

**Episcopal Diocese of Missouri**  
**2020 Operating Budget**  
 Adopted by Convention 22 November 2019

	A	C	D	E	F
1		<b>2019</b>			
2		<b>2019 Operating Budget</b>	<b>2019 Projected Year-end</b>	<b>Council's Proposed 2020 Budget</b>	<b>Line Item Explanations</b>
3	Revenues				
4	INCOME				
5	Parishes and Missions Assessments	\$1,285,400	\$1,278,450	\$1,287,000	Anticipated parish/mission income based on the Assessment formula using the minimum percentage of 2018 Parochial Report Income and adjusted based on experience.
6	Investment Interest Income	\$265,500	\$265,500	\$271,700	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	"Making All Things New" Ministries on Campus	\$28,000	\$28,000	\$33,000	Represents a dispersal from the Ministries on Campus portion of the Making All Things New Campaign. This dispersal is designated to offset Campus Ministry.
8	Miscellaneous	\$5,000	\$5,000	\$5,000	Various miscellaneous income.
9	White Fund Loan Account Interest	\$305,000	\$305,000	\$350,000	Interest income from loans to congregations from the Kelton & Alma White Fund plus income earned on the investment portion of the Loan Fund.
10	Bishop's Thompson Fund Contribution	\$425,000	\$425,000	\$425,000	Bishop's contribution from the Thompson Fund to the Diocesan Operating Budget.
11	Program Income				
12	<i>Convention Income</i>	\$17,000	\$19,000	\$19,000	
13	<i>Commission on Ministry Income</i>	\$4,000	\$3,500	\$3,500	
14	<i>Leadership Conf. Registrations</i>	\$2,000	\$2,520	\$2,500	
15	<i>Episcopal School for Ministry</i>	\$10,900	\$10,900	\$14,500	
16	<i>Campus Ministry Income</i>	\$11,700	\$11,700	\$12,300	
17	<i>Camp Phoenix Income</i>	\$29,575	\$31,600	\$34,600	
18	<i>Christian Formation</i>	\$5,000	\$5,000	\$5,000	
19	<i>Clergy Events-Registrations</i>	\$6,000	\$6,500	\$6,500	
20	Program Income (Total)	\$86,175	\$90,720	\$97,900	The offsetting anticipated income for the various listed programs.
21	Donaldson Fund Income	\$81,760	\$81,760	\$82,610	Income from the Donaldson Fund designated for Episcopal City Mission, Camp Phoenix, Youth Ministries and other programs of the Diocese. This income is based on a total return policy of 5% of a three year average.
22	<b>TOTAL INCOME</b>	<b>\$2,481,835</b>	<b>\$2,479,430</b>	<b>\$2,552,210</b>	
23					

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24	Expenses				
25	<b>THE EPISCOPATE</b>				
26	National Church Assessment	\$310,115	\$311,613	\$334,053	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. 2020 Budget represents a 100% giving level on the required 15% Asking.
27	New Ventures in Community Ministry	\$87,810	\$87,810	\$0	2019 completes a 3 year commitment of adding additional funds to the already established New Ventures in Community Ministry Fund. The 79th General Convention adopted a plan to reduce diocesan assessment percentages over three years in order to allow more Diocesan funds to be available for local ministry. The 177th Diocesan Convention approved a resolution requesting that Diocesan Council add to the New Ventures in Community Ministry the funds equal to the reduced assessment amount for the next three fiscal years (2017-2019). <b>Grants will continue to be made directly from earnings on the Fund using a total return policy of 5% of a three year average.</b>
28	Province of the Midwest (Province V)	\$4,135	\$4,155	\$4,454	This represents our assessment dues for our membership in Province V. In General Convention years it also includes the travel costs of our Missouri delegates who attend this meeting.
