

**IT  
WASN'T  
RAINING**

**WHEN  
NOAH  
BUILT  
THE ARK**

2023 Annual Giving

Kirk in the Hills

# *A note from* The Chair of Annual Giving

Dear Kirk Family,

As we enter this season of stewardship, we are excited to be celebrating the 75<sup>th</sup> anniversary of our wonderful faith community. We are blessed by the vision of the founders and the work of those who came before us. They built the foundation on which we continue to grow. As we reflect on that history, it is also time to look forward. Churches are at an inflection point in this post-pandemic world and we must decide – are we going to just survive or are we going to thrive? We already do so many great things at the Kirk, but there is much more to do. I believe we can do it with support from all of you!

We are grateful for your pledges and contributions to the 75th Anniversary Capital Campaign. This campaign will provide for improvements to the campus and growth for the mission of the Kirk. However, we still need contributions to the Annual Operating Budget for our day-to-day activities. On behalf of the Annual Giving Committee, I ask that you prayerfully consider your pledge for the coming year – and possibly increase that pledge, perhaps by as much as 10%. If we achieve our pledge goal, we can continue to do those things that are important to all of us. The pledge form also provides an opportunity to make this a two-year commitment. The two-year commitment gives us a head start on the 2024 Annual Giving campaign. If you elect this option, please know that you can change it, if necessary, at any time.

Thank you so much for all you do for Kirk in the Hills, and let's continue to grow and serve inside our walls and beyond

In Christ,  
Randy

A handwritten signature in black ink, appearing to read "Randy Pappal". The signature is fluid and cursive, with the first name "Randy" and last name "Pappal" clearly distinguishable.

Randy Pappal  
*Board of Trustees*  
*Chair of Annual Giving Campaign*

# Building Our Ark

At Kirk in the Hills, our legacy continues to be built by the hundreds of families that call this place home. As a church family, we find joy in the day-to-day work of supporting our mission and ministries both inside our walls and beyond.

Just like in your own family, we, too, have day-to-day expenses that need to be met. Your gifts build the Ark that not only allows us to meet our expenses but to provide facilities and ministries that make a difference. We have a beautiful building and campus to maintain, we are called to reach out and support the wider community. We have pastors and staff to lead and guide us in our mission of sustaining our beloved church and remembering the value of our Christ-centered church that is always helping...always directing...always there for us. Please continue reading about our ministries and mission so that you get a clear picture of what your annual financial gifts support and how they help us to prepare for the year, and the rain, to come.

**The Kirk's Annual Giving pledge goal for 2023  
is \$1.7 Million.**

Our annual operating budget is about \$3.0 million, allocated by ministry area as shown below. In addition to our pledges, we will be able to withdraw about \$1.3 million from our Endowments, which is allocated as follows: Facilities (72% of Endowment Allocation); Pastoral Compensation (13% of Endowment Allocation); Mission (6% of Endowment Allocation); and other ministries (9% of Endowment Allocation). The balance of our revenue (approximately \$200,000) will come from other donations and earned income, such as facility rentals, loose offerings, and other miscellaneous giving.

**34%** Worship & Music

**28%** Christian Education & Formation

**22%** Outreach & Mission

**16%** Congregational Care

# Ministries

## Leadership

The Kirk has a vibrant community of faith, one that is shaped and guided by our pastoral leaders. Our pastors help to care for all of our families through every stage of life including our greatest celebrations of births, baptisms, and weddings as well as our moments of loss and grief. A large portion of our Annual Giving ensures fair compensation for our leaders. We have been well blessed over our first 75 years with outstanding leaders who have dedicated themselves to sharing the gospel through Worship, Christian Formation, and Mission.

## Worship & Music

Worship is the center of our life together. At the Kirk, we are committed to providing a sacred space for every heart to experience God's transforming love. As a church, we believe true worship is the greatest invitation for us to draw closer to God through spirit-filled music, heartfelt prayer, and the proclaimed Word of God. Music has the power to move us and speak to our hearts. Outstanding music in worship is a hallmark of Kirk in the Hills. Our ability to send our worship services to those not physically present enhance the effect we have in our community. Annual Giving helps to support the dedicated pastors, musicians, and staff to provide us with a great worship experience that nurtures our faith.





