

2024 Proposed Budget & Apportionment (10/4/23)

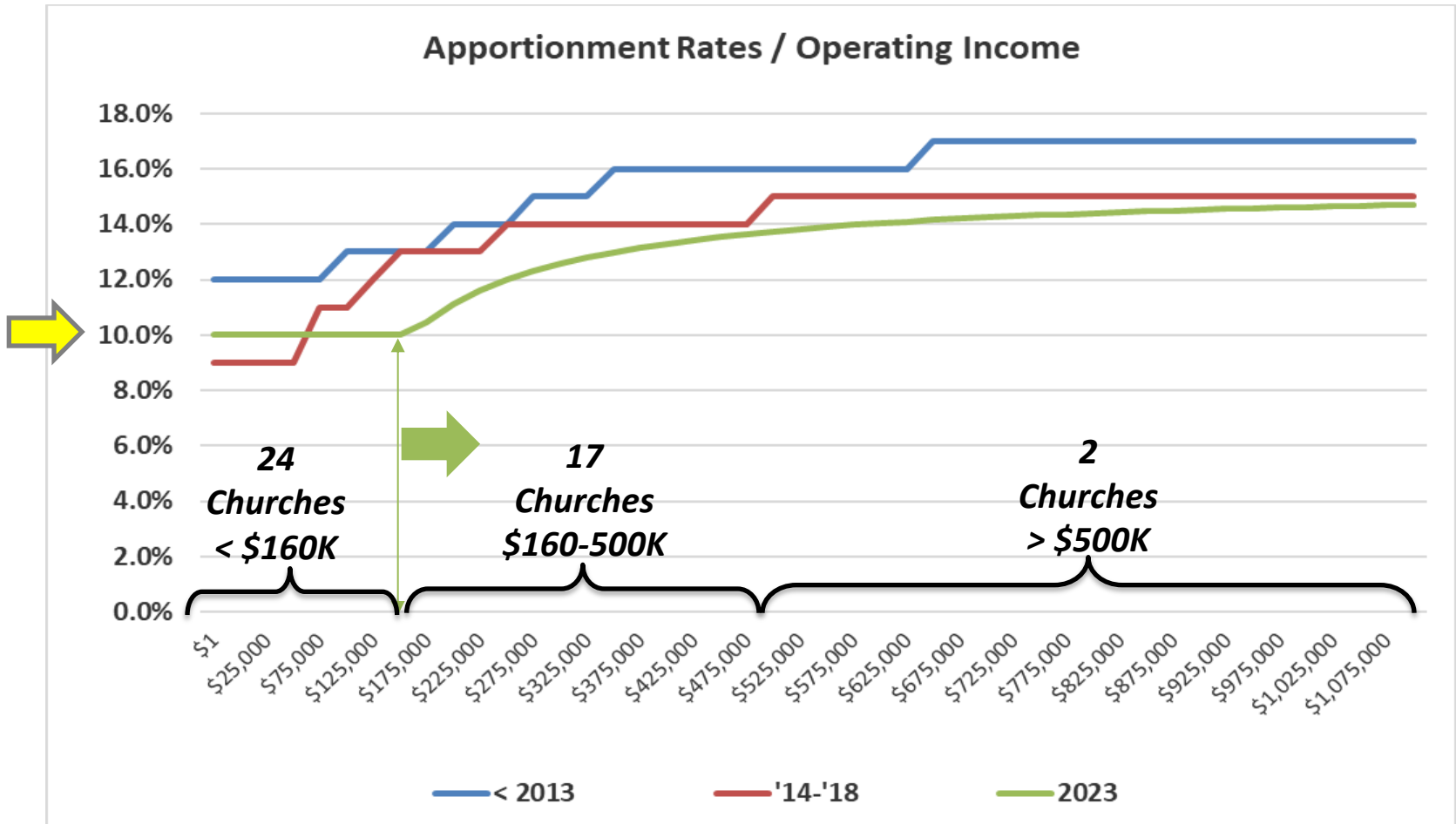


MISSION STATEMENT: *Grow and develop congregations spiritually, numerically and in missional leadership.*

FOCUS: *Relationship, Leadership & Stewardship*

2023 Apportionment (Exhibit #1)

10% Rate up to \$160K Normal Operating Income



(24) churches (56%) with NOI < \$160K: Average apportionment ~ 9.5%

2024 Apportionment Formula

(Exhibit #2)

Based on Parish Normal Operating Income (NOI):

- **10% of the first \$180,000** of operating income
- And 15.5% of income > \$180,000
- Apply a **5%** “cap & floor”, to limit annual increases/decreases
- Apply a “cap on *Effective Rate*” (= *Formula Rate* + 3% pts.)

*Expanding the 10% rate range to \$180,000, moving the “cap & floor” back to 5%, and maintaining the “cap” on effective rate, results in **2024 Apportionment of: \$974,943**, down \$17,220 (2%) from 2023.*

2024 Draw from Investments (Exhibit #3)

YE Audit Data thru 2022 (\$ M.'s)

Adj. for FHFO & Non-Op. Exp.

