

# ***Say Thanks Every Day***

## ***The Stewardship of Gratitude for Congregations***

**Presented by Dr. Ed Brenegar**

*But God, who is rich in mercy, out of the great love with which he loved us even when we were dead through our trespasses, made us alive together with Christ—by grace you have been saved— and raised us up with him and seated us with him in the heavenly places in Christ Jesus, so that in the ages to come he might show the immeasurable riches of his grace in kindness towards us in Christ Jesus. For by grace you have been saved through faith, and this is not your own doing; it is the gift of God— not the result of works, so that no one may boast. For we are what he has made us, created in Christ Jesus for good works, which God prepared beforehand to be our way of life.*

Ephesians 2:4-10

### ***An Invitation to The Stewardship of Gratitude***

*The joy of stewardship is found in gratitude. When we respond with grateful hearts, our perspective, attitudes and behaviors are transformed. To give as stewards is to give with thanks.*

*In The Stewardship of Gratitude workshop, we learn that developing the practice of gratitude can transform a stewardship program into a culture of congregational giving. As grateful congregations, we open ourselves up to seeing how all God's gifts can be utilized to strengthen the mission of the church of Jesus Christ in the world.*

### ***The Five Actions of Gratitude***

Gratitude is more than a feeling or a practice of etiquette. We practice gratitude in five ways:

***Say Thanks in Gratefulness.***

***Give Back in Service.***

***Make Welcome in Hospitality.***

***Honor Others in Recognition*** of their contributions and place in God's Kingdom

***Create Goodness through God's Call to Make a Difference That Matters***

Each act is a way to live as a disciple of Jesus Christ. And each act is a way for the church to express its mission in ways that have a tangible impact.

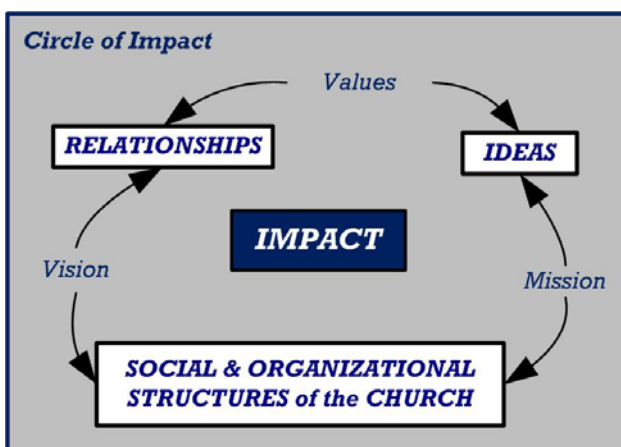
As a congregation, when we practice these actions of *Gratitude*, the social environment of the church changes to one of greater participation, contribution and impact by members. From this changed environment, the annual Stewardship appeal becomes an opportunity to contribute to the work and mission of the congregation, not simply the budget of the church.

To accomplish this change requires communication, commitment, and an understanding of the dynamics of the social and organizational life of the congregation. The Stewardship of Gratitude is not a quick fix for a broken stewardship program. It is, rather, a sustainable approach to creating a culture of giving as the heart of stewardship for the congregation.

## ***The Stewardship of Gratitude Workshop***

The workshop is a mixture of presentation and conversation. I use conversation guides that I developed for the purpose of facilitating a higher level of understanding and communication in learning how to apply new ideas. I use three conversation guides for this workshop: *The Circle of Impact*, *The Five Questions that Everyone Must Ask and Say Thanks Every Day: The Power of Gratitude in Life, Work & Faith*. The workshop is designed for a 60-90 minute session.

During the workshop I introduce the *Circle of Impact* guide. It is a picture of the *Three Dimensions of Leadership: Ideas, Relationships* and the *Social & Organizational Structures*. When each is aligned and focused on Impact, the church functions well. Leaders use the *Connecting Ideas (Mission (or Purpose), Values, Vision and Impact)* to bring the three dimensions together. This guide is used during the workshop to show how the *Five Actions of Gratitude* can be applied in the programs and operations of the church.



## **Stewardship for the Future**

There will always be a need to ask people to contribute their financial resources to the work and mission of the church. It is a tangible way that we connect our lives together as Christians to support the Great Ends of the Church.

Say Thanks Every Day: The Five Actions of Gratitude is an approach to congregational life that creates a culture of giving that can transform a traditional business-like approach to stewardship into something more personal and missional.

The Stewardship of Gratitude workshop is an introduction to the ideas and practices for making stewardship a time of joyous celebration of God's mission of love and grace through the members and programs of the church.

I look forward to the opportunity to share these ideas and practices with you.

