



# 2025 DRAFT BUDGET



The Episcopal Diocese  
of Pennsylvania

*“Truly I tell you, whatever you  
did for one of the least  
of these brothers and sisters  
of mine, you did for me.”*

*~ Matthew 25:40*



*The Sacred Ask is the contribution that our diocese asks our churches to make. These monies are used to fund our common mission and ministry.*

## *Since 2016, Sacred Asks have been frozen.*

The Bishop opened his ministry with a pilgrimage to meet and listen to every parish in the diocese, soon after he froze Sacred Asks. This was part of an effort to place congregations first, doing everything possible to empower our parishes to go out into the world and preach the Gospel of Jesus Christ. We prioritized minimizing the financial impact on parishes, while continually reviewing all our income, expenses, and projections to minimize the burden on our congregations.

In the last eight years, the bishop has reduced staff and restructured roles to serve the diocese first, and the Offices of the Diocese second. Staff have been “out in the field” eight-five percent of their time, leading pilgrimages, Sunday services, vestry meetings and walking the community. We have staffed outreach events alongside our siblings in Christ, answered church phones, and, yes, we have cleaned bathrooms if needed. We are committed to seeing change in our churches and communities.

The diocesan budget has relied on higher distributions from its endowment (7%+) to balance their budget.







*The average giving rate (from churches) across all dioceses in the country is 13%.*

*At DIOPA, it has been less than 6% since 2016.*

With one of the lowest giving rates among dioceses, we still grew in number and reach. We created innovative programs with, and for, our churches; we increased partnering inside and outside the diocese; and what we received went out, back to our churches for evangelism, programming and worship. All while keeping a staff at its lowest number, reorganizing staff positions to serve church needs, sending staff out to churches.

