

2020 Proposed Budget & Apportionment (09/30/19)



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

FOCUS: *Relationship, Leadership & Stewardship*

Budgetary Role of Diocesan Council

Delegates to Diocesan Convention elect Council members to:

- Establish Apportionment
- Develop the annual Operating Budget
- Oversee expenditures and receipts

Chaired by the Bishop, an elected Vice-Chair, and supported by Diocesan Staff, Treasurers & Chancellors

Committees of Council:

- Congregational Development Partnership (CDP)
- Mission Partnership Committee (MPC)
- *Budget Committee*

Budget Committee of Diocesan Council

Members:

- Dan Burner, Rector of St. Mark's, Penn Yan
- Terry Butwid, Treasurer of the Diocese
- Linda Ketchum-Pompili, Chair
- Troy Preston, Rector of Christ Church, Corning
- Donna Rea, Diocesan Accountant
- Todd Rubiano, CFO

Role:

- Monitor, analyze and recommend apportionment and budget plans to Council that are aligned with our Diocesan Mission and areas of focus.

Diocesan Council Budget: **Process**

JAN - Review preliminary 2018 results. Begin to consider budget topics/issues for 2020 and review process.

FEB - Review 2018 results, any changes for 2019 & 3-YR baseline budget projections (2020 – 2022). Committees & staff begin developing 2020 budgets (CDPC, MPC, Budget & Others).

MAR – Trustees approve preliminary 2020 draw **(3/23/19)** . Begin review of Apportionment and discuss spending priorities.

APR - Review Q1 '19 performance. Finalize 2020 apportionment vs. spending priorities/options. *Joint Steering meeting with Trustees (4/9/19)* .

MAY –Approve 1st DRAFT 2020 budget, apportionment & communications plan. Publish 1st DRAFT budget **(5/29/19)** .

Diocesan Council Budget: **Process**

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

- *St. Michael's, Geneseo (6/6/19)*
- *St. Peter's, Henrietta (6/13/19)*

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

SEP – Review feedback, integrate changes & approve PROPOSED 2020 Budget *(9/17/19)*

OCT - Review Proposed 2020 Budget, Pre-Convention Meetings:

- *St. Peter's, Henrietta (9/30/19)*
- *St. Thomas', Bath (10/1/19)*
- Present budget at Convention *(10/26/19)*

Apportionment: EXHIBITS A1-A4
2020 Budget: EXHIBITS #1-6

2019 Apportionment

New, Simplified Formula

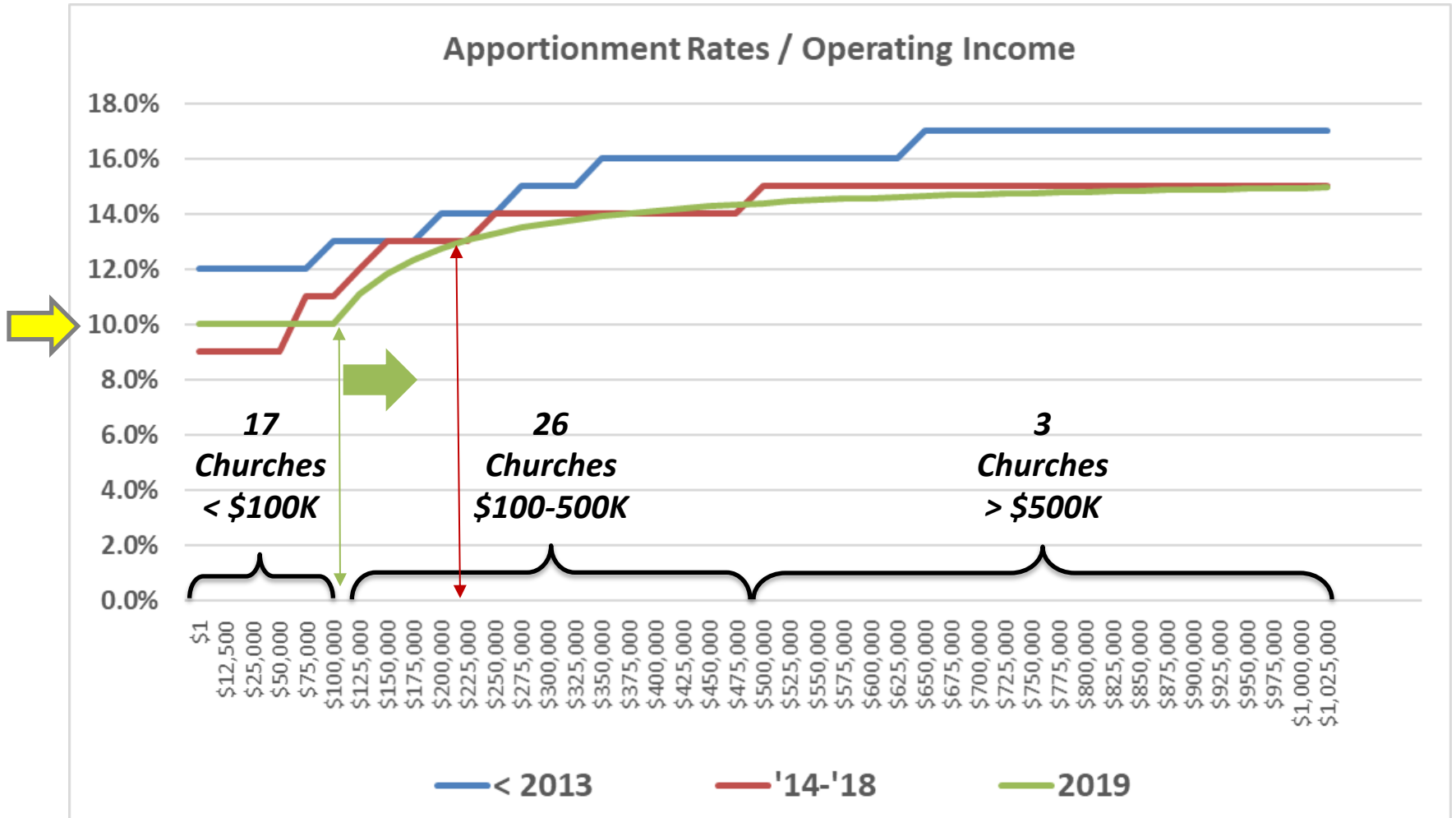
(EXHIBIT A-1)

Based on Parish reported, *Normal Operating Income (Line A)*:

- 10% of the first \$100,000 of operating income
- And, 15.5% of income > \$100,000
- Then, apply a 3% “cap & floor”, to limit annual increases/decreases

