

The Episcopal Church of Western Oregon Proposed Program Budget for 2025

THE MISSION OF THE CHURCH

What is the mission of the Church?

The mission of the Church is to restore all people to unity with God and each other in Christ.

How does the Church pursue its mission?

The Church pursues its mission as it prays and worships, proclaims the Gospel, and promotes justice, peace, and love.

Through whom does the Church carry out its mission?

The church carries out its mission through the ministry of all its members

<https://ecwo.org/beliefs/>

The Process of Budget Development

The proposed program budget for 2025 was developed by Bishop Akiyama, diocesan staff, and clergy and lay leaders throughout the diocese. The initial draft budget and budget narrative was sent to the Diocesan Council for feedback on July 28, 2024, revisions were made, and a vote to approve the preliminary budget took place on August 5, 2024 and then circulated to the convocations. After receiving feedback from the convocations, the budget and narrative will be revised and resubmitted to Diocesan Council for approval on September 28, 2024. The final proposed budget and narrative is posted on the diocesan web site at least 21 days prior to the diocesan convention and presented and approved at the convention.

The budget spreadsheet shows the proposed budget for 2025, the actuals for 2022, the budget and actuals for 2023, the budget for 2024 and a column comparing the proposed 2025 budget with the approved 2024 budget.

Line by Line Narrative of 2025 Proposed Budget

INCOME

Line 1: Diocesan Program Assessment (DPA) – \$2,026,796

This income line is the chief operational funding source for the administration and ministries of the diocese. The projected DPA reflects the estimated revenue following the Canonical formula, less the anticipated amount of DPA relief granted by Council, and projected non-payment by congregations.

Line 2: Episcopal Endowment Fund – \$134,974

In the 1880s (shortly after the Diocese of Oregon was established), diocesan leaders established a restricted endowment fund to support the expenses of maintaining a bishop. The compensation and expenses of the bishop are paid first from this endowment fund. In 2025, proceeds from this endowment will partially fund the bishop's compensation and expenses.

Line 3: Triangle Lake Camp Endowment - \$8,000

When the Triangle Lake Camp was sold, the proceeds were used to create an endowment, with a corpus of \$1,196,570, to fund camping ministry in the Diocese. Income from the endowment will be used to fund Camp Ministry in 2025 (see Line 51).

Lines 4, 5 and 8: Interest Income (Deposits, Mission Trust Fund, and Platt Bequest) - \$7,750

Operating accounts no longer earn interest in our financial institution and it is no longer an income stream. Designated funds from trusts and bequests are used for the general program budget. Income from the Mission Trust Fund is \$5,500, and from the Platt Bequest is \$2,250.

Line 9: Transfer in from 2024, unused Campus Ministry Funds UO - \$18,200

Leadership moves led to unspent funds in 2024 which will be used in 2025.

Line 10: Proceeds from the sale of The Close to offset ECWO Office Rental Expenses – \$119,387

(See line 38 for more detail.)

There are no other income and transfers in the 2025 budget.

Line 11: Total Income –\$2,315,107

EXPENSES

EPISCOPAL CHURCH ASSESSMENTS

Line 14: Episcopal Church Program Commitment – \$283,019

This amount represents the ECWO diocesan assessment for the common life of the National Episcopal Church. It is calculated at 15% of 2024 income above \$140,000.

Line 15: Province VIII Program Support – \$3,280

Province VIII of the Episcopal Church aims to encourage collaboration to strengthen ministry throughout the Province, through training workshops, online video conferences, retreats, and personal connections with peers among the dioceses and their congregations. ECWO is asked to contribute 0.15% of estimated income for 2025.

Line 16: Subtotal Episcopal Church Assessments - \$286,299

DIOCESAN OFFICE

Diocesan Staff Salaries, Benefits and Expenses

All positions are 1.0 FTE unless otherwise noted. Benefits include medical, dental and life insurance, employer taxes, and pension. COLA is calculated at 3.3% for all staff. In 2025, medical benefits are calculated on a projected annual increase of 7% and dental insurance is calculated on a projected increase of 1%.

Line 19: Bishop - \$228,511

Line 20: Bishop Expenses - \$41,520

Expenses include travel, lodging, cell phone, auto lease, conferences, and miscellaneous other expenses.

