

**Ponder Anew What the Almighty Can Do**

# 2024 Diocesan Budget



— The Diocese of —  
**West Missouri**

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# The Bishop's *Message*

“The development of the 2024 budget was a collaborative and cooperative labor of love. Love of God, love of this diocese and care for all our resources. Many voices and hands were instrumental in the preparation of this budget. I pray that you find in these pages what we have worked hard to provide: a budget that reflects the vision and mission that the diocese embraced at our 2022 convention.”

# The Treasurer's *Message*

It has been my pleasure to serve as your treasurer again this year, and especially through this zero-based budgeting process. Together, we spent the year clarifying our mission and vision as a diocese and creating a budget to align with those priorities. Your Standing Committee and Diocesan Council developed the pillars that hold this budget up, and your Diocesan Council worked with the Deanery Councils to build this budget from the ground up.

It has been very gratifying to be part of the process of developing this new budget. The unified work of all the groups involved exemplifies what can be accomplished when the mission and vision of our diocese is our focus. While no budget will please every person, this budget has been crafted with input at every stage from every corner of the diocese. I want to assure you that this budget, built on that feedback, is prudent and sustainable. Moreover, this budget gives all of our churches and ministries the opportunity to access resources to “ponder anew what the Almighty can do.”

I would like to thank the Diocesan Council, the deans and deaneries, the Finance Committee, the Special Budget Committee, the Standing Committee, the Assessment Committee, the Human Resources Committee, and the Compensation Committee for all their hard work this year. This budget was formed not by one committee or one authority, but by our collective participation as one church, The Diocese of West Missouri. I also want to thank Bishop Bruce for her guidance not only to me personally but to all of us during this budgeting process. Lastly, I would like to thank Father Isaac Petty for his passion, vision, and more importantly his commitment to leading the new budget process. His talents were well-suited for this effort, and I will forever be grateful.



# Introduction

## *Background*

In the autumn of 2022, the Diocesan Council discussed the possibility of rebuilding the diocesan budget from the ground up – a chance to re-evaluate our practices and priorities while in a season of transition. By the turn of the year, a plan was in place and the message was spread far and wide that we would “ponder anew what the Almighty can do” in and through our diocese as we discern who God is calling us to be and what God is calling us to do.

In February of 2023, the Diocesan Council and Standing Committee had a joint retreat spent discerning our mission and vision as a diocese, the culmination of many months spent prayerfully and collegially discerning God’s work in our midst. Out of that discernment, the following vision and mission statements were adopted:

### Vision Statement

“God’s just and peaceful beloved community built on our shared love of God and one another”

### Mission Statement

“As the Body of Christ, we seek, serve, and save the lost by proclaiming the Good News, forming disciples, serving others, and striving for justice.”

# Introduction


## *Themes*



The pillars of our missional work – proclaiming the Good News, forming disciples, serving others, and striving for justice – became the framework for discerning what new and renewed ministries may be funded by our diocesan budget. Throughout the budgeting process, proposals were considered and plans were formulated to align our diocesan work and witness with these pillars. Building the budget around these pillars of our missional work was a continuation of the discernment process begun by the Diocesan Council and Standing Committee and asking our entire diocese to join in shaping our response to God’s call for us.

# Introduction

## *Process*



***“Over \$6 million of ministry proposals were submitted”***

One of the guiding principles of this budgeting process has been that it would be built from the ground up. From the beginning, communications were sent to every address on diocesan mass communications lists to inform the entire diocese of the 2024 budgeting process.

First, a message announcing a new budget process asked every member of the diocese to prayerfully and creatively discern what ministries our diocese might pursue in the future. Once the mission and vision statements were finalized, another message was sent to all on our communication lists requesting proposals be submitted for consideration in the 2024 budget – both new ideas as well as present ministries.

All proposals were asked to justify their ministries against the pillars of mission; ministries currently included in the diocesan budget were also given space to reflect on their previous work and reorient as they see fit for future ministry in the diocese. Nothing except those canonically required expenses were automatically included in the 2024 diocesan budget. At the conclusion of the initial proposals period, over \$6 million of ministry proposals were submitted, over \$4 million more than previous diocesan budgets.



# Introduction

## *Process*

Members of the Diocesan Council and Standing Committee were organized into groups aligning with the pillars of mission to examine each of the proposals. These pillar groups met multiple times to discern and build recommended budgets for each pillar based on the proposals submitted; concurrently, the diocesan Finance Committee met to consider administrative proposals and recommend an administrative budget to support the missional work being discerned in the pillar groups.

In addition to the expenses of diocesan ministry being rebuilt from the ground up, revenue streams were reconsidered for funding this mission. Diocesan investments and endowments were reexamined to clarify their purposes and efficiently fund our ministries. The Assessment Review Committee compared the assessment formulas of 54 dioceses and presented a variety of recommendations to the Diocesan Council for consideration within the venture of funding our shared ministries.





# Introduction

## *Process*

***“...pondering anew  
what the Almighty  
can do.”***

Working as a committee of the whole, the Diocesan Council spent a significant amount of each monthly meeting (often, the majority of the meeting time) to discern, negotiate, and construct drafts of the 2024 budget. As drafts were made, copies were distributed through the deanery councils for feedback from across the diocese. Feedback was shared from members of the diocese through their local church's delegates to the deanery councils; the Deans compiled the feedback at each meeting and shared it with the Diocesan Council for consideration in the ongoing work of building the budget from the ground up.

Shifts, both major and minor, were made nearly every month as the Diocesan Council met to work on the budget, with diocesan staff and volunteer leaders continually contributing to the shared work of calculating and building this budget from the ground up. This budget, presented to the 2023 Annual Convention of The Diocese of West Missouri, reflects countless hours of prayerful discernment and logistical undertaking from members of our diocese responding to God's call for us, pondering anew with the Almighty can do.



# Introduction

## *Looking Ahead*

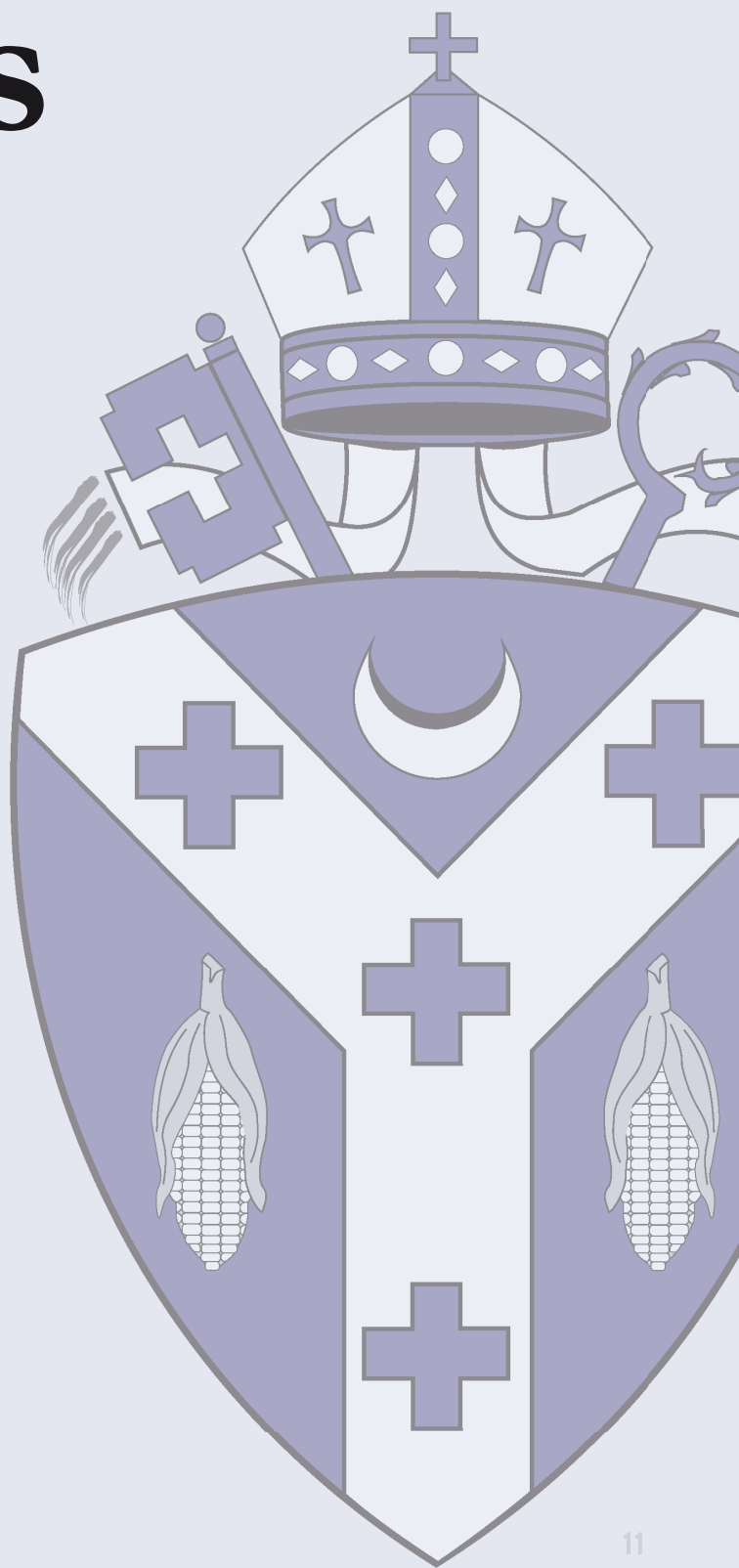
As stated above, this new budget has been built from the ground up, discerning among proposals totaling over \$6 million and resulting in a budget of roughly \$2 million, all within the grander work of discernment for the direction of the diocese as a whole. Many of the proposals that didn't make it into the budget were thought to be right for the trajectory of our diocese but not right for this time. Some of the proposals that were ultimately included in the budget have been scaled with the intent of building up to a fuller vision of that respective ministry. All the proposals submitted in the course of this budgeting venture have been retained for future consideration.

