

THE DIOCESE OF NEW YORK & NEW JERSEY



Forming Engaged Disciples and Funding the Mission: Formation & Stewardship



STEWARDSHIP
CALLING

Dr. Bill Marianes
Bill@stewardshipcalling.com

Most Parish Stewardship Discussions



How You'll Feel After This Presentation





5 Key Takeaways

1. The key is **ENGAGEMENT** (Liturgical, Sacramental and in Ministry)
2. You must become a percentage-giving church on the road to tithing
3. You need robust Ministry offerings and a personal solicitation process ensuring everyone joins at least 1 ministry
4. Stewardship is a year-round campaign
5. A Small Group ministry is transformational for engagement

It's Not Yours. It's God's.

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

**Keynotes &
Leadership Tab**

**OCA
NY/NJ
Page**

The screenshot shows the website's navigation menu with the following items: WHY?, STEWARDSHIP, STRATEGIC PLANNING, INTERNET RADIO & PODCASTS, KEYNOTES & LEADERSHIP, RESOURCES, PERSONAL, and ARCHIVES. The main content area features a banner for 'THE DIOCESE OF NEW YORK & NEW JERSEY' and a section titled 'OCA NY/NJ Clergy Retreat 2026'. The text below the title reads: 'By the grace of God, and at the invitation of His Eminence Archbishop Michael, here are the 2026 New York New Jersey Clergy Retreat:'. The right sidebar lists several events: 'AQUINAS CENTER – ONENESS IN CHRIST', 'OCA NY/NJ CLERGY RETREAT 2026', '2026 GOA CLERGY LAITY CONGRESS', 'LEADERSHIP', 'ONENESS IN CHRIST – AMERICAN CHRISTIAN CHURCH', 'ST. NICHOLAS LEXINGTON AND BOSTON PARISHES', and 'ST. TIKHON'S SEMINARY LEADERSHIP SEMINAR'.



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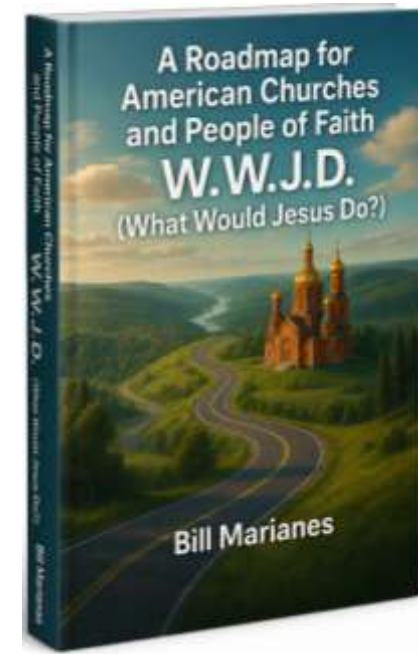
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A Roadmap for American Churches and People of Faith: W.W.J.D. (What Would Jesus Do?)

For more information, see:

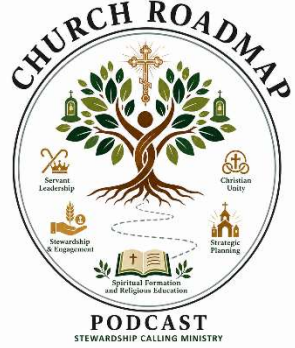
Chapters 9, 10 & 11: **Stewardship & Engagement**



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Church Podcast Roadmap



Leadership

Stewardship

Spiritual Formation

Christian Unity

Strategic Planning

- 1st Wednesday

- 2nd Wednesday

- 3rd Wednesday

- 4th Wednesday

- months with a 5th Wednesday

Watch or listen live 7:00 p.m. EDT:

- **YouTube:** <https://www.youtube.com/@stewardshipcallingministry/live>
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- **Recorded versions available at:** www.churchroadmap.com

Church Roadmap Podcast



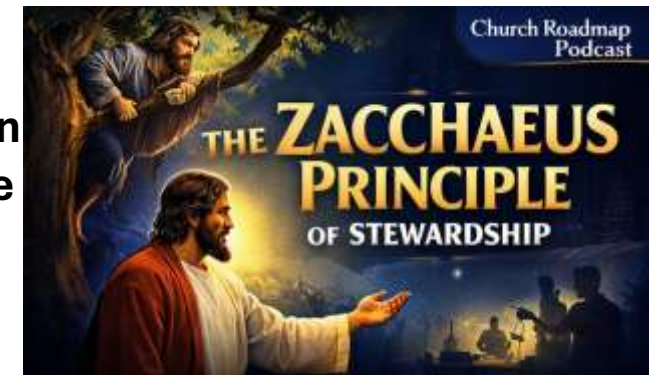
Beginning The Why and What of Stewardship and Engagement (1-14-26)



From Dues to Discipleship: Why Stewardship Is Formation, Not Fundraising (2-11-26)



Stewardship & Engagement commandments 3 & 4: W² (own the Watch and you will own the Wallet) – & Why The Mob Was Wrong – it's always personal (3-11-26)



Recorded versions available at: www.churchroadmap.com/stewardship/

Church Roadmap Podcast



The 4th T (Tithe) Challenge: Why 10% Is Just the Starting Line (4-8-26)



**IS YOUR PARISH RUNNING ON PANIC... OR A PLAN?
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THE ONES WE KEEP LOSING – Why Your Youth Need Their Own Stewardship & Engagement Ministry, Pathway, and Program, Not a Ride on Your Coattails (8-12-26)

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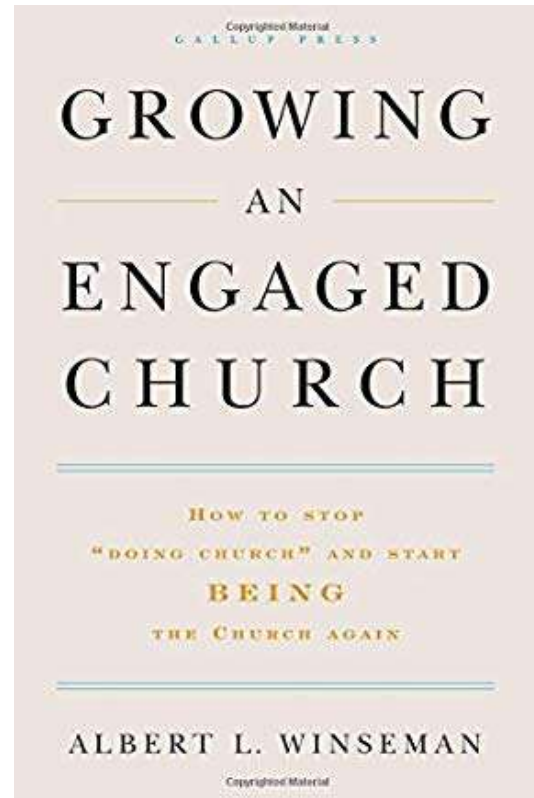


Summary of the 10 Best Practices “commandments” Church Roadmap Podcast - Episode 23 (6-10-26)



Watch/Listen Here: <https://youtube.com/live/UI9aTDa8Zl8>

The Power of E³ Engagement Education & Evangelism

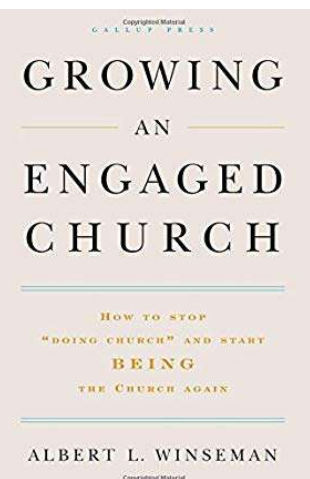


Church Engagement

“Spiritual commitment is the result of one big overlooked factor:

parishioner engagement.

Focus on improving engagement and increased commitment will follow.”



Church Engagement

“churches with engaged members:

1. have a higher percentage of spiritually committed individuals

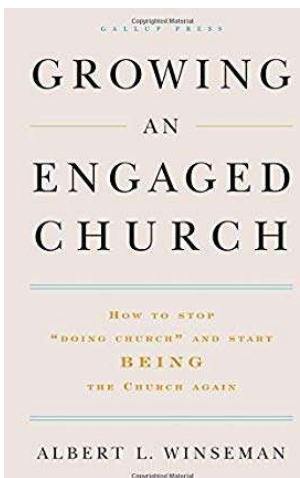
2. are better able to:

- (a) carry out their missions,
- (b) attract more new people,
- (c) fund new operations and ministries”



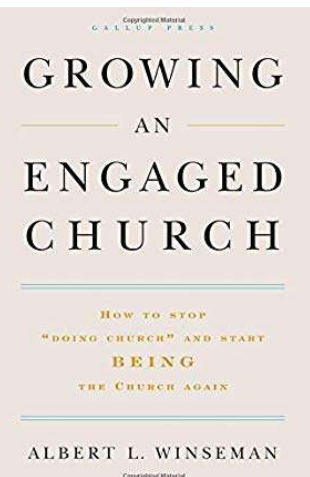


How much members give...
How many hours they volunteer...
How often they invite others...
...is more dependent on engagement than on any other factor.”



Church Engagement

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



The 10 Best Practices “commandments” of Stewardship & Engagement

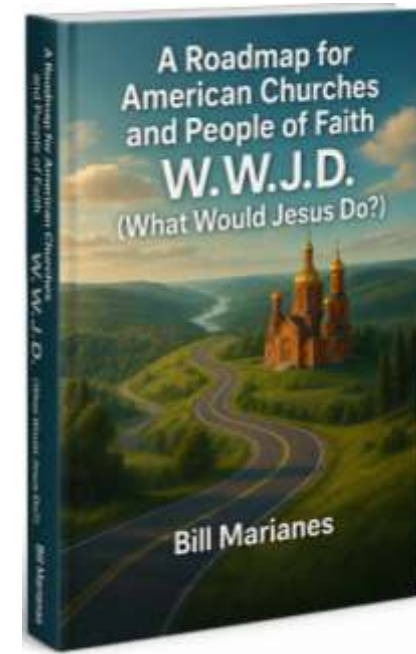


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A Roadmap for American Churches and People of Faith: W.W.J.D. (What Would Jesus Do?)

Chapter 10:
Stewardship Calling 10 best
practices commandments of
Stewardship & Engagement
(pages 262 – 384)



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Best Practices commandments 1–2: Ownership & Alignment

1

I.N.Y.I.G.



It's Not Yours, It's God's

Everything you have — time, health, money — was given to you on loan. Stewardship starts with surrendering ownership, not writing a bigger check. Matthew 10:8, the Lord says, 'You received without paying, give without pay.'

2

P.P.S.



Priest, Parish Council & Stewardship Ministry Alignment

Clergy and lay leaders must live generosity themselves before they ask anyone else to. And they must agree on the strategy of being a full participation percentage-giving parish on the way to tithing.

Best Practices commandments 3–4: Time & the Personal Touch

3

W²



Own the Watch and you will Own the Wallet

Time is our most valuable asset. Engagement — not better pledge cards — is what drives financial generosity. *“Congregations with engaged members are spiritually healthier, better able to carry out their mission, attract more new people, fund new ministries, and have a higher percentage of spiritually committed individuals.”*

4

The Mob Was Wrong



Stewardship Must Always Involve a Personal Solicitation

Like Christ calling Zacchaeus by name, real stewardship is relational — one person at a time. Letters, emails, and bulletins don't change behavior. It's all about being Personal. Specific. Relational. Direct

Best Practices commandments 5–6: Tithing & Trust

5

The 4th T



Tithing as the Minimum Standard

Time, Talent, and Treasure need a fourth T — Tithing, the Biblical 10% floor most parishes have quietly abandoned. Every parish must become a “percentage giving parish on the way to tithing.”

6

CITA



Communications, Integrity, Transparency & Accountability

C.P.I: People give to Causes and People with Integrity. Open books and honest storytelling build the trust generosity needs. Sell the Dream, Team, and Scheme.

