"And God is able to provide you with every blessing in abundance, so that by always having enough of everything, you may share abundantly in every good work."

2 Corinthians 9:8
—NRSV
**What qualities should a stewardship leader have?**

These competencies are a way of thinking about what attributes or assets a well-formed stewardship leader would have. This list is meant to be a guide for leadership formation in this church. Those who work with stewardship in congregations may find these competencies helpful for their work. These competencies can help calibrate stewardship health for all who lead, no matter the number of years of service to this church or what title is held.

The list assumes that every leader in the ELCA grounds stewardship behaviors in beliefs about one’s relationship with God. The core perspectives column reflects beliefs; the core practices column reflects abilities or behaviors; and the core leadership skills column reflects behaviors the leader uses to lead others.

This document has been developed (as directed by the 2007 Churchwide Assembly) by the Stewardship of Life Institute and has been reviewed and favorably received by ELCA seminaries. These competencies are offered to this church for guidance and advice in forming and supporting effective, healthy, missional public ministers with clear perspectives, sound personal habits and confident leadership skills in stewardship.

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### CORE PERSPECTIVES

- as caretakers of all that we have and are, we are called and freed to participate in and with God’s generosity for the health of the whole world.
- an attitude of abundance rather than scarcity.
- generosity and sustainability in stewardship practice.
- ongoing assessment of the integrity of choice.
- motivate a faith community’s stewardship journey through mission interpretation and gratitude for partnership.
- reframe conversation to highlight assets (not just money).
- cast a vision for a vital future.

### CORE PRACTICES

- stewardship is grounded in biblical and theological principles (Trinitarian orientation).
- an ability to listen to and interpret all of Scripture with an ear for stewardship themes.
- an awareness of the history of stewardship in the life of this church.
- teach and preach Scripture from a holistic stewardship orientation.

### CORE LEADERSHIP SKILLS

- trust God’s abundance
- holds a holistic perspective
- perceives connectedness
- engages and critiques culture
- embraces financial health as an expression of faith

### Stewardship Competencies

<table>
<thead>
<tr>
<th>Perspective</th>
<th>Practice</th>
<th>Leadership Skills</th>
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</thead>
<tbody>
<tr>
<td>CorePerspectives</td>
<td>CorePractices</td>
<td>CoreLeadershipSkills</td>
</tr>
<tr>
<td>The pastor, deaconess, diaconal minister or associate in ministry believes that</td>
<td>In their personal life, the pastor, deaconess, diaconal minister or associate in ministry embodies</td>
<td>As a leader, the pastor, deaconess, diaconal minister or associate in ministry can</td>
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</tbody>
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### Three questions to measure Stewardship Competencies

1. **Perspective**—by the time a leader graduates, completes internship or finishes first call theological education, what core messages about stewardship will this leader be able to articulate to self, church and society?

2. **Practice**—by the time a leader graduates, completes internship or finishes first call theological education, what core practices should we expect to see in a well-formed stewardship leader?

3. **Skills**—by the time a leader graduates, completes internship or finishes first call theological education, what core skills should we expect to see in a well-formed stewardship leader who can help bring capacity to this church’s mission, witness and service to God?