

Proposed 2017 Diocesan Budget

EXHIBIT #5

Congregational Development & Mission Partnership Grants

Diocesan Budget: <i>2017 Proposed Budget</i>	2015 Final	% of Budget	2016 Budget	% of Budget	2017 Proposed	% of Budget	Change vs. 2016	(%)	Notes
Unallocated CDP Grants			\$67,000		\$122,000		\$55,000	82%	For NEW & Renewal Grants
St. John's Honeoye Falls - CDG	\$9,500		\$38,000		\$35,000		(\$3,000)	-8%	
Clifton Springs, CDG	\$23,000		\$36,000		\$32,000		(\$4,000)	-11%	
Ascension Redevelopment	\$40,000		\$34,000		\$25,000		(\$9,000)	-26%	
St. Peter's, Henrietta 2012 CDG	\$31,000		\$25,000		\$20,000		(\$5,000)	-20%	
St. Luke's, Brockport CDG					\$20,000		\$20,000	#DIV/0!	
St. George's, Hilton 2012 CDG	\$29,000		\$19,000		\$16,000		(\$3,000)	-16%	
St. Stephen's Leadership for Ministry	\$50,000		\$50,000				(\$50,000)	-100%	TBD
Scottsville/Caledonia 2012 CDG	\$24,000		\$18,000				(\$18,000)	-100%	TBD
Penfield, CDG	\$15,000		\$10,000				(\$10,000)	-100%	TBD
EPSC Ministry Partnership	\$19,000								TBD
Rochester/Trinity Greece Redevelopment	\$12,000								
Christ Rochester Loan and Development	\$7,000								
Mission In-site	\$1,250								
Congregational Development	\$260,750	13%	\$297,000	14%	\$270,000	13%	(\$27,000)	-9%	ALL CDP Grants
<i>Parish Youth Grants</i>	\$23,500		\$17,000		\$17,000		\$0	0%	Moved from Leadership Devel.
Global Mission - Sustainable Dev. Grants	\$15,451		\$15,000		\$15,000		\$0	0%	Moved from Mission Outside
Monroe District Grants	\$4,000		\$4,000		\$4,000		\$0	0%	District
Northeast District Grants	\$4,000		\$4,000		\$4,000		\$0	0%	District
Rochester District Grants	\$4,000		\$4,000		\$4,000		\$0	0%	District
Southeast District Grants	\$4,000		\$4,000		\$4,000		\$0	0%	District
Southwest District Grants	\$4,000		\$4,000		\$4,000		\$0	0%	District

- Unallocated CDP funds available for both new & renewal grants (TBD)
- Parish Youth grants & Sustainable Development grants moved into “Mission Partnership” expense category

