



ST. SOPHIA, Ss. FAITH, HOPE & AGAPE
GREEK ORTHODOX CHURCH OF VALLEY FORGE

Igniting The Flame

Bill Marianes

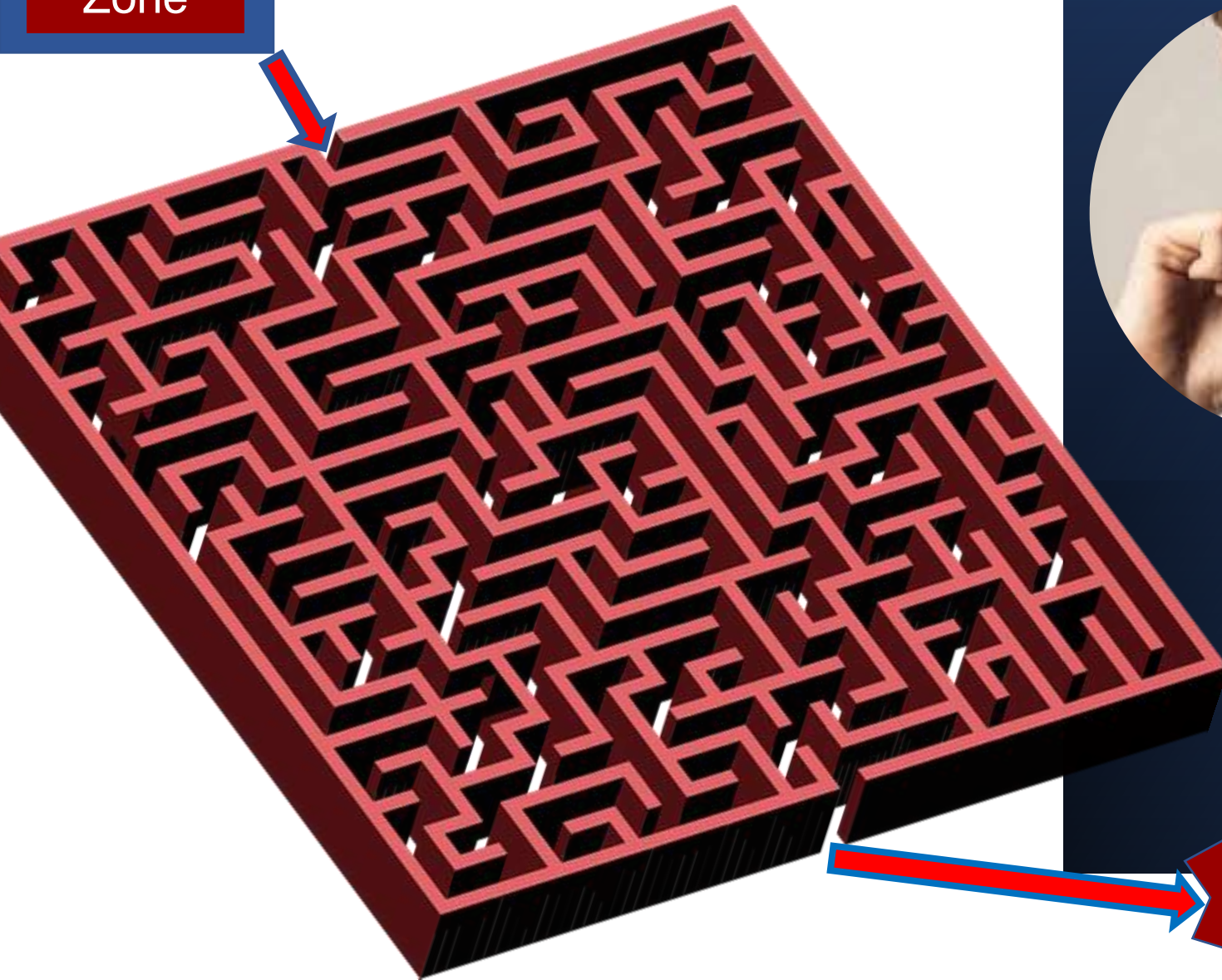
Bill@stewardshipcalling.com



STEWARDSHIP
CALLING

My Goal for Our Time Together

Your
Comfort
Zone



Where the
Magic
Happens

Μετάνοια

Metanoia



“a transformative change of heart”

You can download this presentation at:

Stewardship Calling

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

The screenshot shows the website's navigation menu on the left, which includes categories like 'WHY?', 'PERSONAL', and 'STEWARDSHIP'. The 'STEWARDSHIP' category is circled in red. Below it, a sub-menu lists various topics, with 'ST. SOPHIA - JEFFERSON, PA' also circled in red. The main content area features a large image of Saint Sophia Orthodox Church with the text 'WELCOME TO SAINT SOPHIA ORTHODOX CHURCH'. At the bottom, there is a 'Subscribe to Blog via Email' form with an input field for 'Email Address' and a 'SUBSCRIBE' button.

[StewardshipCalling.com](https://stewardshipcalling.com)

Under the Stewardship Tab

St. Sophia "Igniting The Flame" Page

<https://stewardshipcalling.com/st-sophia-jefferson-pa/>



Who's trying to
help you today?

So, did anyone help who's "helping" you today?



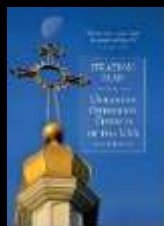
A journey ...

... 400,000+ airlines miles over 20 years

...presentations to well over 600 Parishes of all Orthodox jurisdictions

...a financial stewardship analysis for over 275+ Parishes

The Stewardship Calling Process has been used to complete Strategic Plans covering over **26%** of Orthodox Christians



**GOA
Metropolis
of San
Francisco**

**GOA
Metropolis
of Atlanta**

**Ukrainian
Orthodox
Church of
the USA**

**GOA
Metropolis
of
Chicago**

**Orthodox
Christian
Prison
Ministry**



St. John The Divine (Jacksonville FL)

St. Mary (Wichita, KS)

St. John The Baptist (Beaverton, OR)

St. Nicholas (Ann Arbor, MI)

Sts. Mark, Mary, Philopater (Troy, MI)

Annunciation Cathedral (Atlanta, GA)

St. Nicholas (Grand Rapids, MI)

Recently Completed Strategic Plans:

OCA Diocese of New England

OCA Diocese of Midwest

St. Demetrios (Saginaw, MI)

Holy Trinity (Indianapolis, IN)

Christ the Saviour (Harrisburg, PA)

Holy Trinity (Grand Rapids, MI)

Additional Strategic Plans In Progress:

Metropolis of Boston – (6-part parish training program and 4 parish strategic planning retreat)

Holy Trinity (Charleston, SC)

ZOE for Life (Cleveland, OH)

St. Raphael (Iowa City, IA)

St. Sophia (San Antonio, TX)

St. Sophia (Miami, FL)



Are You Here?



Why?

“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.”

II Corinthians 5:10
Divine Liturgy



**Christ's
possible
very
difficult
question**



What did you do,
for **My** church and **My** people,
under **your** watch,
given all of the gifts **I** gave **you**?



If the St. Sophia parish ceased to exist, would anyone in our community notice?





You Were NOT
Called to
Attend a
Church

You were called to lead
people closer to Christ
and each other.

Why Are Here Today?




“Live as if you were to die tomorrow. Learn as if you were to live forever.”

~ Mahatma Gandhi

“Discipleship is the life of learning, growing, self-sacrifice, and commitment required of every Christian.”

~ Orthodox Study Bible

A sunset over a body of water with a small island in the distance. The sky is filled with colorful clouds in shades of orange, red, and purple, with the sun low on the horizon. The water reflects the colors of the sky. A small, dark island is visible in the middle ground.

“The best way to
predict the future is to
create it.”

Peter Drucker



Go into all
the world

How Fast Is Our World Changing?



Exponentially!

We are living in exponential times...

... the speed of change is
unimaginable and accelerating

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

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

Years it took to reach 50 million users:

Telephone - 75 years



Radio - 38 years



TV - 13 years



Internet - 4 years



Google Plus - 88 days



Angry Birds - 35 days



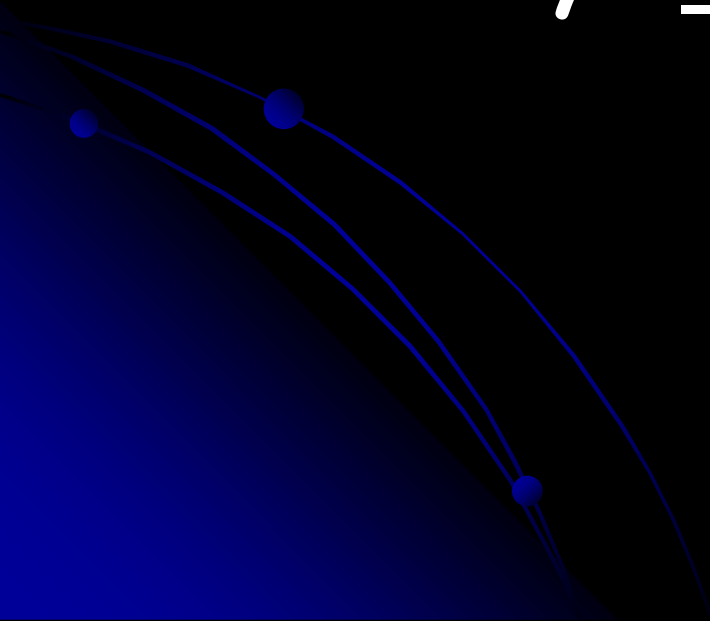
Pokémon GO - 19 days



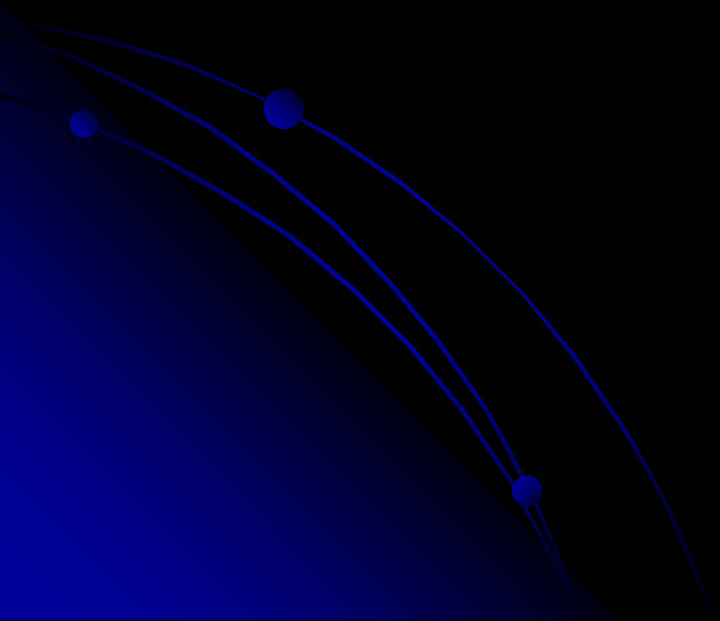


~ 2.3 BILLION worldwide
users

~ 8.3 hours of video is uploaded
every second



We are living in exponential times...



facebook started over 19+
years ago in October 2003.

~ It now has over 2.89 Billion
active monthly users.

~ It is has over 1.91 Billion
active daily users.

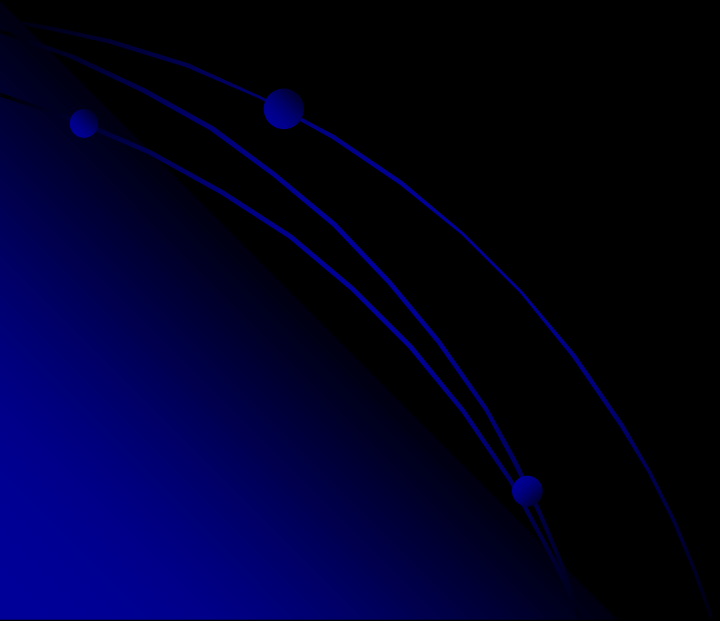
If Facebook were a country . . .



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

. . . Almost twice the size of China and India, and 8.7 times bigger than the U.S.

We are living in exponential times...



~ 97% of American adults text.



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

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

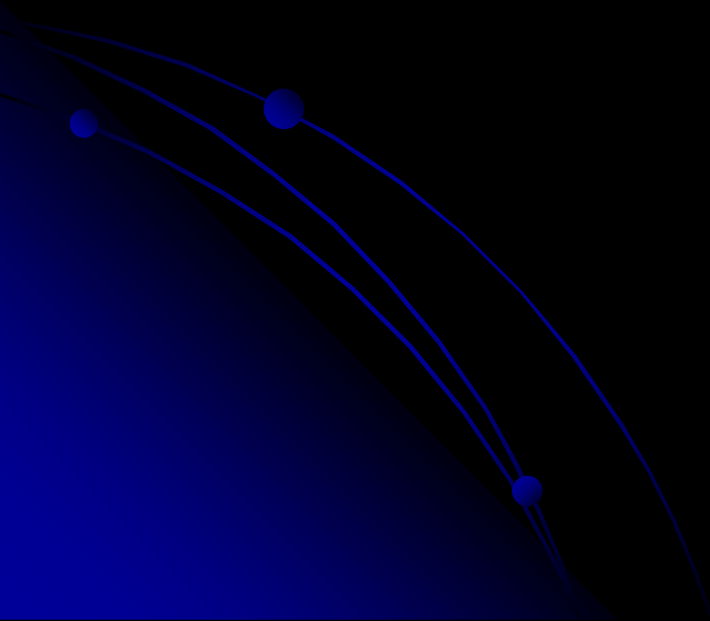


~ 13% of couples married in
the U.S. in 2005 . . .
. . .met online

~ By 2017, 39% of couples
in the U.S. met online

We are living in exponential times...

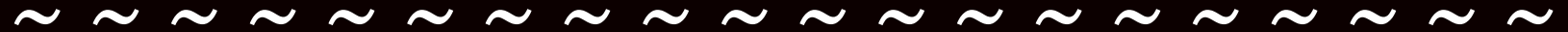
So what does this mean for your
parish and ministries?





Jack Welch

Chairman & CEO - General Electric

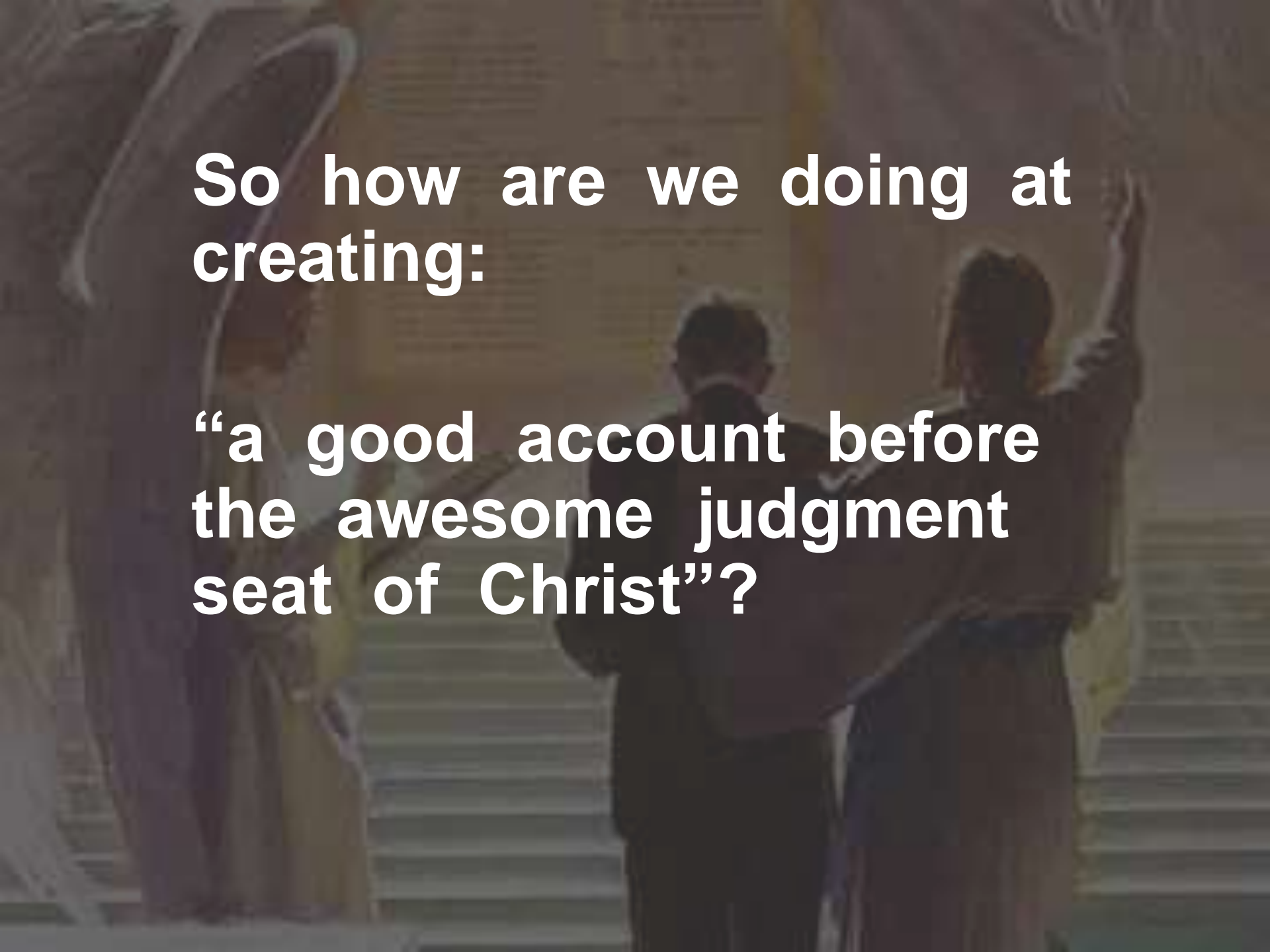


“If the rate of change on the outside exceeds the rate of change on the inside, the end is near.”



“Change before you have to.”

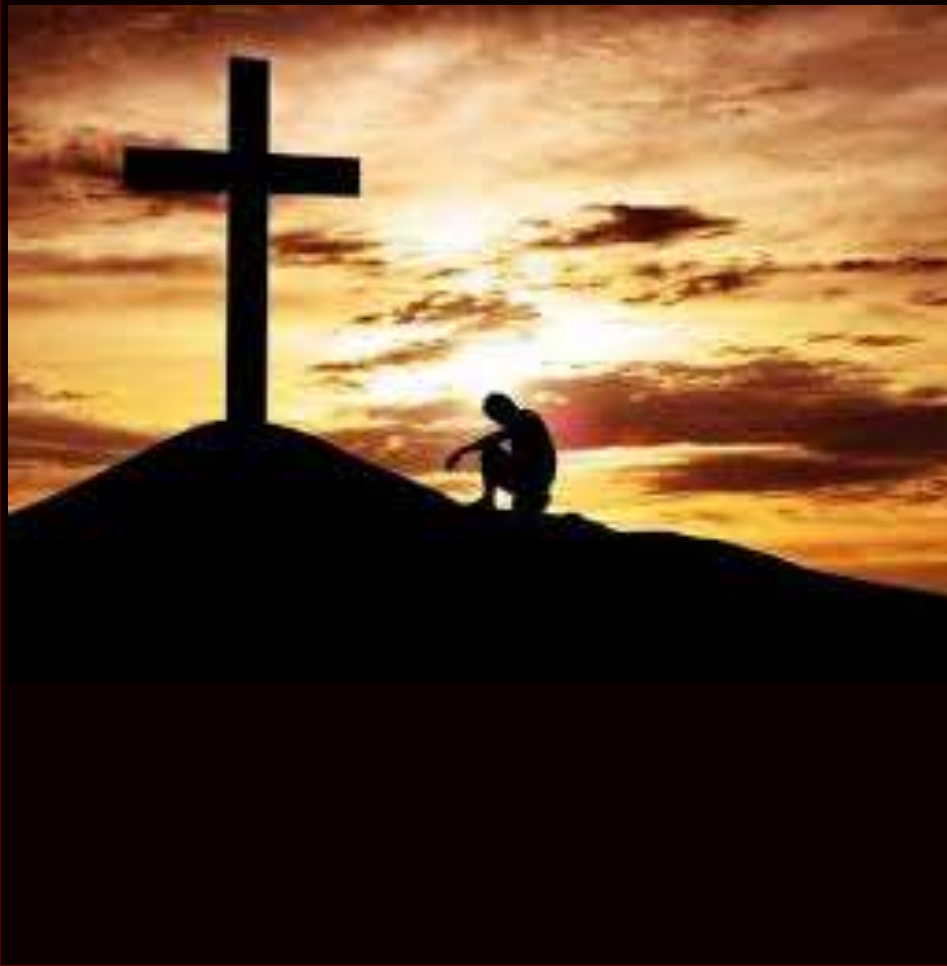




**So how are we doing at
creating:**

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

How Are We Doing Spiritually?



We Lost Our Adults

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

Cradle Orthodox Adults Who Are Still in the Church



■ YES ■ NO

PRE-COVID We Can “Kiss Our Youth Goodbye”

Youth church drop out rate has grown from

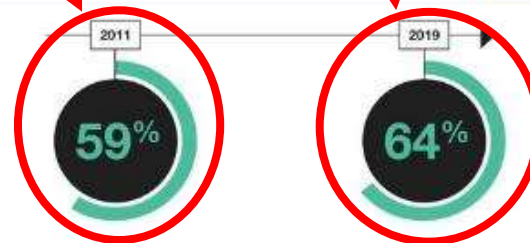
59% (2011) to 64% (2019)

When Barna president David Kinnaman published his 2011 book *You Lost Me*, we heard from many people (especially church leaders) who were shocked to learn that 59 percent of young adults with a Christian background had dropped out of church at some point during their 20s—many for just a time, but some for good.

Eight years later, research for Kinnaman's new book *Faith for Exiles: 5 Ways for a New Generation to Follow Jesus in Digital Babylon* reveals that the church dropout problem is still a problem. In fact, the percentage of young-adult dropouts has increased from 59 to 64 percent. Nearly two-thirds of U.S. 18–29-year-olds who grew up in church tell Barna they have withdrawn from church involvement as an adult after having been active as a child or teen.

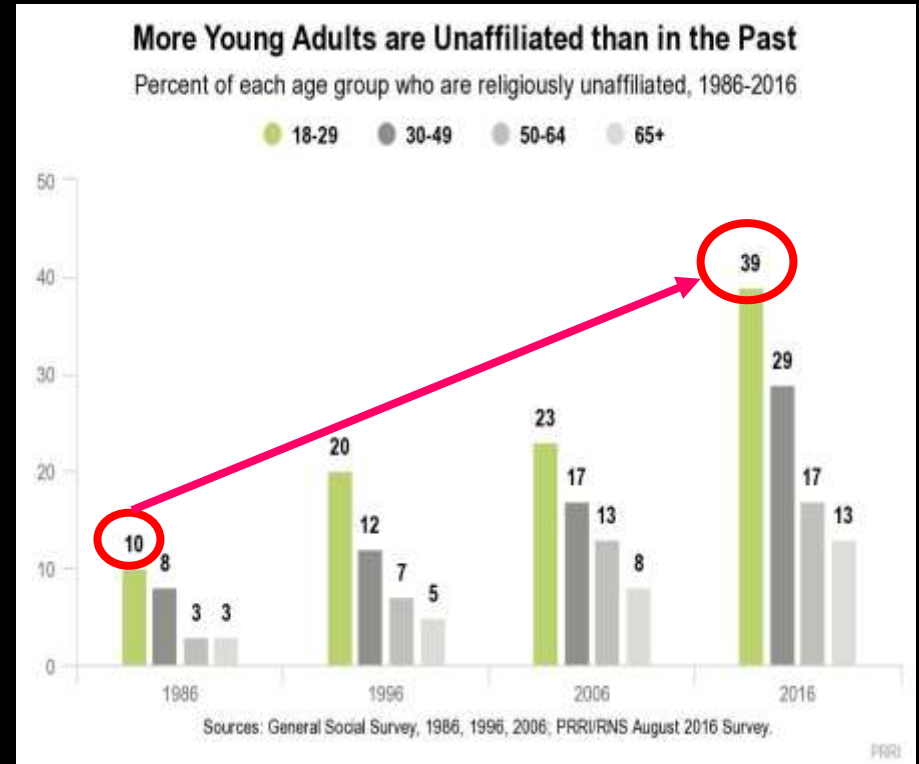
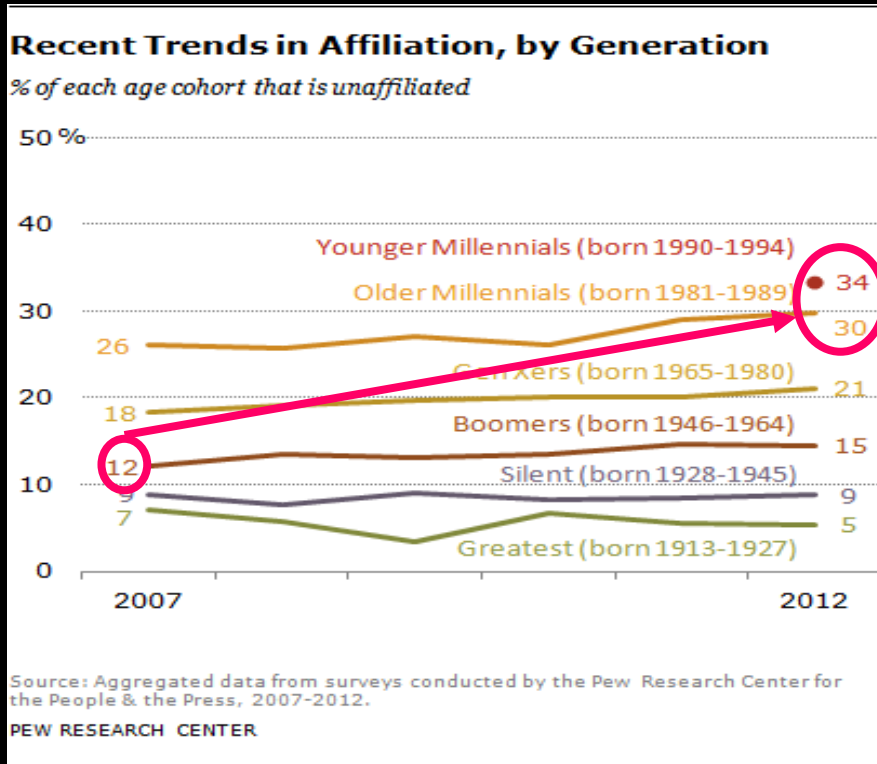
INCREASE IN CHURCH DROPOUTS

Barna



PRE-COVID We Can “Kiss Our Youth Goodbye”

**34% to 39% of Millennials (1981-1996) are
“NONES” and claim NO religion**

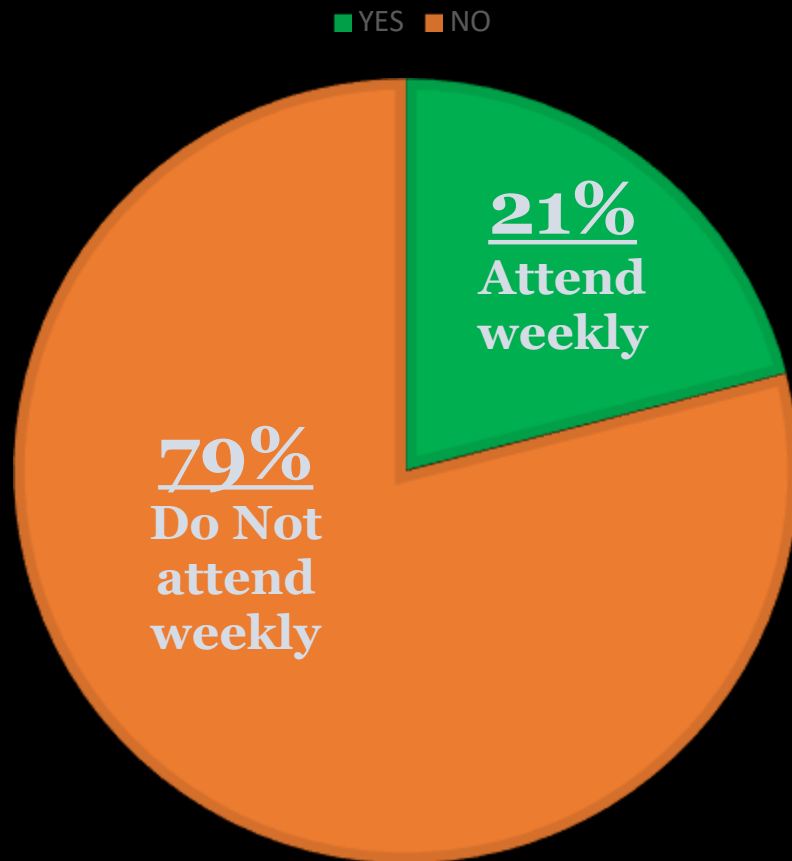


[Religion in the Millennial Generation \(2010\)](#) and [U.S. Religious Landscape Survey \(2007\)](#), Pew Forum on Religion & Public Life of the Pew Research Center.

Public Religion Research Institute August 2016 Survey

PRE-COVID Church Attendance Data

ATTEND CHURCH WEEKLY



Only 21% of all GOA adherents regularly attend church services on a weekly basis.¹

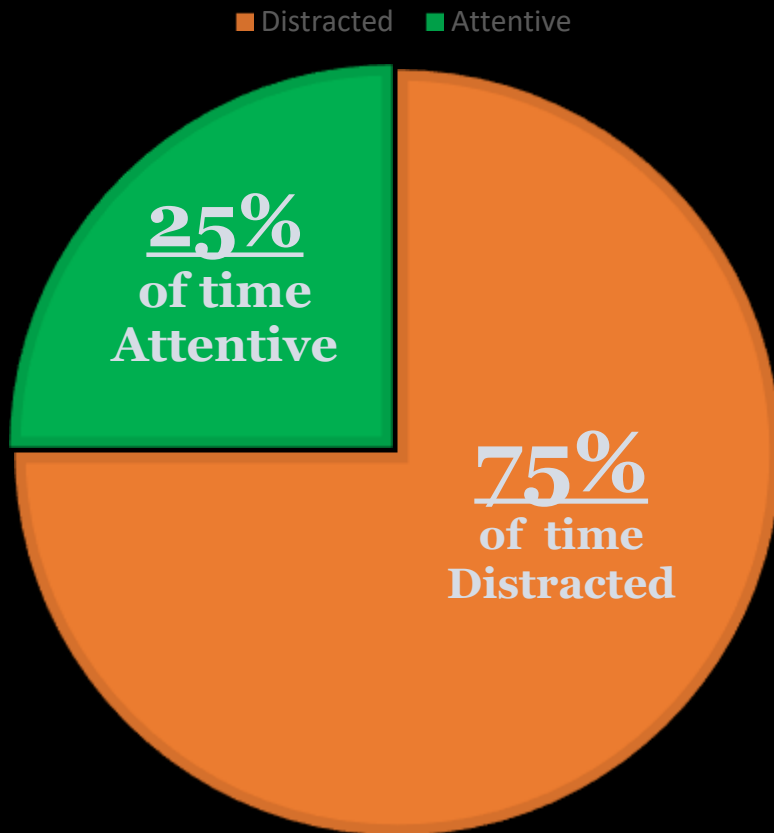
P.S. It averages:

- 21 % in GOA parishes
- 22 % in Serbian parishes
- 26% across all Orthodox parishes
- 37% in Antiochian parishes
- 40% in OCA parishes
- 48% in Carpatho Russian parishes

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

Church Attentiveness Data

% OF TIME DISTRACTED



Our minds wander 70% to 80% of the time during Orthodox church services (excluding the sermon)¹

¹ Personal survey data acquired from interviews of hundreds of Orthodox Christians by Stewardship Calling

Who Owns The Problem?

