Igniting the Flame

A Culture of True Christian Stewardship and Generosity

(Part 2)

“For everyone to whom much is given, from him much will be required.”
Luke 12:48

Bill Marianes
Bill@stewardshipcalling.com

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.

ORTHODOX MINISTRY SERVICES

Helping transform and improve Orthodox Church parishes, organizations, and ministries in order to strengthen the Body of Christ.

www.stewardshipcalling.com
www.orthodoxministry.org/
WHY Are You Here?
“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”

2 Corinthians 5:10
Orthodox Divine Liturgy
Christ’s Possible Question To You

“What did You do with MY Church under Your watch given all of the gifts I gave You?”
Session 1 - September 1, 2020
1. Facts & Figures
2. Covid/Crisis Strategies
3. Science of Generosity Studies
4. A Culture of True Orthodox Stewardship

Session 2 - September 15, 2020
1. Leadership Alignment
2. Tithing and Percentage Giving
3. Increasing Engagement
4. The Personal Touch

Session 3 - September 29, 2020
1. Welcoming
2. Thanking
3. Youth Stewardship
4. Small Groups

Session 4 - October 13, 2020
1. Effective Messaging
2. Campaigns (Stewardship, Capital & Planned Giving)
3. Transparency & Accountability
4. Stewardship Team

Session 5 - October 27, 2020
Questions & Answers
You can download this entire presentation at: www.stewardshipcalling.com

Under the Stewardship Tab go to the Metropolis of San Francisco – Igniting the Flame of True Christian Stewardship page https://stewardshipcalling.com/san-francisco-metropolis-stewardship-program/

Send questions to: Bill@stewardshipcalling.com
Financial Stewardship Analysis for Churches

A Special Free Service Available to Your Parish

~ A FREE best practices financial analytic review over 250+ Orthodox Christian parishes benefited from

~ An FSA explains what is happening with your financial stewardship and where you need to focus

~ It includes key performance indicator metrics and performance comparisons

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

Or contact: Bill@stewardshipcalling.com
2. Leadership Alignment

Align your Parish leadership around your Parish vision of Stewardship (“P.P.S.”)
Parish Board

Stewardship and Ministry Leaders

Priest
Your Leadership Challenge

“Τα ψάρια μυρίζουν από την κεφαλή”

“The fish smells from the head on down” or

“The direction of the head determines the direction of the fish”
“The most basic task of the Church leader is to discern the spiritual gifts of all those under his authority, and to encourage those gifts to be used to the full for the benefit of all.

Only a person who can discern the gifts of others and can humbly rejoice at the flowering of those gifts is fit to lead the Church.”

+ Saint John Chrysostom
Priest / Parish Board / Stewardship and Ministry Leaders ALL must:

1. Agree on the Parish Stewardship (service and engagement) strategy

2. Completely “buy-in,” actively participate and “own” it

3. Lead the Stewardship process and practices by example

4. Help ensure the approval and buy-in of the Parish Assembly and Parish as a whole
Role of Church Leaders

~ Hand picked community “servant leaders” who ALL lead by example (e.g., be among the first stewards who are actively engaged and give sacrificially

~ Servant Leadership training is essential for all members of the Parish Council and all Ministry Leaders (including youth leaders)
3. Tithing of all 3 Ts

Tithing (or percentage giving) of Time, Talents and Treasures is called for by Holy Scripture and represents a strategy that can make a significant positive difference.
It will get easier once we get it right with the Fourth T... Tithe
Malachi 3:10
Bring the whole tithe into the storehouse, that there may be food in my house. 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 blessing that you will not have room enough for it.
“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)

“Now Melchizedek the king of Salem brought out bread and wine; he was a priest of the Most High. He blessed Abram ... Then Abram gave him a tithe of all”. (Exodus 14:18-20)

“Behold, I give the children of Levi (the priests) all the tithes in Israel as an inheritance in return for their liturgical service.” (Numbers 18:21)

“Will a man insult God? Yet you have insulted Me! But you say, ‘In what way have we insulted You?’ You keep back tithes and offerings!” (Malachi 3:8)

