

**EPISCOPAL DIOCESE OF MISSOURI**

**2011 Operating Budget**

*Adopted by Council 16 October 2010*

*For Final Action by Convention 19-20 November 2010*

	A	C	D	E	F
1		<b>2010</b>			
2		<b>2010 Operating Budget</b>	<b>2010 Projected Year-end</b>	<b>Council's Proposed 2011 Budget</b>	<b>Line Item Explanations</b>
3	Revenues				
4	INCOME				
5	Parishes and Missions Assessments	\$1,016,000	\$971,030	\$1,024,200	Anticipated parish/mission income based on the Assessment formula using the minimum percentage of 2009 Parochial Report Income and adjusted based on experience.
6	Investment Interest Income	\$104,000	\$104,000	\$97,000	Investment income on Unrestricted Funds based on a total return policy of 4.5% of a three year average (dividends, interest and appreciation in investments).
7	"Making All Things New" Ministries on Campus	\$24,000	\$22,000	\$20,000	Represents a dispersal from the Ministries on Campus portion of the Making All Things New Campaign. This dispersal is designated to offset Campus Ministry. This fund generates annual interest income of approximately \$20,000.
8	Miscellaneous	\$15,000	\$10,000	\$15,000	
9	White Fund Loan Account Interest	\$271,000	\$260,000	\$276,000	Interest income from loans to congregations from the Kelton & Alma White Fund plus income earned on the investment portion of the Loan Fund.
10	Bishop's Thompson Fund Contribution	\$462,000	\$462,000	\$465,000	Bishop's contribution from the Thompson Fund to the Diocesan Operating Budget.
11	Program Income				
12	<i>Convention Income</i>	\$15,000	\$15,000	\$15,000	
13	<i>Commission on Ministry Income</i>	\$4,000	\$6,000	\$6,200	
14	<i>Leadership Conf. Registrations</i>	\$1,100	\$885	\$2,000	
15	<i>Episcopal School for Ministry</i>	\$30,000	\$15,000	\$18,000	
16	<i>Publications-Subscription Revenue</i>	\$2,500	\$0	\$0	
17	<i>Communications events/workshops</i>	\$2,000	\$0	\$1,000	
18	<i>Campus Ministry Income</i>	\$21,200	\$12,000	\$15,400	
19	<i>Camp Phoenix Income</i>	\$15,825	\$18,000	\$20,500	
20	<i>Commission on Youth Ministry</i>	\$6,500	\$1,500	\$6,500	
21	<i>Clergy Events-Registrations</i>	\$5,000	\$5,750	\$5,000	
22	<i>Mission Trip Income</i>	\$21,000	\$6,000	\$21,000	
23	<i>Diocesan Youth Missioner</i>	\$5,000	\$3,830	\$0	
24	Program Income (Total)	\$129,125	\$83,965	\$110,600	The offsetting anticipated income for the various listed programs.
25	Donaldson Fund Income	\$59,500	\$59,500	\$74,600	Income from the Donaldson Fund designated for Episcopal City Mission, Camp Phoenix, Youth Ministries and other programs of the Diocese. Under prior direction from Diocesan Council, this income has been based on a total return policy of 4.5% of a three year average. There is currently \$180,000 of temporarily restricted Donaldson Funds available. Recommendation is to utilize an additional \$16,000 of these available funds.
26	<b>TOTAL INCOME</b>	<b>\$2,080,625</b>	<b>\$1,972,495</b>	<b>\$2,082,400</b>	
27					

