

VISION

A vision is a roadmap to the future.

- ▷ If you don't know where you are going, you will never get there
- ▷ A vision needs to be owned by the entire congregation
- ▷ A vision needs to be incorporated into the life and operation of the Church
- ▷ A vision must align with the Church's mission and core values
- ▷ A Church vision is much different from a corporate or not-for-profit vision

Difference

We decide what we want to do and then ask God to bless it verses listening to God through prayer and see where he is moving us and then join him there!

- ▷ Who are you?
- ▷ Where are you going?
- ▷ What do you have to declare?
- ▷ Barnabas is a great example

Celebrate what is right with the World.

- ▷ Unleash your energy to fix what 's wrong
- ▷ Recognize abundance
- ▷ Believe it and you'll see it
- ▷ Look for possibilities
- ▷ Be your best for the world
- ▷ Take yourself to your edge

NOTES: How to align the Vison?

Momentum for vision in our faith

INTRINSIC

GOD'S REVELATION

shaped by the unexpected

breaks our control

leads through uncertainty

leads through vulnerability

EXTERNAL

GOD'S LEADING

Breaks barriers

Risks rejection

Guided by prayer and the Word

Faith and Reason

Compassion and Community

Rowboat v.s. Sailboat Church



R O W B O A T C H U R C H

God has giving us a mission "let's do it"



S A I L B O A T C H U R C H

Where is the Spirit leading us and where is he working and let's join him there

There are many names for a place in which the people of God worship. Some call it a sanctuary, others call it an auditorium, or the gathering place. Yet, tradition has called it by a name that is hardly used...the nave. Of course, Nave sounds very close to our word for Navy. It should. We get our word Navy from the Latin word naves which means boat. In other words, when the people of God gather we are on the high seas sailing with our Lord Jesus Christ.

Joan Grey in her book *The Sail Boat Church* writes,

“Many churches today are decorated with symbols that come out of the early days of Christianity. One of those is a symbol for the church; it is a boat. In Jesus’ time, there were two ways to power a boat on open water. One was to use muscles, most commonly by rowing. The other way was to harness the power of the wind. When the early Christians used a boat as a symbol for the church, it was never a rowboat; it was always a sailboat. That is because on the day of Pentecost, with ‘a sound like a rushing wind,’ Jesus’ promise of power became a reality.”

Grey suggests,

“In a rowboat church, as long as the church is able to keep rowing, people are often reluctant to do anything else. Rowing means that we are in control; we are getting the job done. When we get to the point when we can’t row any more or when rowing is not getting us where we need to go, then we are faced with a choice.

One option is to give up. Some congregations simply run out of people or money or energy and close the doors. Others take what they do have and just spread it thinner and thinner until it runs out. Another very sad thing that happens is that congregations turn inward and begin to fight each other until finally conflict tears the church apart.

Yet the choices that is upon them is staying a row boat church or becoming a sailboat church

Other congregations in a similar situation, decide to try doing church in a new way and become sailboats. Sailboat congregations know that they cannot make the wind blow, but they do realize that they can tap into spiritual resources beyond themselves by reorienting their efforts and catching the wind of the Spirit.

Moving forward from deciding what type of church one wants to be is the second ingredient, what type of business in the in? One of the best statements of knowing what type of business one is in is the Mission of Old Dominion Freight lines. On the side of the each of their trucks is the vision, ‘Help the world keep promises’. Not hauling freight nor trucking, but something that is deeply human. Promises and keeping them!”

Narrative Budgets

HOW TO PREPARE A NARRATIVE BUDGET :

SECTION 4 | STEWARDSHIP

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SECTION 4 | STEWARDSHIP

THE STORY BEHIND THE NUMBERS

Have you ever considered how a bundle of your canceled checks can reveal what is important in your life?

In the same way, spending practices of a congregation reveal its values and commitments. Study a church budget carefully, and you can describe the priorities of that congregation. In fact, identifying the priorities of the church can begin with the budget.

While a line item budget is useful for understanding the financial requirements of the church, a narrative budget will identify the mission and ministry of the congregation.

It will help you link people with mission as you discover the many ways in which your congregation touches the lives of people. In addition, your members will be motivated to increase their financial support of the church when they more clearly see the personal impact of their giving.

