

2025 Budget Highlights and Notes

Revenue

Church Support

- Estimated 8% Growth plus ~\$78k yearly tithe from 2 new churches
- Renamed from Operations support and now is 100% of Church support (no longer splitting incoming funds)
- We made this change retroactive to 2024 to show change for year to year

Updated Ordination Fees category to include Educational fees from Anglican Studies program

Ordination and Come and See Event are being combined into one larger event that will use staff time more efficiently

Anchor Fund Remains at \$300k for 3rd year, consistent with long-term plan. (Long-term plan reduces reliance on Anchor Fund by \$50k per year after 2025.)

Expenses

Judicatory Giving: Continued shift from Rwanda to ACNA. In July 2025 we will be supporting ACNA 80% and Rwanda 20%

Personnel Updates/Changes: Overall increase of \$95,712

- Represents largest change/increase in budget, reflective of leadership transition and what new Ordinary has put forward as needs to operate as a diocese
- Cost of Living Increase of 2%. Also reinstates increase to full 5% for 2024 that was partially removed in 2024 budget
Diocesan Council Revision
- Increases Suffragan Bishop capacity. This provides 2 bishops to assist the Ordinary with Parish visits and other episcopal duties.
- Addition of Canon for Safeguarding and Ethics as FT role. Previously supported through grants from ACNA and other sources
- Addition of Archdeacon to support ordinands and clergy care
- Establishing a \$10k Staff Development fund for conferences or seminars staff wish to attend for professional development
- Decrease in the Communications and Event position.
 - PT Communications Administrator
 - Event personnel support will be incorporated into the cost of events
- Decrease from 2024 budget due to no overlap of Bishop Ordinary salaries

Travel expenses increased \$5k from the revised budget.

Parish Visits	\$ 45,500
College of Bishops	\$ 5,000
Synod Travel	\$ 17,000
Deanery Retreats	\$ 10,500

Ordinary Travel Budget	\$ 12,500
All other Staff Travel	\$ 15,000

General Operations adds \$13k for the Diocesan Office lease in Greensboro

New budget line item to set a \$5k/yr contribution to the Bishops Discretionary Fund

Ministry Investments is 45% of church support income (i.e., half of remaining amount after provincial assessment). Actual amount budgeted is a reduction from 2024 as the diocese funded \$110k from ministry reserves in 2024.

Operational Reserves allocation of \$10.5k to continue to work toward 2 month reserve balance. See below for details. Currently slightly ahead of projections for YE reserve balance at \$97k thru April.

Starting 2023 Reserve Balance		\$35,840
Budget 2024 Contribution	\$58,905	
2023 Anchor Fund rec'd in 2024	\$25,000	
2024 Projected Reserve		\$119,745

This left a \$48K gap to the 2 month target reserve.
That gap grows to \$64,538 for the 2025 budget.