Together In Christ's Service,

Dr. Ed Brenegar

For Additional Information:

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# Say Thanks Every Day

## The Power of Gratitude in Life, Work & Faith

*But God, who is rich in mercy, out of the great love with which he loved us even when we were dead through our trespasses, made us alive together with Christ—by grace you have been saved—and raised us up with him and seated us with him in the heavenly places in Christ Jesus, so that in the ages to come he might show the immeasurable riches of his grace in kindness towards us in Christ Jesus. For by grace you have been saved through faith, and this is not your own doing; it is the gift of God— not the result of works, so that no one may boast. For we are what he has made us, created in Christ Jesus for good works, which God prepared beforehand to be our way of life.*  
Ephesians 2:4-10

*Rejoice always, pray without ceasing, give thanks in all circumstances; for this is the will of God in Christ Jesus for you.*  
1 Thessalonians 5: 16-18.

### Say Thanks

Thank You



*Say Thanks Every Day* to God and others in appreciation for the difference their participation and contributions make in your life, work & faith.

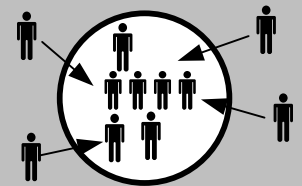
### Give Back



Serve people, communities and the church, who have made a difference in your life, work & faith.

### Make Welcome

Practice a hospitality of openness and opportunity for people to make a difference.

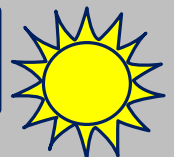


### Honor Others



Honor people and communities for their participation and contributions of faith and stewardship.

### Create Goodness



Create goodness in response to the grace of God's call to faith and stewardship.

# Dr. Ed Brenegar

Consultant, Coach, Writer & Speaker  
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*"Inspiring Leadership Impact"*



## Introduction

We are living in times of transition. Whether in our personal lives, with our families, in our businesses, churches or communities, we are living through a time of great change. Learning to adapt to these changes requires us to be clear about our purpose, the values that give strength to our work and relationships, and how we can make a difference that matters.

As an organizational consultant and life/work guide, I work with people to gain a clear, strategic perspective for living in a time of transition. My work is conducted in conversation with people and groups. Together, we assess current situations, evaluate problems and plan for the future. Each project is unique and designed to meet the specific needs of the client.

## Consultation, Planning & Coaching

Circle of Impact Leadership Guide Service (Consultation & Coaching)

Conversational Planning for Congregations (Pastoral transition & Congregation mission study planning)

## Presentations & Workshops

Leading Through Times of Transition: Making a difference that matters in a world of change (Organization Mission retreats)

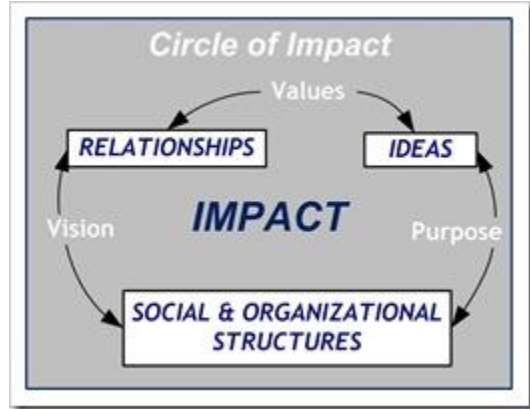
Say Thanks Every Day: The Stewardship of Gratitude for Congregations (Officer and Congregation retreats)

## Biographic Sketch

As a graduate of the American Studies program at the University of North Carolina at Chapel Hill, I learned to see how our connections with people affect our perception of who we are and the work we do. Following a ministerial degree from Gordon-Conwell Theological Seminary in Massachusetts, as an ordained minister in the Presbyterian Church USA, I served churches and in higher education. A doctoral degree in leadership and ethics from Pittsburgh Theological Seminary provided me an

understanding of leadership, organizations and personal calling that ultimately led to the formation of *Community of Leadership, LLC*.

For a decade and a half I have worked with a wide diversity of clients to help them make a difference as leaders in their businesses, organizations and communities. *The Circle of Impact* model of leadership developed from conversations with clients and colleagues as we explored the meaning of leadership today. There is a dynamic interaction between three dimensions of *Ideas*, *Relationships* and *Social & Organizational Structures*. Seeing this perspective provides clarity and direction for the future.



I offer leadership team development and planning consultation for leaders and their organizations, and executive life/work coaching for individuals and business partnerships. I am the founder of the *Say Thanks Every Day social network* that focuses on the transformative power of gratitude. I offer church Stewardship training and consultant focus through *The Stewardship of Gratitude* program. As a member of the *Collaborative Solutions Group*, I serve wealth management firms and their clients as a Trusted Advisor through my role as a life/work coach. I am a member an Asheville-based charitable leadership training event group, *Lessons in Leadership*. I am a writer, speaker and facilitator. My weblog, *Leading Questions*, in 2010 was ranked #44 in the *Top 150 Leadership and Management Blogs* as determined by Noop.NL.

