THE DIOCESE OF
NEW YORK & NEW JERSEY

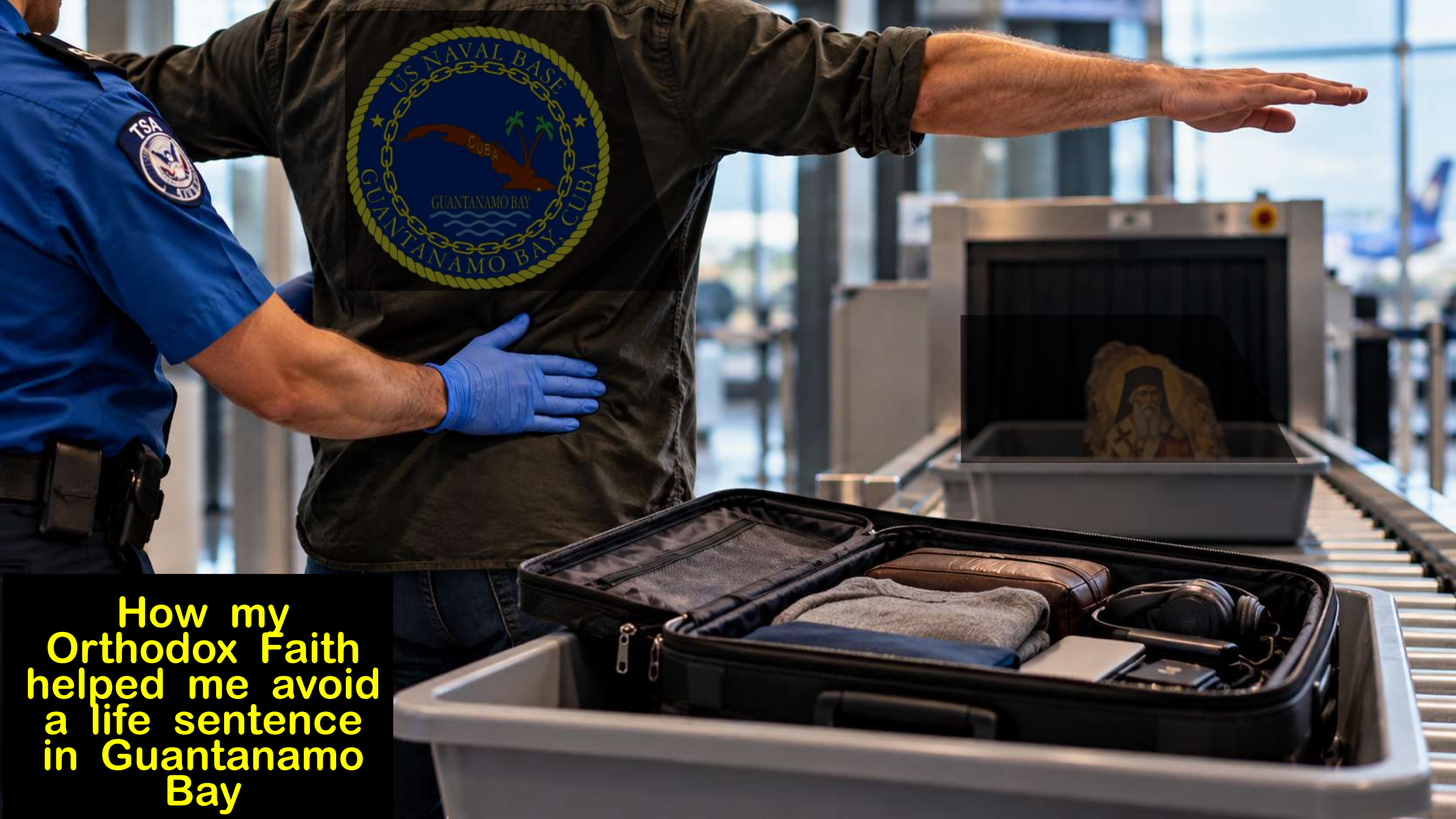


Part 1: Forming Engaged Disciples … Not Just Members
&
Part 2: Parish Finances: Challenges & Opportunities

Dr. Bill Marianes
Bill@stewardshipcalling.com

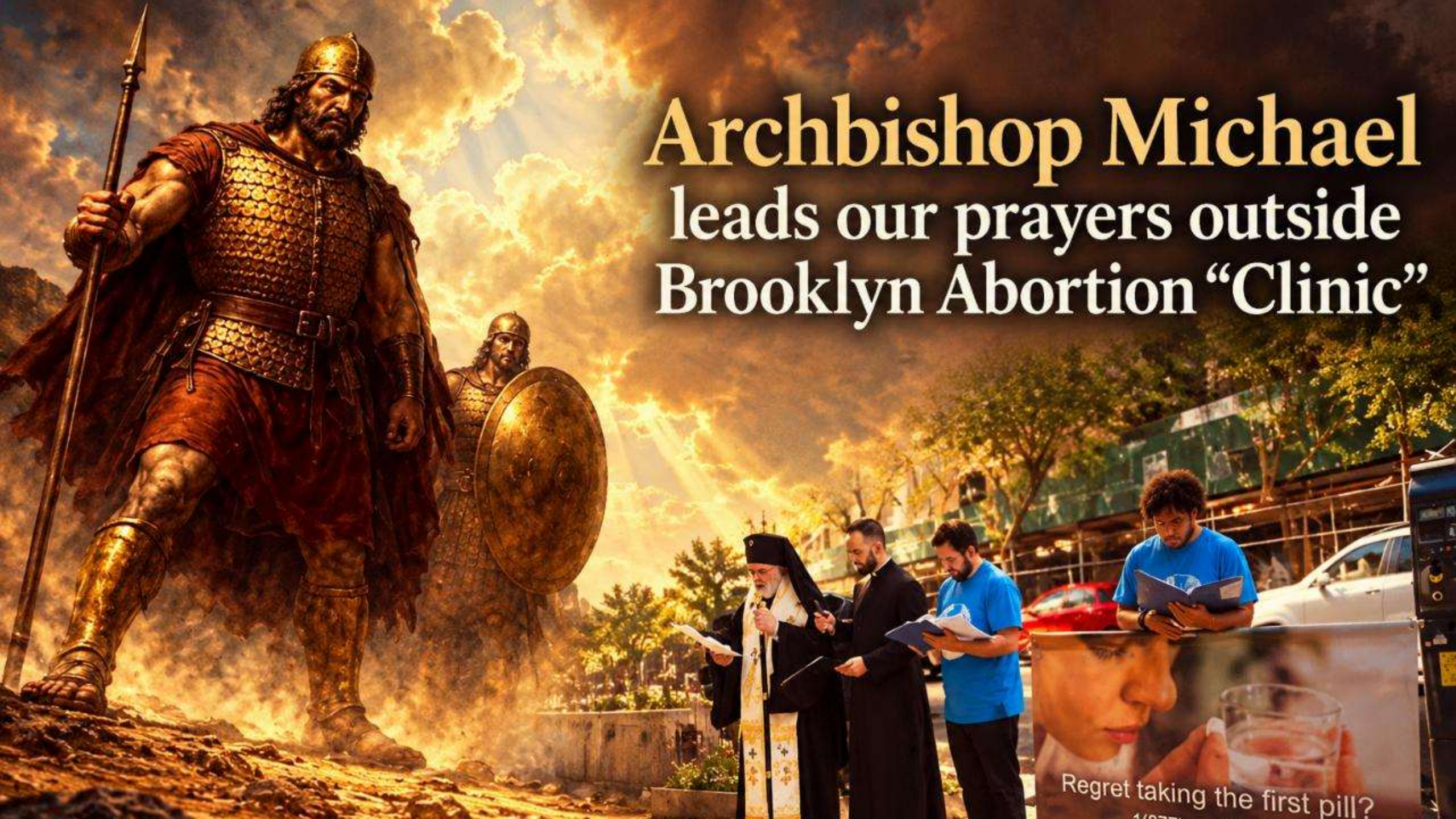
STEWARDSHIP CALLING

CHURCH ROADMAP PODCAST



How my Orthodox Faith helped me avoid a life sentence in Guantanamo Bay

Archbishop Michael leads our prayers outside Brooklyn Abortion "Clinic"



StewardshipCalling.com



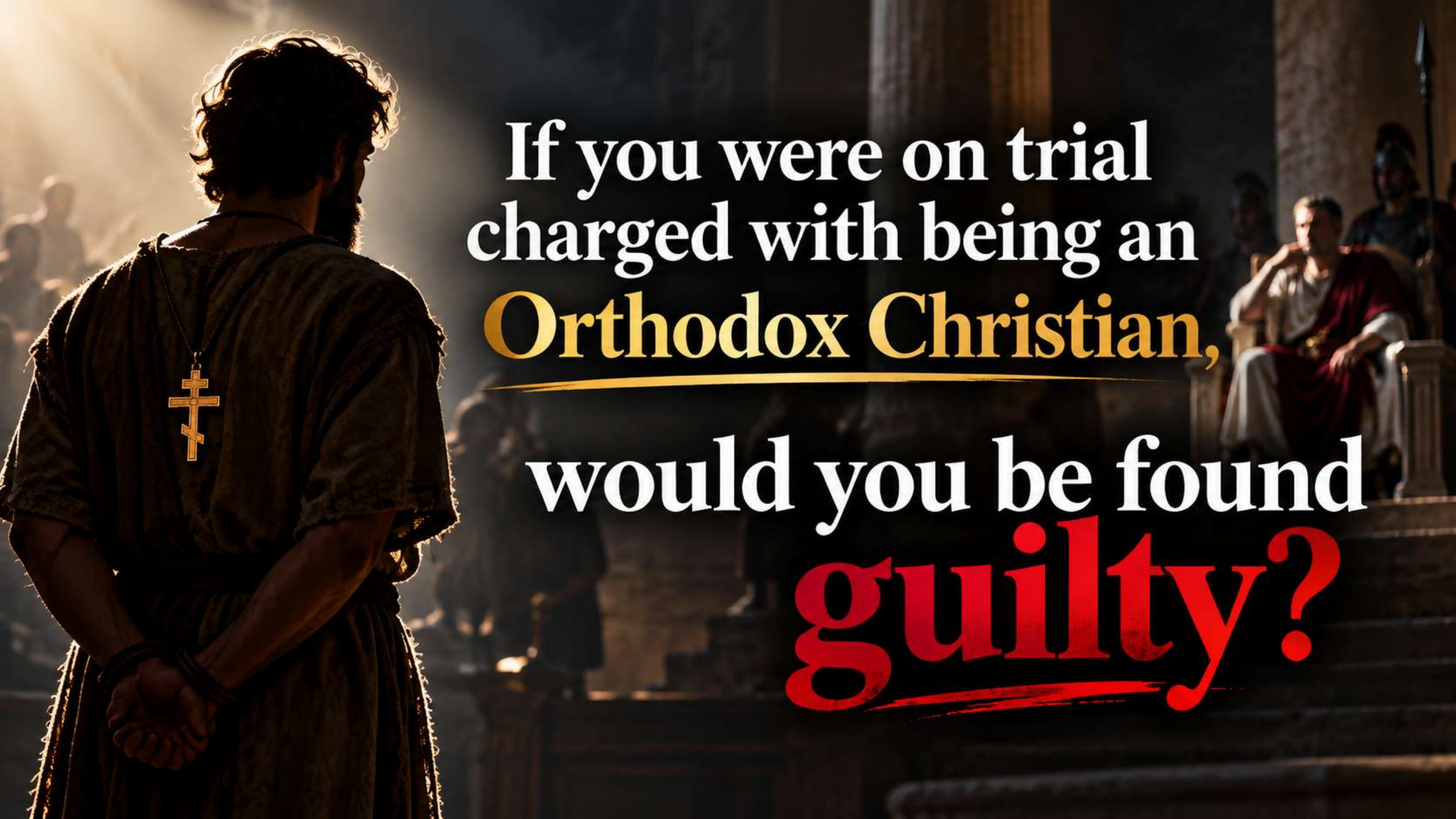
Keynotes & Leadership Tab

OCA NY/NJ Page

STEWARDSHIP CALLING

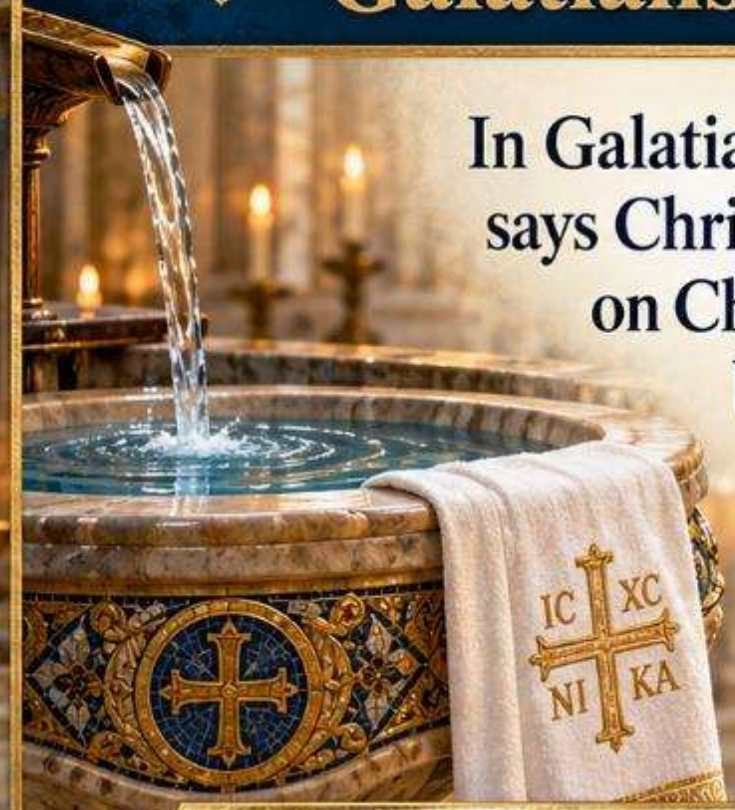
CHURCH ROADMAP PODCAST

https://stewardshipcalling.com/oca-ny-nj-clergy-retreat-2026/


If you were on trial
charged with being an
Orthodox Christian,
would you be found
guilty?

Putting on Christ: Gift and Calling

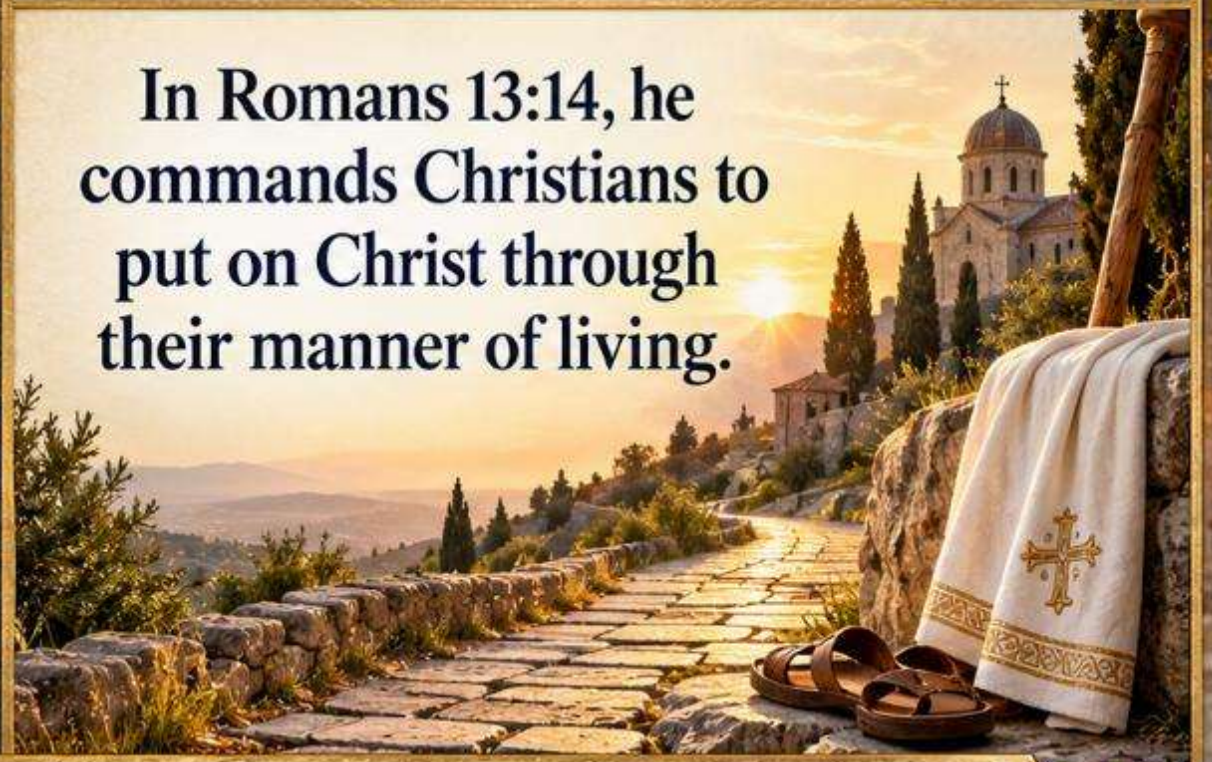
Galatians 3:27



In Galatians 3:27, Paul says Christians have put on Christ through baptism.

Romans 13:14

In Romans 13:14, he commands Christians to put on Christ through their manner of living.



Baptism gives the new *identity*; discipleship *lives it out*.

The Orthodox Journey of Salvation



Baptism

We enter into Christ, participating in His death and resurrection.



Chrismation & Eucharistic Life

We receive the gift of the Holy Spirit and participate in the sacramental life of the Church.



Lifelong Discipleship

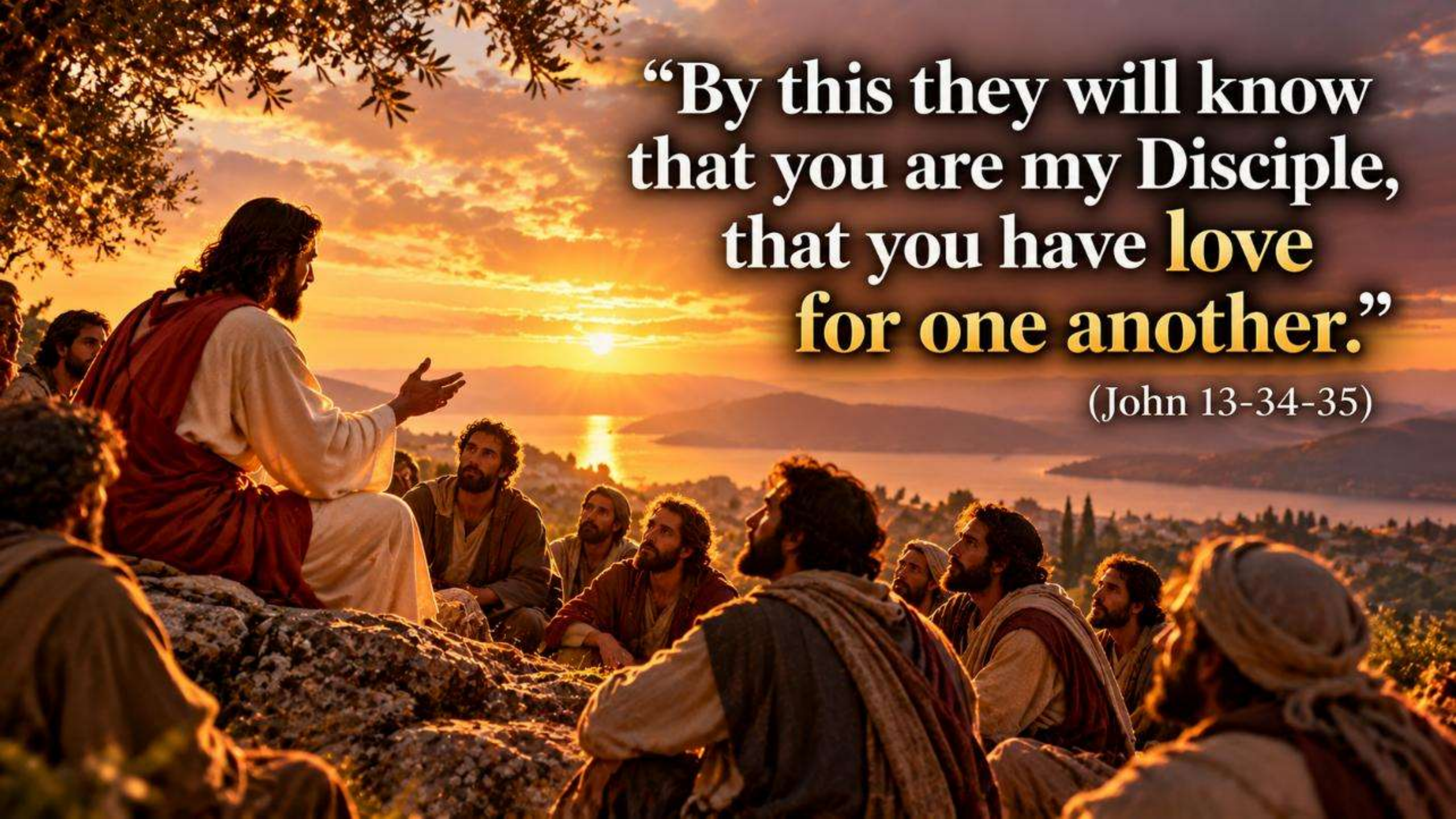
Through repentance, prayer, love, service, and cooperation with grace, we increasingly become Christlike.



Theosis

Ever-deepening communion with God through participation in His divine life by grace.

Baptism **begins the journey;** ***theosis*** **is its ever-deepening fulfillment in Christ.**


“By this they will know
that you are my Disciple,
that you have love
for one another.”
(John 13-34-35)

God has called me to try and help this “sinful and unworthy servant.”

“So, you also, when you have done everything you were told to do, should say, ‘We are unworthy servants; we have only done our duty.” (Luke 17:10)




You're playing an
INFINITE
(not finite)
game.

