

STEWARDSHIP AT INCARNATE WORD
THINK GENEROUSLY.
PRACTICE GENEROSITY.
AND DO SO COURAGEOUSLY.

- God has blessed Incarnate Word!
 - Faithful and passionate preaching of the Word
 - Beautiful liturgy and music
 - Caring and friendly people who work tirelessly as God's hands, feet, and loving arms
 - Significant opportunities for outreach

Thank you for your continuing, generous financial support during this challenging year!

STEWARDSHIP GOALS FOR 2021-2022 FISCAL YEAR

1. Please pledge!

Rationale: The more people who return the enclosed pledge card indicating a financial commitment, the more confidently income can be estimated for the upcoming financial year.

Goal: If you currently pledge, please continue. If you don't pledge, please consider filling out and returning the enclosed pledge form. Please mail pledge forms to the during the **week of March 22, 2021 or as soon as you are able** .

2. Reduce reliance on Endowment Fund

Background: The Endowment Fund supports Incarnate Word's operating budget.

Rationale: For good fiscal stewardship, the amount used to fund the operating budget from Endowment should be 5% or less of Endowment principal. With continued strong giving, we are on track to require 5% or less to balance the operating budget for FY 2020-21.

Goal: Continue Endowment support of operating budget at 5% or less of Endowment principal.

3. Technological Improvements at Incarnate Word.

Rationale: Technological improvements are needed to improve the security of our computer systems and enable safe and secure online donations. The cost will increase expenses \$5,500 annually. Looking forward, we are moving towards enabling digital broadcasting of our services to reach out to those who are unable to attend in person

Goal: Your continued support is needed to enable required technological improvements at Incarnate Word now and in the future.

4. Staff salary increases.

Background. The staff of Incarnate Word is an integral team in supporting the implementation of our ministries. This has been a particularly challenging year with safety concerns balanced with the continuing work of the church. The staff continues to provide faithful and conscientious care to our ministries, assuring successful outreach to members as well as those outside our walls.

Rationale. We believe that strong and vital ministries are made possible in large part by the stability of staffing. Pay raises help to provide such stability and brings vitality. To provide salary increases for

staff not only enhances our ministry vitality, but provides an essential foundation for continued growth in our congregation for years to come.

SUMMARY:

- To achieve these fiscal objectives in full, our goal is to increase unified income by 6.9%.
- As a guideline, this would equate to an increase of **\$5.37** or per week or **\$23.29** per month per giving unit. These guidelines are given with the clear understanding that everyone needs to base this decision on their personal financial situation. We anticipate that at this time with of great uncertainty, some will be able to give more, some less.

We ask that you give thoughtful, prayerful consideration to strengthening the mission of Incarnate Word by returning the enclosed pledge card indicating your financial commitment. This is also an opportunity to indicate interest in donating time and talent to Incarnate Word.

We ask you to return the completed pledge form to the church by mail **the week of March 22** or as soon as you are able to:

Incarnate Word Lutheran Church
Attn: Stewardship Appeal
597 East Ave. Rochester, NY 14607

The Stewardship Team will be glad to answer questions or receive feedback about these goals. Please email any questions to Kelley Madden (kmadden@rochester.rr.com).

***Christ calls us to be a blessing to all.
In Christ, may we give as we have been blessed by God.***