



DIOCESE OF ATLANTA

THE EPISCOPAL CHURCH IN MIDDLE & NORTH GEORGIA

*We challenge ourselves and the world
to love like Jesus as we worship joyfully,
serve compassionately and grow spiritually.*

*Nos retamos a nosotros mismos y al mundo
a amar como Jesús cuando adoramos
alegremente, servimos compasivamente,
y crecemos espiritualmente.*

Proposed 2023 Budget

The Episcopal Diocese of Atlanta
2744 Peachtree Road
Atlanta, GA 30305
www.episcopalatlanta.org

10.27.2022

A Word from Bishop Wright

Beloved, greetings in the name of The Lord Jesus Christ.

As always, the budget is the collective effort of the Bishop's staff, the Budget Committee, the Finance Committee and Executive Board who review and provide feedback. Their significant effort represents much prayer, care and wisdom.

By the grace of God and expertise of this team, this year's budget has been thoughtfully created to continue our ministry to Middle and North Georgia while we recover from losses associated with Covid-19. We made the deliberate decision not to factor in the PPP revenue that parishes received during the pandemic so as to keep as many dollars to in our congregations as possible. This choice, coupled with declining revenue from parishes has required a combination of cuts and supplemental revenue to create this year's budget. Know that I will be convening a financial strategy work group in January to review and to make recommendations to refine our budgeting process going forward.

Because of our shared commitment to Christ's ministry, our work continues. And, despite our very real challenges, new initiatives and new approaches to ministry and outreach abound in the Diocese of Atlanta, "... we press on...." Thanks be to God!

I remained buoyed by our shared calling and the persistent love and provision of our God, and I continue to be immensely proud of the clergy and people of this Diocese.

God bless and keep you,

A handwritten signature in black ink, appearing to read "P. C. Wright" with a stylized flourish at the end.

Budget Development Process

Commitment cards are sent to the parishes in June. Funding requests from ministries and commissions were received. Parish commitments and appeals from parishes unable to commit to the minimum 10% were received through August 15 for consideration by the Appeals Board which then determines the parish revenue for the 2023 Budget.

The Budget Committee convenes to develop a Tentative Mission & Ministry Budget from a working draft prepared by the bishop's staff. The Tentative Budget is first reviewed by the Finance Committee, then the Executive Board. After these reviews, the Tentative Budget is distributed to the parishes, ministries and commission chairs for their review and comment. The Tentative Budget is also discussed in meetings with the clergy, parish lay leaders, and Annual Council delegates.

After the comment period concludes, the Budget Committee develops the Proposed Mission & Ministry Budget. The Finance Committee reviews and recommends to the Executive Board, which then commends the Proposed Budget to Annual Council. At Annual Council delegates consider the Proposed Budget and may make amendments or changes. Council then approves the budget "in principle." Following Annual Council, the budget is finalized and adopted by the Executive Board.

