

Proposed 2019 Budget & Apportionment

(09/24/18)



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

FOCUS: *Relationship, Leadership & Stewardship*

Apportionment: EXHIBITS A1-A5
&
2019 Budget: EXHIBITS #1-4

Apportionment

Parish Income Ranges & Rates (EXHIBIT A-1)

The “Current formula” has been in place for 5 years; using a 5% “Cap & Floor” to limit the maximum increase OR decrease for any parish to no more than +/- 5%, year over year.

Current Formula:

Operating Income (Line A):	Rate
< \$50,000	9%
\$50,000 - \$99,999	11%
\$100,000 - \$149,999	12%
\$150,000 - \$249,999	13%
\$250,000 - \$499,999	14%
> \$500,000	15%

Proposed Formula:

Operating Income (Line A):	Rate
All income up to: \$ 100,000	10.0%
All income above: \$ 100,000	15.5%

Simplify rates in 2019: 10% on 1st \$100,000, 15.5% thereafter & 3% cap/floor.

- Facilitates moving apportionment *towards* 10% Tithe.
- Reduces impact of 2017 increase in Parish Operating Income
- Eliminates dips & spikes in the current “step” function, when parish income moves from one rate range to another.

Apportionment

EXAMPLE: Parish Operating Income increases 2%
(EXHIBIT A-2)

Current Formula:

Operating Income (Line A):	Rate
< \$50,000	9%
\$50,000 - \$99,999	11%
\$100,000 - \$149,999	12%
\$150,000 - \$249,999	13%
\$250,000 - \$499,999	14%
> \$500,000	15%

Proposed Formula:

Operating Income (Line A):	Rate
All income up to: \$ 100,000	10.0%
All income above: \$ 100,000	15.5%

	Operating Income	CURRENT		PROPOSED	
		Rate	Amount	Rate	Amount
2016	\$ 99,000	11%	\$ 10,890	10-15.5%	\$ 9,900
2017	\$ 101,000	12%	\$ 12,120	10-15.5%	\$ 10,155
Change	\$ 2,000		\$ 1,230		\$ 255
	2.0%		11.3%		2.6%

Apportionment

Move to a simpler formula in 2019 (EXHIBIT A-3)

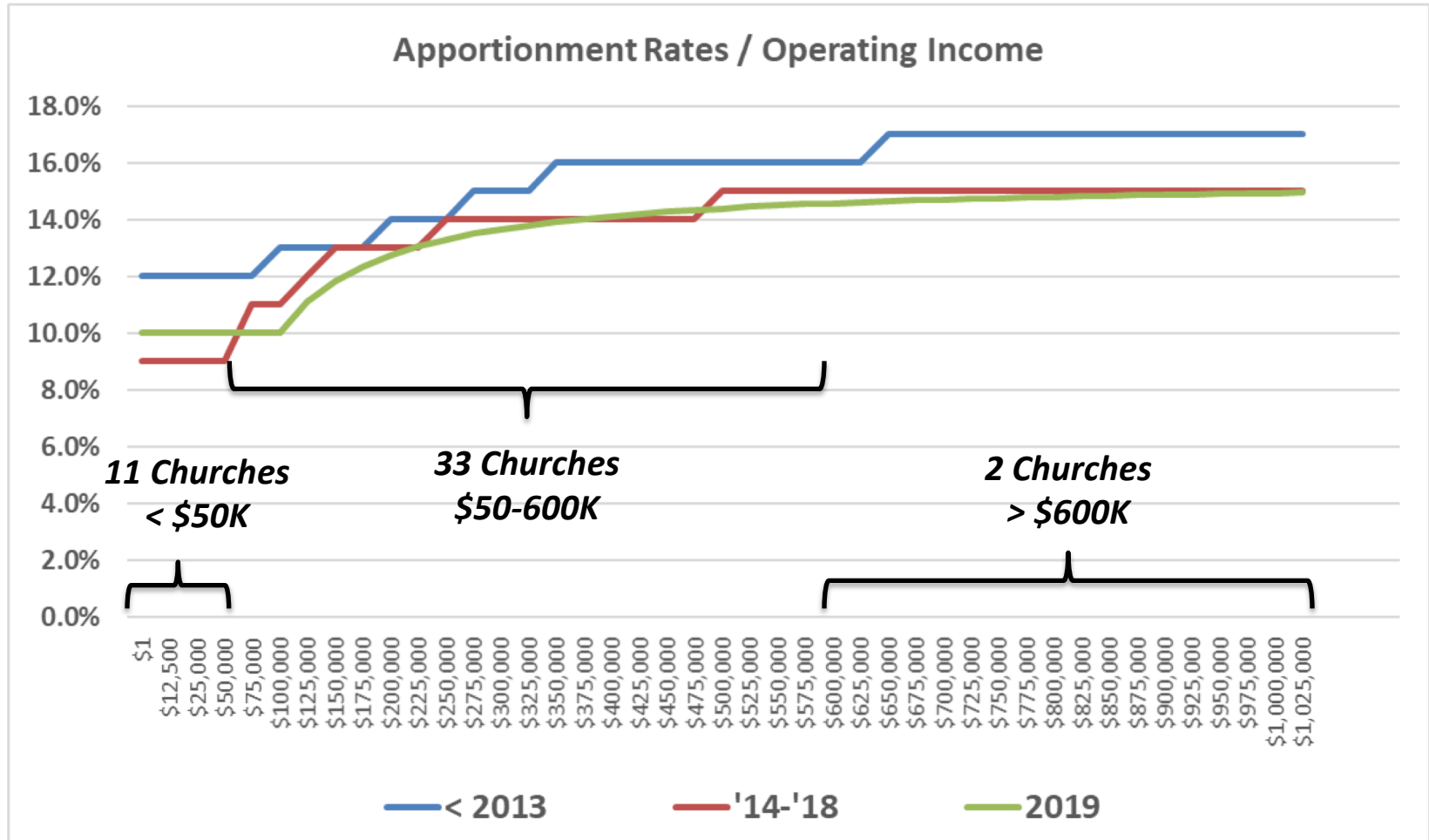
YEAR	Operating Income	Growth (%)	Parish Apportionment	Average Rate	Change
2011	\$7,263,938	0.6%	\$1,016,685	14.0%	\$46,076
2012	\$7,440,889	2.4%	\$1,014,981	13.6%	(\$1,704)
2013	\$7,607,125	2.2%	\$1,008,258	13.3%	(\$6,723)
2014	\$7,542,388	-0.9%	\$991,082	13.1%	(\$17,176)
2015	\$7,750,062	2.8%	\$971,203	12.5%	(\$19,880)
2016	\$7,873,965	1.6%	\$973,288	12.4%	\$2,085
2017	\$8,317,975	5.6%	\$972,303	11.7%	(\$985)
2018	\$8,151,615	-2.0%	\$998,160	12.2%	\$25,857
2019	\$8,314,648	2.0%	\$1,014,366	12.2%	\$16,207

