

### **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)



### 44 Years As A Lawyer To Atone For

# troutman pepper locke

1,600 lawyers in 33 global offices



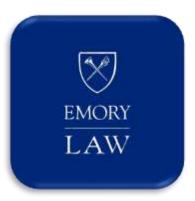
### **McGuireWoods**

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

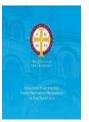
...presentations to over 1,000 Parishes of all Orthodox jurisdictions

...a fínancíal stewardshíp analysís for over 275+ Paríshes

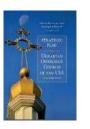


### Stewardship Calling has completed Strategic Plans for

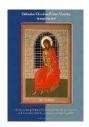
### over 26% of Orthodox Christians

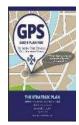




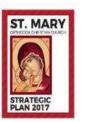










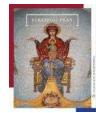












St. John The Divine (Jacksonville FL)

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)

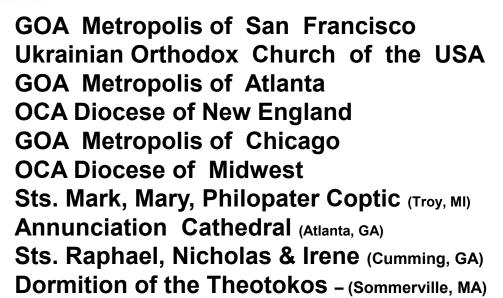
St. Luke (E. Longmeadow, MA)

Holy Trinity (Concord, NH)

Christ the Saviour (Harrisburg, PA)

St. Sophia Seminary (New Jersey)

(Many more currently in progress)



Orthodox Christian Prison Ministry

Stewardship Calling

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

**KEYNOTES & LEADERSHIP** WHY? STEWARDSHIP STRATEGIC PLANNING INTERNET RADIO & PODCASTS LEADERSHIP PERSONAL ONENESS IN CHRIST -AMERICAN CHRISTIAN CHURCH HOLY TRINITY + HOLY CROSS. BIRMINGHAM, AL **Holy Trinity + Holy Cre** ST. ELIZABETH -Welcome Home MURFREESBORO, TN. OCF SUMMER LEADERSHIP

Holy Trinity + Holy Cross, Birmingham, AL

Below is the Igniting The Flame presentation I offered to the faithful of Holy Trinity + Holy Cross Greek Orthodox Church in Birmingham, AL, on June 7, 2025.

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

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ANNUNCIATION - WINSTON

CLERGY LEADERSHIP RETREAT

HOLY CROSS LEADERSHIP

www.stewardship callling.com

**Keynotes & Leadership Tab** 

**Holy Trinity Holy Cross Page** 

> **QR** Code for **HT+ HC Page**



### 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





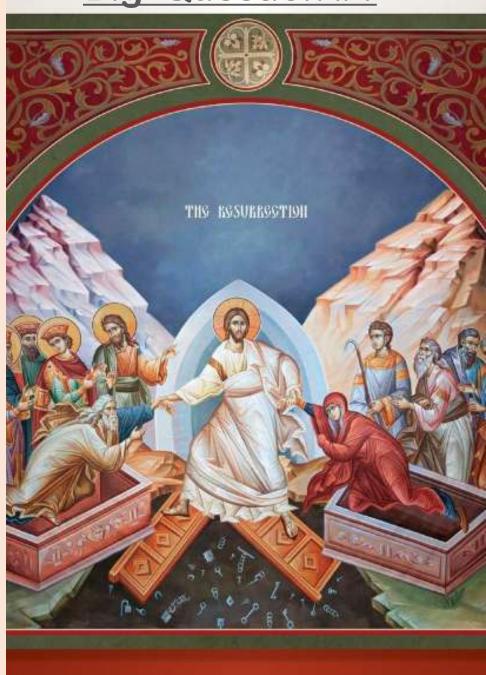
https://stewardship calling.com/aroadmap-foramericanchurches-andpeople-of-faith-ww-j-d-what-wouldjesus-do/





# Is Jesus Christ who He says He is?

### **Big Question #1**





**Big Question #2** 



....are You Here?

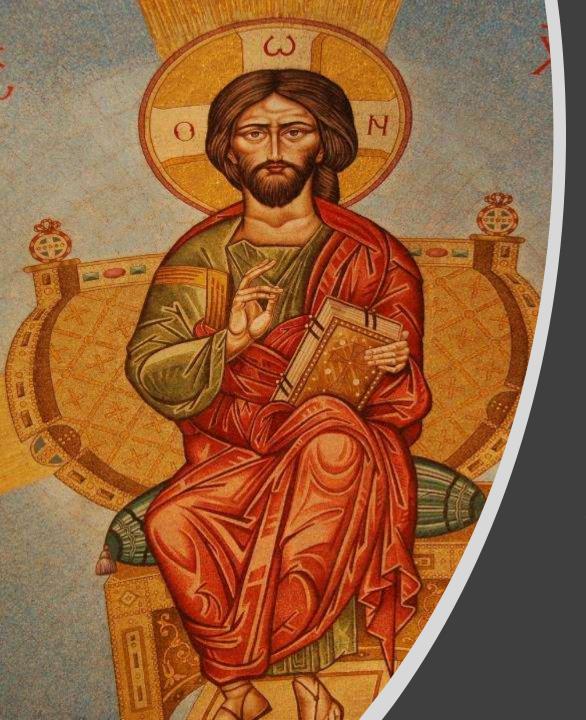


**Big Question #3** 



...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



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**



### Big Question #6



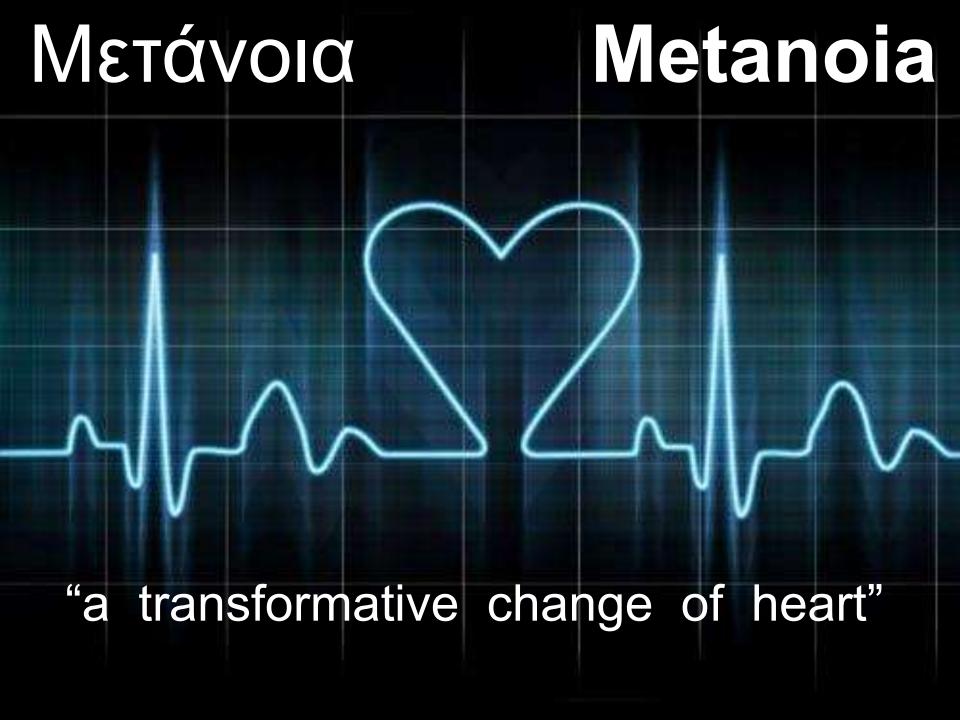


"Christianity, if false, is of no importance,

and if true, of infinite importance.

The only thing it cannot be is moderately important."









# Exclamation Points















# Live Your WHY



# Share The Love



Be The Light

### The Biggest S<sup>3</sup> Challenges Churches Face

- 1. <u>Servant</u> Leadership
- 2. Stewardship & Engagement
- 3. Spiritual
  Formation &
  Religious
  Education



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https://stewardship calling.com/aroadmap-foramericanchurches-andpeople-of-faith-ww-j-d-what-wouldjesus-do/ war c=function(b){this.element=a(b)};c.VERSION="3.3.7",c.TRANSITION\_DURATION nu)"),d=b.data("target");if(d||(d=b.attr("href"),d=d&&d.replace(/.\*(?=#[^\s]45 a.Event("hide.bs.tab",{relatedTarget:b[0]}),g=a.Event("show.bs.tab",{related21 ented()){var h=a(d);this.activate(b.closest("li"),c),this.activate(h,h.paren 💋 🔏 ype:"shown.bs.tab",relatedTarget:e[0]})})}}},c.prototype.activate=function(label) ve").removeClass("active").end().find('[data-toggle="tab"]').attr("aria-exp{\} ed",!0),h?(b[0].offsetWidth,b.addClass("in")):b.removeClass("fade"),b.paren [data-toggle="tab"]').attr("aria-expanded",!0),e&&e()}var g=d.find("> .acti 🔻 💆 🔃 find("> .fade").length);g.length&&h?g.one("bsTransitionEnd",f).emulateTran 🅉 🎖 🥻 fn.tab;a.fn.tab=b,a.fn.tab.Constructor=c,a.fn.tab.noConflict=function(){re 👸 🥍 a(document).on("click.bs.tab.data-api",'[data-toggle="tab"]',e).on("click.l ";function b(b){return this.each(function(){var d=a(this),e=d.data("bs.aff28)&&e[b]()})}var c=function(b,d){this.options=a.extend({},c.DEFAULTS,d),this (this.checkPosition,this)).on("click.bs.affix.data-api",a.proxy(this.chec .pinnedOffset=null,this.checkPosition()};c.VERSION="3.3.7",c.RESET="affix nction(a,b,c,d){var e=this.\$target.scrollTop(),f=this.\$element =this.affixed)return null!=c?!(e+this.unpin<=f.top)&&"bottd2 1 c?"top":null!=d&&i+j>=a-d&&"bottom"},c.prototype.getPinnedo oddclass("affix");var a=this.\$target.scrollTop(),b=this.\$el Loop=function(){setTimeout(a.proxy(this.checkPosition,this.7 c(),d=this.options.offset,e=d.top,f=d.botton Let's set the stage of the challenge with empirical data



### How Fast Is Our World Changing?



### 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 <u>3.07 Billion</u> active monthly users.

~ This represents <u>56.33%</u> 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...

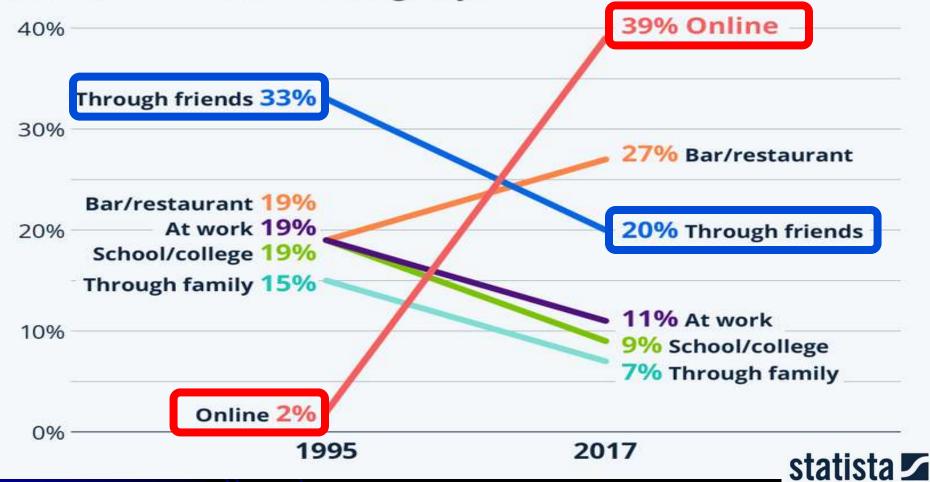
...met online

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."



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





Ray Kurzweil
Futurist at Google, CoFounder of Singularity
University



So how are we doing at creating:

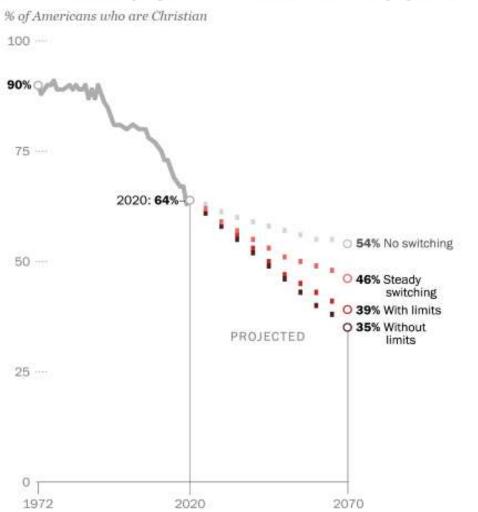
"a good account before the awesome judgment seat of Christ"?

## 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

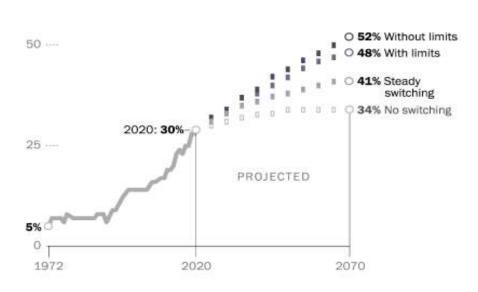


#### U.S. 'nones' will approach majority by 2070 if recent st

% of Americans who are religiously unaffiliated



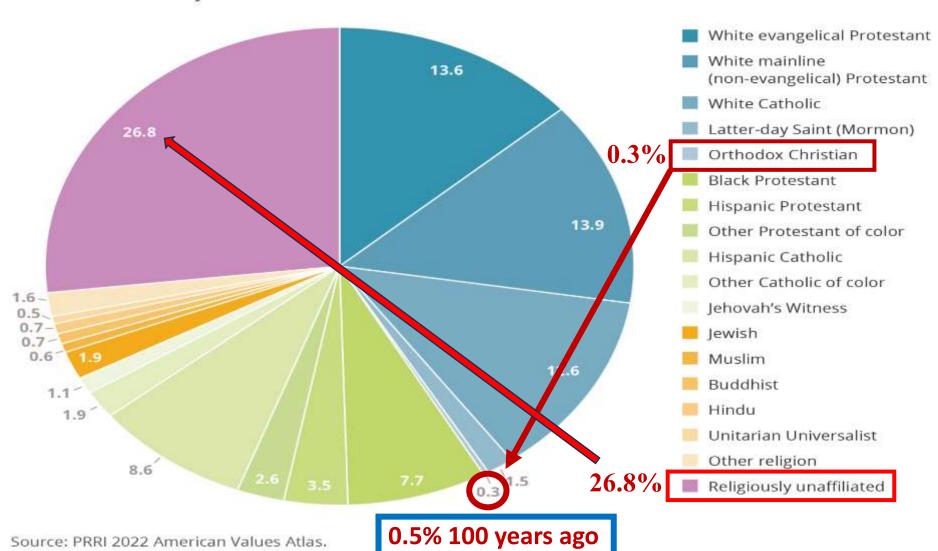




## Orthodoxy – A Rounding Error In The American Christian Landscape

FIGURE 1. The American Religious Landscape in 2022

Percent who identify as:



## 47% of cradle Orthodox adults have left the Church



<sup>&</sup>lt;sup>1</sup> 2015 U.S. Religious Landscape Study - Pew Research Center

#### Between 2010 - 2020

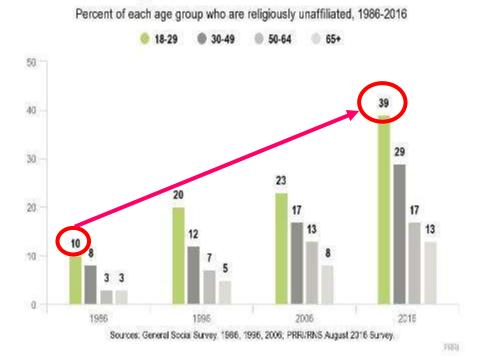
U.S. Eastern Orthodox **Churches** (675,765 total)saw a -17% (decrease) in adherents and a -14% (decrease) in regular attendees



(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

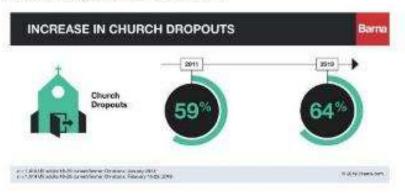
#### More Young Adults are Unaffiliated than in the Past



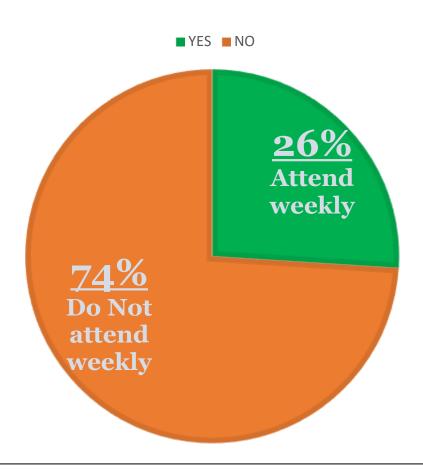
## 64% of youth drop out of church in their 20s

hen 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.

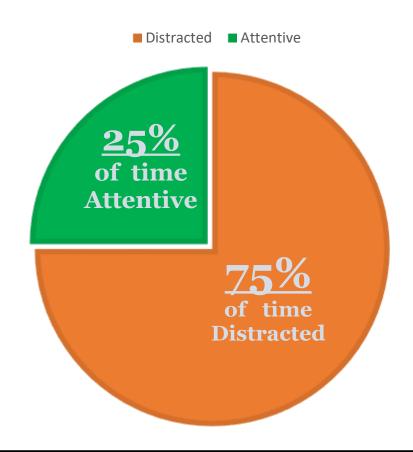
Eight years later, research for Kinnaman's new book Faith for Exiles: 5 Ways for a New Generation to Follow Jesus in Digital Babylan reveals that the church dropout problem is still a problem. In fact, the percentage of young-adult dropouts has increased from 59 to 64 percent. Nearly two-thirds of U.S. 18–29-year-olds who grow 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 Facts<sup>1</sup>

U.S. Orthodox Christians are in:

~ top 1/4 in annual income

~ bottom 1/4 in church stewardship

<sup>&</sup>lt;sup>1</sup> Pew Forum income data compared against Financial Stewardship Analysis of over 275 U.S. Orthodox Parishes conducted by Stewardship Calling ministry

#### **Your Median Pledge Per** 2024 Steward Family =

\$1,225

Your Expense Budget Per \$6,827 2024 Steward Family =





## 2024 Donor Concentration



**Top 10** 

27% of stewardship

**Top 20** 

40% of stewardship

#### **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?)

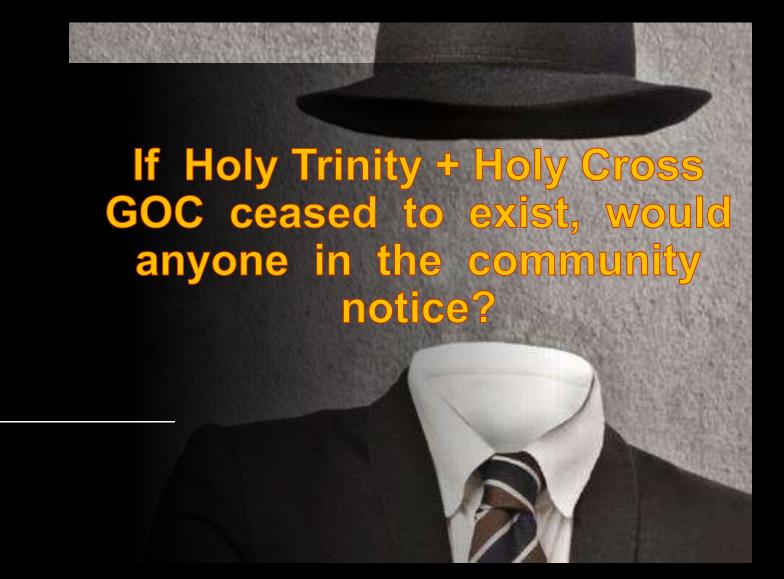
For more information, see:

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



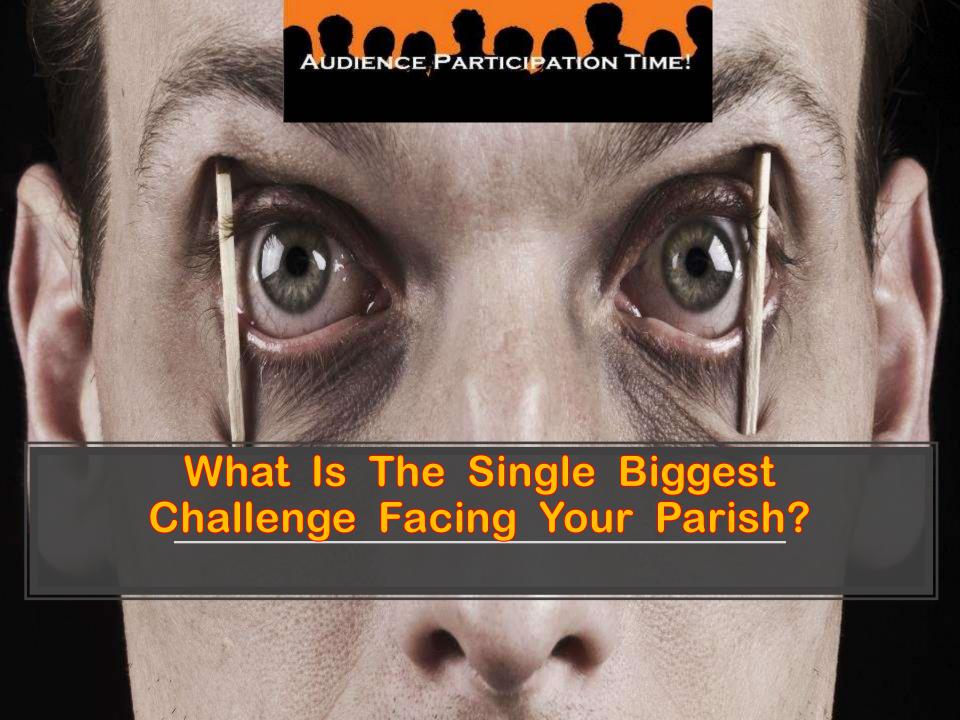


https://stewardship calling.com/aroadmap-foramericanchurches-andpeople-of-faith-ww-j-d-what-wouldjesus-do/





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



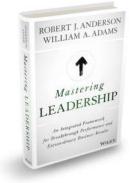
$$\Delta S = S_f - S_i = \int \frac{dq_{rev}}{T}$$

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

#### **Entropy**

- 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 Leadership<sup>1</sup>



## 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 **Uncertaintiy** Complexity Ambiguity Disruption

## 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."



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



#### 4 Kinds of U.S. Orthodox Christians

Passion for the Faith

Intentional Cradle Orthodox

Intentional Orthodox Convert

Incidental Cradle Orthodox Incidental Orthodox Convert

Accident of Birth

Born Orthodox

Born Non-Orthodox

#### 4 Kinds of U.S. Orthodox Christians

Passion for the Faith

Intentional Cradle Orthodox Intentional Orthodox Convert

Incidental Cradle Orthodox

Incidental Orthodox Convert

All Cradle Orthodox enters here

#### Accident of Birth

Born Orthodox

Born Non-Orthodox

#### 4 Kinds of U.S. Orthodox Christians

Kids of converts & few Cradle Orthodox

Passion for the Faith

Intentional Cradle Orthodox Intentional Orthodox Convert

Incidental Cradle Orthodox Incidental Orthodox Convert

**Accident of Birth** 

Born Orthodox

Born Non-Orthodox

### 4 Kinds of U.S. Orthodox Christians

Passion for the Faith

Intentional Cradle Orthodox Intentional Orthodox Convert

Incidental Cradle Orthodox Incidental Orthodox Convert

**Accident of Birth** 

Born Orthodox

Born Non-Orthodox

Nominal
Orthodox
Converts
enter here

### 4 Kinds of U.S. Orthodox Christians

Passion for the Faith

Intentional Cradle Orthodox Intentional Orthodox Convert True Convert Seekers end up here

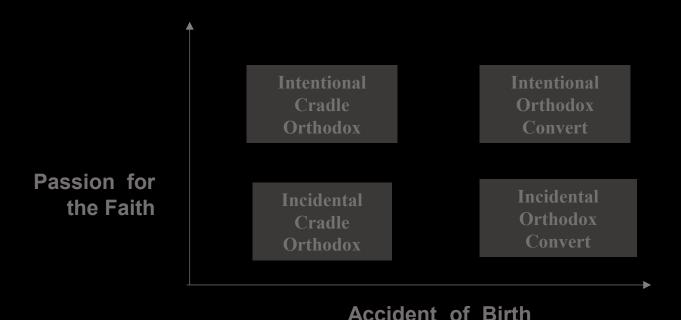
Incidental Cradle Orthodox Incidental Orthodox Convert

**Accident of Birth** 

Born Orthodox

Born Non-Orthodox

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



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

For more information, see:

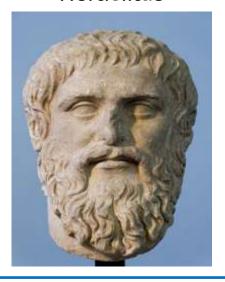
Chapter 12:
The Four Kinds of
Parishioners
(pages 403 – 406)





https://stewardship calling.com/aroadmap-foramericanchurches-andpeople-of-faith-ww-j-d-what-wouldjesus-do/ "There is nothing permanent except change."

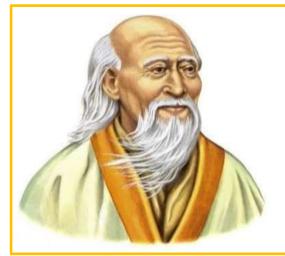
**Heraclitus** 



"To improve is to change; to be perfect is to change often."

**Winston Churchill** 

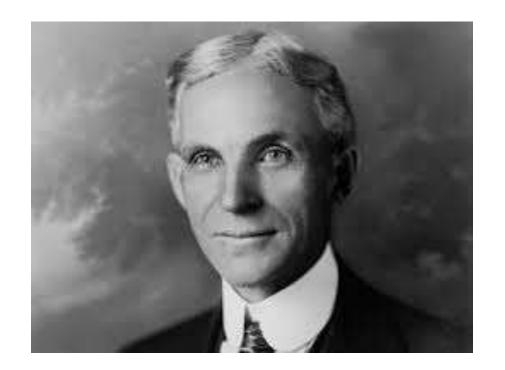




"If you do not change direction, you may end up where you are heading."

Lao Tzu

"If you keep doing what you've always done, you'll keep getting what you've always got."



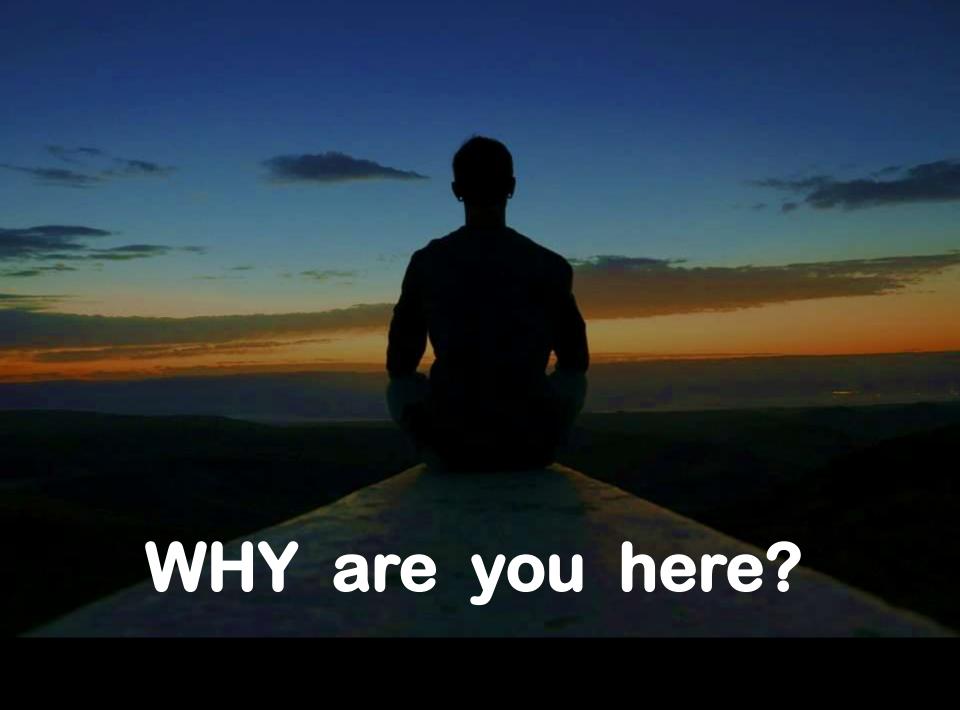
Henry Ford







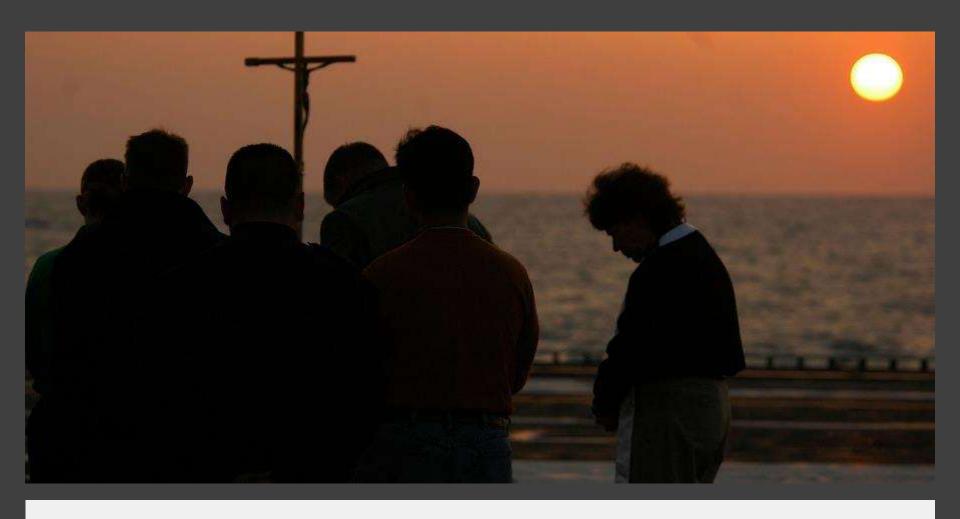
Have you ever gone to the airport and asked for a ticket to somewhere?





"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..."



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

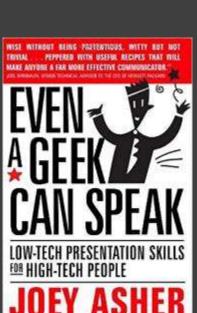
Statement as a lawyer

#### 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"





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



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



Over 67,699,100 plays

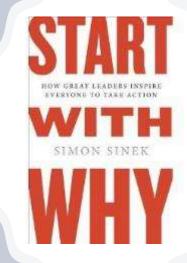
http://www.ted.com/talks/simon sinek how great leaders inspire action.html

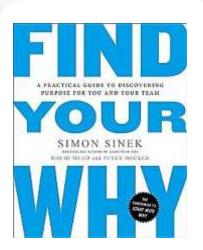
"People don't buy-in to what you do. They buy-in to why you do it."

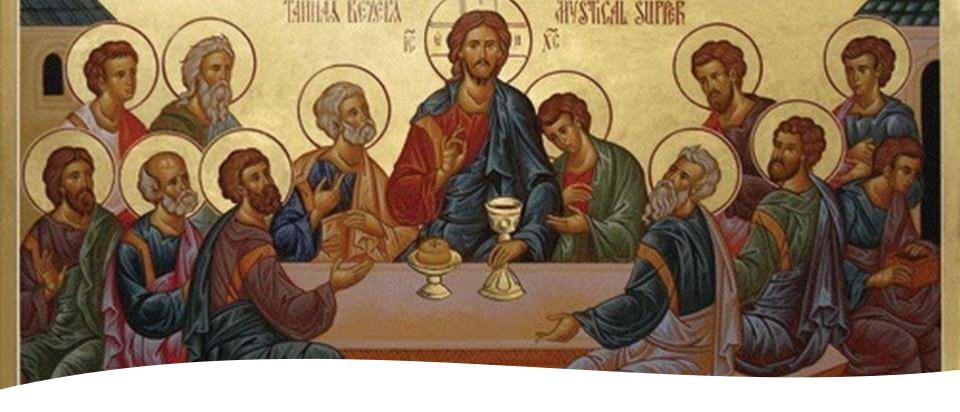
"But if you don't know why you do what you do, how will you inspire anyone else to follow you?"



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.

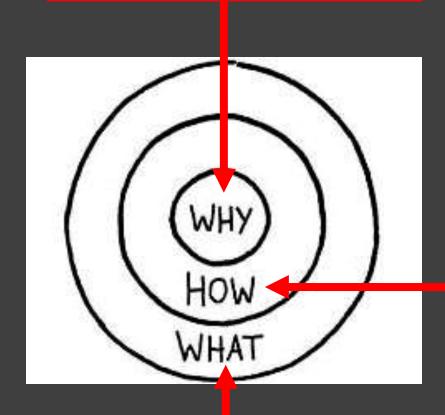


Simon Sinek's WHY?

#### WHY

Why do we exist and do what we do?





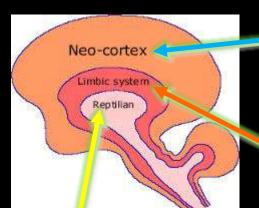
#### Vision / SAFs

Where are we going and how will we get there?

#### **Mission**

What do we do?

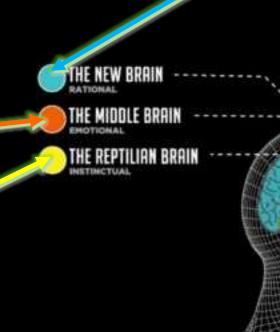
#### <u>Human Brain</u>



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)

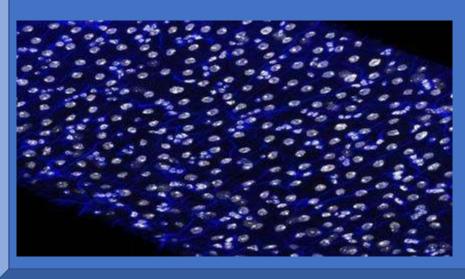


# Your Second Brain" 1

"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..."





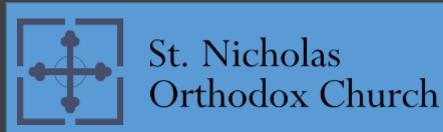
<sup>1</sup> <u>The Second Brain</u> (HarperCollins) <u>Dr. Michael Gershon</u>, Chairman Department of Anatomy and Cell Biology at New York–Presbyterian Hospital/Columbia University Medical Center

<sup>&</sup>lt;sup>2</sup> Pictures of midgut enteric neuron system taken from PhD dissertation of <u>Dr. Alexis Marianes</u> – "How to bust a gut: physiological and stem cell compartmentalization in the Drosophila midgut" - Johns Hopkins University (2013)

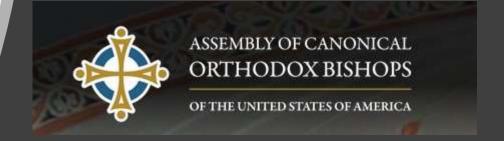
To welcome all on a transformational journey to a life of purpose and salvation.



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



To bring people closer to Christ and each other.





"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

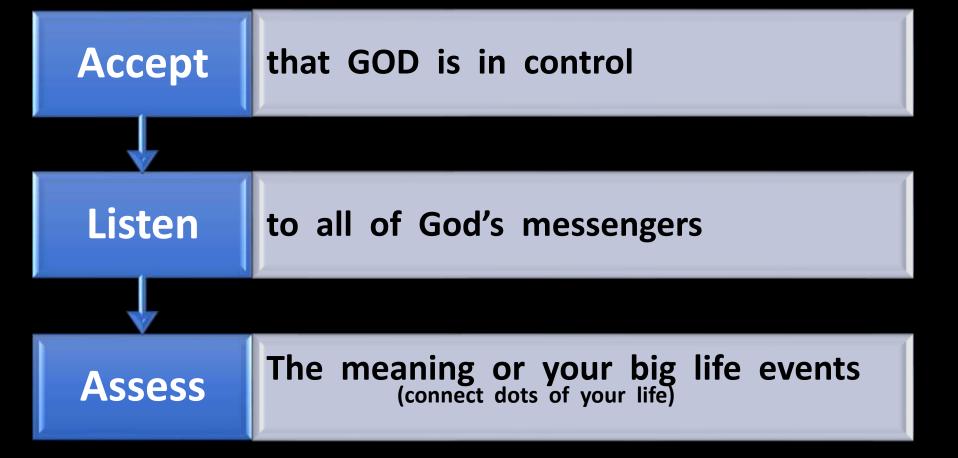
# 3 Critical Actions





#### 3 Critical Actions





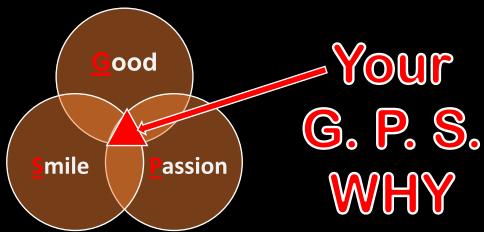
3 Critical G.P.S. Questions



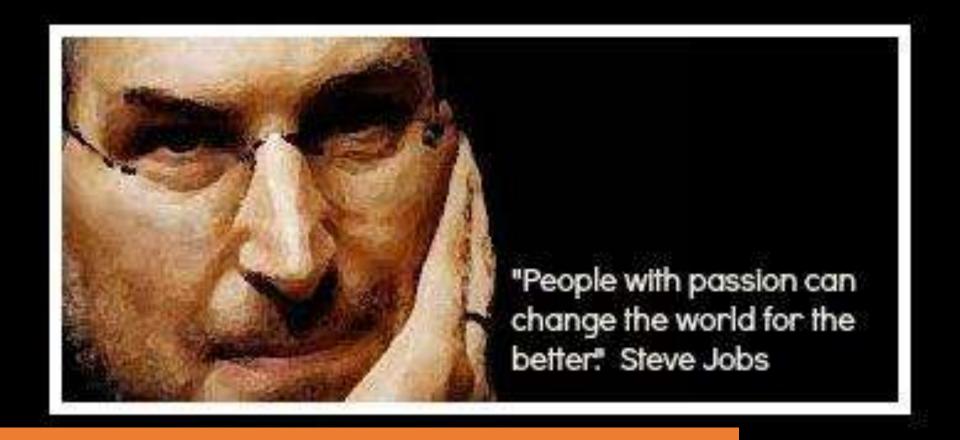


#### 3 Critical Questions





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

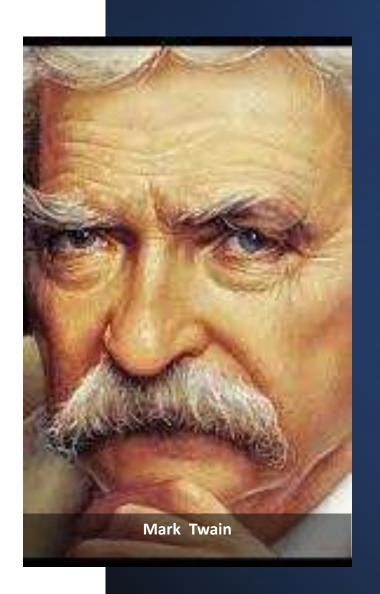


"There is no passion to be found playing small - in settling for a life that is less than the one you are capable of living." — Nelson Mandela

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

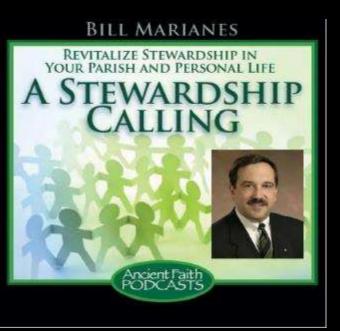
First, the day you were born; and

Second, the day you figure out why."



# coThe Orthodox





1<sup>st</sup> Wednesday each month & months with a 5<sup>th</sup> Sunday

https://www.ancientfaith .com/podcasts/steward shipcalling

- 1. "GPS" The GOD Positioning System (1-31-16)
- 2. Why Am I Here? (7-31-16)
- 3. Good and Faithfull Servant Through Living Your Stewardship Calling

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

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



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



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)

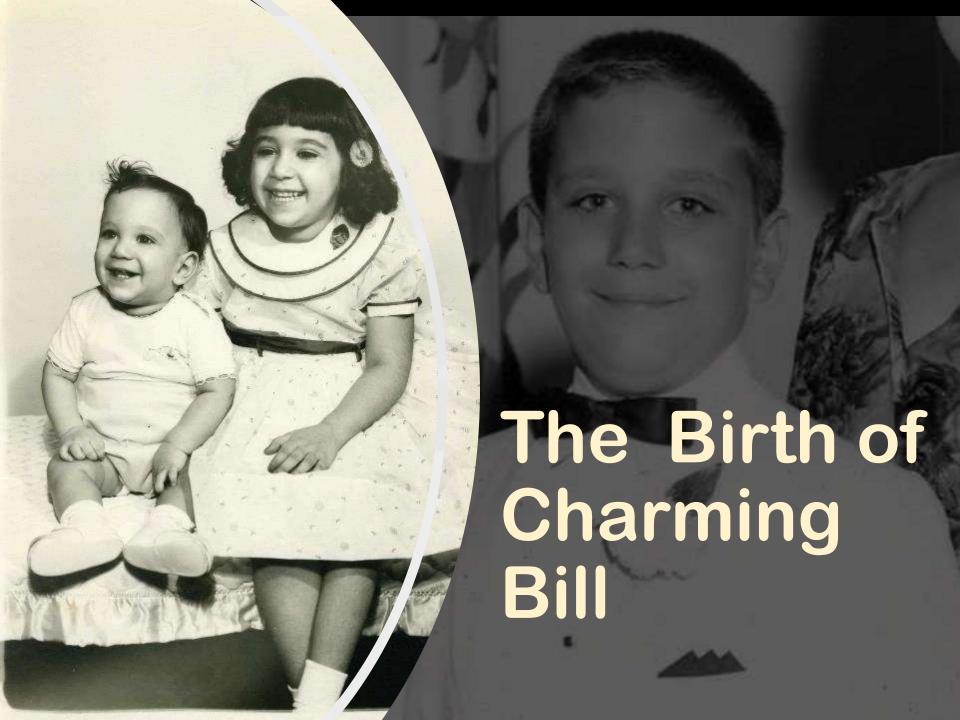




https://stewardship calling.com/aroadmap-foramericanchurches-andpeople-of-faith-ww-j-d-what-wouldjesus-do/ What would you do if you weren't afraid?







