

Diocese of Oregon Proposed Program Budget for 2020

The Proposed Program Budget for 2020 continues to reflect the Strategic Directions in the Diocese of Oregon Mission and Vision Statement. The Diocesan Council Budget Committee began in January 2014 to design and implement a new mission-responsive process for Diocesan program budget proposals. The process requires that requests for Diocesan funding emphasize support of ministries that are working toward being self-sustaining and which demonstrate a broad or growing reach throughout the Diocese.

The members of the Committee recognize that the complexity of this process

created demands on those requesting Diocesan support and appreciate the efforts made by missions and ministries to submit proposals in a timely manner. In 2020, this revised process continues to be followed, asking those making budget requests to give primary emphasis to one of the four strategic directions.

Strategic Directions

Our mission and vision statements speak broadly and compellingly about our identity as a community, an identity that is informed by a prayerful reading of Holy Scripture and the Book of Common Prayer. However, that identity only becomes visible to us and others as it is clarified through the specific and strategic directions that inform our work together:

- Strengthen and Support Congregational

Life

- Strengthen and Support Diocesan Capacity for Mission
- Strengthen and Support Missional Leadership
- Strengthen, Support, and Advocate for Gospel Justice

Diocesan Vision Statement

Gathered in the love of God in Christ and accepting of diversity, the Diocese of Oregon actively nourishes renewal and growth, cares for creation, and values the unique gifts of all as we encourage innovation to meet the needs of the 21st century church. We ground our lives in Anglican worship while connecting ourselves to the wider church and world.

(full statement available at:

<http://www.diocese-oregon.org/mission/>)

Development of This Year's Proposed Budget

The development of the 2020 Budget has been challenging due to a substantial drop in DPA income. Also, please note it is possible that some of the 2018 Actual numbers may change after the audit of the 2018 financials has been completed.

Line by Line Narrative of 2020 Proposed Budget

INCOME

Line 1: Diocesan Program Assessment (DPA) – \$1,805,036

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

Line 2: Episcopal Endowment Fund – \$130,000

In the 1880s (shortly after the Diocese of Oregon was established), diocesan leaders

established a restricted endowment fund to support the expenses of maintaining a bishop. The compensation and expenses of the Diocesan Bishop are paid first from this endowment fund.

Lines 3-5: Interest Income (Deposits, Mission Trust Fund and Platt Bequest) – \$14,050

These are funds received from trusts and bequests for the use of the general program budget.

Line 6: Other Income and Transfers – \$0

Utilization of previous years' surpluses and reserve transfers.

Line 7: Subtotal – \$1,949,086

Subtotal of income before Episcopal Church Program Commitment.

Line 8: Less The Episcopal Church Program Commitment – (\$271,468)

This amount represents our assessment for the common life of The Episcopal Church. It is calculated at 15% of 2018 income above \$140,000. Please note: Since we do not yet have audited numbers for 2018, the actual assessment may change.

Line 9: Province VIII Program Support – (\$6,824)

This amount represents our contribution to the expenses of Province VIII, the collection of those Dioceses of the Episcopal Church located in the western states and Taiwan. It is calculated as 0.35% of anticipated income.

Line 10: Income Available for Diocesan Program – \$1,670,794

EXPENSE

CONGREGATIONAL LIFE

Line 12: Education for Ministry – \$2,350

EfM is a theology program delivered as distance education by the School of Theology of the University of the South. Under the guidance of trained mentors, students cover the basics of a theological education in the Old and New Testaments, church history, liturgy, and theology. The Diocese of Oregon is a member, which reduces tuition for participants and offers additional training and support for mentors who lead EfM groups. This line item pays our diocesan membership fee and assists the diocesan coordinator with office expenses and participation in national coordinator Training events.

Line 13: Liturgy and Music Commission –

\$1,300

This is a Canonically required Commission. The Commission meets regularly to plan liturgies for Diocesan Convention and Clergy Conference, which bring newer resources to the attention of those attending. The Commission also sponsors liturgical ministry events to encourage members of congregations throughout the Diocese to grow in skill and enthusiasm for worship.

