

# 2026 Narrative Budget

C.1 Fall Recommended



## Following the Way of Jesus



*The Episcopal Diocese of Olympia*  
The Episcopal Church in Western Washington



# DIOCESE OF OLYMPIA FOCUS AREAS



*Following  
the Way of* **Jesus** *with*

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# *The Episcopal Diocese of Olympia*

*The Episcopal Church in Western Washington*

## A LETTER FROM THE BISHOP

Dear Cherished Friends in the Diocese of Olympia,

Budgets are moral documents.

We all know this, of course, even if we've never heard it described that way before. Budgets show what is important to us; they indicate what we choose to spend our resources on. And so they say something about us as individuals, or as organizations, or even as companies or governments. If you want to see what someone stands for, take a look at their financial ledger.

As it is with us as a Diocese. These past few years, our budget and finance team of Diocesan Council have been working hard to gain clarity on what they've heard from the people in our Diocese through the discernment process and other surveys, and reflecting the primary goals articulated by the whole of Diocesan Council. These include multicultural ministries, congregational development, and creation care.

Having been with you for a year now, I've heard these same priorities articulated in the visits I've made and in conversations with leaders throughout our Diocese. The centerpiece of these is discipleship, how we faithfully serve as apprentices of Jesus in this particular time and place. To visually represent all these priorities, we have developed a mission framework that includes overlapping areas of Beloved Community, Congregational Development, and Creation Justice all centered around Discipleship. All of this is then enclosed in a larger circle encompassing the need for Stewardship of our Mission and Infrastructure.

This budget passed by our Diocesan Council reflects these core priorities. It's a recognition that we are leaning into this mission that has been bubbling up among us. And it also is reflective of our continual movement toward what Robin Wall Kimmerer





# *The Episcopal Diocese of Olympia*

*The Episcopal Church in Western Washington*

## A LETTER FROM THE BISHOP

calls “the gift economy.” She writes, “In a gift economy, wealth is understood as having enough to share, and the practice for dealing with abundance is to give it away. In fact, status is determined not by how much one accumulates, but by how much one gives away. The currency in a gift economy is relationship, which is expressed as gratitude, as interdependence and the ongoing cycles of reciprocity. A gift economy nurtures the community bonds that enhance mutual well-being; the economic unit is ‘we’ rather than ‘I,’ as all flourishing is mutual.” One of the things that is most striking to me about our budget this year is that over 18% of the monies we will be stewarding are going out to our congregations in the form of grants to assist in local ministry, grants which support and expand the missional priorities of our Diocese. We are all collectively in this work together.

Because we need each other. From the largest of our congregations to our small and mighty mission stations. We cannot go it alone. That is the call of discipleship as well, to be in relationship with God, each other, and the natural world. Jesus invites us to deepen those connections by following his way.

I am so appreciative of the hard work of Heather Irwin and Robert Stevens, Co-Chairs of the Budget and Finance Committee this year, and the other members of the Committee as well. Heather and Robert had the gift of Canon Cristi Chapman guiding them as the previous chair and in her new role as Canon to the Ordinary, for which I am grateful as well. I am humbled and reminded that in this call as your bishop, I need others to help me accomplish what the Spirit is inviting all of us into. We are dependent on each other.

So please read through this narrative budget and the stories sprinkled throughout. It is a reflection of what we cherish most fully, and it is, I believe, a reflection of our values as disciples of Jesus. It’s an honor to serve alongside you in Western Washington.

Faithfully,

A handwritten signature in blue ink, appearing to read "Phil", is located below the word "Faithfully,".



# 2026 BUDGET LETTER

*from* THE BUDGET & FINANCE COMMITTEE, DIOCESAN COUNCIL

## **Rationale for the Recommended 2026 Annual Operating Budget for the Diocese of Olympia**

Dear people of the Diocese of Olympia,

As I am writing this, it is still a sunny and warm summer day, but I also notice the changes from earlier in the summer. The dark-eyed junco nest outside my office window is now empty, and the mint planted nearby is established enough that its scent travels inside. The weather forecast is predicting an atmospheric river this weekend. Things feel familiar but are slowly shifting. Those who have mentored me in the Christian faith have always said that times of change are excellent times for prayer. One place I have found prayerful work is in the creation of this budget. Much has changed in the Diocese over the past year. We consecrated a new bishop! Diocesan Council is meeting more frequently to give their input into the direction of the Diocese. The diocesan treasurer, Jim Beckwith, started a well-deserved retirement, and we welcomed Ed Barton on board.

Diocesan staff and Diocesan Council's Budget and Finance committee met in the spring for a budget retreat, where we collectively dreamed big for the Diocese. We specifically approached our work by acknowledging the abundance of the gifts freely given to us by God, rather than from a perspective of scarcity. We also recognized the need to be good stewards with the financial resources of the Diocese. The work we are called to do and the new missional framework that is discipleship-centered for all ages underpinned the entire budgeting process. This resulted in several draft budgets for the Budget and Finance committee and the whole Diocesan Council to provide feedback.

We believe the 2026 budget is one that will faithfully support the mission and ministry of the Diocese as outlined in the diagram on page 2. At the heart of that mission is our call to be faithful disciples of Jesus. From that discipleship flows a focus on beloved community, congregational development, creation justice, and stewardship of the mission and infrastructure of the Diocese.

# 2026 BUDGET LETTER

*(continued)*

The Diocesan Council is discerning what work is best done by congregations and what work is best done on the diocesan level. It is worth noting, and for which we are grateful, that congregations across the Diocese have consistently made their assessment payments, enabling us to establish a predictable budget.

I wish to thank diocesan staff for their skill and dedication to ministry across Western Washington and for their attention to detail in managing expenses. I also want to thank Diocesan Council for their time and thoughts on the budget process. Finally, many thanks go to my fellow members of the Budget and Finance committee for their insight, commitment, and honesty. The membership includes:

**Ed Barton, Diocesan Treasurer**

**The Rev. Canon Cristi Chapman, Canon to the Ordinary**

**The Rev. Josh Hosler**

**Heather Irwin, Co-chair, Budget and Finance Committee**

**The Rev. Courtney Jones**

**The Rev. Malcolm McLaurin**

**Canon Dede Moore, Canon for Human Resources, Governance, and Convention**

**The Rev. Canon Carla Robinson, Canon for Multicultural Ministries and  
Community Transformation**

**The Rev. Robert Stevens, Co-chair, Budget and Finance Committee**

**Canon Charles Thorne, Canon for Finance**

I look forward to seeing what the next year of ministry holds across this Diocese!

