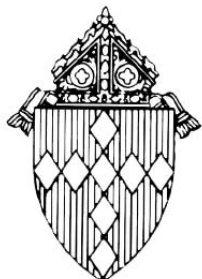


# Stewardship and Evangelization:

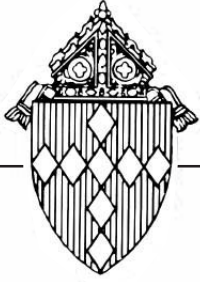
## A Disciple's Response



*Created and composed by*  
**Diocese of Raleigh**







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June 2003

Brothers and Sisters in Christ,

The Stewardship and Evangelization document under cover has been in the making for over three years. Many hours of writing, refining and editing have taken place to produce this final form. The document itself is a blueprint for Stewardship and Evangelization in our diocese. It is to be used not only by officials in the diocese, deans, pastors, pastoral administrators and stewardship committees; it is the property of all who wish to be true disciples of Jesus Christ. It focuses upon Stewardship and Evangelization at all levels of our Catholic Christian life.

This document outlines and demands my commitment as Chief Shepherd of our diocese as well as all the official ministries of the diocese. It vitally affects and demands commitment from Deans and their Deaneries. Further, it touches all pastors, pastoral administrators and the parishioners of their respective parishes. This document reveals the *complexus* of relationships that must be interactive if we are to be true examples of Stewardship and Evangelization. Finally, it embodies and lays the groundwork for the ultimate realization of the mission we bear as disciples of Jesus Christ.

I now present this document to you. I urge you to read it, pray over it and actively commit yourself to it. I place it into your hands so that it may become a living part of your hearts.

Sincerely in the Lord,

A handwritten signature in cursive script, reading "F. Joseph Gossman".

F. Joseph Gossman  
Bishop of Raleigh

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## I. Introduction

### Opening Statement

At their fall meeting in 1992, the U.S. Bishops approved two important documents: *Go and Make Disciples (GMD): A National Plan and Strategy for Catholic Evangelization in the United States* and *Stewardship: A Disciple's Response*. These two documents are beginning to have an impact in dioceses around our country.

Bishop Gossman took steps to implement these two documents in the Diocese of Raleigh in 1996. He directed the Development Office to implement the stewardship pastoral and established the Office of Evangelization to see that the goals and strategies in the evangelization pastoral were promulgated and reflected upon by parishes through a three-year process developed by the Paulist National Catholic Evangelization Association called Disciples in Mission.

As a result of this initiative, parishes are coming to realize that stewardship involves the giving of time, talent and treasure on the part of all disciples as they fulfill their baptismal mission of spreading the Gospel (evangelization).

We are a multicultural church and society. It is, nonetheless, the document's intention to focus attention on the universality and centrality of the church's teachings on stewardship and evangelization as it applies to all of the people of God.

As we ask you to respond to the special challenge of stewardship and evangelization, we pray that the Holy Spirit, whose gracious action conforms us to the Risen Christ (Head and Members), will enlighten us all and strengthen us as the Lord's disciples and stewards of the Lord's bountiful gifts.

### Vision

The framework for our vision is discipleship, which begins with conversion and leads to a commitment to follow Jesus Christ. Stewardship is recognizing that as disciples everything we have and everything we are is a gift from God, and we are called to discern and respond to God's gifts with a proportionate amount of our time, talent and treasure through acts of faith and charity. Realizing that we are stewards of God's gifts, we must be eager to use and enhance them out of our love for God and our mission to "Go and make disciples of all nations." (Mt.28:19-20).

## The Spirituality of Stewardship and Evangelization

When we were baptized we were given the gift of a personal vocation to follow Jesus Christ and to accept the commitments and responsibilities this vocation entails. By seeing ourselves as disciples of Jesus Christ and stewards of the gifts given to us, we are called to recognize and use our God-given talents and resources as we go forth in mission.

Commitment to Jesus is not expressed in a single action, or even a number of actions over a period of time, but in an entire way of life. It means abandoning one's self to the Lord, like Jesus, and trusting completely that God will always hold us in "the palm of his hand."

Discipleship is meant to change how we understand and live our lives. As disciples of the Lord we are stewards of "...the earth in its fullness; the world and those who dwell in it." (Ps 24:1).

Becoming a disciple leads to the practice of stewardship that has its beginning in Baptism, deepens with the gift of the Holy Spirit at Confirmation and is nurtured by the Eucharist.

The ultimate example of Christian discipleship is the Blessed Virgin Mary. She was the first practitioner of Christian stewardship with her unselfish gift of time, talent and resources. This was evident in her prayer, her ministry of motherhood and the total self-giving of her life.

Not only does God call us to follow in the footsteps of Jesus by appropriating the Gospel into our daily lives as faithful stewards, but God also sends us forth to proclaim the Gospel to the ends of the earth. We are called to be both disciples who are formed in faith and apostles who announce the Good News of our faith.

Stewardship calls us to use our time, talent and resources to make this mission a reality. As described in the U.S. Bishop's pastoral plan for evangelization, *Go and Make Disciples*, "to evangelize" means "bringing the Good News of Jesus into every human situation and seeking to convert individuals and society by the divine power of the Gospel itself." It invites all people to respond to the Good News by a profound conversion of mind and heart to a Christ centered way of life.

## Becoming Stewards – A Disciple's Response

The creation stories in Genesis 1 and 2 teach us that, out of love, God not only creates men and women in the divine image and likeness but God also calls each person to cooperate in continuing the divine work of creation.

Work, the human activity of cultivating and caring for creation, is not a punishment for sin but a fundamental aspect of our being human. It expresses who human persons are. Human achievement thus becomes "*a sign of God's greatness and the flowering of his own mysterious design.*" (Gaudium et Spes #34). We are co-creators in the divine work of creation.

### The Individual Response

The challenge of discipleship becomes the challenge of stewardship and asks disciples to:

Realize that we are children of God and share the Spirit of God.

Recognize that we have been blessed with many gifts.

Accept responsibility to share these gifts in gratitude.

### The Parish Response

Stewardship is a way of life that enables people to see their daily lives as a living part of their parish faith community. A parish relies on budgeting committed amounts of time, talent and treasure to fulfill its mission to:

Bring about in all Catholics such an enthusiasm for their faith that, in living their faith, they freely share it with others. -Goal I, *Go and Make Disciples*



Provide a welcoming atmosphere, inviting all people whatever their social or cultural background, to hear the message of salvation in Jesus Christ. - Goal II, *Go and Make Disciples*

Foster Gospel values in society by promoting the dignity of the human person, the importance of the family and the common good on all levels of our society. –Goal III, *Go and Make Disciples*

We offer this example of **St. Francis of Assisi Church** in Wichita, Kansas:

It is an evangelizing Catholic parish of 2,700 households. The average income of each household is \$38,000. The parish started its stewardship mission in 1968 and revealed the following in 2002:

85% of parishioners attend Sunday Eucharist.

Approximately 2000 young adults and adults commit their time and talent.

900 people attend weekday Eucharist, including school children.

50% of the registered households complete a treasure commitment form.

860 students from 455 families attend tuition free school; 230 children attend a tuition-free high school.

Established a medical clinic that is free to those without insurance.

\$85,761 weekly offertory supports schools, clinic and all operating expenses.

Annual budget of \$4,460,000.

10% monthly contribution from all ordinary contributions to the diocese.

Tithe 10% to other community needs, including the national special collections. (Excludes collection for the missions and priests and religious retirement.)

### **MENTORING PARISHES:**

#### **Large Parish Example:**

*The Parish Journey Toward Stewardship*  
St. Patrick Church, Fayetteville, NC

Our stewardship journey started in the fall of 1996 when the pastor, Fr. John Durbin, selected a strong leader and asked him to form a stewardship committee. The 12 committee members spent nearly one year praying, studying and discussing *Stewardship, A Disciple's Response*. The Diocese provided stewardship materials and stewardship workshops were attended in the Charlotte and Raleigh Dioceses. We built a calendar for the year and set modest goals. The committee hosted a series of stewardship information nights with the 65 parish groups and ministries. Then parish wide meetings were called to introduce and invite our parishioners to practice lives of good stewardship.

Our first annual Stewardship Fair was held in October, 1997. We served food, had games, free gifts, ministry displays, etc. It was a great success with hundreds of people signing up for the various ministries. It provided us with a list of individual talents to be called upon as required. We emphasized time and talent that first year and made only passing reference to treasure.

Emboldened by success, we built a new calendar and set new goals. We realized that stewardship could not be a one or two month project, but a year-long effort that permeates every fabric of our church community life. With the enthusiastic support of the pastor and cooperation of the Pastoral and Finance Councils and all staffs, we set even higher goals.

One obstacle we faced was the suspicion that stewardship was just another way of raising more money. To overcome that suspicion we realized we had to change the way we did business. After considerable discussion followed by parish wide catechesis, we eliminated second collections. The following year we budgeted for the 14 national collections, made provision for unexpected national emergencies and short notice Diocesan requests for disaster relief into our church budget. We removed these envelopes from the packet. We continued to publicize the excellent work and need of these ministries and provided envelopes for those who wished to give additional funds. The result has been that we have one collection, one weekly envelope. Preaching about money is rare. Skepticism was lowered and parishioners' tithes increased accordingly.

The stewardship committee continued to pray together, and continued to develop itself. In the next few years, we developed a parish mission statement, introduced stewardship themes into the school and religious education curricula, provided youth envelopes on which they could write examples of how they practiced good stewardship during the past week as well as share their treasure.

We realized that a stewardship community must be a welcoming one, so we built a hospitality ministry to welcome the newly registered. Welcome baskets, letters, phone calls and newcomer receptions helped our new parishioners feel at home. This past year the stewardship committee published its first annual Stewardship and Evangelization Plan detailing all parish ministries and organizations, giving their mission statements, points of contact and goals for the year.

We believe that the Eucharistic liturgy is the source and summit of our Christian lives. Stewardship messages permeate our liturgy all year with music, with homilies, with general intercessions and bulletin inserts. Our clergy do not speak about money in their homilies, but they challenge us to be good stewards, as Jesus did. In the year 2000, we moved our Stewardship Fair from the fall to the spring culminating with a commitment on the Feast of Pentecost. We are an Easter people with Pentecost the great commissioning and sending forth of the whole Church. Our two years of experience have met with enthusiastic success.

Other aspects of our stewardship journey also reveal:

- increased offertory
- three Habitat Houses built with plans to build one every three years
- our Nazareth House for homeless families
- several new ministries that meet the spiritual and material needs of our people
- youth involvement in stewardship activities
- 8.5% of the offertory given to the needy
- 24% of parishioners have pledged a weekly tithe

The most important part is intangible and is seen in the attitude and spirit of the people. Liturgy attendance has increased along with better participation. There is a growing spirit of hospitality and community. This has been followed by an increased awareness that all we have is a pure gift from God and, therefore, to be shared.

Of course there is much to be done. Future goals include tithing 10% of all church and school income to the Diocese, thus eliminating the need for Diocesan assessments and the Bishop's Annual Appeal. We will increase our commitment to the poor to 10% of our offertory and plan within a few years to provide a tuition free school. We will continue to improve our care for the aged of our parish by developing a Nursing Home ministry and focus considerable effort on our youth programs.

**Medium Parish Example:***The Parish Journey Toward Stewardship**St. Luke the Evangelist Catholic Church, Raleigh, NC****The Beginnings of Stewardship***

Under the leadership of the Pastoral Council in 1996, the ministries of St. Luke were divided into six ministerial initiatives: Stewardship, Evangelization, Faith Formation, Outreach, Community Life, and Facilities. A member of the Pastoral Council serves as a liaison between the Council and each initiative. Shortly after this structure was embraced, a process of featuring one initiative per month from June through December was implemented. During the assigned month, members of each initiative are invited to have a speaker address the community at each Liturgy, include inserts in the bulletin, hold information sessions after Liturgy, etc. The community is asked to listen, read, and pray about each initiative to see if God may be calling them to serve within this initiative. During the seven weeks between the end of the Christmas Season and the beginning of the Season of Lent, bulletin inserts on the ministries of each initiative are given as a mini-review of the call to ministry. During the Season of Lent, prayer cards are provided to encourage ministry discernment. Lastly, a yearly celebration of commissioning/blessing of new and existing ministers is held on the Feast of Pentecost.

In 2000, a Stewardship Committee was established. This young committee is still finding its way and educating itself about stewardship; however, it sees its primary role as one of support to the other six ministerial initiatives. The Stewardship Committee helps the other initiatives identify, recruit, and retain volunteers. It also seeks to educate the community about stewardship. The 2001-02 goal and objectives for the Stewardship Committee follow.

***Embracing the Three Facets of Stewardship in our Community***

The time and treasure components of stewardship are where the Stewardship Committee has spent most of its focus in its first year. Currently, nearly 50 percent of our adult members participate in a ministry. Over the past year, five new ministries have begun. This high level of participation and commitment is due in large part to the leadership of Father David D. Brockman and our lay leaders. The Stewardship Committee is looking at ways to build on this strong foundation by keeping those who already give of their time and talents engaged, and also searching for ways to reach out to those who are not participating. The Stewardship Committee will produce a Ministry Catalog for the first time this year, and will host a Ministry Fair in Spring 2002. In addition, each initiative is featured as outlined above. This year, there will be a coordinated wrap up of the features in January. Finally, the Stewardship Committee will look to find ways to continue to educate the community on the opportunities and responsibilities of leading a life of stewardship.

St. Luke has not yet fully implemented a coordinated stewardship approach to treasure. However, development has begun on such a process of parish formation in this component of stewardship. The Stewardship Committee is providing a coordinated series of bulletin inserts regarding treasure during the Thanksgiving through New Year time frame. We will have a speaker address the community at each of the weekend liturgies. St. Luke is fortunate to have a strong treasure foundation on which to build. The parish community at St. Luke has the highest per family giving in the Diocese, and more than 80 percent of registered parishioners regularly contribute to the mission and ministry of the parish through the offertory and other giving. In addition, St. Luke exceeded its most recent capital campaign goal of \$1.3 million, raising more than \$1.8 million. Finally, for fiscal year 2001-02, offertory giving has exceeded fiscal year 2000-01 by 28 percent.

### ***Our Measurements for Success***

In the following paragraphs on goals and objectives, you will see specific measurements for what the Stewardship Committee hopes to accomplish in 2001-02. However, one of the unwritten measurements will be for St. Luke to recognize itself as a stewardship community. At this time, some members of our parish would say that this is true, but many in the community are not yet fully formed as to the implications of such a title. However, our continued collective ministry to form our parish in the understanding that stewardship is a way of life will be the ultimate measuring rod of our success.

### ***Building the Future Through our Youth***

As disciples, if we are to embrace the fact that stewardship is a way of life, it is essential that we include the formation of our youth. In 1998, we began to examine ways in which our youth could not only be formed in stewardship, but also provide leadership in stewardship as well. As the Stewardship Committee was formed two permanent positions for high school students were established. Their voices are extremely important as we look at ways to educate and engage the entire community, not just our adult members.

Our two-year Confirmation formation process also now features a strong stewardship component. As they begin the formation process, Confirmation candidates are formed in the goal to become more visible in the life of the faith community by giving back to God through stewardship. This visible commitment to stewardship within the parish enables the candidate to be a powerful witness among peers and the parish as a whole. Candidates are required to participate in one or more parish ministries a minimum of ten times or ten hours during the formation period. Examples include ministries from nearly all of our seven ministerial initiatives. In addition, candidates complete a group service project to gain a better understanding of the meaning of Christian service to the community through stewardship. Once the candidates have received the Sacrament of Confirmation, all are encouraged to remain active in their ministry or a new ministry of their choice.

