

2023 1st DRAFT Budget & Apportionment (05/25/21)



MISSION STATEMENT: *Grow and develop congregations spiritually, numerically and in missional leadership.*

FOCUS: *Relationship, Leadership & Stewardship*

Budgetary Role of Diocesan Council

Delegates to Diocesan Convention elect Council members to:

- Establish Apportionment
- Develop the annual Operating Budget
- Oversee expenditures and receipts

Council is chaired by the Bishop, and an elected Vice-Chair, and supported by Diocesan Staff, Treasurers & Chancellors

Committees of Council:

- Congregational Development Partnership (CDP)
- Mission Partnership Committee (MPC)
- *Budget Committee*

Budget Committee of Diocesan Council

Members:

- Peter Barker, St. Thomas', Rochester
- Roxanne Gaylord, St. Thomas', Bath
- Elizabeth Harden, St. Luke's, Brockport
- Keith Patterson, St. Luke & St. Simon Cyrene, Rochester
- Eric Thompson, *Chair*, St. Peter's, Dansville
- Bob Wilcox, St. Michael's, Geneseo
- *Lyn Omphroy, Treasurer of the Diocese*
- *Donna Rea, Diocesan Accountant*
- *Todd Rubiano, CFO*

Role:

- Monitor, analyze and recommend apportionment and budget plans to Council that are aligned with our Diocesan Mission and areas of focus.

Diocesan Budget: **Process**

JAN - Review preliminary 2021 results. Begin to consider budget topics/issues for 2022 and 2023.

FEB - Review 2021 results, any changes for 2022 & 3-YR baseline budget projections (2023 – 2025). Committees & staff begin developing 2023 budgets (CDP, MPC, Budget & Others).

MAR – Joint Steering meeting with *Trustees (03/3/22)*. Preliminary approval of 2023 draw by *Trustees (3/26/22)* . Begin review of apportionment and discuss spending priorities.

APR - Review Q1 2022 performance. Finalize 2023 apportionment vs. spending priorities.

MAY - Approve and distribute 1st DRAFT 2023 Budget, apportionment and communications plan by *(5/27/22)*.

Diocesan Council Budget: **Process**

JUN - Gather feedback via online forum *(6/8/22)*.

JUL – Develop 2nd DRAFT Budget, if needed.

AUG - Review feedback and integrate changes.

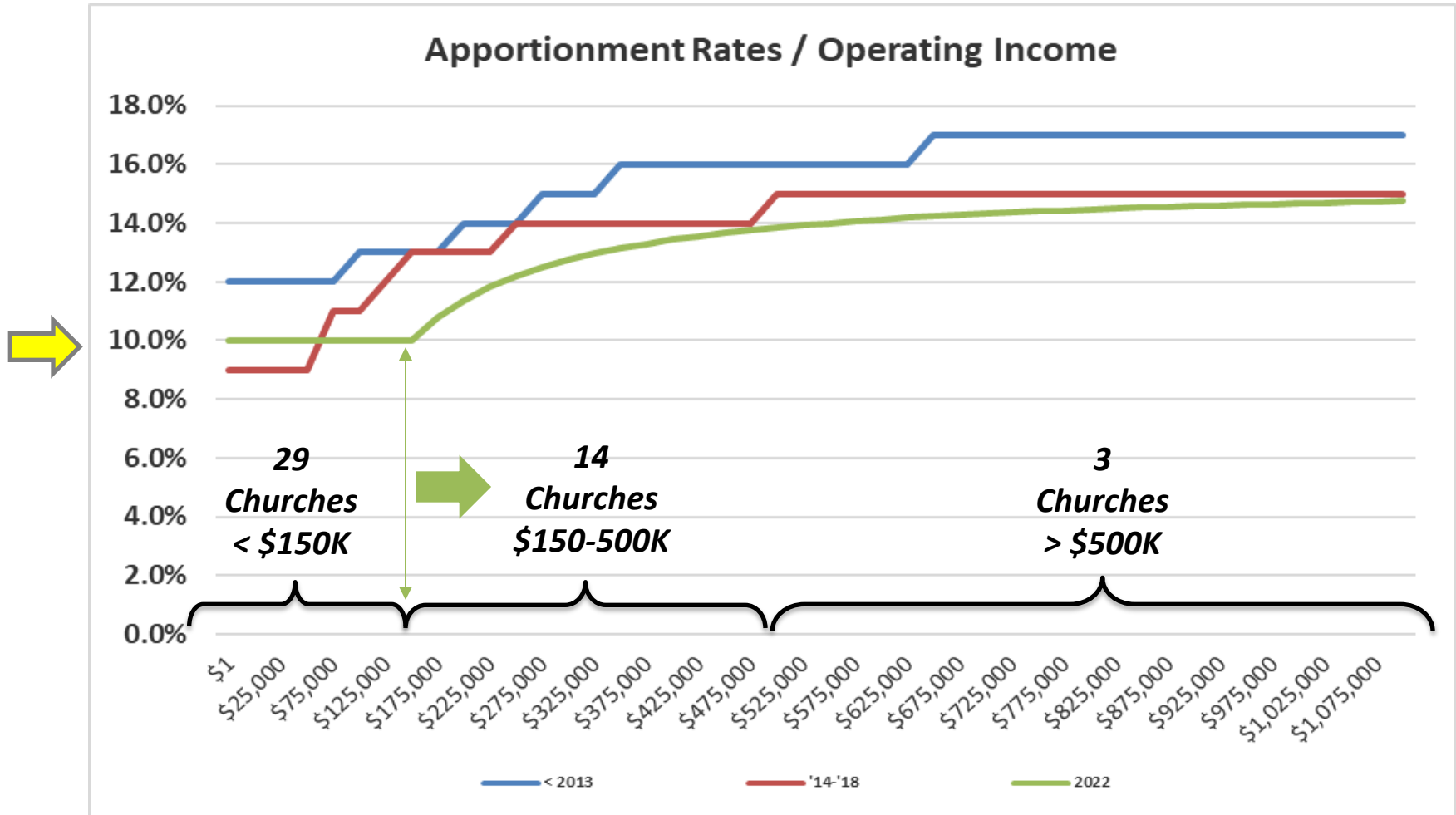
SEP – Joint Steering meeting with *Trustees (9/1/22)*. *Trustees* finalize 2023 Draw *(9/7/22)*. Council review & approve PROPOSED 2023 Budget & Apportionment *(9/20/22)*.