Best Practices commandments 7–8: Youth & Gratitude

7

Youth Matter



No Steward Left Behind

Proverbs 22:6: 'Train up a child in the way he should go, and when he is old, he will not depart from it.' Every child deserves their own stewardship commitment. Generosity habits form early — the Church can't afford to skip a generation.

8

WAT Always



Welcoming And Thanking Everyone, All the Time

Gratitude and hospitality aren't seasonal campaigns — they're a daily discipline people are hardwired to need. Expressing gratitude makes people significantly more likely to seek an ongoing relationship with the organization that welcomed and thanked them.

Best Practices commandments 9–10: Giving & Growth Engines

9

Four Types of Giving



Tithe, Emergencies, Capital Campaigns & Planned Giving

Annual tithe, emergency appeals, capital campaigns, and planned giving are each different and do not cannibalize each other.

10

Teams, Tactics & Technology



Ten Critical Stewardship & Engagement Roles

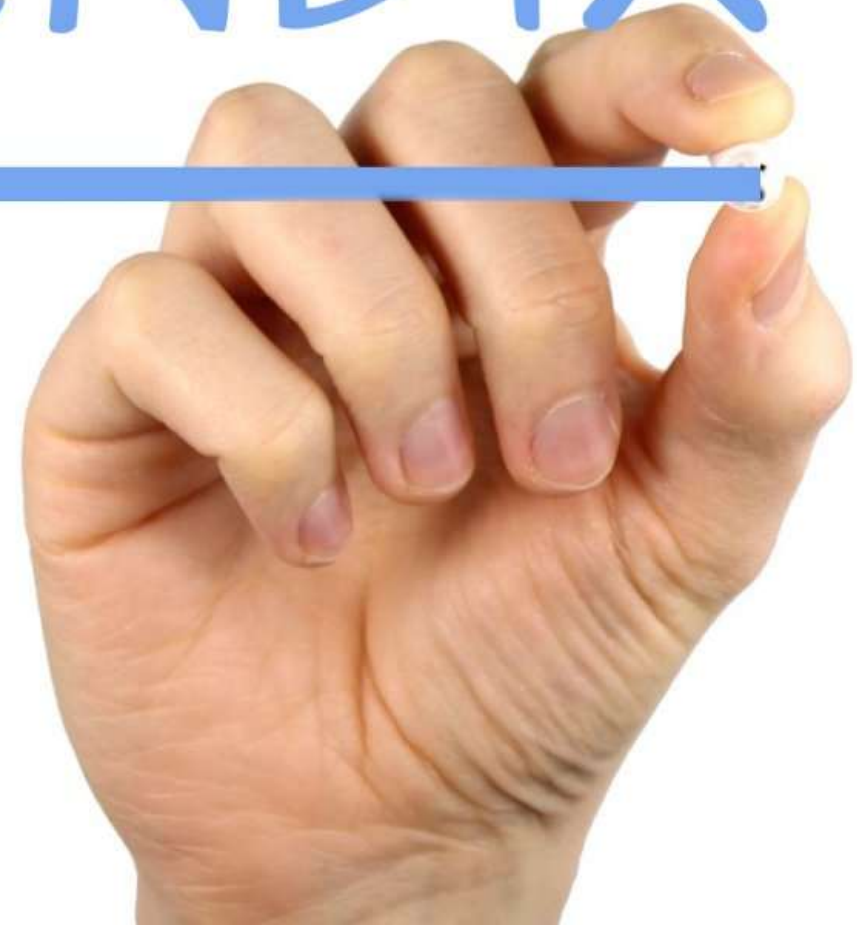
Effective stewardship needs a dedicated trained team (with 10 roles), proven tactics, and modern tools all working together.

WHY YOUR WEBSITE AND TECHNOLOGY MATTER

- ~ 80% of people visit a parish website before they show up in person.**
- ~ 75% will form their opinion about the parish from that website.**
- ~ They'll decide whether to stay or leave in less than 5 seconds.**
- ~ 96.2% of church websites fail the basic first-impression test.**
- ~ 49% of all Church giving transactions now happen via credit or debit card.**
- ~ 30% of U.S. adults search for religious information online.**
- ~ 21% use apps or websites for their faith life.**
- ~ Barna found:**
 - ~75% of Christians would benefit from online giving options,**
 - ~ 74% want a digital hub for theological content.**

See the APPENDIX

...for a more detailed listing of the specific elements of each of the 10 best practices commandments, the stewardship ministry team, small group ministry, and sample stewardship cards



**4. “The Mob
Was Wrong!”**
It’s personal,
not just
business.



Ingredients Of Effective Stewardship Ministry

**If you don't remember
anything else, to have a
successful, and sustainable
stewardship ministry you
must**

PERSONALLY INTERACT

with

EVERY PARISHIONER



STEWARDSHIP
CALLING

How Did The Greatest Stewardship Teacher 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 Engagement Process

Plan A - Personal In-Home Visitations

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

Plan B - Small Group In-Home Gatherings

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

Plan C - Personal Telephone Calls

Each steward is personally called at home by a Stewardship Ambassador



Stewardship Calling

wHoly Engaged

6-Step Process



The wHoly- Engaged Personal Visitation Program

Personal, in-home visitations agenda

- ~ Opening prayer of thanksgiving
- ~ Discuss parish items of common interest
(e.g., what are the top 3 things they like about parish)
- ~ Share the vision/ministries of the parish
- ~ Address any comments/concerns or
promise to get back to them
- ~ Review Ministry handbook and
stewardship forms
- ~ Explain you will follow up every 2 weeks
until the church receives their
completed forms
- ~ Thank them and end with a prayer

(Appendix has wHoly Engage Group Event Program)



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



Tithing of ALL 3 Ts

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



Holy Scripture

“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 ... 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)

The Didascalia Apostolorum¹

DIDASCALIA APOSTOLORUM

THE SYRIAC VERSION TRANSLATED
AND ACCOMPANIED BY THE
VERONA LATIN FRAGMENTS

With an Introduction and Notes

BY

R. HUGH CONNOLLY



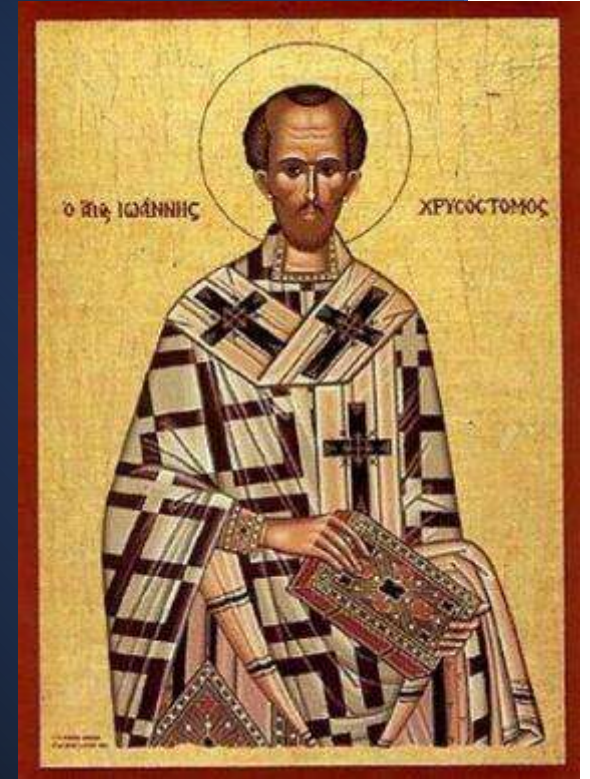
OXFORD
AT THE CLARENDON PRESS
1929

In the instructions to the faithful:

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

**“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



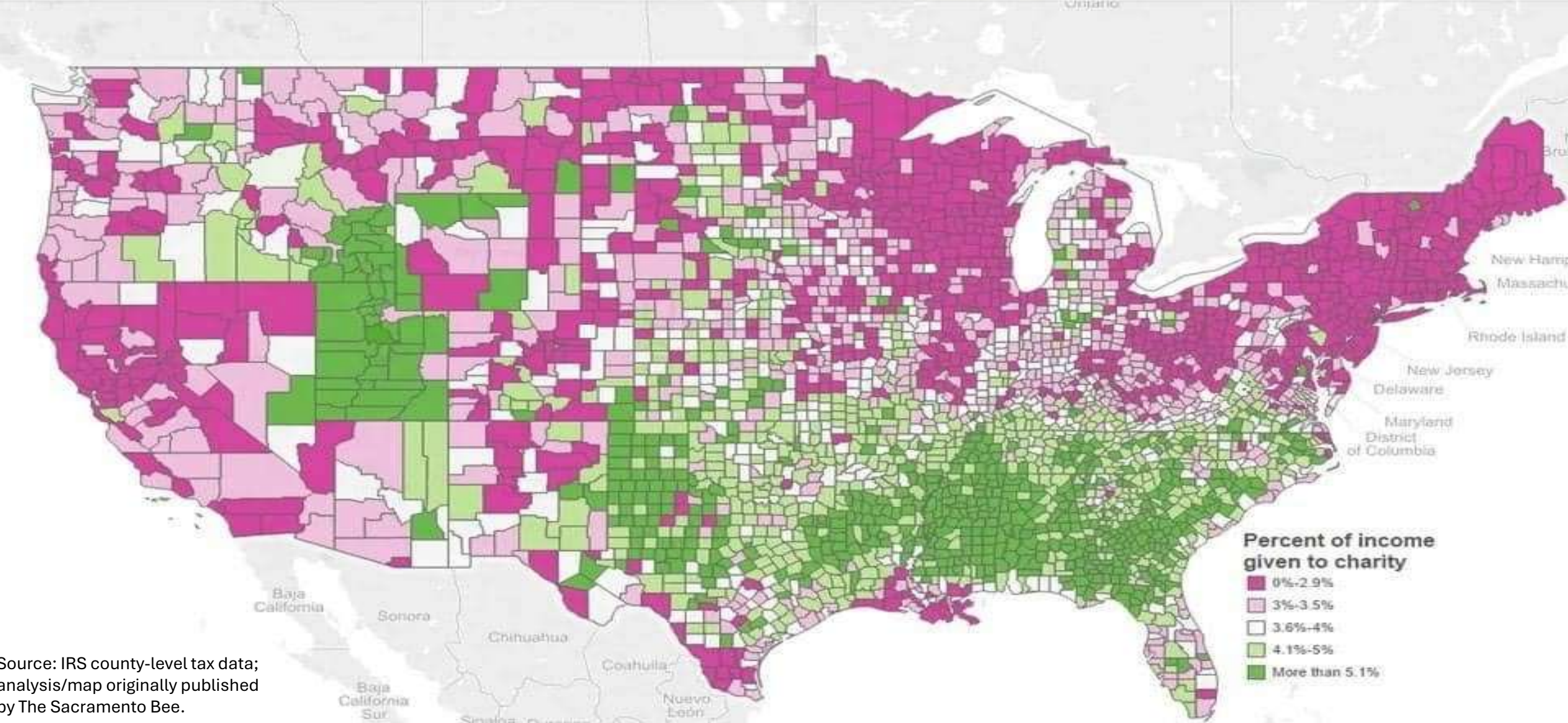
Where Are We Now On This Journey?

