

THE STEWARD'S NOTEBOOK



from *The Joyful Noisemaker*
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by
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Stewardship Is...

Working Definition of Christian Stewardship

Christian stewardship is grateful and responsible use of God's gifts in the light of God's purpose as revealed in Jesus Christ. Christian stewards, empowered by the Holy Spirit, commit themselves to conscious, purposeful decisions.

Stewardship is lived out in:

- living and telling the Good News;
- sharing God in seeking justice, peace, and the integrity of creation in an interdependent universe;
- wisely employing God-given human resources, abilities, and relationships;
- sharing the material resources we hold and giving them in service, justice, and compassion;
- providing for future generations, sharing in the life, worship, and responsible stewardship of the Church and of its mission

Both for the individual and for the community, stewardship is a joyful act for the sake of God's world.

This definition comes from the Standing Rules of the Ecumenical Stewardship Center.

Stewardship has also been defined as:

What I do, with all that I have, after I say, "I believe."

Using the gifts God has given us to do the work God is calling us to do.

Stewardship and Philanthropy

Stewardship and Philanthropy: The Christian Strategy with Regard to Funding Mission

While we often talk about stewardship and philanthropy together when we talk about funding mission, they are different concepts.

Philanthropy

This approach relies upon the presentation of a "case" which outlines the needs being experienced by persons other than either the prospective donor or the solicitor. The solicitor presents the needs of the "other" and the ways in which they may be met or alleviated through the generosity of the donor. As the name implies, the appeal is to our love of humanity and desire to do good.

Key Elements

- Primary strategy is focused on persuading a prospective donor to become involved in the mission of the organization doing the asking. The mission is the organization's. The money is the donor's. The assumption is that as a donor becomes more involved with the organization, the amount of their donations will increase. Organizations, therefore, look for opportunities to strengthen these relationships.
- The relationship between solicitor and donor is very important. In deciding who should ask whom for a contribution, a key assumption is that it is important for peers to ask peers. In many communities, a "you support my cause and I'll support yours" quid pro quo is taken for granted.
- Recognition Programs - These may take many forms, including: naming of buildings, rooms, positions (university teaching chairs); listing in publications and other donor lists; and a variety of physical acknowledgements such as plaques on furniture, art, trees, etc.

Stewardship

Stewardship teaches that all that we have and all that we are is a gift from God. We are, therefore, stewards of God's gifts during our lifetime. Discerning and carrying out God's purpose is the primary purpose of our lives. The gifts we have been given, time, talent, and money, are to be used for that purpose. The primary role of the church is to guide individuals in discernment of the mission for their lives and use of their resources in accomplishing it.

Key Elements

- The primary objective of the organization (church) is to bring people into a closer relationship with God. Strengthening relationships with individuals is an important

part of this but the goal is always to create an environment in which the relationship with God is strengthened.

- The key strategy is to encourage individuals to discern the gifts God has given them and the work God is calling them to do. God is the source of the mission and the money. Both are gifts over which the giver exercises faithful stewardship.
- Giving is taught as a significant spiritual practice. The Church encourages giving by providing a variety of opportunities to give. Giving is also seen as a joyful response to God's generosity to us.
- Recognition is seen as a means of witness. The goal of recognition programs is to provide givers with an opportunity to express their faith and encourage others.

From *The Alleluia Fund, A Guide for Dioceses and Congregations*, published by the Office of Stewardship, Episcopal Church Center, 815 Second Avenue, New York, NY 10017.2002



The Three Faces of Stewardship

In gathering money for ministry there are several programs used to generate resources. These tend to happen developmentally and in sequence. They include:

- events/products/and services**
- annual drives/offerings**
- capital campaigns**
- planned giving/endowment building**

These programs tend to happen in an organization in the order listed above.

In the stewardship language of the church, we talk about these activities in the context of three faces (or aspects) of stewardship. These are:

- Ordinary Stewardship
- Extraordinary Stewardship
- Legacy Stewardship

Ordinary Stewardship is the regular practice of returning to God a portion of all that God has given us. It involves teaching ourselves how to create a life built upon the notion that all that we have is a gift from God. This includes teaching the holy habits of keeping Sabbath and tithing and the concept that giving regularly of our time, talent, and money to God's work on this earth is as much a spiritual practice as prayer and worship.

Extraordinary Stewardship involves the special occasions that arise in the life of Christian communities that call us to give beyond our ordinary habit. They involve increased risk and encourage us to experiment with sacrificial giving in order to help the community realize an especially important goal. The best example of extraordinary stewardship is the capital campaign.

Legacy Stewardship is the way in which we address the matter of disposing of the accumulations of our lifetime. Who will use your "stuff" when you no longer need it? It is the opportunity to leave a planned gift that constitutes both a legacy to generations yet unborn and a final witness to those whom we hold most dear.

From *The Alleluia Fund, A Guide for Dioceses and Congregations*, published by the Office of Stewardship, Episcopal Church Center, 2002

Characteristics of an **Excellent Stewardship Program**

- 1) Leadership (clergy, vestry, and stewardship committee) lead by example. They are committed to tithing. Commitment to tithing does not mean it is a requirement. It means we will try. It means leaders give proportionately as they work towards the tithe.
- 2) Clergy are willing to witness publicly to their own understanding and practice of stewardship, and invite members of the congregation to re-examine their own beliefs and practices as well.
- 3) Lay leaders are also committed to proportionate giving [leading to the tithe] as the pattern of their own practice of stewardship and give clear encouragement to others to do the same.
- 4) Stewardship education focuses on the need of the giver to give, not the need of the church to receive.
- 5) Church leaders, lay and ordained, are committed to increasing the percentage of congregational income devoted to mission outside the congregation, and hold specific mission opportunities in front of the congregation.
- 6) Stewardship is a year-round ministry. There is a real committee charged with the responsibility for seeing that this is so. It is not called the Every Member Canvass Committee and that activity is only one of its responsibilities.
- 7) Members of the Stewardship Committee pray often, individually and collectively.
- 8) Talking about money is expected. This does not mean it will not be difficult.
- 9) Telling the “story” is one of the program’s primary tasks. It begins with God’s story (inductive Bible study) and proceeds to the stories which come forth from the congregation.

