

2015 – 1st DRAFT Budget

EXHIBIT # 4 - SUMMARY

| 2015 Diocesan Budget: <i>FIRST DRAFT</i> | 2013 Final | % of Budget | 2014 Revised | % of Budget | 2015 Budget | % of Budget | Change vs. '14 (\$) | | (%) |
|---|--------------------|----------------|--------------------|----------------|--------------------|----------------|------------------------|--|-------------|
| <i>Apportionment</i> | \$1,008,258 | 44% | \$991,082 | 43% | \$969,502 | 44% | (\$21,580) | | -2% |
| <i>Investment</i> | \$1,261,504 | 56% | \$1,328,500 | 57% | \$1,226,500 | 56% | (\$102,000) | | -8% |
| Total Operating Income | \$2,269,762 | 100% | \$2,319,582 | 100% | \$2,196,002 | 100% | (\$123,580) | | -5% |
| Congregational Development | \$361,974 | 16% | \$353,597 | 15% | \$274,000 | 12% | (\$79,597) | | -23% |
| Mission inside the Diocese | \$262,473 | 11% | \$216,500 | 9% | \$211,500 | 9% | (\$5,000) | | -2% |
| Mission outside the Diocese | \$235,692 | 10% | \$240,774 | 10% | \$242,660 | 11% | \$1,886 | | 1% |
| Clergy Benefits | \$138,325 | 6% | \$139,000 | 6% | \$163,000 | 7% | \$24,000 | | 17% |
| Leadership Development | \$75,277 | 3% | \$92,000 | 4% | \$92,000 | 4% | \$0 | | 0% |
| Communications | \$97,279 | 4% | \$104,000 | 4% | \$100,850 | 4% | (\$3,150) | | -3% |
| Governance | \$121,099 | 5% | \$117,450 | 5% | \$109,450 | 5% | (\$8,000) | | -7% |
| Support Staff | \$423,918 | 18% | \$443,032 | 19% | \$457,935 | 20% | \$14,903 | | 3% |
| Executive Staff | \$450,602 | 20% | \$467,229 | 20% | \$478,013 | 21% | \$10,784 | | 2% |
| Office Expense | \$142,375 | 6% | \$146,000 | 6% | \$146,000 | 6% | \$0 | | 0% |
| Total Operating Expense | \$2,309,014 | 100% | \$2,319,582 | 100% | \$2,275,408 | 100% | (\$44,174) | | -2% |
| Operating Surplus/Deficit | (\$39,252) | | \$0 | | (\$79,406) | | | | |
| Non-operating Draw & Expense | \$121,867 | | \$89,950 | | \$57,500 | | (\$32,450) | | -36% |

2015 – 1st DRAFT Budget Detail

EXHIBIT #5 - Congregational Development

| 2015 Diocesan Budget: <i>First DRAFT</i> | 2013 Final | 2014 <i>Revised</i> | 2015 Budget | Change vs. '14 (\$) | | 2015 Notes |
|---|------------------|------------------------|------------------|------------------------|-------------|-----------------------|
| | | | | | (%) | |
| New Congregational Development Grants | \$0 | \$57,307 | \$111,500 | \$54,193 | 95% | <i>Includes "TBD"</i> |
| St. Stephen's Leadership for Ministry | \$39,000 | \$50,000 | \$50,000 | \$0 | 0% | <i>Proposed</i> |
| St. Peter's, Henrietta 2012 CDG | \$54,000 | \$43,000 | \$31,000 | (\$12,000) | -28% | <i>Proposed</i> |
| St. Mark's & St. John's, Rochester CDG | \$40,000 | \$40,000 | | (\$40,000) | -100% | <i>TBD</i> |
| St. George's, Hilton 2012 CDG | \$50,000 | \$39,000 | \$29,000 | (\$10,000) | -26% | <i>Proposed</i> |
| EPSC Ministry Partnership | \$21,500 | \$19,000 | | (\$19,000) | -100% | <i>TBD</i> |
| Scottsville/Caledonia 2012 CDG | \$28,500 | \$18,000 | \$9,000 | (\$9,000) | -50% | <i>Proposed</i> |
| 2 Saints Leadership for Ministry | \$25,000 | \$18,000 | \$9,000 | (\$9,000) | -50% | <i>Proposed</i> |
| Penfield, CDG | \$22,500 | \$18,000 | \$15,000 | (\$3,000) | -17% | <i>Proposed</i> |
| Rochester/Trinity Greece Redevelopment | \$20,000 | \$15,000 | \$12,000 | (\$3,000) | -20% | <i>Proposed</i> |
| Christ Rochester Loan and Development | \$13,000 | \$12,000 | | (\$12,000) | -100% | <i>TBD</i> |
| Penn Yan Ministry leadership | \$10,000 | \$10,000 | | (\$10,000) | -100% | <i>TBD</i> |
| Ephphatha Mission | \$4,500 | \$6,790 | | (\$6,790) | -100% | <i>TBD</i> |
| Stewardship Training/Programs | \$2,958 | \$5,000 | \$5,000 | \$0 | 0% | |
| Mission In-site | \$2,495 | \$2,500 | \$2,500 | \$0 | 0% | |
| Ascension Redevelopment | \$24,750 | | | | | <i>TBD</i> |
| ACEM | \$3,500 | | | | | <i>TBD</i> |
| Coaching and Assistance | \$271 | | | | | |
| Congregational Development | \$361,974 | \$353,597 | \$274,000 | (\$79,597) | -23% | |

