

**The Episcopal Diocese of Hawai`i**  
**2025 Budget Convention Adopted**

2026 – 2027 Forecast

**THE NUMBERS**



As of Oct. 12, 2024

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**BUDGET SUMMARY (in \$)**

	<b>2023 ACTUAL</b>	<b>2024 BUDGET</b>	<b>2025 DRAFT BUDGET 2.1</b>	<b>2026 FORECAST</b>	<b>2027 FORECAST</b>
<b>TOTAL INCOME</b>	<b>2,406,267</b>	<b>2,572,243</b>	<b>2,627,822</b>	<b>2,551,800</b>	<b>2,598,891</b>
<b><u>Expenses</u></b>					
Ministry and Mission	500,266	718,149	663,525	638,908	635,158
Diocesan Organization	1,824,167	1,722,359	1,907,297	1,960,500	1,974,600
Transfers to Reserves	110,500	131,735	57,000	138,400	108,400
<b>TOTAL EXPENSES</b>	<b>2,434,933</b>	<b>2,572,243</b>	<b>2,627,822</b>	<b>2,737,808</b>	<b>2,718,158</b>
<b>SURPLUS / (DEFICIT)</b>	<b>(28,666)</b>	<b>-</b>	<b>-</b>	<b>(186,008)</b>	<b>(119,267)</b>

**Note:**

		<b>TOTAL INCOME (in \$)</b>				
		<b>2023 ACTUAL</b>	<b>2024 BUDGET</b>	<b>2025 DRAFT BUDGET 2.1</b>	<b>2026 FORECAST</b>	<b>2027 FORECAST</b>
<b>Income</b>						
<i>Rate</i>		<b>17%</b>	<b>16.5%</b>	<b>16.5%</b>	<b>16.50%</b>	<b>16.50%</b>
1 a	Assessments	1,329,410	1,448,939	1,552,563	1,470,100	1,499,500
<b>Investment Income</b>		<b>4.50%</b>	<b>4.50%</b>	<b>4.50%</b>	<b>4.00%</b>	<b>4.00%</b>
<i>Endowment Funds - Restricted</i>						
Portfolio (Restricted)						
1 c	Episcopate Endowment Fund (Expense Lines 8a - 8g)	195,444	197,000	190,000	189,120	192,902
1 d	Hanchett Memorial Mission Fund (Expense Line 3a)	3,199	3,300	3,200	3,168	3,231
1 e	Hawaiian Church Chronicle (Expense Line 9j)	871	900	900	864	881
1 f	Clergy Continuing Education Fund (Expense Line 6b)	35,730	40,000	40,000	40,800	41,600
1 g	MacCray Fund (Council Restricted) (Expense Line 4d)	-	60,000	60,000	60,000	60,000
1 h	Harry & Katherine Kennedy Memorial Fund (Council Restricted)	-	2,892	2,900	3,000	3,100
1 i	Mission Fund (Council Restricted)	-	3,247	3,300	3,400	3,500
<i>Endowment Funds - Unrestricted</i>						
St. George's Endowment Fund (Unrestricted)		182,644	-	-		
1 j	Portfolio (Unrestricted)	368,194	371,300	358,200	356,448	363,577
Total Endowment Fund Income		786,082	678,639	658,500	656,800	668,791
<i>Trust Funds</i>						
1 k	Catton Fund (Restricted)	15,620	16,000	16,000	16,300	16,600
1 l	Parke Trust (Unrestricted)	49,622	50,000	50,000	51,000	52,000
1 m	Prisanlee Fund (Unrestricted)	26,868	26,800	26,800	27,300	27,800
1 n	Valvon Fund (Unrestricted)	21,000	20,000	20,000	20,400	20,800
Total Trust Funds Income		113,110	112,800	112,800	115,000	117,200
Total Investment Income		899,192	791,439	771,300	771,800	785,991
<b>Rentals</b>						
1 o	Parking	113,565	116,800	115,886	120,600	123,800
Total Rentals		113,565	116,800	115,886	120,600	123,800
<b>Other Income</b>						
1 p	Interest	22,435	18,000	16,000	16,300	16,600
1 q	Miscellaneous	10,144	3,000	3,000	3,000	3,000
Total Other Income		32,579	21,000	19,000	19,300	19,600
<b>Transfers from Reserves</b>						
1 r	Ministry Training	-	4,765	-	-	-
1 s	Rest. Donation Waiolaihui'ia Center for Ministry (Expense Line 6e)	31,521	25,000	5,000	5,000	5,000
1 t	Bishops Emergency Fund (Expense Line 7a)	-	-	20,000	15,000	15,000
1 u	Episcopal Charities	-	14,300	-	-	-
1 v	Prior years' Surplus	-	-	-	-	-
1 w	Special Maui Donation (Expense Lines 5F-5i)	-	150,000	144,073	150,000	150,000
Total Transfers from Reserves		31,521	194,065	169,073	170,000	170,000
<b>GRAND TOTAL INCOME</b>		<b>2,406,267</b>	<b>2,572,243</b>	<b>2,627,822</b>	<b>2,551,800</b>	<b>2,598,891</b>