2019 Apportionment

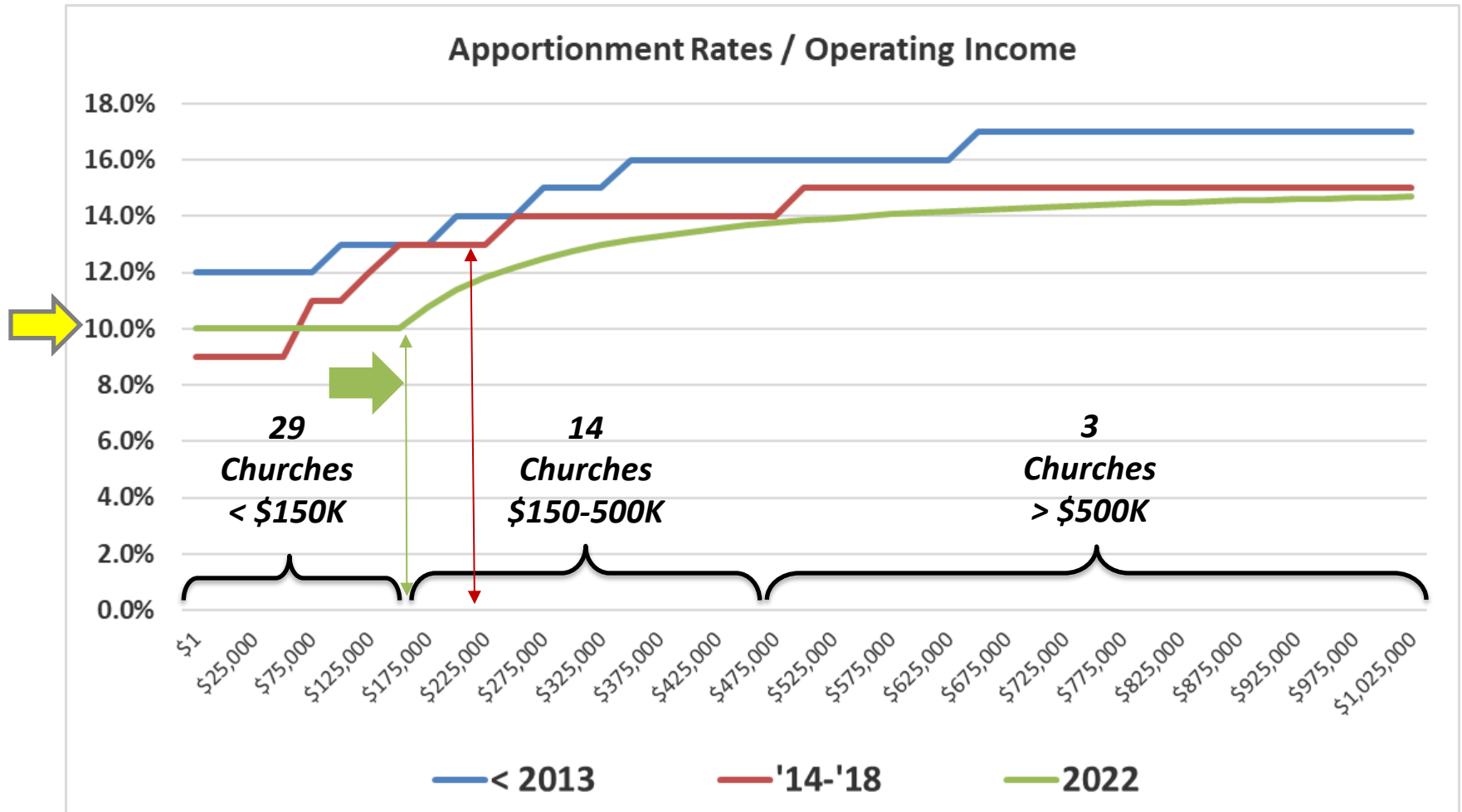
Rate of 10% up to **100K** Operating Income (A-2)



A parish with \$225,000 of Operating Income pays \$29,375 (13.1%)

2022 Apportionment

Rate of 10% up to **\$150K** Operating Income (A-3)



A Parish with \$225,000 of Operating Income pays \$26,625 (11.8%)

2020 Apportionment

Expand the 10% Rate Range

(EXHIBIT A-4)

Based on Parish reported, *Normal Operating Income (Line A)*:

- 10% of the first \$115,000 of operating income
- And, 15.5% of income > \$115,000
- Then, apply a 3% “cap & floor”, to limit annual increases/decreases

2020 Budget: Apportionment

(Exhibit #1)

YEAR	Parish Income (Line A)	Growth (%)	Parish Apportionment	Average Rate
2011	\$7,263,938	1%	\$1,016,685	14.0%
2012	\$7,440,889	2%	\$1,014,981	13.6%
2013	\$7,607,125	2%	\$1,008,258	13.3%
2014	\$7,542,388	-1%	\$991,082	13.1%
2015	\$7,750,062	3%	\$971,203	12.5%
2016	\$7,873,965	2%	\$973,288	12.4%
2017	\$8,375,199	6%	\$972,303	11.6%
2018	\$8,103,109	-3%	\$997,613	12.3%
2019	\$8,265,171	2%	\$1,014,366	12.3%
2020	\$8,430,475	2%	\$1,015,590	12.0%

- Since 2011, average apportionment has fallen **from 14% to 12%**
- Expanding the 10% rate range up to \$115,000 and maintaining 3% cap/floor; keeps **2020 Apportionment “flat” @ \$1,015,590**

2020 Budget: Draw from Investments

(Exhibit #2)

	2017	2018	Budget 2019	Budget 2020	2021	Projected 2022	2023
Diocesan Budget:							
Apportionment	\$0.972	\$0.998	\$1.014	\$1.016	\$1.021	\$1.026	\$1.031
Draw from Investments	\$0.905	\$0.971	\$0.986	\$0.994	\$1.000	\$1.006	\$1.012
Loan Interest	\$0.058	\$0.045	\$0.024	\$0.021	\$0.020	\$0.019	\$0.018
Other Income	\$0.000	\$0.047	\$0.063	\$0.070	\$0.085	\$0.100	\$0.115
TOTAL INCOME	\$1.935	\$2.060	\$2.087	\$2.101	\$2.126	\$2.151	\$2.176
Net Draw / Fin. Assets:	\$1.041	\$0.975	\$1.010	1.015	1.020	1.025	1.030
Trailing, Audited 5-YR Avg.	\$19.3	\$19.1	\$19.6	\$20.1	\$20.1	\$20.3	\$20.8
(% Trailing 5-YR Avg.)	5.4%	5.1%	5.14%	5.06%	5.07%	5.04%	4.96%

2020 Draw + Interest (\$1.015 M.) ~ 5.0% of the trailing 5 Year balance

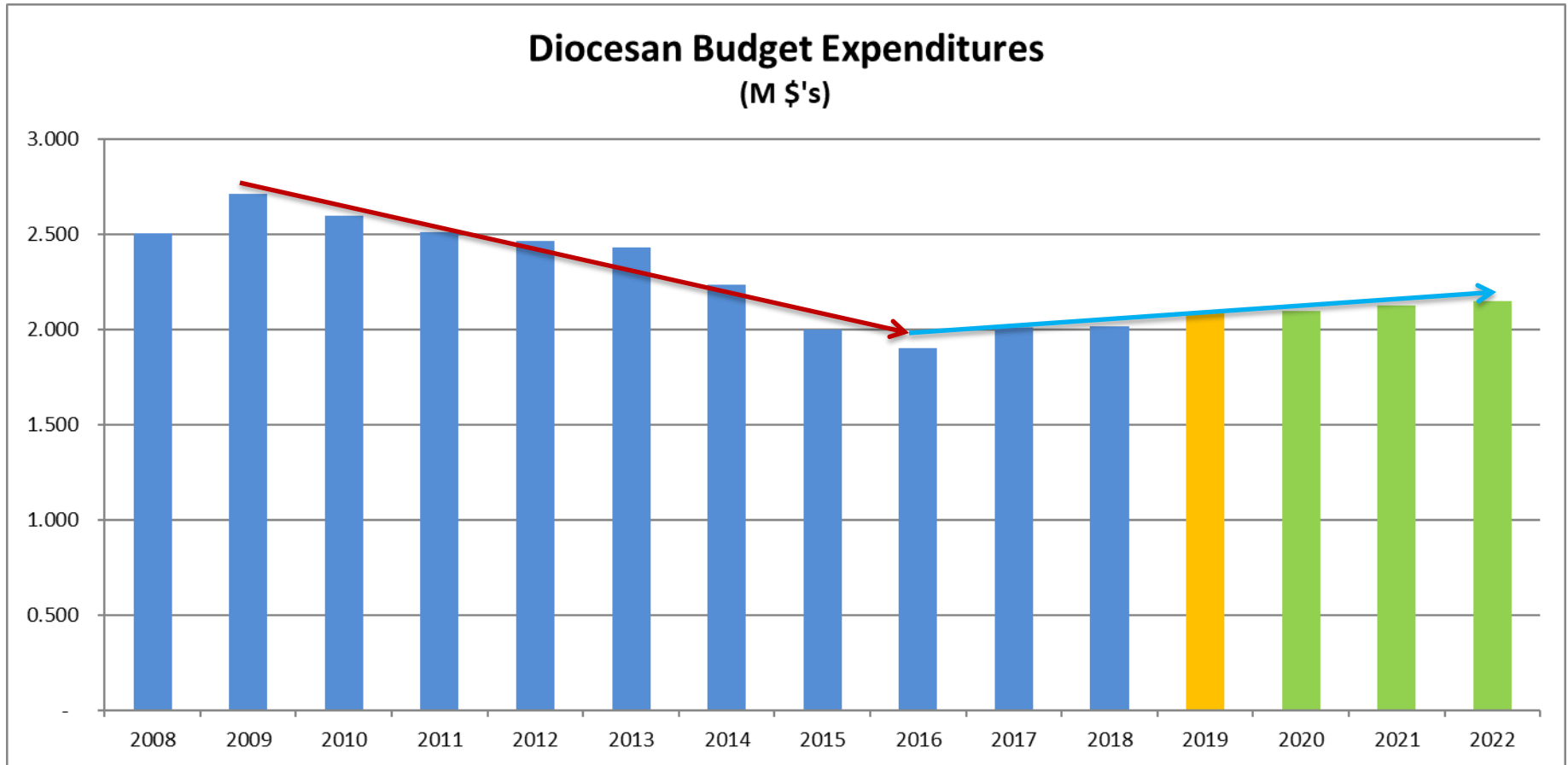
+ Income from Apportionment: \$1.016 M. (\$1.014 M. in 2019)

