



Creating a Culture of Generosity

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Learning Objectives

- ▶ Six anchor practices (+ four resilience toolkits)
- ▶ Map your habits & consequences (time • money • gifts)
- ▶ 90-day resilience plans you can start this week

Introduction



Culture ≠ Campaign

- ▶ Culture is norms, stories, and rituals—the water we swim in
- ▶ Campaigns thrive (or wither) in culture
- ▶ We'll build scaffolding for both



The Culture of our Campaigns

The TENS 3R's Framework

- ▶ Resources: time, money, skills, assets
- ▶ Relationships: God, neighbor, creation
- ▶ Responses: gratitude → action (giving, service, advocacy)

Legacy	3Rs Language	Examples
Time	Resources	Sabbath blocks; micro-volunteering
Talent	Relationships	Coached testimonies; skills fair; collabs
Treasure	Responses	Recurring giving; advocacy

The Culture of our Campaigns



Spiritual Soil: Gratitude

- ▶ **Resource:** Daily 3 gratitudes + weekly thank-you note
- ▶ **Relationship:** Practice receiving thanks; assume goodwill
- ▶ **Response:** Gratitude builds courage to act generously



Gratitude is the spiritual soil of generosity.

Anchor Practices

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Awareness: Your Generosity Pattern

- ▶ **Resource:** What stories shaped my view of time & money?
- ▶ **Relationship:** Calendar + transactions reveal real values
- ▶ **Response:** 7-day Time & Spending Snapshot (handout)



Awareness: your calendar + spending = your real values.

Anchor Practices

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Awareness: Your Generosity Pattern

Time Snapshot (Hours per Day)

Day	Major Activities / Commitments	Hours Spent	Notes / Reflections
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			

Spending Snapshot (Daily Expenses)

Day	Purchases / Expenses	Approx. Amount	Notes / Reflections
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			

Anchor Practices



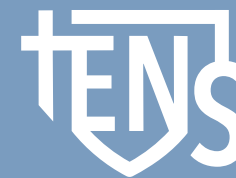
Ethical Choices: Good → Better → Best

- ▶ **Good**: avoid obvious harm
- ▶ **Better**: prefer fair trade / living wage
- ▶ **Best**: align banking & investments with values

Level	Practice	30-Day Action
Good	Avoid obvious harm	Identify 3 'red flag' vendors to avoid
Better	Prefer fair trade/living wage	Pick 2 'preferred' vendors
Best	Align banking & investments	Open a values-aligned account

Start small: Good → Better → Best choices.

Anchor Practices



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Investing & Banking: Values in the Vault

- ▶ **Resources:** Know your bank's policies & practices
- ▶ **Relationships:** Use fund screens; accept trade-offs honestly
- ▶ **Responses:** Action: open a values-aligned account in 30 days



Investing: Know how your money is used in the world

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Whole Life Giving (Beyond Dollars)

- ▶ **Resources:** proportional giving plan, appreciated assets, estate plans
- ▶ **Relationships:** testimonies, small groups, check-ins
- ▶ **Responses:** serving, advocacy, micro-volunteering



Whole Life: You are the multiplier of your generosity

Anchor Practices

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Stewarding Time

- ▶ **Resources:** Sabbath blocks (2–4 hrs/week) restore capacity
- ▶ **Relationships:** 90-minute focus sprints for life & ministry admin
- ▶ **Responses:** +1% weekly hours (\approx 1 hr 41 min/week) to neighbor/parish



Save some time for you and what you love

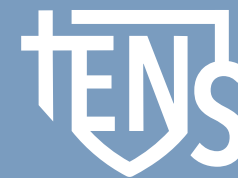
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Stewarding Time

- ▶ What is a Focus Sprint?
 - ▶ It is so easy to let things stack up, overwhelm, slide off.
- ▶ A focus sprint helps us to protect time, silence our phone, dedicate ourselves to a task
 - ▶ relational worktasks “Write a thank-you note”;
 - ▶ household work “Pay bills and organize files”
 - ▶ spiritual work “meditate or pray or read scripture”
- ▶ By naming and protecting these sprints, we remind ourselves that administration is not separate from ministry – it *is* ministry.
- ▶ What brings you joy? Do more of this!

