

Parish, Growth and Life Team Revitalization
February 26, 2026

Parish, Growth and Life Team is Christus Victor's "Stewardship" Board. It has always been in charge of leading the fall stewardship campaign. In the past, one council member representative sat on the board, it was lay led, and the senior pastor related to the board.

Upon reading Pastor Michael R. Ward's book "Abundance: Creating a Culture of Generosity" with congregational leaders, we changed up that model. Parish, Growth and Life became a team, which could operate cross-functionally with other congregational teams. It is still lay led, but that lay leader is well-informed of the current tap of Christus Victor and has served as council president for many past years. This leader relates with the executive board, so the communication flow between those two teams is effectively taking place. We still have one representative from council on the team, but this person plays a more active, hands-on role than in previous years, and their role is designed for effective communication between the two teams. Now, both pastors relate with this team, and it has expanded to include Christus Victor's deacon and staff communications specialist.

The most important difference that we have brought to PG&L is *its mission*. Instead of solely seeking to deliver a once-a-year campaign and meeting just to meet, PG&L is interested in *intentionally stewarding donors all year long*. Practically, that means the communications specialist actively maintains an annual task workflow to keep the congregation informed of all the ministry offerings throughout the year, as well as opportunities to give and ways to serve. It means way more handwritten thank you notes, sent out to individuals and various groups of people. It means better communication and connection with the financial secretary about giving trends, efforts that spike gift-giving, and aspects that contribute to periods of decreased giving. It means more consistent connections with the congregation via emailed or snail-mailed letters and giving statements. It means helping connect faith with giving and raising the congregation's expectations, both of themselves as individuals and in community. It also means building the *culture of generosity* through leadership retreats; thematic, congregation-wide culture change initiatives twice per year; and consistent, highlighted opportunities for when the congregation and community can contribute to the mission that happens in and through Christus Victor.

People are starting to catch onto the concept that one's stewardship is an outpouring of one's faith. There is a lot of trust within the organization, and that trust has been built by more consistent communication efforts, along with a lot of transparency within ministry groups and across the organization as a whole. This year in 2026, we even passed a surplus budget!