

Letter from the Diocesan Council

Dear Convention members,

The Budget and Finance (B&F) Committee of the Diocesan Council has continued to work with Bishop Rickel to meet the challenge set earlier this spring to further reduce the 2010 Budget by \$350,000 and to present for ratification at the fall Convention a balanced budget using only unexpended 2009 authorized amounts from the unrestricted reserve. We feel that this challenge has been met, with hard work by all involved – Bishop Rickel, the diocesan staff, B&F Committee, and Diocesan Council members. Accordingly, we present for your review and ratification the proposed final 2010 Operating Budget for the Diocese of Olympia.

Bishop Rickel has done an excellent job in his letter (pg. 2-5 of this document) reviewing the changes made since the earlier drafts, with context and explanation. At the end of this document you will find a “short-form” chart (pg. 17) showing these changes in dollar amounts. We continue to monitor revenues, and, if necessary, will continue to adjust both revenue and expense items as needed. This is the work of the Diocesan Council as your “convention in recess” and we take this ongoing work very seriously.

The result is the balanced 2010 budget you see before you, which shows revenue and expense of \$4,344,460, an 8.84% decrease from our 2009 actual/administrative budget. This includes a decrease in salaries and benefits of 10.44%.

The 2010 Budget is not an end, but the beginning of our transition to the new model of being a diocesan resource for all congregations envisioned in the included Vision Statement (pg. 6). More input will be invited and considered as we move into the process for development of the 2011 budget. To that end, the Diocesan Council asks that fall Pre-Convention Gatherings consider the presented budget in light of the priorities outlined in the Vision Statement and continue to provide feedback through the Budget and Finance Committee members attending each Pre-Convention meeting.

While changes will not be made to this document – it is the final document that will be considered at the fall Convention, the Budget and Finance Committee and Diocesan Council will continue to work on your behalf as we refine the budget process and align ourselves for future mission and ministry.

Your Diocesan Council,

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*The Rt. Rev. Gregory Rickel, Bishop Diocesan; The Rt. Rev. Nedi Rivera, Bishop Suffragan; the Rev. Chuck Atcheson, Be Attitudes Regional Ministry; Ms. Sally Barnes, Columbia Regional Ministry; **Mr. Bill Brice, Commission for Planned Giving/Stewardship; Ms. Charlotte Brown, Commission for Ethnic Ministries; **Mr. Jim Campbell, Willapa Regional Ministry (chair, Budget & Finance Committee); **Dr. Chris Christensen, Commission for Church in the World; Ms. Sue Clary, Peninsula Regional Ministry; the Rev. Susan Dean, Commission for Evangelism; Ms. Sally Farrell, At-Large 2009; the Rev. JR Lander, Commission for Faith Formation; Mr. Don Little, Evergreen Regional Ministry; Ms. Sandy McCloud, Holy C Regional Ministry; Mr. Peter Pitarys, Eastside Episcopal Churches; **Mr. Dale Ramerman, Mt. Baker Regional Ministry; the Rev. Jeff Sells, At-Large 2010; **Mr. Bob Wheeler, Sno Isle Regional Ministry; the Rev. Martin Yabroff, Rainier Regional Ministry; the Rev. Richard Younge, At-Large 2011. Additional members of the Budget & Finance Committee who are not Diocesan Council members: **Mr. Steve Faust, Diocesan Treasurer. **Ms. Mary Coon, St. Mark’s Cathedral, Seattle; **Mr. Bill Montgomery, St. Stephen, Seattle.*

***denotes Budget & Finance Committee member*

Letter from the Rt. Rev. Gregory Rickel, Bishop of Olympia

Dear Convention members,

Without a doubt, this budget is one of the most important and most difficult the diocese has faced in the near past. While this economic situation pushes us to make very difficult decisions, I also feel this is the moment to design our diocesan services center for the future ahead. In this budget you will find certain positions eliminated or greatly restructured. All those affected have been spoken to by me personally. The former administration vowed, even with the convention agreement not to do so, to fund unemployment insurance for those who may lose their jobs. We continue to honor that commitment.

This narrative is designed to help explain some of the thinking that has gone into the budget before you. When the current budget was turned over to me the expectation was to reduce the expense side, or the balance, by \$350,000. The philosophy used to do this was to hold several things firm: the three focus areas; ministry directly to congregations; and outreach to the world. I believe this proposed budget has kept these three principles at the forefront. I have placed our most recent vision document which explains the three focus areas at the end of this narrative (pg. 6).

Revenues

I have basically left revenues to Budget and Finance and those who know this area better than I do.

Expenses

COLA Rollback

Broadly, each position, save the Canon to the Ordinary (which will be explained later), will give up their COLA increase for 2009 in the 2010 budget. This will affect every position. Neither Bishop Rivera nor I took our COLA increase for 2009. In fact, since arriving as your bishop I have had only one COLA increase, so for 2010 I have decreased my salary back to the amount it was when I arrived. I have also made it clear to the staff there will be no COLA increase in 2010.

Position Descriptions

All position descriptions will be changing as some positions absorb current functions; reporting functions may change as well. Significant changes will be discussed at more length below.

Supporting the Broader Church

In this category, one line item (Province VIII assessment) is reduced. We are still committed to the greater Episcopal Church assessment and note that the most recently completed General Convention approved a budget that will lower the percentage of assessment by 1% in the next two years following 2010. (General Convention changed the deduction on our assessment, which Chris Smith-Clark informs me will result in \$4,200 less assessment paid in 2010 than was previously calculated.) Prior to my beginning work on the budget the St. Mark's Cathedral Partnership had been lowered 25%; Ecumenical and Interfaith by 75%. (I am convinced this small amount can be covered by discretionary income over this next year.) Back to Province VIII assessment: my first Province VIII meeting before General Convention caused me some concern as the budget was very unclear. At almost \$500,000 annually I am

becoming more and more convinced that this day and time calls for a revisioning of provincial governance and whether it is needed at all. We will continue to monitor this.

Empowering Congregations

In my mind, this area is one of the most important reasons for a diocese. To that end, in this subheading you will actually see reinstated two line items that were deleted in the prior iteration of the budget: \$10,000 for an assistant to our Canon for Congregational Development and the College for Congregational Development, and \$1,000 for consulting services (consulting was requested at \$8,500 so it is essentially far reduced).

As I state above, congregational development is our primary goal as a diocese. I feel strongly that we have developed a very efficient office here; the Canon for Congregational Development remains a rector of a parish, thereby greatly reducing the diocesan contribution while also keeping the position attached to a “real” situation. In other words, the canon is actually doing the work she talks about and teaches. To me, this is a bargain. Currently we have over 80 people from a large portion of our congregations enrolled in the College for Congregational Development and I am convinced this will make a huge difference in our local congregations.

Of course, the largest portion of this area is the “Grants to Congregations” portion which remains unchanged from last year.

Supporting Congregations

Another main goal and purpose of a diocese, this area also sees an addition (although this did appear in the prior iterations of this budget)—a half-time Total Common Missioner for our Total Common Ministry congregations and the benefits associated with this position. We are also able to keep 1/3 of the new curacy program for which \$150,000 had been requested. We have kept \$55,000; this, too, directly affects local congregations.

Evangelism and Growth

One line item, Evangelism Program, was decreased in consultation with Canon Carl Knirk who oversees this area. He is convinced we can offer good programming in 2010 with this amount.

Faith Formation

Slight program decreases are made in all areas, not including college work, which remains the same. The largest decrease is the Dean of DSOMAT, which is decreased to a half-time position. Further, I will be requesting that the Board of DSOMAT assess the school’s reason for being and how we fulfill its purpose in the future. I have announced that the school will take a one-year sabbatical from offering courses in order to focus on this change and in hopes of becoming more internet-based. This evaluation will be done over the next year.