In the course of preparing the 2024 budget, plans for the election of our next Bishop Diocesan were announced. Funds for the search and consecration of the IX Bishop of West Missouri have been previously reserved. Acknowledging the significance of the bishop search and the relatively short duration of time until the election, the Diocesan Council decided not to add new employment positions to the 2024 budget. Once our next bishop is consecrated, budget and personnel are likely to be reconsidered, building on the work undertaken to create this entirely new budget.





# 2024 Expenses



# Expenses

*Practicing God's Economy: What we give with the gifts we are given*



Acknowledging that everything we have is a gift from God, our diocese seeks to be faithful stewards of the gifts entrusted to us by giving from our first fruits for the advancement of God's Kingdom. God so loved the world that he gave his only Son to us, and we follow in the Way of Jesus by giving first for the sake of others. Trusting in God's provisions and mindful that our lives are not our own, we seek to share funds beyond our diocese to support mission and ministry to communities and peoples we may never meet in this life. We participate in the work of The Episcopal Church at large, nonprofit ministries in our midst, and for the common good around the globe.

# Expenses

*Practicing God's Economy: What we give with the gifts we are given*

**\$207,035**

## General Church Assessment

to support the mission and ministry of The Episcopal Church through the General Convention, the Office of the Presiding Bishop, and beyond [canonically required].

**\$2,600**

## Province VII Assessment

to support the work of our Province within The Episcopal Church, uniting us directly in ministry with colleagues in the dioceses of Arkansas, Dallas, Kansas, Northwest Texas, Oklahoma, Rio Grande, Texas, West Texas, Western Kansas, and Western Louisiana [canonically required].

**\$2,500**

## Episcopal Relief and Development

is the official international humanitarian organization of The Episcopal Church and works to address poverty, hunger, and disease, as well as responding to natural disasters [canonically required].

**\$15,000**

## NourishKC

formerly known as Episcopal Community Services, is a feeding ministry that has historically been supported by the dioceses of West Missouri and Kansas, as well as many of our churches in the Kansas City area.

**\$15,000**

## International Outreach Grants

originally titled Millennium Development Goals, these matching grants provide funds for various global initiatives to address needs in marginalized and vulnerable communities [canonically required].

**\$15,000**

## Council of Churches of the Ozarks

is an ecumenical organization that works to provide resources and address humanitarian needs in the greater Springfield area.

**Total: \$257,135**



# Expenses

## *How We Serve Others*



Our mission of serving others seeks to follow Christ, who came to serve rather than to be served. Because our ministries in local communities each take unique shape, and because our churches are mission outposts in the Kingdom of God, funds for serving others are granted through diocesan committees to individual projects across the diocese.

**\$100,000**

### **Centralized Granting Committee**

funding for projects related to the diocese's four pillars of mission

**\$50,000**

### **Property Maintenance Fund Reserves**

transferred from the operating budget to the newly established Property Maintenance Fund, detailed on the Financial Support Opportunities page

**Total: \$150,000**

# Expenses

## *How We Proclaim the Good News*

Proclaiming the Good News of God in Christ within each of the communities we serve takes many forms. Through our office of communications, our diocese provides digital media outlets and resources for engaging and empowering our churches and others to share the work God is doing in our midst. Trusting in the sacramental graces bestowed in ordination for the proclamation of the Gospel and the provisions of grace through sacramental ministry, we support ministers to engage communities around the diocese “to equip the saints for the work of ministry and the building up of [Christ’s] body” (BCP, 533).





# Expenses

## *How We Proclaim the Good News*

**\$50,000**

### **Shared Ministry Developers**

support multiple congregations, but do not necessarily create regional ministries.

**\$60,000**

### **Curacy Program**

This program will provide a structured period of training and practical experience to those newly ordained

**\$115,817**

### **Hispanic/Latino Ministry**

led by the diocesan Missioner of Hispanic/Latino Ministry, who serves two congregations, plans retreats, and offers support to churches in need of services in Spanish.

**\$12,000**

Programing, such as retreats and Virgin of Guadalupe celebrations

**\$103,817**

Diocesan Missioner for Hispanic/Latino Ministry (1.0 FTE) compensation – stipend and benefits





# Expenses

## *How We Proclaim the Good News*

**\$131,413**

### Communications

support the diocese and its churches in all aspects of informing, educating, and engaging members and the local community via digital and other communications media.

**\$76,474**

Communications Director (1.0 FTE)  
compensation – stipend and benefits

**\$7,674**

Diocesan websites, including web hosting,  
software license fees, and domain registration

**\$11,515**

Ministry support, such as software tools and  
translation services

**\$1,600**

Advertising and promotion through posters,  
banners, and ad hoc social media advertising

**\$20,000**

Contract services funds for services needed  
above and beyond the Communication Director's  
scope or capacity

**\$770**

Domains for local church websites

**\$650**

Episcopal Communicators Network membership  
and access to additional training

**\$3,600**

Photography services for eight events

**\$9,130**

Travel to diocesan events

**Total: \$357,230**



# Expenses

## *How We Form Disciples*

Christ's call for his disciples to make further disciples continues to our day. Throughout all ages and stages of life, we seek to provide opportunities and resources for Christians to deepen their faith, grow in their relationship with Christ, and go out into the world to continue making disciples who follow in the Way of Jesus. Our formation ministries reach young and old, lay and ordained, individuals and communities across all spectra of our diocese.







# Expenses

## *How We Form Disciples*

**\$1,200**

### **Daughters of the King**

is a women's organization within The Episcopal Church dedicated to prayer, service, and evangelism.

**\$12,000**

### **Clergy Retreats**

offer time for renewal and strengthening of collegial relationships.

**\$500**

### **Heartland Cursillo Ministry**

focuses on spiritual growth, Christian leadership development, and fostering deeper relationships through retreats and ongoing support.

**\$5,226**

### **Stewardship Commission**

provides resources and training to help churches and individuals develop their understanding and practice of stewardship through a variety of means and provides access to The Episcopal Network for Stewardship through a diocesan membership.

**\$12,000**

### **Clergy Continuing Education**

complies with Church canons to provide for the continuing education of clergy.

**\$3,000**

"In-house" education opportunities for clergy within the diocese

**\$9,000**

Continuing education grants for expenses requested by clerics after pertinent congregational/ministries provide their budgeted funds for continuing education



# Expenses

## *How We Form Disciples*

**\$113,213**

### **Vocations Ministry**

complies with Church canons to provide for the recruitment, discernment, and formation of those called to ministry in the Church, both lay and ordained.

**\$2,190**

Psychological exams in compliance with Church canons, with costs being shared between the individual, the local church, and the diocese

**\$21,200**

Scholarship aid for seminarians attending residential seminaries or the Bishop Kemper School for Ministry

**\$537**

Background checks in compliance with Church canons, with costs being shared between the individual, the local church, and the diocese

**\$40,000**

Bishop Kemper School for Ministry provides theological training and formation for those pursuing ordained ministry and lay leadership roles, and this amount is our covenanted share as a sponsoring diocese

**\$1,000**

Chaplain to Retirees - North (0.1 FTE) honorarium

**\$1,000**

Chaplain to Retirees - South (0.1 FTE) honorarium

**\$4,725**

Lay Certificate Support at Bishop Kemper School for Ministry offers opportunities for lay ministers to study at a subsidized rate

**\$6,000**

Vocations and discernment activities, such as discernment weekends and recruitment visits

**\$4,500**

General Ordination Exams assumes six seminarians taking the exams in 2024

**\$1,500**

Ordination expenses, such as bibles, certificates, and bulletins

**\$4,000**

Travel costs for the diocesan Missioner for Vocations

**\$26,561**

Missioner for Vocations (0.25 FTE) compensation - stipend and benefits

A photograph of a man and a woman looking out a large window. The man is on the left, wearing glasses and a light blue shirt. The woman is on the right, with short blonde hair, wearing a white top and a dark shawl. They are in a room with large windows looking out onto a green landscape.

