



# A DEEPER DISCIPLESHIP: A MISSIONAL BUDGET FOR 2026



The Episcopal Diocese of Northern California



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# Introduction

This year, we invite you to see our diocesan budget not only as a set of numbers, but as a living story of discipleship, mission, and community. That is why we are presenting the 2026 Operating Budget as “A Deeper Discipleship Missional Budget.”

This budget was shaped collaboratively. Diocesan programs, ministries, and commissions offered their proposals, which were carefully reviewed by diocesan staff, the Budget & Finance Committee, and the Board of Trustees. The final budget, approved by the Board on September 20, 2025, reflects our common mission and shared priorities.

## **The Lens of Mission**

Every dollar in this budget supports our missional commitments:

- Making Disciples
- Raising Up Saints
- Transforming Communities for Christ

These priorities are lived out through six key areas of our common life:

- Clergy Support
- Congregational Support
- Outreach & Justice
- Youth and Young Adult Ministries
- Formation and Worship
- Governance





# Introduction

## Personnel and Operating Costs

When we talk about “Personnel and Operating Costs,” we are not just talking about overhead. We are talking about the foundation that makes ministry possible: the people and resources who nurture congregations, care for clergy, guide formation, and strengthen witness across Northern California.

Viewed through the lens of mission, the budget becomes a portrait of how we live our call together: supporting clergy, equipping leaders, forming disciples, serving the vulnerable, and strengthening our witness in Christ’s name.

Throughout this document, you will see personnel salaries and operating expenses related to each category of the budget. We asked our team to evaluate their workload and how much time they spent per category/program and they are listed here. We also factored in operating costs per budget category - this includes items like office supplies, accounting and legal fees, equipment, software, etc.

Personnel salaries include salary, pension and benefits.

Operating Costs includes accounting, autos, hospitality and travel, continuing educations, communications, equipment, furniture, software, insurance, legal fees, office occupancy and storage and sabbaticals.



# Revenues

Our shared ministry is made possible through the faithful stewardship of our congregations and the prudent management of our shared resources. This income allows us to fund the vital work across our diocese.

Mission Apportionment, net contributions	\$1,719,664
St. Matthews Center: Contributions, Rental Income, Other Income	\$150,948
Bookkeeping Position (Congregations share of cost for position)	\$19,650
Other revenue (event revenue, interest revenue, other revenue)	\$153,025
Revenue from Investments	\$547,820
<b>Total</b>	<b>\$2,591,107</b>

# Diocesan Operating Costs

Below are the Diocesan operating expenses. The following pages detailed descriptions of each category.

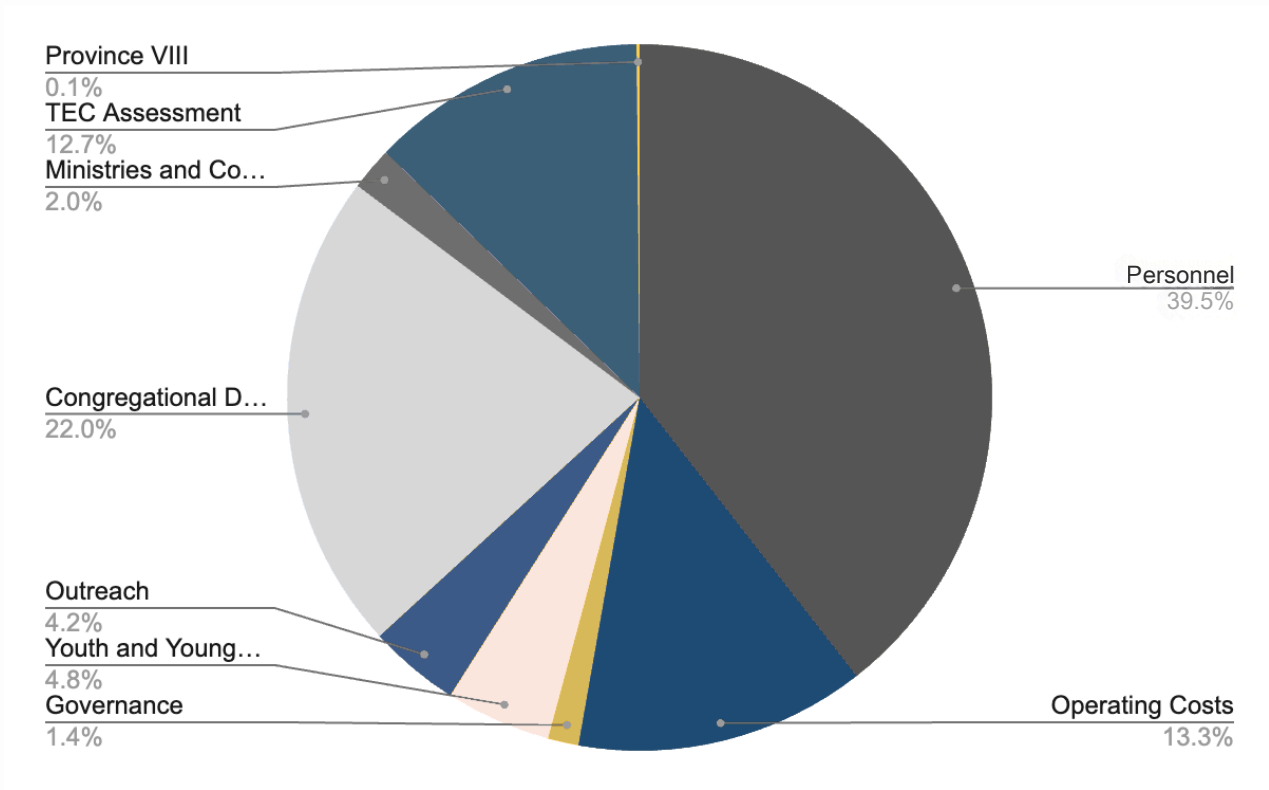
Further, you will notice operating costs listed per category. These costs represent a variety of items to help operations and logistics and ensure our staff can travel, feel supported with continuing education, insurance, legal fees as well as office supplies, equipment, and miscellaneous office supplies.

Personnel	\$1,251,105
Operating Costs	\$422,570
Governance	\$45,000
<b>Program Expenses</b>	
Youth and Young Adults	\$153,340
Outreach	\$132,450
Congregational Development and Support	\$698,851
Ministries and Commissions	\$62,341
TEC Assessment	\$401,353
Province VIII	\$4,500
<b>Total</b>	<b>\$3,171,510</b>
<b>Net Operating Deficit</b>	<b>(\$580,403)</b>
Reserves Allocations for Future Use	(\$133,948)
Total Draws from Designated and Restricted Funds (Communication Hubs, Disaster Relief Fund, Sabbaticals)	\$33,851
Board Approved Draw from Unrestricted/Undesignated Reserves	\$423,053
<b>Net Operating Deficit after Reserve Allocations</b>	<b>(\$257,447)</b>

Notes: Board chose to pass a deficit budget because they felt the issue of lower the assessment for churches to 15% was urgent, and now brings us in line with what we pay to TEC.

The Board made this choice based on strong returns on our investments (realized gains) and felt that the diocese could weather it this year.