Emerging Mission

You will note a slight decrease in the program contribution in this line item but it remains a strong item in our budget.

Ethnic Ministries

The largest impact here comes in the reduction to both the Canon for Multicultural Ministry and the Administrative Assistant. As in all the cases above, we have been in some discussion with them and will have much more as we get creative about the future and our continued commitment to this very important ministry of the Church. I hope to make the canon position similar to the Congregational Development position, serving as both canon and as rector/vicar of a church, and the assistant position as well. I think we can do some very creative and exciting things in this area.

A decrease also was made in the actual expense of the Commission for Ethnic Ministries, which does bring in some revenue. I am committed to work with them to make up whatever is needed in this area to continue their work.

Stewardship and Planned Giving

There is a 20% program cut in the program section of this area.

Communications

Here there will be some significant change. First we will retain our Communications Director. Operationally we will go to at most six issues of *The Voice* (versus 11 now) and we may even go to quarterly to match the schedule change of *Episcopal Life*. All this will be determined over the next few months as even now we are gathering the numbers on all of this. We will make better use of an electronic format which can be done for far less cost and in a timelier manner. We will not lose sight of the fact that we are in a generational shift and that many people still desire and need hard copies.

With greater electronic and internet need, we will be completely eliminating the current position known as Information Systems Coordinator. The funding for this position is moved into the Bishop's Office and a new position has been established entitled Internet and Social Network Resources Officer. This position will substantially change to be less focused on internal computer operations and more focused on aiding local congregations to develop website and other internet capabilities. Some of the hardware functions will now be handled by contract.

Also, due to cuts in print production, the Publications Coordinator has been reduced to 40% time. Changes in the print shop reflect the fact that St. Mark's Cathedral will no longer be utilizing this service. All of these reductions amount to over \$100,000 saved from where we were before.

Bishop's Initiatives

Realizing this budget item aids the three focus areas and mission strategy, we have done all in our power to keep it funded. This area began with \$120,000 and then at my request was lowered to \$100,000.

The proposed final draft of the budget was distributed to Council and staff on August 1 with a month provided for comment or suggestions for changes. At the August 27 Diocesan Council meeting, the Commission for Ethnic Ministries pointed out a problem with restricted revenue used to fund the half-time administrative assistant position in Ethnic Ministries. Faced with a canonical deadline of September 1, the council had to make some quick decisions to maintain a balanced budget. As a compromise (not wanting to cut the position, make further cuts to other areas or draw from the unrestricted reserve) the council voted to take funds for this position from funds designated for Bishop's Initiatives, effectively reducing the Bishop's Initiatives line item to about \$65,000 for 2010.

Specialized Ministries/Church in the World

This entire budget subheading is reduced across the board by 12% as per the request of the Commission for the Church in the World, except for the MDG line item, which was retained at full funding of 0.7% of annual diocesan unrestricted budget.

Canonical and Corporate Expenses

Of course the largest change in this area is the retirement of our Bishop Suffragan Nedi Rivera early in 2010. After her retirement date we will still owe her for a sizable vacation and so this is included in this line item as well as some funding for Assistant Bishop assistance after her departure.

Another change here is an increase in the salary of the Canon to the Ordinary. I did this for two reasons. First, Joan Anthony started in this position at a far lower rate than her predecessor and she is doing a truly superb job. When I looked at taking her COLA back it just seemed unjust. One way to look at this is the amount I have given back in my salary is about the amount she will take on. This amount brings her closer to a fair wage for this position.

The Lambeth reserve is reduced since we will most likely send only one bishop to the next Lambeth Conference and we will also have the entire 10-year period to build up this reserve.

We added back a half-time position for Vocations Secretary to aid the Commission on Ministry. We tried this with current clerical support but it is clear this will be needed, especially with the departure of the bishop suffragan, who has ably overseen this area.

Program funds in the Archives have been reduced by 20%. Governance program has been reduced by 3%.

Trustee Expenses

Under this subheading fall the basic operations of Diocesan House, which includes the current Maintenance Service Director. Under this plan, this position will be eliminated and all cleaning and lawn services will be contracted out. We worked closely with St. Mark's Cathedral, which has recently made this change, and plan to team up with the same contract services they have, making this even more efficient. So far, they report very good results from the change.

Reductions have also been made in plant services and general maintenance to a level we feel can be effectively managed.

Summary

I am well aware that this is a lot to take in. It has not been easy for anyone involved. We will continue to work with those who have been affected. In all of it, we must remember that we are a people of faith, based in an abundant hope and focused on a world beyond this one. You are in my prayers, as I hope for yours.

Faithfully,

Bishop Greg Rickel

A Vision of the Diocese of Olympia

We envision the Diocese of Olympia as one of the healthiest places in the Episcopal Church, growing and moving through the opportunity and challenge that come with being situated in the “None Zone” of the largely unchurched Pacific Northwest. We are a diocese on solid footing, with open communication and a resolve to live together in Christ and with Christ. We see our differences as blessings and we are committed to sharing those blessings with the world around us.

We believe the core purpose of a diocese is building up the Body of Christ. The Diocese of Olympia works to fulfill that commitment in our congregations by focusing on three areas:

Congregational development – We believe that developing healthy congregations is central to that call. To that end, we have a clear strategy and ethos of development and health in all our congregations, no matter what the size or context. We assist congregations in facilitating clear expectations and in developing leaders—lay and clergy—who are given the skills and have the understanding to take responsibility for development. We believe that congregational development means far more than numerical growth, but when development is done well, numerical growth is often an outcome.

Concentrating on those 35 and under – We believe that the Church has a particular call to reach out to and attract people under age 35, many of whom are the second and third generations to have no knowledge of Christ and the Church. We believe that if we, the Church, can discover how to reach, feed and attract people under 35 we will be blessed by the tremendous leadership and spirituality this generation offers the Church. Therefore, our mission field is wherever we find this generation. We must engage with, listen to and commit resources toward all those who are 35 and younger. We equip congregations to relate to younger people and build ministry with them, and we do the same work on a diocesan level.

Stewardship of all our resources – We believe Christianity is a faith of abundance and blessing. Becoming a people truly in touch with this reality makes us stewards of all of our resources—human, financial, material and spiritual. At Creation, God gave us responsibility for the care of the earth. More than ever before, we are aware that what we do affects those in the next generations. Jesus teaches us that when we live for others we have abundant life. We assist congregational leaders in strengthening the stewardship of all resources in their congregations, and we practice this at a diocesan level.