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

Tithing Is The Right Answer (not just in the Old Testament)

“Stewardship is recommended to be ten percent (10%) of one’s annual income as stated in Holy Scripture to help meet the financial obligations of the Parish, the Metropolis and the Archdiocese”

Uniform Parish Regulations Article 18, Section 1 of the Regulations of the Greek Orthodox Archdiocese of America
Tithing Is The Right Answer

~ Tithing should be each person’s ultimate goal (a minimum of 10% Time, Talent and Treasures)

(“You shall tithe...” Deuteronomy 14:22)
~ Between 3% and 5% of all Americans tithe
~ 80% of Americans give, on average, 2% of their income (however in the GOA, the proxy tithe median analysis suggest it’s between 0.5% and 0.8% ²)
~ 70% of tithers do so based on their gross, not net, income
~ Churches that accept tithing online increase overall donations by 32%

¹ https://nonprofitssource.com/online-giving-statistics/church-giving/
² Financial Stewardship Analysis from over 250 U.S. Orthodox parishes conducted by Stewardship Calling
Let Me Make This Simple

1. 52% of parish total income comes from direct stewardship.

2. If you doubled your stewardship, all your current budget would be covered.

3. 80% of Americans give an average of 2% of their income, but GOA faithful give between 0.5% and 0.8% of their income in stewardship.

4. If your stewards doubled their contributions to only 1% - 1.6% of income (well below U.S. average of 2%), 100% of your budget is funded.

5. If your stewards gave 10% of income, you would raise 12.5 to 20 times more. Imagine what ministries, services and good you could accomplish!
How do you get a Tithing program started

1. Start talking, teaching and preaching about tithing/percentage giving to your parishioners

2. Explain the economic impact of tithing to your parishioners – “lived changed”

3. Have the Parish leaders, stewardship committee and clergy lead by example

4. Implement the “ROUND-UP”
   - everyone immediately rounds-up their current % contribution to the next highest whole number % of income
   - they add 1% more each year thereafter until they reach at least 10%
“Median Not Mean”
Averages Are Irrelevant

• Average Pledge #’s are misleading
• Median pledge is a better number

• 3 Donors = $1 $2 $3,000

Total = $3,003
Average = \((\frac{$3,003}{3})\) $1,001
Median = $2

Big donors skew averages
“Median Not Mean”
Averages Are Irrelevant

~ In the typical GOA parish, the median stewardship pledge is only between 40% - 60% of the average

~ The reason for this is because most GOA parishes have significant donor concentration issues where the **top 10 stewards contribute 20% - 30%** of all stewardship income

~ When they die, or move away, the parish will suffer a tragic loss of income upon which it depends
Tithing Is The Right Answer

~ Median¹ American “Orthodox” family income by ethnicity =
  Russian $77,841 - Bulgarian $76,861 - Lebanese $75,337 - Romanian $72,381
  Greek $72,291 - Serbian $70,028 - Ukrainian $72,449 - Yugoslavian $63,765

~ 10% of MEDIAN above ≈ ($72,300) = $7,230

~ N = your number of Stewardship units/families
~ $7,230 x N = your new $teward$hip total

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<th>300N = $2.2M</th>
<th>500N = $3.6M</th>
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~ Imagine the ministries and services your Parish could fund if all stewards tithed and contributed $X MILLION$ instead of the smaller amount they are contributing now

“The Tithe & Percentage Giving”

February 6, 2019

Nick Kasemeotes

https://www.ancientfaith.com/podcasts/stewardshipcalling/the_joy_of_the_tithe
# 4 of 15 Culture of True Stewardship Practices

4. Time First ~ (W²)

W² = “own the Watch and you will own the Wallet” ~ when people give their time, they will also give more money
“Own the Watch, and you will own the Wallet.”
People who are asked to give of their time before they are asked to donate money ultimately give more money to the charity (49% more ~ ($36.44 rather than $24.46))¹

“...the likelihood of giving money to an organization is affected by an individual’s involvement with the organization as a volunteer... The amount of time spent volunteering is positively correlated with the amount of money that is given by individuals.” (Those who actively practiced a religion donated 92% more to charitable causes.)²

