



GUIDELINES
for Leading Your Congregation

STEWARDSHIP

Yes, it's about money, but a whole lot more—using God's resources responsibly

*Written by Phyllis M. Bowers
General Board of Discipleship*

STEWARDSHIP

Copyright © 2000 by Cokesbury

All rights reserved.

United Methodist churches and other official United Methodist bodies may reproduce up to 500 words from this publication, provided the following notice appears with the excerpted material: From *Stewardship: 2001–2004*. Copyright © 2000 by Cokesbury. Used by permission.

Requests for quotations exceeding 500 words should be addressed to Permissions Office, Abingdon Press, P.O. Box 801, 201 Eighth Avenue South, Nashville, TN 37202-0801.

This book is printed on elemental-chlorine-free paper.

ISBN 0-687-03533-3

All scripture quotations unless noted otherwise are taken from the *New Revised Standard Version of the Bible*, copyrighted 1989, Division of Christian Education of the National Council of the Churches of Christ in the United States of America. Used by permission. All rights reserved.

MANUFACTURED IN THE UNITED STATES OF AMERICA

CONTENTS

- 4/Our Identity, Call, and Mission
- 6/Chairperson of Stewardship: The Job and Its Responsibilities
 - 6/What's My Job?
 - 7/What Are My Work Area's Main Responsibilities?
 - 8/What Should Be My Qualifications?
 - 9/How Should I Start?
 - 9/How Should I Organize?
- 10/Handbook
 - 10/The Definition of Stewardship
 - 11/The Individual as Steward
 - 12/The Church as Steward
 - 14/Educating Stewards
 - 16/Invitation to Christian Stewardship
 - 18/Qualities of the Christian Steward
 - 21/Spiritual Gifts
 - 22/God's Stewards at Work in the World
 - 23/The Ministry of Money and One's Personal Finances
 - 24/The Relationship Between Stewardship and Finances
 - 25/What Does Your Church Budget Do?
 - 26/Timelines and Tasks
 - 28/Ideas for Success
 - 29/Models of Workable Approaches
- 30/Resources

Since 1987, Phyllis M. Bowers has served as an Associate Director for The United Methodist Stewardship Foundation of Central Pennsylvania, the Central Pennsylvania Conference of The United Methodist Church. In this position, she conducts workshops on wills, planned giving, Christian money management, stewardship development, and related topics. She serves as clergy consultant and personal financial expert.

A Diaconal Minister and certified Christian educator, she is a graduate of York College of Pennsylvania and of The National Institute of Planned Giving at the College of William and Mary. She has taken graduate courses at Wesley Theological Seminary and at Methodist Theological School of Ohio.

Phyllis also serves on the York College Alumni Board; and she and her husband, Rev. Richard L. Bowers, have two adult sons and one granddaughter.

Our Identity, Call, and Mission

About now a small voice in the back of your mind may be whispering, “What am I doing here? To what have I said yes? What is my role?” At the same time you may be aware that your congregation has extended to you a *call—a call to serve*. And you have said *yes—yes to leading in a vital mission*.

The mission of The United Methodist Church is to make disciples of Jesus Christ. You have agreed to serve as a leader bringing your unique passions, gifts, and abilities to the church. When the leaders focus on the church’s purpose—*its mission of making disciples of Jesus Christ*—and link that purpose to the passions of the people, amazing things can happen.

The fundamental way we fulfill our mission is to reach out to people in the name of Jesus Christ, to relate people to God, to nurture and strengthen them in their journey of discipleship, and to send them into the world to be the church—inviting and receiving others in the name of Jesus Christ. We call this the primary task of The United Methodist Church. Effective leaders keep the whole of the primary task in their sight, working to keep all of its aspects in concert.

Leaders in the church must be first, and foremost, spiritual leaders who model and embrace Christian discipline and teaching. *By practicing the means of grace—prayer, fasting, studying Scripture, corporate worship, celebration of the Lord’s Supper, Christian conversation, and acts of mercy—church leaders stay tuned to the mission of the church and live out the primary task.* Members and would-be members should be able to look to a congregation’s leaders for spiritual example and direction because true leaders are known by their fruits. People’s lives are changed through their influence.

Leaders use their gifts and talents to enable others to use their gifts and talents to the fullest potential. The flow of information, inspiration, guidance, and vision from leaders is an encouragement to others on their spiritual journey. Leaders help others to see new possibilities. When leaders are focused on the mission of the church, community is built and ministry occurs. The church focused on God is alive with creative energy aimed at transformation.

Four Essential Leadership Functions

Church leaders support and strengthen the church when they pay attention to these leadership functions: (1) help people discover the current

reality in which they live; (2) bring together the congregation's understandings of current reality and desired reality into a shared vision; (3) develop the plans to help the community move from current reality toward the reality of its shared vision; and finally, (4) monitor the whole work of the church as the congregation moves with God's guidance toward its vision.

1. Discovering Current Reality

Accurately describing current reality—the way things are—may be the most important function of leadership. The booklets in this Guideline series offer suggestions for leaders to pay attention to the various committees of the church's ministry. In addition, it is critical for church leaders—lay and clergy—to spend time together discussing the ministry of the whole congregation. The conversation needs to include attentiveness to God's guidance and everything that describes a congregation's "what we are, here and now." Because God is always doing a new thing, this job is continuous. When we pay attention to change, we provide a base of integrity and strength from which to move into the future. Faith in Jesus Christ and a spiritual centering in God offers the strongest foundation to move people fearlessly through the massive changes of the twenty-first century.

2. Naming Shared Vision

Ask the question, "What do you want more than anything else in the world?" and most persons will give a response that indicates that they want to live in a world filled with love, faith, security, and meaning. Because persons desire a positive future, they are willing to invest themselves in organizations that are committed to it. By its very nature, the church is devoted to the creation of a better future. When the church promises to move people personally and corporately toward their desired reality, people will invest time, energy, and resources into the church. As people see their own desires linked to the congregational vision and a deeper understanding of God's future, they deepen their commitment and involvement. Building this link is a vital role of leadership.

Naming a shared vision is accomplished by asking people about their lives and their faith, and by listening very carefully. By listening, we mean deep listening—the kind that requires setting aside our own agendas and entering into the worldviews of others, and listening for God through the conversation. It is a significant shift in our understanding of leadership in the church to move from telling people what we think they need to know to listening to people in order to find out who they are and what their desired realities are. Effective spiritual leaders listen to the hearts of people and begin to articulate a shared vision.