Budget Committee Members

Mr. David Culp, Chair – St. Luke's, Atlanta

Ms. Ann Canipe - St. Benedict's, Smyrna

Ms. Joy Jones - St. Paul's, Atlanta

The Rev. Greg Tallant - Holy Trinity, Decatur

The Rev. Jane Weston - St. Simon's, Conyers

The Venerable Juan Sandoval – Cathedral of St. Philip, Atlanta

Ex-Officio

Ms. Peggy Haskell Farnham, Diocesan Treasurer

Mr. Les Callahan, Diocesan Finance Committee Chair

PROPOSED 2023 BUDGET SUMMARY

	2022 BUDGET	%	2023 BUDGET	%	CHANGE FROM BUDGET 2022
REVENUES					
Parish Funding	4,405,922	86%	4,411,064	86%	5,142
Special Income	258,423	5%	393,804	8%	135,281
Trust Fund Income	236,085	5%	256,980	5%	20,895
Revenue from Prior Income	238,065	4%	48,746	1%	(183,319)
TOTAL REVENUES	5,138,495	100%	5,110,595	100%	(27,901)
EXPENSES					
MINISTRY & EVANGELISM					
Worldwide Mission	702,036	14%	694,598	14%	(7,438)
Community Ministries	724,163	14%	739,871	14%	15,708
Hispanic Ministries	230,239	4%	184,798	4%	(45,441)
Communications	322,225	6%	293,575	6%	(28,650)
The Episcopate	746,085	15%	719,478	14%	(26,607)
	2,724,748	53%	2,632,320	53%	(92,428)
FORMATION & RENEWAL					
Youth, Young Adults, College Ministries	461,277	9%	452,712	9%	(8,565)
Mikell Camp & Conference Center	264,646	5%	266,158	5%	1,512
Absalom Jones Center for Racial Healing	153,040	3%	164,558	3%	11,518
Congregational Ministry	480,268	9%	435,707	9%	(43,560)
Safe Church Training	62,000	1%	62,000	1%	0
	1,421,229	27%	1,382,134	27%	(39,095)
GOVERNANCE & ADMINISTRATION					
Governance	108,632	2%	115,382	2%	6,750
Administration & Finance	741,332	15%	815,963	16%	74,631
Diocesan Commitments	142,555	3%	109,000	2%	(33,555)
	992,519	20%	1,040,345	20%	47,826
TOTAL EXPENSES WITHOUT PLACEHOLDER	5,138,496		5,054,799		(83,697)
Placeholder for Benefits and Compensation Changes			105,796		
Management Challenge			(50,000)		
TOTAL EXPENSES WITH PLACEHOLDER	5,138,496	100%	5,110,595	100%	(27,901)
NET INCOME	0		0		0

REVENUES

The major source of income for the diocese is **Parish Funding of the Diocese**. In accordance with diocesan Canon 20, for the support of our mutual ministry, each parish makes a yearly commitment of a minimum of 10% of the rolling three-year average of their operating revenues as reported on their Parochial Reports or a lesser amount established by the Appeals Board. For 2023, the parish operating revenues exclude PPP Loans that were forgiven. Other sources of income include: **Special Income**, such as registration fees for diocesan events, interest earnings, and payments from the Diocesan Foundation for administrative services; **Trust Fund Income**, distributions from invested funds established with gifts from generous Episcopalians over the years; and **Other Income** which may include designated funds set aside in prior years.

EXPENSES

Ministry & Evangelism represents 53%, Formation & Renewal 27%, Governance & Administration & Diocesan Commitments 20% of our total revenues before distribution of the Temporary Placeholder for adjustments. Presented below are the budgets for 2021 & 2022 and proposed for 2023.

Ministry & Evangelism

WORLDWIDE MISSION

The Episcopal Church. Each diocese supports the work of The Episcopal Church (www.episcopalchurch.org) through annual financial commitments to demonstrate the mission partnerships we share. Not all of the dioceses of the Episcopal Church are in the United States, and the mission and ministry of the church is truly worldwide.

Province IV. The dioceses of The Episcopal Church are organized by region into provinces. We are members of Province IV, which includes dioceses located in the southeastern states. We provide financial support for province-wide programs.

Diocesan Global Missions. The diocesan Global Missions Commission promotes awareness of opportunities to expand our outreach internationally and fosters our companion relationship with the Diocese of Cape Coast in Ghana.

Worldwide Mission	2021	2022	2023
The Episcopal Church	705,245	691,170	680,098
Province IV	4,366	4,366	8,000
Diocesan Global Missions	6,500	6,500	6,500
TOTAL	716,111	702,036	694,598

COMMUNITY MINISTRIES

Community Ministries address issues of poverty, social justice and advocacy and the needs of the communities they serve throughout the diocese.

The diocese provides financial support to **Emmaus House**, **The Friendship Center at Holy Comforter**, **Chattahoochee Valley Episcopal Ministry**, and **Church of the Common Ground**. Part of our community ministries is the work of our **Deacons** and the **LGBTQ+** and **Domestic Minor Sex Trafficking** commissions, **Jubilee Ministries** coordination, and initiatives in our diocese that support our focus on Children, Prisoners, Soldiers and Immigrants.

In addition, and not supported in the diocesan budget, the **Episcopal Community Foundation for Middle and North Georgia** (www.episcopalcommunityfoundation.org) partners with Episcopal communities in our diocese to serve people facing poverty and oppression by providing grants funded from donations, and **Appleton Episcopal Ministries** (www.appletonepiscopal.org) partners with parishes in Middle Georgia to promote the health, safety, education and well-being of children and families.

