

Gathering First Fruits: National Summit on the Economics of Ministry

Select one workshop to attend during each of the three breakout session time slots.

Thursday, January 17, 2019

10:45am—11:45am

Developing a Theology of Grace in Matters of Finance

Presented by:

Bo Prosser, Ed. D., Program Director, Cooperative Baptist Fellowship

Gary Skeen, President, CBF Church Benefits

Melissa Spas, Lead Instructor, Lake Institute

Many pastoral leaders carry some level of debt. Many carry too much. Life circumstances are often overwhelming and sometimes debt levels rise to seemingly "out of control" levels. As caregivers of our pastoral leaders, we offer financial gifts to give them a "hand up." These gifts are meant to restore the confidence of the pastoral leaders, to give them tools for better debt management, and to offer them grace and not guilt. This workshop will explore the tools we are using in our training sessions to develop a culture of grace including several "rituals of grace." Through a series of storytelling, coaching, and the giving of a check to help, we have offered participation in these rituals of grace over guilt, release from shame and blame and of restoration to confidence and hope.

Equipping Pastors for Financial Stewardship and Economic Leadership in the African American Community

Presented by:

Gay Byron, Professor of New Testament and Early Christianity, Howard University School of Divinity

Theodore Daniels, Founder and President, Society for Financial Education and Professional Development

Daphne Wright, Consultant, Society for Financial Education and Professional Development

From 2015-2018, the Howard University School of Divinity (HUSD) has been involved in the initiative addressing the Economic Challenges Facing Future Ministers (ECFFM). Our project, "Equipping the Pastors: Financial Stewardship for 21st Century Ministry," is designed to examine and strengthen financial and educational strategies to improve the economic well-being of future pastoral leaders. This workshop will present several of our key practices that have been particularly effective for our students, and wider community, as well as discuss our efforts (1) to ensure the ongoing infusion of financial literacy in the Divinity School curriculum, and (2) to disseminate outcomes of our project to a broader audience. Howard Divinity School is one of six Historically Black Theological Schools (HBTS) in the country, and thus offers an excellent case study for a larger conversation about financial education practices within the African American community. Participants will have time to connect with each other and share strategies and resources.

Enhancing Students' Financial Decision-Making in the On-Line Community: What We've Learned

Presented by:

Kristen Bentley, Project Director, Lexington Theological Seminary

Charisse Gillett, President, Lexington Theological Seminary

Lexington Theological Seminary's non-residential, congregation-based model of theological education and its strategic use of technology has reduced costs to students thereby reducing dependency on student loans. This workshop will focus on what we've learned as part of the "Conversations on Stewardship & Finances" Project through the development of an on-line financial counseling process, connecting students with a virtual library of financial resources, and making use of face-to-face time with students during our January and June intensives on campus. The presentation will highlight the impact of particular institutional practices and raise issues involved with communicating effectively with students and others serving in congregations through online formats.

(Thursday, January 17, 2019, 10:45am—11:45am continued)

Formation for Catholic Ministry: What have We Learned and Where are We Going?

Presented by:

Kim Smolik, CEO, Leadership Roundtable

This workshop is an opportunity for those who have a role in the formation of clergy and laity in ministry to explore together what they have learned through their Lilly funded projects and other experience, about the future of formation for ministry. What do we know now that could inform the formation of the current and next generation of Catholic clergy and lay ministers? What have we learned that should, for example, be reflected in the revision of the Plan for Priestly Formation? This workshop has brief panel input, participatory dialogue, and facilitated discussion to identify pragmatic suggestions about where formation for ministry is going.

From Launching a Program to Shifting the Culture: Two Decades of Seminary Behavior Change Towards Financial Wellness

Presented by:

Adam Copeland, Director of the Center for Stewardship Leaders, Luther Seminary

Catherine Malotky, Grant and Project Manager, Center for Stewardship Leaders, Luther Seminary

Individual behavior change is hard work. Shifting the behaviors of institutions is even more difficult. For nearly two decades, Luther Seminary has strived to shift the money-related behaviors of its students, staff, faculty, and denominational partners. This workshop will highlight what shifts were most successful (e.g. curricular changes, scholarship strategies, partnerships) and what was unsustainable given modest returns for effort (e.g. time-intensive coaching, required activities). While we still have a long way to go, we will report that our culture -- and behaviors -- have decidedly shifted the prevailing questions. We no longer ask, "how can we respond to the student debt crisis?" Instead, in community we work the question: "how can we create a culture of financial wellness from first contemplating seminary through earning a degree and accepting a call?"

