

2019 DRAFT BUDGET (Staff Salary Consolidated) - for Executive Council Review 9-15-2018

Additional technical revisions 9/19/2018

	2014 Actual	2015 Actual	2016 Actual	2017 Actual	2018 Budget 14%	2019 Proposed
INCOME:						
1 Apportionment/Prior yr. Rec.	\$1,910,000	\$1,884,295	\$1,923,212	\$1,958,111	\$2,049,057	\$2,045,000
2 Totals	\$1,910,000	\$1,884,295	\$1,923,212	\$1,958,111	\$2,049,057	\$2,045,000
3						
4 Program/Exp Fund						
5 Foundation Fund	\$29,944	\$28,416	\$32,137	\$36,432	\$31,000	\$31,000
6 Interest on Invest Income	\$597	\$569	\$647	\$614	\$600	\$600
7 * Return from Diocesan Funds	\$1,569,613	\$1,600,000	\$1,620,000	\$1,562,468	\$1,601,247	\$1,600,286
8 Other Income	\$124	\$146	\$90	\$0	\$100	\$100
9 Interest on Warrant Capital	\$11,172	\$11,172	\$11,172	\$11,172	\$11,172	\$11,172
10 Totals	\$1,611,450	\$1,640,303	\$1,664,046	\$1,610,686	\$1,644,119	\$1,643,158
11						
12 Other Receipts						
13 Prior year unused Draw	0	0	0	100,000	50,000	\$100,000
14 Annual Fund						\$30,000
15 Area Ministries (St. Tims)	\$70,214	\$70,214	\$0	\$0	\$0	\$0
16 Grisbaum Seminarians	\$9,845	\$9,384	\$10,682	\$10,128	\$10,000	\$10,000
17 Emily Upfold Fd (Epis Women Min.)	\$3,500	\$3,500	\$3,500	\$0	0	\$0
18 Waycross Endowment Fund	\$12,130	\$11,563	\$13,162	\$12,480	\$13,000	\$13,000
19 Shared Ministry Income	\$72,006	\$74,014	\$47,560	\$0	\$0	\$0
20 Haiti Income	\$2,867	\$2,343	\$2,808	\$1,699	\$2,000	\$0
21 Medical Reimb./Int. Dayspring Med.	\$0	\$0	\$43,235	\$0	0	\$0
22 Chase Class Action Fds./Percept	\$0	\$17,662	\$0	\$3,722	0	\$0
23 Risk Management Fees for P&L	\$0	\$8,148	\$0	\$0	0	\$0
24 Parish College Based Conf.	\$0	\$3,409	\$0	\$0	0	\$0
25 Church Start Funding (Brownsburg Ar	\$0	\$0	\$78,784	\$80,000	\$9,204	\$22,129
26 Final 2 months Land Bank for Brown.					\$13,131	\$0

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27 Special Fund/Designated Accounts:						
28 Congregational Develop Fd.					\$14,137	\$14,137
29 Special Funds-Interfaith	\$10,000	\$0	\$0	\$11,000	\$13,000	\$13,000
30 Jennie Moore Fund Inc.	\$0	\$0	\$0	\$9,500	\$0	\$0
31 Joanne Hall Mitchell-Clergy Medic	\$9,422	\$8,964	\$9,554	\$9,099	\$9,500	\$9,500
32 Revolving Loan & Grant Fd.	\$0	\$0	\$0	\$0	\$0	\$0
33 Totals	\$189,984	\$209,201	\$209,285	\$237,628	\$133,972	\$211,766
34 Sub-Total Income	\$3,733,799	\$3,796,543	\$3,796,543	\$3,806,425	\$3,827,148	\$3,899,923
35 Budget Shortfall Allowance	\$0	\$0	\$0	\$0	-\$1,082	
36 BUDGET INCOME TOTAL	\$3,711,434	\$3,733,799	\$3,796,543	\$3,806,425	\$3,826,066	\$3,899,923
37 Non Budget Income-Pathways MEF	\$0	\$0		\$50,000	0	0
38 Search & Election for 11th Bishop		\$85,000	\$85,000	\$85,000	0	0
39 GRAND TOTAL	\$3,711,434	\$3,818,799	\$3,881,543	\$3,941,425	\$3,826,066	\$3,899,923

40

41

42 **Income Notes**

- 43 **13** Unused draw from 2017 still projected to be available, with possible additional savings in current year.
- 44 **7** * Draws net of Bank Fees: 2010 was 5.5%, 2011 was 6%, 2012 was 5.5%, 2013 was 5.75%, 2014 frozen at 2013 rate < 5.75%,
 45 2015 was 5.37%, 2016 is at 5.25%, 2017 budgeted at 5.19%, 2018 budget at 5.25%. 2019 proposal is 5.25%.
 46 Bank fees are approximately .85 basis points (less than 1% of the market value of the investments) or about \$225,000.
- 47
- 48 **24** 25% cost share of clergy salary + pension
- 49