FINITE GAME

~ players are known
~ rules are fixed
~ endpoint is clear
~ winners and losers are easily identified

(like football or chess)



INFINITE GAME

~ rules are changeable

~ there is no defined endpoint

~ players come and go

~ there are no winners or losers

~ there is only ahead and behind

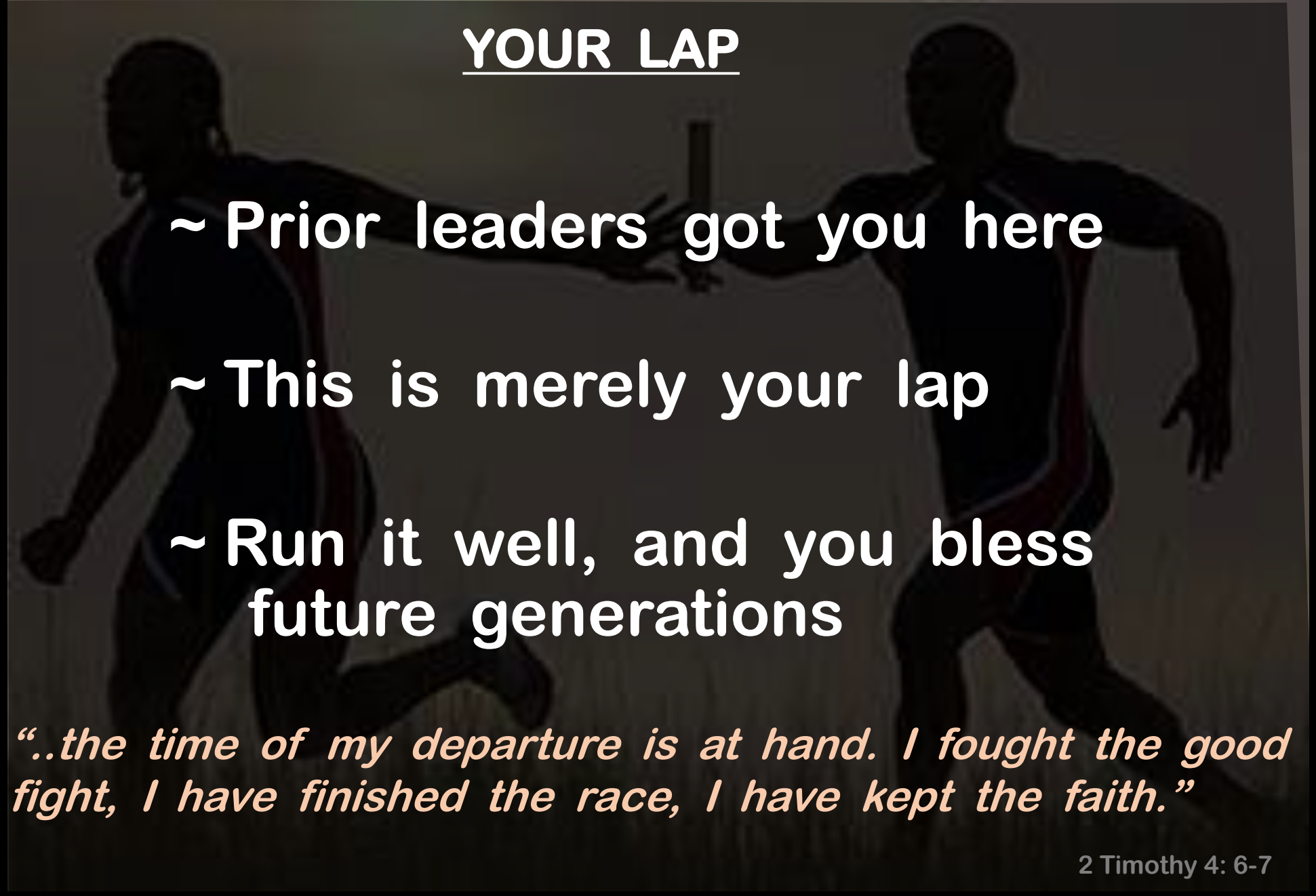
(like life itself)

YOUR HISTORY

~ God has existed since “the beginning”

~ Your Orthodox Church has existed for centuries after Christ started it

~ Your Orthodox parish has existed for many (many) decades



YOUR LAP

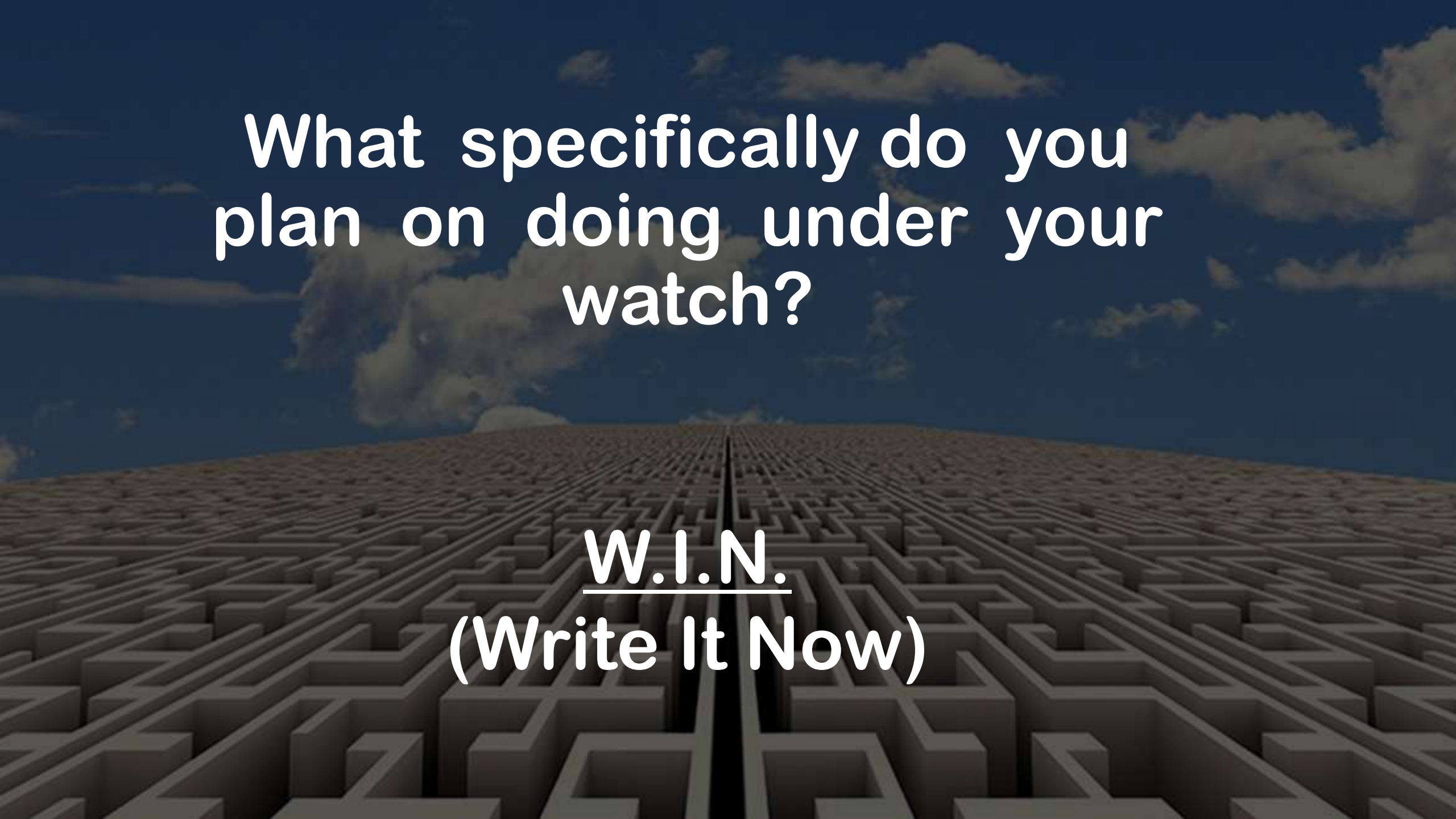
~ Prior leaders got you here

~ This is merely your lap

~ Run it well, and you bless future generations

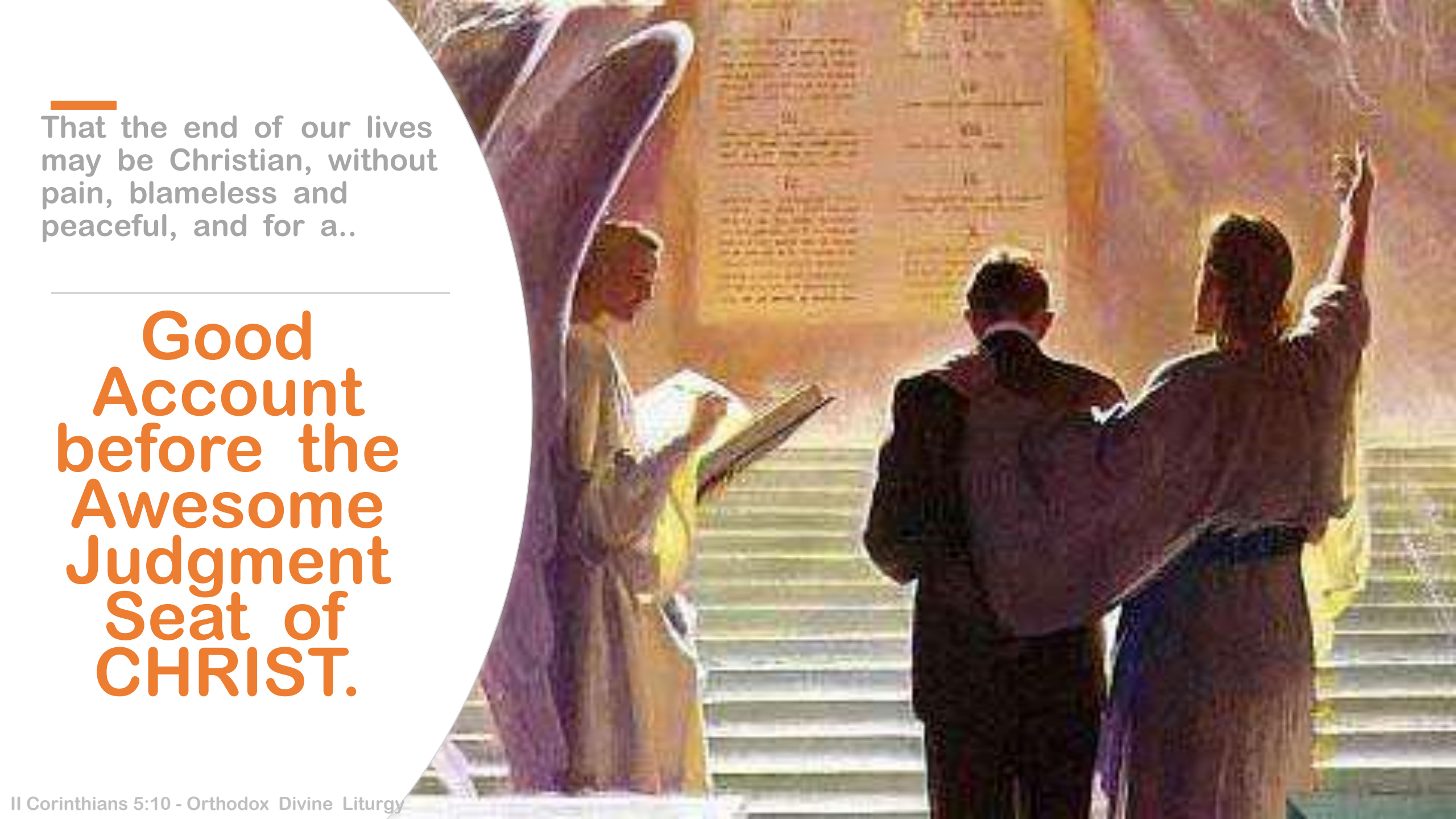
"..the time of my departure is at hand. I fought the good fight, I have finished the race, I have kept the faith."

2 Timothy 4: 6-7


What specifically do you plan on doing under your watch?
W.I.N.
(Write It Now)

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 - Orthodox Divine Liturgy

Christ's possible very difficult question





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

Your Interim II Corinthians 5:10 Report Card

29%

of U.S. adults are "**NONE**s" claiming no religious affiliation

22%

of U.S. adults are "spiritual but not religious"

47%

of cradle Orthodox have left the Orthodox church

26%

of Orthodox regularly attend church

"Christian faith is always just one generation away from extinction."

— Lord Carey, former Archbishop of Canterbury

Sources: Pew Research Center, Pew Religious Landscape Study (2025), Pew's 2014 Religious Landscape Study, Religious Landscape Study 2023–24; Spirituality Among Americans, 2023.



Find Your WHY



Share The Love



Be The Light


Why Are You Here?
What are you called to do with your life?







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



Find Your WHY



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

Ephesians 4:1

"... to each one of us grace was given according to the measure of Christ's gift... some to be apostles, some prophets, some evangelists, and some pastors and teachers for the equipping of the saints for the work of ministry..."

Ephesians 4:7-13

My WHY Obsession



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



Elevator Pitch to Prospects

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

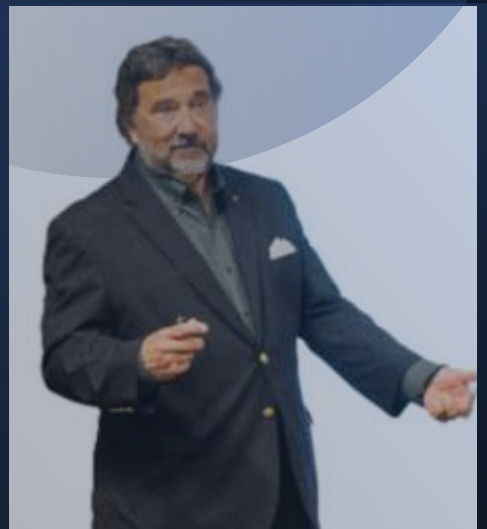
Bill Marianes is a transactional attorney with the law firm Troutman Sanders in Atlanta. When people ask him what he does for a living, he says "I'm a problem solver and dream facilitator." That's appropriate, because when people come to see a lawyer, he says, they either have a problem or something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

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

"I'm a problem solver and dream facilitator"

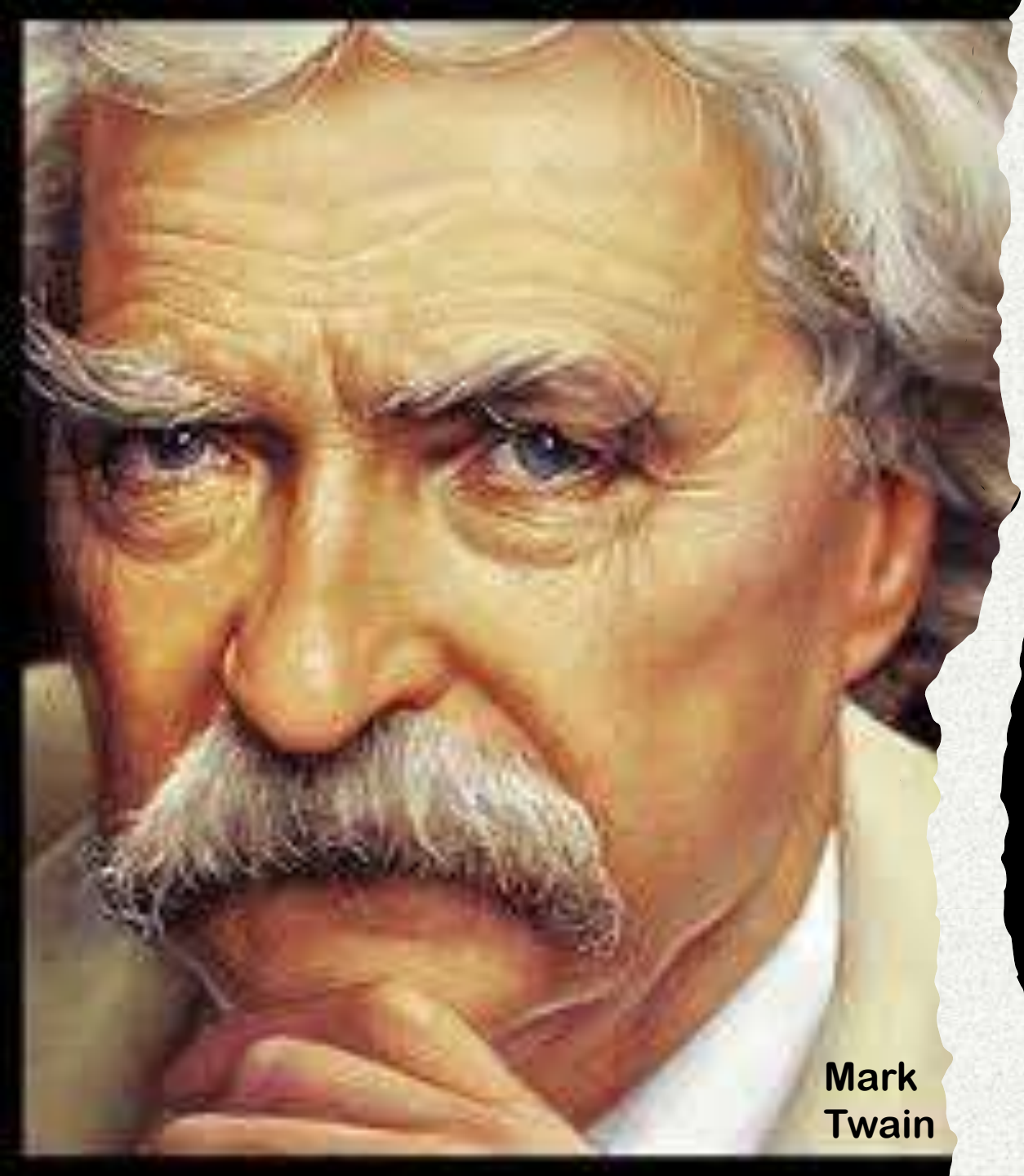
STEWARDSHIP
CALLING

WHY Statement



Helping people and parishes discover and live their stewardship callings…

…so that they may have a "good account before the awesome judgment seat of Christ"



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

First, the day you were born; and

Second, the day you figure out why."

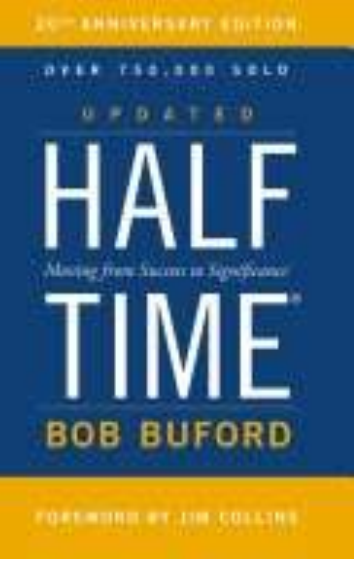
So, how can you discover your WHY?



Peter Diamandis's AI Tool To Discover Your "MTP" Massive Transformative Purpose



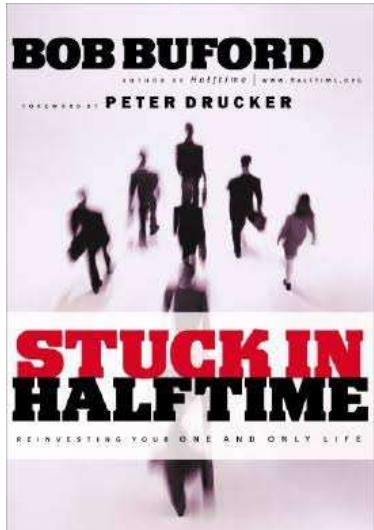
https://purposefinder.ai/

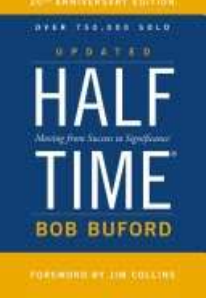


From Success to Significance

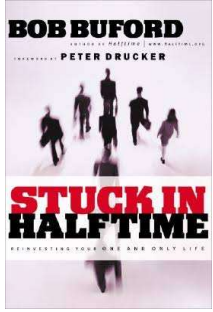
You spend the first part of your life trying to be successful, and the second part trying to be significant.

The time in between is halftime.



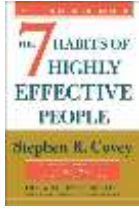


"Finding Your "One Thing"



1. What do I want to be remembered for?
2. What would my ideal life look like?
3. What is my deepest source of inspiration
4. What legacy do I want to leave?

Stephen Covey's Funeral Exercise



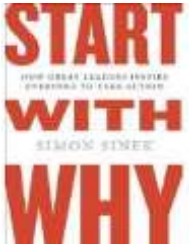
(Habit 2: Begin with the End in Mind" from *The 7 Habits of Highly Effective People*.)

1. **Imagine 4 Speakers At Your Funeral** - a family member, friend, work colleague, community member.

2. **Reflect On Their Words**
   - What do I want them to say about my life?"
   - What of my qualities did they most admire?
   - What did I contribute to their lives?
   - What kind of relationships did I form?
   - What legacy did I leave behind?

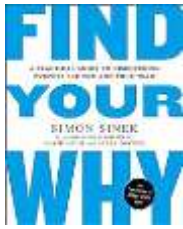
3. **Write Your Own Eulogy** – Then identify the gaps between your eulogy future vision of your life and your current life trajectory.

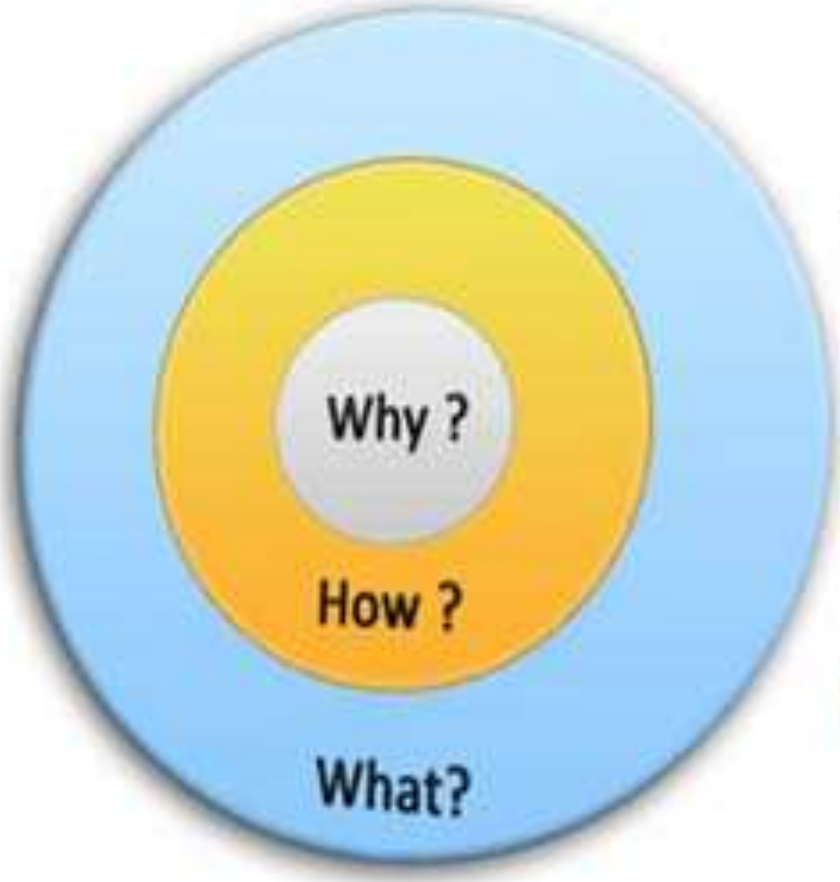
4. **Identify Areas For Change** - Set new goals for your life to align your daily habits with your deepest long-term values.





Simon Sinek's "Golden Circle"





Why = The Purpose

What is your cause? What do you believe?

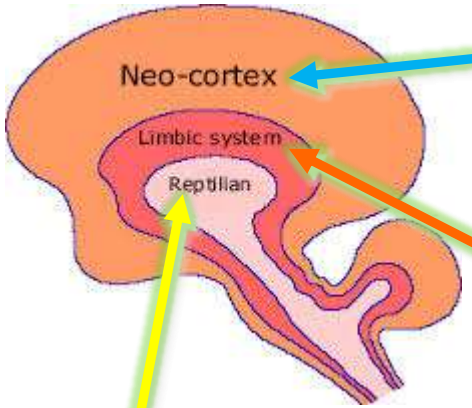
How = The Process

Specific actions taken to realize the Why.

What = The Result

What do you do? The result of Why. Proof.

