2026 DRAFT BUDGET

The Episcopal Diocese
of Pennsylvania

All the believers were one in heart
and mind. No one claimed that any of
their possessions was their own, but they
shared everything they had.
With great power the apostles
continued to testify to the resurrection of the
Lord Jesus. And God's grace was so powerfully
at work in them all that there were no
needy persons among them.
For from time to time those who owned land
or houses sold them, brought the
money from the sales and put it at the apostles' feet,
and it was distributed to anyone who had need.

~Acts 4:32-35

OUR PARISHES AND THEIR MINISTRIES DIRECTLY CONNECT THE WORLD AND THE GOSPEL.

We are one family of 136 parishes — some small, some large, and some in between. When one parish helps another face more significant challenges, we embody unity in action. In a divided society, that unity is a beacon of light.

We are stronger together.

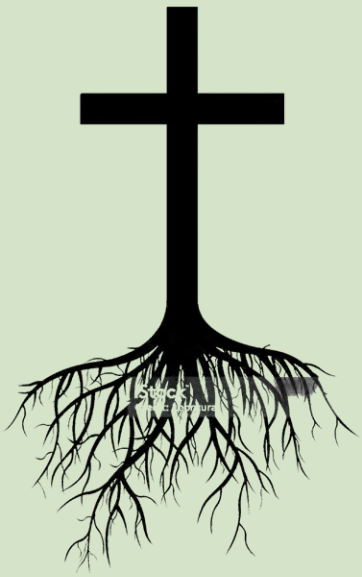
The diocese exists to journey with you, ensuring that you are not alone in your mission to spread the Gospel of Jesus Christ. The bishop's ministry focuses on fostering connections to one another, to support, to resources, and to partners. Our commitment to helping you remains unwavering.

Each parish ministers in its own context, guided by the Holy Spirit to draw people to Jesus Christ. You are the most critical disciples in spreading the Gospel. Our goal is to support you in engaging your ministries so that you can continue reaching those who are vulnerable.

Though this budget cuts another full-time position from staff, we have devoted **80% of diocesan** staff time to the needs of our parishes, many of which lack priests or administrators. What parishes give comes back to them through direct service and support. Our budget reflects this commitment to supporting and growing parishes.

ANSWERING THE CALL TO SERVE

WE ARE ANSWERING OUR CALL TO SERVE YOU WITH A RESOUNDING ...YES.



The number one question asked is:

HOW CAN WE GROW?

You have a dream for your parish and your community but don't know how to get there. Yes, we can help and journey with you.

You need resources to grow but aren't sure where to begin.

YES,
WE CAN HELP AND JOURNEY WITH YOU.

A COMMITMENT TO GROWTH AND SUPPORT

This budget reflects a commitment for the next three to four years that the diocesan offices will not launch new initiatives. Instead, all our financial, spiritual, and physical resources will be used to:

GROW YOUR MINISTRIES

SUPPORT OUR PARISHES

CONNECT OUR PARISHES

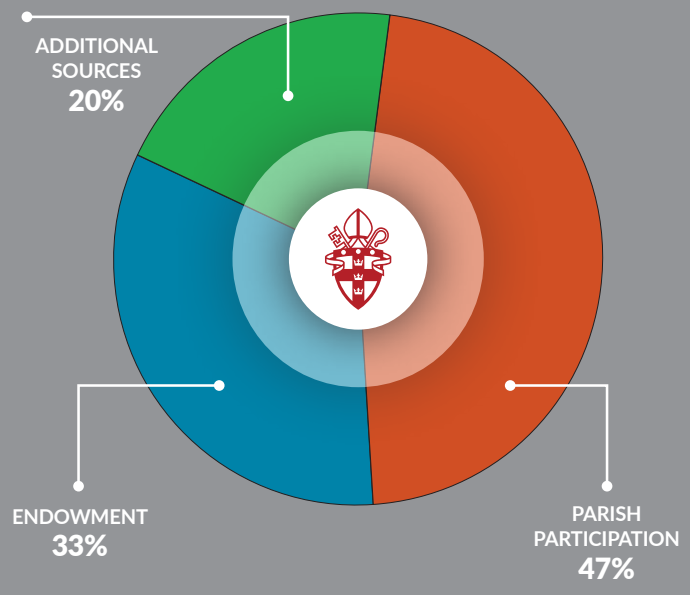
BUILD RESOURCES TO MEET CHALLENGES AHEAD

See the list of resources we have and are continuing to build for you: https://diopa.org/resources