**EPISCOPAL DIOCESE OF MISSOURI**

**2011 Operating Budget**

*Adopted by Council 16 October 2010*

*For Final Action by Convention 19-20 November 2010*

	A	C	D	E	F
1		<b>2010</b>			
2		<b>2010 Operating Budget</b>	<b>2010 Projected Year-end</b>	<b>Council's Proposed 2011 Budget</b>	<b>Line Item Explanations</b>
28	Expenses				
29	<b>THE EPISCOPATE</b>				
30	National Church Assessment	\$325,000	\$325,000	\$325,000	Amount of Asking from each diocese to fund the program and ministry of the Protestant Episcopal Church in the United States of America in the nation and the world. Our 2010 pledge represents a 15.2% giving on a 21% asking. 2011 Budget represents a 15.3% giving on a 20% asking.
31	Province of the Midwest (Province V)	\$5,000	\$4,268	\$4,500	This represents our assessment dues for our membership in Province V and the travel costs of our Missouri delegates who attend this meeting each year.
32	International Development (MDG - 1%)	\$14,530	\$14,530	\$20,825	Calculated at 1% of operating revenue in support of Millennium Development Goals.
33	Companion Diocese Committee	\$6,000	\$6,000	\$6,000	Funds to support the committee's ongoing work with the Diocese of Lui in Southern Sudan, including the raising of funds to support our Covenant Partnership.
34	Mission Trips - Diocese of Lui (Related Income-Line 22)	\$36,750	\$10,000	\$36,750	It is anticipated that this money will support two trips to Lui for 2 diocesan staff members/representatives to go over and review books and operations to insure that restrictions on donations are fulfilled and to assist the Diocese of Lui in capacity building. This line also includes the expenses of 3 missionaries traveling on each of the two trips. The missionaries will personally raise funds to offset the entire cost of their trip, which is reflected in the income section of the budget.
35	Interfaith & Ecumenical	\$2,200	\$2,200	\$2,200	This amount covers the minimum dues to the Interfaith Partnership organization and the expenses of our Ecumenical & Interreligious Officer.
36	Bishop Transition	\$10,000	\$10,000	\$10,000	Funds set aside each year to cover transition expenses for the next bishop.
37	General Convention Deputies	\$12,000	\$12,000	\$12,000	Funds set aside each year to cover General Convention Deputy expenses at our triennial convention.
38	Lambeth	\$1,000	\$1,000	\$1,000	Funds set aside each year to enable our Bishop and spouse to attend the next Lambeth Conference. Lambeth occurs every ten years.
39	Episcopate Expense Account	\$20,000	\$20,000	\$20,000	This amount represents the travel, conferences, and other expenses related to the Episcopate Cluster. This line includes an amount to cover the expenses of a non-stipendiary Archdeacon.
40	Salary (2 Employees)	\$200,500	\$200,500	\$206,500	Salary line is for two persons in the Episcopate Cluster: the Bishop and an Executive Assistant.
41	Benefits (2 Employees)	\$74,100	\$74,100	\$77,300	The appropriate benefit costs associated with the above salaries.
42	<b>TOTAL - EPISCOPATE</b>	<b>\$707,080</b>	<b>\$679,598</b>	<b>\$722,075</b>	
43	<b>ADMINISTRATIVE</b>				
44	Annual Convention (Related Income-Line 12)	\$27,000	\$33,000	\$29,000	This amount covers the direct costs related to the Annual Meeting of the Diocese, such as all preparatory materials and mailings to delegates, on-site expenses, publication of the Convention Journal and reprinting of the Constitution and Canons of the Diocese.
45	Consulting Contract	\$5,000	\$5,000	\$5,000	To allow the Offices of the Bishop to make use of outside consultants for special projects or events.
46	Contingency	\$3,500	\$3,000	\$500	Contingency is simply for unanticipated expenses.
47	Governance	\$4,500	\$5,000	\$4,500	Funds to cover the logistical expenses associated with Diocesan Council and Standing Committee/COEDMO meetings.
48	Equipment	\$7,500	\$7,500	\$10,000	To provide funds primarily for replacing/upgrading equipment in the Offices of the Bishop.
49	Insurance	\$19,000	\$15,000	\$15,000	Insurance represents our liability, worker's compensation, officers and directors liability, and property insurance.
50	Interpreters for the Deaf	\$3,000	\$3,000	\$3,000	Provides funding for interpreters during Diocesan Convention, Convocation, or other diocesan meetings in which hearing impaired persons participate.
51	Office Expenses	\$64,000	\$62,000	\$62,000	Includes items such as postage, copier, paper, consumable supplies, equipment maintenance, payroll processing through Paychex, and the cost to maintain our server system.
52	Professional Fees	\$45,000	\$40,000	\$40,000	This represents the fee paid to auditors for the annual examination of the assets and liabilities of the Diocese of Missouri and funds to cover necessary legal expenses.

