

THE EPISCOPAL DIOCESE OF NORTH CAROLINA

**2025 Proposed Mission and Ministry Budget
Becoming Beloved Community**

Two Year Budget Comparison 2024 and Proposed 2025

		2024	2025	%
		Annual	Proposed Annual	Annual
		Budget	Budget	Budget
REVENUE				
1	Shares	4,995,351	5,216,441	100.13%
2	CY Shares Adjusted Fair Share Appeals or Parochial Errors	(3,353)	(15,000)	-0.29%
3	Other Income	-	-	0.00%
4	Income Released from Restrcted/Designated Funds-General	8,000	8,000	0.15%
TOTAL REVENUE		\$ 4,999,998	\$ 5,209,441	100.00%

EXPENSES

OVERSIGHT

5	Episcopate Salaries & Benefits (2 Bishops,2 Executive Assitants)	686,804	704,466	13.52%
6	Bishop Travel	30,750	30,750	0.59%
7	Bishop Suffragan Travel	24,750	24,750	0.48%
8	Lambeth Conference	10,000	10,000	0.19%
9	Bishop Automobile Funding	10,000	10,000	0.19%
10	Bishop Transition Costs/Moving	60,000	60,000	1.15%
11	Bishop Transition Reserve	(60,000)	(60,000)	-1.15%
TOTAL OVERSIGHT		\$ 762,304	\$ 779,966	14.97%

GOVERNANCE

General Governance

12	NC Council of Churches	12,000	15,000	0.29%
13	Province IV Assessments	5,696	5,696	0.11%
14	National Church Fair Share	676,333	686,574	13.18%
15	Love Campaign _PB Curry	-	20,000	0.38%
16	Retired Clergy/Widow/Lay Benefits	115,000	115,000	2.21%
17	Ministry to the Retired Clergy	4,000	4,000	0.08%
18	Diocesan Council	4,500	4,500	0.09%
19	Standing Committee	6,750	6,750	0.13%
20	Constitution and Canons	100	100	0.00%
21	Commission on Ministry Priesthood\Diaconate	6,000	6,000	0.12%
22	Historic Properties	1,000	1,000	0.02%
	Archives Storage	-	13,800	0.26%
23	Archives	25,992	26,465	0.51%
24	General Convention/Prov. IV Deputies/PB Install	15,000	15,000	0.29%
25	General Convention/Prov. IV Retired Bishops	1,000	1,000	0.02%
26	Professional Financial	31,481	31,481	0.60%
27	Convention Secretary Professional/Travel	1,500	1,500	0.03%
28	Total General Governance	906,352	953,866	18.31%
29	General Insurance Reserve Funding	(119,000)	(119,000)	-2.28%
30	Mission Reserve Funding from DFMS	-	(20,000)	-0.38%
31	Total General Governance Net of Reserve Funding	787,352	814,866	15.64%

Diocesan Convention

32	Diocesan Convention Revenue Collected	(105,000)	(105,000)	-2.02%
33	Diocesan Annual Convention	237,750	297,600	5.71%
34	Total Diocesan Convention Net of Revenue Collected	132,750	192,600	3.70%

TOTAL GOVERNANCE NET OF REVENUE & ENDOWMENT FUNDING		\$ 920,102	\$ 1,007,466	19.34%
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ADMINISTRATION

Office

35	Finance Salaries and Benefits (CFO, 1 Benefits Coordinator, 1 Accountant, 1/2 Payables)	379,350	384,572	7.38%
36	Payroll Services\ADP	2,500	2,500	0.05%
37	CFO/Staff Professional/Travel	7,000	7,000	0.13%
38	Special Training/ Cont. Education	9,500	9,500	0.18%
39	Staff Background Investigations	760	760	0.01%
40	Additional Staff Development	14,000	14,000	0.27%
41	Telecommunications	16,750	16,750	0.32%
42	Computers/Digital software/ Electronic lockbox/Database Service	115,926	101,265	1.94%
43	Postage/Shipping	5,200	5,200	0.10%
44	Office Supplies	13,000	15,000	0.29%
45	Furniture & Equipment-Lease/Replacement	25,000	15,500	0.30%
46	Staff Development Reserve	(14,000)	(14,000)	-0.27%

