

1st DRAFT 2019 Budget & Apportionment (05/24/18)



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

FOCUS: *Relationship, Leadership & Stewardship*

Diocesan Council Budget: **Process**

(EXHIBIT #1)

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

FEB - Review final 2017 results, any 2018 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 2018 performance. Finalize apportionment for 2019 vs. spending priorities/options.

MAY –Approve 1st DRAFT 2019 budget, apportionment & communications plan. Joint Steering meeting with Trustees. Publish 1st DRAFT budget.

Diocesan Council Budget: **Process**

(EXHIBIT #1)

JUN – Gather feedback on **1st DRAFT Diocesan-wide Meetings:**

- *St. Peter's, Henrietta (6/5/18) @ 6:00 PM*
- *St. Thomas, Bath (6/6/18) @ 6:00 PM*

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

SEP – Review feedback, integrate changes & approve PROPOSED 2019 Budget

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)*

Apportionment

(EXHIBIT #2)

PARISH INCOME RANGES & RATES:

<i>Operating Income (Line A):</i>	<i>Rate</i>
< \$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%

- For the past 5 years we've used this formula, along with a 5% "Cap & Floor" to limit the maximum increase/decrease for any parish, year over year.

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

- Facilitates moving apportionment *towards* a 10% Tithe
- Eliminates dips & spikes in the current "step" function, when parish income moves from one rate range to another.

Diocesan Apportionment

(EXHIBIT #2)

EXAMPLE: Parish Operating Income increases 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	\$ 49,500	9%	\$ 4,455	10-15.5%	\$ 4,950
2017	\$ 50,500	11%	\$ 5,555	10-15.5%	\$ 5,050
Change	\$ 1,000		\$ 1,100		\$ 100
	2.0%		24.7%		2.0%

Diocesan Apportionment

(EXHIBIT #2) Move to a simpler formula in 2019

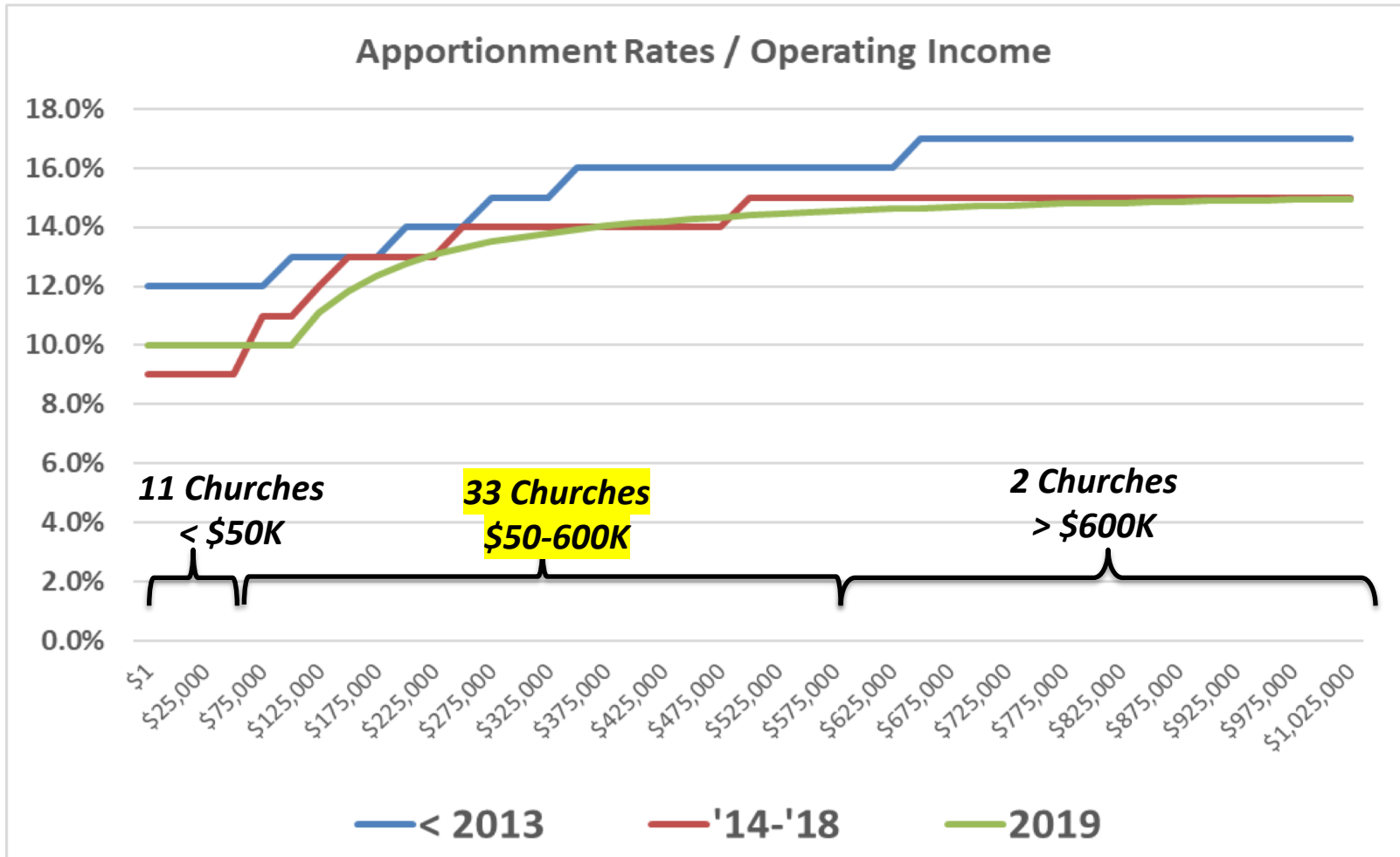
IMPACT ON SMALL CHURCHES (Average Operating Income ~ \$28,000)

