

REPORT OF THE  
**Generosity Study Team**



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# REPORT OF THE GENEROSITY STUDY TEAM

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## 1. Summary of Recommendations from the Generosity Study Team:

### Generosity Recommendation #1: (Page 4)

That each church in our movement have a Stewardship Coordinator in place by May 31, 2009.

Passed     Defeated    *Referred to* \_\_\_\_\_

### Generosity Recommendation #2: (Page 5)

That each church in our movement commit to incorporating stewardship and generosity teaching, preaching, celebrating and modeling into all aspects of church life and report their activity to Network Leaders via question 4 on the Quarterly Reports.

Passed     Defeated    *Referred to* \_\_\_\_\_

### Generosity Recommendation #3: (Page 6)

That Generosity be added as an eighth Core Value.

Passed     Defeated    *Referred to* \_\_\_\_\_

### Generosity Recommendation #4: (Page 7)

That the theme of stewardship and generosity be included in the cycle of themes for the fall pastors conferences with its first occurrence in 2009.

Passed     Defeated    *Referred to* \_\_\_\_\_

## A. Introduction

In 2005 The Free Methodist Church in Canada (FMCIC) recognized the need to be more intentional in encouraging generosity across our movement. In response to this need the Ethos of Generosity DVD and brochure were developed and sent to all churches.

In addition, the Board of Administration approved the development of a new position – Stewardship Development Director with responsibilities in the area of stewardship development, generosity, and planned giving. In December 2005, Joanne Bell was hired for this position. The job description for this position can be found in Appendix A at the end of this report.

In the fall of 2006 Joanne developed a strategic plan for the stewardship ministry and has been following it since. A copy of the Stewardship Ministries Strategic Plan (Appendix B) can be downloaded as an optional report under the Generosity Study Team Report or viewed at <http://www.generoussteward.org/index.php?loc=page&id=leaders>

## B. The FMCIC “Generous Steward” Stewardship Ministry

Stewardship – it’s not just about money, or time, or talent. It’s about faith. It’s about deepening our faith in God. It’s about a heart change, a mind change, a whole life change. It’s about life transformation that is so awesome, it even surprises us.

It’s about surrender. Surrendering ourselves to Christ. Returning our money, our time, our talent to its rightful owner – God. When we come to believe and understand that all we are and all we have are “on loan” from God, are gifts from God, we are then ready to use them for His purposes and His glory. For many people, getting to this point is a long process. It doesn’t often happen overnight. And often the lesson needs to be relearned as we earnestly seek to be Christ like.

When we understand God’s role – God created everything, God owns everything, and God is our provider – and our role as a steward is simply to be faithful, then every aspect of our lives will be affected. It will impact our work, our leisure time, how and where we use our talents, our family, our friends, our possessions and our generosity.

Maturing Christians long to be responsible stewards of the resources with which God has entrusted us. The FMCIC Stewardship Ministry exists to help our members and attendees become fully-surrendered stewards for Christ. We believe the foundation of stewardship is faith in Christ and a desire to serve Him.

It’s about what we want *for* our people rather than what we want *from* them. This is not about writing the cheque, but rather helping people write a new script for their lives. A script that includes generosity – not just with their physical treasure, but also their God given time and talents.

### 1. Purpose

The FMCIC Stewardship Ministry exists to make known to people everywhere the biblical principles of stewardship and to equip them to live as faithful stewards.

## 2. Vision

The vision of FMCIC Stewardship Ministry is to see a generous people meeting the needs of others in Canada and beyond.

## 3. Mission

The Stewardship Ministry of the FMCIC aims to resource the ministry of its local congregations to:

*Facilitate* stewardship education;

*Motivate* and equip for whole life transformation;

*Cultivate* those who desire to invest through gift planning;

*Invest* resources strategically – time talent, treasure;

*Celebrate* generosity.

## C. The Need

The FMCIC has a rich legacy of generosity. We are a people committed to meeting the needs of others – spiritually, emotionally, and physically. However, in more recent years our commitment, while vocalized, is not as evident in our actions. The people of the FMCIC have not been immune to the disease of materialism. Our church, along with many other evangelical denominations, struggles with the tension between how God wants us to live and how society tells us we should live.

