

Stewardship 2023 A-Spire!

Rooted and Rising: Together We Aspire!

When you drive past a church like St. Mark's, you see a spire, a symbol that this is a faithful community. We might say that we 'a-spire' to be faithful Christians. **Rooted** in the story of Christ, we strive to **Rise** to the call of Jesus. In the words of theologian Frederick Buechner, to whom we have turned to frequently these past few challenging years: "The place God calls you to is the place where your deep gladness and the world's deep hunger meet."

St. Mark's is a meeting place where the presence of love, God's grace, and the need for love, so often absent in a troubled world, meet. Our mission together is to aspire to create the sacred moments where this meeting leads to change and transformation. Ultimately, we aspire to be change agents, a people of transformation who seek to strengthen our souls so that we can participate in holy change in the name of mercy and compassion and for the sake of justice and healing. This is what our worship, our prayers, our programs, and our ministries are all about. This is how we are rooted in the life of Jesus and rise to the challenge of following the Christ. We strive toward the dream of Becoming the Beloved Community. Our gratitude for God's love, our deep gladness for all that is beautiful and good, inspires us to see those around us who are hurting so we can share in that love!

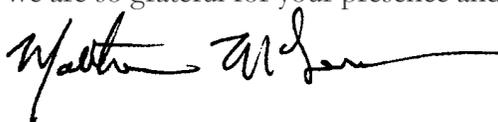
What is the best way to sustain this aspiration in the present season? In this time of fatigue and challenge, the leadership of the parish believes that sustaining and growing our ministries and programs by supporting the staff and clergy who lead them is critical for our own spiritual grounding and a sound financial foundation for St. Mark's. The better we are able to support the staff who lead our worship, our ministries and the spiritual formation of our people, the better we will be able to live into our call to be healers of a hurting world!

In summary, as we pledge our support to strengthen the life and mission of St. Mark's in 2023, this stewardship season let us:

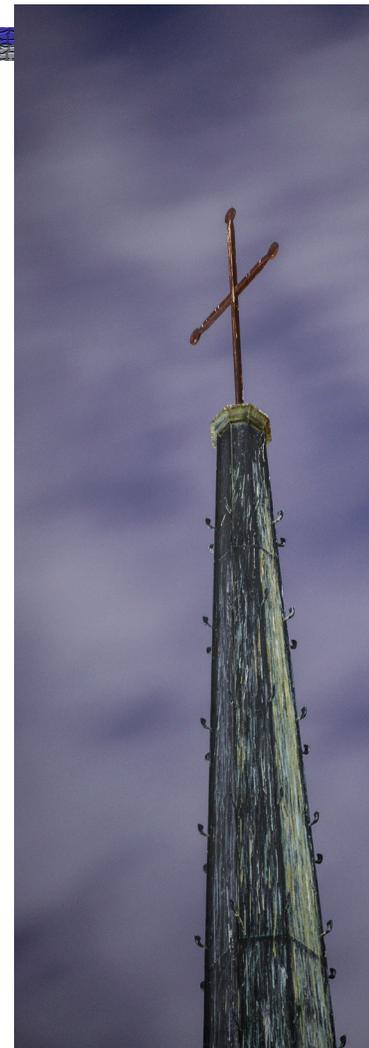
- Begin with a holy gratitude for the grace and love in our lives
- Through our giving strengthen our ministries by increasing support for our staff
- Continue to learn and listen to the spiritual hunger of those who are hurting around us and faithfully respond
- Dream of bigger and better ways that we can follow God's call to love others and seek justice in the days and years ahead
- Continue to rise to the challenge of 'Becoming the Beloved Community' to which Christ calls us and celebrate the goodness we see presently so that we are strengthened and inspired together!

Please consider the information in this stewardship brochure, examine the financial details as you wish (with a 3% overall pledge increase, we are hoping some of us can give more in order to balance those who cannot.) Pray about your own level of generosity and giving, join us for our Stewardship Brunch on Sunday, October 23rd **and aspire to rise to the occasion by returning a pledge card for your 2023 support!** A pledge from every household is our goal!