2019 Apportionment of \$1,014,366 based on:

- Our churches reported 2017 Operating Income of ~ \$8.3 M. (+ 5.6%)
- Simplified apportionment rates (10% on 1st \$100K, 15.5% thereafter)
- Applying a 3% cap & floor to minimize changes

Apportionment

Historical Apportionment Rates (EXHIBIT A-4)



2019 Simplified Formula structure smooths out the previous “step” rates

Apportionment

Move to a simpler formula in 2019

(EXHIBIT A-5)

Annual impact on smaller churches (< \$50,000):

- 6 will see increase - Range: \$23 – 102 (average \$61)
- 4 will see decrease - Range: \$10 – 219 (average \$107)
- 1 will see no change

2019-2023 Diocesan Draw & Budget Projections

(EXHIBIT #1)

Year End Audit Data thru 2017 (\$ M.'s)

Adjusted for FHFO & Capital

	2017	2018	Budget 2019	2020	2021	2022	2023	Assumptions:
Diocesan Budget:								
Apportionment	\$0.972	\$0.998	\$1.014	\$1.019	\$1.025	\$1.030	\$1.035	0.5% Annual growth rate
Draw from Investments	\$0.905	\$0.978	\$0.970	\$0.978	\$0.985	\$0.991	\$0.998	
Loan Interest	\$0.058	\$0.045	\$0.040	\$0.037	\$0.035	\$0.034	\$0.032	3.0% Avg. yield
Other Income	\$0.000	\$0.030	\$0.063	\$0.070	\$0.085	\$0.100	\$0.115	Grants/Appeal
TOTAL INCOME	\$1.935	\$2.051	\$2.087	\$2.104	\$2.130	\$2.155	\$2.180	
TOTAL EXPENSE	\$2.013	\$2.050	\$2.087	\$2.104	\$2.129	\$2.155	\$2.180	
Net Draw / Fin. Assets:	\$1.041	\$1.023	\$1.010	1.015	1.020	1.025	1.030	~ Apportionment
Loans & Mortgages **	\$1.971	\$1.341	\$1.274	\$1.210	\$1.150	\$1.092	\$1.038	-5.0% Annual growth rate
Cash & liquid Investments **	\$20.700	\$21.207	\$21.364	\$21.518	\$21.670	\$21.820	\$21.967	5.0% Avg. Annual Return
Net Financial Assets	\$22.671	\$22.548	\$22.638	\$22.729	\$22.820	\$22.912	\$23.005	
Trailing, Audited 5-YR Avg.	\$19.9	\$19.7	\$20.3	\$20.9	\$21.2	\$21.6	\$22.2	
(% Trailing 5-YR Avg.)	5.2%	5.2%	5.0%	4.9%	4.8%	4.7%	4.6%	Draw => 4%

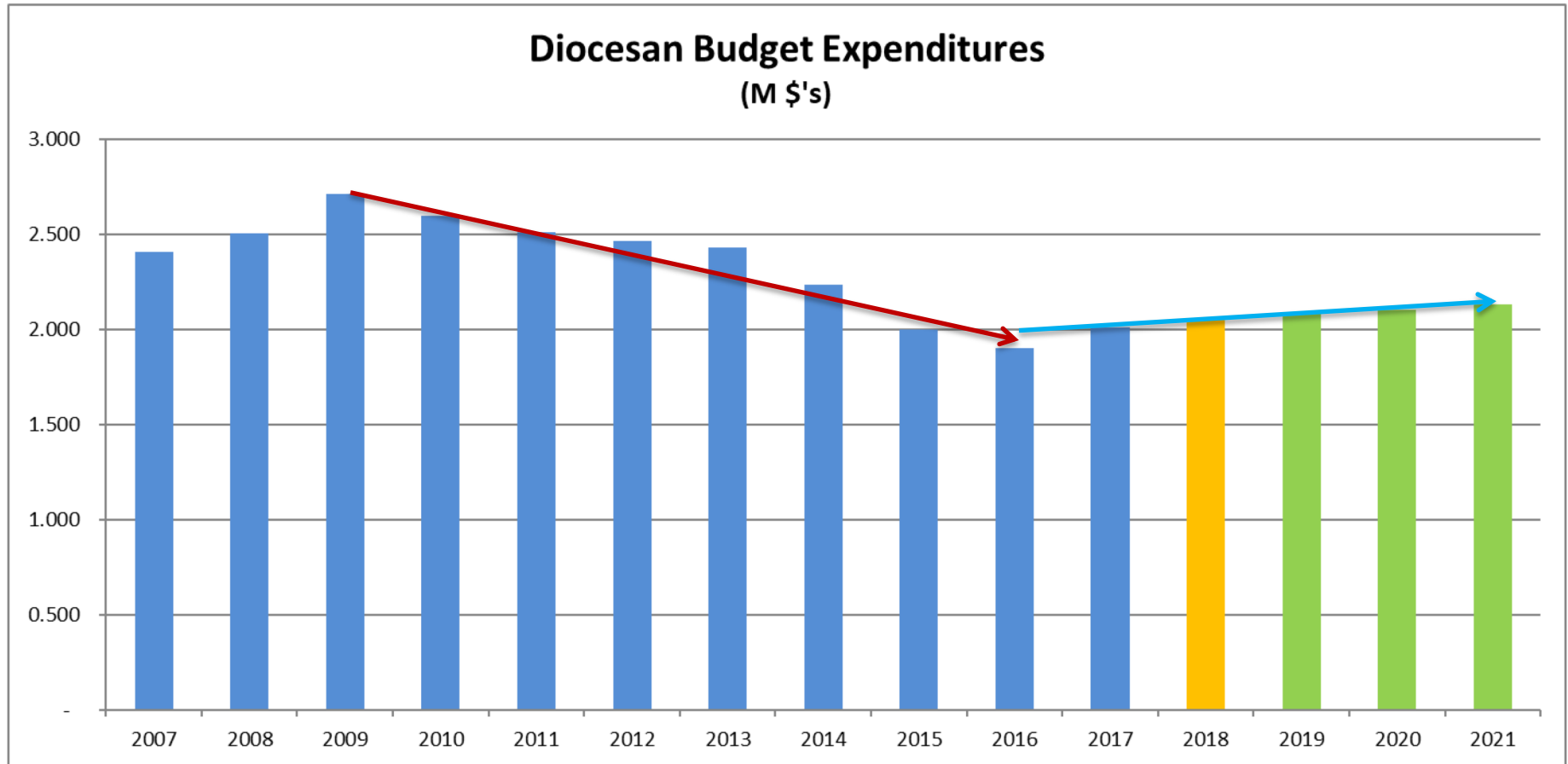
** 2018 est. \$180K CDL loan write-off

2019 Draw Of \$1.010 M. = 5.0% (trailing 5-YR average)

Through a combination of outside grant funding and initiating an annual Bishop's Appeal, we can begin growing Other Income, while maintaining a prudent draw from investments (< 5%) and also make progress towards a 10% Tithe for Parish apportionment.