Anchor Practices



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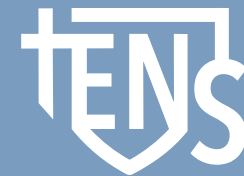
Stewarding Talent

- ▶ **Resources:** Skills map: professional, lived, spiritual gifts
- ▶ **Relationships:** Micro-roles vs deep-commit roles
- ▶ **Responses:** “Try-it” month before formal commitment



Your time is your most generous gift.

Anchor Practices



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Personal Resilience Toolkit: Finance

- ▶ 30-day buffer → 3-month fund (laddered)
- ▶ Debt snowball/snowflake; automate savings while paying off debt
- ▶ Subscription audit: value-per-use rule

Give your budget space for emergencies

Resilience Toolkit



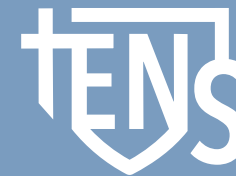
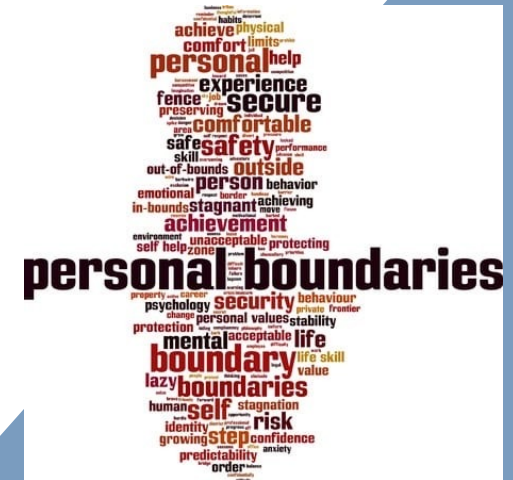
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Personal Resilience Toolkit: Time & Energy

- ▶ Margin math: 10% calendar slack
- ▶ Boundaries: office hours & response windows
- ▶ Reset rituals: weekly review & reprioritize

Give yourself time to respond

Resilience Toolkit



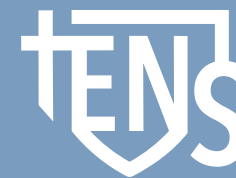
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Congregational Toolkit: Operations

- ▶ Reserve policy & target range; transparent reporting
- ▶ Scenario planning (best/base/worst) twice a year
- ▶ Volunteer cross-training & succession

Allow your budget to adapt to changing conditions

Resilience Toolkit



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Congregational Toolkit: Mission

- ▶ Narrative Budgets: dollars tell a story
- ▶ Start/Stop/Strengthen matrix each Spring
- ▶ Diversify revenue: space use, seasons, grants

Start	Stop	Strengthen
Micro-volunteer roles	Low-impact events	Testimony Sundays
Mission-to-budget map	Talking about the budget	Recurring giving
Grant calendar	Unaligned vendors	Volunteer cross-training

Reserves + scenario planning = resilience.

Resilience Toolkit



Ethical Purchasing & Vendors for Home and Church

- ▶ Local & global: fairness both/and
- ▶ Procurement checklist: wage, materials, lifecycle
- ▶ Boycott vs engage: discernment questions



The Power of Our Spending

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The Questions we need to be asking about our consumer power

► Positive or negative?

- Do you want to avoid companies or products that you don't support or be more proactive?
- Do you want to and spend money with those you think are particularly ethical?



The Power of Our Spending

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The Questions we need to be asking about our consumer power

▶ Local or global?

- ▶ Do you want to buy locally, for environmental or economic reasons? Or do you believe you have a duty to support producers in the global south?
- ▶ Do the two need to be in tension? Could you decide to buy locally where this is an option but choose products designated Fair Trade where possible for products that are not grown or produced locally?



