

2014 Diocesan Budget

First DRAFT



June 6th , 2013

(EXHIBIT-1)

5-YR Budget Projections

Year End Audit Data thru 2011 (\$ 000,000's):

Return on liquid investments: 7.0%

| | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 |
|--|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Draw from Investments + Trusts | 1.150 | 1.202 | 1.376 | 1.481 | 1.340 | 1.408 | 1.300 | 1.200 | 1.100 | 1.000 | 0.900 |
| Loan Interest | 0.201 | 0.162 | 0.090 | 0.092 | 0.084 | 0.084 | 0.083 | 0.081 | 0.081 | 0.081 | 0.081 |
| Surplus/Deficit Adj. | 0.105 | 0.406 | (0.047) | (0.083) | 0.038 | 0.000 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Net DRAW on financial Assets: | 1.456 | 1.770 | 1.419 | 1.490 | 1.462 | 1.492 | 1.383 | 1.281 | 1.181 | 1.081 | 0.981 |
| Net DRAW (% Trailing 5-YR Avg.) | 5.9% | 6.9% | 5.6% | 6.0% | 6.0% | 6.4% | 6.4% | 6.4% | 5.9% | 5.5% | 5.1% |
| Apportionment | 1.021 | 0.899 | 0.971 | 1.017 | 1.015 | 1.008 | 1.016 | 1.016 | 1.016 | 1.016 | 1.016 |
| Other | 0.030 | 0.043 | 0.206 | 0.003 | 0.003 | 0.003 | 0.003 | 0.003 | 0.003 | 0.003 | 0.003 |
| TOTAL INCOME | 2.402 | 2.306 | 2.643 | 2.593 | 2.442 | 2.503 | 2.402 | 2.300 | 2.200 | 2.100 | 2.000 |
| TOTAL EXPENSE ***** | 2.507 | 2.712 | 2.596 | 2.510 | 2.480 | 2.503 | 2.402 | 2.300 | 2.200 | 2.100 | 2.000 |
| | | | | | | | -4% | -4% | -4% | -5% | -5% |

- Trustees approved a draw of \$1.300 M. (6.4% of trailing 5-YR Avg.)
- Projection to get to 5% draw: Reduce to \$900K over next 5 years
- With apportionment ~ \$1.016 M., total budget ~ \$2.4 M.
- Annual inflation since 2010 would result in a budget ~ \$2.8 M.
- Expenses reduced ~ 4% (~ \$100K) compared to 2013 Budget.

(EXHIBIT-2)

Apportionment Task Force (ATF) Resolution



Be it resolved, that the 81st Convention of the Episcopal Diocese of Rochester approves the recommendations for changes to the apportionment process of the Diocese from the Diocesan Council and the Apportionment Task Force (ATF), effective for apportionments beginning in the budget year 2014.

(EXHIBIT-2)

2014 Apportionment

Recommendations:

1. Maintain a progressive rate structure where parishes with greater resources contribute a larger % than those with less.
2. Lower the base rate, for the smallest churches, to 10%.
3. Adjust income bands to better reflect our current distribution of parish income profiles.
4. Simplify & clarify the apportionment formula as follows:
 - Eliminate the use of Communicants in Good Standing as a variable in the calculation.
 - Utilize only the most recent year of Operating Income as the basis for calculating apportionment.
 - Provide clear directions on what is included in Operating Income.
5. Apply annual “cap & floor” limits to moderate the short term impact that a change in the formula may have on any individual parish. EXAMPLE: Limit annual change in apportionment for any one parish to (+/-) 5%.
6. As part of each year’s budget process, Council may adjust the apportionment rates and/or the cap & floor, as most appropriate to further the mission statement of the Diocese.
7. Creating an apportionment appeals process is not the most effective way to address the underlying issues of a parish with financial concerns.