Typical Orthodox parishioner contributes:

0.5% to 0.8% of their income

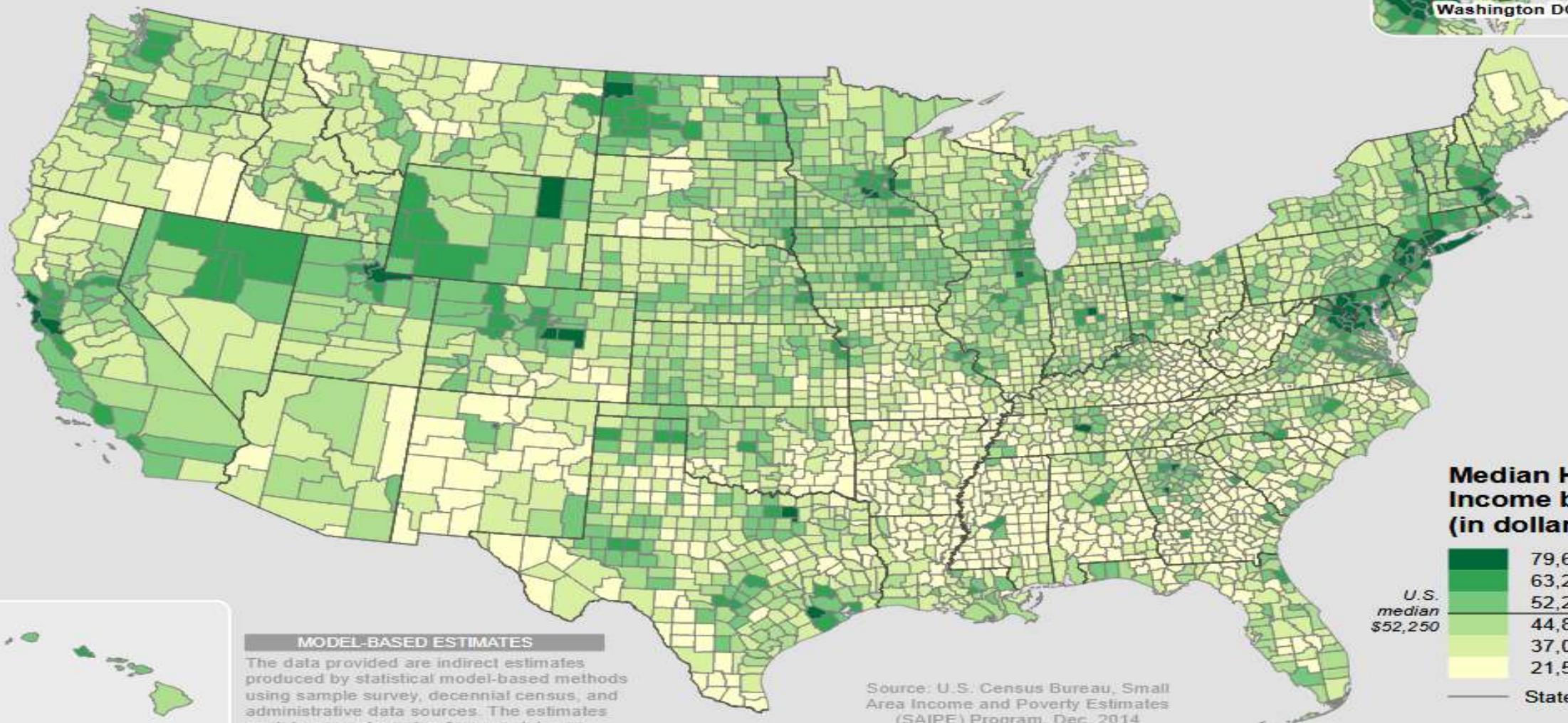
48 of the 50 counties whose residents gave the highest proportion of their income to charity were in the South, Utah, or parts of Idaho

Charitable giving by county in 2013



Source: IRS county-level tax data;
analysis/map originally published
by The Sacramento Bee.

MEDIAN HOUSEHOLD INCOME OF THE TOTAL POPULATION BY COUNTY: 2013

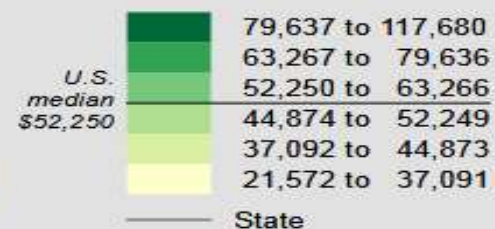


MODEL-BASED ESTIMATES

The data provided are indirect estimates produced by statistical model-based methods using sample survey, decennial census, and administrative data sources. The estimates contain error stemming from model error, sampling error, and nonsampling error.

Source: U.S. Census Bureau, Small Area Income and Poverty Estimates (SAIPE) Program, Dec. 2014

Median Household Income by County (in dollars)



“How come the waitress gets 20%,
but God doesn't even get 1%?”



How To Start A Tithing Program

- 1. TEACH tithing and % giving
- 2. SHARE the impact of lives improved
- 3. Leaders lead by EXAMPLE
- 4. Use the “ROUND-UP”



How To Start A Tithing Program

- 1. TEACH Tithing and Percentage Giving (T&PG) at least monthly, in all adult and Sunday school classes and ALL stewardship materials.



How To Start A Tithing Program

- 2. SHARE the impact and lives improved through testimonials, stories and specific examples of impact.



How To Start A Tithing Program

3. EXAMPLE:
Clergy and Parish Leaders
must commit to percentage
giving and tithing.

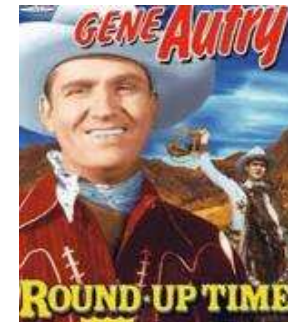


“Your actions speak so loudly, I can’t hear what you’re saying.”



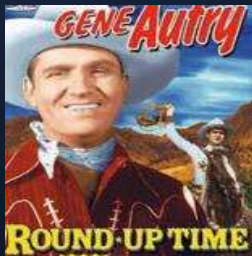
How To Start A Tithing Program

- 4. Use “The Roundup”
 - ~ Calculate what % of last year’s income you donated calculated to one decimal point (e.g. 0.5%)
 - ~ 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 at least 10%



How To Start A Tithing Program

If you're not already tithing, I challenge you to Roundup your 2025 pledge to at least the next whole number % of your income and ask your Parish Council to do the same.



Your New Parish **Matthew**
19:16-26 STEWARDSHIP CARD

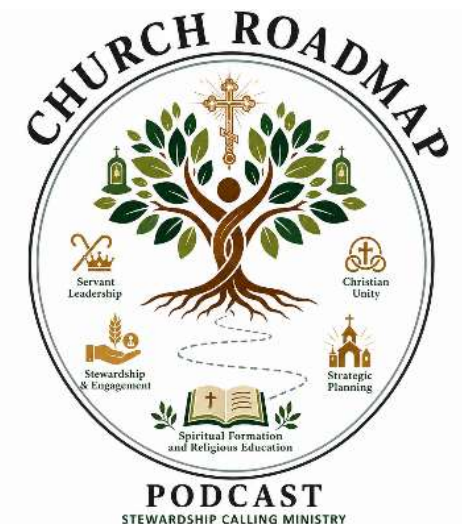




Church Roadmap
Podcast

Watch/Listen To
Episode 14
of the Church
Roadmap Podcast
(4-8-26)

<https://youtube.com/live/kj2wcek2pol>



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

1. **Annual Stewardship Tithe** - to fund all parish operations, ministries, and philanthropy
2. **Emergency Philanthropy** - to address emergencies
3. **Periodic Capital Campaigns** - to acquire, construct, or improve parish capital assets
4. **Planned Giving** – Endowment the proceeds of which fund non-operating parish needs and opportunities



With effective parishioner education and communication,
NONE of these will cannibalize each other

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

II Corinthians 9:6-11



**PARISH
PLANNED GIVING**

An Offering of the



GREEK ORTHODOX
ARCHDIOCESE OF AMERICA

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



Establish
Set Vision
& Governance



Advance
Raise Awareness
& Funds



Flourish
Grow Gifts &
Grants

**73 million American baby boomers (1946-1964) will
transfer ≈\$124 trillion in wealth over the coming decades**

Another Free Offering of a Financial Stewardship Analysis

<https://stewardshipcalling.com/financial-stewardship-analysis-fsa-for-churches/>



Financial Stewardship Analysis for Churches (“FSA”)

Financial Stewardship Analysis (FSA) for Churches

How is our church really doing financially? Most parishes have detailed financial statements. However, it is easy to get lost in the minutia and miss the big picture.

Moreover, without knowing the key performance indicators (KPIs), metrics that define success and performance comparisons, parish leaders can be unclear about what the numbers really mean.

So how can you avoid focusing on less relevant metrics (e.g., average pledges, percentage of budget raised) and instead appreciate the more relevant financial stewardship metrics and comparisons to relevant benchmarks?

Monthly Reported Parish Data

Stewardship Calling Recommended Parish Financial Dashboard

ITEM ¹	THIS YEAR	LAST YEAR	PRIOR YEAR
-------------------	-----------	-----------	------------

The following are reported monthly

Total Income			
Total Stewardship Income			
Total Expenses			
Net Income or Loss			
% of Expenses Covered by Stewardship			
Number of Stewards			
Median Stewardship Pledge ²			
(add any other critical line item the PC needs to watch here)			

Quarterly Reported Parish Data

The following are added to the report each quarter

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

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

² Use median NOT average because major donors skew averages

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

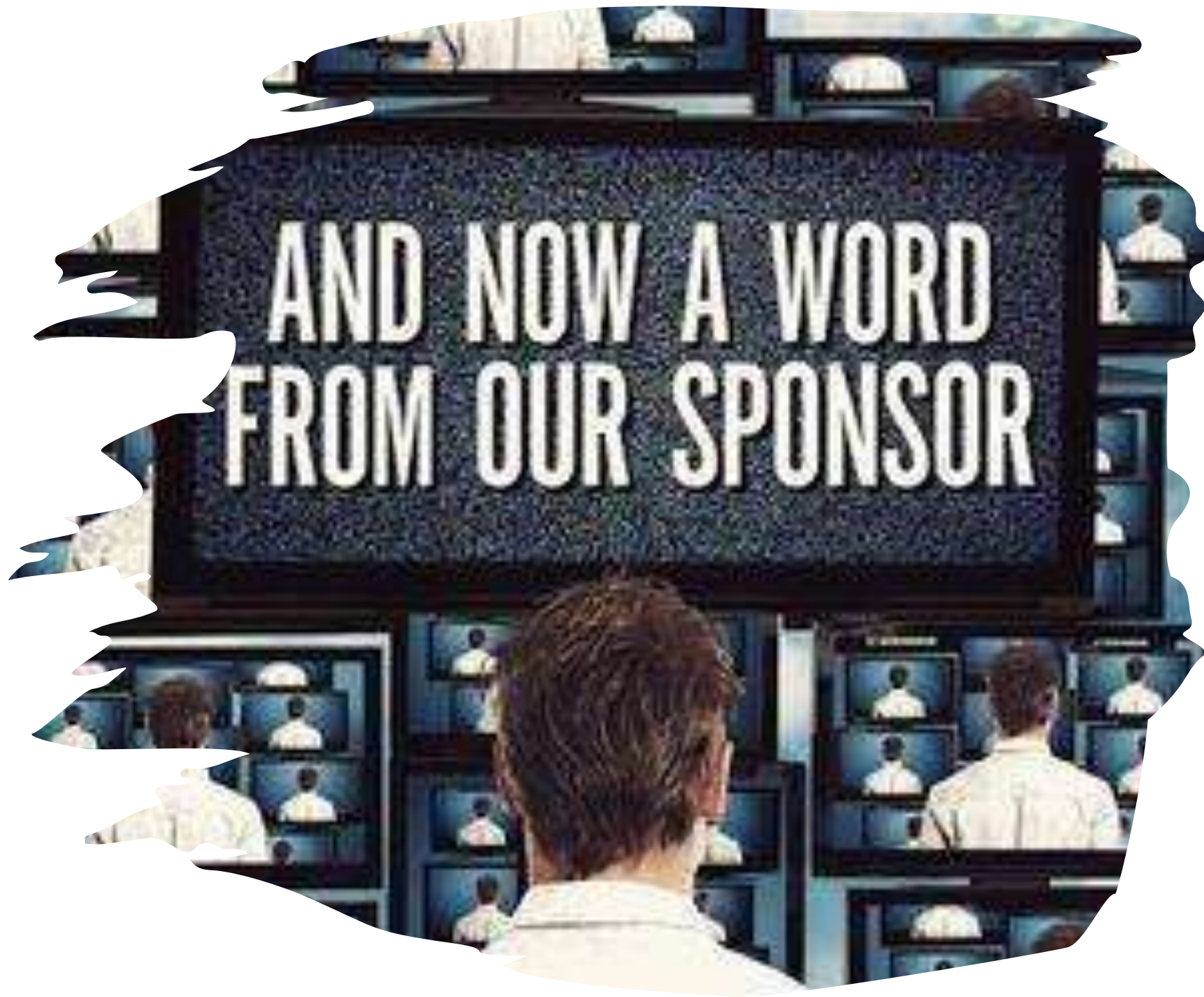
Sample Anonymous OCA Parish Data Dashboard