Proposed 2017 Diocesan Budget

EXHIBIT #6

Mission Partnership – Outside Partners

Diocesan Budget: <i>2017 Proposed Budget</i>	2015 Final	% of Budget	2016 Budget	% of Budget	2017 Proposed	% of Budget	Change vs. 2016	(%)	Notes
Outside Partner Grants - Unallocated									
RMM - Justice for Farmworkers	\$10,000		\$12,000		\$16,600		\$4,600	38%	
Bishop Sheen Ecumenical Housing	\$15,000		\$13,000		\$11,400		(\$1,600)	-12%	
RAIHN	\$9,000		\$10,000		\$10,500		\$500	5%	
SW Mission - CHURCH PLANT	\$6,000		\$8,000		\$10,500		\$2,500	31%	
Sew Green					\$8,800		\$8,800	#DIV/0!	
Meal and More	\$7,500		\$8,500		\$7,800		(\$700)	-8%	
Genesee Area Campus Ministry - CHAPLAINCY	\$5,000		\$5,000		\$4,600		(\$400)	-8%	
Lutheran/Episcopal RIT - CHAPLAINCY	\$5,000		\$5,000		\$4,600		(\$400)	-8%	
Catholic Charities, Bath (formerly Turning Point)	\$6,000		\$6,000		\$4,400		(\$1,600)	-27%	
St. John's, Canandaigua-Gleaner's Kitchen	\$7,000				\$4,400		\$4,400	#DIV/0!	Parish Grant 2015
RESOLVE of Rochester					\$4,200		\$4,200	#DIV/0!	
Nazareth Elementary School Scholarships	\$10,000		\$8,000		\$3,700		(\$4,300)	-54%	
Hands of Hope					\$2,900		\$2,900	#DIV/0!	
Cameron Community Ministries -			\$2,500		\$2,200		(\$300)	-12%	
SWEM Community Services			\$2,000		\$1,800		(\$200)	-10%	
Greater Rochester Comm. of Churches	\$1,000		\$1,000		\$1,600		\$600	60%	
Right on School	\$10,000		\$8,000				(\$8,000)	-100%	Outside Partner Grant 2016
Episcopal Senior Life Communities - Program	\$7,500		\$6,500				(\$6,500)	-100%	Outside Partner Grant 2016
LVOY, Canandaigua - Tutoring program			\$2,000				(\$2,000)	-100%	Outside Partner Grant 2016
Episcopal Senior Life - CHAPLAINCY	\$7,200						\$0	#DIV/0!	Outside Partner Grant 2015
Literacy of Rochester - Volunteer Recruitment	\$2,000						\$0	#DIV/0!	Outside Partner Grant 2015
Episcopal Relief & Development	\$1,000						\$0	#DIV/0!	Outside Partner Grant 2015
Rural & Migrant Ministry (RMM)	\$1,000						\$0	#DIV/0!	Outside Partner Grant 2015

- All \$100,000 of grants for Outside Mission Partners are allocated for 2017

Proposed 2017 Diocesan Budget

EXHIBIT #7

Mission Partnership – Parish Partners

Diocesan Budget: <i>2017 Proposed Budget</i>	2015 Final	% of Budget	2016 Budget	% of Budget	2017 Proposed	% of Budget	Change vs. 2016	(%)	Notes
Parish Grants - Unallocated					\$10,710		\$10,710	#DIV/0!	
Avon- Zion House	\$20,000		\$15,000				(\$15,000)	-100%	Parish - TBD
Creation camp	\$8,850		\$8,000		\$9,500		\$1,500	19%	
St. Peter's-Geneva Neighbor's Night	\$7,700		\$7,500		\$7,200		(\$300)	-4%	
Campus Ministry St. Michael's, Geneseo					\$6,750		\$6,750	#DIV/0!	
Trinity, Geneva - Academic Achievement			\$4,000		\$6,630		\$2,630	66%	
St. Mark's & St. John's - Farm Stand			\$6,700		\$6,555		(\$145)	-2%	
St. Peter's, Geneva Arts Academy	\$6,400		\$5,000		\$5,000		\$0	0%	
St. Mark's and St. John's Kids Club	\$6,000		\$5,000		\$4,930		(\$70)	-1%	
Ascension, Tent Revival					\$4,250		\$4,250	#DIV/0!	
Canterbury Club - SUNY Geneseo					\$4,250		\$4,250	#DIV/0!	
Savona - The Shepherd's Cupboard			\$5,000		\$3,150		(\$1,850)	-37%	
St. Paul's, Roch. - Adopt a Classroom	\$6,100				\$3,150		\$3,150	#DIV/0!	
Canandaigua - Literacy Project			\$2,000		\$2,550		\$550	28%	
Zion, Palmyra - Community Dinners	\$4,025		\$4,000		\$1,875		(\$2,125)	-53%	
Bloomfield - Movie Matinee	\$1,975		\$1,100		\$1,000		(\$100)	-9%	
Henrietta - Storybook Project	\$2,000				\$1,000		\$1,000	#DIV/0!	
Clifton Springs - Coat Giveaway			\$500		\$750		\$250	50%	
Scottsville - Tutoring Services					\$500		\$500	#DIV/0!	
Clifton Springs - Party in Bag			\$500		\$250		(\$250)	-50%	
Trinity, Greece - Playground			\$5,000				(\$5,000)	-100%	Parish Grant 2016
Bloomfield - Community Feeding Program			\$3,500				(\$3,500)	-100%	Parish Grant 2016
Epiphany, Gates - Video display equipment			\$3,000				(\$3,000)	-100%	Parish Grant 2016
Christ Church Rochester music program	\$3,000		\$2,000				(\$2,000)	-100%	Parish Grant 2016
St. Stephen's, Rochester - Turning Points Center			\$1,500				(\$1,500)	-100%	Parish Grant 2016
Grace, Lyons Grace's Gifts			\$1,000				(\$1,000)	-100%	Parish Grant 2016
Savona - Summer Fun in the Park			\$1,000				(\$1,000)	-100%	Parish Grant 2016
St. Stephen's, Roch. - Sunday Supper	\$1,500		\$750				(\$750)	-100%	Parish Grant 2016
Ascension, Rochester - Art of Change Ringing			\$500				(\$500)	-100%	Parish Grant 2016
St. Stephen's, Rochester - Gather at the Garden			\$500				(\$500)	-100%	Parish Grant 2016
Addison - Amish Potato Farm Feeding	\$10,800								Parish Grant 2015
Henrietta - Joyful Messaging	\$3,750								Parish Grant 2015
Transitional Mission Grant - Montour Falls	\$1,000								Parish Grant 2015
Mission Partnerships	\$252,251	12%	\$232,550	11%	\$232,000	11%	(\$550)	0%	