3. Developing Bridges

To span the gulf between our current reality and the hope expressed in the shared vision, leaders must build a bridge. The third critical function of leadership is to plan actions and develop systems that create the bridge across this gulf. Leaders who are elected to administrative and program committees are responsible for the ongoing work of the church and must pay attention to the present. At the same time, leaders *must* be focused on the future—keeping today and tomorrow in tension—ensuring that the church does not get stuck in the past, present, or future.

Church leaders who are attentive to God’s leading and who can hold the tension between today and tomorrow are *visionary leaders*. Visionary leaders see it all—current reality, desired reality, and the bridges to get from one to the other.

4. Monitoring the Journey

Perhaps the most critical task for leaders is keeping an eye on the whole of the faith journey of the congregation. When leaders are constantly caught up in “doing” the administrative and program work of the church, there is not any time left for “being” with God in prayer to discern the leading of the Spirit for the congregation. Leaders must step back from “doing” constant activities in order to pay attention to the total direction of the church’s mission and ministry. All elected and appointed leaders must spend time together listening to God in prayer, Bible study, conversation, and other means of grace in order to lead the entire community in the work of Christ. Anything less is not Christian spiritual leadership.

Chairperson of Stewardship: The Job and Its Responsibilities

What’s My Job?

The job of the chairperson and the members of the Work Area on Stewardship is to educate the congregation about stewardship. Your job is to guide the members and constituents of the church toward a full understanding of stewardship and to encourage them to be faithful stewards in all aspects of their Christian life. Be enthusiastic about the church’s mission and its vision for the future so that the congregation will be stimulated to respond and to join with you in becoming active disciples for Jesus Christ.

One who takes care of another’s property or goods is a *steward*. As Christians we believe that our lives and all which we possess are gifts from

God, and thus we should take care of them as good stewards.
Enthusiastically communicate the importance of living as a faithful steward!

The chairperson of the Work Area (or committee) on Stewardship is elected annually by the charge conference after being nominated by the committee on lay leadership or nominated by the charge conference.

The chairperson of the Work Area on Stewardship is also a member of the Committee on Finance. If a congregation does not have this particular work area, stewardship is the responsibility of a sub-committee of the Committee on Finance or this responsibility will be assigned to a task group which will report to the appropriate governing body. This entity may have different names within each local church—church council, administrative council, administrative board, or council on ministries—but herein it will be referred to as the church council.

The chairperson cooperates with the church council and the clergy and other church leaders to address the needs and opportunities of this work area, utilizing all appropriate resources and relationships within the congregation, the district, the annual conference, and the denomination.

What Are My Work Area's Main Responsibilities?

Authentic church leaders believe in the saving power of Jesus Christ. Church leaders' primary role is to provide opportunities for persons to grow in their faith so they can help others to do the same. Church members who become involved in creating church programs will become active participants in the church in many ways, including increasing their giving.

Your main responsibilities are the following:

1. *Plan and promote a comprehensive program of stewardship, including stewardship education, proportionate giving and tithing, funding the church's ministries, planned giving, economics and money management, and a Christian lifestyle of stewardship.*
2. *Interpret the biblical and theological basis for stewardship through programs and resources consistent with the doctrines of The United Methodist Church.*
3. *Promote giving consistent with a Christian lifestyle.*
4. *Develop funding concepts within the local church consistent with sound stewardship principles.*

5. *Educate the local church about the concept that tithing (giving 10%) is the minimum goal of giving in The United Methodist Church.*
6. *Design and schedule interpretive events, distribute promotional material, and participate in a year-round program of stewardship.*
7. *Give guidance in the ministry area of stewardship to the Committee on Finance in your church.*
8. *Create within the congregation a deepening commitment to personal and corporate Christian stewardship, which includes the use and sharing of talents and resources.*
9. *Develop strategies and implement actions that lead to a continuing improvement in the level of giving of United Methodists in order to provide adequate support for the mission of the church.*

What Should Be My Qualifications?

You should have a passion for the gospel of Jesus Christ and for stewardship! Be a leader who encourages, motivates, and inspires others through your own practice of Christian stewardship.

You should be devoted to the church. As you vowed when you joined The United Methodist Church, you should faithfully participate in the ministries of your congregation by your prayers, your presence, your gifts, and your service. If you are not already tithing, your involvement in this work area should inspire you to do so and others to follow your example.

You should understand the work of The United Methodist Church and believe in its importance. Strive to be knowledgeable about the church and to be able to interpret its mission and ministry to others. An excellent resource is *Multiply God's Love: A Handbook of The United Methodist Church* (available from United Methodist Communications). This concise United Methodist handbook includes sections on the organization, the ministry, the budgets, and the resources of the denomination. Ask if your annual conference's council on finance and administration (CF&A) has interpretive material to assist you. For example, a brochure may be available that explains how apportionments are calculated.

Connecting with other persons is a leader's responsibility. You should be a person of influence. Know your purpose and your goals. Develop a sense of trust, show respect toward others, be faithful to your colleagues, demonstrate courage in your decisions, and appreciate and praise others for their efforts.

8 Guidelines for Leading Your Congregation

The leadership skills you need also include the ability to listen to and communicate with persons of all ages, the ability to work with other volunteers and other committees, and the ability to research and utilize new and effective approaches to stewardship.

How Should I Start?

Pray and reflect on your own level of stewardship. Identify areas where you may need to change and grow, such as becoming one who tithes, practicing better time management, and acting with concern for the environment.

Assemble the members of your work area by gathering those who are interested in stewardship or finance and whose level of giving is significant.

Members of this work area may be elected or be appointed or be asked to serve. Select persons with varied interests, and remember to include youth and adults of all ages. Connect with other church members by touching their hearts before you ask for their help.

Gather information about your congregation, including its mission statement. Examine what your congregation is doing to foster good stewardship and to nurture its members. Learn how it is in ministry to the community and to the world. Be aware of the financial situation of your congregation. List what is happening in the area of stewardship in your congregation and what should be happening. Know and prioritize your goals.

How Should I Organize?

Since elections usually take place in the fall, the first meeting of your work area will probably be in January. Plan the tasks you need to accomplish during the year, such as year-round stewardship education, an annual giving campaign, or other projects, using the ideas in this publication as guidelines. Decide whether you will meet once a month or every other month or quarterly.