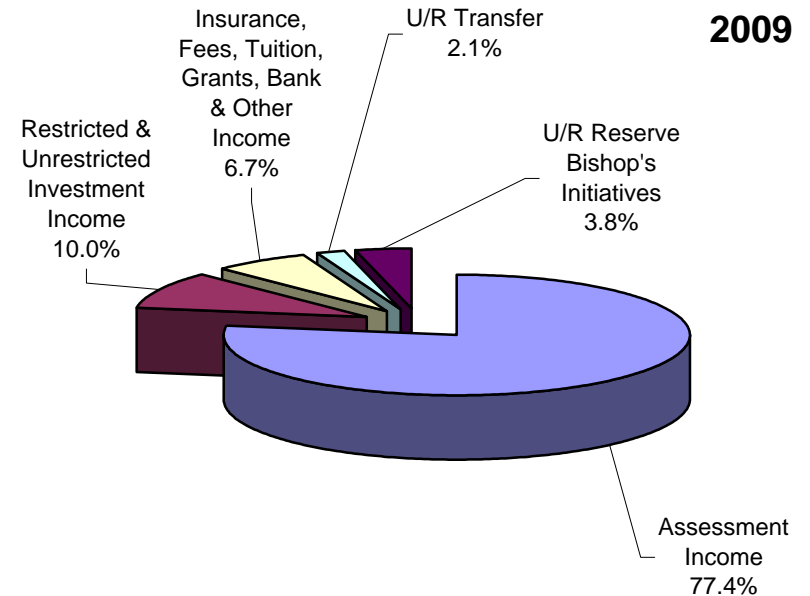
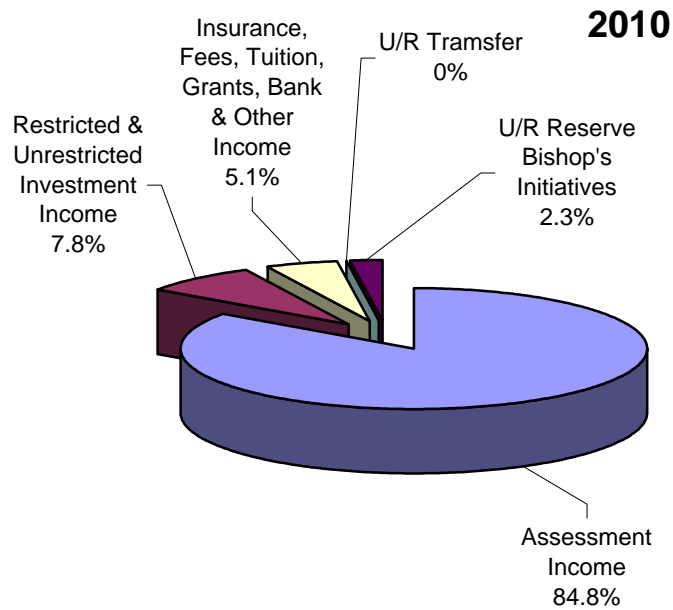
Revenue

Revenue Forecast 2010

Total Assessment Income	\$	3,684,000
Restricted & Unrestricted Investment Income	\$	340,992
Insurance, Fees, Tuition, Grants, Bank, & Other Income	\$	219,468
Unrestricted Reserve	\$	-
Unrestricted Reserve Bishop's Initiatives	\$	100,000
	\$	4,344,460

Revenue Forecast 2009

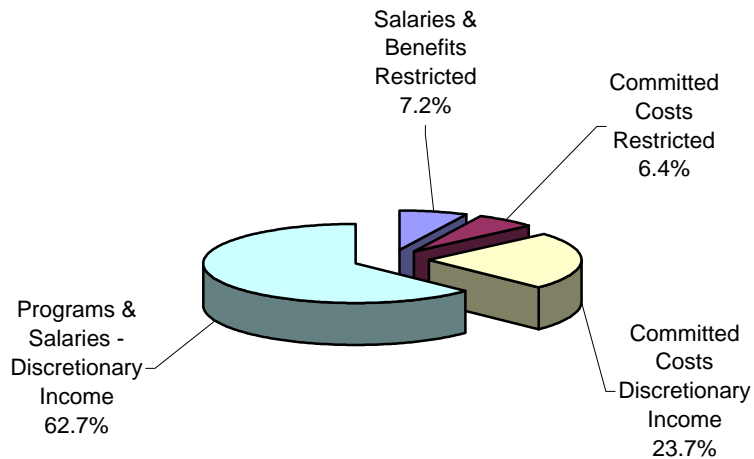
Total Assessment Income	\$	3,710,000
Restricted & Unrestricted Investment Income	\$	479,151
Insurance, Fees, Tuition, Grants, Bank, & Other Income	\$	323,125
Unrestricted Reserve	\$	100,000
Unrestricted Reserve Bishop's Initiatives	\$	180,000
	\$	4,792,276



2010 Expense Fall Final

Salaries & Benefits Restricted	\$	312,741
Committed Costs Restricted	\$	277,802
Committed Costs Discretionary Income	\$	1,028,647
Programs & Salaries Discretionary Income	\$	2,725,270
	\$	4,344,460

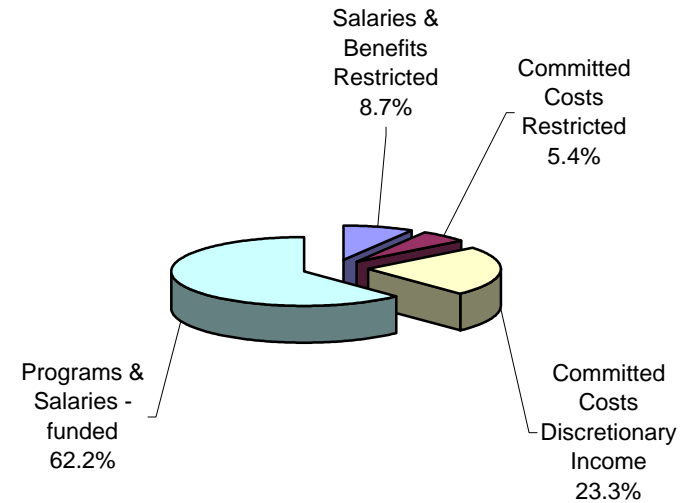
2010



2009 Approved Expenses

Salaries & Benefits Restricted	\$	413,196
Committed Costs Restricted	\$	280,415
Committed Costs Discretionary Income	\$	1,109,493
Programs & Salaries - funded	\$	2,962,658
	\$	4,765,762

2009



Salaries & Benefits (restricted) --diocesan and suffragan bishops, partial funding of printer and finance personnel.

Committed Costs (restricted) --various expenses paid for by restricted investment income.

Committed Costs (discretionary income) --National Church apportionment, St. Mark's Partnership, Province VIII assessment, Millenium Development Goals, Standing Committee, Commission on Ministry, legal & audit costs, Diocesan Council, Board of Directors, Convention, property/liability insurance, and Medicare supplement.

Program Areas & Salaries (discretionary income) --most program expenses & diocesan staff positions are paid for by unrestricted income.

