

# ***Shepherding an Effective Church in the 21<sup>st</sup> Century....***

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**Anglican Diocese Centre**

**October 3 -4, 2008**

**Halifax, Nova Scotia**

## **The Author**

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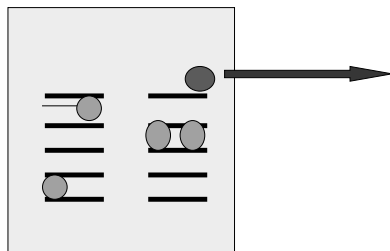
**....grace and peace**

**to you**

**from God....**

**Romans 1:7**

**mentors** **grace**



**Strengths**

mission  
visitation  
worship  
groupings  
leadership  
participation

**9  
of  
12**

program  
access  
visibility  
parking  
facilities  
giving

**claim**

**expand**

**add**

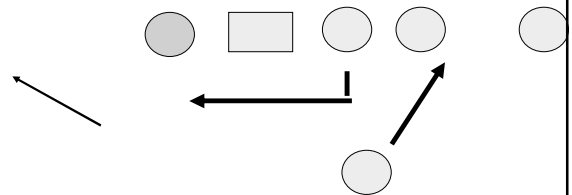
**act**

**we claim our strengths**

**we claim God's gifts**

**we build on our strengths  
not our weaknesses**

**we run to our strengths**



**we do better what we do best**

**we are now in the strongest  
position to add  
a new strength**

**match the plays**

**with the players**

**send in the plays**

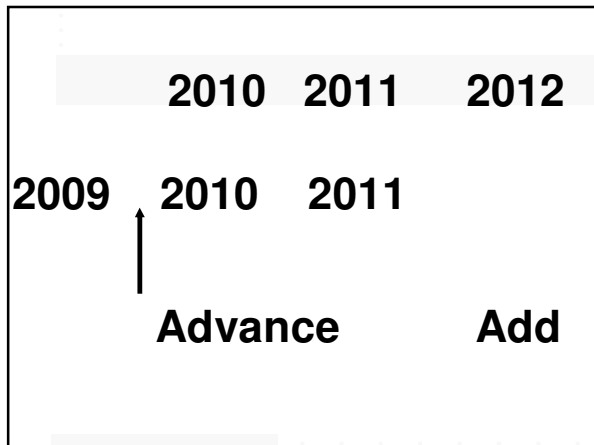
**the players can run**

**never send in more plays**

**than the players can run**

<b>mission</b>	<b>program</b>
<u><b>visitation</b></u>	<u><b>access</b></u>
<u><b>worship</b></u>	<u><b>visibility</b></u>
<u><b>groupings</b></u>	<b>parking</b>
<b>leadership</b>	<b>facilities</b>
<b>participation</b>	<u><b>giving</b></u>

<b>mission</b>	<b>program</b>
<u><b>visitation</b></u>	<b>access</b>
<u><b>worship</b></u>	<b>visibility</b>
<u><b>groupings</b></u>	<u><b>parking</b></u>
<b>leadership</b>	<u><b>facilities</b></u>
<b>participation</b>	<u><b>giving</b></u>



<b>2009</b>	<b>2010</b>	<b>2011</b>
shepherd	shepherd	shepherd
giving	giving	giving
compassion	community	hope

<b>shepherding</b>	<b>giving</b>
one time	
seasonal	
short term	
<b>compassion</b>	
<b>community</b>	<b>hope</b>

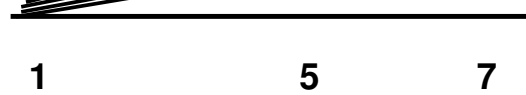
**Twelve Keys to  
An Effective Church  
Planning Workbook**

# Shepherding

*The Lord is my Shepherd....*

*Psalms 23:1*

Worship - Giving  
Leading  
Listening Learning  
Shepherding



the more generous  
the shepherding

the more generous  
the giving

there is a direct correlation

shepherding  
worship  
volunteering  
giving

the more shepherding  
the more people in worship

the more people in worship  
the more generous  
the giving

Easter is

God's Way  
of teaching us  
our future

**Our Major Sunday is  
God's Way  
of teaching us  
our future**

**Our 10 Major Sundays are  
God's Way  
of teaching us  
our future**

**Our 10 Major Sundays  
can be our worship  
attendance  
30 - 40 Sundays a year**

**many congregations  
are stronger  
than they think they are**

<b>AWA</b>	<b>Percent</b>
<b>100 - 149</b>	<b>81.6</b>
<b>75 - 99</b>	<b>69.1</b>
<b>50 - 74</b>	<b>57.1</b>
<b>34 - 49</b>	<b>40.5</b>
<b>20 - 34</b>	<b>26.7</b>

**Motivational  
Match**

**Compassion**  
**Community**  
**Hope**  
**Challenge**

**Compassion**  
**Community**  
**Hope**  
**Challenge**  
**Reasonability**

**Compassion**  
**Community**  
**Hope**  
**Challenge**  
**Reasonability**  
**Commitment**

**motivational match**  
 shepherding increase....  
 worship increase....  
 giving increase....

	Key Leaders	Grass Roots	Pastor Staff	Un church
Compassion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hope				
Challenge				
Reasonability				
Commitment				