Measuring the Financial Effectiveness of your Ministry

Presented by:

Chris Bouchard, Director, Clergy and Church Financial Ministry, Missouri United Methodist Foundation

Bonnie Marden, Wespeth Benefits and Investments Project Manager, Wespeth Benefits and Investments

Diane Owen, Lilly Grant Initiative Project Director, Minnesota/Dakotas United Methodist Conference

Reducing the economic challenges facing current and future pastoral leaders is a cause in which we all believe. Recipients of Lilly grants have done remarkable work that moves toward the goal to which we are committed. But what does success look like? This workshop teaches a practical step-by-step process to identify what is critical to success and develop measures to evaluate the effectiveness of your activities. The workshop shows real examples of how three Lilly programs created their own measures, developed processes to collect the necessary data, and used the information to develop programs that were both effective and sustainable. The process allows continuous improvement, creates an infrastructure from which new personnel can quickly start, and simplifies reports to key stakeholders. Selecting the right balance of measures helps team members focus on the most important activities that lead to success.

A Mixed-Methods Investigation Into the Impact of Shame on Financial Debt and the Spiritual Life of a Diverse Sample of Seminary Students

Presented by:

David Wang, Associate Professor of Psychology, Associate Professor of Pastoral Counseling, Rosemead School of Psychology/Talbot School of Theology, Biola University

Angela Reed, Associate Professor of Practical Theology and Director of Spiritual Formation, George W. Truett Theological Seminary, Baylor University

Allan Rudy-Froese, Assistant Professor of Christian Proclamation, Anabaptist Mennonite Biblical Seminary

The theme of shame has emerged in multiple contexts (e.g., in the 2017 ECFFM Forum, research literature, etc.) as a salient factor linked to various outcomes related to financial debt, mental health, and ministry effectiveness. However, to date, little (if any) systematic and/or empirical research has been done to bring light to its nature, characteristics, and impact on seminary students and future ministers. For example, how do seminarians experience shame, to what extent do they experience it, what are its precursors, how is it internalized, and how is it externalized? Moreover, what is the impact of shame on financial stress & behavior? Finally, what is the impact of shame on the spiritual life of the seminary student? This workshop will present and discuss preliminary findings from both qualitative and quantitative research conducted across five North American seminaries and their potential implications for future ministers; work was supported by a Peer Learning Group Grant from the ECFFM initiative.

(Thursday, January 17, 2019, 10:45am—11:45am continued)

Financial Issues Facing Clergy in the United States: Results from National and Denominational Surveys

Presented by:

Penny L. Marler, Professor of Religion Emerita, Samford University

C. Kirk Hadaway, Former Research Director, the Episcopal Church

This workshop will present research results on the financial conditions and situations facing clergy in the United States using data from the National Economic Challenges Facing Pastoral Leaders (ECFPL) Initiative conducted in 2015 and 2016 and national-level statistics from the same years. The research will focus on four broad areas: clergy income and income disparity, benefits and retirement, debt, and standard of living and financial stress. Clergy salaries are compared to other professions nationally, by levels of education and across denominations. Salary and benefits (especially medical benefits and retirement) for clergy, who are in the unique position of being both employed and self-employed, are considered across denominations as well as by a number of variables including employment status, ordination status, gender, race and church size. Finally, we'll focus on the varying clergy perceptions of an acceptable standard of living and who is under serious financial stress due to a variety of factors, including those of income, lack of benefits, inadequate retirement, crushing debt and denominational expectations regarding lifestyle and education.

The Theology of Sufficiency: A Theological Framework for the Economics of Ministry in Diverse and/or Marginalized Communities

Presented by:

Itihari Toure, Curriculum and Evaluation Consultant, Samuel DeWitt Proctor Conference Inc.

The Samuel DeWitt Proctor Conference has used "the theology of sufficiency" as a theological framework for addressing the economic challenges of pastoral leaders. A theology of sufficiency focuses on a hermeneutic of God's provision as a spiritual discipline of "location" and "practice" and is one response to competing theologies affecting the lives of diverse and/or marginalized communities. This interactive, dialogue-centered workshop unpacks the theology of sufficiency including (1) the interdependent nature of our human existence, (2) a redefinition of God's provision in the scope of access, opportunity, support and purpose, and (3) the implications for appreciative inquiry, program evaluation, and social change. The theology of sufficiency recognizes the complexity of God's perseverance in diverse and/or marginalized communities and the clergy who serve them. Everyone in the session will be asked to contribute to the following questions: How do we construct a way of being in the world that emphasizes a complementary rather than an oppositional, hierarchal lens through which to see God? How does a theology of sufficiency shape the way we address the economics of ministry? In an era of "entitled mediocrity," do our liturgies, Bible studies, songs, etc., equip clergy and church leaders to embrace the spirit of excellence?