Pre-Convention Meeting: Online gathering (TBD).

OCT – Review current budget performance. Present 2023 budget at Convention *(TBD)*.

2022 Apportionment (Exhibit #1)

10% Rate up to \$150K Operating Income



(29) churches (63%) with Operating Income < \$150K

2023 Apportionment Formula

(Exhibit #2)

Based on Parish Normal Operating Income (NOI):

- **10%** of the first **\$160,000** of operating income
- And 15.5% of income > \$160,000
- Apply a 3% “*cap & floor*”, to limit annual increases/decreases
- Apply a “*Cap on Effective Rate*” (= Formula Rate + 3% pts.)

*Expanding the 10% rate range to \$160,000 and maintaining both sets of “caps”, results in 2023 Apportionment of ~ **\$992,163** (up 0.5% vs. ~ \$986,857 in 2022).*

2023 Draw from Investments (Exhibit #3)

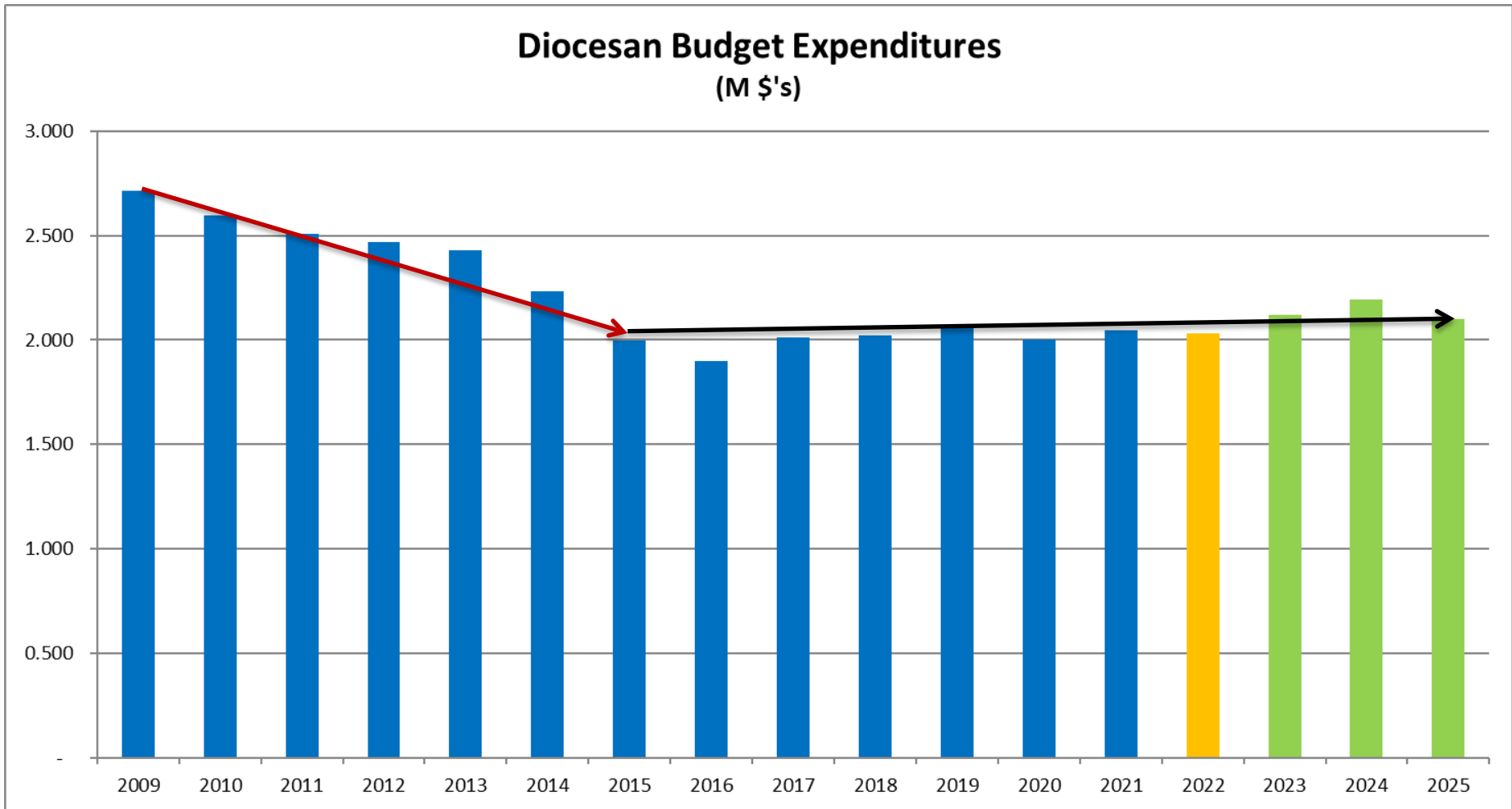
Year End Audit Data thru 2020 (\$ M.'s)
Adjusted for FHFO & Non-Op. Exp.