# Expenses

## *How We Form Disciples*

**\$69,853**

### **Congregational Development and Transitions**

supports the role of the Diocesan Missioner for Transitions, who serves as a resource and guide for churches and clerics during times of transition, as well as a resource for congregational development.

**\$4,500**

Beginning Well is designed as an orientation to the diocese as well as an ongoing community of support for newly ordained clergy and clergy new to the diocese

**\$8,000**

Travel costs for the diocesan Missioner for Transitions within the diocese and to provincial transition meetings

**\$57,353**

Diocesan Missioner for Transitions (0.5 FTE) compensation – stipend and benefits

**\$22,000**

### **Spiritual Formation**

encompasses practices and resources to nurture spiritual growth, deeper relationships with God, and equip laity and clergy for ministry and service within the Church and the world.

**\$10,000**

Annual Forma Conference brings together Episcopal educators, formation leaders, and ministers for exchanging ideas and exploring innovative approaches to Christian formation and education

**\$12,000**

Congregational resources, recommended curricula, and supplies for spiritual formation activities

# Expenses

## *How We Form Disciples*

**\$20,000**

### Children's Ministry

is designed to benefit the children of the diocese by hosting events, providing education and formation resources, and training for children's ministers in local churches.

**\$10,000**

Programs and materials for events tailored to children

**\$10,000**

Trainings for children's ministers

**\$ 159,390**

### Youth Ministry

is dedicated to engaging and empowering youth in their spiritual journeys, providing space for fellowship, worship, education, and service to cultivate their faith and active participation in the life of the church.

**\$39,000**

Programs and resources to support youth through events (such as the Episcopal Youth Event, summer camp, and retreats) and supplies for online and in-person gatherings

**\$12,000**

Continuing education and training opportunities for the diocesan Missioner for Youth Ministry, caregivers, volunteers, and clergy

**\$2,000**

Office and communications to support youth, caregivers, volunteers, and churches

**\$7,000**

Travel costs for the diocesan Missioner for Youth Ministry throughout the diocese

**\$12,500**

Ministry assistance funds for administrative assistance and to hire translators and interpreters for youth events as needed

**\$4,000**

General Convention Reserve to help cover the costs associated with attending the triannual General Convention

**\$82,890**

Diocesan Missioner for Youth Ministry (1.0 FTE) compensation – stipend and benefits

# Expenses

## *How We Form Disciples*

**\$8,000**

### **Campus Ministry**

focuses on supporting and nurturing the spiritual religious lives of college students through supportive community, worship opportunities, and the exploration of faith on campus through peer ministers and campus ministry events.

**Total: \$423,382**





# Expenses

## *How We Strive for Justice*

Built on our belief that all persons are deserving of dignity as beloved children of God, we strive for justice by advocating – both within our own diocese and in the public sphere – for peace, inclusivity, equity, and reconciliation. Our ministries reach into the legislative work of governance, training within our churches, and building relationships across differences. In our ministries and in the world, we welcome and embrace persons of any race, gender, orientation, ability, or status in the building up of the Kingdom of God.



# Expenses

## *How We Strive for Justice*

**\$5,205**

### **LGBTQIA+ Committee**

advocates for the full inclusion, affirmation, and support of LGBTQIA+ persons and communities within the church by fostering welcoming and affirming environments for all, through program materials, honoraria, and an LGBTQIA+ retreat.

**\$2,500**

### **Access for All God's Children**

strives to create inclusive and accessible spaces, programs, and ministries that welcome and support individuals of all abilities, ensuring that everyone can fully participate in the life of the Church, through program materials and grants for outreach projects.

**\$500**

### **Peace and Justice Committee**

strives for justice for all Missourians by working to reduce and/or end needless gun violence, advocating for physical autonomy and dignity for each person, and creating safe environments for all.

**\$2,700**

### **Ecumenical Relations Commission**

fosters dialogue, collaboration, and mutual understanding between The Episcopal Church and other churches, seeking to promote unity and cooperation in shared ministry and mission

**\$1,400**

Ecumenical Officer travel costs to attend annual ecumenical conference

**\$300**

Episcopal Diocesan Ecumenical and Interreligious Officers organization dues

**\$500**

Missouri Faith Voices advocates for social justice, addresses systemic inequalities, and promotes policies that reflect the values of compassion, equity, and fairness

**\$500**

Episcopal-Methodist Dialogue [canonically required]



# Expenses

## *How We Strive for Justice*



**\$30,750**

### **Diversity and Reconciliation Commission**

promotes inclusivity through fostering mutual understanding, addressing systemic racism, and facilitating reconciliation within the diocese and beyond.

**\$200**

Book club purchases for books, study guides, and other materials

**\$2,800**

Union of Black Episcopalians advocates for full participation, representation, and empowerment of Black Episcopalians within the diocese, working towards racial justice and equality

**\$14,400**

Pilgrimages to historical sites of the Civil Rights Movement

**\$500**

Research and studies on the history of diocesan churches, land purchases, building labor, etc.

**\$3,350**

Workshops with anticipated attendance of 30 participants and up to six facilitators

**\$9,500**

Celebrations and commemorations such as Martin Luther King Jr., National Day of Racial Healing, Absalom Jones, and Juneteenth

**Total: \$41,655**



# Expenses

## *How We Support this Important Work*

The work of mission and ministry described in all of the categories above rely on volunteer leadership and participation at every level, and some are administrated by diocesan staff and aided through the centralized work of diocesan leadership. The necessary costs associated with personnel, professional expenses, and the ministry of our bishop all support the work of our diocese at large.





# Expenses

## *How We Support this Important Work*

**\$20,000**

### **Area Bookkeepers**

personnel (0.5 FTE) to assist churches with bookkeeping

**\$25,000**

### **Seminarian Health Insurance**

for postulants and candidates attending residential seminaries

**\$2,500**

### **Community of Deacons**

retreats and activities

**\$10,000**

### **Diocesan Convention**

expenses

**\$15,000**

### **Deanery Administration**

including mileage, meeting supplies, and deanery picnics

**\$10,000**

### **Diocesan Archives**

expenses, meeting the requirements of Church canons

**\$3,000**

### **Diocesan Council and Standing Committee**

expenses, such as Diocesan Council meeting meals and the cost of a joint retreat



# Expenses

## *How We Support this Important Work*

**\$302,129**

### **Bishop Provisional**

personnel costs

**\$279,129**

Bishop Provisional (1.0 FTE) compensation – stipend and benefits

**\$18,000**

Bishop travel, both within and outside of the diocese

**\$5,000**

Bishop hospitality funds allow the bishop to have meals with members of the diocese and visitors to the diocese. This amount was historically embedded under bishop travel, but is now delineated to provide more transparency to the diocese.

**\$52,000**

### **Reserves**

for future expenses

**\$3,000**

Diocesan Center major repairs and replacements

**\$35,000**

Assessment underfunding

**\$12,000**

General Convention costs for the bishop and deputies

**\$2,000**

Special travel events, such as Lambeth Conference

**\$37,500**

### **Non-Compensation Insurance**

to protect the diocese and individuals from liabilities and risks, such as property damage, professional liability, and general liability claims.

**\$11,000**

Clergy and Lay Group Life Insurance

**\$4,000**

Workers' Compensation Insurance

**\$22,500**

Property and Casualty Insurance for the Diocesan Center and St. Paul's, Maryville



# Expenses

## *How We Support this Important Work*

**\$27,900**

### Professional Fees

for services provided by professionals in various fields.

**\$12,750**

Audit fees by an independent Certified Public Accountant

**\$6,000**

Legal fees for matters that arise above and beyond the services of the diocesan Chancellor

**\$300**

Bank fees

**\$1,000**

ADP payroll fees

**\$3,000**

PayPal fees incurred with the collection of monies for diocesan events and church processing

**\$4,850**

ACS fees to cover the cost of accounting and people database software

**\$227,583**

### Administrative Personnel

to support the mission and ministry of the diocese.

**\$83,997**

Bishop's Executive Assistant (1.0 FTE) compensation - stipend and benefits

**\$103,598**

Finance Administrator (1.0 FTE) compensation - stipend and benefits

**\$5,000**

Administrative personnel travel to attend the Bishop Executive Secretaries Team meeting, Episcopal Business Administration conference, parish financial audits, and other events requiring personnel travel.