- Difference between 9% rate & 10% rate = \$280
- With a 3% cap, the annual increase is limited to \$76,
- .. And it will take about 4 years to move from 9% to 10%

<i>Parish Apportionment:</i>	2016	2017	2018	2019		
	Operating Income	Operating Income	Actual Apportionment	Apportionment Cap & Floor (+/-)	Change vs. 2018 (\$)	Change vs. 2018 (%)
				3.0%		
Hilton, St. George's	96,049	99,440	8,528	8,784	256	3.0%
Hornell, Christ Church	103,403	96,710	11,457	11,113	(344)	-3.0%
Rochester, St. Stephen's	77,018	83,370	9,246	8,969	(277)	-3.0%
Watkins Glen, St. James'	66,558	63,115	7,321	7,102	(220)	-3.0%
Wellsville, St. John's	46,766	52,205	5,096	5,221	124	2.4%
Addison, Redeemer	44,261	45,712	3,390	3,492	102	3.0%
Bloomfield, St. Peter's	35,173	43,297	3,166	3,261	95	3.0%
Branchport, St. Luke's	39,320	35,330	3,872	3,756	(116)	-3.0%
Sodus, St. John's	96,503	33,530	7,290	7,071	(219)	-3.0%
Caledonia, St. Andrew's	26,876	28,344	2,419	2,491	73	3.0%
Savona, Good Shepherd	34,472	28,263	2,837	2,826	(10)	-0.4%
Cuba, Christ Church	18,198	19,445	1,466	1,510	44	3.0%
Catharine, St. John's	28,495	17,737	2,751	2,668	(83)	-3.0%
Angelica, St. Paul's	12,016	12,124	915	943	27	3.0%
Canaseraga, Trinity	6,375	9,036	780	804	23	3.0%

Diocesan Apportionment

(EXHIBIT #3) Historical Apportionment Rates



2019 Simplified Formula smooths out the previous “step” rates

2019 Apportionment

(EXHIBIT #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	<i>\$8,151,615</i>	<i>-2.0%</i>	\$998,160	12.2%	\$25,857
2019	<i>\$8,314,648</i>	<i>2.0%</i>	\$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 minimizes your changes year-to-year

2019-2023 Diocesan Budget & Draw Projections

(EXHIBIT #4)