The Power of Our Spending

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The Questions we need to be asking about our consumer power

▶ Avoid or engage?

- ▶ Should you avoid companies with which you disagree or is engaging with them more likely to lead to a change?
- ▶ Boycotts can put economic pressure on companies, but how do you decide what's likely to be effective?



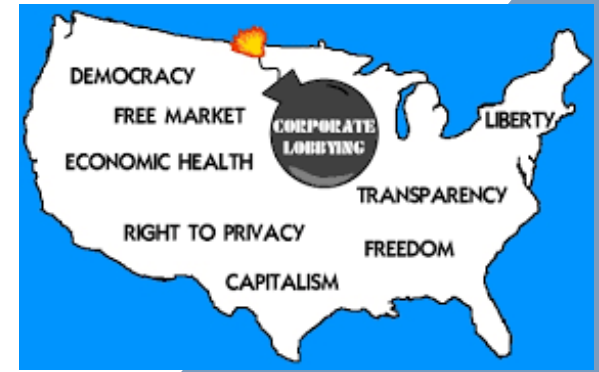
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The Questions we need to be asking about our consumer power

► Consumerism or politics?

- How central are your shopping decisions to your attempts to achieve change? **Some argue that shopping is more important than voting**, as it can have more impact on the economy. Others see ethical consumerism as a distraction from more traditional forms of activism.
- Are you buying ethically because of the impact it has, because you don't want to be complicit in immorality or as a part of a wider campaign? And how does it relate to ethical investment



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How do I know what I don't know?

► Research

- *Caveat Emptor!* Today's shopper has a variety of tools to learn about the sustainability and values of companies. **We risk being complicit with unfair, unsustainable, or unreasonable policies if we do not inform ourselves.**
- Messaging? Or Mission?
 - What informs me more, the messages I receive or the mission I believe in?

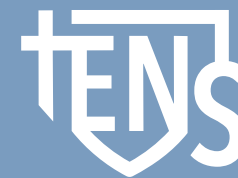


How do I know what I don't know?

▶ Deep Listening

- ▶ *How does your faith inform your spending, saving, and investing practices?*
- ▶ In addition to research, we learn what we do not already know by listening deeply to other people's stories and experiences
 - ▶ Develop empathy
 - ▶ Learn from others' struggle and pain
 - ▶ Know why a person makes the choices they do
- ▶ *What is your call as a steward of God's Creation to recognize the negative*

Ethical Choices and our Money



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How do I know what I don't know?

▶ Holy Sharing

- ▶ When we tell our own stories of breaking free from unethical systems, we inspire others. Some examples:
 - ▶ Sumit left his bank because it participated in the predatory lending that precipitated the mortgage crisis. It was difficult to find an institution that matched his values, but he did
 - ▶ Meghan can't eat dairy, but they recognize almond milk is destructive to the land, water, and workers that produce it. They want to make a better choice for them and the planet.