+ Other Income: \$70,000 (\$45K Grants + \$25K Bishop's Appeal)

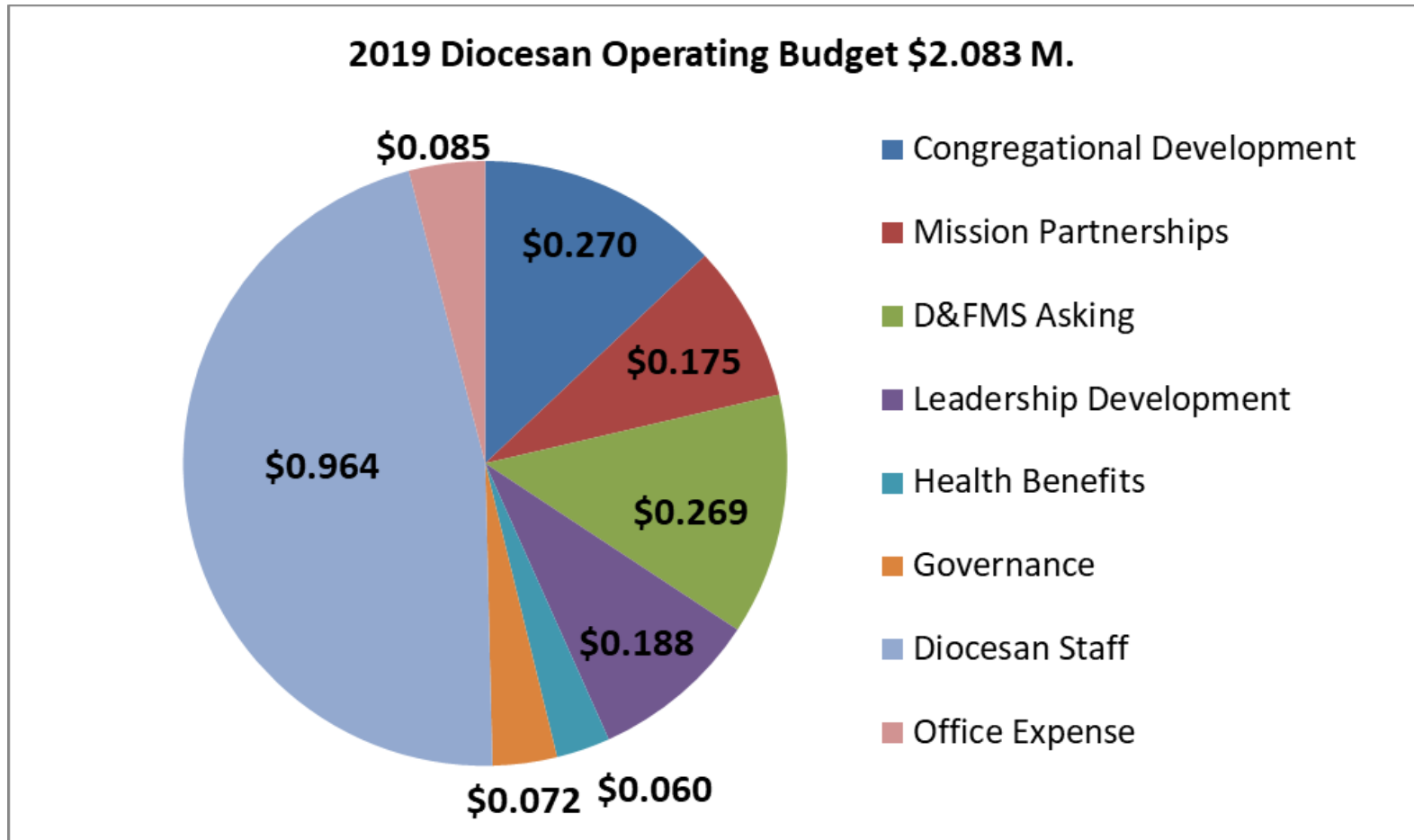
Provides Total Income of \$2.101 M. to fund the 2020 Budget

Diocesan Budget Expenditures

2008-18 Actual, 2019 Budget, 2020-22 Projected (Exhibit #3)



