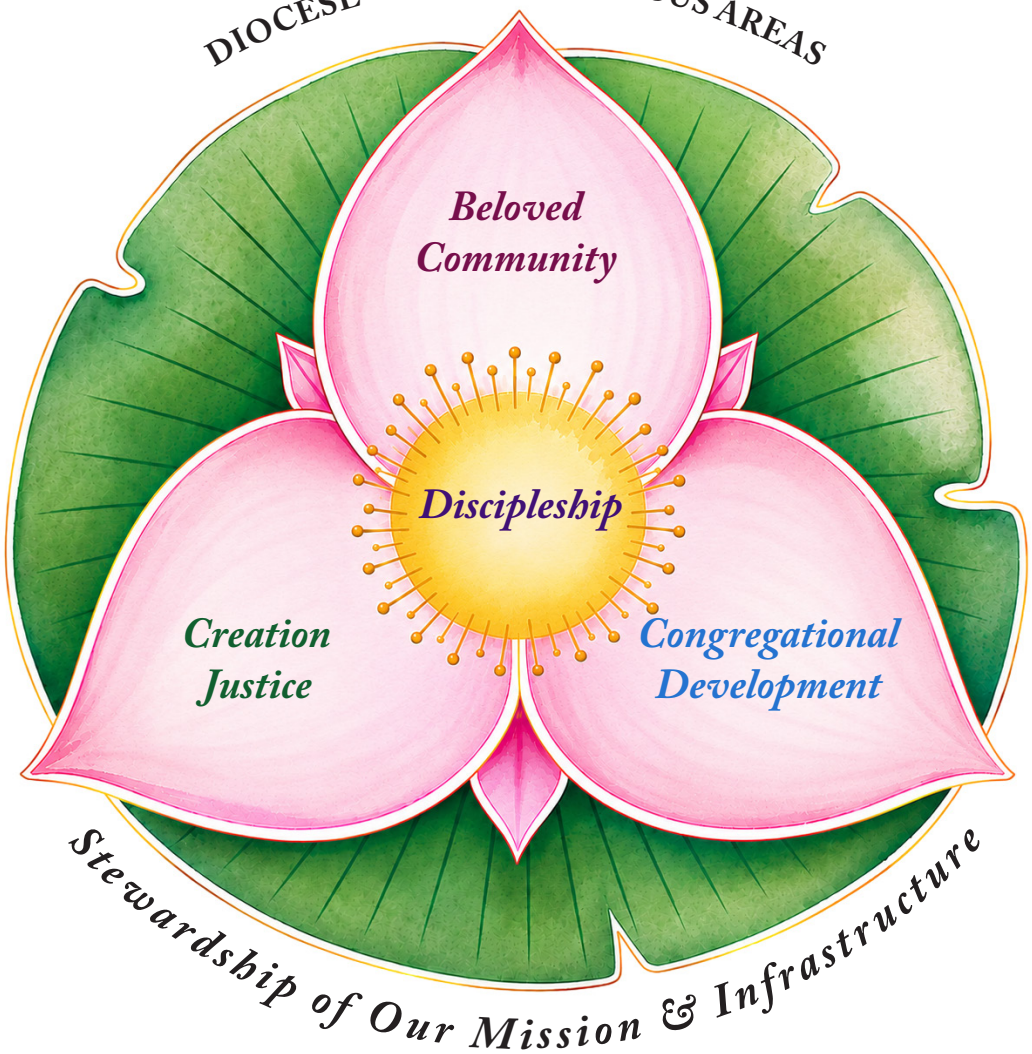
2027 Narrative Budget



ENCOUNTERING LOVE
EMBODYING HOPE

The 116th Convention of the Episcopal Diocese of Olympia

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



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A LETTER FROM THE BISHOP

Dear Friends of the Episcopal Church in Western Washington,

Back in February, our senior staff met on retreat at the Sacred Waters Center. Our work centered on honing our call as the staff at the Office of the Bishop. W*hat is our core focus? Who are we called to serve? What are our values?*

After conversations and discernment, we landed here: *In Christ, we empower our faith communities to be a well, a table, and a voice*.

Different from the mission of our diocese, our work as a staff centers on how we can best support our worshipping communities to do those things given to them by God that help them provide refreshment to souls, to be places of welcome and community, and to engage in justice through word and action. The question we constantly are asking is: *What is it that only we can do to empower our congregations to flourish?*



Some of the answers to that question are reflected in our 2027 Operating Budget. Most apparent, we are answering that question through broadening our staff to invest in you. This year we've added a Canon Missioner for Transitions in the Venerable David Bishop to help our congregations navigate clergy transitions. We've greatly expanded the part-time role of Property Manager to a full-time Canon for Property, bringing in Todd Henderson, a member of Ascension, Seattle with significant experience in real estate and the stewardship of buildings. The Rev. Courtney Jones has joined us as the new Dean of the Iona School coming in as a grad of that program herself in North Texas, and helping us expand it significantly to include a new lay ministry track. We've recently added Lauren Campbell as a part-time Administrative Assistant to support the work of Canon Carla Robinson and Adrienne Elliott as they focus on justice.

A LETTER FROM THE BISHOP (CONTINUED)

Further, with staff transitions over the past year, we've brought in the Rev. Elizabeth Riley as a contractor for communications to assist while our communications team is in transition. Karen Petersen has been a great help supporting our governing bodies as Dede Moore remains out on medical leave. Kristine Knutson has joined our finance team following Lori Hardow's retirement. I would be remiss if I didn't mention Sue Tait's retirement this summer and to offer my deep gratitude for her work in our Diocesan Library over so many years. This tremendous resource remains in operation with Caleb Gomes assisting with that work going forward.

All of us at the Office of the Bishop are committed to helping our clergy and lay leaders focus on their ministries by offering support on temporal matters, providing trainings through the College for Congregational Development, Iona School, and continued youth and young adult programs spearheaded by Naomi Cavaliere in her part-time work, a renewed focus on clergy wellbeing, and in so many other ways. Finally, we continue to offer grants to our congregations in a host of different ways totaling over 16% of our operating budget this year. This includes offering six curacies for recent ordinands, grants for congregational support, aid to our ethnic congregations, and more.

I hope that as you read through these pages, you'll see more fully how we are committed to deepening our faith and discipleship in Jesus through the ways we allocate our funds. Because that's really what we are about in all of this work: we are called to make disciples who engage in the world. We're able to do that, of course, when we experience Jesus' deep love for us. And when we do, we become those who embody hope, and hope is sorely needed in these days of uncertainty, fear, and division. Through the risen Christ, we find our own renewed trust in his goodness for us, for others, and for our world.

My great thanks to the Rev. Robert Stevens, chair of the budget and finance committee this year, and to the Rev. Canon Cristi Chapman who worked hard with Canon Charles Thorne to provide a budget that reflects our mission while also being fiscally responsible. We are blessed because of you.