Diocesan Budget Expenditures

2007-17 Actual, 2018 YEE, 2019-21 Projected (EXHIBIT #2)



After seven years of reducing administrative costs, we expect total budget expenditures to grow 1-2% per year from 2017 to 2021.

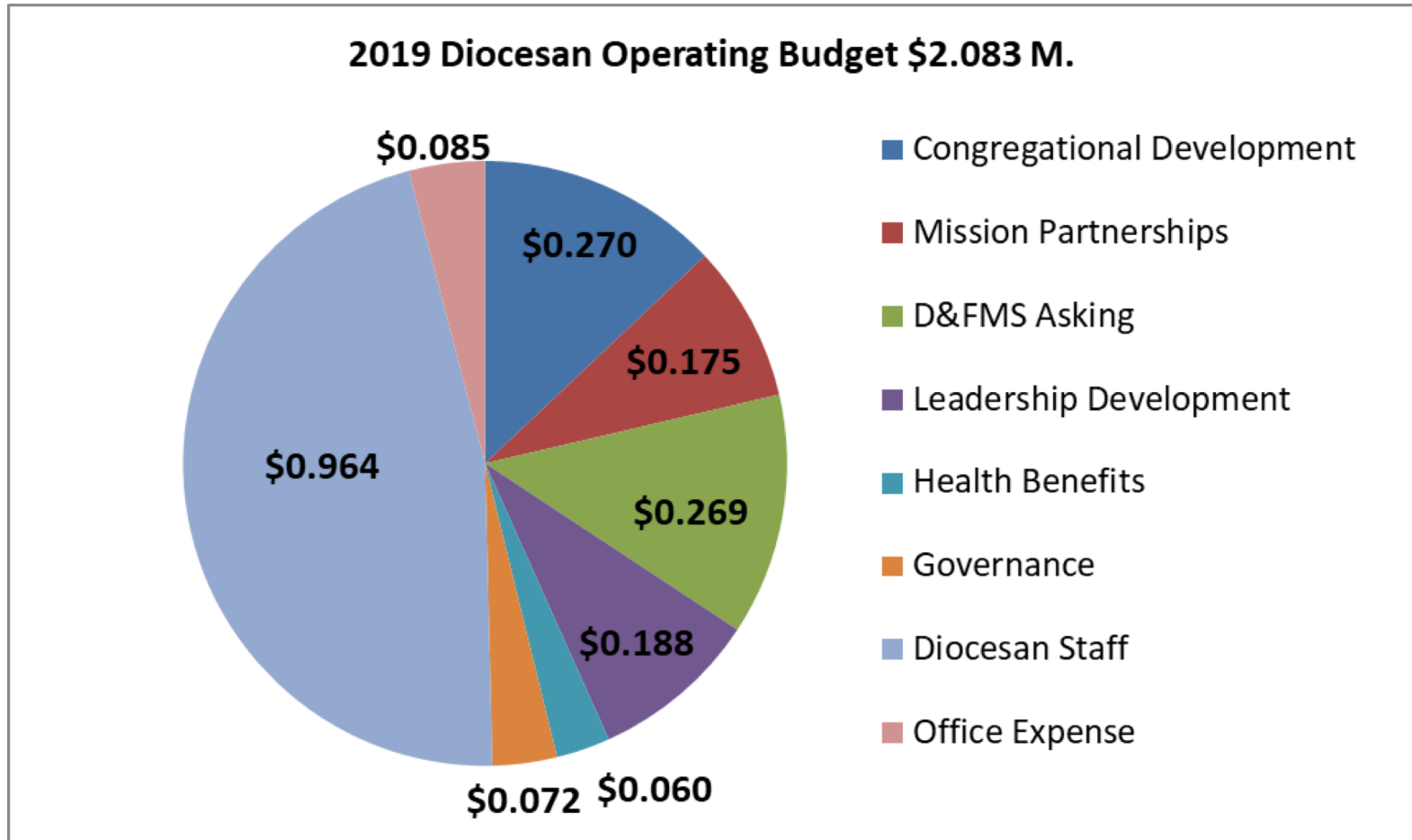
2019 Proposed Budget (EXHIBIT #3)

