



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 2025 Budget

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

10.22.2024

A Word from Bishop Wright

“To be witnesses,” is what Jesus asked his followers to do as he returned to the Father. Those three words are also our theme for this year’s Annual Council. To be a witness is to be able to verify the truth of something. Or, in our case the truth of someone, Jesus of Nazareth.

Budgets bear witness also! Our budget affirms that we are generous in response to being blessed, faithful in administering resources and forward looking as we endeavor to be faithful stewards of all God has trusted us with.

By the grace of Almighty God and the expertise of the bishop’s staff, the Budget Committee, the Finance committee and Executive Board we present the 2025 Mission and Ministry Budget. This budget has been thoughtfully created by many as we continue our collective response to God’s goodness in Middle and North Georgia.

My hope is that you will look over this budget and be able to see that we intend to continue our Diocesan purpose, “...to challenge ourselves and the world to love like Jesus....”

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 input and partnership in the work God has called us to accomplish together.

With all Christian affection,

A handwritten signature in black ink, appearing to read "B. 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 2025 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, Co-Chair – St. Luke's, Atlanta
Ms. Joy Jones, Co-Chair – St. Paul's, Atlanta
Ms. Dana Halberg – St. Luke's, Atlanta
The Rev. Nikki Mathis – St. Gregory the Great, Athens
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 2025 BUDGET

	2024 BUDGET	%	2025 BUDGET	%	CHANGE FROM BUDGET 2024
REVENUES					
Parish Funding of the Diocese	4,430,245	87%	4,601,662	87%	171,417
Special Income	242,750	5%	279,450	5%	36,700
Trust Fund Income	417,871	8%	414,786	8%	(3,085)
Funding From Prior Year Revenues					
TOTAL REVENUES	5,090,866	100%	5,295,898	100%	205,032
EXPENSES					
MINISTRY & EVANGELISM					
Worldwide Mission	701,673	14%	701,484	14%	(189)
Community Ministries	764,164	15%	765,585	15%	1,421
Hispanic Ministries	197,671	4%	195,427	4%	(2,244)
Communications	306,192	6%	302,284	6%	(3,908)
The Episcopate	775,781	15%	766,982	15%	(8,799)
	2,745,480	54%	2,731,762	54%	(13,718)
FORMATION & RENEWAL					
Youth, Young Adults, College Ministries	443,870	9%	432,362	8%	(11,508)
Mikell Camp & Conference Center	295,501	6%	263,767	5%	(31,734)
Absalom Jones Center for Racial Healing	174,939	3%	158,357	3%	(16,582)
Congregational Ministry	312,272	6%	416,997	8%	104,725
Safe Church Training	70,000	1%	77,000	1%	7,000
	1,296,582	25%	1,348,482	25%	51,900
GOVERNANCE & ADMINISTRATION					
Governance	115,382	2%	111,632	2%	(3,750)
Administration & Finance	817,422	17%	852,929	17%	35,507
Diocesan Commitments	116,000	2%	117,000	2%	1,000
	1,048,804	21%	1,081,561	21%	32,757
TOTAL EXPENSES WITHOUT PLACEHOLDER					
	5,090,866		5,161,805		70,939
Placeholder for Benefits & Comp Changes			87,469		87,469
TOTAL EXPENSES WITH PLACEHOLDER					
	5,090,866	100%	5,249,274	100%	158,408
NET INCOME					
	0		46,624		46,624

SUMMARY PROPOSED 2025 BUDGET

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. Continuing the practice in previous years in which PPP loans were received. For 2025, the parish operating revenues exclude PPP Loans that were forgiven. Other sources of income include *Special Income*, such as registration fees for diocesan events 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 25%, Governance & Administration & Diocesan Commitments 21% of our total revenues before distribution of the Temporary Placeholder for adjustments.

The Episcopal Medical Trust is working to contain the rising costs of healthcare, and the diocese supports this effort. As a result, the diocesan benefits policy in 2025 will shift from the Anthem PPO 80 to the Anthem CDHP 20. The consumer driven health plan or CDHP includes diocesan contributions to employee-specific Health Savings Accounts. The 2025 budget was prepared with those reductions in premiums for staff and is reflected in the numerous decreases shown in the summary budget.

Presented on the following pages is detailed information about the missions and ministries and their budgets for 2023, 2024 and 2025.

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 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	2023	2024	2025
The Episcopal Church	680,098	688,173	689,484
Province IV	8,000	7,000	6,000
Diocesan Global Missions	6,500	6,500	6,000
TOTAL	694,598	701,673	701,484

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) 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. Joseph J. Iarocci, Interim 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 57 years, Emmaus House has walked with and provided services to children, individuals, and families in Peopletown 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 2025 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.

HOLY COMFORTER AND THE FRIENDSHIP CENTER

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

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.