29	International Development (SDGs)	\$2,000	\$2,000	\$2,000	The Sustainable Development Goals (SDGs) address the root causes of poverty and the universal need for development that works for all people. These funds will go to Episcopal Relief and Development's Global Needs Fund. In addition, the following lines in our 2020 budget align with the SDG's: Episcopal City Mission, Task Force for the Hungry, Jubilee Ministry, and Dismantling Racism.
30	Companion Diocese Committee	\$500	\$250	\$500	Funds to support the committee's work with a companion Diocese.
31	Interfaith & Ecumenical	\$1,000	\$1,588	\$1,000	This amount covers the minimum dues to the Interfaith Partnership organization and the expenses of our Ecumenical & Interreligious Officer.
32	Bishop Transition	\$10,000	\$10,000	\$30,000	Funds set aside each year to cover transition expenses for the next bishop.
33	General Convention Deputies	\$13,000	\$13,000	\$13,000	Funds set aside each year to cover General Convention Deputy expenses at our triennial convention.
34	Lambeth	\$1,000	\$1,000	\$5,000	Funds set aside each year to enable our Bishop and spouse to attend the next Lambeth Conference in 2020. Lambeth occurs every ten years.
35	Episcopate Expense Account	\$20,000	\$20,000	\$20,000	This amount represents the travel, conferences, and other expenses related to the Episcopate Cluster. This line includes an amount to cover the expenses of a non-stipendiary Archdeacon.
36	Salary (2 Employees)	\$238,255	\$270,400	\$241,800	Salary line is for two persons in the Episcopate Cluster: the Bishop and an Executive Assistant.
37	Benefits (2 Employees)	\$97,400	\$107,800	\$99,400	The appropriate benefit costs associated with the above salaries.
38	<b>TOTAL - EPISCOPATE</b>	<b>\$785,215</b>	<b>\$829,616</b>	<b>\$751,207</b>	
39	<b>ADMINISTRATIVE</b>				
40	Annual Convention (Related Income-Line 12)	\$30,000	\$35,000	\$35,000	This amount covers the direct costs related to the Annual Meeting of the Diocese, such as all preparatory materials, on-site expenses, publication of the Convention Journal and reprinting of the Constitution and Canons of the Diocese.
41	Consulting Contract	\$6,000	\$6,000	\$6,000	To allow the Offices of the Bishop to make use of outside consultants for special projects or events.
42	Contingency	\$2,000	\$2,000	\$2,000	Contingency is simply for unanticipated expenses.
43	Governance	\$3,400	\$3,400	\$3,400	Funds to cover the logistical expenses associated with Diocesan Council/COEDMO and Standing Committee meetings.
44	Equipment	\$5,000	\$5,000	\$5,000	To provide funds primarily for replacing/upgrading equipment in the Offices of the Bishop.
45	Insurance	\$11,500	\$11,800	\$12,000	Insurance represents our liability, worker's compensation, officers and directors liability, and property insurance.
46	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.
47	Office Expenses	\$46,000	\$46,000	\$47,500	Includes items such as postage, copier, paper, consumable supplies, equipment maintenance, payroll processing, and computer support.

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48	Office Space - Rent	\$109,400	\$109,400	\$109,400	Rent paid to Christ Church Cathedral for the Offices of the Bishop's office space.
49	Professional Fees	\$40,000	\$40,000	\$40,000	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.
50	Telephone	\$15,000	\$15,500	\$16,000	Funds to cover telephone services and internet connectivity for the Offices of the Bishop.
51	Administrative Expense Account	\$4,000	\$4,000	\$4,000	This amount represents the travel, conferences, and other expenses related to the Administrative Cluster.
52	Salary (2 Employees)	\$151,370	\$152,570	\$156,560	Salary line is for two persons in the Administrative Cluster consisting of the Executive Director of Finance & Administration and the Assistant for Finance & Benefits.
