

## Section 6:

# Sustaining Stewardship

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*“Beginning in conversion, change of mind and heart, this commitment is expressed not in a single action, nor even in a number of actions over a period of time, but in an entire way of life.”*

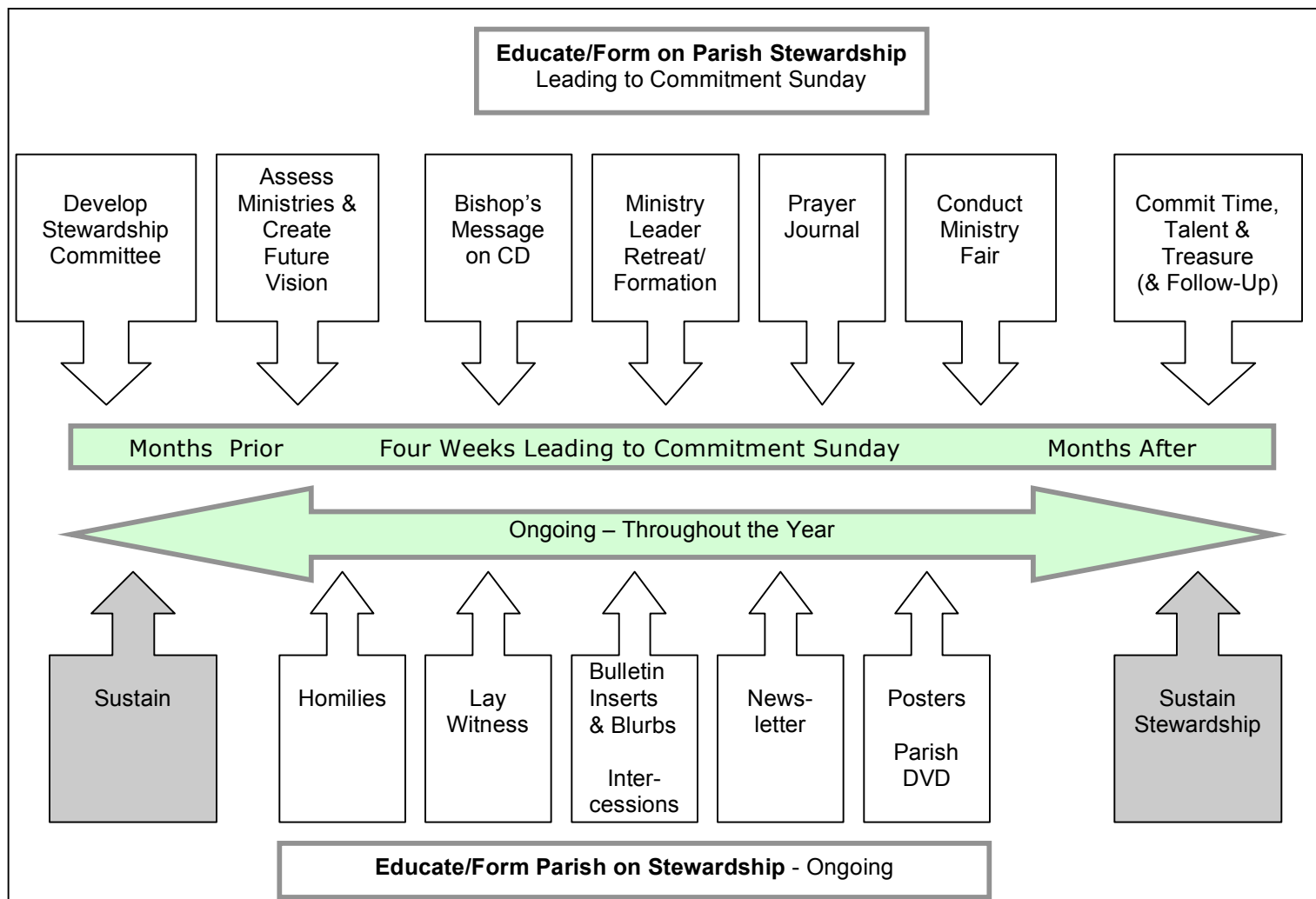
~Stewardship: A Disciple's Response, U.S. Bishops' Pastoral Letter on Stewardship



**GOD'S GIFTS *for* GOD'S PEOPLE**  
time, talent and treasure



## Stewardship Roadmap



The Stewardship Manual provides a roadmap to implementing and sustaining a successful Stewardship process in parish. The roadmap is divided into 6 sections:

1. Developing a Stewardship Committee
2. Assessing Ministries and Creating a Future Visio
3. Educating and Forming the Parish on Stewardship
4. Conducting the Ministry Fair
5. Committing Time, Talent, and Treasure
6. Sustaining Stewardship
7. The Manual contains 4 additional sections containing materials for:
  - Discernment of Gifts
  - Children's Stewardship
  - A Steward's Prayer and Reflection Journal*
  - Sunday Homilies – Forming Communities in the Spirit of Stewardship*

Each section provides an overview, suggested steps for implementation, lessons learned, tools, sample materials, and external resources that can be used to initiate and sustain Stewardship in a parish. This section (highlighted in gray above) addresses **Sustaining Stewardship**.

# Sustaining Stewardship

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## Sustaining Stewardship Overview

Stewardship begins with great enthusiasm, new ideas and fresh energy! The challenge is to sustain the effort and to continually breathe new life into the momentum. It is tempting to “skip a year or two” because some of the tried and true steps may seem old and repetitive. But in “skipping steps” parishes have lost the momentum and parishioners fall back on their commitments of time, talent, and treasure. Below are some ideas that may help keep a Stewardship Committee vibrant, inspired, healthy, and alive.

### **Committee Membership**

- Rotate members and establish limited terms. This will bring in new people with original ideas and new energy. As described in *Developing a Stewardship Committee*, Section 1 of this manual, a three year term is recommended. The original Stewardship Committee should have staggered term dates. This will help maintain experience on the Committee and make room for new members as they are discerned. (For a refresher on identifying, inviting and discerning members, see *Examples and Templates 1.2 – 1.5* in Section 1 of this manual.)
- Discern a new chairperson for the Committee each year, with an option to stay one additional year. New leaders can explore new avenues, inspire new directions, and provide a change of pace for the Committee.
- Review the segments of *Developing a Stewardship Committee*, Section 1 of this manual for a refresher on important qualities and responsibilities of members. Especially refer to *Membership*, page 7 and *Identifying and Inviting Members*, page 8.

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### **Formation and Education**

Continual formation and education are an important part of faith life and critical for Committee members, all of whom have the responsibility of promoting the spirituality of Stewardship in parish life. The Committee Members face this Stewardship journey as individuals and as part of a parish family. That the members of the Committee and the Committee as a whole remain encouraged and nourished is essential. Continual formation and education provide ideas and support that can help the Committee members stay engaged and involved. Additional education can provide fresh incentives for the Committee Members and the Committee itself so they can model Good Stewardship and Discipleship within their parish.

Listed below are some ways of continuing formation and education.