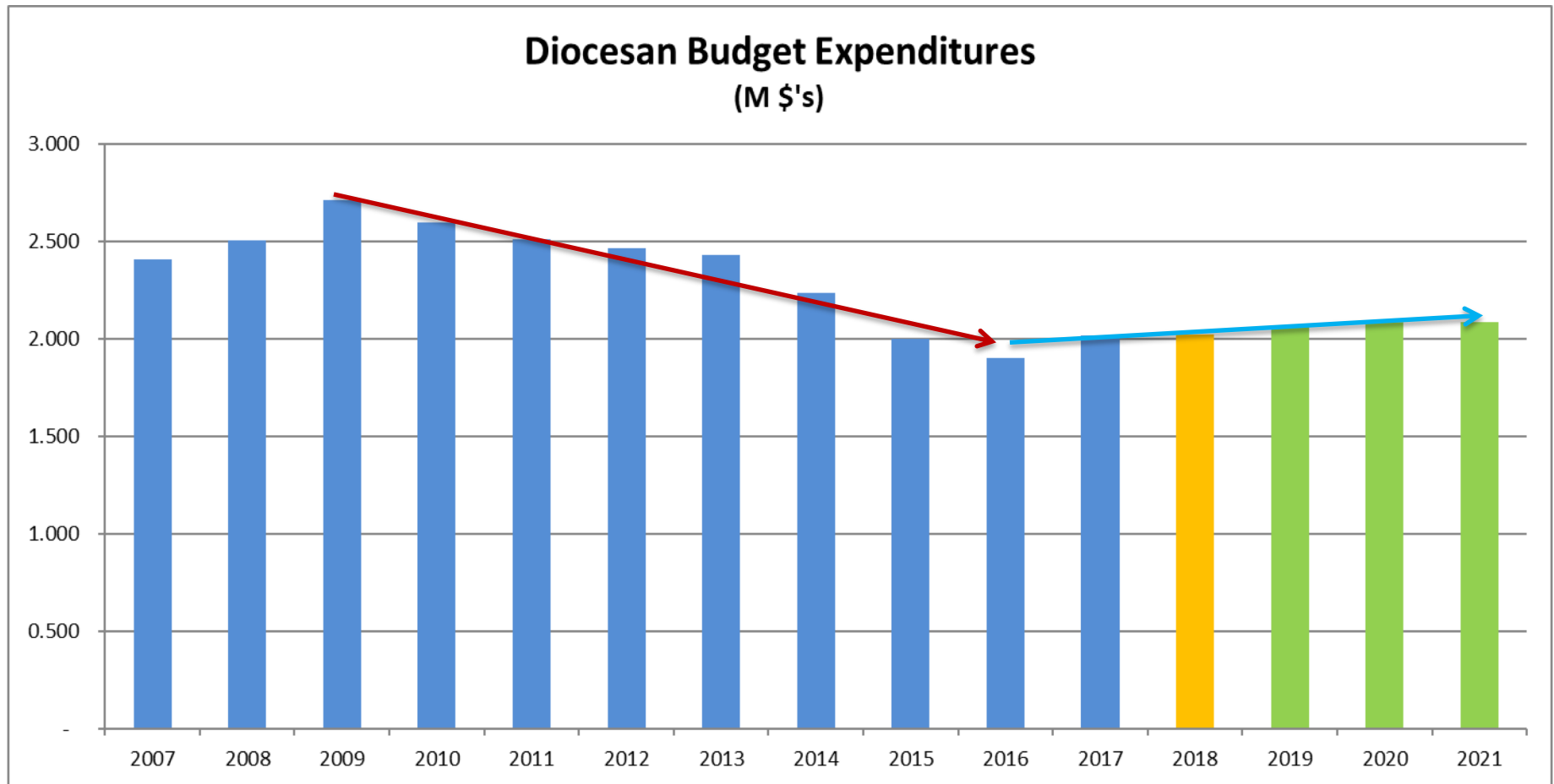
Adjusted for FHFO & Capital	YEE *	Budget	Budget	Projections				Assumptions:
	2017	2018	2019	2020	2021	2022	2023	
Diocesan Budget:								
Apportionment	\$0.972	\$0.995	\$1.014	\$1.025	\$1.035	\$1.045	\$1.056	1.0% Annual growth rate
Draw from Investments	\$0.905	\$0.970	\$0.970	\$0.971	\$0.972	\$0.974	\$0.975	
Loan Interest	\$0.058	\$0.057	\$0.040	\$0.039	\$0.038	\$0.036	\$0.035	2.9% Avg. yield
Other Income	\$0.008	\$0.000	\$0.048	\$0.050	\$0.040	\$0.030	\$0.025	NEW Grants
TOTAL INCOME	\$1.943	\$2.022	\$2.072	\$2.085	\$2.085	\$2.085	\$2.091	
							0.3%	
TOTAL EXPENSE	\$2.016	\$2.022	\$2.072	\$2.085	\$2.085	\$2.085	\$2.091	
NET SURPLUS/(DEFICIT)	(0.073)	0.000	0.000	0.000	0.000	0.000	0.000	
Net Draw / Fin. Assets:	\$1.035	\$1.027	\$1.010	1.010	1.010	1.010	1.010	
Net Financial Assets	\$22.539	\$22.458	\$22.540	\$22.627	\$22.719	\$22.816	\$22.919	
Trailing, Audited 5-YR Avg.	\$19.9	\$19.6	\$20.2	\$20.8	\$21.1	\$21.5	\$22.1	
(% Trailing 5-YR Avg.)	5.2%	5.2%	5.0%	4.9%	4.8%	4.7%	4.6%	
Current Draw/Cash & Investments	4.8%	4.7%	4.6%	4.6%	4.6%	4.5%	4.5%	Draw => 4%
	CYE	PYE						

Key Assumptions (next 5 Years):

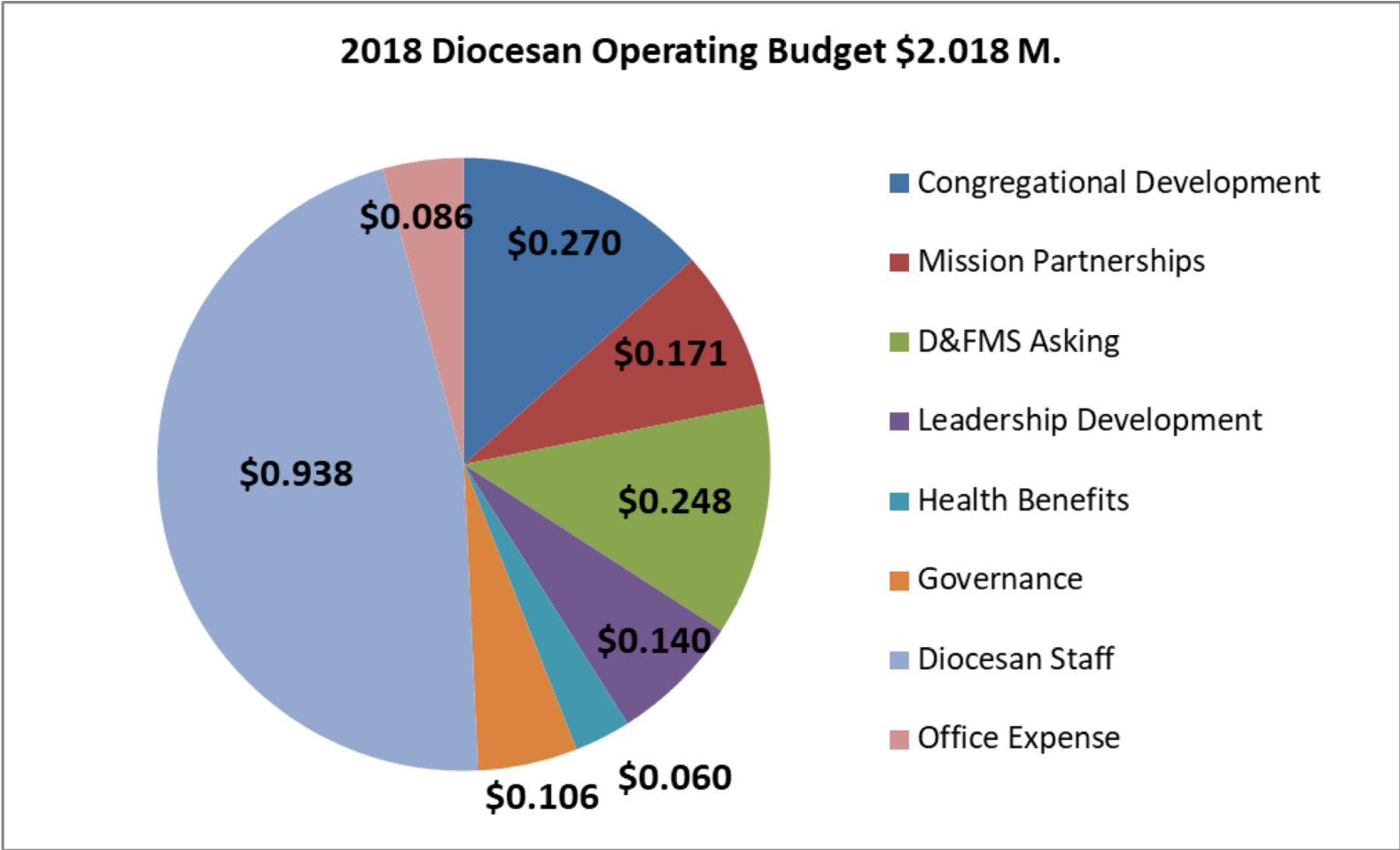
- Apportionment grows 1% per year & Draw remains flat (\$1.010 M.)
- Return on investments average 5%, loans yield 3.0 % and continue declining
- Trailing 5-Year Draw = 5.0% & Current draw rates average ~ 4.6 %