With prayers of thanksgiving for each one of you,

**Heather Irwin**

Co-chair, Budget and Finance Committee

Holy Cross, Redmond

August 14, 2025





## Following the Way of Jesus with

## DISCIPLESHIP

*As a Diocese, we yearn to be faithful followers of Jesus who are responsive to the call of Holy Spirit in this time and place. We do that by cultivating practices that nourish our souls and draw us closer to Jesus in every aspect of life. We make space for rest and renewal, prayer, and sharing the stories of our faith. We engage in lifelong education and exploration in following the way of Jesus.*



- **Camp Huston:** Our Episcopal summer camp and conference center in the Cascade foothills, about an hour east of Seattle, WA. Everyone has different things that draw them to Camp Huston. For conference guests, the meeting spaces are cozy and welcoming, while summer campers love the outdoor heated pool. Summer camp parents leave outstanding reviews of our program, and their campers often return as staff. The staff loves what they do, and they hope to see you at camp sometime soon!
- **Clergy Wellness:** Recognizing that healthy clergy are paramount for healthy congregations, we provide clergy with opportunities for spiritual formation, collaborative relationship building, rest and renewal through offerings like the annual clergy conference, retreat days, and colleague groups.
- **Curate Residency:** We offer a two-year curacy program for newly ordained, seminary-trained priests who have been raised up from within the Diocese of Olympia. Curates are placed in congregations that have well-qualified clergy mentors and where the curacy experience will be fruitful for both the new priest and the congregation. The diocesan budget provides half of the compensation package for the new curate, and congregations provide the remaining funding.



- **Campus Ministry:** Diocesan-funded chaplains provide leadership at two colleges in the Diocese of Olympia: Western Washington University in Bellingham and the University of Washington, Seattle. Students from all denominations, backgrounds, ethnicities, and sexualities





- **Diocesan Resource Center:** We maintain a lending library with circulating and reference materials that support the vision, initiatives, congregational work, and growth in faith of clergy and lay people in our Diocese. These materials include books on the reading lists of the College for Congregational Development, the Iona Olympia School, and Education for Ministry. Our online catalog and the option of books by mail increase access.
- **Education for Ministry (EfM):** Through our yearly contract with Sewanee (University of the South), we are part of the international EfM network, coordinated in this Diocese by a trained volunteer who serves as the liaison between the program and groups in local congregations. These groups are led by mentors who are required to renew their training frequently, either by Zoom or in person by a Sewanee-trained instructor, and the coordinator handles the logistics of the in-person training as well as communication with diocesan groups.



- **First Start and Support to Interims and Priests-in-Charge:** We offer basic training and ongoing support for newly ordained clergy, interim clergy, and clergy serving as priests-in-charge. That support

includes Zoom gatherings where clergy reflect on their ministry, specific situations they have encountered in ministry, and offering one another support and feedback.

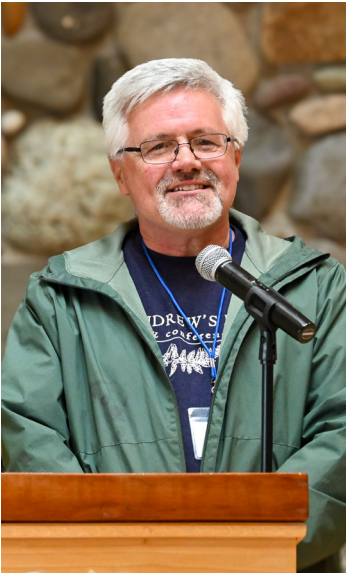
- **Iona Olympia School:** The Iona School provides theological education and spiritual formation to enhance discipleship in the Diocese of Olympia. We train people for effective spiritual leadership, through a



comprehensive academic curriculum in scripture, tradition, and theology—including Christian foundations for celebrating diversity and fostering creation care—as well as through the development of practical skills essential for lives of sacrament and service.

**In 2026, the Iona School is expanding its curriculum for lay member development through a recent grant from the Seminary of the Southwest.** This new track will include offerings designed to develop the gifts of the lay order, in such areas as preaching, pastoral care, and congregational leadership.



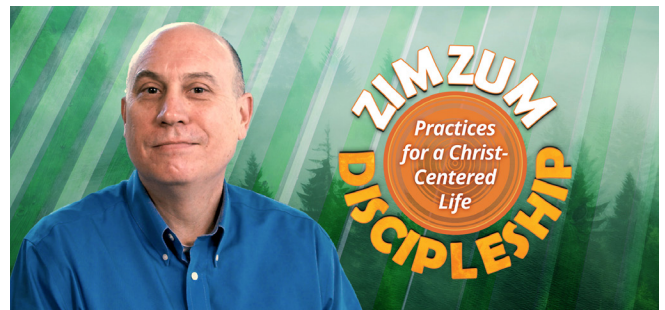


- **Diocesan-Wide Confirmation Series:** We offer our online confirmation series focused on living as disciples of Jesus in the context of the Episcopal Church focusing on our incarnational theology of word and sacrament, culminating with confirmation, reception, or reaffirmation of baptismal vows at Cathedra Day.
- **Sacred Waters:** Sacred Waters—formerly St. Andrew's House combined with a significant expansion into

Guided by the great love which holds us all, the soft pulse of tree roots, and the quiet tides that move through stillness and wild spaces, we offer inclusive welcome and a warm bowl of soup, remembering that when what is hard meets what is holy, healing flows outward into the world.



the former Harmony Hill property—is an affirming interspiritual call to rest and human-ecological renewal. We are at home in our common union, honoring our inherent wholeness, and unfolding together within the practice of tenderness.



- **Zimzum Discipleship:** Centered on the call to make space for discipleship in our busy lives, Bishop LaBelle is leading a new three-year diocesan-wide offering that invites people to explore, reflect on, and practice spiritual disciplines that are at the heart of faithful discipleship. Bishop Phil will offer 6 videos each year along with four reflective study guides for gatherings in congregations, vestries, or across our Diocese.





## Camp Huston

Summer Camp 2025 at Camp Huston was an unforgettable experience, filled with gratitude, joy, and wonder. Our new Program Director, Rachel Gilliam, introduced fresh games and activities that enriched the lives of both campers and staff. The summer kicked off with Counselor Training (CT), a leadership program for rising 10th graders and summer staff, equipping them with essential skills like conflict management, problem-solving, and communication within a faith-based environment.

The rest of the summer was a whirlwind of Discovery Camps, Horse Camps, and Mini Camp, each offering unique opportunities for self-discovery, friendship-building, and appreciation of nature within a Christian community. Discovery Groups engaged in team-building initiatives, field games, community activities, and Chapel planning sessions. Chapel sessions were vibrant, featuring skits based on scripture readings, activities, and songs. Campers enjoyed chaplain time, swimming, archery, 9-Square, water games, arts & crafts, tie-dye, hiking, campfire songs, campouts, cookouts, and reflection times.

A new progression-style activity block allowed campers to choose activities during the first hour of Activity Time, focusing on skill development. Options included birdhouse making, water polo, fashion design & sewing using recycled materials, and Pickleball on our new court. Archery participants crafted targets, shot balloons, and competed in an archery contest. Kite making was a creative endeavor where campers designed and built their own kites. The Basketball Clinic offered drills and three-on-three games to enhance skills.

Mini Camp was a delightful experience, where campers learned about the Camp Huston gnomes, wrote letters, and explored the "gnomish" language.

They spent a night camping on Olympic Field and participated in the annual blessing of stuffed animals. Horse campers practiced horse care and basic riding skills, with advanced campers engaging in barrel and pole practice, trotting, and loping.



Craft Camp, exclusively for adults, combined crafting with traditional summer camp activities like archery, swimming, and tie-dyeing. Evenings were filled with Compline, campfires, and sing-alongs, offering relaxation and engagement in camp traditions.

