

Episcopal Diocese of Missouri - 2023 Operating Budget

Approved by Convention 19 November 2022

	A	2022		E	F
1		2022			
2		2022 Operating Budget	2022 Projected Year-end	Council's Proposed Budget	Line Item Explanations
3	Revenues				
4	INCOME				
5	Parishes and Missions Assessments	\$1,238,000	\$1,274,066	\$1,335,000	Anticipated parish/mission income based on the Assessment formula using the minimum percentage of 2021 Parochial Report Income and adjusted based on experience.
6	Investment Interest Income	\$304,500	\$304,500	\$334,300	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	\$87,500	\$87,500	\$99,500	Investment Income from the Ministries on Campus Fund based on a total return policy of 5% of a three year average (dividends, interest, and appreciation in investments). This dispersal is designated to offset Campus Ministry.
8	Miscellaneous	\$5,000	\$5,500	\$5,000	Various miscellaneous income.
9	Kelton White Segregated Fund Income ¹	\$435,000	\$435,000	\$255,000	Interest income from loans to congregations from the Kelton & Alma White Segregated Fund plus an allocation of unrestricted income earned on the investment portion of the Fund.
10	Bishop's Thompson Fund Contribution	\$440,000	\$440,000	\$475,500	Bishop's contribution from the Thompson Fund to the Diocesan Operating Budget.
11	Property Rental Income	\$0	\$0	\$10,000	Income from the rental of the former St. Matthew's/Mexico church.
12	Program Income				
13	<i>Convention Income</i>	\$23,000	\$23,000	\$23,000	
14	<i>Commission on Ministry Income</i>	\$3,500	\$3,500	\$5,000	
15	<i>Vestry University Registrations</i>	\$2,500	\$2,500	\$2,500	
16	<i>Campus Ministry Income</i>	\$14,000	\$10,000	\$12,000	
17	<i>Camp Phoenix Income</i>	\$35,000	\$10,000	\$12,000	
18	<i>Clergy Events-Registrations</i>	\$13,000	\$3,500	\$6,500	
19	Program Income (Total)	\$91,000	\$52,500	\$61,000	The offsetting anticipated income for the various listed programs.
20	Donaldson Fund Income	\$91,230	\$91,230	\$101,660	Income from the Donaldson Fund designated for Episcopal City Mission, Camp Phoenix, Task Force for the Hungry, and other programs of the Diocese. This income is based on a total return policy of 5% of a three year average.
21	TOTAL INCOME	\$2,692,230	\$2,690,296	\$2,676,960	
22					

