

2015 Diocesan Budget

2nd Draft Proposal (7/15/14)



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

2015 – 2nd DRAFT Budget (expense changes)

- **DENTAL BENEFITS:** The Diocese currently pays 100% of dental coverage for all parochial clergy (FT & PT) and the Bishop's Staff (clergy & lay). In 2015 we'd share the cost of premiums 50/50 for these participants. **Total 2015 savings: \$ 25,600**
- **MEDICAL BENEFITS:** Increase employer medical subsidy by ~ 2.7% (vs. 4.0% in 1st DRAFT). Expect premiums to increase 7- 8%, so employees will see an increase of ~ 4-5% of the total premium. In addition, the Bishop has elected to not have medical coverage thru the Diocese in 2015. **Total deficit impact: ~ \$18,000**
- **Convention, Conferences, Programs & Events:** Analyzed actual historic costs and reduced accordingly. **Total 2015 savings: \$ 12,000**
- **CDP Grant (St. Luke & St. Simon Cyrene):** For many years the parish received a \$25,000 grant. 2015 was to be the final year of the grant. Rector has now resigned and grant would be suspended in October 2014. **Total 2015 savings: \$ 9,000**
- **Executive Staff Salaries:** No change in Bishop's salary in 2014 and salary freeze for all executive staff in 2015. **Total 2015 savings: \$ 8,200**

2015 2nd DRAFT Changes (7/15/14)

2015 Diocesan Budget: <i>2nd DRAFT</i>	2013 Final	2014 <i>Revised</i>	2015 1st DRAFT	2015 <i>2nd DRAFT</i>	Change vs. 1st DRAFT	Notes
<i>Apportionment</i>	\$1,008,258	\$991,082	\$969,502	\$969,502	\$0	<i>Includes 1.5% cap on eff. rate reduce draw</i>
<i>Investment</i>	\$1,261,504	\$1,328,500	\$1,226,500	\$1,226,500	\$0	
Total Operating Income	\$2,269,762	\$2,319,582	\$2,196,002	\$2,196,002	\$0	
Congregational Development	\$361,974	\$353,597	\$274,000	\$260,500	(\$13,500)	<i>CDP grant & program expenses</i>
Mission inside the Diocese	\$262,473	\$216,500	\$211,500	\$211,500	\$0	
Mission outside the Diocese	\$235,692	\$240,774	\$242,660	\$237,889	(\$4,770)	<i>D&FMS Asking</i>
Clergy Benefits	\$138,325	\$139,000	\$163,000	\$141,000	(\$22,000)	<i>Dental moves to 50/50 co-share</i>
Leadership Development	\$75,277	\$92,000	\$92,000	\$90,500	(\$1,500)	<i>Conferences, Programs & Events</i>
Communications	\$97,279	\$104,000	\$100,850	\$102,470	\$1,620	<i>Reduced benefits & salary freeze</i>
Governance	\$121,099	\$117,450	\$109,450	\$103,450	(\$6,000)	<i>Convention and Committees</i>
Support Staff	\$423,918	\$443,032	\$457,935	\$454,654	(\$3,281)	<i>Reduced benefits</i>
Executive Staff	\$450,602	\$467,229	\$478,013	\$447,680	(\$30,333)	<i>Reduced benefits & salary freeze</i>
Office Expense	\$142,375	\$146,000	\$146,000	\$145,000	(\$1,000)	<i>D-House maintenance</i>
Total Operating Expense	\$2,309,014	\$2,319,582	\$2,275,408	\$2,194,643	(\$80,764)	
Operating Surplus/Deficit	(\$39,252)	\$0	(\$79,406)	\$1,359		

- 1st DRAFT Operating Deficit (~ \$80K) eliminated
- Reduced employee health benefits & Executive Staff salary freeze ~ \$54K
- Most other cuts came from conferences, meetings & programs

2015 2nd DRAFT Changes (7/15/14)

