

Diocese of Pennsylvania

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1 **Mission**
 2 **Sacred Gifts for Mission Revenue**
 3 Sacred Gifts for Mission
 4 Less-Allowance for non-payment
 5 **Net Sacred Gifts for Mission**
 6 **Dedicated Mission Revenue**
 7 Diocesan Annual Fund
 8 Anti-Racism
 9 Young Adult and Campus Ministry
 10 Youth Ministry
 11 City Camp
 12 Episcopal Mission Center
 13 Servant Year
 14 ECS Darby Mission Contribution
 15 Parker Bulmer - Outreach Funds
 16 Growth Development Fund
 17 **Total Dedicated Mission Revenue**
 18
 19 **Total Mission Revenue**

2016 Actual	2017 Budget	2017 Actual	2018 Budget	2019 Budget	2019 Budget vs 2018 Budget
\$ 639,674	\$ 760,000	\$ 685,754	\$ 690,000	\$ 690,000	\$ -
-	(50,000)	-	(50,000)	(50,000)	-
\$ 639,674	\$ 710,000	\$ 685,754	\$ 640,000	\$ 640,000	\$ -
\$ 4,380	\$ -	\$ 5,077	\$ 5,000	\$ 5,000	\$ -
1,335	3,450	100	1,800	1,800	-
-	-	50	15,000	15,000	-
4,386	16,000	5,086	20,880	20,900	20
83,731	115,000	46,967	75,751	63,700	(12,051)
87,629	70,552	-	-	-	-
93,775	-	16,590	124,291	-	(124,291)
-	-	2,750	-	5,000	5,000
88,901	87,000	113,504	90,000	90,000	-
-	-	-	300,000	300,000	-
\$ 364,137	\$ 292,002	\$ 190,124	\$ 632,722	\$ 501,400	\$ (131,322)
\$ 1,003,811	\$ 1,002,002	\$ 875,878	\$ 1,272,722	\$ 1,141,400	\$ (131,322)

Maintain same level of giving from parishes
 Outsourced to St. Mark's & St. James School - No revenue
 Funds restricted to senior outreach - handled by ECS
 New 5 yr. parish capital program established by Bishop. \$300k per year. \$30k maximum grant
 Servant Year outsourced

20 **Mission Expenses**
 21 **Diocesan Ministries**
 22 Anti-Racism
 23 Diocesan History Commission
 24 Ecumenical/Interfaith Council
 25 Absalom Jones Festival
 26 Anti-Human Trafficking
 27 Hispano Latino Ministries
 28 Veterans' Ministry Initiative
 29 Global Mission Commission
 30 **Total Diocesan Ministries**

\$ 23,448	\$ 25,000	\$ 18,591	\$ 25,000	\$ 40,000	\$ 15,000
-	1,750	-	2,000	3,000	1,000
-	2,750	-	3,000	3,000	-
4,513	4,500	5,028	5,000	5,000	-
3,301	7,500	3,061	7,500	7,500	-
12,761	10,000	10,000	5,000	25,000	20,000
-	-	-	4,200	11,500	7,300
-	-	-	1,000	5,000	4,000
\$ 44,023	\$ 51,500	\$ 36,680	\$ 52,700	\$ 100,000	\$ 47,300

provides training & consultation
 preservation & promotion
 promotes dialogue & cooperation
 annual celebration
 promotes awareness & advocacy
 promotes outreach to those communities
 promotes ministry to veterans
 coordinates & promotes international mission initiatives
 Increase in Anti-Racism, Hispano Latino Ministries & Veterans' Ministry Initiative



