

2023 NARRATIVE BUDGET

C.1 Fall Recommended



The Episcopal Diocese of Olympia
The Episcopal Church in Western Washington



The Episcopal Branch of the Jesus Movement in Western Washington

In union with our Bishop, the Episcopal Diocese of Olympia, part of the Jesus Movement, bears witness to God's redemptive reign and acts out God's inclusive love, peace, and justice, uniquely living out this call within our specific local communities.

- Instead of operating from a “top-down” model that prizes centralized leadership, we believe that each congregation must be free to live out this vision in a way that best meets the unique needs of their specific community.
- We believe that our more than 100 worshiping communities are stronger when there are connections that allow our congregations to share stories, resources, challenges, and triumphs with one another.
- We are committed to equipping and empowering a community who is learning, growing, and gathering regularly to proclaim the good news of God as revealed in the life, ministry, and witness of Jesus Christ.
- We are a liturgical community that is rooted in our common prayer and our celebration of Holy Eucharist, which forms us and prepares us to step beyond our church walls and serve our neighborhoods, our towns and cities, and the world.

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The Episcopal Diocese of Olympia

The Episcopal Church in Western Washington

A LETTER FROM THE BISHOP

Dear Ones,

Every budget is a dream. Every budget is a hope. This one is no different, and no doubt this one comes with a world of unknowns on the horizon. Not only are we coming out of a two-year plus global pandemic, but the collateral damage of that time is also still with us. To add to all of that, locally, I have thrown another transition your way with my departure the end of this year. That said, once again, your fabulous Budget and Finance Committee for the diocese presents to you a balanced budget. I want to commend them all - especially the leadership of the Rev. Cristi Chapman, who has taken on this task with grace, wisdom, and humbleness. Under her leadership, the committee has done a masterful job of juggling all the concerns while remaining hopeful and faithful in our mission.

I wish to also commend your diocesan staff. They are some of the most wonderful people and dedicated Christians as well. I have absolutely loved working with them all. They too should be commended for the way they steward the funds given by you for the betterment of our collective life.

Yes, this next year will be telling in many ways, but I am so proud of the continued generosity and dedication that exists in this diocese.

Every budget is a dream. Every budget is a hope. This budget is offered with the firm resolve that this diocese is filled with both, and we live and walk as if our best days are yet to come. I believe they are.

Faithfully,

The Rt. Rev. Gregory H. Rickel

VIII Bishop of Olympia



2023 BUDGET LETTER

FROM THE BUDGET & FINANCE COMMITTEE, DIOCESAN COUNCIL

Rationale for the Recommended 2023 Annual Operating Budget for the Diocese of Olympia

The Rev. Cristi Chapman, Chair
Budget and Finance Committee, Diocesan Council

The disciples set-off for an evening trip across the lake. The sea is calm. The conversations are relaxed. Everyone is at ease, ready to settle into another night at sea. Then, in an instant, everything changes. You know the rest of the story. The disciples try to navigate through a fierce storm. When they need him most, Jesus curls up in the stern of the boat and falls asleep.

I've been thinking about those disciples lately. This summer, we find ourselves in a similar boat dealing with different storms. The pandemic continues to evolve, testing our patience and resolve. The impacts of inflation have included sustainable, living wages and housing costs. The political health of the country shows signs of grave illness, as do the ecological ecosystems that sustain life on the earth. And yes, the diocese is now in the early stages of a bishop's transition.

To be sure, there are lots of storms. But isn't this the hope of discipleship: knowing when to lean into Jesus rather than into our fears?

The 2023 Diocesan Operating Budget is about faithful discipleship in the midst of change. Overall, the operating budget is 7% higher than the current year's budget. Most of the increase relates to two areas. First, the diocese continues to invest in new programs and staff focused on addressing issues of equity, inclusion, and social justice. Those new programs are an outgrowth of commitments made by Diocesan Convention in 2020. The other significant increase relates to anticipated cost of living increases for staff. This budget also continues to support congregational and leadership development, and it continues to invest in technology changes as we move further into a post-pandemic world. We are fortunate that all requests made by staff have been funded. We are blessed with a diocesan staff who are good stewards of the resources entrusted to them as they facilitate and support the vision of the diocese.

To accomplish some of this work, once again this budget relies on judicious use of some net assets and capital gains to balance the budget. The use of those funds is governed by the Board of Directors in accordance with an expenditure policy for endowments. We have used those funds to balance the budget in previous years, so this is not new. Reliance on those funds to balance the budget will increase in 2023 though. That said, those funds are the last to be used and only if needed. The diocese is blessed to have resources available for these kinds of investments, namely for the work the Gospel calls us to do. We are also called to be careful stewards of those funds and take that responsibility very seriously.

This may look like a budget that maintains a steady state. The Budget and Finance Committee believes this is a strategic budget that affirms the vision of the diocese. That vision was discerned several years ago by the governing bodies of the diocese, and as a diocese, we continue to live into that hope of God's call to us. The Budget and Finance Committee also believes this is a budget that will facilitate a successful transition and call process for a new bishop. It is a budget that views that work as an investment in the future of the diocese.