Item	2023	2022	2021
Total Income	\$394,184	\$315,876	\$243,458
Total Stewardship Income	\$285,605	\$263,878	\$230,491
Total Expenses	\$247,418	\$229,486	\$213,185
Net Income or Loss	\$146,766	\$ 86,390	\$30,273
% of Expenses Covered by Stewardship	72%	84%	95%
Number of Stewards	109	109	115
Median Stewardship Pledge	\$740	\$505	\$450

Item	2023	2022	2021
Total Expenses invested in Parish Chosen charities and Ministries	\$26,639	\$25,286	\$12,417
& of Total Expenses invested in Parish Chosen charities and Ministries	10.8%	11%	5.8%
Proxy Tithe Analysis	0.9%	0.6%	0.5%
% of stewards income from top 10 stewards	56%	59%	55%
% of stewards income from top 20 stewards	75%	77%	76%



AND NOW A WORD
FROM OUR SPONSOR





5 Key Takeaways

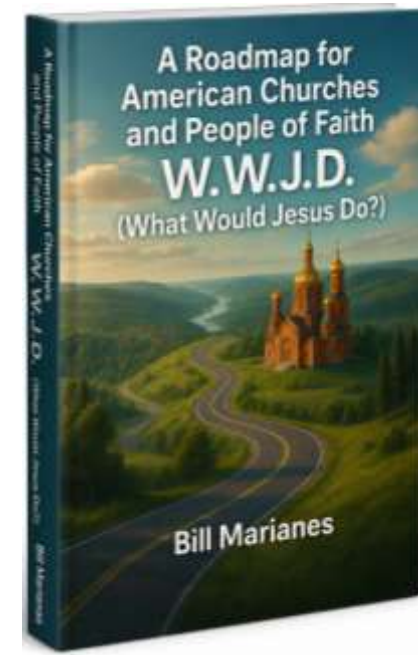
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**From Dues to Discipleship:
Why Stewardship Is Formation, Not Fundraising (2-11-26)**

<https://www.youtube.com/live/Z3StYeUe454>



**Commandment #3 – W²
("Own the Watch, Own the Wallet")(3-11-26)**

https://youtube.com/live/_RtuCZfsis4

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**HAVE YOUR PEOPLE
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2nd Wednesday Stewardship & Engagement



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Transform Your Stewardship with a Proven Year-Round Roadmap – Episode 27 (7-8-26)

<https://youtube.com/live/TmsGWbbLYja>

THE ONES WE KEEP LOSING – Why Your Youth Need Their Own Stewardship & Engagement Ministry, Pathway, and Program, Not a Ride on Your Coattails – Episode 32 (8-12-26)

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StewardshipCalling.com

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

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The image features a central graphic with a torn paper or paint-splatter border. The background of this graphic is a color calibration strip consisting of vertical bars of yellow, cyan, magenta, red, and blue. The text is overlaid on this background in a white, bold, sans-serif font with a black outline. The text is arranged in four lines: 'AND NOW BACK TO', 'OUR REGULARLY', 'SCHEDULED', and 'PROGRAMMING'.

AND NOW BACK TO
OUR REGULARLY
SCHEDULED
PROGRAMMING

TURN *the* PAGE



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

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



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.”





Pace Yourself - You're Running a Marathon, Not a Sprint



And...you are not alone!

**“Either lead, follow
or get out of the way.”**



Ted Turner



Thomas Paine



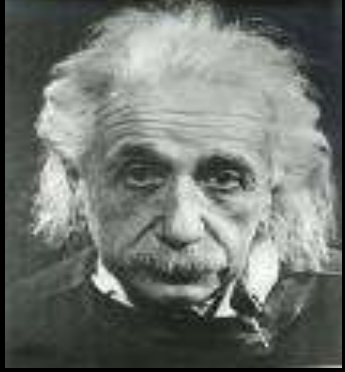
General George S. Patton



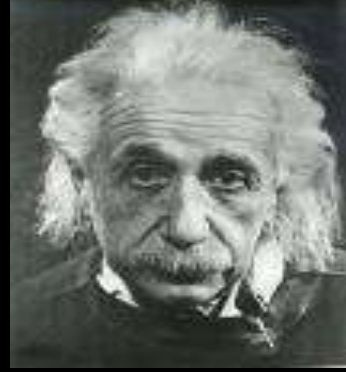
Lee A. Iacocca



Bill Marianes



Albert's Insight



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

“NOTHING HAPPENS UNTIL
SOMETHING MOVES”



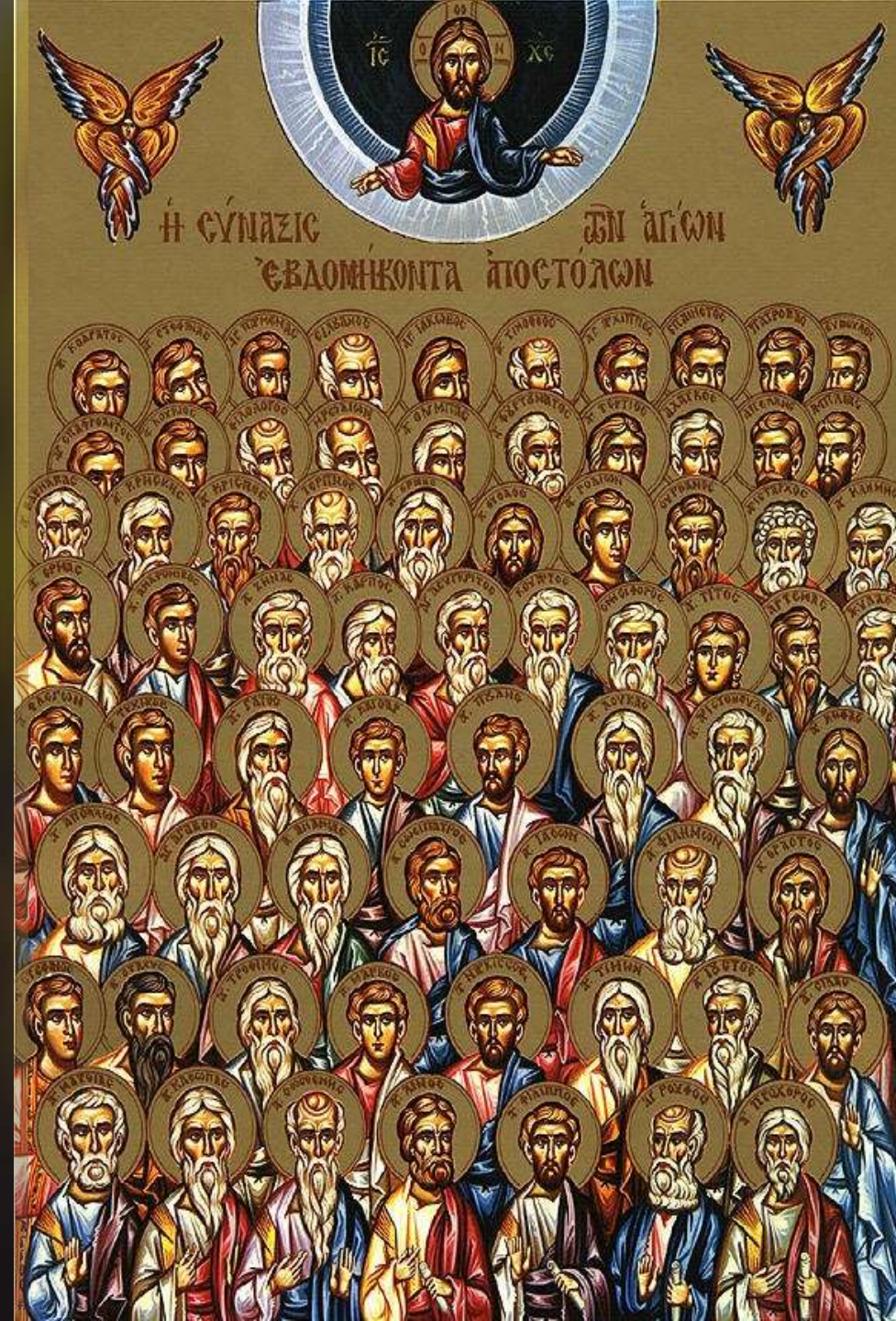
The Marianes Corollary



“NOTHING HAPPENS
UNTIL SOMEBODY
MOVES”

You have
been called
as one of
the 70
Disciples

Luke 10:1



AUDIENCE PARTICIPATION TIME!

What are your Takeaways or Questions

**The 10 Best Practices
“commandments”
of Stewardship Excellence**



- 1**  **Understanding Scriptural Stewardship**
- 2**  **PPS (Priest, Parish Council & Stewardship Ministry Alignment)**
- 3**  **W² – Own the Watch and You Will Own the Wallet**
- 4**  **The Mob Was Wrong! (Stewardship Must Be Personal)**
- 5**  **The 4th T – Tithing**
- 6**  **Essential CITA (Communication, Integrity, Transparency & Accountability)**
- 7**  **Youth Matter**
- 8**  **W&T Always (Welcoming & Thanking)**
- 9**  **The 4 Types of Parish Giving**
- 10**  **Teams, Tactics & Technologies (Not Everything Is A Nail)**

— ONE FAITH. ONE FAMILY. — — ONE MISSION. TOGETHER IN CHRIST. —

APPENDIX



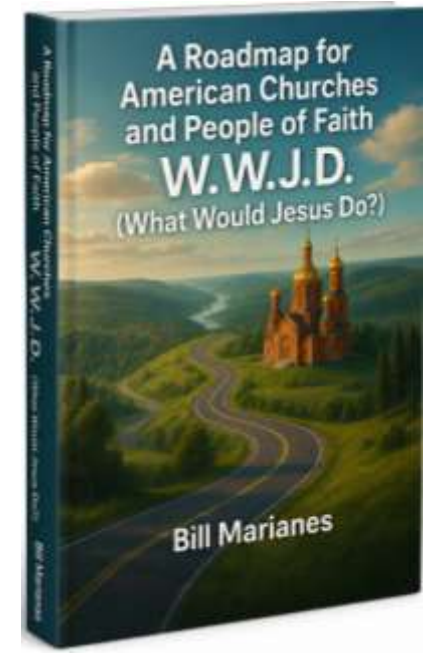
More detailed listing of the specific elements of each of the 10 best practices commandments, the stewardship ministry team, small group ministry, and sample stewardship cards



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

Chapter 10: **The Stewardship Calling 10 Best Practices** **Commandments of Stewardship &** **Engagement** (pages 262 – 384)

(Chapters 9-11 are devoted to Stewardship)



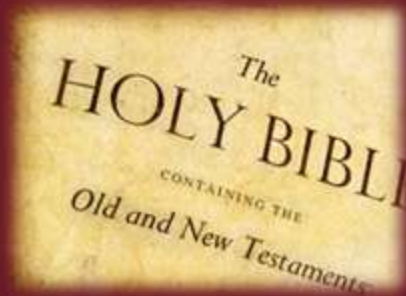
<https://churchroadmap.com/>



free download

COMMANDMENT

#1



INYIG
*It's Not Yours,
It's God's*

Understanding Scriptural Stewardship

1. Stewardship = what you do with ALL the gifts God gave you (time, talent, treasures, and tithes).
2. “It's Not Yours, It's God's” (**INYIG**) - We are temporary caretakers of God's gifts.
3. Financial problems are the symptom of the root cause is failure to teach Biblical stewardship.
4. The solution: “education, not extortion”
“generosity, not gimmicks.”
5. God's hardwiring of the joy of generosity — DOSE:
Dopamine, Oxytocin, Serotonin, Endorphins
6. Adopt proportional, percentage giving of first-fruits (and reject “dues” and “disguised dues”)

#2



Το ψάρι βρωμάει
από το κεφάλι.