Line 14: Ministry in Christian Education & Lifelong Formation – \$1,800

Expenses include purchasing video, print and curriculum resources held in the Educational Resource Room and available for use by congregations and workshop expenses (including travel), and expenses related to Provincial and national Christian education conferences.

Line 15: Required Church Trainings – \$2,200

This line item now includes Diverse Church Training in addition to Safe Church Training. Carol Sedlecek+ coordinates these trainings. Online Safe Church courses are now the primary means of providing Safe Church training in the diocese. The online training is free to individuals and subsidized by Church Pension Group. Face to face Safe Church Training sessions may be required in various parts of the diocese. The face to face sessions are much more expensive than the online training.

The Diverse Church Training model of the Episcopal Church is designed to make us all more aware of how society's racist past still haunts us today. The goal of the Diocesan Commission to End Racism is to set us free from the bondage of racism that prevents us from being God's people, to be accomplished through regional training

sessions.

Line 16: Stewardship Commission – \$2,000

This line supports the development of a deeper understanding of what it means to be a steward of God's creation by providing formation opportunities for both clergy and parishioners in the theology of stewardship. It also provides information on effective stewardship programs.

Line 17: Youth Ministry Commission – \$9,950

Ministry with youth is a high priority in our diocese and in the Episcopal Church. This budget item includes supplies, lodging and food costs for seven (7) diocesan youth events. This year's budget includes support for a Youth Mission Trip.

Line 18: Cursillo Event Space – \$1,900

Cursillo is a clergy-supported lay ministry of the Episcopal Church, designed to promote

leadership within the Church. A secondary outcome of this ministry is a renewal and rejuvenation of faith among those who participate. This program relies on Diocesan support to pay the costs of space appropriate for holding this event. The Diocesan Program Budget allocation will go toward costs for a weekend retreat facility for use in 2020; additional funds and scholarship assistance were needed may be provided through increases in registration fees. Ellen Onstad is the co-director and contact for this Commission.

Line 19: Congregational Vitality Support – \$2,800

Congregational Vitality supports the ministry of congregations throughout the diocese as they, in turn, facilitate their members' living out their Baptismal Covenant. The amount requested is for program materials and mileage expenses for two workshops and a

consultant retreat for Diocesan Consultants and \$1,000 for Consultant support.

Line 20: Archdeacon Expenses – \$6,130

The increase in the 2020 request represents funds needed to offset the expense of more than 25 Deacons who serve throughout the Diocese without stipendiary support. The supported events will include two annual Deacon gatherings (Clergy Conference and Diocesan Convention), one overnight retreat for Deacons, quarterly formation day meetings with Postulants, candidates and new Deacons, and participation in an Annual Archdeacon Conference sponsored by The Episcopal Church in the U.S. Support will also offset meals and mileage expenses for meetings by the Archdeacons with aspirants,

postulants, candidates, deacons and rectors. Carter Hawley+ is Archdeacon and Canon for Administration.

Line 21: Subtotal Congregational Life –
\$30,430

DIOCESE

Line 24: Bishop and Senior Staff Costs –
\$485,044

This item now includes compensation and benefits as well as travel, cell phone and other expenses directly related to the three Full Time Equivalent (FTE) positions below.

- Bishop 1.0 FTE
- Canon to the Ordinary 1.0 FTE
- Controller 1.0 FTE

Line 27-32: Finance and Administrative Costs

– **\$537,047**

This group of expense items includes compensation (salaries, expenses, and benefits) for 4.0 FTE diocesan administrative and finance support staff as follows:

- Canon for Administration, 1.0 FTE
- Assistant to the Canon to the Ordinary, 1.0 FTE
- Payroll and Accounts Payable Administrator, 1.0 FTE
- Staff Accountant, 1.0 FTE

and general operating costs (equipment leases, contracts, printing, travel, maintenance, office supplies, insurances, etc.) for the following administrative areas:

- Diocesan Administrative Services
- Diocesan IT Services
- Diocesan Office at the Bishop's Close – Building Expenses
- Finance Department

PROGRAM

Line 35: Diocesan-wide Program Staff – \$145,009

This line represents compensation for diocesan staff whose duties are spread over many diocesan programs. Staff include:

- Director of Communications 1.0 FTE
- Canon for Christian Formation 0.5 FTE*

**50% of this position is funded by the Board of Trustees from proceeds of the sale of Triangle Lake.*

Line 36: Ministry in Communication – \$28,650

This line includes general operating costs associated with the diocesan Ministry in Communication.