Summer Camp wouldn't have been possible without the dedication of our Nurses Janet Neice, Alexia Bonkowski, Katy Laswell, EMT Aspen Perry, and assistant Miach Bonkowski, who ensured the health and wellbeing of both campers and staff. We also extend our heartfelt thanks to The Rev. Malcolm McLaurin, The Rev. Elise Johnstone, The Rev. Donna Greene, The Rev. Michael Ryan, and The Rev. Craig Vocolka for their exceptional spiritual guidance as Chaplains.

One of the most touching moments of the summer was witnessing a profound act of kindness. A camper, struggling to connect with his discovery group due to autism and ADHD, was approached by a concerned girl named Janey. She softly asked a counselor if Johnny, the camper, had autism, revealing her own diagnosis and her desire to befriend him. The counselor, moved to tears, encouraged Janey, who then ran off to play with Johnny. This moment, an Aha Moment, beautifully illustrated the love of God and the acceptance that camp fosters, allowing kids to be themselves and be loved just as they are.







### Iona School



When I look back on my three years in the Iona Olympia School, what I feel most deeply is gratitude. Iona was more than a curriculum. It was a community of prayer, study, and formation that has shaped me into the deacon I am becoming in Christ.



The support I received from my Dean, Dr. Mirabella Maeve Wyatt, and my cohorts was essential throughout. They prayed with me, pushed me to go deeper, and reminded me to stay faithful to Jesus when the path felt uncertain. When the work was heavy, their steady presence helped me keep going. Because of them, I found the courage to speak with my own voice in ministry. I also discovered how much I could give back—through prayer, encouragement, and listening well. We carried each other, and that sense of shared formation shaped me as much as any class.



What Iona gave me was not just education, but transformation in Christ. It grounded me in prayer, gave me companions for the journey, exposed me to diverse voices,

supported me in field education and clinical training, and equipped me with the skills of leadership, preaching, and pastoral presence. Most importantly, the hybrid model allowed me to live this formation while also prioritizing my family, which was an invaluable gift. Iona has shaped me into the deacon I am becoming, one who is ready to live out missional ministry and stand in challenging places with humility and hope. For this, I will always be grateful.

*-The Rev. Laura Meyers*







## Diocesan Resource Center

Sue Tait has served as our diocesan librarian since 2006, and every year she sees countless individuals and church communities engaging with our resource center to enrich their spiritual lives.

Only recently, Sue was visited by a woman who spent several hours researching prayers to use in her own funeral service as she develops an end-of-life plan. Sue loaned a collection of books on disability to Saint Mark's Cathedral for their recent ministry fair.

One church in the Diocese, which until recently did not have any young children as part of its congregation, reached out with a request for books and, if possible, a curriculum for teaching young children about the Eucharist, as they have recently had young families start attending.

These are just a few of the many stories Sue sees each week in her work in the diocesan resource center, serving the people and churches of our Diocese.







## Sacred Waters

Months before a generous donor would gift the resources to purchase the former Harmony Hill property for the Diocese of Olympia, a group gathered at D-House to ask, “What if the Diocese of Olympia acquired the property adjacent to St Andrew’s House?”

They came that day from a wide swath of communities: cancer survivors and fans of Harmony Hill, St. Andrew’s House staff, health practitioners, people from the Circles of Color, Mason County locals, Seattle locals, and people from all over the region, religious leaders, lay people, members of the bishop’s staff, and more. Over the course of the day, people shared stories and dreams, hopes and fears, challenges and opportunities. Together they laughed and cried, held silence and spoke, prayed and listened.

When the day was over, that group of 20 people looked at the work they had done, and were pleased. It was clear that the Spirit of God was in the house. They had sketched out the core ideas that would become Sacred Waters: A place (and more than a place) to expand our missional capacity and deepen our commitment to healing and wholeness, racial equity and creation care.

As Sacred Waters started in collaboration, we have developed a model for leadership that seeks to embody the same spirit. We seek authentic partnerships with a multiplicity of communities. And you are invited to “come to the waters,” be refreshed and renewed.





## Zimzum Gathering at Church of the Ascension



The Episcopal  
Church of the  
Ascension



Church of the Ascension hosts a monthly hybrid (Zoom) Zimzum gathering for our Ascension community and participants across the Diocese. We check in on

personal practices, watch and discuss Bishop Phil LaBelle's video messages, and share experiences; core components of our Zimzum journey. Our practical application of the resources provided on the diocesan website transforms abstract theological concepts into concrete, lived experience. Zimzum prepares the ground for us to establish a rule of life - to "pray without ceasing," make regular appointments with God, to keep Sabbath, and to discover delight in seeking a closer relationship with the one we all follow: Jesus.



*The intentionality of our individual public commitments is immensely appealing and helps me stay focused on the vitality of daily engagement with the good news.*



*In our monthly group meetings, we have the opportunity to listen to fellow pilgrims share their own struggles and triumphs on the way, which is both deeply inspiring for and enriching to my own spiritual journey.*



*I wonder if we are not unlike the early Christian communities - committed to Christ and to one another.*



*I am so grateful for Ascension's gracious offer to provide a hybrid meeting so single members from other churches could join its members' sharing and discussion of Zimzum materials. This has given me a stronger commitment to deeper contemplation in the hopes of greater understanding, which, in turn, is enhancing my personal evolution of living a more God-filled life.*







## Following the Way of Jesus in

## BELOVED COMMUNITY

*Our Diocese is committed to Becoming Beloved Community by engaging in work that supports multicultural ministries and advances racial justice. We also joyfully partner with many other ministries in our Diocese, including those that work for climate justice and for the full inclusion of our GLBTQIA2S+ and disabled siblings. Cross-diocesan partnerships with the Iona School, the College for Congregational Development, Sacred Waters, and others have ensured support and continued leadership development for people of color and allies in this liberating work.*



- **Developing the Whole:** We engage our whole Diocese in becoming a more inclusive faith community. We walk alongside congregations to help them build justice-oriented relationships with their community and land. We work with our governing bodies as they exercise their diocesan leadership. We are in ongoing conversation with our bishop and his staff as they engage in their daily work.
- **Ethnic Ministries Circles of Color:** These mutually supportive communities

for resource sharing, networking, personal support, addressing issues of racism,



encouraging leadership development among our people of color church communities, and connecting people of color with what they need emotionally and spiritually to be who God is calling them to be. The Circles communities include Full Circle; Clergy of Color Circle; Indigenous Circle; Black African Circle; AAPI Circle; Latino Circulo; and Allies Circle.

- **Ethnic Congregations:** We provide guidance and operational assistance for the 13 congregations and communities with an ethnic or multicultural identity in our Diocese.
- **Wider Connections:** We engage with communities beyond our Diocese on issues of racial justice, reconciliation, and healing—with special attention to intersectional justice areas (environmental/ climate, gender and sexuality, disability,







civic engagement). Our partnership with Sacred Waters is an important aspect of this work also.