	2019	2020	YEE 2021	Est. 2022	2023	Projected 2024	2025	
Apportionment	\$1.015	\$0.968	\$1.013	0.987	\$0.992	\$0.970	\$0.950	-1.1%
Draw from Investments	\$0.943	\$0.863	\$0.893	0.995	\$0.978	\$1.084	\$1.034	
Loan Interest	\$0.025	\$0.023	\$0.023	0.022	\$0.021	\$0.021	\$0.021	3.2%
Other Income	\$0.072	\$0.063	\$0.103	0.026	\$0.020	\$0.030	\$0.040	
TOTAL INCOME	\$2.054	\$1.916	\$2.031	\$2.029	\$2.011	\$2.105	\$2.046	
TOTAL EXPENSE	\$2.070	\$2.001	\$2.049	\$2.029	\$2.011	\$2.105	\$2.046	-0.2%
NET SURPLUS/(DEFICIT)	(0.015)	(0.084)	(0.018)	0.000	0.000	0.000	0.000	
Net Draw / Fin. Assets:	\$0.983	\$0.970	\$0.933	\$1.017	\$0.999	\$1.105	\$1.056	
Loans & Mortgages *	\$0.8	\$0.8	\$0.7	\$0.7	\$0.7	\$0.7	\$0.7	0.0%
Cash & Investments	\$22.1	\$23.1	\$26.0	\$26.4	\$26.7	\$26.9	\$27.3	5.0%
Net Financial Assets **	\$22.9	\$23.9	\$26.7	\$27.0	\$27.4	\$27.6	\$27.9	
Trailing, Audited 5-YR Avg.	\$19.6	\$20.0	\$20.5	\$21.2	\$22.5	\$23.8	\$24.7	
(% Trailing 5-YR Avg.)	5.0%	4.8%	4.6%	4.8%	4.4%	4.6%	4.3%	
Current Draw/Cash & Invest.	4.3%	4.1%	3.5%	3.8%	3.7%	4.1%	3.8%	
			CYE	PYE				

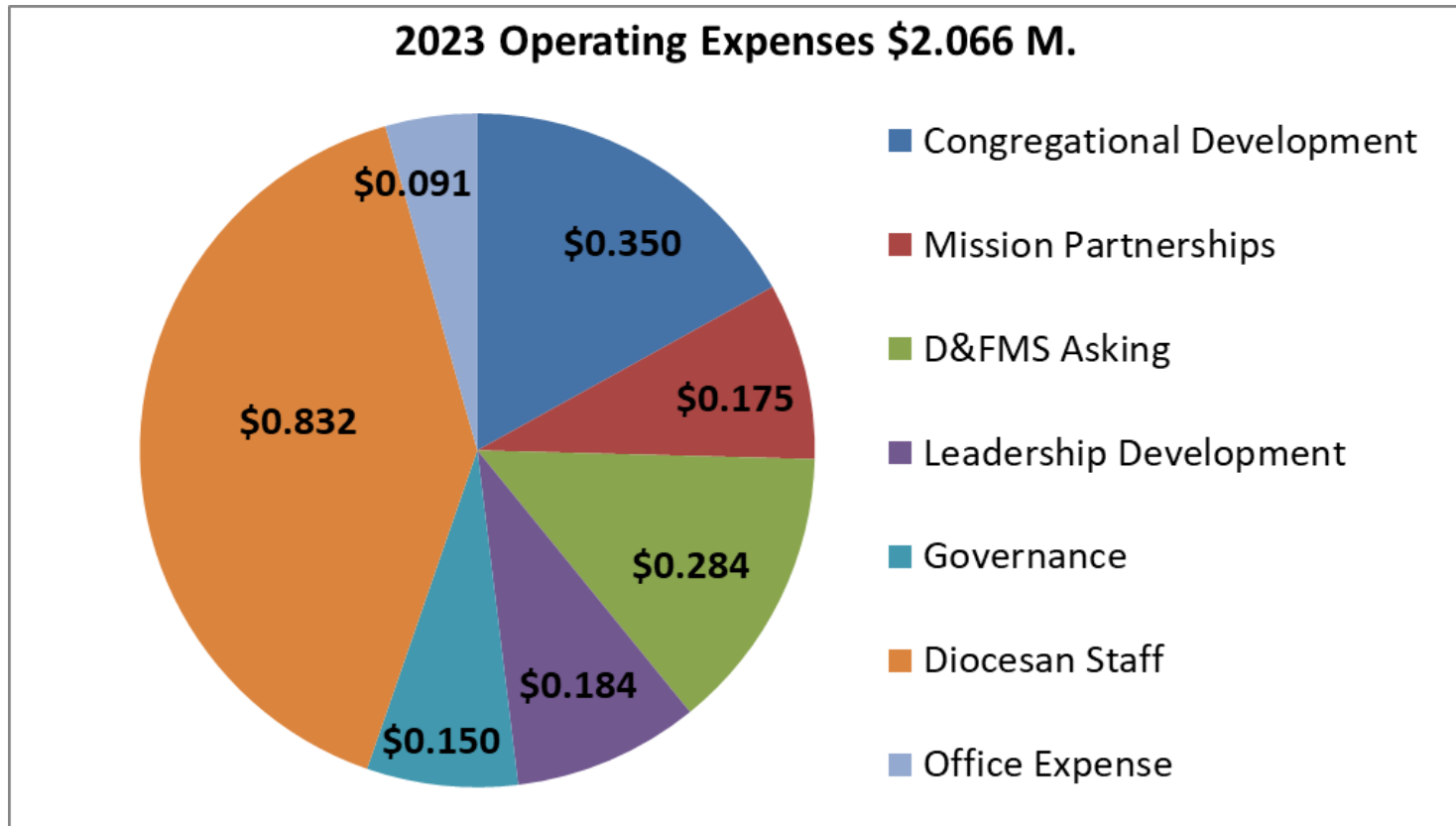
- Proposed *Apportionment* of **\$992K**, combined with . . .
- *Preliminary Draw* of **\$978K**, *Interest* of **\$21K** and *Other Income* of **\$20K** . . .
- Would provide preliminary funding of **\$2.011 M. for 2023**

Diocesan Budget Expenditures

'09-'21 Actual, '22 YEE, '23-'25 Projected (Exhibit #4)



1st DRAFT 2023 Operating Budget (Exhibit #5)



PROGRAM: ~ \$993,000 (CDP & Mission Grants, D&FMS, Leadership)

ADMINISTRATION: ~ \$1,073,000 (Governance, Staff & Office Expenses)

PLUS: Non-Operating expense/draw: \$50,000 (Post-retirement Health Benefits)

2023 1st DRAFT Operating Budget

(Exhibit #6)

