



F RWARD IN FAITH



GIVE FOR A VITAL FUTURE

St. Bartholomew's Episcopal Church
Poway, CA

Oh God, Giver of all good gifts,
give us the spirit of faithful
stewardship so that we may
give generously of our time,
talent and treasure to spread
Your love here in our church
and throughout the world. For
this, we pray to the Lord. Amen.

2024 Stewardship

FORWARD IN FAITH

GIVE FOR A VITAL FUTURE

Change is happening at St. Bartholomew's Church. New members are joining our congregation and pre-Covid members are returning. We welcomed our new rector, Mother Nina Bacas. Our mission and ministries provide a beacon of spiritual community both inside and beyond our walls. Although our membership and the number of pledges have decreased over the past four years, those who participate in stewardship often pledge a higher average dollar amount.

You asked for transparency. The enclosed letter from Mother Nina describes her vision for our future. As we set forth on her first stewardship campaign, it is important to have the context of where we are now in membership and financial support for St. Bartholomew's Church.

- In 2019:
 - St. Bart's membership was 825 (adults and children).
 - We had 291 pledges totaling \$958,000.
 - The average pledge was \$3,290.
- In 2023:
 - St. Bart's membership is 594 (adults and children), a decrease of 42% over 4 years.
 - We have 170 pledges totaling \$680,000, a decrease of 29% over 4 years.
 - The average pledge is \$4,000, an increase of 22%.
 - Slightly less than 50% of St. Bart's families are financially supporting the church.*

In the last four years, St. Bart's expenses increased despite expense reduction actions.

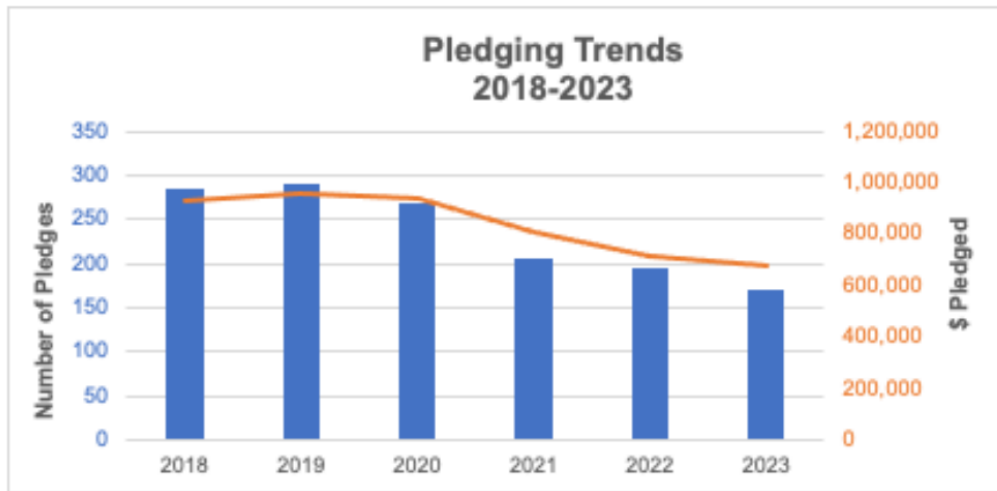
- In 2023:
 - Energy costs are up 54%.
 - Landscape and janitorial expenses are up 129%.
 - Pastoral and worship expenses decreased 54% due to fewer clergy.
 - Administrative expenses decreased 39% due to staff reduction.
 - Total expense reduction since 2019 is 6%.
 - Inflation is rising faster than our ability to further reduce expenses, and these reductions are not sustainable.*

Many at St. Bart's have grown their giving since 2019, and it is critical that all of us to join in this generosity as we move Forward in Faith. We need a 30% increase in 2024 total pledge revenue to maintain where we are today and to realize the vision for our church described with such loving hope by Mother Nina.

The Book of Common Prayer teaches us that "the church carries out its mission through the ministry of its members." Stewardship puts into action our belief that 'all are welcome, no exceptions,' and to move Forward in Faith as part of our spiritual community and beyond our walls. Stewardship shows gratitude, a way of giving back to God. Making an annual pledge is an act of prayer and demonstrates our faith in the mission and ministry of St. Bartholomew's Church and makes us feel closer to God.

