



The Generosity Project is the Rocky Mountain Synod's approach to the ELCA Macedonia Project, a two-year initiative to help congregations grow in their stewardship practices and in their capacity to be generous in their mission support.



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

The Generosity Project Manual and Accompanying Resources

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WORKSHOP



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GENEROSITY PROJECT OVERVIEW

The Rocky Mountain Synod Evangelical Lutheran Church in America

This is a three-hour workshop designed to introduce the Generosity Project – Our Table is Ready. Registration begins ½ hour before the workshop starts. Hosts are encouraged to offer hospitality, food & beverage.

* Pre-assessment: participants are asked to complete Money Autobiography before attending the workshop.

* See Preparation and Supplies List for preparing space and getting ready to host the workshop.

As People Arrive:

- Put stickers on nametags to match one's generation. Display Generation sheet with dots attached.
- Each participant receives a Generosity Project Overview (distribute binders to each congregation later)
- Option to make a pig out of a milk carton as people wait for workshop to begin. (display sample)

(10 minutes) Welcome and Brief Overview

• **Brief description of Generosity Project and goals:**

- Celebrate the generosity of God made known in Bible study, prayer and conversation, and expressed in individual, household and corporate financial giving.
- Grow an individual, household, congregational and synodical spirit of giving.

• **Overview and Objectives of this Time Together:**

- To experience an intergenerational process that can be replicated in the congregations and households of those participating in the workshop.
- To return to congregation with a language and resources in which to talk about, teach, model and practice the gift of generosity.
- To return to congregation with language and tools to share the story and mission of the ELCA and RMS.
- To celebrate God's generosity and the joy of giving in one's life.

• **Introductions by Each Congregation**

- Someone from each congregation share their congregation's location and who is participating.

(15 minutes) Making the Case for Why The Household is the Center for Faith Practice

Objective: To recognize the world's message and marketing vs. the message of the church and our homes.

- **Who is the Winner?** Give & Get Game: (description of activity is in binder)
- **Brief reflection following the activity:** Where are the values taught and habits developed? This sets up the case for "Why" the household is the center for faith formation. Marketing statistics, pulled from "Give or Get" game, may be displayed on posters in room or on power point.

(45 minutes) Circle of Giving: From Generation to Generation

Objective: To experience intergenerational conversation regarding giving and generosity as a faith practice in the household and at church.

- **Generation activity** (detailed description of activity is in binder)
- **Open scripture. Join the conversation:** Acts 2: 41-42 and 2 Corinthians 8:1-4 (See Bible Conversation: Dwelling in the Word-Generous Hearts)

(30 minutes) Presentation of Goals of Project, Outcomes etc

Objective: To learn the idea/history behind the Generosity Project and its goals and outcomes.

- **Power Point** and discussion

(10 minutes) Break

(15 minutes) Here I Stand

Objective: To identify past experiences and individual opinions related to generosity and giving as a faith practice and to engage in further conversation about values that have shaped our giving.

- **Continuum activity** (detailed description of activity is in binder)
- **Reflection** with one another in various configurations

(20 minutes) Household Faith Practice: Secrets of the Blue Pig

Objective: To practice the 10-10-80 giving plan.

- **Thrivent Pig and Dimes:** Practice for the Congregation and Home (detailed description of activity is in binder)

(30 minutes) Taking It Home: Q's, Covenants, Action Plan and Resources

Objective: To begin creating a plan for sharing this experience with members of the congregation..

- **A Tale of Two Tables:** Making your stewardship ministry cross+generational
- **Covenant:** Implications and expectations for the congregation and synod
- **Resources:** In the binders, from the synod, sister congregations, and on the web site
- **Action Plan:** Each congregation's team will use a *See. Think. Act. Celebrate.* approach to reflect on the workshop experience and begin to plan on how to incorporate the Generosity Project into the life of the congregation.

(5 minutes) Closing Litany: Celebration of Generosity

NOTE: The Generosity Project Leadership Team will provide on-going mentorship that leads to accountability of project goals and anticipated results.

PREPARATION and SUPPLIES

Generosity Project Workshop

Set up of Space

Open space for flexibility for movement of people
Tables for participants (5-6 chairs at a table)
Bibles on each table for every 2-3 people
One Blue Pig per table, provided by Thrivent
4 Tables: Registration, Supplies, Altar, Resource items
Optional: Space/tables for making milk-carton pigs (see resource list for web link on "How To")
AV Needs: Sound system. Projector for power point and other visuals
Copy of PowerPoint
Copy of Our Daily Bread DVD
Bell or chime to keep and call time

Altar

Cloth to cover table
Chalice and Patten
Ordinary household table setting of placemat, plate, silverware, glass
Candles
Blue Pig

Registration Table

Binders/One per congregation
Schedule for each person
Nametags
Dots or stickers in five different colors
Copy of Generational Sheet with a different colored Dot assigned to each Generation
Markers

Resource Table

Copies of any of the resources mentioned in the Resource List
RMS Ministry placemats and Ministry Booklet
Communication pieces that lift-up the ELCA and RMS, including: samples of RMS Bulletin Inserts, The Lutheran, ELCA Yearbook, etc.

Activities

Who's the Winner: the Giving and Getting Game

Small cups (can be paper or non-throw away)
Spoon in each cup (plastic or metal)
Enough cereal with multiple colors or colored candy pieces such as M&M's to fill each cup with 15-20 pieces. Prepare ahead of time.

Household Faith Practice

Rolls of Dimes. Ten dimes for each participant
For Optional Activity: Sticky Notes or 3x5 cards

Other



WHO IS THE WINNER?

The Giving & Getting Game

The Message of the World - The Message of the Church and Home

Instructions to group:

Prepare ahead of time small paper cups with 10-20 pieces of M&M's or Trix cereal. (The edible item should be something that comes in a variety of colors.) Also include a spoon in each cup. When ready to play the game, hand out a cup/spoon to each person and say to the group,

"Now we are going to play the Giving and Getting game. Listen carefully as I give the instructions. The object of this game is simple: Either give or get candy/Trix cereal, using your spoon. You have two minutes to play. You may stand, if you are able. Go!"

As people engage in "the game," observe how the group reacts. Listen for comments. If people ask for further instructions, simply repeat what you said earlier.

Call time. Ask the following questions:

- Was the Giving and Getting game confusing? What would have made it easier?
- Was everyone playing by the same rules?
- Who do you think won? Why? (Accept and process all answers)
-

What Does the World Say?

Invite people to sit again. They may keep and eat their "winnings." Regardless of what answers people have given, ask the group *"Who does the world say won?"* Encourage discussion.

[Below are suggested points for the follow-up presentation. The heart of this section is to emphasize the extent and influence of the world's message and the absence of the message of faith

in and from our congregations and in our homes. It is important to lift up the impact of this lapse and the urgent need for the practice of generosity based on our Christian faith. This sets the foundation for the entire Generosity Project!]

The cultural and political manifesto for our time is, "Never believe you have enough!"

Does the world say we should use our money for *giving or getting?* (*Getting.*) The world says the winner is the person who gets as much as possible. The world says the winner is the one with the most stuff. Commercials on TV want us to believe that we can buy happiness with money. If we don't have more things, we are missing out. The rule in the world today is that stuff equals happiness and the Good Life! We need to ask, "Is the Good Life the same as the Abundant Life?"

We live in an age and a culture that has lost touch with the source and foundation for The Good Life. Consuming and buying have become a way of living and now defines the quality of one's life. Experts in many fields agree that the economic and social consequences of today's consumerism are harmful to present and future generations. It will take an intentional and sustained effort by each of you present today, and meaningful conversation between all generations, to learn more about how people of faith define the Good Life and can live an abundant and generous life.