We are so grateful for your presence and participation!



Rev. Matthew McDermott



saint mark's
episcopal church

Giving Out of Gratitude

Supports Outreach, Worship, Programs, and Staff

Your pledge will strengthen the spiritual growth of all who are a part of St. Mark's and help us nourish the needs of others in the name of Christ's love. We now give 100% of "plate" offerings to outreach.

Every pledge and every increase supports our budget and the good people who lead us in our worship, our educational programs and our outreach efforts.

Therefore, our main focus of this campaign is to sustain the necessary support for our staff (6.8% cost of living increase) so that vibrant parish ministries continue to lead us to love others and seek justice.

A pledge to St. Mark's is an intentional sign of your commitment. Your pledge allows us to create a fiscally responsible budget and reach our goals.



Steps Toward Faithful Stewardship

Please feel free to contact any of our Staff, Vestry, or Stewardship Commission members who will be happy to tell you more about our understanding of faithful giving and our hopes for the coming year. In addition, one of our parishioners will contact you prior to Stewardship Sunday (Oct 23) and can address any questions, challenges or concerns you may have.

Set aside time to pray

Consider your gratitude to God for the blessings in your own life and your belief in the future by supporting others. What proportion of your gifts and treasure are you able to share to support St. Mark's this upcoming year?

Attend the Stewardship Event

Join us at 10:00 am on October 23rd [in person](#) or [livestreamed](#) for a service plus Stewardship Brunch! During this special event, we'll look at our goals for the coming year and the importance of your support.

Return your pledge (in person or online)

Beginning "Pledge Sunday," Oct.30th through Sunday Dec. 4th, submit your forms online, or complete a paper form and mail it to the church (please see back cover for more information about online pledging options).

**Join us Sunday, October 23rd at 10am
in person or via livestream for our service
plus Stewardship Brunch outside on the patio!**

Share Your Time and Talents

Find an area to match your gifts and nourish your spirit! Here are some of the possibilities:

Adult Formation

Offering programs, groups, and gatherings for spiritual growth.

Agape

Providing coffee and food for fellowship time after Sunday services.

Altar Guild

Preparing our sacred worship space for all services.

Becoming Beloved Community

Engaging transformative education and action to address racial justice.

Bible Study

Delving into our sacred Scriptures together.

Book Clubs

Talking about books and faith.

Buildings & Grounds Commission

Maintaining our physical space for all who gather.

Children & Family Commission

Fostering opportunities for spiritual growth for children and families.

Choir / Music

Offering vocal and instrumental music for our services.

Contemplative Prayer

Offering opportunities for contemplation, especially Centering Prayer.

Counters

Being faithful stewards of the monies offered on Sunday mornings.

Daily Prayers

Participating in a cycle of daily prayer for members of the parish.

Deanery/Diocesan Delegates

Representing the parish in diocesan and national church governance.

Emergency Preparation

Ensuring plans and policies are in place in the event of an emergency.

Finance Commission

Overseeing the management of parish finances.

Food Closet

Supporting the ministry of All Saints food pantry with nonperishables.

Flowers

Creating floral arrangements for Sunday services.

Greeters

Welcoming and orienting people on Sunday mornings.

Inreach Ministry

Helping those in the parish when in special need (meals and rides).

Lectors

Proclaiming scripture readings during our Sunday morning liturgy.

Liturgical Arts Guild

Creating seasonal art installations that beautify our sacred space.

Membership Commission

Inviting and welcoming new members into our parish life.

Men's Commission

Creating and coordinating opportunities for spiritual growth for men.

Office Volunteers

Helping with administrative tasks in the church office.

Online Daily Prayer

Praying compline weekday evenings and noonday prayer Wednesdays.

Outreach

Helping the community serve and minister with those in special need.

Planned Giving

Coordinating financial gifts for ongoing stability.