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	2014 Actual	2015 Actual	2016 Actual	2017 Actual	2018 Budget	2019 Proposed
50 EXPENSES:						
51						
52 Congregation and Community Life						
53 Youth Program	\$31,500	\$28,542	\$18,170	\$23,682	\$26,000	\$29,950
54 Episcopal Women's Ministry (ECW)	\$8,500	\$9,000	\$9,000	\$7,000	\$7,000	\$7,000
55 Waycross	\$150,000	\$155,000	\$160,000	\$160,000	\$160,000	\$160,000
56 Communications & Technology	\$44,895	\$54,903	\$54,253	\$78,185	\$54,253	\$42,253
57 Commission on Ministry	\$35,261	\$34,905	\$39,195	\$37,428	\$39,195	\$39,195
58 Stewardship Commission	\$2,300	\$3,280	\$78	\$2,649	\$2,710	\$2,710
59 Archives/History Commission	\$3,101	\$2,869	\$3,510	\$3,640	\$3,650	\$3,650
60 Leadership Development	\$68,804	\$59,556	\$65,076	\$46,687	\$65,076	\$55,076
60.1 Seminarian Internships						\$8,000
61 Ministry in Higher Ed *	\$116,158	\$109,015	\$110,565	\$109,978	\$103,500	\$92,103
62 * Purdue Mortgage	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000
63 * IU Mortgage Payment	\$18,800	\$18,800	\$18,800	\$18,800	\$18,800	\$22,400
64 * Ball State Lutherans	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
65 Congregation Res. Center	\$7,000	\$7,000	\$7,000	\$7,000	\$5,000	\$0
66 Congregational Audits	\$5,750	\$7,432	\$4,260	\$6,494	\$4,260	\$4,260
67 Mission Strategy (diocesan parish assist)	\$434,556	\$463,508	\$506,613	\$495,395	\$505,100	\$0
68 Direct Parish/Mission Support (formerly Mission Strategy)						\$427,902
69 Strategic Resources for Congregational Sustainability and Discernment (see line 181.)						
70 Sub Total before Salaries & Benefits	\$941,625	\$968,810	\$1,011,520	\$1,011,938	\$1,009,544	\$909,499
71						
72 Salaries and Benefits Vicars and Chaplains						
73 Compensation - Vicars						
74 St. Timothy's Salary/Housing/Utilities/SECA	\$59,503	\$59,531	\$0	\$0	\$0	\$0
75 Pension	\$10,711	\$10,653	\$0	\$0	\$0	\$0
76 Totals	\$70,214	\$70,184	\$0	\$0	\$0	\$0
77 Area Ministry in Elwood & Connersville						
78 Salary/Housing/Utilities/SECA	8,838	4,638	4,035	0	0	\$0
79 Other Expenses	0	0	0	0	0	\$0
80 Total Area Ministries	8,838	4,638	4,035	0	0	0

