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 2027 Budget

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

10.12.2026

A Word from Bishop Wright

Greetings, Beloved,

The theme for this year's Annual Council is "Anchored for the Future," inspired by the sixth chapter of the Letter to the Hebrews.

At the heart of our common life is the good news that Jesus is the anchor of our hope whatever the future may hold. In grateful response to this glorious truth, we share faithfully who we are and what God has entrusted to us.

Our 2027 Mission and Ministry Budget has been created with care, skill, and foresight. As you read through its pages, I hope you will see what I see: a diocese anchored in selfless faith, strengthened by partnership, and committed to mission.

I eagerly look forward to seeing you in November at Annual Council where we will gather, lift our voices and give thanks for God's innumerable blessings and Christ's indissoluble companionship.

I continue to give thanks to God for our shared calling to make Christ known throughout Middle and North Georgia.

Your brother in Christ,

+Rob

Budget Development Process

Commitment cards are sent to the parishes in June, and funding requests to ministries and commissions are 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 2027 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

Ms. Joy Jones, Chair –St. Paul's, Atlanta
The Rev. Buddy Crawford - St. Anne's, Atlanta
Mr. Mitch Grossman – St. Thomas, Columbus
Ms. Dana Halberg – St. Luke's, Atlanta
The Rev. Nikki Mathis – St. Gregory the Great, Athens
The Rev. Fabio Sotelo - St. Edward's, Lawrenceville

Ex-Officio
Mr. Mike Dunlap, Diocesan Treasurer
Mr. Geoff DeLong, Diocesan Finance Committee Chair

PROPOSED 2027 BUDGET

	2026 BUDGET	%	2027 BUDGET	%	CHANGE FROM BUDGET 2026
REVENUES					
Parish Funding of the Diocese	4,778,768	84%	5,004,578	82%	225,810
Special Income	315,350	6%	441,400	7%	126,050
Trust Fund Income	541,599	9%	658,548	11%	116,949
Other Income	50,000	1%	0	0%	(50,000)
TOTAL REVENUES	**5,685,717**	**100%**	**6,104,526**	**100%**	**418,809**
EXPENSES					
MINISTRY & EVANGELISM					
Worldwide Mission	697,168	12%	720,862	12%	23,694
Community Ministries	779,268	14%	810,415	14%	31,147
Hispanic Ministries	202,283	4%	440,447	7%	238,165
Communications	295,177	5%	295,177	5%	0
The Episcopate	966,269	17%	1,020,880	17%	54,611
	2,940,165	**52%**	**3,287,781**	**55%**	**347,616**
FORMATION & RENEWAL					
Youth, Young Adults, College Ministries	455,649	8%	442,919	8%	(12,730)
Mikell Camp & Conference Center	298,641	5%	298,685	5%	44
Absalom Jones Episcopal Center	178,000	3%	178,000	3%	0
Congregational Ministry	440,082	9%	440,082	8%	0
Safe Church Training	79,000	1%	79,000	1%	0
	1,451,372	**26%**	**1,438,686**	**25%**	**(12,686)**
GOVERNANCE & ADMINISTRATION					
Governance	116,632	2%	111,632	2%	0
Administration & Finance	984,028	18%	972,672	16%	(11,356)
Diocesan Commitments	117,000	2%	119,000	2%	2,000
	1,217,660	**22%**	**1,208,304**	**20%**	**(9,356)**
TOTAL EXPENSES BEFORE PLACEHOLDER	**5,609,198**	**100%**	**5,934,770**	**100%**	**325,572**
Placeholder for Benefits & Comp Changes			114,652		114,652
TOTAL EXPENSES	**5,609,198**		**6,049,422**		**440,224**
NET INCOME	**76,519**		**55,104**		**(21,415)**

SUMMARY TENTATIVE 2027 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 in their Parochial Reports or a lesser amount established by the Appeals Board. Prior to this year, PPP Loan revenues were deducted from parish annual operating revenues in the calculation of the assessment. Beginning in 2026, the parish operating revenues used in the three-year rolling average are no longer impacted by PPP Loans that were forgiven in 2020 and 2021. 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.

