

# Engaging Our Faith Opening Our Hearts Doing God's Work



## St. Stephen's Episcopal Church Time Talent Treasure

*They are to do good, to be rich in good works, to be generous and ready to share, thus storing up treasure for themselves as a good foundation for the future, so that they may take hold of that which is truly life.*

*1 Timothy 6:18-19*

# Engaging • Opening • Doing

Dear St. Stephen's Family,

It is hard to believe that another year is almost over and its time again to start looking ahead to a new year. It has been another dynamic season in the life of our community and the world around us. I am heartened by the strength and tenacity of the people of this community who keep showing up with their hearts to serve each other and world in need that is changing faster than many of us can keep up with.

What does the world need from St. Stephen's now?

This was a topic of discussion at a recent meeting of the St. Stephen's Vestry. As we pondered that question, we kept talking about the many different ways in which we are able to engage with our faith as part of our regular parish life and that all that we do, is done to honor God and to do the work God has given us to do.

Most importantly, we kept coming back to matters of the heart in all that we discussed. We shared our hope that St. Stephen's would establish itself as the heartbeat of Santa Clarita, a gathering place for the broader community beyond worship, especially for those on the margins who may have no other place to gather. We talked of our desire to open our hearts to the world around us so that this would truly be a Christian community that is known by its love. We also did some meaningful examination of how we are leveraging our resources to see if what we are doing reflected and amplified the heartbeat of this congregation.

This journey of introspection initiated by the members of our Stewardship Committee revealed many aspects of health and vitality in our community as well as areas for growth, focus and increased financial support. This is especially clear in some key areas:

- Communication and how we broadcast to the world who we are and what we are about.
- Providing fair and equitable compensation to our lay employees.
- Good stewardship of our campus so that it can continue to be a safe and inviting gathering place.
- Investing in Children & Youth programming.
- Investing in new technology to better support members of our community who require hearing assistance for worship and other activities on campus.

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Friends, it is time to start laying the groundwork for a journey into the future. It is our hope that this will be a journey that we will share as a community and we look forward to engaging everyone in the congregation in this process and discerning how we can all leverage our time and our talent to help St. Stephen's be a source of hope, comfort and love for all of God's people.

Of course, a critical aspect for all of us to engage in is through financial giving. We do not have an endowment and we are not subsidized by any external entity. We are entirely dependent on donor giving to cover the lion's share of our annual expenses. Our pledge goal for 2023 is \$385K. It is my sincere hope that you will all thoughtfully and prayerfully consider how you might be able to help us reach that goal.

In the coming weeks you will be hearing more about our plans for 2023 and I hope you will all join us for a special service of gratitude on Sunday, November 20<sup>th</sup> when we will mark the formal end of our pledge drive and give thanks for the abundance God has lavished on us.

I give thanks to each and every one of you for the unique and special role you play in the life of our parish whether you are deeply involved in many different things at St. Stephen's or you occasionally drop in on a Sunday or catch a livestream when you can. As I say every Sunday, your greatest gift to us is your presence among us and for that we rejoice!

For now, this is me sending you love, wishing you peace and looking forward to the future!

Faithfully,

Christopher+

# Engaging • Opening • Doing

Where do we find the heartbeat of St. Stephen's?

- The inclusiveness of our community. We strive to be a place where all are truly welcome. We are actively doing the work on ourselves so that we can live into that ideal and we have created programs that specifically offer care and support to people of color, asylum seekers and the LGBTQ+ community.
- The dedication of our parish staff. Excellent, knowledgeable and caring people ensure the smooth day-to-day business of St. Stephen's.
- Dynamic worship which is the anchor of our parish life that reflects the beauty and challenges of the world we live in.
- The talent of our music director and choir that provides music that brings our worship services to life.
- The variety of ministry opportunities. Many different types of ministries; some small, some large, some complex, some simple, all welcoming and enthusiastic.
- The compassion of our pastoral care. Working directly with people in need of spiritual touch, our Pastoral Ministries, Order of St. Luke and Pastoral Care groups are available. The Prayer Chain and Circle of Gratitude are two ministries that are specific for those who are needing prayers or want to celebrate the Grace of God.
- Our commitment to community outreach is impressive. It includes things such as participating in the annual national Walk to End Alzheimer's, the Angel Tree ministry, Family Promise and Laundry Love. St. Stephen's also opens our doors to members of our global community so they may have a safe place to meet, such groups as the Boy Scouts, PFLAG, AA and SAA.
- Strong programming for Children and Youth which includes our award-winning preschool which has been voted #1 in Santa Clarita Valley 5 years in a row!
- The convenience of virtual worship. Our worship is now live-streamed and recordings are uploaded for anyone to access, sharing our worship with people across the country and the globe. All of this made possible by our incredible Tech Team.

St. Stephen's seeks to share God's message of unconditional love in all we do as a community grounded in tradition, striving for justice and growing in our faith.

