

HOLDING ONTO WHAT IS GOOD

2024 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

Greetings, People of the Diocese of Olympia,

As it waited for a momentous change, Paul told the Church at Thessalonica that it was to look towards a changed future while, at the same time, hold onto what it knew was good in the present moment.

This, for me, has been the spirit within our Diocese for this past year and is the spirit that has animated the creation of the 2024 budget.

Looking to a new future: In 2024, we've reduced the overall budget, fulfilling a hope many have championed that we might be careful stewards of our financial resources for the future. As a part of this, we have paused some of our spending in the areas related to Bishop Rickel's ministry among us. These things are meant to provide a strong foundation for the ministries of this Diocese with its next diocesan bishop. Additionally, though it does not show up in our operating budget, your governing bodies and the Search Committee for the new Diocesan have carefully planned for the spending associated with the election of a new bishop and accompanying transition costs in 2024.

Holding onto what we know is good in the current moment: At the beginning of 2023, many of you participated in a process to create what I then called the "Interim Areas of Focus" for this time between diocesan bishops. This process, involving the governing bodies, clergy, and lay leaders of the Diocese, the Circles of Color, and the Diocesan staff, yielded areas of work for us over the approximately eighteen months of transition time. One of those areas was to "create a more transparent and inclusive process in forming the Diocesan budget so that the budget can continue to reflect our priorities and can be sustainable over time." What I want to tell you is that the narrative budget included here does just that.

The process included more people and brought the staff responsible for budget areas together in a way that facilitated all working together. This was both enlightening and, yes, fun. As a result of this process, spending in key priority areas consistent with our diocesan vision has been maintained and, in some cases, refined: Multi-Cultural Ministries and its accompanying community transformation work, congregational development, and Christian formation focused on equipping leaders of local communities of faith, and the continuing work of creation care.

It's been a privilege to be a part of this process involving many, many others. Diocesan staff, you have been champions in this. Cristi, Jim, members of Budget and Finance, and Diocesan Council, wow!

In Christ,
+Melissa



2024 BUDGET LETTER

FROM THE BUDGET & FINANCE COMMITTEE, DIOCESAN COUNCIL

Rationale for the Recommended 2024 Annual Operating Budget for the Diocese of Olympia

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

For some people, two generations can go by like the blink of an eye. For others, it spans more than a lifetime. That's also how long a certain person waited on a mat at Bath-zatha. They knew that healing was possible at the edge of town. But they were stuck, trapped on a mat that defined their possibilities and confined their hope. Then Jesus came along. He asked a question he asks all of us: Do you want to be made whole?

I've been reflecting on that story from John's gospel this summer. It's full of many lessons for the Diocese of Olympia. Yes, people need safe places to rest and call their own. But, if people stay in one place too long, their bodies begin to ache. Then, before they know it, they're stuck in place. That's when it's time to do something different. That's what Jesus is doing here, in the Diocese. He is calling us to do something new. That's one of the gifts of this season of transition.

The Budget and Finance Committee (Committee) has embraced that liberating call. This year, because of that, the 2024 budget process is different. First, the proposed budget for next year reflects a more collaborative and inclusive approach. The makeup of the Committee has changed. It now includes many people who historically have been left out of the decision-making process, including several new members from the Circles of Color. Diocesan staff have been more intentionally invited into the budget process. They have collaborated more with each other, with mission-critical diocesan ministries, and with the Committee. The Bishop Provisional and the Committee co-hosted a new one-day budget retreat with the diocesan staff. Diocesan Council also set clear budget priorities that align with the diocesan vision. Work is now being done to increase transparency and build trust in the budget process.

The Committee has tried to be faithful to the promptings of Jesus. We are hopeful we have begun to create a new framework that will last for many years to come. We also recognize we have more work to do. We are excited about and look forward to engaging with a new bishop who will continue to support and affirm this shared ministry.

Budgets are more than process, though. Ultimately, they reflect a call to ministry. The Committee believes the 2024 Diocesan Operating Budget is a faithful response to that call. We also believe this is a vision-focused and financially responsible budget.

