



GREEK ORTHODOX METROPOLIS OF SAN FRANCISCO
ΙΕΡΑ ΜΗΤΡΟΠΟΛΙΣ ΑΓΙΟΥ ΦΡΑΓΚΙΣΚΟΥ

2023 MONTHLY MINISTRY SERIES

Let Light YOUR Shine!

Engaging Parishioners through
True Christian Stewardship -
Time, Talents, and Treasures

Monday, June 19, 2023 • 6:30 p.m. Pacific





Rev. Father Stephen Vernak



CHRIST THE SAVIOUR ORTHODOX CHURCH HARRISBURG, PENNSYLVANIA

GUEST PRESENTERS

Rev. Father Stephen Vernak


Fr. Stephen and his wife Anna are blessed with four children. He received his Bachelor of Science in Recreation Management from the University of Vermont ('99), then managed senior housing properties in Alaska and Oregon for five years. After enrolling at seminary in 2005, he was awarded a Master of Divinity from St. Tikhon Orthodox Theological Seminary ('07). Fr. Stephen has served as pastor of Christ the Saviour Orthodox Church (OCA) in Harrisburg, PA for the past sixteen years. During that time his community embraced a percentage base stewardship model that has seen their annual giving increase 147%. He is involved in various local and national ministries. Currently he serves on the board of Orthodox Christian Fellowship (OCF), Orthodox Youth and Young Adult Ministries (OYM), the OCA Office of Pastoral Life, and Thriving in Ministry - a Lilly Endowment funded program that provides clergy and clergy wife peer learning opportunities across Orthodox jurisdictions.



CHRIST THE SAVIOUR ORTHODOX CHURCH
HARRISBURG, PENNSYLVANIA

AGENDA

1. How does Christ the Saviour Orthodox Church (CTSOC) engage people to give their time
2. How does CTSOC engage people to give their talents
3. How does CTSOC engage people to give their treasures
4. How is CTSOC addressing Stewardship in their Parish Strategic Plan



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WHY Statement

**To experience and share Christ's
love so that everyone we
encounter finds healing, purpose,
and eternal life.**





FAST FACTS

Founded in 1963 as an English language parish for primarily Slavs. Today we are a multi-ethnic community embracing all cultures.

180 families + parishioners "at large" 😊

Stewardship Growth – 167%

- 2005: \$141,000
- 2022: \$376,000

3 sister Orthodox Churches

GOA, SERB, OCA



CTSOC = Christ the Saviour Orthodox Church

How does
CTSOC
engage
people to
give their
time?



Time = Ministry Opportunities

It is time for the Lord to act! - Psalm 118:126

- Prioritize the Liturgical Schedule and Sacramental Life - ministries are an extension of (and subordinate to) the Liturgical and Sacramental Life
- Internal Organizations/Ministries are highlighted, and publicly applauded when they support external causes.
- Annual Ministry Faire at Fellowship
- Encourage everyone to pray about engagement with a ministry. Include a list in your parish database questionnaire.
- Ministries host on Open House inviting everyone for a picnic/dinner. Briefly summarize your organization (10 minutes max)



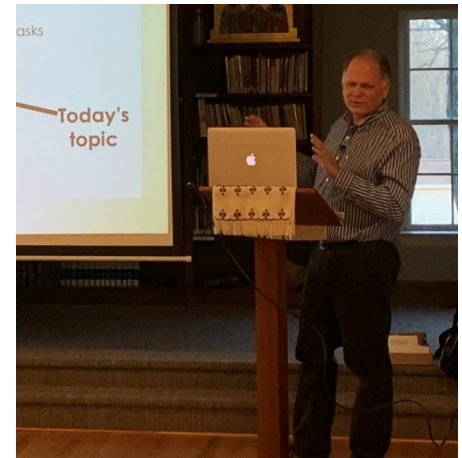
How does
CTSOC
engage
people to
give their
talents?



Talent = Exercising our Gifts

*To equip the saints for the work of ministry,
for building up the body of Christ, until we all attain
to the unity of the faith and of the knowledge of the
Son of God, to mature manhood, to the measure of the
stature of the fullness of Christ. - Ephesians
4:12-13*

- Invite qualified lay members to offer adult education
- Take advantage of opportunities to train/equip parishioners
 - *i.e.* - Strategic Planning, ECM, Conferences, OCLI
- Discover the secular gifts of your parish members, and look for alignment in the needs of the community; breakdown the secular/sacred dichotomy
- Feedback loops: “Make it better” – consistently ask members to use their gifts to evaluate existing programs/projects; institute “after-action” meetings



How does
CTSOC
engage
people to
give their
treasures?