- **Communication:** We share the good news of how the Beloved Community is growing in the Diocese of Olympia through our regular email newsletter and our social media presence.
- **Ministry Support:** We provide support and ongoing formation for BIPOC (Black, Indigenous & People of Color) clergy in the Diocese of Olympia leading ethnic congregations through The Rev. Canon Jerry Shigaki BIPOC Ministry Fund and The Father Richard Younge Curacy Fund. We support congregations doing Latino ministry through The Bishop Nedi Rivera Hispanic Ministries Fund and we help other congregations through other grants.
- **Sustainability Development Goals:** We set aside 0.07% of our unrestricted revenue for projects relating to mission and ministry

throughout the world. This is given out as grant process for congregations who are working with global partner organizations and whose work relates directly to the Sustainability Development Goals.

- **Refugee Resettlement Office:** We provide support for the office's human development programs to low-income communities and the resettlement of refugees in Western Washington. These include ESL classes, navigating citizenship information and forms, providing start-up grants for new small businesses, and assisting in securing long-term housing.







## St. Michael's South Sudanese

### Youth and Women's Ministry

St. Michael South Sudanese Episcopal Church was founded on September 29th, 2024, we are new congregation that are rooted in faith and share the love of God with one another and our neighbors. We seek to glorify God by surrendering to His will and make disciples who will go out into the world to proclaim the Good News and transform the church and the community. Our goal is to empower our youth, engage in community outreach and support women's ministries.



We support our youth by encouraging them to attend diocesan youth activities and our St. Michael youth programs. We are blessed with youth that bring to our congregation many talents and experiences. Our youth have encountered and experienced God in ways that speak to their hearts and minds. Our youth are the next generation to live for Jesus. We

give them opportunities to practice their leadership and to lead in worship. Our goal is for every youth to fall deeply in love with Jesus and know Him as their Forever Friend, Lord and savior. Our dedicated teams pour their time into teaching all the children Dinka classes and culture on Saturdays. We also do bible studies online and on Sundays. We guide our youths to grow into unique individuals God has created them to be.

Our youth have been attending Camp Huston yearly and diocesan Youth Sailing. Next year we are planning to have St. Michael basketball team that will be playing with other teams from other churches or in the community.







## St. Michael's South Sudanese

### St. Michael Mothers

The mother's union from St. Michael have been a backbone to the St. Michael's family. The Mother's chairlady makes sure that we do have a meal every Sunday. This is sharing love of God with one another after Sunday serves. The mothers also do home-to-home visits. During that visitation we fellowship with those who are sick and can't make it to church, they also give support to families who needed assistance. Their ministries have strengthened church growth both spiritually and physically.

### Overseas outreach

With the help from the Diocese, the clergy was able to do an outreach overseas. Last year the AWACE non-profit organization was given support by the Diocese [www.awace.org](http://www.awace.org). This organization empowers and promotes women's and children's rights in South Sudan. Children were affected by floods and were displaced with no shelter and food; our Diocese was able to provide meals for these orphans and widows. You can check on YouTube: "The Awace Orphanage thanksgiving to the Diocese of Olympia".



Also, early this year, the Diocese supported Twic East County South Sudan who were affected by the Cholera outbreaks.

Next year's project is having a pilgrimage to South Sudan to distribute some birth kits in support of the women in South Sudan. The maternal mortality rate is high. No woman or infant should die. By supporting this project, we will be saving both moms and babies. Another future project is to construct the women's hospital in South Sudan.





*Our Diocese resides in some of the most beautiful geography in the world. Clothed in a unique natural tapestry of rugged coastlands, lush evergreen forests, and high peaks, this is a very special and beloved part of God's creation. As people of faith, we recognize that human activity—especially in Western contexts—has overused and misused the Earth's resources. We seek to restore balance in our relationship with creation and with communities most affected by a warming climate.*

*We also acknowledge and honor the Indigenous Tribes who have stewarded this land since time immemorial and who continue to live here today. Their deep-rooted practices of reciprocity and care reflect a sacred relationship with the Earth—one we seek to learn from with humility and respect, as well as in meaningful relationship and solidarity.*

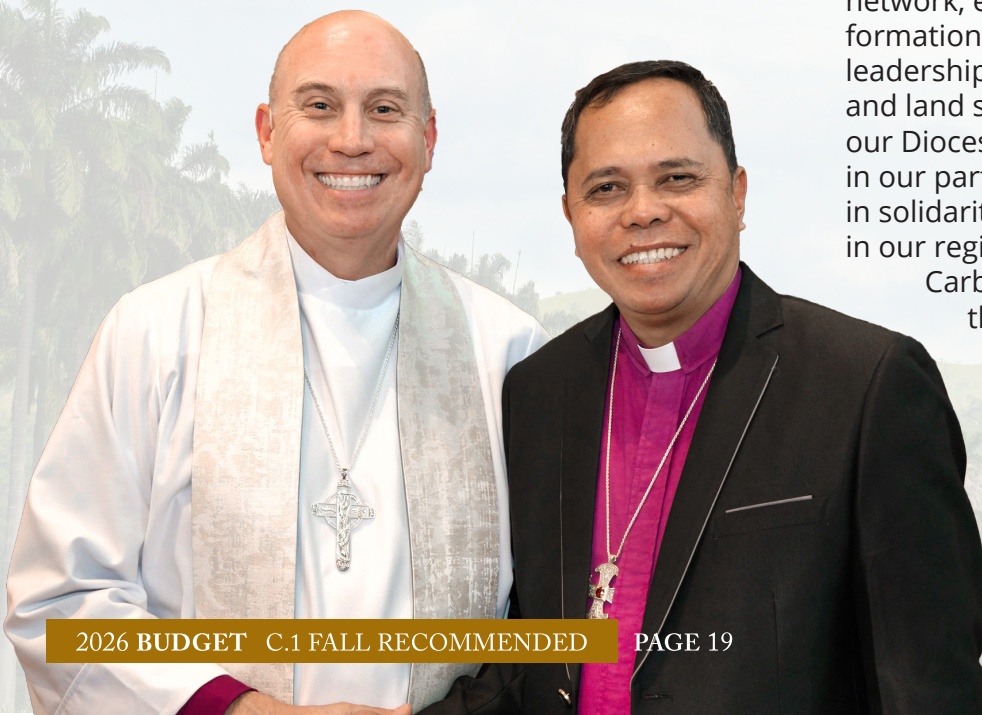
- **Diocesan House Carbon Offsets:**

Through our partnership with the Diocese of the Southern Philippines, the Office of the Bishop will seek ways to lower energy usage and move towards carbon-neutrality. After mitigation, we will make financial contributions to have trees planted in order to offset the carbon dioxide produced by Diocesan House use.



- **Creation Care and Climate Justice Advocacy:**

The Diocese of Olympia supports Creation Care and climate justice through diocesan-wide initiatives, congregational resources, and strategic partnerships. We grow our Creation Care network, equip congregations for worship, formation, and action—and uplift the leadership of local climate advocates and land stewards within and beyond our Diocese. Our discipleship is rooted in our particular watersheds, working in solidarity with frontline communities in our region and globally through our Carbon Offset partnership with the Diocese of the Southern Philippines. These efforts reflect our shared commitment to healing, physical/spiritual resilience, and faithful action for all of Creation.