Here are some statistics about the societal context in which we live:

1. 50% of all Canadians have less than \$2,500 in savings (Source: Statistics Canada)
2. The average debt per Canadian household stands at over \$72,000 including mortgage debt (Source: Crown Financial Ministries Canada)
3. The number one reason couples cite for divorce is money (Source: Statistics Canada)
4. Only 3 out of 10 of Christians tithe 10% or more of their income (Source: Barna Research)
5. The average Christian gives 2.5% of their income to God's work and pays almost 10% to debt interest (Source: Barna Research)
6. 4 out of 10 regular church attendees give nothing (Source: Barna Research)
7. 95% of Christian educational institutions (colleges, universities, seminaries and Bible colleges) offer no personal or ministry financial curriculum. (Source: Lilly Foundation Studies)
8. 90% of denominations offer no available (or limited) financial teaching resources to their pastors or churches. (Source: Lilly Foundation Studies)
9. 85% of pastors feel ill-equipped and uncomfortable teaching on finances and giving. (Source: Lilly Foundation Studies)
10. 90% of churches have no active plan for teaching Biblical financial principles. (Source: CSA research)

## D. Study Team Findings

### 1. Stewardship Coordinators

The Generosity Study Team has chosen to build on what is already happening in and through the Generous Steward ministry. In order for our movement to be generous, we must meet people where they are. And many of our people need to learn what God wants for them in the area of their finances and then be taught how to practically apply these principles in their daily lives.

We believe that for The FMCiC to be known as a generous movement, each of our local churches must have an effective stewardship ministry incorporating:

- a. Preaching
- b. Teaching
- c. Celebrating
- d. Modeling

To be effective, the stewardship ministry must be part of all aspects of church life. While the pastor and board must support this ministry and be involved in some aspects, we believe that each church should have a Stewardship Coordinator to lead this ministry.

The Stewardship Coordinator should be someone who:

- a. is well respected in your church
- b. exhibits an authentic, vital spiritual commitment to God
- c. is able to work well with people
- d. demonstrates leadership qualities
- e. has a passion for this ministry
- f. is a faithful steward in both their personal and professional lives
- g. is willing to give of their time and talents to this ministry

The Stewardship Coordinator's role is to encourage the development of a culture of stewardship within your church life. The Stewardship Coordinator will work with the pastor and ministry leaders to:

- a. remind, encourage, resource the pastor to preach and communicate in a variety of ways about Biblical stewardship,
- b. encourage and resource the training and education of all age groups,
- c. remind, encourage, and resource the appropriate celebration of faithful stewardship of time, talent, treasure

The Stewardship Coordinator will receive training and resources from the Stewardship Development Director. In the spirit of generosity, each stewardship coordinator would be expected to share their knowledge and expertise with coordinators in other local churches.

#### **Generosity Recommendation #1:**

That each church in our movement have a Stewardship Coordinator in place by May 31, 2009.

## 2. Commitment to Preaching and Teaching

Typically many churches have taken a Sunday or two during the church calendar and focused on tithing. While this is important, it does not provide the kind of approach that encourages the life transformation that is necessary to become a faithful steward. There are many verses in the Bible that speak about money and possessions. Being a faithful steward means that in all we do, every part of our life, we acknowledge that God is the owner, is in control and provides for us.

If stewardship pervades all aspects of our life, it's teaching and preaching should not be limited to a couple Sundays a year and perhaps a Saturday or evening seminar. The stewardship and generosity message needs to drip from every faucet of church life – worship; Sunday School; children's, youth and adult ministries; small groups; outreach; hospitality; evangelism; discipleship; ...

We believe our churches need to become more intentional about when, how and where the message of stewardship and generosity is conveyed. When a passage of scripture includes verses that convey this message – preach it! Don't skip over it. Find opportunities to teach about it – to your children, your teens, your adults. Include it in discipleship material. Consider resources for small group teaching. Celebrate the generosity of those people who have given of their time, talent and treasure. Tell stories of how sacrificial giving has made eternal differences.

When we commit to incorporating these ideas throughout church life, throughout the year, we will experience transformation. We will be generous.

### **Generosity Recommendation #2:**

That each church in our movement commit to incorporating stewardship and generosity teaching, preaching, celebrating and modeling into all aspects of church life and report their activity to Network Leaders via question 4 on the Quarterly Reports.

## 3. Generosity as a Core Value

Core values affirm and guide what is central to defining who we are and how we live and serve both God and man. They should be reflected in all we do, the decisions we make, the policies we write, the way we interact and communicate. If we do this, our culture, our ethos will be a reflection of our core values. Adding generosity as an eighth core value is necessary to our success in developing an ethos of generosity.

