Grantee Organizations

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National Initiative to Address Economic Challenges Facing Pastoral Leaders

KEY

- 1st year recipient
- 2nd year recipient
- New grantees
- Resource Organizations

In late 2015, Lilly Endowment Inc. made grants to benefit 28 organizations totaling more than $28 million in its National Initiative to Address Economic Challenges. In late 2016, a second cohort of grantees was added to the Initiative, and a third cohort was added in 2022. These grants were awarded to a variety of organizations across the nation that are using them to help pastoral leaders develop stronger financial literacy skills and provide direct aid to help these leaders reduce or eliminate education debt, participate in pension programs, pay off extraordinary medical bills, and address other financial challenges.

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Project Directors and Key Leaders

The National Initiative to Address Economic Challenges Facing Pastoral Leaders

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Project Directors and Key Leaders

The National Initiative to Address Economic Challenges Facing Pastoral Leaders

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Project Directors and Key Leaders

The National Initiative to Address Economic Challenges Facing Pastoral Leaders

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Leadership

The National Initiative to Address Economic Challenges Facing Pastoral Leaders

Coordination Program

Elise Erikson Barrett, *Coordination Program Director*

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Elise Erikson Barrett serves as Coordination Program Director for the Initiative. A former ordained United Methodist pastor, she served churches in South Carolina as both a pastor and a pastor's spouse. Her current household includes persons worshiping with the Eastern Orthodox Church, the Roman Catholic Church, and the ELCA, and one of her favorite things about this work is experiencing the goodness of diverse parts of God's family working in community on these common challenges. Elise holds degrees from Hanover College (BA, Economics) and Duke Divinity School (MDiv), and she is pursuing a doctorate in American Studies at IUPUI.

Rick Foss, *Coordination Program Co-Director*

rfoss@ecfpl.org

Richard ("Rick") Foss serves at Coordination Program Co-Director. He served as the interim president of Luther Seminary from December 2012 – May 2014. He came to Luther Seminary as director of Contextual Learning in 2008. Previously, he served as bishop for the Eastern North Dakota Synod of the Evangelical Lutheran Church in America (ELCA), a position he held since 1992. Rick holds degrees from St. Olaf College (BA) and Luther Seminary (MDiv and MTh). Prior to serving as bishop, he served for 21 years as senior pastor in congregations in Minnesota, Washington, and North Dakota. In 1995 he was named as one of three finalists for presiding bishop of the ELCA.

Karen Stone, *Coordination Program Event Manager*

kstone@ecfpl.org

Karen Stone serves as the event manager of the Coordination Program for this initiative. Prior to joining the Coordination Program, Karen served as the Program Manager at Lake Institute on Faith & Giving. Karen has 15+ years experience in event management and meeting design. She has worked with diverse audiences and religious institutions across the theological spectrum planning conferences, lectures, seminars, board meetings, receptions, and more. Karen is a native to Indianapolis and holds degrees from Purdue University (BA and MA) in Community Relations.

Leadership

The National Initiative to Address Economic Challenges Facing Pastoral Leaders

Lilly Endowment, Inc.

Chris Coble, *Vice President, Religion Division, Lilly Endowment, Inc.*

Coble is the vice president for religion at Lilly Endowment Inc. He was elected to that position in December 2012, having served the Endowment as a program officer in its religion division for sixteen years. Chris is ordained in the Christian Church (Disciples of Christ) and has served congregations in Indiana, North Carolina, Iowa, and Massachusetts. Trained as a historian of American religion, his research interests focus on issues of religious formation and the transmission of faith in Christian churches. He holds degrees from Wabash College (AB), Duke Divinity School (MDiv), and Harvard University (ThD).

Brian Williams, *Program Director, Lilly Endowment, Inc.*

Brian Williams, a native of Cleveland, Ohio, served as a pastor in United Methodist congregations in North Carolina and Indiana since 2006, most recently at University United Methodist Church in Indianapolis. Brian holds responsibilities in the Endowment's religion and community development divisions. He holds degrees from Duke Divinity School (MDiv), the University of Michigan (MBA) and Purdue University (BS, management/marketing).

APPROACHES OR RESOURCES USED

The National Initiative to Address Economic Challenges Facing Pastoral Leaders

based on the 49 grantee organizations

African Methodist Episcopal Zion Church

Care-For-The-Pastor

national or international denomination

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COO and General Manager

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Chamos Thompson
Project Manager

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ACTIVITIES

in financial literacy and other training

Applicants will need to complete a survey of financial knowledge and prepare a personal financial budget.

MINISTERIAL EXCELLENCE FUND

We have found that pastors' pressing financial issues are retirement, monthly expenses and healthcare. We want to bring relief to those that serve the community.

APPROACHES OR RESOURCES USED

- Coaching/mentoring
- Professional financial planners
- Peer groups
- Event-based financial equipping (such as workshops or retreats)
- Medical bill/debt relief

DISCOVERED RESOURCES

LSS Financial Counseling

CREATED RESOURCES

Our team of mentors

AMEC Department of Retirement Services

The Stewardship Project

national or international denomination

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630.697.0660

ACTIVITIES

in financial literacy and other training

- Grant awards will be made to select pastors who meet the set criteria and guidelines.
- Educational resources including financial literacy courses will be offered to senior pastors and their congregations.
- A one-time hybrid (virtual and face-to-face) Financial Economic Conference will be offered for all AMEC pastors.
- Pastors will receive stipends at the completion of all courses included in the program.
- Educational material on financial literacy from DRS will be shared with all pastors of the AME Church.

APPROACHES OR RESOURCES USED

- Coaching/mentoring
- Professional financial planners
- Peer groups
- Online curricula or resources
- Scholarships/student loan debt relief
- Event-based financial equipping (such as workshops or retreats)
- Medical bill/debt relief
- Other consumer debt relief

MINISTERIAL EXCELLENCE FUND

The priority of the Ministerial Excellence Fund is to award senior pastors who are economically challenged with personal and church debt and are experiencing obstacles in raising funds to assist the church with their ministry work and debt. When pastors are challenged economically, research has shown that it hinders the spiritual growth of the overall congregation and its ministries. The priority will be to aid senior pastors with a monetary grant and provide courses on financial literacy along with other resources that educate the senior pastor and their congregation. The fund will be structured to provide grants over a three-year period, allowing senior

pastors who are experiencing financial hardships to apply for a grant with a maximum amount up to $5,000. There will be an interview and application process that will decide which senior pastor is eligible to receive the grant.

The grant will be applied directly to the third party that holds the pastor's debt or the church's debt. All grant amounts will be taxable income and we will refer all recipients to discuss the grant proceeds with their tax advisor. The DRS Finance Director will provide financial management and oversight of the Ministerial Excellence Fund.

DISCOVERED RESOURCES

We have found the ECFPL Onboarding Series to be an extremely helpful resource.

CREATED RESOURCES

To date, the data collection tool developed during the Planning Grant, the subsequent National Survey and Listening session data were created for this work.

American Baptist Home Mission Societies

Faithful Finance (formerly In Support of Excellence)

national or international denomination*

Jennifer L. Sanborn
National Coordinator for Learning Initiatives

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610.768.2416

**While a denominational entity that serves nationwide, we are the denomination's mission society, and not the "office of the general secretary" as most consider the national denominational representative.*

ACTIVITIES

in financial literacy and other training

"Foundations for Faithful Finance," a six week course on personal finance, is offered to selected cohorts, prioritizing populations experiencing systemic disadvantages.

Video courses (asynchronous) on financial tools, pastors' financial leadership, and expanding the congregational conversation about money are now freely available for all on the Center for Continuous Learning platform.

APPROACHES OR RESOURCES USED

- Coaching/mentoring
- Professional financial planners
- Peer groups
- Event-based financial equipping (such as workshops or retreats)
- Other: Debt relief grants

MINISTERIAL EXCELLENCE FUND

Participants in the "Foundations for Faithful Finance" six week course have received a $5,000 debt relief grant. Future MEF grants will be determined based on our success in fundraising for the Phase III match.

ccl.ministrelife.org
(search for "Faithful Finance" to see all related course offerings that are public)

DISCOVERED RESOURCES

The "Your Money, Your Goals" toolkit created by the Consumer Financial Protection Bureau: free, digitally accessible, available in multiple languages:

consumerfinance.gov/consumer-tools/educator-tools/your-money-your-goals/

"Holy Currencies," a model for expanding the congregational imagination and conversation about its resources and call:

kscopeinstitute.org/holy-currencies-1

CREATED RESOURCES

An appreciative inquiry guide as a starting point for positive financial imagining and change.

The curation of a suite of financial education offerings that incorporate worship/devotion/spirituality as well as practical tools and resources—and that address ministry leaders' engagement with money in personal, pastoral, and prophetic ways.

Paul Goetz
Senior Director, Parish Operations Support

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Fr. Jason Malave
Cardinal's Liaison to Renew My Church

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ACTIVITIES
in financial literacy and other training

Our goal is to fortify leadership competencies of pastors and parish staff so they can successfully address complex financial challenges and establish a long-term, sustainable operational and leadership model that allows clergy to more fully devote time to renewing the parish culture to be more missionary and outward focused.

MINISTERIAL EXCELLENCE FUND

To develop a financial planning program to assist priests in their personal financial planning with certified financial planners.

