

# 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**

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