	2017 Final	2018 Budget	2018 YEE	2019 Proposed	Change vs. '18 Budget	(%)	Change vs. '18 YEE	(%)	Notes
<i>Apportionment</i>	\$972,305	\$995,160	\$998,000	\$1,014,366	\$19,207	2%	\$16,366	2%	
<i>Investment Draw</i>	\$962,893	\$1,023,000	\$1,023,000	\$1,006,000	(\$17,000)	-2%	(\$17,000)	-2%	
<i>Other Income</i>	\$125	\$0	\$29,585	\$62,500	\$62,500		\$32,915	111%	<i>New Grants + Appeal</i>
Total Operating Income	\$1,935,323	\$2,018,160	\$2,050,585	\$2,082,866	\$64,707	3.2%	\$32,281	1.6%	<i>New Grants + Appeal</i>
Congregational Development	\$283,000	\$270,000	\$270,000	\$270,000	\$0	0%	\$0	0%	
Mission Partnerships	\$219,126	\$170,525	\$182,922	\$174,580	\$4,055	2%	(\$8,342)	-5%	
D&FMS Contribution	\$238,000	\$248,000	\$248,000	\$269,150	\$21,150	9%	\$21,150	9%	<i>15% Commitment</i>
Health Benefits	\$63,969	\$60,000	\$60,000	\$60,000	\$0	0%	\$0	0%	
Leadership Development	\$124,273	\$139,500	\$154,656	\$187,950	\$48,450	35%	\$33,294	36%	<i>Deaf Campus Ministry</i>
Governance	\$75,631	\$106,000	\$113,000	\$71,850	(\$34,150)	-32%	(\$41,150)	-58%	<i>General Convention</i>
<i>Diocesan Staff - Salaries</i>	\$613,013	\$630,635	\$642,863	\$645,036	\$14,402	2%	\$2,173	0%	<i>Est. 2.4% increase</i>
<i>Diocesan Staff - Benefits</i>	\$230,277	\$273,500	\$257,000	\$280,300	\$6,800	2%	\$23,300	9%	<i>Health Insurance</i>
<i>Diocesan Staff - Expense</i>	\$41,564	\$34,000	\$37,000	\$39,000	\$5,000	15%	\$2,000	5%	<i>Bishop's Sabbatical</i>
Diocesan Staff	\$884,854	\$938,135	\$936,863	\$964,336	\$26,202	3%	\$27,473	4%	
Office Expense	\$127,820	\$86,000	\$85,000	\$85,000	(\$1,000)	-1%	\$0	0%	
Total Operating Expense	\$2,016,673	\$2,018,160	\$2,050,441	\$2,082,866	\$64,707	3.2%	\$32,425	1.6%	
Operating Surplus/Deficit	(\$81,350)	\$0	\$144	\$0					
Non-operating Expense/(Income)	(\$3,449)	\$4,000	\$0	\$4,000	\$0	0%	\$4,000		
TOTAL EXPENDITURES	\$2,013,224	\$2,022,160	\$2,050,441	\$2,086,866	\$64,707	3.2%	\$36,425	1.8%	

Increases in *D&FMS* (\$21,000), *Leadership Development* (\$48,000) & *Staff* (\$26,000) are off-set by lower *Governance* (- \$34,000), Other Income from Grants & Appeal (\$65,000).

2019 – Proposed Operating Budget

(EXHIBIT #4)



PROGRAM: \$ 962,000 (CDP & Mission Grants, Asking, Leadership & HRA's)

ADMINISTRATION: \$1.121 M. (Governance, Staff & Office Expenses)

Budget Detail: EXHIBITS # 5-9
&
Staffing Detail: EXHIBITS S1-S3

Proposed 2019 Operating Expense DETAIL

Congregational Development & Mission Partnerships

(EXHIBIT #5)

	2017 Final	2018 Budget	2018 YEE	2019 Proposed	Change vs. '18 Budget	Change vs. (%)	Change vs. '18 YEE	Notes
<i>Unallocated CDP Grants</i>		\$62,500	\$45,667	\$74,000	\$11,500	18%	\$28,333	<i>Available for new grants</i>
Geneseo, St. Michael's CDG			\$15,000	\$28,000	28000	#DIV/0!	\$13,000	<i>New Grant - approved SEP</i>
St. John's, Sodus CDG	\$15,000	\$36,000	\$36,000	\$27,000	(\$9,000)	-25%	(\$9,000)	
Christ Church Rochester CDG	\$30,000		\$0	\$22,500	\$22,500	#DIV/0!	\$22,500	
2 Saints Rochester - CDG	\$35,000	\$28,000	\$28,000	\$21,000	(\$7,000)	-25%	(\$7,000)	
Clifton Springs, CDG	\$32,000	\$26,000	\$26,000	\$20,000	(\$6,000)	-23%	(\$6,000)	
South Wedge Mission CDP	\$17,000	\$11,000	\$11,000	\$19,000	\$8,000	73%	\$8,000	
St. John's Honeoye Falls - CDG	\$35,000	\$28,000	\$28,000	\$15,000	(\$13,000)	-46%	(\$13,000)	
Ascension Rochester, CDG	\$25,000	\$17,500	\$17,500	\$15,000	(\$2,500)	-14%	(\$2,500)	
Zion, Avon CDP			\$20,000	\$15,000	\$15,000	#DIV/0!	(\$5,000)	<i>New Grant - approved JUN</i>
Scottsville/Caledonia 2012 CDG	\$12,000	\$15,000	\$15,000	\$7,500	(\$7,500)	-50%	(\$7,500)	
St. Peter's, Henrietta 2012 CDG	\$20,000	\$12,000	\$12,000	\$6,000	(\$6,000)	-50%	(\$6,000)	
St. George's, Hilton 2012 CDG	\$16,000	\$12,000	\$3,000		(\$12,000)	-100%	(\$3,000)	<i>Grant TBD</i>
St. Mark's & St. John's, Rochester CDG	\$15,000	\$12,000	\$12,000		(\$12,000)	-100%	(\$12,000)	<i>Grant TBD</i>
St. Luke's, Brockport CDG	\$20,000	\$10,000	\$833		(\$10,000)	-100%	(\$833)	<i>Grant TBD</i>
Savona - Good Shepherd CDP	\$6,000							<i>Grant TBD</i>
Penfield, CDG	\$5,000							
Congregational Development	\$283,000	\$270,000	\$270,000	\$270,000	\$0	0%	\$0	
Global Mission - Sustainable Develop.	\$15,000	\$15,000	\$15,000	\$15,000	\$0	0%	\$0	<i>Grants TBD</i>
Monroe District Grants	\$4,000	\$4,000	\$4,000	\$4,000	\$0	0%	\$0	
Northeast District Grants	\$4,000	\$4,000	\$4,000	\$4,000	\$0	0%	\$0	
Rochester District Grants	\$4,000	\$4,000	\$4,000	\$4,000	\$0	0%	\$0	
Southeast District Grants	\$4,000	\$4,000	\$4,000	\$4,000	\$0	0%	\$0	
Southwest District Grants	\$4,000	\$4,000	\$4,000	\$4,000	\$0	0%	\$0	
Deaf Ministry - Interpreters	\$4,845		\$2,272	\$5,000	\$5,000	#DIV/0!	\$2,728	<i>ASL - Interpreters</i>

Proposed 2019 Operating Expense DETAIL

Partner Mission Grants

(EXHIBIT #6)

