

PLAN FOR MINISTRY

Recalling our Roots
to Grow Anew



History of Covenanted Portion Changes

Applicable Fiscal Years	\$0 - 50K	\$50K – 100K	\$100K – 150K	\$150K +	Assessment Base	% of PfM Income from Covenanted Portions
1995-2005	14%	19%	19%	19%	2 yr. avg. of operating revenue	90.96% (in 2005)
2006-2010	14%	15%	16%	18%	2 yr. avg. of operating revenue	86.36%
2011	14%	15%	16%	18%	Lower of 2 yr. avg. or prior yr.	93.06%
2012-2013	14%	15%	16%	18%	Lower of 2 yr. avg. or prior yr. <i>minus Outreach</i>	88.59%
2014-2015	13%	14%	15%	17%	Lower of 2 yr. avg. or prior yr. minus Outreach	70.54%
2016-2018	12.38%	13.38%	14.38%	16.38%	Lower of 2 yr. avg. or prior yr. minus Outreach	68.23%
2019-2022	10.52%	11.37%	12.22%	13.92%	Lower of 2 yr. avg. or prior yr. minus Outreach	63.31%

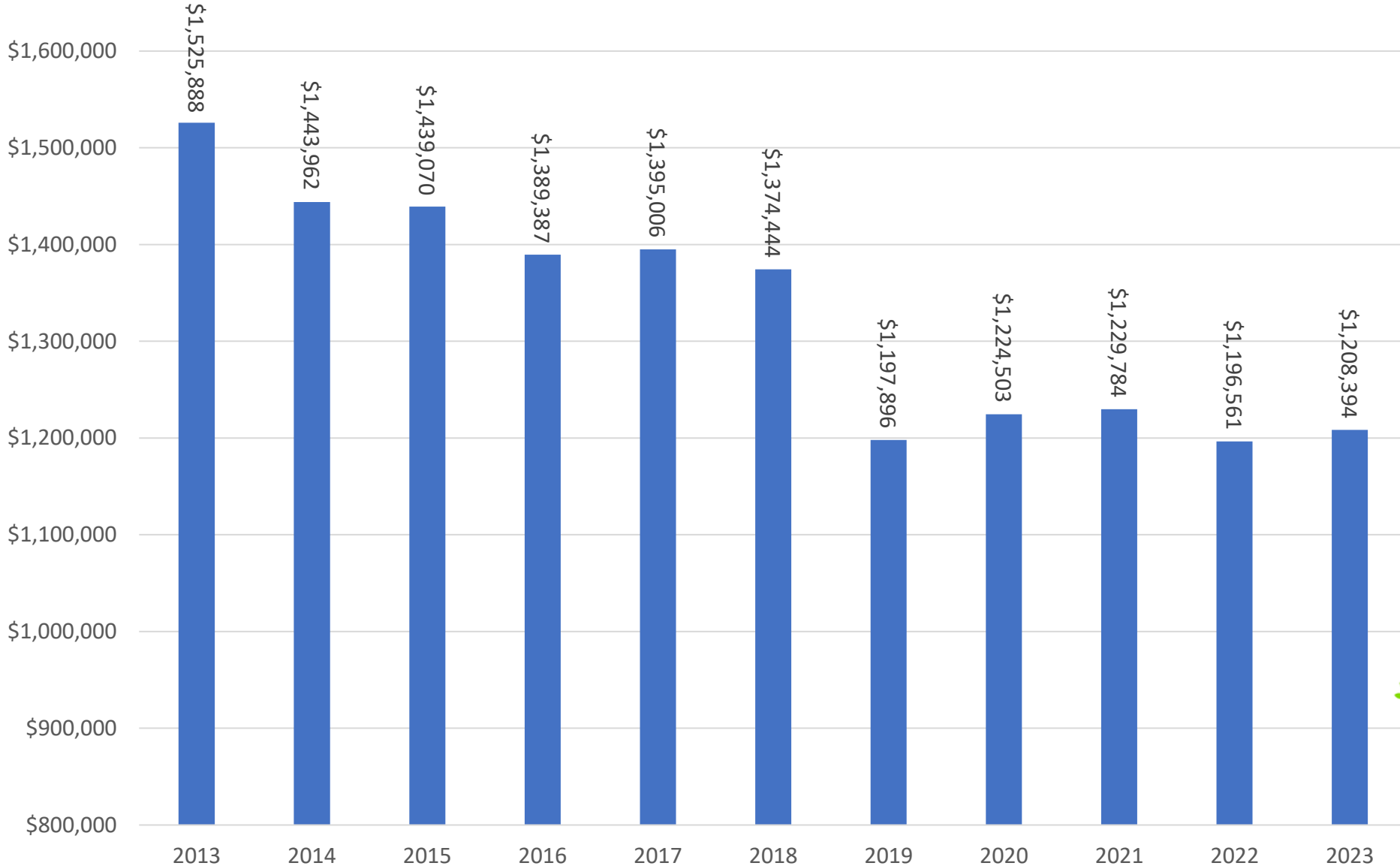
2023 Covenanted Portion Formula

- Computation of Covenanted Portion employs figures from the two (2) most recent Parochial Reports. (Per Canons: to be filed each March)
- To figure out the Calculation Base, start with reported Operating Revenue, then subtract reported Outreach.
- The Calculation Base is the lesser of:
 - 1.) the average of the two prior years, or
 - 2.) the actual of the prior year.
- The appropriate Calculation Base is multiplied by:
 - 10.52% of the first \$50,000
 - 11.37% of the next \$50,000
 - 12.22% of the next \$50,000
 - 13.92% on anything over \$150,000



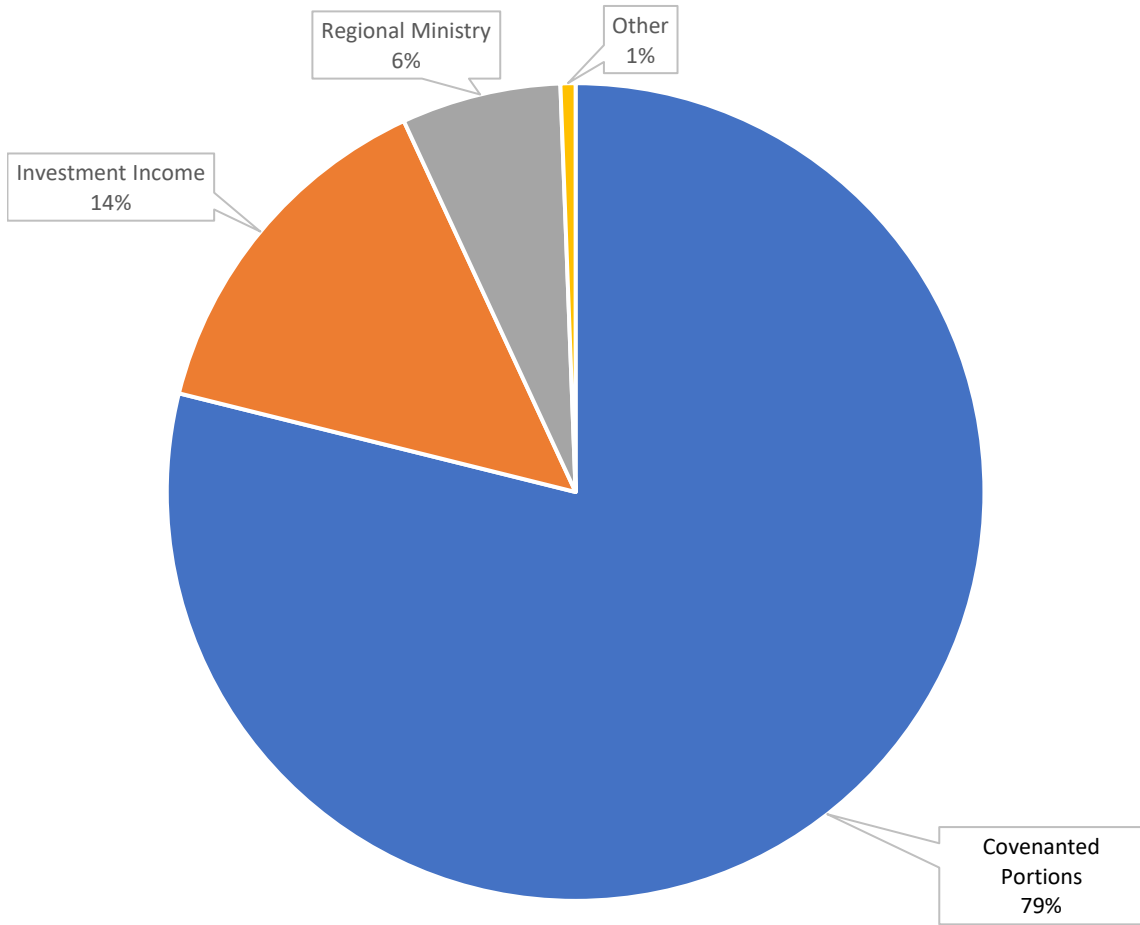
Parochial Income Through the Years: 2013-2023

