

# 2024 BUDGET

# Episcopal Diocese of Milwaukee

## Budget 2024

### Overview

The 2024 budget reflects a continuation and further refinement of the strategy initiated by Bishop Lee and the Executive Council following his becoming our Provisional Bishop of Milwaukee in April 2021.

The overarching theme of the budget is maximizing the channeling of resources to mission through direct support of parishes, growing formation programs for youth and optimizing the utilization of funds flow from restricted investments to the programs they are intended to assist.

The important points to note about the budget are :

- Assessment rates have not changed
- Total revenue and expenses have increased by \$218k to \$2.25m
- Direct Mission expenditure has increased to 70% of the budget
- The Diocesan staff is ready and able to assist you with research, program development, finance and accounting, budgetary and administration matters and any other facets of our common Christian life that will help parishes, the diocese and our communities to grow. Please contact us to help us to fulfil our mission!

### Sources Funding for Diocesan Budget

Funding for the Diocesan comes from the following sources:

- Cash distributions from Endowment or invested funds
- Bequests or donations received
- Assessment upon parishes for the common mission of the Diocese. The current assessment model has been in place for more than a decade and is similar to the model of most medium to large Dioceses and expects that parishes with larger operating revenue streams are able to contribute more to the benefit of the entire Diocese than those with smaller revenues. Note that the assessment rate above \$300k does not increase and that the historic rate applied at this point reflects the average effective rate applied up to this point.

### Types of Endowment Funds or Invested Funds

Funds that are invested via the Trustee of Funds and Endowments fall into the following categories:

- Restricted Funds – There are rules governing how income from the investment capital may be used.
- Unrestricted Funds – Income from the invested capital is for support of the Diocesan budget.

In both cases, the funds may or may not be 'distributing' funds. Funds that are distributing funds will have distributions at the prevailing rate set by the Trustee of Funds and Endowments. At the moment this is 4.91% of the average five-year rolling value of the funds.

Not all funds are distributing. Some funds have yet to meet the criteria set by donors to distribute. This could be a time-based rule or a requirement that a certain value must be reached before income distributions are allowed.

Distributions of Restricted Funds held for the benefit of the diocese flow to specific diocesan programs. Examples include:

- Campus Ministry
- Christian formation programs including youth ministry
- Seminarian financial support
- Church camp scholarships
- Strategic parish development programs
- Outreach programs

In addition to funds managed by the Trustee of Funds and Endowments, the Diocese is the beneficiary of two trusts that distribute income annually. These funds are not controlled by the Diocese but the Diocese is the sole perpetual beneficiary.

Some funds were created by resolution of the Executive Council for restricted purposes. Where this is the case, the restrictions may be amended by Executive Council. Some of the Diocesan funds invested have been derived from past property or property-development transactions from many years ago

## **Mission Programs Expenditure V Diocesan Operations (General & Administrative Expenses)**

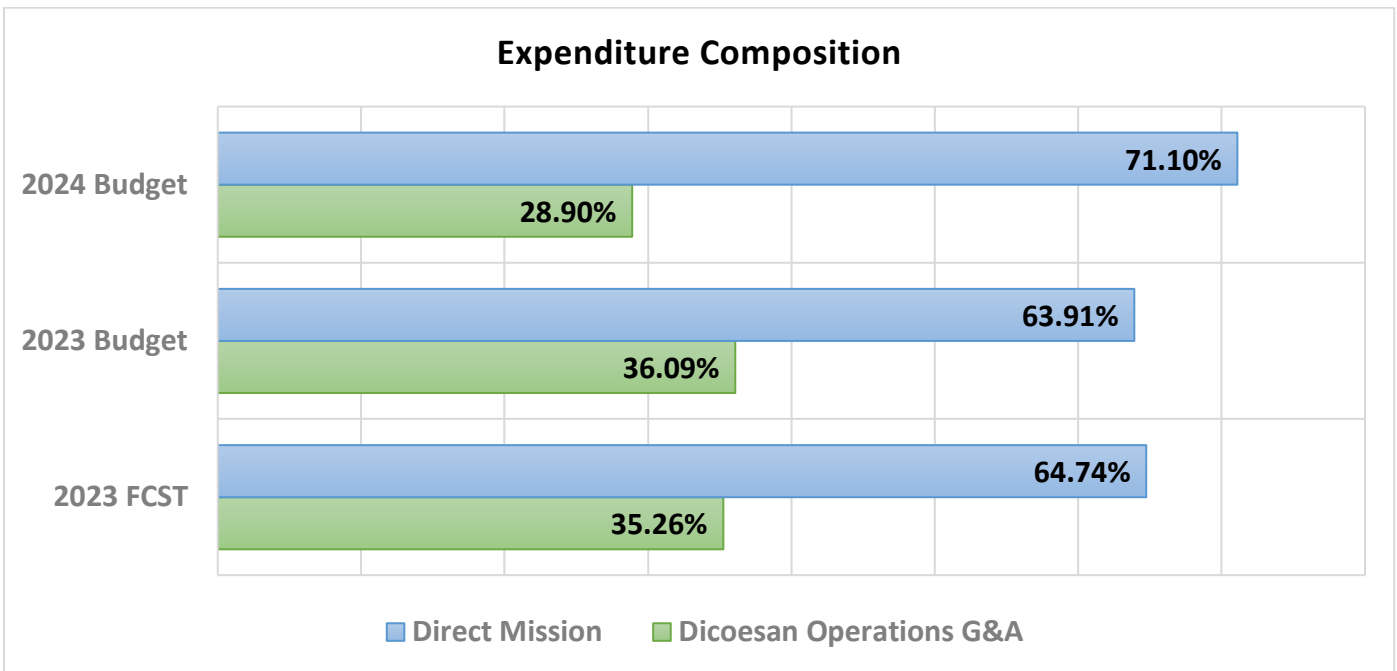
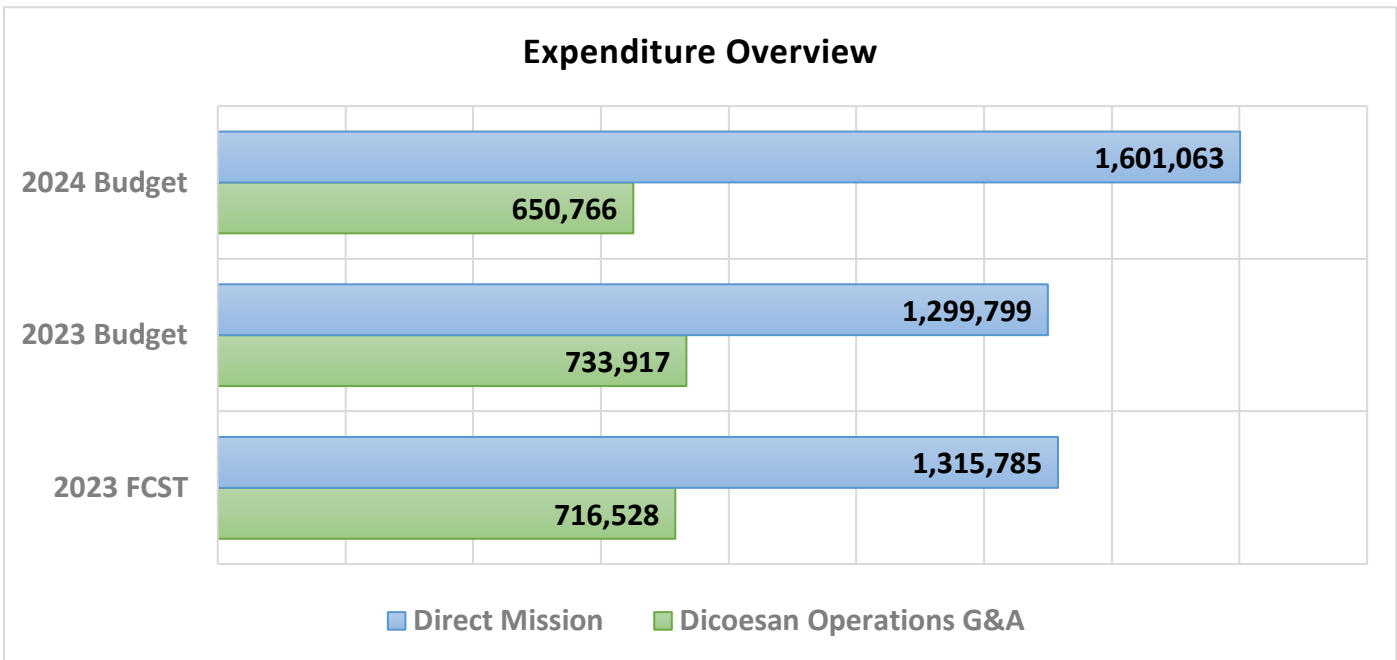
The 2024 budget shows \$0.3m more in expenditure on mission programs versus the 2023 budget. The 2024 budget shows \$83k less in total diocesan operations G&A expenses versus 2023.

In 2024 Direct Mission focused expenditure is 70% of the budget versus 63.5% in 2023. Direct Mission expenditure is all of the outward focused funding from the Diocese that flows through to mission & ministry operations.

We include in mission programs the funds we annually remit to the Episcopal Church to support its programs. The 2024 budget includes an increased assessment on the Diocese based on 2022 operating revenue and also a budget of \$50k for 2024 general convention attendance by diocesan deputies.

