

Changing Culture

For most congregations today, growing stewardship means a significant change in how they look at the church and the members. Instead of seeking out a new ‘program’ to persuade the members to give more, congregational leaders are challenged to look at changing the community culture through imbedding stewardship and generosity into every aspect of the congregation. This chart helps identify some of the change management that leaders will want to lead.

FROM → → → **TO**

Giving TO a Need or TO the church	Giving FROM relationship to Christ
Fund Raising	Faith Raising
Annual Stewardship Program	Ongoing Culture of Generosity
Preserving the Institution	Impacting Mission, Lives, Community
Motivated by Guilt	Motivated by Joy
Reporting \$ (newsletter, bulletin)	Reporting Impact, Stories
Line Item budget	Program Ministry Budget
Membership Responsibility (Dues)	Inviting Call of Faith, Generosity
Leader-driven, identified program, needs	Member-driven, gift-driven ministries
Volunteers	Priesthood of all believers, ministers
Program Driven	Mission Driven
Serving members	Empowering members