Begin each meeting with a prayer, thanking God for all blessings and seeking divine guidance for your work. Study the section in these Guidelines entitled “Qualities of the Christian Steward.” Members of your work area may share these qualities as devotional thoughts at each meeting. As you assign tasks and check on progress, remember to help each other and to celebrate all of your accomplishments. Focus on your successes; this will give hope and encouragement to your colleagues.

In your meetings, modernize your agenda so that, instead of referring to old business and new business, you include informational items, study items

(for discussion only), and action items (previous study items on which you now take action). Seek consensus where possible without voting, and always aim for a positive conclusion to discussion. Allow time for members to share their own personal stewardship growth.

As a part of stewardship education, encourage the use of one of these hymns or responses after the offering is received in worship:

“All Things Come of Thee” (*The United Methodist Hymnal, 1989, #588*)

“Praise God, from Whom All Blessings Flow” (*The United Methodist Hymnal, 1989, #95*)

And from an earlier hymnal:

We give thee but thine own,
Whate'er the gift may be;
All that we have is thine alone,
A trust, O Lord, from thee

(Words by William W. How. 1823–1897 Hymn 181 in *The Book of Hymns* [Board of Publication of The Methodist Church, 1966])

Handbook

The Definition of Stewardship

Stewardship is the “management of God’s household.” Stewardship is the way we manage our entire lives: our gifts and talents, our resources and possessions, our time and our energy. Stewardship is our “whole life” response to God.

When you serve in the Work Area on Stewardship you educate your church members as to what stewardship really means and you help individuals reach out beyond themselves.

Christian stewardship is a relational issue. It begins with God’s love. It affirms God’s ownership of our possessions, which are really a trust from God. It celebrates God’s partnership with us, and it grows on God’s hope. It helps us discover meaning for our lives, and it changes the church’s focus from money to people.

In relation to finances, stewardship has as much to do with how church members earn and give their money as with how the church uses its funds

after they are placed in the offering plate. An annual pledge of 10 percent does not make individuals faithful stewards unless they discover the joy of managing faithfully the other 90 percent of their personal finances.

The purpose of giving in the church has two dimensions:

1. Giving is part of an individual's personal journey toward wholeness.
2. Giving is essential to the mission of the ministry of the gospel through the church.

The sole motivation for giving of one's self and giving of one's finances is gratitude for God's love in Jesus Christ.

The Individual as Steward

Individuals learn to be good stewards when they realize that stewardship is a way of life, involving all that they are and all that they do in all facets of their lives.

The foundation of stewardship is in the teachings of Jesus. When Jesus taught that we should love the Lord our God with all our heart, soul, mind, and strength, he meant that we should seriously believe in the reality of God, who always expresses compassion, mercy, love, and forgiveness. Jesus also taught that we should love our neighbors as ourselves. Love for all of life begins with our own lives, because self-acceptance is basic to acceptance of others. Within ourselves is where we first experience love. Then we continue by loving others. The familiar story of the good Samaritan in the Bible clarifies the dimensions of neighbor. Involvement with people is the result of caring deeply.

Jesus became God alive in the world by becoming the Word and dwelling in the world. We become the living Word when we demonstrate the love of God in our lives. Stewardship is God revealed in our lives every day by the way we live, whether alone or with other persons.

We are each a steward of some kind. None can escape being a steward of God's possessions. This includes our handling of money and other resources, our treatment of other people, and our worship of God.

Levels of Giving

By education and example individuals may progress through five levels of giving:

1. giving because of self-interest,
2. giving on impulse,
3. giving due to a sense of obligation,
4. giving with generosity,
5. giving as a sacrifice

Whether you give of your time, your talent, or your resources, all giving should be done in love and with a thankful heart, recognizing that God is the owner of everything in your life.

The Church as Steward

As individuals are educated and encouraged to follow a lifestyle of Christian stewardship, churches should be educated and encouraged to do likewise. Congregations whose members are good stewards will grow spiritually, will have adequate resources to support their annual budgets, and will support denominational and ecumenical benevolences, whether locally, nationally, or worldwide. A church whose leaders are on a spiritual journey (as exemplified in their prayer life, their attendance, their participation, and their giving) will have a financially healthy congregation. Healthy and growing churches reach out to those who are not part of themselves and forge relationships with them, whereas unhealthy and dwindling churches focus inward on their own needs and forget others.

A congregation that strives to be a good steward of all its resources can be identified by its involvement in the following activities. Each one of these could be considered a goal to be achieved, with each one building upon the other, until all of them are accomplished.

1. *Teach stewardship based upon Jesus' teachings and the instructions found in the Bible on how to live a meaningful life.* Researchers have found that the word *love* appears in the Bible 714 times and the word *give* appears 2,172 times. Sermons, study groups, and discussions on these important concepts should be incorporated into the total life of the congregation throughout the year and not just during the annual financial campaign.
2. *Focus on the need of the giver to give rather than on the need of the church to receive.* Stewardship education should be focused on God's love and one's response to it.
3. *Focus on teaching tithing and percentage-of-income giving as a faith commitment instead of emphasizing giving to meet the church's budget.*

4. *Challenge church leaders and members with the question, “What is God calling our church to do that we are not doing?” and respond accordingly to God’s call to action. Emphasize a ministry of servanthood and humility.*
5. *Designate certain Sundays throughout the year for special offerings, as requested by the general church and by the annual conference and as needs arise in the local community. This gives church members opportunities to give to special causes about which they care deeply, although everyone may not choose to give to every special offering.*
6. *Teach members about the stewardship of time and talent at a time of year different from the annual financial campaign so they see its importance apart from money.*
7. *Work with the Committee on Finance to conduct annual financial campaigns based on the biblical principles of giving instead of on the necessity of underwriting the church budget. An annual campaign gives individuals the opportunity not only to increase their giving but also to grow spiritually and to reflect on how they use their resources. (If you are responsible for this campaign, refer to the *Guidelines for Leading Your Congregation: Finance* for help.)*
8. *Encourage your church leaders to envision the future (and to define your church’s ministry through a written mission statement if your church does not have one). Then decide whether to secure commitments from members first and then develop the budget or to develop the budget and then secure commitments to underwrite it. It may be best to establish the budget after you know what income to expect. However, local leaders who know their own congregations well can best determine which approach to follow. Yet they should not be hindered from trying new methods and presenting new challenges for the future. Be sure to emphasize stewardship when you explain the budget, informing the congregation of all aspects of the church’s ministry and what each will cost.*
9. *Use a model for an annual financial campaign that has been used successfully in other churches, preferably one obtained through denominational resources, instead of using one devised by the local church.*
10. *Vary the model used for an annual financial campaign every few years to give this process new vitality instead of using the same model year after year.*