**EPISCOPAL DIOCESE OF MISSOURI**

**2011 Operating Budget**

*Adopted by Council 16 October 2010*

*For Final Action by Convention 19-20 November 2010*

	A	C	D	E	F
1		<b>2010</b>			
2		<b>2010 Operating Budget</b>	<b>2010 Projected Year-end</b>	<b>Council's Proposed 2011 Budget</b>	<b>Line Item Explanations</b>
53	Telephone	\$19,000	\$20,000	\$16,500	Funds to cover telephone services and internet connectivity for the Offices of the Bishop.
54	Property Management	\$12,000	\$12,000	\$12,000	Funds to cover the costs associated with the management of the several properties that we own, such as insurance, lawn maintenance, and some capital expenses.
55	Administrative Expense Account	\$4,000	\$4,000	\$4,000	This amount represents the travel, conferences, and other expenses related to the Administrative Cluster.
56	Salary (2 Employees)	\$88,650	\$88,650	\$91,300	Salary line is for two persons in the Administrative Cluster consisting of a Finance Officer and an Administrative Assistant.
57	Benefits (2 Employees)	\$47,300	\$47,300	\$49,500	The appropriate benefit costs associated with the above salaries.
58	<b>TOTAL - ADMINISTRATIVE</b>	<b>\$349,450</b>	<b>\$345,450</b>	<b>\$342,300</b>	
59	<b>COMMUNICATIONS</b>				
60	Printed Publications/Web & E-mail (Related Income-Line 16)	\$28,000	\$28,000	\$28,900	Funds to cover the communication publications and printing, postage and all other associated costs. Also includes funds to cover website and e-mail services.
61	Communications Events/Workshops (Related Income-Line 17)	\$3,500	\$1,500	\$2,500	Funds for a communicators conference, workshops, or webinars as needs dictate.
62	Archives	\$1,680	\$1,680	\$1,390	The Archives is the repository for all the historical records of the Diocese. This funding will cover 2 workshops for parish archivists and historians, archives supplies and a small amount for memberships.
63	Communications Expense Account	\$4,600	\$4,750	\$4,750	This amount represents the travel, conferences, and other expenses related to the Communications Cluster.
64	Salary (2.6 Employees)	\$112,500	\$112,500	\$115,900	Salary line is for three persons in the Communications Cluster: the Canon for Communications, a receptionist and an Archivist (3/5 time).
65	Benefits (2.6 Employees)	\$51,800	\$51,800	\$54,100	The appropriate benefit costs associated with the above salaries.
66	<b>TOTAL - COMMUNICATIONS</b>	<b>\$202,080</b>	<b>\$200,230</b>	<b>\$207,540</b>	
67	<b>MAKING DISCIPLES</b>				
68	Christian Education	\$5,000	\$500	\$1,500	Christian Education deals with Christian formation. This request will assist with expenses of those attending the annual NAECED conference and provide help to congregations that need assistance to purchase curriculum materials.
69	Commission on Youth Ministry (Related Income-Line 20)	\$15,900	\$7,000	\$10,900	The intention of the Youth Ministry Commission is to coordinate four targeted diocesan wide youth events: <b>Workshop Youth!</b> empowers youth ministers and leaders and facilitates diocesan networking and cooperation; <b>Happening</b> brings youth from the Diocese together twice annually for spiritual formation and friendship building; <b>Episcopal Youth Event</b> brings youth in the Diocese together for a night of fun and entertainment; and <b>Diocesan Youth Mission Trip</b> brings youth from the Diocese together for a week long mission trip. Funds will also allow for the Biking for Lui Fall fundraiser, promotion materials and the Diocesan license for the Journey to Adulthood program.
70	Diocesan Youth Missioner	\$5,000	\$2,000	\$5,000	The Diocesan Youth Missioner is tasked with revitalizing the Diocesan Youth Commission and building a sustainable network of mutual support and creative collaboration for youth ministry in the Diocese of Missouri.
71	Camp Phoenix (Related Income-Line 19)	\$46,525	\$50,000	\$50,000	The Camp Phoenix program offers a residential summer camp experience to Diocesan youth . The Camp serves approximately eighty children and thirty young staff members each year. Funds requested will cover camp operations.
72	Episcopal Church Women	\$1,200	\$1,200	\$1,200	The Episcopal Church Women request funds to help defray the cost of attendance at the Triennial Meeting held in conjunction with General Convention and the annual Province V conference.
73	Dismantling Racism	\$5,800	\$5,800	\$5,800	The Commission on Dismantling Racism is charged by the National Church and the Diocese of Missouri to do the work to make our Episcopal church a more inclusive and accepting church as well as to address the destructive effects of racism wherever they occur in the church. Funding will allow them to train, educate and update each member of the Commission and also to educate and inform others so as to dismantle racism in the Diocese.

