2026 DIOCESAN CONVENTION

2027 BUDGET

The Episcopal Diocese of Northern California



A MISSIONAL BUDGET FOR 2027



Table of Contents

Introduction	3
Revenues	5
Operating Costs	6
Governance	8
Youth and Young Adults	10
Outreach	13
Faith Formation	17
Leadership Development	20
Congregational and Clergy Support	23
TEC Assessment	27
Province VIII	30
2027 Budgets- line item, pie chart, opeation, summary	33



Introduction

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 12, 2026**,** 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 and Transforming Communities for Christ.

After creating this budget for 2026, we noticed that many of the categories of programs and offerings were not logical. We've adjusted the categories into 5 key program and ministry areas:

- Youth and Young Adult Ministries
- Outreach
- Faith Formation
- Leadership & Development
- Congregation and Clergy Support





Personnel and Operating Costs

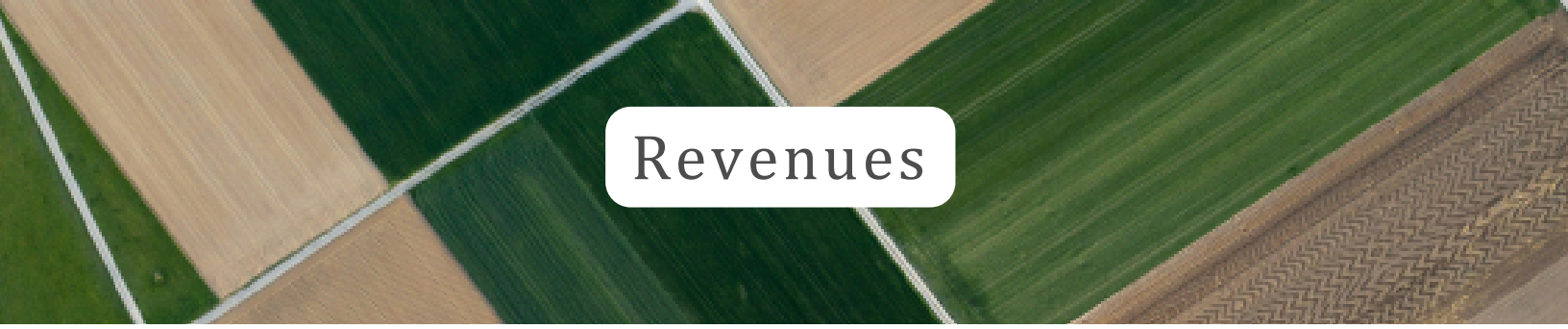
When we talk about “Personnel and Operating Costs,” we are not just talking about overhead. We are talking about the foundation that makes ministry possible: the people and resources who nurture congregations, care for clergy, guide formation, and strengthen witness across Northern California.

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 education, 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	$1,864,540
Contributions, bequests, etc	$7,200
Rental Income	$121,896
Bookkeeping Fees	$25,000
Other revenue (event revenue, interest revenue, other revenue)	$151,525
Revenue from Investments	$867,440
Subtotal	$3,037,601
Reserve Allocations	$93,851
Board approved draws for special projects	$166,076
Total	**$3,297,528**



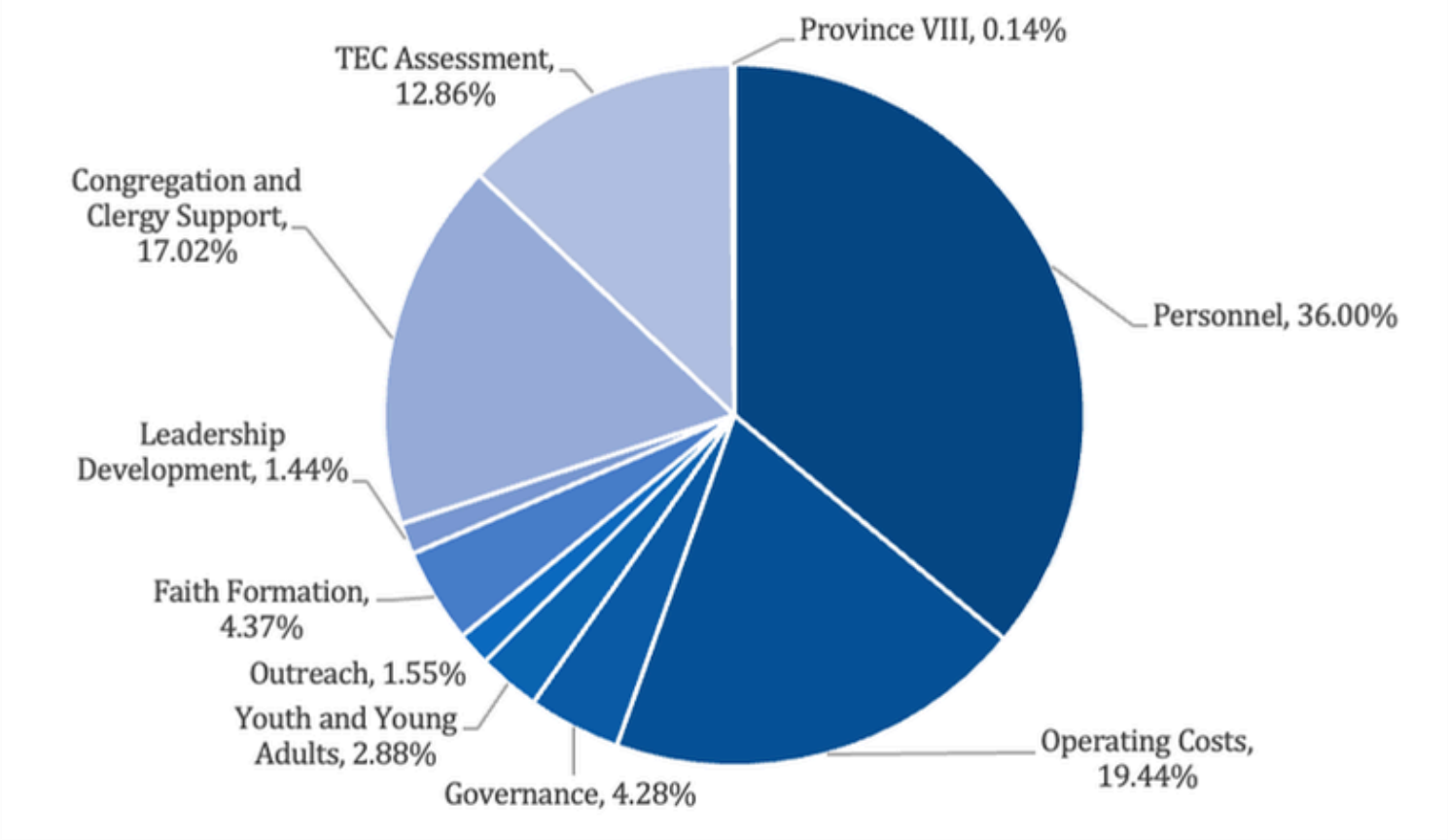
Diocesan Operating Costs

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	$1,162,903
Operating Costs	$628,010
Governance	$138,159
Program Expenses	
Youth and Young Adults	$93,180
Outreach	$50,156
Faith Formation	$141,299
Leadership Development	$46,600
Congregational and Clergy Support	$549,781
TEC Assessment	$415,344
Province VIII	$4,500
Subtotal	$3,229,932
Reserve Allocations	$67,596
Total	**$3,297,528**
Net Operating Surplus (Deficit)	$0