Stewardship Commission

Encouraging gratitude and generosity in sharing time, talent, & treasure.

Techs

Supporting Sunday livestreaming and other technological connection.

Women's Commission

Offering time and space for spiritual growth for women.

Young & Youngish Adults Group

Meeting together for connection and spiritual support of young adults.

Youth Ministry (Teens)

Cultivating opprtuneis for spiritual growth for and with teenagers.



Strengthen Our Ministry

Help us maintain the financial stability of St. Mark's and strengthen our future ministry as a community of faith. We know this is a difficult time for many. If you are able to increase your pledge, you will be a balance to those who cannot. We have made budget adjustments so our budgeted pledged income is limited to a 3% increase in 2023. Present annual pledges to St. Mark's range from \$25 to \$32,000. The average pledge is \$4,250.00 per year (\$82 per week). **If all our new members become pledging members, and each present pledger considers giving based on their ability, we will succeed!**

What is a pledge?

It is a spiritual commitment, discerned through prayerful consideration of the gifts we have been given – our health, our intellect, our energy, our circumstances, our family & friends, our education, and all of the areas where our lives have been blessed. The consideration of amount begins from what you know about your present situation; if circumstances change, a pledge can be increased or decreased. Pledges guide the Vestry in planning and managing the annual budget. Pledges make it possible to have financial commitments to our staff, to maintain our facilities, and to fund the ministries that enrich us all.

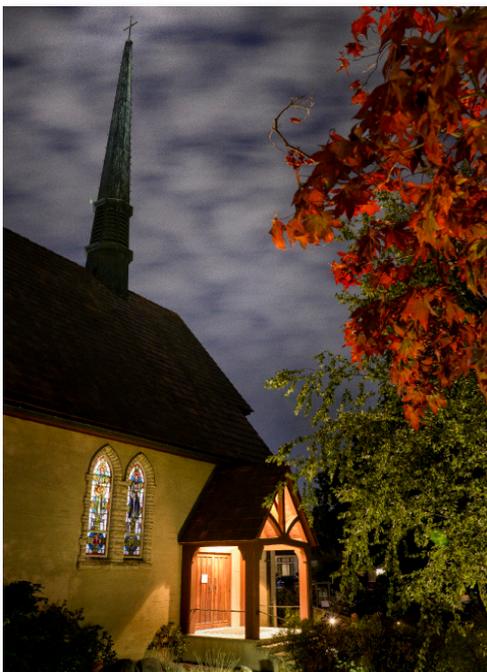
How much do I pledge and how do I decide?

In the Bible, "tithe" is a specific obligation to give back to God one-tenth of what we have received. This 10% is a very ambitious goal to strive toward. Instead of being potentially intimidated by the prospect of 10%, we urge each member to consider giving an amount that is personally challenging and sacrificial. St. Mark's is a more significant presence in your life when you have meaningfully given of yourself – financially or through gifts of time & talents. No matter what your commitment to St. Marks, you are a welcome and cherished part of our family.

Proportional Giving

Proportional giving is a consistent way to understand and manage your commitment to St. Marks. Even when you don't consciously set a percentage to give, any regular and intentional giving of a specific amount is a proportion of your income; it remains only to define the percentage. We urge you to commit to St. Mark's with the small step of completing a pledge form in the next few weeks, and keeping a record of your gift by using the Personal Worksheet on the next page.

Then, each year, you might build upon your previous year's pledge by increasing the percentage amount in your goal to work toward the tithe, the Biblical "tenth." In doing so you will be joining the majority of givers to St. Mark's; you will be in good company, growing together in faithfulness and in gratitude to God.