2023 BUDGET LETTER

(continued)

I want to thank the diocesan staff for their ministry and service to the diocese. They are a remarkable, faith-filled group of people who care deeply about the work we all share together. Please pray for them and offer them your support and gratitude for what they have done and what will be called forth from them in the coming months.

I also want to offer a special word of thanks to the members of the Budget and Finance Committee. Their wisdom and passion for this work is inspiring. They have modeled what it means to be good stewards on behalf of the whole diocese. They have also affirmed that ministry happens in all kinds of ways, including talking about numbers, and more importantly, asking how those numbers support the vision of the diocese.

The members of the Budget and Finance Committee 2021-2022 include:

Jim Beckwith
Stuart Case
The Rev. Canon Arienne Davison
Heather Irwin
Sharalyne King
The Rev. RC Laird
Canon Dede Moore
The Rt. Rev. Gregory H. Rickel
Canon Charles Thorne

Finally, this budget and the financial infrastructure of this diocese would not be possible without the gifted leadership of the Canon for Finance, Charles Thorne; treasurer, Jim Beckwith; Canon Dede Moore; and the Canon to the Ordinary, The Rev. Canon Arienne Davison. For the last year, “the finance team” has met weekly to talk about a variety of issues involving the financial stewardship of the diocese. That includes this budget and processes that make it happen. Know that the diocese is blessed with an exceptional finance team, and I am grateful to minister alongside them in this work.

When Jesus falls asleep in that boat, he isn’t really asleep. That’s the thing about boats and about Jesus. Propellers and rudders are located in the stern of a boat. Except for sailboats and kayaks, the power source is always located in the back of the boat. So is every rudder. Jesus may appear to be asleep. In fact, Jesus is steering and propelling that boat the entire way. That’s why he’s back there to begin with. May we learn to trust the movement and direction of Jesus in our lives. May we trust that he is already doing that here and now.



With gratitude,

The Rev. Cristi Chapman
Chair, Budget and Finance Committee



The EPISCOPAL DIOCESE of OLYMPIA: CONGREGATIONAL DEVELOPMENT

We believe that developing healthy congregations is central to our call.

We support all congregations in developmental efforts towards greater health, regardless of the size or context. As a diocese we network and equip congregations with skills and tools for spiritual growth, which often leads to numerical growth.

TOTAL
2023 BUDGET
\$634,135

College for Congregational Development: We equip Christian leaders to embody Christ in local congregations.

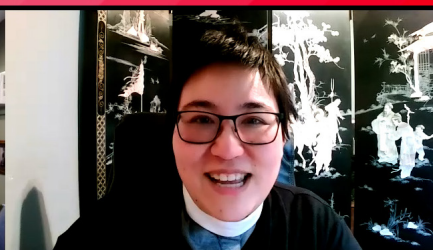
Congregation Consulting Network: We connect trained consultants with congregations and ministries in need of facilitated conversation and frameworks for carrying out the important work of shared ministry.

Grants: We enhance ministry and revitalize congregations and staff for program growth through our grant programs.

Evangelism: We enable congregations to focus their growth potential through social media channels and improved web presence.

Congregations in Transition: We provide consultants for congregations in transition and funding to gather objective data and complete diocesan-identified assessments.

the College for Congregational Development



THE REV. DAVID MARSHALL
RECTOR, ST. DUNSTON'S SHORELINE

DFMS Covid Relief Grant





The EPISCOPAL DIOCESE of OLYMPIA: SUPPORT FOR CONGREGATIONS & LEADERS

TOTAL
2023 BUDGET
\$488,423



Data: We help congregations understand their communities by providing access to MissionIn-site demographic information.

Resources and Leadership Training: We train leaders for vestries and bishop's committees, supply vestry handbooks, and facilitate leadership training days.

Property-Specific Congregation Support: We preserve the integrity of the property that has reverted to the diocese due to congregation closings and support congregations in specific, emergent situations.

Misconduct Case Manager/ Congregations in Conflict: We ensure compliance with Title IV (disciplinary canon), intake officers, and complaint investigations. We also provide support for therapeutic intervention.

Technology Assistance and Resourcing: In the midst of COVID-19 we are resourcing congregations toward virtual ways to gather, worship, and connect through communicating best practices and empowering congregational leaders to discover what works best for their congregations in this time.



The EPISCOPAL DIOCESE of OLYMPIA: CLERGY LEADERSHIP



TOTAL
2023 BUDGET
\$203,000

Clergy Residency: Our curacy program partners newly-ordained, seminary-trained clergy raised up from within the Diocese of Olympia with well-qualified clergy mentors in congregations where it has been determined that the curacy experience will be fruitful. The diocesan budget provides half of the salary, pension, insurance, and moving costs for the clergy, and congregations commit to funding the other half.

First Time in Charge: Our two-year program for first-time rectors/vicars consists of 18 units with the goal of contributing to successful and effective leadership.

Clergy Days: We provide opportunities for training, education, and collegial development through clergy days, workshops, and retreats hosted by the bishop.

Clergy Support Groups: As we work with the dual pandemics of COVID-19 and systemic racism impacting our congregations, we are working to provide clergy with specific support and networking opportunities that provide training, collegial support, and safe space to process and learn from the particular challenges of our time.



