



# Year-Round Stewardship Workshops

[cnyepiscopal.org/year-round-stewardship](http://cnyepiscopal.org/year-round-stewardship)

# Why is stewardship important?

- ▶ It's bigger than just the annual pledge drive.
- ▶ It's more than money or funding the budget.
- ▶ It's more than keeping the staff paid and the building working.

# Stewardship extends to ...

- ▶ social justice,
- ▶ economic justice,
- ▶ environmental justice
- ▶ In fact,

# Stewardship extends to all systems and environments God has entrusted to us.

- ▶ Today, we're mainly going to concentrate on time, talent, and treasure.
- ▶ Over the next few months, you will also see some materials approaching stewardship from this broader perspective.

# Stewardship is a spiritual discipline

- ▶ *The Christian tradition is rich with spiritual disciplines. There are sets of practices, some dating back many centuries, that have remained central today: the daily office, lectio divina, daily Scripture devotions, prayer beads/rosaries, praying with icons, centering prayer, to name a few. Just like athletes have training regimens, people of faith need spiritual disciplines to strengthen their relationship with God.<sup>1</sup>*
- ▶ Spiritual disciplines give us practice at being differently in the world - at being more like Jesus, and more like the people God designed us to be.

<sup>1</sup>. The Rev. Julie Hoplamazian *Spiritual Attentiveness*, <https://www.episcopalcafe.com/spiritual-attentiveness/>

*The eyes of all wait upon you, O Lord, and you give them their food in due season. You open wide your hand and satisfy the needs of every living creature. - Psalm 145:16-17*

- ▶ Stewardship is Growth in generosity = Growth in seeing other people differently
  - ▶ Classically defined stewardship of treasure, i.e., the tithe (10%) has us keeping 90%
  - ▶ It's all from God. Our time. Our talent. Our treasure. Our life.
- ▶ Generosity with our **time** puts us in different relationship with others, and helps us learn to better distinguish between “needs” and “wants”.
- ▶ Generosity with our **talents** allows us to give our best efforts freely – often things we are really good at, and enjoy doing – for benefit of others.
- ▶ Generosity with our **treasure** helps us keep the chronic and insatiable fear of never-enough in check.



# Stewardship allows and encourages everyone to join in ministry.

- ▶ Stewardship supports all of the particular ministries your local church or faith community does in your particular context AND
- ▶ Stewardship supports all of the larger efforts of your diocese, the Episcopal Church, and worldwide.

We are the EPISCOPAL church, (our branch of the Jesus Movement) meaning...

- ▶ we have bishops,
- ▶ and are in relationship with other congregations,
- ▶ and other dioceses
- ▶ and other Anglicans and Christians throughout the world.





Members of your church, and your clergy may participate in events and efforts at the diocesan or national church level.

- ▶ Such participation is usually expected of clergy and is often written into letters of agreement. (A “tithe” of time.)
- ▶ Some examples include this event, the various committees that do diocesan business, the diocesan Foundation that grants and loans money for parish projects, and a whole lot more.

# Year 'round Stewardship

- ▶ Why?
- ▶ How? Ideas:
  - ▶ Tell how contributions make a difference. (People give to a vision) And keep telling!
  - ▶ Narrative budget or (for the visually inclined) Infographics.
  - ▶ Parse administrative and staff costs by ministry area,
    - ▶ E.g. "\$18,000 or 10% of our budget is spent on youth and children's activities" (Christian Ed program budget plus Youth budget plus 8% of priest's package).
    - ▶ More generally, "Your contributions enable worship on Sundays, Wednesdays and monthly Saturday services", or "Your contributions enable our monthly community meal at no cost to members or guests."
- ▶ Have various ministries spotlighted each month, and have members tell what they do...perhaps with props like rakes for the Gardeners or aprons for the "Immaculate Receptions" ministry.