APPROACHES OR RESOURCES USED

- Coaching/mentoring
- Peer groups
- Event-based financial equipping (such as workshops or retreats)

DISCOVERED RESOURCES

Catholic Affinity Group
Zoom sessions to connect and share ideas

CREATED RESOURCES

Priest Leadership and Development Training
Operations Director Training

judicatory / diocese

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317.236.1588

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317.445.4661

APPROACHES OR RESOURCES USED

- Coaching/mentoring
- Professional financial planners
- Peer groups
- Online curricula or resources
- Event-based financial equipping (such as workshops or retreats)

ACTIVITIES
in financial literacy and other training

We make use of the following resources: Villanova's Certificate in Church Management; Lake Institute's Cultivating Generous Congregations; and the National Leadership Roundtable Toolbox. **o** National Leadership Roundtable Catholic Leadership 360 program uses a 360-degree assessment tool to provide feedback on key leadership competencies and behaviors that have been shown to contribute to the success of Catholic pastoral leaders and to identify and map out a plan for ministerial leadership development. **o** Intercultural Pastoral Institute - cultivates pastoral leaders, giving them training, skills, and attitudes necessary to confront the reality of our society and the needs of Catholic Community. **o** IPI's Pastoral Leadership Certification - The curriculum is based on the teachings of the Catholic Church within these four areas: human development, spiritual/theological, pastoral, and intellectual. All courses are taught in Spanish by competent instructors in the different areas of formation. **o** Priest Peer Learning - Programs addresses the workload stress of our Pastors. The Peer Learning program has a group of Pastors and a Facilitator who meet in monthly sessions. The group includes Pastors with many years' experience with pastors with limited experience and leading their first parish. The sessions integrate spiritual self-care and care of the congregation with management. These are facilitated discussion designed to learn from each pastoral leader's practices.

MINISTERIAL EXCELLENCE FUND

In phase I, the MEF offered financial assistance to parish full and part-time (15 hours per week) lay leaders who were experiencing financial issues. In 2017, $26,390 was raised and grants (totaling $49,600) were awarded to 16 individuals.

In Phase II, after COVID, rather than awarding grants to individuals to provide partial relief to a 10-20% salary reduction due to parish revenue reductions, the MEF granted awards to a parish stewardship program to increase parish revenue. The increased revenue enabled staff retention and improved staff wellbeing and decreases their stress levels.

OTHER PROJECT COMPONENT

Archdiocesan Presbyteral Convocations - The Archdiocese conducts the Presbyteral Convocations to provide additional leadership and financial training to all Pastors and Parish Life Coordinators and to enable status checkpoints for the implementation of the Archdiocesan Pastoral Plan.

DISCOVERED RESOURCES

Villanova's Certificate in Church Management

National Leadership Roundtable (NLR) Catholic Leadership 360 program

CREATED RESOURCES

The Intercultural Pastoral Institute (IPI)
Priest Peer Learning

Archdiocese of Louisville

judicatory / diocese

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Tink Guthrie
Vice Chancellor
Administrator

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502.585.3291

ACTIVITIES

in financial literacy and other training

The purpose of our project has been to provide a wide variety of education and training opportunities for pastoral leaders, both clergy and lay. Focus has been on development of leadership skills.

A second focus of our project has been on financial literacy for pastoral leaders including redesign of our retirement plan, connecting leaders to financial planners, and communications about financial literacy to all church members.

APPROACHES OR RESOURCES USED

- Coaching/mentoring
- Professional financial planners
- Online curricula or resources
- Scholarships/student loan debt relief
- Event-based financial equipping (such as workshops or retreats)
- Debt refinancing
- Medical bill/debt relief
- Other consumer debt relief
- Retirement incentives or funding

MINISTERIAL EXCELLENCE FUND

MEF grants have been used in two ways:

1). To assist clergy and lay ecclesial ministers with serious financial challenges including debt and extraordinary expenses (health care, home repairs, etc).

2). Assist particular parishes with grants to help address inadequate compensation while the church builds a long-term solution.

DISCOVERED RESOURCES

Appreciated the collaboration with Villanova University School of Church Management and the Lake Institute on Faith and Giving. We have also relied on the Center for Creative Leadership 360 Feedback Process and the assistance of the Leadership Roundtable.

CREATED RESOURCES

Developed a leadership series of training events based on annual feedback from participants completing the 360 process.

Began a monthly column in our newspaper named: "Cents and Sensibility."

Designed a semi-annual Lay Ecclesial Ministers Assembly.

The Board of Pensions of the Presbyterian Church (USA)

Minister Debt Relief

national or international denomination, pension / benefits provider

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215.587.7295

Mr. Andrew Browne
Senior Vice President

abrowne@pensions.org

215.776.5657

APPROACHES OR RESOURCES USED

- Professional financial planners
- Online curricula or resources
- Medical bill/debt relief
- Other consumer debt relief

ACTIVITIES

in financial literacy and other training

Ministers engage in online learning modules in Personal Financial Planning and Terms of Call. They connect and speak with a representative from Ernst & Young Financial Planners to design a yearlong "plan" with the focus of eliminating or reducing debt.

MINISTERIAL EXCELLENCE FUND

Minister members who have: an effective salary of no more than the median effective salary ($62,100 for 2022); a total household adjusted gross income of less than twice the median effective salary for ministers ($124,200 in 2022); and net assets below $125,000 (excluding primary residence and car) are eligible for up to $10,000 in debt relief.

DISCOVERED RESOURCES

Ernst & Young Financial Planners

CREATED RESOURCES

Personal Financial Planning and Terms of Call online learning modules.

Catholic Extension

Economic Recovery & Resiliency Program for Pastors

mission society that helps build up the Church's presence in the poorest regions of America

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787.363.6805

ACTIVITIES

in financial literacy and other training

Our Economic Recovery & Resiliency Program for Pastors will help pastors build long-term financial sustainability for themselves and parishes they shepherd in extreme financial distress. A main component of the program will be establishing an Economic Recovery Project Management Program to serve pastors in Puerto Rico, where 1,000 disaster-struck Catholic parishes sustained nearly a half billion dollars in damages. Education opportunities include helping pastors with fundraising.

APPROACHES OR RESOURCES USED

- Coaching/mentoring
- Professional financial planners
- Peer groups
- Event-based financial equipping (such as workshops or retreats)

MINISTERIAL EXCELLENCE FUND

The MEF will provide:

- matching grants for disaster-struck parishes in Puerto Rico in the process of rebuilding, and
- support priests' retirement through a Charitable Gift Annuity Matching Program for financially insecure senior pastors throughout the country.

OTHER PROJECT COMPONENT

We anticipate engaging at least 300 pastors in Puerto Rico in the project management program and help 170 pastors in Puerto Rico and beyond through the MEF.

DISCOVERED RESOURCES

Catholic Extension leans heavily on existing relationships with business leaders and consultants in our own work, who bring us tremendous expertise in many different dimensions of administration. To fulfill the various aspects of this particular program we are engaging leaders in finance and disaster relief and making the expertise of these business leaders available to our pastors throughout the program.

CREATED RESOURCES

We are hiring new people, including our Director of Economic Development, and several project managers, and financial educators to serve as resources to our pastors as they walk through the various dimensions of this program.

Christian Church (Disciples of Christ) in Indiana

FLOURISH!

judicatory / diocese

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Grant Manager, Office Manager

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317.926.6051

Rev. Rick Spleth
Regional Minister

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317.926.6051

APPROACHES OR RESOURCES USED

- Coaching/mentoring
- Professional financial planners
- Peer groups
- Scholarships/student loan debt relief
- Event-based financial equipping (such as workshops or retreats)
- Medical bill/debt relief
- Other consumer debt relief
- Retirement incentives or funding
- Other*

ACTIVITIES

in financial literacy and other training

Since 2016, we have offered Financial Literacy Academies for a total of four days each year. One day is devoted to pastors' personal finances, one to congregational financial best practices, one to preaching and teaching stewardship, and the fourth day for congregational leaders on generosity and stewardship. Clergy grantees, spouses, and lay leaders are required to attend pertinent sessions.

MINISTERIAL EXCELLENCE FUND

Current MEF provides financial relief grants for pastors to either respond to debt or to shore up retirement resources for those nearing retirement age without adequate resources set aside. Grantees must participate in above listed financial literacy, participate in peer groups with a coach, and meet with a financial advisor before funds are released.

OTHER PROJECT COMPONENT

Our phase 3 grant also provides small incentives to all congregational clergy to participate in the Pension Fund, making use of their Benefit Accumulation Accounts for savings, Your Money Line resources from Pete the Planner, and Learn to Live mental health resources.

**Other: Initiatives for broader population of pastors to incentivize first steps for savings, accessing financial planning resources, and initiating use of a mental health platform.*

DISCOVERED RESOURCES

Access to materials and expertise of Resource Organizations has been extremely helpful including tax guidance from ECFA and knowledge base of reframing stewardship and generosity with help of Lake Institute, including ECRF training.

Rev. Dr. Eric Law's book, *Holy Currencies*, has been inspirational to a number of congregations and also for the judicatory as a whole.

CREATED RESOURCES

Our contribution to resources has primarily come through weaving together of a breadth of expertise to leverage education and inspiration for participants. This has included denominational resources and leadership, Christian Theological Seminary faculty, Resource Organization expertise, financial advisors who are members of our churches, etc.

national or international denomination

Bishop Teresa Jefferson-Snorton
Grant Administrator
Project Director
Ecumenical Bishop
Program Development Officer

bishopjeffersonsnorton@thecmechurch.org

404.307.2911

Rev. Dr. Tyrone T. Davis
Budget Director Ecumenical

Tyrone.t.davis@comcast.net

901.218.0091

ACTIVITIES
in financial literacy and other training

The project will provide participants with an 8-week financial literacy course, delivered virtually. Professional presenters will provide a lecture (which will be videotaped) as well as an additional video with more in-depth information on the topic and other resources that will be housed in a virtual learning platform for future access.

APPROACHES OR RESOURCES USED

- Coaching/mentoring
- Professional financial planners
- Online curricula or resources
- Scholarships/student loan debt relief
- Medical bill/debt relief

MINISTERIAL EXCELLENCE FUND

Program participants who complete the 8-week course will be eligible to apply for direct grants for education debt, medical bills, mortgage payment or other life emergencies.

DISCOVERED RESOURCES

The Jump$tart Coalition for Personal Financial Literacy

jumpstart.org/who-we-are/about

Attorney Ernest Brooks – expert in retirement and estate planning and bequests

CREATED RESOURCES

The 8-week curriculum based on the needs identified in our planning grant survey.