Those parishes that have not yet completed renewal requirements are "TBD" and since amounts are unknown, additional dollars are budgeted under "New Grants".

2015 – 1st DRAFT Budget Detail

EXHIBIT #6 - Mission Inside the Diocese

| 2015 Diocesan Budget: <i>First DRAFT</i> | 2013 Final | 2014 <i>Revised</i> | 2015 Budget | Change vs. '14 | | 2015 Notes |
|---|------------------|------------------------|------------------|------------------|------------|---------------------|
| | | | | (\$) | (%) | |
| Parish Mission Grants | \$58,250 | \$58,250 | \$99,250 | \$41,000 | 70% | NEW Category |
| Creation camp | \$8,000 | \$8,000 | | (\$8,000) | -100% | TBD |
| St. Peter's Youth Academy | \$8,000 | \$8,000 | | (\$8,000) | -100% | TBD |
| St. Peter's-Geneva Neighbor's Night | \$8,000 | \$8,000 | | (\$8,000) | -100% | TBD |
| St. John's, Canandaigua-Gleaner's Kitchen | \$7,000 | \$7,000 | | (\$7,000) | -100% | TBD |
| Christ Rochester music program | \$5,000 | \$5,000 | | (\$5,000) | -100% | TBD |
| St. Mark's and St.John's Kids Club ongoing | \$5,000 | \$5,000 | | (\$5,000) | -100% | TBD |
| Campus Ministry St. Michael's, Geneseo | \$5,000 | \$5,000 | \$0 | (\$5,000) | -100% | Eliminate for 2015 |
| Transitional Mission Grant - Zion House | \$30,000 | | | | | TBD |
| Transitional Mission Grant - Montour Falls | \$2,500 | | | | | TBD |
| Partnership Mission Grants | | \$20,000 | \$92,250 | \$72,250 | 361% | NEW Category |
| Bishop Sheen Ecumenical Housing | \$20,250 | \$20,250 | | (\$20,250) | -100% | TBD |
| RAIHN | \$11,000 | \$11,000 | | (\$11,000) | -100% | TBD |
| Right on School | \$10,000 | \$10,000 | | (\$10,000) | -100% | TBD |
| Roch Genesee Area Campus Ministry | \$8,000 | \$8,000 | | (\$8,000) | -100% | TBD |
| Meal and More | \$7,000 | \$7,000 | | (\$7,000) | -100% | TBD |
| Episcopal Senior Life Communities | \$7,000 | \$7,000 | | (\$7,000) | -100% | TBD |
| Turning Point | \$6,000 | \$6,000 | | (\$6,000) | -100% | TBD |
| Greater Rochester Comm. of Churches | \$2,000 | \$2,000 | | (\$2,000) | -100% | TBD |
| Rural & Migrant Ministry | \$1,000 | \$1,000 | | (\$1,000) | -100% | TBD |
| Chaplaincy - Episcopal Senior Life Commu | \$25,173 | \$0 | | | | TBD |
| Nazareth Elementary School Scholarships | \$10,000 | | | | | TBD |
| Monroe District Grants | \$3,350 | \$4,000 | \$4,000 | \$0 | 0% | No change |
| Northeast District Grants | \$4,000 | \$4,000 | \$4,000 | \$0 | 0% | No change |
| Rochester District Grants | \$3,350 | \$4,000 | \$4,000 | \$0 | 0% | No change |
| Southeast District Grants | \$4,000 | \$4,000 | \$4,000 | \$0 | 0% | No change |
| Southwest District Grants | \$3,600 | \$4,000 | \$4,000 | \$0 | 0% | No change |
| Mission inside the Diocese | \$262,473 | \$216,500 | \$211,500 | (\$5,000) | -2% | |