Overall, the 2024 Operating Budget is 6% lower than last year. It includes significant investments in ministries that align with the diocesan vision, especially ones that affirm locally centered ministry, foster networked communities, form Christian leaders, and facilitate sacrament and service. Those ministries include multicultural ministry, congregational development and clergy leadership, congregational grants, and communications. The budget also includes funding for creation care and stewardship and development.

There are decreases this year, and those are the result of three things. First, some programs have been re-aligned to better fit within the diocesan vision. For example, moving forward, faith formation at the diocesan level will focus more on spiritual growth for all ages, and it will empower congregations to do that important work locally. In addition, a careful review of bishop's initiatives is underway. This will give the new bishop flexibility to shape those initiatives in different ways. Finally, collaborative efforts among staff are leading to new

2024 BUDGET LETTER

(continued)

efficiencies that result in cost savings. Overall, this is a budget that is faithful, financially sound, and prepares the way to begin shared ministry with a new bishop.

Funding for the 2024 Operating Budget comes from three primary sources. First, 72% of revenue is the result of congregational assessments. Congregations support the shared vision of the Diocese by providing regular financial support through monthly contributions (e.g., assessments). Another source of funding comes from the judicious use of certain trust funds, net assets, and capital gains. While this practice is not new, the Committee felt it was prudent to draw on a smaller portion of these funds in 2024. Last year, 21% of the operating budget was funded from this source. This year, those draws represent 17% of operating activity. Use of those funds is governed by the Board of Directors in accordance with an expenditure policy for endowments. The Diocese has been blessed with these gifts and has stewarded them carefully. Part of good stewardship also includes using them to support the work the Gospel calls us to do. Interest, dividends, and miscellaneous tuition and fees make up the remaining balance of operating revenue.

I want to thank the diocesan staff for their ministry 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 will continue to do in this season of transition.

I also want to offer special thanks to the members of the Budget and Finance Committee. Their wisdom and passion for this work is inspiring. They are also deeply committed and creative, and I am grateful to share in this important ministry with them. The members of the Budget and Finance Committee include:

Jim Beckwith

The Rev. Cristi Chapman, chairperson

The Rev. Canon Arienne Davison

The Rev. Ruth Anne Garcia

Heather Irwin

Sharalyne King

The Rev. RC Laird

The Rev. Malcolm McLaurin

Canon Dede Moore

The Rev. Jesus Reyes

The Rev. Canon Carla Robinson

The Most Rev. Melissa Skelton, ex-officio

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. Every week, we meet together to consider the financial stewardship of the Diocese, including this budget and the processes that make it happen. They are exceptional partners, and I am grateful to minister alongside them in this work.

Stepping off the mat takes courage. Living into something new can also feel awkward. Using new muscles is hard work. Sometimes, we stumble before we are ready to run. That's also how we learn and grow. There's something else. We are never alone. Jesus is there with us. He is here now, calling and encouraging this Diocese to take each new step. May we trust that call today and in the months to come.



With gratitude,

The Rev. Cristi Chapman

Chair, Budget and Finance Committee

Saint David, Friday Harbor



OVERARCHING THEMES FROM THE LISTENING PROCESS ON INTERIM AREAS OF FOCUS

Support Circles of Color's work and work of inclusion and justice in the Diocese.

Recruit, train, support, and deploy BIPOC clergy. Continue to communicate and engage the Diocese in the work of the Circles that expresses God's inclusive love, peace, and justice.

Resource congregations as they navigate a world changed by the pandemic.

Identify specific areas in which congregations need resourcing and start this work, all for the sake of supporting local communities of faith that draw people into the Episcopal branch of the Jesus movement at the local level.

Maintain our momentum.

Support the good work already in progress, including our commitment to creation care, to congregations, and to the support and formation of leaders, and work on areas in the Diocese and at the Diocesan staff level that need attention to ready ourselves for the coming of a new Diocesan bishop.

Work on finances and property.

Create a more transparent and inclusive process in forming the Diocesan budget so that the budget can continue to reflect our priorities and be sustainable over time. Begin to put together more comprehensive resources to support property issues.