Christian Reformed Church in North America

Financial Shalom

national or international denomination

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Director of Advancement

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Theona Cooke
Co-manager
Sr. Admin. Assistant to Chief Administrative Officer

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616.224.0729

ACTIVITIES

in financial literacy and other training

- One-on-one coaching support for goal development planning, review, and revision
- Other types of vocational training, support, and networking; subject to the pastor's specific goals and proposed plan

APPROACHES OR RESOURCES USED

- Coaching/mentoring
- Professional financial planners
- Peer groups
- Scholarships/student loan debt relief
- Event-based financial equipping (such as workshops or retreats)
- Debt refinancing
- Medical bill/debt relief
- Other consumer debt relief

DISCOVERED RESOURCES

Consistent, one-on-one coaching for advancing financial health and personal/vocational goals.

CREATED RESOURCES

Fellowship cohorts with a licensed coach. The fellowship includes monthly coaching, coffee chats, etc. to increase a group identity and support system.

Christianity Today
ChurchSalary

resource organization

Aaron Hill
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ACTIVITIES
in financial literacy and other training

ChurchSalary strives to positively impact the finances of church employees by offering a world-class online compensation tool which is supported by education, inspirational, and empowering resources. Our Salary Reports and resources are designed for churches and individual employees with the goal of fostering truthful, gospel-centered conversations about pay, reducing the stigma surrounding finances in the church, and encouraging dialogue around HR-related topics within the church.

APPROACHES OR RESOURCES USED

- Online curricula or resources
- Event-based financial equipping (such as workshops or retreats)
- Other: Customizable salary reports for church pastors and staff

MINISTERIAL EXCELLENCE FUND

In addition to our Salary Reports and resources, ChurchSalary is currently working with Arbor Research Group to research the impact of COVID-19 on compensation and employment in the church, especially as it relates to historically disenfranchised Black and minority pastors and congregations. That research will be published in 2023 and shared with every ECFPL participant. Additionally, Phase III funds are enabling ChurchSalary to partner with Urban Ministries, Inc. (UMI) to create a free housing allowance book designed specifically to encourage and empower Black and minority pastors to take full advantage of this tax benefit.

CREATED RESOURCES

Support from the Lilly Endowment has enabled ChurchSalary not only to create customizable salary reports but also to film and publish a series of 8 instructional videos that help churches and individuals understand and apply the data within each salary report.

churchsalary.com/content/video-training/understanding-your-salary-report.html

Church of God Ministries, Inc.

CARE (Clergy Advocacy and Resource Effort)

national or international denomination

Rev. Dr. Joseph Cookston
Director

jcookston@chog.org

800.848.2464

ACTIVITIES

in financial literacy and other training

- 3-year process of one-to-one coaching
  a) congregational boards in structuring pastor compensation, and
  b) pastors in personal finance management
- Book: Pastoral Compensation: A Manual for Congregational Boards
- 3-4 Regional Workshops per year
- Storyteller Videos
- 6-Session Course: 8 Essentials of Pastor Compensation (based on ECFA resource)

APPROACHES OR RESOURCES USED

- Coaching/mentoring
- Professional financial planners
- Online curricula or resources
- Scholarships/student loan debt relief
- Event-based financial equipping (such as workshops or retreats)
- Retirement incentives or funding

MINISTERIAL EXCELLENCE FUND

- Financial assistance toward
  a) student loan debt relief,
  b) retirement account assistance
- Pastor Renewal Grant – cash toward expenses for retreat and respite experiences
- Tuition assistance toward financial education components built into the ordination process

DISCOVERED RESOURCES

8 Essentials of Pastor Compensation (ECFA)

A Spirituality of Fundraising, Workbook Edition. Henri Nouwen and Nathan Ball. Upper Room Books: Nashville.

CREATED RESOURCES

Book: *Pastoral Compensation: A Manual for Congregational Boards*
Course: 8 Essentials of Pastor Compensation. Six 1-hour sessions

Church of God, Cleveland, TN

national or international denomination

Michael Reynolds
Director of Ministerial Development

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423.478.7309

Blayne Waltrip
Dean of International Education

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423.478.7317

ACTIVITIES
in financial literacy and other training

Development of courses (graduate, undergraduate, training) in financial literacy. Development of pastoral for congregations, and training of church boards. Development of video training courses for financial literacy. Development of materials for pastoral fellowship groups.

MINISTERIAL EXCELLENCE FUND

- Assistance with retirement plans
- Scholarships for training material and courses

APPROACHES OR RESOURCES USED

- Coaching/mentoring
- Peer groups
- Online curricula or resources
- Scholarships/student loan debt relief
- Retirement incentives or funding

OTHER PROJECT COMPONENT

- Direct assistance to underpaid pastors
- Donation to a new IRA account for pastors

CREATED RESOURCES

Video course— "Mistakes I Have Made With Finances"

Church of the Nazarene

The COMPASS Initiative

national or international denomination

Rev. Bonnie S. Beam
Administrative Director

bbeam@nazarene.org

913.577.2715

Dr. Larry McKain
Executive Consultant

Lmckain@usacanadaregion.org

312.255.0152

ACTIVITIES

in financial literacy and other training

The COMPASS Quest program: the cobranded NAE Financial Health program, "God is Your Provider," 6-session online course.

The COMPASS Journey program: a one-year self-guided program of 40 hours of financial training for the pastor and for their church, using resources listed on the COMPASS Academy pages of our website.

The COMPASS True North Retreats: 1 to 3-day workshops for pastors and their spouses (if married) focused on creating family budgets, debt reduction plans, and planning for retirement. These are held at local district venues.

APPROACHES OR RESOURCES USED

- Peer groups
- Online curricula or resources
- Scholarships/student loan debt relief
- Event-based financial equipping (such as workshops or retreats)
- Medical bill/debt relief
- Other consumer debt relief
- Retirement incentives or funding

MINISTERIAL EXCELLENCE FUND

Matching grants are provided to pastors completing the COMPASS Quest or COMPASS Journey programs (up to $1,000 and $5,000 respectively). The initial grant is provided by the local church for their pastor, and upon completion of the program COMPASS provides a dollar-for-dollar match from our Ministerial Excellence Fund which was initially established with Lilly Endowment funds and is continuing to be funded by a generous donor. Grants must be used for debt relief or retirement contributions.

DISCOVERED RESOURCES

Financial Peace University (Dave Ramsey)

Faith & Finances (Chalmers Center) – Hoping to use the Spanish version with our Spanish speaking pastors in the near future.

CREATED RESOURCES

COMPASS True North Retreat materials

compassinitiative.org/resources/True-North-Retreat

Cooperative Baptist Fellowship

Ministerial Excellence / Financial Wellness Initiative

national or international denomination, pension / benefits provider, network

Jim Morrison
Financial Wellness Initiative (FWI) Director

Jmorrison@CBF.Net

917.747.0015

Rob Fox
President of Church Benefits Board

RFox@CBF.Net

804.370.2483

ACTIVITIES

in financial literacy and other training

- Financial Wellness conferences and retreats for Clergy and Spouses
- Workshops and receptions with financial wellness topics for Clergy
- Church Staff Financial Wellness and Retirement Planning Conferences with individual sessions
- Professional Financial Planning with CFP's paid for by the MEI/FWI program
- Printed and web based financial literacy materials

APPROACHES OR RESOURCES USED

- Professional financial planners
- Online curricula or resources
- Scholarships/student loan debt relief
- Event-based financial equipping (such as workshops or retreats)
- Medical bill/debt relief
- Other consumer debt relief
- Retirement incentives or funding

MINISTERIAL EXCELLENCE FUND

Ministerial Excellence Funds are provided for the clergy's retirement account once the minister and spouse have completed a Financial Plan with one of Empower's Certified Financial Planners who is also FINRA licensed. All expenses are covered by the MEI/FWI Program.

OTHER PROJECT COMPONENT

Relief Grant Candidates completed an application related to need based on COVID based hardship on the Clergy and the Congregation they serve. A five-member committee reviewed the applications, did background checks, had conversations with candidates. Based on the need and research, Relief Grants up to $10,000 were provided for any combination of personal, educational, medical debt incurred. All grant recipients and candidates were encouraged to take advantage of complementary Financial Plan Services with one of Empower's Certified Financial Planners who is also FINRA licensed. All expenses were covered by the MEI/FWI Program, so that more funds were available for relief grants.

DISCOVERED RESOURCES

Empower Retirement Services, the second largest retirement recordkeeping service, provides a full set of educational resources for participants:

- Manage household budget, savings and spending with easy-to-use tools.
- Track daily spending progress on managing debt, savings, investment performance and more
- Track and manage all your financial accounts — in one place
- Enjoy one login to view household financial accounts, including retirement, credit cards, cash, mortgage and more
- Link your accounts with banking-level security to view within your dashboard.
- Debt management education
- Professional financial planning services
- Investment guidance and advice
- Printed and web-based financial resources

CREATED RESOURCES

Minister's Compensation Guide
Housing Allowance Guide
Minister's Tax Guide
Financial Conference materials and handouts

Dakotas-Minnesota Area of the UMC

A Holistic Approach to Create Extravagant Generosity

judicatory / diocese

Diane Owen
Area Director of
Clergy Well-being

Diane.owen@dkmnareaumc.org

507.244.0311

APPROACHES OR RESOURCES USED

- Coaching/mentoring
- Professional financial planners
- Peer groups
- Online curricula or resources
- Scholarships/student loan debt relief
- Event-based financial equipping (such as workshops or retreats)
- Other: Emergency Grant program that provides up to $5000 for extreme or urgent situations.

ACTIVITIES

in financial literacy and other training

We offer financial education material at no charge and allow pastors to seek their own curriculum and courses for reimbursement. We provide financial group coaching opportunities, six free sessions with a financial counselor, and workshops on student loan repayment options accompanied with six free sessions with student loan repayment counselors. Those who receive educational debt reduction grants participate in goal setting conversations with connection to needed resources.

MINISTERIAL EXCELLENCE FUND

The Investing in Leaders Resource Grant provides up to $5000 to clergy per year over five years (total limit is $25,000). Eligible clergy must complete financial education and/or student loan repayment counseling along with a goal-setting conversation annually.