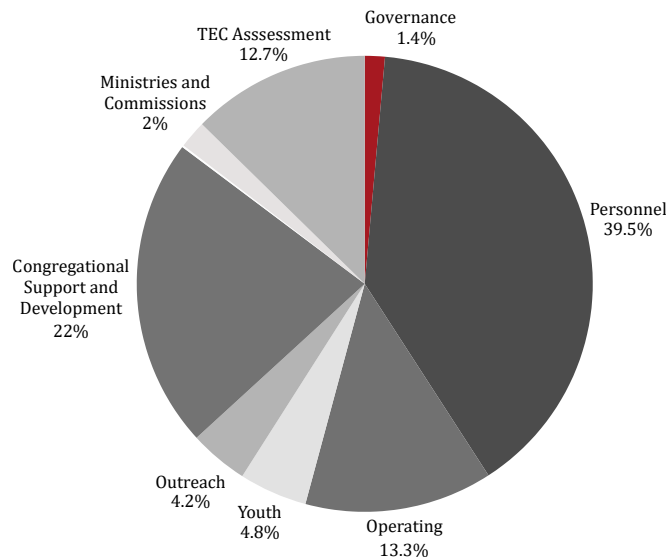
# Diocesan Operating Costs



# Governance

This ministry provides the essential infrastructure for our life together, ensuring we can connect, communicate, and govern ourselves effectively, transparently, and inclusively. It is the behind-the-scenes work that holds us together, from managing our digital presence to running our annual Diocesan Convention.

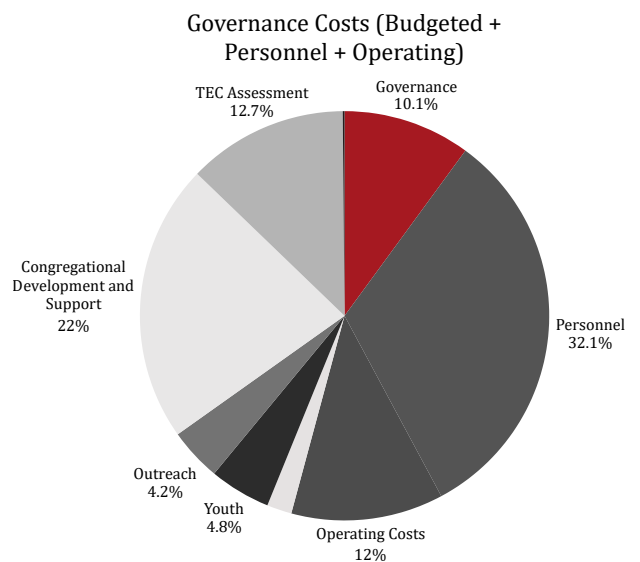
Governance represents 1.4% of our Diocesan expenses.



When adding Personnel and Operating Expenses, Governance becomes **10.1%** of the diocesan budget.

Personnel Expenses for Governance include support from The Bishop, Canon to the Ordinary, Director of Communications, Director of Operations, Exec. Assistant to the Bishop, Exec. Staff Support, Exec Staff Support II, Missioner for Disaster Resilience, Receptionist and Admin Assistant.

Office of the Bishop	
Personnel Expenses for Governance	\$232,754
Operating Expenses that Support Governance	\$41,090
Governance Budgeted	\$45,000
<b>Total</b>	<b>\$318,844</b>





# Governance

## **Board of Trustees**

**\$20,000**

The “vestry” of the diocese, the board meets virtually each month, and has two in-person retreats per year, reflected in this line item. The Board decides the annual budget for the diocese, approves diocesan policies (such as assessment, compensation, benefits) and sets the strategic vision for the diocese.

## **Standing Committee**

**\$1,000**

This group of elected leaders plays an important and very specific role: making decisions about diocesan property, providing advice and counsel to Bishop Megan, and approving candidates for ordination, as well as assenting to the election of bishops across The Episcopal Church.

## **Diocesan Convention**

**\$20,000**

This annual business meeting of lay and clergy representatives from across the diocese now alternates between in-person and online. For 2026, Convention will be online, thus showing a significant savings for next year’s budget.

## **Other Committees**

**\$1,000**

From time to time, the Bishop calls together new committees. This funding provides a small allowance for mileage reimbursement, meeting costs, etc.

## **Strategic Planning**

**\$1,500**

The ongoing process of vision-casting and implementation includes consultation with highly skills individuals brought in to support this work.

## **Ecclesiastical Support**

**\$2,000**

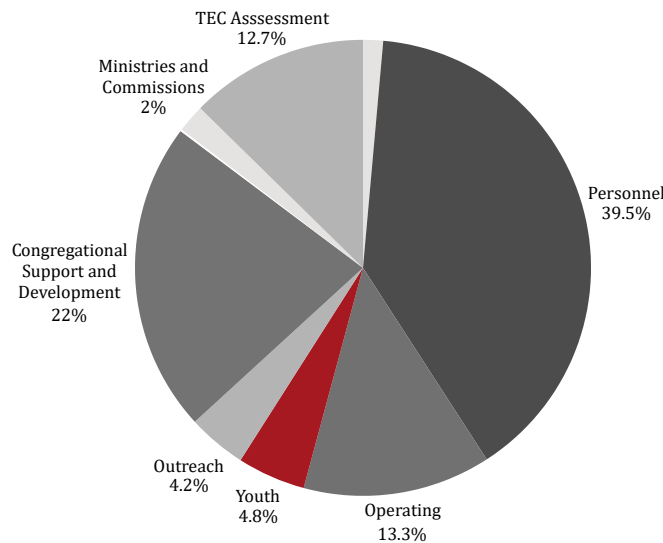
We support to our volunteer attorneys (chancellor and vice chancellors) through this line item, providing mileage reimbursement for meetings, professional dues, and funds to attend annual conferences.



# Youth and Young Adults

Giving to our youth to ensure they can enjoy summer camps filled with learning about neighboring cultures, traditions and time in nature.

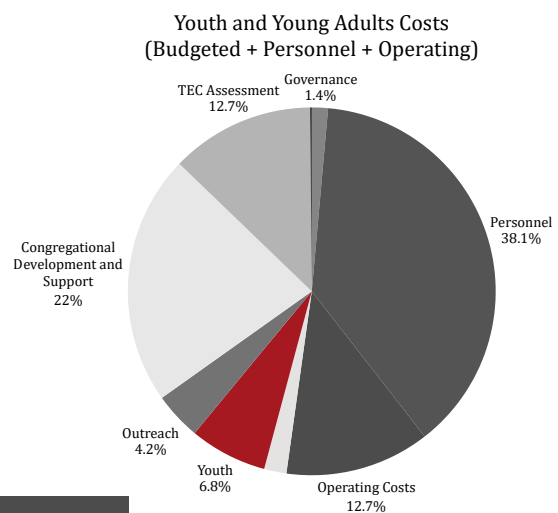
Youth and Young Adults represent 4.8% of the Diocesan expenses.



When adding Personnel and Operating Expenses, Youth and Young Adults programs becomes **6.8%** of the diocesan budget.

Personnel Expenses for Youth and Young Adult programs include support from The Bishop, Canon to the Ordinary, Director of Operations, Exec. Assistant to the Bishop, Exec. Staff Support, Missioner for Church Vitality, Missioner for Disaster Resilience.

Personnel Expenses for Youth and Young Adults	\$44,120
Operating Expenses for Youth and Young Adults	\$18,790
Budgeted Youth and Young adults	\$153,340
<b>Total</b>	<b>\$216,250</b>





## Youth and Young Adults

### **Campus Ministries and Chaplains**

**\$40,000**

These vital funds are the lifeblood of our campus ministries, nurturing the spiritual growth of students at The Belfry and the Episcopal/Lutheran ministry at U.C. Davis. We're not just sustaining these communities; we're planting the seeds for new ventures on other campuses, igniting hope and faith in the hearts of even more young people.

### **Grant to Camp Living Waters**

**\$19,640**

These funds are the heartbeat of our beloved summer camp, allowing local leaders to pour every ounce of energy into creating unforgettable experiences for our campers. By lifting the weight of fundraising from our dedicated volunteers in Semper Virens, we're not just running a camp – we're nurturing a community, fostering growth, and demonstrating the profound impact this camp has on our diocese.

### **Pathways**

**\$87,200**

Pathways offers teens (high-school-aged youth) across the diocese an opportunity to engage together in service/learning opportunities with a focus on issues of justice. In 2026, this will include learning about tribal life in Navajo Land and Del Norte County as part of their work with the Sierra Service Project. The amount budgeted for 2026 includes Board funding to ensure no teen pays more than \$500 for the week.

