



*Every* **Perfect**  
*Gift*

ST. STEPHEN'S EPISCOPAL CHURCH  
2022

A GIVING CAMPAIGN OF  
TIME TALENT TREASURE

*“Every generous act of giving, with every perfect gift, is from above, coming down from the Father of lights, with whom there is no variation or shadow due to change.”*

*James 1:17*

# *Every Perfect Gift*



Dear Friends in Christ,

One of the first things I did when I arrived at St. Stephen's was add to our liturgy the Offertory Prayer, which we pray just prior to gathering the offering during our Sunday Services. The reason I did this was to help encourage everyone in the community to see their act of giving as part of an expression of prayer and gratitude rather than something transactional that is somehow separate from our life as a worshipping community. I would like to start this year's pledge drive effort by expressing my deep gratitude for the incredible generosity of the St. Stephen's community and the myriad ways each of you has given of yourselves as we continue to experience an extended period of challenge brought on by the impact of the COVID-19 virus.

There is no doubt that many of us in the community have experienced significant challenges and changes. Yet at our core we are an Easter people, we believe in the power of resurrection. Leaning towards hope is what we do best! As a result, in many ways we have more than simply weathered the storm, we have continued to flourish as a community. I believe that this experience has brought with it some significant opportunities. Opportunities to see things through new eyes, to listen to new voices, to open our hearts and share our stories in new and different ways, energizing and mobilizing the members of our community to serve those both in our own community, the city we live in and the world around us in honor of our relationship with the God who loves us beyond all measure.

Our recent Ministry Fair highlighted this perfectly. It was impossible to ignore the energy in the air as more than 28 different ministries were highlighted in Spurling Hall, sharing their hopes and dreams for the future. We may be on a slow journey back to full in-person engagement, but our community is showing no signs of slowing down in its drive to reach beyond our walls and honor our vision of a community of people committed to being Christ for each other and the world.

We have been blessed with abundance at St. Stephen's and that is evidenced especially by the countless volunteers who give of their time so generously to help make sure all the moving parts of our organization keep moving. St. Stephen's runs on volunteer steam and it really does take a village to keep up with the dynamic life of our congregation.

Another example of how St. Stephen's is overflowing with blessing is brought into light through the way so many of you leverage your personal and professional talent to enhance, strengthen and bring innovation to our communal life. This may be through musical or artistic talent, technical savvy, a flair for hospitality or professional skill. Imagination and ingenuity have become watchwords in our community, and we are so grateful to have a community of people so willing to give of their talents to help us grow.

Because of the dedication of our community, we are filled with hope and excitement as we look ahead to 2022. It is our goal to maintain our forward momentum and be big thinkers. In order to do that we need to focus on some key areas of our parish life and operations to bring to reality the bright and bold future that is ahead for St. Stephen's.

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While we believe that all aspects of parish life are essential, we will be putting special attention into the following areas in 2022.

**Pastoral Care**  
**Social Justice Initiatives**  
**Campus Improvements**

**Children & Youth Ministry**  
**Church Communications**  
**Long-range Financial Planning**

Of course, these are not the only initiatives we will undertake in 2022. What we are providing here is an overview of our key areas of focus for the coming year. I look forward to sharing the journey with all of you. It is a privilege to have a front row seat to witness the work of God among us. The Holy Spirit is stirring in new and exciting ways, and I see you all leaning into that which makes it more exciting!

Our pledge drive theme this year is “*Every Perfect Gift*”. How will you use the gifts you have been given to help our church this year? How will you hear the Gospel call to seek and serve Christ in all people, and respond with love, hope, faith, and generosity?

Please take some time to review this packet and then join me, members of our Stewardship Committee and Vestry in an open forum to hear more of our thoughts and hopes for 2022 following the 10AM service on either Sunday, October 10<sup>th</sup> or October 17<sup>th</sup> live in Spurling Hall.