Diocesan Operations or General and Administrative “G&A” expenditure is the cost of running the Diocesan entity (mostly in the background) to administer the function of the Diocese both internally and externally in order to facilitate both mission and ministry but also to and meet diocesan compliance obligations to the Episcopal Church and secular regulatory authorities. For the 2024 budget these expenses are 29% of the budget versus 36% in 2023. G&A includes support staff (Finance, Accounting, Legal, Regulatory & Compliance, Administration, Communications, Office infrastructure)

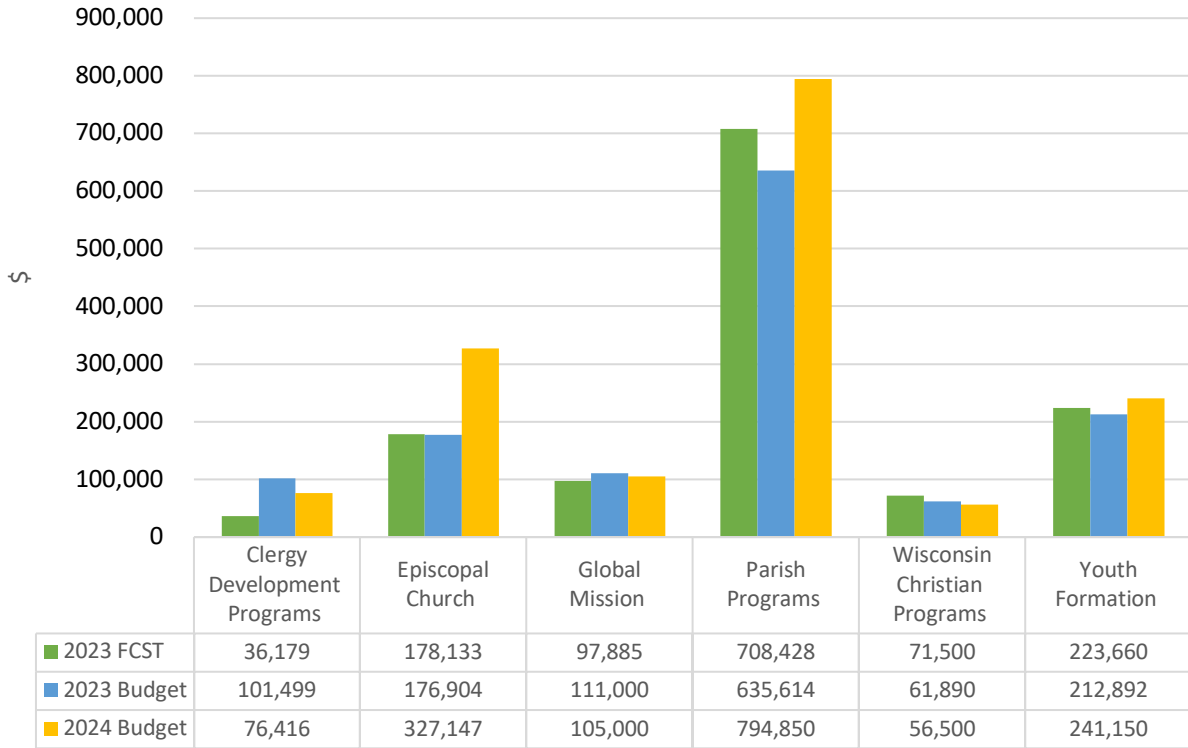
The 2024 budgeted G&A includes one-off expenses associated with the potential reunification of the Dioceses of Wisconsin including legal fees and communications.



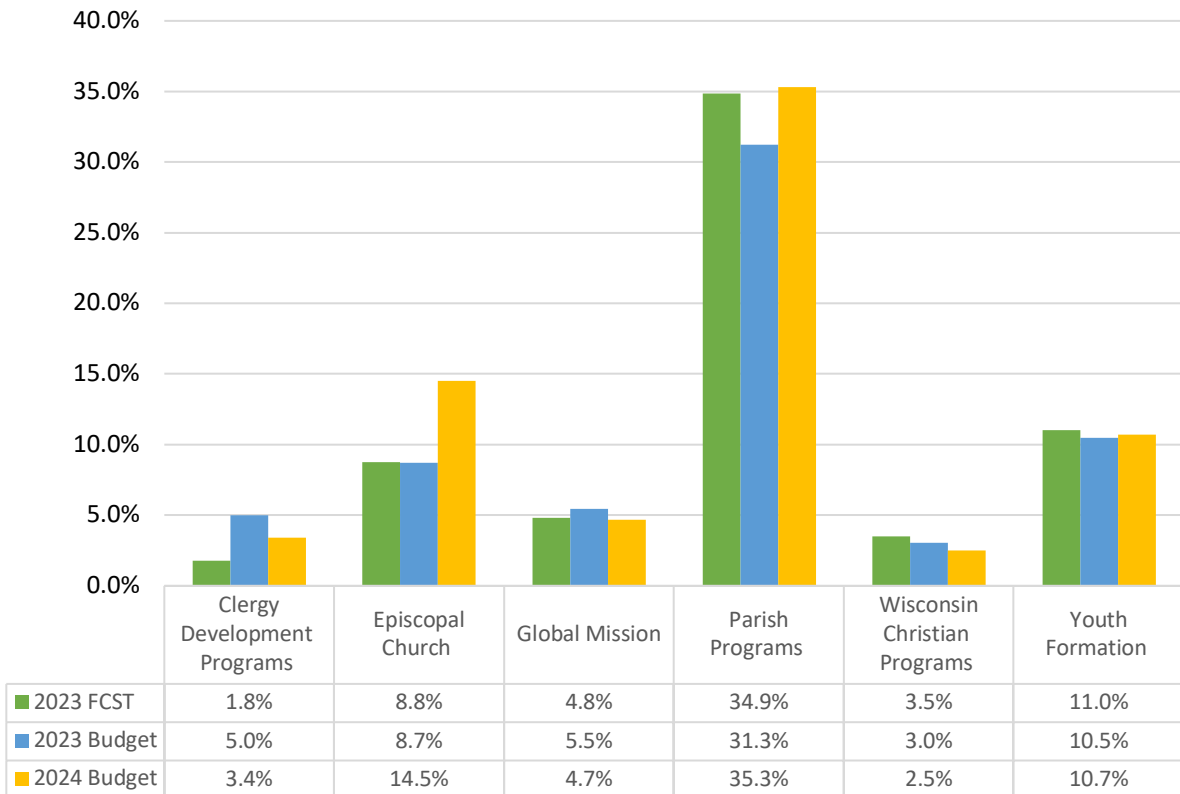
Direct Mission Expenditure is shown in the chart below and includes major components of:

- Parish Programs – 35.3% of the total budget
- Youth & Campus Ministry – 10.9% of the total budget
- Global Mission – 4.7% of the total budget
- Episcopal Church USA – 14.5% of the total budget (includes General Convention expenses)
- We increase the budget for Creation Care and the long neglected Diocesan Archives function. Creation Care is a ministry of the Episcopal Church and has a strategy to assist parishes with energy audits that help identify cost savings on utility expenses.

### Direct Mission Expenditure - \$



### Direct Mission Expenditure - % of Total Budget



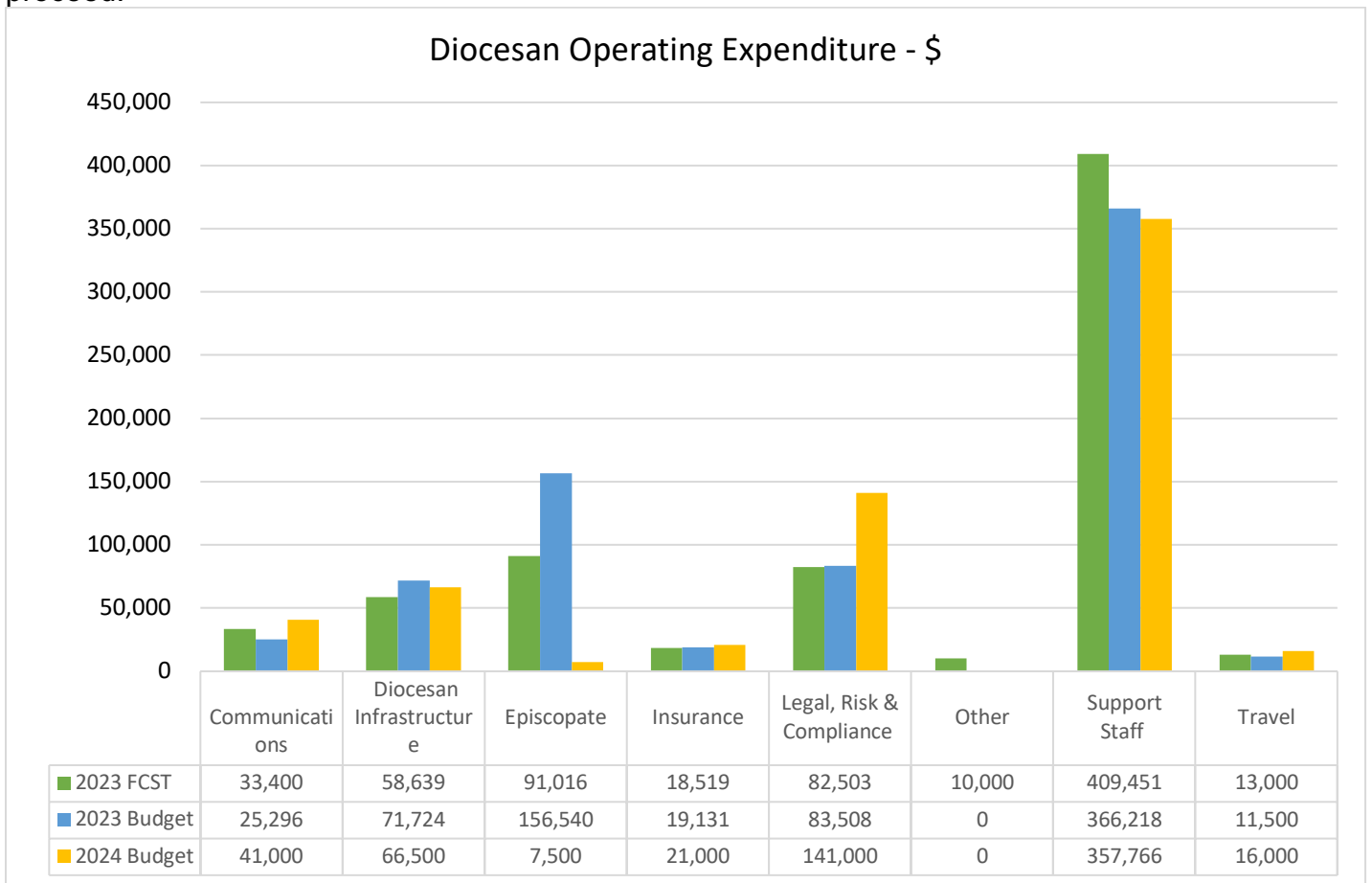
## Diocesan Operations (G&A)

G&A expenses in 2024 are budgeted to decrease even after including some of the one-off expenses expected as part of the continuing Trialogue process.

