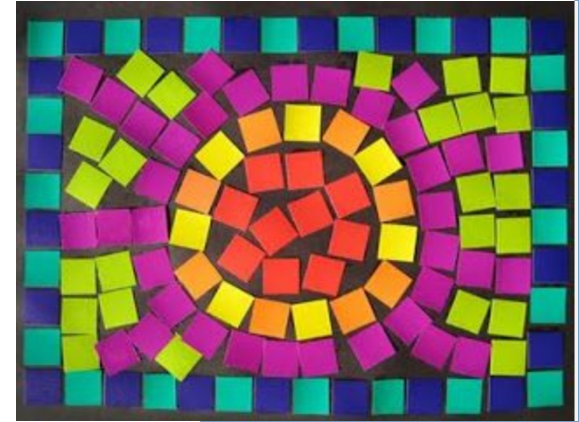




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Cultural Competencies

A Beautiful Mosaic



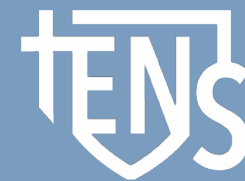
The Rev. Debra Bennett
The Rev. Charles L. Fischer III
The Very Rev. Julia McCray-Goldsmith

The Episcopal Network for Stewardship

Introductory Questions

- ▶ How is your community generous,
- How have you observed a culture of generosity in your community?
- ▶ What does generosity look like?

Introduction

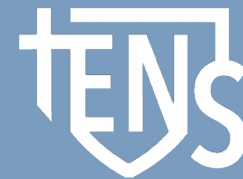


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Let Us Pray...

O God, you made us in your own image and redeemed us through Jesus your Son: Look with compassion on the whole human family; take away the arrogance and hatred which infect our hearts; break down the walls that separate us; unite us in bonds of love; and work through our struggle and confusion to accomplish your purposes on earth; that, in your good time, all nations and races may serve you in harmony around your heavenly throne; through Jesus Christ our Lord. **Amen.**

Prayer

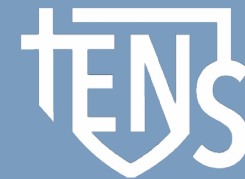


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Overview

- ▶ Introductions
- ▶ Why We Give
- ▶ Giving Patterns
- ▶ Motivations: Relational & Spiritual
- ▶ Cultures we know...
- ▶ Generational & Ethnic Diversity
- ▶ Discussion

Introduction



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Why We Do It...

It All Begins With God! *Being A Land of Delight...*

“Bring the full tithe into the storehouse, so that there may be food in my house, and thus put me to the test, says the Lord of hosts; see if I will not open the windows of heaven for you and pour down for you an overflowing blessing... Then all nations will count you happy, for **you will be a land of delight**, says the Lord of hosts.”

—*Malachi 3:10,12*



Why we Give

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Everyone is Generous ... but how?

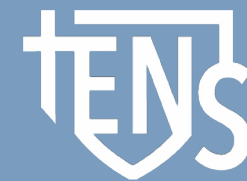
The diversity of our contexts informs our practices of generosity–

- ▶ Giving to God out of Our Abundance
- ▶ Supporting Family & Institutions
- ▶ Sharing Time and Talent



What's your generosity story? What do you know about the generosity of people in your congregation?

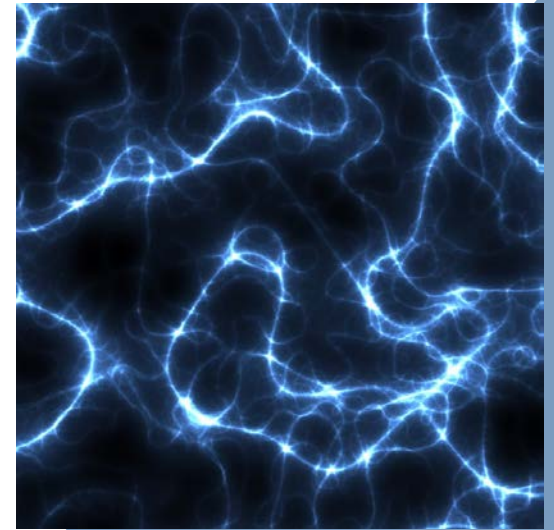
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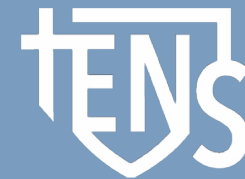
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Recognizing Privilege and Power