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## Online Presence

Leading Questions weblog	<a href="http://edbrenegar.typepad.com">http://edbrenegar.typepad.com</a>
Say Thanks Every Day social network	<a href="http://saythankseveryday.ning.com">http://saythankseveryday.ning.com</a>
Weekly Leader columns	<a href="http://weeklyleader.net">http://weeklyleader.net</a>

## Social Media Connections

Facebook	<a href="http://www.facebook.com/edbrenegar">http://www.facebook.com/edbrenegar</a>
Twitter	<a href="http://twitter.com/edbrenegar">http://twitter.com/edbrenegar</a>
LinkedIn	<a href="http://www.linkedin.com/in/edbrenegar">http://www.linkedin.com/in/edbrenegar</a>
Google Profile	<a href="http://www.google.com/profiles/edbrenegar">http://www.google.com/profiles/edbrenegar</a>

I welcome the opportunity to begin the conversation that can make a difference that matters to you. Thank you very much.  
Ed Brenegar

## Dr. Ed Brenegar REFERENCES

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Presbyterian Home for Children  
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RandomKid  
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## Dr. Ed Brenegar RECOMMENDATIONS

Following a tumultuous period in both our industry and Company, one of my first orders of business in the role of CEO was to develop a “bottoms-up” set of core values for our Company so that it would be clear to our employees and stakeholders what DPL stood for going forward. ... Dr. Brenegar helped lead a team of employees from various ranks within our organization, both union and management, through a challenging journey that resulted in a set of values that have been universally well received throughout our Company. His approach coupled with his understanding of team dynamics allowed for every member of the team to contribute in a positive manner and assume ownership of the end product. This is evident by the fact that the team has not only requested but demanded to stay intact to see the deployment phase of the process through. Through his guidance, the team itself has become the best example of what this organization can achieve.

*Paul Barbabas  
CEO, Dayton Power & Light, Ohio*

I have worked with Ed for almost 3 years. We brought him into the company to help facilitate a corporate values statement. In this engagement, Ed developed a plan that included bringing a group of individuals together (at all levels, union and management, diverse), creating a foundational understanding of corporate values; facilitating discussions, focus groups and interviews to gain insight on what values we wanted to embrace; and developing implementation plans to roll out these values. The process and results could not have been better and Ed gained the confidence, appreciation and trust of the team and executives. This trust and confidence helped Ed navigate through some choppy waters at times. Because of his great work on this engagement we brought him back to be a coach for our executive team to help us build stronger and more effective relationships across the team. Ed's candor, expertise and ability to work well with the executive team helped us achieve stronger relationships and higher performance as a team. Ed is great to work with, is extremely customer focused, and appropriately uses technology to support his work. No question that we got great value from Ed and his results exceeded our expectations.

*Daniel McCabe  
SVP and Chief Administrative Officer, Dayton Power & Light, Ohio*

I recommend Dr. Ed Brenegar for consideration as a Leadership expert and consultant. I hired Ed to conduct a session called; "Managing Change when the Future is Unknown." This was a webinar session for over 250 Gannett managers. The exit survey results indicated the timeliness and relevance of the difficulty topic. Bottom-line, Ed did an excellent job for us and I offer him a strong recommendation.

*Virgil Smith  
Vice President/Talent Management, Gannett Co., Inc., Virginia*

Ed led our church, First Presbyterian of Natchez, Mississippi, through a leadership development process that resulted in the transformation of our entire congregation as we created a vision for the future. We are now moving quickly through many of the implementation phases as a result of the attitudinal and self awareness changes that occurred through the process. Confidence and clarity of direction were the end result. Ed brings to his engagements the creativity, experience and personality to effectively design a development process that is uniquely suited to the client organization and its leadership.

*Bazile Lanneau Jr  
Elder, First Presbyterian Church, Natchez, Mississippi*

The Presbytery of Charlotte, a large regional body of the Presbyterian Church (U.S.A.), has brokered Ed Brenegar's services with several congregations needing strategic planning, organizational change, leadership development, and conflict management. As overall leader of the Presbytery, I have valued the accuracy, thoroughness, and long-term validity of Ed's consultations.

*Rev. Sam Roberson  
General Presbyter, Charlotte Presbytery,  
Presbyterian Church USA, Charlotte, N.C.*

We hired Ed to assist our large church in performing a assessment of our organization and programs. Ed took us through a very defined and organized process which gathered information from the various groups within the church using various techniques. Ed was able to filter the results into a very succinct report with actionable recommendations. He also jump started the implementation by leading a workshop with our leadership focused on the recommendations. We would definitely utilized Ed's services again in the future.