OTHER PROJECT COMPONENT

The Practical Church Leadership graduate certificate program, created through the ECFPL project, is offered by Dakota Wesleyan University for clergy in the Area. 80% of the tuition is covered using grant and raised funds with the pastor and church funding the remaining 20%. The year-long online program addresses critical competency development for clergy in the areas of: financial management, financial development, governance and human resources, vision and strategic planning, communications and outreach. Credits earned contribute to the MBA in Nonprofit Leadership.

DISCOVERED RESOURCES

Lutheran Social Services Financial Counseling of MN: Has provided workshops and individual counseling of pastors who seek debt relief through the Public Service Loan Forgiveness program.

CREATED RESOURCES

Already noted above, the Practical Church Leadership certificate program in partnership with Dakota Wesleyan University.

Clergy Well-being Grants include: 1) a resource grant to assist clergy in improving dimensions of well-being; 2) funding for new clergy to engage with a provider for financial counseling, mental health counseling, health coach, spiritual direction; and 3) an emergency grant option for clergy experiencing an extreme or significant financial hardship which is affecting them personally and professionally.

national or international denomination, judicatory / diocese

Sandi Patel
Grant Program Coordinator

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Missy Krockover
Director of Pastoral Planning

mkrockover@dol-in.org

APPROACHES OR RESOURCES USED

- Coaching/mentoring
- Peer groups
- Online curricula or resources
- Scholarships/student loan debt relief

ACTIVITIES

in financial literacy and other training

Supporting clergy and pastoral leaders with development and formation that builds their capacity to effectively handle the administrative tasks of a pastorate as a team, which in turn allows for a greater focus on ministry. This is done through diocesan gatherings of all leaders, followed by direct, one-on-one support at the pastorate to apply the learning to their unique faith community.

MINISTERIAL EXCELLENCE FUND

We are providing scholarships to our seminarians to keep their costs down to a minimum, which ensures that their debt load remains lower.

DISCOVERED RESOURCES

The most helpful resources have been the resource organizations affiliated with the ECFPL grant program: Villanova University School of Church Management, Lake Institute on Faith and Giving, and Leadership Roundtable.

CREATED RESOURCES

The Catholic Affinity Group is a tremendous support to our work and to each other.

Episcopal Church Foundation

From Economic Challenges to Transformational Opportunities

foundation: an independent foundation dedicated to serving The Episcopal Church

Kate Adams
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Haley Bankey
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210.570.7439

APPROACHES OR RESOURCES USED

- Coaching/mentoring
- Peer groups
- Online curricula or resources
- Scholarships/student loan debt relief
- Event-based financial equipping (such as workshops or retreats)
- Medical bill/debt relief
- Other consumer debt relief

ACTIVITIES

in financial literacy and other training

ECF created a holistic approach during times of transition in the arc of ministry to address financial and leadership challenges of congregational ministry -- for clergy, these transitions occur during seminary, preparing to move from seminary to parish ministry, and taking on a first cure or new rectorship. Both personal finances and effective financial and managerial leadership were addressed.

ECF offered in-person and online conferences, tools, resources, and curricula partnering at the judicatory (diocesan) and congregational levels using a top-down and bottom-up approach to connect. ECF then moved on to pilot our congregational leadership initiative conference on a learning management system/platform to enable synchronous and asynchronous capability.

MINISTERIAL EXCELLENCE FUND

ECF's MEF diocesan-based program provided grants to entrepreneurial clergy with the ability to transform congregations but for whom personal financial challenges provided significant impediments – cost of housing, seminary debt, and inadequate congregational compensation.

DISCOVERED RESOURCES

Partnering with The FaithX Project's the Congregational Vitality Assessment (CVA) to diagnose and prescribe congregational vitality and sustainability strategies and the Neighborhood Missional Intelligence Reports for demographics were instrumental in collaborating with congregations.

faithx.net

CREATED RESOURCES

The Finance Resource Guide (English and Spanish) handbook for congregations and vestries, provided in-depth financial management practices and principles and promoted year 'round, theologically driven stewardship.

Developed curriculum guidelines and tools for seminary faculty to help future pastoral leaders talk, preach, and teach about money. Held two Summits for Episcopal Seminary Deans and Selected Faculty to explore their role in addressing the economic challenges facing pastoral leaders.

ECFA (Evangelical Council for Financial Accountability)

Serving Pastoral Leaders Affected by Harsh Financial Realities

resource organization

Dr. Warren Bird
Program Director
Senior Vice President of
Research and Equipping

warren@ecfa.org

540.535.0103

APPROACHES OR RESOURCES USED

- Online curricula or resources

ACTIVITIES

in financial literacy and other training

Our emphases included:

- Researching the resourcing needs of church leaders, especially in the changing COVID context.
- Innovating new high-quality resources to address these felt needs in areas related to ECFA's expertise.
- Expanding our free digital platform to distribute the resources at no cost to local churches.
- Engaging users in ECFA's online community through email updates and social media to encourage free use of these resources.
- Partnering with dozens of denominations and other church networks to help spread the word within their unique contexts about ECFA's free resources.

MINISTERIAL EXCELLENCE FUND

Given our focus on providing resources, we did not give any grants through the Ministerial Excellence Fund.

CREATED RESOURCES

Helping Ministries Navigate Rising Inflation and Recession Concerns -Webinar Recording

2022 Accounting and Auditing Updates- Webinar Recording

Evangelical Covenant Church

Financial Leadership Initiative

national or international denomination

Marti Burger
Director of Innovation and Support

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847.924.9434

ACTIVITIES

in financial literacy and other training

- JumpStart Cohort- 2-day virtual gathering, sharing our financial story, habitudes, creating a budget, review insurance, retirement, pension, planning to meet your goals.
- Creating a Culture of Generosity Cohort: church leadership 4-5 people meet quarterly to look at the following topics: our money stories, church's mission and focus, teaching about generosity, stewardship is discipleship, leadership is asset based, mission as an invitation toward impact, fundraising is about relationships, and generosity is good news in action.

APPROACHES OR RESOURCES USED

- Coaching/mentoring
- Professional financial planners
- Scholarships/student loan debt relief
- Event-based financial equipping (such as workshops or retreats)
- Medical bill/debt relief
- Retirement incentives or funding

MINISTERIAL EXCELLENCE FUND

- After Jumpstart a pastor can apply for a $10K Consumer Aid Grant
- Pastor meets with a financial coach to determine how best to use the funds to relieve consumer, student loan debts
- Pay It Forward- Pastors are asked to pledge back $7500 of the $10K they were awarded. They pay it forward at $125 a month following a 3 month break once their debt is paid.
- Pastors can stop at any point their pay it forward pledge or put it on hold.

DISCOVERED RESOURCES

Lake Institute training

CREATED RESOURCES

Jumpstart Cohort PowerPoint and participant guide/facilitator guide

Creating a Culture of Generosity PowerPoint and participant/facilitator guide

Evangelical Lutheran Church in America

Resourceful Servants

national or international denomination

Dr. Adam DeHoek

Program Director, Resourceful Servants

Congregation Statistics Analyst

adam.dehoek@elca.org

773.380.2445

APPROACHES OR RESOURCES USED

- Coaching/mentoring
- Professional financial planners
- Online curricula or resources
- Scholarships/student loan debt relief
- Event-based financial equipping (such as workshops or retreats)
- Retirement incentives or funding
- Other: Incentives to save for emergencies

ACTIVITIES

in financial literacy and other training

For seminarians and ELCA rostered ministers, we promote and encourage financial counseling through Lutheran Social Service (LSS) Financial Counseling.

For ELCA congregations, we offer the Congregational Financial Assessment, an online program where congregations can assess their proficiency on a set of 21 healthy financial practices, and access resources intended to help carry out each practice.

MINISTERIAL EXCELLENCE FUND

For many ELCA rostered ministers, financial stress stands in the way of satisfaction and effectiveness in ministry. Frequently, this stress is due to a lack of emergency savings, a lack of retirement savings, or both. To address these challenges, Resourceful Servants offers two Savings Matching programs, one for emergency savings and one for retirement savings.

OTHER PROJECT COMPONENT

Resourceful Servants has also supported fundraising efforts of ELCA Fund for Leaders which provides scholarships for seminarians, helping them graduate with less debt and empowering them to go and serve "as the church needs and the Holy Spirit leads." In Phase III, grant funding supports scholarships for ELCA candidates in the Theological Education for Emerging Ministries (TEEM) program. This program allows students to study at home with local pastors/mentors, while doing ministry in their home congregations.

DISCOVERED RESOURCES

LSS Financial Counseling – Participants in the Resourceful Servants savings matching programs all complete a session with a financial counselor at LSS Financial Counseling. Many have suggested that the process was easy, that it gave them more confidence around their finances, and that their knowledge of their own financial situation has increased as a result of the sessions.

Church Finance by Michael E. Batts – This book provides so much good information about how to effectively run the financial aspects of a church.

CREATED RESOURCES

The Financial Wellness Assessment and subsequent annual evaluation forms. This assessment looks at a variety of metrics related to financial wellness. We use a version when participants enter our savings matching programs and then again each year as a follow-up. We have been able to measure participant growth in financial areas over the course of years.

The Congregational Financial Assessment. We created this assessment as a way for congregations to identify how proficient they are on a set of 21 healthy financial practices, and then to deepen their financial knowledge and improve their behaviors. We believe that doing the latter will enable congregations to best use the funding available to them.

Everence Foundation

Everence® Pastoral Financial Wellness Program

resource organization, pension / benefits provider, foundation, other*

Madalyn Metzger, MBA
Vice President of Marketing

madalyn.metzger@everence.com

800.348.7468 ext. 3437

Leonard Dow
Vice President of Community and Church Development

leonard.dow@everence.com

888.662.4208 ext. 4851

Beryl Jantzi, D.Min.
Director of Stewardship Education

beryl.jantzi@everence.com

800.442.7930

* Other: National faith-based, comprehensive financial services provider serving 30+ Anabaptist and like-minded denominations and networks

ACTIVITIES

in financial literacy and other training

Financial education events for pastors, spouses and other church leaders on topics such as preparing for retirement, cultivating generous congregations, debt reduction, financial planning, clergy taxes and more.