2015 Diocesan Budget: <i>2nd DRAFT</i>	2013 Final	2014 <i>Revised</i>	2015 1st DRAFT	2015 <i>2nd DRAFT</i>	Change vs. 1st DRAFT	Notes
New Congregational Development Grants	\$0	\$57,307	\$111,500	\$104,500	(\$7,000)	Includes TBD grants
St. Mark's & St. John's, Rochester CDG	\$40,000	\$40,000		\$0	\$0	No funding requested for '15
2 Saints Leadership for Ministry	\$25,000	\$18,000	\$9,000		(\$9,000)	Final year - suspend grant 9/30/14
Christ Rochester Loan and Development	\$13,000	\$12,000		\$7,000	\$7,000	Proposed
Stewardship Training/Programs	\$2,958	\$5,000	\$5,000	\$3,000	(\$2,000)	Adj. for historic average
Mission In-site	\$2,495	\$2,500	\$2,500	\$0	(\$2,500)	low utilization
Congregational Development	\$361,974	\$353,597	\$274,000	\$260,500	(\$13,500)	CDP grant & program expenses
<i>Partnership Mission Grants</i>		\$20,000	\$92,250	\$91,250	(\$1,000)	Adj. for RMM pledge
Rural & Migrant Ministry	\$1,000	\$1,000		\$1,000	\$1,000	Covenanted Pledge
Mission inside the Diocese	\$262,473	\$216,500	\$211,500	\$211,500	\$0	
D&FMS Asking	\$207,642	\$218,024	\$223,475	\$220,204	(\$3,270)	Increase 1% (~ 10% of Income)
Church Women United	\$1,500	\$1,500	\$1,500	\$0	(\$1,500)	No current engagement
Mission outside the Diocese	\$235,692	\$240,774	\$242,660	\$237,889	(\$4,770)	D&FMS Asking
Diocesan Dental Program	\$38,820	\$37,000	\$46,000	\$24,000	(\$22,000)	Move to 50/50 co-share
Clergy Benefits	\$138,325	\$139,000	\$163,000	\$141,000	(\$22,000)	Dental moves to 50/50 co-share
<i>Conferences, Programs & Events</i>	\$4,209	\$3,500	\$8,500	\$7,000	(\$1,500)	Combined ALL Clergy & Lay
Leadership Development	\$75,277	\$92,000	\$92,000	\$90,500	(\$1,500)	Conferences, Programs & Events

- **Cong. Dev:** 2 Saints CDP grant & \$4,500 reduction to programs
- **D&FMS:** Increase asking by 1% vs. 2.5% (original commitment was 5%)
- **Dental:** Move to 50/50 (employee/employer) co-share of premiums
- **Conf., Programs & Events (Combined):** Budget using adj. historic average

2015 2nd DRAFT Changes (7/15/14)

2015 Diocesan Budget: <i>2nd DRAFT</i>	2013 Final	2014 <i>Revised</i>	2015 1st DRAFT	2015 <i>2nd DRAFT</i>	Change vs. 1st DRAFT	Notes
Communications - Salary	\$60,000	\$60,000	\$60,000	\$61,920	\$1,920	<i>salary increase 7/1/14</i>
Communications - Benefits	\$18,615	\$19,000	\$19,600	\$19,300	(\$300)	<i>Reduced Medical & Dental</i>
Communications	\$97,279	\$104,000	\$100,850	\$102,470	\$1,620	<i>Reduced benefits & salary freeze</i>
Diocesan Convention	\$12,429	\$15,000	\$15,000	\$13,000	(\$2,000)	<i>Adj. for historic average</i>
Interfaith & Ecumenical Programs	\$2,553	\$3,500	\$3,500	\$2,500	(\$1,000)	<i>Adj. for historic average</i>
<i>Trustees & HR</i>	\$1,216	\$2,000	\$2,000	\$1,500	(\$500)	<i>Adj. for historic average</i>
SPICE	\$250	\$1,500	\$1,500	\$1,000	(\$500)	<i>Adj. for historic average</i>
Committee on Anti-Racism	\$783	\$1,500	\$1,500	\$1,000	(\$500)	<i>Adj. for historic average</i>
Diocesan Council	\$1,342	\$1,500	\$1,500	\$1,000	(\$500)	<i>Adj. for historic average</i>
Standing Committee	\$420	\$1,500	\$1,500	\$500	(\$1,000)	<i>Adj. for historic average</i>
Governance	\$121,099	\$117,450	\$109,450	\$103,450	(\$6,000)	<i>Convention and Committees</i>
<i>Support Staff - Salary</i>	\$309,967	\$308,132	\$315,835	\$315,754	(\$81)	<i>Avg. increase of 2.5% (7/1/15)</i>
<i>Support Staff - Benefits</i>	\$109,330	\$129,400	\$134,100	\$130,900	(\$3,200)	<i>Reduced Medical & Dental</i>
Support Staff	\$423,918	\$443,032	\$457,935	\$454,654	(\$3,281)	<i>Reduced benefits</i>
Bishop - Benefits	\$60,000	\$64,000	\$66,200	\$47,300	(\$18,900)	<i>No Medical & reduced Dental</i>
Canon for Mission and Ministry - salary	\$84,110	\$84,720	\$84,720	\$86,640	\$1,920	<i>salary increase 7/1/14</i>
Canon for Mission and Ministry - benefits	\$36,441	\$37,700	\$38,400	\$37,800	(\$600)	<i>Reduced Medical & Dental</i>
Chief Financial Missioner - salary	\$91,444	\$93,000	\$93,000	\$95,040	\$2,040	<i>salary increase 7/1/14</i>
Chief Financial Missioner - benefits	\$19,541	\$20,400	\$20,600	\$19,900	(\$700)	<i>Reduced Dental</i>
<i>Pool for potential salary increases</i>		\$4,659	\$14,093	\$0	(\$14,093)	<i>Salary freeze for 2015</i>
Executive Staff	\$450,602	\$467,229	\$478,013	\$447,680	(\$30,333)	<i>Reduced benefits & salary freeze</i>
Diocesan House Maintenance	\$36,421	\$39,000	\$39,000	\$38,000	(\$1,000)	<i>Adj. for historic average</i>
Office Expense	\$142,375	\$146,000	\$146,000	\$145,000	(\$1,000)	<i>D-House maintenance</i>

