

# Episcopal Diocese of Missouri - 2024 Operating Budget

Approved by Convention 4 November 2023

	A	C	D	E	F
1		<b>2023</b>		<b>2024</b>	
2		<b>2023 Operating Budget</b>	<b>2023 Projected Year-end</b>	<b>Council's Proposed Budget</b>	Line Item Explanations
3	Revenues				
4	INCOME				
5	Parishes and Missions Assessments	\$1,335,000	\$1,287,550	\$1,342,000	Anticipated parish/mission income based on the Assessment formula using the minimum percentage of 2022 Parochial Report Income and adjusted based on experience.
6	Investment Interest Income	\$334,300	\$334,300	\$332,500	Investment income on Unrestricted Funds based on a total return policy of 5% of a three year average (dividends, interest, and appreciation in investments).
7	Ministries on Campus Fund Income	\$99,500	\$99,500	\$100,300	Investment Income from the Ministries on Campus Fund based on a total return policy of 5% of a three year average (dividends, interest, and appreciation in investments). This dispersal is designated to offset Campus Ministry.
8	Miscellaneous	\$5,000	\$5,000	\$5,000	Various miscellaneous income.
9	Kelton White Segregated Fund Income	\$255,000	\$255,000	\$300,000	Interest income from loans to congregations from the Kelton & Alma White Segregated Fund plus an allocation of income earned on the investment portion of the Fund.
10	Bishop's Thompson Fund Contribution	\$475,500	\$475,500	\$495,000	Bishop's contribution from the Thompson Fund to the Diocesan Operating Budget.
11	Property Income	\$10,000	\$36,250	\$59,000	Rental income from various properties owned by the Diocese, in addition to a distribution of income from the Property Fund.
12	Program Income				
13	<i>Convention Income</i>	\$23,000	\$24,500	\$26,000	
14	<i>Commission on Ministry Income</i>	\$5,000	\$5,000	\$6,000	
15	<i>Vestry University Registrations</i>	\$2,500	\$2,500	\$2,500	
16	<i>Campus Ministry Income</i>	\$12,000	\$12,000	\$12,000	
17	<i>Camp Phoenix Income</i>	\$12,000	\$0	\$29,900	
18	<i>Clergy Events-Registrations</i>	\$6,500	\$3,960	\$6,500	
19	Program Income (Total)	\$61,000	\$47,960	\$82,900	The offsetting anticipated income for the various listed programs.
20	Donaldson Fund Income	\$101,660	\$101,660	\$100,270	Income from the Donaldson Fund designated for Episcopal City Mission, Camp Phoenix, Task Force for the Hungry, and other programs of the Diocese. This income is based on a total return policy of 5% of a three year average.
21	<b>TOTAL INCOME</b>	<b>\$2,676,960</b>	<b>\$2,642,720</b>	<b>\$2,816,970</b>	
22					