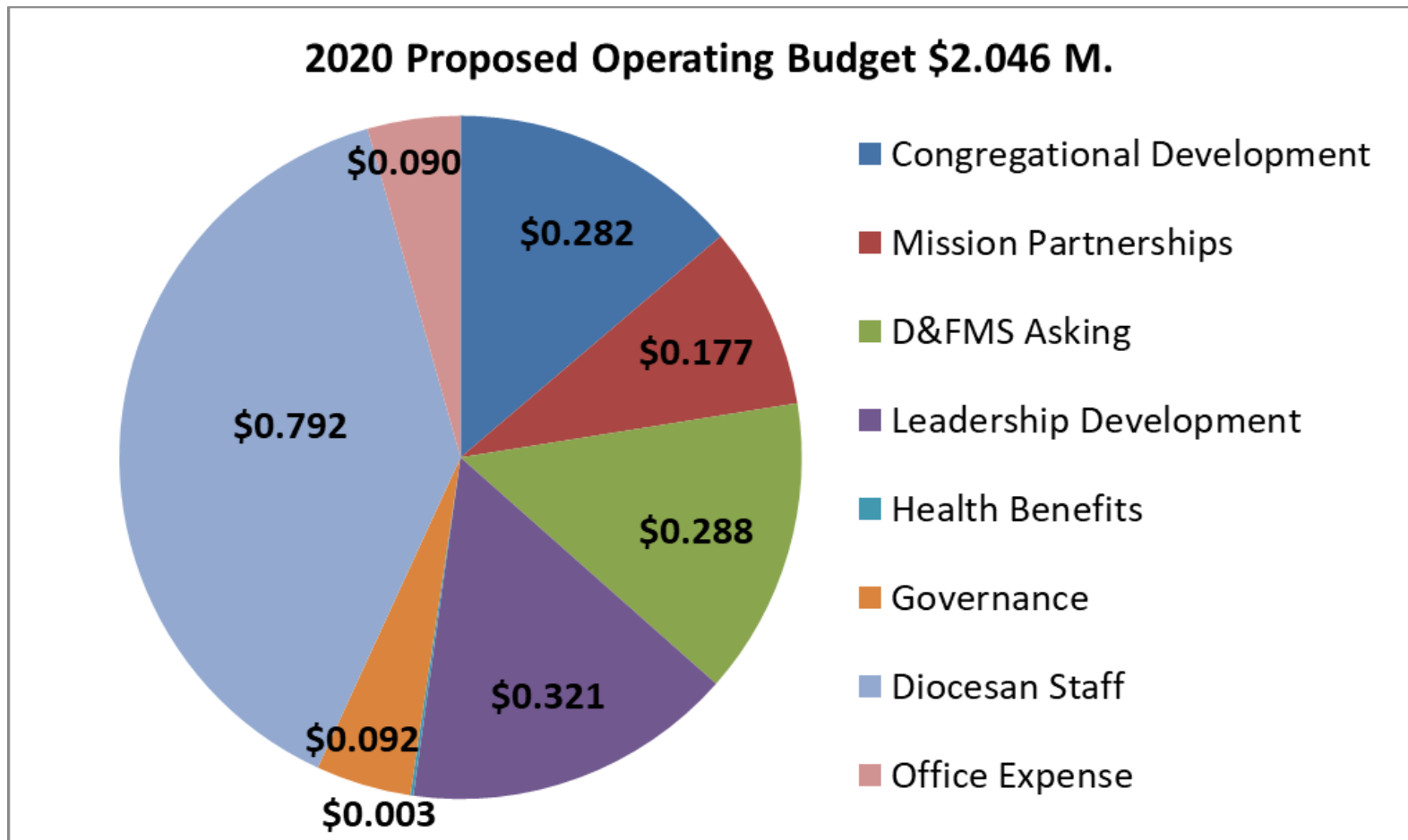
2019 Operating Budget



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

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

2020 – Proposed Operating Budget (Exhibit #4)

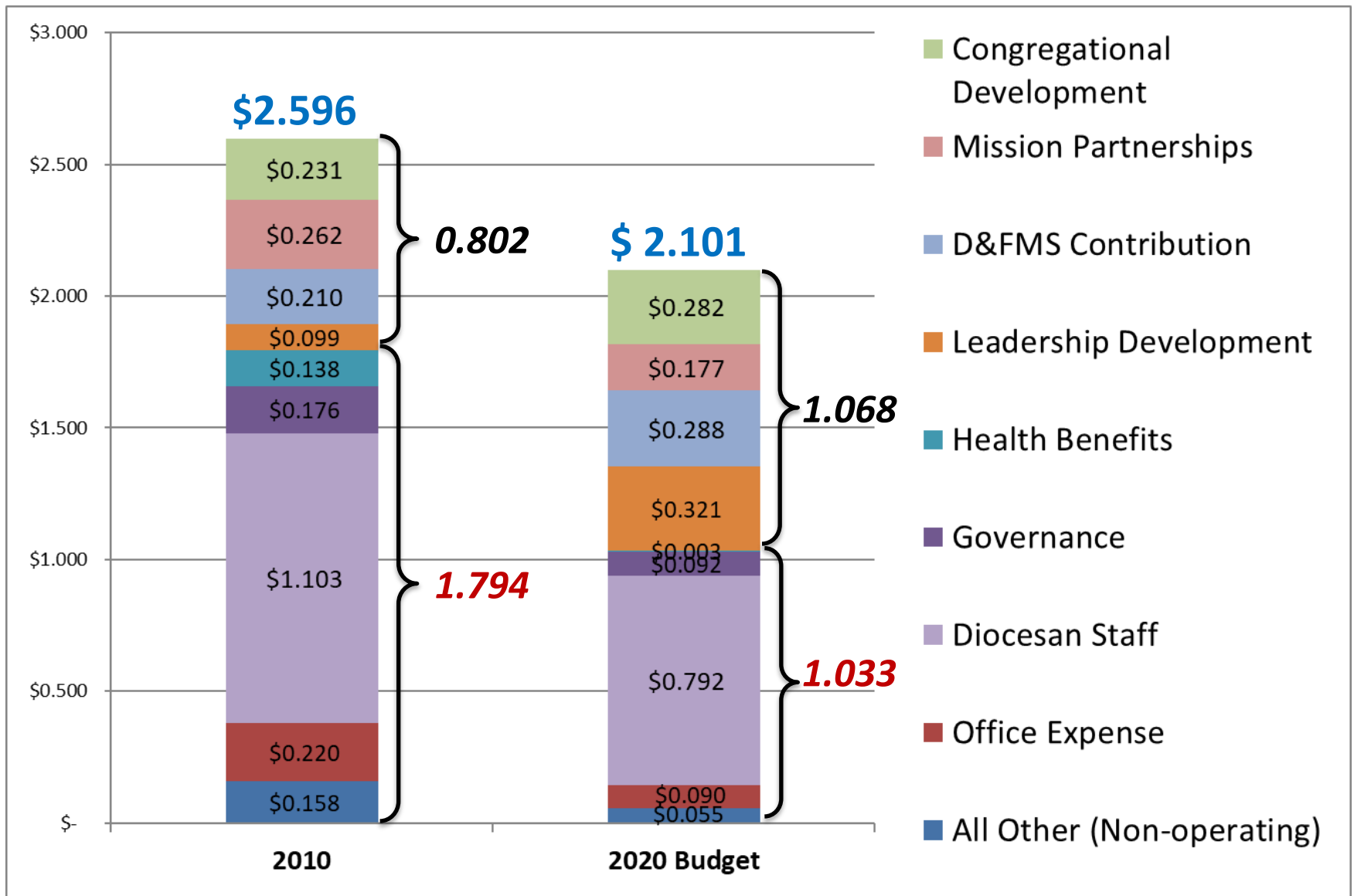


PROGRAM: ~ \$1,068,000 (CDP & Mission Grants, Asking, Leadership)

ADMINISTRATION: ~ \$978,000 (Health, Governance, Staff & Office Expenses)

PLUS: Non-Operating draw: \$55,000 to fund HRA's

2010 vs. 2020 Expenses by Category (\$M)



2020 Proposed Budget (Exhibit #5)

	2017 Final	2018 Final	2019 Budget	2020 Budget	Change vs. '19 Budget	(%)	Notes
<i>Apportionment</i>	\$972,305	\$997,613	\$1,014,366	\$1,015,590	\$1,224	0%	
<i>Investment Draw</i>	\$962,893	\$1,015,390	\$1,006,000	\$960,000	(\$46,000)	-5%	<i>HRA's now in non-operating</i>
<i>Other Income</i>	\$125	\$46,895	\$62,500	\$70,000	\$7,500	12%	<i>(-) Grants & (+) Appeal</i>
Total Operating Income	\$1,935,323	\$2,059,898	\$2,082,866	\$2,045,590	(\$37,276)	-1.8%	<i>HRA's to non-operating</i>
Congregational Development	\$283,000	\$269,333	\$270,000	\$282,250	\$12,250	5%	<i>Some Grants still TBD</i>
Mission Partnerships	\$214,281	\$178,770	\$169,580	\$177,150	\$7,570	4%	
D&FMS Contribution	\$238,000	\$248,000	\$269,150	\$287,814	\$18,664	7%	<i>Increased income in 2018</i>
Leadership Development	\$129,118	\$142,167	\$192,950	\$320,850	\$127,900	66%	<i>New Dean structure</i>
Health Benefits	\$63,969	\$59,300	\$60,000	\$3,000	(\$57,000)	-95%	<i>HRA's to non-operating</i>
Governance	\$75,631	\$109,743	\$71,850	\$92,350	\$20,500	29%	<i>Lambeth, Audit/Legal</i>
<i>Diocesan Staff - Salaries</i>	\$613,013	\$643,310	\$645,036	\$554,526	(\$90,510)	-14%	<i>New structure</i>
<i>Diocesan Staff - Benefits</i>	\$230,277	\$254,654	\$280,300	\$218,900	(\$61,400)	-22%	<i>New structure</i>
<i>Diocesan Staff - Expense</i>	\$41,564	\$34,922	\$39,000	\$18,750	(\$20,250)	-52%	<i>New structure</i>
Diocesan Staff	\$884,854	\$932,886	\$964,336	\$792,176	(\$172,160)	-18%	<i>New Dean structure</i>
Office Expense	\$127,820	\$89,331	\$85,000	\$90,000	\$5,000	6%	<i>Rent/Equip./Appeal</i>
Total Operating Expense	\$2,016,673	\$2,029,530	\$2,082,866	\$2,045,590	(\$37,276)	-1.8%	
Operating Surplus/Deficit	(\$81,350)	\$30,368	\$0	\$0			
<i>Non-operating Expenditure</i>	<i>(\$3,449)</i>	<i>\$0</i>	<i>\$4,000</i>	<i>\$55,000</i>	<i>\$51,000</i>		<i>HRA's @ \$900</i>
TOTAL EXPENDITURES	\$2,013,224	\$2,029,530	\$2,086,866	\$2,100,590	\$13,724	0.7%	