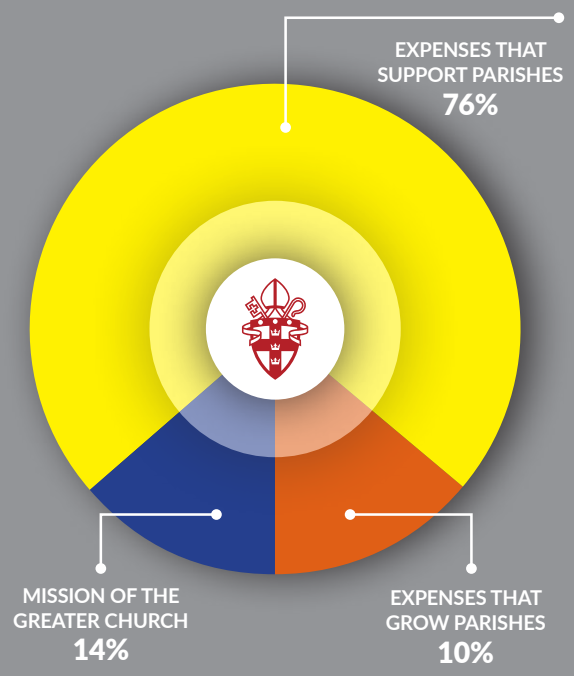
OVERVIEW

2026 REVENUE $6,280,900

Our parishes' sacred gifts are reinvested into direct services, grants, and resources that strengthen ministries and help us grow together. What parishes give goes back to them.



2026 EXPENSES $6,309,900



REDUCED SPENDING

We are committed to continuing our journey together, ensuring every parish has the support it needs to flourish. Through faithful stewardship, strategic investments, and a deep commitment to one another, we will continue to support, grow, and strengthen our parishes in the years ahead.

8% ask

5% draw

Overall expenses are down $258,500

- ✔ **One less full time position on the Bishop's staff**
- ✔ **One less vicar package**

OVERVIEW

1 CONTINUING SUPPORT

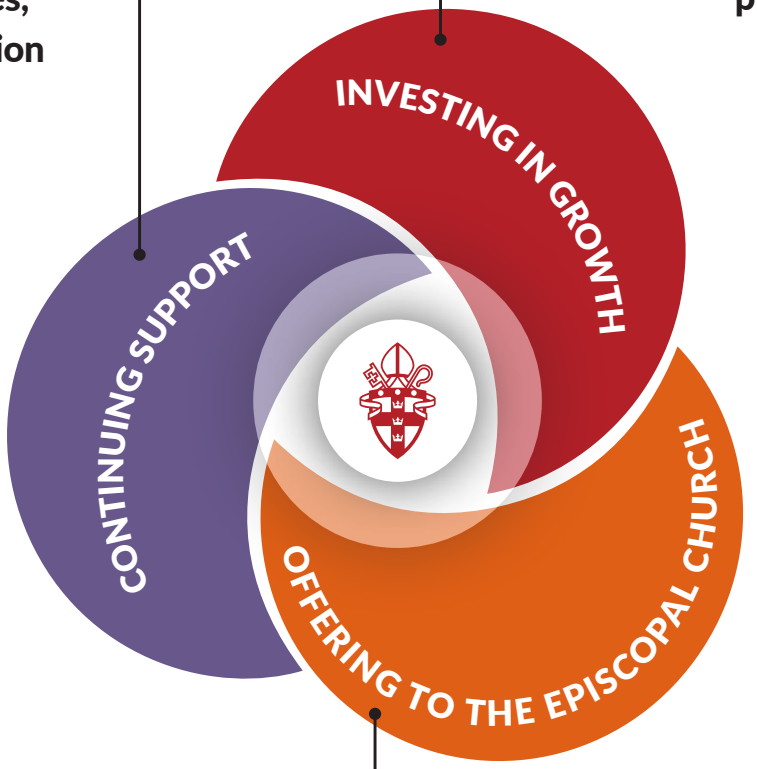
Encompasses Acts 2 Parishes, clergy support, resources for parishes, staff, and administration

$4,808,700

2 INVESTING IN GROWTH

Refers to ministry support that proclaims the Gospel, such as grants to parishes, diocesan wides services and celebrations, and resources for parishes to grow their communities

$635,200



3 OFFERING TO THE EPISCOPAL CHURCH

As Episcopalians, an essential part of who we are is to participate in the ministry budget of the wider church

(our diocesan assessments)

$866,000

CONTINUING SUPPORT

Acts 2 Parishes $747,000

- Vicar Compensation and Benefits

Resources for our parishes $215,000

- Support for Congregations emergency grants
- Parish Program grants
- Software Support for Churches
- Parish Transitions and Ordinations
- Communication

Caring for our Clergy $315,300

- Chaplains to retired clergy stipends
- Retired Clergy Medical Assistance subsidies
- Clergy Financial Assistance grants
- Sabbatical Leave grants

