

WORKSHOP DESIGN

This workshop brings participants into personal, in-depth contact with the document *Competencies in a Well-Formed Stewardship Leader*. The workshop is based on a simple premise: We learn best when we choose what we want to learn, and when we pursue that knowledge actively. As workshop leader, you will follow the simple format below, inserting activities you have chosen for the people whom you will lead.

Outcomes

Participating in this workshop will enable you to:

1. Raise your positive self-image as a proficient steward leader.
2. Discover potential energy and delight in your leadership.
3. Become increasingly familiar with stewardship-related concepts and language.
4. Begin or continue a process of self-assessment regarding your leadership competencies.
5. Form ongoing personal relationships with other participants and with the workshop leader(s).

Participants' Arrival

(10 minutes)

Double-check all room arrangements, the materials you will distribute and the directions for the activities you have chosen. Greet participants as they arrive, offering

them copies of the *Competencies* document and any handouts they will be using. Direct them to refreshments or to the tables where they will sit.

Devotions/Prayer (5 minutes)

When it's time to begin, offer a formal greeting to the entire group and a prayer for the Spirit's presence among the members of this group. Allow for a time of silent prayer before ending this segment of the workshop.

Introductory Activity (15 minutes)

Introduce yourself and other leaders, summarizing in a few sentences the nature and purpose of this workshop. Divide the group into triads. Provide participants five minutes to choose one of the six competencies—including Perspectives, Practices and Skills—to work on during this event. Members of each small group then share with each other the Competency they have chosen, and their reasons for the choice.

ENGAGE Activities (15 minutes)

In their small groups participants choose one or more of the six major areas of Competency on which they want to begin exploring individually. Explain briefly the directions for the ENGAGE activity you chose earlier, and note the amount of time participants will have for this activity.

DISCERN Activities (15 minutes)

Continuing in their small groups, participants now deepen and personalize the implications of the Competency area(s) they have chosen. Summarize briefly the directions for the DISCERN activity you chose

earlier, and note the amount of time participants will have for this activity.

SHAPE Activities (15 minutes)

In this final activity segment, participants come to some preliminary choices about further actions they will take to continue their steward leadership journey, focusing on the area(s) of Competency they have chosen. Give directions for the SHAPE activity you chose earlier, noting the time available for this work.

Further Thoughts and Closing

(10 minutes)

This concluding segment gives you the opportunity to offer some of your own observations, experiences and encouragement for participants. Direct them to any resources you have gathered, and remind them of the support that will continue to be available to them. End with a benediction of your own making.

SCHEDULE

| Activity | Time |
|------------------------|-------------|
| (Participants' Arrival | 10 minutes) |
| Devotions/Prayer | 5 minutes |
| Introductory Activity | 15 minutes |
| ENGAGE Activities | 15 minutes |
| DISCERN Activities | 15 minutes |
| SHAPE Activities | 15 minutes |
| Closing Thoughts | 10 minutes |

TOTAL 75 minutes



Evangelical Lutheran Church in America

God's work. Our hands.

HOW-TO GUIDE Competencies in a Well-Formed Stewardship Leader



HOW TO USE THIS GUIDE

This Guide helps you lead a 75-minute workshop in which participants consider the content of the document, *Competencies in a Well-Formed Stewardship Leader*, and begin to integrate its insistent invitations and implied questions into their own steward leadership.

Follow these steps to make the best use of this *How-to Guide*:

1. Familiarize yourself with the contents of the *Competencies* document, and of this Guide. (For supplementary material, see the expanded version of this Guide at www.elca.org/stewardship/competencies).
2. Read through the sample Workshop Design in this Guide. Note that for each content segment of the workshop—Engage, Discern and Shape—you will choose one activity by which participants can be engaged.
3. Find on the inside of the printed Guide a selection of activities for each of those segments.

4. Choose which activity you will use for each segment. Base your choices on the unique needs and capabilities of participants. Make note of preparations you might need to make, as well as materials you might need to duplicate or obtain.
5. Add your own notes about how you will conduct each of those activities.
6. If you will be leading a longer workshop, select several activities for each of the content segments to fill the time available.
7. Prepare a Devotional Prayer and some preliminary notes about how you will end the workshop.

Leader Notes: You can find a wealth of resources and help at www.elca.org/stewardship. You can find supplementary resources on the competencies at www.elca.org/stewardship/competencies.