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23	Expenses					
24	EPISCOPATE & CHURCH GOVERNANCE					
25	Archives	\$5,800	\$5,800	\$13,300		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 second year of a planned three 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.
26	Bishop Transition	\$13,000	\$13,000	\$13,000		Funds set aside each year to cover transition expenses for the next bishop.
27	Companion Diocese Committee	\$2,000	\$2,000	\$5,000		Funds to support committee work as a new Companion relationship is formed with the Diocese of Puerto Rico.
28	Diocesan Convention (Related Income-Line 13)	\$45,000	\$45,000	\$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.
29	General Convention Deputies	\$14,000	\$14,000	\$14,000		Funds set aside each year to cover General Convention Deputy expenses at our triennial convention.
30	Governance	\$8,000	\$8,000	\$9,000		Funds to cover the logistical expenses associated with Diocesan Council/COEDMO and Standing Committee meetings and 4 Convocation gatherings.
31	International Development (SDGs)	\$2,000	\$2,000	\$0		These funds supported the Sustainable Development Goals (SDGs) that address the root causes of poverty and the universal need for development that works for all people. The Diocese supported this cause since inception and will continue to support this work in other areas of the budget.
32	Lambeth	\$1,000	\$1,000	\$1,500		Funds set aside each year to enable our Bishop to attend the Lambeth Conference every ten years.
33	National Church Assessment	\$361,020	\$361,020	\$341,187		Amount of Asking from each diocese to fund the program and ministry of the Protestant Episcopal Church in the United States of America in the nation and the world. This represents a 100% giving level on the required 15% Asking.
34	Province of the Midwest (Province V)	\$7,314	\$7,220	\$6,824		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.
35	Curacy Leadership Program	\$0	\$0	\$10,000		These funds will go toward the formation of a new program to provide salary support, mentorship, leadership training, and vocational formation for new seminary graduates. The program will support newly ordained clergy and underserved congregations in the Diocese. One half of these funds will be added to the funds raised this year as part of the Bishop's Annual Appeal in order to seed an accrual account. The other half will be used for program expenses in 2023.
36	Episcopate & Governance Expense Account	\$36,000	\$33,000	\$40,000		This amount represents the travel, conferences, and other expenses for staff under Episcopate and Church Governance.. This line includes an amount to cover the expenses of a non-stipendiary Archdeacon.
37	Salary (3.6 Employees)	\$393,340	\$393,340	\$409,640		Salary line is for 4 persons under Episcopate & Governance: the Bishop, an Executive Assistant, the Canon to the Ordinary, and the Archivist (3/5 time).
38	Benefits (3.6 Employees)	\$134,500	\$133,700	\$137,900		The appropriate benefit costs associated with the above salaries.
39	TOTAL - EPISCOPATE & GOVERNANCE	\$1,022,974	\$1,019,080	\$1,046,351		

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40	ADMINISTRATIVE				
41	Consulting Contract	\$7,500	\$7,500	\$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	Equipment	\$5,000	\$7,000	\$5,000	To provide funds primarily for replacing/upgrading equipment in the Offices of the Bishop.
44	Insurance	\$13,600	\$13,600	\$14,000	Insurance represents our liability, worker's compensation, officers and directors liability, and property insurance.
45	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.
46	Office Expenses	\$49,000	\$57,500	\$60,000	Includes items such as postage, copier, paper, consumable supplies, equipment maintenance, payroll processing, merchandise, and computer support. A significant increase is factored in for increased IT support costs.
47	Office Space - Rent	\$128,642	\$128,642	\$153,852	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.
48	Professional Fees	\$48,500	\$54,000	\$52,000	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.
49	Property Management (Related Income-Line 11)	\$42,000	\$40,000	\$125,000	Funds to cover the costs associated with the management of Diocesan owned property, such as insurance, utilities, security, lawn maintenance, and some capital expenses. In 2022 the property consists of the former Grace Hill compound. The 2023 budget includes funding for the expenses of two additional properties (the former St. Matthew's/Mexico church and the St. Luke's/Manchester church property that will revert to the Diocese when St. Luke's and Church of the Good Shepherd merge). Additional funding (\$35,000) is also included in 2023 for a part time property manager.
50	Administrative Expense Account	\$4,000	\$3,500	\$4,500	This amount represents the travel, conferences, and other expenses of the Administrative staff.
51	Salary (4 Employees)	\$216,980	\$216,980	\$269,750	Salary line is for 4 positions under Administrative: the Canon for Finance & Administration, the Assistant for Finance & Benefits, the Receptionist/Administrative Assistant, and a General Administrative Assistant (new position for 2023).
52	Benefits (4 Employees)	\$141,354	\$155,440	\$193,000	The appropriate benefit costs associated with the above salaries.
53	TOTAL - ADMINISTRATIVE	\$661,576	\$689,162	\$889,602	
54	COMMUNICATION & TECHNOLOGY				
55	Communications Ministry	\$24,500	\$24,500	\$22,000	The Diocesan communications ministry serves the Bishop, the Diocesan Staff, and the entire Diocese. This ministry allows our parishes and members to stay connected, learn from each other, and be a part of a larger community. These funds cover digital publishing tools, livestream equipment & licensing, printed materials, postage, and special projects and new ministry ideas.
56	Communications Conferences/Workshops	\$1,000	\$1,000	\$2,000	Funds for hosting Diocesan communications workshops.
57	Communications Contract Work	\$0	\$0	\$20,000	Funds to hire freelance/contract workers to handle specific aspects of the communications function that require additional time or expertise such as video editing, graphic design, livestream and tech assistance.
58	Telephone/Internet	\$19,000	\$22,000	\$20,000	Funds to cover telephone services and internet connectivity for the Offices of the Bishop.

