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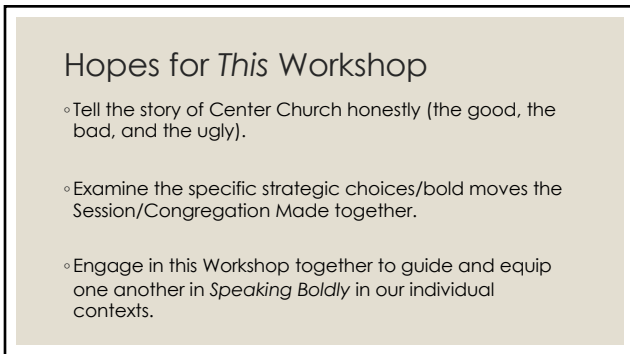
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### Tom's 10 Guiding Principles

- 1) Know what people are giving.
- 2) Move away from annual campaign to a yearlong model.
- 3) Tell the Story: Money follows Mission.
- 4) Recognize Generational Giving Trends.
- 5) Know Giving Trends in the Life of the congregation entrusted to your care.
- 6) Utilize Electronic Giving
- 7) Utilize a Narrative Budget rather than a Line-Item Budget
- 8) Equip People to Practice Generosity
- 9) Say Thank You!
- 10) LEADERS MUST BE GIVERS!

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### Bold Move #1: Name Reality

- We didn't get to this point overnight; getting out will not be easy.
- Speaking Boldly: Based on the current financial picture coupled with the money in the bank, we would run out of money by the end of 2020.
- How was this received?
- What did we do?
- Have you been in this situation before?

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### Bold Move #2: Help!

- "When I was younger, so much younger than today, I never needed anybody's help in any way." ~ Lennon/McCartney
- Why are we afraid to ask for help?
- Why was this congregation so afraid?
- With guidance, Session voted to contact the Presbyterian Foundation for drastic help.

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### Bold Move #3: Listening

- Met with Paul Grier from the Foundation
- Several conversations, review of finances, and honest feedback
  - Giving was covering most operating costs, but...
  - Christian Preschool was losing \$36,000 each year; annual mortgage payment of \$45,600 was not reflected in the operating budget. We were losing \$81,650 each year!
  - Unsustainable model for ministry.
  - Poor excuses for not doing more.

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### Bold Move #4: Living Into Painful Changes

- Session Discernment and Faithful Decisions: Do Nothing, Do the Minimum, Do the Bold
- Communication and Transparency
  - Town Hall Congregational Meetings
  - Conversations with Staff
  - Openness with all Members
- Closed Preschool at the end of the 2019 School Year
- Said Goodbye to longtime staff through layoff/retirement
- Began the process of selling two manses located on Church property.
- New model of year-round stewardship

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### Bold Move #5: Living in Hope

- Insight through Pain: God isn't finished with us yet.
- Openness to renting former Preschool Space
- Fresh discussions/discernment about the future of ministry.
- Ministry of Gratitude
- Renewed energy, focus, fellowship, and lessening of anxiety.
- Leaders continuing to lead decision-making while communicating transparently.

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### Bold Move #6: Faith in Action

- The year of online worship.
- Continued emphasis on giving to mission throughout pandemic.
- Window Campaign
- Use of Online Giving
- 2020 & 2021: Solidly in the Black; 2022 on Track
- Transformation of offering in worship to "A Time of Prayerful Offering"
- Cultivating Generosity; Modeled by Leaders

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### Renewal: Where Was the Spirit?

- No Lone Rangers
- Building Trust through Transparency and Bold Conversations
- Relationships
- Increased Energy
- Return to full-time Installed ministry
- Stability and less rigidity
- Spirit of discernment amongst leaders
- The story is not finished...

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WHERE DO YOU NEED TO  
SPEAK WITH BOLDNESS IN  
YOUR CONTEXT?

And where is the Spirit at work bringing renewal?

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### Key Resources

Books:

- *Not Your Parent's Offering Plate and Who's Offering Plate Is It?* – Clif Christopher
- *Imagining Abundance* – Kerry Alys Robinson
- *The Paradox of Generosity* – Christian Smith and Hilary Davidson
- *Discerning God's Will Together* – Ruth Haley Barton
- *Grateful* – Diana Butler Bass

- Presbyterian Foundation - <https://www.presbyterianfoundation.org/>
- Board of Pensions – <https://pensions.org/>
- Salt Project - <https://www.saltproject.org/>
- Horizons Stewardship - <https://www.horizons.net/>

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