Diocese of Pennsylvania

	2016 Actual	2017 Budget	2017 Actual	2018 Budget	2019 Budget	2019 Budget vs 2018 Budget	DRAFT
31 Grants to Congregations							
32 Christ Church, Pottstown	\$ 900	\$ -	\$ -	\$ -	\$ -	-	
33 Church of the Advocate, Phila.	-	-	-	-	10,000	10,000	Outreach coordinator
34 Darby Mission	-	15,000	15,000	-	20,000	20,000	Mural program
35 Emmanuel Resurrection, Holmesburg	-	-	-	2,000	-	(2,000)	
36 Holy Trinity, Lansdale	30,000	15,000	15,000	15,000	15,000	-	Sandwich ministry, VBS, sunday school
37 Incarnation Holy Sacrament	-	-	-	-	8,000	8,000	Discipleship/christian ed
38 Incarnation, Morrisville	-	-	-	-	3,000	3,000	VBS
39 Parishes of Wissachickon Deanery	20,000	5,000	(5,000)	-	-	-	
40 Resurrection, Rockdale	-	7,500	7,500	-	-	-	
41 St. Francis in the Fields, Malvern	-	-	-	11,200	-	(11,200)	
42 St. James School and Church	-	-	-	5,000	-	(5,000)	
43 St. James the Greater, Bristol	-	1,200	1,200	-	-	-	
44 St Luke's, Germantown	-	-	-	-	10,000	10,000	Various meal services
45 St. Mark's, Frankford	-	-	-	15,000	-	(15,000)	
46 St. Mary's, Chester	-	15,000	15,000	15,000	15,000	-	VBS, camp, etc
47 St. Mary's, Hamilton Village	-	-	-	12,000	-	(12,000)	
48 St. Mary's, Wayne	-	2,800	2,800	-	-	-	
49 St. Paul's, Chester	-	-	-	17,000	-	(17,000)	
50 St Paul's, Elkins Park	-	-	-	-	4,000	4,000	Onstage program director
51 St. Peter's, Phoenixville	5,000	-	-	5,000	5,000	-	Pantry meals
52 St. Simon the Cyrenian, Phila.	-	5,000	5,000	-	9,000	9,000	Feeding program
53 St. Stephen's, Clifton Heights	2,000	-	-	-	2,400	2,400	Homeless program
54 St. Stephen's, Norwood	15,000	10,000	10,000	2,500	5,000	2,500	Supper program
55 Trinity, Boothwyn	30,000	10,000	10,000	-	-	-	
56 Trinity, Coatesville	-	-	-	2,400	5,000	2,600	Vets brunch
57 Total Grants to Congregations	\$ 102,900	\$ 86,500	\$ 76,500	\$ 102,100	\$ 111,400	\$ 9,300	
58 Missional Congregations							Includes: salaries, pension, healthcare, dental, life & disab ins, employer taxes, expense allow.
59 Mission Vicar Compensation & Benefits							2% pay increase, 1% COLA, 7% healthcare increase, includes total compensation & expenses
60 Christ and St. Ambrose, Philadelphia	\$ 120,235	\$ 131,282	\$ 82,876	\$ 117,145	\$ 145,000	\$ 27,855	
61 Church of the Advocate, Philadelphia	120,078	149,315	127,857	125,289	136,000	10,711	
62 Church of the Advocate, Phila. - Lay	32,594	-	37,715	38,054	-	(38,054)	Lay P/T Business Manager - proposed support discontinued in 2019
63 Free Church of St. John, Philadelphia	74,440	52,540	84,010	88,620	100,500	11,880	
64 St. Dismas Prison Mission	2,748	2,550	2,378	2,600	2,700	100	travel expenses
65 St. Gabriel's, Philadelphia	119,572	104,707	123,005	125,034	130,600	5,566	
66 St. Mary's, Chester	-	-	-	101,654	106,400	4,746	Re-established in 2018. Discontinued without process in a prior year
67 Total Mission Vicar Compensation	\$ 469,667	\$ 440,394	\$ 457,842	\$ 598,396	\$ 621,200	\$ 22,804	2% pay increase, 1% COLA, 7% healthcare increase, includes total compensation & expenses
68 New Ministries & Plants Vicar Comp. & Benefits							Includes: salaries, pension, healthcare, dental, life & disab ins, employer taxes, expense allow.
69 Darby Mission	\$ 70,846	\$ 75,708	\$ 77,618	\$ 88,919	\$ 98,800	\$ 9,881	Launching a new congregation
70 St. John's Norristown	-	75,000	55,598	61,671	57,400	(4,271)	Previously closed restarting with concentration on building a hispanic congregation & new ministri
71 St. Stephens, Philadelphia	-	-	30,500	30,300	31,200	900	Previously closed restarting with concentration on new ministries
72 New Minist. & Plants Vicar Comp. & Ben.	\$ 70,846	\$ 150,708	\$ 163,716	\$ 180,890	\$ 187,400	\$ 6,510	
73 Emergency Property Repairs Mission Congr.	-	-	2,925	35,000	35,000	-	
74 Total Missional Congregations	\$ 540,513	\$ 591,102	\$ 624,483	\$ 814,286	\$ 843,600	\$ 29,314	