### **Youth Discipleship & Camperships**

**\$6,500**

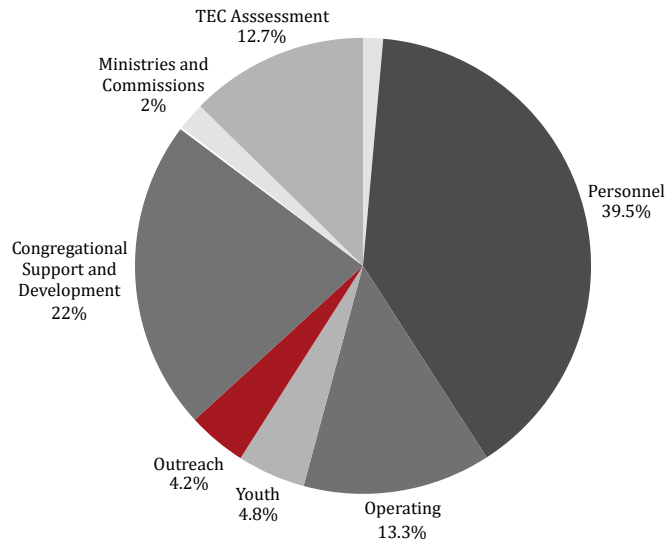
Youth Discipleship & Camperships provide diocesan grants that enable young people to participate in Episcopal summer camps and leadership conferences. These funds support faith formation, leadership development, and spiritual growth by ensuring that financial need does not limit access to meaningful discipleship experiences.

All programs under Youth and Young Adults are supported through designated Noel Porter funds identified by the Board of Trustees for this purpose.

# Outreach

Outreach ministries span locally and globally - funds are allocated for our Regional Hub - the Center at St. Matthews in Sacramento as well as our Sister Diocese in Honduras. We share grants for those transitioning out of homelessness as well as disaster preparedness.

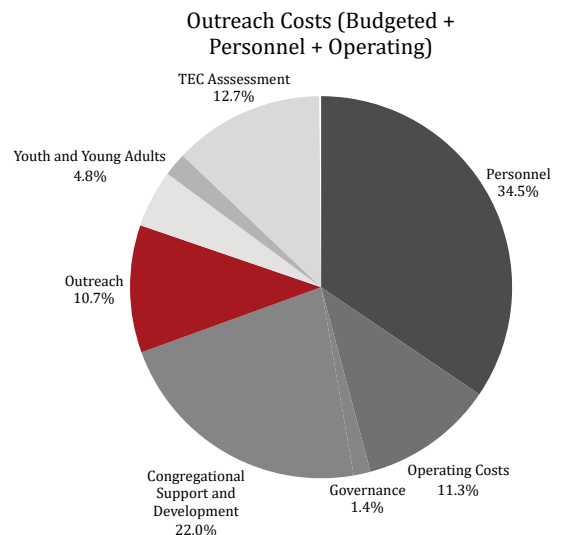
Outreach comprises 4.2% of our expenses.



When adding Personnel and Operating Expenses, Outreach becomes **10.7%** of the diocesan budget.

Personnel Expenses for Outreach programs include support from The Bishop, Canon to the Ordinary, Communications Director, Director of Operations, Exec. Staff Support, Exec. Staff Support II, Missioner for Church Vitality, Missioner for Disaster Resilience.

Personnel Expenses for Outreach	\$142,130
Operating Expenses for Outreach	\$65,050
Budgeted Outreach	\$132,450
<b>Total</b>	<b>\$339,630</b>



## Outreach, continued

### Companion Diocese

\$3,600

We're grateful to be renewing our partnership with the Diocese of Honduras. In 2025, a delegation from EDNC attended their diocesan convention, helping to revive a relationship that had quieted during the COVID-19 pandemic. Through this renewed connection, we've discovered shared priorities—especially around climate change, disaster resilience, and creative approaches to ministry during clergy shortages.



### Episcopal Community Services

\$14,300

Episcopal Community Services provides grants for ministries and programs focused on human rights, social services, and health. These grants include the Warren Dunning Memorial Grant, which supports a congregation's ministry for three years, and the Anita Weaver Grant for individuals over 50 transitioning out of homelessness.

### Disaster Preparedness

\$4,500

Disaster Preparedness funding supports collaboration between the diocese and Episcopal Relief & Development to strengthen fundraising and training efforts, expand opportunities for volunteers and lay leaders, and build community resilience. It also helps identify and mobilize resources for disaster preparation and response, ensuring greater efficiency using ERD tools and training.

### Sustainable Development Goals (.007% of total revenue)

\$14,050

Created by vote of prior Diocesan Convention, these funds provide annual grants to support work aligning with the United Nation's goals for a sustainable world (including eliminating poverty and hunger; promoting health and well-being; supporting quality education, gender equality, clean water and sanitation, affordable and clean energy, decent work and economic growth; climate action; and more). For a complete list of the goals, see [sdgs.un.org/goals](https://sdgs.un.org/goals).



### St. Matthew's Center

\$90,000

The Center at St. Matthew's in Sacramento serves as a regional hub for community outreach, supporting refugees, addressing homelessness and food insecurity, and partnering with local organizations to strengthen neighborhood resilience and empowerment. In addition to housing a mission congregation, the ministries hosted here now also generate income for the diocese.

### Other Outreach

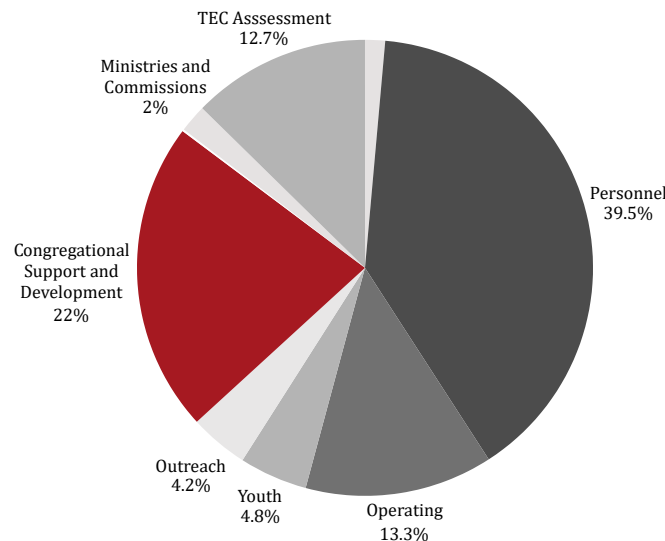
\$6,000

Supports vital ministries across the diocese and responds to needs within our local communities, extending the Church's witness of care and compassion.

# Congregational Development and Support

This category spans many important programs: Congregation and direct clergy support, Clergy assistance grants, Clergy Conference, Curacy program, racial reconciliation to name a few.

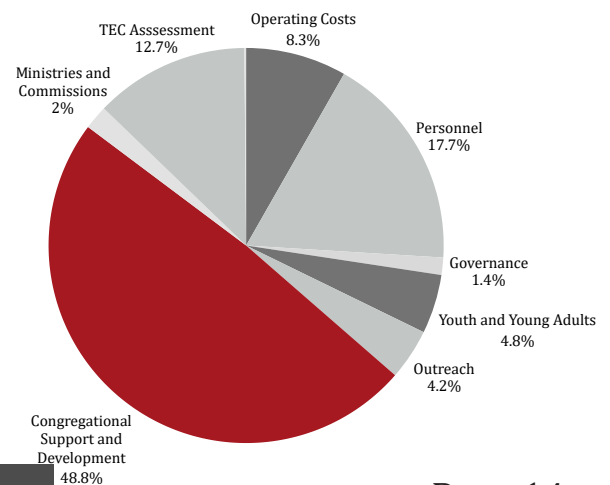
Congregational Development and Support represent 22% of the diocesan expenses.