Line 21: Canon to the Ordinary - \$170,841

Line 22: Canon to the Ordinary Expenses - \$12,275

Reimbursable expenses for Canon to the Ordinary activities, including continuing education, travel, lodging, cell phone, car, meals, professional dues, and conferences.

Line 23: Canon for Lifelong Formation - \$149,288

Line 24: Canon for Finance & Property- \$101,152

Line 25: Administrator of Payroll and Benefits - \$118,713

Line 26: General Ledger Accountant - \$88,290

Line 27: Staff Accountant and Payroll & Benefits Specialist - \$117,148

Line 28: Executive Assistant to the Bishop - \$88,361

Line 29: Administrative Assistant - \$77,483

Supports the Canon to the Ordinary and the Canon for Lifelong Formation.

Line 30: Communications Director - \$122,119

Line 31: Missioner for Racial Reconciliation (0.5 FTE) - \$45,707

Line 32: Westside Missioner (0.5 FTE) Moved to Latino Ministry Expense Line 49 - \$0

Line 33: Missioner for Latino Ministries (0.5 FTE) - \$0

Missioner for Latino Ministries retired effective September 01, 2024. There will be a time of re-visioning Latino Ministries in 2025.

Line 34: Subtotal Diocesan Staff - \$1,361,407

Administrative Costs

Line 37: Diocesan Administrative Services - \$20,000

Includes copying, printing, hospitality and events, office supplies, postage.

Line 38: Diocesan IT Services- \$65,000

Telephone, internet services, printer expenses, software subscriptions, hardware upgrades and requirements and our contract with Kelley Connect.

Line 39: ECWO Building Expenses - \$119,387

The Diocesan Office includes locations in the Portland Metro area (Milwaukie) and in Coos Bay, plus a storage facility for Diocesan records. Rental costs for these facilities in 2025 will continue to be offset by income from the sale of The Bishop's Close. This has been approved by the Board of Trustees.

Line 40: Communications Expense - \$17,000

Software for our diocesan website, newsletters and communication, faith community website support and hosting, and video/photography editing software.

Line 41: Development/Grant Writing Expense - \$6,000

Funds to help seek out grant opportunities and write grants for development.

Line 42: Finance Department Expense - \$113,516

Includes accounting software fees, property and liability insurance, payroll processing fees for congregations, annual audit, and continuing education and conferences.

Line 43: Subtotal Administrative Costs - \$340,903

Line 45: Subtotal Diocesan Office (Staff and Administrative Costs) - \$1,702,310

DIOCESAN PROGRAMS

In general, missions and programs will be funded through the Diocesan Budget if they are congruent with the evolving goals of the diocese. Funds are not inexhaustible, so budget requests will need to be prioritized.

Line 47: Education for Ministry, Sewanee – \$2,000

EfM is a theology program delivered as distance education by the School of Theology of the University of the South. This line item pays the diocesan membership fee and assists the diocesan coordinator with office expenses and participation in national coordinator training events. There are approximately 50 students in any year, in six different groups.

Line 48: Required Church Training - \$4,000

Expenses for Safe Church training and Diverse Church training.

Line 49: Cursillo - \$2,807

Cursillo is a clergy-supported lay ministry of the Episcopal Church, designed to promote leadership within the Church. A secondary outcome is a renewal and rejuvenation of faith among those who participate. Funds will be used to partially fund a three-day Cursillo weekend in 2025.

Line 50: Latino Ministry Expense - \$76,506

Includes general operating costs associated with conducting Latino ministries; Programs include workshops, pastoral partnerships, discernment, and promoting Latino activities in congregations. A half-time Latino Missioner position is also included in this line.

Line 51: Youth Ministry - \$13,000

Includes costs for hospitality, meals and entertainment for youth events and a \$10,000 set-aside to help fund youth attending the 2026 Episcopal Youth Event (EYE).

Line 52: Camp Ministry - \$8,000

Offsets the cost of Latino and youth camps.

Line 53: Mission Support: Hope and Bread - \$2,500

Diocesan support for Hope and Bread Church will continue to grow this new City Mission bringing the Gospel to people marginalized by houselessness, addiction, and poverty and centering them in God's love. Specifically, diocesan support will pay a portion of a church-planter priest's stipend to provide accompaniment, advocacy, and soul care for people living in extreme poverty in East Portland and to expand the ministry's growing volunteer base.

