



GREEK ORTHODOX ARCHDIOCESE OF AMERICA

METROPOLIS OF CHICAGO

STRENGTHEN STEWARDSHIP NOW & FOREVER

COMPREHENSIVE STEWARDSHIP PLAN FOR THE METROPOLIS OF CHICAGO

TODAY'S AGENDA

- Introduction: Purpose of Our Discussion
- How We Got Here: The Metropolis of Chicago Strategic Plan and Team Introduction
- Summary of the Proposed Metropolis of Chicago Comprehensive Stewardship Plan: Strengthen Stewardship Now & Forever



PURPOSE OF OUR DISCUSSION

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- This morning: introduce a proposed comprehensive stewardship plan for the Metropolis of Chicago
 - ❖ Defining Stewardship
 - ❖ Key Elements of Stewardship
 - ❖ Proposed Action Plan
- This afternoon's workshops: Opportunity to discuss the key principles of stewardship, best practices, and challenges; exchange ideas on successful implementation of best practices; start thinking about how you can implement best practices in your parishes

**HOW WE GOT
HERE: THE
METROPOLIS
STRATEGIC PLAN**

THE METROPOLIS OF CHICAGO STRATEGIC PLAN

- In 2018, His Eminence Metropolitan Nathanael challenged our Metropolis to develop a strategic plan.
- One of the goals that was identified as part of the planning process focused on **stewardship**.
- From 2019 to today, a team of volunteers:
 - ❖ Reviewed resources from the **Greek Orthodox Archdiocese**
 - ❖ Thoroughly **researched** how people give their time, talent, and treasures across a number of different churches (including non-Orthodox)
 - ❖ Identified a **definition** of stewardship that can be commonly used in our Metropolis
 - ❖ Developed and launched the “**Strengthen Stewardship Now**” platform to respond to immediate needs arising from the COVID pandemic
 - ❖ Developed a **comprehensive longer-term plan** to help parishes across the Metropolis enhance all facets of stewardship that are all equally important—time and talent (volunteerism) and treasures (monetary donations)



OUR TEAM

Nick Andretich
Fr. Panteleimon Dalianis
Mark Dinos
Owen Field (Co-Chair)
Pat Galanis
Deacon Paul Kalina
Diakonissa Alexandria Kalina
Polyxeni Kapsalis
Maria Karkazis
Myra Karegianes (Co-Chair)
John Katrakis
Dimitris Katsamberis (Co-Chair)
Deanna Kolas

Lou Laras
Mary Ann Mastorakos
Fr. Doug Papulis
John Siampos
Perry Siatis (Co-Chair)
Eugenia Splinter
John Strubulis
Spyro Terezis
Demetrios Tsikalas
Demetri Vlahakis
Ezekiel Wolfe
Tony Zafiropoulos

THE STEWARDSHIP GOAL

- Goal 7.1 of the Metropolis's Strategic Plan is the stewardship goal.

Goal 7.1

Within 18 months, each parish will begin to implement the Metropolis comprehensive new Stewardship ministries program, including a youth stewardship program, adapted to the needs of the parishes, that will be thereafter successfully implemented in at least: (a) 20% of the parishes within 18 months; and (b) 40% of the parishes within 30 months.

SUMMARY OF THE STEWARDSHIP PLAN

NAVIGATING THE PLAN

- The audience for the long-term strategic plan as drafted is the Metropolis of Chicago
- It is a draft; the plan has not yet been adopted
- The plan is titled “Strengthen Stewardship Now & Forever,” as its foundation is the “Strengthen Stewardship Now” platform that was launched in 2020
- There are 4 sections of the written draft:
 - ❖ Defining Stewardship
 - ❖ Key Elements of Successful Stewardship
 - ❖ Proposed Actions to be Taken by the Metropolis of Chicago
 - ❖ Proposed Actions to be Taken by Each Parish



SECTION 1: DEFINING “STEWARDSHIP”

