

Diocese of Atlanta- Commission on Stewardship  
Spring Stewardship Workshop  
May 20, 2006

### **Summary of Stewardship in the parish**

Stewardship is about the money. However if that concept is not part of a greater program, then you will never have a Stewardship program Practice the 4 T's; **Theology, Time, Talent, and Treasure.**

Be clear on message and theology of stewardship

Enlist the support of clergy and vestry

Develop a year-round committee

Develop a year-round stewardship plan

Participate in you parish efforts to welcome and assimilate new members

Know your congregation

Educate, educate, educate with programs and events tailored to the generational groups in your parish

Remember, Stewardship runs through all activities and groups in your parish, and all those activities and groups need to run through Stewardship.

### **Expectations vs. Willingness to Give**

**Times have changed.** Your father's church has changed. We will experience more change in the next decade than all of the last century. So our stewardship process must change to meet the needs of this generation.

**Effective Stewardship** requires us to meet are church members where they are in their spiritual journey. Your goal is to take each person beyond the club membership into joyful giving.

**Every person** has a different "hot button" based on where they are in their spiritual journey. Effective stewardship means we need to provide them with the reason to give based on their priorities in their life at a particular time

## **Importance of Mission Focus**

What does a church need to do to be effective in terms of Stewardship?

Excellence in Worship

Relevant and meaningful preaching

Purposeful Ministry for others

A powerful sense of direction

Rector and Clergy need to be actively involved and out front

Lay Leaders need to be involved and actively out front

These folks need to be honest and open about their beliefs of stewardship and be able to share their own Stewardship Stories.

**Importance of Mission Focus** – need to establish a mission for stewardship in your parish. Develop the message and use it all the time. An Excellent Stewardship is not about the money, it must center on the conversion of people in their own spiritual journey. It is important for church leadership to design an accurate mission statement and make it part of your parishes' daily way of life.

**Lacking a mission for your church, all you will be doing is fundraising**

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**Current Stewardship Practices:**

What type of Stewardship Program do you currently have in your parish?

What is the typical timeline, what types of things do you do to promote stewardship?

How involved is the Clergy?

How involved is the Lay leadership?

What are your current feelings about Stewardship?

What are your personal priorities?

List the top ten priorities in your life. Where does God fit in?

List the top ten bills you pay each month? Where does God fit in?

What would it take to move God into the top spot? If I asked you to do it right now, would you listen to me?

## **Pathway to Good Stewardship**

**Define priorities of congregation?**

**What programs, ministries do you need in place to help them in their journey?**

**Possible scenario of a pathway from “guests to joyous givers” in your parish**

**It all begins at the first time they visit your church**

**Loose money in plate when they have it. Decision is made at the time the offertory is announced, sometimes based on the amount of money they have in their pocket or wallet.**

**Starts to become incorporated gets involved in the fringe of certain activities. Probably will give a set amount each week, but is not ready to commit long term.**

**Starts making friends and actively gets involved in church activities. Making a financial commitment is part of that involvement. At that point the commitment is treated as an expense. Increases are made based on increases of family income not a deeper commitment based on their stewardship journey. Amount of commitment would increase or decrease by other family expenses they may be increased. (braces, education, etc)**

**Starts to get involved in lay leadership. Feels the need to start committing a percentage of income as an example of “working toward the tithe.”**

**Starts to get into classes or groups that involve their own spiritual growth. Understands the need that stewardship is more than time and talent. The place God as more of a priority in their life, as they realize the teachings of the Gospel need to be intertwined in their everyday life and the importance of giving back to God in thanks for what they have been given or achieved in life.**

**Finally they become committed to all aspects of Stewardship and are willing to go out and help others achieve what they have achieved.**

## **Generational stewardship**

Importance of separating the message of stewardship for different generations in your parish

**What is the message?** - Same mission, but use different message that each group can understand.

We all learn and understand in different ways. (My thoughts and definitions)

**Adults before television** – learn and understand through words and maybe oral traditions (what has been handed down to them.) The “traditions” of the church are paramount. Things are done, because that is what is “expected”

**Baby Boomers until the early 80s** – learn and understand through what they experience. Do not necessarily “buy into” their parents’ traditions, but probably develop their own based on their parents’ ideals.