Except for District Grants, all grants are pending review for 2015

2015 – 1st DRAFT Budget Detail

EXHIBIT #7 - Mission Outside/Clergy Benefits/Leadership Dev.

| 2015 Diocesan Budget: <i>First DRAFT</i> | 2013 Final | 2014 <i>Revised</i> | 2015 Budget | Change vs. '14 (\$) | | 2015 Notes |
|---|------------------|------------------------|------------------|------------------------|------------|--|
| | | | | | (%) | |
| D&FMS Asking | \$207,642 | \$218,024 | \$223,475 | \$5,451 | 2% | <i>Increase by 2.5% Est. @ 0.7%</i> |
| Millennium Development Goals | \$16,800 | \$18,000 | \$15,435 | (\$2,565) | -14% | |
| Church Women United | \$1,500 | \$1,500 | \$1,500 | \$0 | 0% | |
| New York State Community of Churches | \$1,250 | \$1,250 | \$1,250 | \$0 | 0% | |
| Episcopal Relief & Development | \$1,000 | \$1,000 | \$1,000 | \$0 | 0% | |
| UTO Coordinator | \$0 | \$1,000 | \$0 | (\$1,000) | -100% | <i>Never used</i> |
| Mill. Dev. Ministry Partnership/Honeoye Fall: | \$7,500 | \$0 | \$0 | \$0 | #DIV/0! | |
| Mission outside the Diocese | \$235,692 | \$240,774 | \$242,660 | \$1,886 | 1% | |
| Medical Insurance: Retirees | \$97,297 | \$100,000 | \$114,000 | \$14,000 | 14% | <i>Estimated costs</i> |
| Diocesan Dental Program | \$38,820 | \$37,000 | \$46,000 | \$9,000 | 24% | |
| Flexible Benefits: Administrative | \$2,208 | \$2,000 | \$3,000 | \$1,000 | 50% | <i>current run-rate</i> |
| Clergy Benefits | \$138,325 | \$139,000 | \$163,000 | \$24,000 | 17% | |
| District Youth Programs & Events | \$6,114 | \$25,000 | \$25,000 | \$0 | 0% | |
| Leadership Development, Coordinator - Sa | \$12,500 | \$19,000 | \$19,000 | \$0 | 0% | |
| Leadership Development, Coordinator - Ex | \$1,992 | | | \$0 | #DIV/0! | |
| Leadership Development, Coordinator - Be | \$1,562 | | | \$0 | #DIV/0! | |
| The Good Book Store | \$20,500 | \$12,000 | \$12,000 | \$0 | 0% | <i>New structure - TBD new line item display</i> |
| Colgate Rochester Crozer Divinity School | \$7,500 | \$7,500 | \$7,500 | \$0 | 0% | |
| COM: Continuing Education Grants | \$5,000 | \$5,000 | \$5,000 | \$0 | 0% | |
| Clergy Conferences & Mentoring | \$926 | \$4,500 | \$0 | (\$4,500) | -100% | <i>Combine Conf./Prog. & Events current run-rate</i> |
| Educational Grants | \$2,544 | \$4,000 | \$3,000 | (\$1,000) | -25% | |
| Materials & Operations | \$1,413 | \$4,000 | \$2,500 | (\$1,500) | -38% | <i>Historic average</i> |
| <i>Conferences, Programs & Events</i> | \$4,209 | \$3,500 | \$8,500 | \$5,000 | 143% | <i>Combined ALL Clergy & Lay</i> |
| C.P.E. Program at Strong Hospital | \$3,000 | \$3,000 | \$3,000 | \$0 | 0% | |
| St. Paul's/Diocesan Education Series | \$2,500 | \$2,500 | \$2,500 | \$0 | 0% | |
| Commission on Ministry: Operating | \$5,517 | \$2,000 | \$4,000 | \$2,000 | 100% | <i>Historic average</i> |
| Leadership Development | \$75,277 | \$92,000 | \$92,000 | \$0 | 0% | |