Following  
the Way of **Jesus** in

## CONGREGATIONAL DEVELOPMENT

*We believe that developing healthy congregations is central to our call. We support all congregations in developmental efforts towards greater health, regardless of size, condition, or context. As a Diocese, we network and equip congregations with skills and tools for spiritual and communal growth, accompanying God in the formation of disciples.*



## the College

for Congregational Development

**College for Congregational Development (CCD):** We equip lay and clergy leaders to embody Christ in the context of their local congregations. Participants work on teams to build relationships while learning skills and tools to help congregations be more healthy, resilient, and faithful in their particular callings. We also nourish and support a rapidly growing network of practitioners and colleges throughout The Episcopal Church as our program continues to evolve and flourish.

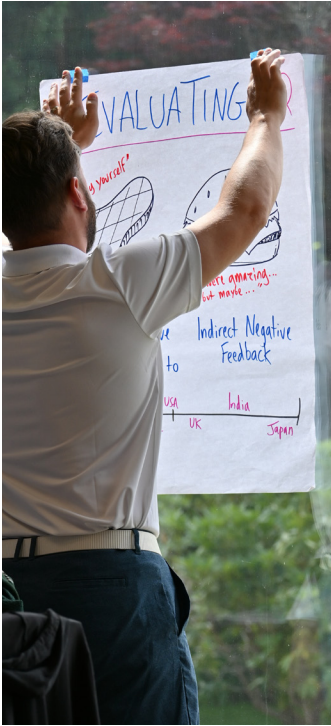
**Consulting:** We connect trained consultants with congregations, ministries, and diocesan efforts in need of facilitated conversation and frameworks for carrying out the important work of shared ministry.

**Grant Support:** We are providing a significant multi-year strategic redevelopment grant for a congregation in need of structured assistance on the path to revitalization.

**Clergy Conference:** We plan and host the annual conference for rest, renewal, and relationship-building for clergy in the Diocese.







## College for Congregational Development

A few weeks ago, a newcomer to Christ Church asked if she could have a companion to help her get to know our community. It occurred to me that such accompaniment is a great way of incorporating people into our community. It led to a conversation with John, who attended the College for Congregational Development (CCD) along with five other folks from Christ Church, about what it is like to walk into our narthex, how it feels (both welcoming and a bit cluttered), what it says (a lot, all over the place, with no clear place to begin). John decided that his next passion project will be inviting a group of folks to think with him about reconfiguring that space. The beautiful, and perhaps providential, coincidence of all this is that this fall, our team will teach the entire congregation about Gathering, Transforming, and Sending, and we will be able to share specific examples of how we are deepening our practices. As a pastor, I am gratified to see folks just starting, picking up new tools, and using them. As a disciple of Jesus, I am just excited to see our shared ministry take off in creative ways!

*-Mother Maria, Christ Church Tacoma*

the College  
for Congregational Development







## Communications

*Our Communications Program shares the story of our Diocese and congregations through our communication platforms and supports the work, vision, and ministry of the Office of the Bishop's staff and wider Diocese.*



Total  
2026 BUDGET  
**\$388,820**

- **Digital Technology and Congregational Support:** We regularly consult congregations and ministries within the Diocese on live video streaming, Zoom meetings, web design, content, social media, newsletters, internet strategy, and video production.
- **Accessibility:** We assist diocesan ministries and programs in making their offerings accessible through captions, subtitles, ASL interpretation, and live language translation.
- **Storytelling:** Through our newsletters and diocesan website, we share stories, events, and activities on both a diocesan and congregational level.
- **Social Media:** We use our social media platforms to keep our communities connected throughout the Diocese and raise awareness of the Episcopal Church in Western Washington.
- **Video Production:** We share video messages and updates, webinars from experts on a wide range of subjects, and provide opportunities for other ministries, congregations, and programs to request our services.
- **Photography:** We send photographers into our churches and to be present at diocesan events in order to document and share the vibrant life of our Diocese.
- **Graphic Design:** We provide design services for diocesan programs, departments, and ministries.
- **Database:** We update and maintain the diocesan database.

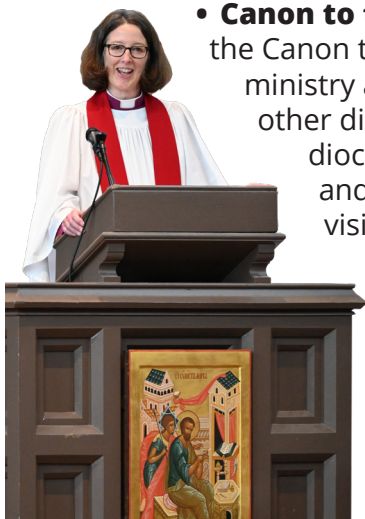






## Our Canonical Responsibilities

- **Archdeacons:** We support the ministry of our archdeacons as they assist the bishop in his visitations across the Diocese and in their support of the diaconate across Western Washington.
- **Bishop:** We support the ministry of our bishop in leading our Diocese, supporting the clergy of our parishes, missions, and mission stations, and guiding us all onto a deeper path of discipleship with Jesus.
- **Commission on Ministry:** The COM journeys with all those discerning potential calls to ordained ministry. They support and guide postulants through this discernment for the priesthood and diaconate with retreats, interviews, and candidacy days.
- **General Convention:** We send a full deputation to each triennial meeting of the General Convention of The Episcopal Church. The next General Convention is in Phoenix, AZ in July, 2027.
- **Convention:** We gather as a diocesan body for our annual convention to hear from the bishop and enjoy fellowship with 600+ Episcopalians from all over Western Washington.



- **Canon to the Ordinary:** We support the Canon to the Ordinary and her ministry assisting the bishop, clergy, other diocesan leaders, and the diocesan staff as they discern and facilitate the mission and vision of our Diocese. The Canon to the Ordinary also serves as the bishop's chief of staff, canon for clergy, and lead contact for congregations in transition.

- **Finance:** We are committed to responsible business practices — accounting, risk management, the Diocesan Investment Fund (DIF), insurances, and tax affairs. We also provide financial resources and training for congregational treasurers and staff.



- **Diocesan Governance:** We provide support for our diocesan governing bodies— Standing Committee, Diocesan Council, Board of Directors, regional ministries, property management, Personnel Commission, and Liturgy and Arts Commission.







## Supporting the Work of the Broader Church



Total  
2026 BUDGET  
**\$633,797**

- **Broader Church Support:**  
We support the work of the broader church by contributing our diocesan share of the churchwide budget. We also actively participate in ministries in our Province and Episcopal Church networks, and support partnerships with our Province and Saint Mark's Cathedral.



SAINT MARK'S  
EPISCOPAL CATHEDRAL





## Stewardship

- **Archives:** We provide resources for congregations to chronicle and maintain a historical archive - identifying, collecting, and preserving records of enduring value. Our archivist continues to digitize and protect the integrity of important historical records.



- **Restarting and Reenergizing a Focus on Financial Development:** We are undertaking efforts to learn from the most expert in our Diocese about financial development, bringing focus once again to this work in our Diocese.
- **Planned Giving:** We formed the Diocesan Joint Planned Giving Ministry

Team with the Cathedral Foundation and Saint Mark's Cathedral to bring the very best planned giving resources and assistance for our congregations and their members.

- **Bishop's Society:** We build membership through support and initiation of Legacy Societies. All people within the Diocese have the option to become members by naming any Episcopal congregation or program in their estate plans.