Stewardship formation for other faith formation grade levels also takes place through annual class participation in selected liturgical ministries and outreach ministries. Currently, our fourth grade classes are collecting blankets for those in need, and our High School Youth Ministry participates in Catholic Parish Outreach, Habitat for Humanity, Respect Life, the Hispanic Family Center, among several other ministries.

### ***Our Stewardship Goals and Objectives 2001-02***

#### **GOAL:**

To promote personal discernment by all Saint Luke's parishioners in our Christian stewardship of time, talent and treasure; encouraging each to receive God's gifts gratefully, to cultivate them responsibly, to share them lovingly, and to return them with increase to our God as a way of life.

#### **OBJECTIVES FOR 2001-02:**

1. To dedicate ourselves to furthering our knowledge of stewardship and evangelization.

Continue reading *Stewardship: A Disciple's Response*.

Seek out other available materials such as *Go and Make Disciples*.

2. To cultivate the call to stewardship among the St. Luke's parish family by promoting stewardship principles and opportunities throughout the year.

3. To continue the established model of featuring a ministry area each month from June-December 2002 with increased flexibility. During the assigned month:

Each ministry will be invited to provide a speaker to address the congregation; however, if the ministry chooses not to offer a speaker, the Stewardship Committee will work with the Pastoral Council to identify an urgent, important, or exciting topic to share with the congregation.

A petition (intercession) will be offered for that ministry.

A stewardship section in the bulletin will feature that ministry.

4. To conduct a ministry fair either shortly before or after Lent 2002.

A joint meeting between the Stewardship Committee and representatives of each ministry will be held to introduce the ministry fair concept by September 30, 2001.

Begin promoting the fair to the parish as soon as a date is set.

5. To produce a catalog of all ministerial activities by January 1, 2002.

Distribute the catalog at the ministry fair.

Investigate the idea of mailing the catalog to all parishioners.

Post the catalog on the website.

Make the catalog available to newcomers.

6. To create a database of all current parish ministers by August 31, 2001 and to update and maintain the database monthly.

7. To continue to develop the liaison relationship between Stewardship Committee members and the other ministry areas in order to provide ongoing support in member recruitment, retention, and recognition.

8. To research and offer ways that stewardship can be incorporated into our faith formation program, particularly for youth.

Create 2-3 new opportunities for youth participation in stewardship.

### **Small Parish Example:**

*The Parish Journey Toward Stewardship*  
*St. Julia Parish, Siler City, NC*

Saint Julia in Siler City, NC, is an example of small parish life in rural North Carolina. The parish is composed mainly of Latino immigrants who have moved into the area. The needs of the parish are many. Addressing these needs has led the parish community to a careful consideration of stewardship as a way of life for the future of this faith community.

Our first attempts at stewardship were to bring the community together to realize the importance of recognizing the value of each other as members of the Body of Christ. This demanded attentive listening to one another so that the many gifts of the members of the community could become known and appreciated as well as the needs that remain to be fulfilled. A keen sense of peace and justice became a living consciousness for the parish community.

As the community discerned, it became obvious that if the Church was to be influential in the life of the community a proactive worship space was needed. The diocese helped the parish with a grant of \$240,000 while the parishes of the Deanery provided the monies for a part-time salary for a parish social worker to begin to address the needs of the parishioners.

At present, the parish community is coming closer together to realize the potential that it possesses when it is united in the Spirit. St. Julia's is in the first stages of its stewardship journey.

### **The Catholic School Response**

The Catholic school should play an integral role in stewardship and evangelization. As good stewards of the resources provided by parishes and families, the Catholic school must maximize the gifts of time, talent and treasure that so many people provide. The Catholic school must continuously explore ways to make itself open and accessible to the Catholic community as well as the community at large.

The Catholic school must be a leader in reaching out to those in need through scholarship programs and community service projects. It must also serve as a major source of evangelization, providing an environment that welcomes and appreciates diversity, promotes youth and adult formation, and integrates Catholic social teaching into all components of the school.

### **The Campus Ministry Response**

Campus Ministry in the Diocese of Raleigh strives to inculcate the principles of good stewardship in our dealing with Catholic faculty, students & staff at the universities and colleges we serve. Our two primary foci include developing leaders for the future who are themselves good stewards and who are comfortable explaining our Catholic understanding of stewardship. The other unique focus of stewardship for campus ministry is supporting and enriching the rich Catholic intellectual heritage represented by scholars who are Catholics.

### **The Deanery Response**

To maintain the priority of developing stewardship and evangelization in our diocese, the local Dean should provide a constant and consistent focus on stewardship and evangelization at and with the Deanery Councils. The Dean's annual visitation should include an informal discussion with the Pastor or Pastoral Administrator on the involvement of the local parish in stewardship and evangelization. Also in that discussion the Dean should be prepared to help direct the Pastor or Pastoral Administrator to resource material, and facilitate linkage with more experienced parishes. Furthermore, the Dean must take it upon himself to be current with the diocesan initiatives in stewardship.

### **The Diocesan Response**

We, as leaders of the diocese, accept the responsibility to communicate the message of stewardship and evangelization. We realize that our leadership as stewards and evangelizers involves coordinating and enhancing the efforts of deaneries, parishes, and individual parishioners. A spirit of cooperation should exist between the parish and the diocese, the parish and the local civic community, and among all parish ministries. This means that the cooperative spirit is being encouraged and fostered at the diocesan level so that parishes may be loving, compassionate, giving faith communities.

#### ***The Diocesan Commitment to Stewardship and Evangelization***

The Diocese of Raleigh has and will continue to demonstrate our pledge to stewardship through our continuing commitment to utilize our human and financial resources responsibly and in a manner consistent with stewardship principles. We acknowledge that all that we have is a gift from our parishioners and are committed to being accountable stewards

of these gifts. The Diocese commits to be good stewards of its time and talent and commits to tithe a minimum of 10% tithe of its income, as we encourage parishes, schools and missions to do the same. Our commitment is to provide ministries to educate the loyal, feed/nurture the hungry and thirsty, give drink to the thirsty, welcome the stranger, provide social services where needed, clothe the naked, care for the sick, and provide responsible leadership. As we continue to focus on our commitment to stewardship and discern our support, the Diocese will report and review our tithing commitment on an annual basis through the widely distributed annual report.

Examples of the Diocesan commitment to tithing include:

Providing funding for Catholic Social Ministries, the social service arm of the Church. Over 80% of the people served by CSM are not Catholic and therefore this support represents outreach beyond the local Catholic community. For 2001-02, the Diocese provided almost \$900,000 to CSM to fund its outreach ministries.

Providing funding to local Deaneries from the Endowment for the Poor. These annual grants to Deaneries fund apostolic works serving the poor that have some type of Catholic sponsorship. In 2001-02, this funding amounted to approximately \$121,000.

Other examples of the Diocesan tithe include grants to organizations that are active in the respect life movement, financial assistance to small mission parishes, and subsidized loan financing to the Senior Housing facility sponsored by Sacred Heart Parish in Southport.



## II. Toward Nurturing Discipleship: Applications in Stewardship and Evangelization

### Framework

In the previous sections we have discussed stewardship and evangelization on an individual, parish, deanery and diocesan level. The previous sections also introduced the spiritual and theological aspects of stewardship and evangelization. In this section we will attempt to provide some steps to apply the mission of discipleship in Jesus Christ.

### The Individual Response

As Christian stewards we receive God's gifts gratefully, cultivate them responsibly, share them lovingly, and return them with increase to the Lord. Our faith response leads to a way of life that seeks to express our oneness in the mission of Christ. Christian stewards are described in the New Testament:

Be faithful, prudent (Luke 12:42); conscientious and trustworthy (1 Cor: 4-2).

Be accountable to God (Romans 14:8).

Be generous out of love as well as duty (1 John 3:17 & James 5:1-3).

Be servants (Gal 5:13).

Be stewards of "God's household" the Church (1 Tim 3:15).

Recognize that they are "God's co-workers" (1 Cor 3:9).

Called to make disciples of all nations (Matt 6).

These basic obligations call disciples to give freely of their time, talent and treasure. Once again Jesus is the model:

*"Consider this: whoever sows sparingly will also reap sparingly, and whoever sows bountifully will also reap bountifully...God loves a cheerful giver." (2 Cor 9:6-7).*



## The Parish Response

Each parish is encouraged to evaluate its commitment to discipleship by asking the following questions regarding stewardship and evangelization:

Do we recognize that, as a multi-cultural community, we need to adapt methodologies to make all feel welcome and involved?

Does our parish concentrate on outreach to others or focus only on the needs of our own church members?

Are we aware of the gift we have been given at our Baptism to actively evangelize our environment?

Has our parish made it a priority to have a well-developed year round RCIA and a returning Catholic process?

Does our parish have a program or process that helps individuals identify their gifts?

Does our parish promote stewardship and evangelization by seeking ways to integrate the teaching and practices of stewardship?

Do we establish parish goals for stewardship and evangelization?

Do we have a stewardship committee to promote ways of integrating the teaching and practices of stewardship and evangelization?

Does our parish provide an environment fostering continued spiritual renewal for all parishioners as ongoing education in the Christian way of life?

Does our parish practice exemplary stewardship and evangelization? Do we give 10% of our gross income to the poor and needy church organizations?

Do we maintain the highest ethical, legal, and fiscal standards in our daily operations and ministries? Does our parish cheerfully give its proper assessments to the Diocese? Do we avoid paying any diocesan assessments?

As a companion to the questions above there are a number of activities that will help stewardship and evangelization take root in parishioners' lives. Activities may include:

Use the Liturgical Cycle readings that focus on stewardship and evangelization that could be woven into the homily.

Provide a stewardship process for adults and children through school and religious faith formation and adult education programs.

Develop a stewardship and evangelization corner in the bulletin.

Create a stewardship newsletter highlighting stewards and evangelizers.

Communicate effectively by use of announcements, emails, and personal invitations.

Write General Intercessions for use during the liturgy.

Conduct a Stewardship Fair/Annual Time, Talent and Treasure renewal.

Conduct a talent survey of all households.

Develop a tracking system to record number of hours and type of evangelizing activity performed by each parishioner.

Emphasize stewardship and evangelization in the "newcomers" packet.

Develop multi-cultural celebrations, liturgies and traditions.

## **The Role of the Pastor and Pastoral Administrator**

Pastors and Pastoral Administrators need to keep the message of stewardship and evangelization alive all year long. Helping our parishioners realize that they are gifted is a challenge. It is even more of a challenge for all baptized persons to realize that they are called to be evangelizers and an essential part of the mission of the church. Believers are people who, once they recognize their gifts, realize that these gifts are given to them “to foster Gospel values in our society, promoting the dignity of the human person, the importance of the family, and the common good of our society, so that our nation may continue to be transformed by the saving power of Jesus Christ”. — Goal III, *Go and Make Disciples*.

The pastor's and pastoral administrator's commitment is necessary in all phases – participating in the selection of volunteers to conduct and be involved in the stewardship effort, helping coordinate it and developing presentations that motivate parishioners to understand stewardship and to respond in a meaningful way. In addition, pastors are encouraged to incorporate stewardship in the context of the homily. Generally, parishioners will be lifted to the level of stewardship in the Bible to the extent the pastor, pastoral administrator and stewardship leaders inspire them. Some suggestions for the pastor and pastoral administrator include:

Spend time reading about and studying stewardship to understand its meaning and focus, especially as it relates to evangelization.

“Test” stewardship for six to twelve months and then consider its impact on one's spiritual life.

Encourage the Parish Pastoral Council to read, study, and participate in stewardship and evangelization.

Form a Stewardship Committee; support and facilitate its direction.

Commit the parish to conduct an annual Stewardship Day of time, talent and treasure for the parishioners.

Carry out stewardship and evangelization awareness efforts throughout the year.

Select lay witnesses, in consultation with the Stewardship Committee, who can speak to the importance and impact of stewardship and evangelization on their lives as they live out the evangelizing mission of the Church.

Incorporate comments about stewardship in homilies (see page 51) and presentations on a regular basis.

Encourage the parish to set an example for the parishioners by giving a portion of its offertory to mission projects, secular and religious, both at home and abroad.

Thank people for all they do to serve God by serving others.

Pray that people in the parish will grow as a result of their embracing stewardship as a way of life.

Adapt the elements of the stewardship effort to be consistent with the cultures represented in the parish.

Examine one's commitment to stewardship and evangelization.

## **The Stewardship Committee**

We suggest that the parish form a Stewardship Committee representative of the cultural make-up of the parish and responsible to the Parish Pastoral Council. It is recommended that the Stewardship Committee not be connected to the Parish Finance Council because that tends to put the emphasis solely on treasure. The committee should follow the stew-

ardship principles as discussed in the 1992 U.S. Bishop's Pastoral Letter, *Stewardship: A Disciple's Response*, which makes the connection between the evangelization and conversion process and the people's use of their God-given time, talent, and treasure.

Members of the committee should possess the following qualities:

Be involved in the faith life of the community.

Exemplify stewardship by their gifts of time, talent and treasure.

Understand and appreciate the relationship between stewardship and evangelization.

Have an openness to the demands of stewardship and evangelization.

Responsibilities of the Committee can include the following:

Carry out the stewardship effort of time, talent, and treasure on a continuing basis.

Recruit individuals and/or couples to share their personal testimonies about stewardship with the parishioners. (See Lay Witness Selection and Talks, pages 31-36)

Prepare a time and talent catalogue of parish activities and organizations, and keep it current.

Hold an annual Stewardship Fair.

Ensure that those who volunteer are contacted and asked to become involved.

Evaluate parish stewardship and awareness efforts on an annual basis.

Publicize stewardship thoughts in the parish bulletin on a weekly basis. (See page 54 for examples.)

Make appropriate stewardship and evangelization literature in languages represented in the parish available in parish booklet racks.

Publicize stewardship and evangelization reflections in the parish newsletter.

Encourage support for stewardship and evangelization through the General Intercessions during the liturgy.

Work with the various ministries to help them see the relationship between stewardship and evangelization.

Work to implement the three goals of *Go and Make Disciples*.

Expand one's focus to be a missionary driven parish.

Promote estate planning in the local parish.

## The Catholic School Response

The Catholic school can be central in creating an environment where discipleship is nurtured and developed. At the heart of the Catholic school rests the very idea that learning within the context of the gospel promotes the education of the "whole" child. Thus, students and families must be charged with sharing the "good news" with others and recognizing that through stewardship, true discipleship evolves. Realizing that not all the children attending Catholic schools are Catholic, we should be mindful that our efforts need to include children of all faiths.

Catholic schools can promote this idea in several ways:

<b>Time</b>	<b>Talent</b>	<b>Treasure</b>
Spend time in prayer daily	Participate in Ministry Fairs	Children's envelopes
Visit Nursing Homes	Community Service Hours	Tithe 10% of all fundraising income to charitable causes
Collect baby items for Respect Life month	Volunteer with Habitat for Humanity	Pack lunches for the homeless
Children write thank you notes to priests	Volunteer in church nursery	Collect money in a Lenten box to fund missions
Make Valentine's cards for nursing home residents	Serve as stewardship lay witness at parishes	Collect school supplies for mission schools

The following are suggestions for School Administration:

Develop service programs that focus on the integration of Catholic social teachings into outreach activities.

Provide an inviting environment for fallen away Catholics returning to the school as well as for families of other faith traditions.

Provide training and staff development activities for staff that relate to fully utilizing ones time and talent.

