

Episcopal Diocese of California

2026 Narrative Mission & Ministry Budget



The Episcopal Church in the Bay Area
The Diocese of California



Introduction

Greetings from The Rt. Rev. Austin K. Rios, Bishop of California



Beloved Siblings in Christ,

It is with a spirit of hope and deep commitment to our shared mission that we present the 2026 Narrative Budget for the Episcopal Diocese of California. This is more than a collection of numbers; it is a reflection of our shared priorities, a testament to our values, and a roadmap for our journey together. It tells the story of who we are and what we are called to do: to restore all people to unity with God and each other in Christ.

This budget has emerged through a collaborative and transparent process that continues to evolve as we discern together how best to serve God's mission in this time and place. This work reflects the shared labor of many hands and hearts—clergy, lay leaders, and staff—each helping to shape a vision grounded in our diocesan values and informed by our ongoing strategic visioning process.

As you explore this document, I invite you to pray with me that our common life may remain rooted in Christ and that our shared witness may continue to be a blessing throughout the Bay Area. Thank you for your partnership in the Gospel and your faithful commitment to this work we undertake together.

Yours in Christ,

+ *Austin K. Rios*

+Austin K. Rios
IX Bishop of California

Table of Contents

Introduction_____	2
Table of Contents_____	3
Sources of Funds for Ministry: The Foundation of Our Work_____	4
Funds Used for Ministry: Living Our Mission_____	5
I. Episcopate_____	5
II. Public Witness & Support of the Wider Church_____	8
III. Congregational Ministry & Lifelong Formation_____	10
IV. Communications & Church Governance Example_____	13
V. Finance & Administration_____	15
Summary of Ministry Resources_____	18
Thank You_____	19

A note about salary and benefit figures

The stated compensation figure represents a total package value that includes a cash stipend, pension, and the diocese's contribution towards medical insurance, depending on the employee's selected coverage level (Individual, Individual +1, or Family).

SOURCES OF FUNDS FOR MINISTRY: THE FOUNDATION OF OUR WORK

Our shared ministry is made possible through the faithful stewardship of our congregations and the prudent management of our shared resources. This income allows us to fund the vital work across our diocese.



Assessments

\$3,750,000

The primary source of funding for our diocesan budget. Assessments are a percentage of each congregation's operating revenue, representing a shared commitment to our common mission and ministry.



Endowment & Fees

\$1,015,000

Includes draws at 4% or \$550,000 from our diocesan endowment funds available for operations which total approximately \$13,750,000. The draws are calculated using a three year rolling average. This provides a stable, long-term source of income for our ministries. Fees for services, such as payroll and benefits and planned giving administration totaling \$465,000, provide additional benefits to our congregations.



Expanding Horizons

\$18,000

Funds from the Expanding Horizons campaign designated to support specific ministry areas. This funds our regional deans.



Bishop's Discretionary

\$125,000

Income from the Christy Fund, designated for the Bishop's discretionary use in responding to immediate needs and unique ministry opportunities across the diocese.



Interest Income

\$40,000

Interest earned on our financial accounts.

Total Sources Provided for Ministry

\$4,948,000

FUNDS USED FOR MINISTRY: LIVING OUR MISSION

I. EPISCOPATE

The Episcopate provides spiritual leadership, pastoral care, and administrative oversight for the entire diocese. This ministry ensures that our clergy and congregations are supported, our worship is ordered, and our collective vision is guided by the Gospel.

Salary and Benefits **\$ 476,123**

Bishop	\$ 342,500
Executive Assistant	\$ 122,125
Archdeacon	\$ 11,498

Compensation for the Bishop, Archdeacon, and the Executive Assistant to the Bishop, who collectively provide leadership and administrative support for the diocese.

Episcopal Residence R&M **\$35,000**

Funds the repair and maintenance of the Episcopal residence, ensuring it remains a suitable home and place of hospitality.



Archdeacon Ministry **\$26,000**

Supports the Archdeacons' work as a key extension of the Bishop's pastoral and administrative arm, overseeing deacon deployment and supporting clergy wellness. These funds also support the work of the Deacon's Council.

School for Deacons **\$36,000**

Equips and forms theologically grounded deacons for ministry in the world, focusing on outreach, social justice, and connecting the church to the community.

