



2027 Budget Narrative

The Race That Is Set Before Us

Each year, our diocesan budget tells a story about more than income and expenses. It reflects the ministry we share, the commitments we have made to one another, and the work God is calling us to undertake together. As we gather for Diocesan Convention under the theme *The Race That Is Set Before Us*, we are invited to look ahead with hope, purpose, and faithfulness—to discern the opportunities before us, name the challenges we will face, and consider what we hope will be true of the Episcopal Church in Colorado five to seven years from now.

That discernment is closely connected to how we steward our shared resources. At our 121st Diocesan Convention in 2008, our congregations made a faithful commitment to one another and to the wider Church by pledging a minimum of ten percent of annual plate and pledge income to the diocese. Many of our churches are living fully into that commitment, while others continue to take steps toward it each year. Our goal remains a fully funded diocese in which every congregation participates at that ten percent level. Congregational giving continues to be the backbone of our diocesan budget and makes possible the shared ministry we undertake across Colorado.

That commitment is about far more than meeting a financial obligation. It is an act of discipleship and mutual responsibility—a recognition that we can do more together than any congregation can do alone. When our congregations contribute to our common life, those resources become formation, pastoral care, support for clergy and congregations in transition, assistance with property and governance, evangelism, stewardship, communications, youth and young adult ministry, and engagement with communities throughout Colorado. They also allow us to invest in new possibilities for ministry, including an expanded Caffeinated Church and the five-year *Show & Tell* initiative, which is equipping congregations to tell stories of Christian faith and life in ways that reach people who are spiritually curious and institutionally disconnected.

As we consider the race before us, we know there will be both opportunities and hard miles. We will continue to ask how our congregations can remain vibrant and faithful in changing communities, how we form new generations of Christians, how we welcome those who have felt disconnected from the Church, how we steward our properties and other resources wisely, and how we bear witness to the Gospel in a divided and changing world. Our baptismal covenant continues to call us to seek and serve Christ in all persons, strive for justice and peace,

and respect the dignity of every human being. These commitments shape not only what we say we value, but where we invest our time, energy, and resources.

The questions before us at this Convention invite us to imagine where this race might take us. What gives us hope? What opportunities should we embrace? What challenges must we address? Where will leadership matter most? And when we look back several years from now, what will we hope we accomplished together? Our budget cannot answer those questions for us, but it gives us the means to begin living into the answers.

We are grateful for the generosity of our congregations and for the many clergy and lay leaders who make this shared ministry possible. As we continue striving toward the commitment made in 2008, may we steward what God has entrusted to us with wisdom and courage, support one another faithfully along the way, and run with perseverance the race that is set before us.

Treasurer's Narrative to Accompany the 2027 Proposed Budget

Guide us to perceive what is right, and grant us both the courage to pursue it and the grace to accomplish it: through Jesus Christ our Lord. Amen BCP p.818

This narrative provides Diocesan Convention delegates and others with information about the 2027 Proposed Budget. The Ministry Area Narratives provide specific details of how the funds are used.

The annual budget cycle begins with input from the staff of the Office of the Bishop. In June, July, and August, the preliminary draft budget was reviewed by both the Finance Committee and the Standing Committee. The final proposed budget comes to the Diocesan Convention following the unanimous recommendation for approval by your Standing Committee.

The presentation of the budget begins with our projected income. The giving from the congregations of the Episcopal Church in Colorado continues to be the backbone of the functioning of this diocese. Congregational giving in 2025 was \$2,307,699. 2026 Congregational giving is running ahead of our projections. All Parishes and Missions commit to the Diocesan canonical requirement of giving a minimum of 10% of “plate and pledge” to the work of the Diocesan budget. We continue to work towards a fully funded diocese where every congregation meets the canonical requirement.