**EPISCOPAL DIOCESE OF MISSOURI**

**2011 Operating Budget**

*Adopted by Council 16 October 2010*

*For Final Action by Convention 19-20 November 2010*

	A	C	D	E	F
1		<b>2010</b>			
2		<b>2010 Operating Budget</b>	<b>2010 Projected Year-end</b>	<b>Council's Proposed 2011 Budget</b>	<b>Line Item Explanations</b>
74	Community of Hope	\$1,500	\$1,500	\$1,500	The Community of Hope is a program of training for lay pastoral ministry based on Benedictine spirituality. Funds requested will support this program by covering items such as the start up fees for a new center, quarterly meetings in this Diocese for education and renewal, an annual retreat day, and registration and travel fees to the Community of Hope Leadership Conference.
75	School for Ministry (.25 Employees+Exp) (Related Income-Line 15)	\$44,440	\$32,500	\$49,200	Episcopal School for Ministry consists of the Theological Formation Program. Other programs are being considered for possible reintroduction. In addition to these programs, The School sponsors continuing education opportunities for laity and clergy. Included in this line is the salary of a part-time Interim Dean and an Administrative Assistant/Registrar (1/4 time).
76	Episcopal City Mission	\$20,000	\$20,000	\$20,000	Episcopal City Mission is seeking budget support to continue their mission of providing hope and healing to the children in detention through the presence of a chaplain.
77	Education for Ministry	\$1,500	\$1,500	\$1,500	Funding for Diocesan membership in this four-year curriculum developed by the University of the South Theology School for theological education, which covers the costs of mentor recertification and allows our lay people to participate at a reduced cost.
78	Task Force for the Hungry	\$5,000	\$5,000	\$5,000	Funds for donations to Episcopal and faith based food programs within the Diocese of Missouri boundaries. The Diocesan Task Force for the Hungry speaks and acts on behalf of hungry people, funds food ministries, raises awareness about hunger and poverty issues, and serves as a resource to food ministries within the Diocese of Missouri.
79	Oasis Missouri	\$1,500	\$1,500	\$1,500	The mission of the Oasis Missouri is to provide congregational education programs and to offer resources and support to gay, lesbian, bisexual, transgendered people, their families and friends, and the congregations in which they worship. The funding will cover the cost of Oasis educational materials and evangelism related expenses.
80	Episcopal Recovery Ministry	\$980	\$980	\$980	Funds to assist the Episcopal Recovery Ministry Committee in fulfilling their charge of assisting clergy and lay persons within the Episcopal and ECLA communities to become knowledgeable about addiction resources in our Diocese.
81	Making Disciples Expense Account	\$5,000	\$4,000	\$4,000	This amount represents the travel, conferences, and other expenses related to the Making Disciples Cluster.
82	Salary (.75 Employees)	\$31,160	\$31,900	\$32,100	Salary line is for 1 person in the Making Disciples Cluster: an Administrative Assistant (3/4 time).
83	Benefits (1 Employee)	\$15,630	\$15,630	\$16,200	The appropriate benefit costs associated with the above staff position.
84	<b>TOTAL - MAKING DISCIPLES</b>	<b>\$206,135</b>	<b>\$181,010</b>	<b>\$206,380</b>	
85	<b>SUPPORTING CONGREGATIONS</b>				
86	Leadership Conference (Related Income-Line 14)	\$1,750	\$2,375	\$2,000	Annual conference designed to provide resources and inspiration for all leaders--lay and clergy. This event will generate an estimated income of \$2,000 in registration fees.
87	Clergy Events (Related Income-Line 21)	\$15,000	\$15,000	\$15,000	Represents the logistical costs associated with 2 overnight events and 2 clergy days.
88	Clergy Spouse Events	\$2,500	\$2,500	\$1,500	Represents the costs of planned meals with clergy spouses and partners on a regional basis plus the cost of a hospitality room at Diocesan Convention.
89	Commission on Ministry (Related Income-Line 13)	\$10,100	\$10,100	\$12,600	Represents the allocated funds for this nationally mandated commission and funds the business of COM such as the discernment conference and ordination services. Income of \$6,200 is anticipated from postulancy application fees and discernment retreat registrations.
90	Continuing Education - Clergy	\$5,000	\$5,000	\$4,500	Represents money available to assist clergy in taking part in Continuing Education. Clergy must apply for these funds.
91	Continuing Education - Lay	\$1,000	\$1,000	\$1,000	Represents money available to assist lay leaders in taking part in educational events that helps enable their individual ministry. There is an application process to tap these funds.
92	EAP Program/Pastoral Care	\$8,750	\$12,000	\$9,115	Employee Assistance Program/Pastoral Care: provides free personal and confidential counseling for clergy, congregational staff and their families through Care and Counseling. The Pastoral care portion of this line covers the cost of the prevention of sexual misconduct training.