- **Governance:** Reduce budgets to more recent historical cost average
- **Staff:** Reduce medical & dental insurance subsidies. Bishop no longer utilizing medical coverage. Executive Staff “salary freeze” in 2015.

2015 Budget Detail Slides

2015 Budget – *Apportionment*

EXHIBIT #1 – Cap on Effective Rate

	2014 Final Budget	2013	2015	Change vs. 2014		Effective Rate	Formula Rate	Rate Diff.
		Operating Income	Budget Cap & Floor (+/-)	(\$)	(%)			
Parish Apportionment:	5.0%		5.0%					
Canaseraga, Trinity	1,567	10,505	1,489	(78)	-5.0%	14.2%	9.0%	5.2%
Henrietta, St. Peter's	16,098	97,997	15,293	(805)	-5.0%	15.6%	11.0%	4.6%
Sodus, St. John's	5,426	43,776	5,155	(271)	-5.0%	11.8%	9.0%	2.8%
Savona, Good Shepherd	3,400	28,425	3,230	(170)	-5.0%	11.4%	9.0%	2.4%
Rochester, SM&SJ	9,337	67,697	8,870	(467)	-5.0%	13.1%	11.0%	2.1%
Rochester, St. Paul's	184,685	1,036,853	175,451	(9,234)	-5.0%	16.9%	15.0%	1.9%

After applying our current apportionment formula, these 6 parishes would have ended up paying an “effective rate” that is more than 1.5% points above their “formula rate”. Capping their 2015 apportionments at 1.5% points above their stated “formula rate”, results in the following reductions:

	2014 Final Budget	2013	2015	Change vs. 2014		CAP Effective Rate	Formula Rate	Additional Reduction
		Operating Income	Budget Cap & Floor (+/-)	(\$)	(%)			
Parish Apportionment:	5.0%							
Canaseraga, Trinity	1,567	10,505	1,103	(464)	-29.6%	10.5%	9.0%	(\$386)
Henrietta, St. Peter's	16,098	97,997	12,250	(3,849)	-23.9%	12.5%	11.0%	(\$3,044)
Sodus, St. John's	5,426	43,776	4,596	(830)	-15.3%	10.5%	9.0%	(\$558)
Savona, Good Shepherd	3,400	28,425	2,985	(415)	-12.2%	10.5%	9.0%	(\$245)
Rochester, SM&SJ	9,337	67,697	8,462	(875)	-9.4%	12.5%	11.0%	(\$408)
Rochester, St. Paul's	184,685	1,036,853	171,081	(13,604)	-7.4%	16.5%	15.0%	(\$4,370)

2015 – 1st DRAFT Budget

EXHIBIT #3 – Draw from Investments

Year End Audit Data thru 2012 (\$ M.'s)