Treasure = Thanksgiving

*Thine own of thine own, we offer unto thee.
On behalf of all and for all!- Divine Liturgy*

- CRO – Chief Reminding Officer; embrace and share the message of tithing as a Spiritual Discipline in concert with fasting and prayer
- What does “Working for the Church” mean?
- Dig into your numbers – tithes vs expenses; donor concentration, median income;
- Transparency and regular reporting to parishioners
- Emphasize ministry impact internally... and more importantly externally!



How is CTSOC
addressing
stewardship in
their Parish
Strategic Plan?



Strategic Planning = Faithfulness

For we must all appear before the judgment seat of Christ, that each one may receive the things done in the body, according to what he has done, whether good or bad.

- **2 Corinthians 5:10**



- **WILDLY IMPORTANT GOAL (WIG)**
- We will research, develop and implement an effective youth and adult Stewardship Ministry Engagement Program (the “Stewardship & Engagement Program”) that will achieve the following “Stewardship & Engagement Target” within 36 months:
- Create a stewardship ministry to personally reach and engage **all** youth and adult parishioners, identifying and engaging their diverse talents, so that the contribution of time and talents and treasure by the members of our parish community increases by at least 33%





CURRENT INITIATIVES

FUTURE GOALS

Establish a parish benevolence fund to help parishioners in need with at least \$15,000 available;

Establish a planned giving program and endowment in which at least 5% of parishioners participate

PLANNING




We will **research, develop, and implement** a **best practices**, effective **youth and adult** Stewardship Ministry Engagement Program (the “Stewardship & Engagement Program”) that will achieve the following **“Stewardship & Engagement Targets” within 35 months:**

- (a) create a stewardship ministry that uses effective communications strategies and full transparency to personally reach and engage all youth and adult parishioners to contribute their time, talents, and treasures;**
- (b) increase ministry engagement of parishioners by at least 33% through identifying and engaging the diverse talents of all parishioners;**
- (c) increase the parishioner financial stewardship so that all parish operating expenses (including at least 10% of expenses given to parish-chosen external charities and philanthropies) are paid solely through parishioner stewardship;**
- (d) establish a parish benevolence fund to help parishioners in need with at least \$15,000 available;**
- (e) establish a planned giving program and endowment in which at least 5% of parishioners participate (in addition to their annual stewardship);**
- (f) Will transition to having parishioners become percentage financial givers on their way to becoming at least 10% tithers.**



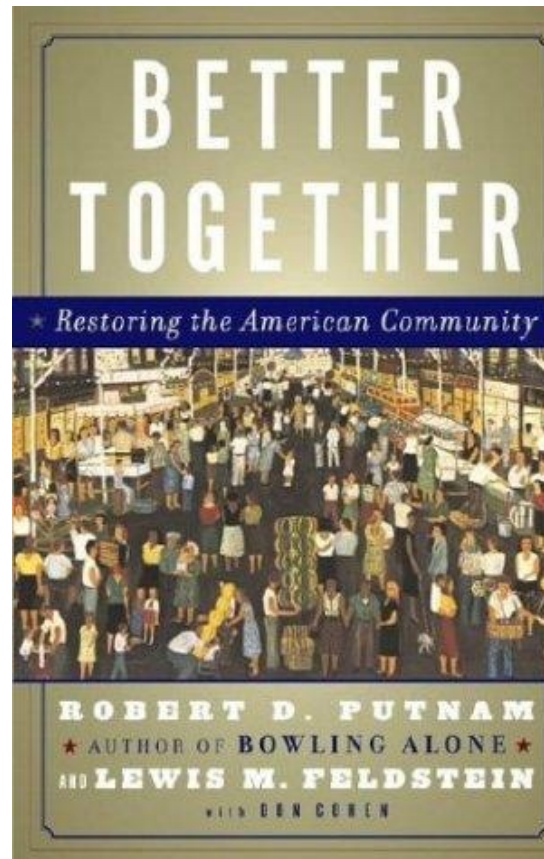
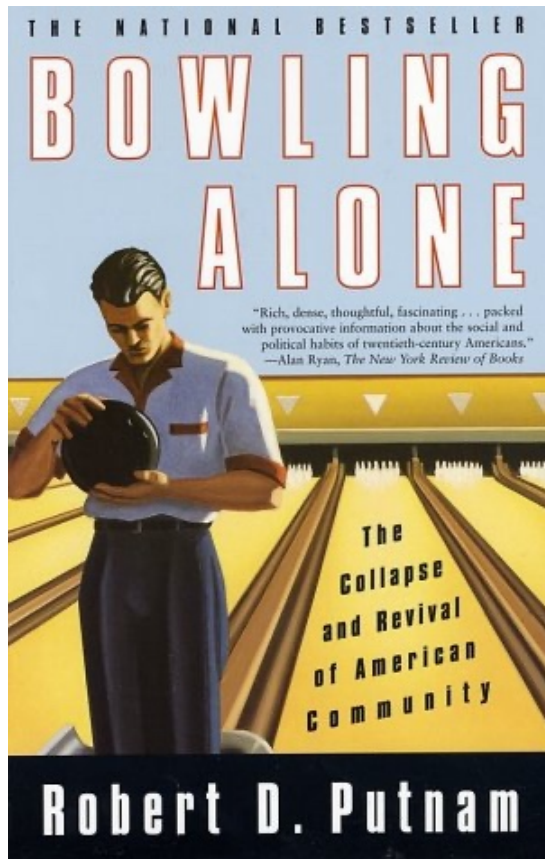