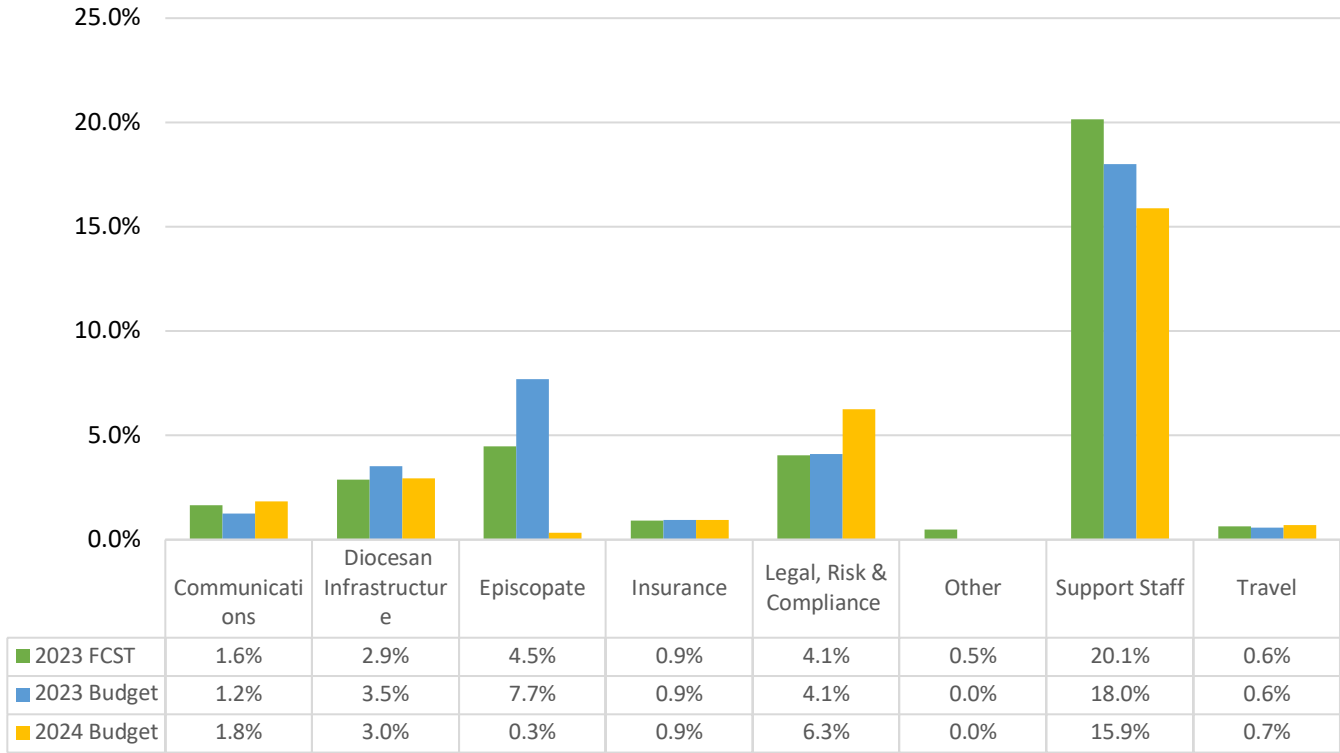
Cost savings in 2024 also include the fact that our assisting Bishop will have a very limited scope of activities until we clarify the Trialogue outcome.

Support staff expenses relative to the 2023 budget decrease from 18% to 15.9%. Some provision has been made for the relocation of the Diocesan Office from Nicholson House to a decentralized location/s. We already have plans in motion to complete this relocation and achieve a reduction in operating expenses and expect the normalized 2025 expense to be less than 2024 which is a year of transitions.

Legal expenses are budgeted higher in 2024 due to the Trialogue process should this reunification proceed.

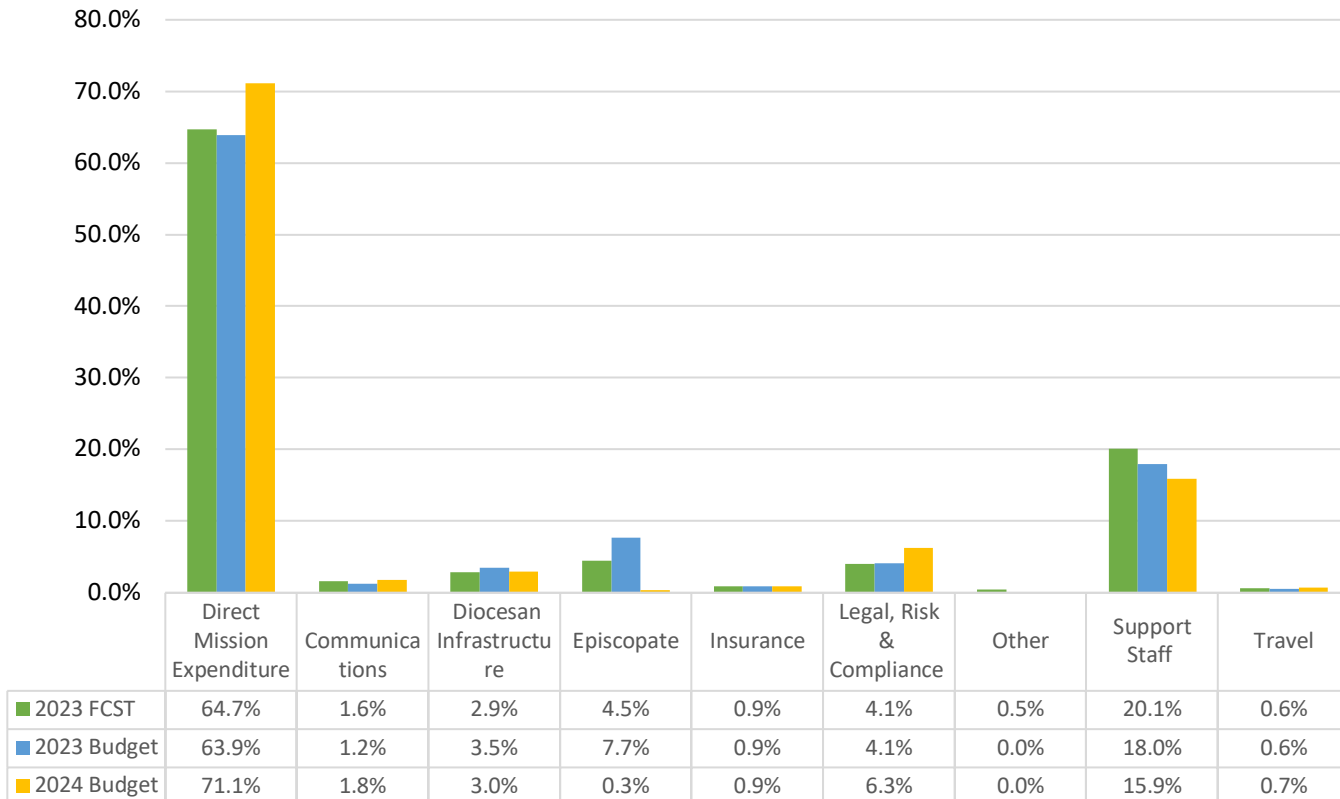


### Diocesan Operating Expenditure - % of Budget



The following chart shows Diocesan Operating Expenses in the context of total Mission focused expenditure:

### Expense Breakdown - Direct Mission Exp V Dio Operations Expenses



Direct Mission includes the following main programs where fund flows from the diocese towards ministry and mission:

<b>Program Type</b>	<b>BUDGET 2024</b>
Clergy Development Programs	76,416
Episcopal Church	327,147
Global Mission	105,000
Parish Programs	794,850
Wisconsin Christian Programs	56,500
Youth Formation	241,150
<b>Grand Total</b>	<b>1,601,063</b>

Parish programs include \$195k in 2024 for continuing multi-year strategic development support of the following parishes:

Bi-Lingual Ministry at GSE Sun Prairie	18,000
St Bart's, Pewaukee	20,000
Zion, Oconomowoc	20,000
St Luke's, Bayview	30,000
St Thomas, Greendale	40,000
St Boniface, Mequon	36,000
Holy Trinity Prairie Du Chien	6,000
St Michael's Racine	25,000

## Youth Formation

Youth Formation total of \$241k does not include grants to parishes included in the 'Parish Programs' category. It includes only campus ministry activities in Milwaukee, Whitewater and Platteville with a budget of \$138,500 and the cost of our joint venture to fund the Youth Networking Coordinator / Church Camp program we share with the Diocese of Fond Du Lac at a cost of \$102,500. This includes provision for church camp scholarships based on financial need.

## Global Mission

Global Mission includes Diocesan support of the Haiti Partnership Agriculture & Economic Sustainability program. This is a separate Diocese funded program aimed at assisting the people of the St Marc's Episcopal parish in Jeanette, Haiti to achieve economic independence to allow them to ultimately become autonomous and less reliant on the donations from US philanthropic individuals and organizations towards the running of their school and medical clinic. The 2024 budget includes the costs associated with the Cassava agricultural program started in 2023 and the expense to the Diocese of managing this from afar in a different country, culture and communications in Haitian Creole. It is also a change management program that will take many years of dedication to achieve the desired results for the people of Jeanette.

Global mission also includes a \$10k budget assisting the Sisters of Mary in the Diocese of Newala and in 2023 the funds were expended on their school building program.



Global mission also includes the Commission for Global Reconciliation grants budget. In 2023 grants were awarded within two Tanzanian Dioceses, Lweru of Newala and also to the Haiti partnership Cassava agriculture program.