Threading a Difficult Needle: Establishing Educational Programing for the "Business" Side of Ministerial Leadership

Presented by:

Thanh-Thuong ChuChe, Program Manager, Economics and Pastoral Leadership Project, Seattle University School of Theology and Ministry

Mark Markuly, Dean and Professor, Seattle University School of Theology and Ministry

Cheri Lovell, Principal, The Strategic Org, Seattle University School of Theology and Ministry

Marc Cohen, Associate Professor, Seattle University Albers School of Business and Economics

Steve Brilling, Adjunct, Executive Education, Seattle University Albers School of Business and Economics

Stephen Pomeroy, Financial Officer, 12:00:00 AM

Seattle University School of Theology and Ministry has embarked on a unique collaboration with the Albers School of Business Economics and an advisory committee of denominational financial officers to design a curriculum to address the economic challenges facing future ministers. This session will highlight the key partners and fruitful collaborations that have guided and supported our work in assisting students and leaders of churches and faith-based not-for-profits in their development of the necessary skills and perspectives in business management that are required for effective ministry. We will also reflect on the surprises we have encountered as we engaged in this work. Finally, we will discuss a number of key insights our school has learned.

(Thursday, January 17, 2019, 10:45am—11:45am continued)

A New Era of Partnership: How Collaborative Platforms for Theological Education Increase Quality and Decrease Cost

Presented by: Greg Henson, President, Sioux Falls Seminary

Nate Helling, CFO & VP of Operations, Sioux Falls Seminary

There is no competition in the Kingdom of God. The same goes for the world of theological education! On average, seminary students apply to just one seminary, and it is always the one a trusted friend or mentor recommends. The largest competitor for seminaries is simply the choice people make to not attend. It is time for the system of theological education to embrace what it means to work together. Sioux Falls Seminary is developing new ways for schools, churches, denominations, and followers of Christ to work together while maintaining unique organizational and personal identities. We see a future beyond merging seminaries or embedding stand-alone seminaries inside of universities. The future is bright when shaped by intentional collaboration. Join us to learn more about how partnership can increase the quality of education you provide while decreasing the cost for students at the same time.

The State of Christian Stewardship in America

Presented by:

Brad Hewitt, CEO, Thrivent Financial

Russ Bredholt, Lead Researcher, Bredholt & Co.

In 2018, Thrivent Financial completed a research project designed to look carefully at stewardship definitions, themes, Biblical references, and practices across a diverse group of U.S. denominations and large congregations (denominational and independent). The findings have the potential for helping denominations and churches commonly address the changing state of financial stewardship. In this session we will share important insights from the study; talk about understanding the moment; and identify opportunities afforded us in this significant period of generational transition.

Thrivent Financial is the largest U.S. fraternal benefit society. Exclusively serving the Christian marketplace, Thrivent's mission is to help Christians be "wise with money" so they can live content, confident and generous lives, and do so in community. Understanding stewardship practices and principles within the broader Christian community is of great importance to Thrivent.

Q&A: Flourishing in Ministry

Presented by:

Matt Bloom, Associate Professor at Mendoza College of Business and Principle Investigator at Wellbeing at Work Program, University of Notre Dame

Kim Bloom, Director of Action Research, WorkWell

Interested in learning more about the Flourishing in Ministry project and its connection to the economics of ministry? Join our opening plenary speaker, Matt Bloom, and Director of Action Research, Kim Bloom, for a time of Q&A about what they are learning about what motivates pastors and priests to be engaged in ministry—and what disrupts them from experiencing wellbeing in their work.

Big Hearts, Small Paychecks: Using Vocational Discernment as a Bridge to Conversations About Financing Theological Education

Presented by:

Lillian Lammers, Director of Stewardship and Vocational Planning, Vanderbilt University Divinity School

Katherine Smith, Assistant Dean for Admissions, Stewardship, and Vocation, Vanderbilt University Divinity School

The rising cost of theological education and current levels of compensation for graduates have created challenges that require careful planning and thoughtful navigation. This workshop will demonstrate how to use vocational discernment work with both prospective and current theological students as a tool to engage these individuals in conversations about the financial realities of ministry today. By using projected career aspirations as a lure, attendees will learn how to segue into conversations about the realities of ministerial salaries and current trends of student indebtedness. The goal of the workshop is to equip professionals to incorporate conversations about developing wise financial plans and practices into vocational discernment work, and to provide "real talk" conversation points that speak to present challenges related to debt and compensation in ministry.

Thursday, January 17, 2019

3:00pm—4:00pm

Courage to Change the Narrative: Money Stories We Were Told and Money Stories We Are Telling

Presented by:

Angela Jackson, Program Director, Central Baptist Theological Seminary

Sara Day, Director of Development, Ministers and Missionaries Benefit Board

"Courage to Change the Narrative" will explore the ways in which our personal stories shape our beliefs about, attitudes toward, and behavior with money. Drawing on our research and work with ministers and seminarians across denominations, ages, genders, and ethnicities, we will consider the importance of cultivating the courage to change our beliefs and thereby our behavior. We will explore how relationships like those with coaches and clergy groups are particularly transformative for ministers desiring to grow increasingly courageous. Courage can provide the fuel for formulating new stories based on new perspectives, beliefs, and behaviors. Telling these new stories with our personal lives and speaking a fresh narrative into our congregations holds the potential for true and lasting change.