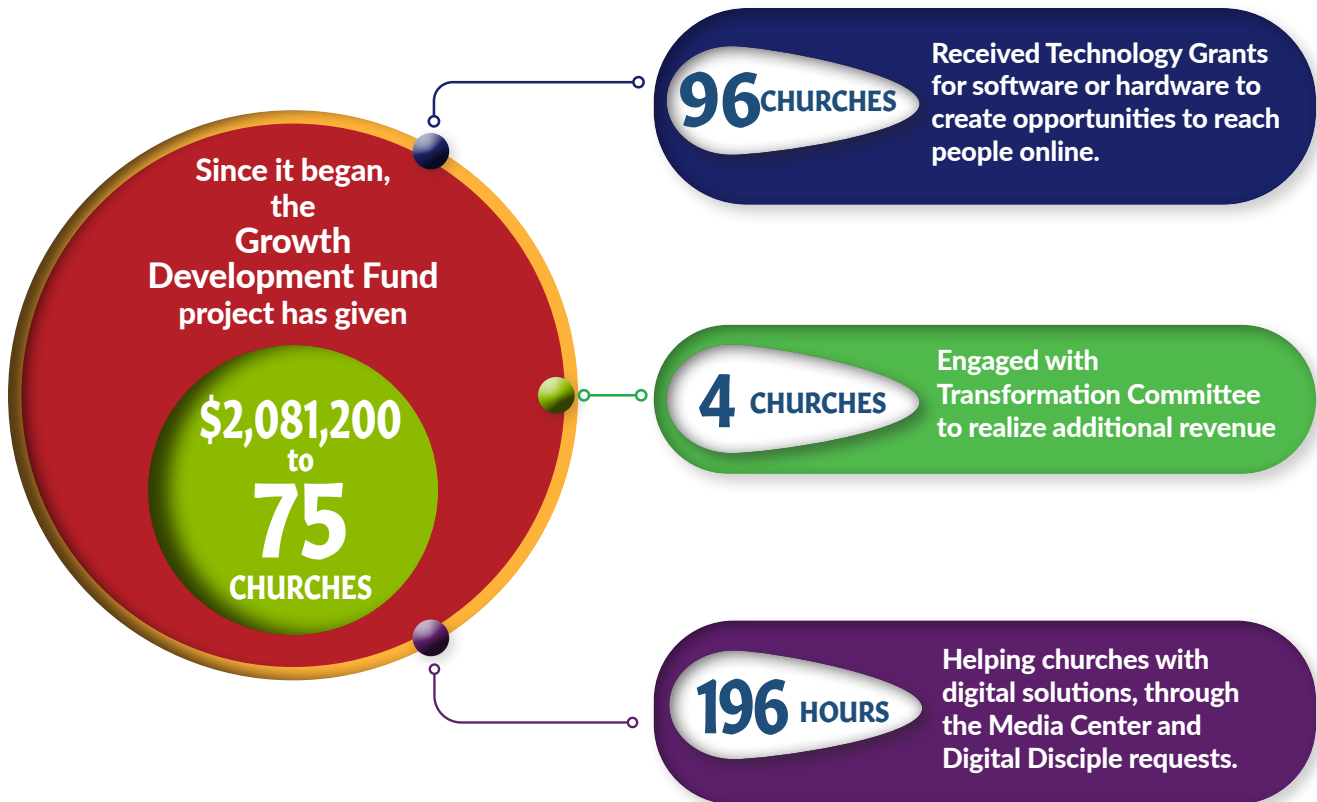


*Staff have been “out in the field” 85% of their time, leading pilgrimages, Sunday services, vestry meetings, and walking the community.*

No other diocese of our size devotes so many staff and resources to providing direct service to help churches grow.

*What we receive goes back to our churches.*

In 2023, \$1,094,442 was given to churches to help them reach new audiences, create new ministries and ultimately grow.



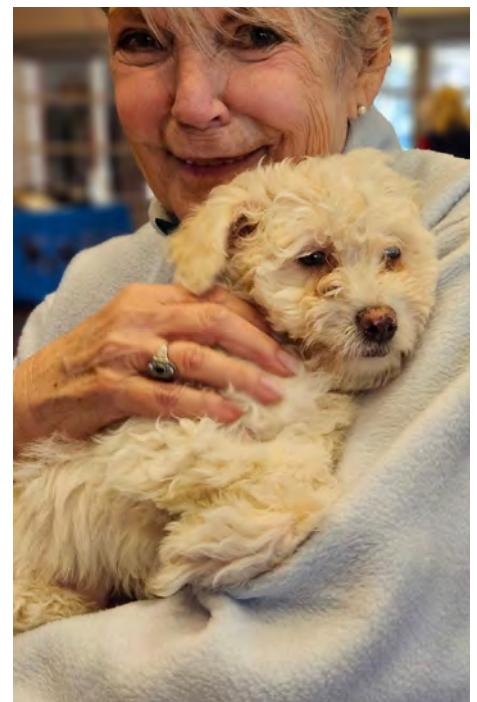
*All while keeping a staff at its lowest number, reorganizing staff positions to serve church needs, sending staff out to churches.*



*We run lean.  
But this is not sustainable  
for church growth.*

*In 2025, we will “reset”  
the Sacred Ask to make  
it equitable and easy to  
understand.*

This means we will calculate the Sacred Ask as a % of the Normal Operating Income (NOI, line A) off of the prior year Parochial Report. All churches will be asked to give the same % of giving, allowing churches to plan their budgets.





# *We are setting a goal of 8% giving across the board with the final goal of reaching 10%.*

This will enable us to fully realize sacred initiatives that allow us as a diocese to:

- Substantially assist veterans, youth with mental health issues, children with autism, refugees – all those in need in our diocese.
- Hire an assisting bishop, to provide visitations to churches 18 months instead of every 3 yrs (if we reach 9.5% giving).
- Create a service organization (501c3) that will free churches from administration to preach the Gospel, as intended.
- Reduce our draw from the diocesan endowment funds to a sustainable level.



# Organized Priorities

Our budget priorities are organized into three main areas:

## Empowering Churches (\$1,239,700)

which refers to the resources our churches need to continue to serve their members. This includes:

- **A focus on direct service.** 85% of senior staff's (canons) time is in the field to lead worship services, vestry meetings and retreats; assist with budgeting; and provide consultation and training on site.
- **Ministries that support our churches** and their communities. This includes cultural ministries, ministry in Kensington, anti-gun violence, and more.
- **Youth programming**, which includes providing City Camp in underserved areas of the diocese, safe church training, campus ministry, camp scholarships, and more.
- **Demographic software and tools.** Datastory provides a detailed statistical look into our neighborhoods and gives churches insight on how to engage.
- **Dismantling prejudice and promoting justice** through the work of Anti-Racism, and anti-human trafficking.