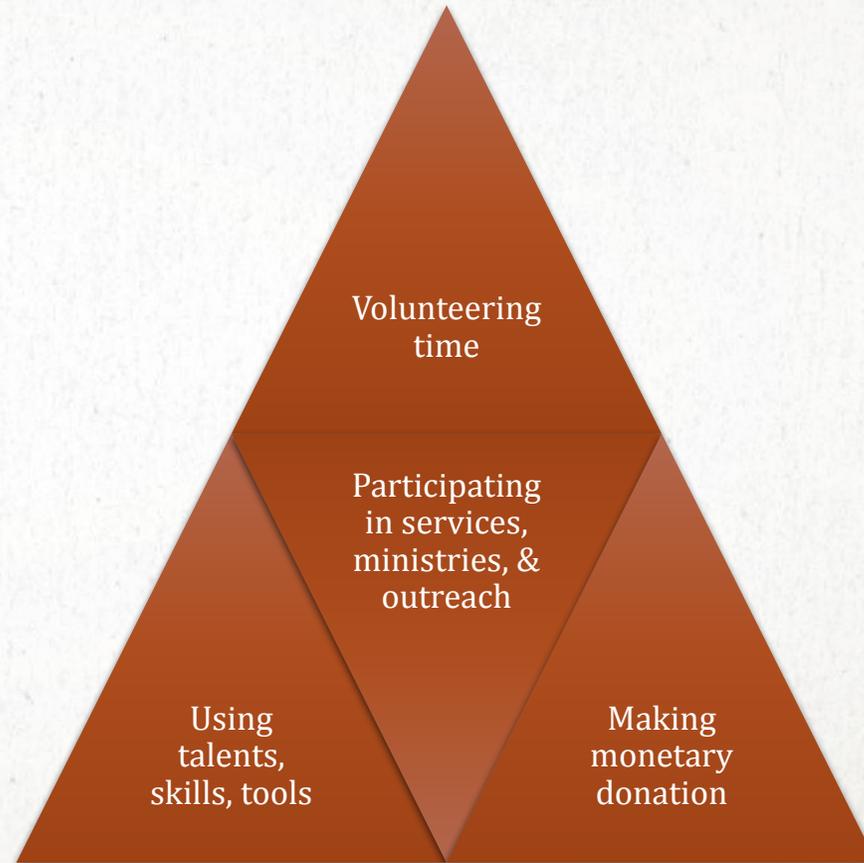
- Stewardship is our grateful and loving response to God’s love, grace and gifts to us.
- It is our personal commitment to God and His Church to ensure its vitality and continuous growth by joyfully and sacrificially offering of our talents, time and treasures that we have received from Him.
- Stewardship puts our faith in action and demonstrates our trust in God.

We believe our definition of stewardship captures the spirit of true Christian stewardship, and it is our hope and prayer that this plan will pave the way to true Christian stewardship for each parish within our Metropolis.



STEWARDSHIP IS NOT JUST ABOUT MONEY

- Volunteerism, giving of time, talents, and skills—those gifts that God has entrusted to us—is just as, if not more, important than money
- Stewardship should focus on participation and volunteerism—monetary gifts will follow



SECTION 2: THE KEY ELEMENTS OF SUCCESSFUL STEWARDSHIP

Ownership	Engagement	Generosity
<ul style="list-style-type: none"> • Commitment of Parish Priest and Parish leaders • Diverse Stewardship Committee • Develop Yearly Material • Strengthen Stewardship Giving • User Friendly Web Presence • Communication • Confidentiality • Transparency & Accountability • Acknowledge & Celebrate 	<ul style="list-style-type: none"> • Engagement Culture • Process for obtaining information • Ministries that Engage • Connecting Parishioners • Outreach & Evangelism • Acknowledge & Celebrate 	<ul style="list-style-type: none"> • Process to encourage volunteerism and allow for various methods of financial giving • Educate • Justify the generosity received through outreach & philanthropy • Acknowledge & Celebrate



SECTION 3: PROPOSED ACTIONS BY THE METROPOLIS

- The proposed action plan is divided into two sections, one with recommendations for the **Metropolis** and one with recommendations for **parishes**
- Some of our recommendations for parishes flow from recommendations to the Metropolis
- Our proposal allows for **accountability** from both the Metropolis and from parishes
- There are 7 recommended actions for which the Metropolis would be accountable



SECTION 3: PROPOSED ACTIONS BY THE METROPOLIS (*CONTINUED*)

**Recommended Action 1:
Retain a Metropolis of Chicago employee that would lead the Stewardship Program for the Metropolis and its Parishes**

- ❖ Oversee the program and its components, drive accountability, develop and implement training, share best practices, assist parishes, focus on parish needs (e.g., small parishes, out-of-Chicago parishes)

**Recommended Action 2:
Form a volunteer team of 6-10 clergy and laity that will serve with the Metropolis Stewardship Employee to Implement the Program**

- ❖ Diverse team spending approx. 5 hours a month helping implement the plan
- ❖ Help with training
- ❖ Help create stewardship campaigns
- ❖ Liaise with the parishes
- ❖ *Not* a substitute for parish stewardship committees



SECTION 3: PROPOSED ACTIONS BY THE METROPOLIS (*CONTINUED*)

Recommended Action 3: Develop Robust Training to Teach Stewardship Principles and Practical Skills that Will Enable Successful Implementation of Stewardship Elements

