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Parish Leadership Development

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Our Sunday Visitor serves millions of Catholics worldwide through its publishing, offertory and communication services. Established in 1912 by a local parish priest, Our Sunday Visitor has grown into the nation’s largest supplier of offering envelopes, parish and diocesan mailings, books, periodicals, address management and stewardship services. Our Sunday Visitor is a not-for-profit organization, returning a portion of its net earnings back to the Catholic community through the OSV Institute.

Moderated by: Diane Brumbaugh
Type in your questions and click ask.
Our Presenter

Margo Truett

• Pastoral Assistant at St. Anne Church in Columbus, Georgia.
• Spoken at several conferences
• Worked with parishes and dioceses throughout the United States and Australia in the development of stewardship
• Served four years on the Customer Advisory Panel for Stewardship at Our Sunday Visitor
• Served five years as the Diocesan Coordinator for Disciples in Mission
• Helped organize parish nurse programs in churches of all denominations throughout the southeast.
Parish Leadership Development

Margo Truett
St. Anne Catholic Church
Columbus, Georgia
Agenda

• Define stewardship
• Define leadership and why is this important
• Traits of a leader
• Create an environment for leadership development
• St. Anne Leadership Development
Stewardship

One who receives God’s gifts gratefully, cherishes and tends them in a responsible and accountable manner, shares them with justice and love with others, and returns them with increase to the Lord.

Stewardship: A Disciple’s Response
A Pastoral Letter on Stewardship
USCCB
It is not about...

• giving because the Church has needs
• getting people to fill our ministries
• fulfilling some obligation to avoid guilt
• keeping up with our neighbors
Stewardship

It is about…

• understanding everything is a Gift from God

• knowing that God has given us these gifts for which to care

• being aware that God expects us to generously share these gifts out of gratitude!
IT'S ALL GOD'S ANYWAY!
GOD HAS A PLAN FOR YOU!
YOU Gotta SHARE!
St. Anne Catholic Church

- Began in 1961
- 1850 households
- 990 families with children
- Pre-K - 12 school
History of Stewardship

• Stewardship began 1986

• First Stewardship Council established in 1990

• Stewardship process
  – Treasure renewal in November
  – Time & Talent in Spring
  – Ongoing processes throughout the year
Leadership

• “...a capacity to define oneself to others in a way that clarifies and expands a vision of the future.”
  Edwin H. Friedman

• “The very essence of leadership is that you have to have a vision.”
  Father Theodore Hesburgh

• Do you have a clear, articulated vision for your parish’s stewardship process?
Why is leadership important?

• The great commission: Matthew 28:19-20

• John 21:15-18
  - Feed my lambs
  - Tend my sheep
  - Feed my sheep
Why is leadership important?

• Stewardship: a way of life; a pilgrimage
• Successful stewardship can never be a static process!
• With growth and development, new opportunities are presented
• Must have leadership to support that growth
Who are the Leaders of Stewardship in your parish?

- “I start with the premise that the function of leadership is to produce more leaders, not more followers.”

  Ralph Nader
Traits of a Leader

Kouzes and Posner, *The Leadership Challenge*

Five important leadership traits:

- Honest
- Forward-looking
- Competent
- Intelligent
- Inspiring
“Leaders aren’t born; they are made. And they are made just like anything else, through hard work. And that’s the price we’ll have to pay to achieve that goal, or any goal.”

Vince Lombardi
Steps to develop leaders

"Developing Leaders: 3 Steps to Developing Leaders in Your Organization” by Stephen Fairley

1. Plan for development
   - Evaluate where you are now
   - What are you willing to invest?
   - What do you hope to achieve?
   - Identify existing leaders

2. Practice leadership development
   - Implement program
     - Leadership training
     - Coaching/mentoring process
Steps to develop leaders

“Developing Leaders: 3 Steps to Developing Leaders in Your Organization” by Stephen Fairley

• Leadership training
  – Effective communication
  – Team building
  – Time management
  – Delegation skills
  – Goal setting
  – Group dynamics
  – Other areas specific to your parish
Steps to develop leaders

“Developing Leaders: 3 Steps to Developing Leaders in Your Organization” by Stephen Fairley

