

Igniting The Flame



St Elizabeth Orthodox Christian Church



STEWARDSHIP
CALLING

Dr. Bill Marianes

www.stewardshipcalling.com

Bill@stewardshipcalling.com

Here's My Offer

1. I will introduce myself
 2. I'll 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



Who's trying to help you?



So, who's "helping" you today?



So, who's "helping" you today?



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



Fr. James Kumarelas (Holy Cross 2020)



Almost Midnight

44 Years As A Lawyer To Atone For

**troutman
pepper locke**

1,600 lawyers in 33 global offices



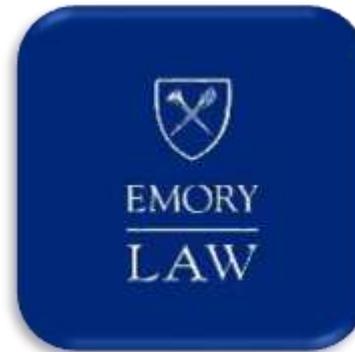
McGuireWoods

1,100 lawyers in 23 global offices

4 Degrees Below Zero



**B.A.
Psychology**



**Juris
Doctorate**



**Masters in
Business
Administration**



**Doctorate in
Strategic
Leadership**

A journey ...

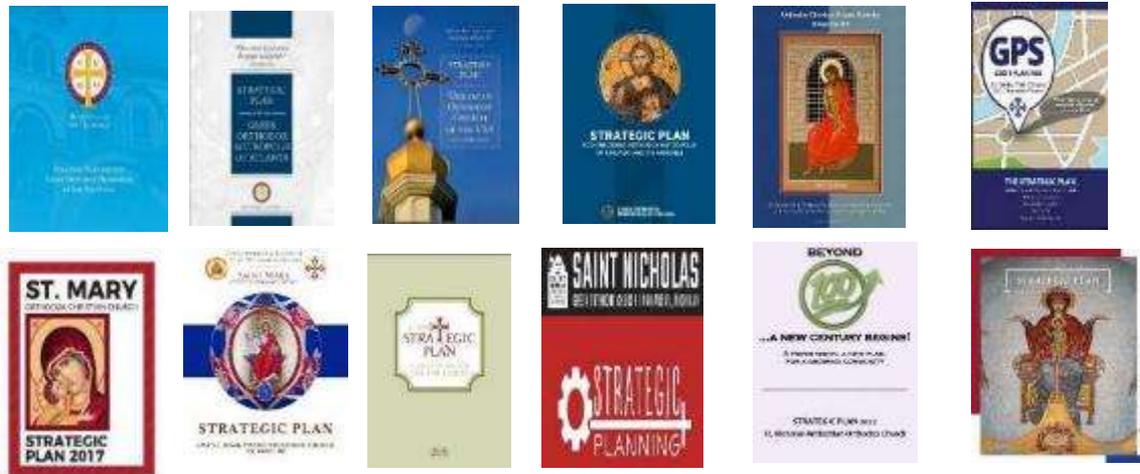


... 450,000+ airlines miles over 30+ years

...presentations to over 1,000 Parishes of all Orthodox jurisdictions

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

Stewardship Calling has completed Strategic Plans for over 26% of Orthodox Christians



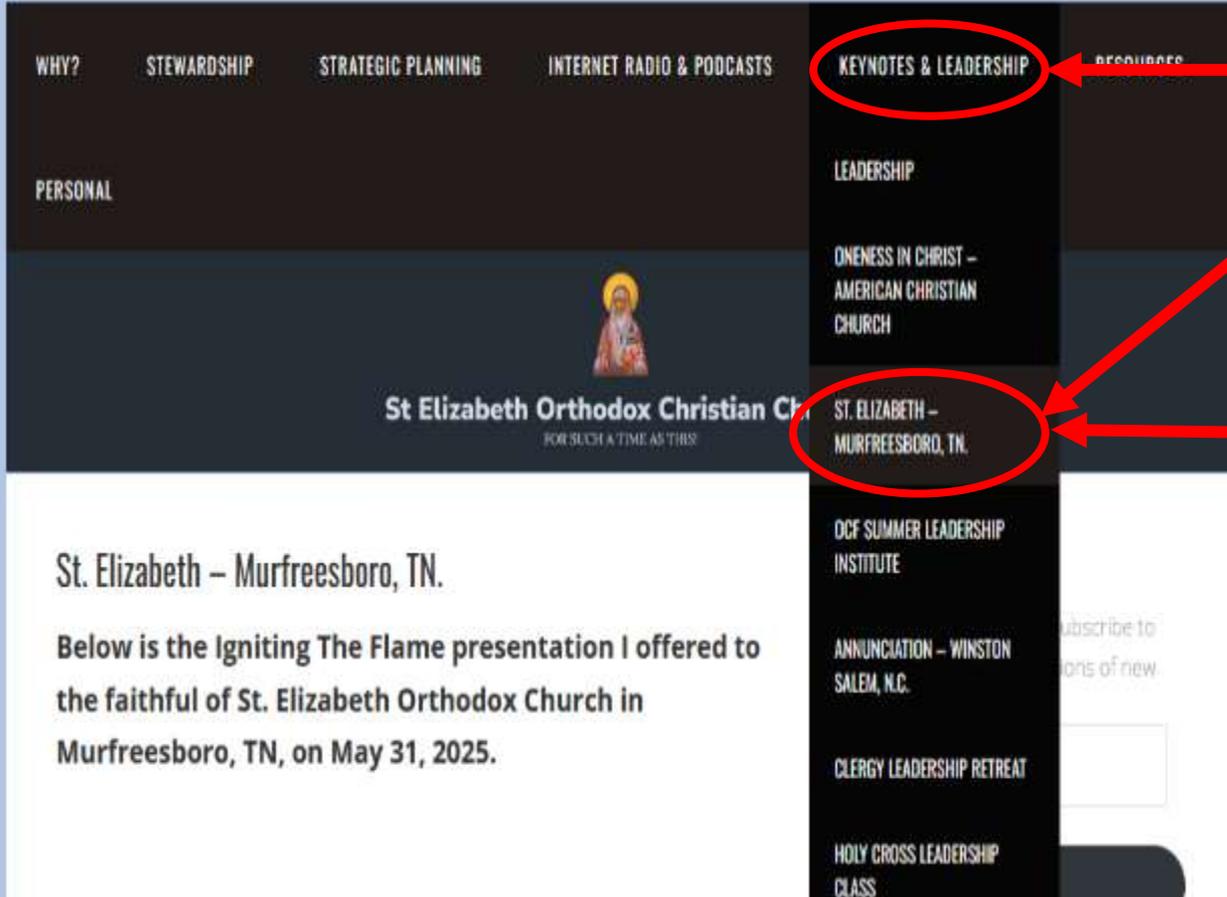
GOA Metropolis of San Francisco
Ukrainian Orthodox Church of the USA
GOA Metropolis of Atlanta
OCA Diocese of New England
GOA Metropolis of Chicago
OCA Diocese of Midwest
Sts. Mark, Mary, Philopater Coptic (Troy, MI)
Annunciation Cathedral (Atlanta, GA)
Sts. Raphael, Nicholas & Irene (Cumming, GA)
Dormition of the Theotokos – (Sommerville, MA)
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)
St. Nicholas (Grand Rapids, MI)
Holy Trinity (Grand Rapids, MI)
St Nicholas (Lexington, MA)
St. Demetrios (Warren, OH)
St. Raphael (Iowa City, IA)
St. Sophia (Jefferson, PA)
St. Demetrios (Saginaw, MI)
Holy Trinity (Indianapolis, IN)
St. Luke (E. Longmeadow, MA)
Holy Trinity (Concord, NH)
Christ the Saviour (Harrisburg, PA)

(Many more currently in progress)



www.stewardshipcalling.com



Keynotes & Leadership Tab

St. Elizabeth Page

QR Code for St. Elizabeth Page



This entire PowerPoint deck with all the appendices can be found and downloaded here:

A Roadmap for American Churches and People of Faith: W.W.J.D. (What Would Jesus Do?)

**Preface and Chapters 1-2: Setting the stage
and relevant facts, figures and data**

Chapters 3-5 & 8: Leadership Best Practices

Chapter 7: Strategic Planning

**Chapters 9-11: Stewardship & Engagement
Best Practices**

**Chapters 12 & 14: Spiritual Formation,
Religious Education Best Practices, and
Seminary Strategic Foresight**

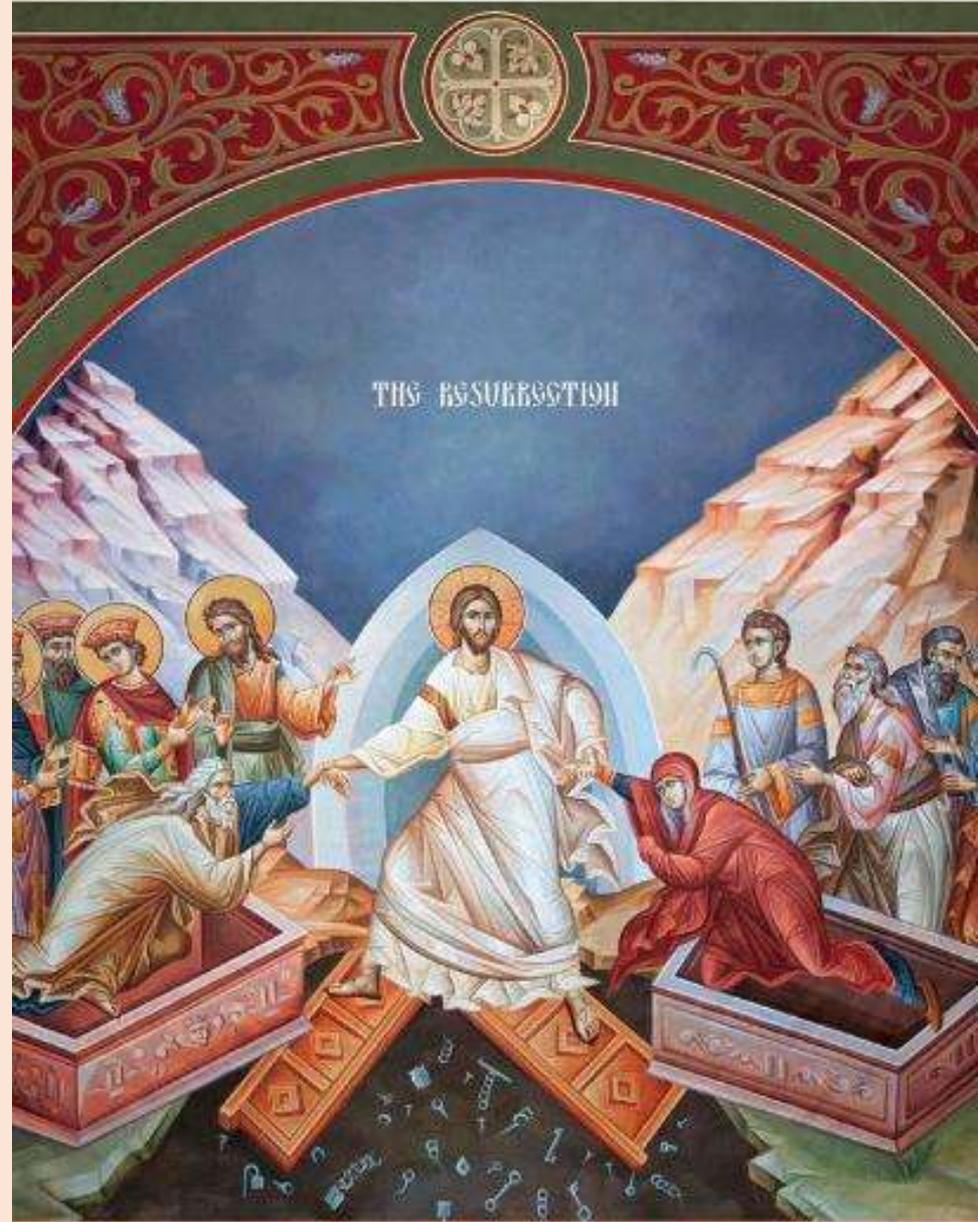
**Chapters 15-18: Oneness in Christ, Orthodox
Unity in America, Orthodox/Roman
Catholic Unity, Conclusion**



<https://stewardshipcalling.com/a-roadmap-for-american-churches-and-people-of-faith-w-w-j-d-what-would-jesus-do/>



Is
Jesus
Christ
who He
says He
is?



Big Question #2

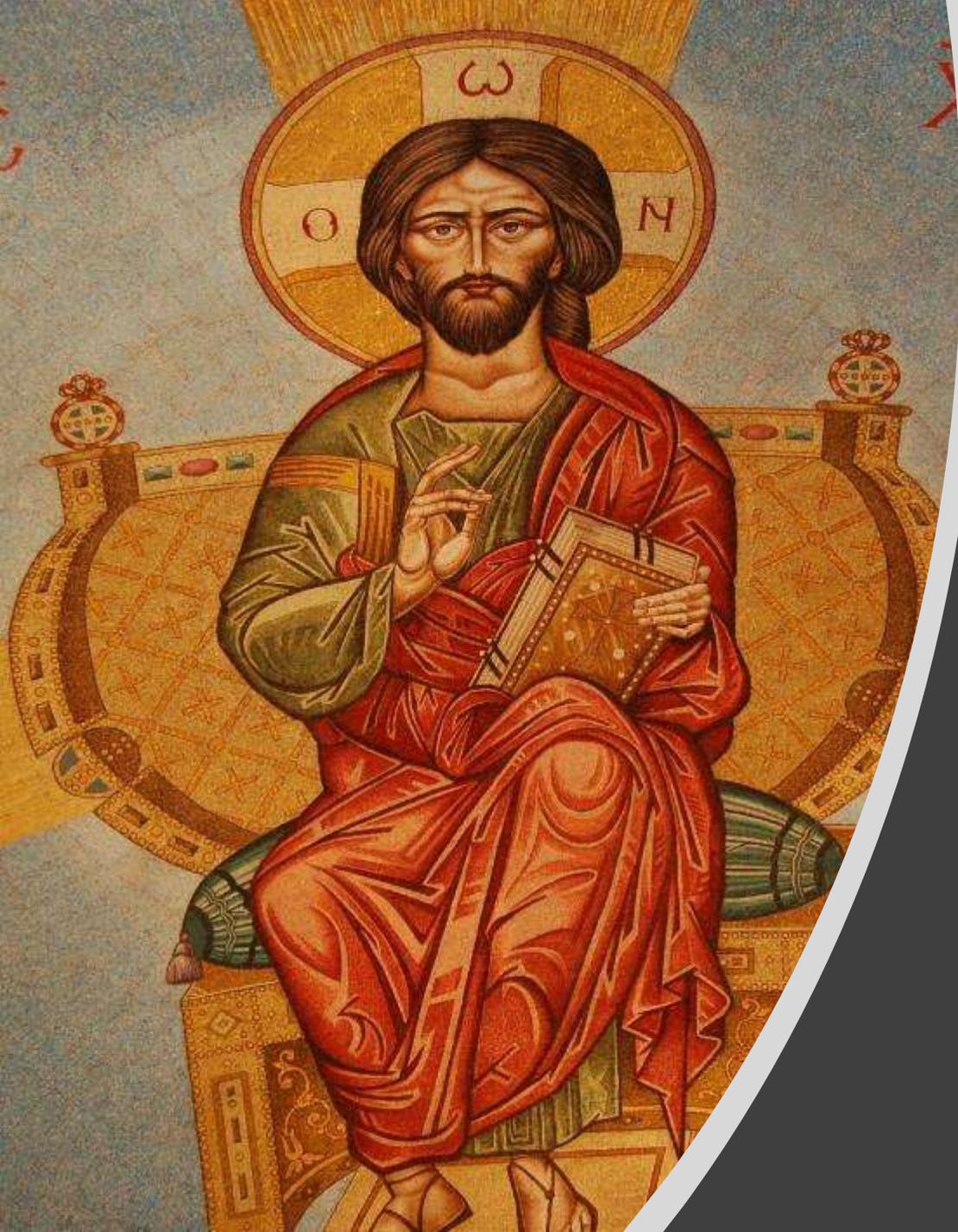


...are You Here?

Big Question #3



**...does your
parish exist?**



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

Big Question #4

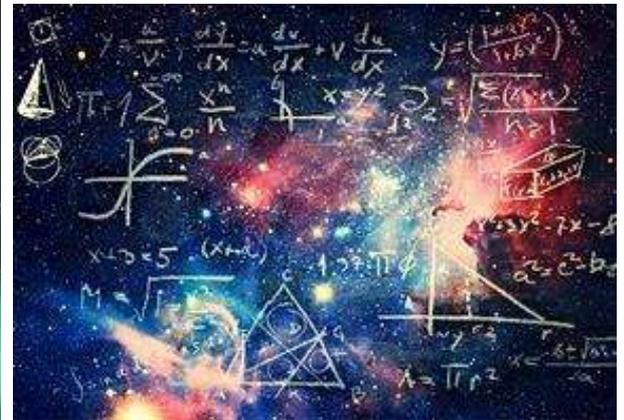


**What will
your
answer be
if Christ
asks you the
following
difficult
question**



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

Big Question #5



Are you living too

small

Big Question #6

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



**“Christianity, if
false, is of no
importance,**

**and if true, of
infinite
importance.**

**The only thing
it cannot be is
moderately
important.”**



C.S. Lewis





3

Exclamation Points



WHY



Love



Light



Live Your WHY



Share The Love



Be The Light

The Biggest S³ Challenges Churches Face

1. Servant
Leadership
2. Stewardship &
Engagement
3. Spiritual
Formation &
Religious
Education



A Roadmap for American Churches and People of Faith: W.W.J.D. (What Would Jesus Do?)

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<https://stewardshipcalling.com/a-roadmap-for-american-churches-and-people-of-faith-w-w-j-d-what-would-jesus-do/>



Let's set the stage of the challenge with empirical data



GO into all
the world

How Fast Is Our World Changing?



Exponentially!

We are living in exponential times...

... the speed of change is
unimaginable and accelerating

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

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

Years it took to reach 50 million users:

Telephone - 75 years



Radio - 38 years



TV - 13 years



Internet - 4 years



Pokémon GO - 19 days





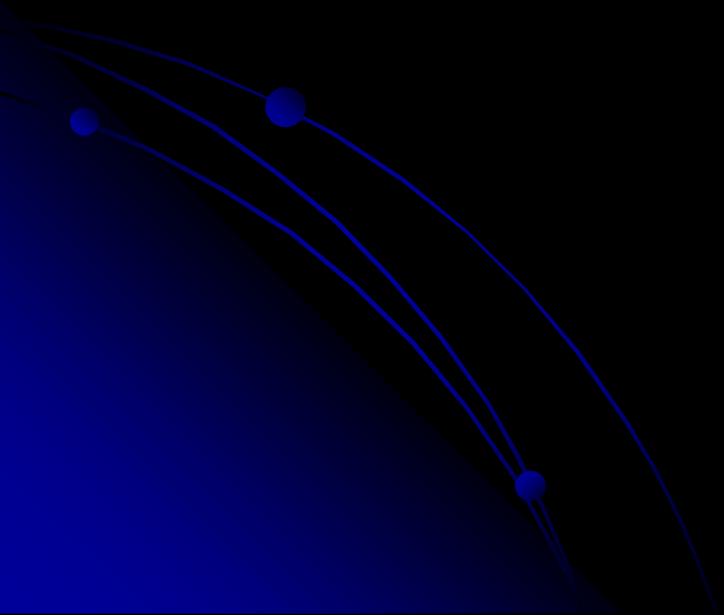
~ 2.7 BILLION worldwide users

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

~ 8.3 hours of video is uploaded every second

(500 hours per minute)

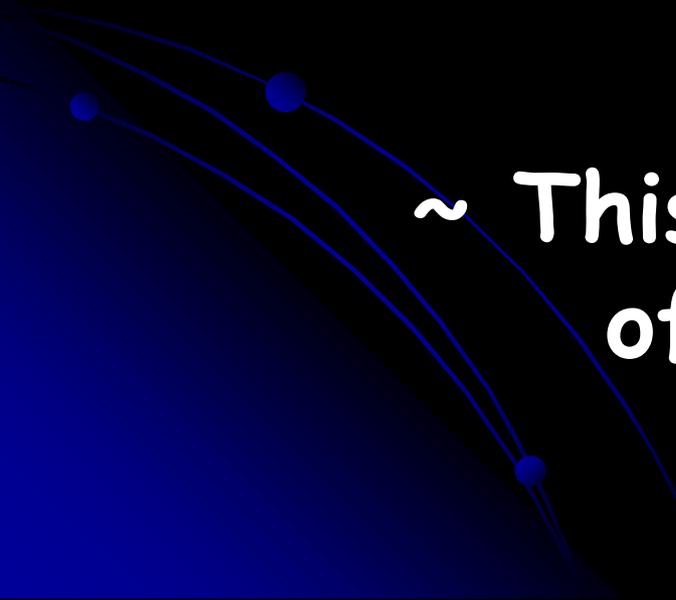
We are living in exponential times...



facebook started 21.5 years ago in October 2003.

~ It now has over 3.07 Billion active monthly users.

~ This represents 56.33% of all internet users



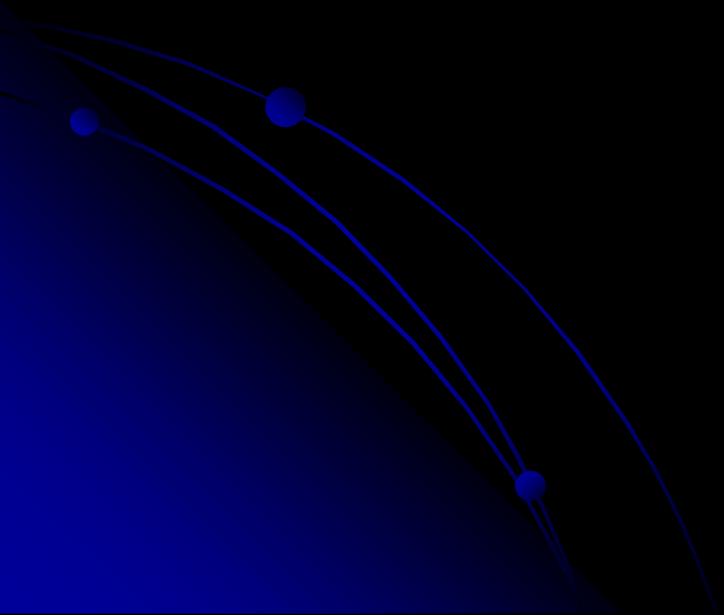
If Facebook were a country . . .



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

. . . MORE THAN TWICE the size of China and India, and 8.8 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.

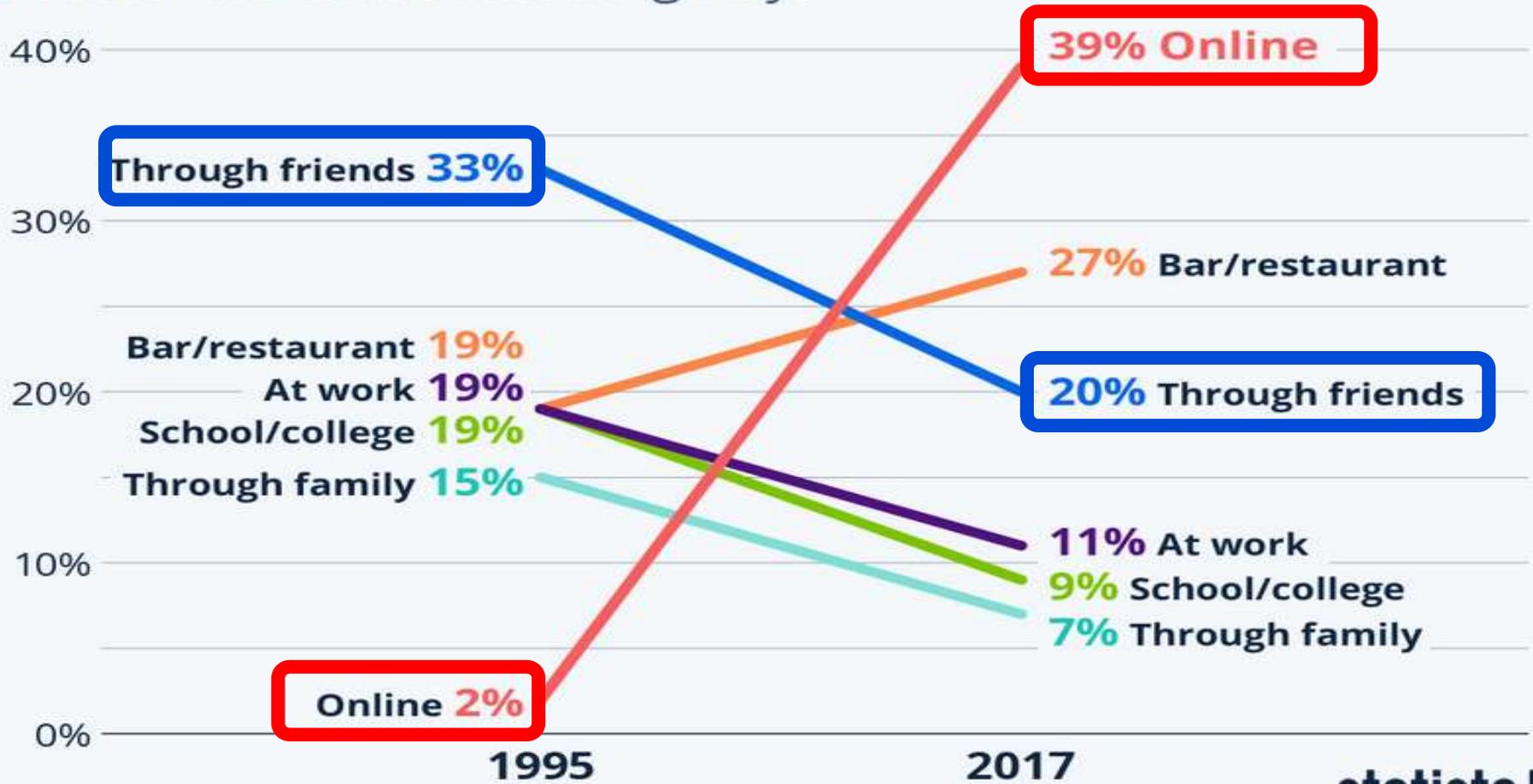
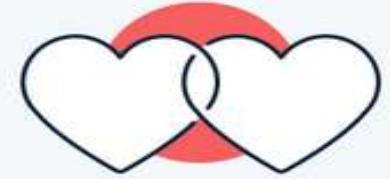


~ 13% of couples married in
the U.S. in 2005 . . .
. . .met online

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

How Couples Met

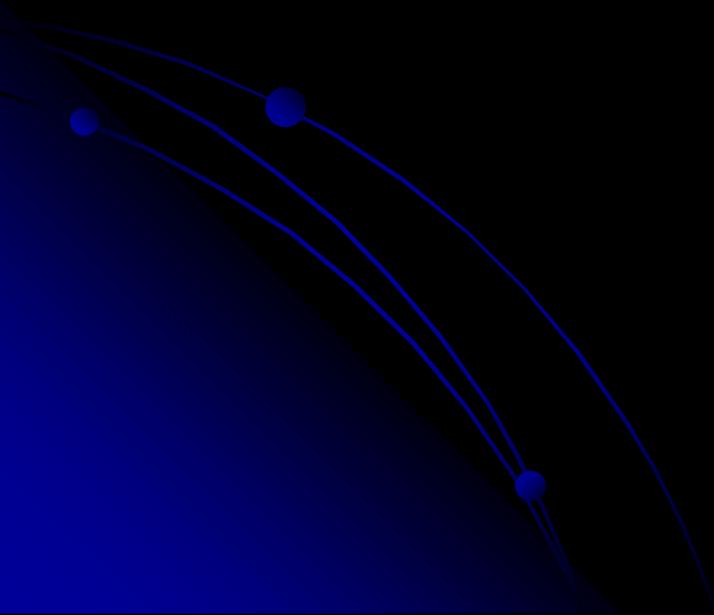
Share of heterosexual U.S. couples who met in the following ways



What's missing?

We are living in exponential times...

So what does this mean for your
Parish?





Jack Welch

Chairman & CEO - General Electric



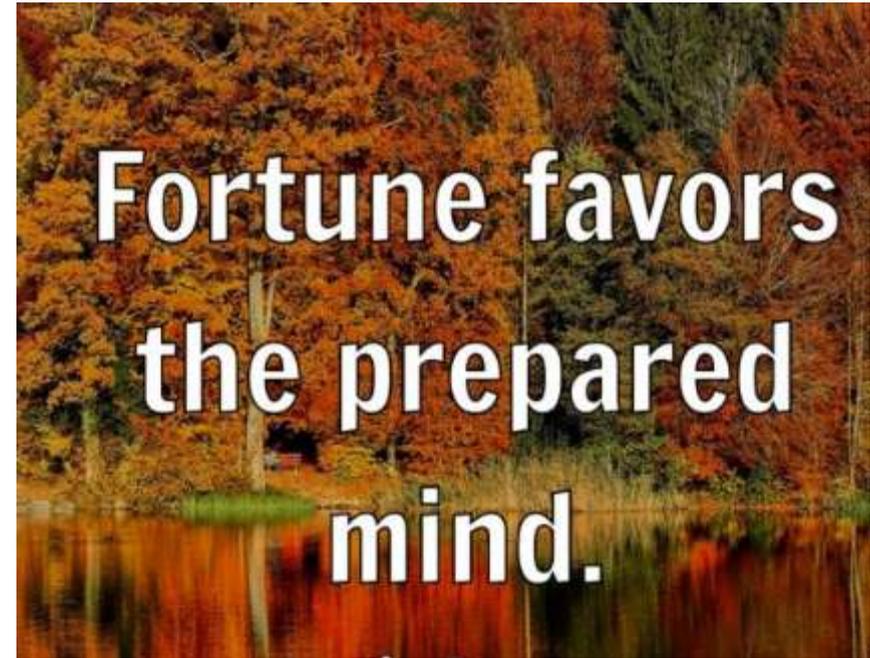
“If the rate of change on the outside exceeds the rate of change on the inside, the end is near.”



“Change before you have to.”



**“...chance
favors only the
prepared mind”**



**Louis Pasteur (1822 –1895) French
chemist and microbiologist
discovered the principles of
vaccination, microbial
fermentation, and pasteurization**

“In the next 10 years, we will experience as many changes as humanity has seen during the past century.”



**Ray Kurzweil
Futurist at Google, Co-
Founder of Singularity
University**

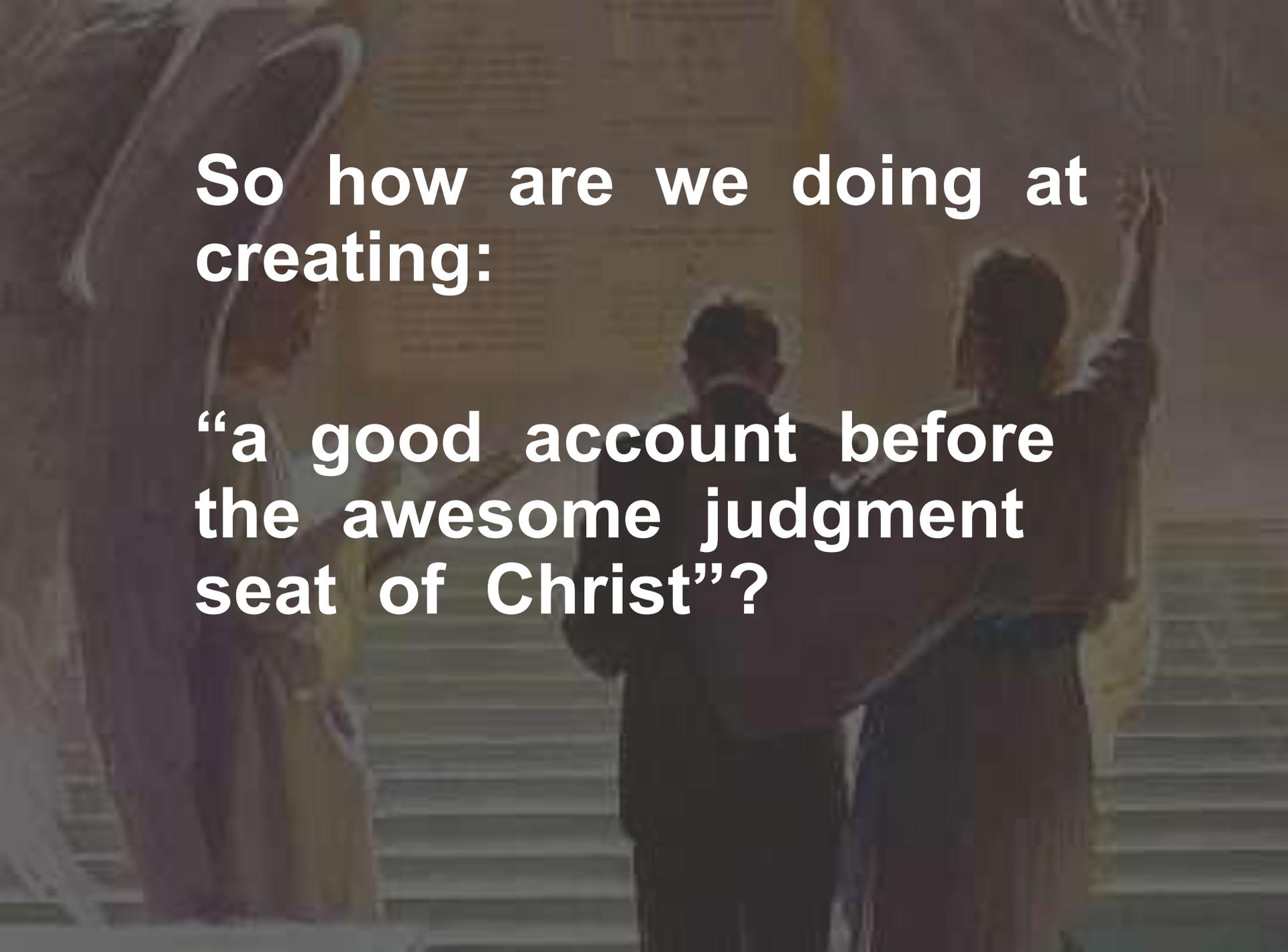


Μετάνοια

Metanoia



Are you prepared to
transformationally change?



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

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

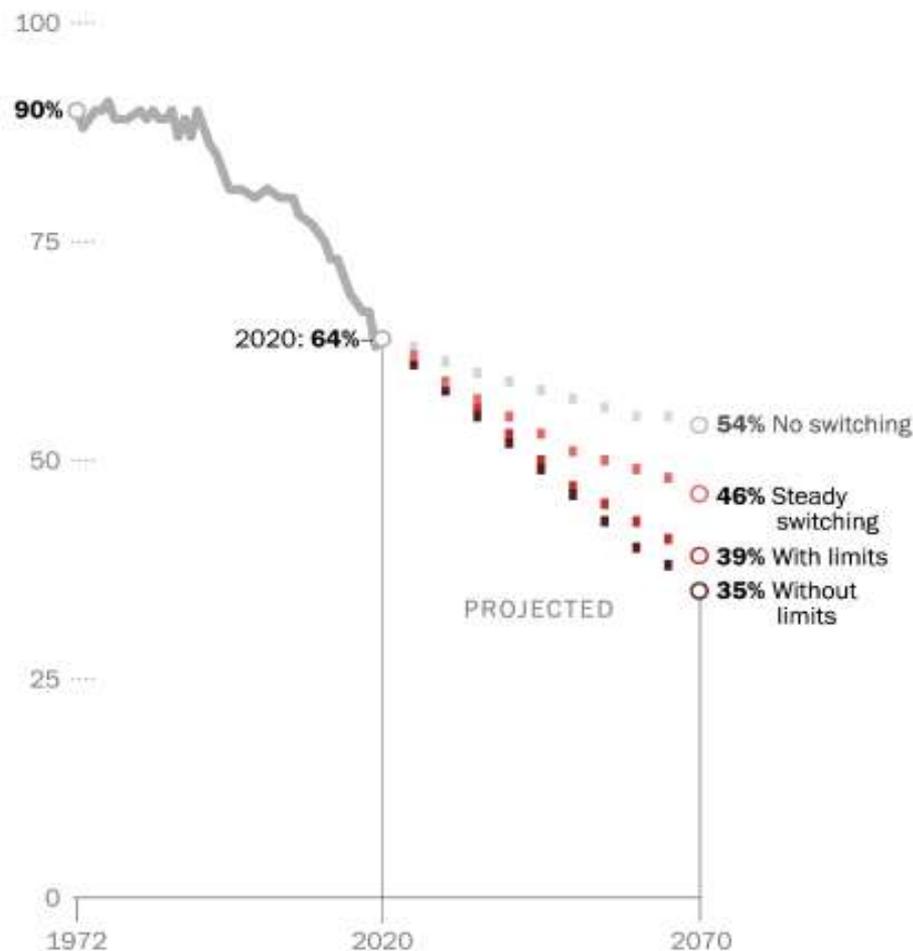
**IN GOD
WE TRUST
ALL OTHERS
MUST BRING
DATA**

Setting
the Stage
With The
Facts

By 2065, 52% of the US population will be “NONES” (no religious affiliation) with 35% identifying as Christians

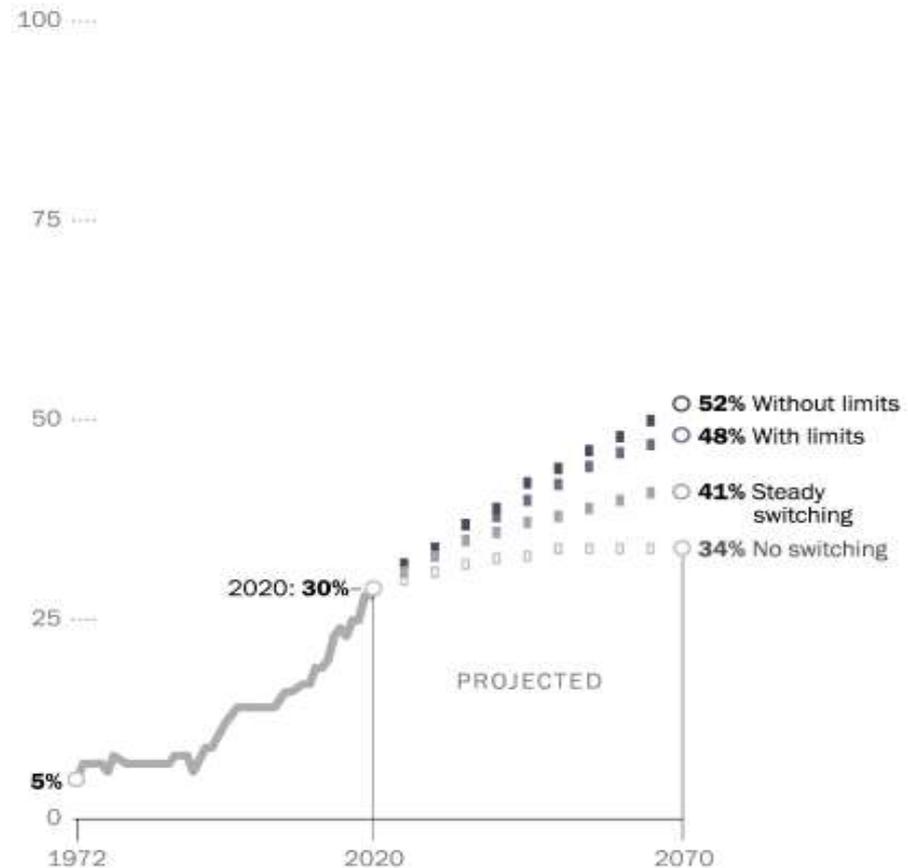
U.S. Christians projected to fall below 50% of population

% of Americans who are Christian

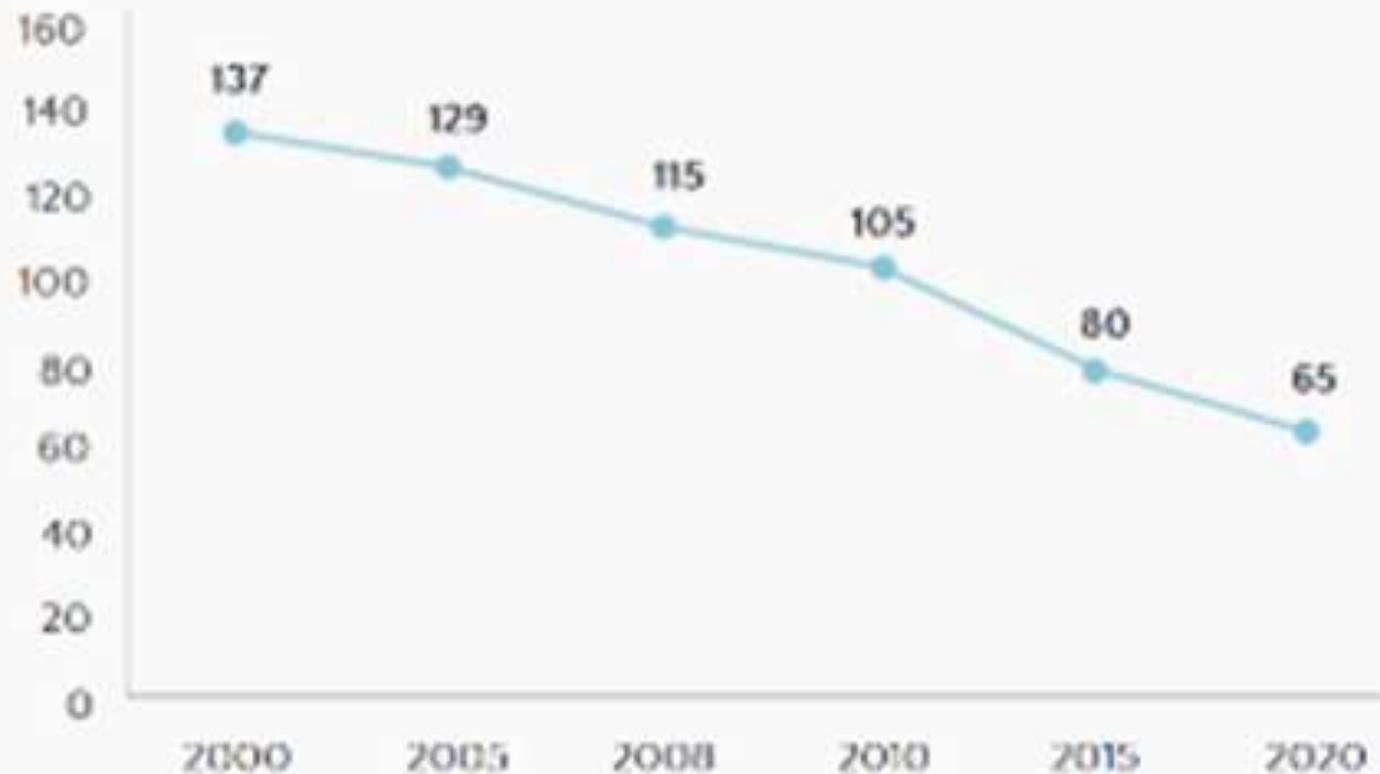


U.S. 'nones' will approach majority by 2070 if recent sv

% of Americans who are religiously unaffiliated

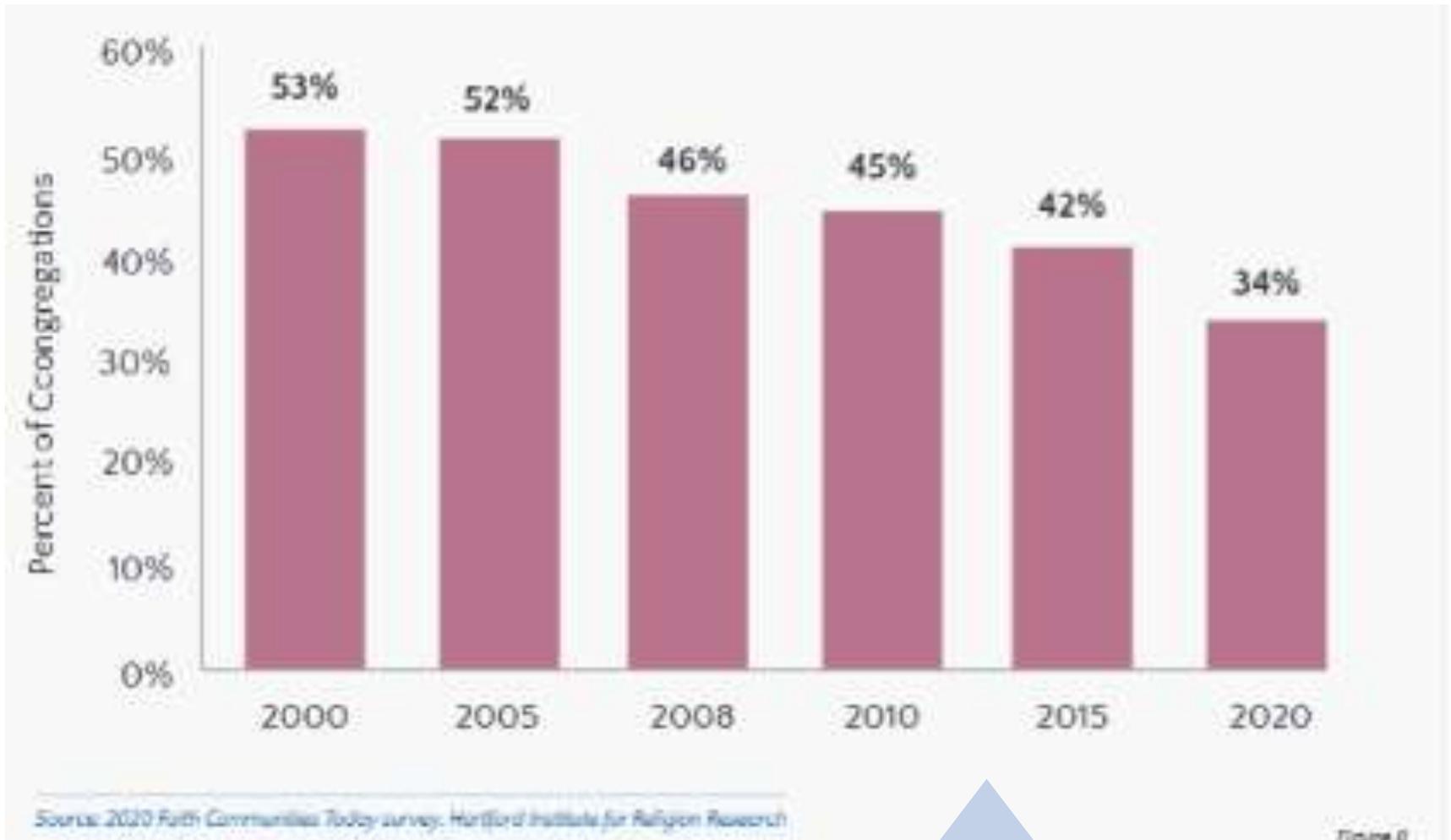


Declining Median Worship Attendance Among U.S. Congregations



Source: 2002 First Step Survey; 2005, 2008, 2010, 2015, 2020: National Institute for Religion Research

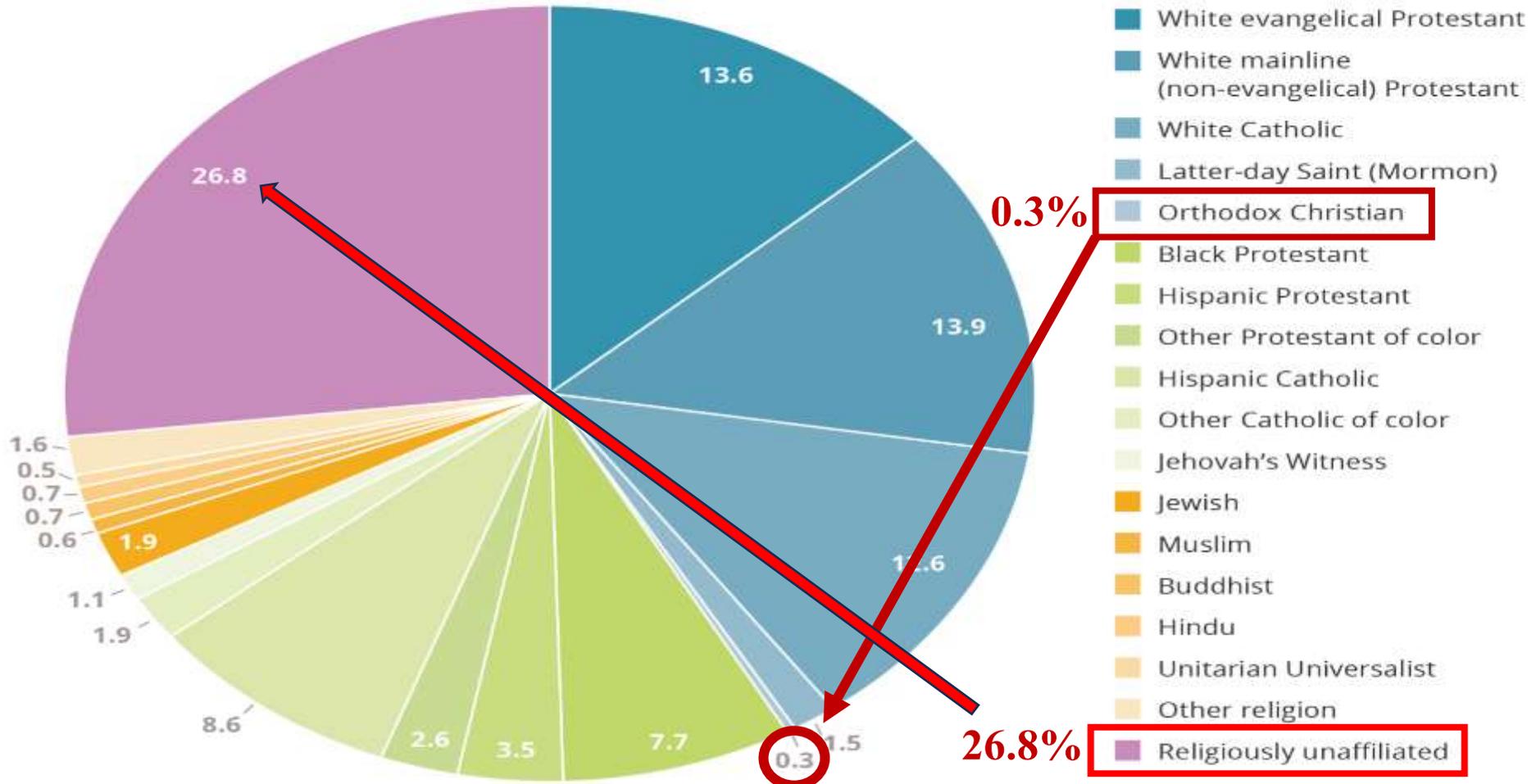
Fewer Congregations Are Growing (growth of 5% or more in the past 5 years)



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.