Diocesan Operating Costs

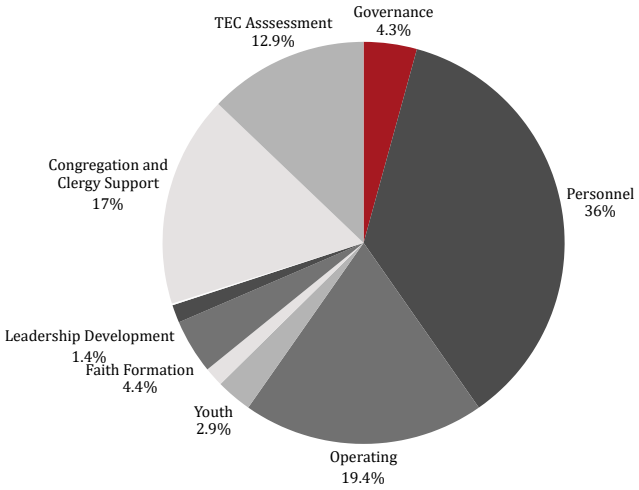




Governance

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.

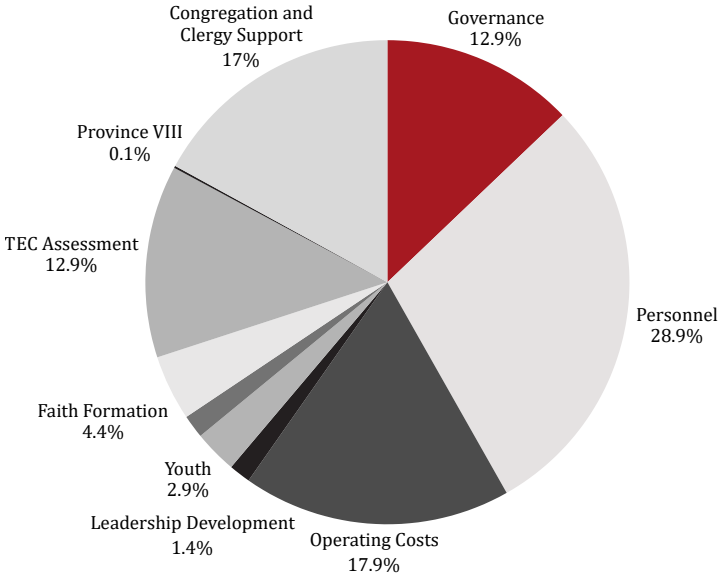
Governance represents **4.3%** of our Diocesan expenses.



When adding Personnel and Operating Expenses, Governance becomes **12.9%** of the diocesan budget.

Office of the Bishop Personnel Expenses for Governance	$228,756
Operating Expenses that Support Governance	$49,020
Governance Budgeted	$138,159
Total	$415,935

Governance Costs (Budgeted + Personnel + Operating)





Governance

Board of Trustees **$18,000**

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 **$62,159**

This annual business meeting of lay and clergy representatives from across the diocese now alternates between in-person and online. For 2027, Convention will be in person.

General Convention **$54,000**

We send a deputation to this triennial national gathering where legislation, governance and rules and elections occur.

Other Committees **$500**

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

Strategic Planning **-**

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

Ecclesiastical Support **$2,500**

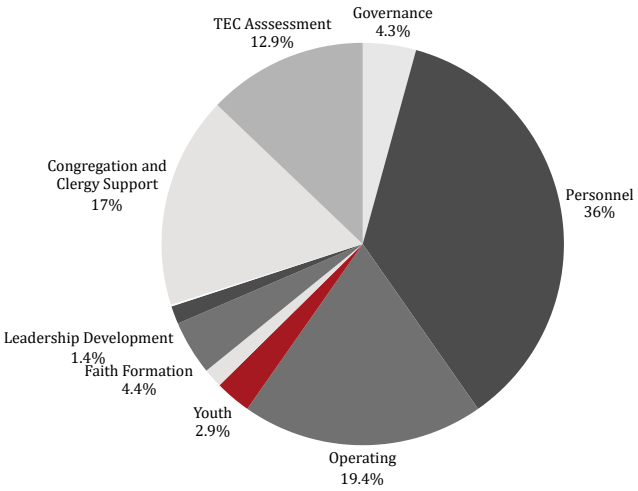
We support to our volunteer attorneys (chancellor and vice chancellors) through this line item, providing mileage reimbursement for meetings, professional dues, and funds to attend annual conferences.

Youth & young Adults



Giving to our youth to ensure they can enjoy summer camps filled with learning about neighboring cultures, traditions and time in nature. This year, we continue to support Sierra Service Project.

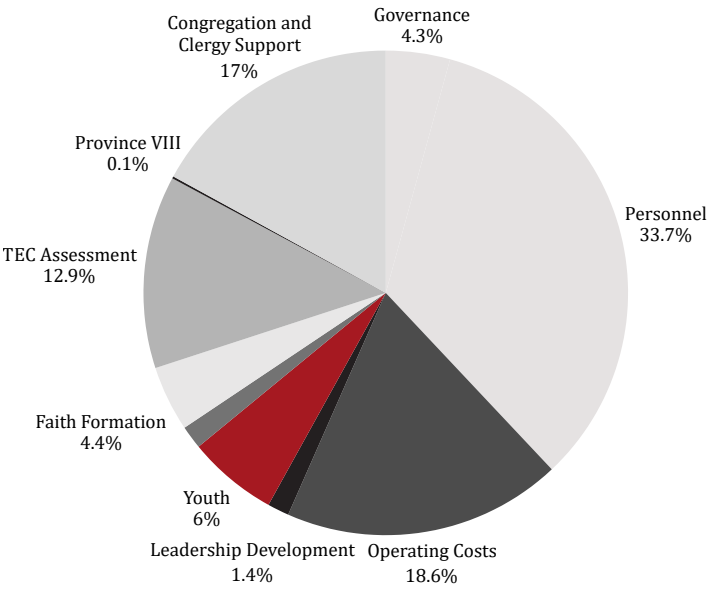
Youth and Young Adults represent **2.9%** of the Diocesan expenses.



When adding Personnel and Operating Expenses, Youth and Young Adults programs becomes **6%** of the diocesan budget.

Personnel Expenses for Youth	$74,220
Operating Expenses for Youth	$26,730
Budgeted Youth	$93,180
Total	$194,130

Youth Costs (Budgeted + Personnel + Operating)





Campus Ministries and Chaplians **$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 **$21,480**

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 grown, and demonstrating the profound impact this camp has on our diocese.

