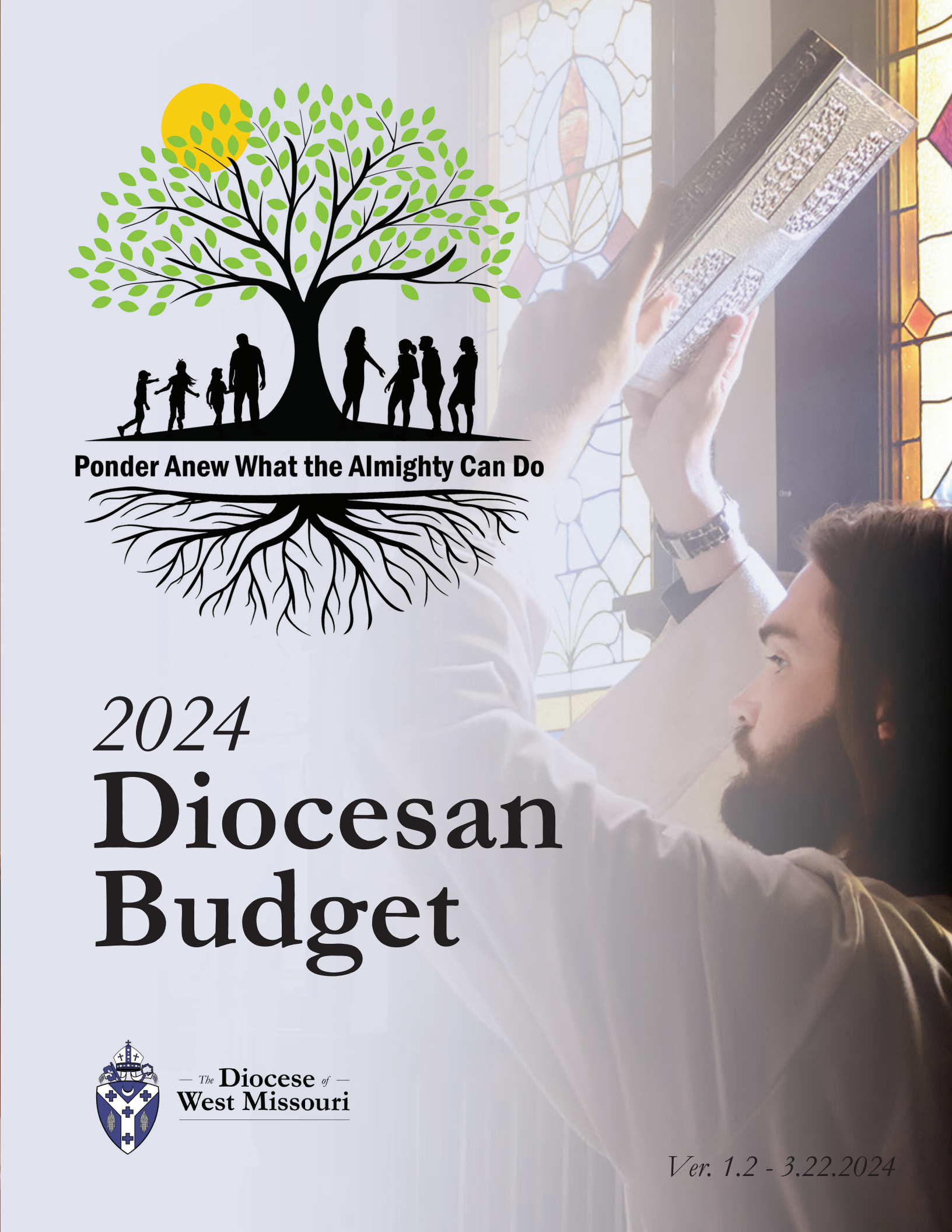


2024 Diocesan Budget

The Diocese of West Missouri

Ver. 1.2 - 3.22.2024

Table of Contents

The Bishop's Message....3
The Treasurer's Message....4
Background....5
Themes....6
Process....7
Looking Ahead....10