	2017 Final	2018 Budget	2018 YEE	2019 Proposed	Change vs. '18 Budget	Change vs. '18 YEE (%)	Notes
Episcopal Senior Life - CHAPLAIN			\$12,000	\$8,000	\$8,000	#DIV/0!	Partner Grant
Sew Green	\$8,800	\$7,200	\$7,200	\$8,000	\$800	11%	Partner Grant
Greater Rochester Summer Learning				\$7,200	\$7,200	#DIV/0!	Partner Grant
RMM - Justice for Farmworkers	\$16,600	\$8,500	\$8,500	\$5,000	(\$3,500)	-41%	Partner Grant
RESOLVE of Rochester	\$4,200	\$4,500	\$4,500	\$4,750	\$250	6%	Partner Grant
St. Peter's, Geneva Arts Academy	\$5,000	\$5,000	\$5,000	\$3,750	(\$1,250)	-25%	Partner Grant
Catholic Charities, Bath (formerly Turning Pt)	\$4,400	\$4,500	\$4,500	\$3,750	(\$750)	-17%	Partner Grant
Genesee Area Campus Ministry - CHAPLAIN	\$4,838	\$4,250	\$4,250	\$3,750	(\$500)	-12%	Partner Grant
Meal and More	\$7,800	\$4,250	\$4,250	\$3,750	(\$500)	-12%	Partner Grant
RAIHN	\$10,500	\$5,000	\$5,000	\$3,750	(\$1,250)	-25%	Partner Grant
Cameron Community Ministries -	\$2,200	\$2,125	\$2,125	\$3,750	\$1,625	76%	Partner Grant
Literacy Volunteers - Yates/Ontario		\$5,000	\$5,000	\$3,750	(\$1,250)	-25%	Partner Grant
Bishop Sheen Ecumenical Housing	\$11,400	\$5,000	\$5,000	\$3,750	(\$1,250)	-25%	Partner Grant
Hands of Hope	\$2,900	\$3,150	\$3,150	\$3,250	\$100	3%	Partner Grant
Lutheran/Episcopal RIT - CHAPLAINCY	\$4,600			\$2,500	\$2,500	#DIV/0!	Partner Grant
Greater Rochester Comm. of Churches	\$1,600	\$2,000	\$2,000	\$1,875	(\$125)	-6%	Partner Grant
KidStart Children's Services, Dansville				\$1,000	\$1,000	#DIV/0!	Partner Grant
Destination Hope & Friendship, Bloomfield				\$950	\$950	#DIV/0!	Partner Grant
SWEM Community Services	\$1,800	\$1,800	\$1,800	\$750	(\$1,050)	-58%	Partner Grant
Family Promise of Ontario Cty		\$8,500	\$8,500		(\$8,500)	-100%	Partner Grant 2018
Literacy Volunteers - Rochester		\$5,000	\$5,000		(\$5,000)	-100%	Partner Grant 2018
Right On Matthew's CRUE		\$3,750	\$1,875		(\$3,750)	-100%	Partner Grant 2018
Nazareth Elementary School Scholarships	\$3,700				\$0	#DIV/0!	Partner Grant 2017
SW Mission - CHURCH PLANT	\$10,500				\$0	#DIV/0!	Partner Grant 2017

Proposed 2019 Operating Expense DETAIL

Parish Mission Grants

(EXHIBIT #7)

	2017 Final	2018 Budget	2018 YEE	2019 Proposed	Change vs. '18 Budget	Change vs. '18 YEE (%)	Change vs. '18 YEE	Notes
Palmyra, Grace House				\$7,600	\$7,600	#DIV/0!	\$7,600	Parish Grant
St. Mark's & St. John's - Farm Stand	\$6,555	\$5,000	\$5,000	\$5,000	\$0	0%	\$0	Parish Grant
Savona - The Shepherd's Cupboard	\$3,150	\$5,000	\$5,000	\$5,000	\$0	0%	\$0	Parish Grant
Webster - Lego Love		\$5,000	\$5,000	\$5,000	\$0	0%	\$0	Parish Grant
Wellsville, Bus Stop Shelter				\$5,000	\$5,000	#DIV/0!	\$5,000	Parish Grant
St. Peter's-Geneva Neighbor's Night	\$7,200	\$5,000	\$5,000	\$3,750	(\$1,250)	-25%	(\$1,250)	Parish Grant
St. Paul's, Roch. - Adopt a Classroom	\$3,150			\$3,750	\$3,750	#DIV/0!	\$3,750	Parish Grant
St. Luke & St. Simon - Jazz Vespers		\$5,000	\$5,000	\$3,450	(\$1,550)	-31%	(\$1,550)	Parish Grant
Canandaigua, Storybook Prison Ministry				\$3,200	\$3,200	#DIV/0!	\$3,200	Parish Grant
St. Mark's & St. John's Kids Club	\$4,930			\$3,000	\$3,000	#DIV/0!	\$3,000	Parish Grant
Sodus, Inclusive Sundays/hearing impaired				\$2,850	\$2,850	#DIV/0!	\$2,850	Parish Grant
Trinity, Geneva - Academic Achievement	\$6,630	\$5,000	\$5,000	\$2,800	(\$2,200)	-44%	(\$2,200)	Parish Grant
Bath, Community Garden				\$2,500	\$2,500	#DIV/0!	\$2,500	Parish Grant
SaturJam Mass				\$2,125	\$2,125	#DIV/0!	\$2,125	Parish Grant
Bloomfield - Peter's Place		\$2,500	\$2,500	\$1,900	(\$600)	-24%	(\$600)	Parish Grant
Avon, Martha's Kitchen				\$1,530	\$1,530	#DIV/0!	\$1,530	Parish Grant
HOPE Luncheon				\$950	\$950	#DIV/0!	\$950	Parish Grant
Henrietta - Storybook Project	\$1,000	\$1,000	\$1,000	\$900	(\$100)	-10%	(\$100)	Parish Grant
Clifton Springs - Coat Giveaway	\$750	\$800	\$800	\$800	\$0	0%	\$0	Parish Grant
Clifton Springs - Party in Bag	\$250	\$200	\$200	\$200	\$0	0%	\$0	Parish Grant
Geneseo R Kids	\$4,250	\$6,500	\$6,500		(\$6,500)	-100%	(\$6,500)	Parish Grant 2018
Rise Camp	\$9,500	\$5,000	\$5,000		(\$5,000)	-100%	(\$5,000)	Parish Grant 2018
Campus Ministry St. Michael's, Geneseo	\$6,750	\$5,000	\$5,000		(\$5,000)	-100%	(\$5,000)	Parish Grant 2018
St. Mark's & St. John's ROC Spirit Ventures		\$5,000	\$5,000		(\$5,000)	-100%	(\$5,000)	Parish Grant 2018
St. John's, Canandaigua-Gleaner's Kitchen	\$4,400				\$0	#DIV/0!	\$0	Parish Grant 2017
Ascension, Tent Revival	\$4,250				\$0	#DIV/0!	\$0	Parish Grant 2017
Zion, Palmyra - Community Dinners	\$1,875				\$0	#DIV/0!	\$0	Parish Grant 2017
Bloomfield - Movie Matinee	\$1,000				\$0	#DIV/0!	\$0	Parish Grant 2017
Scottsville - Tutoring Services	\$500				\$0	#DIV/0!	\$0	Parish Grant 2017
Parish Youth Grants	\$12,303				\$0	#DIV/0!	\$0	Youth Grants 2017
Mission Partnerships	\$219,126	\$170,525	\$182,922	\$174,580	\$4,055	2%	(\$8,342)	