With our children receiving more than 3000 messages a day urging them to spend, where is the voice of the faith community inviting them to share?

At its foundation this is an issue of *Identity!* This is about how we teach and share the Book of Faith - God's Story. We need a concrete frame of reference for making sense of one's life. The story you tell yourself defines you and is ultimately what influences your spending, your sharing or saving. Today's logos and emblems are the current "Cross" or marker of who one is and what defines one's identity. There is a competition between "narratives" in our society. When we as Christians do not know or pass on God's Story or see God in our story, then scripture loses its capacity to effect our decisions – our purchases. We as Christians have a Story, we just have not been intentional about integrating this narrative into all aspects of our lives. (Thank you David Lose for these points.)

The world is intentional about its message to our kids, teens and households. Our kids learn a lot about money (along with everything else) from the media:

- 6-month old babies recognize corporate logos and mascots.
- Brand loyalty begins at age 2.
- Average 3-year old recognizes 100 different brand logos.
- Toddlers cannot distinguish a TV program from a commercial.
- Children ages 5-8 account for 41% of licensed character and entertainment merchandise sales in US and Canada.
- Not until age 8 can a child tell the difference between truthful and misleading advertising.
- Kids know they have to ask 9 times before the parent will give in to their buying request.
- The average child sees 25,000- 40,000 TV ads a year.
- 8-12 year olds spend \$30 billion of their own and parent's money each year and influence another \$150 billion of their parents spending.
- 2007 statistic: Companies spend \$17 billion a year to reach kids – double from 1992.

(Facts above from page 6 in Thrivent's "Parents, Kids and Money Matters") You may choose to write these figures on signs and place around the room. Or they are on the power point as well.

What is the Church's Message?

Facilitate responses . . .

Does the church have an intentional message that counters the message of the world? If not, then we are using the "Null Curriculum," we are teaching stewardship by what we are NOT teaching and what we do NOT talk about. Does the congregation equip homes to counter the message of the world? Why or why not? Is a fall Stewardship Campaign enough to counter the message of the world? How do you define the Good Life? Is it the same as the Abundant Life?

What Do We Teach at Home?

Facilitate responses . . .

How does the congregation equip homes for the faith practice of generosity and being good stewards? This is urgent work! The church is called to provide a place to practice and ways to practice. The church is called to equip homes to learn and speak the language and stories of faith – at home.

What Does the Bible Say?

Facilitate responses . . .

Do we tell Biblical stories so we can live a meaningful, generous and abundant life? The Bible says we can be happy when we are thankful for what we have. In Philippians 4:11 it says, "For I have learned how to get along happily whether I have much or little." So, the world says that using money to get more things is best. But is getting best? God is generous to us by giving us so many things. We should give generously back to God. It all belongs to God anyway. We are just taking care of it for God.

Research and Articles that Support Facts on Marketing to Kids

http://marketing-bulletin.massey.ac.nz/V20/MB_V20_A2_Baxter.pdf

<http://www.focusonthefamily.com/entertainment/mediawise/advertising-and-kids.aspx>

<http://www.cbsnews.com/stories/2007/05/14/fyi/main2798401.shtml>

<http://www.apa.org/news/press/releases/2004/02/children-ads.aspx>

<http://www.parentfurther.com/technology-media>
(new home for Media Wise)



CIRCLE OF GIVING

Generation to Generation

Desired Outcomes:

- Develop an awareness of the seven generational categories and impact on ministry.
- Appreciate the uniqueness, gifts and attitudes towards giving by each generation.
- Understand the Biblical directive and research for bringing the generations together for forming identity, passing on faith and values for what defines a Good Life.
- Hear the faith stories of what has shaped ones' values and practice of generosity.
- Become equipped to create and lead effective, faith-forming cross+generational ministry in the congregation and home.

Key Messages:

- A faith community's significant role is to bring all generations together for meaningful interaction.
- Meaningful interaction between the generations is essential to building relationships, sharing stories, teaching & learning, shaping and passing on values and faith.
- Each generation offers a gift and unique perspective to the faith community.
- There are seven generations in our society and in our congregations. Each generation's beliefs, stories, values, faith, and giving practices are shaped by one's time and place in history.

Outline for Activity:

- Identify and honor the eldest in your midst.
- Name him/her as the group's "wise elder"
- Identify the youngest and have him/her stand next to the "eldest."
- Form Circle of Giving by generations or

decades. From oldest to youngest.

- Read words from Psalm 78:1-7.
- Count off around the circle so the result is small groups of five with a mix of generations in each.
- (Preference is to sit in chairs pulled together in small groups, not at tables)
- Experience faith talk and caring conversation in these groups. See Q's to consider.

Questions to Consider: (Choose those appropriate to your audience and time allotted)

- What is the best thing about being your age? The most challenging?
- What is something you saved for as a child or youth?
- Tell about the first time you "earned" money. "Shared" or gave money away? What was the circumstance? How old were you? How much did you earn?
- Who were the people in your life who shaped your attitudes about money and finance?
- When or where did (does) your household talk about money?
- What is your unhappiest memory associated with money? Happiest memory?
- Name the most generous person you know. Why do you consider him/her generous?
- What does "money" mean to you? "Being generous" "Being a good steward"?
- For you, are faith and finance related to one another? Why or why not?
- If you were given one thousand dollars right now, what would you do with it?
- What motivates you to support something financially beyond your own needs or wants?
-

As preparation for this activity be familiar with "Gifts of the Generations" and read "GIVING Generosity through the Generations" by Deborah Ricci.

THE GIFTS OF THE GENERATIONS

For Passing on Faith and Values

< **1907** The Lost Generation. We are losing or have lost their stories. (105 and older)

1906-1925 - *Builders/Civic/G.I.*: Faith based on knowledge and experience. Have heroes. We will do whatever it takes to get the job done. Believe every generation will be better off. Live a life of sacrifice for the good of others. Want respect. (86-104+).

1926-1945 - *Boosters/Silent/Adaptive*: Faith based on knowledge and involvement. Deeply committed to common good. Know hymns by heart. No sweat, hard work will get the job done. You can count on my word and a handshake! Save and pay cash. Shaped by the depression, WWII, the industrial revolution. Rooted in tradition, loyalty, hard work and conservation of resources. Trust in institutions. Less to share, but care. Make up 39% of charitable giving. (66-85)

1946-1964 - *Boomers/Idealist*: Post WWII. Dabble in church. Taught that institutional church will pass on the faith (forgot Deut. 6). No problem. Credit oriented. Buy now, pay later. Shaped by TV and incredible social-political change: assassinations of religious and political leaders, space exploration, civil rights, Viet Nam, women's movement. Suspicious of institutions, hierarchy, and authority. Live to work and play. Creative, high standards. 80 million preparing to retire. First generation to leave hometown for career. Value their achievements. (47-65)

1965-1982 - *Busters/Survivors/Gen X/Reactors*: (13th generation of immigrants to American soil). Faith is ignorant, searching for meaning. Reached by non-denominational churches. No loyalty to a denomination. Live in shadows of 3 generations. No fear - just do it! Concerned about making ends

meet. Shaped by computers, collapse of Berlin Wall, AIDS crisis, divorce. Environmental consciousness. Visual and entertainment oriented. Relationships important. Accept diversity. 45 million. (29-46)

1983-2003 - *Millenniums or Y Gen or Gen @*: New civic generation community minded, public servants. Faith is ignorant, but responsive to nurturing. Looking for heroes. No worry. Experience a frantic pace of life, formative years spent in childcare, short attention spans, less respect for authority, technology oriented, "wired." have assumed adult responsibilities at a young age. Need close bonds with caring adults to balance insecurity in world. 75 million. (8-28)

Note: Gen X and Gen @ give on-line. Influenced by peers. Want to volunteer and be involved where they give.