### **The Campus Ministry Response**

The Catholic Bishops of the United States in their Pastoral Letter on Campus Ministry, *Empowered by the Spirit*, charge Catholic Campus Ministers to be the presence of the Gospel of Life on college and university campuses to faculty, students, professional staff, and support staff. Our task is to be stewards of:

The intellectual tradition of the Church by providing a milieu in which those engaged in the Academic Apostolate can appropriate the faith,

The human talents of faculty and students by encouraging them to develop their gifts as leaders for the Church, the Academy, and the world,

The community of faith by offering opportunities to faculty, students, and staff to co-create with the Spirit of God vibrant sacramental experiences of worship and service,

The development of financial and capital resources necessary to fund the diverse and growing populations of college faculty and students by paying just salaries to professional Campus Ministers, by providing outstanding programs commensurate with the dignity of the Gospel and the talent of faculty and students, and by insuring that facilities are adequate to the needs of Campus Ministry on the campuses located in our Diocese.

Some examples of responsible stewardship on the part of Catholic Campus Ministry in the Diocese of Raleigh include the following:

1. The Newman Catholic Student Center at Duke University has established, through the generosity of Reverend Robert T. Lawson, a priest of our Diocese, the "Lawson Fund" which is used to underwrite the cost of bringing speakers on Catholic topics for the benefit of Catholic faculty and students at Duke.

2. The Newman Catholic Student Center Parish at the University of North Carolina at Chapel Hill has established, through the beneficence of Marie and the late George Stewart of Fayetteville, NC, "The Stewart Lectures" which for ten years has allowed the parish to host world-renowned theologians, artists, Scripture scholars, and others for a weekend of learning open to the entire University.
3. Student leaders from universities across the Diocese are brought together twice a year at the North Carolina State University Doggett Center for an overnight training to develop their leadership skills. Working in small groups as well as listening to speakers, these students network among themselves and across universities to foster supportive relationships as they increase their confidence and skill as leaders.
4. Led by a lay woman who is Campus Minister, the Newman Center at UNC-W hosts a weekend Eucharistic Liturgy which is presided over by various priests from the Cape Fear Deanery. Being exposed to a variety of priests and styles of preaching and presiding, students, faculty, and others are creating a welcoming sacramental community which brings more and more persons into contact with the Catholic Church.
5. Focusing on development, the Catholic Campus Minister at Duke University who is a priest works with a lay woman to research grants as well as donors who can supplement the basic operational financial support provided by the Diocese.
6. The Associate Director for Finance of Diocesan Campus Ministry works with the priest Catholic Campus Minister at Elon University to insure that fund-raising letters are sent to Catholic parents and alumni/ae within the scope established by the University; the Associate Director also assists the priest Campus Minister at East Carolina University in Greenville to maintain the two buildings which make up the Newman Center.
7. By expanding full-time Catholic Campus Ministry to North Carolina Central University in Durham and part-time service to Meredith College in Raleigh, the diocesan Office of Campus Ministry is working to maximize the effectiveness of funds supplied by the Bishop's Annual Appeal and to see to it that the Gospel is offered to Catholic students and faculty at this historically black university and at this historically Baptist school.

## **The Deanery Response**

Deanery Councils should dedicate time to include the following:

Survey level of pastoral commitment to stewardship and evangelization within the deanery.

Use survey results to develop a strategy and plan of action to obtain the commitment of pastors and pastoral administrators to "stewardship as a way of life".

Expose pastors and pastoral administrators to success stories from other parishes.

Offer training seminars for clergy, religious and laity that is representative of parish characteristics.

Provide educational and spiritual opportunities to parishes in supporting stewardship and evangelization.

Sponsor Annual or Semi-annual Stewardship-Evangelization Conferences.

## **The Role of the Dean**

The Dean, as the leader of a cluster of parishes in the diocese, should model stewardship to the parishes of the deanery. He should foster the principles of stewardship and evangelization in local parishes. He should promote the sharing of personnel, challenging ideas and resource materials among the parishes. He should encourage attendance at stewardship and evangelization conferences on the diocesan and national levels.

During the annual visitation of the parishes, the Dean might ask the following questions:

Does the parish look beyond its own needs and concerns?

Does the parish have the resources and programs to foster stewardship? Should it combine with another parish and share resources and programs?

Does the parish encourage participation in multi-parish social events and outreach efforts?

Does the parish offer time and talent to accomplish the evangelization goals of the deanery and the diocese in stewardship?

## **Models of Application**

### **Piedmont Deanery**

The following is an example of how one deanery in our diocese pooled its resources and personnel to make stewardship and evangelization a living reality for all parishes of that deanery. This was carefully planned over a three-year period before it was implemented. Pastoral leaders and the Deanery Council worked together to bring the process to fruition. This was a communal contribution of time, talent, and treasure.

The Piedmont Deanery collaborated with the diocesan offices, pastoral leaders, and the deanery council to sponsor deanery-wide events in the following areas:

Deanery Workshops:

#### **Speaker**

#### **Topic**

Jack Jezreal

*Keeping the Just Word*

Patrick Brennan

*“Re Imaging the Parish of the 21<sup>st</sup> Century*

Robert Rivers, CSP

*“Creating an Evangelizing Parish”*

Search Institute

*“What Kids Need to Succeed”*

Michael Joncas

*“Taste and See”* integrating ritual and music in the liturgical celebration

Advocate position for St. Julia, Siler City:

The intention of the Parish Advocate position generously funded by the Piedmont Deanery is to attend to the needs of Saint Julia's Latino immigrant population with regard to issues of social service. Services that our part-time Parish-Advocate provides include: translation, networking with social service agencies and health department, assistance in finding adequate and affordable housing, referrals for legal assistance, serving as representative in the local community in various capacities to advocate for the Latino population, etc. Due to language, cultural, economic and political barriers this vulnerable population would be left to itself to fend for basic necessities without this part-time staff member.

Scholarships to deanery events for member parishes, conferences, and continuing education programs were accomplished in the following manner:

- In the spirit of responsible stewardship, the Deanery committed to maximizing resources and personnel to bring national speakers into the deanery to address objectives listed under the Goals of the U.S. Bishop's evangelization document *Go and Make Disciples*.

- The pastoral leaders gathered monthly and the Piedmont Deanery Council gathered quarterly to surface issues and topics that would deepen a sense of “discipleship” among parishioners.
- The Faith Development Coordinator of the Deanery was asked to organize and assist in the implementation of the events.
- In order to fund these events, the Pastoral leaders agreed to a .50-cent assessment for the previous year’s total household enrollment. This is based on the “status animarum”. This amounts to approximately \$3,000 per year.

#### **Keys to success:**

The Pastors and Pastoral Administrators demonstrated their commitment to the process by attending the events.

The Diocesan leadership was welcomed early into the process. They were asked and they cooperated with the sponsorship and the publicity of these events. This diocesan participation also helped avoid duplication of efforts in the deanery and diocese.

The Deanery invited and welcomed the participation of the entire diocese.

In order to supplement the events, every participant supported the event by giving a \$10.00 to \$15.00 fee.

Input was received from evaluations and comments given by participants.

#### **Fayetteville Deanery**

Deaneries, like the Fayetteville Deanery, are comprised of rural parishes and tend, in many if not most instances, to be characterized by three fundamental concerns: 1) distance between parishes; 2) few priests, sisters and lay leaders; and 3) small parishes lacking substantial resources.

There is probably no way, without significant sacrifice of time and material for these Deaneries to function as a consistent whole.

They can, however, function:

1. Parishes that have reasonable proximity can “twin”. The “twinning” can serve most any worthy purpose that suits the synchronous direction of the Diocese, Deanery, and Parish, e.g., a joint effort that develops a common ministry.

Distance inhibits the gathering of clergy, religious, and laity. Parishes in geographic proximity can utilize a coming together to develop a common ministry as a time that would also include prayer and social elements.

One deanery meeting can be used for prayer, planning the year’s direction, and social time. This would probably necessitate a little preparation before the meeting takes place with special attention to planning.

A particular parish can become quite expert in an element of church life that interests them, then make that expertise available to other parishes.

2. The (sometimes) scarcity of clergy, religious and lay leaders is a Diocesan concern. As the Diocese continues to address this concern, parishes can and should avail themselves of those amenities offered to alleviate this.

Vocation awareness, encouraged from Diocesan and Deanery levels, can and should be constant at the parochial level. Incorporation into all religious education and formation programs coupled with annual or bi-annual guest speakers to the subject at weekend Liturgies can serve to emphasize the seriousness of one’s vocation.

3. The lack of resources in small parishes is and will continue to be problematic. Some avenues can be explored to reduce this tension. For example: very small parishes can pair with much larger parishes. This is being done to some extent now. "Twinning" to examine, develop, and execute a joint ministry spreads available resources over a wider population and reduces the impact on a single parish.

## The Diocesan Response

Bishop Gossman's Vision Statement, as it appears in the Diocesan Plan, lays the foundation for how the diocese as a whole meets the challenge of discipleship:

"Our task as the People of God in the Diocese of Raleigh is to strive to use all the resources at our disposal to make our local church faithful in responding to the call of God. To achieve this end it is essential to discern by planning where and how we can make our greatest contribution in furthering the mission of the Church and the reign of God in our time. The planning task is never finished; it needs constant monitoring, fine tuning, and updating as time progresses. Clearly, the parish is the place where most people experience the reality of the Church. Therefore, the parish must be the central focus of our Diocesan outreach and ministry. The Diocesan Staff is committed to assist and support our parishes in every possible way by being stewards of the resources that God and God's people have entrusted to us."

According to the 1992 U.S. Bishops Pastoral Letter, *Stewardship: A Disciple's Response*, a steward is defined as a disciple of Jesus who "receives God's gifts gratefully, cultivates them responsibly, shares them lovingly in justice with others, and returns them with increase to the Lord". This definition, rooted in biblical and church tradition, corresponds with God's decision to entrust to humanity the universe that God has created (Gn 1:26-31) and with Jesus Christ's famous parable of the talents (Mt 25:14-36). Stewardship is a way of life and is best understood within the context of conversion and evangelization.

"As we strive to proclaim the Gospel of Jesus Christ, we must become aware of, and more committed to, evangelization and stewardship: living, manifesting, and embodying the message of Jesus Christ as members of His Church on a personal, parish, deanery, and Diocesan level. Evangelization and stewardship relate to everything we do, especially in striving:

To minister to a rapidly growing Catholic community as we project a diminishing number of clergy and religious personnel.

To pass on successfully the gift of faith to succeeding generations.

To reach out to the many alienated and unchurched among us, as well as to work for Christian unity."

As stated in the Bishop's Pastoral Letter on Stewardship: *Stewardship: A Disciple's Response*, "Stewardship in and for the parish should not be narrowly parochial. For the diocese is not merely an administrative structure but instead joins communities called parishes into a "local church" and unites its people in faith, worship, and service. The same spirit of personal responsibility in which a Catholic approaches his/her parish should extend to the diocese and be expressed in essentially the same ways: generous material support and self-giving."

### **The Role of the Bishop**

As the chief shepherd and evangelist of all faithful, regardless of culture in the diocese, the bishop plays an essential role in introducing and encouraging stewardship and evangelization as the focus of parish life by:

Stimulating the creation of a vision of stewardship and evangelization for the whole diocese.



Providing professional staff members to assist the diocese and parishes on their journey and provide necessary resources.

Making a complete, constant, personal and official commitment to stewardship and evangelization as a constitutive element of Christian discipleship.

Convening a stewardship and evangelization committee to join him in serious study of the pastoral letter on stewardship and evangelization.

Establishing a series of educational initiatives.

### **The Offices of Stewardship and Development and the Office of Evangelization**

The Offices of Stewardship and Development and the Office of Evangelization assist parishes in:

Introducing stewardship and evangelization to parishes.

Providing training and ongoing formation for parish leadership teams by making available resources for education of stewardship and evangelization to the parishes and their members.

Providing publicity and coverage of stewardship events.

Reporting on and publishing parish and diocesan progress against established goals.

Coordinating diocesan events for stewardship and evangelization.

Overseeing the final evaluation and the strategic planning for ongoing implementation of the evangelizing mission of the church.

Ensuring multicultural awareness and participation.

Initiating and maintaining contact with parish leadership.

Collaborating with other diocesan offices and ministries.

### **The Diocesan Stewardship and Evangelization Committee**

The Diocese of Raleigh Stewardship and Evangelization Committee will have the following responsibilities:

Serving the Bishop in an advisory role.

Affirming and promoting stewardship and evangelization as a significant priority of this Diocese.

Establishing measurable diocesan goals for stewardship and evangelization.

Seeking ways to integrate the teaching and practices of stewardship and evangelization within the committee member's area of responsibilities.

Overseeing the implementation of stewardship and evangelization throughout the diocese.

Sponsoring educational opportunities for diocesan and parish leaders.

Encouraging parishes to model the diocesan stewardship policy.

Developing and implementing a strategy for promoting multicultural stewardship.

Researching and serving as a resource on successful practices and programs in other parishes across the United States.

Assisting the Vocations Department with providing stewardship training.  
Subcommittees will focus on the following areas:

Fostering a stewardship and evangelization process for youth and adults.

Providing education for clergy, religious and laity.

Facilitating parish renewals.

Developing stewardship workshops, both local and diocesan.

Fostering stewardship and evangelization in our Catholic schools.

It is recommended that the membership be composed of 10 to 12 people. The Diocesan Stewardship and Evangelization committee may seek membership from the following:

Priests

Religious

Laity

Bishop or his designee

Liaison with the Finance Council

Offices of Stewardship and Development

Office of Evangelization

Campus Ministry

Office of Catholic Schools

Office of Faith Development

Office of Vocations

Office of Fiscal Services

Office of Lay Ministry

Office of African American Ministry

Office of Hispanic Ministry

### **The Parish and Diocesan Partnership**

The giving of our time, talent and treasure is important in our lives as disciples. Such generosity springs from our baptismal call, is nurtured by the Eucharist, and is the way we live out our call to be disciples in mission...to be evangelizers.

There are many ways to introduce stewardship and evangelization in a parish. Each parish must evaluate its own community to assess where they are on the stewardship journey and what their goals are. As each parish embraces the spirituality of stewardship, the character of individual parishes will dictate the time line and course it will take. A clear understanding of their financial position and the spirituality of stewardship are important in the process of embracing proportionate giving. The financial component of stewardship is also a "Way of Life" where proportionate giving complements and flows naturally out of the spiritual understanding of stewardship.

When the parish leadership proposes its readiness to embrace the financial component of stewardship to the diocesan offices of Stewardship and Development and Business Services, it will be understood as a cooperative effort. These diocesan offices will be a part of the evaluation process for each parish in order to ensure the long term well being of each

parish and the larger “local church”- the diocese. Each parish is expected to consult with these offices as they embrace stewardship and together, develop the model they will use in maintaining financial support for the “local church” while working toward the biblical tithe. Together, the parish, Offices of Stewardship and Development, and diocesan Business Services will create the model for the parish to use in maintaining financial support for the universal church while working toward the biblical tithe. As this evolution takes place, each parish will continue to maintain their financial obligations within the diocesan structure.

### **Alternate Proposal for Parish Financial Support of the Diocese and Special Collections**

Stewardship parishes may at some point find it inconsistent to continue the present method of parish financial support for the Diocese, U.S. Bishops’ national collections, periodic emergency responses, and parish building needs. The following proposal is patterned after the very successful approach initially used by St. Francis of Assisi parish in Wichita, Kansas, and subsequently adopted by the Wichita Diocese and several other stewardship Dioceses.

#### ***Current***

Parishes financially support the Raleigh Diocese, U.S. Bishops’ special collections and local parish.

Cathedraticum – A 9% tax on the previous fiscal year’s offertory, billed and paid to the Diocese quarterly.