Expenses....11
Practicing God's Economy....12
How We Serve Others....14
How We Proclaim the Good News....15
How We Form Disciples....20
How We Strive for Justice....24
How We Support This Important Work....27

Revenue....32
Assessments....33
Investment & Other Income....35

Budget Summary....40

Personnel Roster....42
Diocesan Employees....43
Unpaid Ministry Leaders....44

Financial Support Opportunities....45

Appendix....47

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

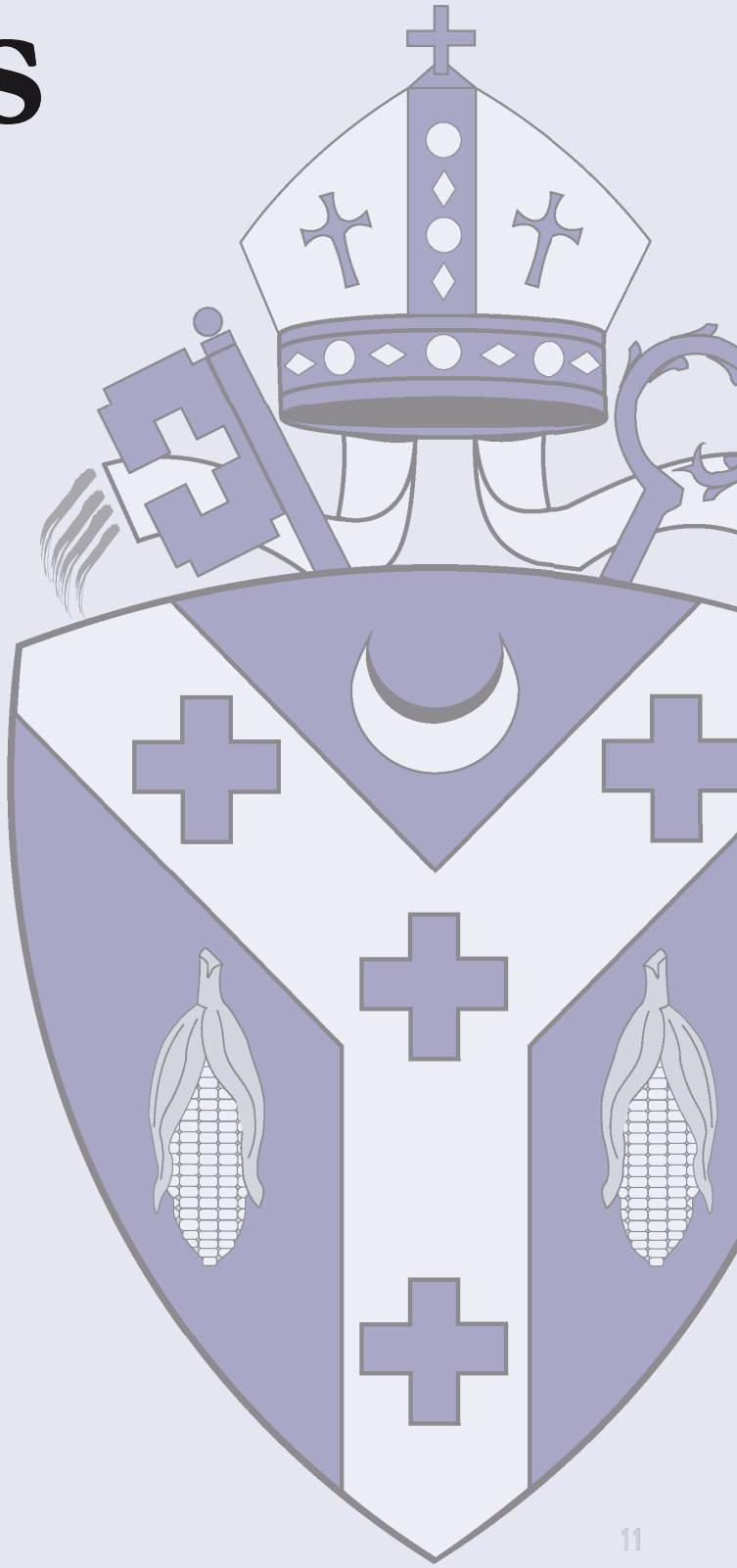
As stated previously, this new budget has been built from the ground up, discerning among proposals totaling over $6 million and resulting in a budget of roughly $2 million, all within the grander work of discernment for the direction of the diocese as a whole. Many of the proposals that didn't make 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

