



FREQUENTLY ASKED QUESTIONS

Episcopal Diocese of Fond du Lac Finances

- **What is the diocesan use of money?**

Financial support to the diocese allows implementation of shared mission and ministry in ways which might not happen otherwise. Two examples:

1) Broader ministry: clergy support (retreat, continuing education, pastoral); youth ministry (camp, events, resources); congregations (human resources, workshops, programs, aid, crisis support).

2) Episcopate: bishop's ministry of visitation, ordination, canonical requirements, assisting congregations in crisis.

- **What does a congregational pledge to support the diocese?**

God calls people to support the church, both locally and in the world. The funds a congregation pledges to the diocese supports work in the world. In addition to diocesan ministry, a portion supports the work of the national church. The pledge is voluntary, not an assessment or "tax-bill". It is an example of stewardship which parallels the model most congregations use: asking people to give at certain level and working with what God provides.

- **How much is the asking to be pledged to the diocese?**

A formula is determined by the diocesan Finance Committee and based on congregational normal operating income (NOI) as reported in the annual Parochial Report. The formula is applied equally to all congregations which attempts to be fair in raising funds for diocesan mission and ministry. Congregations are expected to pledge at this asking level and the current rate is 12%. Congregational pledges account for about 74% of diocesan income. The balance comes from investments and other revenue sources.

- **Do all congregations pledge at the asking amount?**

Almost every diocesan congregation pledges at the asking amount. Some are above, and some are below, usually driven by a specific local circumstance. When a pledge doesn't meet the asking amount, the diocese will work with the congregation to provide any assistance needed to address such circumstance.

- **What happens if a congregational pledge is below the asking?**

If a pledge is made below the asking, a written explanation of why is provided so the diocese may consider ways to assist the congregation. The impact is that the mission and ministry of the diocese is not supported as fully as possible which may impact effectiveness.

- **How does the diocese support the broader church?**

Because the diocese pledges to the national church out of the funds it receives, there is support to mission and ministry beyond the diocese. This is also achieved through outreach funding which is part of the budget. The diocese is a member of the Wisconsin Council of Churches which does mission and ministry work across the state.

- **Who decides how the money is spent?**

Members of the diocese on committees are in the decision-making process. The Finance Committee prepares the budget, the Diocesan Convention approves it, and the Executive Council adopts it and monitors it.

- **What size is the diocesan budget?**

The diocese is blessed with an overall budget of about \$625,000. When inflation is considered, the budget has decreased by 25% over the past decade, an intentional change to allow funds to remain at the congregational level. Here is a breakdown of expense for 2021:

20% Vital Congregations	10% Prayer and Worship
36% Missionary Church	34% Canonical and Governance

74% of income from congregational pledges
11% of income from endowment | 15% of income from other sources

Most support of ministries and programs may have additional income from fees and restricted investments. Only a few lines of the budget fully fund a ministry or program (like staffing). Aid is provided to diocesan congregations to support a continuing Episcopal presence in those communities.

For additional information or details contact the Diocesan Office at (920) 830-8866 or visit diofdl@diofdl.org.