

GENERATIONS WITHIN THE CHURCH FAMILY

"One generation shall laud your works to another, and shall declare your mighty acts." (Psalm 145.4)

From the first pages of the Bible, our faith tradition celebrates the people of God as a multi-generational community, each bringing their particular gifts. One generation passes the faith to another.

Every congregation is a community of different generations. Each brings its distinctive understanding of the faith and different gifts and interests. The most effective stewardship leadership is sensitive to the differing attitudes and concerns of the generations.

The discussion of generational differences was begun by William Strauss and Neil Howe in their influential book Generations: The History of America's Future 1584-2069. Strauss and Howe postulated cycles of generational types repeating through American history. In the present context, Strauss and Howe have identified the following generations:

- G.I. Civic generation, born 1901-1924
- Silent Adaptive generation, born 1925-1941
- Boomer Idealistic generation, born 1942-1960
- Thirteenth (Generation X) Reactive generation, born 1962-1981
- Millennial Civic generation, born 1982-present.

The experience of many congregations is that these different generations have different dispositions toward the mission of the church, and different ways of giving to support it. This reality indicates that stewardship leaders should be sensitive to these differences as they plan their stewardship strategies.

For example, the G.I. and Silent generations in a congregation tend to have a high degree of inherent loyalty to the congregation as a religious institution and trust in elected leadership. They respond well to traditional stewardship teaching of proportionate giving.

The Boomer generation lacks an instinctive trust in the congregation and its leadership. This generation is most interested in learning the impact of the congregation's ministry and mission and specific ways that the congregation is making a difference in people's

lives. Boomers want to know how they may make a specific connection with these ministries, often in a personal, short-term, hands-on manner. To reach Boomers, a congregation will need to market its "services," and the cost of providing them.

The behavior of the Thirteenth Generation (Generation X) is less well-known. This generation questions institutions and bureaucracies and wants to be involved in ministry, wherever it is happening, not necessarily through a congregation.

The Millennial Generation represents the church's future. Leaders' challenge is to communicate the possibilities of the church's mission.

ANNUAL STEWARDSHIP PROGRAM

Every congregation is unique, and its challenges at a particular moment in its life require that the strategy chosen to L.I.N.K. with the church family be carefully chosen.

Stewardship leaders often ask, "what can we do that is different this year?" Or, "what is working in other churches?" While those are interesting questions to explore, the most appropriate question is rather, "what stewardship plans can we implement that will lift interest, inspire reflection, name the opportunities for giving, and keep contact with members?"

There is no single right answer to this question. The right plans depend on the values and traditions of a particular congregation, the magnitude of the challenges faced and the stewardship programs utilized in recent years.

Consider these possibilities.

- **Personal Sharing Visits**

A core group of members attempts to visit personally every household in the congregation. The intent of the visit is to deliver information and listen to members without asking for any commitment during the visit. Often this option is used to introduce the vision.

This option is used often early in the process to build understanding of the church's vision and goals. It is especially effective if there are concerns and misunderstandings of the project within the church family, or other issues in the church that are of concern to members. This process improves the level of communication in the church and often surfaces pastoral concerns to be addressed.

- **Small Groups**

Members are invited to a series of small group meetings, in members' homes or at the church, to receive information, ask questions, express concerns and consider their response.

This method provides the opportunity to offer a high-quality presentation with trained discussion leadership. A knowledgeable leader responds to members' questions and concerns, and encourages dialogue. In the small group setting members become better acquainted with one another.

- **Telephone Calls**

Every member is telephoned to share information. These conversations provide an opportunity for conversation about members' concerns and to communicate details of the vision.

A corps of telephone callers contacts every member to confirm delivery of a brochure, respond to members' questions, and remind members of key events. These contacts undergird ongoing promotion and surface members' concerns.

- **Mailing**

A series of mailings to members, often targeted toward different categories of membership, communicates the purposes of the vision and provides options for participation.

Mailings to members are essential in communicating the vision, but the influence of written communication is often overestimated! An over-reliance on mailings prevents leadership from understanding the real concerns of members.

- **Fellowship Events**

All-church gatherings provide the opportunity to communicate the vision and invite participation.

A well-planned and executed all-church event can have a powerful influence on members' commitments. This occasion provides the opportunity for a persuasive presentation of the vision in the context of a gathering of the church family.

- **Commitment Visits**

Members are visited personally to share the vision, respond to concerns and invite commitment.