Avg. Return **7.0%**

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Net Financial Assets	\$21.3	\$21.6	\$19.6	\$19.1	\$21.2	\$21.5	\$21.6	\$21.8	\$22.2	\$22.5	\$22.9
Draw from Investments + Trusts	\$1.202	\$1.376	\$1.481	\$1.233	\$1.223	\$1.300	\$1.200	\$1.100	\$1.000	\$1.000	\$1.000
Loan Interest	\$0.162	\$0.090	\$0.092	\$0.084	\$0.094	\$0.083	\$0.081	\$0.079	\$0.076	\$0.074	\$0.072
Surplus/Deficit Adj.	\$0.406	-\$0.047	-\$0.083	\$0.134	\$0.074	\$0.000	\$0.000	\$0.000	\$0.000	\$0.000	\$0.000
Net DRAW on Investments:	\$1.770	\$1.419	\$1.490	\$1.450	\$1.391	\$1.383	\$1.281	\$1.179	\$1.077	\$1.074	\$1.072
(% Trailing 5-YR Avg.)	6.86%	5.53%	5.91%	5.92%	5.97%	6.35%	6.27%	5.70%	5.19%	5.17%	5.05%
Apportionment	0.899	0.971	1.017	1.015	1.008	0.991	0.970	0.970	0.970	0.970	0.970
Other Income	0.043	0.206	0.003	0.003	0.029	0.003	0.003	0.003	0.003	0.003	0.003
TOTAL INCOME	2.306	2.643	2.593	2.335	2.354	2.377	2.254	2.151	2.049	2.047	2.044
TOTAL EXPENSE	2.712	2.596	2.510	2.468	2.429	2.377	2.254	2.152	2.049	2.047	2.045
(% change)	8%	-4%	-3%	-2%	-2%	-2%	-5%	-5%	-5%	0%	0%
NET SURPLUS/DEFICIT	(0.406)	0.047	0.083	(0.134)	(0.074)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)

Our draw from investments will be reduced ~ \$100,000/year for the next three years in order to reduce our overall net draw closer to 5% of the trailing 5 year average.

2015 – 2nd DRAFT Budget

EXHIBIT # 4 - SUMMARY

2015 Diocesan Budget: <i>2nd DRAFT</i>	2013 Final	% of Budget	2014 <i>Revised</i>	% of Budget	2015 <i>2nd DRAFT</i>	% of Budget	Notes
<i>Apportionment</i>	\$1,008,258	44%	\$991,082	43%	\$969,502	44%	<i>Includes 1.5% cap on eff. rate reduce draw</i>
<i>Investment</i>	\$1,261,504	56%	\$1,328,500	57%	\$1,226,500	56%	
Total Operating Income	\$2,269,762	100%	\$2,319,582	100%	\$2,196,002	100%	
Congregational Development	\$361,974	16%	\$353,597	15%	\$260,500	12%	<i>CDP grant & program expenses</i>
Mission inside the Diocese	\$262,473	11%	\$216,500	9%	\$211,500	10%	
Mission outside the Diocese	\$235,692	10%	\$240,774	10%	\$237,889	11%	
Clergy Benefits	\$138,325	6%	\$139,000	6%	\$141,000	6%	
Leadership Development	\$75,277	3%	\$92,000	4%	\$90,500	4%	
Communications	\$97,279	4%	\$104,000	4%	\$102,470	5%	
Governance	\$121,099	5%	\$117,450	5%	\$103,450	5%	<i>Convention and Committees</i>
Support Staff	\$423,918	18%	\$443,032	19%	\$454,654	21%	<i>Salary & benefits</i>
Executive Staff	\$450,602	20%	\$467,229	20%	\$447,680	20%	<i>Reduced benefits & salary freeze</i>
Office Expense	\$142,375	6%	\$146,000	6%	\$145,000	7%	
Total Operating Expense	\$2,309,014	100%	\$2,319,582	100%	\$2,194,643	100%	(\$124,939)
Non-operating Draw & Expense	\$121,867		\$89,950		\$57,500		(\$32,450)
GRAND TOTAL	\$2,430,881		\$2,409,532		\$2,252,143		(\$157,389)

