

## STEWARDSHIP PILLAR: 3-YEAR GROWTH PATHWAY

Theme: Generosity in Action – Sharing Time, Talent, and Treasure for Mission

Strong Pillars • Strong Families • Strong Future

### A. WELCOME & ENGAGEMENT

Year 1 – Foundation	Year 2 – Collaboration	Year 3 – Mission & Multiplication
<ul style="list-style-type: none"><li>• Form a Family Stewardship Committee and define a shared mission of welcome.</li><li>• Establish a new-parishioner follow-up process and registration packet.</li><li>• Begin quarterly “Welcome Sundays.”</li></ul>	<ul style="list-style-type: none"><li>• Launch a rotating Welcome Team serving all parishes.</li><li>• Host New Parishioner Gatherings and “Get to Know Your Family” socials.</li><li>• Create visible hospitality zones in each church (info, coffee, connection).</li></ul>	<ul style="list-style-type: none"><li>• Develop a Family Welcome Center (onsite + online).</li><li>• Hold an Invite-a-Neighbor Weekend.</li><li>• Collect and share “Stories of Welcome” videos each season.</li></ul>

**Goal:** Every person who enters feels known, needed, and noticed.

### B. FINANCIAL STEWARDSHIP

Year 1 – Foundation	Year 2 – Collaboration	Year 3 – Mission & Multiplication
<ul style="list-style-type: none"><li>• Align offertory systems and branding.</li><li>• Introduce online + text-to-give options.</li><li>• Publish transparent quarterly reports.</li></ul>	<ul style="list-style-type: none"><li>• Launch unified Stewardship Sunday with testimonies.</li><li>• Begin “Where Your Gifts Go” impact campaign.</li><li>• Offer financial wellness &amp; legacy workshops.</li></ul>	<ul style="list-style-type: none"><li>• Roll out Family Legacy Giving Program.</li><li>• Issue an annual Impact Report with stories and metrics.</li><li>• Celebrate generosity at a Family Thanksgiving Mass.</li></ul>

**Goal:** Shift from obligation → mission investment → spiritual generosity.

## C. VOLUNTEERS & MINISTRIES

Year 1 – Foundation	Year 2 – Collaboration	Year 3 – Mission & Multiplication
<ul style="list-style-type: none"> <li>• Create a Family Volunteer Directory.</li> <li>• Inventory ministries and identify gaps.</li> <li>• Recruit for immediate FoP needs.</li> </ul>	<ul style="list-style-type: none"> <li>• Establish a Volunteer Sharing System—schedule exchange across parishes.</li> <li>• Introduce an online sign-up portal.</li> <li>• Celebrate Volunteer Appreciation Sunday.</li> </ul> <p>Host an annual Volunteer Gala or Recognition Dinner.</p>	<ul style="list-style-type: none"> <li>• Form a Family Volunteer Corps serving wherever needed.</li> <li>• Highlight monthly “Volunteers of the Family.”</li> </ul>

**Goal:** Volunteers become missionaries of welcome and joy who live their faith.

## D. RECRUITMENT & LEADERSHIP DEVELOPMENT

Year 1 – Foundation	Year 2 – Collaboration	Year 3 – Mission & Multiplication
<ul style="list-style-type: none"> <li>• Identify emerging leaders in each parish.</li> <li>• Begin a mentoring system linking seasoned leaders with new recruits.</li> </ul>	<ul style="list-style-type: none"> <li>• Launch a Leadership Pipeline Program with quarterly workshops.</li> <li>• Host an Emerging Leaders Retreat.</li> <li>• Pair leaders across parishes for collaboration.</li> </ul>	<ul style="list-style-type: none"> <li>• Establish a Leadership Council of Mentors (former Pillar heads).</li> <li>• Offer advanced Servant Leadership Formation.</li> <li>• Commission new leaders annually at Mass.</li> </ul>

**Goal:** Continuously cultivate capable, faith-filled lay leadership.

## E. JOINT FUNDRAISING & RESOURCE COLLABORATION

Year 1 – Foundation	Year 2 – Collaboration	Year 3 – Mission & Multiplication

<ul style="list-style-type: none"> <li>• Map current parish fundraisers; identify duplication.</li> <li>• Coordinate calendar to avoid overlap.</li> </ul>	<ul style="list-style-type: none"> <li>• Launch Family-wide, diverse fundraisers (concert, dinner, festival).</li> <li>• Partner with local businesses for sponsorships wherever possible.</li> </ul>	<ul style="list-style-type: none"> <li>• Expand into community partnerships and shared grant writing.</li> <li>• Link fundraising directly to outreach or discipleship goals.</li> </ul>
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**Goal:** Move from competing efforts to united, mission-driven generosity.

## F. RADICAL HOSPITALITY TRAINING & SUBCOMMITTEE

Year 1 – Foundation	Year 2 – Collaboration	Year 3 – Mission & Multiplication
<ul style="list-style-type: none"> <li>• Form a Radical Hospitality Subcommittee within Stewardship.</li> <li>• Train ushers, greeters, and staff in warmth and empathy.</li> </ul>	<ul style="list-style-type: none"> <li>• Expand training to all volunteers and ministry leaders.</li> <li>• Host an annual Family Hospitality Workshop.</li> </ul>	<ul style="list-style-type: none"> <li>• Commission Hospitality Ambassadors each year.</li> <li>• Track and celebrate hospitality stories in newsletters and social media.</li> </ul>

**Goal:** Hospitality becomes a way of life, not a role.

## G. COMMUNICATION & IMPACT STORYTELLING

Year 1 – Foundation	Year 2 – Collaboration	Year 3 – Mission & Multiplication
<ul style="list-style-type: none"> <li>• Create Family Stewardship newsletter or bulletin column.</li> <li>• Begin collecting short stories of giving &amp; service.</li> </ul>	<ul style="list-style-type: none"> <li>• Add monthly video testimonies on social media.</li> <li>• Use shared branding for all communication.</li> </ul>	<ul style="list-style-type: none"> <li>• Publish annual digital report celebrating impact across all six Pillars.</li> <li>• Train youth in media ministry to tell the Family's story.</li> </ul>

**Goal:** Inspire generosity through transparent, heartfelt storytelling.

## H. INSTILL THE SPIRITUALITY OF STEWARDSHIP

<b>Year 1 – Foundation</b>	<b>Year 2 – Collaboration</b>	<b>Year 3 – Mission &amp; Multiplication</b>
<ul style="list-style-type: none"><li>• Preach about stewardship as discipleship during Mass.</li><li>• Offer reflection cards: “How do I share my gifts?”</li></ul>	<ul style="list-style-type: none"><li>• Host Faith &amp; Finance evenings combining prayer and education.</li><li>• Integrate stewardship themes into retreats, OCIA and other events.</li></ul>	<ul style="list-style-type: none"><li>• Launch a “Gratitude Challenge” Family campaign.</li><li>• Develop an ongoing Stewardship Retreat Series for ministers.</li></ul>

**Goal:** Stewardship transforms from transaction → conversion.