

## Narrative for 2023 Mission and Ministry Operations

As the Bishop expressed in her address to Convention in 2021, “through it all, through the challenges of the past year, we have become a stronger Diocese”. We’ve been inspired, we’ve adapted, and we have become stronger.

Ministry is ALL the activity required for us followers of Christ to strive to bring about God’s Kingdom. Some of that activity may be technical, but it is necessary. Some of that activity may seem boring, but it is crucial. The Proposed Statement for Mission and Ministry to be presented to our 154th Annual Convention reflects the Board’s priorities and our shared Diocesan Ministry. As a result of parish assessment and pledge contributions to Diocesan Ministry, 38 parishes have received direct financial assistance of \$139,166 through the ministry grant program since the fall of 2020. The Diocesan Board was able to raise the available pool to \$100,000 for 2022. Rising prices and market turmoil have impacted us all over the course of this year. 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 continue to be the core values upholding the Statement of Mission and Ministry.

The Diocesan Board met in March 2022 to reflect and discern its priorities for 2022. Considering the Rule of Life, Vision, and Mission, the Board’s priorities are currently:

- 1) Increasing Connections between Congregations and Empowering Interfaith Ministry
- 2) Creating a Welcoming, Nurturing Environment for New Americans
- 3) Addressing Racial Justice and Reconciliation
- 4) Creation Care
- 5) Raising up Lay Leaders and Clergy
- 6) Providing Technical Support for Congregations to Strengthen and Refine Digital Worship, Service, Formation, and Stewardship, and
- 7) Ministry in Congregations

Priorities will be reviewed and adapted, as needed.

Direct ministry grants through the ministry grant pool will continue in 2023. We are excited to welcome Bishop Curry in late 2023 to be with us in person. His visit is sure to be inspiring to our lay leaders and clergy as well as offer an opportunity to connect with our neighbors in Central New York. In addition to these ministry areas of focus, we continue to fund the ministry work of the Diocesan Staff and the ministry activity support that helps them do their jobs. Ministry activity totals \$1,371,610, or 71%, of the total planned expenditures.

- 2023 proposed expenditures and income are compared to the amounts from 2022.
- Number of staff is unchanged from 2022. A Cost-of-Living Adjustment of 6.5% has been included.
- We are utilizing funds from reserves created for specific expenses and continue to refrain from touching investment principal.