Diocesan Budget Expenditures

2007-17 Actual, 2018 Budget, 2019-21 Projected
(EXHIBIT #5)



2018 Approved Operating Budget (EXHIBIT #5)



PROGRAM: \$ 888,000 (CDP & Mission Grants, Asking, Leadership & HRA's)
ADMINISTRATION: \$1.130 M. (Governance, Staff & Office Expenses)

2019 Operating Budget – 1st DRAFT (EXHIBIT #6)

<i>2019 1st DRAFT</i>	2017 Actual	% of Budget	2018 Budget	% of Budget	2019 Budget	% of Budget	Change vs. 2018 (\$'s) (%)		Notes
<i>Apportionment</i>	\$972,305		\$995,160		\$1,014,366	49%	\$19,207	2%	<i>Increase in Parish Income Approved by Trustees Grants: DeafCampus Ministry</i>
<i>Draw from Investments</i>	\$962,893		\$1,023,000		\$1,006,000	49%	(\$17,000)	-2%	
<i>Other Income</i>	\$7,865		\$0		\$47,600	2%	\$47,600		
Total Operating Income	\$1,943,063		\$2,018,160		\$2,067,966		\$49,807	2.5%	<i>Grants: DeafCampus Ministry</i>
Congregational Development	\$283,000	14%	\$270,000	13%	\$270,000	13%	\$0	0%	<i>Pending CDP review</i>
Mission Partnerships	\$214,281	11%	\$170,525	8%	\$170,000	8%	(\$525)	0%	<i>Pending MPC review</i>
D&FMS (The Episcopal Church)	\$238,000	12%	\$248,000	12%	\$270,000	13%	\$22,000	9%	<i>Move to 15% commitment</i>
Health Benefits	\$63,969	3%	\$60,000	3%	\$60,000	3%	\$0	0%	<i>\$900/participant</i>
Leadership Development	\$128,018	6%	\$139,500	7%	\$204,500	10%	\$65,000	47%	<i>Deaf /Campus Ministry</i>
Governance	\$75,631	4%	\$106,000	5%	\$79,500	4%	(\$26,500)	-25%	<i>Prov II/Gen. Conv.</i>
<i>Diocesan Staff - Salaries</i>	\$613,013		\$630,635		\$645,700		\$15,065	2.4%	<i>Estimate: +2.4%</i>
<i>Diocesan Staff - Benefits</i>	\$230,277	38%	\$273,500	43%	\$280,100	43%	\$6,600	2.4%	<i>Est. health Ins. +7.0%</i>
<i>Diocesan Staff - Expense</i>	\$41,564		\$34,000		\$39,000		\$5,000	14.7%	<i>Bishop's Sabbatical</i>
Diocesan Staff	\$884,854	44%	\$938,135	46%	\$964,800	46%	\$26,665	2.8%	
Office Expense	\$127,820	6%	\$86,000	4%	\$87,000	4%	\$1,000	1%	<i>Insurance</i>
Total Operating Expense	\$2,015,573	100%	\$2,018,160	100%	\$2,105,800	100%	\$87,640	4.3%	
Operating Surplus/Deficit	(\$72,510)		\$0		(\$37,834)				
Non-operating Draw & Expense	(\$36,652)		\$4,000		\$4,000		\$0	0%	<i>Capital</i>
TOTAL EXPENDITURES	\$1,978,921		\$2,022,160		\$2,109,800		\$87,640	4%	

Increases in *D&FMS* (\$22,000), *Leadership Development* (\$65,000) & *Staff* (\$26,665) are partially off-set by lower *Governance* (- \$26,500), resulting in \$38,000 deficit.

