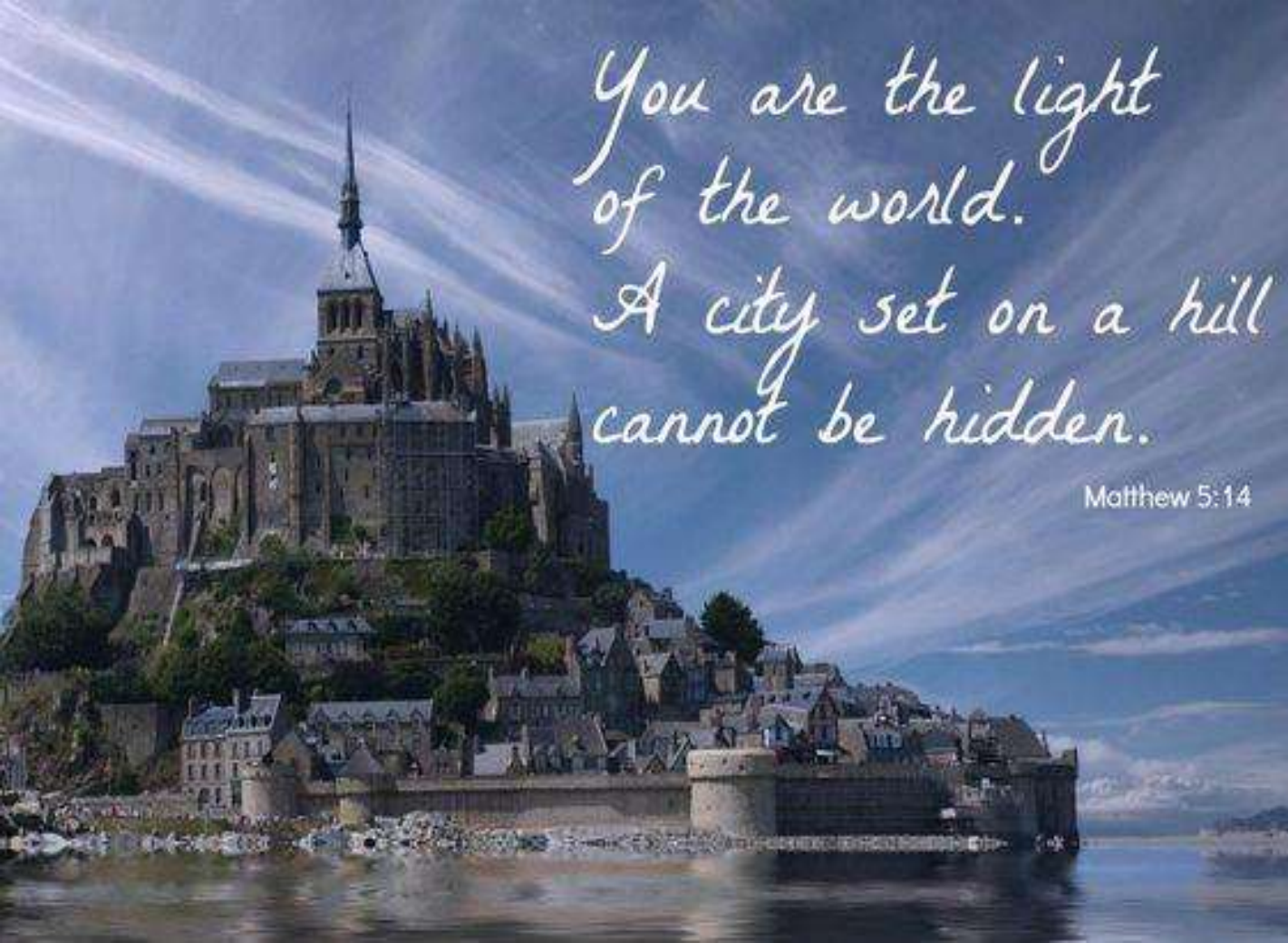


Igniting The Flame

Bill Marianes

www.stewardshipcalling.com

Bill@stewardshipcalling.com



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

Matthew 5:14



**Are you willing to be
a better Disciple of Jesus Christ and
Human Light Bulb “Light of the World?”**



You Were NOT
Called to
Attend a
Church

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

**“God doesn’t call
the qualified;**

**God
qualifies
the called.”**



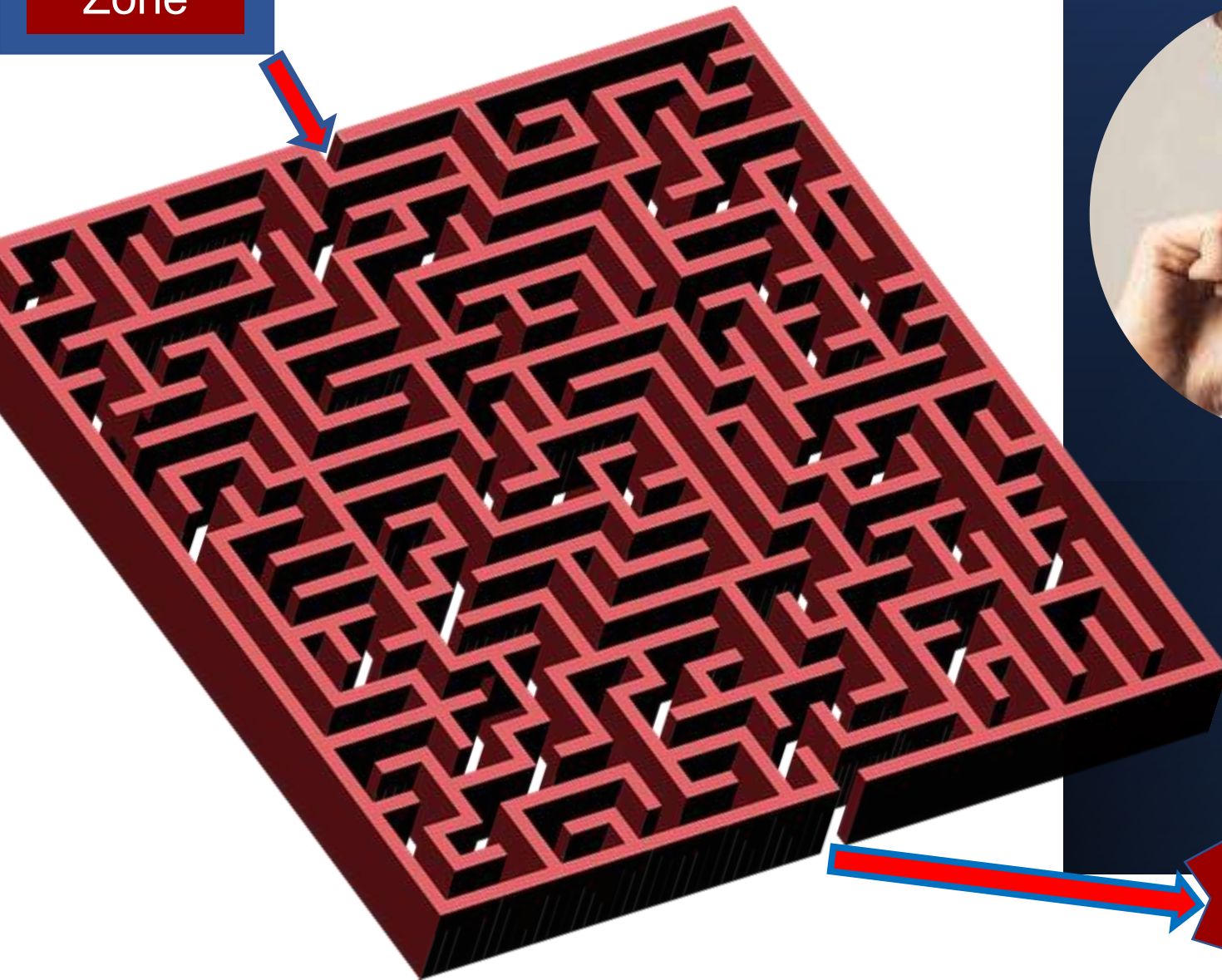
Here's My Offer

1. I will introduce myself
 2. I ask you a few questions
 3. You decide if you want to stay and change your life and parish...
- ...or leave and keep doing what you've always done and keep getting what you've always gotten



My Goal for Our Time Together

Your
Comfort
Zone



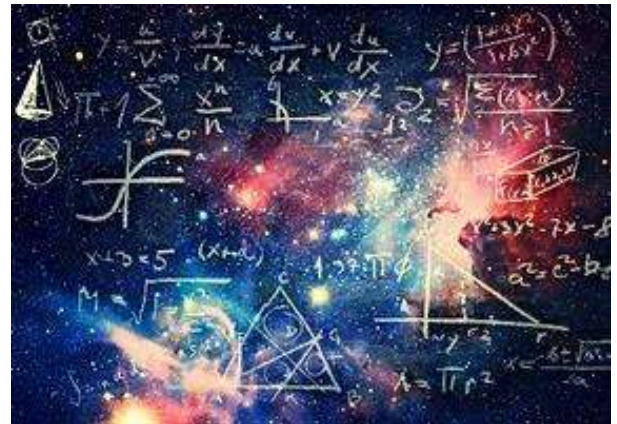
Where the
Magic
Happens

Μετάνοια

Metanoia



“a transformative change of heart”



Are you living too

small?

So, who's "helping" you today?



So, who's "helping" you today?



A journey ...

... 415,000+ airlines miles over 20+ years

*...presentations to over 600+ Parishes of
all Orthodox jurisdictions*

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



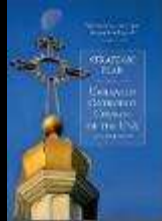
Stewardship Calling has completed Strategic Plans covering **26% + of Orthodox Christians**



**GOA
Metropolis
of San
Francisco**



**GOA
Metropolis
of Atlanta**



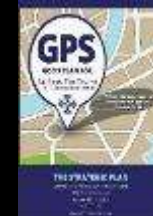
**Ukrainian
Orthodox
Church of
the USA**



**GOA
Metropolis
of
Chicago**



**Orthodox
Christian
Prison
Ministry**



St. John The Divine (Jacksonville FL)

St. Mary (Wichita, KS)

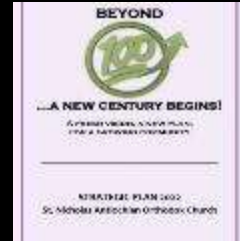
St. John The Baptist (Beaverton, OR)

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)

**I was blessed to serve for 36 wonderful years
as a partner and in leadership at:**

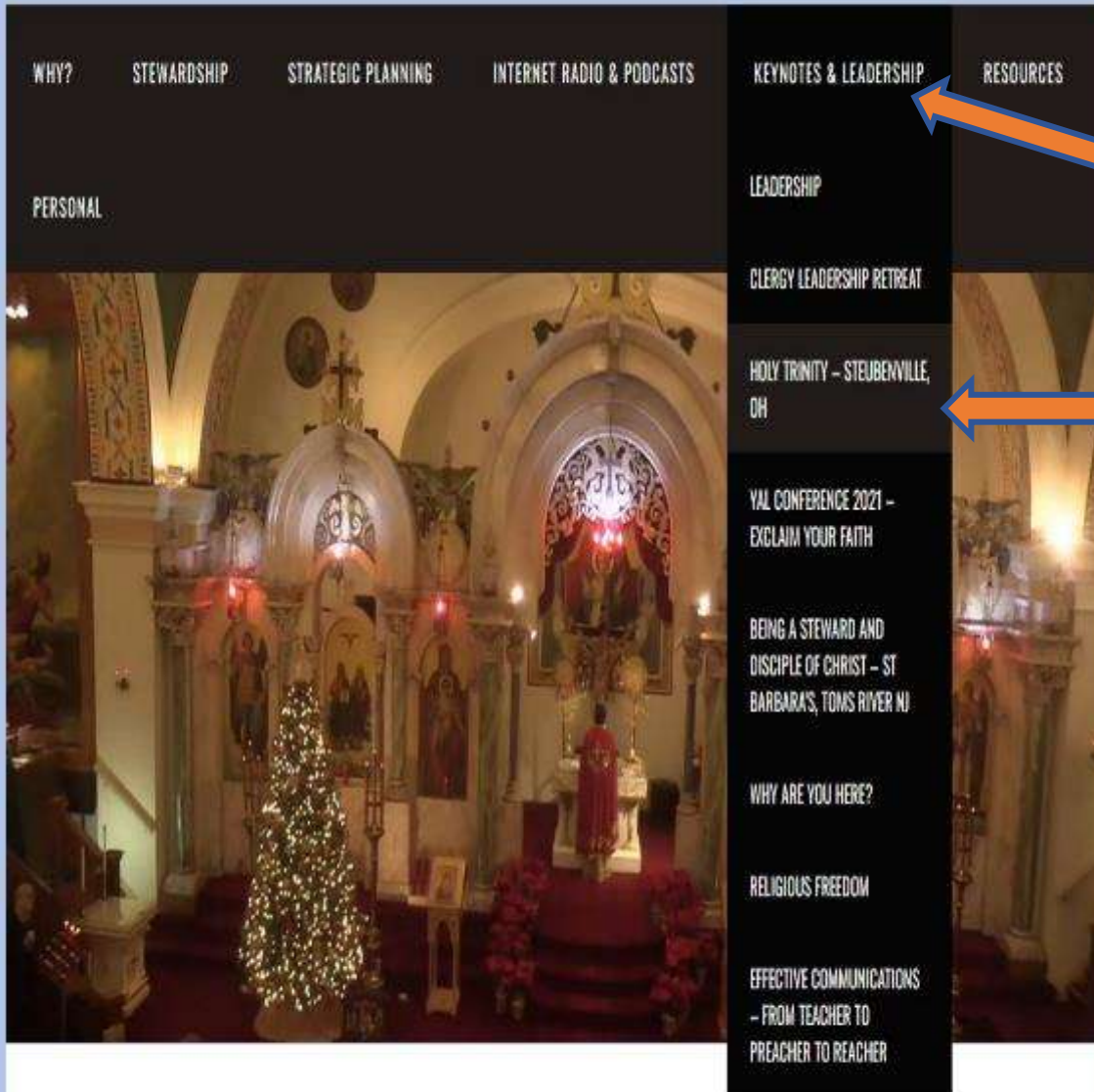


McGUIREWOODS

Stewardship Calling

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

**Stewardship
Calling.com**



Keynotes & Leadership Tab

Holy Trinity – Steubenville, OH

<https://stewardshipcalling.com/holy-trinity-steubenville-oh/>

Holy Trinity – Steubenville, OH

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AUDIENCE PARTICIPATION TIME!

**My Big
Questions
For You!**





**...does Holy
Trinity GOC
exist?**



**...do you
attend church?**



**...do people
NOT attend
church?**



...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**



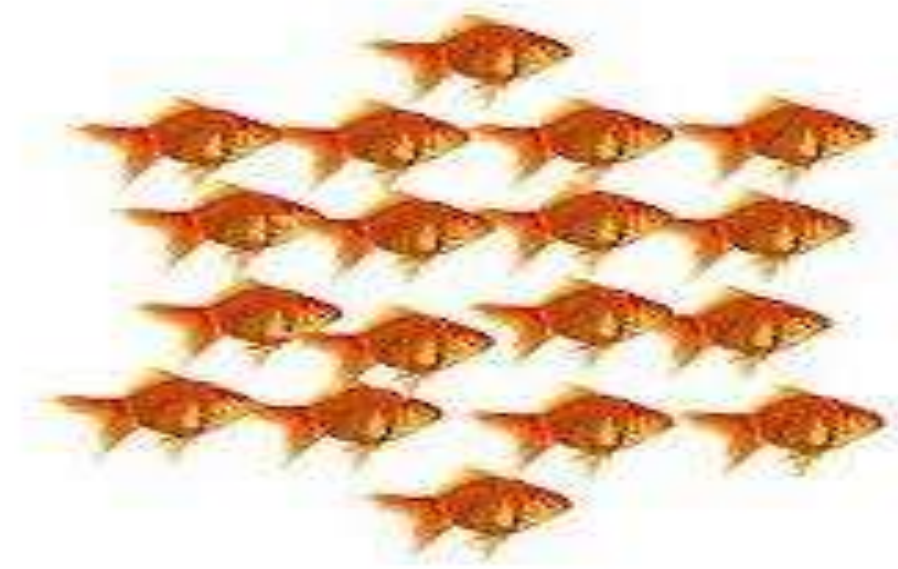
What did you do,
for **My** church and **My** people,
under **your** watch,
given all of the gifts **I** gave **you**?

This is your last chance. After this, there is no turning back.

You take the
blue pill,
leave right
now, the
story ends,
and you keep
believing
whatever you
want to
believe.



You take the
red pill, you
join me in the
Orthosphere
Wonderland,
and I show
you how deep
the rabbit hole
goes.



**Open your minds and get
ready for what's next**

1. What's going on and WHY?

2. What should we do?



The Three E (+ S) Model
Education (Schooling)
Engagement (Stewardship)
Evangelism (Service)



1. What's going on and WHY?

2. What should we do?

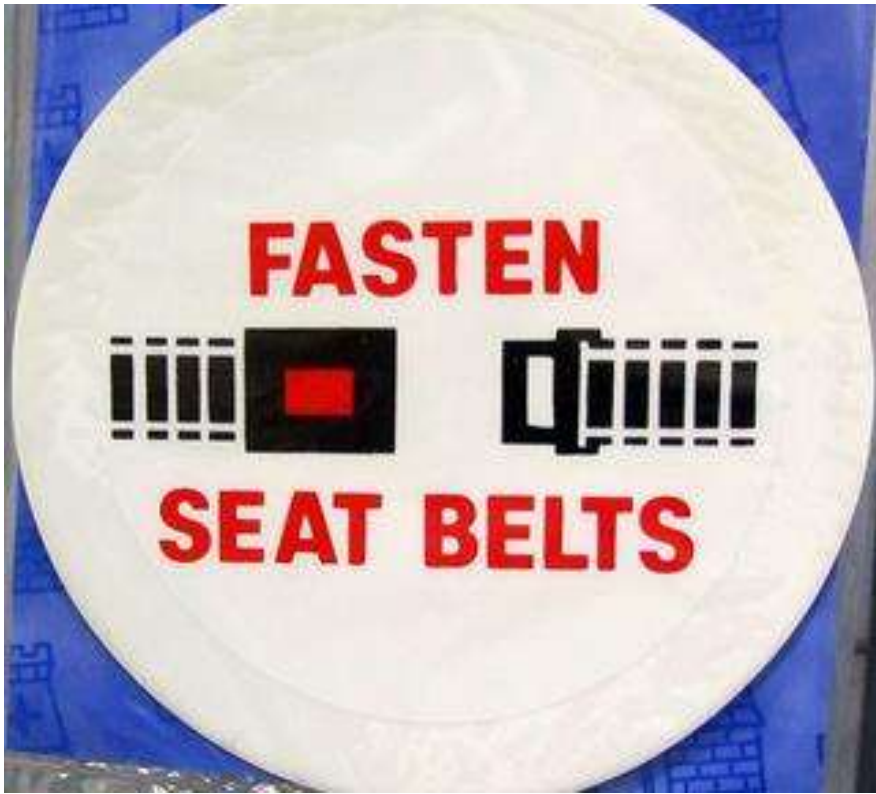


Go into all
the world

How Fast Is Our World Changing?



Exponentially!



Please fasten
your seat
belts...

...and return your tray tables
to the locked and upright
position, because we're fix'in
to go on a wild ride.

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



Pokémon GO - 19 days





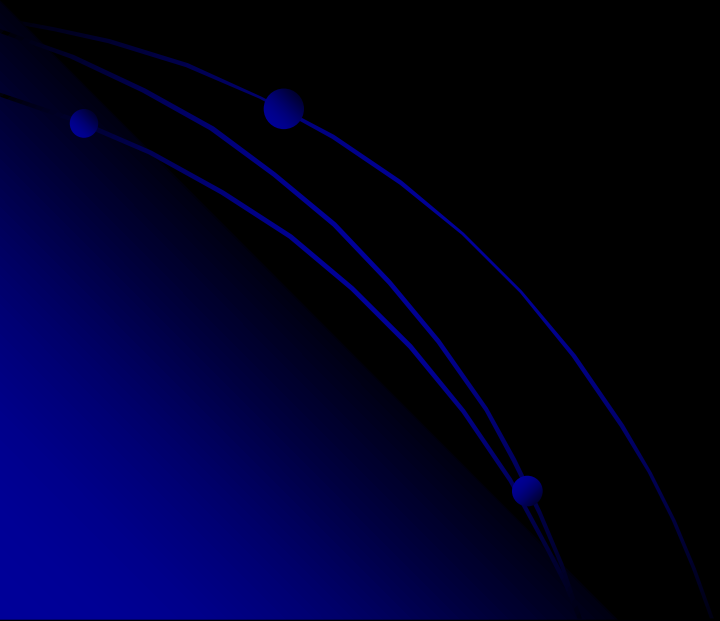
~ 2.7 BILLION worldwide users

~ YouTube is the 2nd most visited site in the world

~ 8.3 hours of video is uploaded every second

(500 hours per minute)

We are living in exponential times...



facebook started 20+ years ago in October 2003.

~ It now has over 2.99 Billion active monthly users.

~ It has over 2.04 Billion active daily users.

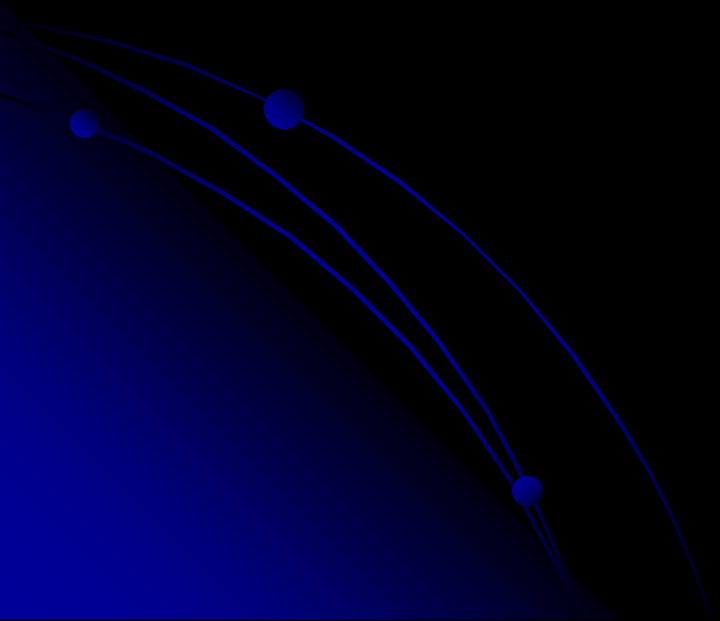
If Facebook were a country . . .



. . . 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.

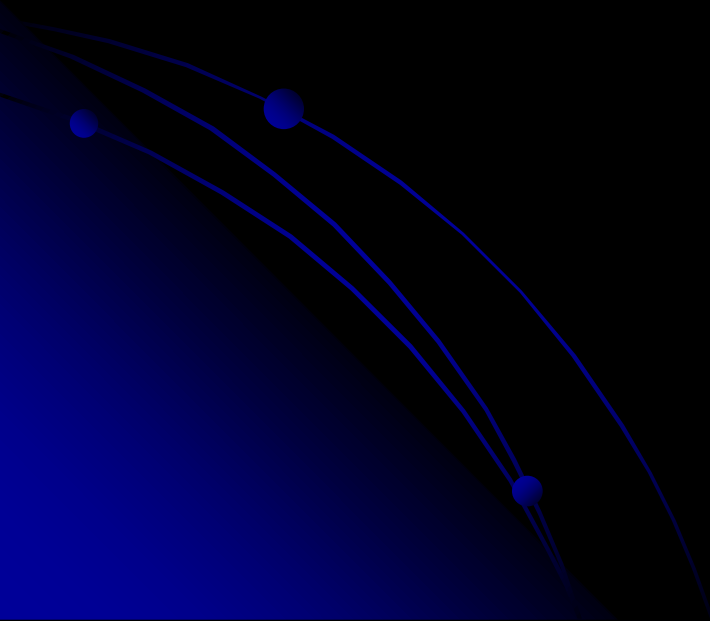


~ 13% of couples married in
the U.S. in 2005 . . .
. . .met online

~ 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?





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.”

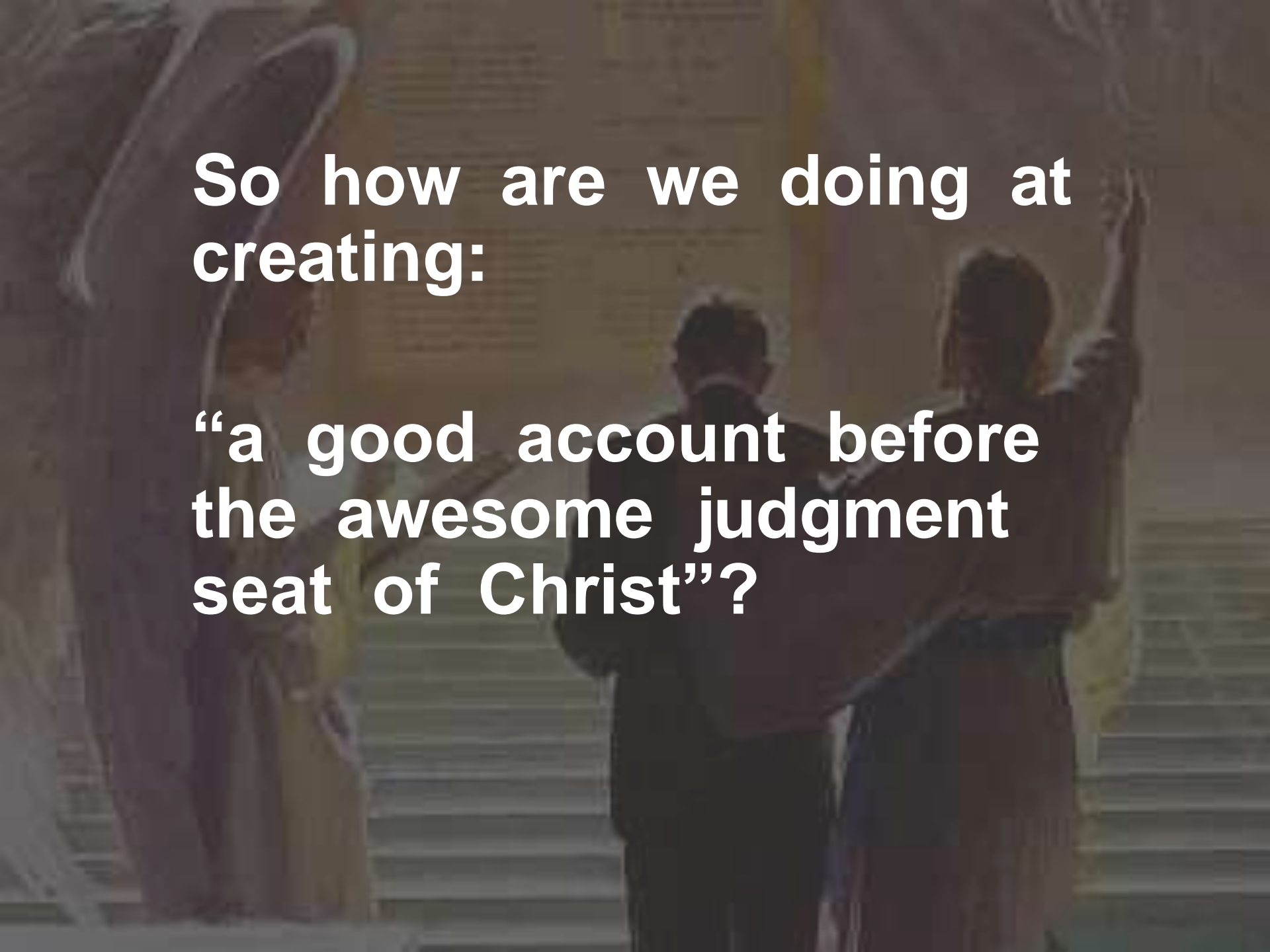


“Change before you have to.”





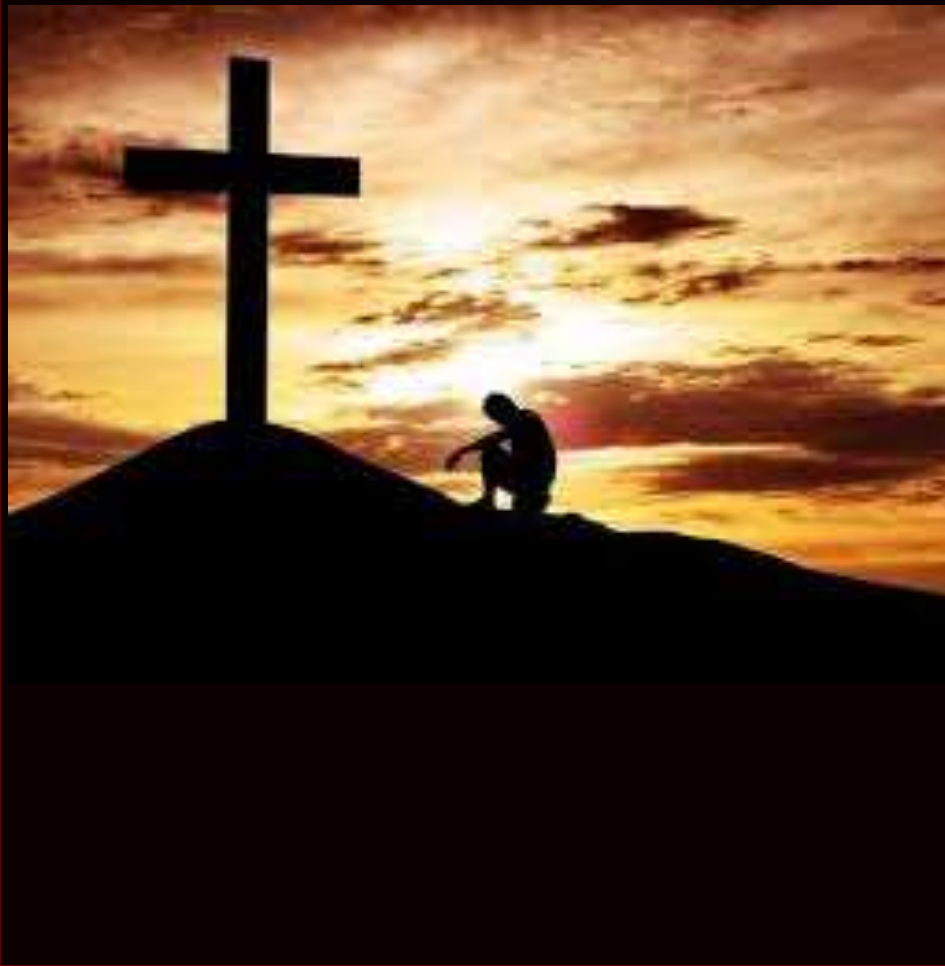
Leaders of a church will either be risk takers, or church caretakers who will eventually become its undertaker.

A dimly lit church interior with people standing in prayer. The scene is dark, with light filtering through windows, creating a solemn atmosphere. Several people are visible, some with their arms raised in prayer. The text is overlaid in white, bold font.

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

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

How Are We Doing Spiritually?