- 10) The annual financial stewardship program always includes a training event and training always includes Bible study.
- 11) The Stewardship Committee meets monthly and includes a brief inductive Bible study as part of their meeting.
- 12) The line item budget includes 3% of expected pledge income to be used to fund the stewardship program.
- 13) The Stewardship Committee has a plan. The best case scenario is that it is multi-year (three to five-year) plan which supports the plan developed by the Vestry and is directed towards achieving the mission/vision of the congregation.
- 14) The Stewardship Committee is intentional about its own discernment of new members. Membership of the committee changes somewhat each year.
- 15) Training is for everyone. Continuing education for the Stewardship Committee, Vestry and clergy is expected and is provided for in the committee budget.
- 16) Stewardship is defined as “Using the gifts God has given us to do the work He is calling us to do.”
- 17) Basic assumptions include the following:
 - a. Stewardship involves joyous acts of thanksgiving in response to all that God has given us.
 - b. Stewardship is about changing lives.
 - c. Stewardship programs are guided by grace, not guilt.
 - d. We are God’s stewards. What we do grows out of our relationship with Him.
 - e. Stewardship is fun.
 - f. If you’re not talking about Jesus, it probably isn’t stewardship.

Compiled by Terry Parsons. With thanks to Bruce Rockwell and Bill Yon.

Year Round Stewardship Principles

Significant Questions We Want Everyone (adults, youth & children) to Be Able to Answer:

- ◆ What does it mean to be a steward?
- ◆ Of what are we stewards?
- ◆ What is the role of money in my life, as a member of the body of Christ?

Key Concepts We Want Everyone to Know

- ◆ God loves us and wants us to have all that we need to live a joyful and productive life.
- ◆ All that we are and all that we have are gifts from God.
- ◆ Regularly giving of our time, abilities, energy, and money is a spiritual practice.
- ◆ Tithing is an important spiritual practice. It helps establish a healthy regard for money. It helps us to live the life God hopes we will have.

Key Truths

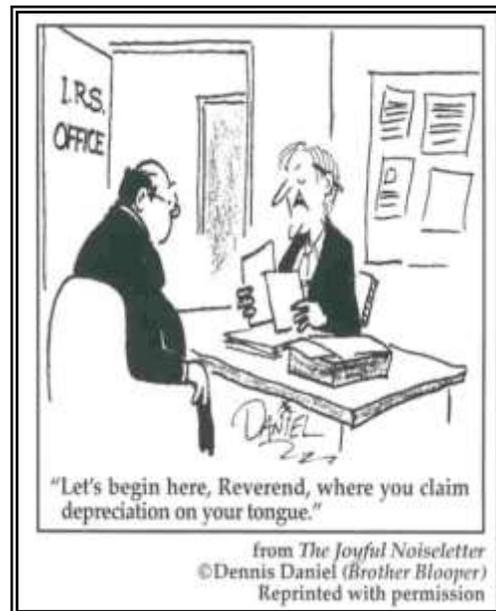
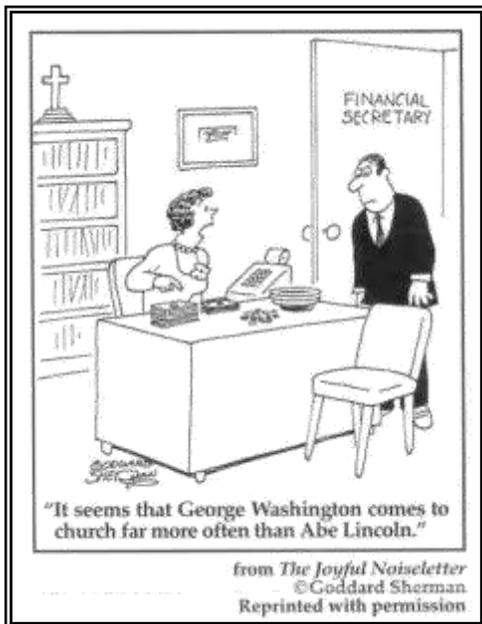
- ◆ Persons in the United States possess considerably more wealth than the majority of the people in the world.
- ◆ We make decisions to use this wealth generously for good or selfishly for our own indulgence.
- ◆ Jesus has a lot to say about our use of money.

Practical Suggestions

- ◆ Write a vision statement for the stewardship committee. Then set goals to be accomplished over a three-year period. The goals should answer the question, "How do we plan to teach key concepts and key truths? How do we plan to hold up the key questions?" Less than one-third of the goals should involve the financial commitment program. Do not keep either the vision or the goals secret. Ask for vestry/bishop's committee approval of the goals and plan and then let the congregation know.
- ◆ Review your three-year plan annually. Evaluate the previous year and revise the plan in the light of new information or circumstances.
- ◆ Use what you have. Look for opportunities to incorporate the themes and truths above in existing activities. Occasional adult forums or Lenten studies are only two obvious possibilities.
- ◆ Look for real needs that are opportunities for lively stewardship discussions. Financial planning, what makes a good will, current events, and how to talk to

children about money are just a few topics that come to mind, along with what is the best use of our building and property.

- ◆ Incorporate a discussion of stewardship into confirmation class and in preparation for baptism.
- ◆ Include Christian education volunteers in your annual stewardship program.



