

Diocesan Council Minutes

September 27, 2023

6:00 pm via Zoom

Present: The Rt. Rev. W. Nicholas Knisely, The Rev. Ed Beaudreau, Margaret Clifton, Jim Segovis, The Rev. Christa Moore-Levesque, Bob Fye, Vicki Escalera, Alison Huff, Cheryl Abney, The Rev. Beth Sherman, The Rev. Peter Tierney, The Rev. Tanya Watt, The Rev. Ricky Brightman

Staff: The Rev. Canon Dena Cleaver-Bartholomew, Ed Biddle, Kristin Knudson, The Rev. Mary Ann Mello

Guest: Susan Ursillo

Absent: Olive Swinski, Phyllis Spaziano

Opening Devotion – The Rev. Tanya Watt

Approval of Agenda –

Consent Agenda – Accepted

Review Diocesan Council June minutes

DRF Grants:

- St. David's Cranston: sewer and stained-glass projects. Recommend allocation of \$11,340 from DRF to St. David's for sewer project.
- St. Mark's Warwick: roof repair project. Recommend allocation of \$20,000 DRF grant to St. Mark's Warwick.
- Christ Church Lonsdale: chair lift project. Recommend allocation of \$18,500 DRF grant to Christ Church in Lonsdale.

Presentations:

- Convention Planning Update – The Rev. Mary Ann Mello.
- Compensation and Benefits. Susan Ursillo, chair of Comp and Benefits Committee. **Motion to accept forwarded by Standing Committee, Accepted.**

Staff Reports

- Canon to the Ordinary – written report submitted.
- Chief Financial Officer – written report submitted.

Finance Committee Report

- Treasurer - written report submitted.

Action items

- Budget 2024 review – Presented by Ed. This year the Budget will be presented to Convention in narrative form. It is hoped that this format will help everyone to better understand the spending priorities. The narrative and supporting details are attached. Bob moved to accept the budget as presented and forward to Convention, Peter seconded. **Approved.**
- St John's, Newport apportionment.
Recommendation from COF: That St John's, Newport's apportionment for 2023 be reduced to \$60k, with the expectation that they will bring their payments up to date by the end of 2023. Diocesan Canon 14.5: "The Apportionment for any parish or organized mission may be adjusted for any fiscal year upon the recommendation of the Commission on Finance and the approval of not less than two-thirds of the voting membership of Diocesan Council." **Approved.**
Council on Finance recognizes that apportionment calculation should be examined.

Bishop's Time: Sabbatical is planned for December 2023 – February 2024. The Bishop is currently planning to check in with the office regularly.

Motion to adjourn: Jim moved to adjourn, Ricky seconded. **Approved 7:00 pm**

Next Meeting: Wednesday, October 25, 2023 Safe Zone training. In person at Diocesan House at 6 pm.

Attachments:

Minutes, June Diocesan Council Meeting
Canon's Report, September
CFO Report, September
Treasurer's Report, September
CoF Minutes, September
Financial Report, September
2024 Budget Narrative
Comp and Benefits Information

Next Meeting: Wednesday, October 25, 2023

Attachments:

- Minutes, June Diocesan Council Meeting
- Canon's Report, September
- CFO Report, September
- Treasurer's Report, September
- CoF Minutes, September
- Financial Report, September
- 2024 Budget Narrative

Upcoming Events:

- Resolutions Information Session, Oct. 3, 7 pm
- Diocesan Convention, Oct 27 and 28
- Clergy Anti-racism Training, Nov 2 or 4

Susan Ursillo is a lifelong Episcopalian living in Warwick, RI. While a single mother of three, she worked two jobs and obtained her Bachelor of Business from URI, which included graduate courses in HR.

With that degree, Susan brings over 25 years as HR Manager Experience to the Diocese of RI Compensation & Benefits Committee. During her years in the private sector, Susan was responsible for negotiating all contracts related to personnel. This included health and dental, life insurance, disability insurance, and maintenance of 401(K)s. The position also included training in harassment prevention, diversity, and settlement of employee disputes.

During her tenure, Susan initiated an EAP (Employee Assistance Plan), FSA (Flexible Spending Account), and HRA (Health Reimbursement Account).

Susan is a member of SHRM RI (Society for Human Resource Management) and a nationally certified SPHR (Senior Professional in Human Resource). She served several years on the State Legislative Affairs Committee. This included preparing for a conference each year for HR Professionals to hear up to date trends and meet with our RI Legislators regarding current bills related to HR issues going before the State House Assembly.



Clergy Salary and Benefits Minimum Requirements - 2024

Total Clergy Compensation minimums for full-time priests-in-charge in the Diocese of Rhode Island in 2024 are as follows:

SERVICE LEVEL	CHURCH TYPE/SALARY GRADE			
	I and II	III	IV	V
A 1 - 5 years similar svc.	66,345	72,977	80,276	88,305
B 6 - 10 years similar svc.	76,296	83,929	92,320	101,552
C 10+ years similar svc.	87,743	96,516	106,167	116,784

The chart included in this packet uses your church's 2022 Parochial Report to identify your church type. "Fulltime" is considered to be at least 40+ hours per week. Part-time positions are negotiated.

This chart is for clergy employed as a full-time Priest-in-Charge, Interim, Vicar or Rector. Part-time clergy compensation and benefits are negotiated individually based on the priest's needs and the church's means (see section on Part-Time Clergy for guidance).

Churches must maintain their clergy salaries at least at the minimum, however, this in no way affects the ability of individual churches to enhance their priests' compensation packages as they are able to move within the range for your size parish. We recommend that churches increase their priests' salary by 2 ½ % annually so that they are prepared for the next service level.

Rectory, Housing Allowance and Social Security.

Cash compensation for a clergyperson living in provided housing is reduced by the value of the rectory as defined by Church Pension Fund (30% of total compensation). So, for example, if the total compensation is \$60,000, then the rectory is valued at \$20,000 (housing + utilities) and the priest receives \$40,000 as cash compensation.

The Housing Allowance is a portion of the priest’s salary which is designated as such. The priest sets the amount as this does not impact the compensation package in any way. In the example above, the priest’s total compensation is \$60,000 (cost to the church). The priest may designate any portion of that as Housing Allowance, including the full amount of compensation. The priest is responsible for paying income taxes on any funds received that are not used for housing. Housing allowance includes mortgage payments or rent, utilities, landscaping, furniture and anything that isn’t consumable down to the teaspoons and tea towels. It is the priest’s responsibility to maintain records and file their taxes. The Vestry or Bishop’s Committee must pass a resolution recorded in the minutes designating the priest’s desired Housing Allowance *before* any payments are made for the exclusion to be in effect (usually at the December board meeting but before the end of the year).

Social Security is part of the diocesan minimums outlined above. However, many clergy coming from other dioceses may be accustomed to receiving an additional 7.5% as a Social Security Allowance. We have incorporated that into the salary figure as it must be paid to the priest as cash salary and is taxable as such. However, a church may choose to provide a Social Security Allowance and include that in the cash compensation figure which is reported on the priest’s W-2. The value of the rectory and the housing allowance are NOT included on the W-2 as income, only the cash compensation.

Full-time Assistants

Full-time transitional deacons and those priests serving in an assisting position during the first two years of ordained ministry shall be compensated at a rate no less than \$57,632.00 plus mandated benefits. Assisting Priests with more than two years of experience shall be paid no less than 70% of their appropriate service level/salary grade amount.

Planning for the future:

Giving the 2 ½% annual cost of living increase prevents a sudden “jump” when a priest moves to the next compensation band. Here’s an example where a priest in a church that is type III, hired in 2023 at the minimum for Service Level A and given an increase of 2.5% per year.

2024	\$72,977
2025	\$74,801
2026	\$76,671
2027	\$78,587
2028	\$80,551
2029	\$82,564
2030	\$84,628

\$83,929 Required minimum for Church Type III, Service Level B without any increase in minimum levels

Service Level and Church Type

Service Level for Clergy is NOT based on years of ordained ministry but rather the number of years a priest has served as the rector/vicar. The grid presumes continued service in a particular size of church.

Service Level A is the entry-level minimum for a church of that type for a priest who has not served as rector/vicar in a church of a similar size.

Service Level B would be appropriate for a priest after 5 years of service in the current position, 5 years of service in a similar position in another church of a similar size, or a combination thereof.

Service Level C would be appropriate after 10 years of service in the current position, 10 years of service in a similar position in another church of the same size, or a combination thereof.

The appropriate level for each clergy person will necessarily be determined by a combination of factors: years in the actual position in question, experience in prior comparable positions, and relevant experience in non-ordained positions. The salary levels set forth here are meant to be minimums for those who have held their (or similar) positions for the requisite number of years and are not to be taken as limiting the freedom of clergy and vestries to recognize particular situations which require additional compensation. With the increasing number of second career clergy, it is important that congregations take that experience into consideration. That is especially true if the prior experience is directly applicable to parish and significantly enhances the priest's ability to serve the congregation.

Additional Mandatory Benefits

- Pension premiums as determined by the formulas of the Church Pension Fund
- Medical and Dental insurance premiums with a contribution of **17 %** by all participants (note this is a change from 2018). This applies to all employees at your church eligible for this benefit. If a priest's spouse is over 65, the spouse can go onto a Medicare supplement plan which is less expensive than buying a family plan. The church would pay for the total of both plans, minus the 17% clergy share.
- Life insurance of 4 times total compensation with a maximum of \$ 100,000 provided by the Church Pension Fund
- Worker's Compensation insurance and/or any other benefit required by law
- Professional Ministry Expense Reimbursement line in parish budget of not less than \$4,000 to reimburse the cleric for expenses necessary to carry out his/her ministry, such as, mileage for travel on behalf of the parish, attendance at meetings or

conferences, purchases of books and journals, entertainment of individuals with a purpose directly related to the congregation's ministry.

- Continuing Education Reimbursement line in parish budget of not less than \$1,000 with two weeks (including Sundays) time
- One month of vacation (including five Sundays)

Additional Compensation Factors

The clergy compensation minimums are set to be in line with what is being offered in other New England dioceses so that we remain competitive when calling strong clergy candidates. They presume that the clergy member is the rector or sole priest at a parish with full responsibility for the parish and its basic pastoral and liturgical responsibilities—perhaps assisted by a part-time parish secretary and/or part-time sexton. However, the pastoral size of the parish is often only one part of what we call clergy to do in our parishes and it is important that we then compensate above the minimum compensation rates for these expectations. Diocesan staff are available to assist in determining how much additional compensation is appropriate for these expectations and if these conditions exist in your parish.

Examples to consider:

- Being the primary person responsible for an extensive physical plant or particularly old or historically significant facilities that requires a significant amount of time and expertise in contracting, overseeing workers, negotiating, managing workflows, etc.
- Overseeing a school or day care or any other auxiliary operation as manager (not just having a school present in your buildings or where the priest sits on the board)
- Supervising a large staff, especially those not directly working on pastoral or liturgical issues—which requires a significant amount of managerial skill, time and effort
- Organizing and/or running a major fundraising effort (e.g., over \$25,000, complex, requiring recruiting and managing multiple volunteers, etc.) or a major capital campaign
- Taking on a diocesan designated church re-start
- Working without benefit of any clerical or administrative support requiring hours of work beyond the normal expected of a priest
- The congregation asks for the priest to be highly involved in community, civic or charitable events and activities beyond typical outreach activities
- The congregation asks the priest to start new, weekly liturgies that expand the reach of the parish into the community and draw people who do not attend regular weekend services

Some of these may result in an adjustment to the compensation (if they are ongoing). Additionally, rewarding clergy for achieving pre-determined goals established by the parish or for exceptional service in unexpected or unusually difficult circumstance can be done through bonuses or even through non-monetary rewards. These are methods that make it possible to express support and appreciation to our clergy with low-impact or no-impact on

your annual budget. Some clergy may prefer more time off, for example. Others may prefer having you hire staff to take over some portion of administrative type work freeing up the priest to do more ministry.

Lowering Compensation

Of course, the other side to compensation also exists. There may be times when your church is at a level that you feel is inappropriate or declines in attendance or budget may move you to a lower level than you were before. Your first action should **not** be to lower your priest's compensation!

Honest conversation with your priest is the most important first thing to do. Clergy generally know when there is an issue so a quiet, respectful conversation between the wardens and priest is your starting point. Talk about the issue and ask the priest to help you decide what to do. In some cases, the priest may suggest a reduction in salary or change in benefits. In other cases, the priest may suggest other ways to address the situation – including actions by the priest and/or congregation. Other clergy will acknowledge that the situation has changed and that it is time for them to begin the search for a new position.

If you agree to lower a priest's compensation, make sure your priest truly agrees and is affirmed in other ways. If you agree to go below the minimums (starting minimum plus the 2 ½% annual increase), you must obtain the Bishop's permission, so you need to work out an agreement that is comfortable to your priest before you approach the Bishop. Here are some things to consider on this side:

- Your attendance/membership is small, but your budget is high because you have a large endowment that enables you to maintain a large building and staff. Your priest basically is just serving as the next level down sized congregation in a large building and doesn't have major responsibilities that would justify that level of compensation
- Your congregation simply cannot afford to pay the compensation package you are now paying – or you can see that time coming in the next 2-3 years (start that conversation now)
- You started out at the top of the band that you are in, but attendance/membership and your budget has been steadily declining for at least five years and your priest has done little or nothing to address that.

Part-time Clergy

Compensation for part-time clergy is pro-rated on a percentage basis but often has more flexibility, depending on the needs of the church and priest. The following serves as a guideline to begin conversations.

- 10 hours a week is considered quarter time (divide full-time compensation by four). It usually includes Sunday services with coffee hour, basic pastoral care and a Vestry/Bishop's Committee meeting. Other meetings or tasks are negotiable but mostly are carried out by laity who share information with the priest.
- 12-14 hours a week is considered one-third time (divide full-time compensation by three). It is for congregations that have more pastoral care needs and may include an additional meeting or two each month where a priest's leadership is desired.
- 20 hours a week is considered half-time and
- 30 hours a week is considered three-quarter's time.

Vacation and continuing education days are four weeks/five Sundays for vacation and two weeks/two Sundays for education. The reimbursement amount is proportional. So, for example, a half-time priest would get half the amount of a full-time priest reimbursement.

Health insurance is the item most likely to require negotiations. For clergy who need insurance, it is often advantageous for the church to pay less salary and pay the full amount of health insurance as that is a tax-deductible benefit. Begin by prorating the insurance (halftime = half the cost of insurance). Then deduct the priest's "share" from the cash salary and have the church pay the full insurance amount. Most churches with part-time clergy do not require priests to pay the 17% share of the premiums that full-time clergy pay as the priest is already carrying a significant amount of their health insurance costs.

If a priest's spouse is over 65, the spouse can go onto a Medicare supplement plan which is less expensive than buying a family plan. So, for example, with a half-time priest, the church and priest would share the combined costs of a single plan (priest) and the Medicare supplement plan (spouse).

Honorariums for weddings and funerals are paid to a part-time priest (vs. full time clergy when they are given to the Discretionary Fund). If there are frequent weddings and/or funerals that do provide any or inadequate compensation, it is appropriate for the church to provide additional compensation for each one as both of these pastoral events entail a significant number of hours of work by the priest.

Supply Clergy Rates

\$185 for one service; \$60 for each additional service for weekend services

\$100.00 for Preaching only. \$85.00 for Celebrating only.

\$60 for a weekday service or nursing home/institution service without formal sermon

\$40 hourly compensation for pastoral calls or other tasks All plus IRS

business rate for travel.

Deacon Compensation

At the 230th Diocesan Convention a resolution was passed “That the 230th Convention of the Episcopal Diocese of Rhode Island require each parish with a deacon, or parishes if a deacon is serving more than one community, pay said deacon \$25 a month as remuneration, and that each such parish also make the required contribution to the Church Pension Fund for the benefit of the deacon.”

This requires that a parish or Parishes sharing a deacon make \$25.00 remuneration and contribute to the Clergy pension fund for the deacon as long as the Deacon is assigned to the church(s).

- In most instances diaconal ministry is non-stipendiary. However, a congregation shall reimburse a deacon for expenses in connection with ministry in a congregation and provide resources and leave for the deacon’s growth and well-being. The Letter of Agreement in Appendix D shall spell out minimal reimbursements. Ordinarily, every agreement will include provision for the following:
- The deacon shall be reimbursed by the congregation for mileage spent in ministry upon submission of a statement from the Deacon to the Priest-in-charge, using the current IRS approved mileage rate. This should include all congregation related ministry other than regularly scheduled worship services beginning in Advent 2015. (per Bishop)
- The deacon shall be reimbursed by the congregation for ministry expenses (up to \$_____ per year) upon submission of a statement. This includes such things as the expenses of attending Diocesan
- Convention and/or other diocesan events as appropriate, program materials or pastoral care supplies used in the exercise of ministry, etc.
- The deacon shall receive a continuing education allowance of up to \$350 annually upon
submission of receipts to the Priest-in-charge.
- four weeks of vacation annually;
- two weeks for leave for continuing education and diaconal formation annually;
- as needed, any days needed for sickness or other debilitation;
- At the end of each Congregational Assignment, a deacon shall have a three-month break for rest and refreshment as s/he prepares to enter a new congregation contingent on the Bishop’s approval.

Diocese of Rhode Island-								
Clergy Compensation Rates by Parish							Pg. 1 of 2	
For 2024		2022 Parochial Report Figures						
ASA	Operating Revenues	Total Score	Salary Grade	MINIMUM Base Salary for Rectors/Priests-in-Charge				
<49 = 1 point	0-100,000 = 1 point	2 - 3 points	I					
50 - 99 = 2	100,001 - 200,000 = 2	4 - 5 points	II					
100 - 149 = 3	200,001 - 300,000 = 3	6 - 7 points	III					
150 - 224 = 4	300,001 - 400,000 = 4	8 - 9 points	IV					
225 + = 5	400,001 - 500,000 = 5	10 -11 points	V					
	500,001 + = 6							
Town	Name (Mission)	ASA	Operating Revenues	Score	Salary Grade	1 to 5 years of similar service	6 to 10 years of similar service	11 or more years of similar service
Alton	St. Thomas'	14	40,884	2	I	Part-time	Part-time	Part-time
Barrington	Sts Matthew & Mark	30	295,566	4	II	Part-time	Part-time	Part-time
Barrington	St. John's	93	463,943	7	III	72,977	83,929	96,516
Block Island	St. Ann's-by-the-Sea (M)	14	96,794	2	I	Part-time	Part-time	Part-time
Bristol	St. Michael's	147	384,396	7	III	72,977	83,929	96,516
Central Falls	St. George's (M)	62	64,720	3	I	66,345	76,296	87,743
Charlestown	Church of the Holy Spirit (M)	24	78,091	2	I	Part-time	Part-time	Part-time
Coventry	St. Francis Church (M)	33	67,735	2	I	Part-time	Part-time	Part-time
Cranston	Trinity	59	144,827	4	II	Part-time	Part-time	Part-time
Cranston	Church of the Ascension	71	116,937	4	II	Part-time	Part-time	Part-time
Cranston	Church of the Transfiguration	40	149,483	3	I	Part-time	Part-time	Part-time
Cranston	St. David's-on-the-Hill	24	104,676	3	I	Part-time	Part-time	Part-time
Cumberland	Emmanuel	77	259,859	5	II	66,345	76,296	87,743
East Greenwich	St. Luke's	173	715,188	10	V	88,305	101,552	116,784
Greenville	St. Thomas'	57	164,079	4	II	66,345	76,296	87,743
Hope Valley	St. Elizabeth's (M)	29	58,664	2	I	Part-time	Part-time	Part-time
Jamestown	St. Matthew's	69	282,628	5	II	66,345	76,296	87,743
Kingston	St. Augustine's Chapel (M)	40	162,856	3	I	66,345	76,296	87,743
Lincoln	Christ Church in Lonsdale	36	203,173	4	II	66,345	76,296	87,743
Little Compton	St. Andrew's	44	210,201	4	II	66,345	76,296	87,743
Middletown	St. Columba's Chapel	52	363,214	6	III	72,977	83,929	96,516
Middletown	Holy Cross (M)	22	38,902	2	I	Part-time	Part-time	Part-time
Narragansett	St. Peter's-by-the-Sea	83	403,536	7	III	72,977	83,929	96,516
Newport	St. John's	59	601,010	8	IV	80,276	92,320	106,167
Newport	Emmanuel	90	339,496	6	III	72,977	83,929	96,516
Newport	Trinity	113	548,324	9	IV	80,276	92,320	106,167
North Kingstown	St. Paul's	74	420,915	7	III	72,977	83,929	96,516
North Providence	St. James (M)	12	48,160	2	I	Part-time	Part-time	Part-time
North Scituate	Trinity	103	312,926	7	III	72,977	83,929	96,516
Pawtucket	Good Shepherd	25	84,232	2	I	Part-time	Part-time	Part-time
Pawtucket	St. Luke's	33	162,516	3	I	Part-time	Part-time	Part-time
Pawtucket	St. Paul's	42	189,609	3	I	Part-time	Part-time	Part-time
Portsmouth	St. Paul's (M)	22	51,926	2	I	Part-time	Part-time	Part-time
Portsmouth	St. Mary's	84	528,759	8	IV	80,276	92,320	106,167
Providence	St. Peter & St. Andrew's (M)	29	79,549	2	I	Part-time	Part-time	Part-time
Providence	Church of the Redeemer	32	155,536	3	I	66,345	76,296	87,743
Providence	All Saints'	43	169,492	3	I	Part-time	Part-time	Part-time
Providence	S. Stephen's	76	572,199	8	IV	80,276	92,320	106,167
Providence	Grace	136	1,052,464	9	IV	80,276	92,320	106,167
Providence	St. Martin's	88	794,640	8	IV	80,276	92,320	106,167

Diocese of Rhode Island								
Clergy Compensation Rates by Parish								Pg.2 of 2
For 2024	2022 Parochial Report Figures							
ASA	Operating Revenues		Total Score	Salary Grade		MINIMUM Base Salary for Rectors/Priests-in-Charge		
<49 = 1 point	0-100,000 = 1 point		2 - 3 points	I				
50 - 99 = 2	100,001 - 200,000 = 2		4 - 5 points	II				
100 - 149 = 3	200,001 - 300,000 = 3		6 - 7 points	III				
150 - 224 = 4	300,001 - 400,000 = 4		8 - 9 points	IV				
225 + = 5	400,001 - 500,000 = 5		10 -11 points	V				
	500,001 + = 6							
Town	Name (Mission)	ASA	Operating Revenues	Score	Salary Grade	1 to 5 years of similar service	6 to 10 years of similar service	11 or more years of similar service
Rumford	Church of the Epiphany	46	236,383	4	II	66,345	76,296	87,743
Saunderstown	Chapel of St. John the Divine	30	129,782	3	I	Part-time	Part-time	Part-time
Tiverton	Holy Trinity	52	214,680	5	II	66,345	76,296	87,743
Wakefield	Church of the Ascension	45	144,883	3	I	Part-time	Part-time	Part-time
Warwick	All Saints'	21	77,930	2	I	Part-time	Part-time	Part-time
Warwick	St. Barnabas'	69	205,100	5	II	66,345	76,296	87,743
Warwick	St. Mark's	51	169,580	4	II	66,345	76,296	87,743
Westerly	Christ Church	176	600,634	10	V	88,305	101,552	116,784
Woonsocket	St. James' (M)	35	159,317	3	I	66,345	76,296	87,743

"Operating Revenues" is Line B of the Parochial Report and includes plate and pledge, monies available for operations from investments, unrestricted gifts and bequests and assistance from the Diocese (if any.)