Addressing Financial Shame Among Clergy

Presented by:

Stephen Borger, Director, The COMPASS Initiative, Church of the Nazarene

Bonnie Beam, Assistant Director, The COMPASS Initiative, Church of the Nazarene

This will be a presentation of the results from a collaborative project in the Church of the Nazarene to better understand the nature of financial shame among our clergy, and how best to address this issue. Many clergy experience toxic shame regarding their financial circumstances for a variety of reasons, including excessive debt and being unprepared for retirement. The shame that they bear often keeps them from seeking help, and hinders them from teaching and preaching about financial stewardship. Psychologists, sociologists, and theologians of the Church of the Nazarene were brought together to discuss the topic of financial shame from the perspective of their particular disciplines. This collaborative effort produced a seminar curriculum to help clergy explore strategies to address and alleviate toxic financial shame.

The State of Church Compensation: What Employees, Trends, and Culture Say About Church Pay

Presented by:

Samuel Ogles, Associate Editor and Special Project Manager, ChurchSalary: A Resource of Church Law & Tax

According to broad research sponsored by Lilly Endowment across denominations, compensation was cited as one of the top financial challenges facing pastoral leaders. This workshop will use ChurchSalary's research collected from over 10,000 positions at over 5,000 churches nationwide to provide insights into how churches compensate their ministers. Participants will hear explanations of the effects of education, gender, ethnicity, and more on pastoral compensation. The workshop will also offer insights from church legal and HR experts on current compensation trends with some predictions for future trajectories. In addition to data-driven insights within ministry, the workshop will offer participants key insights showing that a culture of fair and reasonable compensation directly affects a ministry's ability to flourish. In contrast to a compensation culture of scarcity, the workshop will explore a compensation culture of blessing and its links in producing effective ministry.

Financial Boot Camp: An Innovative Model for Congregational Leadership Development

Presented by:

Kate Adams, Special Projects Director, Episcopal Church Foundation

Donald Romanik, President, Episcopal Church Foundation

In response to a need articulated by Episcopal Church leaders, the Episcopal Church Foundation (ECF) piloted a "Boot Camp" model for congregational leadership development. Boot Camp, designed for newer pastors and their lay leaders, has focused on the broad theme of addressing the economic challenges facing congregations. This intensive, holistic and collaborative program includes pre-work, a residential component, development of action plans, post-event coaching and ongoing networking and resources. Topics addressed include parish finance and administration, visioning and planning, stewardship and fundraising, team leadership and personal finance. Based on initial feedback, the Boot Camp experience has proven to be relevant, contextual, impactful and potentially transformational. Using Boot Camp as a working model, this workshop will explore the following: (a) the initial selection and orientation process, (b) deploying and empowering the team, (c) curriculum design, (d) effective pedagogy, (e) the importance of coaching and follow-up and (f) evaluation and program revision.

(Thursday, January 17, 2019, 3:00pm—4:00pm continued)

Collaborating to Address Financial Challenges in the Evangelical Lutheran Church in America

Presented by:

Adam DeHoek, Program Director, Resourceful Servants, Evangelical Lutheran Church in America

Michael Tassler, Project Director, Educate, Equip, Enact, Rocky Mountain Synod of the ELCA

John Mocko, Program Director, Faith, Finances, Freedom, North Carolina Synod of the ELCA

Andrew Hermodson-Olsen, Project Director, Southwestern Minnesota Synod of the ELCA

Scott Schantzenbach, Project Director, Excellence in Ministry, Unleashed, New Jersey Synod of the ELCA

Four ELCA synods and the ELCA churchwide organization received grants from Lilly Endowment to address economic challenges facing pastoral leaders. Our workshop will focus on the similarities and differences in economic challenges among rostered ministers across various contexts, as well as the impact of the grant-supported programs. Each synod and the churchwide organization will speak to an economic challenge upon which they focused most closely in their work and will share the impact of their program on the lives of rostered ministers, their congregations, and their communities. We will also show a 7-minute video on which we collaborated. The video tells a shared story of the impact of economic challenges, the relief and joy experienced when those challenges were addressed, and, ultimately, the impact on rostered ministers' leadership and generosity.

Resourcing Pastors and Parishes for Effective Financial Leadership

Presented by:

Melissa Spas, Managing Director, Education and Engagement, Lake Institute on Faith & Giving

Michael Brough, Deputy Director, Leadership Roundtable

As resource partners to the Economic Challenges Facing Pastoral Leaders Initiative, Lake Institute on Faith & Giving and Leadership Roundtable have worked with 20+ grant partners, learning together and considering how economic challenges are related to organizational values, vision and mission in the 21st century. We support pastors, lay leaders, and parishes with learning resources that are specifically focused on leadership, management, and the development of theologically sophisticated approaches to the financial management and fundraising activities that are key to pastoral ministry. By designing and implementing educational approaches that embrace best practices, strive for excellence, and encourage collaboration between clergy and lay leadership, our educational programs emphasize an adaptive leadership approach for thriving in ministry. We are eager to share what we have learned about the organizational culture change that is possible when diocesan and judicatory leaders embrace an integrated approach to leadership and management excellence around financial challenges and opportunities.