When adding Personnel and Operating Expenses, Congregational Development and Support becomes **48.8%** of the diocesan budget.

Personnel Expenses for Congregational Development and Support include support from The Bishop, Canon to the Ordinary, Director of Communications, Director of Operations, Exec. Assistant to the Bishop, Exec. Staff Support, Exec Staff Support II, Missioner for Disaster Resilience, Missioner for Church Vitality, Receptionist and Admin Assistant.

Personnel Expenses for CDS	\$689,180
Operating Expenses for CDS	\$160,749
Budgeted Congregational Development and Support	\$698,851
<b>Total</b>	<b>\$1,548,780</b>





# Congregational Development and Support, *continued*

## **Archdeacons**

**\$11,500**

The Archdeacons support the formation and care of deacons across the diocese—guiding those in training, leading the transitional diaconate program, offering pastoral oversight, and organizing retreats and continuing education. They also provide counsel to Bishop Megan, with one serving as a mentor in the West Coast Collaborative and the other on the Commission on Ministry.

## **Best Skills (now held every other year)**

**\$0**

Through our partnership with Arizona State University, Best Skills, Best Churches, brings world-class leadership training to our diocese. Over six months, participants gain essential skills in non-profit finance, volunteer management, communication, and stewardship, earning a certificate from ASU. As the only diocese offering this program, we welcome leaders from across the Episcopal Church and other denominations to strengthen congregational leadership. Funding is set aside in reserves in preparation for the next course year in 2027-2028.

## **College for Congregational Development (CCD)**

**\$4,000**

The College for Congregational Development equips clergy and lay leaders with skills in organizational theory and congregational best practices, preparing them to be change makers and consultants across the diocese. Funding supports attendance for four participants each year.

## **Curacy Program**

**\$184,920**

This innovative new program is fully funded by undesignated diocesan funds, as directed by the Board of Trustees. The vision is to have three teams of two churches sharing a newly ordained priest over the course of three years. It will provide excellent mentoring, additional clergy help for the larger congregations, and a 3-year priest-in-charge for the smaller congregations participating.

## **Deacon Formation (West Coast Collaborative)**

**\$49,756**

Deacon Formation supports the training and ongoing formation of deacons in our diocese. Through the West Coast Collaborative—a partnership with the dioceses of El Camino Real and San Diego—lay preachers are trained in English and Spanish, and all prospective vocational deacons complete their formation. Funding also provides for continuing education and an annual diocesan deacon gathering.

## **Deaneries**

**\$31,000**

The diocese is organized into seven deaneries, each providing a space for regional conversation and collaboration. Led by a clergy dean, these groups foster mutual support among clergy, encourage local cooperation, and offer a more intimate setting for governance than large diocesan gatherings like convention. The budget supports deanery events and provides a modest stipend for the deans.

# Congregational Development and Support, *continued*



## **Diocesan Bookkeeper**

**\$85,383**

This new position was created by the Board of Trustees in response to congregations' need for qualified financial support. The diocesan bookkeeper assists churches with updating charts of accounts, reconciling bank statements, preparing financial documents for vestries, completing monthly treasurer reports, and offering guidance on financial questions. The program is partially offset by a sliding scale fee from participating congregations.

## **Fresh Start**

**\$13,500**

Fresh Start is a two-year program for newly ordained and newly called clergy, designed to build collegiality, develop practical skills, and provide time for spiritual retreat. Facilitated by experienced clergy and overseen by the Canon to the Ordinary, the curriculum is tailored to meet the specific needs of each participant.

## **Latino Ministries**

**\$83,000**

Recognized by the Board of Trustees as a key area of need, this ministry provides resources to congregations to support Latino ministry. Funds include matching support for the diocese's first full-time bilingual priest over three years (a search for this position is currently underway).

## **Clergy Conference**

**\$34,000**

This annual gathering for all ordained leaders in the diocese offers fellowship, spiritual retreat, time with the Bishop, and formation on a variety of important topics, supporting both personal renewal and professional growth.



## **Congregational Leadership Conferences**

**\$4,000**

These conferences serve as a beacon of knowledge and support for congregational leaders, bringing essential education right to their screens, in many cases. Leaders can dive into a wealth of topics—from mastering vestry training and stewardship to deepening Christian formation, preparing for disasters, and crafting impactful seasonal communications. Each session is designed to arm them with the practical skills needed to thrive in ministry and congregational life, ensuring that they are always equipped to lead with confidence and compassion.



## **Clergy Support and Development**

**\$35,000**

This program provides direct grants to clergy to support a range of needs, including assistance during personal crises, sabbatical funding, individual or group coaching, help with large medical expenses, and other needs as appropriate. The program benefits all ordained clergy, offering practical and pastoral support throughout their ministry.

# Congregational Development and Support, *continued*

## **Congregational Assistance**

**\$72,000**

These funds go directly to churches via grants for a variety of purposes, sometimes awarded as a single grant and other times over multiple years. Funds can support costs such as hiring clergy, program development, small building repairs, consulting work, and other ministry needs. The grants benefit congregations of all sizes, helping strengthen local ministry and mission.

## **Congregational Development Group**

**\$18,000**

This team provides annual grants to support congregational vitality and growth. They offer consulting services for Mutual Ministry Assessments, developing mission and vision statements, and help congregations identify and discern steps for new ministry opportunities across the diocese.

## **Missioner for Disaster Resilience**

**\$27,800**

These funds support the work of the Missioner for Disaster Resilience, covering expenses such as mileage, lodging, supplies, and equipment. These resources help the Missioner assist congregations and communities in preparing for, responding to, and recovering from disasters.

## **Racial Reconciliation (trainings)**

**\$21,992**

This program supports educational opportunities for lay and ordained leaders in the diocese, covering costs for events such as one-day Racial Reconciliation workshops and the Sacred Ground series. These initiatives equip leaders to engage in meaningful dialogue, understanding, and action around racial justice and reconciliation.

## **Safe Church Training**

**\$7,500**

Safe Church Training strengthens the capacity of leaders across the diocese by providing training and resources to increase awareness, communication, and involvement in Safe Church practices. It also helps offset costs associated with required fingerprinting under California AB506, which range from \$10–\$37 per person depending on location.



A decorative header featuring a mosaic background with a blue banner. The banner contains the text "Congregational Development and Support, continued" in white. The mosaic consists of various colored tiles in shades of blue, white, and gold, arranged in a curved, arch-like pattern. Green foliage is visible on the left and right sides of the mosaic.

# Congregational Development and Support, *continued*

## **Transition Ministry/Deployment**

**\$9,500**

Helps support congregations during times of clergy transition by covering costs such as advertising open positions, travel and lodging for the Canon to the Ordinary/Transition Officer, and attendance at peer conferences. These resources help churches navigate leadership changes effectively and thoughtfully.

## **Theological Education**

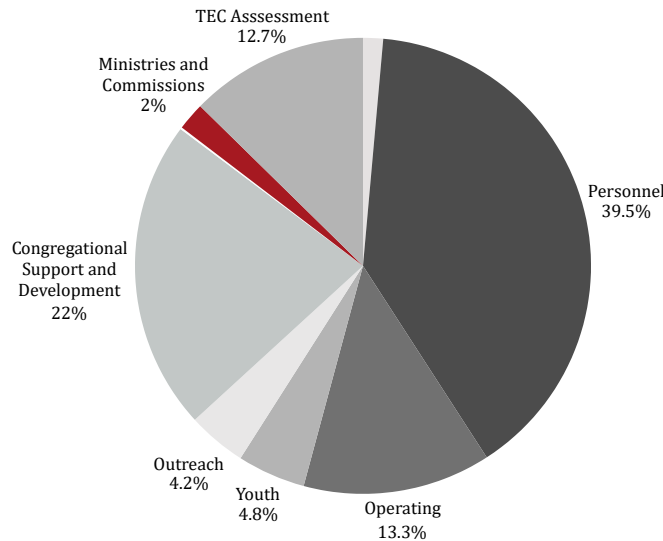
**\$6,000**

Theological Education supports individuals in reaching their goals of theological training, equipping leaders to strengthen the church, make disciples, and serve effectively. It also continues to provide support for the EFM (Education for Ministry) program throughout the diocese.