Find new ways to deliver on the "networked" part of our diocesan vision.

Assist clergy, congregational leaders, and congregations in connecting, all to support our learning from one another about how best to be the Body of Christ in this time. Engage those outside the diocesan staff to work collaboratively with the staff in planning and carrying out diocesan-wide efforts.



The Episcopal Diocese of Olympia

TRANSITION FOCUS AREAS



HOLDING ONTO WHAT IS GOOD: 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
2024 BUDGET
\$565,697

the College

for Congregational Development



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 provide both small pop-up grants and strategic redevelopment grants for congregations in need of structured assistance on the path to revitalization. The grants process is overseen by a committee of executive

staff and council appointees, who work with congregations along each step, from identifying grantees through the strategic redevelopment work itself.

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

Congregations in Transition: We walk alongside vestries, bishop's committees, profile and search committees, and all congregations in transition to consult, assist, and advise as our congregations do the tender work of discerning future leadership.



HOLDING ONTO WHAT IS GOOD: SUPPORT FOR CONGREGATIONS & LEADERS

TOTAL
2024 BUDGET
\$393,042

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.





HOLDING ONTO WHAT IS GOOD: CLERGY LEADERSHIP

The Episcopal Diocese of Olympia

VOCATIONS DAY



TOTAL
2024 BUDGET
\$194,000

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.





THOLDING ONTO WHAT IS GOOD: MULTICULTURAL MINISTRIES & COMMUNITY TRANSFORMATION

We are acting on our commitment as a Diocese to Becoming Beloved Community by engaging in work that supports multicultural ministries and advances racial justice.



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

Developing the Whole: We engage the whole Diocese in becoming a more inclusive community.

Wider Connections: We engage the larger communities beyond our Diocese on issues of racial justice and reconciliation.

Communication: We share the good news of how the Beloved Community is growing in the Diocese of Olympia.

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



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; Black African Circle; AAPI Circle; Latino Circulo, and Allies Circle.

We joyfully partner with many other ministries in our Diocese, including those that work for climate justice and for the full inclusion of our GLBTQIA+ siblings.





HOLDING ONTO WHAT IS GOOD: FAITH FORMATION

TOTAL
2024 BUDGET
\$174,695

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

Children & Families are vital to the health of our congregations. The Faith Formation department offers support through consultation, quarterly leadership meetings to share best practices and hear from guest speakers, continuing education opportunities, access to national conferences like Forma, and mini-grants to purchase curriculum and update classrooms.

Youth - 2024 will be a time of deep listening to the needs of congregations across the Diocese to better resource leaders and communities. Once again, a diocesan-wide confirmation series for youth will be offered, culminating in Cathedral Day, and the Faith Formation department will continue to support regional efforts and events, like the emerging joint youth group on the Eastside.



Adult Faith Formation is another area where there are opportunities for deep listening and data gathering. The Canon Missioner will coordinate this research in order to better understand the needs of congregations and be able to respond in kind.

Intergenerational Faith Formation fosters a culture that is dynamic and life-giving. Monthly Holy Hikes, Messy Church, PRIDE events and programs, as well as curriculum and programs on racial justice and creation care (in collaboration with the office on Multicultural Ministries & Community Transformation), will continue to receive the attention and support of the Faith Formation department. These efforts help reinforce the radical inclusivity that is key to church health.



Young Adults come together throughout the year for friendship and faith exploration through special events. Popular summer and winter retreats give people in their 20s & 30s a chance to connect and support one another across the Diocese. Other opportunities throughout the year include participation in national faith-based conferences like Evolving Faith, as well as collaboration with Saint Mark's Cathedral's ambitious 20s & 30s outreach efforts.





HOLDING ONTO WHAT IS GOOD: RESOURCE CENTER

TOTAL
2024 BUDGET
\$56,498

Resource Center: We maintain a collection of circulating and reference materials for congregations and individuals. Resources can be checked out in person or by mail.



Education for Ministry: Through our contract with Sewanee, we assist in training mentors and support local training as possible.