**MINISTRY AND MISSION (IN \$)**

	2023 ACTUAL	2024 BUDGET	2025 DRAFT BUDGET 2.1	2026 FORECAST	2027 FORECAST
<b>DIOCESAN INITIATIVES</b>					
2 a	-	2,000	500	500	500
2 b	10,500	10,500	10,500	10,700	10,900
2 c	82	500	500	500	500
2 d	-	5,000	2,500	2,500	2,500
2 e	-	-	-	-	-
2 f	-	3,500	5,000	5,100	5,200
2 g	-	1,200	1,200	1,248	1,298
2 h	-	-	10,000	-	-
Subtotal	10,582	22,700	30,200	20,548	20,898
<b>SUPPORT FOR CONGREGATIONS</b>					
3 a	78,750	75,000	75,000	75,000	75,000
3 b	699	1,000	1,000	1,000	1,000
3 c	15,603	9,000	9,000	9,200	9,400
3 d	128,600	115,700	104,100	93,700	84,300
Subtotal	223,652	200,700	189,100	178,900	169,700
<b>DISCIPLESHP</b>					
4 a	73,500	73,000	73,000	73,000	73,000
4 b	35,046	10,000	10,000	10,200	10,400
4 c	-	2,500	2,500	2,600	2,700
4 d	-	60,000	60,000	60,000	60,000
Subtotal	108,546	145,500	145,500	145,800	146,100
<b>OUTREACH AND JUSTICE</b>					
5 a	5,250	6,250	500	500	500
5 b	2,000	2,000	2,000	2,000	2,000
5 c	19,635	24,000	25,080	25,600	26,100
5 d	3,828	4,320	4,514	4,600	4,700
5 e	4,732	8,000	7,000	7,100	7,200
5 f	-	90,000	65,000	66,300	67,600
5 g	-	-	32,600	33,300	34,000
5 h	-	60,000	26,904	27,400	27,900
5 i	-	-	9,760	9,960	10,160
Subtotal	35,445	194,570	173,358	176,760	180,160
<b>MINISTRY DEVELOPMENT</b>					
6 a	10,689	20,000	20,000	20,400	20,800
6 b	35,730	40,000	40,000	40,800	41,600
6 c	6,823	10,000	10,000	10,200	10,400
6 d	-	500	500	500	500
6 e	31,866	25,000	21,200	25,000	25,000
6 f	23,288	22,840	-	-	-
6 g	11,412	12,228	-	-	-
6 h	2,233	4,111	-	-	-
Subtotal	122,041	134,679	91,700	96,900	98,300
<b>OTHER</b>					
7 a	-	20,000	33,667	20,000	20,000
Subtotal	-	20,000	33,667	20,000	20,000
<b>TOTAL DIRECT MINISTRY AND MISSION</b>	<b>500,266</b>	<b>718,149</b>	<b>663,525</b>	<b>638,908</b>	<b>635,158</b>