While giving from the gifts we have been given is a year-round effort, our pledge drive will conclude on Sunday, November 21<sup>st</sup> with a special service of gratitude. We encourage you to fill out and send in the pledge card you will receive in the mail later this week or to go to our website at [st-stephens.org/giving](https://st-stephens.org/giving) and click "pledge" to make your commitment online prior to November 21<sup>st</sup>.

Along with your pledge card you will receive a Gratitude card. Individuals and families are encouraged to use the Gratitude cards to write a prayer of gratitude and bring it on the 21<sup>st</sup> so it can be placed along with the pledge cards received by that date (either folded or still in envelopes to maintain discretion) on the altar as part of The Great Thanksgiving. The prayers placed on the altar will then be used as kindling to start the new fire during the Great Vigil of Easter next year.

I leave you with our offertory prayer to hold in your heart as you discern how you are being called to support the mission and ministry of St. Stephen's in 2022.

*Loving God, you alone are the source of every good gift. Everything we have, and all that we are, comes from you. Now, help us to be grateful, accountable, and, with praise and thanksgiving, to give of ourselves generously, through Jesus Christ, who lives and reigns with you and the Holy Spirit, now and forever. Amen.*

In the spirit of generosity and love,

# Every Perfect Gift



## 2022 AT-A-GLANCE

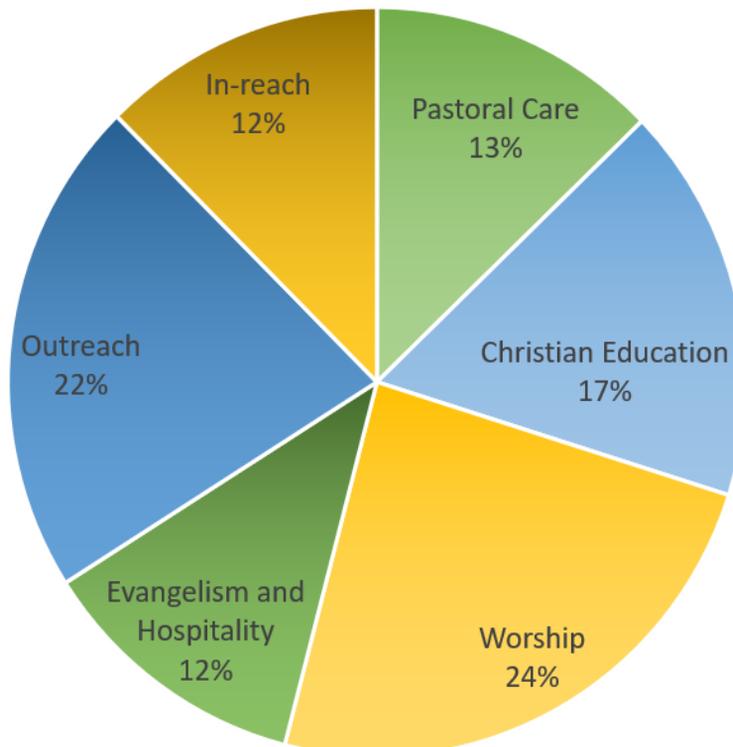
It is essential to understand that for our ministry to sustain and grow there are costs associated with worship, pastoral care, Christian education, evangelism & hospitality, in-reach and outreach programs. An active and dedicated giving program is the cornerstone of our church community's ministry, 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 Budget For 2022 Budget \$456,000*

*Total Projected Income From Other Sources \$131,000*

*Total Projected Pledge Goal For 2022 \$325,000*

### St. Stephen's in 2022





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## 2022 AREAS OF FOCUS CONT'D

A new initiative for 2022 will be the introduction of an LGBTQ+ focused monthly weeknight service called The Welcome Table. This effort will specifically be conceived for those who struggle with or have been hurt by their relationship with the church or other communities of faith. It is intended specifically to reach beyond the existing community of St. Stephen's.