Revenue

Line/Reference	Description	2010 Estimate Fall	% increase/ decrease from Actual 2009 Budget	2010 Estimate Spring	2010 Estimate Winter	Admin/ "Actual" 2009 Budget	Approved 2009 Budget	2008 Actual	2007 Actual
1	Assessments: 20% rate--2004-06; 18% rate-- 2007 & on	3,950,000	2.01%	3,950,000	3,950,000	3,872,000	3,900,000	3,340,126	3,188,475
2	Less Non-Pay Shortfall: 8%--2007, 7%--2008, 6%--2009 & 8% 2010	-316,000	36.21%	-316,000	-237,000	-232,000	-234,000		
3	Prior Years' Assessments	50,000	-28.57%	50,000	70,000	70,000	70,000	77,884	37,374
4	Total Assessment Income	3,684,000	-0.70%	3,684,000	3,783,000	3,710,000	3,736,000	3,418,010	3,225,849
	Unrestricted Investment Income								
5	Hodges	2,500	0.00%	2,500	2,500	2,500	2,500	3,750	2,500
6	Henry	57,910	-34.49%	57,910	57,910	88,399	88,399	98,343	101,847
7	Thanksgiving	2,780	-17.11%	2,780	2,780	3,354	3,354	4,725	3,848
8	Total Unrestricted Income	63,190	-32.96%	63,190	63,190	94,253	94,253	106,818	108,195
	Restricted Investment Income								
9	Christiansen (line 141)	6,220	-34.62%	6,220	6,220	9,514	9,514	10,564	10,940
10	Clapp (line 68)	23,239	-34.49%	23,239	23,239	35,474	35,474	39,464	40,870
11	Clergy Emergency (line 140)	9,693	-34.56%	9,693	9,693	14,811	14,811	16,461	17,046
12	College Work (line 81)	7,239	-34.49%	7,239	7,239	11,050	11,050	12,292	12,731
13	Episcopate Endowment #1 (line 134)	102,291	-34.65%	102,291	102,291	156,524	156,524	173,711	179,899
14	Episcopate Endowment #2 (line 134, 137, 142, 143, 173)	60,491	-18.81%	60,491	60,491	74,503	74,503	76,012	80,712
15	McDonald (Huston scholarships)	0	-100.00%	0	0	310	310	-83	258
16	Mission Ministry Fund (line 56)	21,022	-15.91%	21,022	21,022	25,000	40,000	25,538	25,538
17	Phillips Fund	11,340	-24.40%	11,340	11,340	15,000	0	19,951	24,950
18	Pruden Fund (clergy residency fund) (line 67)	504	-34.46%	504	504	769	769	855	887
19	St. Bernard's Chapel (line 190)	754	-34.78%	754	754	1,156	1,156	1,280	1,326
20	Theological Education (line 139)	19,519	-34.47%	19,519	19,519	29,787	29,787	33,147	34,328
21	Working Capital Trust	10,553	603.53%	10,553	10,553	1,500	1,500	2,254	0
22	Human Need Endowment (line 131)	4,937	-48.03%	4,937	4,937	9,500	9,500	9,500	19,400
23	Total Restricted Income	277,802	-27.82%	277,802	277,802	384,898	384,898	420,946	448,885
	Other Income								
24	Bank and Other Income	20,000	-53.81%	20,000	38,772	43,300	43,300	47,605	108,658
25	Transfers and Grants	-	-100.00%	-	-	46,387	46,387	0	52,199
26	Transfers - Ethnic Ministries (line 88, 89)	-	-100.00%	34,625	34,625	29,192			
27	Insurance Administration (line 156, 159)	25,000	0.00%	25,000	25,000	25,000	25,000	45,500	20,448
28	Total Other Income	45,000	-68.72%	79,625	98,397	143,879	114,687	93,105	181,305

Revenue

Line/Reference	Description	2010 Estimate Fall	% increase/decrease from Actual 2009 Budget	2010 Estimate Spring	2010 Estimate Winter	Admin/"Actual" 2009 Budget	Approved 2009 Budget	2008 Actual	2007 Actual
Fees, Tuitions, and Reimbursements									
29	Print Shop (line 108, 111)	21,000	-16.00%	24,000	24,000	25,000	25,000	28,395	31,220
30	Printer 20% (Cathedral) (line 111)	-	-100.00%	13,700	13,700	13,634	13,634	12,644	12,374
31	DSOMAT/Adult Education (line 79)	9,000	-6.25%	9,600	9,600	9,600	9,600	9,150	9,151
32	Youth Events (line 80)	24,000	-23.81%	24,000	24,000	31,500	31,500	23,225	25,650
33	Emerging Mission (line 84)	2,000		2,000	2,000	0	0	0	0
34	Ethnic Ministry (line 97)	10,000		10,000	10,000	0	0	0	0
35	Evangelism (line 72)	3,000		3,000	3,000	0	0	0	0
36	Governance (line 169)	19,500	0.00%	19,500	40,000	19,500	0	0	0
37	College for Congregational Develop. (line 59)	45,788		45,788	45,788	30,000	0	0	0
38	Diocese of Eastern Oregon (line 145, 147)	25,680	-35.82%	49,366	49,366	40,012			
39	Grant and DIF Administration (line 154, 155)	14,500	45.00%	8,500	8,500	10,000	10,000	10,500	15,258
40	Total Fees, Tuitions, etc.	174,468	-2.67%	209,454	229,954	179,246	89,734	83,914	93,653
Unrestricted Reserve									
41	Transfer from (to) Unrestricted Reserve	-	-100.00%	-	-	100,000	100,000	-	149,235
42	Transfer from (to) U/R for Bishop's Initiatives*	100,000	-44.44%	120,000	-	180,000	300,000		
43	Total Revenues Projected/Used:	4,344,460	-9.34%	4,434,071	4,452,343	4,792,276	4,819,572	4,122,793	4,207,122
44	**Unrestricted Reserve balance	320,000	-23.81%	300,000		420,000	300,000	700,000	683,426

*\$35,000 of this has been redirected by Council action to fund the administrative assistant position for Ethnic Ministries - see explanation in Bishop narrative pg. 4

Line/Reference	Description	2010 Program Requests Fall	% increase/decrease for Fall Budget from Actual 2009 Budget	2010 Program Requests Spring Revised	2010 Program Requests	Admin/Actual 2009 Budget	Approved 2009 Budget	2008 Actual	2007 Actual
<i>Supporting the Broader Church</i>									
<i>Wider Church Covenants</i>									
45	Nat'l Church Apportionment	694,679	1.25%	698,879	698,879	686,074	686,074	693,184	624,353
46	St. Mark's Cathedral Partnership	75,000	-25.00%	75,000	##	100,000	100,000	100,000	100,000
47	Province VIII Assessment	15,000	-36.17%	23,500	23,500	23,500	23,500	23,328	23,328
48	WA Assoc of Churches	20,000	0.00%	20,000	20,000	20,000	20,000	20,000	20,000
49	Ecumenical and Interfaith	250	-87.50%	250	250	2,000	2,000	-	2
50	Total Supporting the Broader Church	804,929	-3.20%	817,629	742,629	831,574	831,574	836,512	767,683
<i>Empowering Congregations</i>									
<i>Program for Ministry</i>									
• Congregational Development									
51	Canon for Congregational Development (50% FTE) compensation package	45,000	0.00%	45,000	45,000	45,000	-	-	74,406
52 New	Assistant (25%FTE) salary	10,000	0.00%	-	10,000	10,000	-	-	-
53 New	Total Benefits for above position	4,850	100.00%	4,550	4,750	-	-	-	25,540
54	Grants to Congregations (includes \$25k reserve)	360,000	0.00%	360,000	500,000	360,000	360,000	285,207	287,784
55	NDI Inkind Grant Backs	32,000	-50.00%	32,000		64,000			
56 Line 16	Bishop Directed Grants **	21,022	-47.45%	21,022	21,022	40,000	40,000	89,439	25,538
57 New	Congregation Consulting Network	1,000	100.00%	-	8,500				
58 New	Canon for Cong. Dev. General Office	6,500	100.00%	6,500	6,500				
59 Line 37	College for Congregational Development *	85,000	183.33%	85,000	90,450	30,000			-
	Subtotal	565,372	2.98%	554,072	686,222	549,000	400,000	374,646	413,268
• Supporting Congregations									
60	Total Common Missioner (50% FTE) South salary	40,000	122.22%	36,000	36,000	18,000			
61 New	Total Common Missioner (50% FTE) North salary	-		-	36,000				
62	Total Benefits for above positions	150	-98.64%	27,600	55,178	11,000			
63	Total Common Ministry Program - South	11,700	0.00%	11,700	12,000	11,700	11,700	-	
64 New	Total Common Ministry Program - North	-		-	12,000				
65 New	Clergy Residency Program -	55,000	100.00%	55,000	155,325				
66	Support for Congregations --	65,000	0.00%	65,000	84,700	65,000	65,000	88,028	30,188
67 Line 18	Clergy Residency **	504	-34.46%	504	504	769	769	660	785
68 Line 10	Bond Support Grant - Battle Ground **	23,239	-15.61%	23,239	23,239	27,536	27,536	24,620	25,500
69	Subtotal	195,593	45.96%	219,043	414,946	134,005	105,005	113,308	56,473