RESOURCES FOR STEWARD LEADERS

Go to www.elca.org/stewardship for the following resources and more:

- *A Scriptural Foundation for Competencies of a Well-Formed Stewardship Leader* at www.elca.org/stewardship/competencies.
- *The Great Permission: An Asset-based Field Guide for Congregations*. Trusting in God's abundance begins by seeing the assets God has placed around us and grows by understanding how these gifts can be used for God's work. Augsburg Fortress (Order Code: 978-6-0001-6960-2); Web support is available at www.elca.org/stewardship.
- *Ten Stewardship Principles*. Biblically based principles for teaching individuals and congregations. Downloadable at www.elca.org/stewardship.
- *Awakening to God's Call to Earthkeeping*. Recognizing a holistic perspective includes caring for creation, we are empowered to extend peace, hope, justice and the love of Jesus Christ for the sake of the world. Augsburg Fortress (Order Code: 978-6-0002-2022-8). Downloadable at www.elca.org/stewardship.
- *Make It Simple*. A practical approach to help congregations and families grow stewards with a focus on simplicity, generous living and the faithful use of God's abundant blessings. Available at www.elca.org/stewardship or in a DVD set from Augsburg Fortress (Order Code: ITEM000666).
- *Money Leadership for Thriving Congregations*. An insightful guide that engages people in healthy conversation and self-assessment of their feelings, practices, roles and systems related to money. Augsburg Fortress (Order Code: 978-6-0002-1866-9).

SCRIPTURAL/THEOLOGICAL FOUNDATIONS

The focus of the *Competencies* document is as much about "steward leaders" as it is about "stewardship" itself. The emphasis is helpful and necessary. Without competent steward leaders, "stewardship" becomes only an idea or ideal that can be endlessly debated or proclaimed, and thus may not reach its full potential as a life-changing and life-guiding element of the Christian life.

In the *Competencies* document you will find ample reason to extend the scriptural and theological bases of stewardship into the yearnings, skills, and self-identities of present and future steward leaders. As you do so, consider these summary statements about healthy, missional leadership:

1. The steward leader is first accountable as a steward in her or his own setting and calling, remembering that stewards act on what they believe.
2. As an action, "stewarding" is less about "managing the household of God," and more about fulfilling the *economos*—the plan—of God, the Owner of all. This all-encompassing work takes place wherever you find your station in life.

3. To confine stewardship leadership to matters of money limits God's call.
4. To ignore matters of money also limits God's consistent claims on our lives.
5. Steward leaders must attend to newer and more careful interpretations of Scripture.
6. Some of what we know to be true of steward leadership can be learned from God's action in the "secular world."
7. Steward leaders are mature disciples, operating at the place where each Christian's faith meets each Christian's holistic service to God's call.
8. Steward leadership is prophetic, dispelling fear.

For further scriptural insights, see the document, *A Scriptural Foundation for Competencies* at www.elca.org/stewardship/competencies.

INTRODUCTION

Everything is ready, you greeted people, and you've invited participants to find a place to sit. Take a deep breath, smile, and look around at these steward leaders who care about the mission of the church and have committed to this time.

Welcome! I'm _____, and I'll be the steward facilitator for our time together today. *Introduce additional leaders. Make necessary announcements.*

Our time will be filled with reflection and lively discussion as we immerse ourselves in the document, *Competencies in a Well-Formed Stewardship Leader*. There is energy and joy in gathering together to grow more competent and confident as steward leaders in our personal lives and congregations. There is energy

and joy in encouraging each other in the body of Christ for this work.

If you choose to say more about the purpose and outcomes, be concise and move quickly to the active part of the workshop.

We will be working in groups of three that will remain together for the entire time. In your small group, you'll select one or more Competencies to focus on as you begin to connect them with your personal life, congregational context, and community.

Now, find two other people to form your group. They can be people you want to know better, people you work with, or people from similar contexts. Find a place to sit together.

Take a minute to introduce yourself to your group, and be ready to introduce each other to the larger group. *Ask participants to introduce the members of their small group. Recall the time for these introductions is limited.*

Let's enter into the good work of today. Let's move into the activities that will help us Engage, Discern, and Shape who we are as steward leaders, striving to grow in skill and competency as God's Spirit works in and through us.

You can find shorter and longer versions of this workshop and supporting resources at www.elca.org/stewardship/competencies.

ENGAGE

Portable Symbols of Stewarding

Pull an object out of your pocket, wallet, or handbag. Place it on the table. Describe how the object symbolizes an aspect of your life as a steward leader with respect to one of the Competencies you've selected. Share your observations of the objects and what was said about them. Talk about the power of symbols—historic and contemporary—that we relate to stewardship and God's will for us as steward leaders.

What's Behind Your Choice?

Talk about your reasons for choosing to focus on particular Competencies. What do your choices suggest about your personal life or congregation? What patterns or similarities do you hear in your small group?

Exploring Words

Look over the chart of Competencies. Quickly circle words or phrases that strike you as confusing, complex or as bumps in the road that jar you or cause you to pause. Write down and talk about additional words or phrases that would help unpack the meanings and concepts. What other words or phrases emerge from the Bible that help us understand what God desires in faithful, competent stewards?

