

Reflecting God's Generosity

Sustaining & Growing our
St. Paul's Community



Stewardship
Frequently
Asked
Questions

Who Are We?

We are beloved of God. We come from Brookline and many different neighborhoods and towns in the greater Boston area and beyond. We are one body with many different experiences, gifts, and circumstances. Together we seek to be a place in this world where all can experience the fullness of Christ's love and learn to follow the Two Great Commandments: to love God with all our heart and with all our soul and with all our strength; and to love our neighbor as ourselves.

Who makes Sunday at St. Paul's happen?

Behind the vibrant church school hour and beautiful, heartfelt worship services are many conversations and meetings, a day of sermon preparation, curriculum and lesson planning, hospitality preparations, assembly of worship bulletins, developing announcements, writing updates, with prayerful attention to countless details by parish staff and many volunteers.

What happens at St. Paul's outside of Sunday education and worship?

Social action and outreach, pastoral care and counseling, education, pre-marital counseling, baptismal preparation, funeral planning, financial and building management, communications, intern training, leadership development. And other times of worship and prayer.

Who are paid leaders at St. Paul's?

The Rev. Jeffrey W. Mello, Rector (full time)
The Rev. Megan C. Holding, Assistant Rector (half time)
Andrew E. Clarkson, Director of Music (15 hours/week)
Hazel Johnson, Director of Children and Youth (10 hours/week)
Jill Seiler-Moon, Parish Administrator (25 hours/week)
Lucy M. Sewall, Finance Administrator (6 hours/week)
James J. Santagati, Sexton (23 hours/week)
Eliza Marth, Life Together Fellow (stipend internship)

What is our total annual budget for 2015?



\$472,100

Who are volunteer leaders at St. Paul's?

Wardens, Treasurer, Clerk and Vestry (governing committee) of the parish
Lay worship leaders: Choir, Lectors, Prayer Leaders, Chalice Bearers, Healing Ministers, Acolytes (cruicifers, torch bearers, servers), Verger, Flower Guild, Ushers, and the Altar Guild.
Members of Committees and Teams: Sunday School Teachers, Retreat Planning, Finance, Stewardship, Buildings and Grounds, Communications, Ministry Outside the Parish, Scripture Group, Knitting, Faith in Action, Garden, Hospitality, Newcomers, Ushers, Pastoral Care and Lay Eucharistic Visitors, and Archives

Why do we need annual pledges? Don't we have an endowment?

We are fortunate to have an endowment. Our commitment is to spend no more than 4.5% of a rolling 3-year average of its value. This covers only 25% of our expenses. Over the past 5 years, we have been able to reduce our dependence on the endowment by 50%. A future goal would be to eliminate our use of the endowment for operating costs and use endowment income solely for mission and outreach.

Aren't the contributions made in the weekly offering enough?

Weekly non-pledge offerings amount to approximately 9% of all contributions to St Paul's, but we can't count on them—they change from year to year.

Why should I consider pledging? Does St. Paul's need my pledge?

Pledges allow us to plan our commitments to our staff and programs each year. Every pledge is valued, whatever the amount.

How many pledges a year do we receive? What amount should I pledge?

For 2015, 110 households made an annual pledge to St. Paul's. The range of pledges was from \$200 to \$10,000. When deciding what to pledge, consider committing a percentage of your household income. What percentage of your household income have you given in the past? Might you be able to increase it by 1% this year? If you're just starting out, what percentage feels possible? 2%? 3%? 5%? A tithe of 10%? It takes some discernment to figure out the right level for your household. (See chart below)

Can't we just repeat our pledge from last year?

Part of the purpose of an annual stewardship campaign is to create an opportunity to reflect on our resources and gifts and what we can commit to the church. There are many reasons why someone might raise (or lower) a pledge. Given inflation, if a pledge stays the same for multiple years, it is essentially being lowered.

Wait a second, I heard there was going to be a capital campaign at St. Paul's?

The vestry and parish are considering the possibility of a capital campaign to raise funds for important improvements to our sacred spaces. If it happens, it will be distinct from pledging and stewardship. Stewardship comes first. Pledges are the basic sustenance of parish life and represent both our vitality and our capacity for more growth.

Why does giving to the church matter spiritually?

Because we are St. Paul's: our spiritual life, our experience of worship, reverence, and music, our passion for justice and ministry outside the parish, our learning and care for one another, our humor and celebration are communal realities.

Because we are grateful for the nourishment and care we receive and the challenges that help us grow as people of faith and as community members.

Because it is helpful and good to discern our priorities: What really matters in our lives? Where do we spend our time? For what are we grateful? To what values do we dedicate our lives?

Because giving to the church is an act of generosity, but also an act of trust. Both trust and generosity are spiritual practices or disciplines.

Stewardship Proportional Giving Chart

Annual Income	Pledge								Tithe		Beyond Tithe	
	1%		3%		5%		7%		10%		15%	
	weekly	annual	weekly	annual								
\$10,000	2	104	6	312	10	520	14	728	19	988	29	1508
\$25,000	5	260	15	780	24	1248	34	1768	48	2496	72	3744
\$35,000	7	364	20	1040	34	1768	48	2496	68	3536	101	5252
\$50,000	10	520	29	1508	48	2496	68	3536	97	5044	144	7488
\$75,000	14	728	43	2236	72	3744	101	5252	145	7540	217	11284
\$100,000	19	988	58	3016	96	4992	135	7020	193	10036	289	15028
\$150,000	29	1508	87	4524	144	7488	202	10504	289	15028	433	22516
\$200,000	39	2028	115	5980	192	9984	269	13998	385	20020	577	30000

Many thanks to our friends at Emmanuel Church, Boston, for permission to adapt some of their FAQ material.

