

# Episcopal Diocese of Missouri - 2022 Operating Budget

Approved by Convention 20 November 2021

	A	C	D	E	F
1		2021		2022	
2		2021 Operating Budget	2021 Projected Year-end	Council's Proposed Budget	Line Item Explanations
3	Revenues				
4	INCOME				
5	Parish and Mission Assessments	\$1,287,000	\$1,322,732	\$1,238,000	Anticipated parish/mission income based on the Assessment formula using the minimum percentage of 2020 Parochial Report Income and adjusted based on experience.
6	Investment Income	\$288,600	\$288,600	\$304,500	Investment income on Unrestricted Funds based on a total return policy of 5% of a three year average (dividends, interest and appreciation in investments).
7	Ministries on Campus Fund Income	\$33,000	\$33,000	\$87,500	Investment Income from the Ministries on Campus Fund based on a total return policy of 5% of a three year average. This reflects a change from taking strictly income to a total return model (dividends, interest and appreciation in investments). This dispersal is designated to offset Campus Ministry.
8	Miscellaneous	\$5,000	\$5,000	\$5,000	Various miscellaneous income.
9	Kelton White Segregated Fund Income	\$395,000	\$395,000	\$435,000	Interest income from loans to congregations from the Kelton & Alma White Segregated Fund plus income earned on the investment portion of the Fund.
10	Bishop's Thompson Fund Contribution	\$425,000	\$425,000	\$440,000	Bishop's contribution from the Thompson Fund to the Diocesan Operating Budget.
11	Program Income				In the event that 2022 circumstances are such that certain programming is cancelled, that loss of income will be offset by a decrease in the corresponding program expense line.
12	<i>Convention Income</i>	\$19,000	\$8,500	\$23,000	
13	<i>Commission on Ministry Income</i>	\$3,500	\$3,000	\$3,500	
14	<i>Leadership Conf. Registrations</i>	\$2,500	\$1,270	\$2,500	
15	<i>Episcopal School for Ministry</i>	\$8,050	\$3,000	\$0	
16	<i>Campus Ministry Income</i>	\$12,000	\$5,000	\$14,000	
17	<i>Camp Phoenix Income</i>	\$29,500	\$11,580	\$35,000	
18	<i>Evangelism &amp; Discipleship Income</i>	\$1,500	\$0	\$0	
19	<i>Clergy Events-Registrations</i>	\$6,500	\$3,700	\$13,000	
20	Program Income (Total)	\$82,550	\$36,050	\$91,000	The offsetting anticipated income for the various listed programs.
21	Donaldson Fund Income	\$86,610	\$86,610	\$91,230	Income from the Donaldson Fund designated for Episcopal City Mission, Camp Phoenix, Task Force for the Hungry, and other programs of the Diocese. This income is based on a total return policy of 5% of a three year average.
22	SBA PPP Loan	\$0	\$241,752	\$0	The Diocese received a Payroll Protection Plan loan in 2020 that was forgiven and recorded as income in 2021.
23	<b>TOTAL INCOME</b>	<b>\$2,602,760</b>	<b>\$2,833,744</b>	<b>\$2,692,230</b>	
24					