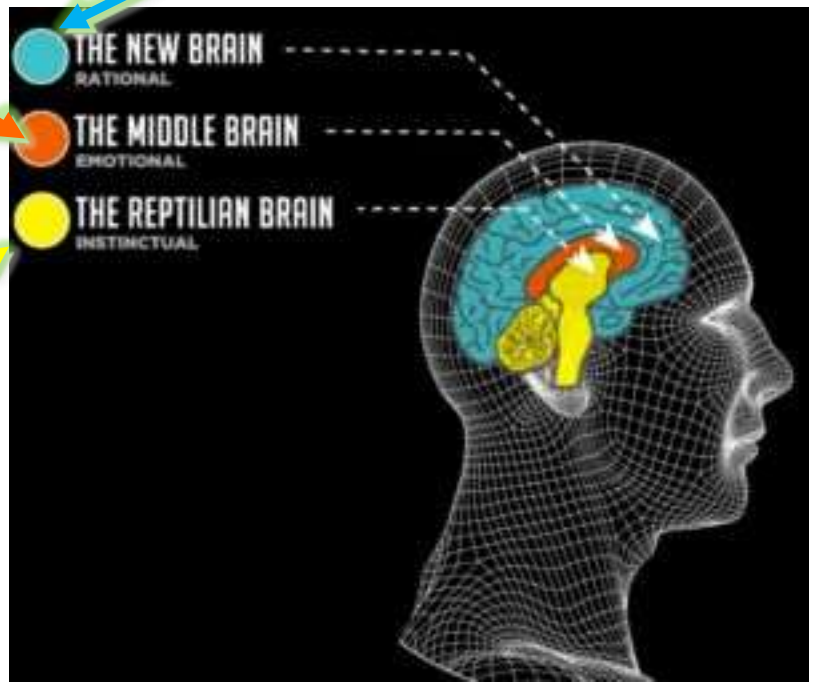
Human Brain



The Neo-cortex "Thinking" brain (where all language gets processed)

The Limbic "Feeling" brain (it has no capacity for language)

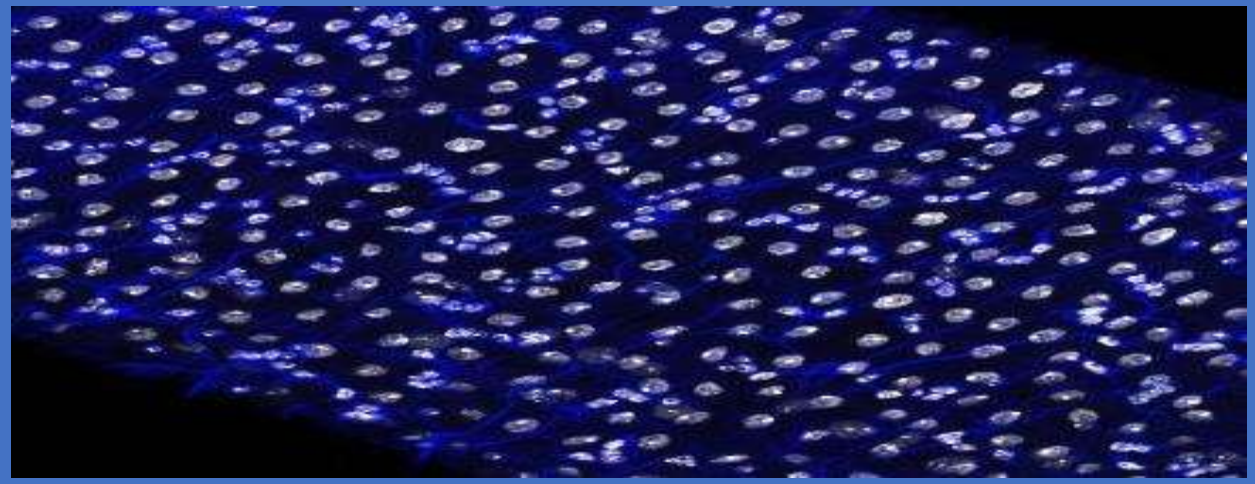
The Reptilian "Acting" brain (it drives action)

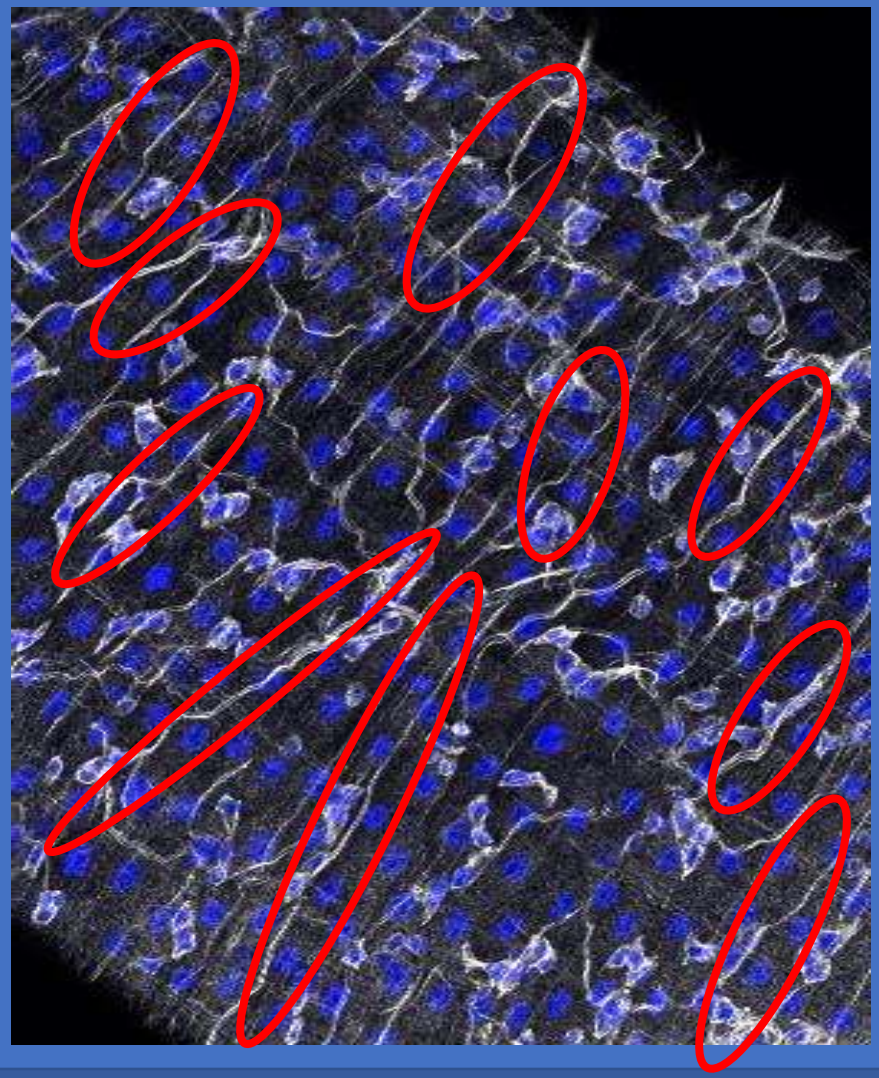


Your Second Brain[1] Controls Your Actions

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

"A big part of our emotions are probably influenced by the nerves in our gut..."





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

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



The Ends Today's Science Lesson



STEWARDSHIP CALLING
WHY DISCOVERY PROCESS

STEWARDSHIP CALLING

THE 3 ACTIONS YOU MUST TAKE FIRST

THE 3 QUESTIONS TO ASK NEXT



STEWARDSHIP CALLING

3 Critical Actions



Accept that GOD is in control



STEWARDSHIP CALLING

3 Critical Actions



Accept that GOD is in control

Listen to all of God's messengers



STEWARDSHIP CALLING

3 Critical Actions



Accept that GOD is in control

↓

Listen to all of God's messengers

↓

Assess The meaning of your big life events (connect the "dots" of your life)

3 Critical G.P.S. Questions



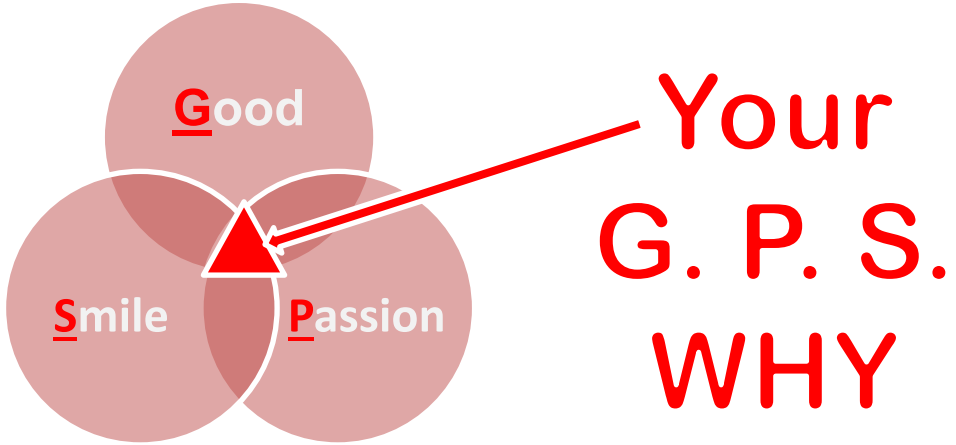




STEWARDSHIP CALLING

3 Critical Questions



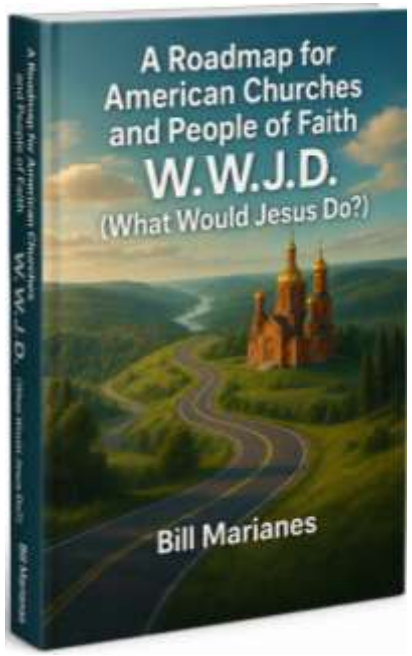


1. What am I **G**ood at?

2. What am I **P**assionate about?

3. What makes me **S**mile?

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



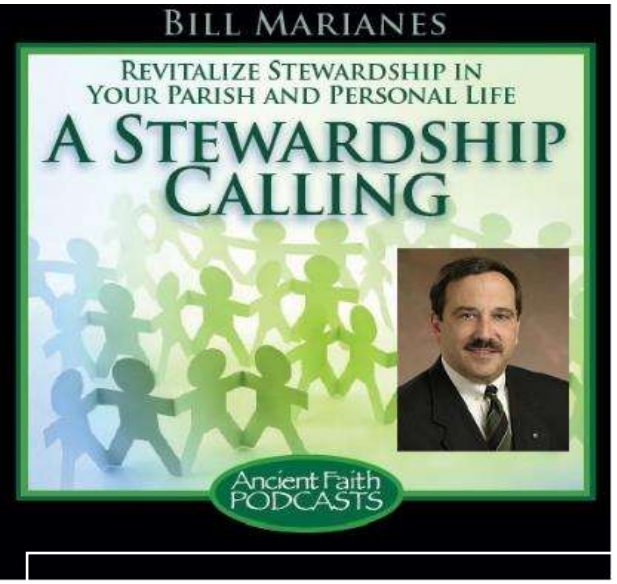
For more detailed discussion, see:

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

https://churchroadmap.com/

free download

"The Orthodox WHY Guy"



1. **"GPS" - The GOD Positioning System (1-31-16)**

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

3. **Good and Faithfull Servant Through Living Your Stewardship Calling (with +Fr. George Livanos) (5-26-21)**

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

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


FEAR
DOUBT
WHAT IF?
INSECURITY
COMFORT ZONE
What Would You Do
If You Weren't
Afraid?

Once you know your WHY and Core Values, life becomes much easier to live.



So, today take the time to write out your WHY

and stewardship calling





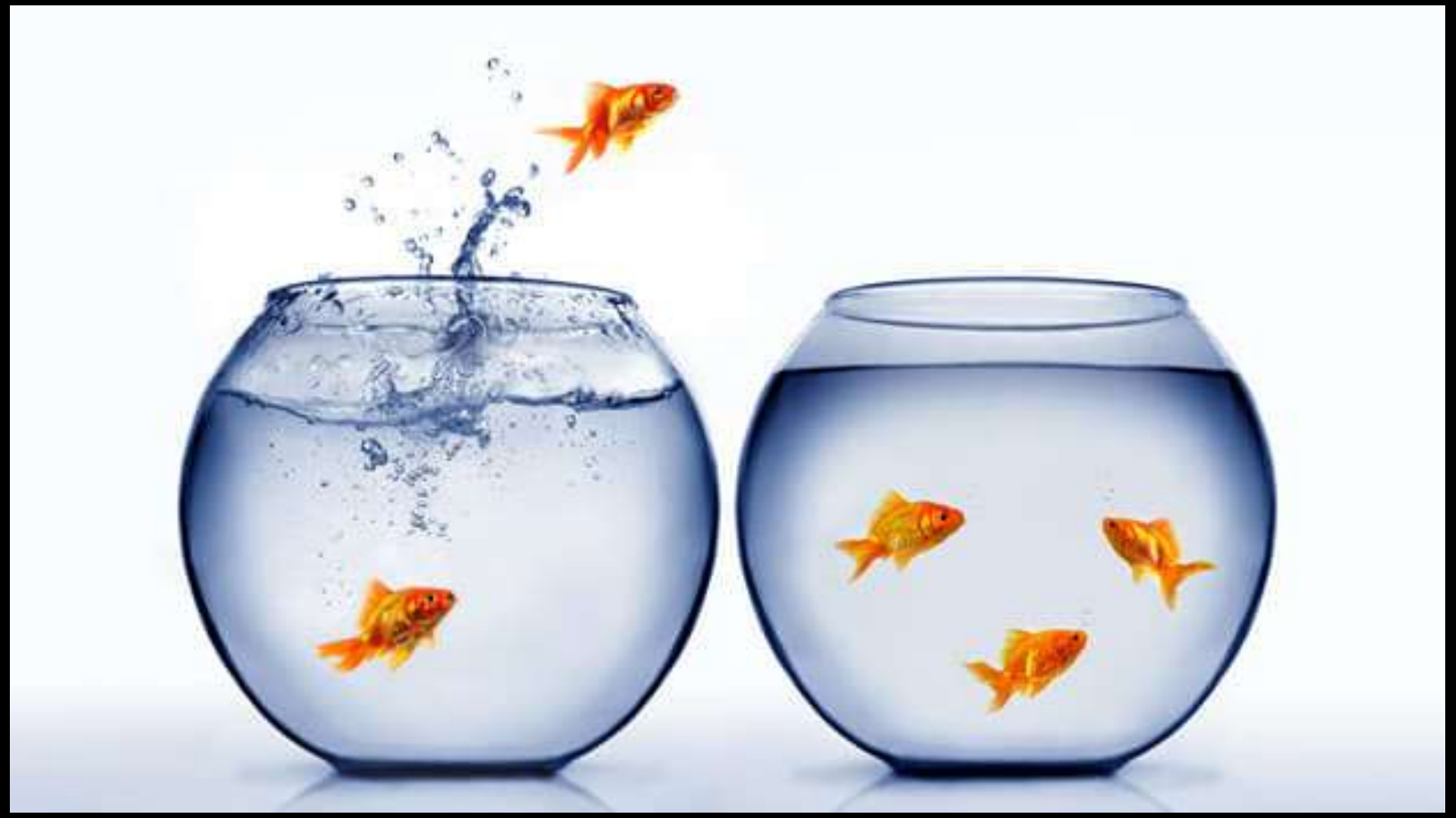


Coach's "Clean Sheet Of Paper" Talk



“When was the last time you reinvented yourself?”

Coach’s “Clean Sheet Of Paper” Talk





Coach's "Clean Sheet Of Paper" Talk

~ Reassess everything when you change circumstances, jobs, cities, relationships, seasons of your life, etc.

~ At all life inflection points, reinvent yourself and become who you are called to be.

In seeking your WHY, be:

~ patient
~ diligent
~ flexible
~ persistent

"Change is the only constant,
so constantly change."

The Single Guy's Dilemma





OPEN:

~ your eyes
~ your ears
~ your heart





The Single Guy's Dilemma



GOD will:

~ send you messengers
~ give you opportunities
~ show you your calling





Today, you can be the answer to someone's prayer !



What are you good at that the church can use?

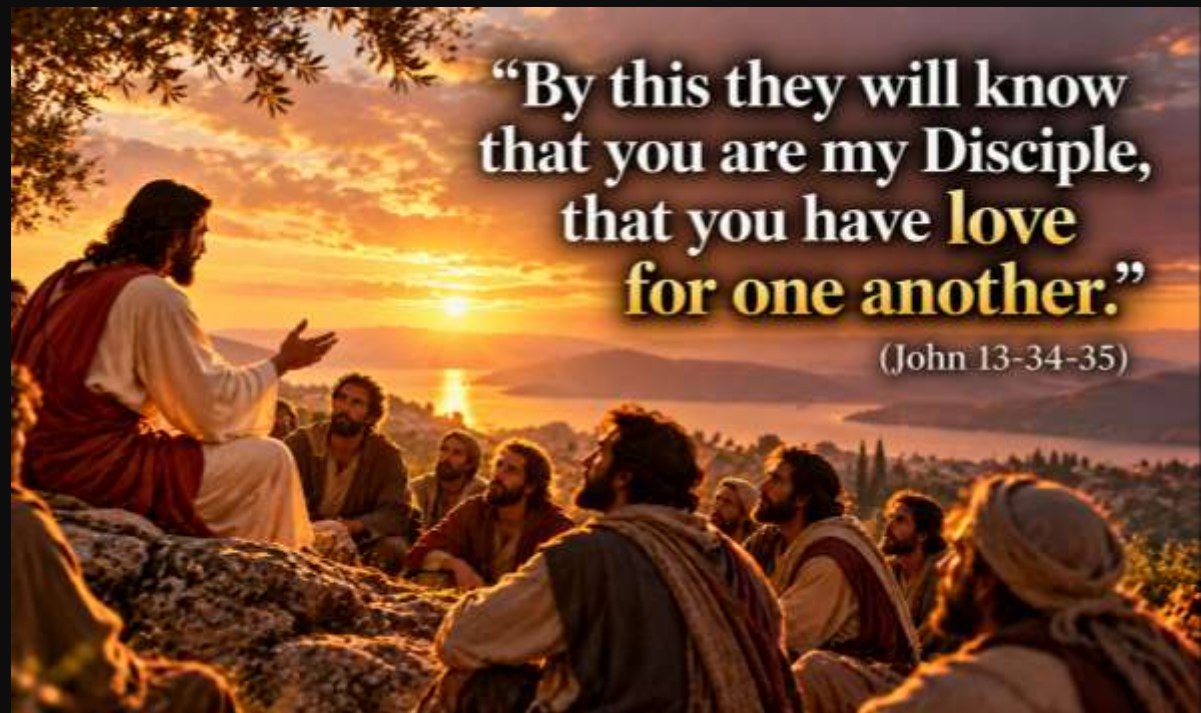
(not just the obvious thing)



“A new <u>commandment</u>
I give you.

That you love one another, as I have loved you.”







The Birth of Charming Bill





The Birth of Charming Bill

Always

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

Opening Salvo



When someone asks me:





“Thank God, I’m great!”



My Parting Shot

“Have a blessed day.”



My Parting Shot











Be The Light

Darkness is not a thing.



It's merely the absence of

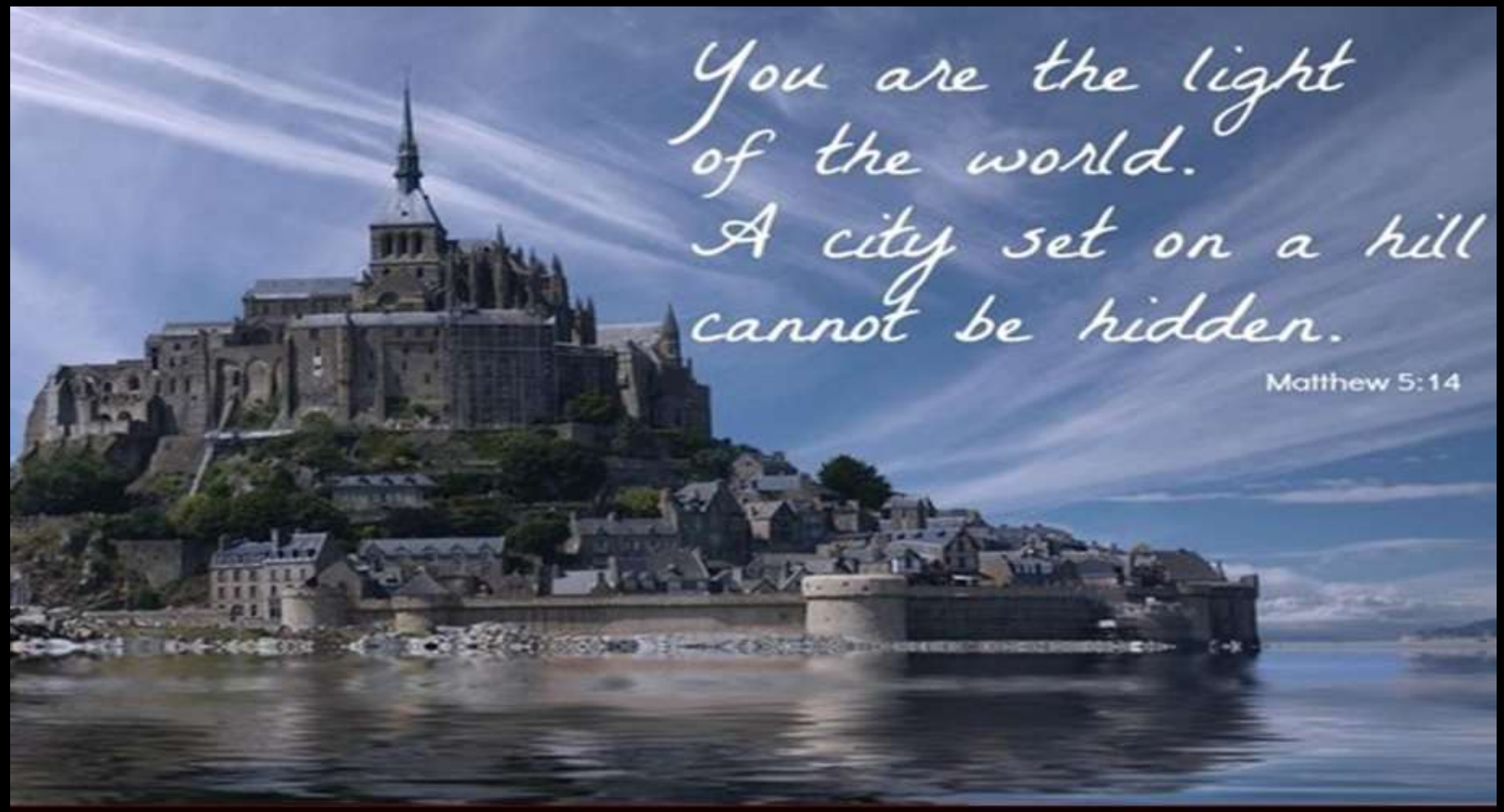


You can be an Orthodox Human Light Bulb





Be An Orthodox Human Light Bulb



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



Hearing The Voice Of GOD



Hearing
The Voice
Of GOD

Conduct yourself as if
GOD is there with you...