1st DRAFT 2019 Operating Expense (EXHIBIT #6)

<i>2019 1st DRAFT</i>	2017 Actual	2018 Budget	2019 Budget	Change vs. 2018 (\$'s) (%)		Notes
Congregational Development	\$283,000	\$270,000	\$270,000	\$0	0%	<i>Pending CDP review</i>
Mission Partnerships	\$214,281	\$170,525	\$170,000	(\$525)	0%	<i>Pending MPC review</i>
D&FMS (The Episcopal Church)	\$238,000	\$248,000	\$270,000	\$22,000	9%	<i>Move to 15% commitment</i>
Health Benefits	\$63,969	\$60,000	\$60,000	\$0	0%	<i>\$900/participant</i>
Deaf /Campus Ministry	\$4,845	\$0	\$72,000	\$72,000	#DIV/0!	<i>New Grant funding</i>
CCD - Trainers/Coord. Stipend	\$33,353	\$36,000	\$30,000	(\$6,000)	-17%	<i>Updated budget</i>
CCD - Net Program Costs	\$20,201	\$12,000	\$10,000	(\$2,000)	-17%	<i>Updated budget</i>
Educational Grants	\$4,445	\$3,000	\$6,000	\$3,000	100%	<i>Seminarian Scholarships</i>
COM: Operating expenses	\$2,031	\$4,000	\$3,000	(\$1,000)	-25%	<i>3-YR Avg.</i>
COM: Continuing Education Grants	\$1,483	\$4,000	\$3,000	(\$1,000)	-25%	<i>3-YR Avg.</i>
Leadership Development	\$128,018	\$139,500	\$204,500	\$65,000	47%	<i>Deaf /Campus Ministry</i>
Legal & Professional Fees	\$16,248	\$12,000	\$15,000	\$3,000	25%	<i>HRA Actuarial work</i>
Diocesan Convention	\$12,143	\$10,000	\$12,000	\$2,000	20%	<i>5-YR Average</i>
Province II Assessment/Synod	\$877	\$6,000	\$4,500	(\$1,500)	-25%	<i>\$6,214 less 28%</i>
Deputies to General Convention		\$30,000	\$0	(\$30,000)	-100%	
Governance	\$75,631	\$106,000	\$79,500	(\$26,500)	-25%	<i>Prov II/Gen. Conv.</i>
Diocesan Staff - Salaries	\$613,013	\$630,635	\$645,700	\$15,065	2.4%	<i>Estimate: +2.4%</i>
Diocesan Staff - Benefits	\$230,277	\$273,500	\$280,100	\$6,600	2.4%	<i>Est. health Ins. +7.0%</i>
Diocesan Staff - Expense	\$41,564	\$34,000	\$39,000	\$5,000	14.7%	<i>Bishop's Sabbatical</i>
Diocesan Staff	\$884,854	\$938,135	\$964,800	\$26,665	2.8%	
Office Expense	\$127,820	\$86,000	\$87,000	\$1,000	1%	<i>Insurance</i>
Total Operating Expense	\$2,015,573	\$2,018,160	\$2,105,800	\$87,640	4.3%	
Operating Surplus/Deficit		(\$72,510)	\$0	(\$37,834)		

1st DRAFT 2019 Operating Expense DETAIL

Congregational Development & Mission Partnerships (EXHIBIT #7)

<i>2019 1st DRAFT</i>	2017 Actual	2018 Budget	2019 Budget	Change vs. 2018 (\$'s) (%)		Notes
<i>Unallocated CDP Grants</i>		\$62,500	\$270,000	\$207,500	332%	ALL Grants TBD
St. John's, Sodus CDG	\$15,000	\$36,000		(\$36,000)	-100%	
2 Saints Rochester - CDG	\$35,000	\$28,000		(\$28,000)	-100%	
St. John's Honeoye Falls - CDG	\$35,000	\$28,000		(\$28,000)	-100%	
Clifton Springs, CDG	\$32,000	\$26,000		(\$26,000)	-100%	
Ascension Rochester, CDG	\$25,000	\$17,500		(\$17,500)	-100%	
Scottsville/Caledonia 2012 CDG	\$12,000	\$15,000		(\$15,000)	-100%	
St. Peter's, Henrietta 2012 CDG	\$20,000	\$12,000		(\$12,000)	-100%	
St. George's, Hilton 2012 CDG	\$16,000	\$12,000		(\$12,000)	-100%	
St. Mark's & St. John's, Rochester CDG	\$15,000	\$12,000		(\$12,000)	-100%	
South Wedge Mission CDP	\$17,000	\$11,000		(\$11,000)	-100%	
St. Luke's, Brockport CDG	\$20,000	\$10,000		(\$10,000)	-100%	
Christ Church Rochester CDG	\$30,000					
Savona - Good Shepherd CDP	\$6,000					
Penfield, CDG	\$5,000					
Schuyler County Churches						
Mission In-site						
St. Stephen's Rochester - CDG						
Rochester/Trinity Greece Redevelopment						
Congregational Development	\$283,000	\$270,000	\$270,000	\$0	0%	Pending CDP review
<i>Parish Grants - Unallocated</i>			\$67,500	\$67,500	#DIV/0!	ALL Grants TBD
<i>Outside Partner Grants - Unallocated</i>			\$67,500	\$67,500	#DIV/0!	ALL Grants TBD
Global Mission - Sustainable Dev. Grants	\$15,000	\$15,000	\$15,000	\$0	0%	
Monroe District Grants	\$4,000	\$4,000	\$4,000	\$0	0%	
Northeast District Grants	\$4,000	\$4,000	\$4,000	\$0	0%	
Rochester District Grants	\$4,000	\$4,000	\$4,000	\$0	0%	
Southeast District Grants	\$4,000	\$4,000	\$4,000	\$0	0%	
Southwest District Grants	\$4,000	\$4,000	\$4,000	\$0	0%	
Mission Partnerships	\$214,281	\$170,525	\$170,000	(\$525)	0%	Pending MPC review