Presidential Giving	2%		4%		6%		8%		10%	
	weekly	monthly	weekly	monthly	weekly	monthly	weekly	monthly	weekly	monthly
\$20,000	\$7.69	\$18.33	\$15.38	\$36.67	\$23.08	\$100.00	\$30.77	\$133.33	\$38.46	\$166.67
\$25,000	\$9.62	\$48.67	\$18.23	\$83.33	\$28.85	\$125.00	\$38.46	\$166.67	\$48.08	\$208.33
\$30,000	\$11.54	\$50.00	\$23.08	\$100.00	\$34.62	\$150.00	\$46.15	\$200.00	\$57.60	\$250.00
\$35,000	\$13.46	\$58.33	\$26.92	\$116.67	\$40.38	\$175.00	\$53.85	\$233.33	\$67.31	\$292.67
\$40,000	\$15.38	\$66.67	\$30.77	\$133.33	\$46.15	\$200.00	\$61.54	\$266.67	\$76.92	\$333.33
\$45,000	\$17.31	\$75.00	\$34.62	\$150.00	\$51.92	\$225.00	\$69.23	\$300.00	\$86.54	\$375.00
\$50,000	\$19.23	\$83.33	\$38.46	\$166.67	\$57.60	\$250.00	\$76.92	\$333.33	\$96.15	\$416.67
\$60,000	\$23.08	\$100.00	\$46.15	\$200.00	\$69.23	\$300.00	\$92.31	\$400.00	\$115.38	\$500.00
\$70,000	\$26.92	\$116.67	\$53.85	\$233.33	\$80.77	\$350.00	\$107.69	\$466.67	\$134.62	\$583.33
\$80,000	\$30.77	\$133.33	\$61.54	\$266.67	\$92.31	\$400.00	\$123.08	\$533.33	\$153.85	\$666.67
\$90,000	\$34.62	\$150.00	\$69.23	\$300.00	\$103.85	\$450.00	\$138.46	\$600.00	\$173.08	\$750.00
\$100,000	\$38.46	\$166.67	\$76.92	\$333.33	\$115.38	\$500.00	\$153.85	\$666.67	\$192.31	\$833.33

John 13:35

"By this everyone will know that you are my disciples, if you have love for one another."



Thank you for your support of the mission & ministry of Grace Church.



John 15:12

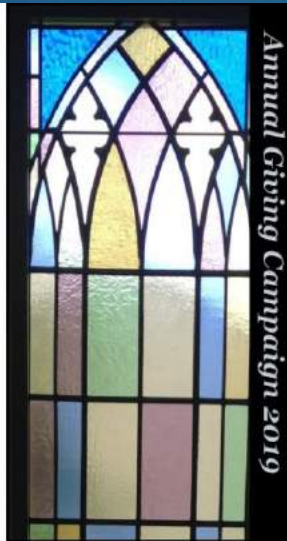
"This is my commandment, that you love one another as I have loved you."

### The Mission of Grace Church

Grace Episcopal Church seeks to be a visible sign of Christ's love, seeking and serving Christ in all persons.



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Annual Giving Campaign 2019

Annual pledge campaign noting how your contributions make a difference

Acts 2:42

"They devoted themselves to the apostles' teaching and fellowship, to the breaking of bread and the prayers."

Because of you, we pray together at:  
-Sunday Holy Eucharist  
-Tuesday Holy Eucharist  
-First Saturday Holy Eucharist  
-Wednesdays in Lent  
...and enjoy fellowship throughout the year.



Romans 15:4

"For whatever was written in former days was written for our instruction..."

Because of you, we have:  
-Baptism instruction  
-Confirmation class  
-Nine Fifteen Forum  
-Tuesday Forum  
-Book studies  
-Forward Day by Day  
...and other learning opportunities



Hebrews 10:24

"And let us consider how to stir up one another to good works."

Because of you, we support:  
-Samaritan Center Meals  
-P.E.A.C.E. Thanksgiving meals  
-Christmas Bureau  
-Baldwinsville Food Pantry  
-Peanut butter for school kids  
-Episcopal Relief and Development  
-Interfaith Works  
-HumaneCNY  
...and so much more



Pledge Card



Name \_\_\_\_\_  
Address \_\_\_\_\_  
Phone \_\_\_\_\_  
Email \_\_\_\_\_

- I want to receive offering envelopes.
- I want to pay by electronic funds transfer. \*
- I want to pay by credit card. \*
- I want to pay by gift of stock or other appreciated asset. \*
- I want to make the enclosed gift of \$ \_\_\_\_\_ instead of pledging.
- I cannot give financially but pledge my time, talent, and prayers.
- I would like to receive all pledge and gift statements via email.