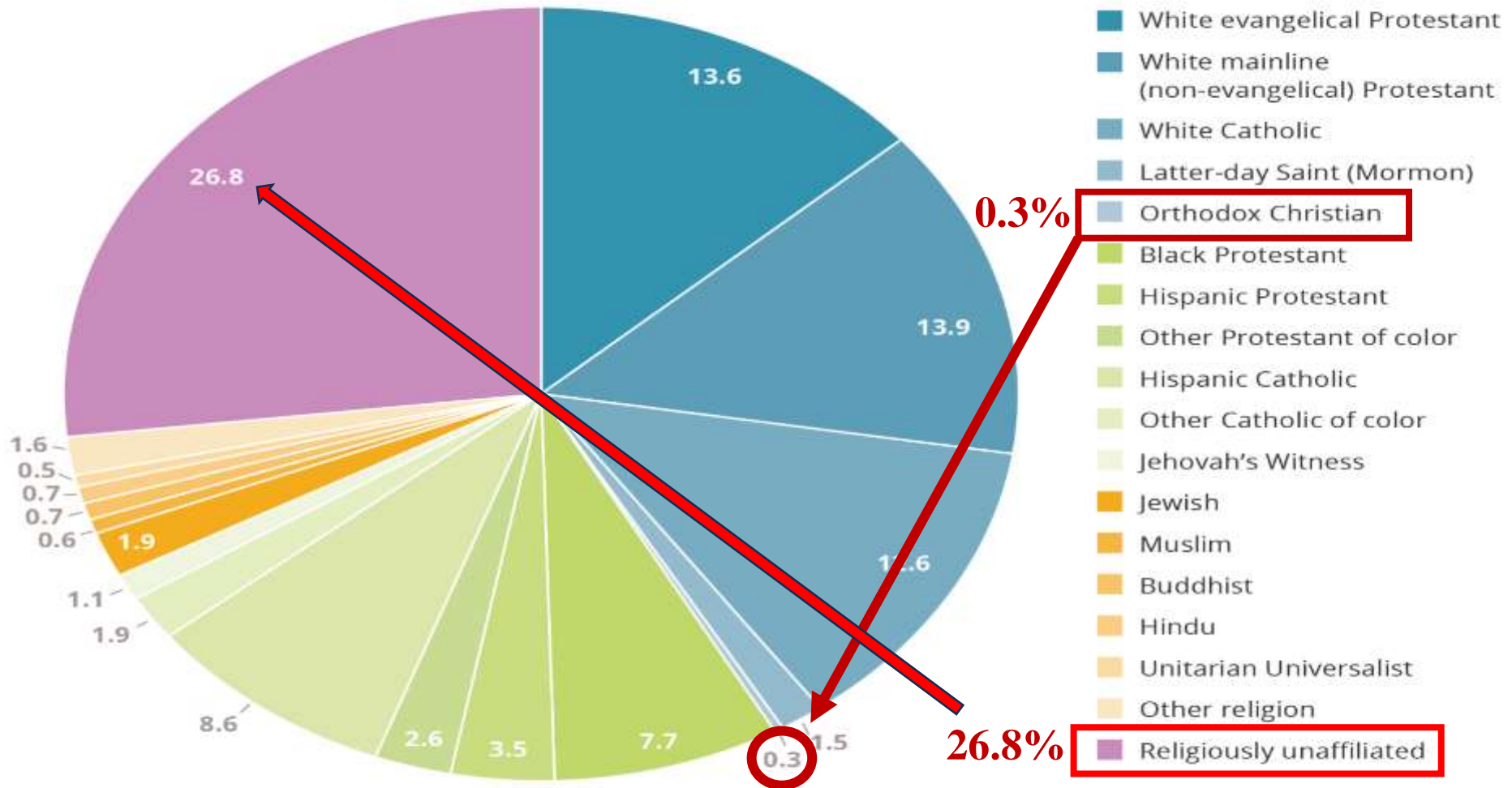
**IN GOD
WE TRUST
ALL OTHERS
MUST BRING
DATA**

Setting
the Stage
With The
Facts

Orthodoxy – A Rounding Error In The American Christian Landscape

FIGURE 1. The American Religious Landscape in 2022

Percent who identify as:

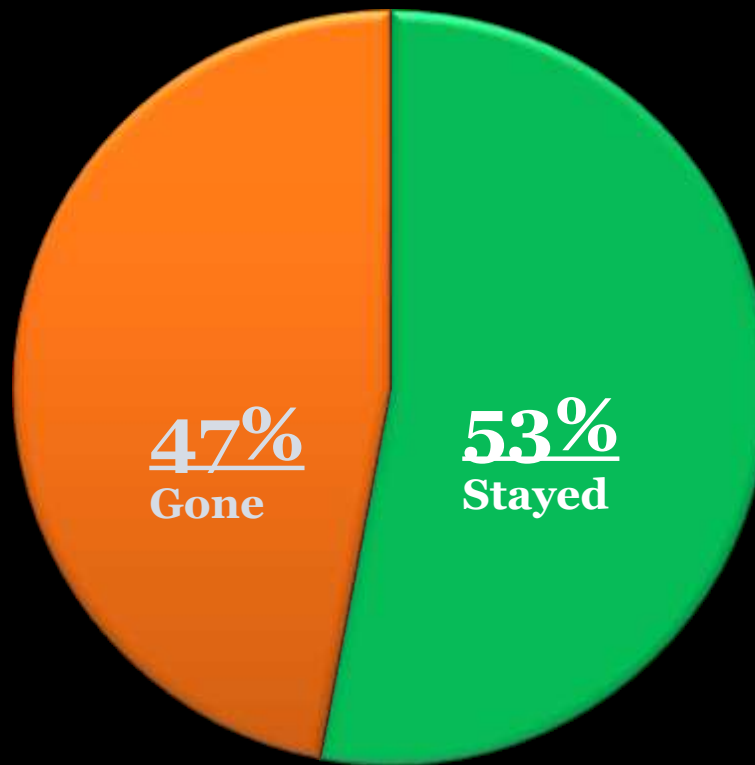


Source: PRRI 2022 American Values Atlas.

0.5% 100 years ago

26.8%

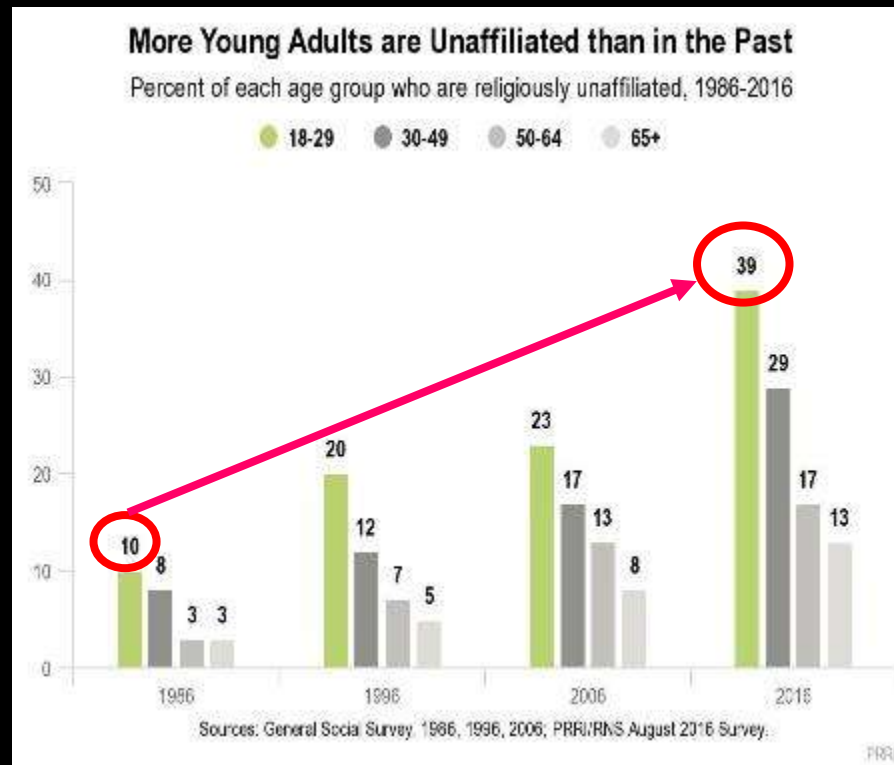
**47% of cradle Orthodox
adults have left the Church¹**



■ YES ■ NO

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

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



64% of youth drop out of church in their 20s

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

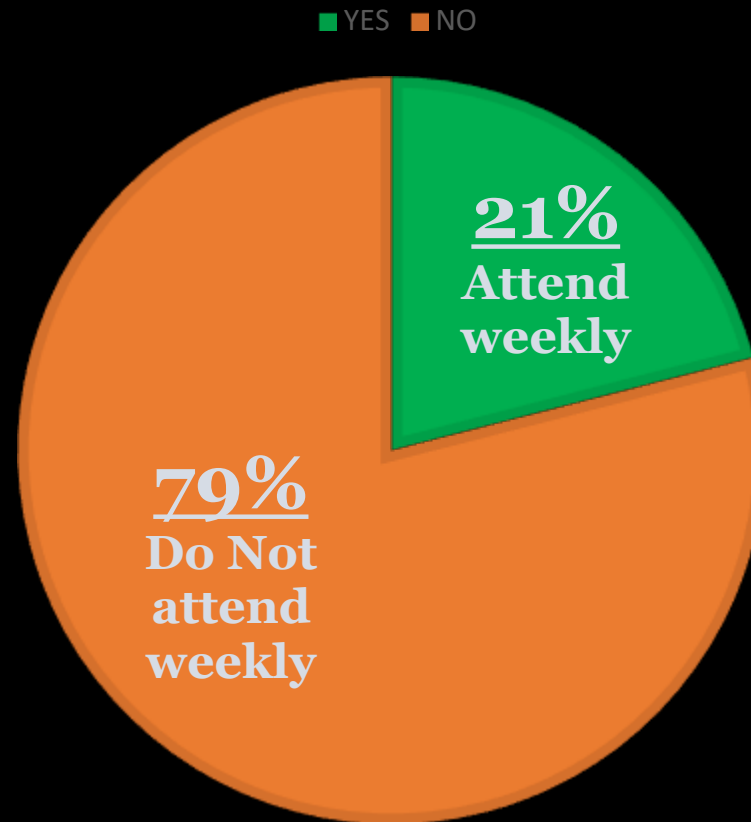
Barna



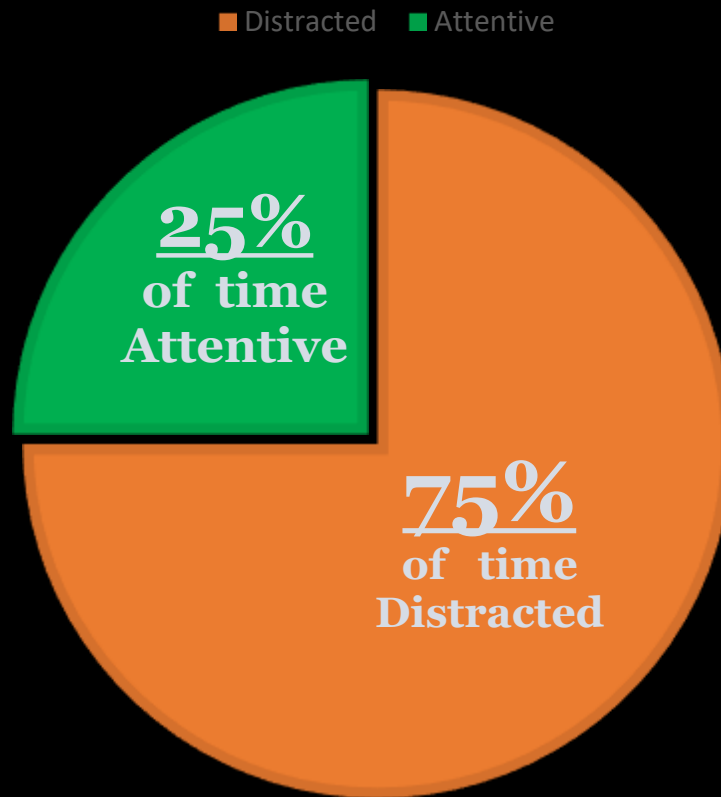
Church Dropouts



**21% of GOA adherents
regularly attend church services.**



Our minds wander \approx 75% of the time during church services.

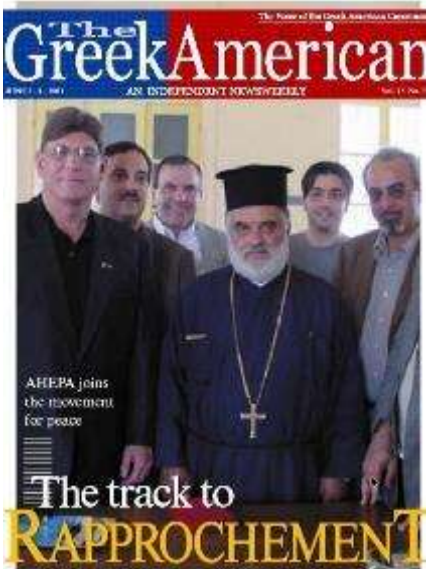


Which do you prefer from me now?



You Can't Out Greek Me!



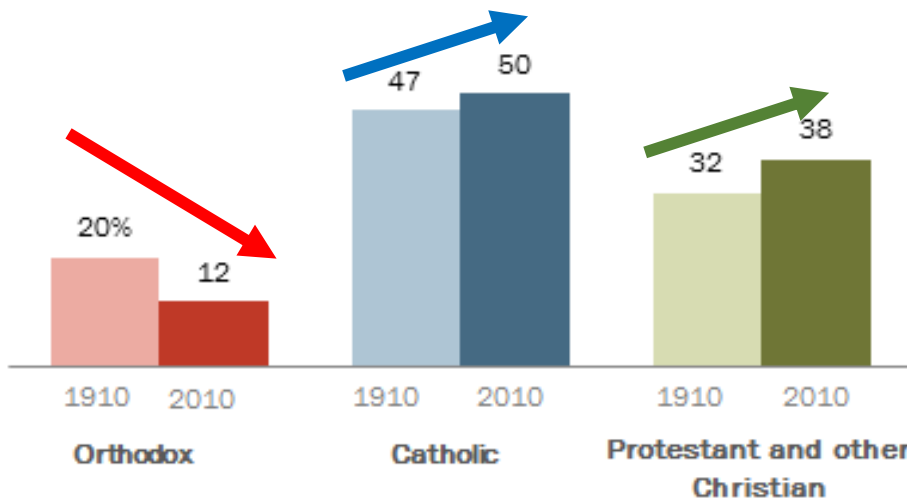


You Can't Out Greek Me!

Orthodoxy is Shrinking Globally Compared To Other Religions

Among Christians globally, Orthodox share falling, Catholic, Protestant shares increasing

% of world Christians who are ...



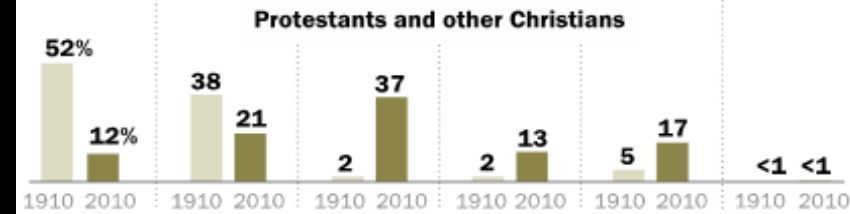
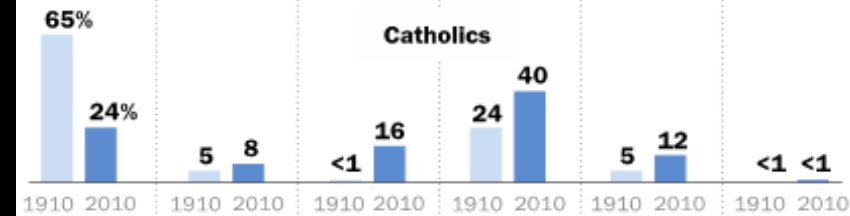
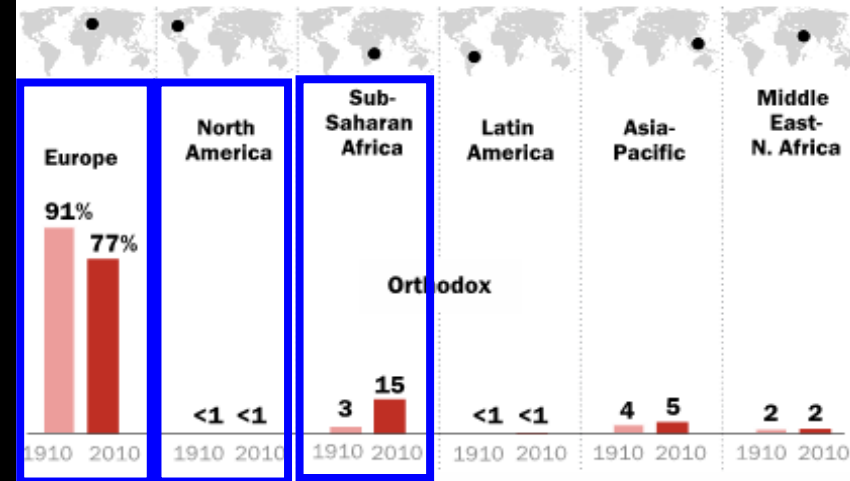
Note: "Protestants and other Christians" includes Mormons, Jehovah's Witnesses, Christian Scientists and other small Christian groups.

Source: 1910 data from World Religion Database. 2010 data from Pew Research Center analysis of censuses and surveys, originally published in 2011 report "Global Christianity." "Orthodox Christianity in the 21st Century"

PEW RESEARCH CENTER

A century ago, all three major branches of Christianity were concentrated in Europe. That is still the case for Orthodox Christians, but not Protestants and Catholics

% of each group living in each region, 1910 and 2010



Note: "Protestants and other Christians" includes Mormons, Jehovah's Witnesses, Christian Scientists and other small Christian groups.

Source: 1910 data from World Religion Database. 2010 data from Pew Research Center analysis of censuses and surveys, originally published in 2011 report "Global Christianity." "Orthodox Christianity in the 21st Century"

PEW RESEARCH CENTER

Orthodox Christianity in the 21st Century – Pew Research Center - November 8, 2017

<https://www.pewresearch.org/religion/2017/11/08/orthodox-christianity-in-the-21st-century>

FUTURE

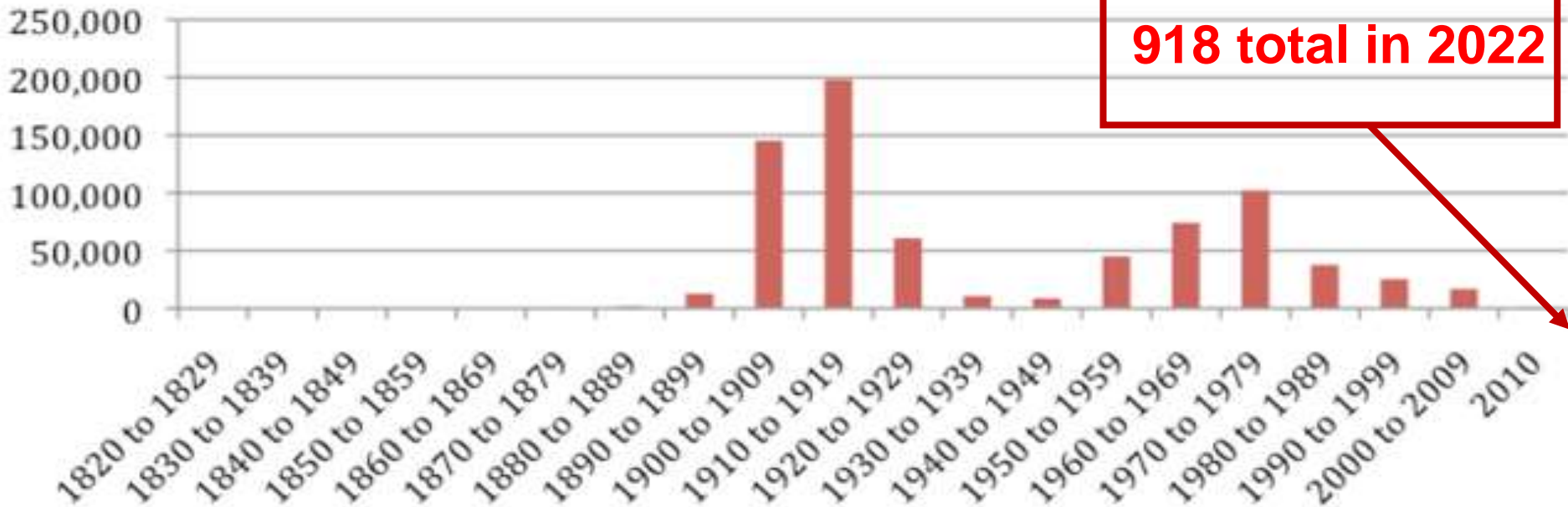


loading...

The Metamorphosis of the Greek

American Orthodox Church

Number of people from Greece obtaining legal permanent resident status 1820-2010



842 total in 2021
918 total in 2022

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
- ~ 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

U. S. Orthodox Christians PRE-COVID Giving Facts

~ top 1/4 in annual income

~ bottom 1/4 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

AMERICAN ORTHOSPHERE INCOME

AVG

- Stewardship **52%**
- Disguised Stewardship 20%
- N.O. (Non-Orthodox) Income **28%**



HOLY TRINITY INCOME TOTALS

2022

2021

- Stewardship 33%
 - Disguised Stewardship¹ 53%
 - N.O. (Non-Orthodox) Income 10%²
- 21%**
40%
39%

Most of your 2022 numbers and percentages are less predictive because you depend on your endowment¹ (disguised stewardship), had no festival² in 2022, and didn't pay Archdiocese allocation in 2022/2020.

Your Median Pledge Per
Steward Family =

\$390

Your Expense Budget Per
Steward Family =

\$4,304



Holy Trinity Donor Concentration

DEFCON 1



Top 9%

(10 stewards)

42% of stewardship

Top 18%

(20 stewards)

60% of stewardship



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

\$ 964,650

in total annual stewardship instead of only \$ 79,306

Here's How This Is Possible?

- Est. Median U.S. Orthodox Christians 2019 income = **\$81,750**¹
- **\$8,175** = a median income tithe
- If all 118 stewards (2021) earned the 2019 median and tithed, your stewardship income would = **\$964,650** instead of **\$79,306**
- What could you do with about **\$885,344** more?

¹ MEDIAN INCOME OF AMERICANS FROM HISTORICALLY ORTHODOX COUNTRIES = \$81,750

*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.*

Where Are We Now On This Journey?

\$8,175 = est. 2019 tithe based median Orthodox income

0.5% = est. Holy Trinity parishioner giving based on median U.S. historically Orthodox income

\$2,584 = est. tithe based on median Jefferson County income of \$25,843

1.5% = est. Holy Trinity parishioner giving based on median Jefferson County County income



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)



If Holy Trinity GOC ceased to exist, would anyone in the Steubenville area notice?



AUDIENCE PARTICIPATION TIME!

**What Is The Single Biggest
Challenge Facing Your Parish?**

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

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.

...if you find yourself blaming the people, you should look again.”

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

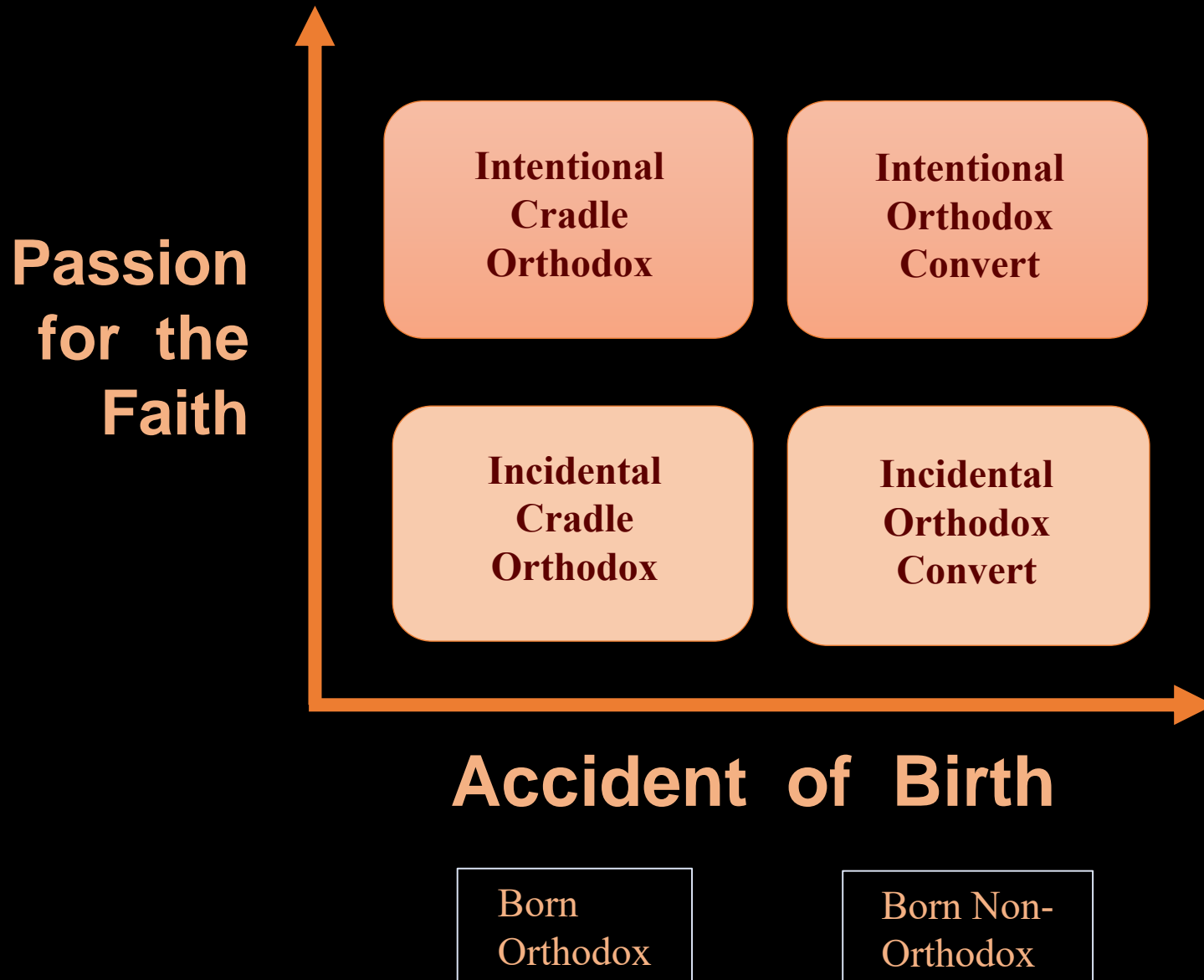


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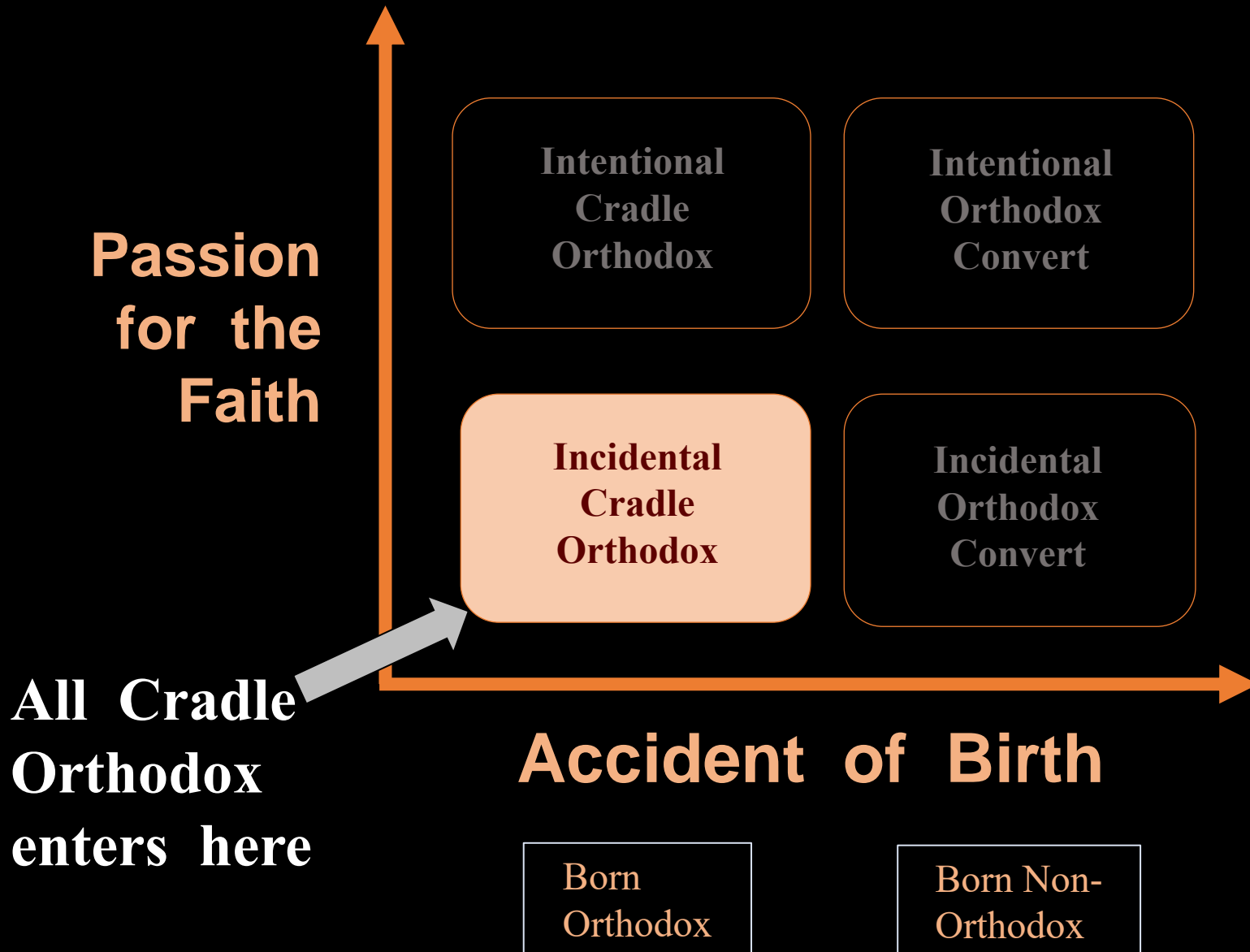
The Orthodox Church
Demographic
Makeup Has
Changed
Significantly Over
The Last 15
Years