“...church involvement is the strongest single predictor of giving.” ³

¹ The Happiness of Giving: The Time-Ask Effect (May 1, 2008) – Center for Responsible Business - University of California, Berkley (Wendy Liu & Jennifer Aaker) Ask Donors First To Volunteer (June 9, 2008) – University of California, Berkley


³ More Money, More Ministry, Dean R. Hoge and Mark A. Knoll (Eerdmans, 2000)
“Do I possess the house in which I live? No, it is only on loan to me from God while I remain in that place.

Do I possess the clothes I wear? No, they are on loan to me until they wear out, or until I give them away to someone in greater need.

Do I possess this body that you see before you? No, it was lent to me by God when I was born, and He will take it back when I die.

Do I possess the mind that is composing the words that I speak? No, that too was lent by God at my birth and will go when I die.”

¹ St John Chrysostom from On Living Simply: The Golden Voice of John Chrysostom
“So do I possess anything?
Yes, I possess the virtues which during my life have grown and flourished within my soul.
Inasmuch as I have grown in faith, I possess faith. Inasmuch as I have grown in gentleness, I possess gentleness.
These things are immortal; they are divine gifts which God will not take away, because He wants heaven itself to be filled with virtue.
And, of course, I possess my soul, in which these virtues have their roots.”

¹ St John Chrysostom from On Living Simply: The Golden Voice of John Chrysostom
Merely writing a check doesn’t make you a steward...

...any more than just standing in your garage doesn’t make you a car.
5. “The MOB was wrong” ~ it’s all personal

It’s personal, not just business, when seeking to engage stewards in Christian churches
The Mob Was Wrong

It's not personal, it's strictly business.
“Personal solicitation has an effect on both the decision to make a gift and the average size of the gift…” “…individuals are more likely to donate when asked by those who are similar to them” ¹

“…the method of direct contact may be as important as just contact...higher levels of contributions involve a personal contact by a previously known individual.” ²

“…solicitations to contribute are more often successful when they are made by a person with a stronger relationship to the potential donor or volunteer because a refusal to contribute will endanger the relationship with the solicitor.” ³

Plan A Personal In-Home Visitations

~ Each steward is personally visited in their home by an Ambassador

Plan B Small Group In-Home Gatherings

~ Each steward is invited to a small group gathering at the Ambassador’s home
How Did The Greatest Steward Solicit

~ Christ taught us about stewardship in everything He did and constantly practiced stewardship

+ The crowd was fed with the fishes and the loaves
+ Washed the feet and first offered His body and blood to His disciples
+ Cured the sick and blind
+ Practiced stewardship as He continuously served the people around Him
How Did The Greatest Steward Solicit?
"Zacchaeus, come down immediately. I must stay at your house today." (Christ makes a personal visitation to Zacchaeus’ house)

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

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

- How many stewardship or other emails / text messages / letters did our Lord send?
Why do clergy and laity have so much trouble asking people to contribute time, talent or treasures for their churches/ministries?
They don’t know or explain the right “WHY,” and they ask the wrong way.

http://www.ted.com/talks/simon_sinek_how_great_leaders_inspire_action.html
10 Best Practices To Get More Comfortable In Making Personal Solicitations

The research shows:

1. **CHRIST** - Teach What Christ Said About Giving (Most people don’t know, and some don’t want to know but need to know.)

2. **CREDIBILITY** - Model the Generous Behavior You Teach (You cannot effectively preach what you do not practice.)

3. **CAUSE** - Share the Life-Changing Impact, Cause or Vision Their Resources Will Fund (People give to causes not to crying.)
10 Best Practices To Get More Comfortable In Making Personal Solicitations

The research shows:

4. **IT’S PERSONAL** - Build Relationships
   (People give more to people they trust and when the ask is in person.)

5. **PRACTICE** - Practice, Make Mistakes, Correct Your Mistakes, Try Again
   (Edison didn’t fail 1,000 times. He discovered 1,000 thing that didn’t produce light.)