**\$34,988**

Human Resources Administrator and Financial Assistant (0.5 FTE) compensation - stipend and benefits

# Expenses

## *How We Support this Important Work*

**\$52,150**

### **Diocesan Center Expenses**

for normal operations

**\$16,550**

Utilities, including electricity, gas, phones, and water

**\$5,000**

Facility repairs

**\$8,000**

Office equipment replacement and repair

**\$1,500**

Postage

**\$3,600**

Information Technology and Service systems

**\$4,500**

Maintenance, including pest control, HVAC, etc

**\$7,500**

Office supplies for diocesan staff

**\$3,500**

Copy machine expense

**\$2,000**

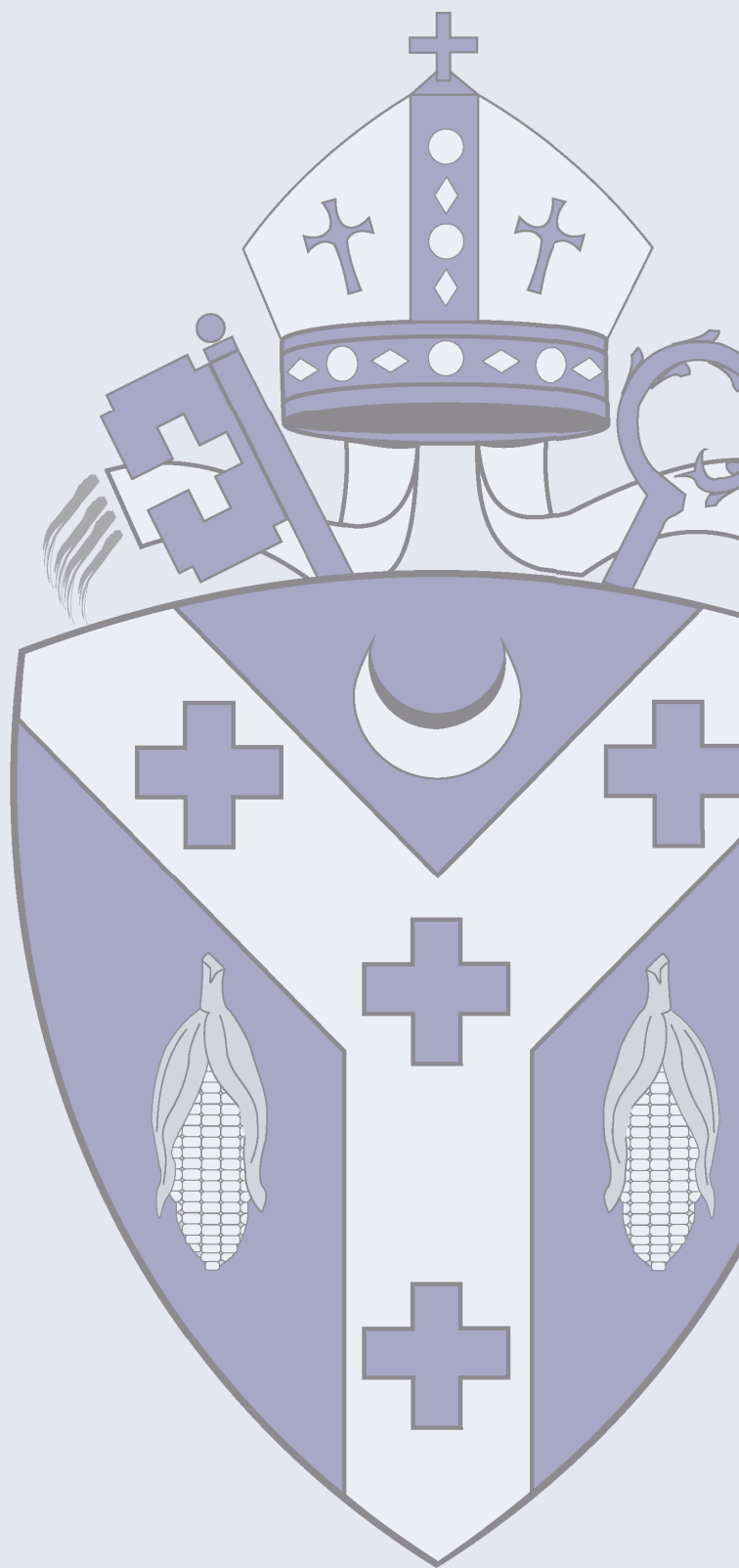
Downtown KC Streetcar Assessment

**Total: \$784,762**

**Total 2024  
Budgeted Expenses  
\$2,014,164**




# *2024* **Revenue**





# Revenue *Assessments*



Our ministries as Episcopalians are not siloed to our respective churches; rather, we collegially share in the mission and ministry of the diocese as a whole. United in communion through our bishop, we work together as members of one body as we bear witness to the Gospel of Jesus Christ in the world. Practicing God's economy, we all give to our local churches out of our first fruits, and our churches give to the diocese of their first fruits, contributing to the common costs we share in our diocesan life. Just as each person is called to give from their unique circumstances, so each church gives in proportion to their unique situation.

The assessment base is calculated using 2021 and 2022 Net Operating Income (NOI) less budgeted funds used for outreach. If the 2022 NOI-outreach is greater than 2021, an average is used for the base; if a church's 2022 NOI-outreach is lower, only the 2022 amount is used.

Assessments are calculated as follows: 11% of the first \$50,000 of the assessment base, then 12% of the next \$50,000, then 13% of the next \$50,000, and 14% on the remainder of the assessment base over \$150,000.

# Revenue Assessments

Church	Assessment Base	Assessment Amount
Belton, St. Mary Magdalene	\$190,569	\$23,680
Blue Springs, Resurrection	\$194,141	\$24,180
Bolivar, St. Alban's	\$33,679	\$3,705
Boonville, Christ	\$18,019	\$1,982
Branson, Shepherd Hills	\$51,897	\$5,728
Camdenton, St. George's	\$37,530	\$4,128
Carthage, Grace	\$505,752	\$67,805
Cassville, St. Thomas a Becket	\$26,033	\$2,864
Chillicothe, Grace	\$55,427	\$6,151
Clinton, St. Paul's	\$8,277	\$910
Excelsior Springs, St. Luke's	\$42,020	\$4,622
Fayette, St. Mary's	\$9,716	\$1,069
Harrisonville, St. Peter's	\$47,408	\$5,215
Independence, St. Michael's	\$42,051	\$4,626
Independence, Trinity	\$128,366	\$15,188
Joplin, St. Philip's	\$174,832	\$21,476
Kansas City, Grace & Holy Trinity Cathedral	\$1,742,199	\$240,908
Kansas City, Good Shepherd	\$254,041	\$32,566
Kansas City, Redeemer	\$378,247	\$49,955
Kansas City, St. Andrew's	\$2,026,312	\$280,684
Kansas City, St. Augustine's	\$141,670	\$16,917
Kansas City, St. Mary's	\$208,637	\$26,209
Kansas City, St. Paul's	\$802,710	\$109,379
Kansas City, St. Peter & All Saints'	\$244,342	\$31,208
Kimberling City, St. Mark's	\$53,315	\$5,898
Lebanon, Trinity	\$78,816	\$8,958
Lee's Summit, St. Anne's	\$87,827	\$10,039
Lee's Summit, St. Paul's	\$152,843	\$18,398
Lexington, Christ	\$32,339	\$3,557
Liberty, Grace	\$157,551	\$19,057
Monett, St. Stephen's	\$25,093	\$2,760
Mt. Grove, Transfiguration	\$7,685	\$845
Neosho, St. John's	\$13,332	\$1,466
Nevada, All Saints'	\$68,080	\$7,670
Noel, St. Nicholas'	\$25,460	\$2,801
Ozark, St. Matthew's	\$41,017	\$4,512
Raytown, St. Matthew's	\$62,058	\$6,947
Savannah, St. Mary's	\$2,744	\$302
Sedalia, Calvary	\$129,590	\$15,347
Skidmore, St. Oswald's	\$6,911	\$760
Springfield, Christ	\$701,279	\$95,179
Springfield, St. James	\$216,537	\$27,315
Springfield, St. John's	\$299,270	\$38,898
St. Joseph, Christ	\$149,654	\$17,955
Trenton, St. Philip's	\$10,862	\$1,195
Warrensburg, Christ	\$64,634	\$7,256
West Plains, All Saints'	\$107,505	\$12,476

**Total:**  
**\$1,290,744**



# Revenue

## *Investment & Other Income*

Over time, generous bequests have been given to the diocese for sustaining individual ministries and the work of the diocese more generally. Some of our income to support our mission and ministry comes from invested funds and trusts, while others come from occasional gifts to the diocese or through part of our cost-sharing from our ecumenical partners in the Evangelical Lutheran Church in America, who share office space in the Diocesan Center.