2004-2020 - *Adaptive/Gen Z/Homeland* (<7)

No One Is Too Old Or Too Young To Share Or Be Generous

All Are the Church of Today and God's Stewards

Bible Conversation:

We suggest that the Bible Study included in your binder, "**Congregations and Households with Generous Hearts,**" be conducted in similar multi-generational small groups.

NOTE: Circle of Giving/Blessing and Gifts of the Generations are segments of a more extensive workshop on Generational Ministry and the Church-Home Connection designed and facilitated by Linda Staats. Please contact her for more information.

GIVING

Generosity through the Generations

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July 7, 2011

www.charlottecommunityfoundation.org/.../2011-07-...

The Annual State Conference presented by the Florida Caucus of the Association of Fundraising Professionals was held last week at the Sawgrass Marriott in Ponte Vedra Beach. Although the venue had a real wow factor, the meat of the experience was in the content of the programs.

Over 300 professionals from nonprofit organizations throughout Florida shared this experience, beginning with a powerful keynote address from Carla Harris. Twenty years ago, Carla was like many novices: fresh out of business school, brimming with smarts and a willingness to work hard. She quickly learned that in today's competitive environment, knowledge and diligence simply aren't enough. At breakfast on Monday, she shared her tools for success, which she calls "Carla's pearls." Maximize your success in the seat you are sitting in and the seat you aspire to sit in. A life that is just work and home will not fulfill you. Create a balance by making the time to add things that bring you joy. Her passion is gospel singing – watch the Grammy awards to see if she fulfills her heart's desire this year!

Experts in their field, many who have received CFRE accreditation for their experience and expertise, led us in developing our fundraising skills to reach constituents from all four generations. I learned that 87% of donors say the essential ingredient to their decision to give is a strong relationship with the organization, so maintaining relationships is essential. The best prospect is a current donor, so strengthening the relationship between the donor and the organization is the key. All donors want acknowledgement for their gifts, but they vary in the type of recognition they expect. Our job is connecting hearts and treasures. Learn what is in your prospects' hearts and help them share with the ones they treasure.

Good to know: Charitable giving in America was \$290.9 billion in 2010, even in a down economy. Still the percentages remain consistent through the years: 14% from foundations, 5% from corporations, 8% from bequests, and 73% from individuals. Bequests and Individuals together represent 81% of all charitable giving, so that is the area where you should spend 81% of your efforts. Types of gifts: 63% major gifts, 20%

planned gifts, 9% annual gifts, and 8% special events. Again, spend the majority of your time in the areas with the greatest return.

Charity fills an immediate need; philanthropy is charity with vision and is an investment by the donor in your mission. The case for supporting operating expenses: You must build the capacity of the organization to serve; if the organization ceases to exist, the programs won't exist.

We are living in the first time when four complete generations are living, and giving, at the same time. The Silent Generation, having a high share of wealth and a lower share of income, represent 39% of giving. Baby Boomers represent 80 million people getting ready to retire. They were the first generation to leave their hometown to advance their careers, and they value their achievement. Generation X (45 million people) and Generation @ (75 million people) prefer giving online. Younger donors are influenced by their peers, and many prefer to engage in the organization as a volunteer. They define philanthropy as "getting involved." Gen @ donors want to be part of decision making and as volunteers will spread the word about your organization. All generations use online tools. Grandparents are using the Internet to keep in touch with their grandchildren and to share photographs. 50% of mature donors use Facebook.

Florida's age demography of 2010 will be the nation's demography of 2040. Ours is a state of four full generations, and how we address the needs of children, parents, grandparents and super-elders is among the most critical economic, public policy and philanthropic challenges for the next decade. During lunch we were wowed by the experience of four community leaders each representing one of the generations. The panel provided understanding of each generation's unique characteristics, the powerful potential to create new partnerships, volunteer leadership and program goals.

Networking at lunch and after hours led to new connections with other professionals in our field, as well as vendors and potential speakers for our future programs. Returning refreshed inspired, and reinvigorated, I share these insights with you in the hope that you will see the value of continuing education and membership in the Association of Fundraising Professionals.

The Charlotte Community Foundation unites individuals, families, businesses and organizations with causes they care about by creating permanent charitable funds to help the community meet the challenges of the future.



The Generosity Project II Corinthians 8:1ff

“We want you to know, brothers and sisters, about the grace of God that has been granted to the churches of Macedonia; for during a severe ordeal of affliction, their abundant joy and their extreme poverty have overflowed in a wealth of generosity on their part...”

The Generosity Project II Corinthians 8:1ff

“For, as I can testify, they voluntarily gave according to their means, and even beyond their means, begging us earnestly for the privilege of sharing in this ministry to the saints – and this, not merely as we expected; they gave themselves first to the Lord and, by the will of God, to us.....”

The Generosity Project II Corinthians 8:1ff

“...so that we might urge Titus that, as he had already made a beginning, so he should also complete this generous undertaking among you. Now as you excel in everything – in faith, in speech, in knowledge, in utmost eagerness, and in our love for you – so we want you to excel also in this generous undertaking.”

“We want you to know...”

“We ”.....Paul and Timothy

“You ”.....Churches in Corinth (Greece)

“Know ”.....Response of fellow Greek Gentile Christian churches to the plight of Jewish Christians in Jerusalem. In I Cor. 16 (Paul’s first letter to the churches in Corinth) he encouraged households to set aside money each week toward this appeal.

What Does???

Abundant joy + extreme poverty = ??????

A Wealth of Generosity

“We want you to know....”

“that during their severe ordeal of affliction.....they voluntarily gave....according to and beyond their means.....begging us earnestly for the privilege of sharing in this ministry...”

BECAUSE

“the grace of God that has been granted them”

Why tell the stories?

For the Apostle Paul

- **To encourage** the Christian community in Corinth
- **To replicate** the generosity of God in their community and the response of the Macedonian churches

- **To excel** in generosity

To make Christ known in real life

“We want you to know...”

- “God’s Work.....Our Hands”
- Ministry: Personal & corporate expression or reflection or replication of the presence/generosity of God
- Stories both personal and corporate – *“the kingdom of heaven is like....”*
- Stories are significant in faith formation
- Story telling/hearing/reflecting a key part of developing a spirit of generosity lived out in faith practices

“We want you to know....”

Stories of God’s Generosity Told In

Households

Congregations

Rocky Mountain Synod

Evangelical Lutheran Church in America

“We want you to know....”

Stories of God’s Generosity

From

Bible

Personal Faith Journey

Congregational Ministries

Rocky Mountain Synod

Evangelical Lutheran Church in America

????

“We want you to know....”

Stories from the Bible

- Abraham and Sarah *“Go!”*
- Israelites: Egypt to Promised Land
- Jesus & Disciples: *“You give them something to eat!”*
- Jesus & Peter: Forgive how many times?
- Kingdom of heaven is like: Wage and hiring practices of a vineyard owner

Generosity of God

“We want you to know...”

Stories from Your Congregation

Current Program Ministry/Personal Stories
Serving the Congregation
Serving the Community
Ecumenical Partnerships
Conference Connections
Rocky Mountain Synod Shared Ministries
ELCA Shared Ministries

“We want you to know....”