EMMAUS HOUSE

Mr. Greg Cole, Executive Director

Emmaus House stands for justice and equity, rooted in faith and a deep respect for the dignity of every human being. We harness the power of community, education, hope, and love to dismantle poverty, racism, and other barriers to opportunity in the lives and communities we serve.

For 55 years, Emmaus House has walked with and provided services to children, individuals, and families in Peoplestown and surrounding neighborhoods to help them overcome the challenges of financial and racial disparities. Academic achievement and family economic success are intricately intertwined. We believe the most effective way to bring about change is to use a two-generation approach to engage both children and their parents with wrap-around support. A focus on Race and Economic Equity is central to all of our work. We use a race equity lens to assess strategy and programming. We continue to focus on equity to address systemic causes of race inequities and economic disparities.

To learn more about Emmaus House, please visit www.emmaushouseatlanta.org.

HOLY COMFORTER AND THE FRIENDSHIP CENTER

The Rev. Ashley Lytle Carr, Vicar

Our mission is to be an inclusive community that promotes the mental, physical, and spiritual wellbeing of adults marginalized by mental health challenges, disability, and poverty. We are a loving, caring, worshipping community where all who come may be seen, heard, celebrated as a child of God, and known. We are a family striving to support one other in our recovery and our humanity so that we can live the healthy, blessed, sustainable lives that God intends for us.

Those who come to Holy Comforter and The Friendship Center in southeast Atlanta are from an often unseen, forgotten, and underserved population: adults living with severe and chronic mental illness and in poverty. Holy Comforter established The Friendship Center in 1987 to serve this population when the number of publicly funded day programs was reduced.

To learn more about The Friendship Center and about how you can make a difference, please visit www.friendshipcenter-atlanta.org.

CHATTAHOOCHEE VALLEY EPISCOPAL MINISTRY

Ms. Malinda Shamburger, Executive Director

Chattahoochee Valley Episcopal Ministry, Inc. (CVEM) is grounded in our Baptismal covenant. Episcopalians are invited to join with CVEM and our neighbors in compassionate service throughout the region. A Jubilee Ministry of The Episcopal Church, CVEM provides compassionate listening, financial assistance, and connection to community resources to our low-income neighbors in the region, including Russell and Lee counties in Alabama. Other CVEM programs bring children and youth from diverse backgrounds together to inspire creativity and spirituality, build self-confidence, embrace relationships across diverse groups, and recognize God's love for us all.

CVEM programs and resources are focused on three missional goals: the work of dismantling racism, developing interfaith initiatives, and promoting asset-based ministry.

To learn more about CVEM and about how you can make a difference, please visit www.cvemjubilee.org

CHURCH OF THE COMMON GROUND

The Rev. Kim Jackson, Vicar

As a "church without walls" on the streets of Atlanta, this worshipping community provides support for the pastoral and spiritual needs of women, men, and youth who live on the margins of our city. Church of the Common Ground (CCG) welcomes people of all faith backgrounds as well as those who seek a new connection to faith. Common Ground shares the good news with the urban poor and other underserved people and offers comfort and relationship through pastoral, social, and health care connections and referrals.

Living the Good News that all people are God's beloved, we build on a solid foundation of community commitment and our Diocesan purpose to love like Jesus as we honor people who suffer the indignity of homelessness, poverty, racism, and social injustice.

To learn more about Church of the Common Ground and about how you can make a difference, please visit www.churchofthecommonground.org

Community Ministries	2021	2022	2023
Community Ministry Programs	38,500	25,250	21,400
Emmaus House Executive Director*	138,572	139,196	139,196
Emmaus House Support	191,838	192,021	201,125
Holy Comforter Vicar*	117,727	118,585	118,614
Holy Comforter Friendship Center Support	60,000	60,000	60,000
CVEM Executive Director*	78,640	79,264	90,136
CVEM Support	3,000	3,000	3,000
Church of the Common Ground Vicar*	99,701	100,848	100,400
Church of the Common Ground Programs	6,000	6,000	6,000
TOTAL	733,978	724,163	739,871

HISPANIC MINISTRIES

The Rev. Irma Nohemi (Mimi) Guerra, Missioner for Hispanic

The Hispanic Ministries in our diocese reach out to Hispanic communities with joyful worship and spiritual growth in the Episcopal tradition, with the goal of uniting all people as one family in Christ. They have been blessed by a steady increase in membership and the planting of new congregations. Funding of these congregations is an example of the diocese and individual parishes partnering in financial support for the continued growth of this vital ministry. Diocesan support for the Hispanic Ministries extends beyond the operating budget of the diocese with total all source support of \$496,269 budgeted for 2023 and with offsetting contributions from several parishes totaling \$184,502.

