



A. Very much so. Quite frankly, much of the budget is needed for infrastructure: to keep the church and parish house in good condition. The Vestry has looked for every opportunity to conserve funds wherever possible. For instance, instead of upgrading the facility's heating infrastructure at a proposed cost exceeding \$1 million, repairs have been made to give the heating system additional life. These repairs cost \$84,000. Additionally, the parish office is now open for three days a week in order to save on staffing costs.

Q. How many people pledge? And are there trends related to pledging?

A. In 2025, there were 80 pledgers – individuals and families – who pledged a total of \$201,618. This was slightly down from 2024 pledging of \$202,750, given by 84 pledgers.

See the table below for a profile of our pledgers.

2025 Annual Pledge by Age Group – Generosity from Generation to Generation

Age Group	Number	% of Pledgers	Pledge Amount	% of Pledge Funds
20s	0	0	\$0	0%
30s	1	1%	\$480	1%
40s	3	5%	\$3,600	2%
50s	5	8%	\$9,940	5%
60s	14	21%	\$28,428	15%
70s	25	38%	\$91,430	49%
80+	17	26%	\$51,320	28%

A. Related to trends, it's clear to see that our parish demographics show a decided tilt to pledgers in their 60s, 70s, and 80+ -- and a need to attract young people and young families to St. Stephen's to foster an ever more vibrant parish.

Q. I care deeply about St. Stephen's and want to see it thrive far into the future. What can I do to help?

A. There are several things each of us can do to help the parish thrive next year and into the future. Among them:

- Consider increasing your pledge by 10% this year. For example, if you give \$1000 each year, this represents an increase of \$100.
- Consider volunteering for one of the many roles that enhance our common life together! A Time and Talent pledge form has been included in your pledge packet. We invite you to think about volunteering for something you may have done in the past or for something entirely new! In the coming weeks, you will hear more about opportunities with Altar Guild, Choir, Vestry, Property, and others.
- Consider asking a family member, friend or co-worker to come to St. Stephen's to meet us! A single visit is just that – a chance to say hello.
- Provide ideas on cost savings or fund-raising to any member of the Vestry! We'd love to hear them!