FUNDS USED FOR MINISTRY: LIVING OUR MISSION

I. EPISCOPATE



Deaneries & Regional Deans **\$33,000**

Fosters localized support, collegiality, and shared ministry among clergy and lay leaders in their regional areas. Deans serve as a vital link between local churches and the broader diocese.

Clergy Conference **\$10,000**

Provides for the annual clergy conference, a vital time for the ongoing formation, spiritual health, and collegial development of our diocesan clergy.

Bishop's Travel & Entertainment **\$37,000**

Covers the costs associated with the Bishop's travel throughout the diocese for visitations and meetings, as well as hospitality for diocesan events hosted by the Bishop.

Strategic Vision Implementation **\$25,000**

This covers expenses related to the implementation of Phase One of the Strategic Vision Plan.

Travel - House of Bishops **\$7,000**

Funds the Bishop's participation in House of Bishops meetings, ensuring our diocese is represented in the wider church.

Accrual for Lambeth **\$3,000**

Sets aside funds for the Bishop's attendance at the Lambeth Conference, a gathering of bishops from across the Anglican Communion held once a decade.

FUNDS USED FOR MINISTRY: LIVING OUR MISSION

I. EPISCOPATE



Accrual for Bishop Election **\$15,000**

Sets aside funds for the complex and significant process of electing a new bishop when the time comes.

Accrual for General Convention **\$28,000**

Supports the travel and expenses of our lay and clergy deputies to the General Convention, the primary governing and legislative body of The Episcopal Church.

Diocesan Events & Hospitality **\$30,000**

Funds events like the Chrism Mass and other diocesan-wide gatherings that foster a sense of community through shared worship, learning, and fellowship.

Total Episcopate

\$761,123



FUNDS USED FOR MINISTRY: LIVING OUR MISSION

II. PUBLIC WITNESS & SUPPORT OF THE WIDER CHURCH

This area of ministry is our commitment to living out the Gospel command to seek and serve Christ in all persons and to strive for justice and peace. It coordinates our diocesan efforts in racial reconciliation, social justice, and environmental stewardship, and it connects us to the mission and ministry of the broader Episcopal Church.

Salary and Benefits

Canon for Racial, Social, and Environmental Justice **\$168,148**

Compensation for the Canon for Racial, Social, and Environmental Justice (RSEJ), who leads and coordinates the diocese's efforts in these critical areas.

Program Support **\$20,000**

Funds to coordinate our diocesan efforts in racial reconciliation, social justice, and environmental stewardship.



Travel **\$4,050**

Covers travel expenses to visit congregations, lead trainings, and to be present throughout the diocese and the Episcopal Church.

Multicultural Ministries **\$24,000**

Dedicated funding for our diverse commissions, including the Afro-Anglican, Asian, Latino, and Indigenous ministries.

Peace and Justice Work **\$24,000**

Dedicated funding for diocesan task forces engaging in justice work, disaster ministries,

FUNDS USED FOR MINISTRY: LIVING OUR MISSION

II. PUBLIC WITNESS & SUPPORT OF THE WIDER CHURCH



and the Sojourn Chaplaincy at San Francisco General Hospital.

Camp Ministries

\$51,000

Provides scholarships to ensure that children and youth from all congregations have the opportunity to experience the transformative community of our diocesan camp programs. Our support goes to The Bishop's Ranch and St. Dorothy's Rest.



The Episcopal Church

\$583,333

Our share of support for the mission and ministry of The Episcopal Church, which provides resources, programs, and infrastructure that benefit every congregation, diocese and the broader Anglican Communion.



Province VIII

\$12,000

Our contribution to Province VIII, our regional body of dioceses in the western United States, which facilitates collaboration and shared ministry. Province VIII is one of the most culturally diverse provinces of the Episcopal Church, and includes the dioceses of Navajoland, Taiwan, Micronesia, and Guam as well as dioceses in the Western United States.

Total Public Witness

\$886,531

FUNDS USED FOR MINISTRY: LIVING OUR MISSION

III. CONGREGATIONAL MINISTRY & LIFELONG FORMATION

This is the heart of our direct support to the 70+ congregations and communities of faith in our diocese. We equip and network congregations with tools for spiritual growth, walk alongside them in times of transition, and provide resources for faith formation that lasts a lifetime, from childhood through adulthood.