Faithfully,

+Phil

2027 BUDGET LETTER

from THE BUDGET & FINANCE COMMITTEE, DIOCESAN COUNCIL

Rationale for the Recommended 2027 Annual Operating Budget

Dear People of the Diocese of Olympia,

The Budget & Finance Committee of the Diocesan Council continues the tradition of approaching the development of the Annual Operating Budget from our Christian faith, with an eye toward fulfilling our call to be good stewards of God's generous gifts, as articulated in the Mission and Vision of the Diocese. In these times of change and turbulence, a focus on prayer underpinned the work we undertook in developing the 2027 Annual Operating Budget, which we ask you to consider for ratification.

We began the budgeting process by holding a retreat with Bishop Phil, Office of the Bishop staff, and the Diocesan Council's Budget & Finance Committee. We reviewed our ministry over the past year and dreamed of what could be for the Diocese. Throughout our retreat we remained focused on the abundance of the gifts God has generously bestowed on us. Our intent was not to approach this work from a standpoint of scarcity but from one of abundance, grounded in the missional framework of discipleship. With Office of the Bishop staff leadership, the Budget & Finance Committee worked through several drafts, then presented them to the whole Diocesan Council.

We believe the 2027 budget will faithfully support the Diocese's mission and ministry, 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 Diocese's mission and infrastructure. We are grateful that congregations across the Diocese have consistently made their assessment payments, enabling us to establish a predictable budget.

We wish to thank the Office of the Bishop staff for their skill and dedication to ministry throughout Western Washington and for their attention to detail in managing expense. We want to thank the Diocesan Council for their time and thoughtful input on the budget process. Finally, many thanks go to the members of the Budget and Finance Committee for their insight, commitment, and honesty.

Peace and Blessings,

The Rev. Robert G. Stevens, Diocesan Council Member and Convenor, Budget and Finance Committee, St. John the Baptist, Seattle
Ed Barton, Diocesan Treasurer
Stephanie Butler, Diocesan Council Member, St. David's, Friday Harbor
The Rev. Canon Cristi Chapman, Canon to the Ordinary
The Rev. Ruth Anne Garcia, Diocesan Council Member, St. James, Kent
The Rev. Canon Carla Robinson, Canon for Multicultural Ministries and Community Transformation
Canon Charles Thorne, Canon for Finance



ENCOUNTERING LOVE
EMBODYING HOPE

DISCIPLESHIP

TOTAL
2027 BUDGET
$1,410,555

As a Diocese, we yearn to be faithful followers of Jesus responsive to the call of the 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, for prayer, by sharing stories of our faith with others, and by engaging in lifelong education and exploration in following the way of Jesus.

- **Camp Huston**: Nestled on 70 acres of breathtaking wilderness in Western Washington, Camp Huston sits along the banks of the pristine Wallace River in the foothills of the Cascade Mountains. We respectfully acknowledge that this sacred space resides on the ancestral lands of the Snohomish, Skykomish, and Snoqualmie people. Camp Huston is proudly owned and operated by the Episcopal Diocese of Olympia, serving as a sanctuary of hospitality, community, and spiritual growth.



Huston Camp & Conference Center is a sacred space for all people. It is a welcoming & inclusive ministry beyond traditional church walls. It is a low-barrier, sacred, neutral space to encounter God's love under the open sky, around a campfire, in worship & play. It serves those who may be hesitant or apprehensive about religion, as well as the lifelong faithful and all those in between.

Camp Huston's year-round programming consists of summer camp for youth, family retreats, youth group retreats and adult craft retreats. It also serves as a retreat center for diocesan groups, schools & community organizations. Through all our offerings we focus on being a place of belonging and acceptance. Many guests and campers return and attend multiple events per year — a sign of deep belonging and authentic community that keeps people coming back. "People are welcomed authentically for who they are and loved just as they are."

Camp Huston is a place where Leadership Formation impacts individuals in their early formation years. Adults share stories of using community-living, conflict management, and collaboration skills — learned as teens in Counselor Training — in their careers and daily lives.

Guests from all backgrounds, including those unfamiliar with church find a home at Camp Huston. Individuals who identify as agnostic or atheist – and those who've been previously harmed by the church – expressed feeling genuinely welcomed, loved and accepted; a living example of our baptismal covenant.



- **Campus Ministry**: Diocesan-funded chaplains nurture faith formation in young adults in affirming ministries at two colleges in the diocese: Western Washington University in Bellingham and the University of Washington, Seattle. Students from many traditions and no tradition gather for food, prayer and community as they learn to travel a path of discipleship drawn from ancient Christian practices that bring them closer to Jesus.

- **Clergy Wellness**: Recognizing that healthy clergy are paramount for healthy congregations, we provide clergy with opportunities for spiritual formation; collaborative relationships; and rest and renewal through an annual clergy conference and retreat days. Additionally there are regular clergy zoom calls and offering colleague affinity groups, such as First Start and interim colleague gatherings.

- **Curate Residency**: We offer a two-year curacy program for newly ordained, seminary-trained priests who have been raised up 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. Host congregations and the diocese share the cost of these curacies. Each year, the diocesan budget provides a portion of funding for two curates. From time to time, thanks to the generous support of donors and sponsors, we are able to increase the number of curacy placements. In 2027, eight curates will be serving in congregational placements in the diocese.

- **Diocesan Library**: We maintain a lending library at Diocesan House 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 for people throughout the Diocese.

- **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.

- **Iona Olympia School**: Iona School for Ministry provides theological education and spiritual formation for lay and ordained leaders throughout the Diocese of Olympia. Developed in partnership with the Iona Collaborative at Seminary of the Southwest, our Iona School for Ministry combines a comprehensive academic study with



contextually grounded, practical ministry formation.

Iona Schools began as one response to clergy shortages in underserved communities, but are quickly becoming hubs of leadership formation that strengthen congregations of every size. In addition to preparing people for ordained ministry, our Iona School for Ministry now equips lay preachers, pastoral caregivers, worship leaders, clergy seeking continuing education, and lifelong learners who want to deepen their faith. By offering both accessibility and academic excellence, Iona helps ensure that every congregation can raise up leaders who know how to make disciples in their own communities.

In 2027, the Iona School will continue to expand its curriculum. New programs in Anglican Studies, Catechesis and Christian Formation, and Adaptive Parish Leadership will complement existing offerings for ordained ministry, lay ministry, and continuing education, reflecting the Diocese's commitment to forming disciples for every vocation in the Church.

- **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 Cathedral Day.

- **Sacred Waters**: The Sacred Waters Center for Restoration and Retreat—formerly St. Andrew's House





combined with a significant expansion of 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.

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.

Sacred Waters is evolving from a beautiful Vision to a well-planned ministry program in 2026. We hired Headwater People LLC to lead our Leadership Council through a strategic planning process, which will result in a defined Council with members serving terms and clear roles, and a clear plan for Governance, Development, Programs and Communications to build a sustainable future.