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Building a Congregational Stewardship Program

The Committee

If you have heeded the plea preached by stewardship conference leaders to “develop a year round stewardship program,” the odds are that you are feeling a bit guilty that the year is marching on and you have done little so far. Where do you start? Here is one possibility.

The first thing, the very first thing to do is pray. God may have a few suggestions for you. However, once you have done that I suggest you begin immediately to assemble the team. Do not pass “GO.” Do not collect \$200. Recruit!

This does not mean that you immediately place an invitation in the church newsletter or bulletin for “anyone interested in serving on the Stewardship Committee to call (insert name of committee chair).” Think about the skills you will need to do the work and the members of the congregation who possess those abilities. To assist you in that, I offer the following suggestions. Feel free to adapt the list to meet the unique gifts and needs of your congregation.

The Stewardship Committee

Recruiter – someone who can ask others to do things. This is probably the most important member of the group. Though the chair bears the brunt of this responsibility, it doesn’t mean they are good at it. If you are not, try to fill this slot first. Please note, do not settle for the “hopeless asker” in your congregation, the person whose frequent pleas (with whining, nagging, hopeless overtones) for volunteers and other resources fall consistently on deaf ears. Get the person you hate to have ask you to something because you know you’re going to tell them yes but you always sort of like doing the job anyway.

Organizer – a person who loves lists and calendars and who has an eye for details. They may nag sometimes, you may tease them about being anal retentive, but when they are on board, everyone feels a little safer and knows the project will come off smoothly.

Desk top publisher – Look for someone who enjoys making printed materials look attractive and readable. (If no one comes to mind, publish this list in your newsletter. These people will usually volunteer.)

Liturgist – an individual who will write prayers and help plan special campaign liturgies (like a commissioning service for campaign workers.) This role frequently appeals to the quiet types but not always.

Witness - someone who has struggled successfully with their own stewardship and can talk about it in public. Potentially this is every member of the group but don't be surprised if it's not.

Party Giver – Think of them as Perle Mesta with an intimate acquaintance with prayer and offering plates. Look for the person whose invitations have you looking forward to their parties. They will probably have a circle of friends capable of helping. Be prepared to sit through discussions of color schemes, table decorations, and angst over the budget. You can also expect to have a good time!

Creative – someone who has ideas. They don't have to be well organized about it, they just need ideas. A truly great creative will look at things a little differently than the rest of the group and may not be easily understood. Be prepared to be patient. Hint: It helps if they are a little bit nuts.

Cheerful Workers – You need at least two people who will cheerfully (or sort of) set up tables, haul chairs, mount banners, copy, staple, collate, stuff envelopes, haul trash, and generally see that the work gets done. If all you have are thinkers who are too good to sweat, expect your grand schemes to fall far short of their potential. These people are pure gold. Treat them accordingly.

RECRUITING TIPS

Once you have developed your lists of skills and committee prospects, all you have to do is recruit them. I know, it's easier said than done. A recruiting call is almost identical to an every member canvass call. The same guidelines apply. The following are some additional suggestions that should assist you in building an effective team.

1. Ask God for help. Pray for wisdom about identifying committee prospects and assistance in recruiting them. Ask God to help you issue the invitation.
2. Remember Jesus' example. He recruited the Twelve one at a time, face to face. Imagine what would have happened if He had run a request for volunteers in the Temple newsletter!
3. Tell them the work is important. Most of us are busy. Who has time for an unimportant job?
4. Tell them the work may be challenging. If it is so easy anyone can do it, ask someone else. Remember, I'm busy and have to be selective about commitments.
5. Tell them they have the ability to do the work well. If they do not have the skills to do the work, you would not have asked them to do it.

6. Be specific about the time required. If you expect to meet for two hours each month, say so.
7. Set term limits on the commitment. People are more willing to say “yes” if they know it’s for a year than if they are afraid they may be stuck for life. You can always ask them to re-enlist.
8. Be prepared to offer training opportunities.
9. Think “discernment.” And ask every member of the committee to do the same. Look for signs of interest in other members of the congregation. New members can be invited to join the group any time. Ask members of the group to be attentive to persons who express interest in you work or have skills you need. Encourage the notion that recruitment is everyone’s job, that great committee members help fill the pipeline with new talent.
10. Don’t be afraid to be creative. The Stewardship Committee at St. Michael’s in Lexington, Kentucky (a fearless group who allow me to offer opinions from time to time) sent a letter to committee prospects modeled after one of those awful sweepstakes announcement letters. You know, the ones that begin “You have already won...” The prize listed in small type between the car and television was membership on their committee.
11. Say “thank you” often and in diverse ways. Acknowledge volunteer efforts in your newsletter. It helps if you are specific about what they did. (Example: Thanks to Mary Ruth for beautiful table decorations and to Billy Joe for setting up the tables.) Personal notes of thanks help a lot, once people get over the shock of receiving one. This may be the most important tip. People who are appreciated enjoy their work. Committees who are thanked can find recruits.
12. As in all things and most especially, give thanks to God.

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Financial Commitment Programs That Work

Goals to be Achieved by a Commitment Program

- ✓ Provide a conversion opportunity. This will most likely involve a confrontation with or comparison of the messages of the culture versus the invitations from the Kingdom of God. **This is the most important goal.**
- ✓ Provide a “round-trip” for the commitment device. In other words, deliver a commitment device (pledge card) to members of the congregation and **get it back** to church leadership.
- ✓ Provide an estimate of income that enables church leadership to plan activities for the coming year.

Methods that Work Well

Every Member Canvass – Canvassers call upon prospective givers/pledgers, talk about the mission and work of the congregation, its role in the lives of those being visited, the canvasser’s own witness, and invite a financial commitment. Twenty years ago this was the most effective method. Today it is less so, but still a powerful strategy. Training for canvassers required.