4 Kinds of U.S. Orthodox Christians



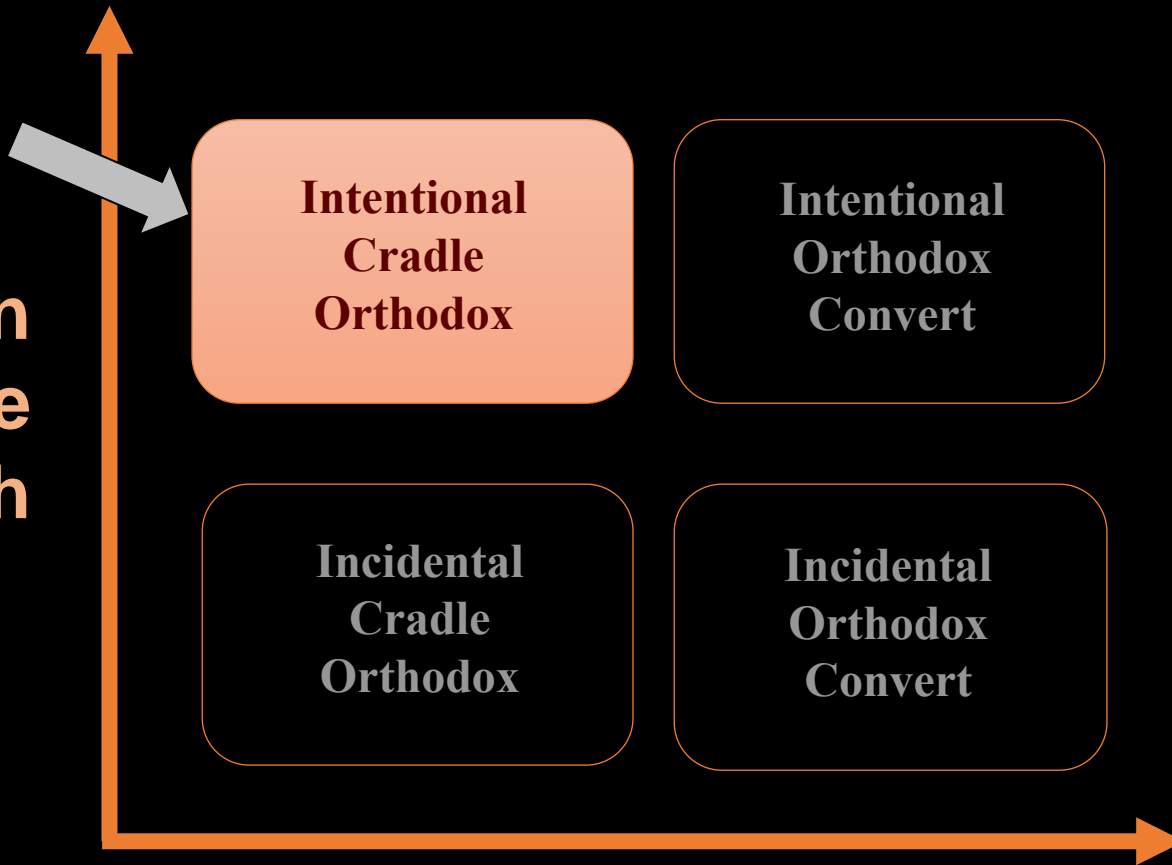
4 Kinds of U.S. Orthodox Christians



4 Kinds of U.S. Orthodox Christians

Kids of
converts &
few Cradle
Orthodox

Passion
for the
Faith

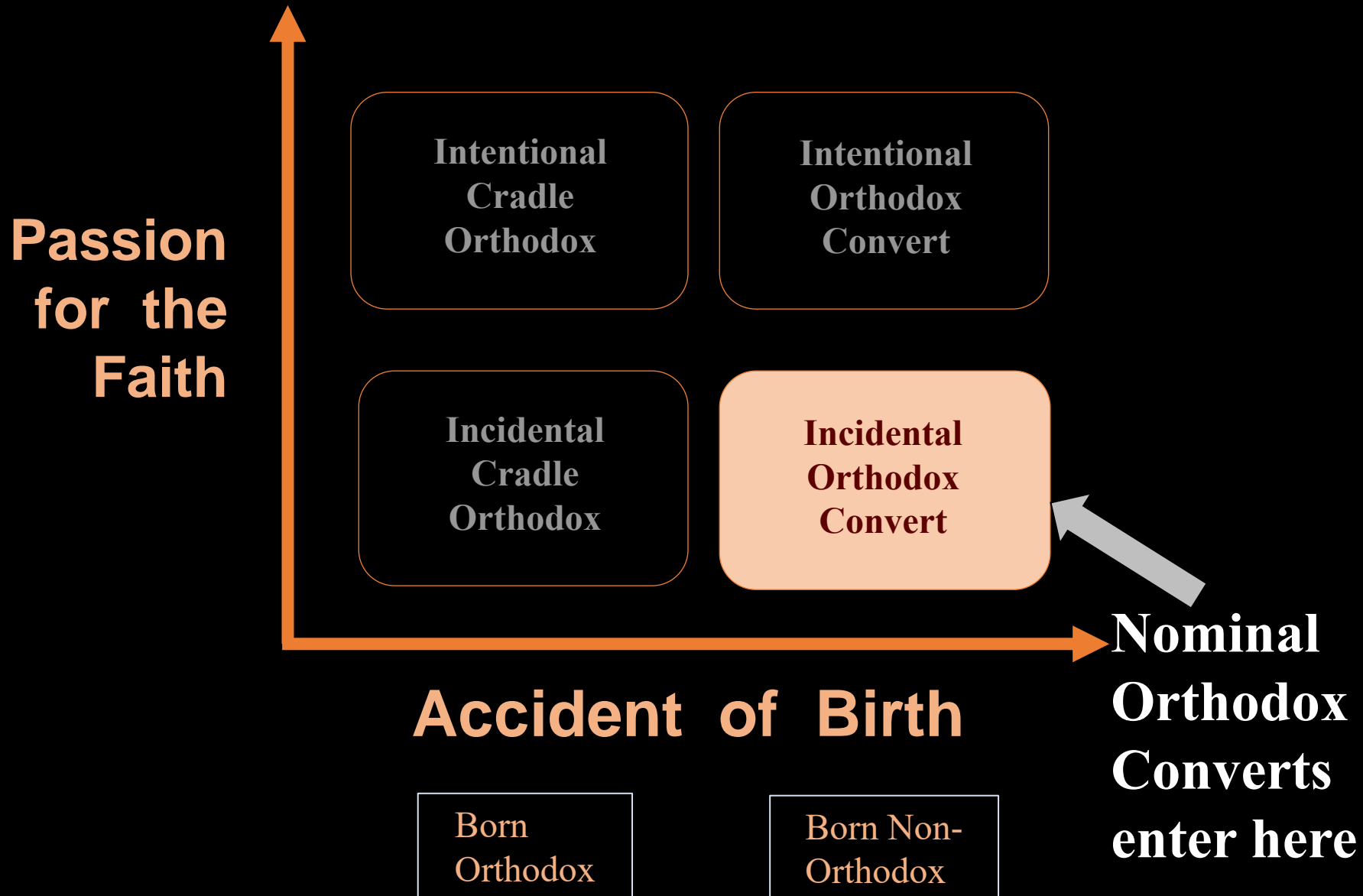


Accident of Birth

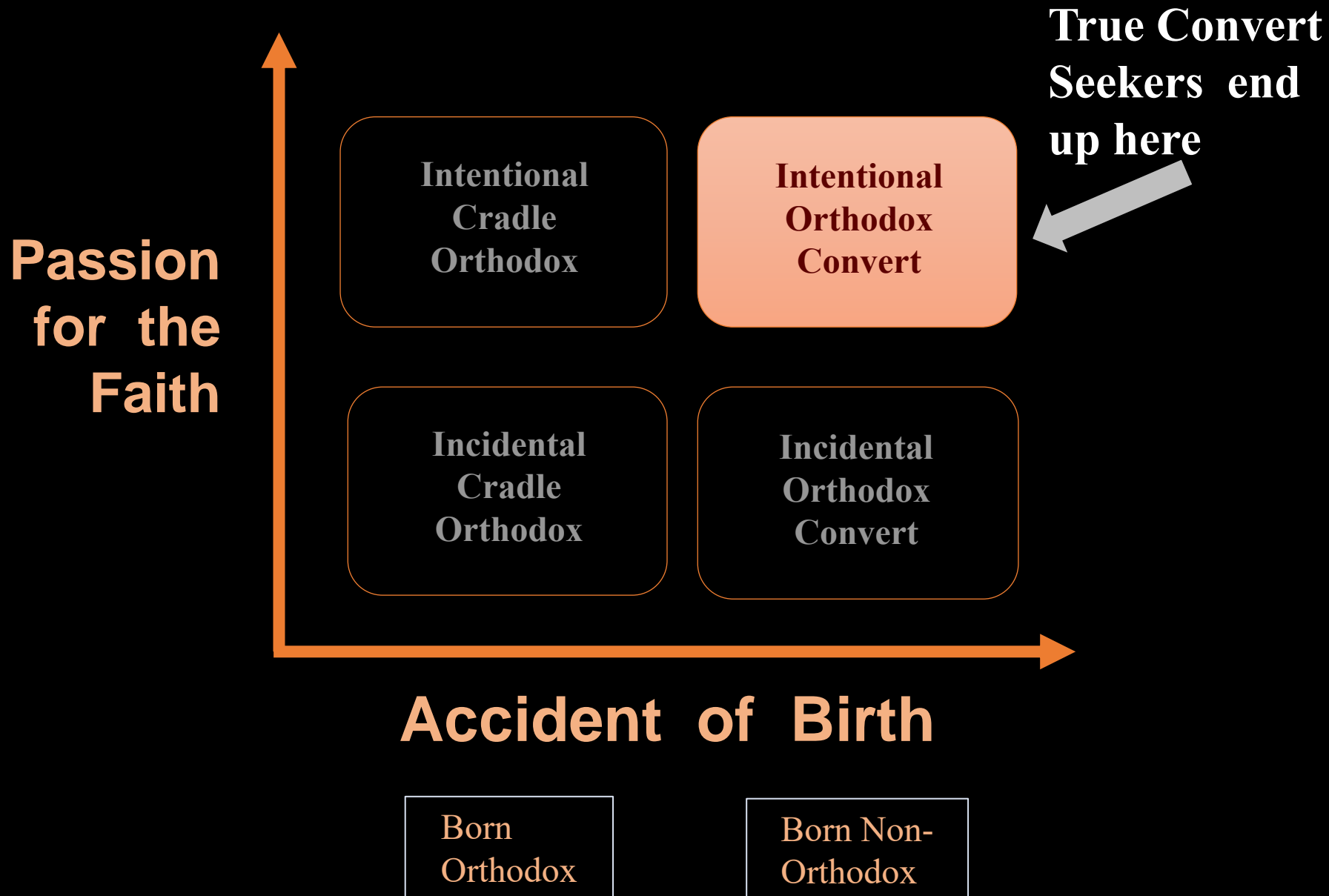
Born
Orthodox

Born Non-
Orthodox

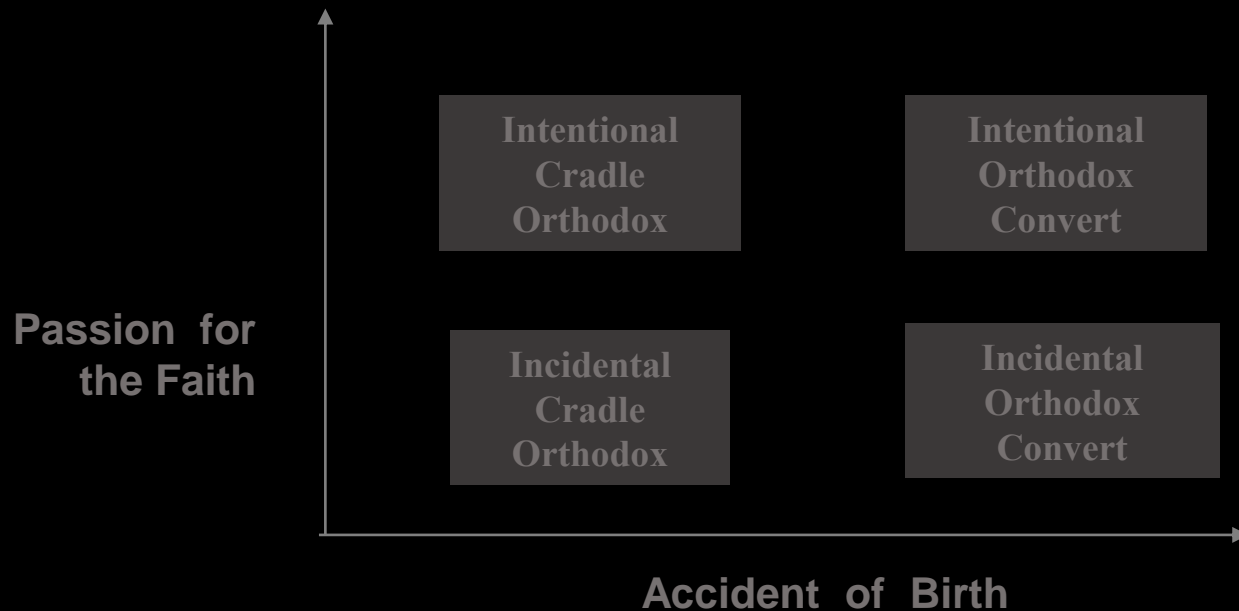
4 Kinds of U.S. Orthodox Christians



4 Kinds of U.S. Orthodox Christians



We now need 4 different strategies to effectively reach all of our different parishioners



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



Henry Ford

A silhouette of a person sitting on a path that leads towards a sunset. The person is seen from behind, sitting on a light-colored path that recedes into the distance. The sky is a mix of deep blue and orange, with some clouds. The overall mood is contemplative and serene.

WHY are you here?



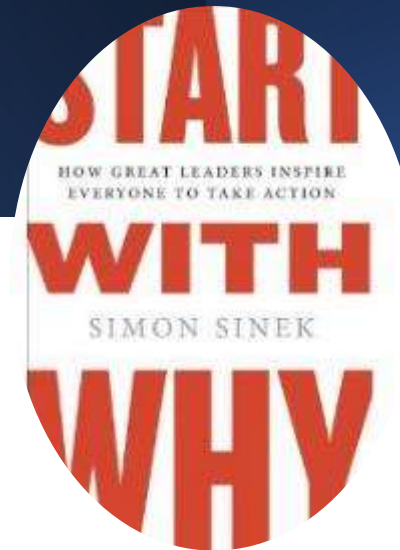
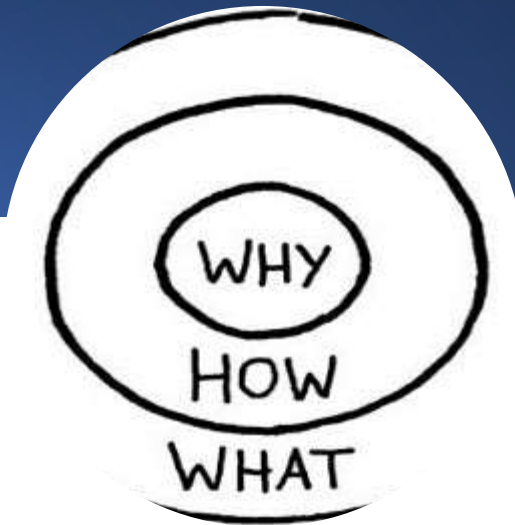
“I beg you to walk worthy of the calling to which you have been called.”

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

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



Over 54,212,375 views

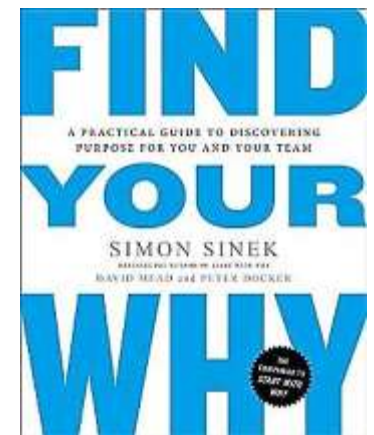
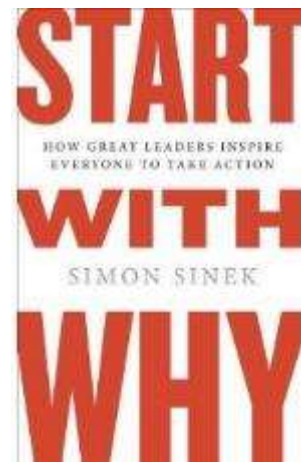
http://www.ted.com/talks/simon_sinek_how_great_leaders_inspire_action.html

“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





“The goal is not to attract people who need what you have. The goal is to attract people who believe what you believe.”



Welcome!
To Sts. RNI Greek Orthodox Church

WHY Statement

**To welcome all on a
transformational
journey to a life of
purpose and salvation.**

ST. NICHOLAS GREEK
ORTHODOX CHURCH

WHY Statement

**To share love, spread
joy, instill hope, and live
with purpose.**



STEWARDSHIP
CALLING

WHY Statement

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

My WHY Journey

Joey Asher's book Even A Geek Can Speak, included my 1981 WHY Statement as a lawyer



Elevator Pitch to Prospects

What is a sales prospect interested in? Solutions to problems. With that in mind, your elevator pitch to a sales prospect should highlight how your product serves or solves your client's problems.

Bill Marianes is a transactional attorney with the law firm Troutman Sanders in Atlanta. When people ask him what he does for a living, he says "I'm a problem solver and dream facilitator." That's appropriate, because when people come to see a lawyer, he says, they either have a problem or something they want to accomplish. After hearing the Marianes elevator pitch, prospective clients are always lured into asking him more detail about what he does.

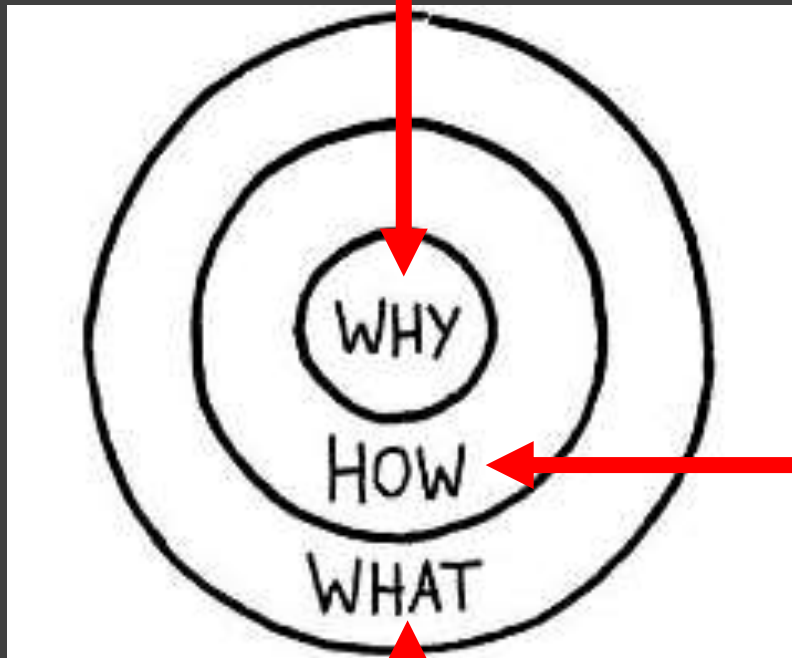
He never responds to the question, "What do you do?" with "I'm an attorney." That kind of response, he says, means, "I'm stuck with whatever box they put all the attorneys and lawyers in. I don't have a chance to distinguish myself."

"I'm a problem solver and dream facilitator"

WHY

Why do we exist and do what we do?

The intersection of WHY with Strategic Planning



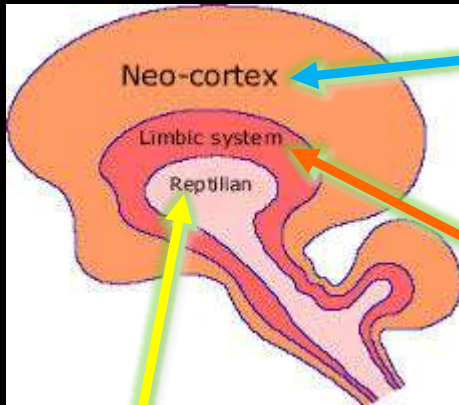
Vision / SAFs

Where are we going and how will we get there?

Mission

What do we do?

Human Brain



**The Neo-cortex “Thinking” brain
(where all language gets processed)**

**The Limbic “Feeling”
brain (it has no
capacity for language)**

**The Reptilian “Acting”
brain (it drives action)**

THE NEW BRAIN
RATIONAL

THE MIDDLE BRAIN
EMOTIONAL

THE REPTILIAN BRAIN
INSTINCTUAL

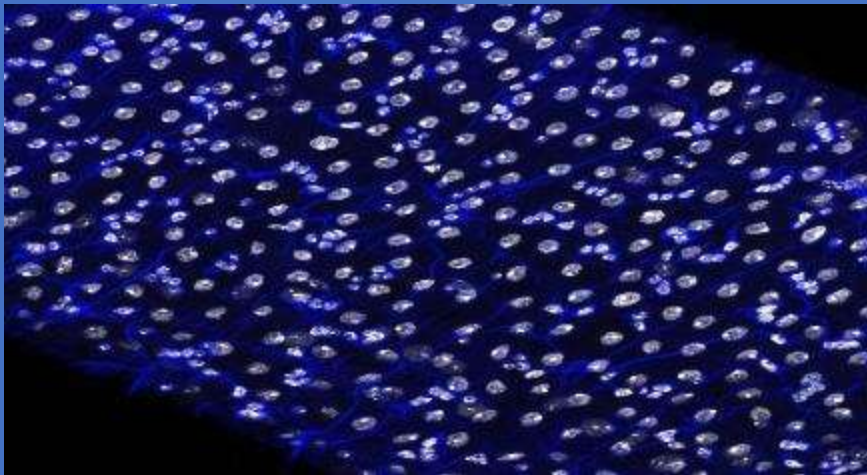


Your Second Brain¹

“The 2nd brain informs our state of mind...”

The enteric nervous system
 (“second brain”) in our gut has
 100+ million neurons

*“A big part of our emotions are
 probably influenced by the
 nerves in our gut...”*



¹ The Second Brain (HarperCollins) Dr. Michael Gershon, Chairman Department of Anatomy and Cell Biology at New York–Presbyterian Hospital/Columbia University Medical Center

² Pictures of midgut enteric neuron system taken from PhD dissertation of Dr. Alexis Marianes –“*How to bust a gut: physiological and stem cell compartmentalization in the Drosophila midgut*” - Johns Hopkins University (2013)

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



"People with passion can change the world for the better." Steve Jobs

"There is no passion to be found playing small - in settling for a life that is less than the one you are capable of living." — Nelson Mandela

3 Critical Actions





3 Critical Actions



STEWARDSHIP
CALLING

Accept

that GOD is in control



Listen

to all of God's messengers



Assess

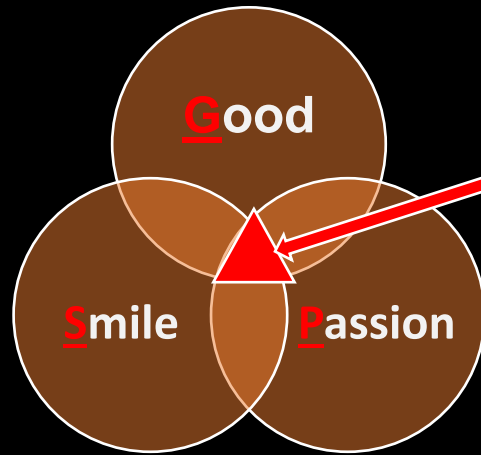
The meaning of your big life events
(connect dots of your life)

3 Critical G.P.S. Questions





3 Critical Questions



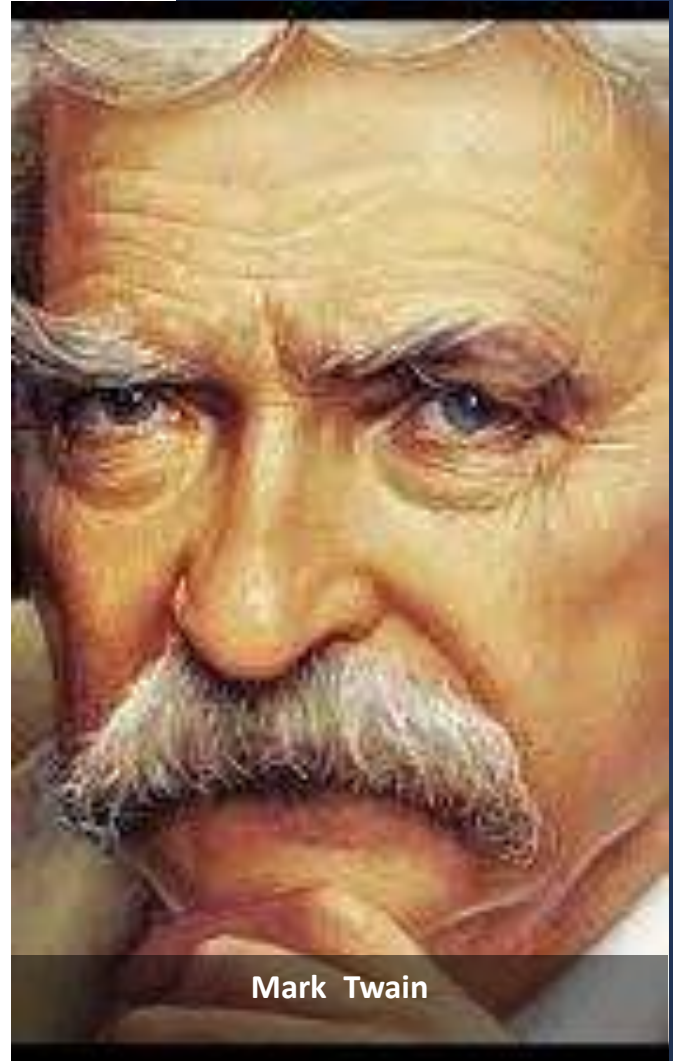
**Your
G. P. S.
WHY**

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:

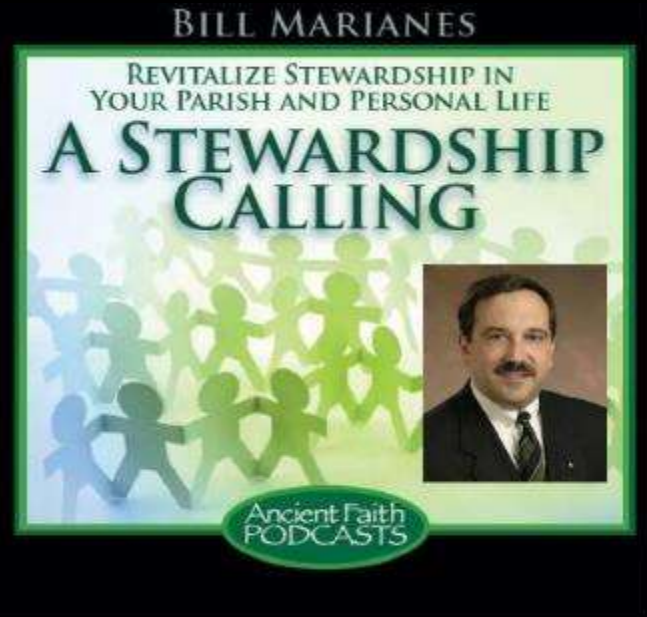
First, the day you were born; and

Second, the day you figure out why.”



Mark Twain

“The Orthodox ~~Wise~~ WHY Guy”



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>

So do you know WHY You Are Here?

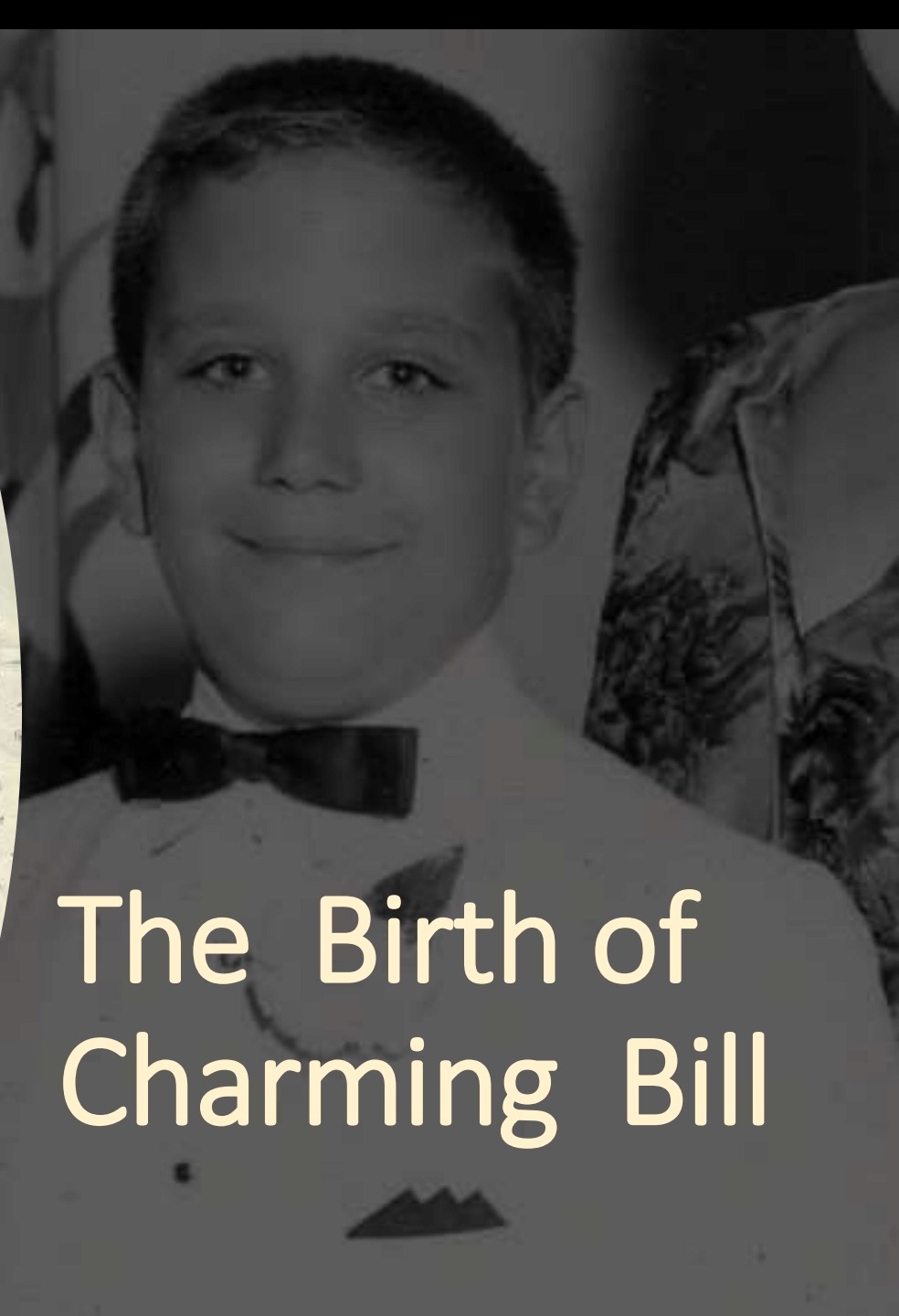




Once You Know Your WHY And Core Values,
Life Becomes Much Easier To Live

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





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:**

Opening Salvo



HEY'

HOW YOU DOING?

“Thank God, I’m great!”



My Parting Shot

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.