	2021	2022	YEE 2023	Budget 2024	Projected 2025	2026	Assumptions:
Apportionment	\$1.013	0.988	\$0.992	\$0.975	\$0.960	\$0.950	-1.3% Annual growth
Draw from Investments	\$0.893	0.951	\$1.038	\$1.215	\$1.100	\$1.167	
Loan Interest	\$0.023	0.020	\$0.016	\$0.015	\$0.012	\$0.010	3.3% Avg. yield
Other Income	\$0.103	0.022	\$0.012	\$0.020	\$0.025	\$0.030	3.2% Grants/ABA
TOTAL INCOME	\$2.031	\$1.979	\$2.059	\$2.225	\$2.097	\$2.157	
TOTAL EXPENSE	\$2.021	\$1.955	\$2.053	\$2.225	\$2.097	\$2.157	1.4% Annual growth
NET SURPLUS/(DEFICIT)	0.010	0.024	0.006	0.000	0.000	0.000	
Net Draw / Fin. Assets:	\$0.906	\$0.946	\$1.048	\$1.230	\$1.112	1.177	
Loans & Mortgages *	\$0.7	\$0.5	\$0.5	\$0.4	\$0.3	\$0.3	-15.0% Annual growth
Cash & Investments	\$26.0	\$21.4	\$21.9	\$22.3	\$22.8	\$23.3	7.0% Avg. Returns
Net Financial Assets **	\$26.7	\$21.9	\$22.4	\$22.7	\$23.1	\$23.6	
Trailing, Audited 5-YR Avg.	\$20.5	\$21.2	\$22.5	\$22.9	\$23.0	\$23.4	
(% Trailing 5-YR Avg.)	4.4%	4.5%	4.7%	5.4%	4.8%	5.0%	
Current Draw/Cash & Invest.	3.4%	4.3%	4.7%	5.5%	4.8%	5.0%	

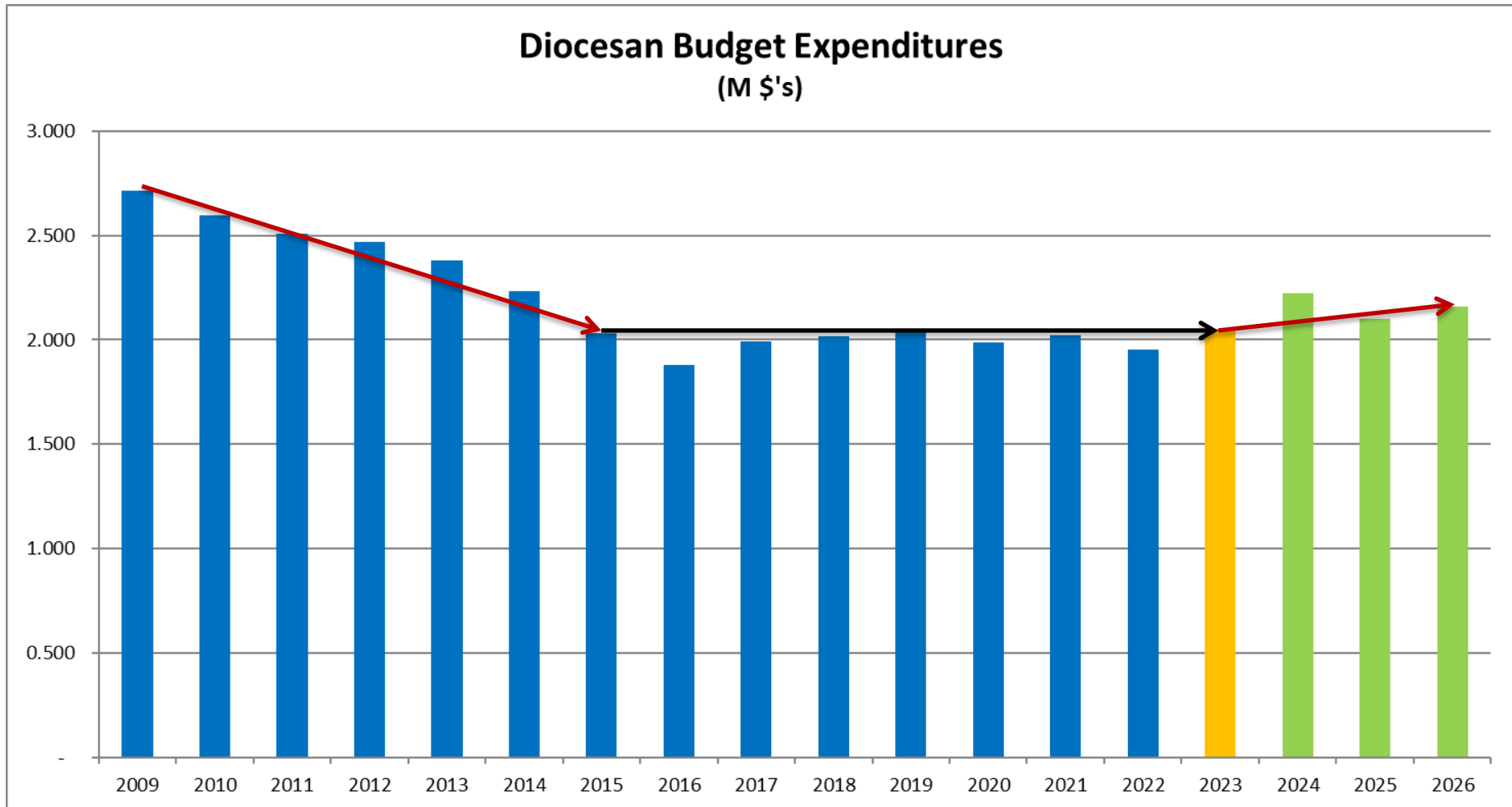
* Excludes restricted loan funds

** Excludes liabilities for PRHB

- Proposed Apportionment of **\$975K**, combined with . . .
- **Draw of 5.4% (\$1.215M.)**, Interest of **\$15K** and Other Income of **\$20K** . . .
- Provides preliminary funding of **\$2.225 M. for 2024**