(EXHIBIT-2)

2014 Apportionment

Changes vs. Current Formula:

- Single variable: *Operating Income* (No point system required)
- Adjust bands to better reflect distribution of parish income profiles
- Reduced rates to start at 10%
- Calculate using most recent year only (no 3-YR Averaging)
- Apply annual “cap & floor” limits to moderate short term impact

| | | # Parishes |
|--|------------|------------|
| <i>Operating Income (Line A):</i> | | |
| < \$50,000 | 10% | 12 |
| \$50,000 - \$99,999 | 12% | 10 |
| \$100,000 - \$149,999 | 13% | 10 |
| \$150,000 - \$249,999 | 14% | 8 |
| \$250,000 - \$499,999 | 15% | 5 |
| > \$500,000 | 16% | 2 |
| | | 47 |

2014 DRAFT Budget (EXHIBIT-3)

| 2014 Diocesan Budget: <i>DRAFT</i> | 2010 Final | % of Budget | 2013 Budget | % of Budget | 2014 <i>DRAFT</i> | % of Budget | Change vs. 2013 | Notes |
|---------------------------------------|--------------------|----------------|--------------------|----------------|----------------------|----------------|--------------------|--------------------------------|
| Apportionment | \$970,609 | 39% | \$1,008,255 | 42% | \$1,015,641 | 43% | \$7,386 | |
| Investment | \$1,548,896 | 61% | \$1,387,000 | 58% | \$1,328,500 | 57% | (\$58,500) | |
| Total Operating Income | \$2,519,505 | 100% | \$2,395,255 | 100% | \$2,344,141 | 100% | (\$51,114) | |
| Congregational Development | \$225,414 | 9% | \$419,100 | 17% | \$359,510 | 15% | (\$59,590) | Focus on Congregational Growth |
| Mission within the Diocese | \$251,168 | 10% | \$236,000 | 10% | \$229,000 | 10% | (\$7,000) | Focus on Missional Leadership |
| Mission outside the Diocese | \$240,050 | 10% | \$242,892 | 10% | \$263,656 | 11% | \$20,764 | Focus on Missional Leadership |
| Clergy & Lay Benefits | \$138,271 | 6% | \$125,500 | 5% | \$133,000 | 6% | \$7,500 | Supports Parish staff |
| Leadership Development | \$42,588 | 2% | \$62,700 | 3% | \$80,000 | 3% | \$17,300 | Strategic Investment |
| Communications | \$69,364 | 3% | \$110,800 | 5% | \$104,400 | 4% | (\$6,400) | Strategic Investment |
| Governance, Committees & Missioners | \$172,448 | 7% | \$137,750 | 6% | \$116,950 | 5% | (\$20,800) | Administrative Structure |
| Support Staff | \$481,767 | 20% | \$432,208 | 18% | \$440,547 | 19% | \$8,339 | Administrative Structure |
| Executive Staff | \$576,617 | 24% | \$466,305 | 19% | \$468,078 | 20% | \$1,773 | Administrative Structure |
| Office Expense | \$219,028 | 9% | \$162,000 | 7% | \$149,000 | 6% | (\$13,000) | Administrative Structure |
| Total Operating Expense | \$2,416,714 | 100% | \$2,395,255 | 100% | \$2,344,141 | 100% | (\$51,114) | |
| Surplus/Deficit | \$102,790 | | \$0 | | (\$0) | | (\$0) | |
| Non-operating Draw & Expense | \$112,079 | | \$107,900 | | \$57,500 | | (\$50,400) | |

- Total spending (operating + non-operating) down 5% since 2010

Congregational Development (EXHIBIT-4)

Focus on Congregational Growth

| 2014 Diocesan Budget: <i>DRAFT</i> | 2013 Budget | % of Budget | 2014 <i>DRAFT</i> | % of Budget | Change vs. 2013 | Notes |
|--|------------------|----------------|----------------------|----------------|--------------------|------------------------------|
| St. Peter's, Henrietta 2012 CDG | \$54,000 | | \$43,000 | | (\$11,000) | Requested amount - Final TBD |
| St. George's, Hilton 2012 CDG | \$50,000 | | \$39,000 | | (\$11,000) | Requested amount - Final TBD |
| ACEM | \$42,000 | | \$0 | | (\$42,000) | Suspended |
| Epis Catalyst for Urban Ministry | \$40,000 | | \$40,000 | | \$0 | Requested amount - Final TBD |
| St. Stephen's Leadership for Ministry | \$39,000 | | \$50,000 | | \$11,000 | Requested amount - Final TBD |
| Ascension Redevelopment | \$33,000 | | \$33,660 | | \$660 | Requested amount - Final TBD |
| Scottsville/Caledonia 2012 CDG | \$28,500 | | \$18,000 | | (\$10,500) | Requested amount - Final TBD |
| 2 Saints Leadership for Ministry | \$25,000 | | \$18,000 | | (\$7,000) | Requested amount - Final TBD |
| EPSC Ministry Partnership | \$21,500 | | \$21,500 | | \$0 | Requested amount - Final TBD |
| Rochester/Trinity Greece Redevelopment | \$20,000 | | \$15,000 | | (\$5,000) | Requested amount - Final TBD |
| Christ Rochester Loan and Development | \$13,000 | | \$12,000 | | (\$1,000) | Requested amount - Final TBD |
| Penn Yan Ministry leadership | \$10,000 | | \$10,000 | | \$0 | Requested amount - Final TBD |
| Stewardship Training/Programs | \$5,000 | | \$5,000 | | \$0 | |
| Ephphatha Mission | \$4,500 | | \$6,790 | | \$2,290 | Requested amount - Final TBD |
| Mission In-site | \$2,500 | | \$2,500 | | \$0 | |
| Urban Catalyst - expenses | \$2,000 | | \$0 | | (\$2,000) | No longer applicable |
| Congregational Development | \$419,100 | 17% | \$359,510 | 15% | (\$59,590) | |

