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# Mission Area 3

In-Gathering of Clergy and Lay  
Leadership

June 13, 2015



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# Agenda

9:00A	Welcome and Introductions	Pete Iverson
9:15A	Theological Reflection	Pete Iverson
9:45A	Stewardship of Treasure	Hilliard Harper
10:30A	Break	
10:45A	Stewardship of our Campus	Pete Iverson
11:30A	Stewardship of Working Together	Nan Hardison
11:50A	Closing Remarks and Announcements	
12:00P	Lunch and Departure	



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# Theological Reflection

Theological reflection starts from the experiences of life and leads to searching in faith, for deeper meaning, and for the living God. However, it is deciding how to live out of this reflective search that is the critical intention of the process of theological reflection



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**In one or two words, what is the worst crisis that could occur in your church's financial arena?**

Example: budget deficit



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How did this crisis make you  
feel or how would you feel if it  
occurred?



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WHO was involved when you  
were feeling\_\_\_\_\_?



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WHAT image comes to mind  
about the feeling?



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WHERE does this feeling come from and WHERE is it found in society?





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WHEN does this feeling come up in the Bible, lives of saints, hymns, and in church history?



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WHY is this feeling manifest in  
our lives?



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HOW might God redeem any  
negatives in this?



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WHAT have you learned for the  
next time you feel \_\_\_\_\_?



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# STEWARDSHIP OF TREASURE

A discussion led by Hilliard Harper



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“What excites me about  
Stewardship at (my church)”



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"What has been successful for us for pledge campaigns"



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"What year-round stewardship education has worked at my church?"





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"With aging congregations, will relying on pledge campaigns be sufficient to fund most of your church's mission and ministries? What other financial support strategies should be considered?"



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# Break





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# STEWARDSHIP OF OUR CAMPUS

Pete Iverson



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# Principles of Capital Development

Adapted from *Strategic Capital Development: The New Model For  
Campus Investment*





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## Principle #2

MAKE FACILITIES AN INSTITUTION-  
WIDE LEADERSHIP RESPONSIBILITY





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# Principle #3

## CONDUCT COMPREHENSIVE ASSESSMENTS OF NEEDS





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# Principle #4

## ACHIEVE CREDIBILITY FOR CAPITAL INVESTMENT DECISIONS

Creating Credibility		
Trust	Authenticity	Transparency
Confidence Consistency Integrity Authority	As Advertised Real & Honest Real People Informal	No Obfuscation Openly Easy to Discover No Secrets
Affirmation	Listening	Responsiveness
Recognition Search Results Community Accountability	Empathy Welcome His Humble Asking for Feedback	Follow-Up Marketing Public Services Signifying Feedback





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# Principle #5

## ENSURE ACCOUNTABILITY IN IMPLEMENTATION





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# Principle #6

SUSTAIN CONTINUITY, EVEN  
THROUGH LEADERSHIP CHANGES





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# Stewardship of Buildings and Equipment

Adapted from Assemblies of God  
*Enrichment Journal*



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# User Friendly Facilities

- Clean and well-kept facilities are basic but a first-timer's experience includes the time the church comes into view, the journey to the sanctuary and classes, and the drive out of the parking lot.
- How do you know if you have a user-friendly building? Provide your first-timers with a guest survey. Ask them if they had any problem finding a parking place or if they had any problem getting around and finding classes or the restrooms in your building. Ask personal guests how they see your building. Visit other churches and notice the ease or problems you had getting around in their building.



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# Scheduling Facility Use

- If a church makes its facilities available to members and the community, it needs to develop policies and procedures for using its facilities. The facilities calendar is important if spaces are to be reserved and made ready for use.
- Fee schedules should include any direct costs associated with the event, including use of kitchen equipment, audiovisual equipment, personnel, utility use, and custodial setup and cleanup.
- EDSD Website has Guidelines



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# Safety

- Safety is an important concern when we open our church to community events. Planning and education can help minimize the risk of injury to people attending an event.
- A risk assessment is a necessary part of making sure the church's facilities are safe. A deacon or church leader should be assigned responsibility for building, equipment, and vehicle safety.
- To ensure the safety of each member, staff person, student, teacher, and visitor, the church should have on hand a comprehensive safety procedures manual.