# Revenue

## *Investment & Other Income*

Account Name	4 Quarter Average	5% Draw	Description	Related Pillar	Expense Line Supported
General Fund	\$2,009,009	\$100,450	The General Fund for the Diocese of West Missouri serves as a financial resource to support various operational and programmatic needs of the diocese. It plays a crucial role in sustaining the day-to-day operations and ministries of the Diocese of West Missouri, enabling it to fulfill its mission and serve its community effectively.	How We Support This Important Work	All
Mabel Cave Bequest (Mr. and Mrs. John S Cave Foundation)	\$28,885	\$1,444	To be used for Scholarships for the benefit of students studying for Holy Orders of the Protestant Episcopal Church as selected by the Bishop of the Diocese of West Missouri.	How We Form Disciples	Scholarship Aid
Kate Leslie Bequest	\$103,161	\$5,158	Bequest established for mission work	How We Serve Others	Centralized Granting Committee
William Shank Trust	\$5,882	\$294	Memorial to Bishops Spencer & Wells		
John B Rust Trust	\$13,600	\$680	First listed as funds available for Diocese use in 1956 convention journal	How We Support This Important Work	All
Poindexter Fund (The Henry Timanus Poindexter Memorial Fund)	\$12,657	\$633	Memorial to Poindexter and Sons Merchandise Company for founder Henry Tiamanus Poindexter, with the income to be used for the Diocese as the Bishop and the Executive Council may direct for religious, charitable and educational purposes	Practicing God's Economy: What we give with the gifts we are given	NourishKC and Council of the Churches of the Ozarks
Bidwell Fund	\$2,424	\$121	Given by Mr. Arthur Bidwell, for many years Sexton of Grace Church (now Grace & Holy Trinity Cathedral, for Missionary purposes	How We Serve Others	Centralized Granting Committee
Other Fund	\$325,803	\$16,290	General Endowment accumulated since inception	How We Support This Important Work	All

# Revenue

## *Investment & Other Income*

Account Name	4 Quarter Average	5% Draw	Description	Related Pillar	Expense Line Supported
Rust Fund (Francis Story Rust Trust)	\$622,915	\$31,146	For the purpose of maintaining and/or promoting the Missionary work of the Church in the rural areas of the Diocese of West Missouri	How We Proclaim The Good News	Shared Ministry Developers
Diocesan College Work	\$257,866	\$8,000 (Draw is 3.1% due to expense request being \$8,000)	Funds from the sale of St Thomas the Apostle Center at UMKC with proceeds restricted for college use and to be invested, and that income be used for college work	How We Form Disciples	Campus Ministry
McGuire (Walter W McGuire Trust)	\$19,985	\$999	Shown as fund balance as a Mission Fund	How We Serve Others	Centralized Granting Committee
Marion Shields Matheny Memorial Fund	\$33,923	\$1,696	Funds for Seminary Students from West Missouri	How We Form Disciples	Scholarship Aid
Diocese of West Missouri School for Ministry	\$57,030	\$2,851	Originally for the Missouri School for the Diaconate	How We Form Disciples	Bishop Kemper School for Ministry
Church Growth 5th Start	\$12,775	\$639	Spanish Language Kansas City	How We Proclaim The Good News	Hispanic/Latino Ministry
Georgiana King Restricted	\$43,989	\$2,199	For mission projects outside the continental United States	Practicing God's Economy: What we give with the gifts we are given	International Outreach Grants
Clergy Cont Education & SABB Endowment Fund	\$20,164	\$1,008	For clergy continuing education and sabbatical support	How We Form Disciples	Clergy Continuing Education
Elmqvist Fund	\$280,104	\$14,005	Bequest to be used by the Diocese to provide funds for the education of new clergy enrolled in continuing ministerial education programs	How We Proclaim The Good News	Curacy Program

# Revenue

## *Investment & Other Income*



Account Name	4 Quarter Average	5% Draw	Description	Related Pillar	Expense Line Supported
Youth Ministry Fund (from Cliff Springs Sale)	\$681,734	\$34,087	Funds from the sale of Cliff Springs designated by Diocesan Council to be used for youth ministry	How We Form Disciples	Youth Ministry
Expansion Fund	\$1,855,726	\$92,786	Funds to be used for the development and maintenance of church property in the Diocese of West Missouri	How We Serve Others	Property Maintenance
St. Luke's Endowment	\$3,532,539	\$176,627	Unrestricted money from St Luke's Hospital	How We Support This Important Work	All
Mary Miller Fund	\$1,207	\$-	For use in the maintenance of the Episcopal Church House for Girls	-	-
Diocese of West Mo - Interim Ministry	\$56,359	\$-	For education/specialized training needed to become an interim minister	-	-
Episcopal Transition Reserve	\$270,631	\$-	To cover expenses related to search and hiring of Bishops for the Diocese of West Missouri	-	-
Seventh Start Fund	\$26,717	\$ -	Established from 2003 and 2004 budget for Church Growth & Evangelism	-	-
School for the Diaconate	\$15,835	\$-	Funds for West Missouri School for Ministry	-	-
Auto Replacement Fund	\$50,177	\$-	Funds to provide vehicles to the Bishop and any other employee where it is considered beneficial to the Diocese	-	-
<b>TOTAL</b>	<b>\$10,341,097</b>	<b>\$491,113</b>			



# Revenue

## *Investment & Other Income*

**\$180,000**

### Remfry/Shank Trust

In 1967 and 1968, assets of the Nina L. Remfry Trust were bequeathed in perpetuity to a trust with the net income derived to go to the Diocese of West Missouri annually. In 2021 the Remfry trust contributed \$189,842 to the Diocese.

The William C. and Marie S Shank Charitable Trust was created in 1961 to benefit various charities. The Diocese of West Missouri receives 5% of the interest income generated from the trust annually. In 2021 the Shank Trust contributed \$43,220 to the Diocese.

**\$25,000**

### Curacy Program

funds recently given to begin a diocesan curacy program

**\$26,400**

### Cost-Sharing

with the Evangelical Lutheran Church in America Central States Synod for Diocesan Center use.