- **The Episcopal Network for Stewardship:** We promote and continue to partner with TENS, including corporate and congregational membership, to encourage transformation through stewardship.





## A Beautiful Future for Saint David's Day School



The Saint David's Day School has been an important ministry for Saint David's in Friday Harbor for 15 years, offering warm, nurturing early learning programs to our beloved Friday Harbor community. Thanks to the tireless work of its founders, the Day School has been blessed over the years to earn a well-deserved reputation for embracing the island's young families and offering the highest quality, compassionate, and joyful preschool education. The most recent major accomplishment for the Day School was earning state licensure last year.

However, the Day School faced a major challenge earlier this year when its founders retired and no one was available to take their place. Moreover, the Day School did not have the funds needed to hire staff with the expertise and experience of its founders, who had tirelessly volunteered their time for many years.

The Saint David's vestry soon found itself struggling with all the challenges of operating a licensed school. As we learned the extent of the work required to do so, the question arose of whether we would have to close the school after its summer break. We were heartbroken at the idea that this important ministry might not continue.

However, our prayers were answered with a grant from the Diocese to hire a consultant who could help us identify options and their associated costs, and potentially implement creative solutions without requiring new budget allocations. Following the work with the consultant, and after careful research, prayer, and planning, Saint David's decided to contract with an experienced third party to operate the school on our behalf.

Saint David's will continue to oversee the Day School, and Hope Harbor, LLC, our contractor operating the school, will translate our direction and values into operational reality. Hope Harbor rents the space where the school is located and absorbs all operational costs. There is no cost to Saint David's.

This creative solution ensures continuity for our children and families while also opening the door to innovation and growth in how we serve our community. The Saint David's Day School, now called Hope Harbor at Saint David's, will continue to be a vital ministry for the church.



This innovative solution also allows us to honor the legacy of those who built and nurtured our Day School over the years, while planting seeds for the future. We are very blessed and deeply grateful to be able to continue this ministry.





### St. James Family Center and St. James Episcopal Church



In 1985, the only preschool in Wahkiakum County closed. One of our members suggested that our small congregation at St. James open a new preschool. We envisioned a small ministry, but God had other plans. We quickly realized the need for quality and affordable day care and began offering family programming and numerous other services. In 1997, we expanded into a new building, known as "the miracle across the parking lot."



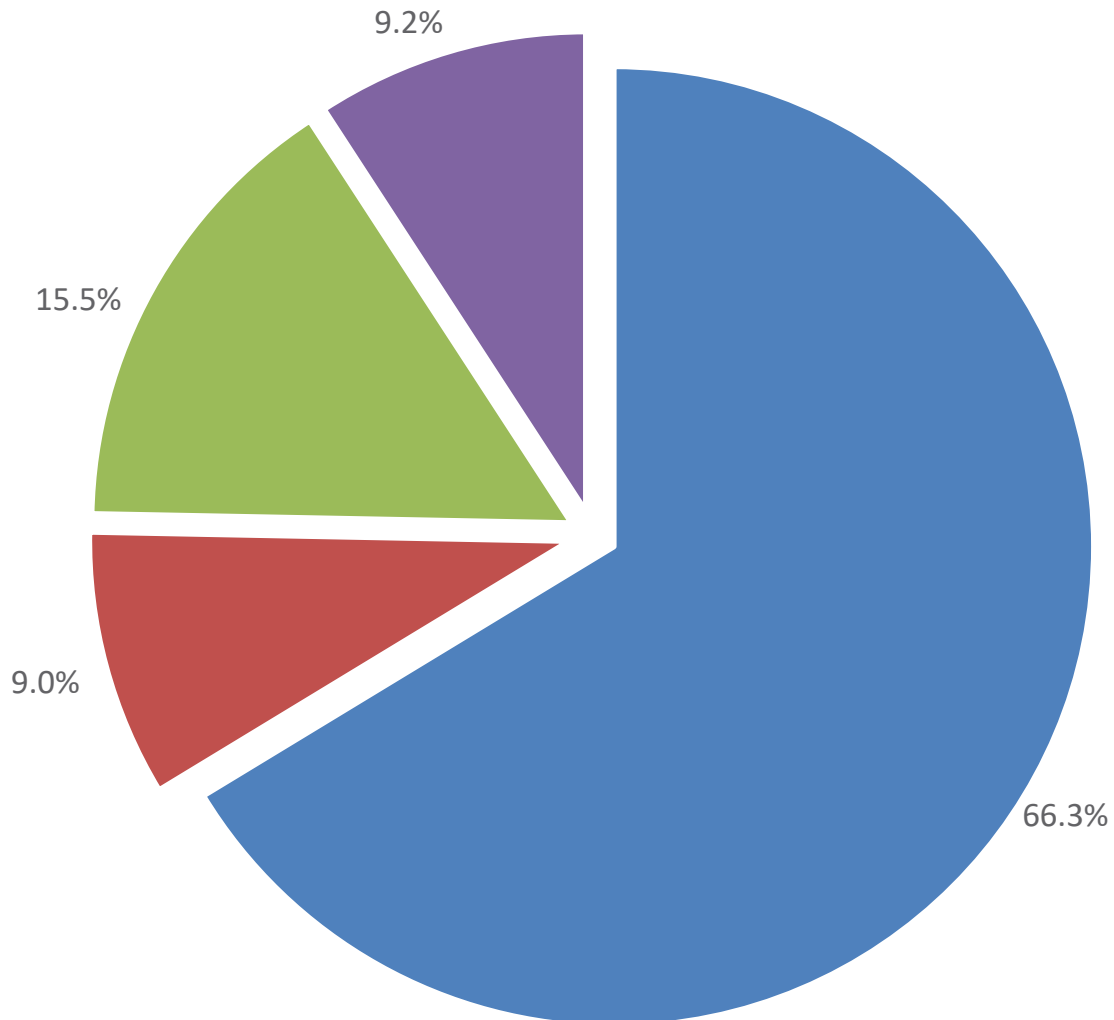
Many years ago, we considered closing, as we could not meet our next staff payroll. After meeting, crying and praying together we went home, convinced of our failure. But in the mail at one of our member's homes was an envelope with a check in it from the Diocesan Episcopal Charities Appeal. That check resolved our payroll and other financial issues. We knew then that God was in our midst, helping and guiding us and would not let us down.

2025 is the fortieth anniversary of that first attempt to minister to our community. We give thanks to God, the Diocese, and the many individuals and churches who have supported us along the way.