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## St. Stephen's Episcopal Church 2023 Proposed Expenses

Category	2022 Budget	2022 % of total	2023 Projected	2023 % of total	+/-
Mission Share	\$40,418	8.89%	\$52,364	9.95%	\$11,946
Transfers to Non-Operating Funds	\$16,500	3.63%	\$17,700	3.36%	\$1,200
Loan Repayments - Principal & Interest	\$6,126	1.35%	\$16,224	3.08%	\$10,098
Clergy Salary	\$89,608	19.71%	\$89,608	17.03%	\$0
Lay Salary	\$132,072	29.05%	\$154,494	29.36%	\$22,422
Clergy Benefits	\$37,158	8.17%	\$37,408	7.11%	\$250
Lay Benefits	\$7,652	1.68%	\$9,449	1.80%	\$1,797
Emp Tax & Unemployment	\$11,262	2.48%	\$13,199	2.51%	\$1,937
Utilities	\$43,778	9.63%	\$47,297	8.99%	\$3,519
Office Expenses	\$5,042	1.11%	\$5,042	0.96%	\$0
Technology Expenses	\$11,667	2.57%	\$22,580	4.29%	\$10,913
Taxes & Insurance	\$24,900	5.48%	\$24,900	4.73%	\$0
Program Expenses	\$9,704	2.13%	\$13,704	2.60%	\$4,000
Ministries	\$2,500	0.55%	\$2,500	0.48%	\$0
Outreach	\$2,100	0.46%	\$2,100	0.40%	\$0
Communications	\$1,906	0.42%	\$5,406	1.03%	\$3,500
Music	\$6,766	1.49%	\$6,766	1.29%	\$0
Misc	\$5,480	1.21%	\$5,480	1.04%	\$0
<b>Total Projected Expenses</b>	<b>\$454,639</b>		<b>\$526,221</b>		
<b>Transfers to and from Preschool</b>	<b>\$77,079</b>		<b>\$79,104</b>		
<b>Projected Plate &amp; Other</b>	<b>\$42,265</b>		<b>\$46,570</b>		
<b>Total Projected for Stewardship</b>	<b>\$325,000</b>		<b>\$385,000</b>		
<b>Total Projected Income</b>	<b>\$444,344</b>		<b>\$510,674</b>		
<b>Total Projected Difference</b>	<b>-\$10,295</b>		<b>-\$15,547</b>		

### Notes:

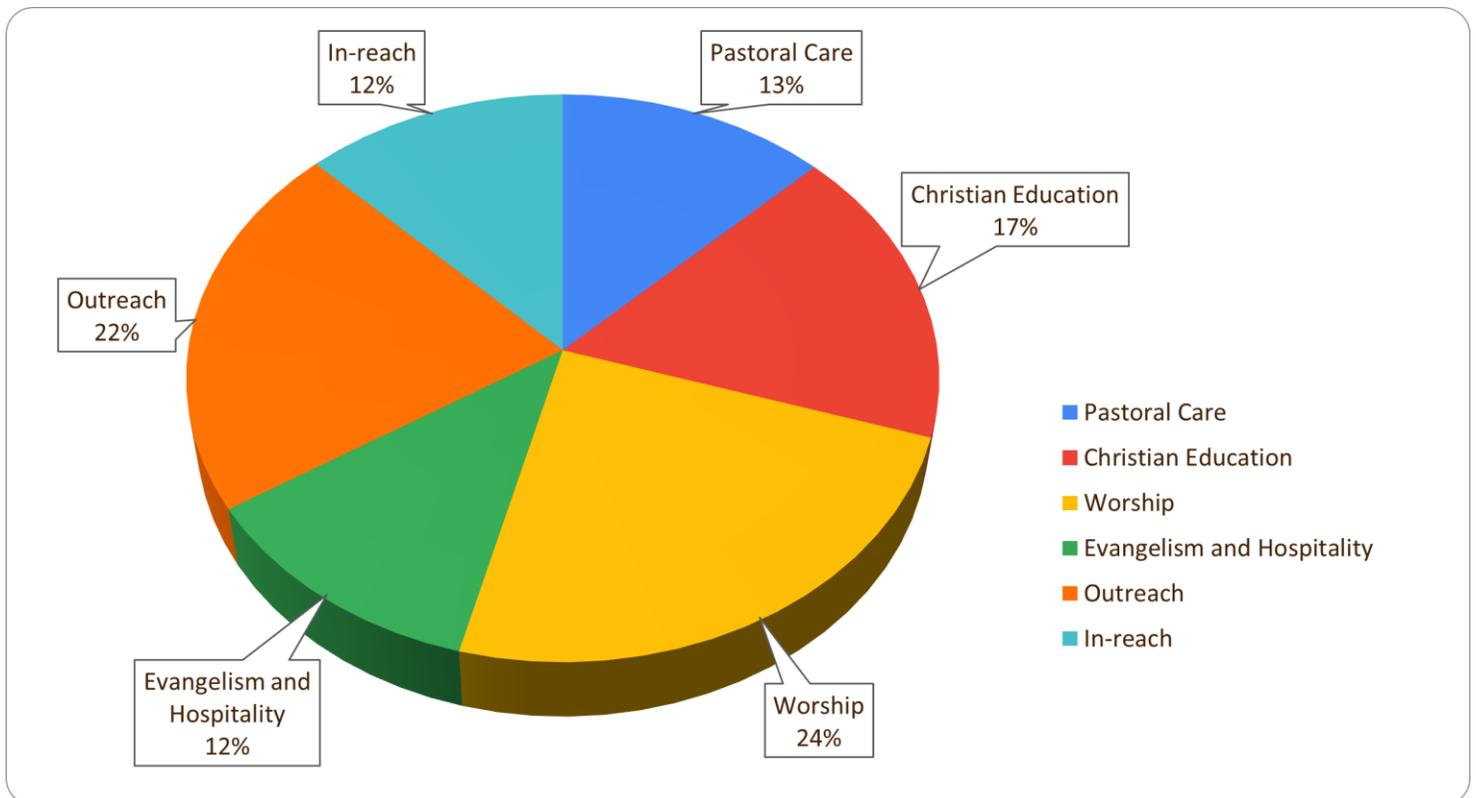
- Mission Share for 2023 = 12% of 2021 Gross Operating Income, which includes PPP Loan Forgiveness.
- Amounts Transferred to Non-Operating Funds are essentially savings for specific purposes, seen and unseen.
- The amount for Loan Repayments is separately broken out. In prior years this was included in other categories.
- This is year 1 of a 5-year plan to pay off a note payable to the Diocese, increasing the Loan Repayments amount by \$10,090.
- The Loan Repayments amount is reduced by the Preschool's contribution of \$2,500 to pay the Roof Loan. Because it is included here, this amount is not included in the Transfers to and from Preschool below.
- Discretionary pay raises, increased hours, and possible additional staff for Communications, contribute to the increase in Lay Salary expense.
- Technology Expenses includes one-time cash outlay for new phone equipment, and new audio assist equipment.
- Program Expenses includes new amounts for Childrens & Youth and cost of Facilitator and Safe Space training.
- Communications expense includes one-time outlays for new campus signage, and for a new parish directory.