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- Spiritual formation centered on Stewardship must be evident at every Stewardship Committee meeting. Once having read the USCCB pastoral letter, *Stewardship – A Disciple’s Response*, consider some of the ideas below. Also, refer to the *Available Resources* section of this manual for additional suggested materials.
  - *Stewardship in America: A Countercultural Way of Life*, by Dan Conway
  - *What Do I Own And What Owns Me?*, by Dan Conway
  - *Excellent Catholic Parishes*, by Paul Wilkes
  - *Why Catholics Don’t Give and What Can Be Done About It?*, by Charles Zech
  - *Best Practices in Parish Stewardship*, by Charles Zech
  - *Four Pillars of Stewardship*, Diocese of Wichita web page: [http://www.cdowk.org/Stewardship\\_development/Stewardship\\_pillars.shtml](http://www.cdowk.org/Stewardship_development/Stewardship_pillars.shtml)
- The pastor could consider the same formation for the Parish Pastoral Council and the Finance Council. If these two consultative bodies, along with the Stewardship Committee, receive the same formation simultaneously, the parish will have a large number of leaders on the same spiritual page.
- The International Catholic Stewardship Council (ICSC) assists parishes that embrace Stewardship as a way of life. The ICSC knows that as parishes grow in Stewardship they will need a variety of materials, ideas, tools, and contacts. As members, parishes can take advantage of material provided for use in parish newsletters, gain access to a variety of helpful Stewardship resources, have access to Stewardship professionals throughout the country, attend an annual international Stewardship Conference, and benefit from other Stewardship educational opportunities. To learn more about ICSC or to pursue membership go to: <http://www.catholicStewardship.org/en/index.cfm>
- Committee members should attend at least one Stewardship workshop/conference each year. Not only will Committee members benefit from the education at the conference, but they will also benefit from networking with Stewardship representatives from other parishes. The *Stewardship Connection* meetings coordinated by the Diocesan Stewardship Office provide regular opportunities for parishes to network and gain additional Stewardship formation. Check the Stewardship web page, go to [www.dioceseofcleveland.org](http://www.dioceseofcleveland.org) and clicking on the Stewardship link, for date and location information for the next *Stewardship Connections* meeting.
- Orient new members to the Committee so they have an understanding of Stewardship as a way of life. Each new member should read the USCCB pastoral letter *Stewardship – A Disciple’s Response*. Orientation should also include a review of the *Stewardship Committee Overview* on pages 4-7 in Section 1 of this manual. Each new member should be an active participant in one of the key tasks as described on page 5, also in Section 1 of this manual.



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## **Evaluation**

In order to facilitate the Christian vocation of discipleship and to nurture Stewardship as a lifelong process:

1. Individuals should develop and exhibit certain characteristics depicting their love and example of following Christ.
2. Parishes should acknowledge Stewardship as the “key” to an alive, vibrant parish where dedicated and committed parishioners, giving freely of their time, talent and treasure, without expectation of return, create a dynamic atmosphere that invites and encourages others to become involved and sets a positive example for the entire parish community. Parishes should develop, foster, nurture and maintain a parish Stewardship process, exhibiting certain characteristics, providing parishioners, young and old, the opportunities to learn about, experience and live out Stewardship as a way of life, serving the parish community, the diocesan and universal church.
3. Parishioners should sense and feel that their parish is a place of prayer, education, hospitality and service, within which they experience the invitation and opportunity to serve and to be served.

The following forms have been designed to assist pastors and parish leadership in reviewing and evaluating their parish Stewardship process whereby parishioners are drawn to and converted to that lifelong Stewardship journey.<sup>(1)</sup>

- Parishioner Gratitude Survey Packet (*Example 6.1*, pages 14-16)<sup>(2)</sup>
- Parishioner Evaluation of Stewardship Activity (*Example 6.2*, page 17-18)<sup>(3)</sup>
- Parish Stewardship Assessment Guide (*Example 6.3*, pages 19-24).

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(1) Used with permission from the Catholic Diocese of Wichita

(2) Used with permission from St. Hilary Parish, Fairlawn, OH

(3) Used with permission from St. Hilary Parish, Fairlawn, OH





## Keeping It Going!

### ***Repeating the Commitment Process***

While there are various details and “extras” that *can* be part of a Stewardship initiative, there are basic tasks or steps that cannot be overlooked and need repeating each year. These are outlined below:

- Step 1: Establish a timeline and begin by picking the Commitment Weekend date first, then work backwards and establish task completion dates. Consider picking a date that suits the parish (perhaps a feast day) and the timing of the follow up work (e.g. It may be preferred to not be following up with people during the holidays or in the summer.) A sample timeline template may be found on page 3 of this section of the manual. The key tasks are outlined in detail on page 5 of Section 1 of this manual. Accordingly, they will include:
  - Leadership Retreat
  - Material Design
  - Mailings
  - Lay Witnesses
  - Leadership communication and ministry catalogue update
  - Ministry Fair (some parishes hold these every few years rather than every year)

After the Commitment Weekend, the following steps apply:

- Step 2: Enter Commitment Card information into data base
- Step 3: Begin follow up work and be sure that everyone has been contacted and invited to participate in their ministries of choice!
- Step 4: Commitment Card Data Analysis is an important step. Measuring the level of engagement among a community of people in their use of time, talent, and treasure in parish life provides accountability, and gives some insight as to where more pastoral efforts are needed.
- Step 5: Communicate the findings from the analysis above in Step 4 back to the parish community. This will help parishioners appreciate the increase in vibrancy in the parish. A parish newsletter would be an excellent tool to use for this feedback.



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## Changing It Up

Once a parish has followed the commitment process for a year or two, it will need to find new ways to accomplish the same tasks or present them with an innovative style. Changes that lead to the same goal but have an interesting twist can help breathe new life into the Stewardship process. The following is a list suggesting different approaches to what could become ordinary tasks. Continue to brainstorm additional new approaches for the various tasks.

- Ministry Fair changes
  - hold the fair outdoors and provide different foods, entertainment, etc.
  - instead of a one time fair, create ministry highlights used throughout the year that are shared via a bulletin board at a key spot in the parish, or have ministries take turns show-casing themselves at key parish events
- Stewardship Mailings changes
  - have a new theme each year such as the following that is artistically presented in the ministry catalogue and mailings
    - Communion of self-giving love
    - Gratitude
    - Cherish and nurture our gifts
    - Share our gifts in justice
    - Return our gifts with increase to the Lord
    - Stewardship is a way of life
    - The Pillars of Stewardship: hospitality, prayer, formation, service
  - check out other diocesan Stewardship web sites for new ideas on the “look” of their materials
  - recruit students in the parish who are graphic arts and marketing majors to create something new for the style of the Stewardship materials
- Lay Witness changes
  - hold periodic testimonials throughout the year
  - video tape 1 or 2 lay witnesses with music in the background and show at each Mass
- Commitment Weekend changes
  - ask parishioners to process to the front of the church to offer their commitment cards during Preparation of the Gifts
  - conduct a blessing for those who share their time, talent and treasure (*Example 6.4*, pages 25-26).





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## Going Deeper

Each Parish is unique. Each Parish will approach Stewardship as a way of life in interesting, wonderful and new ways in addition to the basic steps of the commitment process. There are ways each parish can help parishioners realize Stewardship in their everyday lives and ways to add more interesting activities within their parish. Listed below are just some of the ideas. Think creatively and come up with many more!