Line 37: Contract Services – \$0

Contract Services/Diocese Support, formerly included IT support, training coordinators, and professional services. These are now included within the appropriate program or administrative line item.

Line 38: Latino Ministry: Program Staff – \$175,834

This line represents compensation for diocesan staff whose duties are dedicated to Latino ministries. Staff include:

- Canon for Latino Ministries, .5 FTE
- East side Latino Missioner, .5 FTE
- West side Latino Missioner, .5 FTE

Line 39: Latino Ministry: Commission Expense – \$15,500

This line includes general operating costs associated with conducting Latino ministries.

Line 40: Subtotal Diocesan Program -
\$364,992

Line 41: Subtotal Diocese - \$1,387,083

DIOCESAN MISSION

**Line 43: Diocesan Commission and
Committee Travel & Expenses – \$900**

Most of the expenses in Diocesan activities are borne by the participants or their congregations. This line item will ensure support for the participation in any Diocesan Commission or Committee meeting where other needed support may be lacking.

Line 44: Diocesan Convention – \$14,500

To cover expenses for the annual diocesan convention, assuming a Registration Fee will

be charged to all participants to offset these expenses to some extent. Tracy Esguerra, Assistant to the Canon to the Ordinary, is now the Convention Coordinator.

Lines 45-48: Ministry in Higher Education - \$104,924

Support for ministry in higher education in aggregate is the largest dollar commitment that the Diocese makes to activities outside the Bishop's office.

Line 45: Ministry in Higher Education Oregon State University – \$33,766

Ruth Krueger is the OSU Episcopal Chaplain, whose work and enthusiasm have grown the ministry to the point that it will now have official 'student group' status and be able to function more fully on campus. This campus ministry also receives significant support and involvement from the

Church of the Good Samaritan.

**Line 46: Ministry in Higher Ed.,
Portland Metro Episcopal Campus
Ministry – \$18,500**

This figure supports a .33 FTE chaplaincy position for the Portland State University campus and other urban campuses in the Metro area that include high numbers of commuter students.

Matthew David Morris is the Chaplain for Portland Metro Episcopal Campus Ministry.

**Line 47: Ministry in Higher Education
University of Oregon – \$42,300**

This ministry located in Eugene near the University of Oregon also serves students at Lane Community College. Doug Hale+ is the Chaplain who leads this ministry. This is a residential program with as many as five students living in the ECM House during the school year.

Throughout the year a student community of house residents and any others who wish to join them gather for dinner and worship on Thursday evenings followed by a time of study. In addition, ECM has entered the sixth year of operating its food bank and is open to all college students in the greater Eugene/Springfield area. *(This line item includes the cost of Property Tax on the ECM House which was separately funded in the past.)*

**Line 48: Ministry in Higher Education
Western Oregon University – \$9,800**

Western Compass Campus Ministry in Monmouth is an ecumenical ministry (Episcopal, Methodist, and Presbyterian) operating under the auspices of the Wesley Center (Methodist). The program director is Nicolas Ertsgaard. The ministry is small but growing and offering vital engagement with the community through weekly dinners and outreach projects, especially in the area of suicide prevention. Diocesan support represents 26% of the operating budget.

Line 49: Retiree Life Insurance – \$1000

To fund life insurance policies for retiring clergy with 20 or more years of service and retiring Diocesan Lay Staff with 10 or more

years of service.

Line 50: Retiree Medical Insurance – \$39,000

Retiree health insurance is coverage for those spouses of retired clergy who have not yet reached the age of 65 at the time of the retirement of their clergy spouse. (The clergy spouse must have served 20 years or more within the diocese.) It is also for Diocesan Staff who have at least 10 years of service and retire from the Diocese of Oregon.