In addition, Bishop Phil has formed a Common Ministry Task Force this year to explore ways in which both of the

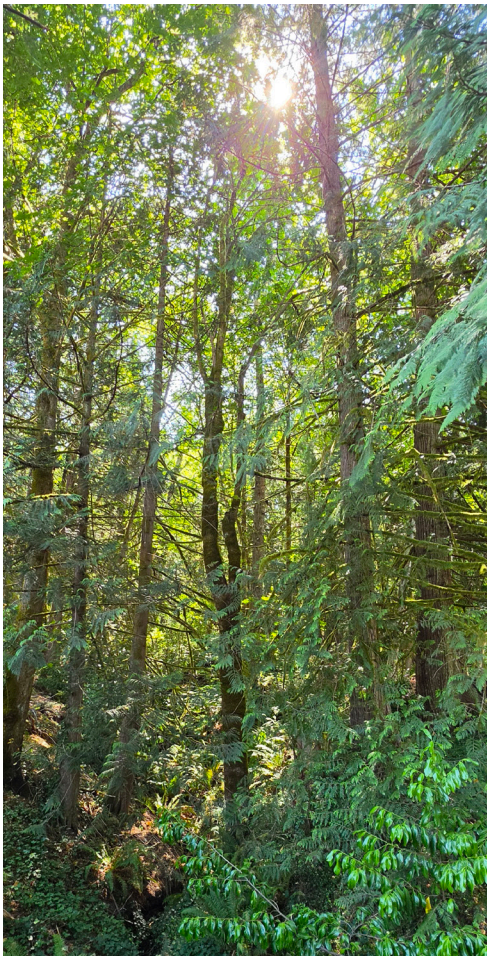
DISCIPLESHIP



Diocesan camp & conference centers (Sacred Waters and Camp Huston) can form a more integrated joint mission, both with each other and Diocese itself, that expands vision of Building Beloved Community in creative and exciting new ways.

Lastly, our staff capacity has expanded to include a Site Manager, Philip Buerk (St. Clement Seattle), that allows the Executive Director role to be focused on forming and fostering new partnerships to build a healthy foundation for transformational ministry in the years to come. Thanks to financial support from other diocesan funding, our ED will have an expanded role in the Diocese and Office of the Bishop, furthering integrated programs with the other Diocesan ministries.





- **Zimzum Discipleship**: Now in its second year, this three-year program led by Bishop LaBelle invites people in our diocese to be faithful followers of Jesus. Using videos and companion reflection guides, Bishop Phil invites us to explore, reflect, and practice spiritual disciplines that are at the heart of faithful discipleship, Bishop Phil invites people across our diocese to be faithful followers of Jesus. Materials are designed to be used in congregations, with leadership bodies such as vestries, and in other settings across our Diocese where people long to explore their faith more deeply.





CAMP HUSTON
SUMMER PROGRAMMING 2026

Summer camp 2026 at Camp Huston was an absolute joy from start to finish. Our theme this year was Making a way in the Wilderness (Isaiah 43:19). We started with intensive staff training for our resident staff and counselor training participants, including conflict resolution, communication skills, and problem solving. Bishop Phil and Canon Cristi helped us conclude the training with a closing Eucharist and commissioning our new 2026 Camp Huston Summer Staff!



We welcomed our campers in our Discovery, Horse, and Mini Camps with open arms and ready spirits. In these incredible weeks we saw campers build their confidence, expand their abilities, and have fun making new friends and trying out new activities. Campers enjoyed swimming, archery, playing in the Wallace River, tie dyeing, building birdhouses, hiking at Wallace Falls State Park, creating fashion looks out of recycled materials, playing games, and completing initiatives in our low ropes course. This year we expanded our faith formation with the help of our chaplains by creating a new "Chaplain Time" morning activity block and used a new faith based curriculum from Inside Out.



Camp Huston also had the opportunity of hosting Camp I-Vy again this summer, a camp for youth with bleeding disorders. The Huston staff got to run our typical programming to provide some summer camp fun while their staff helped provide educational opportunities to teach about their disorders. During this camp there were four kids who got their "Big Stick Award", which is given when they learn how to self administer IV medication, a unique opportunity that camp provides for these amazing kids to get one step closer to medical independence.

When youth camps ended we hosted our annual Adult Craft Camp, where participants had the chance to gather in community and enjoy the activities and fun of summer camp combined with dedicated time to work on their craft of choice. At night our adult "campers" attended compline services around the campfire and participated in sing-alongs.

This summer would not have been possible without the support of our wonderful volunteer medical staff and chaplains. A huge thank you goes out to Medic Landen Choat, and Nurses Katy Laswell and Alexia Bonkowski, and helper Micah Bonkowski. We also could not have done this summer without The Rev. Malcolm McLaurin, The Rev. Lindsay Ross-Hunt, The Rev. Jim Eichner, The Rev. Michael Ryan, and The Rev. Craig Vocelka.

Every summer brings with it the opportunities for youth, adults and staff to step out of their comfort zone, grow as a person and a member of a Christian community and to experience the wonder of God's love and creation. Camp Huston is a safe space for youth to explore their faith, step back from their everyday life, and go home with memories to last a lifetime.



STORIES OF GOD'S GRACE AT WORK



Finding Sanctuary:
A story of Belonging at Camp Huston

The profound grief of losing a spouse to cancer often leaves an empty space that is difficult to fill. For one elderly guest attending a recent Huston Craft Retreat, that emptiness brought her to a place of deep vulnerability. She shared that she had been struggling significantly since her husband's passing. She was not just looking for a weekend getaway; she was searching for a sanctuary—a safe space where she could be taken care of, share her story without judgment, and feel genuinely loved and seen. She found exactly that at Camp Huston. In the warmth of the retreat community, her burden was shared and lifted. Reflecting on her experience, she captured the essence of the camp's mission: "I feel closest to God when I am here in nature, surrounded by friends."

From Skeptic to Servant:
A Journey of Faith at Camp Huston

When he first arrived at Camp Huston as a young camper, he defined himself by his doubts, identifying firmly as an atheist. The forest, the chapel, and the community were just a backdrop for summer fun. However, summers at camp have a way of quietly reshaping the heart. Through years of hiking the trails, sharing vulnerable conversations around the campfire, and experiencing the radical, unconditional acceptance of the Huston community, a transformation began. The absolute love he experienced from counselors and peers became a tangible reflection of something greater. Today, that young skeptic has grown into a passionate young adult with a clear sense of purpose. Moving from a place of disbelief to profound conviction, he is now discerning a call to the priesthood. The place that first welcomed him exactly as he was has inspired him to dedicate his life to serving God's people and sharing that same transformative grace with the world.



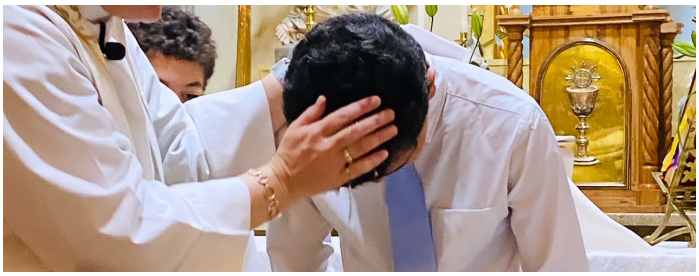




A PLACE TO BELONG

Some of the most important ministry in our Diocese happens in our least-resourced congregations.