Stories from the Rocky Mountain Synod

Preparing Future Leaders
Outdoor Ministry
Campus Ministry
Starting New Congregations
Support of Newly Organized Congregations
Youth/Household Ministry
Advocacy Ministries
Social Service Agencies
????

‘We want you to know....’

Stories from the ELCA

College/Seminary Support
Global Mission
Starting of New/Renewing Ministries
Youth/Outdoor Ministry
Social Service Advocacy
Program Ministry Support

“We want you to know....”

Stories From Your Church

ELCA Responses to Domestic and Global Needs
Hurricane Katrina
Tsunami in Japan
Earthquake in Indonesia
Iowa hay to Texas farmers/ranchers
North Dakota flooding
Malaria Campaign
World Hunger Appeal

“We want you to know....”

- *To encourage* one another in our households, congregations, synod and ELCA
- *To replicate* the spirit of generosity modeled in our households, congregations, synod, and ELCA
- *To excel* in generosity reflected in the faith practice of giving of time, talent, and money
Because of the grace of God granted us

“Encourage..Replicate..Excel”

Congregational Generosity Teams

- *Encourage* households to develop faith practices of telling and discussing faith stories
- *Encourage* the congregation to gather to hear and tell and discuss faith stories
- *Replicate* this event in your congregation
- *Replicate* a “Tale of Two Tables” in your congregation
- *Excel* in generosity by household growth in giving
- *Excel* in generosity by the congregation growing towards a tithe (10%) in support of synod/ELCA ministries

“Encourage..Replicate..Excel”

Resources

Bible
Macedonia (Generosity) Project Bible Studies
Generosity Workshop and Materials
Your Congregation: People/Ministry
Synod: Congregations/Staff/Ministries
Synod/ELCA Websites/DVD' s
ELCA Congregations
Thrivent

“Encourage..Replicate..Excel”

Next Steps

Sign the Covenant and Commit to the Process
Replicate this Event
Provide Household/Congregation Resources
Promote Intergenerational Program Ministry
Promote Intergenerational Budget/Stewardship Planning
Emphasis
Connect with Others in the Generosity Project

Celebrate the Generosity of God



HERE I STAND!

Continuum Activity and Reflection

(Based on the Money Autobiography)

The purpose of this activity is to identify experiences and individual opinions related to generosity and giving, and to engage in further conversation about values that have shaped our giving. It also gets people up, moving around, and interacting with one another in new ways.

Explain that there will be a series of questions. To answer each question, each individual will move to an imaginary spot on the continuum that represents that person's answer. The person facilitating needs to point out this imaginary line in the room and explain that the ends represent the more extreme or definite responses and in-between are the more moderate answers. Emphasize that there are no right or wrong answers. It is important to note that where one is on the line is not as important as one's answer to "why" one put himself or herself at that particular point. Each person will have a different response. Be aware of the age range taking part in this activity. If children and youth are participating, choose questions or re-phrase the questions so any age may easily answer and engage in the activity.

Following each question, allow people time to move into position. Use a variety of approaches to have people discuss why they chose a particular spot in response to a question. Here are some suggestions:

- Invite people clustered in each of the areas to talk to one another OR
- Invite people at opposite ends of the continuum to talk to one another OR
- Call upon a few representatives from each of the points in the continuum to share with the entire group their responses to why they are where they are on the continuum OR
- Share with one other person younger or older than you

Sample Questions

1. Growing up as a child, did you feel rich or poor? *Very Poor . . . Moderately poor . . . Didn't think about it . . . Moderately Rich . . . Wealthy*
2. Did you worry about money as a child? (Reflect upon, "Do you worry about money now?")
Yes, all the time . . . Yes, very often . . . Sometimes or related to a specific circumstance . . . No, not very often . . . Never
3. Are you a spender or a saver?
Spend it the moment I have it . . . Save every penny.
4. When it comes to spending, investing or giving, are you a risk-taker or cautious?
Risk Taker Very Cautious
5. Do you consider yourself generous or stingy with your money?
Stingy Generous
6. When considering one's attitude about money and finances, where in a continuum that moves from attitudes of fear to scarcity, security to abundance, thankfulness to generosity, to leave a legacy, would you put yourself? (When reflecting, ask, "Who or what has shaped these attitudes?")
Fear . . . Scarcity . . . Security . . . Abundance . . . Thankful . . . Generosity . . . Leave a Legacy
7. When it comes to the ministries of our Rocky Mountain Synod and the ELCA, I believe I am:
Very well informed and tell others . . . I know quite a bit, but could learn more . . . I am aware of a couple of ministries . . . only know what my congregation is doing . . . What is the RMS or ELCA?
8. I primarily make purchases with:
Cash . . . Check Book . . . Credit Card . . . Pay Pal . . . or Other Electronic Means
9. When sharing or being generous, I prefer to:
Give a larger amount to one recipient . . . to give smaller amounts to many recipients

Money Leadership for Thriving Congregations

Instructions for Writing A Money Autobiography

Writing a personal money autobiography is a crucial step in understanding our behavior and feelings about money. How does one go about writing a money autobiography? In this activity it is important to focus on feelings and relationships at different points in your life (childhood, adolescence, young adult, mature adult, etc.) Take two or three sheets of blank paper and write out some of your memories and feelings about money. Reflect on these experiences and how specific feelings developed. After reflection you may want to write this in a chronological or topical sequence.

HERE ARE SOME QUESTIONS TO USE AS A STARTING POINT.

1. What attitudes and behaviors about money did you learn from your mother, father, or grandparents?
2. As a child growing up, did you feel rich or poor? Why?
3. What was your attitude toward money as a teenager? How was this influenced by siblings or peers?
4. What role did money play in your life as a young adult? How was this influenced by a spouse or friends?
5. How did your relationship with money change when you became a parent?
6. What is your happiest memory in connection with money?
7. What is your unhappiest such memory?
8. What are the personal assets (experiences, feelings, practices) that you can build on?
9. How will these help you later in life?
10. How do you feel about your present financial status compared to the past?
11. Do you worry about money? If so, when did you first start and why?
12. Are you generous or stingy with your money? In what ways?
13. What kinds of risks are you willing to take with your money?
14. What will you do with your money as you approach the end of this life?

"Money Leadership for Thriving Congregations" participant book. Developed by the Evangelical Outreach and Congregational Mission Unit of the ELCA. Writers: Ed Kruse, Charles Lane, Michael Meier and Keith Mundy.



HOUSEHOLD FAITH PRACTICE: SECRETS OF THE BLUE PIG

**Objective: To practice the 10-10-80
generosity plan**

Intro: An effective approach in equipping households as centers where faith is nurtured and taught, is for the congregation to model or practice at every opportunity what one desires to have happen in the home – at church or whenever and wherever gathered as the Body of Christ. This is also the reason for the synod hosted Generosity Project workshop – so participants can experience and practice new approaches for Stewardship and Generosity to take home to one’s own congregation.

Leader Instructions: If this is the RMS hosted GP workshop, then invite participants to gather in their generational small groups once again. Most ideal is to have the groups sit at tables where the pig is the focal point. If the workshop is part of a meal, the pig is the centerpiece on the table.

Let people know the Blue Pig is a part of Thrivent one-hour workshop, “Parents, Kids and Money Matters” series. (There is a similar workshop for teens and one for adults.) If your Thrivent Financial Representative is present, introduce him/her and let congregations know this person is a resource for them in offering the full PKMM workshop.)

https://www.thrivent.com/magazine/summer09/feature_2.htm

Congregational Option: When this workshop is offered in the congregation, one might choose to have participants sit in households for the “practice time.” Invite households to join other households to form small groups that will fit around one table. Invite anyone attending as an

individual to be an extended member of a household or make up a new household group(s).