**Darkness
is not a
thing.**



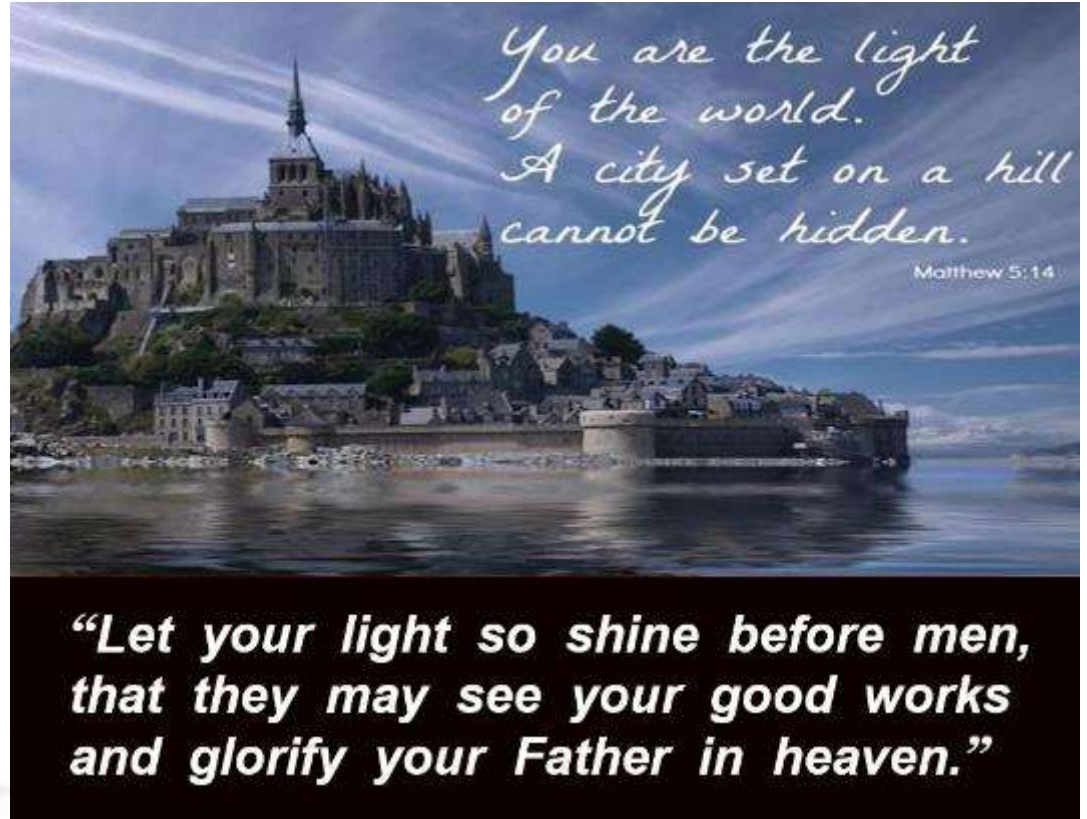
**It's merely
the absence
of light**

**You can be
a Human
Light Bulb**

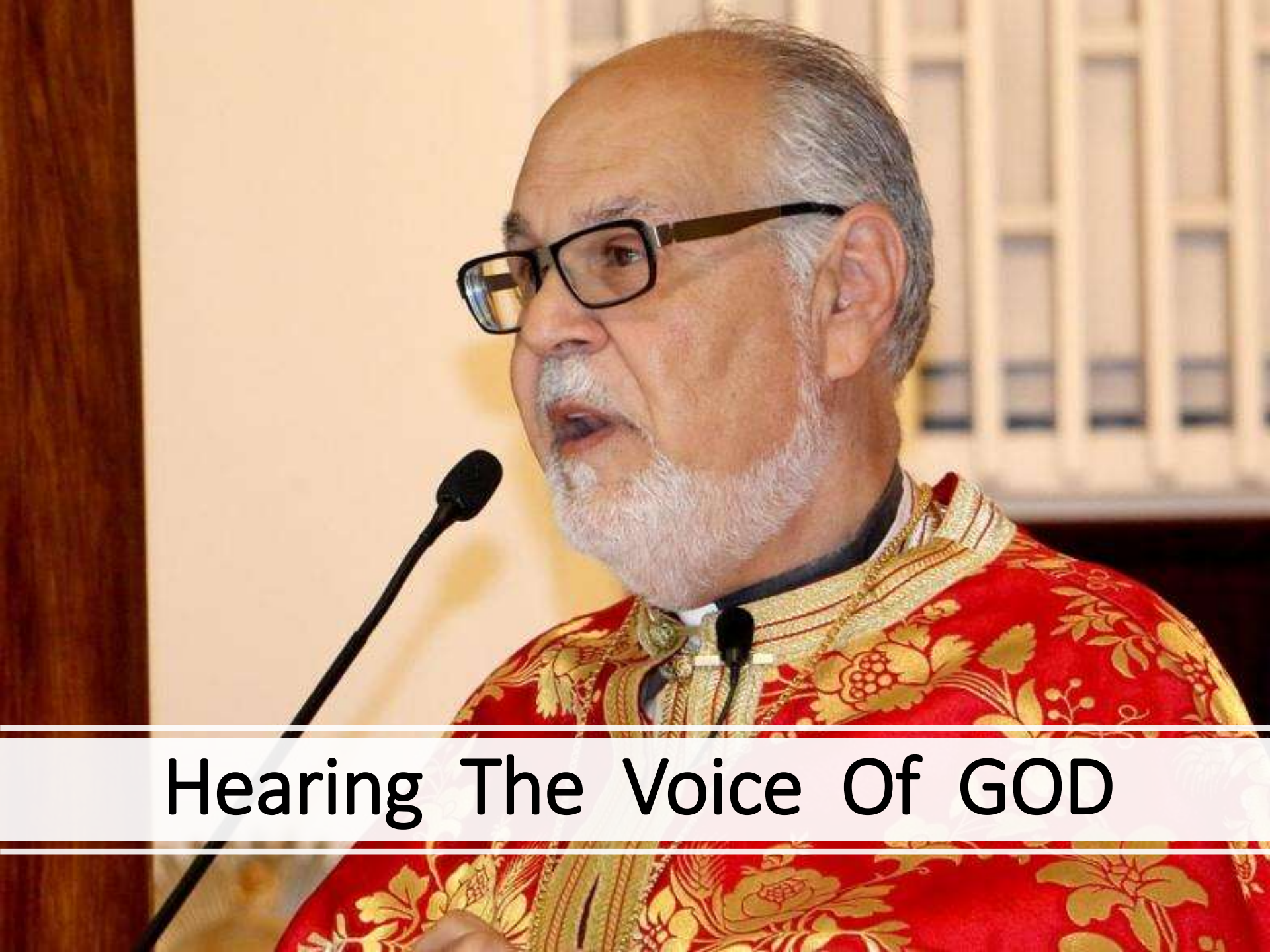




Be A Human
Light Bulb



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



Hearing The Voice Of GOD

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 !





“I Want What She’s Having.”

A portrait of Clayton Christensen, a man with glasses, wearing a dark suit, light blue shirt, and patterned tie. He is smiling. The background is a dark blue world map with a bright blue horizontal light streak across the middle.

Clayton Christensen

Harvard Business School

The Importance of Religion

Now What?





2. What should we do?

The Three E (+ S) Model

Education (Schooling)

Engagement (Stewardship)

Evangelism (Service)



2. What should we do?

The Three E (+ S) Model

Education (Schooling)

Engagement (Stewardship)

Evangelism (Service)

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

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

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



**Strategic Planning
Education Goal
Examples**

Religious Education SMART Goal

Within 36 months we will research, develop, and implement best practices and effective adult and youth “Religious Education Programs” in each of the following six areas with a comprehensive communications plan where:

1. We will achieve the following “Religious Education Targets” for the Religious Education Programs:
 - (a) At least 50% of parish youth in year 1, and at least 75% of parish youth in year 2, will complete a revamped full academic year “Youth Sunday School Program” and achieve measurable outcomes identified in step 2 of the Action Plan;
 - (b) At least an average of 15% of parishioners in year one, and at least 25% of parishioners in year 2, will participate in at least two new quarterly “Parish Life Education Program” dinner series with dynamic presenters and discussion groups (the “Parish Life Program”);
 - (c) A new “Small Group Ministry” will actively engage at least 3 small groups of parishioners meeting at least monthly in year 1, and at least 10 small groups of parishioners meeting at least monthly in year 2, where they will discuss spiritual growth, religious education, and personal growth topics.
 - (d) A bi-weekly adult “Bible Study Program” will be offered each year over four distinct modules of sessions live, via Zoom, and recorded with at least 15% of parishioners completing at least half of the four modules in year one, and at least 25% of parishioners completing at least three of the four modules in year two.
 - (e) A parish “Religious Education Media Center” will be created that engages at least 50% of parishioners at least weekly by providing on the parish website, email, text messaging and social media and other platforms at least 90 items of religious education and spiritual growth content over the course of each year with specific metrics of delivery, opening, viewing, reading, and engaging to be determined in step 2 of the Action Plan.
 - (f) Within twelve months, the parish will implement a “Congregational Singing Ministry” to more fully engage parishioners in liturgical life by singing during the Divine Liturgy.
2. In addition to the above Religious Education Programs, within 26 months, we will research and begin to implement some form of “Parochial School Program” which can include either creating a more engaging interactive partnership with the Holy Trinity Academy in Warren, Ohio, St. Constantine School in Houston, TX, some other Orthodox parochial school, or developing a separate parish plan for its own parochial school.

Religious Education SMART Goal 2

We will research, develop, and implement a best practices and effective adult and youth Religious Education Program (the “Religious Education Program”) with a comprehensive communications plan that will achieve the following “Religious Education Targets” within 35 months:

(a) at least 80% of parish youth will complete a revamped full academic year **Sunday School program** each year;

(b) A religious education and program and dinner (with content for adults and youth) will be offered bi-weekly with at least 120 people attending each month (the “**Parish Life Program**”);

(c) A “**Small Group Religious Education Ministry**” will actively engage at least 60 parishioners in small group programs at least every month; and

(d) A “**Religious Education Content Program**” will deliver videos, audio recordings, and written religious educational materials to all parishioners at least weekly and be published on the parish website and social media platforms with specific metrics deliver/open, view/read, completion/engagement rates that each show at least a 10% increase per quarter, growing over time in an amount to be determined in step 6.



Religious Education S.M.A.R.T. Goal




We will research, develop, and implement best practices and effective adult and youth “Religious Education Programs” with a comprehensive communications plan that will achieve the following “Religious Education Targets ” within 36 months:

- (a) Develop, distribute, and publish on extensive media outlets a wide variety of religious educational materials that achieve designated interaction metrics growing at least 10% per quarter (“**Online Program**);
- (b) at least 90% of parish youth will complete a revamped full academic year “**Youth Religious Formation and Education School Program**” each year and achieve measurable outcomes identified in step 2 of the Action Plan;
- (c) at least 50% of parish adults will complete a new “**Adult Religious Formation and Education Program**” each year and achieve measurable outcomes identified in step 2 of the Action Plan; and
- (d) establish a quarterly dinner “**Parish Life Education Program**” with dynamic presenters in which at least an average of 25% of parishioners participate in each quarterly program during complete implementation year 1, and at least an average of 40% of parishioners participate in each quarterly program during complete implementation year 2.

A group of diverse people, including men and women of various ethnicities, are sitting around a table in a kitchen-like setting. They are engaged in conversation and reading books. The scene is dimly lit, with a dark overlay. The text is overlaid in white, bold font.

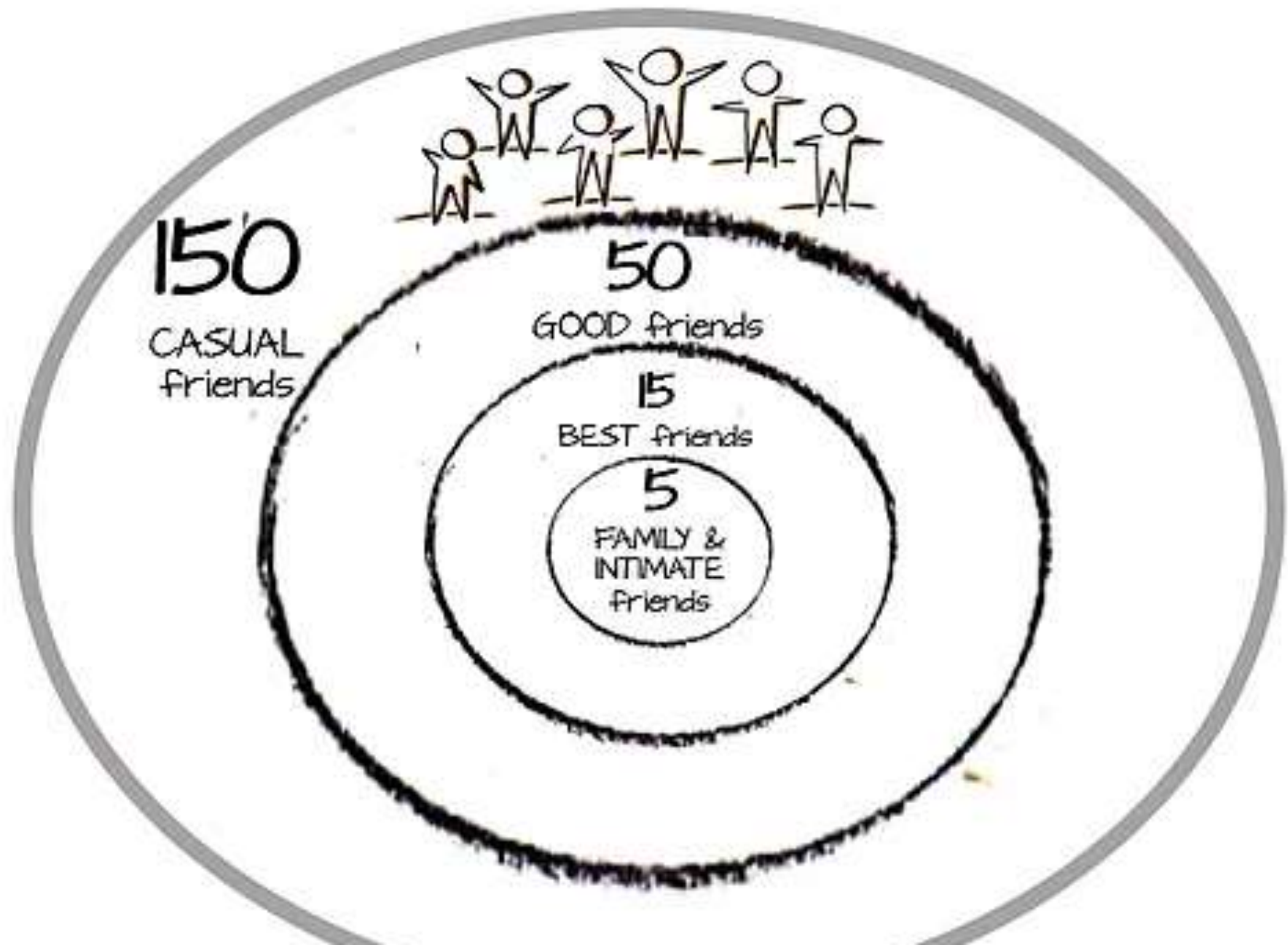
Transformational Small Group Ministry

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.

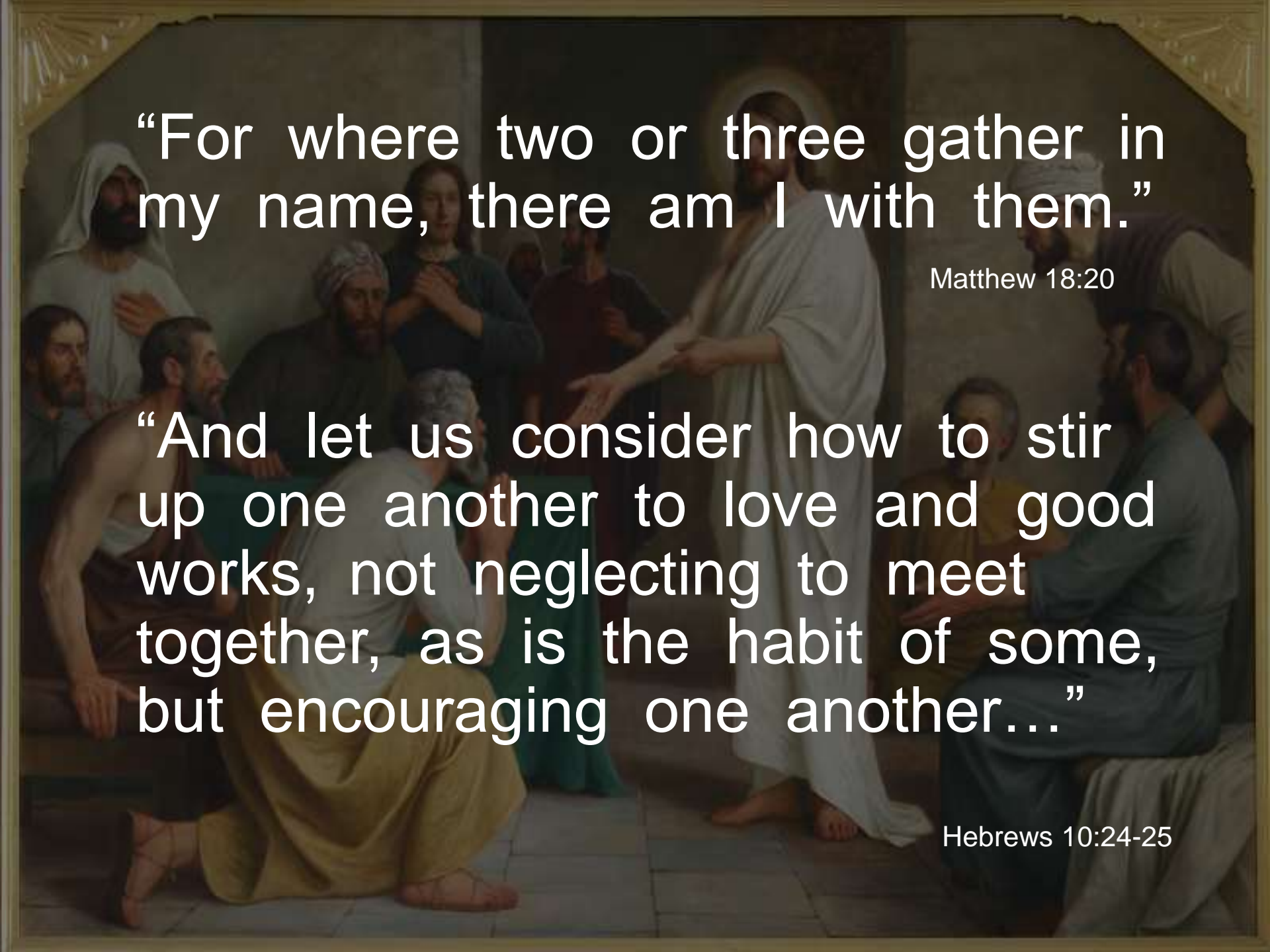
“The bigger a church gets, the smaller it must become!”

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...”

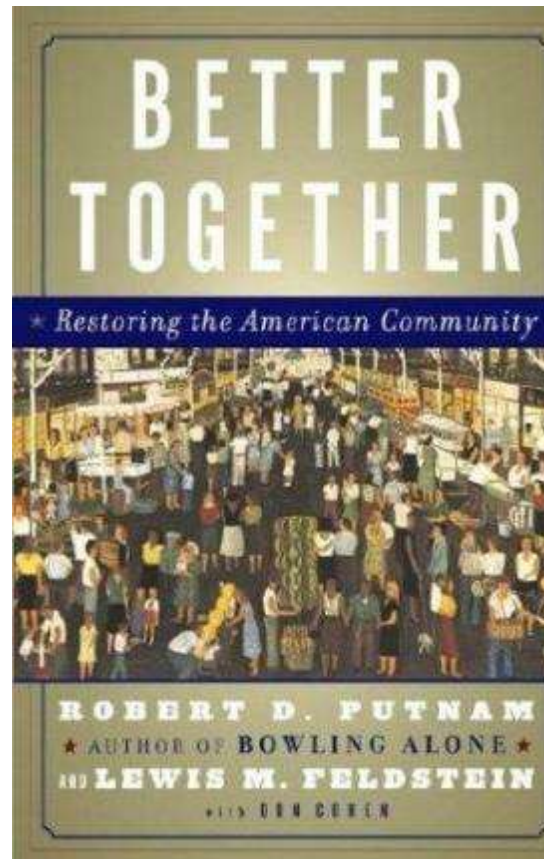
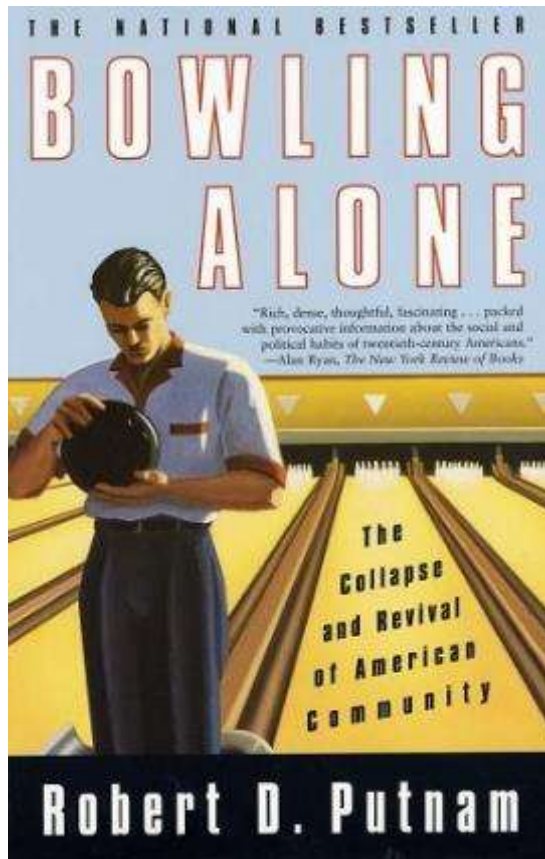
Hebrews 10:24-25

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

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

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”)

“If you keep doing
what you’ve
always done,
you’ll keep getting
what you’ve
always got.”

Henry Ford





2. What should we do?

The Three E (+ S) Model

Education (Schooling)

Engagement (Stewardship)

Evangelism (Service)

**“We make a
living by what
we get.**

**We make a life
by what we
give.”**

Sir Winston Churchill



The
Big
Idea



Create a Culture of Engagement

The
Big
Idea



W²

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



The Power of E³
Engagement
Education &
Evangelism



The
Big
Idea

Copyrighted Material
GALLUP PRESS

GROWING
— AN —
ENGAGED
CHURCH

HOW TO STOP
"DOING CHURCH" AND START
BEING
THE CHURCH AGAIN

ALBERT L. WINSEMAN

Copyrighted Material

Church Engagement

Spiritual commitment is the result of one big overlooked factor:

parishioner engagement.

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



Church Engagement

“churches with engaged members are:

1. have a higher percentage of spiritually committed individuals

2. better able to:
 - (a) carry out their missions,
 - (b) attract more new people,
 - (c) fund new all operations and new ventures; and





How much members give...
How many hours they volunteer...
How often they invite others...
...is more dependent on engagement than on any other factor.”

Church Engagement

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



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?

The screenshot shows the website's navigation menu with tabs for: WHY ARE YOU HERE?, EFFECTIVE CHURCH MODEL, **STEWARDSHIP**, STRATEGIC PLANNING, INTERNET RADIO / PODCASTS, KEYNOTES & LEADERSHIP, BLOG, RESOURCES, STEWARDSHIP TRAINING VIDEOS, PERSONAL, and HAGIA SOPHIA. Below the menu, there is a banner for the 'Metropolis of San Francisco - Igniting the Flame of True Christian Stewardship Program' with a video player. The main content area features a section titled 'Stewardship Calling Culture of True Stewardship Best Practices' with a list of five sessions:

Session 1 - September 1, 2020	Session 2 - September 15, 2020
<ol style="list-style-type: none">1. Facts & Figures2. Science of Generosity Studies3. Understanding True Stewardship	<ol style="list-style-type: none">1. Leadership Alignment2. Tithing and Percentage Giving3. Increasing Engagement
Session 3 - September 29, 2020	Session 4 - October 13, 2020
<ol style="list-style-type: none">1. Welcoming2. Thanking3. Youth Stewardship4. Small Groups	<ol style="list-style-type: none">1. Effective Messaging2. Campaigns (Stewardship, Capital & Planned Giving)3. Transparency & Accountability4. Stewardship Team
Session 5 - October 27, 2020	
Questions & Answers	

Stewardship Tab

Metropolis of San Francisco Page

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

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.”**

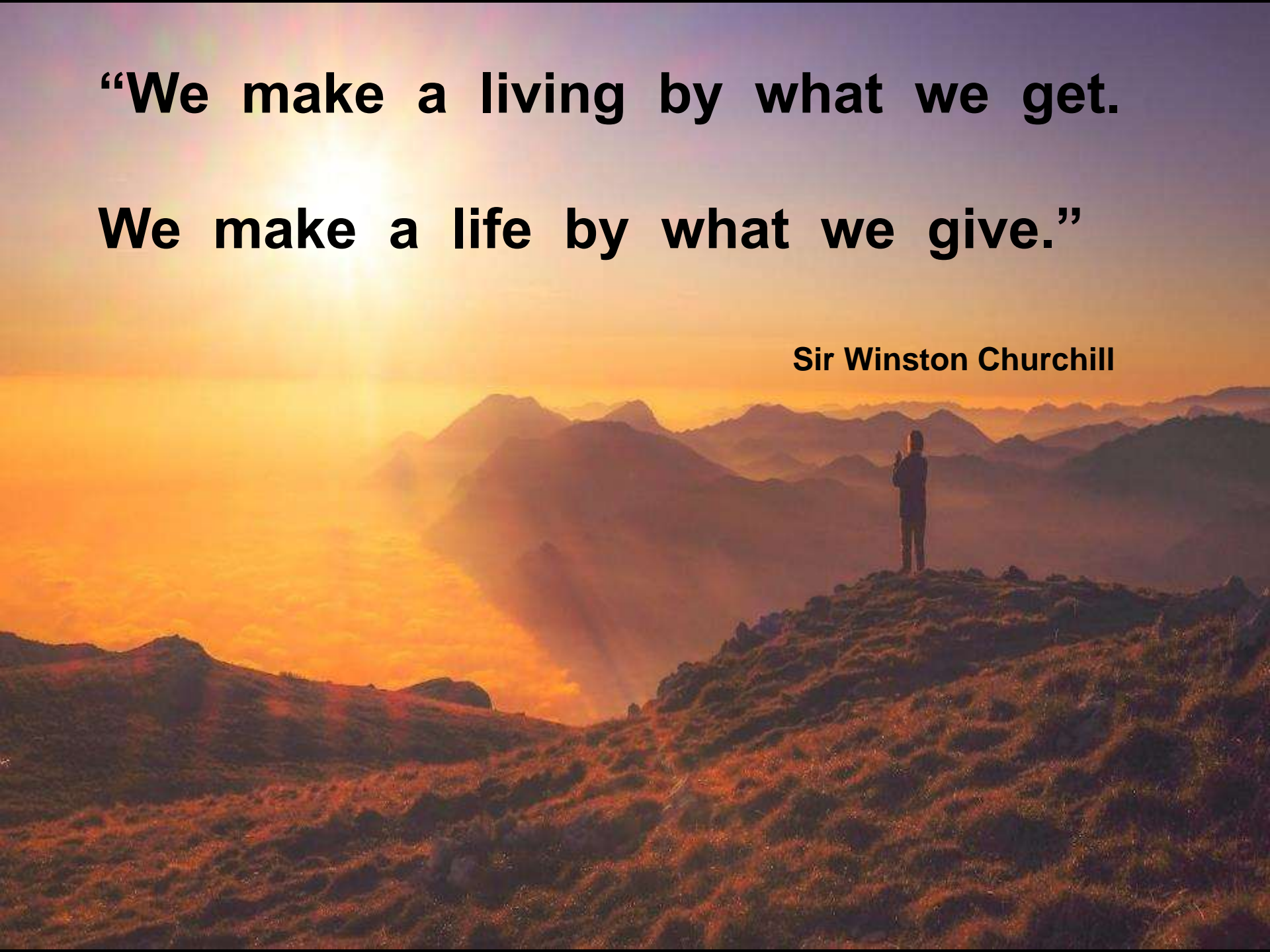
(Deuteronomy 16:17)



“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

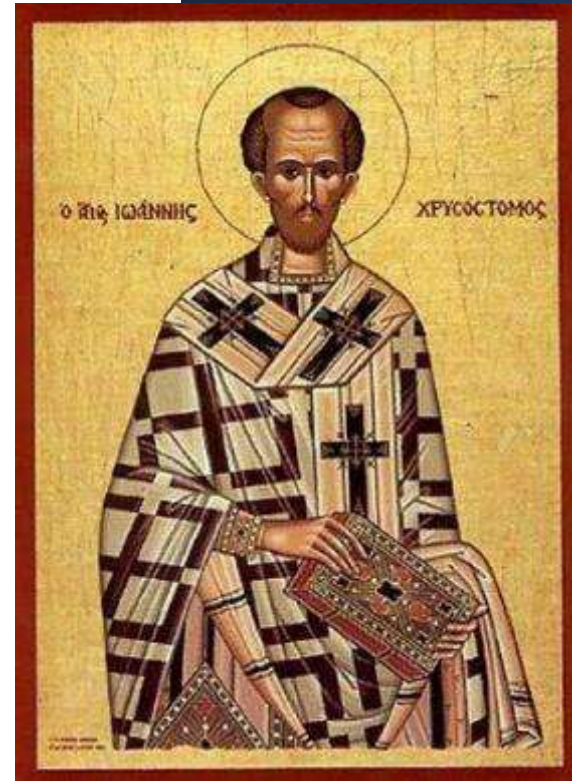
In the instructions to the faithful:

“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



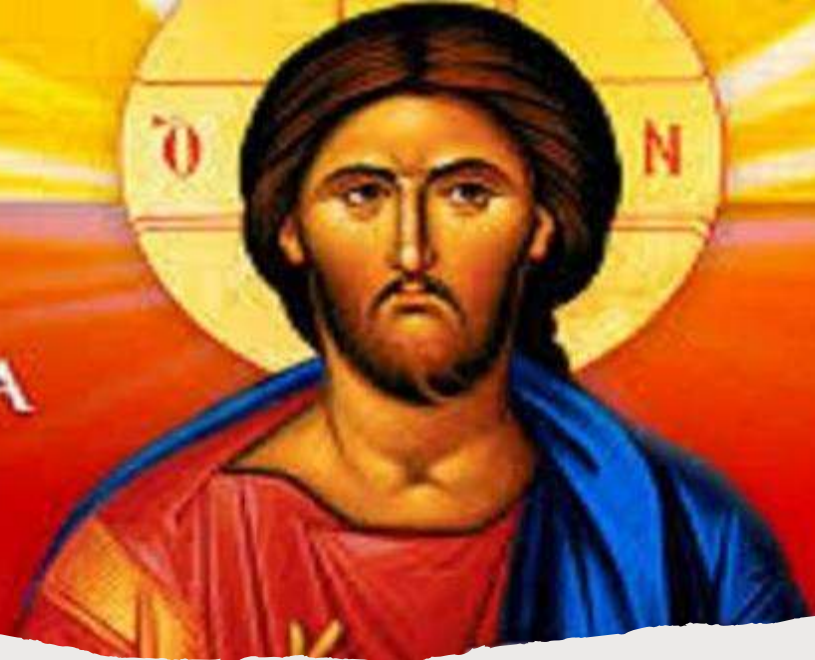
Tithing Is Not Just An Old Testament Thing



“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?**



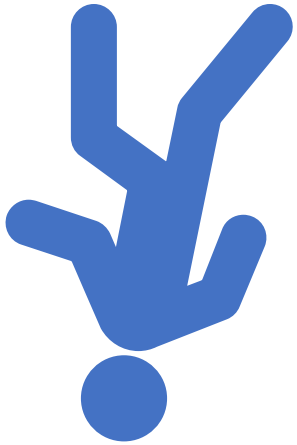
What ministries, services or charities could you fund if you had

\$ 964,650

in total annual stewardship instead of only \$ 79,306

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

- ~ Teach the WHY and history of the tithe
- ~ Teach it monthly for at least a year
- ~ Teaching includes homilies, articles, Sunday School lessons, adult classes, and testimonials



How To Start A Tithing Program

2. Share the impact and lives improved

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



How To Start A Tithing Program

3. Leaders Lead By Example

- ~ Clergy and Parish Leaders must show their leadership commitment
- ~ Tithing / percentage giving is a requirement for selecting and promoting leaders (like church attendance)



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

How To Start A Tithing Program

4. Use The Roundup

- ~ Calculate what % of last year's income you donated to 1 decimal point (e.g. 0.7%)
- ~ This year, "round up" your donation to the next highest whole number percent of income (e.g. 1%)
- ~ Next year, add 1% more
- ~ Add 1% each year until you reach 10%



New Matthew 19:16-26 Stewardship Card

Step 1: How much do you make
\$ _____

Step 2: Send it all in to Holy Trinity



ANCIENT FAITH RADIO

Bringing the Ancient Christian Faith to the Modern World

Ancient Faith Ministries

BILL MARIANES

REVITALIZE STEWARDSHIP IN
YOUR PARISH AND PERSONAL LIFE

A STEWARDSHIP CALLING



Ancient Faith
PODCASTS

“The Tithe & Percentage Giving”

February 6, 2019

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

Nick Kasemeotes





ANCIENT FAITH RADIO

Bringing the Ancient Christian Faith to the Modern World

Ancient Faith Ministries

BILL MARIANES

REVITALIZE STEWARDSHIP IN
YOUR PARISH AND PERSONAL LIFE

A STEWARDSHIP CALLING



Ancient Faith
PODCASTS

“Overcoming The Challenge of Donor Fatigue”

August 7, 2019

Fr. Aaron
Warwick



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

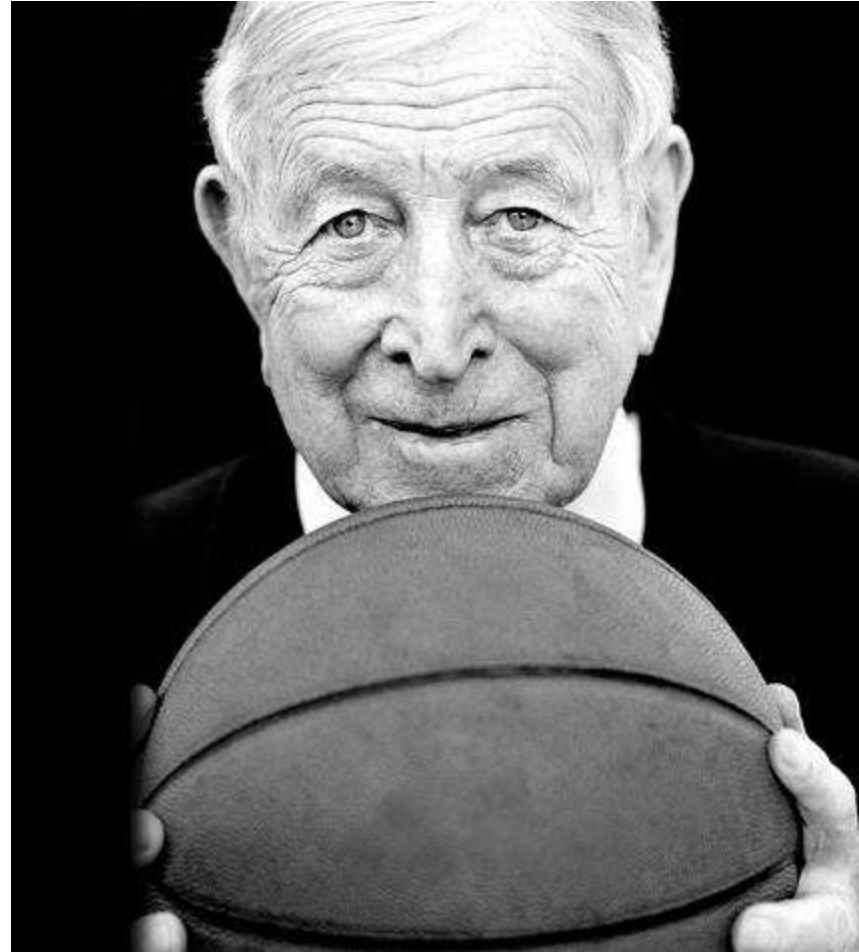


Stewardship Team Matters

John Wooden

“Whatever you do in life, surround yourself with smart people who’ll argue with you.”

