



# 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.*

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

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## Proposed 2024 Budget

The Episcopal Diocese of Atlanta  
2744 Peachtree Road  
Atlanta, GA 30305  
[www.episcopalatlanta.org](http://www.episcopalatlanta.org)

10.25.2023

## ***A Word from Bishop Wright***

Greetings in the name of The Lord Jesus Christ. "With our lips and in our lives," is a paraphrase of a portion of The General Thanksgiving in Daily Morning Prayer and the theme for our Annual Council this year.

These words call us to remember that we are a people who have received much from the hand of God and that a fitting response to God is an agreement from the tip of our tongues to our daily labors and livelihoods that God is deserving of our all.

Despite many of our congregations and ministries continuing to face stiff headwinds still by grace and grit, there is much to celebrate as we close this year and much to hope about as the new year opens before us.

By the grace of Almighty God and the expertise of the Bishop's staff, the Budget Committee, the Finance Committee and Executive Board, this year's budget has been thoughtfully created to continue our collective response to God's goodness in Middle and North Georgia.

I look forward to seeing you in November and lifting our voices in praise to God as an Annual Council. Please be certain of my gratitude for your partnership in increasing the celebrity of Jesus Christ in Middle and North Georgia.

God bless and keep you,

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

# Budget Development Process

Commitment cards are sent to the parishes in June and funding requests from ministries and commissions are also subsequently distributed. Parish commitments and appeals from parishes unable to commit to the minimum 10% are received through August 15 for consideration by the Appeals Board which then determines the parish revenue for the 2024 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  
The Rev. Elizabeth Hendrick – Christ Church, Norcross  
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 2024 BUDGET SUMMARY

	2023 BUDGET	%	2024 BUDGET	%	CHANGE FROM BUDGET 2023
<b>REVENUES</b>					
Parish Funding	4,411,064	86%	4,430,245	87%	19,181
Special Income	389,752	8%	237,750	5%	(152,002)
Trust Fund Income	261,033	5%	422,871	8%	161,838
Revenue from Prior Income	48,746	1%			(48,746)
<b>TOTAL REVENUES</b>	<b>5,110,595</b>	<b>100%</b>	<b>5,090,866</b>	<b>100%</b>	<b>(19,729)</b>
<b>EXPENSES</b>					
<b>MINISTRY &amp; EVANGELISM</b>					
Worldwide Mission	694,598	14%	701,673	14%	7,075
Community Ministries	762,167	15%	745,409	15%	(16,758)
Hispanic Ministries	185,806	3%	193,419	4%	7,613
Communications	298,275	6%	298,274	6%	(1)
The Episcopate	748,196	15%	741,974	15%	(6,222)
	<b>2,689,042</b>	<b>53%</b>	<b>2,680,750</b>	<b>54%</b>	<b>(8,292)</b>
<b>FORMATION &amp; RENEWAL</b>					
Youth, Young Adults, College Ministries	456,440	9%	434,717	9%	(21,723)
Mikell Camp & Conference Center	273,201	5%	293,359	6%	20,158
Absalom Jones Center for Racial Healing	187,858	4%	175,179	4%	(12,679)
Congregational Ministry	428,959	8%	309,812	6%	(119,147)
Safe Church Training	62,000	1%	65,000	1%	3,000
	<b>1,408,458</b>	<b>27%</b>	<b>1,278,067</b>	<b>26%</b>	<b>(130,391)</b>
<b>GOVERNANCE &amp; ADMINISTRATION</b>					
Governance	115,382	2%	115,382	2%	
Administration & Finance	815,963	16%	796,197	16%	(36,925)
Diocesan Commitments	109,000	2%	116,000	2%	1,409
	<b>1,040,345</b>	<b>20%</b>	<b>1,027,579</b>	<b>20%</b>	<b>(35,516)</b>
<b>TOTAL EXPENSES WITHOUT PLACEHOLDER</b>	<b>5,160,595</b>		<b>4,986,395</b>		<b>(174,200)</b>
Placeholder for Benefits and Compensation Changes			104,471		104,471
Management Challenge	(50,000)				50,000
<b>TOTAL EXPENSES WITH PLACEHOLDER</b>	<b>5,110,595</b>	<b>100%</b>	<b>5,090,866</b>	<b>100%</b>	<b>(19,729)</b>
<b>NET INCOME</b>	<b>0</b>		<b>0</b>		<b>0</b>

## 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 2024, 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 54%, Formation & Renewal 26%, Governance & Administration & Diocesan Commitments 20% of our total revenues before distribution of the Temporary Placeholder for adjustments. Presented below are the budgets for 2022 & 2023 and for 2024.

