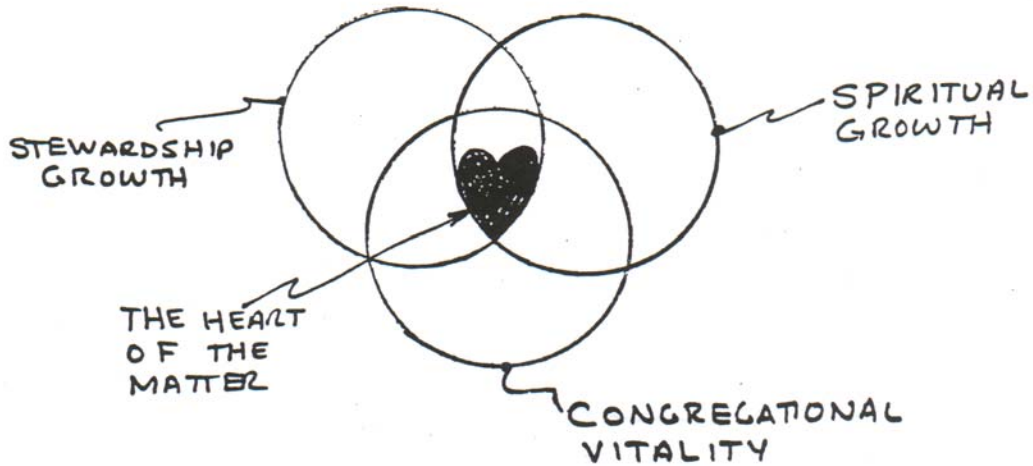


STEWARDSHIP
RESOURCE PERSONS'
HANDBOOK

***Prepared for use by Stewardship Resource persons
and congregations within the Virginia Synod of the
ELCA***

CONGREGATIONAL STEWARDSHIP HEALTH CHECK



THE TRINITY OF DISCIPLESHIP

STEWARDSHIP GROWTH, SPIRITUAL GROWTH AND A CONGREGATION'S VITALITY ARE TIGHTLY COUPLED.

Is stewardship growth happening in your congregation or does your congregation believe it has a stewardship problem? Stewardship is a broad topic and bringing about improvement or change can be made easier if the desired area/s of change are as clearly defined as possible.

The following questions are provided as a self-evaluation tool to assist pastors and lay leaders in pinpointing areas of their stewardship activities where improvement may be desirable. The principle benefit that flows from such a self-evaluation come from the discussion that takes place among the members as they compare their opinions and responses. The desired outcome of these discussions is a shared vision of the congregation's future ministry and mission. This shared vision becomes the focus of in individual and congregational stewardship.

In most cases, for those given a NO answer, more information can be found by referring to the matrix following the questions

1. Are we basing our appeal on a sound, positive biblical foundation, rather than on budget-building? YES____ NO____
2. Does our congregation have a year-round plan for stewardship education?
YES____NO____

3. Do we conduct a stewardship campaign every year?
 - a) financial YES___NO_____
 - b) time and talent YES_____NO_____

4. Has the congregation undertaken any actions within the past two years to encourage estate planning/preparation of wills? YES_____NO_____

5. Does our pastor provide leadership in our stewardship ministry by:

providing theological leadership?YES___NO___

stressing the biblical teachings of tithing and percentage giving?YES___NO___

setting a strong example of whole-life stewardship in his/her personal life?
YES___NO_____

6. Realizing that in congregations where members estimate (pledge) their giving, giving is about 30 % more than in those who do not, do we have an effective plan by which we ask our members to estimate their giving?YES___NO_____

7. Knowing that most members will not grow in their giving unless asked to do so annually, do we present an invitation to our members to grow in their financial giving each year?
YES___NO_____

8. Do we use existing step by step how-to-do-it programs for our annual campaign?
YES___NO_____

9. Have we taken care not to delete anything from the formal “how to do it “ programs we use?
YES___NO_____

10. If the stewardship committee has decided to design our campaign:
 - a)have we begun the planning at least six months before the execution begins
YES___NO___
 - b) have we taken the precaution of writing it out step by step?
YES___NO_____

11. Do we concentrate on the *need of the giver to give*, rather than on the *need of our congregation to receive* , especially during our annual stewardship campaign?
YES___NO_____