The Congregational Development Partnership (CDP) committee of Council is completing the grant review process and plans to communicate approved amounts at the end of this month. Those amounts will then be incorporated into the next iteration of the proposed budget.

Mission within the Diocese (EXHIBIT-5)

Focus on Missional Leadership

| 2014 Diocesan Budget: <i>DRAFT</i> | 2013 Budget | % of Budget | 2014 <i>DRAFT</i> | % of Budget | Change vs. 2013 | Notes |
|---|------------------|----------------|----------------------|----------------|--------------------|-----------------------|
| New Annual Mission Grants | \$58,250 | | \$58,250 | | \$0 | |
| Chaplaincy Episcopal Sr. Life Communities | \$24,000 | | \$24,000 | | \$0 | |
| Bishop Sheen Ecumenical Housing | \$20,250 | | \$20,250 | | \$0 | |
| RAIHN | \$11,000 | | \$11,000 | | \$0 | Grant Amount TBD |
| ST. Luke and St. Simon Rt on School ongoing f | \$10,000 | | \$10,000 | | \$0 | Grant Amount TBD |
| creation camp (2011 includes Youth Trips) | \$8,000 | | \$8,000 | | \$0 | Grant Amount TBD |
| St. Peter's Youth Academy | \$8,000 | | \$8,000 | | \$0 | Grant Amount TBD |
| The Good Book Store | \$8,000 | | \$8,000 | | \$0 | Grant Amount TBD |
| St. Peter's-Geneva Neighbor's Night | \$8,000 | | \$8,000 | | \$0 | Grant Amount TBD |
| Roch Genesee Area Campus Ministry | \$8,000 | | \$8,000 | | \$0 | Grant Amount TBD |
| St. John's, Canandaigua-Gleaner's Kitchen | \$7,000 | | \$7,000 | | \$0 | Grant Amount TBD |
| Christ Church-Rochester Meal and More Ongo | \$7,000 | | \$7,000 | | \$0 | Grant Amount TBD |
| Episcopal Senior Life Communities | \$7,000 | | \$7,000 | | \$0 | Grant Amount TBD |
| Bath - Turning Point | \$6,000 | | \$6,000 | | \$0 | Grant Amount TBD |
| Campus Ministry St. Michael's, Geneseo | \$5,000 | | \$5,000 | | \$0 | Grant Amount TBD |
| Christ Rochester music program | \$5,000 | | \$5,000 | | \$0 | Grant Amount TBD |
| St. Mark's and St. John's Kids Club ongoing Dio | \$5,000 | | \$5,000 | | \$0 | Grant Amount TBD |
| Monroe District | \$4,000 | | \$4,000 | | \$0 | |
| Northeast District | \$4,000 | | \$4,000 | | \$0 | |
| Rochester District | \$4,000 | | \$4,000 | | \$0 | |
| Southeast District | \$4,000 | | \$4,000 | | \$0 | |
| Southwest District | \$4,000 | | \$4,000 | | \$0 | |
| Greater Rochester Comm. of Churches | \$2,000 | | \$2,000 | | \$0 | |
| Prison Ministry Committee | \$1,500 | | \$1,500 | | \$0 | |
| Music Events including special services | \$7,000 | | \$0 | | (\$7,000) | Part of grant process |
| Mission within the Diocese | \$236,000 | 10% | \$229,000 | 10% | (\$7,000) | |

The Mission Partnership (MP) committee of Council is in the process of reviewing most of our “ongoing” grants. Their recommendations will be incorporated into the next iteration of the proposed budget.