**DIOCESAN ORGANIZATION (IN \$)**

	2023 ACTUAL	2024 BUDGET	2025 DRAFT BUDGET 2.1	2026 FORECAST	2027 FORECAST	
<b>EPISCOPATE</b>						
8 a	Bishop (Includes SECA) (Income Line 1c)	194,625	200,460	209,480	213,700	218,000
8 b	Health Insurance (Income Line 1c)	22,812	24,408	26,904	27,400	27,900
8 c	Pension/Retirement Contribution (Income Line 1c)	37,951	36,083	37,706	38,500	39,300
8 d	Hospitality (Income Line 1c)	8,572	10,000	10,000	10,200	10,400
8 e	Board Responsibilities (Income line 1c)	-	8,000	8,000	8,200	8,400
8 f	Key Person Insurance (Income Line 1c)	372	500	500	500	500
8 g	Travel & Continuing Education (Income Line 1c)	34,984	23,100	23,100	23,600	24,100
	<b>Subtotal</b>	<b>299,316</b>	<b>302,551</b>	<b>315,690</b>	<b>322,100</b>	<b>328,600</b>
<b>DIOCESAN SUPPORT CENTER STAFF</b>						
9 a	Executive Assistant to the Bishop	76,878	53,560	69,970	71,400	72,800
9 b	Canon to the Bishop (includes SECA)	120,503	124,120	129,710	132,300	134,900
9 c	Canon for Ministry Formation (10 hrs / .25 FTE)	-	-	28,020	28,600	29,200
9 d	Controller	85,000	87,550	86,590	88,300	90,100
9 e	Financial Support Administrator (32 hrs / .8 FTE)	38,943	38,800	-	-	-
9 f	Accountant	-	-	64,480	65,800	67,100
9 g	Financial Review Assistant (25 hrs / .625 FTE)	36,512	34,500	36,020	36,700	37,400
9 h	Accounting Support	26,116	-	-	-	-
9 i	Operations Manager	69,529	71,620	74,840	76,300	77,800
9 j	Office Support (18.0 hours / .45 FTE)	16,431	19,100	19,960	20,400	20,800
9 k	Operations Support Assistant (20 hrs / .5 FTE)	28,694	26,500	25,820	26,300	26,800
9 l	Creative Communications Specialist (Income line 1e)	48,000	49,440	51,660	52,700	53,800
9 m	Archivist (4 hrs / .1 FTE)	5,317	12,400	12,910	13,200	13,500
9 n	Health Insurance (employees this section)	81,452	97,800	94,260	96,100	98,000
9 o	Pension/Retirement Contribution (employees this section)	58,199	58,539	66,747	68,100	69,500
9 p	Employment Taxes & Insurance (all employees)	43,830	42,129	56,920	58,100	59,300
	<b>Subtotal</b>	<b>735,404</b>	<b>716,058</b>	<b>817,907</b>	<b>834,300</b>	<b>851,000</b>
<b>DIOCESAN EXPENSES</b>						
10 a	Archives	2,904	1,000	1,000	1,000	1,000
10 b	Audit Expenses - Diocese	33,212	45,000	48,000	49,000	50,000
10 c	Chancellor's Expenses	-	2,000	2,000	2,000	2,000
10 d	CPA/Accounting Contract Services	-	11,400	24,000	24,500	25,000
10 e	Diocesan Convention	5,212	20,000	20,000	35,000	20,000
10 f	Diocesan Office Cleaning Expenses	5,903	8,600	8,600	8,800	9,000
10 g	Directors & Officers Insurance	6,440	7,000	8,400	8,600	8,800
10 h	Legal & Related Expenses for Diocese	50,000	50,000	50,000	51,000	52,000
10 i	Administrative Expenses	54,312	53,550	55,000	56,100	57,200
10 j	Post-Retirement Benefits	15,620	16,000	16,000	16,300	16,600
10 k	Staff Continuing Education	1,169	4,000	4,000	4,100	4,200
10 l	Storage	12,075	11,300	13,500	13,800	14,100
10 m	Technology Support	18,561	35,400	25,400	25,900	26,400
	<b>Subtotal</b>	<b>205,408</b>	<b>265,250</b>	<b>275,900</b>	<b>296,100</b>	<b>286,300</b>
<b>DIOCESAN PROPERTY AND BUILDING EXPENSES</b>						
11 a	Security Shared with the Queen Emma Square	17,600	17,600	20,000	20,400	20,800
11 b	Shared Cathedral Expenses	28,900	28,900	28,900	29,500	30,100
11 c	Property - Diocese	185,617	24,000	28,800	29,400	30,000
11 d	Property Taxes - Grounds & Parking	14,615	20,000	24,000	24,500	25,000
11 e	Kapolei Land Expenses	18,786	20,000	20,000	20,400	20,800
	<b>Subtotal</b>	<b>265,518</b>	<b>110,500</b>	<b>121,700</b>	<b>124,200</b>	<b>126,700</b>