“Any time the majority of people behave a particular way the majority of the time, the people are not the problem. The problem is inherent in the system.

As a leader, you own responsibility for the system. Although a particular person can be a big problem, if you find yourself blaming the people, you should look again.”

**W. Edwards Deming
(father of the Quality Movement)**



How Are We Doing Financially?

GENEROSITY



PRE-COVID Giving Facts¹

- ~ People give a lower % of income to churches in the 2000's than during the Great Depression or the 1920's
- ~ 37% of church goers give \$0 to their church
- ~ 17% of Americans reduced their church giving
- ~ Average Orthodox stewards give their church between 0.5% to 0.8% of their income ²

¹ Christian Stewardship Association; Barna Research Group; Empty Tomb; Giving USA Foundation, <https://nonprofitssource.com/online-giving-statistics/church-giving/>, Stewardship Calling Financial Stewardship Analysis of over 250 parishes

² From Financial Stewardship Analysis of over 250 U.S. Orthodox Parishes conducted by Stewardship Calling ministry

PRE-COVID Giving Facts¹

U.S. Orthodox Christians are in:

~ top 1/3 in annual income

~ bottom 1/3 in church stewardship

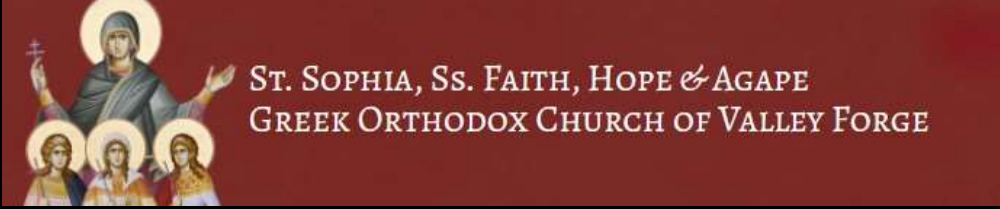
¹ Pew Forum income data compared against Financial Stewardship Analysis of over 275 U.S. Orthodox Parishes conducted by Stewardship Calling ministry

Orthodox Average Percentages

INCOME TOTALS

- | | <u>AVG</u> |
|------------------------------|------------|
| • Stewardship | 52% |
| • Disguised Stewardship | 20% |
| • N.O. (Non-Orthodox) Income | 28% |

>1% of total Parish funds go to Parish chosen charities, ministries & philanthropies



Stewardship Donor Concentration

Top 10 donors contribute = **27%**

Top 20 donors contribute = **39%**





Leaders of a church will either be risk takers, or church caretakers who will eventually become its undertaker.



AUDIENCE PARTICIPATION TIME!

**What Is The Single Biggest
Challenge Facing Our Parishes?**

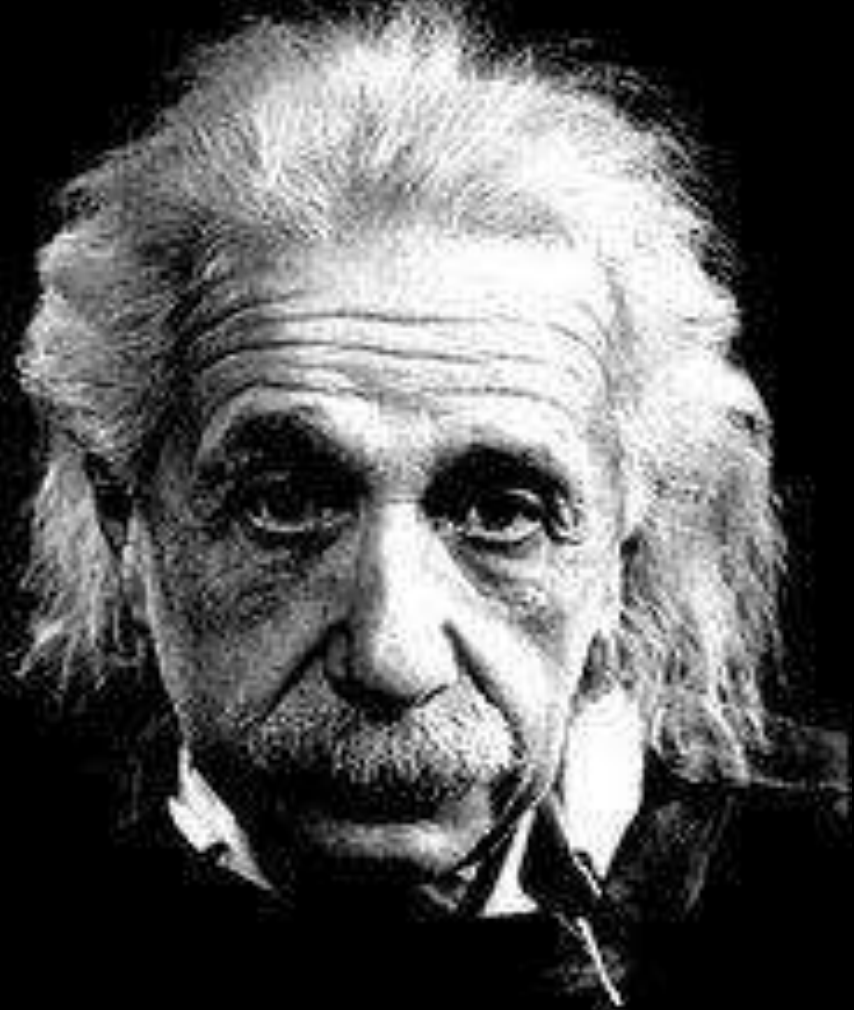
Entropy

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

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

- ~ Everything in the universe moves from order to disorder, and Entropy measures that change
- ~ If you don't make positive changes, you will get negative changes

"WE CANNOT
SOLVE OUR
PROBLEMS
WITH THE SAME
THINKING WE
USED WHEN WE
CREATED THEM"

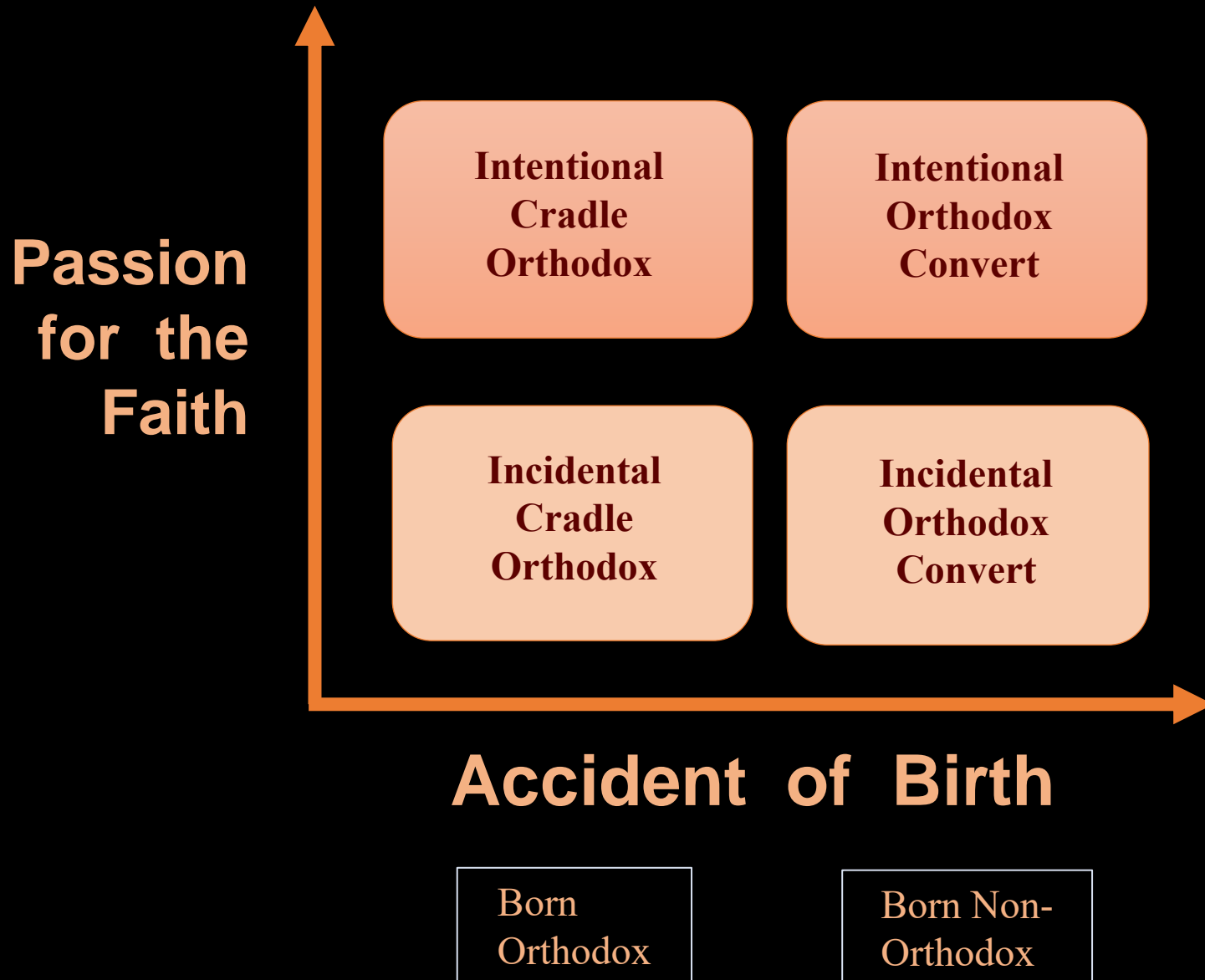


—

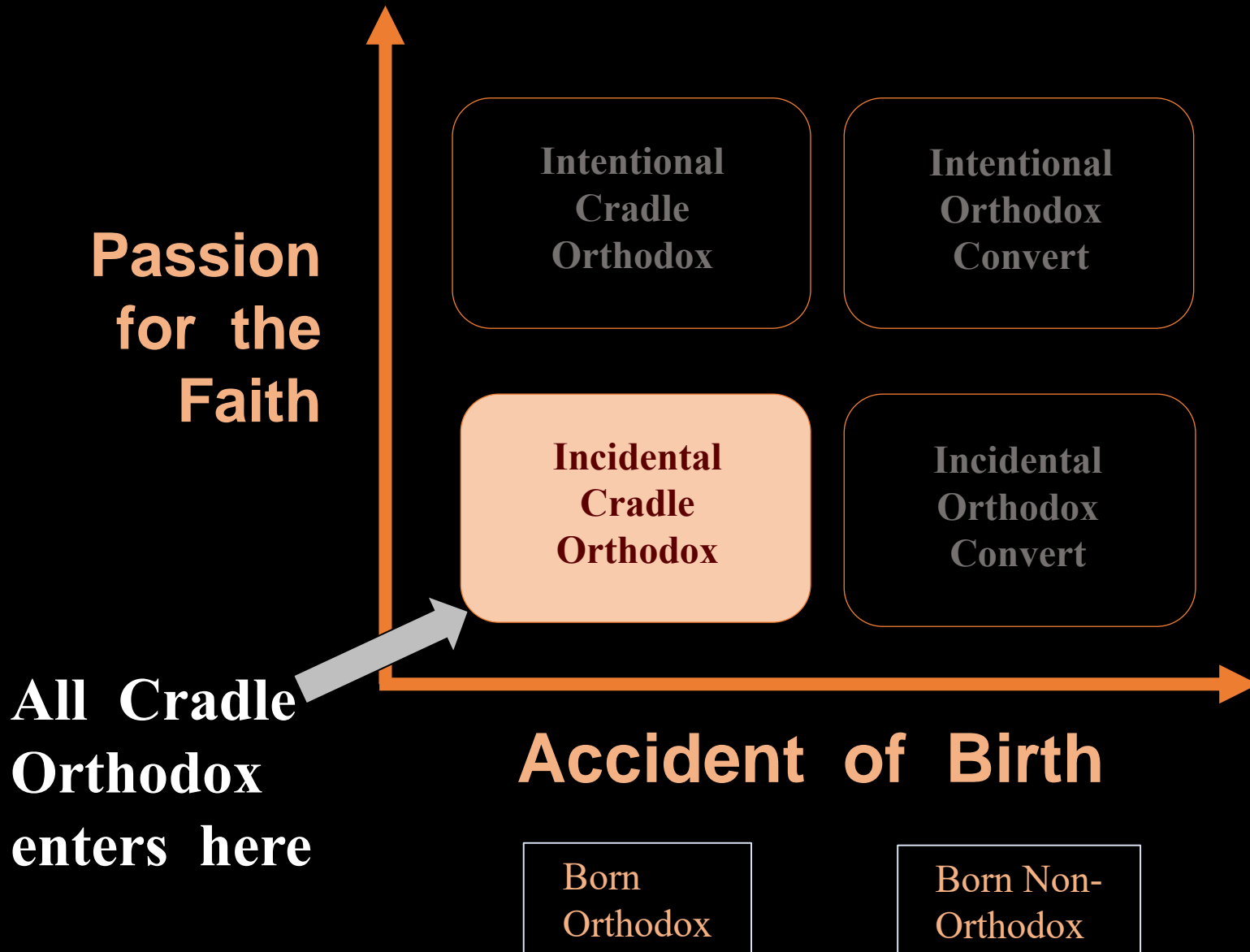
The Orthodox Church
Demographic
Makeup Has
Changed
Significantly Over
The Last 15
Years



4 Kinds of U.S. Orthodox Christians



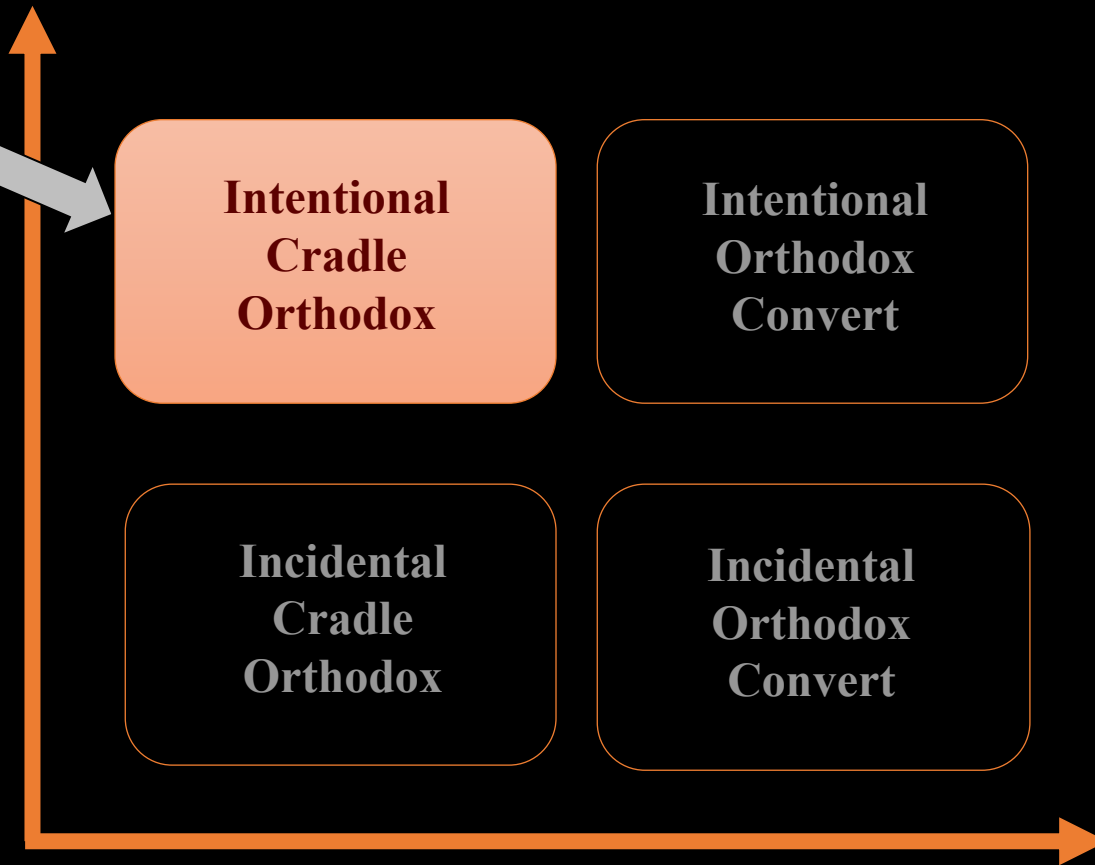
4 Kinds of U.S. Orthodox Christians



4 Kinds of U.S. Orthodox Christians

Few Cradle
Orthodox
move here

Passion
for the
Faith

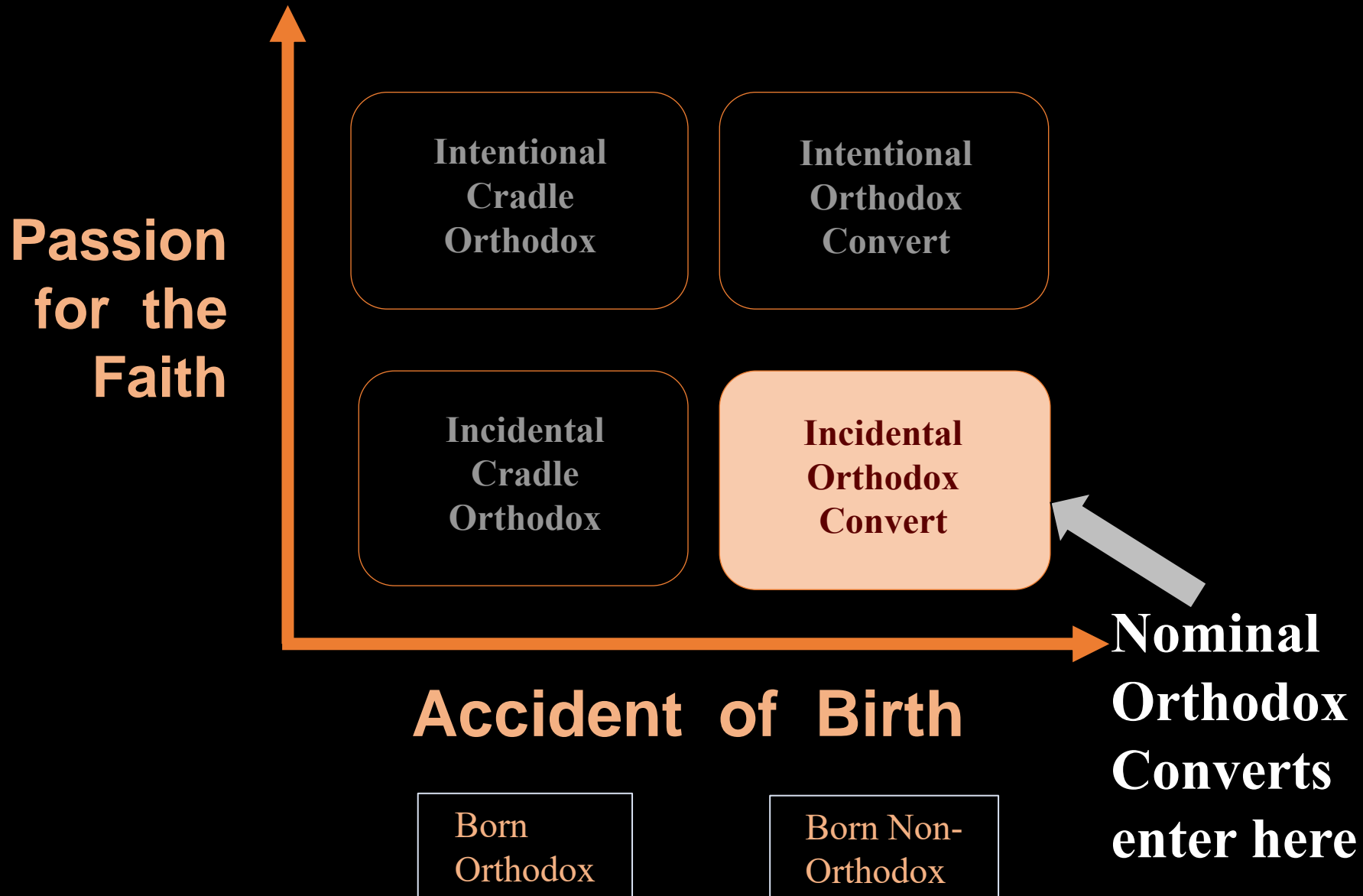


Accident of Birth

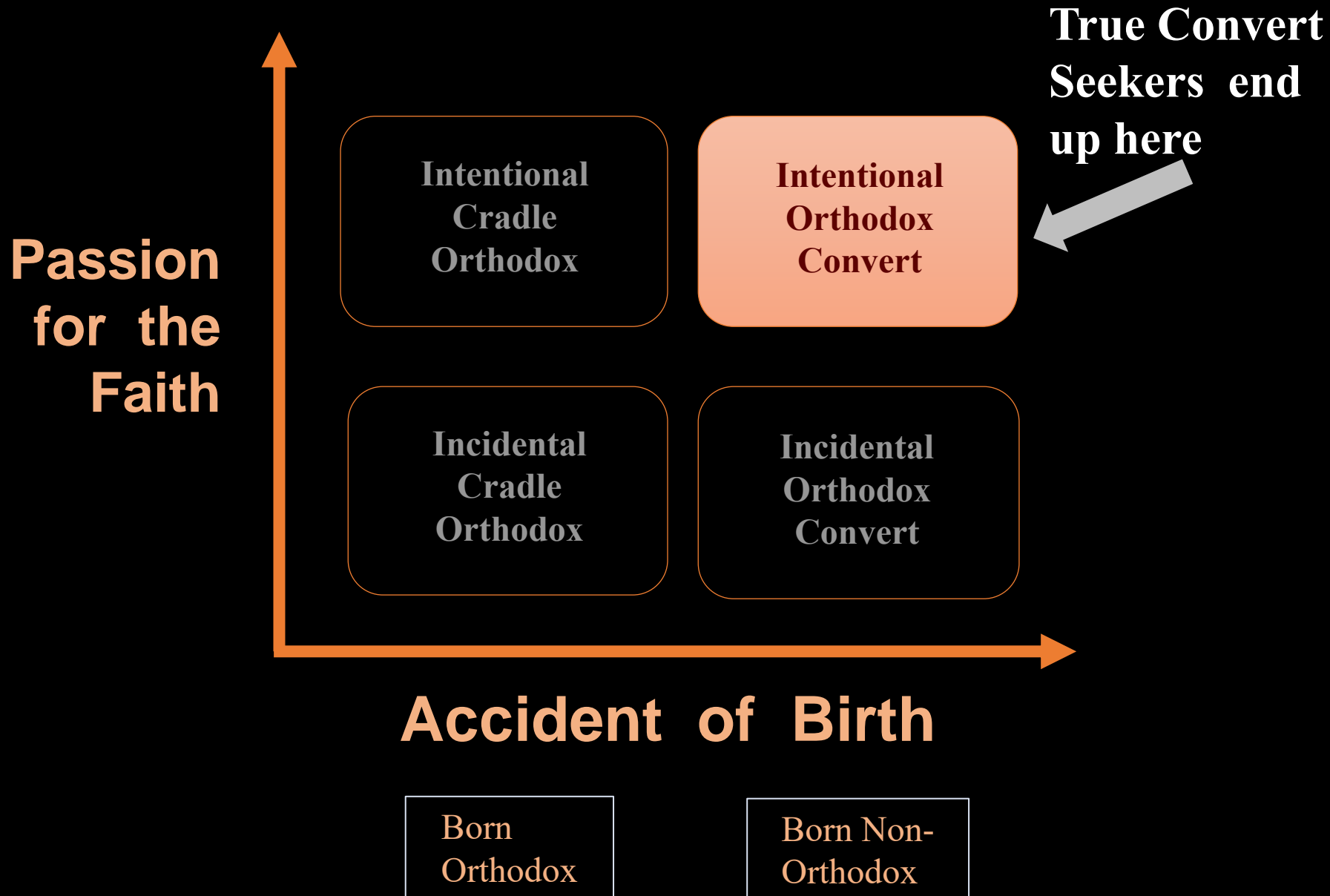
Born
Orthodox

Born Non-
Orthodox

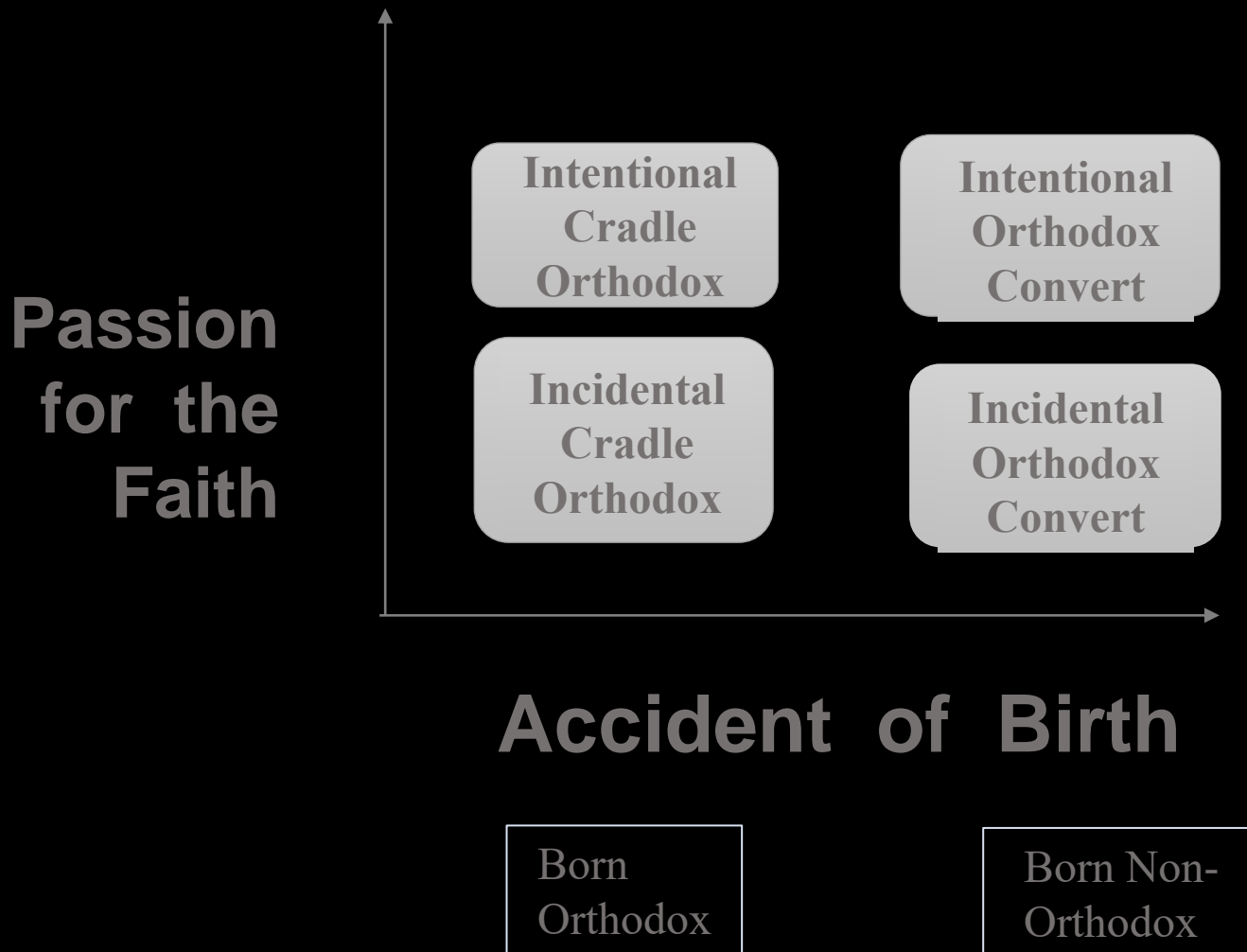
4 Kinds of U.S. Orthodox Christians



4 Kinds of U.S. Orthodox Christians



You now need at least 4 strategies to effectively reach the different Orthodox Christians in your parish



A silhouette of a person sitting on a ledge, looking out over a vast landscape at sunset. The sky is a mix of blue and orange, with scattered clouds. The person is centered in the frame, and the ledge they are sitting on leads towards the horizon.

WHY are you here?



“I beg you to walk worthy of the calling to which you have been called.”

Ephesians 4:1

“... to each one of us grace was given according to the measure of Christ’s gift... some to be **apostles**, some **prophets**, some **evangelists**, and some **pastors** and **teachers** for the equipping of the saints for the work of ministry...”

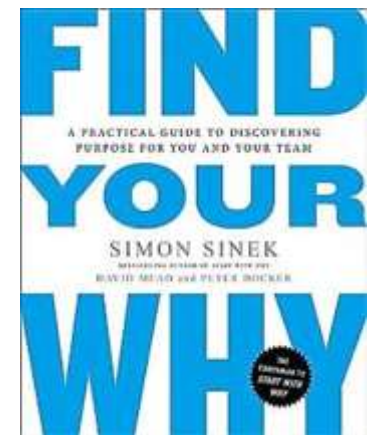
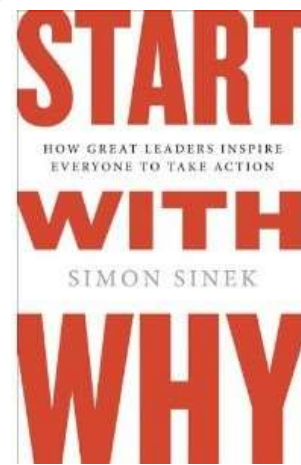
Ephesians 4:7-13

“People don’t buy-in to what you do. They buy-in to why you do it.”

“But if you don’t know why you do what you do, how will you inspire anyone else to follow you?”