Total spending reduced by over \$157,000 vs. 2014

2015 – 2nd DRAFT Budget Detail

EXHIBIT #5 - Congregational Development

2015 Diocesan Budget: <i>2nd DRAFT</i>	2013 Final	2014 <i>Revised</i>	2015 1st DRAFT	2015 <i>2nd DRAFT</i>	Change vs. 1st DRAFT	Notes
New Congregational Development Grants	\$0	\$57,307	\$111,500	\$104,500	(\$7,000)	<i>Includes TBD grants</i>
St. Stephen's Leadership for Ministry	\$39,000	\$50,000	\$50,000	\$50,000	\$0	<i>Proposed</i>
St. Peter's, Henrietta 2012 CDG	\$54,000	\$43,000	\$31,000	\$31,000	\$0	<i>Proposed</i>
St. Mark's & St. John's, Rochester CDG	\$40,000	\$40,000		\$0	\$0	<i>No funding requested for 2015</i>
St. George's, Hilton 2012 CDG	\$50,000	\$39,000	\$29,000	\$29,000	\$0	<i>Proposed</i>
EPSC Ministry Partnership	\$21,500	\$19,000			\$0	<i>TBD</i>
2 Saints Leadership for Ministry	\$25,000	\$18,000	\$9,000		(\$9,000)	<i>Final year - suspend grant 9/30/14</i>
Penfield, CDG	\$22,500	\$18,000	\$15,000	\$15,000	\$0	<i>Proposed</i>
Scottsville/Caledonia 2012 CDG	\$28,500	\$18,000	\$9,000	\$9,000	\$0	<i>Proposed</i>
Rochester/Trinity Greece Redevelopment	\$20,000	\$15,000	\$12,000	\$12,000	\$0	<i>Proposed</i>
Christ Rochester Loan and Development	\$13,000	\$12,000		\$7,000	\$7,000	<i>Proposed</i>
Penn Yan Ministry leadership	\$10,000	\$10,000			\$0	<i>TBD</i>
Ephphatha Mission	\$4,500	\$6,790			\$0	<i>TBD</i>
Stewardship Training/Programs	\$2,958	\$5,000	\$5,000	\$3,000	(\$2,000)	<i>Adj. for historic average</i>
Mission In-site	\$2,495	\$2,500	\$2,500	\$0	(\$2,500)	<i>low utilization</i>
ACEM	\$3,500				\$0	<i>TBD</i>
Coaching and Assistance to Congregator	\$271				\$0	
Ascension Redevelopment	\$24,750				\$0	<i>TBD</i>
Congregational Development	\$361,974	\$353,597	\$274,000	\$260,500	(\$13,500)	CDP grant & program expenses

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

2015 – 2nd DRAFT Budget Detail

EXHIBIT #6 - Mission Inside the Diocese

2015 Diocesan Budget: <i>2nd DRAFT</i>	2013 Final	2014 <i>Revised</i>	2015 1st DRAFT	2015 <i>2nd DRAFT</i>	Change vs. 1st DRAFT	Notes
<i>Parish Mission Grants</i>	\$58,250	\$58,250	\$99,250	\$99,250	\$0	<i>NEW Category</i>
Creation camp	\$8,000	\$8,000			\$0	<i>Pending Review</i>
St. Peter's Youth Academy	\$8,000	\$8,000			\$0	<i>Pending Review</i>
St. Peter's-Geneva Neighbor's Night	\$8,000	\$8,000			\$0	<i>Pending Review</i>
St. John's, Canandaigua-Gleaner's Kitchen	\$7,000	\$7,000			\$0	<i>Pending Review</i>
Christ Rochester music program	\$5,000	\$5,000			\$0	<i>Pending Review</i>
St. Mark's and St. John's Kids Club ongoing	\$5,000	\$5,000			\$0	<i>Pending Review</i>
Campus Ministry St. Michael's, Geneseo	\$5,000	\$5,000	\$0	\$0	\$0	<i>Eliminate for 2015</i>
Transitional Mission Grant - Zion House	\$30,000				\$0	<i>TBD</i>
Transitional Mission Grant - Montour Falls	\$2,500				\$0	<i>TBD</i>
<i>Partnership Mission Grants</i>		\$20,000	\$92,250	\$91,250	(\$1,000)	<i>Adj. for RMM pledge</i>
Chaplaincy - Episcopal Senior Life Comm	\$25,173	\$0			\$0	<i>TBD</i>
Turning Point	\$6,000	\$6,000			\$0	<i>TBD</i>
Roch Genesee Area Campus Ministry	\$8,000	\$8,000			\$0	<i>TBD</i>
Meal and More	\$7,000	\$7,000			\$0	<i>TBD</i>
RAIHN	\$11,000	\$11,000			\$0	<i>TBD</i>
Right on School	\$10,000	\$10,000			\$0	<i>TBD</i>
Nazareth Elementary School Scholarships	\$10,000				\$0	<i>TBD</i>
Bishop Sheen Ecumenical Housing	\$20,250	\$20,250			\$0	<i>TBD</i>
Episcopal Senior Life Communities	\$7,000	\$7,000			\$0	<i>TBD</i>
Greater Rochester Comm. of Churches	\$2,000	\$2,000			\$0	<i>TBD</i>
Rural & Migrant Ministry	\$1,000	\$1,000		\$1,000	\$1,000	<i>Covenanted Pledge</i>
Monroe District Grants	\$3,350	\$4,000	\$4,000	\$4,000	\$0	<i>No change</i>
Northeast District Grants	\$4,000	\$4,000	\$4,000	\$4,000	\$0	<i>No change</i>
Rochester District Grants	\$3,350	\$4,000	\$4,000	\$4,000	\$0	<i>No change</i>
Southeast District Grants	\$4,000	\$4,000	\$4,000	\$4,000	\$0	<i>No change</i>
Southwest District Grants	\$3,600	\$4,000	\$4,000	\$4,000	\$0	<i>No change</i>
Mission inside the Diocese	\$262,473	\$216,500	\$211,500	\$211,500	\$0	