## <u>Always</u>

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





When someone asks me:





"Thank God, I'm great!"





A
Happier
"DOSE"
For Life

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

### A Happier "DOSE" For Life

- D = <u>DOPAMINE</u>... enhances pleasure, satisfaction, and motivation.
- O = OXYTOCIN... the "love" hormone that makes you feel love and trust.
- S = <u>SEROTONIN</u>... a mood stabilizer that controls wellbeing and happiness and prevents depression.
- E = <u>ENDORPHINS</u>... 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:

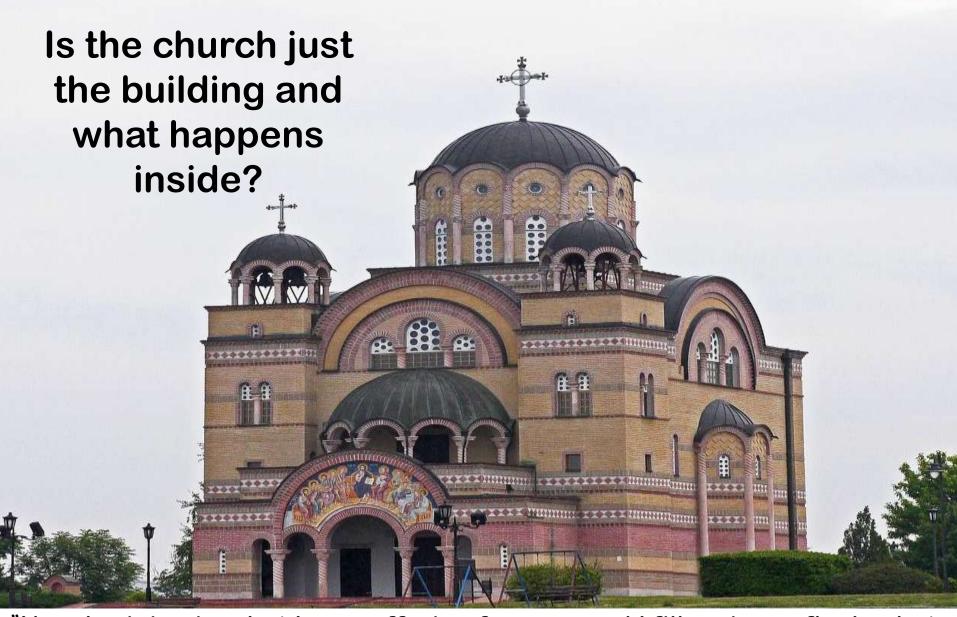
Chapter 10: D.O.S.E. (pages 340 – 341)



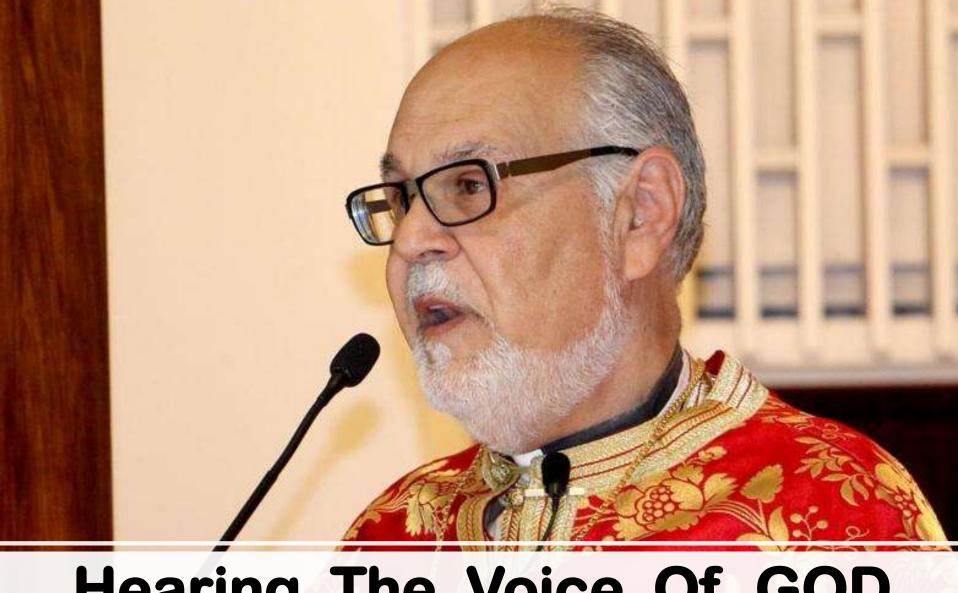


https://stewardship calling.com/aroadmap-foramericanchurches-andpeople-of-faith-ww-j-d-what-wouldjesus-do/





"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.)



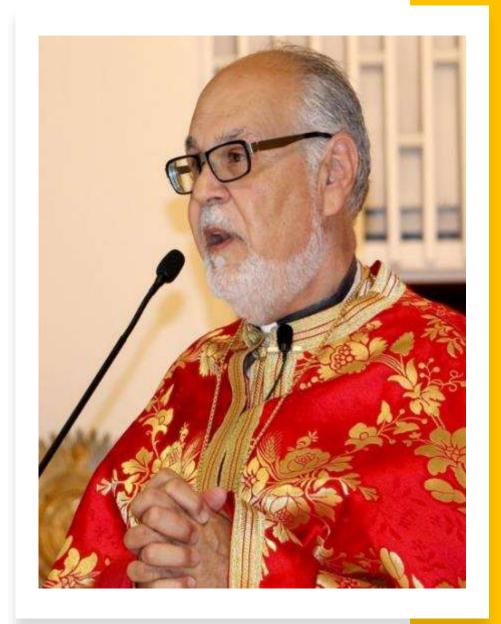
## Hearing The Voice Of GOD

# 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





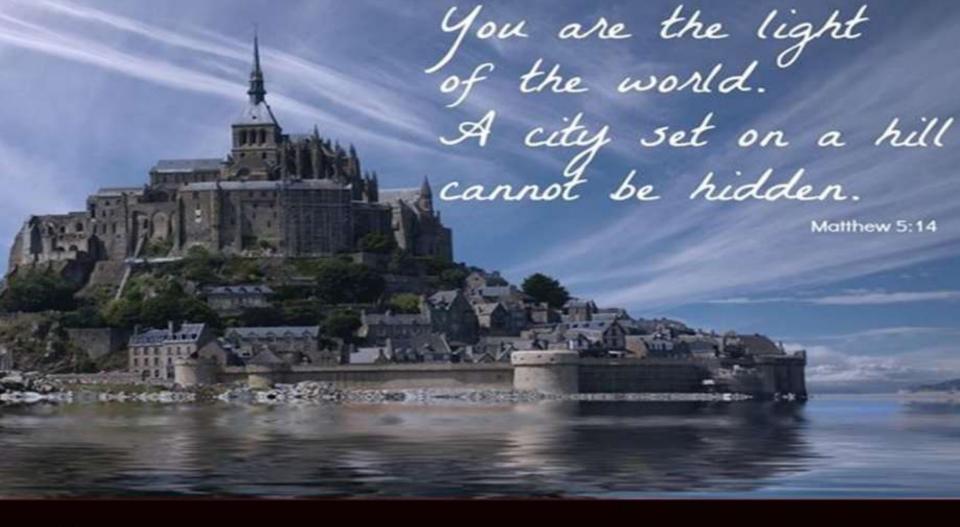
Darkness is not a thing.



It's merely the absence of light

You can be a Human Light Bulb



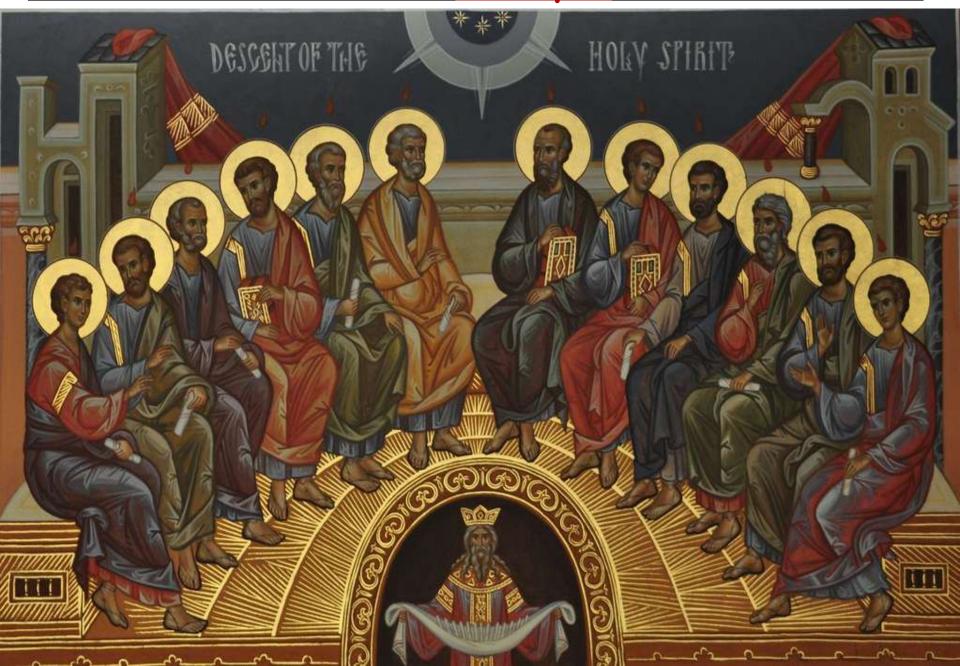


"Let your light so shine before men, that they may see your good works and glorify your Father in heaven."



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

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





# Now What?





So, What should we do?

The S<sup>3</sup> & E<sup>3</sup> 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

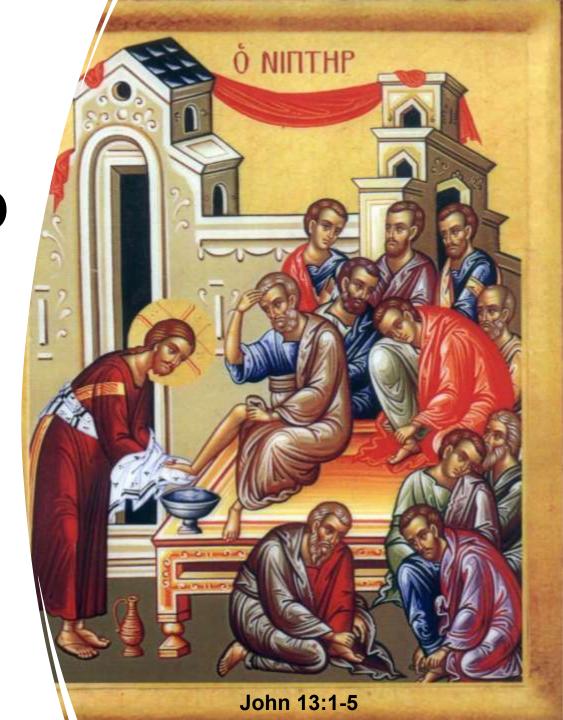
Chapters 15-18: Oneness in Christ, Orthodox Unity in America, Orthodox/Roman Catholic Unity, Conclusion





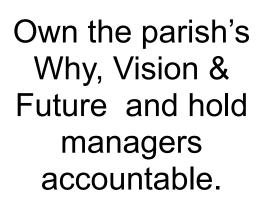
https://stewardship calling.com/aroadmap-foramericanchurches-andpeople-of-faith-ww-j-d-what-wouldjesus-do/

## Servant Leadership



#### The Leadership Management / Dichotomy







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. <u>encourage</u> 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 <u>fit to lead</u> 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."



Dr. James Kouzes

#### You Don't Need A Title To Lead



"There are 'leaders' and there are those who lead."

#### Pick Top 7 Qualities People Want In Their Leaders

**Ambitious** Honest

Broad minded Imaginative

**Caring** Independent

**Competent** Inspiring

**Cooperative** Intelligent

Courageous Loyal

**Dependable** Mature

Determined Self-Controlled

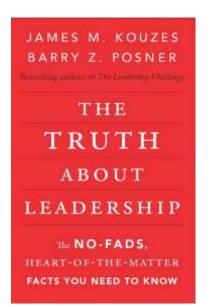
Fair Minded Straight forward

Forward-looking 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%)



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%





# Orthodox Building Blocks of Servant Leadership













#### Orthodox Servant Leader Score



I love unconditionally \_\_\_\_\_

5 = Always

4 = Mostly

3 = Sometimes

2 = Rarely

1 = Never



I do what I say \_\_\_\_



I admit my mistakes \_\_\_\_\_



I persevere regardless of danger, difficulty or uncertainty. \_\_\_\_\_



I support my people \_\_\_\_\_



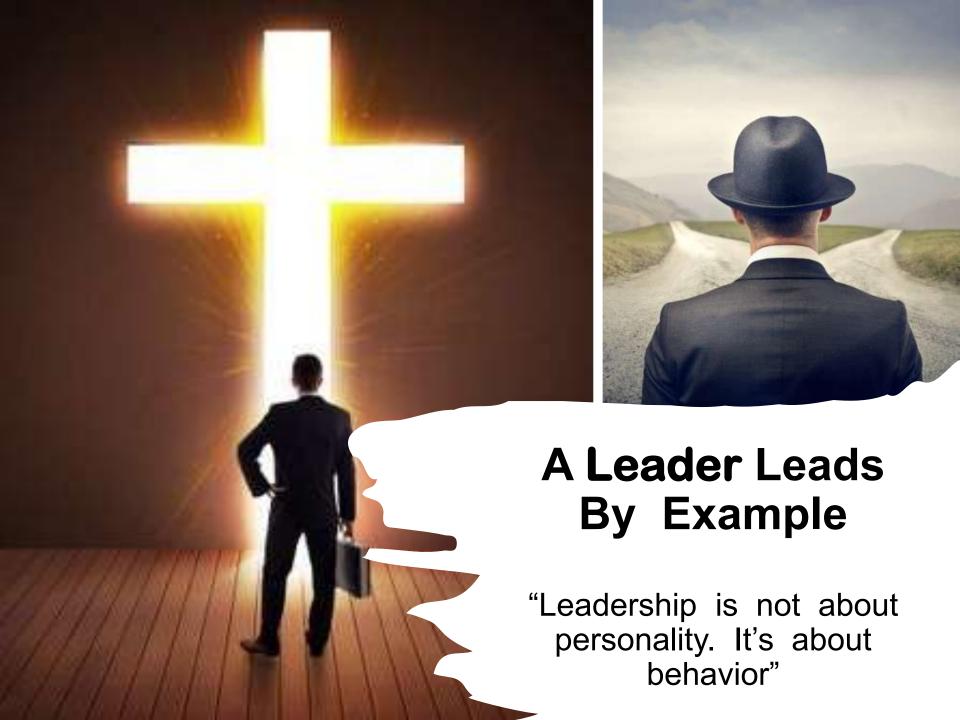
I lead to a righteous destination \_\_\_\_\_

#### John Wooden

"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



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

LisaHaisha.com

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

For comprehensive and discussion of Servant leadership with practical examples you can implement, see:

Chapters 3-8:
Servant Leadership and
Elements of Exemplary
Parish Leadership

(pages 37 - 252)

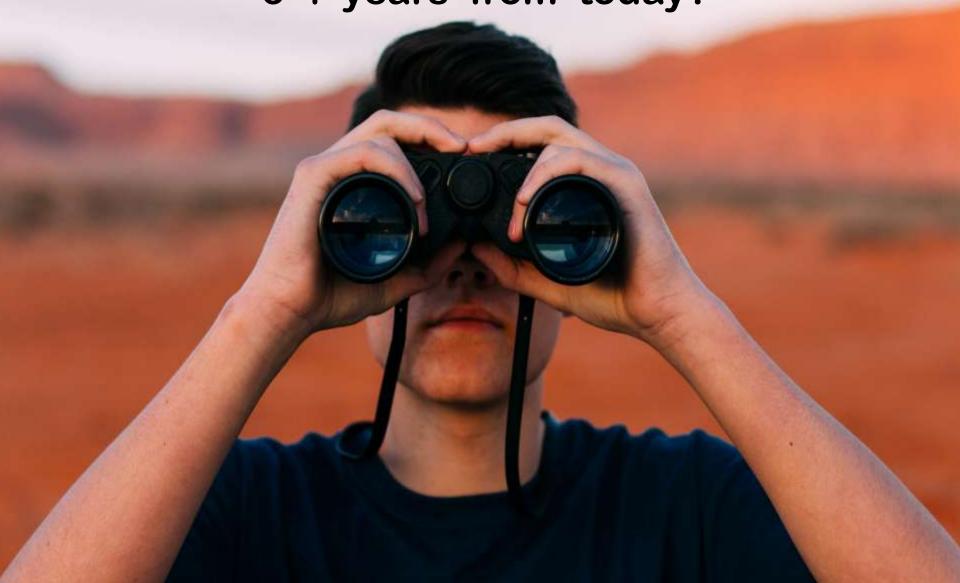


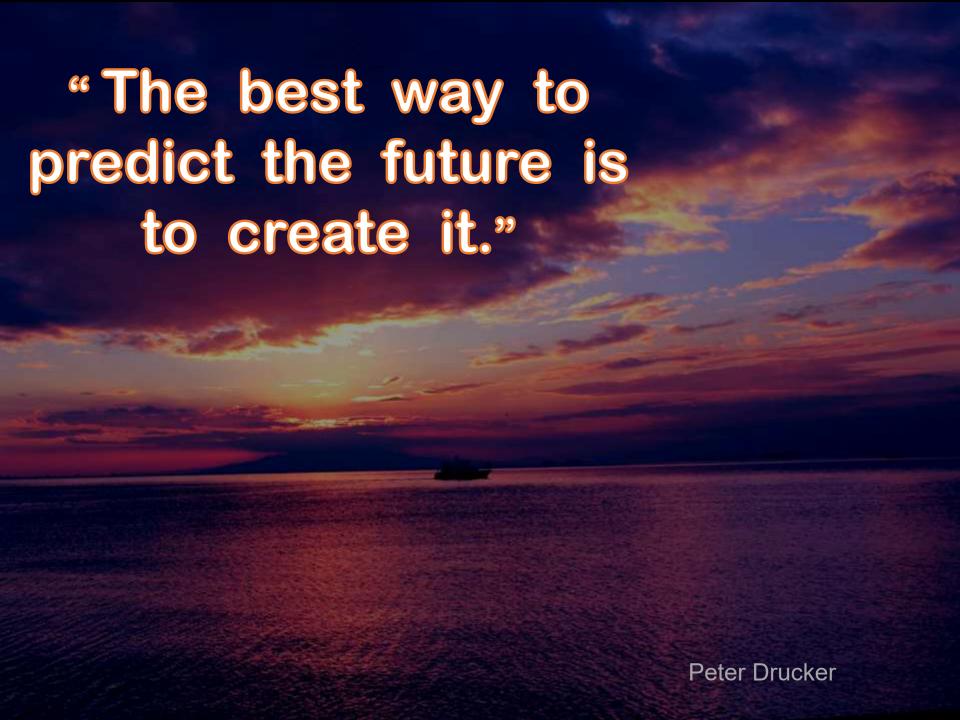


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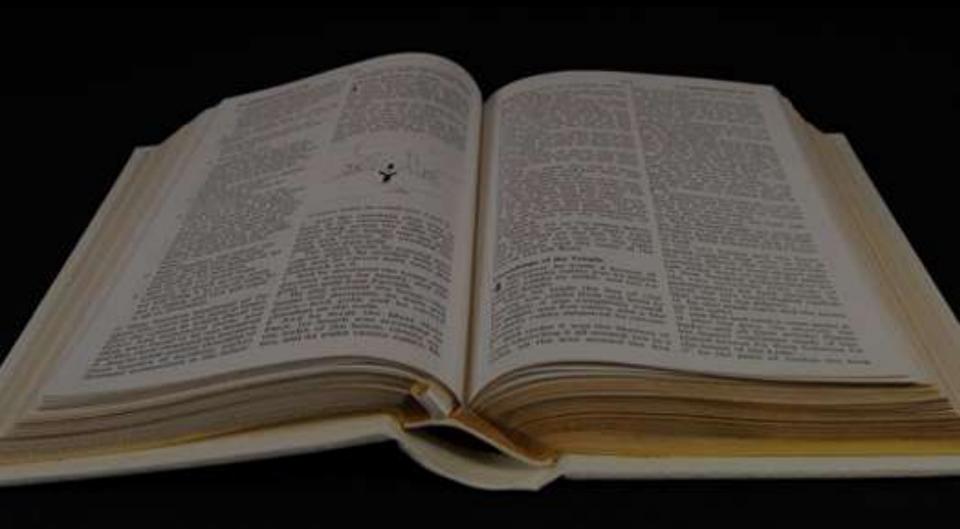


What is the Vision of Holy Trinity + Holy Cross GOC and what will it look like, 3-4 years from today?