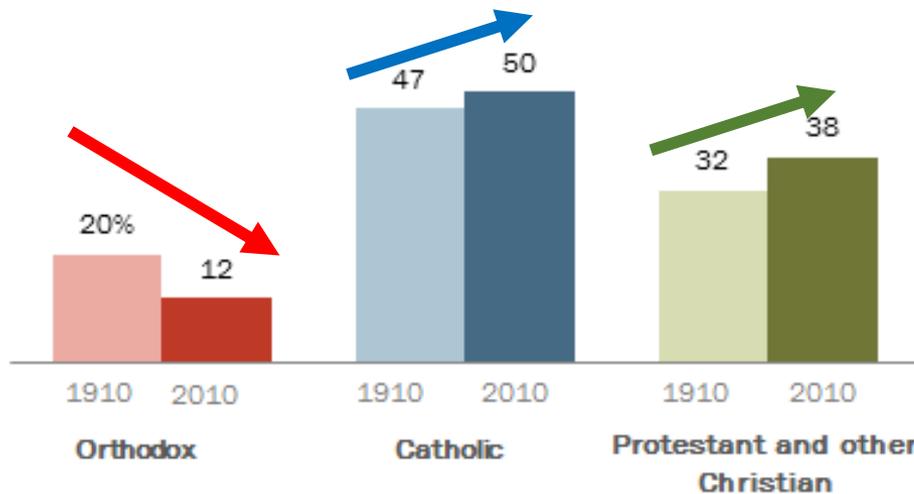
0.5% 100 years ago

26.8%

Orthodoxy is Shrinking Globally Compared To Other Religions

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

% of world Christians who are ...



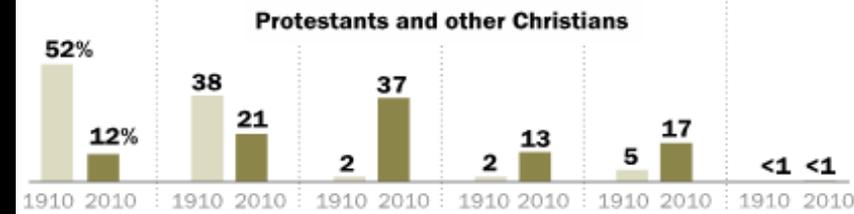
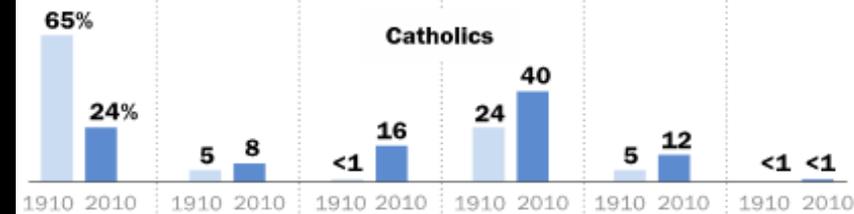
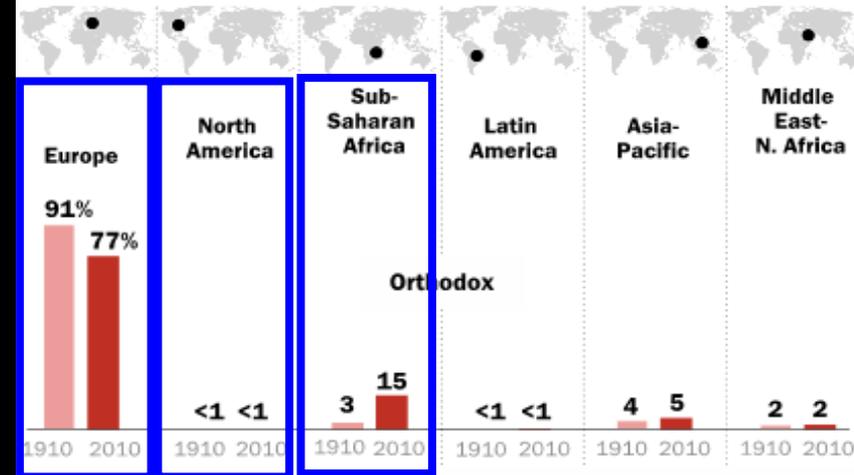
Note: "Protestants and other Christians" includes Mormons, Jehovah's Witnesses, Christian Scientists and other small Christian groups.

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>

47% of cradle Orthodox adults have left the Church



■ YES ■ NO

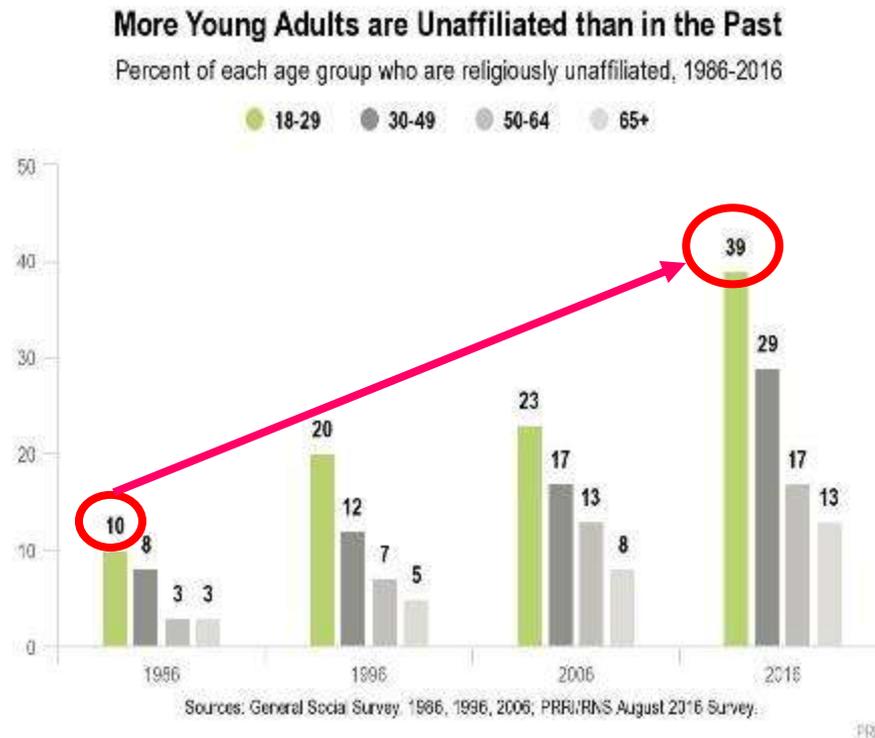
Between 2010 - 2020

U.S. Eastern Orthodox Churches (675,765 total) saw a **-17%** (decrease) in adherents and a **-14%** (decrease) in regular attendees



(In contrast, U.S. Oriental Orthodox Churches saw a **+67%** (increase) in adherents and a **+59%** (increase) in regular attendees

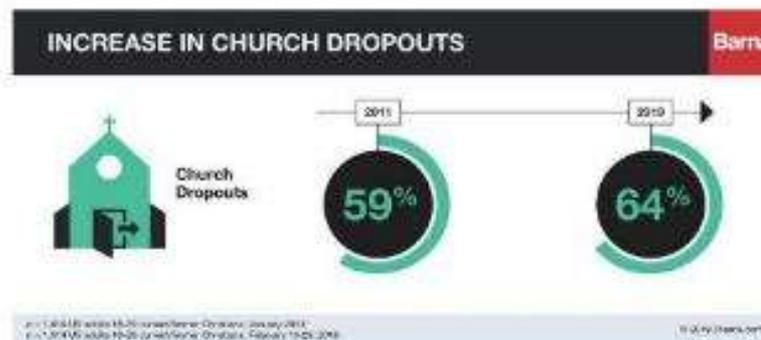
39% of Millennials (1981-1996) are “NONES” and claim NO religion



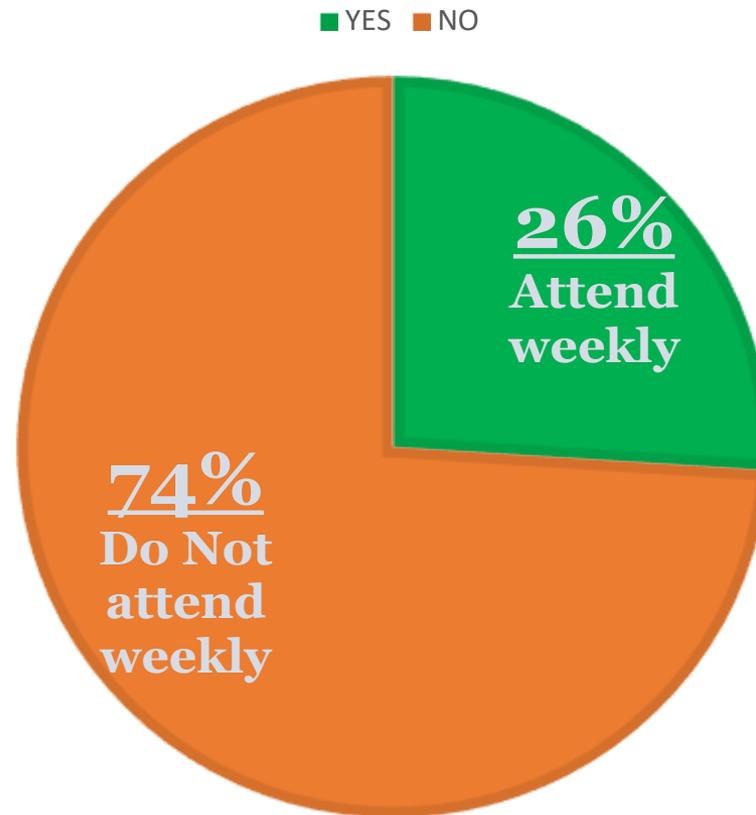
64% of youth drop out of church in their 20s

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.

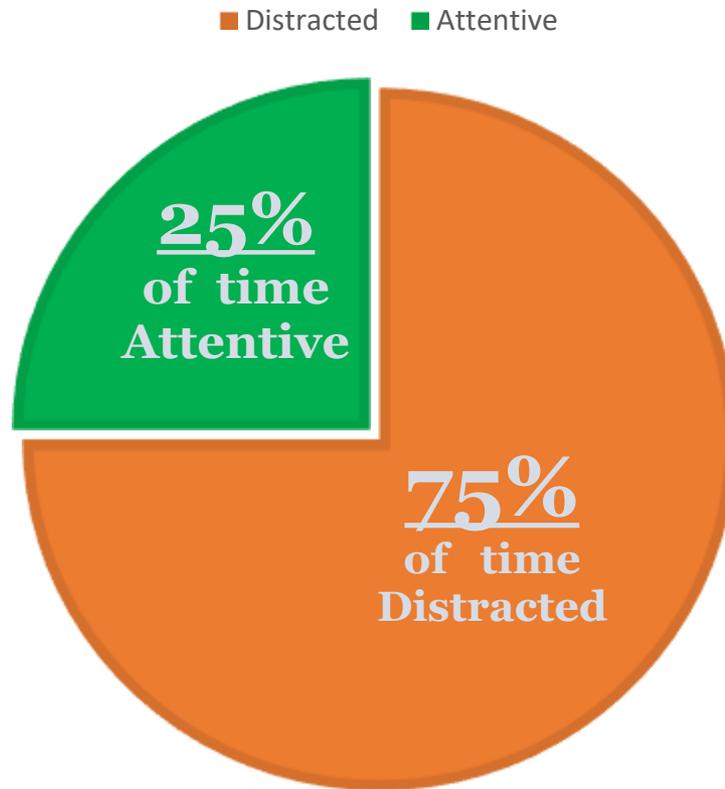
Eight years later, research for Kinnaman's new book *Faith for Exiles: 5 Ways for a New Generation to Follow Jesus in Digital Babylon* reveals that the church dropout problem is still a problem. In fact, the percentage of young-adult dropouts has increased from 59 to 64 percent. Nearly two-thirds of 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.



**26% of Orthodox Christians adherents
regularly attend church services.**



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



PRE-COVID Giving Facts¹

U.S. Orthodox Christians are in:

~ 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

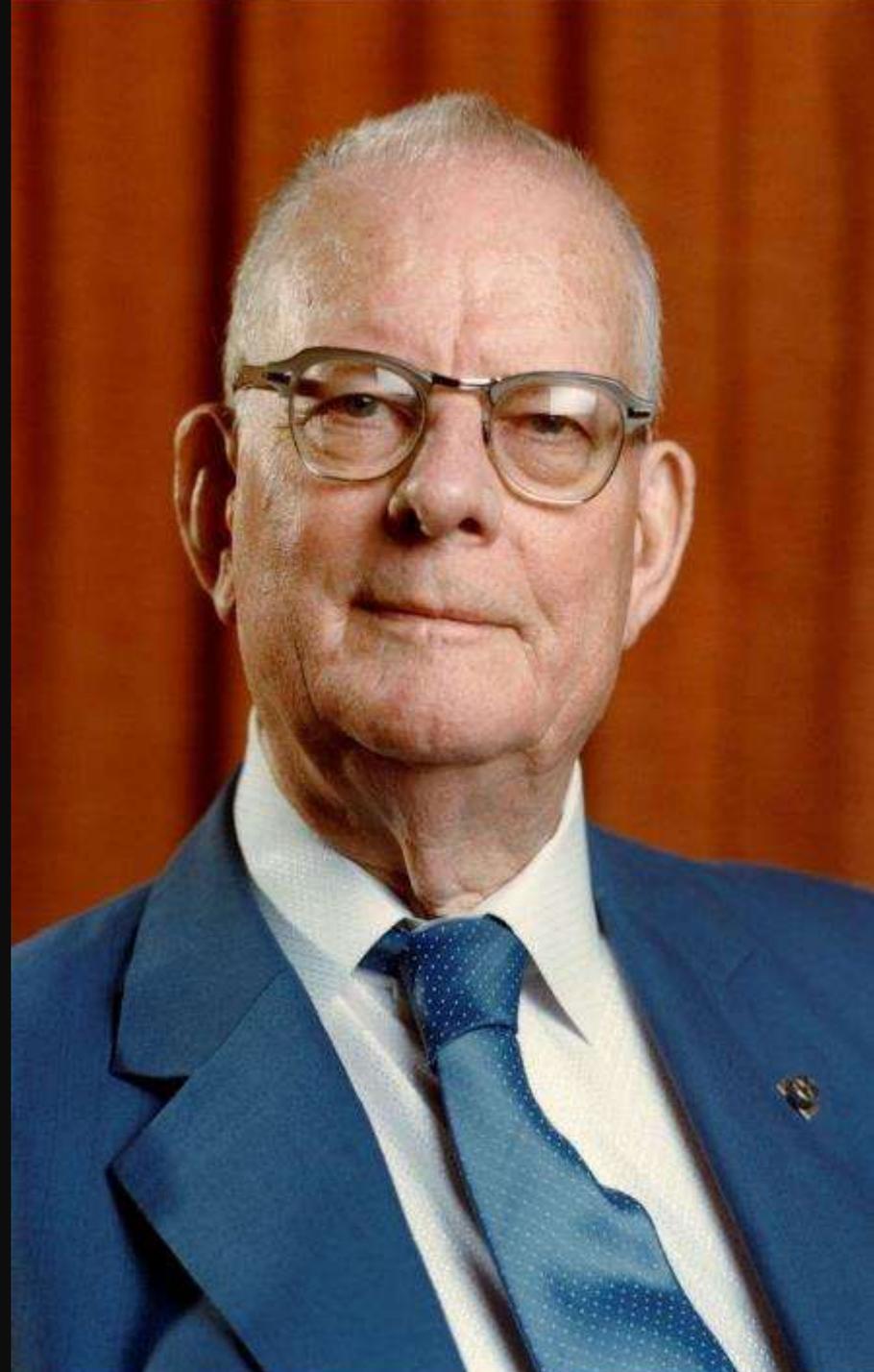
Who Owns The Problem?

“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)**



The Marianes Corollary

“Every problem is a leadership problem! If you think you have a problem other than leadership, think again.”

You experienced a parish/ministry challenge because some leader failed to lead effectively.



A Roadmap for American Churches and People of Faith: W.W.J.D. (What Would Jesus Do?)

For more information, see:

Chapter 2:
**Selected Church
Challenges Data**
(pages 19 – 34)



<https://stewardshipcalling.com/a-roadmap-for-american-churches-and-people-of-faith-w-w-j-d-what-would-jesus-do/>

How Are We Doing Financially?

GENEROSITY



**I Can't Hide The
Symptoms Of.....**



**Your Median Pledge Per
2023 Steward Family =**

\$1,000

**Your Expense Budget Per
2023 Steward Family =**

\$2,396



2023 Donor Concentration (stewardship tithes only)

Top 3

24% of stewardship



Top 10

50% of stewardship

Top 20

71% of stewardship

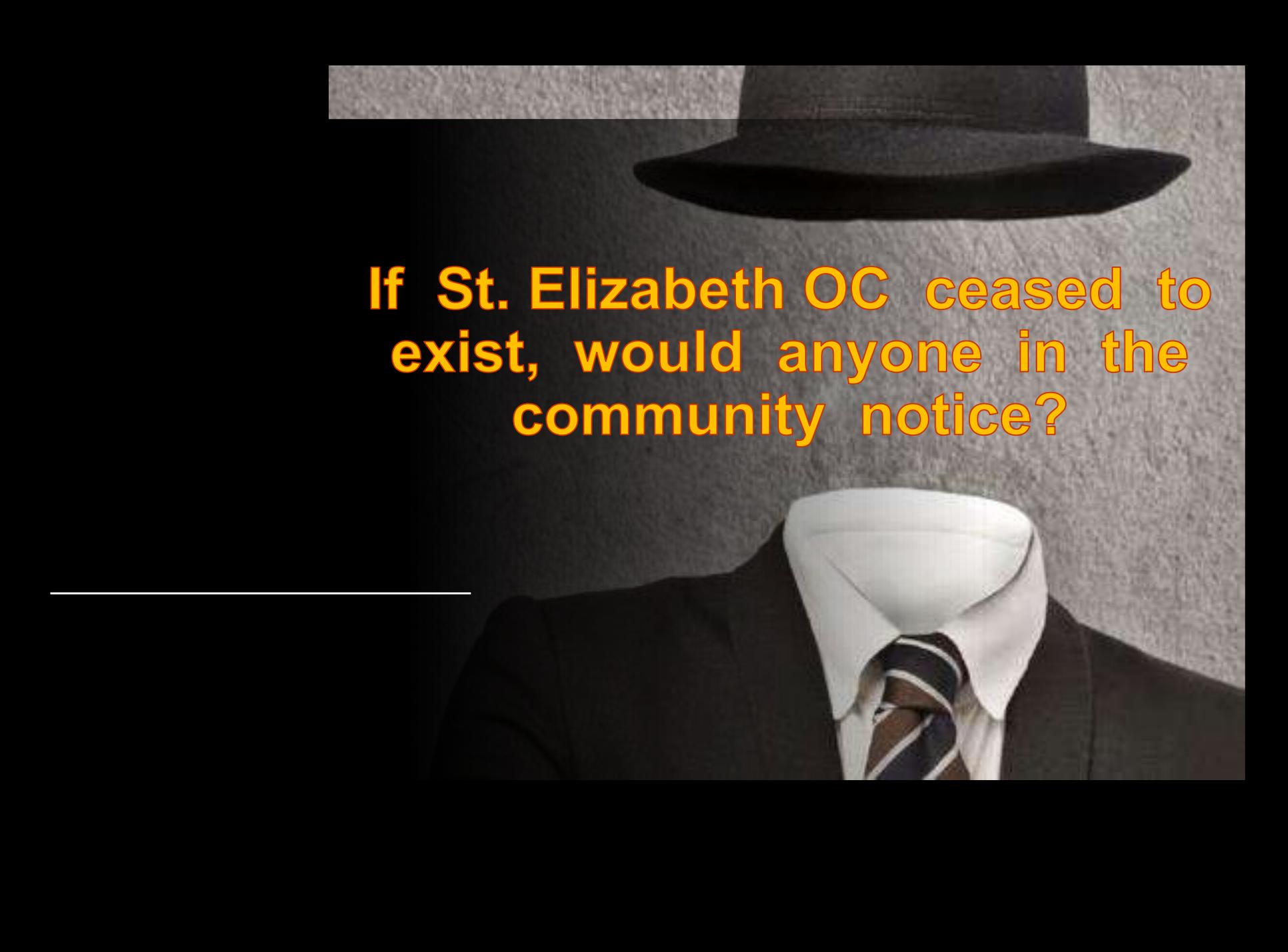


Recommended Parish Financial Dashboard

Item	2023	2022	2021
Total Income	\$335,816	\$295,927	\$229,102
Total Stewardship Income	\$243,323	\$267,294	\$177,135
Total Expenses	\$232,441	\$217,950	\$147,361
Net Income or Loss	\$103,375	\$77,977	\$147,361
% of Expenses Covered by Stewardship	105%	123%	120%
Number of Stewards	96	85	114
Median Stewardship Pledge	\$ 1,000	\$ 1,057	\$729

How Much Did St. Elizabeth Church Give to Parish Chosen Charities and Ministries and Why Does That Matter?

	<u>2023</u>	<u>2022</u>
Total Expenditures:	\$232,441	\$217,950
Parish Chosen Charities & Ministries:	\$ 1,492	\$ 1,232
% of Expenditures Spent of Parish Chosen Charities & Ministries	0.6%	0.6%



If St. Elizabeth OC ceased to exist, would anyone in the community notice?

So, now what do we do?



Stress Reduction

**Bang
Head
Here**

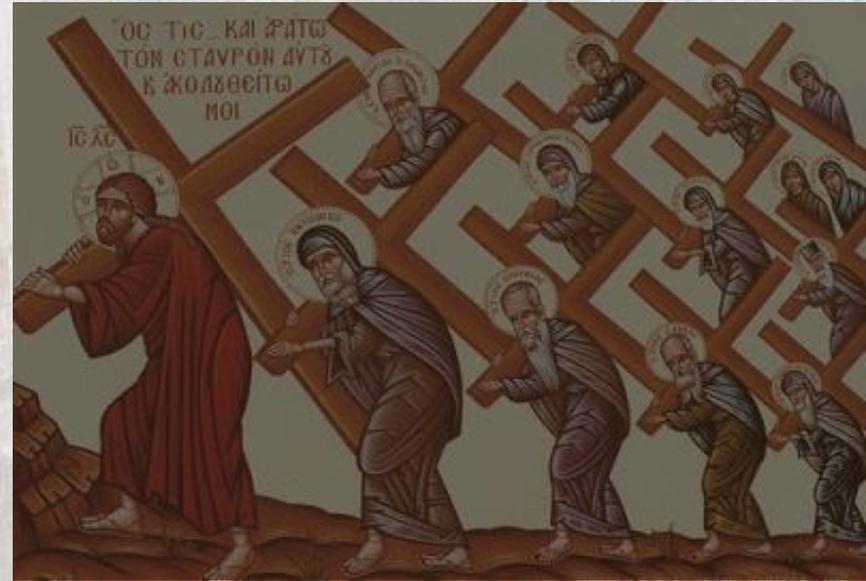
Directions:

1. Place on **FIRM** surface.
2. Follow direction in circle.
3. Repeat step 2 as necessary, or until unconscious.
4. If unconscious, cease stress reduction activity.

Food For Thought

(courtesy of C. S. Lewis)

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

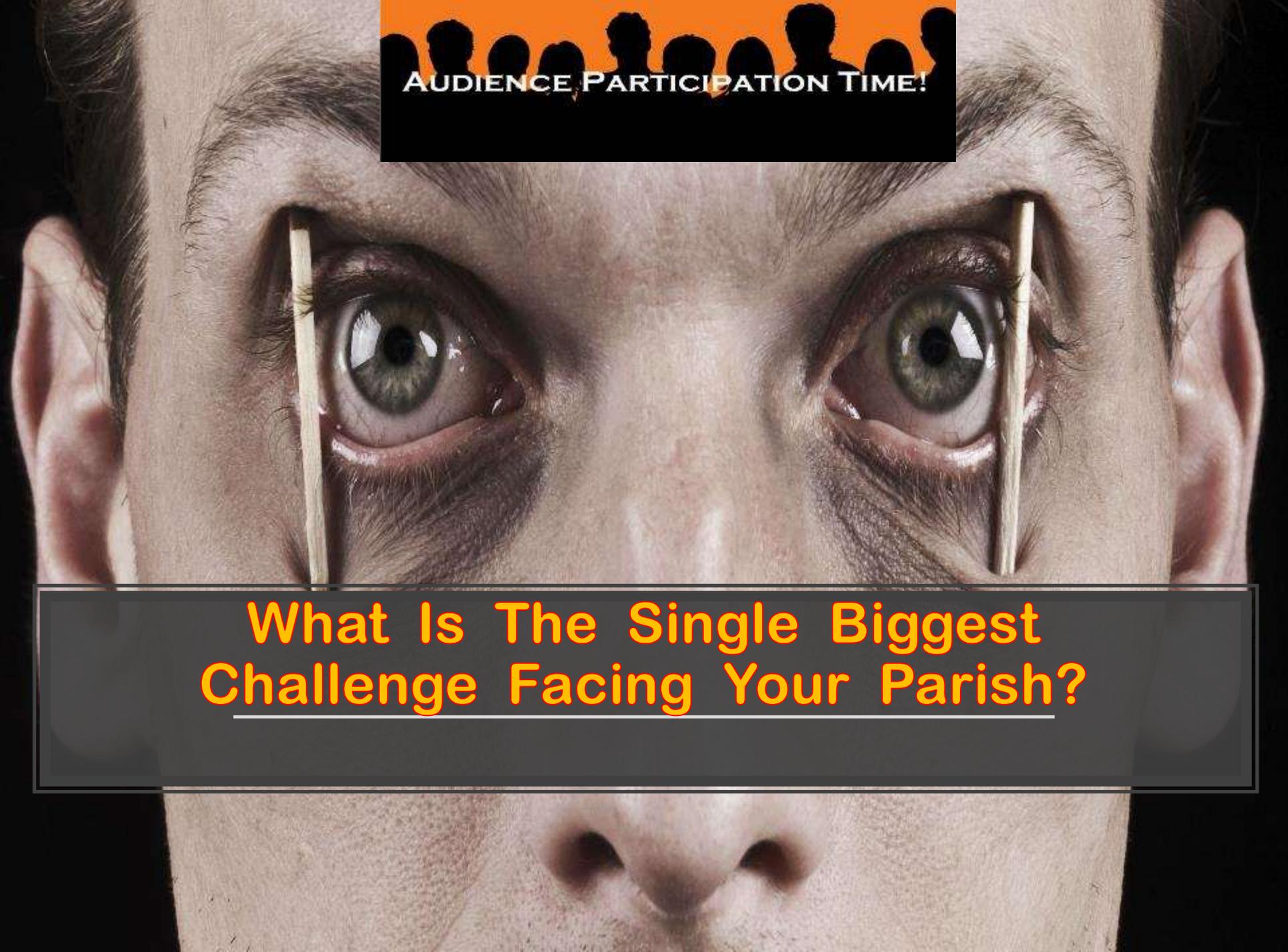


"In such a fearful world, we need a fearless church."





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



AUDIENCE PARTICIPATION TIME!

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

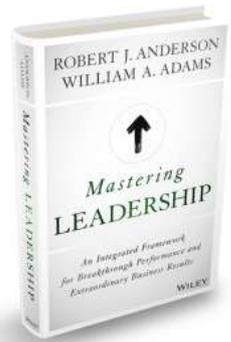
Entropy

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

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

- ~ 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

Mastering Leadership¹



The top 2 challenges identified in a survey of 1,500 CEOs was:

1. escalating complexity,
2. building the creative capacity in leadership to deal with it.

We Live In A VUCAD World

Volatility

Uncertainty

Complexity

Ambiguity

Disruption



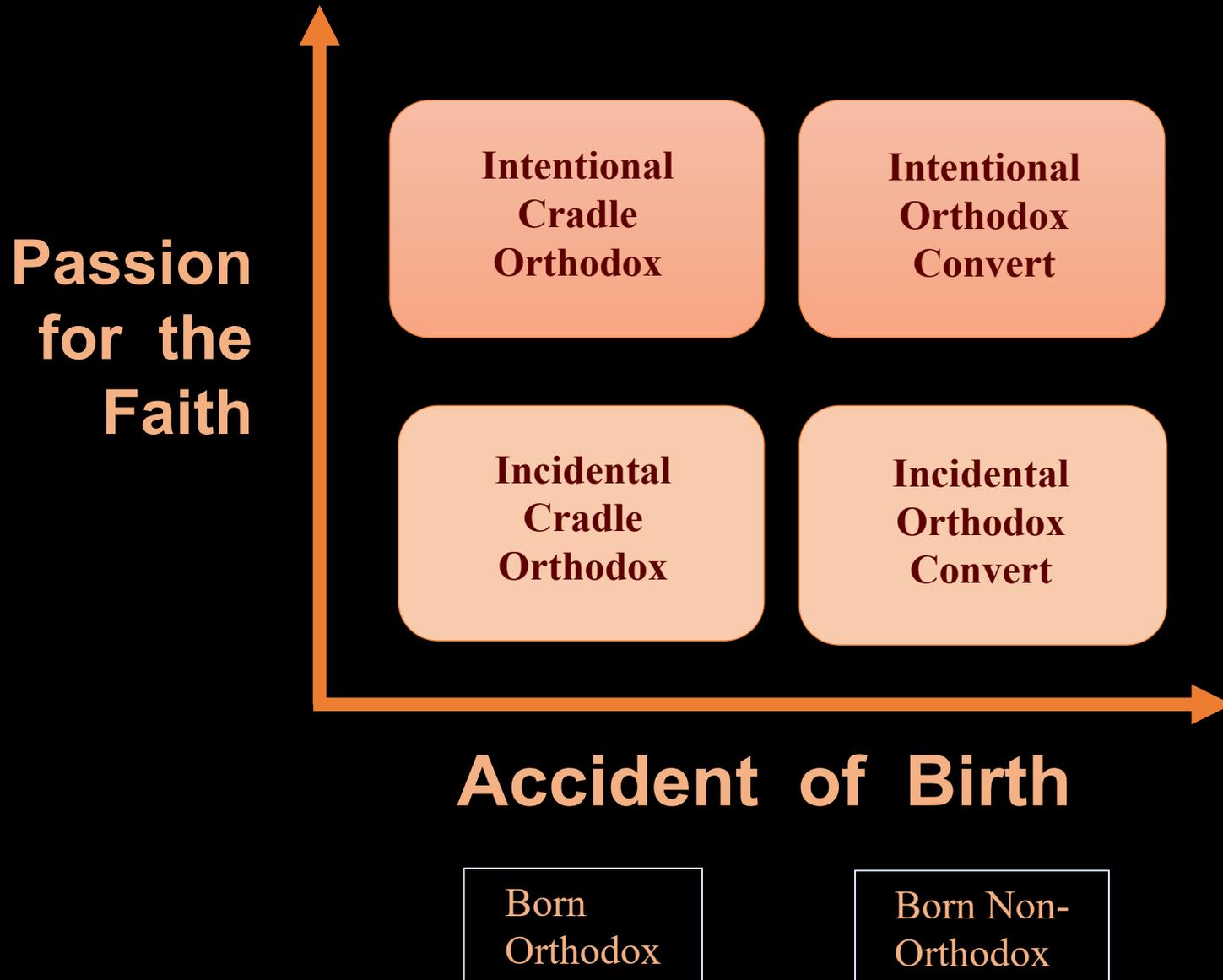
“What if we don’t change at all ...
and something magical just happens?”

—

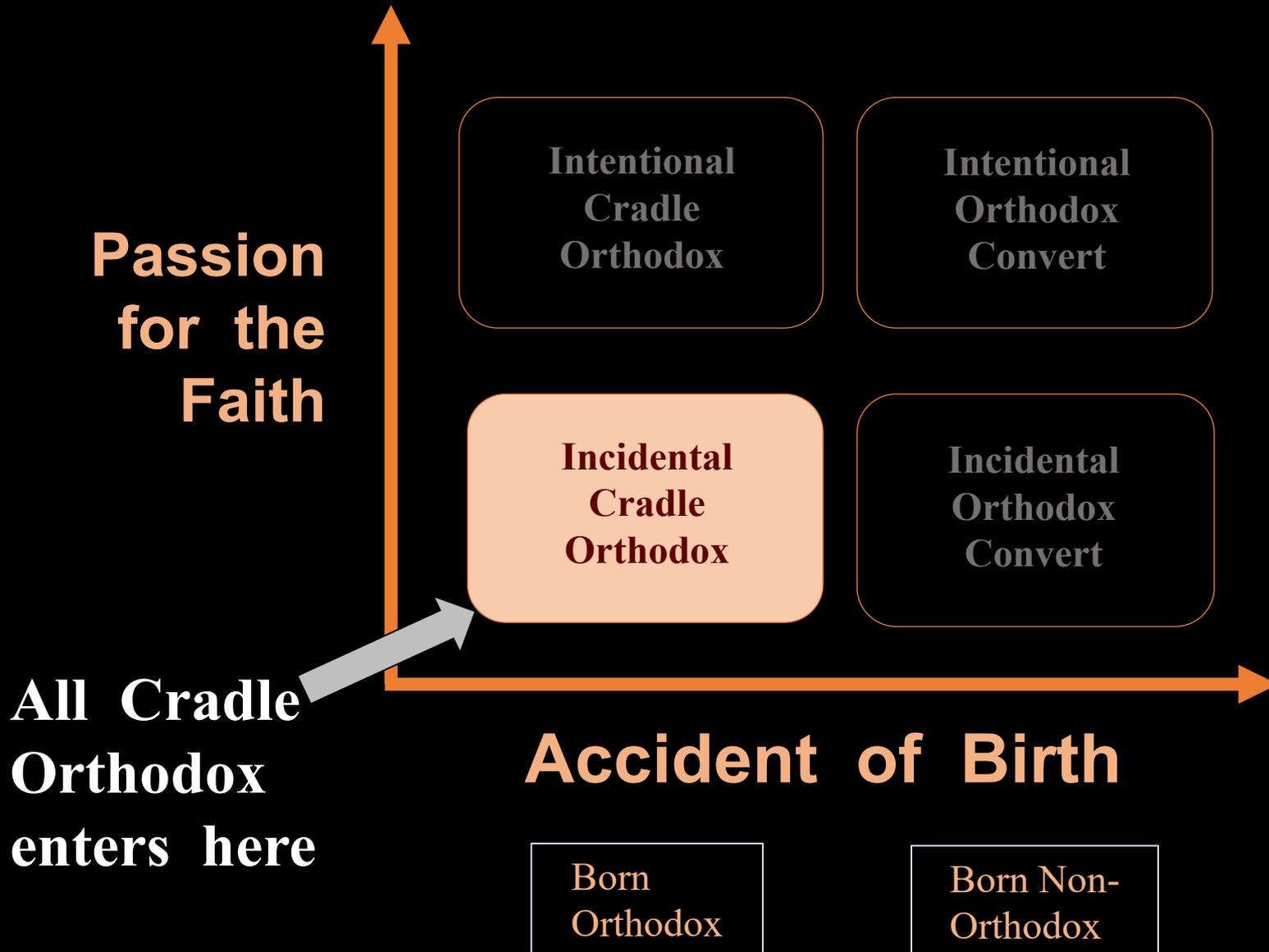
The Orthodox Church Demographic Makeup Has Changed Significantly Over The Last 15 Years