Please open your heart to make an annual pledge if you currently do not, and to increase your 2024 pledge if you already do.

2023 FINANCES AT A GLANCE

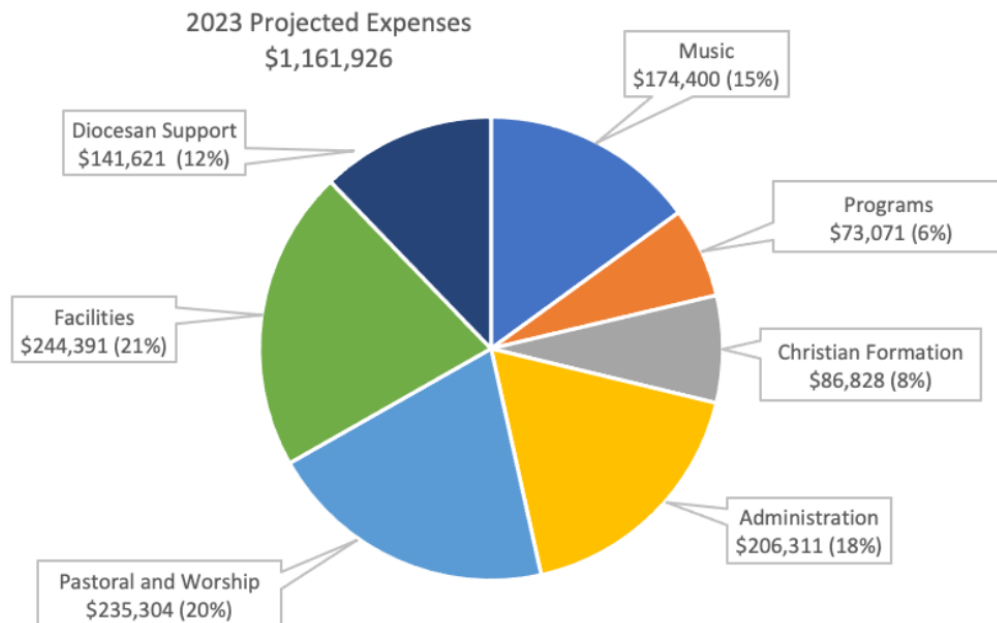


2023 pledging shortfall.

- 2023 budget added \$72K from Gala plus Bargain Boutique income
- 2023 operating budget income included generous \$150K parishioner donations
- Less than 50% of members give financial support

2024 pledging income requires ~\$300K+ increase in pledges to fund current expenses.

- Gala and Bargain Boutique will support Outreach Ministry only.
- \$150K parishioner special donations not reoccurring.
- **Increase 2023 pledges, restart & increase paused pledges, pledge for the 1st time.**



WHY WE GIVE

We give our time, talent, and treasure to St. Bart's. Together these gifts ensure that our church is a vital and strong faith community today, and for generations to come. The following expense categories include the percentage of total budget and the vision and priorities in 2024.

PASTORAL AND WORSHIP - 20%

Joyful, prayer-centered worship is central to our lives in the church. Our clergy and many worship ministries serve faithfully to enhance each worship experience to bring us closer to God.



GIVE TO SUPPORT PASTORAL AND WORSHIP MINISTRIES IN 2024

- Enhance sanctuary and chapel spaces for worship and music.
- Extend eucharistic worship and prayer services to 30+ each month.
- Recruit new clergy to support Pastoral Care, liturgy, and programs.
- Serve our members and others with onsite worship at local assisted living communities.
- Incorporate our children and youth more fully into worship.

MUSIC MINISTRY - 15%

St. Bart's outstanding music program includes a number of choirs and musicians that enrich our worship and our faith. We also invite the community to participate in and attend our concert series and theatrical productions, bringing our neighbors and friends to know St. Bart's.

We welcome new members who love our music programs, and many become active in music ministry and our church.