Proposed 2019 Operating Expense DETAIL

D&FMS, Health Benefits and Leadership Development

(EXHIBIT #8)

	2017 Final	2018 Budget	2018 YEE	2019 Proposed	Change vs. '18 Budget	Change vs. '18 YEE (%)	Change vs. '18 YEE	Notes
D&FMS Contribution	\$238,000	\$248,000	\$248,000	\$269,150	\$21,150	9%	\$21,150	
D&FMS Contribution	\$238,000	\$248,000	\$248,000	\$269,150	\$21,150	9%	\$21,150	15% Commitment
Retiree Medical Insurance Premiums	\$3,878	\$1,500	\$1,500	\$1,000	(\$500)	-33%	(\$500)	
Retiree Health Reimbursement Account (HR/	\$60,091	\$58,500	\$58,500	\$59,000	\$500	1%	\$500	
Health Benefits	\$63,969	\$60,000	\$60,000	\$60,000	\$0	0%	\$0	
C.P.E. Program at Strong Hospital	\$3,000	\$3,000	\$3,000	\$3,000	\$0	0%	\$0	
Youth Programs & Events	\$3,693	\$26,000	\$10,000	\$15,000	(\$11,000)	-42%	\$5,000	RISE/Palooza/ROC/College
Deaf Campus Ministry			\$43,000	\$85,000	\$85,000	#DIV/0!	\$42,000	Staff & expenses
CCD - Program / Christian Formation	\$20,201	\$12,000	\$8,000	\$10,000	(\$2,000)	-17%	\$2,000	Updated budget
CCD - Trainers/Coord. / Christian Formation	\$33,353	\$36,000	\$32,000	\$30,000	(\$6,000)	-17%	(\$2,000)	Updated budget
Educational Grants	\$4,445	\$3,000	\$9,500	\$4,500	\$1,500	50%	(\$5,000)	Seminarian Scholarships
Interfaith & Ecumenical Relations: Stipend	\$2,817	\$2,950	\$2,950	\$2,950	\$0	0%	\$0	
Workshops, Programs & Events	\$19,509	\$15,000	\$15,000	\$15,000	\$0	0%	\$0	
Stewardship Training/Programs	\$1,178	\$3,000	\$3,000	\$3,000	\$0	0%	\$0	
Interfaith & Ecumenical Programs	\$1,040	\$3,000	\$3,000	\$3,000	\$0	0%	\$0	
Colgate Rochester Crozer Divinity School	\$7,500	\$7,500	\$7,500	\$7,500	\$0	0%	\$0	
COM: Operating expenses	\$2,031	\$4,000	\$4,000	\$3,500	(\$500)	-13%	(\$500)	COM Est.
COM: Continuing Education Grants	\$1,483	\$4,000	\$4,000	\$3,000	(\$1,000)	-25%	(\$1,000)	3-YR Avg.
St. Paul's/Diocesan Education Series	\$2,500	\$2,500	\$2,500	\$2,500	\$0	0%	\$0	
Leadership Development, Coord.- Stipend	\$17,295	\$17,550	\$7,206	\$0	(\$17,550)	-100%	(\$7,206)	Discontinued role
Youth Leadership Develop. Coord.- Stipend	\$3,928							
Youth Leadership Develop. Coord.- Benefits	\$300							
Leadership Development	\$124,273	\$139,500	\$154,656	\$187,950	\$48,450	35%	\$33,294	Deaf Campus Ministry