1st DRAFT 2019 Operating Expense DETAIL

2018 Mission Grant Awards (EXHIBIT #7)

<i>2019 1st DRAFT</i>	2017 Actual	2018 Budget	2019 Budget	Change vs. 2018 (\$'s) (%)	Notes
RMM - Justice for Farmworkers	\$16,600	\$8,500		(\$8,500) -100%	<i>Outside Partner Grant</i>
Family Promise of Ontario Cty		\$8,500		(\$8,500) -100%	<i>Outside Partner Grant</i>
Sew Green	\$8,800	\$7,200		(\$7,200) -100%	<i>Outside Partner Grant</i>
Bishop Sheen Ecumenical Housing	\$11,400	\$5,000		(\$5,000) -100%	<i>Outside Partner Grant</i>
RAIHN	\$10,500	\$5,000		(\$5,000) -100%	<i>Outside Partner Grant</i>
Literacy Volunteers - Rochester		\$5,000		(\$5,000) -100%	<i>Outside Partner Grant</i>
Literacy Volunteers - Yates/Ontario		\$5,000		(\$5,000) -100%	<i>Outside Partner Grant</i>
Catholic Charities, Bath (formerly Turning Point)	\$4,400	\$4,500		(\$4,500) -100%	<i>Outside Partner Grant</i>
RESOLVE of Rochester	\$4,200	\$4,500		(\$4,500) -100%	<i>Outside Partner Grant</i>
Meal and More	\$7,800	\$4,250		(\$4,250) -100%	<i>Outside Partner Grant</i>
Genesee Area Campus Ministry - CHAPLAINCY	\$4,838	\$4,250		(\$4,250) -100%	<i>Outside Partner Grant</i>
Right On Matthew's CRUE		\$3,750		(\$3,750) -100%	<i>Outside Partner Grant</i>
Hands of Hope	\$2,900	\$3,150		(\$3,150) -100%	<i>Outside Partner Grant</i>
Cameron Community Ministries -	\$2,200	\$2,125		(\$2,125) -100%	<i>Outside Partner Grant</i>
Greater Rochester Comm. of Churches	\$1,600	\$2,000		(\$2,000) -100%	<i>Outside Partner Grant</i>
SWEM Community Services	\$1,800	\$1,800		(\$1,800) -100%	<i>Outside Partner Grant</i>
Geneseo R Kids - SUNY	\$4,250	\$6,500		(\$6,500) -100%	<i>Parish Grant</i>
Rise Camp	\$9,500	\$5,000		(\$5,000) -100%	<i>Parish Grant</i>
St. Peter's-Geneva Neighbor's Night	\$7,200	\$5,000		(\$5,000) -100%	<i>Parish Grant</i>
Campus Ministry St. Michael's, Geneseo	\$6,750	\$5,000		(\$5,000) -100%	<i>Parish Grant</i>
Trinity, Geneva - Academic Achievement	\$6,630	\$5,000		(\$5,000) -100%	<i>Parish Grant</i>
St. Mark's & St. John's - Farm Stand	\$6,555	\$5,000		(\$5,000) -100%	<i>Parish Grant</i>
St. Peter's, Geneva Arts Academy	\$5,000	\$5,000		(\$5,000) -100%	<i>Parish Grant</i>
Savona - The Shepherd's Cupboard	\$3,150	\$5,000		(\$5,000) -100%	<i>Parish Grant</i>
St. Mark's & St. John's ROC Spirit Ventures		\$5,000		(\$5,000) -100%	<i>Parish Grant</i>
Webster - Lego Love		\$5,000		(\$5,000) -100%	<i>Parish Grant</i>
St. Luke & St. Simon - Jazz Vespers		\$5,000		(\$5,000) -100%	<i>Parish Grant</i>
Bloomfield - Peter's Place		\$2,500		(\$2,500) -100%	<i>Parish Grant</i>
Henrietta - Storybook Project	\$1,000	\$1,000		(\$1,000) -100%	<i>Parish Grant</i>
Clifton Springs - Coat Giveaway	\$750	\$800		(\$800) -100%	<i>Parish Grant</i>
Clifton Springs - Party in Bag	\$250	\$200		(\$200) -100%	<i>Parish Grant</i>

1st DRAFT 2019 Operating Expense DETAIL

D&FMS, Health Benefits and Leadership Development (EXHIBIT #8)