Appendix

A large, diverse crowd of people is seated in a church sanctuary, viewed from behind. The people are of various ages and ethnicities, filling the pews. The text "The bigger a church gets, the smaller it must become!" is overlaid in white, bold, sans-serif font in the center of the image.

**“The bigger a
church gets, the
smaller it must
become!”**

A key to a growing
Parish is to increase
“Social Capital.”



Social Capital is

(a) the collective
value of
everyone you
know

(your “social networks”)

+

(b) the desire to
do things for
each other that
our networks
foster (“reciprocity”)

Ingredients Of Effective Stewardship Ministry

*Personal, in-home
visitations are
absolutely and
unequivocally the
most effective
(nothing else is
even close)*

**If you don't remember
anything else, please know
that to have a true,
successful, and sustainable
stewardship ministry you
must**

PERSONALLY INTERACT

with

EVERY PARISHIONER

Ingredients Of Effective Stewardship Engagement Process

Plan A - Personal In-Home Visitations

Each steward is personally visited in their home by a Stewardship Ambassador

Plan B - Small Group In-Home Gatherings

Each steward is invited to a small group gathering hosted at a Stewardship Ambassador's house

Plan C - Personal Telephone Calls

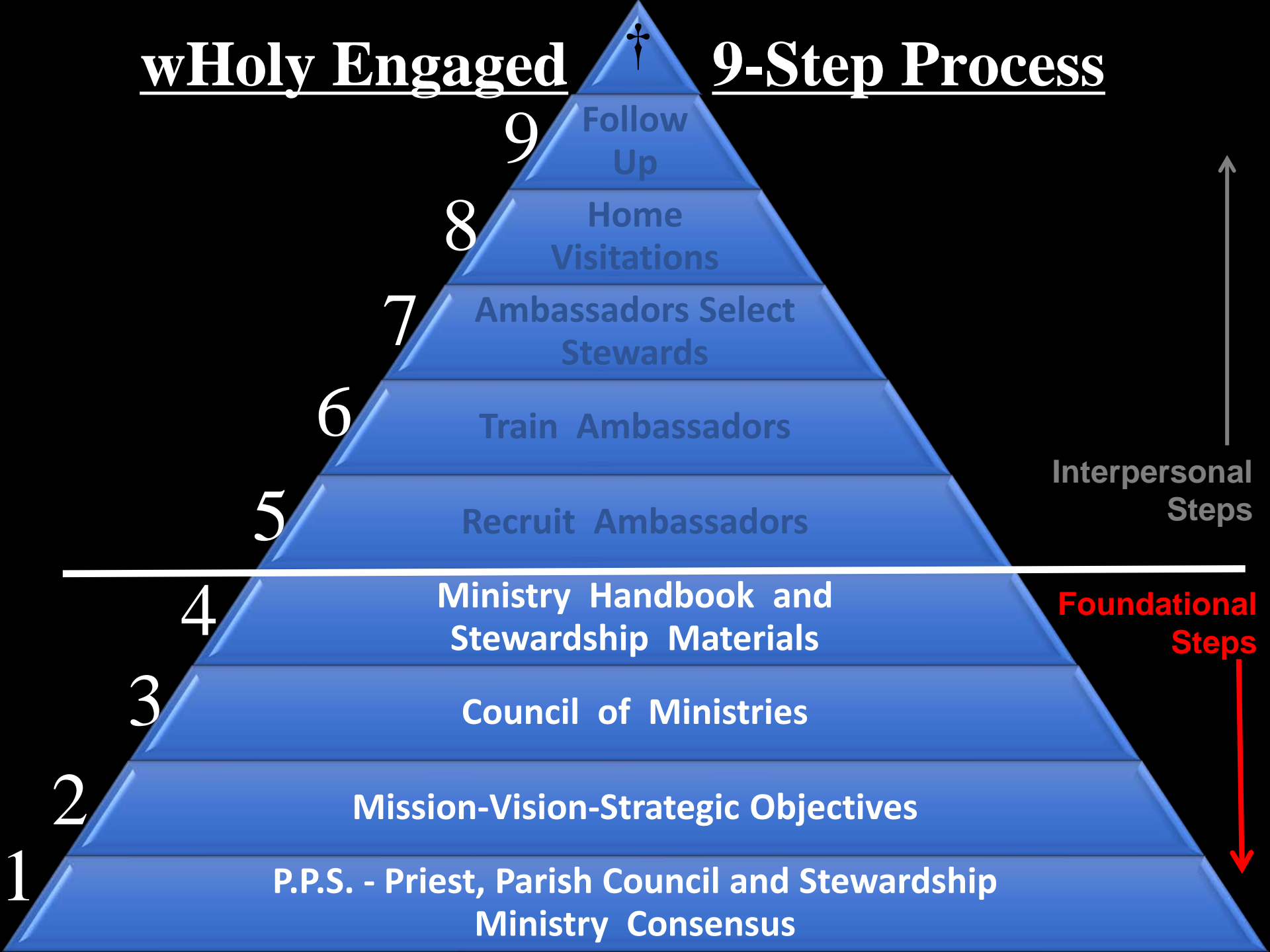
Each steward is personally called at home by a Stewardship Ambassador

A man and a woman are seated at a table, facing each other and smiling. The woman, on the left, has blonde hair and is wearing a light blue long-sleeved top. The man, on the right, has dark hair and is wearing a white collared shirt under a dark vest. They are both holding coffee cups. On the table in front of them are some papers and a small plant. The background is a blurred indoor setting with large windows and wooden frames.