Staff Compensation and Benefits $2,373,400

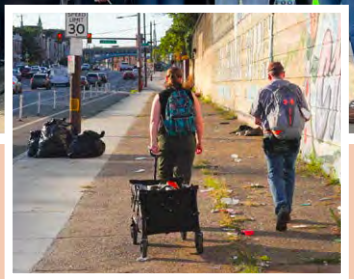
Admin, Operations, and Facilities $1,123,000

- Diocesan Maintained Property
- Diocesan Facilities
- Operations
- Retired Diocesan Lay Medical Insurance
- Professional and Legal
- Information Technology
- Archives
- Audit
- Title IV

STRONGER TOGETHER

INVESTING IN GROWTH

Dignity for Every Human Being $48,200



- Anti-Gun Violence
- Anti-Human Trafficking
- Anti-Racism
- Clare Project
- Refugee Ministry
- New Church Plants
- Veteran's Outreach

Celebrating our Heritage $139,000

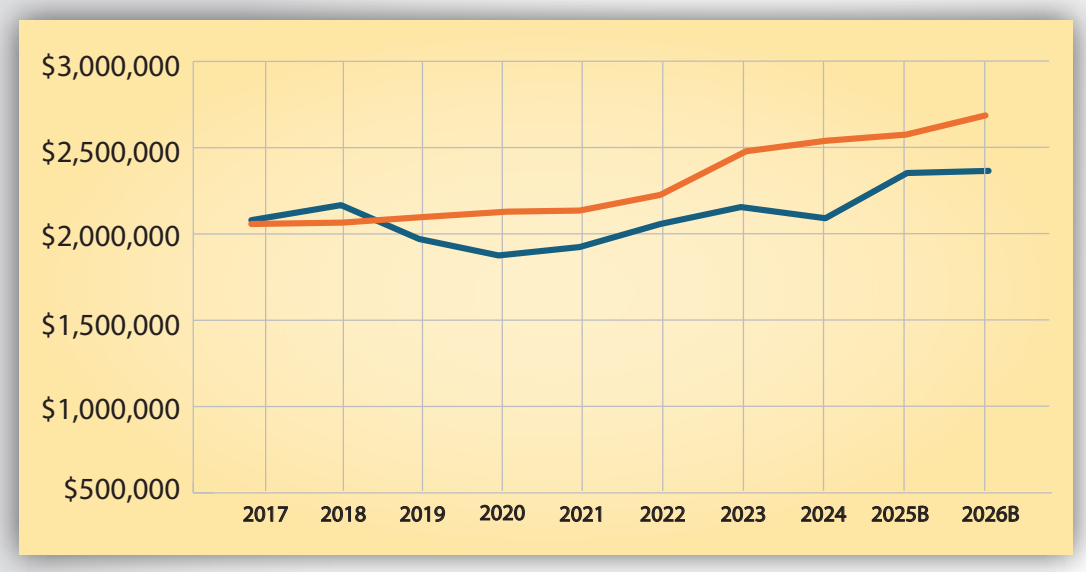
- Anglican Communion
- Diocesan History Commission
- Absalom Jones Festival
- Diocesan and General Church Engagement

Loving our neighbors $448,000

- Growth and Development Fund grants
- Serviam
- Youth and Young Adult
- Technology Grants
- Board of Trustees Mission Grants
- Animal Ministries
- Companion Dioceses