The most effective means of seeking support for the vision is for one member to share his or her enthusiastic commitment with another. Commitment is literally contagious!

The Church Budget

What is the place of the church budget in a stewardship program? Two attitudes prevail.

In one view the budget should not be used as a tool to encourage members' giving. In this perspective the focus should be on members' personal stewardship. Members should be challenged to consider their financial commitment in light of their own faith and resources. The particular "needs" of the church are irrelevant to their individual giving decisions.

A different view is that the budget is an important medium to raise members' awareness of the financial requirements of conducting the church's mission. This outlook holds that members, who are partners in the congregation's mission, have a right and responsibility to understand how funds are allocated. In particular, they need to know how additional giving would empower the church's mission in specific ways.

Personal stewardship is not a matter of simply funding a church's budget, but it is clear that members rightly ask how their commitment will be invested in the church's mission. For this reason it is crucial to communicate the particular vision of the congregation. If a congregation requires a substantial increase in giving to fund its vision for ministry, it is appropriate to share financial data that provide a case for increased commitment. For example, if the vision for mission includes a new associate pastor or other staff, new programs in education, and/or new commitments in mission outreach, members wonder about the costs of these initiatives.

The typical budget presented is a *line-item* budget that lists all projected expenditures of the congregation. In this format staff salaries and benefits are listed as well as all categories of spending. The line-item budget is a standard management tool but not an effective communication medium.

The preferred format for communicating budget information is the *narrative* or *program budget*. This portrays the church's expenditures in program categories, according to the ministry and mission of the congregation. In this format all expenditures are allocated to the areas of the church's ministry and mission that they support. For example, staff salaries are not clustered as a single budget item but are allocated to the areas that they staff and support. Similarly, all of the costs of maintaining the church's property (maintenance, utilities etc.) are allocated to program areas. This enables the budget

presentation to be a clear illustration of how the resources of the congregation are used.

Preparing a Narrative Budget

First Steps

Assign several members of your leadership team to prepare this document. Their preliminary steps will include:

- Reviewing a copy of the proposed line-item budget
- Identifying five or six key areas of the congregation's ministry and mission. These may include:

- Worship
- Evangelism
- Education
- Pastoral Care
- Mission
- Fellowship.

In creating this list, review your church mission statement. Be sure that the key purposes and priorities are included.

- Asking church staff to estimate the percentage of his or her time invested in each area. For example, a pastor may indicate that 25% of her time is devoted to worship, 10% for evangelism, 20% for education, 30% for pastoral care, 10% for mission and 5% in fellowship.
- Estimating how church facilities are used. To create this estimate interview staff members and review the schedule of church activities in recent months. In one congregation the estimate was: 35% for worship, 25% for education, 25% for mission, 5% for pastoral care and 10% for fellowship.

Completing the Worksheet

- Enter the key ministry areas at the top of the worksheet.

- Enter the line-item budget in the first two left-hand columns of the worksheet. To simplify the process, cluster expenditures as possible.
- Divide line-item categories among the different categories of ministry. For example, multiply the total cost of each staff position by the percentages of time allocated to each ministry area. Do the same for each expenditure related to building use. With other categories, create educated estimates, based on conversations with church staff and ministry leaders..

When the worksheet is completed, total the columns of the ministry areas. Be sure that the worksheet balances! In other words, the total of all ministry areas should be the same as the total line-item budget.

Using the Completed Narrative Budget

The completed narrative budget is a useful communication tool. To interpret the church's investment in these ministry areas, communicate the story of each area. Interview those involved in each area to learn the activities and programs in each area. Listen to the stories of the church's ministry and mission and consider ways to share them.

Your Budget Tells a Story

The process of creating a narrative budget is very instructive. It reveals the real ministry and mission of your congregation that is reflected in how your financial resources are expended. Compare the narrative budget to your mission statement. Do the documents match? Does your congregation live out the purposes that it affirms? Consider ways that you may celebrate your mission as you are living it out, day by day!

NARRATIVE BUDGET WORKSHEET

Line Item	Budget	Worship	Education	Ministry Areas	Evangelism	Pastoral Care	Mission	Fellowship
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TOTAL	639,564	103,373	207,670	37,780	54,670	214,389	21,672
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TIME AND TALENT

Stewardship in most congregations has been primarily focused on money. This prevents church members from responding to one of the most important stewardship issues: how members share their time and talents. And it prevents a congregation from making the fullest use of members' gifts.