The Diocese of Central New York Approved 2023 Budget

Line	Co/Ca/P++	Description	2021 Budget	2021 Actual	2022 Revised Budget	2022 ytd actual through July 2022	2023 Approved Budget	Difference between 2022 budget and 2023 Approved budget	Commentary
2		<b>Expenses</b>							
3		<i>Program Expenses</i>							
4	P	Ministry Grants	\$ 63,821	\$ 63,304	\$ 100,000	\$ 42,771	\$ 50,000	\$ (50,000)	Ministry grant funding.
5		<b>Total Program</b>	<b>\$ 63,821</b>	<b>\$ 63,304</b>	<b>\$ 100,000</b>	<b>\$ 42,771</b>	<b>\$ 50,000</b>	<b>\$ (50,000)</b>	
6		<i>Core expenses</i>							
7	Ca	COM Expenses	\$ 5,900	\$ 1,657	\$ 5,100	\$ 750	\$ 4,000	\$ (1,100)	Psychological evaluations - 3
8	Co	Lay Preaching Program*	\$ -	\$ -	\$ 1,800	\$ 114	\$ 2,450	\$ 650	Program coordinator, Teaching Assistant, meetings, scholarships net of tuition, guest preachers - assumes 7 students.
9	Ca	Seminarian Scholarships*	\$ 22,366	\$ -	\$ 23,794	\$ -	\$ 26,832	\$ 3,037	Expense equal to income from restricted endowments at 4% distribution.
10	P	Episcopal Fund for Human Need (EFHN Grants)*	\$ 21,585	\$ 1,179	\$ 22,844	\$ 6,800	\$ 25,481	\$ 2,636	Expense equal to income from restricted endowment at 4% distribution.
11	P	Sustainable Development Grants *	\$ 9,462	\$ 9,962	\$ 8,259	\$ 2,400	\$ 7,831	\$ (428)	.007% of diocesan assessable income 2021.
12	P	United Thank Offering (UTO)*	\$ 6,852	\$ 6,924	\$ 7,142	\$ -	\$ 7,676	\$ 534	Grant to National UTO equal to income from restricted endowment at 4% distribution.
13	Ca	Episcopal Church Assessment	\$ 202,758	\$ 202,758	\$ 176,972	\$ 103,234	\$ 167,801	\$ (9,171)	Diocesan Assessment to TEC is 15% of diocesan assessable income for 2021 after an \$200,000 exemption.
14	Co	Lambeth (Accrual unless actual event year)	\$ 1,000	\$ -	\$ 17,000	\$ 23,018	\$ 1,000	\$ (16,000)	Accrual in 2023 for next event in 10 years.
15	Ca	General Convention (Accrual unless actual event year)	\$ 52,500	\$ -	\$ 70,000	\$ 19,917	\$ 17,500	\$ (52,500)	Accrual for 2024 General Convention.
16	Ca	Diocesan Convention	\$ 66,628	\$ 9,909	\$ 4,825	\$ -	\$ 3,850	\$ (975)	Annual gathering of the whole community, conduct the business of the Diocese and educate the faithful. Registration fees to cover a portion of the cost (Line 51).
17	P	EYE (Accrual unless actual event year)	\$ 6,000	\$ -	\$ 1,000	\$ -	\$ 6,457	\$ 5,457	Actual event year July 2023. Offset by accrual (Line 62)
18	Ca	Accrual for Title IV	\$ 2,500	\$ -	\$ 2,500	\$ -	\$ 2,500	\$ -	Accrual for reserve.
19	Ca	Accrual for Bishop Search	\$ 5,000	\$ -	\$ 5,000	\$ -	\$ 5,000	\$ -	Accruing for next search.