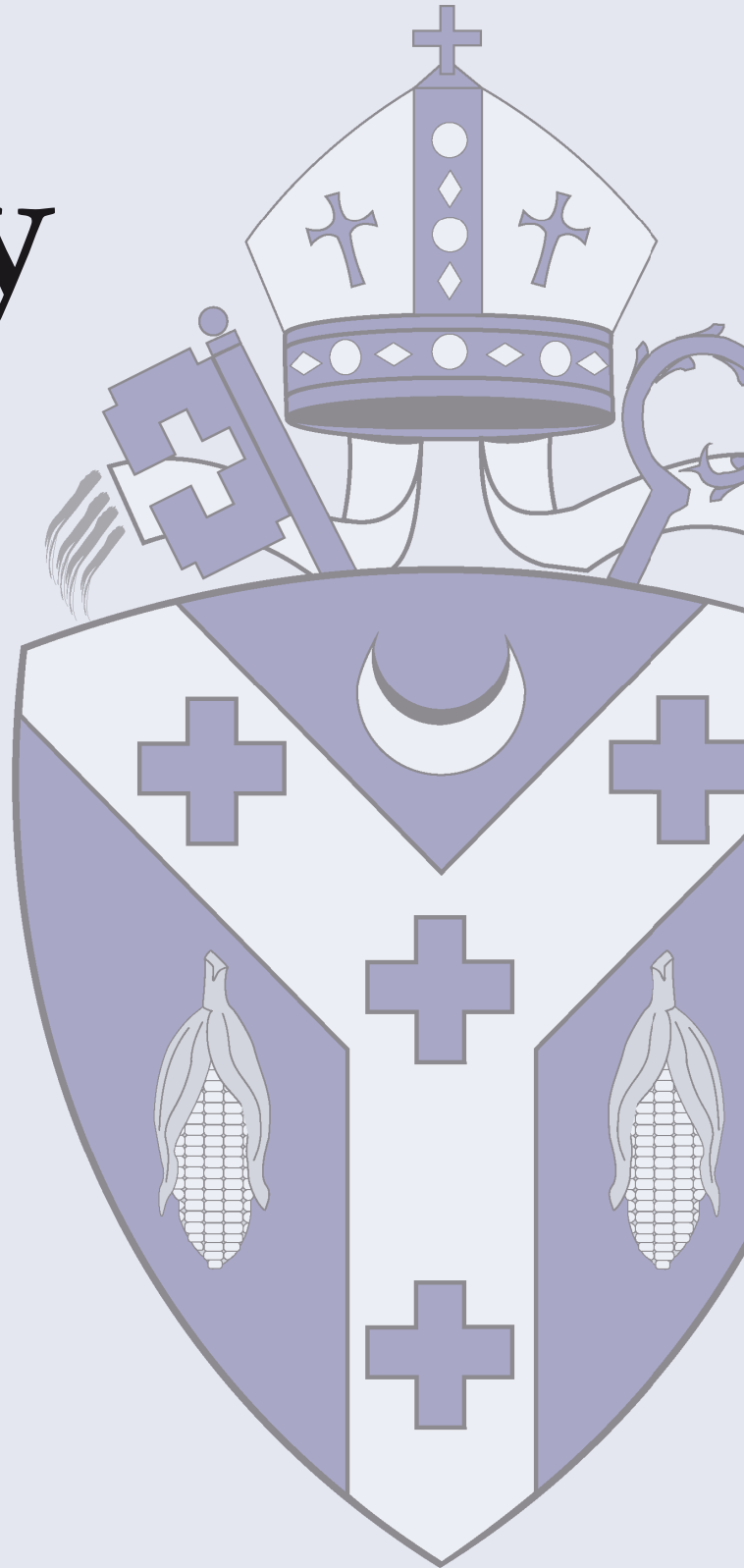
**\$2,500**

### Miscellaneous Income

**Total 2024  
Budgeted Revenue:  
\$2,015,757**



*2024*  
**Budget  
Summary**





# 2024 Budget *Summary*



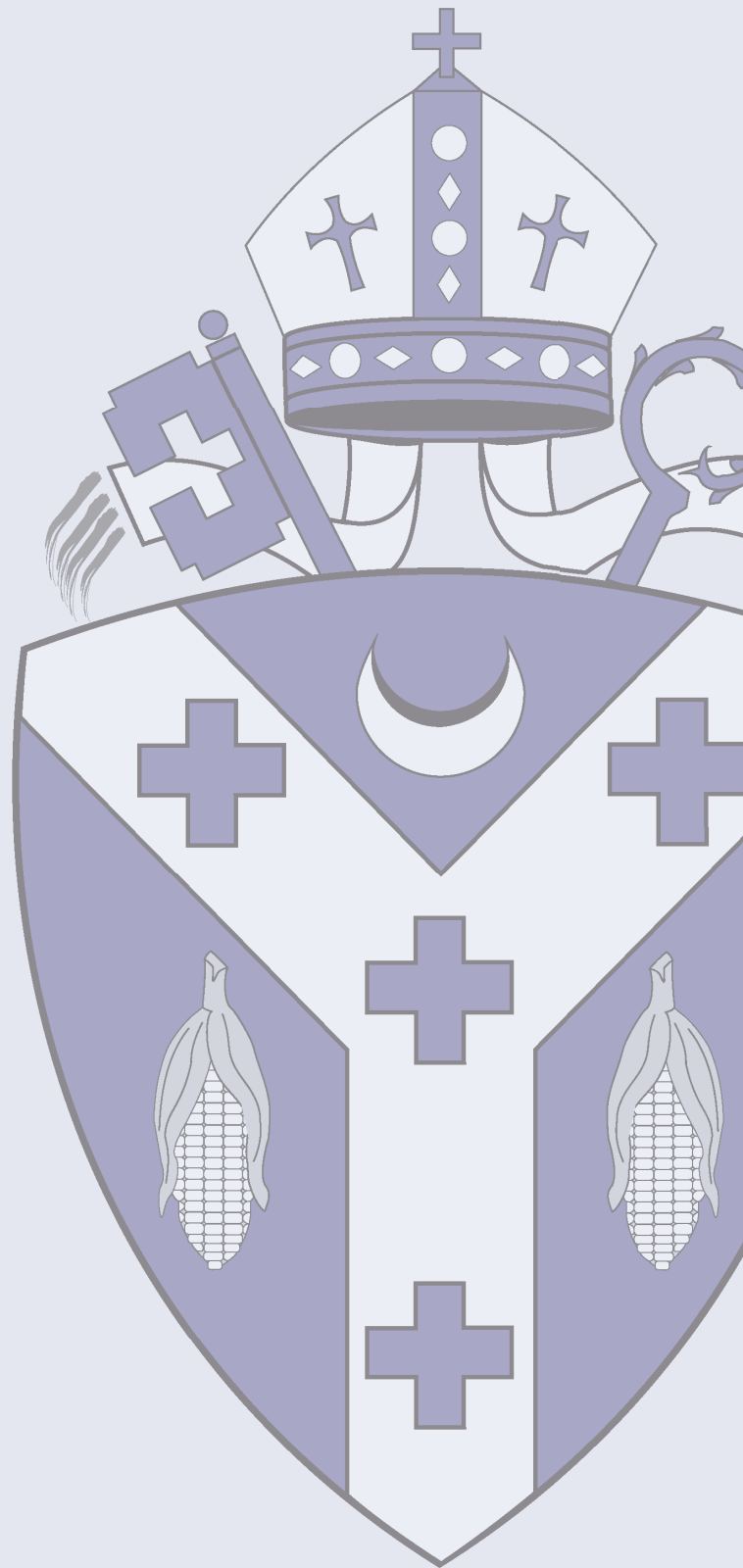
REVENUE		EXPENSES	
Assessments	\$1,290,744	Practicing God's Economy	\$257,135
Investment Income	\$491,113	How We Serve Others	\$150,000
Remfry/Shank Trust	\$180,000	How We Proclaim the Good News	\$357,230
ELCA Cost-sharing	\$26,400	How We Form Disciples	\$423,382
Curacy Funds	\$25,000	How We Strive for Justice	\$41,655
Misc. Income	\$2,500	How We Support this Important Work	\$784,762
<b>TOTAL</b>	<b>\$2,015,757</b>	<b>TOTAL</b>	<b>\$2,014,164</b>

**Budget Surplus:**  
**\$1,593**



# Personnel Roster

*as of October 14, 2023*



# Personnel Roster

## *Diocesan Employees*

Employee	Position	Order	FTE
Diane Bruce	Bishop Provisional	Clergy	1.00
Emily Davenport	Bishop's Executive Assistant	Lay	1.00
Jerry Kolb	Chaplain to Retirees (North)	Clergy	0.10
Jerry Miller	Chaplain to Retirees (South)	Clergy	0.10
Zach Phillips	Communications Director	Lay	1.00
Jose Palma	Diocesan Missioner for Hispanic/Latino Ministry	Clergy	1.00
Chas Marks	Diocesan Missioner for Transitions	Clergy	0.50
Anne Kyle	Diocesan Missioner for Vocations	Clergy	0.25
David Wilcox	Diocesan Missioner for Youth Ministry	Clergy	1.00
Ron Weil	Finance Administrator	Lay	1.00
Elaine Gilligan	Human Resources Administrator & Finance Assistant	Lay	0.50





