

## Narrative for 2022 Mission and Ministry Operations

2021 has been a year of ups and downs. Vaccines and a reduction in COVID cases led to emerging from isolation and our churches being able to gather in person. As we emerge in God's Love from COVID and all it has brought, the Holy Spirit continues to blow through our midst. The Approved Budget for Mission and Ministry to be presented to our 153rd Annual Convention is presented in the same flexible and adaptable format as the 2021 budget. The grant pool and grant application process will continue in 2022 to assist our parishes and ministries in responding in their communities.

In light of the Rule of Life, Vision, and Mission, the Board's priorities are currently:

- 1) Addressing Racial Justice and Reconciliation,
- 2) Creating a Welcoming, Nurturing Environment for New Americans,
- 3) Raising up New Leaders Among our Lay Adults and Youth,
- 4) Increasing Community Formation and Neighborhood/Regional Connections,
- 5) Providing Technical Support for Parishes to Explore New Ways of Worshiping, Serving, and Stewardship, and
- 6) Creation Care

The Board and diocesan staff are keenly aware of the precarious state of many of our congregations and the need for careful and thoughtful stewardship. Transparency, informed choice, and accountability are the values upholding the budget that is being presented. Priorities will be reviewed and adapted, as needed. The Board will be undertaking a discernment process with the diocese. In addition to the ministry areas of focus, above, we will continue to fund the core expenses of Bishop's office and canonically mandated expenses.

Below is some information you need to know about the 2022 budget:

1. There are changes in the way we do some things:
  - The budget is presented compared to the 2019 budget instead of 2020 or 2021 because of the pandemic impact on those years numbers.
  - Diocesan convention is budgeted as a hybrid event. A virtual meeting one day and an in-person Eucharist (*line 18*).
  - Travel and meetings will be a mixture of in-person and online gatherings to reduce environment impact and expense. Costs will be less than pre-pandemic times but more than during pandemic times.
  - Lay retiree benefits are being changed by CPG for 2022 to lower cost, higher benefit options. The budget includes funding for 4 lay retirees, an increase of 2 from this year (*line 23*).

2. Staffing:

- A Canon for Mission and Formation position has been added instead of filling a Canon to the Ordinary position (*lines 22 and C-6*).
- A part-time office administrator position has been added in place of the former receptionist position (*lines 22 and C-2*).
- Staff salary increases are included at a 3.6% COLA (*lines 22 and C1-11*).
- Staffing does not include money for a Youth Minister position for 2022.

3. Revenue:

- Assessment and pledge are projected to decrease by \$73,747 due to reduction in parish average NOI (*lines 44 and 45*).
- We continue to refrain from touching investment principal. (*lines 47, 48, 49*).
- We are taking funds from reserves created for specific expenses (*line 63 and 64*).
- A grant was received from The Episcopal Church in 2021. \$20,000 of these funds has been earmarked for the board's discernment work (*lines 33 and 57*).

4. Expenses:

- Expenses are up from 2019 because: General Convention and Lambeth events are taking place in 2022, we're anticipating carrying properties from 5 closed churches, and the estimate of uncollectible assessments has been increased.
- The Episcopal Church assessment holds steady at 15% of Diocesan income (*line 15*).
- The cost of Lambeth has been accrued for over years and is mostly funded from the reserve (*line 16 and 63*).
- General Convention is taking place in 2022 with the next one scheduled for 2024. The budget includes the cost of sending the contingent in 2022 and an accrual for 2024's event. The 2022 cost is fully funded by the reserve previously established (*line 17 and 63*).
- We have sold some and look to sell other buildings of closed congregations in our care, avoiding further draining of resources away from congregations with active ministry (*line 27*). Funds from closed parishes are being used to offset the costs to the budget for those properties (*line 64*).