M E M O R A N D U M

October 1, 2023

TO: TREASURERS

FROM: JOAN T. DECELLES, Finance Director

SUBJECT: HEALTHCARE & DENTAL RATES

Effective January 1, 2024, the new monthly healthcare and dental rates are listed below:

ANTHEM BCBS PPO 100

	2023 Rate (monthly)	2024 Rate (monthly)	Church Pays	Participant Pays	Church deposits to Health Savings Acct (HSA)
Individual	\$1,087.00	\$1,152.00	\$ 957.00	\$195.00	N/A
Family	\$2,500.00	\$2,650.00	\$2,200.00	\$450.00	N/A

ANTHEM BCBS PPO 80

	2023 Rate (monthly)	2024 Rate (monthly)	Church Pays	Participant Pays	Church deposits to Health Savings Acct (HSA)
Individual	\$ 910.00	\$ 965.00	\$ 800.00	\$165.00	N/A
Family	\$2,093.00	\$2,220.00	\$1,843.00	\$377.00	N/A

ANTHEM BCBS HIGH DEDUCTIBLE

	2023 Rate (monthly)	2024 Rate (monthly)	Church Pays	Participant Pays	Church deposits to Health Savings Acct (HSA)
Individual	\$787.00	\$ 834.00	\$ 692.00	\$142.00	\$265.00
Family	\$1,810.00	\$1,918.00	\$1,592.00	\$326.00	\$608.00

ANTHEM BCBS PPO 100 MEDICARE SECONDARY*

	2023 Rate (monthly)	2024 Rate (monthly)	Church Pays	Participant Pays	Church deposits to Health Savings Acct (HSA)
Individual	\$ 870.00	\$ 922.00	\$ 795.00	\$127.00	N/A
Family	\$2,001.00	\$2,121.00	\$1,760.00	\$361.00	N/A

ANTHEM BCBS PPO 80 MEDICARE SECONDARY*

	2023 Rate (monthly)	2024 Rate (monthly)	Church Pays	Participant Pays	Church deposits to Health Savings Acct (HSA)
Individual	\$ 727.00	\$ 771.00	\$ 640.00	\$131.00	N/A
Family	\$ 1,672.00	\$1,773.00	\$1,472.00	\$301.00	N/A

DELTA DENTAL COMPREHENSIVE

	2023 Rate (monthly)	2024 Rate (monthly)	Church Pays	Participant Pays	Church deposits to Health Savings Acct (HSA)
Individual	\$ 61.00	\$ 61.00	\$ 51.00	\$10.00	N/A
Family	\$140.00	\$140.00	\$116.00	\$24.00	N/A

DELTA DENTAL PREMIUM

	2023 Rate (monthly)	2024 Rate (monthly)	Church Pays	Participant Pays	Church deposits to Health Savings Acct (HSA)
Individual	\$ 82.00	\$ 82.00	\$ 68.00	\$14.00	N/A
Family	\$189.00	\$189.00	\$157.00	\$32.00	N/A

Note: The church pays the same amount no matter which plan is selected by the employee. The church deposits the difference between the ANTHEM BCBS PPO and the ANTHEM HIGH DEDUCTIBLE premium into the employees' Health Savings Account (HSA).

The maximum allowable annual HSA contribution for the family plan is \$8,300; the employee can contribute the difference (\$1,004.00/yr. or \$83.00/month) to their HSA in pre-tax dollars. The maximum HSA contribution for a single plan is \$4,150; the employee can contribute the difference (\$970.00/yr. or \$80.00/month) to their HSA in pre-tax dollars.

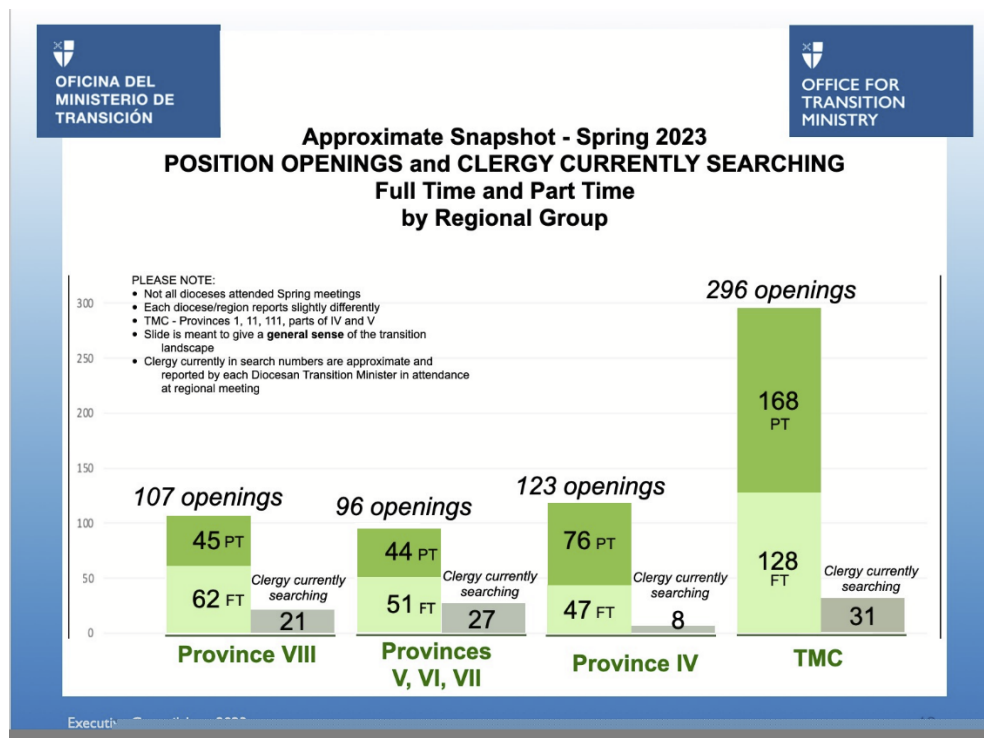
* Subscriber must be Medicare eligible.

Canon's Report to Council September 2023

Transitions- The Transition Ministry Conference (TMC), a network of 30 dioceses in The Episcopal Church, met September 11-14 at the Claggett Center in Maryland. I presented four priests seeking a new call and listened for those priests seeking a new church who might be right for a church in Rhode Island. TMC had 31 dioceses presenting, with 68 full time positions open and 24 clergy available. Please see the graph included with spring 2023 transition information.

- Christ Church, Westerly- Fr. Anthony Dinoto began serving as Interim August 1. I preached and discussed the transition at worship services on September 16 and 17.
- St. Mark's, Warwick – The Rev. John Alexander will begin serving as Interim beginning November 1.
- St. John the Divine, Saunderstown –The Rev. Savannah Ponder began as Priest in Charge (PIC) August 1.
- St. James, North Providence –The Rev. Eddy Lopez began as ¼ time PIC August 1.
- St. James, Woonsocket is in conversation with the ELCA congregation with whom it has been in relationship for a possible co-location. The congregations held a co-location forum September 24 and Kim Bergstrand from the ELCA Bishop's office and I were present to support them in discernment.
- An additional six priests are in some phase of discernment and at least one is planning to retire.

Reminder: Clergy Shortage- Highlighted by the Bishop as *the* adaptive challenge changing our current church paradigm.



1. Antiracism Training—Two dates have been set at St. Paul’s, Wickford in November: Thursday, November 2, and Saturday, November 4, to accommodate clergy with differing schedules. We will use the same Becoming Beloved Community curriculum that Council experienced.

Reminder- the General Convention resolution of 2000, which reaffirmed in 2012, says: “*Resolved*, That beginning on September 1, 2000 the lay and ordained leadership of the Episcopal Church, including all ordained persons, professional staff, and those elected or appointed to positions of leadership on committees, commissions, agencies, and boards be required to take anti-racism training and receive certification of such training...”

2. Congregational Development Commission- The CDC is in conversation with the authors of a book on congregational development for a webinar in January 2024, and Project Resource of the College for Bishops about a stewardship workshop during Lent 2024.

The CDC has over \$40,000 available in grant money and is actively seeking grant applications. Please share this information. CDC grants are available with an easy fillable application form found on the website <https://episcopalri.wufoo.com/forms/z13vscqg1fbjbvd/> Deacon Mary Ann Mello, Chair Patrick Greene, and shepherds are willing to assist churches who have questions.

The CDC has raised questions about clarifying the guidelines for providing grants, as has the Commission on Finance, and will have members work with a Council appointed task force to address this concern.

I served as a Trainer for the College for Congregational Development, Rochester in August 2023. The Rev. Johanna Marcure completed the College and a lay leader attended with her.

3. Commission on Ministry- The next COM meeting is September 30.

Virginia Buckles was approved for Ordination as a deacon by the COM and the Standing Committee in July and was ordained at St. George’s Chapel on Saturday, August 5.

Drake Douglas, a Postulant, continues his studies at YDS and in an internship at St. Peter’s by the Sea, Narragansett. Drake will be interviewing for Candidacy in September. Tom Hobin of St. Paul’s, Wickford is a Postulant for ordination to the diaconate. We have two Nominees who will be interviewing for Postulancy in September and several additional Aspirants.

5. Center for Reconciliation- We are in discernment regarding the next Chair of the Advisory Board. Members include Phyllis Spaziano, Ivy Swinski, and James DeWolf Perry.

6. Finance, Compensation and Benefits- The Compensation and Benefits Committee met August 1 and again September 7 after receiving updated information on health and dental insurance. Sue Ursillo, Chair, will give a presentation of the Committee’s recommendations for Council approval.

7. Legal concerns- I serve as staff liaison for the Diocesan Committee on Canons, which met last on August 15 to finalize a resolution and respond to proposed resolution for Convention. I will be presenting a resolution at the Resolutions Session and Convention on behalf of the Committee. I also work with the Vice Chancellor for Human Resources to address HR concerns as needed.

8. Diocesan Staff- We meet regularly to facilitate communication and have added a quarterly meeting to address planning and shared calendar information. As Chief of Staff, I am working with staff members to create an accurate position description for everyone on the Bishop's staff and conduct performance evaluations.

9. Pastoral Care- The Bishop, Deacon Mary Ann Mello, and I respond to pastoral care needs and requests.

10. Title IV- Case Manager for Title IV concerns, working with the Reference Panel and Province One colleagues. The Province One Presidents of Disciplinary Boards, Intake Officers, and Case Managers met in person on September 21. We had a training event for those engaged in Title IV ministry in the Diocese of Rhode Island in July. If you have questions about the process, please refer to the Episcopal Church Title IV website <https://www.titleiv.org/> or ask me.

11. Safe Church- The Rev. Craig Swan and The Rev. Mary Ann Mello offer Safe Church training for lay leaders in the Diocese. They are implementing a newly revised curriculum and seeking additional trainers.

12. Clergy and congregational concerns- Offering workshops, webinars, and resources in response to the expressed needs of clergy and congregations. Responding to the needs and concerns of clergy and congregations.

13. Province One- The Province One Title IV community met in person in September for networking, learning, case studies, and mutual support. The Province One Canons gather in person twice a year. Our next meeting is December 10-13. The Province One Transition Members have formed a group and are meeting as needed.

14. Episcopal Church- I am a Deputy to General Convention 2024.

15. Events- There will be a communications workshop on October 14 on Zoom and clergy anti-racism training in November. The Bishop will be hosting a spiritual retreat day for clergy on November 16.

16. Churches- I was at St. Barnabas, Warwick July 9; Church of the Transfiguration July 16; Christ Church, Westerly September 15 and 16; and St. James, Woonsocket September 24.

The Rev. The Canon Dr. Dena Cleaver-Bartholomew+

Finance and Property Operations (CFO Report)

September 2023

1. Budget 2024

Revenue and Expense amounts are very similar to Budget 2023, but our new format (which has been presented to the CoF in our variance analyses this year and in our 2023 forecast) gives major categories greater visibility.

Revenues:

Congregational Support - revised budget figure at low end of range of \$1,650,000 to \$1,750,000

Investment Income - since the unit distributions from the DIT are consistent between Budget 2023 and Budget 2024, income from Investments are expected to be slightly higher than 2023, \$1,399,053 is budgeted, up from \$1,380,189. Since returns on cash are currently strong, we could potentially do better.

Program Income of \$356,596 is approximately the same as budget 2023 (\$361,313) but higher by about \$50,000 than our forecasted finish for 2023, anticipating further recovery in program operations.

Gifts and Grants are budgeted at \$493,240, slightly higher than 2023 (\$490,533). Total Gifts and Grants include gifts to Episcopal Charities and Charities Now that largely match expenses in the same period.

Budgeted Mission Property Income exceeds \$900,000 (\$932,411) due to Hallworth House.

Expenses:

Total Diocesan Ministries are budgeted flat with 2023 budget with only slight adjustments.

Total Grant and Grant Administration is budgeted slightly higher than 2023, reflecting higher grant income.

Total Compensation and Benefits reflect a salary adjustment pool increase of 5%.

Total Governance budgeted at \$300,704 reflects a change in credit in the Episcopal Church formula and therefore a slight reduction from 2023 Budget.

Diocesan Program and Administration Budget of \$448,845 is higher than 2023 Budget of \$389,717 as a salaried external and internal communications director has been replaced with an outsourced consultant.

Mission Property expenses reflect the costs of operating all property in mission use including Hallworth House. For 2024 Budget it is \$1,048,084, up from \$786,948. Direct program related expenses in Hallworth House are relatively easy to forecast, but maintenance and repairs are proving difficult due to deferred maintenance, systems breakage, and heavier use. We maintain a property reserve at Hallworth House that would be available if required.

2. Succession Planning

As a follow-up to our discussions about Joan DeCelles retirement July 1, 2024, we have developed a draft position description that would fulfill the requirements, if staffed in conjunction with an experienced part-time bookkeeper. This job description is attached to the report. It assumes an approximate 1.5 full time equivalent (FTE) employee allocation to Finance, and the availability of Joan to consult on a continuing basis after her retirement. Increased compensation expense due to employee overlap could be covered by the contingency budget line in 2024 carried in Administration.

3. Treasurer Training

Seventh Treasurers Roundtable held via Zoom on August 28. Meeting focused on Employee Retention Credit program (ERC) with Mary Ann Canavan as guest speaker. Next meeting is scheduled for September 25.

CFO to continue to work with Treasurer to develop training since this is a “pinch point” for many congregations.

4. Diocesan Council Sub-Committee on Business Model/Methods

At Diocesan Council Work Day June 11, 2022, Council created several “Adaptive Challenge Working Groups” including one to address broad questions of business model, resources, and how the Diocese can address new trends in/serve new needs of congregations. The Sub-Committee on Business Model/Methods has met five times, and last met June 29. Important topics that are being discussed include standardization of financial record-keeping (general ledger format and software selection), addition of a centralized payroll service similar to what has been developed in the Maine and Western Massachusetts Dioceses, staffing requirements responsive to accounting skills and requirements, and thorough reviews of what financial functions can and cannot be reasonably performed remotely for churches and Diocese central office. Streamlining Diocese central office and making more functions remote compatible is a high priority.

5. Thrivent Line of Credit

Maintenance of a certificate of deposit at Thrivent for \$150,000 allows us to avoid a fee for lack of utilization (in lieu of interest) of \$5,000 annually for the \$1.5 million line of credit. A 7 month CD at a promotional rate of 4.75% was purchased. The CD matures September 24.

6. Investments of Excess Liquidity

As approved by the CoF in the March meeting, the CFO is authorized to invest excess liquidity in a variety of safe short-term instruments including bank overnight sweep, certificates of deposit (CDs), or US Treasury Securities (Treasuries) in consultation with the treasurer. \$350,000 has been invested in short-term Treasuries so far, and this amount was invested in a 90 day T-Bill yielding approximately 5% and maturing at the end of September.

7. Endowment Attorney Review

Elizabeth Manchester prepared our Cy Pres petition to the Rhode Island Attorney General for expansion of use of Widows, Orphans and Clergy (WOC) restricted assets. This has been filed and favorable acted upon, though final documents have not yet been received

8. Diocesan Property Working Group

Participants in the Diocesan Property working group (originally Diocesan Block Working Group) have agreed to continue to act as sounding board for property issues and are considering adding new members.

Portfolio of property requires differentiated strategy. Efforts will be on identifying highest ministry-aligned use, cost recovery, and generating and allocating limited capital. Land use alterations under consideration such as curb cut on Church Avenue and off-street parking behind Benefit Street houses.

This group last met June 29 and hosted RER (our solar project developer) who presented the ECC solar project.

Benefit Street Properties

#	AKA	Sq. Feet.	Use	Occupancy	Mission
62	Amos Allen House	2,763	Office	Vacant	Pending
66	Clarke- Slater House	Incl in HH	Office	BD and WB	Hallworth House use
74	14 Star Street (moved)	3,060	3 apts	1/3	Edwards
78	Thomas Burgess	3,522	3 apts	1/3	Edwards
80	Peleg Brown	2,991	5 apts	3/5	Edwards
84	Josiah Crooker	4,410	4 apts*	2/4	Edwards
88	Sara Helen Whitman Residence	3,861	5 apts	3/5	Edwards

*one additional apartment finished, but no longer in use.

Sites requiring specific attention are listed on the following pages:

Amos Allen House (62 Benefit Street)

Property sustained significant interior damage due to heating pipe (baseboard water) freeze. First release of insurance funds of \$97,267.32 received with balance as a reimbursement to cost of construction. Project in planning and development phase, 1974 Zoning Agreement indicates return to R1 (single family residential) use.

Church of the Beloved and Rectory, 158 Broad Street, Pascoag

This property was the subject of legal action dismissed by the RI Supreme Court. The cloud on the title has been cleared, and a lease or sale is now possible. Ed and Lance Roberts visited in February. A one year lease for the Rectory (“the Vicarage”) was signed in May with a local resident who has some maintenance credentials, useful since the property has been vacant for some time. Visit to the church scheduled for 9/16.

ECC

Permitting Solar Energy Project has been completed by RIDEM, but local authorities (Gloucester) still to go. There is capacity available to bring on additional end users to meet size of credit production pool. Contractually, this is an obligation of RER (our development partner).

Hallworth House (66 Benefit Street)

Westbay Community Action and the State of RI Dept of Health operating Medical Respite pilot program with areas reserved for Quarantine and Isolation (Q&I). Six month agreement expires 12/31/23. A night watchperson service has been introduced for the Diocesan Block with the cost split 50/50 with Westbay (our share \$5,000 per month). Westbay recently replaced its security service contractor and overall security has improved. We will be carefully monitoring expenses to insure that adequate recoveries can be achieved.

May House and May Cottage

Roof repairs, siding and paint were completed this summer at the cost of \$44,102.68 to be charged (PROPOSED) to DIT 609 Hope Brown Russell Fund (Surplus).

St Georges (San Jorge) Central Falls

Facilities tour completed August 24 including Jack Lynch, Bob Bergstrand, Scott Avedisian, the CFO, and Frank Silva (industrial hygienist consultant to the Diocese). Community reuses under consideration.

St John’s Cathedral Church Providence

Synod Hall requires HVAC upgrade to allow heating season usage. Doors into the lower level would improve thermo-dynamics. We are waiting for estimates.

Markus Berger renewed lease for the Thomas Upjohn-designed addition (the Library). His RISD-associated group assembles artwork from discarded objects. There is leakage associated with a lack of flashing around the chimney in the occupied area and this has damaged interior plaster. We are waiting for an estimate.

St Mary’s Episcopal Church and Rectory, 81 Warren Avenue, East Providence

Bread of Life (Pastors Rudy and Latoya Moseley) have leased the church and rectory with long-term interest in acquiring both for their congregation. Parking area on opposite side of Warren Avenue has been approved with funding from the State – now in the RFP process. Since St Mary’s was deemed a Specialized Mission of the Diocese, the Bishop can designate authority to spend assets, and the DIT account of St Mary’s has

sufficient assets to cover the wind-down of parish finances and the work that was required to obtain a new tenant.

DRAFT JOB DESCRIPTION

DIRECTOR OF FINANCIAL REPORTING

SUMMARY/OBJECTIVE

The Director of Financial Reporting (“The Director”) provides overall management of the Diocese’s finance, accounting, benefits, and related activities. The Director serves as the Diocesan Administrator to the Church Pension Group and Medical Trust. The Director reports to the Chief Financial Officer.

POSITION TYPE

FULL-TIME, exempt: This Director of Financial Reporting, as described here, is a full-time, exempt position with important leadership and decision-making responsibility. The Director is expected to work a 5-day, 40-hour week that may, from time to time, include evenings and weekends.

ESSENTIAL FUNCTIONS

Accounting

- Manage and oversee all bookkeeping and accounting functions for the Diocese and affiliated entities including the Diocesan Investment Trust (DIT):
 - Prepare financial statements for each entity
 - Supervise the work of a part-time bookkeeper
 - Support for Commission on Finance and Commission on Investment
- Together with Chief Financial Officer coordinate all external Audits
- Together with Chief Financial Officer manage and oversee all budgets
- Support distribution and reporting of all grant making not handled directly by Episcopal Charities personnel

Payroll and Benefits Administration

- Manage and coordinate salaried and hourly payroll
- In conjunction with above, manage and coordinate Pension, InBenefits Assurance and Medical Trust enrollment for Diocesan staff and Congregations
- Onboard and offer training for new hires to diocesan staff for financial, payroll and benefits

Investments

- Act as operational liaison with sub-accounting provider and with churches investing in DIT
- Prepare letters of Instruction for investment or withdrawal from Diocesan Investment Trust
- Manage wire transfers and stock gifts to/from the DIT

Congregational Support

- Oversee Apportionment (Congregational Support) collections
- Answer questions from churches relating to parochial reports, health insurance, payroll and pensions, as needed
- Work with Parochial Report review committee to ensure accuracy and timeliness of reports from congregations

OTHER DUTIES

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

COMPETENCIES

- Collaborative Skills. The Director will work closely with the CFO and as a vital part of the leadership team
- Versatile user of multiple accounting systems, and comfortable with training others
- Self-directed, able to plan, organize and perform necessary tasks without supervision. Able to prioritize, work in a fast-paced environment. Handle several complex tasks in a timely manner, meeting unexpected deadlines, and dealing with a wide variety of people and situations
- Strong verbal and written communication skills
- Exhibits discretion and confidentiality
- Attentive to the pastoral needs of congregational leaders
- Understanding of the Church at local, diocesan and wider-church levels

REQUIRED EDUCATION AND EXPERIENCE

- Bachelors in Accounting (CPA or MBA preferred)
- 5-10 years of Professional Accounting Experience
- Good understanding of internal control principles and procedures to insure integrity of financial operations and reporting
- Experience with audits and trusts (preferred)
- Training in fraud prevention, deterrence, mitigation and control
- Background Check
- Continuing education related to Accounting, Fraud, Human Resources and Management
- Willingness to travel for Church Pension Group benefit conferences and other events related to the position

EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

Provide Updated Language Here

Treasurer's Report for September 2023 Commission on Finance Meeting

August 2023 financial snapshot & analysis: Total revenues continue to exceed total expenses year-to-date, whereas operating funds show a small deficit. This status should turn positive again once the 8/31 quarterly DIT distributions are received and posted in September.

	<u>8/31/23 YTD</u>	<u>7/31/23 YTD</u>	<u>2nd QTRYTD</u>	<u>1st QTR YTD</u>
Operating revenues	\$2,681,190	\$2,436,671	\$2,179,905	\$1,094,203
Operating expenses	2,688,130	2,203,947	1,862,849	951,681
Operating surplus/(deficit)	(6,940)	232,724	317,055	142,522
Non-operating revenues	430,794	420,782	418,956	210,784
Non-operating expenses	96,427	89,941	84,815	48,252
Non-operating surplus	334,367	330,841	334,141	162,532
Combined surplus/(deficit)	327,427	563,565	651,196	305,054
Total assets	\$45,681,223	\$45,914,863	\$46,013,251	\$52,189,710

Audit of 2022 Financial Statements: The Statement of Functional Expenses was drafted and provided to the auditor since last month, and the firm has reviewed it and provided a draft of the financial statements, footnotes, and a “clean” opinion. Once the CFO and I review and update the footnotes and resolve a question about some of the cash balances’ classification, the audit firm will complete its procedures and issue a final draft for the Audit Committee to review. COF and Diocesan Council will receive final copies for review at their October meetings.