**motivational gap**  
 shepherding decline....  
 worship decline....  
 giving decline

	Key	Grass	Pastor	Un
	Leaders	Roots	Staff	church
Compassion		<input type="radio"/>		<input type="radio"/>
Community		<input type="radio"/>		<input type="radio"/>
Hope				
Challenge	<input type="radio"/>		<input type="radio"/>	
Reasonability				
Commitment	<input type="radio"/>		<input type="radio"/>	

	Key	Grass	Pastor	Un
	Leaders	Roots	Staff	church
Compassion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hope				
Challenge				
Reasonability				
Commitment				

**Mary**  
**we invite you to come**  
**fall in love**  
**with this group of kids**

	Mary	Kids	Friends
Compassion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hope			
Challenge			
Reasonability			
Commitment			

**kids care**  
**what the teacher knows**  
  
**when they know**  
**the teacher cares**

**the foundation**  
**of learning**  
**is love**

**Dr. Callahan,**  
please help us find a priest  
who will come and love us  
whom we can come to love  
....who will give us hope

**9**  
**7**  

---

**5**  
shepherding > preaching

the more shepherding  
the less bickering  
  
the less shepherding  
the more bickering

the more shepherding  
the more giving  
  
the less shepherding  
the less giving

**8 of 12 Sundays**

**Compassion**  
**Community**  
**Hope**

**4 of 12 Sundays**

**Challenge**  
**Reasonability**  
**Commitment**

steps in shepherding....leading

loving  
 listening  
 learning  
 leading

only 7 % have a vision

God's way of blessing 93 %

Compassion Centered Life

	Key	Grass	Pastor	Un
	Leaders	Roots	Staff	church
<u>Compassion</u>				
Community				
Hope				
<u>Challenge</u>		Vision		
Reasonability				
Commitment				

discipleship  
 is  
 compassion

stewardship  
 is  
 compassion

		PAB	
		LGH	
KL		SR	
		EFA	
100 H			100 H
100,000			20,000
Commitment	↑		80,000
Challenge			
Reasonability			

	<b>Compassion Community Hope</b>	
<b>100 H</b>		<b>100 H</b>
<hr/>		
<b>100,000</b>		<b>100,000</b>

**We are grateful for the  
compassion and generosity  
of God's grace in our lives**

**We are thankful for the hope  
with which God blesses us**

**We generously pledge \_\_\_\_\_ to  
advance God's Mission in 2009**

**Compassion**

**Community**

**Hope**

**Challenge**

**Reasonability**

**Commitment**

shepherding visits	closing hymn
your spirit	3 persons
compassion plan	giving camp
1-3 o-t events	bulletin
hope project	meetings
recruit compassion	forgive
8-12 worship	

**The Congregation  
as  
Our Family**

**common interest**

**friends, family**

**life stage**

**human hurt hope**

**community interest / concern**

# Ways of Shepherding

Loving  
Listening  
Learning  
Leading  
Celebrating

## Loving

A small girl, sent on an errand by her mother, returned after an unusually long time.

When her mother asked the reason, the girl replied, "I met a friend who had broken her dolly."

The mother asked, "You stopped to help her, then?"

"No," said her daughter, "I stopped to cry with her."

Mrs. E. McPherson, Whittier, California

## Loving

*The gift of shepherding is the gift of loving, sharing, caring, helping, serving.*

*We cry with the person.*

*We weep with the person.*

*We are present....fully....with the person.*

## Listening

A small girl, sent on an errand by her mother, returned after an unusually long time.

When her mother asked the reason, the girl replied, "I met a friend who had broken her dolly."

The mother asked, "You stopped to help her, then?"

"No," said her daughter, "I stopped to listen to her story."

## Listening

*The gift of shepherding is the gift of listening.*

*Persons benefit from someone who will listen....*

*leaning forward, attentive, paying attention,  
not interrupting,  
not interpreting,  
actually listening.*

## Learning

A small girl, sent on an errand by her mother,  
returned after an unusually long time.

When her mother asked the reason, the girl replied,  
“I met a friend who had broken her dolly.”

The mother asked, “You stopped to help her, then?”

“No,” said her daughter, “I stopped to learn  
from her.”

## Learning

*The gift of shepherding is the gift of learning.*

*When we love....when we listen...we learn*

*We do not learn when we talk.*

*We learn when we listen.*

*We look for what persons can teach us about  
themselves...about their family....about life.*

*Shepherding is less about solving problems....*

*giving answers....providing solutions.*

*Shepherding is more about respecting the person,  
honoring their integrity,  
allowing them to teach us.*

## Leading

A small girl, sent on an errand by her mother,  
returned after an unusually long time.

When her mother asked the reason, the girl replied,  
“I met a friend who had broken her dolly.”

The mother asked, “You stopped to help her, then?”

“No,” said her daughter, “I stopped to share  
with her.”

*We share our experience and wisdom.*

*We live in humility.*

*We do not presume to know*

*what someone “should” do.*

*Leading is puzzling....*

*discerning....sharing....*

*Leading is not telling,*

*not advice pressing.*

*We share our excellent mistakes,  
our learnings along the way,  
our discoveries.*

*Our conversation is mutual, give and take,  
gentle and searching.*

*God invites us to shepherd the person,  
not come up with a plan.*

## Celebrating

A small girl, sent on an errand by her mother,  
returned after an unusually long time.