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59	Communications Expense Account	\$5,000	\$3,000	\$3,500		This amount represents the travel, conferences, and other expenses of the Director of Communications.
60	Salary (1 Employee)	\$69,300	\$69,300	\$73,500		Salary line is for the Director for Communications.
61	Benefits (1 Employee)	\$26,900	\$27,100	\$28,000		The appropriate benefit costs associated with the above salary.
62	TOTAL - COMMUNICATIONS & TECH	\$145,700	\$146,900	\$169,000		
63	COMMUNITY BUILDING & JUSTICE					
64	Disaster Preparedness	\$1,000	\$0	\$0		Funds to support the expenses of the Diocesan disaster coordinators. There are other sources of funds to cover these expenses in 2023 if necessary.
65	Dismantling Racism	\$13,500	\$5,000	\$11,500		These funds provide funding for the work of fostering anti-racist practices and attitudes within the diocese. The Commission on Dismantling Racism's mission is to dismantle racism through relationship building, dialogue, education and action. (\$1,500 is available in off budget funds to supplement this request).
66	Employee Assistance Program	\$7,000	\$8,000	\$8,000		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.
67	Episcopal Church Women	\$2,500	\$2,500	\$2,500		Funds to support the work of the Episcopal Church Women whose mission is to offer every woman in the Diocese of Missouri an environment of support, encouragement and opportunity for ministry by providing fellowship, communication, resource materials and outreach to the diocese, nation and world.
68	Episcopal City Mission	\$25,000	\$25,000	\$20,000		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. The work of ECM will be included in the 2023 Annual Appeal of the Bishop to raise additional funds for this organization.
69	Episcopal Recovery Ministries	\$0	\$0	\$1,500		ERM exists as a resource for people seeking information, guidance, and consolation in their struggles with substance use disorder. ERM offers information to enable all those affected by addiction to find the help they seek. Funds will be used for a website, youtube videos, speaker honorarium and printing costs.
70	Task Force for the Hungry	\$20,000	\$20,000	\$25,000		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.
71	Interfaith & Ecumenical	\$1,300	\$1,300	\$1,300		This amount covers the minimum dues to the Interfaith Partnership organization and ecumenical event fees.
72	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 Minister.
73	Pastoral Care	\$5,000	\$3,000	\$4,000		Funds to provide pastoral care in congregations by offering trainings and guidance to lay pastoral care teams. Funds will also cover the expenses of the Diocesan Pastoral Care Rapid Response Team in their work to support our congregations.
74	TOTAL-COMMUNITY BUILDING & JUSTICE	\$76,800	\$66,300	\$75,300		