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|------|-----------|--|---------------------|------------------|---------------------|-----------------------------------|----------------------|---|---|
| 2    |           | <b>Expenses</b>                              |                     |                  |                     |                                   |                      |   |   |
| 3    |           | <i>Program Expenses</i>                      |                     |                  |                     |                                   |                      |   |   |
| 4    | P         | Crisis Management Reserve                    | \$ -                | \$ 35,191        | \$ -                | \$ -                              | \$ -                 | \$ -  | Reserve established in 2020 budget revision in response to COVID-19 pandemic.   |
| 5    | P         | Ministry Grants                              | \$ -                | \$ -             | \$ 63,821           | \$ 37,068                         | \$ 50,000            | \$ 50,000   | Ministry grant funding. Program budgets previously listed as line items in budget. See attached schedule for detailed list. |
| 6    |           |  |                     |                  |                     |                                   |                      |   |   |
| 7    | P         | Programs                                     | \$ 106,401          | \$ 15,838        | \$ -                | \$ -                              | \$ -                 | \$ (106,401)  |   |
| 7    |           | <b>Total Program</b>                         | <b>\$ 106,401</b>   | <b>\$ 51,029</b> | <b>\$ 63,821</b>    | <b>\$ 37,068</b>                  | <b>\$ 50,000</b>     | <b>\$ (56,401)</b>  |   |
| 8    |           | <i>Core expenses</i>                         |                     |                  |                     |                                   |                      |   |   |
| 9    | Ca        | COM Expenses +                               | \$ 7,975            | \$ 1,429         | \$ 5,900            | \$ 1,657                          | \$ 5,100             | \$ (2,875)  | Overnight discernment retreat, psychological evaluations for 3 people.  |
| 10   | Co        | Lay Preaching Program                        | \$ -                | \$ -             | \$ -                | \$ -                              | \$ 1,800             | \$ 1,800  | Program coordinator, Teaching Assistant, meetings, scholarships net of tuition - assumes 8 students.                        |
| 11   | Ca        | Seminarian Scholarships*                     | \$ 20,789           | \$ -             | \$ 22,366           | \$ -                              | \$ 23,794            | \$ 3,005  | Expense equal to income from restricted endowments at 4% distribution.  |
| 12   | P         | Episcopal Fund for Human Need (EFHN Grants)* | \$ 20,494           | \$ 4,200         | \$ 21,585           | \$ 1,279                          | \$ 22,844            | \$ 2,350  | Expense equal to income from restricted endowment at 4% distribution.   |
| 13   | P         | Sustainable Development Grants *             | \$ 9,455            | \$ 9,336         | \$ 9,462            | \$ -                              | \$ 8,259             | \$ (1,196)  | .007% of diocesan assessable income 2020.   |
| 14   | P         | United Thank Offering (UTO)*                 | \$ 6,645            | \$ 6,813         | \$ 6,852            | \$ -                              | \$ 7,142             | \$ 497  | Grant to National UTO equal to income from restricted endowment at 4% distribution.   |
| 15   | Ca        | Episcopal Church Assessment                  | \$ 202,600          | \$ 200,059       | \$ 202,758          | \$ 118,276                        | \$ 176,972           | \$ (25,628)   | Diocesan Assessment to TEC is 15% of diocesan assessable income for 2020 after an \$140,000 exemption.                      |

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| 16   | Co        | Lambeth (Accrual unless actual event year)            | \$ 800              | \$ -        | \$ 1,000            | \$ -                              | \$ 17,000            | \$ 16,200   | Estimated costs for actual event in 2022. Partially paid from reserve funds (line 63).   |
| 17   | Ca        | General Convention (Accrual unless actual event year) | \$ 17,500           | \$ -        | \$ 17,500           | \$ 50                             | \$ 70,000            | \$ 52,500   | Assumes attendance of 17 people to attend General Convention in 2022 and Provincial Synod. Fully offset by accrual (Line 63). Also includes \$17,000 accrual for 2024 General Convention.  |
| 18   | Ca        | Diocesan Convention                                   | \$ 58,975           | \$ 1,175    | \$ 66,628           | \$ -                              | \$ 4,825             | \$ (54,150)   | Conduct the business of the Diocese and educate the faithful. Registration fees to cover a portion of the cost (Line 52). Convention will be virtual w/in-person Eucharist   |
| 19   | P         | EYE (Accrual unless actual event year)                | \$ 2,000            | \$ -        | \$ 6,000            | \$ -                              | \$ 1,000             | \$ (1,000)  | Accruing for next event. Unsure when it will be held.  |
| 20   | Ca        | Accrual for Title IV                                  | \$ 2,500            | \$ 1,679    | \$ 2,500            | \$ -                              | \$ 2,500             | \$ -  | Accrual for reserve.   |
| 21   | Ca        | Accrual for Bishop Search                             | \$ 5,000            | \$ -        | \$ 5,000            | \$ -                              | \$ 5,000             | \$ -  | Accruing for next search.  |
| 22   | Co        | Compensation & Benefits                               | \$ 871,347          | \$ 775,235  | \$ 778,763          | \$ 433,440                        | \$ 866,089           | \$ (5,258)  | Includes 2 reconfigured staff positions - Coordinator for Mission and Formation \$115,469 and part-time Office administrator \$19,727. There is a 3.6% COLA increase for staff for 2022 and other increase in line is from increased benefit costs. Total compensation and benefits are included in this line. See attached schedule for detail. |