## 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



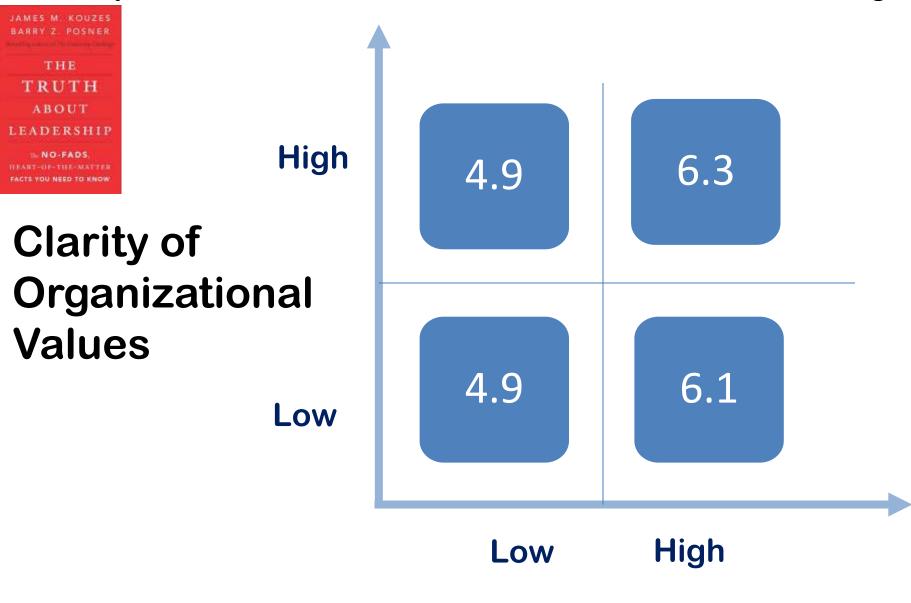
Strategic Planning Process

#### 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



Scale: High = 7 Low = 1 Clarity of Personal Values

#### 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://stewardship calling.com/aroadmap-foramericanchurches-andpeople-of-faith-ww-j-d-what-wouldjesus-do/

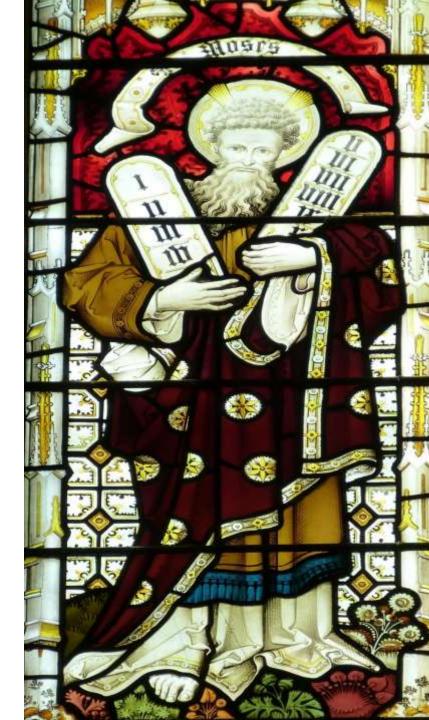


So, What should we do?

The S<sup>3</sup> & E<sup>3</sup> Model
Schooling / Education
Stewardship / Engagement
Service / Evangelism

### Moses Gave Us God's 10 Commandments



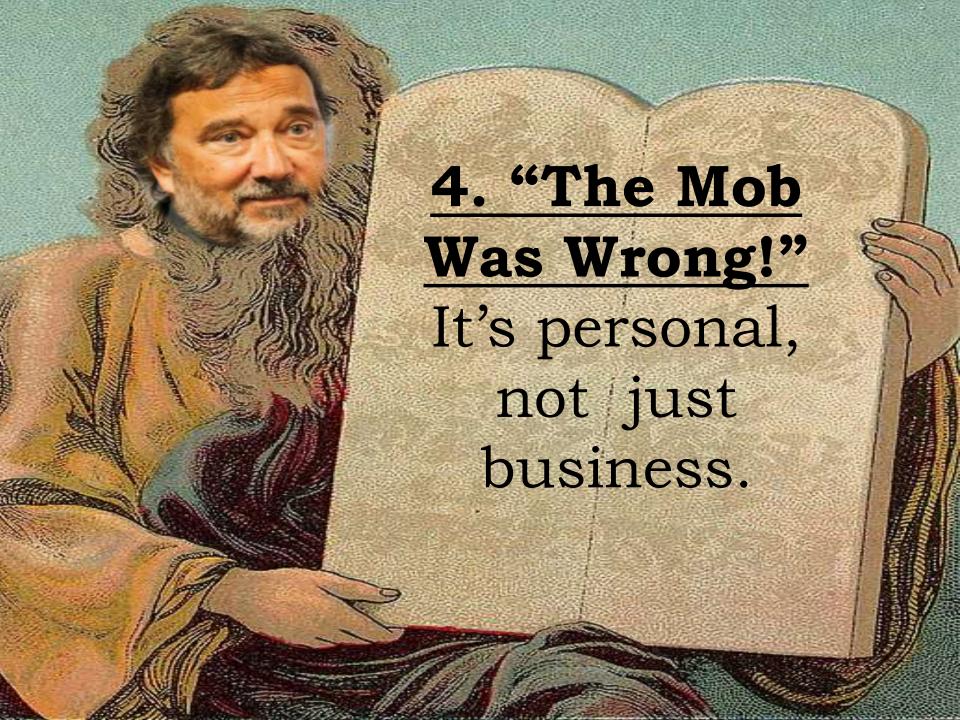






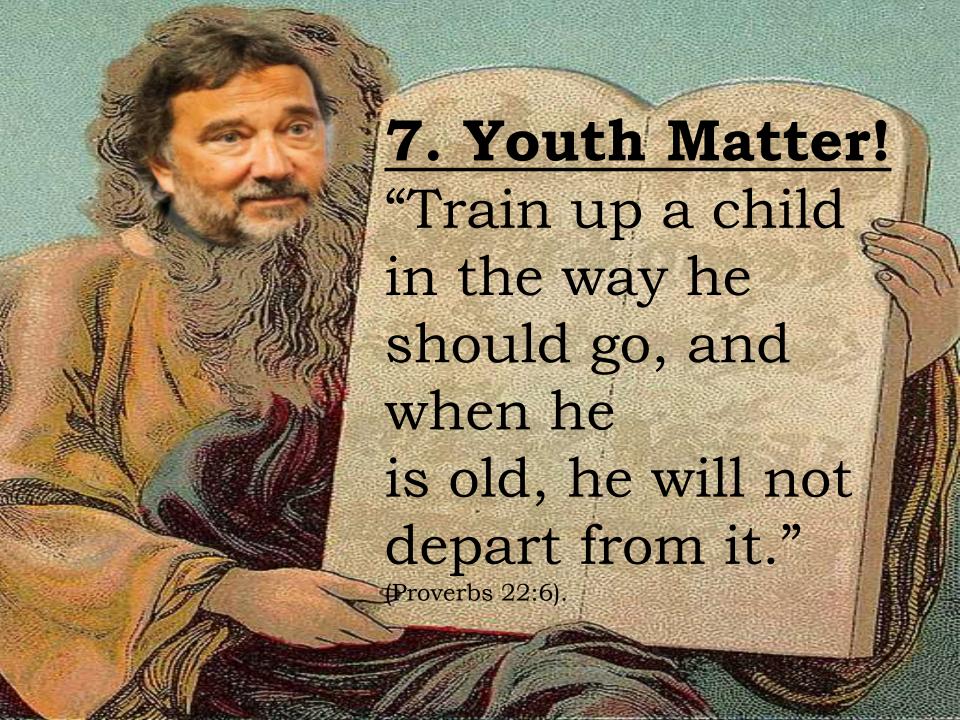


















#### Stewardship Calling Stewardship & Engagement10 commandments

- 1. Holy Scripture & Christ
- 2. PPS
- 3. W<sup>2</sup>
- 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://stewardship calling.com/aroadmap-foramericanchurches-andpeople-of-faith-ww-j-d-what-wouldjesus-do/



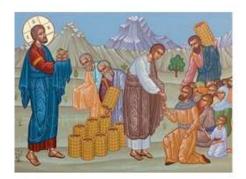
# How to Have an Effective Stewardship Campaign and Begin the Journey to Percentage Giving and Tithing

#### Video version:

https://www.youtube.com/wat ch?v=8rNVSmqzs14&t=6011s

#### **Audio only version:**

https://www.ancientfaith.com/podcasts/ stewardshipcalling/effective\_stewardshipcalling/effective\_stewardshipcalling/effective\_stewardshipcalling/ How to Have an Effective Stewardship Campaign and Begin the Journey to Percentage Giving and Tithing

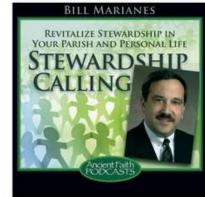


100% of American Orthodox parishes of all jurisdictions (the American Orthosphere) struggle with their stewardship campaigns and results to one degree of another. Yet, solutions are readily available!

As it turns out, like most other challenges in American Orthosphere parishes, the answer is all about E<sup>2</sup> (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.



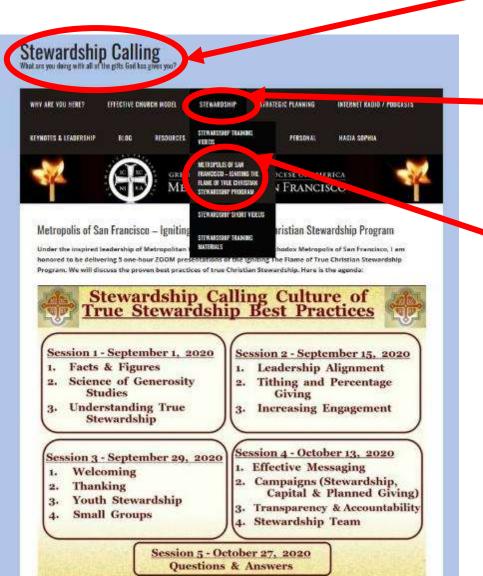


EFFECTIVE CHURCH STEWARDSHIP (Video YouTube Version)

EFFECTIVE CHURCH STEWARDSHIP (Audio Podcast Version Only)



## Watch videos about of the Igniting The Flame Of Stewardship at: www.stewardshipcalling.com



#### **Stewardship Tab**

Metropolis of San Francisco Page

https://stewardshipcalling.co m/san-francisco-metropolisstewardship-program/

PROGRAM TOPIC	VIDEO LINK	POWERPOINT MATERIALS
Year End Giving Campaigns and Donation Platforms	https://www.youtube.com /watch?v=78mH2NmogY U	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

## INY IC

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."

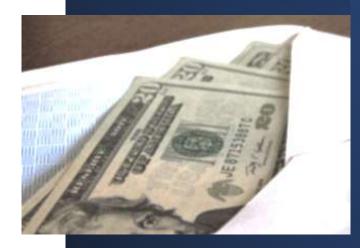
(Luke 12:48)

"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



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

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

With effective parishioner education, NONE of these will cannibalize any other generosity

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://stewardship calling.com/aroadmap-foramericanchurches-andpeople-of-faith-ww-j-d-what-wouldjesus-do/

### $W^2$

"Own the Watch, and you will own the Wallet."



# E to the Power of 3 Engagement Engagement Engagement





GROWING AN ENGAGED CHURCH

How to Stop
"BOING CHURCH" AND START
BEING

THE CHURCH AGAIN

ALBERT L. WINSEMAN

Crayrighted Material

#### 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."





<sup>1</sup> <u>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</u>



How much members give...

How many hours they volunteer...

How often they invite others...

...is more dependent on engagement than on any other factor."

<sup>&</sup>lt;sup>1</sup> <u>Growing An Engaged Church: How To Stop "Doing Church" And Start Being The Church Again – By Al</u> 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..."





<sup>&</sup>lt;sup>1</sup> 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

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://stewardship calling.com/aroadmap-foramericanchurches-andpeople-of-faith-ww-j-d-what-wouldjesus-do/



#### 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)

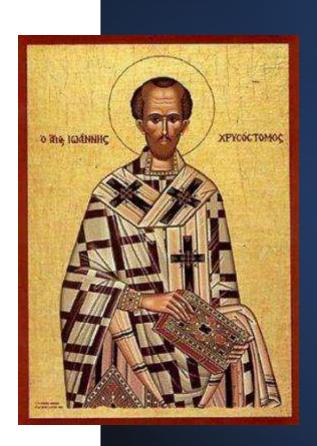
In the instructions to the faithful:

The Didascaly <u>Apostolorum <sup>1</sup></u> "Set aside partofferings and tithes
and first fruits to
Christ, the true High
Priest, and to His
ministers, even tithes
of salvation to Him..."

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

"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









MONDAY, OCTOBER 5, 2020 On Stewardship Fr. John Finley

"Bring all the titles 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



# Tithing should be your goal.

A minimum of 10% Time, Talent and Treasures.

#### Why Do Orthodox Christians Pray



<u>but</u>

• • •

### Orthodox Christians Don't Tithe?





You do not do, what you were never taught.



What have you taught your loved ones about stewardship?



\$2,418,225

in total annual stewardship instead of only \$1,083,923

#### Here's How This Is Possible?

- Est. Median U.S. Orthodox Christians 2023 income = \$84,850<sup>1</sup>
- \$8,485 = a median income tithe
- If all 285 stewards (2024) earned the 2023 median and tithed,
   your stewardship income would = \$2,418,225 instead of \$1,083,923
- What could you do with about \$1,334,302 more?

#### Where Are We Now On This Journey?

 $$8,485 = \text{est.} \ \underline{2023} \text{ tithe based median Orthodox income of } $84,850$ 

1.4% = est. parishioner giving (\$1,225 median) compared to median U.S. historically Orthodox income of \$8,484

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

1.6% = est. parishioner giving (\$1,225 median) compared to U.S.A. median income of \$74,580

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



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



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



#### 3. Leaders Lead By Example

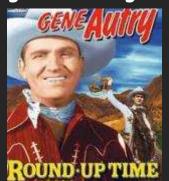
- Clergy and Parish Leaders must show their leadership commitment
- ~ Tithing / percentage giving is a requirement for selecting and promoting leaders (like church attendance)

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



#### 4. Use The Roundup

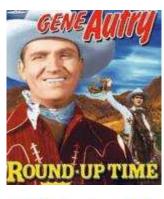
- ~ Calculate what % of last year's income you donated to 1 decimal point (e.g. 0.7%)
- ~ This year, "round up" your donation to the next highest whole number percent of income (e.g. 1%)
- ~ Next year, add 1% more
- ~ Add 1% yearly until you reach 10%







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

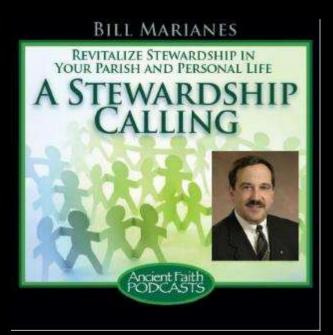
Step 1: How much do you make

\$\_\_\_\_\_

Step 2: Send it all in to your parish



HOW COME THE WAITRESS GETS 15% AND GOD ONLY GETS 10%?



## "The Tithe & Percentage Giving"

February 6, 2019

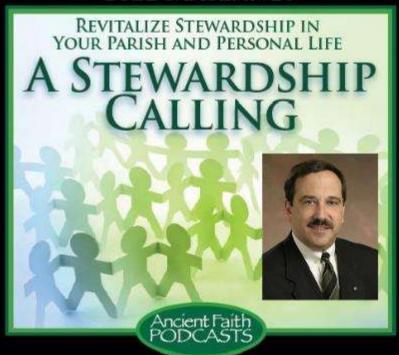
https://www.ancientfaith .com/podcasts/stewards hipcalling/the\_joy\_of\_th e\_tithe

**Nick Kasemeotes** 



**Ancient Faith Ministries** 

#### BILL MARIANES



https://www.ancientfaith. com/podcasts/stewards hipcalling/donor fatigue

# "Overcoming The Challenge of Donor Fatigue"

August 7, 2019

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://stewardship calling.com/aroadmap-foramericanchurches-andpeople-of-faith-ww-j-d-what-wouldjesus-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, inhome 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** - <u>Personal In-Home</u> 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



# **Stewardship Calling**



# 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 competed forms
- ~ Thank them and end with a prayer



# 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 2week 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)



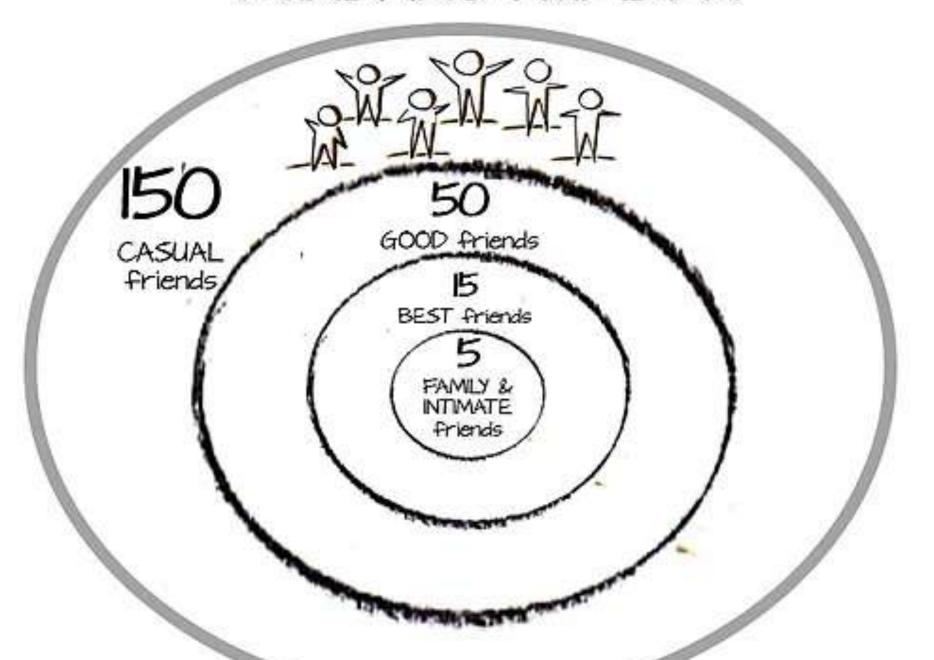


https://stewardship calling.com/aroadmap-foramericanchurches-andpeople-of-faith-ww-j-d-what-wouldjesus-do/





# 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..."

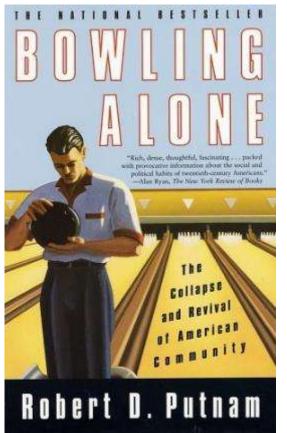
Hebrews 10:24-25

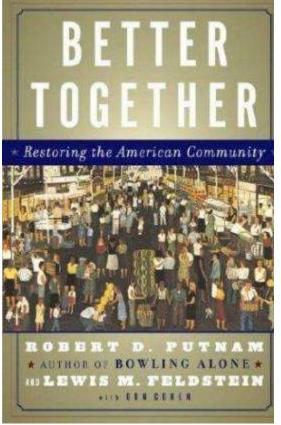
## Benefits of Small Groups (SG)

- 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

<sup>&</sup>lt;sup>1</sup> Mark Howell, Founder of <u>SmallGroupResources.net</u> and the pastor of discipleship communities at Canyon Ridge Christian Church. See full article and references at: <a href="https://ministrytodaymag.com/outreach/discipleship/20558-10-powerful-benefits-of-a-small-group-ministry">https://ministrytodaymag.com/outreach/discipleship/20558-10-powerful-benefits-of-a-small-group-ministry</a>

# 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)





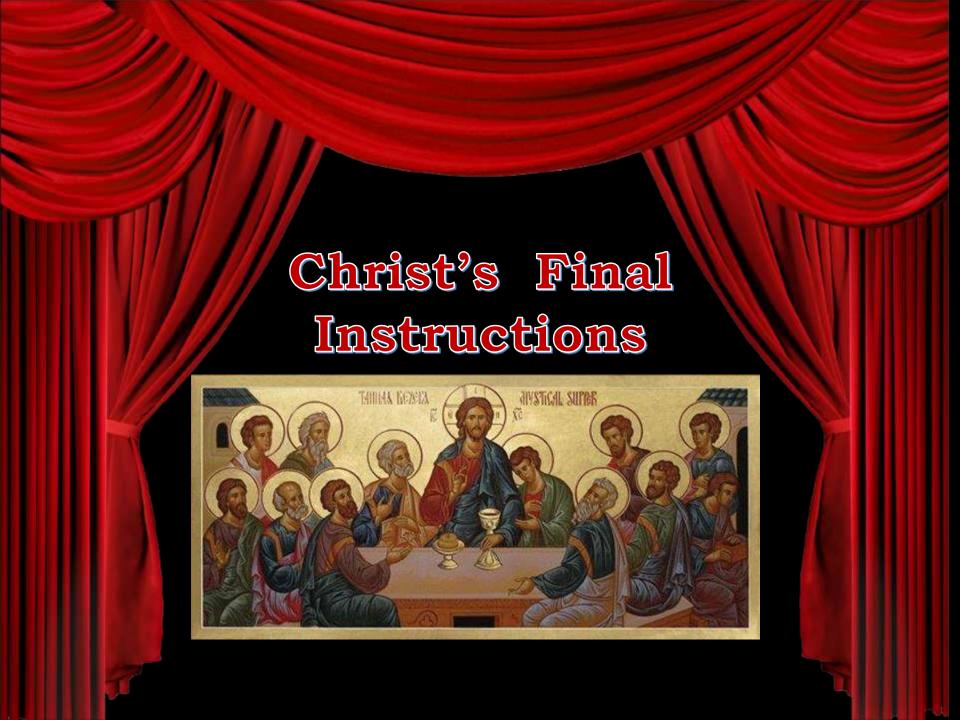
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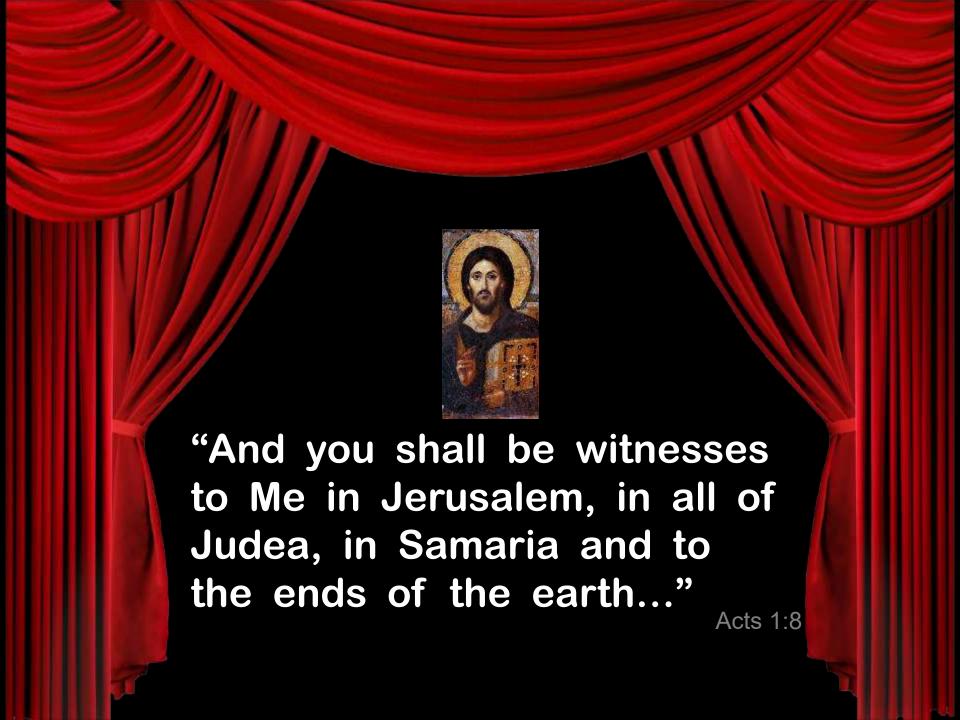


So, What should we do?