**\$3.25 million**  
in grants awarded  
(Over last 5 years)

## Stabilization and Growth (\$1,984,700)

which supports current churches and clergy and the creation of new churches and new people. This includes:

- **Restarting churches and re-envisioning what church can be.** Building on our past success, we will continue to guide churches to find not just stability, but vitality. This work is supported by Casting Nets, Serviam, and consultation from your diocesan staff.
- **Church Plants**, in traditional and non-traditional models, these new ministries may be in storefronts or homes; but we will continue to spread the Gospel in our neighborhoods.
  - Creation of churches that serve affinity groups – people living with addiction, people that love animals, people living with autism, etc.
- **Acts 2 Churches**, which continue to reach and serve our underserved siblings in Christ. These outposts are able to have full time clergy support, because of our collective commitment to their ministries.
- **Diocesan Council Program Grants** for churches that support bilingual ministry, music workshops, feeding and clothing ministries, discipleship and Christian education, and summer programs.
- **Medical Assistance for retired clergy.**
- **Financial Assistance for clergy**, providing help for emergency medical needs, unexpected hardships, and crisis relief.



## Fostering Innovation (\$952,300)

which supports creative approaches to strengthening our missions and ministry.

- **Technology and communications assistance** to spread the Gospel. This includes development of church websites, promotion of church events, and onsite assistance with livestreaming.
- **Serviam**, the online portal for formation, education and resources continues to add new content and develop new partnerships to better equip our churches and people.
- **Growth and Development Fund Grants.** The only program of its kind to provide \$30k grants to individual churches in order to complete small capital improvement projects in order to further their ability to do ministry.
- **Board of Trustees Mission Committee Grants** that help with emergency repairs and with church infrastructure, especially when it impinges on church ministry.
- **Media Center**, which provides space for production, training in technology, and equipment loans.

**Serviam:**  
310 active users  
and growing

**200+ hours**  
in technology  
consults  
for churches

## Supporting the Broader Church (\$867,000)

- **TEC Assessment.** Our gift to The Episcopal Church, supports ministries around the world that are focused on evangelism and committed to racial reconciliation and creation care. Ministries that reach youth, military, missionaries and refugees. This also supports church pension and insurance. TEC gives millions of dollars in grants to support growing the church through new plants.
- **Global Partnerships.** This diocese extends its footprint where there is need. This includes partnerships and covenantal relationships through the Anglican communion including the Episcopal Church in Navajoland, Jerusalem, Llandaff, and Kenya.



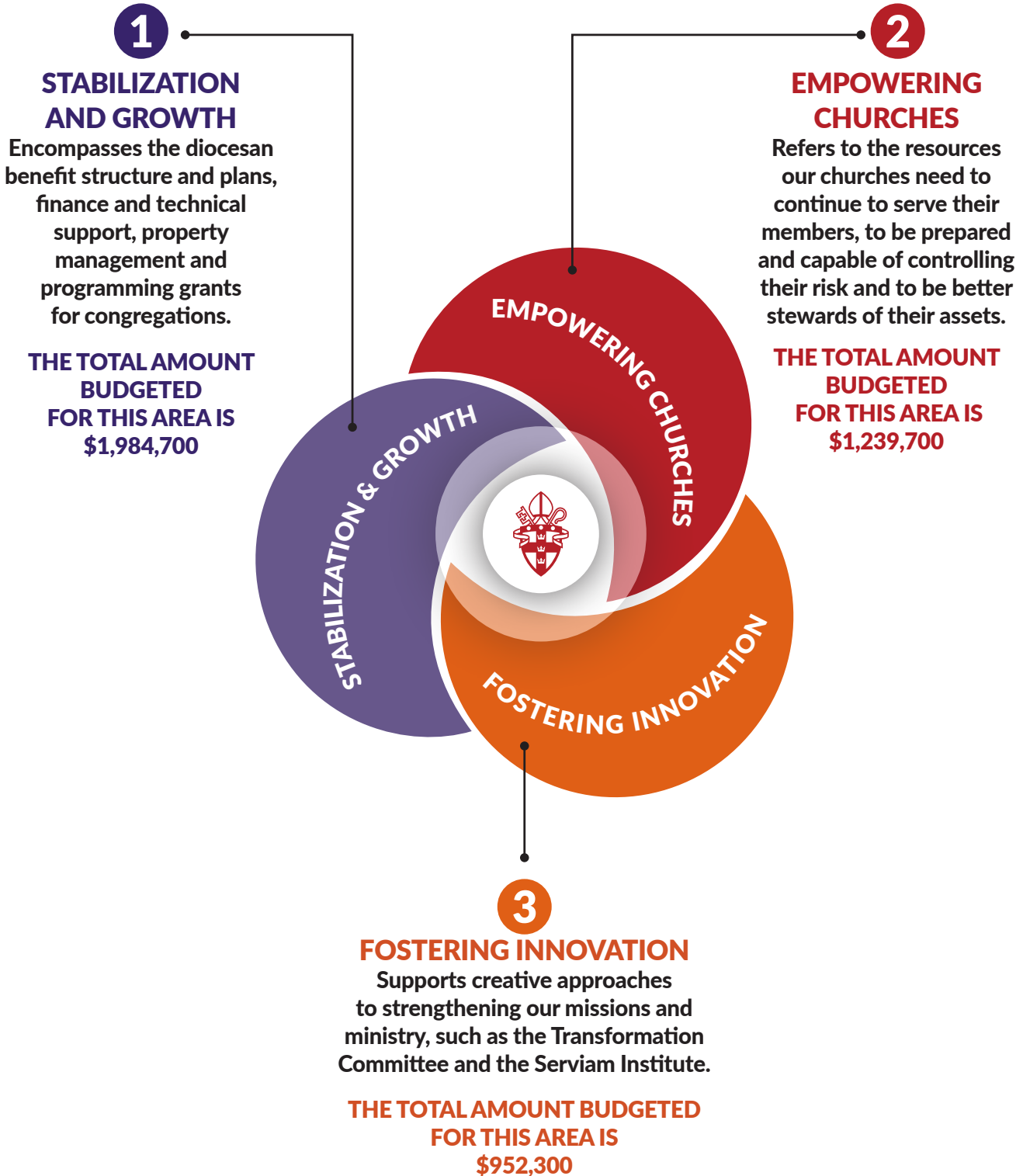
## *We will work with you to get there.*