HOLDING ONTO WHAT IS GOOD: IONA OLYMPIA SCHOOL

TOTAL
2024 BUDGET
\$119,512



Iona Olympia School: 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 lay persons who feel called to such training.





HOLDING ONTO WHAT IS GOOD: STEWARDSHIP

TOTAL
2024 BUDGET
\$23,500

Restarting and Reenergizing a Focus on Financial Development: We are undertaking efforts to learn from those most expert on our Diocese about financial development to bring focus once again to this in our Diocese in preparation for a new bishop.

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 en-

vironmental 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 exploring enhancing our 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: We promote and continue to partner with TENS, including corporate and congregational membership, to encourage transformation through stewardship.



THE OFFICE OF THE BISHOP PRESENTS
**TREE PLANTING/CARBON
OFFSET PARTNERSHIP**
IN THE PHILIPPINES

F R E E W I L L 





HOLDING ONTO WHAT IS GOOD: TELLING OUR STORIES

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

TOTAL
2024 BUDGET
\$521,453

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 purchasing video streaming equipment and streaming licenses to ensure compliance with copyright laws. We help congregations produce high-quality images for digital and print uses.



Accessibility: We assist diocesan ministries and programs in making their virtual offerings accessible through captions, subtitles, ASL interpretation, and live language translation.

Newsletters: We publicize events and activities on both a diocesan and congregation level through our newsletters and diocesan website.

Social Media: We use our social media platforms to keep our communities connected throughout the Diocese and raise awareness of the Episcopal Church in Western Washington.

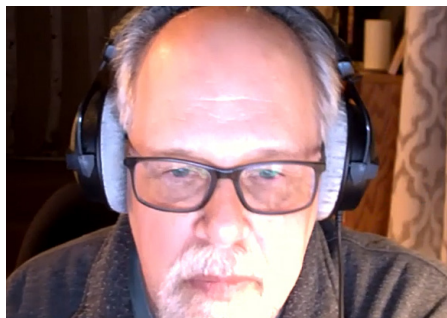
Video Production: We share video messages and updates, webinars from experts on a wide

range of subjects, and provide opportunities for other ministries, congregations, and programs to request our services.

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.





HOLDING ONTO WHAT IS GOOD: GLOBAL MISSION WORK



TOTAL
2024 BUDGET
\$68,585

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 missions, 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.





**HOLDING ONTO WHAT IS GOOD:
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.

**TOTAL
2024 BUDGET
\$547,839**

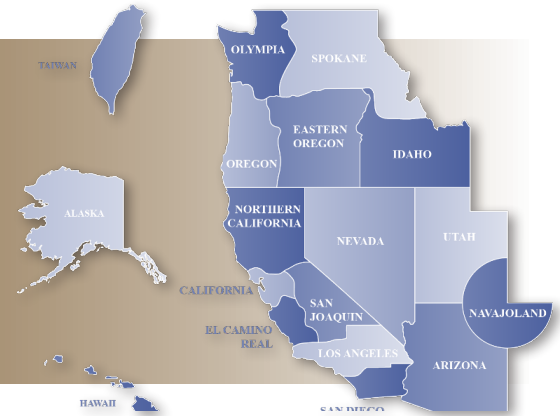


The Way of Love

Practices for a Jesus-Centered Life

PROVINCE
VIII

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





HOLDING ONTO WHAT IS GOOD: 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.

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 and 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.



TOTAL
2024 BUDGET
\$2,067,288

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 to chronicle and maintain a historical archive - identifying, collecting, and preserving records of enduring value. Our archivist continues to digitize and protect the integrity of important historical records.

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,





HOLDING ONTO WHAT IS GOOD: CREATION CARE


TOTAL
2024 BUDGET
\$?????


HOW WE CARE FOR THE EARTH IN THE WORLD ...

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.



Creation Care and Climate Justice Advocacy: We support advocacy for Climate Justice through participation in churchwide and worldwide gatherings of Climate Justice leaders. We also support local efforts that respond to threats to God's Creation with special care for the cultural and environmental context of Western Washington State.

THE *Episcopal* CHURCH 



"Creation justice is not work for me. It is devotion. It is following my Jesus. It's a much-loved labor I will retire into.... Part of my calling is to implement global initiatives at home by converting them into engines for individual and congregational transformation."