Stewardship Banquet, Festive Meal, Deuteronomy Feast, Loyalty

Dinner – Whatever you call it, it is a meal for the congregation complete with special activities for the children, an engaging speaker, time for witness to the value of the mission and ministry of the congregation in the lives of members and the community, and an invitation to give as God is calling us to give. Training for table hosts required.

Cottage Meetings – These small group meetings in members’ homes provide opportunities for conversations about the work God is calling the congregation to do. They are an excellent idea for congregations engaged in vision/mission review and future planning. They can be disastrous for congregations experiencing conflict. Training for hosts and discussion leaders required.

Personal Notes – Think of it as an every member canvass on personal stationery. These are personal notes, written by members of the congregation to other members, not to be confused with the letter composed by the rector or senior warden mail merged through the computer (or, even worse, copied on the copier) and sent to everyone. Letter writers tell why they give and ask others to respond to their own call from God. Training for letter writers is critical.

Best Kept Secret to Commitment Program Success - Worker Training

Includes:

- Opportunity to engage the Gospel - a specific type of Bible study
- Opportunity for workers to examine their own reasons for giving to God
- Opportunity to reflect on what it is that God would have them do
- A challenge to do what it is God would have them do
- Opportunity to make their commitment first

Other Secrets to Success

- Design commitment programs that further the vision, mission, and plan for your congregation.
- Use a different commitment program every year.
- Teach something new every year.
- Write a new stewardship prayer EVERY YEAR.
- The best materials are those that your congregation invents for itself. This includes the commitment device (pledge card).
- When recruiting a committee, recruit skills, not just people you think will say "yes."

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Will Our Children Be Stewards?

The occasion was a vestry meeting to write a stewardship statement. The group was completing a discussion of early memories of money in which the final portion, that devoted to early memories of money as an offering, had been particularly lively and I couldn't help commenting. "You seem to have really enjoyed talking about these memories of giving offerings as children. Tell me, what do the children in this congregation now do about offering?" There was a sudden silence which became filled with embarrassment as it continued. Finally, one quiet voice responded with a mixture of realization and regret, "Nothing, I guess. I really hadn't thought about it until now."

As we talked, members of that vestry realized that in their congregation there was no Sunday School offering collected. Children left the worship service as soon as the gospel had been read and returned in time to follow the presentation of the offering, the bread and the wine down the aisle. There was literally no opportunity for them to participate in any offering at all!

The good news is that that situation changed for those children on the very next Sunday. The vestry member who also served as the primary children's Sunday School teacher invited her students to talk about offering and create their own offering box in which to begin placing their gifts. Now, that box is placed on top of the worship offering and presented at the altar each Sunday by one of the children. The priest leaves the offering on the altar until the conclusion of the Eucharist and the children see their box sitting there when they come to the altar rail. The children have also selected outreach projects funded by "the children's offering."

"What are we teaching our children about stewardship?" is becoming a critical question for our church. The fact is that we are teaching them very little. The baby boomers whose parents passed out nickels, dimes, and quarters for childish hands to place in offering places are not passing that instruction along.

Why does it matter? Listen to a few stewardship witness talks. "My parents taught me to tithe" is a common beginning. How many of our children could say that? If we are not careful, we will soon have a generation of gospel consumers who have not

been formed to contribute something of their own substance to the proclamation of that gospel to the world.

In June, 1997, I led a workshop entitled “You’re Never Too Young (to be a steward)” for the Chaos to Creativity Christian Education Conference presented by Christ Church Cathedral in Indianapolis. During that workshop we identified some of the specific lessons we want our children to learn about stewardship. Though this list is still a work in progress, here is how it stands to date:

- Stewardship is using the gifts God has given us to do the work God has given us to do.
- Our giving is a thankful response to all that God has given us. Our lives and the manner in which we use our resources should reflect our belief that “All things come of Thee, oh God.”
- Part of the work God is calling each of us to do is to support the life and work of our congregation. Many of our congregations involve children in giving projects which neglect or even subvert this important lesson. Bringing soap and toothbrushes for children in Afghanistan, collecting money to buy animals for third world families through the Heifer Project and similar projects are excellent learning opportunities but they somehow leave the feeling that the day to day support of the congregation is boring and can be left to someone else.
- God calls us to give of our substance, not a portion of the leftovers. Our gifts to God come first, before we spend on ourselves.

You will note that the lessons for children are identical to the lessons we try to teach adults. The technology is similar. Here are a few practical suggestions for making sure the younger members of the congregation are incorporated into the stewardship program.

Including Our Children

1. **Make sure there is an opportunity for children to give an offering each week.** It sounds obvious but an astonishing number of congregations, like the one mentioned in this article, have never thought about this. The children’s offering can come during Sunday School, children’s church, or the morning worship but it should be an event, part of the liturgy.

2. **Give offering envelopes to every child who wants them.** There are wonderful, colorful, inexpensive offering envelopes available from several denominational bookstores and publishers. Do not be dismayed by the uses children will find for these envelopes. I will never forget the morning we had to find an extra envelope for a child who had found it a convenient place to put the tooth which had come out during Sunday School. Yes, it is a good idea to tell parents what you are doing and give them veto power, though I have never known a parent to refuse or complain.
3. **Honor every gift.** Record children's offerings and give them regular statements along with adults regardless of the amount they contribute. If the cost of keeping the records and generating the statements exceeds the amount of the contribution, so what? This is an investment in formation and is well worth the cost.
4. **Teach parents how to teach their children.** An adult forum on early memories of money will be valuable to the adults. End it with the question "What memories do you want your children to have?" and it will be valuable to their children. Anyone interested in a "parents as stewards" training session, please call for a copy of the outline we have developed in the Office of Stewardship.
5. **Incorporate a discussion of stewardship into confirmation class.** One priest I know includes it in preparation for baptism which is an even better idea.
6. **Include Christian Education volunteers in planning for your annual stewardship program.** They are a valuable ally and may bring some fresh ideas along with them. Encourage them to look for stewardship teaching opportunities in whatever curriculum your church is using. There are a number of resources available but I think you will find that you do not need special "stuff" to teach this.
7. **Last, but most important, cherish the children.** They are one of the best gifts God has given us.