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 and other community organizations are invited to join CVEM in 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 four missional goals: the work of dismantling racism, developing interfaith initiatives, fostering servant leadership values in children 12, 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 worshiping 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

Community Ministries	2023	2024	2025
Community Ministry Programs	21,400	23,600	25,686
Emmaus House Executive Director*	149,572	154,844	149,132
Emmaus House Support	201,125	151,890	162,896
Holy Comforter Vicar*	125,163	130,647	126,155
Holy Comforter Friendship Center Support	60,000	60,000	60,000
CVEM Executive Director*	90,700	93,912	92,836
CVEM Support	3,000	3,000	3,000
Church of the Common Ground Vicar*	105,207	129,951	126,131
Church of the Common Ground Programs	6,000	16,321	19,750
TOTAL	762,167	764,164	765,585

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 have at least 5 bilingual services per year at each of our 12 hispanic missions; a demonstration of how exciting it is to be all together as one.

Our CETLA program to train lay leaders in our hispanic worshiping communities to unite leaders in our diocese, and its people; now offering classes via zoom to the Diocese of North Carolina and The Diocese of New Jersey. This is another demonstration of how our Diocese is growing with our Latino communities.

Our missions have been blessed by a steady increase in membership and the establishment of new worshiping communities; one in Morrow at St. Augustine and the other at St Paul’s in Macon. **Diocesan support for the Hispanic Ministries extends beyond the operating budget of the diocese with total all source support of \$365,861 budgeted for 2025 and with offsetting contributions from several parishes totaling \$141,500.**

Hispanic Ministries	2023	2024	2025
Hispanic Missioner*	109,482	109,482	117,273
Hispanic Ministry Program Support	88,189	88,189	78,154
TOTAL	197,671	197,671	195,427

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 Don Plummer, Diocesan Beat Reporter, and Caffeinated Church.

We serve the diocese through:

- Events
 - Photography and Videography
 - Annual Council A/V & Communications
 - Clergy Conference
 - Photography for all Diocesan Ordinations and Confirmations
 - Parish/Ministry Photography/Videography visits
- Digital Evangelism
 - For Faith
 - Podcasts
 - New Stories
 - Social media
 - Website
 - Lenten series
 - Campaigns
 - Connecting Newsletter
 - Pathways periodical
- Resourcing
 - Communicators Networking Meetings
 - Consultation in Communications related areas
 - Photography for congregations and ministries
 - Videography for congregations and ministries

Communications	2023	2024	2025
Canon for Communications*	148,175	156,092	152,272
Digital Evangelism	43,500	37,500	32,412
Media & Community Relations	5,600	5,600	5,600
Freelance Services	61,000	60,000	75,000
Print & Marketing	25,000	22,000	17,000
Community Resources	15,000	25,000	20,000
TOTAL	298,278	306,192	302,284

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 executive 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, new leadership initiatives, clergy and parish transitions, clergy discipline, parish conflict mediation, safe church coordination with the Director of Safe Church Programming and oversight of community ministries and extended staff and their program areas. The 2025 transitions budget includes a reallocation of expenses and a small increase to provide for a transitions consultant to work with smaller parishes in the clergy search process.

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	2023	2024	2025
Bishop Diocesan*	353,763	365,323	360,464
Stipendiary Bishop Assistance	30,000	30,000	30,000
Canon to the Ordinary*	181,267	195,336	195,651
Bishop's Executive Assistant*	90,192	93,727	92,651
Canon to the Ordinary's Exec Assistant & Transition Coordinator*	68,053	70,328	72,047
Episcopal Expenses	24,921	21,068	16,068
TOTAL	748,196	775,781	766,982

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 serves two primary functions:

- Provide professional development, practical support, networking, resources, and spiritual care for Parish Youth Ministers;
- Facilitate opportunities for spiritual formation, leadership development, and community-building by organizing teams, events, and retreats for middle and high school students.

In equipping and mobilizing young people to practice thoughtful Christian leadership in their local communities, we partner with parishes in the work of spiritual formation and amplify their local ministry impact.

MINISTRIES IN HIGHER EDUCATION

The Diocesan 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.

A new chaplaincy was added at Columbus State University in 2024 and is included in the 2025 budget. The decrease in budgeted amount in 2025 is due to a reallocation of chaplain staff and an effort to standardize the reimbursement structure for chaplaincies shared with parishes.

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

To learn more about Diocesan Campus Ministries, follow us on Instagram or Facebook (@DioATLCM) or visit our website at dioatlc.org

Youth & Young Adults	2023	2024	2025
Youth & Young Adult Missioner*	84,315	91,176	90,100
Youth Program	113,345	113,345	113,345
Young Adult Program	6,400	6,400	6,400
TOTAL	204,060	210,921	209,845
Ministries in Higher Education	2023	2024	2025
Atlanta University Center	21,640	12,500	14,300
University of Georgia	122,711	110,136	111,060
Georgia Tech / Georgia State	37,456	30,156	17,000
Regional & Convocational College Ministries	69,573	79,157	79,157
College Missioners Conference	1,000	1,000	1,000
TOTAL	252,380	232,949	222,517

MIKELL CAMP & CONFERENCE CENTER

Ms. Jessica LeFiles, 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.