*Martin Metzker  
Elder, Davidson College Presbyterian Church, Davidson, N.C.*

Ed, you empower all of us. We realized the other day that you do for us what we do for kids. You are taking us through the steps of becoming something we seek to be. And after we are able to do it once with your expert guidance, we will be able to do it as many times as we desire to. You just simply touch us in a thousand ways. You network in powerful, multidimensional ways-- people to people; ideas to people; experiences to people; messages to people THANK YOU for this amazing gift.

*Dana Leman, Board member, RandomKid, Iowa*

I've never been a part of an executive retreat where we went from abstract concepts to a clear action plan with such ease and so effectively. It was really exciting.

*John McKey, President, McKey Communications, Florida*

## A SAMPLE OF CLIENTS SERVED

### For-profit Organizations served

- Advantage Mechanical Solutions, Greenville, S.C.
- B.B.Barns Garden Center, Asheville, N.C.
- Bourne Media, Asheville, N.C.
- BurnsRobinson Engineers, Asheville, N.C. & Sumter, S.C.
- Collaborative Solutions Group of Cherry, Bekaert & Holland, Augusta, Ga.
- Dayton Power & Light, Inc., Dayton, Oh. - *Forbes Magazine 100 Most Trustworthy Companies-2009/2010*
- Gannett Co., Inc., Talent Management, McLean, Va.
- The Blue Oak Group, Charleston, S.C.

### Congregations and Church Organizations served

- Blue Ridge Presbyterian Church, Ruckersville, Va.
- Brevard-Davidson River Presbyterian Church, Brevard, N.C.
- Covenant Presbyterian Church, Charlotte, N.C.
- Covenant Presbyterian Church, Wendell, N.C.
- Davidson College Presbyterian Church, Davidson, N.C.
- First Presbyterian Church, Asheville, N.C.
- First Presbyterian Church, Boone, N.C.
- First Presbyterian Church, Monroe, N.C.
- First Presbyterian Church, Natchez, Ms.
- Howard Memorial Presbyterian Church, Tarboro, N.C.
- Jamestown Presbyterian Church, Jamestown, N.C.
- Myers Park Presbyterian Church, Charlotte, N.C.
- New Hope Presbytery, Rocky Mount / Raleigh, N.C.
- Newland Presbyterian Church, Newland, N.C.
- Salem Presbytery, PCUSA, Clemmons, N.C.
- Trinity Presbyterian Church, Charlotte, N.C.
- Trinity Presbyterian Church, Hendersonville, N.C.
- Tryon Presbyterian Church, Tryon, N.C.

### Non-Profit and Public organizations served

- Daviss County Executive Court, Owensboro, Ky.
- Leadership and Service-Learning Program, University of North Carolina at Greensboro, Greensboro, N.C.
- North Carolina State Bureau of Investigation, Western District, Asheville, N.C.
- North Carolina Presbyterian Higher Education Ministries, Founding Board Member and Outreach Coordinator.
- Black Mountain Home for Children, Youth and Families (formerly Presbyterian Home for Children), Black Mountain, N.C.
- Roan Scholars, East Tennessee State University, Johnson City, TN.
- Tennessee Association of Realtors, Nashville, TN.
- U-Lead program, University of North Carolina at Asheville, Asheville, N.C.

- United Way of Asheville and Buncombe County, Asheville, N.C.

### **Health Care Organizations served**

- American Project Access Network (Acting Director), Asheville, N.C.
- Asheville Anesthesia Associates, Asheville, N.C.
- Buncombe County Medical Society, Asheville, N.C.
- Hospice of Avery County / Avery County Partnership for People at the End of Life, Newland, N.C.
- Medical Society Alliance of Buncombe County, Asheville, N.C.
- Greater Greensboro Health Care Sharing Initiative, Greensboro, N.C.
- Richmond County / Anson Community Hospice, Rockingham, N.C.
- Richmond County Medical Society Project Access, Augusta, Ga.

### **Community/Volunteer Service**

- Asheville-Buncombe Vision, Education Task Force, Vice-Chair , Asheville, N.C.
- Presbytery of Western North Carolina, Presbyterian Church USA.
  - Stewardship Committee (Chair- current),
  - Campus Mission Committee (Chair - past).
- RandomKid: The Power of ANYone ([www.randomkid.org/](http://www.randomkid.org/)), Board of Directors (Chair), Waukegan, IA.
- Lessons-in-Leadership Charitable Leadership Training Events, Asheville, N.C.
  - Core Group Member
  - Workshop Group Coordinator (2009-2010).
- Scoutmaster (past), Troop 628, Terrora District, Daniel Boone Council, Boy Scouts of America, Hendersonville, N.C.