Mission outside the Diocese & Clergy & Lay Benefits (EXHIBIT-6)

| 2014 Diocesan Budget: <i>DRAFT</i> | 2013 Budget | % of Budget | 2014 <i>DRAFT</i> | % of Budget | Change vs. 2013 | Notes |
|---|------------------|----------------|----------------------|----------------|--------------------|--------------------------------------|
| <i>D&FMS Asking</i> | \$207,642 | | \$228,406 | | \$20,764 | <i>Increase D&FMS Asking 10%</i> |
| Millennium Dev. Ministry Partnership/Honeo: | \$7,500 | | \$7,500 | | \$0 | |
| Province II | \$4,000 | | \$4,000 | | \$0 | |
| New York State Community of Churches | \$1,250 | | \$1,250 | | \$0 | |
| Episcopal Relief & Development | \$1,000 | | \$1,000 | | \$0 | |
| UTO Coordinator | \$1,000 | | \$1,000 | | \$0 | |
| Church Women United | \$1,500 | | \$1,500 | | \$0 | |
| Rural & Migrant Ministry | \$1,000 | | \$1,000 | | \$0 | |
| Millennium Development Goals | \$18,000 | | \$18,000 | | \$0 | |
| Mission outside the Diocese | \$242,892 | 10% | \$263,656 | 11% | \$20,764 | |
| Diocesan Dental Program | \$28,000 | | \$28,000 | | \$0 | <i>Estimate</i> |
| Flexible Benefits: Administrative | \$2,500 | | \$2,000 | | (\$500) | <i>Estimate</i> |
| Medical Insurance: Retirees | \$95,000 | | \$103,000 | | \$8,000 | <i>8% increase (est.)</i> |
| Clergy & Lay Benefits | \$125,500 | 5% | \$133,000 | 6% | \$7,500 | |

Council is considering how much to increase our contribution to the D&FMS Asking for 2014. Increasing the amount 10% per year would likely get us to the full asking of 19% in 5-6 years.

Clergy & Lay Benefits are primarily in support of current & former parish staff.

Communications & Leadership Development

Strategic Investments (EXHIBIT-7)

| 2014 Diocesan Budget: <i>DRAFT</i> | 2013 Budget | % of Budget | 2014 <i>DRAFT</i> | % of Budget | Change vs. 2013 | Notes |
|--|------------------|----------------|----------------------|----------------|--------------------|--------------------------|
| District Youth Programs & Events | \$2,700 | | \$25,000 | | \$22,300 | Focus on Parish Programs |
| Missioner for Vocational Discernment Programs & Events includes EFM | \$20,000 | | \$15,000 | | (\$5,000) | Role TBD |
| Educational Grants | \$11,000 | | \$11,000 | | \$0 | |
| COM: Continuing Education Grants | \$8,000 | | \$8,000 | | \$0 | |
| Clergy Meetings & Conferences | \$5,000 | | \$5,000 | | \$0 | |
| Materials & Operations | \$4,500 | | \$4,500 | | \$0 | |
| C.P.E. Program at Strong Hospital | \$4,000 | | \$4,000 | | \$0 | |
| St. Paul's/Diocesan Education Series | \$3,000 | | \$3,000 | | \$0 | |
| Commission on Ministry: Operating | \$2,500 | | \$2,500 | | \$0 | |
| | \$2,000 | | \$2,000 | | \$0 | |
| Leadership Development | \$62,700 | 3% | \$80,000 | 3% | \$17,300 | |
| Diocesan Newspaper- Print and Digital | \$12,000 | | \$12,000 | | \$0 | Tidings |
| Diocesan Communications Other | \$10,000 | | \$3,000 | | (\$7,000) | Adequate for new program |
| Web Page and Electronic System | \$7,000 | | \$7,000 | | \$0 | Digital Faith |
| Communications - Salary | \$60,000 | | \$60,000 | | \$0 | |
| Communications - Benefits | \$18,800 | | \$19,400 | | \$600 | |
| Communications - Expenses (inc. cont. edu.) | \$3,000 | | \$3,000 | | \$0 | |
| Communications | \$110,800 | 5% | \$104,400 | 4% | (\$6,400) | |

Council is considering increasing resources for developing Youth and focusing programs at the parish level. The role of “Missioner” for leadership development is still TBD.

The amount set aside for any new communication program in 2014 was reduced to \$3,000.