The 2025 budget reflects the new lay Executive Director who joined the diocese on September 1st. Transition support was provided during 2024 to support the interim period and search process, and an increase in program funds for 2025 has been proposed to provide additional support in this first year of the Executive Director’s time.

To learn more, please visit www.campmikell.com

Mikell Camp & Conference Center	2023	2024	2025
Executive Director*	155,316	157,458	137,367
Transition Support		20,000	
Program Support	117,885	118,043	126,400
TOTAL	273,201	295,501	263,767

ABSALOM JONES CENTER FOR RACIAL HEALING

The Rev. Greg Warren, Interim 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	2023	2024	2025
AJCRH Executive Director*	96,558	151,639	135,057
AJCRH Facility	68,000	0	0
Dismantling Racism Training	23,300	23,300	23,300
TOTAL	187,858	174,939	158,357

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. In the coming budget year, the work of the Canon will be supported by a program associate to provide broad based support for both congregational vitality and ministry programs, including discernment.

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

Congregational Ministry	2023	2024	2025
Canon for Ministry*	169,671	157,092	153,272
Missioner for Congregational Vitality*	113,648		
Congregational Vitality Program Support*			87,600
Congregational Vitality	87,061	85,000	94,500
Clergy Formation & Renewal	53,330	65,930	77,375
Christian Formation	5,250	4,250	4,250
TOTAL	428,960	312,272	416,997

SAFE CHURCH PROGRAM

Ms. Lesley Williams, Director of Safe Church Training
The Rev. Dr. Deborah Silver, Safe Church Consultant

The purpose of the Safe Church ministry in the Diocese of Atlanta is to educate and empower clergy, staff, and volunteers to create and maintain safe and inclusive environments in our churches and ministries. This is achieved via in-depth training and consultation regarding policy violations, best practices, and allegations of suspected abuse.

Training is comprised of two programs:

- **Safeguarding God’s Children** training seeks to protect the thousands of children who are served every year in our churches, worshiping communities, schools, programs and activities. *This training must be renewed every 3 years.*
- **Safeguarding God’s People** training seeks to protect adults from sexual exploitation and abuse in every and all ministry settings. *This training must be renewed every 5 years.*

Since 2020, when we shifted to primarily offering zoom training, the ease of accessibility has enabled thousands of people in our diocese to complete and maintain their training compliance, helping to make our churches and ministries a safe place for everyone. This faithful work is essential to helping us live out our commitment to the baptismal covenant. Our commitment is to keep all of God’s beloved nurtured in faith and safe from abuse of any kind.

The Safe Church Atlanta website includes the following:

- Current information regarding Safeguarding training requirements, including who is required to complete each training course and the specific requirements based on a person’s role in their parish or organization.
- The schedule and registration information for all upcoming diocesan trainings (both online and in person).
- Current diocesan policies and protocols as well as best practices and additional resources.

To learn more, please visit the [Safe Church](#) pages on the diocesan website or safechurchatlanta.org.

Safe Church Program	2023	2024	2025
Safe Church	62,000	70,000	77,000

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	2023	2024	2025
Diocesan Annual Council	82,382	82,382	78,632
Episcopal Church Governance	33,000	33,000	33,000
TOTAL	115,382	115,382	111,632

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.

Counsel & Advisement includes a new funding for a consultant to serve as Intake Officer for Title IV complaints in compliance with recent General Convention resolutions.

To learn more about administrative and financial resources and policies and related canons, please visit episcopalatlanta.org/building-financing-projects/

Administration & Finance	2023	2024	2025
Canon for Administration & Finance*	168,777	181,049	177,229
Canon for Administration*	108,512	113,902	112,802
Associate Director of Finance*	122,969	119,459	115,639
Finance Associate*	107,776	90,833	88,589
Office Administration	236,588	251,179	263,020
Insurance	56,500	34,000	43,650
Counsel & Advisement	32,000	27,000	52,000
TOTAL	833,122	817,422	852,929

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	2023	2024	2025
Retiree Benefits	68,010	68,000	69,000
Sewanee Annual Contribution	6,000	6,000	6,000
Contingencies	40,591	42,000	42,000
TOTAL	114,591	116,000	117,000

TEMPORARY PLACEHOLDER

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.

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, Canon for 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. Joseph J. Iarocci, Interim Executive Director - Emmaus House
Ms. Jessica LeFiles, 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
The Rev. Greg Warren, Interim 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. Deborah Silver, Safe Church Consultant
Ms. Lesley Williams, Director – Safe Church Training
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
Mr. Keith Dumke – Georgia Tech & Georgia State University
Mr. Trey Davis – 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
Ms. Taylor Mack – Columbus State University
Campus Deacon: The Rev. Deacon Arthur Villarreal – Macon (Mercer & Wesleyan)

Hispanic Missioners

The Reverends Gregoria Betances, Ramón Betances, Antonio Brito, Edgar Otero,
Isaías Rodríguez, Fabio Sotelo
Deacons Iñaki Guevara-Cuence, & The Venerable Juan Sandoval

“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