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25	Expenses				
26	<b>THE EPISCOPATE</b>				
27	National Church Assessment	\$336,832	\$336,832	\$361,020	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. The 2022 Budget represents a 100% giving level on the required 15% Asking.
28	Province of the Midwest (Province V)	\$4,491	\$4,491	\$7,314	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 2022 budget align with the SDG's: Episcopal City Mission, Task Force for the Hungry, Jubilee Ministry, and Dismantling Racism.
30	Companion Diocese Committee	\$2,000	\$500	\$2,000	Funds to support committee work as a new Companion relationship is formed with the Diocese of Puerto Rico.
31	Interfaith & Ecumenical	\$1,000	\$1,300	\$1,300	This amount covers the minimum dues to the Interfaith Partnership organization and ecumenical event fees.
32	Bishop Transition	\$13,000	\$13,000	\$13,000	Funds set aside each year to cover transition expenses for the next bishop.
33	General Convention Deputies	\$12,000	\$12,000	\$14,000	Funds set aside each year to cover General Convention Deputy expenses at our triennial convention.
34	Lambeth	\$1,000	\$1,000	\$1,000	Funds set aside each year to enable our Bishop to attend the next Lambeth Conference in 2022. Lambeth occurs every ten years.
35	Episcopate Expense Account	\$15,000	\$15,000	\$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)	\$241,510	\$241,510	\$245,800	Salary line is for two persons in the Episcopate Cluster: the Bishop and an Executive Assistant.
37	Benefits (2 Employees)	\$100,600	\$104,000	\$106,900	The appropriate benefit costs associated with the above salaries.
38	<b>TOTAL - EPISCOPATE</b>	<b>\$729,433</b>	<b>\$731,633</b>	<b>\$774,334</b>	
39	<b>ADMINISTRATIVE</b>				
40	Annual Convention (Related Income-Line 12)	\$35,000	\$20,000	\$45,000	This amount covers the direct costs related to the Annual Meeting of the Diocese, such as all preparatory materials, on-site expenses, livestreaming, publication of the Convention Journal and reprinting of the Constitution and Canons of the Diocese.
41	Consulting Contract	\$6,000	\$6,850	\$7,500	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	\$4,000	\$1,000	\$8,000	Funds to cover the logistical expenses associated with Diocesan Council/COEDMO and Standing Committee meetings. The 2022 budget includes additional funding for 4 Convocation gatherings.
44	Equipment	\$5,000	\$5,000	\$5,000	To provide funds primarily for replacing/upgrading equipment in the Offices of the Bishop.
45	Insurance	\$12,000	\$13,000	\$13,600	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	\$47,000	\$47,000	\$49,000	Includes items such as postage, copier, paper, consumable supplies, equipment maintenance, payroll processing, merchandise, and computer support.
48	Office Space - Rent	\$164,225	\$164,225	\$128,642	Rent paid to Christ Church Cathedral for the Offices of the Bishop's office space. This amount is in direct proportion to the Cathedral's Diocesan Assessment.
49	Professional Fees	\$48,500	\$48,500	\$48,500	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/Internet	\$18,500	\$20,000	\$19,000	Funds to cover telephone services and internet connectivity for the Offices of the Bishop.
51	Property Management	\$20,000	\$40,000	\$42,000	Funds to cover the costs associated with the management of Diocesan owned property, such as insurance, utilities, security, lawn maintenance, and some capital expenses.

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52	Administrative Expense Account	\$4,000	\$1,500		\$4,000	This amount represents the travel, conferences, and other expenses related to the Administrative Cluster.
53	Salary (2 Employees)	\$158,130	\$158,130		\$164,450	Salary line is for two persons in the Administrative Cluster consisting of the Canon for Finance & Administration and the Assistant for Finance & Benefits.
54	Benefits (2 Employees)	\$103,247	\$93,000		\$93,154	The appropriate benefit costs associated with the above salaries.
55	<b>TOTAL - ADMINISTRATIVE</b>	<b>\$630,602</b>	<b>\$623,205</b>		<b>\$632,846</b>	
56	<b>COMMUNICATIONS</b>					
57	Communications Ministry	\$16,850	\$20,000		\$24,500	The Diocesan Communications Ministry serves the Bishop, the Diocesan staff, and the entire Diocese by connecting people with God by sharing stories, building relationships, and communicating the Good News of Jesus Christ throughout the Diocese and the community at large. These funds cover the communication publications and printing, postage and all other associated costs. This also includes funds to cover website, e-mail, video editing, marketing, website upgrades, and special projects and new ministry ideas.
58	Communications Conferences/Workshops	\$1,000	\$500		\$1,000	Funds for hosting Diocesan communications workshops.
59	Archives	\$1,400	\$1,400		\$5,800	The Archives is the repository for all the historical records of the Diocese. This funding will be used to purchase archivally safe supplies, pay for the first year of a planned four year project to digitize 160 years of Diocesan Convention Journals and Constitution & Canons, pay for other items to be digitized, for some silver and bronze repair, and other small archives expenses.
60	Communications Expense Account	\$4,000	\$3,000		\$6,000	This amount represents the travel, conferences, and other expenses related to the Communications Cluster.
61	Salary (2.6 Employees)	\$152,140	\$152,140		\$158,225	Salary line is for three persons in the Communications Cluster: the Director for Communications, the Receptionist/Administrative Assistant, and the Archivist (3/5 time).
62	Benefits (2.6 Employees)	\$78,600	\$79,000		\$81,800	The appropriate benefit costs associated with the above salaries.
63	<b>TOTAL - COMMUNICATIONS</b>	<b>\$253,990</b>	<b>\$256,040</b>		<b>\$277,325</b>	
64	<b>MAKING DISCIPLES</b>					
65	Evangelism & Discipleship Development	\$10,000	\$5,000		\$10,000	Funds used to equip clergy and lay leaders to be evangelists and more able disciples, equip clergy and lay leaders to build missional communities, to develop and facilitate curriculum and programming in pursuit of these things, to offer professional consultation and support, and to make the Diocese a recognized source of knowledge and best practices in evangelism and discipleship.
66	Camp Phoenix (Related Income-Line 17)	\$62,000	\$37,000		\$65,000	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.
67	Episcopal Church Women	\$2,500	\$2,500		\$2,500	Funds will be utilized for retreats, connections events, mission based activities and education within the Diocese.
68	Dismantling Racism	\$13,500	\$5,000		\$13,500	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.
69	Pastoral Care	\$3,000	\$1,000		\$5,000	Funds to provide pastoral care in congregations by offering trainings and guidance to lay pastoral care teams. This includes supporting the Community of Hope, which is a program of training for lay pastoral ministry based on Benedictine spirituality.
70	School for Ministry	\$38,350	\$25,000		\$25,000	Affiliation fee paid to the Bishop Kemper School for Ministry that will allow lay and clergy members of the Diocese access to attend.
71	Episcopal City Mission	\$25,000	\$25,000		\$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.
72	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.