*“The fish smells
from the head
down —
leadership leads
by example”*

PPS Priest, Parish Council, Stewardship & Engagement Ministry Alignment

1. PPS = Priest, Parish Council, and S&E Ministry must ALL must buy-in enthusiastically and actively participate.
2. Parish leaders must first commit to percentage-giving toward tithing and lead by example: “*Your actions speak so loudly I can't hear what you're saying.*”
3. Strategic Planning and Servant Leadership training sustains PPS alignment.
4. Without PPS, stewardship strategies will fail at the parish level.

#3



"Time is your most valuable asset; financial giving follows engagement"

W² — Own the Watch, Own the Wallet

1. Ask for time (the most valuable asset), not their fungible replaceable money.
2. W² = "Own the Watch and you will own the Wallet." Time engagement drives giving.
3. Engaged congregations are spiritually healthier, attract more people, engage in ministry more, and give more.
4. Liturgical, sacramental and ministry engagement...increase financial giving.
5. Church involvement is the single strongest predictor of giving.

#4



*“Christ visited
Zacchaeus
personally —
personal
solicitation is the
most effective
form of
outreach”*

The Mob Was Wrong — It Must Always Be Personal

1. In church S&E, it must ALWAYS be personal never “just business.”
2. Christ modeled this by personally visiting Zacchaeus — the result was a complete conversion and 100% generosity.
3. Plan A: In-home visitation by an Ambassador (most effective).
4. Plan B: Small group gathering of ≈10 parishioners at an Ambassador's home.
5. Plan C: Personal phone call — not as good as Plan A but better than email or snail mail.
6. Ambassadors share WHY, Vision, and ministries — they do NOT primarily ask for money.
7. The wHoly Engaged 6-Step Process: PPS Alignment → WHY/Vision → Ministries → Ambassador Training → Visitation → Follow-Up.
8. “No steward left behind”: Follow up every 2 weeks until every S&E Commitment is received.

#5



*"'Bring the whole
tithe... test me in
this, says the
Lord' — Malachi
3:10"*

The 4th T — Tithing Is the Secret Sauce

1. Tithing (giving at least 10%) of Time, Talents, AND Treasures is the Biblical minimum and affirmed by Christ and St. John Chrysostom.
2. 100% giving is “perfection” while the 10% tithe is the floor, not the ceiling.
3. Orthodox average only 0.5–0.8% of income.
4. The 'Round Up' makes tithing (and percentage giving) easy.
5. Tithe your TIME too.
6. Step 1: Leaders commit first.
Step 2: Teach it.
Step 3: Model it.
Step 4: Over-communicate it.

#6



*"People give to
Causes and
People with
Integrity —
C.P.I."*

Essential CITA — Communications, Integrity, Transparency & Accountability

1. CITA = Communications, Integrity, Transparency, & Accountability is essential.
2. CPI - People give to Causes and People with Integrity
3. Sell the Dream (WHY/Vision), Sell the Team (People), Sell the Scheme (ITA).
4. One-size-fits-all communication fits no one.
5. Publish audited financials and dashboards.
6. Overcommunicate positive, mission and abundance-oriented messages.
7. Testimonials, Testimonials, Testimonials
8. Completely review every page of your website and update it to best practices.

#7



*"Train up a child
in the way he
should go, and
when he is old,
he will not
depart from it" —
Proverbs 22:6"*

Youth Matter — Train Up a Child

1. 60%-70% of Christian youth LEAVE the church when they leave home.
2. You must have formal Youth Stewardship program where every youth (above age 5) should complete their own age-appropriate S&E Commitment.
 - ~ Elementary: small acts of service and prayer.
 - ~ High school: volunteer ministry and philanthropy.
 - ~ College: full engagement.
3. Science of Generosity habits are formed early with parents the #1 influence.

COMMANDMENT

#8



"A parish must excel at welcoming and thanking — you cannot thank too much"

W&T Always — Welcoming & Thanking Everyone, Always

1. Parishes excelling at W&T retain far more parishioners and stewards.
2. Thank early, often, sincerely, and publicly for everything.
3. Thanking releases DOSE hormones (Dopamine, Oxytocin, Serotonin, Endorphins) in both giver and receiver.
4. Every visitor must feel immediately and genuinely welcomed and provided a comprehensive Welcoming Package for (ministries, vision, FAQs, contacts).
5. Dedicated Welcoming Ministry - trained greeters, follow-up contact within 7 days, and invitation to at least one other activity.

#9



*"Annual tithes,
emergency
appeals, planned
giving, and
capital
campaigns —
know the
difference"*

The 4 Types of Parish Giving

1. Teach all 4 types in a year-long rhythm and schedule so parishioners understand the full spectrum of generous giving.
2. Each type requires its own communication strategy, leadership, and implementation plan.
3. Use brokerage account to accept gifts of appreciated securities — huge tax advantage for donors.

#10



“Use the newest, best, and most varied tools — one size does not fit all”

Team, Tactics & Technologies — Not Everything Is a Nail

1. Build a full S&E Ministry Team: (See Appendix for 10 **stewardship team roles**: Leader, Communications, Data Analysis, Campaign Manager, Planned Giving, Ambassadors, Welcoming, Thanking, Youth S&E, Small Groups)
2. Need frictionless giving platforms, online, mobile kiosks, Zelle, Apple Pay, Square, securities, digital currency and blockchain.
3. Online givers give 32% MORE than check/cash givers.
4. Nothing is more powerful than a testimonial and personal story of impact (live/video/written, etc.)
5. Small Group Ministry is a proven engagement multiplier.
6. Websites matter - use social media, websites, email, and texting strategically — but never replace, personal touch.
7. Track metrics: “In God we trust; all others bring data.”
8. Use AI and constantly Innovate, Measure, and Adjust. Never stop improving.

The Mob Was Wrong – It's All Personal

wHoly Engaged Personal and Group
Visitation & Engagement Program



**EVERY SOUL MATTERS.
EVERY CONVERSATION COUNTS.**



We Visit.
We Listen.



We Care.
We Encourage.



We Invite.
We Include.



We Disciple.
We Send.



Christ-Centered
Every Visit



Relationship-Driven
Every Time



Mission-Focused
Every Step

*From Encounter to
Discipleship.*



STEWARDSHIP
CALLING

A group of diverse young adults, including men and women of various ethnicities, are sitting around a table in a bright, indoor setting. They are all smiling and looking at each other, creating a warm and engaged atmosphere. Several of them are holding open books, suggesting a shared reading or study activity. On the table in front of them is a large silver tray with a white bowl of food, a small pink cup, and some condiments. The background shows a kitchen area with light-colored cabinets and a window. The overall scene conveys a sense of community and shared learning.

The wHoly-Engaged Group Visitation Program

The wHoly- Engaged Group Visitation Program

- ~ Opening prayer, welcome/ice breaker
- ~ Dinner and fellowship
- ~ Program
 - the vision and ministries of the parish
 - 2 or 3 testimonials
 - present stewardship ministry handbook and stewardship commitment form
 - explain next steps (including 2-week follow-ups), answers any questions and closing prayer





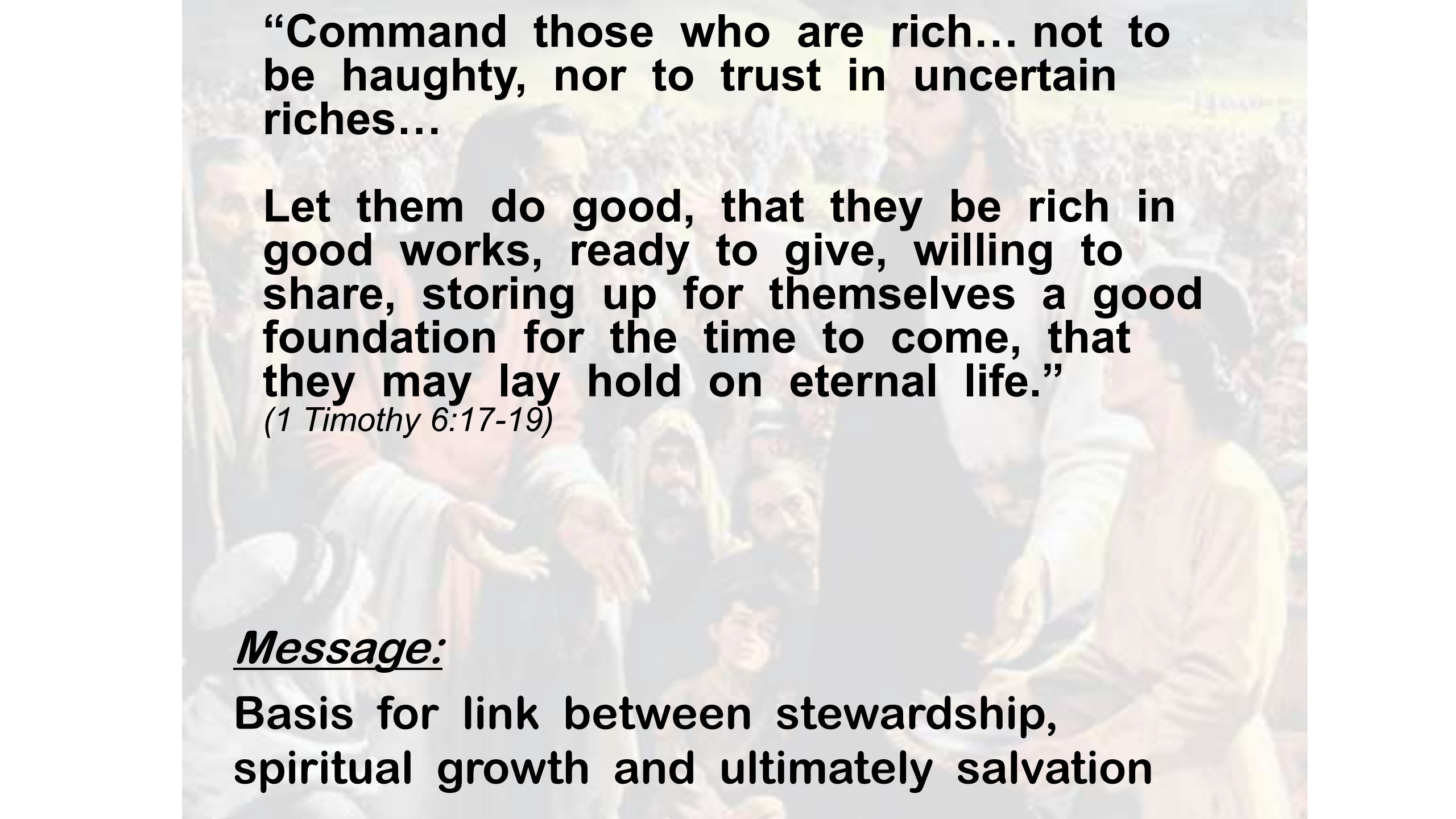
“For everyone to whom much is given, from him much will be required; and to whom much has been committed, of him they will ask the more.”

(Luke 12:48)

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

(Deuteronomy 16:17)





“Command those who are rich... not to be haughty, nor to trust in uncertain riches...