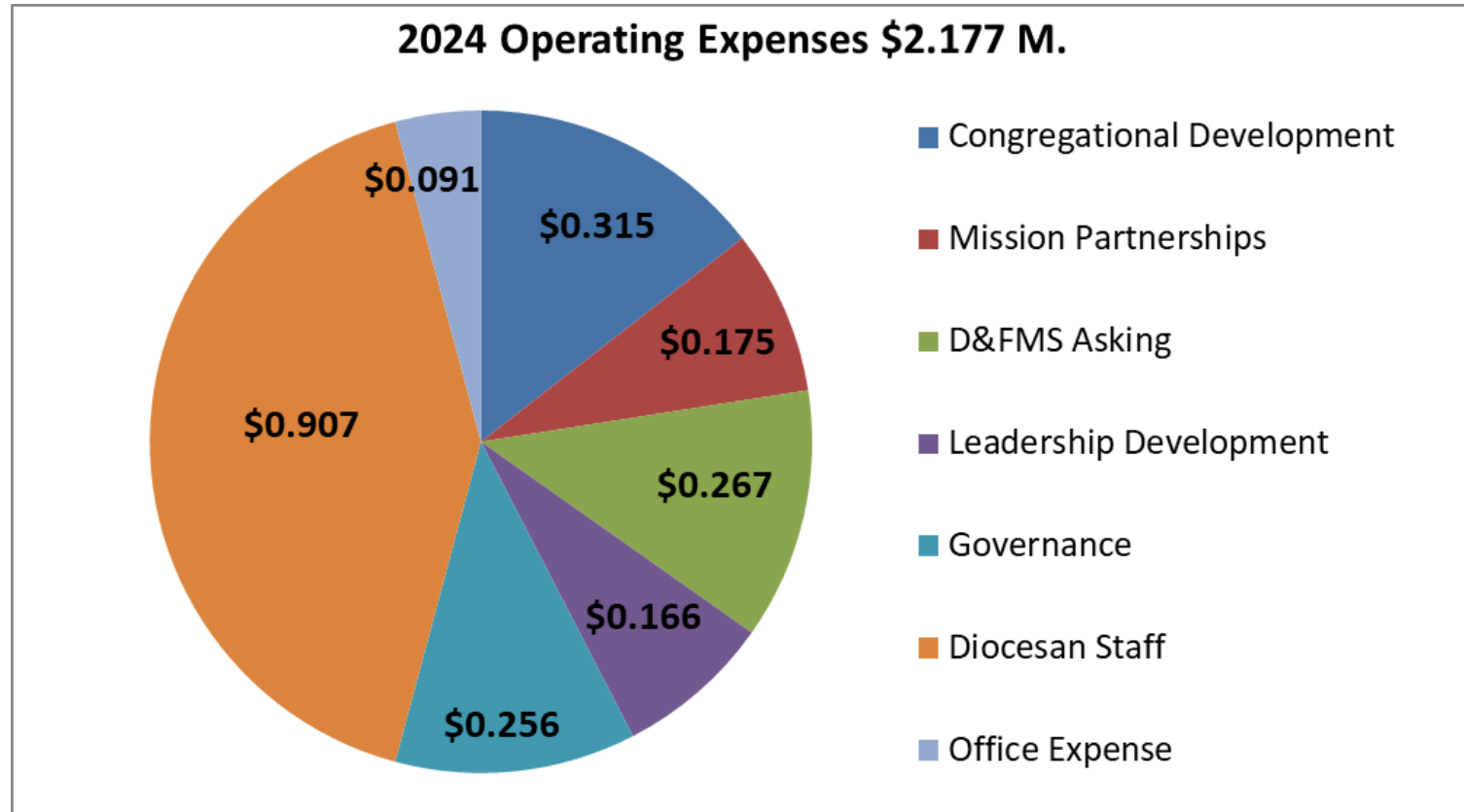
Diocesan Budget Expenditures

'09-'22 Actual, '23 Est., '24-'26 Projected (Exhibit #4)



2024 Operating Budget

(Exhibit #5)



PROGRAM: ~ \$923,000 (CDP & Mission Grants, D&FMS, Leadership)

ADMINISTRATION: ~ \$1,254,000 (Governance, Staff & Office Expenses)

PLUS: Non-Operating draw: \$48,000 (Post-retirement Health Benefits)

2024 Operating Budget

(Exhibit #6)

	2022 Final	2023 Budget	2024 Budget	Change vs. 2023 Budget	(%)	Notes
<i>Apportionment</i>	\$987,595	\$992,163	\$974,943	(\$17,220)	-2%	
<i>Draw from Investments</i>	\$919,980	\$1,008,445	\$1,181,600	\$173,155	17%	Bishop Transition & Gen. Conv.
<i>Other Income</i>	\$21,592	\$20,000	\$20,000	\$0	0%	ABA
Total Operating Income	\$1,929,167	\$2,020,608	\$2,176,543	\$155,935	8%	Increased Draw
Congregational Development	\$297,515	\$305,000	\$315,000	\$10,000	3%	Additional grants TBD
Mission Partnerships	\$175,000	\$175,000	\$175,000	\$0	0%	
D&FMS Contribution	\$266,457	\$268,698	\$266,879	(\$1,819)	-0.7%	
Leadership Development	\$179,927	\$143,870	\$166,150	\$22,280	15%	Reg. Minister/Clergy roles TBD
Governance	\$108,929	\$135,500	\$256,000	\$120,500	89%	Bishop Transition & Gen. Conv.
Diocesan Staff - Salaries	\$591,429	\$657,516	\$665,314	\$7,798	1%	5% increase/ PT CFO
Diocesan Staff - Benefits	\$202,583	\$225,024	\$221,200	(\$3,824)	-2%	+5% w/ adj. for coverage
Diocesan Staff - Expense	\$14,317	\$19,000	\$20,000	\$1,000	5%	Current spend rate
Diocesan Staff	\$808,329	\$901,540	\$906,514	\$4,974	0.6%	
Office Expense	\$80,671	\$91,000	\$91,000	\$0	0%	
Total Operating Expense	\$1,916,828	\$2,020,608	\$2,176,543	\$155,935	8%	Bishop Transition & Gen. Conv.
Operating Surplus/(Deficit)	\$12,339	\$0	\$0			

