



Evangelical Lutheran Church in America
God's work. Our hands.



“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



Evangelical Lutheran Church in America
God's work. Our hands.

8765 West Higgins
Chicago, Ill. 60631
800-638-3522
www.elca.org

RL2010



Competencies
in a well-formed
stewardship
leader

For Pastors, Deaconesses, Diaconal Ministers and Associates in Ministry

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 seminars. 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.

CORE PERSPECTIVES	CORE PRACTICES	CORE LEADERSHIP SKILLS
The pastor, deaconess, diaconal minister or associate in ministry believes that	In their personal life, the pastor, deaconess, diaconal minister or associate in ministry embodies	As a leader, the pastor, deaconess, diaconal minister or associate in ministry can
Trusts God's abundance		
<ul style="list-style-type: none"> 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. 	<ul style="list-style-type: none"> an attitude of abundance rather than scarcity. generosity and sustainability in stewardship practice. ongoing assessment of the integrity of choice. 	<ul style="list-style-type: none"> 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.
Grounds oneself in biblical and theological principles		
<ul style="list-style-type: none"> stewardship is grounded in biblical and theological principles (Trinitarian orientation). 	<ul style="list-style-type: none"> 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. 	<ul style="list-style-type: none"> teach and preach Scripture from a holistic stewardship orientation.
Holds a holistic perspective		
<ul style="list-style-type: none"> we are stewards of our whole lives including our time, energy, wisdom, bodies, money and other resources. 	<ul style="list-style-type: none"> a total response to the gospel that does not compartmentalize faith, and thus includes care of the earth, money, family, communal relationships and self. 	<ul style="list-style-type: none"> articulate their personal stewardship journey. help others articulate their stewardship journeys.
Perceives connectedness		
<ul style="list-style-type: none"> stewardship is corporate; that is, it expresses a fundamental connectedness within the body of Christ (an inclusive ecclesiology, as in Paul's collection for the church in Jerusalem). 	<ul style="list-style-type: none"> a sense of responsibility to peers and this church regarding personal stewardship practices. accountability for decisions and a commitment to collaboration/collegiality around stewardship practice. 	<ul style="list-style-type: none"> encourage in others both accountability for and openness to the gifts of a greater whole (both church and culture). make use of current stewardship resources and conversation.
Engages and critiques culture		
<ul style="list-style-type: none"> stewardship is missiology. We give through this church, not to this church. Non-ELCA agencies/initiatives that can and do align with God's purposes. 	<ul style="list-style-type: none"> an ability to speak of economic systems and the realities of business with some sophistication a reflective stance toward consumer culture. a commitment to a baptismal understanding of the implications of our choices (both commission and omission) for the generations that follow us. a concern about present injustice as well as the long-term sustainability of our decisions and systems. 	<ul style="list-style-type: none"> frame questions insightfully—how is God at work here? What is God providing for the work before us? preach often, broadly and prophetically on stewardship themes.
Embraces financial health as an expression of faith		
<ul style="list-style-type: none"> our relationship with money is an integral part of our relationship with God. we have an understanding of the power that money can hold in our family, church and community. 	<ul style="list-style-type: none"> transparency with self and others regarding the relationship with money. a commitment to manage and monitor personal financial health. 	<ul style="list-style-type: none"> foster a climate that supports others as they deal with money in their lives (giving, saving and spending). assess a congregation's money/finance/stewardship culture (ethics, transparency, etc.). comprehend how the basics of congregational finance (budgeting, balance sheets, risk management, etc.) impact the mission of a congregation.



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. **Practices**—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 in witness and service to God?