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| 23   | Co        | Lay Retiree Benefits*                        | \$ 11,675           | \$ (4,182)   | \$ 12,469           | \$ 7,053                          | \$ 26,429            | \$ 14,754   | Lay retirees from Diocesan staff: Assumes 4 lay retirees. CPG is changing coverage and the result is reduced cost. A subsidy is provided to the lay retired employee. Balance of cost and any annual increase in benefit costs are collected in fees (Line 51). A portion of retiree health insurance is funded from reserve funds from the 2021 budget (line 63). |
| 24   | Co        | Rent   | \$ 48,266           | \$ 49,446    | \$ 50,226           | \$ 29,162                         | \$ 51,236            | \$ 2,970  | Rent for Diocesan office and annex.  |
| 25   | Co        | Business Insurance                           | \$ 11,614           | \$ 13,742    | \$ 14,226           | \$ 8,541                          | \$ 2,498             | \$ (9,116)  | Based on actual experience. This is a portion of the total cost. The rest of the costs were allocated to Unincorporated & Closed Parishes using a different allocation method than in prior years (Lines 26 & 27).   |
| 26   | Ca        | Property: Unincorporated Parishes & Chapels* | \$ 20,461           | \$ 17,927    | \$ 16,855           | \$ 5,965                          | \$ 34,488            | \$ 14,027   | Paris Hill maintenance costs, insurance and exterior painting, payroll assistance for chapels, grant assistance for chapels.   |
| 27   | Ca        | Property: Closed Parishes*                   | \$ 13,040           | \$ (257,495) | \$ 42,906           | \$ 31,837                         | \$ 77,921            | \$ 64,881   | Assumes costs for the following properties for 2022: Pierrepont Manor, Elmira (Trinity), Waverly, plus funds for a potential parish closing. Partially funded by funds from closed parishes (line 64).   |
| 28   | Ca        | Audit & Retiree Actuary Report               | \$ 15,500           | \$ 15,300    | \$ 15,700           | \$ -                              | \$ 15,700            | \$ 200  | CPA audit and actuary report required for CPA audit. See attached schedule for detail.   |

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| 29   | Co        | Communications                                    | \$ 6,028            | \$ 5,130    | \$ 11,805           | \$ 2,416                          | \$ 8,961             | \$ 2,932  | Technology subscriptions & fees, professional services for website, video editing, and transcription, printing and promotional items, and photos/graphics.  |
| 30   | Co        | Office expenses                                   | \$ 64,774           | \$ 63,437   | \$ 58,600           | \$ 32,477                         | \$ 63,061            | \$ (1,713)  | Phone, cell phones, internet, service contracts, office supplies, payroll service, printing services, and dues and fees. See attached schedule for detail.  |
| 31   | Co        | Professional Services                             | \$ 18,620           | \$ 4,555    | \$ 5,480            | \$ 3,732                          | \$ 16,250            | \$ (2,370)  | Professional and legal services. See attached schedule for detail.  |
| 32   | Co        | Travel, professional development, and conferences | \$ 72,074           | \$ 22,237   | \$ 47,755           | \$ 5,353                          | \$ 61,425            | \$ (10,649)   | Bishop and staff travel and professional expenses, continuing education and professional conferences. See attached schedule for detail.   |
| 33   | Co        | Meetings and Activities                           | \$ 19,599           | \$ 9,539    | \$ 11,300           | \$ 915                            | \$ 32,650            | \$ 13,051   | Includes staff development, board & standing committee meetings, clergy retreats and clergy days, other clergy development, liturgy & worship, luncheon with retired clergy and widows, and archives meetings. Includes \$20,000 for a leadership discernment process which is fully funded by a TEC grant (line 57). |
| 34   | Co        | Uncollectable Pledge and Assessment               | \$ 30,403           | \$ 27,063   | \$ 160,000          | \$ 82,583                         | \$ 110,000           | \$ 79,597   | Based on estimates derived from an April 2021 parish financial survey and 2020 parochial report data.   |
| 35   | Co        | Funded Depreciation                               | \$ 11,539           | \$ 43,632   | \$ 15,761           | \$ -                              | \$ 15,050            | \$ 3,511  | Funding depreciation for replacement of fixed assets and/or future fixed asset purchases.   |