HISTORICAL TRENDS

STAFF EXPENSE TREND



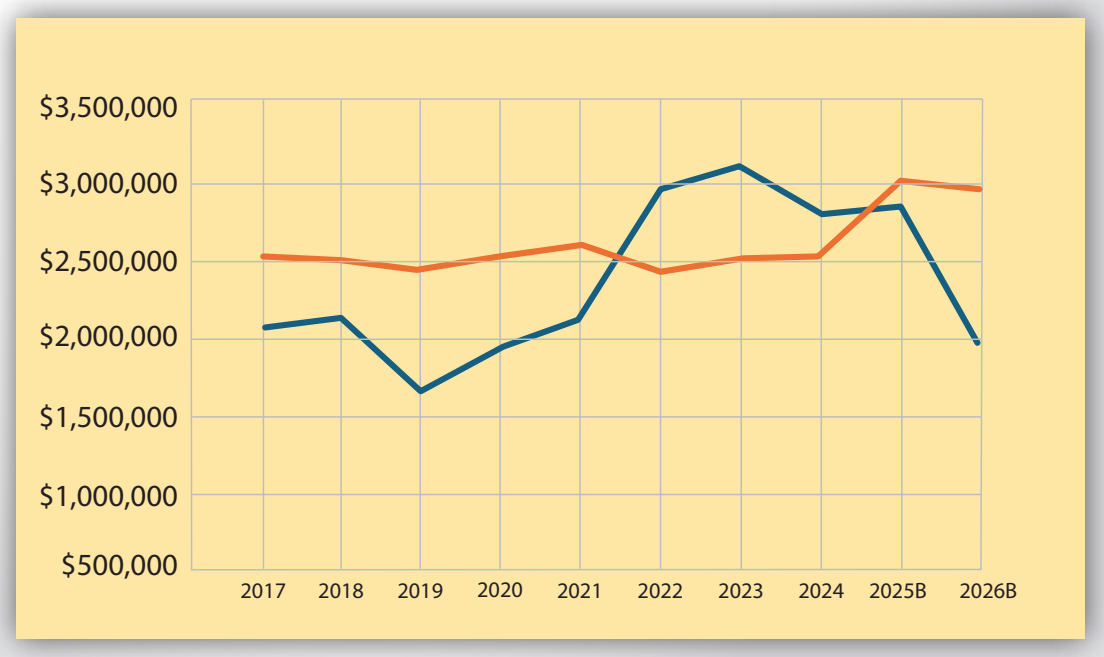
Consumer Price Index

Staff Expense

ENDOWMENT DISTRIBUTION/ SACRED ASK

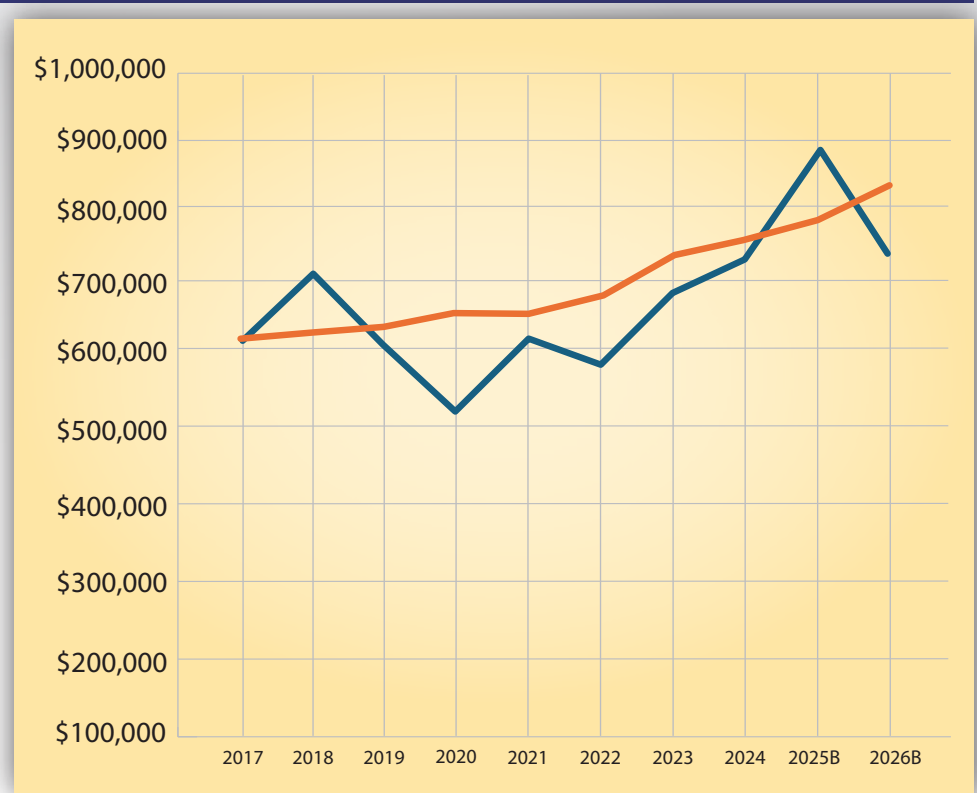
Sacred Ask

Endowment Distribution



HISTORICAL TRENDS

ACTS 2 VICARS



COMMENTS ON THE 2026 DIOCESAN BUDGET

You'll note that the presentation of the budget categories has changed. The expense categories are now reported in three main categories: expenses that support parishes, expenses that grow parishes, and the mission of the greater church. We feel these categories are a more straightforward presentation of our expense plan.

REVENUES

Sacred Ask

In 2026, we are asking churches to pay a Sacred Ask of 8%. We are budgeting 6.5% for the Ask in recognition that some churches may not be able to meet the full Ask in 2026. We feel this is a more responsible approach and want our churches to know we have listened to them and are giving them some breathing space on this Sacred Ask journey together.

Endowment

Our endowment is our other primary source of revenue. We are planning a 5% distribution rate for 2026, which is approximately 2 percentage points lower than our 2025 budget. It is less than a percentage point above the current Church Foundation 2025 recommended distribution rate of 4.25%. This lower distribution rate will preserve our endowment, allowing it to grow for the future while ensuring adequate funding for our mission and operations.