3. Promote leadership development
   - “Market” program
   - Make it convenient
   - Motivate people to participate
Motivating people: A key ingredient to success

Strategies for motivation

- Provide clearly stated purpose
- Get people engaged
- Must be inclusive
- Positive reinforcement

Do NOT forget about self-care
It's QUESTION TIME!!
Do you have questions for Margo? Type them in the Q&A box at the top of your screen, then click "Ask." We’re ready to address them for you!
St. Anne Leadership Development
Stewardship Council

• Annual Stewardship Council Retreat
  – Spiritual formation
  – Education about stewardship
  – Team building
  – Planning
St. Anne Leadership Development
Stewardship Council

• Development during meetings
  – Share examples of everyday stewardship
  – Spiritual formation by members
  – USCCB Pastoral Letter on Stewardship: Stewardship: A Disciple’s Response

• Teaming members up with ministry coordinators for support
St. Anne Leadership Development
Ministry Coordinators

• Offer annual Ministry Coordinators’ Leadership Gatherings
  – Objectives:
    • Spiritual formation
    • Recognize coordinators and express appreciation
    • Clearly communicate roles and expectations
    • Promote theological understanding of stewardship and an appreciation for their role in carrying that out to others within their ministries
    • Build community
Offer annual Ministry Coordinators' Leadership Gatherings

Objectives:
- Bring coordinators together to discuss common issues and develop a network of support
- Deepen their understanding that their role is not just task-oriented, but of ministry!
“Energizing Our Giftedness”

2003-04 Ministry Coordinators’ Leadership Gathering

Our 3rd Ministry Coordinators’ Leadership Gatherings were held on January 25 & 26, 2004 with great success. Many thanks to the 26 coordinators who made the effort to be a part of this! Many asked for a recap of our small group sharing about what’s working in our ministries and what’s missing. Here is a synopsis of that information from both meetings:

What’s Working

- Meetings are helpful & successful, people are respectful at meetings
- Group bonding is strong
- Vision & focus of group is clear
- Communication is timely & ongoing, through newsletters, phone-tree, sharing, bulletin, & personal contact
- Maintaining flexibility to current needs of volunteers
- Must show appreciation for volunteers
- Ministry Fair was a huge help this year
- Ministry well organized with committees
- Much work organized with committees
- Most maintain accurate name roster
- Volunteers are committed
- Retired folks are very helpful

What’s Missing

- Vision or communicating the ministry purpose or role of volunteer
- Feedback from people regarding how ministry is doing
- Interaction within the group
- Feedback from volunteers about their expectations
- Competition from outside sources can be a challenge
- Commitment & participation of those who express interest in ministry
- Need more volunteers
- Willingness to change
- Leaders need to inspire, to organize
- Sub-groups to contact other volunteers
- More collaborative efforts over whole St. Anne campus & ministries
- Formal written guidelines for how a ministry operates

Mimi Marlowe, who facilitated these meetings, offered her support and help to any ministry leader who would like to do more work in the development of their ministry. Interested? Contact Margo in the parish office.

Mychal’s Prayer

Lord, take me where you want me to go. Let me meet who you want me to meet. Let me speak what you want me to say; and keep me out of your way.


Solutions!

– Developed newsletter for ministry coordinators

Our Hearts Are Burning

Ministry Coordinators’ Meetings

During the month of November, leadership meetings were held for Ministry Coordinators on two separate dates. During these meetings, the coordinators spent time discussing challenges they faced, joys they celebrated, and new ideas to build up their ministries. It was a time of getting together with old friends and a time to make some new friends.

The evaluations for these events were very positive. Most suggested making the meeting a little longer and having more meetings like this for coordinators.

Pictured here are a few of those in attendance, working together on a brainstorming activity.

It’s Time For Solutions!

Take Your Ministry to the Next Level!

Solutions will be held on Sunday, February 23 from 2-4 PM in the Youth Room.

Interested? Call Margo Trsu at 361-4647 for more information or registration.

A Vision for Stewardship

St. Anne Stewardship Council developed a vision statement at their retreat, held in October 2002.

Stewardship at St. Anne is a reflection of our trust in God.

Each of us blessed by God and called by name is invited to give joyfully of time, talent, and treasure for the good of our parish family, the Church, and the community.