Proposed 2017 Diocesan Budget

EXHIBIT #8

D&FMS Asking, Health Benefits & Leadership Development

Diocesan Budget: <i>2017 Proposed Budget</i>	2015 Final	% of Budget	2016 Budget	% of Budget	2017 Proposed	% of Budget	Change vs. 2016	(%)	Notes
D&FMS Asking	\$222,978		\$227,750		\$238,000		\$10,250	5%	increase ~ 5%
D&FMS Asking	\$222,978	11%	\$227,750	11%	\$238,000	12%	\$10,250	5%	15% commitment by 2019
Retiree Health Reimbursement Account (HRA)			\$60,000		\$41,000		(\$19,000)	-32%	Move from \$900 to \$600 ea.
Retiree Medical Insurance Premiums	\$95,372		\$6,000		\$3,000		(\$3,000)	-50%	fewer participants
Diocesan Dental Program	\$24,242		\$11,000		\$0		(\$11,000)	-100%	eliminate parish subsidy
Flexible Spending Account (FSA) Program	\$1,953								
Health Benefits	\$121,567	6%	\$77,000	4%	\$44,000	2%	(\$33,000)	-43%	HRA & Dental
College for Cong. Devel. (CCD) - Scholarships					\$30,000		\$30,000	#DIV/0!	~40 @ \$750 ea.
CCD - Trainers/Coord. / Christian Formation	\$0		\$12,000		\$22,000		\$10,000	83%	External/Internal stipends
CCD - Program / Christian Formation	\$11,827		\$20,000		\$13,000		(\$7,000)	-35%	Materials, travel & training
Leadership Development, Coordinator - Stipend	\$17,295		\$19,000		\$18,000		(\$1,000)	-5%	Lower Expenses
Youth Leadership Development Coord.- Stipend	\$12,243		\$24,960		\$11,000		(\$13,960)	-56%	1/4 Time Youth Coord.
Youth Leadership Development Coord.- Benefits	\$3,683		\$5,000		\$0		(\$5,000)	-100%	1/4 Time Youth Coord.
Workshops, Programs & Events	\$12,532		\$9,500		\$13,000		\$3,500	37%	Clergy retreat & development
Colgate Rochester Crozer Divinity School	\$7,500		\$7,500		\$7,500		\$0	0%	
COM: Continuing Education Grants	\$3,230		\$5,000		\$5,000		\$0	0%	
COM: Operating expenses	\$2,207		\$4,000		\$4,000		\$0	0%	
Youth Programs & Events	\$1,222		\$3,000		\$3,000		\$0	0%	Diocesan programs
C.P.E. Program at Strong Hospital	\$3,000		\$3,000		\$3,000		\$0	0%	
Educational Grants	\$3,000		\$3,000		\$3,000		\$0	0%	
Stewardship Training/Programs	\$2,091		\$3,000		\$3,000		\$0	0%	Moved from Cong. Dev.
Interfaith & Ecumenical Programs	\$853		\$3,000		\$3,000		\$0	0%	Moved from Governance
Interfaith & Ecumenical Relations: Stipend	\$2,950		\$2,950		\$2,950		\$0	0%	Moved from Governance
St. Paul's/Diocesan Education Series	\$2,500		\$2,500		\$2,500		\$0	0%	
Leadership Dev. Coordinator - Expenses	\$250								
Leadership Development	\$86,383	4%	\$127,410	6%	\$143,950	7%	\$16,540	13%	College for Cong. Devel.

