



Building Connections

Saint Paul's Pledge Campaign 2008

Dear People of Saint Paul's,



I am writing to ask you to take some time in the next couple of weeks to prayerfully consider your pledge to Saint Paul's for 2008. Your giving makes you a partner with God and with all of us at Saint Paul's in creating a place where God's embracing love is joyfully shared by all people.

When we give in this place, we are giving together to support a community of loving care. When we give to this place we are supporting the person who arranges the flowers for the memorial. When we give to this place we support the cooks who make sure that a homeless family gets enough to eat this day, and more, that they find a loving welcome that feeds the soul as well. When we give to this place we provide a place and support teachers who witness to the reality of God's love for our children. When we give to this place a teenager has somewhere to share concerns about the death of close relative. When we give to this place we support music that heals the soul and lifts the spirit. When we support this place we make a place to connect for seniors who are losing other connections every day.

Day by Day, month by month, year by year, we are formed and strengthened for new and full life. Day by Day, month by month, year by year our parish is a resource and a light to our community. When we speak about our vision of God's embracing love joyfully shared, it is just these kinds of things we are thinking about.

This fall we have welcomed new staff, to be able to deepen and extend the ministries that are doing so much. Sustaining these efforts challenges all of us and each of us to continued and deepening commitment. In order to maintain the momentum we are just beginning to build will require a 25% increase in pledge income by 2009.

I believe that we can work together to do this. We can do it because we understand that as stewards of God's gifts we are called be a part of God's work in a significant and meaningful way. We can do it together because the Spirit that call us to reach out to a hurting world, will give us the resources to do our work.

I am grateful to be among you.

Thomas

A place to build connections

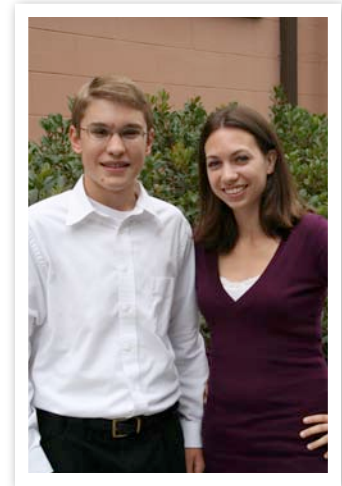
Do you ever stop to ponder why you come to St. Paul's? What makes you get up early on a Sunday morning and come to church, to sing in the choir, or feed the homeless, or teach Sunday Journey, or sort the rummage, or practice healing, or dance with the African drummers, or chaperone the Disneyland trip (again), or eat pancakes at Mardi Gras, or wash each others feet, or mentor a teenaged confirmand, or bring your baby to be baptized when you haven't been to church in years, or light advent candles with your family at home?



The St. Paul's experience is not just about making friends – we all have good friends outside of church, or just about hearing well performed, beautiful music – there are the opera and the symphony if that's all you want, or even about doing good works – we all know how many deserving charitable organizations there are in our area doing excellent and important work. And if you want to mentor a teenager, you can always join Big Brothers and Big Sisters. To hear a good speech, there's the Peninsula Speaker Series or the Commonwealth Club or if you want more personal inspiration, you can hire a life coach. If you need advice, the Bay Area is full of mental health professionals who can provide many different types of counseling.

But despite all our wonderful friends and the experts and specialized organizations out there which we each avail ourselves of from time to time, we all still choose to come to St. Paul's to get something which we can't get any other place – connectedness. What St. Paul's offers through the leadership of its clergy and laity and through its worship and ministry, are ways to think about and connect the activities of daily living with a deeper meaning beyond the tangible rewards of life, to bring us to that place where we meet God, learn to understand and celebrate his dream for the world, be transformed in Jesus' love and use our gifts to make a difference for others. Through this experience we become more connected to God, to each other, to our community and to the world in a way that gives a purpose, direction and richness to our lives that we cannot find otherwise.

So who or what is it that creates this connectedness? First and foremost it is our liturgy as found in the Book of Common Prayer and in the word of God as found in the Bible and interpreted for us by our clergy and lay leaders through our excellent sermons and fantastic music. But after that it is the outstanding clergy and staff that we now have fully in place for the first time in several years; people who bring diverse personalities, backgrounds, experience and training to their jobs but who all share the common bond of being leaders full of integrity, creativity, enthusiasm for their callings and the Holy Spirit and who truly enjoy their roles of guiding us, each in their own way, through the various seasons and reasons of our lives at St. Paul's.