2015 – 1st DRAFT Budget Detail

EXHIBIT #8 Communications & Governance

| 2015 Diocesan Budget: <i>First DRAFT</i> | 2013 Final | 2014 <i>Revised</i> | 2015 Budget | Change vs. '14 (\$) | | 2015 Notes |
|---|------------------|------------------------|------------------|------------------------|------------|---------------------------------|
| | | | | | (%) | |
| Diocesan Newspaper- Print and Digital | \$7,906 | \$12,000 | \$8,000 | (\$4,000) | -33% | <i>Historic average</i> |
| Web Page and Electronic System | \$6,123 | \$7,000 | \$7,000 | \$0 | 0% | |
| Diocesan Communications Other | \$731 | \$3,000 | \$3,000 | \$0 | 0% | <i>New print program</i> |
| Communications - Salary | \$60,000 | \$60,000 | \$60,000 | \$0 | 0% | |
| Communications - Benefits | \$18,615 | \$19,000 | \$19,600 | \$600 | 3% | |
| Communications - Expenses | \$3,654 | \$3,000 | \$3,000 | \$0 | 0% | |
| Communications - cont. edu. | \$250 | | \$250 | \$250 | #DIV/0! | |
| Communications | \$97,279 | \$104,000 | \$100,850 | (\$3,150) | -3% | |
| Deans: Compensation | \$4,995 | \$25,000 | \$25,000 | \$0 | 0% | |
| Diocesan Audit and Fiscal Manual | \$23,400 | \$16,000 | \$19,000 | \$3,000 | 19% | <i>St. Paul's Audit</i> |
| Diocesan Convention | \$12,429 | \$15,000 | \$15,000 | \$0 | 0% | |
| <i>Legal & Professional Fees</i> | \$11,767 | \$18,000 | \$12,000 | (\$6,000) | -33% | <i>Back to historic average</i> |
| Deputies to General Convention | \$15,000 | \$15,000 | \$10,000 | (\$5,000) | -33% | <i>No alternate</i> |
| Province II | \$3,355 | \$4,000 | \$7,000 | \$3,000 | 75% | |
| Public Policy Committee | \$4,488 | \$3,500 | \$3,500 | \$0 | 0% | |
| Interfaith & Ecumenical Programs | \$2,553 | \$3,500 | \$3,500 | \$0 | 0% | |
| Interfaith & Ecumenical Relations: Stipend | \$3,263 | \$2,950 | \$2,950 | \$0 | 0% | |
| <i>Trustees & HR</i> | \$1,216 | \$2,000 | \$2,000 | \$0 | 0% | |
| Prison Ministry Committee | \$1,308 | \$1,500 | \$1,500 | \$0 | 0% | |
| SPICE | \$250 | \$1,500 | \$1,500 | \$0 | 0% | |
| Committee on Anti-Racism | \$783 | \$1,500 | \$1,500 | \$0 | 0% | |
| Diocesan Council | \$1,342 | \$1,500 | \$1,500 | \$0 | 0% | |
| Standing Committee | \$420 | \$1,500 | \$1,500 | \$0 | 0% | |
| Committee for Gay and Lesbian Ministry | \$1,178 | \$1,000 | \$1,000 | \$0 | 0% | |
| Misc.: Gifts & Memberships | \$2,427 | \$1,000 | \$1,000 | \$0 | 0% | |
| Lambeth Conference | \$3,000 | \$3,000 | \$0 | (\$3,000) | -100% | <i>No plans to attend</i> |
| Chaplain to the Retired - stipend | \$953 | \$0 | \$0 | | | |
| Deans: Stipends | \$20,169 | | | | | |
| DYM stipends | \$5,750 | | | | | |
| Ecumenical Committee | \$500 | | | | | |
| Human Resources Committee | \$358 | | | | | |
| Comm. on Music & Liturgy | \$195 | | | | | |
| Governance | \$121,099 | \$117,450 | \$109,450 | (\$8,000) | -7% | |