“D&FMS Asking” now a single category. Previously in *Mission Outside the Diocese*.

Proposed 2017 Diocesan Budget

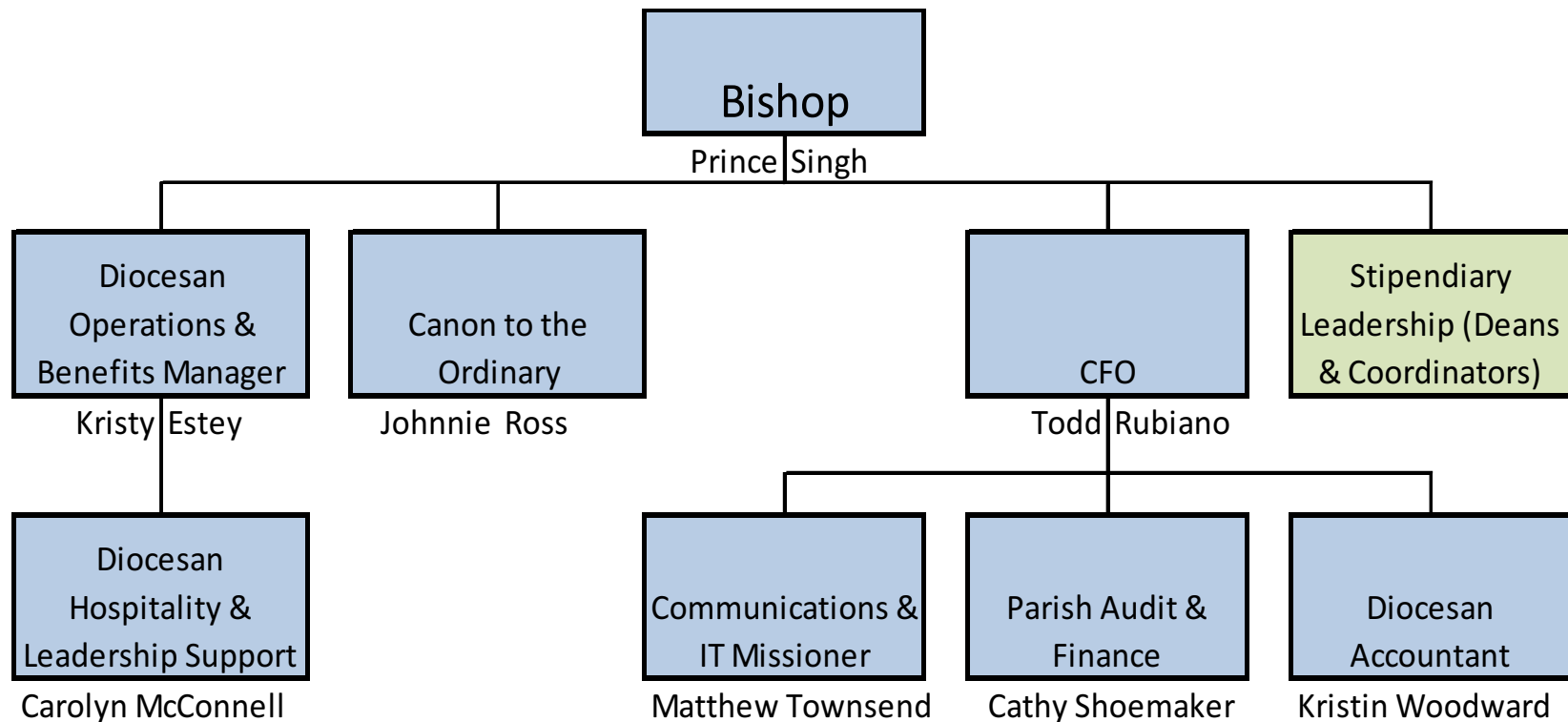
EXHIBIT #9

Governance, Staff & Office Expense

Diocesan Budget: <i>2017 Proposed Budget</i>	2015 Final	% of Budget	2016 Budget	% of Budget	2017 Proposed	% of Budget	Change vs. 2016	(%)	Notes
District Deans Stipends	\$24,937		\$25,000		\$25,000		\$0	0%	
Legal & Professional Fees	\$15,780		\$15,000		\$15,000		\$0	0%	
Diocesan Convention	\$9,778		\$13,000		\$12,000		(\$1,000)	-8%	4-YR Avg.
Diocesan Audit and Fiscal Manual	\$28,800		\$14,000		\$12,000		(\$2,000)	-14%	RFP- new audit firm
Prison Ministry Committee	\$1,603		\$1,500		\$1,500		\$0	0%	
Trustees & HR	\$1,046		\$1,500		\$1,500		\$0	0%	
New York State Community of Churches	\$1,250		\$1,250		\$1,250		\$0	0%	Move from Mission Outside
SPICE	\$74		\$1,000		\$1,000		\$0	0%	
Committee on Anti-Racism	\$1,160		\$1,000		\$1,000		\$0	0%	
Committee for Gay and Lesbian Ministry	\$0		\$1,000		\$1,000		\$0	0%	
Public Policy Committee	\$939		\$2,500		\$1,000		(\$1,500)	-60%	Reduced web/fees
Diocesan Council	\$389		\$1,000		\$1,000		\$0	0%	
Standing Committee	\$7,268		\$1,000		\$1,000		\$0	0%	
Misc.: Gifts & Memberships	\$735		\$1,000		\$1,000		\$0	0%	
Province II Assessment/Synod	\$7,580		\$6,000		\$877		(\$5,123)	-85%	Reduced to \$10K/3-yrs.
Deputies to General Convention	\$5,406		\$10,000		\$0		(\$10,000)	-100%	No accrual
Governance	\$106,745	5%	\$95,750	5%	\$76,127	4%	(\$19,623)	-20%	Gen. Conv. /Prov. II / Audit