Financial planning subsidies of $1,000 to help with the $1,200 cost of a first-year Pastoral Select or the $1,500 cost of a first-year Pastoral Comprehensive Plan. Pastors are asked to contribute a $200 or $500 co-pay, which churches, middle judicatories and other networks may help to remunerate.

APPROACHES OR RESOURCES USED

- Professional financial planners
- Peer groups
- Online curricula or resources
- Scholarships/student loan debt relief
- Event-based financial equipping (such as workshops or retreats)
- Medical bill/debt relief
- Other consumer debt relief
- Retirement incentives or funding
- Other: Certified debt counseling; print curricula or resources (in addition to online)

MINISTERIAL EXCELLENCE FUND

Financial assistance grants to help pastors alleviate financial burdens such as medical, credit card and educational debt. For Phases I and II, grants of up to $5,000 were available, split evenly between MEF monies and matching dollars from churches, middle judicatories, and other networks. These grants included a 20% income tax "gross up," also split equally between matching dollars and the MEF. Recipient pastors were required to meet with an Everence financial consultant or an LSS certified budget and debt counselor prior to receiving the grant. For Phase III, grants are earmarked for pastors who exhibit dire need, are under-represented, and/or are most harshly impacted by the effects of the COVID-19 pandemic. Recipient pastors must be referred to the program by their denominational or middle judicatory leaders and/or an Everence stewardship consultant and are not required to match dollars from their churches, middle judicatories, or other networks.

OTHER PROJECT COMPONENT

In Phase I, we offered a pension fund grant (utilizing MEF monies) tied to our pastoral financial education events. Those who attended an event were eligible for a $250 matching grant to start a new (or add to an existing) Mennonite Retirement Trust account. However, we discontinued this component following an evaluation at the close of Phase I, when it was determined this component was not gaining traction and/or valued by the program constituents.

DISCOVERED RESOURCES

Church Finances, Evangelical Council for Financial Accountability (ECFA)

Worth's Income Tax Guide for Ministers, BJ Worth

CREATED RESOURCES

Church Finance Manual

everence.com/resources/church-finance-manual

Financial Coaching Ministry

everence.com/resources/stewardship-education/financial-coaching

Garrett-Evangelical Theological Seminary

Leading Vibrant Congregations: A Collaboration of Faith and Finance

theological school or academic institution

Dr. Brent Waters
Program Director
Faculty Emeritus

Brent.waters@garrett.edu

Rev. Katye Chambers
Program Coordinator
Director of Innovation and Lifelong Formation

Katye.chambers@garrett.edu

847.866.3864

APPROACHES OR RESOURCES USED

- Online curricula or resources
- Scholarships/student loan debt relief
- Event-based financial equipping (such as workshops or retreats)
- Other: Research

ACTIVITIES

in financial literacy and other training

We provide an online course on Financial Leadership for Churches and an in-person seminar on Change Management. These trainings are designed for pastors and lay leaders from their congregations to attend together.

OTHER PROJECT COMPONENT

We offer 50% tuition scholarships to Black and Hispanic/Latinx students in our Doctor of Ministry programs, and we facilitate a Research Colloquium that will develop new literature and resources on the economics of ministry.

DISCOVERED RESOURCES

The Mission Possible game developed by Rooted Good, which we use in our Change Management seminar.

CREATED RESOURCES

A 3-module online course on Financial Leadership for Churches; a one-day in-person seminar on Change Management.

General Council of the Assemblies of God

Empowering Stewardship

national or international denomination

Rollie Dimos
Empowering Stewardship Director & Internal Auditor

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417.862.2781

Steph Polites
Empowering Stewardship Administrator & Staff Auditor

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417.862.2781

APPROACHES OR RESOURCES USED

- Online curricula or resources
- Scholarships/student loan debt relief
- Event-based financial equipping (such as workshops or retreats)
- Medical bill/debt relief
- Retirement incentives or funding

ACTIVITIES

in financial literacy and other training

Empowering Stewardship works with the districts/sections of Assemblies of God in order to provide financial training free of cost to AG Ministers. We also provide an online personal finance course and the accompanying book (free of cost) to all AG ministers and our grantees.

MINISTERIAL EXCELLENCE FUND

We provide 4 types of grants designed to alleviate specific areas of financial stress for our ministers – Medical, Pandemic Relief, Retirement, and Student Loan Grants. Each grant type is structured to maximize long term financial health for the applicants and their church.

DISCOVERED RESOURCES

We used Crown Financial for a season. They have fantastic content at a reasonable cost.

CREATED RESOURCES

Personal Finance Essentials online learning platform course to be used in conjunction with the Balanced Budget, Balanced Life book.

empoweringstewardship.com/en/Training/Personal-Finance-Essentials

Geneva Benefits Group

national or international denomination, pension / benefits provider

Rev. Jon Medlock
Vice President, People & Culture

jon.medlock@genevabenefits.org

470.413.1539

Chris Zurbach, CFRE
Dir. of Philanthropic Giving and Marketing

chris.zurbach@genevabenefits.org

949.244.4723

ACTIVITIES

in financial literacy and other training

- Extending financial planning and education to historically underserved populations of our denomination
- Incentivizing churches to use financial best practices with their pastors by conditioning receipt of MEF grants on demonstrating use of certain practices

APPROACHES OR RESOURCES USED

- Coaching/mentoring
- Professional financial planners
- Peer groups
- Medical bill/debt relief
- Retirement incentives or funding
- Other: sabbatical matching grants

MINISTERIAL EXCELLENCE FUND

- Sabbatical matching funds conditioned on use of financial best practices in pastoral compensation structures
- Develop a network of peer cohorts in our denomination

DISCOVERED RESOURCES

Lilly's Clergy Renewal materials
Matt Bloom's work in Flourishing in Ministry

Greek Orthodox Archdiocese of America

The Clergy Family Initiative

national or international denomination

Fr. Constantine L. Sitaras
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845.494.0226

Fr. Athanasios (Al) Demos
Administrator

demos41@gmail.com

917.842.9844

APPROACHES OR RESOURCES USED

- Coaching/mentoring
- Professional financial planners
- Peer groups
- Online curricula or resources
- Scholarships/student loan debt relief
- Medical bill/debt relief
- Other consumer debt relief
- Retirement incentives or funding

ACTIVITIES

in financial literacy and other training

Educate Clergy, Clergy spouses (Presvyteres), Hierarchs, and lay leaders on the unique challenges of the Clergy family through Zoom programs, national and regional meetings by sharing our findings from two research studies. Created the Parish Council Nominee Training Video Series and tailored the open and close for each Metropolis. Created two Zoom-based Financial Wellness Video Series of approximately nine (9) programs – one for the Clergy and the other for the Presvyteres.

MINISTERIAL EXCELLENCE FUND

Clergy enroll in the MEF Program by completing a brief survey, and then must complete the Dave Ramsey Financial Peace University Program, as well as enroll in Pete the Planner. Throughout the process, mentoring with a senior Priest is provided. Lastly, clergy must complete a Post Program Survey. Once the program has been completed, a debt alleviation grant of up to $10,000 is awarded and paid directly to the debt agency.

OTHER PROJECT COMPONENT

Our Presvytera research shows:

1) Presvyteres are the principal managers of family finances in many of our Clergy homes.
2) There is a component of loneliness for many of our Presvyteres.
3) Financial wellness correlates with overall well-being.

To address these three challenges, we are starting a Presvytera Financial Wellness Video Series and Peer Learning Groups.

DISCOVERED RESOURCES

Dave Ramsey Financial Peace University and Pete the Planner

CREATED RESOURCES

- We are working on creating a Clergy Family Initiative endowment embedded within our Archdiocese Benefits Committee to perpetuate our work.
- Parish Council Nominee Training Video Series and tailoring the opening and closing for each Metropolis from their respective Hierarch.

Lake Institute on Faith & Giving

resource organization

David P. King, PhD
Karen Lake Buttrey Director

kingdp@iupui.edu

Meredith McNabb
Associate Director of Education

meremcna@iu.edu

APPROACHES OR RESOURCES USED

- Event-based financial equipping (such as workshops or retreats)
- Other: Continuing education courses and workshops

ACTIVITIES

in financial literacy and other training

Lake Institute on Faith & Giving partners with many of the ECPFL grantees to provide education through our Executive Certificate in Religious Fundraising and Cultivating Generous Congregations courses. Additionally, we offer workshops specifically around sustainability and how organizations can maintain the work they've begun through this grant initiative.

CREATED RESOURCES

Resource library

lakeinstitute.org/resources/resource-library

Insights newsletter

lakeinstitute.org/resources/insights-newsletter

Where to Start: A Guide for Faith Leaders on Shifting Ground

lakeinstitute.org/resource-library/where-to-start

Leadership Roundtable

resource organization, network

Mr. Michael Brough
Executive Partner

Michael@leadershiproundtable.org

908.400.3435

ACTIVITIES

in financial literacy and other training

Formation of a national Coalition on Ethical Financial Management in the Church, creating a set of Catholic Financial Integrity Best Practices and forming an association of Diocesan Finance Councils Chairs and CFOs for continued development and support.

Producing practical guides, and providing training for the implementation of the Vatican's global synod consultations.

Paying particular attention to groups under-represented in our programs and convenings by providing scholarships.