When her mother asked the reason, the girl replied,  
“I met a friend who had just fixed  
her broken dolly.”

The mother asked, “You stopped to help her, then?”

“No,” said her daughter, “I stopped to celebrate  
with her and tell her “Well done.”

*We give the gift of celebrating,  
the gift of sharing "Well done."*

*Leading is encouraging....Thank you....  
positive reinforcement....well done.*

*There is too much scolding in this world.  
There is too much "you could do better."*

*People long for....yearn for....someone who,  
with integrity, will celebrated with them  
and say the words of grace, "Well done."*

## **Times of Shepherding**

**We shepherd with one another in these times of life.  
We share shepherding with one another in these ways.**

Every Day	Celebrative	Tough	Hope
Ordinary	Events	Tragic	Fulfilling
Life		Times	Events

Loving  
Listening  
Learning  
Leading  
Celebrating

Encouraging  
Coaching

## **3 Possibilities for Shepherding**

**we encourage  
a spirit of shepherding  
in the whole congregation**

- 1. Sharing the Gift of  
an On Call  
Shepherding Team**

our clergy person  
and two to three shepherding persons

compassion, wisdom, help well,  
mutual trust, respect, integrity  
balance, grace

one is "on call" – available at any time  
we rotate and help one another

informal in small, strong congregations

We encourage the congregation  
and the community to call:

1. when there is exceptionally good news  
to share and celebrate
2. when there is an emergency with family,  
with friends, or in the community

## 2. Encouraging Informal Shepherding Groups

People are drawn to, participate in, help to  
create informal shepherding groupings.

Sharing and caring take place.

Support and help happen.

Good fun and good times occur.

We shepherd one another

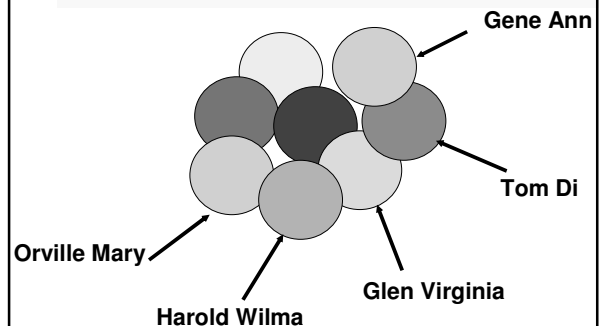
in every day ordinary life....

in celebrative events....

in tough, tragic times....

in events of deep hope

and new life....



**A congregation is a gathering  
many informal shepherding groupings  
developed....developing  
from many sources and possibilities.**

**We develop informal shepherding groupings  
around these sources and possibilities:**

Relational, Friendship Networks	Life Stages
Vocational Village	Human Hurt/Hope
Common Interest	Congregational Networks
Recreational	Genealogical connections
	Geographical location

**Gather the shepherding leaders  
of your informal groupings.  
Give these four sacramental gifts.**

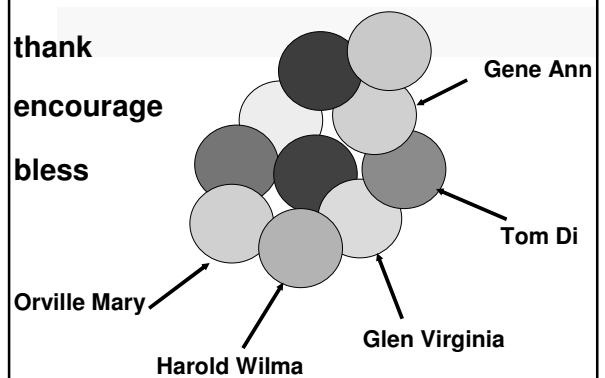
**Share  
Thank  
Encourage  
Bless**

**share**

**thank**

**encourage**

**bless**



<b>Share</b>	help group share with one another
<b>Thank</b>	for their generous, wise shepherding
<b>Encourage</b>	them in their lives, shepherding
<b>Bless</b>	bless them with sacramental grace

### **3. Excellent Sprinter Shepherding Teams**

short-term,  
highly intensive teams  
shepherd with specific groupings  
do their shepherding well

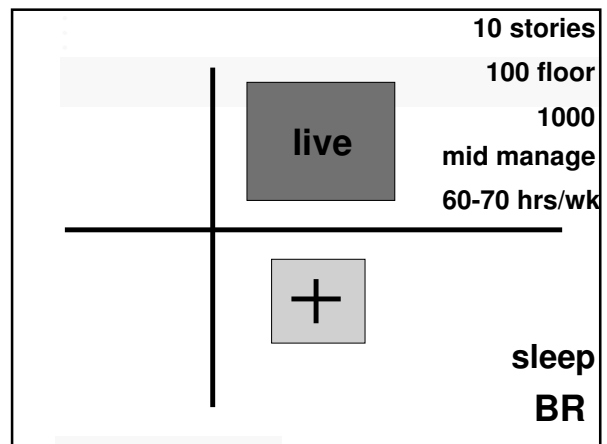
First Time	Gene	Ann	10 Best
Occasional Wor	Wilbur		Easter
Constituent	Phil		Christmas
Shut ins, Hosp	Jill		Key Times