A line item budget gives the treasurer, the session, and other decision makers the information they need for effective financial management. Such a budget, however, does not interpret the ministry and mission supported by those dollars. To do that, it is essential to tell the story behind the numbers.

The story behind the numbers is called a narrative budget.

The narrative budget focuses on people and mission. It enables church members to see the personal impact of their giving. When a budget is presented in this form, people are moved to increase their support of ministry because they see the ways in which people are touched by the church.

You will see the numbers come to life as you describe each area of your congregation's mission and allocate the budgeted costs among the areas. As you construct your narrative budget, you are illustrating that the purpose of our giving is more than paying bills and funding an institution; instead, it is doing the work of Christ.

Follow the steps below to develop a narrative budget. As you proceed, talk with your pastor and other church leaders; they have much of the information you will need. Look forward to learning more about your congregation's ministry as you work along!

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STEP 1 : GETTING READY

Remember this is a marketing tool, not an accounting tool. Focus on ministries and stories of lives impacted.

Decide who should help prepare the narrative budget. It works best if the group is small – three or four participants. Then obtain a copy of the congregation’s line item budget. You will need an application like Word to produce a document with text, pictures etc. You might also want to produce an Excel spreadsheet.

STEP 2 : IDENTIFY YOUR CONGREGATION’S KEY AREAS OF MINISTRY

You will use ministry categories rather than line items. For example, you might identify the following categories:

Use between 4–6 ministry categories.

You will notice these ministry categories will not match your line item budget categories.

Using ADMINISTRATION or BUILDING or DEBT or INFRASTRUCTURE as a category will UNDERMINE the impact of this ministry resource and render your efforts ineffective!

STEP 3: ALLOCATE EACH LINE ITEM ACROSS EACH CATEGORY

▷ All line items are assigned to split up into one or more categories.

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- ▷ Salaries are assigned across categories. Allocate staff time to each area.
- ▷ Youth Ministry? Education or Fellowship & Education
- ▷ Allocate all other resources proportionately to each area. For example, Sunday school supplies could be placed in the “Education” category.
- ▷ Add or modify categories to fit your ministry, keep only 4 to 6 categories.
- ▷ Create a column for each category. Format cells as percentages.
- ▷ Distribute staff costs by percentage of time across categories.
- ▷ Distribute percentages of line items into category columns.

You can consider adding volunteer hours to categories as well. When all ministers are considered, a reasonable estimate is 10,000–15,000 volunteer hours per year.

STEP 4: USE CATEGORY TOTALS TO CREATE A PIECHART

The pie chart can lead to congregational self-evaluation and affirmation!

EXAMPLE:

WORSHIP : A%

EDUCATION : B%

FELLOWSHIP : C%

MISSION : D%

PASTORAL CARE : E%

PERSONNEL	A%	B%	C%	D%	E%
PASTOR	35	20	10	10	25
SECRETARY	20	20	20	20	20
MUSIC DIRECTOR	100				
JANITOR	40	40	10	5	5
BUILDING	40	30	20	5	5

- ▷ 11 cents of every dollar I give goes to Pastoral Care
- ▷ 22 cents of every dollar I give goes to Mission

STEP 5: IN YOUR NARRATIVE BUDGET WRITE OR HIGHLIGHT STORIES OF IMPACT AND CHANGED LIVES IN THE PAST YEAR

- ▷ Share a description and stories about the ministry categories. Use pictures and images.
- ▷ Tell a specific story of a person being touched by that ministry.
- ▷ Give experience the impact the ministry of the church has on peoples' lives.
- ▷ Experience shows they become inspired and takes greater ownership of the ministries.
- ▷ Each year, review and expand upon stories and talent recognition.

A Few Recommendations:

- Leave line item budget in church office
- Distribute the narrative budget during the annual congregational meeting
- Keep five copies of the completed line item budget available in the church office

- Put a bulleting insert out each week for six weeks highlighting a different category of ministry
- Pray for that ministry
- Be determined to talk about money and ministry in a new way

For examples of Narrative Budgets and a Narrative Budget Template go to:
STEWARDSHIPNAVIGATOR.ORG

CHURCH MINISTRY CORE VALUES AUDIT

Directions: Using the scale below, circle the number that best expresses to what extent the following values are important to your church (actual values). Work your way through the list quickly, going with your first impression.