EXPENSES

Vicar Compensation & Benefits

These expenses have decreased due to the elimination of one Vicar position.

Staff Compensation

We have reduced our staff levels since 2017 to maintain lower costs. The decrease in expense is because we have cut a Canon position for 2026. Our Diocese remains one of the largest in the United States with the smallest staff.

Staff Healthcare & Benefits

Increases in healthcare and dental premiums are attributable to this increase.

Administrative and Operational Expenses

We strive to control these expenses as responsibly as possible. The Diocesan Maintained Properties include: Advocate, Phila., Ambler Campus & the acquisition of Old St. Paul's, Phila. (ECS), St. Jude, Lafayette Hill; Crucifixion, Phila., & St. Stephen's, Phila.

Expenses that Grow Parishes

Most of these proposed expenses have either been reduced for 2026 or maintained at 2025 levels. We continue to prioritize the costs that are necessary for our mission while attempting to reduce spending.

Net Surplus (Deficit)

We propose an almost balanced budget for 2026 with a $29k deficit, resulting in a final reduction in budgeted expenses of $258,500. This contrasts with our $746k deficit in 2024.

2026 Proposed Statement of Activities

	Actual 2024	Budget 2025	Proposed Budget 2026	Increase / (Decrease)
Revenues				
Sacred Gifts	**$ 2,556,964**	**$ 2,955,900**	**$ 2,935,300**	**$ (20,600)**
Endowment Distribution	$ 2,778,584	$ 2,814,000	$ 1,913,000	$ (901,000)
Allocated Endowment Distribution	193,000	194,000	195,000	1,000
Total Endowment Distribution	**$ 2,971,584**	**$ 3,008,000**	**$ 2,108,000**	**$ (900,000)**
Other Revenue				
Endowment Transfers	$ 45,813	$ -	$ -	$ -
Reimbursed Expenses for Maintained Properties *	-	-	695,000	695,000
Dedicated Mission Revenue	238,562	315,000	316,000	1,000
Other Revenue - Special	264,578	196,600	226,600	30,000
Total Other Revenue	**$ 548,952**	**$ 511,600**	**$ 1,237,600**	**$ 726,000**
Total Revenue	**$ 6,077,500**	**$ 6,475,500**	**$ 6,280,900**	**$ (194,600)**
Expenses				
Expenses that Support Parishes				
Clergy and Parish Support				
Vicar Compensation & Benefits				
Christ & St. Ambrose/Free Church of St. John	$ 156,002	$ 170,500	$ 177,800	$ 7,300
Darby Misson Vicar, Program & House Church	171,624	165,900	180,800	14,900
St. Dismas Prison Mission	-	-	-	-
Church of the Advocate, Phila.	98,435	165,800	-	(165,800)
Outreach to Growing Populations	102,294	97,200	101,400	4,200
St. Gabriel's, Philadelphia	67,013	147,700	135,700	(12,000)
St. Mary's, Chester	134,722	144,600	151,300	6,700
Total Vicar Compensation & Benefits	**$ 730,090**	**$ 891,700**	**$ 747,000**	**$ (144,700)**
Emergency Property Repairs Acts 2 Churches	61,481	35,000	35,000	-
Retired Clergy Chaplains (4 P/T)	12,886	20,300	20,300	-
Retired Clergy Medical Assistance (RCMA)	219,728	210,000	210,000	-
Clergy Financial Assistance (CFA)	23,000	65,000	65,000	-
Sabbatical Leave	17,000	20,000	20,000	-
Support for Congregations	112,203	50,000	65,000	15,000
Total Clergy and Parish Support	**$ 1,176,388**	**$ 1,292,000**	**$ 1,162,300**	**$ (129,700)**
Decrease due to one less Vicar				
Parishes and Churches - Program Support				
Advent, Hatboro	$ 5,000	$ 5,500	$ -	$ (5,500)
Calvary/St. Augustine, Phila.	17,500	-	-	-
Christ & St. Ambrose/Free Church of St. John	25,000	-	-	-
Gloria Dei	-	8,000	-	(8,000)
Incarnation Holy Sacrament	16,600	20,000	-	(20,000)
St. Alban's, Newtown Square	5,000	-	-	-
St. Christopher's, Gladwyne	3,500	4,000	-	(4,000)
St. Peter's, Phoenixville	-	10,000	-	(10,000)
St. Stephen's, Clifton Heights	2,400	-	-	-
St. Stephen's, Norwood	15,000	20,000	-	(20,000)
St. Thomas, Whitemarsh	-	7,500	-	(7,500)
Trinity, Coatesville	10,000	-	-	-
Trinity, Rittenhouse	25,000	25,000	-	(25,000)
Trinity, West Chester	25,000	-	-	-
Amount available for grants	-	-	75,000	75,000
Total Parishes and Churches - Program Support	**$ 150,000**	**$ 100,000**	**$ 75,000**	**$ (25,000)**
Decrease due to 25% cut in Program grants				
Administrative and Operational Expenses				
Staff Compensation				
Bishop **	$ 294,600	$ 303,500	$ 329,500	$ 26,000
Canons (4)	473,705	606,500	498,500	(108,000)
Finance (3)	296,427	303,700	334,700	31,000
Administrative Support (4.4)	292,291	353,800	360,900	7,100
Assisting Bishops	-	-	-	-
Communication (2)	182,270	186,500	190,200	3,700
Total Staff Compensation	**$ 1,539,293**	**$ 1,754,000**	**$ 1,713,800**	**$ (40,200)**
Total Staff Healthcare & Benefits ***	**$ 584,146**	**$ 604,000**	**$ 659,600**	**55,600**
Total Compensation, Healthcare and Benefits	**$ 2,123,439**	**$ 2,358,000**	**$ 2,373,400**	**15,400**
Increase due to COLA and health prem. less one Canon				
Retired Diocesan Lay Medical Insurance	$ 34,355	$ 36,000	$ 40,000	$ 4,000
Operations	271,978	234,200	205,800	(28,400)
Diocesan Facilities	358,908	320,000	315,000	(5,000)
Professional and Legal	132,433	80,000	60,000	(20,000)
Information Technology	52,538	61,700	54,200	(7,500)
Archives (The Lutheran Archive)	28,500	28,000	30,000	2,000
Financial Audit	53,000	50,000	56,000	6,000