Our staff and members of the Finance Committee are available to meet with you to further understand your goals and how we can work together.



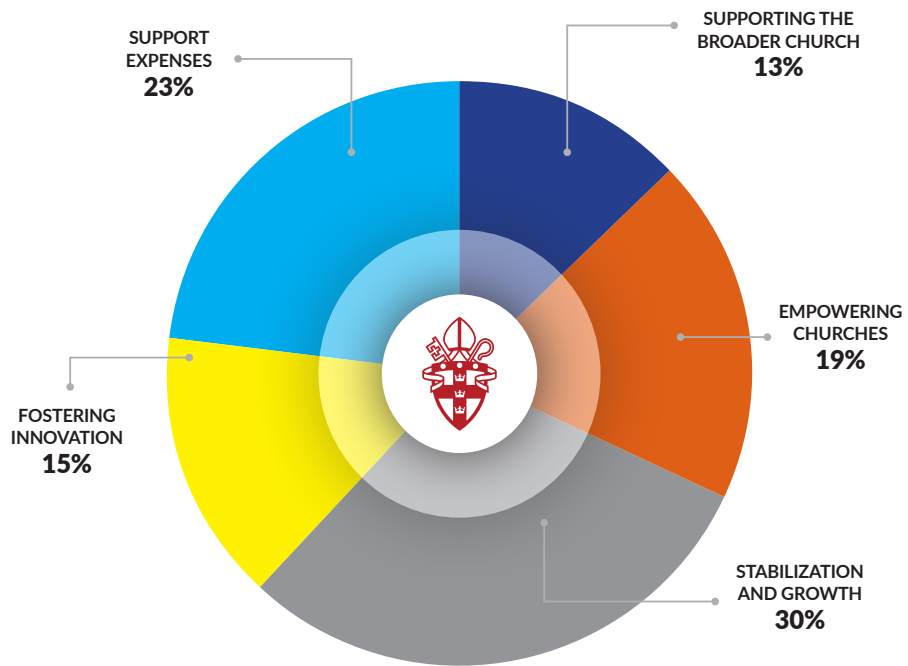


# Overview



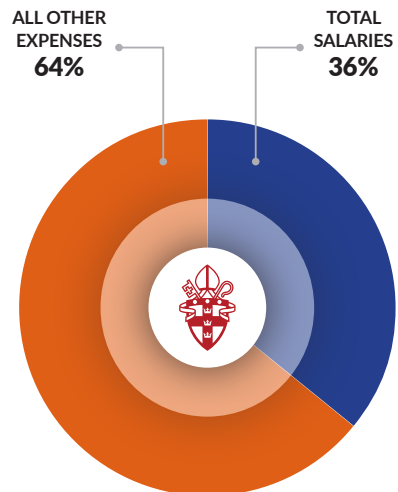
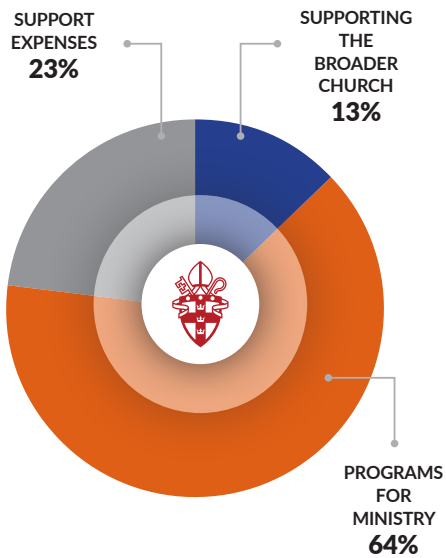
# Overview