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

- These are seasoned clergy who are already trained in, or committed to learning congregational development, and are gifted in offering Christian formation in a parochial context.
- Congregations must show financial need.
- Congregations must work with the Missioner for Transitions to identify.
- The Missioner for Transitions, the Vice President of Council, and the Bishop bring forward recommendations to Council after vetting the financial situation at the applying congregation(s) and the Shared Ministry Developer candidate.
- Council approves or rejects the funding for the Shared Ministry Developers recommendation.
- Council must agree to funding each position for up to five years, with the possibility of renewal.
- A mutual ministry review will be conducted annually among the Shared Ministry Developer, the Missioner for Transitions, and the congregation, with the results reported to Council.
- Shared Ministry Developer is not a diocesan staff position.

$60,000

Curacy Program
Provides a structured period of training and practical experiences to those newly ordained.

- A congregation applying for this money needs to prove they cannot afford to fully fund this curate position.
- A congregation applying needs to commit to continue this curate position for a period of at least two full years. In the majority of cases, this will be with the same Curate.
- Diocesan Council commits to fund a portion of this position for two years.
- The hiring congregation is encouraged to continue to raise money to fund this Curate position.
- The Missioner for Transitions, the Vice President of Council and the Bishop bring forward recommendations to Council after vetting the financial situation at the applying congregation and the Curate candidate.
- Council approves or rejects the funding for the Curacy recommendation.