It is difficult to stimulate reflection on money, time and talents in a single stewardship program. The most effective approach separates financial commitment and members' discovering their gifts and commitments.

Consider a fall stewardship emphasis and a time and talent program in the spring. This enables members to consider more intentionally the offering of their financial support and their time and talent. The spring time and talent program may include recognition of those who have given significant leadership, and presentation of the opportunities for involvement.

A sample time and talent form follows.

In no case should a time and talent form be sought from members if church leaders are not equipped to record members' interests and follow up with them. Often congregations have sought this information and failed to make significant use of it. This is disillusioning to members, who may conclude that the church is not interested in their offers to share in the church's ministry.

Sample Time and Talent Form

There are a variety of ways that members can share their time and talent through the ministry and mission of our church. Please check the areas where you would be interested in serving with others of our community of faith.

Worship:

- Ushering
- Sanctuary Flowers
- Worship Committee

Christian Education:

- Church School Teacher
- Child Care Volunteer
- Resource Person (arts, music, etc) Area of special interest _____
- Vacation Church School Teacher
- Christian Education Committee
- Adult Education Committee
- Nursery School Committee

Music and Arts:

- Chancel Choir
- Bell Choir
- Children's Choir Parent
- Interest in Visual Arts
- Interest in Dramatic Arts
- Music and Arts Committee

Youth Ministry:

- Youth Advisor
- Youth Committee
- Youth Church School Teacher
- Workcamp Advisor
- Retreat Chaperon

Social Witness

- Social Witness Committee
- Publicize Social Witness Events
- Participate in Outreach Events
- Stay with the Homeless

Property:

- Clean-Up/Work Days
- Gardening
- Property Committee

Membership:

- Sponsor a New Member
- Bake Bread for a Visitor
- Visit Potential Members
- Membership Committee

Communication:

- Church Newsletter
- Church Web Page
- Gather Congregational News
- Advertising
- Communication Committee

Stewardship:

- Children's Stewardship
- Brochures and Mailings
- Stewardship Committee

Endowment:

- Endowment Committee
- Visit Members About Bequests
- Research Options for Giving

Hospitality:

- Family Night Suppers
- Hospitality Committee

Office Support:

- Answer Phones
- Help Collate, Fold and Staple

Deacons:

- Drive Van for Older Persons
- Visit Homebound Members

Other:

- _____
- _____
- _____
- _____

Name: _____ Phone: _____

After the survey is complete, compile the results and discuss the perceptions expressed.

Listening to Members

While statistical review and surveys are useful, some of the most helpful information comes from in-depth conversations with members.

Select a group of members to be interviewed about their attitudes toward the church, its ministry and mission, and its financial stewardship ministry. A set of common questions should be developed by a stewardship assessment team. These questions should reflect particular issues and concerns within the church.

Survey

Following is a list of statements about money and giving within our congregation. As you read each statement, decide if you agree or disagree that the statement is descriptive of this congregation. On the spectrum below, choose a number that reflects whether you strong agree, somewhat agree, somewhat disagree, or strongly disagree. Enter that number in the blank for statement.

Strongly agree		Agree		Disagree		Strongly disagree			
10	9	8	7	6	5	4	3	2	1

- ___ 1. Most of our members are giving as much as they can to support the church.
- ___ 2. In our congregation we are able to talk openly about money and giving.
- ___ 3. Our leaders communicate well about church's finances. There's plenty of information available.
- ___ 4. There are too many secrets about money in this church.
- ___ 5. We are strongly committed to mission giving beyond our congregation.
- ___ 6. If you have a suggestion or question about money in our church, our leaders are usually ready to listen.
- ___ 7. There's too much talk about money in the church. It seems we are always being asked to give to something.
- ___ 8. Our church communicates high expectations to our members when it comes to financial stewardship.
- ___ 9. Stewardship is not just about money in our church. It's a well-rounded idea of using our time, talents and finances in faithfulness to God.
- ___ 10. Our stewardship leaders challenge us to increased commitment, but we're not scolded or confronted by their message.

Attitudes Toward Money and Giving

Beyond assembling facts and figures, it is useful to explore the attitudes of members toward money and giving.

Use the following survey with as many members within the church as possible. It may be used with church officers, church school classes, committees, or as a congregational survey.