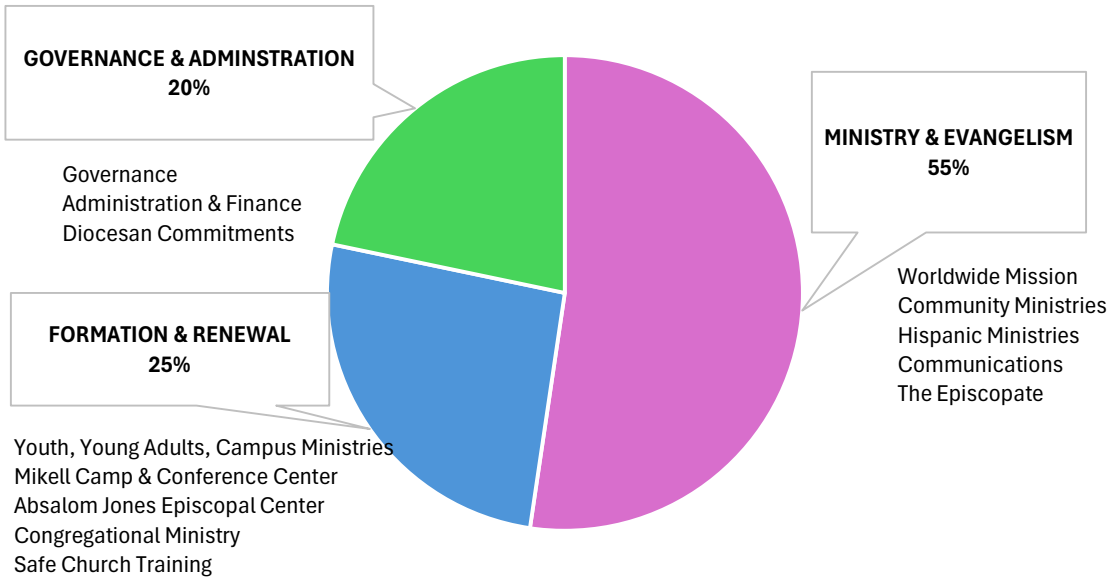
EXPENSES

Ministry & Evangelism represents 55%, Formation & Renewal 25%, and Governance & Administration & Diocesan Commitments 20% of our total expenses before distribution of the Temporary Placeholder for adjustments. Presented are the budgets for 2025, 2026, and 2027.

This year's budget includes an adjustment to Hispanic Ministry that now captures all-source support of $440,447. To offset the increased expense now reflected in the budget, funding support of $186,800 from five parishes was added to Special Income and additional diocesan trust fund income distributions of $101,128 is also included in Trust Fund Income.

An upward adjustment of 5% to the compensation package for the Episcopate is included that will, after another 5% adjustment in 2028, conclude the three-year period that brings the Diocese of Atlanta in line with the median for dioceses in our size range (quintile).

The Episcopal Medical Trust is continuing its efforts to contain the rising costs of healthcare, and the diocese supports this effort. The Diocesan benefits policy in 2026 will continue to use the Anthem CDHP 20. The consumer-driven health plan, or CDHP, includes Diocesan contributions to employee-specific Health Savings Accounts. The initial insurance premium projections indicate an increase of approximately 12.3%.



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, seeks to build lasting international partnerships between parishes, and fosters our companion relationship with the Diocese of Cape Coast in Ghana.

Worldwide Mission	**2025**	**2026**	**2027**
The Episcopal Church	689,484	685,393	710,562
Province IV	6,000	5,775	4,300
Diocesan Global Missions	6,000	6,000	6,000
TOTAL	701,484	697,168	720,862

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 2027, the diocese is providing financial support for the **Commission on Environmental Stewardship**.

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. David-Lee Mattison, 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 59 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 2027 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. Matt Babcock, Vicar

Holy Comforter is a worshiping community in the heart of Atlanta seeking to restore all people to unity with God and with one another. We are a community where people are invited to be seen, known, and celebrated as beloved children of God, and where the boundaries between those who serve and those who are served are continually being broken down.

The Friendship Center was built to serve adults marginalized by mental illness, disability, poverty, and other complex needs. Today, the Friendship Center remains a day program and inclusive community. As of July 1, 2025, the Friendship Center became a mission of Holy Comforter and is no longer a separate nonprofit organization. This integration has created new opportunities to imagine the Friendship Center not simply as a program located alongside a congregation, but as an expression of the Church's ministry of healing, belonging, and reconciliation.