Budget Detail: EXHIBITS # 7-11
&
Staffing Detail: EXHIBITS S1-S4

2024 Budget (Exhibit # 7)

Congregational Development & Mission Partnership

	2022 Final	2023 Budget	2024 Budget	Change vs. 2023 Budget	(%)	Notes
<i>Unallocated CDP Grants</i>		\$82,000	\$187,000	\$105,000	128%	<i>Cap all grants at \$25K</i>
Penfield, CDG			\$25,000	\$25,000	#DIV/0!	
Ascension Rochester, CDG	\$27,000	\$25,000	\$25,000	\$0	0%	
Trinity, Geneva			\$15,000	\$15,000	#DIV/0!	
South Wedge Mission CDP	\$15,000	\$13,500	\$12,000	(\$1,500)	-11%	
St. Andrew's, Caledonia CDP	\$13,000	\$12,500	\$12,000	(\$500)	-4%	
St. John's, Sodus CDG			\$11,500	\$11,500	#DIV/0!	
St. Mark's & St. John's, Rochester CDG	\$12,000	\$12,000	\$11,000	(\$1,000)	-8%	
St. Luke's, Brockport CDG	\$13,000	\$11,000	\$10,000	(\$1,000)	-9%	
Zion, Avon CDP	\$8,000	\$7,000	\$6,500	(\$500)	-7%	
St. George's, Hilton 2012 CDG	\$36,000	\$35,000		(\$35,000)	-100%	
Christ Church Rochester CDG	\$32,000	\$32,000		(\$32,000)	-100%	
St. Peter's, Henrietta - CDP	\$20,000	\$30,000		(\$30,000)	-100%	
Grace, Scottsville CDP	\$17,000	\$16,000		(\$16,000)	-100%	
Rochester: Trinity-CDP	\$25,000	\$15,000		(\$15,000)	-100%	
2 Saints Rochester - CDG	\$22,000	\$14,000		(\$14,000)	-100%	
Epiphany, Gates CDP	\$16,667			\$0	#DIV/0!	
Corning Christ Church	\$11,848			\$0	#DIV/0!	
Addison Church of the Redeemer	\$10,000			\$0	#DIV/0!	
Palmyra CDP	\$10,000			\$0	#DIV/0!	
St. John's Honeoye Falls - CDG	\$8,000			\$0	#DIV/0!	
Geneseo, St. Michael's CDG	\$1,000			\$0	#DIV/0!	
Congregational Development	\$297,515	\$305,000	\$315,000	\$10,000	3%	Additional grants 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%	
Episcopal Senior Life - CHAPLAIN	\$8,000	\$8,000	\$8,000	\$0	0%	<i>Strategic Partnership</i>
Global Mission - Sustainable Development	\$15,000	\$15,000	\$15,000	\$0	0%	

2024 Budget (Exhibit # 8)

Mission Partnership (Outside Partners)

	2022 Final	2023 Budget	2024 Budget	Change vs. 2023 Budget	(%)	Notes
Fostering Hope			\$7,200	\$7,200	#DIV/0!	Outside Partner Grant 2024
Pal Mac Food Pantry			\$5,600	\$5,600	#DIV/0!	Outside Partner Grant 2024
Catholic Charities of Steuben, Bath	\$3,000	\$3,000	\$5,000	\$2,000	67%	Outside Partner Grant 2024
Literacy Volunteers - Yates/Ontario	\$4,500	\$4,400	\$5,000	\$600	14%	Outside Partner Grant 2024
Sew Green	\$7,600	\$7,000	\$5,000	(\$2,000)	-29%	Outside Partner Grant 2024
Family Promise of Ontario Cty	\$6,000		\$5,000	\$5,000	#DIV/0!	Outside Partner Grant 2024
REACH Advocacy	\$7,500	\$7,000	\$5,000	(\$2,000)	-29%	Outside Partner Grant 2024
Reentry Association of WNY - SMART		\$5,000	\$4,500	(\$500)	-10%	Outside Partner Grant 2024
Meal and More	\$4,500	\$4,000	\$4,000	\$0	0%	Outside Partner Grant 2024
RMM - Justice for Farmworkers	\$5,000	\$5,000	\$4,000	(\$1,000)	-20%	Outside Partner Grant 2024
Genesee Area Campus Ministry - CHAPLAIN	\$3,500	\$4,000	\$3,500	(\$500)	-13%	Outside Partner Grant 2024
St. Peter's, Geneva Arts Academy	\$3,000	\$3,000	\$2,400	(\$600)	-20%	Outside Partner Grant 2024
GRCC Faith in Action	\$0	\$2,500	\$2,000	(\$500)	-20%	Outside Partner Grant 2024
YMCA			\$2,000	\$2,000	#DIV/0!	Outside Partner Grant 2024
Family Promise of Rochester		\$5,000		(\$5,000)	-100%	Outside Partner Grant 2023
Cameron Community Ministries - RAIHN	\$3,000	\$4,000		(\$4,000)	-100%	Outside Partner Grant 2023
Angelica Community Radio	\$4,000			\$0	#DIV/0!	Outside Partner Grant 2022
Campaign D Inc	\$6,800			\$0	#DIV/0!	Outside Partner Grant 2022
RESOLVE of Rochester	\$7,000			\$0	#DIV/0!	Outside Partner Grant 2022
Summer LEAP (GRSLA)	\$5,000			\$0	#DIV/0!	Outside Partner Grant 2022
	\$7,000			\$0	#DIV/0!	Outside Partner Grant 2022

2024 Budget (Exhibit # 9)

Mission Partnership (Parish Grants)