Explain: One way to teach life-long effective stewardship is to practice 10-10-80.

Save 10%. Share 10% and Spend 80%.

All the time!

(See Nathan Dungan at

www.sharesavespend.com).

Sounds so simple! What if every home, in every congregation, in every community had a pig on its kitchen table? What if every household practiced 10-10-80. What if . . .? (Discussion)

Practice: So now we are going to practice! Each of you at your “household” tables has ten dimes in front of you. At your table each person is invited to:

- First, put a dime in the SAVE slot and name something you are saving for.
- Next put a dime in the SHARE slot and name something beyond one’s own needs or wants you support financially. Or have in the past. Or will in future.
- The eight dimes left represent what one spends on Needs and Wants.

Leaders: Allow ample time for each table to complete the above exercise and for conversation within the small group/household.

Group Reflection: So each of you had ten dimes or one dollar. What did it feel like to keep eight dimes and give away two dimes? Does it seem like it would be easy or difficult to practice 10-10-80 in one’s daily life?

What if:

One has \$10. \$1 to Save. \$1 to Share. \$8 to spend.

$\$100 = \$10 - \$10 - \80

$\$1000 = \$100 - \$100 - \800

$\$10,000 = \$1,000 - \$1,000 - \$80,000$

$\$100,000 = \$10,000 \text{ SAVE. } \$10,000 \text{ SHARE. } \$80,000 \text{ SPEND}$

Does it seem easier or more difficult to live 10-10-80 as income increases? Why or why not?

Additional Options as Time Permits:

If you have time, do one or more of the following exercises:

- With the eight dimes left in front of you, list on a notecard 8 items or expenses/bills for which you regularly spend your income. Which are Needs? Which are Wants? What is the difference? Needs and Wants will vary for individuals and for households.
- If time permits, have each person in the group list the Organizations or Non Profits or Causes he/she supports. Write each recipient of one's sharing on a separate note or card. Place these on a wall. Do this as a whole congregational project.
- Make Pigs! Make a large paper mache' pig for your church narthex or gathering space. Incorporate this into the time of offering during worship. Have each household make a pig out of milk cartons. See Resource page for instructions.

Learn more by reading, "The Secrets of the Blue Pig."

Contact your local Thrivent Financial for Lutherans Representatives and ask if they will partner with you in hosting your congregation's workshop.

The Rocky Mountain Synod expresses its appreciation for the support of Thrivent for the Generosity Project in all the locations this workshop is offered throughout our five states.

THE SECRETS OF THE BLUE PIG

How to teach your children about saving, spending and sharing.

By Hugh O'Neill, Photography by Douglas Benedict

On an evening in April, children at the Da Vinci Science Center in Allentown, Pennsylvania, got a close-up look at life on Earth, came face-to-face with creepy creatures from five continents and walked away with something a bit unexpected from a visit to a science center – the ABCs of financial literacy. The science center was one of 30 kid-friendly sites across the country to host "Teach Your Kids to Share Day" on April 24. The special day, created by Thrivent Financial for Lutherans, featured interactive -family workshops on values-based money habits, as well as time to explore the museum.

While only time will tell whether any careers in science were launched that day in Allentown, the families definitely got a head start on their financial futures. With a recent U.S. Department of Education study reporting that just 42% of 12th graders are proficient in basic economics, it is never too early to start talking to children about money management. Kids left the science center with an introduction to money and cute blue piggy banks (more on those later), and parents left with handy tips developed by Thrivent Financial and industry experts for helping their children understand sharing, saving and spending.

Take a look at the following advice for ideas you can use with your family.

Make money talk a priority

We work hard to educate our kids about reading, writing and arithmetic, but money-smart lessons often get overlooked, says Barbara Dunn, one of the Thrivent Financial representatives who led the sessions. "Families are very busy, what with work and school and sports and a million things draining their

time," says Dunn. "Growing up, a lot of parents were taught that you don't talk about money, so even as adults they are reluctant to teach their kids the basics of earning money, making budgets and sharing with others. They don't know how, because it was never taught financial literacy is important."

Start early

Avoid the common assumption that money is too grown-up for kids. "We want our kids to have carefree childhoods, and we worry that talking about money will make them anxious," says Laura Dierke, program manager at Thrivent Financial, who includes her 3-year-old daughter in coupon clipping. But the opposite may be true. "Young kids can grasp the underlying ideas of saving and sharing, and the earlier we make them comfortable about money, the better."

Resist the marketing blitz

There is a powerful buy-me-now energy in our culture. "Companies spend a lot of money trying to make us impulsive about buying decisions, and a lot of their ingenuity is aimed at kids," says Scot Guldin, a Thrivent Financial representative and workshop leader. There is evidence that some 6-month-old babies can recognize corporate logos and that brand loyalty can begin as early as age 2. "Parents have to counterbalance the instant-gratification message by teaching patience and self-control," says Guldin.

Don't surrender, strategize

"Kids are good at wearing parents down by asking over and over again for some video game or Barbie car," warns Guldin. "Be careful not to cave in just to make them stop." Instead, help them figure out a plan are enough, there may be special jobs they can do around the house or for the neighbors. You might



offer match each dollar your child saves on to the amount he or she needs. "Teaching kids to work for money is win-win," says Dunn. "You get extra help around the house, and they get to feel proud and self-reliant."

Teach them to share, save and spend

Help children divide their money into three categories: share, save and spend. "If your kids get money for Christmas or a birthday, always encourage them to divide it into thirds – a third for buying something they want, a third for saving for things they may want in the future and a third for sharing with others," says Dierke. Children attending the workshop received a blue piggy bank with three compartments, but you can easily label three jars or boxes at home for the same effect.



Consider an allowance

Many experts believe giving an allowance is a good way to start teaching children about money, but families have many different and effective ways of administering it. Some tie an allowance to chores; others require chores but keep those duties separate from the allowance. For a rule of thumb on the amount, consider a dollar a week for every year of the child's age.

Make division easy

To help kids allocate and budget their money, make sure the cash you give them can easily be chopped into pieces. Rather than giving a \$10 bill for an allowance, give 10 singles instead, or perhaps five singles and the rest in coins. This practice will not only help them understand the idea of parceling it out, but also make it easier for them to stash some in a piggy bank for saving and sharing, and some in their fist for spending at the store.

Spread out the cash

Don't give an allowance every week; consider dispensing it biweekly or even monthly. If kids know another \$5 is coming on Friday, they may be more

impulsive about spending the allowance you just gave them. But if they know they have to make their money last for a while, they'll figure out the importance of discipline and self-control.

Find a cause to match their interests

Encourage your children to research charities that interest them. If they love music, perhaps they can find a charity dedicated to giving children music lessons. If a friend or family member has an illness,

raising money for research into a cure would be a good idea. Of course, you'll have to look into any charity that excites your kids, but the closer the cause is to their hearts, the deeper it will take root.

Have a grateful house

Be purposeful about celebrating sharing in your home. Read Bible stories and books that feature generosity. Make a point of noting the kindness of others. If your sister supports a food pantry, make sure your kids know you admire their aunt's sharing.

Make giving a team effort

Community service is a great chance for parents and children to spend time together. One mother at the event shared that her kids look forward to their twice-a-month deliveries for Meals on Wheels, and a dad said he and his kids team up for environmental





TAKING IT HOME

A TALE OF TWO TABLES

or

WHO'S AT YOUR BUDGET/STEWARDSHIP TABLE?

