with a sub-link 'About the talk'), 'Transcript' (with '40 languages'), 'Reading List' (with 'Further learning'), and 'Comments (327)' (with 'Join the conversation'). At the bottom right of the video frame, the text 'Simon Sinek | TED2014' and the title 'Why good leaders make you feel safe' are visible. Below the video frame, the text 'What makes a great leader? Management theorist Simon Sinek suggests, it's someone who makes their employees feel secure, who draws staffers into a circle of trust. But creating trust and safety — especially in an uneven economy — means taking on big responsibility.' is displayed. To the right of this text, it says '12,747,069 views' and 'TED2014 | March 2014'.

TED.COM – Simon Sinek

https://www.ted.com/talks/simon_sinek_why_good_leaders_make_you_feel_safe?language=en



National Study of Youth And Religion Presentation



YouTube Search

CHRISTIAN SMITH, DEPARTMENT OF SOCIOLOGY
UNIVERSITY OF NOTRE DAME

0:33 / 58:07

2008 Christian Smith, University of Notre Dame: "Soul Searching"

Dr. Christian Smith – Notre Dame


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



Leaders Eat Last Excellent Leadership



YouTube Search



Simon Sinek: Why Leaders Eat Last

6,838,151 views • Dec 4, 2013

86K 2.2K SHARE SAVE ...

Simon Sinek

<https://www.youtube.com/watch?v=ReRcHdeUG9Y&t=3s>

Suggested Empirical Research Studies



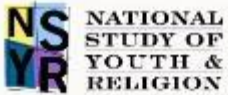


National Study Of Youth and Religion



Required reading for anyone involved in youth ministry

UNIVERSITY of NOTRE DAME


[Contact](#)

Home

Research Team

Research Purpose

Research Design

Research Findings

Related Resources

Announcements

Contact Us



The National Study of Youth and Religion is a research project directed by Christian Smith, Professor in the Department of Sociology at the University of Notre Dame and Lisa Pearce, Assistant Professor of Sociology at the University of North Carolina at Chapel Hill. This project, generously supported by Lilly Endowment Inc., began in August 2001 and is currently funded through December 2015. Wave 3 (January 2007 - December 2010) is also supported by a grant from the John Templeton Foundation. The project is designed to enhance our understanding of the religious lives of American youth from adolescence into young adulthood, using telephone survey and in-depth interview methods. What follows is a more detailed description of the goals and design of the National Study of Youth and Religion.

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

Pew Forum Religious Landscape Survey

The latest data on religion in America



<https://www.pewforum.org/religious-landscape-study/>



Gallup Religious Studies Religious Landscape Survey



A lot of data about religion in the U.S.

The screenshot shows the Gallup website's Religion section. At the top, there is a navigation bar with the Gallup logo and links for 'What We Do', 'Who We Are', 'Locations', 'Careers', and 'Store'. Below this is a secondary navigation bar with categories like 'News', 'Business', 'Politics', 'World', 'Education', 'Social & Policy Issues', 'Wellbeing', 'Economy', and 'More'. A 'SIGN IN' link and a green 'SUBSCRIBE' button are also visible. The main content area is titled 'Religion' and features several article cards. The central card is titled 'Religion and the COVID-19 Virus in the U.S.' by Frank Newport, dated 6 hours ago. To its left is a card titled 'More Americans Celebrating a Secular Christmas' from December 20, 2019. To its right is a card titled 'What Percentage of Americans Celebrate Christmas?' under 'THE SHORT ANSWER' section, dated January 27, 2020. Further right is a 'GALLUP BLOG' card titled 'Gallup Decade in Review: 2010-2019' by Justin McCarthy, dated December 31, 2019. The background of the website is a light green and white pattern.

