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## DIOCESAN COUNCIL AGENDA

**October 9, 2025**

4:00 p.m. via Zoom

Gathering Time/Prayer (tbd)	4:00 p.m.
Consent agenda:	4:10 p.m.
<ul style="list-style-type: none"><li>September Council minutes</li><li>September EMWM minutes</li></ul>	
Recommendations regarding composition and tenure of members Of Budget and Financial Planning Committee (deferred from Sept)	4:15 p.m.
Recommendations for Internal Control Processes and Procedures (deferred from September)	4:30 p.m.
Budget Presentation (Kim)	4:40 p.m.
Bishop's time	5:15 p.m.
Council Adjourns	5:30 p.m.

*Next meeting: Thursday, December 18 with Standing Committee at Diocesan House 2:30 p.m.*

### COUNCIL MEMBERSHIP

Officers and Appointed Members:

The Rt. Rev. Douglas Fisher, President

The Rev. Nathaniel Anderson, Vice President

Ms. Wende Wheeler, Secretary

Mr. Mark Rogers, Treasurer

Mr. Steve Lewis, Trustee Representative

### Term of Office Expires:

Convention of 2025 – Mary Rosendale, Michael Tuck, vacancy

Convention of 2026 - Holly Dolan, Roland Holstead, Martha Sipe

Convention of 2027 – Kurt Hultgren, Pat O'Connell, Beth Washburn, Amanda Watroba

**Minutes of the Diocesan Council of  
the Diocese of Western Massachusetts**

September 18, 2025

2:30 p.m. Diocesan House

**Present**

The Rt. Rev. Doug Fisher, President  
The Rev. Nathaniel Anderson, Vice President  
Holly Dolan  
Kurt Hultgren  
Steve Lewis, Trustee Representative  
The Rev. Dcn. Pat O'Connell  
Mark Rogers, Treasurer  
The Rev. Mary Rosendale  
The Rev. Martha Sipe  
The Rev. Michael Tuck  
The Rev. Dcn. Beth Washburn  
Amanda Watroba  
Wende Wheeler, Secretary  
The Rev. Steven Wilco, Interim Canon to the Ordinary

**Absent**

Roland Holstead

**Call to Order**

The meeting was called to order at 2:30 p.m. Gathering time prayer was led by Martha Sipe.

**Consent Agenda**

The Consent Agenda was moved, seconded, and passed unanimously.

**Report from the Ad Hoc Task Force on the Composition and Tenure for the Budget and Finance Committee**

Michael Tuck presented the report of the committee (comprised of himself, Roland Holstead and Pat O'Connell) to Council and answered questions from Council members. The report is comprehensive and includes several recommendations and implementation guidelines. In order to allow Council members to more thoroughly consider the proposals outlined in the report, a vote will be deferred until the October meeting.

**Follow up on questions regarding proceeds of the sale of Camp Bement**

Following up on the questions raised in conjunction with discussion around support of the Barbara C. Harris Camp and Conference Center, Wende shared information from Kim Foster on the current whereabouts of the proceeds of the 2011 sale of Camp Bement:

*Recently Steve Lewis and I met in person to discuss Council's intent and to review all diocesan funds invested with the Trustees. There is a fund called 'Bement Future Fund' with a current balance as of 6/30 of \$1,288,000. This fund is classified as Unrestricted and it is important to note it is part of our endowment that supports our diocesan budgets by way of our quarterly spending rule distributions. The fund was established in Q1 of 2012 with an initial investment of*

*\$986,878. I have no further record regarding the intent at the time of the sale. I would not recommend pulling funds from the part of our endowment that goes to support our annual budgets for the simple reason that despite the fact that the market has been performing well and our distributions are very strong, still, in order to balance the 2026 draft budget we are looking at an additional draw of \$100K, plus a further additional draw in support of the Act of Atonement towards Racial Healing and Reconciliation.*

The Bishop and Council members agreed that further conversation about these funds is warranted to revisit the intent at the time of the sale. Steven noted that he had recently accessed some additional documentation pertaining to the various Bement funds which sheds further light on the question. The issue will be added to the December Council agenda.

#### **Affirm members of the 2025 Nominating Committee**

**A motion was made to affirm the following as members of the 2025 Nominating Committee:**

Sue Gore (Lee) & Tom Damrosch (Pittsfield), Co-chairs  
Will Harron (Greenfield) Gilda Garcia (Springfield)  
Pat O'Connell (E. Longmeadow) Ann Scannell (Clinton)

The motion was seconded and passed unanimously.

*At this time, Bishop Fisher stepped out of the room.*

#### **Contribution to Bishop Fisher's 403(b) account**

When the Fishers came to the Diocese at the time of his election, the Diocese loaned them \$50,000 toward the down payment on their home in Great Barrington, based on a shared equity agreement. Upon the recent closing of the Fishers' home in Great Barrington, they repaid \$77,843.50 to the Diocese. The Council wished to gift that amount over the original loan to the Bishop's 403(b) account.

**Motion: That the Diocesan Council approve a contribution of \$27,843.50 to Bishop Douglas Fisher's 403(b) account.**

The motion was seconded and passed unanimously.

*The Bishop returned to the meeting.*

#### **Recommendations from Budget & Financial Planning Committee**

- **Internal Control Processes and Procedures:** Mark reported that he convened a task force over the past summer to address a need for additional internal control processes and procedures. The task force included Mark, Wayne Gass, Bob Perkins, Steven Wilco and Kim Foster. Mark presented the group's report. Questions raised following the report included whether the Commonwealth of Massachusetts allows non-profit organizations to take votes by email regarding disbursements of funds; and whether the Budget and Financial Planning Committee currently has the authority to authorize *spending* between \$3K and \$10K. With the questions outstanding, the Council agreed to defer the motion to the October meeting. Mark will seek the needed answers.
- **Barbara C. Harris Camp and Conference Center Campaign commitment:** Based on a recommendation of the Budget and Financial Planning Committee and the CFO, it was **moved that Council authorize a one-time capital campaign contribution of \$75,000 to the Barbara C. Harris Conference Center** to come from Diocesan cash flow. The motion was seconded and passed unanimously.

*At this time, Council went into session as the directors of EMWM. Minutes for EMWM are following.*

**Bishop's Time**

The Bishop covered the following updates, among others:

- He had recently returned from the House of Bishop's meeting held in the Dominican Republic. He was also able to coordinate with Deacon Kate DeRose to make connections with the Bishop of the Dominican Republic. Along with being a deacon at Christ Church Cathedral, she is a Professor of Public Health at UMASS Amherst, and travels frequently to the DR.
- The Bishop noted that they wrestled with how to speak with unity amid differing contexts and social realities in different states. While there may be fewer statements from the Presiding Bishop or the Episcopal Church as a whole, the Presiding Bishop backs whatever bishops need to do in their individual localities.
- In October, he will go to Grace Church in Millbrook to bless a new stained-glass window in memory of Presidential Medal of Honor winner Charlie Johnson. Johnson, whose family were parishioners at Grace Church when the Bishop was rector there, was honored for his bravery and heroism during the Korean War, during which he lost his life.

Respectfully submitted,

Wende T. Wheeler, Secretary

## **INTERNAL CONTROL PROCESSES / PROCEDURES**

As we agreed in our June 5<sup>th</sup> audit meeting, our Treasurer, Mark Rogers convened a task force team consisting of Wayne Gass, Bob Perkins, Steven Wilco, and CFO as an Ex-Officio member.

The team was charged with drafting internal control processes and procedures to be followed during the course of the year to clarify how financial decisions are to be made – after the annual budget has been approved at convention.