By Pr. Jim Hytjan and Pr. Dan Bollman

For a moment, recall worship in your congregation last Sunday and all those who gathered around the Communion Table.

Standing or kneeling, there were people you know well, and those you have yet to meet. Present were long-time members and new, teens and pre-teens, small infants in arms of their parents, singles and married, young adults and retired, males and females. Maybe folks from mixed ethnic backgrounds, or whose first language is other than English, were there. At this table, everyone was invited to be nourished and then sent to be the visible presence of Christ in the world. Through baptism all are welcomed into the body of Christ and our shared mission in the world.

Now reflect for a moment on those gathered around another church table, probably located in the parish hall or classroom that hosts the conversation about the annual church budget [spending plan?] and stewardship appeal. Do those gathered here reflect the diversity of those who gather around the Eucharist Table? Is there a mix of ages and genders, married and single? Are varied lengths of time in the congregation represented? Are lay and rostered leaders there? In short, does this table reflect the diverse worshippers at the Lord's Table?

The varied gifts and life experiences of all can enhance budget planning for ministry and the strengthening our invitation to all to support financially the congregation's ministry, both locally and beyond through the Synod and ELCA.

Take a few minutes to review "The Gifts of the Generations: Passing on Faith and Values" compiled by Linda Staats, and consider what gifts each generation can add to the budget deliberations and stewardship strategies.

For example, those born 1906-1945 bring the wonderful gifts of a faith built on scripture and a love of tradition and hymns. They more readily trust institutions and their leaders. They are no strangers to hard work, and are deeply committed to the common good. When addressing the church budget, these "historians" can speak to our support of synodical and Churchwide ministries.

Those born 1946-1964 will challenge the table to think through clearly budget priorities, and what that budget accomplishes. Their questions can lead to learning of what we accomplish through the Rocky Mountain Synod and ELCA. Our Rocky Mountain Synod resources, such as "Daily Bread" DVD's, e-Connection, the Landscape newsletter, along with synod and ELCA websites, describe well the ministry supported by congregational Mission Support.

The 1964-1982 generation can challenge the table to see how budget priorities support our expectations, and assumptions around discipleship. Will the budget, and our personal commitment of time, talent, and money make a difference? Their passion for relationships can encourage discussion around these questions. They will see that stewardship conversations broaden personal ownership of the ministry.

The 1982+ generation are very knowledgeable about modern channels of communication and networking for creating broader awareness of the importance of the church budget and individual/household support of it.

The congregation's church budget [spending plan?] reflects the congregation's priorities for mission. The financial commitment of our members to support this budget reflects a vital personal and corporate faith practice.

Two Tables! At the Lord's Table of Grace, faith is formed and nourished for ministry. At the table in the parish hall where budgets and stewardship ministries take shape, we celebrate "God's Work...Our Hands."

COVENANT

Generosity Project –Our Table is Ready



We, _____, will:
(NAME OF CONGREGATION)

- ✓ Keep the vision for the Generosity Project (GP) before the congregation and its leadership.
- ✓ Create a Generosity Project Team in the congregation consisting of the
 - Pastor or key staff member,
 - GP Team Leader/Coordinator,
 - Minimum of 5 lay people (*faith-filled older adults, existing stewardship leaders, households with elementary age children and/or teens, couples, singles, Christian Ed/youth leaders.*)
- ✓ Select team members who express a willingness to:
 - Explore one's role as a steward of God's gifts in use of time, abilities and resources,
 - Commit to growing in the faith practice of giving and generosity in daily life,
 - Attend a three-hour workshop hosted by the RMS GP Leadership Team
 - Complete simple pre-work and follow-up homework assignments,
 - Plan, organize and offer an event for your entire congregation based on the team's experience at the RMS hosted GP training event,
 - Consider this leadership role as a call from God to engage others in this ministry - in households and in the congregation.
- ✓ Evaluate current congregational approaches for creating faith-filled and generous stewards.
- ✓ Integrate cross+generational conversations and church-supported, home-centered stewardship faith practices into the life and mission of the congregation.
- ✓ Develop stewardship goals for the congregation,
- ✓ Celebrate and share the stories of the ministries of the local congregation, the Rocky Mountain Synod and of the Evangelical Lutheran Church in America.
- ✓ Increase the congregation's benevolence for ministries of the RMS and ELCA by 1% a year.
- ✓ Shape the GP pilot by sharing challenges, successes and best practices.
- ✓ Share in celebration of the GP at the Synod Assembly in 2013.
- ✓ Participate in an evaluation process and follow-up.
- ✓ Commit to a "Teach One- Equip One" partnership with another congregation.
- ✓ Trust the Holy Spirit to guide and shape the GP Ministry.

PASTOR	DATE
COUNCIL PRESIDENT OR COUNCIL LIAISON TO THE STEWARDSHIP TEAM OR FAITH FORMATION TEAM	DATE

CONGREGATION'S WEB ADDRESS	
NAME OF STAFF CONTACT FOR GENEROSITY PROJECT	E-MAIL/CELL PHONE
GP TEAM LEADER'S/COORDINATOR'S NAME	E-MAIL/CELL PHONE

List the names and emails for each member or household of your GP Team:

We, the Rocky Mountain Synod, will provide for each Congregation:

- Engagement in God's story as faithful stewards and followers of Jesus.
- A vision, models and effective strategies for increasing faith practices and conversations about stewardship across generations, in one's congregation and its households.
- A three-hour workshop and supporting materials to be replicated in one's congregation.
- Additional resources for creative application in its own unique context.
- On-going support and mentoring for each congregation's GP team from the synod's Generosity Project Leadership Team and RMS staff.
- A network of congregations partnering and supporting one another for a common mission.
- Development and utilization of a website and social media for networking, communicating, and sharing of resources, "best practices" and stories of transformation.
- Scholarships for equalization of training and travel expenses.
- On-going prayer that each congregation's ministry will be enriched as stewards of God's gifts and that each generation and household will grow in the faith practice of generosity.

BISHOP	DATE
ASSISTANT TO THE BISHOP & GENEROSITY PROJECT COORDINATOR	DATE
RMS GENEROSITY PROJECT LEADERSHIP TEAM MEMBER	DATE

Initial Generosity Project Workshop & Training

Please plan for your GP Leadership Team to attend one of the following workshops planned for 2011. More dates and locations will be added for 2012.

Questions, please contact:

Rev. James Hytjan

james_hytjan@rmselca.org

phone 303.777.6700 or 1.800.525.0462

The Rocky Mountain Synod Generosity Project is an initiative of the ELCA Macedonia Project.

Please make a copy of your

Congregation's Signed Covenant

(Include names of your team members and emails on the reverse side of the first page.)

Fax or Send to:

% Cheryl Almquist

455 Sherman Street, Suite 160

Denver, Colorado 80203

Fax 303.733.0750

SEE

What did you SEE and experience that was an Ah! Ha!
Or caused pause for further reflection, question and discussion:

THINK

What did you HEAR that provided you with new ways of understanding Stewardship? What will you continue to THINK about as you depart?

CELEBRATE

List the Assets and Resources that already exist in your congregation as you begin equipping households to become centers of generosity

ACT

What ACTion will you take as a result of this experience and information?
(When . . . Who . . . How . . . First Step . . . Next Step)



CLOSING LITANY

The Faith Practice of Generosity

Leader: Gracious God, give us generous hearts,
Tables A: So we may know the joy that comes from helping others,
Tables B: So we may give without counting the cost,

ALL: So we may fully appreciate all your many gifts to us.