The second largest component of our Diocesan income after congregational giving is our annual grant from the Colorado Trust. The actual grant amount for 2025 was \$1,320,998.83. The total grant will be realized as 2025 income. Only \$1,000,000 of that will be shown as applied to the budget for 2025 and \$320,998.83 was added to the Diocesan Operational Reserves in 2026. The actual Colorado Trust grant amount for 2026 is \$1,027,723.90. The 2027 Proposed Budget has a place holder of \$1,000,000 for the Colorado Trust Grant. We received an estimate from the Colorado Trust that is a little below that, but their actual granting has exceeded their estimates in the previous three years. We will know the exact amount of the 2027 grant in Q1 2027.

Estimated income from our many internal trusts is designated to be used for specified purposes and equals those estimated expenses. The net bottom-line effect on the operating budget is neutral.

In December of 2025 we received around \$3,000,000 from The Lily Grant. These funds and associated expenses are being tracked and managed separate from diocesan funds. Since this is a five-year project, some of the funds have been invested in CDs with varying maturity dates.

Please read the ministry report from Communications & Evangelism for a full understanding of The Lily Grant and the ministry work related to that project.

In April of 2026 Bishop Kym brought a Proposal for the Use of Proceeds from the Sale of Property to the Standing Committee. The Standing Committee unanimously approved the proposal. In September of 2026 we closed on a property sale of All Saints in the Highlands that had a net escrow amount of close to \$4,000,000. The newly approved process will guide the use of these funds.

In the “Engaging the World” section of the budget, we are giving The Episcopal Church the 15% minimum mandated by General Convention. These funds support churchwide ministries, from evangelism and church planting to caring for creation and racial reconciliation. The amount budgeted for 2027 is derived from applying The Episcopal Church formula to our 2025 actual income.

The 2025 Audit was completed and delivered to the Controller, Pam Greenfield, in August. The Audit Review Committee met and reviewed the audit in September and recommended it for signature by Bishop Kym.

Ministry Area Narratives

Communications & Evangelism

The Communications & Evangelism Office continues to grow its reach across the Episcopal Church in Colorado and the wider Church through Caffeinated Church. Over the past year, Caffeinated Church membership has grown from approximately 500 to more than 630 members, strengthening an ecumenical community of church communicators, administrators, clergy, and lay leaders who gather for training, collaboration, and shared resources.

This year also marked a significant new chapter for the office with the receipt of a \$3 million grant from Lilly Endowment Inc. for *Show & Tell: Stories for the Nones, Dones, and Disconnected*. This five-year initiative helps mainline churches tell compelling stories of Christian faith and life that connect with people who are spiritually curious but institutionally disconnected, with particular attention to Millennials, Gen Z, and Latino communities.

The Show & Tell Project includes three interconnected efforts. Equipping Congregations is providing 90 churches with individualized communications coaching and training to strengthen their ability to identify, produce, and share stories from their own communities. Common Good will create short-form videos and documentary podcasts in English and Spanish exploring faith, justice, belonging, and Christian life. Concerning Christianity will center Gen Z voices in a bilingual narrative podcast exploring faith, doubt, identity, and the questions young adults are asking about Christianity. Together, these efforts significantly expand the Communications & Evangelism Office's capacity to support congregations while extending the Church's witness into new digital spaces.

Equipping Congregations has already gained significant momentum, with 74 of the project's 90 congregations now in process. Participating churches receive a year of hands-on training and individualized coaching to strengthen their overall communications, build sustainable storytelling practices, and create digital content that reflects the faith and ministry already taking place in their communities.

The changing landscape of the Communications & Evangelism Office, shaped by the Lilly Endowment grant, has also opened new possibilities for Caffeinated Church. In 2027, we are expanding its resources and training beyond communications and administration to include two additional areas central to congregational vitality: evangelism and stewardship. This represents a significant expansion of Caffeinated Church's mission and ministry and creates new opportunities to equip clergy and lay leaders across a much broader range of congregational needs. We plan to offer approximately 50 workshops and collaborative learning opportunities across these areas in 2027.

Canon Mike Orr continues to provide leadership in evangelism and stewardship both within the Episcopal Church in Colorado and across the wider Church. Through work with individual congregations, regional and national gatherings, Caffeinated Church, and Project Resource, he helps church leaders think more intentionally about how they engage their communities, share the Good News, strengthen cultures of generosity, and build sustainable ministry practices. Together, these efforts represent a growing investment in congregational vitality. Through direct support of Colorado congregations, the expanding Caffeinated Church network, the national reach of Show & Tell, and continued leadership in evangelism and stewardship, the Communications & Evangelism Office is equipping churches with practical tools to communicate clearly, tell their stories faithfully, engage new communities, and strengthen their ministries for the future.