Faith and Finances: A Stewardship Curriculum for Schools and Churches

Presented by:

Gary Hoag, Visiting Professor, Northern Seminary

Faith and Finances: A Stewardship Curriculum for Schools and Churches" (www.seedbed.com/faithandfinances) is a customizable curriculum developed through a collaboration of Ashland Theological Seminary, Asbury Theology Seminary, Indiana Wesleyan University, Northern Seminary, the Ron Blue Institute for Financial Planning, and Sioux Falls Seminary and is designed for use with all students regardless of their stage of life. Numerous seminaries in the United States and the Philippines have adopted the course and some have added the corresponding videos to their seminary websites. Students that took the pilot offering of the course asked for a resource for their local church settings. Thanks to support from the ECFFM Initiative, a workbook was developed called, "Good and Faithful: Ten Stewardship Lessons for Everyday Living" (www.seedbed.com/goodandfaithful). Today students not only use this tool in their local churches, but various denominations have adopted it for widespread use. Attend this session to learn ways that churches, denominations, and seminaries are using these resources to build financial literacy with current and future clergy as well as congregations.

Online Resources for Forming Generous Disciples

Presented by:

David Loleng, Director, Church Financial Literacy & Leadership, Presbyterian Foundation (PCUSA)

Karl Mattison, Vice President, Planned Giving, Presbyterian Foundation (PCUSA)

The Presbyterian Foundation (PCUSA) has been exploring several aspects of the economics of ministry including the competencies pastors need for church financial leadership, how we form generous disciples of Jesus Christ and how we might need to shift our current views of stewardship and generosity. This workshop will present two online resources we've developed in response to these questions for use by clergy and congregations. First, the Stewardship Navigator is an online application which helps churches develop and manage a year-round stewardship/generosity program. Each of our 9000+ churches can

have its own portal with their own year-round calendar. Features include campaign choices to best suit the church's context, a place to store documents and policies unique to the congregation, an educational multi-media library to help increase competencies in church finance and generosity, a narrative budget calculator, and a brochure creator. Second, we will share an e-learning resource that equips and trains pastors in church financial leadership, theology of stewardship and forming generous disciples of Jesus Christ.

Faith and Philanthropy: New Beginnings For Such a Time As This

Presented by:

Iva Carruthers, General Secretary, Samuel DeWitt Proctor Conference

Samuel DeWitt Proctor Conference has yielded fertile ground for building new partnerships between the faith community and philanthropy, especially philanthropy directed towards building more equitable (the Beloved Community) and sustainable (healthy and vibrant) communities of color. During this dynamic period in the church and among those interested in socially responsible charitable giving, the opportunity to be a change agent that demonstrates how philanthropy and faith communities can partner with mission synergies is great. From the lens of the Black church's traditional role as a communal hub of resources, resistance and resilience in the U.S., this conversation shares, sets the stage and invites responses to the changing landscape of donor development and philanthropy that supports investment in faith-based initiatives and pastoral leadership in the era of millennialism, technology-driven cause marketing and new generational wealth.

Abandoning the Credit Hour: How Competency-Based Education Empowers Holistic Innovation and Financial Health

Presented by:

Greg Henson, President, Sioux Falls Seminary

Nate Helling, CFO & VP of Operations, Sioux Falls Seminary

For almost 40 years, the "traditional" seminary student has been a person who commutes to school, enrolls part time, and has to balance life, ministry, work, family, and school. Yet the systems of theological education employed by denominations, schools, and churches remain largely unchanged. Through its competency-based philosophy of education, Sioux Falls Seminary no longer uses the credit hour as the driving force behind education. As a result, tuition is 75% lower, student borrowing is down by 80%, the school has an annual operating margin of 15% or higher, and denominational partners have record numbers of students engaged in the journey of theological education. Join us for a conversation about how a new philosophy of education can open the door to a bright future.

Addressing the Economic Challenges of Seminary Students: What the ECFFM Initiative Has Taught Us

Presented by:

Jo Ann Deasy, Director of Institutional Initiatives and Student Research, The Association of Theological Schools

In 2013, Lilly Endowment, Inc. launched a theological school initiative to address the "Economic Challenges Facing Future Ministers (ECFFM)." This initiative has successfully lowered the average educational debt and/or number of borrowers at over three-quarters of the participating schools. This workshop will provide an overview of the current landscape regarding educational debt among seminary graduates and recent alumni. In addition, drawing on data gathered during the first five years of the initiative, this workshop will highlight which practices and interventions have been most effective in lowering debt, including one-on-one financial counseling, addressing finances in admissions, and working with partner denominations.