<i>Diocesan Staff - Salaries</i>	\$596,511		\$611,185		\$604,244		(\$6,941)	-2%	Change in Comm./+2.5%
<i>Diocesan Staff - Benefits</i>	\$216,584		\$229,900		\$244,100		\$14,200	12%	Multi-person plans/+3.5%
<i>Diocesan Staff - Expense</i>	\$30,794		\$35,250		\$31,000		(\$4,250)	-24%	No accruals
Diocesan Staff	\$843,889	42%	\$876,335	42%	\$879,344	44%	\$3,009	0%	Change in Comm./IT Role
Diocesan House Maintenance	\$39,569		\$37,000		\$34,000		(\$3,000)	-8%	New cleaners/landscape
Electronic Maintenance & Lease	\$34,332		\$33,000		\$38,000		\$5,000	15%	IT Services
Diocesan Insurance	\$18,418		\$23,000		\$20,000		(\$3,000)	-13%	Lower W.C. Ins.
Utilities and Taxes	\$19,151		\$22,000		\$20,000		(\$2,000)	-9%	4-YR Avg.
Office Expense	\$11,918		\$16,450		\$18,000		\$1,550	9%	Archives rent
Telecommunications	\$4,336		\$6,421		\$5,730		(\$691)	-11%	
Communications /Public Relations	\$1,813		\$0		\$2,000		\$2,000	#DIV/0!	External Communications
Web Site Support	\$3,000		\$0		\$0		\$0	#DIV/0!	Move to Elec. Maint.
Office Expense	\$132,487	7%	\$137,871	7%	\$137,730	7%	(\$141)	0%	IT Services

Proposed 2017 Staffing

EXHIBIT #10 – Diocesan Staff Roles



For 2017 we've budgeted for a total of nine stipendiary leadership roles: Five Deans in the category of "Governance" and four Coordinators (Youth, Ecumenical & Interfaith, Leadership Development and College for Congregational Development) in the category of "Leadership Development" expense.