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# Security

- Almost every church will experience a break-in sometime in its history. Often, the damage caused by thieves breaking in, or the vandalism that occurs after they are inside, far outweighs the cost of stolen goods.
- Though church buildings may have been designed without security features, a few simple practices can help eliminate many losses. A key-disbursement policy is important. Maintain a record of key assignments. Require a signed statement by those assigned a key to not copy or loan keys and to return them at the end of their assignment. Also, periodically change locks.



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# Church Kitchen

- Food and fellowship are important events in the life of a church. Since churches differ in food service needs, the design and equipment a church chooses will depend on whether the church has schools, preschools, a soup kitchen, weekly church dinners, wedding receptions, seasonal programs, and community events.
- What works in a commercial kitchen may not work for the church.
- County and/or city health inspections





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# Equipment

- Office equipment is key to productivity in any church office. Downtime because of equipment problems is frustrating for office personnel.
- To wait until equipment quits is not good stewardship. Instead, conduct an annual church-equipment review to determine what equipment will need to be replaced in the coming year.
- If the item cannot be included in the budget, a member of the congregation or business community might donate a replacement better than the church's current equipment.



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# Housekeeping and Maintenance

- Housekeeping and maintenance become visible if they are not performed satisfactorily. To those responsible for managing these functions, the critics are numerous.
- Housekeeping tasks make church buildings and properties presentable and fully usable. These tasks include emptying trash, replacing restroom products, sweeping, mopping, and dusting.
- General maintenance and repair include the more specialized tasks of housekeeping. They require skills in moderate repairs and in operating cleaning equipment.
- Preventive maintenance is a related task that also needs to be performed by a skilled person. These maintenance activities are performed at regular intervals and allow equipment to function without interruption.



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# Architecture

- Many churches are transitioning from a traditional worship style to a more contemporary style to attract younger people. In many cases, the pastor's message and the music have made the transition, but the sanctuary has not.
- The biggest hindrance to transforming the look of the sanctuary is cost. Churches do not need to build a new building or incur significant indebtedness to make this transition. Simple changes may be the best way to begin. An interior designer or decorator in your church could give you free advice. Painting, moldings, contemporary seating, and technology can help make the desired transition.



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# Creative Use of Facilities

- Some churches eventually come to a point where they need to expand.
- The intent should be to incorporate the feeling and features of the traditional church into a modern, technologically capable building.
- A preface to these decisions is the process of vision casting and purposeful planning



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# Parking Lots

- Your parking lot's appearance and the ease in which people can park their cars is important in leaving first impressions.
- A church parking lot should be planned with as much vision and creativity as its worship center. Parking for guests, people with disabilities, and the elderly should be well designed.



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# Build or Relocate?

- You don't need to build a building in order to grow a church.
- Will the 20th-century church building meet the needs of the 21st-century church?
- Things that a church needs to evaluate when considering a building program are capital-development programs, architects, contractors, city zoning and planning, board meetings, and business meetings.
- “The greatest challenges were changing the service schedule from a multiple service schedule back to one service after we entered the new larger building . . . dealing with people's expectations about the new building . . . and personal disappointments about the way the building actually felt when we moved in.”



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# STEWARDSHIP OF WORKING TOGETHER

Nan Hardison



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# Diocesan Day of Service

The first diocesan Day of Service will be October 11! The diocesan Day of Service is a chance for Episcopalians around the diocese to come together on one day to participate in sharing the light and love of Jesus Christ. The idea is to do something out of the ordinary on Sunday, October 11, either before, during, or after Sunday services. A few ideas:

- Do a big Blessings in a Bag creation and distribution event

- Partner with another Episcopal church to create a pop-up clothing distribution site for homeless people in your area

- Take fall decorations to your local senior residential center and spread some cheer, or work with the staff to schedule a sing-a-long with residents

- Do a beach or canyon clean up

- Coordinate with an area nonprofit to paint and garden at a service site

- Fix up an apartment for a refugee family

The possibilities are endless! Together we can accomplish so much more than we can as individual congregations.





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# Closing Remarks and Announcements

- Help Wanted?
- Upcoming Events and Celebrations?
- Missioner Area 3



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# Thank you!

To Good Samaritan for hosting and to  
all who participated in our event  
today