Creating a Self-Sustaining Ministry Excellence Fund

Presented by:

Dan Pietrzyk, Director of Financial Leadership, The Evangelical Covenant Church

Paul Hawkinson, Chief Financial Officer, Evangelical Covenant Church

This workshop will review what is being done in the Evangelical Covenant Church to make the Ministry Excellence Fund (MEF) sustainable. This includes establishing a line of credit with National Covenant Properties, the denomination's source for loans and short-term investments, and creating a structure which works with each grantee to pay forward their original grant amount over time. The grant itself benefits the grantees through both the elimination of high interest rate debts and the accompanying payments associated with them, which results in an improvement in cash flow as well as participation in the grant interactions for personal/formational development. We will examine what has gone well, what we have learned, and current challenges.

(Thursday, January 17, 2019, 3:00pm—4:00pm continued)

Thinking Theologically about the Economics of Ministry

Presented by:

James Hudnut-Beumler, Anne Potter Wilson Distinguished Professor of American Religious History, Vanderbilt Divinity School
Economic issues in ministry sometimes take on a life of their own that take us far away from the primary languages of the church—faith, God, life in Christ, and neighbor-love—and into a colder market calculus resulting in bruised feelings for all concerned. And sometimes when we do try to approach these issues through theological language the conversation gets fuzzy. In this session we explore bridging language and thinking that can span the hopes and aims of the people of God in particular places, including those who minister with them, and the economic challenges of contemporary religious life.

Friday, January 18, 2019

9:15am—10:15am

Pillars & Pathways: Creating Viable Strategies to Reduce and Eliminate Student Debt

Presented by:

Courtney Hess, Lilly Grant Director, Bethany Theological Seminary

Bethany Theological Seminary is a Church of the Brethren graduate school of about 50 students located in Richmond, Indiana which engages minds and hearts to shape students for a lifetime of service in our ever-changing world. This workshop reviews the strategies Bethany used to provide ways for all its students to reduce or eliminate their seminary debt. It then examines in detail our "Pillars & Pathways Residency Scholarship" which provides a viable way for students to complete their degrees with no new debt. In fact, students must commit to not incurring new educational or consumer debt in order to participate in this program. Participants will be given the opportunity to discuss what strategies might be most effective for helping students reduce or eliminate seminary debt in their own context.

Initial Findings from the National Study of Congregations' Economic Practices (NSCEP)

Presented by:

David King, Karen Lake Buttrey Director, Lake Institute on Faith and Giving

The National Study of Congregations' Economic Practices (NSCEP) aims to provide a comprehensive assessment of the economic practices of congregations in the U.S. by examining their theological, cultural, and practical orientations toward money and by generating a deeper understanding of how congregations receive, manage, and spend their financial resources. With the largest nationally representative sample of congregations surveyed on financial issues, NSCEP's findings provide important information on how resources are received in congregations, utilized within the faith community, as well as managed and discussed by their leaders. Not only will the study's findings provide insight into the financial health and evolving economic models of congregations, it will also be able to assess the effects of religious giving on overall community and civic life. Come hear how you may implement these findings into your own programs addressing economic challenges and help us by proposing questions as we continue the national study.

A Conversation with the Rev. Laura Sumner Truax

Presented by:

Laura Sumner Truax, Senior Pastor, LaSalle Street Church

When LaSalle Street Church in Chicago received an unexpected windfall, its leaders made the wild, counterintuitive decision to give it away. Each church member received a check for \$500 with the instruction to go out and do good in God's world. Rev. Laura Truax, senior pastor of LaSalle Street Church, a non-denominational church in downtown Chicago, and teaching pastor for World Vision and the University of Chicago Divinity School, hosts this conversation about money, giving, and the ways in which practicing generosity in surprising ways – even in the midst of financially challenging circumstances – can transform communities, churches, and disciples.

(Friday, January 18, 2019, 9:15am—10:15am continued)

Perspectives of Bi-Vocational Ministry

Presented by:

Kristen Bentley, Project Director, Lexington Theological Seminary

Through the ECFM Initiative, Lexington Theological Seminary conducted research to understand the various experiences and perspectives of the growing proportion of ministers who serve bi-vocationally, serving in congregations while also being employed outside of the congregation. Some describe bi-vocational ministry primarily as a 'sign of the times' due to economic challenges facing clergy and congregations. Some focus on its missional potential and describe it as a 'cutting edge of the future.' Others, particularly those from certain geographic settings or racial/ethnic communities, see bi-vocational ministry as 'the way we've always done it.' This workshop will highlight the various perspectives that have emerged in our research and how their intersections help us better understand clergy and congregations involved in bi-vocational ministry.

We Built It, but They Aren't Coming! Cracking the Code on Developing Effective Online Training and Resources

Presented by:

Brian Kluth, National Director for Financial Health, National Association of Evangelicals

Developing excellent financial health and generosity training and resources are vital to the ECFPL Initiative, but any training components you try to put in place must overcome significant barriers: overfull schedules, beliefs that "it's-not-in-my-job-or-calling," feelings of shame, the idea that "God's broke and so are we," a reluctance to openly discuss money, and many other challenges. And the less hierarchical of a denominational or educational system you may have, the harder it is to request or require such training.