“Don’t measure yourself by what you have accomplished, but by what you should have accomplished with your ability.”



Won 10 NCAA
Championships in 12 years

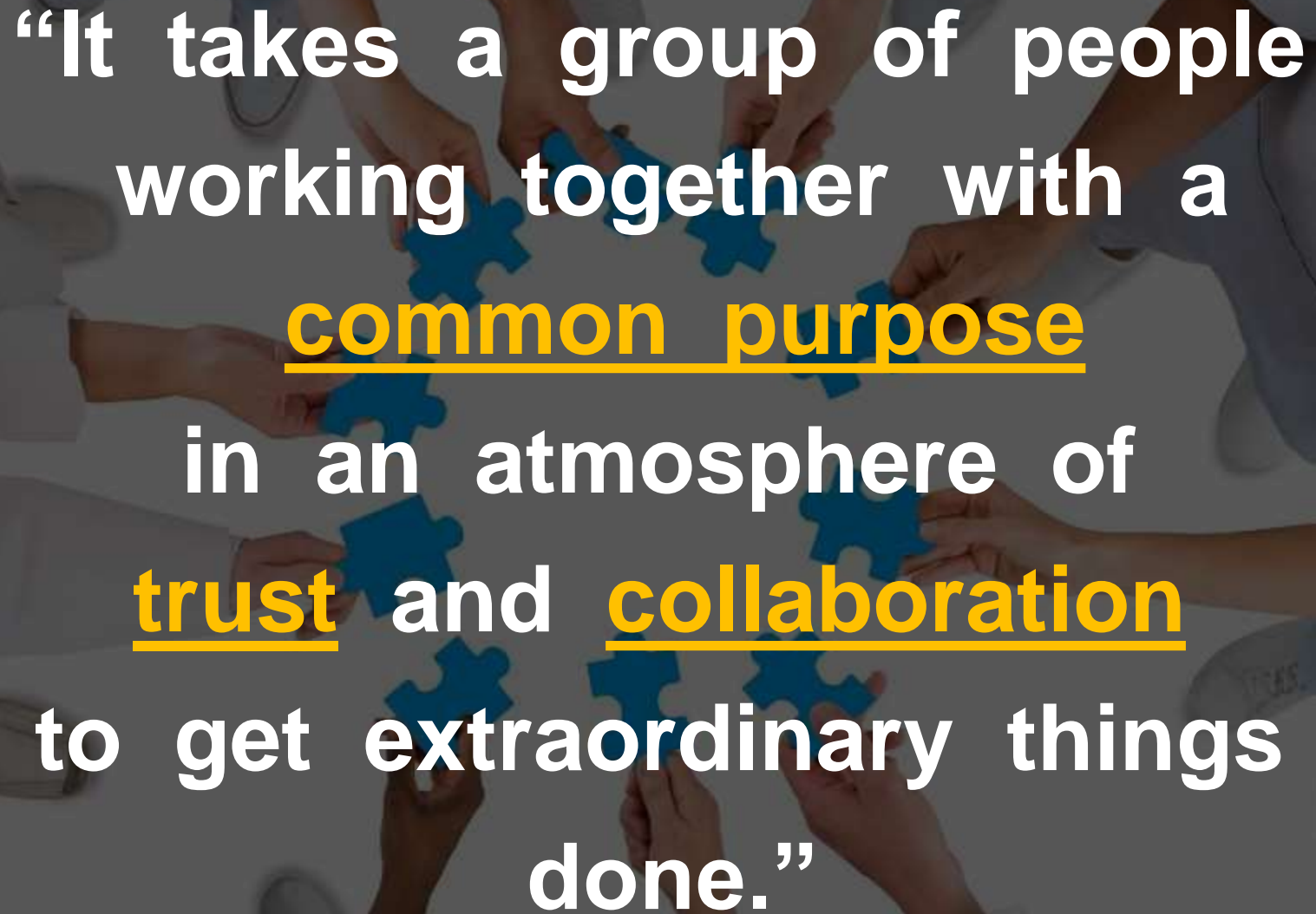
If you don't have a
Stewardship Ministry
Team that is

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



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

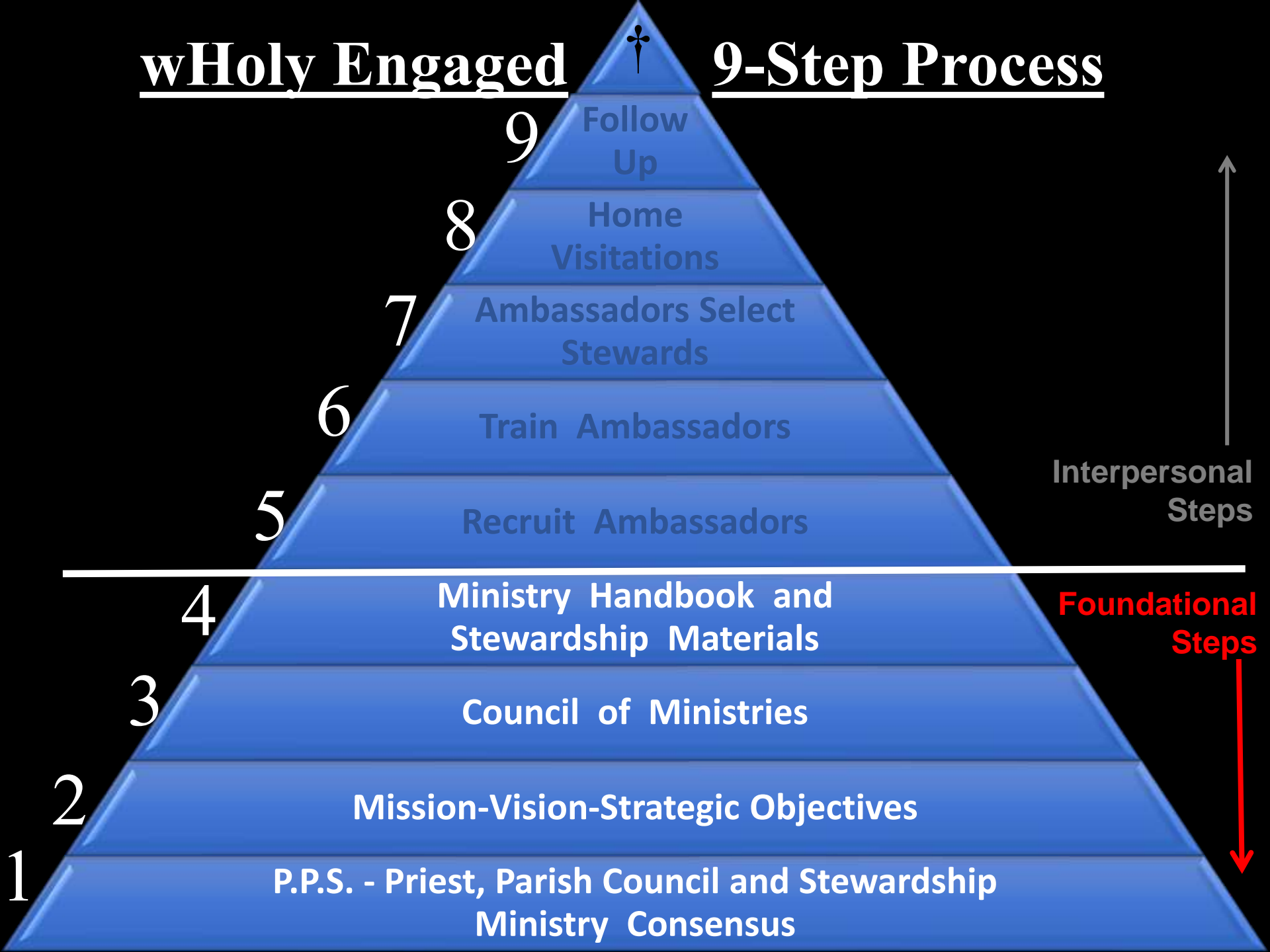
Each steward is personally called at home by a Stewardship Ambassador

A woman with blonde hair, wearing a light blue sweater, is seated on the left side of a table. She is looking towards a man on the right. The man has dark hair and is wearing a white collared shirt under a dark vest. He is also looking towards the woman. They appear to be in a professional meeting or discussion. The background shows a room with large windows and some papers or charts on the wall. The overall lighting is soft and indoor.

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

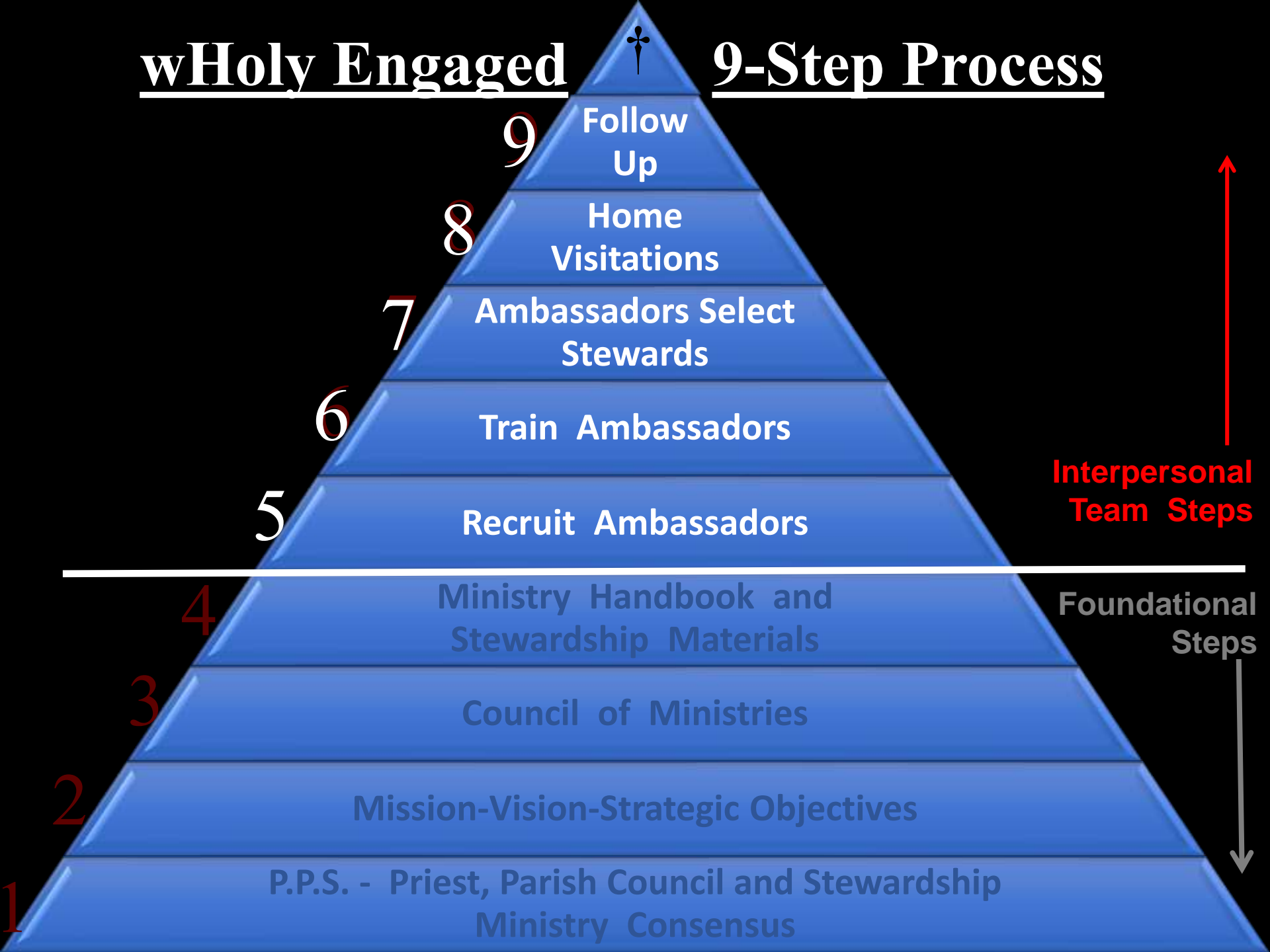
P.P.S. - Priest, Parish Council and Stewardship Ministry Consensus

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



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)



communication
matters

Stewardship Communications

Communications Matter!

1. Keep communications positive
2. Focus on mission/vision and life-changing ministries
3. Share stories of generosity and the abundance in your community
4. Communicate regularly and consistently
5. Describe the easy ways people can give
6. ASK! – (make a religious call to give)
7. Thank and celebrate

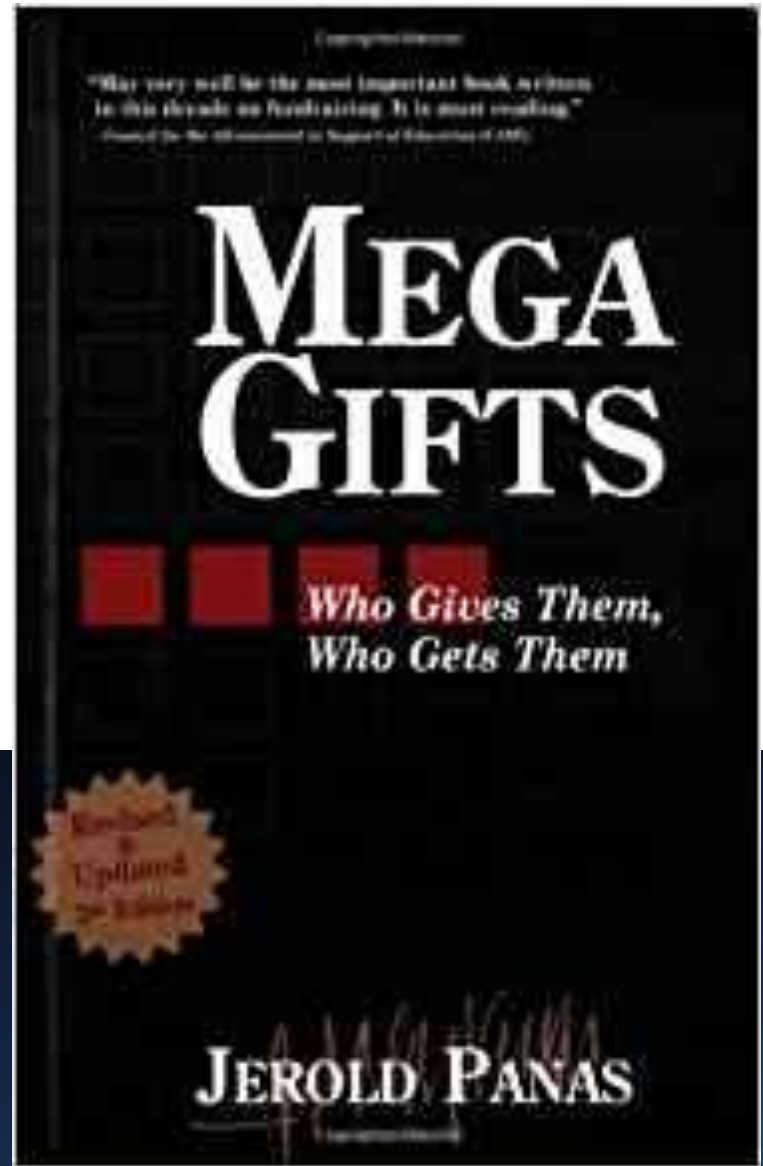
C. P. I.

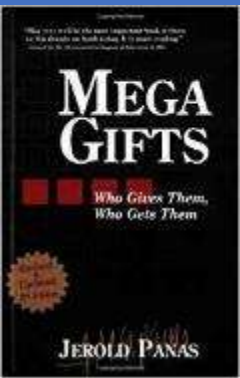
People give to

Causes and

People with

Integrity





Causes + People + Integrity

C. P. I. Motivates Donors To Give



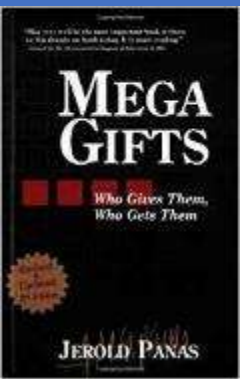
Sell The Dream



Sell The Team



Sell The Scheme



Causes + People + Integrity

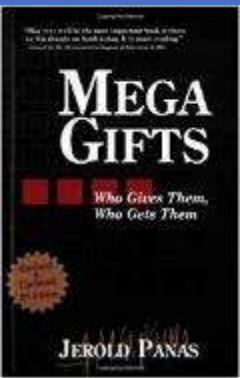
C. P. I. Motivates Donors To Give



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

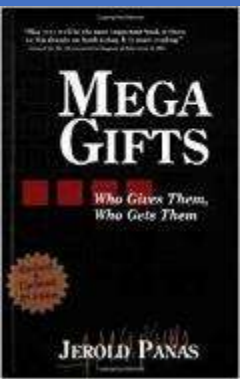


Sell The Team

~ 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




2. What should we do?

The Three E (+ S) Model

Education (Schooling)

Engagement (Stewardship)

Evangelism (Service)

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



Whose job is Christian evangelism?



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
5,982
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

Welcoming





**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”?



Top 5 Things People Look For In Picking A New Church



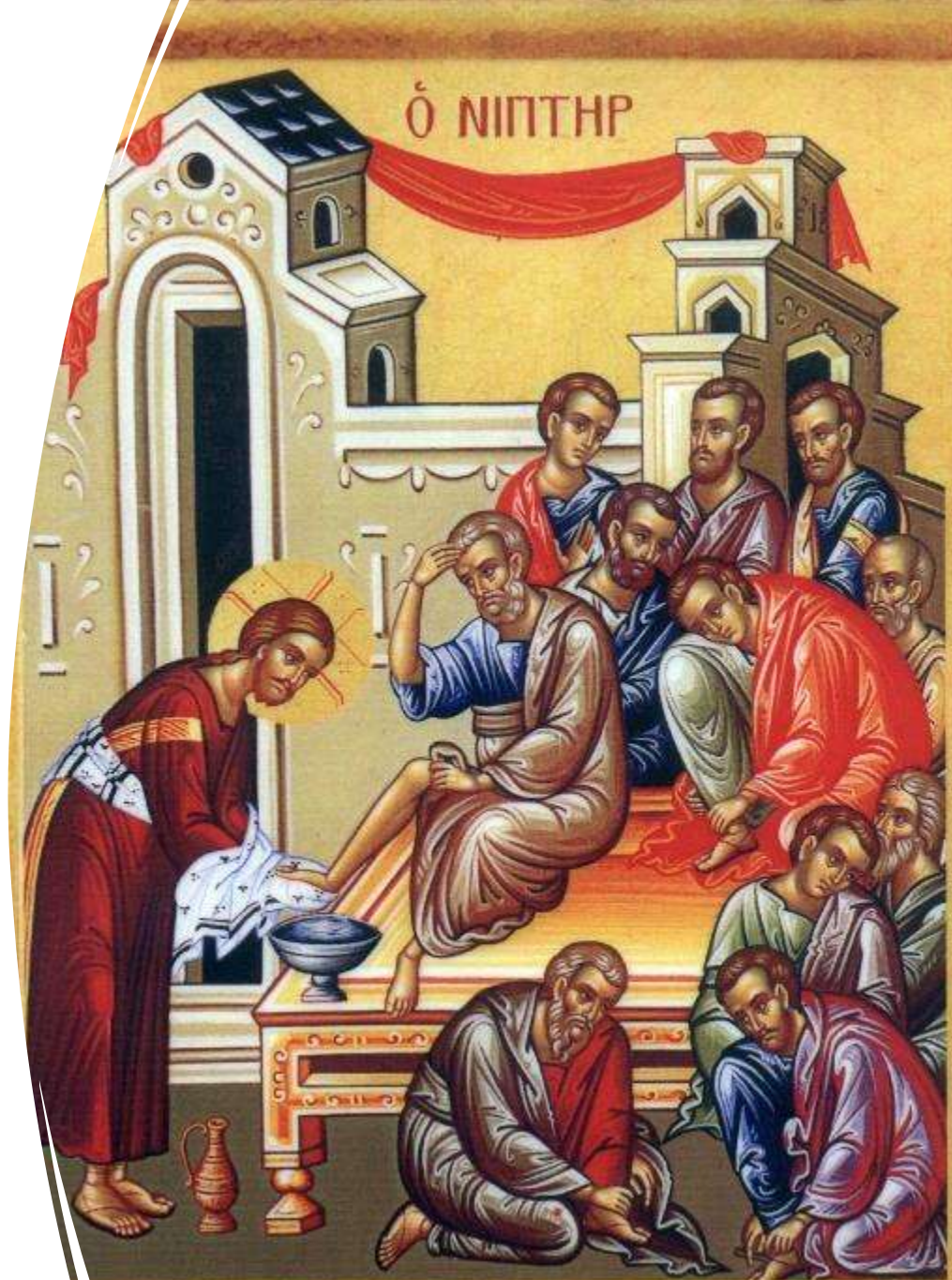
1. Quality of sermons (83%)
2. **Feeling welcomed** (79%)
3. Style of services (74%)
4. Location (70%)
5. Education for kids (56%)



1. Narthex greeting is the first step
2. Ask about them and connect them with similar parishioners
3. Have people available to sit with them and answer questions (or translate)
4. Follow-up (within 7 days) and meet in person to know them better
5. Bring them to a Parish activity
6. Engage them in a Parish ministry

Servant Leadership and Management

(see extended content in the Orthodox Servant Leadership Appendix)



John 13:1-5



“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 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%

“The domain of
the Leader is the



The work of the
leader is
change.”



(Kouzes and Posner, 2017)

The Leadership Management / Dichotomy



Leader:

Own the Vision and manage the Managers



Managers

Manage the Team to achieve the Goals necessary to achieve the Vision



Team Members

Perform the tasks necessary to achieve the Goals



“The most basic task of the Church leader is to:

1. discern the spiritual gifts of all those under his authority, and to
2. encourage those gifts to be used
3. to the full
4. 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.”

Bill's 2 Team Premises

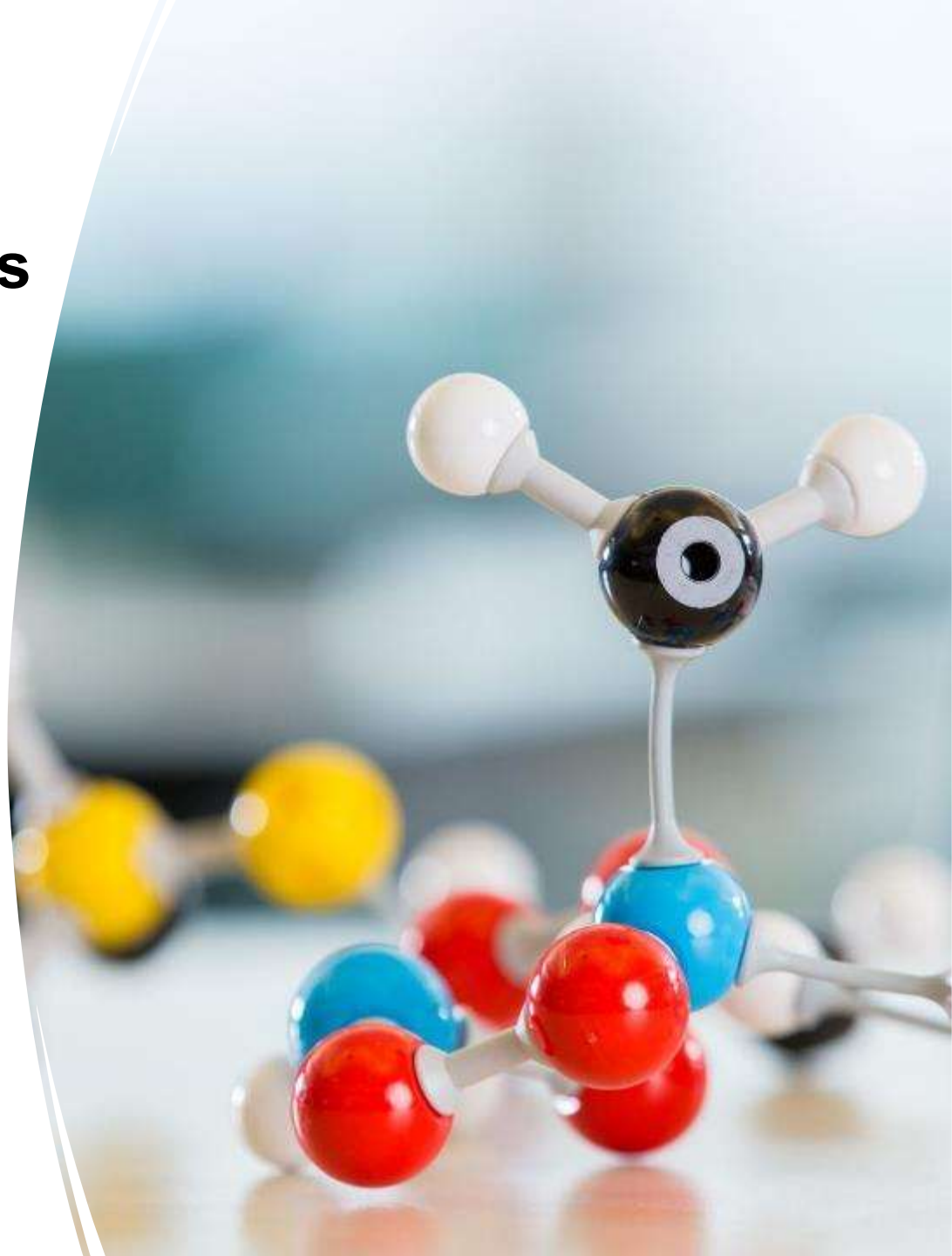
None of us is as
smart as all of us are.



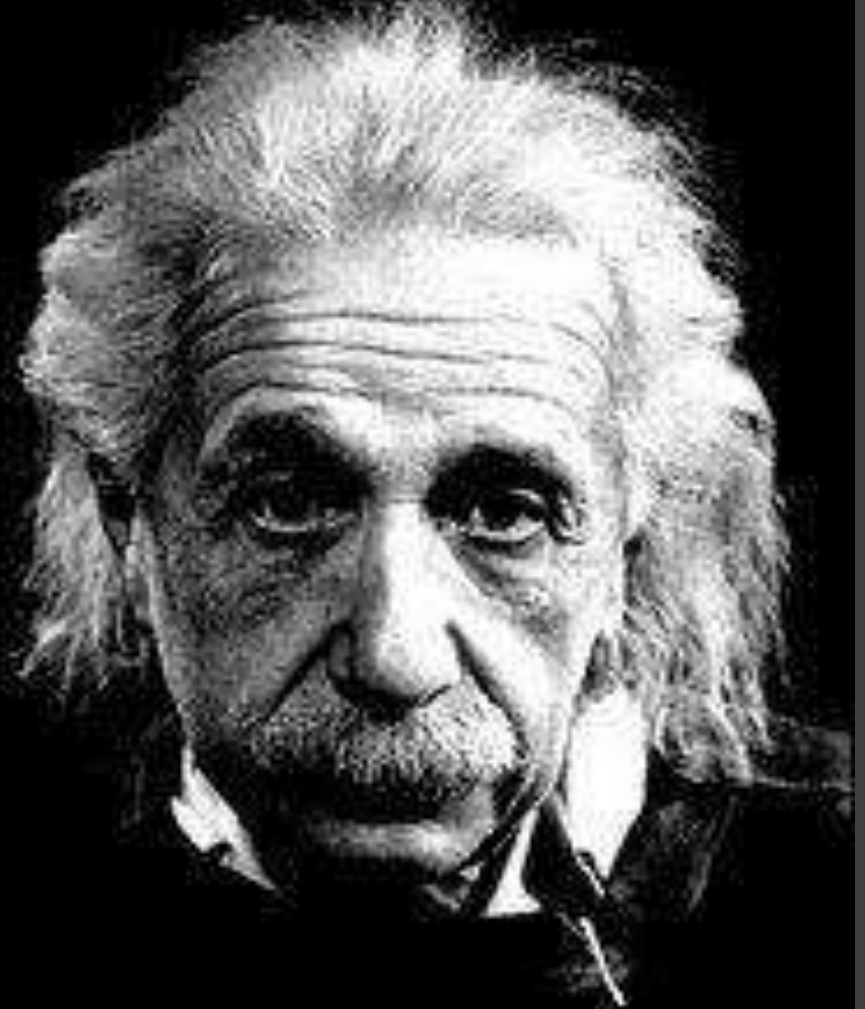
None of us can do as
much as all of us can
do together.

**The GOA Parish
Council model was
invented in the 1950's**

**Can you name
any effective
U.S. entity
using the
same
operational
model for 70
years?**



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



(The Journal of Transpersonal Psychology, 1969.)



Council of Ministries

Council of Ministries (C.O.M.)