Priest Retirement – A 3.3% tax on the previous fiscal year’s offertory, billed and paid to the Diocese quarterly.

BAA – An approximate 12% goal based on a pro rata share of the previous fiscal year’s offertory. The campaign is conducted annually, statements are sent and pledges are paid to the Diocese throughout the year.

Thirteen national collections plus the collection for the Propagation of Faith are taken up by the parishes, tallied and sent to the Diocese.

Parish Development – The parish conducts various capital campaigns, fund-raisers, Habitat For Humanity drives, second collections, and debt reduction efforts.

Parishioners of parishes firmly on the stewardship journey may find this constant emphasis on treasure in the least, an unwelcome disruption of the liturgy, but more likely at odds with the theology and praxis of stewardship. The current method of taxation, drives, and collections is diametrically opposed to the stewardship mantra that we give because of our gratefulness and need to give and not because the church needs to receive.

#### ***A Vision***

Parishes whose parishioners pledge their weekly tithe, use one offering envelope per week, eliminate all special collections and envelopes, provide tuition free parochial schools, no fee religious education, tithe a percentage of all income to the Diocese, budget for all special collections and local needs, and tithe to local charitable causes.

#### ***Proposal***

An alternative for stewardship parishes:

After collaboration with Parish Finance and Pastoral Councils, Pastor support, extensive parishioner catechesis and dialogue and approval of the Offices of Stewardship and Development, Business Services, and the Chancery, parishes may adopt the following model or suitable variable.

Make provision in the annual parish budget for the 13 special collections and any local church special needs. Eliminate special collections and envelopes.

Tithe a mutually acceptable percentage of ALL parish and school (if applicable) income to the Diocese. Discontinue the annual BAA. Send a monthly check to the Diocese representing the agreed upon percentage of every income dollar received the previous month. It is important to note that ALL parish income should be included: offertory, interest, donations, candle money, book sales, tuition, fees, etc. The model for the parish is the same as for each parishioner. The first fruits of ALL we receive is returned to God. Our spirit of gratefulness extends to all our income. All of us are loathe to pay taxes and are taught from an early age to avoid them. Taxes and assessments are in conflict with the spirit of stewardship that is based on a spirit of gratitude. The model of offering a parish's first fruits to the Diocese is totally consistent with the stewardship way of life we ask of our parishioners.

The model outlined above has been successfully implemented by a large number of parishes across our nation and may well serve your parish as you proceed along the stewardship journey.



### III. Conclusion

Stewardship often begins with a flash of insight in which disciples see the created world, or the human heart, as filled with the presence and activity of God. This discernment gives power to people to struggle to live out the ideal set out by Paul, that everything be done “for the glory of God.” (1 Cor 10:31).

#### **Process for On-going Development of Document**

It is intended that this document explain the Diocesan commitment to stewardship and evangelization, and continually serve as a reference guide for action in all our parishes. This being the case, it will be essential that it be updated periodically. Outlined below is a process, which all concerned can use to provide the necessary input, to keep the material current and responsive to their needs.

#### **Format for Modification (Participation/Input Form)**

Future modifications of this document will be accomplished as follows:

Beginning in May 2004, the Diocesan Stewardship and Evangelization Committee will annually solicit the clergy, religious and all parish stewardship committees to provide feedback using a format contained in the Appendix.

In the Fall of each year, beginning 2004, the Committee will:

- Evaluate the responses received,
- Discuss and decide on appropriate changes to the document, and
- Draft text for, and maintain a record of, desired revisions.

#### **Adopting Revision**

At least every three to five years, or sooner if necessary, the Diocesan Stewardship and Evangelization Committee will:

Prepare a comprehensive draft document incorporating the amendments it has decided upon,

Submit the draft for consideration at an appropriate meeting of the Priest's Council,  
The Priest's Council will vote individually on the major revisions proposed,  
The Stewardship Committee will edit the document to reflect the decisions of the Council, and  
Submit the final draft to the Bishop for his review and approval, then  
Publish and distribute the approved document to all parishes.

### **If Not Stewardship and Evangelization, What?**

The Letter of James reminds us of the implications of a true commitment to God in faith - a true commitment to God will be followed by a life of love and generosity. Any lesser understanding of the embrace of discipleship in Christ can lead to minimalism in the life of a believer. Minimalism results when the life of faith is reduced to tasks and function alone rather than a life-giving relationship with God. Embracing this life-giving relationship in Christ through the gift of faith draws the faithful into the richness of how God speaks to us and to our world.

As we embrace this life-giving relationship, we are necessarily called into stewardship and evangelization and thereby to form tangible signs of our commitment to discipleship in Christ. The Church in Her wisdom continues to invite us to renew and deepen this commitment to discipleship in Christ begun at baptism. While it is possible for us to claim our discipleship in name only, we are called to be formed in and live our fullness of life in Christ. How we live our discipleship draws us beyond a lukewarm response that will certainly leave us short of fully developing the gifts and resources God has given to us. Rather, as those who have become a new creation in Christ, the life of the Holy Spirit is opened to us that we might come to know and share in the creative power of God.

God blesses us with the seven-fold gifts of the Spirit not only that we might appropriate personal patterns of holiness, but also that our holiness may be expressed publicly. How we give of our time, talent, and treasure form the framework of how God's creative power continues to evangelize our world. One piece of the framework is not sufficient without the remaining pieces. All three components speak to the fashion in which we have been blessed and are in turn invited to respond. Our response through stewardship of these gifts thus is crucial not only to the integrity of the disciple as one who has been called and sent, but also the vitality of the mission of the Church.

As the Church is increasingly questioned as to the relevancy of her message, the Church needs her people to be visible signs, giving shape to the basic human thirst for truth, meaning, and hope. Our discipleship speaks to far more than purely the value of altruism, to the goodness of being concerned for the well being of another. How we embrace stewardship and evangelization speaks to the depth and creative power of the gift of faith and the hope of salvation. In bringing our resources to bear in addressing the needs of the world, we humbly proclaim in faith that "our help is in the name of the Lord Who made heaven and earth." Stewardship and evangelization is the centerpiece of our response to a life-giving faith relationship that renews us and gathers us unto salvation.

Thus, as Bishop F. Joseph Gossman has stated, "we must become aware of, and more committed to evangelization and stewardship: living, manifesting, and embodying the message of Jesus Christ as members of His Church on a personal, parish, Deanery, and Diocesan level." Striving to meet this mandate and guided by the power of the Holy Spirit, we draw great confidence from the words of St. Paul to the Philippians: "I am confident of this, that the One Who began a good work in you will continue to complete it until the day of Christ Jesus."



## IV. Resources

### Lay Witness Selection and Talks

#### ■ Lay Witnesses

Important parts of stewardship are the stories and testimonials delivered to the entire congregation by individuals whose lives have changed as a result of stewardship. These lay witnesses are necessary to the success of the parish effort. There are many reasons for this. Stewardship is a part of the internal change of heart, or conversion process, we know so well from the Scriptures. The Old Testament and the New Testament are full of stories of real people who became aware of the need to put their faith into action.

Lay witnesses send a strong message to the faithful about giving of oneself and one's possessions and time in gratitude for what God has given them. People are motivated by hearing that it is working for other people, and can relate to others, just like themselves. Christians throughout history have been raised to a new level of awareness by hearing how a deeper sense of spirituality has taken over the lives of people just like them.

*Note: We suggest that the same lay witness(es) speak at all Liturgies on a particular weekend. In other words, we recommend you do not ask a different person to speak at each Liturgy on a particular weekend, for several reasons. First, we find that this dilutes the stewardship message to parishioners. Second, it is also more difficult to recruit lay parishioners who truly believe and practice stewardship. Third, by recruiting more individuals the first year, you may make recruiting lay witnesses more difficult in future years.*

#### ■ Selecting Lay Witnesses

The lay witnesses should be individuals from the parish who believe and practice the concept of stewardship, for example, those who give of their time, talent and treasure in an intentional, planned and proportionate way. They also should be individuals who can relate well to other parishioners, feel comfortable speaking to a group about their personal experiences, and who will be enthusiastic about their mission. A potential lay witness may say, "Yes, I believe in giving back to God in gratitude but I don't want to stand up and tell everyone what I am doing because it sounds like I'm bragging about myself."

The response to that person could be, "You are not bragging because you are unselfish in your giving. By sharing with us how you arrived at your decision for stewardship, you will be testifying to the Lord and reaching out and touching individuals like you to come forward with their gifts."

### ■ Responsibilities of a Lay Witness

The lay witness or witnesses need to meet with the pastor or pastoral administrator about how to present the concept of stewardship and discuss the pastor's or pastoral administrator's expectations of the stewardship effort. It also would be helpful for them to read Scriptural passages about stewardship. Many are contained in this section of the manual. We also recommend that they read other material about stewardship included in this manual. The lay witnesses should write out a 5-7 minute presentation sharing their personal experiences of how they relate their faith to their gifts of time, talent and treasure.

### ■ Sample Outline for Composing Lay Witness Talk

**Introduce Yourself.** While many of your fellow parishioners will know you, some may not. Give a description of your family, the number of years in the parish, etc.

**Properly Define Christian Stewardship.** It is a response we make in gratitude to God for what He has given to us. It is an intentional, planned, proportionate giving of our time, talent and treasure.

**Discuss How You Began Practicing Stewardship.** When did you first become aware of the concept? Did you have reservations? Be honest about your first reactions. People will relate to any feeling of "discomfort." How did your family react to the idea? Was the initial "plunge" difficult? How did you go about it?

**When Did You Begin to Experience the Benefits?** Speak of the effect that stewardship has had on your faith life. Use anecdotes from your own family life if possible. How do you and your family give of your time and talent? Were you able to give a full tithe (10%) right away? If not, how are you working toward that goal?

**Urge Your Fellow Parishioners to Get Involved.** Invite the congregation to join you and your family in making your parish a stewardship parish. Ask them to look at all that God has given to them and make a generous response to His many gifts.

### Tips for Presenting Lay Witness Talk

An important part of people's acceptance of the concept of stewardship is the personal witness and individual testimony you provide with your presence and the way you give your talk. The following are tips you should consider in preparing your comments:

Prepare your personal remarks so you are comfortable with them. Use your own style, wording and delivery. Write out your talk word-for-word. If you feel comfortable with the approach, use notes or key words to guide you through your presentation so that it is more natural.

For you to give a good presentation, it is best for you to rehearse your talk aloud. If you just practice reading it silently, you won't have the same effect. If it is possible, practice it in the church when no one is there, using the sound system. Be comfortable enough with your material so that you can look up from your notes and make eye contact. In a large church, remember to turn to the sides occasionally to include everyone.

If you are doing a renewal, ask the person who did the talk last year to listen to your talk and make suggestions from his experience. Ask the pastor to listen to you deliver your talk in the church and offer suggestions.

Nervousness can make your throat dry. If you think this may happen, have a glass of water in an unobtrusive place... and use it if you need it.

Above all, be sincere, enthusiastic and friendly.



**DOs and DON'Ts****■ DO** (if time permits and if any of these “fit” into your talk):

- explain that stewardship means giving of the “first fruits,” not what is left over;
- talk about the personal need of each Christian to give (the need of the giver to give);
- stress “Many of you know from your own giving experience that what I have told you is true.” (In thanks and acknowledgement to those who are already generous);
- stress the sense of joy and fulfillment that comes to those who give God the first share of the time, talent, and treasure as a way of expressing their gratitude and trust in God;
- talk about intentional, planned and proportionate giving. Explain what it means to you to give from your substance;
- emphasize that it is important to give all three – time, talent and treasure;
- explain that stewardship involves not only church (parish and diocese); it also includes community;
- ask parishioners to consider giving a percentage of their time and treasure.

**■ DON'T:**

- talk in bargaining terms (e.g. “I gave this much time or treasure and God gave me this in return.”);
- stress church needs or budgets;
- talk in dollar or time amounts: “If everyone could give \$10 a week,”... “We need \$2 more a week to give our fair share,”... “If everyone could give three hours per week”;
- use threats of possible consequences stemming from the failure to give: “We won’t be able to heat or air-condition the church,”... “We’ll have to close the school”;
- suggest that parish stewardship is an obligation.

**Examples of Lay Witness Presentations**

Many find that the hardest part of a talk is getting started and winding up. To open your stewardship talk, simply introduce yourself. “Good morning, (evening) I’m Jane Smith and this is my husband John. We are parishioners here at St. Mary along with our three children, Tommy, Sue and Jack. We’d like to share with you what stewardship means to our family and how it has affected our lives...”

The following is a suggested closing paragraph: “As we continue with our liturgy this morning (evening), and our gifts are brought forward, let each of us ask ourselves whether this gift of our treasure that we offer today is truly a measure of the gratitude we have for what we have been given. Let us look at what we give to our church and the community in terms of time and service, and ask ourselves if this, also, is proportionate to God’s gifts to us. Let us remember that the God who takes care of the lilies of the field and the birds of the air, will likewise take care of each of us when we give generously and trust in His love.”

The following are actual presentations given by lay witnesses. While these presentations are individualized and cannot be used as they are, they serve as models for how lay witness presenters can express their thoughts.

### Lay Witness Sample Presentation #1

Stewardship means different things to different people. Let me share with you what stewardship has come to mean to me.

Reflecting back on the time spent growing up in Ohio, I've realized more and more not only how loving my parents were, but also how wise they were. I learned a lot from my parents, but there are four things I learned from their example that have had a particular impact on my life. First was that God loves us. He is good and we can trust Him. Second was that each of us is given certain gifts and talents and one of our responsibilities in life is to discover what those gifts and talents are, develop them and use them to benefit others. Third was that to whom more is given, more is expected. Fourth was that having a job and spending time with your family is important but not enough. We also need to spend time being with and helping others.

With that kind of learning and my parents' example, I did not have a great deal of difficulty in grasping the concept of stewardship of time and talent. I didn't call it that, but I did it. From the time I was in high school onward, I made sure I spent time doing things for and with other people, mostly through different types of volunteer work. As I continued to give of my time and talent, I realized that I was growing spiritually. God and other people became a more important part of my life.

After graduating from college and moving to Raleigh, I continued to give of my time and talent through various church groups and community boards. Yet something was still missing. You see I gave of my time and talent but not my treasure. I reasoned that I spent so much time in church and community activities that I didn't need to give regularly to the church or other community groups. Sure, I gave some, but it was sporadic and unplanned.

It wasn't until my husband and I made an Engaged Encounter that I started to look even more seriously at my relationship with God. We realized that we couldn't hold back on any area of our giving because God wasn't holding back on any area of His giving. We also decided that we wanted God to be the center of our marriage. That led us to a decision to start giving of our treasure in a planned and proportionate way. We started giving two percent of our income to the church and other charities. Five years later, we are giving at eight percent of our income to the church and other charities.

As we continued to give, we've learned that we are growing more spiritually and that our faith is deepening. By giving as we have, we have tried to place material things and money in their proper perspective. That has caused us to look at what we need versus what we want. For example, when we bought a new home almost two years ago, we bought a somewhat smaller house than we might have if we hadn't been practicing stewardship of treasure.

Stewardship has become a way of life for us. It's not always easy, but we try to live it. Presently, I am spending eight hours a week in volunteer work outside of my job and my husband is spending three hours per week in volunteer work. In the area of treasure, 80 percent of our giving is church-related while the other 20 percent goes to community agencies. My husband and I are planning to move to the biblical tithe, 10 percent of our income, next month. Stewardship of time, talent and treasure has been and will continue to be an important part of our lives.

## Lay Witness Sample Presentation #2

Stewardship: What is it? How do we do it? Will we like it? Does it hurt? Will it work for us? Why should we do it?