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2					
75	EVANGELISM & STEWARDSHIP				
					Funds used to equip clergy and lay leaders to be evangelists, more able disciples, and to build missional communities. Funds will also be used 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. In 2023 this line will also include the expenses of Fresh Start, which 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.
76	Evangelism & Discipleship Development	\$10,000	\$5,000	\$6,000	
77	Stewardship	\$1,000	\$1,000	\$1,000	This line covers diocesan membership in The Episcopal Network for Stewardship (TENS).
78	Evangelism & Discipleship Exp. Acct.	\$5,000	\$8,000	\$6,000	This amount represents the travel, continuing education, and other expenses of the Canon for Evangelism & Discipleship Development.
79	Salary (1 Employee)	\$78,780	\$78,780	\$83,507	Salary line supports the Canon for Evangelism & Discipleship Development.
80	Benefits (1 Employee)	\$27,200	\$27,100	\$28,000	The appropriate benefit costs associated with the above salary.
81	TOTAL - EVANGELISM & STEWARDSHIP	\$121,980	\$119,880	\$124,507	
82	FORMATION				
83	Camp Phoenix (Related Income-Line 17)	\$65,000	\$35,000	\$40,000	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.
84	Campus Ministry (2 Employees+Exp) (Related Income-Lines 7 & 16)	\$120,000	\$120,000	\$120,000	Campus Ministry in the Diocese of Missouri serves as the presence of the Episcopal Church on, with, and around college campuses and their local communities. Funds support campus ministry communities in St. Louis, Kirksville, and Columbia, as well as a social justice partnership in Cape Girardeau. Funding will also cover peer minister stipends, program expenses, chaplain conference expenses, and costs associated with the Campus Ministry Rockwell House. In addition, this item covers the salary, benefits and expenses of a half time Campus Ministry Chaplain and part time Administrative Assistant at Washington University.
85	Clergy Events (Related Income-Line 18)	\$28,000	\$20,000	\$20,000	Represents the logistical costs associated with a Spring retreat and a Fall conference.
86	Commission on Ministry (Related Income-Line 14)	\$10,000	\$11,000	\$16,500	Represents the allocated funds for this nationally mandated commission and funds the business of COM such as meeting expenses, discernment conferences, and ordination services. Income of \$5,000 is anticipated from postulancy application fees. Increased expenses are expected due to an increased volume of participants in the ordination process, adding an online learning platform for the ordination process, and adding anti-bias training for committee members,
87	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.
88	Continuing Education - Lay	\$6,000	\$3,000	\$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 these funds.

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89	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.
90	Fresh Start	\$1,700	\$1,000	\$0	Fresh Start expenses in 2023 are included in line 76 - Evangelism & Discipleship Development.
91	Vestry University (Related Income-Line 15)	\$3,500	\$3,500	\$3,500	Annual conference designed to provide resources and inspiration for all leaders--lay and clergy. This event will generate an estimated income of \$2,500 in registration fees.
92	Safeguarding God's Church Training	\$2,250	\$1,500	\$1,500	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.
93	Bishop Kemper School for Ministry	\$25,000	\$25,000	\$25,000	Affiliation fee paid to the Bishop Kemper School for Ministry that will allow lay and clergy members of the Diocese access to attend.
94	Children & Youth Ministires	\$0	\$0	\$7,500	Funds to cover the programming expenses of Children & Youth Ministries in the Diocese.
95	Formation Expense Account	\$0	\$0	\$5,000	This amount represents the travel, continuing education, and other expenses of the Children & Youth Minister.
96	Salary (1 Employee)	\$0	\$0	\$68,000	Salary line supports the Children & Youth Minister.
97	Benefits (1 Employee)	\$0	\$0	\$51,450	The appropriate benefit costs associated with the above salary.
98	TOTAL - FORMATION	\$269,200	\$227,750	\$372,200	
99	Congregational Support ¹	\$394,000	\$394,000	\$0	Operating Support provided to variious congregations. This support will be provided by the Kelton White Fund in 2023.
100	Total Expenses	\$2,692,230	\$2,663,072	\$2,676,960	
101					
102	Net Income (Expense)	\$0	\$27,224	\$0	
103					
104	¹ 2023 Operating Budget support requests from congregations are being funded as grants from the Kelton White Fund. The approved				
105	spending policy for the Kelton White Fund is based on a formula of 3.5% using a 3-year average of the Fund, resulting in an				
106	allocation of \$846,000 for 2023. The allocated amount will be used in support of the Diocesan Operating Budget, to provide operating				
107	budget support grants to congregations, to complete multi-year grants that were previously approved by Standing Committee,				
108	and to provide emergency grants to congregations when necessary.				