**EPISCOPAL DIOCESE OF MISSOURI**

**2011 Operating Budget**

*Adopted by Council 16 October 2010*

*For Final Action by Convention 19-20 November 2010*

	A	C	D	E	F
1		<b>2010</b>			
2		<b>2010 Operating Budget</b>	<b>2010 Projected Year-end</b>	<b>Council's Proposed 2011 Budget</b>	<b>Line Item Explanations</b>
93	Fresh Start	\$2,000	\$2,000	\$4,000	Fresh Start is a program designed for clergy in new cures and newly ordained clergy. It provides ongoing support to clergy during the critical time of transition, fortifies their leadership in their new congregation, and strengthens collegiality. This line item covers meeting expenses and will cover Fresh Start training for 2 new facilitators in 2011.
94	Cape Girardeau, Christ	\$14,520	\$14,520	\$17,500	Support to allow this congregation to have a full time priest.
95	Jefferson County, Trinity	\$23,520	\$13,720	\$0	
96	Regional Ministry in NE Missouri	\$14,520	\$14,520	\$14,500	Helps provide a mentoring relationship provided by Trinity, Hannibal benefiting the congregations in the Northeast Region of the Diocese.
97	Kirksville, Trinity	\$16,520	\$16,520	\$15,000	Helps this small congregation provide for full time clergy leadership. This congregation continues to be active in college ministry on the Truman State campus. Future plans include increasing campus ministry work by reaching out to Kirksville College of Osteopathic Medicine and Moberly Area Community College.
98	Mid-Missouri Cluster	\$9,520	\$9,520	\$9,500	Enables two small congregations (St. Alban's/Fulton and St. Mark's/Portland) to have part time clergy coverage.
99	Northwood, Ascension	\$30,000	\$30,000	\$29,500	This line item allows for outreach (evangelism), clergy support, and provides support for the ongoing redevelopment effort of this congregation.
100	St. Louis, St. John's	\$14,270	\$14,270	\$8,500	This line allows for the continued redevelopment of this congregation. St. John's has been following a diminution schedule.
101	Sullivan, St. John & St. James	\$15,000	\$15,000	\$15,000	This provides for salary support of a part time clergy person.
102	Town & Country, Good Shepherd	\$35,520	\$35,520	\$26,500	Provides support for the ongoing redevelopment effort of this congregation. Good Shepherd is following a 5-year diminution plan.
103	Eureka, St. Francis	\$12,020	\$12,020	\$12,000	St. Francis is engaged in redevelopment/start up work and continues toward its goal of becoming the Episcopal parish in Eureka.
104	Farmington, All Saint's	\$24,220	\$24,220	\$22,290	Provides support for the ongoing redevelopment effort of this congregation.
105	Carondelet, St. Paul's	\$0	\$8,333	\$20,000	This provides for salary support of a clergy person and supports the redevelopment effort of this congregation.
106	Campus Ministry (1.5 Employees+Exp) (Related Income-Line 18)	\$161,950	\$120,000	\$162,700	Campus Ministry covers work currently or anticipated at MST, Wash U, Stephens College, Mizzou, SLU, Truman, and SEMO. Congregations supporting these ministries are in Rolla, Columbia, Kirksville, Cape Girardeau, and St. Louis. This item also funds the special ministry of the Rockwell House. In addition, this item covers salary, benefits and expenses for a full time Campus Ministry Chaplain at Wash U. and a half time Campus Ministry Chaplain in Columbia, with this person also possibly serving as a half time assistant at Calvary Church in Columbia. Council chose to fund \$20,000 of this line item from the Making All Things New Campaign - Ministries on Campus Fund Income, which is shown in the income section of the budget.
107	Supporting Congregations Expense Account	\$20,000	\$17,500	\$17,500	This amount represents the travel, conferences, and other expenses related to the Supporting Congregations Cluster.
108	Salary (2 Employees)	\$131,400	\$131,400	\$135,300	Salary line is for two persons in the Supporting Congregations Cluster: the Canon to the Ordinary and an Administrative Assistant.
109	Benefits (2 Employees)	\$46,800	\$46,800	\$48,600	The appropriate benefit costs associated with the above salaries.
110	<b>TOTAL - SUPPORTING CONGREGATIONS</b>	<b>\$615,880</b>	<b>\$573,838</b>	<b>\$604,105</b>	
111	<b>Total Expenses</b>	<b>\$2,080,625</b>	<b>\$1,980,126</b>	<b>\$2,082,400</b>	
112					
113	<b>Net Income (Expense)</b>	<b>\$0</b>	<b>(\$7,631)</b>	<b>\$0</b>	