Reg Wor	Orville	sep	jan	apr
Shut ins, Hosp	Mary		key	times
Persons Mission	Wilma		season	
Neighborhood	Harold		season	

Excellent Sprinter Shepherding Teams	Best Timing
Hospitals	Day
Shut Ins, Assisted Living	Week
First Time Worshipers	First Week
Informal Shepherding Groups	Seasonal
Persons Served in Mission	Seasonal
Common Interest Groups	Seasonal
Vocational Groups	Seasonal
Community Groups	Seasonal

Excellent Sprinter Shepherding Teams	Best Timing
Newcomers	June-Sept
Constituent Families	Oct-Dec
Regular Worshipers	Sep, Jan, Apr
Occasional Worshipers	Jan-Mar
Genealogical Neighborhood	Seasonal
Geographical Neighborhood	Seasonal
Inactives	Seasonal

**Contact  
Possibilities**



	Tues	Wed	Thurs
breakfast			
morning			
lunch			
afternoon			
5:00			

we visit people  
the way  
they visit with each other  
  
where they live  
not  
where they sleep

Contact Possibilities	Best Timing
Personal Visit at Work	Tu, Wed, Th
Personal Visit Common Inter, Recreational	Seasonal
Personal Visit Community Gathering Place	Special Events
Personal Visit at Home	Mutual Agreement
Small Group Gathering	Special Events
Large Group Gathering	Special Events
Personal Phone Call	Th, Wed, Tu
Personal Note	Special Events
Personal E-Mail Note	Special Events
Personal Text Message	Special Events

Contact Possibilities	Best Timing
Group Phone Message	Special Events
Anecdotal Interest E-Mail	Special Events
General E-Mail	Seasonal
Websites	Seasonal
Mailings via Postal Service	Seasonal

# Seasons for Shepherding

- August through December**  
Beginning of School  
Fall Break  
December 1 to Christmas  
Christmas  
Christmas to New Year, Winter Break
- January through Easter**  
New Year  
Lent  
Spring Break  
Holy Week  
Easter
- Easter through to the beginning of school**  
Last Weeks of School  
Early Summer  
Camps, School Projects  
Late July Vacations  
Getting Ready for School

**Shepherding  
and  
Sacrament**

**teach me  
about yourself**

**share with me  
about yourself**

**teach me  
where you were born  
and  
what has happened  
since**

**share with me  
what you  
have fun doing**

**God  
bless  
you**

The Lord is a Mighty Warrior  
He leads me into battle.  
His strong shield protects me.  
His singing sword leads me.  
I will be victorious.

The Lord is a Great King.  
His dominions stretch for ever.  
His fields and flocks are boundless.  
His cities and ports are splendid.  
I will be wealthy.

The Lord is my shepherd.  
I shall not want.  
He makes me to lie down in green pastures.  
He leads me by still waters  
He restores my soul.

*Shepherding is the deed of the creed.  
Kennon L. Callahan*

**A shepherd is not a mighty warrior.**

**A shepherd is not a great king.**

**A shepherd does not boast or boss.**

**A shepherd does not bully and intimidate.**

**A shepherd does not do codependent  
and dependent behavior.**

**A shepherd restores one's soul.**

**A spirit of shepherding is gentle and kind,  
encouraging and generous,  
with compassion and wisdom,  
integrity and honesty,  
helpful and hopeful.**

### **Sacrament**

**Shepherding is a sacrament.**

**An act of shepherding is an act of grace,  
compassion, community, and hope.**

**In the act of shepherding,  
we experience the grace of God.  
We share compassion.  
We are community.  
We live in hope.**

*Kennon L. Callahan*

**Visiting  
in an  
Age of Mission**

**A New Beginning  
for  
Pastors and  
Congregations**

# **Generous Givers**

packing for vacation  
homework  
preaching preparation  
children at school      ADD  
children's choirs      1P   1S  
grandchildren

**excellent sprinters**

**short term  
highly intensive  
near time at hand**

**solid marathon runner**

**routine  
regular  
weekly, Monthly**

**people learn  
both  
patterns of behavior**

## **Major Shifts**

<b>nomad</b>	<b>marathon</b>
<b>agrarian</b>	<b>marathon</b>
<b>industrial</b>	<b>marathon</b>
<b>technological</b>	<b>sprinter</b>