The EPISCOPAL DIOCESE of OLYMPIA: EMERGING MISSIONS



We provide strategic support for ongoing, emerging, and alternative missions in our diocese and support for churches who need assistance in revitalizing and reorganizing their congregations.

Emerging Ministry:
We provide support for our Total Common Ministry (TCM) and local priest congregations through our missionary and leadership retreats.



The EPISCOPAL DIOCESE of OLYMPIA: BISHOP DIRECTED PROGRAMS

TOTAL
2023 BUDGET
\$352,500

Bishop's Holy Land Pilgrimage:

A yearly opportunity to be refreshed in the faith and to deepen the Christian experience. Bishop Rickel leads clergy in the footsteps of Jesus and encounters God's Word in the Holy Land.



Bishop's Initiative Grants: We provide seed money for new and innovative ministries from congregations.

Bishop Directed Grants: We provide resources for the redevelopment of programs and support for existing programs.

BIPOC Ministry Fund: We provide support for BIPOC (Black, Indigenous & People of Color) clergy in the Diocese of Olympia leading ethnic congregations.

Non-Profit Management Training: This program on management skills training for non-profit organizations will be open to lay and clergy leaders in the diocese.

Diocesan House Carbon Offsets: This initiative provides off-sets for the carbon dioxide emitted due to lighting and heating Diocesan House by planting trees in the Southern Philippines through our sister diocese so that the Office of the Bishop will become carbon neutral.



BISHOP'S LEADERSHIP CONFERENCE

CHURCH IN PANDEMIC AND BEYOND

Bishop's Leadership Conference: Our week-long conference explores what it means for churches to be faithful, healthy, and effective in their current, local context, and helps congregations discern how God may be calling them to grow in new ways.



The EPISCOPAL DIOCESE of OLYMPIA: ETHNIC MINISTRIES

We have renewed our commitment as a diocese to supporting ethnic and multicultural congregations and ministers within our body and engaging in real conversations with our neighbors.



TOTAL
2023 BUDGET
\$423,430

Ethnic Congregations: We provide operational assistance for congregations with an ethnic or multicultural identity.

Leadership Development: We provide learning and formation for Intercultural Competency and Dismantling Racism.

Church-Wide Connections: We provide connections to and with church-wide ethnic and multicultural ministries.

Advocacy: We advocate for historically marginalized people and support BIPOC Ministers and Circles of Color advocating for themselves in the church and the world.

Ethnic Ministries Circles of Color are mutually supportive communities for resource sharing, networking, personal support, addressing issues of racism, encouraging leadership development among our people of color church communities, and connecting people of color with what they need emotionally and spiritually to be who God is calling them to be. We are committed to BIPOC advocacy, antiracism initiatives, and transforming institutionalized racism for equity and social justice for people of color. The Circles communities include: Full Circle; Clergy of Color Circle; Indigenous Circle; African American/ Black Circle; Asian Circle; Hispanic/Latino Ministries Circle, and Allies Circle.

We have failed to do many of these things and have hurt members of our Body. As members of the Diocese of Olympia, when we fall into the sin of racism, we will acknowledge our fault and turn to Jesus Christ for forgiveness.



* Ethnic Ministries includes 2021 budget areas from Bishop Directed Initiatives for Truth & Reconciliation (\$100,000) combined with 2021 budget areas for Multicultural Ministries (\$150,000 in direct grants to Ethnic Congregations).



The EPISCOPAL DIOCESE of OLYMPIA: FAITH FORMATION FOR ALL AGES

Faith formation encompasses the ministries and activities offered by the church that help people grow in faith and in their understanding of and love for God.

TOTAL
2023 BUDGET
\$238,466

Children & Families are vital to the health of our congregations, but it has been a struggle bringing them back after the pandemic. We can support you with consultation, quarterly leadership meetings to share best practices, continuing education opportunities, access to national conferences, and mini-grants to update your classrooms and playground. 2022 Highlight: Messy Church – on-hold during the pandemic – debuts in the Diocese of Olympia at St. Timothy, Chehalis.

Youth, more than ever, need a place where they feel unconditionally loved - church can be that place. Our approach is to provide leadership support and collaborative opportunities for youth ministry staff, but also offer diocesan retreats, annual events, and service opportunities for teens who may not have many peers in their local congregation. 2022 Highlight: A new on-line youth confirmation series, featuring an array of clergy and lay speakers, brings together teens from across the diocese and culminates in confirmation at Cathedral Day.

Young Adults come together throughout the year for friendship and faith exploration, both in-person and virtually, through diocesan events. We also partner with and support Saint Mark's 20s & 30s, and award grants to churches who are creating innovative programs by and for this age group. 2022 Highlight: A new winter "Contemplative Retreat" complements the popular annual summer "Holy Waste of Time" retreat.



Adult Faith Formation came to the fore this year with contract staff member Sylvia Sepulveda delivering a Contemplative Creativity series, monthly "Meaningful Movies," and resources for Spanish-language congregations. 2022 Highlight: The screening and follow-up discussion of "Mission:Joy" draws nearly 1,000 registrants.