Considering the Church's Money Story

Elizabeth O'Connor in her book Letters to Scattered Pilgrims suggests the writing of a money autobiography, the story of your life viewed through the lens of money. Similarly, every church has a money biography, a story of how money has played a part in the church's story, the way the church has dealt with financial issues, what it has asked of its members, the secrets, the glorious achievements, the painful defeats of projects that failed.

Like much congregational history it is often a series of chapters built around the values and practices of pastors.

Stewardship evaluation can evoke that story, not only for the learning of stewardship leaders but as an exercise in congregational self-understanding. In a gathering of church leaders ask the following questions:

- how do we deal with money in this church?
- how have our pastors been involved in stewardship?
- what are our traditions in stewardship?
- how have they become important?
- what has felt successful, and what has been frustrating?
- who have been some of our influential stewardship leaders?
- why were they influential?
- what are the money secrets in our church?
- what are the money or stewardship symbols in our church?
- how do we deal with money and giving in worship?

Every church has a complex money story, with some chapters that undergird present commitment, and others that work against growth in giving. Knowing that story is critical to discovering the present agenda.

Stewardship growth begins with honoring the story, celebrating whatever can be celebrated and looking toward *the growing edge*. In particular, it means confronting the silence, the refusal to talk about money and financial commitment that is a thread in many congregations' stories.

Sample Interview Questions

1. Can you recall a time when you felt very proud to be a member of our congregation? Why?
2. What do you see as unique about our congregation?
3. Think for a minute about the total range of our church's ministry and mission. What strikes you as fresh or new?
4. If you had one dream for our church, what would that be?
5. In what areas of ministry do you think our church should be putting more emphasis in the years ahead?
6. Are there any areas of ministry that we should be giving less emphasis?
7. As you consider your giving to our church, what is important to you? What influences your giving decision?
8. Can you remember a time when you made a significant increase in your giving, or made a special gift? What led you to do that?
9. In your experience, what has been the most effective stewardship program in our church? Why was it effective?
10. As we evaluate our efforts in doing stewardship, what suggestions do you have for increasing our church's level of giving?
11. Do you see any barriers to increasing the level of our congregation's giving?
12. Do you have any suggestions for our financial stewardship leaders as they plan for the year ahead?

Reviewing Stewardship Practices

This checklist suggests a variety of criteria to evaluate the effectiveness of your Stewardship Committee's year-round ministry and may suggest new directions. On a scale of 1 to 5, please rate the response of the Stewardship Committee to each statement. On the scale, 1 represents "Not very effective," 3 represents "Effective," and 5 represents "Very effective." The responses of a number of evaluators may be averaged for a common response.

- 1. Our committee is broadly representative of the entire congregation, involving women and men, youth, new and long-term members, and members involved in a wide range of the congregation's ministry and mission.
- 2. Our committee is guided by a clear job description, approved by the our governing board defining our particular responsibilities.
- 3. We are committed to a year-round emphasis on financial stewardship. We are guided by a month-by-month calendar that defines tasks and deadlines.
- 4. We have discussed and clarified roles and expectations of our governing board, pastor, and committee in developing financial stewardship.
- 5. We regularly examine denominational stewardship materials, and discuss their use in our congregation.
- 6. We coordinate with Christian education leaders in our church in offering a consistent program of stewardship education with children and youth.
- 7. We coordinate with Christian education leaders opportunities for adult study of stewardship issues, including budgeting, money and our values.
- 8. We report regularly to the congregation the financial status of the church in a brief, easy to understand format.
- 9. Stewardship is discussed with our new members. Each new member is asked to make a financial pledge at the time of his or her joining, and has the opportunity to offer time and talents for our ministry.
- 10. Statements are sent to every member quarterly, with the status of the pledge.

Each statement also has an enclosure, expressing gratitude for gifts to date, and sharing stories of the church's ministry and mission.

— 11. With our board's approval, we promote the special offerings of the denomination, interpreting the opportunities of each offering to the church family.

— 12. We have developed a year-round program of mission interpretation, promoting the mission of the denomination. We review the resources provided by our denomination and plan for their use in our congregation.

— 13. We have analyzed the giving patterns of our church membership, identifying the numbers of households pledging and not pledging; households increasing, decreasing, not changing, not renewing their pledges; new household pledges and those lost to death and transfer. We study this data to review the effectiveness of our efforts.

— 14. We use a variety of methods to secure pledge commitments from our members, including home visitation, small group meetings, and mailings.

— 15. Our worship regularly includes brief reports on our mission and ministry, and opportunities for further involvement by members.