# Ministries and Commissions

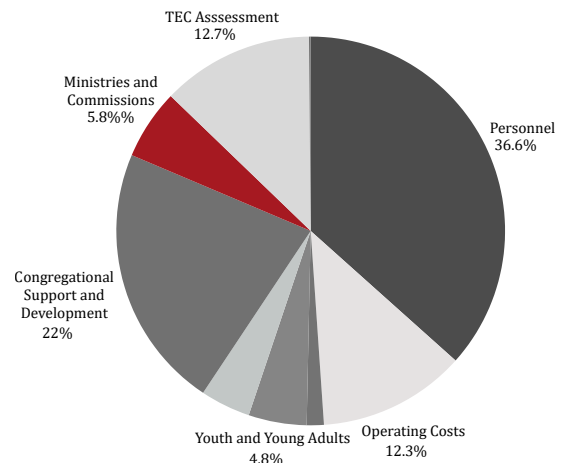
These Ministries and Commissions support our baptismal covenant through congregational discipleship, intercultural engagement with our communities, stewardship of the environment, health ministries, racial audit and more.

Ministries and Commissions represents 2% of the diocesan expenses.



When adding Personnel and Operating Expenses, Ministries and Commissions becomes **5.8%** of the diocesan budget. Personnel Expenses for Ministries and Commissions include support from The Bishop, Canon to the Ordinary, Director of Communications, Director of Operations, Exec. Assistant to the Bishop, Missioner for Disaster Resilience, and the Missioner for Church Vitality.

Personnel expenses for Ministries and Commissions	\$89,872
Operating Expenses for Ministries and Commissions	\$32,560
Budgeted Ministries and Commissions	\$62,341
<b>Total</b>	<b>\$184,773</b>



# Ministries and Commissions, *continued*



## **Christian Formation**

**\$6,000**

Christian Formation supports congregational discipleship by providing membership in FORMA and funding for one staff member to attend the annual FORMA conference. It also offers resources to churches to develop and enhance discipleship programs and opportunities for all ages.



## **Commission for Intercultural Ministries**

**\$10,347**

This commission provides programs that help churches engage meaningfully with their surrounding communities, fulfilling the Baptismal promises to love God and neighbor. Its work includes supporting LGBTQIA+ individuals, immigrants, and other marginalized communities throughout the diocese, fostering inclusion, justice, and faithful service.



## **Commission on Ministry**

**\$16,500**

The Commission on Ministry supports the discernment and formation of those exploring ordination, covering costs for essential in-person meetings, discernment weekends, Days of Inquiry, and Regional Discernment Group training. It also provides continuing education grants, helping clergy and discerners grow in their calling and ministry.



## **Commission on the Environment**

**\$10,394**

This commission supports congregations in implementing carbon reduction plans and advancing creation care advocacy. It also participates in conferences to learn best practices, which are incorporated into diocesan programming, helping churches live out faithful stewardship of God's creation.

## **Ecumenical Ministries**

**\$2,000**

These funds enable the diocesan Ecumenical Officer to attend events and conferences, representing the diocese in broader church and interfaith settings. It also supports participation in the Episcopal Church's Diocesan Ecumenical and Interreligious Officer Program, fostering collaboration and dialogue across denominations and faith traditions.

# Ministries and Commissions, *continued*

## **Health Ministries** **\$6,000**

The Health and Healing Ministries support the physical, emotional, and spiritual well-being of our diocesan community. We provide resources and guidance at Diocesan Gatherings to strengthen ministries focused on mental health, recovery, spiritual direction, pastoral care, and dementia/caregiver education.

## **Indigenous (Native American) Ministries** **\$2,600**

Indigenous Ministries foster relationships between the Church and local Indigenous communities through personal engagement and mutual learning. We promote understanding of Indigenous spirituality and its connection to Christianity, offer workshops on the Doctrine of Discovery and Land Acknowledgments, and partner with regional Deans to encourage congregational involvement in Indigenous reconciliation and ministry efforts.

## **Liturgy and Music** **\$2,500**

The Liturgy and Music Ministry supports worship at diocesan events by covering costs for musicians, music and liturgical resource licensing, and related expenses. This ministry ensures that all diocesan gatherings are enriched with meaningful, well-prepared, and spiritually uplifting worship experiences.

## **Racial Audit** **\$3,000**

Funds support the ongoing implementation of recommendations from the 2023–2024 Diocesan Racial Audit, advancing the Church’s commitment to racial justice, equity, and inclusion across all ministries.

## **Stewardship Commission** **\$3,000**

Supports diocesan membership in The Episcopal Network for Stewardship (TENS) and provides stewardship resources for all congregations. Beginning in 2026, the Commission will develop a diocesan-wide network to share best practices and strengthen year-round stewardship across the diocese.



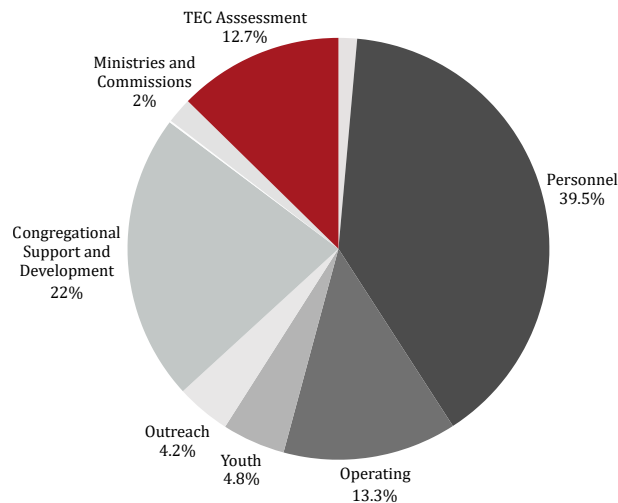
# TEC Assessment

## TEC Assessment

**\$401,353**

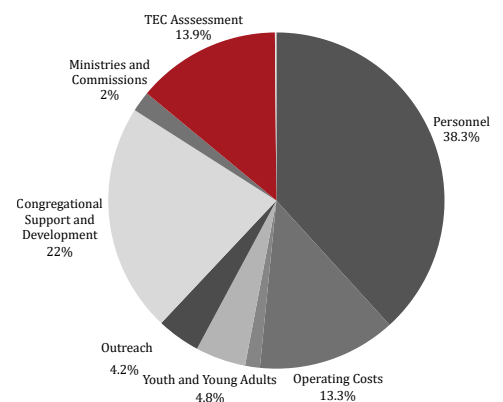
The 15% diocesan apportionment to The Episcopal Church (TEC) supports church-wide mission and ministry that benefits all dioceses. These funds sustain work in evangelism, church planting, and formation, provide grants and leadership development, and advance racial justice, reconciliation, and creation care initiatives. They also fund global partnerships, ecumenical relationships, and the governance and administration of the Church through General Convention, Executive Council, and the Presiding Bishop's Office, ensuring that all Episcopalians share in the wider mission and witness of the Church.

TEC Assessment represent 12.7% of the diocesan expenses.



When adding Personnel and Operating Expenses, TEC assessment becomes **13.9%** of the diocesan budget. Personnel Expenses for TEC Assessment includes support from The Bishop, Director of Operations, and the Exec. Assistant to the Bishop.