Intergenerational or "whole-church" programs foster a culture that is dynamic and life-giving. Our annual Faith Formation mini-conference Better Together, monthly Holy Hikes, Messy Church, LG-BTQIA+ PRIDE events and programs, as well as initiatives on racial justice and creation care, reinforce the radical inclusivity that is key to church health. 2022 Highlight: The Diocese of Olympia once again marches in the Seattle Pride Parade and Episcopal churches throughout Western Washington participate in their local PRIDE events.





The EPISCOPAL DIOCESE of OLYMPIA: RESOURCE CENTER

TOTAL
2023 BUDGET
\$52,911

Resource Center: We maintain a collection of circulating and reference materials for congregations and individuals. We adhere to the COVID-19 guidelines for in person use, and while browsing in the collection is not possible while the Office of the Bishop is closed, books may be sent and returned by mail.



Education for Ministry: Through our contract with Sewanee, we assist in training mentors and support local trainings as possible, given COVID-19 guidelines.



The EPISCOPAL DIOCESE of OLYMPIA: IONA OLYMPIA SCHOOL



TOTAL
2023 BUDGET
\$80,188

Iona Olympia School:

We provide a comprehensive academic and practical curriculum for postulants seeking ordination to the diaconate, those seeking local ordination as priests and deacons, and for lay persons who feel called to such training.



The EPISCOPAL DIOCESE of OLYMPIA: STEWARDSHIP AND DEVELOPMENT OF ALL OUR RESOURCES

We teach and live the stewardship of all creation through the spiritual practices of giving and service. We share the good news of how stewardship has shaped our common life through workshops, coaching for local stewardship initiatives, and advocacy for the care of all creation.

TOTAL
2023 BUDGET
\$35,500

Regional Workshops: We facilitate workshops on planned giving, environmental stewardship, annual campaigns, development, and formation for all ages.

Planned Giving: We formed the Diocesan Joint Planned Giving Ministry Team with the Cathedral Foundation and Saint Mark's Cathedral to bring the very best planned giving resources and assistance for our congregations and their members.

Bishop's Society: We build membership through support and initiation of Legacy Societies. All people within the diocese have the option to become members by naming any Episcopal congregation or program in their estate plans.

Stewardship Assistance: We assist churches by providing ongoing support to green initiatives, online giving options, and stewardship ministries.

Bishop's Committee on the Environment: We support congregations in environmental creation care ministries and administer "green

grants" to lower impact on the environment. We assist with energy audits and provide resources for environmental stewardship, responsible investments, and environmental advocacy.

Carbon Offset Partnership: We are part of a global mission partnership to stem climate change and address environmental justice issues through reforestation, reduction of CO₂ footprints, community development, relationships, and funding carbon offsets.

Episcopal Community Action (ECA): We expand knowledge about and participate in ECA to support ministries involved in meeting the needs of God's people across Western Washington.

The Episcopal Network for Stewardship (TENS): We promote and continue to partner with TENS, including corporate and congregational membership, to encourage transformation through stewardship.





The EPISCOPAL DIOCESE of OLYMPIA: TELLING OUR STORIES

Our Communications Program shares the story of our diocese and congregations through a variety of communication platforms and supports the work, vision, and ministry of the Office of the Bishop’s staff and wider diocese.

TOTAL
2023 BUDGET
\$476,815

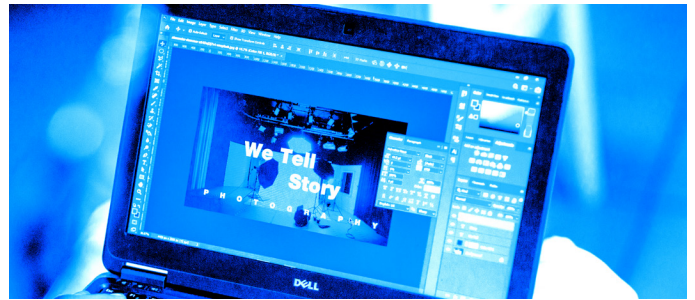
Digital Technology and Congregational Support:

We provide regular consultations to congregations and ministries within the diocese on live video streaming, Zoom meetings, web design, content, social media, newsletters, and video production. We assist congregations in the purchase of video streaming equipment and streaming licenses to ensure compliance with copyright laws. We assist congregations in the production of high-quality high quality images for digital and print uses.

Accessibility: We provide assistance to diocesan ministries and programs in making their virtual offerings accessible through the use of captions, subtitles, ASL interpretation, and live language translation.

Across the Diocese: We publicize events and activities on both a diocesan and congregation level through our weekly newsletter and our diocesan website.

Social Media: We use our social media platforms (Facebook, Twitter, Instagram) to keep our communities connected throughout the diocese and raise awareness of the Episcopal Church in Western Washington.

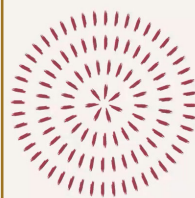


Video Production: We share video messages and updates, webinars from experts on a wide range of subjects, and provide opportunities for other ministries, congregations, and programs to request our services. We are also working to expand our ability to offer engaging hybrid experiences and trainings for the entire diocese.

Graphic Design: We provide design services for diocesan programs, departments, and ministries.

Internet Strategy: We provide monitoring and resources so congregations can maintain a consistent and vibrant presence in cyberspace.

Database: We update, maintain, and continually look for new ways to use our systems.