Diocese of Pennsylvania

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	2016 Actual	2017 Budget	2017 Actual	2018 Budget	2019 Budget	2019 Budget vs 2018 Budget	
75 Youth Ministries							
76 Administration	\$ -	\$ 33,025	\$ -	\$ 9,900	\$ -	\$ (9,900)	
77 Youth Ministry	37,218	21,970	23,842	28,175	28,200	25	
78 City Camp	85,558	133,631	85,222	82,766	82,800	34	
79 Episcopal Church Camp Scholarships	7,078	8,000	4,445	10,000	10,000	-	
80 Episcopal Mission Center	67,406	47,794	358	-	-	-	
81 Campus Ministry (3)	20,721	13,300	13,227	25,075	15,000	(10,075)	Advocate; Trinity, Swarthmore; St. Mary's, Hamilton Village
82 TEC and Province III (includes EYE)	-	26,910	-	6,575	6,600	25	
83 Servant Year	124,161	-	27,831	122,732	20,000	(102,732)	Outsourced to St. Mark's & St. James School - support fee
84 Total Youth Ministries	\$ 342,142	\$ 284,630	\$ 154,925	\$ 285,223	\$ 162,600	\$ (122,623)	Servant Year outsourced
85 Congregational Development & Support							
86 Congregational Support	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ -	Consultants for congregations & parishes support
87 Total Congregational Dev. & Support	\$ 50,000	\$ -					
88 Parker Bulmer Mission - ECS Outreach Funds							
89 Parker Bulmer - ECS Outreach Funds	\$ 90,000	\$ 87,000	\$ 87,000	\$ 90,000	\$ 90,000	\$ -	Designated Endowment Funds used for senior outreach
90 Total Parker Bulmer - ECS Outreach	\$ 90,000	\$ 87,000	\$ 87,000	\$ 90,000	\$ 90,000	\$ -	
91 Growth Development Fund							
92 Growth Development Fund Awards	\$ -	\$ -	\$ -	\$ 300,000	\$ 300,000	\$ -	New 5 yr. parish capital program established by Bishop. \$300k per year. \$30k maximum grant
93 Total Growth Development Fund	\$ -	\$ -	\$ -	\$ 300,000	\$ 300,000	\$ -	
94 Mission of Greater Church							
95 Pledge to The Episcopal Church (TEC)	\$ 330,000	\$ 365,000	\$ 365,000	\$ 365,000	\$ 515,000	\$ 150,000	Additional \$75k in 2018 & \$150k in 2019, total TEC DIOPA assessment for 2018 is \$880k
96 Province III Dues	9,000	12,000	12,000	12,000	12,000	-	
97 Province III Expenses	1,233	8,000	7,500	8,000	7,500	(500)	
98 Millennium Development Goals	14,000	14,000	14,000	14,000	14,000	-	
99 Total Mission of Greater Church	\$ 354,233	\$ 399,000	\$ 398,500	\$ 399,000	\$ 548,500	\$ 149,500	Additional pledge to The Episcopal Church
100							
101 Total Mission Expenses	\$ 1,523,811	\$ 1,549,732	\$ 1,428,088	\$ 2,093,309	\$ 2,206,100	\$ 112,791	
102							
103 Mission Surplus/(Deficit)	\$ (520,000)	\$ (547,730)	\$ (552,209)	\$ (820,587)	\$ (1,064,700)	\$ (244,113)	Additional pledge to TEC \$150k, \$47k increase in Diocesan Ministries, \$29k Vicar pay & ben. incr



Diocese of Pennsylvania

2016 Actual	2017 Budget	2017 Actual	2018 Budget	2019 Budget	2019 Budget vs 2018 Budget
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Support

Support Revenue - Regular

Sacred Gifts for Support

Sacred Gifts for Support	\$ 1,372,978	\$ 1,537,467	\$ 1,403,002	\$ 1,537,467	\$ 1,537,500	\$ 33	
Less-Allowance for non-payment		(50,000)	-	(50,000)	(50,000)	-	

Net Sacred Gifts for Support

Net Sacred Gifts for Support	\$ 1,372,978	\$ 1,487,467	\$ 1,403,002	\$ 1,487,467	\$ 1,487,500	\$ 33	No increase for 2019, maintain 2017 level. NOTE 1
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Endowment Income

Endowment distribution	\$ 1,548,332	\$ 1,769,117	\$ 2,017,557	\$ 1,685,000	\$ 1,663,600	\$ (21,400)	Distribution spend rate 4.4%
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Endowment Income