Proposed 2019 Operating Expense DETAIL

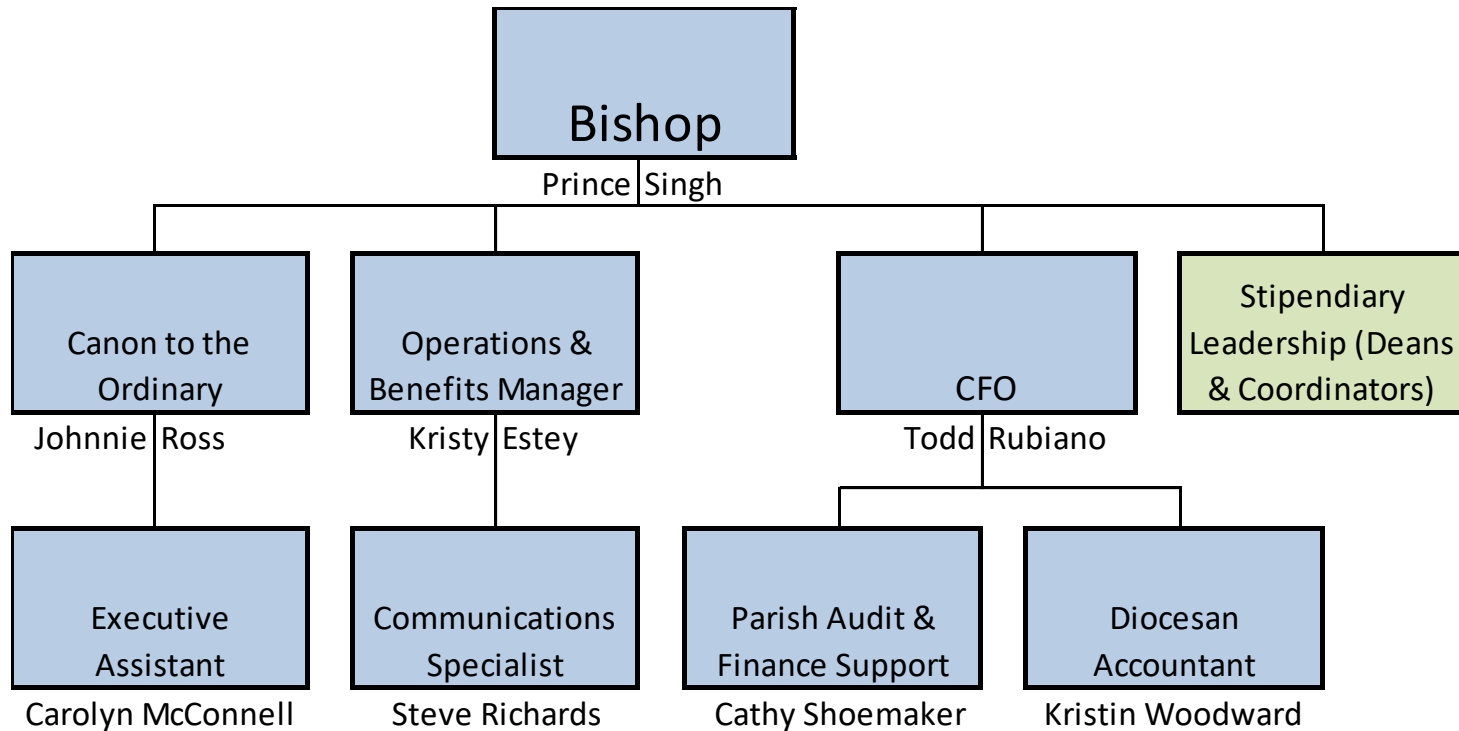
Governance, Staff & Office Expenses

(EXHIBIT #9)

	2017 Final	2018 Budget	2018 YEE	2019 Proposed	Change vs. '18 Budget	Change vs. (%)	Change vs. '18 YEE	Notes
District Deans Stipends	\$25,507	\$25,000	\$25,000	\$25,000	\$0	0%	\$0	
Prison Ministry Committee	\$1,379	\$1,500	\$1,500	\$1,500	\$0	0%	\$0	
Committee on Anti-Racism	\$99	\$1,000	\$1,000	\$1,000	\$0	0%	\$0	
Committee for Gay Ministry	\$75	\$1,000	\$250	\$500	(\$500)	-50%	\$250	Recent Average
Public Policy Committee	\$537	\$1,000	\$500	\$500	(\$500)	-50%	\$0	Recent Average
Diocesan Convention	\$12,143	\$10,000	\$13,000	\$12,000	\$2,000	20%	(\$1,000)	Recent Average
Diocesan Council	\$277	\$1,000	\$500	\$500	(\$500)	-50%	\$0	Recent Average
Standing Committee	\$165	\$1,000	\$250	\$500	(\$500)	-50%	\$250	Recent Average
Trustees & HR	\$599	\$1,000	\$500	\$500	(\$500)	-50%	\$0	Recent Average
Diocesan Audit and Fiscal Manual	\$15,200	\$13,000	\$11,500	\$12,000	(\$1,000)	-8%	\$500	Reduced fees
Province II Assessment/Synod	\$877	\$6,000	\$5,500	\$3,350	(\$2,650)	-44%	(\$2,150)	Previous 3-YR Budget
New York State Community of Churches	\$1,250						\$0	Moved - Misc. Memb./Sponsor.
Deputies to General Convention		\$30,000	\$35,000	\$0	(\$30,000)	-100%	(\$35,000)	Once every 3-yrs.
Legal & Professional Fees	\$16,248	\$12,000	\$16,000	\$12,000	\$0	0%	(\$4,000)	Bolivar costs in 2018
Misc.: Memberships & Sponsorships	\$1,275	\$2,500	\$2,500	\$2,500	\$0	0%	\$0	
Governance	\$75,631	\$106,000	\$113,000	\$71,850	(\$34,150)	-32%	(\$41,150)	General Convention
<i>Diocesan Staff - Salaries</i>	\$613,013	\$630,635	\$642,863	\$645,036	\$14,402	2%	\$2,173	Est. 2.4% increase
<i>Diocesan Staff - Benefits</i>	\$230,277	\$273,500	\$257,000	\$280,300	\$6,800	2%	\$23,300	Health Insurance
<i>Diocesan Staff - Expense</i>	\$41,564	\$34,000	\$37,000	\$39,000	\$5,000	15%	\$2,000	Bishop's Sabbatical
Diocesan Staff	\$884,854	\$938,135	\$936,863	\$964,336	\$26,202	3%	\$27,473	
Telecommunications	\$3,945	\$4,000	\$4,500	\$4,500	\$500	13%	\$0	Current run-rate
Utilities and Taxes	\$4,052							
Office Expense	\$69,606	\$38,000	\$38,000	\$37,000	(\$1,000)	-3%	(\$1,000)	Print charges & payroll
Electronic Maintenance & Lease	\$33,495	\$29,500	\$28,000	\$28,000	(\$1,500)	-5%	\$0	Current run-rate
Diocesan House Maintenance	\$2,175							
Diocesan Insurance	\$12,571	\$12,500	\$12,500	\$13,500	\$1,000	8%	\$1,000	Rate increase est.
Communications /Public Relations	\$1,976	\$2,000	\$2,000	\$2,000	\$0	0%	\$0	
Office Expense	\$127,820	\$86,000	\$85,000	\$85,000	(\$1,000)	-1%	\$0	

2019 Staffing

(EXHIBIT S1) Diocesan Staff Roles



There are currently seven stipendiary leadership roles: Five District Deans and two Coordinators (College for Congregational Development and Ecumenical & Interfaith Relations).

Proposed 2019 Staffing

(EXHIBIT S2) Diocesan Salary Ranges

	SALARY RANGE (FT)		
	Min.	Midpoint	Max.
POSITION (* includes SECA allowance):			
<i>Bishop *</i>	125,000	150,000	175,000
<i>Canon to the Ordinary *</i>	80,000	100,000	120,000
<i>Rector/Priest in Charge (ASA > 400) *</i>	106,076	132,595	159,114
<i>Rector/Priest in Charge (ASA 225-400) *</i>	92,240	115,300	138,360
<i>Rector/Priest in Charge (ASA 141-224) *</i>	78,404	98,005	117,606
<i>Rector/Priest in Charge (ASA 75-140) *</i>	64,568	80,710	96,852
<i>Rector/Priest in Charge (ASA < 75) *</i>	50,732	63,415	76,098
Chief Financial Officer, CFO	73,600	92,000	110,400
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
Communications Specialist	42,000	52,500	63,000
Executive Assistant	31,200	41,600	52,000

Salary ranges are established for all Diocesan positions based on current market compensation data (** clergy data from the Church Pension Group includes SECA allowance*).