Hybrid Worship and Community

Tools for Inclusion, Participation, and Engagement





The EPISCOPAL DIOCESE of OLYMPIA: GLOBAL MISSION WORK



Economic Justice: We explore issues of economic justice (living wage, immigration, racism) through the use of education, training, and electronic media.

Global Mission Committee: We support cross-cultural mission, Indigenous people, seafarers, and global needs.

Bishop's Committee for Justice & Peace in the Holy Land: We provide support for the Episcopal parishes, schools, hospitals, and human service missions in the Diocese of Jerusalem (one of our companion dioceses).

Refugee Resettlement Office: We provide support for the office's human development programs to low income communities and the resettlement of refugees in Western Washington.

Caring for Creation Covenant

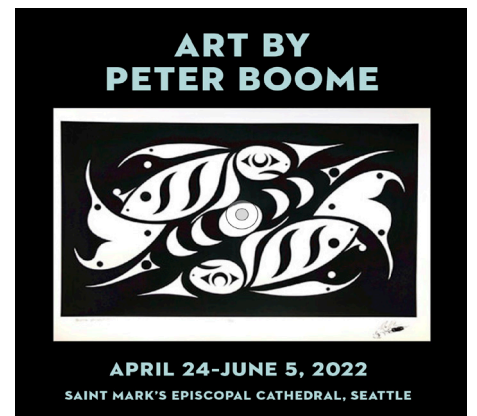
Partnership: We have a partnership with the Diocese of Southern Philippines to care for Creation through reforestation, reduction of CO2 footprints, environmental advocacy, establishing tree nurseries, building relationships, and creating and funding Carbon Offsets.

Diocese of El Salvador: We support the ministry of the broader church in El Salvador.

Millennium Development Goals:

We set aside 0.07% of our unrestricted revenue for projects relating to mission and ministry throughout the world.

Episcopal Relief and Development: We support the work of our diocesan Episcopal Relief and Development coordinator.





The EPISCOPAL DIOCESE of OLYMPIA: SUPPORTING THE WORK OF THE BROADER CHURCH

We support the work of the broader church by contributing our diocesan share of the churchwide budget. We also actively participate ministries in our Province and Episcopal Church networks.



We support the work of Province VIII, ecumenical & interfaith ministry, and our ministry partnership with Saint Mark's Cathedral.





The EPISCOPAL DIOCESE of OLYMPIA: CORPORATE & CANONICAL RESPONSIBILITIES

We maintain our corporate and canonical responsibilities by supporting local ministries and ministers, networking congregations through governing bodies and resource sharing, and developing leaders for the church and the world.

The Office of the Bishop: We provide support for our bishop and his work in the diocese, nation, and world.

Commission on Ministry: We support and train postulants for the priesthood and diaconate through exams, retreats, and candidacy days.

Canon to the Ordinary: We support the office of the Canon to the Ordinary and her work assisting the bishop in diocesan ministry, working with congregations in transition and conflict. We also support the work of our Diocesan Title IV Officer, supporting the decisions and vision of the bishop.

Finance: We are committed to responsible business practices – accounting, risk management, the Diocesan Investment Fund (DIF), insurances, and tax affairs. We also provide financial resources and training for congregation treasurers and staff.



to chronicle and maintain an historical archive - identifying, collecting, and preserving records of enduring value.

General Convention: We send a full deputation to each triennial meeting of the General Convention of The Episcopal Church.

Convention: We gather as a diocesan body for our annual convention to hear from the bishop, converse on issues, elect to diocesan offices, and enjoy fellowship with 600+ Episcopalians from all over Western Washington.

Diocesan Governance: We provide support for our diocesan governing bodies – Standing Committee, Diocesan Council, and Board of Directors - as well as regional ministries, property management, Personnel Commission, and Liturgy and Arts Commission.

Central/Plant Services: We maintain Diocesan House as a place that is not only home to the Office of the Bishop's staff, but also provides meeting space for commissions, committees, affiliated ministries, organizations, and an occasional congregation.