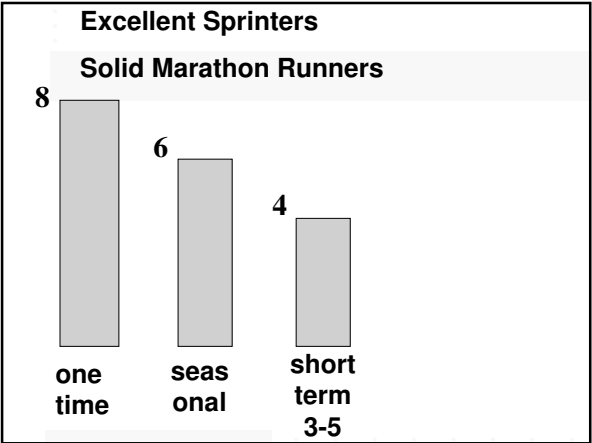
### Major Shifts

nomad	marathon
agrarian	marathon
industrial	marathon
technological	

### Major Shifts

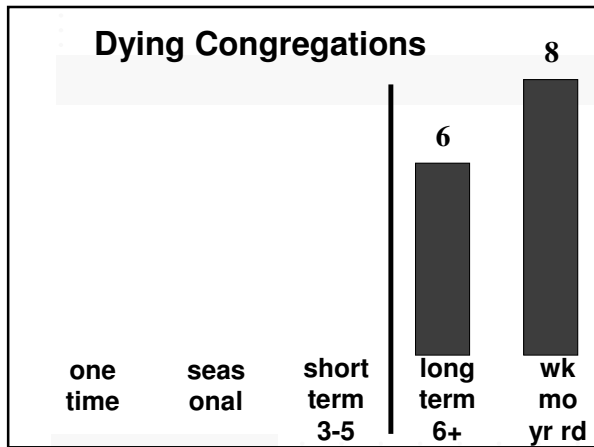
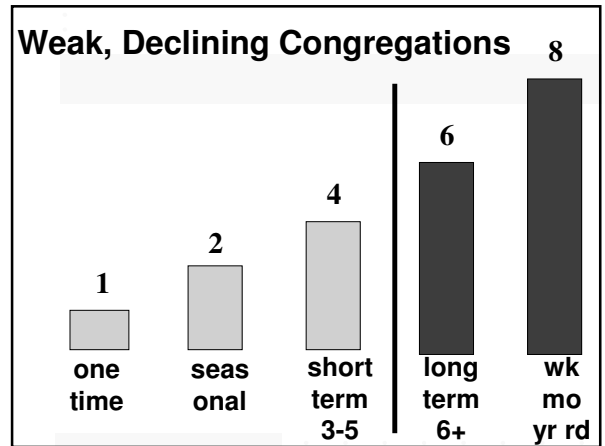
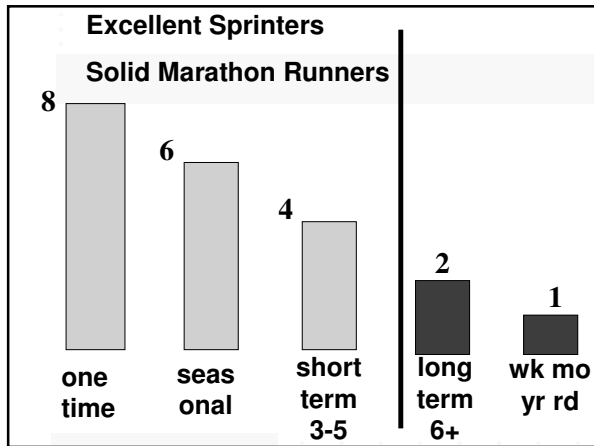
nomad	marathon
agrarian	marathon
industrial	marathon
technological	sprinter

**one time**  
**seasonal**  
**short term 3 -5**



	One time	Seasonal	Short term
mission			
shepherding			
fellowship			
common interest			
recreational			
Bible			
prayer gathering			
task force, team			
giving			

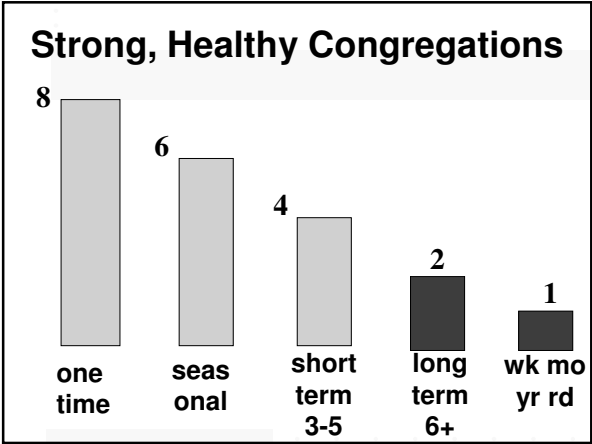
**more participants**  
**more volunteers, leaders**  
**excellent results**  
**generous givers**



	Discipline	No Discipline
Excellent Sprinters		X
Solid Marathon Runners	X	

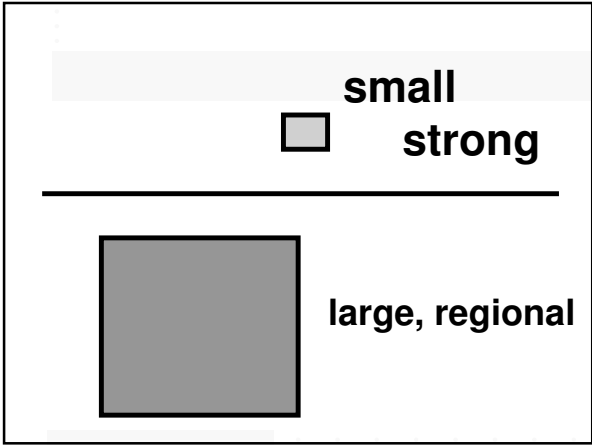
	Discipline	No Discipline
Excellent Sprinter	X	
Solid Marathon Runner		X