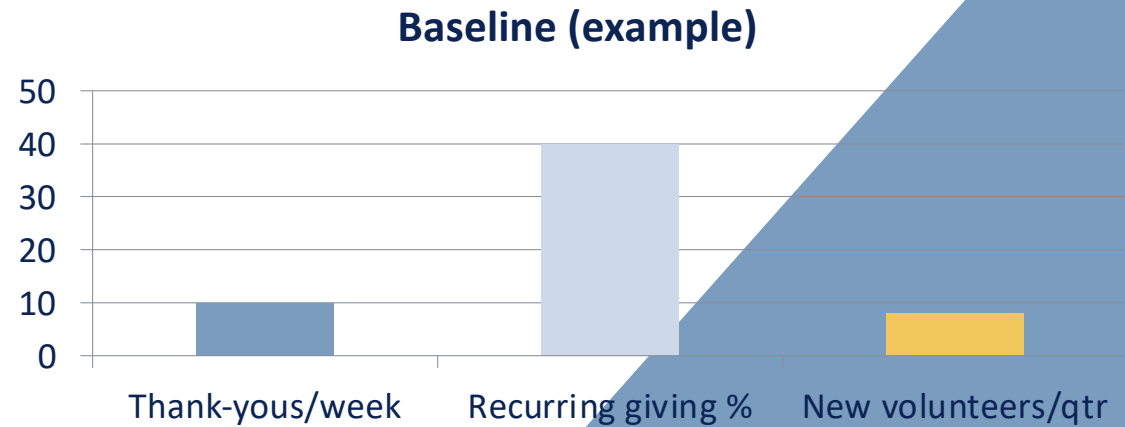


Ethical Choices and our Money

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Metrics that Matter

- ▶ Thank-yous/week; % on recurring giving; new volunteers
- ▶ % of budget tied to named mission outcomes
- ▶ Congregation 'margin' score (calendar & cash)



Formation is how culture changes.



An Abundant World

Your First 90 Day Plan

- ▶ Weeks 1–4: Gratitude push + skills inventory
- ▶ Weeks 5–8: Micro-volunteering + recurring giving
- ▶ Weeks 9–12: Reserve policy draft + testimony Sunday

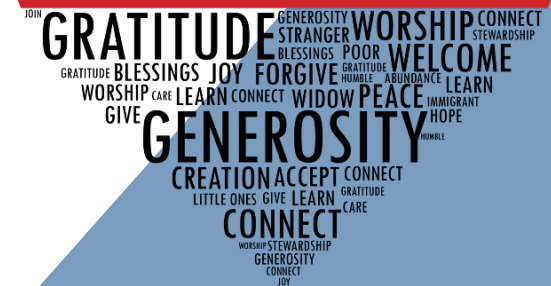
Measure what you want to multiply.

An Abundant World

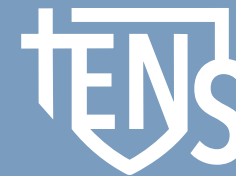


A word cloud of various values and virtues including: GENEROSITY, LOVE, GRATITUDE, SISTER, STEWARDSHIP, HOMELESS, KINDNESS, MANAGE, CARE, ORPHAN, GRATITUDE, PATIENCE, LEARN, WORSHIP, TREASURE, CONNECT, THANKS, HOSPITALITY, JUSTICE, PRAISE, GLADNESS, CONNECT, BROTHER, TRUST, SHARE, LEARN, CARE, BELIEVE, STWARDSHIP, GENEROSITY, CARE, BELIEVE.

WHERE OUR HEARTS ARE...



A word cloud of various values and virtues including: GRATITUDE, WORSHIP, CONNECT, BLESSINGS, POOR, WELCOME, GRATITUDE, BLESSINGS, JOY, FORGIVE, GRATITUDE, ABUNDANCE, LEARN, WORSHIP, CARE, LEARN, CONNECT, WIDOW, PEACE, IMMIGRANT, HOPE, GIVE, GENEROSITY, CREATION, ACCEPT, CONNECT, LITTLE ONES, GIVE, LEARN, CARE, CONNECT, WORSHIP, STEWARDSHIP, GENEROSITY, CONNECT, JOY.



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Links for more decision-making

- ▶ Overall Ethical Shopping
 - ▶ <https://thegoodshoppingguide.com/>
 - ▶ <https://theartofsimple.net/>
- ▶ Animal Welfare
 - ▶ <https://www.aspca.org/shopwithyourheart>
- ▶ Seafood Sustainability
 - ▶ <https://www.seafoodwatch.org/>
- ▶ Fair Trade
 - ▶ <https://www.fairtradecertified.org/>
- ▶ Living Wage
 - ▶ <https://www.nelp.org/campaign/raising-the-minimum-wage/>
- ▶ Charitable Gifts
 - ▶ <https://www.charitynavigator.org/>

Links and Articles about Money & Ethics





Thank you!

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