6. **EASY** - Make Giving Anything Easy (Why is Amazon successful?)
10 Best Practices To Get More Comfortable In Making Personal Solicitations

The research shows:

7. **ASK** - Make The Ask (You miss 100% of the shots you don’t take.)

8. **QUIET** - Stop Talking After The Ask (Let the Holy Spirit do the heavy lifting.)

9. **NO = MAYBE = YES** - Don’t Take NO Personal, Or For An Answer (There is always something they can give/do.)

10. **THANK** - You Can’t Thank Too Much (Thanking is like voting in Chicago, you must: “do it early and often, and even after they die.”)
6. Engagement ("ROE" and "COM")

The key to success in every Parish is the most active engagement of the faithful. To do that, you must first personally “reach out” and then “engage” (ROE) them.
The one comprehensive solution to many of your challenges is:

ENGAGEMENT
A Must Read For Every Priest and Church Leader

Growing An Engaged Church: How To Stop “Doing Church” And Start Being The Church Again

By: Al Winseman, Global Practice Leader for Faith-Based Organizations for the Gallup Organization
How to “Reach Out” and “Engage” (ROE) through personal contact
Ingredients Of Effective Stewardship Ministry

**Plan A  Personal In-Home Visitations**

~ Each steward is personally visited in their home by an Ambassador

**Plan B  Small Group In-Home Gatherings**

~ Each steward is invited to a small group gathering hosted by an Ambassador at the Ambassador’s house
Personal, in-home visitations are absolutely and unequivocally the most effective (nothing else is even close)

If you don’t remember anything else from today, please remember that to have a true and successful stewardship ministry you MUST visit with EVERY parishioner in a HOME
Ingredients Of Effective Stewardship Ministry

Personal, in-home visitations are most effective

~ Study after study shows that mail only ("pen pal") campaigns are easy but not real stewardship programs and rarely get a good or different result

(insanity is doing the same thing over and over again and expecting a different result)
wHoly Engaged

9-Step Process

1. P.P.S. Consensus
2. Mission-Vision-Strategic Objectives
3. Council of Ministries
4. Ministry Handbook and Stewardship Materials
5. Recruit Ambassadors
6. Train Ambassadors
7. Ambassadors Select Stewards
8. Home Visitations
9. Follow Up

Foundational Steps

Interpersonal Steps
The wHoly-Engaged Personal Visitation Program
Plan A  Personal In-Home Visitations

~ Each steward is personally visited in their home by an Ambassador

Plan B  Small Group In-Home Gatherings

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The wHoly-Engaged Personal Visitation Program

**STEP 1** Priest, Parish Board, Stewardship and Ministry Leaders reach consensus about your stewardship strategy (PPS)

**STEP 2** Reach consensus on the Parish’s Mission, Vision and strategic goals and Strategic Plan

~ "Parish Strategic Planning: A Guidebook for our Parishes" can be found at: [http://sfstrategicplan.net/parishplanning/](http://sfstrategicplan.net/parishplanning/)

~ Contact Steve Tibbs in your Metropolis (stibbs@bluevase.com)

~ See Also: ATL Strategic Goal 1.1 parish strategic planning program [https://atlstrategicplan.org/home/completed-goal-materials/1-1-parish-strategic-planning/](https://atlstrategicplan.org/home/completed-goal-materials/1-1-parish-strategic-planning/)
Using The Four Disciplines of Execution For Parish Strategic Planning

August 5, 2020

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

Best-selling author Jim Huling
Summary of the 4-P Approach to Building a Consensus Vision and Effective Strategic Plan

Church Strategic Planning - Sunday October 30, 2016

https://www.ancientfaith.com/podcasts/stewardshipcalling/casting_vision
You can download several Strategic Plans, Mission & Vision Statements and Surveys: [http://sfstrategicplan.net/parishplanning/](http://sfstrategicplan.net/parishplanning/)

Download a reference "how - to" book on creating a parish Strategic Plan entitled, "Parish Strategic Planning: A Guidebook for our Parishes: [http://sfstrategicplan.net/parishplanning/](http://sfstrategicplan.net/parishplanning/)