$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



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

$2,000

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

$12,500

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

$12,000

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

$7,000

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

$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

$4,500

Maintenance, including pest control, HVAC, etc

$5,000

Facility repairs

$7,500

Office supplies for diocesan staff

$8,000

Office equipment replacement and repair

$3,500

Copy machine expense

$1,500

Postage

$2,000

Downtown KC Streetcar Assessment

$3,600

Information Technology and Service systems

Total: $784,762

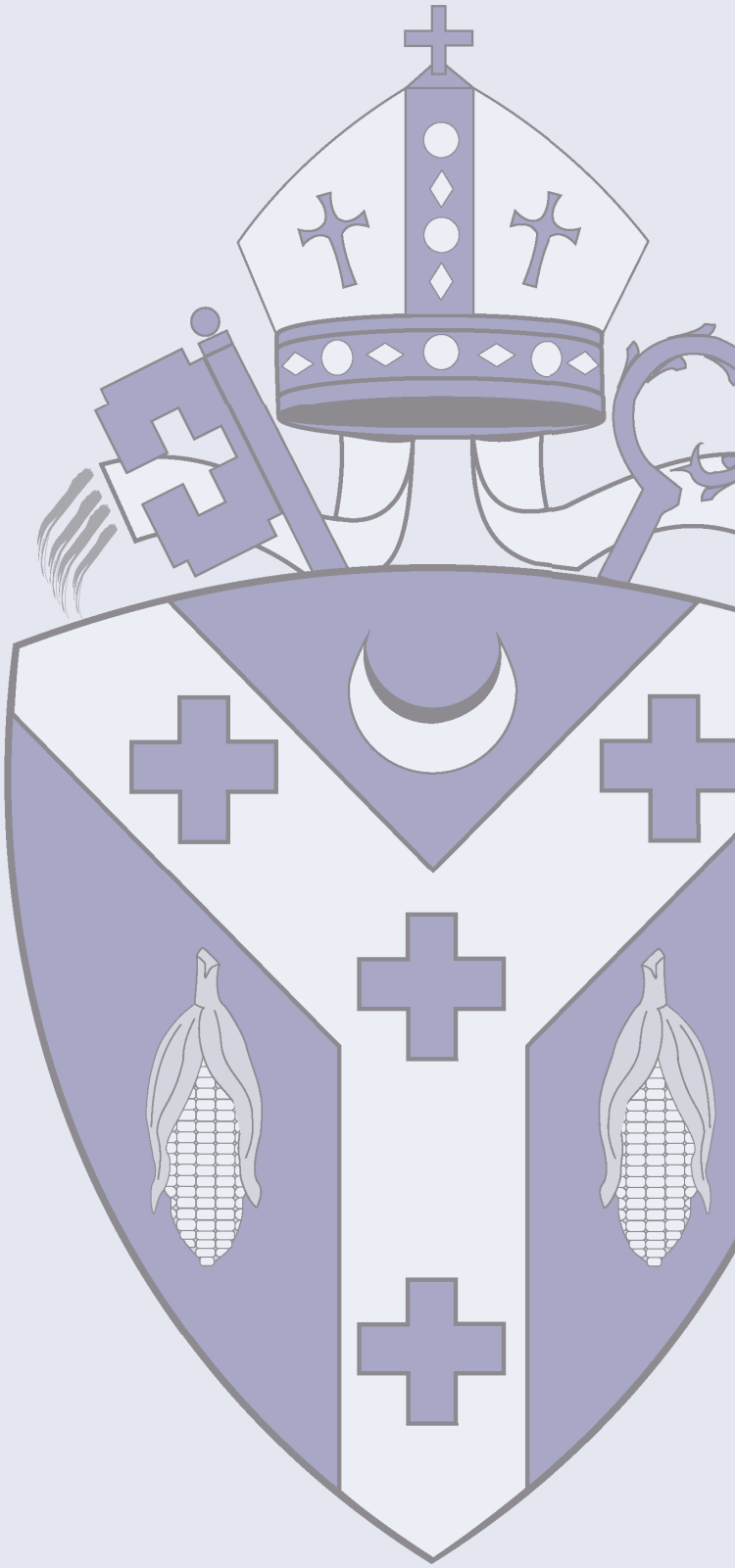


Total 2024 Budgeted Expenses

$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
Elmquist 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	-	-
TOTAL	**$10,341,097**	**$491,113**			

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

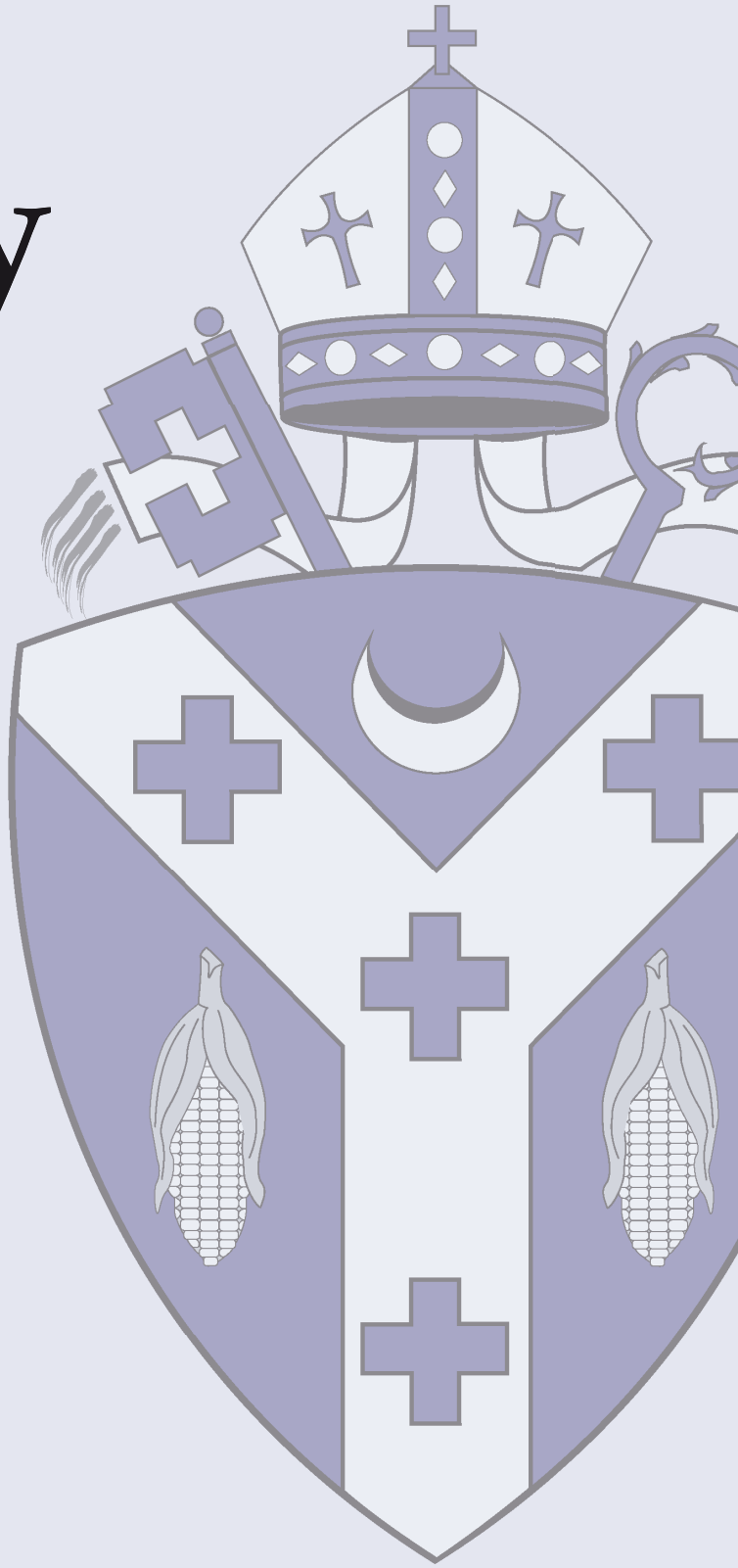
Total 2024 Budgeted Revenue:

$2,015,757



2024

Budget Summary





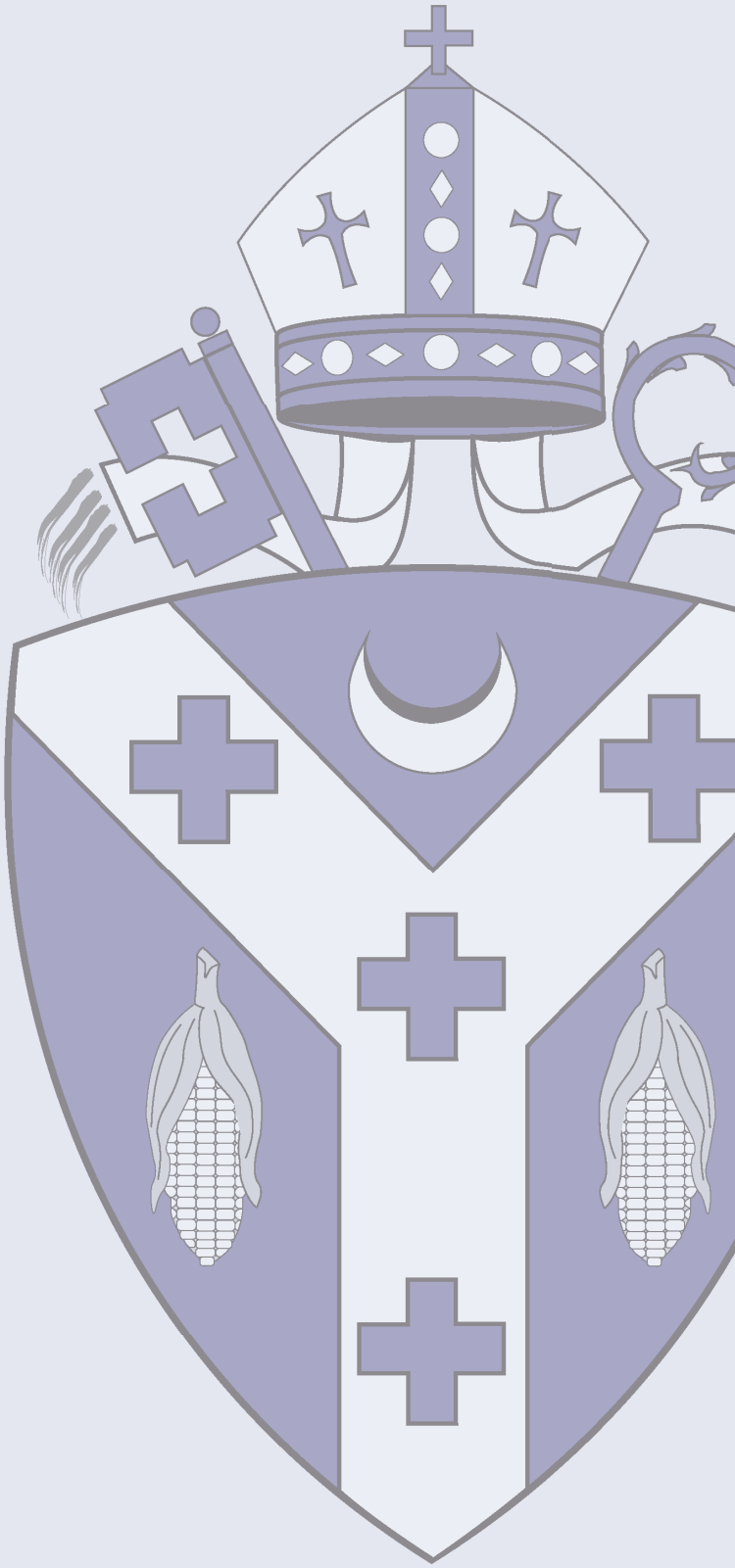
2024 Budget *Summary*

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
TOTAL	**$2,015,757**		**TOTAL**	**$2,014,164**