The Friendship Center is now entering an important period of sustained growth. While meals, community, creative programming, and relationships remain foundational to our work, we increasingly recognize that our participants need sustained assistance navigating medical and behavioral healthcare, public benefits, housing, disability services, and other systems of support. Our emerging strategic direction therefore seeks to connect the extraordinary community already present at the Friendship Center with more intentional care coordination, professional social work, health access, and case management. Our vision is for the Friendship Center to become a place where belonging becomes a bridge to greater stability: where someone who comes for a meal or community can also find a trusted person who will help them navigate a healthcare appointment, apply for benefits, connect with counseling, locate social services, or remain alongside them when those systems become difficult to navigate.

Holy Comforter and the Friendship Center occupy a distinctive place in the life of Atlanta and the Diocese. Together, we are demonstrating what can happen when worship, community, mental-health ministry, social work, and the Church's commitment to human dignity are allowed to inhabit the same space.

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. Kenya Thompson, Vicar

As a "church without walls" on the streets of Atlanta, this worshiping community provides support for the pastoral and spiritual needs of God's children 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. We also meet some of the immediate and essential needs of our community members.

Living the Good News that all people are God's beloved, community, dignity and hope inspire our commitment to the unsheltered and all those living on the margins. We are dedicated to 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	**2025**	**2026**	**2027**
Community Ministry Programs	25,686	27,243	29,616
Emmaus House Executive Director*	150,632	150,776	150,776
Emmaus House Support	162,896	173,980	176,054
Holy Comforter Vicar*	128,411	112,540	109,124
Holy Comforter Friendship Center Support	60,000	65,000	85,000
CVEM Executive Director*	97,448	100,528	100,528
CVEM Support	3,000	3,000	3,000
Church of the Common Ground Vicar*	131,068	121,901	121,901
Church of the Common Ground Programs	19,750	24,300	31,000
TOTAL	764,165	779,268	810,415

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

Hispanic Ministries continues to grow as a vibrant expression of the Diocese of Atlanta's mission to proclaim the Gospel, develop leaders, and strengthen diverse communities. Today, the ministry serves **10 Hispanic worshipping communities,** offering bilingual worship, discipleship, pastoral care, and outreach.

Leadership development remains a cornerstone of the ministry through the **Centro de Estudios Teológicos para Latinos (CETLA).** Now offered through Zoom, CETLA serves students from diocese across the United States. This year, the program celebrated a graduating class, with **10 students completing the two-year theological formation program,** preparing new lay leaders to serve the Church.

Hispanic Ministries also supports immigrant families through educational workshops, pastoral accompaniment, and community partnerships, reflecting our commitment to welcoming and serving all God's people.

For 2027, the **Hispanic Ministries operating budget is $440,447.** The operating budget reflects all diocesan support. Additional Trust Fund income distributions of $101,128 were added to the budget. The Special Income category includes contributions from five parishes totaling $186,800. By God's grace, Hispanic Ministries is helping shape a Church that is increasingly diverse, collaborative, and faithful to Christ's call to welcome all people.

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

Hispanic Missioners

The Reverends Gregoria Betances, Ramon Betances, Antonio Brito,
Isaias Rodriguez, Fabio Sotelo
Deacons Iñaki Guevara-Cuence & The Venerable Juan Sandoval

Hispanic Ministry	**2025**	**2026**	**2027**
Hispanic Missioner*	118,293	122,283	122,519
Hispanic Ministry Program Support	80,259	80,000	317,928
TOTAL	198,552	202,283	440,447

COMMUNICATIONS

Mr. Easton Davis, Canon for Communications & Digital Evangelism

This role positions communications not simply as information-sharing, but as a ministry of evangelism and connection. The Canon for Communications and Digital Evangelism leads communications for the Diocese and Bishop, helping proclaim the Good News of Jesus Christ by meeting people where they are across an evolving range of communication channels. The Canon also equips and supports parishes and ministries in strengthening their digital presence and expanding their capacity for digital evangelism.

We serve the diocese through:

- Events
  - Promotion, photography, videography, and A/V staffing
    - Annual Council
    - Clergy Conference
    - Photography/videography for all Diocesan services
    - Parish/ministry photography/videography visitations

- Digital Evangelism
  - For Faith Devotional
  - For People Podcast
  - Website
  - Connecting Newsletters
  - News stories
  - Social media
  - Lenten series
  - Parish/ministry event promotion

- Resourcing
  - Communicators Networking Meetings
  - Caffeinated Church diocesan membership
  - Consulting in communications-related areas
  - Photography for parishes and ministries
  - Videography for parishes and ministries
  - Website development for parishes and ministries
  - Brand refreshers for parishes and ministries

To learn more about the Office of **Communications** and to access content, please visit https://episcopalatlanta.org/communications/.