Personnel Expenses for TEC Assessment	\$38,004
Operating Expenses for TEC Assessment	\$0
Budgeted TEC Assessment	\$401,353
<b>Total</b>	<b>\$439,357</b>



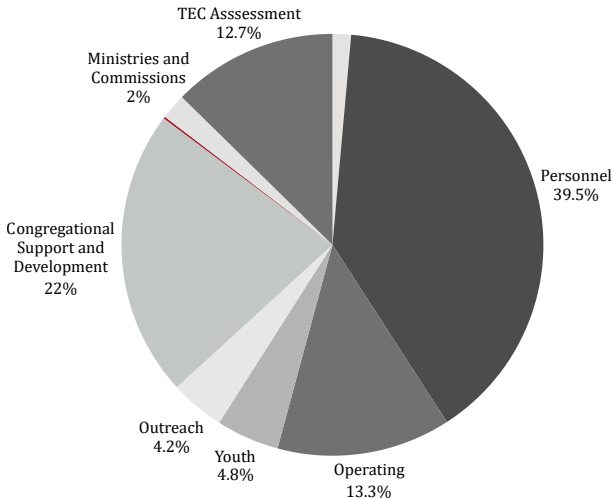
# Province VIII Assessment

## Province VIII Assessment

**\$4,500**

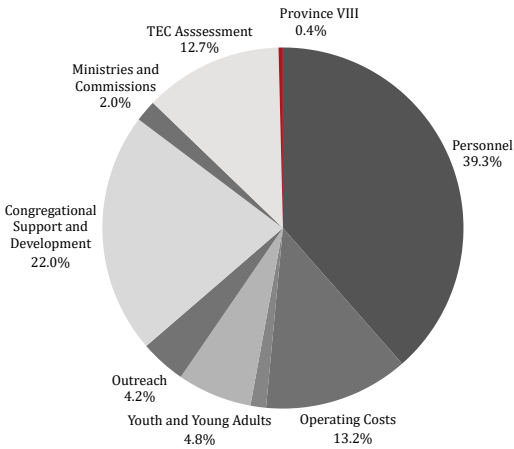
Along with our provincial cohort dioceses, we provide annual financial support for activities related to Province VIII, our region of TEC. Provinces are regional groupings of dioceses that strengthen governance and ministry by pooling resources and coordinating shared initiatives. They foster collaboration on projects such as anti-racism training, reduce duplication of efforts, and provide a structure for conducting regional church business through a Synod of bishops, clergy, and lay deputies.

The Province VIII Assessment represents 0.1% of the diocesan expenses.

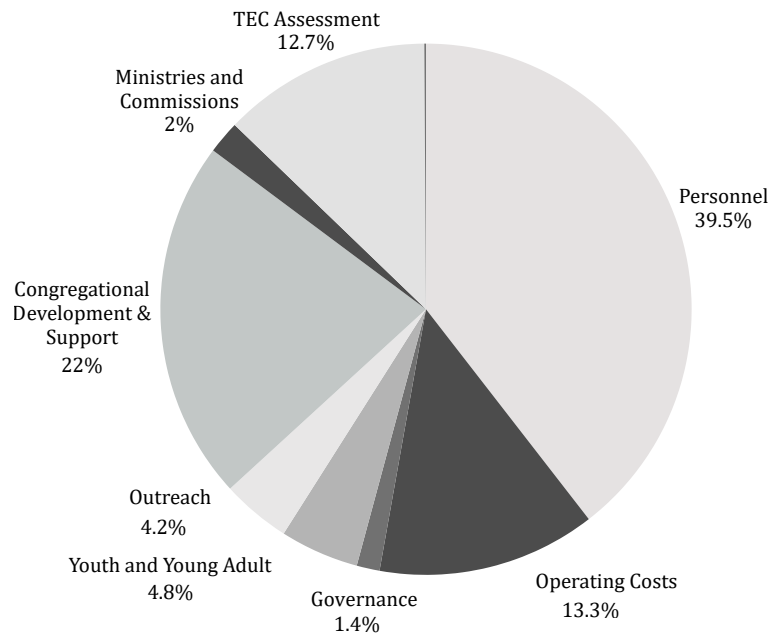


When adding Operating Expenses, Province VIII assessment becomes **.04%** of the diocesan budget. There are no personnel expenses for the Province VIII assessment.

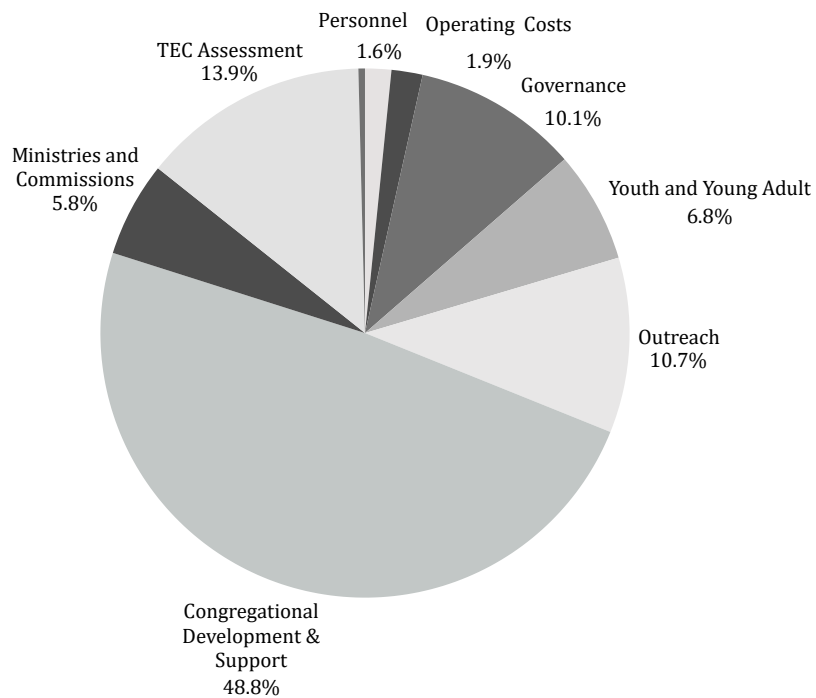
Personnel Expenses for Province VIII Assessment	\$5,045
Operating Expenses for Province VIII Assessment	\$3,091
Budgeted Province VIII Assessment	\$4,500
<b>Total</b>	<b>\$12,636</b>