Budget Detail: EXHIBITS # 6-11
&
Staffing Detail: EXHIBITS S1-S4

Proposed 2020 Operating Income DETAIL

Apportionment, Investment & Other Income

(Exhibit #6)

	2018 Final	2019 Budget	2020 Budget	Change vs. '19 Budget	(%)	Notes
Apportionment	\$997,613	\$1,014,366	\$1,015,590	\$1,224	0%	
<i>Diocesan Endowments</i>	\$789,765	\$747,000	\$730,000	(\$17,000)	-2%	
<i>Cutler Trust Distributions</i>	\$180,840	\$219,000	\$210,000	(\$9,000)	-4%	
<i>Total Endowment Income</i>	\$970,605	\$966,000	\$940,000	(\$26,000)	-3%	
<i>Total Interest Income</i>	\$44,785	\$40,000	\$20,000	(\$20,000)	-50%	<i>Smaller loan portfolio</i>
Investment Draw	\$1,015,390	\$1,006,000	\$960,000	(\$46,000)	-5%	<i>HRA's now in non-operating</i>
<i>Misc. Revenue</i>	\$1,139	\$0	\$0	\$0	#DIV/0!	
<i>Grant Income - DFMS</i>	\$30,000	\$17,500	\$0	(\$17,500)	-100%	
<i>Grant Income - ECD</i>	\$12,006	\$35,000	\$45,000	\$10,000	29%	<i>Total Grants -\$7,500</i>
<i>Deaf Ministry Contribution</i>	\$300	\$0	\$0	\$0	#DIV/0!	
<i>Bishop's Appeal</i>	\$3,450	\$10,000	\$25,000	\$15,000	150%	<i>Full year of new initiative</i>
Other Income	\$46,895	\$62,500	\$70,000	\$7,500	12%	<i>(-) Grants & (+) Appeal</i>
Total Operating Income	\$2,059,898	\$2,082,866	\$2,045,590	(\$37,276)	-1.8%	<i>HRA's to non-operating</i>

<i>Non-Operating Draw:</i>	\$0	\$4,000	\$55,000	\$51,000
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HRA Designated Fund

<i>Total Investment Draw</i>	\$1,015,390	\$1,010,000	\$1,015,000	\$5,000
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Proposed 2020 Operating Expense DETAIL

Congregational Development & Mission Partnerships

(Exhibit #7)

	2018 Final	2019 Budget	2020 Budget	Change vs. '19 Budget	(%)	Notes
<i>Unallocated CDP Grants</i>		\$89,000	\$136,250	\$47,250	53%	10 grants still pending
Epiphany, Gates CDP			\$30,000	\$30,000	#DIV/0!	
St. John's, Sodus CDG	\$36,000	\$27,000	\$23,000	(\$4,000)	-15%	
St. John's Honeoye Falls - CDG	\$28,000	\$15,000	\$21,000	\$6,000	40%	
Geneseo, St. Michael's CDG	\$15,000	\$28,000	\$21,000	(\$7,000)	-25%	
Christ Church Rochester CDG	\$22,500	\$0	\$17,000	\$17,000	#DIV/0!	
2 Saints Rochester - CDG	\$28,000	\$21,000	\$15,000	(\$6,000)	-29%	
Ascension Rochester, CDG	\$17,500	\$15,000	\$10,000	(\$5,000)	-33%	
Zion, Avon CDP	\$20,000	\$15,000	\$9,000	(\$6,000)	-40%	
St. Mark's & St. John's, Rochester CDG	\$27,000	\$0		\$0	#DIV/0!	Application pending
Clifton Springs, CDG	\$26,000	\$20,000		(\$20,000)	-100%	Pending - clergy search
Grace, Scottsville CDP	\$15,000	\$7,500		(\$7,500)	-100%	Application pending
St. Peter's, Henrietta 2012 CDG	\$12,000	\$6,000		(\$6,000)	-100%	Pending - clergy search
South Wedge Mission CDP	\$11,000	\$19,000		(\$19,000)	-100%	Application pending
St. John's, Catharine CDP	\$7,500	\$7,500		(\$7,500)	-100%	Pending - clergy search
St. George's, Hilton 2012 CDG	\$3,000	\$0		\$0	#DIV/0!	Application pending
St. Luke's, Brockport CDG	\$833	\$0		\$0	#DIV/0!	Application pending
St. Andrew's, Caledonia CDP		\$0		\$0	#DIV/0!	Application pending
Congregational Development	\$269,333	\$270,000	\$282,250	\$12,250	5%	Some Grants still TBD
<i>Parish Grants - Unallocated</i>			\$7,500	\$7,500	#DIV/0!	TBD
<i>Outside Partner Grants - Unallocated</i>			\$7,500	\$7,500	#DIV/0!	TBD
Monroe District Grants	\$4,000	\$4,000	\$5,000	\$1,000	25%	1st increase since 2007
Northeast District Grants	\$3,996	\$4,000	\$5,000	\$1,000	25%	1st increase since 2007
Rochester District Grants	\$4,000	\$4,000	\$5,000	\$1,000	25%	1st increase since 2007
Southeast District Grants	\$4,000	\$4,000	\$5,000	\$1,000	25%	1st increase since 2007
Southwest District Grants	\$3,999	\$4,000	\$5,000	\$1,000	25%	1st increase since 2007
Global Mission - Sustainable Develop.	\$15,000	\$15,000	\$15,000	\$0	0%	TBD

Proposed 2020 Operating Expense DETAIL

Mission – Outside Partner Grants

(Exhibit #8)