The S<sup>3</sup> & E<sup>3</sup> Model
Schooling / Education
Stewardship / Engagement
Service / Evangelism







# Your Great Commission Map



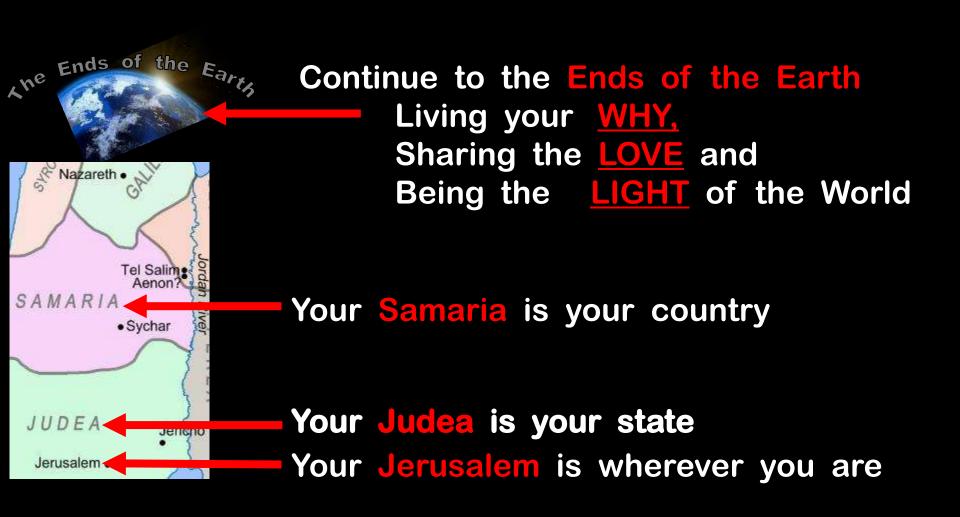
The Ends of the Earth

Samaria is only about 35 miles
North of
Jerusalem

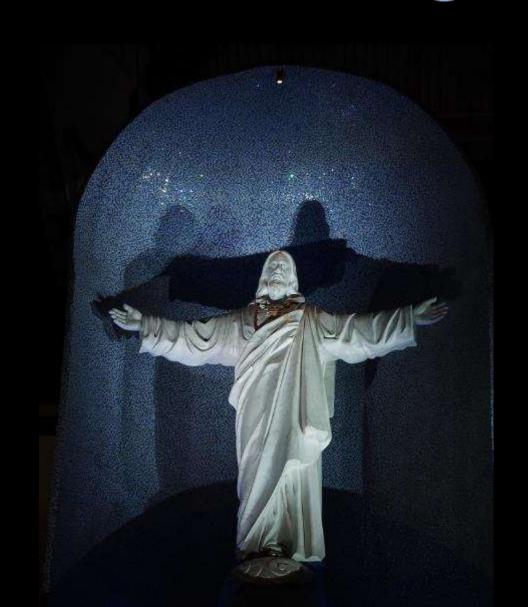


You're only 6,552 miles West of Jerusalem

### **Your Great Commission Map**



# Welcoming





71% of nondenominational church goers invited someone to join them in church in the last 6 months

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





#### 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

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

For more information, see:

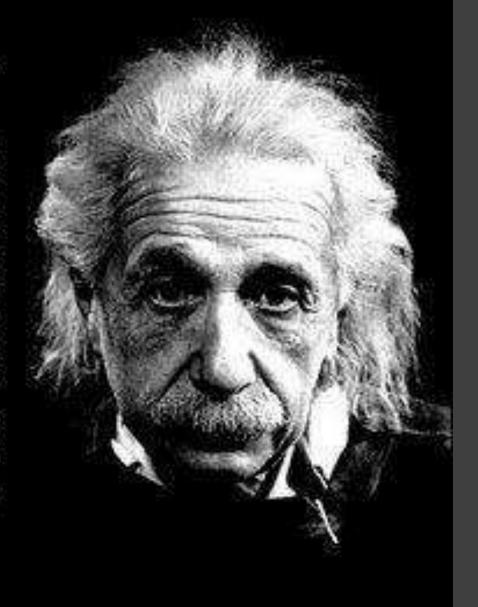
Chapter 10: Stewardship Calling Commandment #8 (pages 340 – 348)





https://stewardship calling.com/aroadmap-foramericanchurches-andpeople-of-faith-ww-j-d-what-wouldjesus-do/

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





# Council of Ministries (C.O.M.)



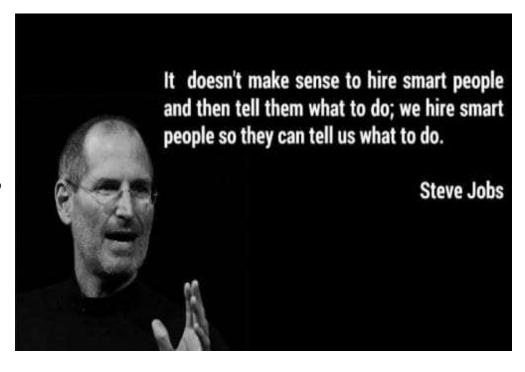
- 1. Every major Parish activity is run by a Ministry with co-chairs
- 2. Each Ministry has its own WHY,
  Vision annual plan, and budget
  consistent with the Parish's
  WHY and Vision

- 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 dayto-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?)

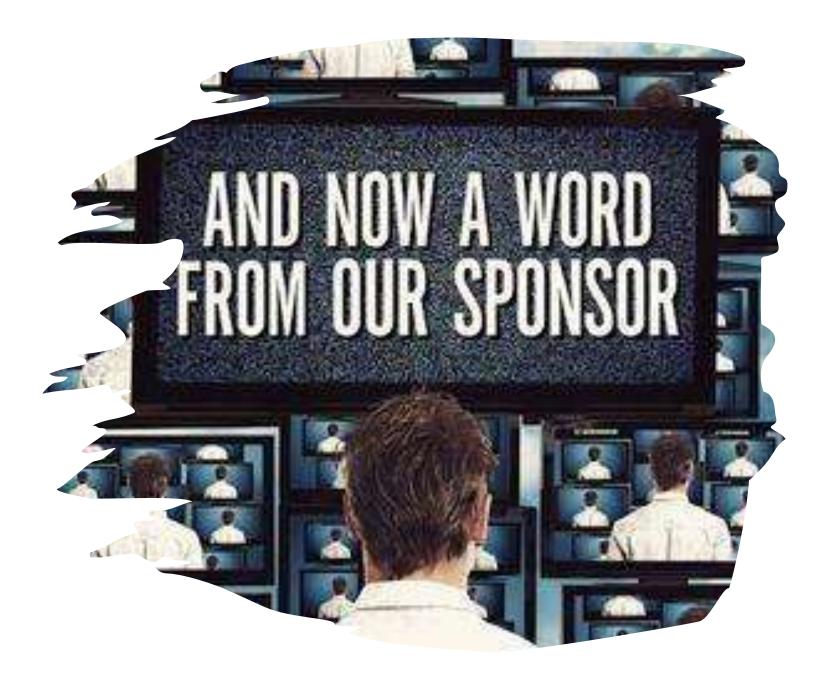
For more information, see:

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





https://stewardship calling.com/aroadmap-foramericanchurches-andpeople-of-faith-ww-j-d-what-wouldjesus-do/



## One Of The Best American Orthosphere Websites



#### Many Thanks To You & HC+HT Community

"Fr. Gregory the Great" Edwards for his blessings and support



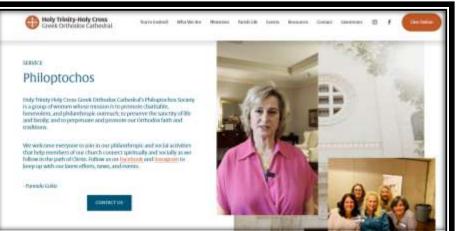
PRIOR Orthodox Cathedral

Stewardship

Orthodox Christian Severable in a way of the which extravelining a acceptable in the property of the pr

"St. Larry the Gracious"
Gessner for planning
every aspect of this event

"St. Fanoula the Fantastic"
Gulas for the hospitality
and sustenance



Stewardship Calling

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



INSTITUTE

SALEM, N.C.

CLASS

ANNUNCIATION - WINSTON

CLERGY LEADERSHIP RETREAT

HOLY CROSS LEADERSHIP

Holy Trinity + Holy Cross, Birmingham, AL

Below is the Igniting The Flame presentation I offered to the faithful of Holy Trinity + Holy Cross Greek Orthodox Church in Birmingham, AL, on June 7, 2025.

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

www.stewardship callling.com

**Keynotes & Leadership Tab** 

**Holy Trinity Holy Cross Page** 

> **QR** Code for **HT+ HC Page**





## Live Your WHY



### Share The Love



Be The Light

#### Top 5 Impactful Parish Suggestions

- 1. Become a PG2TP (Percent Giving To Tithing Parish)
- 2. Use the wHoly Engaged stewardship process and reach and engage every parishioner
- 3. Create a Small Group Ministry
- 4. Develop a Strategic Plan that includes your capital expenditure future plans and needs (or at least conduct an EPA or SWOT)
- 5. Implement Servant Leadership Training

#### 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

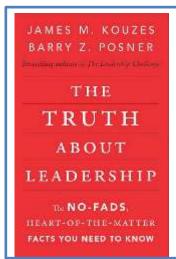
Chapters 15-18: Oneness in Christ, Orthodox Unity in America, Orthodox/Roman Catholic Unity, Conclusion

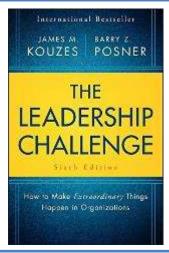




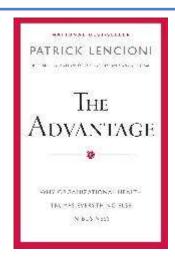
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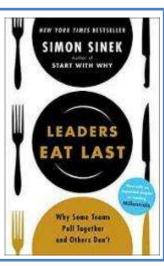


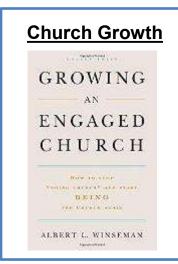


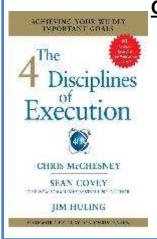


#### Leadership

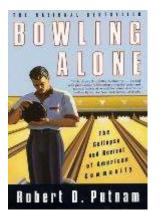


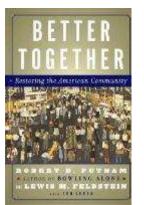


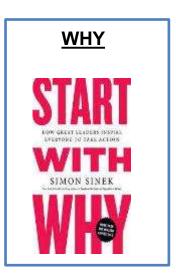




#### **Operational Effectiveness**



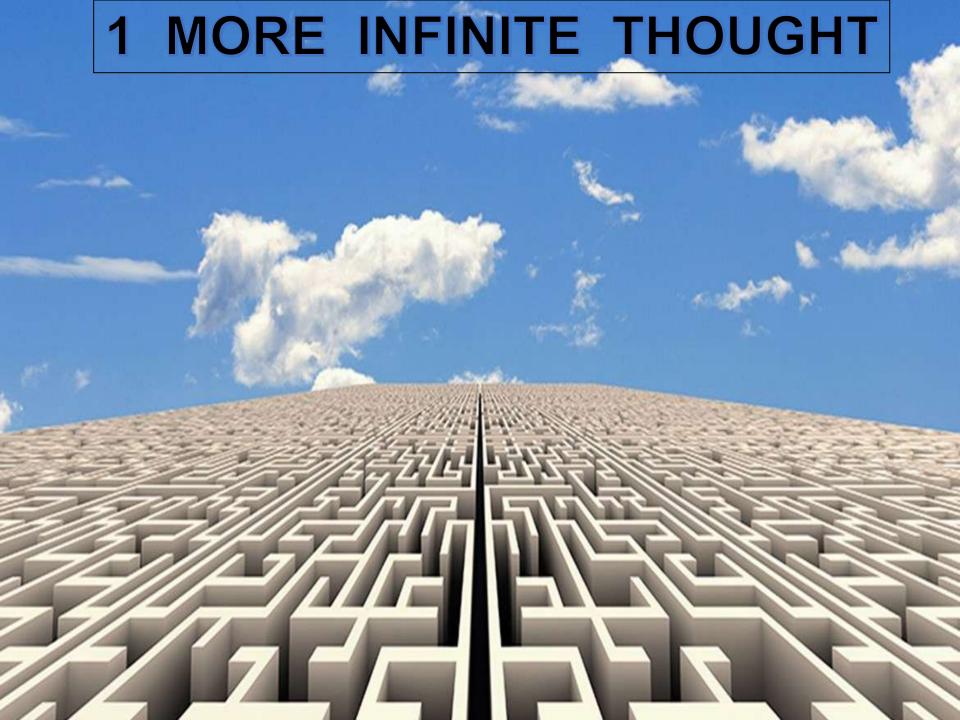




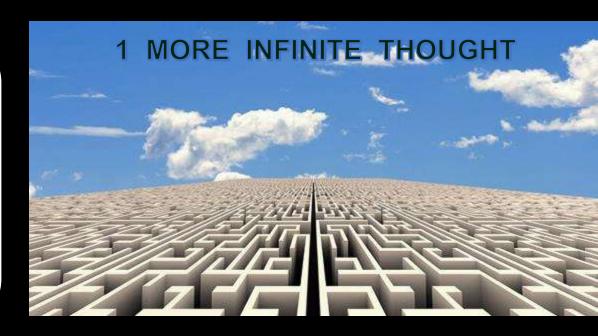
## Check out the Appendices for More Information About

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

Appendix



You are playing an coo game...





...not a finite game,



#### 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

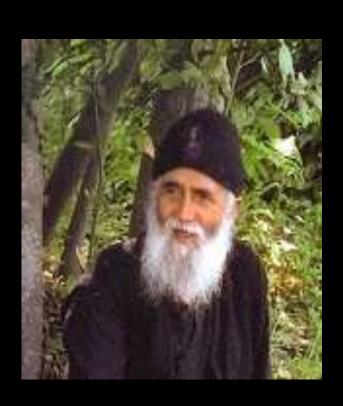
"..the time of my departure is at hand. I fought the good fight, I have finished the race, I have kept the faith."

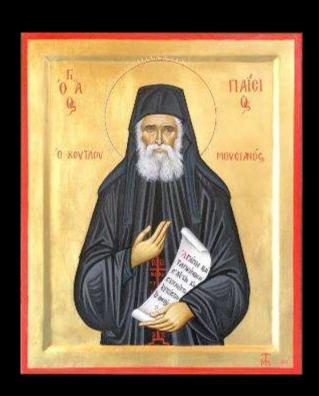


### WHAT WOULD YOU DO IF YOU WEREN'T AFRAID?



### Tough Love



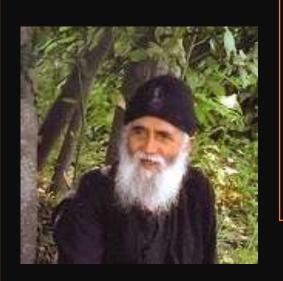


St. Paisios the Athonite

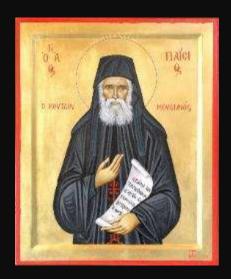
The spirit of lukewarmness reigns.

We've been spoiled for good.

How does God still tolerate us?



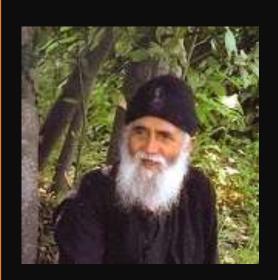
St. Paisios the Athonite



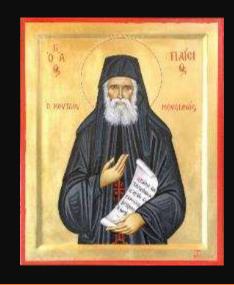
Today's generation is the generation of indifference.

There are no warriors (palikaria)!

The majority are fit for parades and feasts only.

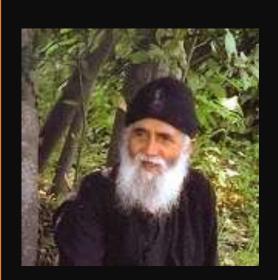


St. Paisios the Athonite

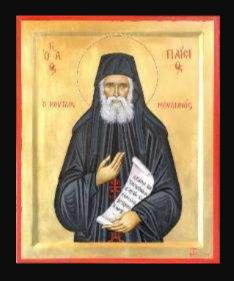


Even people who've got something inside have begun to grow cool saying,

Can I really do anything to change the situation?



St. Paisios the Athonite

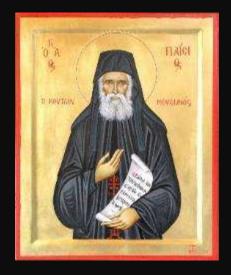


We have to witness our Faith with boldness,

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



St. Paisios the Athonite



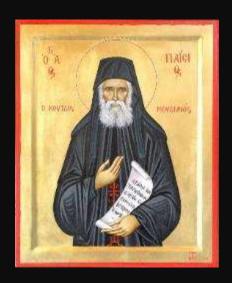
In these difficult days, each must do what is in their own power.

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

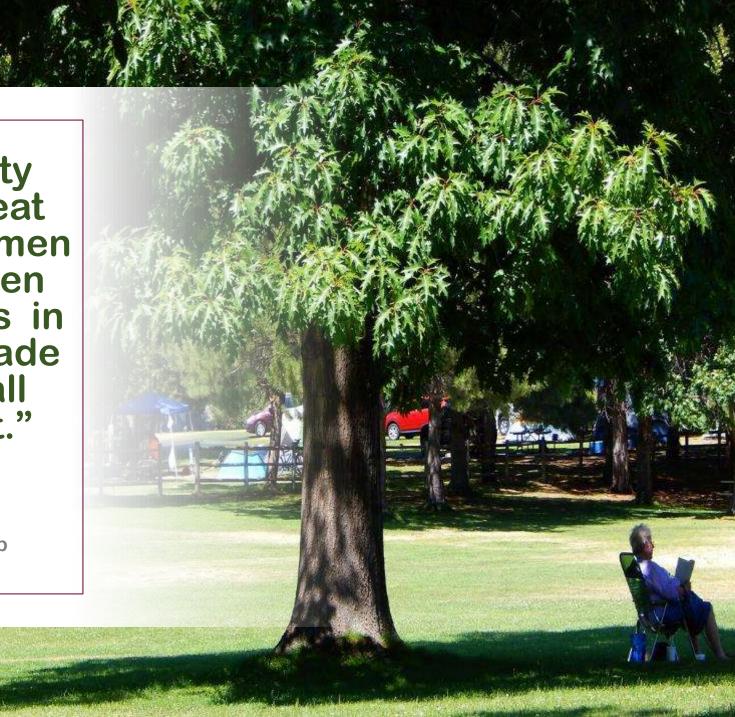
If anyone ever asks you, "What Would Jesus Do?"