## 2025 EXPENSES



## 2025 EXPENSE ALLOCATIONS

## 2025 SALARY & OTHER EXPENSES





# The Episcopal Diocesan of Pennsylvania Statement of Activities

1 Revenues	Actual 2023	Budget 2023	Budget 2024	Proposed Budget 2025	Variance
2 <b>Sacred Gifts</b>	\$2,551,851	\$2,943,600	\$3,159,700	\$3,079,100	\$ (80,600)
3 Less-Allowance for Non-Payment	-	(117,700)	(126,400)	(123,200)	3,200
4 <b>Net Sacred Gifts</b>	<b>\$2,551,851</b>	<b>\$2,825,900</b>	<b>\$3,033,300</b>	<b>\$2,955,900</b>	<b>\$ (77,400)</b>
5 <b>Endowment Distribution</b>	\$3,131,354	\$3,132,500	\$2,959,300	\$2,814,000	\$(145,300)
6 Allocated Endowment Distribution	43,000	43,000	43,000	194,000	151,000
7 <b>Total Endowment Distribution</b>	<b>\$3,174,354</b>	<b>\$3,175,500</b>	<b>\$3,002,300</b>	<b>\$3,008,000</b>	<b>\$ 5,700</b>
8 <b>Other Revenue</b>					
9 Endowment Transfers	\$622,650	\$ -	\$ -	\$ -	\$ -
10 Dedicated Mission Revenue	445,069	330,800	334,100	315,000	(19,100)
11 Other Revenue - Special	118,802	94,400	106,400	196,600	90,200
13 <b>Total Other Revenue</b>	<b>\$1,186,521</b>	<b>\$ 425,200</b>	<b>\$ 440,500</b>	<b>\$ 511,600</b>	<b>\$ 71,100</b>
14 <b>Total Revenues</b>	<b>\$6,912,726</b>	<b>\$ 6,426,600</b>	<b>\$ 6,476,100</b>	<b>\$6,475,500</b>	<b>\$ (600)</b>
15 <b>Expenses</b>					
16 Supporting the Broader Church					
17 Pledge to The Episcopal Church (TEC)	\$ 855,375	\$ 896,500	\$ 862,000	\$847,000	\$ (15,000)
18 Anglican Ministries	48,782	20,000	20,000	20,000	-
19 <b>Total Supporting the Broader Church</b>	<b>\$ 904,157</b>	<b>\$ 916,500</b>	<b>\$ 882,000</b>	<b>\$867,000</b>	<b>\$ (15,000)</b>
20 <b>Programs for Ministry</b>					
21 <b>Empowering Churches</b>					
22 Diocesan Bishop's Office	\$ 104,744	\$ 101,280	\$ 109,333	\$111,400	\$ 2,080
23 Canons for Growth & Support and Mission	393,151	392,460	383,875	425,500	41,670
24 Youth Ministries	112,260	117,000	67,000	75,000	8,000
25 Software Support for Churches	11,197	20,000	20,000	15,000	(5,000)
26 Diocesan Center Facilities	308,818	220,000	200,000	320,000	120,000
27 Diocesan Convention & Events	178,381	70,000	150,000	100,000	(50,000)
28 Diocesan Ministries	145,879	197,000	194,000	192,700	(1,300)
29 <b>Total Empowering Churches</b>	<b>\$1,254,430</b>	<b>\$1,117,740</b>	<b>\$ 1,124,208</b>	<b>\$1,239,700</b>	<b>\$ 115,450</b>
30 <b>Stabilization and Growth</b>					
31 Diocesan Bishop's Office	\$ 104,744	\$ 101,280	\$109,333	\$111,400	2,080
32 Finance & IT	211,320	198,050	218,250	224,300	6,050