The following is our suggestion as to how the generosity core value could be expressed along side the other 7 existing core values. (Please note, we have added scripture to support each of the four statements for this report.)

### Generosity

- God is generous to us in all areas of our lives and being designed in His image we should be generous with others in all things
  - John 3:16 - This is how much God loved the world: He gave his Son, his one and only Son. And this is why: so that no one need be destroyed; by believing in him, anyone can have a whole and lasting life.
  - Matthew 10:8 - You have been treated generously, so live generously.
- God is glorified when we are generous
  - Matthew 5:16 – In the same way, let your light shine before men, that they may see your good deeds and praise your Father in heaven.
- God’s love is demonstrated to others through our generosity
  - 1 John 3:16-18 - This is how we know what love is: Jesus Christ laid down his life for us. And we ought to lay down our lives for our brothers. If anyone has material possessions and sees his brother in need but has no pity on him, how can the love of God be in him? Dear children, let us not love with words or tongue but with actions and in truth.
  - 2 Corinthians 8:1-15
- God promises to reward those who are generous
  - Proverbs 11:25 – A generous man will prosper, he who refreshes others will himself be refreshed.
  - Proverbs 19:17 – He who is kind to the poor lends to the Lord, and He will reward him for what he has done.

### Generosity Recommendation #3:

That Generosity be added as an eighth Core Value.

## 4. Stewardship and Generosity as Pastors’ Conference Theme

In Crown Financial Ministries “Journey To Financial Freedom” material there is a statement that says:

*We can teach what we believe, but we only reproduce who we are.*

As leaders, we need to be faithful stewards, living generous lives – hands open, willingly and cheerfully giving of ourselves and our resources. Let us become leaders who talk about stewardship with so much moral authority that it is a joy to do so – that we will not be afraid because we have experienced the benefits of being faithful stewards and passionately want the same for the people in our congregations.

How can we make this happen? As we have seen in the statistics noted on page 2, leaders are not being taught this in Bible College or seminary and many feel ill-equipped and uncomfortable teaching on finances and giving. Knowledge is powerful. When we know better we can do better.

The first Stewardship Foundational Course was conducted in November of 2007. This course is mandatory for all persons tracking with NMEGaP. It is also required that ALL pastors take

this course OR complete CEU credits with courses equivalent in content to our own before 2011. (See FMCIC 2006 Stewardship Ministries Strategic Plan, Objective 1, Strategy 1.4)

The Generosity Study Team believes that we need to put a high priority on training and educating our leaders regularly on stewardship and generosity. We believe that a one-time effort is not sufficient for ongoing success. Therefore we are recommending that this topic be included in the cycle of information themes presented at the fall pastors' conferences. The theme will not only focus on personal application but will incorporate ideas and resource for teaching, preaching and celebrating within the local church context.

**Generosity Recommendation #4:**

That the theme of stewardship and generosity be included in the cycle of themes for the fall pastors conferences with its first occurrence in 2009.

## **THE FREE METHODIST CHURCH IN CANADA**

### **Position Description**

<b>Position</b>	<b>Department</b>
Director, Stewardship Development	Administrative Services
<b>Incumbent</b>	<b>Location</b>
to be determined	to be determined
<b>Reports to</b>	<b>Date of last Revision</b>
Director, Administrative Services	July, 2005
<b>Peers</b>	<b>Subordinates</b>
None	None

### **Position Overview**

The Director, Stewardship Development is a middle management position in the corporate management structure of The Free Methodist Church in Canada. This position has primary responsibility for stewardship development and education within the Denomination. This individual is the champion of stewardship development and training for The Free Methodist Church in Canada. A second responsibility is planned giving development for the Denomination. The individual will be a resource to the National Leadership Team of The Free Methodist Church in Canada in the areas of stewardship and fundraising, specifically in the area of planned giving and endowment development.

### **Minimum Education and Job Related Experience Requirements**

As a minimum, the incumbent must possess a college degree and have several years of business experience in a financial or administrative area.

### **Preferred Education and Job Related Experience Achievements**

Ideally, the incumbent would possess a university degree and have fifteen to twenty years of business experience in an financial or investment field.