- ❖ Online, virtual and in-person trainings
- ❖ Mandatory for some; strongly recommended for others
- ❖ Practical skills includes “soft skills” training

Recommended Action 4: Establish the Metropolis of Chicago Stewardship Center of Excellence Portal

- ❖ Build out the existing website to house all resources (including GOA resources) relating to the Program
- ❖ Online training modules
- ❖ Resource lists and links (books, websites)
- ❖ Best practices sharing
- ❖ Testimonials & inspiring videos
- ❖ Recognition

SECTION 3: PROPOSED ACTIONS BY THE METROPOLIS (*CONTINUED*)

Recommended Action 5: Create a Stewardship Campaign for Parishes to Use

- ❖ Helps inspire parishioners to take action in 4 key areas:
- ❖ Volunteer
- ❖ Participate in as many aspects of church life as possible
- ❖ Give
- ❖ Share

Recommended Action 6: Embrace Technology and Advance Stewardship Using Recent Technology

- ❖ Set a timeline for replacing trays with technology (e.g., recurring credit card donations, text/bar code giving)
- ❖ Take advantage of new ways to communicate and meet
- ❖ Use common church management system



SECTION 3: PROPOSED ACTIONS BY THE METROPOLIS (*CONTINUED*)

Recommended Action 7: Implement a Youth Stewardship Program that has Four Key Components

- ❖ Education: Educate on what stewardship is and its importance
- ❖ Engagement: Offer opportunities for youth to engage in the spiritual, educational, and fellowship aspects of the parish
- ❖ Giving: Teach and offer opportunities for youth to give time, talent, and treasure to the church
- ❖ Outreach: Offer opportunities for youth to serve others and experience the blessing of engaging in Christ-like service

SECTION 4: PROPOSED ACTIONS BY THE PARISHES

- There are 6 recommended actions for which the parishes would be accountable
- Many flow from the recommended actions by the Metropolis, but there are actions parishes can take today



SECTION 4: PROPOSED ACTIONS BY THE PARISHES (CONTINUED)

Recommended Action 1: Strengthen the Parish Stewardship Committee (or Form a Stewardship Committee if the Parish doesn't have one)

- ❖ Assess team to ensure people have the time and desire to commit to the action plan
- ❖ Strive for diversity
- ❖ Look for tech-savvy expertise
- ❖ Look for people willing to try new things

Recommended Action 2: Complete All Required Trainings & Use the Metropolis Stewardship Center of Excellence Portal (once available)

- ❖ Today, use Strengthen Stewardship Now resources and devote time and effort to ownership, engagement, and generosity materials
- ❖ Once training becomes available, it will be critical to do it
- ❖ The portal will be an extension of the online resources available today



SECTION 4: PROPOSED ACTIONS BY THE PARISHES (CONTINUED)

Recommended Action 3: Develop and Implement an Annual Parish Stewardship Strategy that Includes at Least 3 Actions from Each Key Element

- ❖ Documenting your strategy increases accountability and focus
- ❖ Incorporating 3 actions from ownership, engagement, and generosity will help expand your current program, no matter how new or advanced it is
- ❖ Metropolis Stewardship team can assist parishes in developing plans

Recommended Action 4: Launch the Stewardship Campaign Provided by the Metropolis Once Available

- ❖ Once developed and approved, the Metropolis will provide materials for each parish to use with their parishioners
- ❖ The campaign will be designed to help inspire parishioners to volunteer, participate, give, and share

SECTION 4: PROPOSED ACTIONS BY THE PARISHES (CONTINUED)

Recommended Action 5: Follow Metropolis Technology Directives Once Approved and Use Technology to Enhance Stewardship

- ❖ Embrace technology as enhancements in stewardship through use of technology are shared with parishes

Recommended Action 6: Share Best Practices, Ask Questions, and Seek Help

- ❖ We want to create a feedback loop that allows us to hear about best practices and share them with all parishes in the Metropolis
- ❖ We need to hear what works and what doesn't
- ❖ Ask for help: we understand that some aspects of the plan may need more explanation or tailoring for parishes
- ❖ The Stewardship Volunteer Team will be there to help

STRENGTHEN STEWARDSHIP NOW & FOREVER

FRIDAY AFTERNOON SESSION

- 1:30 - 2:15: Presentations: Ownership, Engagement, Generosity (Ball Park CC)
- 2:15 - 3:00: Workshops: Small group discussions on Ownership, Engagement, Generosity (Laclede, Broadway I & II, Market St.)
- 3:00 - 4:00: Reconvene for discussion of best practices regarding Ownership, Engagement, and Generosity identified in the small group discussions (Ball Park C/C)

THANK YOU
QUESTIONS?