It is our plan to continue to expand and amplify our work for social justice by providing increased support to initiatives such as the Anti-Racism Coalition and The Immigrant Support Circle as well as continuing our support for organizations such as Laundry Love and Project Angel Tree. We will also work to cultivate and strengthen our relationships with Bridge to Home, Family Promise and The Santa Clarita Children & Family Center.



As we move through 2022, we plan to engage with the exploration of languages other than English as well as the study of inclusive/expansive language and forms of prayer in liturgy so that when any of God's beloved people walk through our doors, they will see and hear things that let them know we have been preparing for their arrival. We also plan to undertake a study of the history of the land our campus sits on to gain insight into its heritage, how it came to be in our possession and how that should impact the way we use our campus and worship.

### Church Communications

We are a part of a dynamic global community and modes of communication have changed drastically over the last decade and vary by demographic. Coupled with increasing requests for communications support from our ministry leaders, we believe the time has come to engage an outside resource to support us in these efforts. We will be looking to establish a relationship with a person or persons who can help strengthen our website presentations, social media strategy, campus signage, printed materials and on-site messaging of ministry initiatives for both the parish and Preschool.



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## 2022 AREAS OF FOCUS CONT'D

### Campus Improvements

We have a beautiful campus, so the maintenance and improvement of it is critical to ensuring our future growth and vitality. The Vestry, Finance Committee and Key Stakeholders in the congregation are beginning to lay the groundwork for a capital campaign to be launched in 2022 that will focus on key areas of deferred maintenance as well as bring to the table some big initiatives to serve the St. Stephen's of the future.



### Long-range Financial Planning

An often overlooked and behind the scenes effort for many parishes is long-range financial planning. Friends, make no mistake, without solid financial planning we cannot ensure the long-term viability of this community we love. We are making a commitment in 2022 to build a strong plan to specifically drive debt repayment and replenishing the Buildings & Grounds Fund.

Additionally, we must begin to lay the groundwork to improve our lay staff benefit packages as well as roadmap to parity between the clergy and lay benefit packages. This will have significant financial impact and it is a key initiative of the Episcopal Church.

As part of our continued effort to shore up the future of our parish, we are beginning to explore the creation of a true endowment for St. Stephen's. We also hope you will join us for some meaningful conversations about estate planning and planned giving so that when you have completed your earthly journey you might be able to contribute to the legacy of St. Stephen's.

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## 2022 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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## St. Stephen's Episcopal Church 2022 Operating Budget Proposal Overview

Category	2021	2020 % to total	2022	2021 % to total	+/-
Mission Share	\$37,787	9.77%	\$40,418	8.86%	\$2,631
Clergy Salary	\$87,000	22.49%	\$89,610	19.65%	\$2,610
Lay Salary	\$116,018	29.99%	\$143,767	31.53%	\$27,749
Clergy Benefits	\$17,538	4.53%	\$17,538	3.85%	\$0
Lay Benefits	\$7,344	1.90%	\$7,344	1.61%	\$0
Emp Tax & Unemployment	\$10,992	2.84%	\$10,992	2.41%	\$0
Utilities	\$47,598	12.30%	\$55,248	12.12%	\$7,650
Office Expenses	\$4,718	1.22%	\$4,718	1.03%	\$0
Technology Expenses	\$7,843	2.03%	\$7,843	1.72%	\$0
Taxes & Insurance	\$24,900	6.44%	\$24,900	5.46%	\$0
Program Expenses	\$10,877	2.81%	\$15,346	3.37%	\$4,469
Ministries	\$550	0.14%	\$3,750	0.82%	\$3,200
Outreach	\$2,000	0.52%	\$2,100	0.46%	\$100
Communications	\$1,906	0.49%	\$16,906	3.71%	\$15,000
Music	\$6,766	1.75%	\$12,766	2.80%	\$6,000
Misc	\$3,000	0.78%	\$2,750	0.60%	-\$250
<b>Total Projected Expenses</b>	<b>\$386,837</b>		<b>\$455,996</b>		<b>\$69,159</b>
<b>Pre-School Contribution</b>			<b>\$89,163</b>		
<b>Projected Plate &amp; Other</b>			<b>\$42,265</b>		
<b>Total Projected for Stewardship</b>			<b>\$325,000</b>		
<b>Total Projected Income</b>			<b>\$456,428</b>		
<b>Total Projected Difference</b>			<b>\$432</b>		