Pathways **$25,200**

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, we learned about tribal life in Navajo Land and Del Norte County as part of their work with the Sierra Service Project. The amount budgeted for 2027 includes Board funding to ensure no teen pays no more than $500 registration for the week.

Youth Discipleship & Camperships **$6,500**

The Board of Trustees is committed to ensure that all children in the diocese can afford summer camp. These fund are designated for camp scholarships, with the hope that more and more children across the diocese will have access to the life-giving experience.





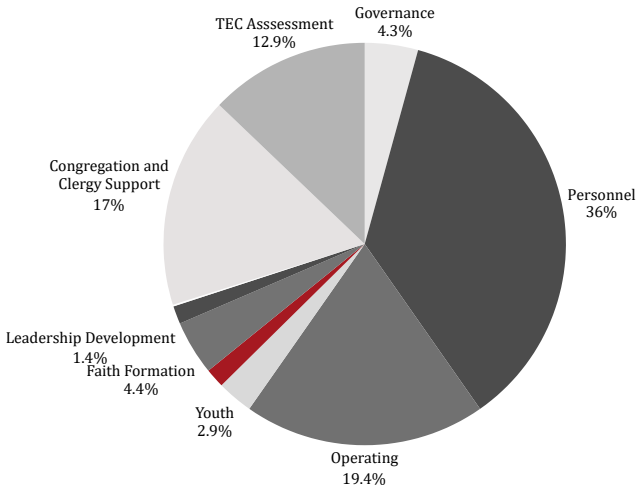


Outreach



Outreach ministries span locally and globally - funds are allocated for maintenance of our Regional Hub, Episcopal Community services, CIM, Indigenous Ministries, ERD Disaster Preparedness, Ecumencial Ministries well as our Sister Diocese in Honduras.

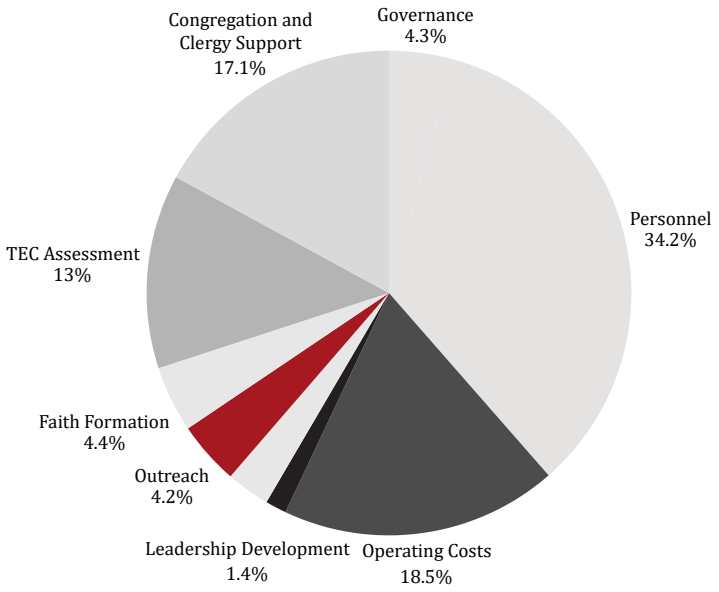
Outreach comprises **1.55%** of our expenses.



When adding Personnel and Operating Expenses, Outreach becomes **4.15%** of the diocesan budget.

Personnel Expenses for Outreach	$49,657
Operating Expenses for Outreach	$34,100
Budgeted Outreach	$50,156
Total	$133,913

Outreach Costs (Budgeted + Personnel + Operating)





Companion Diocese **$3,240**

We're grateful to be renewing our partnership with the Diocese of Honduras. In 2026, these funds will go to grants to support important ministries in Honduras. In 2027, we hope to have another group from the diocese visit.

Commission for Intercultural Ministries **$5,410**

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 LGBQIA+ individuals, immigrants, and other marginalized communities throughout the diocese, fostering inclusion, justice, and faithful service.

Ecumenical Ministries **$1,800**

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.

Episcopal Community Services **$12,870**

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.

ERD Disaster Preparedness **$4,050**

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.



Outreach, continued

Indigenous (Native American) Ministries **$2,340**

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.

Sustainable Development Goals (.007% of total revenue) **$15,046**

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.

Outreach, Other **$5,400**

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





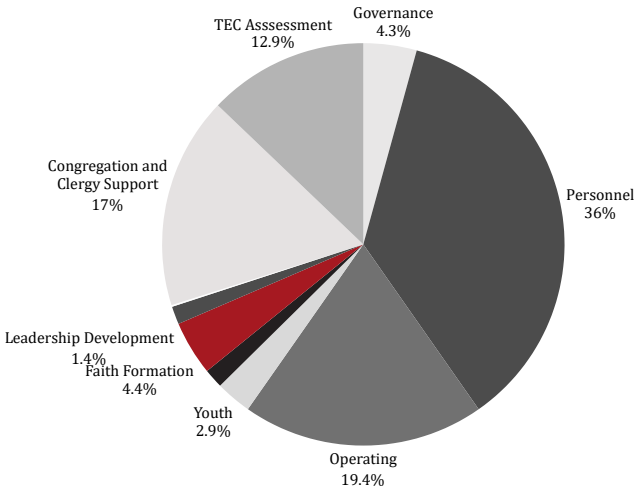
Faith Formation



Faith Formation

Faith Formation supports our baptismal covenant through congregational discipleship, intercultural engagement with our communities, stewardship of the environment, health ministries, racial audit and more.

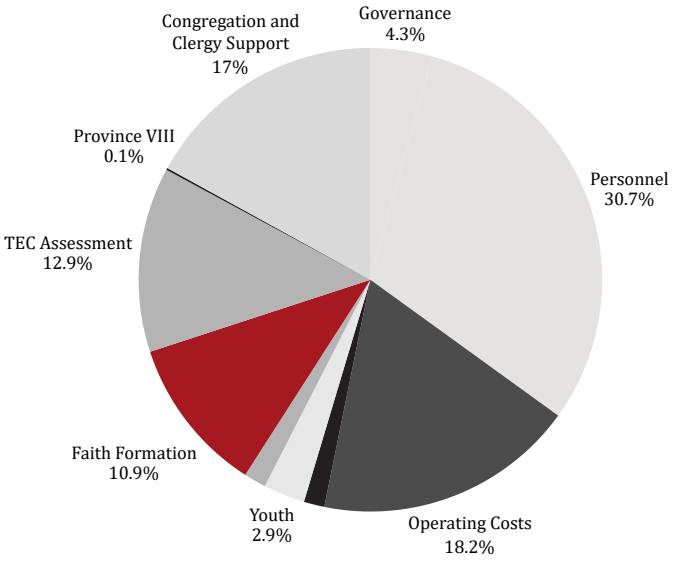
Faith Formation represents **4.4%** of the diocesan expenses.



When adding Personnel and Operating Expenses, Faith Formation becomes **10.9%** of the diocesan budget.