Personal Worksheet

A guide to help discern the proportion of your own pledge

Last year my gift to the church was:

Last year my income was:

Looking at the proportional giving chart, the percentage of my gift last year was:

After prayer and reflection I will increase this percentage by:

The amount I will pledge for giving for next year is:



Proportional Giving Chart

Income	2%	4%	6%	8%	10%
\$10,000	\$ 200	\$ 400	\$600	\$800	\$1,000
\$20,000	\$400	\$800	\$1,200	\$1,600	\$2,000
\$30,000	\$600	\$1,200	\$1,800	\$2,400	\$3,000
\$40,000	\$800	\$1,600	\$2,400	\$3,200	\$4,000
\$50,000	\$1,000	\$2,000	\$3,000	\$4,000	\$5,000
\$75,000	\$1,500	\$3,000	\$4,500	\$6,000	\$7,500
\$100,000	\$2,000	\$4,000	\$6,000	\$8,000	\$10,000
\$150,000	\$3,000	\$6,000	\$9,000	\$12,000	\$15,000
\$200,000	\$4,000	\$8,000	\$12,000	\$16,000	\$20,000
\$250,000	\$5,000	\$10,000	\$15,000	\$20,000	\$25,000
\$500,000	\$10,000	\$20,000	\$30,000	\$40,000	\$50,000

The Numbers At A Glance

	2021 Actual	2022 Budget	2023 Budget
Revenue	\$	\$	\$
Pledged Giving (1)	660,602	707,100	728,300
Non Pledge Gifts & Memorials	16,908	16,500	16,500
Space Use Fees (2)	44,056	41,200	65,000
Rental of Church Units	23,987	31,200	32,400
Interest & Dividends (3)	404	600	4,000
Total Revenue (7)	745,957	796,600	846,200
Expense			
Personnel (4)	451,258	544,440	589,240
Diocesan Assessment (5)	112,754	112,800	109,800
Property	82,236	84,700	93,200
Administration (6)	31,803	33,700	31,800
Christian Formation	2,683	6,000	6,000
Membership		1,200	1,800
Worship	4,315	8,060	8,060
Communications	5,607	4,700	5,300
Stewardship	278	1,000	1,000
Total Expense (7)	690,934	796,600	846,200



Budget Details - Revenue

	2021 Actual	2022 Budget	2023 Budget	Chg From 2022	Notes
REVENUE					
1 Pledged Gifts	660,602	707,100	728,300	21,200	increase of 3%
2 Non Pledge Gifts	12,353	11,000	11,000	-	similar to 2022
3 Weddings and Memorials	4,555	5,500	5,500	-	similar to 2022
4 Space Use Fees	44,056	41,200	65,000	23,800	2022 rev estimated at 65k
5 Office Apartment Rental	23,987	31,200	32,400	1,200	'\$2700 x12
6 Interest & Dividends	404	600	4,000	3,400	higher rates /more funds
7 Total Revenue	745,957	796,600	846,200	49,600	increase of 6.2%