### Notes:

- Mission Share calculation increased by .5% to 11.5% on track for 12% diocesan standard in 2023
- Salary numbers reflect 3% cost of living increases for existing clergy and lay staff.
- Lay salary reflects addition of P/T Youth Director and return to Sunday Child Care.
- The increase in utilities includes the monthly repayment of the loan taken to fund the roof repairs.
- Program Expense increase due to our return to on-site activity.
- Ministry Expense increase due to increased activation from ministry initiatives
- The Communications increase reflects the addition of outside freelance support to drive communications for the Parish and Preschool.
- Music increase reflects need for additional musical support for special Sundays, feast days and special services.

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## CHURCH ADMINISTRATION

### Clergy

Rev. Christopher is dedicated to providing inspirational and hope-filled worship services, biblical teaching and preaching, foundational religious education for our preschoolers, pastoral care and compassionate leadership in addition to responsibilities for administrative organization and collaboration with staff and vestry to create a vision for the future of our congregation.



### Parish Administrator

Tracy Stapp is often the first person people encounter at St. Stephen's. She is always ready with a smile and warm greeting for all and is the primary driver of the administrative functions of our parish. She manages the day-to-day office activities with efficiency, maintains records, responds to inquiries and ensures that we have excellent printed materials to support our worship life.



### Vestry and Officers

Sheri Flay, Senior Warden  
Steve Plote, Junior Warden / Buildings & Grounds  
Claudia Alexopoulos - Hospitality  
Jennifer Aston - Human Resources  
Shannon Brintnall - Pastoral Care  
Jay Clark - Children & Youth  
Bob Gregor - Stewardship  
Tish Yahnker - Finance  
Kathleen Jensen - Formation  
Julie Johnson - Worship  
John Noonan - Technology  
Jason O'Leary - Outreach  
Rachel Rieckhoff – Communications  
Marianne Zinkewicz – Clerk (No Vestry Seat)  
John Fortman – Treasurer (No Vestry Seat)



Sheri Flay



Steve Plote

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## CHURCH ADMINISTRATION

### Director of Children's Education & Formation

The role of the Director of Children's Education & Formation will be to develop and execute strategies, curriculum and related programs for St. Stephen's Episcopal Church & Preschool that create an environment for children to grow and thrive in their pursuit of early childhood education, socialization, and spiritual foundations. The Director will be responsible for the day-to-day operations of the Preschool including staff management, Summer VBS and collaboration with the Children's Ministry Coordinator of the parish Sunday School program.

### Music Director

Judy Baity takes special care to engage parishioners of all ages and talents especially the children and youth of our community. She encourages all to be part of our music ministry through the parish choir, the youth choristers, bell choir as well as providing special worship experiences such as Jazz Vespers and educational opportunities.

### Bookkeeper

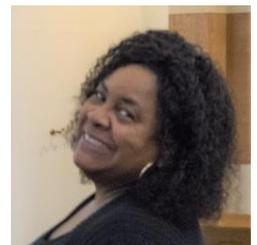
Donna Maldonado serves as the bookkeeper for both the parish and the Preschool.

### Children's Ministry Coordinator

Julia Nelson's role is to empower children to embrace being a Christian, come to know God's love and be fed by the Word.

### Sexton

Maria Lopez is responsible for the day-to-day maintenance of all the buildings on our campus, including the Preschool and sanctuary. She also supports Preschool and parish staff with special projects. She has been our invaluable Sexton for 9 years.



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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 placing in the plate

We are deeply grateful for your commitment and support.