~ everywhere you go
~ in every interaction
~ at all times

...because HE is !

An Unknown Man Who Changed Christian History



Mordecai Ham in 1934 preached a powerful "love of God" sermon at a standing room only tent revival in Charlotte, N.C.

Two 14-year-old boys were turned away because there were no seats, until an unknown usher chased after and said he'd find them a seat.

That night, Grady Wilson and his friend were so moved they gave their life to Christ.



Who changed history?

ORTHODOX CHRISTIANITY

For every 100 who leave, 74 enter



NET SWITCHING: 26 fewer entrants per 100 departures

Source: Pew Research Center, 2023–24 Religious Landscape Study, public-use microdata. Author calculation using CURREL, FRMREL and WEIGHT.

Orthodox = code 30000; excludes unknown/uninterpretable affiliation (900000). Weighted entrants n=52; leavers n=95; unrounded ratio = 73.96. Childhood vs. current identification, not annual formal conversions.

“

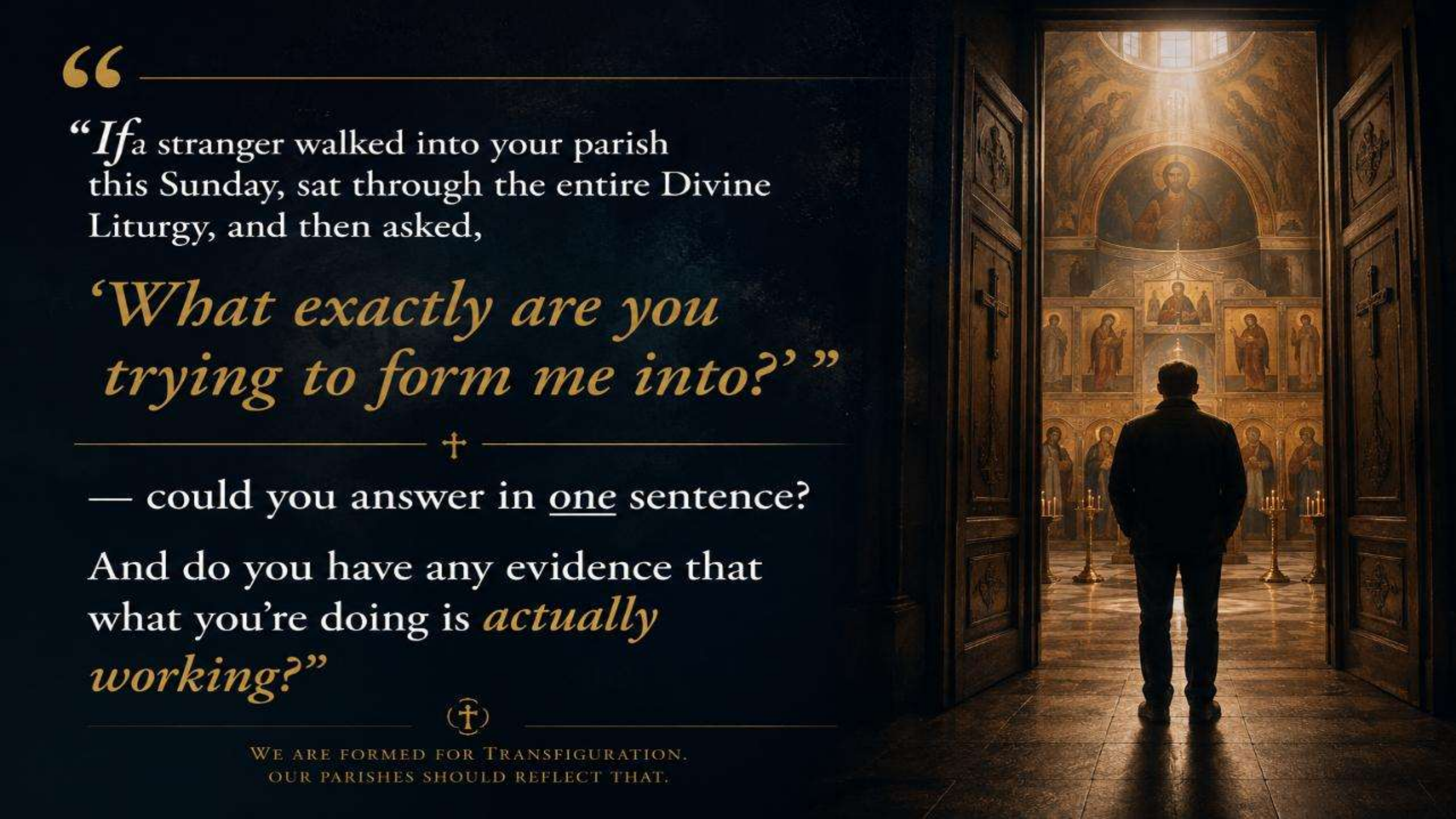
“*If* a stranger walked into your parish this Sunday, sat through the entire Divine Liturgy, and then asked,

‘What exactly are you trying to form me into?’ ”

†

— could you answer in <u>one</u> sentence?

And do you have any evidence that what you’re doing is ***actually working?”***



WE ARE FORMED FOR TRANSFIGURATION.
OUR PARISHES SHOULD REFLECT THAT.

FORMING CONVERTS AND CATECHUMENS, NOT JUST RECEIVING THEM

An Eight-Stage Roadmap for Parishes



Relevant Church Roadmap Podcast Episodes



Part 1 – Forming Catechumens Into Disciples Through P. A.T.H.W.A.Y.S. (7-15-26)
https://youtube.com/live/M_5vSFGJHDg

CHURCH ROADMAP
PODCAST
STEWARDSHIP CALLING MINISTRY



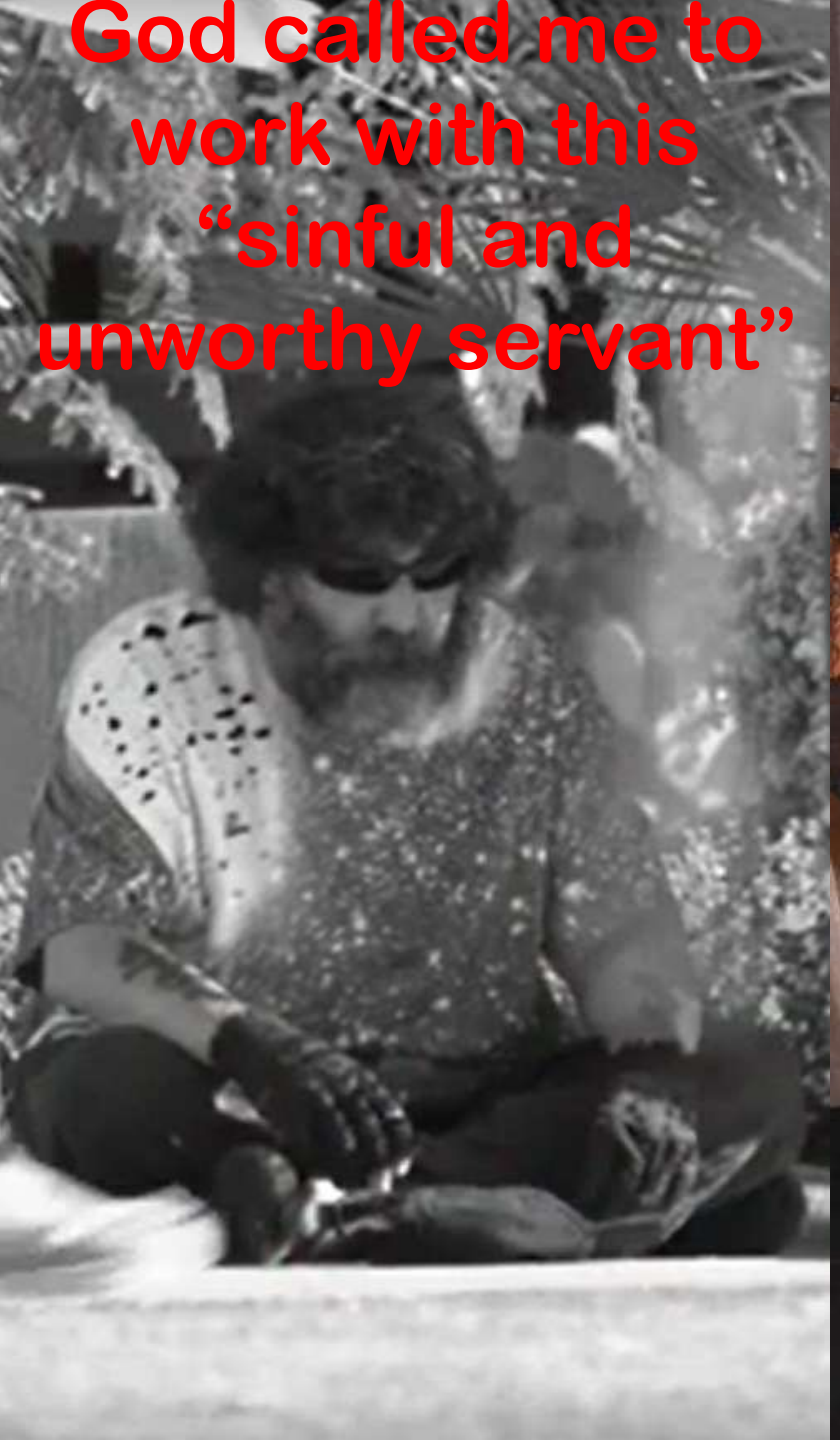
Part 2 – Forming Catechumens Into Disciples Through P. A.T.H.W.A.Y.S. (7-22-26)
https://youtube.com/live/PIYcq3i0E-c



Why "Sunday School" Is the Wrong Name and Isn't Making Disciples and What Would Work (6-17-26) https://youtube.com/live/r3aCMvBA25A

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

God called me to work with this “sinful and unworthy servant”








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.





THE DIOCESE OF
NEW YORK & NEW JERSEY



Part 1: Forming Engaged Disciples … Not Just Members

&

Part 2: Parish Finances: Challenges & Opportunities

Dr. Bill Marianes
Bill@stewardshipcalling.com

STEWARDSHIP CALLING

CHURCH ROADMAP PODCAST



5 Key Takeaways

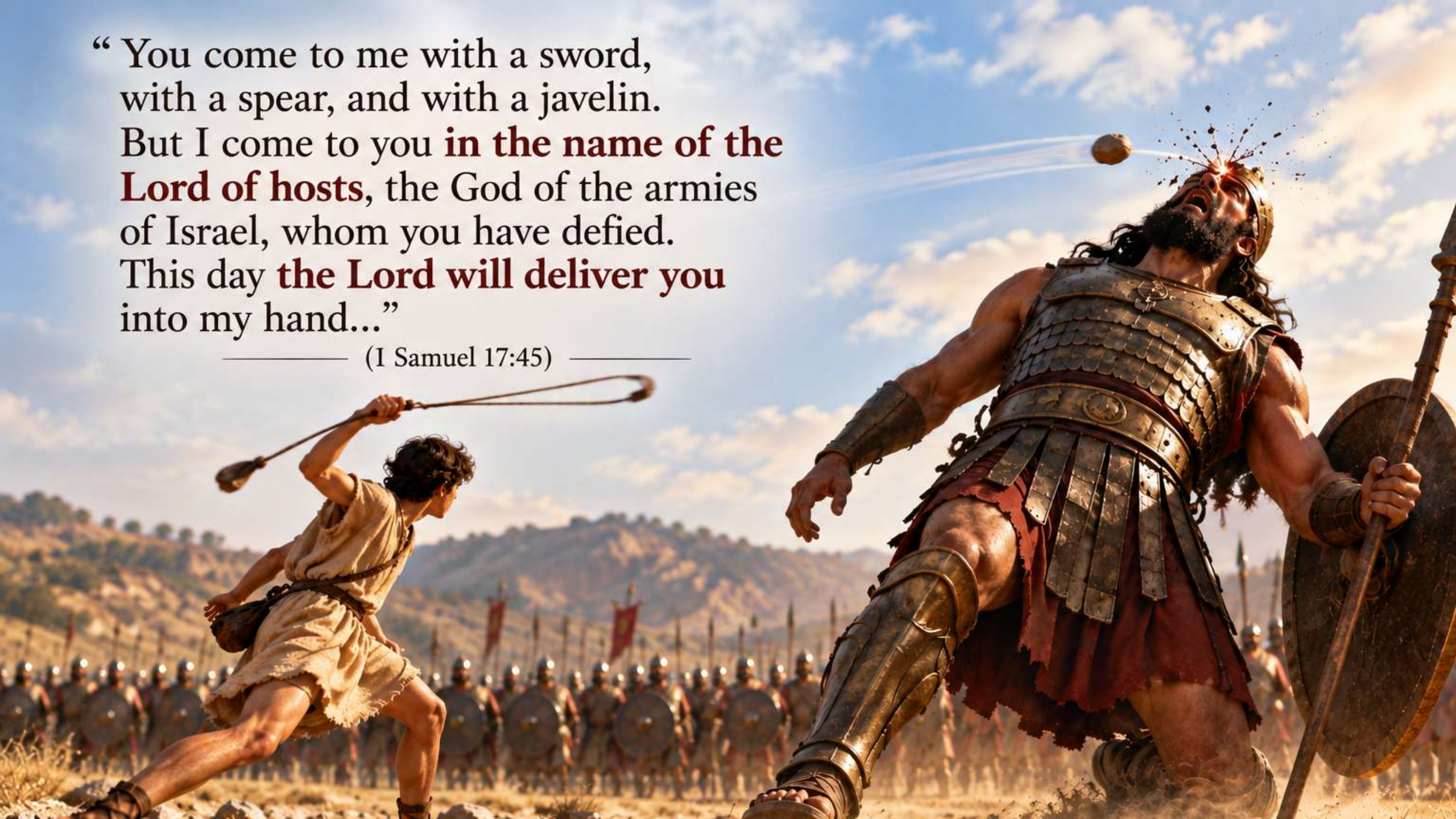
1. The key is ENGAGEMENT (Liturgical, Sacramental and in Ministry)
2. You must become a percentage-giving church on the road to tithing
3. You need robust Ministry offerings and a personal solicitation process ensuring everyone joins at least 1 ministry
4. Stewardship is a year-round campaign
5. A Small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

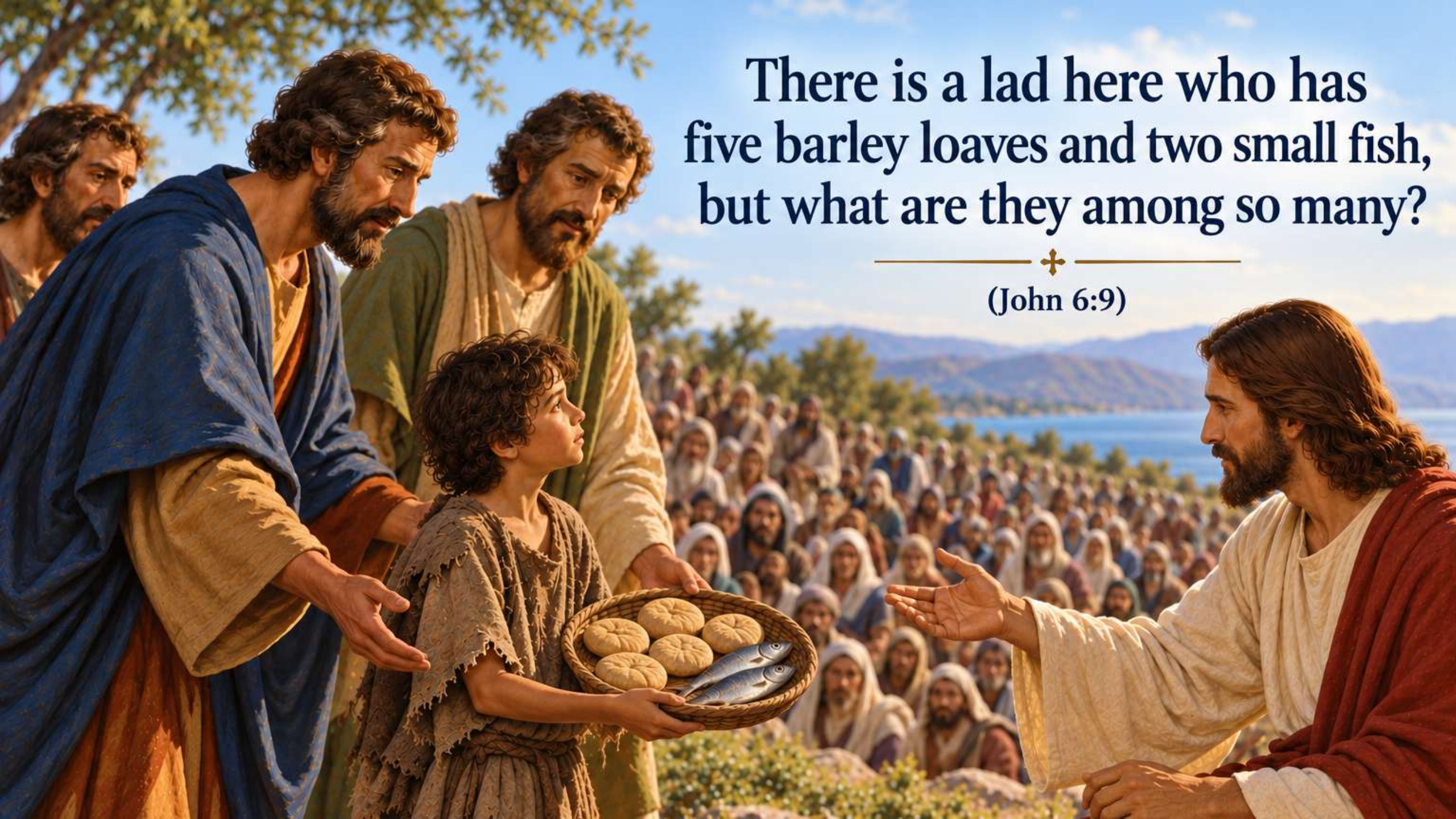
Three Young Men.
One Powerful Lesson:
Stewardship over God's Gifts to Fulfill Your Calling.

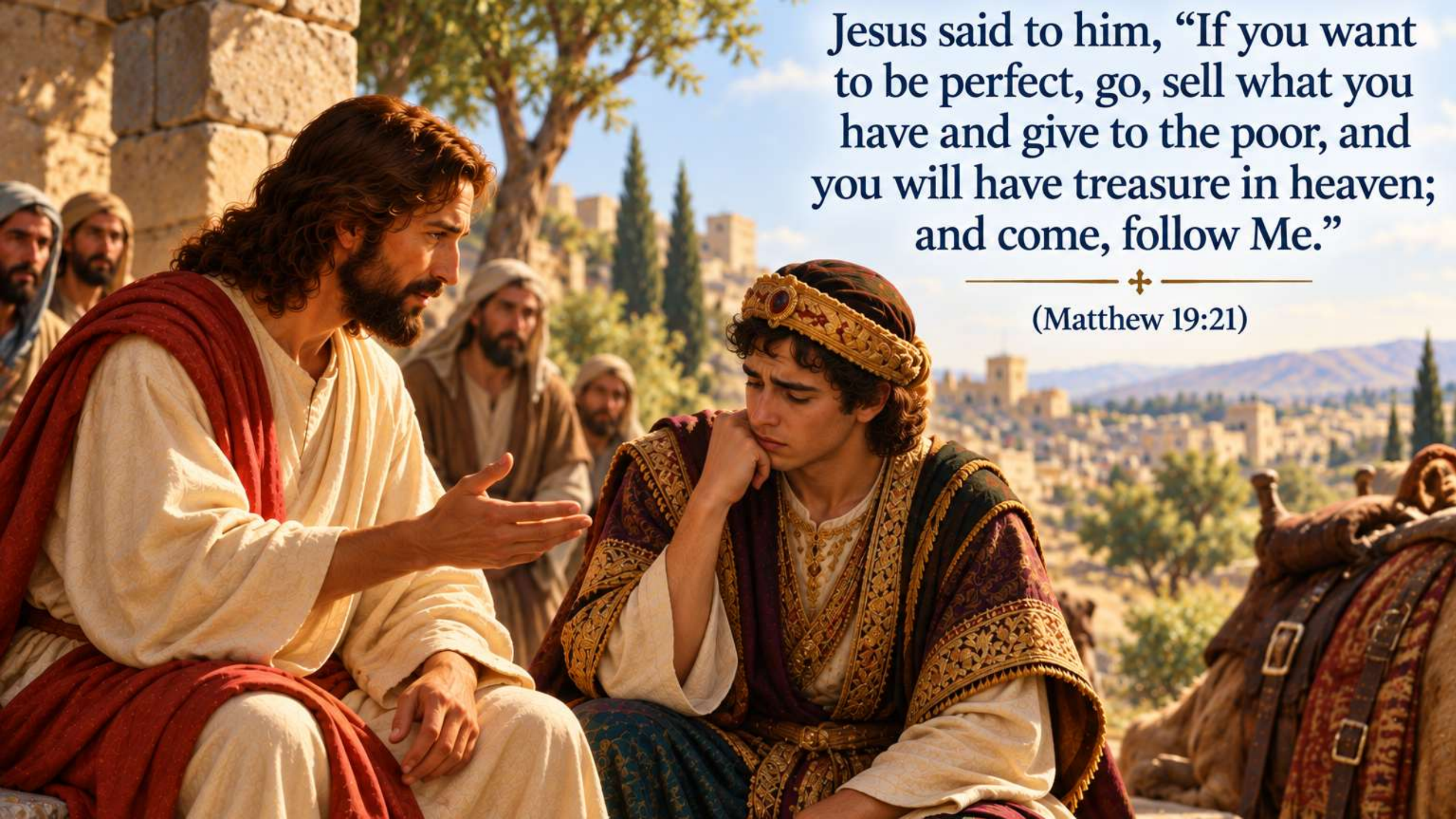






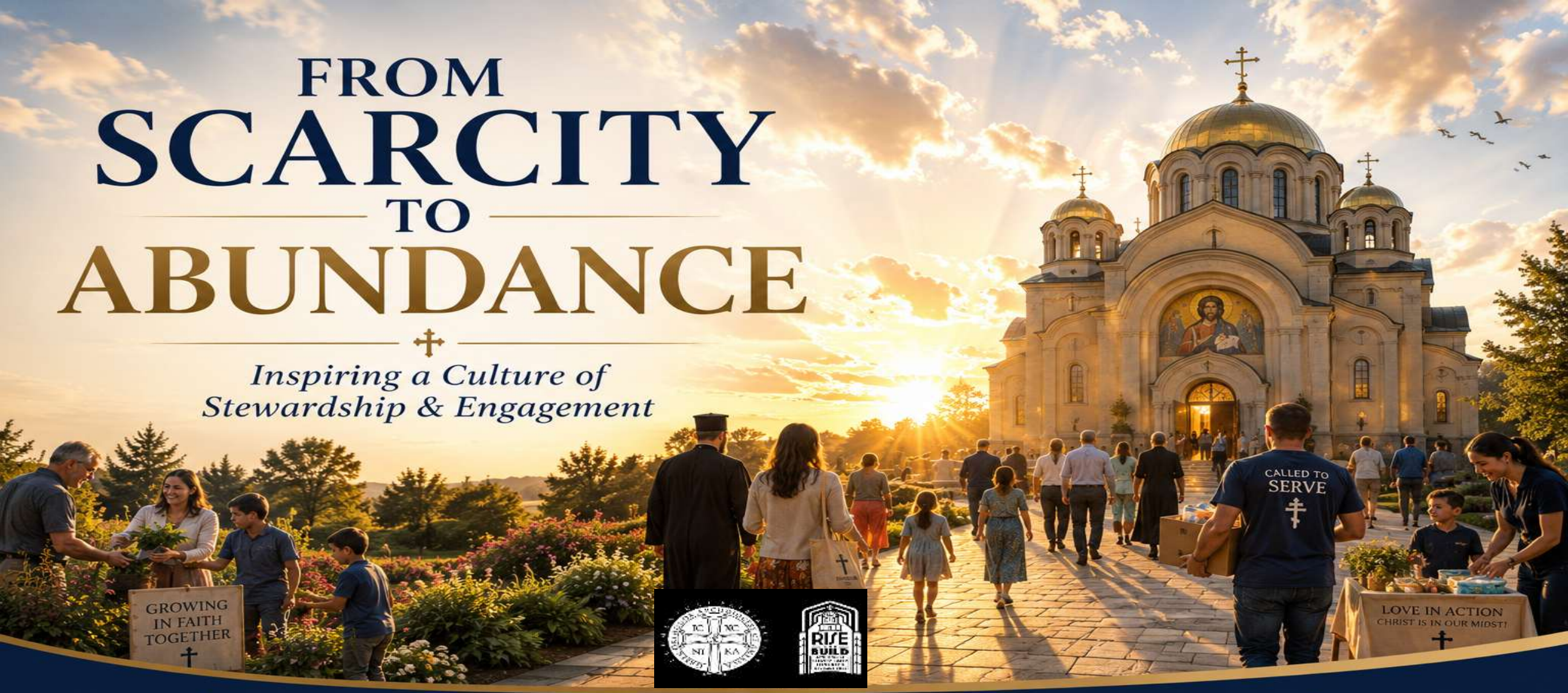

“ You come to me with a sword,
with a spear, and with a javelin.
But I come to you in the name of the
Lord of hosts, the God of the armies
of Israel, whom you have defied.
This day the Lord will deliver you
into my hand...”
(I Samuel 17:45)