### Clergy Development Programs

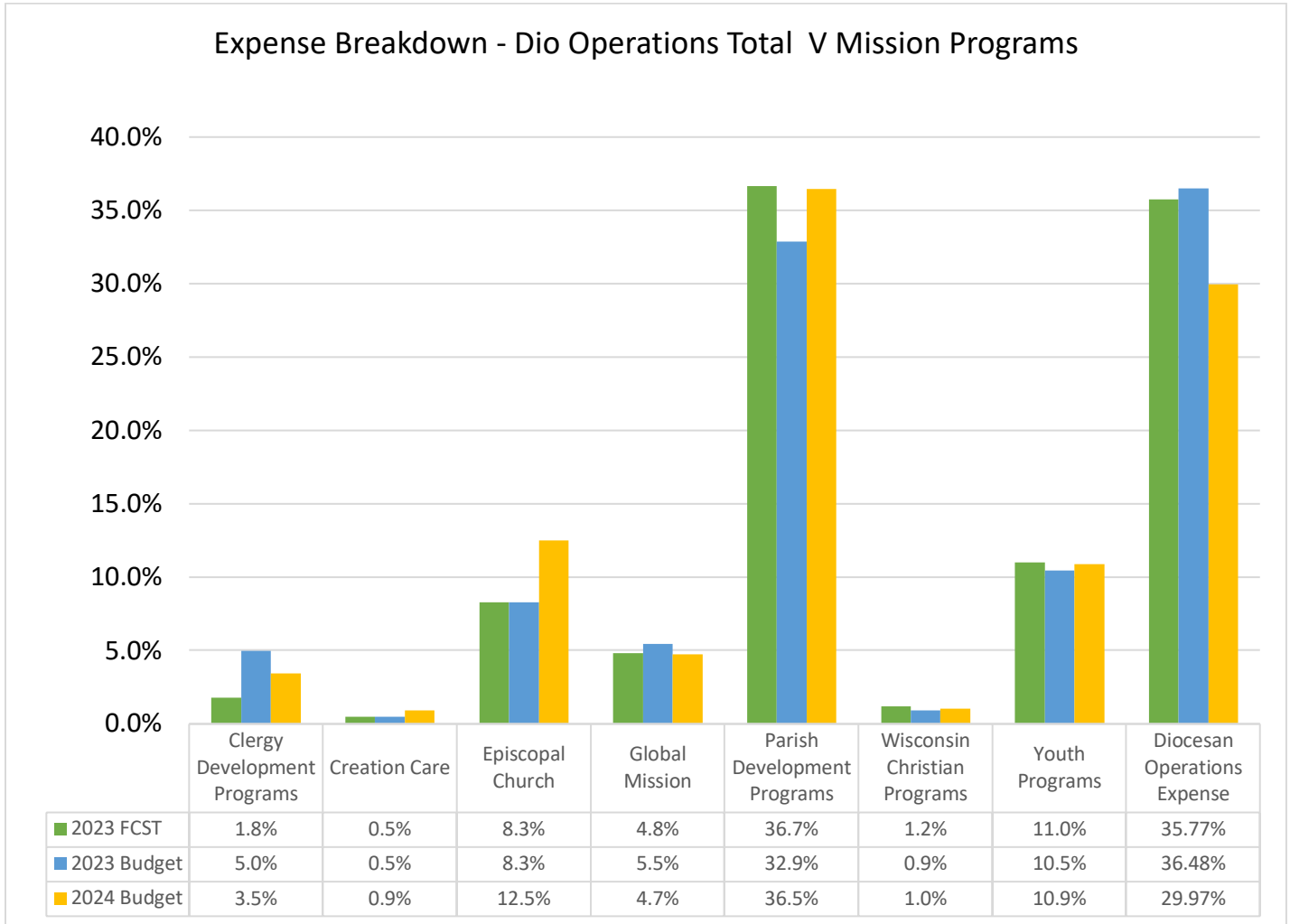
These programs include seminarian programs, Deacons programs and Clergy conference.

### Wisconsin Christian Programs

Within this category are our support of Hospitality Center Racine, the Wisconsin Council of Churches, Ecumenical and Interfaith sponsorships and anticipated use of discretionary funds for the poor and underserved in our community.

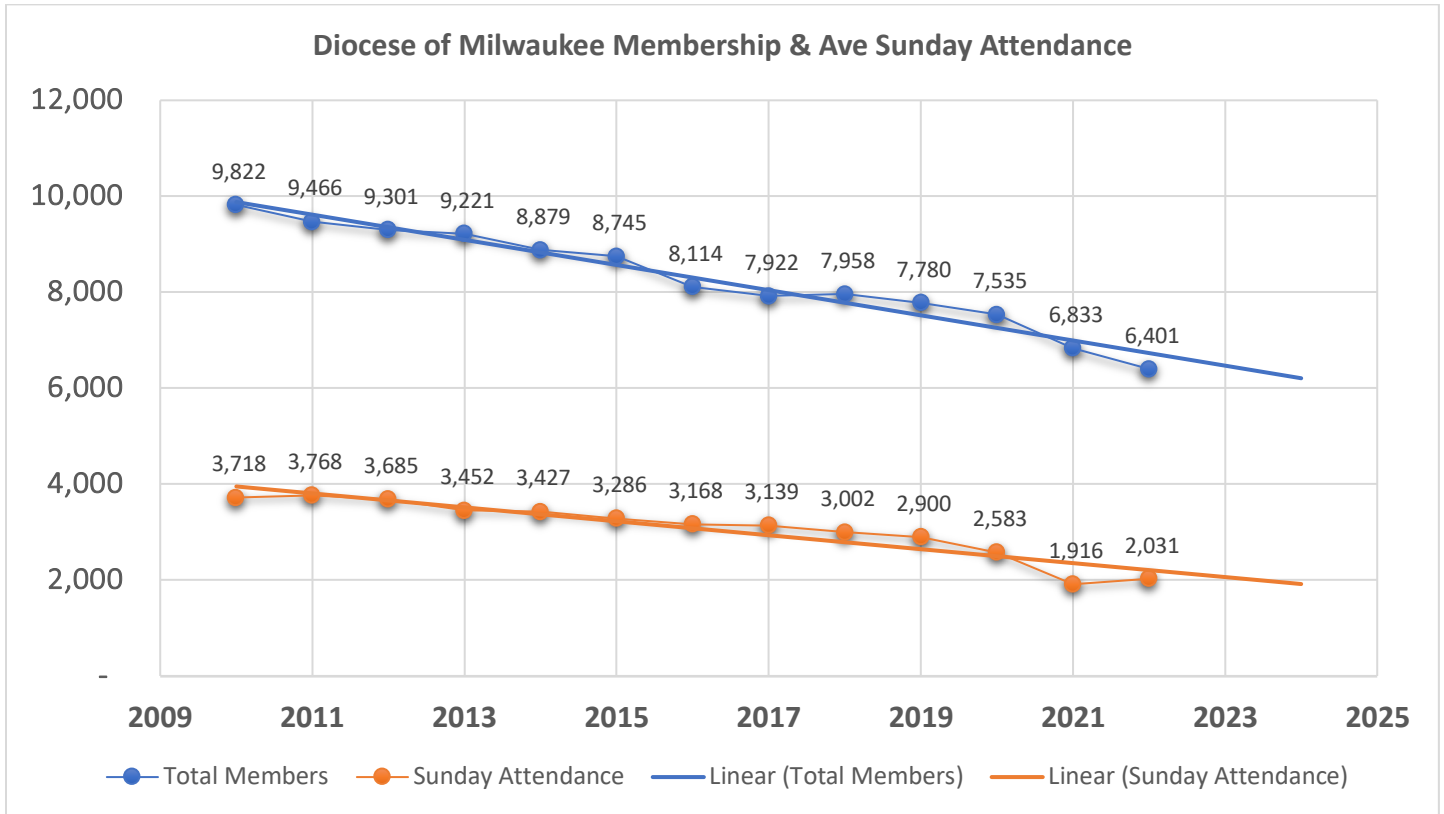
### Expense Relativities

The chart below shows a breakdown of the various mission program expenditure categories versus total diocesan operations expenditure:



We know that this is an inflection point for the Episcopal Church and mainstream Christian denominations. The pandemic clarified trends that have been evident for some time. The chart below

shows the impact on membership and attendance recorded via parochial reports over the last 12 years:

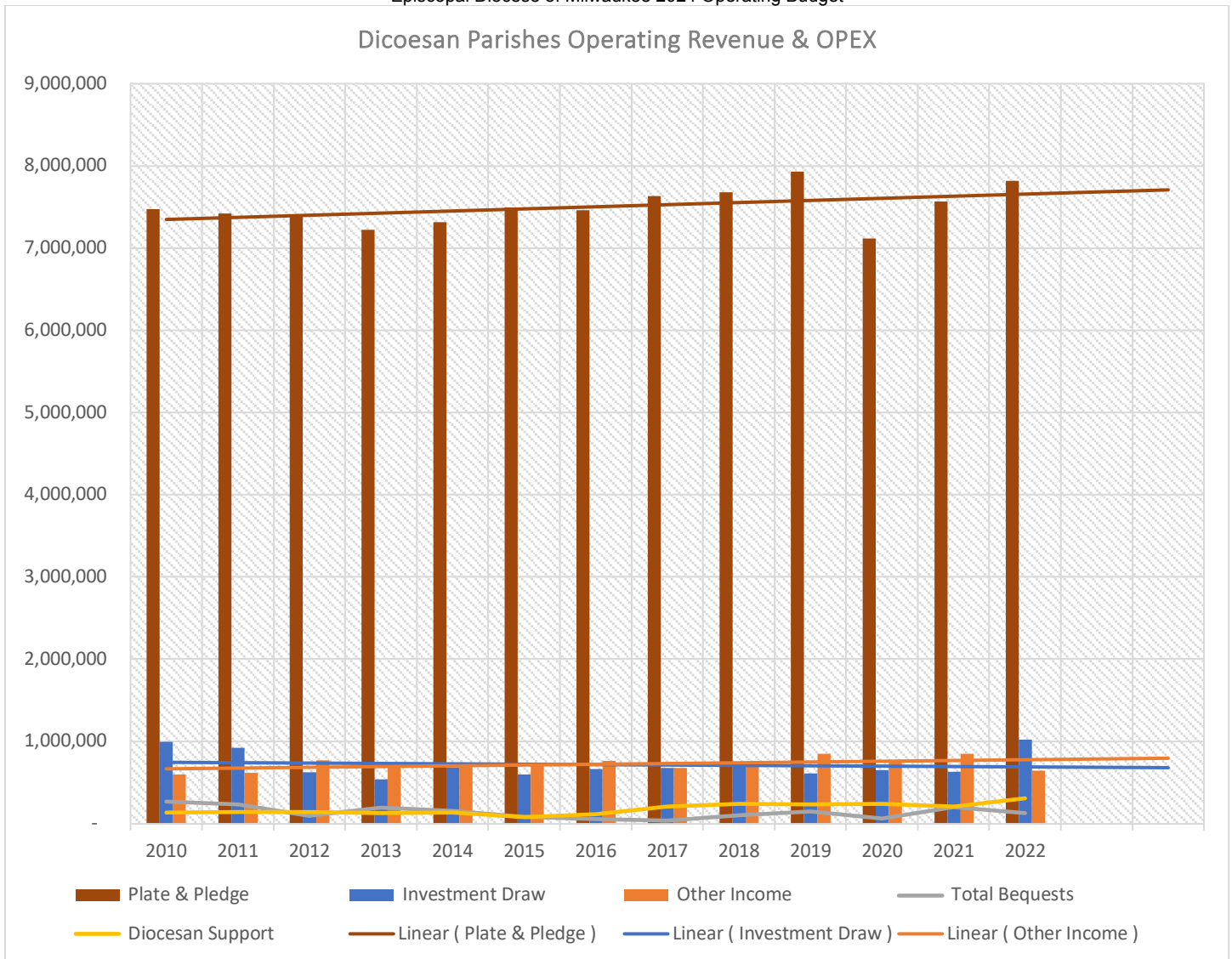


An analysis of parochial report data over the last 12 years shows that we need targeted strategies as a Diocese to optimize resources to assist our larger parishes to grow and our smaller parishes to survive. Collaboration and sharing is the key to our success. 2023 saw the implementation of collaborative models in the Diocese including:

- St Paul’s Beloit & Trinity Janesville
- Platteville / Mineral Point & Campus Ministry
- Milwaukee area parishes Youth Ministry collaboration
- DioMil & DioFDL Youth Ministry
- Sussex / Menomonee Falls collaboration
- Waukesha Ecumenical collaboration
- Campus Ministry ECLA collaboration at UW Whitewater

Despite a decrease in members there has been a gradual increase in plate and pledge contributions from members. The age breakdown of Diocese of Milwaukee parishes, overall is:

0-12 years	8.83%
13-17 years	4.61%
18-34 years	8.66%
35-64 years	31.57%
>65 Years	46.33%



## In Closing

- with 46% of members aged over 65 our parishes need an intentional pledge replacement endowment plan. Many of our parishes do not currently have sufficient levels of endowed funds.
- we will enlist the services of the Episcopal Church Foundation to assist parishes with a review of their assets and resources if they are willing to work with us.
- we will facilitate and encourage inter parish, community program collaboration and ecumenical collaboration.
- we will support the growth potential of active youth ministry programs.
- We will support growth potential in parish programs throughout the Diocese.
- We need to connect our parishes with people who are looking for an enlightened Christian spiritual path that their legacy denomination is not providing them (communications and awareness campaigns)
- We need to encourage all parishes to use Diocesan staff and resources. The Diocese and its staff are a resource for all parishes. The Diocesan staff are here to assist clergy and lay leaders with any issues that might arise and to provide support, advice, research and hands on assistance. Please use us. That is our mission.

Episcopal Diocese of Milwaukee 2024 Operating Budget

**EPISCOPAL DIOCESE OF MILWAUKEE  
REVENUE - 2024 OPERATING BUDGET**

Type Revenue

Order	Category	2023 Full Year Forecast	2023 year Budget	2024 year Budget		2024 Change V 2023 Budget	% Change	Comment
	1 Assessment for Common Mission	1,370,640	1,373,172	1,463,378	1	90,206	7%	Parish operating revenue increased by \$0.5m
	2 Unrestricted Fund Distributions	141,607	136,860	141,607	2	4,747	3%	Based on 4.91% draw on 5 year rolling average
	3 Restricted Fund Distributions	478,765	518,188	626,845	3	108,657	21%	2024 Increased to support budget
	4 Misc Revenue	41,300	5,496	20,000	4	14,504	264%	Includes conference fees to attendees
<b>Grand Total</b>		<b>2,032,313</b>	<b>2,033,716</b>	<b>2,251,830</b>	5	<b>218,114</b>	<b>11%</b>	11% increase in size of budget

Type Expense

Program	Program Type	2023 Full Year Forecast	2023 year Budget	2024 year Budget		2024 Change V 2023 Budget	% Change	% Change
<b>Diocesan Operations</b>	Communications	33,400	25,296	41,000	6	15,704	62%	Includes Archival Program upgrade
	Diocesan Infrastructure	58,639	71,724	66,500	7	(5,224)	-7%	Diocesan office relocation by July 2024 to less expensive premises
	Episcopate	91,016	156,540	7,500	8	(149,040)	-95%	No sitting Bishop in 2024
	Insurance	18,519	19,131	21,000	9	1,869	10%	Will reduce due to relocation
	Legal, Risk & Compliance	82,503	83,508	141,000	10	57,492	69%	Legal fees include Trialogue legals
	Other	10,000			11	0		Property taxes
	Support Staff	409,451	366,218	357,766	12	(8,451)	-2%	2023 included retirement payments to ex-staff
	Travel	13,000	11,500	16,000	13	4,500	39%	Includes conferences and parish visits
<b>Diocesan Operations Total</b>		<b>716,528</b>	<b>733,917</b>	<b>650,766</b>	14	<b>(83,150)</b>	<b>-11%</b>	11% decrease in general & admin versus 2023 budget
<b>Direct Mission</b>	Clergy Development Programs	36,179	101,499	76,416	15	(25,083)	-25%	No dergy conference in 2023
	Episcopal Church	178,133	176,904	327,147	16	150,243	85%	Assessment increased by ~96k plus \$50k General Convention in 2024
	Global Mission	97,885	111,000	105,000	17	(6,000)	-5%	Haiti & Africa
	Parish Programs	708,428	635,614	794,850	18	159,236	25%	Multi Year strategic development & individual grants
	Wisconsin Christian Programs	71,500	61,890	56,500	19	(5,390)	-9%	Wis Council of churches, Hospitality Center, Interfaith
	Youth Formation	223,660	212,892	241,150	20	28,258	13%	Campus Ministry & Youth / Camp Programs
<b>Direct Mission Total</b>		<b>1,315,785</b>	<b>1,299,799</b>	<b>1,601,063</b>	21	<b>301,264</b>	<b>23%</b>	23 % increase in direct mission versus 2023 budget
<b>Grand Total</b>		<b>2,032,312</b>	<b>2,033,716</b>	<b>2,251,830</b>		<b>218,114</b>	<b>11%</b>	

Episcopal Diocese of Milwaukee 2024 Operating Budget

EPISCOPAL DIOCESE OF MILWAUKEE  
REVENUE - 2024 OPERATING BUDGET

Type Revenue

Order	Program	Category	Item	2023 Full Year Forecast	2023 year Budget	2024 year Budget	#	2023 Full Year FCST Variance from BUD	2024 BUD Variance from 2023 FCST	2024 BUD Variance from 2023 BUD	2024 % Change on 2023 FCST	2024 % Change on 2023 Budget	Comment
	<b>Assessment for Common Mission</b>	Assessment for Common Mission	5000 Assessments	1,370,640	1,373,172	1,463,378	1	(2,532)	92,738	90,206	6.8%	6.6%	Assessment Model unchanged. Parish average revenue for 2021/2022 increased on previous average
<b>1 Total</b>				<b>1,370,640</b>	<b>1,373,172</b>	<b>1,463,378</b>	2	(2,532)	92,738	90,206	6.8%	6.6%	
	<b>General Budget Support</b>	Unrestricted Fund Distributions	5201.10 UF Diocesan Endowment Fund Disbursements	87,589	84,120	87,589	3	3,469	0	3,469	0.0%	4.1%	Income distributions without restrictions
			5201.2 UF Julia Woods Adams Fund disbursements	5,148	4,944	5,148	4	204	0	204	0.0%	4.1%	Income distributions without restrictions
			5201.40 UF Elsie Brennan Fund	2,682	2,576	2,682	5	106	0	106	0.0%	4.1%	Income distributions without restrictions
			5201.8 UF - Earl T Hoffman - GMF Trust	22,000	22,000	22,000	6	0	0	0	0.0%	0.0%	Income distributions without restrictions
			5201.90 UF - Perm Dev Fund Disbursements	24,189	23,220	24,189	7	969	0	969	0.0%	4.2%	Income distributions without restrictions
<b>2 Total</b>				<b>141,607</b>	<b>136,860</b>	<b>141,607</b>	8	4,747	0	4,747	0.0%	3.5%	Income distributions without restrictions
	<b>Program Funds</b>	Restricted Fund Distributions	5202.10 Christian Formation Fund disbursements	90,000	90,000	147,500	9	0	57,500	57,500	63.9%	63.9%	Restricted Fund that distributes funding for Youth Ministry joint venture with Dio Fond Du lac & Parish Grants for Youth Programs
			5202.20 Diocesan Campus Ministry Fund disbursements	52,045	49,988	52,045	10	2,057	0	2,057	0.0%	4.1%	Restricted Fund that distributes funding to support Milwaukee area campus ministry
			5202.22 Camp Webb End Fund disbursements	399	797	399	11	(398)	0	(398)	0.0%	-50.0%	Restricted fund for Camp Scholarships
			5202.28 ECW Book of Remembrance Fund disbursements	3,185	3,060	3,185	12	125	0	125	0.0%	4.1%	Restricted Fund used for Seminarian support
			5202.30 Whitewater Campus Ministry Fund Disbursements	12,380	11,888	12,380	13	492	0	492	0.0%	4.1%	Restricted Fund used to support Campus Ministry - Whitewater
			5202.40 St James Poverty Fund Disbursements	11,421	10,968	11,421	14	453	0	453	0.0%	4.1%	Restricted Fund supporting Social Justice & Poverty programs including parish grants
			5202.50 Buschman Seminarian Fund Disbursements	24,000	24,000	18,000	15	0	(6,000)	(6,000)	-25.0%	-25.0%	Restricted Fund used for Seminarian support
			5202.60 Diocesan Outreach Fund disbursements	25,000	25,000	20,000	16	0	(5,000)	(5,000)	-20.0%	-20.0%	Restricted fund used to support Outreach programs including parish grants
			5202.80 Cadle Deanery Fund disbursements	46,208	27,000	0	17	19,208	(46,208)	(27,000)	-100.0%	-100.0%	Restricted fund supporting ministry in the western part of the Diocese including parishes and campus ministry
			5309.10 Wolf Trust Distribution to Haiti Partnership	24,000			18	24,000	(24,000)	0	-100.0%	#DIV/0!	Restricted endowment for the benefit of haiti Partnership
			5715 Meachem Endowment Income	150,521	131,188	128,112	19	19,333	(22,409)	(3,076)	-14.9%	-2.3%	Parish Development, Community Engagement, Hospitality Center Racine
			Total 5202.9 Bishop's Discretionary Fund Revenue	21,845	13,689	8,845	20	8,156	(13,000)	(4,844)	-59.5%	-35.4%	4 small invested funds & donations to Bishop's purse
			Total 5800 Release of or Transfer to Restricted Fund Equity to Program Expenses	17,761	130,610	224,957	21	(112,849)	207,196	94,347	1166.6%	72.2%	Movement in unexpended restricted funds from past distributions
<b>3 Total</b>				<b>478,765</b>	<b>518,188</b>	<b>626,845</b>	22	(39,423)	148,079	108,657	30.9%	21.0%	Program funding from restricted investments
	<b>Misc Revenue</b>	Misc Revenue	5206 Interest/Dividends	33			23	33	(33)	0	-100.0%	#DIV/0!	
			5300.10 Convention & Clergy Conference Registration	15,120		20,000	24	15,120	4,880	20,000	32.3%	#DIV/0!	Parish cost coverage contribution
			5320.10 Sale of St John's Portage	16,178			25	16,178	(16,178)	0	-100.0%	#DIV/0!	DioMil net 10% share of sale of St John's Portage.
			5300 Miscellaneous Income	900	1,500		26	(600)	(900)	(1,500)	-100.0%	-100.0%	
			5302 Rent	9,600		0	27	9,600	(9,600)	0	-100.0%	#DIV/0!	Income from level 3 Nicholson House to offset utilities expense
			5304 Contributions/Grants	50	3,996		28	(3,946)	(50)	(3,996)	-100.0%	-100.0%	
			Non Profit Income	(581)			29	(581)	581	0	-100.0%	#DIV/0!	Parish debt > 5 years old written off
<b>4 Total</b>				<b>41,300</b>	<b>5,496</b>	<b>20,000</b>	30	35,804	(21,300)	14,504	-51.6%	263.9%	
<b>Grand Total</b>				<b>2,032,313</b>	<b>2,033,716</b>	<b>2,251,830</b>	31	(1,403)	219,517	218,114	10.8%	10.7%	