Based on Charged Assessments

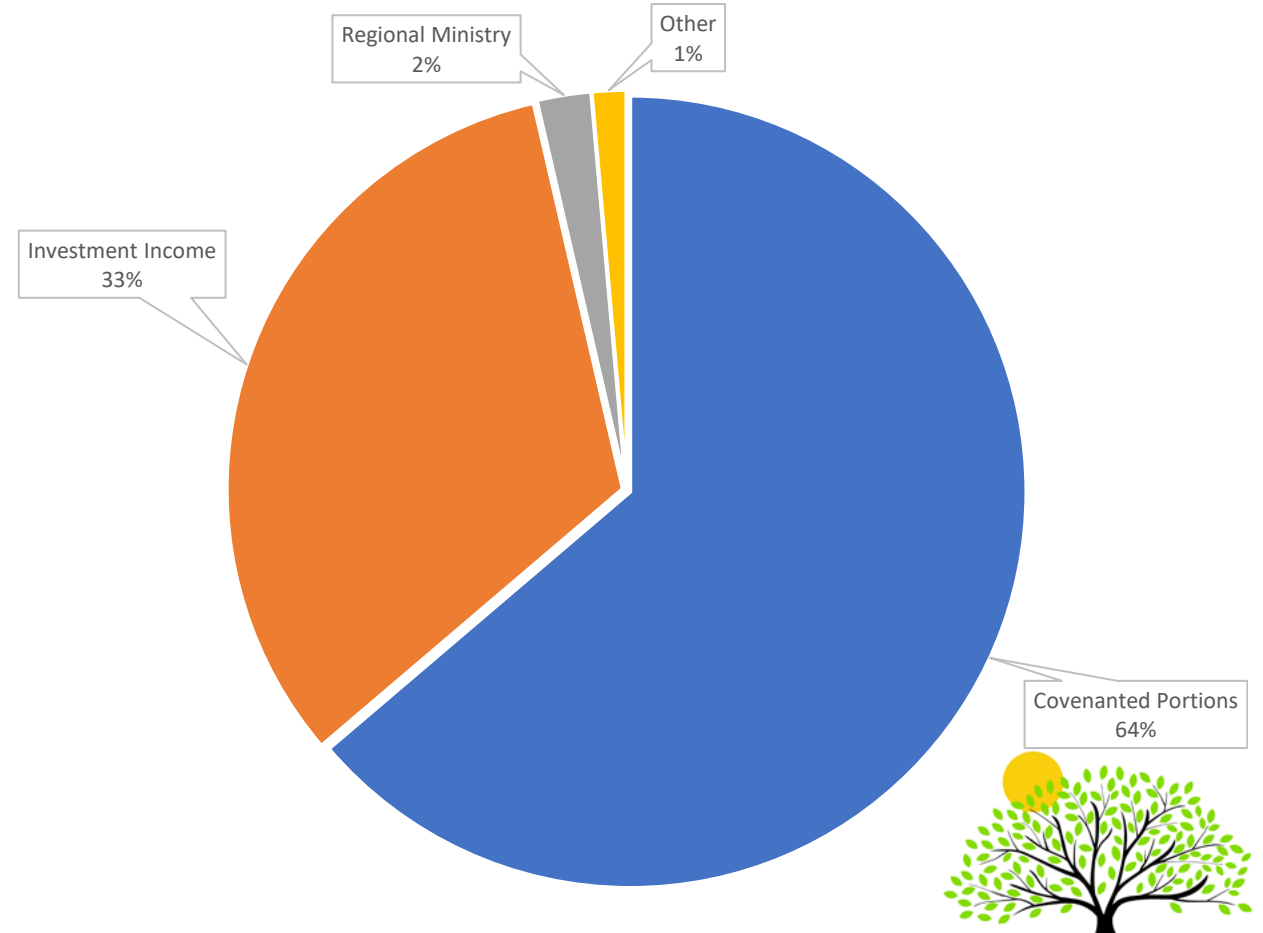


Sources of Income: 2013 vs 2023

2013 Income



2023 Income



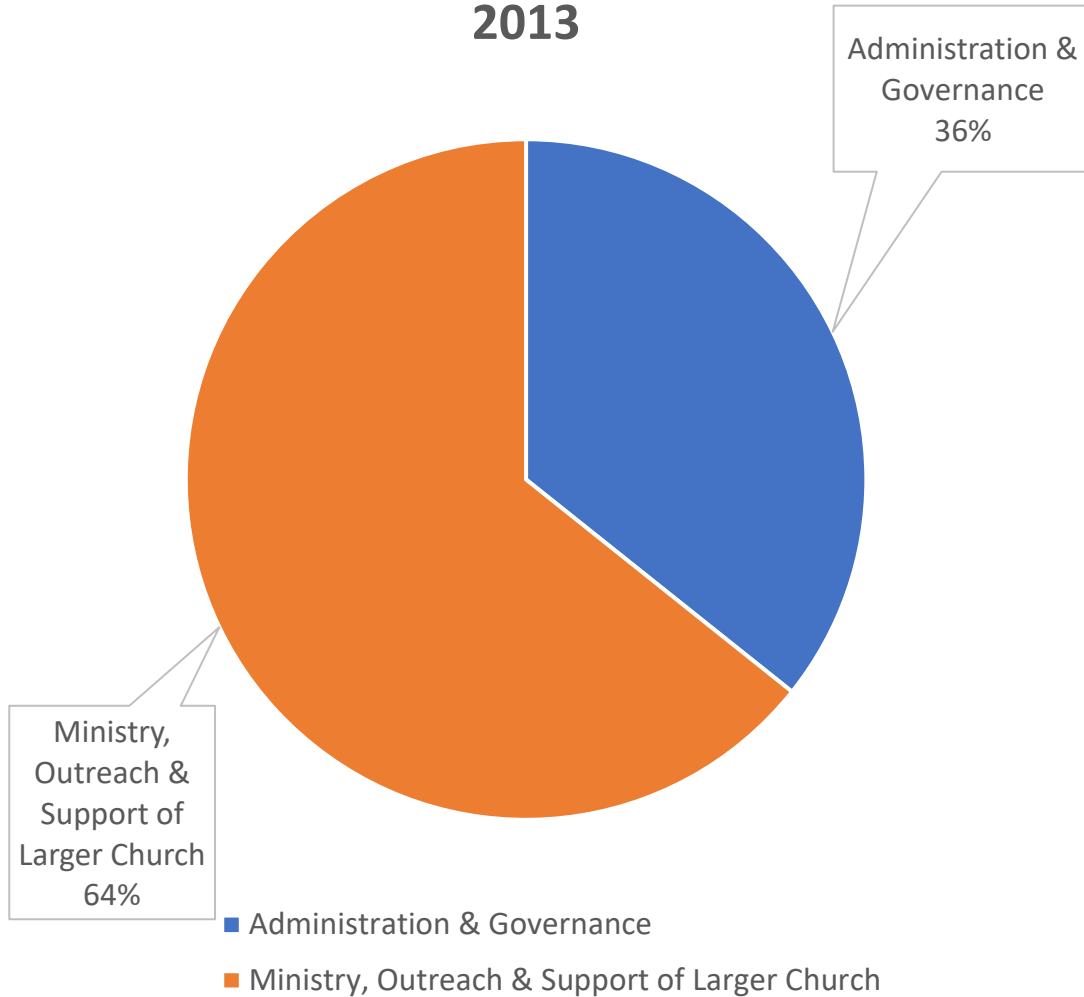
From Parochial Income to a Plan For Ministry

- The 2023 Covenanted Portions (the diocesan income expected from parishes) are based on Parochial Reports from 2020 and 2021.
- Changes in operating revenues to the churches during this time of COVID-19 are reflected in the 2020 and 2021 parochial reports.
- The 47 churches of The Diocese of West Missouri saw a 3% drop in Operating Revenue since 2019 overall.