There is a lad here who has
five barley loaves and two small fish,
but what are they among so many?
(John 6:9)


Jesus said to him, “If you want to be perfect, go, sell what you have and give to the poor, and you will have treasure in heaven; and come, follow Me.”
(Matthew 19:21)

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



“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

“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

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. **Rare Emergency Appeal** - to address occasional emergencies

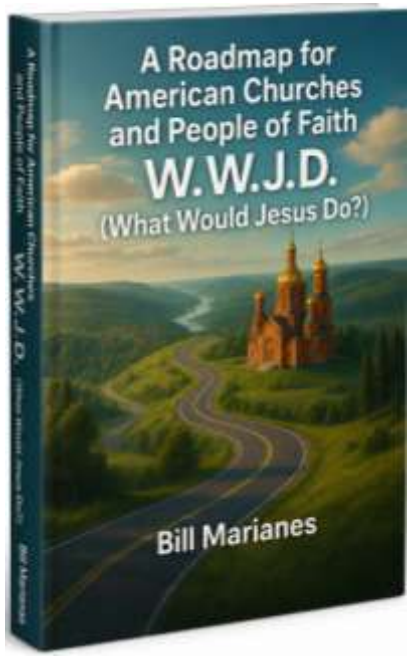
3. **Periodic Capital Campaigns** - to acquire, construct, or improve parish capital assets

4. **Planned Giving** – Endowment the proceeds of which fund non-operating parish needs, charities, philanthropies, and opportunities



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

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



For more information, see:

https://churchroadmap.com/

Chapters 9, 10 & 11: Stewardship & Engagement

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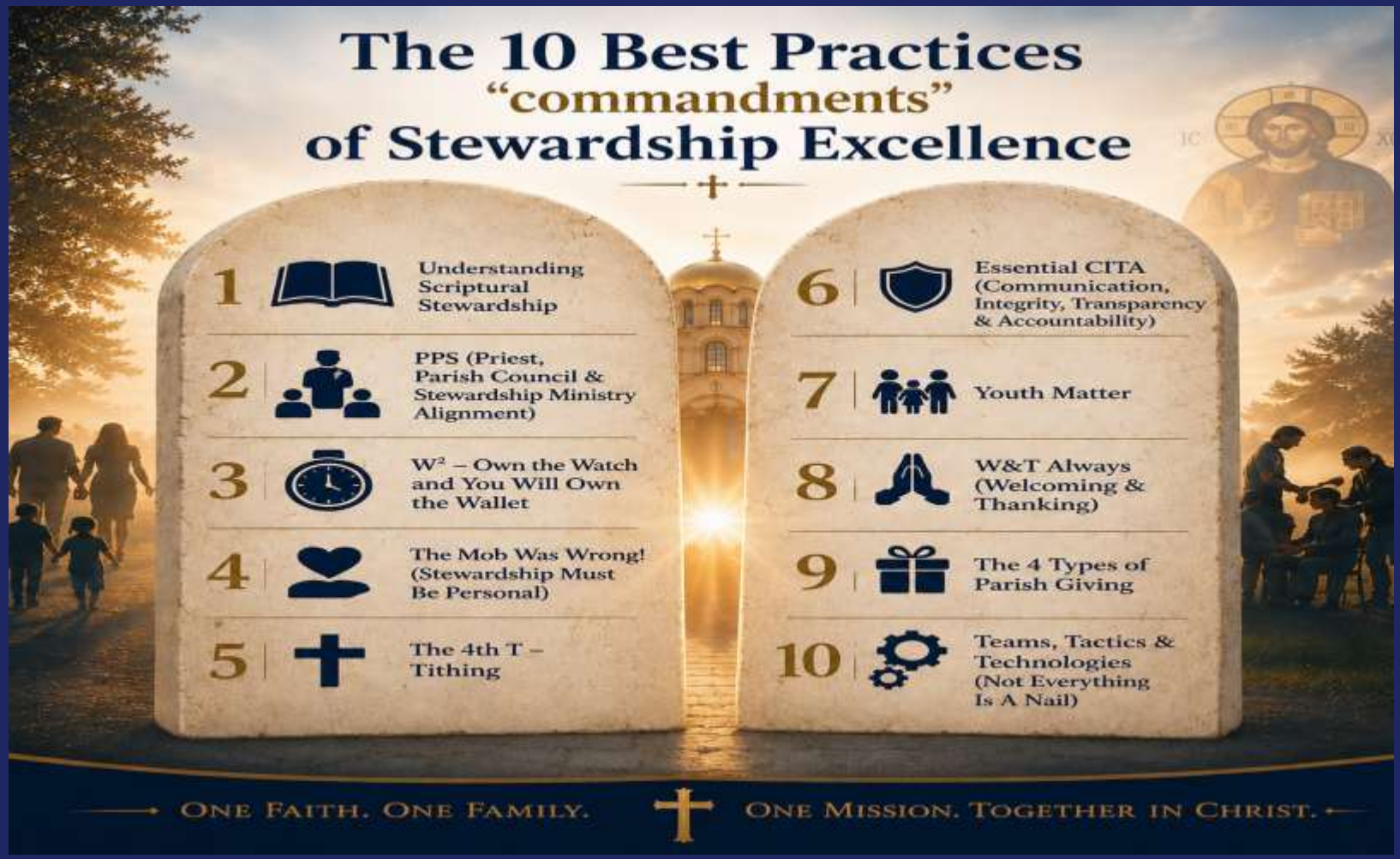
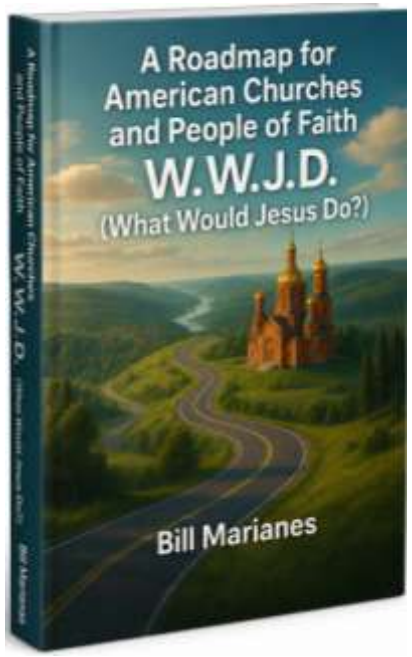
The 10 Best Practice “commandments” of Stewardship & Engagement

CHURCH ROADMAP
PODCAST
STEWARDSHIP CALLING MINISTRY

Watch/Listen Here:
https://youtube.com/live/Ul9aTDa8ZI8



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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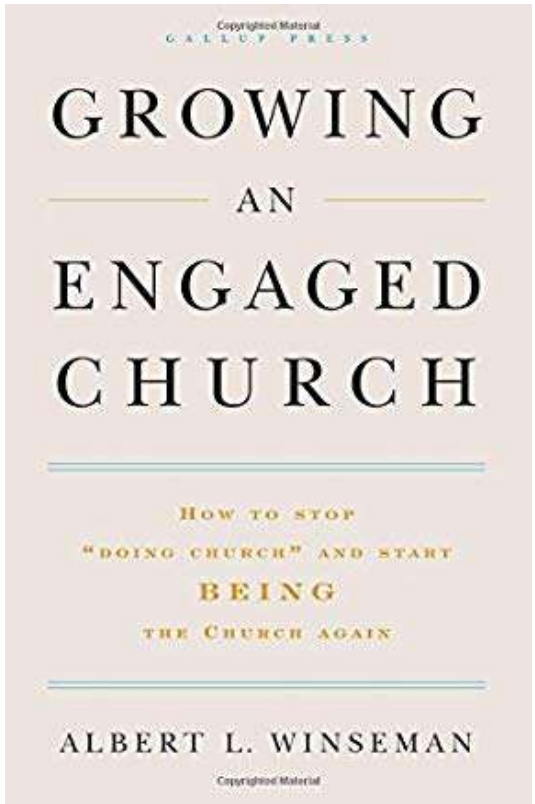
The Power of E³

Engagement
Education &
Evangelism







Church Engagement

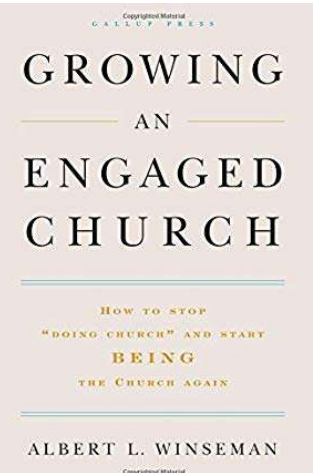
Spiritual commitment is the result of one big overlooked factor:

parishioner engagement.

"Focus on improving engagement and increased commitment will follow."







Church Engagement

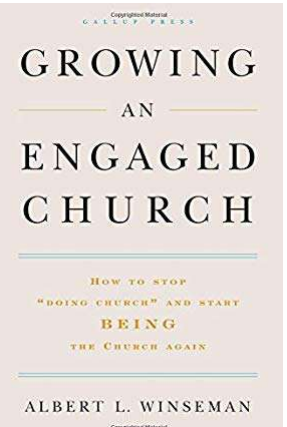
"churches with engaged members:

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"







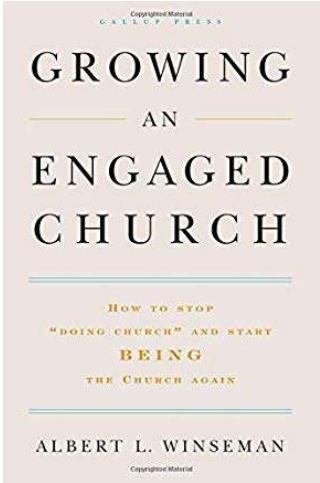


How much members give...

How many hours they volunteer...

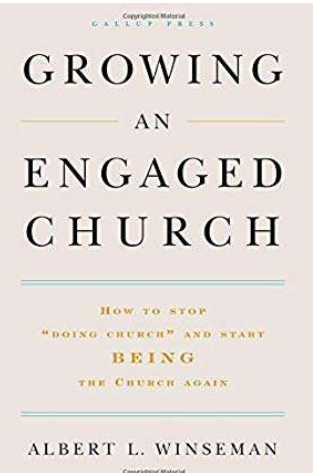
How often they invite others...

...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…”







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.

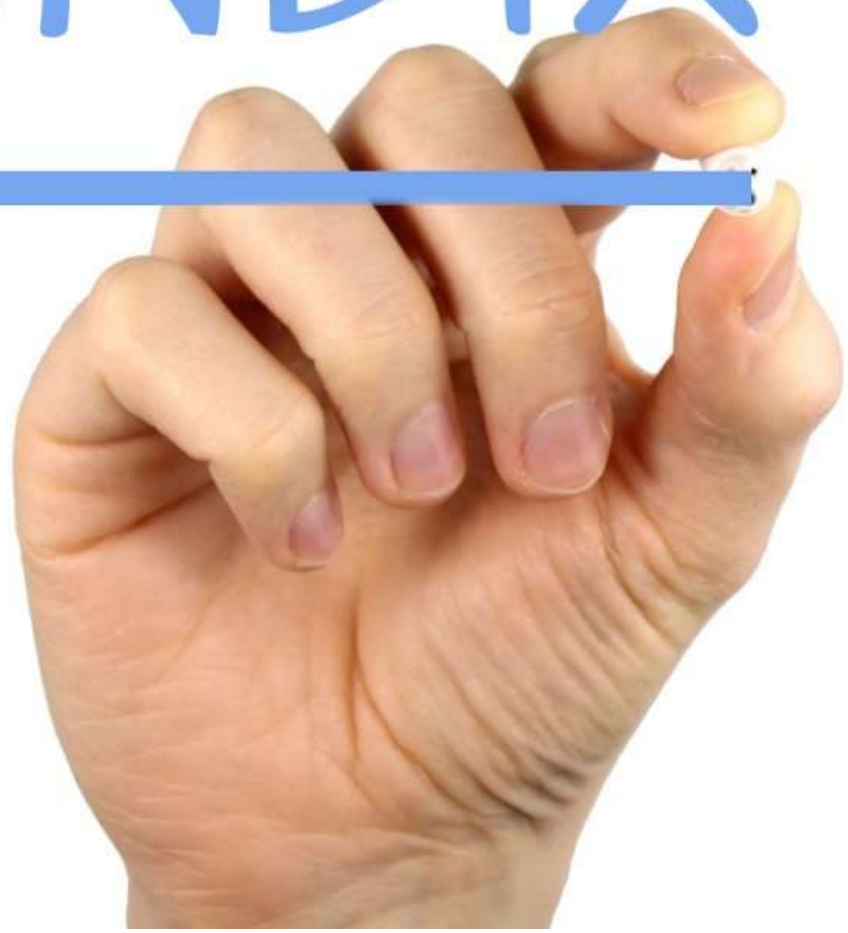
~ 30% of U.S. adults search for religious information online.

~ 49% of all Church giving transactions now happen via credit or debit card.

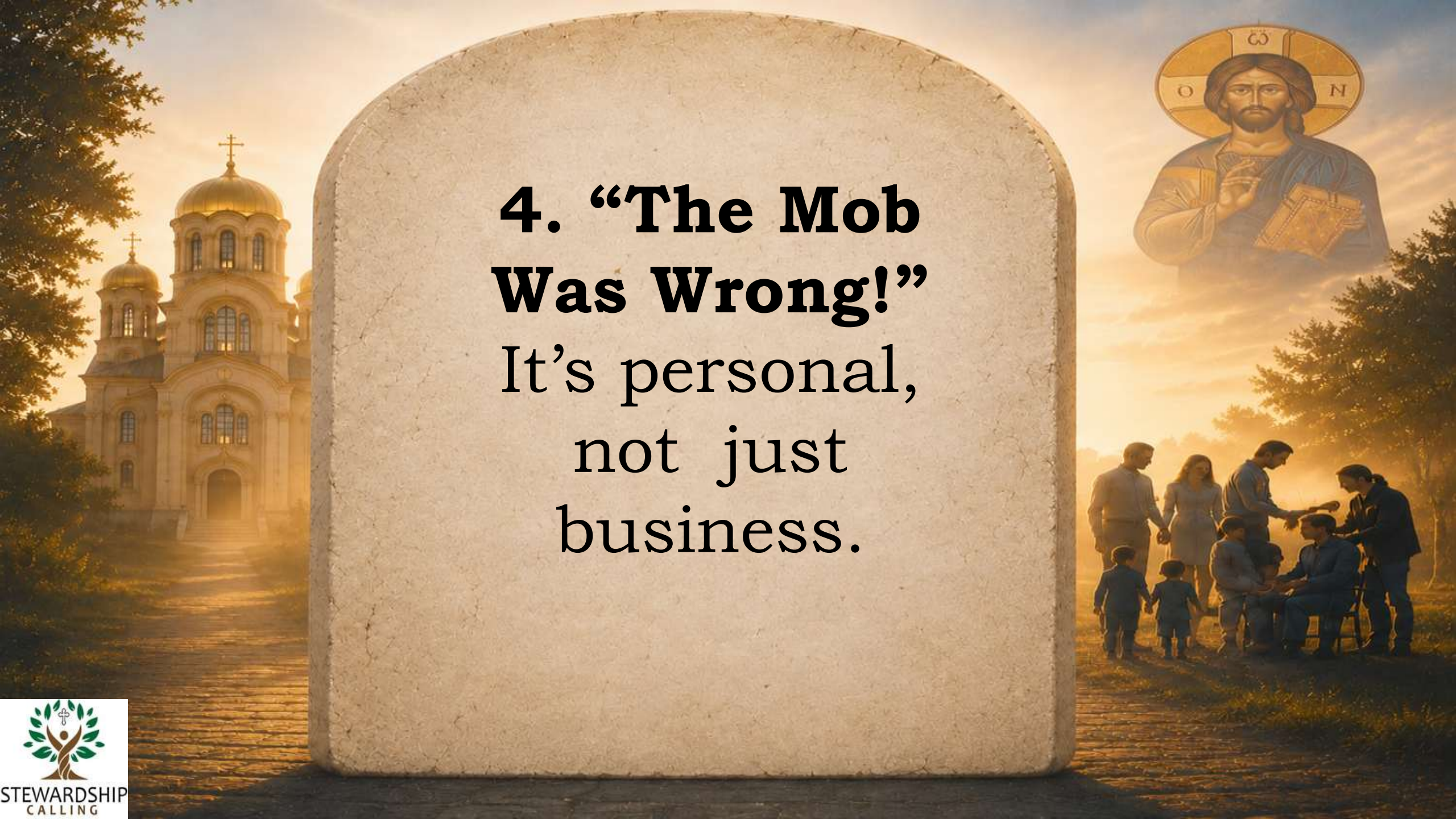
~ 75% of Christians would benefit from online giving options.

~ 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.
STEWARDSHIP
CALLING

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

STEWARDSHIP CALLING

See Appendix for details of wHoly Engaged Personal Visitation 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

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

STEWARDSHIP CALLING


The Shipwrecked
Orthodox Man and
Millionaire Baptist

Tithing of ALL 3 Ts

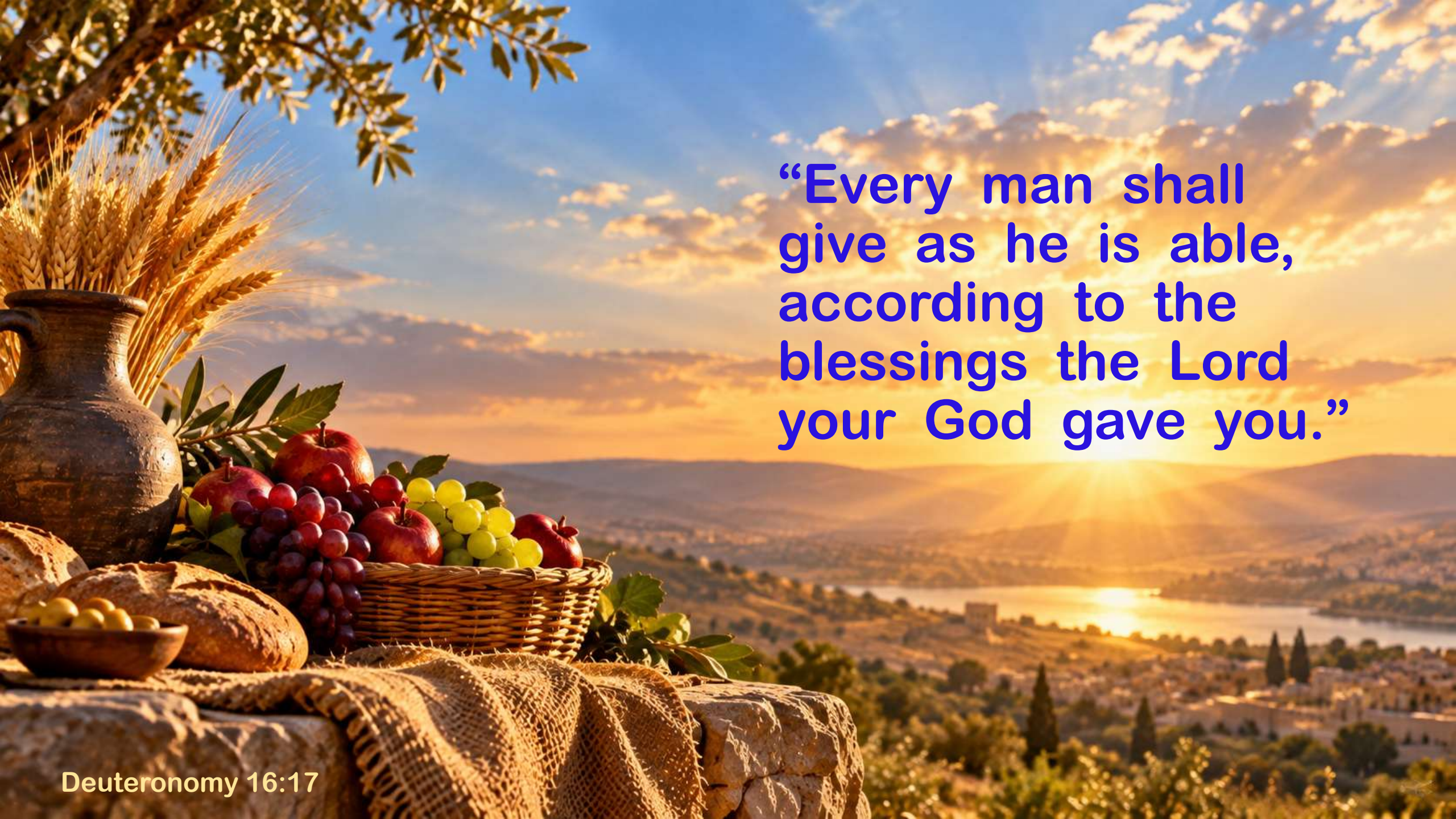
Tithing (percentage giving) of Time, Talents AND Treasures is what Holy Scripture requires and makes a positive difference





“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


“Every man shall give as he is able, according to the blessings the Lord your God gave you.”
Deuteronomy 16:17