20	Co	Compensation & Benefits*	\$ 778,763	\$ 754,456	\$ 866,089	\$ 448,711	\$ 906,689	\$ 40,600	Includes no staffing changes from 2022. There is a 6.5% COLA increase for staff for 2023 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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21	Co	Lay Retiree Benefits*	\$ 12,469	\$ (52,014)	\$ 26,429	\$ 4,777	\$ 18,491	\$ (7,938)	Lay retirees from Diocesan staff: Assumes 3 lay retirees. A subsidy is provided to the lay retired employee. Balance of cost and any annual increase in benefit costs are collected in fees (Line 50).
22	Co	Rent	\$ 50,226	\$ 50,226	\$ 51,236	\$ 29,746	\$ 52,281	\$ 1,045	Rent for Diocesan office and annex.
23	Co	Business Insurance	\$ 14,226	\$ 12,472	\$ 2,498	\$ 1,759	\$ 2,367	\$ (131)	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 2021 (Lines 24 & 25).
24	Ca	Property: Unincorporated Parishes & Chapels*	\$ 16,855	\$ 9,672	\$ 34,488	\$ 10,478	\$ 24,115	\$ (10,373)	Paris Hill maintenance costs and insurance, payroll assistance for chapels, grant assistance for chapels.
25	Ca	Property: Closed Parishes	\$ 42,906	\$ 41,478	\$ 77,921	\$ 22,545	\$ 80,084	\$ 2,163	Assumes costs for the following properties for 2022: Pierrepont Manor, Brownville, and Chadwicks, plus funds for a potential parish closing. Partially funded by funds from closed parishes (line 63).
26	Ca	Audit & Retiree Actuary Report	\$ 15,700	\$ 15,300	\$ 15,700	\$ -	\$ 16,700	\$ 1,000	CPA audit and actuary report required for CPA audit. See attached schedule for detail.
27	Co	Communications	\$ 11,805	\$ 4,746	\$ 8,961	\$ 4,261	\$ 13,473	\$ 4,512	Technology subscriptions & fees, professional services for website, video editing, and transcription, printing and promotional items, and photos/graphics.
28	Co	Office expenses	\$ 58,600	\$ 59,526	\$ 70,061	\$ 27,105	\$ 76,400	\$ 6,339	Phone, cell phones, internet, service contracts, office supplies, payroll service, printing services, and dues and fees. Parish assistance for supply clergy cost increases. See attached schedule for detail.
29	Co	Professional Services	\$ 7,480	\$ 6,288	\$ 16,250	\$ 5,585	\$ 19,475	\$ 3,225	Professional and legal services. See attached schedule for detail.
30	Co	Travel, professional development, and conferences	\$ 47,755	\$ 15,604	\$ 61,425	\$ 18,019	\$ 92,807	\$ 31,382	Bishop and staff travel and professional expenses, continuing education and professional conferences. Includes sabbatical expense for Bishop and Canon for Transition and Congregational Development. Sabbatical costs are funded by accruals (line 62). See attached schedule for detail.