- Offer a small group study on personal finances, helping parishioners to reduce debt and build a support network for living Catholic values. One possible source for this is *7 Steps to Becoming Financially Free* by Phil Lenahan. Visit the *Our Sunday Visitor* web site for more information [www.osv.com](http://www.osv.com).
- Many people spend so much of their waking hours in a work setting that it may be very helpful to parishioners to introduce them to ways to live out their faith in a work setting. Visit the *Living Faith at Work* web site for more information on this topic <http://livingfaithatwork.org/>.
- Raise awareness of God's creation and about our Stewardship of the "earth that is the Lord's" and our responsibility to those who come after. Suggest the reading and a book discussion of *Global Climate Change*, published by USCCB Publishing (United States Catholic Conference of Bishops). Ask a speaker to come who can also speak on the subject!
- Deepen parishioners' Stewardship of time by enriching their prayer life. Offer opportunities to expand their prayer experiences by teaching additional forms they may not have had an opportunity to learn, such as the Spiritual Exercises of St. Ignatius, or help them gain a deeper appreciation of Eucharistic Adoration, Litany of the Hours, etc.
- Provide weekend retreat experiences for parishioners which will also build on the value of Stewardship of time. *Christ Renews His Parish* is just one of many retreat formats that not only deepens one's spirituality but also can be a starting point for further engaging parishioners into parish life.
- Offer tithing from the parish to an organization in need which parishioners have selected. By sending a percentage of the parish offertory to a needy organization, an example will be set for parishioners to tithe their financial treasure. Be sure to communicate to parishioners the amount and place of donation each time the parish makes a contribution.
- Establish the "Kingdom Assignment" in the parish which involves parishioners in an incredible journey of sharing gifts. St. Barnabas Parish in Northfield has had a remarkable experience with this approach. Go to [www.kingdomassignment.com](http://www.kingdomassignment.com) to learn more about it.
- Recognize acts of Stewardship done outside the parish by parishioners. This will help parishioners realize that Stewardship is an entire way of life, not just something done in the confines of the parish grounds. One way of providing recognition is to offer a blessing for parishioners for community service a week or two after their commitment to parish service. See *Example 6.5*, pages 27-30 for a process and example of such an activity.<sup>(4)</sup>



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- Speak about Stewardship in homilies throughout the year. When parishioners hear concepts of Stewardship preached beyond Commitment Weekend and the weekends immediately preceding, they are reminded that this is a way of life they are called to year long! For ideas on Stewardship homilies, refer to the *Homily Helps* in this manual (section 10), or *More Than Silver or Gold – Homilies of a Stewardship Priest* by Fr. Dan Mahan.

(4) Used with permission from the Catholic Diocese of Portland, Maine

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## ***Focusing on Hospitality***

Hospitality is a pillar of Stewardship. Before parishioners can become engaged in a parish they must feel welcome! To that end there are a variety of steps a parish can take to welcome their parishioners:

- Consider the formation of a Welcoming Committee or the assignment of “welcoming tasks” to people in the parish. The Evangelization Office of the Diocese of Cleveland offers a free manual on parish hospitality that provides many good ideas on ways to welcome parishioners. To receive a copy of this manual, call the Evangelization Office at 216-696-6525 X2540.
  - Give a Stewardship Prayer Journal to new parishioners and explain the biblical rooting and spirituality of Stewardship as a way of life. (See Section 9 of this manual.)
  - Review the ministry catalogue with new parishioners and encourage them to become an active part of the parish.
  - Welcome those who complete the RCIA process into the parish by inviting them to discern how their gifts can be used at the parish. Assure them that they are needed to be active members!
  - Conduct a parish census thereby ensuring awareness of the parishioner base and familiarization with the needs/interests of the parishioners. The Diocesan Pastoral Planning Office has materials offering guidelines for census taking.
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## ***Continuing Parish Formation and Education***

Stewardship education should be a year long process...every year! It should extend well beyond the Commitment period. Listed below are ideas to help parishes continually build Stewardship into their efforts to instill Stewardship as a way of life:



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- Parish missions or retreats that emphasize Stewardship. Some suggestions of speakers within the Diocese of Cleveland include:
  - Fr. Wally Hyclak
  - Fr. Norm Douglas
  - Fr. Tom Dragga

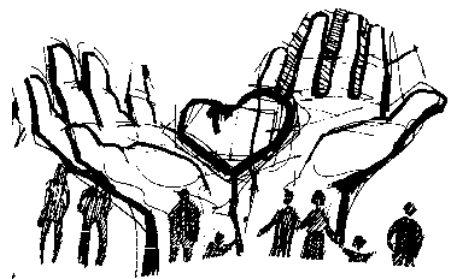
Also, Fr. Dan Mahan – a national speaker on Stewardship who has visited the Diocese of Cleveland several times

- Conduct parish listening sessions to assure active ministries are in line with parishioners needs/interests. This activity would be done in conjunction with the Parish Pastoral Council. (The Diocesan Pastoral Planning Office and Stewardship Office can assist with this activity.)
  - Conduct a formal Gifts Assessment/Discernment for parishioners. Many people do not know what their gifts are and a session such as this can aid them in their discernment and encourage them to apply their gifts to parish ministries. See Section 7 of this manual for specific ideas on conducting Gifts Assessments.
  - Coordinate the efforts of the Parish School of Religion and Day School in providing Stewardship education to the children of the parish. See Section 8 of this manual for specific ideas. Also, refer to the International Catholic Stewardship Council's Children Stewardship Manual for additional ideas. <http://www.catholicStewardship.org/en/index.cfm>
  - Hold a retreat for parish leaders and sponsor one or two keynote speakers on Stewardship.
  - Attend one meeting of each of the various parish ministries and give a presentation on Stewardship.
  - Consider creating a Coordinator of Volunteer Ministry Position. This person, whether a paid staff position or a volunteer, would be responsible for planning and organizing volunteer ministry activity in the parish and would collaborate with parish leaders, staff and the Stewardship Committee in doing so. See *Example 6.6*, pages 31-32 for a sample position description.
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## Giving Thanks

We can never say “thank you” enough! Below are just some of the ways to show gratitude for all that people do. A grateful heart is a basic attribute of a good steward.

- Volunteer recognition dinner
- Personal (handwritten!) notes of thanks
- Dinner/reception for parish leaders
- Dinner/reception for generous donors



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## Lessons Learned (Tips and Tricks)

Lessons learned in sustaining Stewardship include:

- **Maintain a spirit of prayer** – It is easy to turn activities into programs, but remember that Stewardship is a process, a way of life. To help develop Stewardship this way in the parish, keep prayer in the center of all Stewardship efforts, always asking for God’s grace and direction in living out Stewardship as an expression of discipleship.
- **Don’t Stop!** – The biggest challenge is to remember to never stop repeating the commitment process. It may seem old and boring to the leaders of the parish who have experienced it year after year, but parishes who have been working at Stewardship for years admit that their biggest lesson learned is never to stop. Sticking to the basics such as lay witnessing, a pastor’s involvement, pledging year after year are crucial. For a reminder of the basic steps see page 7 of this section.
- **Continually thank people** – A basic component of being a hospitable parish is thanking people for everything they do. Handwritten notes are among the oldest yet most favorite way of receiving thanks. Stay in the habit of saying thank you!
- **Formation is never finished** – Stewardship Committees, parish leaders and all parishioners will all benefit from recurrent formation. There are an endless number of books, DVDs, and web sites that provide inspirational and thought-provoking teaching. See pages 33-37 for just a sample of Stewardship resources that may be used in providing formation.
- **“Practice what you preach”** – Parishioners should continually be encouraged to live out Stewardship by being of service to those in need in the parish community and beyond. Parishioners should be guided to see their parish as a family and come to see that they are called to minister to the needs of fellow parishioners as well as be recipients to the same service from others when needed.



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## Examples and Templates

Included in this section are sample materials for your reference, adaptation and use in developing a Stewardship Committee in your Parish. Included here are:

- 6.1. Parishioner Gratitude Survey Packet – These can be used as bulletin inserts with the “Gratitude, Fostering Our Connection To God” as side one and the “Gratitude Survey” as side two. “Your Gratitude Survey” provides the information for parishioners to score their gratitude surveys and can be distributed through the bulletin the following week. Go to [www.authentichappiness.org](http://www.authentichappiness.org) to find and publish comparisons from around the country.
- 6.2. Parishioner Evaluation of Stewardship Activity Packet – This evaluation should be distributed after the follow-up activity for new ministry sign-ups resulting from Commitment Sunday. The information obtained should be used to help improve the Stewardship activity in the following year. The Survey Results could be distributed to the parish as a bulletin insert with the comment added that these results will help formulate the following year’s Stewardship activity.
- 6.3. Parish Stewardship Assessment Guide – After completion of this form the Stewardship Committee will find clear direction as to areas of parish life which need development to encourage Stewardship as a way of life.
- 6.4. Order for the Blessing of Those Who Share Their Time, Talent, and Treasure – This blessing could be used as a way to celebrate parishioners’ gifts of time, talent, and treasure during Mass.
- 6.5. “Blessing of Community Service” Process – In showing that Stewardship is a way of life, this blessing recognizes all the good work parishioners do outside their parishes.
- 6.6. Sample Job Description for a Volunteer Coordinator – Whether this position is staffed with a volunteer or a paid member of the staff, this individual help promotes the importance of parishioner engagement in the parish through the use of their talent.