11. *Make the annual financial campaign a group effort instead of having only one person manage it, in order to avoid conflict among members and to enable more persons to become involved.*
12. *Ask and expect your clergy to have a leadership role in the annual financial campaign and to preach about financial stewardship throughout the year as an ongoing discipline.*
13. *Increase the percentage given from the church's operating budget to causes outside the local church by 1 percent or more in a period of one to five years.*
14. *Work toward the goal in the next five to ten years of giving 20 percent or more of the church's total annual offerings, including special offerings and outreach gifts, toward local and denominational benevolences. This goal could be achieved by giving 10 percent or more of the church's total annual offerings to local community needs and 10 percent or more to denominational and worldwide missions in addition to apportionments for annual conference and denominational ministries. This enables those who favor local needs and those who favor worldwide missions to each feel that they are involved in giving toward these causes.*
15. *Tithe all memorial gifts and endowments received, unless specifically instructed not to do so, giving 10 percent of all of these monies to outreach missions instead of keeping them for the church to use within its own budget. Churches that do this tend to have a deeper spiritual relationship among their members and a greater community outreach. This is also a way of teaching stewardship to others and a testimony of faith to the secular world.*

Educating Stewards

The Work Area on Stewardship can help church members understand the importance of stewardship by communicating ideas and teaching lessons. Remember that God calls all Christians to serve by serving others.

Communication through various ways will help to reach many individuals. Here are some suggestions.

1. Include articles on stewardship monthly in the church newsletter.
2. Plan a "Stewardship Moment" once a month during the worship serv-

ice, with different individuals speaking for one minute on what stewardship means to them, their joy in giving, or other related topics.

3. Speak to children in Sunday school about stewardship and then ask them to prepare posters illustrating the idea(s) they learned. Display the posters prominently, remembering to announce the display and to list, with thanks, all of the children's names in the weekly bulletin.
4. Speak to the youth in Sunday school about stewardship and then ask them to prepare banners illustrating the idea(s) they learned. Display the banners prominently, remembering to announce the display and to list, with thanks, all of the youth's names in the weekly bulletin.
5. Display on the church bulletin board cartoons, short quotes, and articles on stewardship, changing them often.
6. Include in morning prayers the names of ministries being funded through the church's stewardship.
7. Place in literature racks current pamphlets and leaflets on stewardship, published by our denomination, keeping them current, and making sure that there are always copies available.
8. Mail with quarterly financial statements updates on the status of outreach ministries funded through the church budget, including thanks for members' continued support of those ministries.
9. Include in the church newsletter news of memorial and other gifts received and also maintain a book in which gifts given in memory or in honor are listed. Some churches keep such a book on display in an enclosed case in the narthex and enter additions in calligraphy.
10. Invite those who enjoy acting to perform a chancel drama on stewardship. The script could either be written by a local church member or obtained from denominational resources.

Education about stewardship may take many forms and should be an ongoing process. Here are some suggestions.

1. Encourage clergy in various sermons throughout the year to call persons to be faithful stewards.
2. Introduce scriptural passages on stewardship in offertory sentences during worship services.

3. Use videos and films teaching the importance of stewardship in small groups of youth and adults (Youth Fellowship, United Methodist Women, United Methodist Men, etc.). Be sure to include time for discussion.
4. Plan one-day or weekend retreats focusing on how to become good stewards, using many denominational publications and other resources available.
5. Offer a series of study sessions on the biblical concept of tithing. Use for your text *Holy Smoke! What Happened To Tithing?* by Clif Christopher and Herb Mather.
6. Conduct workshops throughout the year on the following related topics: (1) Christian Money Management; (2) Estate Planning; (3) Wills; (4) Deferred Giving; (5) Trusts and Bequests. Secure leadership from your annual conference's stewardship foundation or a similar organization. Invite members of neighboring churches. This gives opportunity for discussion and fellowship in a larger group than just your own church and is good stewardship of the leader's time. (Stewardship foundations also work with church leaders in financing new churches and in expanding existing facilities.)
7. Introduce by example regular and proportionate giving as a response to God's love. Use both clergy and laity as role models.
8. Give ample opportunity for individuals to respond weekly by giving to fund the various ministries of the church, locally, nationally, and globally, through the use of regular and special offering envelopes that explain the various ministries that are being funded. Institute a program of alternative giving at Christmas and at Easter in which members give monetary gifts in addition to or in lieu of traditional flowers. For example, the Christmas poinsettia alternative may be the United Methodist Committee on Relief (UMCOR); the Easter lily alternative, Africa University.
9. Express gratitude for gifts received, through bulletin announcements, thank-you notes, and similar methods.

Invitation to Christian Stewardship

When individuals join The United Methodist Church, they promise to support it with their prayers, their presence, their gifts, and their service. When they realize that God has given them *all* of their gifts, including their material possessions, they will realize that these gifts are to be used for the benefit of one another and the world. With this understanding they are ready to be invited into a life of Christian stewardship.

Through the Work Area on Stewardship, members of the congregation can learn that stewardship is an attitude—one of giving and serving. The Christian steward willingly worships, studies, gives, serves, and loves with joy and gratitude as a response to God’s grace. Christian stewardship is not an effort to create a relationship with God. It is a response to God because of the joyful relationship that already exists. The response to the invitation to Christian stewardship is a faith response.

***“Do all the good you can:
by all the means you can:
in all the places you can:
at all the times you can:
to all the people you can:
as long as ever you can.” — John Wesley***

In the area of stewardship, it is important to keep all lines of communication open among all persons in the congregation. This is especially important between laity and clergy. When clergy are informed of giving levels and of any sudden differences, they then are aware of changes in individual income and life experiences (for example, due to serious illness or separation or divorce or job loss). With such knowledge the clergy are better able to minister to the needs of the laity in the congregation.

It is also important to keep lines of communication open between all age levels in a congregation. Children and youth in their Sunday school classes should be taught the importance of giving, the use of offering envelopes, and the fact that the church has a budget as do their families. When they also learn the history of their denomination and of their church, and how people sacrificed to make the denomination and their church a reality, they are being prepared to receive an invitation to Christian stewardship.

