

# The Barnabas Plan

*From Transforming Stewardship, Robertson, C. K*

## **Begin with the big picture**

How do we define our roles as vestry members/leaders in our church?  
What was the vision of the church when it was founded?  
How has that vision altered, evolved, or changed in the years since the founding?  
What can our timeline tell us?  
How would we define the vision of the church right now?  
What is in our Sacred Bundle?

## **Arrange structures strategically**

Do our structures line up with our defining principles and vision?

## **Retain and recruit newcomers**

Target our advertising  
Take a field trip of our communications system, property, and services  
Be ambassadors and not simply greeters  
Create an ongoing record of newcomers  
Pray for newcomers  
Create a “membership moment” and an “invitation-only” information event

## **Nurture fellow leaders and stewards**

Empower others from early on  
Think of those whom you would like to mentor  
Consider how you can share what you have learned from your time in leadership  
Make exit interviews standard procedure for volunteers & staff

## **Ask for direction and support**

Pray  
Seek the feedback and ideas of the Council of the Wise  
Grade yourselves on key areas of ministry

## **Budget with vision & Analyze giving patterns**

Examine giving patterns in terms of age/generation, length of time involved in church, geographic area, service attended

## **Specify a strategic pledging plan**

Break predictable timing patterns (October in Church = April 15th!)  
Move towards a year-round approach (There are reasons for the seasons!)  
Consider your church’s timeline; make the most of your heritage  
Create a Vestry stewardship statement, signed “unanimously and enthusiastically”  
Personalize the pledge program