The Diocese of Central New York Approved 2023 Budget

Line	Co/Ca/P++	Description	2021 Budget	2021 Actual	2022 Revised Budget	2022 ytd actual through July 2022	2023 Approved Budget	Difference between 2022 budget and 2023 Approved budget	Commentary
31	Co	Meetings and Activities	\$ 11,300	\$ 3,631	\$ 32,650	\$ 2,167	\$ 13,900	\$ (18,750)	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.
32	Co	Diocesan Events	\$ -	\$ -	\$ -	\$ -	\$ 52,890	\$ 52,890	Gathering for Presiding Bishop Curry's visit to CNY.
33	Co	Uncollectable Pledge and Assessment	\$ 160,000	\$ (11,810)	\$ 110,000	\$ 64,167	\$ 71,000	\$ (39,000)	Based on historical data and 2024 estimates.
34	Co	Funded Depreciation	\$ 15,761	\$ 44,646	\$ 15,050	\$ -	\$ 28,013	\$ 12,963	Funding depreciation for replacement of fixed assets and/or future fixed asset purchases.
35									
		<b>Total Core Expenses</b>	<b>\$ 1,646,397</b>	<b>\$ 1,186,609</b>	<b>\$ 1,734,995</b>	<b>\$ 795,553</b>	<b>\$ 1,747,064</b>	<b>\$ 12,069</b>	
36		<i>Pass Through Expense</i>							
37		Bishop's Discretionary Fund	\$ 7,600	\$ 4,348	\$ 7,600	\$ 1,750	\$ 4,500	\$ (3,100)	Funding from parish visitation gifts.
38		Contributor's Fund	\$ 12,000	\$ 9,905	\$ 15,000	\$ 16,000	\$ 15,000	\$ -	Funding from annual solicitation.
39		Parish Mission FBO Earnings & Parish Online Donations*	\$ 120,828	\$ 152,405	\$ 124,920	\$ 75,607	\$ 124,571	\$ (349)	Endowment income from funds held For Benefit Of (FBO) parishes.
40		<i>Total Pass Through Expense</i>	<b>\$ 140,428</b>	<b>\$ 166,658</b>	<b>\$ 147,520</b>	<b>\$ 93,357</b>	<b>\$ 144,071</b>	<b>\$ (3,449)</b>	
41		<b>Total Expenses</b>	<b>\$ 1,850,646</b>	<b>\$ 1,416,571</b>	<b>\$ 1,982,514</b>	<b>\$ 931,681</b>	<b>\$ 1,941,134</b>	<b>\$ (41,380)</b>	
42									
		<b>Income</b>							
43		Assessment	\$ 955,642	955,120	\$ 925,331	\$ 922,691	\$ 914,935	\$ (10,396)	Assessment asking is 10% of 3 -year average NOI (2019, 2020, 2021).
44		Pledge	\$ 110,000	112,794	\$ 85,195	\$ 156,574	\$ 95,402	\$ 10,207	Pledge asking is 6% of 3 year-average NOI (2019, 2020, 2021).
45		Investment Income:							
46		Diocesan Unrestricted Investment Earnings Net	\$ 252,253	221,940	\$ 243,960	\$ 183,090	\$ 278,861	\$ 34,901	Endowment income that is unrestricted. Includes full amount of Thornfield property sale account earnings. Distribution of 4.0% for 2023 based on 20 qtr. average value (Long Term fund); 1.5% year based on 20 qtr. average value (Intermediate Term fund).
47		Parish Mission FBO Earnings Net	\$ 120,828	113,575	\$ 124,920	\$ 60,117	\$ 124,571	\$ (349)	Endowment income from funds held For Benefit Of (FBO) parishes. Distribution of 4.0% for 2023 based on 20 qtr. average value (Long Term fund). Pass-through item. (Line 39).
48		Other Diocesan Restricted Earnings (See item*)	\$ 233,947	197,118	\$ 361,336	\$ 75,600	\$ 392,168	\$ 30,832	Endowment income that is limited by the Grantor matched up to expenses in the budget (Distributions of 4.0% for 2023 from Long Term fund; 1.5% from Intermediate Term fund).