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| 36   |           | <b>Total Core Expenses</b>                             | \$ 1,569,673        | \$ 1,010,257 | \$ 1,609,397        | \$ 764,735                        | \$ 1,727,995         | \$ 158,322  |   |
| 37   |           | <i>Pass Through Expense</i>                            |                     |              |                     |                                   |                      |   |   |
| 38   |           | Bishop's Discretionary Fund                            | \$ 8,000            | \$ 600       | \$ 7,600            | \$ 1,048                          | \$ 7,600             | \$ (400)  | Funding from parish visitation gifts.   |
| 39   |           | Contributor's Fund                                     | \$ 19,000           | \$ 10,452    | \$ 12,000           | \$ 508                            | \$ 15,000            | \$ (4,000)  | Funding from annual solicitation.   |
| 40   |           | Parish Mission FBO Earnings & Parish Online Donations* | \$ 115,323          | \$ 154,222   | \$ 120,828          | \$ 85,113                         | \$ 124,920           | \$ 9,597  | Endowment income from funds held For Benefit Of (FBO) parishes.   |
| 41   |           | <b>Total Pass Through Expense</b>                      | \$ 142,323          | \$ 165,274   | \$ 140,428          | \$ 86,669                         | \$ 147,520           | \$ 5,197  |   |
| 42   |           | <b>Total Expenses</b>                                  | \$ 1,818,397        | \$ 1,226,560 | \$ 1,813,646        | \$ 888,472                        | \$ 1,925,514         | \$ 107,117  |   |
| 43   |           |  |                     |              |                     |                                   |                      |   |   |
|      |           | <b>Income</b>  |                     |              |                     |                                   |                      |   |   |
| 44   |           | Assessment   | \$ 972,508          | 939,065      | \$ 955,642          | \$ 955,770                        | \$ 925,331           | \$ (47,177)   | Assessment asking is 10% of 3 -year average NOI (2018, 2019, 2020).   |
| 45   |           | Pledge   | \$ 111,765          | 110,454      | \$ 110,000          | \$ 206,931                        | \$ 85,195            | \$ (26,570)   | Pledge asking is 6% of 3 year-average NOI (2018, 2019, 2020).   |
| 46   |           | Investment Income:                                     |                     |              |                     |                                   |                      |   |   |
| 47   |           | Diocesan Unrestricted Investment Earnings Net          | \$ 197,808          | 150,370      | \$ 247,470          | \$ 110,970                        | \$ 243,960           | \$ 46,152   | Endowment income that is unrestricted. Includes full amount of Thornfield property sale account earnings. Distribution of 4.0% for 2022 based on 20 qtr. average value (Long Term fund); 1.5% year based on 20 qtr. average value (Intermediate Term fund). |
| 48   |           | Parish Mission FBO Earnings Net                        | \$ 115,323          | 115,288      | \$ 120,828          | \$ 55,999                         | \$ 124,920           | \$ 9,597  | Endowment income from funds held For Benefit Of (FBO) parishes. Distribution of 4.0% for 2022 based on 20 qtr. average value (Long Term fund). Pass-through item. (Line 40).  |

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| 49   |           | Other Diocesan Restricted Earnings (See item*) | \$ 331,234          | 206,520     | \$ 238,730          | \$ 106,108                        | \$ 361,336           | \$ 30,102   | Endowment income that is limited by the Grantor matched up to expenses in the budget (Distributions of 4.0% for 2022 from Long Term fund; 1.5% from Intermediate Term fund). |
| 50   |           | Fees:  |                     |             |                     |                                   |                      |   |  |
| 51   |           | Retiree Health Insurance Premiums              | \$ 5,038            | 4,042       | \$ 4,900            | \$ 3,242                          | \$ 8,566             | \$ 3,528  | Lay retiree pays towards premiums (Line 23).   |
| 52   |           | Convention Fees                                | \$ 19,300           | 5,726       | \$ 22,440           | \$ 50                             | \$ 5,000             | \$ (14,300)   | Registration fees for Diocesan Convention (Line 18).   |
| 53   |           | Foundation accounting fees                     | \$ 5,000            | 3,358       | \$ 5,000            | \$ 1,798                          | \$ 5,286             | \$ 286  | Clerical and bookkeeping support to Foundation of the Diocese (Line 22).   |
| 54   |           | Grants:  |                     |             |                     |                                   |                      |   |  |
| 55   |           | Bishop's Discretionary Fund                    | \$ 8,000            | 4,150       | \$ 7,600            | \$ 2,652                          | \$ 7,600             | \$ (400)  | Funding from parish visitation gifts.  |
| 56   |           | Contributor's Fund                             | \$ 19,000           | 15,233      | \$ 12,000           | \$ 7,325                          | \$ 15,000            | \$ (4,000)  | Funding from annual solicitation.  |
| 57   |           | TEC Grant                                      | \$ -                | 0           | \$ -                | \$ 40,000                         | \$ 20,000            | \$ 20,000   | Funds from grant for leadership discernment project (Line 33).   |
| 58   |           | PPP Loan (forgiven)                            | \$ -                | 135,765     | \$ -                | \$ -                              | \$ -                 | \$ -  | - One time grant   |
| 59   |           | Miscellaneous:                                 |                     |             |                     |                                   |                      |   |  |
| 60   |           | Interest                                       | \$ 2,000            | 1,481       | \$ 800              | \$ 701                            | \$ 1,500             | \$ (500)  | Operating Savings interest income.   |
| 61   |           | Gifts  | \$ -                | 50,479      | \$ -                | \$ 34,924                         | \$ -                 | \$ -  | - Miscellaneous donations to the Diocese and parishes.   |
| 62   |           | Miscellaneous                                  | \$ -                | 3,842       | \$ -                | \$ 2,440                          | \$ -                 | \$ -  | - Miscellaneous income.  |