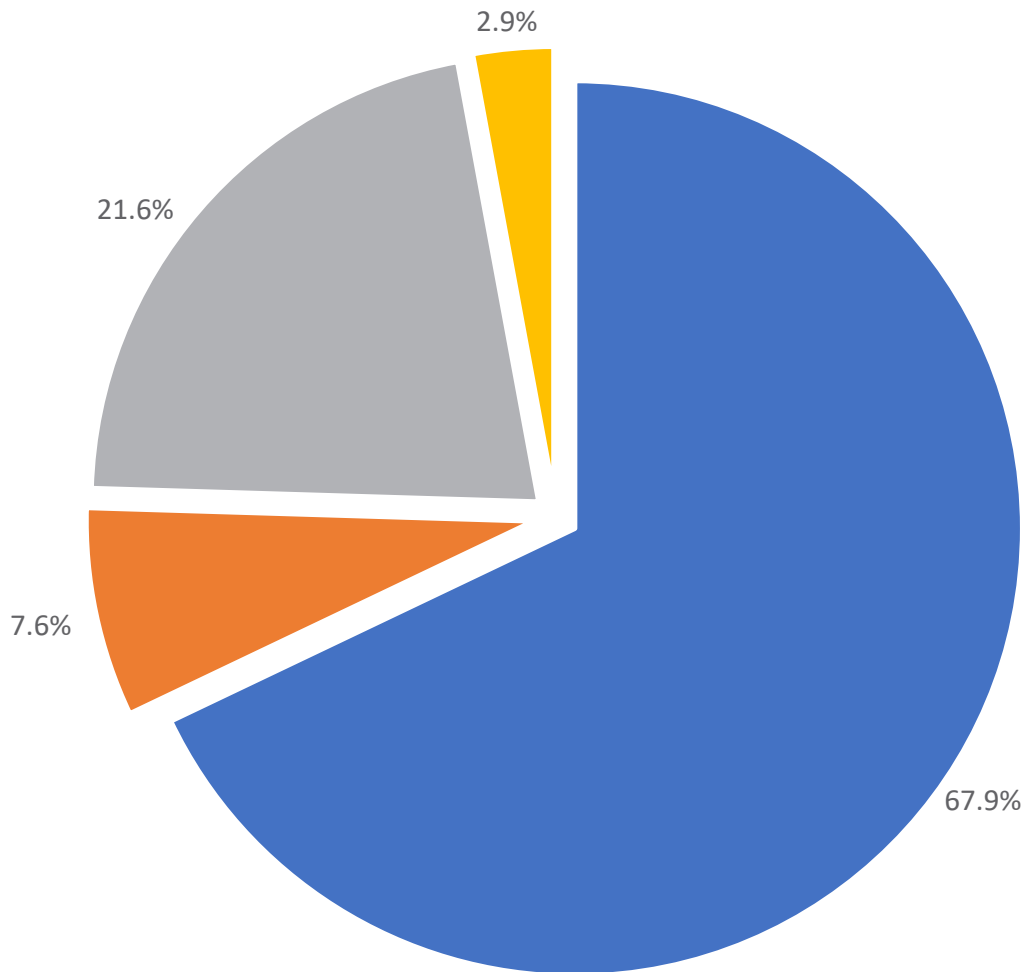
Archives: We provide resources for congregations



The EPISCOPAL DIOCESE of OLYMPIA: 2023 BUDGET TOTALS



DIOCESE OF OLYMPIA 2023 Budgeted Revenue Sources



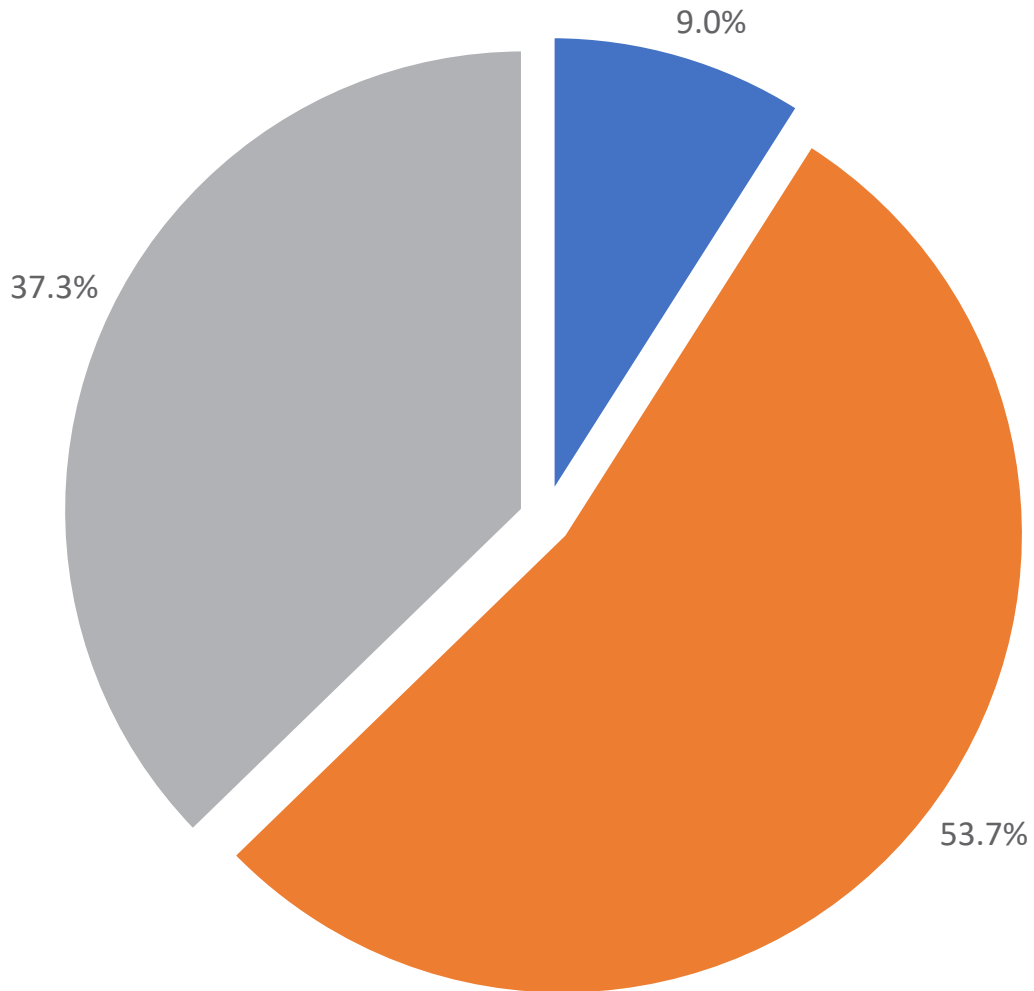
- 67.9% - Net Assessment Revenue
- 7.6% - Dividend Income
- 21.6% - Carry Forwards and Funds Releases
- 2.9% - Fees, Tuitions, and Reimbursements, and Other