4 Kinds of U.S. Orthodox Christians



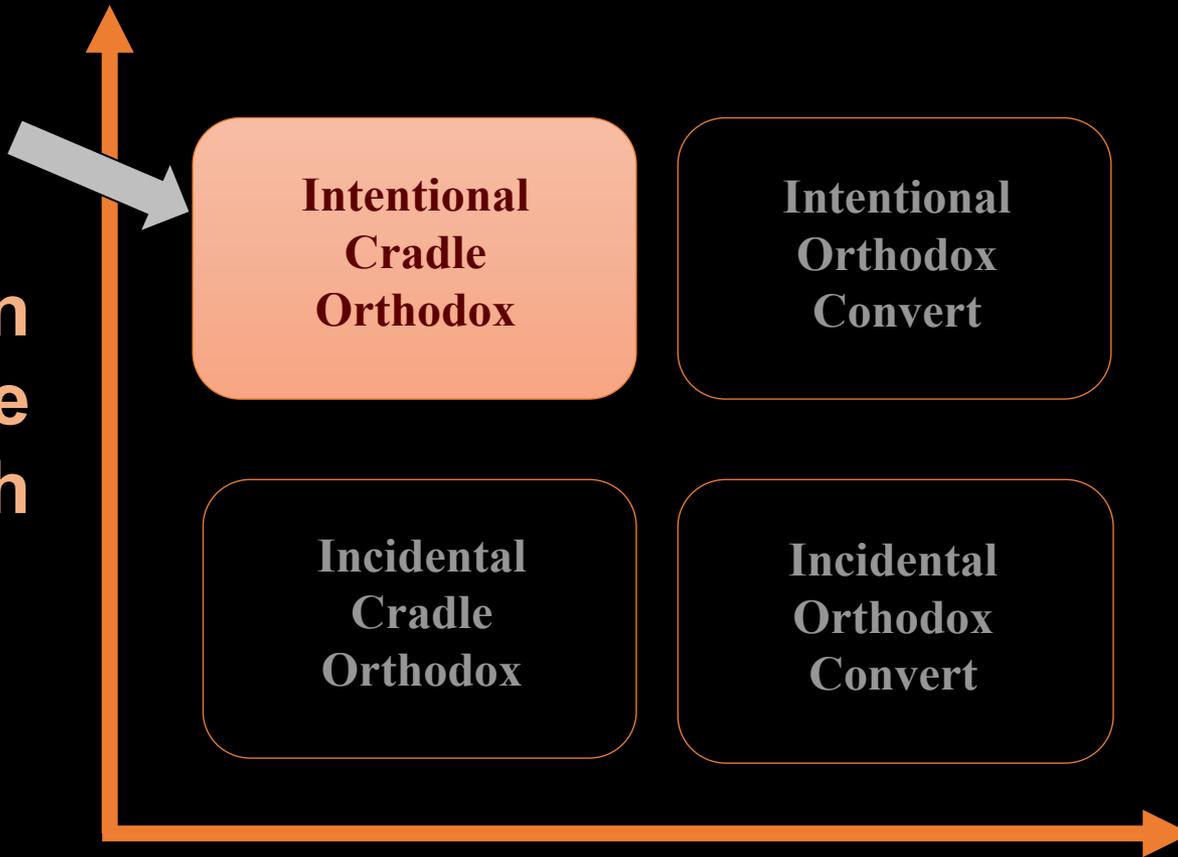
4 Kinds of U.S. Orthodox Christians



4 Kinds of U.S. Orthodox Christians

Kids of
converts &
few Cradle
Orthodox

Passion
for the
Faith

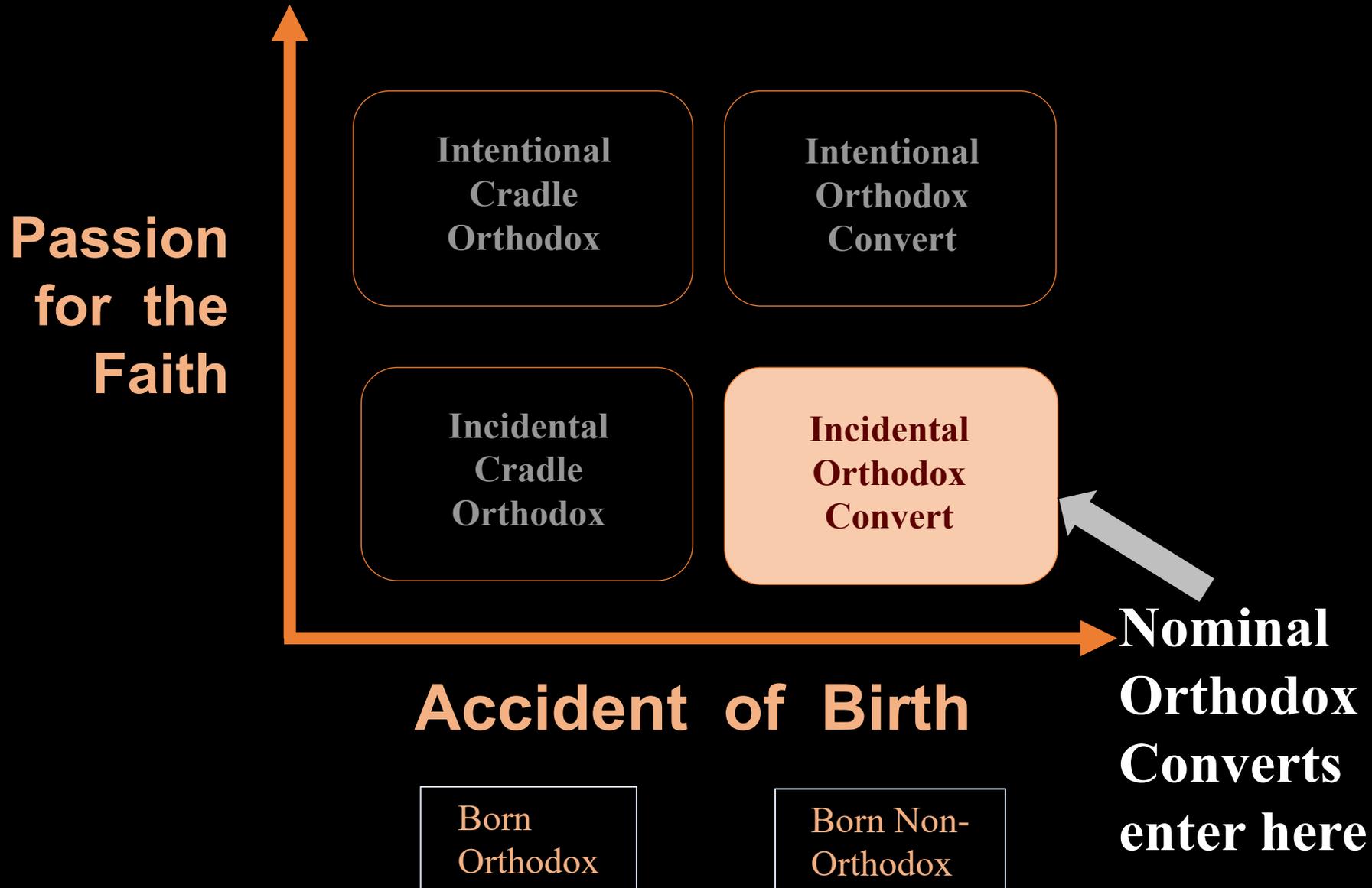


Accident of Birth

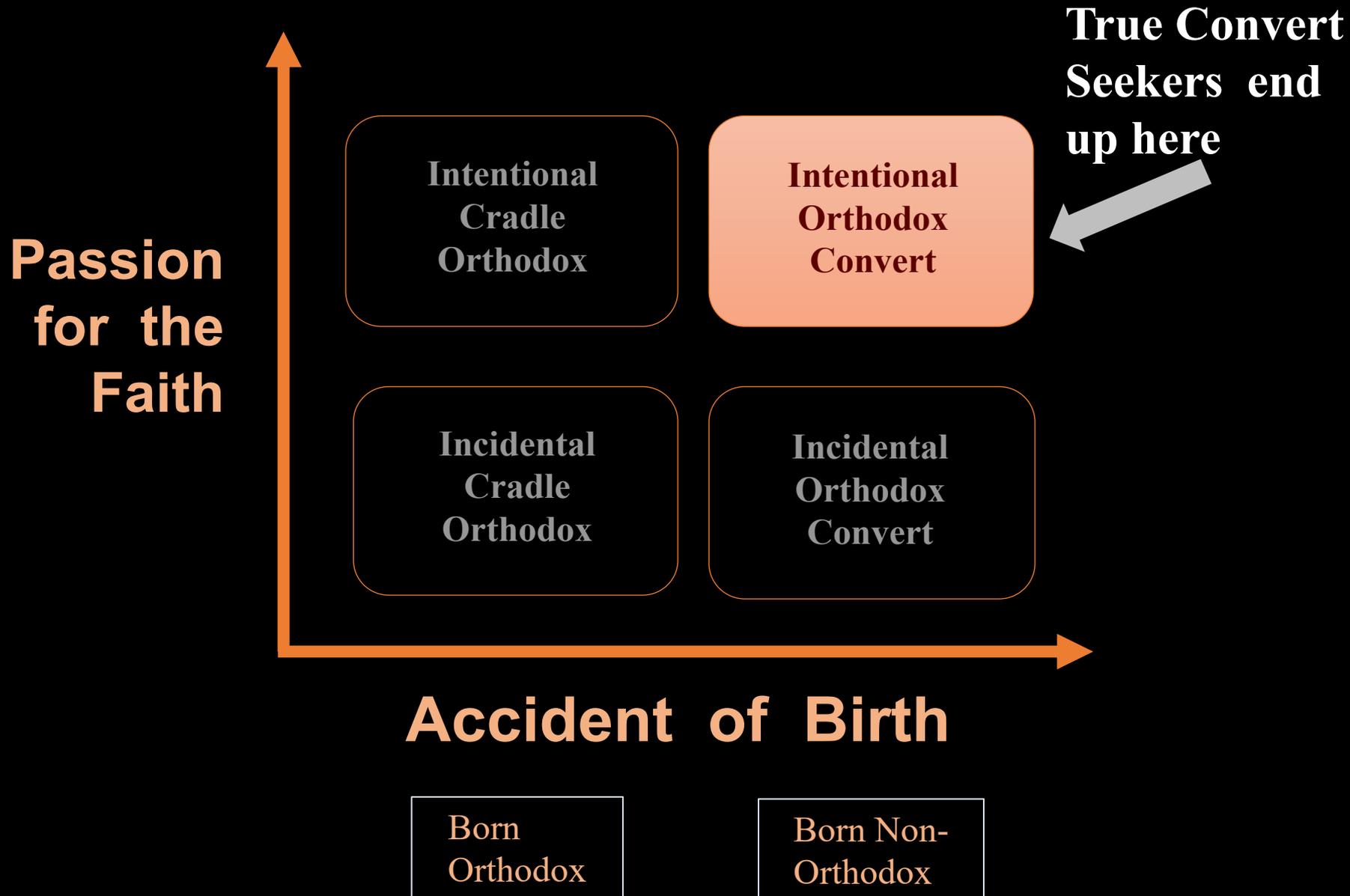
Born
Orthodox

Born Non-
Orthodox

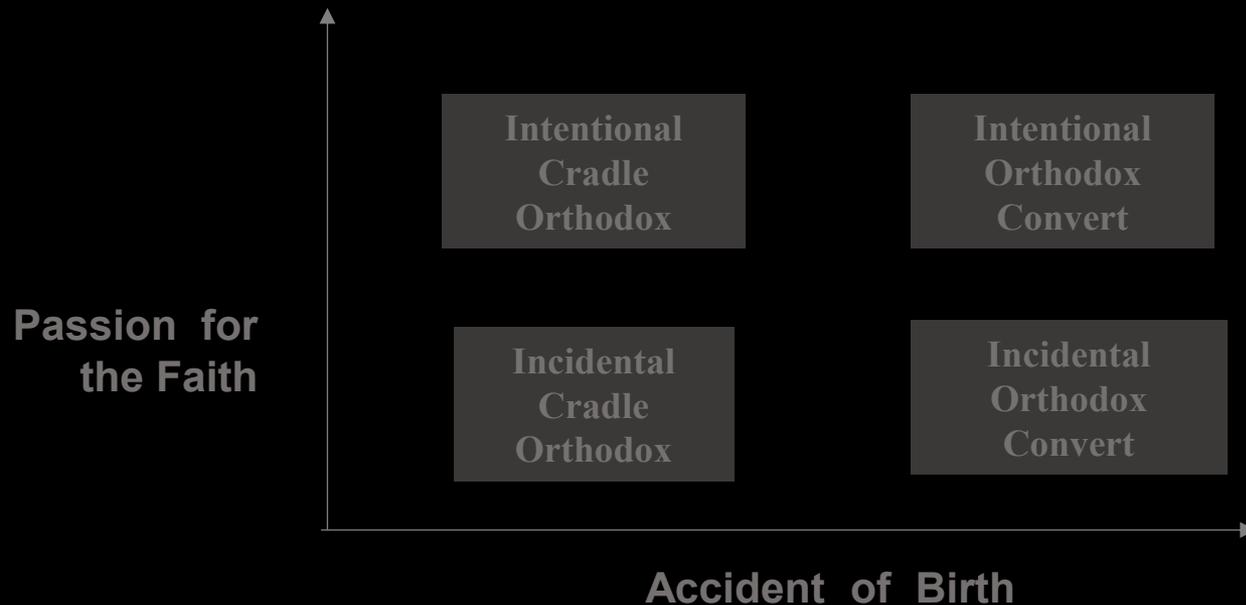
4 Kinds of U.S. Orthodox Christians



4 Kinds of U.S. Orthodox Christians

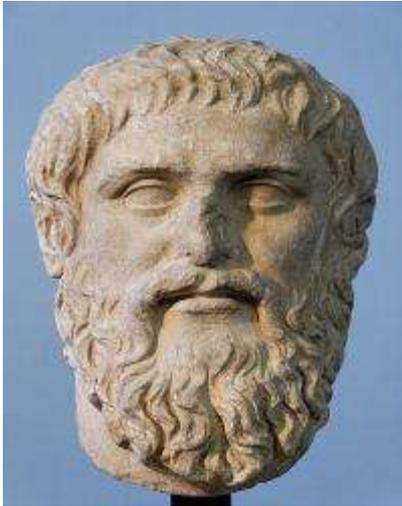


We now need 4 different strategies to effectively reach all of our different parishioners



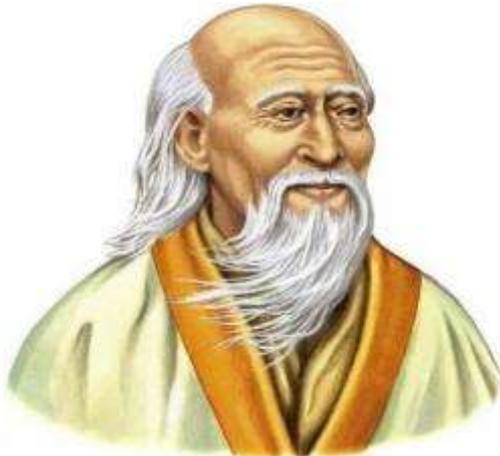
“There is nothing permanent except change.”

Heraclitus



“To improve is to change; to be perfect is to change often.”

Winston Churchill



“If you do not change direction, you may end up where you are heading.”

Lao Tzu

A Roadmap for American Churches and People of Faith: W.W.J.D. (What Would Jesus Do?)

For more information, see:

Chapter 12:
The Four Kinds of
Parishioners
(pages 403 – 406)

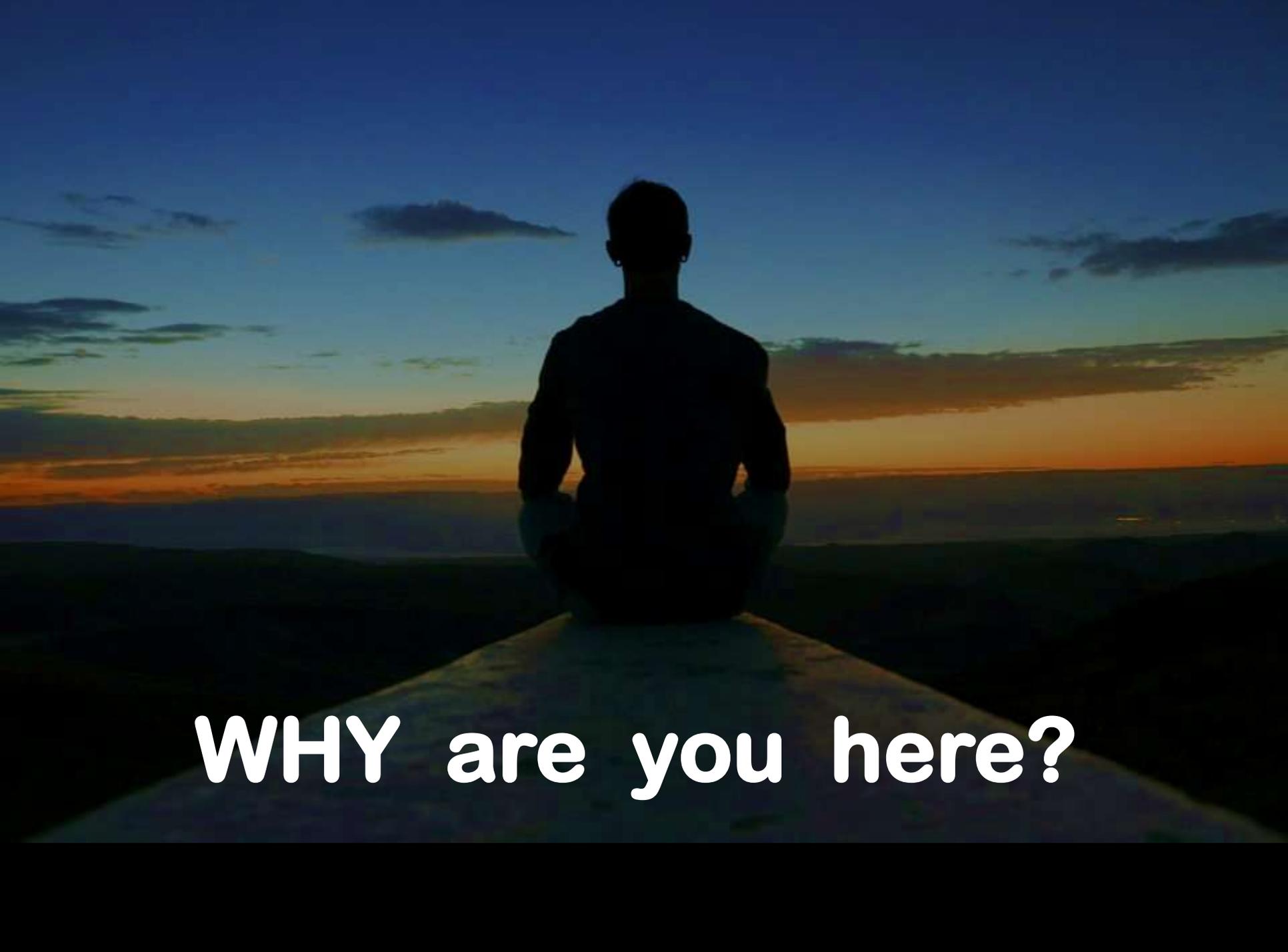


<https://stewardshipcalling.com/a-roadmap-for-american-churches-and-people-of-faith-w-w-j-d-what-would-jesus-do/>

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 the path. The sky is a mix of blue and orange, with some clouds. The path is dark and leads towards the horizon.

WHY are you here?



**You Were NOT
Called to
Attend or Lead
a Church**

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

**“God doesn’t call
the qualified;**

**God
qualifies the
called.”**



WHY Statement

1. a compelling and inspirational reason you or your parish exists and why anyone should care or want to join you.

2. “Why” is the purpose, cause, or belief that inspires us to do what we do.



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"





**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



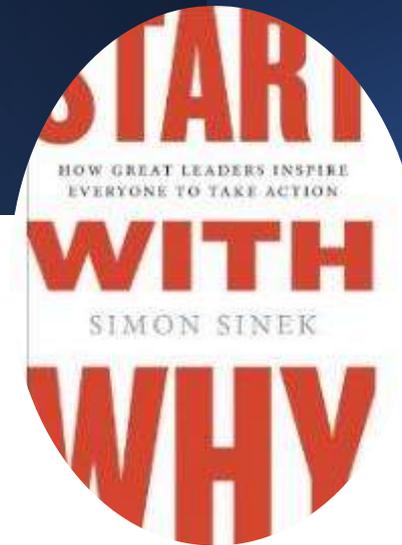
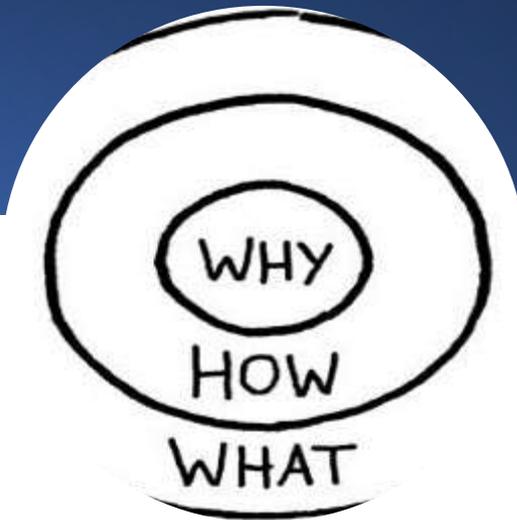


“I beg you to walk worthy of the calling to which you have been called.” Ephesians 4:1

“... 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 67,699,100 plays

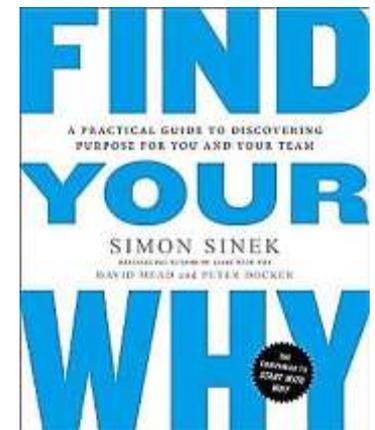
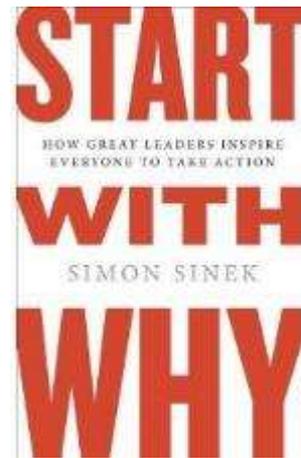
http://www.ted.com/talks/simon_sinek_how_great_leaders_inspire_action.html

“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.”

**To inspire people to
do the things that
inspire them**

**so that together, we
can change our
world.**

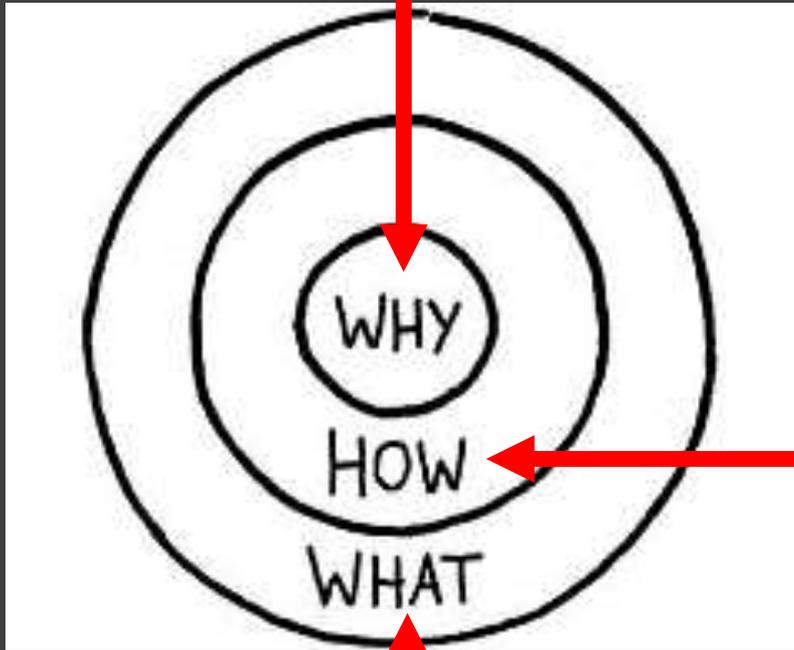


Simon Sinek's WHY?

WHY

Why do we exist and do what we do?

The intersection of WHY with Strategic Planning



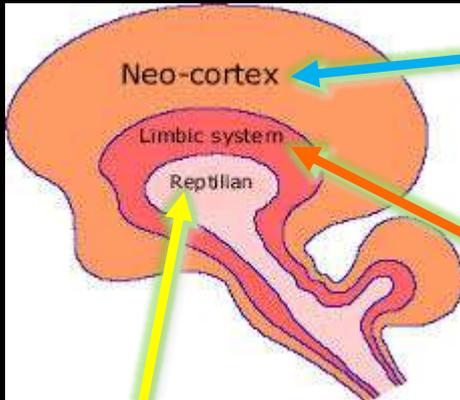
Vision / SAFs

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)**

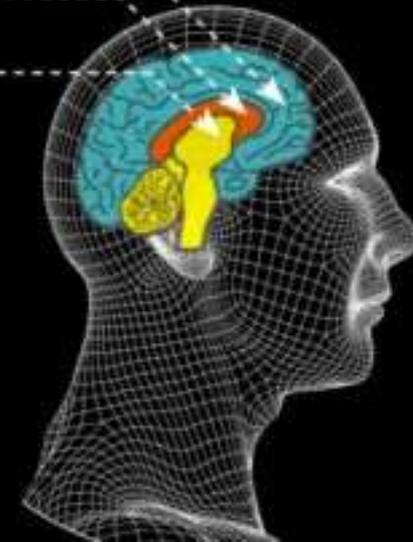
**The Limbic “Feeling”
brain (it has no
capacity for language)**

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

THE NEW BRAIN
RATIONAL

THE MIDDLE BRAIN
EMOTIONAL

THE REPTILIAN BRAIN
INSTINCTUAL

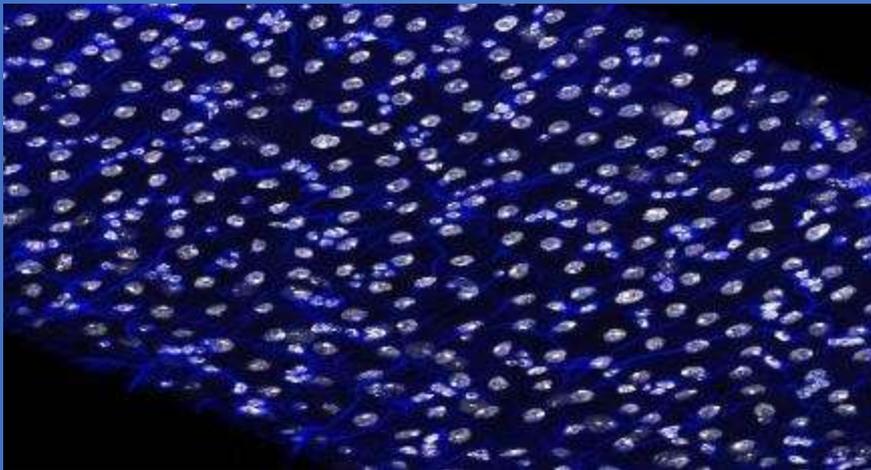


Your Second Brain”¹

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

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

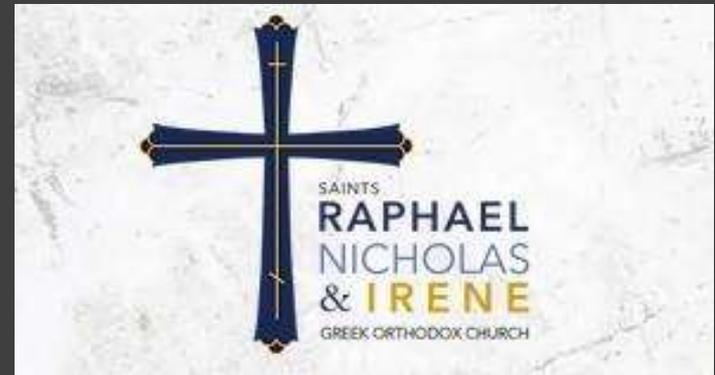
*“A big part of our emotions are
 probably influenced by the
 nerves in our gut...”*



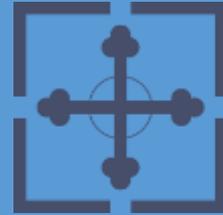
¹ The Second Brain (HarperCollins) Dr. Michael Gershon, Chairman Department of Anatomy and Cell Biology at New York–Presbyterian Hospital/Columbia University Medical Center

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)

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



To seek and
share Christ's
love so that all
will find eternal
life in Him.



St. Nicholas
Orthodox Church

**To receive and
share unconditional
love, mercy,
healing and peace,
so that life has
greater meaning
and purpose.**

GREEK ORTHODOX
METROPOLIS OF CHICAGO



**To bring people
closer to Christ
and each other.**



ASSEMBLY OF CANONICAL
ORTHODOX BISHOPS

OF THE UNITED STATES OF AMERICA

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



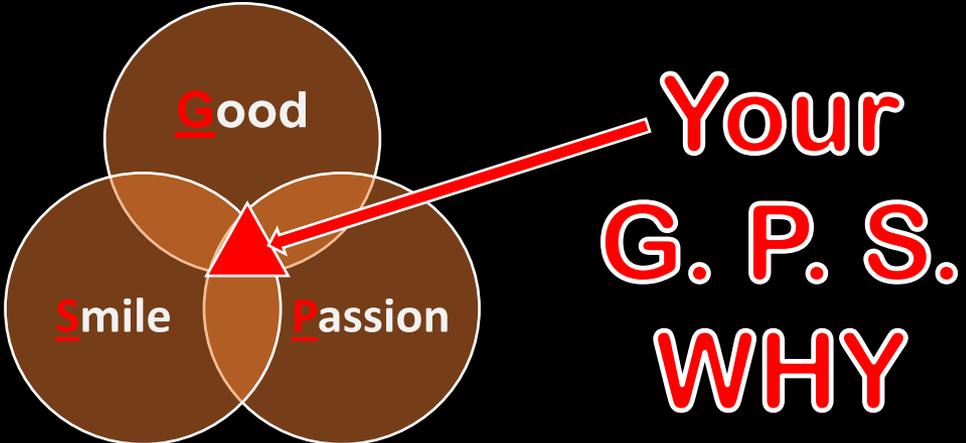
STEWARDSHIP
CALLING

3 Critical
G.P.S.
Questions





3 Critical Questions

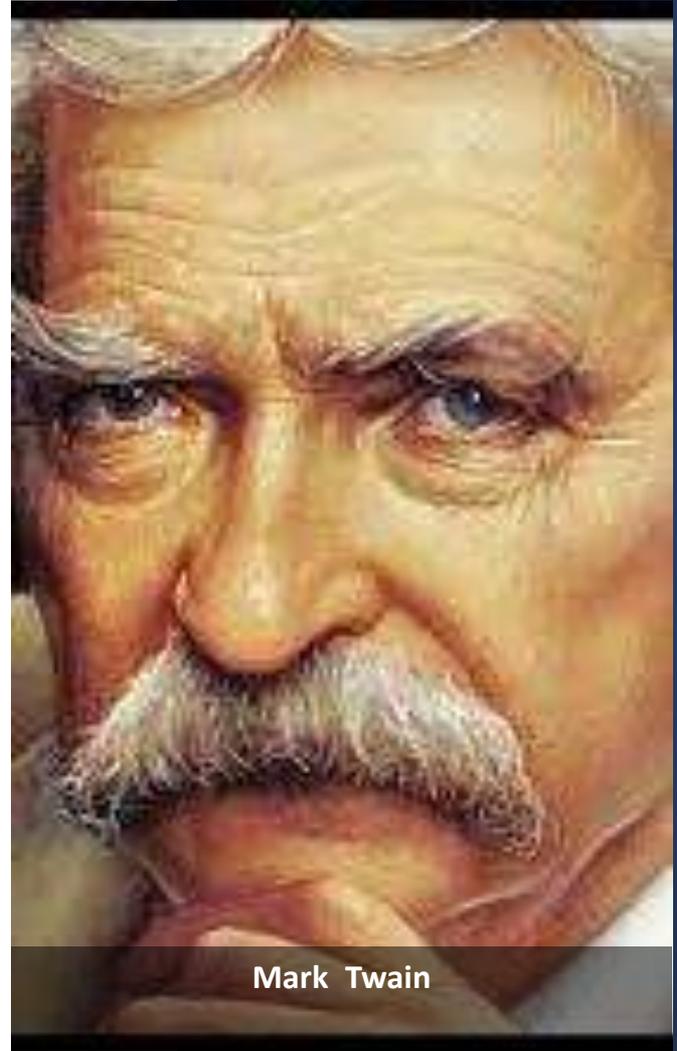


1. What am I Good at?
2. What am I Passionate about?
3. What makes me Smile?

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

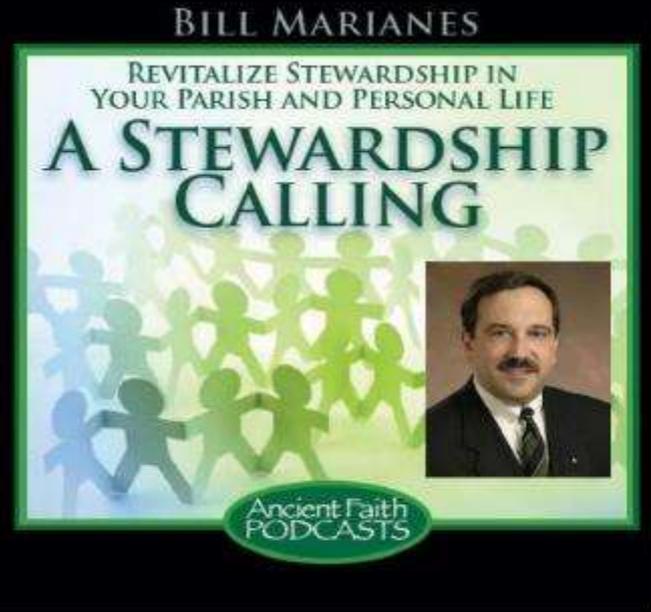
First, the day you were born; and

Second, the day you figure out why.”



Mark Twain

“The Orthodox ~~Wise~~ WHY Guy”



1. “GPS” - The GOD Positioning System
(1-31-16)

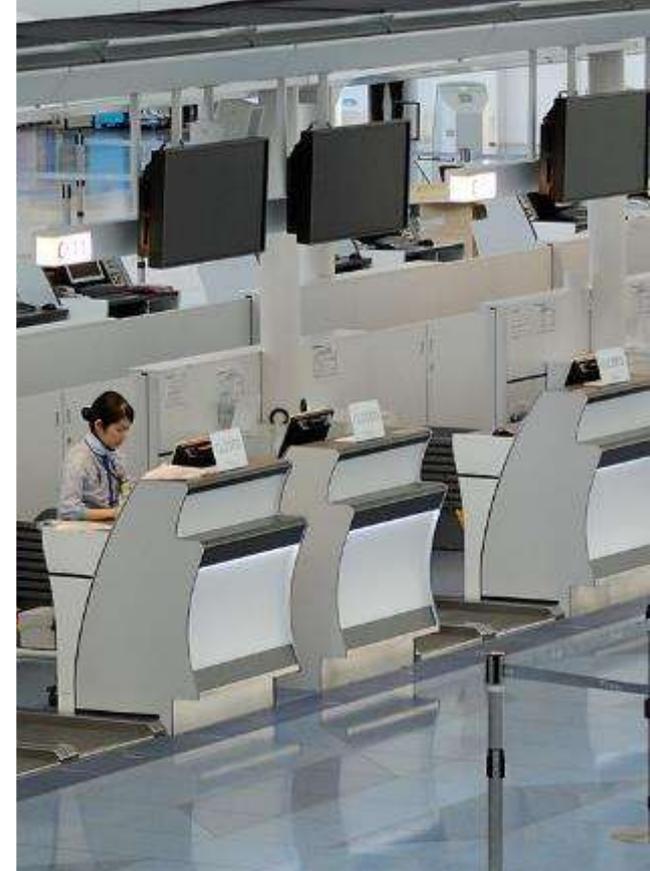
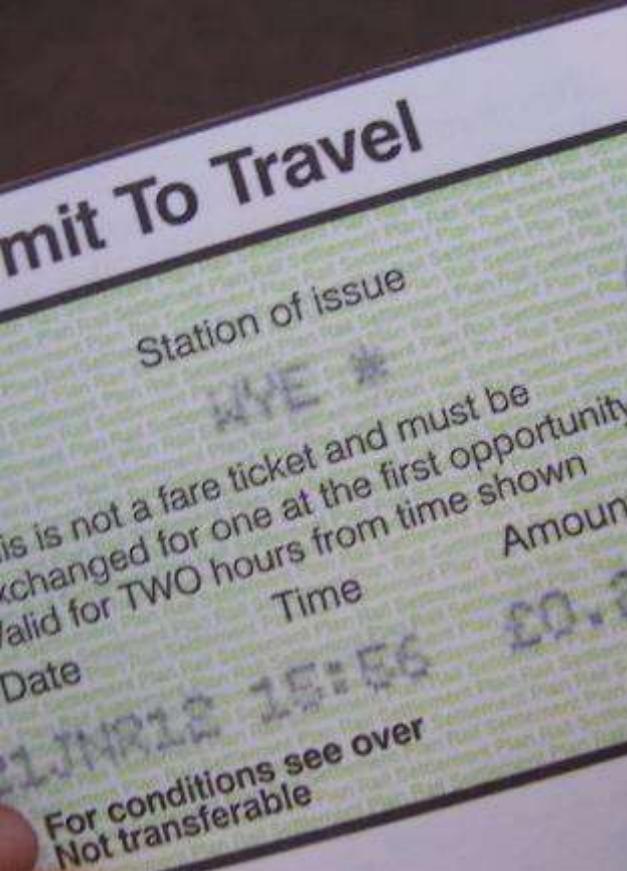
2. Why Am I Here? (7-31-16)

3. Good and Faithful 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>



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



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

So do you know WHY You Are Here?



A Roadmap for American Churches and People of Faith: W.W.J.D. (What Would Jesus Do?)

For more detailed discussion, see:

Chapter 7: **Why Start With Why** (pages 144 – 150)



<https://stewardshipcalling.com/a-roadmap-for-american-churches-and-people-of-faith-w-w-j-d-what-would-jesus-do/>

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

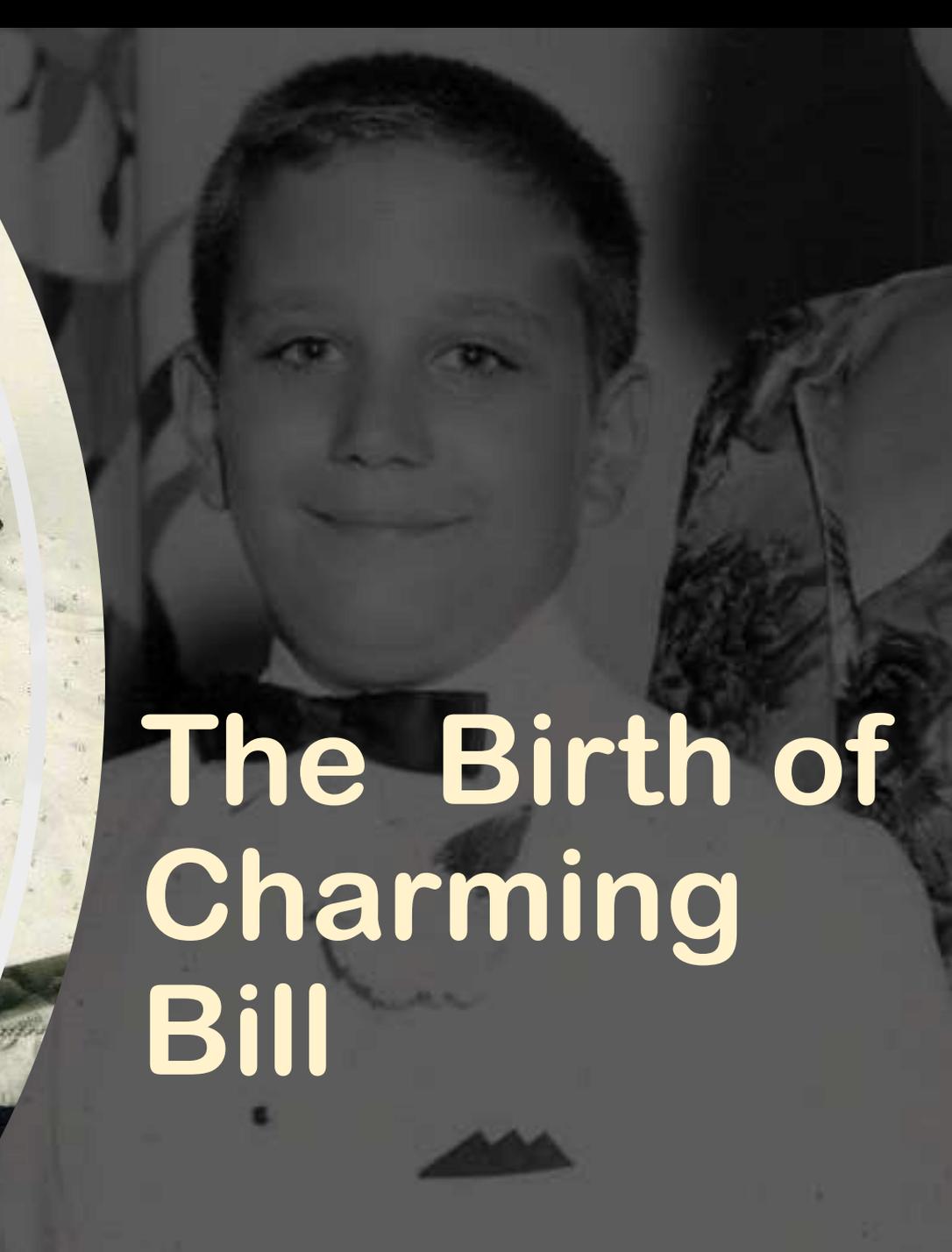


Μετάνοια

Metanoia



**Are you prepared to
transformationally change?**



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

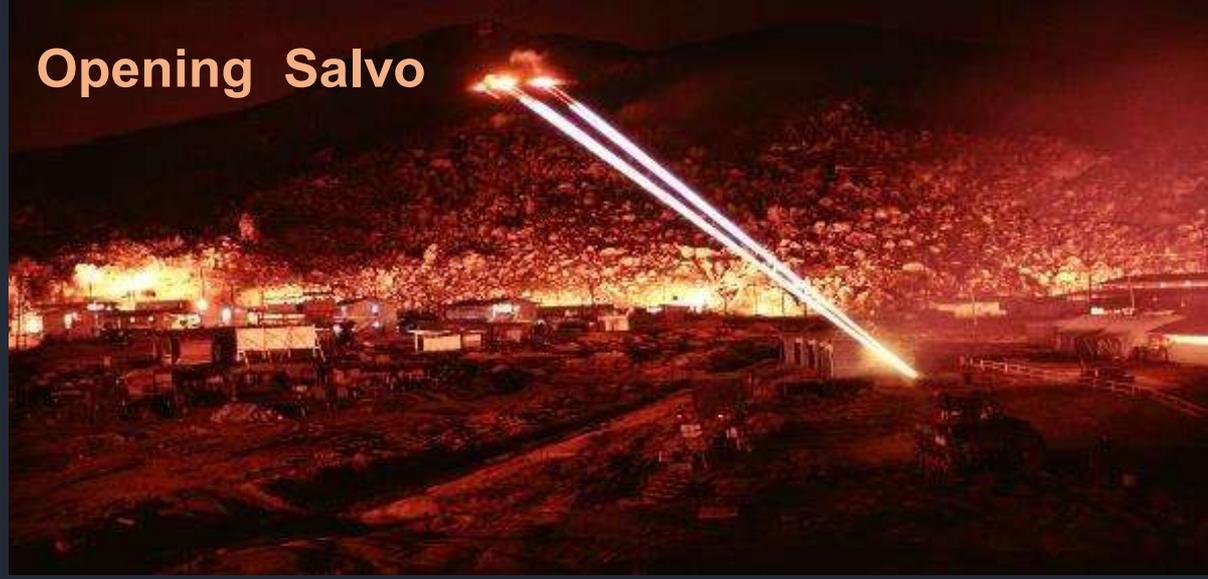


Opening Salvo



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.

A Roadmap for American Churches and People of Faith: W.W.J.D. (What Would Jesus Do?)

For more detailed discussion, see:

Chapter 10:
D.O.S.E.
(pages 340 – 341)

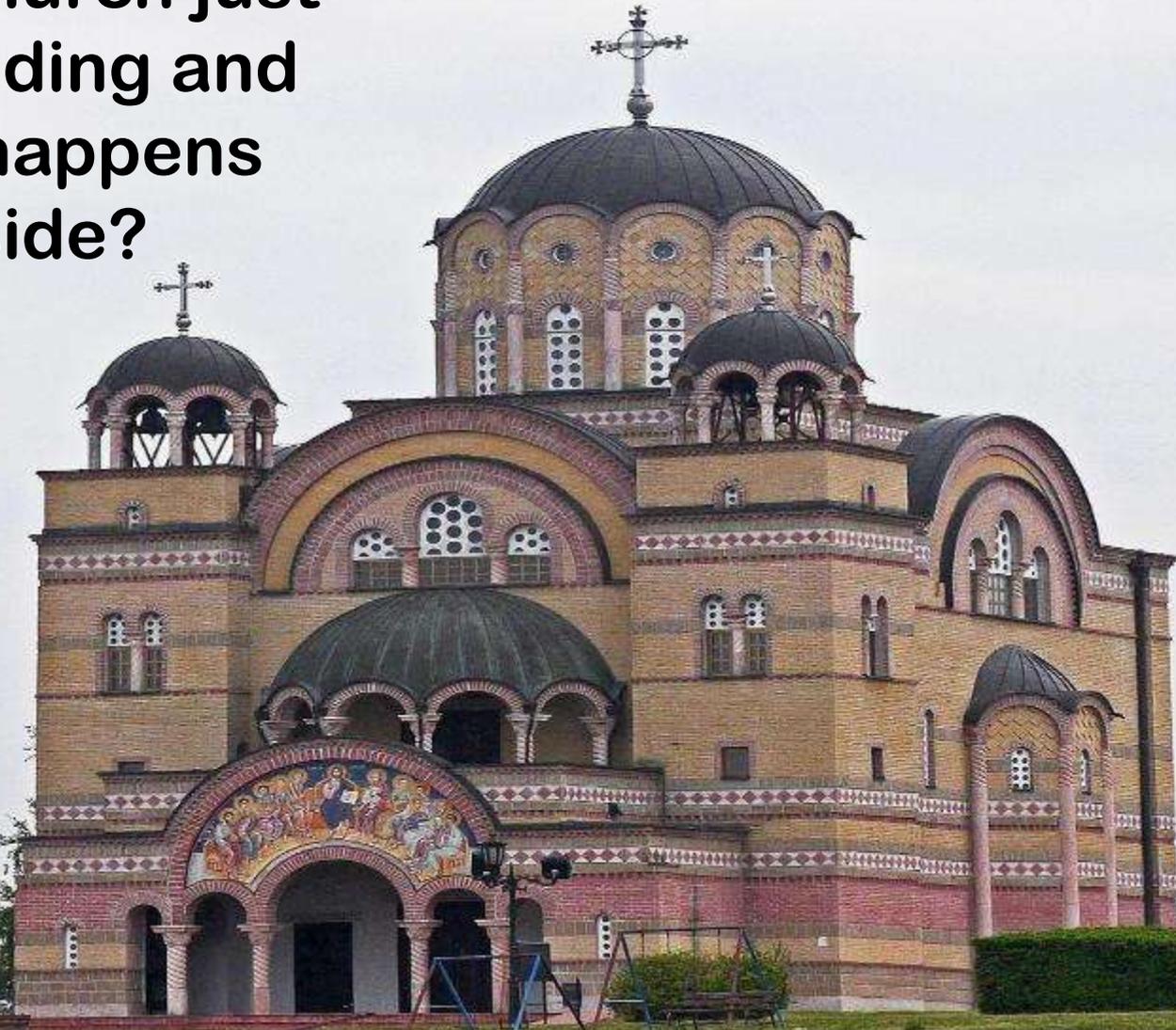


<https://stewardshipcalling.com/a-roadmap-for-american-churches-and-people-of-faith-w-w-j-d-what-would-jesus-do/>

A 3-Dimensional 24x7x365 Orthodox On Purpose Roadmap



**Is the church just
the building and
what happens
inside?**



”Now I rejoice in what I am suffering for you, and I fill up in my flesh what is still lacking in regard to Christ’s afflictions, for the sake of his body, which is the church.” Col.1:24 (see also 1 Co. 12:12-31; Eph. 4:11-13, etc.)