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| 63   |           | Accrual for Fixed Assets (funded depreciation), Lambeth, EYE | \$ 23,463           | \$ -                | \$ 88,236           | \$ -                              | \$ 91,744            | \$ 68,281   | Lambeth accrual \$16,311 (Line 16), General Convention accrual \$52,500 (Line 17), depreciation reserves for cell phone replacements & computer equip \$9,949 (Line 30), UIF fund for property maintenance \$5,000 for Paris Hill painting (Line 26), Retirement package lay staff member \$7,984 (Line 23). |
| 64   |           | Transfer from savings  | \$ 7,958            | \$ -                | \$ -                | \$ -                              | \$ 30,077            | \$ 22,119   | 2022 Funds from closed parishes Trinity, Elmira and Zion, Pierrepont Manor to offset costs of properties (Line 27).  |
| 65   |           | <b>Total Income</b>  | <b>\$ 1,818,397</b> | <b>\$ 1,745,773</b> | <b>\$ 1,813,646</b> | <b>\$ 1,528,910</b>               | <b>\$ 1,925,514</b>  | <b>\$ 107,117</b>   |  |
| 66   |           | <b>Income - Expense</b>                                      | <b>\$ -</b>         | <b>\$ 519,213</b>   | <b>\$ (0)</b>       | <b>\$ 640,438</b>                 | <b>\$ (0)</b>        | <b>\$ (0)</b>   |  |

\* Expenses are funded partially or fully by Diocesan Restricted Investment Earnings.

+ Canonical COM

++ Column B - "Co" = Corporate/"Ca" = Canonical/"P" = Program

The Diocese of Central New York Approved 2022  
Budget Attachment

| Line  | Description   | 2019<br>Revised<br>Budget | 2020<br>Actual | 2021<br>Revised<br>Budget | 2021 ytd<br>actual<br>through<br>July 2021 | 2022<br>Approved<br>Budget | Difference<br>between<br>2019<br>revised<br>budget and<br>2022<br>approved<br>budget |  |
|---|---|---------------------------|----------------|---------------------------|--|----------------------------|--|--|
| <b><i>Schedule of Core Expenses: Administration</i></b> |   |                           |                |                           |  |                            |  |  |
| C-1   | Bishop, Compensation & Benefits*                                    | \$ 193,935                | \$ 195,617     | \$ 198,536                | \$ 115,266                                 | \$ 206,550                 | \$ 12,615  | 3.6% COLA for 2022 and other increase from increased benefit costs. (.85% increase for 2021, 2.05% increase for 2020, 2.3% increase for 2019, 2% increase for 2018, no increase for 2017)  |
| C-2   | Lay Staff, Compensation & Benefits                                  | \$ 404,604                | \$ 411,942     | \$ 442,277                | \$ 234,723                                 | \$ 284,870                 | \$ (119,734)   | Chief of Staff/Communications listed on a separate line with ordination of M Sanderson. Eliminated receptionist position has been reconfigured to a part-time Office Administrator position. 3.6% COLA for 2022 and other increase from increased benefit costs. (.85% increase for 2021, 2.05% increase for 2020, 2.3% increase for 2019, 2% increase for 2018, 2.1% increase for 2017, 1.8% increase in 2016, 2% increase in 2015) |
| C-3   | Canon for Transition & Church Development, Compensation & Benefits* | \$ 115,293                | \$ 123,372     | \$ 130,965                | \$ 76,251                                  | \$ 136,435                 | \$ 21,142  | 3.6% COLA for 2022 and other increase from increased benefit costs. (.85% increase and increase for additional duties for 2021, 2.05% partial increase for 2020 and increase for additional duties, 2.3% increase for 2019, 2% increase for 2018; Position added mid-January 2017)   |
| C-4   | Canon to the Ordinary* Compensation & Benefits*                     | \$ 115,794                | \$ 15,000      | \$ -                      | \$ -                                       | \$ -                       | \$ (115,794)   | Assumes this position will not be filled and a new position will be created instead (see Canon for Mission and Formation Line C-6).  |
| C-5   | Chief of Staff/Communications Director, Compensation & Benefits     | \$ -                      | \$ -           | \$ -                      | \$ 5,380                                   | \$ 113,319                 | \$ 113,319   | M Sanderson was previously reported in Lay Staff Compensation and Benefits (Line C-2). She was ordained to transitional diaconate in July 2021.  |