By assuring all staff and leadership adhere to these procedures, we are certain to stay clear of any audit issues related to ‘Management Override’ which is defined as: By-passing the normal process.

For review by Council are the attached processes we developed, capturing the different possible scenarios that may come up during the year.

### **Motion Made & Carried by B&FP Committee, Tuesday, Aug 26th, 2025**

The B&FP Committee unanimously agreed to recommend to Council to accept the Internal Control Processes / Procedures as presented by Mark Rogers.

Expense Requests Not Included in the Approved Annual Operating Budget		
Approval process for expenses if within an established program or area of the budget	Performed By	Approved By
Describe process, including performed and approved by info		
<p>A monetary request over \$3K not to exceed \$10K must be submitted via email to CFO stating the origin of the request, the amount (include budget, if applicable), and a written summary of why it's important. The CFO reviews and consults with Bishop &amp; Canons to determine next steps. If the request is advanced, the CFO obtains electronic approval by a majority of B&amp;FP members (via email). If the request is for over \$10K, it would follow the same process as defined above, and if advanced, there must be a meeting of the B&amp;FP to vote on the request and it would go to Diocesan Council for approval.</p>	CFO	A majority of B&FP / Council approval, if over \$10K
<p>If the aggregate of all requests combined come to \$50K, Diocesan Council will be informed.</p>	Treasurer	
<p>If an idea of over \$3K comes from Council, it must go to B&amp;FP for review. Otherwise, Council will inform CFO and CFO will authorize the payment and inform B&amp;FP via email.</p>	CFO	A majority of B&FP
<p>B&amp;FP will be kept informed of to-date total of approved requests as new requests are received.</p>		
Approval process for requests that do not fall within an established area of the budget	Performed By	Approved By
Describe process, including performed and approved by info		
<p>If a request does not fall into an established area of the budget, it would require a formal budget amendment. After receiving a complete proposal and budget, CFO would consult with Bishop and Canons to determine next steps. If the request is advanced, CFO would add the request into the existing annual budget and present to B&amp;FP for review and possible recommendation (or not) to Council for approval.</p>	CFO	A majority of B&FP / Council
<p><b>Note:</b> The above processes, from request and approval to processing the disbursement, can take from 15 to 20 business days.</p>		

# **Report from the Ad Hoc Task Force on the Composition and Tenure for the Budget and Finance Committee**

## ***Members of the Committee***

- ◆ Dr. Rolland Holstead
- ◆ Rev. Pat O'Connell
- ◆ Rev. Michael Tuck

## ***Executive Summary***

To better fulfill its canonical responsibilities, Diocesan Council should build a closer working relationship with the Budget and Finance and Audit Committees.

Recommendations:

1. That the majority of those committees be composed of individuals currently serving on Diocesan Council.
2. Create an appointment process that encourages long, healthy tenures to build institutional knowledge while still bringing in fresh perspectives on a regular basis.
3. That Diocesan Council consider revising and formalizing the process by which priorities are conveyed to the Budget and Finance Committee as well as the ways that the finances are reported back to Diocesan Council throughout the year.

## ***Background***

There are many places within our diocesan community where we listen for the voice of the Holy Spirit and try to discern God's path for us. It is the particular role and vocation of Diocesan Council to try to take those processes of discernment and translate them into plans, programs, and policies that build the Kingdom of God and spread the message of the Gospel of Jesus Christ.

In our canons, we express this vocation by saying that Diocesan Council has the responsibility to "prepare a plan for the Common Ministry of the Diocese for the next calendar year and a budget to support the plan" (Can. 10 Sec. 1). Currently, Diocesan Council delegates this responsibility to the Budget and Finance Committee. Members of this committee are elected annually by Diocesan Council. Over time, the composition of the Budget and Finance Committee came to include fewer and fewer active members of Diocesan Council. Members of Diocesan Council became concerned that we were not able to comment meaningfully on the proposed budgets. In addition, members of Diocesan Council wanted more clarity about the process of how mission priorities are translated into the annual budget.

One challenge we identified is that it is currently unclear whether the Budget and Finance Committee is an independent committee or a subcommittee of Diocesan Council. Based on our conversations with the Asst. Treasurer, the Treasurer, and our own review of the relevant canons, we determined that the Budget and Finance Committee as well as the Audit Committee are independent committees. While there is no canonical concern with this structure, we must be careful to be sure that Diocesan Council has enough information about the budget to fulfil its own canonical responsibilities.



At the beginning of 2025, two of the six members (Rev. Mary Rosendale and Mark Rogers) of the Budget and Finance Committee were also members of Diocesan Council. In order to facilitate Council's responsibility (and as a temporary solution), at our May meeting, Council elected two additional members to the Budget and Finance Committee. At the same meeting, Diocesan Council established an ad hoc committee to study and reflect on the composition of the Budget and Finance Committee and to make recommendations about the composition and terms for the Budget and Finance Committee. The Rev. Pat O'Connell, Dr. Roland Holstead, and Rev. Michael Tuck were appointed to the ad hoc committee.

### ***Our Process***

The ad hoc committee met several times during the late spring and early summer to review the current practices as well as the canons regarding the Diocesan Budget and Diocesan Council. We discussed the various roles and responsibilities of members of Diocesan Council, diocesan staff, and the Trustees of the Diocese. In order to better understand the work of the Budget and Finance Committee, we met both with the Asst. Treasurer/CFO, Kim Foster as well as Mark Rogers, the Treasurer of the Diocese. We wanted their insight into what works and what could be improved, both about the composition of the committee as well as the budgeting process more generally. We also discussed the role of the Audit Committee and its relationship both to the Budget and Finance Committee and to Diocesan Council.

### ***Review of Our Findings***

At the beginning of 2025, there were six voting members of the Budget and Finance Committee as well as the Asst. Treasurer who also acts as the staff liaison. Historically, the CFO of the Diocese has been elected as Asst. Treasurer. Although it has been the practice for the Asst. Treasurer to abstain from voting, it is unclear whether the Asst. Treasurer has only voice or voice and vote. Of the other six members, two are quite long-tenured (more than twelve years). Of the remaining members, three have between four and five years of experience and one is relatively new (about two and a half years).

Based on our discussions with the Asst. Treasurer, there is considerable value in people serving on the Budget and Finance Committee for a longer period of time. There is a significant learning curve, and it takes some time to understand the nuances of the budgeting process. She also conveyed the value of having individuals serving on the committee who have experience with accounting and financial analysis. She also indicated that it is also valuable to have individuals who may not have those skills but bring an inquisitive, curious, and potentially critical perspective to the process.

The Asst. Treasurer also described to us the role of the Audit Committee in providing ongoing review of the management of the budget and the variances that inevitably occur throughout the year. This ongoing review by the Audit Committee is essential in realizing the clean audits we have had for many years in the diocese.

### ***Our Recommendations***

Based on our review and conversations, the ad hoc committee has the following recommendations for Diocesan Council to consider:

### *Composition of the Budget and Finance Committee*

The Budget and Finance Committee has nine members.

- ◆ The Treasurer of the Diocese, Chair *ex officio*.
- ◆ The Asst. Treasurer of the Diocese, *ex officio*
- ◆ Executive Director of the Trustees of the Diocese, non-voting *ex officio*
- ◆ Six additional members appointed by Diocesan Council

Of these six members, it is recommended that several members be actively serving on Diocesan Council.

### *Length of Service*

The Treasurer, Asst. Treasurer, and Executive Director will serve *ex officio* on a year-to-year basis.

All other members will serve three-year terms. The maximum any individual could serve with interruption would be twelve years (four terms). After a lapse of one year, individuals would be eligible for appointment again.