“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



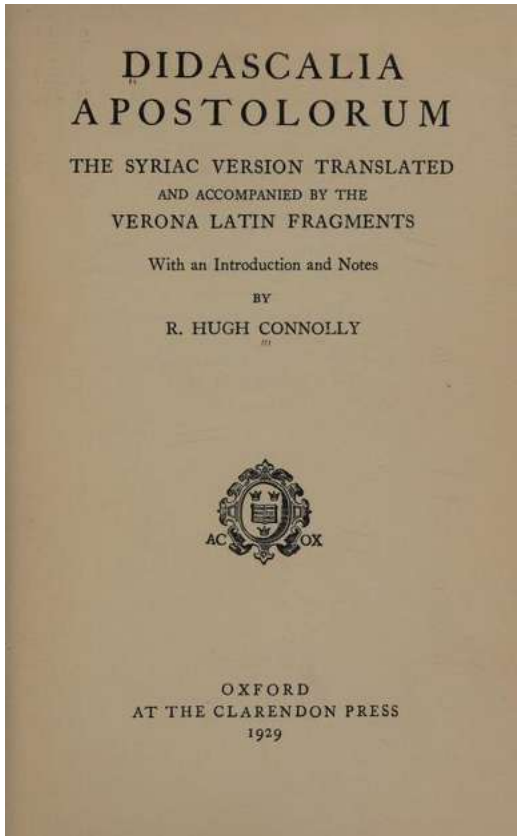
Tithing Is Not Just An Old Testament Thing

"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



The Didascaly Apostolorum [1]



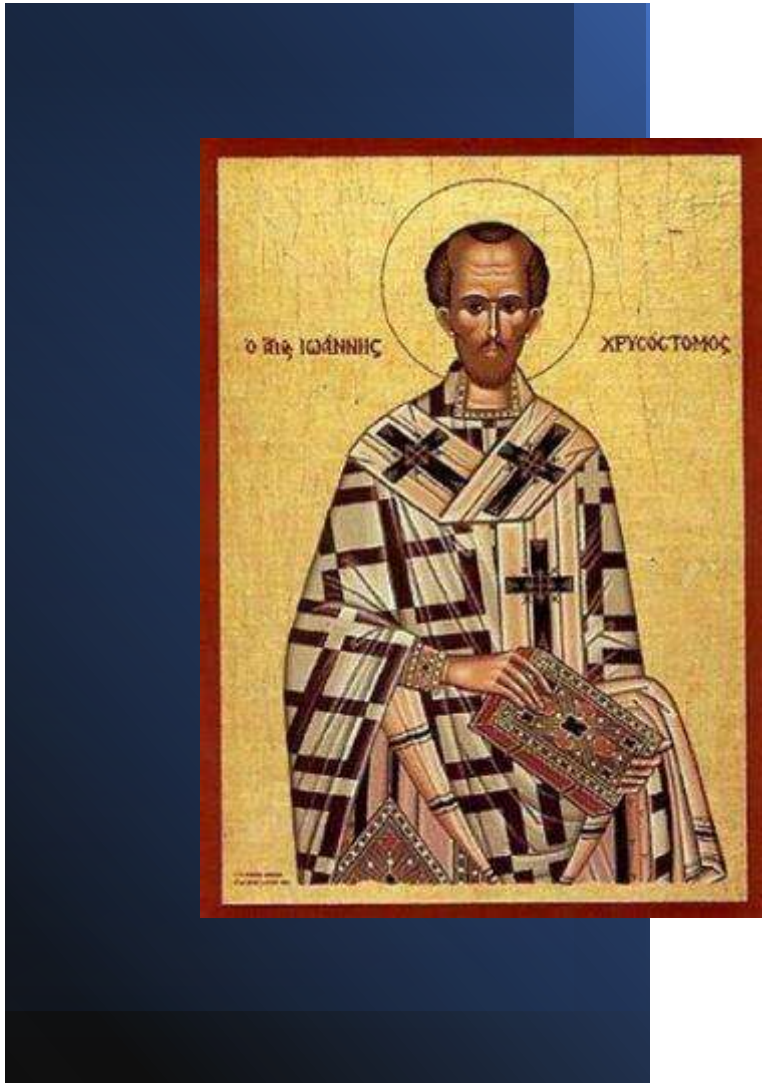
In the instructions to the faithful:

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

---

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

“If there was a danger then (during Old Testament times) in omitting tithes, think how great it must be now!”



St. John Chrysostom, Homily on Ephesians 2:10 - Nicene and Post-Nicene Fathers, Volume XIII First series, p.69

THE FINAL WORD!

ARCHBISHOP MICHAEL'S Address To The Diocesan Assembly – OCA Diocese of New York and New Jersey - Tuesday, November 1, 2016



"The "love" the Scripture speaks of is "hesed" (in Greek, "agape"), steadfast love that is SACRIFICIAL, for the other, no matter what. It is sacrificial giving of time, talent and treasure

~ like the first offering of Abel, the very best he-lamb he had;

~ like the tithe that Malachi speaks of – 10 percent, opening up the gates of heaven with blessings;

~ like the sacrifices of the first Christians who gave everything they had for Christ and the Church."

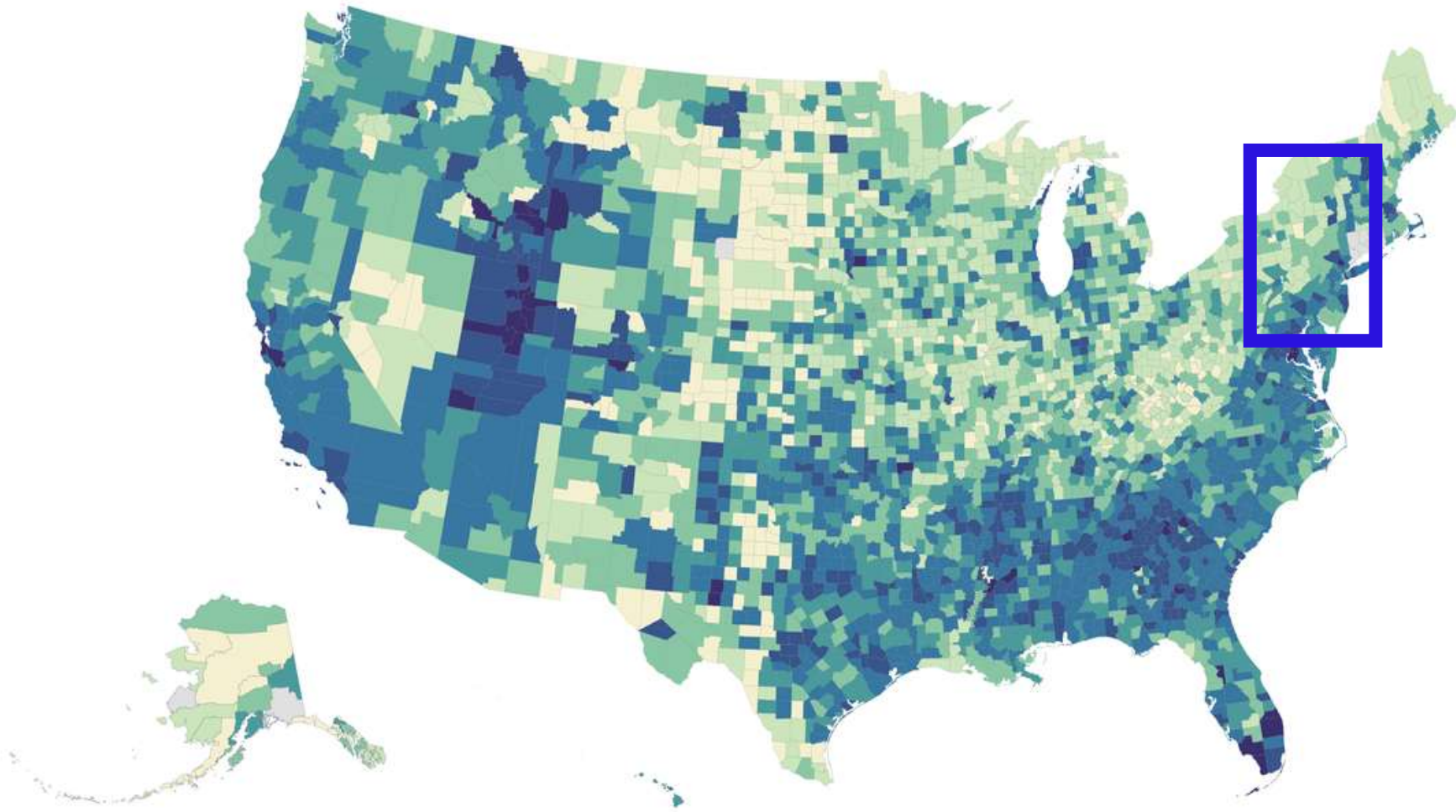
Where Are We Now On This Journey?

Typical Orthodox parishioner contributes:

0.5% to 0.8% of their income

CHARITABLE GIVING BY U.S. COUNTY

Reported charitable deductions as a percentage of adjusted gross income | Tax year 2023



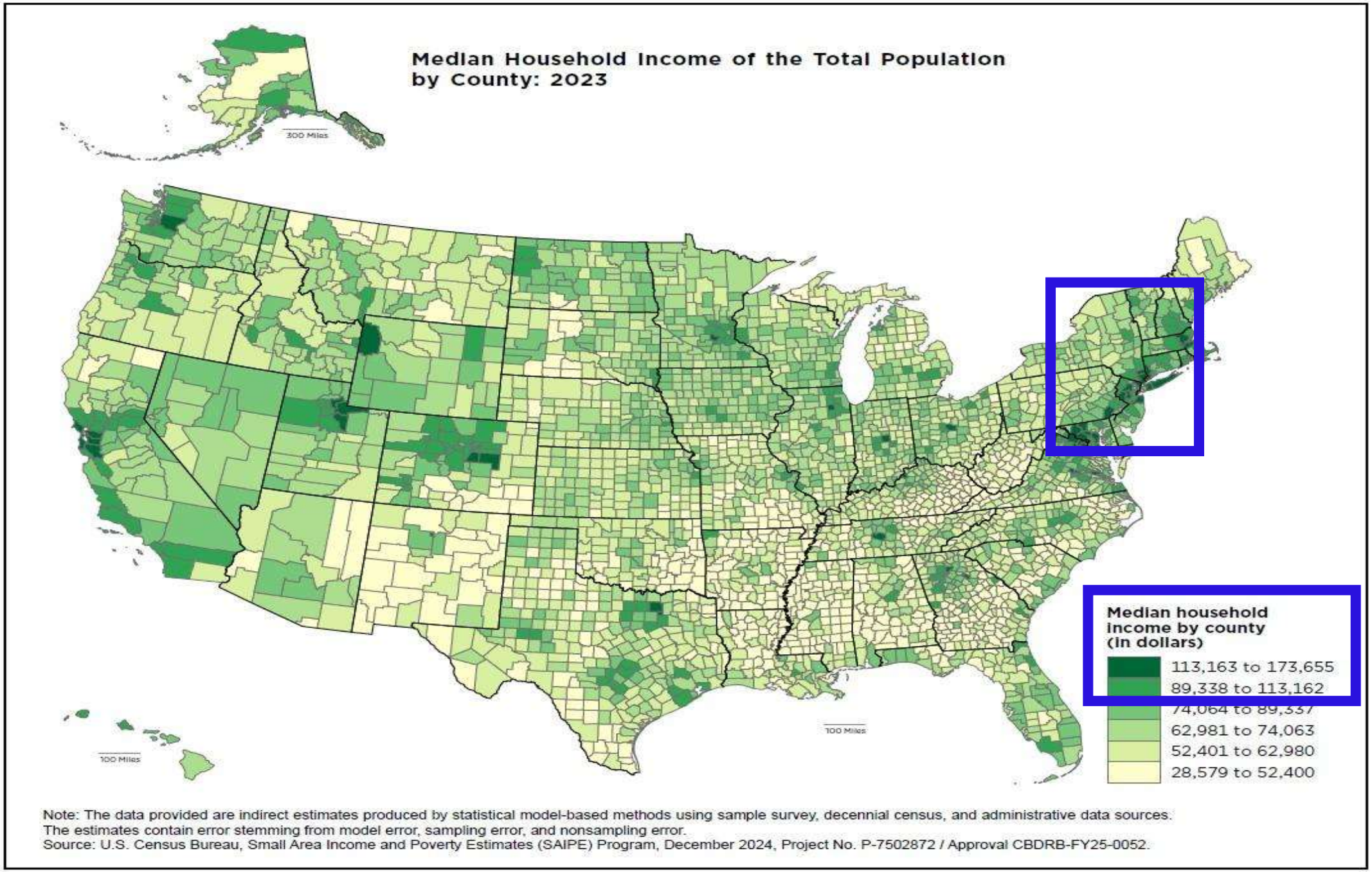
0–0.25% 0.25–0.50% 0.50–0.75% 0.75–1.00% 1.00–1.50% 1.50–2.50% Over 2.50% Data unavailable

Sourc
analys
by The

Source: IRS Statistics of Income, 2023 county-level data (A19700 / A00100 × 100).

Measures deductions reported on tax returns, not all donations. County boundaries from Basemap US counties dataset.

+ Ask ChatGPT



Note: 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, December 2024, Project No. P-7502872 / Approval CBDRB-FY25-0052.



The Impact of Tithing at Your Parish

# of Stewards	Stewardship Potential[1]
50	$437,300
100	$874,600
150	$1,311,900
200	$1,749,200
250	$2,186,500
300	$2,623,800

What ministries and philanthropies could you fund?

[1] U.S. Median income ($87,460) x 10% tithe ($8,746) x # of stewards


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

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"



STEWARDSHIP CALLING

How To Start A Tithing Program

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





STEWARDSHIP CALLING

How To Start A Tithing Program

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





STEWARDSHIP CALLING

How To Start A Tithing Program



STEWARDSHIP CALLING

3. <u>EXAMPLE</u>:
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

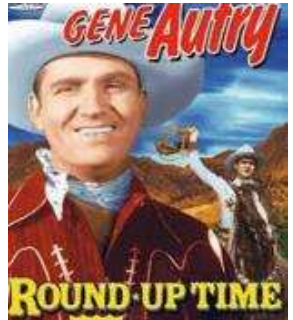
- **4. Use "The Roundup"**

~ 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%



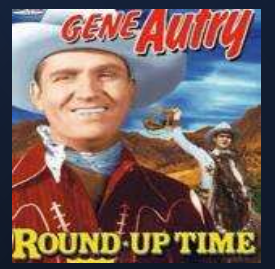


STEWARDSHIP CALLING

How To Start A Tithing Program

STEWARDSHIP CALLING





If you're not already tithing, I challenge you to <u>Roundup</u> your 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



STEP 1:

How much do you make: $_____



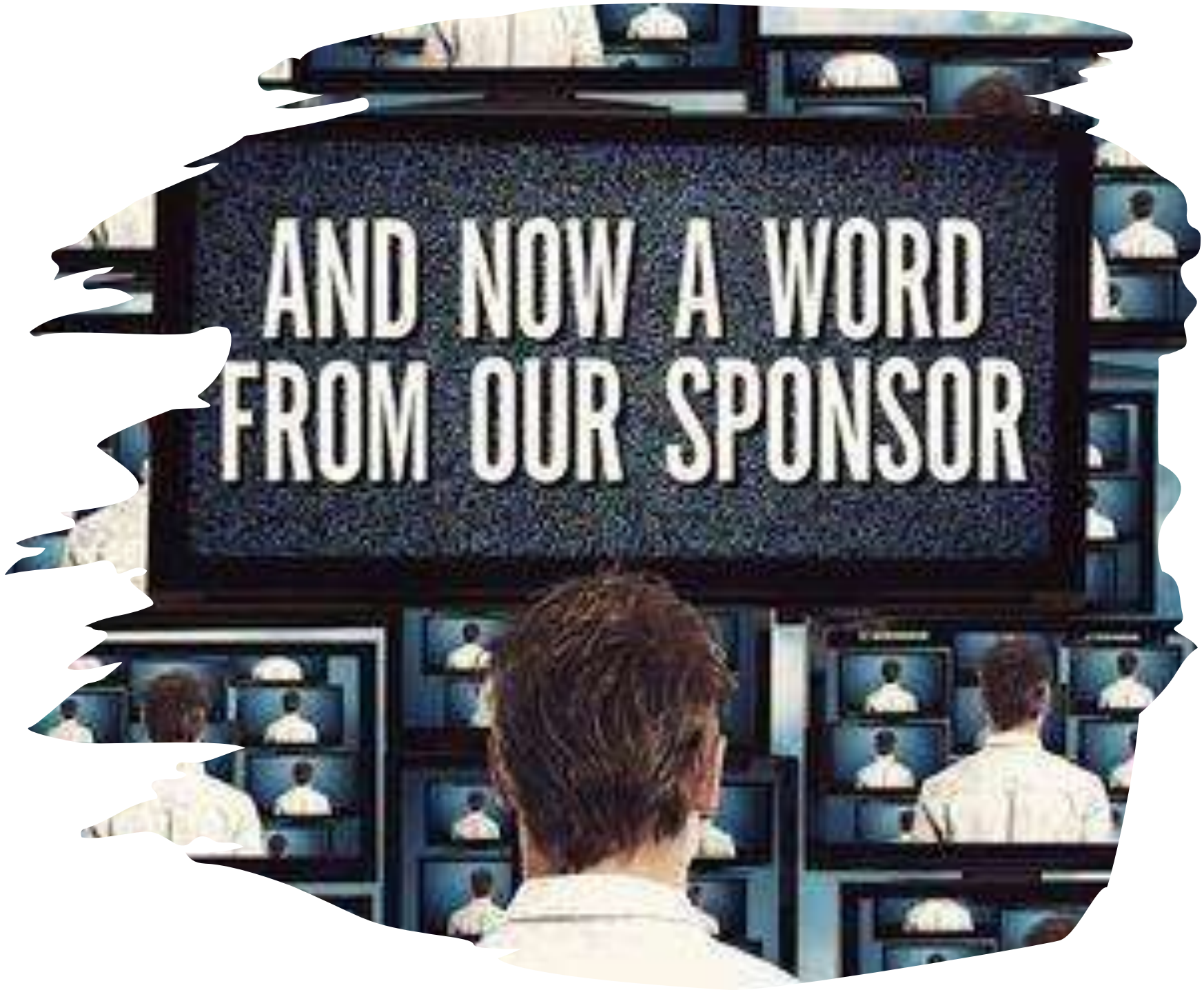
STEP 2:

Send it all in to your parish.



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

https://youtube.com/live/kj2wcek2poI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Keynotes & Leadership Tab

OCA NY/NJ Page

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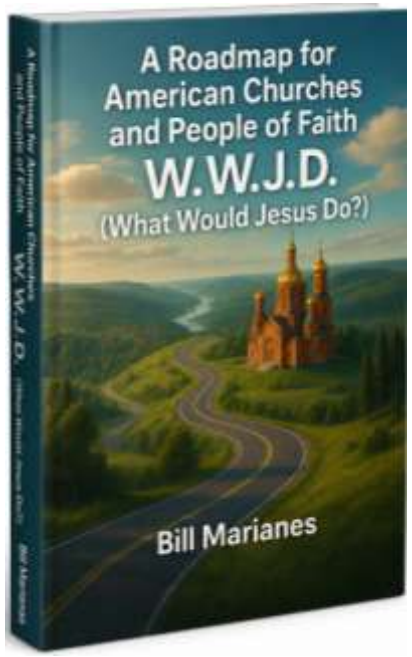
A Roadmap for American Churches and People of Faith: W.W.J.D. (What Would Jesus Do?)



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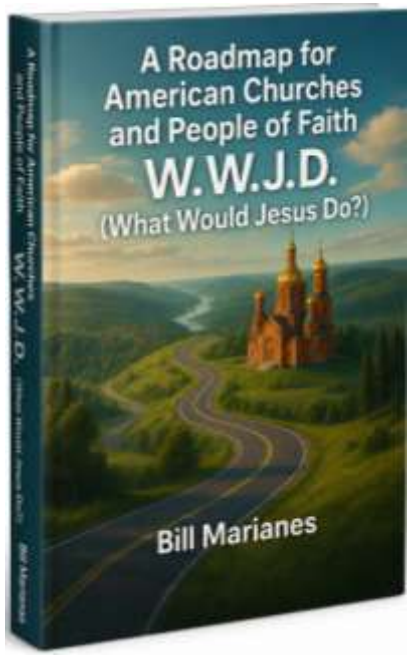

Chapter 10:

The Stewardship Calling 10 Best Practices Commandments of Stewardship & Engagement

(pages 262 – 384)

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Church Podcast Roadmap

Leadership	- 1st Wednesday
Stewardship	**- 2nd Wednesday**
Spiritual Formation	- 3rd Wednesday
Christian Unity	- 4th Wednesday
Strategic Planning	- months with a 5th Wednesday

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

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- **Facebook:** https://www.facebook.com/stewardshipcalling/videos
- **Recorded versions available at:** www.churchroadmap.com

Church Roadmap Podcast
2nd Wednesday Stewardship & Engagement



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

https://www.youtube.com/live/A-b99ZiVtt8



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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Church Roadmap Podcast
2nd Wednesday Stewardship & Engagement



The 4th T (Tithe) Challenge: Why 10% Is Just the Starting Line – Episode 14 (4-6-26)

https://youtube.com/live/kj2wcek2pol



HAVE YOUR PEOPLE TUNED OUT? Transform Your Parish, Improve Trust, Generosity, and Effective Communications – Episode 19 (5-13-26)

https://youtube.com/live/HEbjEH4dIUk



Summary of 10 BEST PRACTICES "commandments" of Stewardship and Engagement

https://youtube.com/live/UI9aTDa8ZI8

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Church Roadmap Podcast
2nd Wednesday Stewardship & Engagement



IS YOUR PARISH RUNNING ON PANIC… OR A PLAN?
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 – Episode32 (8-12-26)
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2nd Wednesday Stewardship & Engagement



THE CHEMISTRY OF GRATITUDE – Why a Real Thanking Culture Is the Foundation and Culture Everything Gets Built On- Episode 36 (9-9-26)

https://youtube.com/live/AdTWPex3b84



WHY VISITORS DON'T COME BACK TO YOUR CHURCH – Building a Welcome That Turns Strangers Into Family – Episode 41 (10-14-26)

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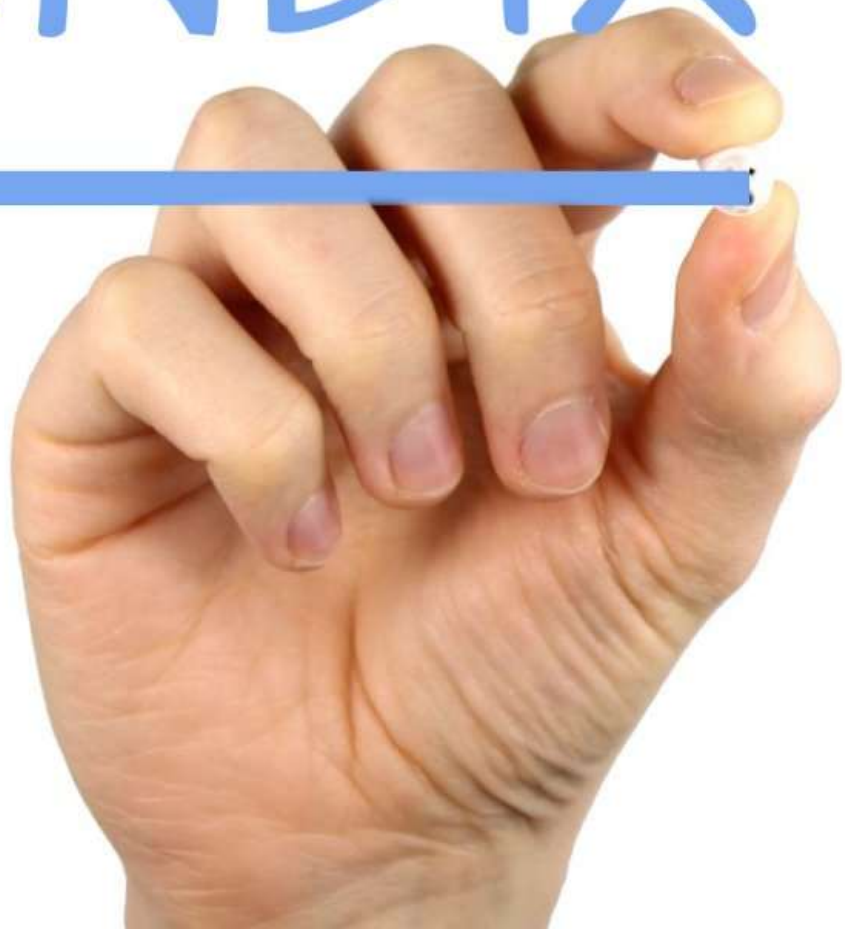
APPENDIX



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


AND NOW BACK TO
OUR REGULARLY
SCHEDULED
PROGRAMMING

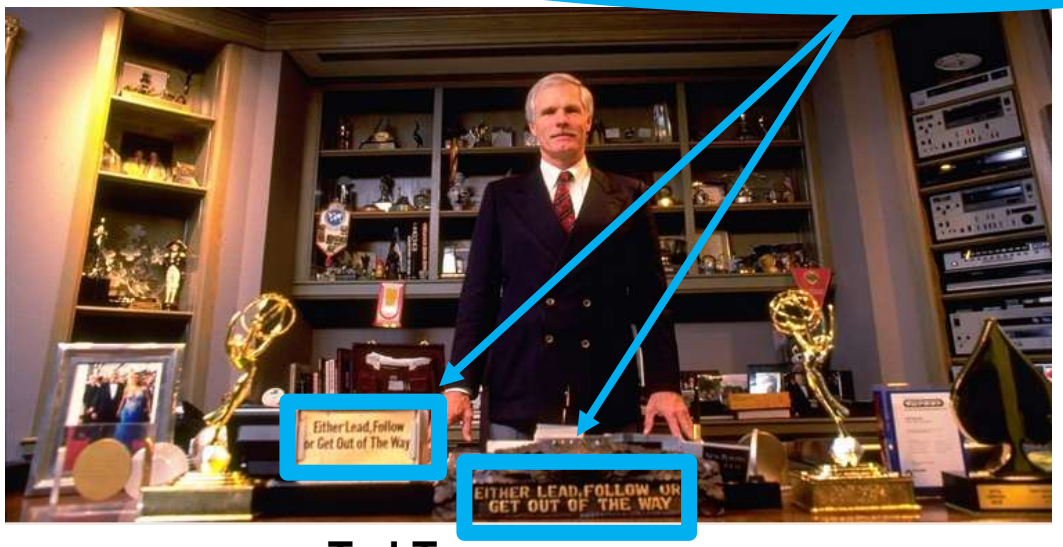


5 Key Takeaways

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.