	2019 Final	2020 Final	2021 Final	2022 Budget	2023 Budget	Change vs. Budget	(%)	Notes
<i>Apportionment</i>	\$1,014,640	\$967,640	\$1,012,989	\$990,112	\$992,163	\$2,051	0%	
<i>Draw from Investments</i>	\$918,154	\$836,819	\$866,146	\$988,000	\$949,300	(\$38,700)	-4%	PRELIM Draw
<i>Other Income</i>	\$60,711	\$61,531	\$102,713	\$65,000	\$20,000	(\$45,000)	-69%	ABA/Deaf Ministry TBD
Total Operating Income	\$1,993,505	\$1,865,990	\$1,981,848	\$2,043,112	\$1,961,463	(\$81,649)	-4%	ABA/Deaf Ministry
Congregational Development	\$269,908	\$278,950	\$312,150	\$305,000	\$350,000	\$45,000	15%	Participation +20%
Mission Partnerships	\$163,880	\$176,150	\$166,825	\$175,000	\$175,000	\$0	0%	ALL Grants TBD
D&FMS Contribution	\$269,150	\$287,814	\$286,522	\$266,457	\$283,700	\$17,243	6%	Increased income 2021
Leadership Development	\$186,319	\$238,614	\$263,616	\$285,850	\$184,350	(\$101,500)	-36%	Deaf Ministry
Governance	\$109,945	\$89,653	\$93,732	\$101,000	\$149,500	\$48,500	48%	Bishop Transition
<i>Diocesan Staff - Salaries</i>	\$615,408	\$555,188	\$562,345	\$579,105	\$608,034	\$28,929	5%	<i>Est. 5% increase</i>
<i>Diocesan Staff - Benefits</i>	\$242,513	\$216,965	\$216,687	\$234,700	\$208,300	(\$26,400)	-11%	<i>Est. 4% increase</i>
<i>Diocesan Staff - Expense</i>	\$43,701	\$5,130	\$5,232	\$9,000	\$16,000	\$7,000	78%	<i>Increased travel</i>
Diocesan Staff	\$901,622	\$777,283	\$784,264	\$822,805	\$832,334	\$9,529	1%	TBD
Office Expense	\$88,118	\$81,025	\$83,163	\$87,000	\$91,000	\$4,000	5%	Rent & IT
Total Operating Expense	\$1,988,942	\$1,929,489	\$1,990,272	\$2,043,112	\$2,065,884	\$22,773	1%	
Operating Surplus/Deficit	\$4,562	(\$63,499)	(\$8,424)	\$0	(\$104,421)			
<i>Non-operating Draw:</i>	\$55,726	\$53,675	\$49,475	\$55,000	\$50,000	(\$5,000)	-9%	
<i>Non-operating Expenditures</i>	\$55,726	\$71,346	\$58,615	\$55,000	\$50,000	(\$5,000)	-9%	<i>Post-Ret. Health Benefits</i>
TOTAL EXPENDITURES	\$2,044,668	\$2,000,835	\$2,048,887	\$2,098,112	\$2,115,884	\$17,773	1%	

Budget Detail: EXHIBITS # 7-11
&
Staffing Detail: EXHIBITS S1-S6

2023 1st DRAFT Budget (Exhibit # 7)

Congregational Development & Mission Partnership

	2021 Final	2022 Budget	2023 Budget	Change vs. Budget	(%)	Notes
<i>Unallocated CDP Grants</i>		\$19,304	\$350,000	\$330,696	1713%	ALL Grants TBD
St. George's, Hilton 2012 CDG	\$30,000	\$36,000		(\$36,000)	-100%	
Ascension Rochester, CDG	\$7,000	\$27,000		(\$27,000)	-100%	
Corning Christ Church	\$22,400	\$23,696		(\$23,696)	-100%	
2 Saints Rochester - CDG	\$30,000	\$22,000		(\$22,000)	-100%	
St. Peter's, Henrietta - CDP	\$20,000	\$20,000		(\$20,000)	-100%	
Addison Church of the Redeemer	\$20,000	\$20,000		(\$20,000)	-100%	
Epiphany, Gates CDP	\$22,000	\$20,000		(\$20,000)	-100%	
Grace, Scottsville CDP	\$15,000	\$17,000		(\$17,000)	-100%	
South Wedge Mission CDP	\$15,000	\$15,000		(\$15,000)	-100%	
St. Luke's, Brockport CDG	\$15,000	\$13,000		(\$13,000)	-100%	
St. Mark's & St. John's, Rochester CDG	\$13,000	\$13,000		(\$13,000)	-100%	
St. Andrew's, Caledonia CDP	\$12,000	\$13,000		(\$13,000)	-100%	
Christ Church Rochester CDG	\$12,000	\$12,000		(\$12,000)	-100%	
St. John's Honeoye Falls - CDG	\$15,000	\$12,000		(\$12,000)	-100%	
Geneseo, St. Michael's CDG	\$15,000	\$12,000		(\$12,000)	-100%	
Palmyra CDP	\$10,000	\$10,000		(\$10,000)	-100%	
St. John's, Catharine CDP	\$18,750			\$0		
Watkins Glen St James	\$9,000			\$0		
Zion, Avon CDP	\$6,000			\$0		
St. John's, Sodus CDG	\$5,000			\$0		
Congregational Development	\$312,150	\$305,000	\$350,000	\$45,000	15%	Participation +20%
<i>Parish Grants - Unallocated</i>			\$67,500	\$67,500	#DIV/0!	TBD
<i>Outside Partner Grants - Unallocated</i>			\$67,500	\$67,500	#DIV/0!	TBD
Monroe District Grants	\$5,000	\$5,000	\$5,000	\$0	0%	
Northeast District Grants	\$5,000	\$5,000	\$5,000	\$0	0%	
Rochester District Grants	\$5,000	\$5,000	\$5,000	\$0	0%	
Southeast District Grants	\$5,000	\$5,000	\$5,000	\$0	0%	
Southwest District Grants	\$5,000	\$5,000	\$5,000	\$0	0%	
Global Mission - Sustainable Develop.	\$15,000	\$15,000	\$15,000	\$0	0%	TBD
Mission Partnerships	\$166,825	\$175,000	\$175,000	\$0	0%	ALL Grants TBD