To-do list (☑ = finished; *italics* = progress since last report)

- *NEW: Work with CFO on staffing plan, job descriptions, and funding for accounting functions in preparation for Director of Finance’s retirement in 2024.*
- *Continue monthly Treasurers’ Roundtable meetings with Ed Biddle. (See CFO’s report.)*
- *Conduct survey to identify treasurers, accounting systems, payroll services, and bookkeepers used by each church in the Diocese. Starting to compile responses received so far.*
- ☑ *Finalize petition to State court regarding expanded uses of restricted funds initially given to support clergy widows, orphans, and infirm clergy. We await the court’s decision now.*
- *Schedule Audit Committee meeting to review insurance coverage and other risk management issues. Scheduling of meeting & executive session with the auditor is underway. A 2nd meeting will be proposed before year-end to review insurance and management’s responses to the auditor’s comments and recommendations.*
- Take action on management letter responses (from 2021 audit).
- Issue calendar/check list of church treasurers’ responsibilities.
- Develop and issue model chart of accounts.
- Revise Fiduciary Responsibility Checklist (provided to churches circa 2016).
- Develop a Classified Net Assets Worksheet.

Respectfully submitted,
Vicki Escalera

September 11, 2023

Commission on Finance meeting Thursday, August 10, 2023
Adopted by COF September 14
(all members attended via Zoom)

In attendance: Mr. Jim Segovis (Chair), Mr. Ed Biddle *ex officio* (non-voting), Mr. Bob Bergstrand, Ms. Elaine Burress, the Rev. Mary Ann Canavan, Ms. Joan DeCelles (Staff), Ms. Vicki Escalera *ex officio*, Mr. Andrew Faulkner, Ms. Jane Peach, Mr. Stan Schofield, the Rev. Veronica Tierney

The meeting opened with prayer offered by Ed.

Minutes

Bob moved, Jane seconded acceptance of July 13 minutes. Motion passed.

Treasurer's Report – Vicki (written report distributed)

- We have the DIT audit report. It will be distributed to all members
- 11 of 50 parish audit reports have been submitted.
- The audit work for the diocese stipulates that the loan to St. Georges which wasn't written off must be. St. Georges hasn't paid against two outstanding loans.
- Audit adjustments for restricted funds have been made to financial statements.
- The write-offs haven't been fully reserved.

Mary Ann moved, Stan seconded to receive Treasurer's report. Motion passed.

CFO's Report – Ed (written report distributed)

- Good news. The attorney general's office has approved our request to use the WOC account for benefits for clergy employed by the diocese. Note: although the original purpose has been eclipsed by the clergy pension system, should a need arise meeting the original purpose, we would prioritize it. This may have budget implications.
- Rental income for Hallworth House is over budget.
- ECC camp tuition lower than budgeted but Fall conferences and retreat bookings are strong.
- On the expense side, we are pretty close to budget.
- May House and Cottage needed new roofs, painting and a hot water heater. Ed and Joan will clarify what funds can be used to cover this work and approval of the use of those funds will be sought at a future meeting.
- St. Mary's church and rectory are in Specialized Mission status, and have been vacant for some time. An excellent tenant is expected to occupy the property in September.
- The Seabee's Chapel at Quonset has been renovated and the diocese was able to give them the excess pews from St. Mary's.
- At the end of the year excess rent from Hallworth House could be used to add to the property reserve as many of its systems are aging out.

Andrew moved, Jane seconded to receive CFO's report. Motion passed.

2024 Budget Presentation

3 objectives:

- Create narrative budget & format that express the mission and purpose of the Diocese.
- Consolidate most meaningful groupings of revenue and expense
- Maintain account-level budgeting discipline. Allows for historical comparison across structures

Commitments:

- Only book revenues once (e.g. donations to Charities that are allocated to City Camp)
- Show full expense numbers (rather than contra expenses) so as not to understate
- Non-operating flows limited to gains/losses, roundtripped amounts within accounting period
- Apportionment/Non-Apportionment distinction is discontinued (RI as outlier relative to other dioceses)

Question about proper location for Depreciation Expense; it's not part of a management budget but is part of the GAAP financials; ultimately need to develop a proper capital budget

Working draft of Narrative (Bishop, Canon Dena, Rebecca from Canticle)

- Will include pie charts
- Apportionment is referred to as Congregational Support
- Investment Income budgeted as flat, per DIT payout rate remaining same
- Considerable time on ECC programming; budget numbers developed in collaboration with ECC leadership
- Diocesan ministries are ~25% of budget
- Comp & Benefits for next budget year have been current year plus salary adjustment pool

Question about degree of detail within narrative; effort to be clear & transparent, so sections will include list of included categories

- Mission Properties will include list of properties included; label intended to reflect that they have a mission purpose, not that they are canonical mission congregations. If they have no mission purpose, perhaps they could be sold

Budget Numbers

- Hallworth House budgeted rental income was low last year (conservative expectation); 2024 reflects experience of Westbay tenancy
- Most expense lines holding; exceptions include comp & benefits, some utilities
- Current surplus is \$174k; contingency is

Question about increasing staff in finance area; as well as broader staff support to congregations around diocese; hope for overlap of Joan with who succeeds; auditors have raised staffing level as a concern lack of depth of trained accountants

Will send out updated narrative with feedback during the month so there won't be any "big reveals" at next meeting

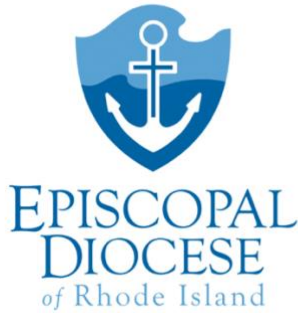
Old Business

- St. John the Evangelist, Newport
 - Received 2022 reports, 2023 budget, 2023 YTD actuals; Stan, Joan, Bob met with treasurer
 - Apportionment owed for 2023 80,904 2025 will be \$60,801; significantly lower than figures for 2023 and 2024.
 - Running close to budget this year
 - Recommend basing apportionment calculation on 2023

Stan moved, Mary Ann seconded to recommend to Diocesan Council that St. John's, Newport's apportionment for 2023 be reduced to \$60k, with the expectation that they will bring their payments up to date by the end of 2023. Motion passed.

- St. Thomas, Alton
 - Jim spoke with Bettine; remains tabled for now
- Alternative Apportionment
 - Given budget structure and narrative project, slowing process;
- Apportionment Adjustments
 - Did not meet since last COF (vacations), will meet this month to incorporate feedback into policy proposal
 - NH convenes a meeting in the Fall where all requesters must be in person, with 10 minutes to present needs. Some parishes choose not to attend because their needs are not so great as to ask for break.

Veronica moved, Bob seconded to adjourn.



Narrative Budget 2024

A New Budget Format to Support Mission and Ministry

As our congregations contend with the effects of climate change, persistent inequality, new patterns of worship and Rhode Island's shifting demographic patterns, the Diocese of Rhode Island is committed to supporting mission and ministry that responds to the needs of God's people. This new budget narrative is designed to increase clarity about the way we spend our resources for ministry and support our leaders in making informed financial decisions. It accompanies a reformatted diocesan budget that was created at the direction of the Commission on Finance.

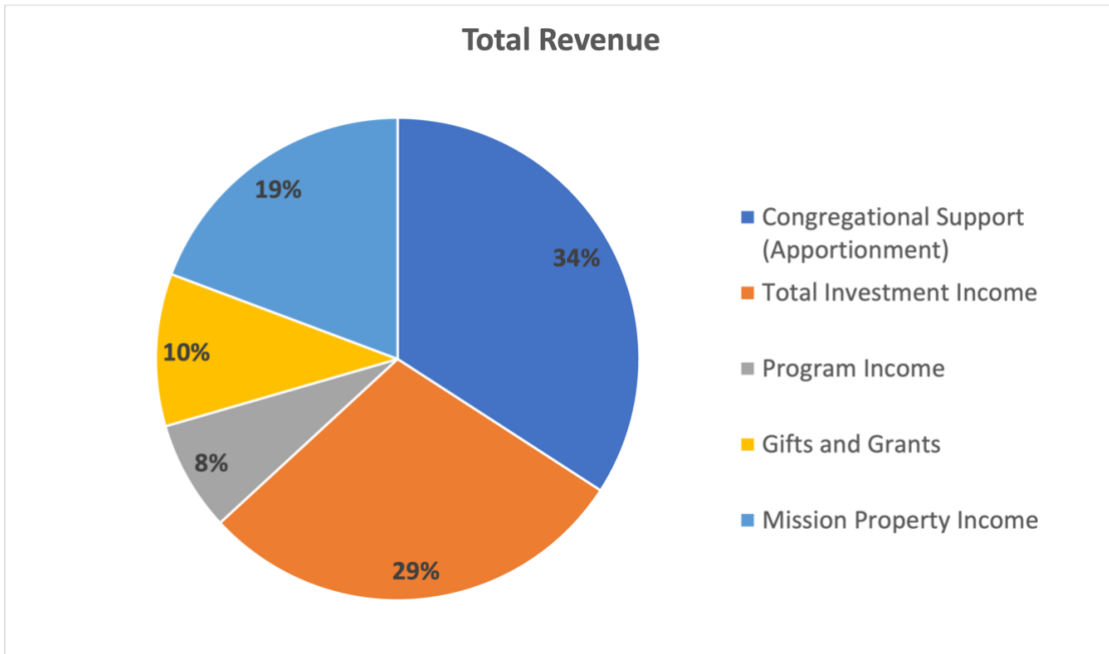
Here in the Diocese of Rhode Island, we are blessed with resources from both diocesan funds and congregational apportionments that make it possible for us to invest in:

- Life-saving, life-changing diocesan ministries, including a vibrant camp and conference center; college and young adult ministry; Hispanic ministry; responses to climate change; and ministry to unhoused people.
- A staff that supports congregations with leadership development and coaching for lay leaders, deacons and priests; transition ministry; and sustainable and modern business models.
- Grants and loans that help congregations explore new ministries and maintain buildings.
- The Cathedral block, which is home to community partners addressing some of our state's most pressing issues.
- The churchwide and global ministries of the wider Episcopal Church and Anglican Communion.

In the pages that follow, you will find an overview of both our revenue and expenses, presented for the first time with streamlined revenue and expense categories so that you can more readily see the ways in which we invest in these missional priorities and how they have changed over the last decade.

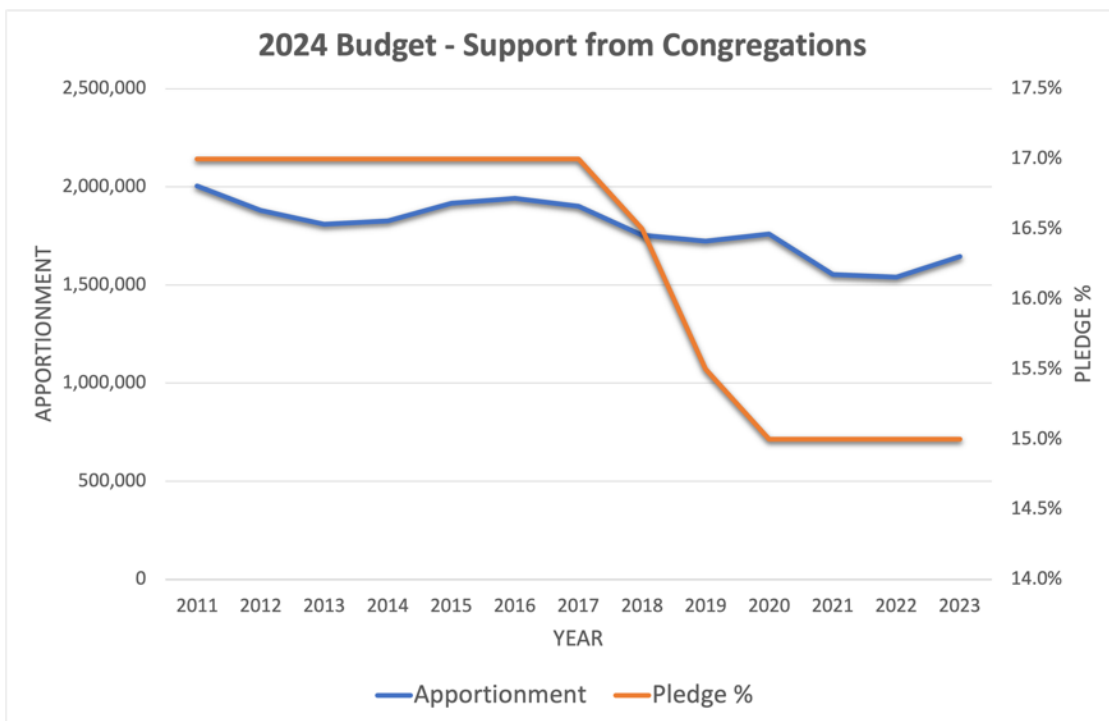
Chief Financial Officer Ed Biddle and his team will continue to prepare complete monthly and annual financials by individual account number. A detailed annual budget that includes each account line is available by request to [Chief Financial Officer Ed Biddle](#).

Revenue



The income that supports the Diocese of Rhode Island is generated by five sources: congregational support (apportionment); investment income; program income; gifts and grants; and mission property income (generally rents). Over the last decade, congregational apportionments have gradually declined while investment income has increased.

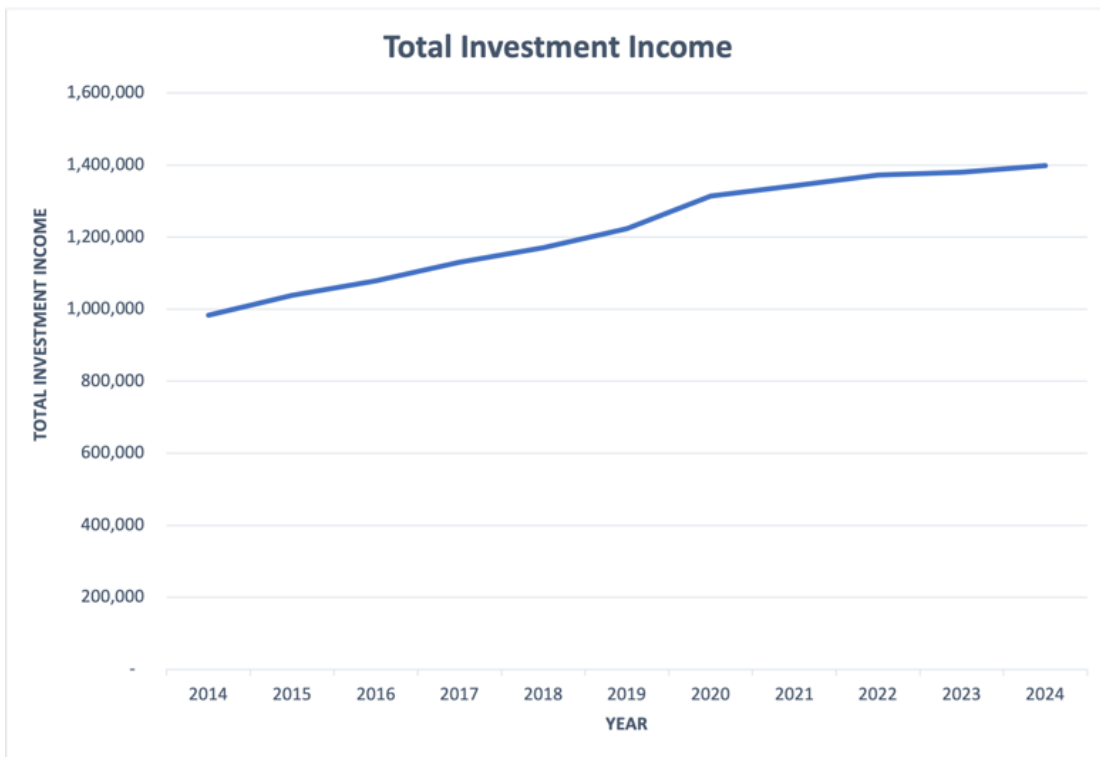
Congregational Support



Over the last ten years, diocesan convention has gradually reduced the rate at which congregations contribute to the diocese, from 17% of operating income in 2016 to 15% in 2020. As a result, the revenue contributed by congregations to support the diocese has gradually declined.

From 2014 to 2018, congregations contributed about 47% of the diocese’s operating budget, peaking in 2016 at \$1.94 million. Since then, congregational apportionments account for about 39% of the budget, generally between \$1.5 and \$1.7 million per year. In 2024, we are budgeting for \$1.65 million in congregational apportionment revenue, which will represent about 34% of the operating budget’s revenue. Apportionment is expected to stay about the same or decrease in future years in response to tighter congregational budgets.

Investment Income



The diocese’s investments include both endowment funds donated to the diocese for its ongoing support and other funds and savings. Long-term investments are part of the Diocesan Investment Trust (DIT) and are overseen by the Commission on Investments (CoI). The DIT also includes investments of some churches and not-for-profit organizations in the State of Rhode Island.

Quarterly distributions from the DIT are set by the CoI and have averaged between 4% and 5% of a sixteen-quarter rolling average in recent years. Investors with funds in the DIT are not limited to quarterly distributions and can draw from their investments at their own discretion. For 2024, the quarterly distribution will be 63 cents per share, or about 4.1% of the sixteen- quarter rolling average.

The diocese’s investment income has grown every year since 2014, when it represented about 25% of the operating budget’s revenue. In 2024, we are budgeting for investment income to be \$1.4 million, or 28.4% of the operating budget.

Program Income

This line in the income budget mostly comes from tuition paid by families whose children attend camp at the diocese's Episcopal Conference Center (ECC) summer programs, and from programs hosted at ECC during the rest of the year. This revenue helps to offset the expenses of maintaining ECC. As in many other dioceses, the camp's expenses are only partially covered by tuition; the rest are covered with other diocesan funds allocated to supporting camp ministry.

Program revenue reached a high point of about \$375,000 in 2019 but has recently been less stable due to the pandemic and its effect on camp programs. In 2024, we anticipate that camp revenue will continue to rebound, and other revenue in the offseason will continue. We have budgeted \$356,596 in that budget line for 2024.

Gifts and Grants

Gifts and Grants include funds contributed to Episcopal Charities and gifts to other diocesan ministries, including ECC and Church Beyond the Walls. This line item reached a high of approximately \$617,000 in 2015; in 2024, we have budgeted \$484,240. Gifts made to Episcopal Charities are donated to charitable organizations, including charities sponsored by our churches and diocesan ministries. These generally pass through the diocesan budget in the year they are given unless a donor establishes an income-generating fund.

Mission Property Income

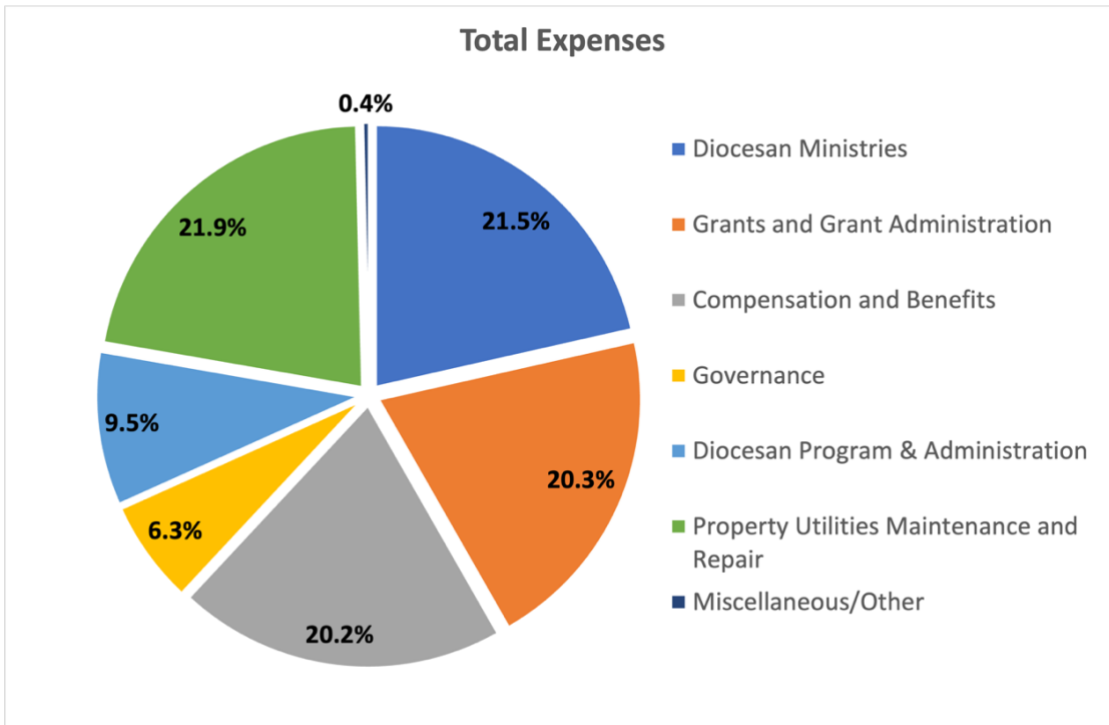
This line item of the budget is largely made up of rents that help defray the costs of supporting mission that takes place in property owned by the diocese. These rents include rent collected from residents of the Edwards Homes on Benefit Street in College Hill, Providence. They also include rent from programs in Hallworth House, which is now Rhode Island's only specifically designated [medical respite care program](#) and also houses the Providence operations of [Beautiful Day](#), a not-for-profit that helps refugees with job training.

Budgeted revenue for 2024 reflects a full year of occupancy for Hallworth House, though leases are limited to a six-month renewal under the terms of the program's funding sources.

Beginning in late 2020, Hallworth House was a pandemic quarantine and isolation center for the State of Rhode Island. In keeping with that ministry, the Mission Property Income line in 2022 reflects a one-time payment for self-insurance for any COVID-related liability.

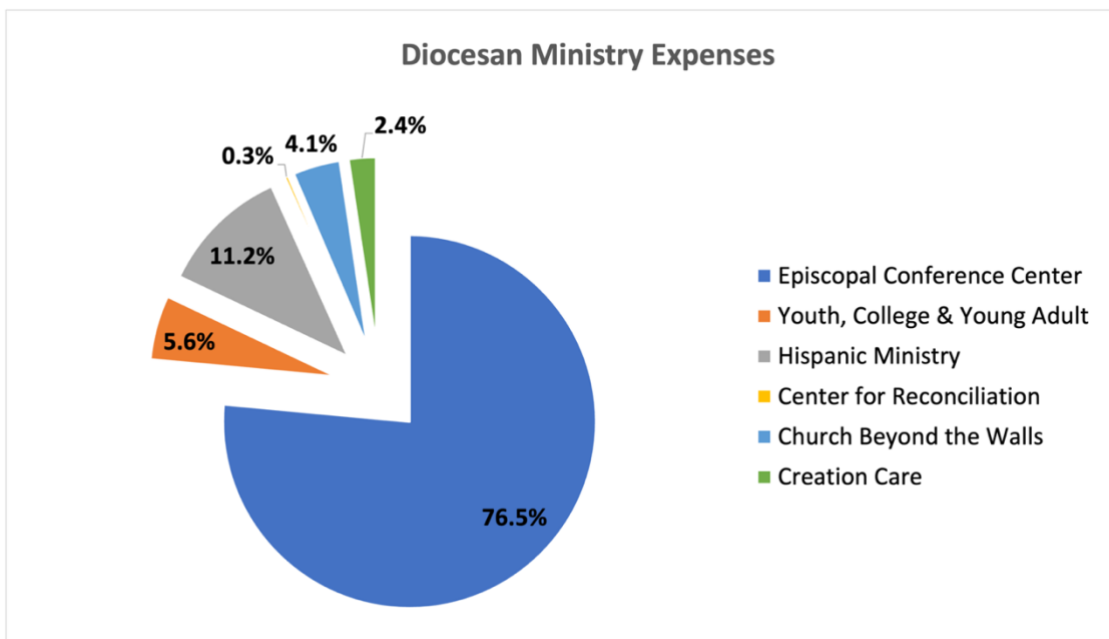
Over the long-term, the diocese seeks to ensure that rents for mission property provide sufficient income to help achieve a favorable balance between revenue and expense for Mission Property. To the extent that recent property shortfalls can be reversed, revenue from Mission Property Income could become a greater contributor to diocesan revenue.