Leader: Gracious God, give us generous hearts,
Tables A: So that that we may show the world another way of living
Tables B: So we may celebrate the Story that shapes our story,

ALL: So we may live an “abundant life” in response to all God provides.

Leader: Gracious God, give us generous hearts,
Tables A: So we may share without expecting something in return,
Tables B: So we may learn the difference between what we need and what we want,

ALL: So we may hold all our treasures in an open hand.

Leader: Gracious God, give us generous hearts,
Tables A: So we may give thanks for the heritage of faith and trust in you passed on to us by our
parents, grandparents, aunts, uncles, godparents, and friends,
Tables B: So we may give thanks for all the generous saints who have walked before us,

ALL: So we may recognize the many blessings of each new day.

Leader: Thank you, Lord, for so richly blessing us,

**ALL: May we be a blessing to others as we continue to thank you and serve you with
humble and generous hearts. AMEN.**



BIBLE CONVERSATION GUIDES



Bible Conversation

Congregations and Households with Generous Hearts

Faith practices of the early Christians as written in our Holy Bible:

Acts 2:⁴¹⁻⁴²*That day about three thousand took him at his word, were baptized and were signed up. They committed themselves to the teaching of the apostles, the life together, the common meal, and the prayers.*

⁴³⁻⁴⁵*Everyone around was in awe—all those wonders and signs done through the apostles! And all the believers lived in a wonderful harmony, holding everything in common. They sold whatever they owned and pooled their resources so that each person's need was met.*

⁴⁶⁻⁴⁷*They followed a daily discipline of worship in the Temple followed by meals at home, every meal a celebration, exuberant and joyful, as they praised God. People in general liked what they saw. Every day their number grew as God added those who were saved.* The Message

2 Corinthians 8:¹⁻⁴*Now, friends, I want to report on the surprising and generous ways in which God is working in the churches in Macedonia province. Fierce troubles came down on the people of those churches, pushing them to the very limit. The trial exposed their true colors: They were incredibly happy, though desperately poor. The pressure triggered something totally unexpected: an outpouring of pure and generous gifts. I was there and saw it for myself. They gave offerings of whatever they could—far more than they could afford!—pleading for the privilege of helping out in the relief of poor Christians.*

⁵*This was totally spontaneous, entirely their own idea, and caught us completely off guard. What explains it was that they had first given themselves unreservedly to God and to us. The other giving simply flowed out of the purposes of God working in their lives.* ⁸⁻⁹*I'm not trying to order you around against your will. But by bringing in the Macedonians' enthusiasm as a stimulus to your love, I am hoping to bring the best out of you. You are familiar with the generosity of our Master, Jesus Christ. Rich as he was, he gave it all away for us—in one stroke he became poor and we became rich.* The Message

For Discussion in Your Table Groups:

1. Name the key faith practices or attitudes that formed the foundation for Generosity in each of these passages.
2. What were the core belief(s) of these faith communities and households?
3. How did this shape their identity and economic decision making?
4. Where do you witness this kind of generosity in your congregation?
5. Share examples of generosity evident in households – your own or others.
6. Give each of these stories a Headline for today's newspaper. Name for a TV series.



RESOURCES



RESOURCES

Generosity Project –Our Table is Ready

Resources for a Congregation's Cross+Generational Approach to Stewardship and Equipping Households as Centers for the Faith Practice of Generosity

An Asset Builder's Guide to Youth and Money, Search Institute

https://www.searchinstitute.org/product_p/0170-w.htm

A guide for congregations interested in a positive approach to youth and managing money. Assist teen consumers to make responsible money decisions, as well as background on finance topics and how to approach these topics with adolescents. \$12.95

This is also a workshop a community can host: <http://www.search-institute.org/training-speaking/youth-money-and-assets-positive-approach-spending-saving-and-giving>

Extravagant Generosity—the Heart of Giving, Abingdon Press

<http://www.cokesbury.com/forms/ProductDetail.aspx?pid=940973>

Although this is a four-week “campaign” these are valuable resources, especially the book of devotions, *Practicing Extravagant Generosity*. It leads people through the Scriptures encouraging them to understand financial discipleship in terms of their own personal faith practice. \$55.22 Curriculum. \$6.30 Devotion Book

Faith Ink Stewardship, Faith Inkubators <http://www.faithink.com/Inkubators/stewardship.asp>

This is an intergenerational resource that provides an opportunity for all ages to grow as good stewards of their time, talents, and treasures. This is a holistic approach to Stewardship in the congregation that includes four to six weeks of materials for learning and worship with a home connection. Included in the CD Rom are Images & Analogies™: PowerPoint® Presentations: Skits, Bible Verse Songs, FAITH5 Devotions and Bookmarks, Leader's Toolbox. \$150 (discounts possible)

Growing a Grateful, Generous Heart Leader Guide and Family Resource, Morehouse

<http://www.cokesbury.com/forms/ProductDetail.aspx?pid=747604>

Growing a Grateful, Generous Heart is a program to help the entire family - and your church - grow in the understanding and practice of stewardship and to live with grateful, generous hearts. The Leader Guide includes four sessions. Each session leads children (and their families) from an exploration of God's love, through a celebration of God's gifts, to the challenge of grateful, generous living. (Normally \$2.95 now on close-out for .88. Hurry!)

Kids and Money Milestone, Vibrant Faith Ministries, http://store.vibrantfaith.org/product_p/kamm.htm

This 32 page Milestones Module is intended for first and second graders and recognizes children and adults as stewards of what God had given to them. This topic is experienced through a worship litany, cross+generational events and Four Key activities for the home. \$7.95 downloadable

Living Well: Christian Practices for Everyday Life, Lifelong Faith <http://www.lifelongfaith.com/living-well-books.html>

Chapter 8: Managing Household Life “How we spend our money says a lot about what we value in life . . . We believe God is the creator so God owns everything . . . We are called to manage our money to serve God, our household and the needs of others in the world ”\$23.70 There is a companion workbook for children. \$8.95.

Make It Simple, ELCA <http://www.elca.org/Growing-In-Faith/Discipleship/Stewardship.asp/>

An amazingly comprehensive congregational stewardship resource to assist you in your education about simplicity and generosity. Includes resources for worship, sermons, families, at-home, kids activities, all congregational gatherings, DVD's, Free downloads and much more..

Money Sanity Solutions, Nathan Dungan <http://www.sharesavespend.com/>

A guide to help your family build healthy money habits, as silence is not an effective teacher. Designed to bring families together to build new skills, counteract hyper-consumerism and equip the next generation for a lifetime of financial stewardship. Includes DVD \$34.99

Parents, Kids and Money Matters & Parents, Teens and Money Matters –Thrivent
<https://www.thrivent.com/moneymatters/index.html>

These award winning curriculums and workshops are available by contacting your local Thrivent Financial for Lutherans Representative. They will partner with your congregation to offer one-hour workshops for Kids (ages 6-10) and Parents and Teens and Parents to learn and talk about values and healthy stewardship practices in the home. The Blue Pig (kids) and a Cash Cache Handbook (teens) are gifts for participants in the workshop. Free.

Stewardship for the 21st Century- Luther Seminary
www.luthersem.edu/stewardship/resource_detail.aspx?resource_id=1315

This is a vast, comprehensive center with print, web and video resources to support Stewardship in your congregation and homes. Check out the three intergenerational lessons on generosity. Each lesson is for a 50-60 minute time period. Each session is created for mixed age groups containing adults, children and youth. Download Free.