2023 1st DRAFT Budget (Exhibit # 8)

Mission Partnership (Outside Partners)

	2021 Final	2022 Budget	2023 Budget	Change vs. Budget	(%)	Notes
Episcopal Senior Life - CHAPLAIN	\$8,000	\$8,000		(\$8,000)	-100%	Outside Partner Grant 2022
Sew Green	\$6,800	\$7,600		(\$7,600)	-100%	Outside Partner Grant 2022
REACH Advocacy	\$8,000	\$7,500		(\$7,500)	-100%	Outside Partner Grant 2022
Campaign D Inc	\$7,200	\$7,000		(\$7,000)	-100%	Outside Partner Grant 2022
Summer LEAP (GRSLA)	\$7,200	\$7,000		(\$7,000)	-100%	Outside Partner Grant 2022
Angelica Community Radio		\$6,800		(\$6,800)	-100%	Outside Partner Grant 2022
Family Promise of Ontario Cty	\$8,000	\$6,000		(\$6,000)	-100%	Outside Partner Grant 2022
RMM - Justice for Farmworkers	\$5,000	\$5,000		(\$5,000)	-100%	Outside Partner Grant 2022
RESOLVE of Rochester	\$250	\$5,000		(\$5,000)	-100%	Outside Partner Grant 2022
Meal and More	\$350	\$4,500		(\$4,500)	-100%	Outside Partner Grant 2022
Literacy Volunteers - Yates/Ontario	\$4,500	\$4,500		(\$4,500)	-100%	Outside Partner Grant 2022
RAIHN	\$5,000	\$4,000		(\$4,000)	-100%	Outside Partner Grant 2022
Genesee Area Campus Ministry - CHAPLAIN	\$3,500	\$3,500		(\$3,500)	-100%	Outside Partner Grant 2022
St. Peter's, Geneva Arts Academy	\$1,500	\$3,000		(\$3,000)	-100%	Outside Partner Grant 2022
Catholic Charities of Steuben, Bath	\$100	\$3,000		(\$3,000)	-100%	Outside Partner Grant 2022
Cameron Community Ministries -	\$5,000	\$3,000		(\$3,000)	-100%	Outside Partner Grant 2022
Family Promise of Wayne County	\$6,000			\$0		Outside Partner Grant 2021
Bishop Sheen Ecumenical Housing	\$1,250			\$0		Outside Partner Grant 2021
Greater Rochester Comm. of Churches	\$2,000			\$0		Outside Partner Grant 2021

2023 1st DRAFT Budget (Exhibit # 9)

Mission Partnership (Parish Grants)

	2021 Final	2022 Budget	2023 Budget	Change vs. Budget	(%)	Notes
COVID Mission Grants	\$24,700	\$0		\$0		<i>Parish COVID Grants</i>
Bath, Center for Youth Services		\$8,000		(\$8,000)	-100%	<i>Parish Grant 2022</i>
Angelica, Growing though Sound		\$7,700		(\$7,700)	-100%	<i>Parish Grant 2022</i>
St. Mark's & St. John's, Food shelf	\$5,000	\$5,000		(\$5,000)	-100%	<i>Parish Grant 2022</i>
Fairport, Blessing Boxes		\$5,000		(\$5,000)	-100%	<i>Parish Grant 2022</i>
Lyons, Grace! Hospitality		\$4,700		(\$4,700)	-100%	<i>Parish Grant 2022</i>
St. Mark's & St. John's, Open House		\$4,500		(\$4,500)	-100%	<i>Parish Grant 2022</i>
Geneseo, Thanksgiving Peace Garden		\$4,300		(\$4,300)	-100%	<i>Parish Grant 2022</i>
St. Peter's-Geneva Neighbor's Night	\$3,400	\$3,400		(\$3,400)	-100%	<i>Parish Grant 2022</i>
Brockport, Harvest Kitchen		\$3,000		(\$3,000)	-100%	<i>Parish Grant 2022</i>
Bath, Community Garden		\$2,500		(\$2,500)	-100%	<i>Parish Grant 2022</i>
Clifton Springs, Agape Dinners		\$1,000		(\$1,000)	-100%	<i>Parish Grant 2022</i>
Clifton Springs - Coat Giveaway	\$800	\$500		(\$500)	-100%	<i>Parish Grant 2022</i>
Scottsville Grace-Industry Support	\$4,675			\$0	#DIV/0!	<i>Parish Grant 2021</i>
Geneseo St Michael-Senior Meals	\$3,600			\$0	#DIV/0!	<i>Parish Grant 2021</i>
St. Mark's & St. John's Kids Club	\$2,500			\$0	#DIV/0!	<i>Parish Grant 2021</i>
St. Luke & St. Simon - Jazz Vespers	\$2,500			\$0	#DIV/0!	<i>Parish Grant 2021</i>
Mission Partnerships	\$166,825	\$175,000	\$175,000	\$0	0%	ALL Grants TBD

2023 1st DRAFT Budget (Exhibit # 10)