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81 Salaries						
82 New Castle/1/2 Time						
83 Salary/Housing/Utilities/SECA	\$59,189	\$60,965	\$50,027	\$29,426	\$33,147	\$33,976
84 Pension	\$10,654	\$10,894	\$7,499	\$6,796	\$5,967	\$6,116
85 Cont. Ed, Travel, Cell, Profess.	\$274	\$325	\$200	\$0	\$0	\$0
86 Totals	\$70,117	\$72,184	\$57,726	\$36,222	\$39,114	\$40,092
87 Shelbyville/1/3 Time						
88 Salary/Housing/Utilities/SECA	\$56,546	\$58,242	\$36,068	\$0	\$21,111	\$21,639
89 Pension	\$12,726	\$10,407	\$6,477	\$0	\$3,800	\$3,895
90 Cont. Ed, Travel, Cell, Profess.	\$2,198	\$3,319	\$928	\$0	\$0	\$0
91 Totals	\$71,470	\$71,968	\$43,473	\$0	\$24,911	\$25,534
92 New Church Start: (Brownsburg Area)						
93 Salary/Housing/Utilities/SECA	0	0	64,297	66,197	73,183	\$75,013
94 Pension	0	0	11,569	13,605	13,173	\$13,502
95 Cont. Ed, Travel, Cell, Profess.	0	0	0	0	0	\$0
96 Totals	0	0	75,866	79,802	86,356	88,515
97 Pathways Clergy (Phase 2)						
98 Salary/Housing/Utilities/SECA	0	0	0	0	0	\$60,322
99 Pension	0	0	0	0	0	\$10,858
100 Cont. Ed, Travel, Cell, Profess.	0	0	0	0	0	\$0
101 Totals	0	0	0	0	0	71,180
102						
103 Salaries - Ministry in Higher Ed.:						
104 Indpls. Lutheran/Episcopal Campus Mi	\$57,992	\$59,732	\$61,225	\$63,062	\$64,954	\$66,578
105 Pension	\$10,434	\$10,673	\$11,021	\$11,351	\$11,692	\$11,984
106 Totals	\$68,426	\$70,405	\$72,246	\$74,413	\$76,646	\$78,562
107 IU Chaplain Salary/Housing/Utilities/S	\$78,271	\$80,619	\$82,635	\$85,114	\$87,667	\$89,859
108 Pension	\$14,089	\$14,406	\$14,874	\$15,320	\$15,780	\$16,175
109 Totals	\$92,360	\$95,025	\$97,509	\$100,434	\$103,447	\$106,033
110 Purdue Chaplain Salary/Housing/Utiliti	\$81,839	\$84,294	\$86,402	\$88,994	\$91,664	\$93,956
111 Pension	\$14,319	\$14,972	\$15,552	\$16,019	\$16,499	\$16,911
112 Totals	\$96,158	\$99,266	\$101,954	\$105,013	\$108,163	\$110,867
113 Total Chaplains Compensation	\$256,944	\$264,696	\$271,709	\$279,860	\$288,256	\$295,462
114 Parish Clergy Medical Benefits **	\$476,728	\$505,000	\$521,012	\$559,912	\$564,486	\$604,654
115 TOTAL CONGREGATION & COMMUNITY LIFE	\$1,895,936	\$1,957,480	\$1,985,341	\$1,967,734	\$2,012,667	\$2,034,937
116						

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	2014 Actual	2015 Actual	2016 Actual	2017 Actual	2018 Budget	2019 Proposed
117 Admin. and Budget						
118 Salaries, Allowances & Benefits						
119 Bishop Cate Package-4 months '17				\$57,012		
120 Salary Jennifer 11 months '17	\$48,655	\$52,654	\$36,086	\$59,583	\$74,450	\$85,548
121 Housing/Utilities Jennifer 11 months '17	\$84,637	\$84,637	\$104,637	\$59,583	\$66,950	\$66,950
122 SECA Jennifer 11 months '17	\$0	\$0	\$0	\$9,116	\$10,818	\$11,666
123 Pension Jennifer 11 months '17	\$24,099	\$24,559	\$25,330	\$22,916	\$27,400	\$29,549
124 Totals	\$157,391	\$161,850	\$166,053	\$208,210	\$179,618	\$193,713
125 Diocesan Staffing	\$593,280	\$567,190	\$579,677	\$623,843	\$621,903	\$637,451
126 Bonus/Merit	\$1,000	\$4,200	\$2,300	\$0	\$8,000	\$8,000
127 Temp/Part Time	\$0	\$0	\$0	\$0	\$0	\$0
128 Lay Pension Match (403(B))	\$1,430	\$9,598	\$12,053	\$8,435	\$14,453	\$15,185
129 Totals Salaries, Allowances/Benefits	\$753,101	\$742,838	\$760,083	\$840,488	\$823,974	\$854,348
130						
131 Travel and Expenses						
132 Bishop and Staff	\$67,266	\$62,193	\$63,145	\$87,844	\$63,145	\$63,145
133 Travel/Meetings Others	\$4,340	\$6,416	\$4,421	\$8,431	\$4,421	\$4,421
134 Bishop's Hospitality	\$10,297	\$11,260	\$13,358	\$12,936	\$10,000	\$10,000
135 Totals	\$81,903	\$79,869	\$80,924	\$109,211	\$77,566	\$77,566
136 Insurance						
137 Bishop & Dio Lay Life (Active and Reti	\$3,397	\$3,076	\$3,138	\$3,181	\$3,800	\$3,800
138 Property and Liability	\$18,196	\$17,391	\$19,079	\$17,234	\$23,000	\$23,000
139 Medical Dio. Staff/retirees**	\$140,236	\$122,804	\$135,000	\$140,000	\$150,000	\$154,938
140 Totals	\$161,829	\$143,271	\$157,217	\$160,415	\$176,800	\$181,738
141 Diocesan Headquarters						
142 Rent	\$58,686	\$59,814	\$61,010	\$62,259	\$64,500	\$65,790
143 Legal Fees	\$0	\$0	\$6,041	\$8,453	\$8,000	\$8,000
144 Office Operation Expenses	\$43,836	\$37,098	\$39,999	\$45,054	\$39,999	\$39,999
145 Equipment Reserve Accrual	\$1,672	\$2,500	\$500	\$500	\$3,972	\$3,972
146 Totals	\$104,194	\$99,412	\$107,550	\$116,266	\$116,471	\$117,761

