

SAMPLE GENEROSITY TEAM CHARTER PROVIDED BY ZIONSVILLE PRESBYTERIAN CHURCH

The creation of a congregational culture of generosity is the result of intentional planning and ministry. The actual stewardship campaigns and capital campaigns are like icing on the cake because these only focus on the method of giving not the reason for giving. In the creation of a culture of generosity the focus is on the cake, why we give through God's teachings and scriptures, not on the icing, how we give. Sadly, most money talk in churches focuses on the icing; how do we get more money, how can we become more creative in decorating the cake?

Three ingredients that are essential in baking the cake of generosity;

1. Leaders, who teach, preach and talk about money with theological and financial integrity.
2. Congregations who, in their business practices, model organizational accountability and financial transparency; and
3. Donors who are committed to living their faith in part through thoughtful generosity, stewardship and charitable intentionality.

Pastoral leadership is the lynchpin in the generosity and stewardship triad. Without pastors who are committed to the hard work of leadership in the face of serious challenges, cultural transformations will not occur. (Taken from writings from the Center on Philanthropy)

1. Purpose of the ZPC Generosity Team

- a. The Generosity Team (GT) is a Session mandated team for the purpose of implementation, administration and oversight of the financial giving and generosity at Zionsville Presbyterian Church (ZPC). The primary role of the GT is to implement a plan that will be used by the Pastors and leadership of ZPC to biblically highlight generosity and stewardship and provide the opportunity to invest resources in the life and mission of ZPC. The GT along with the Pastors and leaders will be expected to model generosity and stewardship and will point to God as the source of greatest motivation of giving through the Holy Spirit.
- b. Generosity and stewardship at ZPC is seen as God's resources managed by God's people in God's way. The Session, a few years ago, approved the following statements based on scriptural text, for the foundation of stewardship;
 - i. God owns everything
 - ii. God demands accountability
 - iii. Stewardship is worship
 - iv. God comes first
 - v. Stewardship is strategic
 - vi. Our attitude matters
 - vii. Confront the culture

2. Goals of GT (In order of priority of importance)
- a. Develop a God honoring collaborative generosity/stewardship environment at ZPC.
 - i. The main filter is God's resource managed by God's people in God's way.
 - ii. God owns everything. 1Chronicles 29:14-18; Psalm 24:1,2; Colossians 1:15-20
 - b. Celebrate generosity by teaching that the donor's relationship with God is the reward.
 - i. Our attitude matters. God calls us to be sacrificial and have a servant heart noting that it is a privilege to be stewards of His property. 1 Corinthians 13:3, 2 Corinthians 9:6-7; Philippians 4: 10-13, 19
 - c. As a congregation show how faithfully investing God's resources in ZPC impact His world and bless the donor's lives.
 - i. Stewardship is strategic. Genesis 2:15, 19-20, Corinthians 8:1-9, 1Timothy 6:18,19
 - d. Celebrate an ownership of generosity and stewardship by the leadership and congregation of ZPC.
 - i. Confront the culture. ZPC is called to be a community who put its trust in God; we are filled with a desire for materialism and self-centeredness. ZPC must stand apart from the culture and choose to serve the world as a manager of God's great resources. Matthew 6:25-33; Luke 12:16-21; James 5:1-6
 - ii. Regarding the generosity and stewardship of ZPC congregates, be accountable to God. Genesis 1:27-30; Luke 16:10; Matthew 25:14-30
 - e. Educate the ZPC congregation on the financial needs of ZPC and provide opportunities on how people can invest in God's mission.
 - i. Ongoing financial needs are communicated from Session, the pulpit, in small groups, from the Treasurer, from lay leaders and from other individuals. The GT is behind the scenes making this happen.
 - f. Increase yearly contributions for ZPC ministries and budget through an annual stewardship campaign.
 - i. ZPC members need to spiritually realize what God expects of them and that God owns everything. 1 Chronicles 29: 14-18; Psalm 24: 1-2; Colossians 1: 15-20
 - g. Establish multiple diverse income streams for the purpose of providing long-term financial stability for ZPC.

- i. Develop a planned giving/major gift program at ZPC; stewardship is strategic. Genesis 2:15, 19-20; 2 Corinthians 8: 1-9; 1 Timothy 6: 18-19

3. Duties and Responsibilities

Utilizing the message God's resources managed by God's people in God's way, the GT will:

a. Annually

- i. Develop/Revise a generosity and stewardship calendar listing all activities regarding ZPC generosity;
- ii. Identify ways to educate the ZPC congregation on the impact the ZPC's annual budget will have on the mission and life of ZPC;
- iii. Incorporate into the life of ZPC activities highlighting generosity and stewardship at ZPC;
- iv. The GT, working with pastoral staff, will help integrate generosity and stewardship into the life and culture of ZPC as well as in the preaching /teaching;
- v. Include a scriptural based generosity, stewardship and tithing component into the educational program at ZPC;
- vi. Develop a scriptural based strategy for a stewardship direct mail campaign to support the annual budget;
 - 1. Stewardship is worship; Leviticus 22:17-22,29; 1Corinthians 10:31; 2Corinthians 9:12
 - 2. God owns everything; 1Chronicle 29:14-18; Psalm 24:1,2; Colossians 1:15-20
 - 3. God comes first; Proverbs 3:9,10; Malachi 3:8-10; Romans 12:3-8
- vii. Develop a major gifts needs list and identify projects;
 - 1. Research the possibility to connect with or establish a Foundation or endowment for members to be apart of utilizing the disciples being sent out into a broken world;
 - 2. Provide a list of projects for funding by major or planned gifts;
- viii. Work with the Finance Team to communicate to the congregation the need to support the annual budget;
 - 1. Confront the culture; and
- ix. Develop and implement a Planned Giving Program.
 - 1. Produce needed materials such as a narrative budget;
 - 2. Educate the congregation on the benefits of planned giving; and
 - 3. God owns everything; 1Chronicle 29:14-18; Psalm 24:1,2; Colossians 1:15-20

- b. On an ongoing basis
 - i. Under the leadership of the Session, develop generosity and stewardship as an important element of the ZPC culture;
 - ii. Provide accountability reports to the Session and the congregation on the generosity and stewardship programs;
 - iii. Meet regularly to implement the Charter of the GT;
 - iv. Provide to the Session with collaborative help from other Teams, any needed policies or policy changes as it relates to generosity; and
 - v. In collaboration with the Finance Team, bring all fundraising efforts outside of the annual Generosity plan to the Session for its consideration.

4. Structure of the GT

- a. The GT will be lead by a ZPC elder currently on the Session, who will provide the primary communication link between the Team and the Session. A second active elder will serve as “chair-in-succession” to provide continuity.
- b. The GT will include up to four at large members of ZPC, including one Deacon, confirmed by the Session for staggered three-year terms, who each may serve no more than 2 consecutive terms.
- c. The Chair of the GT may invite the appropriate ZPC staff person(s) to meetings when needed to accomplish the Charter. The staff member(s) would be non-voting.
- d. The Chair of the GT may invite the appropriate Team Chair to meetings when needed to accomplish the Charter.