Personnel expenses for Faith Formation	$171,873
Operating Expenses for Faith Formation	$39,060
Budgeted Faith Formation	$141,299
Total	$352,232

Faith Formation Costs (Budgeted + Personnel + Operating)





Faith Formation, *continued*



Christian Formation **$4,894**

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.



Clergy Conference **$38,000**

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.

Commission on Ministry **$14,850**

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 **$9,355**

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.



Deacon Formation (West Coast Collaborative) **$44,780**

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.



Faith Formation, *continued*

Health Ministries **$5,400**

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.

Liturgy and Music **$2,250**

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 Reconciliation (trainings) **$13,670**

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.

Stewardship Commission **$2,700**

Supports diocesan membership in The Episcopal Network for Stewardship (TENS) and provides stewardship resources for all congregations. Beginning in 2027, the Commission will develop a diocesan-wide network to share best practices and strengthen year-round stewardship across the diocese.

Theological Education **$5,400**

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.

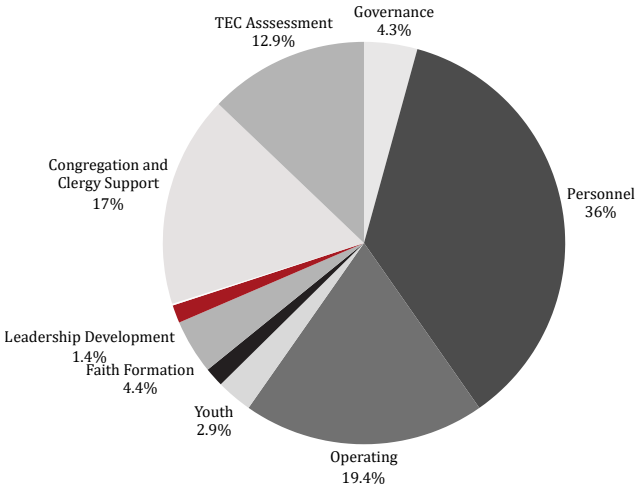
Leadership Development



Leadership Development

These Ministries support our baptismal covenant through strengthening lay and clergy leaders, providing new lenses for viewing how our churches operate, addressing racism and how it impedes the growth of our ministries, and teaching best practices for organizational management.

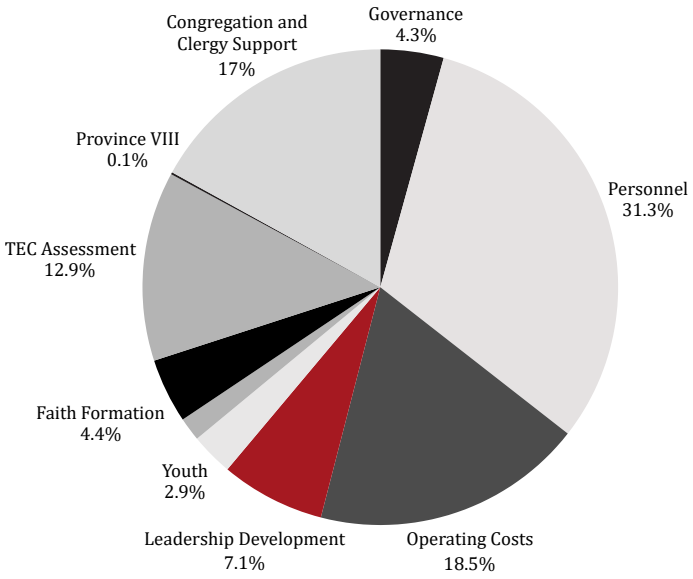
Leadership Development represents **1.4%** of the diocesan expenses.



When adding Personnel and Operating Expenses, Leadership Development becomes **7.13%** of the diocesan budget.

Personnel Expenses for Leadership Development	$152,393
Operating Expenses for Leadership Development	$31,240
Budgeted Congregational Leadership Development	$46,600
Total	$230,233

Leadership Development Costs (Budgeted + Personnel + Operating)





Leadership Development

Best Skills (now held every other year) **$39,000**

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) **$3,600**

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.

Congregational Leadership Conferences **$2,000**

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.

Racial Justice Audit **$2,000**

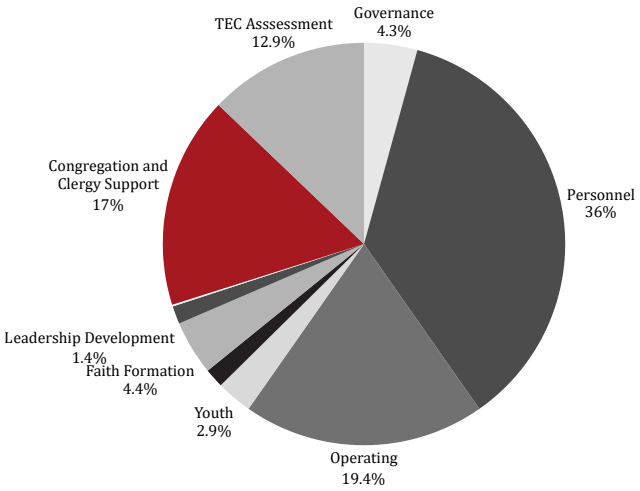
Funds support the ongoing implementation of recommendations from the 2023–2024 Diocesan Racial Audit, advancing the Church's commitment to racial justice, equity, and inclusion across all ministries.

Congregation and Clergy Support

Congregation and Clergy Support

This category spans many important programs, including: direct support via grants to congregations and clergy, deanery activities, our archdeacons deacons, transition support for churches and clergy, Clergy Conference, the new diocesan curacy program, and Latino ministry, among others.

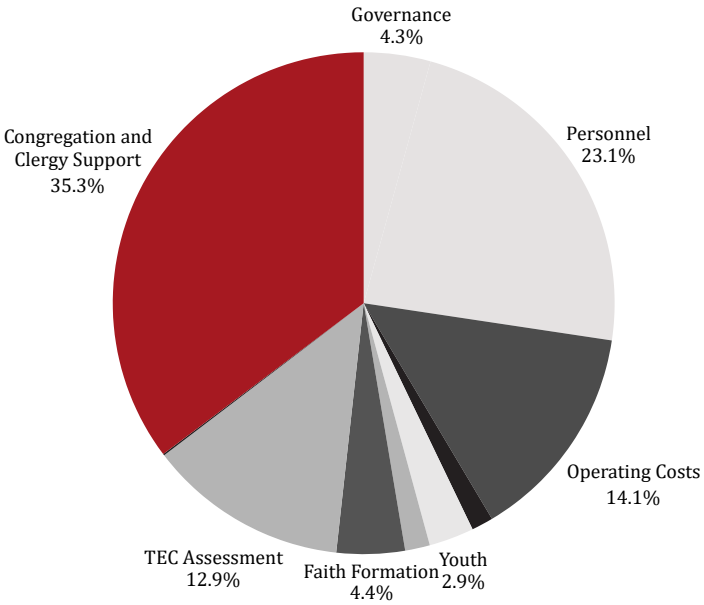
Congregational and Clergy Support represent **17%** of the diocesan expenses.