All grants are pending review for 2015 except for District Grants & RMM pledge

2015 – 2nd DRAFT Budget Detail

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

2015 Diocesan Budget: <i>2nd DRAFT</i>	2013 Final	2014 <i>Revised</i>	2015 1st DRAFT	2015 <i>2nd DRAFT</i>	Change vs. 1st DRAFT	Notes
D&FMS Asking	\$207,642	\$218,024	\$223,475	\$220,204	(\$3,270)	Increase 1% (~ 10% of Income)
Global Mission - Millennium Development	\$16,800	\$18,000	\$15,435	\$15,435	\$0	Pledge = 0.7% of Income
Church Women United	\$1,500	\$1,500	\$1,500	\$0	(\$1,500)	No current engagement
New York State Community of Churches	\$1,250	\$1,250	\$1,250	\$1,250	\$0	
Episcopal Relief & Development	\$1,000	\$1,000	\$1,000	\$1,000	\$0	
UTO Coordinator	\$0	\$1,000	\$0	\$0	\$0	Never used
Mill. Dev. Ministry Partnership/Honeoye Fal	\$7,500	\$0	\$0	\$0	\$0	NEW CDP grant
Mission outside the Diocese	\$235,692	\$240,774	\$242,660	\$237,889	(\$4,770)	D&FMS Asking
Medical Insurance: Retirees	\$97,297	\$100,000	\$114,000	\$114,000	\$0	HIPTF - TBD
Diocesan Dental Program	\$38,820	\$37,000	\$46,000	\$24,000	(\$22,000)	Move to 50/50 co-share
Flexible Benefits: Administrative	\$2,208	\$2,000	\$3,000	\$3,000	\$0	current run-rate
Clergy Benefits	\$138,325	\$139,000	\$163,000	\$141,000	(\$22,000)	Dental moves to 50/50 co-share
C.P.E. Program at Strong Hospital	\$3,000	\$3,000	\$3,000	\$3,000	\$0	
The Good Book Store	\$20,500	\$12,000	\$12,000	\$12,000	\$0	MOVED from Mission - TBD
Materials & Operations	\$1,413	\$4,000	\$2,500	\$2,500	\$0	Adj. for historic average
District Youth Programs & Events	\$6,114	\$25,000	\$25,000	\$25,000	\$0	
Educational Grants	\$2,544	\$4,000	\$3,000	\$3,000	\$0	Adj. for historic average
Conferences, Programs & Events	\$4,209	\$3,500	\$8,500	\$7,000	(\$1,500)	Combined ALL Clergy & Lay
Colgate Rochester Crozer Divinity School	\$7,500	\$7,500	\$7,500	\$7,500	\$0	NEW - break out CRCDS
Commission on Ministry: Operating	\$5,517	\$2,000	\$4,000	\$4,000	\$0	
COM: Continuing Education Grants	\$5,000	\$5,000	\$5,000	\$5,000	\$0	
Clergy Conferences & Mentoring	\$926	\$4,500	\$0	\$0	\$0	Combine Conf./Prog. & Events
St. Paul's/Diocesan Education Series	\$2,500	\$2,500	\$2,500	\$2,500	\$0	MOVED from Mission Inside
Leadership Development, Coordinator - S:	\$12,500	\$19,000	\$19,000	\$19,000	\$0	
Leadership Development, Coordinator - B:	\$1,562				\$0	
Leadership Development, Coordinator - E:	\$1,992				\$0	
Leadership Development	\$75,277	\$92,000	\$92,000	\$90,500	(\$1,500)	Conferences, Programs & Events