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## Example 6.1

### Bulletin Insert, side 1

## GRATITUDE, FOSTERING OUR CONNECTION TO GOD

*“We have been given possession of an unshakable kingdom. Let us therefore be grateful and use our gratitude to worship God in the way that pleases him, in reverence and fear.”  
(Hebrews 12:28)*

*“Gratitude unlocks the fullness of life. It turns what we have into enough, and more. It turns denial into acceptance, chaos to order, confusion to clarity. It can turn a meal into a feast, a house into a home, a stranger into a friend. Gratitude makes sense of our past, brings peace for today, and creates a vision for tomorrow.” (Melody Beattie)*

*“If the only prayer you ever say is ‘thank you,’ it will be enough. (Meister Eckhardt)*

- ❖ **What is Gratitude?** It is the foundation of all other virtues. It helps us focus on others rather than on ourselves. It allows us to look at what we have rather than on what we don't have. It is *transformational* (helping us to move towards new and higher ways of being and relating) rather than *conservational* (encouraging us to hoard what we have, both spiritually and materially).
- ❖ **But how many of us truly practice it?** How many of us, each day, give thanks to God for our unearned and undeserved gifts? Remember, of the ten cured lepers, only one returned to thank Jesus. And most of our prayers, inside or outside of church, are prayers of petition - asking for what we don't have - rather than prayers of praise or thanksgiving for what we do have.

For centuries, religions have tried to increase people's sense of gratitude as an important path in spiritual development. Gratitude fosters our connection with God. However, psychological research has now shown that people who show such characteristics as gratitude, forgiveness, and optimism are more psychologically healthy than those who don't. **It will help you spiritually and psychologically to make an effort to foster a sense of gratitude in your life.** The psychologist Robert Emmons has suggested keeping gratitude journals on a daily basis.

**But if gratitude is so good for us, why don't we do more of it?** One of the reasons may be the constant cultural messages that bombard us (“You deserve the best, “ ”Have it your way”). The sense of entitlement thus fostered (“I deserve it!) hampers expressions of gratitude. Also, people may tend towards expressions of entitlement as a way of building self-esteem (“I got what I have because I'm so good!”). There may even have been evolutionary processes that favored the survival of those who were pessimistic and guarded - they were more likely to survive long enough to contribute to the human gene pool.

**Gratitude is a choice!** On the back of this sheet is a short **Gratitude Survey** that gives you an idea of how grateful you are. For scoring and comparisons with other groups of people, go to [www.authentic happiness.org](http://www.authentic happiness.org) where you will find this and similar instruments. There will also be a scoring key and comparisons printed in next week's bulletin. And, practice the following exercise: Each day, write down 3 - 5 specific things (unearned gifts) that have happened for which you feel grateful. Or, for something really difficult, spend ten minutes wishing for good things to happen to the person you dislike most!

**Gratitude** can transform your life if you train your “gratitude muscles” as you would train your body. Try it, it will help you!



## **Example 6.1 (cont'd)**

*Bulletin Insert, side 2*

# GRATITUDE SURVEY

Below is a short Gratitude Survey that will give you an idea of how grateful you are. For scoring and comparisons with other groups of people, go to [www.authentichappiness.org](http://www.authentichappiness.org) where you will find this and similar instruments.

Or, use the scoring key and comparisons which will be printed in next week's parish bulletin.

**DIRECTIONS:** Please rate each of these items according to the following scale:

1 = Strongly disagree, 2 = Disagree, 3 = Slightly disagree, 4 = Neutral, 5 = Slightly agree, 6 = Agree, 7 = Strongly agree

- \_\_\_\_\_ 1. I have so much in life to be thankful for.
- \_\_\_\_\_ 2. If I had to list everything I felt grateful for, it would be a very long list.
- \_\_\_\_\_ 3. I am grateful to a wide variety of people.
- \_\_\_\_\_ 4. When I look at the world, I don't see much to be grateful for.
- \_\_\_\_\_ 5. As I get older I find myself more able to appreciate the people, events, and situations that have been part of my life history.
- \_\_\_\_\_ 6. Long periods of time can go by before I feel grateful for something or to someone.





## **Example 6.1 (cont'd)**

### **Bulletin Insert**

## **YOUR GRATITUDE SURVEY**

**Last weekend, in the parish bulletin was a short Gratitude Survey to give you an idea as to how grateful you are. If you did not receive the Gratitude Survey, please contact the parish office to obtain a copy.**

### ➤ **How do you score your Gratitude Survey?**

1. Add up your scores for the positive questions: items 1, 2, 3, and 5.
2. Reverse your scores for the negative questions: items 4 and 6 (for example, if you scored 7, give yourself 1; if you scored 6, give yourself 2).
3. Add the reversed scores for items 4 and 6 to the total from Step 1. This is your total Gratitude Score. It should be between 6 and 42.

### ➤ **What does your score mean?**

In terms of gratitude, if you scored 35 or below, you are in the bottom one-fourth of people who have taken this survey. If you scored 38 or below, you are in the bottom one-half of people who have taken this survey. If you scored between 39 and 41, you are in the top one-fourth and if you scored 42, you are in the top one-eighth. Women tend to score slightly higher than men and older people tend to score higher than younger people.

### ➤ **If you don't like your score, what can you do about it?**

If your score is lower than you thought or than you would like, don't accept a permanent state of ingratitude! Practice exercising your "gratitude muscles. Here's how:

1. At the end of each day, spend a few minutes writing down 3 to 5 things that happened that day for which you feel grateful or thankful. These should be events which you did not earn.
2. At the end of each day, think of 2 or 3 people who have more difficulties in life than you do. Spend some time feeling grateful for what you have.
3. Think of all the things you have received from your involvement with our Parish. Spend some time feeling grateful for this.
4. Select one important person from your past who has made a major positive difference in your life and to whom you have never fully expressed your thanks. Write a one-page testimonial to this person thanking him/her for this gift.
5. Invite this person to your home or go to this person's home. Bring the testimonial with you and read it to the other person slowly and with eye contact. Let the other person react. Discuss the event and why the person is important to you.
6. Show your gratitude to God and to your neighbors by becoming more involved in serving others. "For it is in giving that we receive..." (St. Francis of Assisi).





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## **Example 6.2**

### **Parishioner Evaluation of Stewardship Activity**

**Our parish has just concluded a year-long process of Stewardship activity. Please help us to help you better by answering the following questions about our work. Use the answer key provided by marking a number for each question.**

**You may drop the completed survey in a collection basket or mail it to the parish office.**

Strongly agree = 7, Agree = 6, Slightly agree = 5, Uncertain = 4, Slightly disagree = 3, Disagree = 2, Strongly disagree = 1

- \_\_\_\_\_ 1. The Stewardship activity gave me a better understanding of the meaning of Stewardship.
- \_\_\_\_\_ 2. The Stewardship activity caused me to think more deeply about my own involvement in the life of our parish.
- \_\_\_\_\_ 3. The Stewardship activity caused me to commit more of my time and talent to our parish.
- \_\_\_\_\_ 4. The Stewardship activity caused me to think more deeply about my relationship to God.
- \_\_\_\_\_ 5. The Stewardship activity fostered my spiritual development.
- \_\_\_\_\_ 6. I increased my practice of being grateful for God's Gifts since the process of Stewardship began.