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

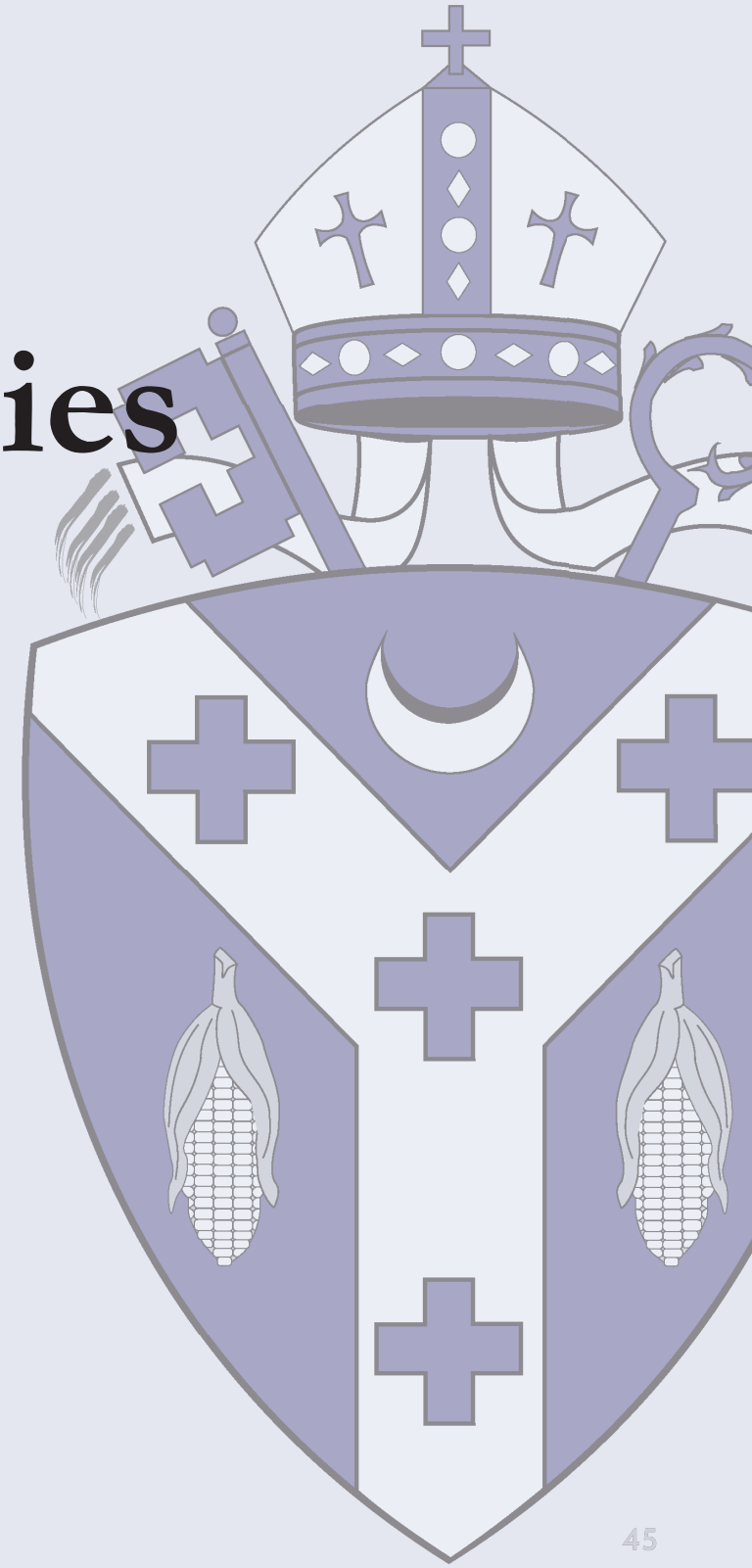
Unpaid Ministry Leaders



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.

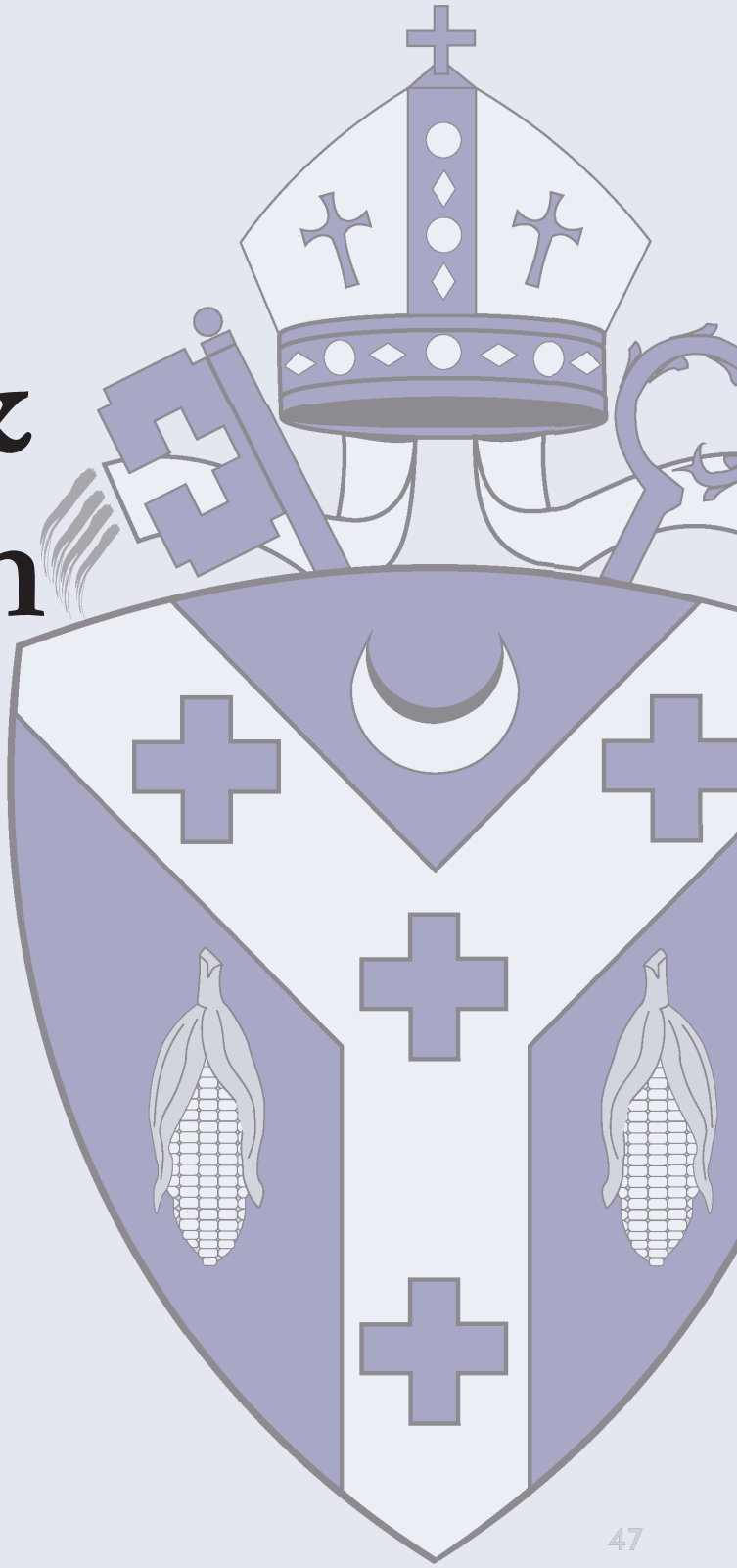
Curacy Program: In recent years, funds have been contributed to support the start of a diocesan curacy program, which will offer newly ordained priests the opportunity to begin their ordained ministry with mentorship from experienced rectors while also supporting churches currently not served by permanent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