Lessons: [Calculating the Cost](#) [Being a Cheerful Giver](#) [Pennies For God](#)

RELEVANT ARTICLES & RESEARCH

Give Like Bill & Melinda Gates, USA Weekend

<http://www.usaweekend.com/article/20110722/LIVING03/307220007/How-every-American-can-give-An-exclusive-interview-Bill-Melinda-Gates>

What motivates them to help others? Their parents! And they have made a conscious effort to engage their children in volunteerism and generosity.

Science of Generosity

<http://generosityresearch.nd.edu/>

Research at University of Notre Dame. The Science of Generosity initiative aims to bring together diverse approaches in order to create a field for the study of generosity in all its forms. To that end, it supports, conducts and shares scientific research on the sources, manifestations, and consequences of generosity,

GENERATION G

<http://trendwatching.com/trends/generationg/>

GENERATION G Captures the growing importance of 'generosity' as a leading societal and business mindset. As consumers are disgusted with greed and its current dire consequences for the economy—the need for more generosity beautifully coincides with the ongoing (and pre-recession) emergence of an online-fueled culture of individuals who share, give, engage, create and collaborate in large numbers. In fact, for many, sharing a passion and receiving recognition have replaced 'taking' as the new status symbol.

The Developmental Stages of Generosity

<http://www.uua.org/finance/fundraising/generosity/adults/185452.shtml>

There is much to be learned from the theories of human moral, social-emotional and faith development when it comes to understanding one's capacity for generous behavior. In particular, there are parallels found between James Fowler's Stages of Faith and the development of generosity.

Generosity of Spirit through Myths and Folktales

<http://learningtogive.org/resources/folktales/plans.asp>

A cross-cultural, inter-faith approach to Generosity that explores the origins of tales from around the world and connects the themes of giving and philanthropy. '

Piggy Bank – Make Your Own



http://www.freekidscrafts.com/milk_jug_piggy_bank-e599.htmlhttp://www.ehow.com/info_8708816_piggy-milk-jug-craft-project.htm

LEARN MORE. CELEBRATE! TELL THE STORY of the RMS & ELCA.

Evangelical Lutheran Church of America <http://www.elca.org/>

Rocky Mountain Synod-ELCA <http://www.rmselca.org/>

Rocky Mountain Synod-ELCA Video Stories: <http://www.rmselca.org/videos/index.htm>

Will Our Children Be Stewards?

Borrowed from the Episcopal Church:

http://dfms.org/stewardship/109299_107069_ENG_HTML.htm

Suggestions for Congregations

With our children receiving 3,000 messages a day urging them to spend, where is the voice in the village inviting them to share?

If you believe the church has the responsibility and opportunity to be that voice that teaches some very different ideas about the use of our time, talent, and treasure, here are a few suggestions for sharing those ideas with our children.

If the Church is to be that voice in the village, we can begin simply. Here are some suggestions to get you started.

The Children's Offering

Make sure children have an opportunity to participate in the regular offerings of the congregation. If they leave worship services after the Gospel reading and return to see the offering precede them down the aisle, make offering part of their Sunday School experience. Make sure they have something in which to place that offering that looks like real church equipment and not an afterthought. This is not the time for used mason jars and shabby baskets. And let the ushers present that offering at the altar along with the rest. Even better, let one of the children carry the children's offering to the altar alongside the usher carrying the other offering plates. . The children's offering can come during Sunday School, children's church, or the morning worship but it should be an event, part of the liturgy.

Envelopes and Commitment

Give everyone offering envelopes and invite everyone, regardless of age, to make a financial commitment to God's work through their congregation. The company who sells you your regular envelopes probably has special ones for children. You might give smaller children plain ones and let them create their own designs. Or you can simply get the usual envelopes for everyone. Children rarely complain about having some things that are just like mom and dad's.

Do not be dismayed by the uses children will find for these envelopes. I will never forget the morning we had to find an extra envelope for a child who had found it a convenient place to put the tooth which had come out during Sunday School. Yes, it is a good idea to tell parents what you are doing and give them veto power, though I have never known a parent to refuse or complain.

If you have an annual financial commitment program (pledging), let anyone participate. As someone who began making pledges at age 10, with an allowance of a quarter a week, no one is too young and no amount too small. This is one of the best ways to encourage a financial habit of sharing in a planned, systematic, disciplined way.

Honor Every Gift

Record children's offerings and give them regular statements along with adults regardless of the amount they contribute. If the cost of keeping the records and generating the statements exceeds the amount of the contribution, so what? This is an investment in formation and is well worth the cost.

Teach Stewardship

Incorporate a discussion of stewardship into confirmation class. One priest I know includes it in preparation for baptism which is an even better idea.

Honor Your Own Experts

Include Christian Education volunteers in planning for your annual stewardship program. They are a valuable ally and may bring some fresh ideas along with them. Encourage them to look for stewardship teaching opportunities in whatever curriculum your church is using. There are a number of resources available but your own people may have ideas as good or better.

Read *Prodigal Sons and Material Girls: How Not to Be Your Child's ATM*

The book is by Nathan Dungan, published in 2003 by Wiley Books. It makes an excellent group study, but instead of making it the focus of a Sunday morning adult forum, you might consider having it on a weekday evening or Saturday so your members can invite their friends.

Think Share, Save, Spend

This alliterative financial management mantra comes from Nathan Dungan and his book. Encourage adults and children to adopt it. It is also an excellent way to organize the congregation's own spending. Remember the old adage "Practice what you preach?" Pointing out the ways in which the congregation has shared, saved, and spent makes it a model for the household. It is also a very interesting financial/budget presentation at the annual meeting.

Share Fair

One way to encourage sharing as a household activity is a Share Fair. Perhaps different households can sponsor the various table displays featuring good places to share. Whether these are local, national, or international organizations, this is an excellent way for members of the congregation to explore opportunities for sharing. Don't forget, a household may be just one person.

Encourage Goal Setting

Our study of Biblical teaching makes it clear that God rejoices when we live up to His expectation that we:

- Acknowledge all that we have as a gift from God
- Return a tenth (tithe) of those gifts to God's purpose

Financial planners know that saving a tenth is one of the most healthy things we can do with our money.

Therefore, share this information with members of the congregation of all ages. Encourage them to set goals for sharing, saving, and spending. Encourage families to talk about these goals and ways to meet them.

Growing a Grateful, Generous Heart

This is a four-week curriculum for children from preschool through grade 6 with four valuable messages about stewardship. It is available from the Morehouse Group

(<http://www.morehousegroup.com/>), now a part of the Church Publishing Group of the Episcopal Church.

Recruit Adults

Moms, dads, grandparents, aunts, uncles, cousins, neighbors, and anyone who has children anywhere in their lives can help.

Most of what children learn is learned at home!

Encourage adults to pay attention to what they say and do about sharing, saving, and spending, whether they think children are paying attention or not. Help them tell the stories about their own lives that have helped or hindered their own relationships with money. Tell about those who inspired and encouraged them to healthier habits of sharing and saving while making better spending decisions. Most of all, ask for their ideas for inviting our children to know that net worth does not determine self worth and to experience the joys of sharing.

Help Adults!

Resolve to assist adults in acquiring mastery over their own finances. The reason children are not learning this is that their parents didn't learn it either. Consider initiating a financial counseling ministry in your congregation, not just for the members but as an offering to your community.

Work Ecumenically

Raise the issue in ministerial associations and other opportunities to develop community discussion and response to the commercial culture.

Share Ideas

If something works well for you, let the Stewardship Office Macedonia Team know. If it worked for you, it may work even better for someone else.

Above All, Pray!

Most of all pray and get to know what the Gospels have to say about the role of money in our lives as members of the body of Christ.

Most Important

Last, but most important, cherish the children. They are one of the best gifts God has given us.