You

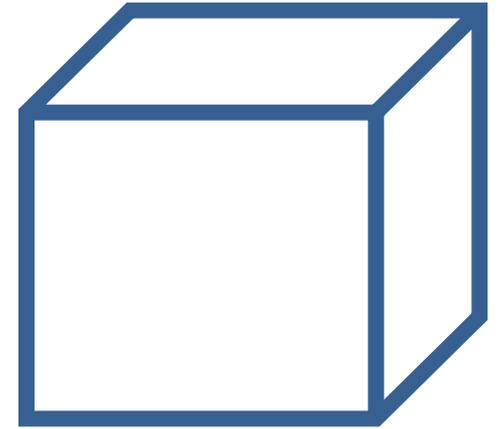


1st Dimension
You @ Church



2nd Dimension

You @ home
and at work

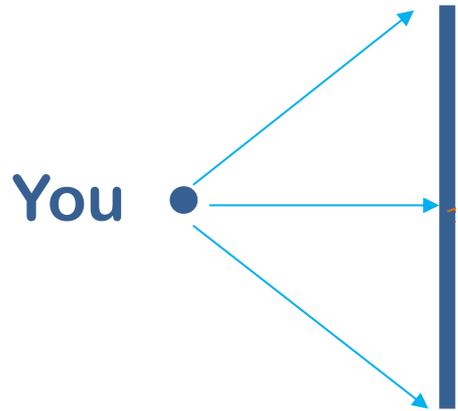


3rd Dimension

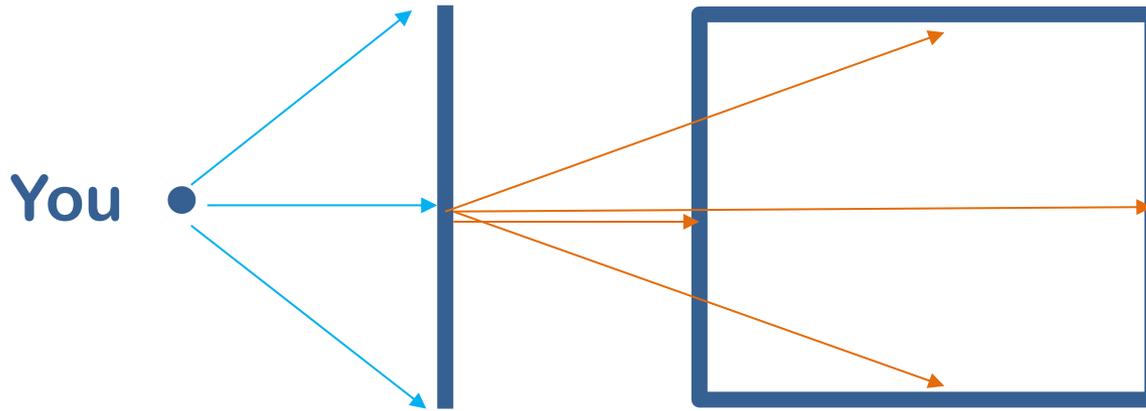
You

everywhere

You ●

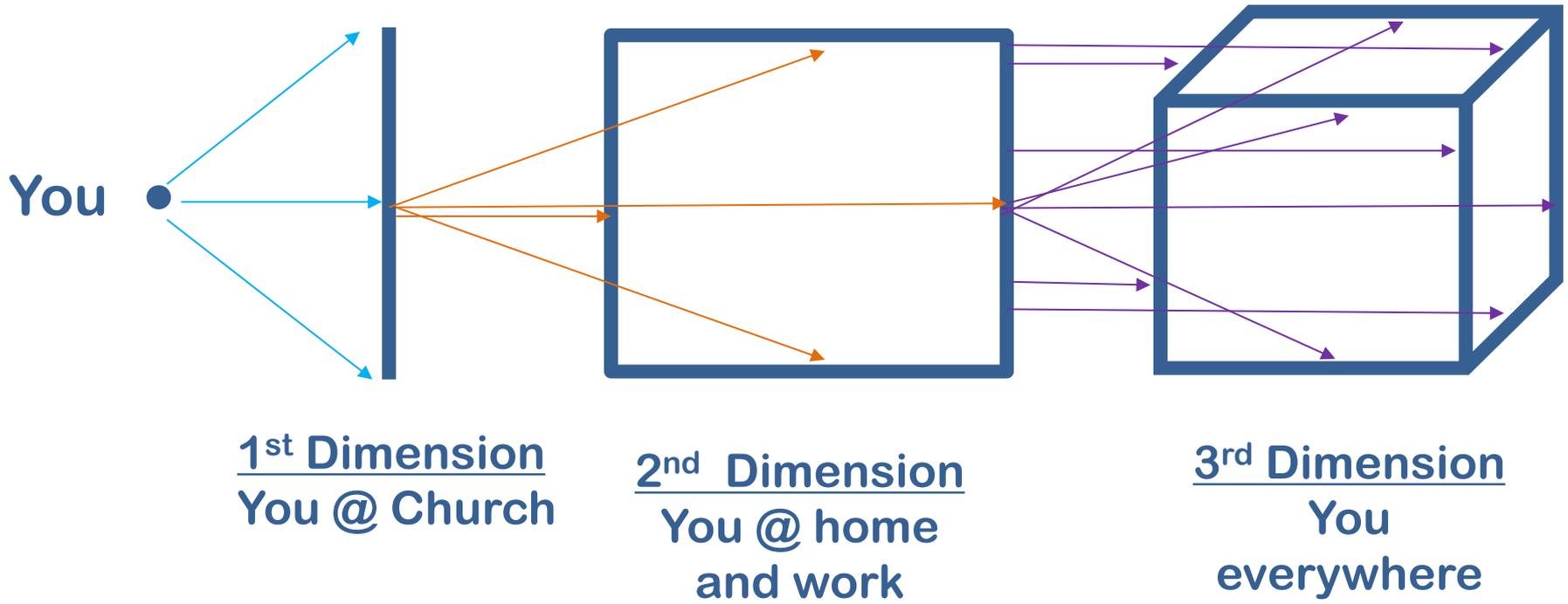


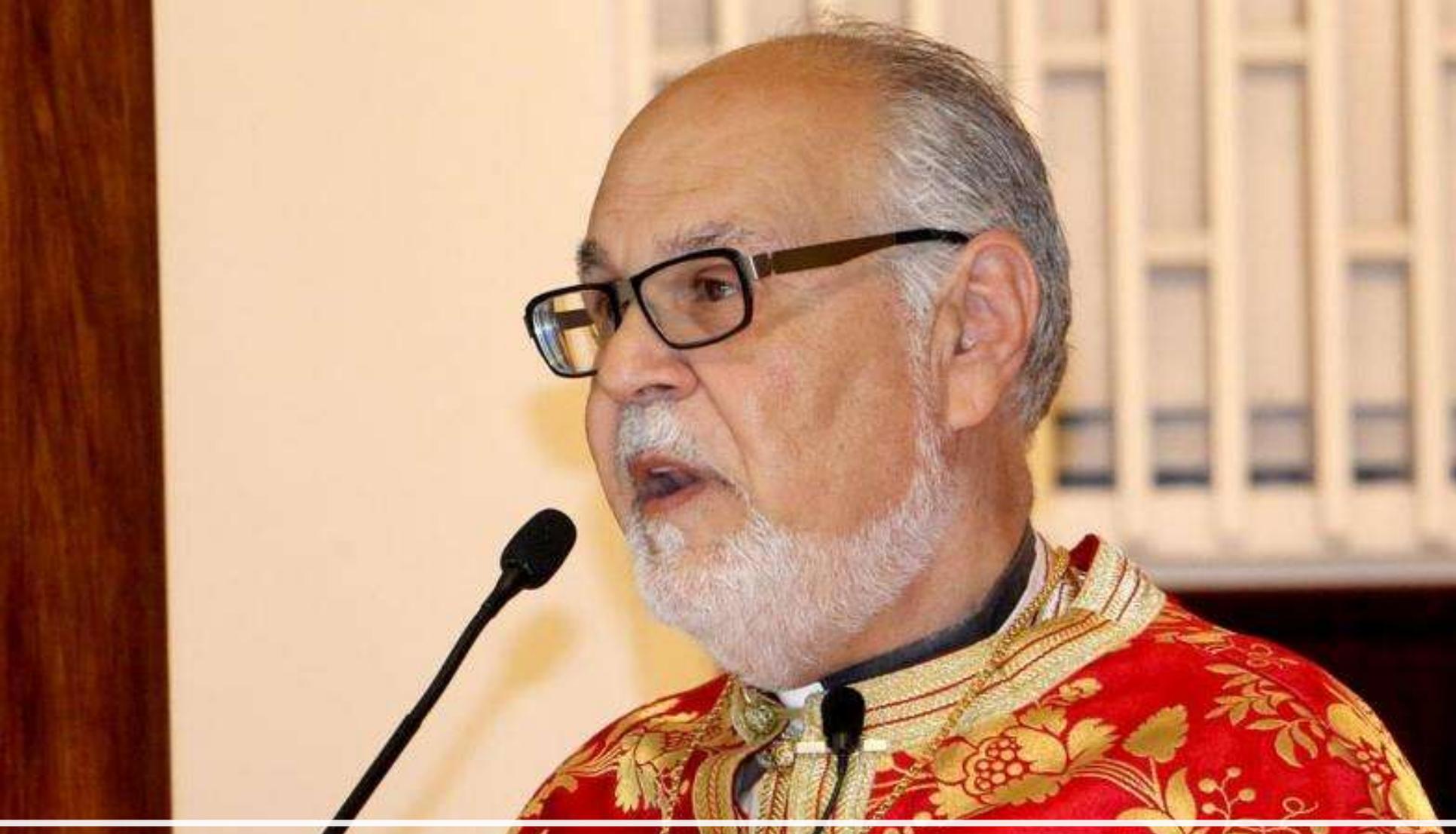
1st Dimension
You @ Church



1st Dimension
You @ Church

2nd Dimension
You @ home
and work





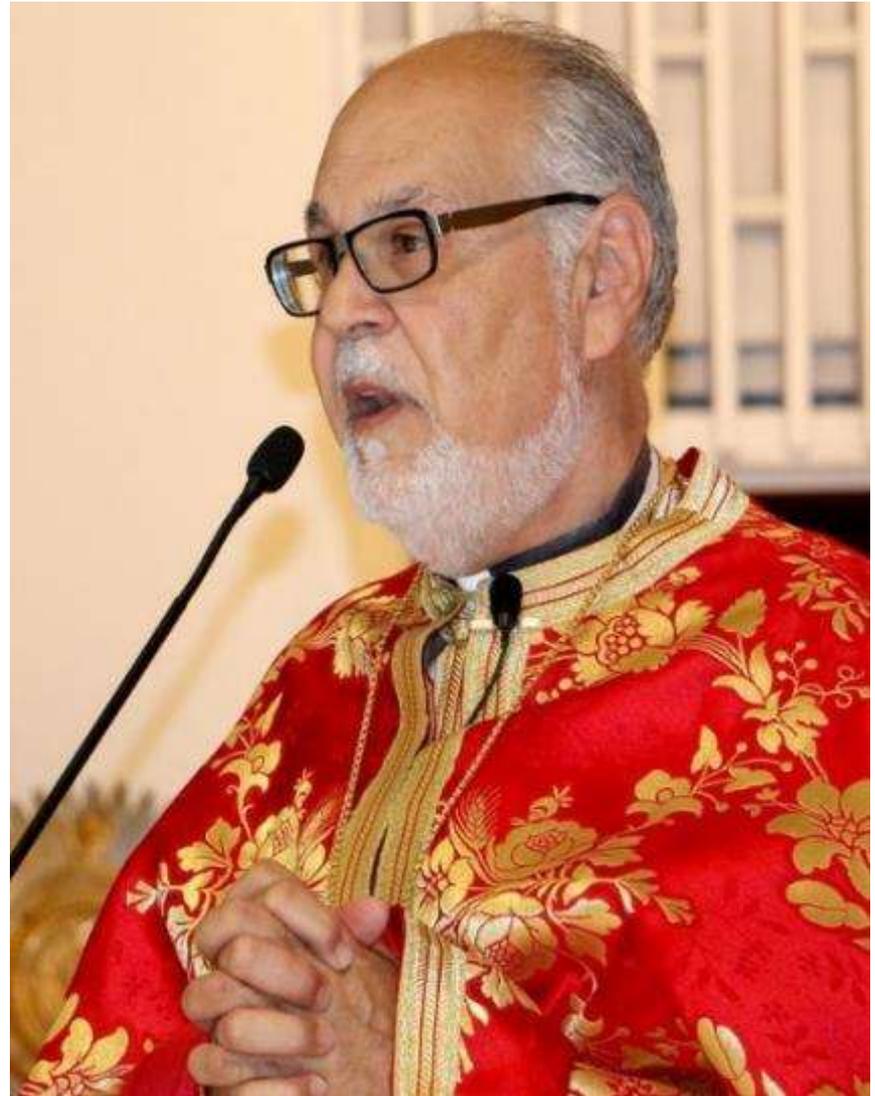
Hearing The Voice Of GOD

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





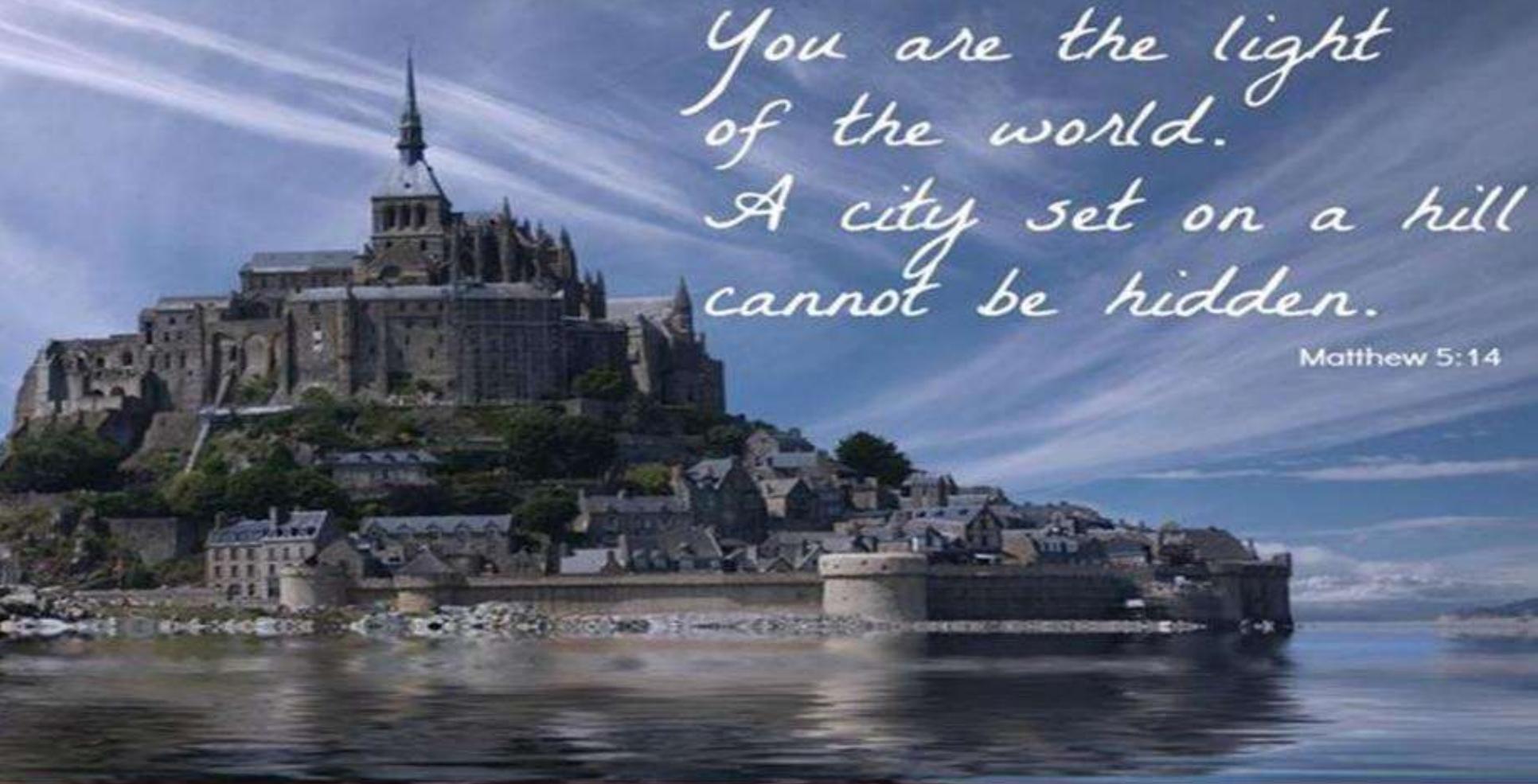
**Darkness
is not a
thing.**



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

**You can be
a Human
Light Bulb**





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

Matthew 5:14

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



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



“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

You Are NEVER Not A **Disciple** Of Jesus Christ





**By this, they will know
you are my disciples,
that you have love for
one another.**

Now What?





So, What should we do?

The S³ & E³ Model

Schooling / Education

Stewardship / Engagement

Service / Evangelism

A Roadmap for American Churches and People of Faith: W.W.J.D. (What Would Jesus Do?)

**Preface and Chapters 1-2: Setting the stage
and relevant facts, figures and data**

Chapters 3-5 & 8: Leadership Best Practices

Chapter 7: Strategic Planning

**Chapters 9-11: Stewardship & Engagement
Best Practices**

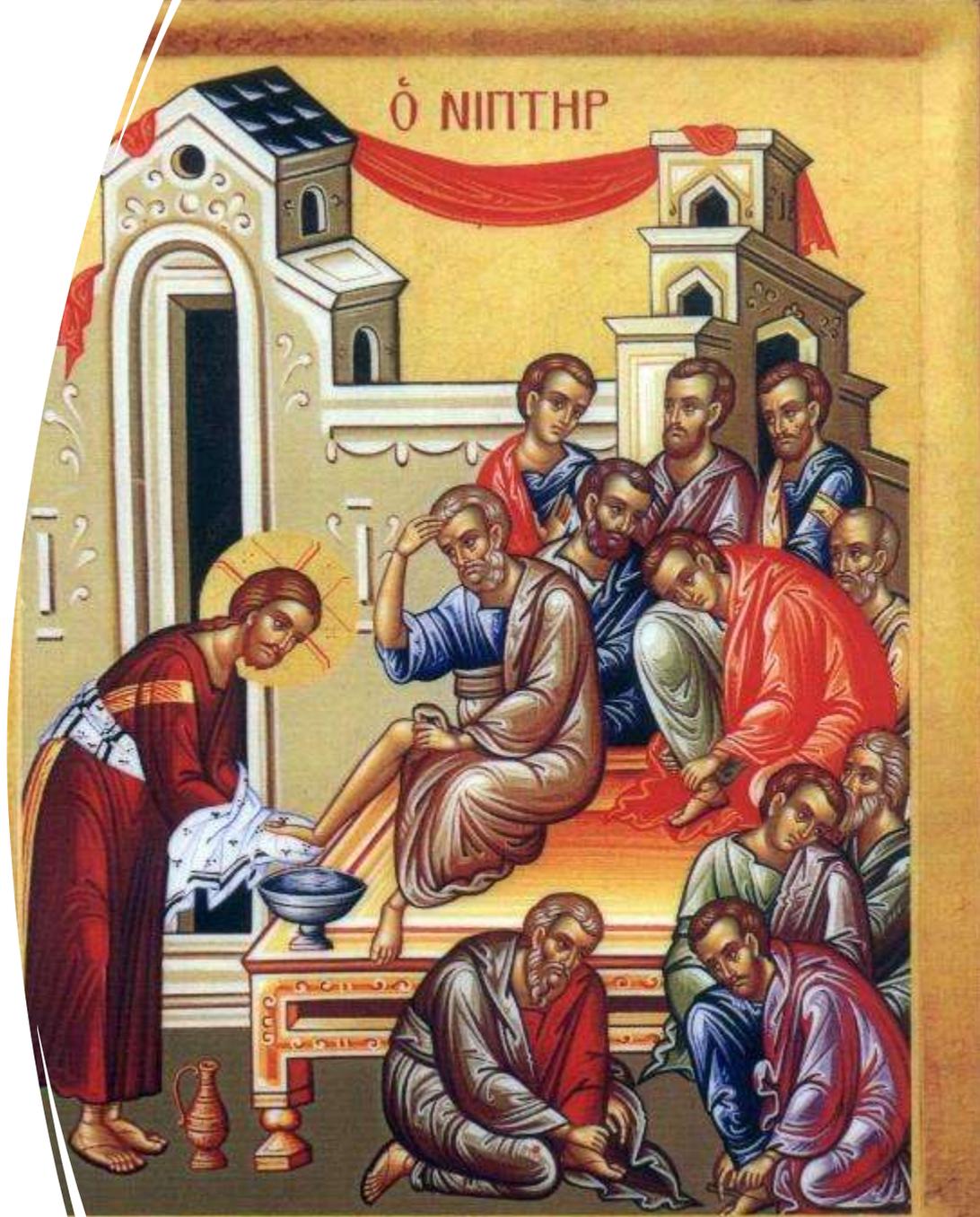
**Chapters 12 & 14: Spiritual Formation,
Religious Education Best Practices, and
Seminary Strategic Foresight**

**Chapters 15-18: Oneness in Christ, Orthodox
Unity in America, Orthodox/Roman
Catholic Unity, Conclusion**



<https://stewardshipcalling.com/a-roadmap-for-american-churches-and-people-of-faith-w-w-j-d-what-would-jesus-do/>

Servant Leadership



John 13:1-5

The Leadership Management / Dichotomy



Leaders

Own the parish's Why, Vision & Future and hold managers accountable.



Managers

Manage the Team to achieve the goals necessary to achieve the parish's Vision.



Team Members

Perform the tasks necessary to achieve the parish's 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.”

— **“The domain of the Leader is the**



The work of the leader is change.”

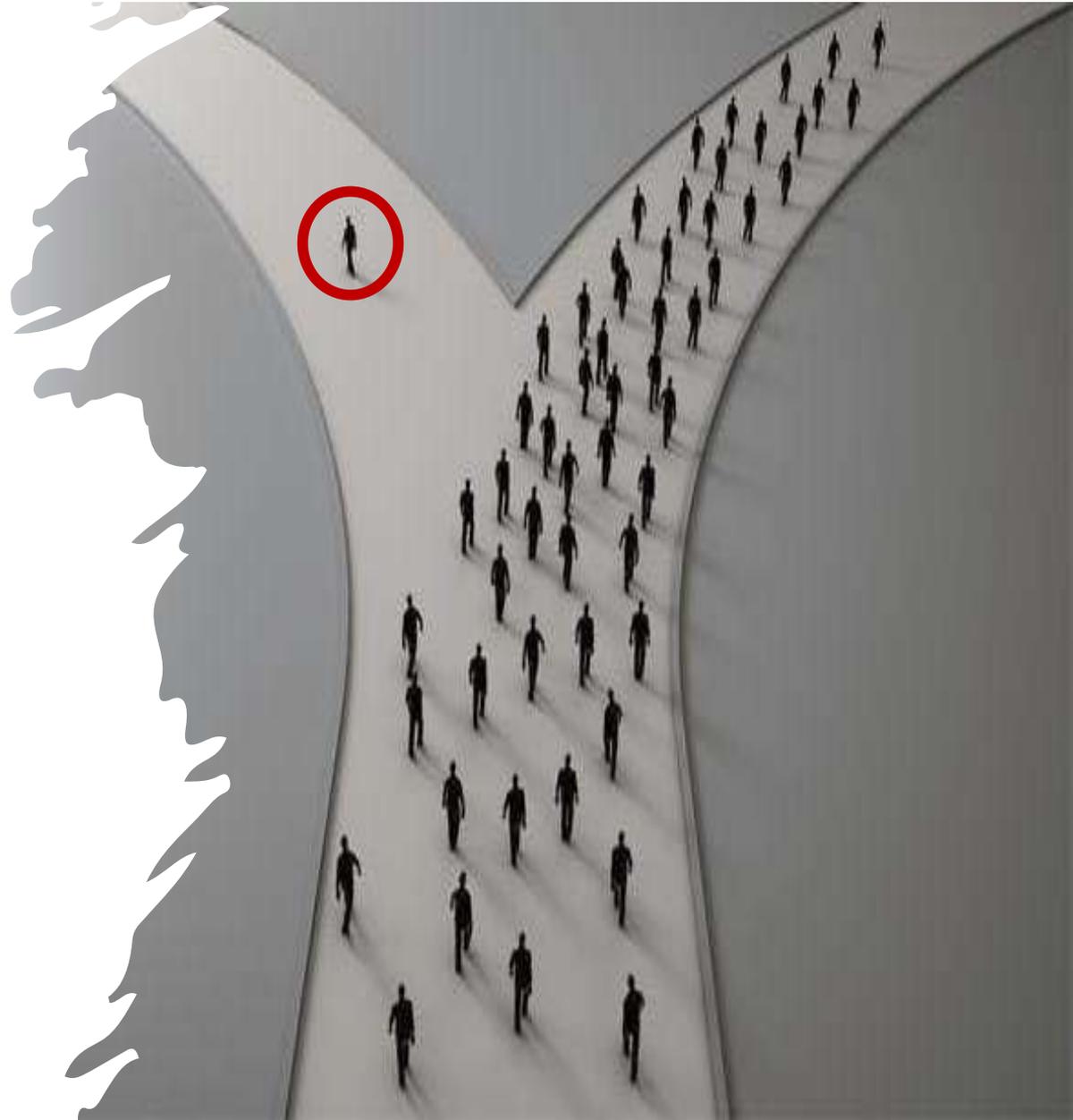


(Kouzes and Posner, 2017)

“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.”



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

Pick 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 Qualities People Want In Their Leaders

Honest (85%)

Forward-looking (70%)

Inspiring (69%)

Competent (64%)

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

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%



VISION

TEAM

COURAGE

HUMILITY

TRUST

LOVE

Orthodox Building Blocks of Servant Leadership

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



Dr. James Kouzes

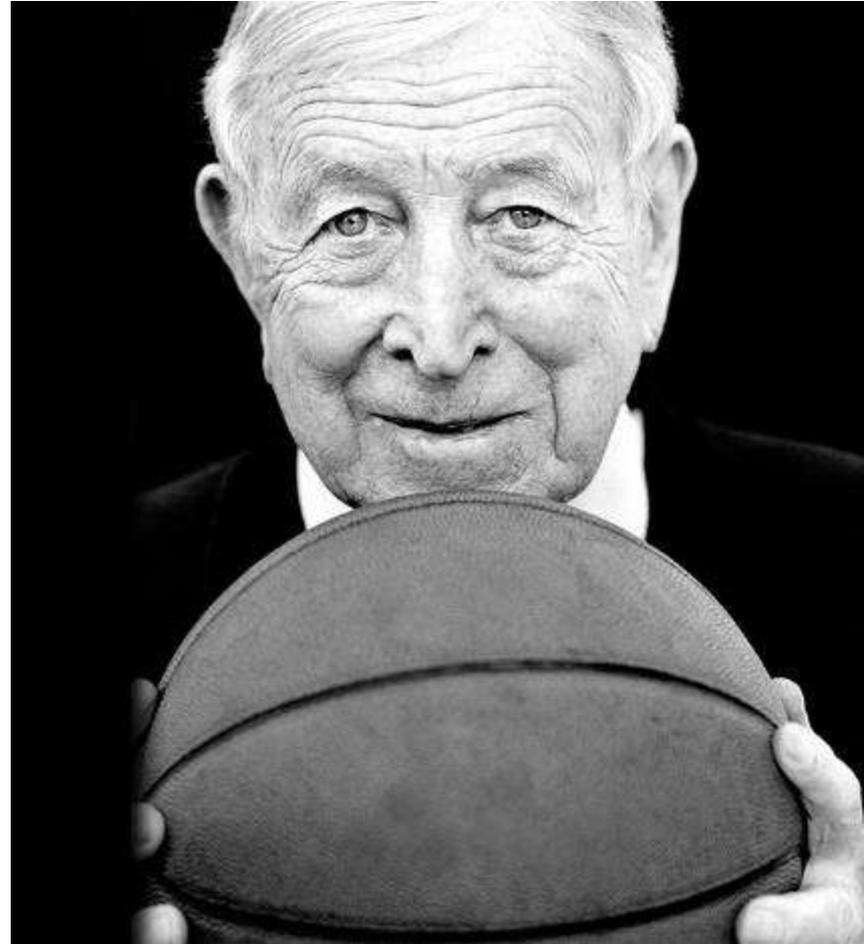
“When seen through the lens of a servant’s heart, leadership becomes not just a job but a calling. Lives are changed for the better.

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

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

You Don't Need A Title To Lead



“There are ‘leaders’ and there are those who lead.”



A Leader Leads By Example

“Leadership is not about
personality. It’s about
behavior”

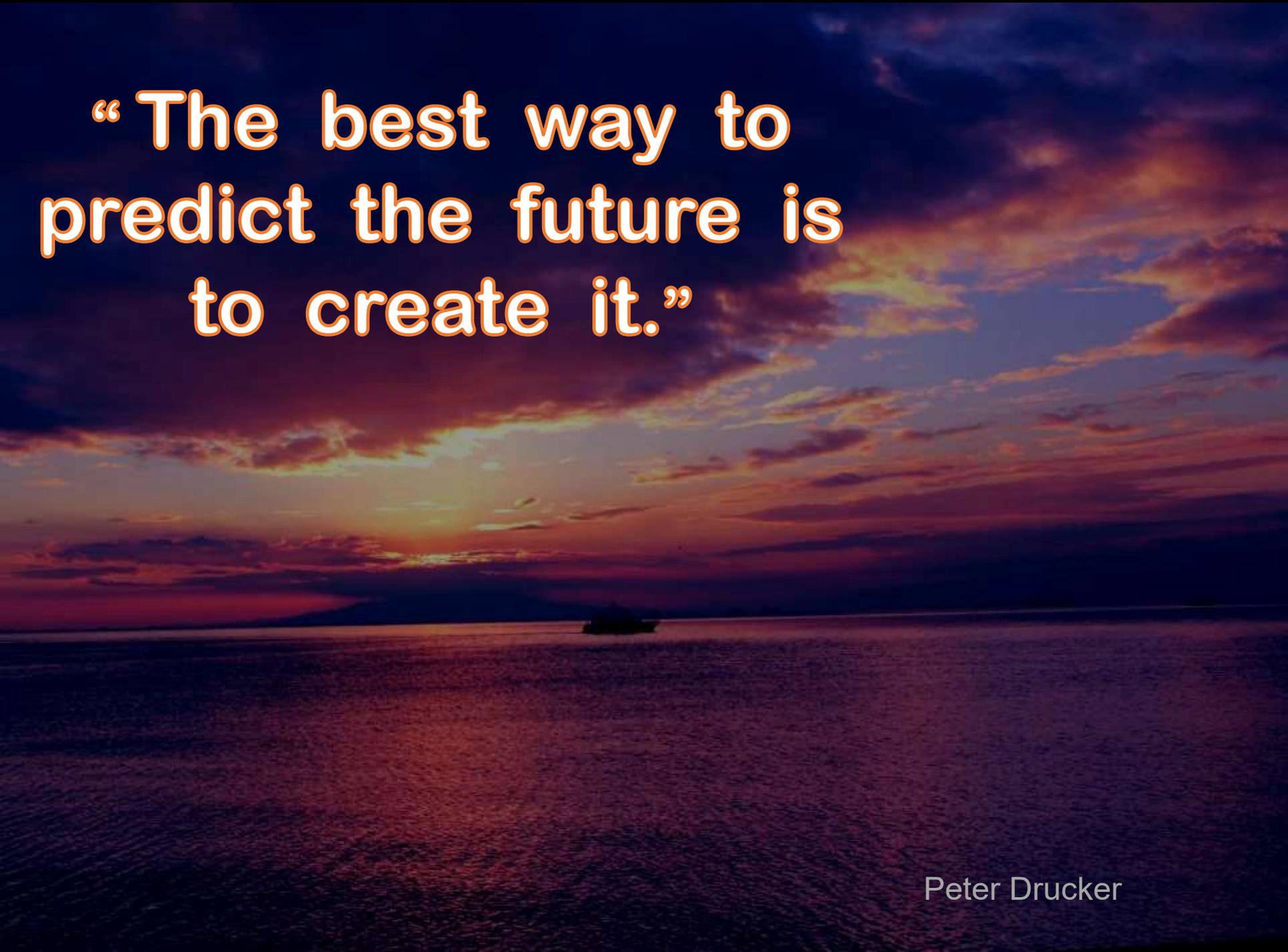
**GREAT LEADERS DON'T
SET OUT TO BE A
LEADER...THEY SET OUT
TO MAKE A DIFFERENCE.
ITS NEVER ABOUT THE
ROLE-ALWAYS ABOUT
THE GOAL.**



Consensus Vision and Strategic Planning

**~ What is the Vision of St. Elizabeth OC?
~ What will it look like, 3-4 years from today?**

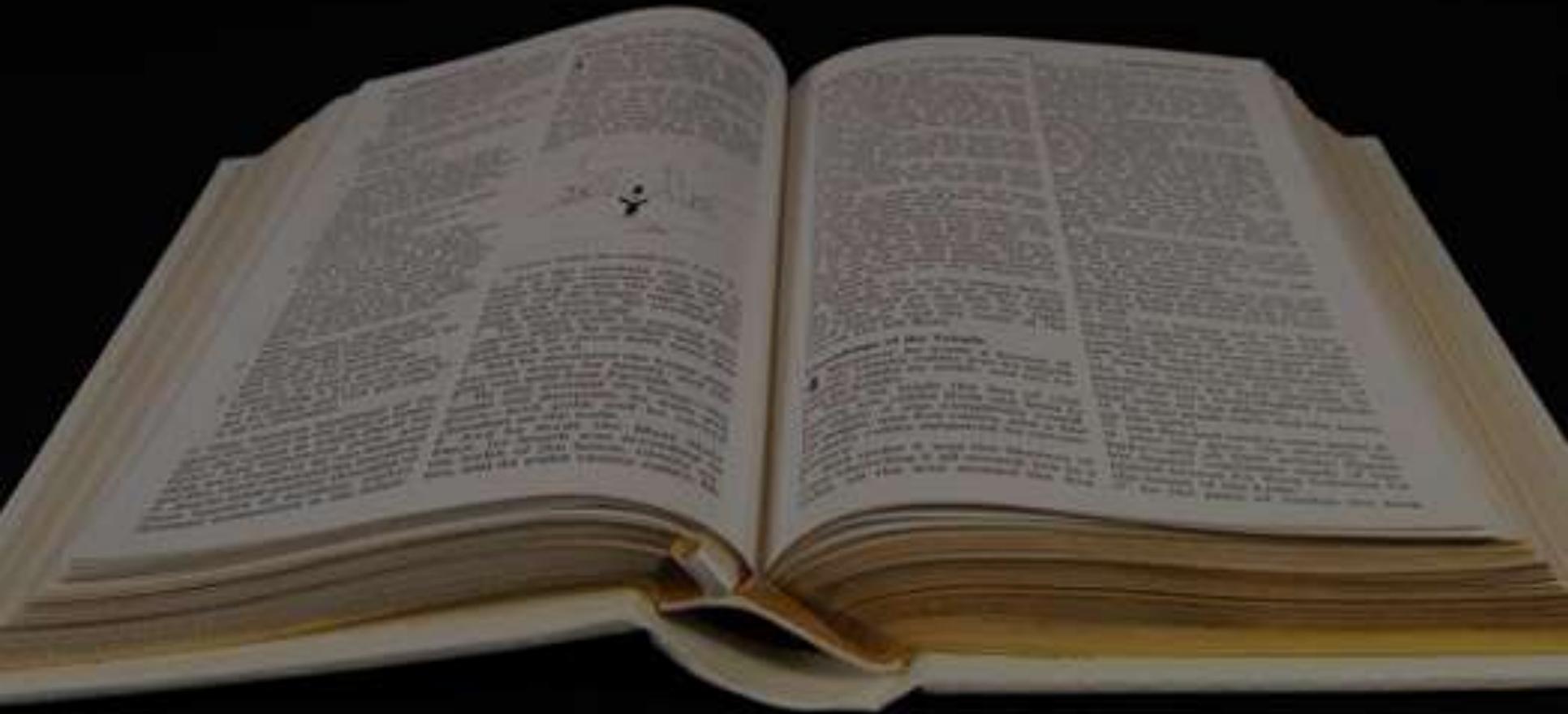


A sunset over a body of water with a small island in the distance. The sky is filled with colorful clouds in shades of orange, red, and purple, with the sun low on the horizon. The water reflects the colors of the sky. A small, dark island is visible in the middle ground.

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

Peter Drucker

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?**

1. SWOT / EPA / FSA
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



The 4 Ps of



1. **People** - The right people leading, developing and implementing the process, with input from all parishioners 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

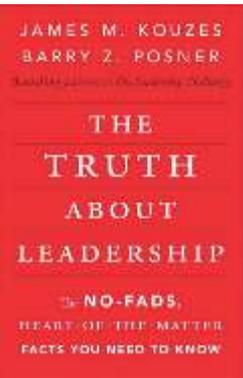
10 elements - SWOT / EPA /OCAI Analysis;
WHY; Core Values; Mission Statement;
S.M.A.R.T. Goals; Vision Statement; Interim
Goals & Interim Actions; Success Timeline;
SMART Goal Accountability Process
("SMART GAP"); Strategic Plan

2. Inspired Teams

3. Consensus Decision Makers

4. Energized & Improved Culture

Impact on Commitment of Values Clarity



**Clarity of
Organizational
Values**

High

4.9

6.3

Low

4.9

6.1

Low

High

Clarity of Personal Values

**Scale: High = 7
Low = 1**

How soon before you don't have enough room in your church and what is your plan?



Sun Tzu



“Strategy without tactics is the slowest route to victory.

Tactics without strategy is the noise before defeat.”

A Roadmap for American Churches and People of Faith: W.W.J.D. (What Would Jesus Do?)

For comprehensive and detailed explanation and practical examples you can implement, see:

Chapter 7:
The Stewardship Calling
Vision and Strategic
Positioning & Planning
Comprehensive Process
(pages 114 – 212)



<https://stewardshipcalling.com/a-roadmap-for-american-churches-and-people-of-faith-w-w-j-d-what-would-jesus-do/>



So, What should we do?

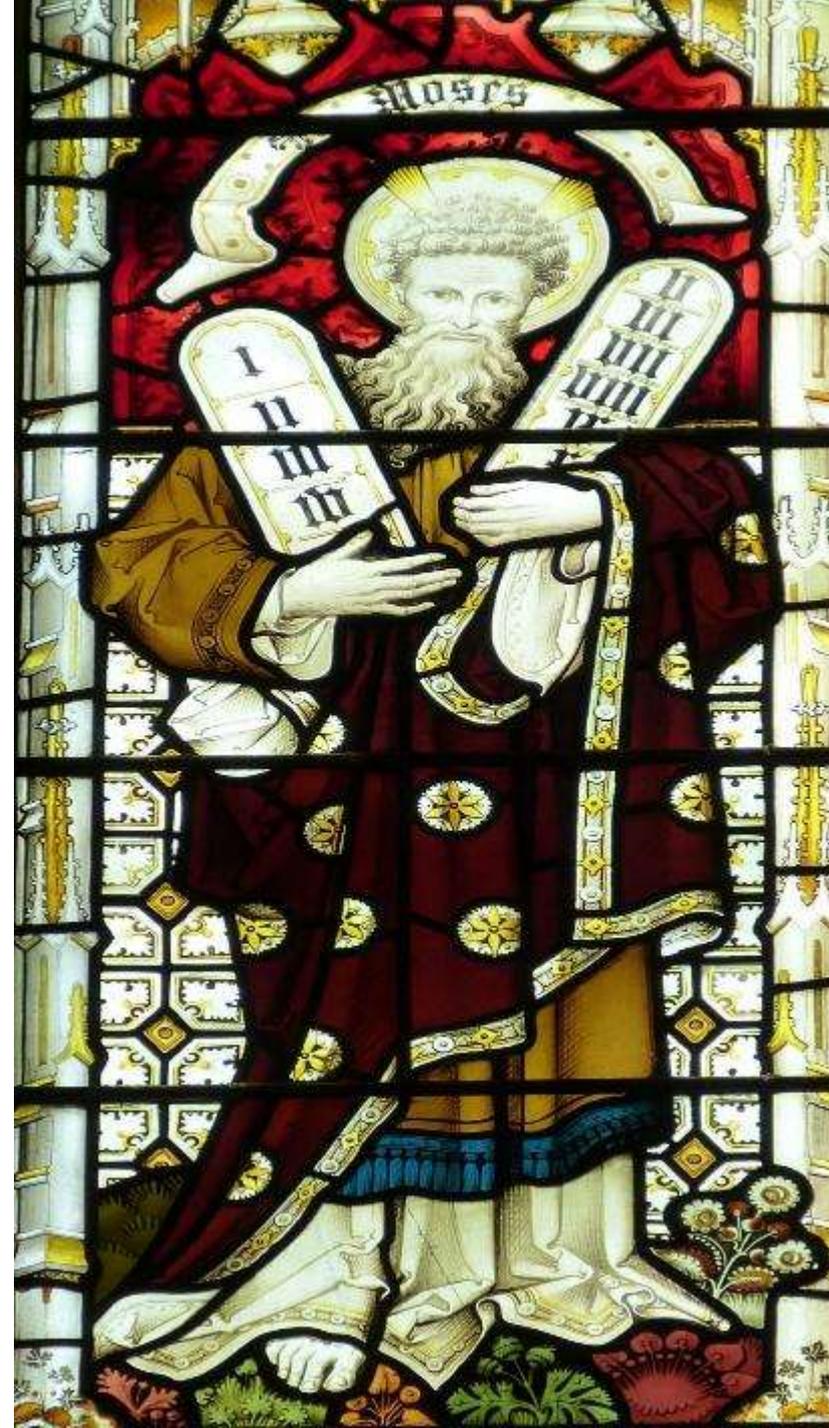
The S³ & E³ Model

Schooling / Education

Stewardship / Engagement

Service / Evangelism

Moses Gave Us God's 10 Commandments





**Bill gives us his
Stewardship
Calling 10
commandments
(lower case “c”) of
Stewardship &
Engagement
(“S&E”).**

A man with a long, wavy beard and hair, wearing a brown and red robe, is seated and looking towards the viewer. He is holding a large, open book that is the size of a tablet. The book is open to two blank, light-colored pages. The background is a textured, light blue-green color.

1. Start With
Holy Scripture
and Christ's
S&E Teachings.

A man with a long, wavy beard and hair, wearing a brown and red robe, is seated and holding a large, open book. The book is open to two pages that are blank, serving as a background for the text. The man is looking towards the viewer with a slight smile. The background is a light blue-green color.

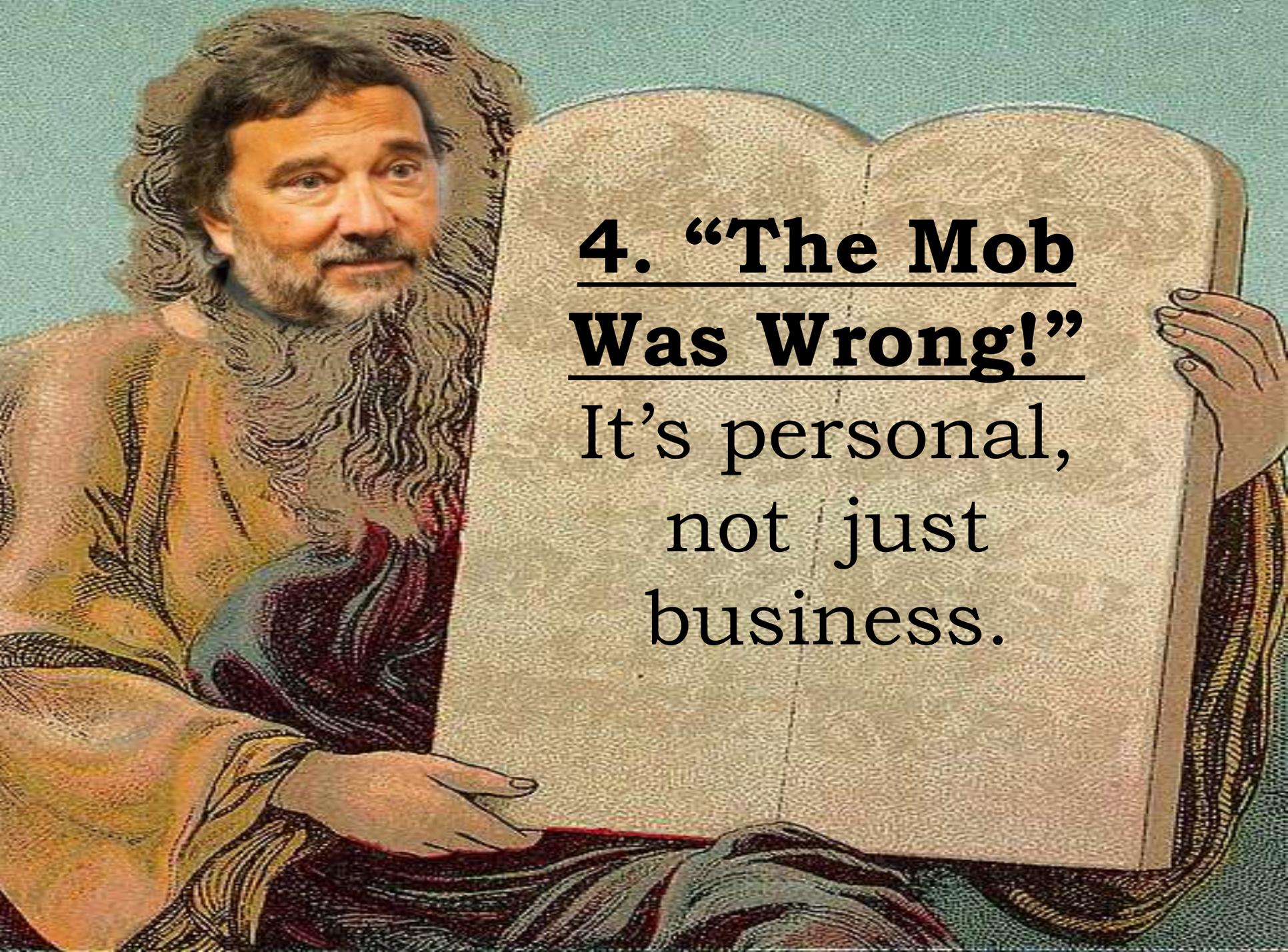
2. “PPS”

The Priest,
Parish Council,
and S&E
Ministry must
align on S&E
strategy.