- ▶ Where does our privilege lurk?
- ▶ How is our power manifested in a spirit of generosity? Have you seen power used in less-than-generous ways?
- ▶ How might we get beyond our power/privilege limitations to see the mosaic of generosity in our communities?



Introduction



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Giving as a Percentage of Income (2018)

	Religious Causes	Secular Causes
INDIGENOUS Americans	2.7%	0.9%
BLACK Americans	3%	1.3%
ASIAN Americans	1.9%	1%
LATINX Americans	1.5%	0.9%
WHITE Americans	3.2%	1.2%

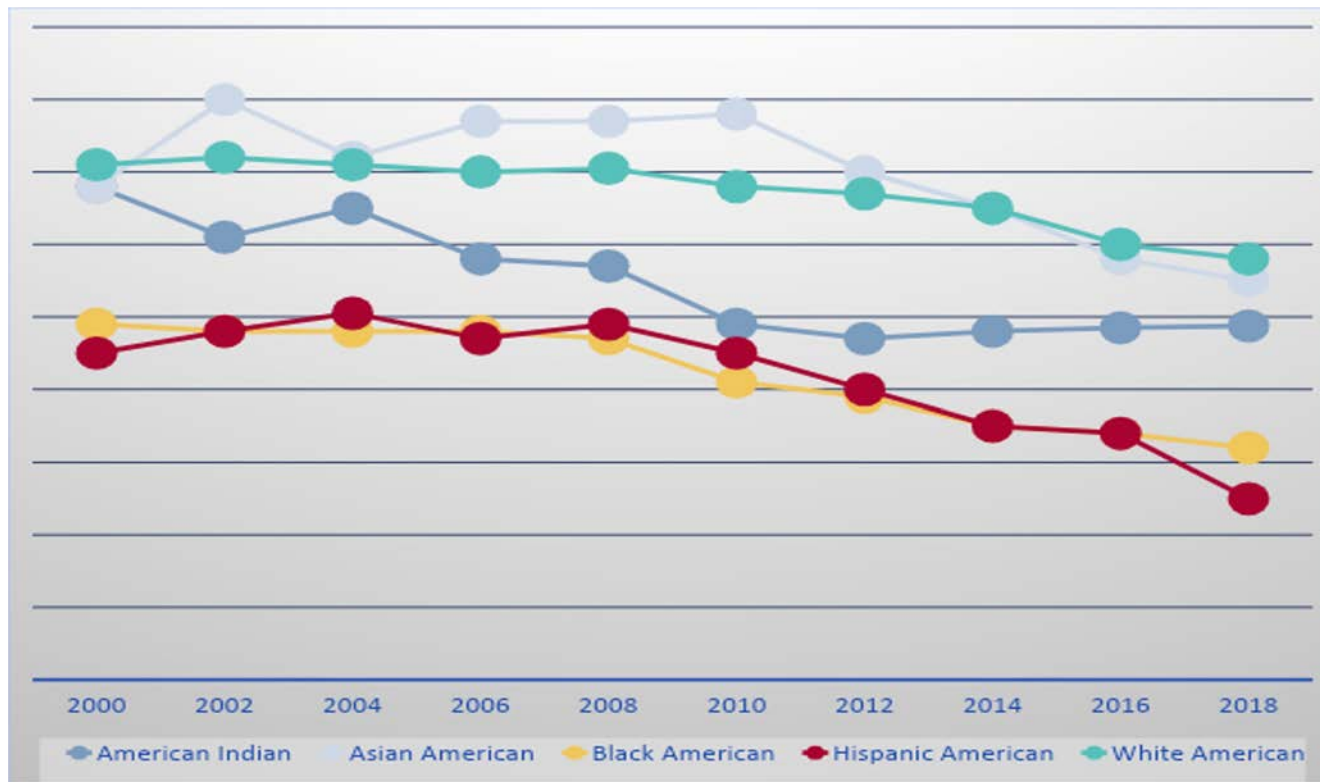
*Data Source: Philanthropy Panel Study, Indiana University Lilly Family School of Philanthropy
The Giving Environment: Giving Trends By Race and Ethnicity November 2023*