Governance & Office Expense (EXHIBIT-8)

Administrative Structure

| 2014 Diocesan Budget: <i>DRAFT</i> | 2013 Budget | % of Budget | 2014 <i>DRAFT</i> | % of Budget | Change vs. 2013 | Notes |
|--|------------------|----------------|----------------------|----------------|--------------------|--------------------------------|
| Compensation - District Deans | \$25,000 | | \$25,000 | | \$0 | |
| Legal Fees | \$20,000 | | \$20,000 | | \$0 | |
| Diocesan Audit and Fiscal Manual | \$21,000 | | \$16,000 | | (\$5,000) | Type VI clergy change audit |
| Diocesan Convention | \$15,000 | | \$15,000 | | \$0 | |
| Deputies to General Convention | \$15,000 | | \$15,000 | | \$0 | |
| Public Policy Committee | \$3,500 | | \$3,500 | | \$0 | |
| Canon for Interfaith and Ecumenical Relations: | \$3,500 | | \$3,500 | | \$0 | |
| Lambeth Conference | \$3,000 | | \$3,000 | | \$0 | |
| Canon for Interfaith and Ecumenical Relations: | \$2,950 | | \$2,950 | | \$0 | |
| Trustees | \$2,000 | | \$2,000 | | \$0 | |
| Chaplain to the Retired - stipend | \$2,000 | | \$2,000 | | \$0 | |
| SPICE | \$1,500 | | \$1,500 | | \$0 | |
| Committee on Anti-Racism | \$1,500 | | \$1,500 | | \$0 | |
| Diocesan Council | \$1,500 | | \$1,500 | | \$0 | |
| Standing Committee | \$1,500 | | \$1,500 | | \$0 | |
| Committee for Gay and Lesbian Ministry | \$1,000 | | \$1,000 | | \$0 | |
| Misc.: Gifts & Memberships | \$1,000 | | \$1,000 | | \$0 | |
| Chaplain to the Retired - expense | \$1,000 | | \$1,000 | | \$0 | |
| Youth Leadership stipends (2010:4 mos) | \$13,800 | | \$0 | | (\$13,800) | Focus on Parish Youth Programs |
| Title IV /Safe Church | \$2,000 | | \$0 | | (\$2,000) | No spending last 6+ yrs. |
| Governance, Committees & Missioners | \$137,750 | 6% | \$116,950 | 5% | (\$20,800) | |
| Telephone, FAX, E-mail etc. | \$10,000 | | \$11,000 | | \$1,000 | Increase in Conf. Calls |
| Diocesan Insurance | \$19,000 | | \$20,000 | | \$1,000 | Estimate |
| Office Equipment & Furniture | \$2,000 | | \$2,000 | | \$0 | Expense items < \$1,000 |
| Utilities and Taxes | \$25,000 | | \$24,000 | | (\$1,000) | |
| Electronic Maintenance & Lease | \$34,000 | | \$33,000 | | (\$1,000) | |
| Office Expense | \$20,000 | | \$18,000 | | (\$2,000) | Lower printing costs |
| Diocesan House Maintenance | \$45,000 | | \$41,000 | | (\$4,000) | Average of 2011-2012 |
| Building and Equipment Fund | \$7,000 | | \$0 | | (\$7,000) | Capitalize going forward |
| Office Expense | \$162,000 | 7% | \$149,000 | 6% | (\$13,000) | |

Support Staff (EXHIBIT-9)