53	Benefits (2 Employees)	\$96,100	\$97,140	\$98,950	The appropriate benefit costs associated with the above salaries.
54	<b>TOTAL - ADMINISTRATIVE</b>	<b>\$522,770</b>	<b>\$530,810</b>	<b>\$538,810</b>	
55	<b>COMMUNICATIONS</b>				
56	Printed Publications/Web & E-mail	\$23,200	\$20,000	\$21,000	Funds to cover the communication publications and printing, postage and all other associated costs. Also includes funds to cover website, e-mail services, listservs, social media ads and special promotional projects.
57	Communications Conferences/Workshops	\$1,500	\$500	\$1,500	Funds for a Fall communicators conference and webinars.
58	Archives	\$1,520	\$1,000	\$1,520	The Archives is the repository for all the historical records of the Diocese. This funding will cover archives supplies, digitization costs, and a small amount for memberships.
59	Communications Expense Account	\$2,450	\$2,000	\$3,625	This amount represents the travel, conferences, and other expenses related to the Communications Cluster.
60	Salary (2.6 Employees)	\$145,120	\$169,400	\$150,630	Salary line is for three persons in the Communications Cluster: the Director for Communications, the Receptionist and the Archivist (3/5 time).
61	Benefits (2.6 Employees)	\$73,700	\$81,900	\$76,600	The appropriate benefit costs associated with the above salaries.
62	<b>TOTAL - COMMUNICATIONS</b>	<b>\$247,490</b>	<b>\$274,800</b>	<b>\$254,875</b>	
63	<b>MAKING DISCIPLES</b>				
64	Christian Formation (Related Income-Line 18)	\$12,700	\$9,500	\$12,700	The vision for the position of the Canon for Christian Formation is to create a feeling of community amongst children, youth, families, and parishes in the diocese, to inspire and encourage young people to become committed and enthusiastic disciples of Christ, and grow in their relationships with God and one another. Planned programming includes an overnight youth lock-in, Lenten event, Summer mission trip, Deaconess Anne House service retreat, Diocesan Convention participation, World Food Day, a Diocesan Youth Advisory Council, and Christian Formation training events.
65	Camp Phoenix (Related Income-Line 17)	\$63,000	\$56,000	\$62,000	The Camp Phoenix program offers a residential summer camp experience to Diocesan youth. The Camp serves approximately ninety children and thirty young staff members each year. Funds requested will cover camp operations.
66	Episcopal Church Women	\$1,500	\$1,500	\$2,500	The Episcopal Church Women request funds to help defray the cost of attendance at the Triennial Meeting held in conjunction with General Convention.
67	Dismantling Racism	\$13,000	\$10,000	\$14,500	The Commission on Dismantling Racism is charged by the National Church and the Diocese of Missouri to do the work to make our Episcopal church a more inclusive and accepting church as well as to address the destructive effects of racism wherever they occur in the church. Funding will allow the Commission to educate and inform others so as to dismantle racism in the Diocese. This work aligns with the Sustainable Development Goals on line 29.
68	Community of Hope	\$2,500	\$2,500	\$2,500	The Community of Hope is a program of training for lay pastoral ministry based on Benedictine spirituality. Funds requested will cover background checks, meeting expenses, scholarships for class members, and travel scholarships to allow attendance at the annual conference.
69	School for Ministry (Related Income-Line 15)	\$40,400	\$38,000	\$43,600	The current tag-line from the Episcopal School for Ministry is "Making Disciples of Jesus for the Ministry of the Church." Funding covers the Program for Theological Formation and a program of Anglican Studies, in addition to the salaries of a part-time Dean and registrar.

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70	Episcopal City Mission	\$20,000	\$20,000	\$25,000	Episcopal City Mission is seeking budget support to continue their mission of providing hope and healing to the children in detention through the presence of a chaplain. This work aligns with the Sustainable Development Goals on line 29.
71	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.
72	Task Force for the Hungry	\$20,000	\$20,000	\$20,000	Funds for donations to Episcopal and faith based food programs within the boundaries of the Diocese of Missouri. The Diocesan Task Force for the Hungry speaks and acts on behalf of hungry people, funds food ministries, raises awareness about hunger and poverty issues, and serves as a resource to food ministries within the Diocese of Missouri. This work aligns with the Sustainable Development Goals on line 29.