Episcopal Diocese of Milwaukee 2024 Operating Budget

EPISCOPAL DIOCESE OF MILWAUKEE  
EXPENSES SUMMARY - 2024 OPERATING BUDGET

Type Expense

Order	Program	Category	2023 Full Year Forecast	2023 year Budget	2024 year Budget
12	Diocesan Operations	Episcopate	91,016	156,540	7,500
<b>12 Total</b>			<b>91,016</b>	<b>156,540</b>	<b>7,500</b>
13	Direct Mission	Community Engagemment	50,131	65,328	
		Latino Ministry	2,500	2,500	2,500
		Parish Ministry Grants	100,830	65,000	300,000
		Parish Support Programs	26,699	2,004	17,500
		Poverty & Underserved	46,000	42,996	35,000
		Strategic Parish Development	309,274	281,988	195,000
<b>13 Total</b>			<b>535,434</b>	<b>459,816</b>	<b>550,000</b>
14	Direct Mission	Clergy Programs	4,979	68,528	39,216
		Ministry Staff	170,794	170,794	186,350
		Seminarian Program	25,616	24,721	19,200
		Adult Formation	5,584	8,250	21,500
<b>14 Total</b>			<b>206,973</b>	<b>272,293</b>	<b>266,266</b>
15	Direct Mission	Campus Ministry	130,660	122,892	138,650
		Creation Care Program	10,000	10,000	20,000
		Youth Ministry	93,000	90,000	102,500
<b>15 Total</b>			<b>233,660</b>	<b>222,892</b>	<b>261,150</b>
16	Direct Mission	Diocesan Events	38,200	38,000	70,000
<b>16 Total</b>			<b>38,200</b>	<b>38,000</b>	<b>70,000</b>
17	Direct Mission	Bishop's Discretionary Fund	10,000	5,898	2,000
<b>17 Total</b>			<b>10,000</b>	<b>5,898</b>	<b>2,000</b>
18	Direct Mission	Global Mission	97,885	111,000	105,000
<b>18 Total</b>			<b>97,885</b>	<b>111,000</b>	<b>105,000</b>
19	Direct Mission	DFMS Episcopal Church Common Mission Assessment	164,995	165,000	261,147
		Economic Justice	500	500	500
		Province V Assessment	3,300	3,900	4,000
		Wisconsin Council of Churches	11,000	9,996	15,000
		Ecumenical & Interfaith	4,000	2,500	4,000
		General Convention	0	0	50,000
<b>19 Total</b>			<b>183,795</b>	<b>181,896</b>	<b>334,647</b>
20	Diocesan Operations	Audit	20,003	20,004	24,000
		Communications	31,900	22,800	37,000
		Insurance	18,519	19,131	21,000
		Legal Fees	40,000	45,000	90,000
		Office equipment, Maintenance & Supplies	22,258	28,716	26,500
		Office Maintenance	9,984	15,516	11,000

#	2023 Full Year FCST Variance from BUD	2024 BUD Variance from 2023 FCST	2024 BUD Variance from 2023 BUD	2024 % Change on 2023 FCST	2024 % Change on 2023 Budget	Comment
1	(65,524)	(83,516)	(149,040)	-91.8%	-95.2%	Bishop retired in July 2023 & Assisting Bishop has limited duties in 2024
2	(65,524)	(83,516)	(149,040)	-91.8%	-95.2%	
3	(15,197)	(50,131)	(65,328)	-100.0%	-100.0%	Missioner retires in September 2023
4	0	0	0	0.0%	0.0%	Ministry in Sun Prairie
5	35,830	199,170	235,000	197.5%	361.5%	
6	24,695	(9,199)	15,496	-34.5%	773.3%	
7	3,004	(11,000)	(7,996)	-23.9%	-18.6%	
8	27,286	(114,274)	(86,988)	-36.9%	-30.8%	Multi-year development program supporting certain parishes including two in Canon 8
9	75,618	14,566	90,184	2.7%	19.6%	
10	(63,549)	34,237	(29,312)	687.6%	-42.8%	Includes clergy conference and Deacons programs. Only 4 Deacons elected to participate in the 2023 Deacons Comp Resolution so the budget was underspent
11	0	15,556	15,556	9.1%	9.1%	Ministry Staff
12	895	(6,416)	(5,521)	-25.0%	-22.3%	Seminarian Financial Support
13	(2,666)	15,916	13,250	285.0%	160.6%	Additional 2024 budget including Daughters of the King
14	(65,320)	59,293	(6,027)	28.6%	-2.2%	
15	7,768	7,990	15,758	6.1%	12.8%	Milwaukee, Whitewater & Platteville Campuses
16	0	10,000	10,000	100.0%	100.0%	2024 Budget will include parish energy audits
17	3,000	9,500	12,500	10.2%	13.9%	Diomil share of Youth Networking Coordinatory compensation shared with Dio Fond Du lac plus camp scholarship
18	10,768	27,490	38,258	11.8%	17.2%	
19	200	31,800	32,000	83.2%	84.2%	Two conventions in 2024 potentially with Spring reunification convention plus Fall Convention
20	200	31,800	32,000	83.2%	84.2%	
21	4,102	(8,000)	(3,898)	-80.0%	-66.1%	Expect lower figure in 2024 with no Bishop
22	4,102	(8,000)	(3,898)	-80.0%	-66.1%	
23	(13,115)	7,115	(6,000)	7.3%	-5.4%	Haiti program, Newala grant and Commission for Global Reconciliation budget
24	(13,115)	7,115	(6,000)	7.3%	-5.4%	
25	(5)	96,152	96,147	58.3%	58.3%	with a 2-year time lag. Revenue increased so we are assessed on additional income
26	0	0	0	0.0%	0.0%	Milwaukee based initiative
27	(600)	700	100	21.2%	2.6%	Assessment
28	1,004	4,000	5,004	36.4%	50.1%	Judicatory support. DioMil has two representatives on their Finance Committee
29	1,500	0	1,500	0.0%	60.0%	Led by two Diocesan clergy. Two sponsorships
30	0	50,000	50,000			Once every 3 years
31	1,899	150,852	152,751	82.1%	84.0%	
32	(1)	3,997	3,996	20.0%	20.0%	
33	9,100	5,100	14,200	16.0%	62.3%	
34	(612)	2,481	1,869	13.4%	9.8%	
35	(5,000)	50,000	45,000	125.0%	100.0%	2024 includes additional legal for the possible reunification
36	(6,458)	4,242	(2,216)	19.1%	-7.7%	
37	(5,532)	1,016	(4,516)	10.2%	-29.1%	

Episcopal Diocese of Milwaukee 2024 Operating Budget

EPISCOPAL DIOCESE OF MILWAUKEE  
EXPENSES SUMMARY - 2024 OPERATING BUDGET

Type Expense

Order	Program	Category	2023 Full Year Forecast	2023 year Budget	2024 year Budget
		Office Utilities	26,397	27,492	29,000
		Other Consulting	4,500	504	9,000
		Parish Review Program	18,000	18,000	18,000
		Postage	1,500	2,496	4,000
		Support Staff	409,451	366,218	357,766
		Travel	13,000	11,500	16,000
<b>20 Total</b>			<b>615,512</b>	<b>577,377</b>	<b>643,266</b>
<b>21</b>	<b>Direct Mission</b>	Dialogue Consultants	9,838	8,004	12,000
<b>21 Total</b>			<b>9,838</b>	<b>8,004</b>	<b>12,000</b>
<b>22</b>	<b>Diocesan Operations</b>	Property Taxes	10,000		