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Will Our Children be Stewards?

Some Suggested Reading

Children's Stewardship Curriculum

Growing a Grateful, Generous Heart, a four-week Sunday School curriculum for children, preschool through grade six. The complete package includes a leader guide (\$14.95), Parent Family Resource (\$4.95), and Sunday School Papers for preschool, grades 1 and 2, grades 3 and 4 and grades 5 and 6 (\$2.95 per child). Published by Living the Good News, a division of Morehouse Publishing, this is an excellent basic stewardship resource for children. Available from www.morehousegroup.com

Books about children and money for adult reading

Dungan, Nathan, *Prodigal Sons and Material Girls, How Not to Be Your Child's ATM*. Wiley, 2003. This book by a former financial planner has received rave reviews from parents and professionals. Dungan also has a website – www.sharesavespend.com – where he intends to offer some ongoing help for parents.

Searls, Michael J., *How to Make Money Make Sense to Children*, Summit Financial Publishing, 1998. Answers many of the questions children ask and things parents want children to know. Also contains excellent suggestions about other resources on the subject.

Roehlkepartain, Eugene C., Elanah Dalyah Naftali and Laura Musegades. *Growing Up Generous – Engaging Youth in Giving and Serving*. Bethesda: Alban Institute, Inc., 2000.

Books to read with children

Baylor, Byrd, *The Table Where Rich People Sit*, Aladdin Paperbooks, 1994. A girl discovers that her impoverished family is rich in things that matter in life, especially being outdoors and experiencing nature.

Berenstain, Stan & Jan, *The Berenstain Bears' Dollars and Sense*, Random House, 2001. Mama and Papa try to teach Brother and Sister the value of money and how to manage their allowance.

Berenstain, Stan & Jan, *The Berenstain Bears' Trouble with Money*, Random House, 1983. Brother and Sister Bear learn some important lessons about earning and spending money.

Brown, Marc, *Arthur's Pet Business*, Little, Brown and Company, 1990. Arthur's determination to prove he is responsible enough to have a puppy brings him a menagerie of animals to care for.

Buckley, Ray, *The Give-Away*, Abingdon Press, 1999. The animals gather and offer to give themselves in order to revive a declining vitality of spirit in the humans.

Harman, Hollis Page, *Money Sense for Kids*, Barrons Educational Services, Inc., 1999. Explains the nature of money, the different ways in which it can be represented and how it can be saved or invested, discussing mutual funds, the stock market, banks and inflation. Includes games and activities.

Karlitz, Gail and Honig, Debbie, *Growing Money: A Complete Investing Guide for Kids*, Price Stern Slone, Inc. member of Penguin Putnam Books for Young Readers, 1999. Explains different types of investing - savings accounts, bonds, stocks, and mutual funds - and provides information to help make decisions on each kind of investment.

Mayer, Gina and Mercer, *Just a Piggy Bank*, Golden Books Publishing Company, 2001. Little Critter learns about earning, spending and saving money.

One More Excellent Resource

Money Savvy Generation is a source for a four section piggy bank (save, spend, donate, invest), price \$14.95 and accompanying coloring book that can do some excellent teaching with children. They also have a school curriculum on money management they have developed. You can find a complete list of their products at www.msgen.com. It is well worth a visit.



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Gospel Based Discipleship

Some Suggestions for Presenting

Background

- *Gospel Based Discipleship* is not a program. It is not Bible Study. It is an encounter with the Gospel, designed to engage people with the Gospel appointed for the day, or the Sunday proper. It depends on participants being willing to share responses to the three questions: *What words or ideas did you hear? What is Jesus (the Gospel) saying to you? What is Jesus (the Gospel) calling you to do?* It is the BEST way to begin any church committee meeting, especially stewardship!

Format

- **Gospel Based Discipleship** may be used by any group. An experienced leader is not required.
Normally the group gathers by using the gathering prayer at the top of the card or the beginning of one of the selections from *A Disciple's Prayer Book*. Someone volunteers to lead the group. It's good to rotate the leadership.
GBD may be used by a regular study group, to begin a meeting of a vestry or other group, as a form for worship, or as a personal devotion. Normally the appointed Gospel for the day is used.

Method

- The questions: *What words or phrases did you hear? What is Jesus (the Gospel) saying to you? What is Jesus (the Gospel) calling you to do?* are designed to elicit personal reflection, sharing and discussion. It is important for people to know there are no right or wrong answers. The group is seeking the truth by hearing what the Gospel says to them individually and corporately. Statements like: *That's not what we believe;* or *You're wrong about that* are not helpful. Statements that elicit response such as *Could you say more about that?* or *I've never thought of that before* keep the discussion going. Persons who do GBD regularly find new insight and revelation are the rewards.
- At least two or three translations of the Gospel should be available. Many groups have had a positive experience using *The Message* (NAV Press), a contemporary translation by Eugene Petersen, for one of the readings. Normally the passage is read three times, each time from a different translation. People may choose not to have a printed version unless they are reading aloud. This encourages "listening".

GBD in a Meeting

- Starting a meeting with GBD grounds participants in the Scripture and focuses the energy of the group. It is a good way to get people sharing with one another at a spiritual level. Normally a copy of the Scriptures remains on the table, or in the room, with the understanding that at any time during the meeting anyone may call for the reading of the Gospel again. This often helps refocus the group when it's been distracted or conflicted.