# Christian Formation & Education



Education provides the training and knowledge of scripture and its applications and its implications in order to develop confident disciples. Our faith formation is deeply rooted in relationships we foster with God and our neighbors. It is shaped and formed throughout our lifetime as we experience the warmth of relationships, the power of stories, and the growth of community. Each year, special time and care are given to creating spaces for meaningful, intergenerational faith formation.

Our children are introduced to stories of faith from the Bible during weekly Sunday school as well as in Vacation Bible School. Our youth attend confirmation classes and go on annual mission trips to form and strengthen their faith. Adult Education offerings and small groups help our adult members, young and old, to be rooted in faith and community. Each year, your pledged Annual Giving offerings go towards supporting such efforts as well as bringing in exceptional speakers and so much more.

## Congregational Care

Caring for our members has always been important to our shared life. Whenever a member of our church family has a need, there is a team of trained, caring people to sit with them and provide an uplifting, supportive word. Deacons, Stephen Ministers, and Congregational Care and Membership committees provide this help, alongside our pastors and staff, who are always there at life's critical moments. Your Annual Giving makes this work possible.

# Outreach & Mission

Mission is a trademark of this congregation. We're on a mission to share God's love and work for healing in our neighboring community and around the world. The Kirk family extends well beyond the church and into the community. Each year, as a result of your Annual Giving, many dollars are dedicated to supporting our local children, youth, and families in a variety of efforts. Our active partnerships with Lighthouse, South Oakland Shelter, Oakland HOPE, Church World Service, local foster care agencies, and many others, allow us to address issues such as food insecurity, housing, education, clothing, and furniture each year. Because we believe our Kirk family extends well beyond our four walls, we are committed to bettering the lives of families in our greater community every day.

## Facility

Our facility is an incredible legacy gifted by those who came before us. While the current endowment covers the majority of ongoing property expenses such as maintenance, repairs, and groundwork, annual dollars are dedicated to supporting our maintenance and sexton staff. The staff prepares our facility for weekly worship and meetings and cares for the day-to-day custodial needs of the church. The age of our building requires that we allocate continually increasing resources to prevent the inevitable aging of both the interior and exterior and that will mean a greater reliance on Annual Giving for staffing.



# Stewardship

Stewardship is a spiritual practice consisting of prayer, scripture reading, and service. We believe it is important to discern how the Spirit is calling you to live out your discipleship and what excites you about the Kirk through giving. We invite you to set aside time as an individual or family to thoughtfully and prayerfully reflect on the following questions:

- What does the Kirk mean to you?
- What excites you about the Kirk?
- What are your hopes for the future direction of the Kirk as your church home?
- What percentage of my income is God calling me to give to the mission of the church?

As you ponder these questions, consider three different levels of impact you can make. The suggested commitment levels and giving percentages may not fit for all members but can be used as a guide.

## **SUSTAINING CHURCH**

The Kirk has been and remains a significant part of your spiritual life and you are committed to supporting the ongoing ministry. The guideline to achieve this is 2-3% of annual income.

## **VISIONARY CHURCH**

The Kirk is a central community in your life and you are committed to expanding the programs and ministries of the Kirk. The guideline to achieve this is 4-7% of annual income.

## **TRANSFORMATIVE CHURCH**

You are deeply committed to the Kirk. Your contribution is intended to provide a level of support that fuels the transformation of the Kirk as it adjusts to the evolving future needs of the church. The guideline to achieve this is 8-10% of annual income.

If you are not currently giving to the Kirk or are a new member, then please consider becoming a Foundational Giver by giving \$50-100 a month. Of course, a gift of any amount is appreciated!

Thank you to our members who make consistent financial contributions to Kirk in the Hills.

Your commitment to the Kirk allows us to make a difference. Your gifts maintain our beautiful gothic cathedral and its grounds. You help us hold classes for our children that build a strong foundation of faith that will shape their lives. You create an environment that engages our youth in real-world spiritual learning. You bring great speakers and biblical experts into our building to share their knowledge. You provide the resources that continue to connect with our college students through care packages and letters. You are a part of fostering relationships and serving our community.

You make the Kirk all that it is.

Thank you