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49		Fees:							
50		Retiree Health Insurance Premiums	\$ 4,900	4,357	\$ 8,566	\$ 772	\$ 10,557	\$ 1,991	Lay retiree pays towards premiums (Line 21).
51		Convention Fees	\$ 22,440	5,700	\$ 5,000	\$ -	\$ 5,000	\$ -	Registration fees for Diocesan Convention (Line 16).
52		Foundation accounting fees	\$ 5,000	5,191	\$ 5,286	\$ 1,298	\$ 5,285	\$ (1)	Clerical and bookkeeping support to Foundation of the Diocese (Line 20).
53		Other Fees	\$ -	2,548	\$ -	\$ 849	\$ 8,000	\$ 8,000	Registration fees for PB Visit (Line 32).
54		Grants:							
55		Bishop's Discretionary Fund	\$ 7,600	4,760	\$ 7,600	\$ 2,955	\$ 4,500	\$ (3,100)	Funding from parish visitation gifts.
56		Contributor's Fund	\$ 12,000	15,112	\$ 15,000	\$ 8,169	\$ 15,000	\$ -	Funding from annual solicitation.
57		TEC Grant	\$ -	40,000	\$ -	\$ -	\$ -	\$ -	Not applicable for 2023.
58		Miscellaneous:							
59		Interest	\$ 800	1,042	\$ 1,500	\$ 434	\$ 900	\$ (600)	Operating Savings interest income.
60		Gifts	\$ -	58,776	\$ -	\$ 18,784	\$ -	\$ -	Miscellaneous donations to the Diocese and parishes.
61		Miscellaneous	\$ -	4,337	\$ -	\$ 2,512	\$ -	\$ -	Miscellaneous income.
62		Accrual for Fixed Assets (funded depreciation), Lambeth, EYE	\$ 93,236	\$ -	\$ 91,744	\$ -	\$ 33,609	\$ (58,135)	Sabbatical accruals \$27,752 (line 30); EYE accrual \$5,857 (line 17)
63		Transfer from savings	\$ 32,000	\$ -	\$ 107,077	\$ -	\$ 52,347	\$ (54,730)	2022 Funds from closed parishes Brownville and Chadwicks to offset costs of properties (Line 25). Funds for clergy supply cost assistance (Line 28).
64		<b>Total Income</b>	<b>\$ 1,850,646</b>	<b>\$ 1,742,372</b>	<b>\$ 1,982,514</b>	<b>\$ 1,433,844</b>	<b>\$ 1,941,134</b>	<b>\$ (41,380)</b>	
65		<b>Income - Expense</b>	<b>\$ (0)</b>	<b>\$ 325,801</b>	<b>\$ (0)</b>	<b>\$ 502,163</b>	<b>\$ (0)</b>	<b>\$ (0)</b>	