On a recent visit to a small congregation in a small town, a wild-haired youth came up to me before the service, shook my hand, and said, "You look great in that." I looked down at my alb and rather boring green stole and replied, "Uh... thanks?" The kid clarified. They had never seen a queer priest before. They went on to explain that they "aren't really a Christian," but they like helping out at the church because they had been kicked out of their home for being queer. A member of the congregation had opened their home to them, and this little church had become the place where they found safety and belonging.



For those of us who live in more populated areas, it can be easy to forget that an Episcopal church in a rural community may be the only public gathering place for miles where LGBTQ people, and others who have experienced rejection can find welcome. This congregation is held together by remarkable lay leaders and served by a bi-vocational priest. It has never had the resources to support full-time clergy.

This is a familiar story in the Episcopal Church. While most Episcopalians worship in larger Episcopal congregations, most Episcopal congregations are small. Their ministries may reach fewer people, but their witness in their communities is no less essential. It's tempting to think that this is a new challenge, a product of recent secularization, perhaps. But this isn't a new problem - it's one of the Episcopal Church's oldest challenges.

IONA COLLABORATIVE
Seminary of the Southwest

IONA SCHOOL FOR MINISTRY
In the *Episcopal* Diocese *of* Olympia

Long before we called ourselves the Episcopal Church, Anglicans in the Americas wrestled with how to minister beyond population centers. For a time, tax-supported establishment helped fund clergy in communities that could not sustain them on their own. When the Episcopal Church was born, we inherited the same mission but without the same financial structure. Every generation since has had to answer the same question: How do we form faithful leaders for every community?

The Iona School for Ministry is one of our generation's answers.

What began as one response to the challenge of clergy shortage is becoming a gift to the whole Diocese. The Iona School offers accessibility and academic excellence. It provides rigorous theological education, spiritual formation, and practical ministry training in ways that make formation available to people whose vocations might otherwise go unrealized. In addition to preparing people for ordained ministry, Iona now forms lay preachers, pastoral caregivers, worship leaders, clergy seeking continuing education, those exploring the Anglican tradition, and lifelong learners curious to learn more. Every congregation stands to benefit from having the Iona School as a formation hub in the Diocese.

Working together - lay and ordained, rural and urban, small and large - we can become the kinds of communities where people who never imagined there could be a place for them, can find that they have had a home in Christ all along.

SACRED WATERS

A recent conversation that illustrates the Sacred Waters ministry occurred recently. Nicole, who is serving as a garden helper and staying in The Cloister (our volunteer house), shared that she has experienced significant trauma from her church experiences in the past. When first hearing about Sacred Waters from a friend that it is a program owned and operated by a church, she was reluctant to get involved. What she has found as she arrived, however, is that Sacred Waters is an inclusive, welcoming community which allows her to be herself and share her voice with full acceptance and respect. Nicole has quickly become a stellar worker and important member of our community.

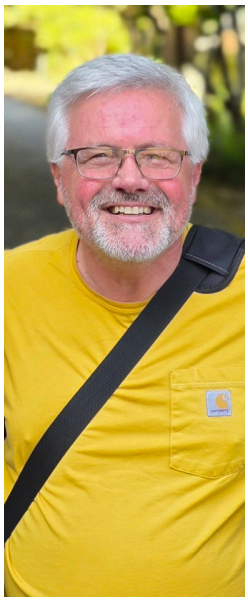
Another story involves an example of creative reciprocity. Amber, a local indigenous woman, reached out to us regarding having a Plant Medicine retreat in September. Their group did not need meals or many indoor spaces, just the opportunity to practice their rituals and their own food practices in a welcoming, outdoor space. We worked out an arrangement in which they are trading volunteer labor in exchange for us hosting their retreat.

Dan Oberg
Interim Director











CAMPUS MINISTRY

Campus Ministry is an inviting community space that makes me feel at home and provides space to contemplate spirituality, community, and life's big questions without dogma. The warmth and joy of Wesley Club's space, staff, community and delicious food have been a light in my life in tough times.

Miguel
former student and member of Christ Church, Seattle

When I walk into the space, I feel nothing but love and kindness from everyone. This space is the family living room experience that makes college much less isolating.

Ethan
current student

This place is a home away from home, even on my worst days I know that I can walk in and I will always be loved, valued and eat well.

Malia
current student

When I got to Campus Ministry, I remember thinking that this is what church was supposed to be. Wesley gives the queer student the experience of an accepting spiritual community that most of us haven't had before.

Eli
former student







ENCOUNTERING LOVE
EMBODYING HOPE

BELOVED COMMUNITY

TOTAL
2027 BUDGET
$768,001

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 faith formation, the College for Congregational Development and others have ensured ongoing 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 through programs such as Sacred Ground and One Parish One Prisoner. 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 14 congregations and communities with an ethnic or multicultural identity in our Diocese.

- **Wider Connections–Local**: We engage with communities and organizations outside of our Diocese on issues of racial



justice, reconciliation, and healing such as immigration and homelessness. We give special attention to intersectional justice areas (environmental/ climate, gender and sexuality, disability, civic engagement). We also work within our diocese on these same issues. Our partnership with Sacred Waters is an important example of this work.

- **Wider Connections–Global**: Our work takes us beyond our nation's borders. We continue our partnership with the Diocese of the Southern Philippines. We are working with emerging partnerships in South Sudan and Kenya. Additionally through our Global Missions Grants, (a set aside of 0.07% of our unrestricted revenue) we support congregations who are working with global partner organizations and whose work relates directly to the *Sustainability Development Goals*.

- **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 and lay leaders 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. A large part of our budget goes directly to help congregations engaged in multicultural ministry through grants.



- **The Refugee Resettlement Office** (RRO) of the Diocese of Olympia has served refugees, asylees, immigrants, and other humanitarian entrants in Western Washington. Established in 1978, the RRO provides comprehensive services including refugee reception and placement, immigration legal services, employment assistance, English language instruction, intensive case management, and financial capability education.

- **The New Roots Fund** (NRF), a program of the RRO, expands these services by promoting economic opportunity through entrepreneurship and asset building. Since 1999, the Fund has operated Individual Development Account (IDA) programs that help low-income participants build savings for small business development. Since 2003, NRF has also provided affordable microloans, business training, and individualized technical assistance to refugee and immigrant entrepreneurs who often lack access to traditional financial institutions.





THE IMMIGRANT PRAYER WALK

One of the best examples of us embodying the Beloved Community is an annual event called The “Immigrant” Justice Prayer Walk.