\* Someone from stewardship will contact you to arrange.

I/we pledge \$ \_\_\_\_\_ in 2019 to be paid:  
 Weekly  Monthly  
 Quarterly  Annually  
Signature \_\_\_\_\_

Thank you

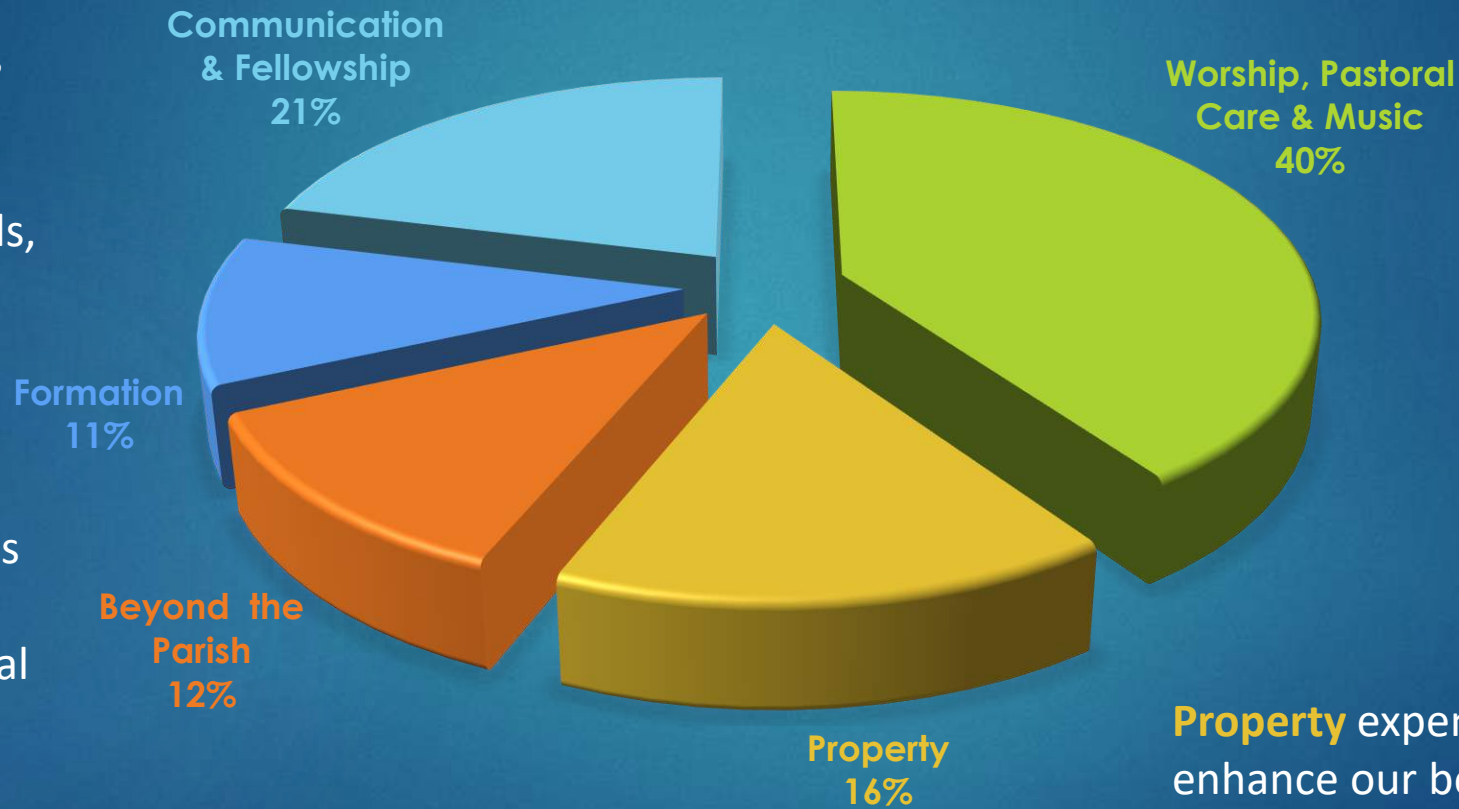
**Communication & Fellowship** includes everything from weekly announcements to internet, advertising, brochures and coffee hour supplies, as well as staff time.