73	Stewardship	\$1,000	\$1,000	\$1,000	This line covers diocesan membership in The Episcopal Network for Stewardship (TENS).
74	Jubilee Ministry	\$1,500	\$1,500	\$1,500	The Mission of Jubilee Ministry is to practice charity while advocating and working for justice. Funds will cover the travel, training and administrative expenses of the Diocesan Jubilee Officer. This work aligns with the Sustainable Development Goals on line 29.
75	Canon for Christian Formation Exp Acct	\$6,500	\$6,000	\$6,500	This expense budget is primarily used for relationship building and spreading the word about the importance of Christian Formation. It represents the travel, continuing education, and other expenses of the Canon for Christian Formation.
76	Salary (1 Employee)	\$74,460	\$74,460	\$75,580	Salary line supports one person in the Making Disciples Cluster: the Canon for Christian Formation.
77	Benefits (1 Employee)	\$29,600	\$29,800	\$30,700	The appropriate benefit costs associated with the above salary.
78	<b>TOTAL - MAKING DISCIPLES</b>	<b>\$287,910</b>	<b>\$272,010</b>	<b>\$299,830</b>	
79	<b>SUPPORTING CONGREGATIONS</b>				
80	Leadership Conference (Related Income-Line 14)	\$2,500	\$5,155	\$3,000	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.
81	Clergy Events (Related Income-Line 19)	\$15,000	\$16,000	\$15,500	Represents the logistical costs associated with 2 overnight events and 2 clergy days.
82	Clergy Spouse Events	\$1,000	\$500	\$2,000	Represents the costs of special events with clergy spouses and partners.
83	Commission on Ministry (Related Income-Line 13)	\$11,500	\$9,500	\$10,000	Represents the allocated funds for this nationally mandated commission and funds the business of COM such as the discernment conference and ordination services. Income of \$3,500 is anticipated from postulancy application fees and discernment retreat registrations.
84	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.
85	Continuing Education - Lay	\$1,000	\$1,000	\$6,000	Represents money available to assist lay leaders in taking part in educational events that help enable their individual ministry. There is an application process for these funds.
86	Disaster Preparedness	\$1,700	\$850	\$1,600	Funds to support two disaster coordinators in the areas of training, disaster response and preparedness. Funds will cover mileage reimbursement, training, copies and miscellaneous supplies.
87	EAP Program/Pastoral Care	\$7,000	\$6,500	\$7,000	Employee Assistance Program/Pastoral Care: provides free personal and confidential counseling for clergy, congregational staff and their families through Care and Counseling. The clergy counseling sessions are currently funded through the Aged & Infirm Clergy Fund.
88	Fresh Start	\$2,700	\$2,700	\$2,700	Fresh Start is a program designed for clergy in new cures and newly ordained clergy. It provides ongoing support to clergy during the critical time of transition, fortifies their leadership in their new congregation, and strengthens collegiality. This line item covers meeting expenses.
89	Cape Girardeau, Christ	\$18,000	\$18,000	\$30,000	Provides support for the development work of this congregation. Additional funding will allow them to continue the important work of their Red Door Jubilee Center and allow them to continue with full time clergy support.
90	Regional Ministry in NE Missouri	\$10,000	\$10,000	\$10,000	Funds to allow the continuing ministry of Trinity/Hannibal in the Northeast Region of the Diocese.

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91	Kirksville, Trinity	\$30,000	\$30,000	\$30,000	Funds to enable this small congregation to provide for full time clergy leadership. This congregation continues to be active in college ministry on the campuses of Truman State University, Moberly Area Community College, and A.T. Still University.
92	Mid-Missouri Cluster	\$12,000	\$12,000	\$12,000	Funds to enable two small congregations (St. Alban's/Fulton and St. Mark's/Portland) to have part time clergy coverage.