2026 Proposed Statement of Activities

	Actual 2024	Budget 2025	Proposed Budget 2026	Increase / (Decrease)
Title IV	33,424	12,000	12,000	-
Transition and Ordination	64,817	40,000	40,000	-
Diocesan Maintained Properties ****	338,319	250,000	350,000	100,000
Communication	44,625	50,000	20,000	(30,000)
Software Support for Churches	15,187	15,000	15,000	-
Total Administrative and Operational Expenses	$ 3,551,523	$ 3,534,900	$ 3,571,400	$ 36,500
Increase in Diocesan Maintained Properties - acquisition of Old St. Paul (ECS)				
Total Expenses that Support Parishes	$ 4,877,910	$ 4,926,900	$ 4,808,700	$ (118,200)
Expenses that Grow Parishes				
Church Growth				
Growth Development Fund Grants	192,500	300,000	300,000	-
Serviam Institute	26,250	24,000	24,000	-
Total Church Growth	$ 218,750	$ 324,000	$ 324,000	$ -
Youth and Outreach Programs				
Youth Ministry	$ 62,739	$ 35,000	$ 30,000	$ (5,000)
Campus Ministry	40,000	25,000	17,500	(7,500)
Servant Year	15,000	15,000	-	(15,000)
Total Youth and Outreach Programs	$ 117,739	$ 75,000	$ 47,500	$ (27,500)
Decrease in Campus Ministry and Servant Year				
Ministry for the Expansion of Churches				
Technology Grants	45,813	-	-	-
Board of Trustees Mission Grants	247,574	125,000	75,000	(50,000)
New Church Plants	-	5,000	1,000	(4,000)
Total Ministry for the Expansion of Churches	$ 293,387	$ 130,000	$ 76,000	$ (54,000)
Lower BoT Mission grants				
Ministries and Commissions Focused on Growth				
Absalom Jones Festival	$ 20,549	$ 20,000	$ 14,000	$ (6,000)
Anglican Communion	56,985	20,000	14,000	(6,000)
Animal Ministries	1,647	-	500	500
Anti-Gun Violence	5,018	3,000	1,000	(2,000)
Anti-Human Trafficking	2,000	3,000	1,000	(2,000)
Anti-Racism	26,399	30,000	28,200	(1,800)
CLARE Project	8,025	25,000	15,000	(10,000)
Diocesan History Commission	-	2,000	1,000	(1,000)
Companion Diocese	-	2,500	1,000	(1,500)
Homeboy Ministries	702	-	-	-
Inclusive Language	750	-	-	-
Loving Presence	516	5,000	-	(5,000)
Refugee Ministry	3,692	-	1,000	1,000
Veterans' Outreach	5,175	5,000	1,000	(4,000)
Total Ministries and Commissions Focused on Growth	$ 131,457	$ 115,500	$ 77,700	$ (37,800)
Decrease in overall Ministry and Commission expenses				
Diocesan and General Church Engagement				
Diocesan Events	$ 98,087	$ 50,000	$ 40,000	$ (10,000)
Diocesan Convention	56,191	50,000	40,000	(10,000)
General Convention	91,144	-	-	-
Travel for Mission & Administration - Bishop & Canons	80,427	50,000	30,000	(20,000)
Total Diocesan and General Church Engagement	$ 325,850	$ 150,000	$ 110,000	$ (40,000)
Decrease due to lower events & travel				
Total Expenses that Grow Parishes	$ 1,087,183	$ 794,500	$ 635,200	$ (159,300)
Mission of the Greater Church				
Pledge to The Episcopal Church (TEC)	$ 837,604	$ 835,000	$ 842,000	7,000
Province III	19,544	10,000	22,000	12,000
Province III Representative Travel	967	2,000	2,000	-
Total Mission of the Greater Church	$ 858,115	$ 847,000	$ 866,000	$ 19,000
Higher Province III dues				
Total Expenses	$ 6,823,208	$ 6,568,400	$ 6,309,900	$ (258,500)
Net Surplus (Deficit)	$ (745,709)	$ (92,900)	$ (29,000)	$ 63,900