	2018 Final	2019 Budget	2020 Budget	Change vs. '19 Budget	(%)	Notes
Episcopal Senior Life - CHAPLAIN	\$12,000	\$8,000	\$8,000	\$0	0%	Outside Partner Grant
Sew Green	\$7,200	\$8,000	\$8,000	\$0	0%	Outside Partner Grant
REACH Advocacy			\$8,000	\$8,000	#DIV/0!	Outside Partner Grant
Family Promise of Ontario Cty	\$8,500		\$7,600	\$7,600	89%	Outside Partner Grant
Summer LEAP (GRSLA)		\$7,200	\$7,200	\$0	#DIV/0!	Outside Partner Grant
RAIHN	\$5,000	\$3,750	\$5,000	\$1,250	25%	Outside Partner Grant
RMM - Justice for Farmworkers	\$8,500	\$5,000	\$5,000	\$0	0%	Outside Partner Grant
Gleaner's Kitchen, Canandaigua			\$4,750	\$4,750	#DIV/0!	Outside Partner Grant
Literacy Volunteers - Yates/Ontario	\$5,000	\$3,750	\$4,750	\$1,000	20%	Outside Partner Grant
RESOLVE of Rochester	\$4,500	\$4,750	\$4,500	(\$250)	-6%	Outside Partner Grant
Hands of Hope	\$3,150	\$3,250	\$3,900	\$650	21%	Outside Partner Grant
Catholic Charities of Steuben, Bath	\$4,500	\$3,750	\$3,500	(\$250)	-6%	Outside Partner Grant
Genesee Area Campus Ministry - CHAPLAIN	\$4,250	\$3,750	\$3,500	(\$250)	-6%	Outside Partner Grant
Meal and More	\$4,250	\$3,750	\$3,500	(\$250)	-6%	Outside Partner Grant
Cameron Community Ministries -	\$2,125	\$3,750	\$3,500	(\$250)	-12%	Outside Partner Grant
St. Peter's, Geneva Arts Academy	\$5,000	\$3,750	\$3,000	(\$750)	-15%	Outside Partner Grant
Lutheran/Episcopal RIT - CHAPLAINCY		\$2,500	\$2,500	\$0	#DIV/0!	Outside Partner Grant
Bishop Sheen Ecumenical Housing	\$5,000	\$3,750	\$2,500	(\$1,250)	-25%	Outside Partner Grant
Greater Rochester Comm. of Churches	\$2,000	\$1,875	\$2,000	\$125	6%	Outside Partner Grant
Destination Hope & Friendship, Bloomfield		\$950	\$1,000	\$50	#DIV/0!	Outside Partner Grant
SWEM Community Services	\$1,800	\$750		(\$750)	-42%	Outside Partner Grant 2019
KidStart Children's Services, Dansville		\$1,000		(\$1,000)	#DIV/0!	Outside Partner Grant 2019
Literacy Volunteers - Rochester	\$5,000					Outside Partner Grant 2018

Proposed 2020 Operating Expense DETAIL

Mission – Parish Grants

(Exhibit #9)

	2018 Final	2019 Budget	2020 Budget	Change vs. '19 Budget	(%)	Notes
Savona - The Shepherd's Cupboard	\$5,000	\$5,000	\$5,000	\$0	0%	Parish Grant
St. Luke & St. Simon - Jazz Vespers	\$5,000	\$3,450	\$4,000	\$550	11%	Parish Grant
St. Peter's-Geneva Neighbor's Night	\$5,000	\$3,750	\$3,750	\$0	0%	Parish Grant
St. Mark's & St. John's - Farm Stand	\$5,000	\$5,000	\$3,200	(\$1,800)	-36%	Parish Grant
Brockport, Harvest Kitchen			\$3,000	\$3,000	#DIV/0!	Parish Grant
St. Mark's & St. John's EDEN Harvest food shelf			\$3,000	\$3,000	#DIV/0!	Parish Grant
Ascension, Rochester - Art @ Ascension			\$2,000	\$2,000	#DIV/0!	Parish Grant
St. John's, Sodus - Cooking Class			\$1,500	\$1,500	#DIV/0!	Parish Grant
Bloomfield - Peter's Place	\$2,500	\$1,900	\$1,500	(\$400)	-16%	Parish Grant
Ascension, Rochester Care Closet			\$1,000	\$1,000	#DIV/0!	Parish Grant
Dansville, HOPE		\$950	\$1,000	\$50	#DIV/0!	Parish Grant
Clifton Springs - Coat Giveaway	\$800	\$800	\$800	\$0	0%	Parish Grant
Dansville, Spiritual Dev. Ctr.			\$500	\$500	#DIV/0!	Parish Grant
Clifton Springs - Party in Bag	\$200	\$200	\$200	\$0	0%	Parish Grant
Palmyra, Grace House		\$7,600		(\$7,600)	#DIV/0!	Parish Grant 2019
Webster - Lego Love	\$5,000	\$5,000		(\$5,000)	-100%	Parish Grant 2019
Wellsville, Bus Stop Shelter		\$5,000		(\$5,000)	#DIV/0!	Parish Grant 2019
St. Paul's, Roch. - Adopt a Classroom		\$3,750		(\$3,750)	#DIV/0!	Parish Grant 2019
Canandaigua, Storybook Prison Ministry		\$3,200		(\$3,200)	#DIV/0!	Parish Grant 2019
St. Mark's & St. John's Kids Club		\$3,000		(\$3,000)	#DIV/0!	Parish Grant 2019
Sodus, Inclusive Sundays/hearing impaired		\$2,850		(\$2,850)	#DIV/0!	Parish Grant 2019
Trinity, Geneva - Academic Achievement	\$5,000	\$2,800		(\$2,800)	-56%	Parish Grant 2019
Bath, Community Garden		\$2,500		(\$2,500)	#DIV/0!	Parish Grant 2019
Hornell, SaturJam Mass		\$2,125		(\$2,125)	#DIV/0!	Parish Grant 2019
Avon, Martha's Kitchen		\$1,530		(\$1,530)	#DIV/0!	Parish Grant 2019
Henrietta - Storybook Project	\$1,000	\$900		(\$900)	-90%	Parish Grant 2019
Geneseo R Kids	\$6,500					Parish Grant 2018
Rise Camp	\$5,000					Parish Grant 2018
Campus Ministry St. Michael's, Geneseo	\$5,000					Parish Grant 2018
St. Mark's & St. John's ROC Spirit Ventures	\$5,000					Parish Grant 2018
Mission Partnerships	\$178,770	\$169,580	\$177,150	\$7,570	4%	

Proposed 2020 Operating Expense DETAIL

D&FMS, Leadership Development and Health Benefits

(Exhibit #10)

	2018 Final	2019 Budget	2020 Budget	Change vs. '19 Budget	(%)	Notes
D&FMS Contribution	\$248,000	\$269,150	\$287,814	\$18,664	7%	Increased income in 2018
CCD - Trainers/Coord.	\$35,679	\$30,000	\$35,000	\$5,000	17%	Expand weekend program
Deaf Ministry	\$37,996	\$85,000	\$87,000	\$2,000	2%	Staff & expenses
Workshops, Programs & Events	\$14,282	\$15,000	\$23,000	\$8,000	53%	New Dio. Dean Programs
Educational Grants	\$9,483	\$4,500	\$7,500	\$3,000	67%	Seminarian Scholarships
CCD - Program / Christian Formation	\$7,811	\$10,000	\$10,000	\$0	0%	Updated budget
Colgate Rochester Crozer Divinity School	\$7,500	\$7,500	\$10,000	\$2,500	33%	Expanding role/1st inc. > 10 yrs.
Leadership Development, Coord.- Stipend	\$7,206					
Youth Programs & Events	\$3,584	\$15,000	\$10,000	(\$5,000)	-33%	New Dio. Dean Programs
COM: Continuing Education Grants	\$3,540	\$3,000	\$3,000	\$0	0%	
C.P.E. Program at Strong Hospital	\$3,000	\$3,000	\$3,000	\$0	0%	
Interfaith & Ecumenical Relations: Stipend	\$2,950	\$2,950	\$2,950	\$0	0%	
St. Paul's/Diocesan Education Series	\$2,500	\$2,500	\$2,500	\$0	0%	
Stewardship Training/Programs	\$2,109	\$3,000	\$3,000	\$0	0%	
Deaf Ministry - Interpreters	\$1,800	\$5,000	\$5,000	\$0	0%	ASL - Interpreters
COM: Operating expenses	\$1,580	\$3,500	\$3,500	\$0	0%	
Interfaith & Ecumenical Programs	\$675	\$3,000	\$3,000	\$0	0%	
Ephphatha/Interpreters	\$472			\$0	#DIV/0!	
Diocesan Deans/Deacon Coord. - Stipends			\$73,800	\$73,800	#DIV/0!	5 new PT Roles
Diocesan Deans/Deacon Coord. - Benefits			\$26,600	\$26,600	#DIV/0!	SECA & Pension - 5 positions
Consulting - Cong. Health & Vitality			\$12,000	\$12,000	#DIV/0!	New resource
SPICE				\$0	#DIV/0!	Now in: Workshop/Prog./Event
Leadership Development	\$142,167	\$192,950	\$320,850	\$127,900	66%	New Dean structure
Retiree Insurance Premiums	\$678	\$1,000	\$3,000	\$2,000	200%	Lay Health subsidies
Retiree Health Reimbursement Account (HRA)	\$58,622	\$59,000	\$0	(\$59,000)	-100%	Moved to Non-Operating
Health Benefits	\$59,300	\$60,000	\$3,000	(\$57,000)	-95%	HRA's to non-operating