***Almighty and most merciful God,
from you comes every good and perfect gift.
We give you praise and thanks for all your mercies.
Your goodness has created us, your bounty has sustained us,
your discipline has chastened us, your patience has borne with us,
you love has redeemed us.
Give us a heart to love and serve you,
and enable us to show our thankfulness for all your goodness and
mercy by giving up ourselves to your service,
and cheerfully submitting in all things to your blessed will;
through Jesus Christ our Savior. Amen.***

(from *The United Methodist Book of Worship* © 1965, 1992 by The United Methodist Publishing House. Used by permission.)

Qualities of the Christian Steward

To lead others to Christian stewardship, prayerfully study the qualities of the Christian steward and the biblical references to them. (All references are from the *New Revised Standard Version of the Bible*.)

1. A Christian steward is *compassionate*.

Christian stewards are caretakers and caregivers. They concern themselves with the distribution of gifts and resources so that all might benefit (Genesis 2:4-9; Matthew 14:13-21; Matthew 25:31-46; 1 Corinthians 12:12-28; James 2:14-17).

Now you are the body of Christ and individually members of it.
(1 Corinthians 12:27)

2. A Christian steward is *content*.

Christian stewards acknowledge that their strength comes from God through whom they can do all things regardless of how many or how few material possessions they have (Philippians 4:11-13; 1 Timothy 6:6-10).

I can do all things through him who strengthens me.
(Philippians 4:13)

3. A Christian steward is *generous*.

Christian stewards give whatever is needed and whenever it is needed (Proverbs 11:24-29; Mark 10:17-22; Luke 12:13-21; 2 Corinthians 8:1-15; 2 Corinthians 9:6-15; Galatians 5:22-23; 1 Timothy 6:17-19).

They voluntarily gave according to their means, and even beyond their means, begging us earnestly for the privilege of sharing in this ministry to the saints.
(2 Corinthians 8:3-4)

4. A Christian steward is *grateful*.

Christian stewards value what has been entrusted to their care and protect and preserve everything as if it were their own yet acknowledging that the earth and all that is in it belong to God (Psalm 24; Psalm 92:1-4; Luke 16:19-31; Philippians 4:6).

***It is good to give thanks to the LORD,
to sing praises to your name,***

18 Guidelines for Leading Your Congregation

***O Most High;
to declare your steadfast love in the morning,
and your faithfulness by night.***

(Psalm 92:1-2)

5. A Christian steward is *loving*.

Christian stewards know that the Lord requires justice and kindness and humility, and they follow the two greatest commandments (Deuteronomy 6:4-9; Micah 6:6-8; Mark 12:28-34; Luke 10:29-37; Luke 11:42; 1 Corinthians 13:3; 1 Corinthians 16:13-14; 2 Timothy 1:7; 1 Peter 4:8-11).

[The scribe asked Jesus] “Which commandment is the first of all?” Jesus answered, “The first is, ‘Hear, O Israel: the Lord our God, the Lord is one; you shall love the Lord your God with all your heart, and with all your soul, and with all your mind, and with all your strength.’ The second is this, ‘You shall love your neighbor as yourself.’ There is no other commandment greater than these.”

(Mark 12:28-31)

6. A Christian steward is *loyal*.

Christian stewards serve God faithfully, remembering who they are, whose they are, and why they are here on earth (Matthew 6:19-21, 24; Luke 14:25-33).

“No one can serve two masters; for a slave will either hate the one and love the other, or he will be devoted to the one and despise the other. You cannot serve God and wealth.”

(Matthew 6:24)

7. A Christian steward is *obedient*.

Christian stewards obey God by setting aside a part of all their income for others (Deuteronomy 14:22-29; Deuteronomy 26:1-18; Malachi 3:6-18; Luke 18:18-30; 1 Corinthians 16:1-2).

[Jesus replied to the ruler]: “There is still one thing lacking. Sell all that you own and distribute the money to the poor, and you will have treasure in heaven; then come, follow me.” But when he [the ruler] heard this, he became sad; for he was very rich.

(Luke 18:22-23)

8. A Christian steward is *prayerful*.

Christian stewards acknowledge the greatness and goodness of God through prayer, fellowship, study, worship, and reflection (Isaiah 40:28-31; Psalm 145; Jeremiah 29:11-14; John 6:25-40; Romans 12:1-21).

Then when you call upon me and come and pray to me, I will hear you. When you search for me, you will find me; if you seek me with all your heart.
(Jeremiah 29:12-13)

9. A Christian steward is *responsible*.

Christian stewards realize that caring for God's creation and wisely managing resources never ends (Genesis 41:37-45; Numbers 18:25-32; 2 Samuel 24:18-25; Matthew 28:16-20).

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, and teaching them to obey everything that I have commanded of you.
(Matthew 28:19-20a)

10. A Christian steward *sacrifices*.

Christian stewards follow Jesus' teaching to sacrifice what they have out of gratitude for their many blessings (Mark 12:41-44).

Truly I tell you, this poor widow has put in more than all those who are contributing to the treasury. For all of them have contributed out of their abundance; but she out of her poverty has put in everything she had, all that she had, all she had to live on.
(Mark 12:43-44)

11. A Christian steward *shares*.

Christian stewards have learned to distribute fairly so that none will be in need (Luke 19:1-10; Acts 4:32-35; Acts 20:34-35).

I have given you an example that by such work we must support the weak, remembering the words of the Lord Jesus, for he himself said, "It is more blessed to give than to receive."
(Acts 20:35)

12. A Christian steward is *trustworthy*.

Christian stewards can be trusted to make wise decisions concerning the resources placed within their care (Matthew 25:14-30; Luke 16:10-13; 1 Corinthians 4:1-2).

20 Guidelines for Leading Your Congregation

Think of us in this way, as servants of Christ and stewards of God's mysteries. Moreover, it is required of stewards that they be found trustworthy.
(1 Corinthians 4:1-2)

Spiritual Gifts

God has blessed each of us with unique and important gifts. Enabling church members to discover, develop, and use their gifts is another important function of the Work Area on Stewardship. Here are some methods by which this may be accomplished.

1. Plan a Gifts Discovery Workshop. If possible, secure leadership from your annual conference's stewardship foundation.
2. Distribute Time and Talent Surveys. Plan an evening in which these surveys will be completed and then discussed, with the meaning of each individual's responses being explained by your pastor or other leader.
3. Study Spiritual Giftedness. Examine pertinent scriptures in an elective Sunday school course or in a series of week-night sessions.