Reduced dental insurance coverage and D&FMS Asking

2015 – 2nd DRAFT Budget Detail

EXHIBIT #8 Communications & Governance

2015 Diocesan Budget: <i>2nd DRAFT</i>	2013 Final	2014 <i>Revised</i>	2015 1st DRAFT	2015 <i>2nd DRAFT</i>	Change vs. 1st DRAFT	Notes
Diocesan Newspaper- Print and Digital	\$7,906	\$12,000	\$8,000	\$8,000	\$0	<i>Tidings 2X per year</i>
Diocesan Communications Other	\$731	\$3,000	\$7,000	\$7,000	\$0	<i>New print program</i>
Web Page and Electronic System	\$6,123	\$7,000	\$3,000	\$3,000	\$0	
Communications - Salary	\$60,000	\$60,000	\$60,000	\$61,920	\$1,920	<i>salary increase 7/1/14</i>
Communications - Benefits	\$18,615	\$19,000	\$19,600	\$19,300	(\$300)	<i>Reduced Medical & Dental</i>
Communications - Expenses	\$3,654	\$3,000	\$3,000	\$3,000	\$0	
Communications - cont. edu.	\$250		\$250	\$250	\$0	
Communications	\$97,279	\$104,000	\$100,850	\$102,470	\$1,620	Reduced benefits & salary freeze
Deans: Compensation	\$4,995	\$25,000	\$25,000	\$25,000	\$0	
Diocesan Audit and Fiscal Manual	\$23,400	\$16,000	\$19,000	\$19,000	\$0	<i>St. Paul's Audit</i>
Diocesan Convention	\$12,429	\$15,000	\$15,000	\$13,000	(\$2,000)	<i>Adj. for historic average</i>
<i>Legal & Professional Fees</i>	\$11,767	\$18,000	\$12,000	\$12,000	\$0	<i>Adj. for historic average</i>
Deputies to General Convention	\$15,000	\$15,000	\$10,000	\$10,000	\$0	<i>Adj. for historic average</i>
Province II	\$3,355	\$4,000	\$7,000	\$7,000	\$0	<i>Adj. for historic average</i>
Public Policy Committee	\$4,488	\$3,500	\$3,500	\$3,500	\$0	<i>Adj. for historic average</i>
Interfaith & Ecumenical Programs	\$2,553	\$3,500	\$3,500	\$2,500	(\$1,000)	<i>Adj. for historic average</i>
Interfaith & Ecumenical Relations: Stipenc	\$3,263	\$2,950	\$2,950	\$2,950	\$0	
<i>Trustees & HR</i>	\$1,216	\$2,000	\$2,000	\$1,500	(\$500)	<i>Adj. for historic average</i>
Prison Ministry Committee	\$1,308	\$1,500	\$1,500	\$1,500	\$0	<i>MOVED from Mission Inside</i>
SPICE	\$250	\$1,500	\$1,500	\$1,000	(\$500)	<i>Adj. for historic average</i>
Committee on Anti-Racism	\$783	\$1,500	\$1,500	\$1,000	(\$500)	<i>Adj. for historic average</i>
Diocesan Council	\$1,342	\$1,500	\$1,500	\$1,000	(\$500)	<i>Adj. for historic average</i>
Standing Committee	\$420	\$1,500	\$1,500	\$500	(\$1,000)	<i>Adj. for historic average</i>
Committee for Gay and Lesbian Ministry	\$1,178	\$1,000	\$1,000	\$1,000	\$0	
Misc.: Gifts & Memberships	\$2,427	\$1,000	\$1,000	\$1,000	\$0	
Lambeth Conference	\$3,000	\$3,000	\$0	\$0	\$0	<i>No plans to attend</i>
Chaplain to the Retired - stipend	\$953	\$0				
DYM stipends	\$5,750	\$0				
Deans: Stipends	\$20,169					
Comm. on Music & Liturgy	\$195					
Human Resources Committee	\$358					
Ecumenical Committee	\$500					
Governance	\$121,099	\$117,450	\$109,450	\$103,450	(\$6,000)	Convention and Committees