Proposed 2019 Operating Expense DETAIL

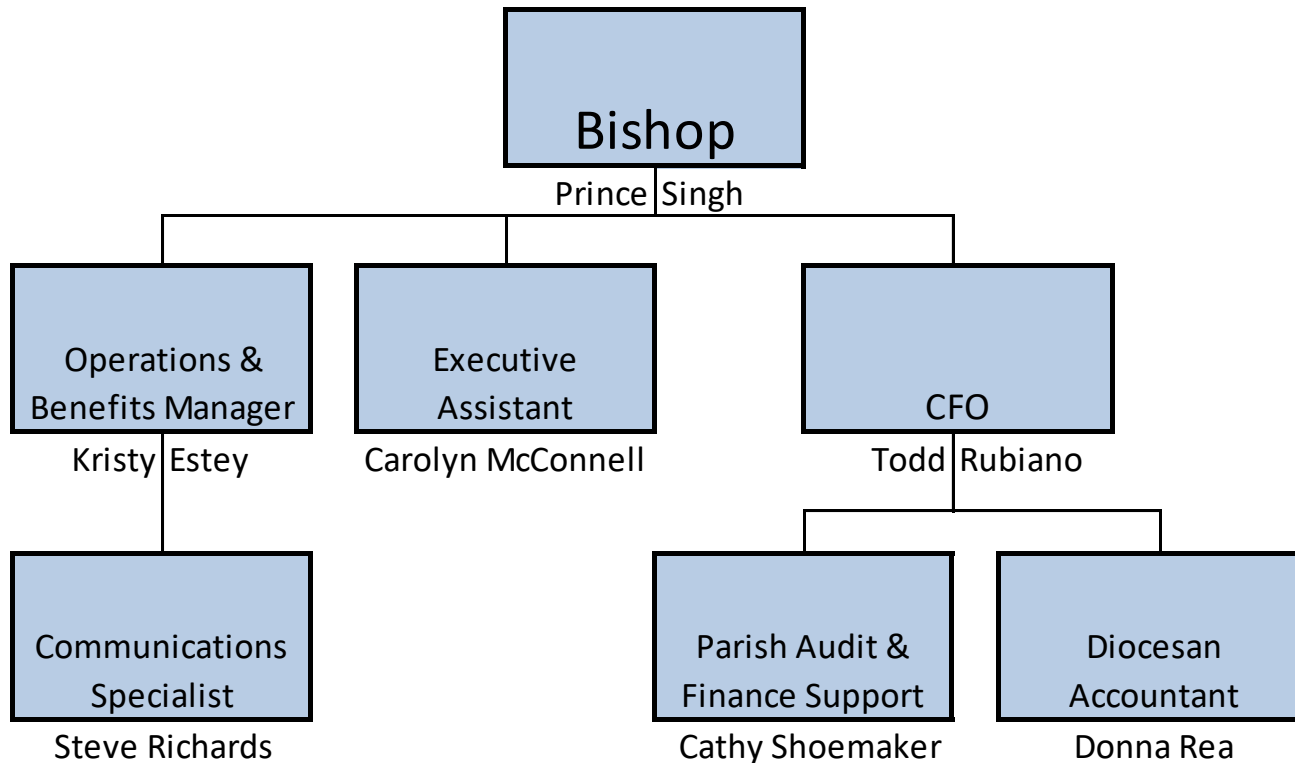
Governance, Staff & Office Expenses (Exhibit #11)

	2018 Final	2019 Budget	2020 Budget	Change vs. '19 Budget	(%)	Notes
District Deans Stipends	\$22,487	\$25,000	\$29,500	\$4,500	18%	1st adj. in 9 yrs.
Diocesan Audit and Fiscal Manual	\$11,500	\$12,000	\$17,500	\$5,500	46%	CCP Audit
Legal & Professional Fees	\$20,048	\$12,000	\$17,000	\$5,000	42%	HRA Actuarial
Diocesan Convention	\$12,753	\$12,000	\$10,000	(\$2,000)	-17%	\$10K @ HWS
Lambeth Conference			\$7,500	\$7,500	#DIV/0!	Bishop only (last held 2008)
Province II Assessment/Synod	\$2,146	\$3,350	\$3,350	\$0	0%	
Misc.: Memberships & Sponsorships	\$1,100	\$2,500	\$2,500	\$0	0%	
Prison Ministry Committee	\$1,511	\$1,500	\$1,500	\$0	0%	
Committee on Anti-Racism	\$1,020	\$1,000	\$1,000	\$0	0%	
Committee for Gay Ministry	\$0	\$500	\$500	\$0	0%	
Public Policy Committee	\$0	\$500	\$500	\$0	0%	
Diocesan Council	\$562	\$500	\$500	\$0	0%	
Standing Committee	\$261	\$500	\$500	\$0	0%	
Trustees & HR	\$408	\$500	\$500	\$0	0%	
New York State Community of Churches	\$1,250	\$0	\$0	\$0	#DIV/0!	Move to: "Misc. Memberships"
Deputies to General Convention	\$34,697	\$0	\$0	\$0	#DIV/0!	Once every 3-yrs.
Governance	\$109,743	\$71,850	\$92,350	\$20,500	29%	Lambeth, Audit/Legal
<i>Diocesan Staff - Salaries</i>	\$643,310	\$645,036	\$554,526	(\$90,510)	-14%	New structure
<i>Diocesan Staff - Benefits</i>	\$254,654	\$280,300	\$218,900	(\$61,400)	-22%	New structure
<i>Diocesan Staff - Expense</i>	\$34,922	\$39,000	\$18,750	(\$20,250)	-52%	New structure
Diocesan Staff	\$932,886	\$964,336	\$792,176	(\$172,160)	-18%	New Dean structure
Telecommunications	\$4,431	\$4,500	\$3,500	(\$1,000)	-22%	Conf. line/Zoom Mtgs.
Office Expense	\$43,566	\$37,000	\$46,000	\$9,000	24%	Rent/laptops/Appeal
Electronic Maintenance & Lease	\$27,258	\$28,000	\$25,000	(\$3,000)	-11%	Move to ACS database
Diocesan Insurance	\$13,206	\$13,500	\$14,000	\$500	4%	1-2% increase in rates
Communications /Public Relations	\$870	\$2,000	\$1,500	(\$500)	-25%	3-YR Avg.
Office Expense	\$89,331	\$85,000	\$90,000	\$5,000	6%	Rent/Equip./Appeal

2019-2020 Staffing

Diocesan Staff Roles

(Exhibit S-1)



There will now be (6) full time, lay staff roles that support the Bishop, Clergy and Lay Leadership across the Diocese.