Hispanic Ministries	2021	2022	2023
Canon for Hispanic Ministries*	52,650	52,650	0
Hispanic Missioner*	101,594	118,589	104,222
Hispanic Ministry Program Support	49,000	59,000	80,576
TOTAL	203,244	230,239	184,798

To learn more about Hispanic Ministries, please visit www.episcopalatlanta.org/hispanic-ministries.

COMMUNICATIONS

Mr. Easton Davis, Canon for Communications & Digital Evangelism

In an ever-changing world, we must meet people where they are across multiple communication mediums to proclaim the Good News of Jesus Christ. The Canon for Communications and Digital Evangelism coordinates all communications for the Bishop and diocese with an emphasis on Digital Evangelism and support for Parish and Ministry Communications. Other partners that help resource the diocese include Mr. Don Plummer, Diocesan Beat Reporter, and Caffeinated Church.

Per year, we service the diocese through:

- Workshops (12x)
- Trainings (4x)
- Networking meetings (6x)
- New stories (80x)
- Videography (14x)
- Photography (20x)
- Rebranding
- Website development
- Consultation in Communications related areas (daily)

Communications	2021	2022	2023
Canon for Communications*	0	143,475	143,475
Digital Evangelism	38,500	43,000	34,412
Media & Community Relations	25,000	19,250	8,377
Communications & Marketing Services	240,000	70,000	63,391
Marketing	46,500	46,500	33,054
Community Resources	0	0	10,867
TOTAL	350,000	322,225	293,575

THE EPISCOPATE

The Bishop Diocesan is the chief evangelist, pastor, and teacher of the diocese. He makes visitations in each congregation to preach, teach, preside at Eucharist, baptize and confirm, and to meet with parish leaders and congregations. He also meets regularly with the clergy in each convocation. He fosters the vitality of parishes and encourages experimental innovations in ministry. He is responsible for maintaining and interpreting the doctrine, discipline, and worship of the church in the diocese and for the oversight of clergy who represent the bishop and the congregations they serve. He exercises ultimate responsibility for the selection, training, ordination, and continuing care and development of clergy. He ministers in the larger church in its councils and commissions, the House of Bishops, and the Anglican Communion.

The bishop's pastoral ministry is assisted by the **Chaplain to Active Clergy** and the **Chaplain to Retired Clergy**.

The Canon to the Ordinary is the bishop's chief of staff and chief operating officer of the diocese. The Canon to the Ordinary assists the bishop in executing priority initiatives of the bishop's work and facilitating the broader involvement of those in the diocese and wider church who have gifts to partner in that work. The Canon to the Ordinary's primary areas of responsibility are clergy leadership development, clergy and parish transitions, clergy discipline, parish conflict mediation, safe church coordination with the Director of Safe Church Programming, and acting as liaison with community ministries and extended staff and their program areas.

Episcopate Expenses include the annual contribution to the Permanent Fund which supports the Episcopate, Diocesan Music & Liturgy, Diocesan Confirmations, Renewal of Vows and other special services.

The Episcopate	2021	2022	2023
Bishop Diocesan*	341,746	343,498	340,800
Stipendiary Bishop Assistance	48,000	48,000	30,000
Canon to the Ordinary*	167,110	170,474	169,276
Bishop's Executive Assistant*	85,386	86,010	86,010
Canon to the Ordinary's Exec Assistant & Transition Coordinator*	64,279	64,403	64,272
Episcopal Expenses	36,700	33,700	29,121
TOTAL	743,221	746,085	719,478

Formation & Renewal

YOUTH AND YOUNG ADULT MINISTRIES

Ms. Holle Tubbs, Missioner

Rev. Clayton Harrington, Dean of Campus Ministries & The Wright House Chapel

We exist to form disciples by sharing the inclusive and unconditional love of Jesus Christ in worship, servant leadership, and spiritual formation.