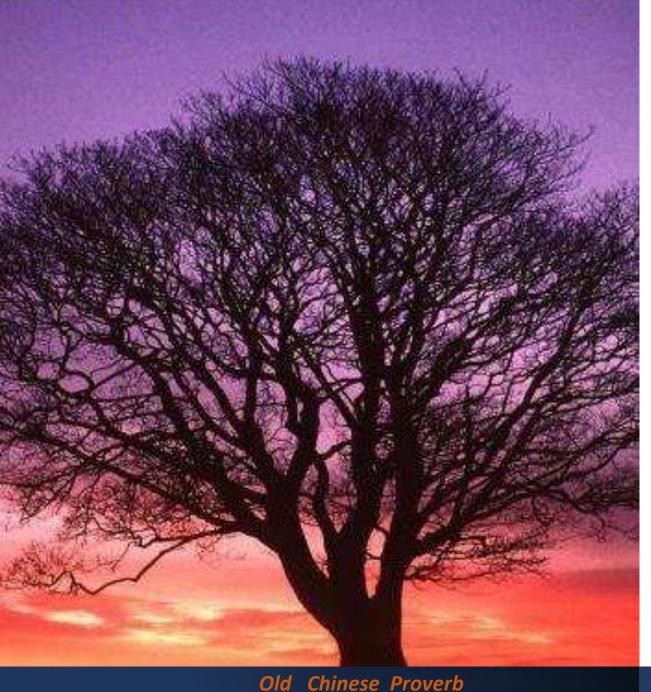


Remind them that flipping over tables and chasing people with a whip is within the realm of possibilities.

Matthew 21:12 Mark 11:15 Luke 19:45 John 2:15 "A society grows great when old men and women plant trees in whose shade they shall never sit."

**Greek Proverb** 





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

The second best time is today."



TURN to PAGE

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

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



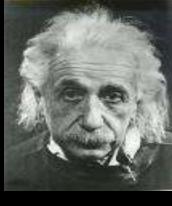




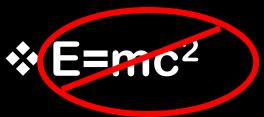


## Albert's Ins





What was Albert Einstein's greatest contribution?



"NOTHING HAPPENS UNTIL SOMETHING MOVES"



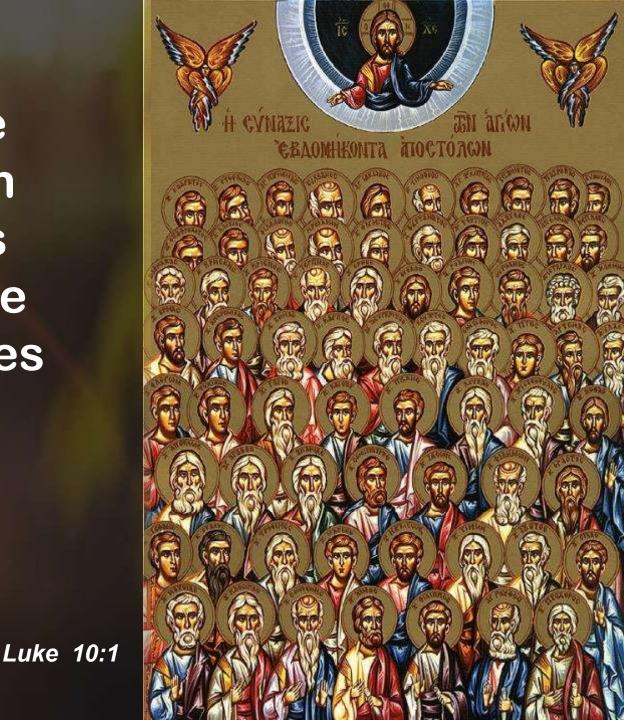


## The Marianes Corollary

# "NOTHING HAPPENS UNTIL SOMEBODY MOVES"

You have now been called as one of the 70 Disciples



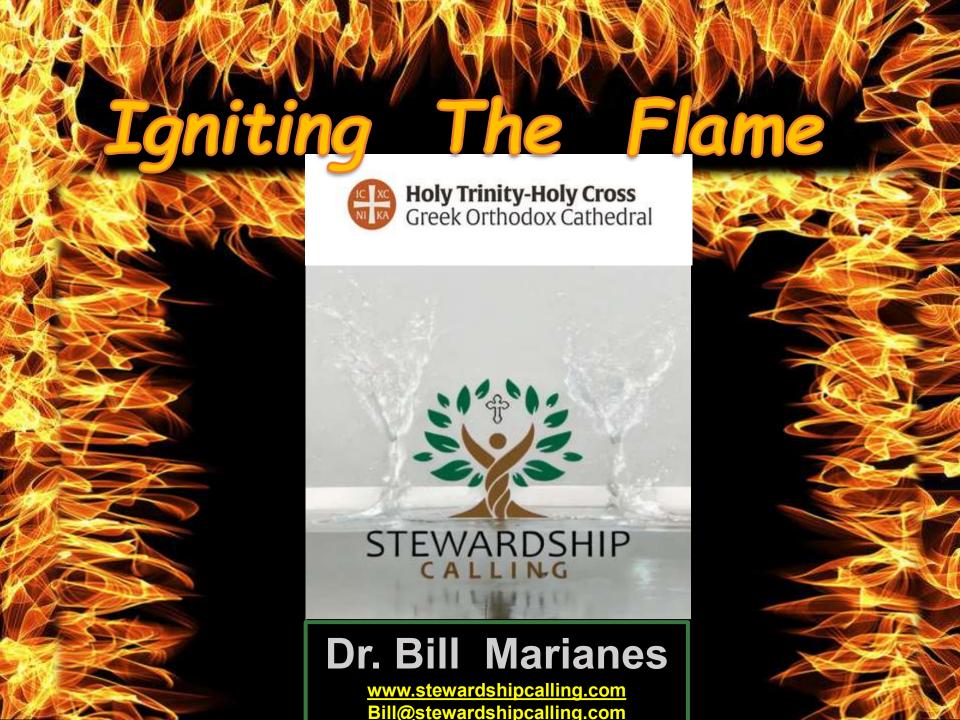






QUESTIONS ANSWERED HERE EVEN THE SILLY ONES

**Any Questions?** 



#### Servant Leadership Appendix

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

For comprehensive and discussion of Servant leadership with practical examples you can implement, see:

Chapters 3-8:
Servant Leadership and
Elements of Exemplary
Parish Leadership

(pages 37 - 252)





https://stewardship calling.com/aroadmap-foramericanchurches-andpeople-of-faith-ww-j-d-what-wouldjesus-do/

# 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



"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."

# The Five Dysfunctions of a Team

**High Performance Team** 

by Patrick Lencioni

**Dysfunctional Team** 

- · Outstanding and recurring team results
- · Highly motivated and engaged team
- · Poor performers are managed and held
- · Same standards apply to everyone

Avoidance of Accountability

Inattention

to Results

- · Poor performance and results
- · High team turnover
  - · Missed deadlines and key deliverables
  - Poor performance is tolerated and creates environment of resentment

· Buy in and alignment on common objectives

accountable

- · Clear direction and priorities
- · Highly engaged team members

Lack of

Commitment

- · Ambiguous direction and priorities
- · Revisit discussion again and again
- Absenteeism

- · Confront problems and issues quickly
- · Develop practical solutions
- Get input from team members, minimal politics

Fear of

Conflict

- · Go around problems
- Do not confront tough issues or behaviours
- Lack of transparency drives confusion

- Safe environment to speak up
- · Team members help each other
- · Leverage strengths for the team

Lack of

Trust

- · Hesitate to ask for help
- Conceal weakness
- · Dread meetings and avoid team members



# The Five Dysfunctions of a Team

Patrick Lencioni

- 1. Lack of <u>TRUST</u> = vulnerability, being open and able to productively discuss failures, errors, weaknesses, ands even fears. "People unafraid to admit the truth about themselves will avoid political behaviors that wastes time and energy."
- 2. Fear of <u>CONFLICT</u> = 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 <u>COMMITMENT</u> = 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 <u>ACCOUNTABILITY</u> = "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 contributors 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 <u>RESULTS</u> = A Scoreboard that unambiguously identifies how the team is doing at achieving the final agreed-upon result and how mush time is left. Ego is the #1 ultimate team killer.



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://stewardship calling.com/aroadmap-foramericanchurches-andpeople-of-faith-ww-j-d-what-wouldjesus-do/

# 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



### <u>ADMINISTRATIVE</u>

- 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





### <u>ADMINISTRATIVE</u>

## 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



### **TACTICAL**

## 4. Stewardship Campaign

- ~ Coordinate and manages <u>year-round</u> 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

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."

<u>Download Full Planned Giving PowerPoint here:</u> https://www.clergylaity.org/documents/618298/7107226/Minis try+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

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

<sup>&</sup>lt;sup>2</sup> 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) (<a href="https://www.cnbc.com/2019/10/21/what-the-68-trillion-great-wealth-transfer-means-for-advisors.htm">https://www.cnbc.com/2019/10/21/what-the-68-trillion-great-wealth-transfer-means-for-advisors.htm</a>)

# 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 <u>major</u> Planned Gift to a charity (church, school, hospital, etc.) is.....?
  - "because they were asked"

~ In 2017, <u>58% - 60%</u> 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

~ 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

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

- ~ 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

~ 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

- ~ 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

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

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

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

<sup>1</sup>Survey of Wills Created by Everyday Donors - August 28, 2019 Chronicle of Philanthropy

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. <u>Periodic Capital Campaigns</u> 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





# **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).

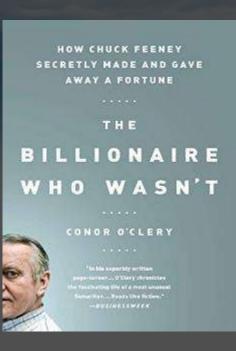
Endowment investments and financial statements are subject to the oversight of the Parish Council and are audited by the Parish Auditors.

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 broke<sup>1</sup>

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

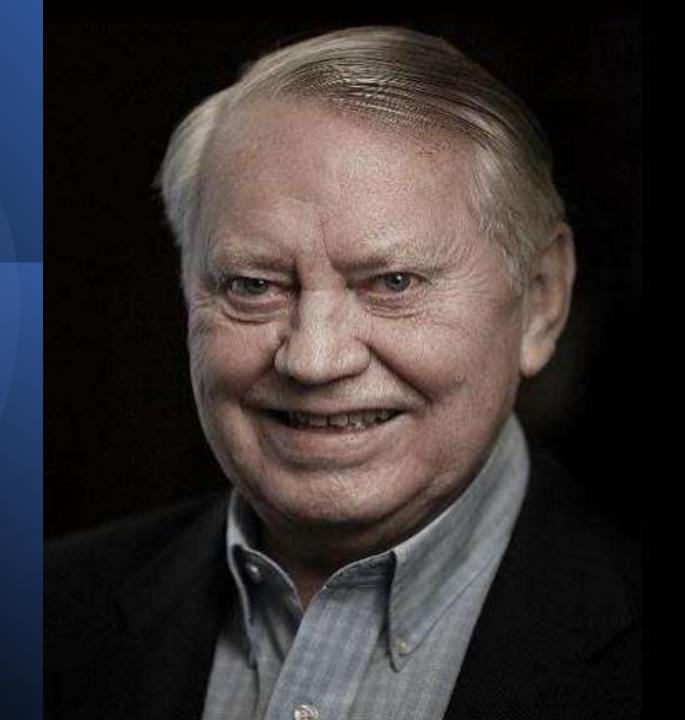




If you want to give it away, think about giving now.

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

#### **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

#### **ENGAGE**

Engage
Everyone
Personally
and
Communicate
At Least
Monthly



#### 5-STEP PLANNED GIVING CAMPAIGN





You will be enriched in every way for your great generosity.

II Corinthians 9:6-11



Ensure a flourishing future for your parish with a planned giving program and dedicated endowment.

Access the tools and templates to establish and advance your parish legacy.

Imagine a consistent revenue stream to support extraordinary opportunities in your parish ...

Staff



Melpomeni Murdakes Director of Parish Planned Giving

Find extensive parish Planned Giving information and materials here:

https://www.goarch.org/departments/plannedgiving

#### **Everlasting Giving Ministry**

The Annunciation Everlasting Giving Minister was established in 2013 as a ministry of the church to soust parish soners in establishing a long-lasting gift as a testament to their love for God's

The Ministry provides "no obligation" legal, financial and end of life planning resources to our parish funds for establish ing estate place, Orthodox living wills and other planning directives.

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

#### Come and See

Giving to the Church is an opportunity to examine our renember and raines. It is in opporbanity to express our thankfulness, to give of ourselves and to grow in grape. 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

> "Come and See the works of God. Who is awesome" Valentino.

#### Help is Available

The Annunciation Everlasting Giving Ministry, to oncoeration with the Cathedral clergy and the National Stemandship Ministrates of the Greek Orthodox Archidocene of America, has developed resources to guide the faithful in planning their estates according to their Orthodox Christian Enth and value

Contact the ministry teum to receive more decaled information and resources.



Annunciation Cethodral 553 North High Street Columbus, Off +3215 Phone: (614) 224-9020 everlastinggying@jgreekcathedral.com



CREEK ORTHODOX AWCHDOODS OF AVERCA

#### ANNUNCIATION EVERLASTING GIVING MINISTRY

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



REMEMBER YOUR CHURCH TUROUGH PLANNED GIVING

#### (front of trifold)

#### **Annunciation Cathedral Everlasting Giving Ministry**

#### The Body of Christ



The Church is the Body of Christ on earth and corries on His-ministry is. the world today. Giving to the Church is an oppositions to examine parr percenties and values. to express our thankfulness, to give of ourselves and to grow in grace.

Through a charitable eth, you can have a significant positive effect on the immetries of the Church and those people ohos live us chared.

because of them. A charitable vill mor also sive you substantial current tox benefits aswell as estate tax benefits.

For most people, the greatest financial gelf use are able to give is what we have behind when we full inless in the Lord. The impact of your gift provake the opportunity to have a family legacy fast will be felt for years and generations to come.

As you explore the ways that you can suppart the ministries of the Chrick, please know that the Annunctionin Cathedral's by erlasting Group Ministry is appliable to assist visu in any was possible.

#### Ways to Give

Crowder making a gift in one of the following:

\*Bequest

•Matchine Gift

ecalt of Cash

•Gaft of Securities

•Gift of Life Insurance

•Gift of Real Estate

•Qualified Retirement Flora

Charitable Gift Annualy Exclused Gill Assurby

•Charitable Lead Trust

eCharitable Remander Trust

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

- Religious Organismus: \$90 billion
   Education: \$41.6 billion
- Course, American is a common of Pendinaling Counted 2005

Planned going can be very researding. allowing you to see you gift at work while receiving tax benefits now.

The pasterial provided here is designed to furnish. oic Ordadox Obristian fieliful with general information. It is not extended as legal or formation alvier. When considering a elicerable gall, be nor to conside year atterney, professored obster er accountiest to entire that it meets your rock at and recovered more

#### Do You Have a Will?

Though you may not want to counder preparing a will, it will rave your beins significant time and money

With a will, yet also ename that your family, charitable, and financial wishes are

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

- \*Medical Cure consistent with your
- \*Tax Advantaged & Charitable Financial
- \*Distribution of personal property

Live with peace of mind knowing that your wishes will be followed. " Propare a will "

#### A NOTE ON LIVING WILLS

When dury your estate planning it is common to also include a Laying Will dealing with how metical over wall be provided if you are unable to give the textractions yourself. The Archelioone his arranged for an Orthodox Living Will. that can be completed by you and reviewed with your family, doctor and legal solvings, for Urthedox forbful at is insurance that the lawne Will reflect your Orthodox Christian beliefs. There are many powers and observation that our give. great conflict to you and your burily. If you have, your attenues prepare your living will, we use you to indicte language that reflects your Ortho dox Christian beliefs.

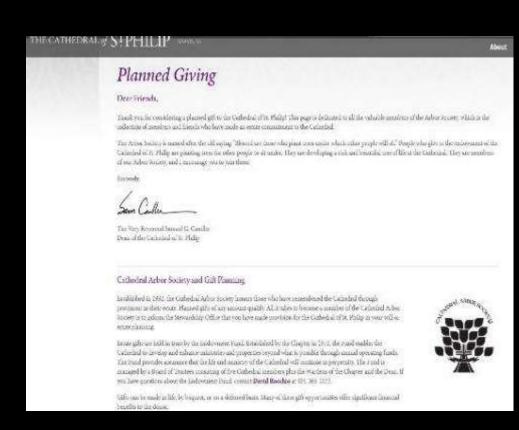
(back of trifold)

# Very Successful Non-Orthodox Planned Giving Endowments

#### St. Luke's

#### EDUPANE OFFITHE REPORT STORY SHOW MONEY STORY The Good Shepherd Society for blanned giving at St. Luke's It is important that "all persons make wills, while they are in health, arranging, for the disposal of their temporal goods, not neglecting, if they are also, to leave bequees for religious and clookable purposes." The Book of Common Proyer p.445. If you have over been to a service of St. Luke's, walked onto our boautiful campus, or just parked in one of our parking lets, 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 sauctiony for a mannest or two and seflect on the generosity. surrounding us and the gifts given to us by past generations for us to realize that we see surrounded by a cloud of witnesses that not only room generations but their witness and promotity metinose to be formative in our lives only. What is often minual, when we quad of past generations, however, in 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 cease, will be looking for us to provide a foundation upon which their

#### Cathedral of St. Philip



https://www.stlukesatlanta.org/go od-shepherd-society.html 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://stewardship calling.com/aroadmap-foramericanchurches-andpeople-of-faith-ww-j-d-what-wouldjesus-do/ • Youth Stewardship & Ministry Appendix



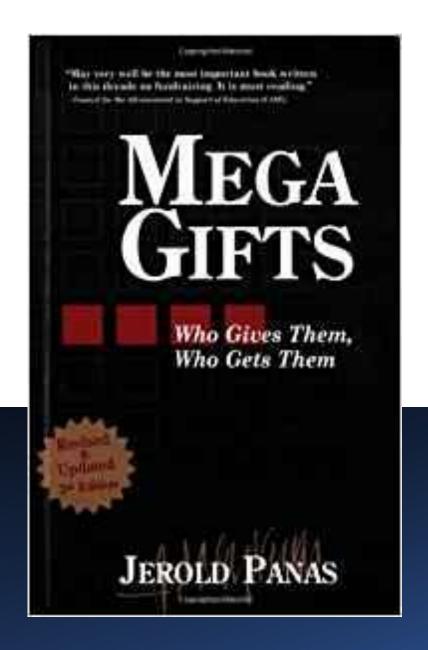


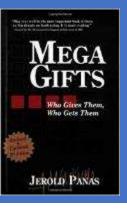
# Stewardship Communications

#### **Communications Matter!**

- 1. Keep communications positive
- 2. Focus on mission/vision and lifechanging 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





### C. P. I. Motivates Donors To Give



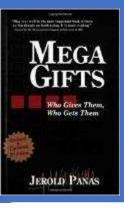
Sell The Dream



Sell The Team



Sell The Scheme

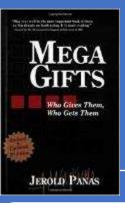


### C. P. I. Motivates Donors To Give



### Sell The Dream

- ~ People give to Vision and Causes
- ~ 1-sized communications fits no one



### C. P. I. Motivates Donors To Give

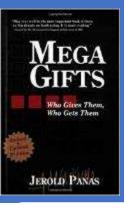


#### Sell The Team

~ People give to people

~ It's all personal



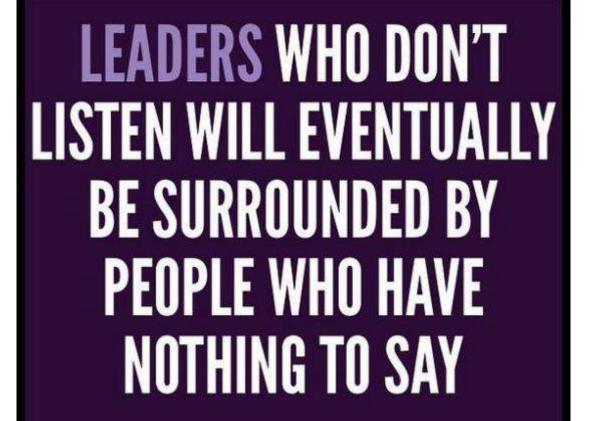


### C. P. I. Motivates Donors To Give



### Sell The Scheme

~ Integrity, transparency and accountability is key



**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://stewardship calling.com/aroadmap-foramericanchurches-andpeople-of-faith-ww-j-d-what-wouldjesus-do/