These are many of the questions that passed through my mind as we first considered stewardship in my parish. We looked at various programs in existence and the more I looked at them the more I became convinced stewardship was something our parish should do. I guess I was really experiencing my own conversion to stewardship as a way of life. I kept seeing that the Church could never flourish and grow if everyone was supporting it like I was, with a contribution each week that I would never miss.

As I look back at my own decision on stewardship and its maturation in the last five years, I notice that my ideals have changed some. There were lots of reasons that I felt we should begin stewardship in our family. God has been very good to us. My wife and I have two healthy, happy children.

We have finally passed through the struggling years in our own business and now had time to think about other things. As I began to think about the church and what it meant to me, I realized that if everyone were making the kind of limited volunteer and financial commitment that I was, the church might not be here for my children. There was no other way it could continue without a higher level of support from me and other parishioners.

Besides, I had great expectations of the church. It should be well equipped to teach my children all about the wonders of God. It should be able to care for the sick, feed the needy, and care for the elderly.

If my expectations were right, then I had to do my part to make them a reality. I was already giving some time to the church and with that time my talents. But there had to be a strong commitment of time and a commitment of treasure if the church was going to be able to do all the things I wanted it to.

Once I decided that perhaps stewardship was something our family needed to think about, I was rather hesitant to bring it up for family discussion. My wife is not Catholic. Would she feel the same as I do? How would we handle contributions of time and treasure to two churches? After we talked about how we felt and agreed that it was something we would try, my wife offered a simple solution. We would give one-fourth of our treasure and time to her church and three-fourths to my church since our two children were members of our parish. We have never had a problem with this method. Since we made our decision on stewardship, I think our outlook on lots of things has changed. We have become more supportive of various worthwhile needs and organizations in the community. I think it opened an avenue of thought that allows us to give without always questioning what we will get in return.

I came to embrace stewardship through the church but I have grown in stewardship to include the entire community. I feel that God expects us to minister to all people. My gift that fulfills my stewardship may be given to anyone who needs it. It is the giving and the support of God's children that is important. The spiritual benefits are far greater than one could imagine.

**Lay Witness Sample Presentation #3**

My first encounter with stewardship was in 1987. I sat in my parish church in Columbus, Georgia and listened to two people from Jacksonville, Florida tell us their story and ask us to consider giving a percentage of our income and more of our time to the church and community.

Up until that time, I had thought I was doing pretty well. I had always given what I thought was generously to the church... especially in terms of money. I had been taught to “contribute to the support of the church,” both in the parochial school I attended in Philadelphia, and by my parents. When we were growing up, there was no Saturday Vigil Liturgy. Saturday night was the time to get ready for Sunday. Baths, polishing shoes, washing and curling hair and getting our church envelopes ready were all part of the ritual. My Dad put \$5.00 in his envelope and each of us four kids put 10¢ in ours. These were placed on the mantle behind my mom and dad’s wedding picture, ready to be picked up on our way to church on Sunday morning. When I grew up and got a job, I put \$5.00 in my envelope. I figured that was what grown-ups did.

We never consciously thought about the giving of time. It was just expected that we would run errands for our neighbor who had only one leg, or cut the grass of the elderly lady across the street. It was just what you did when you took food to a family who had a death or someone in the hospital. These were the things I continued as an adult without ever giving much thought as to how much time was involved or why I was doing it. It was only after listening to the folks from Jacksonville that I began to realize I wasn’t even close to giving in proportion to what I had. My dad’s \$5.00 in the 1950’s and mine in the 1980’s were entirely two different things. The little “good deeds” for other people were nice, but kind of sporadic.

My life has been richly blessed. I had a family who loved deeply, parents who sacrificed to bring up four children and instilled in each of us a strong sense of church and morality. I was well educated, had a job, a home, friends and reasonably good health. God had given me many blessings... and I had to give serious thought as to how I was responding to His gifts. It took a while for me to do something, because I didn’t think I could raise my level of monetary giving, and I was pretty sure I didn’t have any “spare time” to volunteer. I eventually decided to “take the plunge”, but only on a trial basis of three months. I would give a tithe of 10% to my church and other charities, and I would find two more hours each week to volunteer for something. I fully expected to be able to say at the end of three months, “OK, Lord. I tried, but it doesn’t work.” That way, I figured I would be “off the hook.”

Well, at the end of three months, I found that all of the bills had been paid, and I wasn’t suffering from malnutrition. I saved some money, bought clothes and went to the movies a few times. I also found out that I wasn’t worrying about money nearly as much as I had been. I had become a reading tutor in our county literacy program and loved it. I obviously wasn’t “off the hook,” but I was hooked. Since that summer, the one overwhelming change in my life has been a deepening of my faith. I really trust that God loves me and will take care of me. He had done it... even when I wasn’t sure it could be done.

I guess my response to those who question the concepts of stewardship, or who are hesitant, is this: At least give it a try. Give God the opportunity to show you that He is a loving and generous God. He can only do that when we give up control and take that step in faith.

## Audio, Video, Book

Any and all of the materials listed below are available for parishes and/or parishioners to borrow, free of charge. Due to the growing popularity of these resources, we ask that you limit your use to three weeks. Please contact Joan Price at (919) 821-9774 or via e-mail at [pricej@raldioc.org](mailto:pricej@raldioc.org) to determine availability or to obtain a list of additional resources.

<b>Stewardship Titles</b>	<b>Audio/Video/Book</b>
1997 NCSC Conference	A
1997 NCSC Conference – Jim Grote	A
1997 NW Regional Stewardship Conference – Archbishop Thomas J. Murphy and Archbishop Francis T. Hurley	A
1998 NCSC Conference	A
A Theology of Ministry, Michael Lawler	B
Called by Christ/Gifted by the Spirit, Michael E. Murphy	A
Catholic Small Group Bible Discussion, Cleveland	B
Change Happens: A Chance to Grow	A
Characteristics of a Stewardship Parish	A
Christian Hospitality, Archdiocese of Louisville	B
Clergy Issues	A
Collaborative Ministry, Skills and Guidelines	B
Created and Called: Discovering Our Gifts for Abundant Living, Jean Morris Trumbauer	B
Creating a Stewardship Council by Marilyn Judd	B
Diocese of Wichita 1993 Stewardship Conference – Jim Kelley	A
Discerning People's Gifts, Dr. Jean Morris Trumbauer	A
Education for Ministry, Sheed and Ward	B
Effectively Using Stewardship Committees, James K. Kelley	A
Empowering Leaders, Sheed and Ward	B
Getting Started in Stewardship	A
How to Mobilize Church Volunteers, Marlene Wilson	B
Integrating Stewardship, Cath Sullivan	A
Integrating Stewardship into Parish Life	A
Introducing the Parish to Stewardship	A
Keeping Stewardship Alive in the Parish	V
Laity: American and Catholic, Sheed and Ward	B
Leadership Skills, Developing Volunteers for Organizational Success	B
Living Stewardship in a Consumer Society	A
Making Parish Stewardship Vibrant Through Spirituality	A
Ministry of Hospitality, Sheed and Ward	B
Money Matters, Hoge, Zech, McNamara & Donohue	B
Parish Planning, A Practical Guide to Shared Responsibility	B
Preaching and Teaching Stewardship, Rev. Msgr. Joseph M. Champlin	A
Preparing and Training Lay Witnesses	A/V
Recreating the Parish, Sheed and Ward	B
Reinvigorating Parish Stewardship	A

<b>Stewardship Titles</b>	<b>Audio/Video/Book</b>
Sacrificial Giving: One Way of Introducing Stewardship in Parish	A
Sharing Treasure, Time and Talent, A Parish Manual for Sacrificial Giving or Tithing	B
Sixty-Second Stewardship Sermons, Charles Cloughon, Jr.	B
Spirituality for Your Stewardship Committee: How to Prepare	A
Stewardship A 3D Way of Life – The Money Back Guarantee	V
Stewardship: A Parish Handbook, Clements	B
Stewardship for Priests, Rev. James Sobus	A
Stewardship in a Multi-ethnic Diocese	A
Stewardship in the Liturgy, Reverend Daniel E. Danielson	A
Stewardship of Treasures: A Response to the Financial Challenges of Today's Parishes	V
Stewardship: Our Story	A
Stewardship Tips, Outlines for Offertory Sermons	B
Stewardship, Our Story: St. Joseph Parish in Downingtown, PA	A
Stewardship: A 3-D Way of Life – Not For Adults Only	V
Stewardship: A Disciple's Response	V
Stewardship: A Disciple's Response, A Pastoral Letter on Stewardship	B
Stewardship: As Educating for Life, Dr. Thomas Groome	A/V
Stewardship by the Book: Scriptural Quotations on Stewardship, Sharon Hueckel	B
Stewardship: Creating the Future by Marilyn Kielbasa	B
Stewardship for Children and Youth	A
Sustaining and Strengthening Stewardship by James Kelley	B
The Challenge of Being a Good Steward: Strangers and Guests	A
The Essential Ingredients: The Bishop's Role	A
The Heart of Stewardship: Sacrificial Giving	A/V
The Good Steward, Taking Care of and Sharing All God's Gifts, Daniel Conway	B
The Lord's Way, Parish and Institutional Stewardship, Harrison	B
The Proper Care and Feeding of Church Volunteers, Sheed and Ward	B
The Spirituality of Stewardship	V
The Steward's Way, A Spirituality of Stewardship	B
The Total Parish Manual, Everything You Need to Empower Your Faith Community	B
Understanding the Differences and Challenges of a Multicultural Parish	A
United Catholic Stewardship: A Successful Diocesan Process	A
Using the Capital Campaign Model for Parish Stewardship	A

<b>Spanish Titles</b>	<b>Audio/Video/Book</b>
Compartiendo Bienes, Tiempo Y Talentos Un manual parroquial sobre la Donacion con Sacrificio o la importancia de dar diezmos a la Iglesia	B
Corresponsabilidad en Espanol	A
Hispanics and Stewardship	A
La Corresponsabilidad Los Discipulos Responden Una Guia Practica para Orientadores Pastorales	B

<b>Youth Stewardship Titles</b>	<b>Audio/Video/Book</b>
Children's Stewardship Manual, ICSC	B
From the Heart: A Curriculum Guide in Stewardship for the Middle and High Schools, Patricia Pohl	B
Good Things are for Sharing, A Curriculum Guide in Stewardship for Elementary School	B
Sharing Our Gifts of the Heart: A Curriculum Guide in Stewardship for Religious Education	B
Stewardship: A Way of Life, Diocese of Rockville Centre	B
Stewardship – Catholic Teen	B
Stewardship for Youth	A
Stewardship Is For Children	V
Stewardship Programs for Children and Youth	B
The ABC's of Stewardship for Children and Youth, Archdiocese of Oklahoma City	B

<b>Evangelization Titles</b>	<b>Audio/Video/Book</b>
A Time to Listen...A Time to Heal	B
Thy Kingdom Come	B
Go and Make Disciples: A National Plan and Strategy for Evangelization	B
Because We Are Disciples	V

**Apostolic Letters, Encyclicals and Vatican Documents  
Available from U. S. Conference of Catholic Bishops**

On Evangelization in the Modern World, Pub. #129-6	Pope Paul VI
Go Into All the World, Pub. # 218-7	Pope John Paul II
On the Permanent Validity of the Church's Missionary Mandate, Pub. #424-4	Pope John Paul II

**Available from: National Conference of Catholic Bishops**

Here I am, Send Me. A Conference Response to the Evangelization of African Americans and the National Black Catholic Pastoral Plan, Pub. #338-8	Letter
Heritage and Hope/Evangelization in the United States, Pub. #386-8	Letter
The Hispanic Presence in the New Evangelization in the United States, Pub. #460-0	Letter
Celebrating "To the Ends of the Earth" An Anniversary Statement on World Mission, Pub. #5-038	Letter
The Living Light	B
The Parish of the Next Millennium	William Bausch
The Ministry of Evangelization	Susan Blum
Share Your Faith: A Behavioral Approach to Evangelization Training	Susan Blum
Evangelization in America	David Bohr
Catholic Evangelization Today	Kenneth Boyack
The New Catholic Evangelization	Kenneth Boyack
The Evangelizing Parish	Patrick Brennan
Re-Imaging the Parish	Patrick Brennan
Parishes that Excel: Models of Excellence in Education, Ministry and Evangelization	Patrick Brennan
Sowing New Seed	Frank DeSiano
Discovering My Experience of God: Awareness and Witness	Frank DeSiano
Creating the Evangelizing Parish	Frank DeSiano
The American Catholic Experience: A History from Colonial Times to the Present	Jay Doaln
Seven Essentials of Evangelization	Avery Dulles
Access Guide to Youth Ministry: Evangelization	Reynolds Ekstroon
Without Borders/Guidelines for an Evangelizing Catechesis	Episcopal Committee of Baja and Alta, CA.
Evangelization, Culture and Catholic Identity	Bishop William Friend
The American Catholic People	George Gallup, Jr.
The People's Religion: American Faith in the 90's	George Gallup, Jr.
The Emerging Parish: The Notre Dame Study of Catholic Parish Life Since Vatican II	Joseph Bremillion
Converts, Dropouts, and Returnees	Dean Hoge
Evangelization Teams in the Making: A Catholic Parish Manual	Dorothy Hulburt



**Available from: National Conference of Catholic Bishops (continued)**

College Catholics: A New Counter-Culture	Michael Hunt
The Quest for God: A Personal Pilgrimage	Paul Johnson
Awakening the Giant, Evangelism and the Catholic Church	Pat Lynch
Pope John Paul II and the New Evangelization	Ralph Martin
The RCIA: Transforming the Church	Thomas Morris
Direct Mail Ministry	Walter Mueller
Evangelization and Holiness: Toward the New Millennium	Bishop Anthony Pilla
I Have Come to Give You Life: A Training Course in Catholic Evangelization	Josie Piranio
Evangelization of Hispanic Young people, Volume 2	Prophets of Hope Team
The Poor and the Good News: A Call to Evangelize	Tom and Lyn Scheuring
A Pastoral Letter on Evangelization	Texas Bishops
A Concise Catechism for Catholics: A Simple Exposition of Catholic Doctrine	James Tolhurst

**Additional Resource Materials**

<b>Title</b>	<b>Author</b>
The Disciple as Steward: A six-week small group study of the Bishop's Pastoral Letter on Stewardship by Sharon Hueckel	Sheed & Ward Publishers
When Do I Respond? Video on Stewardship of Time	Concordia Publication House (800) 325-3040
44 Ways to Increase Church Attendance	Lyle E. Schaller
Building God's People in a Materialistic Society	John Westerhoff
Converting 9 to 5; A Spirituality of Daily Work	John Haughey
From the Heart: A curriculum guide in stewardship for the middle and high school levels	Hurt Printing (502) 585-3207
Give to Love; How Giving Can Change Your Life	Douglas Lawson
Parish Stewardship Program	ICSC (800) 858-5450
Stewardship and Development in Catholic Dioceses and Parishes, Resource Manual	NCCB (800) 235-8722
Stewardship – Living Life as God Intended: A Program for your Parish	Msgr. Thomas McGread, St. Francis of Assisi, Wichita, KS
The Life of the Christian Stewards: Reflection of the Logic of Commitment	ICSC (800) 858-5450
ICSC Parish Stewardship Program The Liturgical Press	(800) 858-5450
Pray Always and Never Lose Heart: A Treasury of Private Prayers for the Christian Steward	ICSC (800) 858-5450

**Additional Resource Materials (continued)**

<b>Title</b>	<b>Author</b>
Steward Saints for Every Day (bi-lingual edition)	ICSC (800) 858-5450
Stewardship – Disciples Respond: A Practical Guide for Pastoral Leaders	ICSC (800) 858-5450
The Stewardship Rosary	ICSC (800) 858-5450
“Gladly Will I Spend and Be Spent”	ICSC (800) 858-5450

**Suggested Resources for Stewardship Education**

Channing L. Beta Co., Inc. **“Wise Steward Series.”** South Deerfield, MA. Pamphlets, brochures and posters to be used in promoting stewardship awareness are available in small or large quantities for parish bookracks, mailings, etc.