Formation & Pastoral Care

In 2026, The Formation Team has continued in engaging, equipping, and empowering God's people to love and follow Jesus, building on successful offerings and creating exciting new faith-building opportunities this year. The Formation Team helps equip congregations and leaders to support people of every age and stage in their Christian faith. The team also offers diocesan-

wide, immersive experiences that connect more deeply with God and Episcopalians across Colorado.

This last year, Fall Quest was held again at Cathedral Ridge and maxed out the camp and retreat center capacity. Everyone is loving being at Cathedral Ridge! The Spring Diocesan overnight also maxed out at 50 participants. 30 youth from across all five regions participated in the YES mission trip to Seattle. This is the second year in a row we have had participants from all the regions. Cathedral Ridge hosted family and parish camps throughout June. In July, youth summer camps hosted a total of 108 youth between Elementary, Middle, High, and Creatives Camp. This past year was the third year for Youth Council Colorado (YOCO). YOCO is a leadership board that offers the youth voice in all aspects of their ministry area.

In support for every Episcopalian to live out their baptismal vows, the Formation team trains and supports individuals for licensed lay ministry, helps equip vestries for leadership, and ensures that all our churches have access to required Safe Church training and policies. More than 700 individuals have completed Safe Church training again over the past year. A third cohort of nine lay pastoral leader candidates began formation in September 2026. This Summer Bishop Kym licensed six new lay pastoral leaders who completed their nine-month course of formation. The next cohort of lay pastoral leaders will begin their formation in September 2027.

Our collaboration with the Iona Collaborative continues to provide high-quality training, formation and continuing education for clergy and lay leaders at no cost to congregations. The formation team began year two of a five-year, \$25,000/year microgrant from the Iona Collaborative with an emphasis for the year ahead in equipping priest mentors to be commissioned for lay pastoral leaders. Additionally, key adult offerings included hybrid Eucharistic Visitor trainings; the popular and faith-building Journey to Confirmation course for 25 seekers exploring confirmation, reception, or reaffirmation of their baptismal vows; and courses customized to individual congregational needs.

Over the past year the Formation team has helped congregations become involved or deepen their engagement in the five Realities areas in a number of ways: by gathering and implementing resources, supporting Sacred Ground dialogue circles, supporting another powerful journey to the site of the Sand Creek Massacre for over 50 participants, liaising with the diocesan care of creation team, and accompanying congregations in their work to become even more welcoming and affirming congregations to LGBTQIA+ believers.

Each year, the Formation team plans the diocese's largest events, the clergy gathering and the diocesan convention. We are delighted to be welcoming The Rev. Cynthia Bourgeault as the featured speaker for our May 2027 clergy gathering. An Episcopal priest, contemporary mystic, acclaimed author, and internationally recognized retreat leader, Bourgeault has devoted her ministry to recovering and teaching the Christian contemplative tradition and Wisdom path. She divides her time between the quiet solitude of her seaside hermitage in Maine and traveling throughout the world, inviting others into a deeper experience of contemplative

spirituality and transformational living. We continue to seek ways to enrich participants' faith experiences at these events through dynamic speakers and engaging workshops.

In partnership with the Office of the Bishop, St. John's Cathedral hosted the 2026 Becoming Beloved Community event featuring the Rev. Canon Stephanie Spellers. Held in March, the evening included a book signing followed by an engaging conversation between Canon Spellers and Bishop Kym Lucas. Nearly 80 people gathered for a lively and thought-provoking discussion of Spellers' book, *Church Tomorrow? What the "Nones" and "Dones" Teach Us About the Future of Faith*. Together, they explored the changing religious landscape, the experiences of those who have become disconnected from institutional faith, and the opportunities these shifts present for reimagining Christian community and the Church's mission in the years ahead.