Let them do good, that they be rich in good works, ready to give, willing to share, storing up for themselves a good foundation for the time to come, that they may lay hold on eternal life.”

(1 Timothy 6:17-19)

Message:

**Basis for link between stewardship,
spiritual growth and ultimately salvation**



**“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)

- **Sample
Stewardship Cards
& Ministry
Handbooks**

Appendix

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

For more information, see:

Ministry Handbooks:
Chapter 10 (pages 378-379)

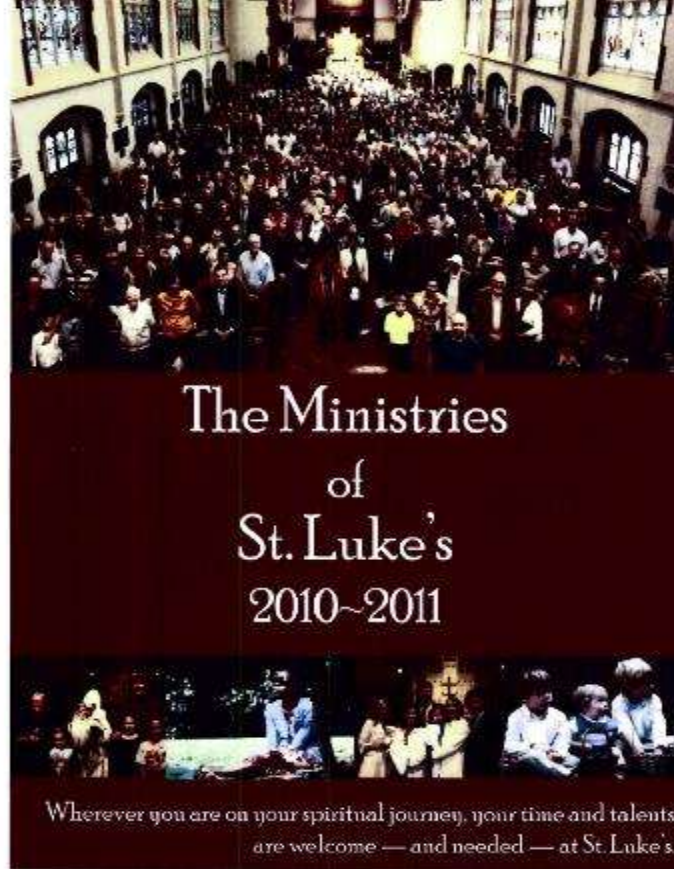
Examples provided here:

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



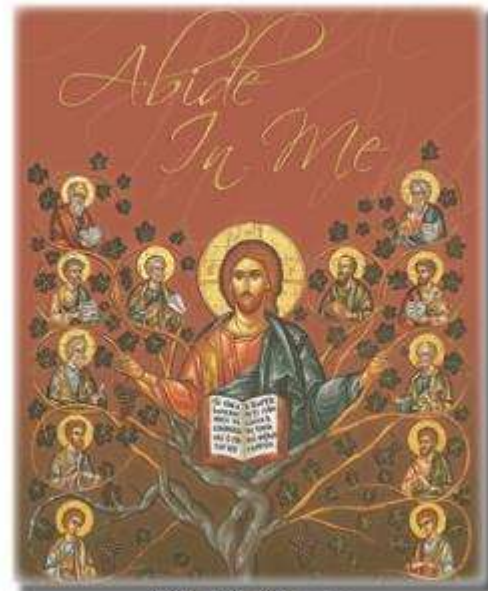
<https://stewardshipcalling.com/a-roadmap-for-american-churches-and-people-of-faith-w-w-j-d-what-would-jesus-do/>

St. Anthony Greek Orthodox Church
776 South Rosemead Boulevard
Pasadena, California 91107-5613
(626) 449-6943 • FAX (626) 449-6974
Rev. Fr. Peter Stratos
saint-anthonys.org



Wherever you are on your spiritual journey, your time and talents are welcome — and needed — at St. Luke's.

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



Sunday Worship Services

Orthros	8:15 am
Divine Liturgy	9:30 am

Tel: 781-862-6453
17 Meriam Street
Lexington, MA 02420

find us on Facebook



Parish Ministry Handbooks Examples

Philanthropus
To provide assistance to those in need in the death community, the Forest City Community Fund (The Place, the Life, and the Community), and to make in-home visits to members of our parish who are ill, homebound, or unable to get out, women and men of our parish are invited to join this organization.
Marie Chapman • 678-513-9955 • dmchap@earthlink.net

Venturing One Out (Executive Fellow)
Coca-Cola's total support program of Boy Scouts of America proudly supports its Latin American high-adventure leadership grass-roots program. There's a variety of activities being fun open to young men and women who are 17 and have completed the eighth grade or ages 16-22.
Honorable Mention: + 800-734-5478 • mhsouthatlanta.com

Gift Shop Ministry
To encourage and enhance the Christian experience in our parish, by offering items that aid in the development and awareness of our faith beliefs, events, history, and traditions.
Main Office, 4144 Thompson • 770-420-1231 • giftshop@nash.org

Great Festival Weekly
The annual celebration of our faith and heritage and our largest community outreach initiative of the year
(at any time) • 770-845-7713 • info@nashvillejcc.org

Project Comfort Ministry
to provide hand made items to those who have just given birth, to those who have recently lost a loved one, and to those in need during the colder months of the year.
Early Church • 670-447-2918 • elchurchw@earthlink.net

Saint John the Wonder Worker: Games and Faith Ministry
 Discover new, fun-filled ideas (games and more) for the needs in the surrounding Advent community year-round and especially at Year-ending and Christmas.
 Bruce Blakes • 270-961-0157 • www.bruce1210@aol.com

PARISH SUPPORT SERVICES MINISTRY

Capital Development and Fundraising Manager
 Lead our parish in all fitting major projects to enable us to fulfil our vision as a parish.
 David Chapman • 078-510-1100 • dchapman@knotsvalley.net

Booker and By-Laws Ministry
 hosts our parish by providing orderly structure to the governance in a
 corner office.
 (Booker)

April Messer
 found our community irregularly taking account of the week to be
 that has granted to
 amount

COMMERCIAL BANKS
 Network Ministry
 Build our faith in the use of technology to connect, educate, and inspire.
 Tel: 011 425 173 6000 • business@bankofchina.com

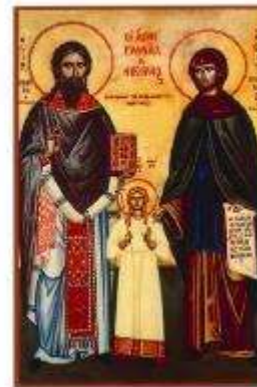
Newsletter delivery
Indicate our parish is correct attending with parish members events of our parish life
[Click here to go to CNA's website or contact your local diocese office.](#)

Archives/History
To provide a picture of the activities of parish events and history
mailto:info@stjohns.org • 725-815-0500 • www.stjohns.org

HAUSING MANAGEMENT AND GROWTH MINISTRY
 Housing, Maintenance and Property Management Ministry
 Invest our work in the maintenance and care of the buildings you grow
 factors give us

Search/Insertion Activity
Provide plants and flowers for the entrance to the exhibit and The Blue Room.

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SAINTS RAPHAEL, NICHOLAS, AND IRENE
GREEK ORTHODOX CHURCH

DIRECTORY OF MINISTRIES

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

Effective Online Talents Form

**Greek Orthodox Cathedral of the Annunciation,
2500 Clairmont Rd NE, Atlanta GA 30329**

Time & Talents

Please consider offering your time and talents to one of our many ministries, committees and Strategic Planning Goals. We are a large parish with many needs, there are many ways to help! "...give and it will be given to you...for with the same measure that you use it will be measured back to you." Luke 6:38

Your Contact Information

Name *

First Name

Last Name

Email Address *

Phone *

(###)

###

###

Ministry and Committee Opportunities

I would like to volunteer my time and talents to the following ministries and/or committees

Parish Council Committees

I would like to serve on the following committee(s):

- ☐ Activities
- ☐ Outreach
- ☐ Cemetery
- ☐ EHCYD - Education, Hellenic Culture & Youth Diakonia
- ☐ Hellenic Community Center
- ☐ History & Archives
- ☐ Real Estate
- ☐ Spiritual Life
- ☐ Cathedral Office

I would like to help with...

- ☐ Office Volunteer
- ☐ Mailing/Bulletin/Newsletter (Mail Crew)

1

Strategic Planning Goal: Campus Improvements

- ☐ 1.1 Accessibility, Renovation, Athletic & Storage Improvements
- Strategic Planning Goal: Church Life Experience

- ☐ 2.1 Welcoming & Newcomer Ministries
 - ☐ 2.2 Worship & Sacramental Engagement
- Strategic Planning Goal: Communications & Technology

- ☐ 3.1 Communications and Technology Platform
- Strategic Planning Goal: Education

- ☐ 4.1 Adult Education
 - ☐ 4.2 Youth Education
- Strategic Planning Goal: Leadership, Management & Operations

- ☐ 5.1 Orthodox Servant Leadership Program
 - ☐ 5.2 Operational Excellence
- Strategic Planning Goal: Life Stage Ministries

- ☐ 6.1 Small Groups
 - ☐ 6.2 Life Stage Ministries
- Strategic Planning Goal: Philanthropy, Outreach & Evangelism

- ☐ 7.1 Philanthropy, Outreach & Evangelism
- Strategic Planning Goal: Stewardship

- ☐ 8.1 Comprehensive Stewardship Program
- Ongoing Educational Programs

I would like to assist with...

- ☐ I'm not sure and would like to discuss first

Youth Education

I would like to assist with...

- ☐ Sunday Catechetical School
- ☐ St. John Chrysostom Oratorical Festival
- ☐ Annunciation Day School
- ☐ Annunciation Afternoon Greek School
- ☐ Joining Greek School PTA

ARK - Adult Religious Knowledge

- ☐ Wednesday Morning Life
- ☐ Wednesday NITE Life
- ☐ "Road to Orthodoxy" Inquirer/Convert Class
- ☐ "Road to Oneness" Premarital Seminar

2

Senior Ministry

- ☐ Join G.O.O.F.S.
- ☐ Join Golden Group (G.G.)
- ☐ Serve on the G.G. Planning Committee
- ☐ Seniors at Play

Philanthropy and Social Services

- ☐ Joining the Ladies Philoptochos Society
- ☐ Assisting with the Soup Kitchen
- ☐ Assisting with Bags of Love
- ☐ Assisting with Witness to Christ's Love (Help/Visit Shut-ins)
- ☐ Drive others to Church
- ☐ Joining Velonaki Knitting Group

Church Cultural Programs

- ☐ Atlanta Greek Festival
- ☐ Cathedral Orchestra
- ☐ Cathedral Dance Ministry
- ☐ Church Service Groups
- ☐ I would like to assist in Divine Services by...
- ☐ Serving as an Altar Boy
- ☐ Serving as a Handmaiden
- ☐ Chanting
- ☐ Joining the Annunciation Choir
- ☐ Joining the Youth Choir
- ☐ Joining the Men's Choir
- ☐ Serve as an Epistle Readers (6-12th Grade)

Liturgical Needs

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

Building Maintenance

- ☐ Carpentry

3

- ☐ Electrical Work
- ☐ Painting
- ☐ Plumbing
- ☐ Grounds Maintenance

Athletics & Summer Programs

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

Youth Ministry

- ☐ Assisting with H.O.P.E. & I.O.Y.
- ☐ Assisting with G.O.Y.A.
- ☐ Assisting with Y.A.Y.P.
- ☐ Joining Orthodox Christian Fellowship (O.C.F.)
- ☐ Joining College Outreach

Kitchen Crew & Events

- ☐ Set-up & Decorate for Events
- ☐ Serve Food for Events
- ☐ Assist in Cooking for Parish Events
- ☐ Clean-up After Events

Religious and Spiritual Resources

- ☐ Annunciation Cathedral Bookstore & Gift Shop
 - ☐ Multimedia Ministry
- I would like to assist with...