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



Ted Turner



Thomas Paine



General George S. Patton

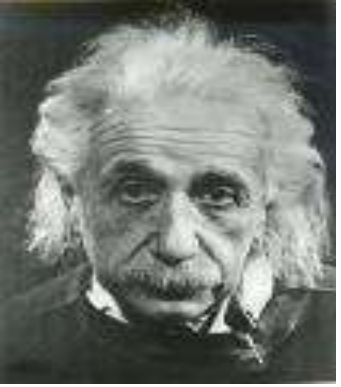


Lee A. Iacocca

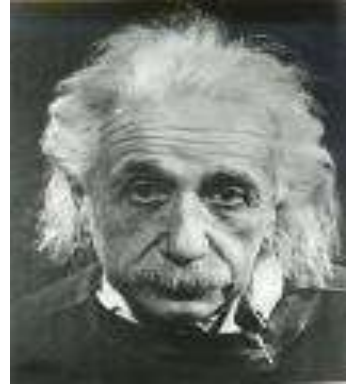


Bill Marianes





Albert's Insight



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

"NOTHING HAPPENS UNTIL SOMETHING MOVES"



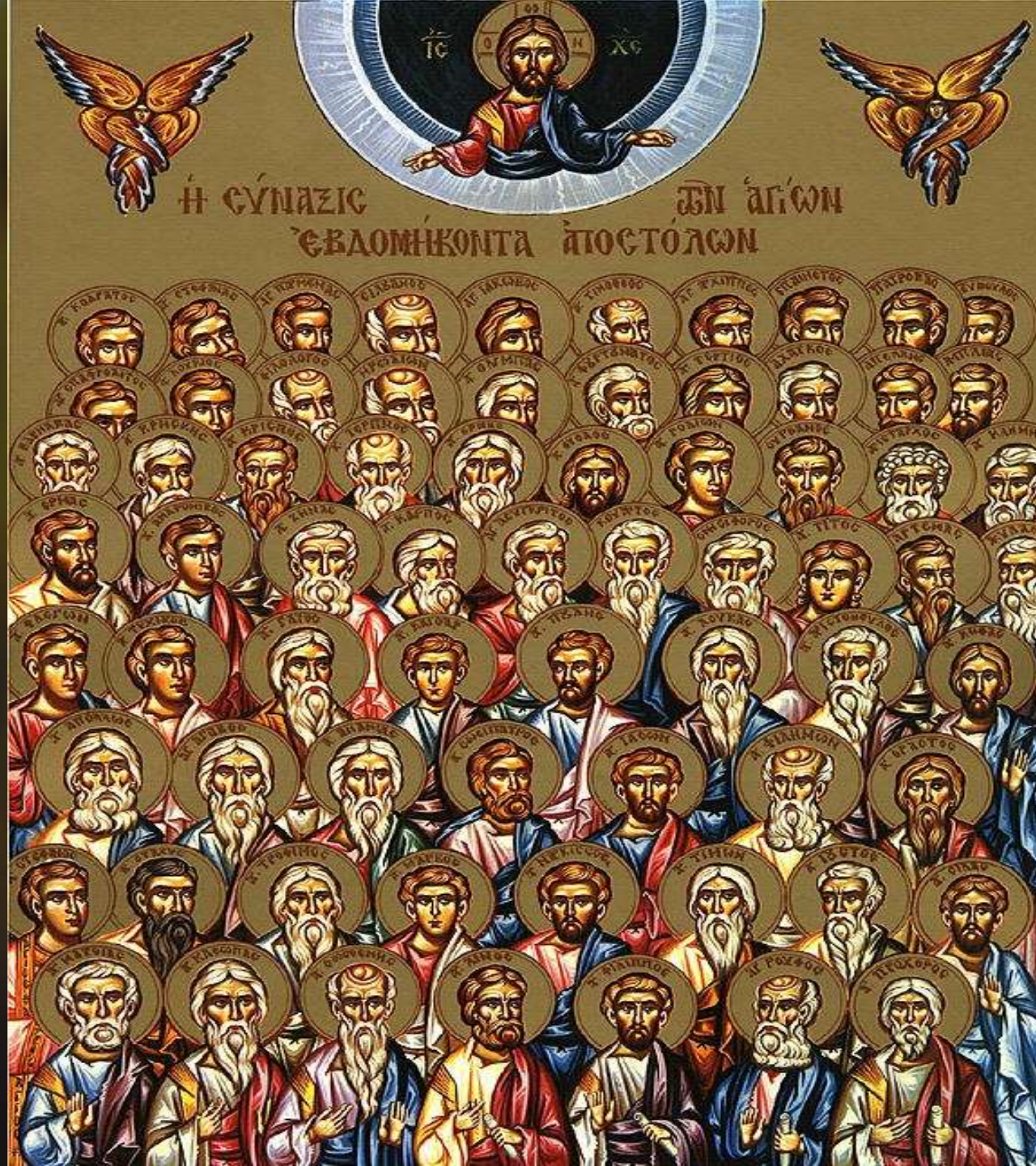
The Marianes Corollary



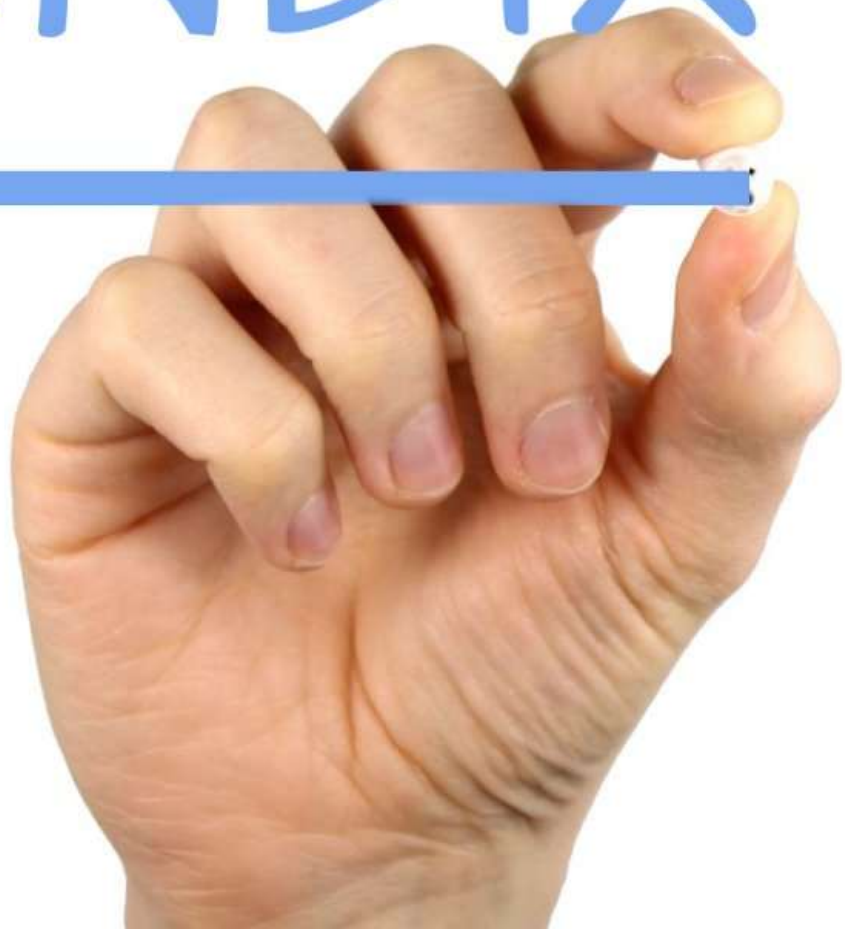
“NOTHING HAPPENS UNTIL SOMEBODY MOVES”

You have been called as one of the 70 Disciples

Luke 10:1



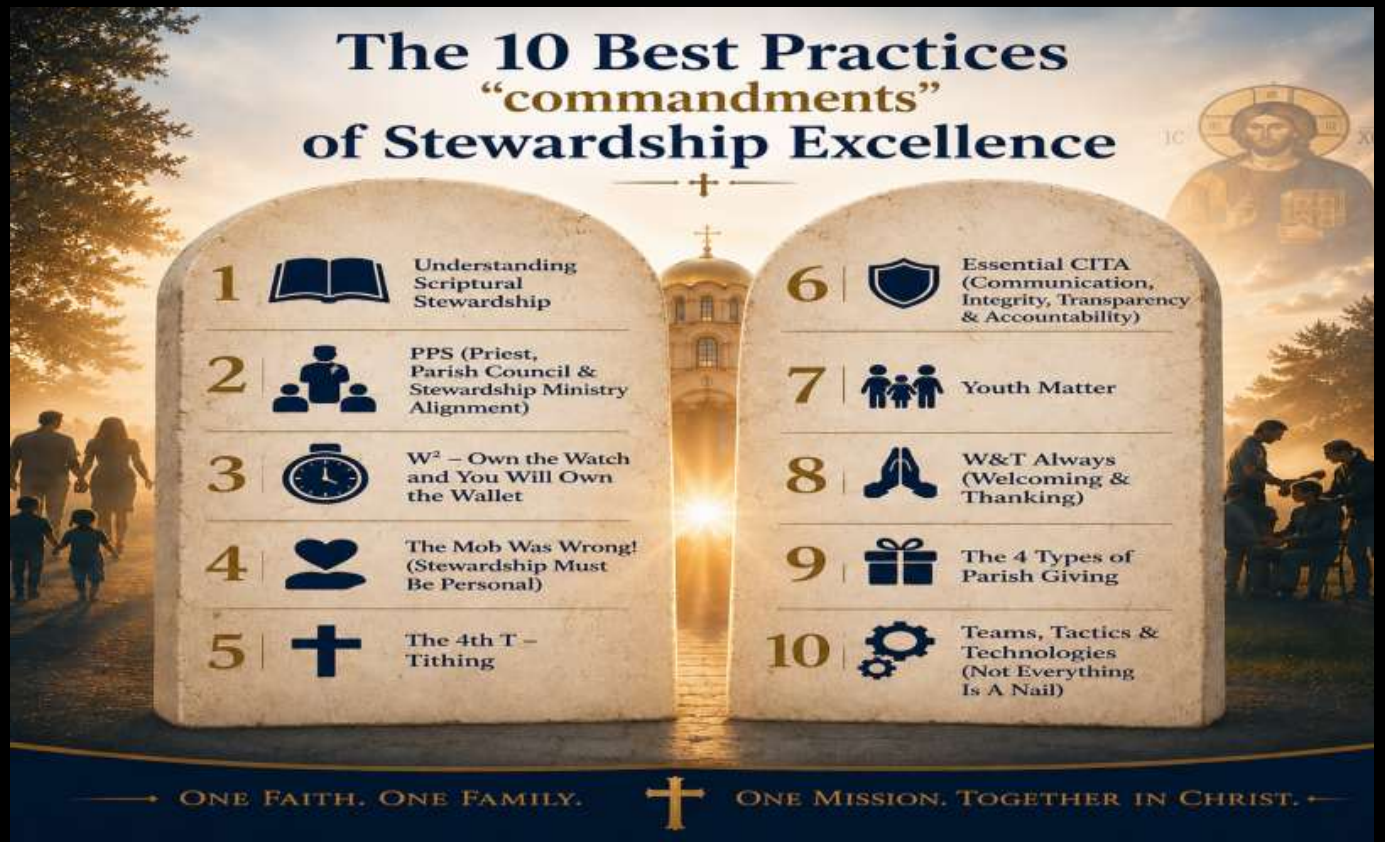
APPENDIX



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

AUDIENCE PARTICIPATION TIME!

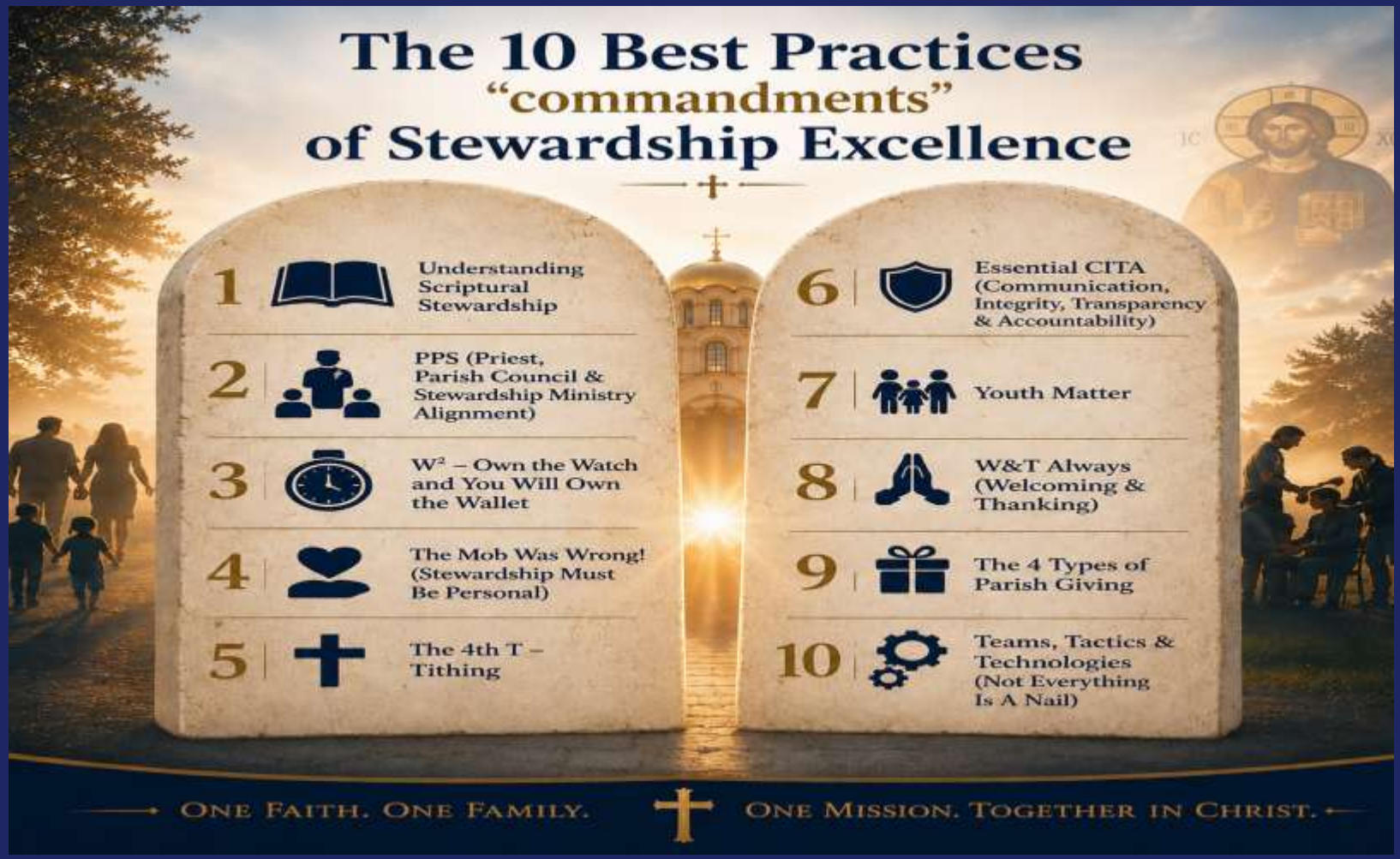
What are your Takeaways or Questions



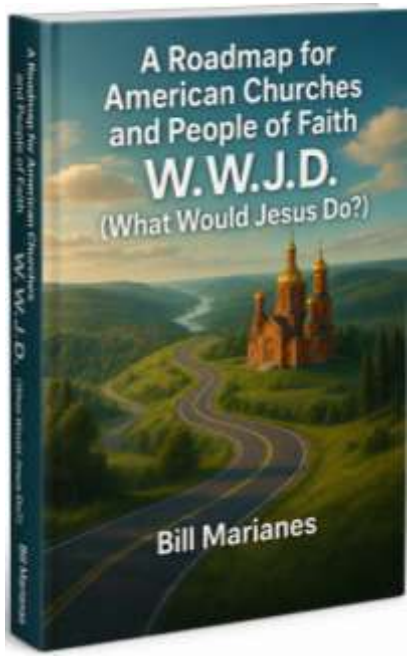
The 10 Best Practice “commandments” of Stewardship & Engagement

CHURCH ROADMAP
PODCAST
STEWARDSHIP CALLING MINISTRY

Watch/Listen Here:
https://youtube.com/live/Ul9aTDa8ZI8



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)

https://churchroadmap.com/

free download

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

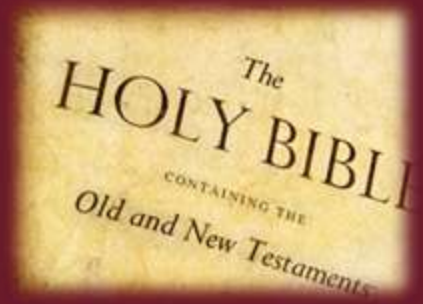
P.P.S.

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 gull participation percentage giving parish on the way to tithing

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")

COMMANDMENT

#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.

Commandments 3–4: Time & the Personal Touch

3

W^2



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 abut being Personal. Specific. Relational. Direct

COMMANDMENT

#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.

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.

COMMANDMENT

#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.

COMMANDMENT

#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.

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 W.R.I.T.E. framework

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.

COMMANDMENT

#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.

COMMANDMENT

#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.

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.

COMMANDMENT

#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.

COMMANDMENT

#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.