--Debbie Cleveland
Jr. Warden

2007: Laying foundations for the future

2007 was primarily a year of staying the course at St. Paul's as we searched for a new full-time associate rector for making connections, supported our part-time associate rector for Children's Liturgy of the Word, Julie Graham, through her cancer diagnosis and treatment and looked on in amazement as our rector and Julie's husband, Thomas Skillings, held his family and our church life together so very well during a very difficult time. Although a number of initiatives were necessarily put on hold during this time due to the significant reduction in staff hours, primarily in the healing, newcomer and outreach areas, several exciting new things did happen:

- Launched our first 5-year Strategic Plan after two years of hard work by the parish
- Hired Sally Boelter, formerly a rector of a church in Kentucky, as our new full-time Associate Rector for Making Connections
- Increased Susan Jane Matthews, our inspired music director, from three-quarter time to full-time and made her director of the Choir School.
- Increased Julie Graham from one-quarter time to half time and increased her role to include responsibility for all children's worship and programs other than music.
- Completed the renovation of the recently purchased home at 1512 Chapin, making the main house suitable for housing for Sally Boelter and her husband and the garage usable as a clubhouse meeting space by the youth group (upstairs) and for the storage of rummage by the Circle of St. Paul's (downstairs).
- Hired an architect to begin the process of developing a 10-15 year master plan for the entire block now owned by the church.
- 15 additional households joined the church
- Our formation programs for young people began the new school year with a total of 69 children and youth.
- The children's choirs expanded to 23 children
- Evensongs were increased to monthly during the program year.
- Launched new website, new directory and new electronic version of Epistle with weekly on-line updates.



A number of these developments happened after the staff level was increased in the relevant area. The only good news about the lower staff levels in the beginning of the year was that our operating budget was lower due to less compensation being paid and we had the opportunity to get to know recent seminary graduate, Michele Bolt, and her delightful family while she served as our part-time, associate rector largely in exchange for housing.

Looking forward to 2008

As we look forward to 2008, we know it will be a year of continuing expanded accomplishments. Already in development are:

- ❖ Monthly program for third to fifth graders to introduce them to one new facet of the adult liturgy of the word during each session
- ❖ More in depth support for families, e.g., the upcoming program on how to celebrate advent at home
- ❖ Addition of a vacation bible school next summer
- ❖ Deepen our connection with the St. Paul's Nursery School
- ❖ Begin a regular series of inquirer's classes for adults interested in confirmation and membership in the church
- ❖ Initiate a formal process for recognizing and welcoming new members
- ❖ Develop a process for following up with newcomers

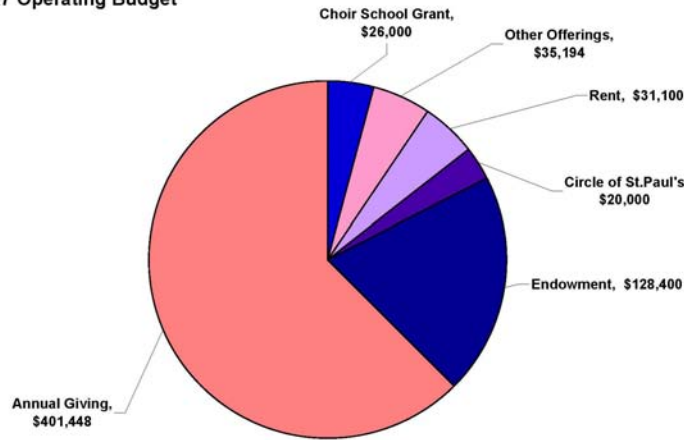


- ❖ Expand pastoral care through the use of lay Eucharistic ministers and pastoral visitors
- ❖ Increase pastoral visits by clergy
- ❖ Begin new confirmitzvah program for youth interested in confirmation
- ❖ Expand Thomas's leadership role in Youth ministry
- ❖ Undertake new international mission project, possibly through the new companion diocese program in Curatiba, Brazil
- ❖ Continue to expand the Choir School.
- ❖ Complete the Master Plan and bring to the parish for discussion and implementation of Phase I.
- ❖

These are exciting times for St. Paul's. A new, higher level of energy has been growing and has really taken off since the beginning of this new program year in September. But because we are fully staffed for the first time in two years, the operating budget will be approximately 25% higher than it was this year. The question for this year's stewardship campaign will be, are you as a parishioner excited enough about the new things that are happening at St. Paul's to increase your pledge to the necessary level? To help you answer that question, here are the facts about the sources of the church's income and where that money is used.