- ☐ Photos and Videos for Church Services
- ☐ Photos and Videos for Events
- ☐ Web Streaming
- ☐ Multimedia Operator
- ☐ Digital Content organization

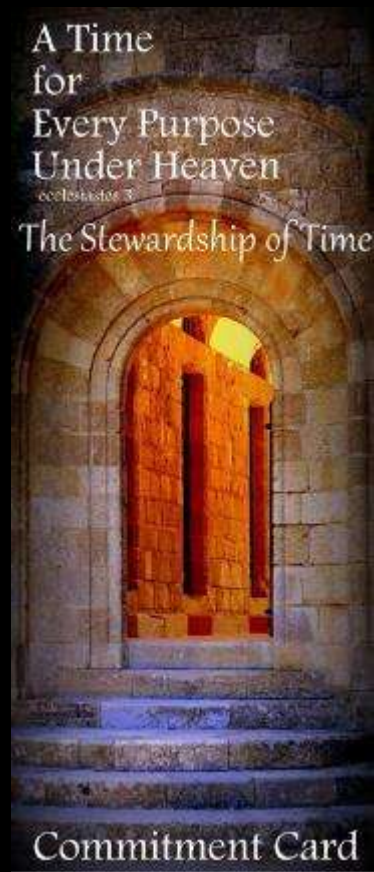
Other

Please enter additional areas of assistance you wish to provide if not listed within this checklist...

4

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

GOA Talents Pledge Form



information NAME _____ NAME OF SPOUSE (IF MARRIED) _____ STREET ADDRESS _____ CITY / STATE / ZIP CODE _____ HOME PHONE _____ MOBILE PHONE _____ EMAIL ADDRESS _____ EMAIL ADDRESS OF SPOUSE (IF MARRIED) _____ Dependent Children's names and birthdates: _____ _____ _____ May we include your contact information in the parish directory? ☐ yes ☐ no If yes, please indicate any information you would like excluded: _____ _____ May we add you to our parish email list? ☐ yes ☐ no	In the Gospel of Saint Matthew (6:19), Jesus instructs us, "Do not store up for yourselves treasures on earth, where moth and rust destroy, and where thieves break in and steal..." Often in life, we pursue and collect those things that do not last. We must ask, "One hundred years from now, where will our possessions be?" Our greatest blessing is our family. As Orthodox Christians, we are called to be stewards of this great gift. If we are faithful to this calling, perhaps our Lord will say to us as he did to the faithful steward, "Well done good and faithful servant" (Mt 25:23).  treasure In gratitude for God's blessings, I/We commit to Christ and His Church the following amount: \$ _____ each week planned giving ☐ Please send me information on making a planned gift to the Church	time & talent Individual stewards should indicate areas of interest with a check (✓). Families should mark "H" for husband, "W" for wife or "C" for children. <table border="0"><tr><td>EDUCATION ☐ Bible Study ☐ Adult Religious Education ☐ Intro to Orthodoxy ☐ Publications ☐ Speakers ☐ Bookstore ☐ Library</td><td>LITURGICAL ☐ Sanctuary & Altar Care ☐ Altar Boys / Acolytes ☐ Baking Provisions ☐ Choir ☐ Reader ☐ Greeter/Usher</td></tr><tr><td>YOUTH ☐ Church School Teacher ☐ Church School Administration ☐ Youth Leader ☐ Vacation Church School ☐ Camp Counselor</td><td>MINISTRIES & PROGRAMS ☐ Campus Ministry ☐ Welcome Team ☐ New Member Events ☐ Outreach ☐ Stewardship ☐ Sunday Fellowship / Coffee ☐ Visitation - Hospital ☐ Visitation - Shut-ins ☐ Feed the Hungry ☐ Prison Ministry ☐ Grief Bereavement Group ☐ Disaster Relief Projects ☐ Blood Drives ☐ Project Mexico ☐ Int'l Orth. Christian Charities ☐ OCMC Mission Center ☐ Seniors Ministry ☐ Couples Ministry ☐ Singles Ministry ☐ Military Ministry</td></tr><tr><td>BUILDING & GROUNDS ☐ Garden & Landscape ☐ Planting ☐ Electrical ☐ Carpentry ☐ Interior Repairs ☐ Exterior Repairs ☐ Roofing ☐ Hall Rentals</td><td>COMMUNICATIONS ☐ Web site & E-mail ☐ Bulletin & Newsletter ☐ Public Relations</td></tr></table> ADMINISTRATION ☐ Fiscal Mgt / Review ☐ By-Laws ☐ Development / Fundraising ☐ Office Help ☐ Computer / Technical ☐ Data Entry	EDUCATION ☐ Bible Study ☐ Adult Religious Education ☐ Intro to Orthodoxy ☐ Publications ☐ Speakers ☐ Bookstore ☐ Library	LITURGICAL ☐ Sanctuary & Altar Care ☐ Altar Boys / Acolytes ☐ Baking Provisions ☐ Choir ☐ Reader ☐ Greeter/Usher	YOUTH ☐ Church School Teacher ☐ Church School Administration ☐ Youth Leader ☐ Vacation Church School ☐ Camp Counselor	MINISTRIES & PROGRAMS ☐ Campus Ministry ☐ Welcome Team ☐ New Member Events ☐ Outreach ☐ Stewardship ☐ Sunday Fellowship / Coffee ☐ Visitation - Hospital ☐ Visitation - Shut-ins ☐ Feed the Hungry ☐ Prison Ministry ☐ Grief Bereavement Group ☐ Disaster Relief Projects ☐ Blood Drives ☐ Project Mexico ☐ Int'l Orth. Christian Charities ☐ OCMC Mission Center ☐ Seniors Ministry ☐ Couples Ministry ☐ Singles Ministry ☐ Military Ministry	BUILDING & GROUNDS ☐ Garden & Landscape ☐ Planting ☐ Electrical ☐ Carpentry ☐ Interior Repairs ☐ Exterior Repairs ☐ Roofing ☐ Hall Rentals	COMMUNICATIONS ☐ Web site & E-mail ☐ Bulletin & Newsletter ☐ Public Relations
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Any other talents or information on items listed above:

<https://www.goarch.org/-/2020-stewardship-campaign-resources?inheritRedirect=true>

Youth Stewardship Card

Stewardship Through the Saints



Ascension Catholic Church

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

First & Last Name(s)

Parents' First & Last Name

Street Address

City _____ State _____

ZIP _____

Telephone (Youth) _____

Family Email _____

Parent Signature _____

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

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

Time

Spending Time with God in Prayer

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

Talent

Using My Talents in Parish Ministries

☐ = Currently Active ☐ = Interested in Joining
↓ Clearly write the first name of interested person on the line

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

Treasure

Giving Part of My Money to God

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

Adult Stewardship

Serbian Orthodox Trifold - Inside

ORTHODOX CHRISTIAN STEWARDSHIP



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

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

Church Name

Address

City/State/Zip

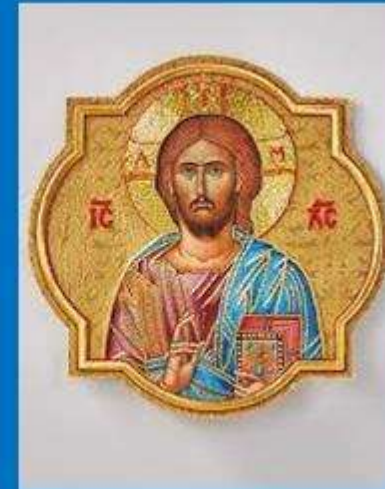
Phone number

Website

***JUST A REMINDER:**

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

2021 STEWARDSHIP COMMITMENT CARD



2021 STEWARDSHIP

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

Adult Stewardship Serbian Orthodox Trifold - Outside

ORTHODOX CHRISTIAN STEWARDSHIP: OFFERING TIME, TALENTS & TREASURES



INFORMATION

NAME _____

NAME OF SPOUSE (IF APPLICABLE) _____

STREET ADDRESS _____

CITY/STATE/ZIP CODE _____

TELEPHONE _____

CELLULAR TELEPHONE _____

E-MAIL ADDRESS _____

SPOUSE'S E-MAIL ADDRESS _____

CHILD(REN) NAME(S) (UNDER 16 ONLY) _____

Are you a Baptized and Chrismated Orthodox Christian? Y / N

Would you like information about online giving? Y / N

TIME

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

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

I commit to offering:

_____ hours/week

_____ hours/month

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

TALENTS

God bestows upon each of us unique and wonderful abilities. Below are listed only a handful of potential talents. Please take some time to consider with what abilities God has blessed you as you fill out this section of the commitment card. Individual Stewards should use a ✓. Families should use (H) Husband, (W) Wife, (B) Both, (C) Child.

EDUCATION

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

YOUTH

- _____ Church School/Teacher
- _____ Church School Administration
- _____ Youth Chanting Instructor
- _____ Youth Choir
- _____ Youth Leader
- _____ Vacation Church School
- _____ Camp Counselor
- _____ Kolo (Teacher or student)
- _____ Tambura (teacher or student)

LITURGICAL

- _____ Sanctuary & Altar Care
- _____ Altar boys / Acolytes
- _____ Baking Prosphora
- _____ Chos
- _____ Reader/Chanter/Singer
- _____ Gospels/Usuls
- _____ Candles

BUILDING & GROUNDS

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

COMMUNICATIONS

- _____ Website & Email
- _____ Bulletin & Newsletter
- _____ Public Relations

ADMINISTRATION

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

MINISTRIES & PROGRAMS

- _____ Campus Ministry
- _____ Gospels Team
- _____ Annual Taste of Serbia
- _____ Liturgical Visit Team
- _____ Orchesch
- _____ Snowmaking
- _____ Sunday Fellowship / Coffee
- _____ Visitation - Hospital
- _____ Visitation - Shut-ins
- _____ Food for Hungry
- _____ Prison Ministry
- _____ Great Blessing of the Waters
- _____ Disaster Relief Projects
- _____ Summer Pilgrimage
- _____ Seniors Ministry
- _____ Couples Ministry
- _____ Singles Ministry
- _____ Men's Ministry
- _____ Women's Ministry
- _____ Rite of Living Ministry

God has blessed me/us with these additional talents:

TREASURES

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

I commit to offering:

\$ _____ / week / month/year

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

What if I/we cannot fulfill our commitment?

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

Youth Stewardship Card

Stewardship Through the Saints



Ascension Catholic Church

2020 Stewardship Renewal
Youth Commitment Card (*up to age 16*)

First & Last Name(s)

Parents' First & Last Name

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City _____ State _____

ZIP _____

Telephone (Youth) _____

Family Email _____

Parent Signature _____

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- ☐ Spend one hour a week in Adoration of the Blessed Sacrament
- ☐ Pray together with my loved ones
- ☐ Read the Bible for one hour a week
- ☐ Pray the Rosary at least weekly
- ☐ Go to confession every other month
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Talent

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☐ ☐ Youth Activities - Middle School
- _____
☐ ☐ Youth Group - High School
- _____
☐ ☐ Other _____

Treasure

Giving Part of My Money to God

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

Steward Information & Pledge Form

PERSONAL INFORMATION

BAPTIZED OR CHRISMATED ORTHODOX CHRISTIAN?