JOHN KYDD,
Diocese of Olympia

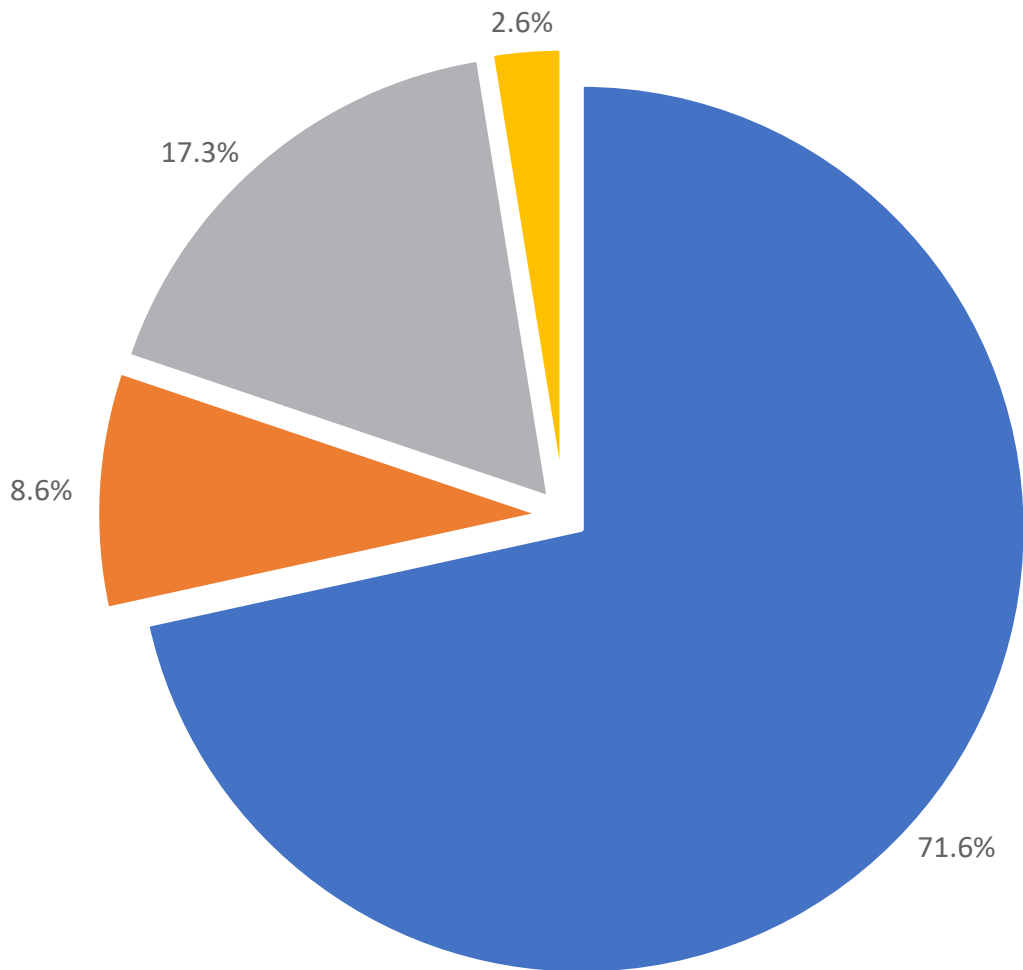




HOLDING ONTO WHAT IS GOOD: 2024 BUDGET TOTALS



DIOCESE OF OLYMPIA 2024 Budgeted Revenue Sources