The wHoly-Engaged Personal Visitation Program

wHoly Engaged

9-Step Process



Follow Up

Home Visitations

Ambassadors Select Stewards

Train Ambassadors

Recruit Ambassadors

Ministry Handbook and Stewardship Materials

Council of Ministries

Mission-Vision-Strategic Objectives

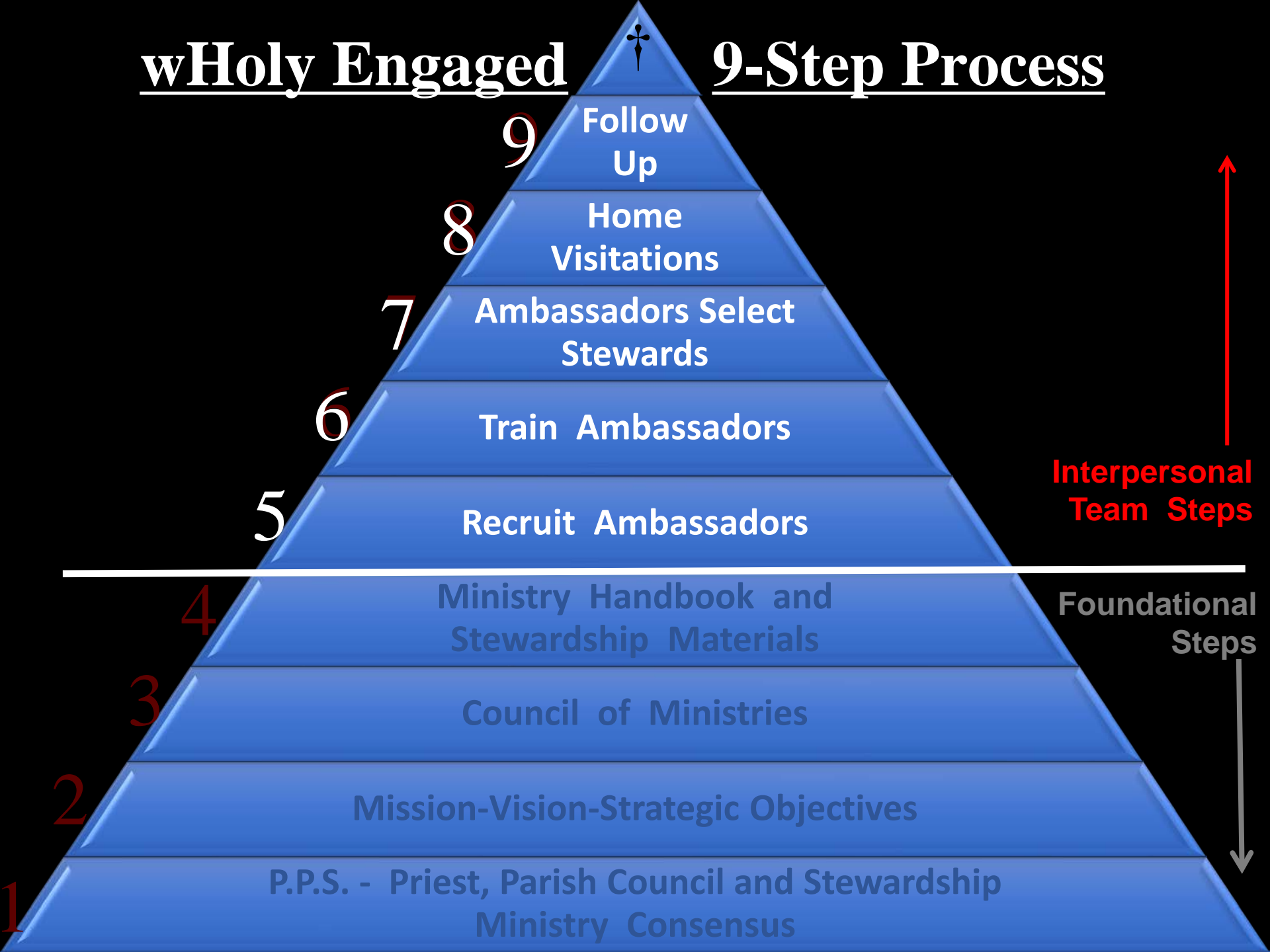
P.P.S. - Priest, Parish Council and Stewardship Ministry Consensus

Interpersonal Steps

Foundational Steps

wHoly Engaged

9-Step Process



Follow Up

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Interpersonal Team Steps

Foundational Steps

The wHoly- Engaged Personal Visitation Program

Personal, in-home visitations agenda

- ~ Opening prayer of thanksgiving
- ~ Discuss parish items of common interest
(e.g., the top 3 things they like about parish)
- ~ Share the vision/ministries of the parish
- ~ Address any comments/concerns or
promise to get back to them
- ~ Review Ministry handbook and stewardship
forms
- ~ Explain you will follow up every 2 weeks
until the church receives their
completed forms
- ~ Thank them and end with a prayer

A group of diverse young adults, including men and women of various ethnicities, are gathered around a table. They are all smiling and looking at each other, creating a warm and engaged atmosphere. Several of them are holding open books, suggesting a shared reading or study activity. On the table in front of them are several small bowls and containers, likely containing food or drinks, indicating a social gathering. The background shows a simple indoor setting with a framed picture on the wall and some decorative items.

The wHoly-Engaged Group Visitation Program

The wHoly- Engaged Group Visitation Program

- ~ Opening prayer, welcome/ice breaker
- ~ Dinner and fellowship
- ~ Program
 - the vision and ministries of the parish
 - 2 or 3 testimonials
 - present stewardship ministry handbook and stewardship commitment form
 - explain next steps (including 2-week follow-ups), answers any questions and closing prayer

Stewardship Team

- ~ Recruit the number of “Ambassadors” that is a little over 10% of your number of steward units
- ~ Each Ambassador takes care of themselves and 9 other steward units (= 100% of parish)
- ~ All Parish Council members, Ministry Leaders and Clergy are Ambassadors
- ~ Train all Ambassadors on how and what to solicit (the focus is time and talents engagement)



“For everyone to whom much is given, from him much will be required; and to whom much has been committed, of him they will ask the more.”