YOUTH MINISTRY

The Office of Diocesan Youth Ministries provides practical support, networking, and care for Parish Youth Ministers while facilitating spiritual formation, leadership development, and community-building events and retreats for middle and high school students. We exist to amplify and partner in the good work of Parish Youth Ministries.

YOUNG ADULT MINISTRY

The Diocesan of Atlanta's Young Adult Program consists of several campus ministries throughout the University System of Georgia. At each of these campuses, missioners are in place to support our students emotionally and spiritually as they navigate post-high school life. Campus ministries provide opportunities for young adults (18-25) to grow in leadership, build community, and mature in their faith.

To learn more about Diocesan Youth and Young Adult Ministries, follow us on Instagram, Facebook, or Tiktok (@eycdioatl) or visit our website at eycdioatl.org

Youth & Young Adults	2021	2022	2023
Youth & Young Adult Missioner*	139,813	81,151	81,151
Assistant for Youth & Young Adult*	17,224	0	0
Youth Program	142,050	127,150	110,345
Young Adult Program	9,400	9,400	9,400
TOTAL	308,487	217,701	200,896

MINISTRIES IN HIGHER EDUCATION

Our ministries to those pursuing higher education can be a vital link for maintaining traditional religious ties or exploring different spiritual paths. This important young adult life-stage ministry provides an avenue for Leadership Development and Evangelism. Today, more people are seeking higher education. There are multiple colleges within our geographic region, and not all higher education students are residential on one main campus. Increasingly many students attend school, work, and reside off-campus. At the same time, traditional campus-based colleges and universities continue to thrive. To adapt to this diversity, the diocese partners with parishes and others to provide an Episcopal presence at more colleges.

Ministries in Higher Education	2021	2022	2023
Atlanta University Center	24,140	24,140	24,140
University of Georgia	74,147	107,122	122,147
Georgia Tech / Oglethorpe	41,244	41,244	39,156
Regional & Convocational College Ministries	70,070	70,070	65,373
College Missioners Conference	1,000	1,000	1,000
TOTAL	210,601	243,576	251,816

MIKELL CAMP & CONFERENCE CENTER

The Rev. Ken Struble, Executive Director

Mikell is a place of connection to God and our worshipping communities. Experiences here change lives. Mikell has often been referred to as a “thin place,” or a place where the veil between heaven and earth is lessened. It’s about students from all over Georgia who visit Blue Ridge Outdoor Education Center with their schools and discover a new connection to nature and their responsibilities to each other and the world around them. It’s about young people in the Diocese who have a place where they feel comfortable enough to explore more about themselves, each other and God, and live into who God created them to be. It’s about children from Emmaus House spending time in the foothills of the Blue Ridge Mountains. It’s about the numerous vestry, parish, spirituality, renewal, recovery, youth and art weekends where people come together to be a part of something bigger than themselves, to grow, and then to go back into their respective communities. And it’s about all those who come away with a new sense of God, nature, themselves and each other. It’s about the future — a future made holier by the transformations that happen to those who come here.

To learn more, please visit www.campmikell.com

Mikell Camp & Conference Center	2021	2022	2023
Executive Director*	147,265	146,813	148,273
Program Support	117,650	117,833	117,885
TOTAL	264,915	264,646	266,158

ABSALOM JONES CENTER FOR RACIAL HEALING

Dr. Catherine Meeks, Executive Director

The Absalom Jones Center for Racial Healing opened in 2017 and continues the important work of building the beloved community. It is a place where participants are encouraged to engage their heads and their hearts in the work of dismantling personal prejudices and ending systemic racism. The Center offers a model of prayerful education that forms and reforms individual and collective action: a defined curriculum, thoughtful training, pilgrimages, and dialogue.