Endowment Income	\$ 1,548,332	\$ 1,769,117	\$ 2,017,557	\$ 1,685,000	\$ 1,663,600	\$ (21,400)	
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Transfers from Closed Church Prop. Fund	746,074	111,000	362,844	450,000	387,500	(62,500)	Transfers to cover closed church & Wapiti Retreat maintenance expenses
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Transfers from Property Fund

Transfers from Property Fund	\$ 746,074	\$ 111,000	\$ 362,844	\$ 450,000	\$ 387,500	\$ (62,500)	
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Total Support Revenue - Regular

Total Support Revenue - Regular	\$ 3,667,384	\$ 3,367,584	\$ 3,783,402	\$ 3,622,467	\$ 3,538,600	\$ (83,867)	
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Rent from Church Foundation	\$ -	\$ -	\$ -	\$ 20,000	\$ -	\$ (20,000)	No rent will be charged in 2018 and 2019
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Flagg Trust Income	44,917	-	34,823	30,000	35,000	5,000	
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Diocesan Convention Revenue	34,870	36,000	33,586	36,000	38,000	2,000	
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Closed Church & Wapiti Rental Income	75,465	-	80,452	59,338	60,000	662	Rent charged for use of the closed churches and Wapiti
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Other Income	13,303	49,000	6,532	30,000	30,000	-	
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Total Revenue - Special

Total Revenue - Special	\$ 168,555	\$ 85,000	\$ 155,393	\$ 175,338	\$ 163,000	\$ (12,338)	
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Total Support Revenue

Total Support Revenue	\$ 3,835,939	\$ 3,452,584	\$ 3,938,795	\$ 3,797,805	\$ 3,701,600	\$ (96,205)	Lower endowment distribution & transfers from Closed Church Fund
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Support Expenses

Compensation & Benefits includes: salaries, pension, healthcare, dental, life & disability insurance & employer taxes

Staff Compensation & Benefits

Staff Compensation & Benefits							No pay increase for Bishop, 2% staff salary increase, 1% COLA, 7% healthcare increase
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Bishop	\$ 273,725	\$ 281,000	\$ 287,324	\$ 260,769	\$ 290,700	\$ 29,931	SECA reimbursement mistakenly not budgeted in 2018, COLA increase in July
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Youth	235,643	396,121	260,730	245,683	48,300	(197,383)	Canon Ivey moved to Canons for G, S & M. City Camp Supervisor. Youth Missioner position cut.
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Canon to the Ordinary	379,660	376,083	321,622	172,797	175,500	2,703	Canon Wamsley
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Canons for Growth, Support & Mission (3)	-	-	-	239,876	366,900	127,024	Canons Berlenbach, Ivey & Smyth
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Finance and IT (3.5)	310,376	317,199	326,854	346,102	348,300	2,198	Canon for Finance, Senior Accountant, Acctg. Spec., & P/T IT
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Deployment & Transition (2)	194,121	210,499	197,138	180,043	216,500	36,457	Canon Benoit Joseph & Assistant
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Administrative Support (3)	165,849	124,128	216,347	246,676	262,500	15,824	Bishop's Executive Assistant, Asst to the Canon to the Ordinary, Recept.
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Diocesan Property Manager	193,019	217,725	205,539	198,559	119,300	(79,259)	Wapiti Property Manager moved to Property Expenses
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Assisting Bishops: TBD	15,598	20,000	9,766	20,000	20,000	-	
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Education and Communication (2.25)	173,692	177,466	180,459	200,671	241,300	40,629	Canon Tucker, Communications Specialist & P/T Web/Data Admin
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Archivist and Retired Clergy Chaplain (2)	54,218	48,234	56,424	56,359	61,600	5,241	
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Total Staff

Total Staff	\$ 1,995,901	\$ 2,168,455	\$ 2,062,204	\$ 2,167,535	\$ 2,150,900	\$ (16,635)	Position cuts offset by pay & benefit increase
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Diocese of Pennsylvania