Another Free Offering of a Financial Stewardship Analysis

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



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%

STEWARDSHIP CALLING

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

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

(Appendix has wHoly Engage Group Event Program)

STEWARDSHIP CALLING

The wHoly-Engaged Group Visitation Program



The wHoly-Engaged Group Visitation Program

~ Opening prayer, welcome/ice breaker

~ Dinner and fellowship

~ Program

- the vision and ministries of the parish
- 2 or 3 testimonials
- present stewardship ministry handbook and stewardship commitment form
- explain next steps (including 2-week follow-ups), answers any questions and closing prayer

STEWARDSHIP CALLING

Appendix

- **Sample Stewardship Cards & Ministry Handbooks**

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



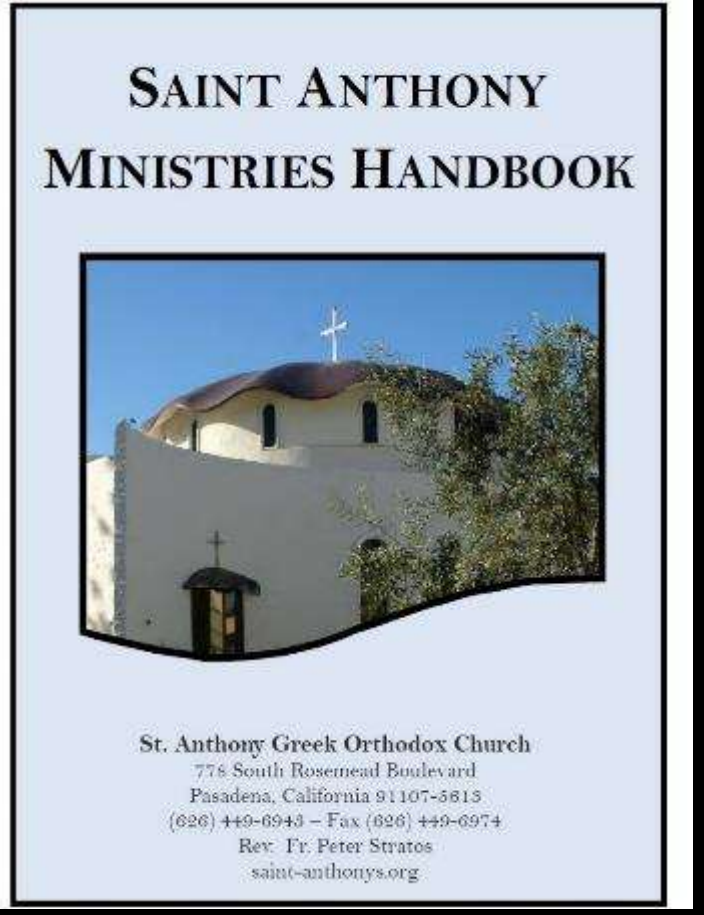
For more information, see:

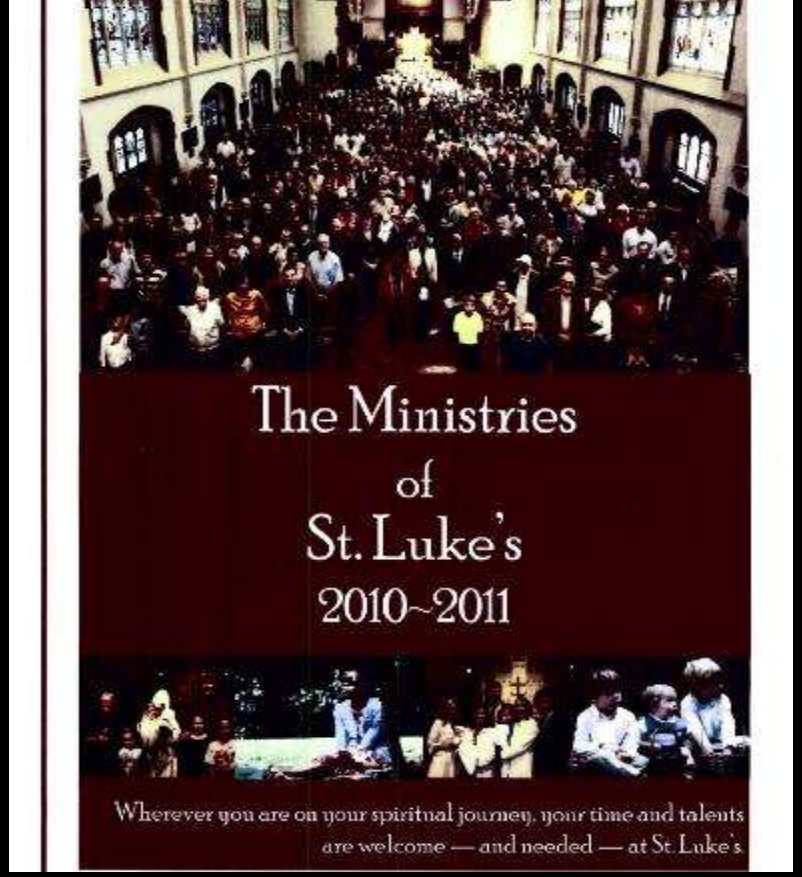
Ministry Handbooks:

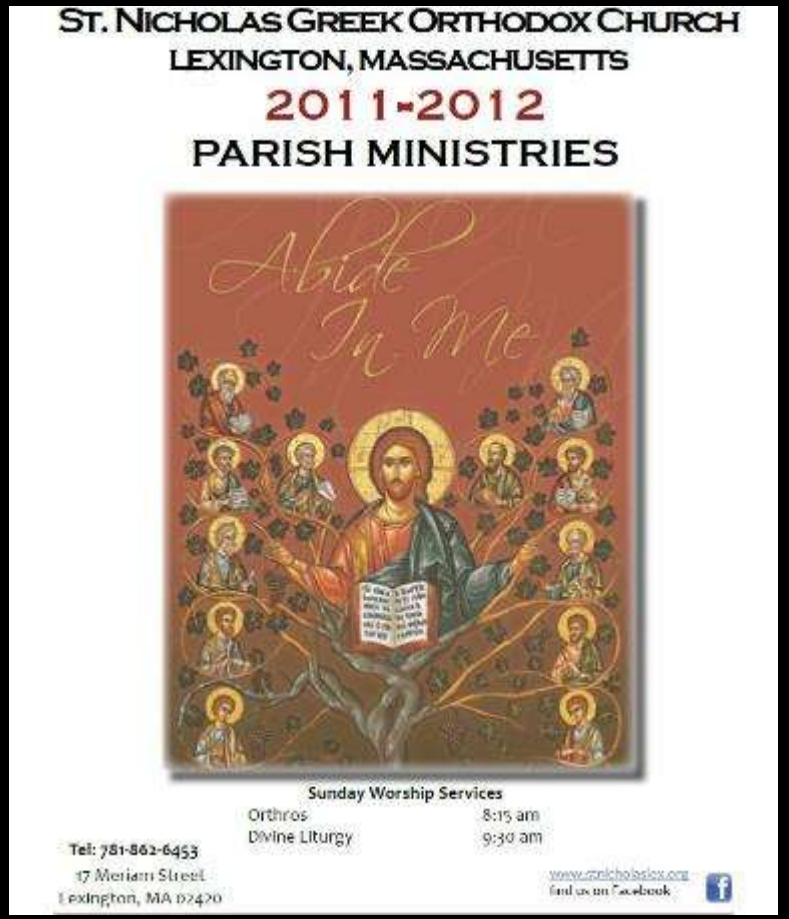
Chapter 10 (pages 378-379)

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/





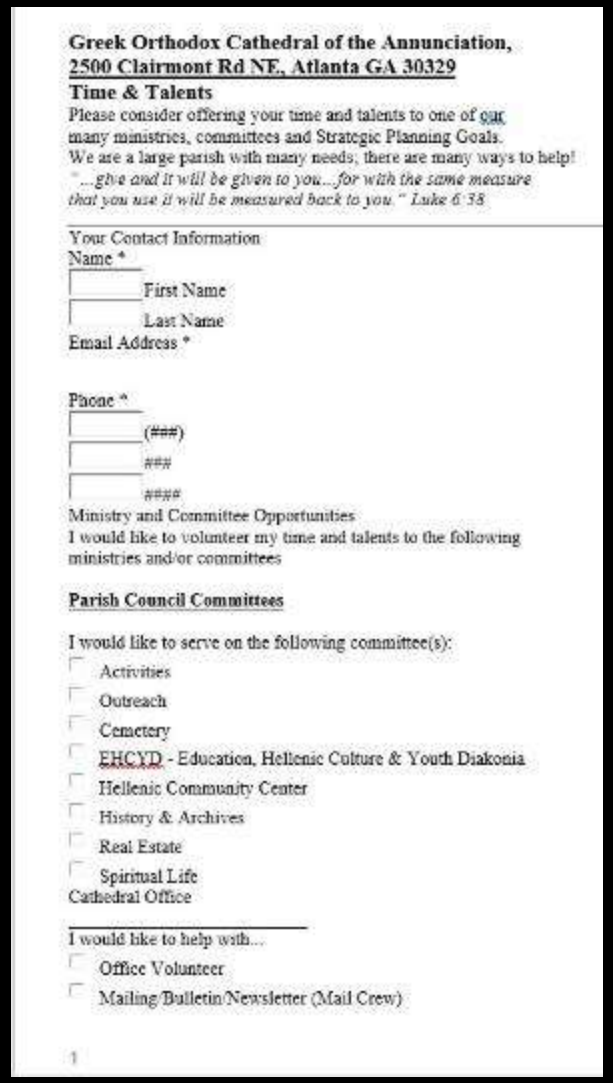




Parish Ministry Handbooks Examples

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

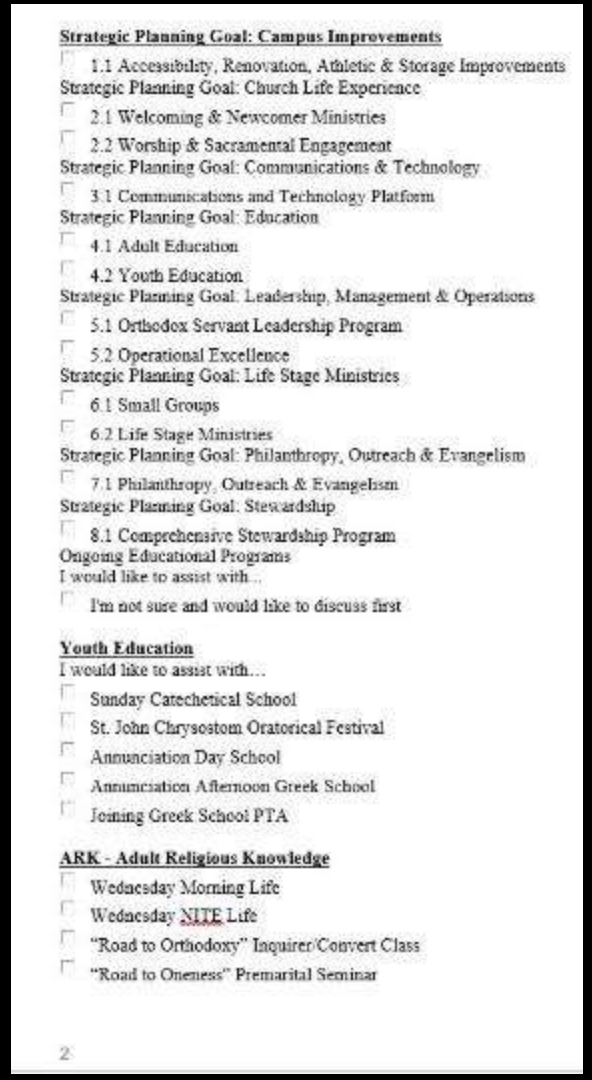
Parish Council Committees

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 Accessibilty, 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

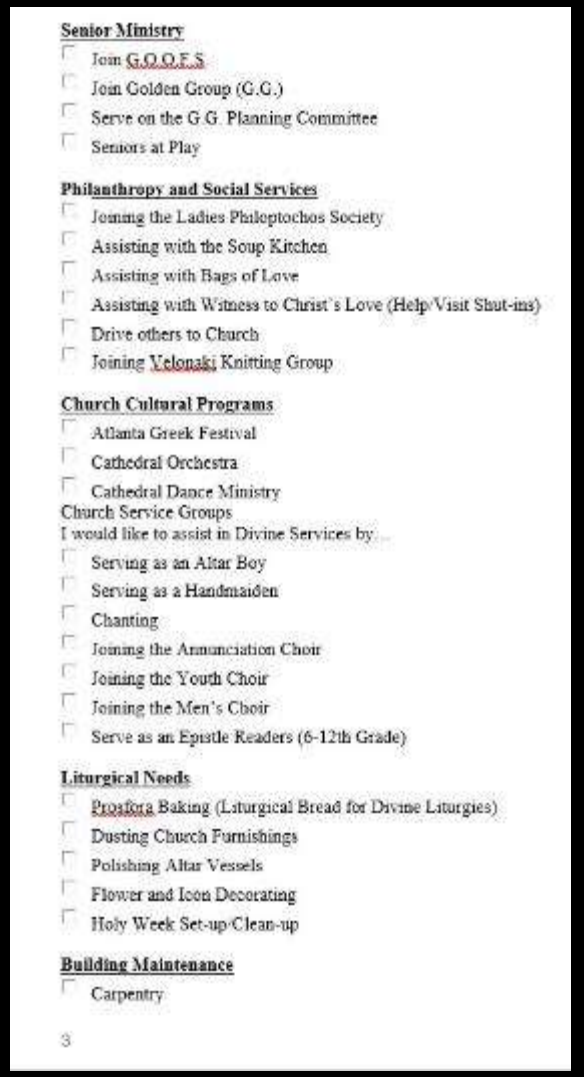
Strategic Planning Goal: Stewardship
- 8.1 Comprehensive Stewardship Program

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
- Prosfora 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. & J.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

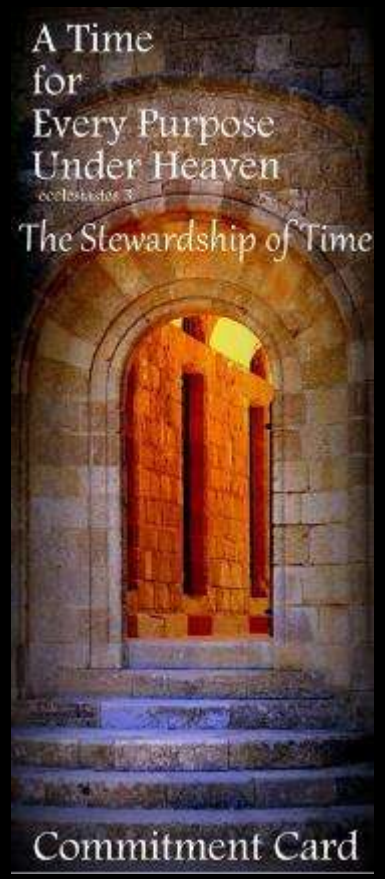
Multimedia Ministry
I would like to assist with...
- Photos and Videos for Church Services
- Photos and Videos for Events
- Web Streaming
- Multimedia Operator
- Digital Content organization

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.

EDUCATION
__ Bible Study
__ Adult Religious Education
__ Intro to Orthodoxy
__ Publications
__ Speakers
__ Bookstore
__ Library

YOUTH
__ Church School Teacher
__ Church School Administration
__ Youth Leader
__ Vacation Church School
__ Camp Counselor

BUILDING & GROUNDS
__ Garden & Landscape
__ Plumbing
__ Electrical
__ Clean-up
__ Interior Repairs
__ Exterior Repairs
__ Roofing
__ Hall Rentals

ADMINISTRATION
__ Fiscal Mgt / Review
__ By-Laws
__ Development / Fundraising
__ Office help
__ Computer / Technical
__ Data Entry

LITURGICAL
__ Sanctuary & Altar Care
__ Altar boys / Acolytes
__ Baking Prosfora
__ Choir
__ Reader
__ Greeter/Usher

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

COMMUNICATIONS
__ Web site & E-mail
__ Bulletin & Newsletter
__ Public Relations

Any other talents or information on items listed above:

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

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? *Take some time now to consider what you are willing to offer to God in thanks for all He has given you.* ***Remember, time also includes your time in***

I *commit* to offering:

_____ **hours/week**

_____ **hours/month**

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

TALENTS

God bestows upon each of us unique and wonderful abilities. *Below are listed only a handful of potential talents. Please take some time to consider with what abilities God has blessed you as you fill out this section of the commitment card:*

Individual Stewards should use a √

Families should use (H) Husband, (W) Wife, (B) 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)
- __ Tamburica (teacher or student)

LITURGICAL
- __ Sanctuary & Altar Care
- __ Altar boys / Acolytes
- __ Baking Prosfora
- __ Choir
- __ Reader/Chanter/Stetz
- __ Greeter/Usher
- __ Candles

BUILDING & GROUNDS
- __ Garden & Landscape
- __ Plumbing
- __ Electrical
- __ Clean-up
- __ Kitchen
- __ Interior Repairs
- __ Exterior Repairs
- __ Roofing
- __ Energy Resources
- __ Resource Conservation

COMMUNICATIONS
- __ Website & E-mail
- __ Bulletin & Newsletter
- __ Public Relations

ADMINISTRATION
- __ By-Laws
- __ Computer / Technical
- __ Data Entry
- __ Development / Fundraising
- __ Endowment Committee
- __ Pastoral Advisor
- __ Fiscal Mgt / Review
- __ Legal Advisor
- __ Office help

MINISTRIES & PROGRAMS
- __ Campus Ministry
- __ Greeters Team
- __ Annual Taste of Serbia
- __ Liturgical Text Team
- __ Outreach
- __ Stewardship
- __ Sunday Fellowship / Coffee
- __ Visitation – Hospital
- __ Visitation – Shut-ins
- __ Feed the Hungry
- __ Prison Ministry
- __ Grief Bereavement Group
- __ Disaster Relief Projects
- __ Seminary Pilgrimage
- __ Seniors Ministry
- __ Couples Ministry
- __ Singles Ministry
- __ Men's Ministry
- __ Women's Ministry
- Rade Shanny 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)*

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Parents' First & Last Name

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- ○ Pray the Rosary at least weekly
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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: I 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



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

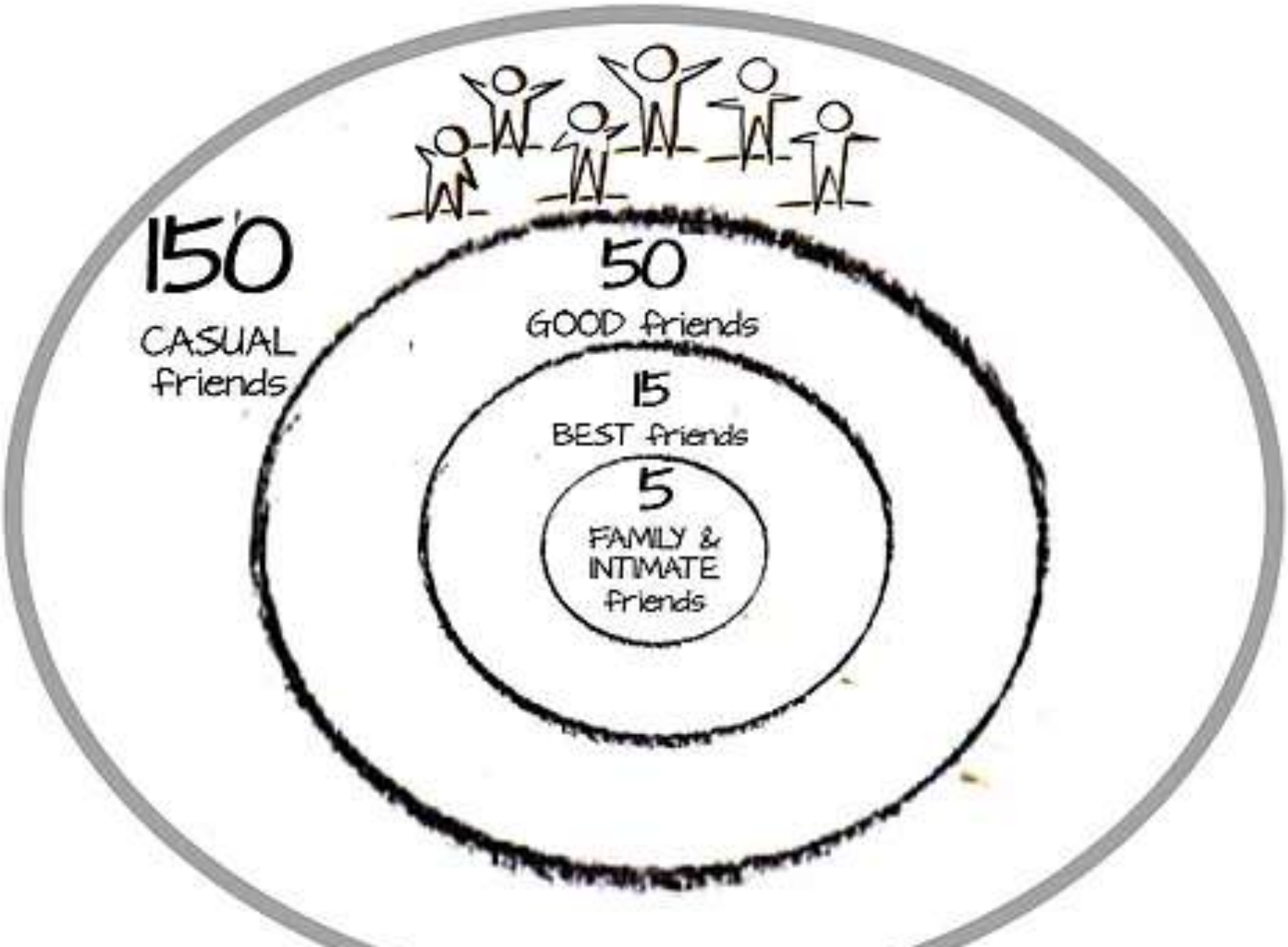
Small Group Ministry

Appendix


Transformational Small Group Ministry
Cultivate A Sense Of Community


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

DUNBAR's NUMBER





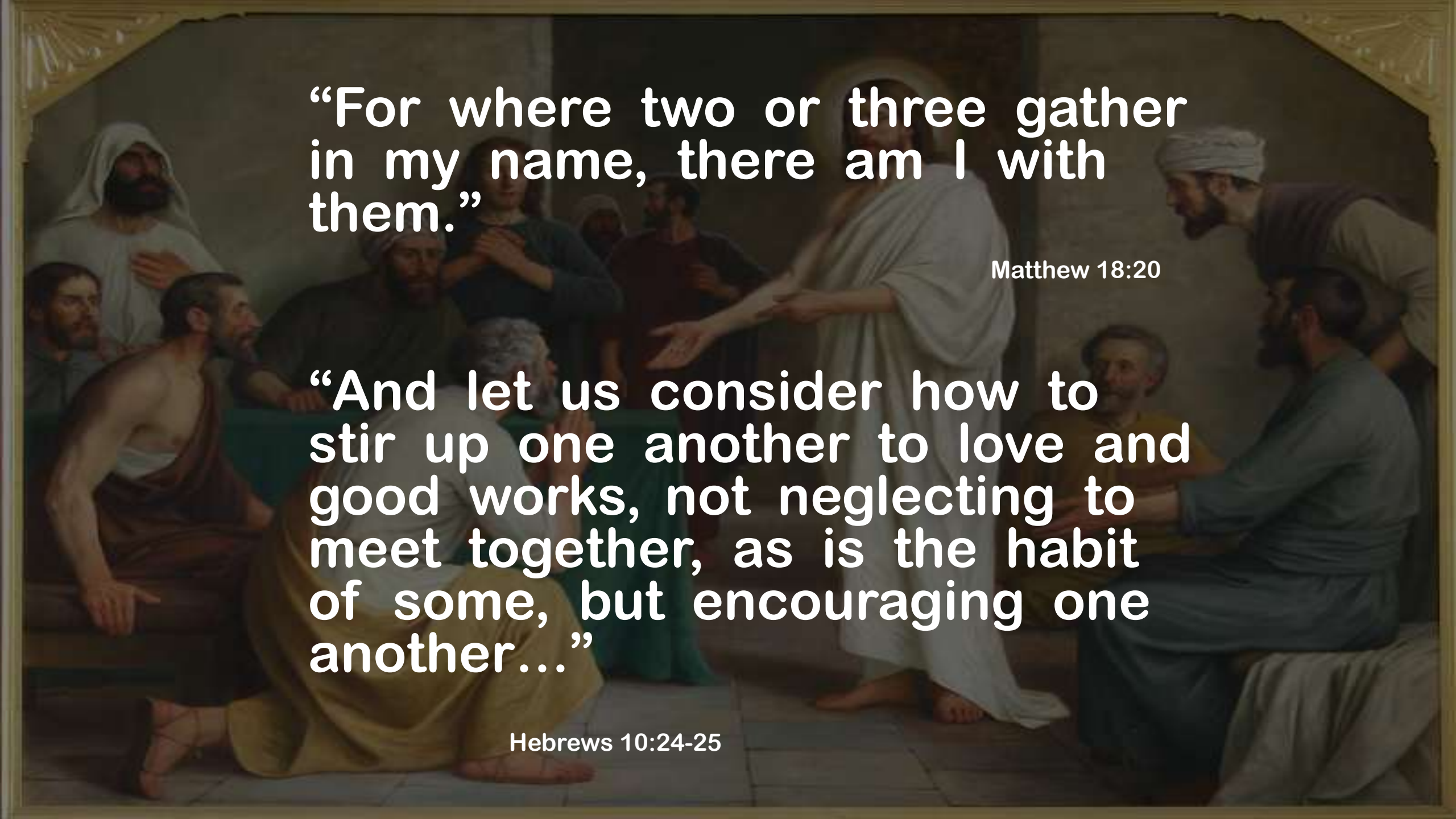
Small Groups Ministry

~ 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

THE DIOCESE OF
NEW YORK & NEW JERSEY



Part 1: Forming Engaged Disciples … Not Just Members
&
Part 2: Parish Finances: Challenges & Opportunities

Dr. Bill Marianes
Bill@stewardshipcalling.com

STEWARDSHIP CALLING

CHURCH ROADMAP PODCAST