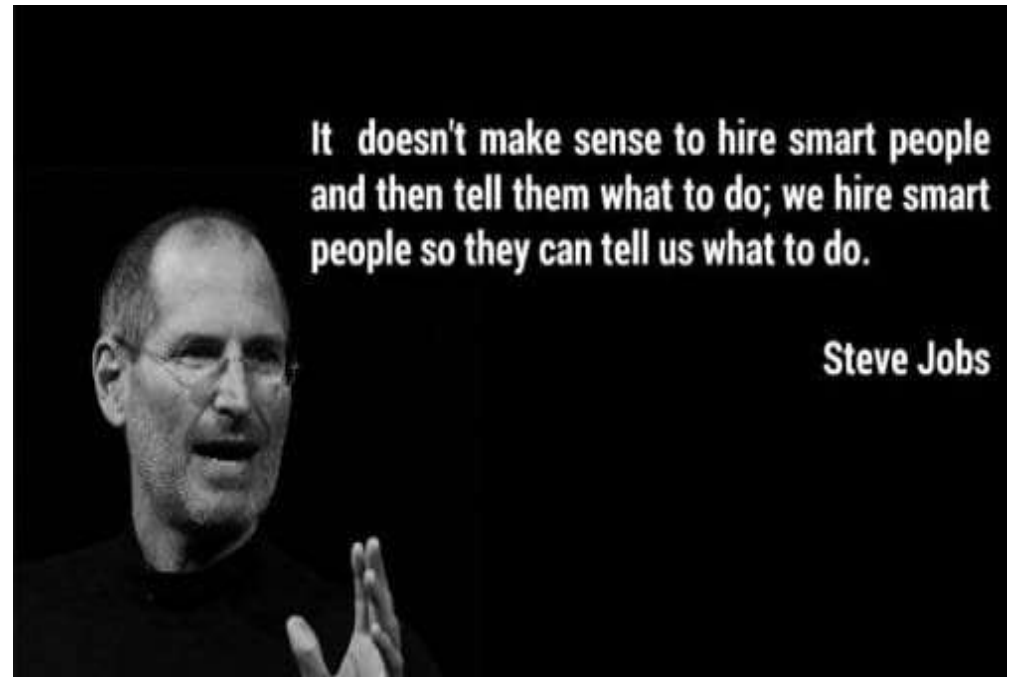


- 1. Every major Parish activity is run by a Ministry with co-chairs**
- 2. Each Ministry has its own WHY, Vision annual plan, and budget consistent with the Parish's WHY and Vision**
- 3. Each Ministry has a Parish Council liaison**
- 4. The C.O.M. of all Ministry Leaders and Parish Council meets (at least) quarterly to share activities, results, ideas, best practices, needs, etc.**

Leadership Don'ts - 101

DO NOT

Micromanage day-to-day parish or ministry operations if you expect talented people to work for the Parish

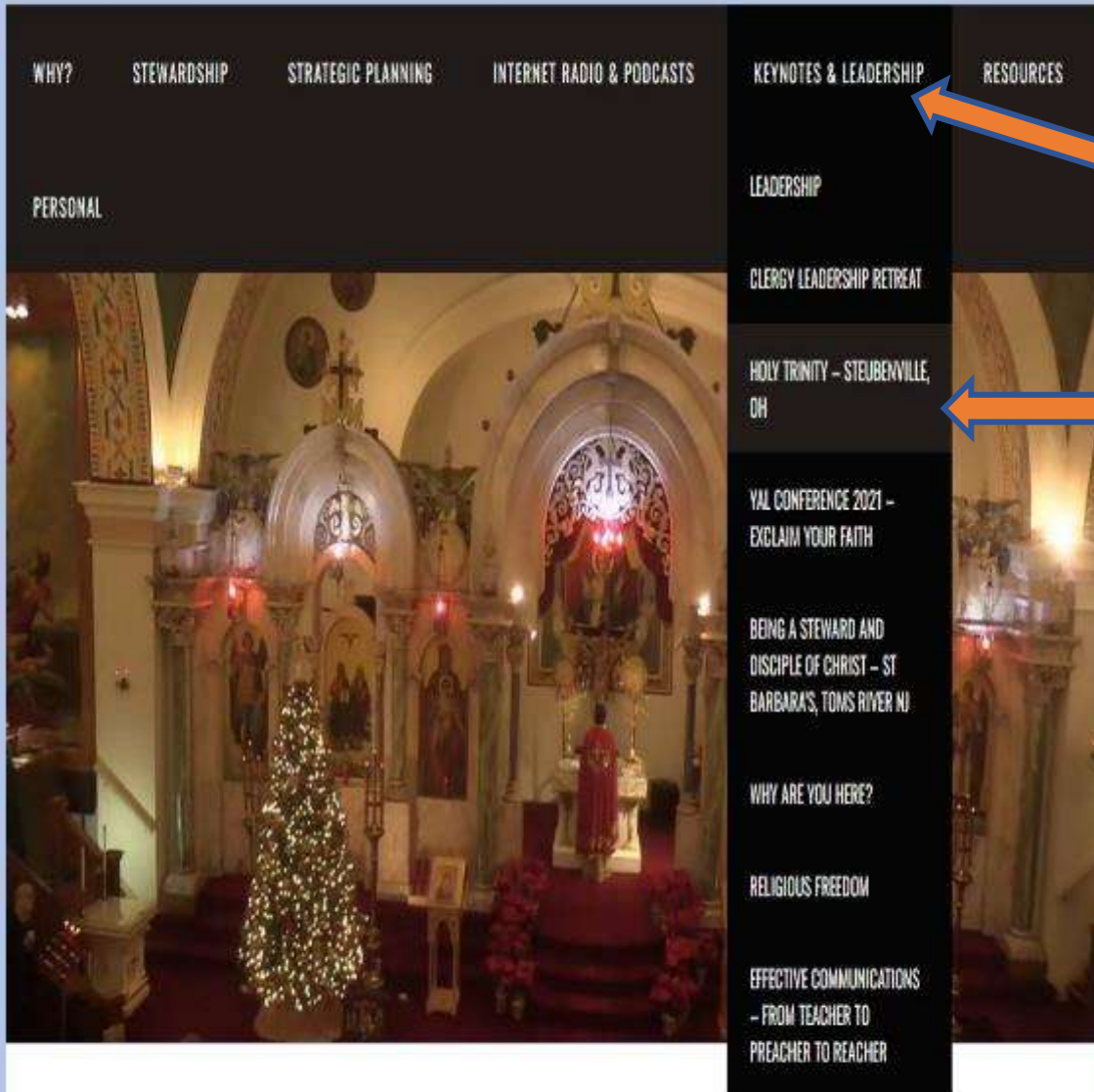


“Manage the RESULTS not the PROCESSES”

Stewardship Calling

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

**Stewardship
Calling.com**



**Keynotes &
Leadership Tab**

**Holy Trinity –
Steubenville,
OH**

**[https://stewardship
calling.com/holy-
trinity-steubenville-
oh/](https://stewardshipcalling.com/holy-trinity-steubenville-oh/)**

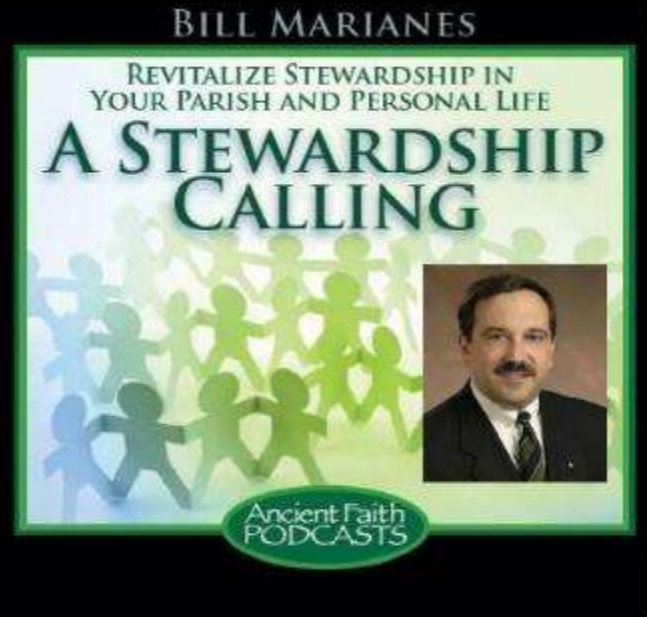
Holy Trinity – Steubenville, OH

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Enter your email address to subscribe to



“The Orthodox ~~Wise~~ WHY Guy”



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)

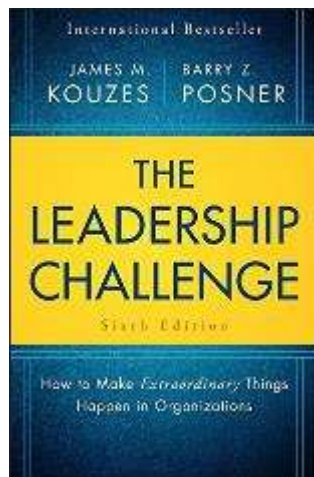
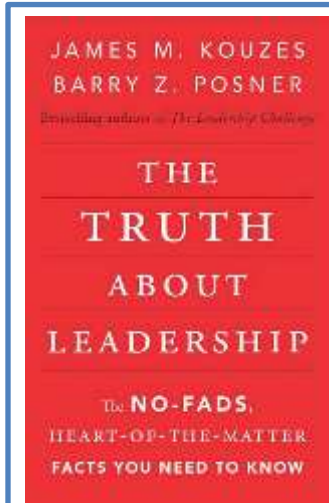
4. Why Are You Here on Earth? What Is Your Purpose? (with Jim Huling) (8-31-20)

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

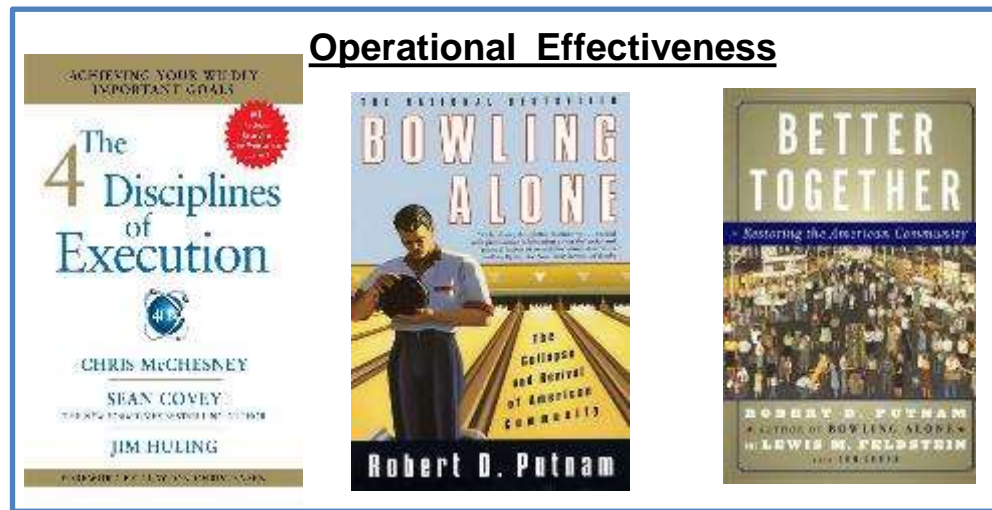
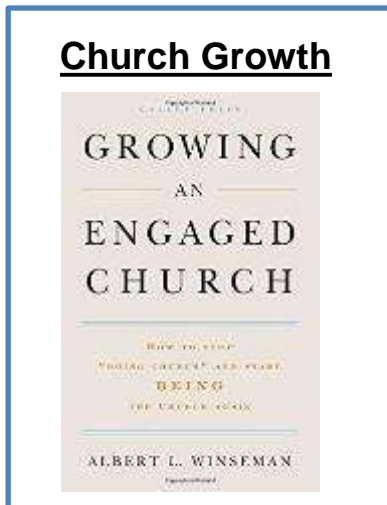
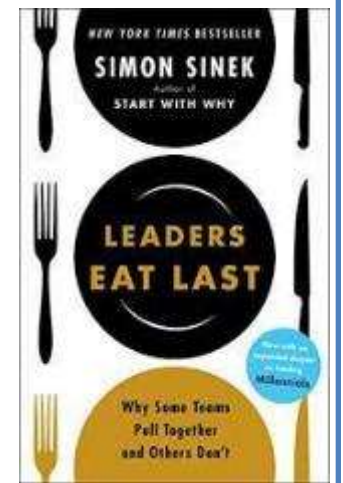
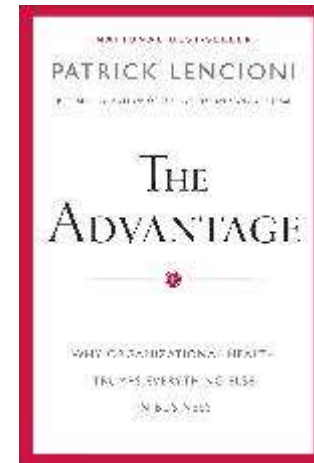
<https://www.ancientfaith.com/podcasts/stewardshipcalling>

Igniting The Flame Of Stewardship Specific Programs

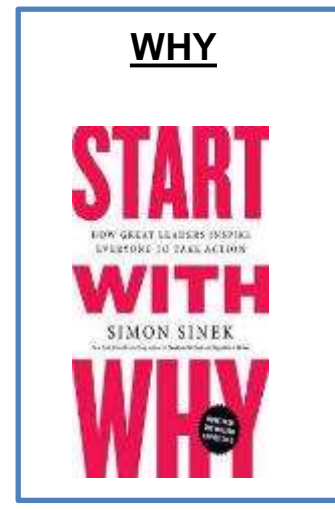
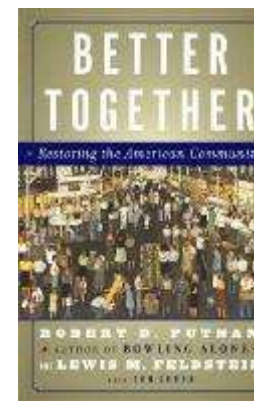
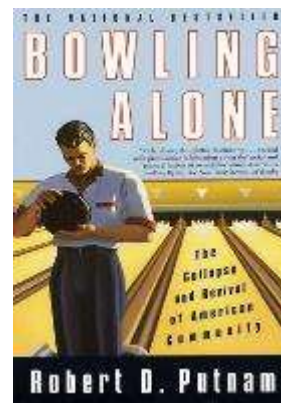
<u>PROGRAM TOPIC</u>	<u>VIDEO LINK</u>	<u>POWERPOINT MATERIALS</u>
Year End Giving Campaigns and Donation Platforms	https://www.youtube.com/watch?v=78mH2NmogYU	https://craft-sanfran-goarch.s3-us-west-2.amazonaws.com/uploads/download/StewardshipTownHall-Slidedeck-2021-12-20.pdf
Stewardship Ambassadors 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>



Leadership



Operational Effectiveness



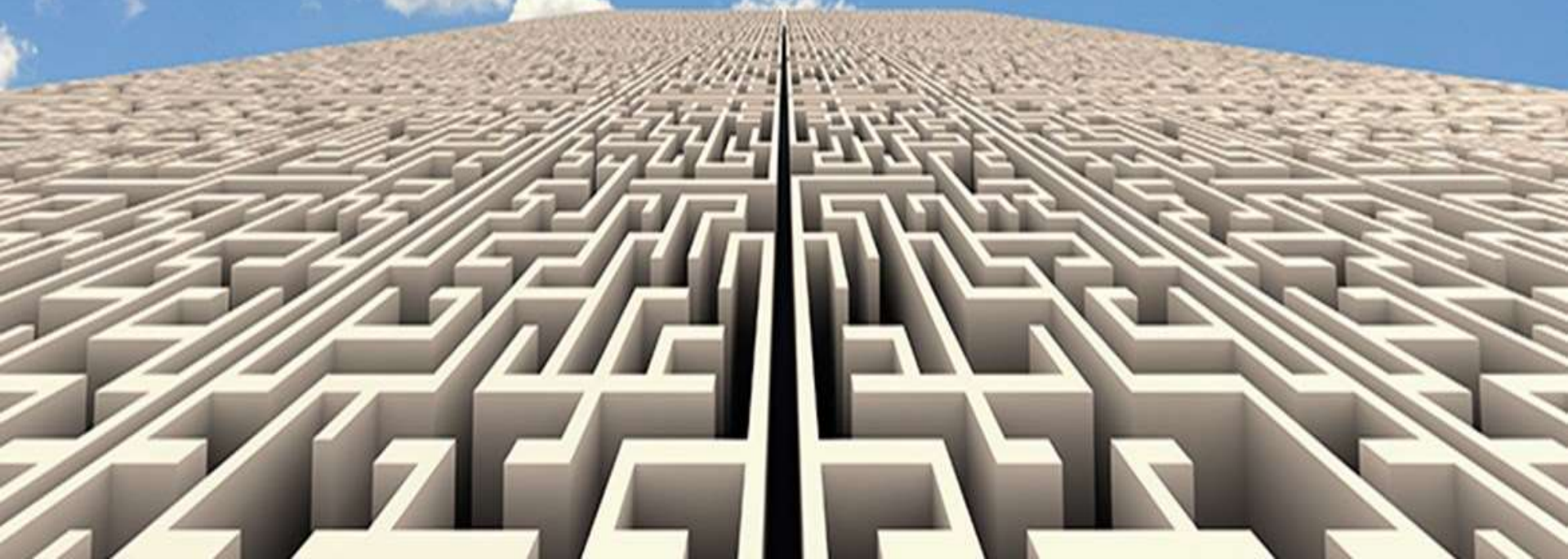
WHY

Check out the Appendices for More Information About

- **Planned Giving**
- **Youth Stewardship Ministry**
- **Sample Stewardship Cards and
Ministry Handbooks**
- **Orthodox Servant Leadership**
- **Strategic Planning for Parishes**

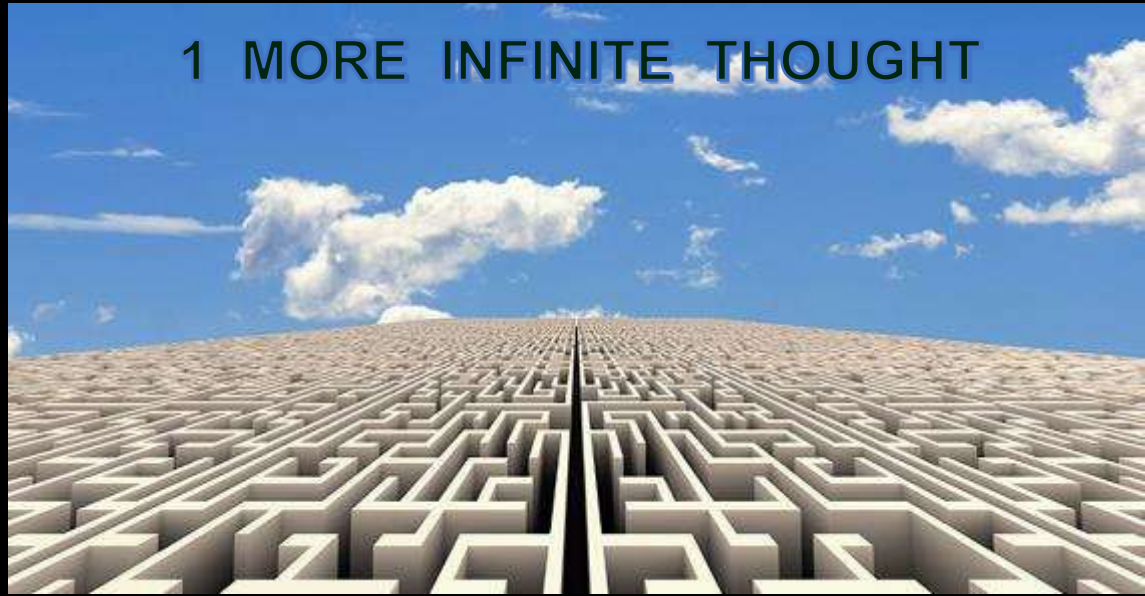
Appendix

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

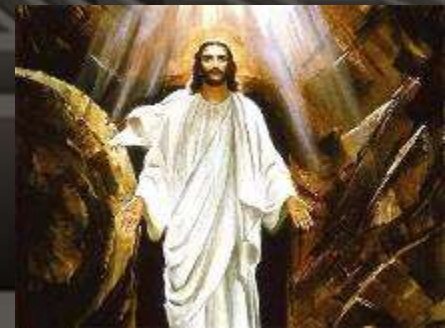
(like football or chess)



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

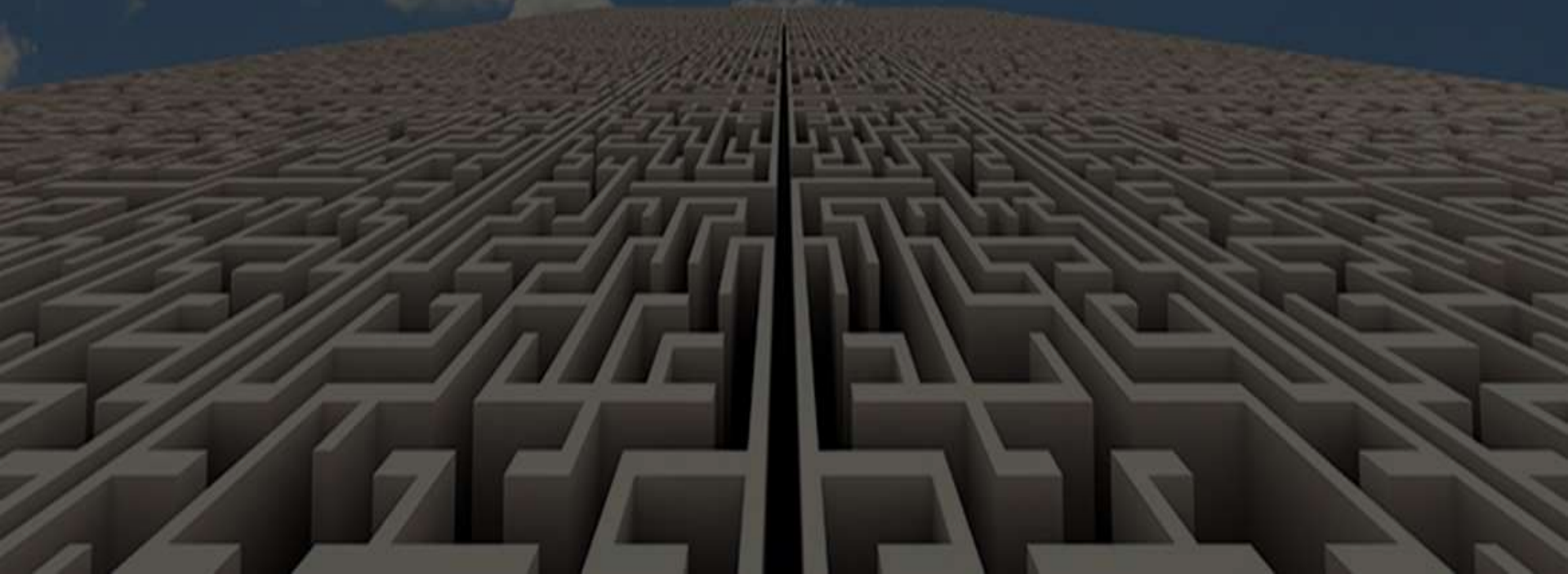
~ Prior leaders got you here

~ 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.”

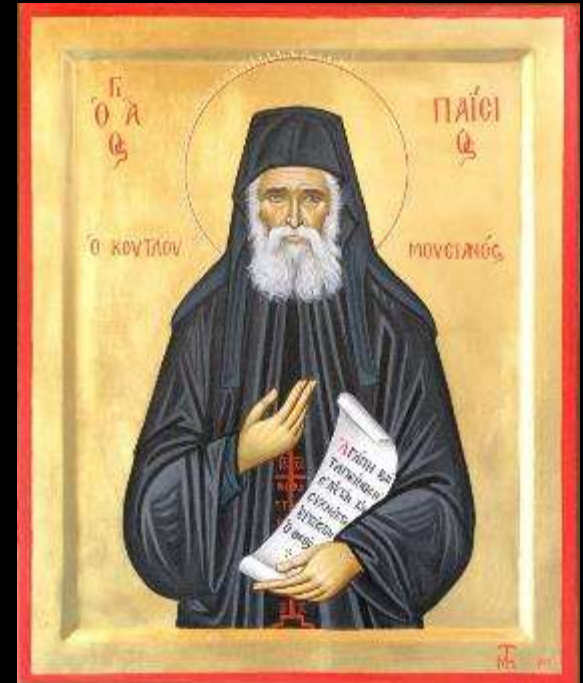
**What do you plan on
doing under your watch?**



**WHAT WOULD
YOU DO IF
YOU WEREN'T
AFRAID?**



Tough Love



St. Paisios the Athonite

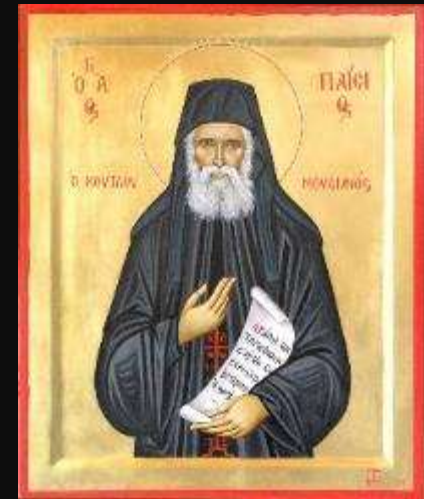
The spirit of luke-
warmness reigns.

We've been spoiled
for good.

How does God still
tolerate us?



St. Paisios the Athonite



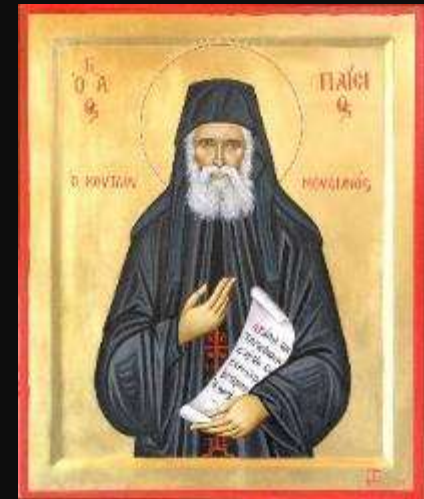
Today's generation
is the generation
of indifference.

There are no
warriors
(palikaria)!

The majority are
fit for parades
and feasts only.



St. Paisios the Athonite

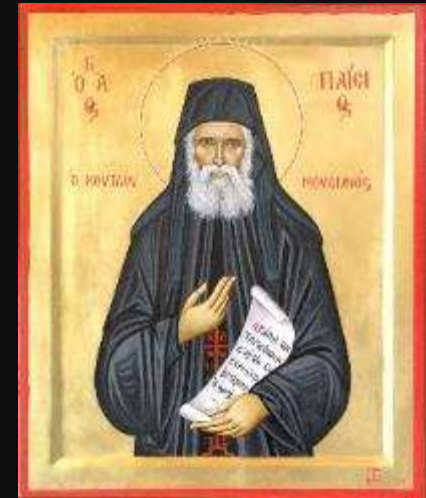


Even people who've
got something
inside have begun
to grow cool
saying,

Can I really do
anything to change
the situation ?



St. Paisios the Athonite

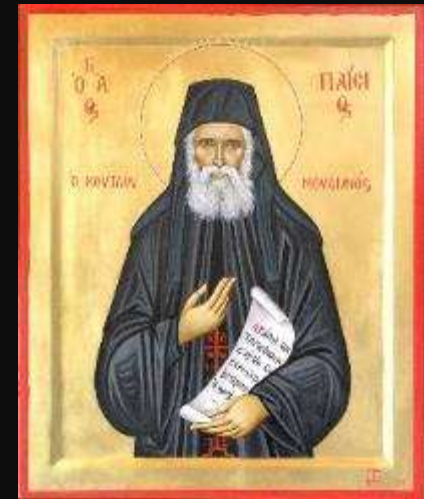


We have to
witness our Faith
with **boldness**,

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



St. Paisios the Athonite



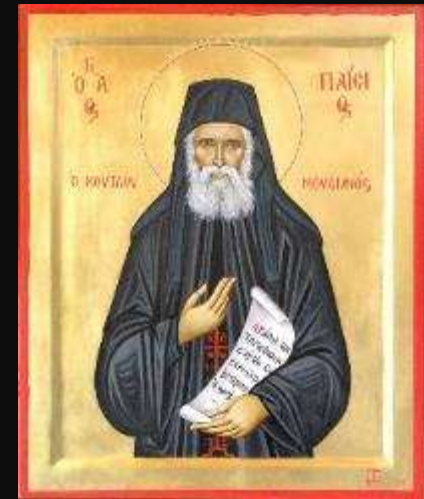
In these difficult days, **each must do** what is in their own power.

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

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



St. Paisios the Athonite



Food For Thought

(courtesy of C. S. Lewis)

"I believe there are too many practitioners in the church who are not believers."



"In such a fearful world, we need a fearless church."





Words may inspire, but only ACTION creates change. Most of us live our lives by accident - we live life as it happens. Fulfillment comes when we live our lives on purpose.

— *Simon Sinek* —

AZ QUOTES

Be Courageous

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



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

**Matthew 21:12
Luke 19:45**

**Mark 11:15
John 2:15**

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

Greek Proverb





**“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.**



**There is hope for
your future, declares
the Lord.**

Jeremiah 31:17

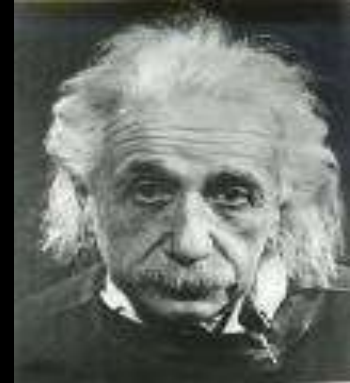


Be the change!





Albert's Insight



❖ What was Albert Einstein's greatest contribution?