In preparation for the above activities, study in your work area the following scriptures (all references are from the *New Revised Standard Version of the Bible*): Romans 12:4-8; 1 Corinthians 12:4-31; Galatians 5:22-23; and Ephesians 4:7-13.

Also study and use these important recent books on spiritual gifts: *Learning to Lead from Your Spiritual Center* and *Spirit Gifts: One Spirit, Many Gifts* by Patricia D. Brown and *Rediscovering Our Spiritual Gifts* and *Your Spiritual Gifts Inventory* by Charles V. Bryant. (See Resources.) If you are familiar with these important references, you will feel more confident as you emphasize to others the importance of spiritual gifts.

Compile a list and share it with the congregation of the many different kinds of ministries in which Christians are needed, from teaching Sunday school and ushering at your local church to serving in the soup kitchen or delivering meals to residents in your community who are unable to leave home. Encourage those who have specific interests and talents to volunteer. Through these efforts many persons will be blessed, from those who share their gifts to those who receive these ministries.

As members gain a better understanding of their gifts and talents and learn to share them, the church can better fulfill the ministry of Jesus Christ. Remember that gifts are not for use only within the church. As Christians

we are called to be in ministry throughout the world and with *all* of our neighbors, regardless of who they are or where they live. The needs are great. We must respond. Affirm church members as they use their gifts in the secular world and as they witness to Christ throughout the local community and the world through active discipleship and service.

God's Stewards at Work in the World

The Work Area on Stewardship cooperates with the Committee on Finance in challenging the congregation to be God's faithful stewards at work in the world. Various methods are used to fund the church's ministries both at home and abroad. These may include regular and proportionate giving, special memorial and endowment funds, and annual financial campaigns. For the latest information on types of financial campaigns and professional organizations available to conduct them, contact the General Board of Discipleship of The United Methodist Church (P. O. Box 340003, Nashville, TN 37203-0003.).

Consider some of the following emphases and ventures in cooperation with the Finance Committee:

1. Regular and proportionate giving

- a. Encourage church members to study the scriptures and learn what Jesus teaches about giving.
- b. Ask church members to determine the percentage of income they now give and to develop a covenant of giving to represent their response to God's love.
- c. Give ample opportunities for church members to respond weekly to fund the various ministries of the church locally, nationally, and globally, through envelopes and special offerings for specific needs.

2. Annual stewardship campaigns

- a. Celebrate the ministries that the church has sponsored during the year. Plan a weekend event, such as a covered dish dinner followed by pictures, slides, or a video that reviews the year and explains the next year's program and financial goals. Ask for church members to prayerfully consider their participation for the coming year.
- b. Conduct an Every Member Visitation that will give all families the opportunity to receive information on the church's present ministries, to share input on future ministries, and to make their commitments prayerfully to support their church's programs.
- c. Plan a Commitment Sunday at which time all families will bring their commitments to the worship service.

3. *Special funds*

- a. Establish a memorial/honor gift program that provides a channel for giving to the church in memory of or in honor of loved ones.
- b. Establish an endowment fund with well-defined purposes so that church members have the opportunity to fund ongoing ministries through bequests and gifts.
- c. Provide information on gift annuities, the giving of insurance policies, and the giving of real estate. These provide another avenue of giving and an additional way in which persons may help their church meet its financial obligations and further its ministries.

4. *Budget development*

- a. Help the Finance Committee to develop a budget to present to the congregation. Include what the church wants to do, why it wants to do the ministries, who will benefit, what will happen if the ministries are performed, and how much it will cost.
- b. Set an amount for outreach ministries to others with an eventual goal of 50 percent of every budget dollar going to help others.
- c. *Stress stewardship—not needs*—when you explain the budget to the congregation. Invite individuals and families to give to God for the work of the church.

The Ministry of Money and One's Personal Finances

Give opportunity to all church members to give the best of their time, talents, and resources. Encourage them to be good stewards in all facets of their life. The ministry of money and the management of one's personal finances are connected in the lives of all who practice Christian stewardship.

Just as the body without the spirit is dead, so faith without works is also dead. —James 2:26

How persons handle their personal finances and how they use their money for others are concerns in modern society. Yet more than two hundred years ago they were also concerns of the founder of Methodism. He was concerned about the poor and preached to them “where they were.” Wesley was also concerned about those followers who did have money and possessions in varying degrees.

Wesley, in his sermon “The Good Steward,” declared that God has entrusted us with our souls, our bodies, our goods, and whatever other talents we have received:

Now of all of these it is certain we are only stewards. God has entrusted us with these powers and faculties, not that we may employ them according to our own will, but according to the express orders which [God] has given us. . .

God has entrusted us . . . with a portion of *worldly goods*, with food to eat, raiment to put on, and a place where to lay our head; with not only the necessities but the conveniences of life. Above all, he has committed to our charge that precious talent which contains all the rest *money*. Indeed it is unspeakably precious, if we are “wise and faithful stewards” of it; if we employ every part of it for such purposes as our blessed Lord has commanded us to do” (*The Works of John Wesley*, ed. Albert C. Outler, vol. 2, *Sermons II* [Nashville: Abingdon Press, 1985], 284, 286).

The church today can provide its people with a valuable service in two particular areas. First, the wise stewardship of financial resources within the church makes possible a strong ministry of outreach to the community. Second, the stewardship education given to persons within the church enables them to establish a healthy relationship with money and material possessions in their own lives. Education in personal financial stewardship encourages individuals to become faithful stewards of their money and their material wealth and to grow to their full potential as Christians.

The Relationship Between Stewardship and Finances

Stewardship is a way of life in which we take care of all that is entrusted to us, whereas finances involves money and investments. To practice good stewardship of all our possessions includes careful management of all our finances. Budgeting and living within one’s means are important for both clergy and laity. Church leaders should set an example for others. It has been said that a look at your date book and at your checkbook will reveal how you spend your time and your money and will show your priorities in life.

The Work Area on Stewardship cooperates with the Committee on Finance in the local church to encourage pledging by church members, to teach the biblical concept of tithing, and to process the annual budgeting of church funds.

Pledging enables individuals to practice good stewardship by systematic giving. Pledging enables the church to develop and follow a budget, knowing that it can expect a definite amount of money each year. Studies show that pledgers give more than nonpledgers, so this is an important aspect of church life.