The EPISCOPAL DIOCESE of OLYMPIA: 2023 BUDGET TOTALS



DIOCESE OF OLYMPIA 2023 Budgeted Expense Summary



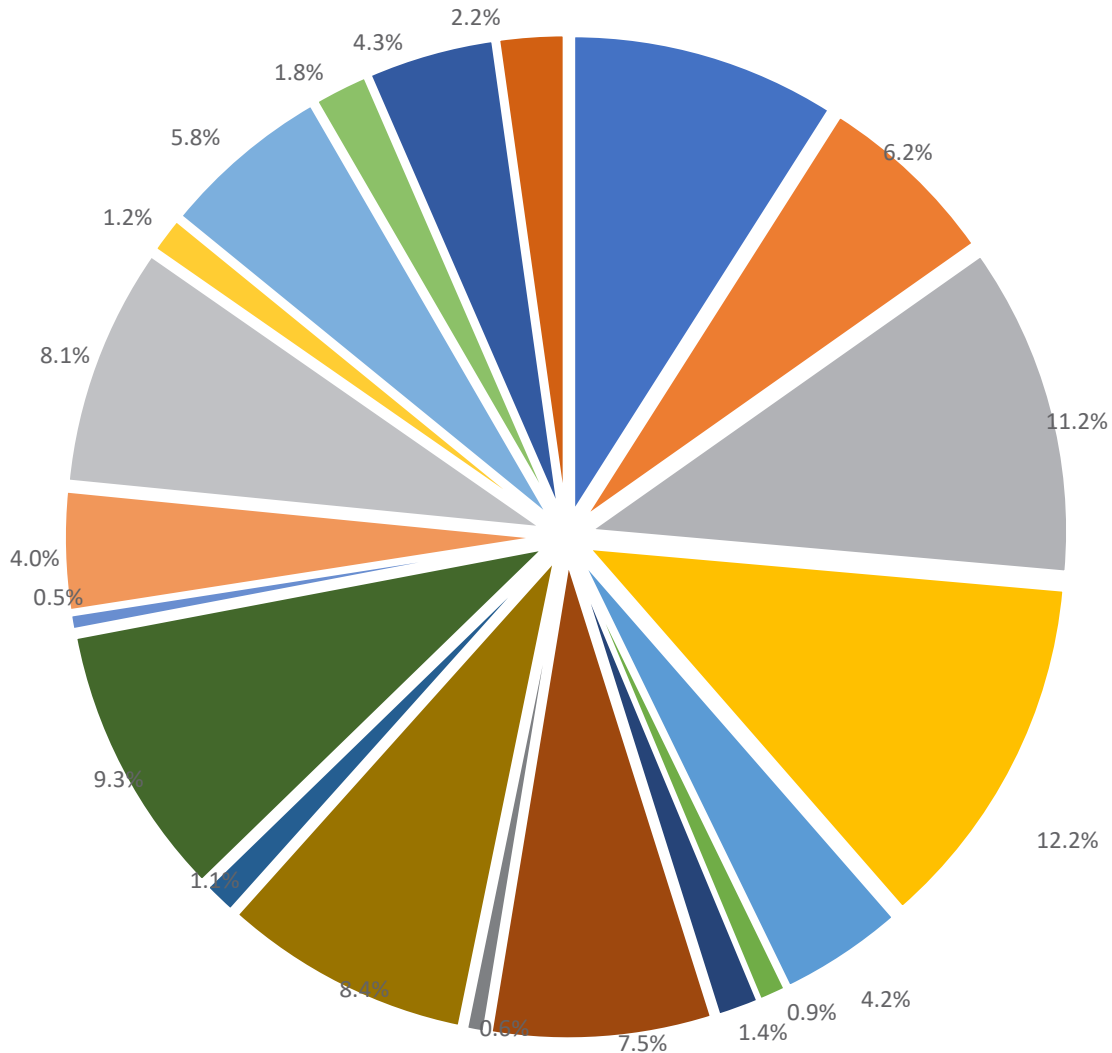
- 9.0% - Supporting the Broader Church
- 53.7% - Programs for Ministry - Empowering Congregations
- 37.3% - Canonical & Corporate Expenses