33 Property Manager	102,170	162,800	108,640	103,500	(5,120)
34 Chaplains to the Retired Clergy	20,246	18,000	19,500	20,300	800
35 Acts 2 Churches - Vicars	563,931	668,200	718,300	759,500	41,200
36 New Ministries - Vicars & Plants	159,365	123,000	90,000	75,000	(15,000)
37 Clergy Financial Assistance & Sabbatical Leave	102,631	110,000	110,000	85,000	(25,000)
38 Program Grants to Congregations	142,100	150,000	150,000	100,000	(50,000)
39 Retired Clergy Medical Assistance	201,149	300,000	230,000	210,000	(20,000)
40 Transition Office	314,380	248,400	277,700	295,700	18,000
41 <b>Total Stabilization and Growth</b>	<b>\$1,922,035</b>	<b>\$2,079,730</b>	<b>\$ 2,031,723</b>	<b>\$1,984,700</b>	<b>\$ (46,990)</b>
42 <b>Fostering Innovation</b>					
43 Diocesan Bishop's Office	\$ 104,744	\$ 101,280	\$ 109,333	\$111,400	2,080
44 Communications	357,244	304,500	342,600	341,900	(700)
45 Feeding Ministries & Wellness Centers	-	30,000	5,000	-	(5,000)
46 Growth Development Fund Grants	411,670	300,000	300,000	300,000	-
47 Support for Congregations	63,900	50,000	60,000	50,000	(10,000)
48 Board of Trustees Mission Grants	564,408	-	250,000	125,000	(125,000)
49 Technology Grants	58,242	-	-	-	-
50 Serviam Institute	23,700	36,000	24,000	24,000	-
51 Support for Innovation & Creativity	2,500	20,000	5,000	-	(5,000)
52 <b>Total Fostering Innovation</b>	<b>\$1,586,408</b>	<b>\$ 841,780</b>	<b>\$ 1,095,933</b>	<b>\$ 952,300</b>	<b>\$ (143,620)</b>
53 <b>Total Programs for Ministry</b>	<b>\$4,762,874</b>	<b>\$4,039,250</b>	<b>\$ 4,251,865</b>	<b>\$4,176,700</b>	<b>\$ (75,160)</b>
54 <b>Support Expenses</b>					
55 Diocesan Bishop's Office	\$ 183,635	\$ 115,960	\$ 139,500	\$118,600	(20,940)
56 Canon to the Ordinary's Office & Admin. Support	382,868	479,140	378,325	404,100	25,730
57 Finance & IT	211,320	198,050	218,250	224,300	6,050
58 Property Manager	25,542	40,700	27,160	25,900	(1,280)
59 Legal, Professional & Audit	211,519	155,000	142,000	142,000	-
60 Operations	425,397	305,000	266,000	359,900	93,900
61 Closed Church Property	251,334	175,000	170,000	250,000	80,000
62 <b>Total Support Expenses</b>	<b>\$1,691,614</b>	<b>\$1,468,850</b>	<b>\$ 1,341,235</b>	<b>\$1,524,700</b>	<b>\$ 183,460</b>
63 <b>Total Expenses</b>	<b>\$7,358,645</b>	<b>\$6,424,600</b>	<b>\$ 6,475,100</b>	<b>\$6,568,400</b>	<b>\$ 93,300</b>
64					
65 <b>Net Surplus (Deficit)</b>	<b>\$ (445,919)</b>	<b>\$ 2,000</b>	<b>\$ 1,000</b>	<b>\$ (92,900)</b>	<b>\$ (93,900)</b>