We show up. St Luke's in Ballard has opened their doors and their space to host this event twice. Congregations such as Ascension and St Andrew’s in Seattle have stepped up for some behind the scenes help. Our Bishop has taken part in the event. Adrienne and Carla have played prominent roles also. Several members of our Circles of Color and many members from congregations around our diocese have joined as well.

We show up as ourselves. When invited we have offered wisdom, song and prayer from our place as followers of Jesus. We acknowledge the ways we have been complicit in harming so many of our siblings. We have joined the walk and prayed along the route as do others from various spiritual traditions. We pour water from our baptismal fonts as part of the water ceremony at Commodore Park in tribute to the Creator. Many of our clergy walk in their collars.

We step back to support the leadership of others. The ceremony that happens before the prayer walk is indigenous led and Woman led. At the head of the walk are several of our Mayan siblings dancing every step of the way (dancing is their prayer) from St Luke's through the Ballard Locks to Daybreak Star Cultural Center. And we all pray along the route. The planning of the event is indigenous led. Immigrants from several Nations and peoples take part in the walk, including our Latino sibs and our African sibs. We partner with other groups such as All My Relations, Publos Originarios De Abya Yala, Tuumben K’iin, and Cenyelistli to name a few.

We share a fellowship. At the end of The Walk we sit at table with each other. This is a time to share. We share a meal of traditional Indigenous and Latino foods as well as traditional Mexican dance. We listen and we talk. We hear stories and when invited we share stories.

In this way we practice what it means to be the Beloved Community, a global society where poverty, hunger, homelessness, and all forms of discrimination are replaced by an all-inclusive spirit of love, trust, and equal human dignity.



MICRO-ENTERPRISE AND IDA SUCCESS STORY

New Roots

Serhii is a Ukrainian client who came to the US through the Uniting for Ukraine program in November 2022. Yesterday was his 3-year anniversary of coming to the US. While it was a difficult transition, as he was forced from his hometown in eastern Ukraine after it was destroyed, he is very grateful to be in America. He shared, "I have job, have church and connect with good people. I so happy we have church, house and safety." This is just one example of the many refugees and immigrants we work with who are grateful to be here despite the uncertainty ahead.

After seeing his house, neighborhood school and town destroyed, Serhii and his family made the difficult decision to flee Ukraine. They applied for the Uniting for Ukraine program and made their way to the US. In Ukraine, Serhii was a construction engineer and inspector. However, his diploma from Ukraine wasn't recognized here, so he started over as a basic construction worker. After working with a company and learning how to lay tile for 5 months, he started his own business.

Thanks to help from the New Roots Fund and IDA programs, he was able to buy tools and a van for his work. He saved up $4,000, then was granted $4,000 from the IDA program for his business. Now he contracts with one company to do the tile work and is in the process of beginning contracting with a second company as well. "I believe one day my company grow up and I do engineer work again," he shared. In the meantime, he is happy to be able to support his family and live in a safe home, "thank you US and American people for opening doors. Very appreciate people in US to be here and do business."





ENCOUNTERING LOVE
EMBODYING HOPE

CREATION JUSTICE



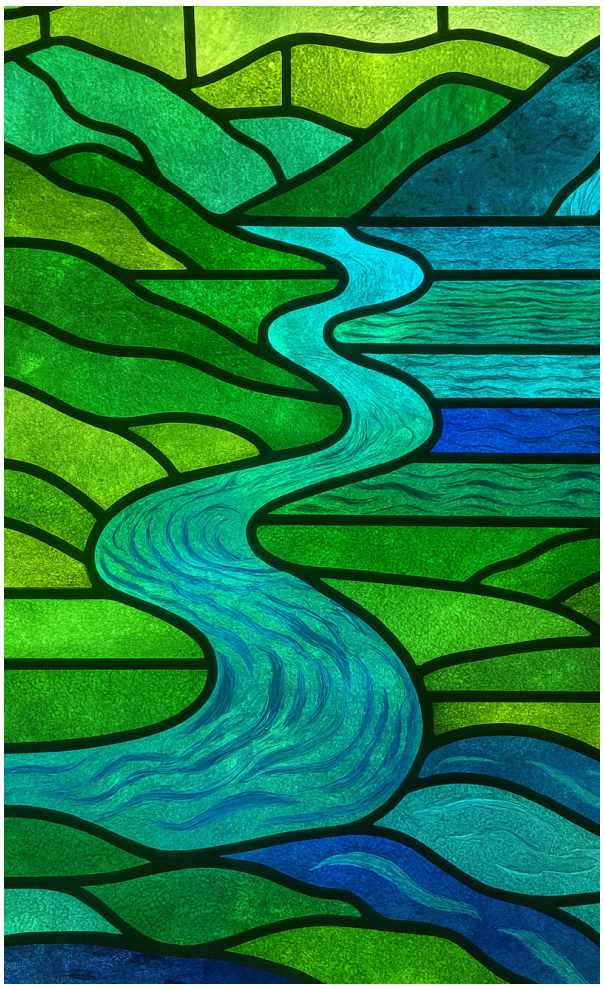
Our Diocese is home to some of the most beautiful geography in the world: rugged coastlands, lush evergreen forests, islands, valleys, and high peaks make this a very special and beloved corner of God's creation. As people of faith, we recognize that human activity and spiritual disconnection—especially in Western contexts—has harmed the Earth and misused its resources. We seek to restore balance in our relationship with creation, Creator, and with communities most affected by a changed 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 creation and Creator—one we seek to learn from with humility and respect. As we build meaningful relationships and solidarity, we know that our work must bridge beyond acknowledgments and that critical repair work moves at the speed of trust.

- **Growing Faithful Climate Action**: The Diocese of Olympia supports creation care and environmental justice through diocesan-wide initiatives, congregational resources, and strategic partnerships. We continue to rebuild and regather our diocesan creation care network through regular events online and in-person across the diocese. We equip congregations for worship, formation, and action through theological education for Season of Creation, in solstice/equinox and other creation-rooted services and offerings, through retreats like Listening to the Land, and in working with environmental community partners. We uplift the leadership of local practitioners, climate advocates, and land stewards within and beyond our Diocese by supporting their efforts and connecting them with interested individuals and congregations.

- **Place-Based Discipleship**: Following Jesus in our particular watersheds means reconnecting with the lands, waters, air, creatures, and larger ecosystems that we inhabit. Including







Participants from six diocesan churches in conversation with Terra Divina leaders from Church of the Resurrection in Roslyn, WA. This was our first diocesan Wild Church field trip in July to learn about crafting services or other contemplative offerings outside and in connection with the local community.

endangered species in our prayers of the people, practicing rogation days, and using local flour, wine, and water in our Eucharist and baptismal font are some of the ways we locate ourselves in the world God has created. Working in solidarity with frontline communities in our region and globally through our Carbon Offset partnership with the Diocese of the Southern Philippines helps us work for justice with siblings near and far. Our congregations listen to the needs of our neighbors: providing safe shelter in climate disasters or extreme weather, growing food for the hungry in community gardens, and pursuing solar and renewable energy. These efforts reflect our shared commitment to healing, physical/spiritual resilience, and love for all of God's creation.

