

THE EPISCOPAL CHURCH IN VERMONT BUDGET FOR FY2020	2018 Actual (as of 6/10/19)	Approved 2018 Budget	Actual Percent Budget	Approved 2019 Budget	Proposed 2020 Budget
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REVENUES

Mission Support from Congregations	807,872	794,374	102%	795,000	795,000
Investment Income	184,409	182,736	101%	189,191	195,000
Miscellaneous Income	21,972	26,500	83%	25,500	23,500
TOTAL REVENUES:	1,014,253	1,003,610	101%	1,009,691	1,013,500

EXPENSES

Diocesan Ministry Support Team	607,824	621,650	98%	656,401	645,862
Formation and Mission Support	23,076	28,000	96%	16,650	15,150
Administration/Information/Technology	121,861	97,810	125%	96,320	98,150
Rock Point Commons Budget Support	80,004	80,000	100%	80,000	80,000
Episcopal and Wider Church Support	180,563	176,150	103%	160,320	174,338
TOTAL EXPENSES:	1,013,328	1,003,610	101%	1,009,691	1,013,500

TOTAL RESOURCE DISTRIBUTION:	1,013,328	1,003,610	101%	1,009,691	1,013,500
TOTAL REVENUE:	1,014,253	1,003,610	101%	1,009,691	1,013,500
SURPLUS (DEFICIT):	925	0		0	0

**THE EPISCOPAL CHURCH IN VERMONT
BUDGET PLANNING FOR FY2020**

GSD v09
9/6/19

+++++++ FY2018 ++++++ **++ FY2019 ++** **+ FY2020 ++**

	2018 Actual	Approved	% Used		Approved	
	(as of	2018	(Target		2019	Proposed
	6/10/19)	Budget	100%)		Budget	2020 Budget

REVENUES

Mission Support from Congregations - As of 6/10/2019	807,872	794,374	102%		795,000	795,000
Unrestricted Investment Income	78,592	55,434	142%		78,294	83,000
Restricted Investment Income	105,817	127,302	83%		110,897	112,000
Admin Support from Trustees for Unit Fund MGMT	16,000	16,000	100%		16,000	16,000
Support for Resource Persons working with Congregations	3,424	7,500	46%		7,500	5,000
Bank Interest, Other Income	2,548	3,000	85%		2,000	2,500
TOTAL REVENUES:	1,014,253	1,003,610	101%		1,009,691	1,013,500

EXPENSES

Diocesan Ministry Support Team

Ministry Support Team Salaries - Personnel	394,204	390,570	101%		403,094	419,251
Ministry Support Team Benefits - Personnel	138,868	154,630	90%		152,421	133,833
HRA Expense - New					500	5,000
Transition Ministry	875	2,000	44%		3,000	3,000
Resource Persons working in Congregations	3,424	7,500	46%		7,500	5,000
Payroll Service Fee	1,878	1,300	144%		1,600	1,900
Worker's Compensation Insurance	3,593	2,600	138%		5,750	3,600
Continuing Education - Bishop	822	1,200	69%		1,200	1,500
Professional Development - Ministry Support Team	752	1,000	75%		1,200	1,500
Travel - Bishop	10,863	12,000	91%		12,500	15,000
Travel - Ministry Support Team	12,054	10,000	121%		12,500	13,020
Utilities (Does not include Office/Bishop House Maint)	21,926	20,000	110%		20,400	22,000
Property Insurance for Bishop's House and Diocesan Office	2,772	2,500	111%		2,880	3,200
Subscriptions and Dues	1,200	750	160%		400	1,200
Diocesan Historiographer (Archives)	848	3,000	28%		1,500	1,000

Current Episcopal Transition - Schedule D (Just for 2019)					17,206		-
DMST Sabbatical Fund - Current Year Reserve	100	100	100%		100		100
Office/Bishop House Maint - Actual Expense	8,643	7,500	115%		7,650		8,500
Bishop's House Maintenance Reserve	0	0					2,258
Bishop's Vehicle - Current Year Reserve	5,000	5,000	100%		5,000		5,000
Bishop's Vehicle - Current Auto Loan							
Total MST:	607,824	621,650	98%		656,401		645,862