2026 BUDGETED REVENUE SOURCES



■ 66.3% - Net Assessment Revenue

■ 9.0% - Dividend Income

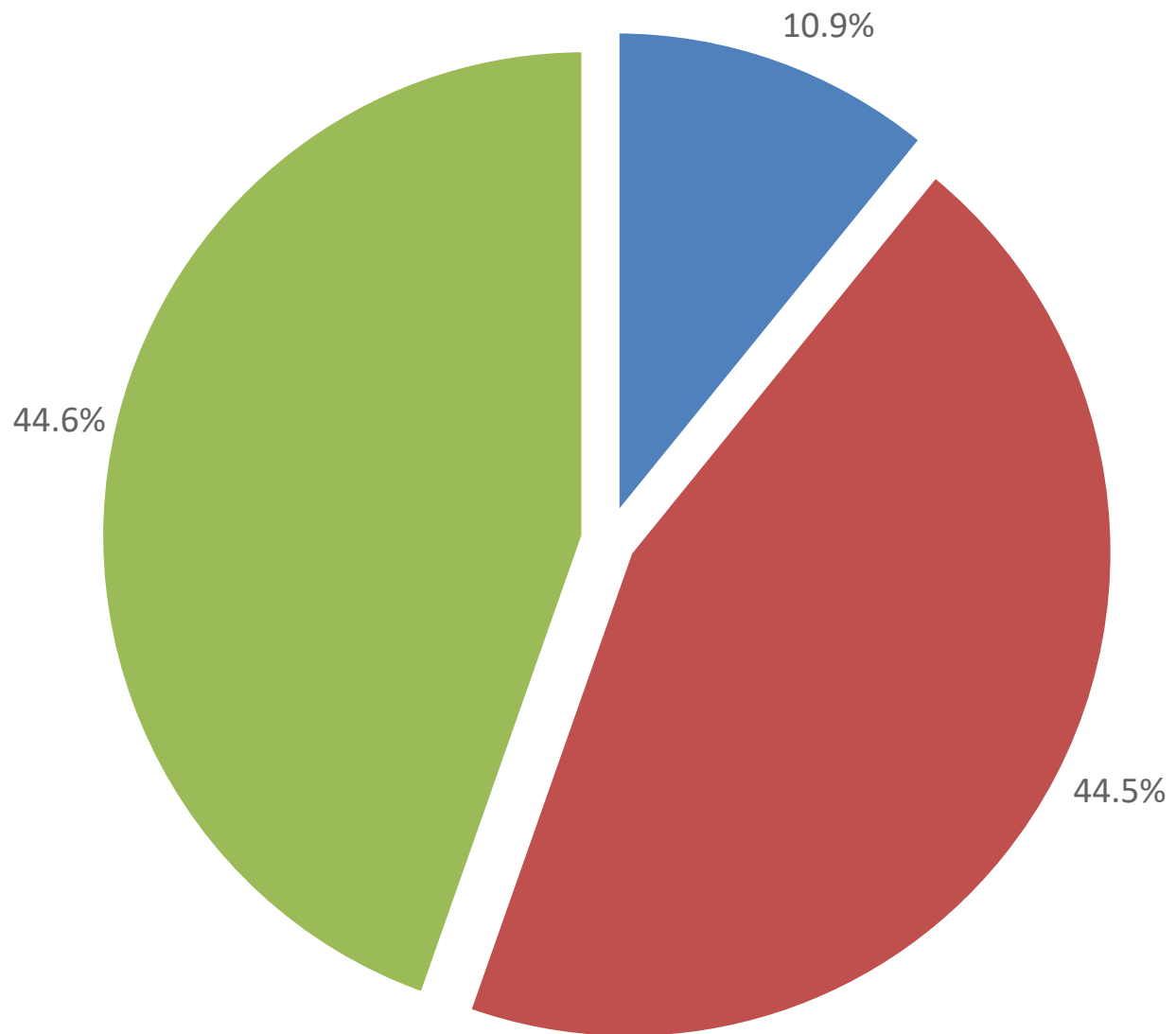
■ 15.5% - Carry Forwards and Funds Releases

■ 9.2% - Fees, Tuitions, and Reimbursements, and Other





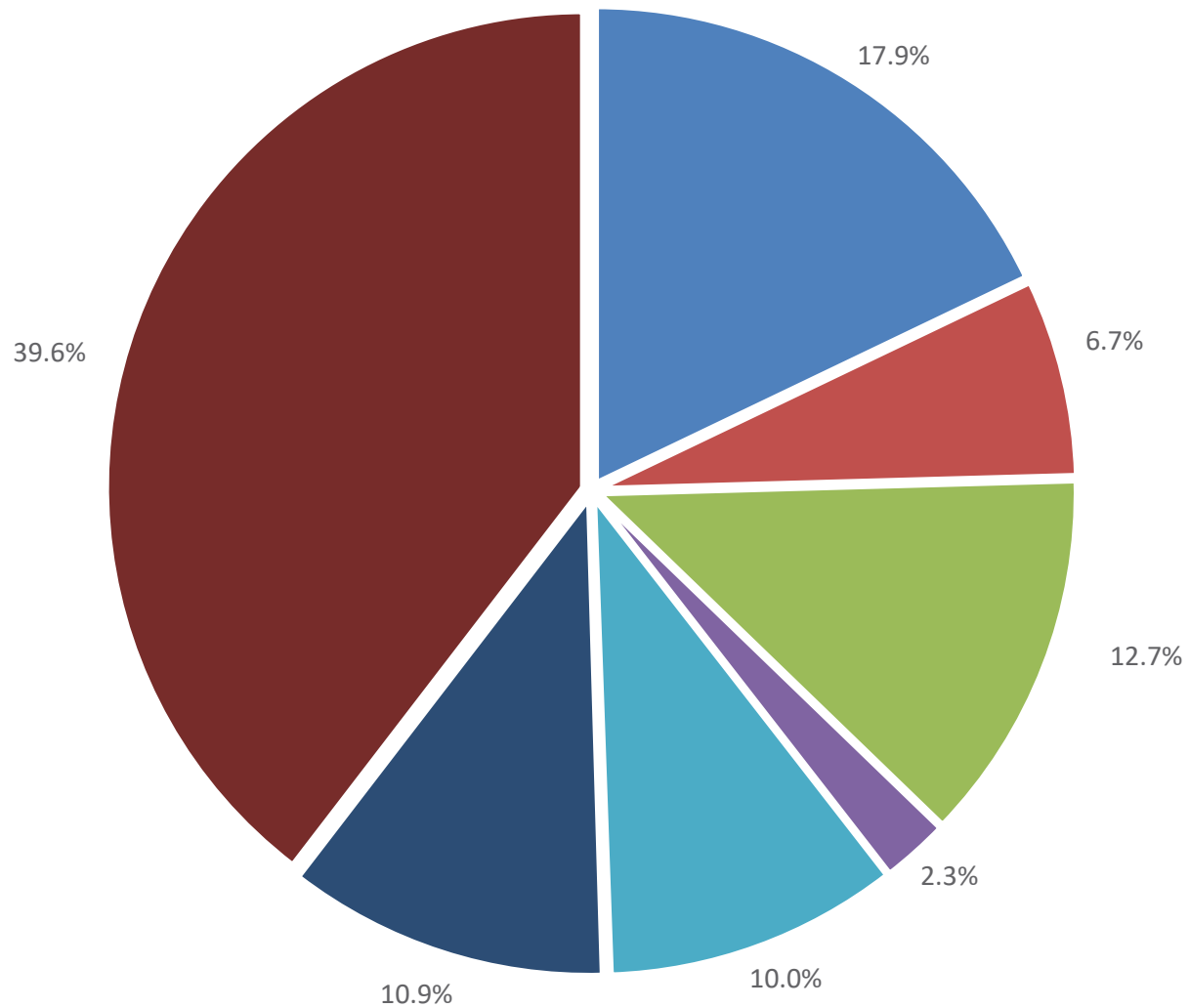
2026 BUDGETED EXPENSE SUMMARY



- 10.9% - Supporting the Broader Church
- 44.5% - Programs for Ministry - Empowering Congregations
- 44.6% - Canonical Expenses