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47 *Total Office*

2024 Annual Budget	2025 Proposed Annual Budget	% Annual Budget
574,986	558,047	10.71%

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	2024 Annual Budget	2025 Proposed Annual Budget	%
	Annual Budget	Proposed Annual Budget	Annual Budget
Rent			
48 Raleigh Office/Projected Moving Costs	192,600	231,165	4.44%
49 Business Insurance	31,000	44,000	0.84%
50 Total Rent	223,600	275,165	5.28%
51 Restricted Reserve Funding Office	(192,600)	(231,165)	-4.44%
52 Restricted Reserve Funding Property Maintenance	(31,000)	(44,000)	-0.84%
53 Total Building Reserve Funding	(223,600)	(275,165)	-5.28%
54 Building Net of Reserve Funding	-	-	0.00%
Communication			
55 Communications Salaries & Benefits (1 Director, 1 Coordinator)	212,691	218,308	4.19%
56 Travel/ Professional/Software Subscriptions	16,870	16,650	0.32%
57 Publication of The NC Disciple/Please Note	41,500	41,500	0.80%
58 Website & Digital Initiatives	70,210	26,210	0.50%
59 Outreach and Special Publications	3,750	3,950	0.08%
60 Total Communication	345,021	306,618	5.89%
TOTAL ADMINISTRATION NET OF ENDOWMENT FUNDING	\$ 920,007	\$ 864,665	16.60%
VULNERABLE CONGREGATIONS AND COLLABORATION			
Congregational Support			
61 Salaries & Benefits (5 Canons Missioners,1 Transition Officer)	955,213	908,417	17.44%
62 Professional & Program	78,975	84,850	1.63%
63 Clergy Conference	35,000	35,000	0.67%
64 Disciplinary Board/ Pastoral Response/Legal Fees	23,100	23,100	0.44%
65 Deacon Formation Program	30,660	31,140	0.60%
66 Total Congregational Support	1,122,948	1,082,507	20.78%
67 Endowment Funding Clergy Conference	(35,000)	(35,000)	-0.67%
68 Restricted Reserve Funding Congregational Development	(10,000)	(10,000)	-0.19%
69 Total Congregational Reserve and Endowment Funding	(45,000)	(45,000)	-0.86%
70 Total Congregational Support Net Funding	1,077,948	1,037,507	19.92%
MRST Chartered Committee Support			
71 Mission/Church Assistance/Sustainability Fund	726,000	810,000	15.55%
72 Missional Initiatives Endowment Funding/MRST	(726,000)	(810,000)	-15.55%
73 MRST Chartered Committee Support Net of Endowment Funding	-	-	0.00%
TOTAL VULNERABLE CONGREGATIONS NET OF ENDOWMENT FUNDING	\$ 1,077,948	\$ 1,037,507	19.92%
CAMPUS MINISTRY			
74 Chaplaincies Salaries & Benefits (3 Full,5 Part-Time Chaplans)	579,269	611,703	11.74%
75 Chaplaincies Program	36,668	41,625	0.80%
76 Young Adult Programs/Johnston Service Corp	28,125	31,500	0.60%
77 Endowment and Group Insurance Reserve Funding	(10,000)	(31,500)	-0.60%
TOTAL CAMPUS MINISTRY NET OF ENDOWMENT FUNDING	\$ 634,062	\$ 653,328	12.54%
FORMATION			
Adult Formation			
78 Adult Formation Salary & Benefits (Full-Time Coordinator)	117,663	122,443	2.35%
79 Adult Formation Program	19,469	19,469	0.37%
80 Christian Edu and Formation Charter Committee	9,000	9,000	0.17%
81 Liturgical Officer (Includes Group Ordination)	4,500	4,500	0.09%
82 Ecumenical & Interfaith Office	2,500	2,500	0.05%
83 Total Adult Formation	153,132	157,912	3.03%
84 Educational Endowment Funding	(146,132)	-	0.00%
85 Total Adult Formation Expense Net of Endowment Funding	7,000	157,912	3.03%
Intergenerational Formation			
86 Intergenerational Formation Salary & Benefits (1 Full-Time partially funded by Lilly Grant)	-	30,000	0.58%
87 Total Intergenerational Formation Expense	-	30,000	0.58%