- 1 = not important 2 = somewhat important
 3 = important 4 = most important

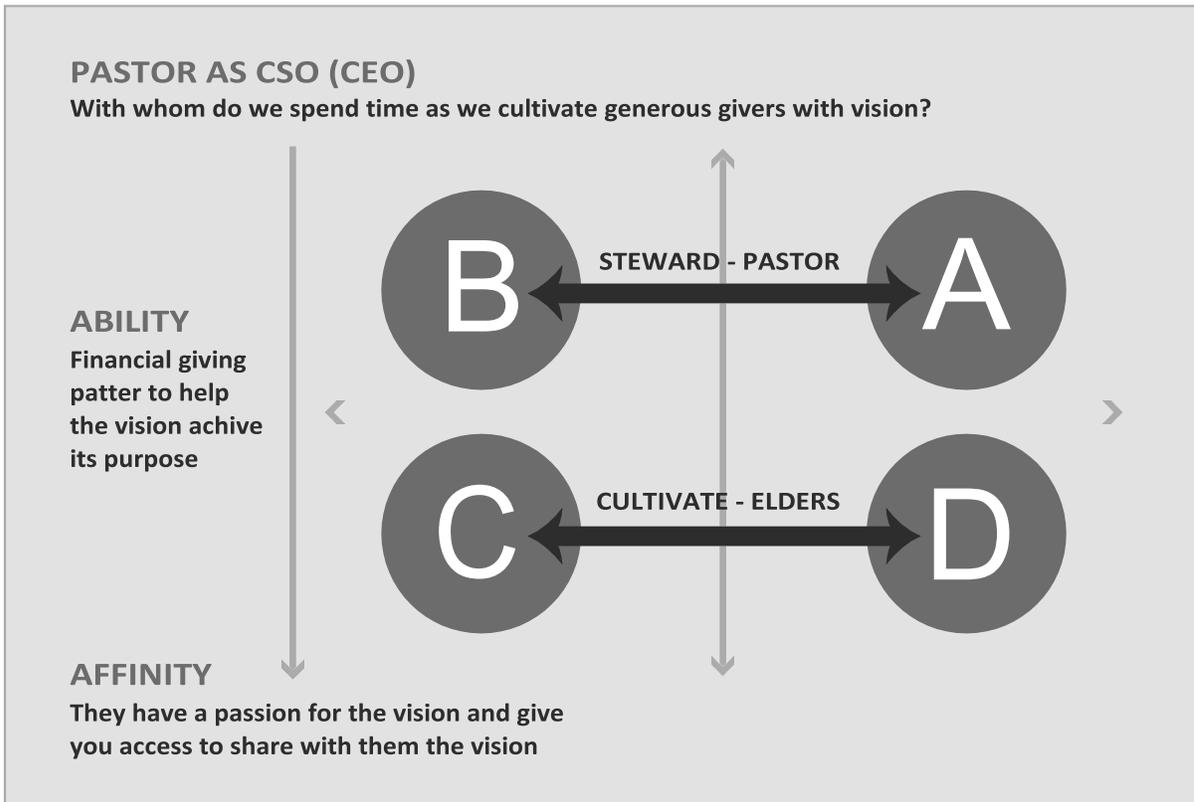
PREACHING AND TEACHING SCRIPTURE Communicating God's Word to people.	1	2	3	4
FAMILY People immediately related to one another by marriage or birth	1	2	3	4
BIBLE KNOWLEDGE A familiarity with the truths of the Scriptures	1	2	3	4
WORLD MISSIONS A familiarity with the truths of the Scriptures	1	2	3	4
COMMUNITY Caring about and addressing the needs of others	1	2	3	4
ENCOURAGEMENT Giving hope to people who need hope	1	2	3	4
GIVING Providing a portion of one's finances to support the ministry	1	2	3	4
FELLOWSHIP Relating to and enjoying one another	1	2	3	4
LEADERSHIP A person's ability to influence others to pursue God's mission for the organization	1	2	3	4
SOCIAL JUSTICE MINISTRY Advocating for those who do not have a voice in our community	1	2	3	4
PRAYER Communicating with God	1	2	3	4