Formation and Mission Support

Fresh Start for New Clergy	0	1,000	0%				
Safe Church Training	3,951	3,000	132%		3,800		4,000
Stewardship	1,000	1,000	100%		1,000		1,000
Support for Seminarians	2,000	2,000	100%		2,500		4,000
Commission on Ministry - Discernment	625	2,500	25%		2,600		2,600
Council Priorities (was Local Mission Approach)	15,000	15,000	100%		2,000		2,000
Programs Communications	862	3,000	29%				
Triennial EYE - Current Year Reserve	500	500	100%		750		750
Tri Trans Ministry Conf - Reserve Available from Prior Year	0				-		800
Total F&M:	23,938	28,000	85%		16,650		15,150

Administration/Information/Technology

Oversight & Audit	16,468	18,000	91%		21,000		20,000
Dispatch of Business	2,587	3,000	86%		3,000		3,000
Committees, Commissions, Board Support	3,370	3,000	112%		3,000		3,000
Diocesan Chancellor	2,082	1,500	139%		2,000		2,000
United Thank Offering Coordinator Expense	0	100	0%		100		100
Episcopal Relief & Development Coordinator Exp.	0	250	0%		100		100
Phones, Internet, Web Conferencing, Email,	9,223	7,500	123%		7,650		9,200
Communications	9,515	8,000	119%		8,000		5,520
Computer Technology	2,417	2,000	121%		2,400		6,500
Postage	3,236	4,000	81%		3,000		3,200
Printing	897	3,000	30%		1,720		1,000
Office Expenses and Supplies	13,419	12,000	112%		12,200		13,500

Office Equipment Purchases	3,001	3,000	100%		3,100		2,780
Liability Insurance (Umbrella, D&O, Misc)	2,802	3,500	80%		3,000		3,200
Chaplain to Retired Clergy	13,492	18,110	75%		15,000		14,000
Title IV Disciplinary Process - Current Year Reserve	100	100	100%		100		100
Legal Expenses - Current Year Reserve	1,000	1,000	100%		1,000		1,000
Triennial Chancellors Conf. - Current Year Reserve	750	750	100%		750		750
Episcopal Election - Current Year Reserve	5,000	5,000	100%		5,000		5,000
Annual Diocesan Convention - Current Year Reserve	3,000	3,000	100%		3,000		3,000
Office Equipment - Current Year Reserve	1,000	1,000	100%		1,200		1,200
Communications Reserve		0					-
Technology Reserve	0	0					-
Miscellaneous Reserve	28,500	0					-
Total A/I/T:	121,861	97,810	125%		96,320		98,150

Rock Point Commons Budget Support

Rock Point Support	80,004	80,000	100%		80,000		80,000
Total RPC:	80,004	80,000	100%		80,000		80,000

Episcopal and Wider Church Support

Episcopal Church Covenant	144,996	145,000	100%		124,420		131,138
Province One Share	7,224	7,250	100%		7,250		7,250
Province One Synod Deputies Expenses	0	200	0%		250		250
VEC - VT Ecumenical Council	1,000	1,000	100%		1,000		1,000
Campus Ministry at UVM	7,800	7,200	108%		9,000		8,800
Ecumenical Interfaith Officer - New					1,100		1,500
Global Mission Network Coordinator - New					1,100		1,200
Triennial-Gen Conv & ECW & Youth - Current Year Reserve	19,043	15,000	127%		15,000		15,000
Decennial Lambeth Conf. - Current Year Reserve	500	500	100%		1,200		8,200
Total WCS:	180,563	176,150	103%		160,320		174,338

TOTAL RESOURCE DISTRIBUTION:	1,014,190	1,003,610	101%		1,009,691		1,013,500
TOTAL REVENUE:	1,014,253	1,003,610	101%		1,009,691		1,013,500
SURPLUS (DEFICIT):	63	0			0		0