Line/Reference	Description	2010 Program Requests Fall	% increase/decrease for Fall Budget from Actual 2009 Budget	2010 Program Requests Spring Revised	2010 Program Requests	Admin/Actual 2009 Budget	Approved 2009 Budget	2008 Actual	2007 Actual
	• Evangelism and Growth								
70	TV Eucharist	16,000	0.00%	16,000	17,000	16,000	16,000	16,000	15,000
71	COTA salary support	15,000	0.00%	15,000	15,000	15,000	15,000	15,000	15,000
72	Line 35 Evangelism Program -- *	19,700	-27.57%	27,200	29,000	27,200	27,200	23,621	13,259
73	Subtotal	50,700	-12.89%	58,200	61,000	58,200	58,200	54,621	43,259
	• Faith Formation								
74	Canon for Youth & Young Adults salary	60,646	-2.91%	62,465	62,465	62,465	60,646	60,646	60,052
75	Director of Diocesan Resource Center salary (50% FTE)	18,620	-4.76%	19,550	19,550	19,550	18,620	21,723	36,260
76	Dean, DSOMAT, salary (50% in 2010)	27,750	-51.46%	57,165	57,165	57,165	55,500	48,776	-
77	Project Coordinator salary (75% FTE)	29,791	-4.76%	31,281	31,281	31,281	29,791	29,791	29,008
78	Total Benefits for above positions	56,396	-5.52%	59,688	59,688	59,688	56,659	55,799	42,472
79	Line 31 Faith Formation -- Adult Resources* (includes MRD)	36,800	-8.00%	40,000	61,180	40,000	40,000	32,886	20,322
80	Line 32 Faith Formation -- Youth & Young Adults*	52,700	0.00%	52,700	57,250	52,700	52,700	40,379	42,436
81	Line 12 College Work/UW *	52,000	0.00%	52,000	55,000	52,000	52,000	50,000	50,000
82	New College Work/Bellingham WWU	35,000	250.00%	35,000	70,000	10,000	10,000	0	-
83	Subtotal	369,703	-3.94%	409,849	473,579	384,849	375,916	340,000	280,550
	• Emerging Mission								
84	Line 33 Emerging Mission -- *	30,000	50.00%	36,850	36,850	20,000	20,000	0	0
85	Subtotal	30,000	50.00%	36,850	36,850	20,000	20,000	0	0
	• Ethnic Ministries								
86	Canon for Multi-Cultural Ministries salary (50% FTE in 2010)	34,579	-51.46%	71,233	71,233	71,233	69,158	69,158	67,340
87	Line 42 Administrative Assistant salary (50% FTE)	24,851	9.74%	22,645	22,645	22,645	35,945	35,945	35,000
88	Administrative Assistant salary (50% FTE)**	-	-100.00%	28,546	28,546	28,546			
89	Total Benefits for above positions	25,058	-3.31%	25,915	25,915	25,915	30,345	30,179	30,059
90	African American Committee	3,000	0.00%	3,000	3,200	3,000	3,000	944	incl. below
91	Anti-Racism Training Team	9,000	0.00%	9,000	9,000	9,000	9,000	8,666	incl. below
92	Cambodian - Holy Family of Jesus	46,000	0.00%	46,000	46,000	46,000	46,000	45,600	incl. below
93	Chinese Ministry - Holy Apostles	5,000	0.00%	5,000	5,200	5,000	5,000	4,446	incl. below
94	First Nations Committee	3,500	0.00%	3,500	3,700	3,500	3,500	2,105	incl. below
95	Indo-Hispanic Ministry Committee	16,000	0.00%	16,000	16,500	16,000	16,000	13,521	incl. below
96	Sudanese Committee	1,500	0.00%	1,500	2,000	1,500	1,500	709	incl. below
97	Line 34 Commission for Ethnic Ministries *	10,000	-37.50%	16,000	16,000	16,000	16,000	16,802	86,677
98	Subtotal	178,488	-28.13%	248,339	249,939	248,339	235,448	228,075	219,076

Line/Reference	Description	2010 Program Requests Fall	% increase/decrease for Fall Budget from 2009 Budget	2010 Program Requests Spring Revised	2010 Program Requests	Admin/Actual 2009 Budget	Approved 2009 Budget	2008 Actual	2007 Actual
• Stewardship and Planned Giving									
99	Canon for Planned Giving/Stewardship/Evangelism salary	80,862	-2.91%	83,288	83,288	83,288	80,862	80,862	78,736
100	Administrative Assistant salary (86% FTE in 2010)	32,090	-4.77%	33,696	33,696	33,696	28,880	31,287	25,000
101	Total Benefits for above positions	44,250	3.56%	42,728	42,728	42,728	37,544	37,553	36,725
102	New Feasibility Study for Capital Campaign	-		-	60,000				
103	S & PG Program --	37,080	-20.00%	46,350	53,200	46,350	46,350	45,426	40,104
104	Subtotal	194,282	-5.72%	206,062	272,912	206,062	193,636	195,128	180,565
• Communications									
105	Director of Diocesan Communications salary	55,327	-2.91%	56,987	56,987	56,987	55,327	55,327	53,872
106	Publications Coordinator salary (40% FTE in 2010)	18,746	-50.00%	37,492	37,492	37,492	46,815	41,163	5,160
107	Information Systems Coordinatory	(moved to line 136)		54,795	54,795	54,795	53,199	53,199	51,800
108	Line 29 Print Shop Coordinator salary * (84% FTE in 2010)	39,864	-19.64%	49,604	49,604	49,604	47,242	52,906	51,664
109	Total Benefits for above positions	43,797	-36.12%	68,566	68,566	68,566	63,457	57,164	50,175
110	Communications Program --	84,000	-34.50%	128,250	134,750	128,250	128,250	98,390	108,679
111	Line 29, 30 Print Shop **	20,000	-13.04%	23,000	23,000	23,000	23,000	18,892	18,173
112	Subtotal	261,734	-37.49%	418,694	425,194	418,694	417,290	377,041	339,523
• Bishop's Initiatives									
113	Line 42 Bishop's Initiatives - <i>originally \$100k, \$35k redirected by Council 8/27 to fund the half-time Administrative Assistant for Ethnic Ministries.</i>	65,375	-63.68%	120,000		180,000	300,000	0	-
114	Subtotal	65,375	-63.68%	120,000	0	180,000	300,000	0	0
115	Total Empowering Congregations	1,911,247	-13.09%	2,271,109	2,620,642	2,199,149	2,105,495	1,682,819	1,532,714
Specialized Ministries/Church in the World									
116	Commission for Church in the World Program --	54,656		62,110	12,000	12,110	12,110	22,578	39,917
117	Bishop's Committee for the Environment				9,500	10,000	10,000	11,839	
118	Walk in Love: Response to AIDS				4,000	2,500	2,500	2,000	
119	Committee on Alcohol and Substance				4,100	2,500	2,500	1,272	
120	Bishop's Committee for Israel/Palestine				12,500	12,500	12,500	10,038	
121	Jubilee Ministry Network				1,600	1,500	1,500	1,125	
122	Committee for Economic Justice				2,500	2,500	2,500	749	
123	Greater Seattle Cares				5,000	5,000	5,000		
124	Integrity Puget Sound				1,500	2,000	2,000		