Expenses



The expenses of the Diocese of Rhode Island include investments in diocesan ministries; grant funding for congregations and community partners; diocesan staff; our participation in the wider Episcopal Church; and mission properties that house ministry partners and other entities.

Diocesan Ministries



Over the past 10 years, about 25% of the diocese’s operating expenses have directly supported diocesan-sponsored ministry. In 2024, we will spend approximately \$1.0 million supporting these ministries. As Diocesan Council has urged, the majority of our 2024 diocesan ministries budget focuses on programs for children, youth, college students, and young adults.

In 2024, the diocesan ministries budget includes:

ECC (Episcopal Conference Center)

ECC, the diocese’s camp and conference center, is our largest investment in ministry. In 2024, expenses associated with ECC are budgeted to be \$777,365. We are budgeting for \$356,596 in program income, which results in a net funding need of \$420,769. We project that this amount will be covered in part by: \$100,000 from the ECC Annual Appeal; \$80,000 from a grant from Episcopal Charities; \$73,500 from DIT income; and \$36,000 from other grants and special gifts. This results in a net diocesan contribution to ECC’s ministry of approximately \$141,000.

During the last ten years, ECC has shown steady growth except in 2020, when its program was disrupted by the pandemic. In the last decade, ECC has increased the number of campers it serves each summer; its capacity to offer shoulder-season programming, including conferences when camp is not in session; and its dedicated full-time, year-round staff.

Much of ECC’s growth was driven by a 2016 strategic planning process, which developed a new vision: “Within ten years, ECC will evolve into a year-round vibrant diocesan camp and conference center, nurturing life-changing connections to God’s children who long for clarity in their journey.” Despite pandemic challenges, ECC has fulfilled this goal in seven years. In ECC’s next chapter, identifying additional long-term revenue sources is a central priority.

Youth, College, and Young Adult Ministry

Our 2024 investment of \$56,700 in youth and young adult ministry will support campus ministries at the University of Rhode Island (URI), which is closely affiliated with St. Augustine’s Church, and Rhode Island College (RIC). Funds to support Happening and our delegation to the triennial Episcopal Youth Event (EYE) are also included in this line item.

Hispanic Ministry

In 2024, we will continue to support the ministry of our diocesan Hispanic missionary, who leads San Jorge (St. George’s), Central Falls as well as providing resources for Hispanic ministry to our Evangelical Lutheran Church in America (ELCA) partners and the Episcopal Church’s Province 1.

Center for Reconciliation

Since 2015, the diocese has sought a workable operating model for the Center for Reconciliation, which offers programs about Rhode Island’s role in the history of the slave trade and the institution of slavery. The Center is based in St. John’s Cathedral, which ceased to be a location for regular worship in 2012, shortly before Bishop Knisely took office.

The Center for Reconciliation was created by diocesan convention in 2014. From 2016 to 2020, it operated as a separate not-for-profit entity and sought outside funding. However, there was little funding available for the initiative in a highly competitive racial reconciliation grantmaking environment, and a new board, established by the diocese, is now seeking other options for continuing this ministry.

Church Beyond the Walls

Church Beyond the Walls is a street church in Providence's Burnside Park that builds solidarity and cares for people who are unhoused. The diocese supports this ministry in partnership with the New England Synod of the ELCA. In 2024, we have budgeted \$41,430 for the work of the Church Beyond the Walls missioner and the program's expenses. Much of the program's budget has been met in previous years by donations and grants.

Creation Care

In 2018, the diocesan convention established a task force to address issues of climate change, environmental justice, pollution, water resources, and stewardship of church-owned properties. This task force has become the ministry we call Creation Care, and in 2024, we have budgeted \$24,000 for its initiatives and programs, which includes half of a two-year, \$18,000 grant from The Episcopal Church.

Grants and Grant Administration

The grant expenses in the diocese's budget include grants made by Episcopal Charities, which are funded by donations and by investment income. Grants made through the Congregational Development Commission (CDC) and by the Diocesan Resource Fund (DRF) are funded primarily from investment income. In recent years, diocesan grants have increased steadily, reflecting the needs of our parishes and our local and global communities.

Compensation and Benefits

The bishop and his staff support congregations in transition; provide programs and support to help congregations thrive; and oversee the ministries and operations of the diocese. The diocese's compensation and benefits expenses of \$1.044 million provide salary and benefits for the bishop and lay and clergy employees. Health insurance and pension contributions account for approximately 30% of that amount. The 2024 budget provides for a 5% cost of living increase, which is approximately the rate established by the Rhode Island Department of Labor and Training (DLT).

Governance

Each year, the diocese contributes 15% of its normal operating expenses to support The Episcopal Church's budget. Until 2022, all dioceses in The Episcopal Church were required to pay a 15% assessment on reported diocesan income for the year before last, less an exemption of \$140,000. Beginning in 2023, the exemption has increased to \$200,000.

This area of the budget also includes the assessment we pay to Province 1 of The Episcopal Church; diocesan and General Convention expenses; and in certain years, events such as the Lambeth Conference. In 2024, we anticipate that our total governance expenses will be \$303,704.

Diocesan Program & Administration

Diocesan Program and Administration includes the costs of diocesan office functions like technology, legal and audit, consultants (including communications), conferences, and travel. It also includes formation and training expenses for both diocesan staff and leaders in congregations and diocesan ministries.

Mission Properties

This section of the budget includes the costs to maintain, operate and pay utility costs for all property including Diocesan House, ECC, Edwards Homes, Grant House, Hallworth House, May House and Cottage, and Old Narragansett Church. The costs in this budget area, and in the Mission Property Income budget described above, reflect our expectation that Hallworth House will continue to be fully occupied for all of 2024.

Conclusion

The overall condition of the Diocese of Rhode Island is strong, and the 2024 budget, which is balanced, represents a return to post-pandemic stability and investment in mission and ministry. We hope that this new narrative budget format, developed by the Commission on Finance, will help congregational and diocesan leaders make informed financial decisions, plan for the future, and respond with energy and creativity to God's mission in the world we serve. If you have questions about the diocesan budget or would like more information, please talk with Ed Biddle, Chief Financial Officer, at 401-274-4500 x226 or ed@episcopalri.org.

The Diocese of Rhode Island
Analysis of Revenues & Expenses - Detail
January to December 2023

Accounts	2014 A	2015 A	2016 A	2017 A	2018 A	2019 A	2020 A	2021 A	2022 A	2023 B	2024 B
Revenues											
CONGREGATIONAL SUPPORT											
01.3010.005 - Apportionment Income	1,830,932	1,916,254	1,941,163	1,901,016	1,753,854	1,723,724	1,759,632	1,552,365	1,539,567	1,645,548	1,650,000
01.3011.005 - Contra Apportionment	0	3,500	0	0	0	0	0	0	0	0	0
Total CONGREGATIONAL SUPPORT	1,830,932	1,919,754	1,941,163	1,901,016	1,753,854	1,723,724	1,759,632	1,552,365	1,539,567	1,645,548	1,650,000
INVESTMENT INCOME											
Unrestricted/Council Designated											
01.3060.130 - DIT FD0583 Frederick Schultz	1,088	1,088	1,088	1,106	1,121	1,124	1,124	1,124	1,124	1,124	1,124
01.3060.465 - DIT Income MDG	496	496	496	504	511	512	512	512	512	512	512
01.3061.175 - DIT FD0116 Christian Educatio	319	319	319	324	329	329	329	329	329	329	329
01.3061.415 - DIT FD0091 Unrest. Diocesan	20,227	20,227	20,227	20,558	20,849	20,890	20,890	20,890	20,896	20,892	20,892
01.3062.415 - DIT FD0120 Sara M. Bowater	5,697	5,697	5,697	5,790	5,872	5,884	5,884	5,884	5,885	5,885	5,885
01.3063.415 - DIT FD0125 Larned Trust	8,517	8,517	8,517	8,657	8,779	8,797	8,797	8,797	8,799	8,797	8,797
01.3064.415 - DIT FD0512 W. Fritsch	943	943	943	959	972	974	974	974	974	974	974
01.3065.415 - DIT FD0584 Diocese Cash	5,886	54,020	67,633	82,374	91,305	91,486	91,486	90,673	89,884	89,922	83,786
01.3067.415 - RLF Dividend Income	0	0	0	0	0	34,691	72,218	69,339	63,484	63,484	63,484
01.3070.415 - Interest	3,234	0	0	0	0	0	0	0	0	0	7,500
01.4501.415 - DIT FD0613 Diocese Capital I	0	0	0	523	1,427	1,595	19,421	21,581	23,782	21,325	21,325
12.3060.313 - DIT FD0599 Diocesan Res Fun	110,581	106,370	111,018	114,485	118,315	145,583	158,173	158,054	175,864	170,991	170,991
18.3060.440 - DIT FD0581 HH Property Rese	28,594	29,865	31,263	33,269	35,243	36,913	22,171	24,321	17,210	33,504	18,000
18.3070.440 - Interest	0	0	0	0	0	0	0	0	0	0	17,500
20.3060.445 - DIT FD2802 Revolving Loan F	32,627	37,274	51,029	57,303	61,673	34,109	0	0	0	0	0
20.3078.445 - Interest on Revolving Loans	7,585	8,307	7,155	7,346	6,888	7,888	5,660	6,533	7,680	7,304	7,304
21.3061.460 - DIT FD2620 St. Philip Cemeter	6,566	6,761	7,026	7,306	7,649	7,892	8,156	8,408	8,578	8,545	8,545
Total Unrestricted/Council Designated	232,360	279,883	312,410	340,503	360,933	398,668	415,796	417,418	425,002	433,588	436,948
Donor Restricted											
01.3060.102 - DIT FD0001 Episcopate Fund	83,916	83,916	83,916	85,292	86,496	86,668	86,668	86,668	86,691	86,691	86,691
01.3060.210 - DIT Income	38,697	38,819	40,353	41,878	42,642	43,648	44,335	44,272	44,265	44,265	44,265
01.3060.220 - DIT FD0601 College Fund	11,832	11,832	11,832	12,026	12,196	12,220	12,220	12,220	12,223	12,224	12,224
01.3061.110 - DIT FD0036 May House	1,834	1,834	1,834	1,864	1,890	1,894	1,894	1,894	1,894	1,895	1,895
01.3061.210 - DIT Income/Scholarships	0	0	0	0	0	0	0	0	7,035	7,032	7,032
01.3062.110 - DIT FD0097 May House Avian	723	723	723	735	745	747	747	747	747	748	748
01.3063.110 - DIT FD0063 H. B. Russell Fund	56,048	56,048	56,048	56,967	57,771	57,886	57,886	57,886	57,901	57,893	57,893
01.3064.110 - DIT FD0609 H. B. Russell Surp	491	356	207	208	752	1,600	2,169	2,756	3,055	2,906	2,906
01.4501.122 - DIT FD0610 The Canon Fund	2	17	65	112	130	141	149	182	269	148	148
01.4501.140 - DIT FD0591 S. Martin Educ Fu	1,473	1,544	1,634	1,739	1,842	1,929	2,017	2,099	2,178	2,072	2,072
01.4501.210 - DIT FD0516 Capital Improveme	893	1,364	1,658	2,839	4,553	10,849	15,321	20,682	22,425	22,224	22,224
02.3060.106 - DIT Income BDF	13,566	12,663	13,747	14,421	15,515	16,264	16,453	17,120	18,087	18,087	18,087
03.3060.107 - DIT FD2800 E.R. Shippee Fund	78,073	78,073	78,073	79,353	80,473	80,633	80,633	80,633	80,654	80,655	80,655
03.3061.107 - DIT FD2801 E.R. Shippee Surp	8,497	11,098	13,880	15,369	15,582	15,200	13,986	14,852	14,645	14,645	14,645
06.3060.136 - DIT FD0090 McSparren Lee F	26,050	16,671	19,291	19,607	19,884	19,923	19,923	19,923	19,928	19,928	19,928
06.3061.136 - DIT FD0612 McSparren Lee F	0	11,448	9,882	10,584	11,841	12,566	13,242	13,983	14,048	14,045	14,045
07.3060.138 - DIT FD0582 Florence P. Grant	10,676	10,235	7,677	10,403	10,550	10,571	10,571	10,571	10,574	10,572	10,572
07.3061.138 - DIT FD0608 Grant House Surp	1,322	1,625	4,461	2,291	2,719	3,118	3,366	3,223	3,107	3,107	3,107
08.3060.143 - DIT FD0604 Sacred Music Fun	86	219	46	3,914	3,941	3,950	3,957	3,973	3,983	3,944	3,944
10.3600.275 - DIT Fd 102 Edwards Fund (19	0	0	0	0	0	0	31,362	23,521	31,370	31,373	31,373
10.3601.275 - DIT Fd 104 Edwards Fund (20	0	0	0	0	0	0	1,891	9,731	1,891	1,892	1,892
10.3602.275 - DIT Fd 108 Edwards Fund (19	0	0	0	0	0	0	27,874	31,192	31,429	31,429	31,429
11.3060.310 - DIT Income Cong Development	24,419	24,650	24,758	25,223	26,280	26,833	27,464	27,843	27,629	27,629	27,629
13.3060.315 - DIT Income Missions	58,124	56,993	53,917	53,276	53,954	54,196	55,407	56,947	57,108	57,108	57,108

The Diocese of Rhode Island
Analysis of Revenues & Expenses - Detail
January to December 2023

Accounts	2014 A	2015 A	2016 A	2017 A	2018 A	2019 A	2020 A	2021 A	2022 A	2023 B	2024 B
15.3060.350 - DIT FD0127 Juliette Mudrak	10,235	10,434	10,176	10,343	10,704	11,205	11,652	12,079	12,356	12,356	12,356
16.3060.360 - DIT Income ONC	16,242	16,671	16,984	17,668	18,370	18,097	18,415	18,310	16,978	16,980	16,980
17.3060.435 - DIT FD0300 WOC Fund	83,028	83,028	83,028	84,389	85,580	85,751	85,751	85,751	85,773	85,772	85,772
17.3061.435 - DIT FD0589 WOC Surplus Fun	25,358	28,401	31,317	35,121	38,674	41,969	45,801	49,411	53,086	53,088	53,088
24.3060.695 - DIT FD1200 Charles W. Gorton	954	996	1,043	1,110	1,176	1,231	1,282	1,319	1,368	1,351	1,351
24.3065.695 - DIT FD3001 Earle/Redeemer	0	0	0	0	0	0	0	0	0	0	0
24.3068.695 - DIT FD0094 F. Barbour Mem F	1,855	1,938	2,028	2,114	2,193	2,182	2,213	2,304	2,389	2,362	2,362
25.3060.042 - DIT Income	163,485	164,402	164,648	167,347	169,709	170,046	170,200	179,040	187,879	187,880	187,880
25.3069.042 - DIT FD510 Allocation for Gifts	(3,484)	(3,484)	(3,484)	(3,541)	(3,591)	(3,598)	(3,598)	(3,598)	(3,599)	(3,600)	(3,600)
25.4550.042 - Susan Hudson Endowment I	36,688	36,688	36,688	37,289	37,816	37,891	37,891	37,891	37,901	37,900	37,900
Total Donor Restricted	751,086	759,202	766,431	789,940	810,385	825,611	899,140	925,425	947,271	946,601	946,601
Total INVESTMENT INCOME	983,445	1,039,085	1,078,841	1,130,444	1,171,318	1,224,278	1,314,936	1,342,842	1,372,273	1,380,189	1,383,549
PROGRAM INCOME											
01.3081.130 - Tea Time Theology Income	0	0	0	0	0	0	16	16	2	850	500
01.3100.140 - COM Psych Eval/Screening I	0	4,050	2,900	1,600	2,400	800	400	0	0	928	928
01.3100.160 - Convention Income	4,889	4,780	4,790	4,380	4,510	4,425	100	0	0	0	0
01.3100.170 - Deacon Tuition	5,000	4,000	6,300	2,400	0	1,200	1,200	0	0	1,200	1,200
01.3100.210 - Camp Summer Program	171,555	170,839	166,400	177,665	194,575	224,934	3,305	133,139	180,642	238,891	220,000
01.3120.140 - COM Discernment Fees	0	730	1,091	0	0	0	0	0	0	0	0
01.3120.146 - Happening Weekend Fees	7,964	10,290	6,738	7,226	8,350	6,276	0	0	7,598	6,300	6,300
01.3120.210 - Camp Conferences	56,655	42,519	62,235	8,106	13,140	34,692	13,025	3,750	16,527	34,680	40,000
01.3121.210 - Camp Retreats	0	0	0	41,809	41,461	50,939	5,960	0	28,782	60,000	75,000
01.3122.210 - Camp Weddings	0	0	0	24,570	3,585	500	0	0	0	2,000	2,000
01.3123.175 - Conf & Training Revenue	3,750	700	2,385	4,020	0	2,275	0	0	0	0	0
01.3123.210 - Program Income	0	0	0	530	7,083	230	0	0	0	500	500
01.3160.130 - Ad/Sponsorship Income	0	5,000	1,077	1,103	906	1,491	1,575	1,443	1,395	1,468	1,468
01.3181.212 - CC/Olneyville Income	12,797	12,265	9,396	5,541	7,719	4,985	1,620	5,520	170	9,496	2,500
01.3182.212 - CC/Woonsocket Income	0	0	13,265	17,598	15,308	13,920	0	0	0	0	0
01.3220.210 - Store Merchandise	12,601	7,806	7,487	3,358	6,124	7,844	1,764	4,310	6,208	5,000	5,000
01.3221.210 - Store Food	0	0	0	4,165	2,974	4,568	0	340	1,116	0	1,200
03.3120.107 - Conference Revenue	0	7,561	10,275	8,675	8,800	5,400	5,880	0	0	0	0
06.3120.136 - Conference Revenue	5,600	0	0	0	0	0	200	0	0	0	0
12.3056.313 - Beloved Thrift Shop & Food P	0	0	0	0	0	10,343	0	0	0	0	0
13.3181.315 - Learn & Lead (Do not Use)	2,550	1,810	0	0	0	0	0	0	0	0	0
23.3181.462 - CFR Income	5,500	37,877	0	0	0	0	0	0	0	0	0
Total PROGRAM INCOME	288,861	310,227	294,340	312,745	316,936	374,823	35,045	148,517	242,442	361,313	356,596
GIFTS & GRANTS											
01.3090.146 - Offerings	262	253	442	418	374	427	0	0	281	400	400
01.3101.220 - Creation Care Grant	0	0	0	0	0	0	0	0	0	0	9,000
01.3180.130 - Special Gifts ECW	500	500	0	0	0	0	0	0	0	0	0
01.3180.210 - Special Gifts ECC	11,001	5,551	5,262	800	0	120	0	0	0	0	0
01.3180.212 - Special Gifts CityCamp (Do no	3,820	4,110	3,750	0	0	0	0	0	0	0	0
01.3181.210 - Special Gifts Walkway	75	860	0	250	400	75	75	400	0	250	250
01.3182.210 - Scholarships	3,071	2,935	3,843	2,175	0	4,517	705	1,853	4,457	4,000	6,500
01.3183.210 - Discretionary Fund	0	0	0	400	25	950	139	0	0	0	0
01.3184.210 - Pandemic Income	0	0	0	0	0	0	0	1,770	420	0	0
01.3186.210 - Annual Appeal Income	45,437	58,709	55,469	60,132	73,613	168,442	117,064	93,779	64,415	89,513	100,000
01.3210.212 - Grants City Camp Olneyville	7,000	7,000	7,000	15,137	12,000	14,750	5,000	15,500	11,450	17,500	13,500
01.3300.210 - Grants ECC	3,538	7,405	7,971	11,025	15,572	15,749	38,621	13,568	16,020	16,000	16,000
02.3180.106 - Gifts	7,508	12,881	6,984	9,561	3,759	6,662	2,405	14,978	5,363	7,700	7,700

The Diocese of Rhode Island
 Analysis of Revenues & Expenses - Detail
 January to December 2023

Accounts	2014 A	2015 A	2016 A	2017 A	2018 A	2019 A	2020 A	2021 A	2022 A	2023 B	2024 B
04.3060.108 - Bank of America Trust Income	0	0	0	0	0	0	0	0	12,766	0	11,000
05.3072.109 - James A.S. Dunning Trust	5,771	4,614	4,388	4,920	5,604	4,780	5,885	5,509	5,336	5,960	5,960
12.3054.313 - Beloved Pascoag Income	5,758	10,816	7,098	8,366	6,812	3,501	3,580	1,436	585	1,250	500
13.3180.315 - Special Gifts - Hispanic Minist	3,000	3,000	0	0	0	0	0	0	0	0	0
14.3180.316 - Special Gifts JDH	2,365	3,750	700	0	0	0	0	0	0	0	0
14.3190.316 - Grants JDH	42,154	62,640	41,949	0	0	0	0	0	0	0	0
15.3080.350 - Return Grant	0	0	0	2,735	0	0	0	0	0	0	0
16.3081.360 - Special Gifts ONC	0	0	0	0	0	755	30	0	0	0	0
17.3180.435 - Special Gifts	0	0	1,400	2,200	0	5,000	0	0	0	0	0
23.3000.462 - Grants	0	0	0	0	0	0	0	40,229	0	26,130	3,000
23.3050.462 - Individual	0	0	0	0	0	0	0	3,437	2,990	2,400	0
23.3051.462 - Major Gifts	0	0	0	0	0	0	0	3,500	13,000	0	0
23.3052.462 - Board Members	0	0	0	0	0	0	0	1,035	250	0	0
25.3900.042 - Susan Hudson Grant	0	0	31,000	23,000	15,000	10,000	0	0	0	0	0
25.3901.042 - Misc Contributions	0	0	0	0	0	0	0	0	60,719	0	0
25.3913.042 - 2013 Campaign Gifts	(3,173)	0	0	0	0	0	0	0	0	0	0
25.3914.042 - 2014 Campaign Gifts	359,016	11,065	355	0	0	0	0	0	0	0	0
25.3915.042 - 2015 Campaign Gifts	20	380,780	(3,429)	0	0	0	0	0	0	0	0
25.3916.042 - 2016 Campaign Gifts	0	0	362,662	(4,774)	0	0	0	0	0	0	0
25.3917.042 - 2017 Campaign Gifts	0	0	0	331,234	1,628	0	0	0	0	0	0
25.3918.042 - 2018 Campaign Gifts	0	0	0	0	279,502	0	0	0	0	0	0
25.3919.042 - 2019 Campaign Gifts	0	0	0	0	0	255,126	0	0	0	0	0
25.3920.042 - 2020 Campaign Gifts	0	0	0	0	0	0	285,054	0	0	0	0
25.3921.042 - 2021 Campaign Gifts	0	0	0	0	0	0	0	248,187	0	0	0
25.3922.042 - 2022 Campaign Gifts	0	0	0	0	0	0	0	0	219,602	0	0
25.3923.042 - 2023 Campaign Gifts	0	0	0	0	0	0	0	0	0	235,000	0
25.3924.042 - 2024 Campaign Gifts	0	0	0	0	0	0	0	0	0	0	235,000
25.3990.042 - 2021 Charities NOW Gifts	0	0	0	0	0	0	0	55,714	0	0	0
25.3991.042 - 2022 Charities NOW Gifts	0	0	0	0	0	0	0	0	64,756	0	0
25.3992.042 - 2023 Charities NOW Gifts	0	0	0	0	0	0	0	0	0	43,000	0
25.3993.042 - 2024 Charities NOW Gifts	0	0	0	0	0	0	0	0	0	0	43,000
26.3180.317 - Church Beyond the Walls Inc	21,546	40,013	31,546	39,963	33,175	45,434	38,558	71,195	32,713	41,430	41,430
27.3300.319 - Grants	0	0	0	50,000	0	0	0	0	0	0	0
Total GIFTS & GRANTS	518,671	616,881	568,391	557,542	447,465	536,289	497,116	572,090	515,124	490,533	493,240
MISSION PROPERTY INCOME											
01.3050.415 - Hallworth House Rent	87,289	89,852	89,852	59,000	59,000	59,000	59,000	0	0	0	0
01.3051.415 - Annex Rent	0	0	0	0	0	9,300	37,200	37,200	37,800	39,600	39,600
01.3081.415 - Edwards Homes Management	0	0	0	0	6,000	10,000	7,002	7,002	7,002	7,000	7,000
01.3082.415 - EHFRI/HH Management Servic	0	0	0	0	0	0	0	0	3,000	4,500	4,500
01.3110.409 - Salary Recovery - Maint	41,202	37,523	37,522	0	0	0	0	0	0	0	0
01.3230.415 - Property Insurance Claim	0	0	0	0	0	2,890	0	0	0	0	0
01.3232.210 - Property Insurance Claim	0	0	0	0	8,877	0	0	0	0	0	0
07.3050.138 - Grant House Rent	120	120	1,580	2,514	4,460	1,530	640	1,125	560	750	1,235
10.3000.275 - Rent 62 Benefit	0	0	0	0	0	0	14,000	0	0	12,000	0
10.3002.275 - Rent 74 Benefit Apt. 2 1st Floo	0	0	0	0	0	0	22,000	22,000	22,000	22,000	22,000
10.3004.275 - Rent 78 Benefit Apt. 1 1st Floo	0	0	0	0	0	0	5,730	7,560	7,560	0	7,560
10.3005.275 - Rent 78 Benefit Apt 2 2nd Flr	0	0	0	0	0	0	3,600	0	0	0	0
10.3006.275 - Rent 78 Benefit Apt. 3 2nd Flr	0	0	0	0	0	0	548	7,031	7,332	7,308	6,600
10.3007.275 - Rent 80 Benefit Apt. 1 Basem	0	0	0	0	0	0	2,662	2,733	1,603	2,748	0
10.3008.275 - Rent 80 Benefit Apt. 2 1st Flr	0	0	0	0	0	0	3,873	1,834	3,270	3,396	3,564