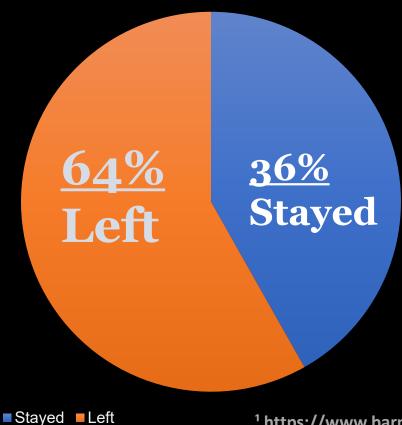


## We Can "Kiss Our Youth Goodbye"



### "Kiss Your Youth Goodbye"

64% of Christian youth leave the church when they leave their family's homes<sup>1</sup>



"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







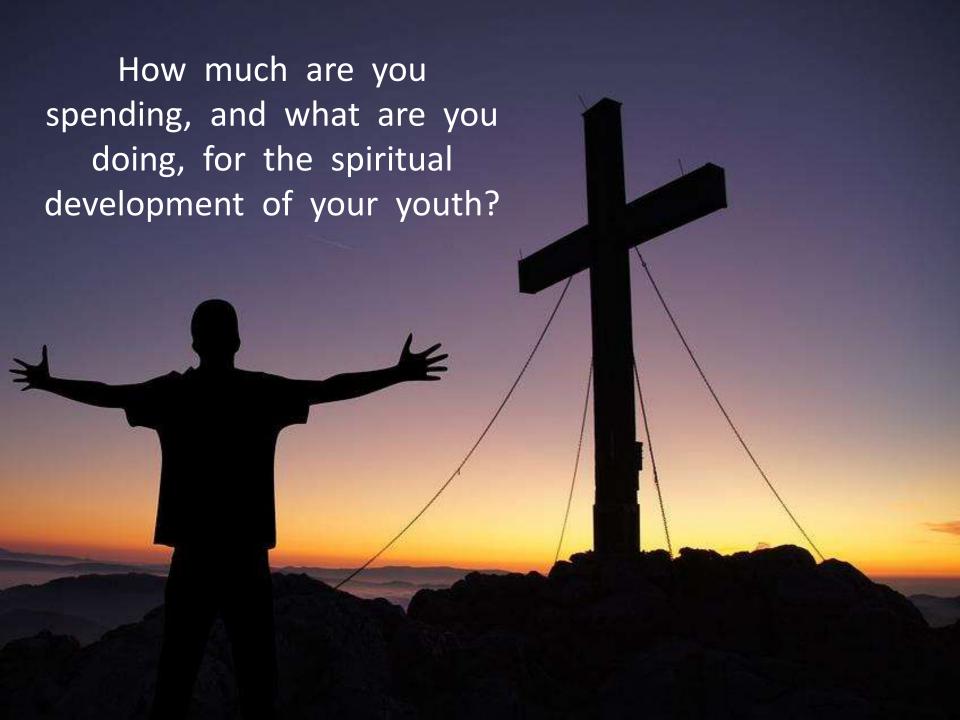




<u>\$2,400</u>

(per child - per year

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









# 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

Stewardsh	Tell Section 1
Through	the Saints
Ascension Cath	olic Church
2020 Stewardsh	
Youth Commitment Ca	ia (up to age 16)
First & Last Name(s)	
Parents' First & Last Name	
Street Address	
City	State
ZIP	
Telephone (Youth)	
amily Email	
Parent Signature	
Disclaimer: By signing, you	child via their mobile
permission to contact your device for church related	events and classes.
permission to contact your	rd to Mass on mail using the

Spend	TIME ding Time with God in Prayer
	every Sunday and on Holy Days
	day Mass at least once a week
	inutes a day in personal prayer nour a week in Adoration of the Blessed
Sacrament	nour a week in Addration of the Blessed
	er with my loved ones
	ble for one hour a week
	sary at least weekly
	sion every other month ncrease in vocations
Pray for our	
	Talent
Using N	y Talents in Parish Ministries
□= Currer	ntly Active O= Interested in Joining
Clearly write to	he first name of interested person on the line.
	Altar Server (fourth grade and above)
0	Environment Committee
	Eucharistic Minister (16 years or older and have been confirmed)
0	Faith Formation/Confirmation Participant
	Hospitality Minister (12 years or older)
	Lector (for those who have been confirmed and older)
0	Video/Audia Ministries (High School or older)
0	Young People's Chair (7th grade-college)
	Youth Activities - Middle School
	Youth Group - High School
	Other
1/	Treasure
Givin	g Part of My Money to God
Share o	or donate toys and/or clothing
	part of your allowance/income by using
wooldy	ervelopes

### 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://stewardship calling.com/aroadmap-foramericanchurches-andpeople-of-faith-ww-j-d-what-wouldjesus-do/ SampleStewardship Cards& MinistryHandbooks

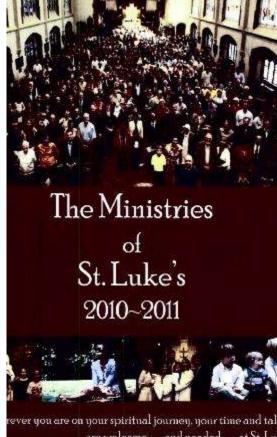
Appendix

#### SAINT ANTHONY MINISTRIES HANDBOOK



#### St. Anthony Greek Orthodox Church

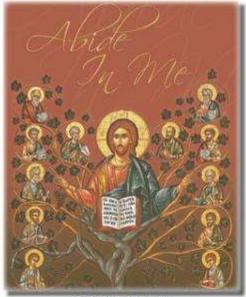
778 South Rosemead Boulevard Pasadena, California 91107-5613 (626) 449-6943 - Fax (626) 449-6974 Rev. Fr. Peter Stratos saint-anthonys.org



ST. NICHOLAS GREEK ORTHODOX CHURCH LEXINGTON, MASSACHUSETTS

2011-2012

#### PARISH MINISTRIES



Sunday Worship Services

Orthros Divine Liturgy 9:30 am

find us on Escebook

www.sznicholasicx.org

### **Parish Ministry** Handbooks **Examples**

To provide ambiguous to these in most in the characteristic manners, the seets County suseementy (The Places, the LSA, or dictementancely and retireation to home settlement for more tiers of our porter who are if. constraint, or visible to get out; women and not of our parkth on

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PARISH SUPPORT SERVICES MINISTRY

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GREEK ORTHODOX CHURCH **DIRECTORY OF MINISTRIES** 



Tel: 781-862-6453

17 Meriam Street

SAINTS RAPHAEL, NICHOLAS, AND IRENE

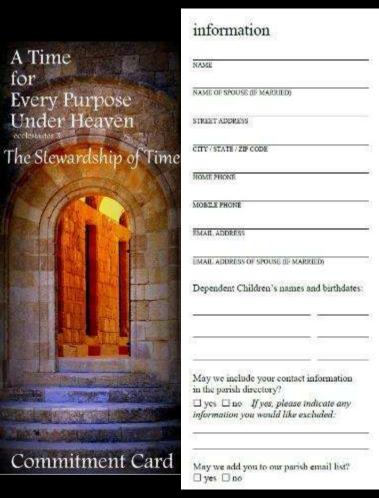
https://steward shipcalling.com /stewardshipministryhandbooks/

## **Effective Online Talents Form**

Greek Orthodox Cathedral of the Annunciation, 500 Clairmont Rd NE, Atlanta GA 30329  Time & Talents lease consider offering your time and talents to one of gag lany 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 youfor with the same measure text you use it will be measured back to you." Luke 6:38  four Contact Information lame *  First Name  Last Name  mail Address *	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	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  Jomms the Ladies Philoptochos Society  Assisting with the Soup Kitchen  Assisting with Bags of Love  Assisting with Witness to Christ's Love (Help/V:  Drive others to Church  Joining Velonaki Knitting Group	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 Summe  Youth Ministry Assisting with HOPE & JOY
hone *  (###)  ###  w###  dinistry and Committee Opportunities would like to volunteer my time and talents to the following ninistries and/or committees  arish Council Committees would like to serve on the following committee(s):  Activities Outreach	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  Pm not sure and would like to discuss first  Youth Education  I would like to assist with  Sunday Catechetical School	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	Assisting with G.O.Y.A.  Assisting with Y.A.Y.P.  Joining Orthodox Christian Fellowship (Q.C.E.)  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
Cemetery EHCYD - Education, Hellenic Culture & Youth Diakonia Hellenic Community Center History & Archives Real Estate Spiritual Life athedral Office would like to help with Office Volunteer Mailing Bulletin Newsletter (Mail Crew)	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	Serve as an Epistle Readers (6-12th Grade)  Liturgical Needs  Prosfera Baking (Liturgical Bread for Divine Litt Dusting Church Furnishings Polishing Altar Vessels Flower and Icon Decorating Holy Week Set-up Clean-up  Building Maintenance  Carpentry	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 with the provide if not listed within this checklist

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

### **GOA Talents Pledge Form**



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...," Offen 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	LITURGICAL
Dible Study	Sanctrory & Alter Care
Adult Religious Education	Altar bays / Apolytics
Intro to Orthodoxy	Baking Prostom
Priblications	Cheir
Speriters	Reader
Boolestore	Greetes/Usher
Library	The state of the s
VOCTH	MINISTRIES & PROGRAMS Campus Ministry
Charch School Teacher	Welcome Team
Cherch School Administration	New Member Events
Youth Leader	Orderach
Vacation Church School	Stewarddig
Camp Councilor	Sonday Fellowship / Coffee
	Visibilian - Hospital
BUILDING & GROUNDS	Visitation - Shating
_ Gorden & Landscape	Feed the Hungry
Plumbing	Prison Ministry
Flectrical	Grief Baravanant Group
Closeup	Disaster Relief Projects
Interior Repoirs	Blood Drives
Enterior Repairs	Project Mesopo
Roofing	Int 1 Orth Christian Channes
Hall Rentals	OCMC/Mission Center
\$50.00000000000000000000000000000000000	Seniors Ministry
ADMINISTRATION Fiscal Mat / Review	Couples Ministry
By-Lans	Singles Ministry
THE RESERVE AND ADDRESS OF THE PARTY OF THE	Military Ministry
Development/Tundrasing	
_ Office help	COMMUNICATIONS
Computer / Technical	Web site & F-mail
Data Entry	Bulletin & Newsletter
	_ Public Relations
	on on nems listed above:

https://www.goarch.org/-/2020stewardship-campaignresources?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

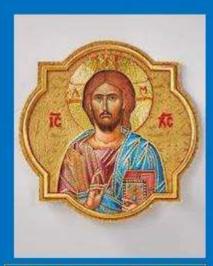
City/State/Zip

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		of us unique and wonderful only a bandful of potential talents.	God has blessed me/us with these additional talents:
	Please take some time to con	usider with what abilities God has	
Name of Spouse (if applicable)	hlessed you as you fill out this s Individual Stewards should use	\$400 BB B	
Street Administ	Families should use (H) Hush	and, (W) Wife (B) Both, (C) Child	
City/Syate/Zir Code	EDUCATION  Bisis Study  Adult Religions Extraction	COMMUNICATIONS  Will siz & E had	*
TSLEMIONE	Intro to Outhorbuy Publications	Pulatin R-Newsletter Pulatic Relyticus	
Celular Telephone	Spesiers Bookstore Library	ADMINISTRATION  By Laws Computer / Technical	TREASURES
E-MAIL ADDRESS	Suban School	Data Furny	
Spore's E som Address	YOUTH Claudi School Teacher	Development / Fundament;     Endowment Committee     Fusional Advisor	Everything that we have is a blessing from God all of our abilities, our time, and our
CHILD(REN) NAME(S) (ENDER 18 ONLY)	Church School Administration Youth Chanting Institutor	Fiscil Mgt / Review Legal Advisor	treasures. Please take some time to pray about your relationship with God, and
Are you a Baptized and Orismated Orthodox Christian? Y/	Youth Choic Youth Leider	Office help	consider what you are able to offer in
Would you like information about online giving?	Yantini Churh School Camp Coundor	MINISTRIES & PROGRAMS  Campus Mustry	thanksgiving for all He has given you:
Y/N	<ul> <li>Kolo (Tescher or student)</li> <li>Tambusa (tascher or student)</li> </ul>	<ul> <li>Geotors Teren</li> <li>Annual Taste of Serbia</li> </ul>	I commit to offering:
TIME	LITURGICAL Sanctuary & Abur Care	Litraged Test Tours Oureach	\$ / week / month/year
God has gradiously bestowed upon us the entirely of our	Altar boys / Acolytes	Stewardship Steinlay Fellowship / Coffee	to God in thanksgiving for all He has
lives. He has blessed us with 168 hours per week (or roughly a little more than 10,000 minutes/week).	Baking Prosinia Chos: Reader/Charter/Stetz	Visitation Hospital Visitation Shat-ins	done for me.
How many of these 168 hours do we offer to	Genter/Usber	Feed the Hongry Prison Ministry	
Him? Take some time non to consider what you are	_ Cardis	Gact Becaverant Group  Disseter Relef Projects	What if I/we cannot fulfill our commit-
willing to offer to God in thanks for all He has given you.	BUILDING & GROUNDS  Garden & Landscape	Dasace: Reier Projects Summary Pilgumage	ment?
Remember, time also includes your time in	Phunking	Seniors Ministry	If circumstances change and you cannot fulfill your
I commit to offering:	Electrical Clean-up	Couples Ministry Singles Ministry	commitment, fear not! We are a looing community.
hours/week	_ Kachen	Men's Manstry	not a tax office. The most impartant thing is to give
hours/month	Interior Repairs	Women's Ministry Ryle Sharme Vinestry	from the heart. We are thankful to God for you

Energy Resources

Resource Consumption

to God in thanksgiving for what He

has done for me.

being a part of this community!

### **Steward Information & Pledge Form**

PERSONAL INFORMATION							
		BAPTIZED OR	R CHRISI	MATED OF	RTHODC	X CHRIS	ΓΙΑΝ΄
NAME (First/Last)			_YES _	NO	_		
NAME DAY (or Baptismal Name) _							
SPOUSE (First/Last)			_ YES_	NO	_		
NAME DAY (or Baptismal Name) _					_		
RESIDENCE ADDRESS					=		
CITY					_		
HOME PHONE NUMBER: (	)				=		
S	SELF	SPOU	SE				
BUSINESS PHONE:							
OCCUPATION:					_		
BIRTHDATE:					_		
EMAIL							
Names, Birthdates, and Na	me Days of	`Dependent	Child	ren:			
I/We commit to Christ I/We expect to give the Weekly: \$	e following a	urch throug amount:					
"Every Sunday let each of of the Lord." (See: I Cor		our offering fo	r the wo	rk	_		

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

### 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/st ewardship-ministry-handbooks





https://stewardship calling.com/aroadmap-foramericanchurches-andpeople-of-faith-ww-j-d-what-wouldiesus-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:

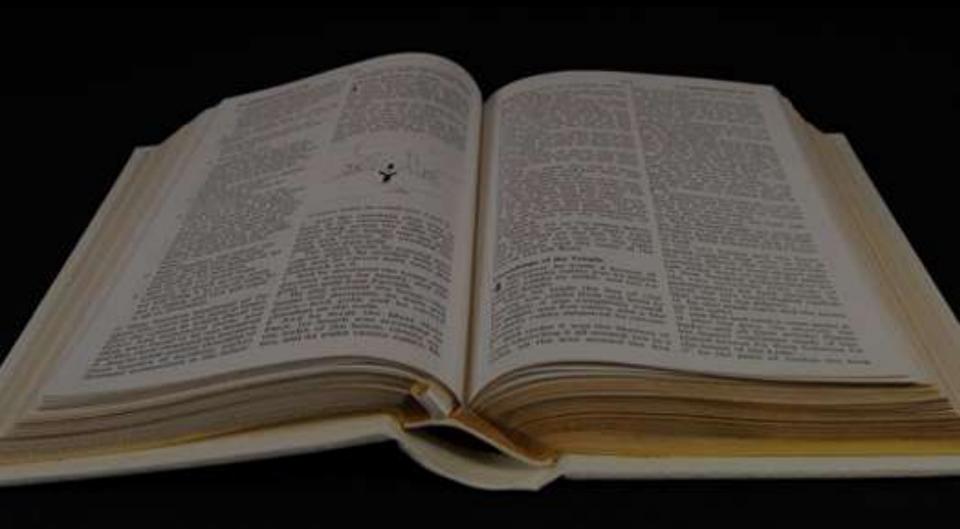
Chapter 7:
The Stewardship Calling
Vision and Strategic
Positioning & Planning
Comprehensive Process
(pages 114 - 212)





https://stewardship calling.com/aroadmap-foramericanchurches-andpeople-of-faith-ww-j-d-what-wouldjesus-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



#### 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 <u>75%</u> of parish youth in year 2, will complete a revamped full academic year "<u>Youth Sunday School Program</u>" 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 and average of 40% of parishioners participate in each quarterly program during complete implementation year 2.

#### ACHIEVING YOUR WILDLY IMPORTANT GOALS The Bestseller + Disciplines Execution CHRIS McCHESNEY SEAN COVEY THE NEW YORK TIMES BESTSELLING AUTHOR IIM HULING FOREWORD BY CLAYTON CHRISTENSEN

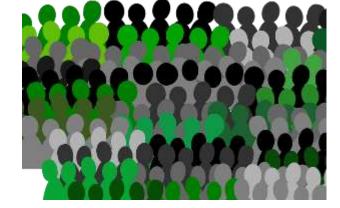
# "In the moment, urgency always trumps importance"



Chris McChesney
Franklin Covey 4DX

#### Community

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



#### It Takes 3 Teams

#### Strategic Planning Team

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



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 / OCAl 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. <u>Vision Statement</u> 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

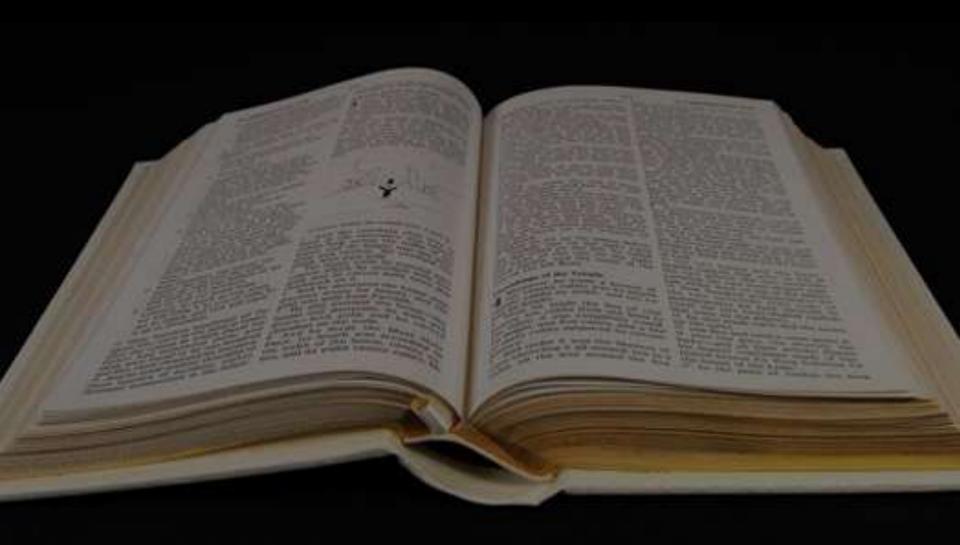
Answers strategic planning question #1:

Why are we here?

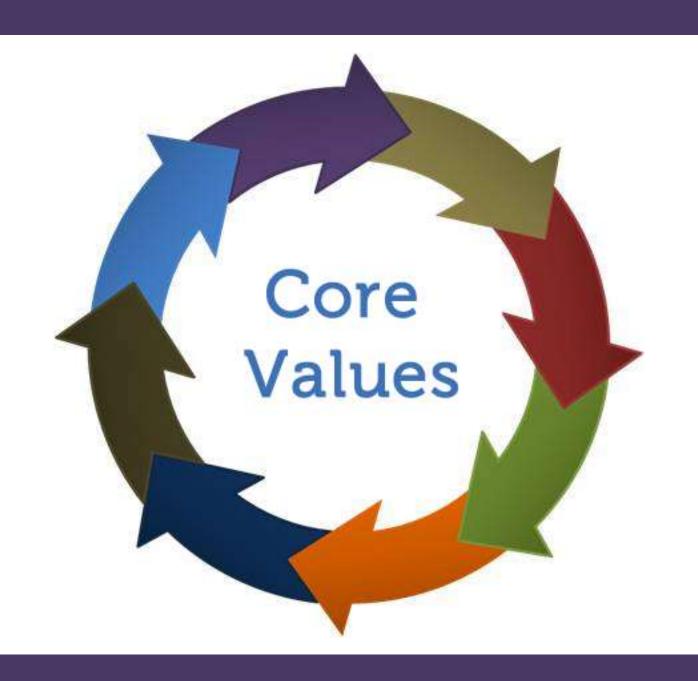
~ An articulate, compelling and inspirational reason why our parish exists and why anyone should care, or want to join us.