APPROACHES OR RESOURCES USED

- Coaching/mentoring
- Peer groups
- Online curricula or resources
- Scholarships/student loan debt relief
- Medical bill/debt relief

DISCOVERED RESOURCES

Diocesan Financial Management (A Guide to Best Practices), USCCB (PDF)

usccb.org/resources/DFM_distribute_publish_06.22.2022_1.pdf

For a Synodal Church: Communion, Participation, and Mission, Vatican Synod of Bishops (PDF)

synod.va/content/dam/synod/document/common/vademecum/Vademecum-EN-A4.pdf

CREATED RESOURCES

Building a Church for the Future: Mission, Stewardship, and Restoring Trust in a Post-Pandemic World, Leadership Roundtable.

bit.ly/3M9mLOQ

Process for Facilitating Synodal Consultations, Leadership Roundtable (English PDF)

leadershiproundtable.org/wp-content/uploads/2016/05/Process-for-Facilitating-Synodal-Consultations_Oct-2021_FINAL.pdf

Proceso para facilitar las consultas sinodales, (Spanish PDF)

leadershiproundtable.org/wp-content/uploads/2016/05/Proceso-para-facilitar-consultas-sinodales_Dec-2021.pdf

Missouri United Methodist Foundation

Clergy and Church Financial Ministry (C2FM)

foundation

Rev. Mark Struckhoff
C2FM Director

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417.872.9748

David P. Atkins
President & CEO

datkins@mumf.org

573.875.4168

APPROACHES OR RESOURCES USED

- Professional financial planners
- Online curricula or resources
- Scholarships/student loan debt relief
- Event-based financial equipping (such as workshops or retreats)
- Medical bill/debt relief
- Other consumer debt relief
- Retirement incentives or funding
- Other: Financial incentives for creating a will/estate plan

ACTIVITIES

in financial literacy and other training

We are offering a variety of virtual courses at various times through the year based on the new United Methodist financial literacy curriculum, Saving Grace: A Guide to Financial Well-Being. Our approach emphasizes the theological warrants for stewardship, with a special emphasis on equipping pastors as financial leaders in their congregation/community. Average class size is 10-12 pastors/staff/lay volunteers.

MINISTERIAL EXCELLENCE FUND

Our project's MEF operates as our Clergy Well-Being Grant program in which all appointed clergy in the Missouri Conference are eligible to apply for grants to reduce student loan debt, consumer debt, moving expenses, as well as grants for renewal leave, lost income or savings related to the pandemic, grants for continuing education, grants for educational enrichment programs for children of pastors impacted by the pandemic, and seminary scholarships for students emerging from our under-represented congregations. Clergy Well-Being Grant applications have tripled since Phase III funding has been granted. Grant applications are reviewed by an application review committee monthly.

OTHER PROJECT COMPONENT

Our Clergy Well-Being Grant program requires all applicants to participate in a financial coaching relationship for a period of two years.

DISCOVERED RESOURCES

Your Money Line; ECFPL Gatherings; Denominational Peer Group Monthly Meetings

CREATED RESOURCES

We are fortunate to have on our team someone who is a wizard with spreadsheets! Thus, thanks to our former director, Chris Bouchard, C2FM offers a spreadsheet with multiple tabs for creating and maintaining a monthly budget, tracking debt, calculating debt reduction with a "debt snowball" function, tracking net worth, tracking progress toward retirement goals, and calculating retirement investments to determine how long they will last based on withdrawal rate, inflation, etc.

MMBB Financial Services

pension / benefits provider

Ania Norori, MBA, ChFC®
Director of Lilly Programs

ania.norori@mmbb.org

917.658.7751

ACTIVITIES

in financial literacy and other training

Our programs strengthen the personal and organizational financial skills of pastoral leaders with the aim of significantly improving their financial health as well as that of their congregational leaders, their congregations, and ultimately of the broader faith community. Cohorts benefit from financial education as well as relationships built over the program's life.

MINISTERIAL EXCELLENCE FUND

The Ministerial Excellence Fund provides grants for debt relief for the pastoral leaders, particularly for student loan debt.

APPROACHES OR RESOURCES USED

- Coaching/mentoring
- Professional financial planners
- Peer groups
- Online curricula or resources
- Scholarships/student loan debt relief
- Event-based financial equipping (such as workshops or retreats)
- Medical bill/debt relief
- Retirement incentives or funding

CREATED RESOURCES

We developed a program mobile/web app that allows us to share a variety of resources with program participants in real time. Including, but not limited to program schedules, presentation material, and supporting literature. This resource has also given participants the opportunity to communicate and makes staying in touch very simple.

National Association of Evangelicals

National Bless Your Pastor Movement
Financial Health & Generosity Initiative

network, resource organization

Brian Kluth
National Spokesperson

Brian@BlessYourPastor.org

719.930.4000

Samantha Conway
Program Coordinator

sconway@nae.org

202.246.5129

APPROACHES OR RESOURCES USED

- Coaching/mentoring
- Professional financial planners
- Online curricula or resources
- Scholarships/student loan debt relief
- Medical bill/debt relief

ACTIVITIES
in financial literacy and other training

Bless Your Pastor is a nationwide movement available to all denominations and churches in the USA, Canada and Puerto Rico. Each year we do a national media campaign to provide free grant-funded Easy as 1-2-3 materials to churches to bless their pastor and staff. Pastors of participating churches receive a $350 Weekend Marriage Retreat Scholarship and a grant-funded Amazon gift card. Free church materials are currently available in English, Spanish, Ethiopian Amharic and French. Additional languages will be added in the future. NAEfinancialhealth.org provides online training and pastor financial assistance grants for pastors from 13 NAE denominations.

NAEfinancialhealth.org/trainingvideos provides live grant-funded seminars and video training for pastors and church leaders to improve the generosity of their church. These training videos and materials are available in English and Spanish. Additional languages will be added in the future.

NAEfinancialhealth.org/coc provides $3500 grant-funded live 3-hour seminars for urban and communities of color pastor networks.

MINISTERIAL EXCELLENCE FUND

We provide financial assistance grants and honorariums for pastors who complete grant-funded online video training related to their personal finances (pastor and spouse) and church generosity (pastor and church board).

BlessYourPastor.org
NAEfinancialhealth.org/trainingvideos

DISCOVERED RESOURCES

Our website and free online video courses provide links to over 150 resources to improve a pastor's personal financial health and over 170 links to resources to improve church generosity and giving.

NAEfinancialhealth.org

CREATED RESOURCES

Bless Your Finances 1-session video course for pastor couples: Provides resources based on 33 best practices that can improve the financial health of any pastor couple regardless of their age or income. Download PDF with video and resources:

NAEfinancialhealth.org/byf

Bless Your Church Legacy Bequests: Provides church boards a 12-minute training video, free legacy bequest flyer and free legacy organizer that will allow them to encourage, equip and empower their church families to easily give 4, 5 or 6-figure current assets or future legacy bequest. Access board training video and resources at:

blessyourchurch.org

New Jersey Synod ELCA

Excellence in Ministry Unleashed (EMU)

judicatory / diocese

Rev. Frederick Becker
Director
Parish Pastor

EMU@njsynod.org

973.366.2821

Rev. Dean Brown
Assistant to the Bishop

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732.747.1050

APPROACHES OR RESOURCES USED

- Coaching/mentoring
- Professional financial planners
- Peer groups
- Online curricula or resources
- Scholarships/student loan debt relief
- Event-based financial equipping (such as workshops or retreats)
- Medical bill/debt relief
- Retirement incentives or funding

ACTIVITIES

in financial literacy and other training

Milestone events – residential training events for cohorts of clergy based on years of ordination. In each event, we considered our relationship with money, our role in our congregations as financial leaders and stewards of God's gifts to us.

Thematic financial literacy events for pastors and congregational leaders looking at major stressors of congregational finances, buildings, benefits and budgets.

Online financial literacy events built around the particular financial stressors of congregational life during the Covid lockdown.

We have worked with Lake Institute to offer programs on congregational generosity and have helped finance pastors to attend their Executive Certificate in Religious Fundraising course.

Currently we are offering 6 weeks on Money to congregational groups via on line discussions.

MINISTERIAL EXCELLENCE FUND

The matching money for our MEF came through the synod council which designated legacy gifts made by congregations who closed during the grant period to the EMU project. This buy in from the synod leadership has been instrumental in the success of our project.

Student debt relief grants were noncompetitive and were made in the fall of each year.

We had particular success with our matching incentives for pastors to make contributions to their retirement plans in addition to the money put in by their congregations. It was a three-year step-down program where in the first year, you put in 1 % of your Salary and we would put in 2 %. In year two you put in two percent and we put in one, and in year three you are putting in 3 %.

Additional incentives were available for health savings accounts.

During the pandemic, the synod council made an additional commitment to EMU and Lilly Endowment gave us room in Phase II of our grant to make emergency grants to anyone who experienced loss of income or increased expenses as a result of the crisis.

DISCOVERED RESOURCES

The resources of Lake institute have been very helpful. Particularly the Executive Certificate in Religious Fundraising and the Cultivating Generous Congregations course for congregations.

The 6 weeks on Money course is currently getting good reviews from participants.

CREATED RESOURCES

Our milestone event for first call pastors was particularly well received.

North Carolina Lutheran Synod

Faith, Finances and Freedom

judicatory / diocese

Pastor John W. Mocko
Program Director

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336.596.4517

Caroline Mocko
Program Assistant

cmocko@nclutheran.org

336.596.8665

APPROACHES OR RESOURCES USED

- Coaching/mentoring
- Professional financial planners
- Online curricula or resources
- Scholarships/student loan debt relief
- Event-based financial equipping (such as workshops or retreats)

ACTIVITIES

in financial literacy and other training

We provide education debt relief grants to rostered ministers in our participating synods after applicants have established financial literacy through financial education courses and counseling.

MINISTERIAL EXCELLENCE FUND

The Lifeline Fund is administered by a Distribution Team made up of elected officials in each participating synod. We provide education debt relief grants based on the manageability level of the applicant's debt.

OTHER PROJECT COMPONENT

We offer our applicants the opportunity for our program director to have conversation with the applicant's leadership team concerning ways the congregation might partner with us to alleviate the debt load of their rostered minister. We also offer six free coaching sessions around the leader's financial goals

DISCOVERED RESOURCES

The ELCA Resourceful Servants program for congregation leaders. Financial Peace University, Six Weeks on Money, Financial counselors at Portico and LSS Minnesota

CREATED RESOURCES

A debt manageability scale.

North Park University The School of Business and Nonprofit Management

The Academy of Church Leadership (TACL)

resource organization, theological school or academic institution

Timothy O'Brien, PhD
Program Director

tobrien@northpark.edu

312.968.7750

Rich Kohng, PhD
Director of Civic Engagement

rkohng@northpark.edu

773.244.4986

ACTIVITIES

in financial literacy and other training

TACL is dedicated to equipping religious leaders with the skills needed for effective congregational growth. Programs focus on professional development in finance, management, and leadership for religious leaders through workshops, conferences, and an annual leadership retreat.