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	2014	2015	2016	2017	2018	2019
	Actual	Actual	Actual	Actual	Budget	Proposed
147 <i>Miscellaneous</i>						
148 Mutual Ministry Accrual (Bishop)	\$0	\$0	\$0	\$0	\$2,500	\$2,500
149 Bank Fees (Chase/JP Morgan)	\$2,166	\$3,085	\$3,177	\$620	\$800	\$800
150 Kemper Special Fd. Fees	\$6,000	\$6,775	\$6,575	\$6,050	\$7,800	\$7,800
151 Audit Fees	\$19,750	\$20,000	\$20,000	\$22,050	\$22,500	\$22,500
152 Lambeth Reserve Accrual	\$1,000	\$1,000	\$0	\$0	\$0	\$750
153 Diocesan Convention	\$20,697	\$22,187	\$19,506	\$33,236	\$19,506	\$19,506
154 Contingencies	\$490	\$536	\$91	\$337	\$91	\$91
155 Gen Conv Reserve Accrual	\$12,000	\$15,000	\$14,000	\$14,000	\$14,000	\$14,000
156 12th Bishop Accrual Fund	\$0	\$0	\$0	\$0	\$10,000	\$10,000
157 Ordination Costs	\$4,332	\$1,080	\$1,014	\$292	\$1,014	\$1,014
158 Totals	\$66,435	\$69,663	\$64,363	\$76,585	\$78,211	\$78,961
159						
160 <i>Clergy Support/Direct Support</i>						
161 Transition Ministries	\$1,273	\$1,767	\$408	\$1,517	\$3,000	\$0
162 Chaplain to Retired Clergy	\$472	-\$347	\$0	\$0	\$0	\$0
163 Clergy Evaluations	\$0	\$300	\$0	\$0	\$0	\$0
164 Totals	\$1,745	\$1,720	\$408	\$1,517	\$3,000	\$0
165 Totals of Admin. & Budget	\$1,169,207	\$1,136,773	\$1,170,545	\$1,304,481	\$1,276,022	\$1,310,374
166 Missions						
167 Exec Council Fair Share	\$558,489	\$551,739	\$517,295	\$473,082	\$429,061	\$434,508
168 Province of the Midwest	\$4,500	\$6,059	\$5,748	\$5,735	\$5,721	\$5,708
169 Cooperating Ministries (7)	\$35,000	\$35,000	\$35,000	\$32,500	\$32,500	\$7,000
170 Prison Ministry	\$918	\$298	\$95	\$183	\$95	\$200
171 EFHN	\$15,000	\$25,000	\$25,000	\$27,500	\$25,000	\$10,000
172 Millennium Development Goals/						
173 Global Mission	\$26,500	\$28,500	\$28,500	\$16,201	\$28,500	\$28,500
174 Deacons/Council on Diaconate	\$1,157	\$0	\$124	\$0	\$3,000	\$5,120
175 Total Missions	\$641,564	\$646,596	\$611,762	\$555,201	\$523,877	\$491,036

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176 Exploration/Promise/Opportunity						
177 Pooled Program Funds	\$2,000	\$83	\$35	\$0	\$0	\$0
178 Daily Office	\$0	\$0	\$1,000	\$1,000	\$500	\$0
179 Anti Racism	\$4,880	\$2,850	\$5,046	\$114	\$10,000	\$5,000
180 Reimagining Task Force	\$440	\$0	\$0	\$0	\$0	\$0
181 Strategic Resources for Congregational Sustainability and Discernment						\$50,000
182 Center For Congregations Match Grant		\$500	\$14,851	\$19,865	\$3,000	\$15,000
183 Resources for New Congregations & Redevelopment						\$0
184 <i>Totals</i>	\$7,320	\$3,433	\$20,932	\$20,979	\$13,500	\$70,000
185 BUDGET EXPENSE TOTAL	\$3,714,027	\$3,744,282	\$3,788,580	\$3,848,396	\$3,826,066	\$3,906,347
186 Non Budget Exp. - Pathways MEF	\$0	\$0	\$0	\$50,000	0	
187 Search & Election for 11th Bishop		\$85,000	\$85,000	\$85,000	0	
188 GRAND TOTAL	\$3,714,027	\$3,829,282	\$3,873,580	\$3,983,396	\$3,826,066	\$ 3,906,347

189

190 **Expense Notes**

191 113/138 ** Full cost of medical budgeted for 2019 \$784,622 based on rate increases of 6.5-7% - Cost share of 21%

192 Assumes known open positions will be filled for 9 months of 2019.

193 HSA contribution reduced to 70% of deductible.