GIVE TO SUPPORT MUSIC PROGRAMS IN 2024

- Expand music offerings and theatrical performances that include St. Bart's and community children and youth.
- Invite and welcome members of our community to learn about St. Bart's, our members, and hospitality by experiencing our excellent music programs.

PROGRAMS (PARISH LIFE)–6%

At St. Bart's we practice "Invite, Welcome, Connect" to bring newcomers and our members into active church life. We combine digital, written, and most importantly in-person communication to connect and engage with current, former, and future parishioners.

GIVE TO SUPPORT PROGRAMS IN 2024

- Ignite our process to welcome and connect all newcomers and visitors.
- Increase opportunities to form meaningful relationships in small groups.
- Strengthen pastoral care response and support for our members and our community.
- Revise St. Bart's website, the front door of our church.
- Expand St. Bart's digital communication and social media to engage the community and attract young families with children and youth.

CHRISTIAN FORMATION—8%

Christian formation begins with our youngest members at baptism and continues with communion recognition, confirmation and many lifelong learning opportunities.

Sunday School teaches about God and Christian life through stories, activities, and Godly Play. Our youth ask hard questions and share experiences that deepen understanding of our faith in action. Adults learn in Bible and book study, Sunday Forums, and other special programs that teach and expand our thinking with relevant topics for all ages.



GIVE TO SUPPORT CHRISTIAN FORMATION IN 2024

- Develop seasonal programs for children including sacramental preparation (baptism, communion, confirmation).
- Establish St. Bart's Youth Council to develop leadership skills and enhanced programming.
- Expand adult educational programs to grow our faith and enrich our lives.

ADMINISTRATION - 18%

St. Bart's members and our community rely on our clergy and staff to lead and support our mission to be disciples of Christ. We give to support the work they do every day to make this real and tangible in our lives and the lives of others.

GIVE TO SUPPORT ADMINISTRATION IN 2024

- Recruit a part-time Parish Administrator.
- Create and implement effective onboarding procedures and key training programs for staff and volunteers.
- Improve IT support and performance; implement procedures and processes for document access, security, organization, and retention.

CAMPUS FACILITIES - 21%

St. Bart's is blessed with a large campus that serves members of our faith family and our community. Our buildings and grounds require regular and long-term maintenance to be the places where all feel welcomed, safe, and comfortable.

GIVE TO SUPPORT CAMPUS FACILITIES IN 2024

- Address rising electrical costs: expand solar panels, install programmable thermostats, and add more shaded areas to our campus.
- Adopt proactive maintenance practices to pass on well-cared for buildings and grounds to future generations.
- Create sustainability programs that support recycling, water conservation, and other environmentally responsible initiatives.



DIOCESAN SUPPORT AND OUTREACH - 11%

St. Bart's is a church in the Episcopal Diocese of San Diego and The Episcopal Church. We are privileged to support the great work of the larger Church and diocese.

YOUR 2024 PLEDGE WILL MOVE ST. BART'S FORWARD IN FAITH

St. Bartholomew's Episcopal Church is faithfully committed to good stewardship. Our Finance Committee and Vestry need to know what our parishioners will contribute through pledging in 2024. Then we finalize our financial plan and budget to support our mission and ministry.

As a not-for-profit organization, we depend on your commitment to pledge an annual, quarterly, monthly, or weekly contribution to our church. Your pledge supports our ministries, worship, music, Christian education, congregational development, pastoral care, administration, facilities and other expenses. Please increase your current pledge, renew your pledge, or pledge for the first time, to strengthen the life, ministries, and mission of our church.

YOUR PLEDGE

A pledge card is included in this stewardship package. This can be completed and then returned in the enclosed envelope. You can also pledge online at stbartschurch.org/pledge.

Only God and you will determine what pledge you will make to move St. Bart's Forward in Faith. Your pledge is a commitment to help our church nourish the spiritual life of our parishioners, bring new people to know Jesus Christ, and help those in need.

The Proportional Giving Chart is provided as a guide to consider your 2024 pledge. Find your approximate annual income and move across the row to find the amount to annual pledge amounts. Pray and reflect on God's blessings in your life and your love of our St. Bart's church family as you determine your 2024 pledge.