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23	Expenses				
24	<b>EPISCOPATE &amp; CHURCH GOVERNANCE</b>				
25	Archives	\$13,300	\$13,300	\$8,300	The Archives is the repository for all the historical records of the Diocese. This funding will be used to purchase archivally safe supplies, finish the 3-year project to digitize 160 years of Diocesan Convention Journals and Constitution & Canons, begin a new project to digitize "Church News" 1870-1931, pay for other items to be digitized, for some silver and bronze repair, and other small archives expenses.
26	Bishop Transition	\$13,000	\$13,000	\$12,000	Funds set aside each year to cover transition expenses for the next bishop.
27	Companion Diocese Committee	\$5,000	\$3,500	\$2,500	Funds to support committee work related to our companion relationship with the Diocese of Puerto Rico.
28	Diocesan Convention (Related Income-Line 13)	\$45,000	\$60,000	\$60,000	This amount covers the direct costs related to the Annual Meeting of the Diocese, such as all preparatory materials, on-site expenses, and livestreaming.
29	General Convention Deputies	\$14,000	\$14,000	\$12,000	Funds set aside each year to cover General Convention Deputy expenses at our triennial convention.
30	Governance	\$9,000	\$6,000	\$7,000	Funds to cover the logistical expenses associated with Diocesan Council and Standing Committee/COEDMO meetings, a joint leadership retreat, and Convocation event expenses.
31	Lambeth	\$1,500	\$1,500	\$1,000	Funds set aside each year to enable our Bishop to attend the Lambeth Conference every ten years.
32	National Church Assessment	\$341,187	\$341,187	\$361,940	Amount of Asking from each diocese to fund the program and ministry of the Protestant Episcopal Church in the United States of America in the nation and the world. This represents a 100% giving level on the required 15% Asking.
33	Province of the Midwest (Province V)	\$6,824	\$6,824	\$7,230	This represents our assessment dues for our membership in Province V.
34	Curacy Leadership Program	\$10,000	\$10,000	\$10,000	These funds will go toward the formation of a new program to provide salary support, mentorship, leadership training, and vocational formation for new seminary graduates. This program will support newly ordained clergy and underserved congregations in the Diocese.
35	Episcopate & Governance Expense Account	\$40,000	\$45,000	\$45,000	This amount represents the travel, conferences, and other expenses for staff under Episcopate and Church Governance.. This line includes an amount to cover the expenses of a non-stipendiary Archdeacon.
36	Salary (3.6 Employees)	\$409,640	\$409,640	\$428,480	Salary line is for 4 persons under Episcopate & Governance: the Bishop, an Executive Assistant, the Canon to the Ordinary, and the Archivist (3/5 time).
37	Benefits (3.6 Employees)	\$137,900	\$138,300	\$145,000	The appropriate benefit costs associated with the above salaries.
38	<b>TOTAL - EPISCOPATE &amp; GOVERNANCE</b>	<b>\$1,046,351</b>	<b>\$1,062,251</b>	<b>\$1,100,450</b>	
39	<b>ADMINISTRATIVE</b>				
40	Consulting Contract	\$7,500	\$7,000	\$7,000	To allow the Offices of the Bishop to make use of outside consultants for special projects or events.
41	Contingency	\$2,000	\$2,000	\$2,000	Contingency is simply for unanticipated expenses.
42	Equipment	\$5,000	\$5,000	\$5,000	To provide funds primarily for replacing/upgrading equipment in the Offices of the Bishop.
43	Insurance	\$14,000	\$13,000	\$13,500	Insurance represents our liability, worker's compensation, officers and directors liability, and property insurance.
44	Interpreters for the Deaf	\$3,000	\$3,000	\$3,000	Provides funding for interpreters during Diocesan Convention, Convocation, or other diocesan meetings in which hearing impaired persons participate.

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45	Office Expenses	\$60,000	\$62,000		\$62,000	Includes items such as postage, copier, paper, consumable supplies, equipment maintenance, payroll processing, merchandise, and computer support.
46	Office Space - Rent	\$153,852	\$153,852		\$158,500	Rent paid to Christ Church Cathedral for the Offices of the Bishop's office space. This amount is in direct proportion to the Cathedral's Diocesan Assessment.
47	Professional Fees	\$52,000	\$53,000		\$53,000	This represents the fee paid to auditors for the annual examination of the assets and liabilities of the Diocese of Missouri and funds to cover necessary legal expenses.
48	Property Management	\$125,000	\$125,000		\$125,000	Funds to cover the costs associated with the management of Diocesan owned property, such as insurance, utilities, security, lawn maintenance, and some capital expenses. The 2024 budget includes funding for the expenses of the following former properties: Grace Hill, St. Matthew's/Mexico, St. Luke's/Manchester, and St. Alban's/Fulton. Additional funding is also included for a part time property manager.
49	Administrative Expense Account	\$4,500	\$4,500		\$4,500	This amount represents the travel, conferences, and other expenses of the Administrative staff.
50	Salary (4 Employees)	\$269,750	\$265,000		\$285,580	Salary line is for 4 positions under Administrative: the Canon for Finance & Administration, the Assistant for Finance & Benefits, the Receptionist/Administrative Assistant, and a General Administrative Assistant (new position for 2023).
51	Benefits (4 Employees)	\$193,000	\$168,000		\$191,400	The appropriate benefit costs associated with the above salaries.
52	<b>TOTAL - ADMINISTRATIVE</b>	<b>\$889,602</b>	<b>\$861,352</b>		<b>\$910,480</b>	
53	<b>COMMUNICATION &amp; TECHNOLOGY</b>					
54	Communications Ministry	\$22,000	\$22,000		\$17,800	The Diocesan communications ministry informs and supports our diocesan and parish leadership, our clergy, our lay members, and the community at large. This is how we stay connected and spread the Good News! These funds cover digital publishing tools, printing, postage, resources for parishes, marketing/advertising, audio/video production, and support for parishes.
55	Communications Conferences/Workshops	\$2,000	\$1,500		\$1,500	Funds for hosting Diocesan communications workshops.
56	Communications Contract Work	\$20,000	\$10,000		\$19,400	Funds to hire freelance/contract workers to handle specific aspects of the communications function that require additional time or expertise such as video production, graphic design, podcasts, social media, photography, livestream and tech assistance.
57	Telephone/Internet	\$20,000	\$20,000		\$20,000	Funds to cover telephone services and internet connectivity for the Offices of the Bishop.
58	Communications Expense Account	\$3,500	\$3,500		\$3,500	This amount represents the travel, conferences, and other expenses of the Director of Communications.
59	Salary (1 Employee)	\$73,500	\$73,500		\$76,840	Salary line is for the Director for Communications.
60	Benefits (1 Employee)	\$28,000	\$28,100		\$29,370	The appropriate benefit costs associated with the above salary.
61	<b>TOTAL - COMMUNICATIONS &amp; TECH</b>	<b>\$169,000</b>	<b>\$158,600</b>		<b>\$168,410</b>	
62	<b>COMMUNITY BUILDING &amp; JUSTICE</b>					
63	Dismantling Racism	\$11,500	\$11,500		\$14,500	These funds provide funding for the work of fostering anti-racist practices and attitudes within the diocese. The Commission on Dismantling Racism's mission is to dismantle racism through relationship building, dialogue, education and action.
64	Employee Assistance Program	\$8,000	\$7,000		\$7,000	This provides for free personal and confidential counseling for congregational staff and their families. Clergy counseling sessions are currently funded through the Aged & Infirm Clergy Fund.