To learn more about the work of the Absalom Jones Center for Racial Healing, please visit www.centerforracialhealing.org

Absalom Jones Episcopal Center for Racial Healing	2021	2022	2023
AJCRH Executive Director*	96,964	97,040	96,558
AJEC Facility	49,000	56,000	68,000
TOTAL	145,964	153,040	164,558

CONGREGATIONAL MINISTRY

The Rev. Canon John Thompson-Quartey, Canon for Ministry Development & Congregational Vitality

As we seek to live out our diocesan purpose to *Love like Jesus*, enhancing vitality and strengthening our parishes is a major priority. We are convinced that the Episcopal Church's mission is best accomplished through the hands-on work of the faithful in our congregations. To do this, we need strong clergy and lay leadership working collaboratively to lead congregations.

To learn more about programs and resources, please visit the [Ministry Development & Congregational Vitality](#) page on the diocesan website.

Congregational Ministry	2021	2022	2023
Canon for Ministry*	159,335	161,087	161,087
Missioner for Congregational Vitality*	102,928	104,680	106,680
Congregational Vitality	126,190	104,801	87,061
Clergy Formation & Renewal	80,900	81,150	53,330
Christian Formation	28,550	28,550	28,550
TOTAL	497,903	480,268	436,707

SAFE CHURCH PROGRAM

The Rev. Dr. Deborah Silver, Director of Safe Church Programs

There are three types of Safe Church Training Programs:

Safe Church - Educating and empowering the people of our diocese is central to creating and maintaining churches and activities that are safe for everyone.

Safeguarding God's Children - Up to date certification in Safeguarding Children is required for Clergy, Volunteers age 16 or older who work with children, Vestry members, preschool and school teachers, music directors and musicians who work with children and youth, paid church camp staff.

Safeguarding God's People - Safeguarding God's People training is required for clergy, church employees, vestry members, lay pastoral care ministers (including Stephen Ministers), spiritual directors, Eucharistic visitors, hospital visitors authorized by the church, leaders and facilitators of all adult programs and small group ministries, seminarians, interns and lay chaplains.

To learn more about programs and resources, please visit the [Safe Church](#) pages on the diocesan website.

Safe Church Program	2021	2022	2023
Safe Church	62,000	62,000	62,000

Governance & Administration

GOVERNANCE

Diocesan Annual Council. Annually clergy and lay delegates from each parish in the diocese meet to conduct the business of the diocese. Between Annual Council meetings, The Executive Board, composed of one clergy and one lay member elected by each convocation, acts on behalf of the Annual Council.

Episcopal Church Governance. Delegates from all the dioceses meet in General Convention every three years and representatives of the world-wide Anglican Communion attend the Lambeth Conference held every 10 years.

Governance	2021	2022	2023
Diocesan Annual Council	107,294	75,632	82,382
Episcopal Church Governance	9,501	33,000	33,000
TOTAL	116,795	108,632	115,382

ADMINISTRATION AND FINANCE

Ms. Barbara Villaescusa Schroeder, Canon for Administration & Finance

The Finance Committee, the Treasurer and the Administration & Finance staff work together to manage the financial resources supporting our joint life together as a diocese. In addition to the financial management and accounting for all Diocesan Funds, staff provide accounting services for the Diocesan Foundation, Episcopal Community Foundation, Emmaus House, Appleton Episcopal Ministries, Chattahoochee Valley Episcopal Ministry, Church of the Common Ground, and Absalom Jones Center for Racial Healing. The staff also provides a range of other financial and administrative services to parishes and diocesan ministries including, but not limited to, El Buen Pastor, the Episcopal House LLC, and the Wright House Foundation. Among those services are the coordination of health insurance benefits for both diocesan and parish employees and pension and other benefits for retired clergy and diocesan employees as well as the onboarding and offboarding of Diocesan personnel and the coordination of Annual Council.

Administration & Finance	2021	2022	2023
Canon for Administration & Finance*	119,827	160,922	161,072
Director of Administration*	102,026	102,650	102,650
Director of Finance*	98,393	98,393	122,973
Finance Associate*	75,323	75,323	104,180
Office Administration	218,833	219,144	236,588
Insurance & Interest Expense	52,625	52,400	56,500
Counsel & Advisement	32,500	32,500	32,000
TOTAL	699,527	741,332	815,963

DIOCESAN FINANCIAL COMMITMENTS

Retiree Benefits. The diocese provides an annual cash payment to eligible clergy / clergy spouses and lay diocesan retirees. The diocese pays the premiums for Medical Trust’s Comprehensive Medicare Supplemental Insurance Plan for lay diocesan retirees to maintain parity between clergy and lay retirees. The Church Pension Fund pays this premium for clergy. **Sewanee.** The diocese is one of 28 owning dioceses of The University of the South. We make an annual contribution to the operating expenses of the Sewanee School of Theology. **Contingencies.** A reserve for unbudgeted expenses that may arise during the year.