Line/Reference	Description	2010 Program Requests Fall	% increase/ decrease for Fall Budget from Actual 2009 Budget	2010 Program Requests Spring Revised	2010 Program Requests	Admin/Actual 2009 Budget	Approved 2009 Budget	2008 Actual	2007 Actual
125	Refugee Resettlement				9,900	7,200	7,200	6,000	
126	New Refugee Resettlement - Starter Kits				9,990				
127	St. James Family Center				1,500	1,500	1,500	1,500	
128	The Mission to Seafarers				4,000	2,800	2,800	2,800	
129	New Earth Ministries				10,000				
130	New Global Mission				500				
131	Line 22 Emergency Assistance Grants **	4,937	-48.03%	4,937	4,937	9,500	9,500	9,500	19,344
132	Millennium Development Goals	27,968	18.66%	27,968	26,481	23,569	23,569	26,681	-
133	Total Specialized Ministries	87,561	-8.00%	95,015	120,008	95,179	95,179	96,082	59,261
	Canonical and Corporate Expenses								
	• Diocesan Bishop's Office								
134	Line 13, 14 The Bishop's salary ** (includes overlap in 2007)	127,680	-2.63%	131,127	131,127	131,127	131,127	131,127	152,452
135	Executive Assist to the Bishops salary (also supports Bishop Suffragan)	56,000	-2.91%	57,680	57,680	57,680	50,000	51,784	59,711
136	Internet & Social Network Resources Officer salary	53,199	-2.91%	(previously line 107 in Communications)					
137	Line 14 Total Benefits for above positions *	86,697	26.12%	68,742	68,742	68,742	62,411	62,398	65,263
138	Bishop's Office Program	75,000	0.00%	75,000	82,000	75,000	75,000	66,138	117,442
139	Line 20 Theological Education **	19,519	-34.47%	19,519	19,519	29,787	29,787	55,918	57,474
140	Line 11 Clergy Emergency Grants **	9,693	-34.56%	9,693	9,693	14,811	14,811	12,062	13,656
141	Line 9 Christiansen Grants **	6,220	-34.62%	6,220	6,220	9,514	9,514	16,151	9,777
142	Line 14 Lambeth Conference Reserve **	2,500	-37.50%	4,000	4,000	4,000	4,000	4,000	4,000
143	Line 14 Bishop Search Reserve **	10,000	0.00%	10,000	20,000	10,000	20,000	10,000	25,000
144	Subtotal	446,508	11.44%	381,981	398,981	400,661	396,650	409,578	504,775
	• Bishops Suffragan's Office								
145	Line 38 Bishops Suffragan's salary * (100% FTE thru June in 2010)	62,500	-45.18%	114,000	114,000	114,000	114,000	114,000	110,022
146	New Secretary for Vocations salary (40% FTE)	16,000		-	16,200				
147	Line 38 Total Benefits *	24,427	-23.17%	31,794	31,794	31,794	31,218	31,135	30,712
148	Bishop Suffragan Program --	37,500	-47.74%	71,750	82,000	71,750	71,750	43,899	50,664
149	Subtotal	140,427	-35.45%	217,544	243,994	217,544	216,968	189,034	191,398
	• Canon to the Ordinary's Office								
150	Canon to the Ordinary salary	85,000	3.16%	82,400	82,400	82,400	80,000	79,402	80,843
151	Total Benefits for above position	28,511	5.42%	27,044	27,044	27,044	26,195	26,111	18,327
152	Canon to the Ordinary Program --	18,650	0.00%	18,650	25,000	18,650	18,650	32,080	14,050
153	Subtotal	132,161	3.18%	128,094	134,444	128,094	124,845	137,593	113,220

Line/Reference	Description	2010 Program Requests Fall	% increase/ decrease for Fall Budget from Actual 2009 Budget	2010 Program Requests Spring Revised	2010 Program Requests	Admin/Actua l 2009 Budget	Approved 2009 Budget	2008 Actual	2007 Actual
	• Treasurer's Office								
154 Line 39	Canon for Finance salary *	71,286	-2.91%	73,425	73,425	73,425	71,286	71,286	69,412
155 Line 39	Accounting Manager salary *	55,000	-2.91%	56,650	56,650	56,650	55,000	55,000	48,000
156 Line 27	Insurance & Finance Assistant salary *	37,810	-2.91%	38,942	38,942	38,942	35,945	35,945	35,000
157	Total Benefits for above positions	50,023	2.12%	48,985	48,985	48,985	47,161	46,910	45,945
158	Treasurer's Office Program --	21,775	0.00%	21,775	23,000	21,775	21,775	17,338	16,312
159 Line 27	Insurance General **	2,600	4.00%	2,600	2,600	2,500	2,500	2,374	1,687
160	Subtotal	238,494	-1.56%	242,377	243,602	242,277	233,667	228,853	216,356
	• Archives								
161	Archivist & Records Manager salary (60% FTE)	25,535	-4.76%	26,812	26,812	26,812	25,535	25,535	24,864
162	Total Benefits	17,581	5.55%	16,657	16,657	16,657	16,145	16,095	16,318
163	Archives & Records Management Program --	8,000	-20.00%	10,000	10,650	10,000	10,000	9,309	9,220
164	Subtotal	51,116	-4.40%	53,469	54,119	53,469	51,680	50,939	50,402
	• Diocesan Governance								
165	Bishop's Executive for Governance & Conv. salary (75% FTE)	41,125	-2.91%	42,359	42,359	42,359	41,125	41,125	26,936
166	Total Benefits	14,073	2.26%	13,762	13,762	13,762	13,391	13,328	11,102
167	Governing Bodies (reserve transfer)	-		-	-	0	0	0	237,745
168	Governance-Legal, Audit	59,500	0.00%	59,500	69,000	59,500	59,500	49,927	131,609
169 Line 36	Governance Program *	88,300	-2.75%	90,800	134,600	90,800	58,300	53,409	45,405
170	Representative for Property	24,000	0.00%	24,000	24,000	24,000	24,000	24,000	24,000
171	Subtotal	226,998	-1.49%	230,421	283,721	230,421	196,316	181,789	476,797
172	• Other Governance Program --	15,400	-19.23%	15,400	15,400	19,067	19,067	11,667	13,427
173 Line 14	Cathedral Dean Search Reserve **	2,500	0.00%	2,500	2,500	2,500	2,500	2,500	2,500
174	Subtotal	17,900	-17.00%	17,900	17,900	21,567	21,567	14,167	15,927
	• Property and Liability Insurance								
175	Property/Liability Insurance Premium	60,000	0.00%	60,000	60,500	60,000	60,000	55,466	50,149
176	Subtotal	60,000	0.00%	60,000	60,500	60,000	60,000	55,466	50,149
	• Benefits								
177	Compensation/Benefits Reserves (med ins changes/staff changes)	20,914	39.43%	-	65,000	15,000	221,415	8,772	46,338
178	Medicare Supplement	42,000	-10.64%	42,000	42,000	47,000	47,000	40,624	36,584
179	Subtotal	62,914	1.47%	42,000	107,000	62,000	268,415	49,396	82,922