* Reimbursed operating expenses from sale proceeds

** Bishop's pay is in the 75th percentile for dioceses of the same size

*** Staff Health & Benefits includes health, dental, pension, group life & disability insurances, and housing equity allowance

**** Maintained Property : Advocate, Phila., Ambler Campus, & acquisition of Old St. Paul's, Phila (ECS)

2024 OPERATING REVENUE & 2026 SACRED ASK

CHURCH NAME	2024 OPERATING REVENUE*	2026 8% SACRED ASK
Advent, Hatboro	$196,620	$15,730
Advent, Kennett Square	586,820	46,946
African Episcopal Church of St. Thomas, Overbrook	894,965	71,597
All Hallows' Church, Wyncote	372,955	29,836
All Saints', Fallsington	51,922	4,154
All Saints', Norristown	209,100	16,728
All Saints', Rhawnhurst	106,700	8,536
All Saints', Torresdale	491,331	39,306
All Saints', Wynnewood	461,634	36,931
Annunciation, Philadelphia	104,475	8,358
Ascension, Parkesburg	91,281	7,302
Calvary-St. Augustine Church, Philadelphia	222,767	17,821
Christ Church and St. Ambrose, Philadelphia	96,842	7,747
Christ Church and St. Michael's, Philadelphia	68,600	5,488
Christ Church, Ithan, Villanova	417,541	33,403
Christ Church, Media	452,176	36,174
Christ Church, Philadelphia	626,216	50,097
Christ Church, Pottstown	186,283	14,903
Christ Church, Ridley Park	494,323	39,546
Christ Church, Upper Merion (Old Swedes), Bridgeport	28,510	2,281
Emmanuel Church, Quakertown	53,503	4,280
Emmanuel-Resurrection Church, Holmesburg, Philadelphia	269,311	21,545
Epiphany, Royersford	99,496	7,960
Free Church of St. John, Philadelphia	8,636	691
Gloria Dei Church, Philadelphia	409,677	32,774
Good Samaritan, Paoli	2,238,666	179,093
Good Shepherd Church, Hilltown	157,431	12,594
Good Shepherd, East Falls	326,420	26,114
Good Shepherd, Rosemont	394,414	31,553
Grace Church and the Incarnation, Philadelphia	15,966	1,277
Grace Church, Hulmeville	132,800	10,624
Grace Epiphany Church, Mt. Airy	230,202	18,416
Holy Apostles and the Mediator, Phila	219,269	17,542
Holy Apostles, Penn Wynne, Wynnewood	318,432	25,475
Holy Comforter, Drexel Hill	212,454	16,996
Holy Innocents St. Paul's Church, Tacony	66,621	5,330
Holy Nativity, Rockledge	126,605	10,128
Holy Spirit, Harleysville	494,393	39,551
Holy Trinity, Rittenhouse Square	1,234,706	98,776
Holy Trinity, West Chester	387,127	30,970
House of Prayer, Philadelphia	28,967	2,317
Incarnation Holy Sacrament Church, Drexel Hill	178,583	14,287
Incarnation, Morrisville	73,243	5,859
Messiah, Gwynedd	460,511	36,841
Nevil Memorial Church of St. George, Ardmore	564,029	45,122
Philadelphia Cathedral, Philadelphia	1,026,032	82,083
Redeemer, Andalusia	25,893	2,071
Redeemer, Bryn Mawr	1,935,738	154,859
Redeemer, Springfield	194,248	15,540
Redemption, Southampton	182,585	14,607
Resurrection, Rockdale, Aston	193,032	15,443
St. Alban, Roxborough, Philadelphia	166,871	13,350
St. Alban's, Newtown Square	389,946	31,196
St. Andrew and St. Monica, Philadelphia	194,687	15,575
St. Andrew's Church, Yardley	552,733	44,219
St. Andrew's, West Vincent, Glenmoore	317,670	25,414
St. Andrew's-in-the-Field, Somerton	170,093	13,607
St. Anne's Church, Abington	315,738	25,259
St. Asaph, Bala Cynwyd	563,736	45,099
St. Augustine Of Hippo, Norristown	27,642	2,211
St. Christopher's Church, Gladwyne	667,863	53,429
St. Christopher's Church, Oxford	180,585	14,447
St. Clement's Church, Philadelphia	859,994	68,800