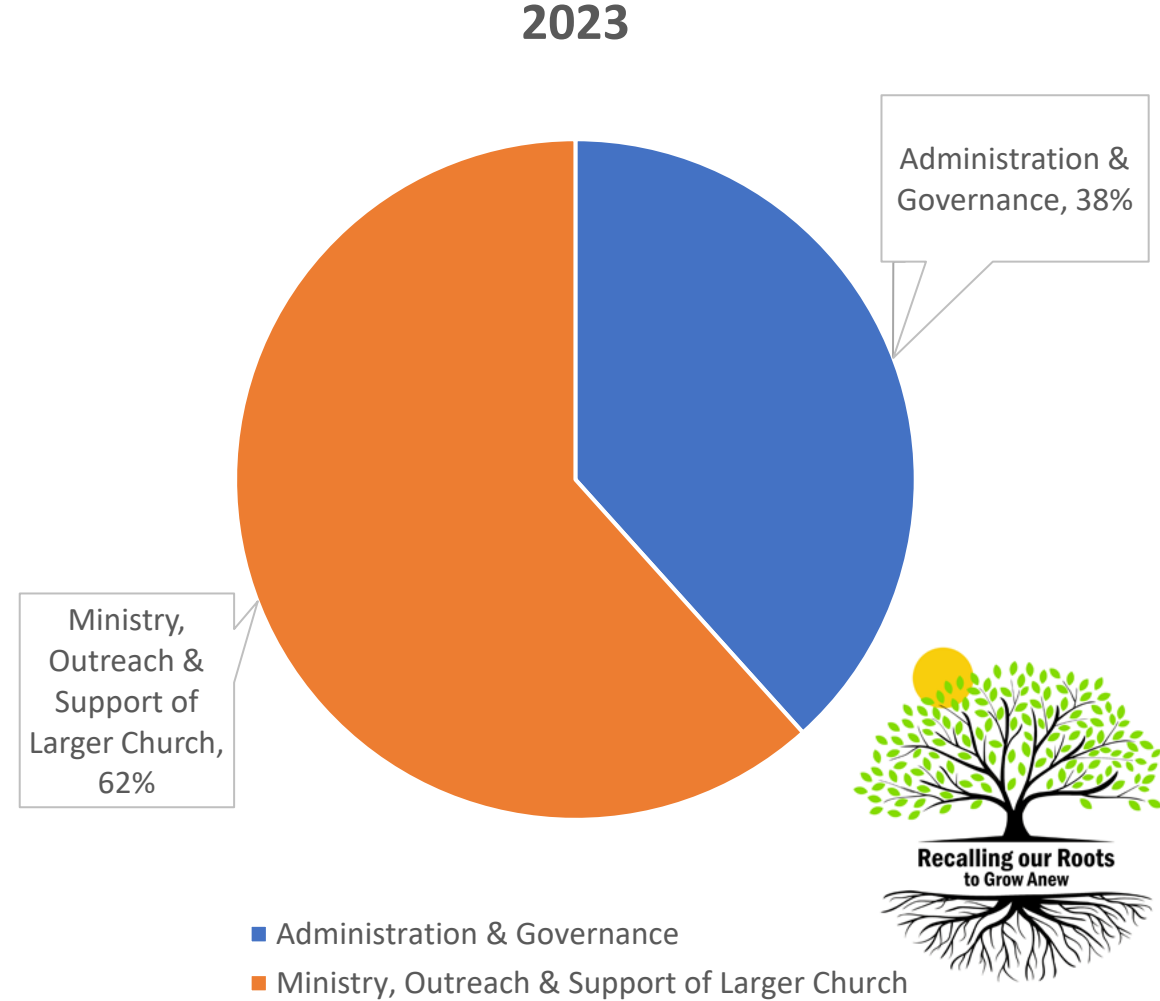


2013 vs 2023

2013



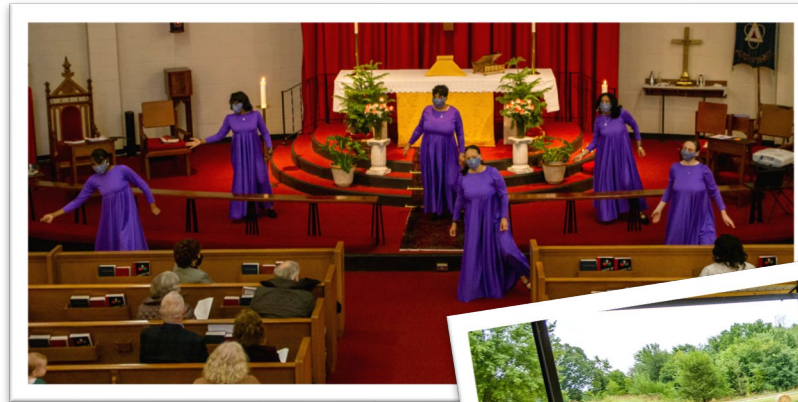
2023



Where Diocesan Dollars Are Going: 2022 Achievements Reflected in 2023 PFM

New Events

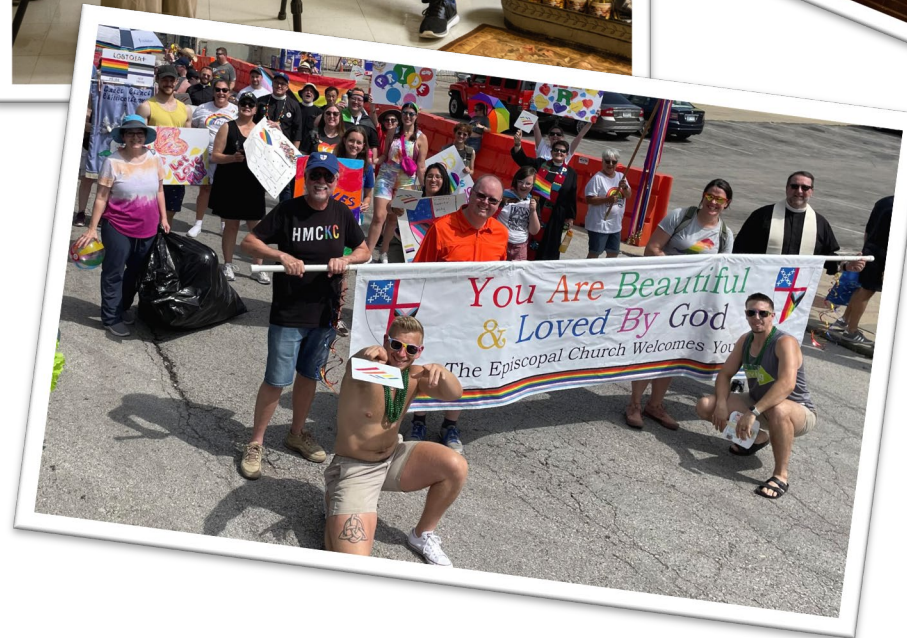
- Absalom Jones Celebration
- Deanery Picnics
- Diocesan Prayer Vigil Against Gun Violence
- Diversity Workshops
- Joint Staff Retreat
- Leadership Essentials
- Renewal of Vows
- Stewardship Workshop
- Women's Retreat



Other 2022 Achievements

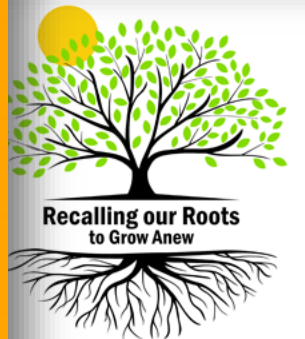
New or Reinstated Committees

- Campus Ministry Committee
- Differently Abled Committee
- Formation Committee
- LGBTQ+ Committee
- Peace & Justice Committee
- Property Committee
- Stewardship Committee
- The Union of Black Episcopalians
- Worship & Liturgy Committee
- Youth Committee



2022 Leadership Essentials Sessions Offered

- Church Finance
- Administration
- Human Resources
- Clergy Transitions for Churches
- Stewardship
- Senior & Bishop's Wardens
- Diversity & Reconciliation
- Constitution & Canons
- Christian Formation
- Advanced Care Planning



Increase in 2023 PFM Spending

- Increased Diocesan Missioner for Transitions from .25 to .5 full-time equivalent
- Added Lent Spiritual Retreat and Celebration of the Virgin of Guadalupe to Hispanic/Latino Ministry
- Diversity & Reconciliation Commission increased by \$10k to cover speakers for MLK & Absalom Jones celebrations, and \$5k for Civil Rights Pilgrimage for Younger Adults



Increase in 2023 PFM Spending

- Vocations/Leadership Development increased to cover increase in people going through ordination process
- Communications includes \$10k for a complete revamp of the main diocesan website
- Communications also includes \$40k to cover a part-time Communication Assistant