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

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

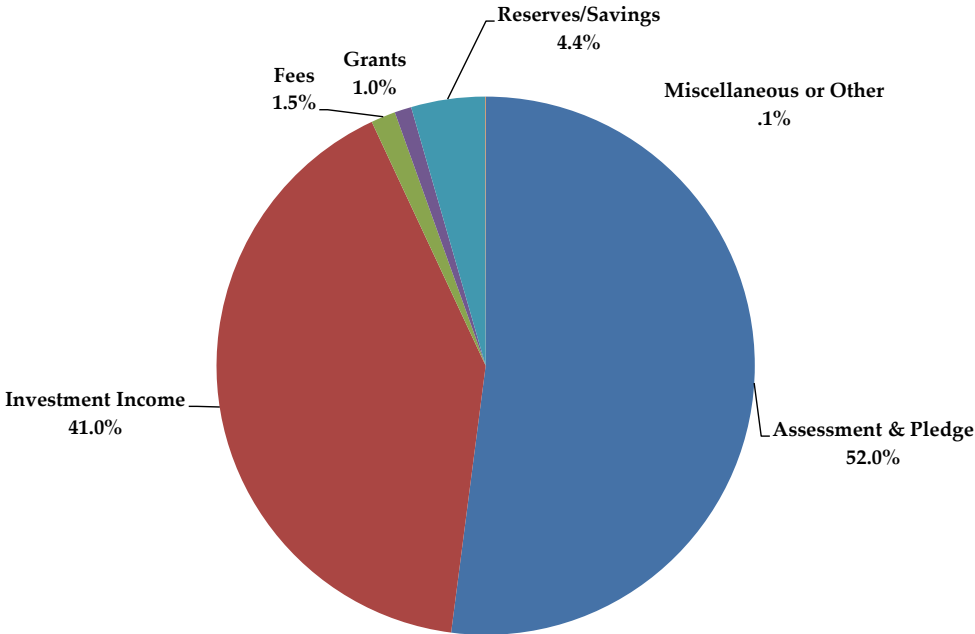
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<b>Schedule of Core Expenses: Administration</b>								
C-1	Bishop, Compensation & Benefits*	\$ 198,536	\$ 198,875	\$ 206,550	\$ 120,110	\$ 219,519	\$ 12,968	6.5% COLA for 2023 and other increase from increased benefit costs. (3.6% increase for 2022, .85% increase for 2021, 2.05% increase for 2020)
C-2	Lay Staff, Compensation & Benefits	\$ 442,277	\$ 366,791	\$ 284,870	\$ 163,586	\$ 305,201	\$ 20,331	6.5% COLA for 2022 and other increase from increased benefit costs. (3.6% increase for 2022, .85% increase for 2021, 2.05% increase for 2020)
C-3	Canon for Transition & Church Development, Compensation & Benefits*	\$ 130,965	\$ 131,983	\$ 136,435	\$ 79,509	\$ 144,895	\$ 8,461	6.5% COLA for 2022 and other increase from increased benefit costs. (3.6% increase for 2022, .85% increase for 2021, 2.05% increase for 2020)
C-4	Chief of Staff/Communications Director, Compensation & Benefits	\$ -	\$ 53,021	\$ 113,319	\$ 66,013	\$ 120,396	\$ 7,077	6.5% COLA for 2022 and other increase from increased benefit costs. (3.6% increase for 2022, .85% increase for 2021, 2.05% increase for 2020)
C-5	Canon for Mission and Formation	\$ -	COM Expen	\$ 115,469	\$ 17,250	\$ 109,871	\$ (5,598)	6.5% COLA for 2022 and other increase from increased benefit costs. (New position started 6.1.22)
C-6	Accrual-Sabbaticals: Bishop and Canon to Ordinary, Canon for Transition & Church Development	\$ 3,200	\$ -	\$ 5,600	\$ -	\$ 2,400	\$ (3,200)	Accruing for sabbaticals for Chief of Staff/Communications Director \$1,200, and Canon for Mission and Formation \$1,200. Actual sabbatical year for Bishop and Canon for Transition & Church Development. Actual expenses included in line 30 and C-31.
C-7	<b>Total Bishop &amp; Office Staff compensation &amp; benefits</b>	<b>\$ 774,978</b>	<b>\$ 750,670</b>	<b>\$ 862,243</b>	<b>\$ 446,468</b>	<b>\$ 902,281</b>	<b>\$ 40,038</b>	
C-8	Deaf Minister Compensation & Benefits*	\$ 3,785	\$ 3,786	\$ 3,845	\$ 2,243	\$ 4,408	\$ 562	6.5% COLA for 2022. (3.6% increase for 2022, .85% increase for 2021)
C-9	<b>Total compensation &amp; benefits</b>	<b>\$ 778,763</b>	<b>\$ 754,456</b>	<b>\$ 866,089</b>	<b>\$ 448,711</b>	<b>\$ 906,689</b>	<b>\$ 40,600</b>	<b>Budget line 20</b>
C-10								
C-11	<b>Office Expenses:</b>							
C-12	Communication Services (phone, web, etc.)	\$ 13,250	\$ 11,333	\$ 14,510	\$ 6,021	\$ 15,940	\$ 1,430	Phone/internet for office, cell phones.
C-13	Equipment Repairs & Lease	\$ 17,900	\$ 13,518	\$ 10,500	\$ 3,862	\$ 9,580	\$ (920)	Service contracts. Copier lease ended in 2021. Purchased a small copier/scanner instead of leasing.
C-14	Office Supplies & Services	\$ 13,793	\$ 11,801	\$ 19,464	\$ 6,152	\$ 14,985	\$ (4,479)	Supplies, payroll service.
C-15	Postage	\$ 1,977	\$ 973	\$ 1,830	\$ 943	\$ 1,830	\$ -	Amount based on prior years actual expenses.