# Personnel Roster

## *Unpaid Ministry Leaders*

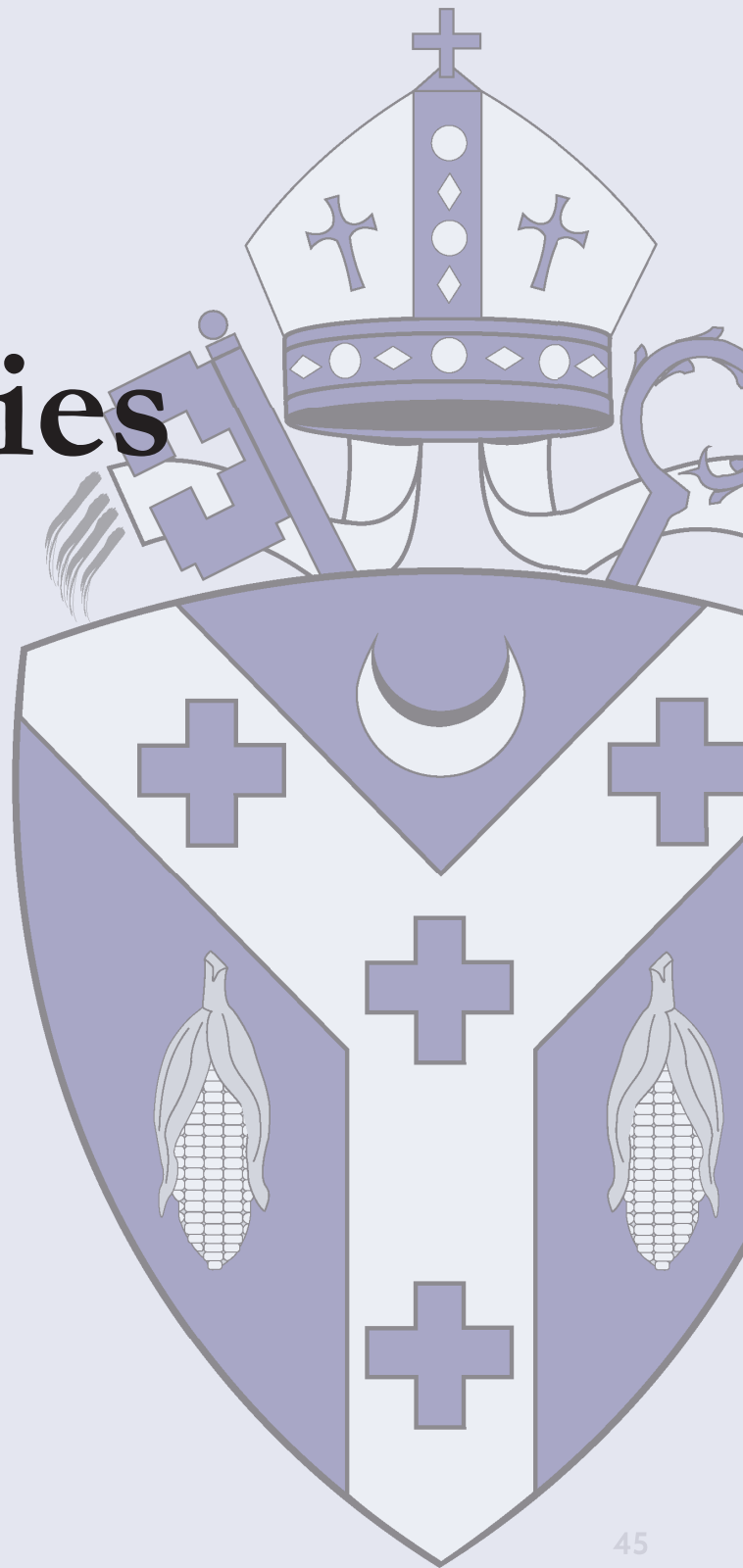


Access for All God's Children	The Rev. Peter DeVeau
Archdeacon	The Ven. Bruce Bower
Archivist	The Very Rev. Chandler Jackson
Campus Ministry	The Rev. Alisa Carmichael
Clergy Retreats	The Regional Deans
Commission on Ministry	Bob Maynard and Ann Rainey
Daughters of the King	Cheryl Webb-Laughlin
Diversity and Reconciliation	Canon Shirley Bolden
Ecumenical Officer	The Rev. David Kendrick
Episcopal Church Women	Judy Turner
Episcopal Cursillo Ministries	Roberta Coons
Episcopal Veterans Fellowship	The Rev. Adam James
International Outreach Grants Program	The Ven. Bruce Bower
Liturgy and Worship	The Rev. Susan Roberts
Peace and Justice	Tara Bennett
Spiritual Formation	The Rev. David Wilcox
Stewardship	Amy Amason
Union of Black Episcopalians	CJ Duffie



*2024*

# Financial Support Opportunities



# Financial Support *Opportunities*

**Centralized Granting Committee:** This budget includes \$100,000 designated for grants to be awarded to local churches and ministries across the diocese for mission and ministry projects that align with the diocesan pillars of mission.

**Property Maintenance Fund:** With the 2024 budget, the Diocesan Council is establishing a Property Maintenance Fund to support the churches of our diocese in efforts to maintain our capital assets. This fund is being started with \$300,000 from previous budget surpluses that came as a result of the Covid-19 pandemic, including the Paycheck Protection Program loans being converted to grants, a grant from The Episcopal Church as a response to assessment on the Payment Protection Program loan, and cost savings from cancelled in-person programs during the pandemic.

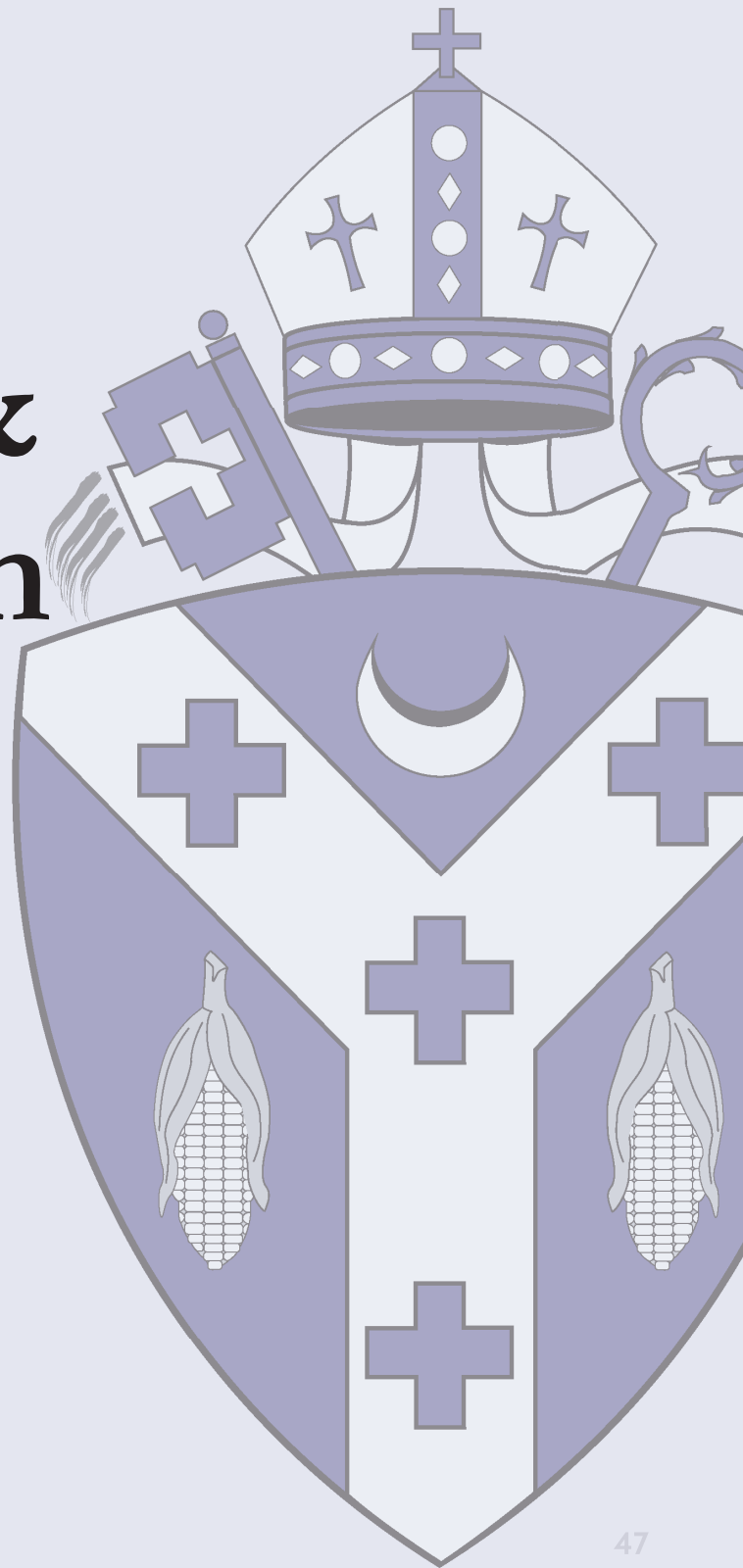
**Curacy Program:** In recent years, funds have been contributed to support the start of a diocesan curacy program, which will offer newly ordained priests the opportunity to begin their ordained ministry with mentorship from experienced rectors while also supporting churches currently not served by permanent clergy.

**Diocesan Lines of Credit:** Rather than taking out conventional loans, the churches of our diocese may request a 0% interest Line of Credit to fund urgent needs.

To learn more about these opportunities to support our congregations financially, contact Ron Weil at [finance@diowestmo.org](mailto:finance@diowestmo.org).

*2024*

# Appendix: Expense Summary & Comparison





# Appendix

## *Expense Summary & Comparison*

### Practicing God's Economy: What we give with the gifts we are given

	2022 Actual	2023 Budget	2024 Request
General Church Assessment	\$218,725	\$204,360	\$207,035
Province VII Assessment	\$-	\$2,600	\$2,600
NourishKC	\$30,000	\$30,000	\$15,000
Council of Churches of the Ozarks (CCO)	\$30,000	\$30,000	\$15,000
International Outreach Grants (IOG)	\$14,015	\$13,809	\$15,000
Episcopal Relief & Development (ERD)	\$2,500	\$2,500	\$2,500
Total for Practicing God's Economy	\$295,240	\$283,269	\$257,135

### How We Serve Others

	2022 Actual	2023 Budget	2024 Request
Centralized Granting Committee	\$87,269	\$100,000	\$100,000
Property Maintenance	\$-	\$-	\$50,000
Total for How We Serve Others	\$87,269	\$100,000	\$150,000



# Appendix

## *Expense Summary & Comparison*

### How We Proclaim the Good News

	2022 Actual	2023 Budget	2024 Request
Shared Ministry Developers	\$-	\$-	\$50,000
Curacy Program	\$-	\$-	\$60,000
Hispanic/Latino Ministry			
Programing	\$6,598	\$12,000	\$12,000
Personnel (1.0 FTE)	\$93,761	\$96,433	\$103,817
Communications			
Diocesan Websites	\$7,820	\$17,625	\$7,674
Domains for Church Websites	\$-	\$-	\$770
Ministry Support	\$1,370	\$10,577	\$11,515
Episcopal Communicators Network	\$75	\$575	\$650
Advertising & Promotion	\$10	\$1,600	\$1,600
Travel Costs	\$3,229	\$6,690	\$9,130
Contract Services	\$-	\$-	\$20,000
Photography	\$-	\$-	\$3,600
Personnel (1.0 FTE for 2024, 1.5 FTE for 2023)	\$74,245	\$118,931	\$76,474
<b>Total for How We Proclaim The Good News</b>	<b>\$187,108</b>	<b>\$264,431</b>	<b>\$357,230</b>