	2022 Final	2023 Budget	2024 Budget	Change vs. 2023 Budget	(%)	Notes
Palmyra, Grace House			\$7,000	\$7,000	#DIV/0!	Parish Grant 2024
Ascension - After School Program		\$8,000	\$6,000	(\$2,000)	-25%	Parish Grant 2024
Catharine - Bernie Parker Shed		\$6,000	\$6,000	\$0	0%	Parish Grant 2024
Caledonia - Food Pantry			\$5,200	\$5,200	#DIV/0!	Parish Grant 2024
Avon - Circle Nursery School Scholarships		\$6,500	\$5,100	(\$1,400)	-22%	Parish Grant 2024
Gleaner's Kitchen, Canandaigua			\$5,000	\$5,000	#DIV/0!	Parish Grant 2024
St. Mark's & St. John's, Food shelf	\$5,000	\$5,000	\$4,500	(\$500)	-10%	Parish Grant 2024
Sodus - Sunday Closet SNAP		\$5,000	\$4,500	(\$500)	-10%	Parish Grant 2024
St. Mark's & St. John's - Eden/Farm Stand		\$1,850	\$4,500	\$2,650	143%	Parish Grant 2024
Christ Church, Roch. - Compline for the Community		\$4,500	\$4,000	(\$500)	-11%	Parish Grant 2024
South Wedge Mission - Peace & Meditation Garden		\$5,000	\$3,000	(\$2,000)	-40%	Parish Grant 2024
Zion, Palmyra - Community Dinners			\$3,000	\$3,000	#DIV/0!	Parish Grant 2024
St. Peter's-Geneva Neighbor's Night	\$3,400	\$4,500	\$2,500	(\$2,000)	-44%	Parish Grant 2024
Clifton Springs - Coat Giveaway	\$500	\$1,200	\$2,000	\$800	67%	Parish Grant 2024
Ascension - International Womens Day			\$2,000	\$2,000	#DIV/0!	Parish Grant 2024
Dansville, HOPE			\$1,500	\$1,500	#DIV/0!	Parish Grant 2024
Clifton Springs, Agape Dinners	\$1,000	\$1,000	\$1,000	\$0	0%	Parish Grant 2024
Bath - Community labyrinth		\$7,000		(\$7,000)	-100%	Parish Grant 2023
Christ Church, Roch. - Online Outreach		\$6,200		(\$6,200)	-100%	Parish Grant 2023
Scottsville - Potters Field-Oatka Cemetary		\$3,650		(\$3,650)	-100%	Parish Grant 2023
Fairport - Safe Space		\$3,200		(\$3,200)	-100%	Parish Grant 2023
ReMARKable Sharing Shed		\$2,000		(\$2,000)	-100%	Parish Grant 2023
Catharine/Watkins Glen - Womens Forum		\$1,500		(\$1,500)	-100%	Parish Grant 2023
Hilton - Good News Garden		\$1,000		(\$1,000)	-100%	Parish Grant 2023
Brockport, Harvest Kitchen	\$3,000			\$0	#DIV/0!	Parish Grant 2022
Bath, Center for Youth Services	\$8,000			\$0	#DIV/0!	Parish Grant 2022
Angelica, Growing though Sound	\$7,700			\$0	#DIV/0!	Parish Grant 2022
Fairport, Blessing Boxes	\$5,000			\$0	#DIV/0!	Parish Grant 2022
Lyons, Grace! Hospitality	\$4,700			\$0	#DIV/0!	Parish Grant 2022
St. Mark's & St. John's, Open House	\$4,500			\$0	#DIV/0!	Parish Grant 2022
Geneseo, Thanksgiving Peace Garden	\$4,300			\$0	#DIV/0!	Parish Grant 2022
Bath, Community Garden	\$2,500			\$0	#DIV/0!	Parish Grant 2022
Mission Partnerships	\$175,000	\$175,000	\$175,000	\$0	0%	

2024 Budget (Exhibit # 10)

Leadership Development

	2022 Final	2023 Budget	2024 Budget	Change vs. 2023 Budget	(%)	Notes
C.P.E. Program	\$6,000	\$6,000	\$6,000	\$0	0%	
Youth Programs & Events	\$2,500	\$2,500	\$2,500	\$0	0%	
CCD - Program	\$1,416	\$0	\$0	\$0	#DIV/0!	
CCD - Trainers/Travel	\$34,303	\$32,000	\$32,000	\$0	0%	Structure TBD
Other Diocesan Clergy Roles - Stipends	\$68,011	\$38,160	\$45,200	\$7,040	18%	Reg. Minister/Clergy Roles TBD
Other Diocesan Clergy Roles - Benefits	\$24,521	\$13,760	\$32,000	\$18,240	133%	Reg. Minister/Clergy Roles TBD
Other Diocesan Clergy Roles - Expenses	\$3,065	\$2,000	\$4,000	\$2,000	100%	Reg. Minister/Clergy Roles TBD
Educational Grants	\$8,400	\$18,000	\$18,000	\$0	0%	
Interfaith & Ecumenical Relations: Stipend	\$2,950	\$2,950	\$2,950	\$0	0%	
Workshops, Programs & Events	\$4,368	\$9,500	\$7,500	(\$2,000)	-21%	Consolidate < \$6,500 3-YR Avg.
Stewardship Training/Programs	\$1,000	\$2,000	\$0	(\$2,000)	-100%	Consolidate: Workshop/Prog./Event
Interfaith & Ecumenical Programs	\$300	\$0	\$0	\$0	#DIV/0!	
Colgate Rochester Crozer Divinity School	\$10,000	\$10,000	\$10,000	\$0	0%	
COM: Operating expenses	\$180	\$2,000	\$1,000	(\$1,000)	-50%	3-YR Avg.
Deaf Ministry - Salary	\$4,542	\$0	\$0	\$0	#DIV/0!	Structure TBD
Deaf Ministry - Benefits	\$2,292	\$0	\$0	\$0	#DIV/0!	Structure TBD
Deaf Ministry - Expense	\$1,079	\$0	\$0	\$0	#DIV/0!	Structure TBD
Deaf Ministry - Interpreters	\$5,000	\$5,000	\$5,000	\$0	0%	Structure TBD
Leadership Development	\$179,927	\$143,870	\$166,150	\$22,280	15%	Reg. Minister/Clergy roles TBD

