



***Stewardship &
Engagement Goal
& Action Plan***

Dr. Bill Marianes



**STEWARDSHIP
CALLING**



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

Strategic Planning

Scroll down to St. Sophia page

WHY?	STEWARDSHIP	STRATEGIC PLANNING	INTERNET RADIO & PODCASTS	KEYNOTES & LEADERSHIP	RESOURCES
PERSONAL		HOLY ORTHODOX CHURCH OF UGANDA			
		ST. SOPHIA JEFFERSONVILLE, PA STRATEGIC PLAN			
		SAMPLE S.M.A.R.T GOAL & ACTION PLANS			
		BOSTON METROPOLIS – THRIVING CONGREGATIONS TRAINING PROGRAMS ON PARISH STRATEGIC PLANNING			
		ST. SOPHIA UKRAINIAN SEMINARY			

St. Sophia Jeffersonville
By the grace of God, the transformational and collaborative work of Father Symeon Williams and an additional 40+ parishioners Strategic Planning Team

...IA, Ss. FAITH, HOPE & AGAPE
...RTHODOX CHURCH OF VALLEY FORGE
...a Greek Orthodox Church in Jefferson, PA. is undertaking a planning process. This incredible work is under the inspired leadership of a dedicated Core Team. This Core Team will be supplemented with an Strategic Planning Team. The ongoing work of our very diverse and extensive

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



ST. SOPHIA, SS. FAITH, HOPE & AGAPE
GREEK ORTHODOX CHURCH

WHY Statement

To glorify God, serve all through love, and live a purposeful life in Christ.

Stewardship & Engagement S.M.A.R.T. Goal

We will research, develop, and implement a best practices and effective adult and youth Stewardship & Engagement Ministry (the “Stewardship & Engagement Ministry”) with a comprehensive communications plan that will achieve the following “Stewardship & Engagement Targets” within 34 months:

- (a) Transition the adult and youth parishioners to becoming percentage givers on their way to becoming tithers;**
- (b) Increase the adult and youth ministry engagement so that at least: (i) 70% of parishioners are actively engaged in a ministry after the first year of implementation; and (ii) 80% of parishioners are actively engaged in a ministry after the second year of implementation;**
- (c) Parishioner stewardship contributions cover at least: (i) 80% of all parish operating expenses after the first year of implementation; and (ii) 95% of all parish operating expenses after the second year of implementation;**
- (d) Implement a planned giving campaign in which at least 30% of parishioners participate within two years of implementation.**

Stewardship & Engagement Action Plan

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

Stewardship & Engagement Action Plan

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

Stewardship & Engagement Action Plan

<u>Actions Steps</u>	<u>Responsible Party</u>	<u>Deadline</u>	<u>Completion Test</u>
<u>Interim Goal 4: Implement the Stewardship, Engagement & Tithing Ministry to achieve the Stewardship & Engagement Targets within 24 months</u>			
9. Fully implement the SMEPG Ministry to achieve the Stewardship & Engagement Targets.	Ambassadors	24 months after step 8	SMEPG Ministry 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
<u>Interim Goal 5: Compile and assess the results of the Stewardship, Engagement & Tithing Ministry and make necessary improvements within 2 months</u>			
11. Obtain and compile qualitative and quantitative data from SMEPG Ministry and determine effectiveness and success (based on criteria established in step 2) and identify areas for improvement.	Ambassadors and S&EMT	1 month after step 10	SMEPG Ministry assessments are completed
12. Finalize and deliver SMEPG Ministry assessment analysis report and make all refinements necessary to make the SMEPG Ministry more effective.	Ambassadors and S&EMT	1 month after step 11	Analysis is completed, and SMEPG Ministry is refined accordingly

Stewardship & Engagement Action Plan

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



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