Stewardship Budget Details

Budget Details - Expense

EXPENSE						
Personnel						
8	Rector Salary	124,378	127,140	138,059	10,919	6.8% COLA over 2022 actual
9	Associate Rector Salary	87,435	90,200	96,523	6,323	6.8% COLA over 2022 actual
10	Administration Salaries	66,325	67,080	74,591	7,511	6.8% COLA + addl admin time
11	Program Coordinators Salaries	32,014	36,000	44,898	8,898	6.8% COLA + addl program time
12	Music Director Salary	9,519	45,000	48,060	3,060	6.8% COLA over 2022 actual
13	Organist Salary	8,255	10,000	10,000	-	
14	Section Leader	9,075	12,200	12,200	-	
15	Nursery/Preschool Care		3,600	3,600	-	
16	Sexton Salary		23,920	25,547	1,627	6.8% COLA
17	Tech Support	8,769	13,000	14,400	1,400	est 1200 per month
18	Clergy Pension and Benefits	87,871	94,500	97,636	3,136	5% over 22 actual
19	Lay Staff Pension and Benefits	14,243	19,200	21,126	1,926	5% over 22 actual + add
20	Supply Clergy		600	600	-	
22	Worker's Compensation	3,374	2,000	2,000	-	
23	Diocesan Assessment	112,754	112,800	109,800	(3,000)	lower calc due to 2020
Property						
24	Utilities	36,672	39,000	42,000	3,000	based on 22 actual
26	Insurance	19,499	20,000	22,000	2,000	based on 22 actual
27	Landscaping Service	10,076	9,600	10,700	1,100	based on 22 actual
28	Janitorial	6,750	-	2,000	2,000	
29	Building & Grounds	4,247	10,000	10,000	-	
30	Taxes	2,621	2,500	2,500	-	
31	Supplies/Janitorial	2,371	3,600	4,000	400	
Administration						
33	Lease Copier	9,739	10,000	7,100	(2,900)	new copier cheaper
34	Office Supplies	2,243	2,000	2,000	-	
35	Telephone	7,202	6,500	7,000	500	based on 22 actual
36	Administrative Fees	4,317	5,000	4,500	(500)	based on 22 actual
37	Postage	1,119	1,000	1,000	-	
39	Travel	50	1,200	1,200	-	
40	Continuing Education	5,191	3,000	3,000	-	
41	Vestry/Leadership	1,310	2,000	3,000	1,000	
42	Sabbatical Reserve	632	3,000	3,000	-	
Christian Formation						
43	Children's Christian Formation		3,600	3,600	-	
44	Adult Christian Formation	2,509	1,200	1,200	-	
45	Youth Ministry	174	1,200	1,200	-	
Membership						
48	Advertising		1,200	1,200	-	
49	Membership			600	600	
Worship						
50	Worship and Special Event	1,732	3,200	3,200	-	
51	Music	1,728	2,460	2,460	-	
52	Altar Guild	614	1,200	1,200	-	
53	Agape Supplies	241	1,200	1,200	-	
Communications						
54	Software	5,445	4,400	5,000	600	based on 22 actual
56	Web/Graphics/Media	162	300	300	-	
57	Stewardship	278	1,000	1,000	-	
58	Total Expense	690,934	796,600	846,200	49,600	increase of 6.2%
EXCESS REVENUE OVER EXPENSE		55,023	-	(0)	(0)	

Staff

RECTOR: The Rev. Matthew McDermott
ASSOCIATE RECTOR: The Rev. Nikky Wood
DIRECTOR OF MUSIC: Matthew Burt
MINISTER OF LIFELONG FORMATION: Debie Thomas
CHILDREN AND YOUTH MINISTER: Lily Dodge
BUSINESS ADMINISTRATOR: LeeAnne McDermott
COMMUNICATIONS AND OPERATIONS MANAGER: *vacant*
TECHNICAL PRODUCERS: Jonathan Guille, Asa Deggeller
TREASURER: Susan Pines
SEXTON: Adam Larrimore
ASSISTING CLERGY: The Rev. Dr. Rebecca Lyman,
The Rev. Liz Milner

Vestry

Anne Callahan, *senior warden*
Suzanne Bell, *junior warden*
Zareen Ahmad, *children youth, family liaison*
Margalynne Armstrong, *outreach liaison*
Andrew Bridges, *stewardship liaison*
Alex Dillard, *adult formation liaison*
Bryan Ford, *finance liaison*
Kathy Gillam, *adult formation liaison*
Romain Kang, *membership liaison*
Lena Kuhar, *outreach liaison*
Brie Linkenhoker, *children, youth, family liaison*
Marius Milner, *buildings and grounds liaison*



You Can Submit and Pay Your Pledge Online!

To create your 2023 pledge to St. Mark's online, go to saint-marks.com, click on Give, then click on "Make An Annual Pledge to St. Mark's".

To set up one-time or recurring Pledge payments online, go to saint-marks.com, click on Give, then click on Tithely or PayPal.

Or, open the camera on your smart phone or ipad, aim your camera at the following QR Code, and you will go directly to the Give page on saint-marks.com!

Thanks to Joe Quever,
LeeAnne McDermott,
Jonathan Luk and others
for photography!



600 Colorado Ave, Palo Alto, CA 94306 | 650.326.3800 | www.saint-marks.com