Simon Sinek



3 Critical Actions

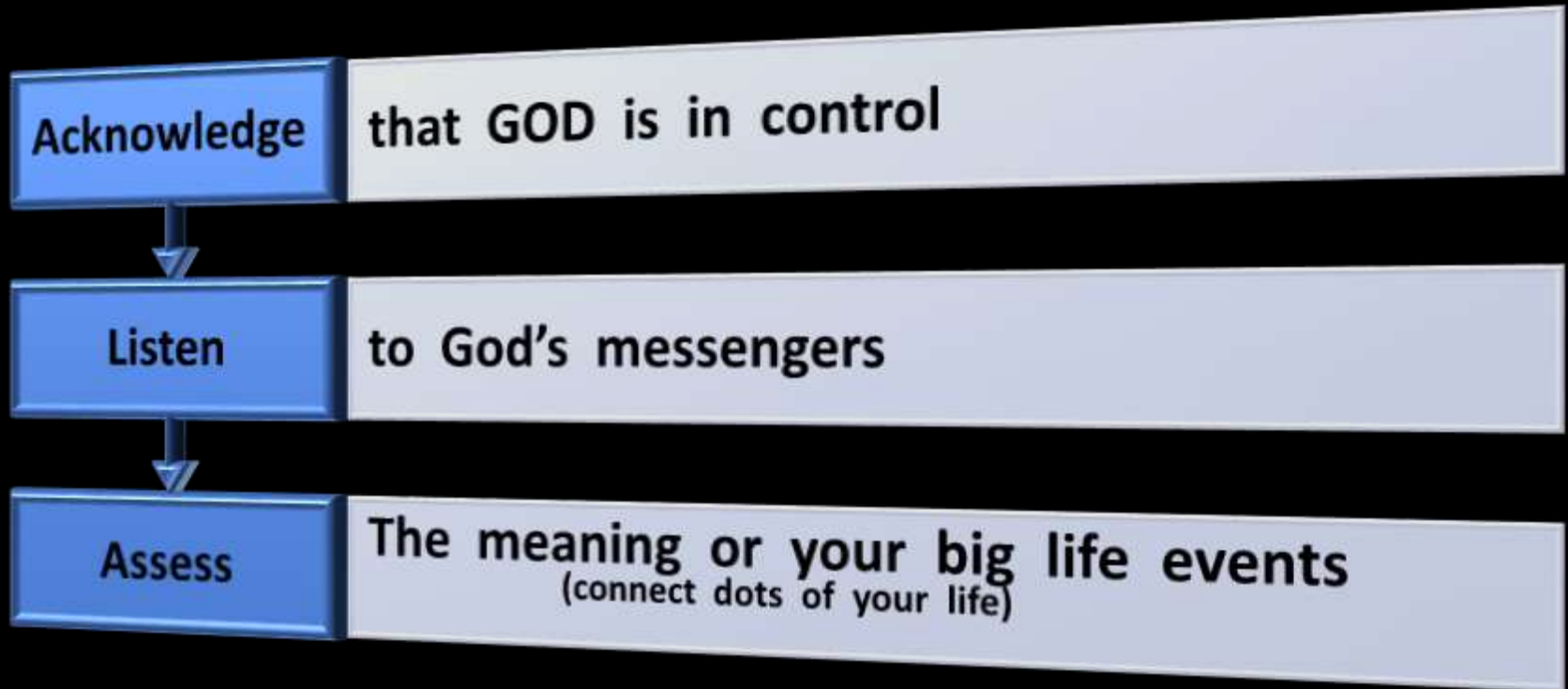




3 Critical Actions



STEWARDSHIP
CALLING

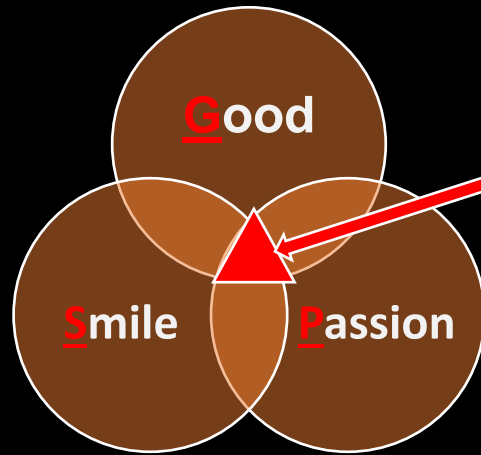


3 Critical
G.P.S.
Questions





3 Critical Questions



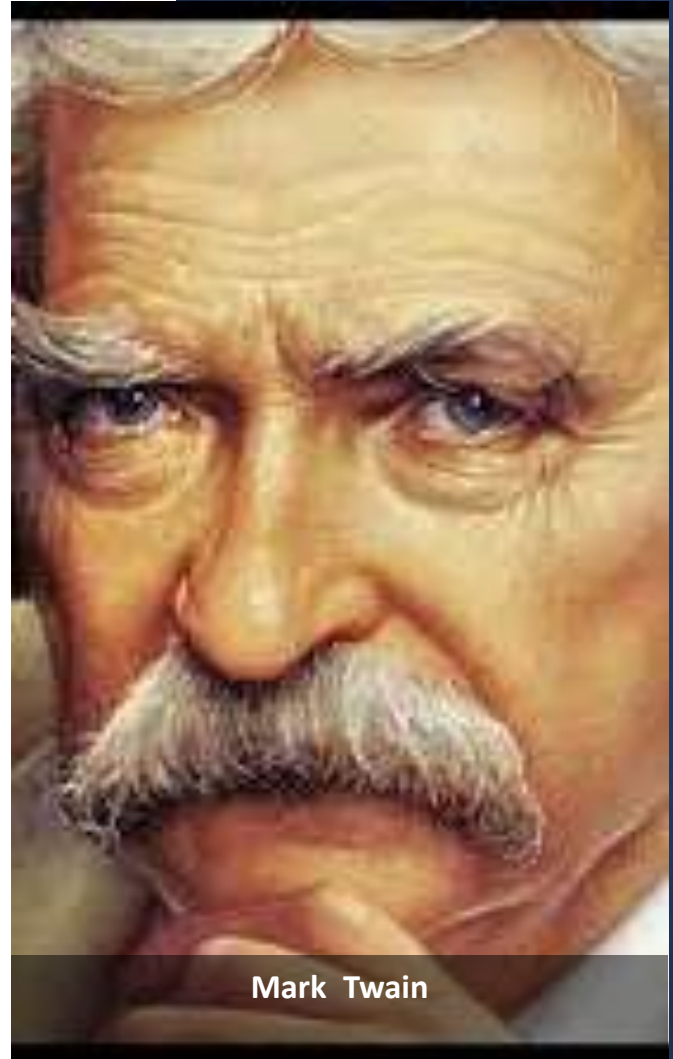
**Your
G. P. S.
WHY**

1. What am I **G**ood at?
2. What am I **P**assionate about?
3. What makes me **S**mile?

“Two of the most important days of your life are:

First, the day you were born; and

Second, the day you figure out why.”



Mark Twain

***What
would you
do if you
weren't
afraid?***



“The Orthodox ~~Wise~~ WHY Guy”

BILL MARIANES

REVITALIZE STEWARDSHIP IN
YOUR PARISH AND PERSONAL LIFE

A STEWARDSHIP CALLING



Ancient Faith
PODCASTS

1. “GPS” - The GOD Positioning System

(1-31-16)

2. Why Am I Here? (7-31-16)

3. Good and Faithfull Servant Through Living Your Stewardship Calling

(with +Fr. George Livanos) (5-26-21)

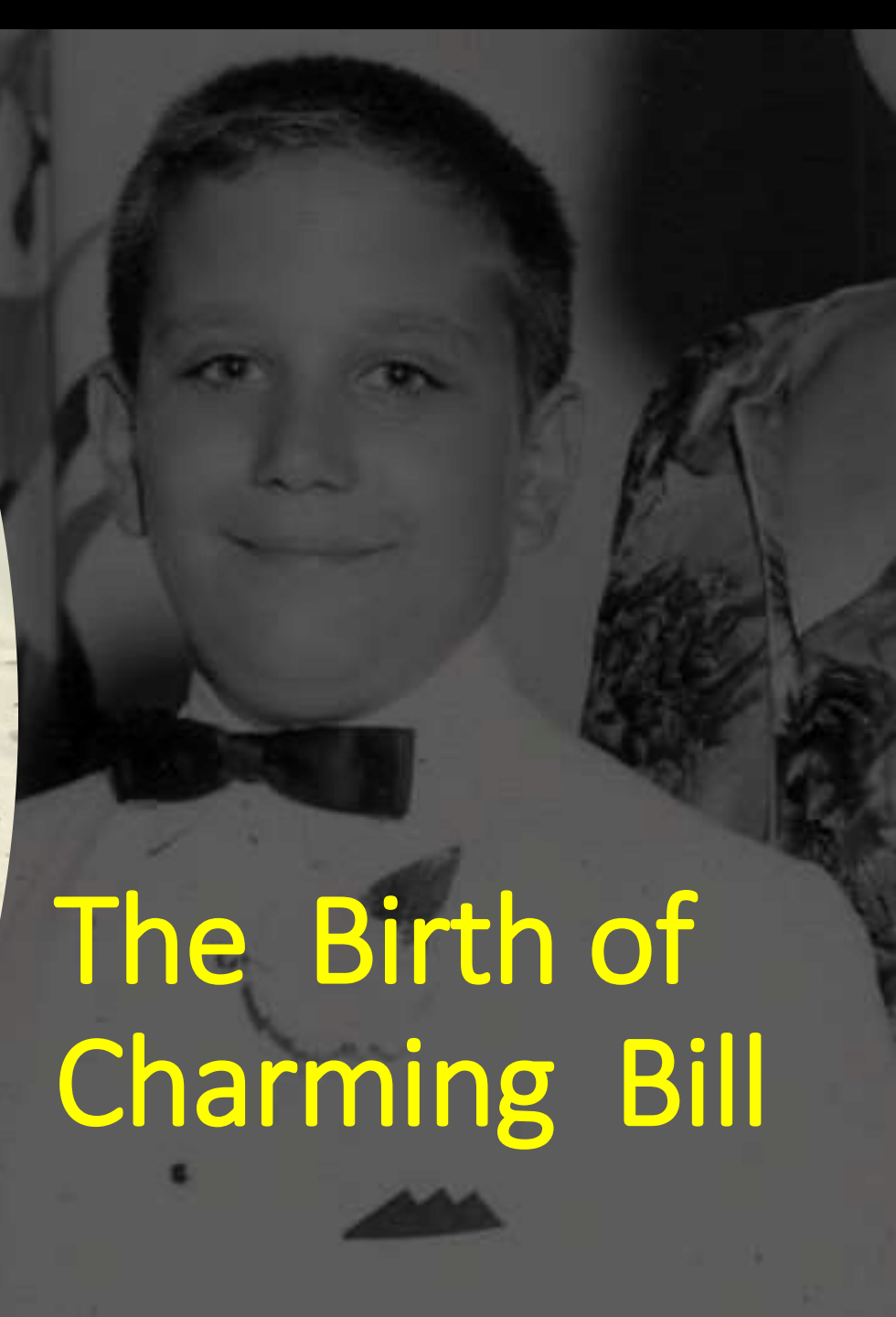
4. Why Are You Here on Earth? What Is Your Purpose? (with Jim Huling) (8-31-20)

1st Wednesday each month
& months with a 5th Sunday

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



Once You Know Your WHY And Core Values,
Life Becomes Much Easier To Live



The Birth of Charming Bill



Always

- ~ joke & smile
- ~ help before being asked
- ~ thank, 'ma'am' & 'sir' folks
- ~ be your most charming self

The Birth
of
Charming
Bill

Opening Salvo



When someone asks me:



“Thank God, I’m great!”

My Parting Shot





“Have a blessed day.”



A Happier
“DOSE”
For Life

When you help
someone, you
make them feel
good, but you
make yourself
feel even better.

A
Happier
“DOSE”
For Life

D = DOPAMINE... enhances pleasure, satisfaction, and motivation.

O = OXYTOCIN... the “love” hormone that makes you feel love and trust.

S = SEROTONIN... a mood stabilizer that controls wellbeing and happiness and prevents depression.

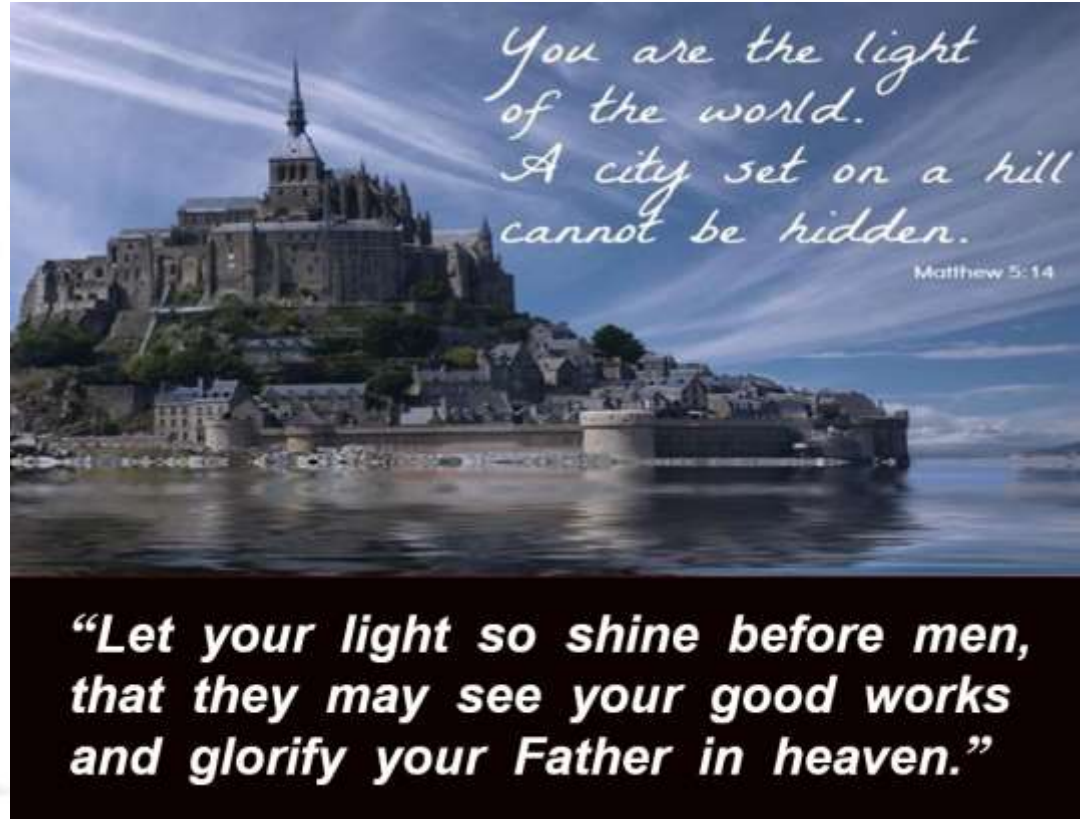
E = ENDORPHINS... increases happiness, meaning, and help reduce physical pain.



Be The Light



Be A Human
Light Bulb





**Darkness
is not a
thing.**



**It's merely
the absence
of light**

**You can be
a Human
Light Bulb**





Hearing The Voice Of GOD



**Conduct yourself as if
GOD is there with you...**

- ~ everywhere you go
- ~ in every interaction
- ~ at all times

...because HE is !

Hearing
The Voice
Of GOD

Christ's Final Instructions





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

Acts 1:8

Your Great Commission Map



The Ends of the Earth

**Samaria
is only
about 35
miles
North of
Jerusalem**



**You're
only 5,774
miles
West of
Jerusalem**

Your Great Commission Map



Continue to the **Ends of the Earth**
Living your **WHY**,
Sharing the **LOVE** and
Being the **LIGHT** of the World



Your **Samaria** is your country

Your **Judea** is your state

Your **Jerusalem** is wherever you are

The
Big
Idea

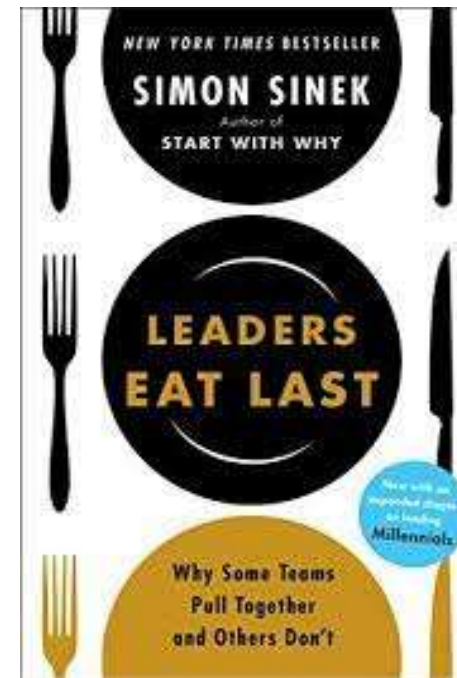
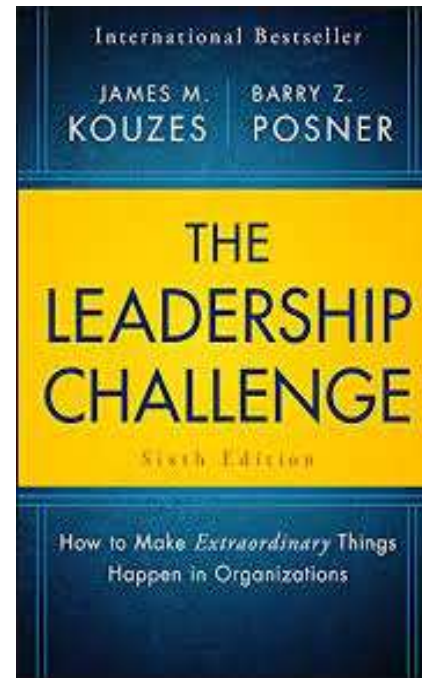
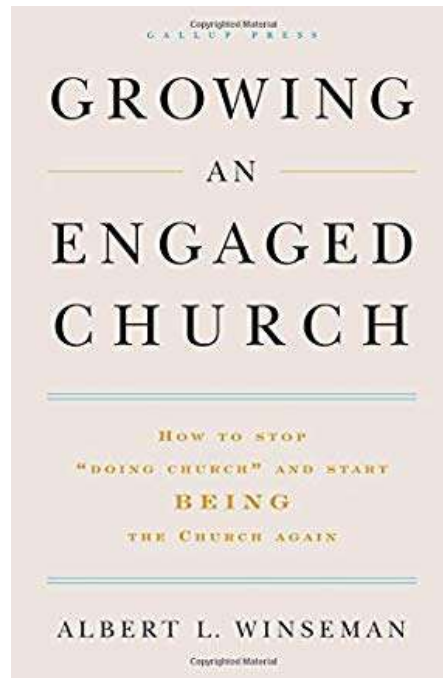


Create a Culture of Engagement

The
Big
Idea

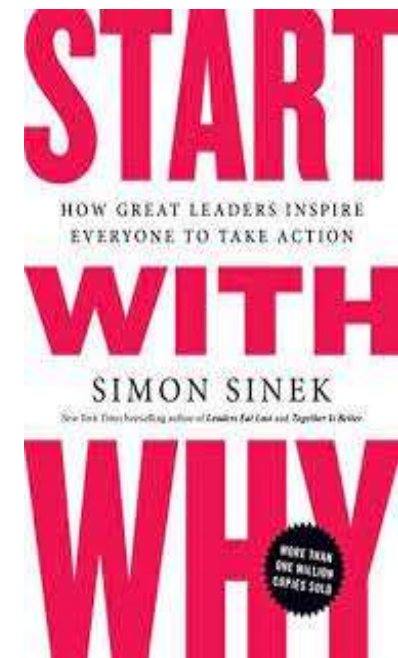
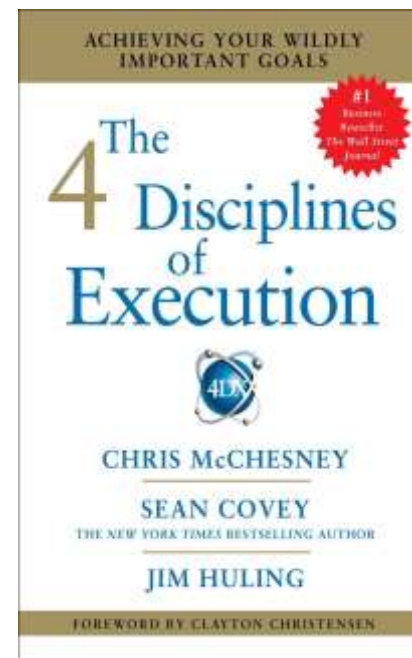


Suggested Reading



“Change is the province of leaders. It is the work of leaders to inspire people to do things differently, to struggle against uncertain odds, and to persevere toward a misty image of a better future.”

Dr. James Kouzes



W²

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



Church Engagement

Spiritual commitment is usually a result of one big – and often overlooked – factor:

parishioner engagement.

“Focus on improving engagement and increased commitment will follow.”



Church Engagement

“churches 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.”



Church Engagement

“Your job as a leader is **not to placate the actively disengaged.**

It is to create and **grow disciples.**”

“congregations are in trouble because they have a **low percentage of engaged members.**”

“So, the very first thing a church leader, must do ... is to **clarify ‘membership expectations.’**”





How much members give...
How many hours they volunteer...
How often they invite others...
...is 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

Church Engagement

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



Good morning, Mr. Phelps... Your mission... should you decide to accept it, is to [mission of the week described]. As always, should you or any member of your IM Force be caught or killed, the secretary will disavow any knowledge of your actions. This tape will self-destruct in five seconds.

Your Job
= E²

~ **Educate** what it means to be an Orthodox Christian 24x7x365

~ **Engage** - the faithful in the liturgical, sacramental, and ministry parish life

Stewardship & Culture of Generosity





15 Igniting The Flame 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

Watch all 15 Elements of the Igniting The Flame Of Stewardship 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

STEWARDSHIP TRAINING VIDEOS

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

STEWARDSHIP SHORT VIDEOS

STEWARDSHIP TRAINING MATERIALS

Stewardship Tab

Metropolis of San Francisco Page

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

Stewardship Calling Culture of True Stewardship Best Practices

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

Igniting The Flame Of Stewardship Specific Programs

<u>PROGRAM TOPIC</u>	<u>VIDEO LINK</u>	<u>POWERPOINT MATERIALS</u>
Year End Giving Campaigns and Donation Platforms	https://www.youtube.com/watch?v=78mH2NmogYU	https://craft-sanfran-goarch.s3-us-west-2.amazonaws.com/uploads/download/StewardshipTownHall-Slidedeck-2021-12-20.pdf
Stewardship Ambassadors to Facilitate Personal Steward Engagement	https://www.youtube.com/watch?v=ZM8gsov4iRU	https://craft-sanfran-goarch.s3-us-west-2.amazonaws.com/uploads/download/Stewardship-Town-Hall-Series-Creating-Ambassador-Program-Visitations-SLIDEDECK-2021-09-20.pdf
Effective Stewardship Ministry Team & Committee	https://www.youtube.com/watch?v=AGKLR_2zpNM	https://craft-sanfran-goarch.s3-us-west-2.amazonaws.com/uploads/download/Equipping-Enriching-Forming-Effective-Stewardship-Committee-SLIDEDECK-2022-12-19-Marianes.pdf
Equipping Stewardship Chair and Committee	https://www.youtube.com/watch?v=TfMgJPOJTU8	<p>Part 1 https://craft-sanfran-goarch.s3-us-west-2.amazonaws.com/uploads/download/Equipping-Enriching-Equipping-Stewardship-Chair-SLIDEDECK-2022-12-19-Kordaris.pdf</p> <p>Part 2 https://craft-sanfran-goarch.s3-us-west-2.amazonaws.com/uploads/download/Equipping-Enriching-Forming-Effective-Stewardship-Committee-SLIDEDECK-2022-12-19-Marianes.pdf</p>
Effective Stewardship Campaigns	https://www.youtube.com/watch?v=0K1z76gpzS4	https://craft-sanfran-goarch.s3-us-west-2.amazonaws.com/uploads/download/Stewardship-Campaign-Key-Elements-Marianes-2021-03-21.pdf
Welcoming	https://www.youtube.com/watch?v=k73eUKPdUVA	https://craft-sanfran-goarch.s3-us-west-2.amazonaws.com/uploads/download/stewardship-town-hall-series-welcoming-newcomers-slidedeck-2021-11-22.pdf
Technologies for Engaging and Revitalizing Parishes	https://www.youtube.com/watch?v=p1aKjISqLQ	<p>Part 1 https://craft-sanfran-goarch.s3-us-west-2.amazonaws.com/uploads/download/jamil-samara-technologies-for-revitalizing-parishes-2022-06-20.pdf</p> <p>Part 2 https://craft-sanfran-goarch.s3-us-west-2.amazonaws.com/uploads/download/fr-paul-kaplanis-technologies-for-revitalizing-parishes-2022-06-20_2022-07-01-032410.pdf</p>



Today's Life Changing Idea

IN YIG

It's Not Yours It's God's

“You received without paying, give without pay.”

Matthew 10:8



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

(Luke 12:48)

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

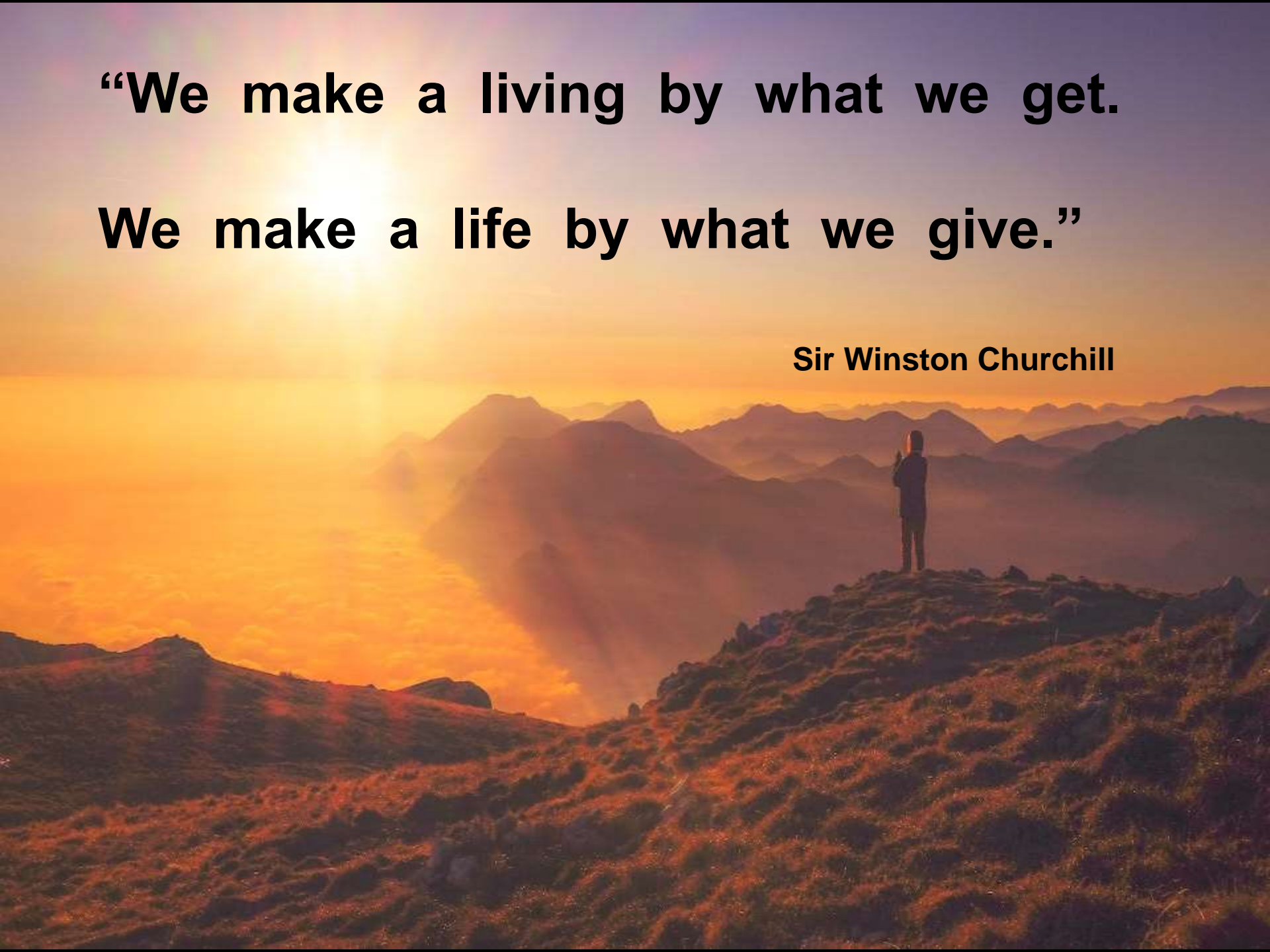
(Deuteronomy 16:17)



“We make a living by what we get.

We make a life by what we give.”

Sir Winston Churchill



A Steward Is Someone Who...

1. “is a temporary caretaker for another”
2. joyfully gives with a heart of gratitude and expects no recognition or benefit for their gift
3. never talks about “their” things or money and only regrets not giving more
4. gives of their “first fruits” before anything else in proportion to their blessings
5. views giving as a walk of discipleship with Christ





Tithing
giving God the *first*
of your income

Tithing of ALL 3 Ts

Tithing (percentage giving) of Time, Talents AND Treasures is what Holy Scripture requires and can make a positive difference





**“Now all the
tithe of the
land, whether
seed of the land
or fruit of the
tree, is the
Lord’s. It is holy
to the Lord.”**

Leviticus 27:30



**“Bring the whole
TITHE into the
storehouse...**

**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 that
you will not have
enough room for it.”**

Malachi 3:10

The Didascaly Apostolorum ¹

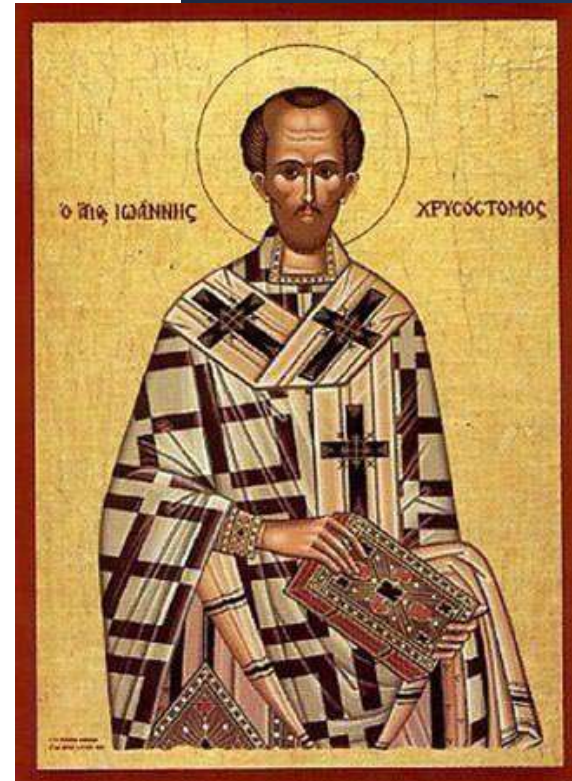
In the instructions to the faithful:

“Set aside part-offerings and tithes and first fruits to Christ, the true High Priest, and to His ministers, even tithes of salvation to Him...”

¹ The *Didascalia Apostolorum*, is a Christian legal treatise belonging to the genre of the Church Orders. It presents itself as being written by the Twelve Apostles at the time of the Council of Jerusalem; however, scholars agree that it was actually a composition of the 3rd century, perhaps around 230 AD

**“If there was a danger
then (during Old Testament times)
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



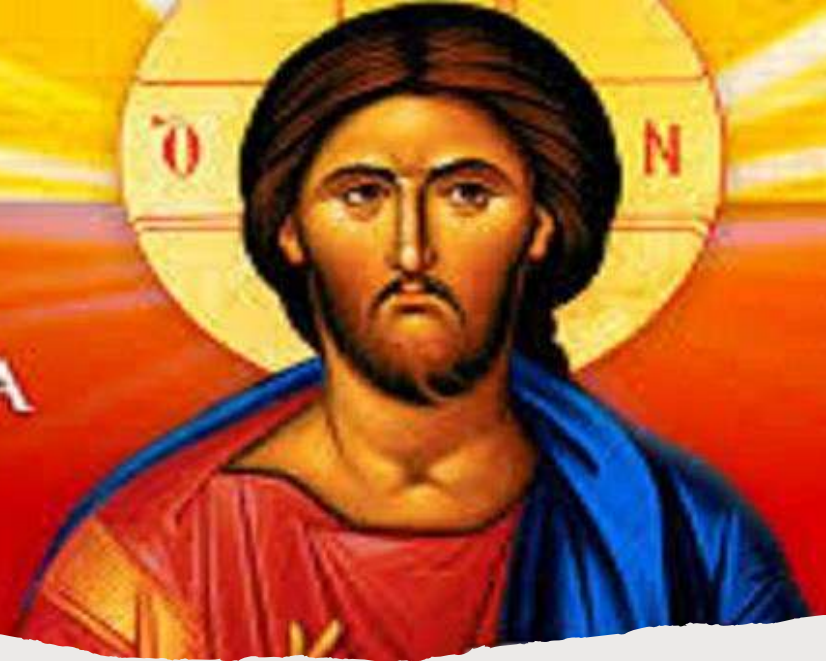
Tithing Is Not Just An Old Testament Thing



“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)

“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)

GREEK ORTHODOX
ARCHDIOCESE OF AMERICA



“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”



THE **tithe**
challenge

**Tithing should
be your goal.**

**A minimum of
10% Time,
Talent and
Treasures.**

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

Why Do Orthodox Christians Pray



but...

**Orthodox Christians
Don't Tithe?**





**You do not do, what you
were never taught.**



**What have you taught your
loved ones about stewardship?**

What Is Possible if We Tithed

Median Annual Income Of Americans From
Historically Orthodox Countries¹ = **\$81,750**

- **\$8,175** = a median income 10% tithe
- **220** St. Sophia Number of Stewards
- **\$1,798,500** new St. Sophia stewardship budget (if everyone made the median and tithed)
- **\$264,414** St. Sophia Current Stewardship

¹ Median annual household income U.S. Census as reported 10-02-2020: Lebanese \$87,099; Russian \$85,989 - Greek \$82,036; Romanian \$81,878; Ukrainian \$81,603; Serbian \$81,452; Bulgarian \$80,626; Armenia \$77,110.