D&FMS and Leadership Development

	2021 Final	2022 Budget	2023 Budget	Change vs. Budget	(%)	Notes
D&FMS Contribution	\$286,522	\$266,457	\$283,700	\$17,243	6%	Increased income 2021
C.P.E. Program	\$6,000	\$6,000	\$6,000	\$0	0%	
Youth Programs & Events	\$0	\$5,000	\$5,000	\$0	0%	
CCD - Program / Christian Formation	(\$3,257)	\$2,500	\$2,500	\$0	0%	
CCD - Trainers/Coord.	\$25,056	\$27,500	\$27,500	\$0	0%	
Diocesan Deans/Deacon Coord. - Stipends	\$78,924	\$79,000	\$66,800	(\$12,200)	-15%	Dean structure TBD
Diocesan Deans/Deacon Coord. - Benefits	\$28,455	\$28,400	\$24,100	(\$4,300)	-15%	Dean structure TBD
Diocesan Deans/Deacon Coord. - Expenses	\$3,555	\$4,000	\$3,000	(\$1,000)	-25%	Dean structure TBD
Educational Grants	\$12,563	\$15,000	\$18,000	\$3,000	20%	Seminarian support
Interfaith & Ecumenical Relations: Stipend	\$2,950	\$2,950	\$2,950	\$0	0%	
Workshops, Programs & Events	\$5,377	\$7,000	\$7,000	\$0	0%	
Stewardship Training/Programs	\$1,000	\$2,000	\$2,000	\$0	0%	
Consulting - Cong. Health & Vitality	\$1,200	\$0	\$0	\$0	#DIV/0!	
Interfaith & Ecumenical Programs	\$0	\$1,000	\$1,000	\$0	0%	
Colgate Rochester Crozer Divinity School	\$10,000	\$10,000	\$10,000	\$0	0%	
COM: Operating expenses	\$1,183	\$2,000	\$2,000	\$0	0%	
COM: Continuing Education Grants	\$4,500	\$0	\$0	\$0	#DIV/0!	Consolidate wEdu. Grants
St. Paul's/Diocesan Education Series	\$0	\$1,500	\$1,500	\$0	0%	
Deaf Ministry - Salary	\$54,500	\$56,000	\$0	(\$56,000)	-100%	TBD
Deaf Ministry - Benefits	\$27,183	\$28,000	\$0	(\$28,000)	-100%	TBD
Deaf Ministry - Expense	\$677	\$3,000	\$0	(\$3,000)	-100%	TBD
Deaf Ministry - Interpreters	\$3,750	\$5,000	\$5,000	\$0	0%	
Leadership Development	\$263,616	\$285,850	\$184,350	(\$101,500)	-36%	Deaf Ministry

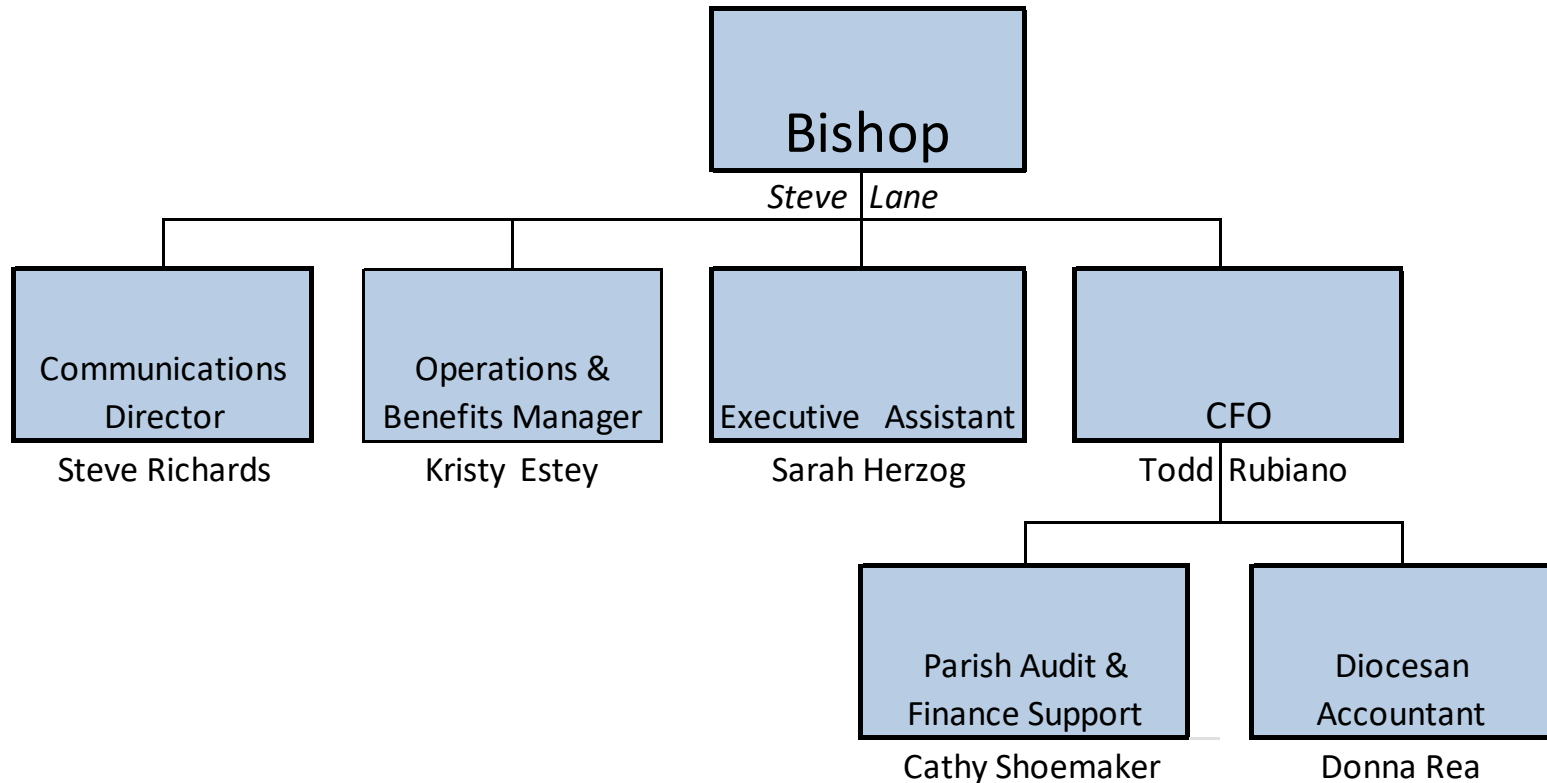
2023 1st DRAFT Budget (Exhibit # 11)