# Sacred Ask 2025 – Normal Operating Income (NOI)

<b>CHURCH NAME</b>	<b>2023 NOI</b>	<b>8% OF 2023 NOI</b>	<b>10% OF 2023 NOI</b>
Advent, Hatboro	\$198,293	15,863	19,829
Advent, Kennett Square	537,883	43,031	53,788
Advocate, Philadelphia	55,596	4,448	5,560
African Episcopal Church of St. Thomas, Overbrook	861,452	68,916	86,145
All Hallows' Church, Wyncote	354,834	28,387	35,483
All Saints', Fallsington	49,862	3,989	4,986
All Saints', Norristown	239,288	19,143	23,929
All Saints', Rhawnhurst	90,508	7,241	9,051
All Saints', Torresdale	682,730	54,618	68,273
All Saints', Wynnewood	439,871	35,190	43,987
Annunciation, Philadelphia	171,790	13,743	17,179
Ascension, Parkesburg	104,771	8,382	10,477
Calvary-St. Augustine Church, Philadelphia	160,395	12,832	16,040
Christ Church and St. Ambrose, Philadelphia	54,417	4,353	5,442
Christ Church and St. Michael's, Philadelphia	47,000	3,760	4,700
Christ Church, Ithan, Villanova	397,856	31,828	39,786
Christ Church, Media	427,118	34,169	42,712
Christ Church, Philadelphia	853,183	68,255	85,318
Christ Church, Pottstown	375,773	30,062	37,577
Christ Church, Ridley Park	554,987	44,399	55,499
Christ Church, Upper Merion (Old Swedes), Bridgeport	30,255	2,420	3,026
Emmanuel Church, Quakertown	47,610	3,809	4,761
Emmanuel-Resurrection Church, Holmesburg, Philadelphia	128,477	10,278	12,848
Epiphany, Royersford	67,734	5,419	6,773
Free Church of St. John, Philadelphia	17,440	1,395	1,744
Gloria Dei Church, Philadelphia	361,432	28,915	36,143
Good Samaritan, Paoli	1,979,749	158,380	197,975
Good Shepherd Church, Hilltown	139,318	11,145	13,932
Good Shepherd, East Falls	272,130	21,770	27,213
Good Shepherd, Rosemont	387,648	31,012	38,765
Grace Church and the Incarnation, Philadelphia	123,002	9,840	12,300
Grace Church, Hulmeville	118,286	9,463	11,829
Grace Epiphany Church, Mt. Airy	162,727	13,018	16,273
Holy Apostles and the Mediator, Phila	229,226	18,338	22,923
Holy Apostles, Penn Wynne, Wynnewood	335,627	26,850	33,563
Holy Comforter, Drexel Hill	200,893	16,071	20,089
Holy Innocents St. Paul's Church, Tacony	53,734	4,299	5,373
Holy Nativity, Rockledge	450,180	36,014	45,018
Holy Nativity, Wrightstown	56,200	4,496	5,620
Holy Spirit, Harleysville	506,063	40,485	50,606
Holy Trinity, Rittenhouse Square	961,333	76,907	96,133
Holy Trinity, West Chester	379,382	30,351	37,938
House of Prayer, Philadelphia	30,137	2,411	3,014
Incarnation Holy Sacrament Church, Drexel Hill	193,513	15,481	19,351
Incarnation, Morrisville	122,661	9,813	12,266
Messiah, Gwynedd	741,025	59,282	74,103
Nevil Memorial Church of St. George, Ardmore	554,369	44,350	55,437
Philadelphia Cathedral, Philadelphia	1,280,759	102,461	128,076
Redeemer, Andalusia	31,140	2,491	3,114
Redeemer, Bryn Mawr	1,900,778	152,062	190,078
Redeemer, Springfield	184,650	14,772	18,465
Redemption, Southampton	132,296	10,584	13,230
Resurrection, Rockdale, Aston	138,828	11,106	13,883
St. Alban, Roxborough, Philadelphia	166,871	13,350	16,687
St. Alban's, Newtown Square	425,147	34,012	42,515
St. Andrew and St. Monica, Philadelphia	194,080	15,526	19,408
St. Andrew's Church, Yardley	419,448	33,556	41,945
St. Andrew's, West Vincent, Glenmoore	295,516	23,641	29,552
St. Andrew's-in-the-Field, Somerton	111,152	8,892	11,115
St. Anne's Church, Abington	296,109	23,689	29,611
St. Asaph, Bala Cynwyd	469,541	37,563	46,954
St. Augustine of Hippo, Norristown	50,300	4,024	5,030
St. Christopher's Church, Gladwyne	661,719	52,938	66,172
St. Christopher's Church, Oxford	170,390	13,631	17,039