# Appendix

## *Expense Summary & Comparison*

### How We Form Disciples

	2022 Actual	2023 Budget	2024 Request
Daughters of the King (DOK)	\$1,200	\$1,200	\$1,200
Cursillo	\$500	\$500	\$500
Stewardship Commission	\$2,199	\$1,000	\$5,226
Vocations			
Bishop Kemper School for Ministry (BKSM)	\$36,000	\$36,000	\$40,000
BKSM Lay Certificate Support	\$-	\$-	\$4,725
Vocations & Discernment	\$6,833	\$3,000	\$6,000
Scholarship Aid	\$8,433	\$12,600	\$21,200
Background Checks	\$(460)	\$585	\$537
Psychological Exams	\$1,871	\$2,472	\$2,190
General Ordination Exams (GOE)	\$1,500	\$4,500	\$4,500
Ordination Expenses	\$1,283	\$1,500	\$1,500
Travel Costs	\$262	\$4,000	\$4,000
Missioner for Vocations (0.25 FTE)	\$18,895	\$28,042	\$26,561
Chaplain to Retirees (North) (0.1 FTE)	\$1,000	\$1,000	\$1,000
Chaplain to Retirees (South) (0.1 FTE)	\$1,000	\$1,000	\$1,000
Congregational Development & Transitions			
Beginning Well	\$-	\$2,500	\$4,500
Travel Costs	\$6,872	\$13,000	\$8,000
Personnel (0.5 FTE in 2024, from 0.25 FTE in 2022)	\$31,687	\$52,560	\$57,353



# Appendix

## *Expense Summary & Comparison*

### How We Form Disciples

	2022 Actual	2023 Budget	2024 Request
<b>Clergy Retreats</b>	\$2,113	\$7,000	\$12,000
<b>Clergy Continuing Education</b>			
"In-House" Education Opportunities	\$-	\$7,000	\$3,000
Continuing Education Grants	\$-	\$-	\$9,000
<b>Spiritual Formation</b>			
Annual Forma Conference	\$-	\$8,190	\$10,000
Congregational Resources	\$38,475	\$45,550	\$12,000
<b>Children's Ministry</b>			
Programs/Materials	\$-	\$-	\$10,000
Trainings	\$-	\$-	\$10,000
<b>Youth Ministry</b>			
Programs & Resources	\$(3,054)	\$29,000	\$39,000
Continuing Education & Training	\$-	\$12,000	\$12,000
Office & Communication	\$962	\$1,500	\$2,000
Travel Costs	\$2,367	\$6,400	\$7,000
General Convention Reserve	\$3,333	\$3,333	\$4,000
Ministry Assistance	\$-	\$2,500	\$12,500
Personnel (1.0 FTE)	\$6,490	\$92,749	\$82,890
<b>Campus Ministry</b>	\$-	\$8,000	\$8,000
<b>Total for How We Form Disciples</b>	<b>\$169,761</b>	<b>\$388,681</b>	<b>\$423,382</b>

# Appendix

## *Expense Summary & Comparison*

### How We Strive for Justice

	2022 Actual	2023 Budget	2024 Request
<b>LGBTQIA+ Committee</b>	\$-	\$-	\$5,205
<b>Peace &amp; Justice Committee</b>	\$-	\$-	\$500
<b>Diversity &amp; Reconciliation</b>			
Union of Black Episcopalians	\$-	\$-	\$2,800
Book Club	\$-	\$-	\$200
Research & Studies	\$-	\$-	\$500
Workshops	\$982	\$10,000	\$3,350
Pilgrimages	\$-	\$5,000	\$14,400
Celebrations & Commemorations	\$-	\$10,000	\$9,500
<b>Ecumenical Relations Commission</b>			
Ecumenical Officer Travel Costs	\$1,563	\$1,400	\$1,400
EDEIO Dues	\$300	\$300	\$300
Missouri Faith Voices Contribution	\$-	\$125	\$500
Episcopal-Methodist Dialogue	\$-	\$-	\$500
<b>Access for All God's Children</b>	\$-	\$-	\$2,500
<b>Total for How We Strive For Justice</b>	<b>\$2,845</b>	<b>\$26,825</b>	<b>\$41,655</b>



# Appendix

## *Expense Summary & Comparison*

### How We Support This Important Work

	2022 Actual	2023 Budget	2024 Request
<b>Professional Fees</b>			
Audit Fees	\$12,750	\$12,000	\$12,750
Legal Fees	\$5,597	\$10,000	\$6,000
Bank Fees	\$415	\$400	\$300
PayPal Fees	\$2,504	\$1,850	\$3,000
ACS Fees	\$4,001	\$4,500	\$4,850
ADP Payroll Fees	\$1,001	\$950	\$1,000
<b>Non-Compensation Insurance</b>			
Clergy & Lay Group Life Insurance	\$10,449	\$11,500	\$11,000
Worker's Compensation Insurance	\$1,729	\$2,200	\$4,000
Property & Casualty Insurance	\$16,786	\$19,500	\$22,500
<b>Diocesan Center Expenses</b>			
Utilities	\$17,441	\$14,250	\$16,550
Maintenance	\$6,424	\$4,500	\$4,500
Facility Repairs	\$4,786	\$5,000	\$5,000
Office Supplies	\$7,139	\$7,000	\$7,500
Office Equipment	\$3,831	\$9,000	\$8,000
Copy Machine Expense	\$3,019	\$3,000	\$3,500
Postage	\$1,242	\$1,500	\$1,500
Downtown KC Streetcar Assessment	\$1,761	\$1,000	\$2,000
IT&S Support	\$7,600	\$7,200	\$3,600



# Appendix

## *Expense Summary & Comparison*

### How We Support This Important Work

	2022 Actual	2023 Budget	2024 Request
<b>Reserves</b>			
Repair/Replace Diocesan Center Equipment	\$3,000	\$3,000	\$3,000
Assessment Underfunding	\$20,182	\$55,000	\$35,000
General Convention Reserve	\$12,000	\$12,000	\$12,000
Special Travel	\$2,000	\$2,000	\$2,000
<b>Area Bookkeepers Personnel (0.5 FTE)</b>	\$-	\$-	\$20,000
<b>Seminarian Health Insurance</b>	\$-	\$-	\$25,000
<b>Community of Deacons</b>	\$480	\$1,500	\$2,500
<b>Deanery Administration</b>	\$2,308	\$7,400	\$15,000
<b>Diocesan Archives</b>	\$840	\$-	\$10,000
<b>Diocesan Convention</b>	\$8,733	\$10,000	\$10,000
<b>Diocesan Council &amp; Standing Committee</b>	\$2,578	\$3,000	\$3,000
<b>Bishop Costs</b>			
Bishop Personnel Cost (1.0 FTE)	\$259,735	\$270,538	\$279,129
Bishop Travel	\$14,303	\$21,230	\$18,000
Bishop Hospitality	\$-	\$-	\$5,000
<b>Admin Personnel Expenses</b>			
Bishop Executive Assistant (1.0 FTE)	\$78,027	\$80,129	\$83,997
Finance Administrator (1.0 FTE)	\$97,506	\$100,161	\$103,598
HR Admin & Financial Asst. (0.5 FTE)	\$20,126	\$20,906	\$34,988
Admin Personnel Travel	\$3,539	\$4,000	\$5,000
<b>Total for How We Support the Important Work</b>	<b>\$633,832</b>	<b>\$706,214</b>	<b>\$784,762</b>

# Appendix

## *Expense Summary & Comparison*

**Expenses from 2022 and/or Budget for 2023 not included in 2024**

	2022 Actual	2023 Budget	2024 Request
<b>ECHO</b>			
Compensation	\$27,761	\$28,933	\$-
EChO Travel Costs	\$11,251	\$15,500	\$-
Diocesan Ctr Misc. Expense	\$(10)	\$-	\$-
Springfield Facility Expense	\$1,867	\$-	\$-
Retired Bishop Health Benefit	\$410	\$-	\$-
Auto Repair & Maintenance	\$255	\$-	\$-
Event Coordinator	\$15,501	\$28,216	\$-
Covid Fund	\$122,711	\$-	\$-
Auto Replacement Fund	\$8,000	\$4,000	\$-
Jubilee Ministries	\$4,200	\$4,200	\$-
Spiritual Formation Personnel	\$57,105	\$57,140	\$-
Youth Ministry Van Reserve	\$4,000	\$-	\$-
Youth Ministry Resource Material	\$-	\$2,500	\$-
Total for Discontinued Items	\$253,051	\$140,489	\$-
<b>Total Expenses</b>	<b>\$1,629,106</b>	<b>\$1,909,909</b>	<b>\$2,014,164</b>

*2024*  
**Diocesan  
Budget**