When adding Personnel and Operating Expenses, Congregation and Clergy Support becomes **35.3%** of the diocesan budget.

Personnel Expenses for CCS	$417,564
Operating Expenses for CCS	$172,730
Budgeted CCS	$549,781
Total	$1,140,075

CCS Costs (Budgeted + Personnel + Operating)





Congregation and Clergy Support

Archdeacons **$6,500**

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.

Clergy Support and Development **$31,500**

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 Assistance **$64,800**

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 **$16,200**

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.

Curacy Program **$190,695**

This innovative new program is funded fifty percent by undesignated diocesan funds, as directed by the Board of Trustees. Two teams of two churches each are each sharing a newly ordained priest over the course of three years. A third two-church team is also seeking amatch. The program provides excellent mentoring, additional clergy help for the larger congregations, and a 3-year priest-in-charge for the smaller congregations participating.

Deaneries **$27,900**

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,e ncourage 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.

Congregation and Clergy Support, con't

Diocesan Congregation Bookkeeper **$95,036**

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 cohort.

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. Funding in this area is currently supporting 50% of the cost (matching funds) for the diocese's first full-time bilingual priest over three years). The Rev Dr Alvaro Pizon was hired as priest-in-charge for St Timothy's, Gridley earlier this year. services in Spanish begin this fall.

Safe Church Training **$6,750**

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.

Transition Ministry/Deployment **$13,900**

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. In 2027, the diocese will also host the Province VIII transition officers conference.

TEC Assessment

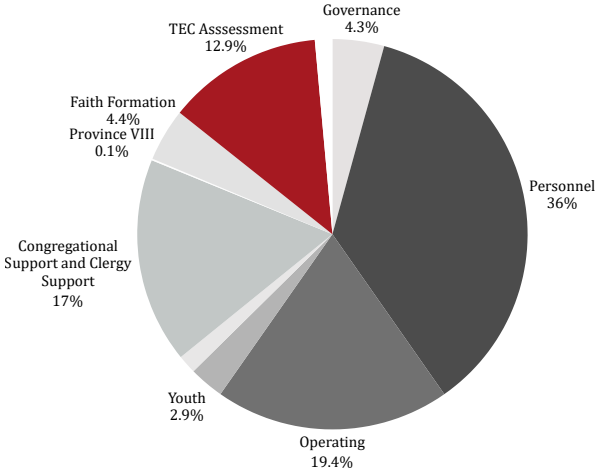


TEC Assessment

TEC Assessment **$415,344**

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.

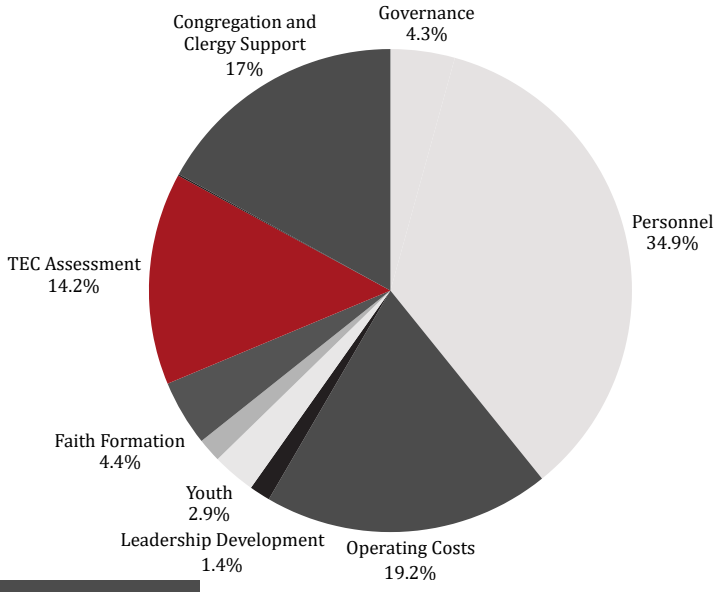
TEC Assessment represent **12.9%** of the diocesan expenses.



When adding Personnel and Operating Expenses, TEC assessment becomes **14.21%** of the diocesan budget.

Personnel Expenses for TEC Assessment	$35,681
Operating Expenses for TEC Assessment	$7,940
Budgeted TEC Assessment	$415,344
Total	$458,965

TEC Assessment Costs (Budgeted + Personnel + Operating)



Province VIII Assessment

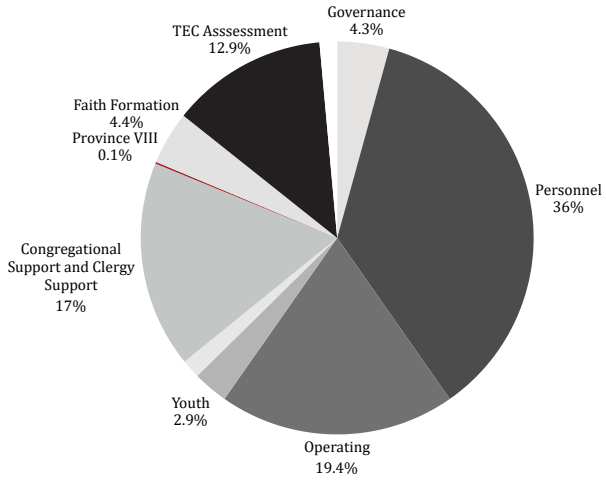


Province VIII Assessment

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.

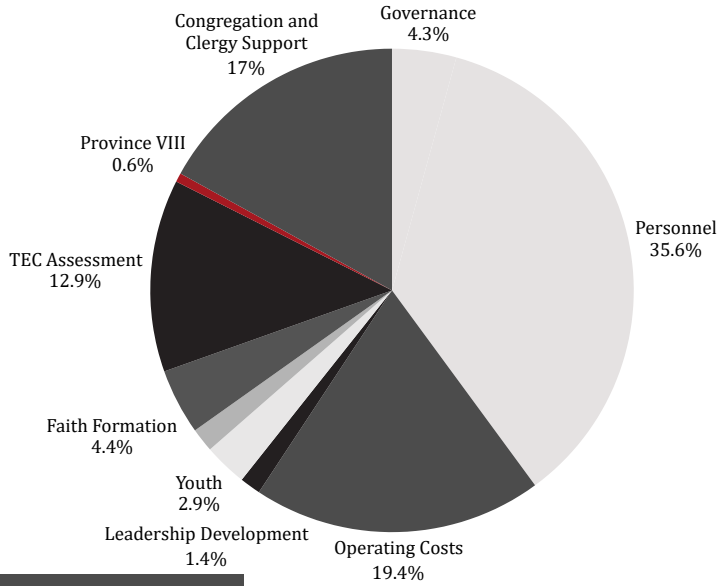
The Province VIII Assessment represents **0.1%** of the diocesan expenses.



When adding Operating Expenses, Province VIII assessment becomes **.06%** of the diocesan budget. There are no personnel expenses for the Province VIII assessment.