# Sacred Ask 2025 – Normal Operating Income (NOI)

<b>CHURCH NAME</b>	<b>2023 NOI</b>	<b>8% OF 2023 NOI</b>	<b>10% OF 2023 NOI</b>
St. Clement's Church, Philadelphia	728,372	58,270	72,837
St. David's Church, Manayunk	55,562	4,445	5,556
St. David's Church, Radnor	3,055,583	244,447	305,558
St. Francis-in-the-Fields, Sugartown, Malvern	362,460	28,997	36,246
St. Gabriel's Church, Philadelphia	66,276	5,302	6,628
St. George St. Barnabas Church, Philadelphia	187,350	14,988	18,735
St. James' Church, Collegeville	423,676	33,894	42,368
St. James' Church, Downingtown	371,677	29,734	37,168
St. James' Church, Langhorne	267,227	21,378	26,723
St. James' Church, Prospect Park	115,759	9,261	11,576
St. James The Greater, Bristol	121,132	9,691	12,113
St. James, Kingsessing, Philadelphia	124,151	9,932	12,415
St. John The Evangelist, Essington	127,246	10,180	12,725
St. John's Church, Compass, GAP	128,136	10,251	12,814
St. John's Church, Concord, Glen Mills	325,574	26,046	32,557
St. John's, Diocesan Center, Norristown	210,453	16,836	21,045
St. John's Church of Our Saviour, Huntingdon Valley	200,660	16,053	20,066
St. John's Church, Lower Merion	220,746	17,660	22,075
St. Luke and the Epiphany, Philadelphia	534,609	42,769	53,461
St. Luke's Memorial, Philadelphia	148,227	11,858	14,823
St. Luke's Church, Germantown	587,236	46,979	58,724
St. Luke's Church, Newtown	313,836	25,107	31,384
St. Mark's Church, Frankford	33,475	2,678	3,348
St. Mark's Church, Honey Brook	123,799	9,904	12,380
St. Mark's Church, Philadelphia	1,144,495	91,560	114,450
St. Martin-in-the-Field, Chestnut Hill	1,065,538	85,243	106,554
St. Martin's Church, Radnor	254,160	20,333	25,416
St. Mary's At Calvary Church, Elverson	2,212	177	221
St. Mary's Church, Ardmore	808,440	64,675	80,844
St. Mary's Church, Cathedral Road	252,335	20,187	25,234
St. Mary's Church, Chester	21,210	1,697	2,121
St. Mary's Church, Hamilton Village	285,981	22,878	28,598
St. Mary's Church, Philadelphia	45,140	3,611	4,514
St. Mary's Church, Wayne	581,377	46,510	58,138
St. Matthew's Church, Maple Glen	388,047	31,044	38,805
St. Michael's Church, Yeadon	128,589	10,287	12,859
St. Paul's Church, Chester	241,368	19,309	24,137
St. Paul's Church, Chestnut Hill, Philadelphia	1,164,589	93,167	116,459
St. Paul's Church, Doylestown	563,479	45,078	56,348
St. Paul's Church, Elkins Park	233,449	18,676	23,345
St. Paul's Church, Levittown	66,123	5,290	6,612
St. Paul's Church, Oaks	235,289	18,823	23,529
St. Paul's Church, West Whiteland, Exton	270,623	21,650	27,062
St. Peter's Church in the Great Valley, Paoli	787,444	62,996	78,744
St. Peter's Church, Glenside	355,589	28,447	35,559
St. Peter's Church, Philadelphia	811,978	64,958	81,198
St. Peter's Church, Phoenixville	323,794	25,904	32,379
St. Philip's Church, New Hope	133,501	10,680	13,350
St. Simon The Cyrenian Church, Philadelphia	65,152	5,212	6,515
St. Stephen's Church, Clifton Heights	73,097	5,848	7,310
St. Stephen's Church, Norwood	90,630	7,250	9,063
St. Thomas' Church, Whitemarsh	1,054,312	84,345	105,431
St. Timothy's Church, Roxborough	381,458	30,517	38,146
Trinity Church, Ambler	325,702	26,056	32,570
Trinity Church, Boothwyn	190,000	15,200	19,000
Trinity Church, Buckingham	315,716	25,257	31,572
Trinity Church, Coatesville	200,825	16,066	20,083
Trinity Church, Gulph Mills	161,067	12,885	16,107
Trinity Church, Oxford	81,944	6,556	8,194
Trinity Church, Solebury	391,670	31,334	39,167
Trinity Church, Swarthmore	490,302	39,224	49,030
Trinity Memorial Church, Philadelphia	257,865	20,629	25,787
Washington Memorial Chapel, Valley Forge	1,002,528	80,202	100,253
<b>Totals</b>	<b>\$46,316,722</b>	<b>\$3,705,340</b>	<b>\$4,631,680</b>



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