Stewards by Design

The Episcopal Diocese of Fort Worth

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The Rev. Laurel Johnston
Program Officer for Stewardship
The Episcopal Church
Why Are We Here?

• Embrace new ways to talk about abundance and generosity that can transform the church’s outmoded attitudes towards stewardship and wealth.

• Proclaim we have enough

• Develop an Annual Giving Campaign invites people to explore the connection of money, faith and values.

• Develop an Annual Giving Campaign that invites people to explore giving as
  a) Spiritual practice
  b) Worship
  c) Support life-giving ministries
What is a biblical Steward?

A Steward:

A Manager of Trust
What is a biblical Steward?

Oikos (Greek)  
House

Oikonomia  
Management of  
the household.
God’s Generosity in Creation

We first come to know God’s generosity in the beauty, complexity and grandeur of the creation of the world. God pours out his blessing over Creation and calls it good.
When does God first call us to be Stewards?

On the sixth day....
God created humankind in his image,
in the image of God he created them
male and female he created them.
God blessed them and God said to them
Be fruitful and multiply
and fill the earth and subdue it
and have dominion
over the fish of the sea and over the birds of the air and over
every living thing that moves upon the earth.

Genesis 1:27-28
Created in God’s Image

Created in God’s image, we are designed for goodness and generosity. God gives us a privileged role to play as his Stewards.
God’s Dream of *Shalom*

The biblical vision of Shalom speaks to the conditions that allow all living things to reach their potential of wholeness.

Stewards promote the *Shalom* of the Kingdom: blessings of life, health, growth, harmony, justice, abundance, fulfillment, joy, praise of God.
What are the attributes of a faithful steward?

• A Steward knows the deepest intentions and greatest hopes of the owner

• A Steward is entrusted to run the day to day affairs of the household or estate, especially when owner is away.

• A Steward is accountable to the owner
Stewards are not Owners

A Steward (stew-ard) manages another’s property or financial affairs, one who administers anything as the agent of another.
All is Gift

The earth is the Lords and all that is in it, the world and those who live in it (Psalm 24). The biblical truth is that we don’t “own” anything. At best, we are called to help God care for and distribute God’s resources. Stewards are not owners, we are simply entrusted with the gifts God has given.
God’s Generosity in Jesus Christ

The depth of God’s generosity is expressed most fully in Jesus Christ, who showed us that life in abundance is most fully realized in a life shared and given away.
Jesus, Money & Values

Jesus challenged the disciples, scribes and the crowds about relationship to money and their possessions.

Scripture references:
Prayer 500 times
Faith >500 times
Money 2,000 times
Giving is Worship

The practice of the tithe was an outward acceptance of Yahweh’s authority in the covenant partnership.
Tithing and the Covenant Community

1) A faith statement acknowledging God's ultimate ownership—that all comes from God and belongs to God.

2) Provides support for the religious institutions central to the life of the community.

3) Re-distributed resources with concern for peace and justice.
Loving God with all your strength..... Offering/Tithing

• Outward sign of faithfulness to covenantal relationship

• Expression of love in gratitude

• Offering the substance of your life

• Affirms God’s ultimate ownership

• Affirms ultimate trust and security
A Sacrifice of Praise and Thanksgiving
Eucharistic Prayer B

Gifts of the baptized and forgiven people of God
Holy Habits of a Faithful Steward

• Daily Prayer
• Scripture Study
• Worship
• Proportional Giving/Tithing
• Practicing Sabbath
The Purpose of a Stewardship Ministry is to help people grow in their relationship with Christ through the gifts God had entrusted to them.
Stewardship is not a program
It is a Process

Shapes Identity

Shapes Story

Shapes Culture
Shaping Stories

Orientation: Anxiety, Scarcity, Struggle. Fear of not having enough

Orientation: Entitlement
All that I have is mine, for me. I deserve it.

Orientation: Gratitude and Wonder
All that I have was created and given by God for God’s purpose. Giving is expression of covenantal relationship
Shaping Culture of Stewardship

Four Questions to Consider
Question #1
What is the expectation of what it means to be a member?

Six Marks of a Disciple

Modern day disciples of Jesus form the vital center of this parish. The six marks of a disciple are:

1. One who witnesses to an intentional faith as modeled in the Baptismal Covenant. (Book of Common Prayer, pg. 304)
2. One who keeps the Sabbath and commits to attending worship every Sunday.
3. One who honors the tithe as the biblical standard of faithful financial giving to the Church.
4. One who participates regularly in a Covenant Group as a means of personal support in community.
5. One who uses his/her spiritual gifts in the work of the upbuilding of the Church.
6. One who reaches out to others with the love of Christ.

If you are interested in this program or would like to discuss it, please see Mary.
Faith Communities Today Survey

Growing churches are good at greeting people,

Following up when newcomers visit and

Incorporating newcomers into existing groups within the congregation.

http://faithcommunitiestoday.org/sites/faithcommunities today.org/files/FACTs%20on%20Growth%202010.pdf
Question #2
How do you teach biblical principles of stewardship?
Question #3

Do clergy and lay leaders share about their own giving?