**Formation** includes things like bible study, seasonal devotional materials, Sunday Papers for kids and staff time.

Funding **beyond the parish** includes participation in our diocese and national church, and our budgeted discretionary funds.

**DID YOU KNOW?** Most of our Outreach, and much of our Fellowship and Property expenses are donations-in-kind and do not appear in the budget.

## OUR ANNUAL BUDGET



**Worship, pastoral care and music** includes staff time, music supplies, worship and pastoral care supplies.

**Property** expenses help maintain and enhance our beautiful church, provide welcoming spaces for our Community Partners and our own parish activities.

# More Ideas

- ▶ Feature a ministry of the month in newsletter.
- ▶ Posters of ministries could be used. Be sure they include
  - ▶ Pictures, photos, graphics, in color! Examples of your work.
  - ▶ Ministry name (in print legible at 10 feet).
  - ▶ Purpose of the ministry (e.g. Altar Guild might be “to prepare the church for worship”)
  - ▶ WHAT WE DO (e.g. “weekly prepare vessels, hymn boards, books and materials for worship”)
  - ▶ WHAT IS THE TIME NEEDED (e.g. “Members are usually scheduled in pairs for a month at a time, for 1.5 hours before Sunday and 45 min. on Sunday, and additional special efforts at Christmas and Easter. Others take on special tasks like laundering linens, arranging special flowers, or polishing brass”)
  - ▶ WHY WOULD SOMEONE WANT TO JOIN? (e.g. “enter more deeply into our common worship, learn more about liturgy and the calendar of the church year”)

## News feature & Ministry poster



St. James' Episcopal Church Warrenton, Virginia

### Ministry of the Month: Saint James' Breakfast Sandwich Ministry

*"...I was hungry and you gave me food, I was thirsty and you gave me something to drink, I was a stranger and you welcomed me..."*  
*Matthew 25:35*

"The neat part about Warrenton is that it's a real community," says Bob Meceda, who usually delivers the breakfast sandwiches made every Sunday in the Saint James' kitchen. People begin lining up a half hour before doors open at Warrenton UMC, where volunteers there have coffee. The origin of the sandwiches is anonymous. They are there for anyone who needs a healthy breakfast – no one is turned away.

Greg Arthaud got himself through college by working the morning shift at McDonalds, so he knows a thing or two about cracking eggs. For the past seven years, Greg has spent his time in the Saint James' kitchen most months on the third Saturday, prepping breakfast sandwiches for local residents who might not otherwise have a healthy meal on a Saturday morning.

Through the time and talents of Greg and many other volunteers from Saint James', the parish has contributed almost ten-thousand sandwiches to the distribution efforts of [Fauquier County Food Distribution Coalition](#), the non-profit that works closely with government agencies, civic organizations, businesses, and churches in the county to get food to those who need it.

That consistency has allowed for relationships to grow and people from disparate walks of life to connect; many of the volunteers making coffee and distributing food at Warrenton UMC have been doing so for years, and this program has brought together organizations that would rarely interact otherwise. High-school students join in the effort with the Rotary Club, working alongside local churches of all denominations and local government agencies and individuals who just want to be involved.

Local farmers sometimes bring their produce for distribution. People bring in clothes and coats to give away, and what isn't needed in Fauquier is taken to DC to give to homeless people there.

"That's the neat part," says Bob, "it's a community effort. It's ecumenical."

And the need is there. The line at the distribution center begins forming a half hour before the doors open, even when it's frigid. Many of the people in line are families. If there are sandwiches left over at the end of the morning, volunteers take them to local residents who can't leave their home.