Proposed 2019 Staffing

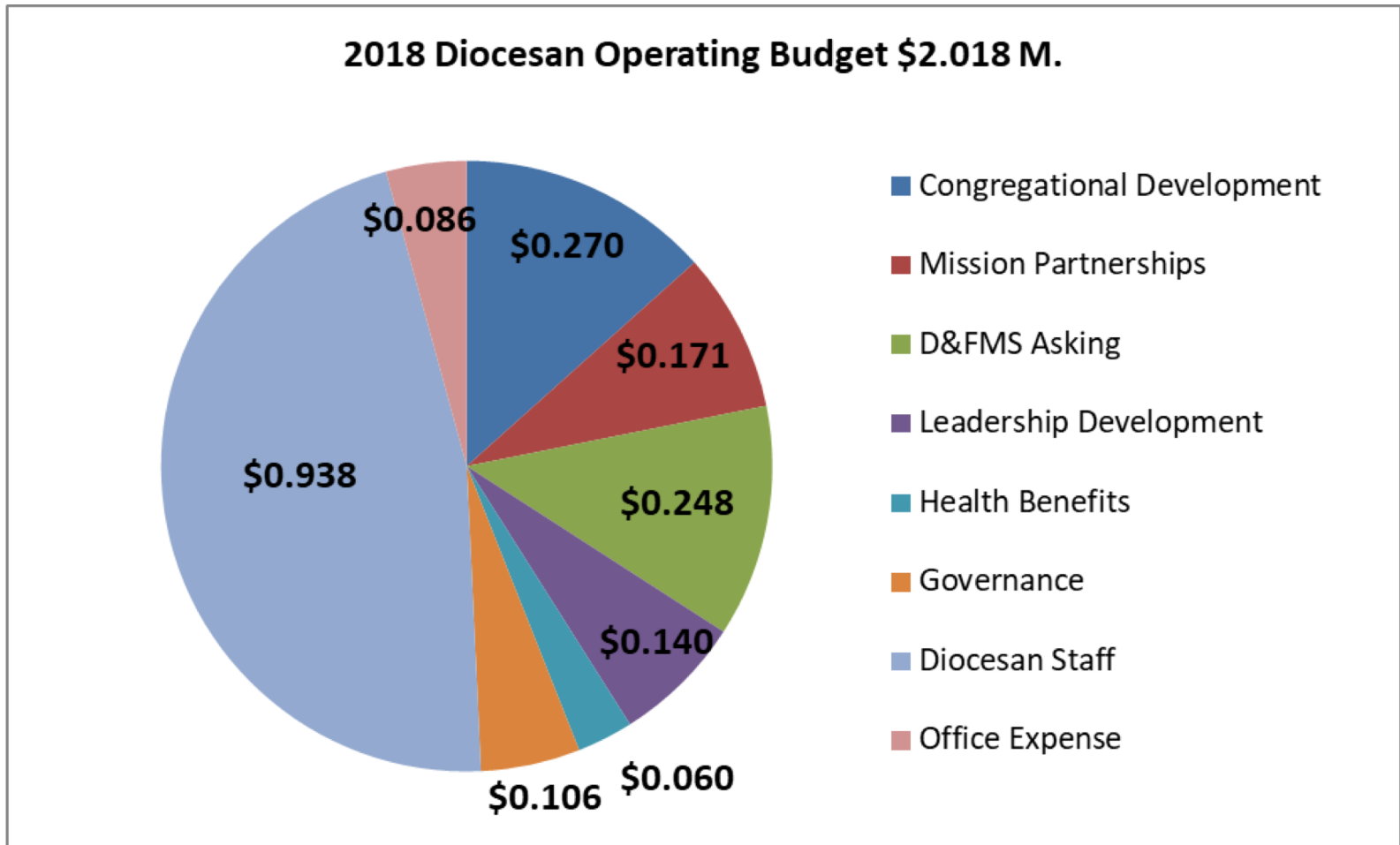
(EXHIBIT S3) Diocesan Staff: Total Compensation

POSITION (* includes SECA allowance):	2019 FTE	2019 TOTAL	Expense Reimbursement
<i>Bishop *</i>	1.0	\$198,740	\$20,000
<i>Canon to the Ordinary *</i>	1.0	\$144,720	\$10,000
Chief Financial Officer, CFO	1.0	\$139,380	\$1,500
Diocesan Operations & Benefits Manager	1.0	\$85,700	\$1,500
Parish Audit & Finance	1.0	\$82,800	\$1,500
Diocesan Accountant	1.0	\$90,920	\$1,500
Communications Specialist	1.0	\$94,640	\$1,500
Executive Assistant	1.0	\$79,204	\$1,500
TOTAL Compensation:	8.00	\$916,104	\$39,000
Pool for potential salary increases (eff. 7/1/19)		\$7,732	
Expense Reimbursement		\$39,000	
NYS Unemployment Insurance (budget)		\$1,500	
TOTAL Diocesan Staff Budget		\$964,336	

- **Total Compensation includes:** Salary, Housing, *SECA, FICA, pension contributions, car allowance (bishop), life, disability & health insurance.
- **Reimbursed expenses include:** Travel, continuing education, sabbatical, etc.
- Pool for salary increases based on: 2.4% of payroll (effective 7/1/19)

Back-up Slides

2018 Operating Budget



PROGRAM: \$ 888,000 (CDP & Mission Grants, Asking, Leadership & HRA's)

ADMINISTRATION: \$1.130 M. (Governance, Staff & Office Expenses)

Diocesan Council Budget: **Process**

JAN - Review preliminary 2017 budget & draw results. Begin to consider budget topics/issues for 2019 and review process.

FEB - Review final '17 results, any '18 changes, & 3-YR baseline budget projections (2019 – 2021). Committees & staff begin developing 2019 budgets (CDPC, MPC, Budget & Others).

MAR – Trustees approve 2019 draw. Begin review of Apportionment and discuss spending priorities.

APR - Review Q1 '18 performance. Finalize 2019 apportionment vs. spending priorities/options. Joint Steering meeting with Trustees.

MAY –Approve 1st DRAFT 2019 budget, apportionment & communications plan. Publish 1st DRAFT budget.

Diocesan Council Budget: **Process**

JUN – Gather feedback on **1st DRAFT Budget Meetings:**

- *St. Peter's, Henrietta (6/5/18)*
- *St. Thomas, Bath (6/6/18)*

JUL & AUG – Consider changes for 2nd DRAFT/Proposed Budget

SEP – Review feedback, integrate changes & approve **PROPOSED** 2019 Budget *(9/18/18)*

OCT - Review Proposed 2019 Budget, Pre-Convention Meetings:

- *St. Peter's, Henrietta (10/2/18)*
- *St. Peter's, Dansville (10/3/18)*
- Approve budget at Convention *(10/27/18)*