I have the following suggestions for future Stewardship Activity: \_\_\_\_\_

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I would be interested in helping on the Stewardship Committee

Name \_\_\_\_\_ Phone \_\_\_\_\_

Thank you for completing this survey.



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## Example 6.2 (cont'd)

### STEWARDSHIP SURVEY RESULTS **insert** **MONTH/YEAR**

<b>The Stewardship activity</b> gave me a better understanding of the meaning of Stewardship	# % agreed
<b>The Stewardship activity caused me to think</b> more deeply about my own involvement in the life of our parish.	# % agreed
<b>The Stewardship activity</b> caused me to commit more of my time and talent to our parish.	# % agreed
<b>The Stewardship activity</b> caused me to think more deeply about my relationship to God.	# % agreed
<b>The Stewardship activity fostered my spiritual development.</b>	# % agreed
<b>I increased my practice of being grateful for God's Gifts</b> since the process of Stewardship began.	# % agreed

**insert #** Survey's Completed



# Sustaining Stewardship

## Example 6.3

### PARISH STEWARDSHIP ASSESSMENT GUIDE

Circle the number that best fits the reality of your parish.

**Scale:**    1                      2                      3                      4                      U  
                 Not at all                      Very much                      Unknown

- Notes:**
1. This form is intended to be completed by a parish who is interested in a serious assessment of their work in Stewardship. It will serve as a barometer as to how the parish is performing in their Stewardship way of life and will provide direction as to which areas of parish life need development.
  2. This form may be completed by a Stewardship Committee, Parish Staff, Parish Pastoral Council, and/or Finance Council. An \* is placed next to those items that are considered to be highly critical in living a Stewardship way of life at a parish.

1. Our parish mission statement is can be easily understood by the average parishioner and is readily accessible. 1 2 3 4 U  
(e.g. published on the front of the bulletin)

Comments: \_\_\_\_\_  
\_\_\_\_\_

2. Our parish has an effective way of listening to the concerns of the people. (e.g. surveys, town hall meetings, appreciative interviews, etc.) 1 2 3 4 U  
List your parish's listening technique(s): \_\_\_\_\_

Comments: \_\_\_\_\_  
\_\_\_\_\_

3. We establish goals and pastoral planning based on the interests/needs of our parishioners. 1 2 3 4 U

Comments: \_\_\_\_\_  
\_\_\_\_\_



# Sustaining Stewardship

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\*4. Homilies are regularly given (at least monthly) as to the baptismal call of sharing gifts of time, talent, and treasure. 1 2 3 4 U  
The message regarding sharing of treasure is given at least quarterly. \_\_\_\_ Yes \_\_\_\_ No

Comments: \_\_\_\_\_  
\_\_\_\_\_

5. Lay Witness talks are given to help teach Stewardship as a way of life. 1 2 3 4 U

Comments: \_\_\_\_\_  
\_\_\_\_\_

\*6. We provide a variety of ministries and activities that respond to peoples' needs and concerns. 1 2 3 4 U

Comments: \_\_\_\_\_  
\_\_\_\_\_

\*7. We annually ask adults to renew their commitment of time and talent in parish service. 1 2 3 4 U

Comments: \_\_\_\_\_  
\_\_\_\_\_

8. We annually ask youth to renew their commitment of time and talent in parish service. 1 2 3 4 U

Comments: \_\_\_\_\_  
\_\_\_\_\_

9. The commitment of "prayer" in various forms is a key component on the commitment form for people to check off as a way of giving their time. 1 2 3 4 U

Comments: \_\_\_\_\_  
\_\_\_\_\_

10. We know who and how many people are involved in the ministries of the parish. 1 2 3 4 U

2008 # involved \_\_\_\_\_  
2007 # involved \_\_\_\_\_  
2006 # involved \_\_\_\_\_  
2005 # involved \_\_\_\_\_



# Sustaining Stewardship

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If we do not have this information available now, we have the means (methods) and will begin collecting this data now. \_\_\_\_\_ Yes \_\_\_\_\_ No

Comments: \_\_\_\_\_

---

11. A booklet of parish groups/ministries is provided for parishioners which clearly states the description of the ministries and the commitment needed to participate. 1 2 3 4 U

Comments: \_\_\_\_\_

---

12. A ministry fair is held annually to promote participation in parish ministries 1 2 3 4 U

Comments: \_\_\_\_\_

---

- \*13. Appreciation is shown for peoples' contributions of time, talent, and treasure. (e.g. appreciation dinners, personal thank you notes, etc.) 1 2 3 4 U

Comments: \_\_\_\_\_

---

14. We have accurate parish census data and a good method for record keeping. 1 2 3 4 U

Comments: \_\_\_\_\_

---

- \*15. We interview all newcomers into the parish to hear their histories and to help them discern where they can fit into parish activities. 1 2 3 4 U

2008 # newly registered parishioners involved \_\_\_\_\_

2007 # newly registered parishioners involved \_\_\_\_\_

2006 # newly registered parishioners involved \_\_\_\_\_

2005 # newly registered parishioners involved \_\_\_\_\_

If we do not have this information available now, we have the means (methods) and will begin collecting this data now. \_\_\_\_\_ Yes \_\_\_\_\_ No

Comments: \_\_\_\_\_

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# Sustaining Stewardship

- 
16. We ask lay leaders to take only one major role in the parish. 1 2 3 4 U  
Comments: \_\_\_\_\_  
\_\_\_\_\_
17. We have one person or group to oversee/coordinate the ministries of the parish. 1 2 3 4 U  
Comments: \_\_\_\_\_  
\_\_\_\_\_
18. Training and learning opportunities are offered to volunteers. 1 2 3 4 U  
Comments: \_\_\_\_\_  
\_\_\_\_\_
19. The parish is not overly dependent on extraordinary fundraisers such as bingo and tickets to support its ordinary budget. 1 2 3 4 U  
Comments: \_\_\_\_\_  
\_\_\_\_\_
- \*20. Parish leaders speak about and emphasize Stewardship and financial giving. 1 2 3 4 U  
Comments: \_\_\_\_\_  
\_\_\_\_\_
21. Ministry leaders speak about and emphasize Stewardship and financial giving. 1 2 3 4 U  
Comments: \_\_\_\_\_  
\_\_\_\_\_
22. An annual retreat or renewal is held for parish leaders to celebrate the gifts God has given the parish and to gain formation in their spiritual lives. 1 2 3 4 U  
Comments: \_\_\_\_\_  
\_\_\_\_\_
- \*23. Parishioners are given a clear account at least yearly of how parish money is spent. 1 2 3 4 U  
Comments: \_\_\_\_\_  
\_\_\_\_\_



# Sustaining Stewardship

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24. The parish keeps up payments on its debts, if there are any. 1 2 3 4 U

Comments: \_\_\_\_\_

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25. Parish facilities are appropriately maintained and adequate for the needs of the parish. 1 2 3 4 U

Comments: \_\_\_\_\_

---

\*26. Parishioners are encouraged to plan their financial contributions each year (e.g., pledge/commitment cards). 1 2 3 4 U

2008 # pledge cards returned \_\_\_\_\_

2007 # pledge cards returned \_\_\_\_\_

2006 # pledge cards returned \_\_\_\_\_

2005 # pledge cards returned \_\_\_\_\_

If we do not have this information available now, we have the means (methods) and will begin collecting this data now. \_\_\_\_\_ Yes \_\_\_\_\_ No

Comments: \_\_\_\_\_

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27. The parish regularly shares a portion of its income with the poor. 1 2 3 4 U