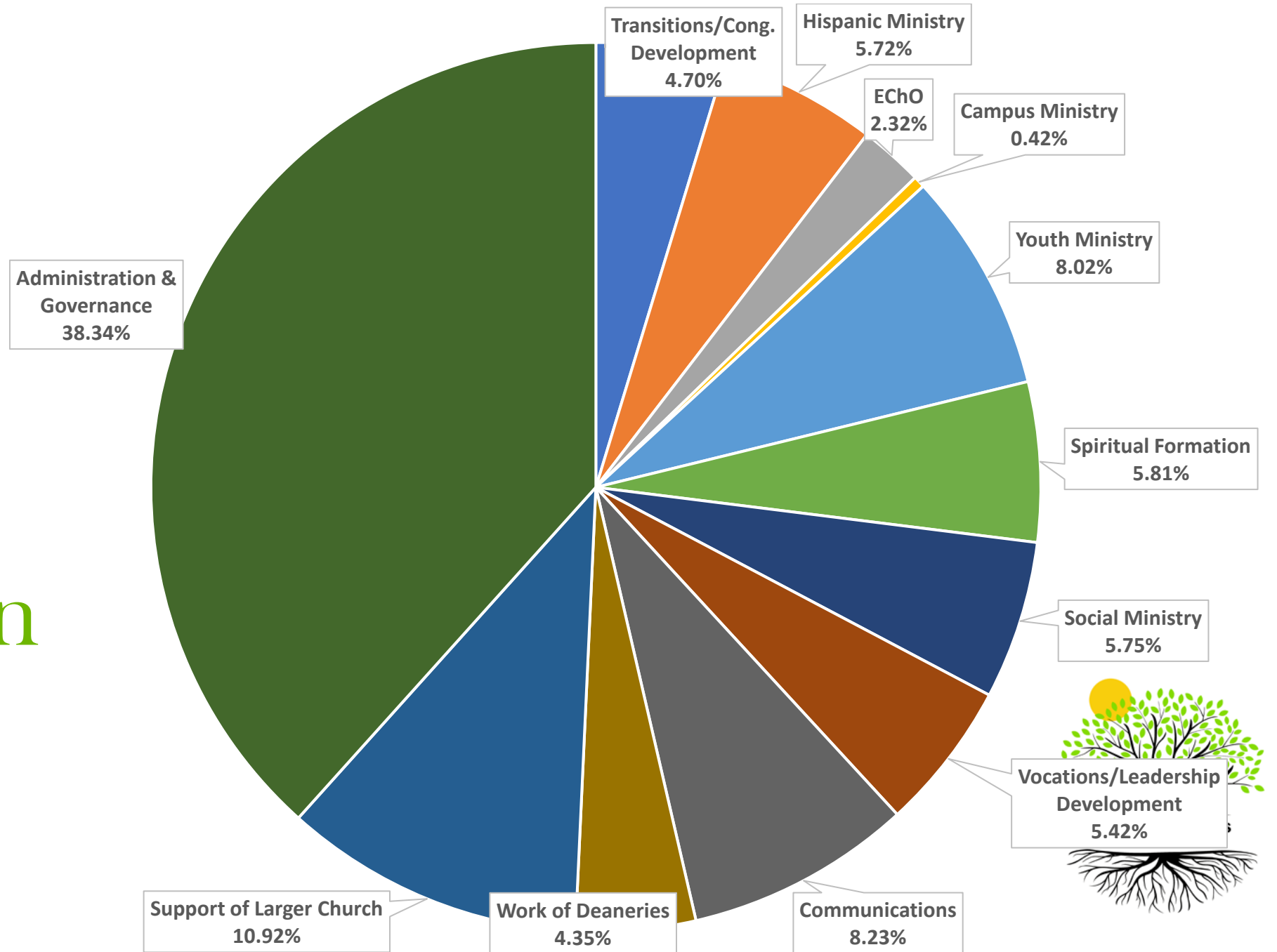
2021 Deanery Grants = \$75,000

(by category)