What ministries, services or charities could you fund if you had

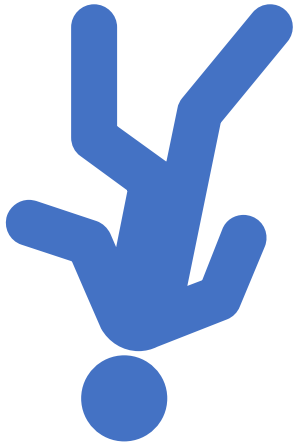
\$1,798,500

in total annual stewardship

(instead of only \$264,414)

How To Start A Tithing Program

You must totally flip the parish culture and overcome generations of teaching deficiencies



How To Start A Tithing Program

1. Teach tithing and % giving
2. Share the impact of lives improved
3. Leaders lead by example
4. Use the “ROUND-UP”



How To Start A Tithing Program

1. Teach tithing & percentage giving

- ~ You have to teach the WHY and history of the tithe
- ~ You have to start teaching it monthly for at least a year
- ~ Teaching includes homilies, articles, Sunday School lessons, adult classes, stories and testimonials



How To Start A Tithing Program

2. Share the impact and lives improved

- ~ Provide specific examples of how tithes changed people' lives
- ~ Actual stories of people helped and higher percentages of impact are most effective
- ~ Testimonials from recipients and tithers / percentage givers make a big impact



How To Start A Tithing Program

3. Leaders Lead By Example

~ “Your actions speak so loudly, I can’t hear what you’re saying.”

~ Clergy, Parish Council, and Ministry Leaders must show their leadership commitment

~ Tithing and percentage giving must become a criteria for selecting and promoting leaders (like church attendance)



How To Start A Tithing Program

4. Use The Roundup

- ~ What % of last year's income did you gave the church to 1 decimal point (e.g., 0.5%)
- ~ This year, "round up" your gift to the next highest whole number percent of income (e.g., 1%)
- ~ Following year add 1% more
- ~ Add 1% a year until you reach 10% (or more)





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





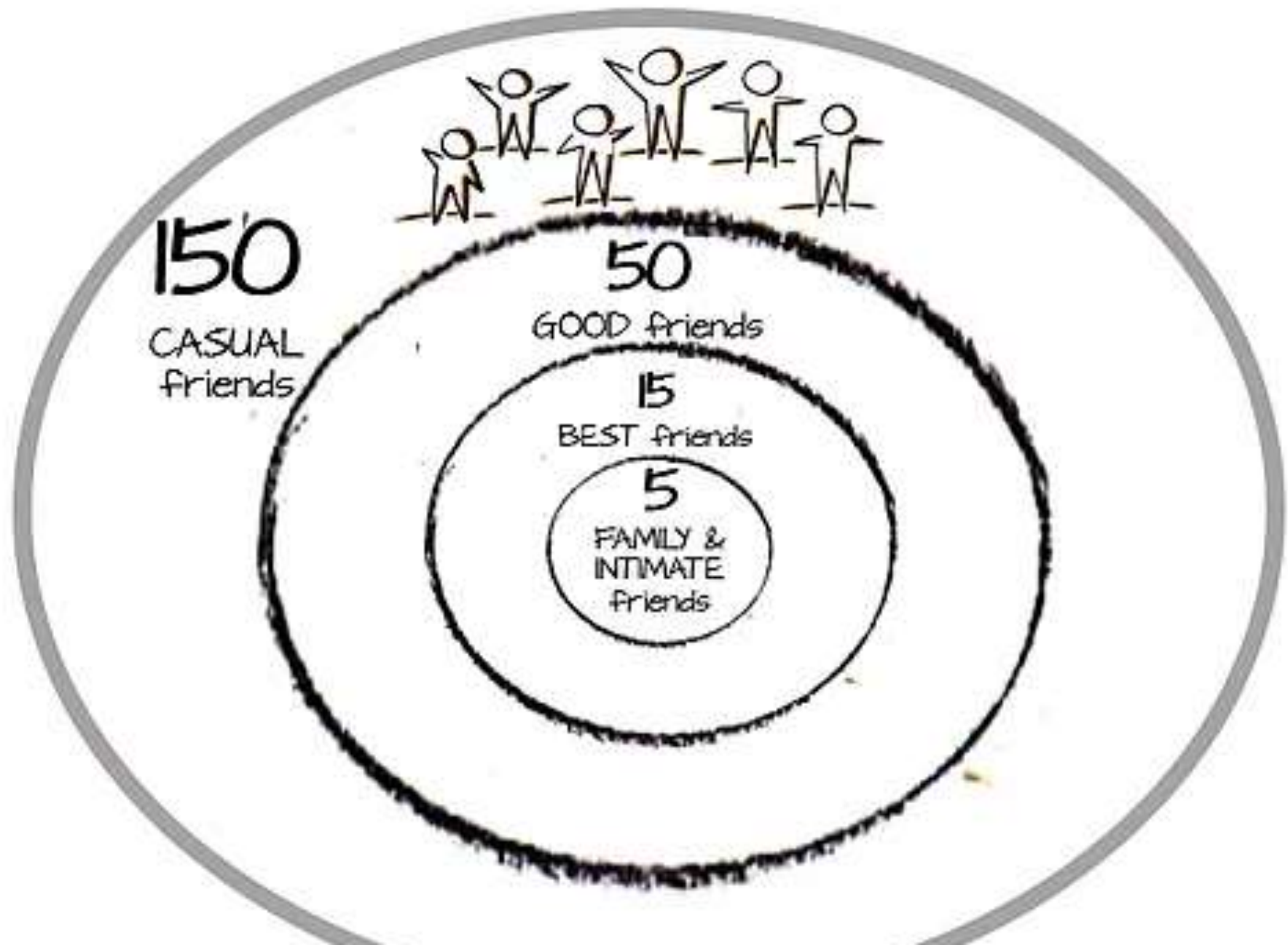
Transformational Small Group Ministry

Cultivate A Sense Of
Community

A large, diverse crowd of people is seated in a church sanctuary, viewed from behind. The people are of various ages and ethnicities, filling the pews. The text is overlaid in the center of the image.

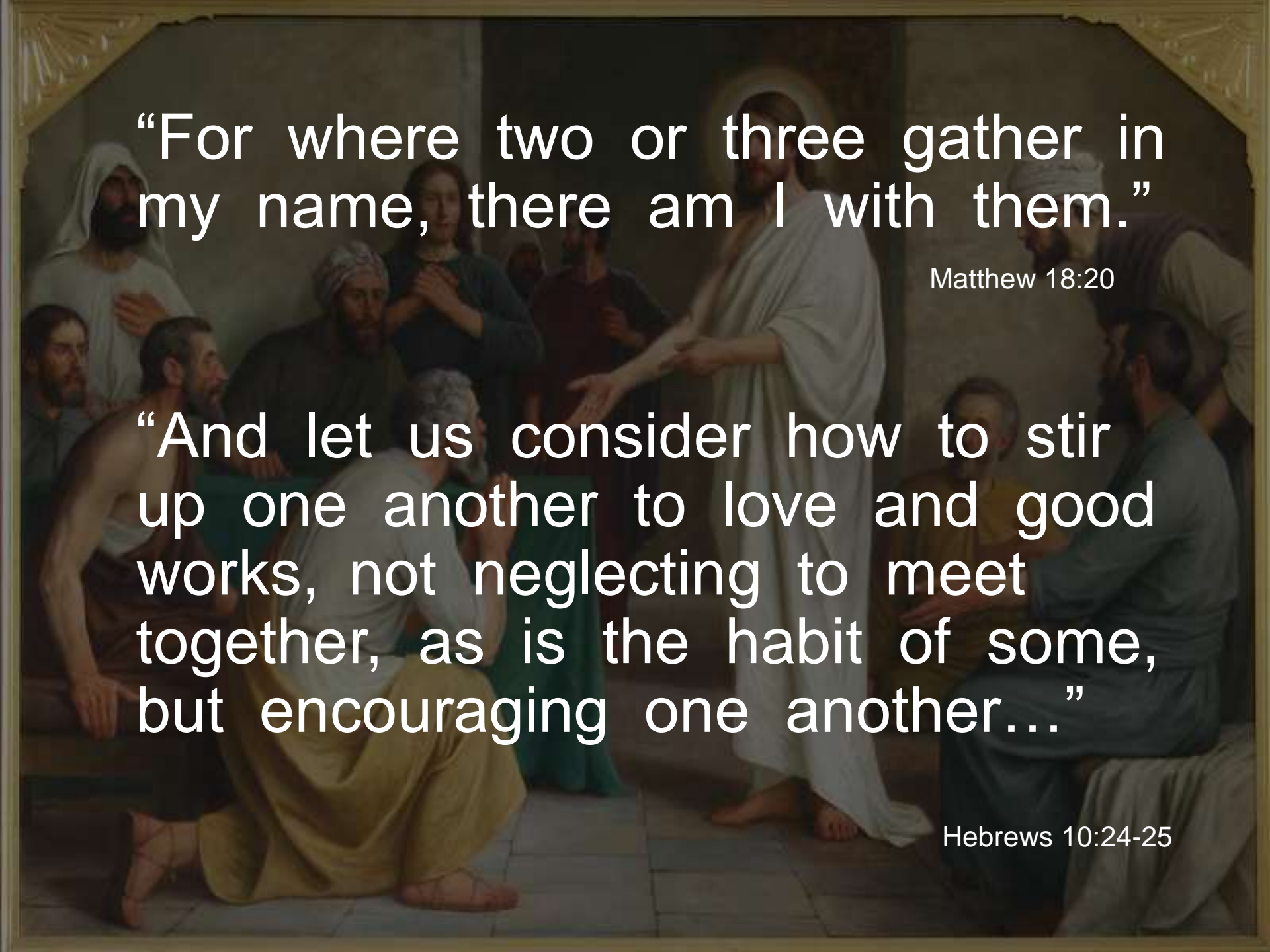
“The bigger a church gets, the smaller it must become!”

DUNBAR'S NUMBER



Small Groups Ministry

- ~ About 10-12 people
- ~ Gather weekly (or bi-weekly) at homes
- ~ Discuss some spiritual/religious educational content
- ~ Discuss what life is dealing them (“one-anothering”)



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

Matthew 18:20

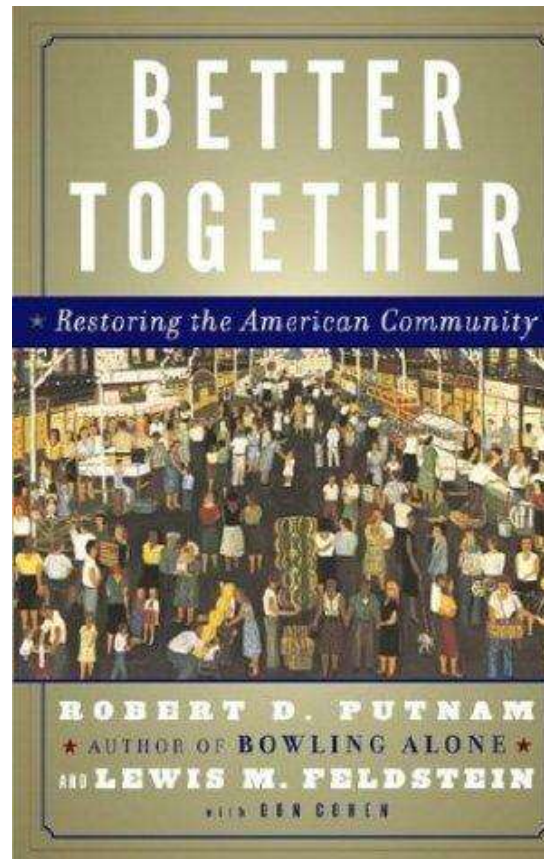
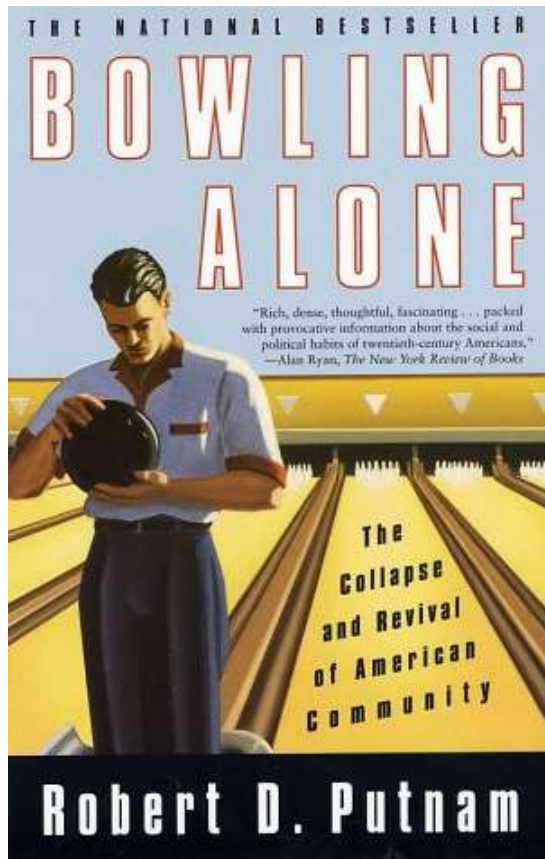
“And let us consider how to stir up one another to love and good works, not neglecting to meet together, as is the habit of some, but encouraging one another...”

Hebrews 10:24-25

Benefits of Small Groups (SG)

1. Life change happens best in SG
2. SG make churches personal
3. SG provide leadership development pipeline
4. In-home SG provide unlimited space at optimum times
5. “Come to my house” is an easier invitation than “come to my church.”
6. SG provide best opportunity for one-anothering
7. SG provide family for those whose biological family lives far away
8. It’s easier to ask questions in a SG
9. SG provides people-care between Sundays
10. SG provide expanding communications network

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



Social Capital is

(a) the collective value of everyone you know

(your “social networks”)

+

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

Teams



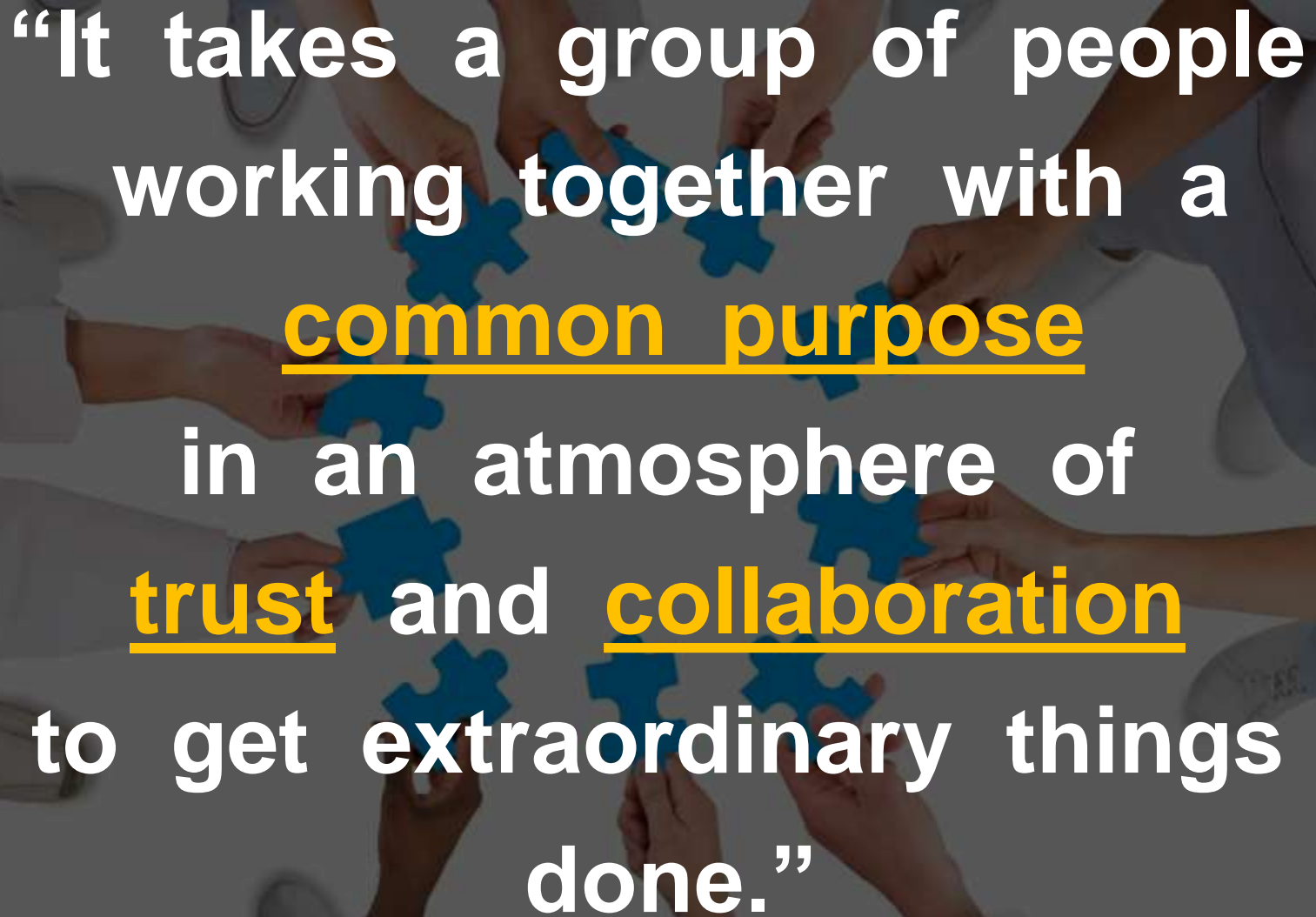
If you don't have a
Stewardship Ministry
Team that is

committed
trained
enthusiastic
disciplined

you will not
sustainability achieve
what is **God** has
made possible in
your parish!

It Takes a Team





“It takes a group of people
working together with a
common purpose
in an atmosphere of
trust and collaboration
to get extraordinary things
done.”

Optimal Stewardship Team

ADMINISTRATIVE

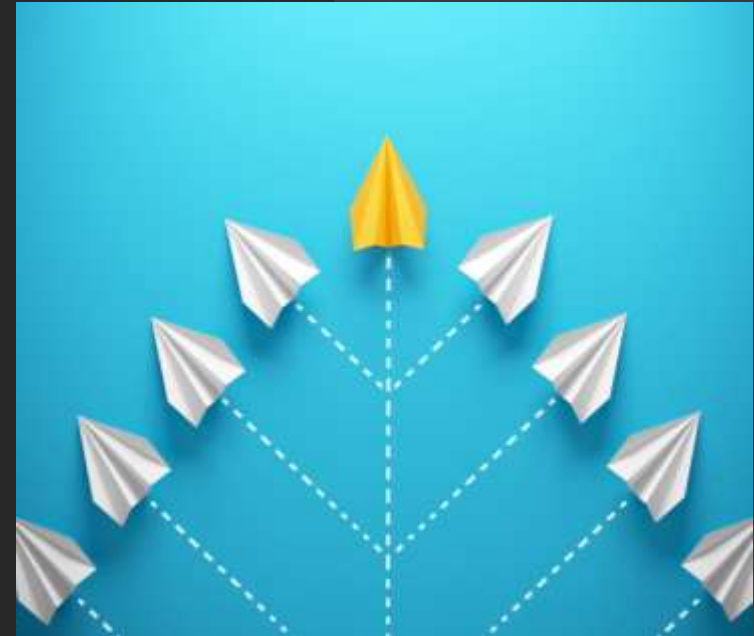
1. Ministry Team Leader
2. Stewardship Communications
3. Stewardship Data Analysis

TACTICAL

4. Stewardship Campaign
5. Planned Giving
6. Stewardship Ambassador Recruitment & Training

MINISTRY OR LIASON

7. Welcoming Ministry
8. Thanking Ministry
9. Youth Stewardship
10. Small Groups Ministry



Optimal Stewardship Team



ADMINISTRATIVE

1. Ministry Team Leader

- ~ Lead all ministry efforts
- ~ Regularly reports to Parish Council and General Assembly

2. Stewardship Communications

- ~ Produce and constantly places ALL communications in ALL parish media outlets
- ~ Coordinate testimonials and stewardship presentations

3. Stewardship Data Analysis

- ~ Confidentially maintain all stewardship data
- ~ Produce all stewardship reports, dashboards, and analyses

Optimal Stewardship Team



TACTICAL

4. Stewardship Campaign

- ~ Coordinate and manages year-round campaign
- ~ Lead Steward Engagement Process (SEP) to personally contact every steward each year

5. Planned Giving

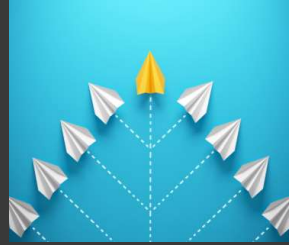
- ~ Lead year-round Planned Giving Campaign
- ~ Coordinate Planned Giving Recognition Celebration

6. Stewardship Ambassador Recruitment & Training

- ~ Recruit team to personally contact all stewards
- ~ Work with Stewardship Campaign Chair to train Stewardship Ambassadors to effectively complete Steward Engagement Process

Optimal Stewardship Team

MINISTRY OR LIASON (assuming this ministry does not already exist)



7. Welcoming Ministry

- ~ Coordinate Sunday “Total Welcoming Experience”
- ~ Coordinate Follow-Up “Total Welcoming Experience”

8. Thanking Ministry

- ~ Coordinate all thanking communications with all stewards
- ~ Plan thanking and recognition celebrations

9. Youth Stewardship

- ~ Develop youth stewardship campaign and materials
- ~ Coordinate youth stewardship campaign

10. Small Group Ministry

- ~ Manage all aspects of Small Group Ministry
- ~ Recruit and trains Small Group Leaders
- ~ Facilitate parishioner sign-up for Small Group Ministries

Stewardship Campaign Process





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?

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, please know
that to have a true,
successful, and sustainable
stewardship ministry you
must**

PERSONALLY INTERACT

with

EVERY PARISHIONER

Ingredients Of Effective Stewardship Engagement Process

Plan A - Personal In-Home Visitations

Each steward is personally visited in their home by a Stewardship Ambassador

Plan B - Small Group In-Home Gatherings

Each steward is invited to a small group gathering hosted at a Stewardship Ambassador's house

Plan C - Personal Telephone Calls

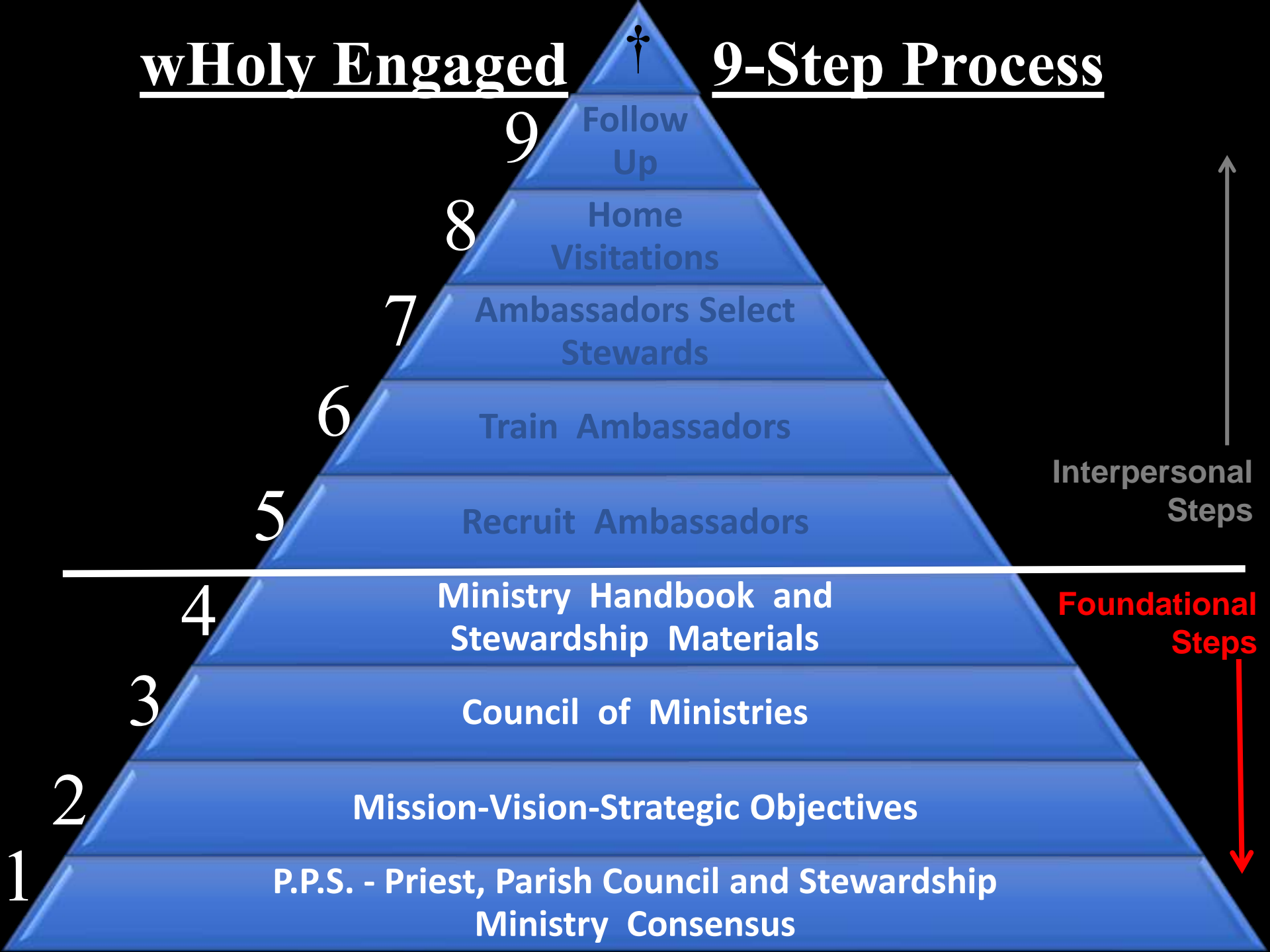
Each steward is personally called at home by a Stewardship Ambassador

A woman with blonde hair, wearing a light blue sweater, is seated on the left side of a table. She is smiling and looking towards the man. The man, with dark hair, is wearing a white shirt and a dark vest. He is seated on the right side of the table, looking towards the woman. They appear to be in a meeting or discussion. The background shows a wall with several framed documents or charts. The text "The wHoly-Engaged Personal Visitation Program" is overlaid in the center of the image in a white, sans-serif font.

The wHoly-Engaged Personal Visitation Program

wHoly Engaged

9-Step Process



9

Follow Up

8

Home Visitations

7

Ambassadors Select Stewards

6

Train Ambassadors

5

Recruit Ambassadors

4

Ministry Handbook and Stewardship Materials

3

Council of Ministries

2

Mission-Vision-Strategic Objectives

1

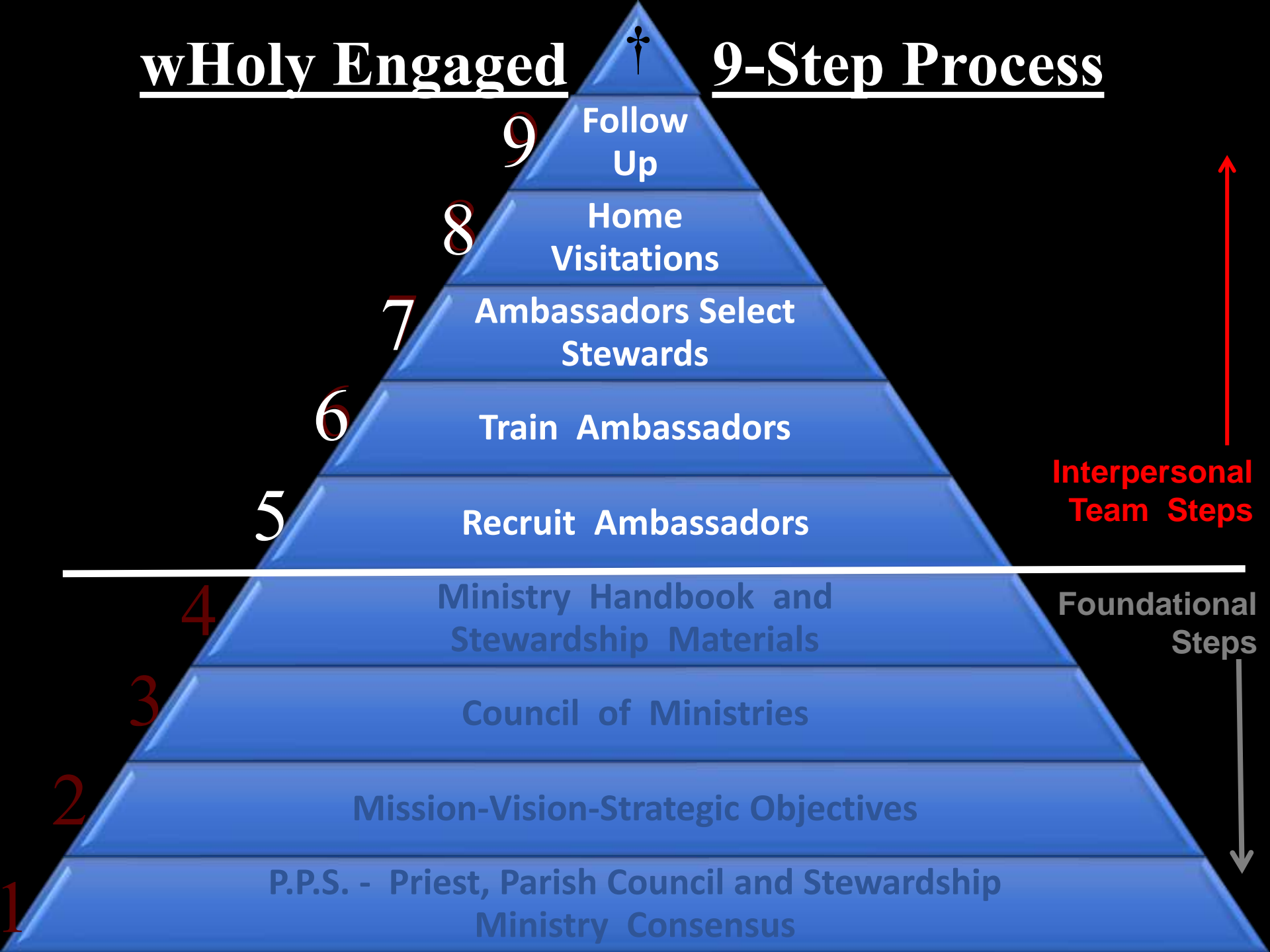
P.P.S. - Priest, Parish Council and Stewardship Ministry Consensus

Interpersonal Steps

Foundational Steps

wHoly Engaged

9-Step Process



9 Follow Up

8 Home Visitations

7 Ambassadors Select Stewards

6 Train Ambassadors

5 Recruit Ambassadors

4 Ministry Handbook and Stewardship Materials

3 Council of Ministries

2 Mission-Vision-Strategic Objectives

1 P.P.S. - Priest, Parish Council and Stewardship Ministry Consensus

Interpersonal Team Steps

Foundational Steps

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

A group of diverse young adults, including men and women of various ethnicities, are sitting around a table in a casual setting. They are all holding and reading books. The atmosphere is relaxed and engaged. In the foreground, there is a silver tray with a white bowl of food, a small pink cup, and two small containers of dips. The background shows a light-colored wall with a framed picture and a vase of flowers. The text "The wHoly-Engaged Group Visitation Program" is overlaid in the center in a bold, yellow, sans-serif font.