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**Parish Life is divided into 6 major categories: Worship, Pastoral Care, Christian Education, Evangelism and Hospitality, Outreach & In-reach.**

It is essential to understand that for our ministry to sustain and grow there are costs associated with Worship, Pastoral Care, Christian Education, Evangelism & Hospitality, Outreach and In-reach programs. An active and dedicated giving program is the cornerstone of our church community's ministry, development strategy and growth. Such a program has a direct impact on the enduring vitality of our parish. Here you can see an overview of how what we give, as a community, is allocated to support the life and work of this community.

**Total Proposed Expenses For 2023 are \$526,221**  
**Total Projected Income From Other Sources \$ 125,674**  
**Total Projected Pledge Goal For 2023 \$385,000**



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## 2023 How Your Pledge Supports our Ministry and Mission

### **Pastoral Care**

#### Budget Source

Clergy & Lay Emp Expenses  
Office, Utilities, Tech & Tax  
Sabbatical Planning  
Clergy Expenses  
Discretionary

### **Christian Education**

#### Budget Source

Clergy & Lay Emp Expenses  
Office, Utilities, Tech & Tax  
Clergy Expenses  
Youth Director  
Children's Coordinator  
Sunday School  
Christian formation  
Education for Ministry  
Communications  
Conference Expenses  
Continuing Education

### **Worship**

#### Budget Source

Clergy & Lay Emp Expenses  
Office, Utilities, Tech & Tax  
Clergy Expenses  
Supply Clergy  
Guest Preachers  
Altar supplies  
Flowers  
Vestments  
Communications  
Music Director  
Music

### **Evangelism & Hospitality**

#### Budget Source

Clergy & Lay Emp Expenses  
Office, Utilities, Tech & Tax  
Clergy Expenses  
Hospitality  
Communications

### **Outreach**

#### Budget Source

Clergy & Lay Emp Expenses  
Office, Utilities, Tech & Tax  
Clergy Expenses  
Anti-Racism Coalition  
Immigrant Support Circle  
Laundry Love  
Family Promise  
Misc. Homeless  
Communications  
Mission share

### **In-reach**

#### Budget Source

Clergy & Lay Emp Expenses  
Office, Utilities, Tech & Tax  
Clergy Expenses  
Membership  
Anti-Racism Coalition  
Stewardship  
SAGES  
Pathfinders  
Y.E.S.S.  
Daughters Of the King  
Order of Saint Luke  
Communications

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## Giving at St. Stephen's

Financially supporting the mission and ministry of St. Stephen's has many options, whether paying your pledge, or making a new or recurring donation:

- Online on St. Stephen's homepage:  
[st-stephens.org/giving](http://st-stephens.org/giving)
- Text the word GIVE to 661.228.8909
- Mail the pledge card and/or donation to:  
24901 Orchard Village Rd.  
Santa Clarita, CA 91355
- Use an envelope in the pew and place in the plate
- Use the QRC



We are deeply grateful for your commitment and support.