Administrative Structure

| 2014 Diocesan Budget: <i>DRAFT</i> | 2013 Budget | % of Budget | 2014 <i>DRAFT</i> | % of Budget | Change vs. 2013 | Notes |
|--|------------------|----------------|----------------------|----------------|--------------------|------------------------------|
| Parish Auditor and Financial Assistant | \$49,920 | | \$49,920 | | \$0 | |
| Executive Assistant to Bishop | \$53,590 | | \$53,590 | | \$0 | |
| Benefits Officer & Finance Assistant | \$58,876 | | \$58,876 | | \$0 | |
| Diocesan Assistant and House Manager | \$49,932 | | \$49,932 | | \$0 | |
| Executive Assistant to Chief Financial Missioner | \$48,936 | | \$48,936 | | \$0 | |
| Assistant for Mission and Ministry Support | \$43,248 | | \$43,248 | | \$0 | |
| <i>Pool for potential salary increases</i> | \$3,806 | | \$10,245 | | \$6,439 | 2.5% mid-year '13 & '14 |
| <i>Support Staff - Salary</i> | \$308,308 | | \$314,747 | | \$6,439 | |
| Executive Assistant to Bishop | \$22,200 | | \$23,100 | | \$900 | + 4% Medical & Dental |
| Executive Assistant to Chief Financial Missioner | \$16,300 | | \$17,100 | | \$800 | + 4% Medical & Dental |
| Assistant for Mission and Ministry Support | \$15,200 | | \$16,000 | | \$800 | + 4% Medical & Dental |
| Financial Assistant and Parish Auditor | \$16,500 | | \$17,200 | | \$700 | + 4% Medical & Dental |
| Benefits Officer & Finance Assistant | \$18,700 | | \$19,300 | | \$600 | + 4% Medical & Dental |
| NYS Unemployment Insurance | \$10,000 | | \$10,000 | | \$0 | |
| Diocesan Assistant & House Manager | \$19,000 | | \$17,600 | | (\$1,400) | + 4% Medical & Dental |
| <i>Support Staff - Benefits</i> | \$117,900 | | \$120,300 | | \$2,400 | + 4% Medical & Dental (est.) |
| Parish Auditor | \$3,500 | | \$3,000 | | (\$500) | |
| Executive Assistant to the Bishop: Expense | \$1,250 | | \$1,250 | | \$0 | |
| Executive Assistant to the Bishop: Continuing Expense | \$250 | | \$250 | | \$0 | |
| Financial Assistant and Benefits Officer : Continuing Expense | \$250 | | \$250 | | \$0 | |
| Diocesan Assistant & House Manager Continuing Expense | \$250 | | \$250 | | \$0 | |
| Executive Assistant For Financial Missioner : Continuing Expense | \$250 | | \$250 | | \$0 | |
| Assistant for Mission and Ministry Continuing Expense | \$250 | | \$250 | | \$0 | |
| <i>Support Staff - Expense Reimbursement</i> | \$6,000 | | \$5,500 | | (\$500) | |
| Support Staff | \$432,208 | 18% | \$440,547 | 19% | \$8,339 | |

Pool for potential salary increases is 2.5% of total payroll, with changes effective July 1st of 2013 & 2014.

Executive Staff (EXHIBIT-10)

Administrative Structure

| 2014 Diocesan Budget: <i>DRAFT</i> | 2013 Budget | % of Budget | 2014 <i>DRAFT</i> | % of Budget | Change vs. 2013 | Notes |
|---|------------------|----------------|----------------------|----------------|--------------------|-------------------------|
| Bishop - Salary | \$135,000 | | \$135,000 | | \$0 | |
| Bishop - Benefits | \$63,000 | | \$64,000 | | \$1,000 | + 4% Medical & Dental |
| Bishop - Auto | \$8,000 | | \$6,000 | | (\$2,000) | 3-YR Average |
| Bishop: Business Expense | \$7,000 | | \$7,000 | | \$0 | |
| Bishop: Continuing Education | \$2,500 | | \$2,500 | | \$0 | |
| Bishop: Sabbatical | \$3,000 | | \$3,000 | | \$0 | |
| Canon for Mission and Ministry/ Canon to the C | \$83,500 | | \$83,500 | | \$0 | |
| Canon for Mission and Ministry | \$42,000 | | \$38,100 | | (\$3,900) | + 4% Medical & Dental |
| Canon for Mission and Ministry | \$7,000 | | \$6,000 | | (\$1,000) | |
| Canon for Mission and Ministry/Canon to the O | \$250 | | \$250 | | \$0 | |
| Canon for Mission and Ministry Sabbatical | \$500 | | \$500 | | \$0 | |
| Chief Financial Missioner - salary (2011 < 10 n | \$89,888 | | \$89,888 | | \$0 | |
| Chief Financial Missioner - Benefits | \$19,500 | | \$20,300 | | \$800 | + 4% Medical & Dental |
| Chief Financial Missioner Expense | \$2,750 | | \$2,500 | | (\$250) | |
| Chief Financial Missioner Continuing Ed | \$250 | | \$0 | | (\$250) | |
| Pool for potential salary increases | \$2,167 | | \$9,540 | | \$7,373 | 2.5% mid-year '13 & '14 |
| Executive Staff | \$466,305 | 19% | \$468,078 | 20% | \$1,773 | |

Pool for potential salary increases is 2.5% of payroll (excluding the Bishop for 2013), with any other approved changes effective July 1st.