<https://news.gallup.com/topic/religion.aspx>



Pew Forum Studies On Decline In Christianity In the U.S. Over Last Decade



Pew Research Center *Religion & Public Life*

SEARCH



HOME

U.S. POLITICS

MEDIA & NEWS

SOCIAL TRENDS

RELIGION

INTERNET & TECH

SCIENCE

HISPANICS

GLOBAL

METHODS

PUBLICATIONS

TOPICS

INTERACTIVES

DATA AND RESOURCES

EXPERTS

OCTOBER 17, 2019



In U.S., Decline of Christianity Continues at Rapid Pace

An update on America's changing religious landscape



REPORT MATERIALS



Complete Report PDF



Detailed tables

TABLE OF CONTENTS

In U.S., Decline of Christianity
Continues at Rapid Pace

<https://www.pewforum.org/2019/10/17/in-u-s-decline-of-christianity-continues-at-rapid-pace/>



Successful Clergy Suggestions



~ Some highly successful and experienced clergy provided you their anonymous and unfiltered suggestions based on the lessons they had learned over many decades.

~ These are merely their ideas, opinions and recommendations and do NOT necessarily represent the opinions of Holy Cross, Fr. Luke, Stewardship Calling ministry, etc. You can find these “Successful and Experienced Clergy Recommendations” at:

<http://stewardshipcalling.com/holy-cross-parish-life-101/>



Science of Generosity Studies



Required reading for anyone involved in stewardship ministry

UNIVERSITY of NOTRE DAME COLLEGE of ARTS and LETTERS

Search Science of Generosity

SCIENCE of GENEROSITY
exploring an essential human virtue

- Home
- More About the Initiative
- Current Projects
- Project Publications
- News
- Sci Gen Community
- Research Resources

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LEARN MORE ABOUT SCIENCE OF GENEROSITY INITIATIVE

Watch the Video

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

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



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)?**



Suggested



**Stewardship
Calling**

Podcasts List





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 Generosity Challenge – The Top Issue Facing Parishes and Parishioners

How to Create a
Culture of Generosity
in Your Life & Parish:

Sunday,

December 30, 2018

<https://www.ancientfaith.com/podcasts/stewardshipcalling/how-to-solve-the-biggest-challenge-in-our-parishes-today>



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

“Overcoming The Challenge of Donor Fatigue”

August 7, 2019

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



<https://www.ancientfaith.com/podcasts/stewardshipcalling/donorfatigue>



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 Tithe & Percentage Giving”

February 6, 2019

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

Nick Kasemeotes





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

Effective Sermons and Homilies

Part 1 = 12/4/19

Part 2 = 2/15/20

https://www.ancientfaith.com/podcasts/stewardshipcalling/the_importance_of_effective_prea_ching_part_1

https://www.ancientfaith.com/podcasts/stewardshipcalling/the_importance_of_effective_pre_aching_part_2



**Fr. Barnabas
Powell**



**Fr. Nicholas
Louh**



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

“Stewardship Over God’s Creation & Creatures”

July 3, 2019

Dr. Alexis Marianes

Reserva Jaguara
pira (Brazil) &
Sustainable
Innovations
Initiative
(Trinidad)



<https://www.ancientfaith.com/podcasts/stewardshipcalling/stewardship-over-gods-creation>



ANCIENT FAITH RADIO

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Ancient Faith Ministries

BILL MARIANES

REVITALIZE STEWARDSHIP IN
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A STEWARDSHIP CALLING



Ancient Faith
PODCASTS

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

May 1, 2019

<https://www.ancientfaith.com/podcasts/stewardshipcalling/youthandyoungadultstheforgottenstewards>

**With Steve
Christoforou of
GOA Y2AM**





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

Part 1 = 4/30/17

Part 2 = 7/30/17

1.
https://www.ancientfaith.com/podcasts/stewardshipcalling/losing_our_christian_youth