The Diocese of Rhode Island
 Analysis of Revenues & Expenses - Detail
 January to December 2023

Accounts	2014 A	2015 A	2016 A	2017 A	2018 A	2019 A	2020 A	2021 A	2022 A	2023 B	2024 B
10.3009.275 - Rent 80 Benefit Apt. 3 1st Flr	0	0	0	0	0	0	8,005	8,128	8,256	8,364	8,580
10.3010.275 - Rent 80 Benefit Apt. 4 2nd Flr	0	0	0	0	0	0	4,944	1,236	0	0	0
10.3011.275 - Rent 80 Benefit Apt. 5 2nd Flr	0	0	0	0	0	0	1,632	0	936	0	9,120
10.3012.275 - Rent 84 Benefit Apt. 1 Basem	0	0	0	0	0	0	0	0	0	0	7,200
10.3013.275 - Rent 84 Benefit Apt 2 1st Flr F	0	0	0	0	0	0	8,532	8,420	8,370	8,400	8,676
10.3015.275 - Rent 84 Benefit Apt. 4 2nd Flo	0	0	0	0	0	0	13,220	12,865	12,420	12,900	11,196
10.3016.275 - Rent 88 Benefit Apt. 1 Basem	0	0	0	0	0	0	6,000	6,000	6,000	6,000	6,000
10.3017.275 - Rent 88 Benefit Apt. 2 1st Flr	0	0	0	0	0	0	10,357	10,181	1,105	0	2,844
10.3018.275 - Rent 88 Benefit Apt. 3 1st Flr	0	0	0	0	0	0	10,676	11,929	11,373	12,024	7,896
10.3019.275 - Rent 88 Benefit Apt. 4 2nd Flr	0	0	0	0	0	0	5,150	6,757	4,473	0	0
10.3020.275 - Rent 88 Benefit Apt. 5 2nd Flr	0	0	0	0	0	0	784	0	0	0	0
12.3017.313 - Advent Coventry Income	150	789	1,196	2,729	3,079	4,788	829	2,062	0	0	0
12.3050.313 - Rent Mobile Station/Epiphany	19,895	19,895	19,895	19,895	19,905	3,316	0	0	0	0	0
12.3051.313 - Advent House Rent	0	11,000	12,000	12,000	12,000	12,000	11,000	11,000	1,000	0	0
12.3052.313 - Advent Church Rent	0	6,850	10,200	11,375	8,100	1,840	0	0	0	0	0
12.3055.313 - Beloved House Rent	0	0	0	4,950	10,800	10,800	10,800	10,800	0	0	12,000
12.3057.313 - Beloved Rent	0	0	0	0	0	36	130	0	0	0	0
12.3230.313 - Property Insurance Claim	23,375	0	0	0	0	0	4,042	9,816	0	0	0
16.3082.360 - Property Insurance Claim	0	0	0	0	0	1,800	0	17,287	0	0	0
18.3050.440 - Beautiful Day Rent	0	0	0	0	0	0	0	22,600	33,900	33,900	33,900
18.3051.440 - Westbay Community Action R	0	0	0	0	0	0	0	82,250	1,101,566	0	731,940
Total MISSION PROPERTY INCOME	172,032	166,029	172,246	112,463	132,222	117,300	252,355	307,815	1,279,526	180,890	931,411
MISC/OTHER											
01.3080.130 - Misc Revenue	932	1,051	0	0	317	939	50	0	0	0	0
01.3080.210 - Misc Revenue	2,968	100	0	547	0	0	32	0	242	0	0
01.3080.415 - Misc Revenue	1,508	463	647	487	200	346	351,170	67,193	40,088	0	0
01.3080.465 - Misc Revenue	2,500	0	14,500	0	0	0	0	0	0	0	0
01.3231.210 - Short Term Disability Claim	0	9,456	0	0	0	0	0	0	0	0	0
04.3080.108 - Misc Revenue	10,026	9,818	8,893	19,104	24,453	15,227	17,848	13,596	1,332	13,597	0
08.3061.143 - Grants from DIT FD1801	3,900	0	4,540	0	0	0	0	0	0	0	0
09.3110.241 - Salary Recovery, Eleanor Slat	11,436	11,651	11,652	0	0	0	0	0	0	0	0
10.3080.275 - Misc Revenue	0	0	0	0	0	0	50,792	10	0	0	0
11.3080.310 - Misc Revenue	0	0	0	0	3,015	1,175	0	0	0	0	0
22.3181.463 - Altar Guild Income	10,188	0	0	0	0	0	0	0	0	0	0
23.3100.462 - Misc Income	0	0	0	0	0	0	0	183	484	150	0
24.3080.695 - Misc Revenue	0	0	0	0	4	0	0	0	0	0	0
25.3080.042 - Misc Revenue	92	0	0	0	0	0	0	0	0	0	0
25.3081.042 - Short Term Disability Claim	0	8,047	0	0	0	0	0	0	0	0	0
Total MISC/OTHER	43,549	40,587	40,233	20,138	27,989	17,687	419,891	80,983	42,147	13,747	0
Deactivated Accounts											
01.3110.130 - Salary Recovery (Good Shep	0	0	19,519	0	0	0	0	0	0	0	0
01.3110.320 - Salary Recovery San Jorge	22,000	0	7,668	0	0	0	0	0	0	0	0
01.3180.220 - YAM - Cathedral	45	0	20	0	1,507	0	0	0	0	0	0
14.3110.316 - Salary Recovery JDH	34,653	41,402	23,068	0	0	0	0	0	0	0	0
14.3191.316 - Intern Fellowships JDH	11,760	11,668	6,229	0	0	0	0	0	0	0	0
25.3110.042 - Development (Appt Recovery)	0	0	21,409	0	0	0	0	0	0	0	0
Total Deactivated Accounts	68,458	53,070	77,913	0	1,507	0	0	0	0	0	0
Total Revenues	3,905,949	4,145,634	4,173,127	4,034,348	3,851,292	3,994,102	4,278,975	4,004,613	4,991,079	4,072,220	4,814,796

The Diocese of Rhode Island
 Analysis of Revenues & Expenses - Detail
 January to December 2023

Accounts	2014 A	2015 A	2016 A	2017 A	2018 A	2019 A	2020 A	2021 A	2022 A	2023 B	2024 B
Expenses											
DIOCESAN MINISTRIES											
ECC – EPISCOPAL CONF CENTER											
Comp & Benefits											
01.5010.210 - Salaries	226,031	228,021	232,694	292,807	316,509	340,462	291,504	350,321	199,273	199,264	209,098
01.5010.212 - Salaries	11,658	11,260	13,400	12,000	14,500	16,700	1,000	6,392	11,600	18,500	15,000
01.5011.210 - Salaries	0	0	0	0	0	0	0	0	108,036	137,579	145,000
01.5020.210 - Salary Recovery	(13,800)	(1,800)	(9,044)	(3,816)	(3,800)	(4,200)	(4,200)	(6,916)	(4,200)	(4,200)	(6,700)
01.5030.210 - Salaries Maintenance	0	6,000	0	0	0	0	0	31,273	103,716	104,986	103,500
01.5040.210 - Social Security	13,978	13,678	14,020	17,853	18,978	20,416	15,975	20,382	17,018	16,591	27,047
01.5040.212 - Social Security	892	861	1,025	918	1,109	1,278	76	489	887	1,440	1,148
01.5050.210 - Workers Compensation	9,817	10,511	9,352	8,440	7,765	10,495	9,274	5,250	6,165	10,903	9,560
01.5050.212 - Workers Compensation	628	632	750	506	616	517	36	210	464	219	600
01.5060.210 - RIUC	3,313	2,775	2,875	2,861	2,733	2,954	1,424	2,595	2,264	2,482	3,087
01.5060.212 - RIUC	256	214	255	180	203	234	10	83	151	87	180
01.5080.210 - LTD	483	602	638	722	784	804	1,015	1,031	746	744	1,317
01.5090.210 - Pension Clergy	10,530	12,110	11,876	9,673	11,842	12,742	14,047	13,867	14,561	14,561	0
01.5091.210 - Pension Lay	6,897	8,491	9,104	10,070	11,203	11,650	15,532	13,855	9,603	9,127	18,819
01.5100.210 - Medical Clergy	18,900	19,848	21,028	17,962	19,142	20,203	20,946	21,953	22,610	23,814	0
01.5101.210 - Medical Lay	16,431	17,258	18,284	11,976	12,761	13,471	19,118	19,666	12,734	13,280	22,062
01.5110.210 - Dental Clergy	1,089	1,139	1,159	1,179	1,250	1,306	1,425	1,394	1,394	1,394	0
01.5111.210 - Dental Lay	948	988	1,008	1,029	1,088	1,134	1,743	1,822	1,214	1,216	1,824
01.5120.210 - WOC Reimbursement	0	0	0	0	0	0	0	0	0	(40,801)	0
01.5121.210 - Life Insurance Lay	720	960	1,080	1,050	1,080	1,080	1,410	1,440	1,080	1,080	1,440
01.5150.210 - Continuing Education	425	782	1,340	474	1,021	573	463	1,019	374	1,000	2,000
Total Comp & Benefits	309,195	334,329	330,843	385,885	418,785	451,819	390,800	486,127	509,690	513,266	554,982
Admin Expense											
01.5160.210 - Travel & Professional Expens	1,297	2,808	118	3,425	3,265	3,361	1,267	874	3,427	4,000	0
01.5250.210 - Phone, Cable & Internet	4,502	5,048	5,108	3,526	3,377	4,040	8,860	8,886	7,236	8,944	8,944
01.5430.210 - Misc Supplies & Expense/Adm	7,476	8,748	9,714	11,301	7,296	7,524	2,167	5,564	7,006	5,800	5,800
01.5500.210 - Printing & Publicity	4,396	2,648	3,332	2,530	2,678	3,656	1,889	835	3,328	2,000	2,000
01.5510.210 - Postage	1,476	2,891	3,418	1,895	3,079	1,096	1,955	1,674	1,609	1,800	1,800
01.5520.210 - Office Supplies	2,970	3,657	2,598	4,543	2,155	3,099	2,113	2,959	1,137	2,613	2,750
01.5529.210 - Bank/Merchant Fees	6,188	7,012	4,778	7,012	9,894	14,909	9,496	8,245	12,679	9,226	11,000
01.5530.210 - Maint Office Equipment	220	400	280	145	1,372	0	102	323	0	253	0
01.5540.210 - Subs, Books & Dues	3,631	2,498	14,300	6,453	6,762	6,745	5,652	6,224	6,833	7,302	7,300
01.5611.210 - Computer Software & Maint	96	287	371	2,439	996	3,983	2,160	815	743	1,440	1,440
01.5612.210 - Website	228	443	426	216	456	295	687	670	922	471	525
01.5710.210 - Discretionary Fund	0	0	216	158	0	941	139	0	0	0	0
01.5762.210 - Annual Appeal Expense	12,514	24,721	14,318	12,329	22,124	83,279	1,251	12,994	2,546	15,000	15,000
01.5810.210 - Contingency	581	0	0	124	3,778	2,884	31	70	175	150	0
01.5840.210 - Bad Debt Expense	0	0	8,201	0	495	1,025	680	0	0	1,000	0
Total Admin Expense	45,575	61,160	67,177	56,097	67,726	136,836	38,448	50,134	47,640	59,999	56,559
Program											
01.5711.210 - Pandemic Expense	0	0	0	0	0	0	0	1,689	420	0	0
01.5712.210 - Scholarships	38,627	35,854	24,424	23,896	26,286	27,000	0	15,880	19,171	27,000	27,000
01.5730.210 - Kitchen Supplies	6,745	2,120	1,834	2,189	2,556	1,648	234	1,155	2,446	1,692	1,600
01.5740.210 - Food	76,125	83,261	73,139	78,099	72,518	83,063	7,928	44,525	74,210	89,280	100,000
01.5750.210 - Medical Supplies	601	315	978	666	486	793	330	1,833	1,514	1,779	1,200
01.5760.210 - Program	10,412	10,377	13,384	14,241	28,417	17,644	6,296	11,262	11,377	15,000	15,000

The Diocese of Rhode Island
 Analysis of Revenues & Expenses - Detail
 January to December 2023

Accounts	2014 A	2015 A	2016 A	2017 A	2018 A	2019 A	2020 A	2021 A	2022 A	2023 B	2024 B
Comp & Benefits											
23.5010.462 - Salaries	0	0	0	0	0	0	0	32,377	0	26,130	0
23.5030.462 - Extra Salaries	0	0	0	0	0	0	0	1,772	0	0	0
23.5040.462 - Social Security	0	0	0	0	0	0	0	2,449	0	0	0
23.5050.462 - Workers Compensation	0	0	0	0	0	0	0	309	0	0	0
23.5060.462 - RIUC	0	0	0	0	0	0	0	505	0	0	0
23.5091.462 - Pension	0	0	0	0	0	0	0	1,667	0	0	0
Total Comp & Benefits	0	0	0	0	0	0	0	39,078	0	26,130	0
Admin Expense											
23.5761.462 - CFR Expenses	1,641	80,363	0	0	0	0	0	0	0	0	0
23.6000.462 - Office Splys & Computer Exp	0	0	0	0	0	0	0	131	0	0	0
23.6001.462 - Professional Development	0	0	0	0	0	0	0	0	0	250	0
23.6002.462 - Marketing	0	0	0	0	0	0	0	2,360	525	1,250	0
23.6003.462 - Subscriptions & Dues	0	0	0	0	0	0	0	22	32	250	0
23.6004.462 - Misc Adm Expenses	0	0	0	0	0	0	0	332	699	247	3,000
23.7001.462 - Fundraising Events	0	0	0	0	0	0	0	0	0	153	0
23.7002.462 - Merch/Bank Charges	0	0	0	0	0	0	0	277	234	0	0
23.7003.462 - Consultants	0	0	0	0	0	0	0	6,000	0	0	0
Total Admin Expense	1,641	80,363	0	0	0	0	0	9,121	1,490	2,150	3,000
Program											
23.7000.462 - Tours	0	0	0	0	0	0	0	135	0	400	0
23.7004.462 - Misc Program Expense	0	0	0	0	0	0	0	50	1,500	0	0
Total Program	0	0	0	0	0	0	0	185	1,500	400	0
Total CFR – CTR FOR RECONCILIATION	1,641	80,363	0	0	0	0	0	48,385	2,990	28,680	3,000
CBW – Church Beyond the Walls											
26.5760.317 - Program Expenses	2,364	11,135	32,422	36,210	36,640	43,917	37,110	49,320	45,060	41,430	41,430
Total CBW – Church Beyond the Walls	2,364	11,135	32,422	36,210	36,640	43,917	37,110	49,320	45,060	41,430	41,430
CREATION CARE											
01.5764.220 - Creation Care	0	0	0	0	0	0	0	0	0	15,000	24,000
Total CREATION CARE	0	0	0	0	0	0	0	0	0	15,000	24,000
Total DIOCESAN MINISTRIES	968,449	1,038,640	917,934	831,469	932,727	1,030,154	689,528	922,966	922,544	1,003,142	1,015,953
GRANTS & GRANT ADMIN											
EPISCOPAL CHARITIES											
Comp & Benefits											
25.5010.042 - Salaries	65,975	65,975	60,029	0	0	32,000	36,637	36,443	37,348	39,140	41,098
25.5020.042 - Salaries & Benefits	0	0	0	105,701	31,303	0	0	0	0	0	0
25.5030.042 - Salaries Assistant	7,331	11,660	17,194	0	0	0	0	0	0	0	0
25.5031.042 - Director/Consultants	0	0	0	0	55,771	37,819	36,000	36,000	36,000	36,000	36,000
25.5040.042 - Social Security	4,756	5,004	4,737	0	0	2,575	2,798	2,721	2,857	2,996	3,144
25.5050.042 - Workers Compensation	304	300	406	0	0	83	95	102	133	139	147
25.5060.042 - RIUC	453	468	663	0	0	330	240	320	320	509	338
25.5080.042 - Long Term Disability	416	416	442	0	0	202	224	224	235	235	260
25.5090.042 - Pension Clergy	0	0	0	0	0	4,587	0	0	0	0	0
25.5091.042 - Pension Lay	5,940	5,938	4,846	0	0	1,600	1,828	1,778	1,867	1,956	2,055
25.5100.042 - Medical Clergy	0	0	0	0	0	3,430	0	0	0	0	0
25.5101.042 - Medical Lay	18,900	21,002	22,777	0	0	0	0	0	0	0	0
25.5110.042 - Dental Clergy	0	0	0	0	0	210	0	0	0	0	0
25.5111.042 - Dental Lay	1,089	1,139	1,112	0	0	0	0	0	0	0	0
25.5121.042 - Life Insurance Lay	360	360	330	0	0	360	360	360	360	360	360
Total Comp & Benefits	105,523	112,260	112,535	105,701	87,073	83,196	78,182	77,949	79,120	81,335	83,402

The Diocese of Rhode Island
Analysis of Revenues & Expenses - Detail
January to December 2023

Accounts	2014 A	2015 A	2016 A	2017 A	2018 A	2019 A	2020 A	2021 A	2022 A	2023 B	2024 B
Admin Expense											
25.5160.042 - Travel & Professional Expens	662	88	1,254	0	0	0	0	0	0	0	0
25.5430.042 - Charities Expense	9,995	17,010	16,745	9,570	17,660	3,732	2,751	1,603	905	29,122	17,055
25.5531.042 - Computer Software & Maint	700	300	13,831	11,246	14,129	17,296	14,066	14,516	13,801	14,595	14,595
25.5620.042 - New/Replacement Equipment	390	1,322	3,790	1,351	0	1,040	0	0	135	0	0
25.5650.042 - Meetings	140	60	510	322	400	199	0	0	0	0	0
25.5761.042 - Campaign	19,763	21,532	4,298	14,117	13,555	7,259	7,499	4,357	8,407	11,018	11,018
25.5901.042 - Merchant & Bank Fees	1,901	2,235	1,628	1,504	1,895	1,264	2,040	2,041	2,071	2,210	2,210
25.6990.042 - Allowance Uncollectable A/R	5,996	5,204	5,659	4,894	0	0	0	0	0	0	0
Total Admin Expense	39,547	47,752	47,713	43,003	47,639	30,790	26,357	22,517	25,320	56,945	44,878
Grants											
25.6000.042 - Annual Grants	379,747	403,700	377,000	348,300	295,500	264,985	284,950	198,500	204,000	235,000	235,000
25.6001.042 - Charities NOW Grants	0	0	0	0	0	0	0	49,000	45,700	43,000	43,000
25.6050.042 - Endowment Grant (College Min	0	0	0	0	0	0	0	0	20,000	20,000	25,000
25.6051.042 - Endowment Grant (City Camp)	0	0	0	0	0	0	0	0	6,000	6,000	6,000
25.6052.042 - Endowment Grant (Hispanic Mi	0	0	0	0	0	0	0	0	20,000	20,000	25,000
25.6060.042 - Additional Endowment Grants	0	0	0	0	0	0	0	0	20,000	0	0
25.9500.042 - Susan Hudson Fund Grants	34,900	37,500	66,000	84,500	57,000	28,438	7,550	40,350	32,500	37,900	37,900
Total Grants	414,647	441,200	443,000	432,800	352,500	293,423	292,500	287,850	348,200	361,900	371,900
Total EPISCOPAL CHARITIES	559,717	601,212	603,248	581,504	487,212	407,410	397,039	388,316	452,640	500,180	500,180
DRF Grants (Capital)											
12.5760.313 - Misc Expense	0	0	0	0	0	0	0	24,210	66,000	0	0
12.8000.313 - Grants (Unallocated)	0	0	0	0	0	0	0	0	0	165,041	173,491
12.8001.313 - St. Thomas Alton	0	0	0	0	0	0	0	1,285	0	0	0
12.8004.313 - Sts Matthew & Mark	0	0	0	0	0	0	8,460	0	0	0	0
12.8005.313 - St. Ann's by-the-Sea Bl	0	3,686	0	0	0	0	0	0	0	0	0
12.8006.313 - St. Michael's Bristol	0	0	2,396	0	0	0	0	1,506	20,000	0	0
12.8011.313 - St. George's Central Falls	107	0	0	0	0	6,147	0	0	0	0	0
12.8012.313 - Holy Spirit, Charlestown	0	0	5,282	0	0	0	20,000	0	0	0	0
12.8017.313 - Advent Coventry	36,308	38,473	33,791	43,828	30,693	33,907	33,212	48,393	963	0	0
12.8019.313 - St. David's on-the-Hill Cransto	0	0	10,000	0	0	25,000	20,000	0	0	0	0
12.8023.313 - Trinity Church Cranston	0	0	0	0	0	0	0	872	20,000	0	0
12.8024.313 - Emmanuel Cumberland	0	0	0	0	0	0	0	1,500	0	0	0
12.8025.313 - St. Luke's Church East Gree	0	0	0	0	0	0	0	21,500	0	0	0
12.8030.313 - St. Mary's East Providence	0	0	0	0	0	0	0	0	6,250	0	0
12.8036.313 - St. Matthew's Jamestown	0	0	0	0	0	0	15,000	0	0	0	0
12.8037.313 - St. Augustine's Kingston	10,000	0	0	0	0	0	0	0	0	0	0
12.8038.313 - Christ Church Lincoln	0	0	0	0	0	0	0	769	0	0	0
12.8043.313 - St. Columba's Middletown	0	0	0	0	0	0	0	1,500	0	0	0
12.8044.313 - St. Peter's by-the-Sea Narr	0	0	0	0	0	0	10,000	0	0	0	0
12.8045.313 - Emmanuel Church Newport	0	0	0	0	0	0	14,500	18,781	6,620	0	0
12.8047.313 - St. John's Newport	550	0	0	0	0	0	0	3,000	0	0	0
12.8050.313 - Trinity Church Newport	0	0	0	0	0	0	0	1,500	20,000	0	0
12.8051.313 - St. Paul's North Kingstown	0	0	0	0	0	0	0	715	0	0	0
12.8052.313 - St. James North Providence	10,000	0	0	0	0	0	0	0	0	0	0
12.8053.313 - Trinity North Scituate	0	0	0	0	0	0	0	1,500	0	0	0
12.8054.313 - Church of the Beloved Pasco	8,842	19,071	21,631	20,590	18,045	23,090	16,322	23,931	21,363	7,200	10,000
12.8058.313 - Church of the Good Shepher	0	0	0	0	0	0	0	1,982	0	0	0
12.8059.313 - St. Luke's Pawtucket	0	15,000	0	0	0	0	0	2,786	20,000	0	0
12.8061.313 - St. Paul's Pawtucket	0	0	0	0	0	0	10,000	0	0	0	0