Where our funding comes from

St Paul's Sources of Funds
2007 Operating Budget



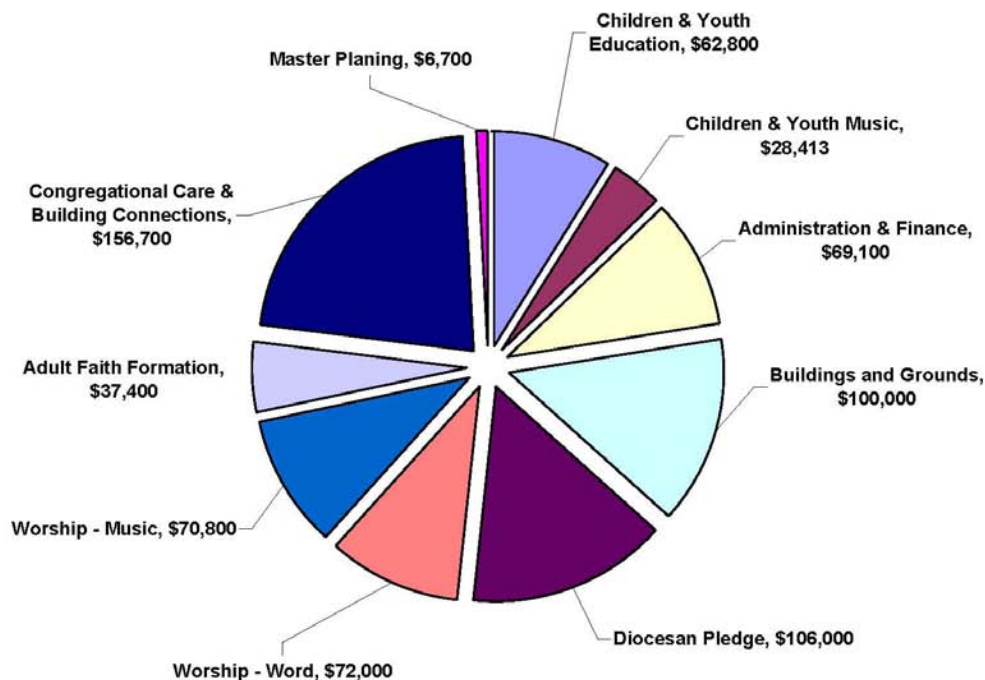
St. Paul's operating budget for 2007 is \$636,239. Sixty-three percent of this budget is funded by annual (stewardship) giving. St. Paul's is very fortunate to have several sources of income, which other parishes do not have:

- ❖ *Endowment funds – 20.2%* St. Paul's has several endowment funds, most of which were funded by very generous memorial gifts, which now total approximately \$4,000,000. The trustees, with the help of an outside adviser, invest these funds. A percentage of the income from these funds, usually in the range of 4-5%, as determined by the trustees based on the current investment return on the assets, is used to fund a significant part of the operating budget. In addition, these funds have permitted us to purchase the Chapin house, and create an equity sharing arrangement with Thomas on his house, both of which have allowed us to attract superior clergy candidates while keeping compensation to a manageable level.
- ❖ *Rummage Sale Proceeds – 3.1%* The Circle of St. Paul's typically donates about \$20,000 a year to the church operating budget from the net proceeds of the two rummage sales they hold a year.
- ❖ *Music School Grants – 4.1%* The Choir School, which used to be known as the St. Paul's Music School, has been able to attract some grants, one of which is multi-year. This has provided some security for the music school as it started up but additional grants will have to be obtained when the original multi-year grant expires or it will have to be replaced by funds from the church budget.

St. Paul's has 278 individuals or families on its rolls. Of these, approximately 190 pledge or otherwise make an annual donation to the church to fund its budget. That means that the average donation last year was \$2,113. If we were not lucky enough to have had the income from the endowment funds, rummage sales and Choir School, the average amount contributed by each of these 190 households would have had to increase by almost \$1,000 to \$3,031. Of course, not everyone donates the same amount; some donate substantially more, some substantially less. Given the good things that are happening at St. Paul's, our goal for this year is to increase both the number of households who donate or pledge to the stewardship campaign by 20 and the size of each of those donations by 25%.

Uses of Saint Paul's Funds

The majority, or 59% of the expenses in the operating budget are related to clergy and staff compensation. The next biggest obligation, the Diocesan Pledge, represents 15% of our budget. The Diocesan Pledge is an assessment, like a tax, and is based on the size of our operating budget, excluding costs for outreach and capital outlays. It is non-negotiable and funds the costs to operate the Diocese of California, including a portion of their outreach ministries. The next biggest slice is Buildings and Grounds, representing 14% of the budget, and consists largely of utilities, maintenance, insurance and custodial costs. The last two pieces are Finance and Administration and Program expenses, representing 9.7% and 8.7% of the budget respectively.



Because so much of the budget is for salaries, (which are at the diocesan minimum for our newest employees, at the midrange for our music director and above the mid-range for our most long standing employee) we thought it would be more useful to share with you how the costs for our various program areas break down. We therefore asked our clergy and staff members to let us know the percentage of time they spend on each major activity. We then applied those percentages to their compensation and added in any expenses of their programs to create the costs above. As you can see, we did not allocate the costs of the Buildings and Grounds, Finance and Administration and Diocesan Pledge to the program areas. We did however, allocate all of the costs of "staying connected," i.e., printing, mailing and computer, to the Congregational Care and Connections program area.