Salaries and Benefits	\$ 775,077
Canon to the Ordinary	\$ 234,375
Canon for Transitions	\$ 175,620
Canon for Faith Formation	\$ 177,948
Missioner for Youth	\$ 123,929
Vocations Officer (1/2 Time)	\$ 63,205

Compensation for the Canon to the Ordinary, Canon for Transition, Canon for Faith Formation, Youth Missioner, and Vocations Minister, who provide direct support, guidance, and resources to our congregations.



FUNDS USED FOR MINISTRY: LIVING OUR MISSION

III. CONGREGATIONAL MINISTRY & LIFELONG FORMATION

Mission Support

\$455,000

Direct financial support for the ministry and leadership in our mission congregations, ensuring the ongoing presence of the church in strategic and developing communities. This support takes the form of budget assistance and funds set aside for legal expenses, building repairs and maintenance. This is a \$50,000 increase from the 2025 budget. ***The subsidies below are preliminary and subject to change.***



Direct salary subsidies

El Buen Pastor, Redwood City	\$ 60,000
Holy Trinity/Santisima Trinidad, Richmond	\$ 60,000
St James/Santiago, Oakland	\$ 60,000
Holy Child and St. Martin's, Daly City	\$ 60,000
Total:	\$ 240,000



Operational Budget Assistance

Christ Church Sei Ko Kai, SF	\$ 10,000
Church of the Lord, Pinole	\$ 10,000
Good Shepherd, Belmont	\$ 10,000
Good Shepherd, Berkeley	\$ 10,000
Holy Innocents, SF	\$ 10,000
Holy Spirit, Concord	\$ 10,000
Holy Family, Half Moon Bay	\$ 10,000
Redeemer, San Rafael	\$ 10,000
SEA Episcopal, SSF/San Bruno	\$ 10,000
St Alban's, Albany	\$ 10,000
St Anna's, Antioch	\$ 10,000
St. Aidan's, Bolinas	\$ 10,000
St. Columba's, Inverness	\$ 10,000
St. Cyprian's, SF	\$ 10,000
St. Edmund's, Pacifica	\$ 10,000
St. John the Evangelist, SF	\$ 10,000
Trinity + St. Peter's, SF	\$ 10,000
Total:	\$ 170,000



FUNDS USED FOR MINISTRY: LIVING OUR MISSION

III. CONGREGATIONAL MINISTRY & LIFELONG FORMATION

Program Support **\$76,700**

Funds a wide array of programs that directly serve congregations, including: Leadership Formation (vestry & warden training), Congregations in Transition (search committee support), Fresh Start (support for clergy in new calls), Interim Ministry training, and support for clergy of mission congregations.

Campus Ministry **\$83,000**

Supports our vital ministries with students, faculty, and staff at Stanford, UC Berkeley, and SF State, providing a justice-minded, progressive faith community for young adults.

Travel **\$6,000**

Covers travel expenses for the Congregational Ministry and Formation staff to visit congregations, lead trainings, and be present throughout the diocese.

Total Congregational Ministry **\$1,395,777**



FUNDS USED FOR MINISTRY: LIVING OUR MISSION

IV. COMMUNICATIONS & CHURCH GOVERNANCE

This ministry provides the essential infrastructure for our life together, ensuring we can connect, communicate, and govern ourselves effectively, transparently, and inclusively. It is the behind-the-scenes work that holds us together, from managing our digital presence to running our annual Diocesan Convention.

Salaries and Benefits	\$ 293,337
Canon for Communications	\$ 175,517
Comm. Associate	\$ 117,820

Compensation for our two-person communications team, who manage the diocesan website, newsletters, social media, event logistics, and pastoral communications.



Communications Program Expenses **\$20,000**

Covers the cost of our digital platforms, including website hosting and security, email marketing services, and other tools that power our digital ministry.



Diocesan Convention **\$35,000**

Funds our largest annual gathering. This covers A/V production, equipment rental, real-time voting systems, signage, accessibility services, and facility coordination to ensure a smooth, participatory, and inclusive event for all delegates.



Interpretation & Translation **\$25,000**

Ensures that our diocesan gatherings and communications are accessible to all, particularly by providing Spanish-language interpretation and translation.

FUNDS USED FOR MINISTRY: LIVING OUR MISSION

IV. COMMUNICATIONS & CHURCH GOVERNANCE

Commission on Ministry (COM) **\$15,000**

Supports the work of the COM, the diocesan body responsible for supporting all the baptized in the discernment, formation and exercise of their ministries.