	Discipline	No Discipline
Excellent Sprinter	X	
Solid Marathon Runner	X	

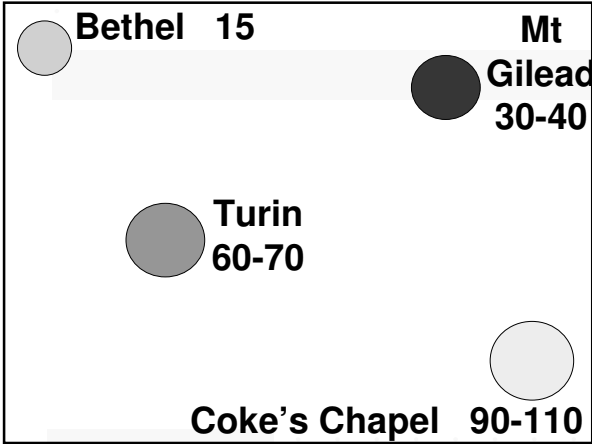


### The Future That Has Come

	strong	weak	dying
<u>small</u>			
middle			
<u>large</u>			
mega			



	strong	weak	dying
<u>small</u>			
middle			
large			
mega			



# Tim Horton's

**one large, open cell**  
**three open cells**

**not two cell**

**families-children**

**old timers**

**newcomers**

**kitchen**

**2 old old timers**

**2 old timers**

**2 newcomers**

**2 new newcomers**

**3 one time events**  
**over a 5 month period**

**families-children**

**old timers**

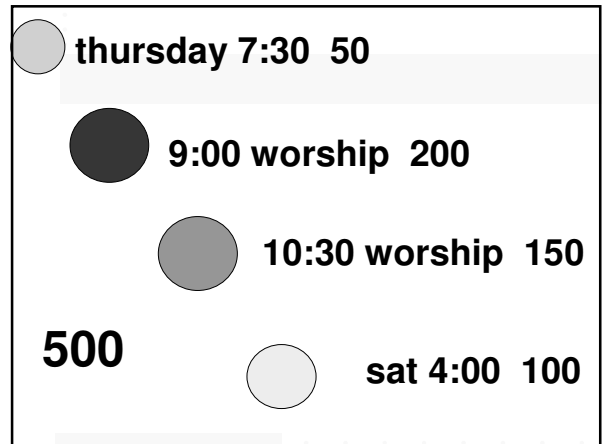
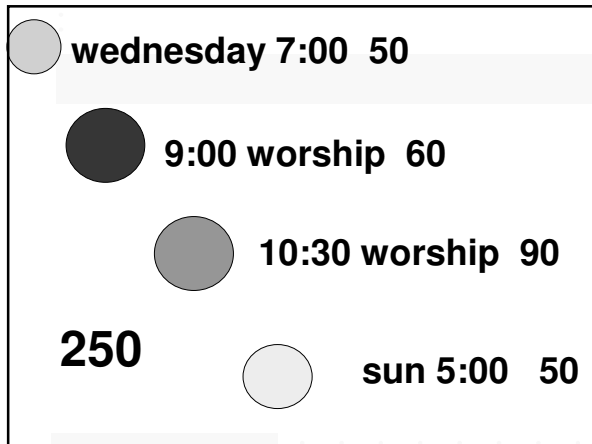
**newcomers**

**kitchen**

**Sat 5:00**

**Sun 9:00**

**Sun 10:30**



	strong	weak	dying
<u>small</u>	<input type="checkbox"/>		
middle			
<u>large</u>	<input type="checkbox"/>		
mega			

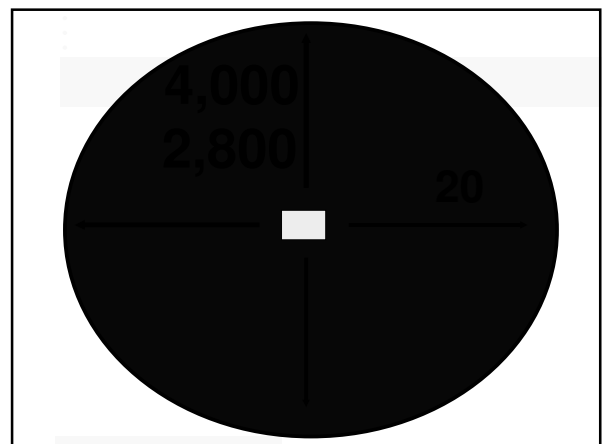
people go  
to the congregation  
nearest  
their heart  
not their house