A man with a long, wavy beard and hair, wearing a brown and red robe, is seated and holding a large, open book. The book is open to a page with text. The background is a light blue-green color.

3. “W²”

Own the Watch,
and you will own
the Wallet. Time
and Talents are
most critical.

A man with a long, wavy beard and hair, wearing a brown and red robe, is seated and looking towards the viewer. He is holding a large, open book that fills most of the frame. The book's pages are a light, textured color. The background is a solid light blue color.

**4. “The Mob
Was Wrong!”**

It's personal,
not just
business.

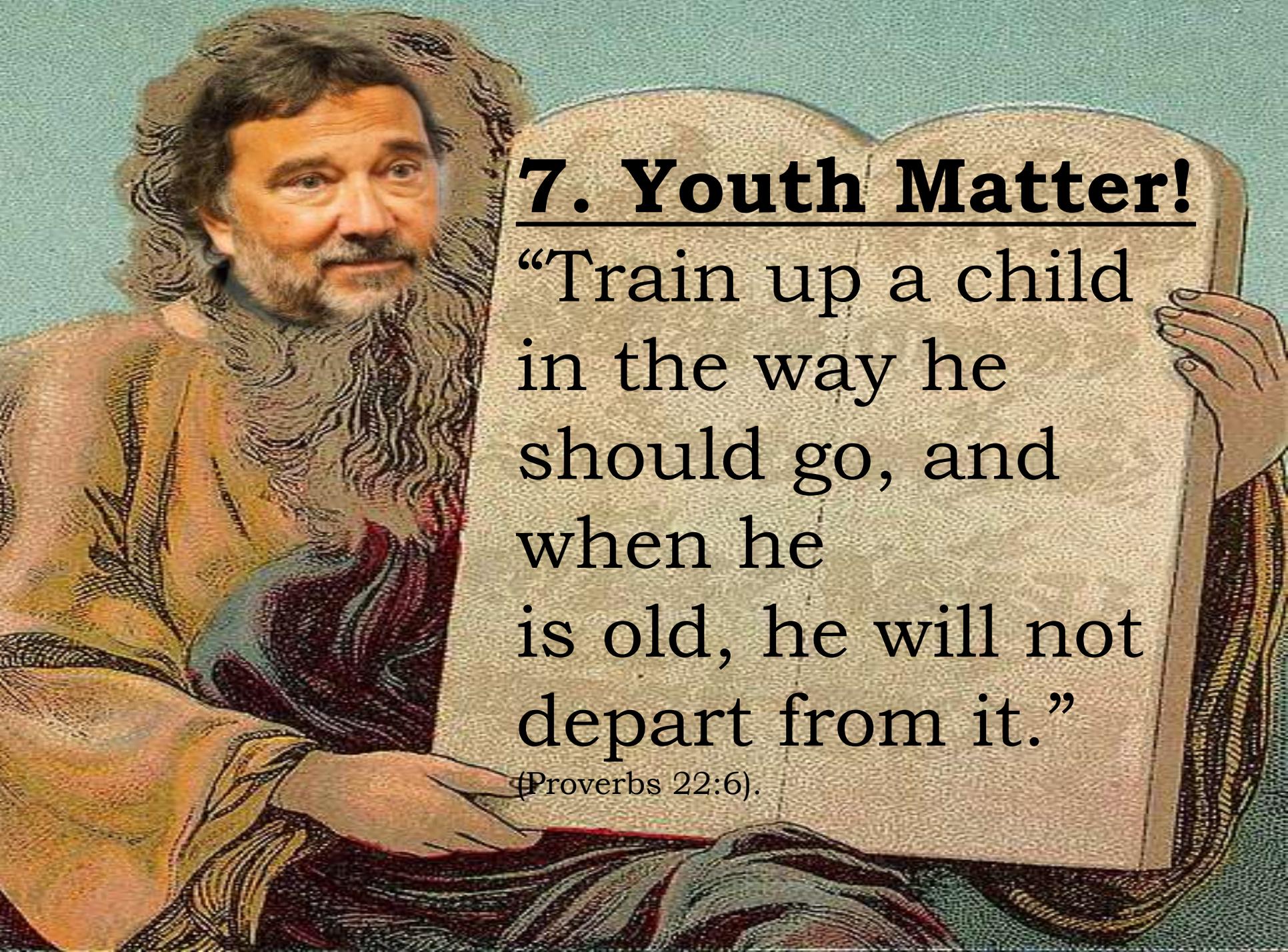
A man with a long, wavy beard and hair, wearing a brown and red robe, is seated and holding a large, open book. The book is open to two pages that are mostly blank. The background is a light blue-green color.

5. The 4th T
(Tithing) is
the critical
secret sauce.



6. CITA Is
Essential!

Effective
Communications
and consistent
Integrity,
Transparency, and
Accountability.

An illustration of a man with a long, wavy beard and hair, wearing a brown and red robe, sitting and reading a large, open book. The background is a textured, light blue-green color. The text is overlaid on the right side of the book.

7. Youth Matter!

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

(Proverbs 22:6).



8. WAT Always!

Excel at

Welcoming And
Thanking.



9. The 4 Types of Parish Giving

annual tithe,
emergency
appeals, capital
campaigns &
planned giving.



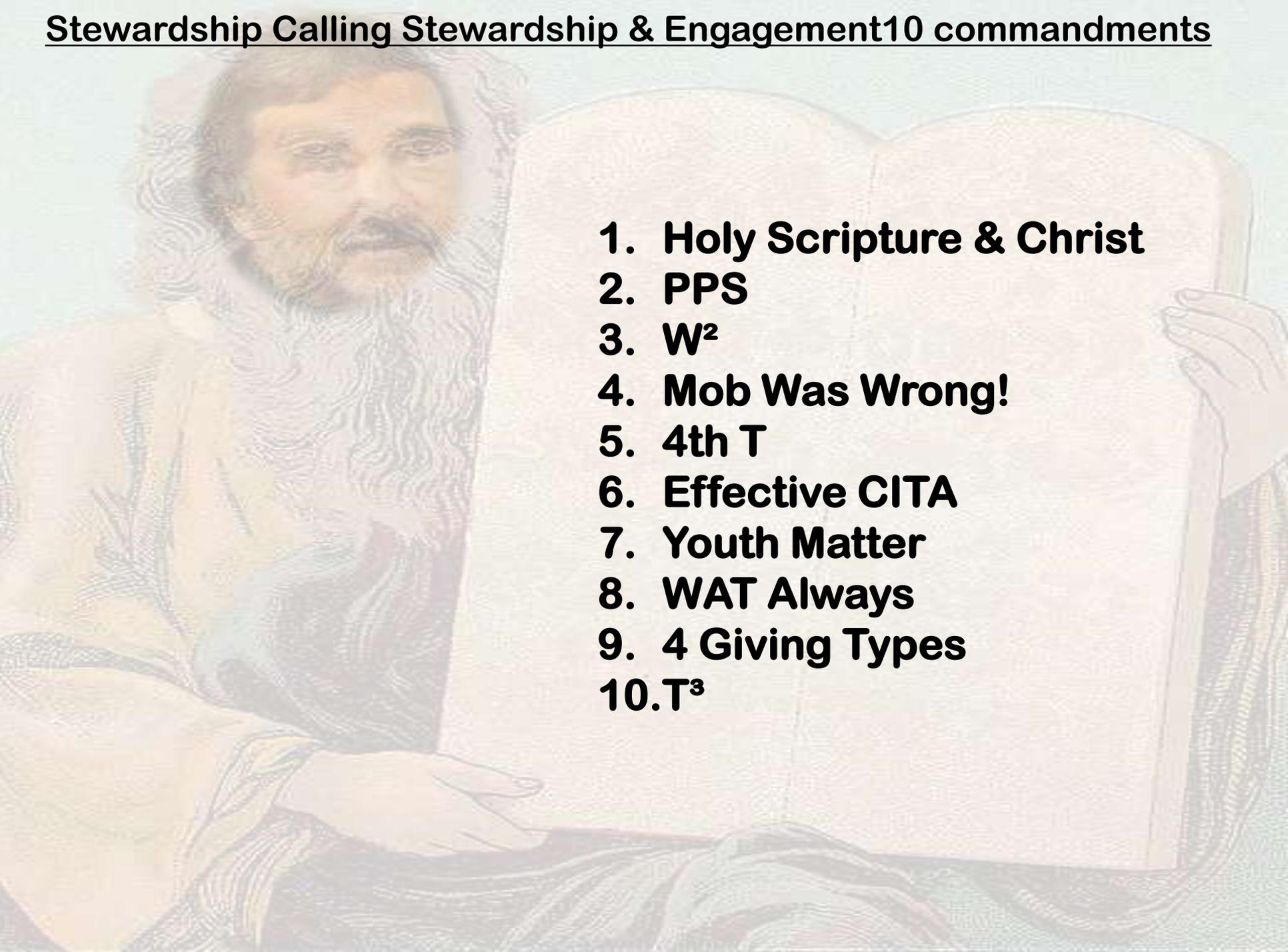
10. T³

Teams, Tactics
& Technologies
must be newest,
best practices,
and varied.

Stewardship Calling Stewardship & Engagement 10 commandments

1. Start With Holy Scripture and Christ's S&E Teachings.
2. **PPS** - The Priest, Parish Council, and S&E alignment
3. **W²** - own the Watch, and you will own the Wallet (time and talents are most critical).
4. The **Mob Was Wrong!** It's always personal.
5. The **4th T** (Tithing) is the critical secret sauce.
6. **Effective CITA is critical** (Communications, Integrity, Transparency, & Accountability).
7. **Youth Matter**
8. **WAT Always** (Welcoming And Thanking)
9. **Enculturate 4 Types of Parish Giving** (annual tithe, emergency appeals, capital campaigns & planned giving)
10. **T³ - Teams, Tactics & Technologies** must be best practices

Stewardship Calling Stewardship & Engagement 10 commandments

- 
- 1. Holy Scripture & Christ**
 - 2. PPS**
 - 3. W²**
 - 4. Mob Was Wrong!**
 - 5. 4th T**
 - 6. Effective CITA**
 - 7. Youth Matter**
 - 8. WAT Always**
 - 9. 4 Giving Types**
 - 10. T³**

A Roadmap for American Churches and People of Faith: W.W.J.D. (What Would Jesus Do?)

For comprehensive and detailed explanation and practical examples you can implement, see:

Chapter 10: The Stewardship Calling 10 Commandments of Stewardship & Engagement Best Practices
(pages 262 – 379)



<https://stewardshipcalling.com/a-roadmap-for-american-churches-and-people-of-faith-w-w-j-d-what-would-jesus-do/>

Stewardship & Culture of Generosity



How to Have an Effective Stewardship Campaign and Begin the Journey to Percentage Giving and Tithing

Video version:

<https://www.youtube.com/watch?v=8rNVSmqzs14&t=6011s>

Audio only version:

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

How to Have an Effective Stewardship Campaign and Begin the Journey to Percentage Giving and Tithing

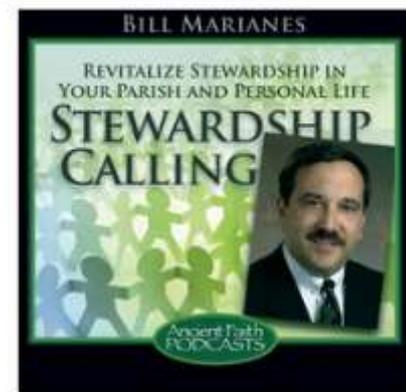


100% of American Orthodox parishes of all jurisdictions (the American Orthosphere) struggle with their stewardship campaigns and results to one degree or another. Yet, solutions are readily available!

As it turns out, like most other challenges in American Orthosphere parishes, the answer is all about E² (Education & Engagement).

This program explores validated solutions in how to properly educate and engage the faithful in an Orthodox understanding of generosity, giving, stewardship, and tithing. It also dispels the myths of many non-Orthodox and ineffective stewardship techniques being used in American Orthosphere parishes.

We will also explore a proven simple step-by-step process to begin the journey of transitioning your parish away from hand to mouth existence barely covering the minimum operating expenses. We will discuss how to create a culture of abundance and enhanced generosity to propel your parish and ministries to unimaginable levels of fulfilling a Christ-centered destiny.



**STEWARDSHIP
CALLING**

[EFFECTIVE CHURCH STEWARDSHIP](#) (Video YouTube Version)

[EFFECTIVE CHURCH STEWARDSHIP](#) (Audio Podcast Version Only)

POWERPOINT PRESENTATION ABOUT STEWARDSHIP BEST PRACTICES, CAMPAIGNS AND TITHING

Watch videos about 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/>

<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=TfMgJP0JTU8	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 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
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=p1aKjISqLTQ	Part 1 https://craft-sanfran-goarch.s3-us-west-2.amazonaws.com/uploads/download/jamil-samara-technologies-for-revitalizing-parishes-2022-06-20.pdf 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

**“We make a
living by
what we get.**

**We make a
life by what
we give.”**

Sir Winston Churchill





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)



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



A Roadmap for American Churches and People of Faith: W.W.J.D. (What Would Jesus Do?)

For more information, see:

Chapter 10:
Stewardship Calling
Commandment #1
(pages 262 – 281)



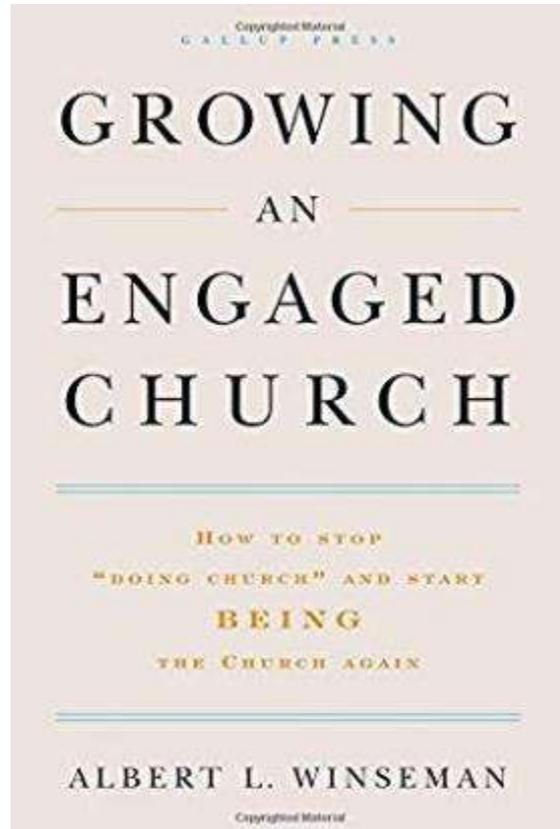
<https://stewardshipcalling.com/a-roadmap-for-american-churches-and-people-of-faith-w-w-j-d-what-would-jesus-do/>

W²

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



E to the Power of 3
Engagement
Engagement
Engagement



E to the Power of 3



- Engagement Liturgically
- Engagement Sacramentally
- Engagement in Ministry

Church Engagement

Spiritual commitment is the result of one big overlooked factor:

parishioner engagement.

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





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

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

Church Engagement

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



A Roadmap for American Churches and People of Faith: W.W.J.D. (What Would Jesus Do?)

For more information, see:

Chapter 10:
Stewardship Calling
Commandment #3
(pages 282 – 285)



<https://stewardshipcalling.com/a-roadmap-for-american-churches-and-people-of-faith-w-w-j-d-what-would-jesus-do/>



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

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)

In the instructions to the faithful:

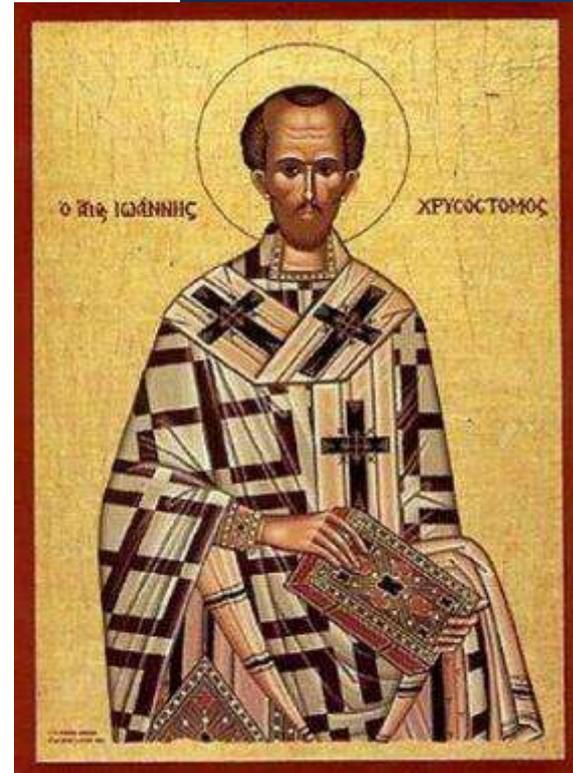
The Didascaly Apostolorum ¹

“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





CHURCH NEWS

Your online resource for all the latest church happenings



MONDAY, OCTOBER 5, 2020

On Stewardship

Fr. John Finley

"Bring all the tithes into the storehouse, that there may be food in My house, and try Me now in this," says the Lord of hosts, "If I will not open for you the windows of heaven and pour out for you such blessing that there will not be room enough to receive it." Malachi 3:10

The Importance of the Tithe: "On Stewardship: by Fr. John Finley

<https://www.antiochian.org/regulararticle/759>



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?**

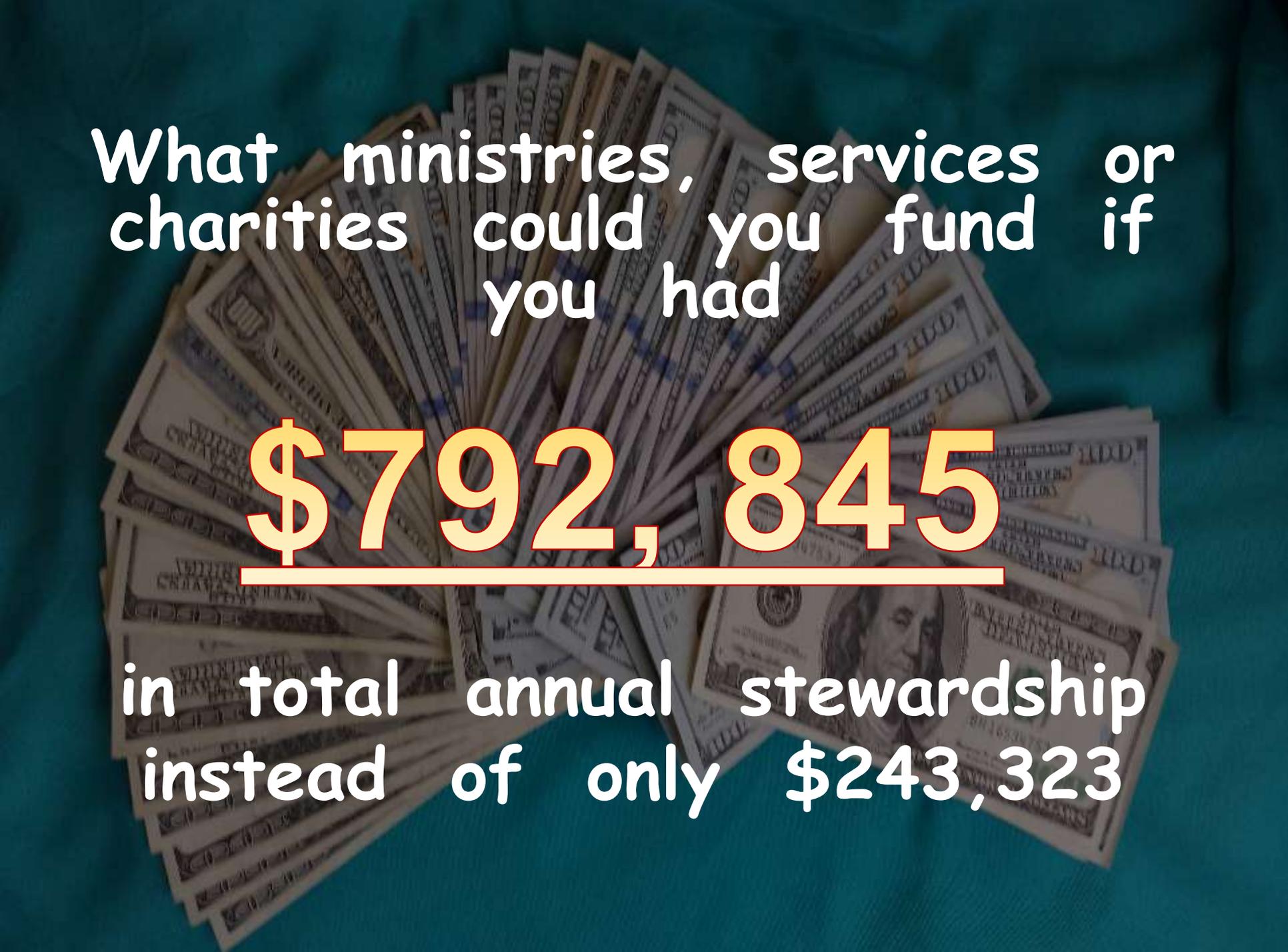




**You do not do, what you
were never taught.**



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



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

\$792,845

in total annual stewardship instead of only \$243,323

Here's How This Is Possible?

- Median Rutherford County income = \$82,588
- \$8,259 = a median income tithe
- If all 96 stewards (2023) earned Rutherford County median income and tithed, your stewardship income would = \$801,123 instead of **\$243,323**
- What could you do with about \$549,522 more?

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

\$715,968

in total annual stewardship using U.S. median income instead of only \$243,323

Here's How This Is Possible?

- Median U.S. income = \$74,580
- \$7,458 = a median income tithe
- If all 96 stewards (2023) earned U.S. median and tithed, your stewardship income would = \$723,426 instead of **\$243,323**
- What could you do with about \$472,645 more?

Where Are We Now On This Journey?

\$8,485 = est. 2022 tithe based median Orthodox income of \$84,850

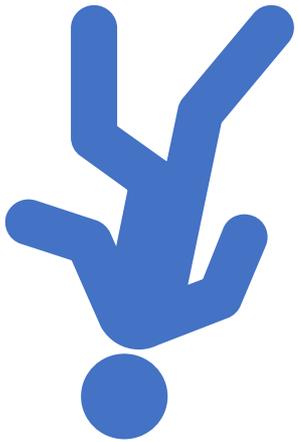
1.2% = est. parishioner giving (\$1,000 median) compared to median U.S. historically Orthodox income of \$8,485

\$7,458 = est. tithe based on U.S.A. median income of \$74,580

1.3% = est. parishioner giving (\$1,000 median) compared to U.S.A. median income of \$74,580

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 and % giving (T&PG)

- ~ T&PG instruction must occur formally at least quarterly in adult and Sunday school classes and regular homilies
- ~ All materials are reoriented and only discuss and offer T&PG options



How To Start A Tithing Program

2. Share the impact and lives improved

- ~ Provide specific examples of how tithes changed people's lives
- ~ Naming 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)

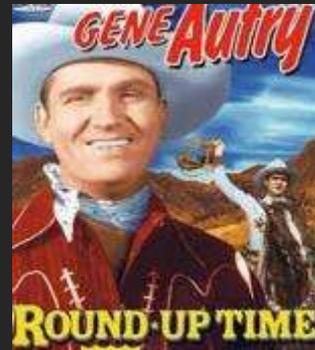


“Your actions speak so loudly, I can’t hear what you’re saying.”

How To Start A Tithing Program

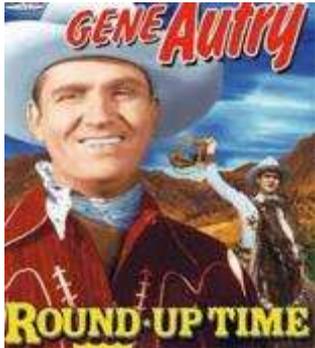
4. Use The Roundup

- ~ 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% yearly until you reach 10%





I hereby challenge each of you to accept the Roundup challenge and calculate tonight your new pledge for 2025 at least to the next %



Your New Parish Matthew 19:16-26 Stewardship Card

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

Step 2: Send it all in to your parish



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

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

Fr. Aaron
Warwick



A Roadmap for American Churches and People of Faith: W.W.J.D. (What Would Jesus Do?)

For more information, see:

Chapter 10:
Stewardship Calling
Commandment #5
(pages 308 – 322)



<https://stewardshipcalling.com/a-roadmap-for-american-churches-and-people-of-faith-w-w-j-d-what-would-jesus-do/>

Stewardship Campaign Process





How Did The Greatest Steward Solicit

"Zacchaeus, come down immediately. I must stay at your house today." (Christ makes a personal visitation to Zacchaeus' house)

Zacchaeus: "I give half my belongings, Lord, to the poor. If I have defrauded anyone in the least, I pay him back fourfold."

"Today salvation has come to this house... For the Son of Man came to seek and to save what was lost."

How many stewardship or other emails / text messages / letters did our Lord send?

Ingredients Of Effective Stewardship Ministry

Personal, in-home visitations are absolutely and unequivocally the most effective (nothing else is even close)

If you don't remember anything else, to have a 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, and a man with dark hair, wearing a white shirt and a dark vest, are sitting at a table. They are both smiling and looking at each other, appearing to be in a friendly conversation. The background is slightly blurred, showing what looks like a meeting room or office setting with a whiteboard and some papers on the wall.

The wHoly- Engaged Personal Visitation Program

Stewardship Calling

wHoly Engaged

6-Step Process



The wHoly- Engaged Personal Visitation Program

Personal, in-home visitations agenda

- ~ Opening prayer of thanksgiving
- ~ Discuss parish items of common interest
(e.g., what are 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 Ambassador Teams

- ~ 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)

A Roadmap for American Churches and People of Faith: W.W.J.D. (What Would Jesus Do?)

For more information, see:

Chapter 10:
Stewardship Calling
Commandment #4
(pages 285 – 308)



<https://stewardshipcalling.com/a-roadmap-for-american-churches-and-people-of-faith-w-w-j-d-what-would-jesus-do/>

A group of diverse young adults, including men and women of various ethnicities, are sitting around a table in a kitchen or dining area. They are engaged in conversation and reading books. In the foreground, there is a plate of food, including a bowl of soup and some vegetables. The background shows kitchen cabinets and a potted plant.

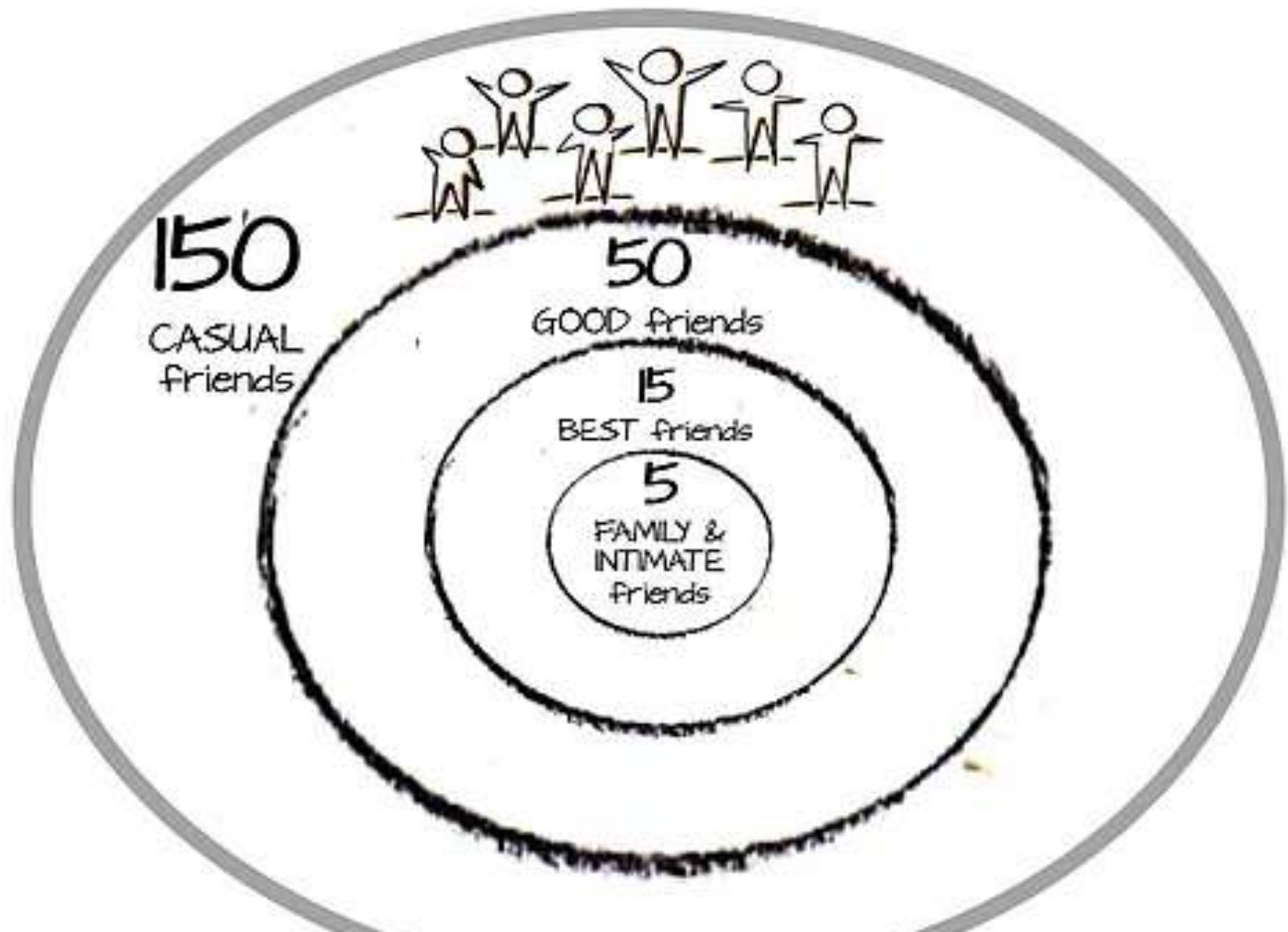
Transformational Small Group Ministry

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 lighting is dim, and the overall atmosphere is solemn. Overlaid in the center of the image is a quote in white text.

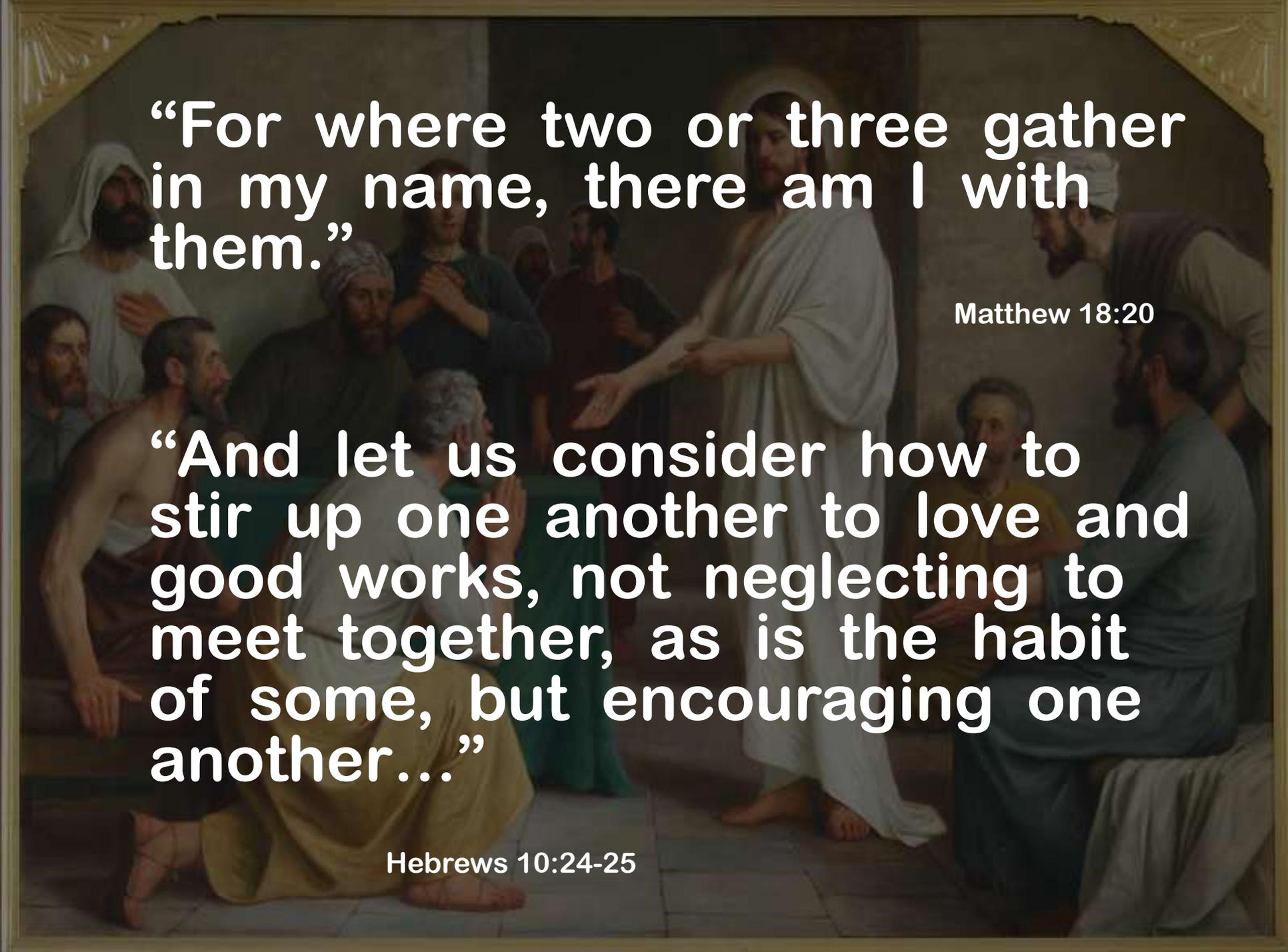
“The bigger a church gets, the smaller it must become!”

DUNBAR'S NUMBER



Small Groups Ministry

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



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

Matthew 18:20

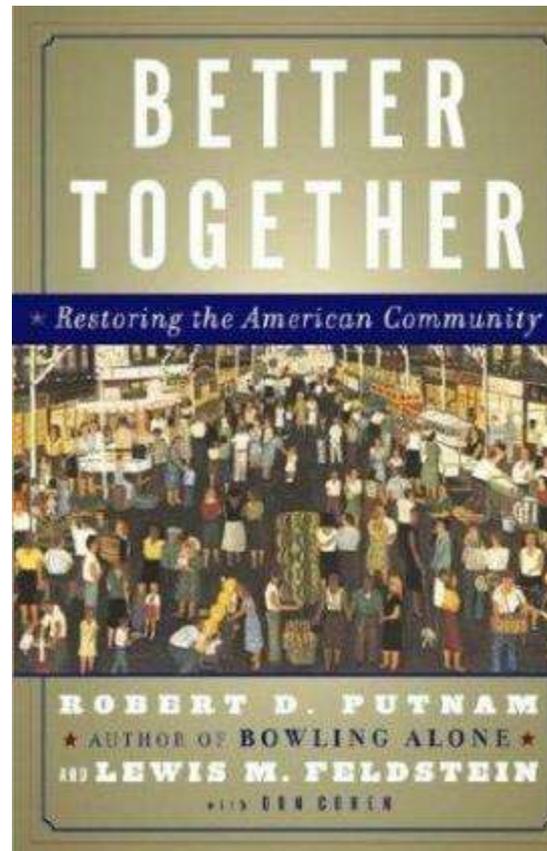
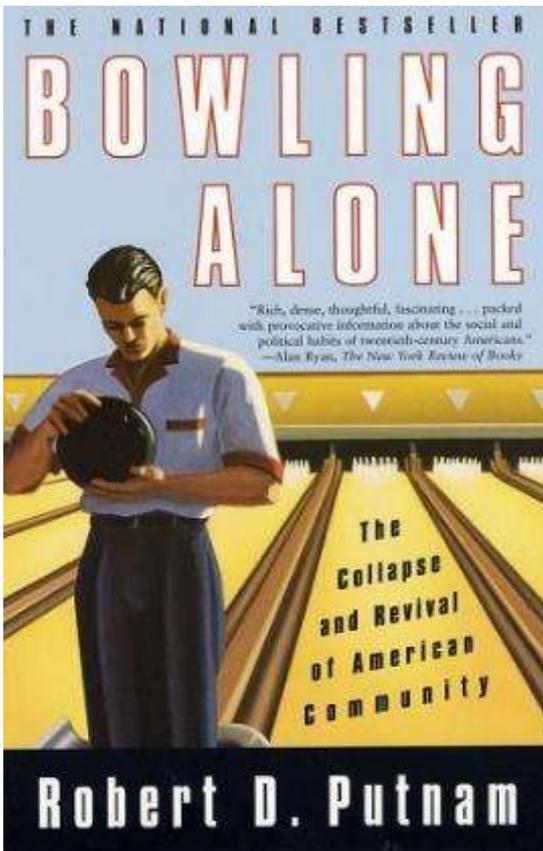
“And let us consider how to
stir up one another to love and
good works, not neglecting to
meet together, as is the habit
of some, but encouraging one
another...”

Hebrews 10:24-25

Benefits of Small Groups (SG)

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

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



Social Capital
is

(a) the collective value of everyone you know

(your “social networks”)

+

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

A Roadmap for American Churches and People of Faith: W.W.J.D. (What Would Jesus Do?)

For more information, see:

Chapter 11:
Small Group Ministry
(pages 385 – 392)



<https://stewardshipcalling.com/a-roadmap-for-american-churches-and-people-of-faith-w-w-j-d-what-would-jesus-do/>

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

Henry Ford





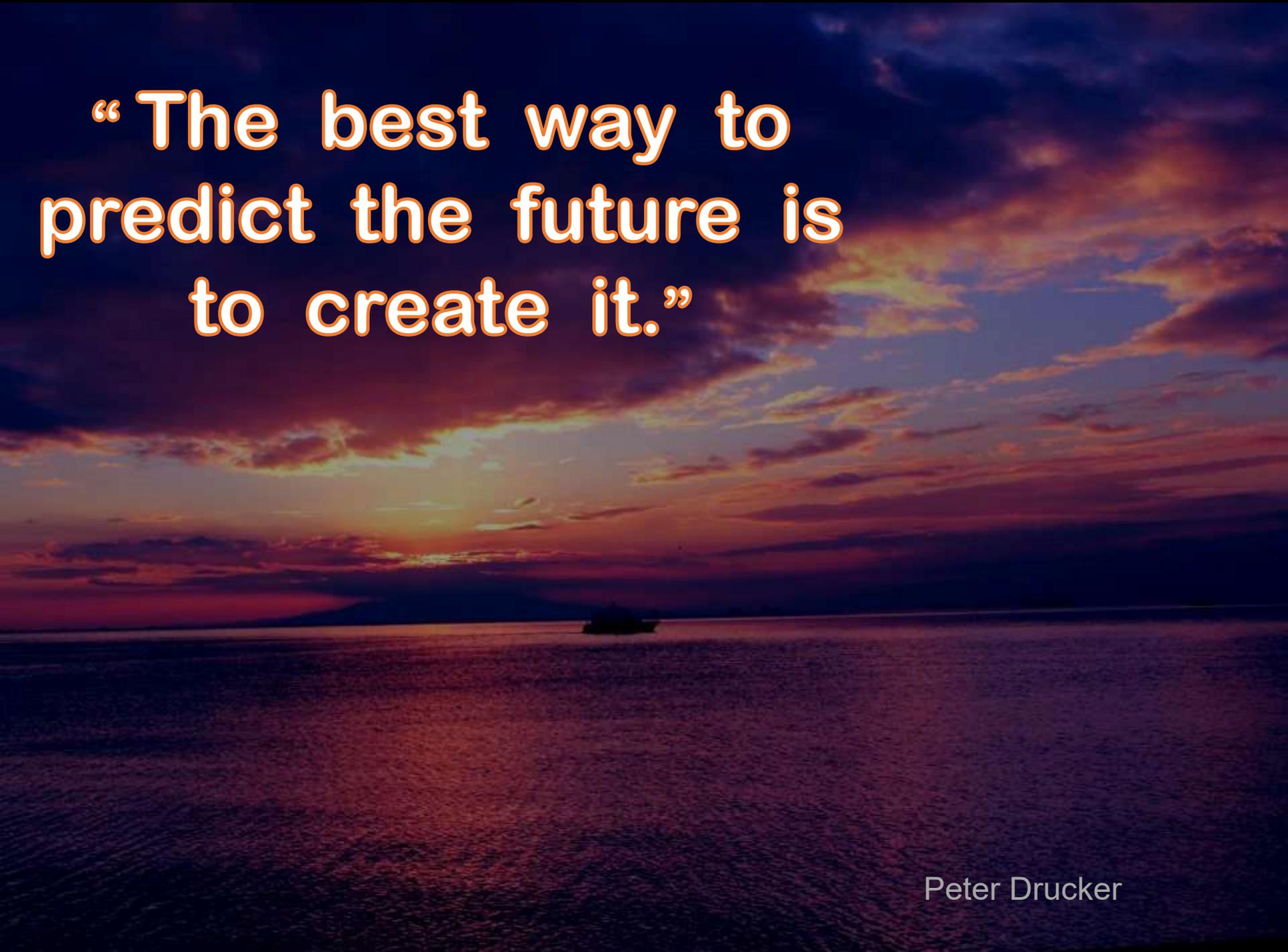
So, What should we do?

The S³ & E³ Model

Schooling / Education

Stewardship / Engagement

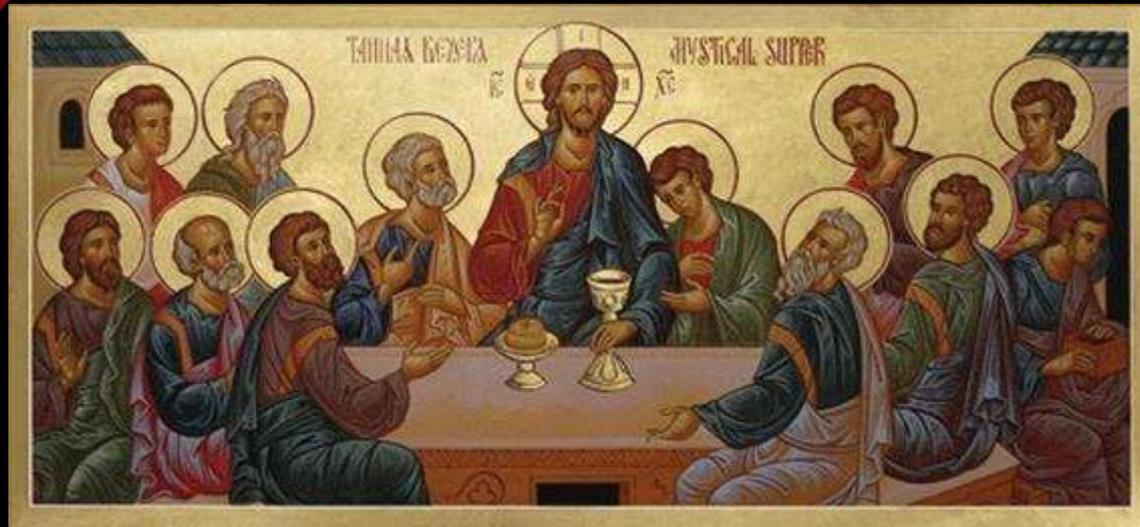
Service / Evangelism

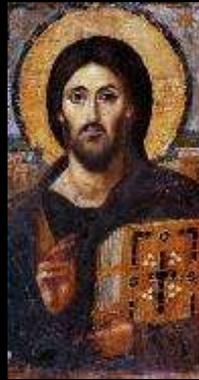
A sunset over a body of water with a small island in the distance. The sky is filled with colorful clouds in shades of orange, red, and purple, with the sun low on the horizon. The water reflects the colors of the sky. A small, dark island is visible in the middle ground.