# Ministry & Evangelism

## WORLDWIDE MISSION

**The Episcopal Church.** Each diocese supports the work of The Episcopal Church ([www.episcopalchurch.org](http://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	2022	2023	2024
The Episcopal Church	691,170	680,098	688,173
Province IV	4,366	8,000	7,000
Diocesan Global Missions	6,500	6,500	6,500
TOTAL	702,036	694,598	701,673

## 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 **Human Trafficking** commissions, **Jubilee Ministries** coordination.

In addition, and supported outside the diocesan budget, the **Episcopal Community Foundation for Middle and North Georgia** ([www.episcopalcommunityfoundation.org](http://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](http://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 56 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. A long-time ministry funded in partnership with the Diocese of Atlanta and other significant funding sources, the 2024 budget request reflects Emmaus House's continuing commitment to a sustainable future by increasing and diversifying fundraising.

To learn more about Emmaus House, please visit [www.emmaushouseatlanta.org](http://www.emmaushouseatlanta.org).



## **HOLY COMFORTER AND THE FRIENDSHIP CENTER**

The Rev. Ashley Lytle Carr, Vicar and Friendship Center Board Chair

Tameka Baker, Friendship Center Executive Director

Holy Comforter is a worshipping community in the heart of Atlanta that seeks to restore all people to unity with God and with each other. We are a loving, caring, worshipping community where all who come may be seen, known, and celebrated as a child of God. We strive to support one another in our joys, sorrows, and everything in between so that we can live the healthy, blessed, and sustainable lives that God intends for us.

Holy Comforter established The Friendship Center in 1987 to serve adults who are marginalized by mental illness, disability, and poverty, many of whom attend church at Holy Comforter. The Friendship Center's mission is to be a day program providing an inclusive community of recovery for adults living with severe and persistent mental illness. Today, the Friendship Center is its own 501c3, although it remains housed at Holy Comforter.

These two entities are a uniquely bright spot in this city and the diocese. We invite you to come and see for yourselves how beautifully this community loves one another and those who pass through.

To learn more about The Friendship Center, please visit [www.friendshipcenter-atlanta.org](http://www.friendshipcenter-atlanta.org).

To learn more about Holy Comforter, please visit <https://www.holycomforter-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](http://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 relationships 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](http://www.churchofthecommonground.org)

<b>Community Ministries</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Community Ministry Programs	25,250	21,400	23,600
Emmaus House Executive Director*	139,196	149,572	149,572
Emmaus House Support	192,021	201,125	151,890
Holy Comforter Vicar*	118,585	125,163	125,163
Holy Comforter Friendship Center Support	60,000	60,000	60,000
CVEM Executive Director*	79,264	90,700	90,700
CVEM Support	3,000	3,000	3,000
Church of the Common Ground Vicar*	100,848	105,207	125,163
Church of the Common Ground Programs	6,000	6,000	16,321
<b>TOTAL</b>	<b>724,163</b>	<b>762,167</b>	<b>745,409</b>

## HISPANIC MINISTRIES

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

*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. As an example, we held the first bilingual Imagine Worship service in 2023; a demonstration of how excited it is to be all together as one.*

Our missions have been blessed by a steady increase in membership and the establishment of new worshipping communities. In 2023, we created two new ministries, one in Morrow and the other Macon. **Diocesan support for the Hispanic Ministries extends beyond the operating budget of the diocese with total all source support of \$509,648 budgeted for 2024 and with offsetting contributions from several parishes totaling \$226,267.**

<b>Hispanic Ministries</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Hispanic Missioner*	171,239	105,230	105,230
Hispanic Ministry Program Support	59,000	80,576	88,189
<b>TOTAL</b>	<b>230,239</b>	<b>185,806</b>	<b>193,419</b>

To learn more about Hispanic Ministries, please visit [www.episcopalatlanta.org/hispanic-ministries](http://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 Don Plummer, Diocesan Beat Reporter, and Caffeinated Church.