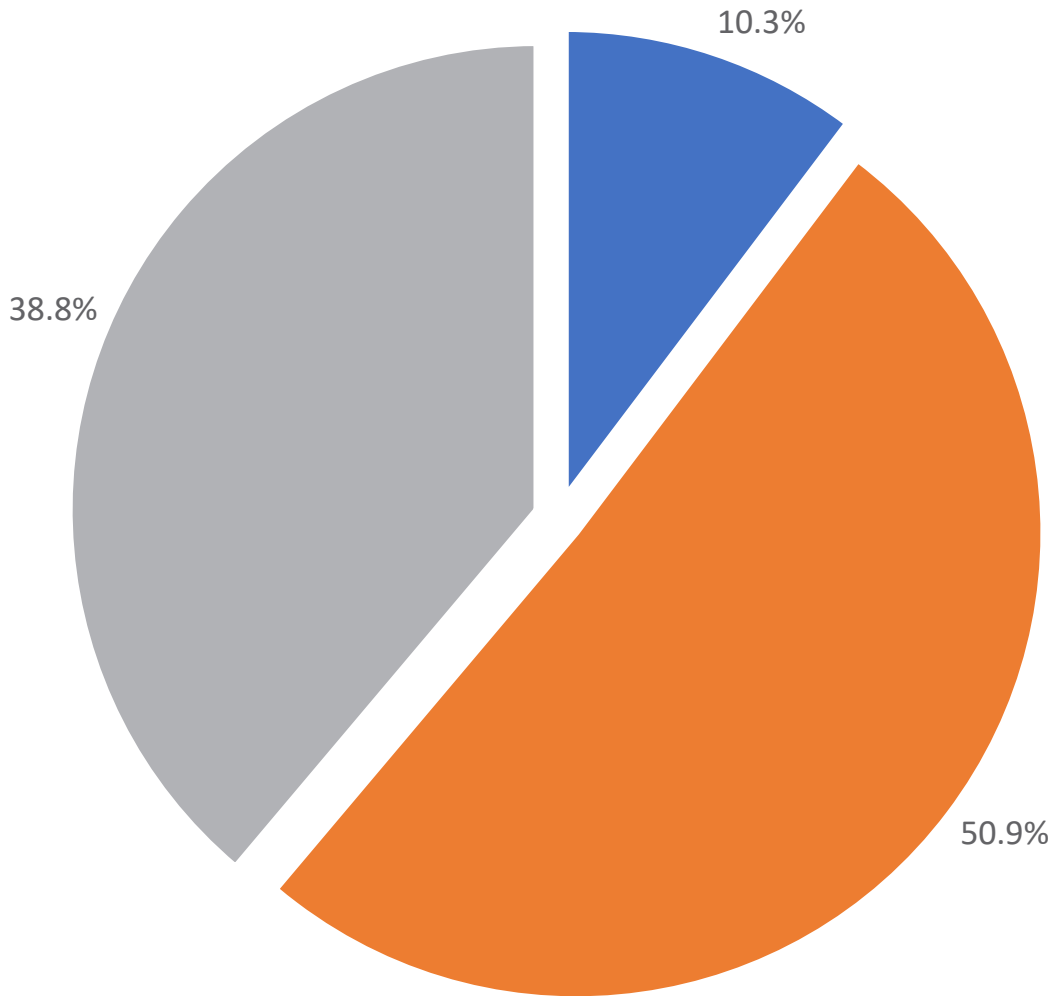
- 71.5% - Net Assessment Revenue
- 8.6% - Dividend Income
- 17.3% - Carry Forwards and Funds Releases
- 2.6% - Fees, Tuitions, and Reimbursements, and Other