Line/Reference	Description	2010 Program Requests Fall	% increase/decrease for Fall Budget from Actual 2009 Budget	2010 Program Requests Spring Revised	2010 Program Requests	Admin/Actual 2009 Budget	Approved 2009 Budget	2008 Actual	2007 Actual
180	<i>Total Canonical/Corporate Expenses</i>	1,376,518	-2.79%	1,373,786	1,544,261	1,416,033	1,570,108	1,316,815	1,701,946
	<i>Trustee Expenses</i>								
	• Diocesan House								
181	Receptionist salary	29,108	-4.76%	30,563	30,563	30,563	29,108	29,108	21,300
182	Total Benefits for above positions	11,443	-67.62%	35,341	35,341	35,341	31,941	31,207	28,590
183	Maintenance services	20,000	-45.75%	36,867	36,867	36,867	35,111	35,293	34,188
184	Casual Labor	2,000	0.00%	2,000	2,000	2,000	2,000	1,654	1,371
185	Diocesan House General	25,900	-21.28%	32,900	37,800	32,900	32,900	34,599	30,558
186	Plant Services General	65,000	-13.33%	75,000	95,000	75,000	75,000	69,930	57,699
187	Subtotal	153,451	-27.85%	212,671	237,571	212,671	206,060	201,791	173,706
	• Other Trustee Expenses								
188	St. Andrew's House Deferred Maintenance - diocesan subsidy	10,000	0.00%	10,000	10,000	10,000	10,000	0	-
189	St. Andrew's House Operating Budget - diocesan subsidy	-		-	26,946	0	0	0	-
190	Line 19 St. Bernard's Chapel **	754	-34.78%	754	754	1,156	1,156	0	1,326
191	Subtotal	10,754	-3.60%	10,754	37,700	11,156	11,156	0	1,326
192	<i>Total Trustee Expenses</i>	164,205	-26.64%	223,425	275,271	223,827	217,216	201,791	175,032
193	TOTAL EXPENSES	4,344,460	-8.84%	4,780,964	5,302,811	4,765,762	4,819,572	4,134,019	4,236,636
194	TOTAL REVENUES	4,344,460	-9.34%	4,434,071	4,452,343	4,792,276	4,819,572	4,122,793	4,207,122
195	Net Surplus or (Deficit)	-		(346,893)	(850,468)	26,514	-	(11,226)	(29,514)

Explanations of Changes from Spring Draft

Line #	Item	2010 Summer Draft	2010 Spring Draft	2010 Request	2009 Actual Budget	% increase or decrease from 2010 Spring Draft	% increase or decrease from 2009 Actual	Budget Comments
CHANGES IN REVENUE								
29	Print Shop	\$ 21,000	\$ 24,000	\$ 24,000	\$ 25,000	-13%	-16%	
30	Printer (20%) Cathedral	\$ -	\$ 13,700	\$ 13,700	\$ 13,634	-100%	-100%	
31	DSOMAT/Adult Education	\$ 9,000	\$ 9,600	\$ 9,600	\$ 9,600	-6%	-6%	
38	Diocese of Eastern Oregon (Jan-June only)	\$ 25,680	\$ 49,366	\$ 49,366	\$ 40,012	-48%	-36%	
39	Grant & DIF Administration	\$ 14,500	\$ 8,500	\$ 8,500	\$ 10,000	71%	45%	Income from Cathedral for 1 day/wk Insurance Assistant
42	Transfer from U/R reserve for Bishop's Initiatives	\$ 100,000	\$ 120,000	\$ -	\$ 180,000	-17%	-44%	
EXPENSES - SALARY COLA ROLLBACK								
All staff positions, except those noted below were subjected to a 3-5% COLA rollback reducing salaries to the 2008 salary level. Includes the following positions: Canon for Youth and Young Adults; Director of Diocesan Resource Center, Faith Formation Project Coordinator, Canon for Planned Giving/Stewardship & Evangelism, Stewardship/Planned Giving Assistant, Director of Diocesan Communications, Internet Resources Manager, Bishop Diocesan, Executive Assistant to the Bishops, Canon for Finance, Accounting Manager, Insurance & Finance Assistant, Archivist & Records Manager, Bishop's Executive for Governance, Receptionist.								
EXPENSES - SALARY CHANGES								
52	Cong. Development Assistant	\$ 10,000	\$ -	\$ 10,000	\$ 10,000	100%	0%	New position, 25% FTE
60	TCM Missioner South	\$ 40,000	\$ 36,000	\$ 36,000	\$ 18,000	100%	122%	Adj for no benefits/medicare
76	Dean, DSOMAT salary	\$ 27,750	\$ 57,165	\$ 57,165	\$ 57,165	-51%	-51%	Position reduced to 50% FTE
86	Canon for Multi-Cultural Mins. salary	\$ 34,579	\$ 71,233	\$ 71,233	\$ 71,233	-51%	-51%	Position reduced to 50% FTE
87/88	Ethnic Mins. Admin. Assistant salary	\$ 24,851	\$ 51,191	\$ 51,191	\$ 51,191	-51%	-51%	Position reduced to 50% FTE
106	Publications Coordinator salary	\$ 18,746	\$ 37,492	\$ 37,492	\$ 37,492	-50%	-50%	Position reduced to 40% FTE
107	Information Systems Coordinator salary	\$ -	\$ 54,795	\$ 54,795	\$ 53,199	-100%	-100%	Position redefined - see line 136
108	Print Shop Coordinator salary	\$ 39,864	\$ 49,604	\$ 49,604	\$ 49,604	-20%	-20%	Position reduced to 84% FTE/Cathedral no longer using service
136	Internet & Social Network Res. Off. Salary	\$ 53,199	\$ -	\$ -	\$ -	100%	100%	Previously line 107 Info. Sys. Coordinator
145	Bishop Suffragan salary	\$ 62,500	\$ 114,000	\$ 114,000	\$ 114,000	-45%	-45%	Full time Jan-June; retirement June 2010
146	Secretary for Vocations salary	\$ 16,000	\$ -	\$ 16,200	\$ -	100%	100%	New position, 40% FTE
150	Canon to the Ordinary	\$ 85,000	\$ 82,400	\$ 82,400	\$ 82,400	3%	3%	See narrative for explanation
183	Building Manager/Maintenance Services	\$ 20,000	\$ 36,867	\$ 36,867	\$ 36,867	-46%	-46%	Position redefined as contract services only
EXPENSES - BENEFITS CHANGES								
Benefits have been adjusted for each position based on best estimates for insurance increases in 2010, and/or based on changes in positions.								
Total benefits changes		\$ 407,256	\$ 471,102	\$ 498,880	\$ 450,222	-14%	-10%	
EXPENSES - PROGRAM CHANGES								
45	Nat'l Church Apportionment	\$ 694,679	\$ 698,879	\$ 698,879	\$ 686,074	-1%	1%	Exemption changed from \$100k to \$120k at GC 2009
47	Province VIII assessment	\$ 15,000	\$ 23,500	\$ 23,500	\$ 23,500	-36%	-36%	
57	Congregation Consulting Network	\$ 1,000	\$ -	\$ 8,500	\$ -	100%	100%	
72	Evangelism program	\$ 19,700	\$ 27,200	\$ 29,000	\$ 27,200	-28%	-28%	
79	Faith Formation Adult Resources	\$ 36,800	\$ 40,000	\$ 61,180	\$ 40,000	-8%	-8%	
84	Emerging Mission	\$ 30,000	\$ 36,850	\$ 36,850	\$ 20,000	-19%	50%	
97	Commission for Ethnic Ministries	\$ 10,000	\$ 16,000	\$ 16,000	\$ 16,000	-38%	-38%	
103	Stew/PG program	\$ 37,080	\$ 46,350	\$ 53,200	\$ 46,350	-20%	-20%	
110	Communications program	\$ 84,000	\$ 128,250	\$ 134,750	\$ 128,250	-35%	-35%	
111	Print Shop program	\$ 20,000	\$ 23,000	\$ 23,000	\$ 23,000	-13%	-13%	
113	Bishop's Initiatives	\$ 100,000	\$ 120,000	\$ -	\$ 180,000	-17%	-44%	
116	Commission for Church in the World	\$ 54,656	\$ 62,110	\$ 88,590	\$ 62,110	-12%	-12%	
142	Lambeth Conference reserve	\$ 2,500	\$ 4,000	\$ 4,000	\$ 4,000	-38%	-38%	
148	Bishop Suffragan program	\$ 37,500	\$ 71,750	\$ 82,000	\$ 71,750	-48%	-48%	
163	Archives program	\$ 8,000	\$ 10,000	\$ 10,650	\$ 10,000	-20%	-20%	
169	Governance program	\$ 88,300	\$ 90,800	\$ 134,600	\$ 90,800	-3%	-3%	
177	Comp/Benefits Reserve	\$ 21,000	\$ -	\$ 65,000	\$ 15,000	100%	40%	
185	Diocesan House general	\$ 25,900	\$ 32,900	\$ 37,800	\$ 32,900	-21%	-21%	
186	Plant Services general	\$ 65,000	\$ 75,000	\$ 95,000	\$ 75,000	-13%	-13%	