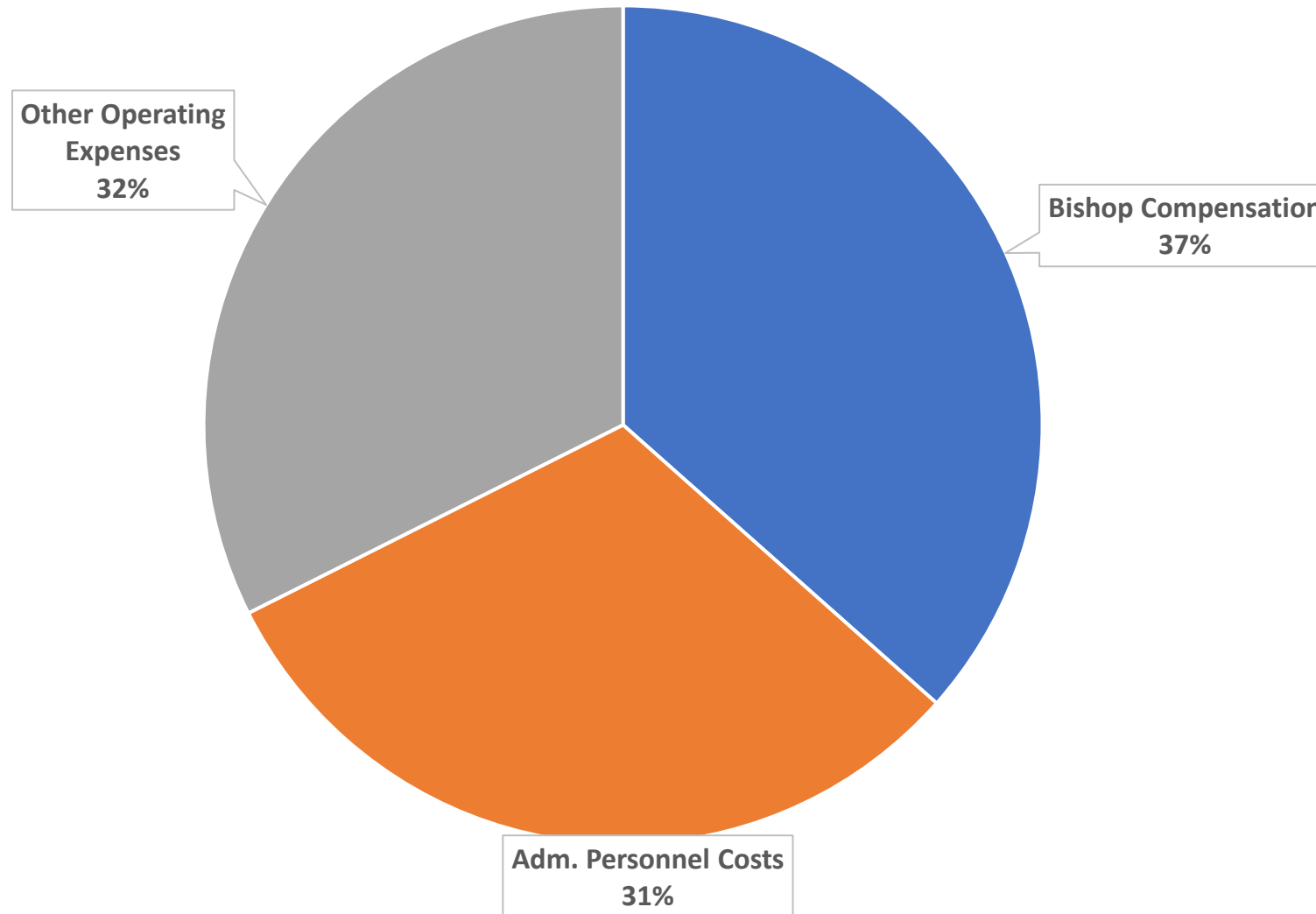
Southern	14 Grants	Northwest-Metro	11 Grants	Central	7 Grants
Hunger/Food/Poverty Relief	\$8,050	A/V Streaming Equipment	\$7,300	Building Maintenance	\$10,618
Formation	\$5,500	Creation Care	\$6,500	Evangelism	\$7,080
At-Risk Youth	\$4,700	Hunger/Food/Poverty Relief	\$6,400	Refugee Support	\$5,571
Refugee Support	\$4,250	Building Maintenance	\$4,800	A/V Streaming Equipment	\$1,731
A/V Streaming Equipment	\$2,500				
Total	\$25,000	Total	\$25,000	Total	\$25,000

* Reporting 2021 as the 2022 Grant Year is incomplete

Detailed Expense Breakdown



Breakdown of Administration & Governance



Coming for 2024 Plan For Ministry

- The process for the 2024 Plan for Ministry will begin in December 2023.
- The plan is to develop a new PfM format.
- A subsection of the Finance Committee will be put together to analyze Covenanted Portions, Compensation and use of Endowment Funds.



Questions about Stewardship and Planned Giving?

Contact Amy Amason, Stewardship Committee Chair
amyamason@gmail.com

<https://office.diowestmo.org/church-stewardship-resources/>