Digging for Stewarding News

(Pass out newspapers and news magazines to every group.) Hunt for and circle stories of stewarding. Do you consider them to be good news or bad news stories of stewarding? Why? To what Core Perspectives, Practices or Leadership Skills of your chosen Competencies does each story seem related?

We Are Connected

Look around. Focus on a piece of furniture, item of food, clothing, cell phone, or lap top computer. List what countries, people, economies and elements of nature were touched in its production and distribution. Draw a map or family tree representing its history. How are you connected to all of it in the body of Christ and as a part of God's creation? Pray as steward leaders for everything mentioned: with thankfulness, concern for justice, and a desire to understand.

Congregational Competency Audit

Assign participants the task of "auditing" (assessing, evaluating or at least quantifying) the competencies presented in Competencies of a Well-Formed Stewardship Leader. The audit can consist of numerical rating scales, checklists participants develop or a set of narratives about typical steward leader behaviors. In debriefing participants' completed audits, ask questions about patterns, reasons for hope, individuals who could serve as participants' mentors and significant competencies that were uncovered in the audit.

DISCERN

Stewards of Influence

Who has influenced you as a steward leader in your personal life or congregational work? Describe her or his perspectives, practices, skills or qualities. In the Competency you have chosen, what Perspectives, Practices or Skills have they helped you develop or enrich? Who might name you as an influence in their life? How would they describe you?

Smile for the Camera

Look at the back cover of the *Competencies* document. Read together aloud the 2 Corinthians text under the photo. Read it again silently. Now check out the young man in the photo. What does his facial expression communicate about the text? What in this 2 Corinthians text might also give him reason to squirm?

Feels Like Confession

On a scale of 1 to 5 (1 being "I'd rather not talk about it," and 5 being "I'm confident in my skills and knowledge."), where would you place yourself with respect to your personal financial health and management? What were you thinking or feeling as you chose a place on the scale? In what areas do you feel confident and in what areas do you feel you need assistance or to learn more? How might you raise your comfort level of talking with others about your personal financial health and practices?

Deeper into Scripture

When you hear or read the words *steward* or *stewardship*, what Bible stories, texts, or parables first come to mind for you? Why? In what ways do they help you deepen and broaden your understanding of stewarding and becoming a steward leader? What questions or challenges do they create for you as you reflect on the particular areas you have chosen in the *Competencies* document?

I Have Three Questions

Write three questions that you have right now about developing your Competencies as a steward leader. Why are they important or of concern to you right now in your personal life or congregation?



SHAPE

Infectious Stories

Discover through conversations, interviews, networking or observation three stories of skillful, thoughtful and active stewards in your congregation or community. (Who pops into your mind right now?) Name one way in which you could, by next week, weave their stories into conversations with friends, teaching situations, small group meetings, sermons, at work, Web sites and more. Who else can you challenge in the week ahead to discover and share stories of people who practice generosity, thoughtful decision-making and justice? What might happen if more and more people started looking for and telling these stories?

An Unfamiliar World

Imagine a world in which humanity practiced God's vision of abundance, stewarding, generosity and justice. Imagine that it's just part of our DNA and instinctive behavior. How would the world and its nations function differently? Draw, jot down or describe what everyday life would be like. What would be different about congregations and the communities they are located in? How does imagination help us become more competent as steward leaders?

Using the SLR (Steward Leader Resource) Camera

(Prior to the workshop, go to the ELCA Stewardship Web site at www.elca.org/stewardship/competencies to download and print copies of the SLR Camera template. Make one for each participant. Cut out the marked rectangular area in the center—the lens—as per the instructions on the template. *Hint: It's easier to cut out if you fold the paper in half with the printed side showing. Now cut along the dotted lines. Now you're ready!*)

Use the SLR Camera to focus and zoom in on one or two of the Competency areas in the *Competencies* document chart. Place the camera over the Competencies you have chosen so that they are visible through the open lens (rectangular opening). Now, as a small group, work your way through the activities printed on the camera sheet. The activities are in no particular order.

Pop Culture Confession

What part of pop culture or culture do you really enjoy or prefer to not live without? On the other hand, what values or messages of pop culture would you like to change or reshape? How is pop culture and technology effectively influencing perspectives and practices of stewarding—positively or negatively? What can you learn from it? How can you reshape or influence culture to resonate more closely with the three Core areas—Perspectives, Practices or Leadership Skills—of the Competencies, and God's will for us? What is the challenge of taking seriously Romans 12:1-2 as people of faith who live in, create, shape, enjoy and use culture?

Covenanting Forward

Complete the following statements of covenanting and planning:

- "In the next 24 hours I will..."
- "In the next week in my congregation I will..."
- "Someone I need to talk to about today's experience is..." (Explain why.)
- "As I continue to work toward being a more confident, skilled, biblically grounded steward leader, my first two priorities will be..."