Expectations and Outcomes from GBD

- Groups that use GBD regularly should expect to begin to see their call to mission differently. Some congregations use GBD as a way to focus on what God is calling them to do in their community.
- Spiritual friendship is another outcome of GBD. As people become familiar with the process and each other, spiritual journeys are shared and people know one another in a new way, not based merely on similar likes or dislikes, but as disciples on a journey together.
- The entire faith community encounters the Gospel as peers, whether ordained or non-ordained. This leads to a vision of the community gathered around the Scripture. The Sunday sermon is the place where critical commentary and teaching can be applied to the Gospel.

Materials

- The "*card*" or *bookmark* is designed for easy use for small groups and individuals. It contains a statement of Guiding Principles that may be read in unison or individually in turn. It also contains the Apostle's Creed, a provision for prayers, and a Rule of Life statement to be read by all.
- *A Disciple's Prayer Book* is designed for liturgical use, patterned after the Daily Office. It contains formats for various times of day, and psalms appropriate for the liturgical season. Colored tabs also indicate the seasons. The booklet contains a blessing service, one for a vigil at time of death and one for a gathering.
- Copies of these materials can be obtained for a nominal charge from *Congregational Development Office, Episcopal Church Center, 815 Second Ave., New York, NY 10017, 800-334-7626.*

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Good Places to Look for Resources

A good place to start is the stewardship pages on the Episcopal Church website at <http://www.episcopalchurch.org/stewardship>. You will find the contents of this notebook there as well as future entries on a range of topics.

There are a variety of resources (books, videos, pamphlets, etc.) available from a variety of sources. Listed below are places where the most useful items can be found and a brief description of what you might find there. Items in the bibliography available from Episcopal Parish Services have the initials “EPS” in parentheses along with the catalogue number of the item to assist you in ordering. Items available from The Episcopal Network for Stewardship have the designation (TENS) at the end of the listing.

Alban Institute

An ecumenical, interfaith organization founded in 1974, which supports congregations through consulting services, research, book publishing, and educational seminars. The work of Alban is supported by Funding and Membership revenue and sale of programs, services and publications. You may reach them at The Alban Institute, 7315 Wisconsin Avenue, Suite 1250 West, Bethesda, MD 20814-3211, (800) 486-1318 www.alban.org

Alternatives for Simple Living

This organization produces some of the best simple living resources around. They depend on memberships and the sale of books and other resources for their income. The Office of Stewardship currently sends a copy of *Whose Birthday Is It, Anyway?* with its suggestions for a Christ-centered Advent to every Episcopal congregation. You can find learn more about Alternatives and find a full list of their titles at <http://SimpleLiving.org>

Episcopal Parish Services (EPS) and Episcopal Bookstore

Episcopal Parish Services began as the sales and distribution center for resources produced by the national staff of the Episcopal Church. It recently became part of the Episcopal Book and Resource Center. Here you can find a variety of books and resources published by other organizations that national staff thinks will be useful to Episcopal congregations. This is where you can expect to find stewardship posters, bulletin inserts, pledge cards and other theme materials developed by the Stewardship Office. You will find them at www.episcopalbookstore.org

The Episcopal Network for Stewardship (TENS)

The Episcopal Network for Stewardship is a membership organization of people interested in stewardship. It provides training opportunities and consultant services, publishes a bi-monthly newsletter (*Networking*) and produces a variety of other resources including videos and booklets designed for use by congregations and individuals. To order materials, check out their complete catalogue, or find out how you (your congregation or your diocese) can become a member, look for them at 1-800-699-2669 and/or visit the TENS homepage: <http://www.TENS.org>

The Fellowship of Merry Christians

The Fellowship of Merry Christians produce *The Joyful Noiseletter* whose ten issues a year contain cartoons, quips, and articles that can be reproduced in local church publications for those interested in paying the \$26 annual membership. They also sell books and other items that encourage us to hope that the kingdom of heaven will indeed be a joyful place to be. Look for them at joyfulnoiseletter.com. Cartoons on these pages come from them.

Ministry of Money

The Ministry of Money describes itself as a “loving, prophetic Christian ministry which encourages all persons to become free from their attachment to cultural values regarding money and to live out joyfully God’s call for their lives and resources.

The Morehouse Publishing

Morehouse Publishing, a well established company providing books, church school curricula, and church supplies, was acquired in 2006 by Church Publishing. You can find them at 1-800-877-0012 or www.morehousegroup.com.

Church Publishing, Inc.

Church Publishing was established in 1918 as The Church Hymnal Corporation by the Trustees of the Church Pension Fund. In 1997, they became Church Publishing Incorporated and continues to produce prayer books, hymnals, and other titles mandated by the General Convention through the Standing Commission on Liturgy and Music, in addition to works on liturgy, music, homiletics, church history, liturgical theology, Anglican spirituality, contemporary global Anglicanism, and emerging issues, as well as recorded music, and a growing list of software products and online services Look for them at Church Publishing, Inc. 445 Fifth Avenue New York, New York 10016 Customer Service (800) 242-1918 or www.churchpublishing.org.

Bibliography

New Entries

Eeman, Carl G, *Generations of Faith*, Alban Institute, 2002.

The author does an excellent job of outlining generational theory, the distinct characteristics of the generations present in the church today, and applying those insights to various aspects of church life, especially stewardship. There is much here for discussion.

Snow, Luther K, *The Power of Asset Mapping, How Your Congregation Can Act on Its Gifts*, Alban Institute, 2004.

This book is intentionally written in reverse to the usual form. Instead of theory followed by practical exercise, Luther has done the opposite. The exercises through which a congregation can identify its gifts and begin to build upon them comes first in this extremely useful how to manual for congregations tired of struggling with scarcity and ready to claim abundance.

