

The Goals and Objectives of Development:

Growing Individuals in Generosity & Building Effective Relationships within the Kingdom of God

Revised, Monday, June 4, 2018

THE 3 SEASONS OF GIVING: SUCCESS, SIGNIFICANCE, LEGACY

- Success- God has equipped each of us with a set of abilities and gifts. His desire is that we use them for His purposes. His expectation is that we would pursue excellence in the way we use them. This gives rise to SUCCESS; accomplishing His purposes through excellence.
- Significance – God also asks us to pass on to others what we have learned. He wants us to be available to guide and mentor those following a similar life path. In doing so, we become a person of SIGNIFICANCE to the other.
- Legacy – Finally, God asks us to communicate to the generations coming behind us, how Christ-In-Us has brought fullness of life by helping us to find Purpose, to achieve Success, and to become Significant to others. This is the LEGACY of God working through us!

All three seasons (Success, Significance, and Legacy) are a byproduct of a life lived in obedience and submission to God. They cannot be and must never become the focus of our lives!

THE RELATIONSHIP CONTINUUM

What is it?

All relationships within the development department fall on the following continuum that defines differing degrees of connection:

- **Misinformed** – Having opinions or perceptions about Josiah White’s Quakerdale Foundation that are based on incorrect information or a previously poor experience
- **Uninformed** – Having no knowledge of or relationship with Josiah White’s Quakerdale Foundation
- **Informed** – Having knowledge of but no relationship with Josiah White’s Quakerdale Foundation
- **Interested** – Considering the possibility of participating with Josiah White’s Quakerdale Foundation
- **Involved** – Participating with Josiah White’s Quakerdale Foundation by the giving of their time (making room in their schedules), talents (volunteering their skills and abilities), and/or treasure (donating a portion of their stuff)
- **Invested** – Actively speaking to others about Josiah White’s Quakerdale Foundation and/or inviting them to participate with Josiah White’s Quakerdale Foundation. This may also include them incorporating Josiah White’s Quakerdale Foundation in their Planned Giving, Estate Plan and/or Financial Plan.

This scale is used to Define The Relationship (DTR) so we can affirm where the degree of connectedness is currently, and then build a plan to grow the relationship to the next stage.

How does it work in the Development Department

1. DTR (Us To Them) – Using the continuum to determine where we are in relationship to them. This first step requires a lot of listening and the asking of good questions so we can connect deeper with them. We cannot lead anyone to a place we have not first been to ourselves. In many respects, we need to make sure we are always “One Step Ahead” of those we are inviting. People love to talk about themselves. It is the best way to get to know them better.
2. DTR (Them To Us) – Using the continuum to determine where they are in relationship to us. For many they will be starting at Uninformed or even Misinformed. The goal is always first to affirm where they currently are with us.
3. Be ready and available to accept their invitation to the next degree with them - This is where they paint a picture of what could be for them and then invite us to join.
4. Be prepared to invite them to the next degree with us - This is the point where we paint a picture of what could be tomorrow and then invite them to consider joining us there. It is essential to only invite one step further down the continuum at a time. NEVER bypass a stage unless they ask to go there.