2024 Operating Budget

Regional Minister – PILOT (Exhibit # 10A)

Church Size (combined):		Pastoral 150-300 Members 1/2 Time	
EXAMPLE:			
Salary (includes housing allowance)		\$	38,750
Allowance for SECA @	15.3%	\$	5,929
Church Pension Fund	18.0%	\$	8,042
Contribution to Medical Ins.	50.0%	\$	8,300 2-person
Contribution to Dental Ins.	50.0%	\$	250 2-person
Reimbursable Expenses:			
Business Expenses	Estimate	\$	3,000
TOTAL COST:		\$	64,271
LESS: Est. Parish Support		\$	24,000
Net Budget Impact		\$	40,271

Assumptions:

- ½ time role, appointed by the Bishop & employed by the Diocese
- Compensation @ mid-point of salary range (Pastoral Size Church) + benefits
- The supported churches contribute ~ \$24,000 annually towards this role

2024 Budget (Exhibit # 11)

Governance, Staff & Office Expense

	2022 Final	2023 Budget	2024 Budget	Change vs. 2023 Budget	(%)	Notes
District Deans Stipends	\$29,500	\$29,500	\$29,500	\$0	0%	
Prison Ministry Committee	\$144	\$500	\$500	\$0	0%	
Committee on RRH&J	\$200	\$500	\$500	\$0	0%	
Committee for Gay Ministry	\$0	\$500	\$500	\$0	0%	
Public Policy Committee	\$0	\$500	\$500	\$0	0%	
Diocesan Convention	\$2,815	\$13,000	\$3,000	(\$10,000)	-77%	<i>In person FEB/ online in OCT</i>
Diocesan Council	\$1,376	\$500	\$500	\$0	0%	
Standing Committee	\$150	\$500	\$500	\$0	0%	
Trustees & HR	\$133	\$500	\$500	\$0	0%	
Diocesan Audit and Fiscal Manual	\$16,200	\$19,500	\$26,000	\$6,500	33%	<i>Increased fees + CCP Audit</i>
Bishop - Transition	\$9,362	\$36,000	\$124,000	\$88,000	244%	<i>Current Est.</i>
Province II Assessment/Synod	\$1,000	\$1,000	\$1,000	\$0	0%	
Deputies to General Convention	\$16,607	\$0	\$40,000	\$40,000	#DIV/0!	<i>PB Election</i>
Legal & Professional Fees	\$3,827	\$6,000	\$5,000	(\$1,000)	-17%	<i>Last 3 yrs < \$4K</i>
Litigation Expense	\$765			\$0	#DIV/0!	<i>Trustee Authorized</i>
Memberships & Sponsorships	\$4,550	\$3,000	\$12,000	\$9,000	300%	<i>Board Contributions</i>
Ministry of the Bishop	\$22,300	\$24,000	\$12,000	(\$12,000)	-50%	<i>Revised Est.</i>
Governance	\$108,929	\$135,500	\$256,000	\$120,500	89%	<i>Bp. Transition/Gen. Conv.</i>
<i>Diocesan Staff - Salaries</i>	\$591,429	\$657,516	\$665,314	\$7,798	1%	<i>5% increase/ PT CFO</i>
<i>Diocesan Staff - Benefits</i>	\$202,583	\$225,024	\$221,200	(\$3,824)	-2%	<i>+5% w/ adj. for coverage</i>
<i>Diocesan Staff - Expense</i>	\$14,317	\$19,000	\$20,000	\$1,000	5%	<i>Current spend rate</i>
Diocesan Staff	\$808,329	\$901,540	\$906,514	\$4,974	0.6%	<i>PT CFO eff. 7/1/24</i>
Communications /Public Relations	\$88	\$1,000	\$500	(\$500)	-50%	<i>3-YR Avg. + inflation</i>
Telecommunications	\$3,372	\$4,000	\$3,500	(\$500)	-13%	<i>3-YR Avg. + inflation</i>
Office Expense	\$36,453	\$44,000	\$43,000	(\$1,000)	-2%	<i>Rent increase in '23</i>
Electronic Maintenance & Lease	\$30,700	\$32,000	\$32,000	\$0	0%	<i>3-YR Avg. + inflation</i>
Diocesan Insurance	\$10,058	\$10,000	\$12,000	\$2,000	20%	<i>12% inc. in '23</i>
Office Expense	\$80,671	\$91,000	\$91,000	\$0	0%	<i>Flat</i>