The National Association of Evangelicals (NAE), in their work with more than ten denominations and clergy groups, has been working to "crack the code" on these challenges. This workshop will share various online resources we have developed including the God Is Your Provider Personal Finance course, the Church Generosity best practices online training, ready-to-use generosity materials for churches, and pastor honorarium eGift cards. NAE will also share details about the Bless Your Pastor offering brochure and online training that can help generate significant funds to bless pastors and also meet Ministry Excellence Fund (MEF) matching requirements.

The Gift of Black Theological Education: Educational, Economic, and Community Empowerment for the Church and the World

Presented by:

Michael Brown, President, Payne Theological Seminary

Vergel Lattimore, President, Hood Theological Seminary

Corey D.B Walker, Vice President / Dean, Samuel DeWitt Proctor School of Theology at Virginia Union University

Leaders of three historically black seminaries will reflect on what they have gained as part of the "Building Capacity in Black Theological Schools Initiative." First, they will discuss the interrelationships of enrollment, scholarship support, and development toward fulfilling institutional missions. Second, they will discuss how they have used data to develop new and emerging models of institutional leadership. The conversation will then turn toward new possibilities for collaboration among the schools to enhance capacity and improve sustainability. This is where their common experience is particularly powerful in our current moment: African American theological institutions have long developed practices of leveraging human, financial, and social capital in a nimble fashion—a situation that is clearly relevant to the present seminary environment. The conversation will conclude with a discussion of the parameters of a new covenant for the church and its seminary, one in which all participants are equally valued.

Striving to Develop a Coaches Bench for Pastoral Leadership

Presented by:

Matthew Hayes, Project Director for Empowering Pastoral Leaders for Excellence in Leadership and Management, Roman Catholic Archdiocese of Indianapolis

This workshop will focus on the attempt to have seasoned lay leaders available to priests and pastoral leaders for "coaching conversations" on various leadership competencies for which the pastoral leader is working to improve. It will highlight steps taken to initiate this new practice in the culture of the Archdiocese of Indianapolis and the obstacles encountered in getting the program adopted.

(Friday, January 18, 2019, 9:15am—10:15am continued)

Spiritual Reflection: Grounding for Financial Literacy and Congregational Vitality

Presented by:

Melissa Hickman, Program Director, Pathways to Vitality Initiative, The Episcopal Diocese of Indianapolis
James Lemler, Pathways to Vitality Chaplain and Moderator, The Episcopal Diocese of Indianapolis/AW Clowes Charitable Foundation

Spiritual reflection for clergy and laity has proven to be essential in the Pathways to Vitality Initiative in the Episcopal Diocese of Indianapolis. The lessons learned from this transformative work, however, are easily transferrable to seminary leadership. The Pathways to Vitality Initiative roots financial literacy and congregational development lessons into a deep, spiritual foundation. This foundation facilitates development of resilience, strength, and agency for clergy, laity, congregations, and seminary leadership.

Each Pathways workshop was intentionally designed to integrate Biblical reflection, prayer, theological insights, and conversation into skill-specific topics such as strategic planning, parish administration, and fundraising, to name just a few. Consequently, participants have grown to understand the relationship and distinction between technical/adaptive matters and the inner work of leadership.

The purpose of theological education is to develop leaders for the Church. Financial literacy, congregational development skills, and technical topics are essential to a seminarian's future success but are not typically taught in seminary. Understanding the distinction between these technical/adaptive matters and leadership inner work is equally important to a seminarian's future success.

In this workshop, participants will learn how skill-based content can be grounded in the Bible, prayer, and conversation to create a transformative and adaptable learning experience. A portion of this workshop will be dedicated to a spiritual reflection experience.

One Size Does Not Fit All: Success Strategies for Addressing Pastoral Leaders' Economic Challenges in a Denomination-Wide Context.

Presented by:

Mark Rennaker, Denominational Director of Thrive Financial Initiative, The Wesleyan Church
Russ Gunsalus, Executive Director of Education and Clergy Development, The Wesleyan Church
Kenneth Eriks, Director of Special Projects, Reformed Church in America

The economic challenges facing pastoral leaders seem ubiquitous based upon the research conducted by multiple groups and denominations as part of the National Initiative to Address Economic Challenges Facing Pastoral Leaders. However, attempts to address the challenges across multiple judicatories within a denomination have suggested that one-size-fits-all solutions are ineffective for producing widespread change. The session will share the results of our research about pastors' challenges, while giving participants the opportunity to define the problem in their situation. Additionally, the session will engage participants on the emergent strategies for building a successful project in the denomination-wide context. After the session, participants will possess key principles and questions to use for designing and evaluating responses to the economic challenges facing pastoral leaders.