12. Have we heeded the suggestion to change our campaign approach every two or three years?
YES___NO_____

13. In our recent annual stewardship campaigns, have we tried to involve as many persons as possible in their planning and implementation? YES___NO___
14. Have we involved a sufficient number of lay leaders in executing the annual stewardship plan, so that no person will undertake more than one or two obligations during the appeal? YES___NO___
15. Stewardship growth and congregational mission are interdependent;
a) is our congregational mission clear to most members? YES___NO___
b) was there a clear connection between our most recent annual campaign and our mission ? YES___NO___
16. Did the most recent annual stewardship campaign involve in home, personal visits? YES___NO___
17. If we conduct an every home visit, are we taking care that the visitors share the mission of the church and its vision for the future, rather than merely requesting money for the budget? YES___NO___
18. Has the congregation undertaken actions within the past two years to help members discover and grow their spiritual gifts? YES___NO___
19. Using valid demographic data, does the church council know the financial giving potential of the congregation? YES___NO___
20. Because a vision for the future motivates stewardship growth, does the congregation have some form of written long range plan outlining the ways it hopes to be different from the present vision? YES___NO___

HANDBOOK CHAPTER OR REFERENCE CONNECTION TO HEALTH CHECK
QUESTIONS

| <u>QUESTION</u> | <u>CHAPTER</u> | <u>APPENDIX B</u> |
|-----------------|----------------|-------------------|
| 1 | 6.0, App. A | 1, 2, 6, 7 |
| 2 | 9.0 | 2 |
| 3 | 6.0, 8.0 | 2 |
| 4 | 11 | |
| 5 | 4.0 | 2 |
| 6 | 6.0 | |
| 7 | 6.0, 7.0 | 2 |
| 8 | 6.0 | |
| 9 | | |
| 10 | | |
| 11 | 6.0 | 2 |
| 12 | 6.0, 8.0 | |
| 13 | | |
| 14 | | |
| 15 | 3.0 | 3 |
| 16 | 7.0 | |
| 17 | 3.0 | |
| 18 | 8.0 | |
| 19 | | 2, 3 |
| 20 | 4.0 | 3 |

FREQUENTLY ASKED QUESTIONS

1. How important is a stewardship program for my congregation? See Chapter 2
2. How can we get higher giving?..... See Chapters 3 and 6
3. How do we get more people to volunteer?See Chapters 3 and 6
4. What is the pastor's role in stewardship?.....See Chapter 4
5. Where can I get help with Wills and Estate planning?.....See Chapter 11
6. How do we get people to pledge?.....See Chapters 5 and 6
7. What variations are there for annual appeals?.....See Chapters 6 and 7
8. What are some of the most successful packaged annual campaign programs?.....See Chapter 6
9. How much time does it take to plan an effective annual program?.....See Chapter 6
10. How do we encourage people to realize their own spiritual gifts and qualities?...See Chapters 5 and 12
11. How do we develop a mission statement?.....See Chapter 3
12. How do we identify problems in our stewardship planning?.....See Chapters 3 and 4
13. What stewardship leadership should we expect from our congregational leaders?.....See Chapter 4
14. How can I get year-round stewardship going in my congregation?.....See Chapter 9
15. How can we emphasize stewardship in all of life?.....See Chapters 5 and 12
16. What resource persons are available for capital campaigns?.....See Appendix C
17. How can the Synod Stewardship Interpreters help me?.....Chapter 13
18. How do we help people establish their priorities?.....See Chapters 5 and 12
19. How do we follow up on Time and Talent results?.....See Chapter 8
20. What is the theology of stewardship?.....See Appendix A

ELCA VIRGINIA SYNOD STEWARDSHIP RESOURCE HANDBOOK

- 1. INTRODUCTION**
- 2. THE IMPORTANCE OF STEWARDSHIP GROWTH**
- 3. WHY DOES THIS CONGREGATION EXIST?**
- 4. STEWARDSHIP RESPONSIBILITIES OF CONGREGATIONAL LEADERS**
- 5. PERSONAL STEWARDSHIP IN DAILY LIFE**
- 6. FINANCIAL RESPONSE OPTIONS**
- 7. VISITATION APPROACHES AND TRAINING**
- 8. TIME AND TALENT PROGRAM OPTIONS**
- 9. CONGREGATIONAL YEAR-ROUND STEWARDSHIP**
- 10. CAPITAL FUND CAMPAIGNS**
- 11. WILLS AND ESTATE PLANNING**
- 12. DEVELOPING A PERSONAL STEWARDSHIP MISSION STATEMENT**
- 13. STEWARDSHIP INTERPRETERS**

APPENDICES

- A STEWARDSHIP BASICS; A BIBLICAL PERSPECTIVE**
- B HELPFUL RESOURCES; Written, audio, video, people**
- C CAPITAL FUND CAMPAIGN RESOURCES**