<i>2019 1st DRAFT</i>	2017 Actual	2018 Budget	2019 Budget	Change vs. 2018 (\$'s) (%)		Notes
Domestic & Foreign Missionary Society (D&FMS)	\$238,000	\$248,000	\$270,000	\$22,000	9%	
D&FMS (The Episcopal Church)	\$238,000	\$248,000	\$270,000	\$22,000	9%	Move to 15% commitment
Retiree Health Reimbursement Account (HRA)	\$60,091	\$58,500	\$59,000	\$500	1%	
Retiree Medical Insurance Premiums	\$3,878	\$1,500	\$1,000	(\$500)	-33%	
Health Benefits	\$63,969	\$60,000	\$60,000	\$0	0%	\$900/participant
Youth & Young Adult Programs	\$2,793	\$26,000	\$26,000	\$0	0%	Impact of grants TBD
Deaf /Campus Ministry	\$4,845	\$0	\$72,000	\$72,000	#DIV/0!	New Grant funding
CCD - Trainers/Coord. Stipend	\$33,353	\$36,000	\$30,000	(\$6,000)	-17%	Updated budget
CCD - Net Program Costs	\$20,201	\$12,000	\$10,000	(\$2,000)	-17%	Updated budget
Leadership Development, Coordinator - Stipend	\$17,295	\$17,550	\$17,550	\$0	0%	
Workshops, Programs & Events	\$19,309	\$15,000	\$15,000	\$0	0%	
Colgate Rochester Crozer Divinity School	\$7,500	\$7,500	\$7,500	\$0	0%	
C.P.E. Program at Strong Hospital	\$3,000	\$3,000	\$3,000	\$0	0%	
Educational Grants	\$4,445	\$3,000	\$6,000	\$3,000	100%	Seminarian Scholarships
Stewardship Training/Programs	\$1,178	\$3,000	\$3,000	\$0	0%	
Interfaith & Ecumenical Programs	\$1,040	\$3,000	\$3,000	\$0	0%	
Interfaith & Ecumenical Relations: Stipend	\$2,817	\$2,950	\$2,950	\$0	0%	
COM: Operating expenses	\$2,031	\$4,000	\$3,000	(\$1,000)	-25%	3-YR Avg.
COM: Continuing Education Grants	\$1,483	\$4,000	\$3,000	(\$1,000)	-25%	3-YR Avg.
St. Paul's/Diocesan Education Series	\$2,500	\$2,500	\$2,500	\$0	0%	
Youth Leadership Development Coord.- Stipend	\$3,928					
Youth Leadership Development Coord.- Benefits	\$300					
Leadership Development	\$128,018	\$139,500	\$204,500	\$65,000	47%	Deaf /Campus Ministry

1st DRAFT 2019 Operating Expense DETAIL

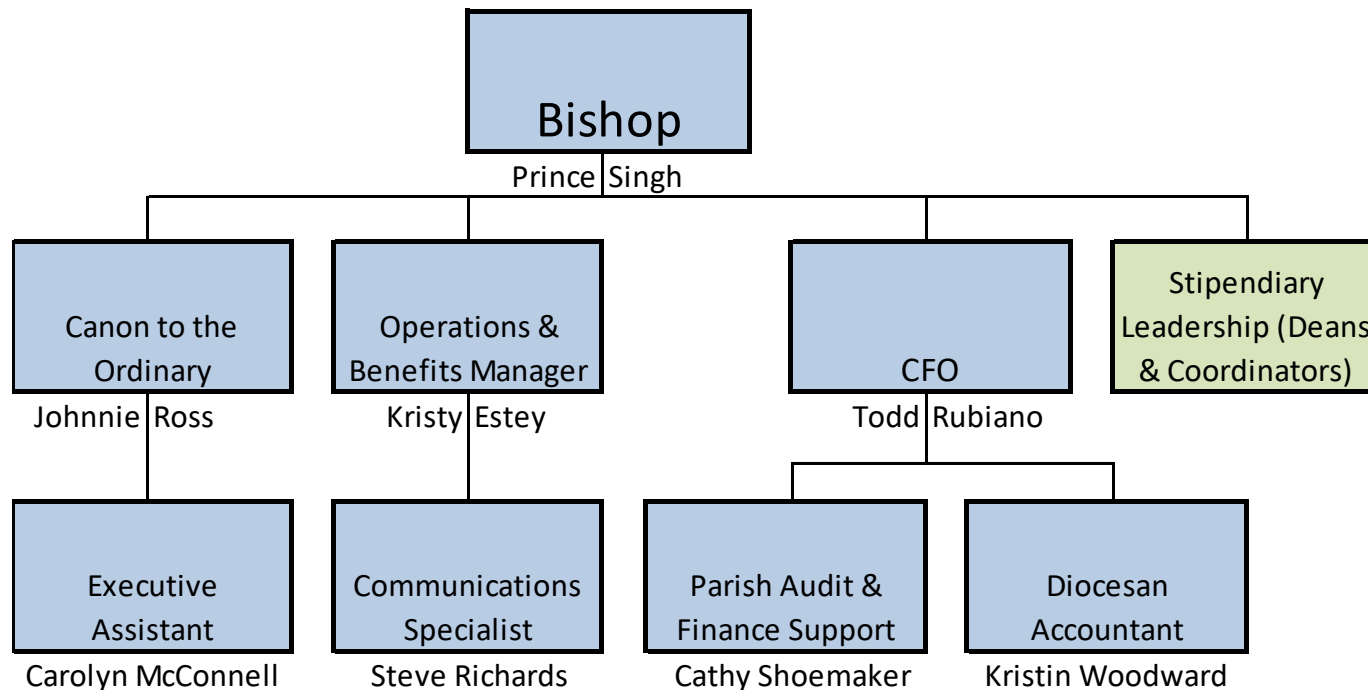
Governance, Staff & Office Expenses (EXHIBIT #8)