— 16. We regularly participate in special stewardship training opportunities provided by our denomination.

— 17. Our stewardship effort is focused on increasing the financial stewardship commitment of our members, and not simply raising more dollars for the budget.

— 18. We communicate goals for growth in proportionate giving among our members.

— 19. We prepare a narrative budget for presentation to our members, telling the story of our church's ministry and mission, in a lively format.

— 20. We regularly evaluate the effectiveness of our work, recommending specific yearly goals to the governing board.

— 21. We encourage an open atmosphere in discussing money and stewardship within our congregation. We encourage our pastor to deal with issues of financial

KEEP THE MOMENTUM GOING

Nurturing intentional stewardship among the members of a congregation is a significant challenge in an affluent materialist culture. While members are besieged with invitations to spend, indulge themselves and savor the good life, the call of the gospel to live as a generous steward of the gifts of God is difficult to hear. Therefore, stewardship development cannot be limited to a single season of the year when the church tells its story and asks for members' response, but must be an ongoing year-round emphasis within the congregation. Many churches experience little growth in members' commitment because they expect a miraculous harvest of members' generosity through several weeks of stewardship promotion. They are disappointed because they have done little throughout the year to sow the seeds of the joy of stewardship and cultivate members' receptivity to respond to God's call.

Just as the church's ministries of worship, education and mission outreach are not seasonal, so is stewardship an integral part of the ongoing life of the church. The following components of year round stewardship are essential to keep the momentum of the *growing edge* of stewardship development going:

- Education and Reflection
 - Reflection on money and personal values
 - Interpretation of the wider mission of the church
 - Nurturing children and youth as stewards
 - Adult education
 - Church officer orientation
 - New member orientation
- Affirmation of Members' Giving
- Celebration of the Church's Ministry and Mission.

stewardship regularly in his or her preaching, and not simply at campaign time.

— 22. We encourage members to consider bequests and deferred gifts for the church's ministry and mission, using the resources of the larger church.

EDUCATION AND REFLECTION

Reflection on Money and Personal Values

The church has often trivialized the concept of stewardship by limiting its meaning to giving to support the church's mission. In fact, stewardship involves the totality of all that we have and are. In American culture living as a responsible steward involves coming to terms with the power of money within our lives. Attitudes toward money begin to be shaped in childhood and are constantly reshaped by our life experiences. If faith is to impact members' use of money it must assist members to reflect on their use of financial resources and the values that inform those decisions. This neglected aspect of stewardship contains significant potential to change members' self-understanding and giving decisions. Rarely has the church engaged these matters because money has been described as the "last taboo" in the church. Maintaining this reluctance to deal with money is not only detrimental to the church's ministry, it also prevents members from engaging in the difficult reflection and decision making that may lead them to a more fulfilling and faithful experience of life.

Such reflection is intensely personal. There are a variety of ways to encourage members' reflection. These include preaching that engages the issues of money and lifestyle in an affluent society, small group discussions and adult education opportunities that invite reflection and new understandings of personal stewardship. For example, one of the most useful exercises that could be introduced in a sermon and conducted in a small group setting is the writing of a "money autobiography." This activity introduced by Elizabeth O'Conner, in her book Letters to Scattered Pilgrims, suggests reading Luke 12 and then having participants write a two or three page reflection on their personal experiences of money, from their first recollections growing up to present experiences.

Questions O'Conner suggests for consideration are:

- What is your happiest memory in connection with money? What is your unhappiest memory?
- What role did money have in your childhood? What attitude did your mother have toward money? What attitude did your father have? What was your attitude toward money as a child? Did you feel poor? Or rich? Did you worry about money?
- What was your attitude toward money as a teenager? What are your memories of this period?
- What role did money play in your life as a young adult? As a parent? At age

forty-seven? Fifty-four? Sixty-one? Sixty-eight? . . . Did your attitude or feelings shift at different stages in your life?