### **Major Responsibility**

### **Overall Percentage of Time**

- |  |     |
|--|-----|
| 1. Stewardship Development                                 | 60% |
| 2. Planned Giving<br>(Time allocation may shift over time) | 40% |

## KEY ACTIVITIES

### 1. Major Responsibility: Stewardship Development

Prioritized Responsibilities	Strategic Activities
<ul style="list-style-type: none"> <li>Develop and/or adapt denominational stewardship development/education program</li> </ul>	<ul style="list-style-type: none"> <li>Research stewardship development programs available from para-church and church organizations</li> <li>Investigate stewardship development programs of other denominations</li> <li>Determine “best in class” programs and practices</li> </ul>
<ul style="list-style-type: none"> <li>Develop denominational stewardship training program material</li> </ul>	<ul style="list-style-type: none"> <li>Adapt available training program material where necessary</li> <li>Develop program promotional material</li> </ul>
<ul style="list-style-type: none"> <li>Oversee Denominational stewardship training program</li> </ul>	<ul style="list-style-type: none"> <li>Lead training programs in local churches</li> <li>Lead workshops/seminars at regional camps, pastors conferences, other available venues</li> <li>Develop network of trained stewardship co-ordinators in local churches across Canada</li> </ul>
<ul style="list-style-type: none"> <li>Maintain awareness of stewardship developments and practices in churches and charities</li> </ul>	<ul style="list-style-type: none"> <li>Spend a minimum of one week annually in professional development courses or seminars</li> <li>Belong to appropriate “industry” associations</li> </ul>

**2. Major Responsibility: Planned Giving**

Prioritized Responsibilities	Strategic Activities
<ul style="list-style-type: none"> <li>Obtain good working knowledge of planned giving vehicles/products</li> </ul>	<ul style="list-style-type: none"> <li>Take industry/association training/orientation sessions</li> <li>Develop topical resource library</li> </ul>
<ul style="list-style-type: none"> <li>Develop working relationship with network of planned giving advisors across constituency</li> </ul>	<ul style="list-style-type: none"> <li>Research existing outsourcing/referral alternatives, select best/most appropriate alternative(s)</li> <li>Develop working relationship with individuals or network selected, referral protocols</li> </ul>
<ul style="list-style-type: none"> <li>Develop promotional material on planned giving opportunities within the Denomination</li> </ul>	<ul style="list-style-type: none"> <li>Investigate planned giving needs of various denominational ministries including affiliated organizations and ministries</li> <li>Develop and produce public awareness/promotional material on the existing opportunities/needs</li> </ul>
<ul style="list-style-type: none"> <li>Develop introductory promotional material on planned giving instruments.</li> </ul>	<ul style="list-style-type: none"> <li>Develop and produce basic planned giving informational guides</li> </ul>
<ul style="list-style-type: none"> <li>Promoted planned giving within the Denomination</li> </ul>	<ul style="list-style-type: none"> <li>Provide information on planned giving opportunities at local churches, regional camps, pastors conferences and other venues in conjunction with stewardship development activities.</li> <li>Follow up on prospects, refer when appropriate to professional financial advisors</li> </ul>

**CORE COMPETENCIES**

The operationalized core competencies which the incumbent must demonstrate in order to be effective in this position are listed below:

<b>Core Competency</b>	<b>Operationalized Competency “What does this look like on the job?”</b>
Communications – Verbal & Written	Able to clearly present information through the spoken word; influence or persuade others through oral presentation in positive or negative circumstances; listen well: able to write clearly and effectively present ideas and to document activities; to read and interpret written information
Developing People	Coaching people; helping them build capabilities needed now and in the future
Goal Setting	Able to define realistic, specific goals and objectives; to prioritize objectives.
Interaction	Able to communicate with others in a warm and helpful manner while simultaneously building credibility and rapport.
Leadership	Able to influence the actions and opinions of others in a desired direction; to exhibit judgment in leading others to worthwhile objectives.
Team Building	Able to work with people in such a manner as to build high morale and group commitments to goals and objectives

**Other Items:**

- The incumbent should have a vital personal relationship with Jesus Christ and must demonstrate strong spiritual maturity.
- The incumbent must be able to demonstrate a sound history and the highest level of integrity with regard to personal and organizational financial management, including the practice of Biblical stewardship principles
- The incumbent should be able to demonstrate a basic understanding of stewardship principles, including budgeting concepts and practices, and planned giving vehicles and concepts.
- The incumbent must have a positive reputation in previous ministry and/or secular relationships.
- The incumbent must demonstrate a sound lifestyle, one that does not conflict in any way with the responsibilities or demands of this position.