\*Parishioners are informed regularly as to where the money is donated. \_\_\_ Yes \_\_\_ No

Comments: \_\_\_\_\_

---

28. The resources of the parish are sufficient to accomplish its mission and the goals and objectives flowing from that mission. 1 2 3 4 U

Comments: \_\_\_\_\_

---

29. We know what the average offertory has been 1 2 3 4 U

2008 average offertory per envelope \_\_\_\_\_

2007 average offertory per envelope \_\_\_\_\_

2006 average offertory per envelope \_\_\_\_\_

2005 average offertory per envelope \_\_\_\_\_

If we do not have this information available now, we have the means (methods) and will begin collecting this data now. \_\_\_\_\_ Yes \_\_\_\_\_ No

Comments: \_\_\_\_\_

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30. Members of the Finance Council are persons with interest and experience in budgeting, facilities management, and fundraising and development efforts. 1 2 3 4 U

Comments: \_\_\_\_\_  
 \_\_\_\_\_

\*31. Members of the Parish Pastoral Council and Finance Council are consulted in areas of major pastoral concerns and regarding parish financial expenditures, respectively. 1 2 3 4 U

Comments: \_\_\_\_\_  
 \_\_\_\_\_

Follow Up Work to Assessment			
Action or steps needed to improve our efforts of teaching basic principles of Catholic Stewardship?	Priority #	Date to Begin	Person Responsible

\_\_\_\_\_  
 Name

\_\_\_\_\_  
 Date Completed





# Sustaining Stewardship

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## **Example 6.4**

### **Order for the Blessing of Those Who Share Their Time, Talent and Treasure**

After the gospel reading, the celebrant in the homily, based on the sacred text and pertinent to the particular place and the people involved, explains the meaning of Stewardship. The celebrant then says:

Priest: Today, we celebrate with joyful hearts the gifts that God has bestowed upon all of us here at \_\_\_\_\_, made manifest in those who share their time, talent, and treasure in the service to God and neighbor.

Reader: As they prayed, the place where they were gathered shook, and they were filled with the Holy Spirit and continued to speak the word of God with boldness (Acts 4:31).

Assistant: We call upon our priests, deacons, lectors, catechists, religious educators, those involved in evangelization, to stand please.

Reader: To whomever I send you, you shall go (cf. Jeremiah 1: 4-9).

Assistant: We call upon our extraordinary ministers of Holy Communion, those involved in RCIA formation, baptismal and marriage preparation, to stand please.

Reader: Amen, I say to you, whatever you did for one of these least of mine, you did for me (Matthew 25:40)

Assistant: We call upon our parish outreach members, the St. Vincent de Paul Society, the soup kitchen staff; those involved with consolation and bereavement; those who are involved with service to the divorced and separated; those concerned with respecting life, food and nutrition networks, and public policy and social justice education.

Reader: Train yourself for devotion. For while physical training is of limited value, devotion is valuable in every respect, since it holds a promise of life both for the present and the future. (1 Timothy 4:7-8)

Assistant: We call upon our Holy Name Society, the Legion of Mary, our Catholic Daughters and those members of our Adoration Society, to stand please.

Reader: So now consider what he has done for you, and praise him with full voice.(Tobit 13:6)

Assistant: We call upon our liturgy Committee and musicians, those involved with hospitality and greeting, our altar servers, and all those who serve the liturgy in any other capacity, to stand please.



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Reader: That you should put away the old self and your former way of life . . . and be renewed in the spirit of your minds, and put on the new self, created in God's way in righteousness and holiness of truth. (Ephesians 4:22)

Assistant: We call upon those involved in faith formation, faith sharing, members of our young adult and youth ministries, our school teachers and staff, our Small Christian Communities, and our Stewardship Committee, to stand please.

Reader: As each one has received a gift, use it to serve one another as good stewards of God's varied grace. (1 Peter 4:10)

Assistant: We call upon those involved with our Pastoral Council, our Finance Council and those who coordinate fund raising, to stand please.

Reader: Be sincere in your love for others. (Romans 11:9)

Assistant: We call upon caring parents, loyal friends, ethical workers and loving children, to stand please.

Reader: Jesus spoke to them again, saying, "I am the light of the world. Whoever follows me will not walk in darkness, but will have the light of life." (John 8:12)

Assistant: We call upon all faithful members of our parish community to stand please.

Priest: Let us pray.  
(Pause)  
By your will, O God,  
we go out into the world.  
With good news of your undying love,  
we minister in the midst of human need  
to show the wonders of your grace.  
We pray for these women and men  
who minister for you  
using their time, their talent, and their treasure.

Bless them.  
May they be strengthened by our concern  
and supported by your gifts.  
Do not let them be discouraged,  
but make them brave and glad and hopeful in your word.  
We ask this through Christ our Lord.  
Amen.

- The Creed follows
- The General Intercessions follow and should include one on Stewardship.



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## **Example 6.5**

### **“Blessing of Community Service” Process**

#### **Materials Needed**

- *Community Service Dedication Cards* – enough for everyone in the parish. (See page 30.)
- *Pencils or pens*

#### **Recommended Process**

- Announce a week ahead a Blessing of Community Service will take place. Sample Announcement:

Next week at all Masses, we will all have the opportunity to offer to the Lord our volunteer services in our neighborhoods and communities. This dedication is another way for the people of this parish to become stewards of their time, talent, and treasure, serving the Lord by serving our neighbors.
- On the appointed weekend, distribute **Community Service Dedication Cards** in the pews before Mass, along with pencils or pens. The cards may also be distributed as people come in to the church.
- Devote a part of the homily to community service as a form of Stewardship. Include key points:
  - People helping people is a long and great tradition in our nation.
  - Communities are better places to live because of the many volunteers who support and serve in a variety of organizations – charities, schools, environmental organizations, artistic groups, service clubs, and so many more. (If any are housed in the parish, mention them specifically.)
  - Formal organizations are not the only places people serve the community. Neighbors bringing food to the bereaved, mothers watching each other’s children, teens tutoring younger children in school – these are also community service. Nor is it just adults who serve: teens and children also help others in many ways.
  - People volunteer for many reasons: to support a good cause, to work with people they like, to learn new skills, to make connections that will advance their careers. These are all good reasons. But they are not the best reason.
  - When we serve others, we are imitating Jesus. We advance from volunteer to steward when we consciously choose to dedicate a portion of our time, talent, and treasure to the Lord, as a token of our gratitude for all He has given to us. In the days ahead, as you begin each volunteer activity, say a small prayer offering your time and talent to God, asking that you may do His work.
  - Later in the Mass, we will bless your service and provide an opportunity for you to commit your service to the Lord. As a token of that commitment, you



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may complete a **Community Service Dedication Card** and place it in the second collection. This is all anonymous and voluntary.

- Optional: The parish will compile a list of all the services in which people are serving the Lord by serving their neighbor. We will display the list so that all of us can come to appreciate how much the people of our parish do for our neighbors, our community, our nation, our world.
  - Optional: When you join a volunteer organization, or when you are helping to orient new members, or when you give a gift, you may be asked why you support that organization. In addition to the reasons specific to the organizations, you might say "Helping others in the community is one way we live as stewards at (\_\_\_\_) Parish." This is a form of evangelization by example of how Catholic Christians live their faith.
- After the Creed, say the prayers on the following page.
  - Collect cards in a separate collection and bring them to the altar before the offering of the gifts. Leave the basket at the altar during Mass.
  - Optional: From the cards, make a list of all the community services in which people are engaged. Put them on a poster or banner; mount in the narthex, parish hall, or other visible place. Other options include publishing the list as an insert in the bulletin and/or in the parish newsletter.
  - Optional: Ask the Stewardship Committee to write to each organization on the list, telling them that member(s) of the parish have dedicated to the Lord their support and/or service to that organization.