#	2023 Full Year FCST Variance from BUD	2024 BUD Variance from 2023 FCST	2024 BUD Variance from 2023 BUD	2024 % Change on 2023 FCST	2024 % Change on 2023 Budget	Comment
38	(1,095)	2,603	1,508	9.9%	5.5%	
39	3,996	4,500	8,496	100.0%	1685.7%	
40	0	0	0	0.0%	0.0%	Canonically mandated annual parish financial review
41	(996)	2,500	1,504	166.7%	60.3%	
42	43,233	(51,685)	(8,451)	-12.6%	-2.3%	Finance, Administration & Communications staff. 2023 included residual of retirement payments to staff who retired in 2022
43	1,500	3,000	4,500	23.1%	39.1%	Includes CPG conferences
<b>44</b>	<b>38,135</b>	<b>27,755</b>	<b>65,890</b>	<b>4.5%</b>	<b>11.4%</b>	
45	1,834	2,162	3,996	22.0%	49.9%	Canticle Communications - Trialogue Project Manager
<b>46</b>	<b>1,834</b>	<b>2,162</b>	<b>3,996</b>	<b>22.0%</b>	<b>49.9%</b>	
47	10,000	(10,000)	0	-100.0%		Unrelated business income tax on property txn

Episcopal Diocese of Milwaukee 2024 Operating Budget

Diocesan Budget 2024 - Direct Mission Expense Totals

Type	Expense
Program	Direct Mission

Order	Category	Item	BUD 2024
<b>13</b>			
13	<b>Latino Ministry</b>		
13	Latino Ministry	8307.21 Christian Formation - Latino Ministry	2,500
13	<b>Latino Ministry Total</b>		<b>2,500</b>
13	<b>Parish Ministry Grants</b>		
13	Parish Ministry Grants	8118.2 Development Grants - Expenses	150,000
13	Parish Ministry Grants	8118.98 Ministry Grants	150,000
13	<b>Parish Ministry Grants Total</b>		<b>300,000</b>
13	<b>Parish Support Programs</b>		
13	Parish Support Programs	8103 TENS Network Resources for Parishes	2,500
13	Parish Support Programs	8104 Strategy Consulting to Parishes	15,000
13	<b>Parish Support Programs Total</b>		<b>17,500</b>
13	<b>Poverty &amp; Underserved</b>		
13	Poverty & Underserved	8112.2 Hospitality Center Aid Expenses	32,000
13	Poverty & Underserved	8110.982 Discretionary Donations to Poverty & Need	3,000
13	<b>Poverty &amp; Underserved Total</b>		<b>35,000</b>
13	<b>Strategic Parish Development</b>		
13	Strategic Parish Development	8110.121 Good Shepherd, Sun Prairie	18,000
13	Strategic Parish Development	8110.124 St Bartholomew, Pewaukee	20,000
13	Strategic Parish Development	8110.125 Zion, Oconomowoc	20,000
13	Strategic Parish Development	8110.126 St Luke's Bayview	30,000
13	Strategic Parish Development	8110.127 St Thomas of Canterbury	40,000
13	Strategic Parish Development	8110.128 St Boniface, Mequon	36,000
13	Strategic Parish Development	8110.132 Holy Trinity Prairie Du Chien	6,000
13	Strategic Parish Development	8110.133 St Michael's Racine	25,000
13	<b>Strategic Parish Development Total</b>		<b>195,000</b>
<b>14</b>			
14	<b>Clergy Programs</b>		
14	Clergy Programs	8333.10 Clergy Retreat	30,000
14	Clergy Programs	8333.30 Deacon's Comp Resolution Prog	1,416
14	Clergy Programs	8333.31 Deacon's AED Membership	2,800
14	Clergy Programs	8333.50 Clergy Mentoring	5,000
14	<b>Clergy Programs Total</b>		<b>39,216</b>
14	<b>Ministry Staff</b>		
14	Ministry Staff	8300a Ministry Staff	186,350
14	<b>Ministry Staff Total</b>		<b>186,350</b>
14	<b>Seminarian Program</b>		
14	Seminarian Program	8301.10 Aid to Sem.- Restricted Endow.	16,000
14	Seminarian Program	8301.20 Pre Seminary Psych Evaluation	3,200
14	<b>Seminarian Program Total</b>		<b>19,200</b>
14	<b>Adult Formation</b>		
14	Adult Formation	8307.11 Deacon's Formation School	6,000
14	Adult Formation	8307.12 Education for Ministry	4,000
14	Adult Formation	8307.13 Adult Retreat	8,000
14	Adult Formation	8307.15 Daughters of the King	3,500
14	<b>Adult Formation Total</b>		<b>21,500</b>
<b>15</b>			
15	<b>Campus Ministry</b>		
15	Campus Ministry	8307.81 Campus Ministry - St Mark's Milwaukee	45,780
15	Campus Ministry	8307.82 Whitewater Campus Ministry	30,870
15	Campus Ministry	8307.83 UW Platteville Campus Ministry	62,000
15	<b>Campus Ministry Total</b>		<b>138,650</b>
15	<b>Creation Care Program</b>		
15	Creation Care Program	8304 Creation Care Commission	20,000
15	<b>Creation Care Program Total</b>		<b>20,000</b>
15	<b>Youth Ministry</b>		
15	Youth Ministry	8307.75 Episcopal Summer Camp / Youth Ministry JV with Fond Du Lac	97,500
15	Youth Ministry	8307.9 Scholarships	5,000
15	<b>Youth Ministry Total</b>		<b>102,500</b>
<b>16</b>			
16	<b>Diocesan Events</b>		
16	Diocesan Events	8307.5d Diocesan Convention Event	70,000
16	<b>Diocesan Events Total</b>		<b>70,000</b>
<b>17</b>			
17	<b>Bishop's Discretionary Fund</b>		



Episcopal Diocese of Milwaukee 2024 Operating Budget

Diocesan Budget 2024 - Direct Mission Expense Totals

Type	Expense		
Program	Direct Mission		
Order	Category	Item	BUD 2024
17	Bishop's Discretionary Fund	8400 Bishop's Discretionary Expenditure	2,000
17	<b>Bishop's Discretionary Fund Total</b>		<b>2,000</b>
18	<b>Global Mission</b>		
18	Global Mission	8503.12 Haiti Partnership Domain Expert and Translator	30,000
18	Global Mission	8503.13 APSHA Haiti Partnership Planning Phase	50,000
18	Global Mission	8501.1 EDOM Donations to NEWALA Project	10,000
18	Global Mission	8503.3 CGR Grant @ 0.07% of budget	15,000
18	<b>Global Mission Total</b>		<b>105,000</b>
19	<b>DFMS Episcopal Church Common Mission Assessment</b>		
19	DFMS Episcopal Church Common Mission Assessment	8550a Episcopal Church Assessment - DFMS	261,147
19	<b>DFMS Episcopal Church Common Mission Assessment Total</b>		<b>261,147</b>
19	<b>Economic Justice</b>		
19	Economic Justice	8515 Economic Justice	500
19	<b>Economic Justice Total</b>		<b>500</b>
19	<b>Province V Assessment</b>		
19	Province V Assessment	8552 Province V	4,000
19	<b>Province V Assessment Total</b>		<b>4,000</b>
19	<b>Wisconsin Council of Churches</b>		
19	Wisconsin Council of Churches	8821a WCC - Budget Support	15,000
19	<b>Wisconsin Council of Churches Total</b>		<b>15,000</b>
19	<b>Ecumenical &amp; Interfaith</b>		
19	Ecumenical & Interfaith	8840 Ecumenical Relations	4,000
19	<b>Ecumenical &amp; Interfaith Total</b>		<b>4,000</b>
19	<b>General Convention</b>		
19	General Convention	8601 General Convention Deputies	50,000
19	<b>General Convention Total</b>		<b>50,000</b>
21	<b>Dialogue Consultants</b>		
21	Dialogue Consultants	8701 Communications Consultants	12,000
21	<b>Dialogue Consultants Total</b>		<b>12,000</b>
<b>Grand Total</b>			<b>1,601,063</b>