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

Peter Drucker

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 6,424 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

One Way To Help Make Disciples In Your Jerusalem With Your Brothers and Sisters in Christ

Spyridoula Fotinis

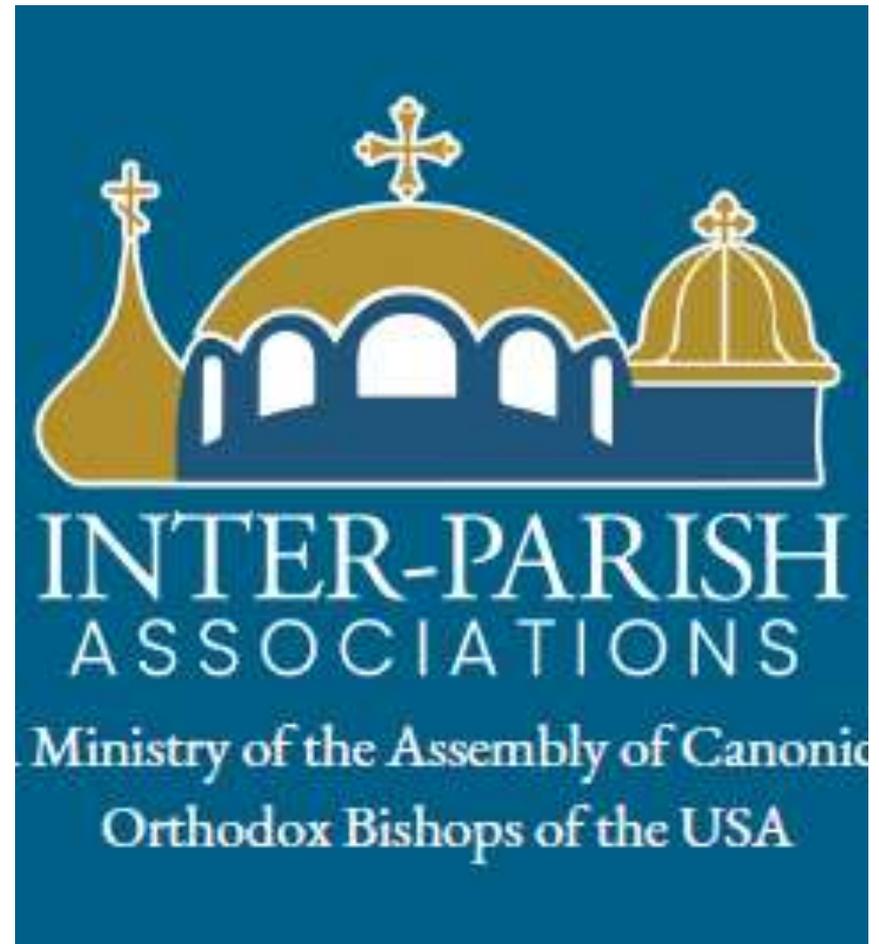
Director of Inter-Parish
Associations

Assembly of Canonical Orthodox
Bishops of the USA

+1 (201) 619-9929

sfotinis@assemblyofbishops.org

assemblyofbishops.org



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

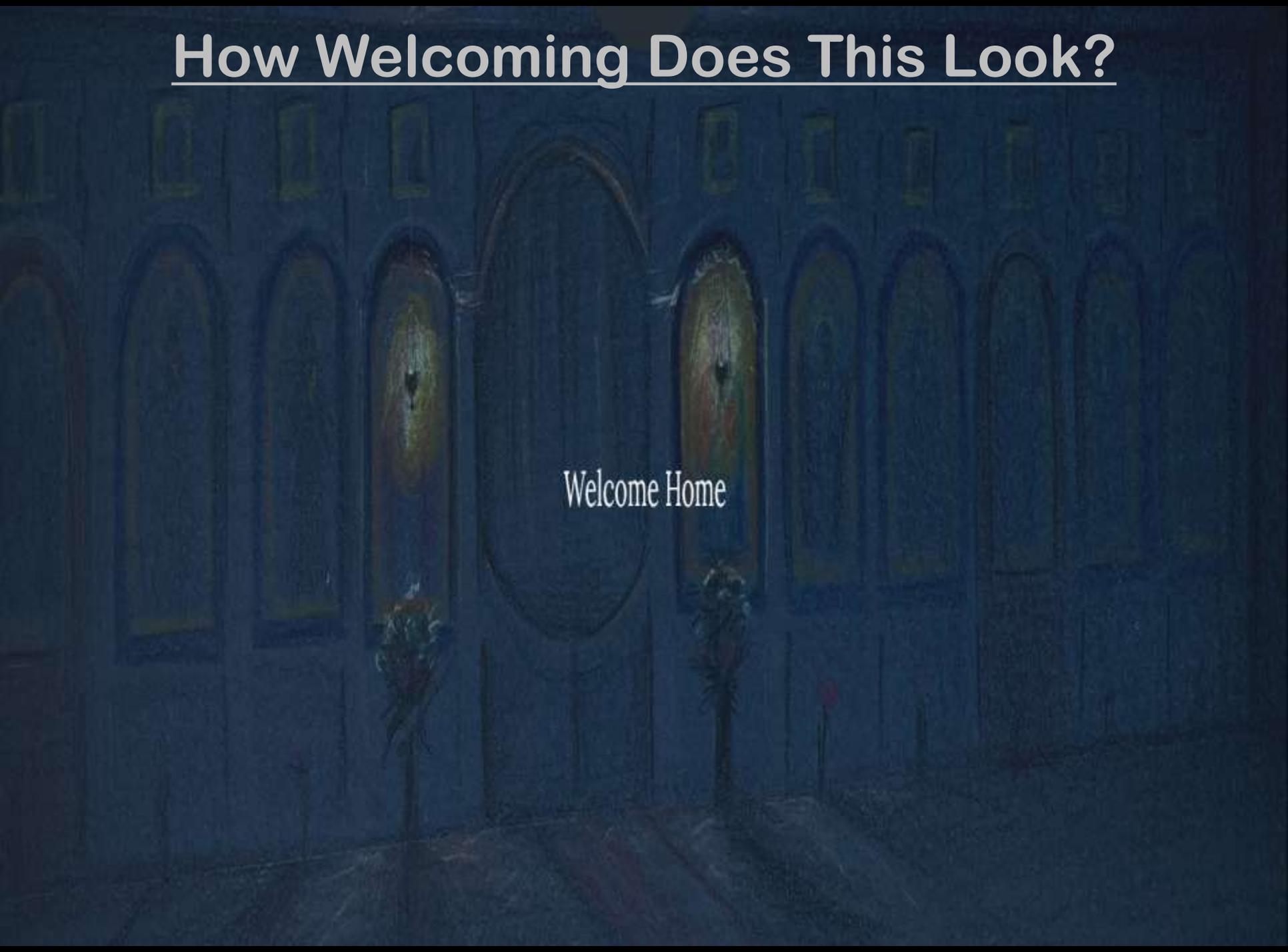
1. Quality of sermons (83%)
2. Feeling welcomed (79%)
3. Style of services (74%)
4. Location (70%)
5. Education for kids (56%)





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

How Welcoming Does This Look?

A dark, gothic-style interior with a large arched doorway and two smaller arched windows. The scene is dimly lit, with a 'Welcome Home' sign in the center. The walls are dark and feature several arched niches, some containing small, glowing objects. The floor is dark and appears to be made of stone or wood. The overall atmosphere is mysterious and somewhat unsettling.

Welcome Home

A Roadmap for American Churches and People of Faith: W.W.J.D. (What Would Jesus Do?)

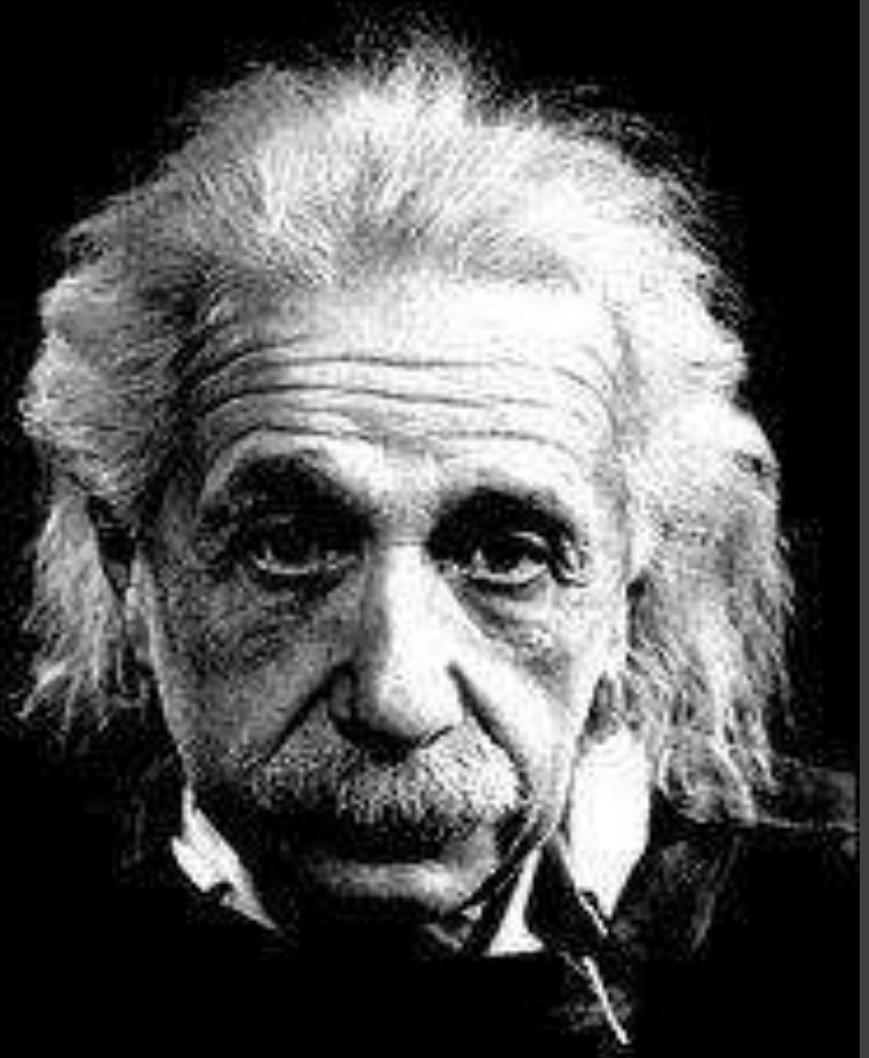
For more information, see:

Chapter 10:
Stewardship Calling
Commandment #8
(pages 340 – 348)



<https://stewardshipcalling.com/a-roadmap-for-american-churches-and-people-of-faith-w-w-j-d-what-would-jesus-do/>

"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.)

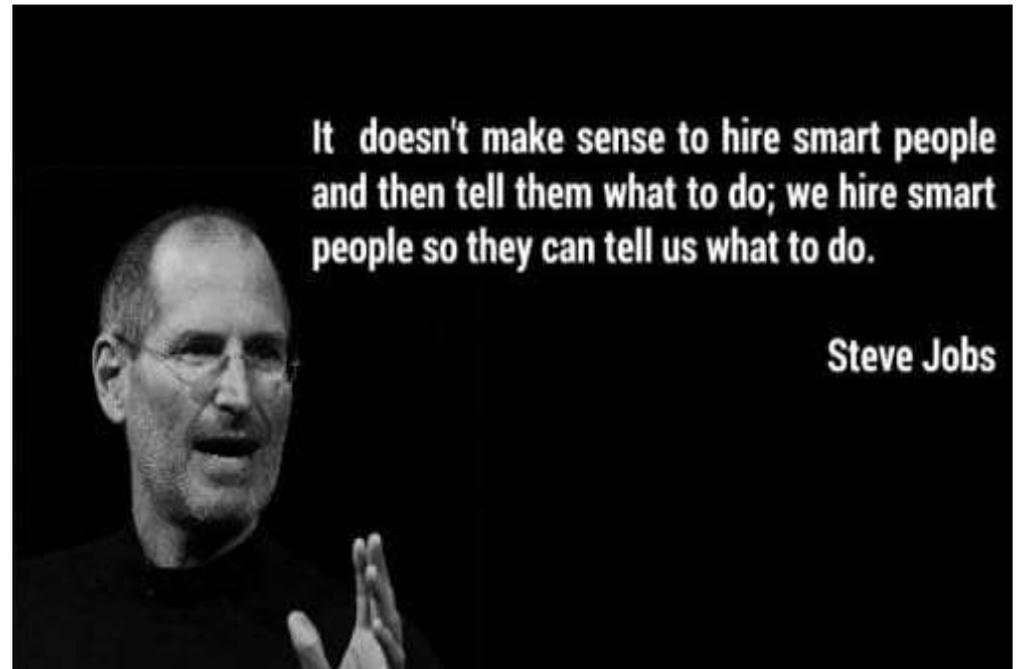


- 1. Every major Parish activity is run by a Ministry with co-chairs**
- 2. Each Ministry has its own WHY, Vision annual plan, and budget consistent with the Parish's WHY and Vision**
- 3. Each Ministry has a Parish Council liaison**
- 4. The C.O.M. of all Ministry Leaders and Parish Council meets (at 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”

A Roadmap for American Churches and People of Faith: W.W.J.D. (What Would Jesus Do?)

For more information, see:

Chapter 11:
Council of Ministries
(pages 392 - 395)



<https://stewardshipcalling.com/a-roadmap-for-american-churches-and-people-of-faith-w-w-j-d-what-would-jesus-do/>

The Five Dysfunctions of a Team

by Patrick Lencioni

High Performance Team

Dysfunctional Team

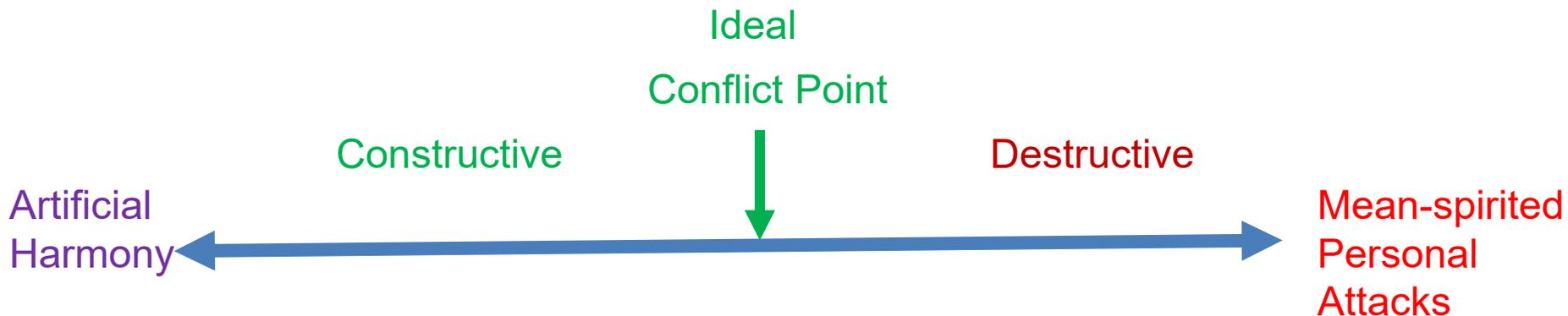


The Five Dysfunctions of a Team

Patrick Lencioni



1. Lack of TRUST = vulnerability, being open and able to productively discuss failures, errors, weaknesses, and even fears. “People unafraid to admit the truth about themselves will avoid political behaviors that wastes time and energy.”
2. Fear of CONFLICT = productive, ideological conflict - passionate, unfiltered debate around important team issues. A little discomfort is helpful.



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



John Wooden won 10 NCAA Championships in 12 years



Tom Hagen & Don Vito Corleone

Cultivate a Consigliere!

con·si·glie·re –

~ a member of a Mafia family who serves as an adviser to the leader and resolves disputes within the family.

~ an adviser to an important or high-ranking person.



The Five Dysfunctions of a Team

Patrick Lencioni

3. Lack of COMMITMENT = not consensus: embrace disagreement and temporary indecision while extracting every possible idea, opinion and perspective to achieve clarity and buy-in = “disagree and commit” with cascading communications to everyone

4. Avoiding ACCOUNTABILITY = “the willingness of team members to remind one another when they are not living up to the performance standards of the group”

Answer:

1. What is the single most important behavior characteristic or quality demonstrated by each person that contributes to the strength of our team
2. What is the single most important behavior characteristic or quality demonstrated by each person that can sometimes derail the team



The Five Dysfunctions of a Team

Patrick Lencioni

5. Inattention to RESULTS = A Scoreboard that unambiguously identifies how the team is doing at achieving the final agreed-upon result and how much time is left. Ego is the #1 ultimate team killer.





Recommended Parish Financial Dashboard

Item	2023	2022	2021
Total Income	\$335,816	\$295,927	\$229,102
Total Stewardship Income	\$243,323	\$267,294	\$177,135
Total Expenses	\$232,441	\$217,950	\$147,361
Net Income or Loss	\$103,375	\$77,977	\$147,361
% of Expenses Covered by Stewardship	105%	123%	120%
Number of Stewards	96	85	114
Median Stewardship Pledge	\$ 1,000	\$ 1,057	\$729

Item	2023	2022	2021
Total Expenses invested in Parish Chosen charities and Ministries	\$1,492	\$1,232	\$4,111
% of Total Expenses invested in Parish Chosen charities and Ministries	0.6 %	0.6 %	2.8 %
Proxy Tithe Analysis	1.2%	1.3%	0.09%
% of stewards income from top 10 stewards	56 %	52 %	45 %
% of stewards income from top 20 stewards	74 %	76 %	67 %

A Roadmap for American Churches and People of Faith: W.W.J.D. (What Would Jesus Do?)

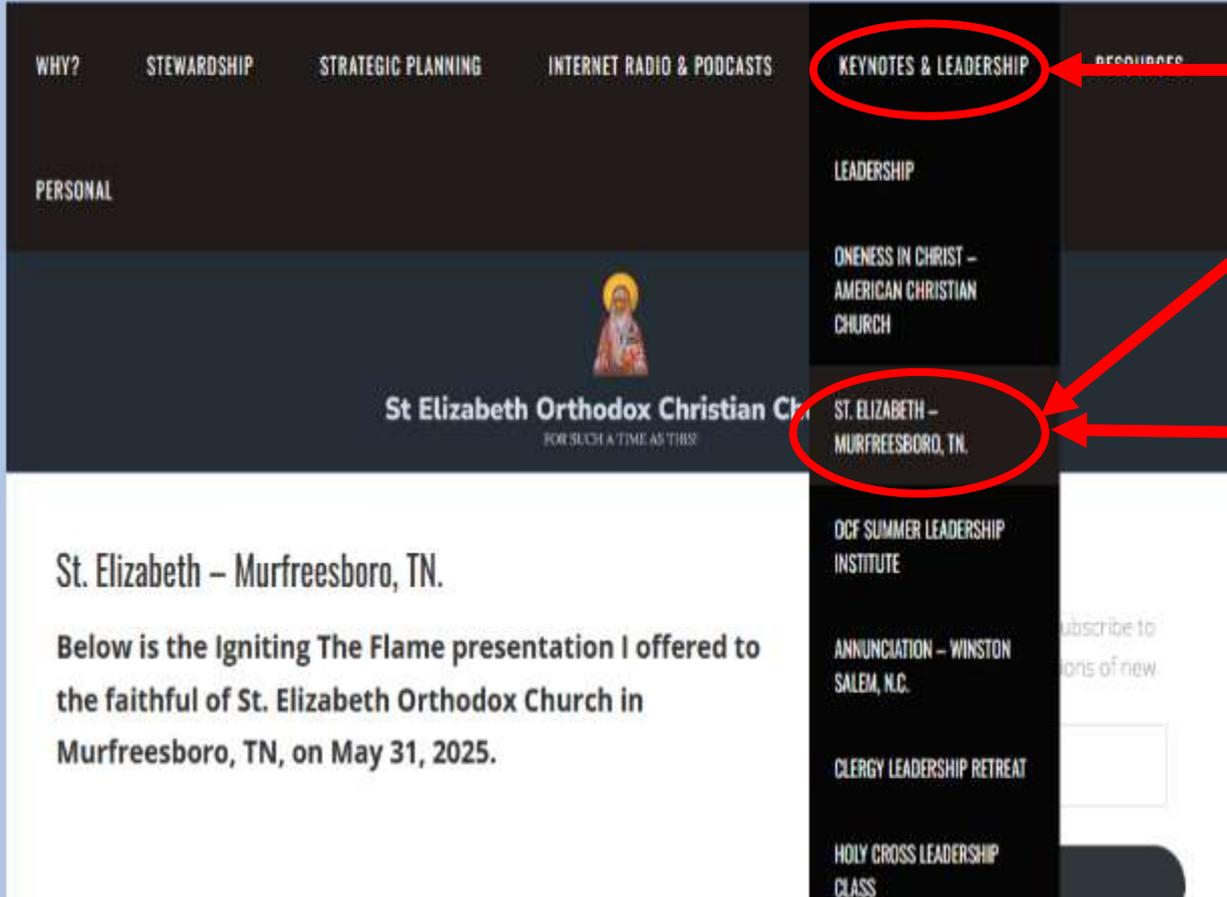
For more information, see:

Chapter 4: Team Breakdowns and Dysfunctions (pages 66 –74)



<https://stewardshipcalling.com/a-roadmap-for-american-churches-and-people-of-faith-w-w-j-d-what-would-jesus-do/>

www.stewardshipcalling.com



Keynotes & Leadership Tab

St. Elizabeth Page

QR Code for St. Elizabeth Page



This entire PowerPoint deck with all the appendices can be found and downloaded here:

A Roadmap for American Churches and People of Faith: W.W.J.D. (What Would Jesus Do?)

**Preface and Chapters 1-2: Setting the stage
and relevant facts, figures and data**

Chapters 3-5 & 8: Leadership Best Practices

Chapter 7: Strategic Planning

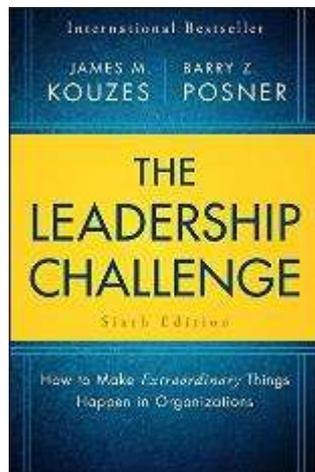
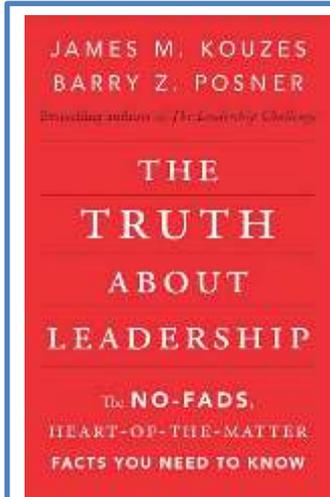
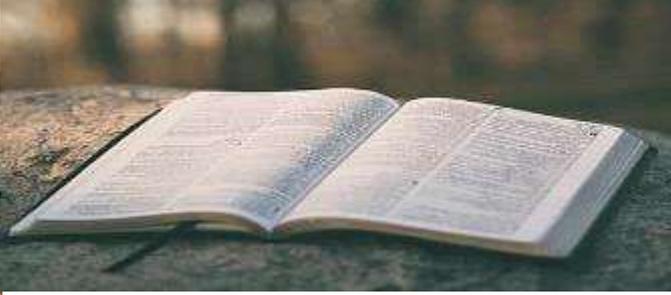
**Chapters 9-11: Stewardship & Engagement
Best Practices**

**Chapters 12 & 14: Spiritual Formation,
Religious Education Best Practices, and
Seminary Strategic Foresight**

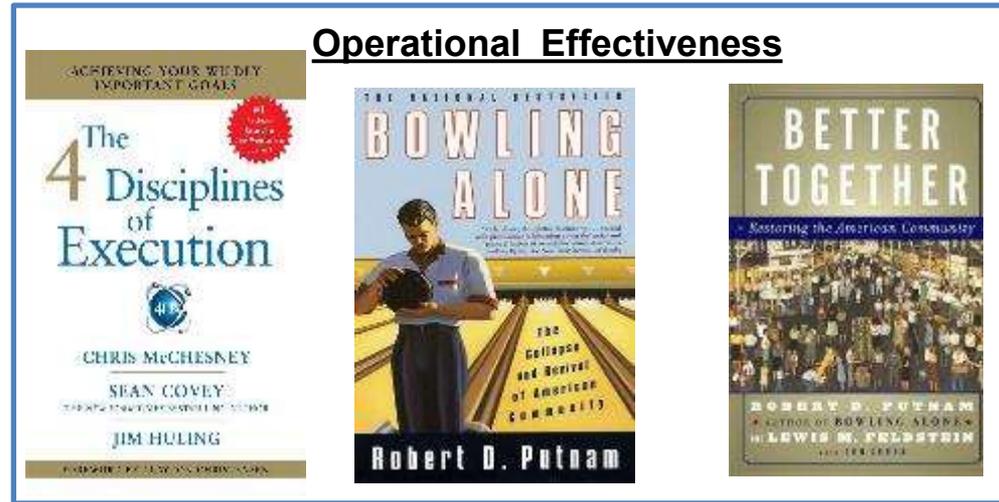
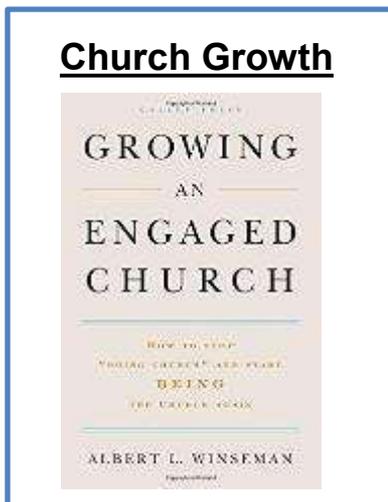
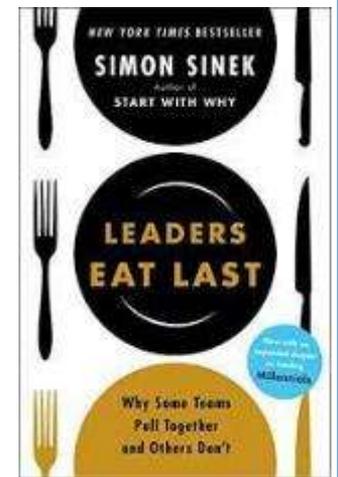
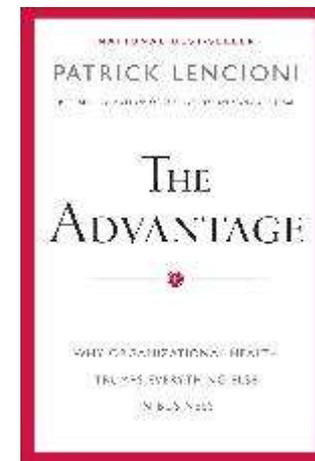
**Chapters 15-18: Oneness in Christ, Orthodox
Unity in America, Orthodox/Roman
Catholic Unity, Conclusion**



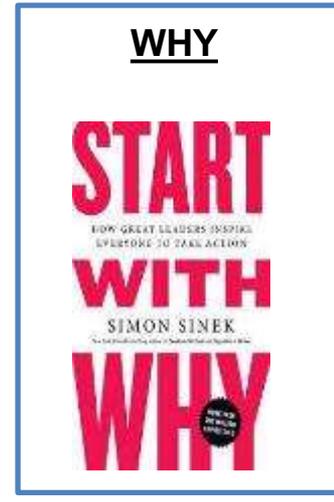
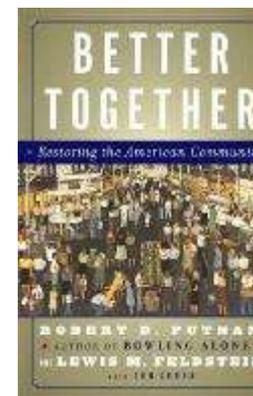
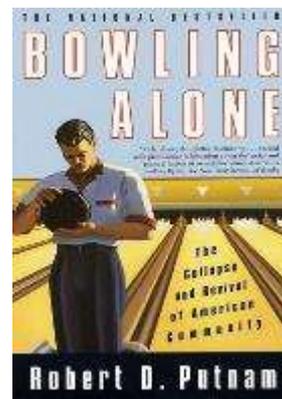
<https://stewardshipcalling.com/a-roadmap-for-american-churches-and-people-of-faith-w-w-j-d-what-would-jesus-do/>



Leadership



Operational Effectiveness



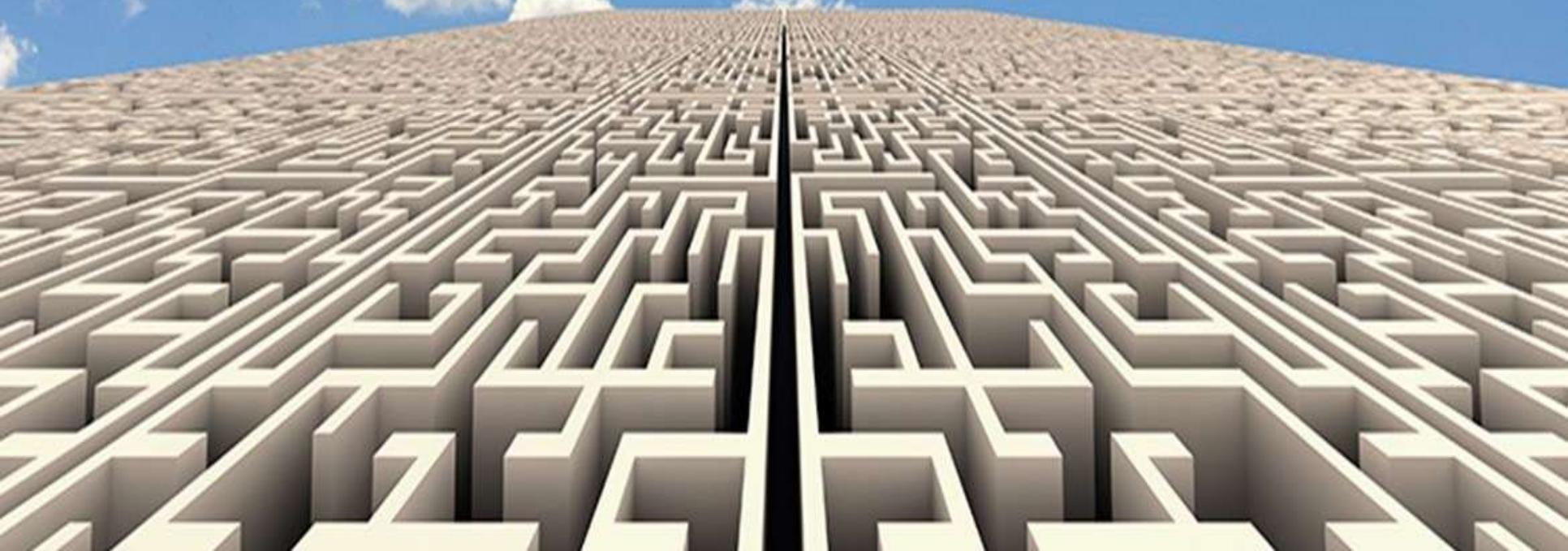
WHY

Check out the Appendices for More Information About

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

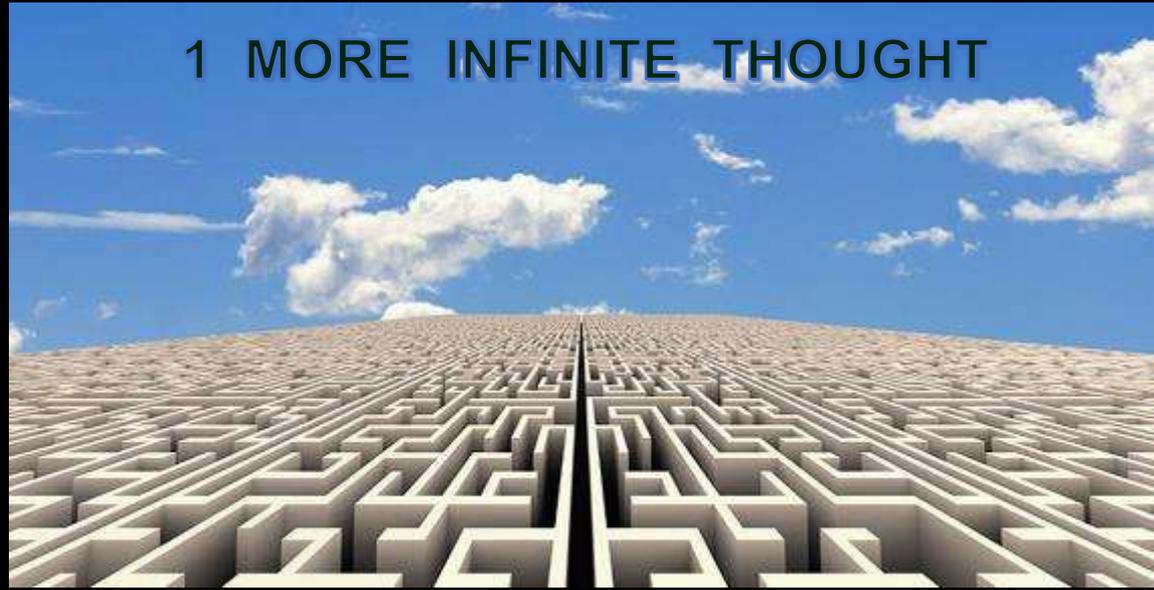
Appendix

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

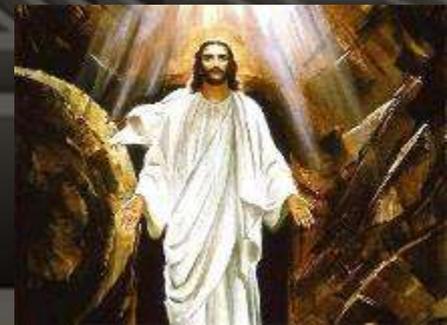
(like football or chess)



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

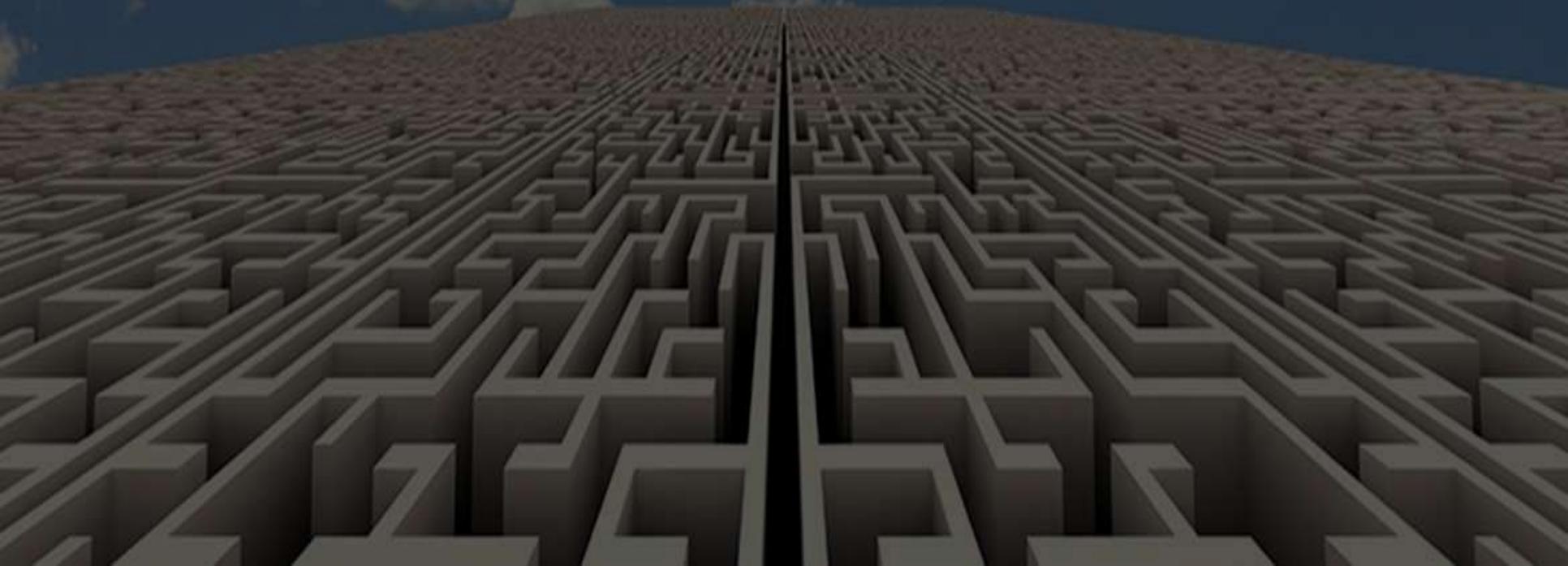
~ Prior leaders got you here

~ 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.”

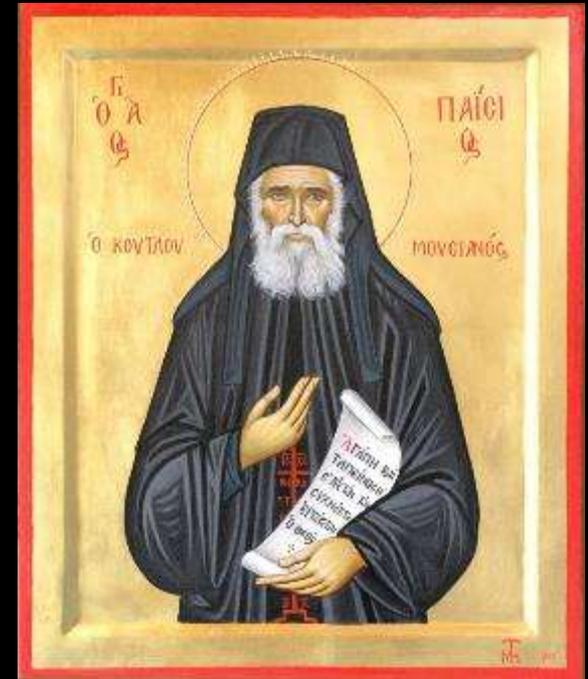
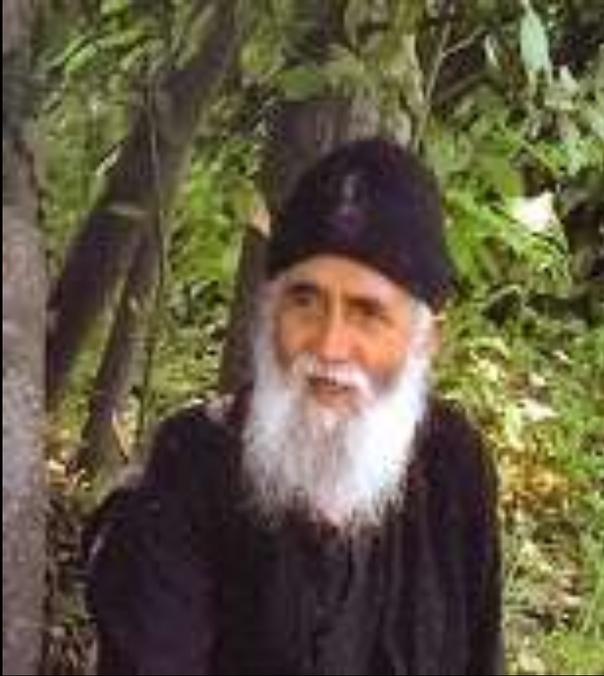
**What do you plan on
doing under your watch?**



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



Tough Love



St. Paisios the Athonite

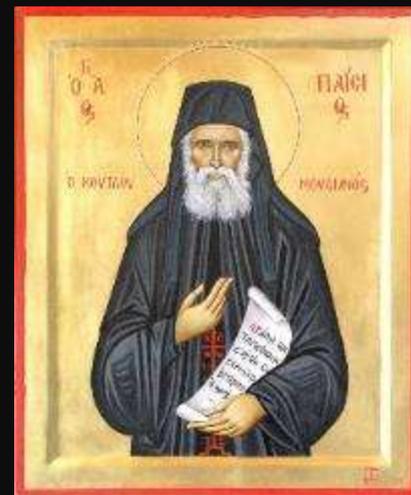
The spirit of luke-
warmness reigns.

We've been spoiled
for good.

How does God still
tolerate us?



St. Paisios the Athonite



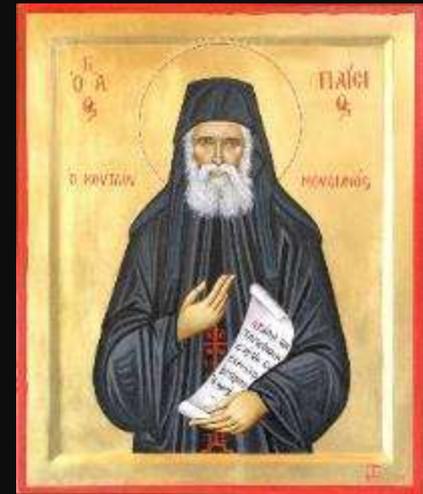
Today's generation
is the generation
of indifference.

There are no
warriors
(palikaria)!

The majority are
fit for parades
and feasts only.



St. Paisios the Athonite

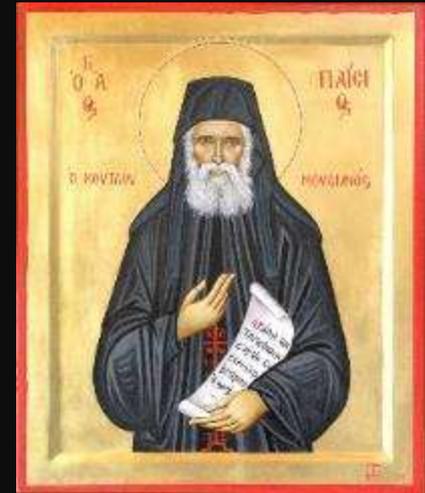


Even people who've
got something
inside have begun
to grow cool
saying,

Can I really do
anything to change
the situation ?



St. Paisios the Athonite

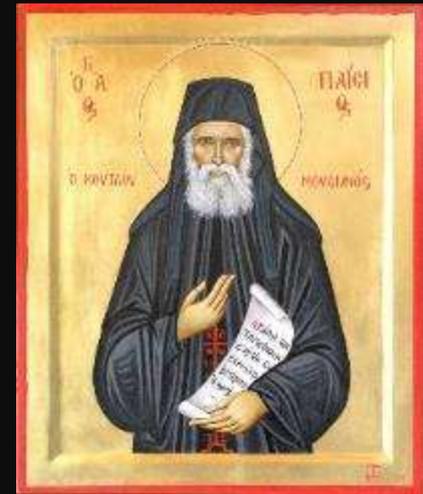


We have to
witness our Faith
with **boldness**,

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



St. Paisios the Athonite



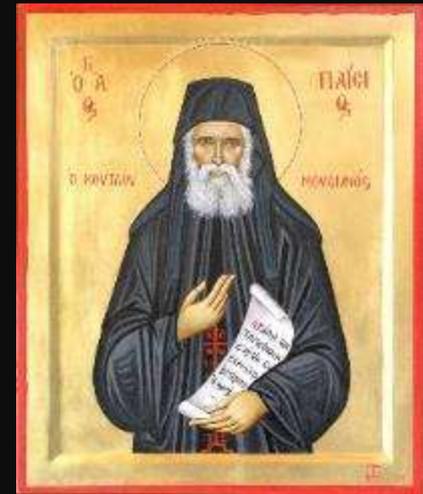
In these difficult days, **each must do** what is in their own power.

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

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



St. Paisios the Athonite





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.”**

Old Chinese Proverb

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.**



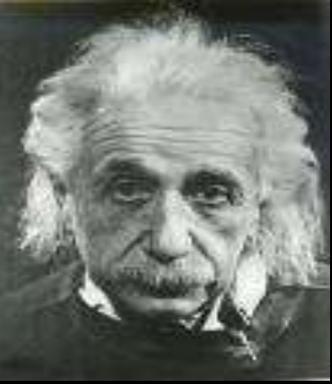
There is hope for
your future,
declares the Lord.

Jeremiah 31:17

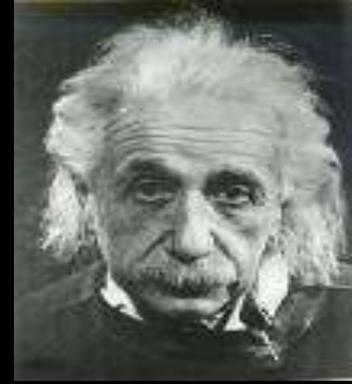


Be the change!