EXCELLENCE Maintaining the highest ministry standards that bring glory to God	1	2	3	4
EVANGELISM Telling others the good news about Christ	1	2	3	4

TEAM MINISTRY A group of people ministering together	1	2	3	4
CREATIVITY Coming up with new ideas and ways of doing ministry	1	2	3	4
WORSHIP Attributing worth to God	1	2	3	4
STATUS QUO A preference for the way things are now	1	2	3	4
COOPERATION The act of working together in the service of the Savior	1	2	3	4
MINISTERING TO “NOMADIC” PEOPLE People who are non-Christian and may not attend church (unchurched)	1	2	3	4
MOBILIZED LAITY Christians who are actively serving in the ministries of the church	1	2	3	4
TRADITION The customary ways or the tried and true	1	2	3	4
OBEDIENCE A willingness to do what God or others ask	1	2	3	4
INNOVATION Making changes that promote the ministry as it serves Christ	1	2	3	4
INITIATIVE The willingness to take the first step or make the first move in a ministry situation.	1	2	3	4
COMPASSION MINISTRIES	1	2	3	4
ADVOCACY Stating truth to power and advocating through governmental channels	1	2	3	4

Write down all the values that you rated with a 3 or 4. Rank these according to priority. The first six are your church’s actual core values.

Source: *Aubrey Malphurs, A New Kind of Church: Understanding Models of Ministry for the 21st Century (Grand Rapids: Baker, 2007), 195,196.*



How would your congregation react to the pastor knowing who gives?

Should the pastor help congregants develop their giving either percentage and/or tithing?

What cautions would you see with the above diagram?

What benefits do you see with the above diagram?

ANALYZING THE GIVING DIAGRAM

Churches can count on many things about givers in the congregation but one thing that is a given is givers are not all the same. There are different levels of commitments. There are many reasons for this difference. Sometimes it can be the tenure of the giver. The longer tenure the better response of giving to the ministry of the church. At times it is the relationship the giver has to the ministry of the congregation through the pastor and her giftedness of ministry which makes them generous.

Yet, the one issue which is a priority of all the rest is the spiritual understanding of giving. Those who have an attitude of generosity by and large understand that giving of money is part of their spiritual disciplines. Giving to them is as important as prayer, worship, and study.

The more we recognize the different kinds of givers and meet them at their level of need and expectation, the worthier we will become of their support. We will have also transcended mere fundraising and helped to grow givers in God's kingdom.

Looking at the diagram of "Where we spend time" Let's look at Four Givers and how they reflect the affinity and the ability to give to the vision of the church. The below designation comes from a Genesis Publication which is a free download from the website entitled, "Increase giving by understanding and engaging your givers"

Quardant A- the "Gifted Giver"

The gifted giver is rare, indeed. It is very likely that you could name the gifted givers to your ministry on one or two hands, even though the gifted giver aligns most closely with the biblical examples of true givers. They may comprise only two to five percent of your givers. The gifted giver seldom needs to be asked. The gifted giver does not need to be reminded of the obligation and joy of giving—the question of joyful and abundant giving has already been settled. The only remaining decision is, "To whom should I give from the resources God has entrusted to me?" For the gifted giver, giving itself is a joy and a blessing that cannot be measured. The deep satisfaction of "storing up for yourselves treasures in heaven, where moth and rust do not destroy, and where thieves do not break in and steal" (Matthew 6:20) far outstrips any fear of loss of temporal security. That deep, full joy is easily discernible by the ease with which the funds are released, and the peace that is evident in the act of giving. And giving is not out of income alone. Gifted givers often reach into their asset base—their net worth—to invest in the causes they care about. Their primary calculation is this: "how much of God's money should I keep?" This kind of giving is rare, indeed, but it is what true giving should be and you have gifted givers who love your ministry!

Engaging the “Gifted Giver”

Know them and meet with them once or twice a year. Thank them and share the vision of the church regularly. These are the people who have learned to give and have the joy of giving. Usually and most often, these are the pillars of the church who quietly go about the business of the church.