Episcopal Diocese of Milwaukee 2024 Operating Budget

Episcopal Diocese of Milwaukee  
2024 Assessment for Common Mission

9,446,872 9,933,525 486,653

8,971,314 9,469,829

Assessment Rates & Assessme		
10.50%	12.70%	16.80%

Parish	2021 Year Operating Revenue	2022 Year Operating Revenue	Yr on Yr Change	Change	2021 PP Loan	Adjusted Total	Average Operating Revenue - 2020/2021	Average Operating Revenue - 2021/2022	0 - \$25,000	\$25,001 - \$115,000	\$115,001 - \$205,000
Baraboo Trinity	190,759	203,106	12,347	6%		393,865	172,528	196,933	2,625	11,430	13,765
Beaver Dam St Marks	86,969	60,280	(26,689)	-31%		147,249	70,783	73,625	2,625	6,175	
Beloit St Pauls	182,330	155,921	(26,409)	-14%		338,251	187,320	169,126	2,625	11,430	9,093
Burlington St John	56,752	102,104	45,352	80%		158,856	56,752	79,428	2,625	6,912	
Delafield St John Chrysostom	160,447	149,240	(11,207)	-7%	15,162	294,525	136,388	147,263	2,625	11,430	5,420
Delavan Christ	189,393	225,674	36,281	19%	27,587	387,480	180,466	193,740	2,625	11,430	13,228
Dousman St Marys	262,000	330,816	68,816	26%		592,816	247,955	296,408	2,625	11,430	15,120
Elkhorn St Johns	48,707	45,693	(3,014)	-6%		94,400	42,350	47,200	2,625	2,819	
Fort Atkinson St Peters	211,183	216,375	5,192	2%		427,558	191,286	213,779	2,625	11,430	15,120
Greendale St Thomas	303,997	266,079	(37,918)	-12%	27,012	543,064	272,986	271,532	2,625	11,430	15,120
Hartford St Aidans	120,751	146,647	25,896	21%		267,398	142,360	133,699	2,625	11,430	3,141
Hartland St Anskars	107,870	120,388	12,518	12%		228,258	107,184	114,129	2,625	11,319	
Hartland St Peters	41,637	38,025	(3,612)	-9%		79,662	38,867	39,831	2,625	1,884	
Janesville Trinity	223,523	209,262	(14,261)	-6%		432,785	227,661	216,393	2,625	11,430	15,120
Kenosha St Matthews	276,041	270,784	(5,257)	-2%		546,825	264,692	273,413	2,625	11,430	15,120
Lake Geneva Holy Communion	140,445	113,223	(27,222)	-19%		253,668	130,185	126,834	2,625	11,430	1,988
Madison Grace	523,012	638,553	115,541	22%		1,161,565	523,693	580,783	2,625	11,430	15,120
Madison St Andrews	553,016	515,909	(37,107)	-7%	49,357	1,019,568	505,419	509,784	2,625	11,430	15,120
Madison St Dunstans	306,806	304,930	(1,876)	-1%		611,736	288,602	305,868	2,625	11,430	15,120
Madison St Lukes	140,039	152,834	12,795	9%		292,873	137,703	146,437	2,625	11,430	5,281
Menomonee Falls St Francis	94,726	92,701	(2,025)	-2%		187,427	95,619	93,714	2,625	8,727	
Mequon St Boniface	203,315	243,653	40,338	20%	33,308	413,660	160,913	206,830	2,625	11,430	15,120
Milwaukee All Saints	247,626	308,810	61,184	25%	32,200	524,236	216,128	262,118	2,625	11,430	15,120
Milwaukee St Lukes	162,207	187,556	25,349	16%	14,000	335,763	152,555	167,882	2,625	11,430	8,884
Milwaukee St Marks	441,550	499,710	58,160	13%	51,875	889,385	365,588	444,693	2,625	11,430	15,120
Milwaukee St Pauls Church	506,610	515,816	9,206	2%		1,022,426	522,529	511,213	2,625	11,430	15,120
Mineral Point Trinity	53,594	58,438	4,844	9%		112,032	53,943	56,016	2,625	3,939	
Monroe St Andrews	29,825	5,000	(24,825)	-83%		34,825	29,825	17,413	1,828		
Oconomowoc St Pauls	51,575	49,606	(1,969)	-4%		101,181	52,761	50,591	2,625	3,250	
Oconomowoc Zion	305,246	309,854	4,608	2%	28,894	586,206	282,730	293,103	2,625	11,430	15,120
Pewaukee St Bartholomews	180,244	241,926	61,682	34%	27,600	394,570	167,203	197,285	2,625	11,430	13,824
Platteville Trinity	34,231	41,946	7,715	23%	6,000	70,177	47,580	35,089	2,625	1,281	
Port Washington St Simon the Fisherman	51,704	66,784	15,080	29%		118,488	51,704	59,244	2,625	4,349	
Prairie Du Chien Holy Trinity	23,743	22,412	(1,331)	-6%		46,155	21,624	23,078	2,423		
Racine St Lukes	143,331	121,335	(21,996)	-15%		264,666	154,646	132,333	2,625	11,430	2,912
Racine St Michaels	168,338	220,973	52,635	31%	20,000	369,311	163,181	184,656	2,625	11,430	11,702
Richland Center St Barnabas	43,466	35,748	(7,718)	-18%		79,214	39,076	39,607	2,625	1,855	
River Hills St Christophers	414,231	466,585	52,354	13%	43,000	837,816	397,176	418,908	2,625	11,430	15,120
South Milwaukee St Marks	53,192	77,113	23,921	45%		130,305	65,382	65,153	2,625	5,099	
Sun Prairie Good Shepherd	57,119	82,360	25,241	44%		139,479	61,663	69,740	2,625	5,682	
Sussex St Albans	119,030	102,595	(16,435)	-14%	10,629	210,996	110,320	105,498	2,625	10,223	
Watertown St Pauls	143,640	118,224	(25,416)	-18%	21,200	240,664	128,339	120,332	2,625	11,430	896
Waukesha St Matthias	404,394	351,496	(52,898)	-13%	28,647	727,243	327,283	363,622	2,625	11,430	15,120
Wauwatosa Trinity	395,862	435,032	39,170	10%		830,894	403,805	415,447	2,625	11,430	15,120
West Allis St Peters	67,010	71,026	4,016	6%		138,036	58,764	69,018	2,625	5,590	
West Bend St James	127,320	127,965	645	1%	4,269	251,016	129,292	125,508	2,625	11,430	1,765
Whitefish Bay Christ	685,769	712,027	26,258	4%		1,397,796	677,058	698,898	2,625	11,430	15,120
Wisconsin Dells Holy Cross	112,297	100,991	(11,306)	-10%		213,288	109,458	106,644	2,625	10,369	

Episcopal Diocese of Milwaukee 2024 Operating Budget

Episcopal Diocese of Milwaukee

2024 Assessment for Common Mint on Revenue Bands

23.40%	17.10%	1,463,378	1,370,630	92,748	15.45%	15.28%	121,926
--------	--------	-----------	-----------	--------	--------	--------	---------

Parish	\$205,001 - \$300,000	> \$300,000	2024 Year Assessment	2023 Year Assessment	Change on Prior Year	2024 Effective Rate	2023 Effective Rate	2024 Monthly Assessment
Baraboo Trinity			27,819	23,719	4,100	14.13%	13.75%	2,318.00
Beaver Dam St Marks			8,800	8,439	361	11.95%	11.92%	733.00
Beloit St Pauls			23,148	26,204	(3,056)	13.69%	13.99%	1,929.00
Burlington St John			9,537	6,657	2,880	12.01%	11.73%	794.00
Delafield St John Chrysostom			19,475	17,648	1,827	13.22%	12.94%	1,622.00
Delavan Christ			27,283	25,053	2,230	14.08%	13.88%	2,273.00
Dousman St Marys	21,389		50,564	39,226	11,338	17.06%	15.82%	4,213.00
Elkhorn St Johns			5,444	4,828	616	11.53%	11.40%	453.00
Fort Atkinson St Peters	2,054		31,229	26,871	4,358	14.61%	14.05%	2,602.00
Greendale St Thomas	15,568		44,743	45,083	(340)	16.48%	16.51%	3,728.00
Hartford St Aidans			17,196	18,651	(1,455)	12.86%	13.10%	1,433.00
Hartland St Anskars			13,944	13,062	882	12.22%	12.19%	1,162.00
Hartland St Peters			4,508	4,386	122	11.32%	11.28%	375.00
Janesville Trinity	2,666		31,840	34,477	(2,637)	14.71%	15.14%	2,653.00
Kenosha St Matthews	16,009		45,183	43,142	2,041	16.53%	16.30%	3,765.00
Lake Geneva Holy Communion			16,043	16,606	(563)	12.65%	12.76%	1,336.00
Madison Grace	22,230	48,014	99,418	89,485	9,933	17.12%	17.09%	8,284.00
Madison St Andrews	22,230	35,873	87,278	86,360	918	17.12%	17.09%	7,273.00
Madison St Dunstans	22,230	1,003	52,408	48,737	3,671	17.13%	16.89%	4,367.00
Madison St Lukes			19,336	17,869	1,467	13.20%	12.98%	1,611.00
Menomonee Falls St Francis			11,351	11,593	(242)	12.11%	12.12%	945.00
Mequon St Boniface	428		29,603	21,768	7,835	14.31%	13.53%	2,466.00
Milwaukee All Saints	13,366		42,540	31,778	10,762	16.23%	14.70%	3,545.00
Milwaukee St Lukes			22,939	20,364	2,575	13.66%	13.35%	1,911.00
Milwaukee St Marks	22,230	24,742	76,147	62,449	13,698	17.12%	17.08%	6,345.00
Milwaukee St Pauls Church	22,230	36,117	87,522	89,286	(1,764)	17.12%	17.09%	7,293.00
Mineral Point Trinity			6,564	6,301	263	11.72%	11.68%	547.00
Monroe St Andrews			1,828	3,238	(1,410)	10.50%	10.86%	152.00
Oconomowoc St Pauls			5,874	6,150	(276)	11.61%	11.66%	489.00
Oconomowoc Zion	20,616		49,791	47,363	2,428	16.99%	16.75%	4,149.00
Pewaukee St Bartholomews			27,878	22,825	5,053	14.13%	13.65%	2,323.00
Platteville Trinity			3,906	5,493	(1,587)	11.13%	11.54%	325.00
Port Washington St Simon the Fisherman			6,973	6,016	957	11.77%	11.64%	581.00
Prairie Du Chien Holy Trinity			2,423	2,271	152	10.50%	10.50%	201.00
Racine St Lukes			16,966	20,715	(3,749)	12.82%	13.40%	1,413.00
Racine St Michaels			25,757	22,149	3,608	13.95%	13.57%	2,146.00
Richland Center St Barnabas			4,480	4,412	68	11.31%	11.29%	373.00
River Hills St Christophers	22,230	20,333	71,738	67,851	3,887	17.13%	17.08%	5,978.00
South Milwaukee St Marks			7,724	7,753	(29)	11.86%	11.86%	643.00
Sun Prairie Good Shepherd			8,306	7,281	1,025	11.91%	11.81%	692.00
Sussex St Albans			12,848	13,460	(612)	12.18%	12.20%	1,070.00
Watertown St Pauls			14,950	16,296	(1,346)	12.42%	12.70%	1,245.00
Waukesha St Matthias	22,230	10,879	62,284	55,899	6,385	17.13%	17.08%	5,190.00
Wauwatosa Trinity	22,230	19,741	71,146	68,984	2,162	17.13%	17.08%	5,928.00
West Allis St Peters			8,215	6,913	1,302	11.90%	11.76%	684.00
West Bend St James			15,820	16,456	(636)	12.60%	12.73%	1,318.00
Whitefish Bay Christ	22,230	68,212	119,616	115,710	3,906	17.11%	17.09%	9,968.00
Wisconsin Dells Holy Cross			12,993	13,351	(358)	12.18%	12.20%	1,082.00