Personnel Expenses for Province VIII Assessment	$10,852
Operating Expenses for Province VIII Assessment	$2,255
Budgeted Province VIII Assessment	$4,500
Total	$17,607

TEC Assessment Costs (Budgeted + Personnel + Operating)





Reserve Allocations & Board Approved Draws

The Diocese maintains reserves to plan for future needs and to provide resources for approved current-year expenses and ministry priorities.

Funds Set Aside for Future Years
The Board of Trustees has designated funds for specific future needs and ministry opportunities:

- **Best Skills, Best Churches** – congregational development and leadership.
- **Bishop Search** – future episcopal search expenses.
- **Bishop/CTO Autos** – future vehicle needs.
- **Center at St. Matthew's Fund** – surplus rental income from the Center is set aside to support the ongoing needs of the rental property and its continued use as a missional resource.
- **Church Planting** – future church-planting initiatives.
- **General Convention** – future General Convention expenses.
- **Pilgrimage Fund** – future pilgrimage opportunities.

These set-asides allow the Diocese to prepare for significant future expenses without relying entirely on a single year's operating budget.

Board-Approved Draws
The Board of Trustees also approves draws from reserves for specific current-year ministry priorities.

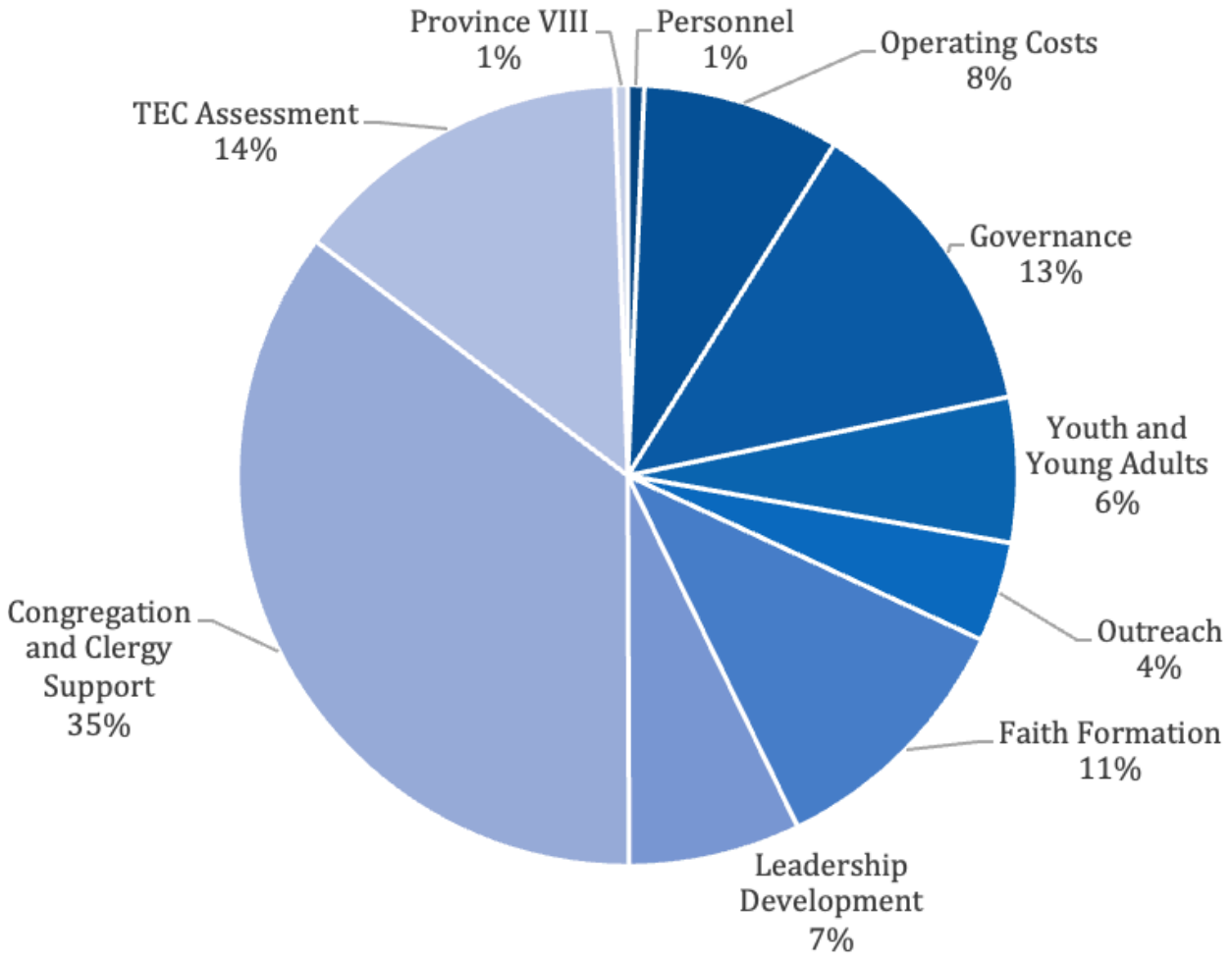
Curacy Program: The Board voted to fund a three-year Curacy Program, supporting three curates in participating churches. A curate is a clergy person serving in a parish as part of their formation and early ministry. The cost is shared 50% by the Diocese and 50% by participating churches. The Diocese's portion is funded through a Board-approved draw from Unrestricted/Undesignated Funds.

L**atino Ministries:** The Board voted to fund the Latino Ministries line item from the Board Designated Missional Fund, directing designated resources toward this ministry priority.

Together, these reserves and approved draws reflect the Diocese's approach to both long-term financial planning and current ministry needs.