❖ ~~$E=mc^2$~~

“NOTHING HAPPENS UNTIL SOMETHING MOVES”

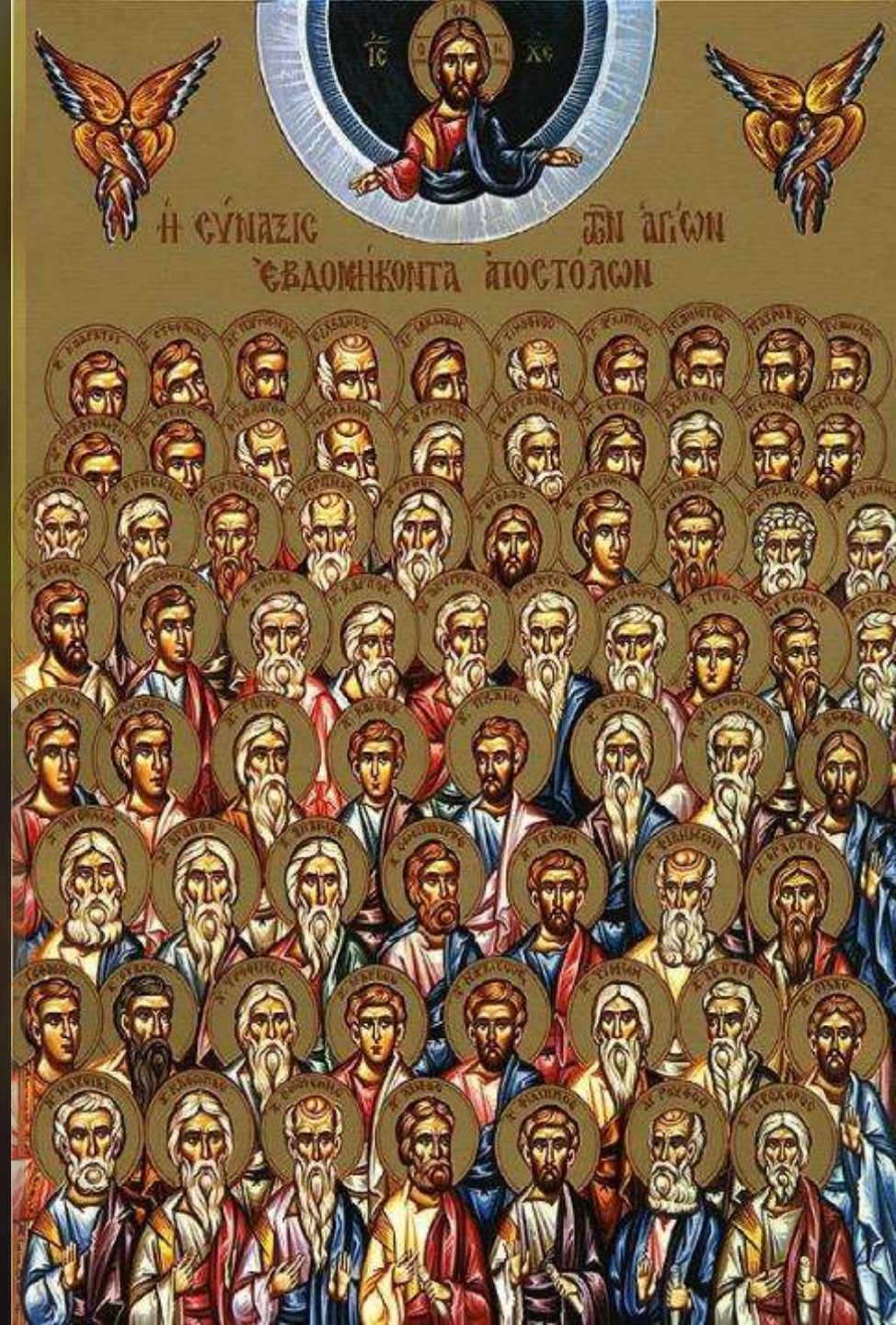


The Marianes Corollary

**“NOTHING HAPPENS
UNTIL SOMEBODY
MOVES”**

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

Luke 10:1



Igniting The Flame

Bill Marianes

www.stewardshipcalling.com

Bill@stewardshipcalling.com

• **Planned Giving**

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**

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

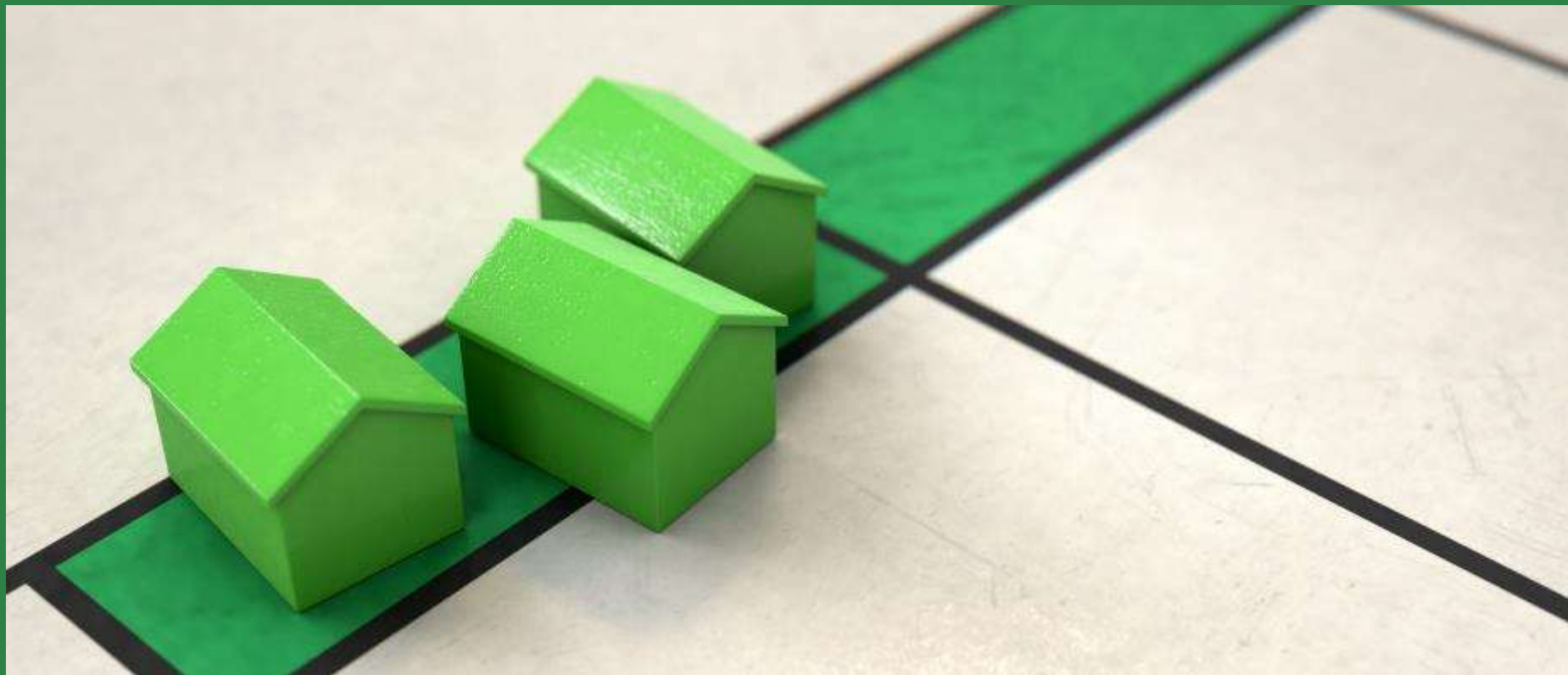


Endowment funds must be held in the Parish's name (however a Parish Endowment Corporation may hold assets in its name, as long as Parish Council has ultimate control).

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).

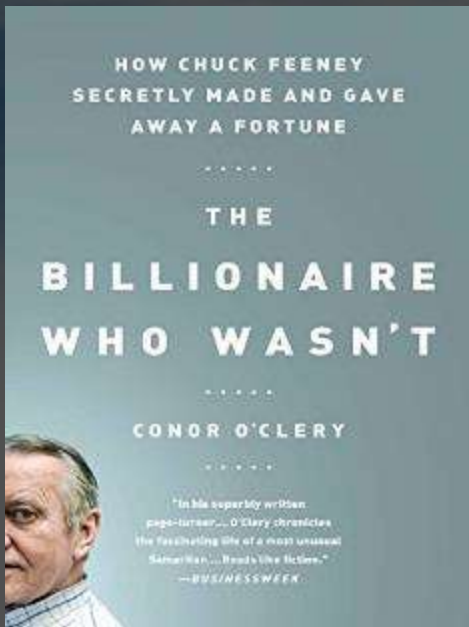


How to Begin a Parish Planned Giving Program

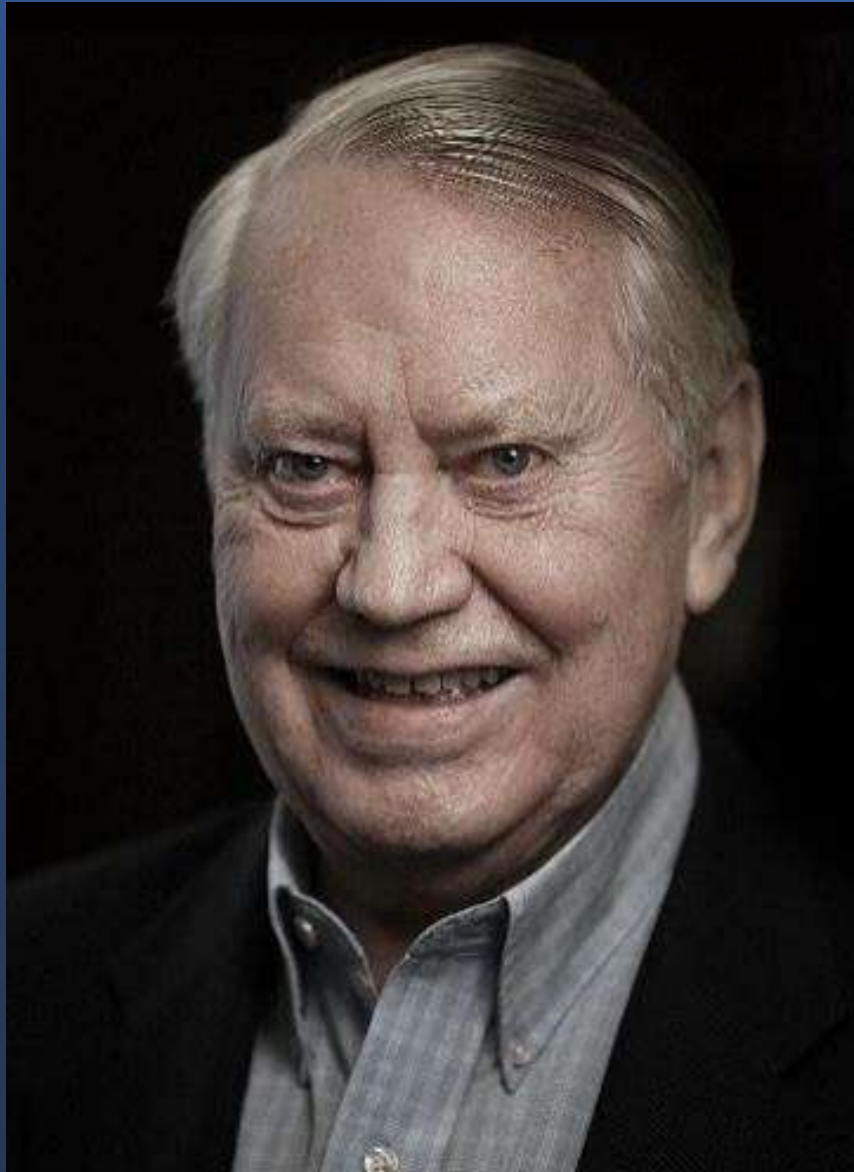
~ Chuck Feeney co-founded the airport Duty Free Shops

~ 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 2014 as a ministry of the church to assist parish members in establishing a long-lasting gift as a testament to their love for God's church.

The Ministry provides "no 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

Going 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!"**

Matthew 23:13

Help is Available

The Annunciation Everlasting Giving Ministry, in cooperation with the Cathedral clergy and the National Semovodny Ministries 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

553 North High Street
Columbus, OH 43215

Phone: (614) 224-8020

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, we can have a significant positive effect on the members 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 3250 billion was given by individuals through their estates.

Receipts:

- Religious Organizations: \$90 billion
 - Education: 241.8 billion
- Source: American Association of Fundraising Council 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 considering a charitable gift, be sure to consult your attorney, professional advisor or accountant to ensure that it meets your individual circumstances.

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, charities, and financial wishes are carried out.

Most people who prepare a will also have planning documents. 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.
~ Prepares 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 provisions and alternatives 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 DOB 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

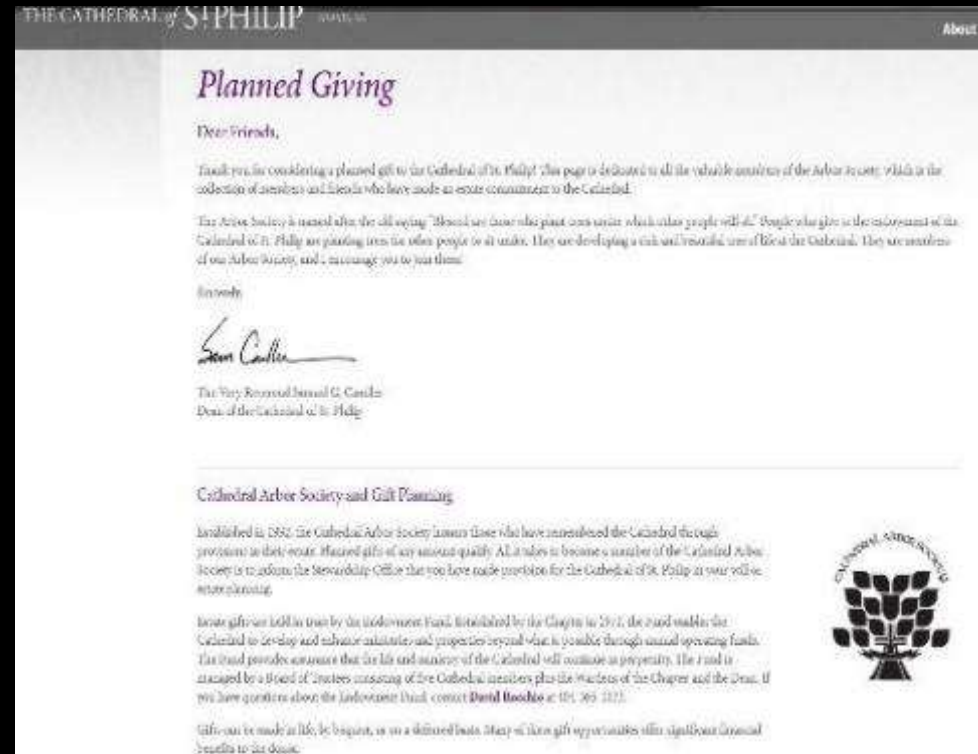


If you have ever been to a service at St. Luke's, walked onto our beautiful campus, or just parked in one of our parking lots, you have enjoyed the gifts given by countless people and multiple generations. Some are given by people you may have known, others were given by people who lived long ago. One 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 formation from 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

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 seeds which other people will eat." People who give to the endowment of the Cathedral of St. Philip are planting trees for other people to sit under. They are developing a rich and resilient tree of life for the Cathedral. They are members of our Arbor Society, and I encourage you to join them.

Sincerely,




The Very Reverend Samuel G. Cantelmo
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 planning.

Planned 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 Warden of the Chapter and the Dean. If you have questions about the Endowment Fund, contact David Hoochie at (404) 269-1121.

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



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

- **Youth Stewardship & Ministry**

Appendix

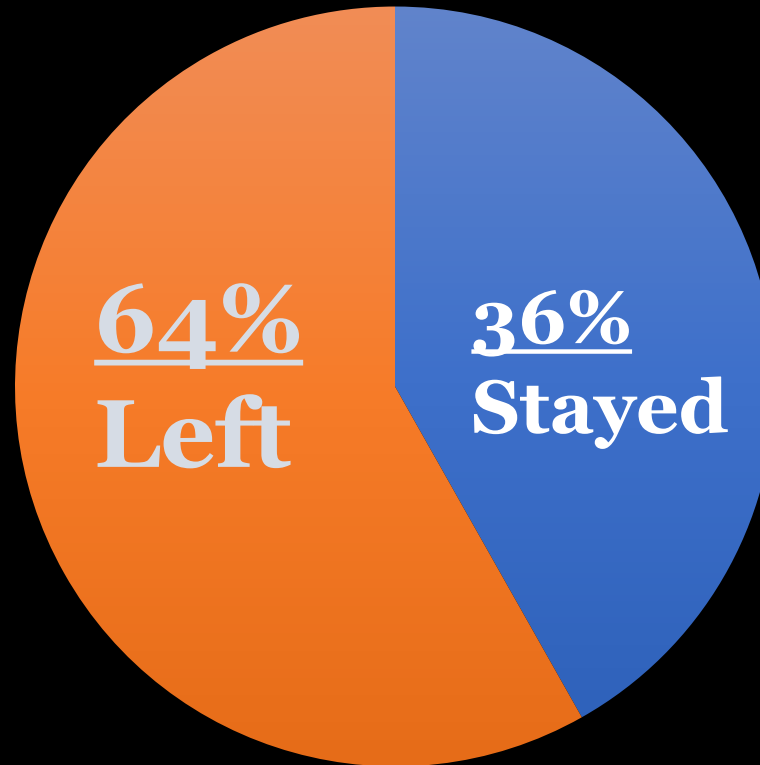


We Can “Kiss Our Youth Goodbye”



“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



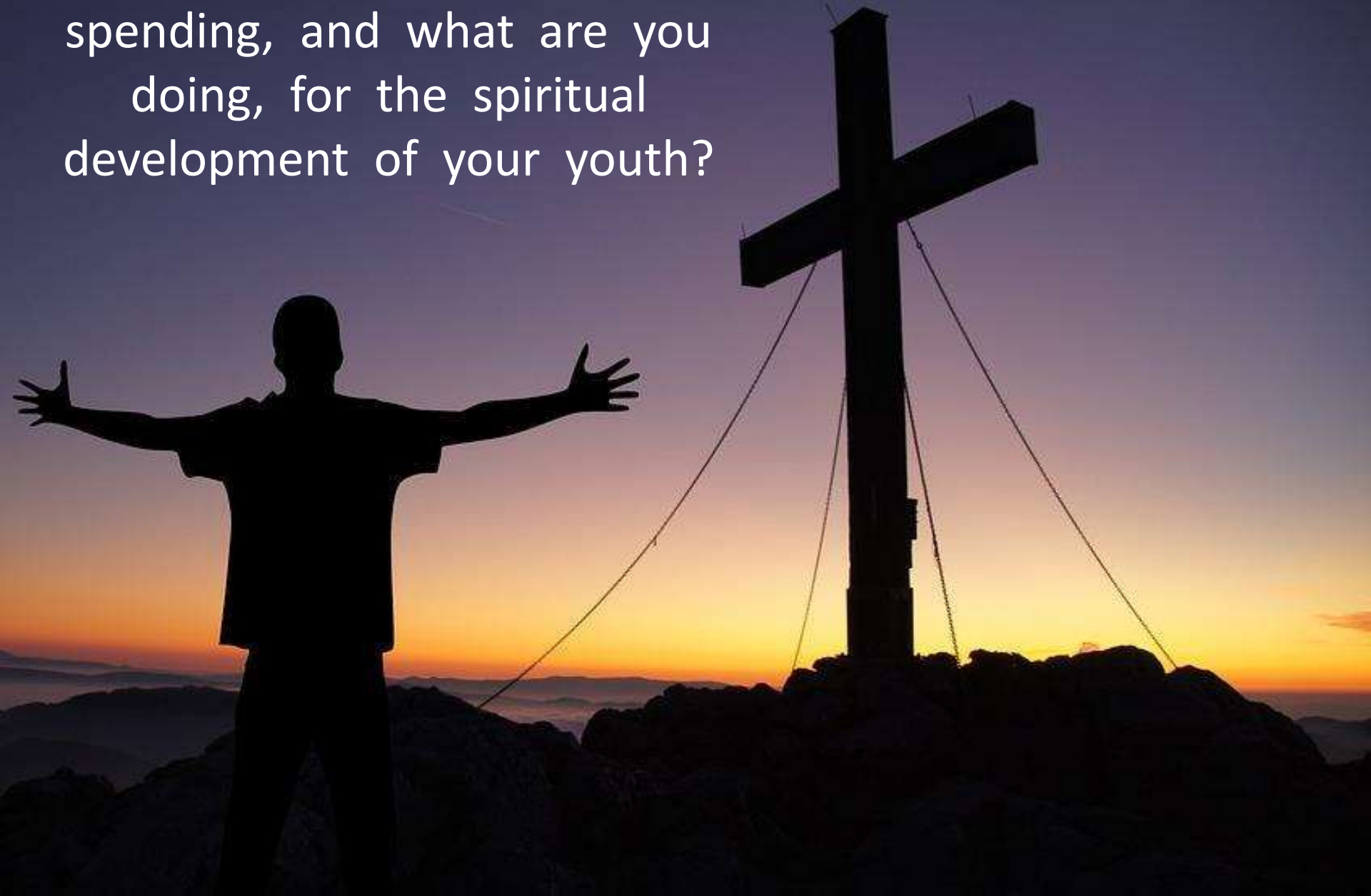


\$2,400

(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

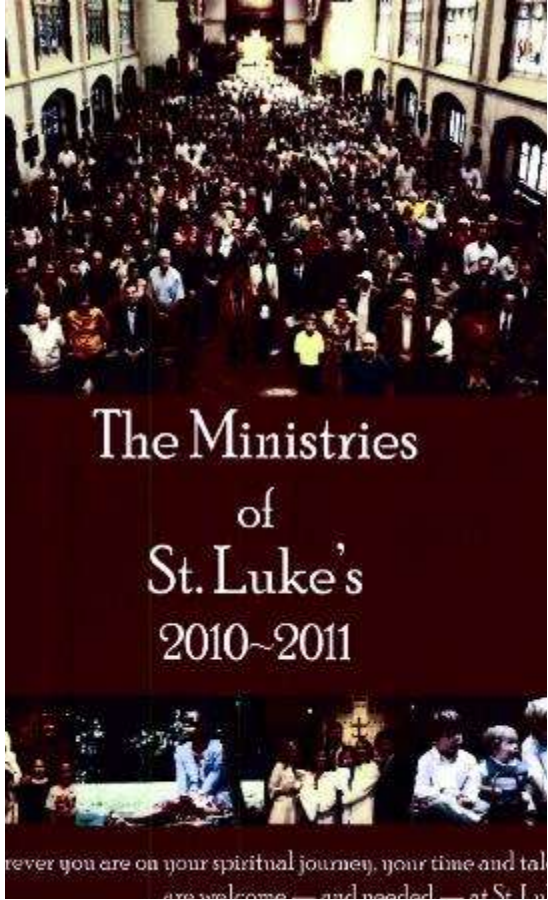
**• Sample
Stewardship Cards
& Ministry
Handbooks**

Appendix

SAINT ANTHONY MINISTRIES HANDBOOK



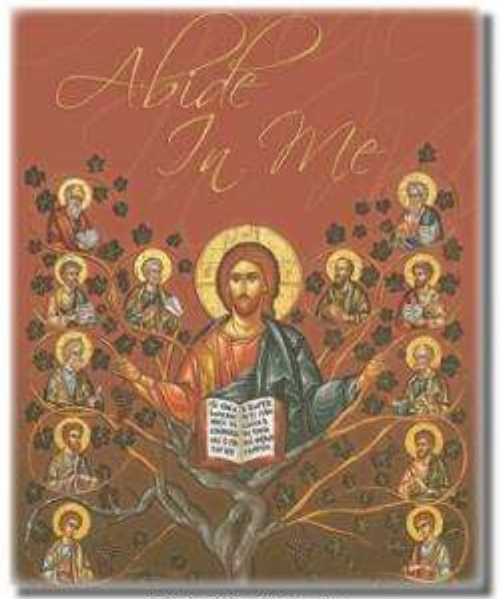
St. Anthony Greek Orthodox Church
 776 South Rosemead Boulevard
 Pasadena, California 91107-5815
 (626) 449-6943 - Fax (626) 449-6974
 Rev. Fr. Peter Stratos
 saint-anthonys.org



The Ministries of St. Luke's 2010-2011

...ever you are on your spiritual journey, your time and tal...
 ...are welcome... and needed... at St. Lu...

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



Sunday Worship Services

Orthros	8:15 am
Divine Liturgy	9:30 am

Tel: 781-862-6455
 17 Meriam Street
 Lexington, MA 02420

www.stnicholaslex.org
 find us on Facebook

**Parish
 Ministry
 Handbooks
 Examples**

Philippines
 To provide assistance to those in need in the church community, the Parish Development Ministry (PDM) offers financial, spiritual, and emotional support to those in need. We are currently seeking individuals who are able to get out to the people and help them in their time of need. For more information, please contact the PDM at (626) 449-6943.

Parish Support Services Ministry
 To provide support services to the parish, the Parish Support Services Ministry (PSSM) offers a variety of services to the parish. We are currently seeking individuals who are able to provide support services to the parish. For more information, please contact the PSSM at (626) 449-6943.

Prayer Ministry
 To provide prayer support to the parish, the Parish Prayer Ministry (PPM) offers a variety of prayer services to the parish. We are currently seeking individuals who are able to provide prayer support to the parish. For more information, please contact the PPM at (626) 449-6943.

Religious Education Ministry
 To provide religious education to the parish, the Parish Religious Education Ministry (PREM) offers a variety of religious education services to the parish. We are currently seeking individuals who are able to provide religious education to the parish. For more information, please contact the PREM at (626) 449-6943.

Social Justice Ministry
 To provide social justice support to the parish, the Parish Social Justice Ministry (PSJM) offers a variety of social justice services to the parish. We are currently seeking individuals who are able to provide social justice support to the parish. For more information, please contact the PSJM at (626) 449-6943.

Worship Ministry
 To provide worship support to the parish, the Parish Worship Ministry (PWM) offers a variety of worship services to the parish. We are currently seeking individuals who are able to provide worship support to the parish. For more information, please contact the PWM at (626) 449-6943.

Adult Ministry
 To provide adult ministry support to the parish, the Parish Adult Ministry (PAM) offers a variety of adult ministry services to the parish. We are currently seeking individuals who are able to provide adult ministry support to the parish. For more information, please contact the PAM at (626) 449-6943.

Children and Youth Ministry
 To provide children and youth ministry support to the parish, the Parish Children and Youth Ministry (PCYM) offers a variety of children and youth ministry services to the parish. We are currently seeking individuals who are able to provide children and youth ministry support to the parish. For more information, please contact the PCYM at (626) 449-6943.

College and University Ministry
 To provide college and university ministry support to the parish, the Parish College and University Ministry (PCUM) offers a variety of college and university ministry services to the parish. We are currently seeking individuals who are able to provide college and university ministry support to the parish. For more information, please contact the PCUM at (626) 449-6943.

Development and Fundraising Ministry
 To provide development and fundraising support to the parish, the Parish Development and Fundraising Ministry (PDFM) offers a variety of development and fundraising services to the parish. We are currently seeking individuals who are able to provide development and fundraising support to the parish. For more information, please contact the PDFM at (626) 449-6943.

Evangelism and Outreach Ministry
 To provide evangelism and outreach support to the parish, the Parish Evangelism and Outreach Ministry (PEOM) offers a variety of evangelism and outreach services to the parish. We are currently seeking individuals who are able to provide evangelism and outreach support to the parish. For more information, please contact the PEOM at (626) 449-6943.

Family Ministry
 To provide family ministry support to the parish, the Parish Family Ministry (PFM) offers a variety of family ministry services to the parish. We are currently seeking individuals who are able to provide family ministry support to the parish. For more information, please contact the PFM at (626) 449-6943.

Health and Wellness Ministry
 To provide health and wellness support to the parish, the Parish Health and Wellness Ministry (PHWM) offers a variety of health and wellness services to the parish. We are currently seeking individuals who are able to provide health and wellness support to the parish. For more information, please contact the PHWM at (626) 449-6943.

Homebound Ministry
 To provide homebound ministry support to the parish, the Parish Homebound Ministry (PHBM) offers a variety of homebound ministry services to the parish. We are currently seeking individuals who are able to provide homebound ministry support to the parish. For more information, please contact the PHBM at (626) 449-6943.

Interfaith Dialogue Ministry
 To provide interfaith dialogue support to the parish, the Parish Interfaith Dialogue Ministry (PIDM) offers a variety of interfaith dialogue services to the parish. We are currently seeking individuals who are able to provide interfaith dialogue support to the parish. For more information, please contact the PIDM at (626) 449-6943.

Music Ministry
 To provide music ministry support to the parish, the Parish Music Ministry (PMM) offers a variety of music ministry services to the parish. We are currently seeking individuals who are able to provide music ministry support to the parish. For more information, please contact the PMM at (626) 449-6943.

Parish Council Ministry
 To provide parish council support to the parish, the Parish Council Ministry (PCM) offers a variety of parish council services to the parish. We are currently seeking individuals who are able to provide parish council support to the parish. For more information, please contact the PCM at (626) 449-6943.

Parish School Ministry
 To provide parish school support to the parish, the Parish School Ministry (PSM) offers a variety of parish school services to the parish. We are currently seeking individuals who are able to provide parish school support to the parish. For more information, please contact the PSM at (626) 449-6943.

Parish Sports Ministry
 To provide parish sports support to the parish, the Parish Sports Ministry (PSM) offers a variety of parish sports services to the parish. We are currently seeking individuals who are able to provide parish sports support to the parish. For more information, please contact the PSM at (626) 449-6943.

Parish Travel Ministry
 To provide parish travel support to the parish, the Parish Travel Ministry (PTM) offers a variety of parish travel services to the parish. We are currently seeking individuals who are able to provide parish travel support to the parish. For more information, please contact the PTM at (626) 449-6943.

Parish Visitation Ministry
 To provide parish visitation support to the parish, the Parish Visitation Ministry (PVM) offers a variety of parish visitation services to the parish. We are currently seeking individuals who are able to provide parish visitation support to the parish. For more information, please contact the PVM at (626) 449-6943.

Parish Women's Ministry
 To provide parish women's ministry support to the parish, the Parish Women's Ministry (PWM) offers a variety of parish women's ministry services to the parish. We are currently seeking individuals who are able to provide parish women's ministry support to the parish. For more information, please contact the PWM at (626) 449-6943.

Parish Young Adults Ministry
 To provide parish young adults ministry support to the parish, the Parish Young Adults Ministry (PYAM) offers a variety of parish young adults ministry services to the parish. We are currently seeking individuals who are able to provide parish young adults ministry support to the parish. For more information, please contact the PYAM at (626) 449-6943.

Parish Youth Ministry
 To provide parish youth ministry support to the parish, the Parish Youth Ministry (PYM) offers a variety of parish youth ministry services to the parish. We are currently seeking individuals who are able to provide parish youth ministry support to the parish. For more information, please contact the PYM at (626) 449-6943.

Parish Veterans Ministry
 To provide parish veterans ministry support to the parish, the Parish Veterans Ministry (PVM) offers a variety of parish veterans ministry services to the parish. We are currently seeking individuals who are able to provide parish veterans ministry support to the parish. For more information, please contact the PVM at (626) 449-6943.

Parish Widows Ministry
 To provide parish widows ministry support to the parish, the Parish Widows Ministry (PWM) offers a variety of parish widows ministry services to the parish. We are currently seeking individuals who are able to provide parish widows ministry support to the parish. For more information, please contact the PWM at (626) 449-6943.



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

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

Building Maintenance

Carpentry

Electrical Work
 Painting
 Plumbing
 Grounds Maintenance

Athletics & Summer Programs

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

Youth Ministry

Assisting with H.O.P.E. & I.O.Y.
 Assisting with G.O.Y.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...

<https://www.atlgoc.org/time-and-talents>

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
- Planting
- Electrical
- Clean-up
- Interior Repairs
- Exterior Repairs
- 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/Litist

MINISTRIES & PROGRAMS

- Campus Ministry
- Welcome Team
- New Member Events
- Outreach
- Stewardship
- Stashby Fellowship / Coffee
- Visitation - Hospital
- Visitation - Shut-ins
- Feed the Hungry
- Prison Ministry
- Grief/Bereavement Group
- Disaster Relief Projects
- Blood Drives
- Project Mexico
- Int'l Orth 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!