2015 – 1st DRAFT Budget Detail

EXHIBIT #9 - Support Staff

| <i>First DRAFT</i> | 2013 Final | 2014 <i>Revised</i> | 2015 Budget | Change vs. '14 (\$) | | 2015 Notes |
|---|------------------|------------------------|------------------|------------------------|------------|----------------------------------|
| Parish Audit & Finance Support | \$51,408 | \$52,896 | \$52,896 | \$0 | 0% | |
| Executive Assistant to Bishop | \$54,119 | \$54,648 | \$54,648 | \$0 | 0% | |
| Hospitality & House Manager | \$50,430 | \$50,928 | \$50,928 | \$0 | 0% | |
| Projects & Parish Administration | \$49,908 | \$50,880 | \$50,880 | \$0 | 0% | |
| Coordinator, Community Development | \$44,112 | \$44,976 | \$44,976 | \$0 | 0% | |
| Diocesan Accountant - Salary | \$15,833 | \$50,000 | \$50,000 | \$0 | 0% | |
| <i>Pool for potential salary increases</i> | | \$3,804 | \$11,507 | \$7,703 | 202% | <i>Avg. 2.5% ('14 & '15)</i> |
| Diocesan Accountant - previous | \$44,157 | | | \$0 | #DIV/0! | |
| Support Staff - Salary | \$309,967 | \$308,132 | \$315,835 | \$7,703 | 2% | <i>Avg. +2.5%</i> |
| Parish Audit & Finance Support | \$16,865 | \$17,500 | \$18,100 | \$600 | 3% | <i>Est. avg. 3%</i> |
| Executive Assistant to Bishop | \$22,339 | \$23,000 | \$23,700 | \$700 | 3% | <i>Est. avg. 3%</i> |
| Hospitality & House Manager | \$17,244 | \$17,500 | \$18,100 | \$600 | 3% | <i>Est. avg. 3%</i> |
| Projects & Parish Administration | \$16,660 | \$17,200 | \$17,900 | \$700 | 4% | <i>Est. avg. 3%</i> |
| Coordinator, Community Development | \$15,744 | \$22,400 | \$23,000 | \$600 | 3% | <i>Est. avg. 3%</i> |
| Diocesan Accountant - Benefits | \$7,598 | \$28,100 | \$29,300 | \$1,200 | 4% | <i>Est. avg. 3%</i> |
| NYS Unemployment Insurance | (\$1,176) | \$3,700 | \$4,000 | \$300 | 8% | |
| Diocesan Accountant - previous | \$14,056 | | | \$0 | #DIV/0! | |
| Support Staff - Benefits | \$109,330 | \$129,400 | \$134,100 | \$4,700 | 4% | <i>Est. avg. + 3%</i> |
| Parish Audit & Finance Support - Exp./ Cont | \$2,570 | \$3,000 | \$2,750 | (\$250) | -8% | <i>current run-rate</i> |
| Executive Assistant to the Bishop: Expense | \$142 | \$1,250 | \$750 | (\$500) | -40% | <i>cell & mileage</i> |
| Executive Assistant to the Bishop: Cont. Edu | \$250 | \$250 | \$250 | \$0 | 0% | |
| Financial Assistant and Benefits Officer : Co | \$0 | \$250 | \$250 | \$0 | 0% | |
| Hospitality & House Manager - Cont. Edu. | \$250 | \$250 | \$250 | \$0 | 0% | |
| Projects & Parish Administration - Cont. Edu | \$250 | \$250 | \$250 | \$0 | 0% | |
| Coordinator, Community Dev. - Cont. Edu. | \$250 | \$250 | \$250 | \$0 | 0% | |
| Parish Auditor - Cont. Edu. | \$250 | | \$250 | \$250 | #DIV/0! | <i>not budgeted in '14</i> |
| Financial Assistant and Benefits Officer : E | \$250 | | | \$0 | #DIV/0! | |
| Diocesan Assistant & House Manager Expe | \$69 | | \$750 | \$750 | #DIV/0! | <i>cell & mileage</i> |
| Executive Assistant to Financial Missioner | \$120 | | \$750 | \$750 | #DIV/0! | <i>cell & mileage</i> |
| Assistant for Mission and Ministry Expense | \$107 | | \$750 | \$750 | #DIV/0! | <i>cell & mileage</i> |
| Diocesan Accountant - Expenses | \$113 | | \$750 | \$750 | #DIV/0! | <i>cell & mileage</i> |
| Support Staff - Expense Reimbursement | \$4,621 | \$5,500 | \$8,000 | \$2,500 | 45% | |
| Support Staff | \$423,918 | \$443,032 | \$457,935 | \$14,903 | 3% | |