Executive Council **\$7,500**

Funds the meetings and work of the Executive Council, which acts as the steward of our diocesan resources and implements the decisions of Convention.

Standing Committee **\$3,000**

Funds the meetings of the Standing Committee, which serves as an advisory council to the bishop and has canonical responsibilities related to congregational property and clergy ordination.

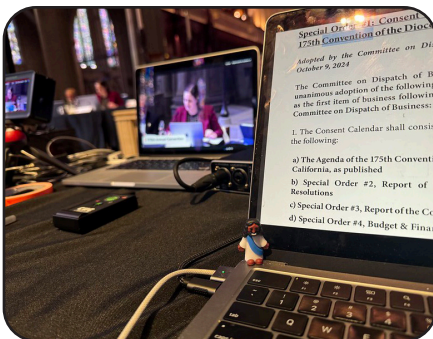
Ordination Process Support **\$4,000**

Designated to support candidates and postulants throughout the ordination process, including psychological evaluations and background checks.

Communications Travel **\$6,000**

Covers travel for Communications staff related to convention planning, travel around the diocese, and continued professional development.

Total Communications & Governance **\$408,837**



FUNDS USED FOR MINISTRY: LIVING OUR MISSION

V. FINANCE & ADMINISTRATION

This is the operational backbone of the diocese, ensuring the faithful and professional stewardship of our financial resources. This department handles accounting, human resources, property management, and IT, providing essential, centralized services that allow congregations and ministries to focus on their mission.

Salary and Benefits	\$ 693,417
Canon for Finance	\$ 225,238
Sr Accountant	\$ 138,158
Payroll and Benefits Coord.	\$ 163,854
Assoc. Finance & Operations	\$ 131,797
Archivist	\$ 6,381
Internal Auditor	\$ 27,989

Compensation for the CFO, accountant, and staff who manage payroll, benefits, accounts payable, estates, facilities, archives, and auditing.



Financial Statement Audit **\$48,500**

The cost of our annual independent financial audit, a key practice of transparency and accountability.



Bank & Payroll Fees **\$199,125**

The direct cost of banking services and payroll processing fees. The diocese underwrites a significant portion of this cost for congregations using our payroll service.



Continuing Ed & Licenses **\$6,000**

Ensures our finance staff remain current with professional standards and certifications.

FUNDS USED FOR MINISTRY: LIVING OUR MISSION

V. FINANCE & ADMINISTRATION



Travel **\$9,000**

Covers travel for finance staff for meetings and training.



Medical Premiums (Retired) **\$15,840**

Provides for the Medicare Supplemental insurance premiums for retired clergy widows. This benefit program was sunsetted and is no longer offered to new retirees.



Diocesan House Maintenance **\$45,000**

The operational cost of maintaining our diocesan headquarters at 1055 Taylor Street, including repairs and upkeep.



Chancellor & Legal **\$125,000**

Retainer for the Chancellor (our diocesan legal officer) and other legal fees required for diocesan and congregational matters.



IT Support & Software **\$140,000**

Covers the cost of our IT infrastructure, including hardware, software licenses, and support services that are essential for modern ministry operations.



Property & Liability Insurance **\$130,000**

Provides for the master insurance policies that cover diocesan properties and liabilities.



Outside Services **\$5,000**

Funds for specialized contract services as needed.



Real Estate Expense **\$25,000**

Expenses associated with managing diocesan properties, including vacant land in Brentwood.

FUNDS USED FOR MINISTRY: LIVING OUR MISSION

V. FINANCE & ADMINISTRATION



Office & Utilities	\$51,400
General office supplies, postage, and utilities for Diocesan House.	