Per year, we service the diocese through:

- Annual Council A/V & Communications (annually)
- Clergy Conference (annually)
- Communicators Networking Meetings (monthly)
- Connecting Newsletters (bi-weekly)
- Consultation in Communications related areas (daily)
- For Faith (weekly)
- New Stories (weekly)

- Pathways Periodical (annually)
- Podcasts (weekly)
- Photography Projects (bi-weekly)
- Rebranding Development for Congregations and Ministries (monthly)
- Social media (daily)
- Trainings (quarterly)
- Update Diocesan Website (weekly)
- Videography Projects (weekly)
- Website Development for Congregations and Ministries (monthly)
- Workshops (monthly)

<b>Communications</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Canon for Communications*	143,475	148,175	148,174
Digital Evangelism	43,000	43,500	37,500
Media & Community Relations	19,250	5,600	5,600
Freelance Services	70,000	61,000	60,000
Print & Marketing	46,500	25,000	22,000
Community Resources	0	15,000	25,000
<b>TOTAL</b>	<b>322,225</b>	<b>298,275</b>	<b>298,274</b>

## 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.

<b>The Episcopate</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Bishop Diocesan*	343,498	353,763	350,963
Stipendiary Bishop Assistance	48,000	30,000	30,000
Canon to the Ordinary*	170,474	181,267	181,699
Bishop's Executive Assistant*	86,010	90,192	90,192
Canon to the Ordinary's Exec Assistant & Transition Coordinator*	64,403	68,053	68,053
Episcopal Expenses	33,700	24,921	21,068
<b>TOTAL</b>	<b>746,085</b>	<b>748,196</b>	<b>741,974</b>



# Formation & Renewal

## YOUTH, YOUNG ADULTS AND MINISTRIES IN HIGHER EDUCATION

Ms. Holle Tubbs, Missioner

The Very Rev. Clayton Harrington, Dean of Campus Ministries & Chaplain, University of Georgia

*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, resources, and care for Parish Youth Ministers while facilitating spiritual formation, leadership development, and community-building teams, events, and retreats for middle and high school students. We exist to amplify and partner in the good work of Parish Youth Ministries by equipping and mobilizing students to practice thoughtful Christian leadership in their respective local communities.

### MINISTRIES IN HIGHER EDUCATION

The Diocese of Atlanta's Young Adult Program consists of several campus ministries throughout middle and north Georgia. At each of these campuses, missioners are in place to support our students and emotionally as they navigate post-high school life. Rooted in the love of Jesus, these 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 Ministries, follow us on Instagram, Facebook, or Tiktok (@eycdioatl) or visit our website at [eycdioatl.org](https://eycdioatl.org)

To learn more about Diocesan Campus Ministries, follow us on Instagram or Facebook (@DioATLCM) or visit our website at [dioatlcmm.org](https://dioatlcmm.org)

Youth & Young Adults	2022	2023	2024
Youth & Young Adult Missioner*	81,150	84,315	84,315
Youth Program	127,150	113,345	113,345
Young Adult Program	9,400	6,400	6,400
TOTAL	217,700	204,060	204,060

Ministries in Higher Education	2022	2023	2024
Atlanta University Center	24,140	21,640	12,500
University of Georgia	107,122	122,711	107,844
Georgia Tech / Georgia State	41,244	37,456	30,156
Regional & Convocational College Ministries	70,070	69,573	79,157
College Missioners Conference	1,000	1,000	1,000
TOTAL	243,576	252,380	230,657

## MIKELL CAMP & CONFERENCE CENTER

The Rev. Hazel Glover, Interim 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](http://www.campmikell.com)