- What is your present financial status? How do you feel about it? What is your monthly income? What are your other assets? What will your income be at age sixty-five? Seventy-five? Eighty?
- Will you inherit money? Do you think about that? What do you consider responsible planning for the future? What is hoarding? At what point is security a valid issue? At what point is it invalid?
- Are you generous or stingy with your money? Do you spend money on yourself? If so, do you do it easily? Do you feel guilty about the money you have? Do you feel grateful? Do you count your money? Do you take risks with your money? Do you gamble with your money? How? Do you "throw it away?" How? Do you worry about money? Do you have feelings of anger or resentment about money? When? Be specific.
- When you dine out with friends and there is a single check, are you the one to pick it up? Or do you make sure that you pay your share, including the tax and tip? If not, what do you think this might tell you about yourself?
- Do you tend to be more on the giving end of things, or on the receiving end? How does this make you feel?
- If you lacked money, how would you feel about having others help pay your rent, or treat when you were not in a position to reciprocate?
- If you had money, how would you feel about subsidizing a friend's rent, or paying more than your share of things? What would you want in return? How would you feel if that friend then spent money on something that in your value system was 'extravagant'?
- Can the poor and the rich live happily together? If your answer is 'yes,' what do you think it requires of each? If your answer is 'no,' why did you come to this conclusion?
- Do you tithe or give away a proportion of your money? If so, how do you really feel about it? Do you tithe because this is how you want your money used, or do you tithe because you want to belong and are willing to pay this cost of belonging? Do you feel the money you are giving away is being used to build a more just and caring society? Do you feel these are guilt-producing questions? If your answer is yes, why?

[O'Connor, Elizabeth, Letters to Scattered Pilgrims. San Francisco: Harper & Row. 1979. p. 28-30]

When individuals have completed this exercise it is helpful for them to have opportunities to share their comments with others, to the extent which they choose.

Often this process brings to light unconscious attitudes or long forgotten experiences that continue to impact present behavior.

A helpful resource for small group discussion is a book by John and Sylvia Ronsvalle and U. Milo Kaufmann entitled At Ease: Discussing Money and Values in Small Groups (The Alban Institute, 1998).

Good

Video resources include Affluenza and Escape from Affluenza (Bullfrog Productions). These entertaining hour-long videos based on PBS programs describe American society as suffering from the ailment "affluenza," a preoccupation with money and material possessions.

Encouraging Members to Share Their Faith

Every member of a congregation has a story to tell of his or her faith journey. Rarely in the church do we provide opportunities for members to share their stories with one another. We are often so preoccupied with carrying on the ministry of the church that we do not reflect on the faith that sustains us.

Encouraging members to reflect on their faith and articulate their commitment can be powerfully motivating to the church family. Members who are asked to share are affirmed for their dedication, and what they share can be an inspiration to others.

One congregation's stewardship development team identified a number of "saints" within the church family, members who were supporting the church's ministry with the giving of themselves. Several of those identified were "invisible saints" whose ministry was unknown to most members. These saints were asked to write a paragraph sharing their faith and their stewardship commitment, and their words were printed with their names and brief description of their ministry involvements in a series of bulletin inserts during the church's fall stewardship emphasis.

Here are a few of their words:

"God has blessed me with a love of music as well as a singing voice. In gratitude I pledge not only my musical gifts but also my dollars to a purpose and calling that have made my life very fulfilled."

"I don't think deeply about why I give money, but occasionally my wife and I ponder it. Everything we have is God's. Pledging is an attempt to give something back to God. On a pragmatic level, we feel we are a part of this church, and without contributions from people like us, our church couldn't continue to exist. We would be sad about that."

"To be successful in the business world is a singular achievement. To share that success among ones that are in need is an achievement of multiple proportions."

"This church has been and is an important part of my community- as a place where I can feel a sense of belonging, friendship and Christian love; where I can participate in worship activities that help me to challenge and strengthen my beliefs and how I can live them day by day. I am very blessed with the opportunities and talents that I have been given. I believe it is important to share these. It is easy to give, whatever it be- money, material goods, time- when you feel the cause is good and you can see the direct results of your efforts."

The congregation discovered that sharing these kind of faith testimonies week by week created a new awareness of the meaning of stewardship. Conversation among members about their giving motivations was awakened. Stewardship moved beyond dollars, funding the budget. It became the mobilization of the faith commitment of the congregation, united in common purpose.

Consider ways that your congregation can facilitate this faith sharing. Among the possibilities are:

- Minutes for mission in which members of different ages, backgrounds and involvements in the church are asked to share their story. These can be especially effective as an introduction to the offering.
- A monthly column in the newsletter entitled "Our Church's Saints"
- A series of bulletin inserts during the stewardship emphasis (as noted above)
- An adult education program focused on stewardship, including the "money autobiography"
- Discussions among church officers at their orientation or at regular meetings
- Sharing among new members in their orientation meetings.