Considering the Costs: A Report on the Initial Findings of an ECFFM Peer Learning Grant

Presented by:

Lillian Lammers, Director of Stewardship and Vocational Planning, Vanderbilt Divinity School
Shonda Jones, Associate Dean of Admissions and Student Services, Wake Forest University School of Divinity
Vernice Randall, Associate Dean of Admissions & Financial Aid, Yale University Divinity School

In 2018, Vanderbilt University Divinity School, Wake Forest University School of Divinity, and Yale University Divinity School were awarded a Peer Learning Group Grant as part of the Economic Challenges Facing Future Ministers Initiative through Lilly Endowment, Inc. While each of these embedded institutions has developed student-centered programming to address the economic challenges facing students, this peer-learning grant allowed these schools to turn their attention to the organizational and institutional structures that inform the cost of graduate theological education and explore organizational challenges in bringing about change. This presentation will share how these three institutions have partnered together to explore the systemic issues that drive the rising costs of theological education, including the need to make a case for theological education and ministry professions with outside stakeholders.

(Friday, January 18, 2019, 9:15am—10:15am continued)

Successfully Recruiting and Engaging the Next Generation of Financial Scholars in Theological Education

Presented by:

Matthew Manion, Faculty Director, Center for Church Management, Villanova University

Michael Castrilli, Business Fellow, Center for Church Management, Villanova University

The Center for Church Management at the Villanova School of Business awarded 12 fellowships to younger seminary faculty to study the economic challenges facing pastoral leaders. Some of the topics include: The Impact of Student Loan Debt on Clergy Effectiveness; Low Latino Financial Giving; a Comparison of Ministers Who Chose Bi-Vocationality Versus Those Who Are Forced Into It; and Black Millennial Clergywomen Who Have Created Businesses to Support their Vocational Visions. During this workshop, we'll hear from some of our young scholars who represent a cross-section of schools, faiths, geographies, and research interests. We will also share more about the structure of the program including the methods used to attract applicants as well as the combination of collaborative cohort support, one on one mentoring, and financial investment that is being provided to ensure the success of the project. The lessons learned can be used by anyone looking to identify and develop the next generation of leaders in their field.

Talking About Money: The Role of Executive Leadership

Presented by:

Bonnie Marden, UMC Lilly Project Manager, Wespeth - UMC Benefits and Investments, Inc.

What denominational and institutional leaders do and say matters. However, delivering information, especially financial, doesn't always mean it gets heard, used or understood. As leaders, our words and our listening impact those we lead. Creating spaces for deep conversation, reflection and honesty reveals the complexity, the challenges and our hopes for transforming our stewardship of money into disciplines for financial well-being and mission engagement. Workshop participants will briefly experience five processes for talking about money, including some used during our national Financial Literacy Summits. Through these processes, readiness increased, diverse voices contributed, visions aligned, and possibilities emerged, including liturgy and frameworks for defining financial literacy. Whether we are comfortable with our role as financial stewards or still on that journey, leaders who create sacred spaces can inspire and motivate others to commit to disciplines for financial well-being. Denominational, seminary and agency leaders attending will experience these models for sacred conversations that motivate, reframe, and build accountability about money.

How Church Leaders Respond to the Macro/Micro Economic Factors Affecting Church Fiscal Health and Clergy Personal Finances

Presented by:

Danjuma Gibson, Associate Professor of Pastoral Care, Calvin Theological Seminary and Research Fellow, Villanova University Center for Church Management,

Pastors and seminarians endeavoring to serve in urban areas face unique and significant economic and financial challenges. Factors such as unemployment, rising costs, gentrification, changes in local demographics, and shifts in population density and distribution (due to job opportunities or housing), can all conspire in ways that place downward pressure on church membership and financial contributions. Especially for urban churches, the financial stability and comfort of previous generations can erode precipitously, catching pastors off guard and placing them in the untenable (and often too late) position to respond in a fiscally sound manner. This workshop will present findings from a research project designed to better understand the extent to which macro/micro economic factors impact the fiscal health of churches in urban centers, how church leaders are choosing to fiscally respond, and how such pastors in turn manage their personal finances (especially as it pertains to bi-vocational options) in an urban context.

Owning Our Faith: Women of Color, Millennials, and Social Entrepreneurship

Presented by:

Melanie C. Jones, Crump Visiting Assistant Professor and Black Religious Scholar-in-Residence, Seminary of the Southwest and Research Fellow, Villanova Center for Church Management

Shifting trends in U.S. religion reveal twenty-first-century pulpits, leadership positions at churches and faith-based institutions, and tenure-track jobs are shrinking as persons trained in theological education outnumber available opportunities. At the crossways of age, race, gender, class, and sexuality, millennial clergywomen of color (MCWOC) often face the brunt of closing pulpits, underpaid pastoral positions and contingency faculty appointments in a rising gig economy. Drawing from an ethnographic study of ten U.S. Black millennial clergywomen who have created new businesses through digital technologies within the last ten years to extend their vocational visions to public platforms that respond to issues of social transformation and build personal wealth, this workshop engages three case studies that analyze the theo-ethical relationship between faith and entrepreneurship for millennial women of color clergy