<b>Mikell Camp &amp; Conference Center</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Executive Director*	146,813	155,316	155,316
Program Support	117,832	117,885	138,043
<b>TOTAL</b>	<b>264,645</b>	<b>273,201</b>	<b>293,359</b>

## 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](http://www.centerforracialhealing.org)

<b>Absalom Jones Episcopal Center for Racial Healing</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
AJCRH Executive Director*	97,040	96,558	151,879
AJCRH Facility	56,000	68,000	0
Dismantling Racism Training	23,300	23,300	23,300
<b>TOTAL</b>	<b>176,340</b>	<b>187,858</b>	<b>175,179</b>

## CONGREGATIONAL MINISTRY

Ms. Sally Ulrey, Canon for Congregational Vitality & Ministry Development

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 [Congregational Vitality](#) page on the Diocesan website.

<b>Congregational Ministry</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Canon for Ministry*	161,087	169,670	154,632
Missioner for Congregational Vitality*	104,679	113,648	
Congregational Vitality	104,801	87,061	85,000
Clergy Formation & Renewal	81,150	53,330	65,930
Christian Formation	5,250	5,250	4,250
<b>TOTAL</b>	<b>456,967</b>	<b>428,959</b>	<b>309,812</b>

## 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 or [safechurchatlanta.org](http://safechurchatlanta.org).

<b>Safe Church Program</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Safe Church	62,000	62,000	65,000



# 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.

<b>Governance</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Diocesan Annual Council	75,632	82,382	82,382
Episcopal Church Governance	33,000	33,000	33,000
<b>TOTAL</b>	<b>108,632</b>	<b>115,382</b>	<b>115,382</b>

## 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, 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.

To learn more about administrative and financial resources and policies and related canons, please visit [episcopalatlanta.org/building-financing-projects/](https://episcopalatlanta.org/building-financing-projects/)

<b>Administration &amp; Finance</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Canon for Administration & Finance*	160,922	168,777	168,777
Director of Administration*	102,650	108,512	108,512
Associate Director of Finance*	98,393	122,969	114,337
Finance Associate*	75,323	107,776	99,619
Office Administration	219,144	236,588	243,952
Insurance & Interest Expense	52,400	56,500	34,000
Counsel & Advisement	32,500	32,000	27,000
<b>TOTAL</b>	<b>741,332</b>	<b>833,122</b>	<b>796,197</b>



## 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.

<b>Diocesan Financial Commitments</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Retiree Benefits	68,010	68,000	68,000
Sewanee Annual Contribution	6,000	6,000	6,000
Contingencies	68,545	40,591	42,000
<b>TOTAL</b>	<b>142,555</b>	<b>114,591</b>	<b>116,000</b>

## 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: \* Compensation packages are inclusive of salary, health benefits, FICA/SECA, pension, continuing education and travel.

*The Right Reverend*  
**Robert C. Wright**  
Tenth Bishop of Atlanta

**Bishop's Staff**

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

**Extended Staff**

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

**Campus Missioners**

The Rev. David Boyd – Northwest Georgia (Berry College)  
Ms. Ciara Castenell – Kennesaw State University  
Keith Dumke – Georgia Tech & Georgia State University  
Ms. Chelsi Glascoe – Atlanta University Center  
The Very Rev. John Hamilton – University of North Georgia  
The Very Rev. Clayton Harrington – University of Georgia  
Ms. Dena Douglas Hobbs – Macon (Mercer & Wesleyan) and Georgia College & State University  
Mr. Taylor Mack – Columbus State University  
Hope Westervelt – Georgia Tech & Georgia State University  
Campus Deacon: The Rev. Deacon Arthur Villarreal – Macon (Mercer & Wesleyan)

**Hispanic Missioners**

The Reverends Gregoria Betances, Ramón Betances, Antonio Brito, Samuel Porras, Isaías Rodríguez, Fabio Sotelo  
Deacons Iñaki Guevara-Cuence, Juan Sandoval, and Missioner Mr. Emilgildio Diaz.

*"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*