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## **Example 6.5 (cont'd)**

### **Blessing of Community Service**

(Adapted from the Book of Blessings, Part 1, Chapter 7)

- Priest: We now invite all those who engage in service to their neighbors and to the community to bow their heads.
- Priest: Christ the Lord told us He came to serve. He went about doing good, leaving us an example to follow. He washed the feet of His disciples, as a symbol of the importance of serving others. Having Christ's service as the foundation of all we do, let us pray to Him, saying, "Lord, hear our prayer."
- Deacon/Reader: Jesus was made poor for our sake. He came not to be served but to serve. May He grant that we, too, love our brothers and sisters and help them in their need. We pray to the Lord.
- People: Lord, hear our prayer.
- Deacon/Reader: By Christ's redeeming work, He made a new world where we have become neighbors to each other and are enabled to love one another. May Christ grant that we, too, strive toward a way of life in keeping with the Gospel. We pray to the Lord.
- People: Lord, hear our prayer.
- Deacon/Reader: Our Lord Jesus wants all people to share in the blessings He has brought. He stirs the hearts of many among us to use their time, talent and treasure in service to their neighbors, their community, and the world beyond. Today may all who serve in any capacity dedicate their service to the Lord, thereby making that service holy and pleasing in His sight as they become ever better stewards of the gifts God has given them. We pray to the Lord.
- People: Lord, hear our prayer.
- Priest (with hands stretched out over the people):  
Blessed are you, Lord, God of mercy,  
Through your Son You gave us a marvelous example of service and the great commandment to love one another.  
As they make our communities better places to live, these stewards by example help make Your presence known in the world.  
Send down your blessing on these your servants, who see Your Son in the face of their neighbor, and who by serving their neighbor advance the coming of Your Kingdom.  
We ask this through Christ our Lord.
- People: Amen.

*After the collection of the **Community Service Dedication Cards**, Mass continues in the usual way with the preparation of the gifts and the altar.*



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## **Example 6.5 (cont'd)**

### **Community Service Dedication Card**

This card should be printed back to back on card stock (heavy enough to make writing on it easy.)

Logo

Logo

#### **COMMUNITY SERVICE DEDICATION** ***Time and Talent***

#### **COMMUNITY SERVICE DEDICATION** ***Time and Talent***

Stewardship is a way of life.  
Stewardship of time and talent has a  
place in our neighborhoods and  
communities.

Stewardship is a way of life.  
Stewardship of time and talent has a  
place in our neighborhoods and  
communities.

This card is an opportunity to offer and  
dedicate your community service to the  
Lord. When you offer it to the Lord,  
community service is made holy and  
pleasing to God. You are making your  
community better than when you found  
it; you are making it more like the  
Kingdom of God.

This card is an opportunity to offer and  
dedicate your community service to the  
Lord. When you offer it to the Lord,  
community service is made holy and  
pleasing to God. You are making your  
community better than when you found  
it; you are making it more like the  
Kingdom of God.

Please list below the organizations and  
service activities, formal and informal  
(not including those directly connected  
with the Church), in which you are  
engaged with your time and talent.  
There is no need to identify yourself.

Please list below the organizations and  
service activities, formal and informal  
(not including those directly connected  
with the Church), in which you are  
engaged with your time and talent.  
There is no need to identify yourself.

Place this card in the basket, so that it  
may be blessed as a gift we offer to  
God in this Mass.

Place this card in the basket, so that it  
may be blessed as a gift we offer to  
God in this Mass.

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*(Please see other side)*

*(Please see other side)*



## **Example 6.6**

### **Sample Job Description for a Volunteer Coordinator**

**Purpose:**

To provide direction and organization for volunteer projects and services within the parish.

**Reports to:**

Pastor or Parish Administrator

**Duties:**

1. Plan and organize ministry for volunteers in collaboration with parish leaders, staff and Stewardship Committee
2. Work with Stewardship Committee and parish staff to direct and coordinate annual Stewardship renewal or gifts discovery process
3. After the Stewardship commitment form and/or the gifts inventory are completed, tabulate and provide parish staff and ministry groups with information pertinent to their ministry area. Follow up as needed to ensure that all parishioners who have volunteered are contacted and placed in an appropriate position
4. Find ways of encouraging those who are not yet active in the parish through short-term jobs or one-time volunteer opportunities
5. Promote an understanding of and commitment to lay ministry wherever it occurs: home, workplace, parish, family and civic organizations
6. Assist in writing descriptions of existing volunteer opportunities and producing a ministry guide for print or web site use
7. Assist with recruitment, interviewing, placing, training and evaluating of volunteers, including any necessary background checks for work with youth
8. Interface with database manager or be able to function in this capacity in order that staff and ministry leaders have appropriate access to lists, labels and reports concerning volunteers in their ministry areas
9. Ensure that volunteer efforts are appropriately recognized and rewarded through thank you letters, information in bulletin and/or web site, or ministry recognition dinner
10. Keep current in the fields of lay ministry and volunteer management
11. Act as liaison to the civic volunteer community



## *Sustaining Stewardship*

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12. Assist in identifying and matching people's gifts, skills and interests to the tasks that need to be accomplished through gifts discovery workshops or inventories and personal interviews

**Qualifications:**

- College degree or equivalent experience
- Commitment to the mission of the church
- Ability to work within parish structures and policies
- Knowledge of volunteer management
- Organization and communication skills
- Ability to empower and motivate others
- Experience as a volunteer
- Experience with working with database systems
- Perseverance, dedication, and a sense of humor





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## ADDITIONAL RESOURCES AND WEB SITES ON STEWARDSHIP

[http://dioceseofcleveland.org/index.php?option=com\\_content&task=view&id=129&Itemid=255](http://dioceseofcleveland.org/index.php?option=com_content&task=view&id=129&Itemid=255)

Link to the Catholic Diocese of Cleveland Stewardship Office. OR go to <http://www.dioceseofcleveland.org/> and click on the Stewardship Office link.

<http://www.catholicStewardship.org/en/index.html>

Link to the International Catholic Stewardship Council.

<http://www.cruzblanca.org/hermanoleon/>

Link to a Catholic free clip art web site.

[www.diometuchen.org/Stewardshipoffice/prayer\\_treasures.htm](http://www.diometuchen.org/Stewardshipoffice/prayer_treasures.htm)

Link to Diocese of Metuchen --resources for weekly scripture selections based on Stewardship themes.

<http://www.StewardshipI.org/>

Link to Diocese of Rockville Stewardship page, with many free downloadable resources.

[www.nccbuscc.org](http://www.nccbuscc.org)

Link for a variety of resources on Stewardship and other topics from the US Bishops Conference.

<http://www.archstl.org/Stewardship/whatis/inserts.html>

Link to the Archdiocese of St. Louis, and in particular, their bulletin inserts regarding weekly Stewardship themes.

[http://www.cdowk.org/Stewardship\\_development/about\\_Stewardship.shtml](http://www.cdowk.org/Stewardship_development/about_Stewardship.shtml)

Link to the Diocese of Wichita Stewardship page with free downloadable resources.

<http://kingdomassignment.com/welcome/#>

Link to learning more about this incredible journey of parishioners sharing gifts. St. Barnabas Parish in Northfield has had a remarkable experience with this approach.

<http://livingfaithatwork.org>

Link to a Catholic perspective and suggestions for fostering faith at work.

### Useful Web sites for personal prayer/study:

[www.activeparishioner.com/](http://www.activeparishioner.com/)



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[www.centeringspace.org/](http://www.centeringspace.org/)

[www.creativecommunications.com](http://www.creativecommunications.com)

This link leads to publications for use in parishes, particularly products to enhance the liturgical worship and personal devotional life for Catholic parishes. Their catalogs include hundreds of Christian print and electronic media products.