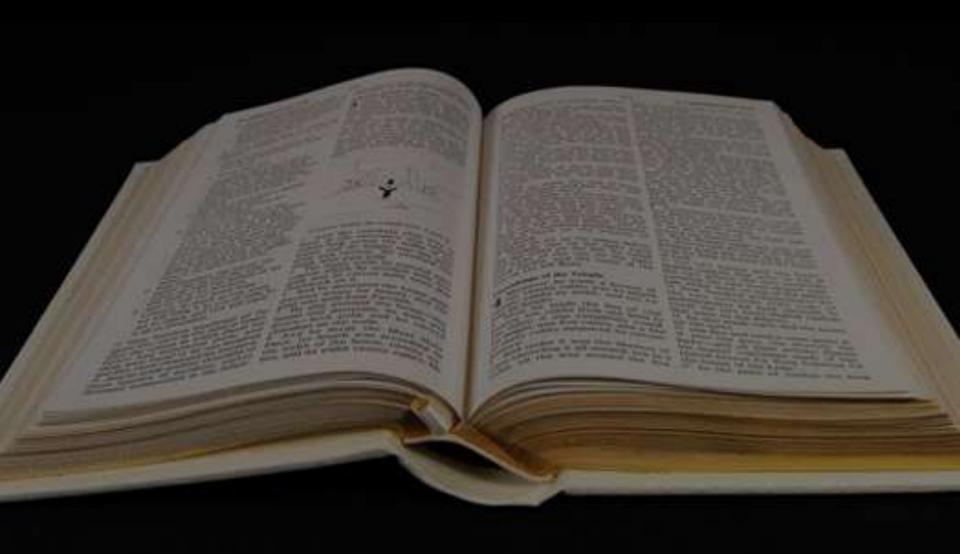
## A Statement of Why is Biblical



"Friends, WHY are you doing these things?"



#### Core Values Are Biblical



#### GOD'S Core Values

THOU SHALT HAVE NO OTHER GODS BEFORE ME

THOU SHALT NOT MAKE UNTO THEE ANY GRAVEN IMAGE

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

IV
REMEMBER THE
SABBATH DAY TO
KEEP IT HOLY

HONOR THY FATHER AND THY MOTHER VI THOU SHALT NOT KILL

VII
THOU SHALT NOT
COMMIT ADULTERY

VIII
THOU SHALT
NOT STEAL

THOU SHALT NOT BEAR FALSE WITNESS AGAINST THY NEIGHBOR

> 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

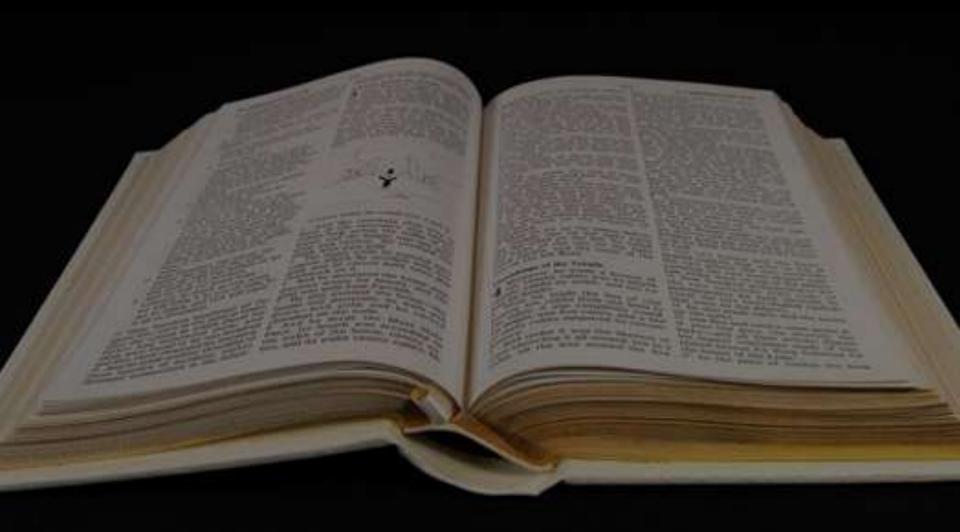


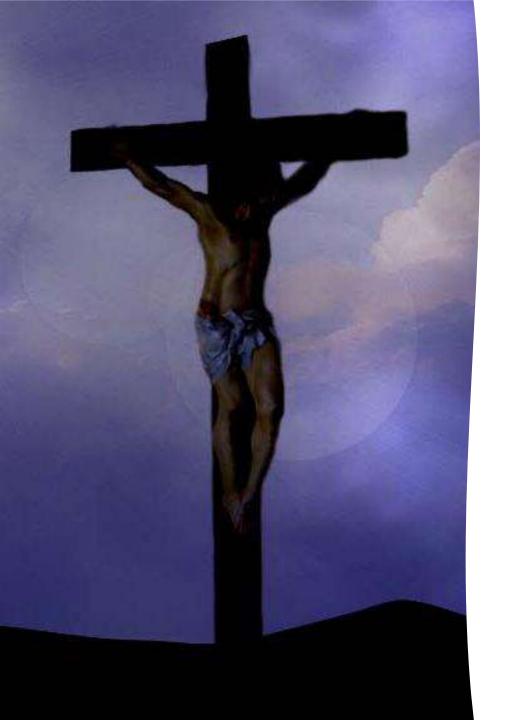


#### **Question 2:**

Where are we now?

## Where Are We Now Assessment is Biblical



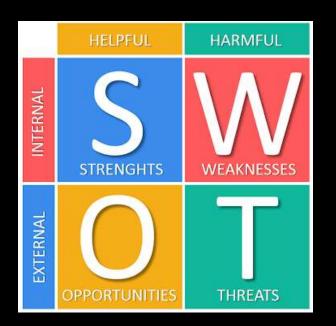


"Examine yourselves as to whether you are in the faith.

Test yourselves!"

2 Corinthians 13:5

#### Three Not Mutually Exclusive Discovery Options





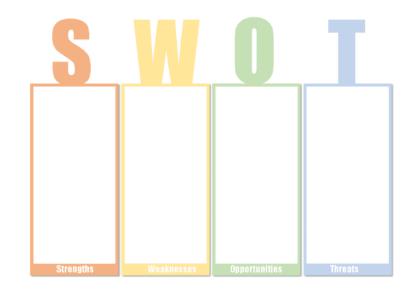


#### **SWOT ANALYSIS**

Answers strategic planning question #2:

Where are we now?

- ~ First focus on <u>INTERNAL</u>
  Parish Strengths and
  Weaknesses
- ~ Second focus on <u>EXTERNAL</u> 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.
anter 7 (pages 140-14

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





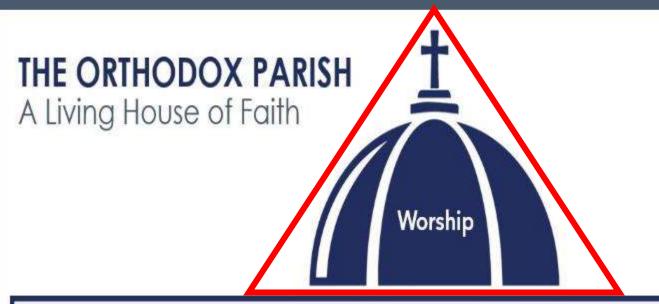
https://stewardship calling.com/aroadmap-foramericanchurches-andpeople-of-faith-ww-j-d-what-wouldjesus-do/





#### **Effective Parish Assessment**







Vision & Planning



Leadership & Teams



Stewardship & Generosity



Parishioner Engagement



Ministry



Operational Effectiveness

**Personal Faith Formation** 



#### **EPA 2 RESULTS (EXAMPLE ONLY)**







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



#### Leadership & Teams

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



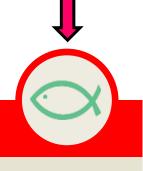
#### Stewardship & Generosity

- · 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



- 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://stewardship calling.com/aroadmap-foramericanchurches-andpeople-of-faith-ww-j-d-what-wouldjesus-do/



#### **Question 3:**

Where do we want to be?



#### **Mission Statement**

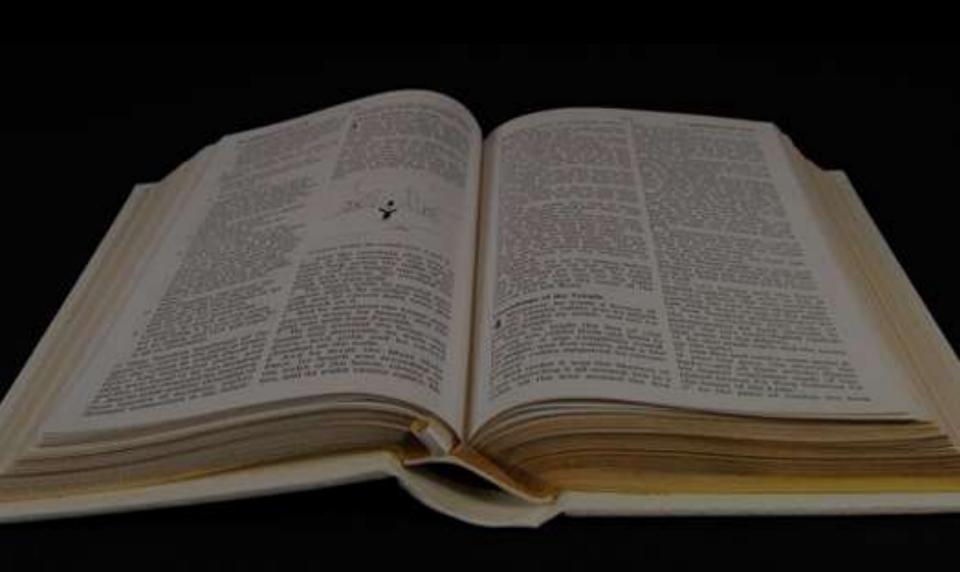
Answers strategic planning question #3:

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?)

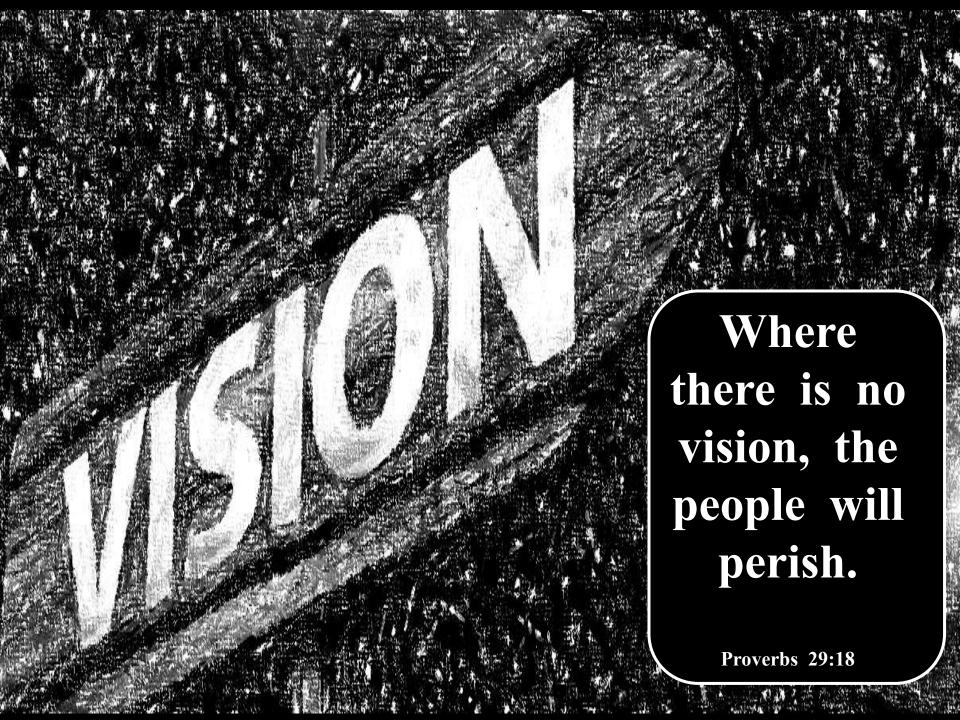
For more information, see:

Mission Statement
Chapter 7 (pages 153-155)

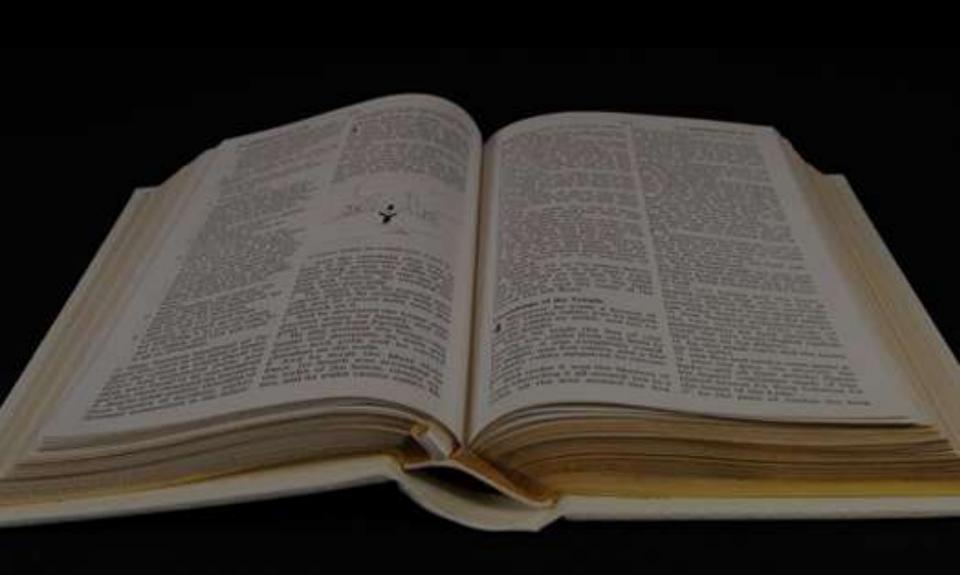




https://stewardship calling.com/aroadmap-foramericanchurches-andpeople-of-faith-ww-j-d-what-wouldjesus-do/



# 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)





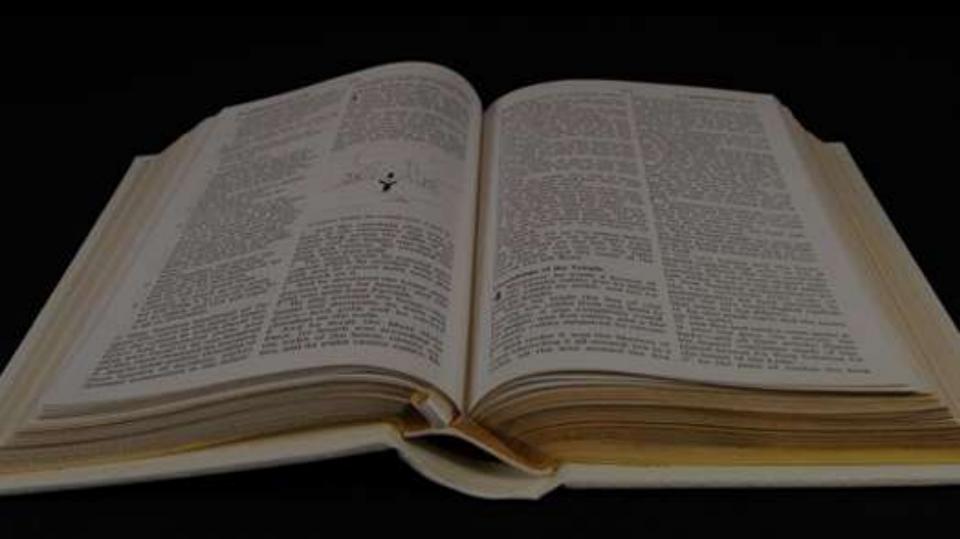
https://stewardship calling.com/aroadmap-foramericanchurches-andpeople-of-faith-ww-j-d-what-wouldjesus-do/



## **Question 4:**

How will we get there?

# Strategic SMART Goals Are Biblical

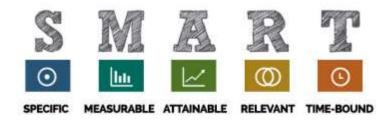


These twelve
Jesus sent out,
charging them...

- 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

## 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?

**<u>Attainable</u>**: Is the goal attainable within a reasonable time?

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

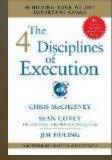
**Time-Bound**: Is there a realistic timeline to achieve the goal?



# 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 excellence<sup>1</sup>
- Focus on the most critical things produces larger scale positive impacts

<sup>&</sup>lt;sup>1</sup> MIT neuroscientist Earl Miller: "Trying to concentrate on two tasks causes an overload of the brain's processing capacity."

#### ST. NICHOLAS GREEK ORTHODOX CHURCH

## Stewardship & Engagement Action Plan

<u>Actions Steps</u>	Responsible Party	<u>Deadline</u>	Completion <u>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

S&EPT

S&EPT

S&EPT

1 month after

1 month after

Simultaneous

with steps 2 &

3

step 1

step 2

Definitions and metrics

Parish baselines and

At least 3 stewardship

& engagement and 3

percentage giving/

tithing programs are

parish impediments

determination are

finalized

examined

determined

2. Determine adult and youth stewardship

and ministry engagement and percentage

baseline on those key stewardship & ministry

engagement and tithing effectiveness metrics

and survey/research parish impediments to achieving increased stewardship, ministry

engagement and 3 percentage giving/tithing

consider from both inside and outside the

giving and tithing key definitions and

3. Analyze the adult and youth parish

engagement, and tithing success.

4. Identify at least 3 stewardship &

programs for both youth and adults to

effectiveness metrics.

Orthodox ecosystem.

#### ST. NICHOLAS GREEK ORTHODOX CHURCH

## Stewardship & Engagement Action Plan

<u>Actions Steps</u>	Responsible Party	<u>Deadline</u>	Completion <u>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 S&EPT 1 month after Definitions and metrics step 1 determined

and ministry engagement and percentage giving and tithing key definitions and S&EPT 1 month after Parish baselines and step 2 parish impediments

effectiveness metrics. 3. Analyze the adult and youth parish baseline on those key stewardship & ministry determination are engagement and tithing effectiveness metrics finalized and survey/research parish impediments to

achieving increased stewardship, ministry engagement, and tithing success. S&EPT Simultaneous At least 3 stewardship 4. Identify at least 3 stewardship &

engagement and 3 percentage giving/tithing

consider from both inside and outside the

programs for both youth and adults to

Orthodox ecosystem.

with steps 2 &

3

& engagement and 3

percentage giving/

examined

tithing programs are

#### ST. NICHOLAS GREEK ORTHODOX CHURCH

## Stewardship & Engagement Action Plan

Stottalasiis & Digagonion / totion i lan				
<u>Actions Steps</u>	Responsible Party	<u>Deadline</u>	Completion <u>Test</u>	
Interim Goal 2: Develop the most effective Stewardship Program within 3 months				
5. Evaluate researched adult and youth	S&EPT	1 months after	Evaluation of alternative	

- stewardship & engagement and tithing for effectiveness against key performance metrics and parish baselines based on criteria of
  - step 4
- effectiveness determined in step 2.
- 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

plan.

- comprehensive communications strategy and

S&EPT

- Interim Goal 3: Recruit and train Ambassadors within 2 months
- S&EPT 7. Identify and recruit personal visitation ambassadors/small group leaders

1 month after step 6

2 months after

step 5

Ambassadors are recruited

stewardship & ministry

engagement and tithing

programs is completed

& Tithing Program is finalized, and monthly

are determined

Stewardship, Engagement

performance benchmarks

("Ambassadors") who can implement the Stewardship, Engagement & Tithing Program. 8. Train Ambassadors to implement the

Stewardship, Engagement & Tithing Program.

S&FPT

- Ambassadors are trained
- 1 month after step 7

## Stewardship & Engagement Action Plan

Actions Steps	Responsible Party	<u>Deadline</u>	Completion <u>Test</u>
Interim Goal 4: Implement the Stewardship, Engagement & Tithing Program to achieve the Stewardship & Engagement Targets within 12 months			
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

Actions Steps	Responsible Party	<u>Deadline</u>	Completion <u>Test</u>
Interim Goal 5: Compile and assess the results of the Stewardship Program and make necessary improvements within 2 months			
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

Lead Measure Action	Deadline Date	% Complete and Date
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)



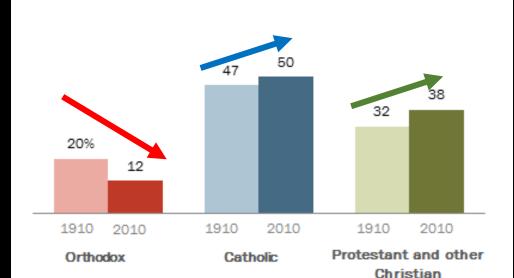


https://stewardship calling.com/aroadmap-foramericanchurches-andpeople-of-faith-ww-j-d-what-wouldjesus-do/

## Orthodoxy is Shrinking Globally Compared To Other Religions

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

% of world Christians who are ...



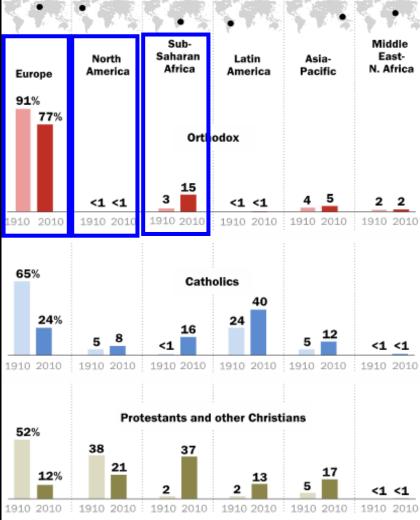
Note: "Protestants and other Christians" includes Mormons, Jehovah's Witnesses, Christian Scientists and other small Christian groups.

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

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

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



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

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"

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