Diocesan Operating Costs Missional Budget



2027 DIOCESAN BUDGET | SUMMARY

	2027 BUDGET	2026 BUDGET	CHANGE IN BUDGET	2025 ACTUAL	Line #
REVENUES:					
Mission Apportionment, net	1,864,540	1,719,664	144,876	1,989,459	1
Contributions	7,200	7,200	-	7,600	2
Rental Income - Center at St Matthews	121,896	143,748	(21,852)	126,683	3
Bookkeeper Fees	25,000	19,650	5,350	-	4
Other revenues	151,525	153,025	(1,500)	159,941	5
Revenue from Investments	867,440	547,820	319,620	608,690	6
Total revenues	3,037,601	2,591,107	446,494	2,892,373	7
EXPENSES:					
Diocesan Operating:					
Personnel	1,162,903	1,154,683	(8,220)	1,165,727	8
Operating Costs	628,010	636,792	8,782	642,746	9
Governance	138,159	45,000	(93,159)	128,413	10
Total diocesan operating expenses	1,929,072	1,836,475	(92,597)	1,936,886	11
Program expenses:					
Youth and Young Adults	93,180	153,340	60,160	77,667	12
Outreach	50,156	57,397	7,241	53,502	13
Faith Formation	141,299	156,142	-	132,952	14
Leadership Development	46,600	11,000	1,106	40,774	15
Congregation and Clergy Support	549,781	551,303	(4,000)	301,554	16
Total program expenses	881,016	929,182	48,166	606,449	17
TEC Assessment (The Episcopal Church)	415,344	401,353	(13,991)	381,536	18
PROVINCE 8 Assessment	4,500	4,500	-	4,500	19
Total Expenses	3,229,932	3,171,510	(58,422)	2,929,372	20
NET OPERATING SURPLUS (DEFICIT)	**(192,331)**	**(580,403)**	**388,072**	**(36,999)**	**21**
Reserves Allocations for Future Use					
Best Skills Best Churches	-	(19,500)	19,500	-	22
Bishop Search	(20,000)	(20,000)	-	(20,000)	23
Bishop/CTO Autos	(10,000)	(10,000)	-	(10,000)	24
Center at St. Matthew's Fund	(34,096)	(60,948)	26,852	(38,586)	25
Church Planting	(1,000)	(1,000)	-	(1,000)	26
General Convention	-	(17,500)	17,500	(17,500)	27
Pilgrimage Fund	(2,500)	(2,500)	-	(2,500)	28
Sabbaticals	-	(2,500)	2,500	-	29
Total Reserve Allocations for Future Use	(67,596)	(133,948)	66,352	(89,586)	30
Draws from Designated and Restricted Funds					
Archdeacon Fund for Education	-	-	-	-	31
Best Skills Best Churches	19,500	-	19,500	-	32
Communication Hubs	3,051	3,051	-	-	33
Disaster Relief Fund	27,800	27,800	-	72,575	34
Diaster Resilience and Recovery Fund	-	-	-	49,370	35
General Convention	40,500	-	40,500	-	36
Sabbaticals	3,000	3,000	-	320	37
Total Draws from Designated and Restricted Funds	93,851	33,851	60,000	122,265	38
Board Approved Draw from Unrestricted/Undesignated Reserves					
Bookkeeper Position	-	65,733	(65,733)	23,600	39
Curacy Program	83,076	184,920	(101,844)	-	40
Missional Fund (Latino Ministries)	83,000	83,000	-	89,250	41
Noel Porter Fund (Youth and Young Adults)	-	89,340	(89,340)	77,667	42
Total Board Approved Draw from Unrestricted/Undesignated Reserves	166,076	422,993	-	190,517	43
NET OPERATING SURPLUS (DEFICIT) AFTER RESERVE ALLOCATIONS	**0**	**(257,507)**	**257,507**	**186,197**	**44**

2027 DIOCESAN BUDGET | OPERATING BUDGET

	2027 Budget	2026 Budget	CHANGE IN BUDGET	2025 Actual	*Comments*	*Line #*
REVENUES						
Mission Apportionment, net	1,864,540	1,719,664	144,876	1,989,459		1
Contributions, Bequests, etc.						
Contributions for Center at St Matthews	7,200	7,200	-	7,600		2
Other Contributions						3
Total Contributions, Bequests, etc.	7,200	7,200	-	7,600		4
Rental Income	121,896	143,748	(21,852)	126,683		5
Bookkeeping Fees	25,000	19,650	5,350	-	*Congregations share of cost of position*	6
Other Revenue			-			
Event Revenue	107,525	102,025	5,500	101,328	*See Program Summary for Schedule Net Cost*	7
Interest Revenue (Non Investment Funds)	12,000	16,000	(4,000)	1,136		8
Other Revenue	32,000	35,000	(3,000)	57,477		9
Total Other Revenue	151,525	153,025	(1,500)	159,941		10
Revenue from Investments	867,440	547,820	319,620	608,690		11
	3,037,601	**2,591,107**	**446,494**	**2,892,373**		12
OPERATING EXPENSES						
PERSONNEL (includes salary, pension, and benefits)					*Includes 2.9% COLA (3-year SSA average) and 10% benefits increase*	
Bishop	254,805	252,260	(2,545)	248,637		13
Canon to the Ordinary	168,218	162,927	(5,291)	161,195		14
Director of Operations	166,433	165,936	(497)	154,681		15
Executive Assistant to the Bishop	131,259	145,041	13,782	137,653		16
Executive Staff Support	102,835	99,039	(3,796)	99,468	*3/4 time position + 1/4 reimbursement EFNC*	17
Executive Staff Support II	78,427	72,432	(5,995)	66,835		18
Missioner for Church Vitality	30,505	33,257	2,752	41,941	*1/4 time position*	19
Director of Faith Formation	81,754	69,432	(12,322)	83,882	*3/4 time position*	20
Communications Director	58,514	56,871	(1,643)	38,934	*1/2 time position*	21
Receptionist and Administrative Assistant	68,246	79,931	11,685	70,836		22
Other Benefits	11,906	7,556	(4,350)	38,548	*Includes early retirees, clergy on EAP*	23
Merit Increase	10,000	10,000	-	-		24
Vacation Buyouts and Termination Pay-Outs	-	-	-	23,115		25
Total Personnel	1,162,903	1,154,683	(8,220)	1,165,727		26
OPERATING COSTS						
Accounting/Auditing Fees	112,000	110,000	(2,000)	105,709		27
Autos - Bishop & Canon	16,000	16,000	-	12,127		28
Communications	21,000	19,000	(2,000)	21,394		29
Communications Consultant	40,400	46,400	6,000	36,166		30
Communication Hub	6,800	8,500	1,700	6,016		31
Continuing Education	10,000	10,000	-	7,001		32
Equipment, Furniture, Software	59,500	51,100	(8,400)	65,839		33
Hospitality & Travel	38,000	40,000	2,000	30,984		34
Insurance	25,000	15,000	(10,000)	36,561		35
Legal Fees	5,000	5,000	-	518		36
Miscellaneous Office	44,700	44,700	-	49,409	*Bank,Dues,Supplies,Payroll,Postage,Print.,etc.*	37
Disaster Resilience and Response	90,000	124,222	34,222	112,604		
Office Occupancy Cost & Storage	61,610	53,870	(7,740)	62,401		38
Rental Expense - Center at St Matthews	95,000	90,000	(5,000)	95,697	*St. Matthew's Center*	39
Sabbaticals	3,000	3,000	-	320		39
Total Operating Costs	628,010	636,792	8,782	642,746		40
GOVERNANCE						
Board of Trustees	18,000	20,000	2,000	19,974		41
Standing Committee	1,000	1,000	-	88		42
Diocesan Convention	62,159	20,000	(42,159)	105,043	*See Program Summary for Schedule Net Cost*	43
General Convention	54,000	-	(54,000)	-		44
Other Committees	500	500	-	-		45
Strategic Planning	-	1,500	1,500	-		46
Ecclesiastical Support	2,500	2,000	(500)	3,308		47
Total Governance	138,159	45,000	(93,159)	128,413		48
	1,929,072	1,836,475	(92,597)	1,936,886		49