When making appointments, Diocesan Council should look for balance between serving members of Diocesan Council as well as individuals from the wider diocese who may bring particular skills with financial planning and budgeting. It is critical that there be sufficient representation of active members of Diocesan Council since it is Diocesan Council, not the Budget and Finance Committee, who has the responsibility for approving and managing the budget. The goal is to maintain facilitation and communication so that Diocesan Council can meaningfully fulfil its responsibilities to “prepare a plan for the Common Ministry of the Diocese for the next calendar year and a budget to support the plan” (Can. 10 Sec. 1).

Annually, the Budget and Finance Committee will make recommendations among its members to serve on the Audit Committee. Based on these recommendations, Diocesan Council will appoint the members of the Audit Committee.

### ***Transition and Implementation***

The recommended structure of the Budget and Finance Committee would create three classes with two members in each class. This would mean that two seats would be open each year. This mirrors the structure of our vestries and bishop’s committees.

We recommend that all current members who have served less than twelve years would be appointed into the class closest to their current tenure, assuming they are still willing to serve. Current members who have served more than three years would be eligible for re-appointment subject to the twelve-year maximum. This will create as much continuity as possible and minimize disruption for the 2026 budget process. Based on our best information, this would mean that the composition of the Budget and Finance Committee in 2026 would be:

- ◆ Mark Rogers, The Treasurer of the Diocese, Chair *ex officio*.
- ◆ Kim Foster, The Asst. Treasurer of the Diocese, *ex officio*

- ◆ Robert Perkins, Executive Director of the Trustees of the Diocese, non-voting *ex officio*
- ◆ 2027 Class (Term expires in 2027)
  - The Reverend Janet Zimmerman (2<sup>nd</sup> term)
  - *Vacancy*
- ◆ 2028 Class (Term expires in 2028)
  - Kurt Hultgren, *member Diocesan Council*
  - Steve Lewis, *member Diocesan Council*
- ◆ 2029 Class (Term expires in 2029)
  - The Reverend Mary Rosendale, *member Diocesan Council* (2<sup>nd</sup> term)
  - *Vacancy*

We appreciate that there may be more turnover in the first year of implementation. We also appreciate that Diocesan Council may have to recruit for these vacancies.

### ***Additional Thoughts***

During the course of our reflections and discussions, we began to wonder if Diocesan Council might need to rethink other aspects of the budgeting process in order to fulfil our responsibilities. In other words, simply restructuring the composition and length of service of the Budget and Finance Committee might not be enough. In particular, it was not clear to the members of the ad hoc committee how priorities around mission and administration get translated into the final budget. We had questions:

- ◆ How are priorities established by Diocesan Convention or ad hoc committee created by Convention are conveyed to Budget and Finance?
- ◆ How exactly do the bishop's recommendations around mission get communicated to Budget and Finance? And what role does or should Diocesan Council play in that process?
- ◆ How do the bishop's needs around administration and staffing get communicated? And, again, what role does or should Diocesan Council play?
- ◆ As circumstances arise during the year, how are new financial needs or changing priorities approved and managed?
- ◆ And lastly, is the current process for financial reporting sufficient for Diocesan Council's responsibility "to ratify, modify or take other action on all matters pertaining to the administration of the Diocese and of all administrative officers" (Can. 8 Sec. 1)?

Based on our conversations, it seems that the Treasurer of the Diocese play a central and key role. By serving as a member of Diocesan Council and as chair of the Budget and Finance and Audit Committees, the Treasurer is uniquely positioned to communicate priorities to Budget and Finance and also to provide regular reports back to Council from the Audit Committee who oversees the technical administration of the budget.

## **Further Recommendations**

In order to address these questions, we make the following recommendations.

Prior to the annual budgeting process, the Treasurer should review with Diocesan Council a full list of the key priorities and inputs into the budgeting process including:

1. Priorities arising out of Diocesan Convention (e.g., recommendations from the Atonement Committee)
2. Priorities proposed by the Bishop including both direct support for mission as well as administrative support for mission
3. Priorities arising during the year as identified by Diocesan Council (e.g., support for the Barbara Harris Conference Center)

With Council's approval, this list will form the roadmap for the Budget and Finance Committee to do their critical work.

At the conclusion of the process, when the budget is presented, the Treasurer can then point to the ways that these priorities have been incorporated into the upcoming budget. This will also give Diocesan Council one final opportunity to comment and make changes to the final budget before approval.

## **Conclusion**

The ad hoc committee wishes to express our deep and abiding thanks to everyone who has served and who is serving on the Budget and Finance Committee and to those members of the committee who take on the added responsibility of serving on the Audit Committee. Very few people know how important this work is and how much work goes on behind the scenes. It is only through this dedicated work that so many of us are able to grow as children of God and disciples of Christ. Thank you.

Many thanks to the people who contributed their time and insight into this process. Thanks again to everyone who has been doing the work of helping to plan for God's mission in our diocese. We can only do the work of speaking out for those who have no voice and feeding the hungry because of the generosity of those who give up their time to do the work of finance and administration. Paul reminds us that the members of the Body of Christ have different gifts and we are so grateful for them all. We are blessed to have talented, dedicated, and faithful people in our diocesan community.

Hopefully this process or some process like it will allow for more clarity about how we are using the resources that God has entrusted to us to further God's mission. It will also ensure that Diocesan Council is fulfilling its canonical responsibilities with regard to the annual diocesan budget.

Lastly, the ad hoc committee wishes to offer our thanks to Diocesan Council for the opportunity to serve Christ and Christ's people in this diocese.

**Resolution on the Composition  
of the Budget and Finance Committee  
and the Audit Committee**

**RESOLVED**

Effective January 1, 2026;

That the composition of the Budget and Finance Committee be composed of the following

- ◆ Treasurer of the Diocese, Chair *ex officio*
- ◆ Asst. Treasurer of the Diocese, *ex officio*
- ◆ Executive Director of the Trustee, non-voting *ex officio*
- ◆ Six additional members

Members appointed by Diocesan Council will serve for three-year term. Members will be eligible for three additional three-year appointments. Terms are staggered so that two seats will be open each year.

After a lapse of one year, individuals are eligible for appointment.

If the Asst. Treasurer should also be a member of Diocesan staff, they will have seat and voice, but not vote.

Be it further

**RESOLVED**

That the Audit Committee be composed of the following

- ◆ Treasurer of the Diocese, Chair *ex officio*
- ◆ Two additional members appointed by Diocesan Convention

The members of the Budget and Finance Committee nominate these two additional members to Diocesan Council.

***Explanation:***

Diocesan Council has the responsibility to “annually prepare a plan for the Common Ministry of the Diocese for the next calendar year and a budget to support the plan” (Can. 8 Sec. 1) and also is also empowered to approve that budget “by a majority vote of all members of the council” (Can. 8 Sec. 5).

To assist with Council’s fiduciary responsibilities, Diocesan Council has created two committees, the Budget and Finance Committee and the Audit Committee (Can. 8 Sec. 8).

Diocesan Council has delegated the responsibility of the preparation of the budget to a Budget and Finance Committee composed of members appointed by Diocesan Council.

In addition, Diocesan Council has delegated the responsibility for periodically reviewing the financial statements to the Audit Committee, composed of members of the Budget and Finance Committee also appointed by Diocesan Council.

## **Motions Made & Carried by B&FP Committee, Tuesday, August 26th, 2025:**

**The Committee unanimously agreed to recommend to Council the following:**

- 1.** Approval of the 2026 Diocesan Annual Budget as presented by Kimberly Foster.
- 2.** An additional draw up to **\$95,000** from the Rainy-Day fund in support of the 2026 operating budget.
- 3.** An additional draw of **\$20,000** from the Creation Care fund in support of the Episcopal Path to Creation Justice in 2026.