Line 54: Diocesan Commission & Working Group Travel & Expenses- \$2,000

Supports diocesan Working Groups and reflects the amount that was requested.

Line 55: Diocesan Convention – \$30,000

Cost for in-person convention in 2025. Costs will be partially offset by delegate fees.

Line 56: Ministry in Higher Education Oregon State University - \$24,100

The OSU Campus Ministry is merging with Luther House under the leadership of the ELCA pastor. While the expense line shows a decrease in the the budget, working with the Lutherans allows us to support a full-time campus ministry at OSU. There will be a combined board consisting of both Episcopal and Lutheran members from the Church of the Good Samaritan in Corvallis and Grace Lutheran.

Line 57: Ministry in Higher Education Portland State University - ON HOLD

The diocese is reimagining campus ministry as a whole, recognizing that traditional approaches are no longer serving today's college students.

Line 58: Ministry in Higher Education University of Oregon - \$42,300

This ministry, which is closely connected with St Mary's Episcopal Church, located in Eugene near the University of Oregon campus, also serves students at Lane Community College. Conversations are just beginning about re-visioning this ministry between the ECM Board and members of the diocesan staff.

Line 60: Retiree Life Insurance - \$895

Provides funds for life insurance policies covering retiring clergy with 20 or more years of service and retiring diocesan lay staff with 10 or more years of service.

Line 61: Retiree Medical Insurance - \$28,450

Provides coverage for those spouses of retired clergy who have not yet reached the age of 65 at the time of the retirement of their clergy spouse. (The clergy spouse must have served 20 years or more within the diocese.) It is also for diocesan staff who have at least 10 years of service and retire from the Episcopal Church of Western Oregon.

Line 62: Episcopal Transition (Transfer to Reserve) - \$10,000

A budgeting commitment to create a fund for the expenses associated with the transition to the next bishop.

Line 63: Lambeth Conference (Transfer to Reserve) – \$1,500

Conference in the UK every 10 years, is attended by Anglican/Episcopal bishops from around the world and the current estimated cost to attend is \$25,000. The last Lambeth Conference was held in 2022, but the date of the next conference has not yet been announced.

Line 64: General Convention Deputies (Transfer to Reserve) – \$15,000

Accrues funds to assist our lay and clergy deputies (four each) and alternate deputies (one lay and one ordained) to attend the General Convention of the Episcopal Church.

Line 65: Episcopal Church Women Triennial (Transfer to Reserve) –\$1,000

Accrues funds to assist ECW delegates to attend the Episcopal Church Women triennial, which is held concurrently with the General Convention.

Line 66: Stewardship – \$2,000

Diocesan subscription to the ECF360 stewardship program – a resource available for the congregations in the diocese.

Line 67: Commission on Ministry – \$42,240

Funds to support educational programs, materials, and facilitators; for discernment and formation gatherings throughout the diocese; for expenses related to formation for holy orders, ordination, and continuing education; for diocesan resources to organize and form formational leaders, other lay leaders, Commission on Ministry, and other diocesan groups in developmental work.

Line 68: Thriving Leaders - \$6,450

This is a two-year program for clergy who are newly ordained or experiencing their first time in charge of a faith community. This also supports a retreat with clergy who are new to the diocese.

Line 69: Thriving Congregations/Congregational Development - \$10,550

Funds will be used for a Clergy Leadership Day, Vestry/BAC training, and congregational development.

Line 70: Ecumenical & Interfaith Working Group (including EMO membership) - \$0

This is not an operating expense of the diocese. However, the diocese continues to support this work.

Line 71: Episcopal Relief and Development (ERD) and Local Disaster Coordinator - \$1,200

These funds allow reimbursement for limited administrative and travel expenses for the diocesan ERD coordinator to represent ERD throughout the diocese, and for developing local disaster preparedness workshops.

Line 72: Subtotal Diocesan Programs - \$326,498

Line 74: Total Expenditures - \$2,315,107

Line 75: Net Program Budget Surplus (Deficit) – \$-0-