We faithfully celebrate God’s goodness in word and sacrament.

As the stewards of the ministries at St. Anne, let’s all work together to achieve this vision!
St. Anne Leadership Development

Ministry Coordinators

- Other opportunities…

Solutions!

- Developed newsletter for ministry coordinators
- Ministry spotlights in weekly bulletin
St. Anne Leadership Development
Parish Staff

COMMUNICATION!

COMMUNICATION!

COMMUNICATION!
St. Anne Leadership Development
Parishioners

– Offer stewardship education opportunities to parishioners
– Connection, Community, and Conversion
– *New Beginnings: A New Way of Living Life as a Catholic*
Offer stewardship education opportunities

Connection, Community, and Conversion

New Beginnings: A New Way of Living Life as a Catholic

St. Anne Leadership Development
Parishioners

Save this date!

Bring me to life!

A life-changing stewardship rally for 6th - 12th graders

Sunday, April 17 from 6-8 PM

Visitation Hall

No cost, but please register at either www.stannecsg.com or your youth group facebook

Get your homework done early that weekend, cause you gotta be there!
Challenges

But Lord, thou knowest that we ain’t never done it that way before . . .

The First Church Committee Meeting
Challenges

• Getting coordinators to “buy-in”

• Accountability of coordinators

• Lack of follow-through

• Keeping stewardship fresh
Don’t have resources in your parish?

• Check out leadership books
  – “Developing the Leaders Around You”
    Dr. John C. Maxwell
  – “Living Your Strengths...”
    Albert Winseman, Donald Clifton, Curt Liesveld

• Check out the internet

• Network with other parishes or churches

• Contact local businesses who have leadership development
Summary

• Defined leaders of stewardship

• Looked at how we addressed some leadership issues

• How can you support others in your parish to become leaders of stewardship?
Just remember...

Lord, why don't we see stewardship growing like we want?
Just remember...

We’ve done everything we can think of, but it’s just not growing!!!
Just remember...

Why not let me take over for a while?
Just remember...

This is God’s work!
“The final test of a leader is that he leaves behind him in others the conviction and the will to carry on.”

Walter Lippman
Thank you and God bless you in your stewardship efforts!
It's QUESTION TIME!!
Do you have questions for Margo? Type them in the Q&A box at the top of your screen, then click “Ask.” We’re ready to address them for you!
Contact Information

Margo Truett
margo@stanneweb.com
Upcoming Webinars

Tuesday, October 4
2:00 Eastern
FREE – Online Giving
Presented by: Joanie Lewis and Heather Bowman

Tuesday, October 11
2:00 and 7:00 PM Eastern
Establishing a Plan for Stewardship Communications
$49.00 per computer connection
Presented by: Mary Pat Frey

Tuesday, October 18
2:00 Eastern
FREE – Online List Manager Advanced Features
Presented by: Angi Bice and Linda Kimmel

Tuesday, November 3
2:00 Eastern
FREE – Creating a Parish Website
Presented by: Eileen Herrington

For a complete schedule, log onto www.osvoffertory.com under the News & Events tab
Upcoming Webinars

Wednesday, November 30th 2:00 PM and/or 7:00 PM Eastern
*Church Management Certificate Program*
*$99. each or $849 for the series Leadership Development*
Presented by: James Klingler, Ph.D. Assoc. Director, Villanova Innovation, Creativity & Entrepreneurship Center

Thursday, December 1st 2:00 PM Eastern
*FREE – Increased Offertory Program*
Presented by: Joanie Lewis, Our Sunday Visitor

Tuesday, December 6th 2:00 Eastern
*FREE – Online Giving*
Presented by: Joanie Lewis and Heather Bowman

Tuesday, December 13th 2:00 and 7:00 PM Eastern
*$49.00 per computer connection – Stewardship and Evangelization*
Presented by: Lorene Duquin

Wednesday, December 14th 2:00 PM and/or 7:00 PM Eastern
*Church Management Certificate Program*
*$99. each or $849 for the series External Communications (Marketing)*
Presented by: Jay Einspanier, Parish Administrator

For a complete schedule, log onto www.osvoffertory.com under the News & Events tab
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Just logon to: http://www.facebook.com/osvoffertory

http://astewardreflects.blogspot.com/
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