THE EPISCOPAL DIOCESE OF VERMONT
 2020 MINISTRY SUPPORT TEAM Salary and Benefits

	2018 Hourly Rate	2018 Total Budgeted	2019 Hourly Rate	2019 Total Budgeted	COLA Proposed 2.8% 2020 Hourly Proposal	COLA Proposed 2.8% 2020 Salary Proposal	2020 FICA / MEDICARE	2020 MEDICAL INSURANCE Estimated 7% Increase	Employee 2019 Contribution 2.25% or 3.50%	2020 DENTAL INSURANCE	GROUP LIFE INSURANCE	2020 Pension	Paid to 403(b) EQUITY ALLOWANCE	TOTAL 2020
Bishop Shannon MacVean-Brown				\$ 85,300		\$ 89,188	\$ 9,239					\$ 24,928		\$ 123,355
Canon to the Ordinary		\$ 86,206		\$ 87,930		\$ 90,392	\$ 6,759	\$ 9,591	\$ (2,034)	\$ 622	\$ 154	\$ 9,039		\$ 114,525
Finance Administrator		\$ 60,726		\$ 61,941		\$ 64,955	\$ 4,857	\$ 9,591	\$ (1,461)	\$ 622	\$ 154	\$ 6,495		\$ 85,214
Communications Minister		\$ 53,857		\$ 57,434		\$ 59,042	\$ 4,415	\$ 19,183	\$ (2,066)	\$ 1,196	\$ 154	\$ 5,904		\$ 87,828
Bishop's Assistant	\$ 24.48	\$ 47,736	\$ 24.97	\$ 48,691	\$ 29.17	\$ 56,872	\$ 4,351					\$ 5,687		\$ 66,910
Admin Assist/Bkpppr (20 hrs)					\$ 25.70	\$ 26,728	\$ 2,045					\$ 2,673		\$ 31,445
Admin Assistant (30 hrs.)	\$ -	\$ -	\$ 20.00	\$ 29,120	\$ 20.56	\$ 32,074	\$ 2,454	\$ 6,000	\$ (1,123)	\$ 1,196		\$ 3,207		\$ 43,808
														\$ -
TOTAL PERSONNEL:		\$ 248,525		\$ 370,415		\$ 419,251	\$ 34,120	\$ 44,366	\$ (6,684)	\$ 3,636	\$ 462	\$ 57,934	\$ -	\$ 553,084

Estimated HRA Expense & Fees

Bishop	
Canon to the Ordinary	\$ 750
Finance/Property Administrator	\$ 750
Bishop's Assistant	\$ -
Communications Minister	\$ 1,000
Admin Assist/Bkpppr (20 hrs)	
Admin Assist (30 hrs)	
Office Assistant (20 hrs)	\$ -
Office Assistant (20 hrs)	\$ -
Fees	\$ 2,500
Estimated HRA Expense	\$ 5,000

Bishop's Cash Salary = Stipend + SECA + Equity Allowance = 98,517

Value of Compensation Package = Cash Salary + Housing + Utilities + Pension

Total Value = 98,427 + 23,479 + 8,101 + 24,928 = 154,935

Health Insurance provided by spouse's plan.

FA: 61,941 X 1.028 = 63,675 + 1280 = 64,955

\$1280 - Compensation for working evenings & Saturdays to redesign accounting system
 and prepare for audit. Estimated 40 hs. X \$32/hr = \$1280

Bishop's Assistant - 48,691 X 1.028 + \$6818.18 (Wages in lieu of Health Insurance) = 56,872.53

56,872.53/1950 hrs. = 29.17/hr.

	2020	2019
Salaries	\$ 419,251	\$ 403,094
PR Taxes & Benefits	\$ 133,833	\$ 153,921
Sub-Total	\$ 553,084	\$ 557,015
HRA	\$ 5,000	\$ 1,500
Total	\$ 558,084	\$ 558,515