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			Annual Budget
Youth Formation			
88 Youth Program Revenue Collected	(97,075)	(99,420)	-1.91%
89 Total Youth Formation Event Revenue Collected	(97,075)	(99,420)	-1.91%
90 Salaries & Benefits (3 Youth Ministers)	277,253	253,379	4.86%
91 Travel and Professional	21,000	22,800	0.44%
92 Youth Program	162,374	172,786	3.32%
93 Total Youth	460,627	448,965	8.62%
94 Total Youth Formation Expense Net of Revenue Collected	363,552	349,545	6.71%
TOTAL FORMATION NET OF REVENUE	\$ 370,552	\$ 537,457	10.32%
MISSIONAL COLLABORATIVES			
Outreach			
86 Outreach Program	550	550	0.01%
87 Episcopal Relief & Development	2,000	500	0.01%
88 Augustine Project Funds	1,500	5,000	0.10%
89 Prison & Jail Ministry	-	-	0.00%
90 Refugee Services	2,000	2,000	0.04%
91 Affordable Housing	750	700	0.01%
92 Episcopal Farmworkers Ministry	76,505	76,505	1.47%
93 International Ministries Grant	28,250	26,550	0.51%
94 Costa Rica Companion Diocese-GM	20,550	19,000	0.36%
95 Botswana Companion Diocese-GM	16,000	26,000	0.50%
96 Total Outreach Support	148,105	156,805	3.01%
Racial Justice & Reconciliation			
97 Racial/Equitable Committee Expansion	3,500	3,500	0.07%
98 St. Augustine Vocational Director	33,144	40,224	0.77%
99 Hispanic Chartered Committee	10,000	10,000	0.19%
100 Clergy of Color Caucus	3,000	3,000	0.06%
101 Celebration Services of Color	3,000	3,000	0.06%
102 Coalition of Black Churches	3,000	3,000	0.06%
103 Historically Black College/University	2,000	2,000	0.04%
104 Racial Justice Pilgrimage	-	5,000	0.10%
105 Racial Justice and Reconciliation	43,500	36,500	0.70%
106 Restitution Research Project	-	7,000	0.13%
107 Total Racial Justice & Reconciliation	101,144	113,224	2.17%
108 Total Missional Collaborative	249,249	270,029	5.18%
109 Endowment Funding Missional Collaborative	(43,644)	(50,724)	-0.97%
TOTAL MISSIONAL COLLABORATIVE NET OF ENDOWMENT FUNDING	\$ 205,605	\$ 219,305	4.21%
MISSION STRATEGY INITIATIVES			
110 Mission Strategy Initiatives Salary & Benefits (1 Coordinator, 1 Canon Restitution Officer)	257,197	271,907	5.22%
111 Mission Strategy Travel/Professional	22,000	25,200	0.48%
112 Education Endowment Funding	(175,779)	(193,360)	-3.71%
TOTAL MISSION STRATEGY INITIATIVES NET OF ENDOWMENT FUNDING	\$ 103,418	\$ 103,747	1.99%
CREATION CARE			
113 Environment Charter Committee	6,000	6,000	0.12%
TOTAL CREATION CARE	\$ 6,000	\$ 6,000	0.12%
TOTAL EXPENSES (Net Youth, Convention Revenue & Endowment Funding)	\$ 4,999,998	\$ 5,209,441	100.00%
NET REVENUE OVER (UNDER)	\$ -	\$ -	

Notes:

A. Income released from restricted/designated or endowment accounts are released for use to a particular expense category and is off set to the expense.