The Diocese of Rhode Island
 Analysis of Revenues & Expenses - Detail
 January to December 2023

Accounts	2014 A	2015 A	2016 A	2017 A	2018 A	2019 A	2020 A	2021 A	2022 A	2023 B	2024 B
12.8065.313 - St. Paul's Portsmouth	10,000	0	6,500	0	0	0	0	0	0	0	0
12.8066.313 - All Saints Church Providence	0	0	0	0	0	0	0	2,049	0	0	0
12.8067.313 - Cathedral of St. John Provide	0	0	10,000	0	0	0	0	0	0	0	0
12.8074.313 - Redeemer Providence	0	0	9,350	0	650	0	0	0	0	0	0
12.8076.313 - St. Peter's & St. Andrew's Pro	0	0	0	12,678	30,000	0	3,000	950	14,500	0	0
12.8078.313 - St. Mark's Riverside	1,494	0	0	0	0	0	0	0	0	0	0
12.8080.313 - Church of the Epiphany Rumf	0	0	0	0	0	0	0	20,566	0	0	0
12.8081.313 - St. John the Divine Saunders	0	0	0	0	0	0	0	932	0	0	0
12.8082.313 - Holy Trinity Tiverton	0	0	0	0	0	0	0	3,000	0	0	0
12.8083.313 - Church of the Ascension Wak	0	0	0	0	0	0	5,000	1,148	0	0	0
12.8086.313 - All Saints Warwick	0	0	0	0	10,000	0	0	1,084	0	0	0
12.8088.313 - St. Barnabas Warwick	0	0	26,926	0	0	0	0	389	0	0	0
12.8089.313 - St. Mark's Warwick	0	0	10,000	0	0	0	8,715	419	0	0	0
12.8093.313 - Christ Church Westerly	0	0	0	0	0	0	0	1,962	0	0	0
12.9000.313 - Mobile Station Land	0	0	0	3,570	5,488	5,752	0	0	0	0	0
12.9001.313 - Beloved Thrift Shop & Food P	0	0	0	0	0	2,446	0	0	0	0	0
12.9002.313 - ECC Pascoag	0	0	0	0	0	0	17,952	0	0	0	0
Total DRF Grants (Capital)	77,301	76,230	135,877	80,666	94,877	96,342	182,161	188,228	195,697	172,241	183,491
CDC Grants (Program)											
11.8000.310 - Grants (Unallocated)	18,918	1,500	1,000	0	2,200	5,306	3,768	7,804	0	27,629	27,629
11.8006.310 - St. Michael's Bristol	0	0	0	0	0	3,420	0	0	0	0	0
11.8019.310 - St. David's on-the-Hill Cransto	0	0	3,200	0	0	5,000	100	0	0	0	0
11.8024.310 - Emmanuel Cumberland	0	0	0	0	0	0	0	1,800	0	0	0
11.8033.310 - St. Thomas Greenville	0	0	0	0	0	0	0	3,500	0	0	0
11.8044.310 - St. Peter's by-the-Sea Narr	0	0	0	0	0	0	5,000	0	8,900	0	0
11.8045.310 - Emmanuel Newp/St. Thomas	0	0	0	0	6,244	0	0	0	0	0	0
11.8050.310 - Trinity Newport	0	13,338	6,737	0	0	0	0	1,800	0	0	0
11.8053.310 - Trinity North Scituate	0	0	0	0	5,600	0	3,000	1,500	3,574	0	0
11.8061.310 - St. Paul's Pawtucket	0	0	0	0	0	0	5,000	0	0	0	0
11.8066.310 - All Saints Providence	0	0	0	0	0	0	700	200	2,000	0	0
11.8080.310 - Church of the Epiphany Rumf	0	0	0	0	0	0	0	15,566	0	0	0
11.8082.310 - Holy Trinity Tiverton	0	0	0	0	0	0	0	1,800	0	0	0
11.8083.310 - Ascension Wakefld/ St J Sa	0	7,500	12,500	9,000	4,000	0	0	0	0	0	0
11.9000.310 - Misc Expense	0	0	0	0	0	0	0	0	3,826	0	0
13.7068.315 - Church Beyond The Walls	3,332	15,000	10,000	0	0	0	0	0	0	0	0
13.8000.315 - Grants (Unallocated)	0	0	0	0	0	0	0	0	8,700	33,108	33,108
13.8001.315 - St. Thomas Alton	4,000	0	0	0	0	0	0	0	0	0	0
13.8005.315 - St. Ann's by the Sea BI	0	0	0	0	0	0	0	0	2,445	0	0
13.8017.315 - Advent Coventry (Rhythms o	0	6,023	5,734	5,000	0	0	0	0	0	0	0
13.8030.315 - St. Mary's East Providence	5,000	18,750	13,750	7,500	0	0	0	0	0	0	0
13.8034.315 - St. Elizabeth's Hope Valley	0	0	0	0	0	0	0	0	2,990	0	0
13.8037.315 - St. Augustine's Kingstown	7,500	7,500	0	0	0	0	0	200	0	0	0
13.8040.315 - Holy Cross Middletown	3,512	0	0	0	0	0	0	1,829	0	0	0
13.8047.315 - St. John's Newport	23,333	16,417	5,833	0	0	0	0	0	0	0	0
13.8052.315 - St. James North Providence	10,000	17,500	12,500	10,000	5,833	6,142	185	0	0	0	0
13.8061.315 - St. Paul's Pawtucket	0	0	0	0	600	0	1,000	0	0	0	0
13.8076.315 - St. Peter's & St. Andrew's Pro	0	0	0	0	0	0	0	24,170	990	0	0
13.8094.315 - St. James Woonsocket	0	17,000	25,000	15,000	13,000	0	0	1,925	0	0	0
13.8299.315 - Grants (Unallocated)	12,000	0	0	0	0	0	0	0	0	0	0
13.9000.315 - Misc Expense	0	0	0	0	0	0	0	9,284	0	0	0

The Diocese of Rhode Island
Analysis of Revenues & Expenses - Detail
January to December 2023

Accounts	2014 A	2015 A	2016 A	2017 A	2018 A	2019 A	2020 A	2021 A	2022 A	2023 B	2024 B
Total CDC Grants (Program)	87,595	120,528	96,254	46,500	37,478	19,867	18,753	71,377	33,426	60,737	60,737
Other Outreach Grant Programs											
01.5760.258 - Program	3,000	3,000	1,500	0	0	0	0	0	0	0	0
01.5760.465 - Program	16,500	14,500	29,000	14,500	12,800	12,918	12,800	12,800	8,618	12,800	12,800
09.5010.241 - Salaries	8,814	8,990	8,990	9,170	9,353	9,568	9,726	9,726	9,726	9,726	9,726
09.5020.241 - Salary Recovery	0	0	0	(11,868)	(11,868)	(11,868)	(11,868)	(11,868)	(11,868)	(11,512)	(11,512)
09.5050.241 - Workers Compensation	41	41	41	31	28	28	26	27	35	35	35
09.5090.241 - Pension Clergy	1,587	1,618	1,618	1,651	1,684	1,722	1,751	1,751	1,751	1,751	1,751
15.5760.350 - Program	5,597	15,895	10,106	8,175	0	1,103	495	4,498	12,080	12,356	12,356
27.5760.319 - Grants	0	0	0	48,500	0	0	1,500	0	0	0	0
Total Other Outreach Grant Programs	35,538	44,045	51,256	70,158	11,997	13,471	14,430	16,934	20,342	25,156	25,156
BISHOP'S RESTRICTED/DIRECTED											
02.5200.106 - Grants	13,046	2,822	7,267	5,500	0	9,170	0	0	0	24,367	24,367
02.5430.106 - Misc	8,359	3,608	1,971	2,535	6,247	17,049	20,692	25,452	17,815	21,000	21,000
02.5440.106 - Sub/Books/Dues	0	143	0	0	0	0	0	0	0	0	0
02.5763.106 - Gifts/Donations	49,848	25,069	26,795	15,383	16,991	12,444	750	0	0	420	420
02.5771.106 - Scholarships	0	1,000	0	0	0	0	0	0	0	0	0
03.5200.107 - Clergy Grants,Con't Ed,Sabbat	14,120	1,744	29,547	3,166	0	1,875	0	2,000	2,144	0	0
03.5430.107 - Misc	3,457	6,518	19,783	77,480	71,316	85,572	65,450	98,350	64,102	86,844	86,844
03.5540.107 - Subs/Books/Dues	896	1,994	1,300	1,600	1,525	1,400	450	0	0	1,016	1,016
03.5660.107 - Clergy Day	611	28,008	24,731	20,527	26,503	14,218	11,961	978	14,061	7,440	7,440
04.5760.108 - Misc Expenses	3,045	12,191	10,150	20,522	28,122	21,597	8,000	4,396	11,988	13,597	11,000
05.5760.109 - Expenses	0	1,633	17,679	11,575	17,222	9,412	9,782	4,846	7,018	5,960	5,960
06.5760.136 - Grants	250	5,425	17,500	4,606	6,067	12,545	13,556	32,657	17,314	20,102	20,102
06.5761.136 - Clergy Day (Move to Shippee)	18,202	0	0	0	0	0	0	0	0	0	0
06.5762.136 - Clergy Cont Ed (Move to Ship)	500	0	0	0	0	0	0	0	0	0	0
06.5765.136 - Grant Education & Training	0	0	0	0	0	0	0	0	0	11,671	11,671
06.5766.136 - Grant RISEN	0	0	0	0	0	0	0	0	0	1,350	1,350
06.5767.136 - Grant Tea Time	0	0	0	0	0	0	0	0	0	850	850
Total BISHOP'S RESTRICTED/DIRECTED	112,335	90,155	156,723	162,893	173,994	185,284	130,641	168,679	134,441	194,617	192,020
Total GRANTS & GRANT ADMIN	872,486	932,169	1,043,358	941,722	805,556	722,374	743,023	833,533	836,546	952,931	961,584
COMPENSATION & BENEFITS											
01.5010.102 - Salaries	98,300	102,683	102,683	104,637	106,630	108,967	110,683	110,683	115,967	115,970	121,294
01.5010.104 - Salaries	48,213	49,018	49,018	49,998	50,998	52,171	54,099	67,554	64,077	65,000	68,120
01.5010.122 - Salaries	100,150	103,170	101,565	107,042	109,048	110,206	107,453	107,260	111,705	111,705	117,067
01.5010.130 - Salaries	55,144	52,000	56,669	56,705	59,609	30,360	55,958	55,765	40,185	0	0
01.5010.406 - Salaries	74,603	75,871	75,871	77,388	78,936	80,752	83,152	82,958	86,189	86,189	90,326
01.5010.407 - Salaries	24,563	23,647	23,424	23,580	12,482	9,270	9,102	7,553	7,505	9,064	9,000
01.5010.408 - Salaries	40,000	40,680	41,680	52,861	35,000	37,000	38,677	38,484	44,769	50,000	52,400
01.5010.409 - Salaries	88,154	89,351	88,504	90,118	92,141	98,110	98,755	155,648	238,238	235,339	233,892
01.5010.410 - Salaries	0	0	0	0	0	0	0	0	82,994	120,000	120,000
01.5020.130 - Salary & Benefits (Good She	0	0	0	(43,668)	(43,680)	(15,008)	0	0	0	0	0
01.5020.409 - Salary Recovery	0	0	0	(37,444)	(41,531)	(65,114)	(55,988)	(166,037)	(264,200)	(277,894)	(253,178)
01.5040.104 - Social Security	4,112	4,168	4,160	4,231	4,307	4,255	4,478	4,931	4,862	4,973	5,211
01.5040.130 - Social Security	4,099	3,845	2,280	0	0	618	4,154	4,073	2,985	0	0
01.5040.406 - Social Security	5,581	5,671	5,664	5,776	5,893	6,018	6,204	6,109	6,419	6,419	6,910
01.5040.407 - Social Security	1,872	1,802	1,785	1,796	951	709	684	578	574	695	689
01.5040.408 - Social Security	2,933	2,979	3,048	3,487	0	0	0	0	0	0	0
01.5040.409 - Social Security	6,618	6,665	6,490	6,604	6,758	7,187	7,227	11,177	17,313	18,003	17,893
01.5040.410 - Social Security	0	0	0	0	0	0	0	0	6,009	9,180	9,180

The Diocese of Rhode Island
Analysis of Revenues & Expenses - Detail
January to December 2023

Accounts	2014 A	2015 A	2016 A	2017 A	2018 A	2019 A	2020 A	2021 A	2022 A	2023 B	2024 B
01.5050.102 - Workers Compensation	411	508	465	357	325	313	295	308	414	414	433
01.5050.104 - Workers Compensation	222	223	222	171	182	150	141	151	250	232	243
01.5050.122 - Workers Compensation	455	453	467	371	324	317	284	298	399	399	418
01.5050.130 - Workers Compensation	234	404	243	207	175	94	146	156	143	0	0
01.5050.406 - Workers Compensation	343	345	344	264	240	232	219	231	308	308	322
01.5050.407 - Workers Compensation	107	111	105	79	71	(6)	28	20	24	34	32
01.5050.408 - Workers Compensation	184	185	189	162	125	106	100	108	150	178	187
01.5050.409 - Workers Compensation	4,422	4,945	4,866	3,920	3,615	3,924	2,794	2,898	13,482	9,087	10,634
01.5050.410 - Workers Compensation	0	0	0	0	0	0	0	0	288	345	428
01.5060.104 - RIUC	453	403	418	336	322	330	240	450	320	320	320
01.5060.130 - RIUC	873	403	418	0	0	107	240	320	320	0	0
01.5060.406 - RIUC	453	403	418	336	322	330	240	320	320	321	320
01.5060.407 - RIUC	453	403	418	336	167	130	91	98	98	119	117
01.5060.408 - RIUC	453	403	418	336	0	0	0	0	0	0	0
01.5060.409 - RIUC	906	806	836	672	644	722	496	968	1,596	1,476	1,604
01.5060.410 - RIUC	0	0	0	0	0	0	0	0	320	320	320
01.5080.104 - LTD	304	309	309	315	294	329	334	397	388	410	429
01.5080.130 - LTD	344	328	197	0	0	57	346	346	242	0	0
01.5080.406 - LTD	470	478	478	488	497	509	517	517	543	541	569
01.5080.408 - LTD	252	256	263	299	0	0	0	0	0	0	0
01.5080.409 - LTD	527	535	535	545	556	569	576	972	1,359	1,357	1,342
01.5080.410 - LTD	0	0	0	0	0	0	0	0	315	756	756
01.5090.102 - Pension Clergy	24,757	25,783	25,865	26,029	26,472	27,253	27,655	28,317	29,825	29,825	27,655
01.5090.122 - Pension Clergy	18,027	18,571	18,282	19,268	19,629	19,648	19,329	19,149	20,107	20,107	21,072
01.5090.130 - Pension Clergy	0	0	5,178	11,440	11,551	4,059	0	0	0	0	0
01.5090.408 - Pension Clergy	0	0	0	1,068	6,300	6,840	6,950	6,770	8,160	9,000	9,432
01.5091.104 - Pension Lay	4,987	5,060	5,060	5,148	5,237	5,343	5,464	5,897	4,867	5,850	6,131
01.5091.130 - Pension Lay	4,963	4,680	2,778	0	0	748	5,030	4,940	4,516	0	0
01.5091.406 - Pension Lay	6,714	6,909	6,828	6,965	7,104	7,268	7,477	7,387	7,757	7,757	8,129
01.5091.407 - Pension Lay	2,210	2,048	2,108	2,122	1,123	0	0	0	0	0	0
01.5091.408 - Pension Lay	3,467	3,973	3,751	4,273	0	0	0	0	0	0	0
01.5091.409 - Pension Lay	7,934	7,729	7,965	8,126	8,292	8,439	8,740	14,007	19,749	19,388	19,170
01.5091.410 - Pension Lay	0	0	0	0	0	0	0	0	7,165	10,800	10,800
01.5100.102 - Medical Clergy	18,900	19,848	21,028	21,652	21,652	22,081	22,749	23,545	24,262	24,900	27,007
01.5100.122 - Medical Clergy	0	6,440	9,142	9,414	9,414	14,785	22,749	23,545	24,262	24,900	27,007
01.5100.130 - Medical Clergy	0	0	4,184	9,414	9,414	4,699	0	0	0	0	0
01.5100.408 - Medical Clergy	0	0	0	0	0	0	0	0	1,786	0	11,475
01.5101.104 - Medical Lay	8,215	8,629	9,142	9,414	9,414	9,601	9,891	10,239	1,618	10,827	11,475
01.5101.130 - Medical Lay	8,900	8,629	5,344	0	0	1,618	9,886	10,230	8,928	0	0
01.5101.406 - Medical Lay	8,215	8,629	9,142	9,414	9,414	9,601	9,891	10,239	10,547	10,827	11,475
01.5101.408 - Medical Lay	8,215	8,629	9,142	9,414	0	0	0	0	0	0	0
01.5101.409 - Medical Lay	8,215	10,754	18,284	18,828	18,828	19,202	19,781	44,023	55,198	54,492	58,453
01.5101.410 - Medical Lay	0	0	0	0	0	0	0	0	10,077	25,676	27,007
01.5101.425 - Medical Lay	3,600	3,720	3,960	4,080	4,260	4,440	1,900	0	0	0	0
01.5110.102 - Dental Clergy	1,089	1,139	1,159	1,179	1,250	1,306	1,375	1,394	1,394	1,394	1,394
01.5110.122 - Dental Clergy	0	369	504	514	544	874	1,375	1,394	1,394	1,394	1,394
01.5110.130 - Dental Clergy	0	0	231	514	544	332	0	0	0	0	0
01.5110.408 - Dental Clergy	0	0	0	0	0	0	0	0	103	0	608
01.5111.104 - Dental Lay	474	494	504	514	544	567	598	607	103	608	608
01.5111.130 - Dental Lay	514	494	294	0	0	96	598	607	504	0	0

The Diocese of Rhode Island
Analysis of Revenues & Expenses - Detail
January to December 2023

Accounts	2014 A	2015 A	2016 A	2017 A	2018 A	2019 A	2020 A	2021 A	2022 A	2023 B	2024 B
01.5111.406 - Dental Lay	474	494	504	514	544	567	598	607	607	608	608
01.5111.407 - Dental Lay	474	494	504	514	272	0	0	0	0	0	0
01.5111.408 - Dental Lay	474	494	504	514	0	0	0	0	0	0	0
01.5111.409 - Dental Lay	474	779	1,008	1,029	1,088	1,134	1,196	2,608	3,216	3,218	2,432
01.5111.410 - Dental Lay	0	0	0	0	0	0	0	0	579	1,468	1,394
01.5120.102 - WOC Reimbursement	0	0	0	0	0	0	0	0	0	(46,883)	(46,883)
01.5120.122 - WOC Reimbursement	0	0	0	0	0	0	0	0	0	(47,627)	(47,627)
01.5120.408 - WOC Reimbursement	0	0	0	0	0	0	0	0	0	0	(20,867)
01.5121.104 - Life Insurance Lay	360	360	360	360	360	360	360	420	330	360	360
01.5121.130 - Life Insurance Lay	390	360	210	0	0	60	360	360	270	0	0
01.5121.406 - Life Insurance Lay	360	360	360	360	360	360	360	360	360	360	360
01.5121.408 - Life Insurance Lay	360	360	360	360	0	0	0	0	0	0	0
01.5121.409 - Life Insurance Lay	720	720	720	720	720	720	720	1,080	1,440	1,440	1,440
01.5121.410 - Life Insurance Lay	0	0	0	0	0	0	0	0	150	360	360
01.5150.102 - Continuing Education	325	0	845	0	0	0	0	0	0	0	0
01.5150.408 - Continuing Education	0	0	53	0	0	0	0	0	0	0	0
01.5760.437 - Salary Adjustment Pool	0	0	0	0	0	0	0	0	0	51,520	31,815
03.5010.107 - Salaries	0	0	0	0	19,722	18,576	0	0	900	0	0
03.5020.107 - Salary Recovery (St. James N	0	0	0	0	(13,148)	0	0	0	0	0	0
03.5050.107 - Workers Compensation	0	0	0	0	0	0	0	0	3	0	0
03.5090.107 - Pension Clergy	0	0	0	0	3,645	0	0	0	162	0	0
03.5100.107 - Medical Clergy	0	0	0	0	5,686	5,607	0	0	0	0	0
03.5110.107 - Dental Clergy	0	0	0	0	0	332	0	0	0	0	0
17.5200.435 - Grant to Diocese Clgy Med/De	0	0	0	0	0	0	0	0	0	138,860	138,860
26.5010.317 - Salaries	0	24,900	0	0	0	0	0	0	0	0	0
26.5040.317 - Social Security	0	1,905	0	0	0	0	0	0	0	0	0
26.5050.317 - Workers Compensation	0	126	0	0	0	0	0	0	0	0	0
26.5060.317 - RIUC	0	403	0	0	0	0	0	0	0	0	0
Deactivated Development											
01.5010.403 - Salaries	0	0	0	16,677	27,064	0	0	0	0	0	0
01.5010.404 - Salaries	0	0	0	33,000	8,765	0	0	0	0	0	0
01.5010.405 - Salaries	51,762	0	0	77,207	0	0	0	0	0	0	0
01.5020.403 - Salary Recovery (Eps Charitie	0	0	0	(19,106)	(31,303)	0	0	0	0	0	0
01.5020.404 - Salary Recovery (Eps Charitie	0	0	0	(29,640)	(12,132)	0	0	0	0	0	0
01.5020.405 - Salary Recovery (Eps Charitie	0	0	0	(56,955)	0	0	0	0	0	0	0
01.5040.403 - Social Security	0	0	0	1,276	2,070	0	0	0	0	0	0
01.5040.404 - Social Security	0	0	0	2,281	648	0	0	0	0	0	0
01.5040.405 - Social Security	3,677	0	0	5,574	0	0	0	0	0	0	0
01.5050.403 - Workers Compensation	0	0	0	88	81	0	0	0	0	0	0
01.5050.404 - Workers Compensation	0	0	0	165	24	0	0	0	0	0	0
01.5050.405 - Workers Compensation	241	0	0	126	0	0	0	0	0	0	0
01.5060.403 - RIUC	0	0	0	250	322	0	0	0	0	0	0
01.5060.404 - RIUC	0	0	0	336	112	0	0	0	0	0	0
01.5060.405 - RIUC	453	0	0	336	0	0	0	0	0	0	0
01.5080.403 - LTD	0	0	0	0	142	0	0	0	0	0	0
01.5080.404 - LTD	0	0	0	208	50	0	0	0	0	0	0
01.5080.405 - LTD	0	0	0	477	0	0	0	0	0	0	0
01.5091.403 - Pension Lay	0	0	0	844	1,353	0	0	0	0	0	0
01.5091.404 - Pension Lay	0	0	0	1,650	789	0	0	0	0	0	0
01.5091.405 - Pension Lay	4,792	0	0	6,948	0	0	0	0	0	0	0

The Diocese of Rhode Island
 Analysis of Revenues & Expenses - Detail
 January to December 2023