Diocese of Charlotte, Charlotte, NC. **“Stewardship News”** is distributed bimonthly to parishes, pastoral councils, stewardship committees and other dioceses to assist in their stewardship awareness efforts. “Stewardship Bulletin” is distributed three times a year primarily to assist stewardship committees. **“Let the Children Come to Me”** is a new publication to be printed three times a year for teachers and catechists to assist them in teaching stewardship to their students.

Diocese of Peoria. **“Stewardship: One Family’s Story.”** Peoria IL, 1994. This 12 minute video tells the story of how one family lives out their stewardship commitment. It can be used with pastoral councils, stewardship committees, small or large groups, teacher training, etc.

National Conference of Catholic Bishops (NCCB). **Stewardship: A Disciple’s Response.** Washington, DC: United States Catholic Conference, 1992. The American Bishops’ Pastoral Letter stresses stewardship as a response in faith; emphasizes the need for a call to conversion; points out that the goal of stewardship is more than fund raising, it is a call to a new way of living as a disciple of Christ. Thoroughly grounded in Scripture, it discusses choice, need, vision and stewardship as a vocation. In workbook form, it readily serves as a vehicle for educating parish leaders.

Hueckel, Sharon. **“The Disciple as a Steward.”** Kansas City, MO: Sheed & Ward, 1994. This six-week study guide can be used as a follow-up to the RENEW process, as an introduction to stewardship for a parish pastoral council or stewardship committee, or as a part of an ongoing adult education program.

Kelley, Jim. **“Sustaining and Strengthening Stewardship:”** Collegeville, MN: Liturgical Press, 1994. This Pamphlet contains weekly bulletin announcements for a two-year period. Scriptural messages covering a three year period, and 24 questions and answers, all pertaining to stewardship. It makes a handy reference for clergy, parish secretaries or anyone interested in stewardship.

Liturgical Press. **Sharing My Gifts.** Collegeville, MN. Packets of weekly envelopes for children which include a section for young people to indicate how they have also shared their time and talent during the past week.

Morris, James; Karen O’Connell and Diana Oechsli. **Good Things Are For Sharing.** New Rochelle, New York: Don Bosco Multimedia, 1993. This manual for teaching stewardship to children is designed for use in schools and religious education classes. The lessons and activities are grouped according to grade levels, and provide engaging methods for teaching children the importance of good stewardship and the joy of being a cheerful giver.

The International Catholic Stewardship Council offers members and non-members a whole host of special materials and mailings to promote spiritual health and financial growth. Many of our publications are in English and Spanish.

**“Gladly Will I Spend and Be Spent” (2 Corinthians 12:15)**

A Brief History of the International Catholic Stewardship Council 1962-1997. Written by Sr. Mary Roger Madden, S.P., this limited edition history is a fascinating look at the birth of stewardship in the Catholic Church. Anyone who serves the Church in stewardship and development will find in these pages a sense of excitement and hope for the future.

***The Life of the Christian Steward:***

***Reflection of the Logic of Commitment***

Published originally under the title of *The Spiritual Meaning of Stewardship of Time, Talent & Treasure: The Logic of Commitment*, this booklet describes the eight-step program towards a spirituality of stewardship. (Available in Spanish, see ***El Significado Espriritual de la Administración de Nuestro Tiempo, Talento y Tesoro Como Bienes de Dios***)

***ICSC Parish Stewardship Program***

Available from *The Liturgical Press*

(800-858-5450), this program details the steps necessary to promote the concept of Christian stewardship in your parish.

***Pray Always and Never Lose Heart:***

***A Treasury of Private Prayers for the Christian Steward***

This inspirational prayer book compiled by ICSC, features a variety of stewardship prayers used in parishes and dioceses, general prayers and a revised version of Pope Pius XII's deeply spiritual encyclical *Mystici Corporis*. (Also available in Spanish, ***Ora Siempre y No Te Desanimas: Un Tesoro de Oraciones Privadas para el Administrador Cristiano de los Bienes de Dios.***)

***Resource***

Full of practical advice and new insights, ICSC's respected journal features articles (in English and Spanish) by experienced Church leaders and visionaries on how to promote the laity's understanding of stewardship and educate everyone in the community of Christ to share their God-given gifts of time, talent, and treasure.

***Steward Saints for Every Day (bi-lingual edition)***

In *Steward Saints for Every Day*, author Sharon Hueckel gives us a brief but notable look at the Church's great ones of history in the light of Christian stewardship. "The men and women you will meet in these pages are as diverse as the worshippers at your parish church on any Sunday morning," she writes. "The only thing they have in common is their love of the Lord and their willingness to use their gifts in his service."

Published in a bilingual edition (English/Spanish), this book is truly a must for all members of your parish, diocese or community.

***Stewardship and Development:***

***Guidelines for a Diocesan Office***

ICSC's *Stewardship and Development: Guidelines for a Diocesan Office* contains essential information concerning the role of Diocesan Stewardship and Development Directors.

***Stewardship - Disciples Respond:***

***A Practical Guide for Pastoral Leaders***

This resource manual contains specific guidelines for introducing and nurturing a strong program of stewardship. Available in English and Spanish, it is a hands-on companion to the important NCCB Pastoral Letter on Stewardship. (Also available in Spanish, ***La Corresponsabilidad: Lost Discipulos Responden – Una Guía Práctica para Orientadores Pastorales***)

***The Stewardship Rosary NEW!***

This new booklet provides a fresh approach to the rosary from the perspective of stewardship as a way of life. It focuses on the relationship we must build with Christ through his Mother in order to recognize everything we have as a gift. Only after this recognition takes place can we freely offer everything we have back to Him. The Blessed Mother stands poised as our companion and intercessor to help us on our way. This rosary booklet is a great way to rediscover this timeless prayer to Our Lady and revitalize our experience of her.

**Stewardship Prayers**

*Resource: A Treasury of Private Prayers for the Christian Stewards, ICSC*

**STEWARDSHIP PRAYER**

*Lord God, you alone are the source of every good gift, of the vast array of our universe, and the mystery of each human life. We praise you and we thank you for your great power and your tender, faithful LOVE.*

*Everything we are and everything we have is your gift, and after having created us, you have given us into the keeping of Your Son, JESUS CHRIST.*

*Fill our minds with HIS truth and our hearts with HIS love, that in HIS Spirit we may be bonded together into a community of faith, a parish family, a caring people.*

*In the Name and Spirit of Jesus, we commit ourselves to be good stewards of the gifts entrusted to us, to share our time, our talent and our material gifts as an outward sign of the Treasure we hold in Jesus. AMEN*

**PRAYER FOR GENEROSITY**

*LORD JESUS, you came to tell us that the meaning of life consists in giving. YOU told us that those who cling too tightly to what they have - without thought for YOU or others - end up losing everything. YOU gave us new values by which to measure the worth of a person's life.*

*Help us to realize it is not temporal success or riches or fame that gives life meaning. Rather it is the service rendered to YOU and others that brings fulfillment and makes our lives worthwhile.*

*May all our activity help build GOD'S kingdom: our obedience brings true freedom, our generosity increases love, our sacrifice bears generous fruit, our death leads to eternal life.*

*All powerful and ever living God, we do well always and everywhere to give you thanks.*

*All things are of your making.*

*All times and seasons obey you.*

*You choose to create us in your own image, and set us over the whole world in all its wonder.*

*You made us the stewards of creation, to praise you every day for your wisdom and power.*

*May we imitate your Son, Jesus, in his life of service.*

*May we be faithful stewards of all your gifts among the people of God.*

*O God, our loving Creator and Giver of all good gifts, bless our parish, strengthen our faith and grant us the spirit of Christian stewardship so that we may give generously of our time, talent and treasure to the spreading of Your kingdom here in our church and throughout the world. This we ask through Jesus Christ, Your Son, our Lord, who lives and reigns with You and the Holy Spirit, now and forever. Amen.*

## Stewardship Scriptural Texts

### SCRIPTURE

#### *Old Testament*

Leviticus 27:30	“All tithes of the land, whether in grain from the field or in the fruit from the trees, belong to the Lord, as sacred to Him.”
Deuteronomy 14:22,29	“Each year you shall tithe all the produce that grows in the fields you have sown... so that the Lord, your God, may bless you in all that you undertake.”
Deuteronomy 16:10,16-17	“No one shall appear before the Lord empty-handed, but each of you with as much as he can give, in proportion to the blessings which the Lord God has bestowed on you.”
Deuteronomy 26:24	“You shall take some first fruits of the various products of the soil which you harvest...and putting them in a basket...you shall go to the priest... [who will] set it in front of the altar of the Lord, your God.”
1 Chronicles 29:14	“...For all things come from You, and of Your own have we given You.”
Proverbs 3:9-10	“Honor the Lord with your wealth, with first fruits of all you produce; then will your barns be filled with grain, with new wine your vats will overflow.”
Proverbs 11:25	“...He who confers benefits will be amply enriched, and he who refreshes others will himself be refreshed.”
Sirach 35:9	“...Give to the Most High as He has given to you, generously, according to your means.”
Malachi 3: 10	“...Bring the whole tithe into the storehouse, that there may be food in my house, and try me in this, says the Lord of Hosts.”

#### *New Testament*

Matthew 3:2, 8	“Reform your lives... Give some evidence that you mean to reform.”
Matthew 5:1-12	Beatitudes
Matthew 5:16	“In the same way, your light must shine before men so that they may all see goodness in your acts.”
Matthew 6:24	“No man can serve two masters. He will either hate one and love the other or be attentive to one and despise the other.”
Matthew 10:42	“You can be sure that whoever gives even a drink of cold water to one of the least of my followers, will certainly receive a reward.”
Matthew 13:4-23	The Parable of the Sower
Matthew 13:31-32	The Parable of the Mustard Seed
Matthew 14:16	“Give them something to eat yourselves.”
Matthew 16:27	“He will repay each man according to his conduct.”
Matthew 22:37	“You shall love the Lord your God... You shall love your neighbor as yourself.”

Matthew 25: 14-30	Parable of the Silver Pieces
Mark 10:21	“Go and sell what you have and give to the poor; you will then have treasure in heaven. ”
Mark 10:43-44	“Anyone among you who aspires to greatness must serve the rest; whoever wants to rank first among you must serve the needs of all. ”
Mark 12:44	“They gave from their surplus wealth, but she gave from her want, all that she had to live on. ”
Mark 13:34	“He leaves home and leaves his servants in charge, each with his own task. ”
Luke 3:11	“Let the man with two coats give to him who has none. The man who has food should do the same. ”
Luke 6:38	“Give and it shall be given to you... For the measure you measure with will be measured back to you.”
Luke 6:43-44	“A good tree does not produce decayed fruit any more than a decayed tree produces good fruit. Each tree is known by its fruit.”
Luke 10:25-37	Parable of the Good Samaritan
Luke 11:5-8	Parable of the Friend at Midnight
Luke 12:34,48	“Wherever your treasure lies, there will your heart be...When much has been given a man, much will be required of him.”
Luke 14:33	“...None of you can be my disciple if he does not renounce all his possessions.”
Luke 16:13	“You cannot give yourself to God and money.”
Luke 16:19-31	Parable of the Rich Man and Lazarus
Luke 19:8	“I give half my belongings, Lord, to the poor.”
John 6:27	“You should not be working for perishable food but for food that remains unto life eternal.”
John 9:4	“We must do the deeds of Him who sent me while it is still day.”
John 12:26	“If anyone would serve me, let him follow me.”
John 14:21	“He who obeys the commandments he has from me loves me.”
John 15:12, 16	“This is my commandment: love one another as I have loved you... It was I who chose you to go forth and bear fruit.”
John 20:21	“As the Father has sent me, so I send you.”
John 21:15-17	“Jesus said, ‘Tend my sheep... Feed my sheep.’”
Acts 2:44-45	“Those who believed shared all things in common; they would sell their property and goods, dividing everything on the basis of each one's need.”
Acts 4:34	“... to be distributed each according to his needs.”
Acts, 20:35	“... Recall the words of Jesus: ‘There is more happiness in giving than receiving...’
Romans 12:6	“We have gifts that differ according to the favor bestowed on each of us.”

I Corinthians 4:1-2	“Men should regard us as servants of Christ and stewards of the mysteries of God... Moreover, it is required in stewards, that a man be found faithful to his gifts.”
I Corinthians 16:2	“On the first day of each week everyone should put aside whatever he has been able to save.”
2 Corinthians 8	Paul’s instruction about the collection of the church in Macedonia.
2 Corinthians 9:7	“Everyone must give according to what he has inwardly decided; not sadly, not grudgingly, for God loves a cheerful giver...”
2 Corinthians 9:8	“God can multiply His favors among you so that you may always have enough of everything and even a surplus for good works.”
Timothy 6:7	“We brought nothing into the world, nor have we the power to take anything out...”
I Timothy 6:18	“...Charge them to do good, be rich in good works and generous, sharing what they have.”
Titus 3:14	“But let our people, too, learn to devote themselves to good works, to supply urgent needs, so that they may not be unproductive.”
Hebrews 13:16	“Do not neglect good deeds and generosity. God is pleased by sacrifices of that kind.”
James 2:15-16	“...If a brother or sister has nothing to wear and no food for the day and you... do not meet their bodily needs, what good is that?”
James 4:3	“You ask and you do not receive because you ask wrongly, with a view to squandering what you receive on your pleasures.”
I Peter 4: 10	“...As generous distributors of God’s manifold grace, put your gifts at the service of one another, each in the measure he has received.”