** Total Revenue (Line A) less Line 4 Restricted Contributions*

CHURCH NAME	2024 OPERATING REVENUE*	2026 8% SACRED ASK
St. David's Church, Manayunk	56,519	4,522
St. David's Church, Radnor	3,250,912	260,073
St. Francis-in-the-Fields, Sugartown, Malvern	379,324	30,346
St. Gabriel's Church, Philadelphia	81,275	6,502
St. George St. Barnabas Church, Philadelphia	153,812	12,305
St. James' Church, Collegeville	356,581	28,526
St. James' Church, Downingtown	375,086	30,007
St. James' Church, Langhorne	234,716	18,777
St. James' Church, Prospect Park	106,525	8,522
St. James The Greater, Bristol	93,409	7,473
St. James, Kingsessing, Philadelphia	258,583	20,687
St. John The Evangelist, Essington	86,128	6,890
St. John's Church, Compass, GAP	140,816	11,265
St. John's Church, Concord, Glen Mills	351,397	28,112
St. John's, Diocesan Center, Norristown	252,862	20,229
St. John's of Our Saviour Church, Huntingdon Valley	291,113	23,289
St. John's Church, Lower Merion	277,253	22,180
St. Luke and Epiphany, Philadelphia	480,828	38,466
St. Luke, Philadelphia	141,261	11,301
St. Luke's Church, Germantown	706,901	56,552
St. Luke's Church, Newtown	239,763	19,181
St. Mark's Church, Frankford	114,184	9,135
St. Mark's Church, Honey Brook	237,228	18,978
St. Mark's Church, Philadelphia	1,205,811	96,465
St. Martin-in-the-Field, Chestnut Hill	1,035,570	82,846
St. Martin's Church, Radnor	211,120	16,890
St. Mary's Church, Ardmore	544,325	43,546
St. Mary's Church, Cathedral Road	158,000	12,640
St. Mary's Church, Chester	22,400	1,792
St. Mary's Church, Hamilton Village	263,003	21,040
St. Mary's Church, Philadelphia	24,915	1,993
St. Mary's Church, Wayne	495,170	39,614
St. Matthew's Church, Maple Glen	771,907	61,753
St. Michael's Church, Yeadon	134,299	10,744
St. Paul's Church, Chester	177,306	14,184
St. Paul's Church, Chestnut Hill, Philadelphia	1,031,839	82,547
St. Paul's Church, Doylestown	583,911	46,713
St. Paul's Church, Elkins Park	254,838	20,387
St. Paul's Church, Levittown	67,608	5,409
St. Paul's Church, Oaks	177,856	14,228
St. Paul's Church, West Whiteland, Exton	309,766	24,781
St. Peter's Church in the Great Valley, Paoli	834,688	66,775
St. Peter's Church, Glenside	387,543	31,003
St. Peter's Church, Philadelphia	845,242	67,619
St. Peter's Church, Phoenixville	304,905	24,392
St. Philip's Church, New Hope	113,057	9,045
St. Simon The Cyrenian Church, Philadelphia	42,695	3,416
St. Stephen's Church, Clifton Heights	87,765	7,021
St. Stephen's Church, Norwood	87,171	6,974
St. Thomas' Church, Whitemarsh	1,110,685	88,855
St. Timothy's Church, Roxborough	387,830	31,026
Trinity Church, Bluebell	416,811	33,345
Trinity Church, Boothwyn	221,775	17,742
Trinity Church, Buckingham	358,887	28,711
Trinity Church, Coatesville	189,203	15,136
Trinity Church, Gulph Mills	139,409	11,153
Trinity Church, Oxford	93,000	7,440
Trinity Church, Solebury	565,333	45,227
Trinity Church, Swarthmore	463,013	37,041
Trinity Memorial Church, Philadelphia	274,434	21,955
Washington Memorial Chapel, Valley Forge	1,259,367	100,749
Totals	**$47,146,542**	**$3,771,723**

** Total Revenue (Line A) less Line 4 Restricted Contributions*

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