The wHoly-Engaged Group Visitation Program

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 2-week follow-ups), answers any questions and closing prayer

Stewardship Team

- ~ Recruit the number of “Ambassadors” that is a little over 10% of your number of steward units
- ~ Each Ambassador takes care of themselves and 9 other steward units (= 100% of parish)
- ~ All Parish Council members, Ministry Leaders and Clergy are Ambassadors
- ~ Train all Ambassadors on how and what to solicit (the focus is time and talents engagement)

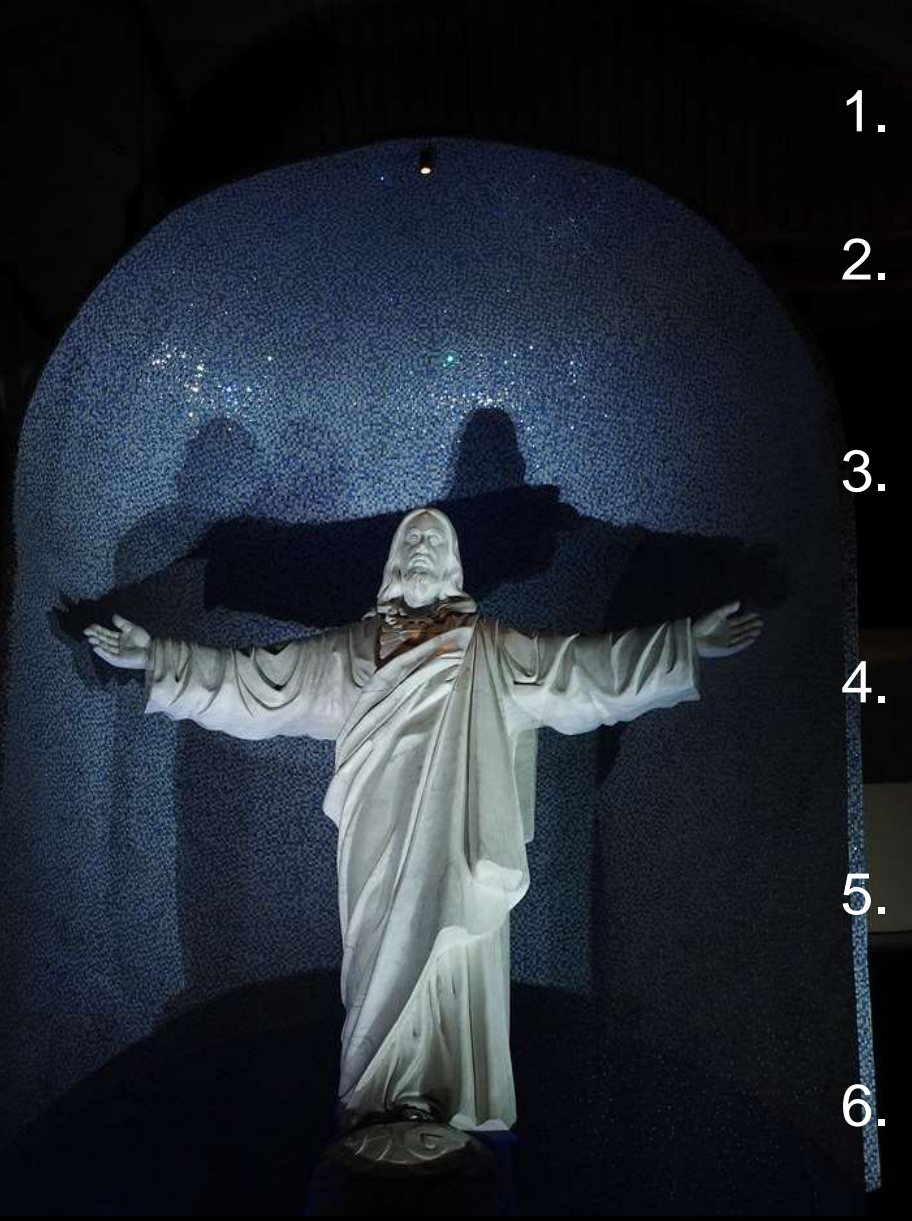
Welcoming




Top 5 Things People Look For In Picking A New Church



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



1. Narthex greeting is the first and easiest step
2. Find out about them and connect them with someone similar in the Parish
3. Have people available to sit with them and answer questions (or translate)
4. Have someone introduce them to similar people at the coffee hour
5. Follow-up with them within 7 days and meet in person to get to know them better
6. Bring them to at least 1 Parish activity
7. Eventually, engage them in a Parish ministry

A white statue of Jesus Christ with long hair and a beard, wearing a white robe with a brown sash. His arms are outstretched horizontally. The statue is set against a dark, circular background with a starry, night-sky pattern. The lighting is dramatic, highlighting the statue against the dark background.

71% of non-denominational church goers invited someone to join them in church in the last 6 months

(25% of them have invited at least 3 people)

When did you last invite any non-Orthodox person to “come and see”?





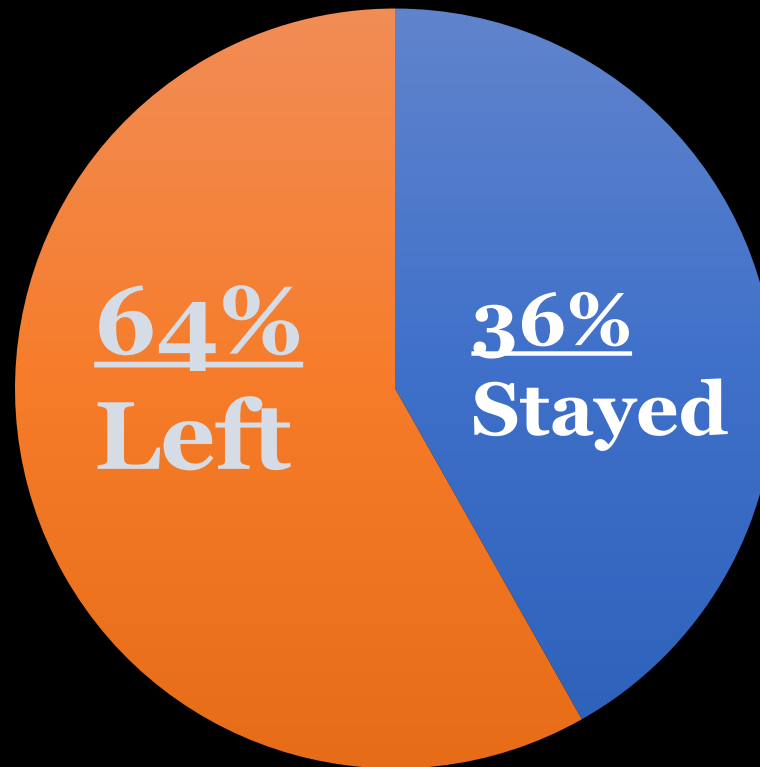


We Can “Kiss Our Youth Goodbye”



“Kiss Your Youth Goodbye”

64% of Christian youth leave the church when they leave their family's homes¹



■ Stayed ■ Left

¹ <https://www.barna.com/research/resilient-disciples/>

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





0.05% of all high school athletes play professionally

100% of all children
will eventually stand
before the awesome
judgment seat of
Christ



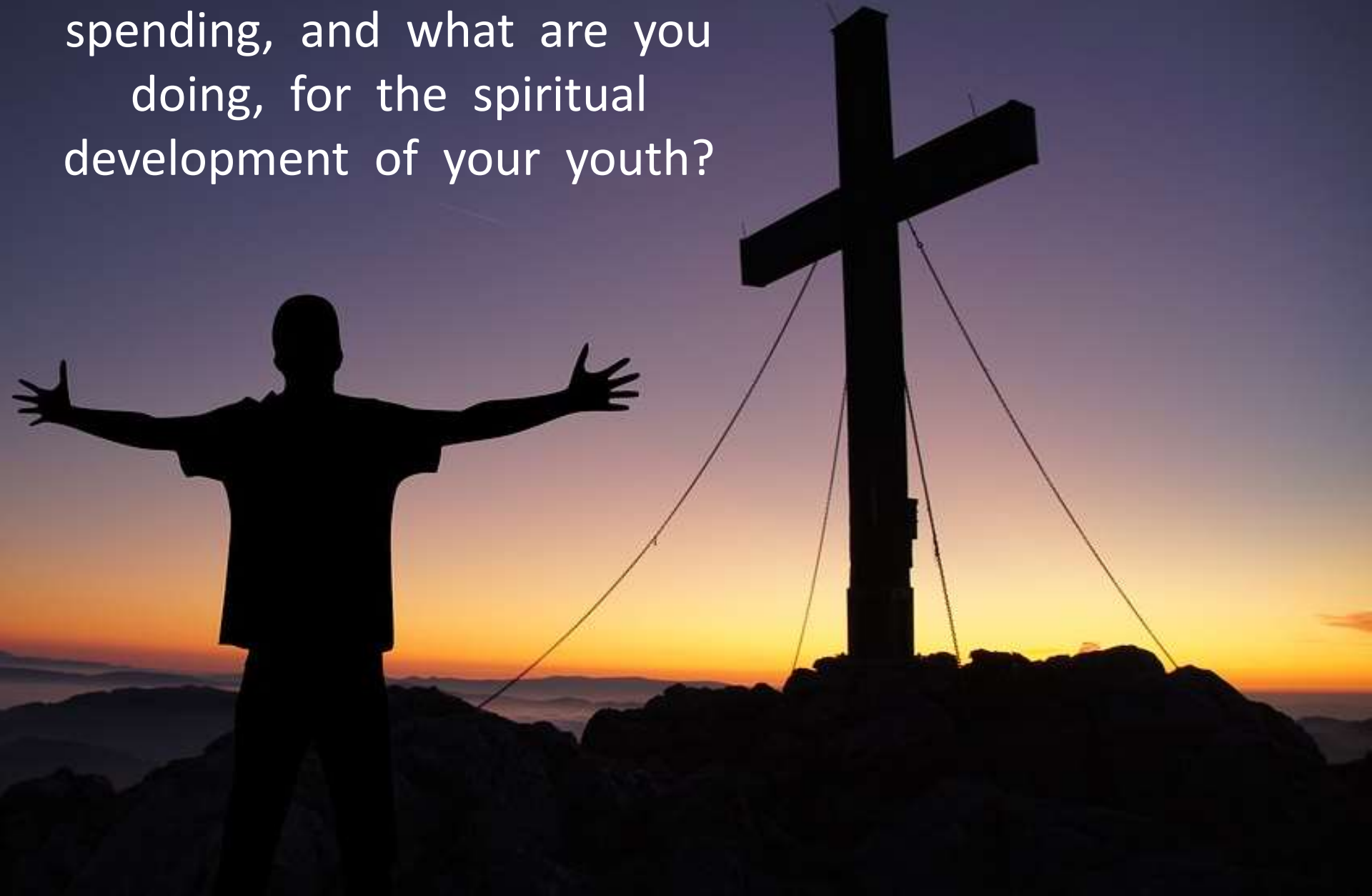


\$2,400

(per child - per year)

Average American family spending on youth enrichment activities (sports, music, dance, arts, education, language, etc.)

How much are you
spending, and what are you
doing, for the spiritual
development of your youth?





**If you don't
have an
effective youth
stewardship
program,**



**your Parish's
future is at
risk.**

Separate Youth Stewardship Campaign



- Age appropriate:
 - creative messaging
 - service options
 - financial expectations
- ALL youth stewardship must separately pledge their time and talents and their treasures

Youth Stewardship Card

Stewardship Through the Saints



Ascension Catholic Church
2020 Stewardship Renewal
Youth Commitment Card (up to age 16)

First & Last Name(s)

Parents' First & Last Name

Street Address

City

State

ZIP

Telephone (Youth)

Family Email

Parent Signature

Disclaimer: By signing, you give Ascension Parish permission to contact your child via their mobile device for church related events and classes.

Please bring this card to Mass on August 22/23, or mail using the envelope provided. Thanks and God bless you!

Time

Spending Time with God in Prayer

- Attend Mass every Sunday and on Holy Days
- Attend weekday Mass at least once a week
- Spend 15 minutes a day in personal prayer
- Spend one hour a week in Adoration of the Blessed Sacrament
- Pray together with my loved ones
- Read the Bible for one hour a week
- Pray the Rosary at least weekly
- Go to confession every other month
- Pray for an increase in vocations
- Pray for our priests

Talent

Using My Talents in Parish Ministries

= Currently Active = Interested in Joining

↓ Clearly write the first name of interested person on the line.

- _____ Altar Server (fourth grade and above)
- _____ Environment Committee
- _____ Eucharistic Minister (16 years or older and have been confirmed)
- _____ Faith Formation/Confirmation Participant
- _____ Hospitality Minister (12 years or older)
- _____ Lector (for those who have been confirmed and older)
- _____ Video/Audio Ministries (High School or older)
- _____ Young People's Choir (7th grade-college)
- _____ Youth Activities - Middle School
- _____ Youth Group - High School
- _____ Other _____

Treasure

Giving Part of My Money to God

- _____ Share or donate toys and/or clothing
- _____ Donate part of your allowance/income by using weekly envelopes



communication
matters

Stewardship Communications

Communications Matter!

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

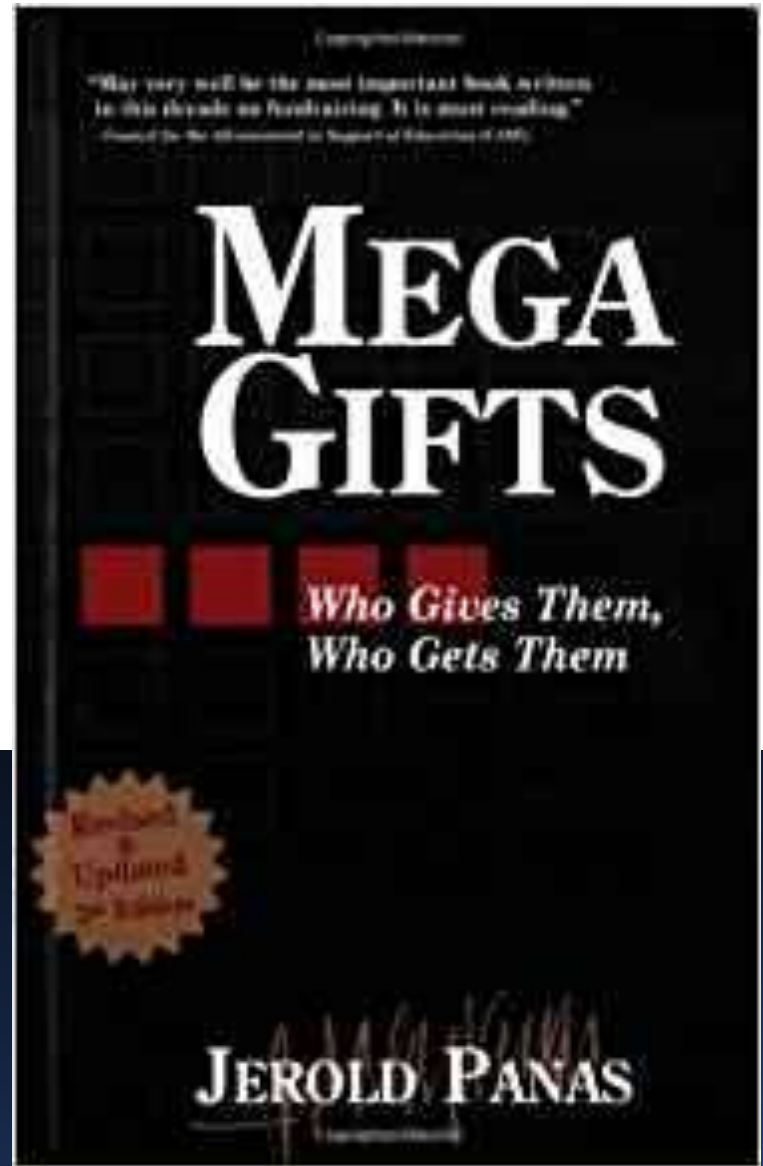
C. P. I.

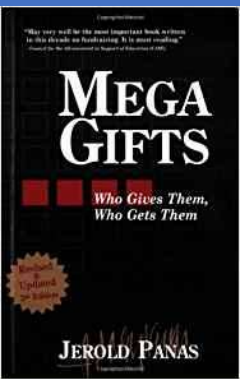
People give to

Causes and

People with

Integrity





Causes + People + Integrity

C. P. I. Motivates Donors To Give



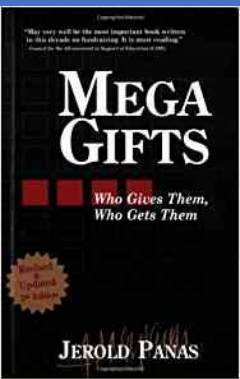
Sell The Dream



Sell The Team



Sell The Scheme



Causes + People + Integrity

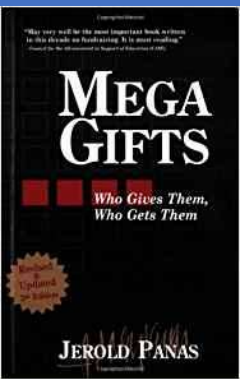
C. P. I. Motivates Donors To Give



Sell The Dream

~ People give to Vision and Causes

~ 1-sized communications fits no one



Causes + People + Integrity

C. P. I. Motivates Donors To Give

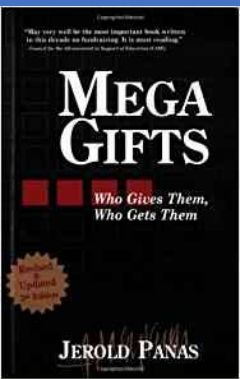


Sell The Team

~ People give to people

~ It's all personal





Causes + People + Integrity

C. P. I. Motivates Donors To Give



Sell The Scheme

~ Integrity, transparency and accountability is key

**LEADERS WHO DON'T
LISTEN WILL EVENTUALLY
BE SURROUNDED BY
PEOPLE WHO HAVE
NOTHING TO SAY**

ANDY STANLEY

SMARTLEADERSHIP



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

Fr. Aaron
Warwick



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



Stewardship Team Matters

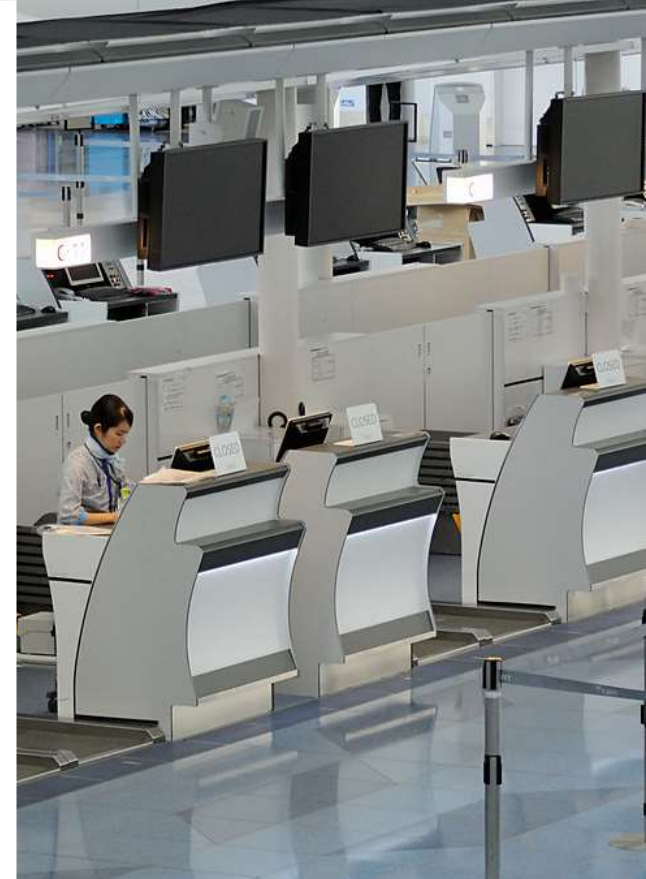
Proposed Stewardship Team Tasks

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





**Consensus Vision and
Strategic Planning**



Have you ever gone to the airport and asked for a ticket to somewhere?

Strategic Planning is Biblical





Where there is
no vision, the
people perish.

Proverbs 29:18



A process to:

1. manage the “busyness” of our Church without turning our Church into a “business”
2. define our strategy to allocate our resources to achieve our vision



**Must answer
4 questions:**

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

The 4 Ps of



1. **People** - The right people leading, developing and implementing the process, with input from everyone along the way
2. **Process** - A comprehensive, inclusive and methodical process and schedule
3. **Plan** - A 10-element comprehensive strategic plan with a detailed implementation action plan and timeline
4. **Performance** - A well-managed and persistent implementation with full accountability

The 4 Deliverables From the Strategic Planning Process



1. Comprehensive Strategic Plan

10 elements - SWOT / EPA /OCAI Analysis; WHY; Core Values; Mission Statement; S.M.A.R.T. Goals; Vision Statement; Interim Goals & Interim Actions; Success Timeline; SMART Goal Accountability Process (“SMART GAP”); Strategic Plan

2. Inspired Teams

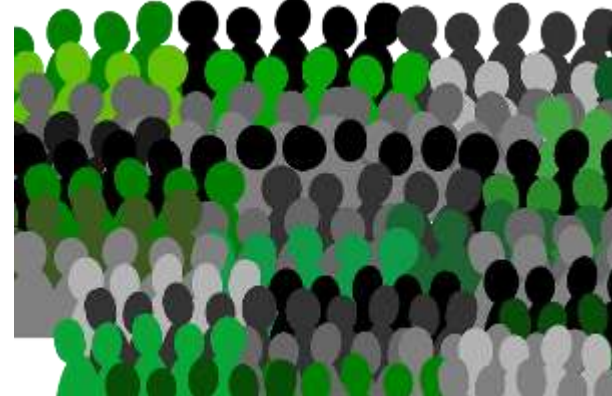
3. Consensus Decision Makers

4. Energized & Improved Culture

It Takes 3 Teams

Community

Community-wide input throughout, including the beginning and in the Strategic Goal formulation



Strategic Planning Team

A diverse, representative cross-section of Parish strategic thinkers who analyze the data and help draft a Strategic Plan



Implementation Team

A larger diverse group of parish faithful who actually do the work and implement all of the Strategic Goals and Action Plans and who are accountable for the achievement of the Strategic Plan



Sun Tzu



“Strategy without tactics is the slowest route to victory.

Tactics without strategy is the noise before defeat.”

1. SWOT / EPA / OCAI Analysis
2. Statement of Why
3. Core Values
4. Mission Statement
5. S.M.A.R.T. Goals
6. Vision Statement
7. Interim Goals & Interim Actions
8. Success Timeline
9. SMART Goal Accountability Process (“SMART GAP”)
10. Strategic Plan



10 Strategic Plan Deliverables



10 Strategic Plan Deliverables

1. **SWOT / EPA / OCAI Analysis** - Tools to identify as much information of what is going well and what issues or unsatisfied needs there are from as many diverse parishioners as possible
2. **Statement of WHY** - A consensus inspirational statement about the fundamental reason the parish exists and why anyone should want to join you
3. **Core Values** - The critical, fundamental values and parish beliefs that govern all its actions and decisions
4. **Mission Statement** - A concise statement of WHAT things the parish does to fulfill its Why
5. **S.M.A.R.T. Goals** - The specific strategic goals the parish will achieve over the next 2 to 4 years that are **Specific, Measurable, Attainable, Relevant and Timebound**

10 Strategic Plan Deliverables

6. **Vision Statement** - A concise statement of where the parish will be in 2 to 4 years after the strategic plan goals are achieved
7. **Interim Sub-Goals & Interim Actions** - The specific actions to achieve interim sub-goals that must be completed first to accomplish the Strategic S.M.A.R.T. Goals
8. **Success Timeline** - A detailed and specific timeline that is a public accountability scoreboard for each action and step that must be completed
9. **SMART Goal Accountability Process** - The accountability leadership team and process to ensure the Strategic S.M.A.R.T. goals are completed
10. **Strategic Plan** - The final comprehensive strategic plan document containing all the above



Question 1:

**WHY do we
exist?**

WHY Statement

Answers strategic planning question #1:

Why are we here?

~ An articulate, compelling and inspirational reason why our parish exists and why anyone should care, or want to join us.



A Statement of Why is Biblical



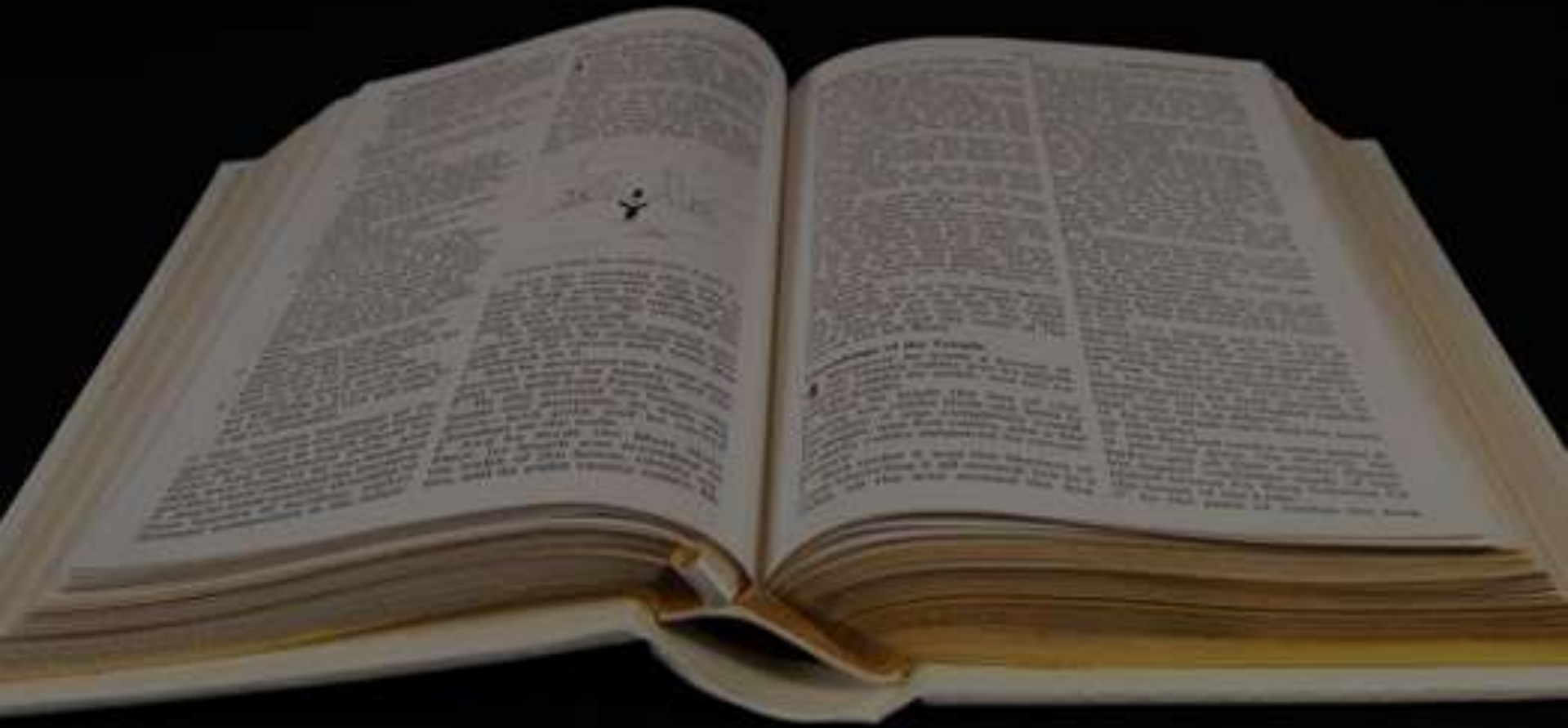
***“Friends, WHY
are you doing
these things?”***

Acts 14:15



Core
Values

Core Values Are Biblical



GOD'S Core Values

I
THOU SHALT HAVE
NO OTHER GODS
BEFORE ME

II
THOU SHALT NOT
MAKE UNTO THEE
ANY GRAVEN IMAGE

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

IV
REMEMBER THE
SABBATH DAY TO
KEEP IT HOLY

V
HONOR THY FATHER
AND THY MOTHER

VI
THOU SHALT
NOT KILL

VII
THOU SHALT NOT
COMMIT ADULTERY

VIII
THOU SHALT
NOT STEAL

IX
THOU SHALT NOT
BEAR FALSE
WITNESS AGAINST
THY NEIGHBOR

X
THOU SHALT
NOT COVET

CHRIST'S Core Values

THE BEATITUDES

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

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

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

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

Blessed are the merciful
for they shall obtain mercy.

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

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

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

Matthew 5:3-10



1. Beliefs shared by the stakeholders

**2. Drive the organization's culture
and priorities**

3. Provide a framework for decisions



Question 2:

**Where are
we now?**

Where Are We Now Assessment is Biblical



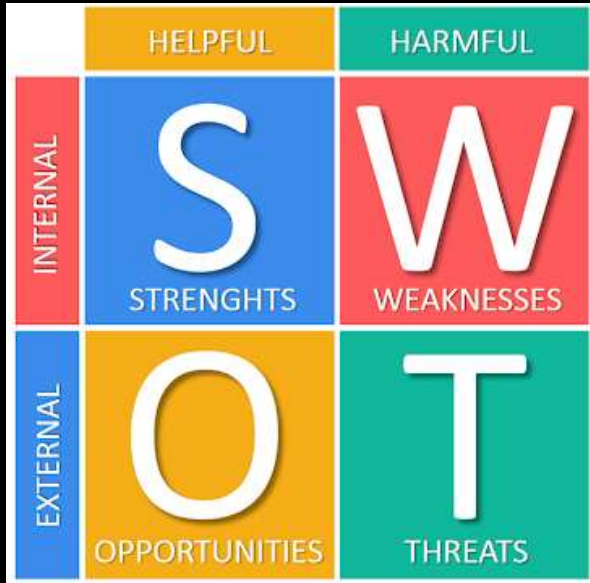


***“Examine
yourselves as to
whether you are
in the faith.***

Test yourselves!”