NAME (First/Last) _____ YES ____ NO ____

NAME DAY (or Baptismal Name) _____

SPOUSE (First/Last) _____ YES ____ NO ____

NAME DAY (or Baptismal Name) _____

RESIDENCE ADDRESS _____

CITY _____ STATE _____ ZIP CODE _____

HOME PHONE NUMBER: (____) _____

SELF

SPOUSE

BUSINESS PHONE: _____

OCCUPATION: _____

BIRTHDATE: _____

EMAIL _____

Names, Birthdates, and Name Days of Dependent Children:

COMMITMENT OF RESOURCES

I/We commit to Christ and His Church through this pledge;

I/We expect to give the following amount:

Weekly: \$ _____

“Every Sunday let each of you put aside your offering for the work of the Lord.” (See: 1 Cor 16:2)

COMMITMENT OF TIME AND TALENT

NAME(S): _____

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

____ Adult Assistant for Altar Boys

____ *Annual Festival*

____ *Assist in Bookstore*

____ Assist in Library

____ Assist in Office

____ Assist w/ Parish Communications

____ Assist with Stewardship Programs

____ Assist with Web Site

____ Bake for Events

____ Budget and Planning

____ Building Maintenance

____ Building New Facilities

____ Church Events

____ Catechism School Teacher

____ Catechism School Assist./Substitute

____ Chanter

____ Choir

____ Clean Up After Events

____ Contact/Entertain Newcomers

____ Cook for Events

____ Coordinate Church Activities

____ Decorate for Events

____ Drive Others

____ Family Night

____ Fund Raising

____ Greek Dance PTA

____ Greek Dance Teacher

____ Greek School Teacher

____ Greek School Assist./Substitute

____ Greet Parishioners/Newcomers

____ Help Sick/Shut ins

____ Host Coffee Hour

____ Host Neighborhood

____ Gatherings

____ Landscape/Maintenance of
Grounds

____ Outreach

____ Parish Luncheons

____ Philoptochos Auction

____ Phone Committee

____ Planning/Organizing

____ Play Organ/Piano

____ Prepare Food

____ Prepare Prosforon

____ Promote Church Activities

____ Serve Food

____ Set Up for Events

____ Sew/Alter Dancers’

Costumes

____ Soup Kitchen

____ Teach Greek Cooking

____ Transport Sick/Aged

____ Visit Others

____ Volunteer Time if Called

____ Youth Leader/Assistant

GOYA (6th and Up)

____ Youth Leader/Assistant

HOPE (Birth - 1st Grade)

____ Youth Leader/Assistant

JOY (2nd - 5th Grades)

____ Youth Leader/Assistant--

____ Summer Camp Staff

Other Talents: _____

Stewardship & Engagement Ministry Team and Job Descriptions



Appendix

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

committed
trained
enthusiastic
disciplined

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

It Takes a Team



Optimal Stewardship Team

ADMINISTRATIVE

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

TACTICAL

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

MINISTRY OR LIASON

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



Optimal Stewardship Team



ADMINISTRATIVE

1. Ministry Team Leader

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

2. Stewardship Communications

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

3. Stewardship Data Analysis

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

Optimal Stewardship Team



TACTICAL

4. Stewardship Campaign

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

5. Planned Giving

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

6. Stewardship Ambassador Recruitment & Training

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

Optimal Stewardship Team



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

7. Welcoming Ministry

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

8. Thanking Ministry

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

9. Youth Stewardship

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

10. Small Group Ministry

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

Small Group Ministry



Appendix

A group of diverse young adults, including men and women of various ethnicities, are gathered around a table. They are all smiling and looking towards each other, suggesting a warm and collaborative atmosphere. Some individuals are holding open books, possibly Bibles, which are being shared or discussed. The setting appears to be a casual indoor space, perhaps a community center or a home, with a white tablecloth and some food or drinks visible on the table. The overall tone is positive and inclusive.

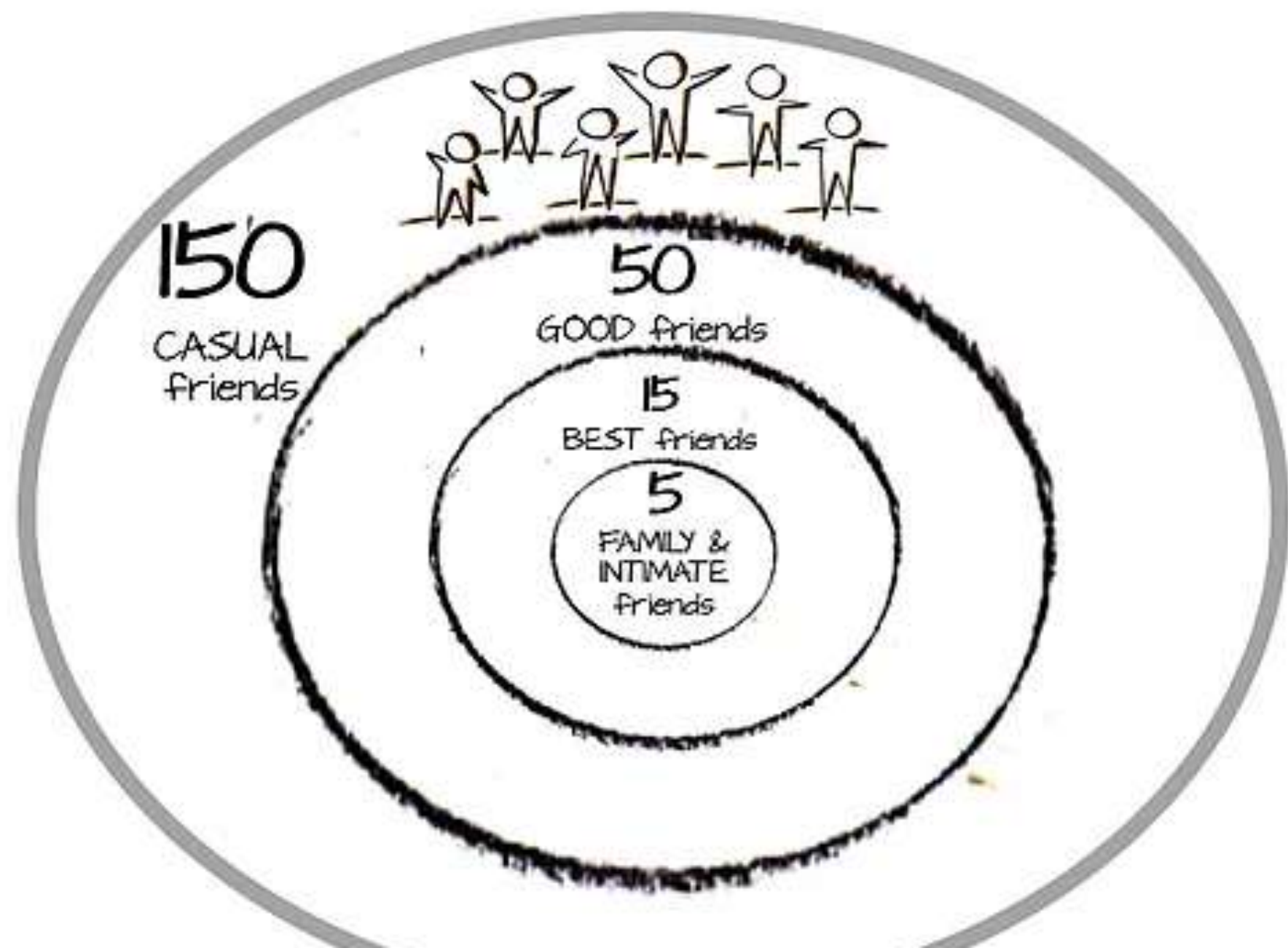
Transformational Small Group Ministry

Cultivate A Sense Of
Community

A large, diverse crowd of people is seated in church pews, viewed from behind. The pews are filled with people of various ages and ethnicities, all facing forward. The text "The bigger a church gets, the smaller it must become!" is overlaid in white, bold, sans-serif font in the center of the image.

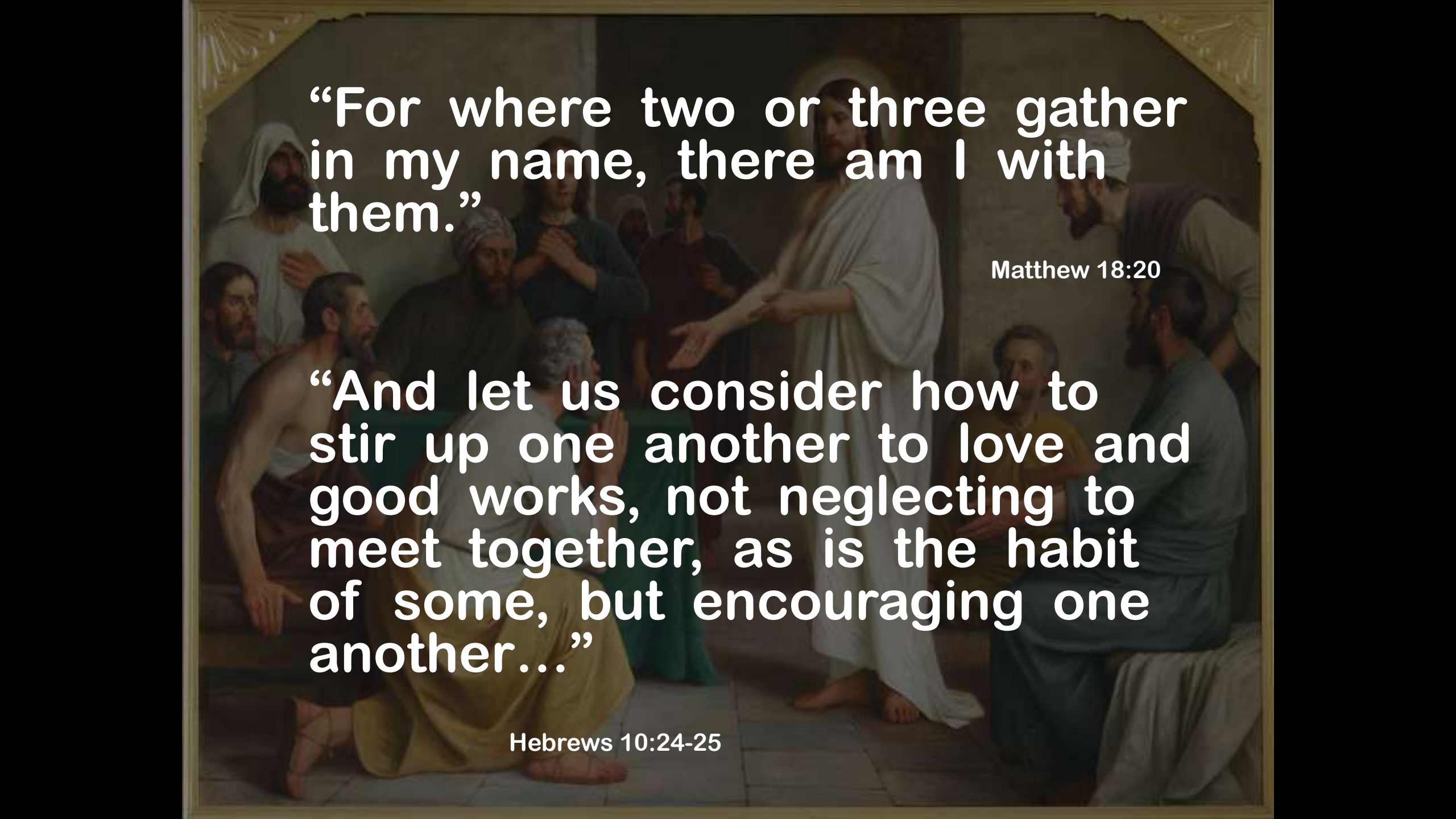
**“The bigger a
church gets, the
smaller it must
become!”**

DUNBAR'S NUMBER



Small Groups Ministry

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



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

Matthew 18:20

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

Hebrews 10:24-25

Benefits of Small Groups (SG)

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

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

FROM SCARCITY TO ABUNDANCE

✝
*Inspiring a Culture of
Stewardship & Engagement*



FAITH
Rooted in Christ



COMMUNITY
Stronger Together



GENEROSITY
A Way of Life



ENGAGEMENT
Many Gifts, One Mission



ABUNDANCE
God Provides, We Participate