- **Diocesan House Carbon Offsets**: Through our partnership with the Diocese of the Southern Philippines, the Office of the Bishop is working 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. Work is beginning to better track and account for our carbon impact.



CREATION JUSTICE MINISTRIES RETREAT

In March, five people from the diocese joined other ecumenical teams in SW Michigan for Creation Justice Ministries' (CJM) Transformative Leadership Cohort Retreat. We had one group representing the diocese as well as a group representing St. Andrew's, Seattle. Brian Sellers-Petersen is the coach for both teams to support their ministry projects March - October 2026.

Besides being immersed in Creation with water, trees, and so many birds, we got to worship and fellowship over meals and group time. Additionally, CJM brought in experts from See Change Institute to teach us about behavior change principles, Potential Energy Coalition sharing effective climate communication strategies, and Climate Advocacy Lab who brought tools for advocacy and community organizing. All of these groups will be continuing formation and coaching with our groups throughout the cohort's projects.



St. Andrew's, Seattle participants sharing their project at the closing commissioning service.

Our groups' projects are exciting! **St. Andrew's, Seattle** will be working on building ***climate resilience*** and preparing for disasters within their physical campus, at their congregants' homes, and eventually with their local neighborhood. We are excited to learn from them and share their experience with other congregations as climate disasters and extreme weather will only continue to impact our communities at larger scales.

Our **diocesan group** will be focusing on regathering our Creation Justice network through ***regular events around the diocese*** and ***support for church projects***. We hope to build a directory of creation justice contacts at different churches, as well as creation-related practitioners in our churches and communities to empower education and resource sharing.



Transformative Leadership participants (L to R): Rev. Evan Clendenin, Kelli Jayn Nichols, Rev. Kim McNamara, Gretchen Hayslip, Brian Sellers-Petersen, and Adrienne Elliott.

We will host a ***monthly event in-person*** in different regions of the diocese (think Wild Church outside, trail clearing or other restoration projects, farm visits, bee keeping or foraging workshops, etc). If you have ideas or would like to partner on an upcoming event, let us know!

Our church support will start with St. Andrew's, Seattle's climate resilience project and St. Hugh's trail network and community garden project. We will also be launching small grants again later this year to help churches with their work. We hope Wild Indigo Guild will also lead a faith land cohort for churches in 2027.

Last, CJM is excited to partner with the diocese at both the larger institutional level *and* the congregational level. If your church would like support in theological education, transformative leadership, faithful resilience, environmental justice and equity, or anything else, please let Adrienne know!



ENCOUNTERING LOVE
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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.

TOTAL
2027 BUDGET
$652,377



College for Congregational Development (CCD): We equip lay and clergy leaders to embody Christ in the context of their local parish. Participants work on teams to build relationships while learning skills and tools to help their congregations be more healthy, faithful and fruitful. 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.

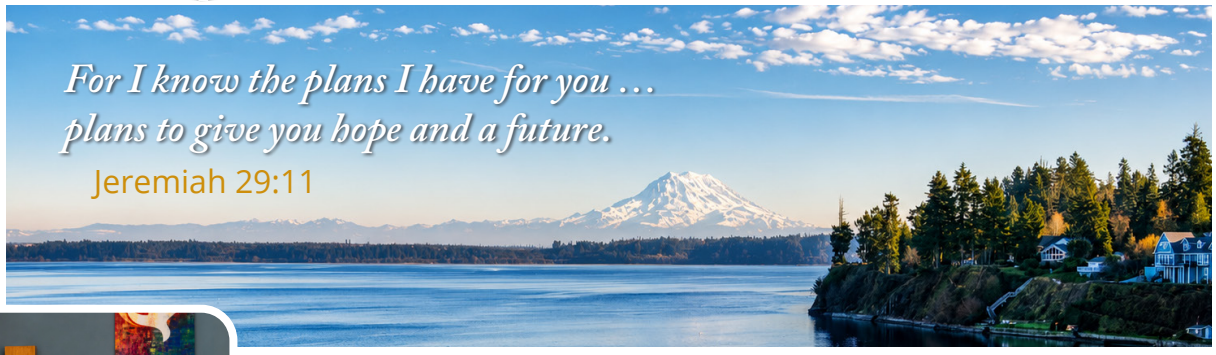
Consulting: We connect trained consultants with congregations, ministries, and diocesan efforts in need of facilitated conversation and frameworks for carrying out the important work of shared ministry.

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.











ST. JOHN | SAN JUAN EPISCOPAL CHURCH, OLYMPIA

In 2023/2024, leaders of St. John | San Juan met with leadership of the Diocese of Olympia. What began as a conversation about a loan to repair our crumbling building ended with a partnership between the Diocese and St. John | San Juan that is saving our congregation and blazing a trail for innovative solutions for other congregations in the future.

The pioneering Spirit that founded St. John | San Juan in 1854 continues to be #MovingChurch! Since March 2024, in partnership with new rector Janet Waggoner, St. John | San Juan has stabilized our finances and updated our accounting systems; deepened our community connections with the neighborhood, city officials, and non-profits; and partnered in founding Olympia Commons, a 10-church consortium seeking to do ministry "better together." In July 2026, our first Olympia Commons Day Camp welcomed 53 kids and over 80 volunteers!

St. John | San Juan has discerned that our future lies in co-location with another congregation (partner TBA soon!) where the identities and unique worship of both congregations can flourish and where shared efforts can enhance the effectiveness of many other ministries. St. John | San Juan's building is now for sale. In August 2027, our congregation will move, taking with us beloved architectural elements of our building, including our columbarium.

As we prepare for #MovingChurch next Summer, the pioneering Spirit is growing our congregation (dozens of baptisms and confirmations!) and starting new ministries in/through St. John | San Juan: food distribution to LGBTQIA2S+ folks who are underemployed, doorkeepers for San Juan worship, an in-house food pantry, Legal Immigration Services of Olympia (which helped rescue a parishioner from detention), and the Community Coalition for Immigrant Support. May the Spirit continue to move in and through us as we continue "Loving God, Loving Neighbor, Building Community."



TOTAL
2027 BUDGET
$431,084

COMMUNICATIONS

The work of Communications for the Diocese of Olympia supports telling the story of the vision and ministry of the Diocese, and helps equip congregations to do the same. At the core of this work is regular communications through email newsletters, website maintenance, and social media. Our team creates engaging videos to highlight congregational events, worship services, and offerings like Zimzum. We capture events through photography and videography to share on our platforms to highlight our vibrant common life. We assist diocesan ministries and programs in making their offerings accessible through captions, subtitles, ASL interpretation, and live language translation. And we support the important work of technical support, graphic design, and database management. Our staff regularly supports and consults with congregations in technological and communications efforts.



We are looking ahead to an overall re-visioning of our communications in the coming year with a new website, supporting work on decolonizing and revisioning the seal. These efforts to refresh our digital presence will help ensure vibrant online platforms and better support the ministry and efforts of the Diocese. This project will be funded at the bishop's discretion using mutual ministry funds included in the operating budget.