Narrative

Revenue (line 1-44)

Assessment projections are based on the net disposable income reported annually by congregations. The rate of assessment is set each year by the Diocesan Convention for the second succeeding year (i.e., the 2009 Convention will set the 2011 rate). Payment of the assessment is mandatory for a congregation to stay in union with convention. Of the total, 8% in 2010 is budgeted as a reserve to allow for those congregations that do not meet their obligations. *Unrestricted Investment Income* from endowment funds is available for general operating expenses. *Restricted Investment Income* is designated for specific purposes ranging from support for the diocesan bishop to clergy emergency grants, college work, theological education and human needs. *Other Income* and *Fees, Tuitions and Reimbursements* reflect income received from youth and other events, convention, DSOMAT classes, the College for Congregational Development, the print shop, and accounting services.

Supporting the Broader Church (line 46-50)

Includes support for our shared ministry through the asking for the *National Church* (based on a formula approved by the triennial General Convention of the Episcopal Church), support for *Province VIII* (one of nine provinces in the Episcopal Church USA consisting of the dioceses of Alaska, Arizona, California, Eastern Oregon, El Camino Real, Hawaii, Idaho, Los Angeles, Nevada, Northern California, Olympia, Oregon, San Diego, San Joaquin, Spokane, Taiwan, Utah and the Navajoland Area Mission), the *Washington Association of Churches* (our faith-based state public policy education & advocacy network), *St. Mark's Cathedral* and *ecumenical work* in Western Washington.

Empowering Congregations (line 51-115)

Congregational Development includes full funding for the College for Congregational Development (CCD) as well as Grants to Congregations and staffing, including a new 25% FTE assistant to the Canon for Congregational Development. *Supporting Congregations* includes a half-time Total Common Ministry Missioner, one FTE Clergy Residency Program as well as support for congregations in transition, leadership development, MissionInsite (demographic program), wardens conferences, clergy days, abuse and misconduct prevention training and misconduct consulting and settlement.

Evangelism and Growth supports the TV Eucharist on KONG cable television, COTA (Church of the Apostles) an emerging church in Fremont, as well as development of lay pastoral care ministry, newcomers' ministry, and evangelism training (diocesan and provincial/national) including scholarships. The *Faith Formation* program offers training, education, consultation and resources for congregations with specific programs for children, youth and young adults including HYC, JYC, and 6-Day youth conferences, youth leadership training programs, and young adult ministry.

Adult Faith Formation includes the DSOMAT (*Diocesan School for Ministry and Theology*) on sabbatical for 2010, resources for distance learning, curriculums and resources, and training for Sunday school teachers, as well as yearly fees for the use of EFM (Education for Ministry), and funding for Ministry Resource Day. *College Work/UW* supports Canterbury Campus Ministry at the University of Washington. *College Work/Bellingham* provides for a new campus ministry at Western Washington University.

Emerging Mission receives increased funding in this budget; the goal is to support congregations in evangelical outreach in the emerging culture and among emerging generations. *Ethnic Ministries*

support, empower and develop ethnic ministries in the diocese with a goal to promote the health and development of a culturally and ethnically diverse diocese.

The *Planned Giving and Stewardship* office provides congregations with resources and training to develop the ministry of legacy giving as well as support for annual campaigns; this includes stewardship-focused workshops, diocesan-wide special appeal campaigns, work with the Bishop's Society and a new planned giving website. The office of *Communications* strives to provide outstanding communications services to the diocese, boldly proclaiming the good news of the Episcopal Church in Western Washington through the FYI leadership newsletter, the diocesan website, and the *Episcopal Voice*; this office also manages public relations for the Office of the Bishop and includes the print shop which is funded by restricted income and provides in-house printing services for all diocesan departments, programs and ministries.

Specialized Ministries/Church in the World (line 116-133)

The work of these ministries of justice and mercy are coordinated through the Commission for the Church in the World; resources support diocesan and affiliated programs. The Millennium Development Goals (MDGs) (adopted at the 2005 convention) designates 0.7% of the annual diocesan unrestricted budget to fund international relief and development programs. Committees and ministry efforts include concerns for the environment; responding to AIDS locally and internationally; substance abuse curriculum, training and consultation; education, advocacy and prayer in support of our brothers and sisters in the Diocese of Jerusalem; as well as support for the Jubilee Ministry Network, economic justice ministry, Integrity/Puget Sound, the Refugee Resettlement Ministry, Mission to Seafarers and Earth Ministries.

Canonical/Corporate Expenses (line 134-180)

Funding for the office of the *Diocesan Bishop*, includes support for the Standing Committee, Pastoral Care of Clergy, Clergy Spouses and Partners network, diaconal presence and Episcopal assistance. The *Bishop Suffragan* support includes funding for this office as well as support for the Commission on Ministry and Ministry Discernment.

The office of the *Canon to the Ordinary* assists the bishops in diocesan ministry and carries out the decisions and vision of the bishops; this office also works with congregations in transition, congregations in conflict, coordinates deployment of clergy, and misconduct case management. The *Treasurer's Office* is responsible for the financial transactions and records of the operating, trust, building loan, mission development and diocesan investment funds of the diocese. This office audits the annual NDI reports from congregations and files state tax forms; the diocesan medical, dental, property and liability insurances are also the responsibility of this office.

The *Archivist and Records Manager* is the official custodian of diocesan records and is responsible for the direction and implementation of this program; a volunteer *historiographer* is responsible for chronicling the history of the diocese and making it available through written works and oral presentations. *Diocesan Governance* supports the Convention, Pre-Convention events, the Diocesan Council, Commission on Church Architecture, Board of Directors, Liturgy and Arts Commission, Personnel and Insurance committees, General Convention reserve, Cathedral Dean Search reserve, as well as other bodies or events that provide overall leadership of the diocese. The budget process, work with regional ministry leadership and the Committee on Constitution and Canons is also coordinated through this office. A Legal/Audit fund provides for the annual audit of the

diocesan books and legal expenses incurred by the diocesan chancellor and her office dealing with issues related to both diocesan and congregation-related matters.

Property & Liability Insurance funds the cost of property and liability coverage, and non-owned auto for the diocesan corporation. *Compensation/Benefits Reserves* provides for the likelihood of an increase in insurance premiums for diocesan staff; zero funding for COLA salary increases is provided for in this budget. *Medicare Supplement* is also covered in this area.

Trustee Expenses (line 181-192)

Funds in this area provide for the use, care and upkeep of the Diocesan House, a deferred maintenance subsidy for St. Andrew's House, and, funded through restricted funds, the care and upkeep of St. Bernard's Chapel.