Line 51: Episcopal Transition (Transfer to Reserve) – \$9,800

Following the election of Bishop Itty in 2003, the treasurer of the Diocese of Oregon requested the establishment of a reserve fund in order to budget prudently for the eventual process of nominating, electing, and transitioning to a new bishop.

Line 52: General Convention Deputies

(Transfer to Reserve) – \$10,000

Over three years, this reserve account accrues funds to assist our lay and clergy deputies (four each) and alternate deputies (one lay and one ordained) to attend the General Convention. Expenses include registration, travel, and accommodations. With increasing costs, the amount set aside for deputies was increased most recently in 2010 but is still likely to result in deputies and alternates having out-of-pocket expenses.

Line 53: Episcopal Church Women Triennial (Transfer to Reserve) – \$850

Episcopal Church Women hold a triennial gathering in conjunction with the General Convention. This line item allows for funds to accrue over three years assisting our ECW representatives to attend the ECW Triennial.

Line 54: Subtotal Diocesan Mission –
\$180,416

LEADERSHIP DEVELOPMENT

Line 56: Diocesan Clergy Events – \$6,720

These events are mandatory for all active clergy serving in the diocese and include the Clergy Conference and Renewal of Vows. Costs to the diocese include use of meeting space, cost of meals, as well as travel and honorarium for a conference leader. The Bishop uses discretionary funds to cover some of these costs.

Line 57: Commission on Ministry – Ordained Ministry – \$3,500

The commission on ministry for ordained ministry provides guidance and education in ministry for those persons discerning a call to ordained ministry and advises the Bishop on whether individuals are called to ordained ministry. To this end, this commission sponsors and conducts the Diocesan

Vocations Conference.

Line 58: Commission on Ministry – Baptismal Ministry – \$350

The commission on ministry for baptismal ministry provides guidance and education in ministry formation for lay persons. These offerings are in response to needs of parishes and persons within the diocese, as well as canonical mandates and include an initiative for Discernment Committee Training.

Line 59: Fresh Start for Clergy and Congregations – \$9,000

Fresh Start is a two-year program for clergy who are newly called to their present ministry in the diocese, and for lay leaders in the congregations they serve. It helps with issues arising during periods of transition in ministry. This program is also expanding to assist parishes in transition with education and support.

**Line 60: Academy for Formation and Mission
– \$19,800**

The Academy exists to “nourish intentional, ongoing, and holistic discernment, formation, and capacity for ministry in all orders.” They seek to offer high-quality, Anglican-grounded, academic-rich, praxis-oriented theological education for present and future leaders in the Diocese by providing excellent instructors, committed students, inclusive hospitality, and meaningful dialogue. They have created a comprehensive three-year certificate program utilizing the talents of several instructors along with lay and clergy leaders in the Diocese. Deacon Maureen Hagan is Dean.

**Line 61: Congregational Leadership Training
(*Treasurers & Wardens workshops*) - \$2,700**

The funds cover travel, meals, and supplies for

the four planned workshops to be held throughout the Diocese in 2020.

Line 62: Subtotal Leadership Development –
\$42,070

GOSPEL JUSTICE

Line 64: Commission to End Racism – \$2,700

Formerly included only Diverse Church Training which is now included in Required Church Trainings. This commission is being revitalized to do new work in the diocese focused on planning events and workshops that engage the diocese around issues of race and racism.

Line 65: Ecumenical and Interfaith

Commission (*includes Ecumenical Ministries of Oregon membership*) – **\$3,700**

This line supports diocesan ecumenical activities, including membership and support for Ecumenical Ministries of Oregon, a statewide organization intended to bring together Oregon's diverse faith community, a strongly held value in the Diocese.

Line 66: Environmental Commission – \$0

The Commission's mission is to help the churches of the Diocese celebrate the sacredness of God's creation, care for the environment, understand current environmental issues and their impact on the livability of our region and world, and to promote models of ministry that incorporate protection, preservation, and sustainable use of God's creation. Peter Sergienko serves as the Chair of this Commission. In consideration of budget challenges this year, this commission has graciously agreed to forgo Diocesan funding in 2020 and to focus on strategic planning for the future.