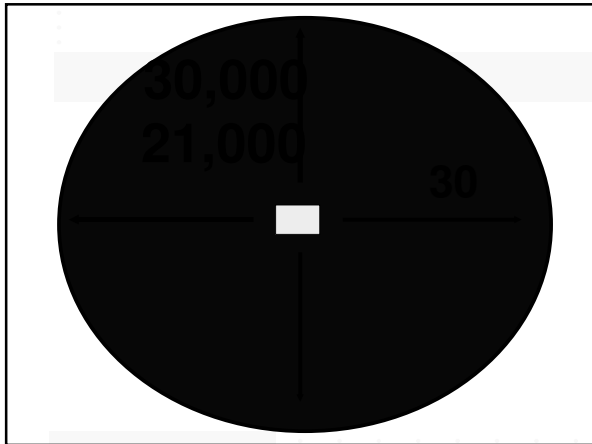
average trip time

work

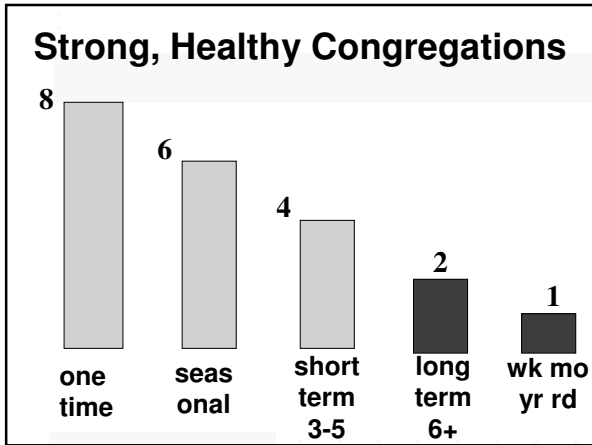
major shopping

major social and  
recreational activities





- Ways People Live
- Sources of Giving
- Developing Our Giving Family
- Ways of Giving
- Enduring Gifts
- Principles of Generous Giving
- Giving and Sacrament



- People are generous givers these ways
- Spontaneous
  - Major Sunday
  - Special Plan
  - Major Project
  - Annual
  - Enduring

### Conserving Holding

Spontaneous	closed
Major Sunday	closed
Special Planned	closed
Major Project	closed
Annual	200,000
Enduring Gifts	closed

### Generous Givers

Spontaneous	60,000
<u>Major Sundays</u>	16,000
Special Planned	14,000
<u>Major Project</u>	220,000
Annual	200,000
<u>Enduring</u>	<u>80,000</u>
Total Giving	590,000

**Major  
Community  
Sundays**

**common interest  
community value  
family, friends  
life stage  
human hurt hope**

**team leader**

**inviting  
welcoming  
worship planning  
music, drama, arts  
arrangements  
follow up with First Time Wors  
prayer  
shepherding leaders**

Personal Visit	3 persons	4 visits each	12 h
Personal Phone	3	10 calls each	30 h
Personal Note	3	10 notes each	30 h
Personal E-Mail	3	20 e-mails	60 h
Personal Text	3	10 text	30 h
Direct Mail	2		200 h
Invited	362 households		1086 persons

**We invite you to have the fun  
of sharing Christmas together.**

**We gather for worship at 9:00 and 10:30.**

**We welcome you.**

**We look forward to our sharing  
worship together.**

**Gene and Anne St. Clair  
Brady Lake Congregation**

	<b>2009</b>	<b>2010</b>	<b>2011</b>
<b>Easter</b>			
<b>Christmas</b>			
	<b><u>2</u></b>	<b><u>3</u></b>	<b><u>3</u></b>
	<b>4</b>	<b>7</b>	<b>10</b>

# Major Project

We give generously  
to a major project.

A major project stirs  
our enthusiasm,  
our hopefulness,  
our generosity.

<b>Debt</b>	<b>100</b>
<b>Total Given</b>	<b>100</b>

<b>Children</b>	<b>100</b>
<b>Youth</b>	<b>50</b>
<b>Debt</b>	<b>100</b>
<b>Music, Worship</b>	<b><u>50</u></b>
<b>total given</b>	<b>300</b>

mission	staff	persons helped
shepherding	staff	persons served
worship	staff	services shared
new facilities		persons served
renovated facilities		persons helped
debt reduction		shepherding
		worship mission
helpful combination of above possibilities		

**3 - 5 causes**

balance  
integrity  
broad based appeal

stir grassroots compassion

people give to people

# Developing Our Giving Family

Leaders, Board, Team Clusters  
 Friends and Family  
 Mission Project Persons  
 Community Persons

Persons Served in Mission  
 Constituents  
 Members of your congregation

Congregation Partners  
 Denominational Partners  
 World Partners

I call these ten groups "our giving family."

# Ways of Giving

people give

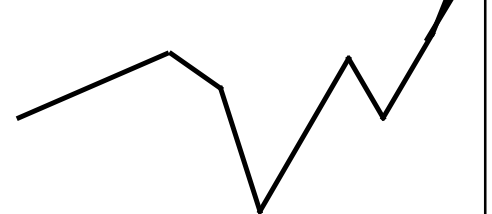
the way they receive their income

barter	harvest
cash	weekly
check	monthly
check/credit card	monthly
seasonal	seasonal
auto transfer	seasonal

J F M A M J J A S O N D



J F M A M J J A S O N D





**60 % of enduring gifts  
are given  
this side of the river**

**love lasts  
mission endures  
give generously**

- 1 Discover 5 - 8 Projects**
- 2 Set Goal for each**
- 3 Set Date for each Goal**
- 4 Enduring Gifts Team**
- 5 Good Fun Gathering**

<b>Children</b>	<b>100</b>
<b>Facilities</b>	<b>200</b>
<b>Mission</b>	<b>100</b>
<b>Senior Adult</b>	<b>100</b>
<b>Worship, Music</b>	<b>200</b>