2015 – 1st DRAFT Budget Detail

EXHIBIT #10 - Executive Staff & Office Expense

| <i>First DRAFT</i> | 2013 Final | 2014 <i>Revised</i> | 2015 Budget | Change vs. '14 (\$) | | 2015 Notes |
|---|------------------|------------------------|------------------|------------------------|-----------|----------------------------------|
| | | | | | (%) | |
| Bishop - Salary | \$135,000 | \$135,000 | \$135,000 | \$0 | 0% | |
| Bishop - Benefits | \$60,000 | \$64,000 | \$66,200 | \$2,200 | 3% | <i>Est. avg. 3%</i> |
| Bishop - Auto | \$2,483 | \$6,000 | \$6,000 | \$0 | 0% | |
| Bishop: Business Expense | \$10,579 | \$7,000 | \$7,000 | \$0 | 0% | |
| Bishop: Continuing Education | \$2,500 | \$2,500 | \$2,500 | \$0 | 0% | |
| Bishop: Sabbatical | \$0 | \$3,000 | \$1,000 | (\$2,000) | -67% | <i>\$2K/yr = \$10K/5-Yr.</i> |
| Canon for Mission and Ministry - salary | \$84,110 | \$84,720 | \$84,720 | \$0 | 0% | |
| Canon for Mission and Ministry - benefits | \$36,441 | \$37,700 | \$38,400 | \$700 | 2% | <i>Est. avg. 3%</i> |
| Canon for Mission and Ministry - expense | \$5,127 | \$6,000 | \$6,000 | \$0 | 0% | |
| Canon for Mission and Ministry - Cont. Edu. | \$250 | \$250 | \$250 | \$0 | 0% | |
| Canon for Mission and Ministry - sabbatical | \$500 | \$500 | \$500 | \$0 | 0% | |
| Chief Financial Missioner - salary | \$91,444 | \$93,000 | \$93,000 | \$0 | 0% | |
| Chief Financial Missioner - benefits | \$19,541 | \$20,400 | \$20,600 | \$200 | 1% | <i>Est. avg. 3%</i> |
| Chief Financial Missioner - expense | \$2,377 | \$2,500 | \$2,500 | \$0 | 0% | |
| Chief Financial Missioner - Cont. Edu. | \$250 | \$0 | \$250 | \$250 | #DIV/0! | |
| <i>Pool for potential salary increases</i> | | \$4,659 | \$14,093 | \$9,434 | 202% | <i>Avg. 2.5% ('14 & '15)</i> |
| Executive Staff | \$450,602 | \$467,229 | \$478,013 | \$10,784 | 2% | |
| Diocesan House Maintenance | \$36,421 | \$39,000 | \$39,000 | \$0 | 0% | |
| Electronic Maintenance & Lease | \$37,353 | \$35,000 | \$37,000 | \$2,000 | 6% | <i>current run-rate</i> |
| Utilities and Taxes | \$18,466 | \$21,000 | \$21,000 | \$0 | 0% | |
| Office Expense | \$19,106 | \$20,000 | \$20,000 | \$0 | 0% | |
| Diocesan Insurance | \$18,625 | \$20,000 | \$20,000 | \$0 | 0% | |
| Telephone, FAX, E-mail etc. | \$10,501 | \$11,000 | \$9,000 | (\$2,000) | -18% | <i>Reduce phone costs</i> |
| Office Equipment & Furniture | \$1,903 | | | | | |
| Office Expense | \$142,375 | \$146,000 | \$146,000 | \$0 | 0% | |