## THE EPISCOPAL DIOCESE OF WESTERN MASSACHUSETTS

37 Chestnut Street, Springfield, MA 01103 P: 413.737.4786 In MA: 800.332.8513 F: 413.746.9873

Date: October 1, 2025  
To: Members of Diocesan Council  
From: Kimberly Foster, Chief Financial Officer  
Subject: **Proposed Plan for Use of Diocesan Resources in 2026**

### **SUMMARY OF DIOCESAN 2026 OPERATING BUDGET:**

- The proposed 2026 budget forecasts **\$2,818,850** in revenue and **\$2,818,308** of expenditures, resulting in a **\$542** expected surplus (see attached One Page Summary of the Proposed 2026 Budget).
- 2026 expenses are expected to be **\$137,459** greater on the overall compared to 2025 projections.
- In general, the increases come from the following: TEC Apportionment; a new annual pledge to Barbara C. Harris Conference Center; the addition of the Human-to-Human small grant programs; and increased costs related to Leadership Development, Clergy Days and Clergy Conferences, Fresh Start, Social Justice/Beloved Community, Communications, retiree lay benefits, and Sabbatical grants. Also included is a **\$65,000** contingency line within the Bishop's Ministry area providing flexibility to our new Bishop.
- The budget reflects a 5% increase to health insurance and a 3.5% COLA applied to staff compensation.
- An additional draw from investments of **\$115,000** as specified below is required to balance the budget.

### **STAFF POSITION CHANGES AND ALLOCATIONS:**

- Karen Warren's hours have been reduced to eight (8) hours per week.
- There are no major changes to the staffing composition or to the expense allocation of existing staff other than noting the diocesan budget now carries Melanie Stone and Lydia Rosado's hours previously allocated to Human to Human.
- No new staff positions have been added in 2026.

### **REVENUE BREAKDOWN:**

- **Assessment for Common Ministry: \$1,168,500** represents 41.5% of the budget. This is an increase of \$47.5K compared to 2025. Of our 49 congregations, 29 (59%) reported an increase in normal operating income, 19 (39%) reported a decline, and one remained unchanged (see pg. 3 for history since 2018). It's important to note that we have moved well beyond the era of COVID when operating incomes were lower, thus explaining the increase in assessment revenue coming from the recent three-year average.
- **Use of Investments – Spending Rule: \$1,468,000** is a solid estimate representing 52% of the budget. **Note:** Quarterly distributions are quite strong due to favorable market conditions and the 20-quarter rolling average adopted by the Trustees to calculate the distribution value each quarter.
- **Use of Investments – Additional Draw: \$115,000** is needed to balance the operating budget with **\$95,000** proposed to come from the Rainy-Day fund and **\$20,000** from the Creation Care fund.
- **Program Income: \$51,500** consist of **\$31,500** coming from event registration fees generated from Diocesan Convention, Safe Church, Clergy Conference, and Loving the Questions. In addition, we anticipate raising **\$20,000** to help offset the added cost of adding the Human-to-Human small grant programs to the diocesan budget.
- **Other Income: \$15,850** is expected with **\$5,000** coming from the annual Stickney Trust distribution in support of Hispanic Ministries in the Diocese. The balance relates primarily to reimbursement from the Trustees for administrative support to the Executive Director of the Trustees for the Diocese of WMA.

## **EXPENSE BREAKDOWN AMONG BUDGET CATEGORIES:**

- **Bishop's Ministry: \$710,882** includes our communications work, parish visitations, confirmations and ordinations, and representation at the house of Bishops and other communion wide work. New in 2026 is an allocation of **\$65,000** to a contingency line, to be applied at the discretion of our new Bishop.
- **Congregational Support: \$414,083** includes funding of **\$132,000** in grant opportunities, support to congregations around clergy transitions, Safe Church Training & Prevention, and our budgets for Youth and Young Adult Ministries and Hispanic Ministries in the Diocese. Also includes unusual, limited expenditures initiated by Executive Leaders in support of a congregation in need.
- **Formation & Leadership Development: \$326,975** funds Parish Leadership events and other diocesan wide leadership gatherings, Clergy Day(s) and Clergy Conference, leadership training and coaching, Loving the Questions, Commission on Ministry, Diaconate Formation, Fresh Start, Seminarian Assistance, and support for the Episcopal Service Corps program (Lawrence House) in our diocese at All Saints, South Hadley.
- **Mission in the World: \$541,744** includes support for our outdoor worship community, Province of New England, our apportionment to the Episcopal Church, Global Mission grants, support of ecumenical organizations, and support of Episcopal Relief and Development. In 2026 we are including a **\$20,000** contribution to the Episcopal Path to Creation Justice; an annual pledge to Barbara C. Harris Conference Center in the amount of **\$5,000**; and **\$38,000** in support of the following Human-to-Human programs: Laundry Love - **\$18K**; Marie's Mission - **\$6K**; Lydia's Closet - **\$3K**; and **\$11K** to the Women's Correctional Center Chaplaincy.
- **Governance: \$188,396** represents Chancellor's expenses, the cost of Diocesan Convention, benefits for lay and ordained retirees, and costs associated with the Title IV disciplinary process. Legal fees are estimated to be **\$60,400** based on a **\$4,200** monthly retainer, plus **\$10,000** for miscellaneous other matters not covered by retainer.
- **Finance & Administration: \$470,528** are costs related to general business office operations including staff compensation and benefits, rent to CCC, repairs & maintenance, depreciation costs associated with computer, server and Wi-Fi equipment, internet, upgraded telephones, supplies, leased equipment, property & liability insurance, cyber insurance, and the annual audit fee.
- **Agency: Admin & Human Resource Services: \$165,700** covers costs to provide services to the congregations for payroll and benefits administration as well as matters related to property insurance.

## **PRIOR YEAR COMPARISON - CATEGORY RATIO TO OVERALL ANNUAL EXPENSES:**

	<b><u>2025</u></b>	<b><u>2026</u></b>
• <b><u>Bishop's Ministry</u></b>	23.7%	25.2%
• <b><u>Congregational Support</u></b>	16.5%	14.7%
• <b><u>Formation &amp; Leadership Development</u></b>	12.6%	11.6%
• <b><u>Mission in the World</u></b>	17.5%	19.2%
• <b><u>Governance</u></b>	6.8%	6.7%
• <b><u>Finance &amp; Administration</u></b>	17.1%	16.7%
• <b><u>Agency: Admin &amp; HR Services</u></b>	5.7%	5.9%

## **OTHER UPDATES:**

### **2026 Apportionment to the Episcopal Church:**

Our 2024 Diocesan Report to the Executive Council of the Episcopal Church has been filed. Based on our 2024 adjusted operating income, our 2026 annual assessment will be **\$350,222**, a \$7,000 increase over 2025 and \$822 lower than the eight-year average as summarized on the next page.



Below is our Apportionment history paid to TEC over the past eight years, averaging **\$351,044**:

• <u>2019</u>	\$351,447
• <u>2020</u>	\$370,129
• <u>2021</u>	\$366,406
• <u>2022</u>	\$349,690
• <u>2023</u>	\$334,843
• <u>2024</u>	\$342,474
• <u>2025</u>	\$343,143
• <u>2026</u>	\$350,222

**Additional Draw History:**

• <u>2019</u>	\$ 100,000
• <u>2020</u>	\$ 85,000 (planned; not used)
• <u>2021</u>	\$ 0
• <u>2022</u>	\$ 65,000 (planned; not used)
• <u>2023</u>	\$ 95,000 (planned; not used)
• <u>2024</u>	\$125,000 (used only \$30K)
• <u>2025</u>	\$ 85,000 (actual to be determined)
• <u>2026</u>	\$115,000 (proposed)

**Common Ministry Assessment Revenue History:**

• <u>2018</u>	\$1,124,645
• <u>2019</u>	\$1,144,906
• <u>2020</u>	\$1,000,980
• <u>2021</u>	\$1,142,346
• <u>2022</u>	\$1,135,521
• <u>2023</u>	\$1,090,125
• <u>2024</u>	\$1,095,567
• <u>2025</u>	\$1,121,343
• <u>2026</u>	\$1,168,500

The dip in 2020 reflects aid offered to all congregations for the months of April & May, resulting in a reduction of \$141,455. Assessment billings in 2020 were projected to be \$1,142,435, before forgiveness.