2026 BUDGETED EXPENSE DETAIL



- 17.9% - Discipleship
- 12.7% - Beloved Community
- 10.0% - Congregational Development
- 10.9% - Support of our Broader Church
- 6.7% - Communications
- 2.3% - Creation Justice
- 0.1% - Stewardship
- 39.6% - Canonical Expenses





### SUMMARY

2026 Pre-Convention Recommended Budget compared to 2025 Budget,  
2024 Actual SUMMARY

| Diocese of Olympia                              |   |                     |                     |                     |                                  |                   |             |          |               |
|---|---|---------------------|---------------------|---------------------|----------------------------------|-------------------|-------------|----------|---------------|
| 2026 Budget Summary                             |   |                     |                     |                     |                                  |                   |             |          |               |
|   |   | 2026                | 2025                | 2024                | Variance 2026 Budget Compared To |                   |             |          |               |
|   | Description   | Budget              | Budget              | Actual              | 2025 Bud                         | 2024 Act          | 2025 Bud    | 2024 Act |               |
| <b>Revenues</b>                                 |   |                     |                     |                     |                                  |                   |             |          |               |
| (1)   | Net Assessment Revenue                                | \$ 3,862,580        | \$ 3,862,580        | \$ 3,763,225        | \$ -                             | \$ 99,355         | -           | %        | 2.64 %        |
| (2)   | Prior Years' Assessment Receipts                      | -                   | -                   | 152,878             | -                                | (152,878)         | -           |          | (100.00)      |
| (3)   | Dividends   | 523,437             | 424,000             | 485,343             | 99,437                           | 38,094            | 23.45       |          | 7.85          |
| (4)   | Total Contribution, Assessment and Dividend Income    | 4,386,017           | 4,286,580           | 4,401,446           | 99,437                           | (15,429)          | 2.32        |          | (0.35)        |
| (5)   | Release of Capital Gains Distributions                | 140,434             | 398,528             | 428,786             | (258,094)                        | (288,352)         | (64.76)     |          | (67.25)       |
| (6)   | Release of Prior Year Net Assets                      | 762,820             | 481,500             | 436,700             | 281,320                          | 326,120           | 58.43       |          | 74.68         |
| (7)   | Fees, Tuition, Reimbursements, Interest and Other     | 535,122             | 146,920             | 269,110             | 388,202                          | 266,012           | 264.23      |          | 98.85         |
| (8)   | <b>TOTAL REVENUES</b>                                 | <b>\$ 5,824,393</b> | <b>\$ 5,313,528</b> | <b>\$ 5,536,042</b> | <b>\$ 510,865</b>                | <b>\$ 288,351</b> | <b>9.61</b> | <b>%</b> | <b>5.21 %</b> |
| <b>Expenses</b>                                 |   |                     |                     |                     |                                  |                   |             |          |               |
| (9)   | Supporting the Broader Church                         | \$ 633,797          | \$ 528,604          | \$ 536,355          | \$ 105,193                       | \$ 97,442         | 19.90       | %        | 18.17 %       |
| Programs for Ministry: Empowering Congregations |   |                     |                     |                     |                                  |                   |             |          |               |
| (10)  | Bishop Directed Initiatives                           | 167,400             | 150,729             | 105,379             | 16,671                           | 62,021            | 11.06       |          | 58.86         |
| (11)  | Congregational Development                            | 579,687             | 557,031             | 654,727             | 22,656                           | (75,040)          | 4.07        |          | (11.46)       |
| (12)  | Supporting Congregations                              | 631,828             | 468,587             | 518,516             | 163,241                          | 113,311           | 34.84       |          | 21.85         |
| (13)  | Faith Formation                                       | 40,000              | 178,101             | 195,568             | (138,101)                        | (155,568)         | (77.54)     |          | (79.55)       |
| (14)  | Diocesan Resource Center / Library                    | 48,658              | 64,284              | 57,582              | (15,626)                         | (8,924)           | (24.31)     |          | (15.50)       |
| (15)  | IONA School of Olympia                                | 125,807             | 151,419             | 135,571             | (25,612)                         | (9,764)           | (16.91)     |          | (7.20)        |
| (16)  | Multicultural Ministries and Creation Care            | 547,842             | 433,048             | 430,113             | 114,794                          | 117,729           | 26.51       |          | 27.37         |
| (17)  | Stewardship and Development                           | 6,000               | 24,225              | 5,327               | (18,225)                         | 673               | (75.23)     |          | 12.63         |
| (18)  | Communications and Information Technology             | 388,820             | 384,599             | 512,441             | 4,221                            | (123,621)         | 1.10        |          | (24.12)       |
| (19)  | Global Mission Work                                   | 57,725              | 68,400              | 62,527              | (10,675)                         | (4,802)           | (15.61)     |          | (7.68)        |
| (20)  | Total Programs for Ministry: Empowering Congregations | 2,593,767           | 2,480,423           | 2,677,752           | 113,344                          | (83,984)          | 4.57        |          | (3.14)        |
| Canonical and Corporate Expenses                |   |                     |                     |                     |                                  |                   |             |          |               |
| (21)  | Office of the Diocesan Bishop                         | 636,094             | 618,372             | 578,486             | 17,722                           | 57,608            | 2.87        |          | 9.96          |
| (22)  | Office of the Canon to the Ordinary                   | 337,029             | 300,129             | 320,657             | 36,900                           | 16,372            | 12.29       |          | 5.11          |
| (23)  | Accounting and Finance Office                         | 596,867             | 574,021             | 598,227             | 22,846                           | (1,360)           | 3.98        |          | (0.23)        |
| (24)  | Archives  | 97,141              | 92,155              | 84,205              | 4,986                            | 12,936            | 5.41        |          | 15.36         |
| (25)  | Human Resources, Governance, and Convention           | 458,311             | 335,977             | 375,549             | 122,334                          | 82,763            | 36.41       |          | 22.04         |
| (26)  | Property / Liability Insurance and Property Manager   | 201,000             | 173,495             | 151,527             | 27,505                           | 49,473            | 15.85       |          | 32.65         |
| (27)  | Benefits  | 75,700              | 58,977              | 61,873              | 16,723                           | 13,827            | 28.36       |          | 22.35         |
| (28)  | Diocesan House  | 194,686             | 151,375             | 151,411             | 43,311                           | 43,275            | 28.61       |          | 28.58         |
| (29)  | Total Canonical and Corporate Expenses                | 2,596,829           | 2,304,501           | 2,321,935           | 292,328                          | 274,894           | 12.69       |          | 11.84         |
| (30)  | <b>TOTAL EXPENSES</b>                                 | <b>5,824,393</b>    | <b>5,313,528</b>    | <b>5,536,042</b>    | <b>510,865</b>                   | <b>288,351</b>    | <b>9.61</b> |          | <b>5.21</b>   |
| (31)  | <b>Net Excess / (Deficit)</b>                         | <b>\$ 0</b>         | <b>\$ -</b>         | <b>\$ 0</b>         | <b>\$ 0</b>                      | <b>\$ (0)</b>     |             |          |               |