Accounts	2014 A	2015 A	2016 A	2017 A	2018 A	2019 A	2020 A	2021 A	2022 A	2023 B	2024 B
01.5101.404 - Medical Lay	0	0	0	20,245	1,592	0	0	0	0	0	0
01.5101.405 - Medical Lay	3,713	0	0	21,652	0	0	0	0	0	0	0
01.5111.404 - Dental Lay	0	0	0	1,104	92	0	0	0	0	0	0
01.5111.405 - Dental Lay	491	0	0	1,179	0	0	0	0	0	0	0
01.5121.403 - Life Insurance	0	0	0	0	270	0	0	0	0	0	0
01.5121.404 - Life Insurance	0	0	0	300	60	0	0	0	0	0	0
01.5121.405 - Life Insurance Lay	0	0	0	360	0	0	0	0	0	0	0
01.5160.405 - Travel & Professional Expens	0	0	0	813	0	0	0	0	0	0	0
01.5760.405 - Development Office	0	0	21,409	84	0	0	0	0	0	0	0
Total Deactivated Development	65,128	0	21,409	87,480	0	0	0	0	0	0	0
Deactivated Canon for Programs											
01.5010.134 - Salaries	73,080	73,080	58,464	44,691	0	0	0	0	0	0	0
01.5040.134 - Social Security	5,455	5,448	4,206	2,973	0	0	0	0	0	0	0
01.5050.134 - Workers Compensation	336	332	265	150	0	0	0	0	0	0	0
01.5060.134 - RIUC	453	403	418	336	0	0	0	0	0	0	0
01.5080.134 - LTD	460	460	368	0	0	0	0	0	0	0	0
01.5091.134 - Pension Lay	6,577	6,577	5,262	4,022	0	0	0	0	0	0	0
01.5101.134 - Medical Lay	8,215	8,629	7,618	5,604	0	0	0	0	0	0	0
01.5111.134 - Dental Lay	1,089	1,139	1,159	1,179	0	0	0	0	0	0	0
01.5121.134 - Life Insurance Lay	360	360	360	0	0	0	0	0	0	0	0
01.5160.134 - Travel & Professional Expens	2,439	2,612	2,026	1,247	0	0	0	0	0	0	0
Total Deactivated Canon for Programs	98,465	99,040	80,147	60,202	0	0	0	0	0	0	0
Total COMPENSATION & BENEFITS	873,610	856,769	851,306	843,151	675,640	670,227	716,756	713,018	837,207	932,689	959,822
GOVERNANCE											
01.5162.102 - Lambeth Conference	1,500	1,500	1,500	1,500	1,500	1,500	2,000	2,000	2,011	2,004	2,004
01.5430.160 - Audio & Supplies	5,864	7,078	7,791	8,432	12,271	10,235	1,460	0	0	0	0
01.5651.160 - Meals	1,789	2,719	2,594	3,084	2,210	1,964	0	259	0	0	0
01.5760.148 - Deputies	5,000	5,000	5,000	5,000	5,000	10,000	12,500	12,500	12,500	12,500	12,500
01.5760.215 - Episcopal Church Assessmen	432,551	395,132	383,911	379,570	350,256	336,699	324,233	315,929	371,877	279,901	267,000
01.5760.260 - RI State Council of Churches	16,000	16,000	21,000	20,000	20,000	15,000	15,000	0	0	0	0
01.5760.265 - Synod Assessment	9,749	9,749	9,749	9,749	9,749	9,749	9,750	9,750	9,750	9,750	9,750
01.5760.470 - Bishop Search Process	15,486	15,486	15,486	15,486	15,972	15,972	15,972	15,972	3,542	0	0
01.5761.148 - EYE/Youth	0	0	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000
01.5761.160 - Program/Speaker	0	822	3,351	5,061	159	5,755	4,075	957	2,446	5,000	5,000
01.5761.260 - RI Interfaith Power & Light	0	0	0	1,000	0	0	0	0	0	0	0
01.5762.420 - Council, Finance Standing, P&	445	479	1,184	1,941	1,252	692	314	0	273	300	450
01.5765.420 - 2015 Task Force	595	598	0	0	0	0	0	0	0	0	0
01.5769.420 - Other Meetings	2,316	3,254	1,551	697	1,058	1,187	216	0	0	0	0
Total GOVERNANCE	491,294	457,818	457,117	455,520	423,428	412,754	389,520	361,367	406,398	313,455	300,704
DIOCESAN PROGRAM & ADMIN											
Admin Expense											
01.5030.122 - Consultants	0	0	0	0	0	1,360	39,000	0	0	0	0
01.5030.130 - Consultant & Freelancers	2,584	3,875	11,030	12,500	12,034	11,600	7,675	19,700	9,325	25,000	70,000
01.5030.406 - Consultant	16,846	17,238	11,591	11,226	16,807	6,785	3,101	616	0	68,443	53,030
01.5160.102 - Travel & Professional Expens	21,140	18,092	17,388	21,543	18,368	20,046	8,119	9,583	17,235	12,000	12,000
01.5160.122 - Travel & Professional Expens	7,269	7,983	7,385	7,794	7,605	19,009	2,163	3,221	8,135	6,000	6,000
01.5160.130 - Travel & Professional Expens	4,083	7,062	3,694	443	1,400	776	919	473	393	1,000	1,000
01.5160.408 - Travel & Professional Expens	0	0	0	0	0	0	0	78	0	0	0
01.5160.409 - Travel & Professional Expens	580	331	477	391	430	394	335	1,019	45	400	400
01.5160.410 - Travel & Professional Expens	0	0	0	0	0	0	0	0	0	1,000	1,000

The Diocese of Rhode Island
Analysis of Revenues & Expenses - Detail
January to December 2023

Accounts	2014 A	2015 A	2016 A	2017 A	2018 A	2019 A	2020 A	2021 A	2022 A	2023 B	2024 B
01.5161.102 - Entertainment/Business Expe	10,983	9,529	10,787	12,577	14,303	13,865	6,525	7,226	9,714	8,224	8,224
01.5250.415 - Telephone	7,885	7,529	8,589	9,607	10,129	12,044	11,314	12,881	13,475	13,492	13,492
01.5320.130 - Vehicle Expenses	0	0	1,890	5,071	4,664	0	0	0	0	0	0
01.5322.102 - Auto Lease	2,387	3,038	2,012	502	0	0	0	0	0	0	0
01.5500.130 - RISEN Magazine	7,505	0	9,515	15,686	8,334	9,186	8,175	1,400	2,775	1,350	1,350
01.5510.415 - Postage	5,868	2,970	3,971	3,057	3,186	4,237	3,336	2,932	3,119	3,400	3,400
01.5520.415 - Office Supplies	6,971	4,047	3,910	5,459	6,372	5,703	2,624	4,234	2,980	4,054	4,054
01.5529.415 - Bank/Merchant Fees	34	477	891	911	791	758	509	757	567	788	788
01.5530.415 - Interest	0	0	0	0	0	0	0	0	147	0	0
01.5540.122 - Subs, Books & Dues	533	150	78	472	324	53	116	391	503	161	161
01.5540.130 - Sub, Books, Dues	454	75	150	172	392	581	1,724	99	97	336	336
01.5540.415 - Subs, Books & Dues	4,274	3,871	3,786	4,184	4,334	4,768	4,337	2,948	2,024	4,485	4,485
01.5541.415 - Internet Service	1,200	1,200	1,350	1,500	1,250	1,343	2,220	2,407	2,947	2,657	2,657
01.5542.415 - Payroll Service	4,044	4,366	4,449	4,692	4,567	5,278	4,154	5,069	5,502	4,922	4,922
01.5543.415 - Storage Unit	3,984	4,086	4,260	4,222	4,740	4,617	5,370	6,307	6,072	6,245	6,245
01.5580.415 - Supplies	2,099	2,753	2,564	2,761	3,204	3,208	1,065	251	681	1,431	1,431
01.5600.130 - Episcopal Journal/RISEN	1,742	0	0	0	0	0	0	0	0	0	0
01.5600.415 - Computer Software & Maint	17,452	35,727	41,355	42,101	43,626	44,312	42,027	44,083	53,571	41,202	50,000
01.5610.415 - Equipment Maint & Repair	11,100	10,302	27,407	9,607	8,979	14,000	7,311	10,713	10,441	8,048	25,000
01.5611.130 - Computer Software & Maint	101	1,240	899	648	459	449	2,690	4,748	4,748	2,750	2,750
01.5620.130 - New/Replacement Equipment	2,158	752	409	5,594	85	153	281	2,423	0	500	500
01.5620.415 - New/Replacement Equipment	13,580	10,460	6,907	13,894	13,672	10,370	9,723	6,784	6,425	8,753	8,753
01.5660.104 - Conferences	1,553	2,520	2,645	2,467	2,337	3,345	(365)	366	2,082	1,256	1,256
01.5660.122 - Conferences	600	0	270	0	0	0	1,954	535	0	2,000	2,000
01.5660.130 - Conferences	1,921	805	450	1,250	3,926	800	169	0	125	1,000	1,000
01.5660.415 - Conf & Travel (Chancellor)	3,011	3,436	5,014	1,385	4,011	380	1,152	0	240	500	500
01.5680.415 - Legal Fees	17,164	8,452	21,063	13,188	18,996	30,207	36,803	57,138	39,517	32,500	36,000
01.5681.415 - Title IV Costs	837	0	63	20,868	13,342	13,922	12,120	1,462	4,999	8,228	8,228
01.5682.415 - HR Consulting	0	0	0	0	0	0	0	1,500	1,500	2,443	2,443
01.5761.130 - Website & Advertising	3,085	19,347	4,439	5,247	862	2,768	6,852	1,105	2,110	650	4,000
01.5762.130 - Tea Time Theology Expense	0	0	0	0	0	0	3,733	1,916	1,608	850	4,000
01.5810.415 - Contingency	8,269	8,264	39,697	13,646	31,820	56,870	22,333	40,029	30,973	74,591	129,821
01.5811.415 - PPP Grant	0	0	0	0	0	0	292,296	0	0	0	0
01.5820.415 - Audit	19,360	21,195	18,920	18,265	18,825	19,760	20,745	19,215	20,960	21,379	24,000
01.5821.415 - Church Accounting Reviews	0	0	0	0	0	0	0	5,720	0	0	20,000
01.5822.415 - LOC Closing Costs	0	0	0	0	0	0	0	0	42,115	0	0
Total Admin Expense	212,655	221,173	279,304	272,931	284,171	322,949	572,606	279,330	307,150	372,038	515,226
Formation & Training											
01.5650.140 - Meetings	0	210	211	113	0	0	0	0	0	0	0
01.5760.140 - Program	469	587	0	0	0	0	0	0	0	0	0
01.5760.170 - Program	9,325	0	3,300	1,800	0	2,000	2,000	(660)	0	1,200	1,200
01.5760.171 - Program	1,850	2,303	2,912	1,863	1,786	1,697	738	277	421	1,200	1,200
01.5761.171 - Deacons Expense	755	0	2,289	1,505	272	451	134	2,110	169	279	279
01.5761.175 - Safe Church/DiversityTraining	0	1,064	1,472	0	8	1,766	5	0	1,175	0	0
01.5762.140 - Psych Eval/Screening	1,714	5,654	4,069	3,180	3,718	4,415	2,290	0	1,703	3,000	3,000
01.5762.175 - New Initiatives	82	0	0	0	0	0	0	0	0	0	0
01.5763.175 - Liturgy & Music Events	1,229	1,583	1,458	3,712	6,888	3,330	2,484	1,005	0	0	0
01.5764.102 - Living Our Vows Program	2,100	2,500	0	0	0	0	0	0	0	0	0
01.5764.175 - Leadership Training	0	1,767	6,073	6,991	2,781	2,821	0	3,380	5,345	12,000	12,000
01.5766.175 - Christian Education (EFM)	7,155	1,739	1,500	2,612	1,750	4,025	0	0	0	0	0

The Diocese of Rhode Island
Analysis of Revenues & Expenses - Detail
January to December 2023

Accounts	2014 A	2015 A	2016 A	2017 A	2018 A	2019 A	2020 A	2021 A	2022 A	2023 B	2024 B
01.5770.140 - Discernment Program	71	2,044	1,247	0	0	0	0	0	0	0	0
11.5760.310 - Misc. Expenses	110	27	38	45	71	0	0	0	0	0	0
13.5763.315 - Learn & Lead (Moved to Train)	6,296	3,892	0	0	0	0	0	0	0	0	0
Total Formation & Training	31,157	23,369	24,567	21,822	17,274	20,505	7,652	6,112	8,813	17,679	17,679
Total DIOCESAN PROGRAM & ADMIN	243,811	244,542	303,872	294,753	301,445	343,454	580,258	285,443	315,963	389,717	532,905
MISSION PROPERTIES											
21.5761.460 - St Philip Cemetery Fund Expe	1,800	1,500	3,000	2,700	2,600	2,100	2,100	3,900	2,100	8,545	8,545
DIO HOUSE/ANNEX											
01.5210.415 - Insurance	21,896	21,283	22,284	24,035	25,369	28,812	31,084	34,598	36,716	42,783	45,454
01.5220.415 - Oil	10,167	0	51	0	260	0	0	0	0	0	0
01.5230.415 - Gas	4,306	9,615	7,850	7,757	9,600	10,205	8,393	8,610	10,628	9,059	9,059
01.5240.415 - Electricity	12,790	13,648	12,903	14,492	19,063	18,971	17,990	17,705	18,738	19,018	19,018
01.5260.415 - Water	1,367	481	464	405	324	329	225	429	714	585	585
01.5261.415 - Sewer Use Fee	1,642	1,489	1,759	1,600	1,556	1,330	1,731	1,588	1,738	1,361	1,361
01.5310.415 - Grounds	3,005	2,226	4,887	4,896	2,265	1,887	2,168	4,301	4,522	3,596	3,596
01.5320.415 - Vehicle Expenses	4,399	9,573	12,202	7,620	11,105	7,790	4,977	5,354	9,592	5,893	5,893
01.5430.415 - Misc Supplies & Expense	13,813	4,705	3,746	1,398	4,949	1,589	756	922	391	671	671
01.5480.415 - Dumpster Service	14,173	12,517	14,339	13,983	4,854	5,173	6,128	6,620	7,379	7,021	7,021
01.5481.415 - Alarm	1,144	1,405	550	1,790	2,825	2,841	1,431	370	1,634	1,541	1,541
01.5482.415 - Building Cleaning	4,489	3,479	3,120	3,120	3,120	3,120	5,020	4,620	3,120	4,475	4,475
01.5490.415 - Annex Expenses	101	0	0	0	5,386	9,604	4,333	4,725	3,404	5,083	5,083
Total DIO HOUSE/ANNEX	93,291	80,421	84,155	81,098	90,677	91,651	84,237	89,841	98,575	101,086	103,757
ECC											
01.5210.210 - Insurance	9,876	11,466	11,546	15,148	9,600	13,354	14,493	15,747	17,106	18,816	21,524
01.5220.210 - Oil	16,456	12,014	8,673	10,062	16,452	16,580	7,215	9,401	17,771	16,059	16,059
01.5230.210 - Gas	6,003	6,814	5,874	8,782	6,461	4,725	2,174	3,542	6,177	5,500	5,500
01.5240.210 - Electricity	15,396	14,856	14,050	15,780	15,040	15,763	10,516	11,966	12,575	13,200	13,200
01.5310.210 - Grounds	2,059	1,410	3,140	1,718	1,759	4,510	1,146	4,290	6,964	3,500	3,500
01.5320.210 - Vehicle Expenses	17,105	18,137	17,984	13,736	13,668	16,110	13,619	15,498	12,229	13,500	13,500
01.5360.210 - New/Replacement Equipment	4,398	8,898	9,961	14,266	10,313	10,104	10,230	4,007	4,754	5,282	5,282
01.5431.210 - Misc Supplies & Expense/Main	5,684	4,081	9,252	7,592	7,678	9,759	4,075	8,782	8,568	7,800	7,800
01.5440.210 - Maintenance & Repairs/Projec	4,456	2,196	1,609	3,423	3,873	4,842	1,979	0	737	2,800	2,800
01.5450.210 - Major Repairs/Improvements	0	0	553	27,432	11,961	854	723	372	0	2,000	2,000
01.5480.210 - Contract Services	14,166	11,606	22,941	24,444	31,563	36,933	16,631	38,777	23,585	26,507	28,000
01.5481.210 - Hydroponics	0	0	0	0	3,750	0	0	0	0	0	0
Total ECC	95,599	91,477	105,585	142,383	132,117	133,533	82,803	112,381	110,466	114,964	119,165
EDWARDS HOMES											
10.5219.275 - Oil 62 Benefit	0	0	0	0	0	0	0	0	4,646	5,253	6,970
10.5220.275 - Oil 74 Benefit	0	0	0	0	0	0	3,340	3,975	5,261	7,090	7,000
10.5221.275 - Oil 78 Benefit	0	0	0	0	0	0	4,176	3,798	6,982	8,306	7,376
10.5222.275 - Oil 80 Benefit	0	0	0	0	0	0	3,098	3,706	5,680	6,312	5,504
10.5223.275 - Oil 84 Benefit	0	0	0	0	0	0	6,062	7,205	12,468	16,869	11,264
10.5224.275 - Oil 88 Benefit	0	0	0	0	0	0	5,061	7,128	10,308	11,710	11,000
10.5239.275 - Electric 62 Benefit	0	0	0	0	0	0	0	0	2,099	825	1,852
10.5240.275 - Electric 74 Benefit	0	0	0	0	0	0	1,613	1,474	1,228	1,282	986
10.5241.275 - Electric 78 Benefit	0	0	0	0	0	0	1,399	1,423	1,624	1,275	1,284
10.5242.275 - Electric 80 Benefit	0	0	0	0	0	0	2,671	2,505	2,261	2,050	2,030
10.5243.275 - Electric 84 Benefit	0	0	0	0	0	0	2,836	3,110	2,643	2,229	2,982
10.5244.275 - Electric 88 Benefit	0	0	0	0	0	0	2,768	3,606	2,018	2,111	1,598
10.5259.275 - Water 62 Benefit	0	0	0	0	0	0	0	0	185	185	318

The Diocese of Rhode Island
 Analysis of Revenues & Expenses - Detail
 January to December 2023

Accounts	2014 A	2015 A	2016 A	2017 A	2018 A	2019 A	2020 A	2021 A	2022 A	2023 B	2024 B
10.5260.275 - Water 74 Benefit	0	0	0	0	0	0	303	334	234	249	250
10.5261.275 - Water 78 Benefit	0	0	0	0	0	0	373	375	268	361	282
10.5262.275 - Water 80 Benefit	0	0	0	0	0	0	435	525	609	625	438
10.5263.275 - Water 84 Benefit	0	0	0	0	0	0	1,488	2,093	1,922	1,792	1,866
10.5264.275 - Water 88 Benefit	0	0	0	0	0	0	1,362	2,167	1,971	1,841	1,548
10.5279.275 - Sewer 62 Benefit	0	0	0	0	0	0	0	0	243	185	364
10.5280.275 - Sewer 74 Benefit	0	0	0	0	0	0	694	665	527	385	466
10.5281.275 - Sewer 78 Benefit	0	0	0	0	0	0	1,046	982	703	610	710
10.5282.275 - Sewer 80 Benefit	0	0	0	0	0	0	1,539	1,619	1,274	1,275	1,202
10.5283.275 - Sewer 84 Benefit	0	0	0	0	0	0	1,365	1,394	1,250	880	1,104
10.5284.275 - Sewer 88 Benefit	0	0	0	0	0	0	546	812	749	658	380
10.5300.275 - Maintenance 62 Benefit	0	0	0	0	0	0	157	157	198	674	2,960
10.5301.275 - Maintenance 74 Benefit	0	0	0	0	0	0	4,904	27,880	808	1,438	1,000
10.5302.275 - Maintenance 78 Benefit	0	0	0	0	0	0	3,080	617	2,712	750	2,000
10.5303.275 - Maintenance 80 Benefit	0	0	0	0	0	0	2,180	803	9,439	3,400	23,297
10.5304.275 - Maintenance 84 Benefit	0	0	0	0	0	0	1,111	880	33,964	750	750
10.5305.275 - Maintenance 88 Benefit	0	0	0	0	0	0	34,878	4,108	2,567	24,570	1,576
10.5400.275 - Building Labor	0	0	0	0	0	0	25,339	12,658	27,832	34,088	40,000
10.5401.275 - Grounds Labor	0	0	0	0	0	0	14,451	13,720	15,247	9,000	15,000
10.5402.275 - Pest Control	0	0	0	0	0	0	1,176	1,432	1,176	1,176	1,176
10.5900.275 - Bank Fees	0	0	0	0	0	0	72	107	54	101	0
10.5901.275 - Misc Expenses	0	0	0	0	0	0	448	78	769	228	100
10.5902.275 - Bookkeeping & Admin Service	0	0	0	0	0	0	7,002	7,002	7,002	7,006	7,002
Total EDWARDS HOMES	0	0	0	0	0	0	136,976	118,339	168,921	157,539	163,635
GRANT HOUSE											
07.5020.138 - Salary Allocation	1,800	1,800	1,800	1,800	3,800	4,200	4,200	4,200	4,200	4,200	6,700
07.5220.138 - Oil	2,682	891	1,696	1,723	2,572	2,486	1,928	1,625	2,613	3,529	3,529
07.5240.138 - Electricity	507	477	422	416	561	544	627	555	580	696	696
07.5250.138 - Telephone	874	766	644	843	1,240	1,175	1,460	1,370	1,304	1,216	1,216
07.5360.138 - New/Replacement Equipment	209	315	0	0	126	0	0	760	0	150	150
07.5430.138 - Misc Supplies & Expense	875	873	1,472	74	10	182	28	572	775	500	500
07.5440.138 - Maintenance & Repairs	0	576	0	10	498	326	8,265	38	0	1,623	1,623
07.5480.138 - Contract Services	183	434	511	625	138	694	1,789	531	556	500	500
Total GRANT HOUSE	7,130	6,130	6,544	5,491	8,945	9,608	18,297	9,651	10,028	12,414	14,914
HALLWORTH HOUSE											
18.5210.440 - Insurance	0	0	0	0	0	0	0	45,107	60,938	45,000	45,000
18.5220.440 - Oil	0	0	0	0	0	0	0	3,582	699	2,500	0
18.5230.440 - Gas	0	0	0	0	0	0	0	34,250	64,380	22,856	55,165
18.5240.440 - Electric	0	0	0	0	0	0	0	32,396	41,898	43,802	43,802
18.5250.440 - Internet, Telephones & TV's	0	0	0	0	0	0	0	10,708	21,742	5,614	27,441
18.5260.440 - Water	0	0	0	0	0	0	0	3,332	4,067	2,578	4,340
18.5261.440 - Sewer	0	0	0	0	0	0	0	9,842	9,877	4,905	12,000
18.5431.440 - Purchase Service - Diocese	0	0	0	0	0	0	0	94,253	106,238	106,584	80,000
18.5480.440 - Dumpster Service	0	0	0	0	0	0	0	7,538	6,893	6,999	6,999
18.5481.440 - Fire & Security Alarm	0	0	0	0	0	0	0	9,051	16,537	4,992	6,075
18.5482.440 - Pest Control	0	0	0	0	0	0	0	1,500	1,602	2,100	2,100
18.5610.440 - Maintenance & Repairs	0	0	0	0	0	0	0	70,053	162,480	45,000	256,000
18.5611.440 - Supplies	0	0	0	0	0	0	0	9,152	16,415	1,600	14,741
18.5680.440 - Legal Fees	0	0	0	0	0	0	0	10,601	0	1,000	1,000
18.5760.440 - Miscellaneous Expenses	0	0	0	0	0	0	39,285	5,763	102,183	13,062	13,062

The Diocese of Rhode Island
Analysis of Revenues & Expenses - Detail
January to December 2023