# Budget



## Budget with Line items + Personnel + Operating Costs



2026 DIOCESAN BUDGET | SUMMARY

BoT approved 9.20.2025

	<b>2026 BUDGET</b>	<b>2025 BUDGET</b>	<b>CHANGE IN BUDGET</b>	<b>2024 ACTUAL</b>	<b>Line #</b>
<b>UNRESTRICTED NET ASSETS:</b>					
<b>REVENUES:</b>					
Mission Apportionment, net	1,719,664	1,810,001	(90,337)	1,858,384	1
Contributions	-	-	-	131,544	2
St. Matthews	150,948	140,113	10,835	137,470	3
Bookkeeper Position	19,650	-	19,650	-	4
Missioner for Disaster Resilience	-	-	-	-	5
Other revenues	153,025	174,897	(21,872)	148,827	6
Revenue from Investments	547,820	608,690	(60,870)	553,355	7
Total revenues	<u>2,591,107</u>	<u>2,733,701</u>	<u>(142,594)</u>	<u>2,829,580</u>	8
<b>EXPENSES:</b>					
<b>Diocesan Operating:</b>					
Personnel	1,251,105	1,321,237	70,132	1,128,333	9
Operating Costs	422,570	472,661	50,091	547,327	10
Governance	45,000	94,000	49,000	220,196	11
Total diocesan operating expenses	<u>1,718,675</u>	<u>1,887,898</u>	<u>169,223</u>	<u>1,895,856</u>	12
<b>Program expenses:</b>					
Youth and Young Adults	153,340	104,472	(48,868)	49,130	13
Outreach	132,450	120,835	(11,615)	144,402	14
Congregational Development and Support	761,192	532,915	(228,277)	434,852	15
Total program expenses	<u>1,046,982</u>	<u>758,222</u>	<u>(288,760)</u>	<u>628,384</u>	16
TEC Assessment (The Episcopal Church)	401,353	381,536	(19,817)	346,947	17
PROVINCE 8 Assessment	4,500	4,500	-	4,500	18
Total Expenses	<u>3,171,510</u>	<u>3,032,156</u>	<u>(139,354)</u>	<u>2,875,687</u>	19
<b>NET OPERATING SURPLUS (DEFICIT)</b>	<b>(580,403)</b>	<b>(298,455)</b>	<b>(281,948)</b>	<b>(46,107)</b>	<b>20</b>
<b>Reserves Allocations for Future Use</b>					
Best Skills Best Churches	(19,500)	-	(19,500)	-	21
Bishop Search	(20,000)	(20,000)	-	(20,000)	22
Bishop/CTO Autos	(10,000)	(10,000)	-	(10,000)	23
Center at St. Matthew's Fund	(60,948)	(60,000)	(948)	(18,497)	24
Church Planting	(1,000)	(1,000)	-	(1,000)	25
General Convention	(17,500)	(17,500)	-	-	26
Lambeth	-	-	-	-	27
Pilgrimage Fund	(2,500)	(2,500)	-	(2,500)	28
Sabbaticals	(2,500)	-	(2,500)	(2,500)	29
Total Reserve Allocations for Future Use	<u>(133,948)</u>	<u>(111,000)</u>	<u>(22,948)</u>	<u>(54,497)</u>	30
<b>Draws from Designated and Restricted Funds</b>					
Archdeacon Fund for Education	-	-	-	8,000	31
Communication Hubs	3,051	3,051	-	3,051	32
Disaster Relief Fund	27,800	49,222	(21,422)	89,953	33
Diaster Resilience and Recovery Fund	-	73,628	(73,628)	134,178	34
General Convention	-	-	-	36,650	35
Sabbaticals	3,000	10,000	(7,000)	-	36
Total Draws from Designated and Restricted Funds	<u>33,851</u>	<u>135,901</u>	<u>(95,050)</u>	<u>271,832</u>	37
<b>Board Approved Draw from Unrestricted/Undesignated Reserves</b>					
For Racial Audit	-	-	-	18,645	38
For Commission on the Environment	-	-	-	25,000	39
For Revival 2024	-	-	-	79,213	40
Bookkeeper Position	65,733	-	65,733	-	41
Curacy Program	184,980	-	184,980	-	42
Missional Fund (Latino Ministries)	83,000	89,250	(6,250)	-	43
Noel Porter Fund (Youth and Young Adults)	89,340	104,472	(15,132)	-	44
Total Board Approved Draw from Unrestricted/Undesignated Reserves	<u>423,053</u>	<u>193,722</u>	<u>-</u>	<u>122,858</u>	45
<b>NET OPERATING SURPLUS (DEFICIT) AFTER RESERVE ALLOCATIONS</b>	<b>(257,447)</b>	<b>(79,832)</b>	<b>(177,615)</b>	<b>294,086</b>	<b>46</b>

# 2026 DIOCESAN BUDGET | OPERATING BUDGET

BoT approved 9.20.2025

	CHANGE			2024		Line
	2026 Budget	2025 Budget	IN BUDGET	Actual	Comments	#
<b>REVENUES</b>						
Mission Apportionment, net	1,719,664	1,810,001	(90,337)	1,858,384		1
Contributions, Bequests, etc.	-	-	-	131,544		2
St. Matthew's Center						
Contributions	7,200	11,113	(3,913)	11,108		3
Rental Income	143,748	129,000	14,748	126,277		4
Other Income	-	-	-	85		5
Total St. Matthews Center	150,948	140,113	10,835	137,470		6
Bookkeeper Position						
Bookkeeping fees	19,650	-	19,650	-	*Congregations share of cost of position	7
Total Bookkeeper Position	19,650	-	19,650	-		8
Missioner for Disaster Resilience						
Payroll & Benefits	-	-	-	-		9
Program Costs	-	-	-	-		10
Total Missioner for Disaster Resilience	-	-	-	-		11
Other Revenue						
Event Revenue	102,025	128,733	(26,708)	85,138	*See Program Summary for Schedule Net Cost	12
Interest Revenue (Non Investment Funds)	16,000	16,000	-	16,416		13
Other Revenue	35,000	30,164	4,836	47,273		14
Total Other Revenue	153,025	174,897	(21,872)	148,827		15
Revenue from Investments	547,820	608,690	(60,870)	553,355		16
	<b>2,591,107</b>	<b>2,733,701</b>	<b>(142,594)</b>	<b>2,829,580</b>		17
<b>OPERATING EXPENSES</b>						
PERSONNEL (includes salary, pension, and benefits)					*Includes 2.7% COLA (3-year SSA average)	
Bishop	252,260	247,662	(4,598)	236,132		18
Canon to the Ordinary	162,927	160,334	(2,593)	139,652		19
Director of Operations	165,936	157,696	(8,240)	150,287	*2025 includes the merit increase from	20
Executive Assistant to the Bishop	145,041	142,348	(2,693)	135,528	2024 *2025 includes the merit increase	21
Executive Staff Support	99,039	95,966	(3,073)	96,910	from 2024 *2025 includes the merit	22
Executive Staff Support II	72,432	76,990	4,558	68,166	increase from 2024	23
Missioner for Church Life	102,689	117,922	15,233	85,228	*moving to 3/4 position for 2026	24
Communications Director	56,871	109,564	52,693	52,188		25
Missioner for Disaster Resilience	96,422	122,921	26,499	82,184	*1/2 time position	26
Receptionist and Administrative Assistant	79,931	72,330	(7,601)	67,586	*See Program Summary for Schedule Net Cost	27
Other Benefits	7,556	7,504	(52) - -	5,480	*Includes early retirees, clergy on EAP	28
Merit Increase	10,000	10,000	-	-		29
Vacation Buyouts and Termination Pay-Outs	-	-	-	8,992		30
Total Personnel	1,251,105	1,321,237	70,132	1,128,333		31
OPERATING COSTS						
Accounting/Auditing Fees	110,000	116,000	6,000	121,130		32
Autos - Bishop & Canon	16,000	7,000	(9,000)	15,848		33
Communications	19,000	20,000	1,000	18,164		34
Communications Consultant	46,400	80,000	33,600	27,757		35
Communication Hub	8,500	15,051	6,551	8,791		36
Continuing Education	10,000	10,000	-	7,312		37
Equipment, Furniture, Software	51,100	41,500	(9,600)	49,557		38
Hospitality & Travel	40,000	40,000	-	38,068		39
Insurance	15,000	15,000	-	18,105		40
Legal Fees	5,000	8,000	3,000	311		41
Miscellaneous Office	44,700	51,000	6,300	69,812	*Bank,Dues,Supplies,Payroll,Postage,Print.,etc.	42
Office Occupancy Cost & Storage	53,870	59,110	5,240	172,472		43
Sabbaticals	3,000	10,000	7,000	-		44
Total Operating Costs	422,570	472,661	50,091	547,327		45
GOVERNANCE						
Board of Trustees	20,000	25,000	5,000	24,136		46
Standing Committee	1,000	1,000	-	341		47
Diocesan Convention	20,000	64,000	44,000	15,202	*See Program Summary for Schedule Net Cost	48
General Convention	-	-	-	54,150		49
Lambeth	-	-	-	-		50
Other Committees	500	500	-	11		51
Revival	-	-	-	124,106		52
Strategic Planning	1,500	1,500	-	-		53
Ecclesiastical Support	2,000	2,000	-	2,250		54
Total Governance	45,000	94,000	49,000	220,196		55
	1,718,675	1,887,898	169,223	1,895,856		56