2 Corinthians 13:5

Three Not Mutually Exclusive Discovery Options



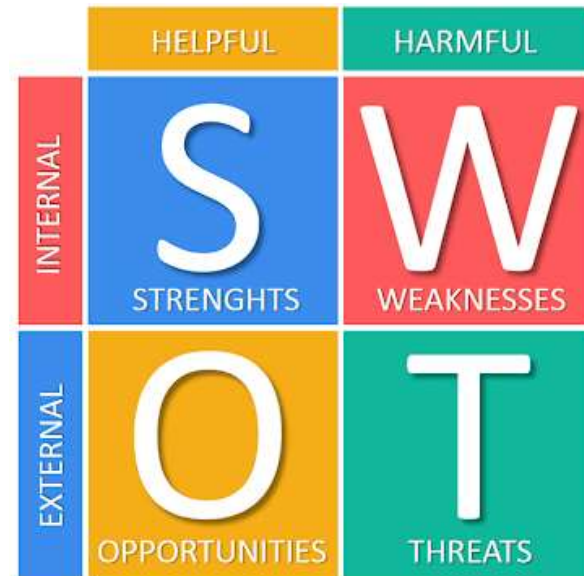
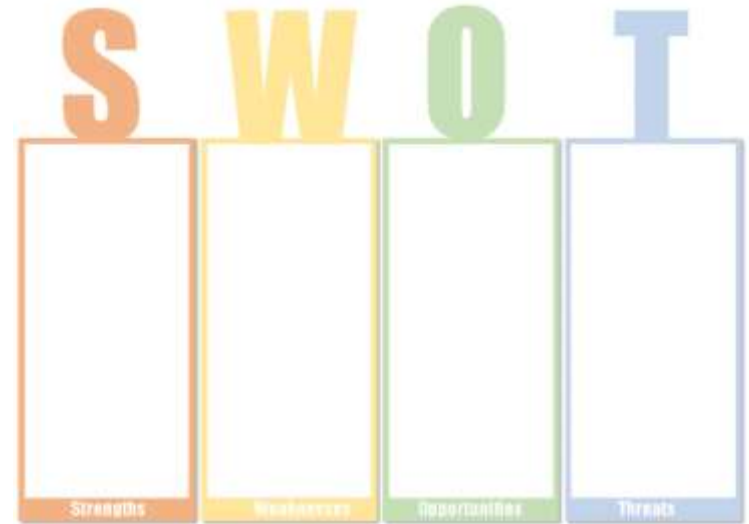
SWOT ANALYSIS

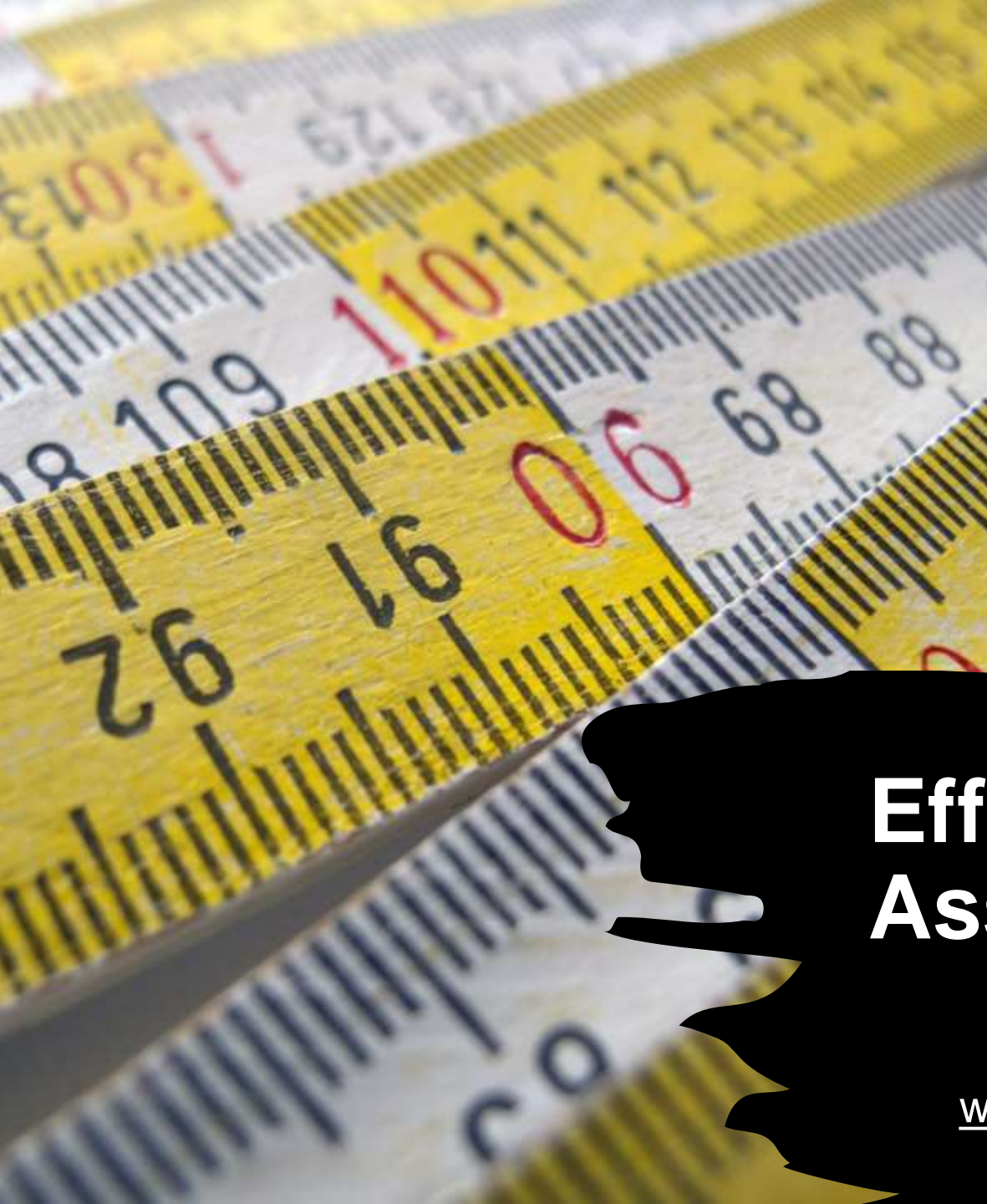
Answers strategic planning question #2:

Where are we now?

~ First focus on INTERNAL Parish Strengths and Weaknesses

~ Second focus on EXTERNAL Opportunities and Threats that our Parish faces



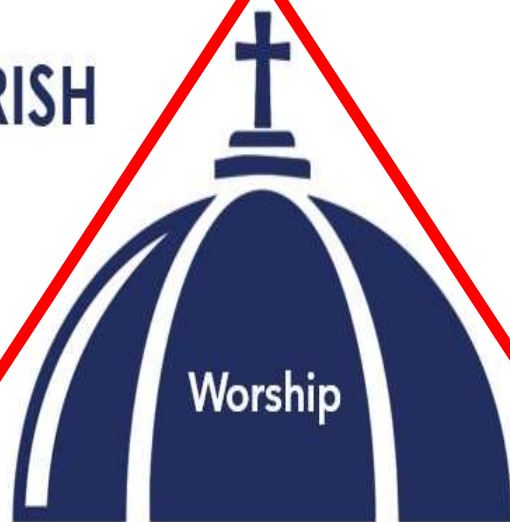


Effective Parish Assessment

www.effectiveparish.org

THE ORTHODOX PARISH

A Living House of Faith



Vision & Planning



Leadership & Teams



Stewardship & Generosity



Parishioner Engagement



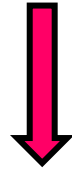
Ministry



Operational Effectiveness

Personal Faith Formation

EPA 2 RESULTS (EXAMPLE ONLY)



Vision & Planning

- Strategic Planning
- Operational & Tactical Planning
- Parishioner Involvement
- Goal Achievement & Accountability



Leadership & Teams

- Christian Leadership
- Leading & Coaching
- Conflict Management
- Effective Teams
- Parish Council & Boards



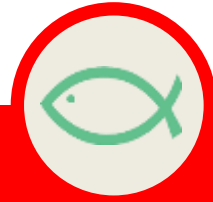
Stewardship & Generosity

- Giving & Tithing
- Stewardship Campaign
- Capital Campaign
- Planned Giving & Endowments
- External Philanthropy
- Transparency & Accountability



Parishioner Engagement

- Spiritual Education & Catechism
- Liturgical & Sacramental Participation
- Outreach
- Evangelism
- Welcoming & Fellowship



Ministries

- Defines Needs of Parishioners
- Ministry Management
- Ministry Engagement
- Volunteer Management
- Youth & Young Adult



Operational Effectiveness

- Communication & Digital Strategies
- Facilities & Technology
- Financial Excellence
- Safety & Security
- Staff Management



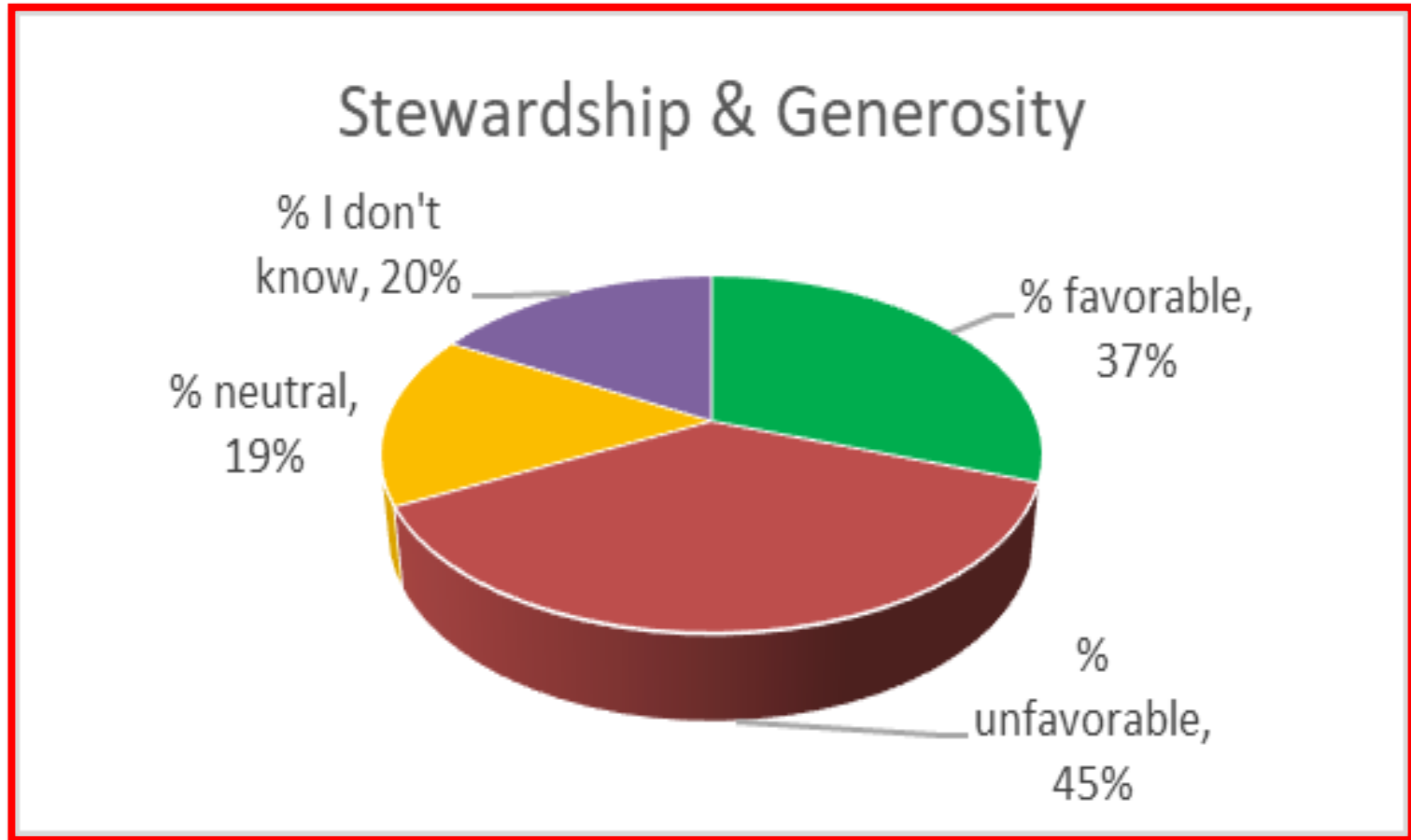
Summary – EPA 1 and 2

EXAMPLE ONLY



	EPA1	EPA1	EPA1	EPA1	EPA2	EPA2	EPA2	
	% favorable	% unfavorable	% neutral	% I don't know	% favorable	% unfavorable	% neutral	% I don't know
Vision & Planning	71%	11%	18%	13%	51%	18%	31%	20%
Leadership & Teams	65%	11%	24%	9%	72%	7%	21%	11%
Stewardship & Generosity	37%	45%	19%	20%	43%	33%	24%	30%
Parishioner Engagement	37%	33%	30%	13%	51%	25%	24%	15%
Ministries	43%	26%	31%	17%	42%	29%	29%	21%
Operational Effectiveness	55%	18%	26%	13%	59%	17%	25%	21%

Stewardship & Generosity



Favorable

Strongly Agree
Agree

Neutral

Neither agree nor disagree

Unfavorable

Disagree
Strongly Disagree



EPA 2 – Example, Building blocks for 1 pillar only

Stewardship & Generosity



Stewardship & Generosity	% favorable	% unfavorable	% neutral	% I don't know
Giving & Tithing	43%	33%	24%	24%
Stewardship Campaign	53%	25%	21%	23%
Capital Campaign	30%	39%	31%	44%
Planned Giving & Endowments	24%	49%	27%	46%
External Philanthropy	43%	33%	24%	24%
Transparency & Accountability	65%	17%	18%	17%



Question 3:

**Where do we
want to be?**



Mission

Statement

Mission Statement

Answers strategic planning question #3:

What do we do?

~ A clear description of the what the organization does to achieve its Why/Vision/Goals



A Mission Statement Is Biblical

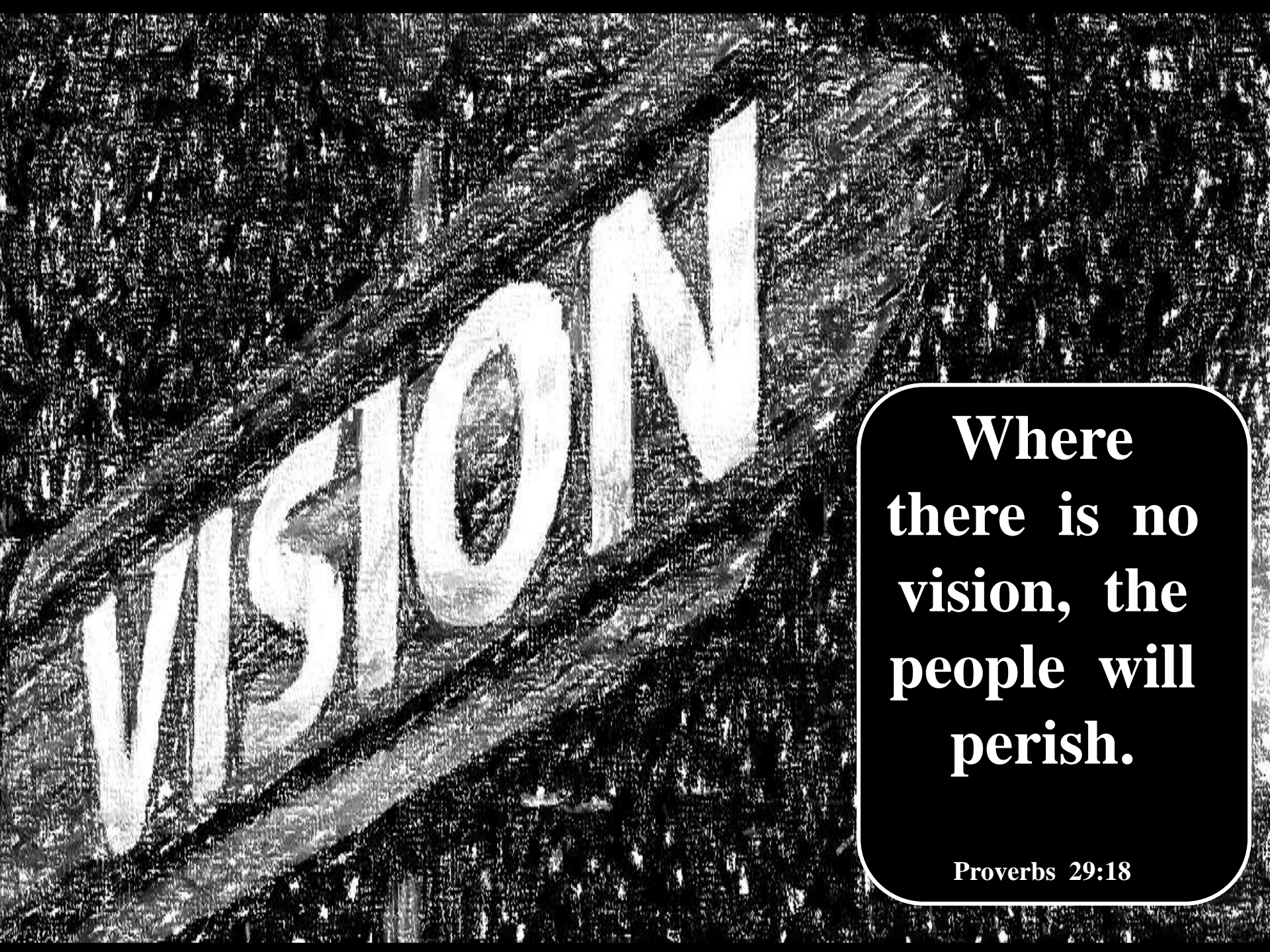


The Great Commission Mission Statement

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



Matthew 28:18-20



**Where
there is no
vision, the
people will
perish.**

Proverbs 29:18

A Vision Statement Is Biblical



Vision

Acts 1:8

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



A Vision should be:

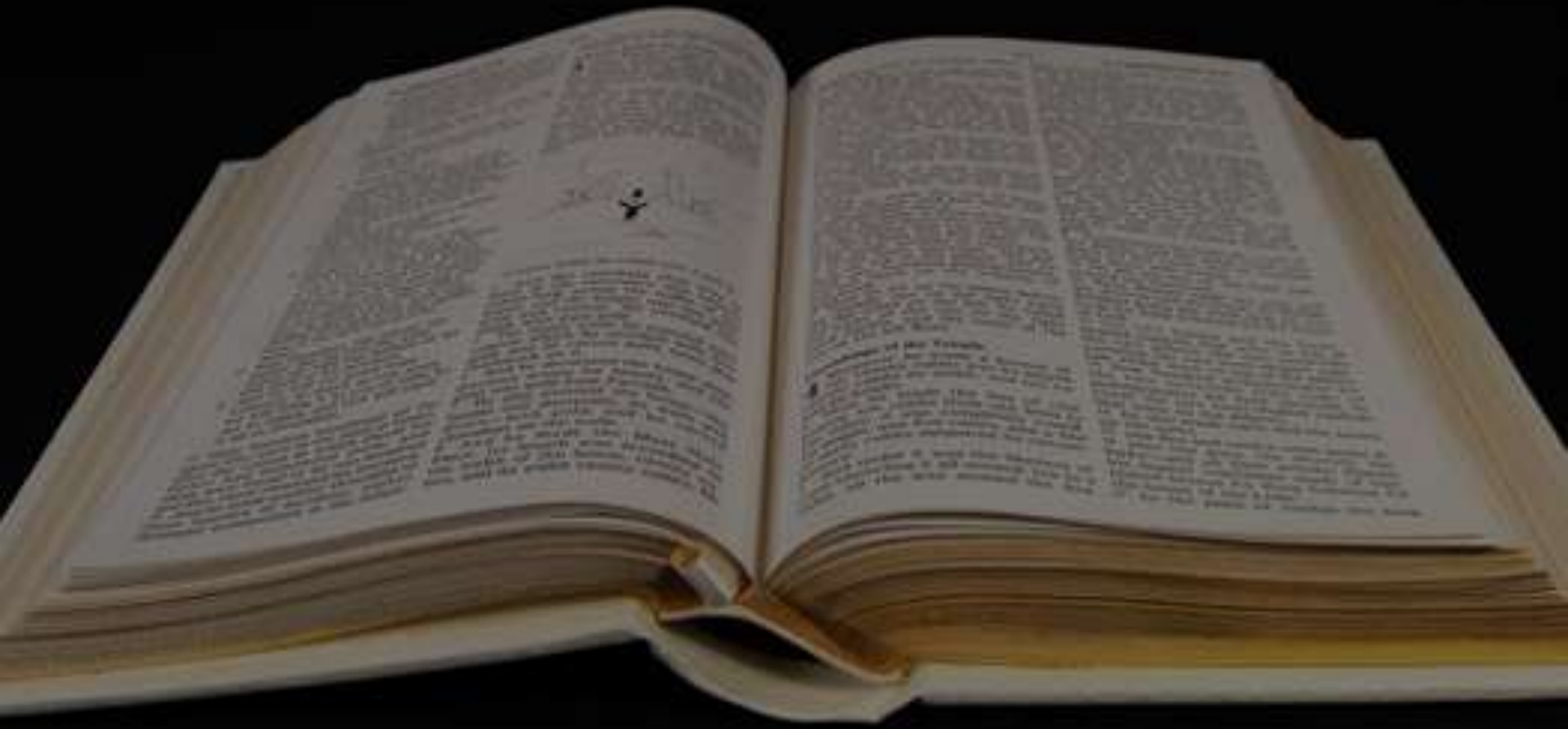
1. clear & concise
2. compelling & inspiring
3. a “picture” of where you're going
4. about the future (2-4 years)
5. possible...




Question 4:

**How will we
get there?**

Strategic SMART Goals Are Biblical





These twelve
Jesus sent out,
charging them...

1. *...go to the lost sheep*

2. *...preach as you go*

3. *...heal the sick*

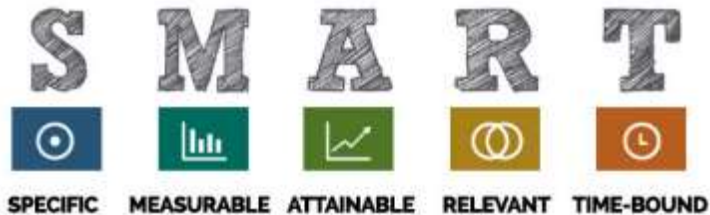
4. *...cleanse the lepers*

5. *...raise the dead*

6. *...cast out demons*

Matthew 10:1, 5-8

SMART Goals



The “S.M.A.R.T.” goal process helps ensure our Strategic Plan can be achieved

Specific: Is the goal clear and specific enough to be understandable?

Measurable: Can you measure the success of the goal?

Attainable: Is the goal attainable within a reasonable time?

Relevant: Is the goal most relevant to us and is it “Realistically written”?

Time-Bound: Is there a realistic timeline to achieve the goal?

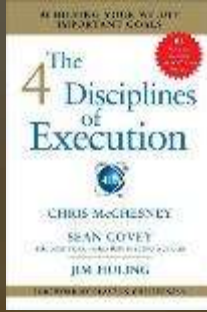


The 5 Step Stewardship Calling Vision & Strategy Success Plan

1. S.M.A.R.T. Goals
2. Interim Goals
3. Interim Actions
4. Step-by-Step Action Plans
5. "SMART GAP"

(S.M.A.R.T. Goal Accountability
Process)

The Power of FOCUS



- ~ Human beings are genetically hardwired to do a very small number of things at a time with excellence¹
- ~ Focus on the most critical things produces larger scale positive impacts

¹ MIT neuroscientist Earl Miller: “Trying to concentrate on two tasks causes an overload of the brain’s processing capacity.”

A detailed mosaic of Christ Pantocrator, the central figure of the Holy Trinity. He is depicted with a beard and long hair, wearing a blue robe over a red garment. He holds a book in his left hand and a scepter in his right. The mosaic is set within a circular frame with a cross in the background. The text "Welcome to Holy Trinity Greek Orthodox Cathedral" is overlaid on the left side of the mosaic.

**Welcome to Holy Trinity Greek
Orthodox Cathedral**

**STEWARDSHIP &
ENGAGEMENT**
Wildly Important Goal 1



Stewardship & Engagement

Develop and implement effective youth and adult “Stewardship & Ministry Engagement Programs,” gain membership growth, and enhance our financial position so that within 36 months, we will achieve the following “Engagement Targets”:

- (a) Increase ministries engagement by 50% or more across each age demographic;
- (b) Net increase of 30 or more new steward families per year; and
- (c) Increase parish stewardship financial giving to fund 100% of the parish approved budget (including parish approved ministry expenses); provided that 10% or more of that parish approved budget is to be spent on community philanthropic outreach.



Stewardship & Engagement

- **Interim Goal 1:** Research the most effective youth and adult Stewardship & Ministry Engagement Programs within 4 months
- **Interim Goal 2:** Develop the most effective Stewardship & Ministry Engagement Programs within 4 months
- **Interim Goal 3:** Recruit and train the parish “Engagement Champions” within 2 months
- **Interim Goal 4:** Implement the Stewardship & Ministry Engagement Programs to achieve the “Engagement Targets” within 24 months
- **Interim Goal 5:** Compile and assess the results of the Stewardship & Ministry Engagement Programs and make necessary improvements within 2 months



Stewardship & Engagement

- Interim Actions for Interim Goal 1:

A: recruit team

B: determine stewardship and ministry engagement key definitions and effectiveness metrics for each age demographic of youth and adults

C: analyze the parish baseline on those key effectiveness metrics and identify parish impediments to success

D: identify effective Stewardship & Ministry Engagement Programs to consider

- Interim Actions for Interim Goal 2:

A: evaluate researched stewardship & ministry engagement programs for effectiveness against key performance metrics and parish baselines

B: modify and/or develop Stewardship & Ministry Engagement Programs for implementation at Holy Trinity

C: finalize parish Stewardship & Engagement Programs and establish quarterly and/or monthly performance benchmarks

- Interim Actions for Interim Goal 3:

A: define Engagement Champions role and responsibilities

B: identify numbers and names of Engagement Champions

C: develop Engagement Champions training programs

D: train the Engagement Champions

- Interim Actions for Interim Goal 4:

A: implement Stewardship & Ministry Engagement Programs based on determined monthly and quarterly performance benchmarks

B: continue Engagement Champions' follow-up with parishioners until Engagement Targets are achieved

- Interim Actions for Interim Goal 5:

A: obtain qualitative and quantitative data from Stewardship & Engagement Programs effectiveness

B: analyze all data and finalize Stewardship & Engagement Programs assessment and make all necessary improvements

Stewardship & Engagement SMART Goal Action Plan

Key Actions Necessary To Achieve Strategic SMART Goal 1	Responsible Party	Deadline Timetable	Completion Confirmation Test
<u>IG 1: Research the most effective stewardship, and ministry and liturgical engagement programs (the “Engagement Programs”) within 4 months</u>			
1. Form Parish Wildly Important Goal Team 1 (“Engagement Ministry Team 1”).	Strategic Planning Team and Goal co-Captains	1 month after Start Date	Engagement Ministry Team 1 members agree to serve
2. Determine stewardship and ministry and liturgical engagement key definitions and effectiveness metrics.	Engagement Ministry Team 1	2 month after step 1	Engagement definitions and metrics determined
3. Analyze the parish baseline on those key stewardship and engagement effectiveness metrics and survey/research parish impediments to achieving increased stewardship and ministry and liturgical engagement success	Engagement Ministry Team 1	1 month after step 2	Parish baselines and parish impediments are finalized
4. ID at least 5 Stewardship and 5 Ministry and Liturgical Engagement Programs to consider from both inside and outside the Orthodox ecosystem.	Engagement Ministry Team 1	Simultaneous with steps 2 & 3	At least 5 Stewardship and 5 Ministry and Liturgical Engagement Programs examined

Stewardship & Engagement SMART Goal Action Plan

<u>Key Actions Necessary To Achieve Strategic SMART Goal 1</u>	<u>Responsible Party</u>	<u>Deadline Timetable</u>	<u>Completion Confirmation Test</u>
<u>IG 2: Develop the most effective Engagement Programs within 4 months</u>			
5. Evaluate researched Stewardship, Ministry and Liturgical Engagement programs for effectiveness against key performance metrics and parish baselines based on criteria of effectiveness determined in step 2.	Engagement Ministry Team 1	2 months after step 4	Evaluation of alternative Stewardship, Ministry and Liturgical Engagement programs is completed
6. Modify Engagement Programs for utilization at the parish and finalize parish Engagement Programs and establish quarterly and/or monthly performance benchmarks.	Engagement Ministry Team 1	2 months after step 5	Engagement Programs are finalized
<u>IG 3: Recruit and train the parish Engagement Ambassadors within 2 months</u>			
7. Identify and recruit the “Engagement Ambassadors” who can implement the Engagement Programs.	Engagement Ministry Team 1	1 month after step 6	Engagement Ambassadors are recruited
8. Develop Engagement Ambassadors training program and train the Engagement Ambassadors selected in step 7.	Engagement Ministry Team 1	1 month after step 7	Engagement Ambassadors are trained

Stewardship & Engagement SMART Goal Action Plan

Key Actions Necessary To Achieve Strategic SMART Goal 1	Responsible Party	Deadline Timetable	Completion Confirmation Test
<u>IG 4: Implement the Engagement Programs to achieve the targeted goals within 24 months</u>			
9. Implement Engagement Programs based on monthly and/or quarterly performance benchmarks determined in step 6 with continual Ambassador follow-up with parishioners until Engagement Targets are achieved.	Engagement Ambassadors	24 months after step 8	Established quarterly and/or monthly Engagement Targets are achieved
<u>IG 5: Compile and assess the results of the Parish Engagement Programs and make necessary improvements within 2 months</u>			
10. Obtain and compile qualitative and quantitative data from Engagement Programs and compile as to the effectiveness and success (based on criteria established in step 2) and areas for improvement.	Engagement Ambassadors and Engagement Ministry Team 1	1 month after step 9	Engagement Programs assessments are completed
11. Finalize and deliver improvements to Engagement Programs assessment analysis report, and make all refinements necessary to make those Ministries more effective based on information identified in step 10, and revise and improve them accordingly.	Engagement Ambassadors and Engagement Ministry Team 1	1 month after step 10	Engagement Programs implementation analysis is completed, and Engagement Programs are refined accordingly



Stewardship & Engagement

Lead Measure Action	Deadline Date	Status: Percent Complete and Date
1. Form Stewardship & Ministry Engagement Ministry Team 1	_____	
2. Develop definitions and effectiveness metrics	_____	
3. Analyze parish baselines and engagement success impediments	_____	
4. Research Stewardship & Ministry Engagement Programs	_____	
5. Evaluate Stewardship & Ministry Engagement Programs	_____	
6. Finalize Stewardship & Ministry Engagement Programs	_____	
7. Identify and recruit Engagement Champions	_____	
8. Train Engagement Champions	_____	
9. Implement Stewardship & Ministry Engagement Programs and manage to interim quarterly and monthly targets	_____	
10. Obtain Data from Stewardship & Ministry Engagement Programs Implementation	_____	
11. Improve Stewardship & Ministry Engagement Programs based lessons learned in step 10 and revamp	_____	

3 Critical Rules of Strategic Planning



date your Vision



marry your Values & Mission



die with your WHY

If we keep
doing what
we've always
done, we'll
keep getting
what we've
always gotten.



Henry Ford

You can download this presentation at:

Stewardship Calling

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

The screenshot shows the website's navigation menu on the left and a main content area. The menu items are: WHY?, STEWARDSHIP (circled in red), STRATEGIC PLANNING, INTERNET RADIO & PODCASTS, KEYNOTES & LEADERSHIP, and RESOURCES. Below the menu, there are sections for PERSONAL, EFFECTIVE CHURCH MODEL, STEWARDSHIP TRAINING VIDEOS, and ST. SOPHIA - JEFFERSON, PA (circled in red). The main content area features a large image of a church with the text: WELCOME TO SAINT SOPHIA ORTHODOX CHURCH. Below the image, there is a 'Subscribe to Blog via Email' section with a text input field and a 'SUBSCRIBE' button.

[StewardshipCalling.com](https://stewardshipcalling.com)

Under the Stewardship Tab

St. Sophia “Igniting The Flame” Page

<https://stewardshipcalling.com/st-sophia-jefferson-pa/>



ANCIENT FAITH RADIO

Bringing the Ancient Christian Faith to the Modern World

Ancient Faith Ministries

BILL MARIANES

REVITALIZE STEWARDSHIP IN
YOUR PARISH AND PERSONAL LIFE

A STEWARDSHIP CALLING



Ancient Faith
PODCASTS

<https://www.ancientfaith.com>

1st Wednesday

5th Sunday

8:00 p.m. Easter

Send your email address to Bill@stewardshipcalling.com
to be added to email list about upcoming shows

Tough Love



St. Paisios the Athonite

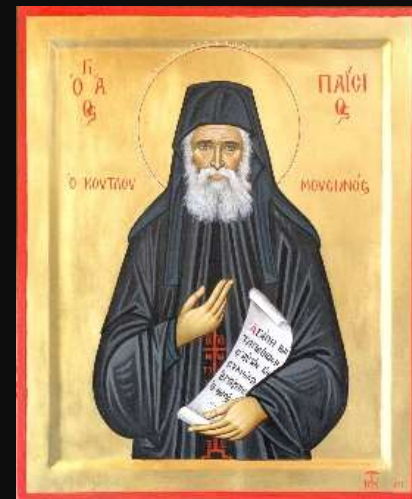
The spirit of luke-
warmness reigns.

We've been spoiled
for good.

How does God still
tolerate us?



St. Paisios the Athonite



Today's generation
is the generation
of indifference.

There are no
warriors !

The majority are
fit for parades
and feasts only.



St. Paisios the Athonite

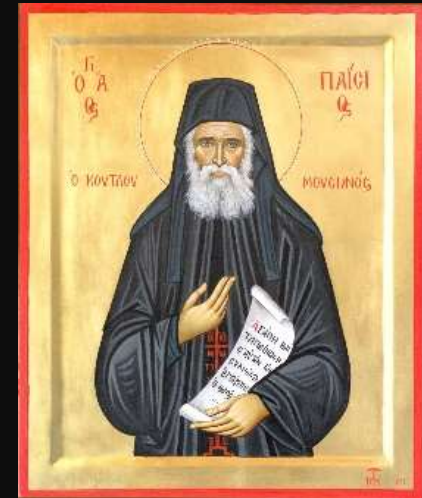


Even people who've
got something
inside have begun
to grow cool
saying,

Can I really do
anything to change
the situation ?



St. Paisios the Athonite



We have to
witness our Faith
with **boldness**,

because if we
continue to remain
silent, we'll have
to **answer** in the
end.



St. Paisios the Athonite



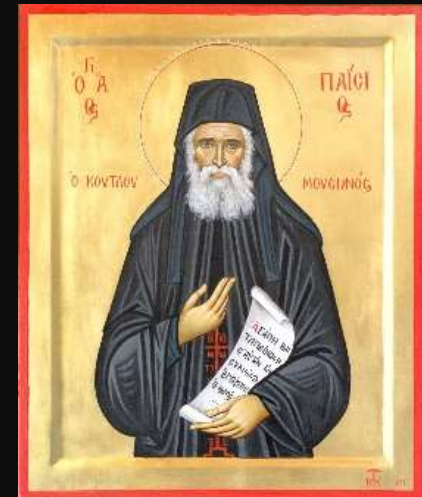
In these difficult days, **each must do** what is in their own power.