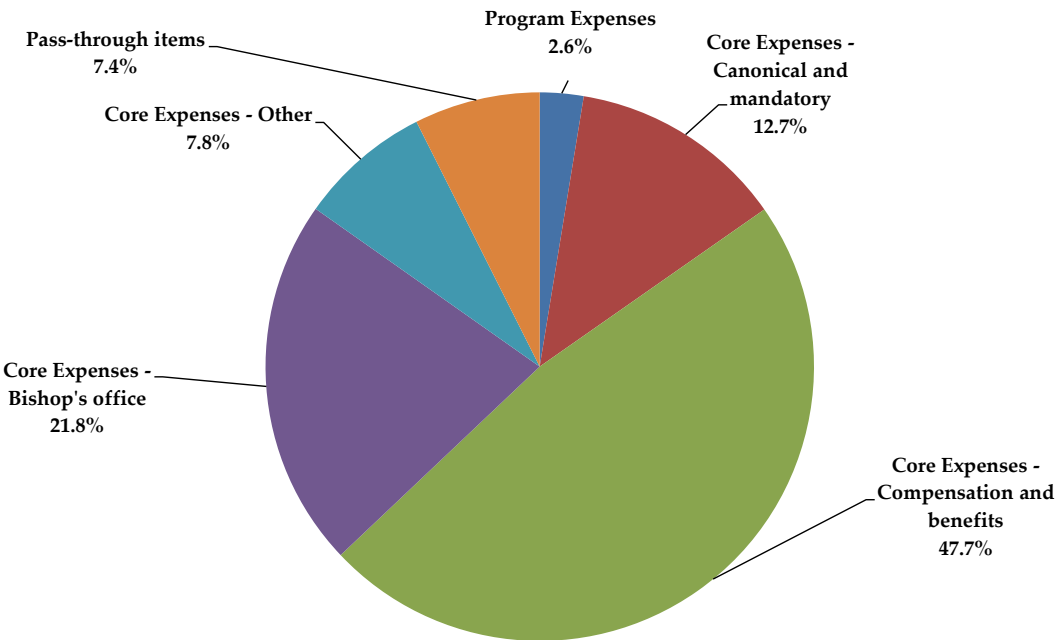
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C-16	Desk Publishing Letterhead, Brochures, Reports	\$ 2,020	\$ -	\$ 1,150	\$ -	\$ 700	\$ (450)	Outside printing costs with discontinuation of copier lease, Cost of printing annual Directory,
C-17	Dues & Fees	\$ 9,660	\$ 21,901	\$ 22,607	\$ 10,128	\$ 33,365	\$ 10,758	Annual dues and fees. Scholarship funds for parish supply clergy costs increase.
C-18	<b>Total office expenses</b>	<b>\$ 58,600</b>	<b>\$ 59,526</b>	<b>\$ 70,061</b>	<b>\$ 27,105</b>	<b>\$ 76,400</b>	<b>\$ 6,339</b>	<b>Budget line 28</b>
C-19								
C-20	Audit	\$ 13,000	\$ 12,800	\$ 13,000	\$ -	\$ 14,000	\$ 1,000	CPA audit.
C-21	Retiree Actuary Report	\$ 2,700	\$ 2,500	\$ 2,700	\$ -	\$ 2,700	\$ -	Required for annual CPA audit.
C-22	<b>Total audit expense</b>	<b>\$ 15,700</b>	<b>\$ 15,300</b>	<b>\$ 15,700</b>	<b>\$ -</b>	<b>\$ 16,700</b>	<b>\$ 1,000</b>	<b>Budget line 26</b>
C-23								
C-24	Other Professional Services	\$ 6,480	\$ 6,288	\$ 15,250	\$ 5,585	\$ 18,475	\$ 3,225	FSA administration, background checks, moving costs new canon
C-25	Legal Professional Services	\$ 1,000	\$ -	\$ 1,000	\$ -	\$ 1,000	\$ -	Legal services
C-26	<b>Total professional services</b>	<b>\$ 7,480</b>	<b>\$ 6,288</b>	<b>\$ 16,250</b>	<b>\$ 5,585</b>	<b>\$ 19,475</b>	<b>\$ 3,225</b>	<b>Budget line 29</b>
C-27	Travel: Bishop	\$ 31,125	\$ 9,206	\$ 31,125	\$ 13,662	\$ 31,125	\$ -	Bishop's travel & professional expenses.
C-28	Travel: Other Staff	\$ 6,430	\$ 4,600	\$ 15,400	\$ 2,429	\$ 17,900	\$ 2,500	Staff travel and professional expenses.
C-29	Professional Development and conferences	\$ 10,200	\$ 1,797	\$ 14,400	\$ 1,928	\$ 43,282	\$ 28,882	Staff continuing education and professional conferences.
C-30	District Deans	\$ -	\$ -	\$ 500	\$ -	\$ 500	\$ -	Mileage for in-person meetings.
C-31	<b>Total travel, professional development, and conferences</b>	<b>\$ 47,755</b>	<b>\$ 15,604</b>	<b>\$ 61,425</b>	<b>\$ 18,019</b>	<b>\$ 92,807</b>	<b>\$ 31,382</b>	<b>Budget line 30</b>

2023 Approved Budget Income Sources



2023 Approved Budget Expenses





## 2023 Diocesan Ministry Budget