Proposed 2020 Staffing

Diocesan Salary Ranges (Exhibit S-2)

POSITION (* includes SECA allowance):	HC	SALARY RANGE (FT)		
		Min.	Midpoint	Max.
<i>Bishop *</i>	1.0	125,000	150,000	175,000
<i>Rector/Priest in Charge (ASA > 400) *</i>	0.0	108,382	135,478	162,573
<i>Rector/Priest in Charge (ASA 225-400) *</i>	1.0	94,546	118,183	141,819
<i>Rector/Priest in Charge (ASA 141-224) *</i>	4.0	80,710	100,888	121,065
<i>Rector/Priest in Charge (ASA 75-140) *</i>	6.0	66,874	83,593	100,311
<i>Rector/Priest in Charge (ASA < 75) *</i>	21.0	53,038	66,298	79,557
<i>Other Priests (Asst., Chaplain, etc.)</i>	4.0		<i>n/a</i>	
	36.0			
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
Executive Assistant	1.0	31,200	41,600	52,000

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.

Proposed 2020 Staffing

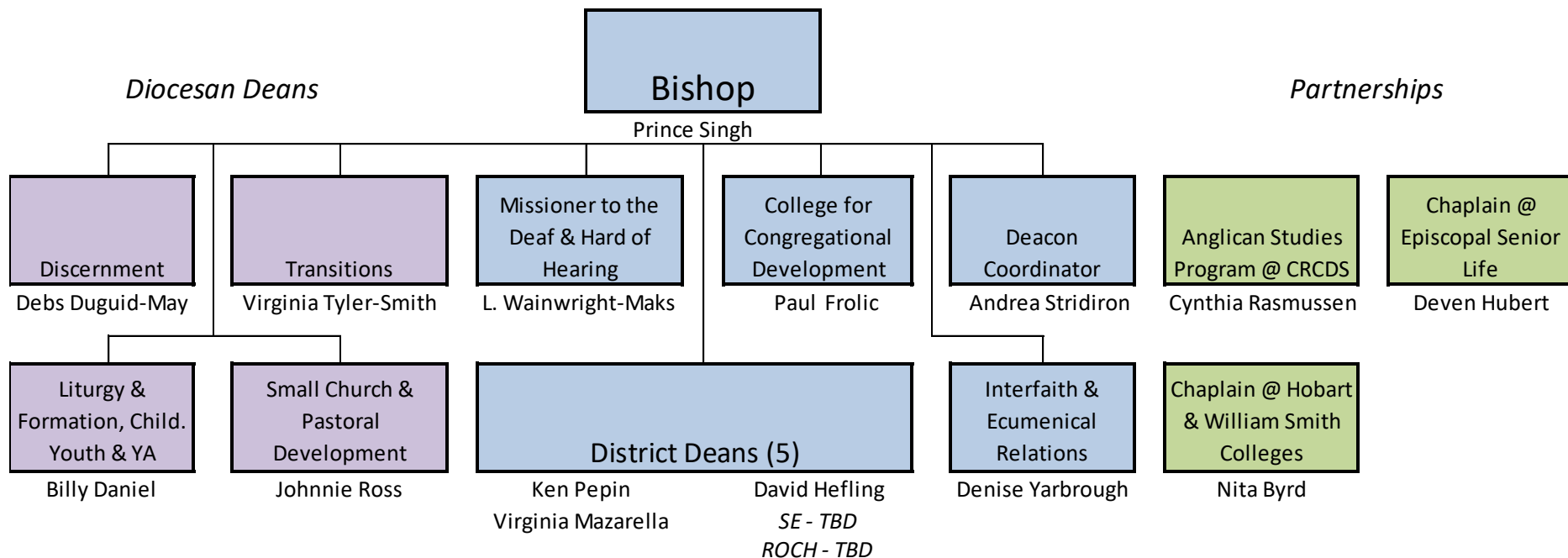
Diocesan Staff: Total Compensation (Exhibit S-3)

POSITION (* includes SECA allowance):	HC	2020 TOTAL	Expense Reimbursement
<i>Bishop *</i>	1.0	\$203,240	\$11,250
Chief Financial Officer, CFO	1.0	\$143,680	\$1,250
Diocesan Operations & Benefits Manager	1.0	\$88,080	\$1,250
Parish Audit & Finance	1.0	\$85,060	\$1,250
Diocesan Accountant	1.0	\$67,300	\$1,250
Communications Specialist	1.0	\$97,900	\$1,250
Executive Assistant	1.0	\$79,804	\$1,250
TOTAL Compensation:	7.0	\$765,064	\$18,750
<i>Pool for potential salary increases (eff. 7/1/20)</i>		\$6,862	
Expense Reimbursement		\$18,750	
NYS Unemployment Insurance (budget)		\$1,500	
TOTAL Diocesan Staff Budget		\$792,176	

- **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: 2.5% (7/1/20)

2019-2020 Staffing

Diocesan Clergy Leadership Roles (Exhibit S-4)



Four New Diocesan Dean roles help expand the breadth of skills and diverse experiences needed to focus on key initiatives and critical responsibilities, in a flexible structure, that provides ongoing leadership development opportunities for talented clergy leaders within our diocese.

Back-up Slides

2020 1st DRAFT Budget

	2018 Final	2019 Budget	2020 Budget	Change vs. '19 Budget	(%)	Notes
<i>Apportionment</i>	\$997,613	\$1,014,366	\$1,015,590	\$1,224	0%	<i>Expand 10% Rate Range</i>
<i>Investment Draw</i>	\$1,015,390	\$1,006,000	\$960,000	(\$46,000)	-5%	<i>HRA's to non-operating</i>
<i>Other Income</i>	\$29,395	\$62,500	\$70,000	\$7,500	12%	<i>(-) Grants & (+) Appeal</i>
Total Operating Income	\$2,042,398	\$2,082,866	\$2,045,590	(\$37,276)	-1.8%	HRA's to non-operating
Congregational Development	\$269,333	\$270,000	\$270,000	\$0	0%	<i>All Grants TBD</i>
Mission Partnerships	\$181,042	\$174,580	\$175,000	\$420	0%	<i>All Grants TBD</i>
D&FMS Contribution	\$248,000	\$269,150	\$285,000	\$15,850	6%	<i>Increased income in 2018</i>
Health Benefits	\$59,300	\$60,000	\$3,000	(\$57,000)	-95%	<i>HRA's to non-operating</i>
Leadership Development	\$139,895	\$187,950	\$195,450	\$7,500	4%	<i>Impact of Appeal/Grants</i>
Governance	\$109,743	\$71,850	\$77,850	\$6,000	8%	<i>Lambeth</i>
<i>Diocesan Staff - Salaries</i>	\$643,310	\$645,036	\$659,486	\$14,450	2%	<i>Est. increase +2.5%</i>
<i>Diocesan Staff - Benefits</i>	\$254,654	\$280,300	\$287,000	\$6,700	2%	<i>Health Ins. +3.5%</i>
<i>Diocesan Staff - Expense</i>	\$34,922	\$39,000	\$28,000	(\$11,000)	-28%	<i>Reduce 10%/no Sabbatical</i>
Diocesan Staff	\$932,886	\$964,336	\$974,486	\$10,150	1%	
Office Expense	\$89,331	\$85,000	\$90,000	\$5,000	6%	<i>Rent/Equip./Appeal</i>
Total Operating Expense	\$2,029,530	\$2,082,866	\$2,070,786	(\$12,080)	-0.6%	
Operating Surplus/Deficit	\$12,868	\$0	(\$25,196)			
<i>Non-Operating Draw:</i>		\$4,000	\$55,000	\$51,000		<i>HRA Designated Fund</i>
<i>Non-operating Expenditure</i>	\$0	\$4,000	\$55,000	\$51,000		<i>HRA Contributions</i>
TOTAL EXPENDITURES	\$2,029,530	\$2,086,866	\$2,125,786	\$38,920	1.9%	

HRA's move to Non-Operating. Still need to close ~ \$25,000 Operating deficit for 2020.

2010 vs. 2019 Expenses by Category (\$M)