**Adults after computers** – learned through experience, understand through the use of sound and images. Become “seekers”, spiritual development and fellowship become more important than the building it is housed in. More apt not to follow in their parents’ traditions. Have learned and developed in a unique way from their parents. They find their own way to express their spirituality

**Our kids today** – receive everything on demand. Instant messages, download information when needed. They learn from images and sounds. They will also migrate to a church community that is more inline with how they receive information. Our traditions usually last a life time, their traditions may last a matter of days. They are also seekers, information when needed is the key, and possibly their church building may be housed in an IPOD

**You need to define a message for each group and find a unique way of delivering it.**

## **Guidelines for Giving**

How much do you give God through the Church? For some it is deeply personal and spiritual decision.

Many want some standard against which to measure the pledge decision when declaring their 'intentions' Below are some biblical references that may be helpful.

### **First Fruits**

"Honor the Lord with you substance and with the first fruits of all your produce"  
Proverbs 3:9

Do you pay God first or from whatever is left over?

### **Sacrificial**

"Do not neglect to do good and to share what you have for such sacrifices are pleasing to God"  
Hebrews 13:16

When you consider how you spend your resources, is your gift to God easily attained or does it require a sacrifice?

### **Proportional**

"Bring the full tithes into the storehouse"  
Malachi 3:10

Is your giving based in some proportion of your income or is it decided by some other method? The biblical standard is the tithe or 10%. For example: for a household income of \$50,000 the pledge will be \$5,000

### **Joyful**

"Each one must do as he has made neither up his mind, nor reluctantly of under compulsion for God loves a cheerful giver."  
2 Corinthians 9:7

**Do you give with reluctance or does giving give a sense of joy?**

## Stewardship or Fundraising??

Effective fundraising	Effective stewardship
Short term objectives	Long term objectives
Emphasis on finances	Emphasis on faith
Focus on maintenance	Focus on mission
Give to needs	Need to give
Guilt –filled approach	Grace- filled approach
Motivated by guilt	Motivated by gratitude
Premise of scarcity	Premise of abundance
Talking the gospel	Experiencing the gospel
Basic element is the case	Basic element is conversion
One gives because one is convinced	One gives because one is committed
Competent, committed leadership	Competent, committed leadership

### A cogent comment on “conversion”

“So either we get up and move away somewhere, anywhere as though we had never seen this greatest of all miracles.”

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**Stewardship is a Process not a Program**

**What We Believe About Stewardship**

Good Stewardship centers upon the conversion of people, not the collection of dollars

Good Stewardship means recruiting leaders, not taking volunteers

Good Stewardship means developing leaders who are committed and competent

Good Stewardship enables church leaders to talk about money in ways that transforms their lives

Good Stewardship values the time and talent of leaders

Good Stewardship means accepting that the difference between what we say and what we do is reconciled by Jesus.

**What it Takes**

- Be Clear on the message and theology of Stewardship
- Establish a year round commission or committee
- Enlist the support of clergy and vestry
- Develop a year round stewardship plan
- Plan the annual campaign
- Participate in your parish efforts to welcome and assimilate new members
- Establish and maintain records
- Know your congregation through use of Percept of parish survey
- Educate! Educate!

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**Simple Vision Statement for Parish**

**THE VISION OF GIVING  
OF THE  
VESTRY OF (NAME OF YOUR CHURCH)**

GOD IS THE SOURCE OF ALL LIFE. LIFE ITSELF IS A BLESSING.  
JOYFUL GIVING IS OUR FAITHFUL RESPONSE.

WE THE VESTRY OF (NAME YOUR CHURCH), COMMIT  
OURSELVES TO FOLLOW CHRIST BY FAITHFULLY AND  
PRAYERFULLY PURSUING THE BIBLICAL TITHE AS OUR  
STANDARD OF GIVING.

WE INVITE AND ENCOURAGE EACH MEMBER OF THE PARISH  
TO JOIN US IN THIS WITNESS OF OUR FAITH