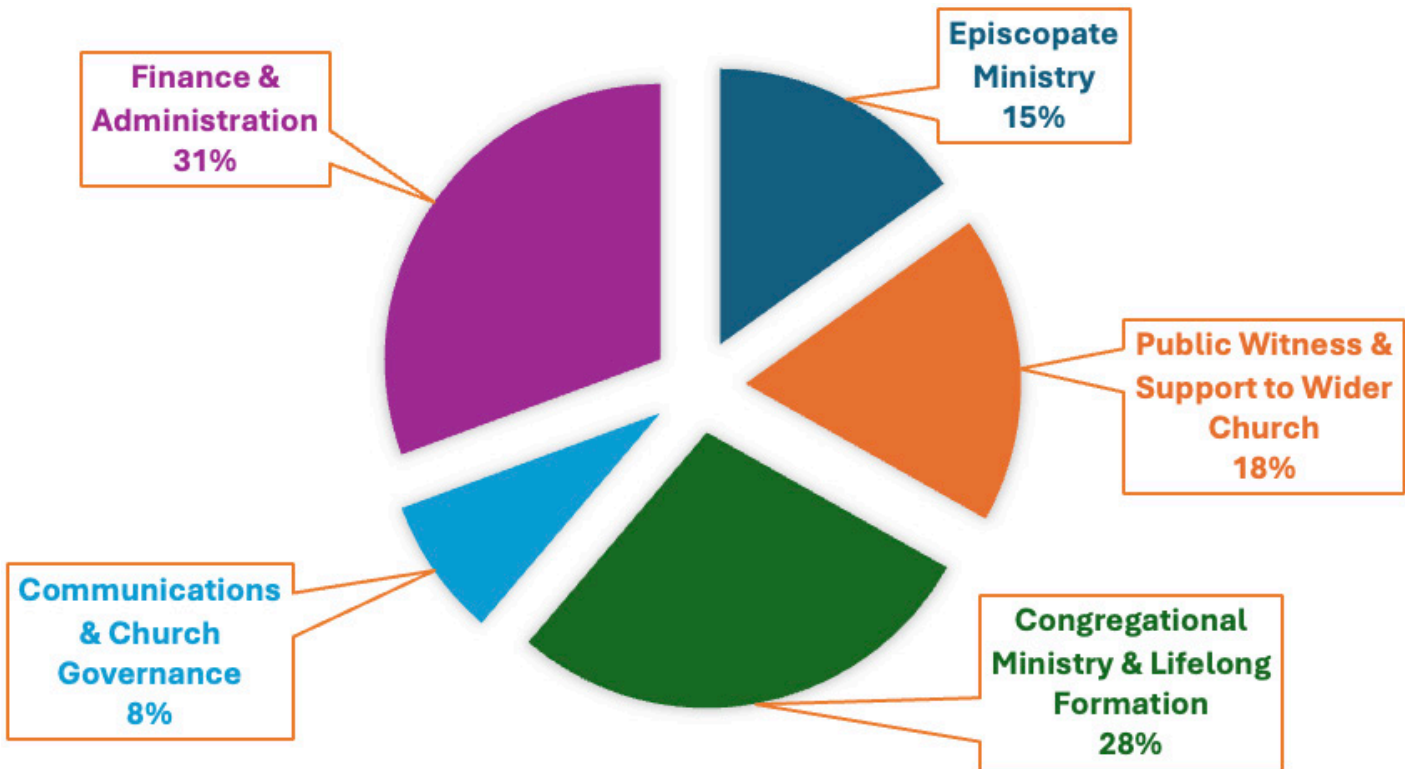
Total Finance & Admin	\$1,493,282
----------------------------------	--------------------

SUMMARY OF MINISTRY RESOURCES

Category	2026
Episcopate	\$ 761,123
Public Witness & Support to Wider Church	\$ 886,531
Congregational Ministry & Lifelong Formation	\$1,395,777
Communications & Church Governance	\$ 408,837
Finance & Administration	\$1,493,282
Total Funds Used for Ministry	\$4,945,550