<b>Team Leader</b>	<b>Gene</b>
<b>Children</b>	<b>Mary</b>
<b>Facilities</b>	<b>Bob</b>
<b>Mission</b>	<b>Sandy</b>
<b>Senior Adult</b>	<b>Jim</b>
<b>Worship, Music</b>	<b>Ann</b>

<b>Mission</b>	<b>500</b>
<b>Mortar</b>	<b>500</b>
<b>Ministry</b>	<b>500</b>

Facility	
Preventative Maintenance	
On-going Restoration	
Major Emergency Repairs	

Buildings Value	400,000
3 % building value	12,000
Enduring Gifts	250,000
delivers per year	12,000

Children	100
Facilities	200
Mission	100
Senior Adult	100
Worship, Music	200

**Principles for  
Generous Giving**

*living a life of grace and giving*

*generous giving....generous living*

**living is giving**  
 people give to a winning cause  
 people genuine spirit of generosity  
 who asks who is decisive  
 people give to people  
 relax, have fun, enjoy life,  
 live in Christ

*Giving is a sacrament.*

*Giving is a sacrament of compassion.*

*An act of giving is an act of grace,  
compassion, community, and hope.*

*In the act of giving,  
we experience the grace of God.*

*We share compassion.  
We are community.  
We live in hope.*

Kennon L. Callahan

**There is no way**

**We can be sure**

**What day will bring**

**What night will stir**

**We do know this**

**Blest with God's grace**

**Each day we live**

**Each night we pray**

**God blesses us with grace.**

**God blesses us with generosity.**

**God's generous giving to us**

**is sacramental.**

**the Manger**

**the Life**

**the Teachings**

**the Cross**

**the Open Tomb**

**the Risen Lord**

**New Life in Christ**

**God blesses us with God's generosity.**

**One, because this is the nature of God.**

**Two, God is teaching us to live  
lives of generosity.**

**God's generosity is a sacrament.**

**God encourages us, invites us,  
yearns for us to live sacramental lives  
of generous giving.**

**The Kingdom of God like  
a wedding feast, a great banquet.**

**Our living....our giving feels like  
a wedding feast, a great banquet.**

**We are the Christmas people,  
the People of wonder and joy.**

**Our living....our giving has  
a spirit of wonder and joy.**

**We are the People of the Cross,  
the People of compassion  
and generosity.**

**Our living....our giving has  
a spirit of compassion and generosity.**

**We are the Easter People,  
the People of new life and hope.**

**Our living....our giving has  
a spirit of new life and hope.**

**We experience sorrow and grief  
.....desolation and loneliness.**

**We find ourselves in sin and worse.  
Depravity and despair overtake us.**

**Remorse....regret accompany us.  
No joy. No wonder. No life.**

**We share times of celebration....  
of gatherings of family  
of accomplishment and achievement....  
of wondrous discoveries  
of cherished moments....  
of happiness and joy**

**We live....we give.**

**We give....we live.**

**Our living nourishes us.**

**Our giving restores us.**

**We are more generous  
when we are having fun.**

**We are more generous  
when we are living  
whole, healthy lives  
in the grace of God.**

**We are less generous  
when we are tense, tight, nervous,  
anxious, solemn, and serious.**

**Living in grace is not  
a solemn command  
or a stern challenge.**

**Living in grace is a joyful,  
encouraging life,  
blessed of God.**

**We relax, have fun,  
enjoy life,  
live in Christ.**

**We are the People of Grace,  
Compassion,  
Community,  
and Hope.**

**If you want to build a congregation....  
don't drum up people together  
to hold meetings,  
and don't assign them tasks and work,  
but rather teach them  
to long for the grace of God.**

*Kennon L. Callahan*

<b>Major Community Sundays</b>	<b>09</b>
<b>Our Giving Family</b>	<b>09</b>
<b>Living a Life of Grace</b>	<b>09</b>
<b>Major Project Giving</b>	<b>10</b>
<b>Spontaneous Giving</b>	<b>10</b>
<b>Ways of Giving</b>	<b>10</b>
<b>Enduring Gifts</b>	<b>11</b>
<b>Giving as Sacrament</b>	<b>11</b>

**Giving and Stewardship**

**Effective Church Finances**

Books by Kennon L. Callahan, Ph. D.

Twelve Keys to an Effective Church  
Twelve Keys: The Planning Workbook  
The Future That Has Come  
Small, Strong Congregations  
Dynamic Worship  
Preaching Grace  
A New Beginning for Pastors and Congregations  
Visiting in an Age of Mission  
Building for Effective Mission  
Giving and Stewardship  
Effective Church Finances  
Twelve Keys: The Leaders' Guide  
Twelve Keys: The Study Guide  
Effective Church Leadership  
Twelve Keys for Living

**Bobby**

**Leadership Seminar  
with**

**Dr. Kennon L. Callahan**

**February 16 – 20, 2009**

**Callaway Gardens  
Pine Mountain, Georgia**

**Rev. John Wertz, Seminar Coordinator  
540 951-8951**

**Rev. John Wertz    pastorjohn@stmlc.us**

**Register on the Seminar website  
<http://www.missionleadersnetwork.com>**

**....grace and peace**

**to you**

**from God....**

**Romans 1:7**

**The Grace of God  
bless you....**

**The Compassion of Christ  
be with you....**

**The Hope of the Holy Spirit  
lead you....**