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	2016 Actual	2017 Budget	2017 Actual	2018 Budget	2019 Budget	2019 Budget vs 2018 Budget	
140 Operations							
141 Occupancy	\$ 361,147	\$ 300,000	\$ 276,666	\$ 283,516	\$ 289,300	\$ 5,784	3717 rent, property & casualty insurance, cleaning
142 Professional and Legal Fees	60,539	70,000	28,283	70,000	50,000	(20,000)	Chancellors fees and financial investigation
143 Archives (United Lutheran Seminary)	14,624	15,000	15,500	15,000	16,000	1,000	Archives for the Office of the Diocese and parishes
144 Financial Audit	49,500	49,000	49,500	50,500	51,000	500	
145 Office & Operations	126,971	84,500	167,065	131,921	174,500	42,579	New: cloud database, website support, demographic analysis software, project tracking software
146 Miscellaneous	(324)	5,000	-	5,000	5,000	-	
147 Expenses for Title IV Intake Officer	-	5,000	-	5,000	5,000	-	
148 Deployment and Ordination Costs	45,983	66,000	33,274	66,000	50,000	(16,000)	
149 Retired Lay Medical Insurance Premiums	62,585	50,000	76,545	45,000	65,000	20,000	Benefits are being stepped down through 2019
150 New Bishop Search	242,135	-	1,684	-	-	-	
151 Total Operations	\$ 963,160	\$ 644,500	\$ 648,517	\$ 671,937	\$ 705,800	\$ 33,863	
152 Property Expenses							
153 Closed Church Property Expenses	\$ 345,881	\$ -	\$ 225,412	\$ 395,956	\$ 300,000	\$ (95,956)	All expenses to maintain & operate all closed churches
154 Wapiti Property Expenses	86,845	-	106,884	-	110,000	110,000	All expenses to maintain & operate Wapiti Retreat
155 Wapiti Property Manager	-	-	-	-	37,500	37,500	Half time manager, previously full time reported in Staff Compensation & Benefits
156 Total Property Expenses	\$ 432,726	\$ -	\$ 332,296	\$ 395,956	\$ 447,500	\$ 51,544	Wapiti Expenses added
157 Diocesan Life							
158 Education	\$ 3,202	\$ 8,500	\$ 3,559	\$ 8,500	\$ 8,500	\$ -	
159 Communication	20,077	27,220	29,185	30,000	35,000	5,000	Caminos, Spanish translation, video costs, outsourced design
160 Travel for Mission & Administration	-	-	80,993	42,200	65,000	22,800	Bishop: College of Bishops, Recruitment@ Seminaries & Conferences, Canon visits, parish support
161 Diocesan Events	-	-	40,355	24,100	40,000	15,900	speakers, venues, food, supplies ex. Chrism Service, Stewardship, Lent Retreat, Teaching Days
162 Diocesan Convention	38,400	40,000	42,862	40,000	45,000	5,000	Higher costs anticipated from electronic voting service
163 General Convention	836	16,000	16,000	16,000	12,000	(4,000)	Next convention in Baltimore, expenses s/b lower
164 Total Diocesan Life	\$ 62,515	\$ 91,720	\$ 212,953	\$ 160,800	\$ 205,500	\$ 44,700	Accurate increase in travel budget for Bishop & Canons, higher event costs
165 Total Support Expenses	\$ 3,454,302	\$ 2,904,675	\$ 3,255,970	\$ 3,396,228	\$ 3,509,700	\$ 113,472	Wapiti Expenses added in 2019, higher software support & mission travel
166							
167 Support Surplus/(Deficit)	\$ 381,637	\$ 547,909	\$ 682,826	\$ 401,577	\$ 191,900	\$ (209,677)	
168							
169 Total Surplus/(Deficit)	\$ (138,363)	\$ 179	\$ 130,616	\$ (419,010)	\$ (872,800)	\$ (453,790)	
170							
171 Non-distributing Endowment Fund Transfer	\$ 166,000	\$ -	\$ -	\$ 420,000	\$ 873,700	\$ 453,700	Note 2 - Transfer from a non-distributing endowment fund to balance Mission for 2019
172							
173 Total Surplus (Deficit)	\$ 27,637	\$ 179	\$ 130,616	\$ 990	\$ 900	\$ (90)	

NOTE 1 - Bishop has asked the parishes be given a break in the first few years of his Episcopacy by not increasing the Sacred Gifts for Support (formally the Episcopate Assessment). The proposed 2019 Sacred Gifts for Support are maintained at the 2017 budget level.

NOTE 2 - The shortfall in Mission is being covered by a transfer from a non-distributing endowment fund. This is a one time event where a non-distributing endowment fund transfer will be used to balance the the Mission budget with no increase in the asking from parishes. In succeeding years there will be a slow balancing of parishes being asked to contribute more to balance the Budget with endowment spending returned to normal distribution levels.