S.F. Strategic Planning Tab at: [http://sfstrategicplan.net/](http://sfstrategicplan.net/)
You can watch or download 2 videos that teach Parish Strategic Planning at:
http://stewardshipcalling.com/parish-strategic-planning-video/

You can download several Strategic Plans
http://stewardshipcalling.com/strategic-planning/
Stewardship Calling Proven Strategic Planning Process

You can download Strategic Plans that now cover over 25% of U.S. Orthodox Christians

Parishes

GOA Metropolis of San Francisco (7 Western States)
GOA Metropolis of Atlanta (8 SE States)
Ukrainian Orthodox Church of the USA (entire USA)
GOA Metropolis of Chicago (6 MW States)
Orthodox Christian Prison Ministry OCPM

In Progress: 1. St. Mark/St. Mary & Philopater Coptic (Troy); 2. OCA Diocese of New England; 3. Christ the Savior OCA (Harrisburg); 4. St. Nicholas Antiochian (Grand Rapids); 5. OCA Diocese of Midwest; 6. St. Katherine (Naples) + several others just starting

St John The Divine (Jacksonville FL);
St Mary (Wichita, KS);
St John The Baptist (Beaverton, OR);
Annunciation (Atlanta, GA);
St Nicholas (Ann Arbor, MI)
STEP 1  Priest, Parish Board, Stewardship and Ministry Leaders reach consensus about your stewardship strategy.

STEP 2  Reach consensus on the Parish’s mission, vision and strategic objectives and Strategic Planning.

STEP 3  Organize your Council of Ministries.
See: http://atlstrategicplan.org/home/completed-goal-materials/1-5-council-of-ministries/
How to Better Engage the Faithful Through a “Council Of Ministries”
Early 1900’s

Early Faithful → Recruit → Traveling Itinerant Priest from abroad
1920’s – 1940’s

Full-time Priest Serves Parish

Early Parish Councils/Boards
1950’s – Present

Professionally Trained Priest

Elected Parish Council/Board

Parish Assembly

Parishioners
We are living in exponential times...

... the speed of change is unimaginable and accelerating

Can you think of any effective organization that is using the same operational structure it used 70 years ago?
It is...
Ministry Based Organization Paradigm

Outreach & Evangelism
(Future Orthodox)

Council of Ministries

- Parishioners
- Youth Ministry
- Parish Board
- Clergy
- Small Group Ministry
- Parishioners
- Parishioners
- Parishioners
- Parishioners
A MBO Parish is organized around its ministries and all Parish programs are:

1. Delivered by individual ministries

2. Managed and coordinated by the Council of Ministries
Council of Ministries (COM)

• A Committee of the leaders of each of the Parish’s ministries

• The COM includes the Priest and Parish Board (Board members are liaisons to ministries)

• The COM ensures each ministry is aligned with the Parish’s Mission, Vision, Values and Strategic Plan

• The COM meets at least quarterly and shares best practices, challenges and synergies
See Council of Ministries Program released by Metropolis of Atlanta Strategic Goal Team 1.5
The wHoly-Engaged Personal Visitation Program

**STEP 1**  Priest, Parish Board, Stewardship and Ministry Leaders reach consensus about your stewardship strategy

**STEP 2**  Reach consensus on the Parish’s mission, vision and strategic objectives and Strategic Planning

**STEP 3**  Organize your Council of Ministries (See: http://atlstrategicplan.org/home/completed-goal-materials/1-5-council-of-ministries/)

**STEP 4**  Prepare your Ministries Handbook and Stewardship materials and revised Stewardship Commitment Form (See examples of Parish Ministry Handbooks here: http://stewardshipcalling.com/stewardship-ministry-handbooks/)
Parish Ministry Handbooks

https://stewardshipcalling.com/stewardship-ministry-handbooks/
## GOA Talents Pledge Form

### Information

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### Time & Talent

Individual stewards should indicate areas of interest with a check (√)