	2023 ACTUAL	2024 BUDGET	2025 DRAFT BUDGET 2.1	2026 FORECAST	2027 FORECAST	
<b>TRAVEL</b>						
12 a	Governance Groups Travel	(348)	5,000	10,400	10,600	10,800
12 b	Staff Travel	13,469	35,000	45,000	45,000	38,000
		13,121	40,000	55,400	55,600	48,800
<b>EPISCOPAL QUOTAS</b>						
13 a	The Episcopal Church Quota (Assessment)	302,300	285,100	317,800	325,000	330,000
13 b	Province VIII Quota	3,100	2,900	2,900	3,200	3,200
	Subtotal	305,400	288,000	320,700	328,200	333,200
<b>TOTAL DIOCESAN ORGANIZATION</b>						
		1,824,167	1,722,359	1,907,297	1,960,500	1,974,600

**DIOCESAN TRANSFERS (IN \$)**

	2023 ACTUAL	2024 BUDGET	2025 DRAFT BUDGET 2.1	2026 FORECAST	2027 FORECAST	
<b>TRANSFERS TO RESERVE ACCOUNTS</b>						
14 a	EYE Travel Reserve Fund	100	10,000	5,000	6,000	6,000
14 b	Bishop's General Convention Travel Reserve Fund	2,400	3,000	3,000	2,400	2,400
14 c	General Convention Deputy Support Reserve Fund	16,000	20,000	15,000	20,000	20,000
14 d	Lambeth Conference Travel Reserve Fund	1,000	5,000	4,000	5,000	5,000
14 e	Future Bishops' Transition Reserve Fund	10,000	32,735	-	50,000	20,000
14 f	Memorial Building Capital Reserve Fund	36,000	36,000	20,000	30,000	30,000
14 g	Diocese Capital Expenditure Reserve Fund	20,000	-	-	-	-
14 h	Curacy Support Reserve Fund	20,000	20,000	10,000	20,000	20,000
14 i	DSC Staff Sabbatical Reserve Fund	5,000	5,000	-	5,000	5,000
	Subtotal	110,500	131,735	57,000	138,400	108,400
<b>TOTAL TRANSFERS TO RESERVE ACCOUNTS</b>						
		110,500	131,735	57,000	138,400	108,400

**DIOCESAN EXPENSE SUMMARY (IN \$)**

	2023 ACTUAL	2024 BUDGET	2025 DRAFT BUDGET 2.1	2026 FORECAST	2027 FORECAST	
<b>Expenses</b>						
	Direct Ministry and Mission	500,266	718,149	663,525	638,908	635,158
	Diocesan Organization	1,824,167	1,722,359	1,907,297	1,960,500	1,974,600
	Transfers to Reserves	110,500	131,735	57,000	138,400	108,400
<b>TOTAL EXPENSES</b>						
		2,434,933	2,572,243	2,627,822	2,737,808	2,718,158