Line 67: Episcopal Relief and Development Coordinator adding Local Disaster – \$0

This line item provided for limited office costs and travel reimbursement for the coordinator to represent the

ERD throughout the diocese, especially at diocesan convention and other large gatherings, and for developing local disaster preparedness workshops. No request for Diocesan funding was received.

Line 68: Global Mission Committee –\$1,500

This committee seeks to share information and connect the diocese to the global mission of the Episcopal Church through the Global Episcopal Mission Network (GEMN) by sending a representative to GEMN-sponsored events. Jim Boston+ serves as chair of this committee.

Line 69: Sustainable Development Goals – \$0

Eight Millennium Development Goals were established by the United Nations. Our 2006 diocesan convention approved a resolution, beginning in 2008 and ending with the 2015 Budget year. The Council has calculated this

level of support for the continuation of similar activities aimed at sustainable development, a continuing program of the UN. There have been no expenditures for this Line item since 2016.

Line 70: Ministry in Prisons – \$13,750

This ministry is comprised of several semi-independent ministries to specific prisons, jails and halfway houses located in the diocese. The ministry includes providing a pastoral presence, skill building, worship and spiritual development. The ministry also hopes to touch and educate the members of every parish through diocesan media, bulletin inserts, Criminal Justice Sunday, and speakers. Tom English+ serves as coordinator of this Ministry.

Line 71: Commission on Poverty and Homelessness Administration – \$1,544

The purpose of the Fund to End Poverty and Homelessness is to support the churches of our diocese in promoting mindfulness of the needs of others through education, action, and support. This line provides financial support for travel, convention tables, and office costs to ensure that one hundred percent of donations to the Fund are disbursed rather than being required for in-house expenses.

Jeanne Kaliszewski is the Chair of this Commission.

Line 72: Recovery Commission – \$3,000

The Recovery Commission offers resources and support to the congregations in the Diocese of Oregon to support and encourage them to welcome and support people in recovery. Costs reflected in the budget include a resource table at Diocesan

Convention, participation in the National Episcopal Recovery Organization, mailings to churches for Recovery Sunday (established by General Convention), and a diocesan workshop for families of addicted persons. Eleanor Suman and Monica Schneider are Co-chairs of this Commission.

Line 73: William Temple House – \$2,700

William Temple House is a counseling and social service agency historically affiliated with the Episcopal Diocese of Oregon. Now in its 52nd year, WTH looks forward to a continuing partnership with the diocese and with churches endeavoring to enrich their ministries to the working poor. Future plans may include becoming an accredited center for clinical pastoral education. This diocesan budget item is intended to help in the development of partnership of WTH with the diocese.

Line 74: Companion Diocese – \$1,900

The Diocese of Oregon and the Diocese of Cuernavaca have developed a “Companion Relationship.” Bishop Enrique and Bishop Michael have realized that budding relationship through joint visits and participation by Oregon Episcopalians in a two-week language class during in Cuernavaca. Further development of this relationship will bring benefit to both Diocese.

Line 75: NEW: Task force for Palestinian Human Rights – \$0

This organization seeks to educate about the destructive power of domination brought about by military occupation in Palestine. It is their desire to educate in order that there be understanding of both narratives, Palestinian and Israeli. This group has been working for a few years without Diocesan support to inform those in the diocese about

ongoing human rights issues in Palestine. We support Christians in Palestine already through our Good Friday collection throughout the national church.

Due to the anticipated decline in revenue for 2020, no funds were available to support new programs.

Line 76: Subtotal Gospel Justice – \$30,794

Line 77: Contingency/Operational Reserve – \$0

It is fiscally advisable to budget for a reserve each year in order to set money aside for unexpected declines in income, emergencies or emerging ministry needs which require immediate response. Due to the anticipated decline in revenue for 2020, all funds have been allocated to programs.

Line 78: Total Expenditures – \$1,670,793

Line 79: Net Program Surplus/(Deficit) – \$0