Leave what's out of their power to **GOD.**

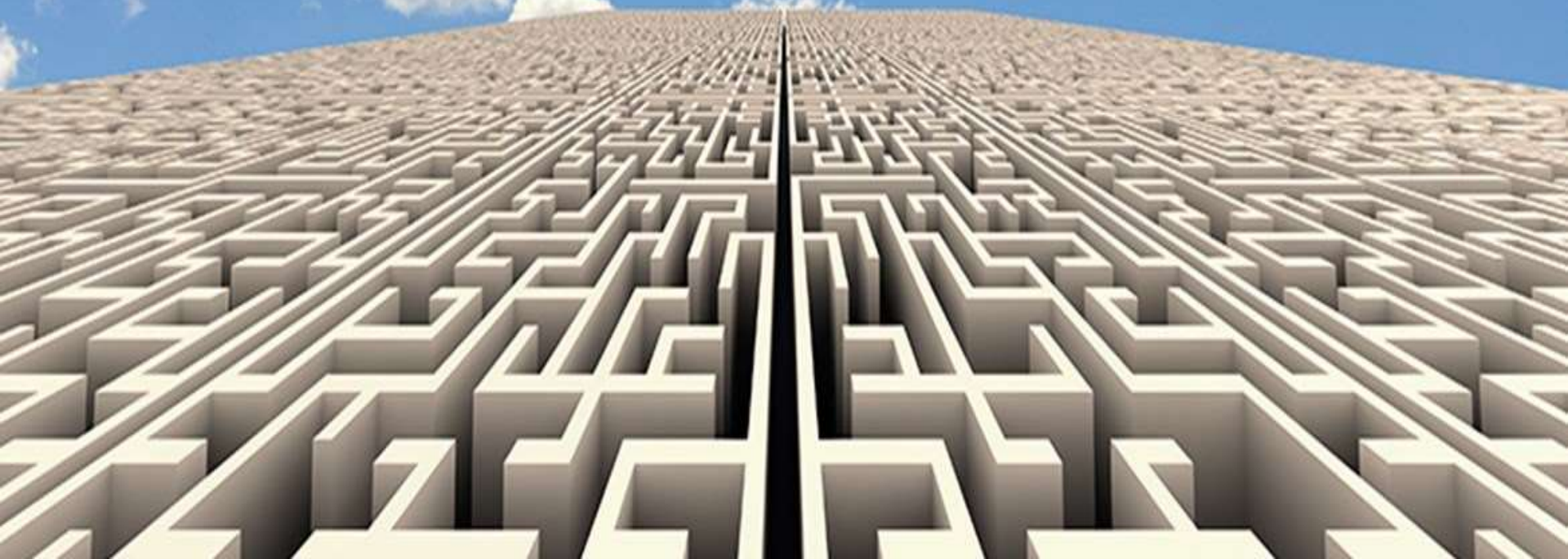
In this way, our **conscience will be clear.**



St. Paisios the Athonite

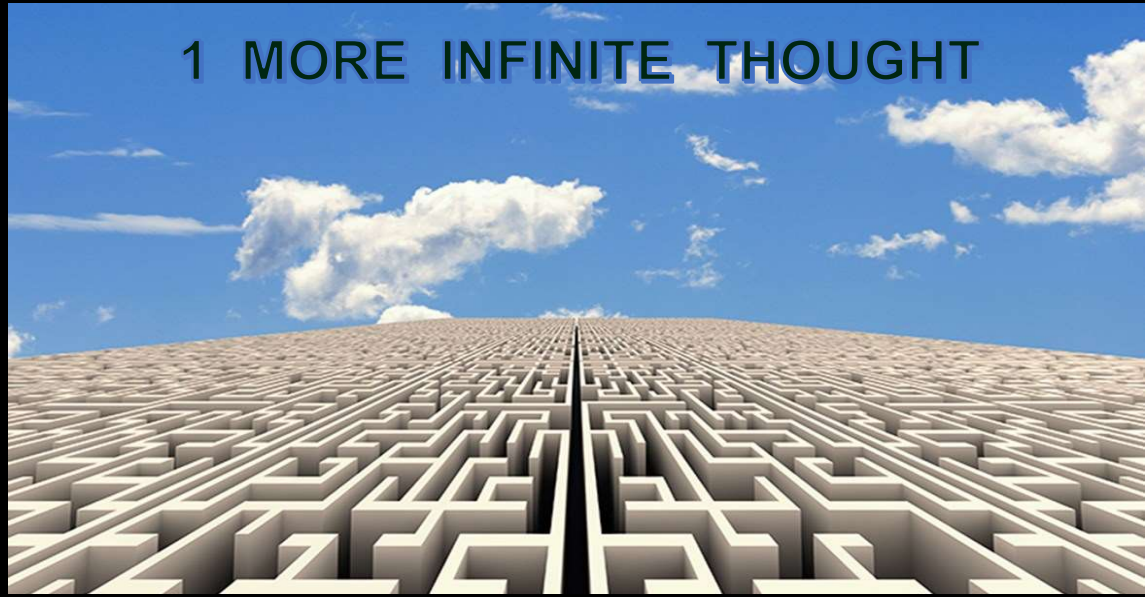


1 MORE INFINITE THOUGHT



**You are
playing an
 ∞ game...**

1 MORE INFINITE THOUGHT

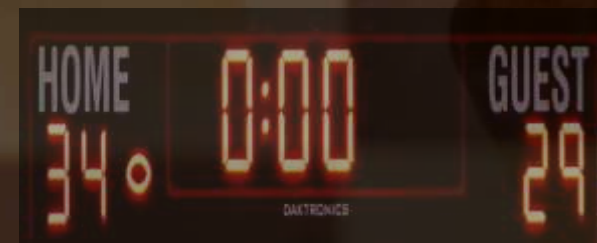


**...not a
finite game.**

FINITE GAME

- ~ players are known
- ~ rules are fixed
- ~ endpoint is clear
- ~ winners and losers are easily identified

(like football or chess)



INFINITE GAME

- ~ rules are changeable
 - ~ there is no defined endpoint
 - ~ players come and go
 - ~ there are no winners or losers
 - ~ there is only ahead and behind

(like life itself)



YOUR HISTORY

- ~ God has existed since “the beginning”
- ~ Your Orthodox Church has existed for centuries after Christ started it
- ~ Your Archdiocese has existed for 100 years
- ~ Your Orthodox parish has existed for many (many) decades

YOUR LAP

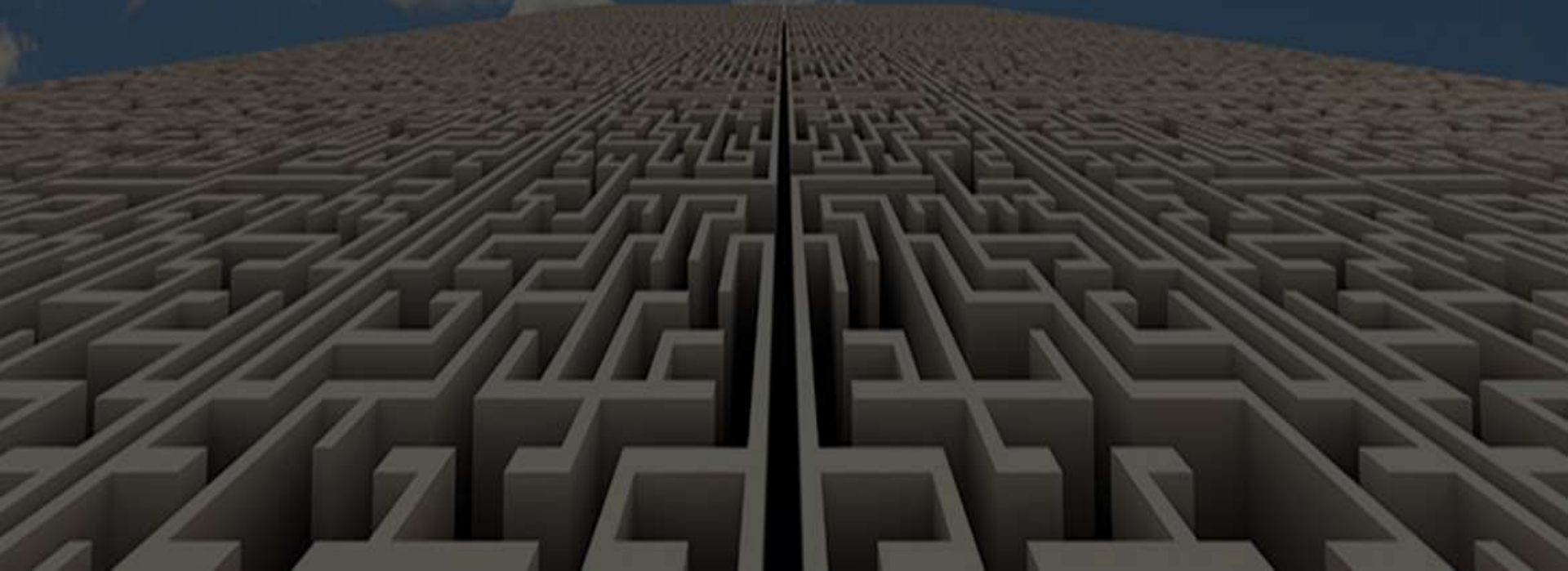
~ Prior leaders got you here

~ This is merely your lap

~ Run it well, and you bless
future generations

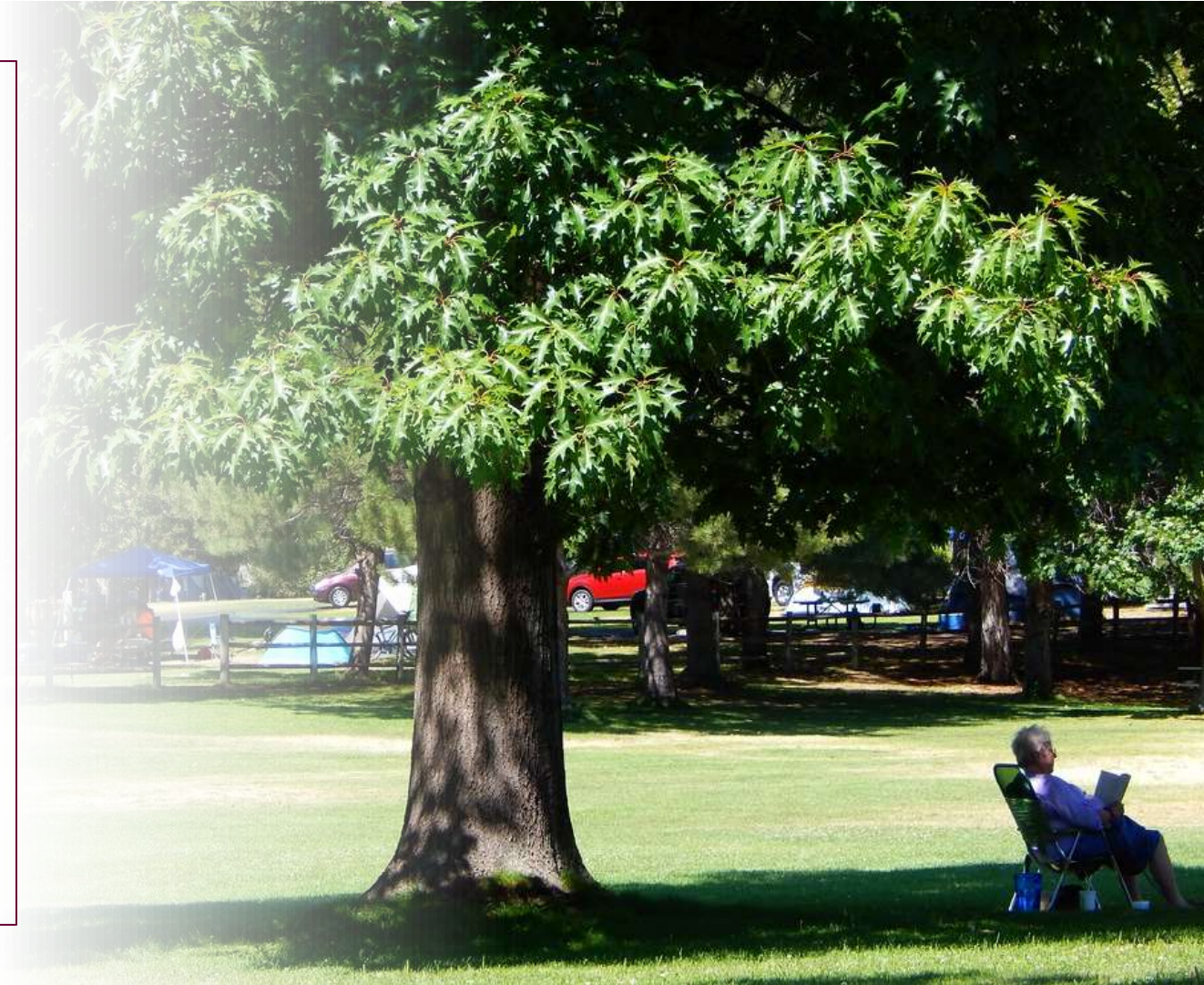
“..the time of my departure is at hand. I fought the good fight, I have finished the race, I have kept the faith.”

**What do you plan on
doing under your watch?**



**A church
grows great
when men
and women
plant trees in
whose shade
they shall
never sit.**

Greek Proverb paraphrase





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

**The second
best time is
today.”**

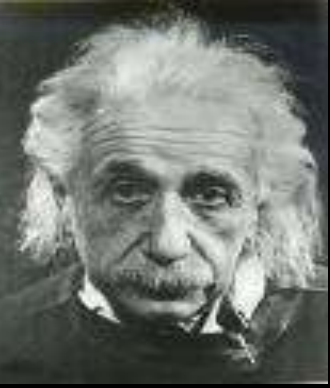
TURN *the* PAGE



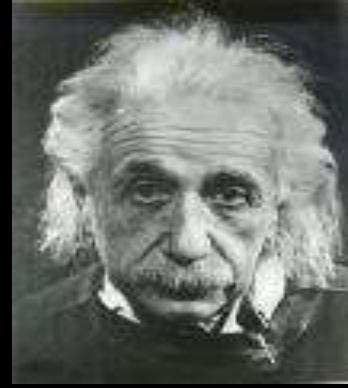
**There comes a day
when you realize
turning the page is
the best feeling in
the world.**

**Because you realize
there's so much
more to the book
than the page you
are stuck on.**





Albert's Insight



❖ What was Albert Einstein's greatest contribution?

❖ ~~$E=mc^2$~~

“NOTHING HAPPENS UNTIL SOMETHING MOVES”

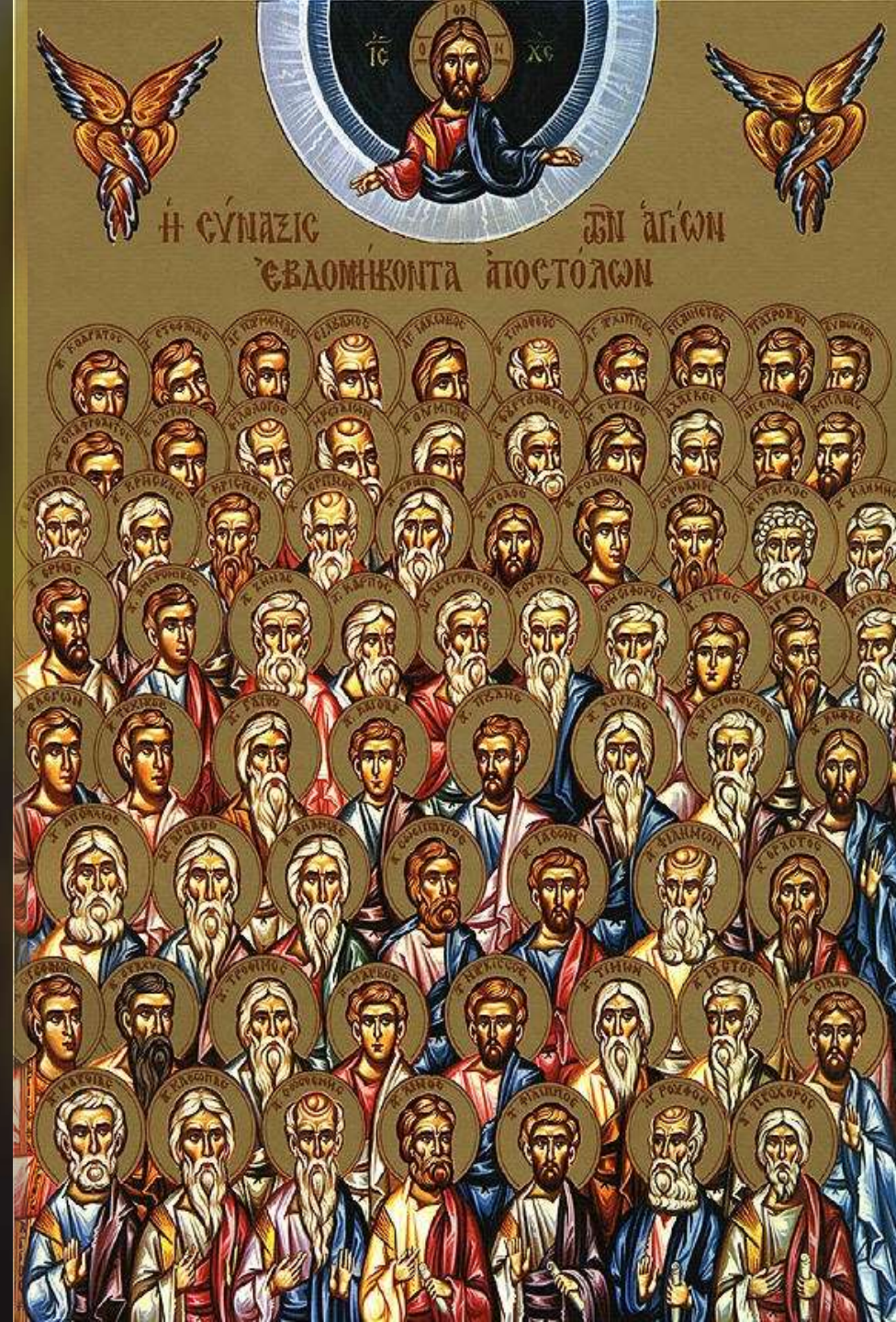


The Marianes Corollary

**“NOTHING HAPPENS
UNTIL SOMEBODY
MOVES”**

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

Luke 10:1





ST. SOPHIA, Ss. FAITH, HOPE & AGAPE
GREEK ORTHODOX CHURCH OF VALLEY FORGE

Igniting The Flame

Bill Marianes

Bill@stewardshipcalling.com



STEWARDSHIP
CALLING

- **Planned Giving**
- **Sample Stewardship Cards & Ministry Handbooks**
- **Orthodox Servant Leadership**

Appendix

• **Planned Giving**

- Sample Stewardship Cards & Ministry Handbooks
- Orthodox Servant Leadership

Appendix



Orthodox Planned Giving 101

*“If you’re
going to live,
leave a
legacy.”*

Download Full Planned Giving PowerPoint here:
<https://www.clergylaity.org/documents/618298/7107226/Ministry+Panel+3+-+Planned+Giving+101+Presentation.pdf>



**Planned
Giving
Opportunity**

**Setting The
Stage**

**“A society grows
great when old
men and women
plant trees in
whose shade they
shall never sit.”**

Greek Proverb



**“We make a
living by what
we get.**

**We make a life
by what we
give.”**

Sir Winston Churchill



The Opportunity

\$30 Trillion will be transferred by Baby Boomers (those born between 1944 - 64) over the next several years.¹

\$68 Trillion will be transferred within the next 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>)

What You Might Not Know

- ~ 67 % of people don't know what "planned giving" means
- ~ Planned Giving is making a charitable gift during your life or in your Will / Estate Plan
- ~ The #1 reason donors made a major Planned Gift to a charity (church, school, hospital, etc.) is.....?

“because they were asked”

Why Have A Planned Giving Program? ¹

- ~ In 2017, 58% - 60% of Americans had NO Will or Estate Plan
- ~ By 2020, it grew to 68% of Americans
- ~ If you don't have a Will, your State will decide how to allocate your assets when you die

Why Have A Planned Giving Program? ¹

- ~ Only **4.5%** of Americans have made a charitable Planned Gift bequest
- ~ Which mean, **95.5%** of your parishioners are your Planned Giving campaign opportunity

¹*Survey of Wills Created by Everyday Donors Shows an Average Bequest of \$78,630* August 28, 2019 Chronicle of Philanthropy

Why Have A Planned Giving Program? ¹

- ~ Top 4 reasons people don't have Wills:
 1. procrastination
 2. think they don't have enough assets
 3. think they are too expensive
 4. don't know how to do it

- ~ Your Parish Planned Giving program helps your parishioners address all 4

Why Have A Planned Giving Program? ¹

- ~ **95%** of people's wealth is in stocks and property
- ~ Planned Giving of these assets doesn't impact cash flow so that people of all income levels can do it

¹ "What's The Big Deal About Planned Giving Anyway" - June 2, 2018 at PlannedGiving.com - <https://plannedgiving.com/the-importance-of-planned-giving/>

Why Have A Planned Giving Program? ¹

- ~ The typical Planned Gift is **200 times** the size of a donor's largest annual fund gift
- ~ People who make Planned Gifts in their Wills typically **increase** their annual giving

¹ "What's The Big Deal About Planned Giving Anyway" - June 2, 2018 at PlannedGiving.com - <https://plannedgiving.com/the-importance-of-planned-giving/>

Why Have A Planned Giving Program? ¹

- ~ Average Will charitable bequest = **\$78,630**
(20% of Wills have 2 such bequests)
- ~ Multiply your number of parishioners by **\$78,630** to estimate what your church can receive in time

100 = <u>\$7,863,000</u>	200 = <u>\$15,726,000</u>
300 = <u>\$23,589,000</u>	400 = <u>\$31,452,000</u>

¹Survey of Wills Created by Everyday Donors - August 28, 2019 Chronicle of Philanthropy

Why Have A Planned Giving Program? 1

Multiply the number of your parishioners who died last year by **\$78,630** to estimate what your church could have received if it had an effective Planned Giving Program

The Four Types of Generosity All Parishioners Must Be Taught To Practice

1. Annual Stewardship Tithe - to fund parish operations
2. Periodic Capital Campaigns - to acquire, construct, or improve parish capital assets
3. Emergency Philanthropy - to address emergency needs
4. Planned Giving – to fund non-operating parish needs and opportunities

If established properly, with effective parishioner education, NONE of these will cannibalize any other generosity

WHAT IS AN ENDOWMENT?



Donations



Safe
Investments



Interest



Ministry

IT'S A GIFT THAT KEEPS ON GIVING



Archdiocese Endowment 8 Guidelines



Parish Assembly approves Endowment Fund, Rules & Regulations, Investment Guidelines and any separate 501(c)(3) corporation.

Parish Endowments must be under the ultimate control of the Parish Council and Priest.

Endowment Boards & Committees are appointed by the Parish Council or elected by the Parishioners.

Endowment Boards & Committees provide financial statements and disbursement and investment reports to Parish Council, Parish Assembly, and all parishioners.



Archdiocese Endowment 8 Guidelines

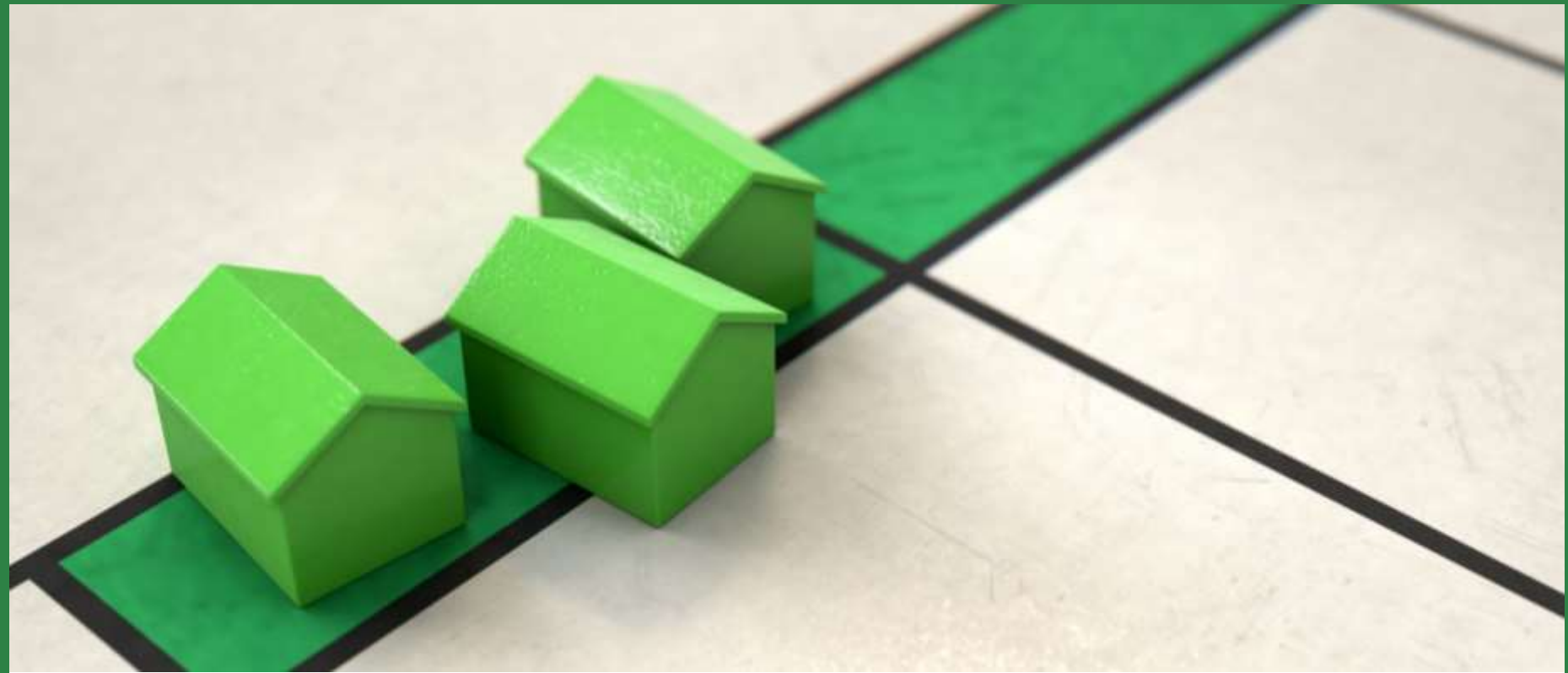


Endowment funds must be held in the Parish's name (however a Parish Endowment Corporation may hold assets in its name, as long as Parish Council has ultimate control).

Endowment investments and financial statements are subject to the oversight of the Parish Council and are audited by the Parish Auditors.

Parish Council ultimately approves all Endowment grants and transactions consistent with Endowment Rules & Regulations or applicable donor restrictions.

Endowment Charters, Rules and Bylaws must provide that on any liquidation, termination, or prolonged inactivity, all Endowment funds and accounts revert solely to the Parish (or its successor).

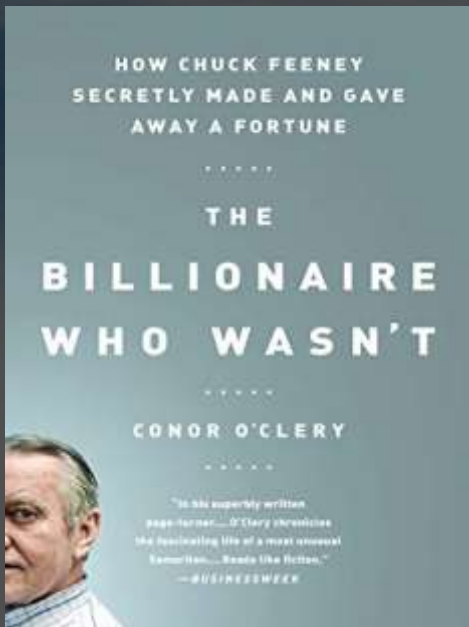


How to Begin a Parish Planned Giving Program

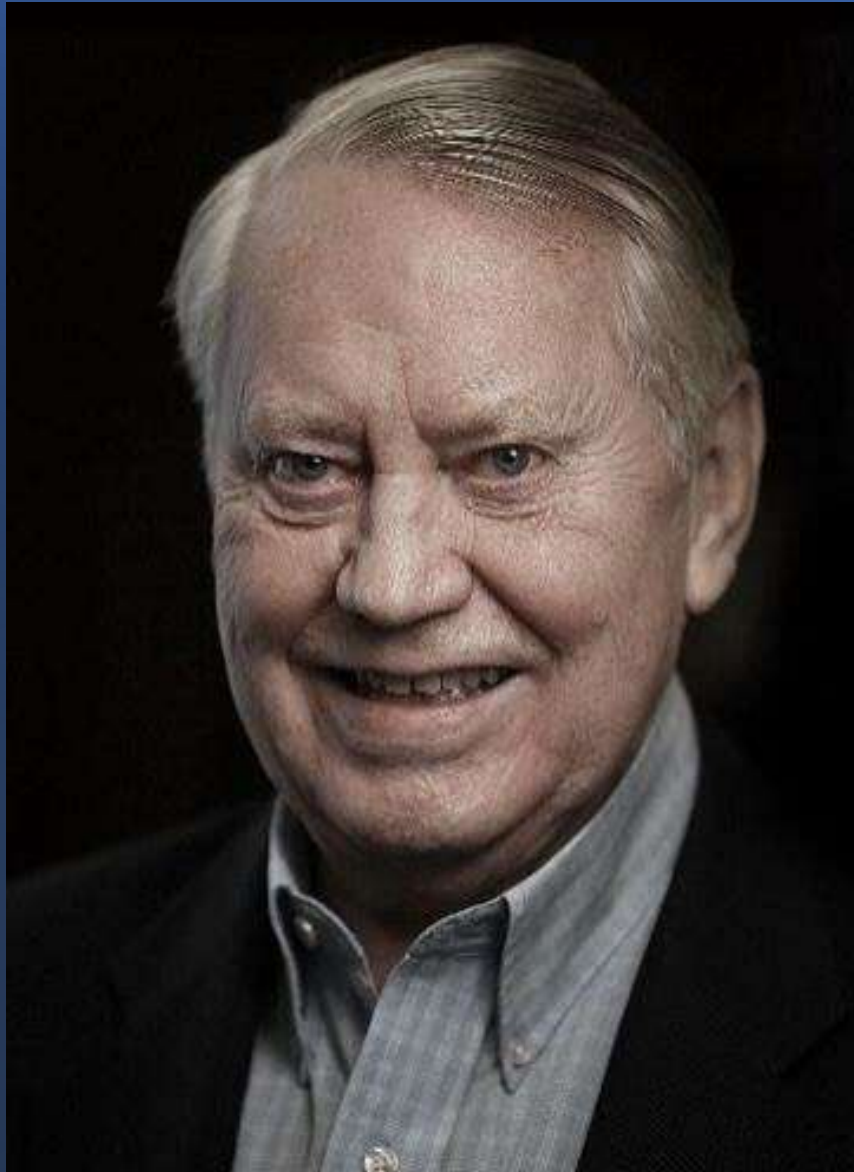
~ Chuck Feeney co-founded the airport
Duty Free Shops

~ Chuck amassed billions living frugally
and said he wanted to die broke¹

~ Over 40 years, he anonymously
donated over \$8 Billion
to various charities



¹ *The Billionaire Who Wanted To Die Broke . . . Is Now Officially Broke*- Forbes Magazine 9-15-20
(<https://www.forbes.com/sites/stevenbertoni/2020/09/15/exclusive-the-billionaire-who-wanted-to-die-brokeis-now-officially-broke/#3261c49f3a2a>)



“

If you want
to give it away,
think about
giving now.

It's a lot more
fun than when
you're dead. ”

CHUCK FEENEY

From \$6 billion to \$0.00
in 2016

Who is the
Chuck
Feeney in
your
Parish?