<i>2019 1st DRAFT</i>	2017 Actual	2018 Budget	2019 Budget	Change vs. 2018 (\$'s) (%)		Notes
District Deans Stipends	\$25,507	\$25,000	\$25,000	\$0	0%	
Legal & Professional Fees	\$16,248	\$12,000	\$15,000	\$3,000	25%	<i>HRA Actuarial work</i>
Diocesan Audit and Fiscal Manual	\$15,200	\$13,000	\$13,000	\$0	0%	
Diocesan Convention	\$12,143	\$10,000	\$12,000	\$2,000	20%	<i>5-YR Average</i>
Province II Assessment/Synod	\$877	\$6,000	\$4,500	(\$1,500)	-25%	<i>\$6,214 less 28%</i>
Misc.: Memberships & Sponsorships	\$1,275	\$2,500	\$2,500	\$0	0%	
Prison Ministry Committee	\$1,379	\$1,500	\$1,500	\$0	0%	
Trustees & HR	\$599	\$1,000	\$1,000	\$0	0%	
Public Policy Committee	\$537	\$1,000	\$1,000	\$0	0%	
Diocesan Council	\$277	\$1,000	\$1,000	\$0	0%	
Standing Committee	\$165	\$1,000	\$1,000	\$0	0%	
Committee on Anti-Racism	\$99	\$1,000	\$1,000	\$0	0%	
Committee for Gay and Lesbian Ministry	\$75	\$1,000	\$1,000	\$0	0%	
Deputies to General Convention		\$30,000	\$0	(\$30,000)	-100%	
New York State Community of Churches	\$1,250					
Governance	\$75,631	\$106,000	\$79,500	(\$26,500)	-25%	<i>Prov II/Gen. Conv.</i>
<i>Diocesan Staff - Salaries</i>	\$613,013	\$630,635	\$645,700	\$15,065	2.4%	<i>Estimate: +2.4%</i>
<i>Diocesan Staff - Benefits</i>	\$230,277	\$273,500	\$280,100	\$6,600	2.4%	<i>Est. health Ins. +7.0%</i>
<i>Diocesan Staff - Expense</i>	\$41,564	\$34,000	\$39,000	\$5,000	14.7%	<i>Bishop's Sabbatical</i>
Diocesan Staff	\$884,854	\$938,135	\$964,800	\$26,665	2.8%	
Telecommunications	\$3,945	\$4,000	\$4,500	\$500	13%	
Utilities and Taxes	\$4,052	\$0				
Office Expense	\$69,606	\$38,000	\$37,000	(\$1,000)	-3%	
Electronic Maintenance & Lease	\$33,495	\$29,500	\$30,000	\$500	2%	
Diocesan House Maintenance	\$2,175	\$0				
Diocesan Insurance	\$12,571	\$12,500	\$13,500	\$1,000	8%	
Communications /Public Relations	\$1,976	\$2,000	\$2,000	\$0	0%	
Web Site Support						
Office Expense	\$127,820	\$86,000	\$87,000	\$1,000	1%	<i>Insurance</i>

1st DRAFT 2019 Staffing

(EXHIBIT #9) Diocesan Staff Roles

Diocesan Staff



There are currently eight stipendiary leadership roles: Five District Deans and three Coordinators (Ecumenical & Interfaith, Leadership Development and College for Congregational Development).

1st DRAFT 2019 Staffing

(EXHIBIT #10) Diocesan Salary Ranges

POSITION (* includes SECA allowance):	2018 FTE	SALARY RANGE (FT)		
		Min.	Midpoint	Max.
<i>Bishop *</i>	1.0	125,000	150,000	175,000
<i>Canon to the Ordinary *</i>	1.0	80,000	100,000	120,000
<i>Rector/Priest in Charge (ASA > 400) *</i>	0.0	106,076	132,595	159,114
<i>Rector/Priest in Charge (ASA 225-400) *</i>	1.0	92,240	115,300	138,360
<i>Rector/Priest in Charge (ASA 141-224) *</i>	4.0	78,404	98,005	117,606
<i>Rector/Priest in Charge (ASA 75-140) *</i>	8.0	64,568	80,710	96,852
<i>Rector/Priest in Charge (ASA < 75) *</i>	16.0	50,732	63,415	76,098
Chief Financial Officer, CFO	1.0	73,600	92,000	110,400
Diocesan Operations & Benefits Manager	1.0	52,000	65,000	78,000
Parish Audit & Finance	1.0	48,000	60,000	72,000
Diocesan Accountant	1.0	44,000	55,000	66,000
Communications Specialist	1.0	42,000	52,500	63,000
Diocesan Hospitality & Leadership Support	1.0	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).

1st DRAFT 2019 Staffing

(EXHIBIT #11) Diocesan Staff: Total Compensation

POSITION (* includes SECA allowance):	2019 FTE	2019 TOTAL	Expense Reimbursement
<i>Bishop *</i>	1.0	\$196,180	\$20,000
<i>Canon to the Ordinary *</i>	1.0	\$143,020	\$10,000
Chief Financial Officer, CFO	1.0	\$136,520	\$1,500
Diocesan Operations & Benefits Manager	1.0	\$83,440	\$1,500
Parish Audit & Finance	1.0	\$81,360	\$1,500
Diocesan Accountant	1.0	\$89,380	\$1,500
Communications Specialist	1.0	\$93,200	\$1,500
Diocesan Hospitality & Leadership Support	1.0	\$79,004	\$1,500
TOTAL Compensation:	8.00	\$902,104	\$39,000
Pool for potential salary increases (eff. 7/1/18 & 7/1/19)		\$22,196	
Expense Reimbursement		\$39,000	
NYS Unemployment Insurance (budget)		\$1,500	
TOTAL Diocesan Staff Budget		\$964,800	

- **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: 2.3% (7/1/18) & 2.4% (7/1/19)