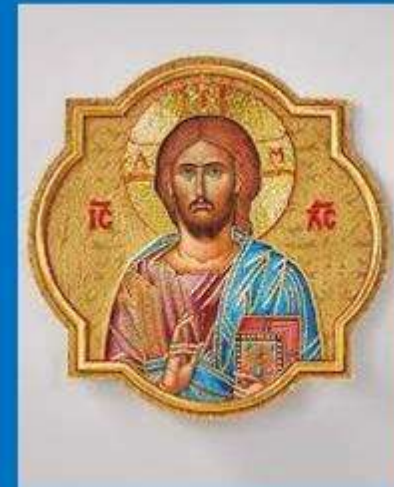
Our very thanksgiving for this Gift of Christ becomes a life of Stewardship—of caring for this Gift that is not our own. We care for this Gift of Communion with Him by living a life in which we dedicate all that we are—our Time, our Talents, and our Treasures—to God in thanksgiving for all that He has 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) Barb, (C) Child

EDUCATION

- ___ Bible Study
- ___ Adult Religious Formation
- ___ Intro to Orthodoxy
- ___ Publications
- ___ Speakers
- ___ Bookstore
- ___ Library
- ___ Sunday School

YOUTH

- ___ Church School Teacher
- ___ Church School Administration
- ___ Youth Chaperone/Instructor
- ___ Youth Choir
- ___ Youth Leader
- ___ Vacation Church School
- ___ Camp Counselor
- ___ Kolo (Teacher or student)
- ___ Yambouka (Teacher or student)

LITURGICAL

- ___ Sanctuary & Altar Care
- ___ Altar boys / Acolytes
- ___ Baking Proskida
- ___ Choir
- ___ Reader/Chanter/Stet
- ___ Geceva/Uskai
- ___ Candles

BUILDING & GROUNDS

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

COMMUNICATIONS

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

ADMINISTRATION

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

MINISTRIES & PROGRAMS

- ___ Campus Ministry
- ___ Gardens Team
- ___ Annual Taste of Serbia
- ___ Lapsed Food Team
- ___ Outreach
- ___ Stewardship
- ___ Sunday Fellowship / Coffee
- ___ Visitation - Hospital
- ___ Visitation - Shut-ins
- ___ Feed the Hungry
- ___ Prison Ministry
- ___ God's Recreational Group
- ___ Diocese Relief Projects
- ___ Sunday Dignitage
- ___ Seniors Ministry
- ___ Couples Ministry
- ___ Singles Ministry
- ___ Men's Ministry
- ___ Women's Ministry
- ___ Race Sharing 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 | |

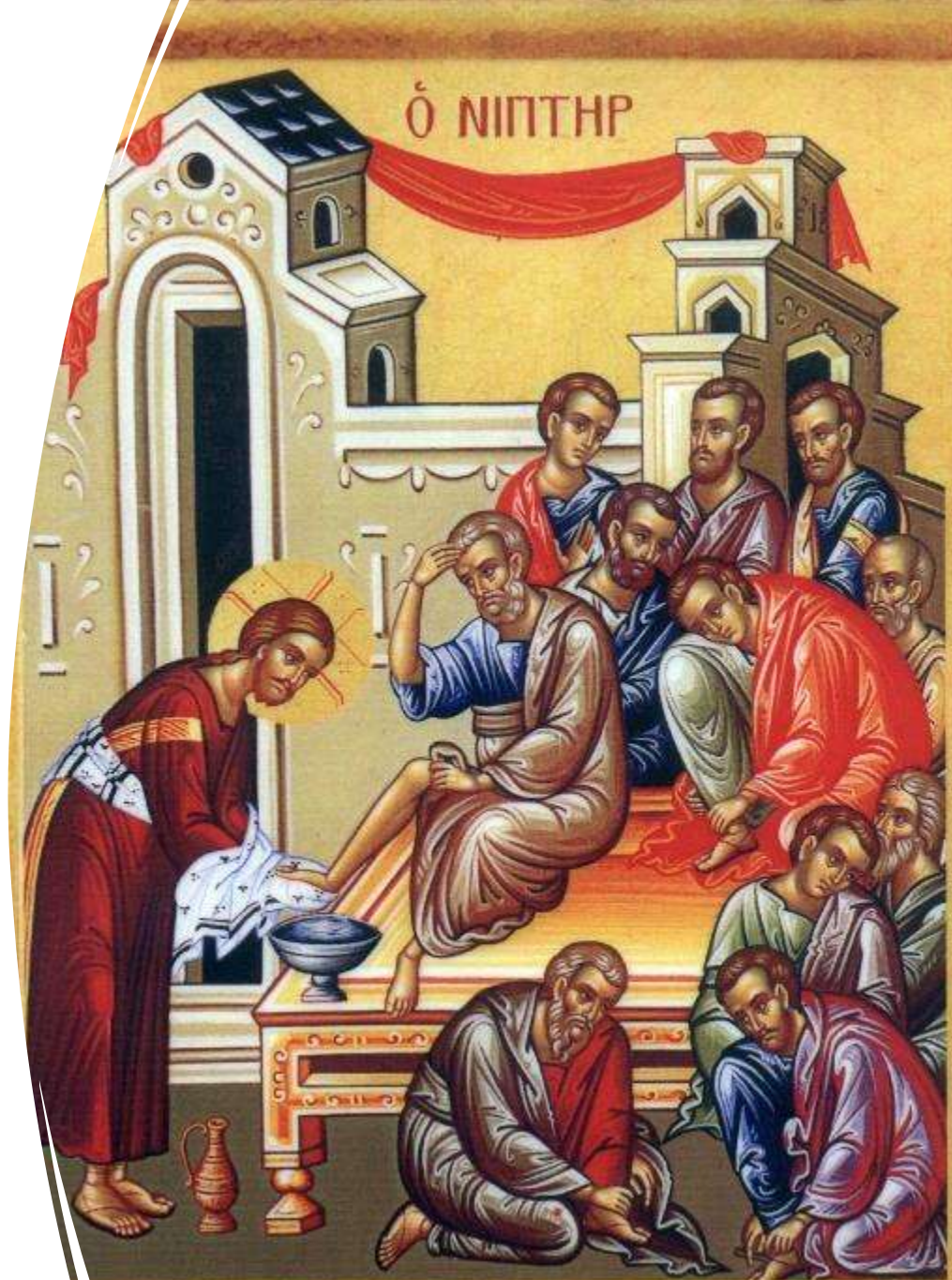
Other Talents: _____

- **Orthodox Servant Leadership**

Appendix

PART 3

Servant Leadership and Management



John 13:1-5

Top 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%

JAMES M. KOUZES
BARRY Z. POSNER

Bestselling authors of The Leadership Challenge

THE
TRUTH
ABOUT
LEADERSHIP

The **NO-FADS**,
HEART-OF-THE-MATTER
FACTS YOU NEED TO KNOW

From 30 years of empirical research (Kouzes & Posner, 2010)

Top 4 Qualities People Want In Their Leaders

It's all about

CREDIBILITY

(Honest + Inspiring + Competent)

+

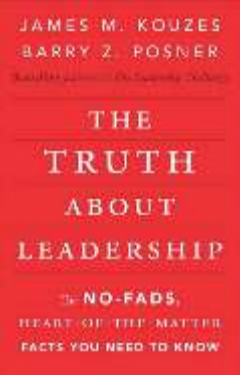
FORWARD - LOOKING

Honest

Inspiring

Forward-looking

Competent



Impact of Values Clarity on Commitment

Clarity of
Organizational
Values

High

Low

4.9

6.3

4.9

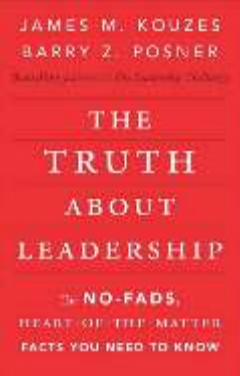
6.1

Low

High

Clarity of Personal Values

Scale: High = 7 Low = 1



Impact of Values Clarity on Commitment

- ~ Clarity of personal values is critical
- ~ Greatest positive impact comes when personal and Parish values are aligned
- ~ Have you and your Parish leadership, clarified personal and parish values



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

“The domain of
the Leader is the



The work of the
leader is
change.”



(Kouzes and Posner, 2017)

5 Practices of Exemplary Leadership



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



Where there is
no vision, the
people perish.

Proverbs 29:18

Patterson's Summary of Greenleaf's

Elements of Servant Leaders

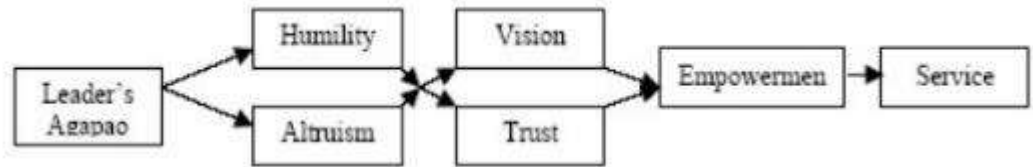


Figure 1, The model of constructs, This model details how the servant leadership constructs work together beginning with agapao love and ending with service.

1. Love

2. Humility

3. Altruism

4. Vision

5. Trust

6. Empowerment

7. Service



Orthodox Servant Leader Model

VISION

COURAGE

TEAM

HUMILITY

LOVE

TRUST



Orthodox Servant Leader Score

LOVE

I love unconditionally _____

TRUST

I do what I say _____

HUMILITY

I admit my mistakes _____

COURAGE

I persevere regardless of danger, difficulty or uncertainty. _____

TEAM

I support my people _____

VISION

I lead to a righteous destination _____

5 = Always
4 = Mostly
3 = Sometimes
2 = Rarely
1 = Never



“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.”



**“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



“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%

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Intelligent = 42%

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Self-Controlled = 11%

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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

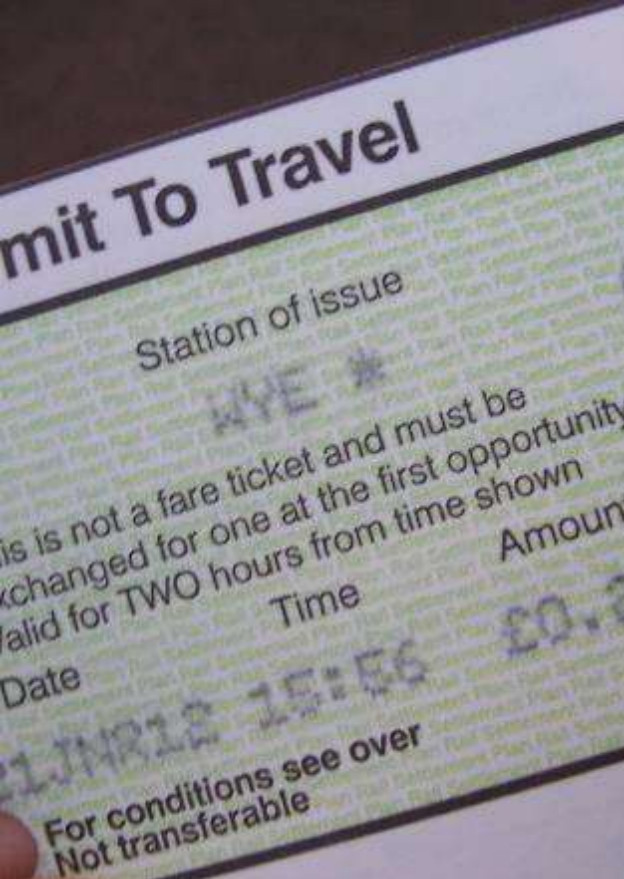
Competent

• **Strategic Planning for Parishes**

Appendix



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

ACHIEVING YOUR WILDLY
IMPORTANT GOALS

The
4 Disciplines
of
Execution

#1
Business
Bestseller
The Wall Street
Journal



CHRIS McCHESNEY

SEAN COVEY

THE NEW YORK TIMES BESTSELLING AUTHOR

JIM HULING

FOREWORD BY CLAYTON CHRISTENSEN

***“In the
moment,
urgency
always trumps
importance”***



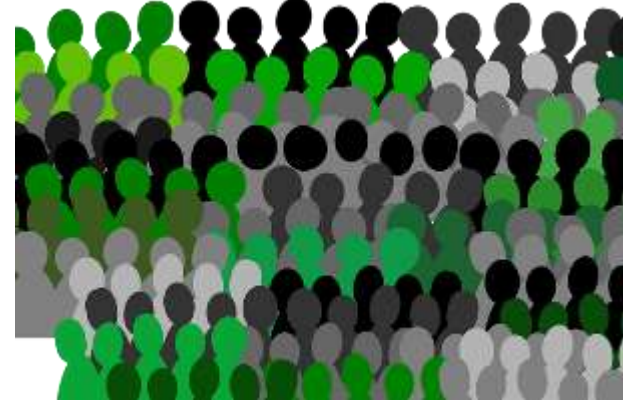
Chris McChesney

Franklin Covey 4DX

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



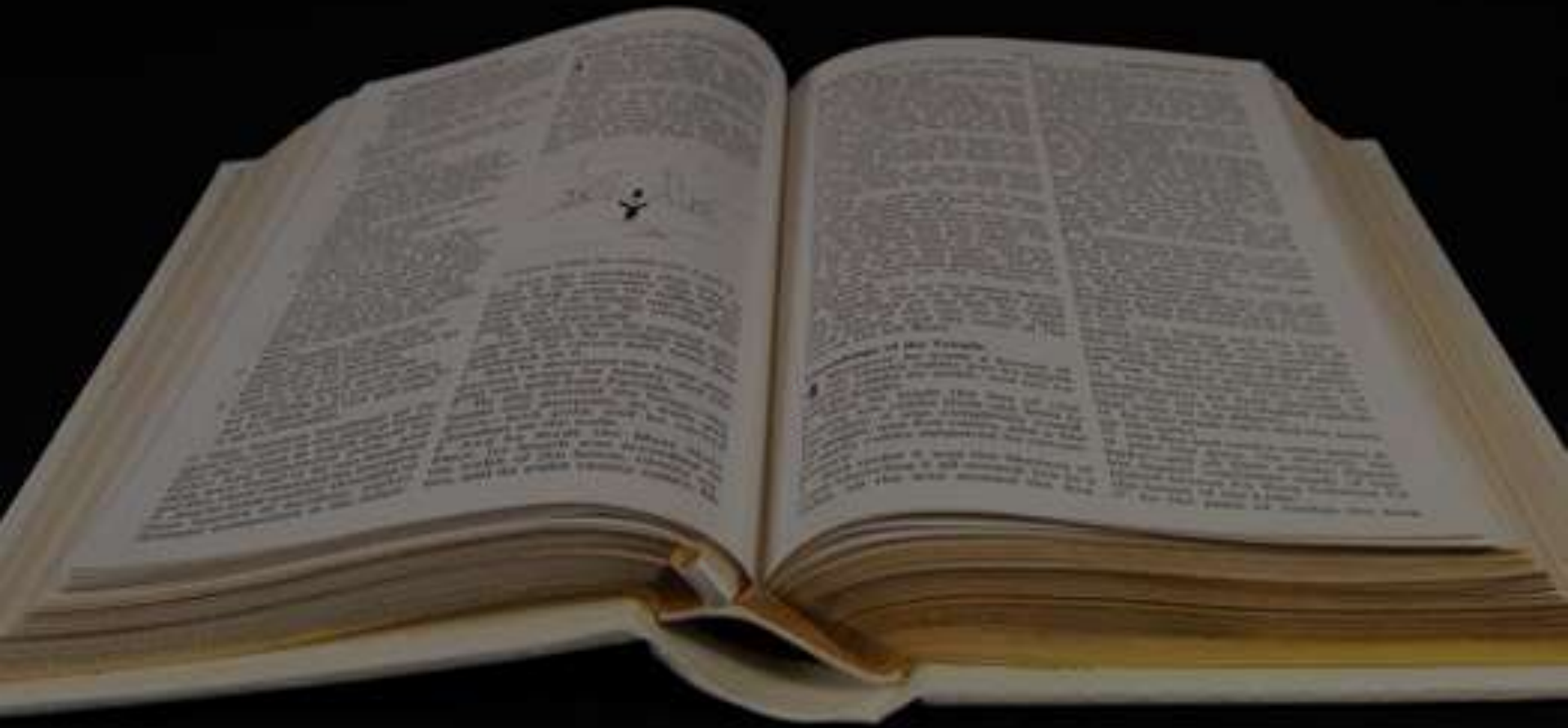
***“Friends, WHY
are you doing
these things?”***

Acts 14:15

A circular diagram consisting of seven thick, curved arrows pointing clockwise. The arrows are colored in a sequence: purple, olive green, red, green, orange, dark blue, and brown. In the center of the circle, the words "Core Values" are written in a blue, sans-serif font.

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



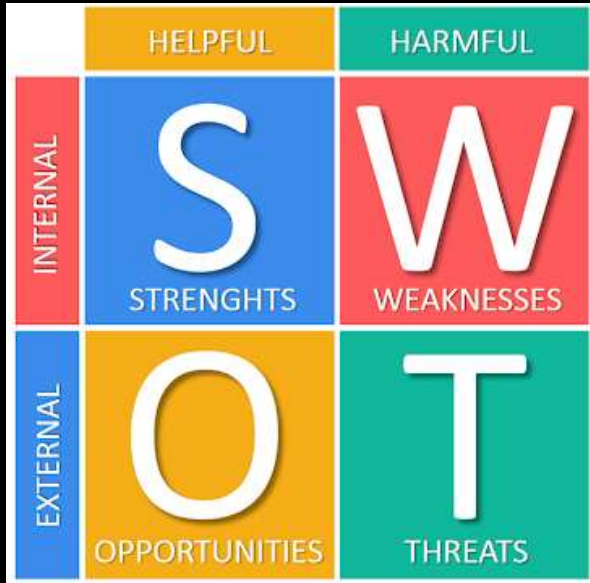


***“Examine
yourselves as to
whether you are
in the faith.*”**

Test yourselves!”

2 Corinthians 13:5

Three Not Mutually Exclusive Discovery Options



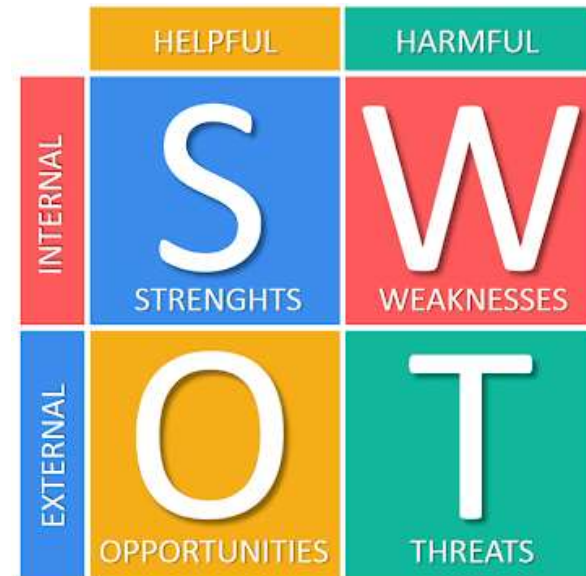
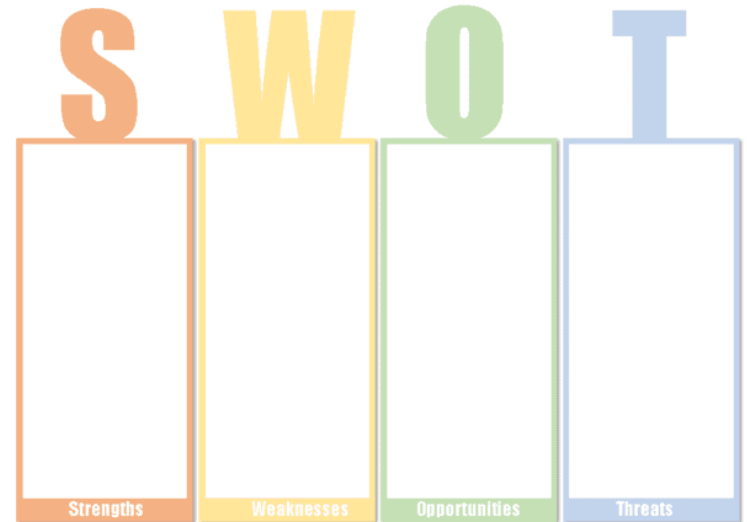
SWOT ANALYSIS

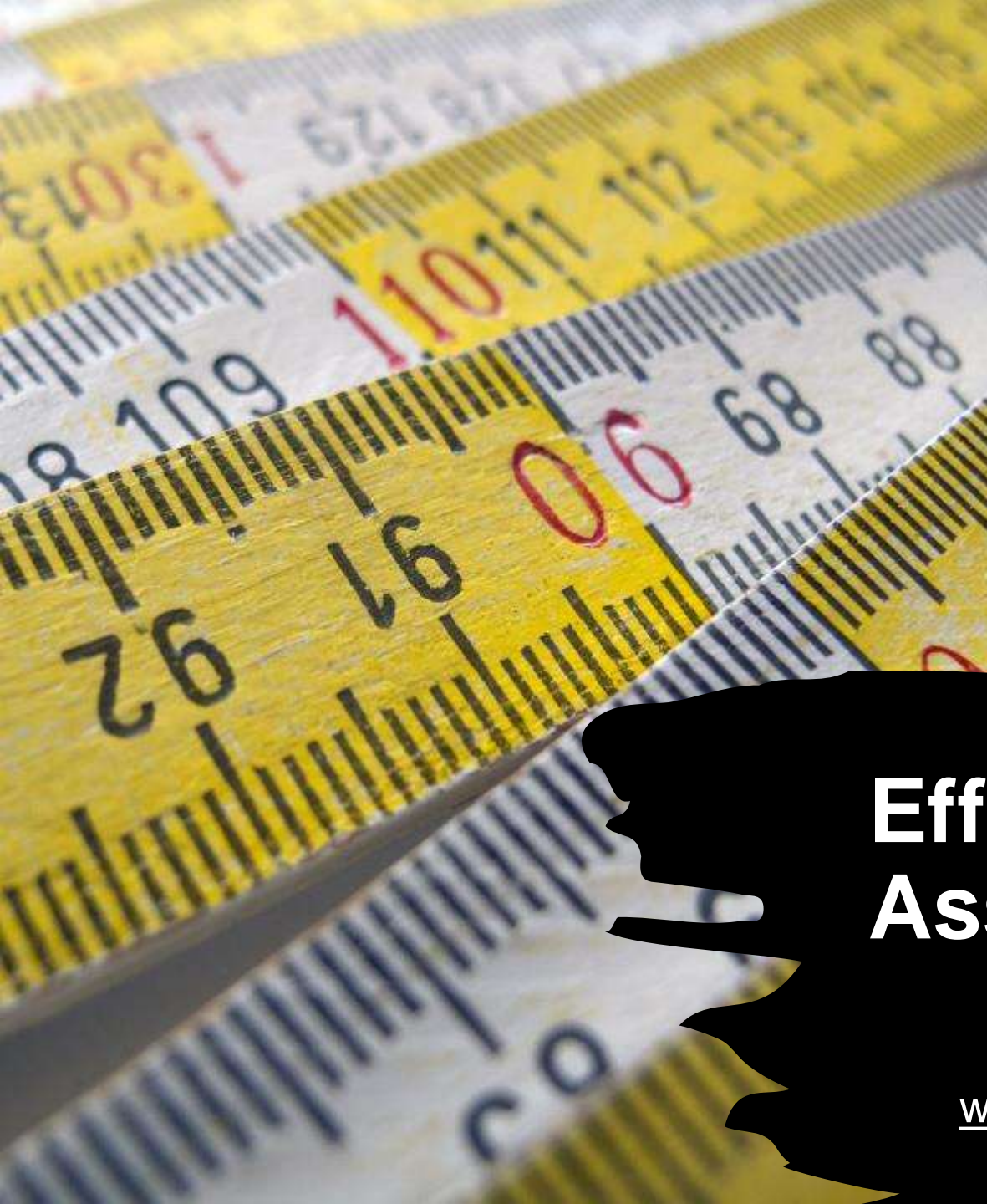
Answers strategic planning question #2:

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



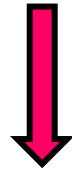
Ministry



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



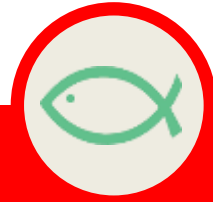
Stewardship & Generosity

- 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%

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

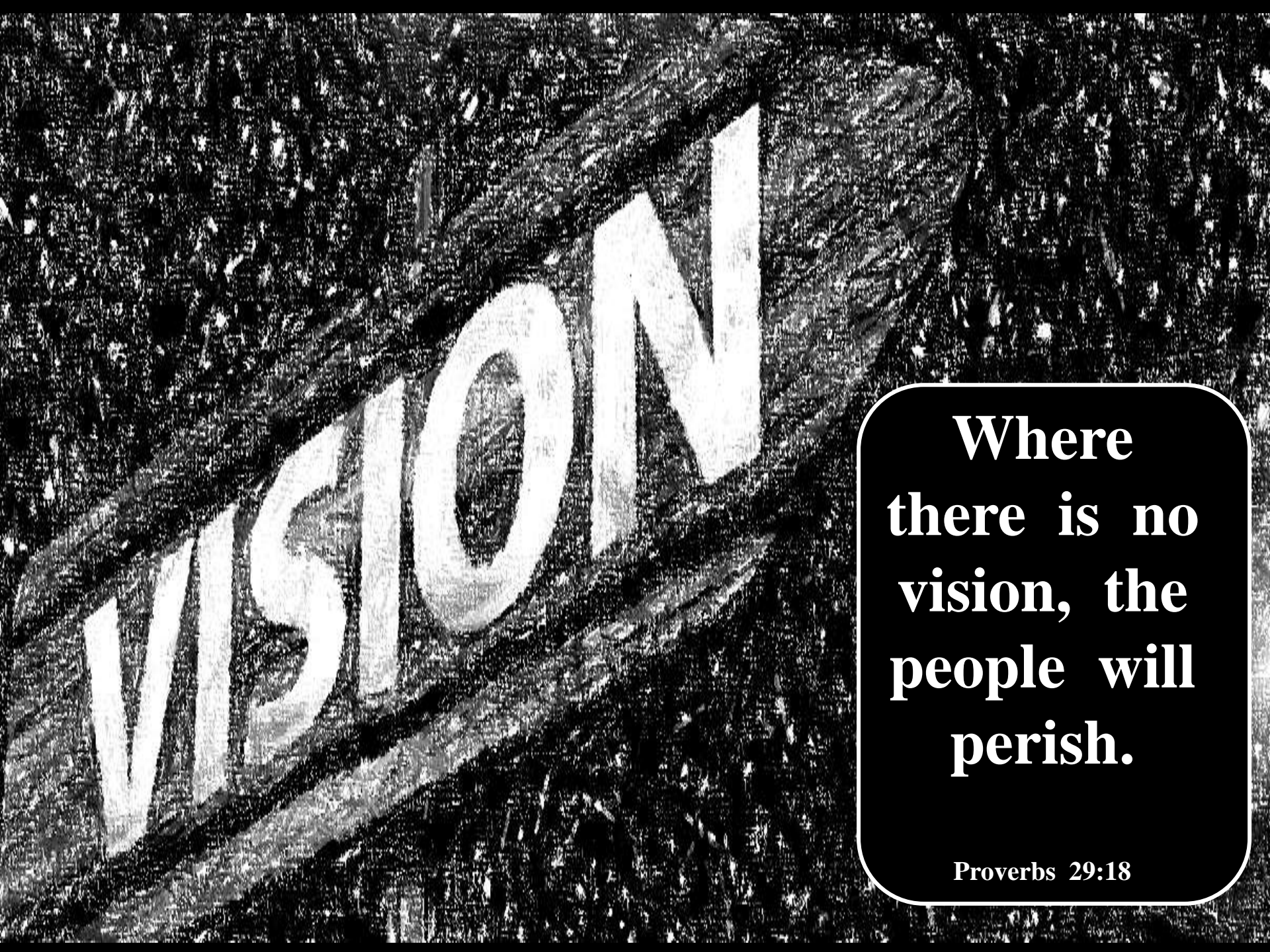


The Great Commission Mission Statement

***“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*

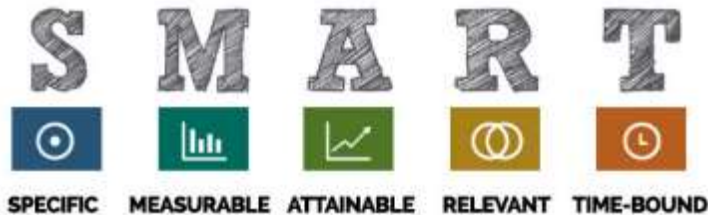
4. *...cleanse the lepers*

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?

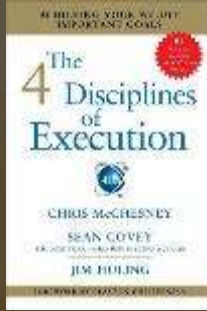


The 5 Step Stewardship Calling Vision & Strategy Success Plan

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.”

Stewardship & Engagement Action Plan

<u>Actions Steps</u>	<u>Responsible Party</u>	<u>Deadline</u>	<u>Completion Test</u>
Interim Goal 1: Research the most effective stewardship and ministry engagement programs within 3 months			
1. Form Stewardship & Engagement Program Team (S&EPT).	SPT and S&EPT Goal Co-Captains	1 month after Start Date	S&EPT members agree to serve
2. Determine adult and youth stewardship and ministry engagement and percentage giving and tithing key definitions and effectiveness metrics.	S&EPT	1 month after step 1	Definitions and metrics determined
3. Analyze the adult and youth parish baseline on those key stewardship & ministry engagement and tithing effectiveness metrics and survey/research parish impediments to achieving increased stewardship, ministry engagement, and tithing success.	S&EPT	1 month after step 2	Parish baselines and parish impediments determination are finalized
4. Identify at least 3 stewardship & engagement and 3 percentage giving/tithing programs for both youth and adults to consider from both inside and outside the Orthodox ecosystem.	S&EPT	Simultaneous with steps 2 & 3	At least 3 stewardship & engagement and 3 percentage giving/ tithing programs are examined

Stewardship & Engagement Action Plan

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4. Identify at least 3 stewardship & engagement and 3 percentage giving/tithing programs for both youth and adults to consider from both inside and outside the Orthodox ecosystem.	S&EPT	Simultaneous with steps 2 & 3	At least 3 stewardship & engagement and 3 percentage giving/ tithing programs are examined

Stewardship & Engagement Action Plan

<u>Actions Steps</u>	<u>Responsible Party</u>	<u>Deadline</u>	<u>Completion Test</u>
<u>Interim Goal 2: Develop the most effective Stewardship Program within 3 months</u>			
5. Evaluate researched adult and youth stewardship & engagement and tithing for effectiveness against key performance metrics and parish baselines based on criteria of effectiveness determined in step 2.	S&EPT	1 months after step 4	Evaluation of alternative stewardship & ministry engagement and tithing programs is completed
6. Modify or develop new adult and youth stewardship & engagement and tithing program for utilization at the parish (the “Stewardship, Engagement & Tithing Program”) and establish monthly performance benchmarks and comprehensive communications strategy and plan.	S&EPT	2 months after step 5	Stewardship, Engagement & Tithing Program is finalized, and monthly performance benchmarks are determined
<u>Interim Goal 3: Recruit and train Ambassadors within 2 months</u>			
7. Identify and recruit personal visitation ambassadors/small group leaders (“Ambassadors”) who can implement the Stewardship, Engagement & Tithing Program.	S&EPT	1 month after step 6	Ambassadors are recruited
8. Train Ambassadors to implement the Stewardship, Engagement & Tithing Program.	S&EPT	1 month after step 7	Ambassadors are trained

Stewardship & Engagement Action Plan

<u>Actions Steps</u>	<u>Responsible Party</u>	<u>Deadline</u>	<u>Completion Test</u>
<u>Interim Goal 4: Implement the Stewardship, Engagement & Tithing Program to achieve the Stewardship & Engagement Targets within 12 months</u>			
9. Implement Stewardship, Engagement & Tithing Program to achieve the Stewardship & Engagement Targets.	Ambassadors	12 months after step 8	Stewardship, Engagement & Tithing Program is fully launched
10. Track and report on monthly performance benchmarks determined in step 6 and continue Ambassadors follow-up with parishioners until Stewardship & Engagement Targets are achieved	Ambassadors	Contemporaneous with step 9	Established monthly Stewardship & Engagement Targets are achieved

Stewardship & Engagement Action Plan

<u>Actions Steps</u>	<u>Responsible Party</u>	<u>Deadline</u>	<u>Completion Test</u>
<u>Interim Goal 5: Compile and assess the results of the Stewardship Program and make necessary improvements within 2 months</u>			
11. Obtain and compile qualitative and quantitative data from Stewardship, Engagement & Tithing Program and determine effectiveness and success (based on criteria established in step 2) and identify areas for improvement.	Ambassadors and S&EPT	1 month after step 10	Stewardship, Engagement & Tithing Program assessments are completed
12. Finalize and deliver Stewardship, Engagement & Tithing Program assessment analysis report, and make all refinements necessary to make the Stewardship & Engagement Program more effective based on information identified in step 11.	Ambassadors and S&EPT	1 month after step 11	Analysis is completed, and Stewardship, Engagement & Tithing Program is refined accordingly

Stewardship & Engagement Action Plan

<u>Lead Measure Action</u>	<u>Deadline Date</u>	<u>% Complete and Date</u>
1. Form Stewardship, Engagement & Tithing Program Team		
2. Develop definitions and effectiveness metrics		
3. Analyze parish baselines and engagement success impediments		
4. Research Stewardship, Engagement & Tithing Program		
5. Evaluate Stewardship, Engagement & Tithing Program		
6. Finalize Stewardship, Engagement & Tithing Program		
7. Identify and recruit Stewardship Ambassadors		
8. Train Stewardship Ambassadors		
9. Implement Stewardship, Engagement & Tithing Program and manage to interim monthly targets		
10. Track performance Data from Stewardship, Engagement & Tithing Program Implementation		
11. Obtain qualitative and quantitative assessment data from Stewardship, Engagement & Tithing Program		
12. Improve Stewardship, Engagement & Tithing Program based lessons learned in step 11		

Igniting The Flame

Bill Marianes

www.stewardshipcalling.com

Bill@stewardshipcalling.com