[www.creighton.edu/CollaborativeMinistry/online.htm](http://www.creighton.edu/CollaborativeMinistry/online.htm)

[dioceseofcleveland.org/index.php?option=com\\_content&task=blogcategory&id=25&Itemid=107](http://dioceseofcleveland.org/index.php?option=com_content&task=blogcategory&id=25&Itemid=107)

[www.henrinouwen.org/home/free\\_eletters/](http://www.henrinouwen.org/home/free_eletters/)

[www.nccbuscc.org/nab/index.htm](http://www.nccbuscc.org/nab/index.htm)

[www.jesuit.ie/prayer/index.htm](http://www.jesuit.ie/prayer/index.htm)

[www.praythenews.com](http://www.praythenews.com)

[www.sacredspace.ie/](http://www.sacredspace.ie/)

[www.universalis.com](http://www.universalis.com)

[www.vatican.va](http://www.vatican.va)

## **Related DVDs available to borrow from the Catholic Diocese of Cleveland Stewardship Office (call 216-696-6525 and ask for the Stewardship Office)**

NOOMA, “*Rich*”, an engaging 10 minute DVD about the need to share our gifts with the larger world.

RSI Catholic Services Group, “*Reflections on the Pastoral Letter*”, an enlightening DVD featuring the late Archbishop Thomas J. Murphy who shares his experiences of chairing the Bishops’ Committee that wrote the USCCB Pastoral Letter – Stewardship – A Disciple’s Response.

## **Books, articles and other links related to Stewardship**

Binz, Stephen J. Stewardship of the Earth, New Haven, CT: Twenty-Third Publications, 2007.

Buckingham, Marcus and Donald O. Clifton, Now, Discover Your Strengths, New York: Free Press, 2001.

Buckingham, Marcus, First, Break All the Rules (see [www.gallup.com](http://www.gallup.com) ).



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Catholic Diocese of Cleveland, Evangelization Office, 1404 E. Ninth Street, Cleveland, OH, 44114 or call 216-696-6525. All Are Welcome – A Manual for Parish Hospitality.

Champlin, Joseph, M, A Way of Life, Collegeville, Minnesota: Liturgical Press, 2004 or go to <http://www.litpress.org/Detail.aspx?ISBN=0814630065>.

Clements, Justin C., Stewardship – A Parish Handbook, Liguori, Missouri: Liguori Publications, 2000 or go to [www.liguori.org](http://www.liguori.org).

Conway, Daniel, Stewardship in America – A Countercultural Way of Life, Indianapolis, Indiana: Saint Catherine of Siena Press, 2006 or go to [www.saintcatherineofsienapress.com](http://www.saintcatherineofsienapress.com).

Conway, Daniel, What Do I Own and What Owns Me?, Mystic, CT: Twenty-Third Publications, 2005 or go to [www.twentythirdpublications.com](http://www.twentythirdpublications.com).

Diocese of Wichita, 424 N. Broadway, Wichita, KS 67202; Four Pillars of Stewardship, invites parishioners to experience, witness and live the Stewardship way of life in response to their baptismal call to discipleship or go to [http://www.cdowk.org/Stewardship\\_development/Stewardship\\_pillars.shtml](http://www.cdowk.org/Stewardship_development/Stewardship_pillars.shtml).

Diocese of Saginaw, 5800 Weiss St., Saginaw, MI 48603; <http://www.saginaw.org/> Little Burgundy Book on Stewardship – scriptural reflections on Stewardship.

Heart to Heart Communications, 40 University Avenue, Akron, OH 44308, 330-434-3278 or go to [www.H2HC.org](http://www.H2HC.org) (good resource for information on applying faith to work issues).

Hendricks, Kathy, Everything About Parish Ministry I Wish I Had Known, Mystic, CT: Twenty-Third Publications, 2002 or go to [www.twentythirdpublications.com](http://www.twentythirdpublications.com).

Hueckel, Sharon, Stewardship by the Book (Bulletin bits based on the Sunday readings), Huntington, IN: Our Sunday Visitor, 2004 or go to [www.osv.com](http://www.osv.com).

International Catholic Stewardship Council, 1275 K Street, N.W., Suite 980, Washington, DC 20005-4006, call 1-202-289-1093 or go to [www.catholicStewardship.org](http://www.catholicStewardship.org).

Leider, Richard J. and Shapiro, David, Whistle While You Work: Heeding Your Life's Calling, San Francisco: Berrett-Koehler Publishers, Inc.

Lenahan, Phil, 7 Steps to Becoming Financially Free, Huntington, Indiana: Our Sunday Visitor, 2007 or go to [www.osv.com](http://www.osv.com).



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Mahan, Daniel J., More Than Silver or Gold – Homilies of a Stewardship Priest, Indianapolis, Indiana: Saint Catherine of Siena Press, 2005 or go to [www.morethansilverorgold.com](http://www.morethansilverorgold.com).

McSwain, Stephen B. The Giving Myths, Macon, Georgia: Smyth & Helwys Publishing, 2007.

Morris, Danny, and Olsen, Charles, M., Discerning God's will Together: A Spiritual Practice for the Church Nashville: Upper Room Books, 1997.

Nouwen, Henri J.M., The Spirituality of Fundraising, New York: Estate of Henri J.M. Nouwen Society, 2004 or go to <http://www.henrinouwen.org/home/booklet/> for a free booklet.

Our Sunday Visitor publishes many different resources on Catholic Stewardship. Go to <http://www.osv.com/MiscNav/AdvancedSearch/SearchResults/tabid/97/Default.aspx?Search=Stewardship&Scope=B>.

Paprocki, You Give them Something to Eat, Notre Dame, Indiana: Ave Maria Press, 1998.

Petro, Vicky and Palencar, Lee, Spiritual Gifts Experience is a Gifts Discernment workshop and workbook that is foundational to living and grooming exceptional Stewardship. Call Vicky Petro for details and to schedule a presentation for your parish or group. at 440-506-0811.

U.S. Catholic Bishops, Office of Publishing and Promotion Services. Call 1-800-235-8722 or go to [www.nccbuscc.org](http://www.nccbuscc.org) Numerous resources including: Stewardship – A Disciple's Response (A Pastoral Letter on Stewardship); Called and Gifted for the Third Millennium, reflections of the U.S. Catholic Bishops on the Thirtieth Anniversary of the Decree on the Apostolate of the Laity, and Global Climate Change, a religious and moral perspective on the need for environmental protection.

USCCB Publishing offers the following books on Stewardship (go to [www.usccbpublishing.org](http://www.usccbpublishing.org)):

Faithful Stewards of God's Creation

Global Climate Change

Stewardship: A Disciple's Response (also available in Spanish)

Warren, Rick, The Purpose Driven Life, Grand Rapids, Michigan: Zondervan, 2002 or go to [www.zondervan.com](http://www.zondervan.com).

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# Notes

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# Stewardship Logo

## of the Catholic Diocese of Cleveland

Our logo is designed to encompass elements of the Catholic Christian's Stewardship journey. The three colored spheres signify the most common themes of Stewardship practice – time, talent, and treasure. The loop encircling the top of the cross represents the Church, where we are enabled and encouraged to live out our gifts in the hope of building God's Kingdom on earth. This hope is rooted in the cross, the most basic tenet of our faith. In the death and resurrection of Jesus we are offered salvation and our place in the Kingdom. Living a life of Stewardship is living fully in the knowledge that God will supply all our needs through the gift we are to each other. The beautiful font, colors, and general design combine contemporary and traditional styles which reinforce the awareness that Stewardship is an age-old but ongoing process within our Catholic lives.



**GOD'S GIFTS** *for* **GOD'S PEOPLE**  
| *time, talent and treasure* |