Sitze, Bob, *The Great Permission*, Division for Congregational Ministries, Evangelical Lutheran Church in America, 2002.

Subtitled “An Asset-Based Field Guide for Congregations,” this highly readable book is a guide to congregations seeking to redirect their stewardship efforts away from maintenance mode and into mission. It makes an excellent book study for an adult forum. It can be ordered from the ELCA website at www.elca.org/stewardship for \$6. Order six copies or more for \$5 from Augsburg Fortress, 800-328-4648. Ask for item # 6-0001-6960-4.

The Spanish language edition is entitled *Dones de Gracia* and is item #6-0001-6748-1

General Stewardship

Brackett, The Rev. John K. *On the Pilgrim's Way: Christian Stewardship and the Tithes*. Harrisburg: Morehouse Publishing, 1996.(EPS 52-0110)

***Basinger, Rebekah and Jeavons, Thomas.** *Growing Giver's Hearts: Treating Fundraising as Ministry*. Jossey-Bass Publishers, 2000.

Callahan, Kennon L. *Giving and Stewardship in an Effective Church*. San Francisco: Jossey-Bass, 1992.

Craig, Yvonne *Learning for Life, A Handbook of Adult Education*, published by Mowbray, distributed by Morehouse Publishing

- Durall, Michael.** *Creating Congregations of Generous People: Money, Faith and Lifestyle Series.* **Bethesda: Alban Institute, Inc., 1999.**
- Durall, Michael.** *Beyond the Offering Plate,* **Cokesbury, 2003**
- Foster, Richard.** *Challenge of a Disciplined Life – Money, Sex and Power.* **San Francisco: Harper, 1989.**
- Hoge, Dean, Charles Zech, Patrick McNamara, and Michael J. Donahue.** *Money Matters -- Personal Giving in American Churches.* **Louisville: Westminster John Knox Press, 1996.**
- Hoge, Dean, Patrick McNamara and Charles Zech.** *Plain Talk About Churches and Money.* **Bethesda: Alban Institute, Inc., 1997.**
- Hudnet-Beumler, James.** *Generous Saints.* **Bethesda: Alban Institute, Inc., 1999.**
- McNamara, Patrick H.** *More than Money: Portraits of Transformative Stewardship -- Money, Faith and Lifestyle Series.* **Bethesda: Alban Institute, Inc., 1999.**
- *McNaughton, John.** *More Blessed to Give.* **Church Publishing Company, 2002.**
Originally published as *Stewardship: Myth and Methods* in 1975, reprinted as *Money Is Not a Four-Letter Word*, revised and updates as *More Blessed to Give* in 1983, this wonderful book has been reissued once again in 2002.
- Meeks, M. Douglas.** *God the Economist, The Doctrine of God and Political Economy.* **Minneapolis: Augsburg Fortress, 1989.**
- Ronsvalle, John and Sylvia.** *Behind the Stained Glass Windows.* **Grand Rapids: Baker Book House, 1996.**
- .** *At Ease Discussing Money and Values in Small Groups.* **Bethesda: Alban Institute, Inc., 1998.**
- *Schaller, Lyle E.** *The New Context for Ministry* **Abingdon Press, 2002**
- Vallet, Ronald E.** *Stepping Stones of the Steward.* **Grand Rapids: William B. Eerdmans Publishing Company, 1989.**
- Vallet, Ronald E.** *The Steward Living in Covenant.* **William B. Eerdmans Publishing Company, 2001.**
- Van Benschoten, Jr., A.Q.** *What the Bible Says About Stewardship: You Are In Charge of God's Gifts to You.* **Valley Forge: Judson Press, 1983.**
- Westerhoff, The Rev. Dr. John H.** *Grateful and Generous Hearts.* **St. Luke's Press, 2001, Morehouse Publishing 2002**

* Recent additions to the list that come highly recommended.

Congregational How To

Brown, Keith B. *On the Road Again -- Managing Evangelism and Stewardship for the Kingdom.* New York: Church Publishing, 2001.

Cloughen Jr., The Rev. Charles. *One Minute Stewardship Sermons.* Harrisburg: Morehouse Publishing, 1997.

Edwards, Lloyd, *Discerning Your Spiritual Gifts,* Cowley Publications, 1988.

Geitz, Elizabeth Rankin. *Entertaining Angels – Hospitality Programs for the Caring Church.* Harrisburg: Morehouse Publishing, 1993.

Gordon, David W. *A Plan for Stewardship Education and Development Through the Year.* Harrisburg: Morehouse Publishing, 2001.

Gossen, Thomas R. and Lonnie Schreiber. ---. *Joyful Giving – A Manual for Stewardship Development in the Congregation.* Harrisburg: Morehouse Publishing, 1998. (EPS 52-0109 or TENS)

Companion workbooks are also available. These workbooks offer step-by-step planning and organizing tips for a successful commitment program. They will help you identify which commitment program is right for your congregation this year.

--- *The Festive Meal Commitment Program – Gathering for Inspiration, Information and Celebration.* Harrisburg: Morehouse Publishing, 1999. (EPS 52-0012 or TENS)

Gossen, Thomas R. and Bruce A Rockwell. *The Cottage Meeting Commitment Program.* Harrisburg: Morehouse Publishing, 1998.(EPS 52-0011 or TENS)

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Joiner, Donald W. and Norma Wimberly. *The Abingdon Guide to Funding Ministry.* 3 vols. Nashville: Abingdon Press, 1995.

Rusbult, Richard E. *A Workbook on Biblical Stewardship.* Grand Rapids: Wm. B. Eerdmans Publishing Company, 1994

Wilson, Marlene. *How to Mobilize Church Volunteers.* Minneapolis: Augsburg Publishing House, 1983.



