

Stages of Stewardship Culture

This model gives a general picture of progression in a congregation's stewardship culture. As many factors contribute to culture change, the examples below are a few of many potential indicators of development

Foundation/ Functionary

Description:

Just meets the purposes/needs of the current congregation

Examples:

- One or two people doing annual budget (pledge)drive
- Comfort levels with conversations about money vary widely
- APF and District Fair Share are on the short list when cutting the budget
- Annual budget drive does not always meet budget goals

Discovery/ Gathering

Description:

New resources are uncovered and assembled, capacity enlarges

Examples:

- Annual budget drive has a small group of volunteers; wrap-up is still arduous
- All new members are asked to make a financial commitment
- Staff members salaries move toward Fair Compensation Levels
- The Suggested Fair Share Giving Guide is introduced

Spreading/ Connecting

Description:

Expanded stewardship understanding spreads, collaboration in all mission areas

Examples:

- Annual budget drive actively engages most congregants
- Endowment is established and congregants are asked for legacy gifts
- Resources are built into the budget for lay and professional learning opportunities outside of the congregation

Enriching/ Establishing

Description:

Stewardship is deepened and endures in congregational processes

Examples:

- Stewardship is an established ministry
- Annual budget drive is inspirational and celebratory
- Stewardship education is offered for all ages
- Movements toward achieving the mission are tracked and strategies are adjusted as needed

Transformational/ Expansive

Description: Procedures themselves become spirit-filled, possibilities are

limitless

Examples:

- Congregants lives are changed as they give and receive graciously and give generously
- People from all socioeconomic levels are embraced and contributing
- The congregation is broadly interconnected with surrounding communities and beyond
- Money is seen as an instrument of grace and justice