# 2026 DIOCESAN BUDGET | OPERATING BUDGET

BoT approved 9.20.2025

	CHANGE			2024 Actual	Comments	Line #
	2026 Budget	2025 Budget	IN BUDGET			
<b>YOUTH AND YOUNG ADULTS</b>						
Campus Ministries & Chaplains	40,000	43,750	3,750	44,000	*Belfry	57
Grant to Camp Living Waters	19,640	17,722	(1,918)	2,763		58
Pathways	87,200	35,000	(52,200)	2,075	*See Program Summary for Schedule Net Cost	59
Youth Discipleship & Camperships	6,500	8,000	1,500	292		60
Total Youth & Young Adults	153,340	104,472	(48,868)	49,130		61
<b>OUTREACH</b>						
Companion Diocese	3,600	4,000	400	672		62
Episcopal Community Services	14,300	13,000	(1,300)	8,000		63
Disaster Preparedness	4,500	4,500	-	1,506		64
Sustainable Development Goals (.007 of total revenue)	14,050	13,222	(828)	12,750		65
St. Matthew's Center	90,000	80,113	(9,887)	118,974	*See Program Summary for Schedule Net Cost	66
Outreach - Other	6,000	6,000	-	2,500		67
Total Outreach	132,450	120,835	(11,615)	144,402		68
<b>CONGREGATIONAL DEVELOPMENT AND SUPPORT</b>						
Archdeacon	11,500	8,500	(3,000)	1,000		69
Best Skills	-	37,000	37,000	-	*Setting aside half the cost into fund for 2027	70
College for Congregational Development	4,000	3,500	(500)	-		71
Curacy Program	184,920	-	(184,920)	-	*new funded from Undesignated/Unrestricted	72
Deacon Formation (WCC)	49,756	51,366	1,610	31,697		73
Deaneries	31,000	27,500	(3,500)	11,361		74
Diocesan Bookkeeper	85,383	-	(85,383)	-	*new funded from Undesignated/Unrestricted	75
Fresh Start	13,500	9,700	(3,800)	7,201	*See Program Summary for Schedule Net Cost	76
Latino Ministries	83,000	89,250	6,250	-	*New line item	78
Conferences	34,000	33,000	(1,000)	31,718	*See Program Summary for Schedule Net Cost	79
Clergy Conference	4,000	6,000	2,000	1,388		80
Congregational Leadership Conferences	38,000	39,000	1,000	33,106		
Total Conferences						
Congregation and Clergy Support					*See Program Summary for Schedule Net Cost	
Clergy Support and Development	35,000	35,000	-	31,690		81
Congregational Assistance	72,000	70,000	(2,000)	51,253		82
Congregational Development Group	18,000	19,500	1,500	17,759		83
Missioner for Disaster Resilience	27,800	42,300	14,500	134,178		84
Racial Reconciliation	21,992	17,378	(4,614)	13,729		85
Safe Church Training	7,500	5,640	(1,860)	-		86
Transition Ministry/Deployment	9,500	10,000	500	11,232		87
Theological Education	6,000	8,000	2,000	6,111	*eFm also included here	88
Total Congregation and Clergy Support	197,792	207,818	10,026	265,952		89
<b>Ministries and Commissions</b>						
Christian Formation	6,000	8,700	2,700	8,739		90
Commission for Intercultural Ministries	10,347	8,157	(2,190)	2,283		91
Commission on Ministry	16,500	16,000	(500)	16,128		92
Commission on the Environment	10,394	7,074	(3,320)	33,189		93
Ecumenical Ministries	2,000	2,000	-	350		94
Health Ministries	6,000	6,000	-	3,862		95
Indigenous (Native American) Ministries	2,600	2,600	-	-		96
Liturgy & Music	2,500	2,500	-	941		97
Racial Audit	3,000	3,500	500	18,645		98
Stewardship Commission	3,000	2,750	(250)	398		99
Total Ministries and Commissions	62,341	59,281	(3,060)	84,535		100
Total Congregational Development and Support	761,192	532,915	(228,277)	434,852		101
<b>TOTAL PROGRAM EXPENSES</b>	<b>1,046,982</b>	<b>758,222</b>	<b>(288,760)</b>	<b>628,384</b>		102
TEC Assessment	401,353	381,536	(19,817)	346,947		103
PROVINCE 8 Assessment	4,500	4,500	-	4,500		104
<b>TOTAL OPERATING EXPENSES</b>	<b>3,171,510</b>	<b>3,032,156</b>	<b>(139,354)</b>	<b>2,875,687</b>		105
<b>NET OPERATING SURPLUS/ (DEFICIT)</b>	<b>(580,403)</b>	<b>(298,455)</b>	<b>(281,948)</b>	<b>(46,107)</b>		106
<b>Board Special Projects: Bookkeeper and Curacy</b>						
Program funded from unrestricted/undesignated funds	250,653	-	250,653	-		107
<b>ADJUSTED NET OPERATING SURPLUS/ (DEFICIT)</b>	<b>(329,750)</b>	<b>(298,455)</b>	<b>(31,295)</b>	<b>-</b>	*Excluding Board Special Projects	108

2026 DIOCESAN BUDGET | PROJECT SUMMARY SCHEDULE

BoT approved 9.20.2025

Program/Event	2026 Revenue Budget	2025 Revenue Budget	Change in Budget	2026 Expense Budget	2025 Expense Budget	2026 Budget NET COST to Diocese	2025 Budget NET COST to Diocese	Line #
Best Skills	-	-	-	-	37,000	-	( 37,000)	1
Clergy Conference	18,000	18,000	-	34,000	33,000	( 16,000)	( 15,000)	2
College for Congregational Development	-	-	-	4,000	3,500	(4,000)	(3,500)	3
Congregational Leadership Conferences	625	1,000	(375)	4,000	6,000	(3,375)	(5,000)	4
Deacon Formation (WWC)	11,400	12,733	(1,333)	49,756	51,366	( 38,356)	( 38,633)	5
Diocesan Convention	8,000	46,000	(38,000)	20,000	64,000	( 12,000)	( 18,000)	6
Fresh Start	-	-	-	13,500	9,700	( 13,500)	(9,700)	7
Pathways	64,000	30,000	34,000	87,200	35,000	( 23,200)	(5,000)	8
<b>TOTAL PROGRAM / EVENT SUMMARY</b>	<b>102,025</b>	<b>107,733</b>	<b>(5,708)</b>	<b>212,456</b>	<b>239,566</b>	<b>(110,431)</b>	<b>(131,833)</b>	<b>9</b>

Center at St. Matthew's	2026 Revenue Budget	2025 Revenue Budget	Change in Budget	2026 Expense Budget	2025 Expense Budget	2026 Budget NET COST to Diocese	2025 Budget NET COST to Diocese	Line #
St. Matthew's Center	150,948	140,113	10,835	90,000	80,113	60,948	( 60,000)	10
<b>TOTAL ST. MATTHEW'S SUMMARY</b>	<b>150,948</b>	<b>140,113</b>	<b>10,835</b>	<b>90,000</b>	<b>80,113</b>	<b>60,948</b>	<b>( 60,000)</b>	<b>11</b>

Bookkeeper Position	2026 Revenue Budget	2025 Revenue Budget	Change in Budget	2026 Expense Budget	2025 Expense Budget	2026 Budget NET COST to Diocese	2025 Budget NET COST to Diocese	Line #
Bookkeeper Position	19,650	-	19,650	85,383	-	( 65,733)	-	12
<b>TOTAL BOOKKEEPER SUMMARY</b>	<b>19,650</b>	<b>-</b>	<b>19,650</b>	<b>85,383</b>	<b>-</b>	<b>( 65,733)</b>	<b>-</b>	<b>13</b>