Tithing is an objective that requires education. Although tithing may seldom be totally realized within a congregation, it is a worthwhile goal for which to strive in both individual and congregational life. Those who tithe experience

a heightened spirit of charity and of humility. They have developed a better appreciation of money, investments, savings—indeed, the whole range of material things. They have a new insight into spiritual values. Tithing forces individuals and families to examine their relationship to money and to all personal resources. Tithing creates a climate of thoughtful choices and decision making. Tithers are the creative leaders in society today.

What Does Your Church Budget Do?

Through your church budget, children and youth are trained in Christian character, individuals are baptized into the family of God, and husbands and wives begin their marriages and raise Christian families.

Through your church budget, men and women of all ages learn about God and his great love for them.

What else does your church budget do?

Your church budget provides Sunday school and youth activities for children and teenagers and learning opportunities for adults.

Your church budget enables vocal and instrumental music to enrich your worship and inspirational preaching to enrich your life.

Your church budget maintains your church facility, heating and cooling it, and keeping it in good repair.

Your church budget reaches out in the name of Jesus Christ in your community and in your state, in your nation, and in your world, to help and to heal those who are hurting.

Your church budget assists seminaries in training clergy and assists retirement centers in providing for those who have given years of faithful service to God through the church.

Your church budget helps the sick and the sorrowing to find spiritual strength and uplifts those who are troubled and discouraged.

Your church budget goes throughout the world, preaching the gospel in every language and carrying the Word of God to persons of every race, creed, and color.

What does your church budget need?

Your church budget needs you to believe in it and to support it so that it may do all of these tasks in your name. With your help, your church budget

makes possible all of these acts of compassion. It is you at work in the world.

Your church budget needs your help. It needs you to undergird it, because you are its foundation and its walls. Without you, your church budget is helpless.

Your church budget is your money, your prayers, and your concerns translated into action. Your church budget can only do what you make possible by your gifts and your sacrifice.

Will you help your church budget reach its full potential?

Timelines and Tasks

As you learn about stewardship in the Christian life and about finances in your church, list activities to undertake and timelines for their accomplishment, based upon your congregation's unique profile and specific needs.

Plan times throughout the church year to emphasize stewardship education and to explain church finances. Work cooperatively with other church leaders as you communicate your dreams to the congregation. Participate in the orientation of new church members by challenging them to give to the church on the basis of their resources rather than the budgetary needs of the church.

Education includes inserting in the weekly bulletin short quotations about stewardship, such as those included in this publication. Short-term elective classes may be taught on various aspects of Christian stewardship, such as lifestyle, time management, money management, spiritual gifts, and the environment. Within your church library you may also provide stewardship resources for ongoing education.

Encouragement is also important. Plan time each year for contemplation and commitment, giving believers the opportunity to take another step forward on their faith journey. Plan events to promote attendance, celebrating God's blessings at each service of worship.

In addition to providing a variety of giving experiences, it is also uplifting to give members the opportunity to share their faith stories throughout the calendar year.

Following is a four-year plan of tasks for your work area, with a separate theme for each year. Present your plan of action to the church council at

least three months before the first activity in order to reserve dates on the church calendar, to receive cooperation from church leaders, and to ensure publicity.

Year One Theme: Stewardship Education

Goal: Provide an opportunity for every member of the church, from grade three through older adults, to study stewardship.

Action: Devote a period of time, usually four to six weeks, in which everyone in the congregation is involved in a study of stewardship. Integrate these studies into the Sunday school curriculum or establish small study groups, either within the church or in homes, for intergenerational studies. Use resources listed at the end of this publication. Many annual conferences have audiovisual lending libraries where excellent age-appropriate resources may be borrowed.

Involvement: Prepare this study in cooperation with the work area on education and age-level and family coordinators.

Year Two Theme: Planned Giving

Goal: Teach responsibility for wise stewardship of accumulated resources as well as current income.

Action: Invite church members and constituents to extend their stewardship through wills and estate planning. Invite staff members of your annual conference's stewardship foundation to conduct workshops on wills and estate planning. Contact the Planned Giving Resource Center (P. O. Box 840, Nashville, TN 37202-0840) if you need further assistance with these workshops.

Involvement: Plan these workshops in cooperation with your pastor, the board of trustees, and the Committee on Finance.

Year Three Theme: Giftedness

Goal: Help all persons in your congregation to discover their unique gifts and to commit their gifts to service in the church and in the world.

Action: Conduct a series of workshops on spiritual gifts, inviting all persons to participate. Encourage individuals to make new commitments of their time and talent based on their own discernment of their gifts. Plan a service of commitment as they conclude the workshops and join various work areas and ministries. Plan a service of appreciation at the end of the year in recognition of their gifts. Many congregations hold an annual Choir Appreciation Day, and this could be a similar celebration.

Involvement: Enlist the help of the committee on nominations and personnel and age-level and family coordinators.

Year Four Theme: Proportionate Giving and Tithing

Goal: Start church members on a journey of giving as a practical response to God and on attaining the goal of tithing and beyond.

Action: Challenge persons by using the resource *Putting God First: The Tithe*. Another resource is the thirty-day program titled *10 Brave Christians*. Pamphlets on tithing and proportionate giving include “My Giving Is Easy to Figure,” “Once Upon a Time,” “Proportionate Giving,” and “Tipping and Tithing.” (Available from Neibauer Press: 20 Industrial Drive, Warminster, PA 18974. Phone: 800-322-6203)

Involvement: Cooperate with the Committee on Finance on this important activity.

Ideas for Success

Reaching young people is especially important in stewardship, for they are both our current and next generation of stewards. Attractive worship centers and meaningful liturgy can reinforce stewardship activity.

When individuals realize a sense of ownership in their church’s programs, their stewardship becomes more meaningful and their giving increases. When members truly feel welcome in their church, their giving reflects that feeling. When members participate actively in the programs and outreach ministries of their churches, their stewardship of time, talent, and money will follow.

Stewardship involves showing givers how their gifts have been put to work. Stewardship involves fostering strong relationships between the church and all of its members, including its givers, and recognizing and appreciating all of their gifts.

Knowing that their pastor is a tither often motivates others to move toward tithing. However, preaching about money should be well-grounded in theological and biblical roots. It is helpful if sermons on values and on money all have the same focus. Church givers in today’s society should be encouraged to give proportionately since this concept can provide an effective coupling with their income.