2015 – 2nd DRAFT Budget Detail

EXHIBIT #9 – Staff & Office Expense

2015 Diocesan Budget: <i>2nd DRAFT</i>	2013 Final	2014 <i>Revised</i>	2015 1st DRAFT	2015 <i>2nd DRAFT</i>	Change vs. 1st DRAFT	Notes
<i>Support Staff - Salary</i>	\$309,967	\$308,132	\$315,835	\$315,754	(\$81)	<i>Avg. increase of 2.5% (7/1/15)</i>
<i>Support Staff - Benefits</i>	\$109,330	\$129,400	\$134,100	\$130,900	(\$3,200)	<i>Reduced Medical & Dental</i>
<i>Support Staff - Expense Reimbursement</i>	\$4,621	\$5,500	\$8,000	\$8,000	\$0	<i>cell phone & mileage</i>
Support Staff	\$423,918	\$443,032	\$457,935	\$454,654	(\$3,281)	Reduced benefits
Bishop - Salary	\$135,000	\$135,000	\$135,000	\$135,000	\$0	<i>No change since 2010</i>
Bishop - Benefits	\$60,000	\$64,000	\$66,200	\$47,300	(\$18,900)	<i>No Medical & reduced Dental</i>
Bishop - Auto	\$2,483	\$6,000	\$6,000	\$6,000	\$0	
Bishop: Business Expense	\$10,579	\$7,000	\$7,000	\$7,000	\$0	
Bishop: Continuing Education	\$2,500	\$2,500	\$2,500	\$2,500	\$0	
Bishop: Sabbatical	\$0	\$3,000	\$1,000	\$1,000	\$0	<i>Reduce to \$10K/5-Yr.</i>
Canon for Mission and Ministry - salary	\$84,110	\$84,720	\$84,720	\$86,640	\$1,920	<i>salary increase 7/1/14</i>
Canon for Mission and Ministry - benefits	\$36,441	\$37,700	\$38,400	\$37,800	(\$600)	<i>Reduced Medical & Dental</i>
Canon for Mission and Ministry - expense	\$5,127	\$6,000	\$6,000	\$6,000	\$0	
Canon for Mission and Ministry - Cont. Edu	\$250	\$250	\$250	\$250	\$0	
Canon for Mission and Ministry - sabbatica	\$500	\$500	\$500	\$500	\$0	
Chief Financial Missioner - salary	\$91,444	\$93,000	\$93,000	\$95,040	\$2,040	<i>salary increase 7/1/14</i>
Chief Financial Missioner - benefits	\$19,541	\$20,400	\$20,600	\$19,900	(\$700)	<i>Reduced Dental</i>
Chief Financial Missioner - expense	\$2,377	\$2,500	\$2,500	\$2,500	\$0	
Chief Financial Missioner - Cont. Edu.	\$250	\$0	\$250	\$250	\$0	<i>Not budgeted in '14</i>
<i>Pool for potential salary increases</i>		\$4,659	\$14,093	\$0	(\$14,093)	<i>Salary freeze for 2015</i>
Executive Staff	\$450,602	\$467,229	\$478,013	\$447,680	(\$30,333)	Reduced benefits & salary freeze
Diocesan House Maintenance	\$36,421	\$39,000	\$39,000	\$38,000	(\$1,000)	<i>Adj. for historic average</i>
Electronic Maintenance & Lease	\$37,353	\$35,000	\$37,000	\$37,000	\$0	<i>projected run-rate</i>
Utilities and Taxes	\$18,466	\$21,000	\$21,000	\$21,000	\$0	<i>2014 ~ \$22K RG&E</i>
Office Expense	\$19,106	\$20,000	\$20,000	\$20,000	\$0	<i>RR ~ \$19K</i>
Diocesan Insurance	\$18,625	\$20,000	\$20,000	\$20,000	\$0	<i>estimate 4% increase.</i>
Telephone, FAX, E-mail etc.	\$10,501	\$11,000	\$9,000	\$9,000	\$0	<i>reduced phone costs</i>
Office Equipment & Furniture	\$1,903				\$0	
Building and Equipment Fund	\$0				\$0	
Office Expense	\$142,375	\$146,000	\$146,000	\$145,000	(\$1,000)	D-House maintenance