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Budget Attachment

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|------|--|---------------------------|-------------------|---------------------------|--|----------------------------|--|---|
| C-6  | Canon for Mission and Formation  | \$ -                      | \$ -              | \$ -                      | \$ -                                       | \$ 115,469                 | \$ 115,469   | New position. This is a restructure of a former Canon to the Ordinary position. The position's focus will be to connect and equip disciples living into our rule of life, mission, and vision. This position is mostly funded by restricted endowment (line 49 of the main budget).     |
| C-7  | Accrual-Sabbaticals: Bishop and Canon to Ordinary, Canon for Transition & Church Development | \$ 4,400                  | \$ -              | \$ 3,200                  | \$ -                                       | \$ 5,600                   | \$ 1,200   | Accruing for sabbaticals for Bishop Duncan-Probe \$2,000, Canon for Transition & Church Development \$1,200, Chief of Staff/Communications Director \$1,200, and Canon for Mission and Formation \$1,200.   |
| C-8  | <b>Total Bishop &amp; Office Staff compensation &amp; benefits</b>                           | <b>\$ 834,026</b>         | <b>\$ 745,931</b> | <b>\$ 774,978</b>         | <b>\$ 431,620</b>                          | <b>\$ 862,243</b>          | <b>\$ 28,217</b>   |   |
| C-9  | Deaf Minister Compensation & Benefits*   | \$ 20,874                 | \$ 21,372         | \$ 3,785                  | \$ 1,820                                   | \$ 3,845                   | \$ (17,029)  | 3.6% COLA for 2022. Change from 25% time position to a stipend for twice a month services. 2.05% increase for 2020 and other increase from increased benefit costs. (2.3% increase for 2019, 2% increase for 2018, 2.1% increase for 2017, 1.8% increase in 2016, 2% increase in 2015.) |
| C-10 | Youth Missioner, Compensation & Benefits   | \$ 16,447                 | \$ 7,932          | \$ -                      | \$ -                                       | \$ -                       | \$ (16,447)  | Position was vacated in 2020. Youth ministry discernment begun summer of 2020. Currently no plan to fill this position.   |
| C-11 | <b>Total compensation &amp; benefits</b>   | <b>\$ 871,347</b>         | <b>\$ 775,235</b> | <b>\$ 778,763</b>         | <b>\$ 433,440</b>                          | <b>\$ 866,089</b>          | <b>\$ (5,258)</b>  | <b>Budget line 22</b>   |

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|-------------|---|---------------------------|------------------|---------------------------|--|----------------------------|--|---|
| <i>C-12</i> |   |                           |                  |                           |  |                            |  |   |
| <i>C-13</i> | <b>Office Expenses:</b>                           |                           |                  |                           |  |                            |  |   |
| <i>C-14</i> | Communication Services<br>(phone, web, etc.)      | \$ 8,531                  | \$ 9,475         | \$ 13,250                 | \$ 5,992                                   | \$ 14,510                  | \$ 5,979   | Phone/internet for office, cell phones.   |
| <i>C-15</i> | Equipment Repairs & Lease                         | \$ 19,203                 | \$ 20,790        | \$ 17,900                 | \$ 8,868                                   | \$ 10,500                  | \$ (8,703)   | Service contracts. Copier lease ended in 2021.  |
| <i>C-16</i> | Office Supplies & Services                        | \$ 17,642                 | \$ 8,550         | \$ 13,793                 | \$ 6,391                                   | \$ 19,464                  | \$ 1,822   | Supplies, payroll service.  |
| <i>C-17</i> | Postage   | \$ 2,200                  | \$ 1,054         | \$ 1,977                  | \$ 453                                     | \$ 1,830                   | \$ (370)   | Amount based on prior years actual expenses.  |
| <i>C-18</i> | Desk Publishing Letterhead,<br>Brochures, Reports | \$ 2,225                  | \$ 1,290         | \$ 2,020                  | \$ -                                       | \$ 1,150                   | \$ (1,075)   | Outside printing costs with discontinuation of<br>copier lease, Cost of printing annual Directory,<br>Annual dues and fees. |
| <i>C-19</i> | Dues & Fees                                       | \$ 14,973                 | \$ 22,278        | \$ 9,660                  | \$ 10,773                                  | \$ 15,607                  | \$ 634   |   |
| <i>C-20</i> | <b>Total office expenses</b>                      | <b>\$ 64,774</b>          | <b>\$ 63,437</b> | <b>\$ 58,600</b>          | <b>\$ 32,477</b>                           | <b>\$ 63,061</b>           | <b>\$ (1,713)</b>  | <b>Budget line 30</b>   |
| <i>C-21</i> |   |                           |                  |                           |  |                            |  |   |
| <i>C-22</i> | Audit   | \$ 13,000                 | \$ 12,800        | \$ 13,000                 | \$ -                                       | \$ 13,000                  | \$ -   | CPA audit.  |
| <i>C-23</i> | Retiree Actuary Report                            | \$ 2,500                  | \$ 2,500         | \$ 2,700                  | \$ -                                       | \$ 2,700                   | \$ 200   | Required for annual CPA audit.  |
| <i>C-24</i> | <b>Total audit expense</b>                        | <b>\$ 15,500</b>          | <b>\$ 15,300</b> | <b>\$ 15,700</b>          | <b>\$ -</b>                                | <b>\$ 15,700</b>           | <b>\$ 200</b>  | <b>Budget line 28</b>   |