• Set the Pace
• Preach & Teach about stewardship year round
• Make their commitment public
Question #4
How do you help people integrate their faith and finances?

http://www.coef.org/strategic_initiatives/free_to_be_faithful
God’s Generosity: A Gift of the Holy Spirit

Generosity is a fruit of the Holy Spirit, both a gift and response to God’s unbounded and unending grace.
How shall we respond?
Best Practices
Annual Giving Campaign
Best Practices
Annual Giving Campaign

• Encourage people to give generously to the mission to which God calls us

• Move beyond a survival mentality and nurture faithful giving and abundant living

• Expand and strengthen their mission and ministry

• Make generous giving an ongoing, joyful congregational experience

• Develop a concrete plan suited for their unique congregation.
Analyze the Trends


• Know who is new, moved, died or left the parish and the impact on pledging

• Analyze Giving Trends over the past five years (See handout)

• Pledging information known by Rector/Vicar and Stewardship Chair
Should I know what people give?

Stewardship Chairs, Rectors & Vicars

• Need information to be effective
  • Can be trusted
  • Know how to keep information confidential
  • Can learn not to be judgmental
  • Do not perpetuate the conspiracy of silence around money
  • We need to talk about money in church, Jesus did.
Annual Giving Commitment Campaigns (See handout)

- Home Visitations
- Festive Meal
- Personal Letter
- Cottage Meetings
- Consecration Sunday
- Mix & Match
The Episcopal Network for Stewardship (TENS) Pledge Campaigns

http://www.tensstore.org/c/P.html
New Consecration Sunday by Herb Miller
Create a Vestry Stewardship Statement

We know that God passionately loves us and all of creation.

We believe that the generous use of our gifts and resources is a faithful response to God's love and helps us to overcome our fear of scarcity. Inspired by God's abundant gifts and after prayerful reflection,

We commit ourselves to lead by example, to share our vision of stewardship, to offer our special talents and gifts to the glory of God, to talk openly about money and ministry, to examine our individual pledge with respect to proportional giving*, and to increase our pledge by at least 1% of our income per year, working toward the tithe (10%) as a standard of our giving.

We invite you to join us in joyfully making this commitment.

"Where your treasure is, there will your heart be also." Matthew 6:21
Create a Narrative Budget

- Narrative Budget is the sacred story of your congregation
- Integrates mission, money and people into one portrait.
- Educates congregation about how resources are stewarding God’s kingdom through your church.

**St. Paul's Investment in Ministries in 2004**

- Outreach: $23,412
- Christian Educ.: $11,869
- Music & Worship: $19,506
- Pastoral Care: $21,078
- Evangelism: $18,415
- Parish Life: $47,673
Theme Ideas: Ecumencial Stewardship Center

http://www.stewardshipresources.org/Home.aspx
Feasting on Gratitude
STEWARDSHIP REFLECTION SERIES
Matthew 21: 33-46

There was a landowner who planted a vineyard...

Recently I was in the Napa Valley of California, arguably THE wine area of this country. I am always intrigued by the intricacy of the work that goes into all the preparation and growth that leads to grapes and then, finally, wine. While there, I was told a story about some of the vines that were imported to this country. To make sure there were no unwanted introductions to our ecosystem, these particular vines had to be quarantined for three years! So, the one waiting to plant, and begin the harvest, had to wait three years to even get the vines in the ground. At countless points in the process toward grapes, the key word seems to be patience, and also, a whole lot of care. The bottom line is this: it takes good stewards of the land, the vine, the natural resources, all of it, in order to actually get the fruit, and ultimately the wine. Some vines in this region are nearly 100 years old. Many who planted them are long gone from this earth, but the vines still bear fruit. The vines stand as living legacies.

http://archive.episcopalchurch.org/stewardship/109299_129439_ENG_HTM.htm
Theme for Ecumenical Stewardship Center

http://www.youtube.com/watch?v=RP5leFio8xE
Develop a Year Round Communications Plan

- Vestry reports
- Monthly Newsletter
- Bulletin inserts
- Parish website
- Fall Stewardship mailings
- Narrative Budget
- Prayers of the People
- Monthly Stewardship Testimonials
- Offertory Sentences
- Banner Processions
Year Round Stewardship Ads

http://www.episcopalchurch.org/page/faith-action
Kick-Off Celebration & Distributing the Packets

Packets Include:

- Individualized Letter
- Instructions about the Process
- Narrative Budget
- Vestry Stewardship Statement
- Tithing or Giving Chart
- Question and Answer
- Pledge card
Develop a Communications Plan

- Vestry reports
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- Prayers of the People
- Monthly Stewardship Testimonials
- Offertory Sentences
- Banner Processions
- Newcomer Orientation/Episcopal 101
Stewardship Resources

• The Episcopal Church Office of Stewardship
  • http://www.episcopalchurch.org/stewardship

TENS
http://www.tens.org/

The Episcopal Church Foundation
http://www.ecfvp.org/

Stewardship of Life Institute
http://www.stewardshipoflife.org/

Stewardship in the 21st Century
http://www.luthersem.edu/stewardship/
The Steward’s Well: Office of Stewardship Blog

http://www.thestewardswell.org/
Thank You and Follow Up

- We are a Eucharistic People: We give thanks!
- Personal Handwritten Notes from Rector/Vicar
- Thank You Letter from Stewardship Chairs
- Phone Calls
- Quarterly Statements of Giving: Opportunity to give thanks
- Express Gratitude year-round
- Monthly Phone Calls/Emails
- Affirmation of Ministries
We are inspired to give, meant to give, and in the giving we are inspired, animated with new life. In our giving we become like God.
Stewardship is a way of life...

Grace
Gratitude
Generosity
Giving
God’s Glory

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