## Stewardship Parables

### The Gospel According to Mark

The Wicked Tenants ..... Mk 12:1-12

### The Gospel According to Matthew

The Hidden Treasure ..... Mt 13:44

The Costly Pearl ..... Mt 13:45-46

The Unmerciful Servant ..... Mt 18:23-25

The Generous Employer ..... Mt 20:1-16

The Wicked Tenants ..... Mt 21:33-46

The Servant Entrusted with Supervision ..... Mt 24:45-51

The Talents ..... Mt 25:14-30

Sheep and Goats ..... Mt 25:31-46

### The Gospel According to Luke

The Two Debtors ..... Lk 7:41-43

The Good Samaritan ..... Lk 10:29-37

The Friend at Midnight ..... Lk 11:5-8

The Rich Fool ..... Lk 12:16-21

The Servant Entrusted with Supervision ..... Lk 12:42-48

The Barren Fig Tree ..... Lk 13:6-9

The Tower Builder ..... Lk 14:28-30

The King Contemplating a Campaign ..... Lk 14:31-33

The Lost Sheep ..... Lk 15:3-7

The Lost Coin ..... Lk 15:8-10

The Prodigal Son ..... Lk 15:11-32

The Unjust Reward ..... Lk 16:1-9

The Rich Man and Lazarus ..... Lk 16:19-31

The Unjust Judge ..... Lk 18:1-8

The Pharisee and the Tax Collector ..... Lk 18:9-14

The Talents ..... Lk 19:12-27

The Wicked Tenants ..... Lk 20:9-19



## General Intercessions

### JANUARY

*For all the members of the Parish Guild, that through their stewardship of time, they find a deeper relationship with the Lord and other members of the parish, we pray to the Lord...*

*For all parish Religious Education Teachers, that through their stewardship of talent they will realize greater personal and community faith, we pray to the Lord...*

*For all parishioners, school parents, children and community supporters contributing to the success of the Building Fund, that their stewardship of treasure will be an expression of gratitude for what the Father has given them, we pray to the Lord...*

### FEBRUARY

*For all members of the parish who, through their stewardship of talent, and out of gratitude to God, are eager to share their gifts as Cantors and Musicians, we pray to the Lord...*

*For all parish Eucharistic ministers, that through their stewardship of time, they may also be nourished by the bread of life, we pray to the Lord...*

### MARCH

*For all parishioners contributing to the Bishop's Annual Appeal, that their stewardship of treasure will be an expression of gratitude for what God has given them, we pray to the Lord...*

*For all parish Pastoral Council members, that through their stewardship of time, they will find greater personal and community faith, we pray to the Lord...*

### APRIL

*For the members of the parish who, through their stewardship of talent, and out of gratitude to God, are eager to share their gifts as members of the Finance Council, we pray to the Lord...*

*For all sponsors and leaders in the RCIA program, that through their stewardship of time they will find a deepening in their relationship with Jesus, we pray to the Lord...*

### MAY

*For all parishioners serving as Commission Chairpersons, that through their leadership and stewardship of talent, they may find a deeper relationship with God and other members of the community, we pray to the Lord...*

*For all parishioners, that their stewardship of treasure to the Church will be an expression of gratitude for what the Father has given them, we pray to the Lord...*

### JUNE

*For the servants of God known as our altar servers, that through their stewardship of time, they will realize greater devotion to their Church and community, we pray to the Lord...*

*For all who will care for the Lazarus at our church door by responding to the call to be stewards of their time by helping the homeless, that their offering will be a true expression of gratitude to God for His many blessings, we pray to the Lord...*

### JULY

*For all organizers, leaders and participants in the parish Adult Education program, that through their stewardship of time they will experience an increase in their faith, we pray to the Lord...*

*That a deeper faith is realized by those members of the parish who, out of gratitude to God for His cleansing grace, share their talents as members of the Music Ministry, we pray to the Lord...*

**AUGUST**

*For all parishioners serving as Ushers and Ministers of Hospitality, that through their stewardship of talent, they may find a deeper relationship with God and other members of the community, we pray to the Lord...*

*For all those in the parish community, that their stewardship of treasure to charitable organizations in the community will be an expression of gratitude for what the Father has given them, we pray to the Lord...*

*For all members of the Women's Club, that through their stewardship of time, they will realize a greater personal and community faith, we pray to the Lord...*

**SEPTEMBER**

*For all parishioners who make an intentional, planned and proportionate gift of their time, talent and treasure, that their offering will be a true expression of gratitude to God for all His blessings, we pray to the Lord...*

*For all members of the Men's Club, that through their stewardship of time and perseverance of faith, they will find a deepening in their relationship with Jesus, we pray to the Lord...*

**OCTOBER**

*For those members of the parish who, through their stewardship of talent, give thanks to God by sharing their gifts as members of the Bereavement Committee, that their daily lives become further enriched, we pray to the Lord...*

*For all parishioners serving as members of the expansion and building planning committee, that through their stewardship of talent they may find a deeper relationship with God and other members of the community, we pray to the Lord...*

**NOVEMBER**

*For all parishioners who support the Food Collection Ministry, that their stewardship of treasure will reflect their gratitude for what the Father has given them, we pray to the Lord...*

*For the many members of the Community Life Commission, that through their stewardship of time in service to God on Earth, they will realize greater personal and community faith, we pray to the Lord...*

**DECEMBER**

*For the members of the Evangelization Commission, that through their stewardship of time, they will find a deepening in their relationship with Jesus, we pray to the Lord...*

*For those parishioners who, through their stewardship of talent, are eager to share their gifts with the Communications Commissions, that their faith is deepened and lives become further enriched, we pray to the Lord...*

## Sample Homilies

The following presentations serve as examples. Pastors are encouraged to utilize any of these homilies or material elsewhere in this manual – or to develop original homilies, using methods they find most suitable.

### ■ Pastor's Homily #1

Today, we are beginning a stewardship effort here at our parish. It is an important and significant event in our parish life. It is one that will change the lives of each of us and the life of our parish.

At the end of the three-week stewardship effort, you will be asked to make a specific commitment to our parish of your time, your talent and your treasure. We ask for your commitment in writing for each of these important elements of stewardship. And, we will ask you to return your commitment cards on Commitment Sunday.

In the meanwhile, you will hear from two of our parishioners about how stewardship affects their lives.

This week, I am happy to announce that you will hear from (name). And next week our presenter will be (name). We thank both of these parishioners for their act of stewardship in standing before our parish and sharing with us how stewardship is affecting their lives.

We greatly appreciate their willingness to come forward and explain stewardship because for many Catholics it is a concept that may be difficult to understand. This is one of the reasons why you received a mailing this week and will be receiving two more over the next two weeks. Please read the letters and brochures when they arrive at your home.

Stewardship is based on the spiritual principles of the old Testament and the teachings of Christ. Stewardship is a way of life. It is a way of thanking God for all His blessings by returning a portion of the time, talent and treasure allotted to us.

We are asking all of you to spend the next two weeks praying and thinking about what stewardship is and how it can affect our lives. For individuals, it means thinking about stewardship and the commitments we make. For others, it means having a discussion with family members about the family's total stewardship commitment. In either case, we are asked to look at stewardship as the joyful return to God of the first fruits of what He has bestowed upon us.

In stewardship of time and talent, we are called on to give of ourselves to our parish community. In stewardship of Treasure, we give back to God by giving of our financial resources to our Church, to the diocese and to charitable organizations in this community.

We look to Jesus for help in understanding what stewardship is and what it means. Jesus points out that we reveal our values by our actions just as a tree reveals what kind of tree it is by the kind of fruit it bears. This is very similar to what Our Lord says in the Gospel of St. Luke about the things we value, "Where your treasure is, there will your heart be also."

Stewardship will make a difference. The difference is seen in several areas of our lives. First, the difference is in giving. Our attention is primarily on God and our relationship with Him. The focus is our need to give.

Second, the difference is in the motivation for giving. Stewardship is an integral part of our spiritual life and we give because we are grateful to God for what He has given us. We give freely because we want to, not because we have to.

Third, the difference is in the result of the giving. As we practice stewardship, we find we grow spiritually. In fact, we find that our lives are changed for the better.

Please take the next two weeks to read the letters and brochures we are sending you and to listen carefully to what your fellow parishioners have to say about their commitments from the pulpit. Then, I hope you will give prayerful consideration to your personal commitment of your time, talent and treasure.

Today, we will be hearing from (name of parishioner).

### ■ **Pastor's Homily #2**

*Above all, let your love for one another be constant, for love covers a multitude of sins. Be mutually hospitable without complaining. As generous distributors of God's manifold grace, put your gifts at the service of one another, each in the measure you have received.*  
1 Peter 4:8-10

This passage is one of many in Scripture which helps us understand and become aware of what the concept of stewardship is all about, and how, by discovering its true meaning, we will undergo a personal transformation.

Contrary to what many people feel or assume, stewardship is not a hidden term for fund raising. It is a powerful concept that will change our faith life and the faith life of our parish.

For stewardship is a way of life. It is based on the biblical view of God as Creator and us as His servants. We are accountable to Him for the use of our gifts of time, talent and treasure that He gives us during our life on earth. Stewardship means that we are not owners of all that we have on earth but we are only stewards of our time, our talent and our treasure. Stewardship provides us with the foundation for a deepened faith for all of us.

Stewardship begins with an awakening of the need that we have that no one can dispute, because it is universal and ever present. It is the personal need of each one of us to return to the Lord, a portion of the gifts He has given us of time, talent and treasure... in gratitude for what He has done for us.

Stewardship is the giving of the "first portion", not the portion of the gifts that is left over. You will find when you decide to give to God the first portion of your time, talent and treasure that what, at first, seemed difficult soon becomes easy for us to do.

What we have left over is often more than enough for our own needs. Putting God first in our lives by practicing stewardship deepens our faith in a way that we never dreamed possible. As you are aware, we are conducting a stewardship effort at our parish, and I hope you are giving prayerful consideration to how you might commit your time, talent, and your treasure to our parish.

This coming week you will receive the third and final mailing of our stewardship information. And, we will ask you to consider making a covenant of stewardship. By committing yourself to be a wise and prudent steward of your time, talent and treasure, you will enhance and enrich the quality of your faith and the faith of this parish community.

Let us prayerfully reflect on the power of stewardship and let this concept transform our hearts so that we may live a life of greater fulfillment and peace.

And, let us use the opportunity we have today of listening to one of our parishioners who has found the personal value of stewardship. Today, we will be hearing from (name of parishioner).

**■ Pastor's Homily #3**

Welcome to Commitment Sunday. Our three-week stewardship effort concludes in our parish today. We have all spent some time over the last several weeks reading about stewardship, studying how it changes our lives and giving consideration to our responsibility to share our gifts with our parish.

We have heard from our fellow parishioners about what stewardship means to them, and how they live their lives based on stewardship.

Later in the Liturgy today, we will be presenting our stewardship gifts. The ushers will come forward and collect our Time and Talent and Treasure commitment cards. Our parish thanks all of you for your commitment of service and your offertory commitments.

Just a reminder. If you have not brought your cards with you today, please do so next Sunday.

Stewardship as we have learned is based on the spiritual principles of the Old Testament and the teachings of Jesus. We have learned that those who have adopted stewardship have had their lives changed.

And, we have learned that stewardship is a way of life. It is a way of thanking God for all His blessings by our returning a portion of the time, talent and treasure given to us.

Stewardship deepens our relationship with the Lord. Stewardship involves intentional, planned and proportional giving of our time, our talent and our treasure.

Jesus promises us that by practicing stewardship we will grow spiritually. There are many references in the Bible to stewardship. In one of those, Jesus tell us,

*"You can be sure that whoever gives even a drink of cold water to one of the least of my followers, will certainly receive a reward."  
Matthew 10:37-42.*

We give a drink of cold water in a symbolic way when we make our time and talents, and our treasure available to our parish and to our community.

Every parishioner has a responsibility to give a drink of cold water by supporting the parish as it brings Christ's healing touch to our faith community and to those it serves.

Our parish family is blessed with many different members, each of whom has special talents and abilities that can benefit our parish. Today, we bring forth our gifts in God's name. I hope that you as individuals and we as a parish will grow spiritually because of giving our stewardship gifts.

## Suggested Bulletin Announcements for Stewardship

### Year One

#### *January*

As we begin a new year, let us take time to plan and make stewardship of time and talent a part of our lifestyle and stewardship of treasure a part of our budget.

Your first responsibility is to take care of your needs and the needs of your family – not necessarily all their wants. In looking at what we need versus what we want, we end up placing material things and money in their proper perspective.

“Everyone must give according to what he has inwardly decided; not sadly, not grudgingly, for God loves a cheerful giver.” (II Corinthians 9:7)

All too often, stewardship is presented only with the Church support or the funding of other charities as the goal. This is too limiting. Stewardship also involves time and talent.

“For your heart will always be where your riches are.” (Matthew 6:21)

#### *February*

Stewardship involves a willingness to give from the very core of who we are and what we have; from substance rather than abundance.

“None of those who cry out ‘Lord, Lord’ will enter the kingdom of God, but only the one who does the will of my Father in heaven.” (Matthew 7:21) Jesus made it clear that being stewards of our time, talent and treasure is part of the will of his Father.

Stewardship of treasure asks only a percentage of income. Many people find that when they trust God and return a certain percentage of their income to the Church and other charities, they can live adequately on the rest of their income.

“Always seek to do good to one another and to all.” (II Thessalonians 5:14)

#### *March*

“Your light must shine before all so that they may see goodness in your acts.” (Matthew 5:16)

Giving of our time, talent and treasure mainly involves a change of attitude about giving. It's important to think in terms of giving in gratitude to God, of considering how blessed we are, of using our gifts and talents for the good of others.

In the area of time and talent, many individuals commit a certain number of hours each week to prayer and charitable activities.

In the area of treasure, some Christians choose the biblical norm of giving ten percent of their treasure. Some, because of circumstances are able to give more than that. Others might start at two, three or four percent, and work upward.

#### *April*

Stewardship opens an avenue of thought that allows us to give without always questioning what we will get in return.

Every one of us is talented in some way. Stewardship encourages us to use any talent we have to benefit an individual, the church or the community.

“What shall I return to the Lord for all the Lord has given to me?” (Psalms 116:12)

Jesus asks us to demonstrate our love for Him through our generosity to others. In our everyday lives, He calls us to share our gifts of time, talent and treasure with others.

“While we have the opportunity, let us do good to all people – but especially to those of the household of the faith.” (Galatians 6:10)

**May**

Jesus asks us to commit ourselves to be good stewards of the gifts entrusted to us, to share our time, our talent and our treasure as an outward sign of the love and gratitude we have for Him.

How much time have you spent this week in prayer for others and for the work of the Church?

Have you ever thought about how many of your free hours you spend doing things for yourself versus how many you spend doing things for others?

“Let him with two coats give to him who has none.” (Luke 3:11)

**June**

Giving of our time, talent and treasure is not about giving until it hurts. Rather, it is about giving until you feel good about what you have given.

How much you have has nothing to do with generosity to God. If you don't give of your time, talent and treasure with what you have, you most likely won't do it if you have more.

“Whoever is faithful in small matters will be faithful in large ones.” (Luke 16:10)

You are just one person, but you are important to God and His work. Be faithful as you give of your time, talent and treasure.

**July**

Stewardship is a way of life, a way of thanking God for all His blessings by returning a portion of the time, talent and treasure allotted to us.

Stewardship is based on the spiritual principles of the Old Testament and the teachings of Jesus; and where it has been implemented, both givers' and receivers' lives have been changed.

Stewardship engenders a spirituality that deepens our relationship with Jesus. Stewardship involves intentional, planned and proportionate giving of our time, talent and treasure.

“Give, and it shall be given to you. Good measure pressed down, shaken together, running over, will they pour into the fold of your garment. For the measure you measure with will be measured back to you.” (Luke 6:38)

“Above all, let your love for one another be constant, for love covers a multitude of sins. Be mutually hospitable without complaining. As generous distributors of God's manifold grace, put your gifts at the service of one another, each in the measure you have received.” (1 Peter 4:8-10)

**August**

Have you ever taken a moment to figure out how much time, on the average, you spend a week volunteering in your church or in your community?

“Do not neglect good deed and generosity. God is pleased by sacrifices of that kind.” (Hebrews 13:16)

Have you ever taken some time to figure out what percentage of your income goes to the church and other charitable causes?

Stewardship is planned giving and does not leave giving to chance. It challenges us to plan. It asks us to appraise – deliberately – what we are doing with our time, our talent and our treasure.

**September**

Christian stewardship provides a spirituality that you can take home from church, exercise at work and express through personal involvement in the community and church.

Stewardship is not job-oriented or project-minded. It is a way of life for a lifetime.

Christian stewardship takes a positive view on money. It sees money not only as a medium of exchange but also as a symbol of the person who has it. The way we acquire it, use it, and share it, we are revealed in those actions.

Christian stewardship trains us to become aware that God is the ultimate giver of the gifts we have. To give to God should be “from the top” – not what may be left over.

**October**

“No servant can serve two masters. Either he will hate the one and love the other or be attentive to the one and despise the other.” (Luke 16:13)

Stewardship is an important concept for our spiritual growth as Catholics. It is a way of thanking God for all His blessings by returning to Him a portion of our time. Giving of our time involves being with God in prayer and worship and volunteering our time in the church and community activities that help others.