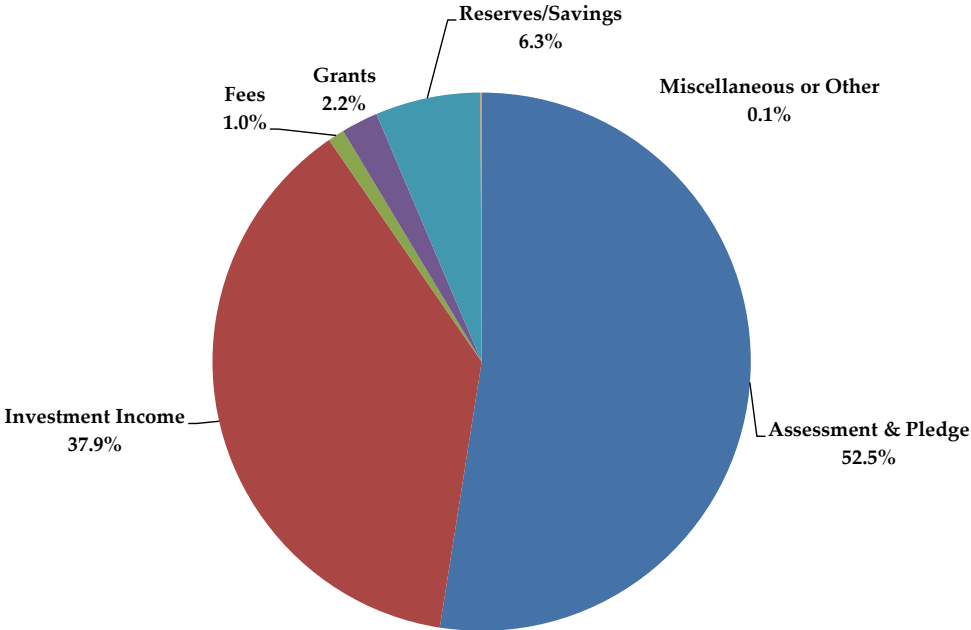
The Diocese of Central New York Approved 2022  
Budget Attachment

| Line | Description  | 2019<br>Revised<br>Budget | 2020<br>Actual   | 2021<br>Revised<br>Budget | 2021 ytd<br>actual<br>through<br>July 2021 | 2022<br>Approved<br>Budget | Difference<br>between<br>2019<br>revised<br>budget and<br>2022<br>approved<br>budget |   |
|------|--|---------------------------|------------------|---------------------------|--|----------------------------|--|---|
| C-25 |  |                           |                  |                           |  |                            |  |   |
| C-26 | Other Professional Services                                    | \$ 13,620                 | \$ 4,555         | \$ 4,480                  | \$ 3,732                                   | \$ 15,250                  | \$ 1,630   | FSA administration, background checks, moving costs new canon |
| C-27 | Legal Professional Services                                    | \$ 5,000                  | \$ -             | \$ 1,000                  | \$ -                                       | \$ 1,000                   | \$ (4,000)   | Legal services  |
| C-28 | <b>Total professional services</b>                             | <b>\$ 18,620</b>          | <b>\$ 4,555</b>  | <b>\$ 5,480</b>           | <b>\$ 3,732</b>                            | <b>\$ 16,250</b>           | <b>\$ (2,370)</b>  | <b>Budget line 31</b>   |
| C-29 | Travel: Bishop   | \$ 33,100                 | \$ 18,492        | \$ 31,125                 | \$ 3,778                                   | \$ 31,125                  | \$ (1,975)   | Bishop's travel & professional expenses.                      |
| C-30 | Travel: Other Staff  | \$ 33,856                 | \$ 2,459         | \$ 6,430                  | \$ 771                                     | \$ 15,400                  | \$ (18,456)  | Staff travel and professional expenses.                       |
| C-31 | Professional Development and conferences                       | \$ 1,118                  | \$ 1,204         | \$ 10,200                 | \$ 804                                     | \$ 14,400                  | \$ 13,282  | Staff continuing education and professional conferences.      |
| C-32 | District Deans   | \$ 4,000                  | \$ 82            | \$ -                      | \$ -                                       | \$ 500                     | \$ (3,500)   | Mileage for in-person meetings.                               |
| C-33 | <b>Total travel, professional development, and conferences</b> | <b>\$ 72,074</b>          | <b>\$ 22,237</b> | <b>\$ 47,755</b>          | <b>\$ 5,353</b>                            | <b>\$ 61,425</b>           | <b>\$ (10,649)</b>   | <b>Budget line 32</b>   |