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					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	Task Force for the Hungry	\$20,000	\$20,000	\$20,000	
74	Stewardship	\$1,000	\$1,000	\$1,000	This line covers diocesan membership in The Episcopal Network for Stewardship (TENS).
75	Jubilee Ministry	\$1,500	\$1,500	\$1,500	The Mission of Jubilee Ministry is to practice charity while advocating and working for justice. Funding is divided between the 3 Jubilee Ministry Centers in the Diocese: Trinity Food Ministry/St. Louis, Red Door/Cape Girardeau, and Holy Cross/Poplar Bluff. This work aligns with the Sustainable Development Goals on line 29.
76	Safeguarding God's Church Training	\$0	\$0	\$2,250	Funds to support trainings to educate and raise awareness of sexual abuse of children and youth as well as preventing sexual harassment and exploitation of adults.
77	Canon for Evangelism & Discipleship Exp. Acct.	\$5,000	\$5,000	\$5,000	This amount represents the travel, continuing education, and other expenses of the Canon for Evangelism & Discipleship Development.
78	Salary (1 Employee)	\$75,750	\$75,750	\$78,780	Salary line supports the Canon for Evangelism & Discipleship Development.
79	Benefits (1 Employee)	\$26,200	\$26,200	\$27,200	The appropriate benefit costs associated with the above salary.
80	<b>TOTAL - MAKING DISCIPLES</b>	<b>\$285,550</b>	<b>\$231,700</b>	<b>\$283,480</b>	
81	<b>SUPPORTING CONGREGATIONS</b>				
82	Leadership Conference (Related Income-Line 14)	\$3,500	\$1,000	\$3,500	Annual conference designed to provide resources and inspiration for all leaders--lay and clergy. This event will generate an estimated income of \$2,500 in registration fees.
83	Clergy Events (Related Income-Line 19)	\$15,500	\$13,000	\$28,000	Represents the logistical costs associated with 3 overnight events, 2 clergy days, and 1 multi Diocese joint retreat. The 2022 budget allows for a third overnight event and a multi Diocese joint retreat.
84	Clergy Spouse Events	\$2,000	\$0	\$0	Represents the costs of special events with clergy spouses and partners. Funding for this is available through the Thompson Fund.
85	Commission on Ministry (Related Income-Line 13)	\$10,000	\$10,000	\$10,000	Represents the allocated funds for this nationally mandated commission and funds the business of COM such as meeting expenses, a discernment conference and ordination services. Income of \$3,500 is anticipated from postulancy application fees and discernment retreat registrations.
86	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.
87	Continuing Education - Lay	\$6,000	\$6,000	\$6,000	Represents money available to assist lay leaders in taking part in educational events that help enable their individual ministry. There is an application process to tap into these funds.
88	Disaster Preparedness	\$1,500	\$250	\$1,000	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.
89	Employee Assistance Program	\$7,000	\$7,000	\$7,000	This provides for free personal and confidential counseling for congregational staff and their families through Care and Counseling. Clergy counseling sessions are currently funded through the Aged & Infirm Clergy Fund.
90	Fresh Start	\$1,700	\$700	\$1,700	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.
91	Cape Girardeau, Christ	\$30,000	\$30,000	\$30,000	Christ Church is in a time of transition with a new shared regional ministry with St. Paul's/Sikeston. These funds will provide salary support for the new priest-in-charge and allow the church to continue it's missional work.
92	Hannibal, Trinity	\$10,000	\$10,000	\$10,000	This provides for salary support of a clergy person and allows for a continued Episcopal presence in the Northeast Region of the Diocese.
93	Kirksville, Trinity	\$30,000	\$30,000	\$30,000	This provides 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.
94	Portland, St. Mark's	\$4,000	\$4,000	\$4,000	This provides this small congregation with assistance for operating expenses and allows them to continue to be a vital presence in their community.