In July 2026, the *Concert for the Human Family* successfully brought together the Episcopal Church in Colorado and the wider community for an evening of music, hospitality, and shared purpose. Through a strong partnership with Christ Church, Denver, attendees experienced a welcoming and inclusive environment made possible by dedicated staff and volunteers. The event was well coordinated, with a minor logistical issue resolved quickly and professionally. Overall, the concert fostered meaningful connections, strengthened community partnerships, and demonstrated the power of music to inspire hope, compassion, and a deeper sense of our shared humanity.

A diocesan-wide event commemorating the life and witness of abolitionist and priest Absalom Jones is being planned for February 2027.

The Formation team also continues to embrace the growing interest in immersive pilgrimage and spiritual journeys. In 2025/26 the team supported participants traveling to the site of the Sand Creek Massacre, and pilgrimages along the Footsteps of Paul in Greece and Turkey and to Santiago de Compostela along the French way. In 2027, the next Camino pilgrimage is planned for the Portuguese way in October. The team regularly consults with individual churches and dioceses interested in crafting local or overseas immersive pilgrimage and spiritual journey experiences.

Mission & Engagement

Mission and Engagement has been involved in a wide variety of issues and concerns, including but not limited to:

Assisting congregations and individual clergy with guidance on Bylaws, vestry and congregational issues, Title IV, and other canonical matters; helping manage conflict resolution, financial and property issues, the closing of congregations, and visioning alternative uses of church space;

Reviewing and (where appropriate) approving on behalf of the Bishop, applications for remarriage, uses of alternative liturgy and other administrative issues needing review on her behalf; working with the Bishop and the Chancellor on all matters legal;
Working with the Treasurer and Controller on a variety of finance and accounting-related matters including budget development, finance committee and audit committee;
Working with the Controller, Benefits Administrator and churches regarding Church Insurance, and the property and liability coverage for the Diocese, its churches, and its vacant properties;
Managing issues with respect to Diocesan-owned properties, including:

- Streamlining the encumbrance approval process by creating a new policy for transactions of one year or less, approved by the Standing Committee;
- Successfully working with St. Michael's Colorado Springs in their effort to create a future for St. Andrew's Manitou Springs as a community center;
- Finalizing the sale of All Saints in the Highlands;
- Helping guide the process for the new Property Revisioning Committee to have its charter approved by the Bishop and Standing Committee, and its role beside the Property Committee clarified;
- Dealing with a variety of issues relating to vacant church properties around the Diocese, including Our Merciful Savior in the Highlands, St. Andrew's in La Junta, St. James in Lake City, and grazing acreage outside of La Veta, Colorado

Representing the Bishop on the Boards of the St. Francis Center, and the Colorado Episcopal Foundation;

Working with and managing the Regional Missioners on issues region-related, as well as areas of communication between the Diocese, the Missioners and their regions;

Working with the Bishop and Canon for Transition and Wellness on clergy transitions and letters of agreement.

Transition & Wellness

The Rev. Canon Vanessa Stickler Glass, with the support of Janey Griggs Salazar, works with church Vestries, Bishop's Committees, and Profile and Search Committees across the diocese for congregations seeking new clergy. She recruits clergy from across the church and invites them to discern open interim and permanent positions in Colorado.

Every fall the Office of the Bishop hosts New Clergy Orientation. This year we welcomed twelve clergy with new calls.

In addition to transition ministry, Canon Vanessa also convenes the new clergy and interim cohorts. She leads vestry retreats, mutual ministry reviews, facilitates the conflict manage process, and provides support to wardens in congregations that don't have a settled priest.

Outside of the Diocese, Canon Vanessa serves on the Alumni Council at the Center for Clergy Renewal and on the Board of the College for Bishops.

Conclusion

The 2027 Proposed Budget projects a deficit of \$182,086. 2025 actual was better than budgeted, and 2026 actual is trending better than budget through July 31. Our cash reserves were boosted by both the Colorado Trust Grant amounts and the proceeds from the sale of property. We ask for your approval of the 2027 Proposed Budget, your prayers, and your continued support of the Diocese and the Regions.