APPROACHES OR RESOURCES USED

- Event-based financial equipping (such as workshops or retreats)
- Other: Graduate Certificate in Church Administration

CREATED RESOURCES

Summer Conference, Fall Church Leader Retreat, 5 course Graduate Certificate

The Pension Boards of United Church of Christ

Ministers' Financial Vitality Initiative (MFVI)

pension / benefits provider, resource organization

Joaquin A. Labour-Acosta
Director, Minisiters' Financial Vitality Initiative

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212.729.2862

Randy Garrett
Co-Director, Minister's Financial Vitality Initiative
Senior Manager, Finance

rgarrett@pbucc.org

212.729.2684

APPROACHES OR RESOURCES USED

- Coaching/mentoring
- Professional financial planners
- Peer groups
- Online curricula or resources
- Scholarships/student loan debt relief
- Event-based financial equipping (such as workshops or retreats)
- Debt refinancing
- Other consumer debt relief
- Retirement incentives or funding

ACTIVITIES

in financial literacy and other training

- To provide financial assistance to UCC authorized ministers toward repayment of educational and consumer debt and seeding of pension funds;
- To increase and enhance financial literacy among UCC authorized ministers, with a particular emphasis on ministers from historically- underrepresented groups within the denomination.

MINISTERIAL EXCELLENCE FUND

The primary goal of the MFVI is to help alleviate the burden of educational and consumer debt among UCC authorized ministers and increase their literacy and their ability to improve their financial health through a three-year financial education curriculum, access to professional financial planning, incentive grants and increased participation in denominational benefits and pension plans.

OTHER PROJECT COMPONENT

The program intentionally assists UCC ministers and their congregations, Associations, Conferences, and the National Setting of the Church in "breaking the conspiracy of silence" that exists around pastoral finances.

pbucc.org/index.php/ministers-financial-vitality-initiative-mfvi/news

DISCOVERED RESOURCES

Professional financial planners

Financial Assistance

Debt reduction

Debt refinancing

CREATED RESOURCES

Financial Literacy Curriculum

Social Media private peers' group and event-based financial equipping (such as workshops or retreats).

Pension Fund of the Christian Church

Excellence in Ministry

pension / benefits provider

Julie Richardson
Vice President of Development

Jrichardson@pensionfund.org

Kim Ryan, Bethany Fellows
Pastor and leader with Bethany Fellows

Kryan.26@gmail.com

APPROACHES OR RESOURCES USED

- Coaching/mentoring
- Professional financial planners
- Peer groups
- Online curricula or resources
- Event-based financial equipping (such as workshops or retreats)

ACTIVITIES

in financial literacy and other training

Excellence in Ministry seeks to address core issues around financial empowerment and fitness, both for the individual pastor and the congregation that pastor serves. We work in partnership with Bethany Fellows so that we can address all pieces of financial literacy, including the emotional and spiritual underpinnings of financial theology and behavior.

MINISTERIAL EXCELLENCE FUND

Excellence in Ministry seeks to address core issues around financial empowerment and fitness, both for the individual pastor and the congregation that pastor serves. We work in partnership with Bethany Fellows so that we can address all pieces of financial literacy, including the emotional and spiritual underpinnings of financial theology and behavior.

DISCOVERED RESOURCES

Your Money Line is an invaluable resource for us.

Pentecostal Churches of the Apostolic Faith International, Inc.

Ministerial Excellence Center (MEC)
Ministerial Excellence Fund (MEF)

national or international denomination

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Aporter@pcafintl.org

317.414.9803

Tara Behanan
Program Administrator

Tbehanan@pcafime.org

Dr. Terrence Bridges
Program Strategist

Tbridges@pcafime.org

APPROACHES OR RESOURCES USED

- Coaching/mentoring
- Professional financial planners
- Online curricula or resources
- Scholarships/student loan debt relief
- Medical bill/debt relief
- Other consumer debt relief

ACTIVITIES

in financial literacy and other training

Meet financial challenges of our senior pastor that cause stress factors and hinders them from becoming the best version of their calling.

Provide education to awarded applicants to prevent a future repeat of the current situation.

MINISTERIAL EXCELLENCE FUND

The Ministerial Excellence Fund distributes funds to the awarded candidate with oversight from the Ministerial Excellence Center.

DISCOVERED RESOURCES

The peer connection has been a great benefit to me as we plan our roll-out. Along with this great staff is invaluable.

Presbyterian Foundation

Church Financial Literacy and Leadership

national or international denomination, foundation

Rev. Dr. David Loleng
Director

David.loleng@
presbyterianfoundation.org

502.322.3978

ACTIVITIES

in financial literacy and other training

We created two innovative and robust online resources: Stewardship Navigator and Church Financial Leadership Academy. We have over 1,500 PCUSA churches and over 2,000 pastoral and church leaders using these resources.

MINISTERIAL EXCELLENCE FUND

Church Financial Leadership Grants help to fund pastoral attendance at church financial literacy and/or leadership events, classes etc. We provided pastoral leaders with technology grants that help in their ministerial excellence.

APPROACHES OR RESOURCES USED

- Coaching/mentoring
- Online curricula or resources
- Event-based financial equipping (such as workshops or retreats)
- Other: Church Financial Leadership Grants – Funds for pastoral leaders to attend educational events, classes and other opportunities related to church finance.

OTHER PROJECT COMPONENT

We provide Church Financial Leadership Coaching for 12 months at no charge to the pastor. We have recruited and trained coaches for this program.

DISCOVERED RESOURCES

Lake Institute Materials

CREATED RESOURCES

Stewardship Navigator – used by over 1,500 PCUSA Churches

stewardshipnavigator.com

Church Financial Leadership Academy – over 500 pastors participating/using

churchfla.com

Reformed Church in America, Board of Benefits Services

pension / benefits provider

Rev. Billy Norden
Retirement and financial education coordinator

bnorden@rca.org

616.541.0890

APPROACHES OR RESOURCES USED

- Coaching/mentoring
- Professional financial planners
- Scholarships/student loan debt relief
- Event-based financial equipping (such as workshops or retreats)
- Other consumer debt relief
- Retirement incentives or funding

ACTIVITIES
in financial literacy and other training

We improve financial literacy by connecting ministry leaders to the resources they need. The primary activity in our program is connecting clergy with financial planners from Everence. We have also connected clergy and their families with financial coaches from LSS financial. Additionally, we continue to find ways to work with the Lake Institute on Faith and Giving to cultivate generosity in congregations.

MINISTERIAL EXCELLENCE FUND

We have implemented multiple phases of the ministerial excellence fund. "Debt Relief" provides large grants to reduce or eliminate burdensome debt. "Retirement Kickstart" partners with pastors to increase their retirement savings. "Bless Your Pastor" allows both churches and ministers to be incentivized to pay down student loans and medical debt during the holiday season.

OTHER PROJECT COMPONENT

Our Phase III grant introduced "Clergy Revitalization Grants." In the wake of the pandemic, these grants provide financial resources for clergy to have space from ministry, seek professional care, and be revitalized for ministry.

Reformed Church in America, Board of Benefits Services

DISCOVERED RESOURCES

The ECFA Minster's Tax guide is an invaluable resource. Everence financial planners and stewardship staff are excellent. The Lake Institute on Faith and Giving provides the most thorough and engaging congregational generosity curriculum that we've found.

CREATED RESOURCES

rca.org/benefits/financial-health

Rocky Mountain Synod, ELCA

Educate, Equip, Enact (3E)

judicatory / diocese

Rev. Michael Tassler
Program Director

mtassler@rmselca.org

303.970.0252

ACTIVITIES

in financial literacy and other training

Educate, Equip, Enact (3E) offers stewardship programming to congregations and their leaders. Pastors and deacons who receive grants from our MEF receive financial counseling from Lutheran Social Services Financial Counseling.

APPROACHES OR RESOURCES USED

- Coaching/mentoring
- Professional financial planners
- Online curricula or resources
- Scholarships/student loan debt relief
- Medical bill/debt relief

MINISTERIAL EXCELLENCE FUND

3E's MEF offers grants to relieve Education Debt and Medical Debt, and provide relief in some emergency situations.

OTHER PROJECT COMPONENT

In addition to stewardship programming and the MEF, 3E offers grants through its VRSM (Vital Right-Shaped Ministry) program. We offer grants to encourage innovation and vitality in congregations.

DISCOVERED RESOURCES

3E has used stewardship programming offered by Gronlund Saythe Brunkow, including Stewardship for All Seasons and Beginning a Culture of Generosity.

3E has participated in the Best Skills Best Churches program of the Nonprofit Management Institute of the Arizona State University Lodestar Center for Philanthropy and Nonprofit Innovation

CREATED RESOURCES

3E prompted GSB at the beginning of the Covid-19 pandemic to help create a Fall 2020 online stewardship program that resulted in Beginning a Culture of Generosity. As a result of anti-racism work in the Rocky Mountain Synod and Grand Canyon Synod, Beginning a Culture of Generosity expanded to include a Spanish-language, culturally appropriate national cohort.

Samuel DeWitt Proctor Conference, Inc.

SDPC Micah Fund and Institute (MF)

network, resource organization

Rev. Dr. Susan K Smith
Director of Clergy and Leadership Resource Development

susan@sdpconference.info

773.548.6675

Rev. Marcus Tabb

marcust@sdpconference.info

773.548.6675

APPROACHES OR RESOURCES USED

- Coaching/mentoring
- Professional financial planners
- Peer groups
- Online curricula or resources
- Event-based financial equipping (such as workshops or retreats)

ACTIVITIES

in financial literacy and other training

We are developing and implementing curricula that seek to break through the theological and cultural norms that have impeded Black clergy from even talking about money and the need for financial literacy.

MINISTERIAL EXCELLENCE FUND

We developed our project by establishing a MICAH fund as a corporation. We set it up to be a holistic approach to training and fund disbursement and also to examine and implement ways to give grants and provide training that support ministerial excellence.