HOLDING ONTO WHAT IS GOOD: 2024 BUDGET TOTALS



DIOCESE OF OLYMPIA 2024 Budgeted Expense Summary



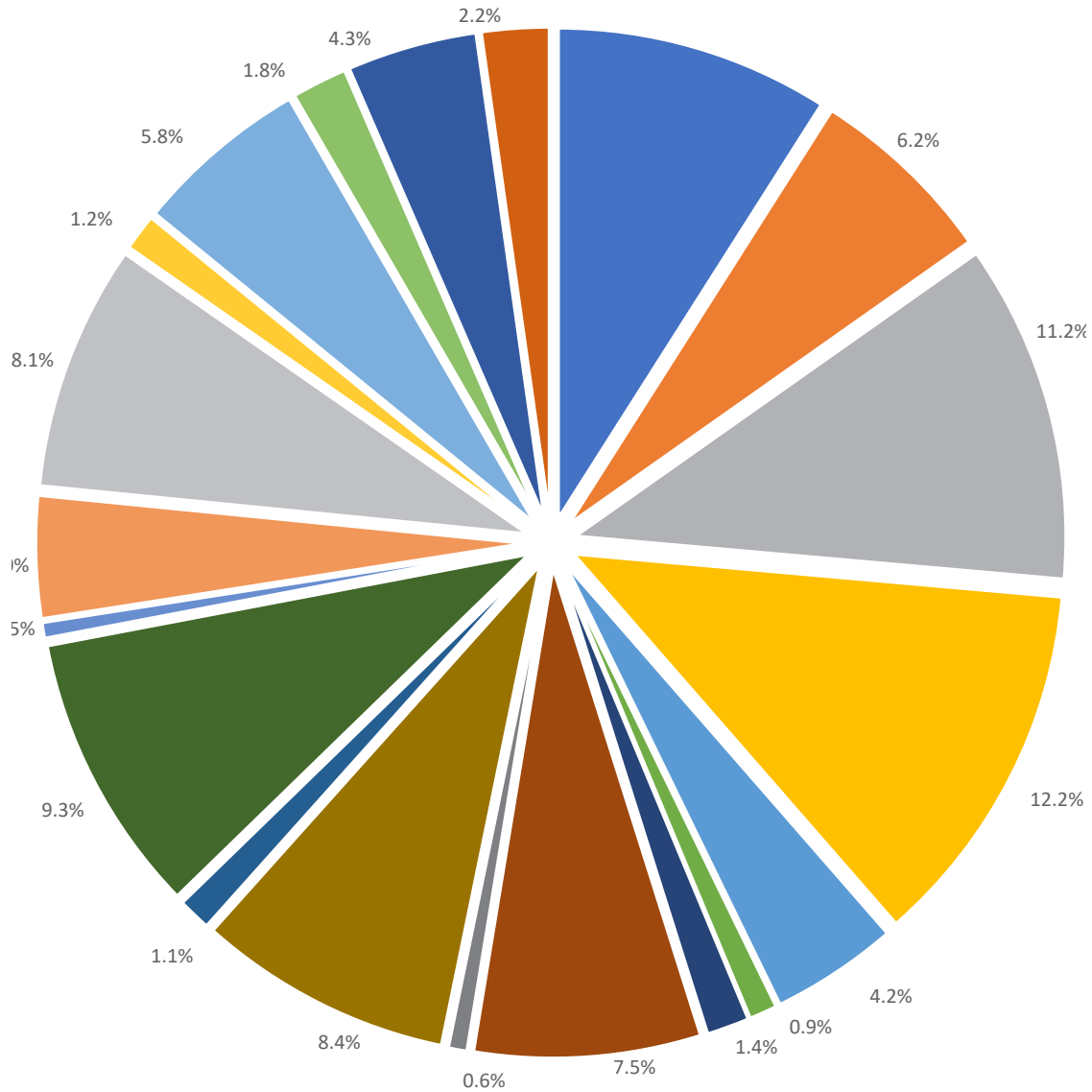
- 10.3% - Supporting the Broader Church
- 50.9% - Programs for Ministry - Empowering Congregations
- 38.8% - Canonical & Corporate Expenses



HOLDING ONTO WHAT IS GOOD: 2024 BUDGET TOTALS



DIOCESE OF OLYMPIA 2024 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
- 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



HOLDING ONTO WHAT IS GOOD:

2024 Pre-Convention Recommended Budget compared to 2023 Budget, and 2022 Actual SUMMARY

SUMMARY

Description	2024			Variance 2024 Budget Compared To **			
	Pre	2023	2022	Amount		Percent	
	Convention			2023	2022	2023	2022
	Recommended	Budget	Actual	Budget	Actual	Budget	Actual
Revenues							
(1) Net Assessment Revenue	\$ 3,808,128	\$ 3,853,660	\$ 3,361,046	\$ (45,532)	\$ 447,082	-1.2%	13.3%
(2) Prior Years' Assessment Receipts	-	-	206,387	-	(206,387)	0.0%	-100.0%
(3) Dividend Income (Un-Restricted)	413,000	379,400	418,746	33,600	(5,746)	8.9%	-1.4%
(4) Dividend Income (Restricted)	46,000	56,000	63,461	(10,000)	(17,461)	-17.9%	-27.5%
(5) Total Assessment and Dividend Income	4,267,128	4,289,060	4,049,640	(21,932)	217,488	-0.5%	5.4%
(6) Capital Gains Releases	638,188	822,512	896,039	(184,324)	(257,851)	-22.4%	-28.8%
(7) HenryTrust & Mission Ministries Endow	280,612	422,038	-	(141,426)	280,612	-33.5%	0.0%
(8) Fees, Tuition, & Other Revenue	135,720	148,555	136,504	(12,835)	(784)	-8.6%	-0.6%
(9) TOTAL REVENUES	\$ 5,321,648	\$ 5,682,165	\$ 5,082,183	\$ (360,517)	\$ 239,465	-6.3%	4.7%
Expenses							
(10) Supporting the Broader Church	\$ 547,839	\$ 511,333	\$ 464,165	\$ 36,506	\$ 83,674	7.1%	18.0%
Programs : Empowering Congregations							
(11) Bishop Directed Initiatives	158,000	360,500	240,768	(202,500)	(82,768)	-56.2%	-34.4%
(12) Congregational Development	607,697	645,202	594,280	(37,505)	13,417	-5.8%	2.3%
(13) Supporting Congregations	545,042	703,345	689,291	(158,303)	(144,249)	-22.5%	-20.9%
(14) Faith Formation: 35 & Under	174,695	247,194	215,617	(72,499)	(40,922)	-29.3%	-19.0%
(15) Diocesan Resource Center / Library	56,498	54,126	50,690	2,372	5,808	4.4%	11.5%
(16) IONA School of Olympia	119,512	121,147	84,245	(1,635)	35,267	-1.3%	41.9%
(17) Multicultural Ministries	431,539	425,972	308,016	5,567	123,523	1.3%	40.1%
(18) Stewardship and Development	23,500	35,500	18,827	(12,000)	4,673	-33.8%	24.8%
(19) Communications & Info Technology	521,453	498,561	449,601	22,892	71,852	4.6%	16.0%
(20) Global Mission Work	68,585	62,600	52,312	5,985	16,273	9.6%	31.1%
(21) Total Programs: Empowering Congregations	2,706,521	3,154,147	2,703,647	(447,626)	2,874	-14.2%	0.1%
Canonical and Corporate Expenses							
(22) Office of the Diocesan Bishop	543,386	521,878	517,324	21,508	26,062	4.1%	5.0%
(23) Office of the Assisting Bishop	-	30,000	20,606	(30,000)	(20,606)	-100.0%	-100.0%
(24) Office of the Canon to the Ordinary	242,613	236,284	187,758	6,329	54,855	2.7%	29.2%
(25) Accounting and Finance Office	521,680	485,695	491,778	35,985	29,902	7.4%	6.1%
(26) Archives	97,069	89,224	71,478	7,845	25,591	8.8%	35.8%
(27) Governance & Human Resources	366,221	340,786	362,431	25,435	3,790	7.5%	1.0%
(28) Property / Liability Insurance	105,700	104,000	95,005	1,700	10,695	1.6%	11.3%
(29) Benefits	48,912	79,531	84,163	(30,619)	(35,251)	-38.5%	-41.9%
(30) Diocesan House	141,707	129,287	137,477	12,420	4,230	9.6%	3.1%
(31) Total Canonical and Corporate Expenses	2,067,288	2,016,685	1,968,020	50,603	99,268	2.5%	5.0%
(32) TOTAL EXPENSES	5,321,648	5,682,165	5,135,832	(360,517)	185,816	-6.3%	3.6%
(33) Net Excess / (Deficit)	\$ -	\$ -	\$ (53,649)	\$ -	\$ 53,649		

For those interested in more detail than provided by this summary, a full line item version of the budget is posted on the 2023 convention page of the diocesan website.