OUR CANONICAL RESPONSIBILITIES

TOTAL
2027 BUDGET
$2,685,746

- **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 seeking a deeper call to ministry. They offer annual discernment retreats open to anyone exploring the movement of the Holy Spirit in their lives. For those discerning a call to ordained ministry, the COM supports them with additional retreats, interviews, and through their formation process.

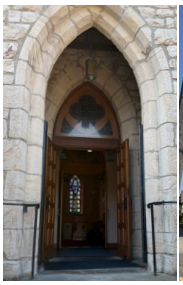


- **Canon to the Ordinary**: We support the Canon to the Ordinary and her ministry assisting the bishop, clergy, other diocesan leaders, and the Office of the Bishop staff as they discern and facilitate the mission and vision of our Diocese. The Canon to the Ordinary serves as the bishop's chief of staff and chief of operations, canon for clergy, and works with our Canon Missioner 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.

- **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.









- **Property**: We steward the diocesan property portfolio, ensuring alignment with overall strategic vision of the diocese and in consultation with the Bishop, the Board of Directors, and congregations. As part of that, we provide operations and maintenance on Diocesan House and the Bishop's residence. We also support Missions and Parishes with their property and real estate decisions.

- **Chancellor**: Established as a core office by the Diocesan Constitution, the Chancellor serves as the Diocese's chief legal and canonical counsel. Appointed by the Bishop and ratified by Convention, the Chancellor must be a practicing lawyer. The Chancellor counsels the Bishop, diocesan leaders and governing bodies on transactions, disputes, litigation, compliance, governance, risk management, and canonical law, and supervises outside counsel.

- **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.

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



SUPPORTING THE WORK OF THE BROADER CHURCH

- **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, partner with Saint Mark's Cathedral, and provide support for local interreligious and ecumenical ministry efforts.





TOTAL
2027 BUDGET
$5,500

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.
- **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.
- In 2028, we will call a new **Canon for Development** who will work with the Bishop to develop and implement a comprehensive, coordinated program focused on missional and legacy giving.



THE HOLY SPIRIT HAS MANY ADDRESSES

Todd Henderson, MAI
Canon for Property





St. Martin St. Francis is located on the North Cascade Highway (SR 20) just outside Rockport and it is open at all times for people who want to stop by and be silent, pray or whatever moves their spirit. I went to see St. Martin St. Francis to learn about a beehive on the property. While the priest in charge and I were waiting for the insect expert, a man stopped by and came to pray at the chapel. He noted that it was the first time he had seen anybody there and that he likes to stop by from time to time, read the scripture on the altar and then pray. He asked if it was ok to do so and we said he was welcome in the chapel to read and pray then and at any time.

After some quiet moments he got up and said to the priest in charge and me that this chapel had saved his life. He said through teary eyes that he had laid at the altar and cried and cried, but that his life was saved at that very spot. I teared up as well, shook his hand and said that I was glad to meet him.

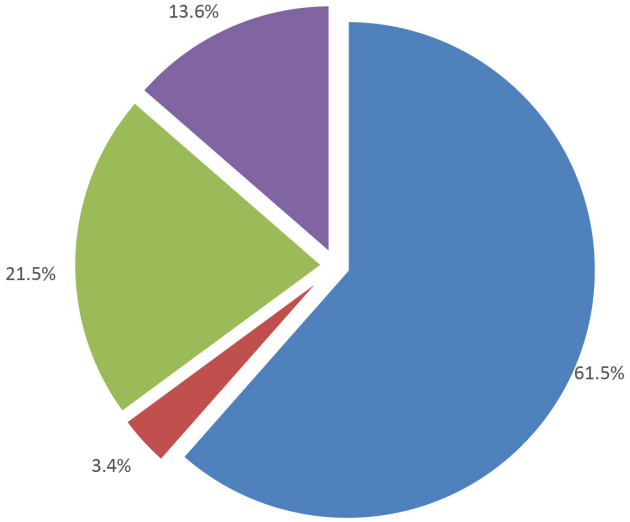
The Holy Spirit appears in many places and was with us that late summer day in a small chapel outside Rockport.



ENCOUNTERING LOVE
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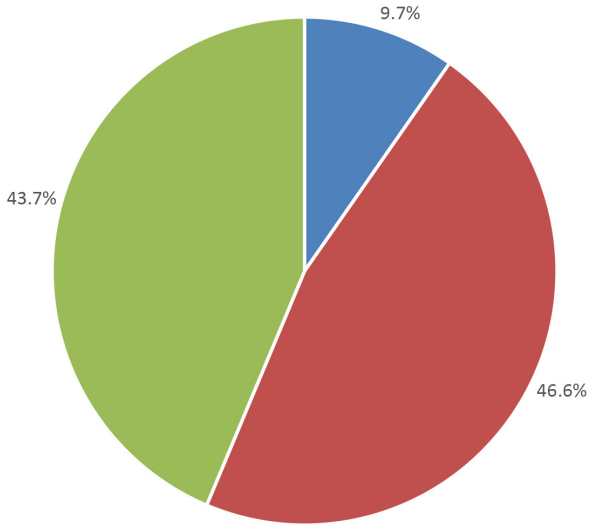
2027 BUDGET TOTALS

2027 BUDGETED REVENUE SOURCES



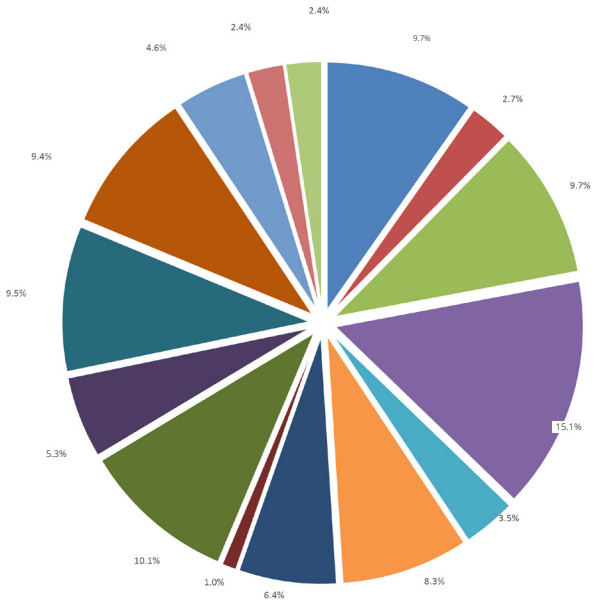
- 61.5% - Net Assessment Revenue
- 3.4% - Dividend Income
- 21.5% - Market Returns and Carry Forwards
- 13.6% - Fees, Tuitions, and Reimbursements, and Other