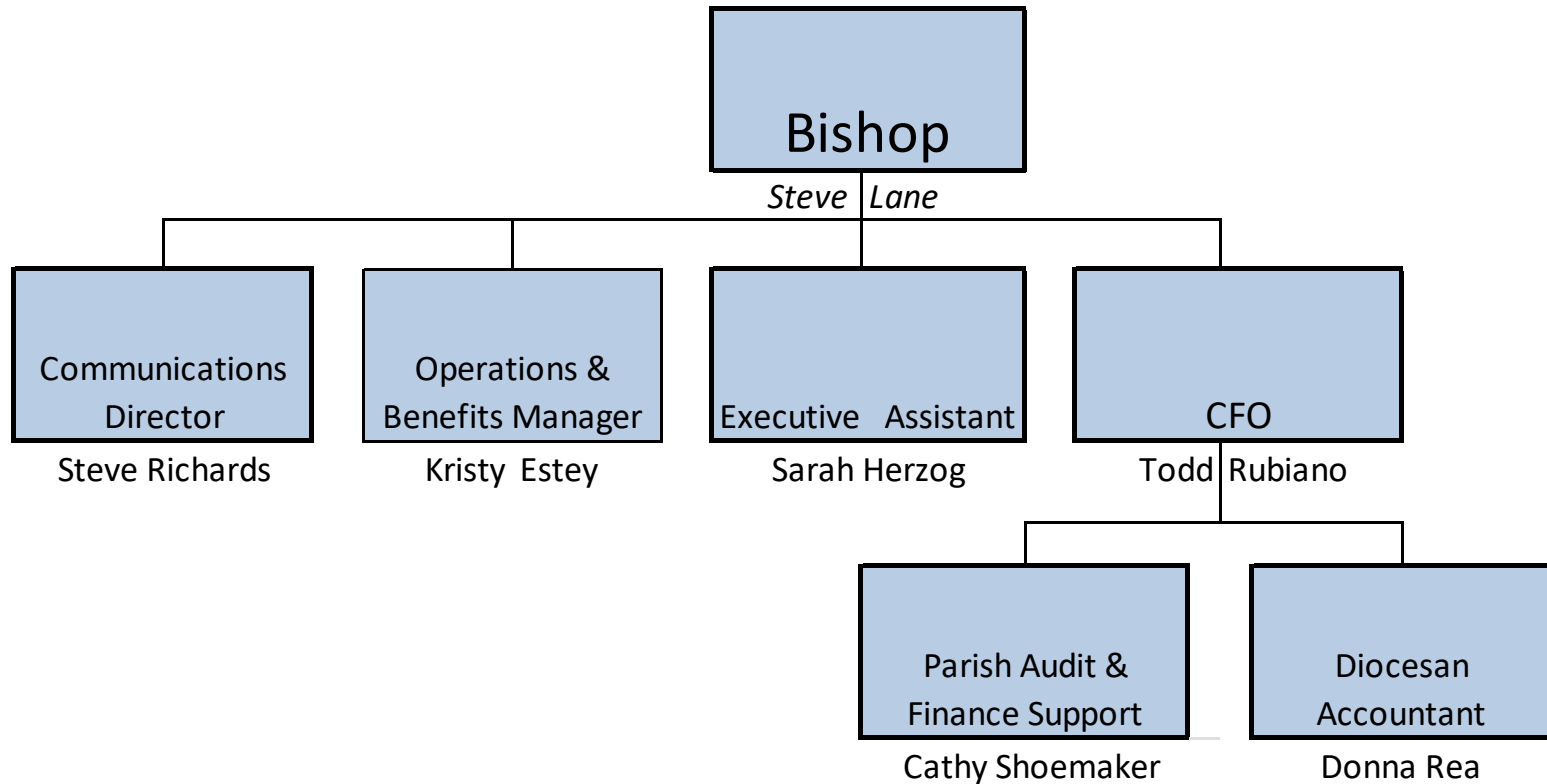
2024 Operating Budget

Bishop Transition Budget (Exhibit # 11A)

COMMITTEE	EXPENSE	TIME FRAME	BUDGET	ACTUAL	Est.	2022	
						\$8,302	Actual
Standing	Consultant:	7/22-7/24	\$10,000	07/31/23			
	Daily rate/ Hourly			\$6,600	\$ 10,000		
	Travel Lodging			\$2,909	\$ 4,500		
	Mtgs./Retreats/Listening Sessions		\$4,000	\$3,339	\$ 3,339		
	Retreat w/Search Comm.	3/24/23	\$4,000	\$2,731	\$ 2,731	Hotel & HWS food	
	Retreat w/Transition Comm.	6/23/23	\$3,000	\$517	\$ 3,000	Food & Strathallan	
	SUBTOTAL		\$21,000	\$16,096	\$ 23,570		
Search							
	Admin Serv./Tech support	8/23-7/24	\$10,450	\$1,034	\$ 10,000	Zoom, Mailchip & Website	
	Medical Eval./Background Checks	Aug-23	\$7,000		\$ 7,000		
	Retreat	Fall 2023	\$9,200		\$ 9,200	Notre Dame Retreat Ctr.	
	Meeting Space	3/23-7/24	\$2,000		\$ 1,000	2023	Budget
	Lunches	3/23-7/24	\$2,000		\$ 1,000	\$37,801	\$36,000
	Walk abouts:	Jan-24				\$8,828	YTD
	Lodging	Jan-24	\$3,150		\$ 3,150		
	Food	Jan-24	\$2,400		\$ 2,400		
	Travel	Jan-24	\$2,800		\$ 2,800		
	SUBTOTAL		\$39,000	\$1,034	\$ 36,550		
Transition							
	Electing Convention	Feb-24	\$15,000		\$ 15,000		
	Celebration for Bp Lane	Jun-24	\$2,000		\$ 2,000		
	Consecration	Jul-24	\$25,000		\$ 25,000		
	Festival Celebrations	Jul-24	\$5,000		\$ 5,000		
	Bishops Initial Eucharist	Aug-24	\$2,000		\$ 2,000		
	New Bishop Moving expense	Aug-24	\$24,000		\$ 24,000		
	Bishop "overlap" compensation	Aug-24	\$35,000		\$ 35,000		
	SUBTOTAL		\$108,000	\$0	\$ 108,000	2024	Budget
						\$123,227	\$124,000
	TOTAL		\$168,000	\$17,130	\$ 168,120		