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65	Episcopal Church Women	\$2,500	\$2,500	\$2,500	Funds to support the work of the Episcopal Church Women whose mission is to offer every woman in the Diocese of Missouri an environment of support, encouragement and opportunity for ministry by providing fellowship, communication, resource materials and outreach to the diocese, nation and world.
66	Episcopal City Mission	\$20,000	\$20,000	\$25,000	Funds will help support the salary of a new office manager. Episcopal City Mission's chaplaincy services provide support, hope, and healing to youth in the juvenile justice system at facilities in St. Louis City and County.
67	Episcopal Recovery Ministries	\$1,500	\$1,500	\$1,700	ERM exists as a resource for people seeking information, guidance, and consolation in their struggles with substance use disorder. ERM offers information to enable all those affected by addiction to find the help they seek. Funds will be used for a website, YouTube videos, speaker honorarium, printing costs, and travel expenses to the national meeting of ERM.
68	Task Force on Hunger	\$25,000	\$25,000	\$25,000	Funds will be used for the food/hunger ministries of the Diocese of Missouri. The mission of the Task Force on Hunger is to support food and hunger ministries in the Diocese through outreach and resources.
69	Interfaith & Ecumenical	\$1,300	\$1,300	\$1,300	This amount covers the minimum dues to the Interfaith Partnership organization and ecumenical event fees.
70	Jubilee Ministry	\$1,500	\$1,500	\$0	This ministry will be covered by off budget funds in 2024.
71	Pastoral Care	\$4,000	\$4,000	\$4,000	Funds to provide pastoral care in congregations by offering trainings and guidance to lay pastoral care teams. Funds will also cover the expenses of the Diocesan Pastoral Care Rapid Response Team in their work to support our congregations.
72	<b>TOTAL-COMMUNITY BUILDING &amp; JUSTICE</b>	<b>\$75,300</b>	<b>\$74,300</b>	<b>\$81,000</b>	
73	<b>EVANGELISM &amp; STEWARDSHIP</b>				
74	Evangelism & Discipleship Development	\$6,000	\$4,000	\$4,000	Funds to equip clergy and lay leaders to be evangelists, more able disciples, and to build missional communities; to develop and facilitate curriculum and programming in pursuit of the above; to offer professional consultation and support to clergy, lay leaders, and youth; to make the Diocese of Missouri a recognized source of knowledge and best practices in evangelism and discipleship. The Requiem or Renaissance program is currently funded off budget through a Roanridge Grant, so is not included in this line.
75	Stewardship	\$1,000	\$1,200	\$1,200	This line covers diocesan membership in The Episcopal Network for Stewardship (TENS).
76	Evangelism & Discipleship Exp. Acct.	\$6,000	\$6,000	\$7,000	This amount represents the travel, continuing education, and other expenses of the Canon for Evangelism & Discipleship Development.
77	Salary (1 Employee)	\$83,507	\$83,507	\$87,350	Salary line supports the Canon for Evangelism & Discipleship Development.
78	Benefits (1 Employee)	\$28,000	\$28,150	\$29,500	The appropriate benefit costs associated with the above salary.
79	<b>TOTAL - EVANGELISM &amp; STEWARDSHIP</b>	<b>\$124,507</b>	<b>\$122,857</b>	<b>\$129,050</b>	
80	<b>FORMATION</b>				
81	Camp Phoenix (Related Income-Line 17)	\$40,000	\$3,000	\$77,000	The Camp Phoenix program offers a residential summer camp experience to Diocesan youth. The camp program is being redeveloped and will be held at a new location in 2024. The camp expects to support 75 campers and 38 staff. The camp program was put on hold in 2023 to allow for new visioning and planning.

