



# Stewardship in a Time of Transition

## Best Practices

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# Learning Objectives

- Celebrate and Hope
- Things done and left undone
- Focus on the Mission
- Step up into Growth

*Introduction*



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# Celebrate

- ▶ Discussion

- ▶ What gifts has your rector brought to your congregation during their ministry for which you are especially grateful
- ▶ What strengths do you want to pass along to the next rector of your congregation?



*Preparing for Transition*



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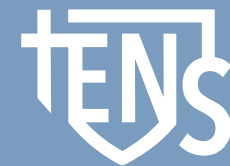
# Celebrate

## ► Gratitude

- As you prepare for your transition, take every opportunity to thank the members who contributed their time, talent, and treasure to your congregation
- Have a joy filled send-off for your rector and their family
  - This signals that everything is positive and hopeful as you enter your transition
- Report on the state of the finances and plans for the transition very shortly after your rector's final Sunday



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# Getting Stuff Done

- ▶ Focus on your key ministry areas
  - ▶ **Thou shalt** honor the fundamentals of ministry: stewardship, worship, adult and children's education, evangelism, outreach and pastoral care. That is a full enough plate.
  - ▶ **Thou shalt...**be hope-filled. Many congregations cannot imagine that anyone "good" will want to come to their church as rector. They simply cannot see the treasure they hold in their hands. They need to be honestly and appropriately reassured that they are the body of Christ and, therefore, of great value.

*2010 ECF Vestry Papers – Thou Shalt's of Interim, Fr. Jim Sell*

*Ministry Partners*



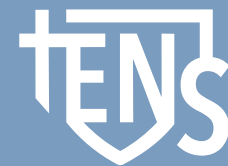
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# Getting Stuff Done

- ▶ Don't take on anything new
  - ▶ Encourage your members to partner with you (volunteer)
  - ▶ Now is not the time to pick up a new ministry or create new partnerships
- ▶ Don't drop anything important
  - ▶ Keep good programs running well
  - ▶ Maintain your budget and outreach

**Thou shalt** encourage more lay leadership. You do the new rector a big favor if you can move the congregation away from thinking the clergy will do everything. It is their church, not the rector's. They need to "own" it.

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# Making your plan - budget

Make certain you have a budget for a successful transition

10-30% Mission Giving (outside the church; includes deanery, diocese assessments, and gifts to other orgs)

20-40% Church Ministry (church programs/administration)

40-60% Staff Expense (payroll, pension, health, etc. Your interim clergy should receive the same salary as the outgoing clergy)

20-40% Facility Expense (building costs, debt, etc.)

*Alban Institute, 2019*

*Planning for your Transition*



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## Other Budget Must-haves

- ▶ Will you need to budget for travel for your candidate or search committee?
- ▶ Moving costs?
- ▶ Housing costs / renovations
- ▶ Supply clergy



*Planning for Your Transition*



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# Focus on the Mission

Overheard in Search Processes...

- ▶ People will leave when the rector leaves. How will we survive?
- ▶ We will be paying less for clergy, so why do we have to pledge the same?
- ▶ I don't like to give when I am unclear about the future...
- ▶ We're doing less programming, why isn't our budget less?

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# Focus on the Mission

In times of transition, mission and vision can become unclear, especially if we rely too much on individual personalities or business-oriented strategic plans.

- ▶ If a church's mission is tied to a particular pastor, the mission flounders when the pastor leaves.
- ▶ If people give because of their allegiance to a particular ministry or a particular person, giving is rooted in personality rather than faith in Jesus.

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## Focus on Faith

The key is rooting stewardship in faith in Jesus and in God's mission, *rather than the church or a pastor's individualized mission.*

- ▶ See your mission as God's larger mission
- ▶ Connect giving through the regular offering to the work of Jesus
- ▶ Every dollar raised goes to ministry



*Mission-Focused Fundraising*



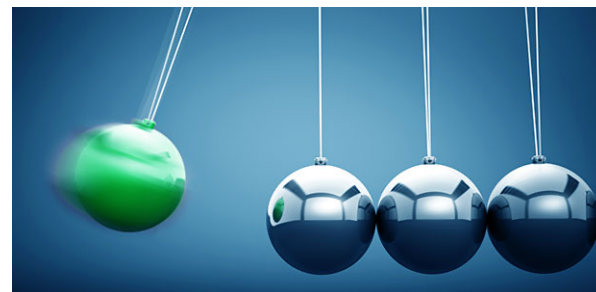
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# Focus on Impact

The heart of stewardship lies in this truth: none of us is individually the mission. Jesus is the mission of the church. We each are merely tools God uses to achieve that mission, and one of our most important tasks is to know how to hand off the mission to the next leader.

- ▶ Leaders must focus on the future.
- ▶ *“For surely I know the plans I have for you, says the Lord, plans for your welfare and not for harm, to give you a future with hope,”* (Jeremiah 29:11).

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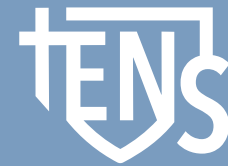
# Focus on the Future

What we all must cling to in times of transition is God's incredible promise: *a future with hope.*

It is that future to which leaders must point again and again, reminding people of God's ongoing mission *even in the midst of change and transition* at the local church.



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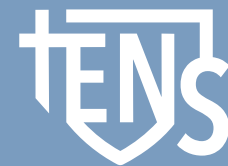
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# Stepping up into Growth

A congregation that focuses on the future, on its ministry, and on caring for its community during transition will create a strong position for the search process and future call.



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# Stepping up into Growth

Program is the heart of your church

- ▶ Report on ministries or programs
  - ▶ Testimonials
  - ▶ Videos
- ▶ **Members love to hear stories** directly from staff, volunteers, or, if appropriate, clients
- ▶ Helps us understand the reality and realization of our gifts

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# Stepping up into Growth

Impact is more important than budget

- ▶ Tell the story of your ministry
  - ▶ How many users
    - ▶ individuals served or visitors logged
  - ▶ How much use
    - ▶ number of meals served, kids tutored, backpacks assembled
  - ▶ Community response
    - ▶ Articles in local newspaper
    - ▶ Visits by city, county, neighborhood leaders
- ▶ Do this for each ministry or program area

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# Stepping up into Growth

Your members are the key of your mission

- ▶ **Recognize** volunteers
- ▶ **Report** on Sunday attendance or other markers of measure
  - ▶ If you are above or below goal, address it
- ▶ How are your small groups or other formation / social activities doing?
- ▶ **Present new opportunities** for engagement
  - ▶ Formation (upcoming classes or series)
  - ▶ Volunteering (programs that need more help)
  - ▶ Ministries (recruit for guilds and activities)

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# Celebrate again!

- ▶ When your search committee and vestry complete their work, plan a beautiful welcome for your new pastor
  - ▶ Celebrate the gifts you've raised during your transition
  - ▶ Celebrate the members who have stepped up and led ministries
  - ▶ Celebrate your interim priest and their many gifts as you welcome your new priest



*Celebrate a job well done!*



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Thank you!

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find us at [www.tens.org](http://www.tens.org)

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