The Diocese of Central New York Approved 2022 Budget

| Line                                | Description   | 2019 Revised Budget | 2020 Actual      | 2021 Revised Budget | 2021 ytd actual through July 2021 | 2022 Approved Budget | Difference between 2019 revised budget and 2022 approved budget |
|-------------------------------------|---|---------------------|------------------|---------------------|-----------------------------------|----------------------|---|
| <i>Schedule of Program Expenses</i> |   |                     |                  |                     |                                   |                      |   |
|                                     | Training & Resources *  | \$ 7,250            | \$ 5,100         | \$ -                | \$ -                              | \$ -                 | \$ (7,250)  |
| P-1                                 | Education for Ministry*   | \$ 5,200            | \$ -             | \$ -                | \$ -                              | \$ -                 | \$ (5,200)  |
| P-2                                 | Ephphatha Deaf Ministry Program*                                    | \$ 7,920            | \$ 962           | \$ -                | \$ -                              | \$ -                 | \$ (7,920)  |
| P-3                                 | AIM: Adventures in Ministry   |                     | \$ 324           | \$ -                | \$ -                              | \$ -                 | \$ -  |
| P-4                                 | Youth Programs*   | \$ 27,000           | \$ 2,231         | \$ -                | \$ -                              | \$ -                 | \$ (27,000)   |
| P-5                                 | Church Development Program  | \$ 971              | \$ 225           | \$ -                | \$ -                              | \$ -                 | \$ (971)  |
| P-6                                 | Learning Communities Initiative                                     | \$ 17,760           | \$ 183           | \$ -                | \$ -                              | \$ -                 | \$ (17,760)   |
| P-7                                 | Stewardship   | \$ 5,450            | \$ -             | \$ -                | \$ -                              | \$ -                 | \$ (5,450)  |
| P-8                                 | College for Congregational Development                              |                     | \$ -             | \$ -                | \$ -                              | \$ -                 | \$ -  |
| P-9                                 | Block grants  | \$ 7,500            | \$ -             | \$ -                | \$ -                              | \$ -                 | \$ (7,500)  |
| P-10                                | Companion Diocese: General Support & Scholarships                   | \$ 5,500            | \$ 500           | \$ -                | \$ -                              | \$ -                 | \$ (5,500)  |
| P-11                                | Companion Diocese: Mission of Miracles                              | \$ 7,000            | \$ 5,000         | \$ -                | \$ -                              | \$ -                 | \$ (7,000)  |
| P-12                                | Global Missions   | \$ 3,500            | \$ 500           | \$ -                | \$ -                              | \$ -                 | \$ (3,500)  |
| P-13                                | Episcopal Relief and Development                                    | \$ 600              | \$ -             | \$ -                | \$ -                              | \$ -                 | \$ (600)  |
| P-14                                | Anti-Racism (Diversity) Program                                     | \$ 10,000           | \$ 814           | \$ -                | \$ -                              | \$ -                 | \$ (10,000)   |
| P-15                                | Safeguarding God's People   | \$ -                | \$ -             | \$ -                | \$ -                              | \$ -                 | \$ -  |
| P-16                                | Parish Executive Administrators Communication Exchange (P.E.A.C.E.) | \$ 750              | \$ -             | \$ -                | \$ -                              | \$ -                 | \$ (750)  |
| P-17                                | <b>Total program</b>  | <b>\$ 106,401</b>   | <b>\$ 15,838</b> | <b>\$ -</b>         | <b>\$ -</b>                       | <b>\$ -</b>          | <b>\$ (106,401) Budget line 6</b>                               |

### 2022 Approved Budget Income Sources



### 2022 Approved Budget Expenses