As you think about the size of your pledge this year, we suggest that you consider the costs of the programs and facilities of the church you most especially enjoy or use and how important it is so you to maintain the current programs, add on to them as described above or cut back. We also urge you to think about programs that are offered for parishioners in different seasons of life than your own and decide whether it is important to you that a broad range of programs be offered by St. Paul's. [Because of the large number of new families, we thought it might be helpful to see a separate breakout of the costs of worship and programs just for children and youth. With a total cost of \$104,971 and 75 children and youth registered for at least one of these programs, the cost per child, exclusive of any allocation for Diocesan Pledge, Buildings and Grounds and Finance and Administrating is \$1400.

What about Outreach?

You may have noticed that none of the money in the operating budget goes to Outreach, yet you are probably aware of the significant Outreach activities that St. Paul's engages in every year. The reason Outreach is not part of the operating budget is that it is funded by a separate monthly payment of 10% of the income from the Sidebotham endowment fund plus whatever separate fundraising, such as the silent auction at the Back to School Barbecue, the Outreach Commission chooses to do. This year Outreach received \$9,600 from the Sidebotham Fund and raised \$8,729 in its silent auction. It usually makes its donations in the first quarter of the following year, although last year it did so in the fourth quarter. As a result, it has not given away any money yet this year (except to fund groceries and other supplies for the IHN host weeks) but has \$19,046 in its account awaiting distribution to deserving charities. (As an aside, Outreach is always open to suggestions from parishioners as to where this money could best be used, so please don't hesitate to make a suggestion if you are interested.)

Time, talent, treasure

We know that you have many competing needs for your time, talent and treasure, and that if you are a typical member of St. Paul's, you probably are already giving generously of all three of these in connection with whatever ministries and programs you are part of. In particular, many parishioners are involved in making food donations whether for coffee hour, the annual meeting, Circle lunches, IHN dinners, Facilitating Fun receptions or for ministry team get-togethers and lunch or dinner meetings. Other people give very generously to the outreach fundraisers or to the special appeals we have from time to time for items like new doors or carpet for the Sunday Journey classrooms, a new stove for the kitchen, or gifts for clergy, or even give spontaneously and with enthusiasm to support special interests like additional musicians for the holidays. While these are very much appreciated and add to the general feeling of fellowship and connectedness that keeps us all at St. Paul's, **they don't keep the lights on!**



Reflecting on your pledge for 2008

Yearly income	10%	5%	3%	2%
40000	4000	2000	1200	800
60000	6000	3000	1800	1200
80000	8000	4000	2400	1600
120000	12000	6000	3600	2400

While many still use the tithe (10%) as the standard of giving, as Christians we understand that we are set free from arbitrary rules. Indeed, the very act of being a steward is an act of using our best judgment to be wise managers of all we have been given.

The power of the tithe is the notion that we give the first portion away to God. Proportional giving, adopted as a preferred way of giving in the Episcopal Church, encourages members to give in proportion to their income, and encourages all to work toward giving 10% as a regular act of offering.

As you reflect over the next two weeks on your connectedness to St. Paul's and the role the church plays in your life and the life of your family, please also

think about how that role might be expanding or even changing as you change and help us maintain and, if you are so inclined, strengthen St. Paul's, and God's, place in your soul, this community and the world so that God's embracing love can truly be joyfully shared by all people.

If you have any questions about this year's stewardship campaign, any information in this brochure, or any other questions about the church's finances or needs, please contact Debbie Cleveland, Stewardship Chair, Michele Bosschart, Senior Warden, Anne Casscells, Treasurer, or Thomas Skillings.

•If you are 70 ½ or older, you can make outright gifts to qualified charities like St. Paul's with a direct transfer from your individual retirement account (IRA) – and pay no income tax on the amount distributed. This "IRA Charitable Rollover" is easy to complete. (We'll send you a copy of the instruction letter for your IRA administrator.) Maximize the effectiveness of your IRA dollars and watch your gift go to work at St. Paul's.

The Benefits of the IRA Charitable Rollover:

- In most cases the charitable distribution counts toward your minimum required distributions.
- The transfer generates neither taxable income nor a tax deduction, so you can receive the benefit even if you do not itemize your tax deductions.
- You may transfer up to \$100,000 directly from our IRA.

Please contact the church office for more information on how you can take advantage of this opportunity, **which expires on December 31, 2007**

Please set aside some time to pray about your pledge this year.

Ingathering Sunday is December 2nd

We will offer our pledges at the Lord's table that day. You may also mail in your pledge in the enclosed envelope

This brochure printed courtesy of a anonymous donor



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