“Wherever your treasure lies, there your heart will be.” (Luke 12:34)

Sharing our talents arises from the fact that God has given each of us the ability and gifts to do certain things well, and we are to develop those talents for the good of others.

**November**

“Moreover, it is required in stewards, that a man be found faithful to his gifts.” (I Corinthians 4:12)

As we practice stewardship, we find that we grow spiritually and that our faith is deepened.

As we approach Thanksgiving Day, let us take a moment to consider all the blessings we receive from God and how we in turn thank God for His blessings.

Stewardship of our time and talent and treasure is not limited only to the church. Many people give time and money to other groups in the community as well.

**December**

“Be generous, sharing what you have.” (I Timothy 6:18)

We are all stewards – managers of the many gifts God has bestowed upon us. Our challenge as Christians is to make good use of those gifts.

“Happiness lies more in giving than in receiving.” (Acts 20:35)

In our daily lives, we manage our family and work responsibilities. But to become occupied with these important matters to the exclusion of the needs of others outside our home or work, is a mistake we could carry into eternity.

The coming new year provides a good time to look at how blessed we are and to ask ourselves how we can say “thank you” to the Lord.



## Year Two

### ***January***

It is important to measure our generosity not by what we give but by what we have left.

Stewardship involves a change of heart, embodied not just in a single action, nor even a series of actions, but in one's entire life.

"...None of you can be my disciple if he does not renounce all his possessions." (Luke 14:33)

Stewardship involves the conscientious, firm decision, carried out constantly in action, to conduct one's self as a follower of Jesus, regardless of the cost.

### ***February***

As Catholics, we are not to focus only on ourselves but are called by our Baptism to reach out and share our time, talent and treasure with our brothers and sisters.

"But let our people, too, learn to devote themselves to good works, to supply urgent needs, so that they may not be unproductive." (Titus 3:14)

We don't give because we have a lot and can afford it; we give because of a desire to share what we have with others.

St. Paul is often misquoted as saying, "Money is the root of all evil." He said no such thing. Money helps feed the hungry, helps clothe the naked; it helps build homeless shelters, schools and churches.

### ***March***

If we give according to God's principles, God will give back to us. The young man, who gave his loaves and fishes, didn't have to go without dinner.

Stewardship reminds us to count our blessings, acknowledge God's gifts to us, and express thanks to Him by a proportionate giving of our time, talent and treasure.

"God can multiply His favors among you so that you may always have enough of every thing and even a surplus for good works." (II Corinthians 9:8)

The decision to give has not so much to do with calendars and budgets. Rather, the decision to give is really a matter of putting your life with God into perspective.

Stewardship is God's invitation to a way of life. It helps us to overcome our selfishness and love of things.

### ***April***

Stewardship of time, talent and treasure is chiefly a way to deepen our spiritual life, not a way to increase our giving, although living our stewardship results in both.

"For the son of Man came not to be served but to serve and to give His life for many." (Mark 10:45)

God has taught us that you cannot love without giving. That giving includes giving of our time, talent and treasure.

If we give ourselves to God and let Him use our talents to serve others, we will be amazed by the results. Not only will our lives be changed but also will the lives of others.

**May**

Do we ever take the initiative in giving our time, talent and treasure? Or do we always wait to be asked?

“In generous spirit pay homage to the Lord, be not sparing of freewill gifts.” (Sirach 35:7)

Whatever time we have is a gift from God, and we are asked to use it wisely, to serve God and others.

Stewardship of time, talent and treasure faces certain obstacles: greed, selfishness, irresponsibility and a lack of trust.

All of us are called to be good stewards of our time to different causes or activities, according to God's specific call. What is God's call to me?

**June**

“With each contribution, show a cheerful countenance, and pay your tithes in a spirit of joy.” (Sirach 35:8)

It is important that we budget our hours as we budget our income so we are able to give our time to be involved in church and community activities.

Stewardship of treasure is based on giving a percentage of our income that is just. If we have little income, we will give little. If we have greater income, then we will give more. Whether we are poor or rich, we can each give a percentage of our income to church and other charities.

Why not keep a record for one week of how you spend your time? How much do the church and community organizations get of that time?

**July**

The heart grateful to God needs to find a way to express that gratitude. Some important ways to do that are through prayer, through service and through giving of one's resources.

It is only the hand that is open to give that is open to receive. God cannot give to us what we refuse to take and God cannot give to us when our hands and hearts cling to things.

“For everything is from you, and we only give you what we already have received from you.” (1 Chronicles 29:14-16)

If we accept the challenge of putting God first in our time and treasure, our attitudes, priorities and spiritual lives will definitely change.

**August**

Have you given real thought lately to how good God has been to you? Do you give in proportion to what God has given you?

Christ makes it quite clear that He expects us to be different. One of the ways He expects us to be different is by practicing stewardship of time, talent and treasure.

“They gave as much as they were able and even beyond their ability.” (II Corinthians 8:3)

“Love one another as I have loved you... I have chosen you to go forth and bear much fruit.” (John 15:12,16)

**September**

Use what talents you possess. The woods would be very silent if no birds sang there except those that sang best.

Those who practice stewardship see themselves as caretakers of God's gifts. They are grateful for what they have received and are eager to share their gifts out of love for God and one another.

Stewardship calls us to share what we have with others generously as members of one Christian community. Stewardship focuses on our dependence on God which goes against society's focus on independence.

Those who practice stewardship recognize God as the origin of life, the giver of freedom, the source of all that they have and all that they are.

In a life committed to stewardship we are called to "possess lightly." Jesus taught about the dangers of clutching to material possessions, and pointed to the real treasures available to us in life.

**October**

"As the Father has sent me, so I send you." (John 20:21)

Giving and sharing are learned responses. It is our responsibility to teach our young people this lesson.

Stewardship is opening our hearts, schedules and hands to others – being available and willing to listen and give our time and our love. Those we give to can be neighbors or fellow parishioners, as well as those who are hurting.

The meaning of money is attached to its use. God never condemned money, as such, but rather, insisted that it be used to further the Kingdom of God.

**November**

God has given each of us some special abilities. It is important that we use them to help one another, passing on to others the many blessings that God has given us.

"They gave their surplus wealth, but she gave from her want, all that she had to live on." (Mark 12:44)

How much of your time, other than an hour on Sunday, do you give back to God for the many blessings that you have received?

Give of your time, talent and treasure until your heart knows that you have done something for God.

**December**

Develop your talents to the fullest so that you can use them to benefit your church and community. Your abilities will grow with use; unused, they may wither away.

"Honor the Lord with your substance and with the first fruits of all your labors." (Proverbs 3:9)

Your church and community offer many opportunities for using your time and talent in God's service.

Stewardship of treasure involves trust in God. You have to really believe in God's Providence and trust that, if you give ten percent of your income to church and charity, for example, He will help you live on the rest.

No one is ever poorer for giving to our God who is so rich in love, mercy and goodness.

## Suggested Bulletin Announcements for Evangelization

“Go, therefore, and make disciples of all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, until the end of the age.” — *Matthew 28: 19-20*

“I have come to set the earth on fire, and how I wish it were already blazing.” — *Luke 12:49*

“We have become, through the power and truth of these stories, and through the free gift of grace, disciples of Jesus. We have heard these Gospel stories, and they will not let us rest. They burn, and they still set us ablaze!” *Go and Make Disciples*

“We say it about ourselves as bishops: God has touched our lives in Jesus, bestowed His Spirit, given us salvation and hope; and called us to live in witness to His love. We know this is true of you as well: you have received the Spirit of Christ Jesus, which brings salvation and hope; your lives are a witness of faith.” *Go and Make Disciples*

“Whether you were baptized as a child or joined the Church as an adult, you have a story of faith. Whether you sincerely live your faith in quiet or have a great public ministry, you have a story of faith. Whether you have a grade-school knowledge of the catechism or have a theological degree, you have a story of faith.” *Go and Make Disciples*

“We want to let our inactive brothers and sisters know that they always have a place in the Church and that we are hurt by their absence-as they are. We want to show our regret for any misunderstandings or mistreatment. And we want to help them see that, however they feel about the Church, we want to talk with them, share with them, and accept them as brothers and sisters. Every Catholic can be a minister of welcome, reconciliation, and understanding to those who have stopped practicing the faith.” *Go and Make Disciples*

“The Spirit brings about evangelization in the life of the Church and in the Church’s sharing the Gospel with others. Through the ordinary patterns of our Catholic life, the Holy Spirit brings about conversion and a new life in Christ.” *Go and Make Disciples*

“Conversion is the change of our lives that comes about through the power of the Holy Spirit. This is crucial: we must be converted, and we must continue to be converted!!! We must let the Holy Spirit change our lives! We must respond to Jesus Christ. And we must be open to the transforming power of the Holy Spirit who will continue to convert us as we follow Christ. If our faith is alive, it will be aroused again and again as we mature as disciples.” *Go and Make Disciples*

“The fruit of evangelization is changed lives and a changed world-holiness and justice, spirituality and peace. The validity of our having accepted the Gospel does not only come from what we feel or what we know. It comes also from the way we serve others, especially the poorest, the most marginal, the most hurting, the most defenseless, the least loved. An evangelization that stays inside ourselves is not an evangelization into the Good News of Jesus Christ.” *Go and Make Disciples*

“We want to make it clear that evangelization means something special for us as Catholics. We can see what it means by looking at what happens to evangelized people. Not only are they related to Jesus by accepting His Gospel and receiving His Spirit; even more their lives are changed by becoming disciples, that is, participants in the Church, celebrating God’s love in worship and serving others as Jesus did. Some might think of evangelization solely in terms of Jesus and our relationship with Him. Yet our relationship with Jesus is found in our relationship with the community of Jesus-the Church. The way to Christ is through the community in which He lives.” *Go and Make Disciples*

“We must evangelize because the Lord Jesus commanded us to! He gave the Church the unending task of evangelizing as a restless power, to stir and to stimulate all its actions until all nations have heard His Good News and until every person has become His disciple.” *Go and Make Disciples*

“The Lord gave us yet another reason to evangelize: our love for every person, whatever his or her situation, language, physical, mental or social condition. Because we have experienced the love of Christ, we want to share it. The gifts God has given to us are not gifts for ourselves!” *Go and Make Disciples*

“Evangelizing means bringing the Good News of Jesus into every human situation and seeking to convert individuals and society by the divine power of the Gospel itself. ITS ESSENCE IS THE PROCLAMATION OF SALVATION IN JESUS CHRIST AND THE RESPONSE OF A PERSON IN FAITH, both being the work of the Spirit of God. Evangelization must always be directly connected to the Lord Jesus Christ. There is no true evangelization if the Name, the teaching, the promises, the Kingdom and the mystery of Jesus of Nazareth, the Son of God are not proclaimed.” *Go and Make Disciples*

## Sample Time & Talent Opportunities

The following list of Stewardship opportunities for time and talent, while not totally complete, does give a broad view of the many ways that one can give of his/her time and talent.

Adult Daycare Volunteer	Liturgy Commission Member
Adult Education Facilitator	Masonry Work
Adult Youth Leader	Men's Club
AIDS Program Volunteer	Migrant Ministry Volunteer
Altar Guild	Minority Ministry Volunteer
Altar Server	Mother's Morning Out Volunteer
Arts and Crafts Teacher	Musician
Artwork for Publications	Newcomers' Coffee
Auto Repair	Newsletter Work
Auxiliary Minister	Office Work
Babysitting	Outreach to Inactive Catholics
Baptism	Outreach to the Unchurched
Bereavement Counseling	Painting
Bible Study Leader	Parish Dinner Preparation
Board Member of Community Agency	Pastoral Council Member
Budget Planning	Phone Answering
Campus Ministry Volunteer	Photographer
Capital Campaign Volunteer	Plant and Shrubbery Care
Carpentry	Plumbing Work
Choir Member	Prayer Group Leader
Clothing Ministry Volunteer	Printer
Community Life Commission	Program Director
Computer Programmer	Pro-life Volunteer
Crisis Pregnancy Volunteer	Public Relations Assistance
Driver	Religious Education Teacher
Education Commission Member	RCIA volunteer
Electrical Work	School Volunteer
English as a Second Language Teacher	Scout Leader
Evangelization Commission Member	Sewing
Family Life Commission Member	Social Service Agency Volunteer
Finance Commission Member	Sound Systems/Electronics
Food Delivery to Sick/Shut-ins	Soup Kitchen Volunteer
Habitat for Humanity Volunteer	Sports Team Coach
Homeless Shelter Volunteer	Stewardship Committee Member
Hospital/Hospice Volunteer	Sunday Morning Coffee
Kitchen Help	Teacher's Aide
Knight of Columbus	Teacher's Substitute
Women's Club	Telephone Ministry
Lawn Care	Typing
Lector	Usher/Greeter
Legion of Mary	Visiting Sick/Shut-ins
Literacy Program Volunteer	Young Adult Minister

## Stewardship Logo and Clip Art





## V. Appendix



## Diocesan Stewardship and Evangelization Document – Modification Survey Form

It is requested that clergy, religious and/or parish stewardship/ evangelization committees in May of each year beginning in 2004, obtain the necessary input from those in their parish who have worked with the Diocesan Stewardship and Evangelization Document, and prepare responses to the inquiries contained in this survey. The completed survey should then be sent to the attention of the Diocesan Stewardship and Evangelization Committee no later than June 30th.

The Diocesan Stewardship and Evangelization Document was published with the following objectives in mind:

- To demonstrate Diocesan commitment to stewardship and evangelization,
- To define the expected response from various diocesan groups,
- To outline action steps necessary to make stewardship and evangelization “a way of life” in the diocese,
- To serve as a reference source for interested parties, and
- To encourage action in all parishes.

How well do you think the document accomplished its objectives?

- |                                     |                                     |
|-------------------------------------|-------------------------------------|
| <input type="checkbox"/> Very well  | <input type="checkbox"/> Marginally |
| <input type="checkbox"/> Adequately | <input type="checkbox"/> Not at all |

Which of the following statements best describes your parish in regard to its stewardship and evangelization journey? Check one.

- We have not begun formally promoting stewardship as yet.
- We are in the introductory/educational phase of stewardship.
- We actively promote stewardship of time, talent and treasure.
- Our parish is committed to stewardship as a way of life, and a significant percentage of our parishioners are tithing.
- More than 50% of our parishioners are in someway involved in parish ministries, and our parish and diocesan financial support is derived primarily from tithing.

How widely do you distribute the Diocesan Stewardship and Evangelization Document in your parish? Check all that apply.

- |                                                  |                                                  |
|--------------------------------------------------|--------------------------------------------------|
| <input type="checkbox"/> Clergy                  | <input type="checkbox"/> All ministry committees |
| <input type="checkbox"/> Parish Pastoral Council | <input type="checkbox"/> Interested parishioners |
| <input type="checkbox"/> Stewardship Committee   | <input type="checkbox"/> Other_____              |
| <input type="checkbox"/> Parish Staff            |                                                  |

What has been the general reaction to the document among those in the parish who have used it?

- It was enthusiastically received.
- Most found it to be a helpful guide to action.
- It has been of limited value.

Comment \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Briefly describe any problems encountered in the use of the document. \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Which sections of the document do you feel should be changed and why? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

What additional issues or areas should be addressed in future publications of the document? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

What other recommendations do you have, or what other assistance could the diocese provide your parish in its stewardship and its evangelization efforts? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Parish Name \_\_\_\_\_

**Response Prepared By** \_\_\_\_\_

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