**FUND BALANCES – TRUSTEES as of JUNE 30<sup>TH</sup>, 2025:**

<b>Rainy Day Fund:</b>	<b>\$1,000,812</b>
<b>Mission Vitality Fund:</b>	<b>\$ 330,955</b>
<b>Creation Care Fund:</b>	<b>\$ 77,238</b>
<b>Episcopal Transition Fund:</b>	<b>\$ 250,387</b>

**NOTE:** Draws from the above-listed funds held with the Trustees will not reduce our quarterly spending rule distributions that we rely on from year to year in support of our budget.

## **A POTENTIAL AMENDMENT TO THE 2026 BUDGET:**

If the below resolution is passed by delegates at our 124<sup>th</sup> Diocesan Convention, the 2026 budget will be amended to include a Missioner for Racial Reconciliation serving primarily out of St. Peter's in Springfield.

**Note:** Adding this position would increase the 2026 additional draw request by an amount *not to exceed* **\$166,666**, although it is likely the position may not be filled until March 1<sup>st</sup> or later, resulting in lower costs.

One thought is that we might transfer the **\$500K** from within our endowment and create a new, board designated fund entitled 'Racial Reconciliation' to be set aside for the intended purpose. The funds would remain invested in our endowment and we would draw only what's needed each year to offset expenses to cover the Missioner for Racial Reconciliation position built into our diocesan operating budget.

## **AN ACT OF ATONEMENT TOWARDS RACIAL HEALING AND RECONCILIATION**

### **The Resolution:**

Whereas the 122<sup>nd</sup> Convention of the Diocese of Western Massachusetts resolved in 2023 to invite the congregations and institutions of the Diocese of Western Massachusetts including the Trustees of the diocesan endowment, and others -- in the name of repentance, reconciliation, and accountability to our siblings of color in our Diocese-- prayerfully and purposefully to explore their historic involvement in and present wealth derived from the forced labor of enslaved people, and to explore remedies including the distribution of funds from our unrestricted endowments and from our restricted endowments as may be permissible in acknowledgment of and repentance for the sin and legacy of slavery, and we committed as a Diocese to an act of atonement in acknowledgement of our collusion in patterns of systemic racism throughout our history;

And whereas the Social Justice Commission completed a thorough study of our diocesan history in 2024, with a focus on the endowment, and identified connections to wealth derived from the labor of enslaved people throughout the New England economy;

Be it resolved that the 124<sup>th</sup> Diocesan Convention commits to supporting the following initiative:  
Diocesan Missioner for Racial Reconciliation and Priest-in-Charge of St. Peter's Episcopal Church, Springfield.

St. Peter's is now the last historically Black congregation in the Diocese, having been founded as a multicultural mission in 1892, and having welcomed the parishioners of St. Simon of Cyrene after it closed. St. Peter's is a loving, faithful community in the heart of downtown Springfield. This initiative would support the congregation to grow in mission and to deepen relationships with the surrounding community. This first act of repair will call a full-time clergy person to nurture the Episcopal faith in the city of Springfield and hold diocesan responsibility for our ongoing work of racial justice, atonement, and becoming beloved community.

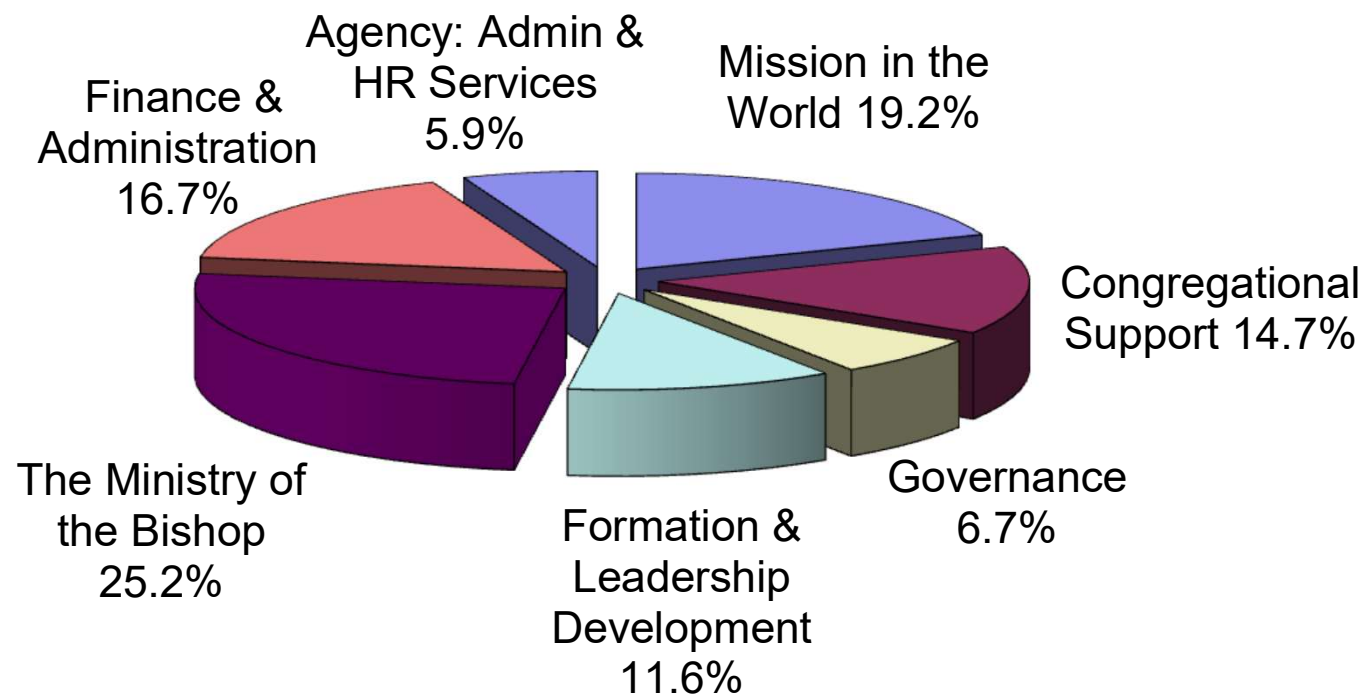
The **Missioner for Racial Reconciliation** would lead and promote diocesan initiatives towards racial healing, including Sacred Ground, anti-racism training for postulants and candidates, anti-racism training for clergy, additional training on preaching racial reconciliation and the theology of reparations, as well as other efforts to be identified in conjunction with the Social Justice Commission.

**This resolution affirms our intention as a diocese to fund this initiative for three years at a total cost of \$500,000 drawn from our endowment.**

Annual reports on the progress of this initiative will be provided to Diocesan Convention from the Missioner for Racial Reconciliation with ongoing diocesan evaluation to determine the future direction and feasibility of the ministry. The atonement fund will remain regardless to enable congregations to make acts of repair, as they see fit. A subsequent resolution will discuss how we propose to continue moving funds to the ministry of repair.