Albert's Insight



- ❖ What was Albert Einstein's greatest contribution?
- ❖ ~~$E=mc^2$~~

“NOTHING HAPPENS UNTIL
SOMETHING MOVES”

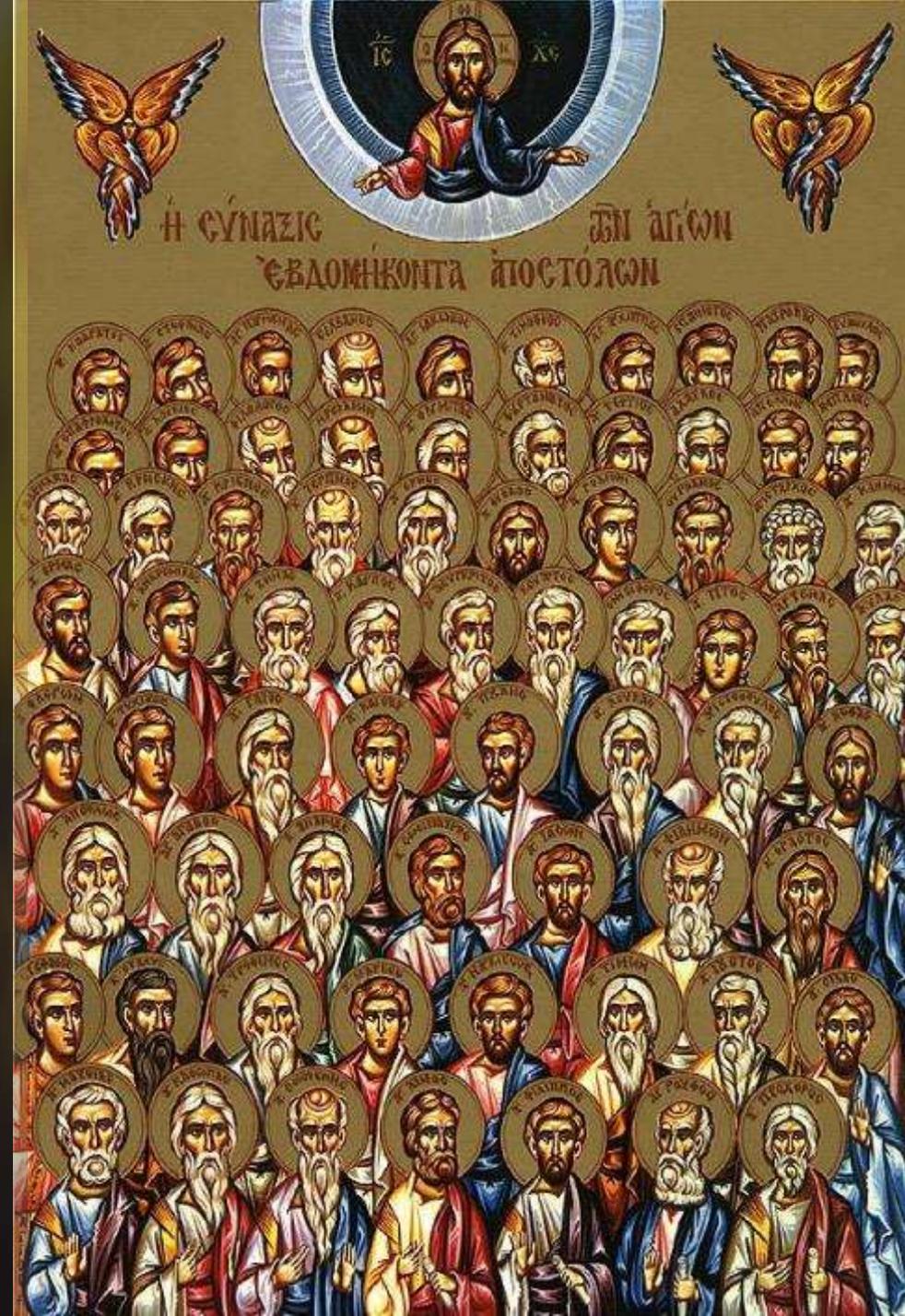


The Marianes Corollary

**“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

Stewardship Team

Appendix



Stewardship Team Matters

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



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

• **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

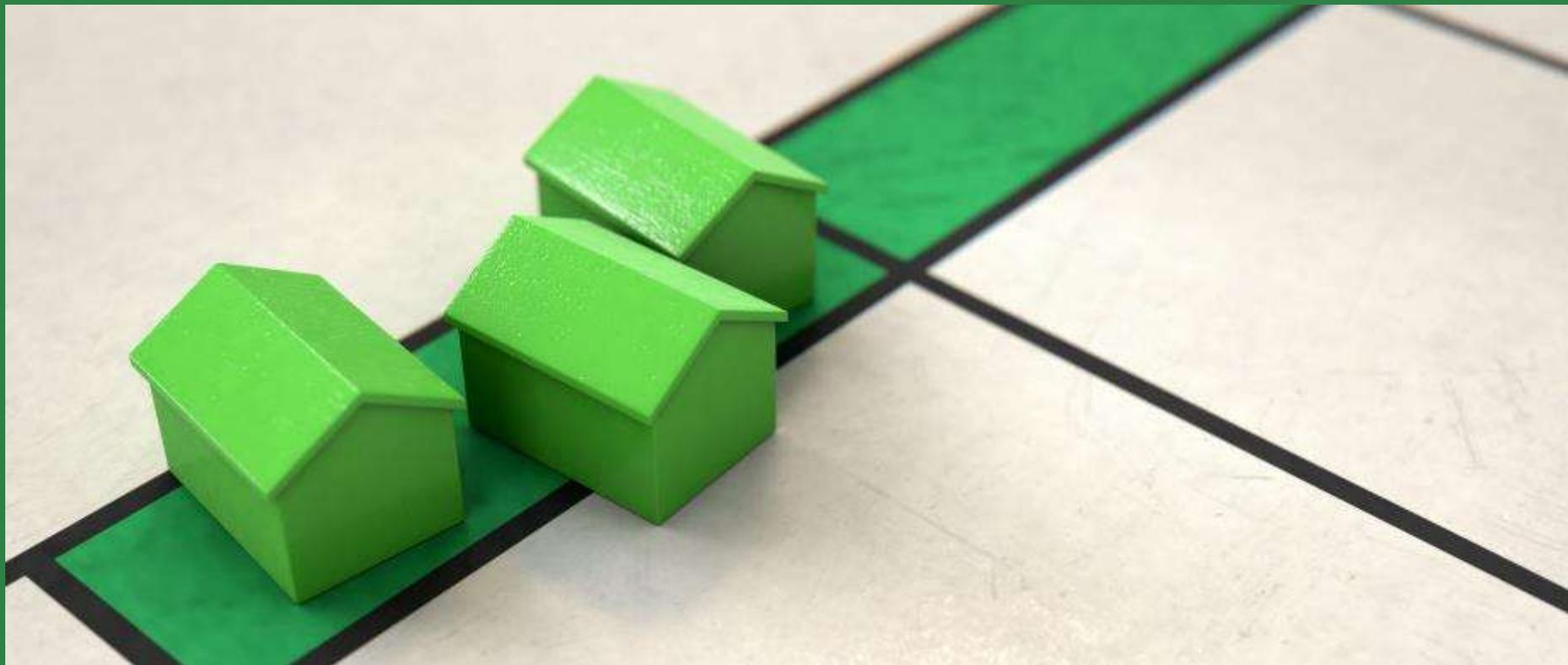


Endowment funds must be held in the Parish's name (however a Parish Endowment Corporation may hold assets in its name, as long as Parish Council has ultimate control).

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).

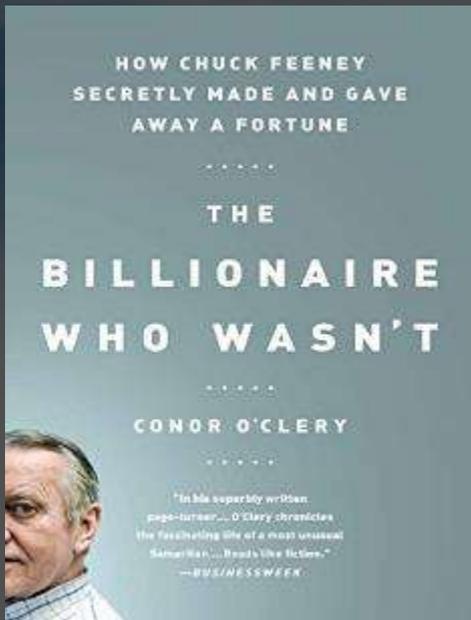


How to Begin a Parish Planned Giving Program

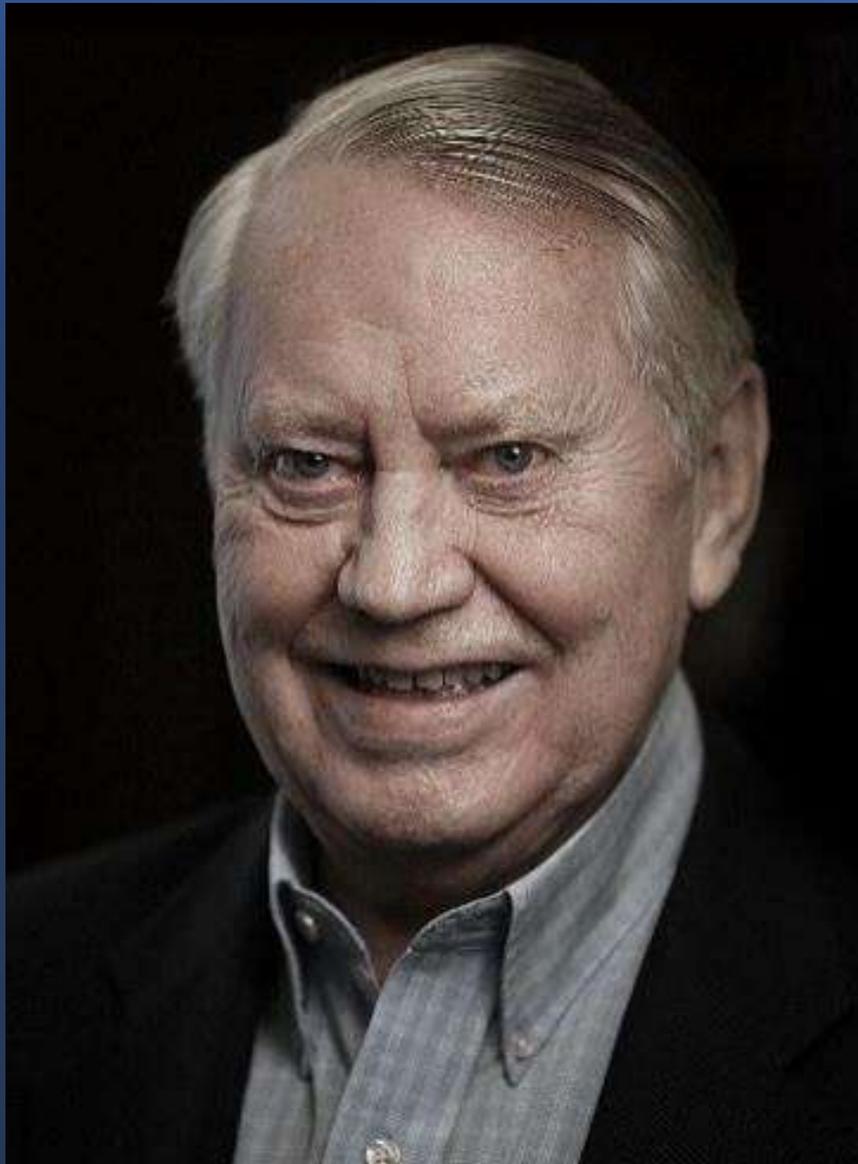
~ Chuck Feeney co-founded the airport Duty Free Shops

~ 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>)



“

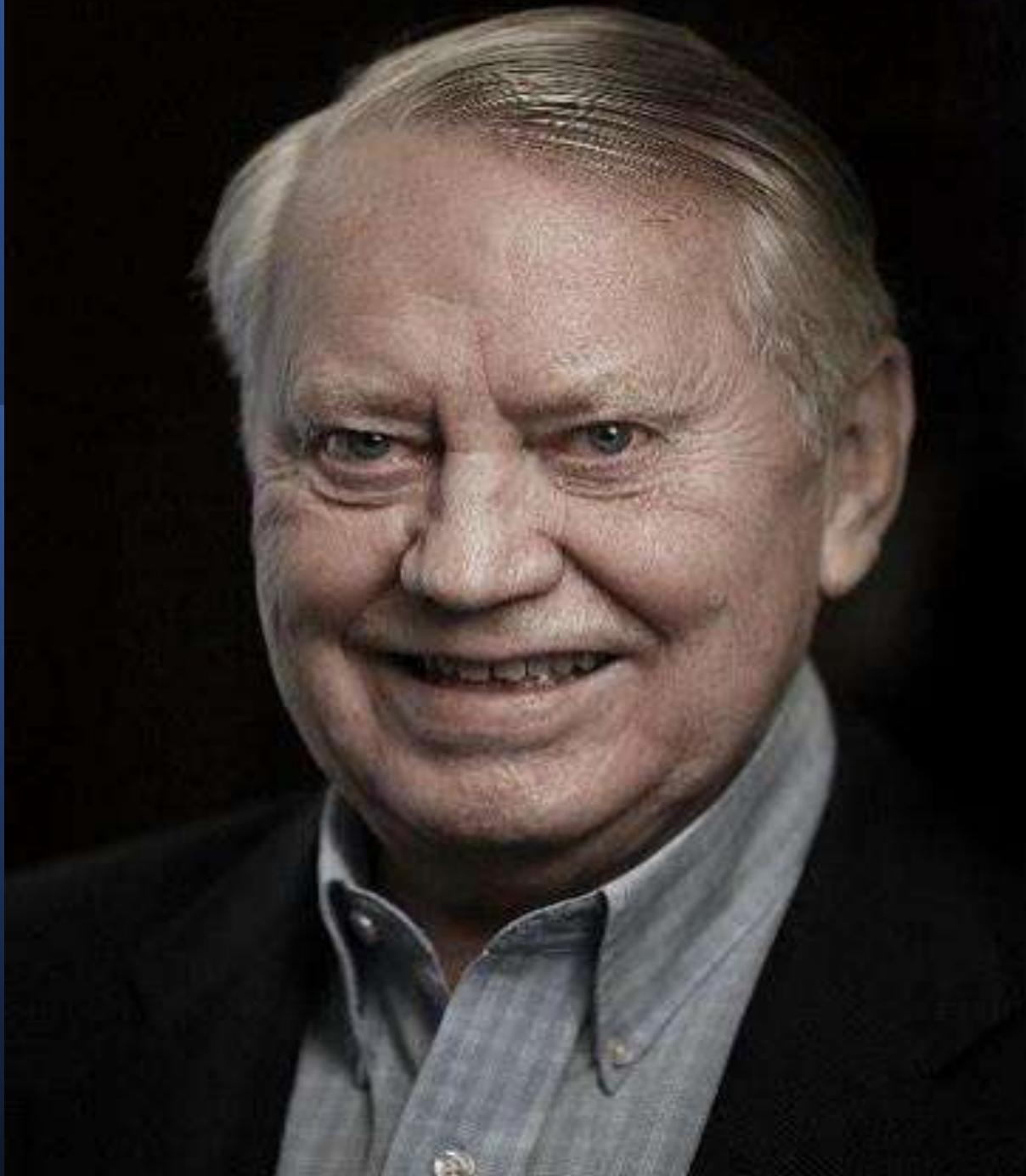
If you want
to give it away,
think about
giving now.

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 Seminary 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: \$71.6 billion
- Source: American Association of Fundraising Councils 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 persons and circumstances 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

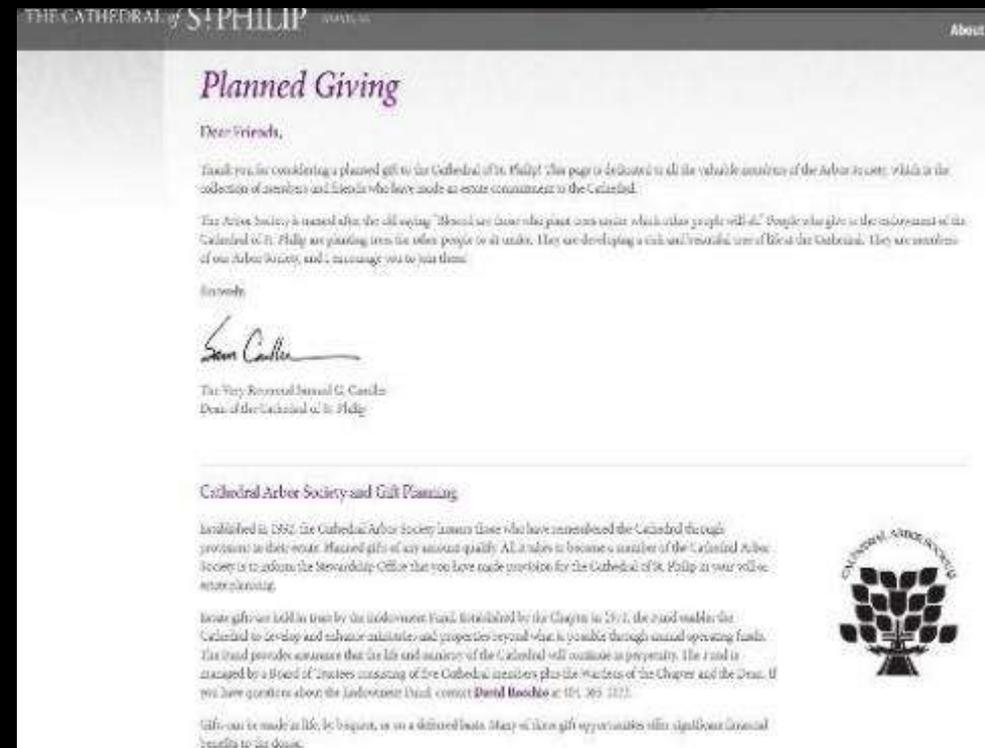
St. Luke's



The screenshot shows the website for St. Luke's Episcopal Church. At the top, the church's name is displayed in a stylized font. Below it is a navigation menu with links for HOME, SUNDAYS, VISITING, NEWS & EVENTS, SIGN UP, MINISTRIES, OUR CHURCH, and MEDIA. The main heading is "The Good Shepherd Society" with a sub-heading "for planned giving at St. Luke's". A quote from The Book of Common Prayer is featured: "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.'" Below the quote is a photograph of the church's interior, showing a large, ornate altar with a stained glass window. To the right of the photo, there is text explaining the society's purpose: "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 in our lives today." Another paragraph follows: "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 screenshot shows the website for the Cathedral of St. Philip. The header includes the church's name and a "Home" link. The main heading is "Planned Giving". Below it, there is a "Dear Friends," section. A paragraph reads: "Thank you for considering a planned gift to the Cathedral of St. Philip! This page is dedicated to all the valuable members of the Cathedral in our city, which is the collection of members and friends who have made an estate commitment to the Cathedral." Another paragraph states: "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." Below this is a signature of the Very Reverend Daniel G. Cantale, Dean of the Cathedral of St. Philip. A section titled "Cathedral Arbor Society and Gift Planning" follows, explaining that the society was established in 1982 and is a 501(c)(3) organization. It provides information about how to become a member and how to make a planned gift. A logo for the Cathedral Arbor Society is visible on the right side of the page.

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

A Roadmap for American Churches and People of Faith: W.W.J.D. (What Would Jesus Do?)

For more information, see:

Planned Giving:

Chapter 9 (page 259)

Chapter 10 (pages 358-360)



<https://stewardshipcalling.com/a-roadmap-for-american-churches-and-people-of-faith-w-w-j-d-what-would-jesus-do/>

- **Youth Stewardship & Ministry**

Appendix



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

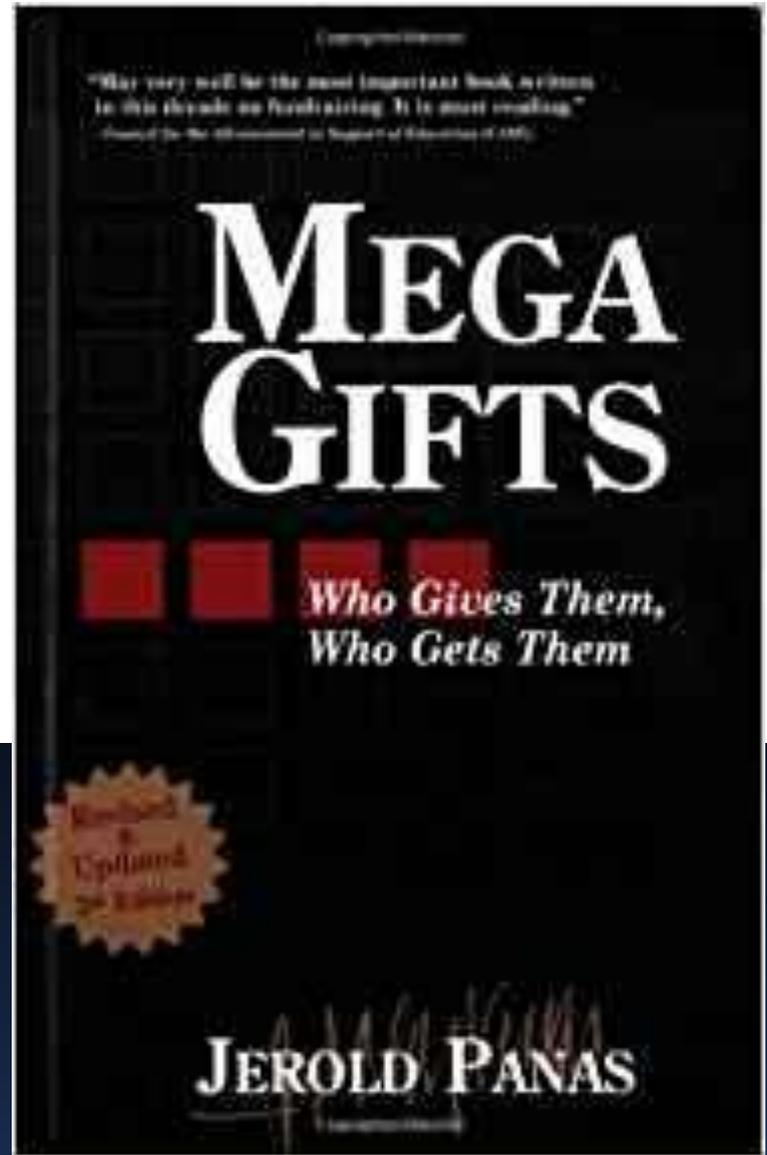
C. P. I.

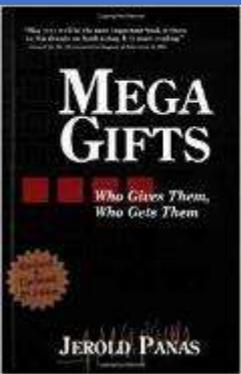
People give to

Causes and

People with

Integrity





Causes + People + Integrity

C. P. I. Motivates Donors To Give



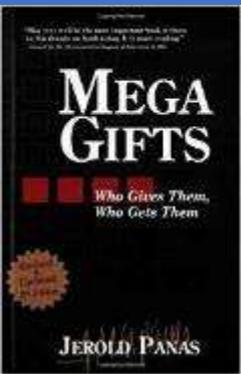
Sell The Dream



Sell The Team



Sell The Scheme



Causes + People + Integrity

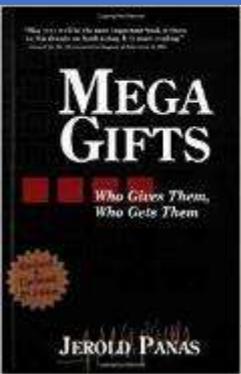
C. P. I. Motivates Donors To Give



Sell The Dream

~ People give to Vision and Causes

~ 1-sized communications fits no one



Causes + People + Integrity

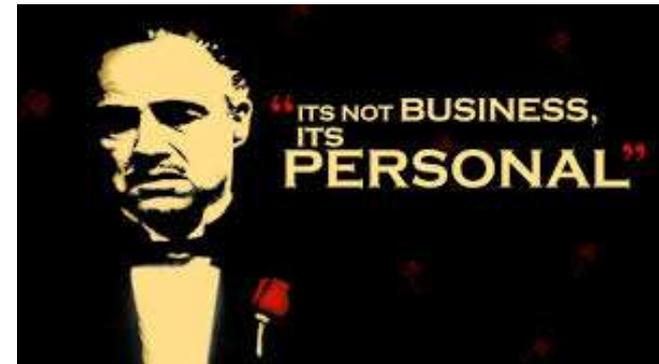
C. P. I. Motivates Donors To Give

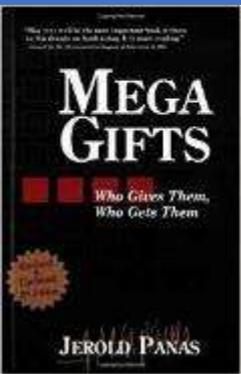


Sell The Team

~ 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

A Roadmap for American Churches and People of Faith: W.W.J.D. (What Would Jesus Do?)

For more information, see:

Communications:

Chapter 10 (page 322)

Chapter 14 (pages 456-480)



<https://stewardshipcalling.com/a-roadmap-for-american-churches-and-people-of-faith-w-w-j-d-what-would-jesus-do/>

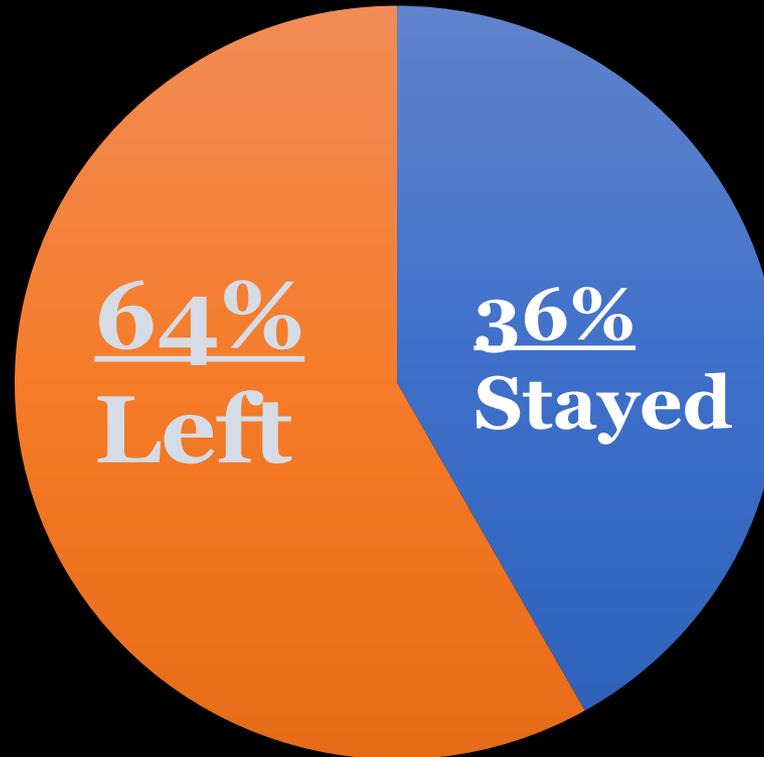


We Can “Kiss Our Youth Goodbye”



“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



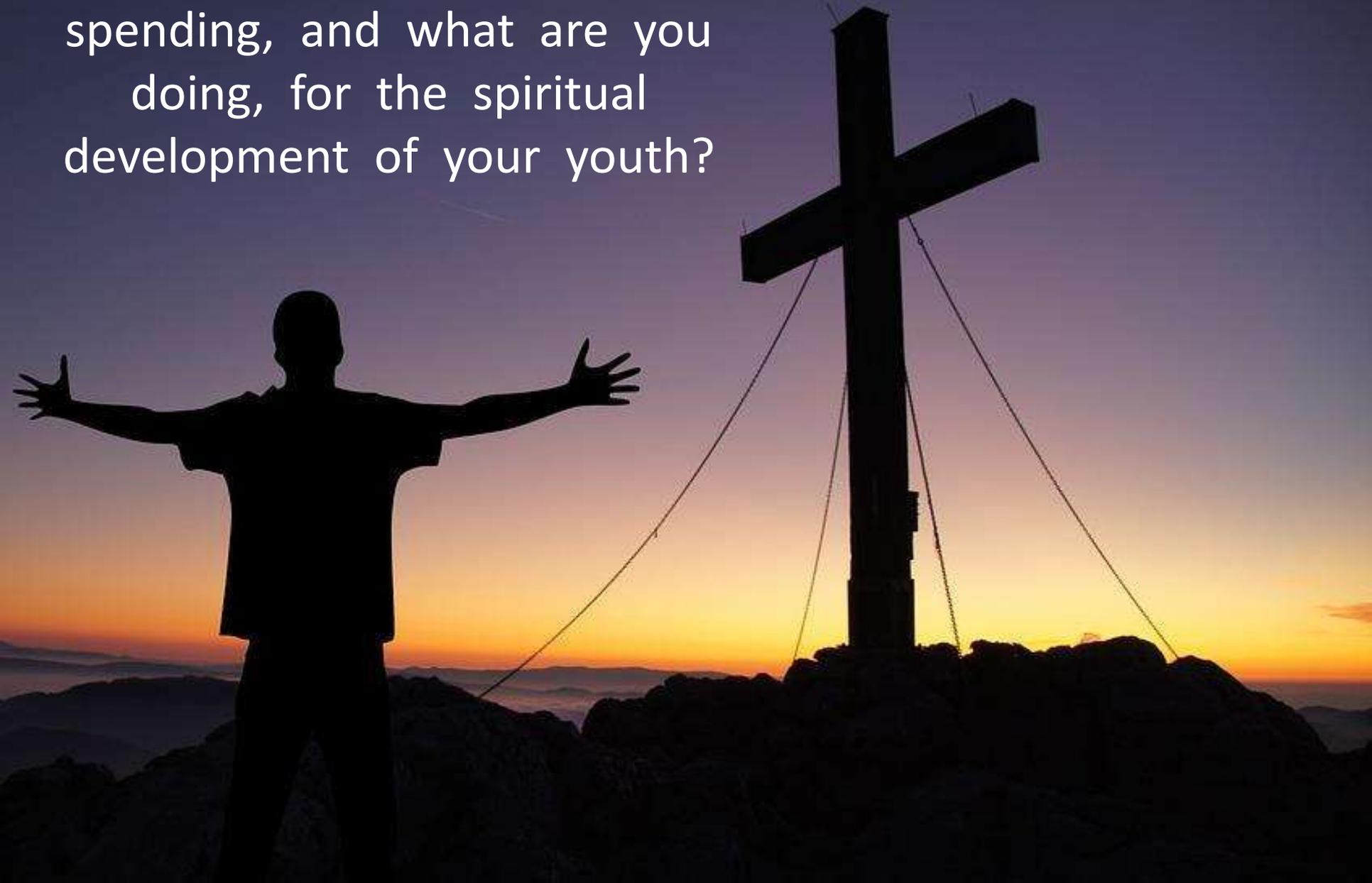


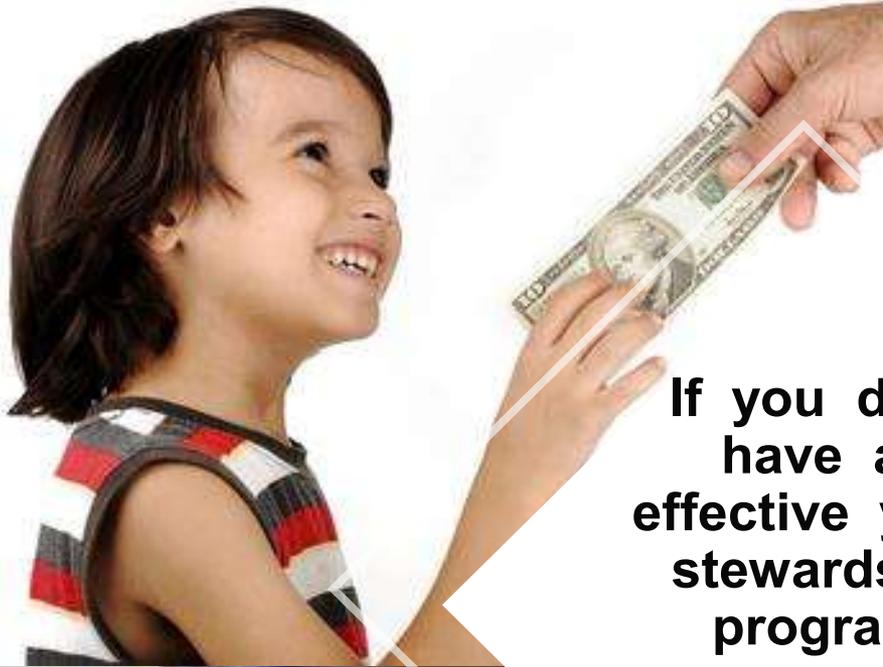
\$2,400

(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

A Roadmap for American Churches and People of Faith: W.W.J.D. (What Would Jesus Do?)

For more information, see:

Youth Matter:
Chapter 10 (pages 334-340)

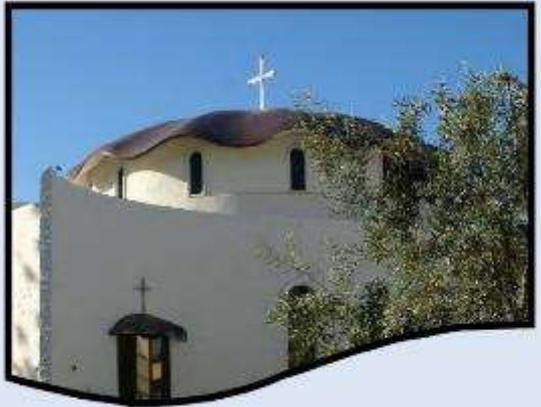


<https://stewardshipcalling.com/a-roadmap-for-american-churches-and-people-of-faith-w-w-j-d-what-would-jesus-do/>

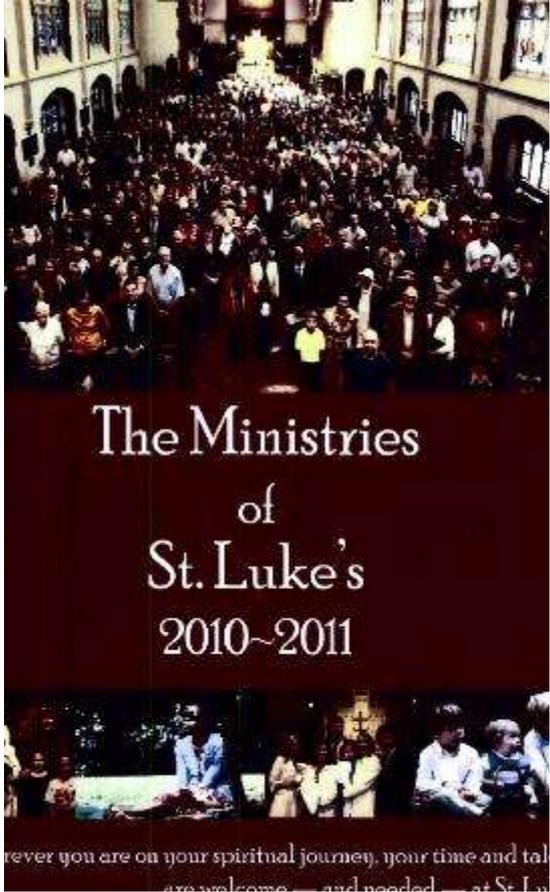
**• Sample
Stewardship Cards
& Ministry
Handbooks**

Appendix

SAINT ANTHONY MINISTRIES HANDBOOK



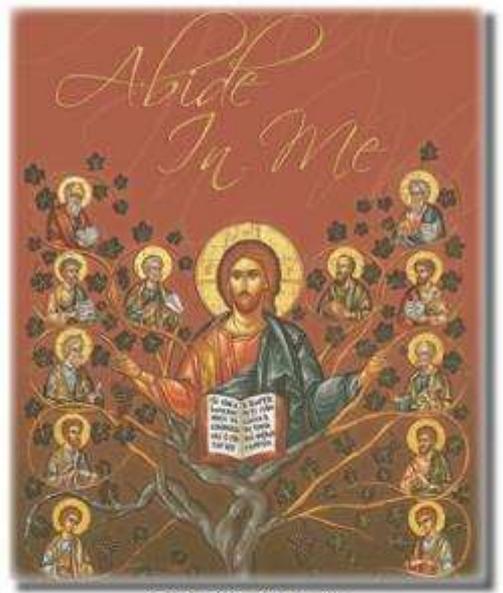
St. Anthony Greek Orthodox Church
776 South Rosemead Boulevard
Pasadena, California 91107-5815
(626) 449-6943 – Fax (626) 449-6974
Rev. Fr. Peter Stratos
saint-anthonys.org



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: 751-862-6455
17 Meriam Street
Lexington, MA 02420

www.stnicholas.org
find us on Facebook

**Parish
Ministry
Handbooks
Examples**

Philippines
To provide assistance to those in need in the church community, the Filipino Family Ministry (FFM) offers support, guidance, and assistance to those who are in need of help. The FFM is a ministry of the church that provides support and assistance to those who are in need of help. The FFM is a ministry of the church that provides support and assistance to those who are in need of help.

Worshiping Our One God (WOCG) Ministry
WOCG is a ministry of the church that provides support and assistance to those who are in need of help. The WOCG is a ministry of the church that provides support and assistance to those who are in need of help.

Gift Shop Ministry
The Gift Shop Ministry is a ministry of the church that provides support and assistance to those who are in need of help. The Gift Shop Ministry is a ministry of the church that provides support and assistance to those who are in need of help.

Alumni Festival Ministry
The Alumni Festival Ministry is a ministry of the church that provides support and assistance to those who are in need of help. The Alumni Festival Ministry is a ministry of the church that provides support and assistance to those who are in need of help.

Prayer Center Ministry
The Prayer Center Ministry is a ministry of the church that provides support and assistance to those who are in need of help. The Prayer Center Ministry is a ministry of the church that provides support and assistance to those who are in need of help.

St. John the Wonder Worker, Cosmos and Peace Ministry
The St. John the Wonder Worker, Cosmos and Peace Ministry is a ministry of the church that provides support and assistance to those who are in need of help. The St. John the Wonder Worker, Cosmos and Peace Ministry is a ministry of the church that provides support and assistance to those who are in need of help.

PARISH SUPPORT SERVICES MINISTRY

College Development and Fundraising Ministry
The College Development and Fundraising Ministry is a ministry of the church that provides support and assistance to those who are in need of help. The College Development and Fundraising Ministry is a ministry of the church that provides support and assistance to those who are in need of help.

Diocesan and By-Laws Ministry
The Diocesan and By-Laws Ministry is a ministry of the church that provides support and assistance to those who are in need of help. The Diocesan and By-Laws Ministry is a ministry of the church that provides support and assistance to those who are in need of help.

Adult Ministry
The Adult Ministry is a ministry of the church that provides support and assistance to those who are in need of help. The Adult Ministry is a ministry of the church that provides support and assistance to those who are in need of help.

COMMUNICATIONS MINISTRY
Newsletter Ministry
The Newsletter Ministry is a ministry of the church that provides support and assistance to those who are in need of help. The Newsletter Ministry is a ministry of the church that provides support and assistance to those who are in need of help.

Website Ministry
The Website Ministry is a ministry of the church that provides support and assistance to those who are in need of help. The Website Ministry is a ministry of the church that provides support and assistance to those who are in need of help.

Archivist Ministry
The Archivist Ministry is a ministry of the church that provides support and assistance to those who are in need of help. The Archivist Ministry is a ministry of the church that provides support and assistance to those who are in need of help.

SALES, MANAGEMENT AND GROWTH MINISTRY
Building, Maintenance and Property Management Ministry
The Building, Maintenance and Property Management Ministry is a ministry of the church that provides support and assistance to those who are in need of help. The Building, Maintenance and Property Management Ministry is a ministry of the church that provides support and assistance to those who are in need of help.

Book/Video Ministry
The Book/Video Ministry is a ministry of the church that provides support and assistance to those who are in need of help. The Book/Video Ministry is a ministry of the church that provides support and assistance to those who are in need of help.



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 Phileoptochos 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

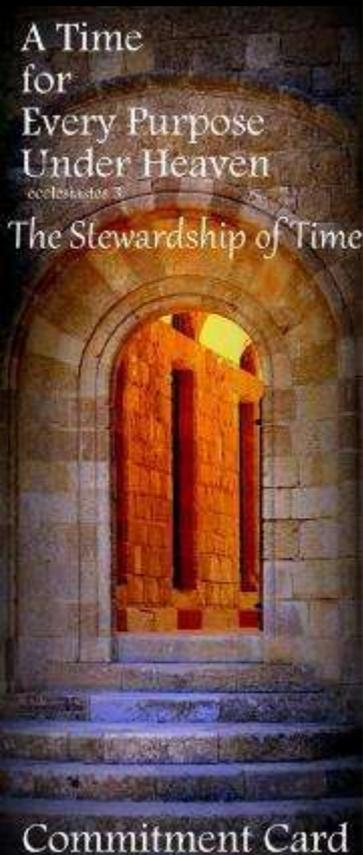
Annunciation Cathedral Bookstore & Gift Shop
Multimedia Ministry
I would like to assist with...
 Photos and Videos for Church Services
 Photos and Videos for Events
 Web Streaming
 Multimedia Operator
 Digital Content organization

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

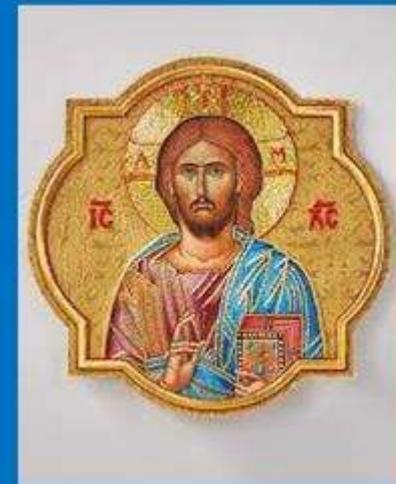
Phone number

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) Bob, (C) Child

EDUCATION

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

YOUTH

- ___ Church School Teacher
- ___ Church School Administration
- ___ Youth Chalice Instructor
- ___ Youth Choir
- ___ Youth Leader
- ___ Vacation Church School
- ___ Camp Counselor
- ___ Kolo (Teacher or student)
- ___ Yambuka (teacher or student)

LITURGICAL

- ___ Sanctuary & Altar Care
- ___ Altar boys / Acolytes
- ___ Baking Prosphora
- ___ Choir
- ___ Reader/Chantor/Stet
- ___ Geocra/Uskai
- ___ Candles

BUILDING & GROUNDS

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

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
- ___ Disaster Relief Projects
- ___ Sunday Dignitage
- ___ Seniors Ministry
- ___ Couples Ministry
- ___ Singles Ministry
- ___ Men's Ministry
- ___ Women's Ministry
- ___ Rite 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.)

___ Adult Assistant for Altar Boys

___ *Annual Festival*

___ *Assist in Bookstore*

___ Assist in Library

___ Assist in Office

___ Assist w/ Parish Communications

___ Assist with Stewardship Programs

___ Assist with Web Site

___ Bake for Events

___ Budget and Planning

___ Building Maintenance

___ Building New Facilities

___ Church Events

___ Catechism School Teacher

___ Catechism School Assist./Substitute

___ Chanter

___ Choir

___ Clean Up After Events

___ Contact/Entertain Newcomers

___ Cook for Events

___ Coordinate Church Activities

___ Decorate for Events

___ Drive Others

___ Family Night

___ Fund Raising

___ Greek Dance PTA

___ Greek Dance Teacher

___ Greek School Teacher

___ Greek School Assist./Substitute

___ Greet Parishioners/Newcomers

___ Help Sick/Shut ins

___ Host Coffee Hour

___ Host Neighborhood
Gatherings

___ Landscape/Maintenance of
Grounds

___ Outreach

___ Parish Luncheons

___ Philoptochos Auction

___ Phone Committee

___ Planning/Organizing

___ Play Organ/Piano

___ Prepare Food

___ Prepare Prosforon

___ Promote Church Activities

___ Serve Food

___ Set Up for Events

___ Sew/Alter Dancers'
Costumes

___ Soup Kitchen

___ Teach Greek Cooking

___ Transport Sick/Aged

___ Visit Others

___ Volunteer Time if Called

___ Youth Leader/Assistant

___ GOYA (6th and Up)

___ Youth Leader/Assistant

___ HOPE (Birth - 1st Grade)

___ Youth Leader/Assistant

___ JOY (2nd - 5th Grades)

___ Youth Leader/Assistant--

___ Summer Camp Staff

Other Talents: _____

A Roadmap for American Churches and People of Faith: W.W.J.D. (What Would Jesus Do?)

For more information, see:

Ministry Handbooks:
Chapter 10 (pages 378-379)

Examples provided here:

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



<https://stewardshipcalling.com/a-roadmap-for-american-churches-and-people-of-faith-w-w-j-d-what-would-jesus-do/>

• **Strategic Planning for Parishes**

Appendix

A Roadmap for American Churches and People of Faith: W.W.J.D. (What Would Jesus Do?)