2.
https://www.ancientfaith.com/podcasts/stewardshipcalling/youth_part_2





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 30, 2016**

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



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Ancient Faith Ministries

BILL MARIANES

REVITALIZE STEWARDSHIP IN
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A STEWARDSHIP CALLING

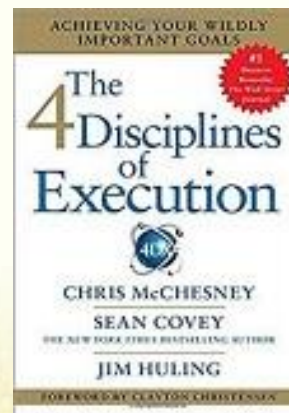


Ancient Faith
PODCASTS

Using The Four Disciplines of Execution In Parishes

August 5, 2020

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



Best-selling author Jim Huling



ANCIENT FAITH RADIO

Bringing the Ancient Christian Faith to the Modern World

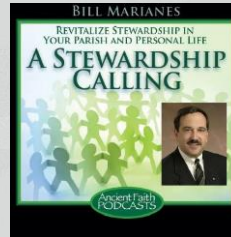
Ancient Faith Ministries

PODCASTS



Ancient Faith Presents...

Special features from Ancient Faith Radio



The Power and Impact of Strategic Planning for Church Organizations

A New Day for OCPM

September 19, 2019 Length: 21:43

Bobby Maddex interviews Fr. Stephen Powley, the Executive Director of [The Orthodox Christian Prison Ministry](#), about the organization's exhaustive strategic planning process that he believes will improve its reach and effectiveness.



TOOLBOX



Send Feedback

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Fr. Stephen Powley of Orthodox Christian Prison Ministries - "A New Day for OCPM" (9-19-19 AFR Interview)

https://www.ancientfaith.com/podcasts/features/a_new_day_for_ocpm



ANCIENT FAITH RADIO

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Ancient Faith Ministries

BILL MARIANES

REVITALIZE STEWARDSHIP IN
YOUR PARISH AND PERSONAL LIFE

A STEWARDSHIP CALLING



Ancient Faith
PODCASTS

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

July 29, 2018

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

<https://www.ancientfaith.com/podcasts/stewardshipcalling/integrity>



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

5th Sunday Stewardship Calling

Every month with a 5th Sunday 1.5 hour live call-in program at 8:00 p.m. EDT

1st Wednesday Stewardship Calling

One hour live call-in program on the first Wednesday of each month at 8:00 p.m. EDT

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

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



Two Orthodox Resources Available To You



**Stewardship
Calling**

To help people and parishes discover and live their stewardship callings so that they may have a good account before the awesome judgement seat of Christ.

<https://stewardshipcalling.com/>



**ORTHODOX
MINISTRY
SERVICES**

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

<https://orthodoxministry.org/>



GREEK ORTHODOX ARCHDIOCESE OF AMERICA
 METROPOLIS OF SAN FRANCISCO



Igniting the Flame

APPENDIX

Bill Marianes

www.stewardshipcalling.com

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/



The U.S. Culture vs. Religion Tipping Point



THE RESEARCH SHOWS¹:

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

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



The U.S. Culture vs. Religion Tipping Point



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

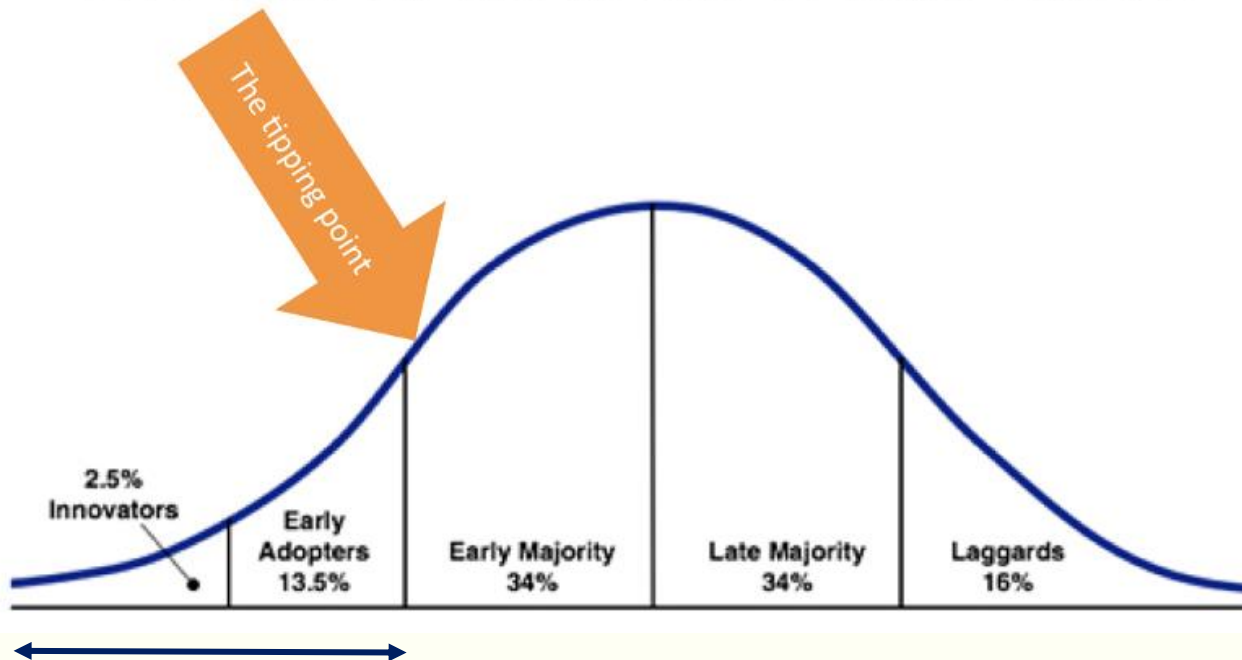
- ~ A tipping point is "the moment of critical mass..."
- ~ The turning point in an evolving situation that leads to a new and irreversible development
- ~ In epidemiology it is when an infectious disease reaches the point beyond any local ability to control it from spreading more widely
- ~ A tipping point occurs after approximately 16% adoption of any idea or product



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The law of diffusion of innovation



16%
Tipping
Point



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- ~ **In 2011, a majority of Americans believed same sex marriage was OK (and should be legal) ¹ ²**
- ~ **Around 2011, more than 50% of Americans expressed the belief homosexuality should be accepted by society²**

¹ Gallup

² The Pew Research Center Religion and Public Life



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- ~ In 2012, only 50% of Americans said religion was very important in their lives¹
- ~ In 2010, less than 50% of Americans expressed a “great deal” or “quite a lot” of confidence in organized religion ¹

¹ Gallup



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- ~ Around 2013, less than the 50% of minorities (Hispanic and black) believe race relations in America are “very good” or “somewhat good” ¹
- ~ In 2014, a majority of Americans believed doctor assisted suicide was morally acceptable ¹

¹ Gallup



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- ~ In 2013, a majority of Americans said the protection of the environment should be given priority over economic growth ¹
- ~ In 2015, a majority of Americans said the seriousness of global warming was underestimated ¹

¹ Gallup



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- ~ In 2012, more Americans disapproved of the way the Supreme Court was handling cases than those who approved¹**
- ~ In 2013, a majority of Americans said abortion was morally acceptable¹**

¹ Gallup



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- ~ **In 2011, a majority of Americans believed marijuana should be made legal ¹**
- ~ **In 2010, less than 50% of Americans expressed a “great deal” or “quite a lot” of confidence in organized religion ¹**

¹ Gallup



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- ~ **Around 2011, more Americans agreed we should control gun ownership than said it was more important to protect the right to own guns ¹**

- ~ **Around 2010, a majority of Americans used social networking sites ¹**

¹ The Pew Research Center Religion and Public Life



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- ~ Around 2012, the percentage of Americans who were married dropped to 50% for the first time ¹**
- ~ In 2014, only 28% of millennials were married compared to 66% of baby boomers ¹**

¹ The Pew Research Center Religion and Public Life



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- ~ **Around 2009, a great percentage of Americans said they were politically “independent” than the percentage saying they were Democrat or the percentage saying they were Republican ¹**

¹ The Pew Research Center Religion and Public Life



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