# One Page Summary of the Proposed 2026 Budget

	2022 Actual	2023 Actual	2024 Actual	2025 Approved Budget	2026 Proposed Budget	<u>% of Budget</u>
<b><i>OPERATING REVENUES</i></b>						
Assessment for Common Ministry	1,137,067	1,091,435	1,095,563	1,121,000	1,168,500	41.5%
Use of Investments - Spending Rule	1,324,680	1,431,650	1,445,967	1,424,000	1,468,000	52.1%
Investment Income - Additional Draw	0	0	30,000	85,000	115,000	4.1%
Program Income	19,945	25,562	31,545	35,500	51,500	1.8%
Other Income and Gifts	66,837	33,643	22,937	15,850	15,850	0.6%
<u>Internal Funding</u>	<u>5,122</u>	<u>4,598</u>	<u>0</u>	<u>0</u>	<u>0</u>	0.0%
<b>TOTAL REVENUES FOR DIOCESAN OPERATIONS</b>	<b>2,553,651</b>	<b>2,586,888</b>	<b>2,626,012</b>	<b>2,681,350</b>	<b>2,818,850</b>	100.0%
 <b><i>OPERATING EXPENSES</i></b>						
The Ministry of the Bishop	580,719	589,002	620,553	635,131	710,882	25.2%
Congregational Support	440,166	449,746	405,565	443,600	414,083	14.7%
Formation & Leadership Development	295,759	338,165	312,371	338,971	326,975	11.6%
Mission in the World	522,059	502,617	496,566	469,006	541,744	19.2%
Governance	158,713	132,979	198,519	182,412	188,396	6.7%
Finance & Administration	413,427	421,953	440,861	458,495	470,528	16.7%
<u>Agency: Administration &amp; Human Resource Services</u>	<u>142,768</u>	<u>150,126</u>	<u>150,348</u>	<u>153,234</u>	<u>165,700</u>	5.9%
<b>TOTAL OPERATING EXPENSE</b>	<b>2,553,611</b>	<b>2,584,588</b>	<b>2,624,783</b>	<b>2,680,849</b>	<b>2,818,308</b>	100.0%
 <b>OPERATING REVENUE AND EXPENSE</b>						
Operating Income	<b>2,553,651</b>	<b>2,586,888</b>	<b>2,626,012</b>	<b>2,681,350</b>	<b>2,818,850</b>	
Operating Expense	<b>2,553,611</b>	<b>2,584,588</b>	<b>2,624,783</b>	<b>2,680,849</b>	<b>2,818,308</b>	
<b>SURPLUS/(DEFICIT)</b>	<b>40</b>	<b>2,300</b>	<b>1,229</b>	<b>501</b>	<b>542</b>	



		EPISCOPAL DIOCESE OF WESTERN MA					
		PROPOSED 2026 BUDGET					
			Y/E ACTUAL		YTD ACTUAL	2025 ANNUAL	2026 PROPOSED
			2024		30-Jun-25	BUDGET	BUDGET
<b><u>REVENUES</u></b>							
Assessment for Common Ministry			\$1,095,563		\$560,686	\$1,121,000	\$1,168,500
Use of Investment - Trustees			\$1,475,967		\$761,939	\$1,509,000	\$1,583,000
Program Income			\$31,545		\$14,205	\$35,500	\$51,500
Other Income and Gifts			\$22,937		\$8,920	\$15,850	\$15,850
Internal Grant Funding			\$0		\$0	\$0	\$0
		TOTAL DIOCESAN INCOME AND GIFTS	\$2,626,012		\$1,345,750	\$2,681,350	\$2,818,850

			Y/E ACTUAL		YTD ACTUAL		2025 ANNUAL		2026 PROPOSED
			2024		30-Jun-25		BUDGET		BUDGET
<b><u>EXPENSES</u></b>									
<b><u>BISHOP'S MINISTRY</u></b>									
<b>PROGRAMS</b>									
	Communications	Wages and Benefits	\$172,161		\$88,487		\$177,788		\$183,227
	Communications	Business Expenses	\$34,782		\$19,478		\$32,994		\$35,744
		<b>Total Communications</b>	<b>\$206,943</b>		<b>\$107,965</b>		<b>\$210,782</b>		<b>\$218,971</b>
	Social Justice		\$5,158		\$240		\$5,000		\$10,000
	Retired Clergy Gatherings		\$0		\$1,258		\$3,600		\$3,600
	Special Diocesan Events		\$4,463		\$4,810		\$2,750		\$5,000
	Bishop's Contingency		\$0		\$0		\$0		\$65,000
		<b>Total PROGRAMS</b>	<b>\$216,563</b>		<b>\$114,273</b>		<b>\$222,132</b>		<b>\$302,571</b>
<b>PERSONNEL EXPENSES</b>									
	Wages and Benefits		\$367,456		\$189,208		\$374,368		\$369,679
	Business Expenses		\$36,534		\$16,529		\$38,632		\$38,632
		<b>Total PERSONNEL EXPENSES</b>	<b>\$403,990</b>		<b>\$205,737</b>		<b>\$412,999</b>		<b>\$408,310</b>
		<b>TOTAL BISHOP'S MINISTRY</b>	<b>\$620,553</b>		<b>\$320,010</b>		<b>\$635,131</b>		<b>\$710,882</b>

		Y/E ACTUAL	YTD ACTUAL	2025 ANNUAL	2026 PROPOSED
		2024	30-Jun-25	BUDGET	BUDGET
<b>CONGREGATIONAL SUPPORT: Mission with Congregations</b>					
<b>GRANTS and SCHOLARSHIPS</b>					
	Clergy Children Educational Grants	\$6,250	\$2,500	\$5,000	\$5,000
	College Scholarships	\$36,938	\$17,200	\$40,000	\$40,000
	Continuing Education Grants	\$2,822	\$1,250	\$4,000	\$4,000
	Deanery	\$565	\$905	\$1,000	\$1,000
	Ministry Development Initiatives	\$60,100	\$49,607	\$70,000	\$60,000
	Sabbatical Grants	\$7,500	\$0	\$10,000	\$22,000
	<b>Total GRANTS and SCHOLARSHIPS</b>	<b>\$114,175</b>	<b>\$71,462</b>	<b>\$130,000</b>	<b>\$132,000</b>
<b>OPERATIONAL EXPENSES</b>					
	Congregational Assistance	\$0	\$1,000	\$10,000	\$4,000
	Transition Ministry	\$8,094	\$2,994	\$6,000	\$5,900
	Latino Ministries	\$122,457	\$80,617	\$131,723	\$130,000
	Safe Church Training and Prevention	\$9,028	\$4,271	\$9,050	\$9,000
	Stewardship	\$1,199	\$1,199	\$2,500	\$2,000
	Youth Ministry	\$0	\$0	\$2,500	\$2,500
	Young Adult Ministry	\$3,200	\$0	\$0	\$7,500
	<b>Total Operational Expenses</b>	<b>\$143,978</b>	<b>\$90,081</b>	<b>\$161,773</b>	<b>\$160,900</b>
<b>PERSONNEL EXPENSES</b>					
	Wages and Benefits	\$139,786	\$56,776	\$144,127	\$115,571
	Business Expense	\$7,625	\$1,807	\$7,700	\$5,612
	<b>Total PERSONNEL EXPENSES</b>	<b>\$147,411</b>	<b>\$58,582</b>	<b>\$151,827</b>	<b>\$121,183</b>
	<b>TOTAL CONGREGATIONAL SUPPORT</b>	<b>\$405,565</b>	<b>\$220,125</b>	<b>\$443,600</b>	<b>\$414,083</b>