Money Management

Dayton, Howard. *Your Money Counts.* Longwood: Crown Ministries, Inc., 1996

Dominguez, Joe & Robin, Vicki, *Your Money or Your Life,* Penguin Books, 1992.

Klainer, Pamela, *How Much Is Enough: Harness the Power of Your Money Story and Change Your Life,* Basic Books, 2002.

Vallet, Ronald E. and Charles E. Zech. *The Mainline Church's Funding Crisis -- Issues and Possibilities.* Grand Rapids: William B. Eerdmans Publishing Company, 1995.

Theology, Philosophy and Ethics

Bass, Dorothy C., ed. *Practicing Our Faith.* San Francisco: Jossey-Bass, 1997.

Capon, Robert. *Health, Money and Love – And Why We Don't Enjoy Them.* Grand Rapids: William B. Eerdmans Publishing Company, 1990.

Needleman, Jacob. *Money and the Meaning of Life.* New York: Doubleday, 1994.

Vincent, Mark. *A Christian View of Money – Celebrating God's Generosity.* Scottsdale: Herald Press, 1997.

Videos and Audio Cassettes

Economics and the Bread of Life. Theologian **Walter Brueggemann** presented these two hour long presentations to a gathering of stewardship leaders in 1999. He traces the distinctions between the economy of the world and the economy of the kingdom of God. (EPS 52-0006)

A Life of Stewardship. The Right Rev. **William G. Burrill** (Rochester, retired, currently Assisting Bishop in Arizona) offers a theology of stewardship and suggest ways we can grow into the people God has created us to be. (EPS 52-8727)

Marked as Christ's Own **Bishop Burrill** reminds us that living into our baptismal promises makes us more loving, thankful stewards. (EPS 52-9013)

Loose Connections. This 15-minute video captures a frank discussion between a busy professional and a man named Jesus, who she thinks is an auto mechanic. The video may help you explore new ways to tighten up your connection to God. Performance by Friends of the Groom, produced by TENS (EPS 52-9812 and TENS)

The Lord's Prayer. Find out what happens when you begin “Our Father, who art in heaven,” and the Father answers! Performed by Friends of the Groom. Produced by TENS (EPS 52-9811 and TENS)

Stewardship as Choice A nine-minute video focused on the choices we make about God and money. Designed as a homily or as a discussion starter for a small group. Presented by Terry Parsons, Stewardship Officer for the Episcopal Church (EPS52-9810)

Why is IT always about Money? A video presentation by The Rt. Rev. William G. Burrill at the Stewardship Conference in Rochester, NY in April 1999. Are you curious about why the stewardship conversation always seems to focus on money? Bishop Burrill explains why dealing with the role of money in our life is essential for our spiritual health. (TENS)

Learning the Joy of Offering. A Festive Meal Keynote address by the Rt. Rev. William G. Burrill. Use this videotape with leadership groups or the entire congregation. This address offers an inspirational message on the importance of being a joyful giver. (TENS)

Moving from Scarcity to Abundance -- A thought-provoking video presentation on the principles and practice of Christian Stewardship by The Rt. Rev. Catherine M. Waynick, Bishop of the Diocese of Indianapolis. Ideal for viewing and discussion sessions by parish diocesan leadership teams. (TENS)

Stewardship as Liberated Discipleship: Daring to Dream the Dream of God ‘97 Conference Addresses and Sunday Sermon -- a total of four presentations by one of the most gifted preachers in the Church. Ideal for parish and diocesan leadership teams to view over a period of several sessions while reflecting on the theology and practice of stewardship. The Rt. Rev. Michael Curry (2 Videos or 4 Audio Cassettes) (TENS)

Stewardship for the New Millennium ‘96 Conference Keynote Addresses and Sunday Sermon – “What it means to be a steward” and three additional presentations by: The Rev. Dr. George R. Regas (2 Videos or 4 Audio Cassettes) (TENS)

Jesus Calls Us – this video that is a beautiful mix of Bible study and song and is a wonderful resource with a multitude of uses. The Rev. Kirk A. “Chief” Kubicek is a gifted stewardship teacher who uses song to make an important point about what it means to be a steward. (TENS)

Adult Forum, Retreats, Study Guides, Posters, Bulletin Inserts, Newsletters, Etc.

Bulletin Inserts – A set of twelve inserts based on different passages of scripture \$2.50 (EPS 52-0018)

From Scarcity to Abundance. A brand new brochure written by Mark Beckwith, Rector of All Saints Church, Worcester. This is an outstanding resource for teaching stewardship. It would be very helpful to a vestry thinking about writing a vestry stewardship statement. (TENS)

Living Our Covenant with God – a study guide for small group discussion of the nature and implications of God’s covenant. \$2.50 (EPS 52-0013)

Living with Money – An ecumenical adult education course for congregations that examines the subject of money in the context of Christian faith. The four to six-week course is designed to fit into the Sunday morning education time. The complete package includes four video segments to introduce sessions, a participant journal with Bible studies and twelve essays and leader’s guide. \$125 per set. Available from The Episcopal Media Center, 1-800-229-3788, www.episcopalmedia.org

Networking. The newsletter of TENS. Published six times annually and sent to every TENS members and every parish in those dioceses who are subscriber members. This newsletter is a good reason for purchasing a TENS membership.

Talking about God and Money – A six-week small group study which examines Biblical writings about money and its role in our lives as Christians. \$2.50 single copy, 10 for \$20 (EPS 52-031)

Tipping Tithing Card – A credit card size card with a tipping guide on one side and a tithing guide on the other. Just the thing for a steward’s wallet! \$2.50 for 50 (EPS 52-0108)



Stewardship Can Be FUN!

B.C. By Johnny Hart

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