The EPISCOPAL DIOCESE of OLYMPIA: 2023 BUDGET TOTALS



DIOCESE OF OLYMPIA 2023 Budgeted Expense Detail



- 9.0% - Supporting the Broader Church
- 12.2% - Supporting Congregations
- 1.4% - IONA School of Olympia
- 8.4% - Communications
- 0.5% - Diocesan Assisting Bishops
- 1.2% - Archives
- 4.3% - Comp/Benefits Reserve
- 6.2% - Bishop Directed Programs
- 4.2% - Faith Formation: 35 & Under
- 7.6% - Ethnic Ministries
- 1.1% - Global Mission Work
- 4.0% - Canon to the Ordinary Office
- 5.8% - Diocesan Governance
- 2.2% - Diocesan House
- 11.2% - Congregational Development
- 0.9% - Diocesan Resource Center
- 0.6% - Stewardship & Development
- 9.3% - Diocesan Bishop's Office
- 8.1% - Accounting & Finance Office
- 1.8% - Property/Liability Insurance



The EPISCOPAL DIOCESE of OLYMPIA: 2023 Pre-Convention Recommended Budget versus 2022 Budget, and 2021 Actual

SUMMARY

Description	2023 Pre- Convention Recommended Budget	2022 Budget	2021 Actual	Variance Favorable / (UN-Favorable) 2023 Budget Versus			
				Amount (d)		Percent (d)	
				2022 Budget	2021 Actual	2022 Budget	2021 Actual
Revenues							
(1) Net Assessment Revenue (b) (c)	\$ 3,853,860	\$ 3,670,000	\$ 3,312,878	\$ 183,860	\$ 540,982	5.01 %	16.33 %
(2) Prior Years' Assessment Receipts	-	162,000	87,750	(162,000)	(87,750)	(100.00)	(100.00)
(3) Dividend Income (Un-Restricted)	373,000	379,300	397,704	(6,300)	(24,704)	(1.66)	(6.21)
(4) Dividend Income (Restricted)	56,000	64,000	58,954	(8,000)	(2,954)	(12.50)	(5.01)
(5) Total Contribution, Assessment and Dividend Income	4,282,860	4,275,300	3,857,286	7,560	425,574	0.18	11.03
(6) Carry Forwards and Funds Releases	1,226,350	837,550	6,750	388,800	1,219,600	46.42	18,068.15
(7) Fees, Tuitions, and Reimbursements, Interest and Other	164,955	188,145	441,328	(23,190)	(276,373)	(12.33)	(62.62)
(8) TOTAL REVENUES	\$ 5,674,165	\$ 5,300,995	\$ 4,305,365	\$ 373,170	\$ 1,368,800	7.04 %	31.79 %
Expenses							
(9) Supporting the Broader Church	\$ 511,333	\$ 442,000	\$ 435,221	\$ 69,333	\$ 76,112	15.69 %	17.49 %
Programs for Ministry: Empowering Congregations							
(10) Bishop Directed Initiatives	352,500	341,509	181,097	10,991	171,403	3.22	94.65
(11) Congregational Development	634,135	633,078	563,997	1,057	70,138	0.17	12.44
(12) Supporting Congregations	691,423	723,943	671,066	(32,520)	20,357	(4.49)	3.03
(13) Faith Formation: 35 & Under	238,466	228,192	200,207	10,274	38,259	4.50	19.11
(14) Diocesan Resource Center / Library	52,911	50,342	49,187	2,569	3,724	5.10	7.57
(15) IONA School of Olympia	80,188	104,127	56,290	(23,939)	23,898	(22.99)	42.46
(16) Multicultural Ministries	423,430	364,666	117,381	58,764	306,049	16.11	260.73
(17) Stewardship and Development	35,500	23,366	26,247	12,134	9,253	51.93	35.25
(18) Communications and Information Technology	476,815	480,917	385,231	(4,102)	91,584	(0.85)	23.77
(19) Global Mission Work	62,600	57,100	51,397	5,500	11,203	9.63	21.80
(20) Total Programs for Ministry: Empowering Congregator	3,047,968	3,007,240	2,302,100	40,728	745,868	1.35	32.40
Canonical and Corporate Expenses							
(21) Diocesan Bishop's Office	526,594	520,084	451,862	6,510	74,732	1.25	16.54
(22) Assisting Bishop's Office	30,000	30,000	25,864	-	4,136	-	15.99
(23) Canon to the Ordinary's Office	228,625	214,157	175,312	14,468	53,313	6.76	30.41
(24) Accounting and Finance Office	460,228	442,202	390,746	18,026	69,482	4.08	17.78
(25) Archives	68,786	67,324	69,701	1,462	(915)	2.17	(1.31)
(26) Diocesan Governance and Human Resources	326,790	313,578	217,216	13,212	109,574	4.21	50.44
(27) Property / Liability Insurance Premium	104,000	93,256	91,397	10,744	12,603	11.52	13.79
(28) Benefits	243,333	50,000	40,301	193,333	203,032	386.67	503.79
(29) Diocesan House	126,508	121,154	105,646	5,354	20,862	4.42	19.75
(30) Total Canonical and Corporate Expenses	2,114,864	1,851,755	1,568,044	263,109	546,820	14.21	34.87
(31) TOTAL EXPENSES	5,674,165	5,300,995	4,305,365	373,170	1,368,800	7.04	31.79
(32) Net Excess / (Deficit)	\$ -	\$ -	\$ 0	\$ -	\$ (0)	- %	(100.00) %

For those interested in more detail than provided by this summary, a full line item version of the budget is posted on the 2022 convention page of the diocesan website.