Diocesan Financial Commitments	2021	2022	2023
Retiree Benefits	72,696	68,010	68,000
Sewanee Annual Contribution	8,000	6,000	6,000
Sewanee Capital Campaign Contribution	50,000	0	0
Contingencies	25,000	68,545	35,000
TOTAL	155,696	142,555	109,000

TEMPORARY PLACEHOLDER AND MANAGEMENT CHALLENGE

A Temporary Placeholder is for changes in health insurance premium costs and staff and ministry leaders’ compensation. These personnel expenses are distributed into the other expense categories when finalized at the end of the year. The management challenge represents the Bishop’s commitment to manage operating expenses with an eye towards reducing expenses where flexibility is found.

Note: * All stated compensation is inclusive of salary, medical insurance, pension and other benefits.

The Right Reverend
Robert C. Wright
Tenth Bishop of Atlanta

Bishop's Staff

The Rev. Canon Alicia Schuster-Weltner, Canon to the Ordinary
The Rev. Canon C. John Thompson-Quartey, Canon for Ministry Development & Congregational Vitality
Ms. Barbara Villaescusa Schroeder, Canon for Administration and Finance
The Rev. Canon Lang Lowrey, Canon for Christian Enterprise
Mr. Easton Davis, Canon for Communication & Digital Evangelism
Ms. Sally Ulrey, Missioner for Congregational Vitality
The Rev. Irma Nohemi (Mimi) Guerra, Missioner for Hispanic Ministries
Ms. Holle Tubbs, Missioner for Youth and Young Adult Ministries
Ms. C. Wynn Callaway, Director of Administration
Ms. Eleni Papadakis, Finance Director – Parish & Ministry Support
Ms. Jacqueline Martinez, Finance Associate
Ms. Kei Breedlove, Bishop's Executive Assistant
Ms. Carmen Holman, Canon to the Ordinary's Executive Assistant & Transition Coordinator

Extended Staff

The Rev. Canon John Bolton, Chaplain to Active Clergy
The Rev. Dr. Dwight Ogier, Chaplain to Retired Clergy
The Rev. Kenneth C. Struble, Executive Director - Mikell Camp & Conference Center
Mr. Greg Cole, Executive Director - Emmaus House
Dr. Catherine Meeks, Executive Director - Absalom Jones Center for Racial Healing
The Rev. Kimberly Jackson, Vicar - Church of the Common Ground
The Rev. Ashley Lytle Carr, Vicar - Holy Comforter & Friendship Center
Ms. Malinda Shamburger, Executive Director - Chattahoochee Valley Episcopal Ministry
Ms. Julie Groce, Missioner – Appleton Episcopal Ministries
The Rev. Dr. Deborah Silver, Director – Safe Church Practices
Ms. Lindsey Hardegree, Executive Director – Episcopal Community Foundation for Middle and North Georgia
Mr. Don Plummer, Media & Community Relations Consultant

College Missioners:

The Rev. Clayton Harrington – University of Georgia
Keith Dumke and Hope Westervelt – Georgia Tech University & Georgia State University
Ms. Ciara Castenell – Kennesaw State University
Ms. Chelsi Glascoe – Atlanta University Center
Ms. Dena Douglas Hobbs – Middle Georgia Convocation Colleges
Mr. Spencer Musick – Berry College

Hispanic Missioners:

The Reverends Ramón Betances, Antonio Brito, Fabio Sotelo, Gregoria Betances,
and Deacons The Venerable Juan Sandoval, Deacon Nora Cruz, Deacon Leticia Guevara-Cuence

“To the Glory of God, the bishop and his staff partner in inspiring and strengthening Christian maturity in the Episcopal Church in Middle and North Georgia through innovation, sound judgment, and professionalism.”

Bishop's Staff Purpose Statement