2024 Staffing

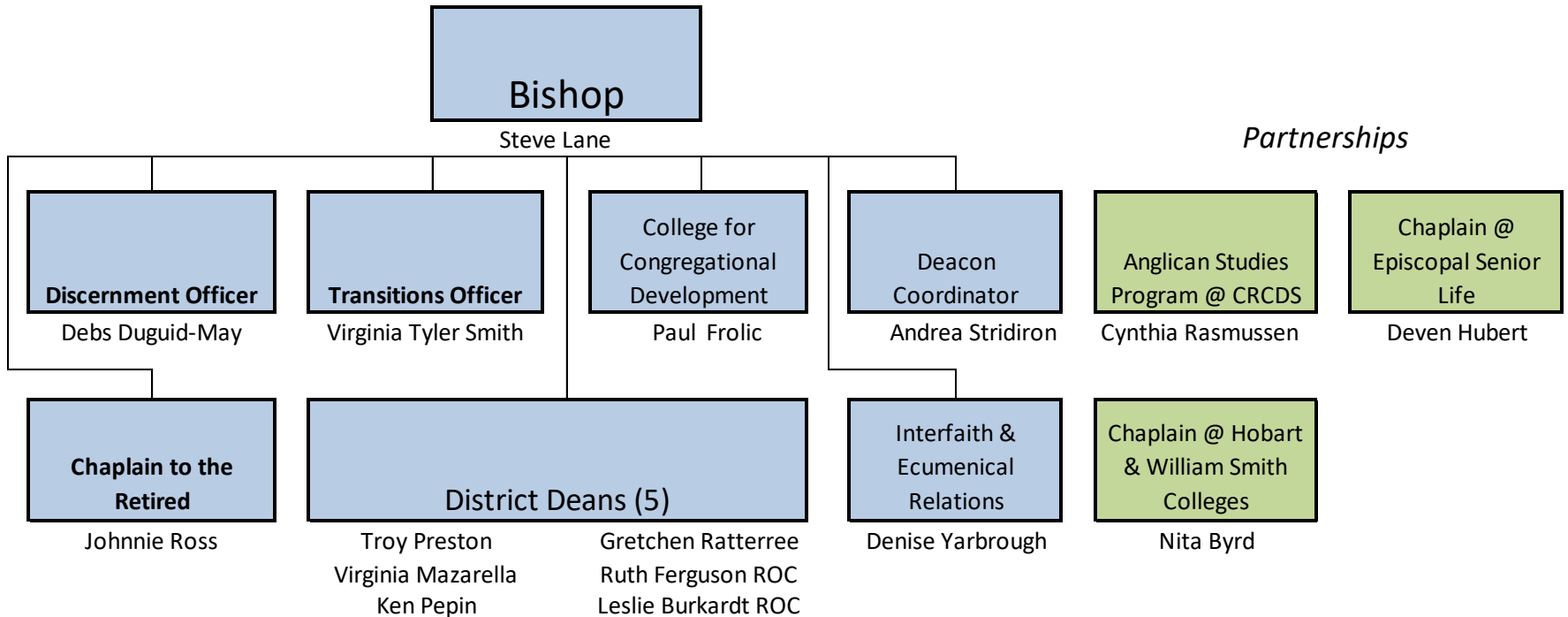
Diocesan Lay Staff Roles (Exhibit S-1)



There are (6) lay staff roles supporting the Bishop, Clergy & Lay Leadership across the Diocese. CFO position moves to PT 7/1/24.

Current Staffing

Diocesan Clergy Leadership Roles - TBD (Exhibit S-2)



- There are 11 part-time clergy roles + 3 *Partnership* roles
- Total of **8.5-9.0 FTE's** (includes **6 Lay Staff** roles & excludes *Partnerships*)
- Diocesan clergy leadership roles are under review as we seek to improve efficiency and facilitate the new pilot of a Regional Minister role.

2024 Staffing

Diocesan Staff: Total Compensation (Exhibit S-3)

POSITION (* includes SECA)	HC	Budget TOTAL	Expense Reimbursement
<i>Bishop *</i>	1.0	\$187,260	\$10,000
<i>Transitions Officer*</i>	0.5	\$81,036	\$4,000
Chief Financial Officer, CFO	0.8	\$130,020	\$1,000
Operations & Benefits Manager	1.0	\$98,960	\$1,000
Parish Audit & Finance	1.0	\$94,800	\$1,000
Communications Director	1.0	\$85,140	\$1,000
Diocesan Accountant	1.0	\$85,640	\$1,000
Executive Assistant	1.0	\$84,480	\$1,000
TOTAL:	7.3	\$847,336	\$20,000
<i>Pool for potential salary increases (eff. 01/01/24)</i>		\$31,678	5.0%
Expense Reimbursement		\$20,000	
NYS payroll related insurance		\$7,500	
TOTAL Diocesan Staff Budget		\$906,514	

- **Total Compensation includes:** Salary, Housing, *SECA, FICA, pension contributions, life, disability & health insurance.
- **Reimbursed expenses include:** Travel, continuing education, sabbatical, etc.
- **Pool for salary increases: 5% (01/01/24)**

2024 Staffing

Diocesan Salary Ranges (Exhibit S-4)

POSITION (* includes SECA)	HC	SALARY RANGE (FT)		
		Min.	Midpoint	Max.
<i>Rector/Priest in Charge (Mem > 1200) *</i>	0.0	112,533	140,666	168,799
<i>Rector/Priest in Charge (Mem 601-1200) *</i>	3.0	98,697	123,371	148,045
<i>Rector/Priest in Charge (Mem 301-600) *</i>	2.0	84,861	106,076	127,291
<i>Rector/Priest in Charge (Mem 151-300) *</i>	7.0	71,486	89,358	107,229
<i>Rector/Priest in Charge (Mem < 150) *</i>	15.0	57,650	72,063	86,475
<i>Other Priests (Asst./Chaplain) *</i>	4.0		<i>n/a</i>	
Total Diocese	31.0			
<i>Bishop *</i>	1.0	145,000	170,000	195,000
<i>Transitions Officer*</i>	0.5	84,861	106,076	127,291
Chief Financial Officer, CFO	0.8	88,000	110,000	132,000
Operations & Benefits Manager	1.0	53,600	67,000	80,400
Parish Audit & Finance	1.0	49,600	62,000	74,400
Communications Director	1.0	49,600	62,000	74,400
Diocesan Accountant	1.0	49,600	62,000	74,400
Executive Assistant	1.0	39,000	52,000	65,000
TOTAL:	7.3			

Salary ranges are established for all Diocesan positions based on current market compensation data.

* Clergy positions are based on Total Assessable Compensation (TAC) and include SECA allowance.