Ultimately, Greg says: "It's a good thing. It's a healthy sandwich."

#### facts and needs

- The next sandwich-making day is **Saturday, January 21st at 7:00am.**
- This ministry operates year-round on the third Saturday of each month.
- Volunteers prepare ten-dozen breakfast sandwiches.
- We always need volunteers!
- This is a great ministry for the **whole family** to get involved.

The sandwiches are distributed at [Warrenton United Methodist Church](#) via [Fauquier County Food Distribution Coalition](#).

If you are interested in helping prepare sandwiches, contact [Greg Arthaud](#).



## ALTAR GUILD

### The Altar Guild

prepares the church for worship.

-Every week we **prepare the vessels, books, hymn boards and paraments.**


-Members are typically scheduled in **teams of two**, for **1 month** at a time for **1½-2 hours per week**, with additional help for holidays and seasonal changes.

-Others take on tasks like **laundering and ironing linens, polishing brass and silver, or arranging flowers.**

-Altar Guild provides an opportunity to **enter more deeply into our common worship**, and **learn more about liturgy** and the calendar of the Church year.



Try to answer the questions people may have:  
What does this ministry do and why?  
How is it an opportunity to go deeper?



*“We learn that God showers us with an extravagant and abundant redemptive grace—the love and blessing that shines on us from all of creation, and in the communities and families that nurture using the healing and reconciling love of God. In our baptism, we are called to respond to this great love with a life of service in Christ’s name—a life of ministry. Our response to Jesus’ call to follow him shapes the way we live our lives and practice our vocations.”*

– Episcopal Diocese of Rochester Vocational Handbook 2013, regarding the ministry of the laity

# Discerning our gifts/talents: How? In community!

- ▶ Diocesan discernment, especially for ordained and liturgical ministries.
- ▶ Tools like the Evangelical Lutheran Church (ELCA) Spiritual Gifts Assessment Tool (found at [elca.org](http://elca.org), then search for “Spiritual Gifts Assessment Tool”).
- ▶ Books like *Listening Hearts: Discerning Call in Community* by Joseph P. Gill, R. Taylor McLean, Susan M. Ward, and Suzanne G. Farnham.
- ▶ Other people. Listen carefully when people, particularly more than one, suggest you’d be great at a particular ministry.



# Other ideas

- ▶ Re-tooling our ministries to match the time and talents of those who might join that ministry
  - ▶ People generally would prefer to do something rather than meet/talk about it.
  - ▶ Many people have limited time or erratic schedules, or physical limitations.
- ▶ Can existing ministries gain participants by rearranging work to discrete tasks that can be done at leisure, and perhaps by those of limited physical capability? For example:
  - ▶ Washing/ironing the altar linens. (others do usual “Altar guild” tasks).
  - ▶ Watering the garden three times per week, (others weed every 2 weeks).
  - ▶ Polishing the pews - a great small-child task (under supervision)!
- ▶ Can some ministries be coordinated by text, email or Facebook? E.g. an “all hands” call to fill in schedule gaps at the local soup kitchen that folks would sign up to do “on call” if they are able?

Your ideas?



# Some other stewardship resources

- ▶ The Episcopal Network for Stewardship (TENS) has many resources available online. Our diocese is a member. See info/link about how to access this resource at <https://cnyepiscopal.org>
- ▶ The Episcopal Church has information available at <https://www.episcopalchurch.org/library/document/year-round-stewardship>
- ▶ *A Spirituality of Fundraising* by Henri J.M. Nouwen.
- ▶ *Holy Currencies: 6 Blessings for Sustainable Missional Ministries* by Eric H.F. Law.
- ▶ *One-Minute Stewardship: Creative Ways to Talk about Money in Church* by Charles Cloughen Jr.
- ▶ *Ask, Thank, Tell: Improving Stewardship Ministry in Your Congregation* by Charles R. Lane.
- ▶ *Bounty: Ten ways to Increase Giving at Your Church* by Kristine Miller & Scott McKenzie.

Thank you for coming!