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<th>Education</th>
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<td>Baking Posadas</td>
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<th>Ministries &amp; Programs</th>
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<td>Welcome Team</td>
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<td>New Member Events</td>
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<td>Outreach</td>
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<td>Sunday Fellowship / Coffee Hour</td>
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<td>Visitation – Hospital</td>
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<td>Visitors – Shut-ins</td>
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<td>Military Ministry</td>
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<th>Communications</th>
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<td>Web Site &amp; Email</td>
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<td>Bulletins &amp; Newsletter</td>
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<td>Public Relations</td>
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### 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

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https://www.goarch.org/-/2020-stewardship-campaign-resources?inheritRedirect=true
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)
The wHoly-Engaged Personal Visitation Program

**STEP 5** Recruit your Stewardship Ambassadors (including all PPS and other leaders)

**STEP 6** Train your Stewardship Ambassadors using these Igniting The Flame of True Christian Stewardship materials, teach your mission, vision and ministries

**STEP 7** Ambassadors select the Stewards they will visit based on commonality

**STEP 8** Ambassadors call and schedule 15-30 minute in-home visitation focusing on engagement in ministries

**STEP 9** Ambassadors follow up every two weeks until stewardship commitment forms are submitted to the Parish administrator
Personal, in-home visitations agenda

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

Plan A Personal In-Home Visitations

~ Each steward is personally visited in their home by an Ambassador

Plan B Small Group In-Home Gatherings

~ Each steward is invited to a small group gathering hosted by an Ambassador at the Ambassador’s house
The wHoly-Engaged Group Visitation Program

**STEP 1**  Priest, Parish Board, Stewardship and Ministry Leaders reach consensus about your stewardship strategy

**STEP 2**  Reach consensus on the Parish’s mission, vision and strategic objectives and Strategic Plan

**STEP 3**  Organize your Council of Ministries

**STEP 4**  Prepare your Ministries Handbook and Stewardship materials and revised Stewardship Commitment Form
The wHoly-Engaged Group Visitation Program

**STEP 5** Recruit your Stewardship Ambassador Host Teams

**STEP 6** Train your Stewardship Ambassador Teams using these Igniting The Flame of True Christian Stewardship materials, teach your mission, vision and ministries

**STEP 7** Ambassador Teams pick Stewards to invite to their house based on commonality

**STEP 8** Ambassador Teams select strategic “testimonial” presenters and invite Steward couples for a group dinner focusing on engagement in ministries

**STEP 9** Ambassadors Teams follow up every two weeks until stewardship commitment forms are submitted to the Parish administrator
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 every 2 week follow-up), answers any questions and closing prayer
Ingredients Of Effective Stewardship Ministry

Plan A  Personal In-Home Visitations

~ Each steward is personally visited in their home by an Ambassador

Plan B  Small Group In-Home Gatherings

~ Each steward is invited to a small group gathering hosted by an Ambassador at the Ambassador’s house
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9-Step Process

1. P.P.S. Consensus
2. Mission-Vision-Strategic Objectives
3. Council of Ministries
4. Ministry Handbook and Stewardship Materials
5. Recruit Ambassadors
6. Train Ambassadors
7. Ambassadors Select Stewards
8. Home Visitations
9. Follow Up
Session 1 - September 1, 2020
1. Facts & Figures
2. Covid/Crisis Strategies
3. Science of Generosity Studies
4. A Culture of True Orthodox Stewardship

Session 2 - September 15, 2020
1. Leadership Alignment
2. Tithing and Percentage Giving
3. Increasing Engagement
4. The Personal Touch

Session 3 - September 29, 2020
1. Welcoming
2. Thanking
3. Youth Stewardship
4. Small Groups

Session 4 - October 13, 2020
1. Effective Messaging
2. Campaigns (Stewardship, Capital & Planned Giving)
3. Transparency & Accountability
4. Stewardship Team

Session 5 - October 27, 2020
Questions & Answers
“What did You do with MY Church under Your watch given all of the gifts I gave You?”
Igniting the Flame

A Culture of True Christian Stewardship and Generosity

“For everyone to whom much is given, from him much will be required.”
Luke 12:48

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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.

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