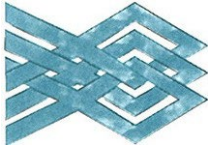
		Y/E ACTUAL		YTD ACTUAL		2025 ANNUAL		2026 PROPOSED
		2024		30-Jun-25		BUDGET		BUDGET
<b>FORMATION &amp; LEADERSHIP DEVELOPMENT</b>								
<b>OPERATIONAL EXPENSES</b>								
	Education for Ministry	\$2,025		\$1,750		\$1,750		\$1,750
	Parish Leadership Day	\$3,995		\$2,604		\$5,000		\$11,000
	Formation and Leadership Development	\$19,127		\$10,072		\$23,910		\$22,260
	Clergy Conferences	\$22,305		\$25,794		\$23,000		\$26,500
	Commision on Ministry	\$5,436		\$5,514		\$7,953		\$8,000
	Diaconate Formation	\$4,573		\$7,377		\$9,000		\$8,860
	Fresh Start	\$556		\$297		\$2,300		\$5,700
	Seminarian Assistance	\$5,835		\$7,500		\$8,500		\$9,000
	Lawrence House	\$10,000		\$10,000		\$10,000		\$10,000
	TOTAL OPERATIONAL EXPENSES	\$73,852		\$70,908		\$91,413		\$103,070
<b>PERSONNEL EXPENSES</b>								
	Wages and Benefits	\$229,511		\$105,188		\$239,758		\$216,285
	Business Expense	\$9,008		\$2,912		\$7,800		\$7,620
	TOTAL PERSONNEL EXPENSES	\$238,519		\$108,100		\$247,558		\$223,905
	TOTAL LEADERSHIP DEVELOPMENT	\$312,371		\$179,007		\$338,971		\$326,975



		Y/E ACTUAL		YTD ACTUAL		2025 ANNUAL		2026 PROPOSED
		2024		30-Jun-25		BUDGET		BUDGET
<b><u>MISSION IN THE WORLD</u></b>								
<b>OPERATIONAL EXPENSES</b>								
	<b><u>Outdoor Worship Communities</u></b>							
	Wages and Benefits	\$63,883		\$32,807		\$66,113		\$68,122
	Business Expenses	\$10,064		\$10,000		\$10,000		\$10,000
	<b>Total Outdoor Worship Communities</b>	<b>\$73,947</b>		<b>\$42,807</b>		<b>\$76,113</b>		<b>\$78,122</b>
	<b><u>Episcopal Path to Creation Justice</u></b>							
	Wages and Benefits	\$21,018		\$0		\$0		\$0
	Program Expenses	\$9,217		\$0		\$0		\$20,000
	<b>Total Creation Care</b>	<b>\$30,235</b>		<b>\$0</b>		<b>\$0</b>		<b>\$20,000</b>
	<b><u>Human to Human Programs</u></b>							
	Laundry Love	\$0		\$0		\$0		\$18,000
	Marie's Mission	\$0		\$0		\$0		\$6,000
	Lydia's Closet	\$0		\$0		\$0		\$3,000
	Women's Correctional Center Chaplaincy	\$0		\$0		\$0		\$11,000
	<b>Total Human to Human</b>	<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$38,000</b>
	<b><u>Ecumenical Relations</u></b>							
	Berkshire Organizing Project	\$3,500		\$1,750		\$3,500		\$3,500
	Ecumenical Officer	\$1,527		\$0		\$1,500		\$1,500
	Interfaith Council	(\$400)		\$0		\$0		\$0
	Mass Council of Churches	\$15,000		\$7,500		\$15,000		\$15,000
	Province One	\$9,750		\$5,031		\$9,750		\$10,400
	<b>Total Ecumenical Relations</b>	<b>\$29,377</b>		<b>\$14,281</b>		<b>\$29,750</b>		<b>\$35,400</b>
	<b>The Episcopal Church Apportionment</b>	<b>\$342,474</b>		<b>\$171,571</b>		<b>\$343,143</b>		<b>\$350,222</b>
	<b>Barbara C. Harris Conference Center</b>	<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$5,000</b>
	<b>Global Mission</b>	<b>\$10,000</b>		<b>\$3,000</b>		<b>\$10,000</b>		<b>\$10,000</b>
	<b>Lambeth</b>	<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>
	<b>Sustainable Development Goals</b>	<b>\$10,533</b>		<b>\$5,000</b>		<b>\$10,000</b>		<b>\$10,000</b>
	<b>TOTAL MISSION IN THE WORLD</b>	<b>\$496,566</b>		<b>\$236,659</b>		<b>\$469,006</b>		<b>\$541,744</b>

			Y/E ACTUAL		YTD ACTUAL		2025 ANNUAL		2026 PROPOSED
			2024		30-Jun-25		BUDGET		BUDGET
<b>GOVERNANCE</b>									
<b>OPERATIONAL EXPENSES</b>									
	Chancellor		\$53,477		\$28,594		\$63,565		\$63,565
	Diocesan Convention								
		Wages and Benefits	\$7,916		\$4,083		\$8,156		\$8,429
		Business Expenses	\$31,639		\$247		\$34,450		\$32,000
		Total Diocesan Convention	\$39,555		\$4,330		\$42,606		\$40,429
	Diocesan Council		\$414		\$0		\$1,200		\$1,200
	General Convention		\$44,683		\$0		\$0		\$0
	House of Bishops		\$7,624		\$5,314		\$6,000		\$6,000
	Retired Clergy and Lay Support		\$27,469		\$19,598		\$32,700		\$39,769
	Standing Committee		\$0		\$0		\$300		\$300
	Title IV	Wages and Benefits	\$1,226		\$1,749		\$2,500		\$2,500
	Title IV	Business Expenses	\$0		\$0		\$3,250		\$3,500
	Title IV		\$1,226		\$1,749		\$5,750		\$6,000
	Governance Admin	Wages and Benefits	\$24,071		\$15,480		\$30,291		\$31,134
		<b>TOTAL GOVERNANCE</b>	<b>\$198,519</b>		<b>\$75,066</b>		<b>\$182,412</b>		<b>\$188,396</b>

		Y/E ACTUAL	YTD ACTUAL	2025 ANNUAL	2026 PROPOSED
		2024	30-Jun-25	BUDGET	BUDGET
<b><u>DIOCESAN FINANCE &amp; ADMINISTRATION</u></b>					
	<b>ARCHIVE EXPENSES</b>				
	Wages and Benefits	\$3,232	\$2,153	\$5,598	\$5,794
	Business Expenses	\$174	\$620	\$400	\$400
	<b>TOTAL ARCHIVE EXPENSES</b>	<b>\$3,406</b>	<b>\$2,773</b>	<b>\$5,998</b>	<b>\$6,194</b>
	<b>OPERATIONAL EXPENSES</b>				
	Financial Management	\$35,471	\$24,810	\$35,522	\$37,643
	Property - Plant	\$123,833	\$62,538	\$127,680	\$128,072
	General Operations	\$30,084	\$18,995	\$32,124	\$34,900
	<b>TOTAL OPERATIONAL EXPENSES</b>	<b>\$189,387</b>	<b>\$106,343</b>	<b>\$195,326</b>	<b>\$200,615</b>
	<b>PERSONNEL EXPENSES</b>				
	Wages and Benefits	\$245,784	\$126,189	\$253,361	\$259,726
	Business Expenses	\$2,283	\$1,251	\$3,811	\$3,994
	<b>TOTAL PERSONNEL EXPENSES</b>	<b>\$248,068</b>	<b>\$127,440</b>	<b>\$257,171</b>	<b>\$263,720</b>
	<b>TOTAL DIOCESAN FINANCE &amp; ADMINISTRATION EXPENSES</b>	<b>\$440,861</b>	<b>\$236,556</b>	<b>\$458,495</b>	<b>\$470,528</b>
<b><u>DIOCESAN AGENCY EXPENSES FOR CONGREGATION SUPPORT</u></b>					
	<b>OPERATIONAL EXPENSES</b>	<b>\$18,143</b>	<b>\$9,120</b>	<b>\$17,300</b>	<b>\$18,800</b>
	<b>PERSONNEL EXPENSES</b>				
	Wages and Benefits	\$130,482	\$67,680	\$133,005	\$143,343
	Business Expenses	\$1,724	\$547	\$2,928	\$3,557
	<b>TOTAL PERSONNEL EXPENSES</b>	<b>\$132,205</b>	<b>\$68,228</b>	<b>\$135,934</b>	<b>\$146,900</b>
	<b>TOTAL DIOCESAN AGENCY EXPENSES</b>	<b>\$150,348</b>	<b>\$77,347</b>	<b>\$153,234</b>	<b>\$165,700</b>
	<b>TOTAL EXPENSES</b>	<b>\$2,624,784</b>	<b>\$1,344,771</b>	<b>\$2,680,849</b>	<b>\$2,818,308</b>
	<b>NET INCOME (LOSS)</b>	<b>\$1,229</b>	<b>\$980</b>	<b>\$501</b>	<b>\$542</b>