5 STEPS TO CREATE A SUCCESSFUL PLANNED GIVING PROGRAM

WHY

Determine
Your
Planned
Giving
“WHY” and
Who / What
Receives the
Benefits

TEAM

Recruit a
Diverse
Planned
Giving
Ministry
Team

ENTITY

Create the
Endowment
Entity or
Account
That Will
Receive
The Funds

TEACH

Educate
Why
Everyone
Should
Help
Achieve the
Ministry
WHY

ENGAGE

Engage
Everyone
Personally
and
Communicate
At Least
Monthly

5-STEP PLANNED GIVING CAMPAIGN



Join the Eternal Light Society

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



REMEMBER YOUR CHURCH THROUGH

PLANNED GIVING

Everlasting Giving Ministry

The Annunciation Everlasting Giving Ministry was established in 2011 as a ministry of the church to assist parishioners in establishing a long-lasting gift as a testament to their love for God's church.

The Ministry provides "an obligation" legal, financial and end of life planning resources to our parish family for establishing estate plans, Orthodox living wills and other planning directives.

The Ministry also provides resources for tax-advantaged financial planning and charitable giving opportunities.

Come and See

Giving to the Church is an opportunity to examine our priorities and values. It is an opportunity to express our thankfulness, to give of ourselves and to grow in grace. Giving is not a substitute for our commitment – it is an expression of our commitment. **Come And See** what we can do together with your support.

**"Come and See
the works of God,
Who is awesome"**

Psalm 86:5

Help is Available

The Annunciation Everlasting Giving Ministry, in cooperation with the Cathedral clergy and the National Stewardship Ministers of the Greek Orthodox Archdiocese of America, has developed resources to guide the faithful in planning their estates according to their Orthodox Christian Faith and values.

Contact the ministry team to receive more detailed information and resources.



Annunciation Cathedral

155 North High Street
Columbus, OH 43215

Phone: (614) 224-9020

everlastinggiving@greekcathedral.com



GREEK ORTHODOX ARCHDIOCESE OF AMERICA

ANNUNCIATION EVERLASTING GIVING MINISTRY

"...but lay up for yourselves
treasures in heaven..."



REMEMBER YOUR CHURCH THROUGH
PLANNED GIVING

Annunciation Cathedral Everlasting Giving Ministry

(front of trifold)

(back of trifold)

The Body of Christ



The Church is the Body of Christ on earth and carries on His ministry in the world today. Giving to the Church is an opportunity to examine our priorities and values, to express our thankfulness, to give of ourselves and to grow in grace.

Through a charitable gift, you can have a significant positive effect on the ministries of the Church and those people whose lives are changed because of them. A charitable gift may also give you substantial current tax benefits as well as estate tax benefits.

For most people, the greatest financial gift we are able to give is what we leave behind when we fall asleep in the Lord. The impact of your gift provides the opportunity to leave a family legacy that will be felt for years and generations to come.

As you explore the ways that you can support the ministries of the Church, please know that the Annunciation Cathedral's Everlasting Giving Ministry is available to assist you in any way possible.

Ways to Give

Consider making a gift in one of the following ways:

- Bequest
- Matching Gift
- Gift of Cash
- Gift of Securities
- Gift of Life Insurance
- Gift of Real Estate
- Qualified Retirement Plan
- Charitable Gift Annuity
- Deferred Gift Annuity
- Charitable Lead Trust
- Charitable Remainder Trust

Americans give generously to charitable organizations in this manner. In 2009, more than \$250 billion was given by individuals through their estates.

Recipients:

- Religious Organizations: 170 billion
 - Education: 141.6 billion
- (Source: American Association of Fundraising Counsel 2009)

Planned giving can be very rewarding, allowing you to see your gift at work while receiving tax benefits now.

The material provided here is designed to furnish our Orthodox Christian faithful with general information. It is not intended as legal or financial advice. When receiving a charitable gift, be sure to consult your attorney, professional advisor or accountant to assure that it meets your individual requirements.

Do You Have a Will?

Though you may not want to consider preparing a will, it will save your heirs significant time and money.

With a will, you also ensure that your family, charitable, and financial wishes are carried out.

Most people who prepare a will also have planning directives. These documents, known as powers of attorney, letters of instruction, and living wills provide guidance about one's wishes for:

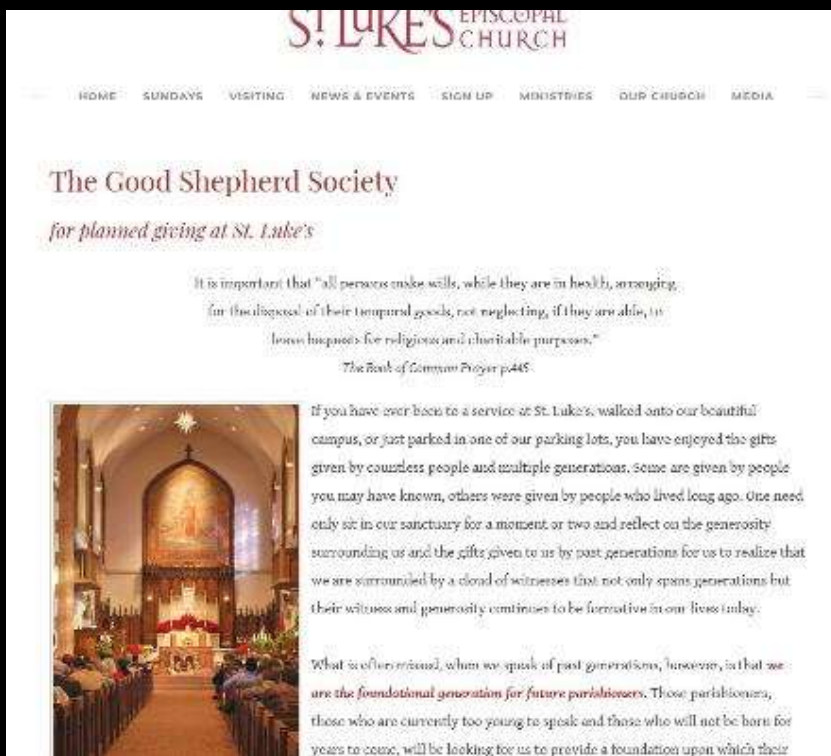
- Medical Care consistent with your beliefs.
 - Tax-Advantaged & Charitable Financial Planning
 - Distribution of personal property
- Live with peace of mind knowing that your wishes will be followed...
- Prepare a will -**

A NOTE ON LIVING WILLS

When doing your estate planning it is common to also include a Living Will dealing with how medical care will be provided if you are unable to give the instructions yourself. The Archdiocese has arranged for an Orthodox Living Will that can be completed by you and reviewed with your family, doctor and legal advisor. For Orthodox faithful, it is important that the Living Will reflect your Orthodox Christian beliefs. There are many pretexts and observations that can give great comfort to you and your family. If you have your attorney prepare your living will, we urge you to include language that reflects your Orthodox Christian beliefs.

Very Successful Non-Orthodox Planned Giving Endowments

St. Luke's




ST. LUKE'S EPISCOPAL CHURCH

HOME SUNDAYS VISITING NEWS & EVENTS SIGN UP MINISTRIES OUR CHURCH MEDIA

The Good Shepherd Society

for planned giving at St. Luke's

It is important that "all persons make wills, while they are in health, arranging for the disposal of their temporal goods, not neglecting, if they are able, to leave bequests for religious and charitable purposes."
The Book of Common Prayer p.445

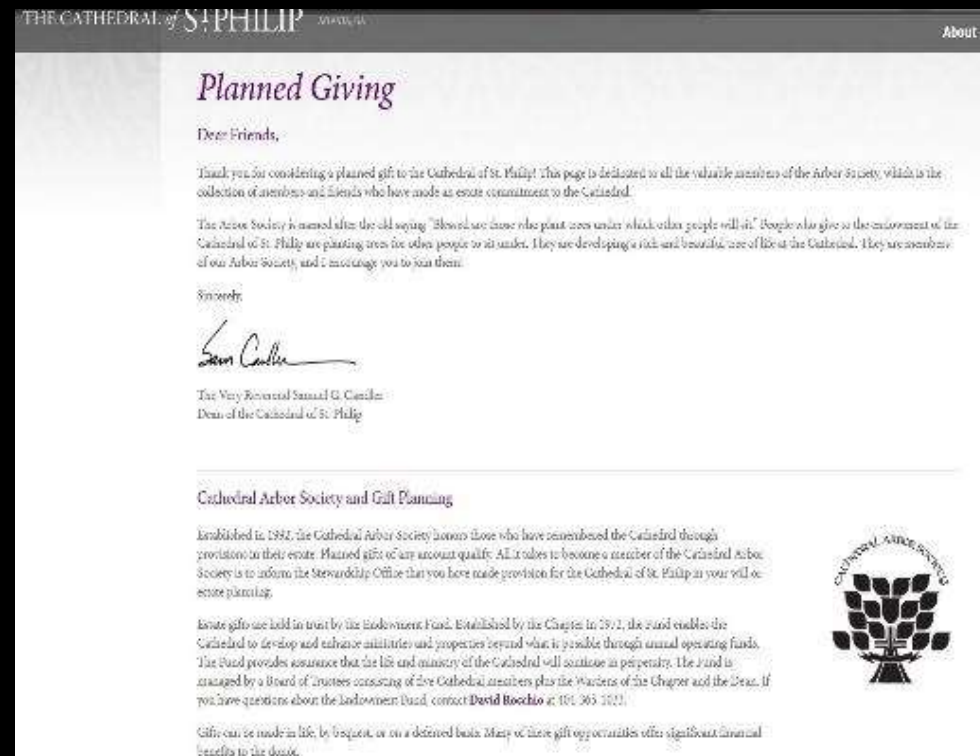


If you have ever been to a service at St. Luke's, walked onto our beautiful campus, or just parked in one of our parking lots, you have enjoyed the gifts given by countless people and multiple generations. Some are given by people you may have known, others were given by people who lived long ago. One need only sit in our sanctuary for a moment or two and reflect on the generosity surrounding us and the gifts given to us by past generations for us to realize that we are surrounded by a cloud of witnesses that not only spans generations but their witness and generosity continues to be formative in our lives today.

What is often missed, when we speak of past generations, however, is that we are the **foundational generation for future parishioners**. Those parishioners, those who are currently too young to speak and those who will not be born for years to come, will be looking for us to provide a foundation upon which their

<https://www.stlukesatlanta.org/good-shepherd-society.html>

Cathedral of St. Philip



THE CATHEDRAL of ST. PHILIP www.cathedralatl.org About


Planned Giving

Dear Friends,

Thank you for considering a planned gift to the Cathedral of St. Philip! This page is dedicated to all the valuable members of the Arbor Society, which is the collection of members and friends who have made an estate commitment to the Cathedral.

The Arbor Society is named after the old saying, "Blessed are those who plant trees under which other people will sit." People who give to the environment of the Cathedral of St. Philip are planting trees for other people to sit under. They are developing a rich and beautiful use of life at the Cathedral. They are members of our Arbor Society, and I encourage you to join them.

Sincerely,




The Very Reverend Samuel G. Canfield
Dean of the Cathedral of St. Philip

Cathedral Arbor Society and Gift Planning

Established in 1982, the Cathedral Arbor Society honors those who have remembered the Cathedral through provisions in their estate. Planned gifts of any amount qualify. All it takes to become a member of the Cathedral Arbor Society is to inform the Stewardship Office that you have made provision for the Cathedral of St. Philip in your will or estate plan.

Estate gifts are held in trust by the Endowment Fund. Established by the Chapter in 1971, the Fund enables the Cathedral to develop and enhance ministries and properties beyond what is possible through annual operating funds. The Fund provides assurance that the life and ministry of the Cathedral will continue in perpetuity. The Fund is managed by a Board of Trustees consisting of five Cathedral members plus the Wardens of the Chapter and the Dean. If you have questions about the Endowment Fund, contact David Hochko at 404.265.1021.

Gifts can be made in life, by bequest, or on a deferred basis. Many of these gift opportunities offer significant financial benefits to the donor.



<https://www.cathedralatl.org/community/giving/planned-giving/>

- Planned Giving

- **Sample
Stewardship Cards
& Ministry
Handbooks**

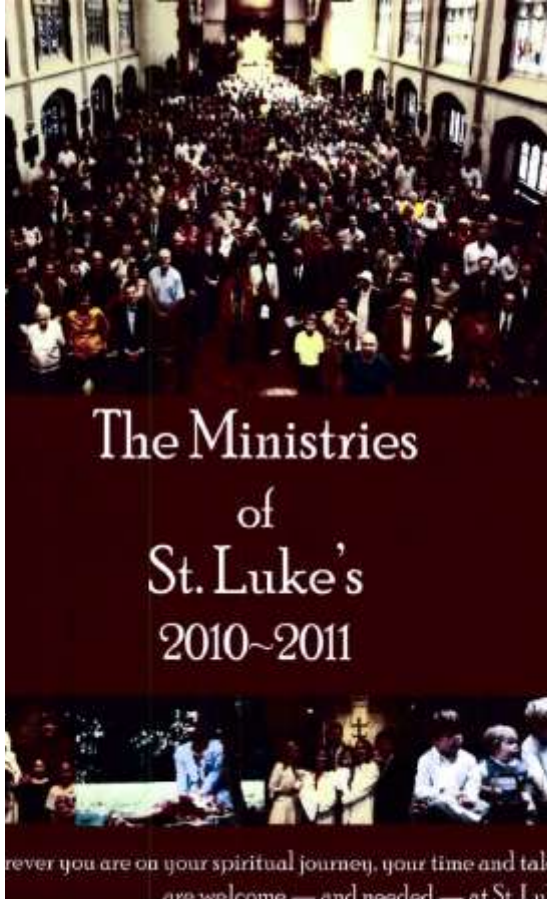
- Orthodox Servant Leadership

Appendix

SAINT ANTHONY MINISTRIES HANDBOOK



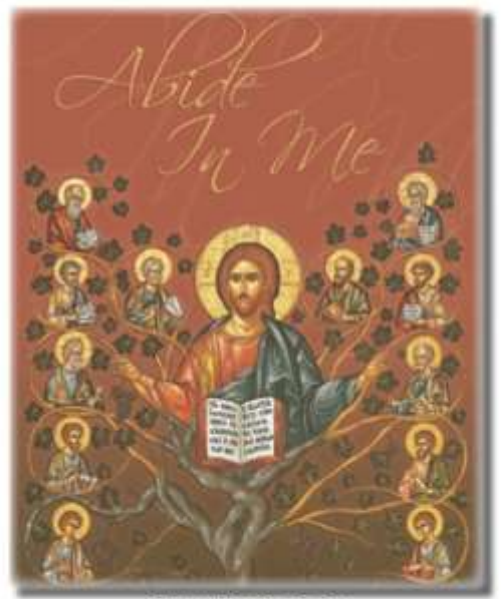
St. Anthony Greek Orthodox Church
778 South Rosemead Boulevard
Pasadena, California 91107-5615
(626) 449-6943 - Fax (626) 449-6974
Rev. Fr. Peter Stratos
saint-anthonys.org



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

Orthros: 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 internationally, and to make to home visitations to members of our parish who are ill, hospitalized, or unable to get out, attend and meet if our parish are invited to join this organization.
Marie Chapman • 678-613-9901 • philanthropy@stluke.org

Working Toward Economic Prosperity
Good faith development program of Big Sister's of America providing opportunities to experience high achievement, leadership, group cooperation, learn a variety of skills while having fun, open to young men and women ages 16-17 and have completed the eight grade or ages 18-22.
Frank Hagan • 438-234-2238 • frankhagan@yahoo.com

Sight Shop Ministry
To encourage and enhance the 24-hour experience in our parish by offering items that aid in the development and awareness of our deaf-hearing, blind, hearing blind, and associates.
Mary Moran, Alan Hernandez • 770-885-1231 • ghlshop@stluke.org

Greek Pastoral Ministry
The annual celebration of our faith and heritage and our largest community outreach initiative of the year.
Anthony Kralis • 770-843-7723 • ghlshop@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 • 678-687-2523 • stlucokeweb@gmail.com

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

Capital Development and Fundraising Ministry
Recruit our parish in an ongoing major projects to create or to fund or renovate in our parish.
David Chapman • 478-520-1200 • dchapman@stluke.org

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

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

COMMUNICATIONS MINISTRY

Newsletter Ministry
Recruit our parish in the use of technology to communicate, educate, and inform.
Bill Warren • 770-831-4308 • bwarren@gmail.com

Newsletter Ministry
Recruit our parish in communicating with parish members events of our parish life.
Lucy Ortolano • 478-643-0023 • communitarian@stluke.org

Activities Ministry
To provide a list of social activities of parish events at our ministry.
Stacy Hagan • 478-643-0023 • stacyhagan@stluke.org

SAFETY, MAINTENANCE AND FACILITY MINISTRIES

Building Maintenance and Property Maintenance Ministry
Recruit our parish in the maintenance and care of the facilities and grounds that God has given us.
John Petros • 401-784-1211 • jpetros@stluke.org

Worship Ministry
Recruit parish members for the entrance to the church and the Holy Sacrament.
David Torres • 252-639-8100 • d22@stluke.org



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...
 I'm not sure and would like to discuss first

Youth Education

- 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

- Prosofora 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

YOUTH

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

BUILDING & GROUNDS

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

ADMINISTRATION

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

LITURGICAL

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

MINISTRIES & PROGRAMS

- Campus Ministry
- Welcome Team
- New Member Events
- Outreach
- Stewardship
- Sturdy 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
- Seniors Ministry
- Couples Ministry
- Singles Ministry
- Military Ministry

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>

Adult Stewardship

Serbian Orthodox Trifold - Inside

ORTHODOX CHRISTIAN STEWARDSHIP

We are called to live life in continuous thanksgiving for Christ. Thus, our entire perspective on the world is transformed. No longer can we look at the things in our life as anything but a Gift from God. We are being prepared by God to enter into Eternal Communion with Him. The joys we experience are recognized as the fruit of this Communion. Even the very suffering we endure becomes a Gift which prepares us for the "weight of Glory" which is to come!

Our very thanksgiving for this Gift of Christ becomes a life of Stewardship—of caring for this Gift that is not our own. We care for this Gift of Communion with Him by living a life in which we dedicate all that we are—our Time, our Talents, and our Treasures—to God in thanksgiving for all that He has done for us. Thus, when we offer ourselves to the Church, our offering is no longer considered to be "in support" of our local parish, but as an offering of Thanksgiving to God. Our offer-



Church Name
Address
City/State/Zip
Phone number
Website

***JUST A REMINDER:**

Your commitment is between you and God. Your privacy is very important to us. Only the Priest and Financial Secretary have access to the information on this card.

2021 STEWARDSHIP COMMITMENT CARD



2021 STEWARDSHIP

**DIFFERENT WORKS ALL
IN THE SAME LORD!**

Adult Stewardship Serbian Orthodox Trifold - Outside

ORTHODOX CHRISTIAN STEWARDSHIP: OFFERING TIME, TALENTS & TREASURES



INFORMATION

NAME _____

NAME OF SPOUSE (IF APPLICABLE) _____

STREET ADDRESS _____

CITY/STATE/ZIP CODE _____

TELEPHONE _____

CELLULAR TELEPHONE _____

E-MAIL ADDRESS _____

SPOUSE'S E-MAIL ADDRESS _____

CHILD(REN) NAME(S) (UNDER 18 ONLY)

Are you a Baptized and Chrismated Orthodox Christian? Y/

N

Would you like information about online giving?

Y/N

TIME

God has graciously bestowed upon us the entirety of our lives. He has blessed us with 168 hours per week (or roughly a little more than 10,000 minutes/week).

How many of these 168 hours do we offer to Him? Take some time now to consider what you are willing to offer to God in thanks for all He has given you. Remember, time also includes your time in

I commit to offering:

_____ hours/week

_____ hours/month

to God in thanksgiving for what He has done for me.

TALENTS

God bestows upon each of us unique and wonderful abilities. Below are listed only a handful of potential talents.

Please take some time to consider with what abilities God has blessed you as you fill out this section of the commitment card.

Individual Stewards should use a ✓

Families should use (H) Husband, (W) Wife, (B) Both, (C) Child

EDUCATION

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

YOUTH

- ___ Church School Teacher
- ___ Church School Administration
- ___ Youth Coaching Instructor
- ___ Youth Choir
- ___ Youth Leader
- ___ Vacation Quench School
- ___ Camp Counselor
- ___ Kolob (Teacher or student)
- ___ Tarrhusa (teacher or student)

LITURGICAL

- ___ Sanctuary & Altar Care
- ___ Altar boys / Acolytes
- ___ Baking Provisions
- ___ Choir
- ___ Reader/Chanter/Stet
- ___ Greeter/Usher
- ___ Candles

BUILDING & GROUNDS

- ___ Garden & Landscape
- ___ Plumbing
- ___ Electrical
- ___ Clean-up
- ___ Kitchen
- ___ Interior Repairs
- ___ Exterior Repairs
- ___ Roofing
- ___ Energy Resources
- ___ Resource Consumption

COMMUNICATIONS

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

ADMINISTRATION

- ___ By-Laws
- ___ Computer / Technical
- ___ Data Entry
- ___ Development / Fundraising
- ___ Endowment Committee
- ___ Financial Advisor
- ___ Fiscal Mgt / Review
- ___ Legal Advisor
- ___ Office help

MINISTRIES & PROGRAMS

- ___ Campus Ministry
- ___ Greeters Team
- ___ Annual Taste of Serbia
- ___ Liturgical Text Team
- ___ Outreach
- ___ Stewardship
- ___ Sunday Fellowship / Coffee
- ___ Visitation - Hospital
- ___ Visitation - Shut-ins
- ___ Feed the Hungry
- ___ Prison Ministry
- ___ Grief Bereavement Group
- ___ Disaster Relief Projects
- ___ Seminary Pilgrimage
- ___ Seniors Ministry
- ___ Couples Ministry
- ___ Singles Ministry
- ___ Men's Ministry
- ___ Women's Ministry
- ___ Rule Keeping Ministry

God has blessed me/us with these additional talents:

TREASURES

Everything that we have is a blessing from God—all of our abilities, our time, and our treasures. Please take some time to pray about your relationship with God, and consider what you are able to offer in thanksgiving for all He has given you:

I commit to offering:

\$ _____ / week / month/year

to God in thanksgiving for all He has done for me.

What if I/we cannot fulfill our commitment?

If circumstances change and you cannot fulfill your commitment, fear not! We are a loving community, not a tax office. The most important thing is to give from the heart. We are thankful to God for you being a part of this community!

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)

Steward Information & Pledge Form

COMMITMENT OF TIME AND TALENT

NAME(S): _____

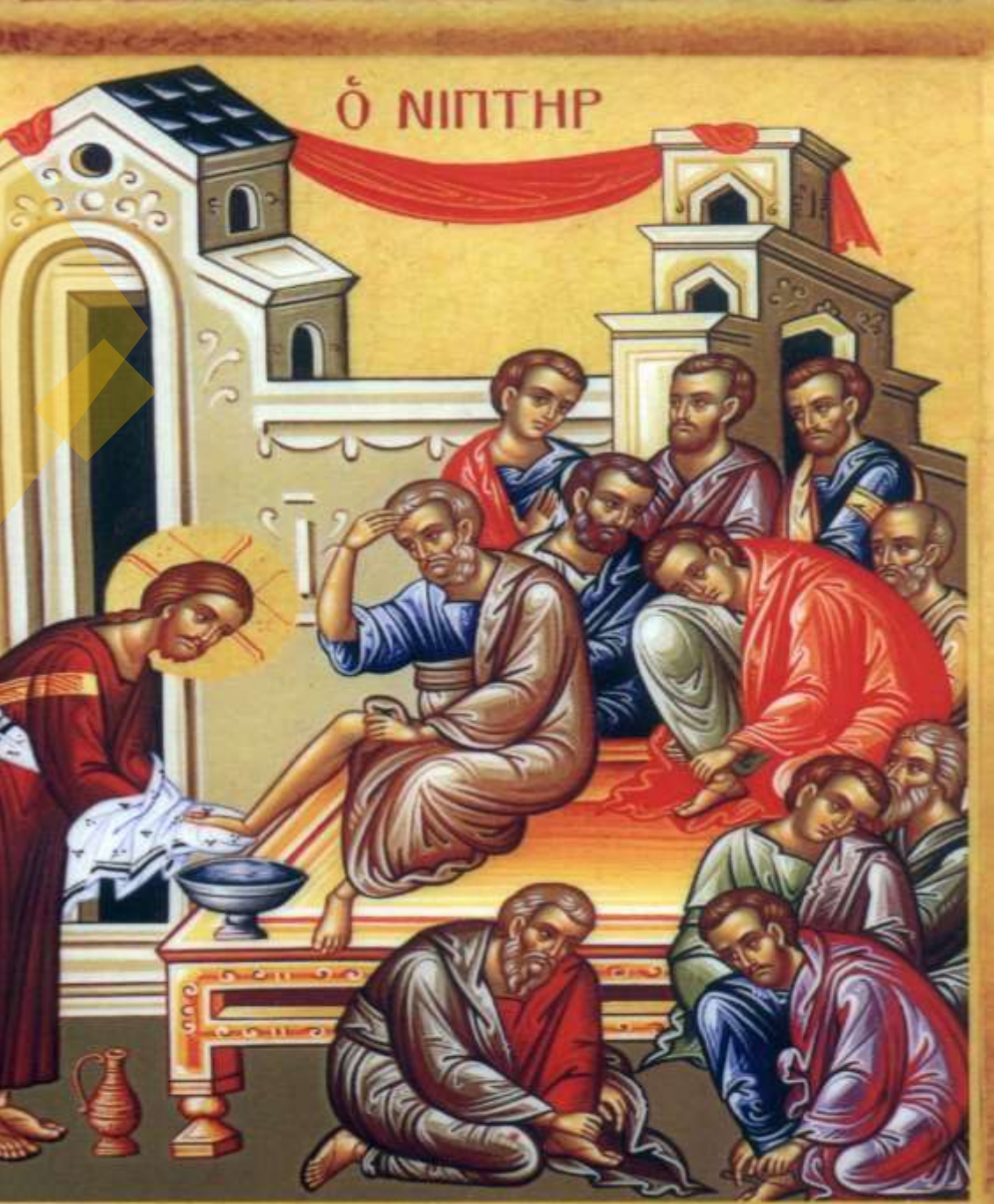
(For married couples: please indicate "H" for husband and "W" for wife.)

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

Other Talents: _____

- Planned Giving
- Sample Stewardship Cards
- Sample Ministry Flyers
- **Orthodox Servant Leadership**

Appendix



ORTHODOX SERVANT LEADERSHIP



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

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



Orthodox Servant Leader Model

VISION

COURAGE

TEAM

HUMILITY

LOVE

TRUST

Orthodox Servant Leader

LOVE

I love
unconditionally.

TRUST

I do what I
say.

HUMILITY

I admit my
mistakes.

COURAGE

I sacrifice to
ensure success.

TEAM

I support my
people.

VISION

I see a righteous
destination.

Orthodox Servant Leader Score

LOVE

I love unconditionally _____

TRUST

I do what I say _____

HUMILITY

I admit my mistakes _____

COURAGE

I sacrifice to ensure success _____

TEAM

I support my people _____

VISION

I see a righteous destination _____

5 = Always

4 = Mostly

3 = Sometimes

2 = Rarely

1 = Never

5 Practices of Exemplary Leadership¹



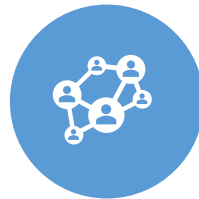
1. **Model The Way** know and live your core values and WHY



2. **Inspire a Shared Vision** articulately share the exciting possibilities of a future destination



3. **Challenge the Process** ask questions, experiment, and test the unknown



4. **Enable Others To Act** great dreams are achieved through collaborative and trusting relationships



5. **Encourage The Heart** celebrate the values and victories of your teams

¹The Leadership Challenge Dr. James Kouzes & Dr. Barry Posner



**“In the end,
leaders don't
decide who
leads.**

Followers do.

**If you think
you're a
leader and
you turn
around and
no one is
following you,
then you're
simply out for
a walk.”**

**GREAT LEADERS DON'T
SET OUT TO BE A
LEADER...THEY SET OUT
TO MAKE A DIFFERENCE.
ITS NEVER ABOUT THE
ROLE-ALWAYS ABOUT
THE GOAL.**



**“Then he said to his disciples,
The harvest is plentiful, but the
workers are few.**

**Ask the Lord of the harvest,
therefore, to send out workers
into his harvest field.”**

Matthew 9:37-38

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

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

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

**ONE
TEAM
ONE
DREAM**



Ecclesiastes 4:9-10

***So we, being many,
are one body in
Christ,***

***and every one
members one of
another.***



Romans 12:5

**None of us can do
as much as all of us
can do together.**



**None of us is as smart
as all of us are.**





As iron sharpens iron, so one person sharpens another.

Proverbs 27:17

Council of Ministries

- ~ Every major Parish activity is run by a Ministry that has co-chairs
- ~ Each Ministry has a WHY & Vision consistent with the parish WHY & Vision
- ~ Each Ministry establishes its own budget to achieve its WHY and Vision
- ~ Each Ministry has a parish council member liaison to the P.C.
- ~ The C.O.M. meets (at least) quarterly to share activities, ideas, best practices, needs, etc.





Recommended Parish Financial Dashboard

Stewardship Calling Recommended Parish Financial Dashboard

ITEM ¹	THIS YEAR	LAST YEAR	PRIOR YEAR
The following are reported monthly			
Total Income			
Total Stewardship Income			
Total Expenses			
Net Income or Loss			
% of Expenses Covered by Stewardship			
Number of Stewards			
Median Stewardship Pledge ²			
(add any other critical line item the PC needs to watch here)			

The following are added to the report each quarter

Total Expenses invested in parish chosen charities and ministries			
% of Total Expenses invested in parish chosen charities and ministries			
Proxy Tithe % Analysis ³			
% of stewardship income from top 10 stewards			
% of stewardship income from top 10% of stewards			
% of stewardship income from top 20 stewards			
% of stewardship income from top 20% of stewards			

¹ ALL columns include only "month to date" numbers as of the end of the previous month

² Use median NOT average because major donors skew averages

³ Divide median stewardship contribution by \$8,175 (tithe of median U.S. Orthodox income)



“When seen through the lens of a servant’s heart, leadership becomes not just a job but a calling. Lives are changed for the better.

Next-generation leaders are molded. Along the way, the sense of destiny God planted in each individual soul finds fulfillment.”

Dr. James Kouzes



**“In the end,
leaders don't
decide who
leads.**

Followers do.

**If you think
you're a
leader and
you turn
around and
no one is
following you,
then you're
simply out for
a walk.”**

Top 7 Qualities People Want In Their Leaders

Ambitious

Broad minded

Caring

Competent

Cooperative

Courageous

Dependable

Determined

Fair Minded

Forward-looking

Honest

Imaginative

Independent

Inspiring

Intelligent

Loyal

Mature

Self-Controlled

Straight forward

Supportive

From 30 years of empirical research by Drs. James Kouzes & Barry Posner featured in:
[The Truth About Leadership: The No-fads to the Heart of the Matter Facts You Need to Know](#)

Top 7 Qualities People Want In Their Leaders

Honest = 85%

Forward-looking = 70%

Inspiring = 69%

Competent = 64%

Intelligent = 42%

Broad minded = 40%

Dependable = 37%

Supportive = 36%

Fair Minded = 35%

Straight forward = 31%

Determined = 28%

Cooperative = 26%

Ambitious = 26%

Courageous = 21%

Caring = 20%

Loyal = 18%

Imaginative = 18%

Mature = 16%

Self-Controlled = 11%

Independent = 6%

From 30 years of empirical research by Drs. James Kouzes & Barry Posner featured in:
[The Truth About Leadership: The No-fads to the Heart of the Matter Facts You Need to Know](#)

Top 4 Qualities People Want In Their Leaders

It's all about

CREDIBILITY

(Honest + Inspiring + Competent)

+

FORWARD - LOOKING

Honest

Inspiring

Forward-looking

Competent



ST. SOPHIA, Ss. FAITH, HOPE & AGAPE
GREEK ORTHODOX CHURCH OF VALLEY FORGE

Igniting The Flame

Bill Marianes

Bill@stewardshipcalling.com



STEWARDSHIP
CALLING