Governance, Staff & Office Expense

	2021 Final	2022 Budget	2023 Budget	Change vs. Budget	(%)	Notes
District Deans Stipends	\$29,500	\$29,500	\$29,500	\$0	0%	
Prison Ministry Committee	\$0	\$500	\$500	\$0	0%	
Committee on RRH&J	\$0	\$500	\$500	\$0	0%	
Committee for Gay Ministry	\$0	\$500	\$500	\$0	0%	
Public Policy Committee	\$0	\$500	\$500	\$0	0%	
Diocesan Convention	\$2,785	\$3,000	\$14,000	\$11,000	367%	<i>In person</i>
Diocesan Council	\$0	\$500	\$500	\$0	0%	
Standing Committee	\$420	\$500	\$500	\$0	0%	
Trustees & HR	\$0	\$500	\$500	\$0	0%	
Diocesan Audit and Fiscal Manual	\$15,900	\$16,500	\$17,500	\$1,000	6%	<i>MMB + Actuarial</i>
Bishop - Transition	\$1,482	\$0	\$50,000	\$50,000		<i>Move to Governance</i>
Province II Assessment/Synod	\$1,000	\$1,000	\$1,000	\$0	0%	
Deputies to General Convention	\$0	\$35,000	\$0	(\$35,000)	-100%	<i>No Gen. Conv.</i>
Legal & Professional Fees	\$1,811	\$4,000	\$6,000	\$2,000	50%	<i>Excl. Litigation & Prop.</i>
Litigation Expense	\$20,316			\$0		<i>Trustee Authorized</i>
Legal Fees - Visa Related	\$120			\$0		
Legal Fees - Property Related	\$16,398	\$6,000		(\$6,000)	-100%	<i>Trustee Authorized</i>
Misc.: Memberships & Sponsorships	\$4,000	\$2,500	\$3,000	\$500	20%	<i>3-YR Avg.</i>
Ministry of the Bishop			\$25,000	\$25,000		<i>Title IV matters</i>
Governance	\$93,732	\$101,000	\$149,500	\$48,500	48%	<i>Bishop Transition</i>
<i>Diocesan Staff - Salaries</i>	\$562,345	\$579,105	\$608,034	\$28,929	5%	<i>Est. 5% increase</i>
<i>Diocesan Staff - Benefits</i>	\$216,687	\$234,700	\$208,300	(\$26,400)	-11%	<i>Est. 4% increase</i>
<i>Diocesan Staff - Expense</i>	\$5,232	\$9,000	\$16,000	\$7,000	78%	<i>Increased travel</i>
Diocesan Staff	\$784,264	\$822,805	\$832,334	\$9,529	1.2%	<i>TBD</i>
Communications /Public Relations	\$927	\$1,000	\$1,000	\$0	0%	
Telecommunications	\$3,090	\$3,000	\$4,000	\$1,000	33%	<i>Zoom Accts.</i>
Office Expense	\$40,095	\$43,000	\$44,000	\$1,000	2%	<i>Rent increase</i>
Electronic Maintenance & Lease	\$31,012	\$30,000	\$32,000	\$2,000	7%	<i>Rate increases</i>
Diocesan Insurance	\$8,039	\$10,000	\$10,000	\$0	0%	
Office Expense	\$83,163	\$87,000	\$91,000	\$4,000	5%	<i>Rent & IT</i>

2023 Staffing

Diocesan Staff Roles (Exhibit S-1)



There are (6) full time, lay staff roles supporting the Bishop, Clergy and Lay Leadership across the Diocese.

Compensation Analysis (Exhibit S-2)

- Clergy Salary Ranges last increased in 2019; inflation ~ 12% since then.
- **SHRM (4/6/22):** *“Most U.S. organizations are planning a payroll budget increase of 4 percent or more this year, and a plurality of organizations are growing their salary merit-increase budgets by 5 percent or more, new research shows. Those increases continue to trail inflation.”*
- (5/6/22): *U.S. wages continued to climb last month (April), up 5.5 percent year-over-year, driving concerns about an inflationary wage spiral.*
- We want to strike a balance between: The need to attract & retain new clergy (particularly for small churches), and the limited financial resources of most small churches.

2023 1st DRAFT Staffing

Diocesan Salary Ranges (Exhibit S-3)

POSITION (* includes SECA)	Roles	Years of Service 5/1/2022	SALARY RANGE (FT)		
			Min.	Midpoint	Max.
<i>Rector/Priest in Charge (Mem > 1200) *</i>	0.0		110,688	138,360	166,032
<i>Rector/Priest in Charge (Mem 601-1200) *</i>	3.0	12.8	96,852	121,065	145,278
<i>Rector/Priest in Charge (Mem 301-600) *</i>	2.0	41.5	83,016	103,770	124,524
<i>Rector/Priest in Charge (Mem 151-300) *</i>	8.0	7.0	69,180	86,475	103,770
<i>Rector/Priest in Charge (Mem < 150) *</i>	14.0	7.0	55,344	69,180	83,016
<i>Other Priests (Asst./Chaplain)*</i>	3.0	15.5		<i>n/a</i>	
Total Diocese	30.0	9.0			
<i>Bishop *</i>	1.0		140,000	160,000	180,000
Chief Financial Officer, CFO	1.0	11.2	86,400	108,000	129,600
Operations & Benefits Manager	1.0	13.8	52,000	65,000	78,000
Parish Audit & Finance	1.0	18.3	48,000	60,000	72,000
Communications Director	1.0	4.8	48,000	60,000	72,000
Diocesan Accountant	1.0	2.7	48,000	60,000	72,000
Executive Assistant	1.0	1.4	37,500	50,000	62,500
TOTAL:	7.0				