2027 DIOCESAN BUDGET | OPERATING BUDGET

	2027 Budget	2026 Budget	CHANGE IN BUDGET	2025 Actual	*Comments*	*Line #*
YOUTH AND YOUNG ADULTS						
Campus Ministries & Chaplains	40,000	40,000	-	43,750	*Belfry*	50
Grant to Camp Living Waters	21,480	19,640	(1,840)	17,733		51
Pathways	25,200	87,200	62,000	8,195	*See Program Summary for Schedule Net Cost*	52
Youth Discipleship & Camperships	6,500	6,500	-	7,989		53
Total Youth & Young Adults	93,180	153,340	60,160	77,667		54
OUTREACH						
* Companion Diocese	3,240	3,600	360	3,418		55
Commission on Intercultural Ministries	5,410	10,347	4,937	11,885		56
* Ecumenical Ministries	1,800	2,000	200	1,347		57
* Episcopal Community Services	12,870	14,300	1,430	13,000		56
* ERD Disaster Preparedness	4,050	4,500	450	4,303		57
* Indigenous (Native American) Ministries	2,340	2,600	260	77		58
Sustainable Development Goals (.007 of total revenue)	15,046	14,050	(996)	13,222		58
* Outreach - Other	5,400	6,000	600	6,250		59
Total Outreach	50,156	57,397	7,241	53,502		60
FAITH FORMATION						
Christian Formation	4,894	6,000	1,106	7,712		61
Clergy Conference	38,000	34,000	(4,000)	38,472	*See Program Summary for Schedule Net Cost*	62
* Commission on Ministry	14,850	16,500	1,650	17,295		63
* Commission on the Environment	9,355	10,394	1,039	1,186		64
* Deacon Formation (WCC)	44,780	49,756	4,976	40,037		65
* Health Ministries	5,400	6,000	600	6,597		66
* Liturgy & Music	2,250	2,500	250	2,311		67
Racial Reconciliation	13,670	21,992	8,322	9,246		68
* Stewardship Commission	2,700	3,000	300	2,075		69
* Theological Education	5,400	6,000	600	8,021	*eFm also included here*	70
Total Faith Formation	141,299	156,142	14,843	132,952		71
LEADERSHIP DEVELOPMENT						
Best Skills	39,000	-	(39,000)	36,274	*Half funds were set aside in 2026*	72
* College for Congregational Development	3,600	4,000	400	3,500		73
Congregational Leadership Conferences	2,000	4,000	2,000	-	*See Program Summary for Schedule Net Cost*	74
Racial Justice Audit	2,000	3,000	1,000	1,000		75
Total Leadership Development	46,600	11,000	(35,600)	40,774		76
CONGREGATION AND CLERGY SUPPORT						
Archdeacon	6,500	11,500	5,000	4,521		77
* Clergy Support and Development	31,500	35,000	3,500	35,302		78
* Congregational Assistance	64,800	72,000	7,200	82,207		79
* Congregational Development Group	16,200	18,000	1,800	17,529		80
Curacy Program	190,695	184,920	(5,775)	-		81
* Deaneries	27,900	31,000	3,100	10,457		82
Diocesan Congregation Bookkeeper	95,036	85,383	(9,653)	23,600	*See Program Summary for Schedule Net Cost*	83
Fresh Start	13,500	13,500	-	10,396	*See Program Summary for Schedule Net Cost*	84
Latino Ministries	83,000	83,000	-	103,248		85
* Safe Church Training	6,750	7,500	750	4,087		86
Transition Ministry/Deployment	13,900	9,500	(4,400)	10,207		87
Total Congregation and Clergy Support	549,781	551,303	1,522	301,554		88
TOTAL PROGRAM EXPENSES	881,016	929,182	48,166	606,449		89
TEC Assessment	415,344	401,353	(13,991)	381,536		90
PROVINCE 8 Assessment	4,500	4,500	-	4,500		91
TOTAL OPERATING EXPENSES	**3,229,932**	**3,171,510**	**(58,422)**	**2,929,372**		92
NET OPERATING SURPLUS/ (DEFICIT)	**(192,331)**	**(580,403)**	**388,072**	**(36,999)**		93

*** Indicates that discretionary spending was reduced by 10% to reflected the approximate 10% reduction in income as a result of the deduction in apportionment rates.**

2027 DIOCESAN BUDGET | PROJECT SUMMARY SCHEDULE

Program/Event	2027 Revenue Budget	2026 Revenue Budget	Change in Budget	2027 Expense Budget	2026 Expense Budget	2027 Budget NET COST to Diocese	2026 Budget NET COST to Diocese	*Line #*
Best Skills	19,500	-	19,500		-	19,500	-	1
Clergy Conference	24,000	18,000	6,000	38,000	34,000	(14,000)	(16,000)	2
College for Congregational Development	-	-	-	3,600	4,000	(3,600)	(4,000)	3
Congregational Leadership Conferences	625	625	-	2,000	4,000	(1,375)	(3,375)	4
Deacon Formation (WWC)	7,400	11,400	(4,000)	44,780	49,756	(37,380)	(38,356)	5
Diocesan Convention	50,000	8,000	42,000	62,159	20,000	(12,159)	(12,000)	6
Fresh Start	-	-	-	13,500	13,500	(13,500)	(13,500)	7
Pathways	6,000	64,000	(58,000)	25,200	87,200	(19,200)	(23,200)	8
TOTAL PROGRAM / EVENT SUMMARY	**107,525**	**102,025**	**5,500**	**189,239**	**212,456**	**(81,714)**	**(110,431)**	**9**

Rental Income	2027 Revenue Budget	2026 Revenue Budget	Change in Budget	2027 Expense Budget	2026 Expense Budget	2027 Budget NET COST to Diocese	2026 Budget NET COST to Diocese	*Line #*
St. Matthew's Center	121,896	143,748	(21,852)	95,000	90,000	26,896	53,748	10
TOTAL ST. MATTHEW'S SUMMARY	**121,896**	**143,748**	**(21,852)**	**95,000**	**90,000**	**26,896**	**53,748**	**11**

Bookkeeper Position	2027 Revenue Budget	2026 Revenue Budget	Change in Budget	2027 Expense Budget	2026 Expense Budget	2027 Budget NET COST to Diocese	2026 Budget NET COST to Diocese	*Line #*
Diocesan Congregation Bookkeeper	95,036	19,650	75,386	95,036	85,383	-	65,733	12
TOTAL BOOKKEEPER SUMMARY	**95,036**	**19,650**	**75,386**	**95,036**	**85,383**	**-**	**65,733**	**13**

Curracy Positions	2027 Revenue Budget	2026 Revenue Budget	Change in Budget	2027 Expense Budget	2026 Expense Budget	2027 Budget NET COST to Diocese	2026 Budget NET COST to Diocese	*Line #*
Curate 1	99,438	61,640	37,798	127,130	123,280	(27,692)	61,640	14
Curate 2	99,438	61,640	37,798	127,130	123,280	(27,692)	61,640	15
Curate 3	99,438	61,640	37,798	127,130	123,280	(27,692)	61,640	16
TOTAL CURACY SUMMARY	**298,314**	**184,920**	**37,798**	**381,390**	**369,840**	**(83,076)**	**184,920**	**17**