

Rostered Leaders are
Steward Leaders

The Role of Rostered Leaders
in Congregational Stewardship
Ministry

- Three contributions that Rostered Leaders are best equipped to make
- Five observed roles of Pastors/reflection on these
- What should Rostered Leaders know about giving and what should they do with what they know?
- A first look at some helpful steps forward

Three contributions that Rostered
Leaders are best equipped to make

- Keep the focus on God's word
- Keep the focus on the mission
- Engage in the difficult work of tending to the long-term plan and the weekly details

Five observed roles of pastors

#1 - Absent – The pastor does not take an active role in stewardship ministry. Either there is no stewardship ministry or lay leaders do everything.

Five observed roles of pastors

#2 - Non-Invested Participant – The pastor attends stewardship committee meetings, but takes limited role in stewardship ministry beyond attendance at meetings.

Five observed roles of pastors

#3 – Solo - The pastor is the only person in the congregation who is responsible for stewardship. Often there is a Finance Committee who is responsible for financial management.

Five observed roles of pastors

#4 - Non-participatory Vision-Caster – The pastor creates a vision for stewardship that fits with the overall vision of the congregation, passes this vision on to the stewardship committee, but has no or limited participation in the implementation of the vision, except, perhaps, to monitor it as an outside observer.

Five observed roles of pastor

#5 - Participatory Leader – Along with lay leaders, the pastor participates in the development and implementation of the congregation’s stewardship vision. The pastor is often the one who monitors the ongoing progress of the implementation. A strong, committed lay leader may also serve this role.

Five observed roles of pastors

1. Absent
2. Non-Invested Participant
3. Solo
4. Non-participatory Vision Caster
5. Participatory Leader

Reflection on these roles

- Which of the five is most like your current role?
- Historically, which role has the pastor had in the congregation?
- Which of the five would you like your role to be?
- What steps can you take to move in that direction?

What should Rostered Leaders know and what should they do with what they know?

I think Rostered Leaders should know what people give.

- Guessing or in the know?
- Individual spiritual growth
- Congregational money culture
- Thanks and encouragement
- Leadership selection

What should Rostered Leaders know and what should they do with what they know?

Pastoral ministry:

- A change in giving habits can result from a change in life situation or church satisfaction
- Very low giving can provide an opportunity for spiritual growth
- High giving can be a sign of spiritual maturity
- Reduces possibility of financial blackmail

What should Rostered Leaders know and what should they do with what they know?

Ask:

- Targeted “asks” in the annual stewardship response program
- Matching donor interest with congregational opportunities

What should Rostered Leaders know and what should they do with what they know?

Thank:

- Public thanking
- Private thanking

What should Rostered Leaders know and what should they do with what they know?

Tell:

- Expressing to faithful stewards the difference their giving is making to the congregation and in the lives of people.
- Specific telling to those who have given to specific causes.

The pastor is the CEO of a small not-for-profit organization.

How does this description strike you?

For stewardship ministry to be effective, the Rostered Leader must be a strong voice for stewardship.

How does this sentence strike you?

What are some helpful steps forward?

What are some helpful steps forward?

Talk about God and money.

From Mark Allan Powell, *Giving to God*, pp. 80ff

- God cares how you
 - Acquire
 - Regard
 - Manage
 - Spend

What are some helpful steps forward?

Emphasize “holistic” stewardship

- All of life belongs to God, and how I use all of it is part of my relationship with my Lord
- “Time, talent, treasure”
 - All three, not pick one
 - “Be most generous with the one I have the least of”
 - “Volunteering” becomes “Ministry”

What are some helpful steps forward?

Talk about money when you aren’t asking for any

- Name that this is what you are doing, then don’t dare ask for any
- Sermons
- Adult education opportunities
- People are looking for help with finances and with faith – find appropriate resources

What are some helpful steps forward?

Talk about money when you are asking for some:

- Talk about giving in the context of living a generous life in response to God’s generosity
- Articulate clearly the mission of the congregation and ask for support of that mission

What are some helpful steps forward?

How about hiring someone to take the lead in the congregation’s stewardship ministry?

What are some helpful steps forward?

What are some stewardship practices that have worked well for you?