Proposed 2017 Staffing

EXHIBIT #11 – Diocesan Staff: Total Compensation Detail

	2017	2017
	FTE	TOTAL
POSITION (* includes SECA allowance):		
<i>Bishop *</i>	1.0	\$ 183,100
<i>Canon for Congregational & Missional Development *</i>	1.0	\$ 137,700
ADMINISTRATIVE:		
Chief Financial Missioner, CFO	1.0	\$ 131,520
Communications & IT Missioner	1.0	\$ 65,240
Diocesan Operations & Benefits Manager	1.0	\$ 79,040
Parish Audit & Finance	1.0	\$ 78,460
Diocesan Accountant	1.0	\$ 85,380
Diocesan Hospitality & Leadership Support	1.0	\$ 78,404
TOTAL Compensation:	8.0	\$ 838,844
Pool for potential salary increases (eff. 7/1/17)		\$ 7,500
Expense Reimbursement		\$ 31,000
NYS Unemployment Insurance (budget)		\$ 2,000
TOTAL Diocesan Staff Budget		\$ 879,344

- **Total Compensation includes:** Salary, Housing, *SECA, FICA, pension contributions, life, disability & health insurance.
- **Reimbursed expenses include:** Travel, continuing education, sabbatical, etc.

Proposed 2017 Staffing

EXHIBIT #12 – Diocesan Staff: Salary Ranges

POSITION (* includes SECA allowance):	SALARY RANGE (FT)		
	Min.	Midpoint	Max.
<i>Bishop *</i>	125,000	150,000	175,000
<i>Canon for Congregational & Missional Development *</i>	80,000	100,000	120,000
ADMINISTRATIVE:			
Chief Financial Missioner, CFO	73,600	92,000	110,400
Communications & IT Missioner	56,000	70,000	84,000
Diocesan Operations & Benefits Manager	52,000	65,000	78,000
Parish Audit & Finance	48,000	60,000	72,000
Diocesan Accountant	44,000	55,000	66,000
Diocesan Hospitality & Leadership Support	31,200	41,600	52,000

Salary ranges have been established for all Diocesan roles, including the Bishop & Canon, based on market compensation data (Clergy data from the Church Pension Group includes SECA). These ranges are reviewed regularly by the Bishop & HR Committee.

Proposed 2017 Diocesan Budget

EXHIBIT #13

Non-Operating Expenditures

Diocesan Budget: <i>2017 Proposed Budget</i>	2015 Final	% of Budget	2016 Budget	% of Budget	2017 Proposed	% of Budget	Change vs. 2016	(%)	Notes
Non-operating Draw & Expense									
<i>Capital Budget:</i>									
Diocesan Vehicle	\$0		\$0		\$0		\$0	#DIV/0!	
D- House - Building	\$0		\$30,000		\$30,000		\$0	0%	
IT equipment/systems	\$7,839		\$2,500		\$2,500		\$0	0%	
NEPM support	\$17,500		\$17,500		\$0		(\$17,500)	-100%	Pass-thru
Allen's Hill Cemetery	\$4,525		\$6,000		\$0		(\$6,000)	-100%	Pass-thru
Trust Legal Fees	\$1,635		\$0		\$0		\$0	#DIV/0!	
Non-operating Draw & Expense	\$31,499		\$56,000		\$32,500		(\$23,500)	-42%	<i>Excludes pass-thru</i>

Based on recommendations from our 2015 Diocesan audit process, the pass-thru transactions for NEPM and Allen's Hill Cemetery will no longer be included as part of the Diocesan Budget. This change will create a more consistent practice relative to "funds held for others".