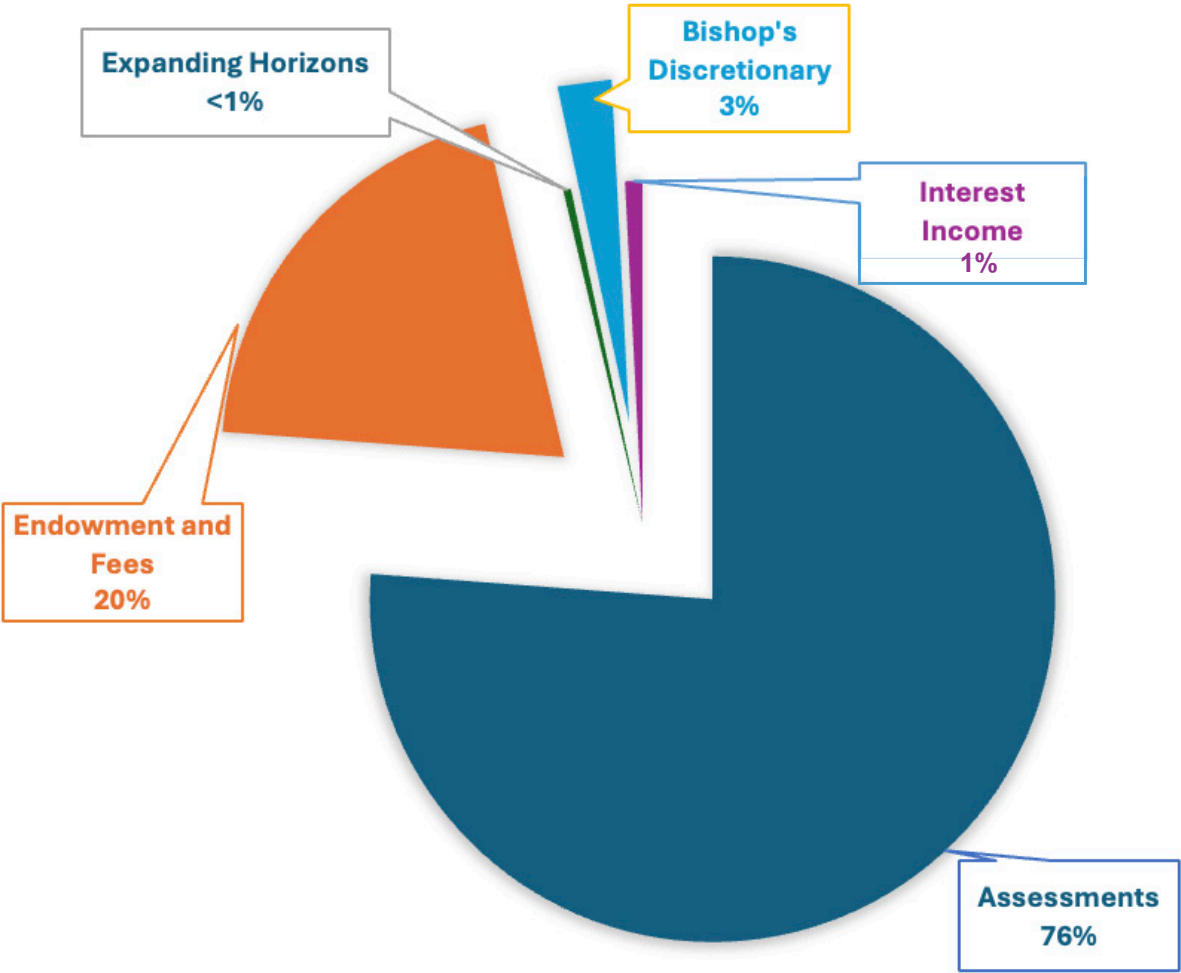
A note about salary and benefit figures

The stated compensation figure represents a total package value that includes a cash stipend, pension, and the diocese’s contribution towards medical insurance, depending on the employee’s selected coverage level (Individual, Individual +1, or Family).



SUMMARY OF MINISTRY RESOURCES

Category	2026
Assessments	\$3,750,000
Endowment & Fees	\$1,015,000
Expanding Horizons	\$ 18,000
Bishop's Discretionary	\$ 125,000
Interest Income	\$ 40,000
Total Sources Provided for Ministry	\$4,948,000



THANK YOU

Many thanks to *Finance Committee* and the *Committee on Program and Budget* for their work on the narrative portions of these resources.

Finance

Brad Barber
Class of 2025

Rev. Debbie Hawkins
Class of 2025

Bruce Deal
Class of 2026

Susan Aley
Class of 2026

Arthur Perkins
Class of 2027

Ex Officio members

Lane Ringlee, Chair
*Treasurer and Finance Committee
Chair*

The Rev. Canon Michele Racusin
CFO

Canon Christopher Hayes
Chancellor

Program and Budget

Rev. Kirsten Spalding, Chair
Marin Deanery

Elizabeth Olson Lennon
Alameda Deanery

Jim Wiant
Contra Costa Deanery

Tish Busselle
Peninsula Deanery

Christine Benson
San Francisco Deanery

Vacant
Southern Alameda Deanery

Finance Committee

Susan Aley
Arthur Perkins
Lane Ringlee