When you plan a financial campaign, have a spiritual focus rather than a monetary focus. Do not automatically repeat last year’s campaign, but

change the style so that the goals are in harmony with this year's church program. Also be in harmony with the worship pattern of the congregation.

Remember the children and youth of the congregation during your stewardship emphasis. Many of them have a poor concept of giving to their church because no one has taken the time to teach them otherwise. Even very young children can understand the meaning of giving, receiving, and sharing. Remember to include both children and youth as an integral part of your congregation's annual commitment strategy.

Ways to nurture young children as stewards:

1. Tell them a good story, with action and excitement.
2. Teach them object lessons.
3. Give them heroes to admire.
4. Be ready with stewardship stories any time and any place where children are gathered.
5. Share stewardship stories from the Bible.
6. Teach children to share with others.
7. Teach children to express thanks in their conversations and in their prayers.

Ways to nurture youth as stewards:

1. In confirmation classes teach what stewardship means and what tithing means.
2. In youth fellowship meetings have sessions on budgeting allowance money and money earned from babysitting, part-time jobs, etc. Explain how the church family has a budget just as their own family may have one at home.
3. In Sunday school lessons discuss the qualities of a Christian steward and other Scripture references to stewardship.
4. Share stories of famous people whose lives were devoted to helping others, such as Albert Schweitzer and Mother Teresa.
5. Encourage youth to volunteer their time in helping others, such as assisting in the church nursery, participating in community service projects, and caring for the environment.

Models of Workable Approaches

Congregations throughout the nation use various methods to conduct financial campaigns and to enlist the financial commitment of their members. Stewardship models that focus on the individual's spiritual need to give are the most worthwhile.

Several workable approaches to reaching members are listed here, each having its own strengths and weaknesses. These are not mutually exclusive. Many congregations use combinations of these approaches.

Congregational Dinner

Every Member Visitation

Faith-Promise Plan

Loyalty Sunday

Mail Appeal

Small Group Meetings

Telephone Appeal

“The better able we are to show people that what they give makes a difference, the more involved they will want to become.” — Dan R. Dick

In everything you plan and vision, everything you say and do in the Work Area on Stewardship, remember to listen to and respond to the needs of your people, your church, your community, and your world.

Remember that Americans today have definite spiritual needs. They need to believe that life has meaning and purpose, they need to experience a sense of community and of belonging, they need to be appreciated and respected, they need to be heard by others, and they need to grow and mature in their faith. You can help fulfill these needs as you inspire persons to develop a closer relationship with God and the church.

Use courage and imagination; pray to God for guidance and strength; and as faithful stewards yourselves, you will be enabled to lead others to lives of Christian stewardship also.

Resources

Discipleship Resources

P.O. Box 1616, Alpharetta, GA 30009-1616.

800-685-4370 www.discipleshipresources.org

Achieving Dreams Beyond the Budget: How to Increase Giving in Your Church. Nashville: General Board of Discipleship, 1999 (available from the Stewardship Office, General Board of Discipleship).

Barna, George. *How to Increase Giving in Your Churches.* Ventura, CA: Regal Books, 1997.

Barrett, Wayne C. *Get Well! Stay Well! Prescriptions for a Financially Healthy Congregation.* Nashville: Discipleship Resources, 1997.

Brown, Patricia D. *Learning to Lead from Your Spiritual Center.* Nashville: Abingdon Press, 1996.

Brown, Patricia D. *Spiritgifts: One Spirit. Many Gifts.* Nashville: Abingdon Press, 1996.

Bryant, Charles V. *Rediscovering Our Spiritual Gifts.* Nashville: Upper Room, 1991

Bryant, Charles V. *Your Spiritual Gifts Inventory.* Nashville: Upper Room, 1997.

Christopher, Clif, and Herb Mather. *Holy Smoke! Or What Happened To Tithing?* Nashville: Discipleship Resources, 1999.

Cokesbury Catalog. Lists denominational resources including many publications on this list (available from your pastor or the nearest Cokesbury Bookstore)

Dick, Dan R. *Revolutionizing Christian Stewardship for the 21st Century.* Nashville: Discipleship Resources, 1998.

Discipleship Resources Catalog. P.O. Box 1616, Alpharetta, GA 30009-1616. 800-685-4370 www.discipleshipresources.org
Lists many stewardship resources (available from your pastor)

Giving and the Gospel. Nashville: General Board of Discipleship, 1999 (video available from the Stewardship Office, General Board of Discipleship).

Hoge, Dean, Patrick McNamara, and Charles Zech. *Plain Talk About Churches and Money.* Washington, DC: Alban Institute, 1998.

The Interpreter. Published by The United Methodist Church eight times each year; stewardship ideas and articles in each issue (available from your pastor).

Joiner, Donald W. and Norma Wimberly. *Abingdon Guide to Funding Ministry*. Nashville: Abingdon Press, 1997.

Journal of Stewardship. Ecumenical Center for Stewardship Studies, 1100 West 42nd Street, Suite 225, Indianapolis, IN 46208 (an annual publication for clergy and other church leaders)

Kinghorn, Kenneth Cain. *Gifts of the Spirit*. Nashville: Abingdon Press, 1976.

Mather, Herb. *Don't Shoot the Horse ('Til You Know How to Drive the Tractor): Moving From Annual Fund Raising to a Life of Giving*. Nashville: Discipleship Resources, 1994.

Mead, Loren B. *Financial Meltdown in the Mainline?* Washington, DC: Alban Institute, 1998.

Miller, Craig R. *Postmoderns*. Nashville: Discipleship Resources, 1997.

Multiply God's Love: A Handbook of The United Methodist Church. Nashville: United Methodist Communications.

Regele, Mike. *Death of the Church*. Grand Rapids, MI: Zondervan, 1996.

Ronsvalle, John and Sylvia. *Behind the Stained Glass Windows: Money Dynamics in the Church*. Grand Rapids, MI: Baker Books, 1996.

Strauss, William and Neil Howe. *Generations*. New York: William Morrow and Company, Inc., 1992.

Vallet, Ronald E. and Walter Brueggemann. *Congregations at the Crossroads*. Grand Rapids, MI: Eerdmans, 1998.

Wesley and Giving. Ecuofilm (800-251-4091). Nashville: United Methodist Communications, 1999 (video).

“Love is to be the controlling force in the ministry of us all.”
—Bishop Neil L. Irons