Proposed salary ranges for Rectors/Priests increased ~ \$2,300-\$3,500

All other positions remain the same as 2022

* *Clergy positions include SECA allowance and any housing allowance*

2023 1st DRAFT Staffing

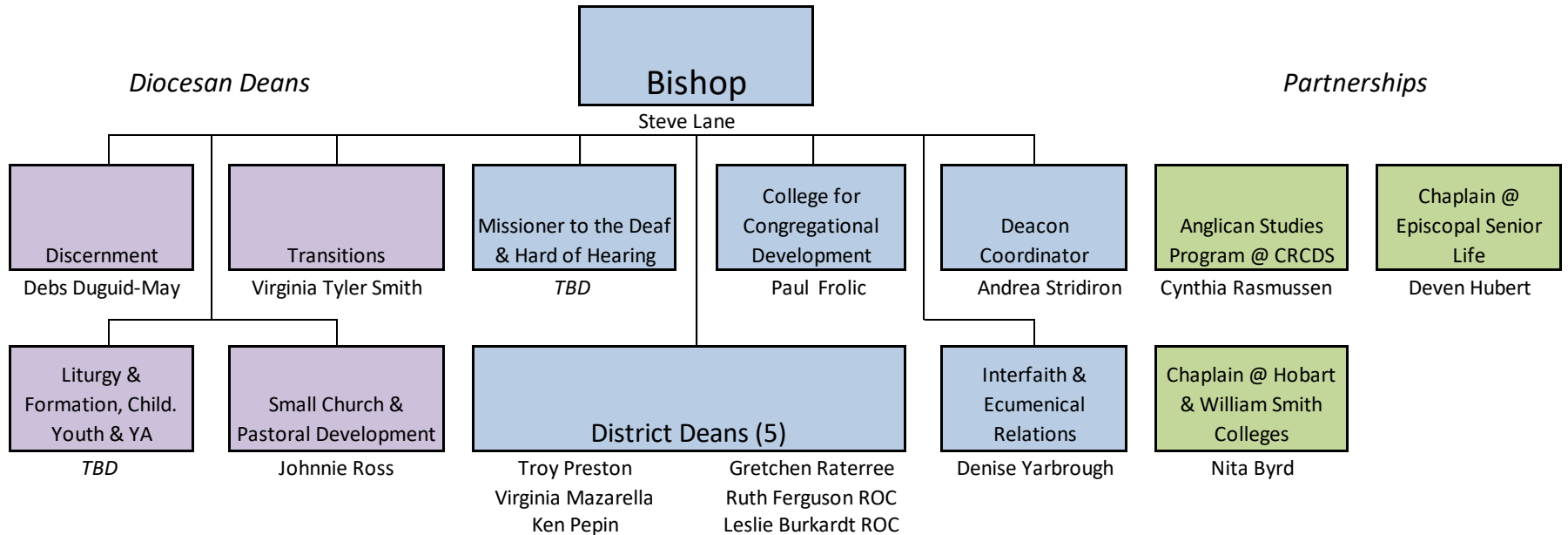
Diocesan Staff: Total Compensation (Exhibit S-4)

POSITION (* includes SECA)	Roles	Years of Service 5/1/2022	2023 TOTAL	Expense Reimbursement
<i>Bishop *</i>	1.0		\$177,900	\$10,000
Chief Financial Officer, CFO	1.0	11.2	\$155,500	\$1,000
Operations & Benefits Manager	1.0	13.8	\$94,900	\$1,000
Parish Audit & Finance	1.0	18.3	\$91,200	\$1,000
Communications Director	1.0	4.8	\$106,440	\$1,000
Diocesan Accountant	1.0	2.7	\$79,960	\$1,000
Executive Assistant	1.0	1.4	\$74,480	\$1,000
TOTAL:	7.0		\$780,380	\$16,000
<i>Pool for potential salary increases (eff. 01/01/23)</i>			\$28,954	
Expense Reimbursement			\$16,000	
NYS payroll related insurance			\$7,000	
TOTAL Diocesan Staff Budget			\$832,334	

- **Total Compensation includes** Salary, Housing, *SECA, FICA, pension contributions, life, disability & health insurance.
- **Reimbursed expenses include** Travel, continuing education, sabbatical, etc.
- Pool for potential salary increases: 5.0 % (effective 01/01/23)

2022 Staffing

Diocesan Clergy Leadership Roles (Exhibit S-5)



Four part-time *Diocesan Dean Roles* were created in 2019 (with 3-YR Terms) as an experiment to expand the breadth of skills/experiences required, in a flexible structure, that provided ongoing leadership development opportunities for talented clergy leaders within our diocese.

Diocesan Dean structure for 2023 is still TBD.

Partnership Roles are paid by the Partner (not directly by the Diocese).

2022 Staffing

Diocesan Clergy Leadership Roles (Exhibit S-6)

POSITION (* includes SECA)	Roles	Annual Salary/Stipend	All other Compensation	Total (Individual)	Annual TOTAL
<i>Diocesan Dean - Small Church & Pastoral Dev.*</i>	1.0	\$35,000	\$6,300	\$41,300	\$41,300
<i>Diocesan Deans*</i>	2.0	\$24,000	\$4,320	\$28,320	\$56,640
<i>Director, College for Congregational Development*</i>	1.0	\$15,450	\$2,781	\$18,231	\$18,231
<i>Deacon Coordinator*</i>	1.0	\$5,000	\$900	\$5,900	\$5,900
<i>District Deans*</i>	5.0	\$5,000	\$900	\$5,900	\$29,500
<i>Ecumenical and Interfaith Relations*</i>	1.0	\$2,500	\$450	\$2,950	\$2,950
	11.0				\$154,521

With the move from 4 to 3 Diocesan Deans in January, the stipends for the Dean for Transition and the Dean for Discernment were increased to \$24,000, effective 01/01/2022.

Diocesan Dean structure for 2023 is still TBD.

2023 1st DRAFT Operating Budget

Congregational Development

- (20) Churches funded in 2021, totaling ~ \$312,000
- (17) Churches receiving funding so far in 2022 ~ \$282,000
- (4) Churches have had grants suspended in the last 12 months due to clergy departures
- (4) Additional churches have expressed an interest in a NEW Grant this year
- Average approved grant ~ \$18K x (25 churches) = \$450K
- **LESS:** *Transitions (~ \$55K), TEC Grant (\$40K), Trustee Funding (~ \$30K)*
- **PLUS:** *Provision for NEW grants (\$25K) = \$350K estimate*