2027 BUDGETED EXPENSE SUMMARY



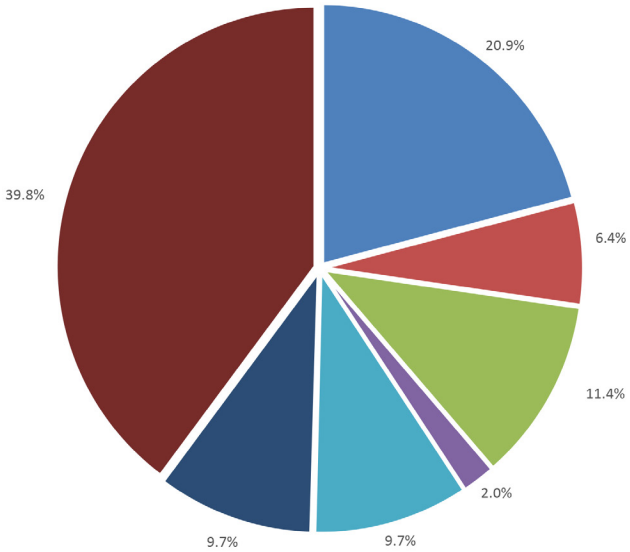
- 9.7% - Supporting the Broader Church
- 46.6% - Programs for Ministry - Empowering Congregations
- 43.7% - Canonical & Corporate Expenses

2027 BUDGETED EXPENSE DETAIL



- 9.7% - Supporting the Broader Church
- 2.7% - Mutual Ministry Programs & Mission
- 9.7% - Congregational Development
- 15.1% - Supporting Congregations
- 3.5% - IONA School of Olympia
- 8.3% - Multicult Ministries / Creation Care
- 6.4% - Communications
- 1.0% - Global Mission Work
- 10.1% - Diocesan Bishop's Office
- 5.3% - Canon to the Ordinary Office
- 9.5% - Accounting & Finance Office
- 9.4% - Diocesan Governance & Archives
- 4.6% - Canon for Property
- 2.4% - Insurances
- 2.4% - Diocesan House

2027 BUDGETED EXPENSE PROGRAM



- 20.9% - Discipleship
- 6.4% - Communications
- 11.4% - Becoming Beloved Community
- 2.0% - Creation Justice
- 9.7% - Congregational Development
- 0.1% - Stewardship
- 9.7% - Support of our Broader Church
- 39.8% - Canonical & Corporate Expenses



ENCOUNTERING LOVE
EMBODYING HOPE

2027 BUDGET TOTALS

SUMMARY

2027 Pre-Convention Recommended Budget compared to 2026 Budget, 2025 Actual SUMMARY

	Diocese of Olympia							
	2027 Budget Summary							
					Variance 2027 Budget Compared To			
					Amount		Percent %	
		2027	2026	2025	2026	2025	2026	2025
	Description	Budget	Budget	Actual	Budget	Actual	Budget	Actual
	Revenues							
(1)	Net Assessment Revenue	$ 4,150,724	$ 3,862,580	$ 3,958,481	$ 288,144	$ 192,243	7.46	4.86
(2)	Prior Years' Assessment Receipts	-	-	163,489	-	(163,489)	-	(100.00)
(3)	Dividends	230,000	659,137	600,027	(429,137)	(370,027)	(65.11)	(61.67)
(4)	Total Assessment and Dividend Income	4,380,724	4,521,717	4,721,997	(140,993)	(341,273)	(3.12)	(7.23)
(5)	Release of Prior Year Capital Gains	400,000	142,701	230,051	257,299	169,949	180.31	73.87
(6)	Release of Average Market Returns	1,048,845	762,820	397,109	286,025	651,736	37.50	164.12
(7)	Fees, Tuition, Reimbursements, Interest and Other	918,779	397,155	267,238	521,624	651,541	131.34	243.81
(8)	**TOTAL REVENUES**	$ 6,748,348	$ 5,824,393	$ 5,616,395	$ 923,955	$ 1,131,953	15.86	20.15
	Expenses							
(9)	Supporting the Broader Church	$ 657,462	$ 633,797	$ 532,876	$ 23,665	$ 124,586	3.73	23.38
	Programs for Ministry: Empowering Congregations							
(10)	Bishop Directed Initiatives	179,000	167,400	125,753	11,600	53,247	6.93	42.34
(11)	Congregational Development	552,377	478,595	476,613	73,782	75,764	15.42	15.90
(12)	CD Grant - Multiple Year	100,000	100,000	100,000	-	-	-	-
(13)	Supporting Congregations	976,245	631,828	586,465	344,417	389,780	54.51	66.46
(14)	Faith Formation	40,000	40,000	186,160	-	(146,160)	-	(78.51)
(15)	Diocesan Library	16,523	47,950	63,067	(31,427)	(46,544)	(65.54)	(73.80)
(16)	IONA School of Olympia	218,153	125,807	152,331	92,346	65,822	73.40	43.21
(17)	Multicultural Ministries and Creation Care	560,438	539,365	530,157	21,073	30,281	3.91	5.71
(18)	Stewardship Educaiton and Development	5,500	6,000	4,744	(500)	756	(8.33)	15.94
(19)	Communications and Information Technology	431,084	387,020	471,732	44,064	(40,648)	11.39	(8.62)
(20)	Global Mission Work	65,225	57,725	71,871	7,500	(6,646)	12.99	(9.25)
(21)	Total Programs for Ministry: Empowering Congreg	3,144,546	2,581,690	2,768,893	562,856	375,653	21.80	13.57
	Canonical and Corporate Expenses							
(22)	Office of the Diocesan Bishop	680,019	629,964	581,474	50,055	98,544	7.95	16.95
(23)	Office of the Assisting Bishop	-	-	401	-	(401)	-	(100.00)
(24)	Office of the Canon to the Ordinary	360,914	344,496	293,382	16,418	67,532	4.77	23.02
(25)	Accounting and Finance Office	639,900	593,459	546,066	46,441	93,834	7.83	17.18
(26)	Archives	101,961	95,149	86,053	6,812	15,908	7.16	18.49
(27)	Human Resources, Governance, and Convention	359,396	311,224	306,255	48,172	53,142	15.48	17.35
(28)	Office of the Chancellor	173,860	164,500	143,720	9,360	30,140	5.69	20.97
(29)	Diocesan Property Management	311,090	100,000	26,484	211,090	284,606	211.09	1,074.64
(30)	Property / Liability Insurance	94,854	101,000	94,021	(6,146)	833	(6.09)	0.89
(31)	Benefits	65,712	75,700	66,052	(9,988)	(340)	(13.19)	(0.51)
(32)	Diocesan House	158,634	193,414	170,717	(34,780)	(12,083)	(17.98)	(7.08)
(33)	Total Canonical and Corporate Expenses	2,946,341	2,608,906	2,314,625	337,435	631,715	12.93	27.29
(34)	**TOTAL EXPENSES**	6,748,348	5,824,393	5,616,395	923,955	1,131,954	15.86	20.15
(35)	**Net Excess / (Deficit)**	$ -	$ -	$ -	$ (0)	$ (1)		