93	St. Louis, Ascension & All Saints	\$34,000	\$34,000	\$34,000	This line item provides assistance in sustaining and expanding the mission and ministry of this congregation.
94	St. Louis, St. John's	\$15,000	\$15,000	\$15,000	This provides for salary support of a full time clergy person and supports the redevelopment effort of this congregation. (They are receiving additional funding from the Thompson Fund- \$33,000 in 2019 that will continue in 2020).
95	Sullivan, St. John & St. James	\$15,500	\$15,500	\$18,000	This provides for salary support of a part time clergy person.
96	Town & Country, Good Shepherd	\$18,000	\$18,000	\$18,000	Provides support for the ongoing redevelopment effort of this congregation.
97	Eureka, St. Francis	\$30,000	\$30,000	\$30,000	St. Francis is engaged in redevelopment/start up work and continues toward its goal of becoming the Episcopal parish in Eureka.
98	Farmington, All Saint's	\$26,000	\$26,000	\$30,000	This provides for salary support of a part time clergy person and supports the redevelopment effort of this congregation.
99	Carondelet, St. Paul's	\$26,000	\$26,000	\$27,000	This provides for salary support of a clergy person and supports the redevelopment effort of this congregation.
100	Sikeston, St. Paul's	\$0	\$0	\$30,000	This provides for salary support of a shared clergy person.
101	Poplar Bluff, Holy Cross	\$30,000	\$30,000	\$30,000	This provides for salary support of a shared clergy person and allows this congregation to sustain operations.
102	St. Louis, Christ Church Cathedral	\$15,000	\$15,000	\$15,000	This provides assistance in sustaining and expanding the mission and ministry of the Cathedral. (They are receiving additional funds from the Thompson Fund in the amount of \$13,000 in 2019 that will continue in 2020).
103	St. Louis, Faith Christian Church of India	\$20,000	\$20,000	\$20,000	This provides for salary support of a clergy person for this new Mission and allows them to worship, serve, spiritually nurture, and build relationship with the Asian Indian individuals, students, and families in and around St. Louis, and in the state of Missouri. (They are receiving additional funding from the Thompson Fund in the amount of \$20,000 in 2019 that will continue in 2020).
104	Manchester, St. Luke's	\$0	\$0	\$18,000	This provides for salary support of a shared clergy person and supports the redevelopment effort of this congregation.
105	Campus Ministry (1 Employee+Exp) (Related Income-Lines 7 & 16)	\$147,000	\$143,000	\$147,000	Campus Ministry covers work currently at Wash U, SLU, Truman, and SEMO. Congregations supporting these ministries are in St. Louis, Kirksville, and Cape Girardeau. This item also funds the special ministry of the Rockwell House and a provides for a post-college internship . In addition, this item covers salary, benefits and expenses for a full time Campus Ministry Chaplain at Wash U. Budget includes funding \$33,000 of this line item from the Making All Things New Campaign - Ministries on Campus Fund Income and \$10,000 from the Bishop's Thompson Fund, both of which are shown in the income section of the budget.
106	Supporting Congregations Expense Account	\$15,000	\$13,000	\$14,000	This amount represents the travel, conferences, and other expenses related to the Supporting Congregations Cluster.
107	Salary (1 Employee)	\$94,250	\$106,270	\$105,815	Salary line supports one person in the Supporting Congregations Cluster: the Canon to the Ordinary.
108	Benefits (1 Employee)	\$34,300	\$31,150	\$19,873	The appropriate benefit costs associated with the above salary.
109	<b>TOTAL - SUPPORTING CONGREGATIONS</b>	<b>\$638,450</b>	<b>\$641,125</b>	<b>\$707,488</b>	
110	<b>Total Expenses</b>	<b>\$2,481,835</b>	<b>\$2,548,360</b>	<b>\$2,552,210</b>	
111					
112	<b>Net Income (Expense)</b>	<b>\$0</b>	<b>(\$68,930)</b>	<b>\$0</b>	