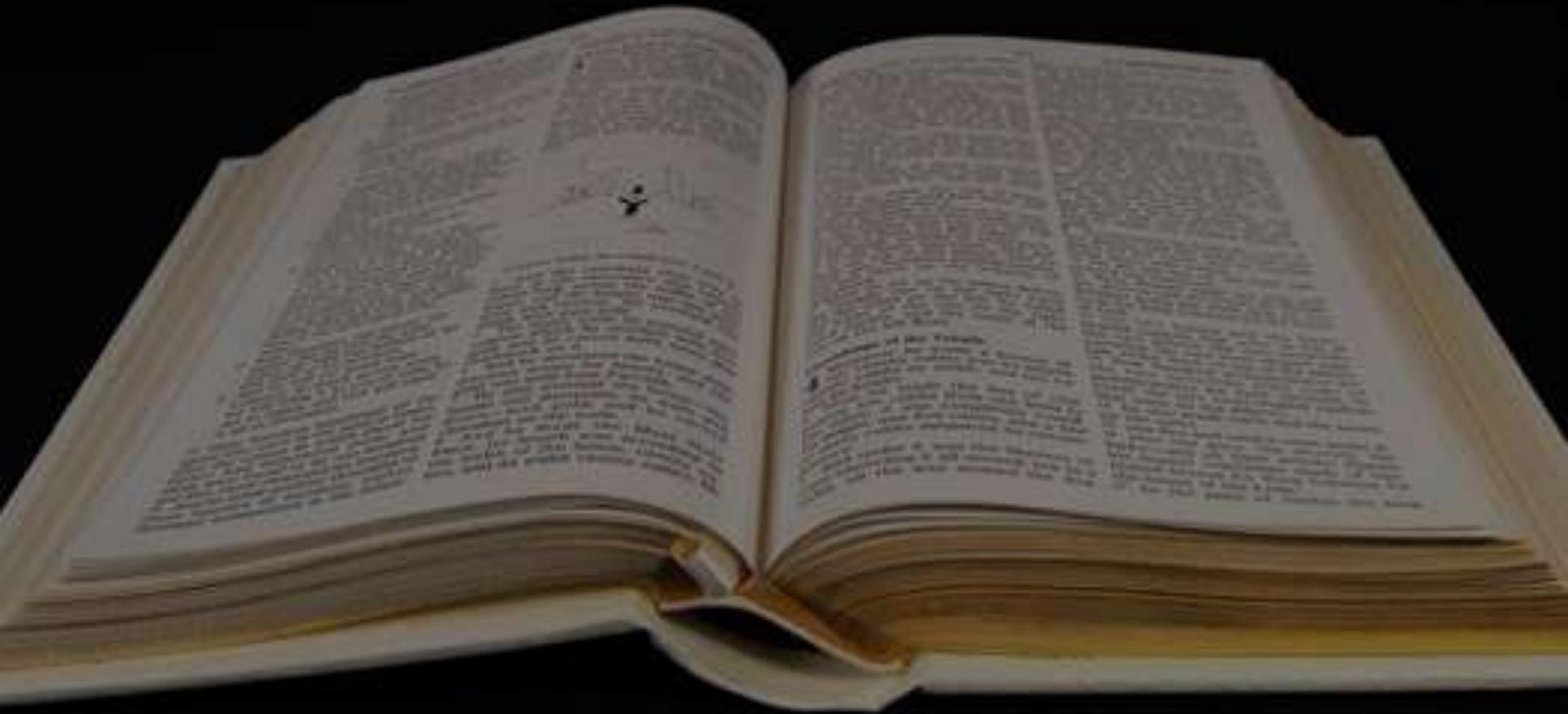
For comprehensive and detailed explanation and a step-by-step parish strategic planning process see:

Chapter 7:
The Stewardship Calling
Vision and Strategic
Positioning & Planning
Comprehensive Process
(pages 114 – 212)



<https://stewardshipcalling.com/a-roadmap-for-american-churches-and-people-of-faith-w-w-j-d-what-would-jesus-do/>

Strategic Planning is Biblical





Where there is
no vision, the
people perish.

Proverbs 29:18

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



**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.

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”***



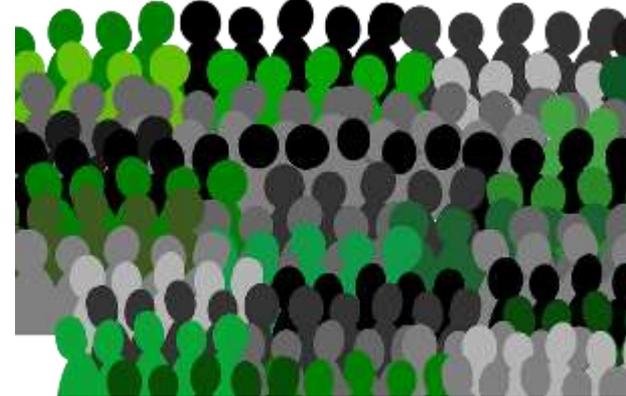
Chris McChesney

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



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



10 Strategic Plan Deliverables



10 Strategic Plan Deliverables

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

10 Strategic Plan Deliverables

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



Question 1:

**WHY do we
exist?**

WHY Statement

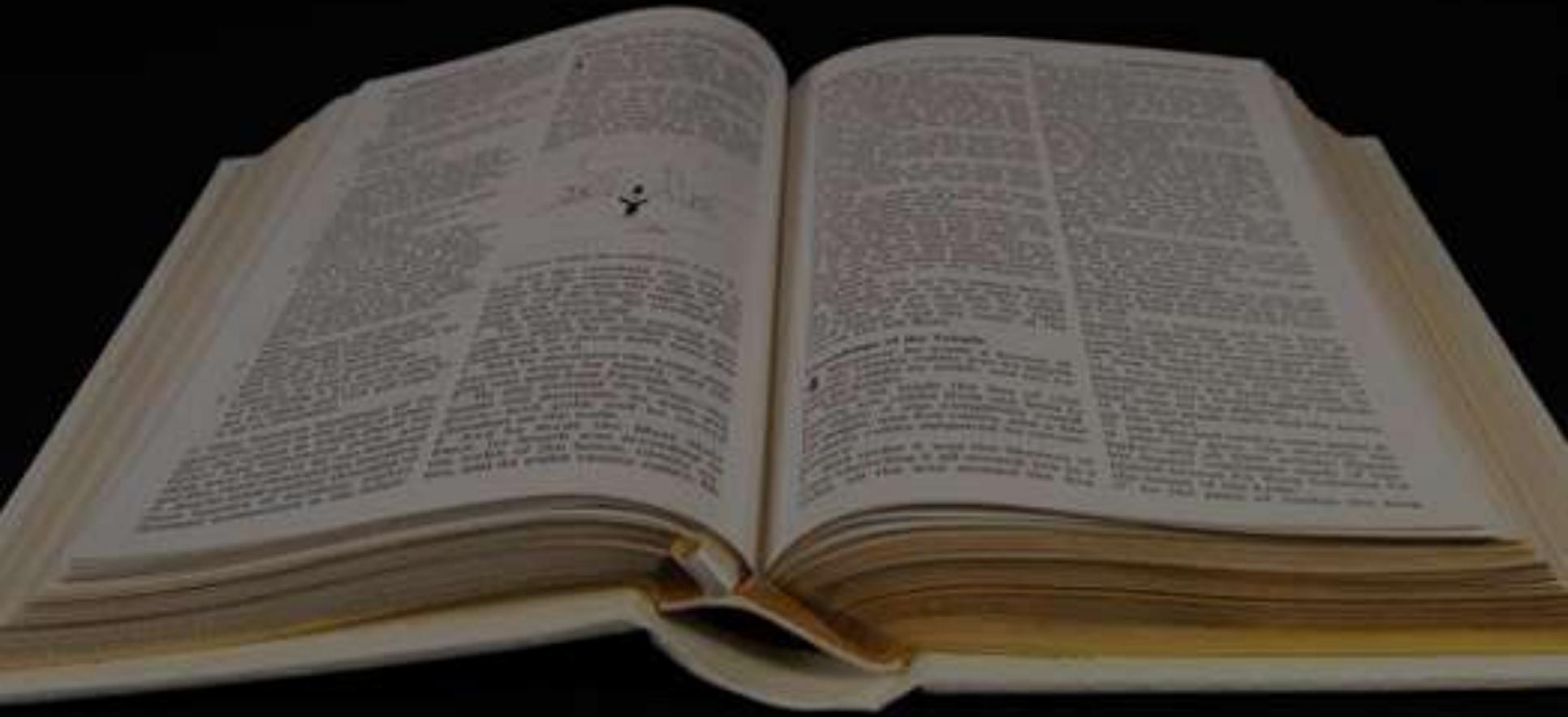
Answers strategic planning question #1:

Why are we here?

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

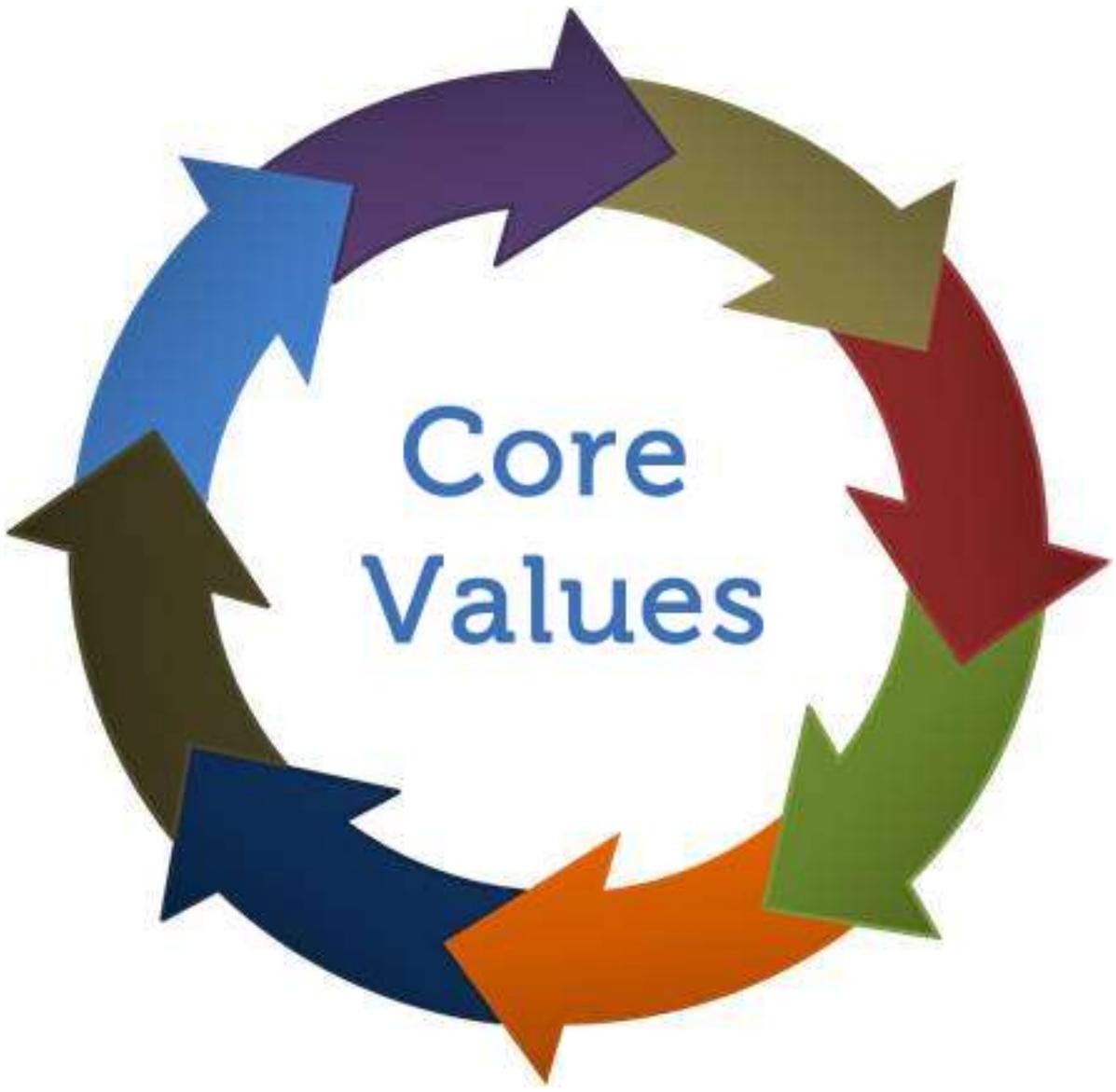


A Statement of Why is Biblical



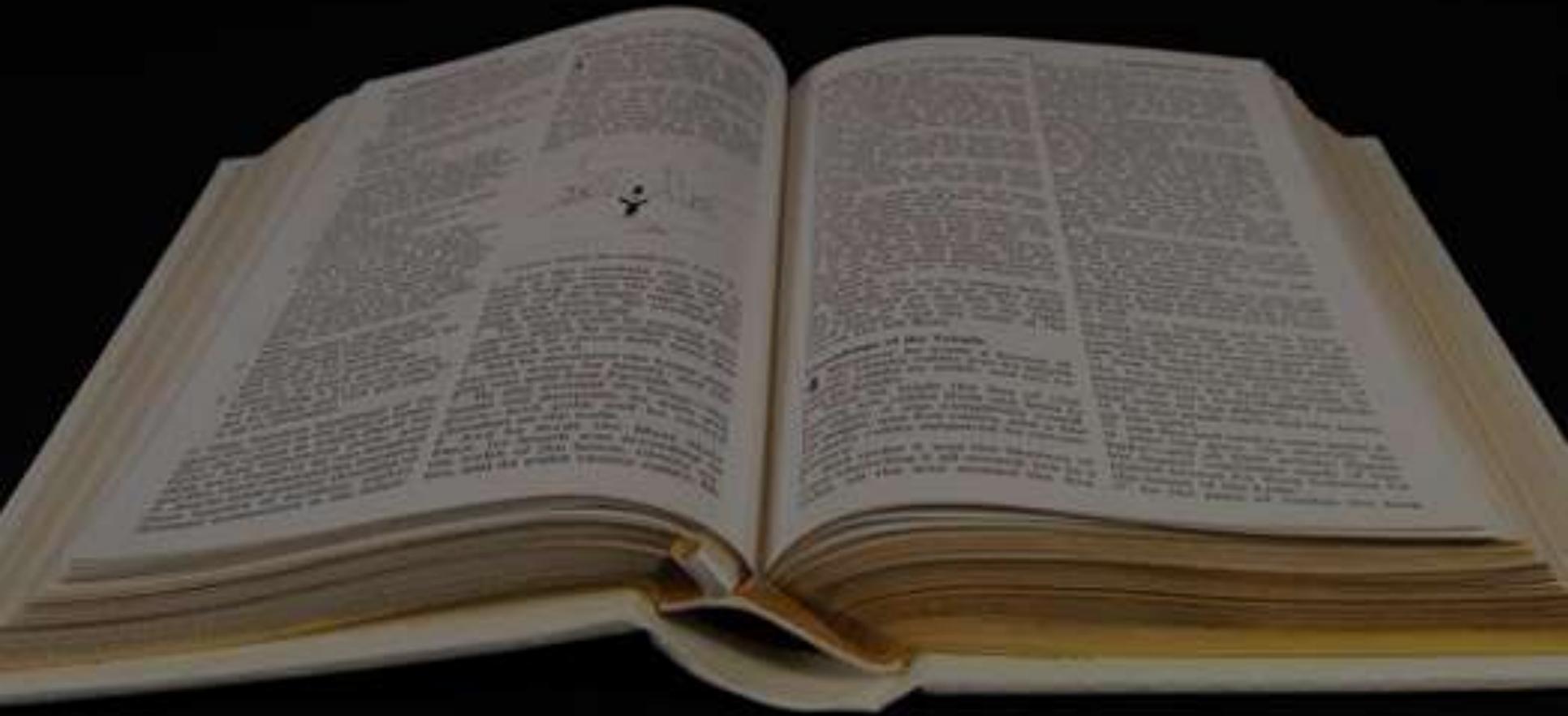
***“Friends, WHY
are you doing
these things?”***

Acts 14:15



Core
Values

Core Values Are Biblical



GOD'S Core Values

I
THOU SHALT HAVE
NO OTHER GODS
BEFORE ME

II
THOU SHALT NOT
MAKE UNTO THEE
ANY GRAVEN IMAGE

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

IV
REMEMBER THE
SABBATH DAY TO
KEEP IT HOLY

V
HONOR THY FATHER
AND THY MOTHER

VI
THOU SHALT
NOT KILL

VII
THOU SHALT NOT
COMMIT ADULTERY

VIII
THOU SHALT
NOT STEAL

IX
THOU SHALT NOT
BEAR FALSE
WITNESS AGAINST
THY NEIGHBOR

X
THOU SHALT
NOT COVET

CHRIST'S Core Values

THE BEATITUDES

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

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

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

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

Blessed are the merciful
for they shall obtain mercy.

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

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

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

Matthew 5:3-10



1. Beliefs shared by the stakeholders

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

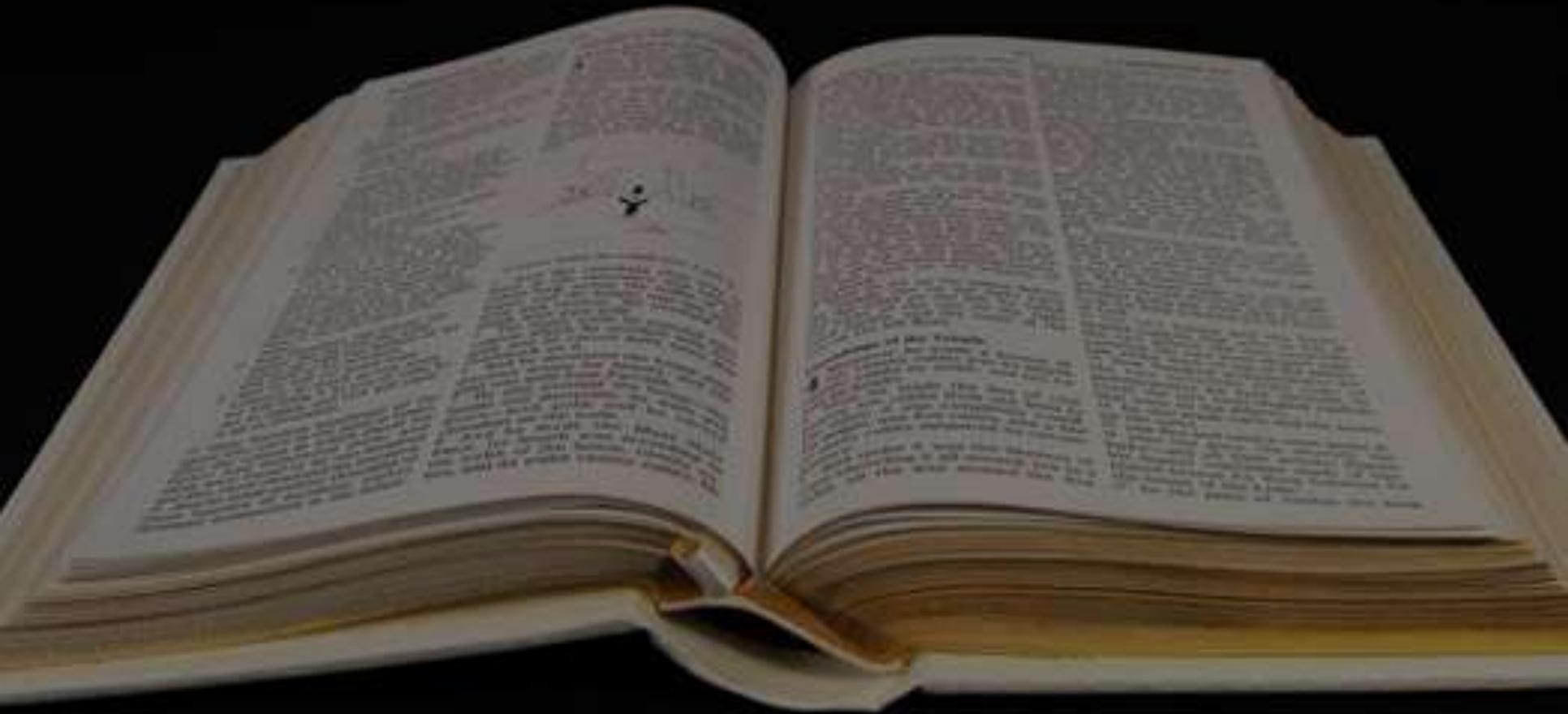
3. Provide a framework for decisions



Question 2:

**Where are
we now?**

Where Are We Now Assessment is Biblical



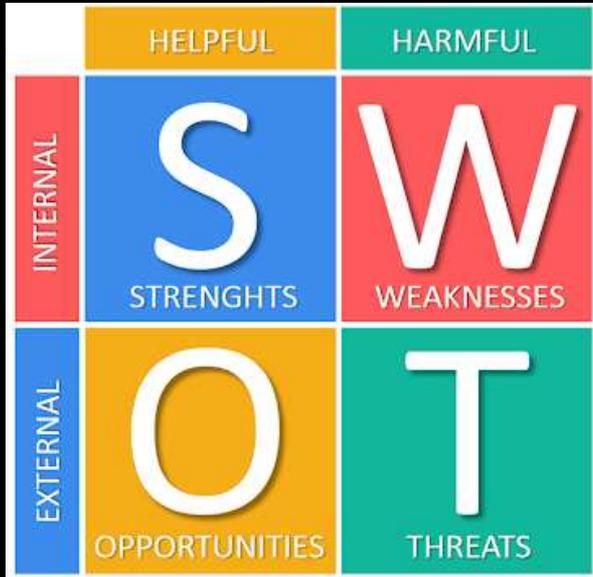


***“Examine
yourselves as to
whether you are
in the faith.*”**

Test yourselves!”

2 Corinthians 13:5

Three Not Mutually Exclusive Discovery Options



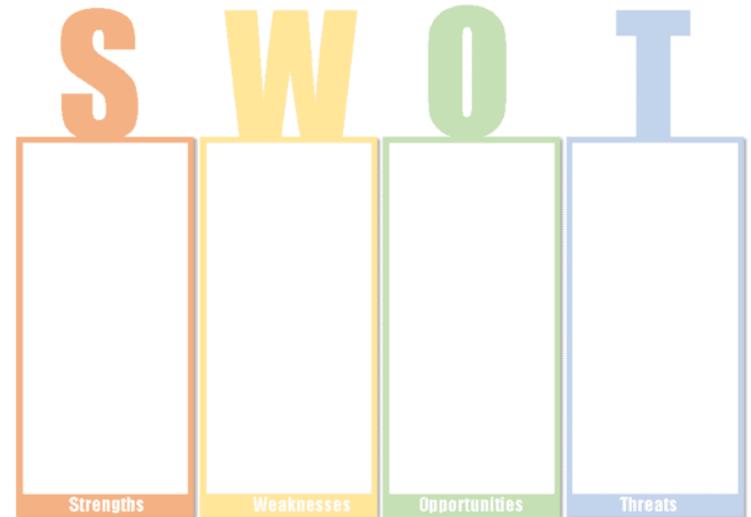
SWOT ANALYSIS

Answers strategic planning question #2:

Where are we now?

~ First focus on INTERNAL Parish Strengths and Weaknesses

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



A Roadmap for American Churches and People of Faith: W.W.J.D. (What Would Jesus Do?)

For more information, see:

S.W.O.T.

Chapter 7 (pages 140-144; 194-197;
204-212)



<https://stewardshipcalling.com/a-roadmap-for-american-churches-and-people-of-faith-w-w-j-d-what-would-jesus-do/>

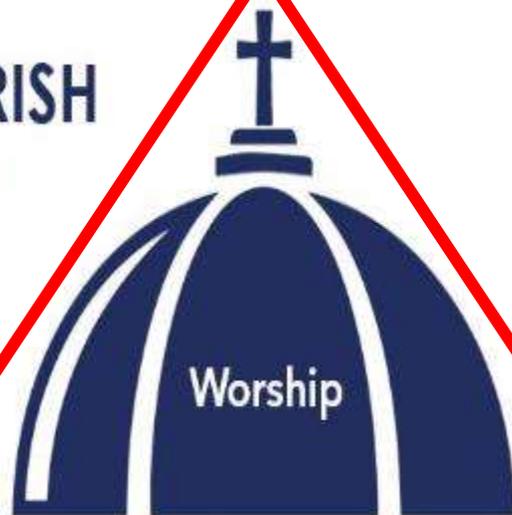


Effective Parish Assessment

www.effectiveparish.org

THE ORTHODOX PARISH

A Living House of Faith



Vision &
Planning



Leadership &
Teams



Stewardship &
Generosity



Parishioner
Engagement



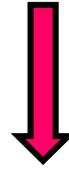
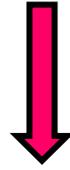
Ministry



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



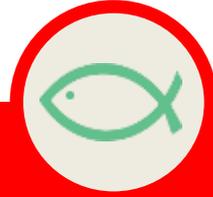
Stewardship & Generosity

- 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%

A Roadmap for American Churches and People of Faith: W.W.J.D. (What Would Jesus Do?)

For more information, see:

**Effective Parish
Assessment (E.P.A.)**
Chapter 7 (pages 135-140)



<https://stewardshipcalling.com/a-roadmap-for-american-churches-and-people-of-faith-w-w-j-d-what-would-jesus-do/>



Question 3:

**Where do we
want to be?**



Mission

Statement

Mission Statement

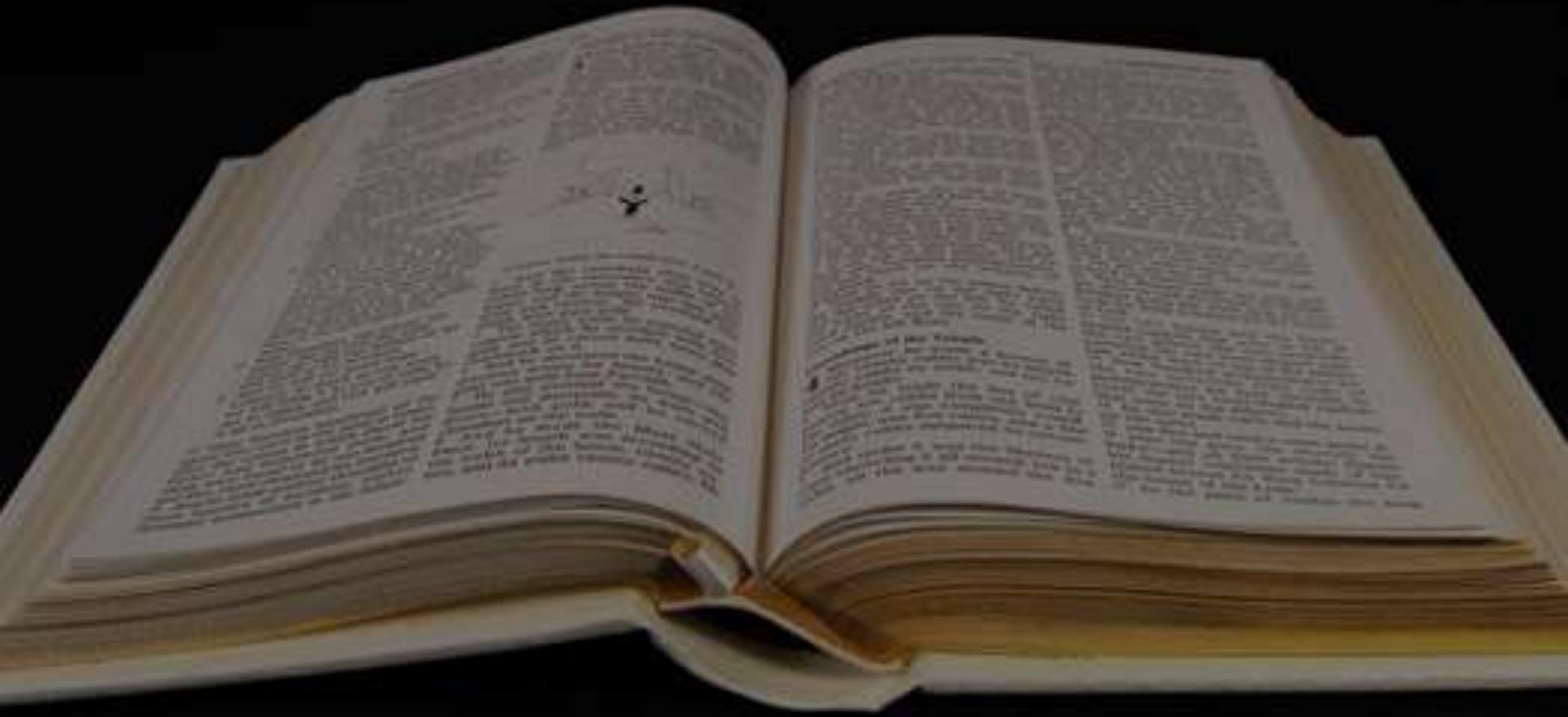
Answers strategic planning question #3:

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

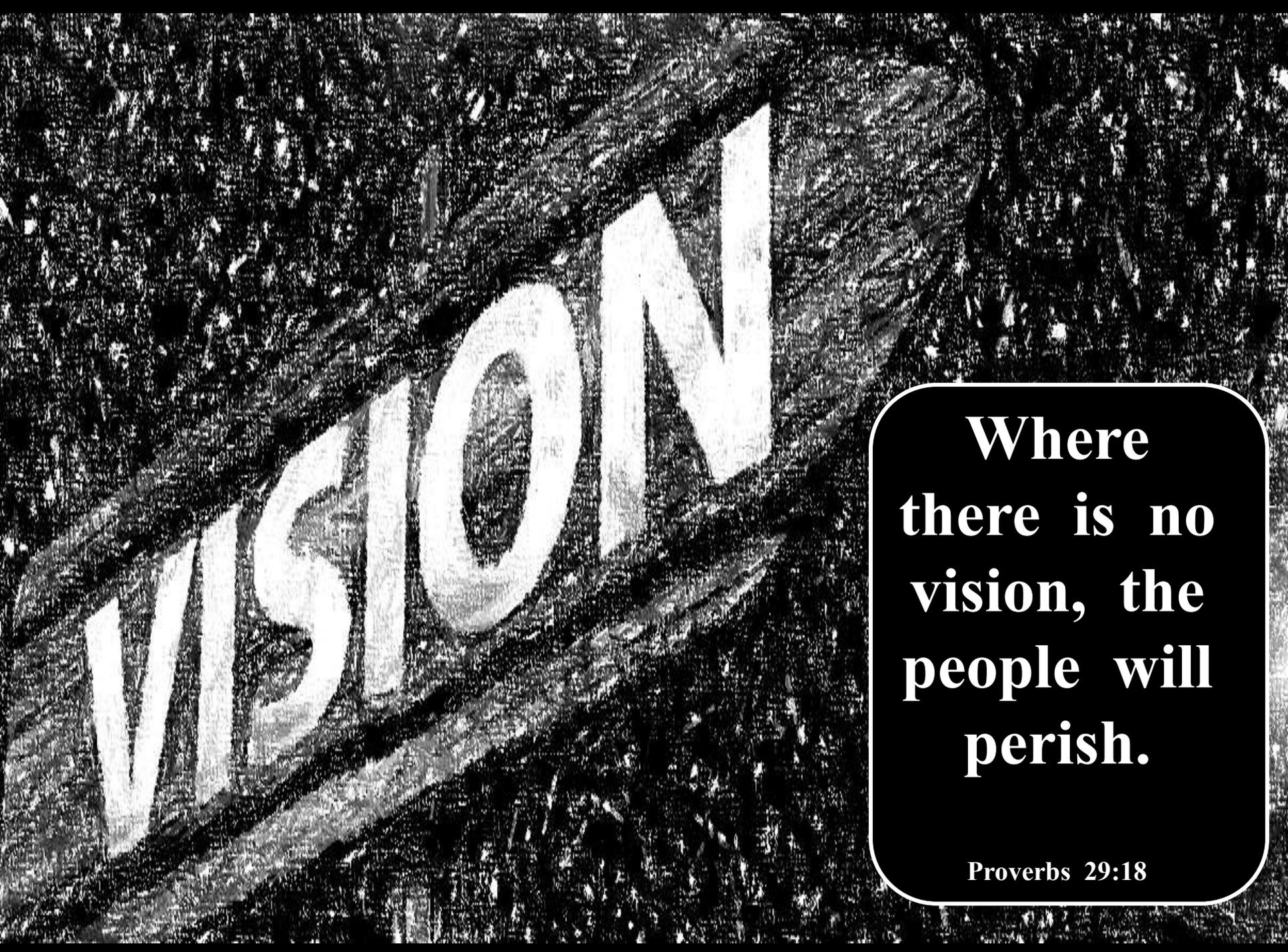
A Roadmap for American Churches and People of Faith: W.W.J.D. (What Would Jesus Do?)

For more information, see:

Mission Statement
Chapter 7 (pages 153-155)



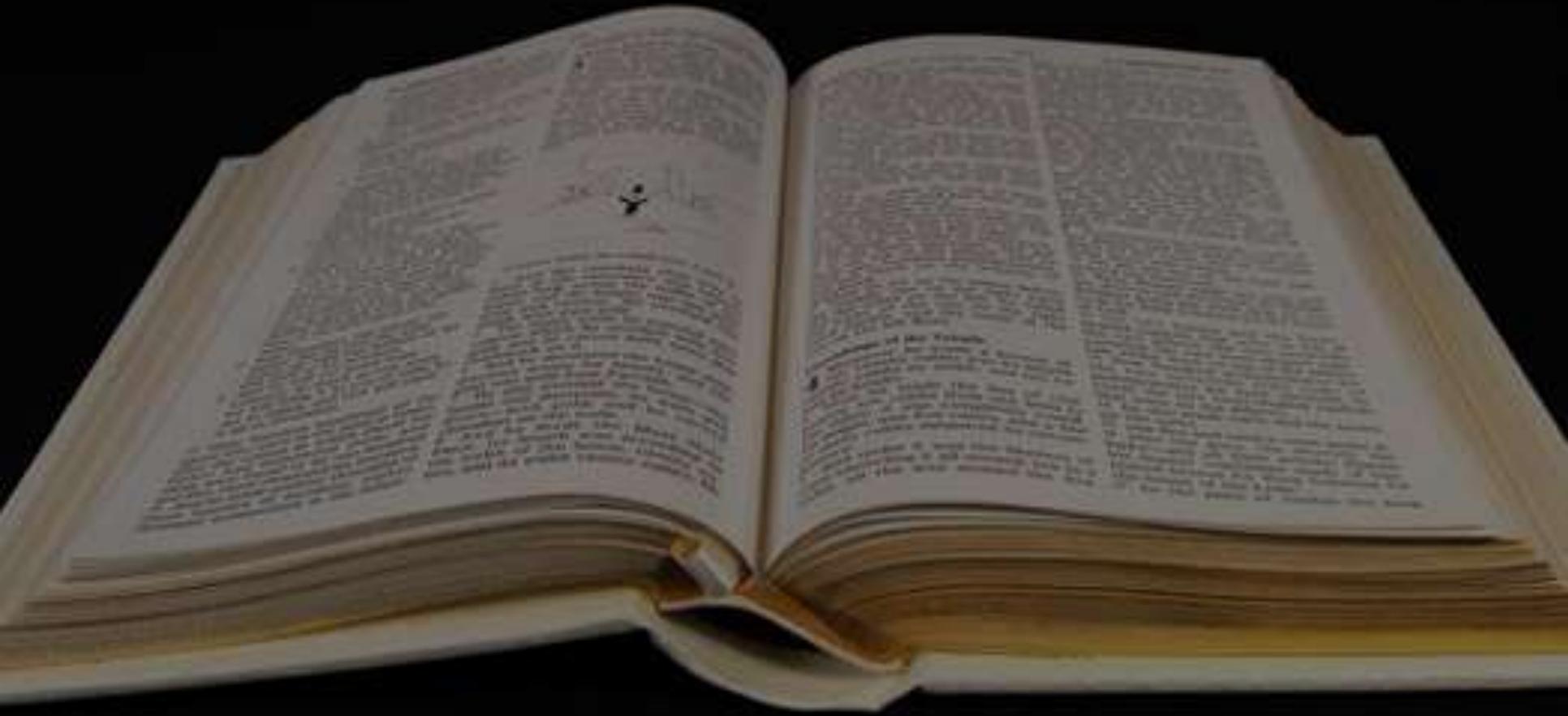
<https://stewardshipcalling.com/a-roadmap-for-american-churches-and-people-of-faith-w-w-j-d-what-would-jesus-do/>



**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...

A Roadmap for American Churches and People of Faith: W.W.J.D. (What Would Jesus Do?)

For more information, see:

Vision Statement
Chapter 7 (pages 164-165)



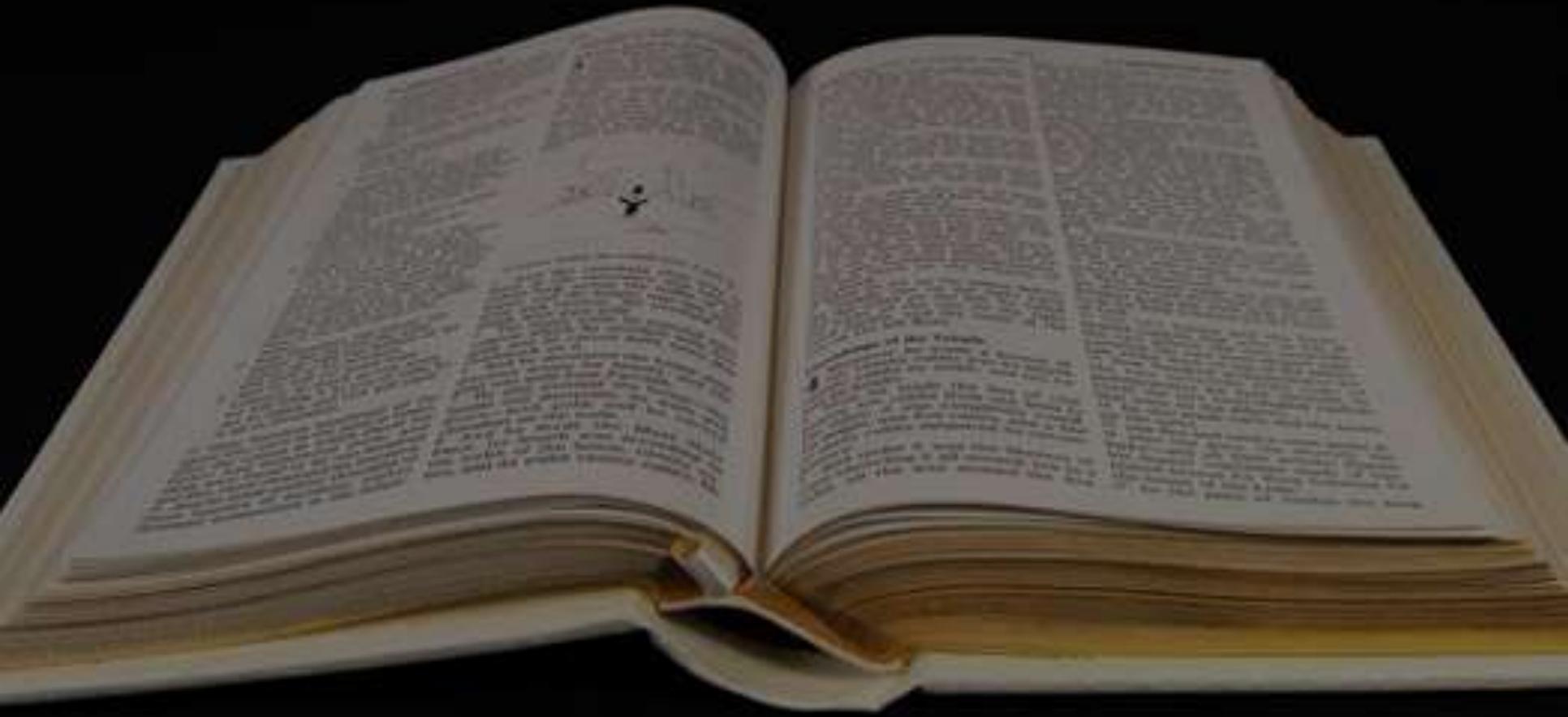
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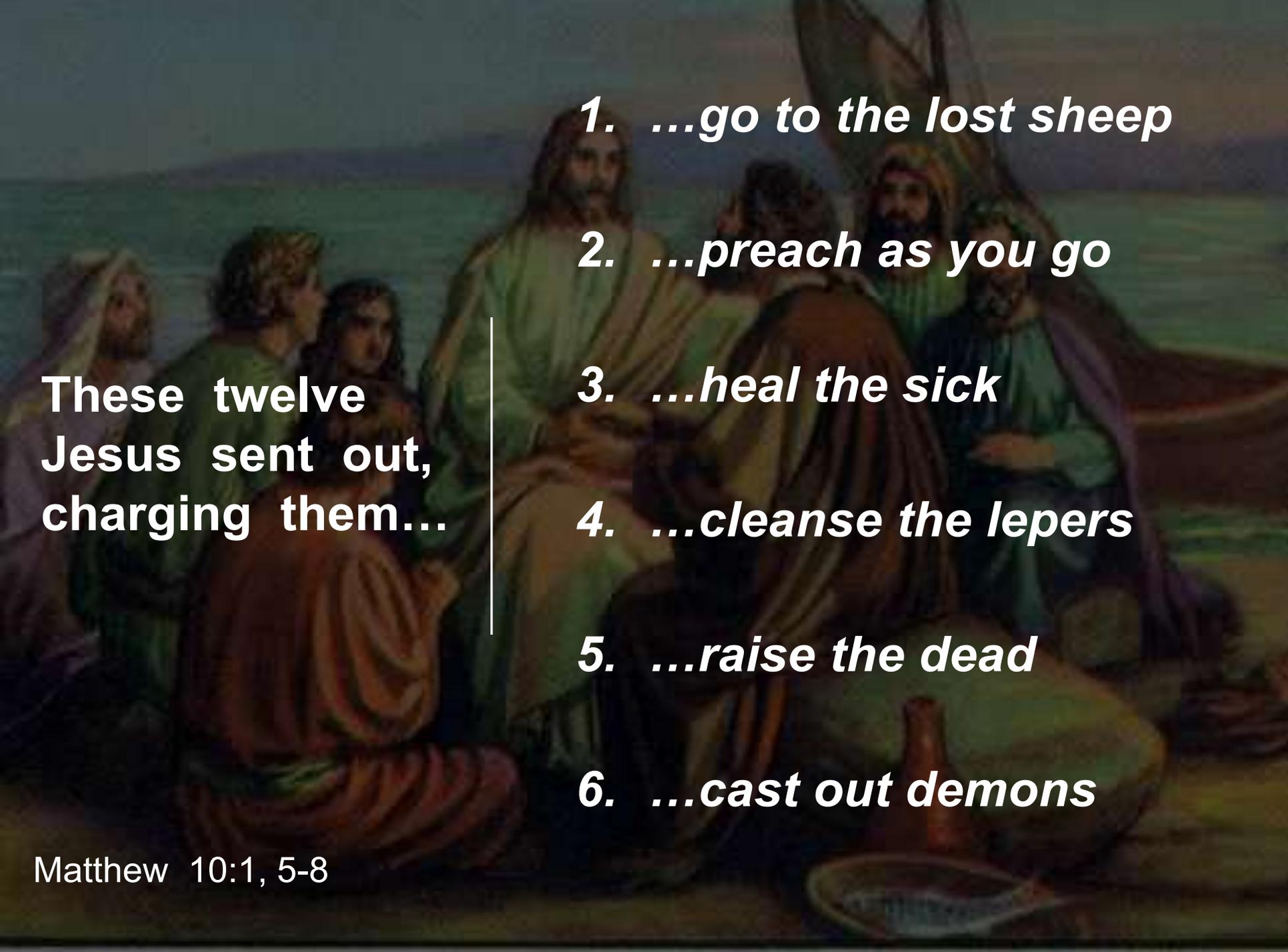


Question 4:

**How will we
get there?**

Strategic SMART Goals Are Biblical



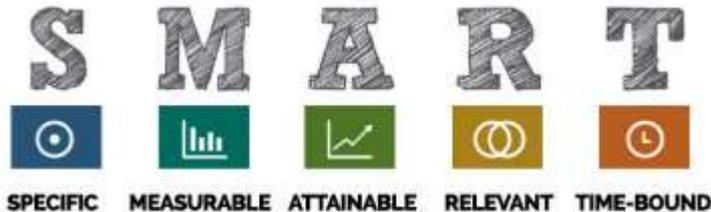


These twelve
Jesus sent out,
charging them...

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?

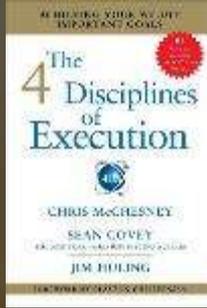


The 5 Step Stewardship Calling Vision & Strategy Success Plan

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

<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

<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		

A Roadmap for American Churches and People of Faith: W.W.J.D. (What Would Jesus Do?)

For more information, see:

Strategic Areas of Focus
and S.M.A.R.T. Goals
Chapter 7 (pages 155-160)



<https://stewardshipcalling.com/a-roadmap-for-american-churches-and-people-of-faith-w-w-j-d-what-would-jesus-do/>

Igniting The Flame



St Elizabeth Orthodox Christian Church



STEWARDSHIP
CALLING

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