## **SUMMARY OF 2026 PROPOSAL: EPISCOPAL PATH TO CREATION JUSTICE**

Thanks to the support of the Diocese of Western Massachusetts, Massachusetts, the Diocese of Rhode Island, the Episcopal Task force for Care of Creation and Environmental Racism, and Province One, the two Dioceses of Massachusetts have been able to establish An Episcopal Path to Creation Justice as a critical resource for supporting parishes during the current climate emergency. So far, the Path has provided:

- “Path” materials for use in churches, such as the Season of Creation lectionary
- A website for sharing resources and inviting churches to engage in the program
- Two successful years of working with a total of 23 parishes across Province One
- Established a Church-wide network of interested dioceses and provinces
- Hosted an in-person gathering for 75 individuals with Bill McKibben, Robin Wall-Kimmerer, and Mary Evelyn Tucker
- Offered a series of online webinars with Interfaith Power and Light, Beyond Plastics, and Green Faith

Given the success of both the Pilot Program and the first year of Open Enrollment for the Path, Dioceses in Province One are being invited to establish this as a long-standing ministry. The Path will follow the same model as the Province One School for Deacons, asking for support from each Diocese in the Province, and providing a robust program to any parish within Province One that would like to deepen and develop its engagement with creation justice ministry. Diocesan support is invited using a sliding scale model to reflect the different capacities and gifts of each of our Province One dioceses. Please find the 2026 program budget below for a full breakdown of income and expenses.

Each year the Path provides:

- Leadership development training to lay volunteers focusing on asset-based community development and non-directive coaching
- Individualized support to parishes through goal setting, visioning, life review, & networking
- Quarterly programming around environmental justice work open to anyone
- Support to Diocesan staff looking for resources or programming with creation care in the form of webinars, retreats, and workshops

Rachel Field is requesting the Diocese of Western Massachusetts to consider supporting the Path at a rate of **\$20,000** for the 2026 fiscal year. The Diocese of Massachusetts has committed to matching that amount for 2026. Diocesan contributions will have a direct impact on the ability for our parishes to access robust support for creation care action as well as leadership development training for parish leaders. There is an increase in overall budget in 2026 to allow for the increase in staff time necessary to manage the high volume of requests that Path is receiving to offer support to parishes and dioceses looking to work with this program. In the first quarter of 2025 alone the Path has received four speaking requests from dioceses across the country, and been approached by an additional six parishes in Province One looking to join the program. This increase in budget will allow for a half-time Project Manager and a Program coordinator who is available 20 hours/month.

NOTE: Beginning in 2027, based on the sliding scale model, we anticipate the contribution rate for both dioceses in Massachusetts will be reduced to **\$12,500**.

Expenses			
	Item	Amount	Description
	The Path Program Manager	\$55,500.00	1/2 time salary position according to Diocese of Vermont clergy minimum compensation (includes health care stipend, pension payment, SECA)
	The Path Program Coordinator	\$20,000.00	Roughly 20 hours a month for a coordinator for the Path. This marks an increase from 2025 based on need for additional support.
	Communications and Website Development	\$6,500.00	Ongoing maintenance for website and print materials including hosting platform subscriptions and website domain
<b>Total Expenses</b>		<b>\$82,000.00</b>	
Income			
	Item	Amount	Description
	Diocese of MA	\$20,000.00	Annual contribution from the Diocese of Massachusetts
	Diocese of ME	\$6,500.00	Annual contribution from the Diocese of Maine
	Diocese of WMA	\$20,000.00	Annual contribution from the Diocese of Western MA
	Diocese of RI	\$6,500.00	Annual contribution from the Diocese of Rhode Island
	Diocese of NH	\$7,000.00	New partnership contribution
	Diocese of VT	\$5,000.00	New partnership contribution
	Episcopal Church	\$10,000.00	New partnership contribution-Entrepreneurial Fund Grant
	Other Donations	\$7,000.00	Confirmed donation in 2025 to apply to 2026 budget year
<b>Total Income</b>		<b>\$82,000.00</b>	

NOTE: We recently learned The Episcopal Church in Connecticut has pledged a ‘one year’ gift of **\$10,000** in support of the Path in 2026.

## **Minutes of the Episcopal Missions of Western Massachusetts**

September 18, 2025

2:30 p.m. Diocesan House

### **Present**

The Rt. Rev. Doug Fisher, President  
The Rev. Nathaniel Anderson, Vice President  
Holly Dolan  
Kurt Hultgren  
Steve Lewis, Trustee Representative  
The Rev. Dcn. Pat O'Connell  
Mark Rogers, Treasurer  
The Rev. Mary Rosendale  
The Rev. Martha Sipe  
The Rev. Michael Tuck  
The Rev. Dcn. Beth Washburn  
Amanda Watroba  
Wende Wheeler, Secretary  
The Rev. Steven Wilco, Interim Canon to the Ordinary

### **Absent**

Roland Holstead

### **Merger of Church of the Good Shepherd/West Springfield into EMWM**

A motion was made: To adopt, endorse and approve the Agreement of Merger of Church of the Good Shepherd and Episcopal Missions of Western Massachusetts. The motion was seconded and approved unanimously.

### **Appointment of Good Shepherd officers**

A motion was made: To appoint as the Officers and Executive Committee of Church of the Good Shepherd, effective as of this date the following:

		<u>Term Expires:</u>
Bishop's Warden	Sally Gagnon	12/31/2025
Treasurer	William Gasperak	12/31/2025
Clerk	Robin Larivee	12/31/2025

The motion was seconded and passed unanimously.

### **Sale of Good Shepherd Rectory**

A motion was made: To approve the sale of the property located at 236 Forest Glen, West Springfield Massachusetts, for a gross sales price of not less than \$525,000.00; and to authorize the President, or the Treasurer, or either of them acting alone, to execute such deeds, agreements, assignments and other documents which, in their sole judgment, are necessary or appropriate to carry out these votes.

The motion was seconded and passed unanimously.

### **Transfer of excess cash to Trustees**

Based on the recommendation of the Budget and Financial Planning Committee, a motion was made to **move \$125,000 from EMWM to the following EMWM funds held by the Trustees:**

- \$50,000 to the Rainy Day Fund
- \$50,000 to the Mission Vitality Fund
- \$25,000 to the Creation Care Fund

The motion was seconded and passed unanimously.

Respectfully submitted,

Wende T. Wheeler, Secretary