In short, know who they are, stay close to them, and be willing to learn from them. Consult them often. You will have uncovered a deep resource of wisdom and resources for the fulfillment of your mission. Additionally, and most importantly, spiritual leadership from you embodies discipleship of the gifted giver as found in 1 Timothy 6.

Quadrant B- the “Thoughtful Giver”

Then there is the thoughtful giver. This category is much larger than your gifted givers, comprising up to 15 to 25 percent of givers to your church. The thoughtful giver is profoundly aware of God’s call on all of his life, possessions included. What differentiates the gifted giver from the thoughtful one is the ease with which they give of their resources. For the thoughtful giver, the pleasure of giving is tinged with a sense of obligation upon the follower of Christ. While they willingly put themselves in situations where they can be exposed to giving opportunities in the kingdom, it is often the nature of the appeal and their current circumstances that dictate whether and how much they choose to give.

Engaging the “Thoughtful Giver”

Of course, the thoughtful givers in your orbit must be identified. But, they will not be as obvious to you as the gifted givers. While they may seek opportunities to invest in the Kingdom, they almost certainly are investing in many other organizations than your church’s missions: human needs and education, among others. But if the thoughtful donor does look for opportunities to invest and takes joy in their giving, it is important for those charged with getting funds for ministry to identify who they are, provide opportunities for them to hear your story, and winsomely challenge them to invest in your vision. It is with the thoughtful givers that those responsible for getting can have the most influence—and will wisely spend the most amount of time.

Quadrant C- the “Casual Giver”

There is an even larger group of givers, those we will call casual givers. This group likely comprises your largest group of givers, perhaps 35 to 50 percent of them. They possess a vague understanding of their obligation to be faithful and generous stewards of their resources, but rarely seek out opportunities to give. Instead they usually give in response to a specific request. Their giving tends to be more out of obligation than joy. They are less likely to have had gifted giving modeled to them by family or close friends and are more captivated by possessions and financial security than the gifted or thoughtful giver.

Engaging “The Casual Giver”

The casual giver, by definition, has at least a vague notion of their stewardship responsibility and has acted upon that at least once on behalf of your church. That should be a great encouragement and opportunity for growth. How can a casual giver be nurtured toward becoming a thoughtful or even gifted giver? Perhaps the greatest opportunity is dialogue. Do the casual givers truly know why you exist and what ultimate value would be missing if you did not? Do they know how their gift matters to your mission? Do they remember why they gave to you in the first place? Does the reason for their lapsed or casual giving have more to do with how the church stewarded their gift than the giver’s heart toward the Kingdom? Does the essence of your mission even come close to the animating passion of their stewardship? What are their own convictions about stewardship in the Kingdom?

Quadrant D- “The Reluctant Giver”

There is, alas, a fourth kind of giver, one we will call the reluctant giver. This may be an overly generous description, because many in this category give very little of their resources for any Kingdom purpose.

Their approach to giving mirrors that of our culture in general: “my money is my business.” Unfortunately, this category of giver may represent as much as a third of any congregation or constituency of a Christian organization. The reasons are multiple and complex. It could be the result of poor modeling by parents or other significant mentors. It might be the result of poor financial management in general (one whose expenses exceed their resources is not in the frame of mind or of the capacity to give). It could be a result of the poisonous (and sub-Christian) attitude that “my resources are mine, and nobody else has a claim on them.” It is this group of people who are often the first to be offended by being asked for a gift, even to a very worthy cause.

Engaging “The Reluctant Giver”

Reluctant givers are a tough group to reach, and we may be tempted to write them off as immature givers who “just don’t get it.” It is often this group that expresses disgust with fund-raising “tactics.” A veteran leader used to say, “Some people would simply rather be mad than give.” Interestingly enough, most of the people who declare, “I’m never giving another gift to your church,” have actually yet to give their first gift! Seize every opportunity to demonstrate patience and grace, maybe not for the financial advancement of your church, but for the sake of the growth and maturity of a fellow traveler in the kingdom. It is often only through the act of giving that growth in the joy of generosity can happen.