Accounts	2014 A	2015 A	2016 A	2017 A	2018 A	2019 A	2020 A	2021 A	2022 A	2023 B	2024 B
Total HALLWORTH HOUSE	0	0	0	0	0	0	39,285	347,125	615,949	308,592	567,725
MAY HOUSE/COTTAGE											
01.5220.110 - Oil & Propane	2,839	2,308	1,511	1,792	2,453	2,116	1,873	2,077	3,385	3,025	3,025
01.5220.112 - Oil & Propane	0	0	0	0	0	0	191	1,877	1,663	2,613	2,613
01.5240.110 - Electricity	2,899	3,301	3,000	3,306	3,892	4,023	4,867	4,502	5,546	6,265	6,265
01.5240.112 - Electricity	0	0	0	0	0	0	46	548	472	623	623
01.5250.110 - Telephone	440	665	585	474	365	368	510	644	631	650	650
01.5250.112 - Internet	0	0	0	0	0	0	0	56	0	0	0
01.5260.110 - Water	404	395	387	266	413	420	535	366	379	412	412
01.5430.110 - Misc Supplies & Expense	689	1,246	384	682	1,233	1,091	2,284	752	546	1,052	1,052
01.5430.112 - Misc Supplies & Expense	528	353	40	190	30	115	79	318	55	0	0
01.5431.110 - Purchased Service-Diocese	5,856	3,231	1,464	5,386	4,700	5,062	6,688	7,655	7,708	8,528	8,528
01.5431.112 - Purchased Service-Diocese	936	895	0	1,718	1,788	1,213	1,740	2,140	2,130	2,843	2,843
01.5432.110 - Purchased Service-Outside	19,514	20,752	30,340	15,705	11,795	16,476	11,562	18,357	16,605	18,568	15,903
01.5432.112 - Purchased Service-Outside	989	2,790	5,346	1,752	1,588	4,336	2,194	1,960	1,623	1,002	1,002
01.5451.110 - Repairs & Maintenance	2,990	1,495	11,895	488	1,141	1,632	2,122	1,555	1,205	3,718	3,718
01.5451.112 - Repairs & Maintenance	4,400	5,608	1,503	0	488	0	1,098	0	0	1,410	1,410
01.5760.110 - Avian Fauna Expense	696	473	712	473	390	427	604	236	0	748	748
01.5761.110 - May Cottage Expenses	9,033	11,827	9,070	5,841	6,076	7,845	7,529	9,080	8,124	10,672	10,672
Total MAY HOUSE/COTTAGE	52,215	55,339	66,238	38,072	36,352	45,124	43,922	52,124	50,073	62,129	59,464
OLD NARRAGANSETT CHURCH											
16.5310.360 - Grounds	4,457	8,624	5,957	5,549	11,213	9,493	6,143	8,447	5,833	7,579	7,579
16.5760.360 - Program	1,760	1,680	1,608	1,665	1,590	0	0	0	0	0	0
16.5771.360 - Maintenance	0	0	1,410	0	0	12,900	0	65,000	269	8,100	8,100
Total OLD NARRAGANSETT CHURCH	6,217	10,304	8,975	7,214	12,803	22,393	6,143	73,447	6,102	15,679	15,679
Total MISSION PROPERTIES	256,253	245,172	274,496	276,958	283,495	304,410	413,763	806,808	1,062,214	780,948	1,052,884
MISC/OTHER											
01.5760.005 - Bad Debts Expense	3,986	0	9,719	0	9,223	7,044	6,149	3,929	5,429	6,000	6,000
08.5760.143 - Program	3,500	3,900	4,540	4,862	3,900	3,825	3,750	3,750	4,450	3,944	3,944
17.5100.435 - Medical Clergy	34,860	43,872	44,539	49,608	52,273	46,048	37,266	33,825	3,920	0	0
17.5430.435 - Miscellaneous	997	6,000	0	1,500	193	0	0	0	0	0	0
17.7005.435 - Pension - S. Kirby	1,000	0	0	0	0	0	0	0	0	0	0
20.5760.445 - Expenses	0	0	0	31,432	0	0	0	67,077	0	7,304	7,304
20.5761.445 - A/R St. Mary's Home for Child	0	0	0	0	0	78	0	0	0	0	0
20.5762.445 - Bank Fees	0	0	0	0	0	0	65	0	0	0	0
21.9500.460 - W. Greene Trust	101,224	0	0	0	0	0	0	0	0	0	0
22.5761.463 - Altar Guild Expenses	65	114	0	0	0	0	0	0	0	0	0
24.9500.695 - F. Barbour Memorial Fund	1,600	0	0	2,000	2,000	2,000	0	0	0	0	0
24.9501.695 - Charles W. Groton Scholarshi	425	0	0	0	0	0	500	0	0	0	0
Total MISC/OTHER	147,657	53,886	58,798	89,403	67,589	58,995	47,730	108,581	13,799	17,248	17,248
Total Expenses	3,853,560	3,828,996	3,906,880	3,732,975	3,489,880	3,542,367	3,580,578	4,031,716	4,394,672	4,390,130	4,841,100
Net Total	52,389	316,638	266,246	301,374	361,412	451,735	698,397	(27,103)	596,407	(317,910)	(26,304)

The Diocese of Rhode Island
Analysis of Revenues & Expenses - Detail
January to December 2023

Accounts	2014 A	2015 A	2016 A	2017 A	2018 A	2019 A	2020 A	2021 A	2022 A	2023 B	2024 B
Non-Operating Revenue											
INTERNAL TRANSFERS (EXCLUDE)											
01.3082.130 - McSparren-Lee Grant (RISEN)	0	0	0	0	0	0	0	0	0	1,350	0
01.3083.130 - McSparren-Lee Grant (Tea Ti	0	0	0	0	0	0	0	0	0	850	0
01.3100.175 - McSparren-Lee Grant	0	0	0	0	0	0	0	0	0	11,671	0
01.3100.220 - Episc Charities Grant	0	0	0	0	0	0	0	0	20,000	20,000	25,000
01.3191.112 - Grants from May House	9,033	11,827	9,070	5,841	6,076	7,845	7,529	9,080	8,124	10,672	10,672
01.3210.210 - Charities Grant ECC	70,000	70,000	70,000	70,000	70,000	70,000	70,000	70,000	70,000	70,000	70,000
01.3210.324 - Diocesan Resource Fund Gran	27,067	0	0	0	0	0	0	0	0	0	0
01.3211.212 - Annual Appeal Grant to City	0	0	0	0	4,355	7,238	0	1,181	1,418	0	0
01.3212.212 - Episc Charities Grant	0	0	0	0	0	0	0	0	13,000	6,000	13,500
01.3213.320 - Mission Dept Grant	12,000	0	0	0	0	0	0	0	0	0	0
01.3214.320 - Diocesan Resource Fund Gran	27,067	0	0	0	0	0	0	0	0	0	0
02.3210.106 - Episcopal Charities Grant	30,000	30,000	25,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000
Total INTERNAL TRANSFERS (EXCLUDE)	175,167	111,827	104,070	95,841	100,430	105,083	97,529	100,261	132,542	140,543	139,172
GAINS (LOSSES)											
01.3079.102 - Gain(Loss) Sale DIT	0	119	(187)	(388)	0	0	0	0	0	0	0
01.3079.210 - Gain(Loss) Investment	0	0	0	4,309	46,464	0	0	12,134	0	0	0
01.3079.415 - Gain(Loss) Sale DIT	0	0	0	0	0	0	0	11,153	0	0	0
01.3800.102 - Unrealized Gain(Loss) Invest	50,690	(86,165)	(8,627)	186,320	(190,447)	260,851	165,739	234,089	(383,303)	0	0
01.3800.110 - Unrealized Gain(Loss) Invest	923	(60,582)	(5,939)	130,915	(134,645)	185,772	120,619	170,738	(280,954)	0	0
01.3800.122 - Unrealized Gain(Loss) Invest	(2)	(37)	12	236	(300)	425	298	433	(1,186)	0	0
01.3800.130 - Unrealized Gain(Loss) Invest	393	(1,117)	(112)	2,416	(2,469)	3,382	2,149	3,035	(4,970)	0	0
01.3800.140 - Unrealized Gain(Loss) Invest	532	(1,619)	(132)	3,810	(4,115)	5,798	4,037	5,657	(9,595)	0	0
01.3800.175 - Unrealized Gain(Loss) Invest	115	(327)	(33)	708	(723)	991	630	889	(1,456)	0	0
01.3800.210 - Unrealized Gain(Loss) Invest	14,338	(42,201)	(3,212)	90,896	(148,858)	156,386	121,642	158,475	(353,739)	0	0
01.3800.220 - Unrealized Gain(Loss) Invest	4,273	(12,149)	(1,216)	26,271	(26,853)	36,780	23,369	33,007	(54,046)	0	0
01.3800.415 - Unrealized Gain(Loss) Invest	6,362	(100,559)	(10,590)	249,466	(284,953)	390,406	343,472	392,205	(661,971)	0	0
01.3800.465 - Unrealized Gain(Loss) Invest	179	(509)	(51)	1,101	(1,125)	1,541	979	1,383	(2,265)	0	0
01.3810.102 - Gain(Loss) Sale of Vehicle	0	0	0	0	0	2,014	0	0	0	0	0
01.3810.210 - Gain(Loss) Sale of Vehicle	0	0	(2,150)	2,155	0	0	0	(1,905)	0	0	0
01.3810.415 - Gain(Loss) Sale of Equipment	0	0	0	(4,380)	0	0	0	0	0	0	0
02.3079.106 - Gain(Loss) Sale DIT	0	1,913	0	0	0	0	0	0	0	0	0
02.3800.106 - Unrealized Gain(Loss) Invest	4,842	(14,398)	(761)	31,331	(34,138)	47,921	31,704	46,026	(79,183)	0	0
03.3079.107 - Gain (Loss) Sale DIT	1,667	0	0	0	7	525	2,058	0	0	0	0
03.3800.107 - Unrealized Gain(Loss) Invest	29,716	(93,379)	(7,781)	206,437	(211,502)	288,483	177,427	257,627	(421,540)	0	0
04.3800.108 - Unrealized Gain (Loss) Inves	(7,085)	(16,567)	1,658	27,263	(34,680)	38,714	25,796	23,255	(69,711)	0	0
05.3800.109 - Unrealized Gain(Loss) Invest	12,406	(15,445)	2,090	7,188	6,724	(7,507)	11,814	25,543	(35,509)	0	0
06.3800.136 - Unrealized Gain(Loss) Invest	9,407	(30,176)	(2,366)	65,745	(69,823)	96,779	64,282	91,342	(150,177)	0	0
07.3079.138 - Gain(Loss) Sale DIT	151	302	0	0	0	0	0	686	0	0	0
07.3800.138 - Unrealized Gain(Loss) Invest	4,181	(12,401)	(1,081)	27,593	(29,206)	40,637	26,969	36,605	(60,588)	0	0
08.3079.143 - Gain(Loss) Sale DIT	0	145	187	0	268	80	143	596	0	0	0
08.3800.143 - Unrealized Gain(Loss) Invest	(59)	(174)	(228)	5,310	(9,079)	12,029	7,575	10,142	(17,664)	0	0
10.3800.275 - Unrealized Gain(Loss) Invest	11,626	(33,060)	(3,310)	71,487	(73,070)	188,740	118,189	171,960	(286,859)	0	0
11.3079.310 - Gain(Loss) Sale DIT	6,045	0	0	0	0	0	0	0	0	0	0
11.3800.310 - Unrealized Gain(Loss) Invest	2,777	(25,456)	(2,480)	55,077	(57,845)	80,042	53,325	75,083	(122,345)	0	0
12.3079.313 - Gain(Loss) DIT FD0599	26,613	36,683	3,547	12,344	39,204	5,057	4,634	54,380	0	0	0
12.3800.313 - Unrealized Gain(Loss) Invest	9,726	(150,294)	(13,257)	252,930	(319,069)	431,877	322,606	388,226	(779,301)	0	0
12.3810.313 - Gain(Loss) Sale of Property	0	0	0	0	0	0	0	(122,774)	(19,403)	0	0
13.3079.315 - Gain(Loss) Sale DIT	0	4,006	4,326	3,243	291	0	0	0	0	0	0

The Diocese of Rhode Island
Analysis of Revenues & Expenses - Detail
January to December 2023

Accounts	2014 A	2015 A	2016 A	2017 A	2018 A	2019 A	2020 A	2021 A	2022 A	2023 B	2024 B
13.3800.315 - Unrealized Gain(Loss) Invest	20,969	(61,879)	(11,513)	113,625	(119,090)	162,923	107,499	153,319	(252,384)	0	0
15.3079.350 - Gain(Loss) Sale DIT	0	0	789	0	0	0	0	0	0	0	0
15.3800.350 - Unrealized Gain(Loss) Invest	3,667	(10,838)	(1,973)	22,594	(23,562)	33,036	22,850	32,487	(54,407)	0	0
16.3079.360 - Gain(Loss) Sale DIT	0	0	0	0	0	245	62	12,106	0	0	0
16.3800.360 - Unrealized Gain(Loss) Invest	5,839	(17,388)	(1,568)	38,453	(40,437)	54,652	36,357	50,608	(87,209)	0	0
17.3800.435 - Unrealize Gain(Loss)Invest(S	38,933	(116,332)	(10,003)	259,812	(273,506)	379,788	256,447	363,909	(610,965)	0	0
18.3079.440 - Gain(Loss) Sale DIT	0	0	0	0	0	0	8,395	44,373	0	0	0
18.3800.440 - Unrealized Gain(Loss) Invest	17,273	(31,294)	(2,525)	72,895	(78,728)	110,917	(21,280)	27,224	(41,972)	244,226	(46,517)
19.3810.441 - Gain(Loss) Sale of Property	0	0	0	0	0	0	0	228,442	209,810	0	0
19.4501.441 - Mission Properties	569,300	4,074,800	(6,186)	775,600	0	0	0	0	0	2,669	2,669
20.3079.445 - Gain(Loss) Sale DIT	14,493	7,466	131	0	0	0	0	55,962	0	0	0
20.3800.445 - Unrealized Gain(Loss) Invest	5,989	(42,588)	(4,459)	124,425	(137,745)	199,962	141,715	183,950	(344,831)	0	0
20.3810.445 - Gain(Loss) Sale of Property	0	(10,654)	0	0	0	0	0	0	0	0	0
21.3079.460 - Gain(Loss) Sale DIT	320	61	51	270	148	0	164	405	0	0	0
21.3800.460 - Unrealized Gain(Loss) Invest	2,190	(7,248)	(589)	15,786	(17,088)	23,710	16,049	22,269	(35,814)	0	0
24.3079.695 - Gain(Loss) Sale DIT	194	0	0	486	447	470	93	0	0	0	0
24.3800.695 - Unrealized Gain(Loss) Invest	17,063	(43,947)	(4,340)	94,965	(97,863)	131,595	86,630	121,208	(198,376)	(3,713)	(3,713)
25.3800.042 - Unrealized Gain(Loss) Invest	73,748	(207,977)	(20,814)	449,525	(459,483)	629,341	400,658	566,294	(1,018,224)	0	0
Total GAINS (LOSSES)	959,792	2,878,732	(114,692)	3,428,219	(2,786,848)	3,994,360	2,685,100	3,942,545	(6,230,137)	243,182	(47,561)
ADDITIONS TO INVEST/RESERVES											
01.4500.122 - DIT Additions - The Canon Fu	150	1,246	400	675	175	50	0	3,000	0	0	0
01.4500.140 - DIT Additions - S. Martin Educ	0	500	0	0	0	0	0	0	0	0	0
01.4500.210 - DIT Additions - ECC	2,655	42,475	35,555	33,171	63,963	101,885	82,195	504,555	202,394	0	0
01.4500.415 - DIT Additions - Administration	0	297	0	30,852	0	0	0	0	0	0	0
01.4502.210 - ECC Capital Gifts	0	0	0	0	0	0	0	0	87,916	0	0
08.4500.143 - DIT Additions - Sacred Music	0	0	0	84,085	0	0	0	0	0	0	0
10.4500.275 - Additions to DIT	0	0	0	0	0	567,406	31,500	0	0	0	0
12.4500.313 - DIT Additions - Diocese Reso	25,812	40,764	71,308	4,016	4,850	679,302	5,132	11,535	6,911	0	0
16.4500.360 - DIT Additions - ONC	0	0	1,000	0	25	1,000	15,000	0	0	0	0
18.4500.440 - Additions To DIT	0	0	0	0	0	0	132,750	0	0	0	0
20.4500.445 - DIT Additions - Revolving Loa	50,000	0	0	0	0	0	0	0	0	0	0
24.4500.695 - DIT Additions - Parish Funds	5,000	0	0	0	0	0	0	0	0	0	0
25.4500.042 - DIT Additions - Eps Charities	21,250	10,825	0	0	0	0	4,500	0	0	0	0
Total ADDITIONS TO INVEST/RESERVES	104,867	96,108	108,263	152,798	69,013	1,349,643	271,077	519,090	297,221	0	0
Total Non-Operating Revenue	1,239,827	3,086,667	97,641	3,676,858	(2,617,405)	5,449,085	3,053,706	4,561,896	(5,800,374)	383,725	91,611

The Diocese of Rhode Island
Analysis of Revenues & Expenses - Detail
January to December 2023

Accounts	2014 A	2015 A	2016 A	2017 A	2018 A	2019 A	2020 A	2021 A	2022 A	2023 B	2024 B
Non-Operating Expenses											
DEPRECIATION											
01.5321.102 - Mobile Equip/Depr Expense	0	0	2,950	5,899	5,899	5,738	7,543	7,543	7,543	7,543	3,771
01.5321.210 - Depr Expense/Vehicle	986	986	1,275	2,481	2,904	2,411	1,495	169	5,532	5,532	5,532
01.5321.415 - Depr Expense/Vehicle	0	0	0	0	0	0	2,766	5,532	0	0	0
01.5621.110 - Depr Expense/Equipment	506	1,012	1,012	1,012	1,012	1,012	1,012	1,012	1,012	1,012	1,012
01.5621.210 - Depr Expense/Equipment	1,978	2,344	2,710	4,162	4,586	3,998	4,173	4,346	2,969	1,591	1,591
01.5621.415 - Depr Expense/New Equipment	7,288	9,368	10,668	11,859	12,576	11,844	11,844	8,759	6,008	2,280	2,280
01.6981.110 - Depr Expense Land & Bldg	13,832	15,399	15,399	12,095	8,792	8,792	8,792	8,792	8,792	8,792	11,457
01.6981.112 - Depr Expense Land & Bldg	2,181	2,181	2,181	2,181	2,181	2,181	2,181	2,181	2,181	2,181	2,181
01.6981.210 - Depr Exp Land & Bldgs ECC	7,635	4,423	4,907	5,354	6,125	7,349	8,195	10,207	13,397	12,861	14,575
01.6981.214 - Depr Expense Building	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605	7,605
01.6981.415 - Depr Expense Land & Bldgs	29,115	30,111	30,248	30,385	29,711	30,344	30,978	29,226	16,287	5,100	6,000
07.6981.138 - Depr Exp Bldg Improvements	1,102	1,685	1,685	1,685	1,685	1,425	1,165	1,590	2,015	2,015	0
10.5403.275 - Depr Expense Land & Blgg	0	0	0	0	0	0	450	1,598	2,295	2,295	2,295
16.6981.360 - Depr Expense Land & Bldg O	0	0	0	0	0	650	1,301	1,874	2,447	1,301	1,301
18.6981.440 - Depr Expense Hallworth Hous	0	0	0	0	0	0	0	0	3,930	3,038	3,038
19.6981.441 - Depr Expense Building	5,330	4,510	3,691	3,691	3,691	3,691	3,691	3,691	2,669	2,669	2,669
19.6982.441 - Depr Exp Bldgs HH	10,990	10,990	10,990	10,791	7,713	0	0	0	0	0	0
Total DEPRECIATION	88,547	90,614	95,320	99,199	94,479	87,040	93,189	94,123	84,682	65,815	65,307
Total Non-Operating Expenses	88,547	90,614	95,320	99,199	94,479	87,040	93,189	94,123	84,682	65,815	65,307
Net Operating Total	1,203,669	3,312,691	268,568	3,879,032	(2,350,473)	5,813,780	3,658,914	4,440,671	(5,288,649)	0	0

**The Diocese of Rhode Island
2024 Budget and Prior Ten Years**

	2014 A	2015 A	2016 A	2017 A	2018 A	2019 A	2020 A	2021 A	2022 A	2023 B	2024 B
Revenues											
CONGREGATIONAL SUPPORT	1,830,932	1,919,754	1,941,163	1,901,016	1,753,854	1,723,724	1,759,632	1,552,365	1,539,567	1,645,548	1,650,000
INVESTMENT INCOME	983,445	1,039,085	1,078,841	1,130,444	1,171,318	1,224,278	1,314,936	1,342,842	1,372,273	1,380,189	1,399,053
PROGRAM INCOME	288,861	310,227	294,340	312,745	316,936	374,823	35,045	148,517	242,442	361,313	356,596
GIFTS & GRANTS	518,671	616,881	568,391	557,542	447,465	536,289	497,116	572,090	515,124	490,533	493,240
MISSION PROPERTY INCOME	172,032	166,029	172,246	112,463	132,222	117,300	252,355	307,815	1,279,526	180,890	931,411
MISC/OTHER	43,549	40,587	40,233	20,138	27,989	17,687	419,891	80,983	42,147	13,747	-
Deactivated Accounts	68,458	53,070	77,913	-	1,507	-	-	-	-	-	-
Total Revenues	3,905,949	4,145,634	4,173,127	4,034,348	3,851,292	3,994,102	4,278,975	4,004,613	4,991,079	4,072,220	4,830,300
Expenses											
DIOCESAN MINISTRIES											
ECC – EPISCOPAL CONF CENTER	508,750	546,623	542,899	594,849	652,189	755,866	452,130	634,753	685,973	727,866	776,013
YOUTH, COLLEGE & YOUNG ADULT	191,908	215,045	184,797	61,272	102,145	88,514	40,000	40,000	46,679	56,700	56,700
HISPANIC MINISTRY	263,786	185,475	157,815	139,137	141,753	141,857	160,289	150,509	141,842	133,466	114,810
CFR – CTR FOR RECONCILIATION	1,641	80,363	-	-	-	-	-	48,385	2,990	28,680	3,000
CBW – Church Beyond the Walls	2,364	11,135	32,422	36,210	36,640	43,917	37,110	49,320	45,060	41,430	41,430
CREATION CARE	-	-	-	-	-	-	-	-	-	15,000	24,000
Total DIOCESAN MINISTRIES	968,449	1,038,640	917,934	831,469	932,727	1,030,154	689,528	922,966	922,544	1,003,142	1,015,953
GRANTS & GRANT ADMIN	872,486	932,169	1,043,358	941,722	805,556	722,374	743,023	833,533	836,546	952,931	961,584
COMPENSATION & BENEFITS	873,610	856,769	851,306	843,151	675,640	670,227	716,756	713,018	837,207	932,689	959,822
GOVERNANCE	491,294	457,818	457,117	455,520	423,428	412,754	389,520	361,367	406,398	313,455	300,704
DIOCESAN PROGRAM & ADMIN	243,811	244,542	303,872	294,753	301,445	343,454	580,258	285,443	315,963	389,717	448,845
MISSION PROPERTIES	260,239	245,172	284,215	276,958	292,718	311,454	419,912	810,737	1,067,643	786,948	1,132,144
MISC/OTHER	143,671	53,886	49,079	89,403	58,366	51,951	41,581	104,652	8,370	11,248	11,248
Total Expenses	3,853,560	3,828,996	3,906,880	3,732,975	3,489,880	3,542,367	3,580,578	4,031,716	4,394,672	4,390,130	4,830,300
Net Operating Total	52,389	316,638	266,246	301,374	361,412	451,735	698,397	(27,103)	596,407	(317,910)	-
Non-Operating Revenue											
INTERNAL TRANSFERS (EXCLUDE)	175,167	111,827	104,070	95,841	100,430	105,083	97,529	100,261	132,542	140,543	139,172
GAINS (LOSSES)	959,792	2,878,732	(114,692)	3,428,219	(2,786,848)	3,994,360	2,685,100	3,942,545	(6,230,137)	243,182	(73,865)
ADDITIONS TO INVEST/RESERVES	104,867	96,108	108,263	152,798	69,013	1,349,643	271,077	519,090	297,221	-	-
Total Non-Operating Revenue	1,239,827	3,086,667	97,641	3,676,858	(2,617,405)	5,449,085	3,053,706	4,561,896	(5,800,374)	383,725	65,307
Non-Operating Expenses											
DEPRECIATION	88,547	90,614	95,320	99,199	94,479	87,040	93,189	94,123	84,682	65,815	65,307
Total Non-Operating Expenses	88,547	90,614	95,320	99,199	94,479	87,040	93,189	94,123	84,682	65,815	65,307
Net Total	1,203,669	3,312,691	268,568	3,879,032	(2,350,473)	5,813,780	3,658,914	4,440,671	(5,288,649)	-	-