PROPORTIONAL GIVING CHART

Annual Proportional Giving						
Annual Income	15%	10%	7%	5%	3%	1%
\$25,000	\$3,750	\$2,500	\$1,750	\$1,250	\$750	\$250
\$50,000	\$7,500	\$5,000	\$3,500	\$2,500	\$1,500	\$500
\$75,000	\$11,250	\$7,500	\$5,250	\$3,750	\$2,250	\$750
\$100,000	\$15,000	\$10,000	\$7,000	\$5,000	\$3,000	\$1,000
\$150,000	\$22,500	\$15,000	\$10,500	\$7,500	\$4,500	\$1,500
\$200,000	\$30,000	\$20,000	\$14,000	\$10,000	\$6,000	\$2,000
\$250,000	\$37,500	\$25,000	\$17,500	\$12,500	\$7,500	\$2,500

I pledge to make a strong statement about my faith and trust in God.

I give to remind myself that St. Bart's is the spiritual home I have longed for all my life.

STEWARDSHIP Q & A

WHY DO WE HAVE AN ANNUAL STEWARDSHIP CAMPAIGN?

As with your personal finance planning, St. Bart's prepares an annual church budget. The income from pledges provides the primary funding for our ministries and mission.

WHY DOES ST. BART'S NEED MY PLEDGE?

As a not-for-profit organization St. Bart's needs your pledged contribution to fund our budget. In 2023 pledges are funding approximately 60% of our budget and 50% of our members are pledging. We need our 2024 stewardship pledges to fund 79% of our budget with remaining funding anticipated from endowments, special gifts and non-pledged church collections. St. Bart's needs our Stewards - YOU - to make a personal Forward in Faith pledge.

HOW DO I PLEDGE?

Complete a Forward in Faith Pledge Card online at www.stbartschurch.org/pledge or complete and submit a printed form. Parishioners will receive a personalized Pledge Card in the mail. Pledge cards are also available in the Narthex and church office.

HOW DO I PAY MY PLEDGE?

Indicate your preferred payment frequency (weekly, monthly, quarterly, or annually) on your pledge card to pay by check, credit card or online at www.stbartschurch.org/give. Please contact Bill Angus, treasurer@stbartschurch.org if you prefer to pay your pledge with appreciated securities or tax-free IRA distributions.

WHAT IS PROPORTIONAL GIVING?

Proportional Giving is percentage-based pledging of your annual income, giving according to what God has given you. Use the Proportional Giving chart as a guide to prayerfully determine your pledge to support and sacrificially give to fulfill God's vision for St. Bart's to move Forward in Faith.

WHAT IF I CANT GIVE AS MUCH AS I PLEDGED?

Your pledge is a commitment, not a legal document. We understand that life can bring changes such as a job loss, illness, or a move away from our area. If you can't meet your pledge, please inform our Bill Angus, treasurer@stbartschurch.org to adjust your pledge amount in confidence.

WHEN IS THE PLEDGE FORM SUBMISSION DEADLINE?

Please submit your completed pledge form with your planned contribution as soon as possible. Join other parishioners at the Forward in Faith weekend church services on November 18 - 19.

WHAT IS THE DIFFERENCE BETWEEN A PLEDGE AND PLANNED GIFT GIVING?

Your pledge is a commitment to support St. Bart's annual budget. Planned giving is planning-ahead to continue your support of our church. It can be a bequest in your estate, a gift of property, charitable gift annuity or charitable trust. Anyone who makes a planned gift to our church becomes a member of St. Bartholomew's Legacy Society. For information about Planned Giving please contact Mother Nina Bacas at rector@stbartschurch.org.

WHAT IF IN ADDITION TO MY 2024 PLEDGE I'D LIKE TO MAKE A CONTRIBUTION TO THE 2023 BUDGET?

Go to: stbartschurch.org/give.

FORWARD IN FAITH

GIVE FOR A VITAL FUTURE

FIVE SPIRITUAL PRACTICES :

- ✝ Pray daily
- ✝ Worship weekly
- ✝ Learn constantly
- ✝ Serve joyfully
- ✝ Give generously



ST. BARTHOLOMEW'S
EPISCOPAL CHURCH