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95	St. Louis, All Saints & Ascension	\$30,000	\$30,000	\$30,000	This provides for salary support of a clergy person and provides assistance in sustaining and expanding the mission and ministry of this congregation.
96	St. Louis, St. John's	\$15,000	\$15,000	\$30,000	This provides for salary support of a clergy person and supports the redevelopment effort of this congregation. They are receiving additional funding from the Thompson Fund in 2021 and 2022 of \$33,000 and \$15,000 respectively. Total Funding for 2021 is \$48,000 and for 2022 is \$45,000.
97	Sullivan, St. John & St. James	\$18,000	\$18,000	\$18,000	This provides for salary support of a part time clergy person for this small congregation.
98	Town & Country, Good Shepherd	\$18,000	\$18,000	\$18,000	These funds will continue to support the shared ministry with St. Luke's/Manchester. This includes shared expenses for a full time rector and part time assistant priest.
99	Eureka, St. Francis	\$30,000	\$30,000	\$30,000	This provides for salary support of a clergy person and provides assistance in sustaining and expanding the mission and ministry of this congregation.
100	Farmington, All Saint's	\$30,000	\$30,000	\$30,000	This provides for salary support of a part time clergy person, assistance with operating expenses, and supports the redevelopment effort of this congregation.
101	Carondelet, St. Paul's	\$30,000	\$30,000	\$30,000	This provides for salary support of a clergy person and provides assistance in sustaining and expanding the mission and ministry of this congregation.
102	Sikeston, St. Paul's	\$30,000	\$30,000	\$30,000	St. Paul's is in a new shared regional ministry with Christ Church/Cape Girardeau. These funds will assist with salary support of a shared clergy person.
103	St. Louis, Christ Church Cathedral	\$15,000	\$15,000	\$20,000	Funds will be used to support day-to-day security for those who work and worship in the Bishop Tuttle Building and the Cathedral. They are receiving additional funding for clergy support from the Thompson Fund in 2021 and 2022 of \$21,600 and \$29,400 respectively. The clergy support from the Thompson Fund includes a 2 year commitment to assist with the cost of a part time Curate. This commitment runs through July 2023. Total funding for 2021 is \$36,600 and for 2022 is \$49,400.
104	St. Louis, Faith Christian Church of India	\$20,000	\$20,000	\$30,000	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 2021 and 2022 of \$27,200 and \$17,200 respectively. Total funding for 2021 is \$47,200 and for 2022 is \$47,200.
105	Manchester, St. Luke's	\$20,000	\$20,000	\$24,000	These funds will continue to support the shared ministry with Good Shepherd/Town & Country. This includes shared expenses for a full time rector and part time assistant priest.
106	Ferguson, St. Stephen's	\$30,000	\$30,000	\$30,000	This provides for operating support as this congregation works to grow a sustainable Episcopal Church in the Ferguson/North County area, which serves not only the congregation, but also reaches into the local community.
107	Campus Ministry (1 Employee+Exp) (Related Income-Line 16)	\$148,000	\$100,000	\$120,000	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 provides for a post-college internship. In addition, this item covers salary, benefits and expenses for a Campus Ministry Chaplain at Wash U (budgeting for half time Interim Chaplain for first half of 2022 and full time Chaplain for second half). Budget includes funding \$87,500 of this line item from the 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.
108	Emergency Grants to Congregations	\$0	\$50,234	\$0	Emergency COVID grants. The approved funds have now all been expended.
109	Supporting Congregations Expense Account	\$15,000	\$10,000	\$15,000	This amount represents the travel, conferences, and other expenses related to the Supporting Congregations Cluster.
110	Salary (1 Employee)	\$106,870	\$106,870	\$111,145	Salary line supports one person in the Supporting Congregations Cluster: the Canon to the Ordinary.
111	Benefits (1 Employee)	\$20,115	\$20,115	\$20,900	The appropriate benefit costs associated with the above salary.
112	<b>TOTAL - SUPPORTING CONGREGATIONS</b>	<b>\$703,185</b>	<b>\$691,169</b>	<b>\$724,245</b>	
113	<b>Total Expenses</b>	<b>\$2,602,760</b>	<b>\$2,533,747</b>	<b>\$2,692,230</b>	
114					
115	<b>Net Income (Expense)</b>	<b>(\$0)</b>	<b>\$299,997</b>	<b>\$0</b>	