(Luke 12:48)

**“Every man shall
give as he is able,
according to the
blessings the Lord
your God gave
you.”**

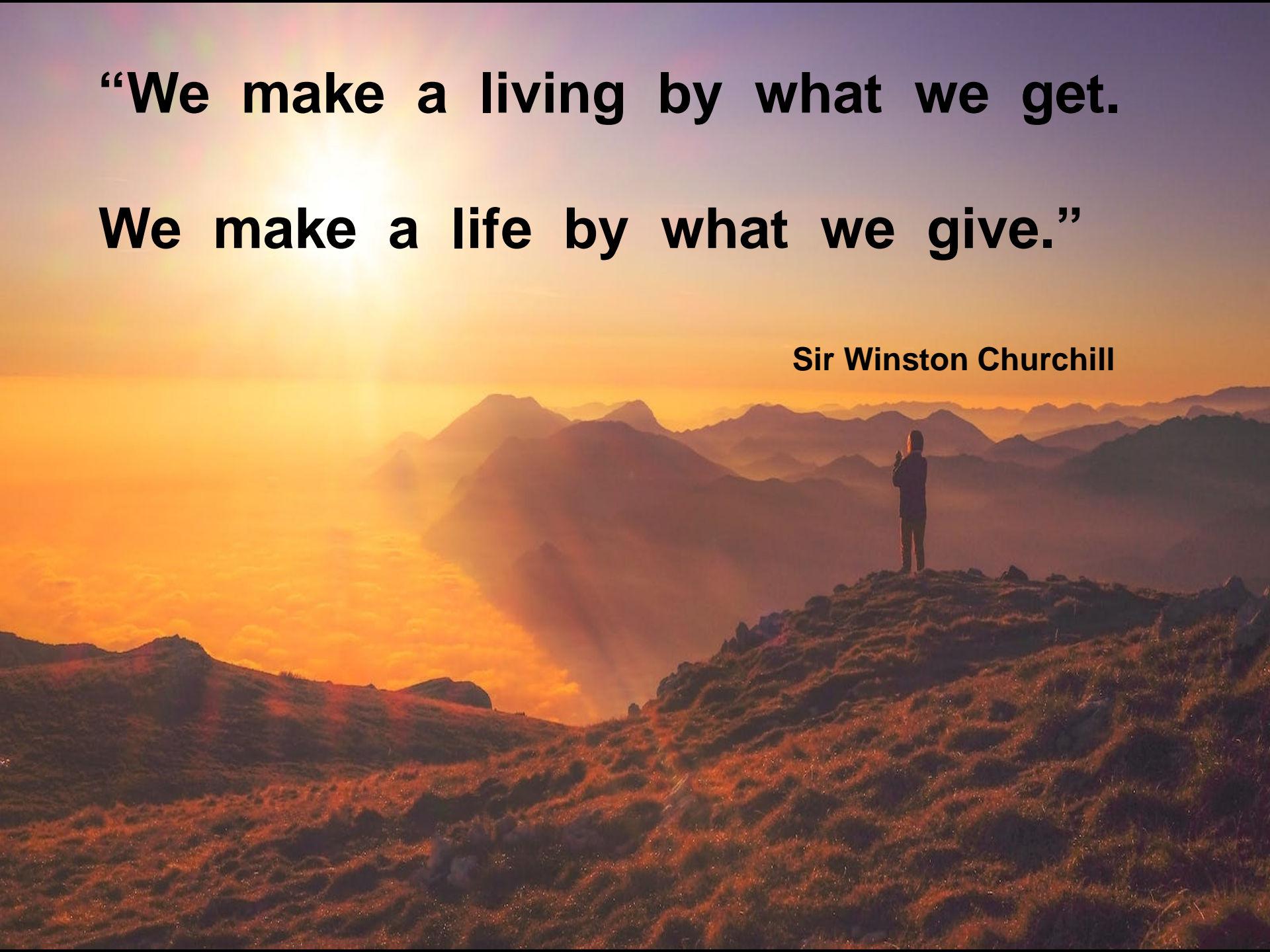
(Deuteronomy 16:17)



“We make a living by what we get.

We make a life by what we give.”

Sir Winston Churchill





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