



Guide to Building Your Stewardship Committee



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Overview

This guide is meant to give you direction in selecting church members to invite to serve on your Stewardship Committee. This group, by nature, requires a diversity of skills and personal qualities. We'll give you an idea of where to start (or where to go from here if you've already started!).

Goals

1. Equip you with an overview of this committee's role.
2. Give you an overview of the type of committee members you're searching for.
3. Wrap it up with a checklist of characteristics to look for when inviting people to join your Stewardship Committee.

Stewardship Committee Responsibilities

Title: Stewardship Committee Member

Reports to: Chair, Stewardship Committee

Committee Purpose:

- To promote and implement a comprehensive stewardship strategy for the church.
- To teach and promote principles of biblical stewardship as it pertains to long-term ministry funding and planning.
- To work with church endowment or foundation to secure legacy gifts.

Stewardship Committee Responsibilities:

1. Determine objectives and schedule for program offerings
2. Assist with implementing a custom Stewardship System for your community
3. Identify and invite participants
4. Ensure training and development of community education course leaders
5. Evaluate experience and improvements for program
6. Maintain general awareness of basic stewardship topics and information. Obtain training in discipline as needed
7. Assist with project initiatives as needed
8. Evaluate experience and progress

Meeting Schedule: Monthly or as needed

Anticipated Time Commitment: 10 – 20 hours a year

A Diverse Committee:

A Few Finance and Numbers People

Sometimes the “financial types” in our churches are the ones that are the least connected. They’re looking for a place where they can help and fit in, and the Stewardship Committee could be the perfect place for them. Benefits of having some of these folks on your committee:

- Not afraid of talking about money as it relates to the church (less likely to vilify the process of budgeting and expense analysis)
- Can analyze numbers and teach others to think creatively about how they might give to the church (stocks, property, scrip gift cards, etc.).
- Bankers travel in pairs. You may find that if you get at least one of these types on your committee, she or he will know a couple friends who also have this specialized skill, making your committee search that much easier.

Some Rockstar Community Builders

While it’s important to have some numbers-saavy committee members sitting at the table, often time churches make the mistake of thinking a Stewardship Committee is a Finance Committee - it is not. Your church should have a separate Finance Committee. At the end of the day the Stewardship Committee’s job is not really about money. It’s about educating the church that everything we have comes from God and inviting each individual to prayer and discernment about how God is calling them to share their gifts and talents. For this reason, we need some people who are PUMPED about sharing God’s great gifts. Your committee should include some people who understand people.

- We all know that one guy or girl who knows everybody. Get him/her on your committee. She will be a great resource when it comes to getting the community involved. Friends want to be around friends.
- Marketing professionals, counselors, teachers, and graphic designers can be a great fit in this role as these professions require a high level of understanding human motivations. Their skill sets will also come in handy in the education and promotion components of your campaigns.
- Enthusiasm and optimism

Emotional Detachment

Although there are plenty of objective people who will fall in the above categories, some folks are prone to guilt messaging and/or taking what the church gives overall personally. These are people who will continually put the budget in the bulletin and show how giving is falling short (though not explaining what that means for the church). These are also people who can give dangerous 'you need to tithe now to honor God' messages, even though, depending on what study you read, 95-97% of people don't tithe and clearly have some level of struggle with it. Often times, this frustration comes around due to a great love for the church, and although we pray and try hard to educate our churches, how much people give is not incumbent upon us. We are looking for committee members who understand this.

Avoid Risk Aversion

Good pastors are often risk takers by nature. They trust God and they go for it. Financial types can often be risk averse, keeping the numbers on track. Inevitably, sometimes these two viewpoints clash. If you never stop to consider the cost, you risk financial bankruptcy, but if you never take a risk in your church, you risk spiritual bankruptcy. As a result, you need both risk takers and risk managers. For the financial types in your church, this might mean considering more than just the financial feasibility of a situation. Together though, churches can get the balance they need to plan, grow and react well.

Take-Aways: Look for:

- All members of your committee are comfortable talking about money.
- At least a few members who know a thing or two about non-cash assets.
- Some movin' and shakin' extroverts who can get the community engaged.
- All members are able capable of being emotionally detached from results.

For more how-to guides, stewardship checklists, and pro-tips visit
www.church-development.com