

**Proposed Financial Statement of Mission**  
**2025 Mission Plan Year**

*Approved by Finance Committee for recommendation to the Standing Committee - September 12, 2024*

*Approved by Standing Committee for recommendation to the Convention - September 19, 2024*

	2024 August Actual	2024 Projected Annual	2024 Mission Plan	2025 Proposed Mission Plan
<b>REVENUE</b>				
Mission Share <i>(Assessed at 16.9%)</i>	\$ 1,773,186	\$ 2,730,000	\$ 2,750,000	\$ 2,775,000
Other Income <i>(See Note 1)</i>	538,201	813,903	791,405	757,415
Restricted Funds	181,724	327,117	374,147	353,230
<b>Total Budgeted Revenue</b>	<b>\$ 2,493,111</b>	<b>\$ 3,871,020</b>	<b>\$ 3,915,552</b>	<b>\$ 3,885,645</b>

**EXPENSES**

**Ministries and Programs**

Clergy Support	\$ 52,542	\$ 73,235	\$ 75,500	\$ 68,600
Adult Education and Events	39,384	47,184	76,850	40,300
Campus Ministry	180,851	273,653	265,234	282,109
Children and Youth	7,829	11,098	23,350	17,100
Black Ministry <i>(See Note 3)</i>	367	6,000	25,000	25,000
Native American Ministry	21,630	34,750	25,000	30,302
Hispanic/Latino Ministry	19,043	37,087	49,600	54,100
Social Justice <i>(see Note 4 below)</i>	12,485	24,575	18,540	56,505
Mission Share Rebate <i>(Rebate estimated at 1%)</i>	108,555	161,538	162,700	164,201
Other Programs and Ministries	5,082	15,650	7,250	10,250
<b>Total Ministries and Programs</b>	<b>447,768</b>	<b>684,770</b>	<b>729,024</b>	<b>748,467</b>

**The Diaconate**

	13,038	21,755	25,741	25,741
--	--------	--------	--------	--------

**Diocesan Clergy Compensation & Expenses**

Bishop	149,086	222,158	224,643	230,270
Canon to the Ordinary	105,620	158,450	156,596	164,715
Canon for Border Ministries	39,992	60,977	67,264	63,028
Canon for Children and Youth	49,362	70,799	110,018	61,407
Canon for Hispanic/Latino Ministry	7,674	12,510	14,154	14,519
Canon for Native American Ministry	19,372	26,626	25,969	27,554
Archdeacon	12,154	18,231	18,231	18,778
<b>Total Diocesan Clergy Compensation</b>	<b>383,260</b>	<b>569,751</b>	<b>616,875</b>	<b>580,271</b>

**Diocesan Staff Compensation *(See Note 5)***

Diocesan Staff	327,291	501,602	505,205	532,347
Benefits and Taxes	142,517	214,738	250,398	225,586
<b>Total Diocesan Staff Compensation</b>	<b>469,808</b>	<b>716,340</b>	<b>755,603</b>	<b>757,933</b>

**Operating Expense**

	350,447	500,183	396,574	393,021
--	---------	---------	---------	---------

**Governance and Polity**

Assessment to The Episcopal Church	227,626	341,439	332,000	368,046
Other Governance & Polity <i>(See Note 6)</i>	56,556	95,286	88,500	46,000
<b>Total Governance and Polity</b>	<b>284,182</b>	<b>436,725</b>	<b>420,500</b>	<b>414,046</b>

	2024 August Actual	2024 Projected Annual	2024 Mission Plan	2025 Proposed Mission Plan
<b>Mission in our Congregations</b>				
Cathedral Support	120,780	180,941	187,364	192,600
Other Missions and Parishes	370,548	554,261	583,729	586,058
<b>Total Mission in our Congregations</b>	<b>491,328</b>	<b>735,202</b>	<b>771,093</b>	<b>778,658</b>
<b>Donor Restricted Funds</b>				
Alleluia Fund	133,101	201,294	195,142	187,509
Neely Fund	3,383	5,000	5,000	0
<b>Total Donor Restricted Funds Expense</b>	<b>136,485</b>	<b>206,294</b>	<b>200,142</b>	<b>187,509</b>
<b>Total Budgeted Expense</b>	<b>\$ 2,576,315</b>	<b>\$ 3,871,020</b>	<b>\$ 3,915,552</b>	<b>\$ 3,885,645</b>

**NOTES:**

Note 1	Other Revenue includes draws from our endowment of \$240,000; Event Registrations, \$109,750; Church Repayments, \$127,200; Other donations, \$85,000; Grants, \$105,000; Fund Raising, \$40,000; Audit Fees, \$40,000 and Other, \$10,465.
Note 2	In general, all staff who have been in their positions for a year received an increase of 3%.
Note 3	Total funds available for Black Ministry are \$44,377. \$25,000 is included in Ministries & Programs and \$19,377 is included in Diocesan Staff Compensation.
Note 4	Two initiatives were added to the Social Justice category; Justice Initiatives, \$15,000 and Mental Health Initiatives, \$20,000. Both of these initiatives are funded through grants.
Note 5	Diocesan Staff: The Canon for Black Ministry is a Lay person and is included in the Diocesan Staff line for 2025. In 2024 the position was included in Clergy Compensation. A new position has been added for the Diocesan Auditor. The audit service fees will offset the cost of this new position. The cost for the Human Resource Administrator will decrease significantly as the Payroll and Benefits Coordinator will assume more of those responsibilities.
Note 6	In 2024 Other Governance and Polity included the cost of the General Convention at \$57,000. We will not have this expense in 2025.