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82	Campus Ministry (2 Employees+Exp) (Related Income-Lines 7 & 16)	\$120,000	\$120,000	\$120,000	Campus Ministry in the Diocese of Missouri serves as the presence of the Episcopal Church on, with, and around college campuses and their local communities. Funds support campus ministry communities in St. Louis, Kirksville, and Columbia, as well as a social justice partnership in Cape Girardeau. Funding will also cover peer minister stipends, program expenses, chaplain conference expenses, and costs associated with the Campus Ministry Rockwell House. In addition, this item covers the salary, benefits and expenses of a half time Campus Ministry Chaplain and part time Administrative Assistant at Washington University.
83	Clergy Events (Related Income-Line 18)	\$20,000	\$15,000	\$20,000	Represents the logistical costs associated with a Spring retreat and a Fall conference.
84	Commission on Ministry (Related Income-Line 14)	\$16,500	\$16,500	\$18,000	Represents the allocated funds for this nationally mandated commission and funds the business of COM such as meeting expenses, discernment conferences, and ordination services. Income of \$6,000 is anticipated from postulancy application fees. Increased expenses are expected due to an increased volume of participants in the ordination process, adding an online learning platform for the ordination process, and adding anti-bias training for committee members.
85	Continuing Education - Clergy	\$6,000	\$6,000	\$6,000	Represents money available to assist clergy in taking part in Continuing Education. Clergy must apply for these funds.
86	Continuing Education - Lay	\$6,000	\$6,000	\$6,000	Represents money available to assist lay leaders in taking part in educational events that help enable their individual ministry. Lay leaders must apply for these funds.
87	Education for Ministry	\$1,750	\$1,750	\$1,750	Funding for Diocesan membership in this four-year curriculum developed by the University of the South Theology School for theological education, which covers the costs of mentor recertification and allows our lay people to participate at a reduced cost.
88	Vestry University (Related Income-Line 15)	\$3,500	\$3,500	\$3,500	Annual conference designed to provide resources and inspiration for all leaders--lay and clergy. This event will generate an estimated income of \$2,500 in registration fees.
89	Safe Church	\$1,500	\$0	\$0	Funds to support trainings to educate and raise awareness of sexual abuse of children and youth as well as preventing sexual harassment and exploitation of adults. Trainings are currently offered online with no cost attached.
90	Bishop Kemper School for Ministry	\$25,000	\$25,000	\$25,000	Affiliation fee paid to the Bishop Kemper School for Ministry that will allow lay and clergy members of the Diocese access to attend.
91	Children & Youth Ministries	\$7,500	\$7,500	\$11,000	This budget reaches children and youth of the Diocese directly through programs, events, trips, and opportunities and space just for them within our Revival and Conventions. This request offers culture change in the diocese, moving from small single-parish initiatives to bigger offerings where churches are working in collaboration together with the Diocese.
92	Young Adult Ministry	\$0	\$0	\$10,000	Funds to support young adult programming for the Diocese, including young adult gatherings, a young adult retreat, and young adult participation at Diocesan Convention.
93	Formation Expense Account	\$5,000	\$5,000	\$5,000	This amount represents the travel, continuing education, and other expenses of the Children & Youth Minister.
94	Salary (1 Employee)	\$68,000	\$60,917	\$71,130	Salary line supports the Children & Youth Minister.
95	Benefits (1 Employee)	\$51,450	\$50,700	\$53,200	The appropriate benefit costs associated with the Children & Youth Minister.
96	<b>TOTAL - FORMATION</b>	<b>\$372,200</b>	<b>\$320,867</b>	<b>\$427,580</b>	
97	Total Expenses	<b>\$2,676,960</b>	<b>\$2,600,227</b>	<b>\$2,816,970</b>	
98					
99	<b>Net Income (Expense)</b>	<b>\$0</b>	<b>\$42,493</b>	<b>\$0</b>	