Communications	**2025**	**2026**	**2027**
Canon for Communications*	159,498	166,577	166,577
Digital Evangelism	32,412	28,000	26,000
Media & Community Relations	5,600	4,400	
Freelance Services	75,000	61,200	75,600
Print & Marketing	17,000	20,000	10,000
Community Resources	20,000	15,000	17,000
TOTAL	309,510	295,177	295,177

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.

This year's budget continues adjusting the compensation package for the Episcopate to bring the Diocese of Atlanta, over a three-year period, in line with the median for dioceses in our size range (quintile).

The bishop's pastoral ministry is assisted by the **Canon Chaplain to Clergy**. In 2027, the appointment of a diocesan representative, **Chaplain to Retired Clergy,** to support retired clergy as required by Church Pension Group is reflected.

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 work of the Canon for Special Projects, Canon for Strategy, and Lead Transition Consultant are overseen by the Canon to the Ordinary.

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	**2025**	**2026**	**2027**
Bishop Diocesan*	369,884	422,462	438,133
Canon Chaplain to Clergy+	30,000	30,000	30,000
Chaplain to Retired Clergy+			10,000
Canon to the Ordinary*	205,138	219,610	219,610
Executive Assistant to the Bishop*	93,911	92,325	92,325
Assistant to Canon to the Ordinary & Transition Coordinator*	73,122	76,017	76,017
Canon for Special Projects+		38,295	39,295
Canon for Strategy+		36,000	60,000
Lead Transition Consultant+	15,000	18,000	20,000
Episcopal Expenses	26,067	33,560	35,500
TOTAL	813,122	966,269	1,020,880

Formation & Renewal

YOUTH, YOUNG ADULTS AND MINISTRIES IN HIGHER EDUCATION

Ms. Holle Tubbs, Missioner

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 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 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.

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

Youth & Young Adults	**2025**	**2026**	**2027**
Youth & Young Adult Missioner*	92,872	96,059	96,059
Youth Program	113,345	127,295	128,295
Young Adult Program	6,400	6,400	5,400
TOTAL	212,617	229,754	229,754

Ministries in Higher Education	**2025**	**2026**	**2027**
Atlanta University Center+	14,300	12,500	12,500
University of Georgia+	113,472	116,238	116,314
Georgia Tech / Georgia State+	17,000	17,000	12,500
Regional & Convocational College Ministries+	79,157	79,157	70,851
College Missioners Conference	1,000	1,000	1,000
TOTAL	224,929	225,895	213.165

MIKELL CAMP & CONFERENCE CENTER

Ms. Jessica LeFiles, Executive Director

Mikell is a place of connection to God and our worshiping 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 and 2026 budgets reflect the new lay Executive Director who joined the diocese on September 1st, 2025. Transition support was provided during 2024 to support the interim period and search process, and an increase in program funds for 2025 and 2026 was provided as additional support.

To learn more about **Mikell Camp & Conference Center**, please visit www.campmikell.com.

Mikell Camp & Conference Center	**2025**	**2026**	**2027**
Executive Director*	138,447	144,021	144,021
Program Support	126,400	154,620	154,664
TOTAL	264,847	298,641	298,685

ABSALOM JONES EPISCOPAL CENTER FOR RACIAL HEALING

Dr. Beth-Sarah Wright, Acting Executive Director

The Absalom Jones Episcopal 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 Episcopal Center for Racial Healing**, please visit www.centerforracialhealing.org.

Absalom Jones Episcopal Center for Racial Healing	**2025**	**2026**	**2027**
AJECRH Executive Director*	139,278	108,000	108,000
Diocesan Dismantling Racism Training	23,300	30,000	30,000
AJECRH Leadership Fellows		40,000	40,000
TOTAL	162,578	178,000	178,000

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, please visit https://episcopalatlanta.org/ministry-development-and-congregational-vitality/

Congregational Ministry	**2025**	**2026**	**2027**
Canon for Ministry*	160,498	168,793	168,793
Congregational Vitality Program Support*	88,164	91,064	91,064
Congregational Vitality	94,500	122,100	122,100
Clergy Formation & Renewal	52,375	53,875	53,875
Christian Formation	4,250	4,250	4,250
	399,787	440,082	440,082

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 safe places for everyone. This faithful work is essential to helping us live out our commitment to the baptismal covenant. Our commitment is to nurture all of God's beloved in faith and keep them safe from any kind of abuse.