Giving Patterns



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Overall Giving Rate (2000-2018)



Data Source: Philanthropy Panel Study, Indiana University Lilly Family School of Philanthropy
The Giving Environment: Giving Trends By Race and Ethnicity November 2023

Multicultural Giving Data



Motivations: Relational & Spiritual

- Each Community uniquely understands giving/stewardship/philanthropy.
- Obligations to share are based upon community norms and expectations.
- People are giving beyond church... but do we know why?
- Relational commitments are not always proportional to \$ amount given



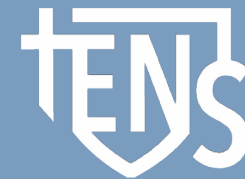
Motivations: Relational & Spiritual

Biblical Motivations for Giving

Malachi 3:8-12 “Do Not Rob God”

8 Will anyone rob God? Yet you are robbing me! But you say, “How are we robbing you?” In your tithes and offerings! 9 You are cursed with a curse, for you are robbing me—the whole nation of you! **10 Bring the full tithe into the storehouse, so that there may be food in my house, and thus put me to the test, says the Lord of hosts; see if I will not open the windows of heaven for you and pour down for you an overflowing blessing.** 11 I will rebuke the locust[b] for you, so that it will not destroy the produce of your soil, and your vine in the field shall not be barren, says the Lord of hosts. 12 Then all nations will count you happy, for you will be a land of delight, says the Lord of hosts.

Motivations: Biblical



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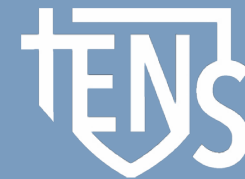
Biblical Motivations for Giving

2 Corinthians 9:6-8

The point is this: the one who sows sparingly will also reap sparingly, and the one who sows bountifully will also reap bountifully. **7 Each of you must give as you have made up your mind, not regretfully or under compulsion, for God loves a cheerful giver.** 8 And God is able to provide you with every blessing in abundance, so that by always having enough of everything, you may share abundantly in every good work.



Motivations: Biblical

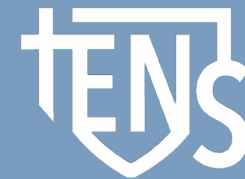


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BLACK Americans and People of African Descent in the Episcopal Church

- ▶ People of African Descent are *not* a homogenous population
- ▶ What is Stewardship
 - ▶ Giving back to God a portion of what God has already given you?
 - ▶ An Obligation or set amount like a tithe?
 - ▶ Dues to be a part or member of a congregation?
 - ▶ Satisfying the budget

Ethnic Diversity



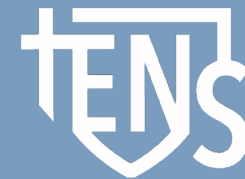
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Latinx givers in the Episcopal Church

- ▶ **Also not a homogenous population...**
- ▶ Learn what what people's church and cultural background is.
- ▶ While pledging/tithing may be an unfamiliar practice; generosity and hospitality are foundational.
- ▶ Understand the richness of Latinx pieties: saints guilds, Virgin of Guadalupe, pilgrimages...