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 Outrach 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
Total for How We Proclaim The Good News	**$187,108**	**$264,431**	**$357,230**

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
Clergy Retreats	$2,113	$7,000	$12,000
Clergy Continuing Education			
"In-House" Education Opportunities	$-	$7,000	$3,000
Continuing Education Grants	$-	$-	$9,000
Spiritual Formation			
Annual Forma Conference	$-	$8,190	$10,000
Congregational Resources	$38,475	$45,550	$12,000
Children's Ministry			
Programs/Materials	$-	$-	$10,000
Trainings	$-	$-	$10,000
Youth Ministry			
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
Campus Ministry	$-	$8,000	$8,000
Total for How We Form Disciples	**$169,761**	**$388,681**	**$423,382**

Appendix
Expense Summary & Comparison

How We Strive for Justice

	2022 Actual	2023 Budget	2024 Request
LGBTQIA+ Committee	$-	$-	$5,205
Peace & Justice Committee	$-	$-	$500
Diversity & Reconciliation			
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
Ecumenical Relations Commission			
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
Access for All God's Children	$-	$-	$2,500
Total for How We Strive For Justice	**$2,845**	**$26,825**	**$41,655**



Appendix
Expense Summary & Comparison

How We Support This Important Work

	2022 Actual	2023 Budget	2024 Request
Professional Fees			
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
Non-Compensation Insurance			
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
Diocesan Center Expenses			
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
Reserves			
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
Area Bookkeepers Personnel (0.5 FTE)	$-	$-	$20,000
Seminarian Health Insurance	$-	$-	$25,000
Community of Deacons	$480	$1,500	$2,500
Deanery Administration	$2,308	$7,400	$15,000
Diocesan Archives	$840	$-	$10,000
Diocesan Convention	$8,733	$10,000	$10,000
Diocesan Council & Standing Committee	$2,578	$3,000	$3,000
Bishop Costs			
Bishop Personnel Cost (1.0 FTE)	$259,735	$270,538	$279,129
Bishop Travel	$14,303	$21,230	$18,000
Bishop Hospitality	$-	$-	$5,000
Admin Personnel Expenses			
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
Total for How We Support the Important Work	**$633,832**	**$706,214**	**$784,762**



Appendix

Expense Summary & Comparison

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

	2022 Actual	2023 Budget	2024 Request
ECHO			
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	$-
Jubillee 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	$-
Total Expenses	$1,629,106	$1,909,909	$2,014,164

2024 Diocesan Budget