DISCOVERED RESOURCES

We have used two very experienced professional financial advisors and have provided books and financial management guides prepared by finance experts to help cohort members develop a healthy financial life.

CREATED RESOURCES

Our biggest resource has been each other. As cohort members have applied some of the principles they have learned and improved their financial situations, they have shared with other cohort members, inspiring those who are struggling to keep working at it. We have codified some of these experiences to serve as resources for clergy who are not in our program but who, we believe, share the same needs.

Southwestern Minnesota Synod, ELCA

Gifts of Grace

judicatory / diocese

Pr. Andrew Hermodson-Olsen
Director

pastorandy@flcstjames.org

320.296.1337

Rev. Marcus Tabb

marcust@sdpconference.info

773.548.6675

APPROACHES OR RESOURCES USED

- Coaching/mentoring
- Professional financial planners
- Scholarships/student loan debt relief
- Event-based financial equipping (such as workshops or retreats)
- Medical bill/debt relief
- Retirement incentives or funding

ACTIVITIES

in financial literacy and other training

- Require / Encourage meeting with Lutheran Social Services of MN Financial Counselor
- Encourage training in Executive Certificate in Religious Fundraising, Cultivating Generous Congregations, and Stewardship for All Seasons.

MINISTERIAL EXCELLENCE FUND

- Educational Loan Reduction Grant
- Retirement Readiness Grant for pastors paid below synod guidelines or in part-time ministry
- Retirement Readiness Grant for pastors who invest personal dollars in their retirement fund.
- Medical Grant

DISCOVERED RESOURCES

Lutheran Social Services of MN Financial Counselling

Executive Certificate in Religious Fundraising

St. Joseph's Society of the Sacred Heart (The Josephites)

Sustainability and Empowerment Initiative

national or international denomination, theological school or academic institution

Bishop John Ricard
Superior General

ricardj@ptdiocese.org

850.291.6111

Liz Williams
Director of Pastoral Support

liz@thejosephites.org

404.545.3329

ACTIVITIES

in financial literacy and other training

- Partner with organizations to provide resources that improve financial literacy and lift the sights of our priests, leaders, and community members from focusing on surviving to actually thriving.
- Explore asset-based community development to "mine the gold" within our communities, by identifying, nurturing, and optimizing our assets, talents, and gifts.
- Develop and share a virtual library of financial literacy content.

APPROACHES OR RESOURCES USED

- Coaching/mentoring
- Professional financial planners
- Peer groups
- Online curricula or resources
- Scholarships/student loan debt relief
- Event-based financial equipping (such as workshops or retreats)
- Medical bill/debt relief

MINISTERIAL EXCELLENCE FUND

- Center around the goal of rewarding the excellency we see within and beyond our pews, encouraging those who work every day to create vibrant and transformative faith communities.
- Build thriving congregations by:
  - Supplementing educational opportunities for clergy and lay leadership
  - Funding participation in financial literacy–centered programming for all
  - Helping decrease financial burdens

OTHER PROJECT COMPONENT

- Utilize asset-based community development strategies to leverage existing assets such as parking lots, classroom buildings, and cafeterias to increase resources and enhance communities.
- Modify existing programs to increase sustainability, agency, and empowerment, such as extending canned goods drives and food pantries to include community gardening, solar panel installation, free lending libraries, and virtual book clubs.

DISCOVERED RESOURCES

Certificate of Religious Fundraising from the Lake Center on Faith & Giving

Certificate of Church Management Villanova University

CREATED RESOURCES

Peer Connections Forum Seminarians and Priests

Enhanced Summer School Program for Seminarians

Texas Baptists
Minister's Financial Health

network, resource organization

Dr. Dowell Loftis
Director, Center for Ministerial Health

Dowell.loftis@txb.org

214.828.5275

Tammy Tervooren
Grant Administrator/Contractor

Tammy.tervooren@txb.org

214.901.7377

ACTIVITIES
in financial literacy and other training

Personal financial counseling is our most impactful activity in financial literacy and our in-person seminars that cover personal and church budgeting and stewardship, and pastoral compensation.

MINISTERIAL EXCELLENCE FUND

Our MEF is used primarily for direct aid for the minister to help pay down debts, or build emergency and/or retirement savings. The MEF funds must be matched by the pastors church or, if the church or pastor is unable to raise the match, Texas Baptists can utilize other grant funds to help raise the match.

APPROACHES OR RESOURCES USED

- Professional financial planners
- Online curricula or resources
- Scholarships/student loan debt relief
- Event-based financial equipping (such as workshops or retreats)
- Medical bill/debt relief
- Other consumer debt relief

DISCOVERED RESOURCES

Faith and Finances developed by the Chalmers Center.

CREATED RESOURCES

Giving Your Money Purpose Seminar, Financial Truth: Guiding Principles from God's Word, a free eBook available on our GC2 Press website.

Villanova Center for Church Management

resource organization

Matthew F. Manion
Faculty Director
Professor of Practice,
Management & Operations

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Daniel Guertin
Associate Director

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610.519.8031

ACTIVITIES

in financial literacy and other training

- Research: sponsored research fellowships
- Scholarships: partial scholarships for financial literacy training programs
- Content: financial literacy webinars, papers, videos, and courses

APPROACHES OR RESOURCES USED

- Online curricula or resources
- Scholarships/student loan debt relief
- Event-based financial equipping (such as workshops or retreats)

DISCOVERED RESOURCES

Lilly Endowment grant recipient network

CREATED RESOURCES

Financial literacy resources website

Reformatted non-credit certificate program in church management

Vineyard USA

Financial Wellbeing of Pastors Initiative

national or international denomination, network

Danielle Pathak
Associate National Director of Pastoral Health

Danielle.pathak@vineyardusa.org

Christina Lowery
Associate National Director of Church Health & Development

christina.lowery@vineyardusa.org

The Financial Wellbeing of Pastors Program Director will be hired in December 2022

APPROACHES OR RESOURCES USED

- Coaching/mentoring
- Professional financial planners
- Peer groups
- Online curricula or resources
- Scholarships/student loan debt relief
- Medical bill/debt relief
- Other consumer debt relief
- Retirement incentives or funding

ACTIVITIES

in financial literacy and other training

Coaching from a Certified Financial Planner (CFP): 3 private sessions per participant family over the 24-month program. The CFP (provided through Thrivent, Clergy Advantage, or similar organization) will work with each participant to create an individual financial plan as well as provide some of the program's educational content.

Financial Education and Practical Exercises: 18 sessions over 24-months. Topics include personal and church financial management for senior pastors, training boards on financial topics, and training congregations about biblical stewardship. Spouses will be invited to participate; however, they may elect not to participate in the church board and congregational training portions. Educational materials and resources will be created, purchased, and curated from a variety of professional sources; partners may include Thrivent, NAE, YNAB, ECFA, Clergy Advantage, and other organizations.

Connection Groups: 18 mentor-directed 90-minute zoom meetings over 24-month. The mentor will be a pastorally-minded financial professional with a focus on the emotional roots of financial decision-making habits. Each cohort will be divided into small groups of 4-6 participants/couples.

Financial Wellbeing of Pastors Fund (FWPF): Grants of up to $5,000 are available for participants who complete the program and meet all requirements.

Specialized Support: As individual participant needs are identified; the program may also provide other support services due to the stressful nature of financial management.

The Wesleyan Church

Thrive Financial Initiative

national or international denomination

Rev. Johanna Rugh
TFI Program Director
Executive Director Education & Clergy Care

rughj@wesleyan.org

317.774.3917

Dr. Mark Rennaker
TFI Grants Director
Field Director ECD

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765.860.6763

ACTIVITIES

in financial literacy and other training

- Annual financial learning journey opportunities including God Owns it All (Ron Blue), Faith and Finance Course (The Chalmers).
- Opportunities to meet with a certified financial planner with Thrivent Financial or other approved resource.

APPROACHES OR RESOURCES USED

- Professional financial planners
- Peer groups
- Online curricula or resources
- Event-based financial equipping (such as workshops or retreats)
- Retirement incentives or funding

MINISTERIAL EXCELLENCE FUND

- Participants can receive matching grant funds for monies provided by their local church or other entities to address education debt, pension, or other identified needs.
- Regional judicatories create specialized financial support programs for their clergy to which they contribute. The MEF approves the programs and provides some matching financial support.

DISCOVERED RESOURCES

The Faith and Finance Course offered by The Chalmers, Spanish by STCH

Money Canvas (Thrivent)

Money Conversation Kit (Financial Axis)

CREATED RESOURCES

Spanish Translation of Master Your Money (Domina tu dinero) by Ron Blue

Spanish translation of God Owns it all (Dios es Dueño de todo) by Ron Blue

Wespath Benefits and Investments

Clergy Financial Well-Being Initiative

pension / benefits provider

Dale Jones
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Church Relations Managing Director

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847.866.2715

Bonnie Marden
Project Manager

clergyfinance@wespath.org

978.846.1260

APPROACHES OR RESOURCES USED

- Professional financial planners
- Online curricula or resources
- Scholarships/student loan debt relief
- Event-based financial equipping (such as workshops or retreats)
- Debt refinancing
- Retirement incentives or funding

ACTIVITIES

in financial literacy and other training

Our educational activities include more than 50 diverse locally hosted projects including workshops, retreats, coaching and resources. Saving Grace: A Guide to Financial Well-Being is a new six session study of Wesleyan values and disciplines to increase faith-based personal financial stewardship.

MINISTERIAL EXCELLENCE FUND

The Excellence in Clergy Leadership Scholarship combines the financial resources of seminaries, conferences, foundation and agencies to offer $2,500 to $12,500 debt avoidance scholarships to seminary students.

OTHER PROJECT COMPONENT

We are intentionally partnering with leadership of underserved/under represented pastors groups and caucuses to increase communication channels and knowledge about resources. This engagement and empowerment seeks to support long-term strategic change.

DISCOVERED RESOURCES

EY Financial Planning Services

Collaboration with local and regional entities who have closer relationships to pastors in their area.

CREATED RESOURCES

Saving Grace: A Guide to Financial Well-Being (six session study on personal finances with additional clergy specific chapters)