Ethnic Diversity

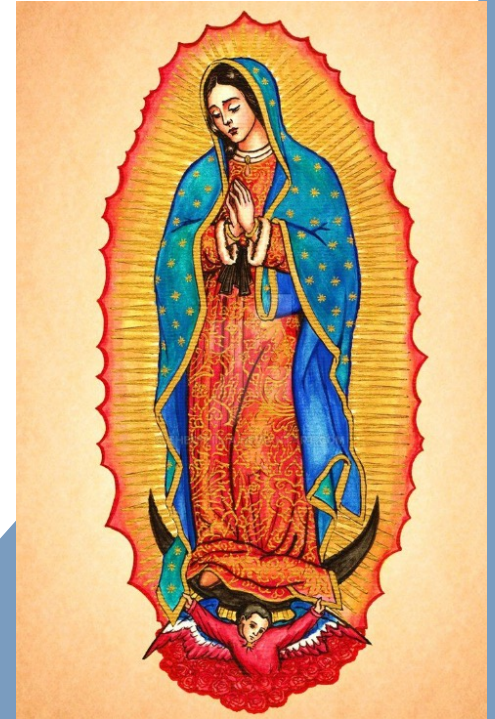


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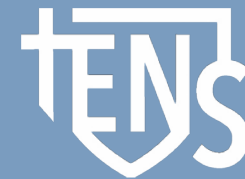
Latinx givers in the Episcopal Church

Latinx motivations for giving?

- ▶ Family/cultural continuity
- ▶ Sacraments & Festivals
- ▶ Pride of place
- ▶ Generational differences in giving that resemble Anglo trends



Ethnic Diversity



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Generational Diversity in the Episcopal Church

Pay attention to messages, motivation & methods...



Generational and Ethnic Diversity

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Strategies to Adopt to make our Church ready for Diverse Givers

In order to encourage younger and more diverse givers, the Church needs to adopt and adapt, recognizing–

1. Lack of experience with pledging
2. Adjust messages and methods
(problem with “mayordomia” language)
1. Increase volunteer engagement
2. Make disciples



Younger Givers are Diverse!

- ▶ Millennials and Gen-Z are the most racially diverse generations. **43% are non-white.**
- ▶ When the leadership and worship leaders are mono-racial, **there is a disconnect** with what these young people see in their workplaces, schools, and friend groups and what they experience in Church.
- ▶ Raise up non-white leaders
- ▶ Seek, recruit, and hire for diversity in gender, identity, and ability



Attracting Younger Donors

Make Giving Easy: Here's How!

Adopt as many methods for accepting donations as your staff and volunteers can effectively manage

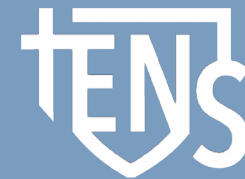
- ▶ **Online giving** platform/s
- ▶ **Mobile / App-based giving** platform/s
- ▶ Pledge forms or Intentions to Give are **easily available** (online is great!)
- ▶ Instructions on how to give by **ACH or bill pay**
- ▶ Instructions on how to give **securities**
- ▶ Reminder that members may give from their **required minimum distribution** (not in 2020) or **qualified charitable distribution**
- ▶ **Planned Giving** options are easy to find, and included on your pledge / intention cards

Don't forget to include time and talent intentions, too!

Attracting Younger Donors



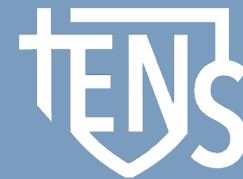
Did you miss our webinar on Virtual Stewardship 201? You can find it on our website at:
<https://www.tens.org/webinars-events/tens-webinars/virtual-stewardship-201/>



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Breakout Session

- Bible study. Which of these two scriptures speaks to you? To your congregation? Is there another that most accurately reflects the motivations of your community?
- How is generosity practiced in your community?
- Is there a practice of generosity that isn't seen?
- How might you make non-pledge generosity more visible and bless it?
- Is there a constituency in your congregation whose stewardship is not well-developed?
- How might you diversify your representation in your pledge season? Your methods of giving? For different cultures/ages?



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