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	**2025**	**2026**	**2027**
Safe Church	77,000	79,000	79,000

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 worldwide Anglican Communion attend the Lambeth Conference held every 10 years.

Governance	**2025**	**2026**	**2027**
Diocesan Annual Council	83,632	83,632	83,632
Episcopal Church Governance	33,000	33,000	33,000
TOTAL	116,632	116,632	116,632

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 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, St. Mary's Episcopal Church, 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 legal fees and a consultant serving as Intake Officer for Title IV complaints.

To learn more about administrative and financial resources and policies and related canons, please visit the **Administration and Finance** pages on the Diocesan website at https://episcopalatlanta.org/admin-finance/.

Administration & Finance	**2025**	**2026**	**2027**
Canon for Administration & Finance*	185,742	182,463	182,463
Canon for Administration*	118,296		
Director of Administration & Benefits*		108,950	145,933
Director of Finance*	121,393	127,047	114,448
Finance Associate*	93,228	97,423	97,423
Finance & Administration Assistant*		88,099	76,739
Office Administration	263,058	263,110	239,730
Insurance	43,650	54,936	53,936
Counsel & Advisement	52,000	62,000	62,000
TOTAL	877,367	984,028	972,672

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	**2025**	**2026**	**2027**
Retiree Benefits	69,000	69,000	71,000
Sewanee Annual Contribution	6,000	6,000	6,000
Contingencies	42,000	42,000	42,000
TOTAL	117,000	117,000	119,000

TEMPORARY PLACEHOLDER

The Temporary Placeholder is for changes in health insurance premium costs and staff and ministry leaders' compensation. Initial projections indicate a significant increase of approximately 12.3% for health insurance premiums spread over eligible staff. The compensation changes assume a 3% cost-of-living adjustment with related payroll taxes and pension costs. Both the final selection of health benefit tiers for the CDHP and compensation changes 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.
+ Part-time positions

The Right Reverend
Robert C. Wright
Tenth Bishop of Atlanta

Bishop's Staff

Ms. Tiffany Banks, Assistant Finance Director
Ms. Jolie Bonett, Finance Associate
Ms. Kurtireea Bryant, Finance & Administration Assistant
Ms. Kei Breedlove, Congregational Vitality Program Support
Mr. Easton Davis, Canon for Communication & Digital Evangelism
The Rev. Canon Hazel Glover, Chaplain to Clergy +
Ms. Julie Groce, Canon for Special Projects +
The Rev. Irma Nohemi (Mimi) Guerra, Missioner for Hispanic Ministries
Ms. Carmen Holman, Canon to the Ordinary's Executive Assistant & Transition Coordinator
Mr. Joe Iarocci, Canon for Strategy +
Rev. Scott Kidd, Lead Transition Consultant +
Ms. Nicole King, Bishop's Executive Assistant
Ms. Jacqueline Martinez, Director of Administration & Benefits
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. Matthew Babcock, Vicar - Holy Comforter & Friendship Center
Mr. David-Lee Mattison, Executive Director - Emmaus House
Ms. Jessica LeFiles, Executive Director - Mikell Camp & Conference Center
Ms. Julie Groce, Missioner – Appleton Episcopal Ministries
Dr. Lindsey Hardegree, Executive Director – Episcopal Community Foundation for Middle and North Georgia
The Rev. Kenya Thompson, Vicar - Church of the Common Ground
Dr. Beth-Sarah Wright, Acting Executive Director - Absalom Jones Center for Racial Healing
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. Deacon Devon Smyth – Northwest Georgia (Berry College) +
The Rev. Trey Davis – Atlanta University Center +
Ms. Dena Douglas Hobbs – Macon (Mercer & Wesleyan) and Georgia College & State University +
Campus Deacon: The Rev. Deacon Arthur Villarreal – Macon (Mercer & Wesleyan) +

Archdeacons

The Venerable Carole Maddux & The Venerable Juan Sandoval, The Venerable Janet Tidwell

"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