

Diocesan Council Minutes

January 25, 2023

6:00 pm via Zoom

Opening Devotion - Cheryl Abney

Present: The Rt. Rev. Nicholas Knisely, Cheryl Abney, Olive Swinski, Vicki Escalera, The Rev. Ed Beaudreau, The Rev. Peter Tierney, The Rev. Jack Lynch, The Rev. Christa Moore-Levesque, Jim Segovis, The Rev. Beth Sherman, The Rev. Tanya Watt, Phyllis Spaziano, The Rev. Dorothy Brightman, Robert Fye, Alison Huff

Staff: The Rev. Canon Dena Cleaver-Bartholomew, Ed Biddle, Kristin Knudson-Groh

Absent: Margaret Clifton

Approval of Agenda - Approved

Consent Agenda - Approved

- Approval of Minutes from December 2022 meeting.
- Approval of Grant Guideline Task Force members: Rev. Peter Tierney (chair), Rev. Johanna Marcure, Rev. Julie Hanavan, Rev. Tim Watt, Vicki Escalera, Rev. Patrick Greene, Andrew Faulkner.

Staff Reports

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

Finance Committee Report

- Treasurer - written report submitted.

Center for Reconciliation Report - Phyllis Spaziano. Advisory Board met on Jan 18. Due in part to difficulty finding meeting times, Karen Knisely suggested that the Board utilize WhatsApp to communicate with each other in real time and keep conversations going between infrequent meetings.

Executive Session as moved by Jim, seconded Bob. Approved. Discussion of Diocesan Staffing Updates

Presented by Rev. Canon Dena Cleaver-Bartholomew, Ed Biddle. Bishop Knisely left the meeting.

Peter Tierney moved that staff members leave the meeting to allow for discussion. Motion seconded by Jack, approved with one abstention and one vote against.

Meeting Resumed. The recommendation of Council is that the position of Database Manager be opened to search. Also recommended that policies be put in place around potential conflicts of interest and other issues regarding hiring of family members.

Action items

- Approval of DRF Grant to St Elizabeth's for Rev. Beaudreau. From CoF minutes:
Motion made and seconded to approve a grant of \$8670 for 2023, as part of a four-year step-down grant; the specific grant amount will be the difference between 1/3 and 1/2 compensation (ensuring that adjustments are made each year to comply with diocesan compensation requirements), split evenly between DRF and CDC funds. 2024 will be 75% of the difference; 2025 will be 50% of the difference; 2026 will be 25% of the difference. Motion passed. **Approved.**
There was a concern raised about awarding a multi-year grant, preferring to grant one year at a time.
- Scheduling of Opening Devotions leaders. Willing participants will email Kristin with scheduling specifics.

Bishop's Time – Anti-racism training – mandated by General Convention. The CFR has been working in various ways to find appropriate training. A program has been chosen; Council can act as a focus group to evaluate before rolling it out for other committees and eventually for the wider Diocese.

Safe Zone training may be coming up as an issue.

The subgroup to work on the Clergy shortage issue should meet soon.

Motion to adjourn: Bob, seconded by Christa. Meeting adjourned at 7:43pm

Next Meeting: Thursday, February 23, 2023

Canon's Report to Council January 2023

1. Transitions- The Transition Ministry Conference (TMC), a network of 40 dioceses in The Episcopal Church, met on Zoom on January 11. The next gathering is in person March 12-17 in the Diocese of East Carolina.
 - St. Elizabeth's, Hope Valley- Fr. Ed Beaudreau responded to the clergy shortage by offering to move from bi-vocational to full time serving several small churches. St. Elizabeth's is stretching from ¼ time to 1/3 time with the Rev. Beaudreau as their Vicar, and Council approved funding to bridge the gap between 1/3 and ½ time for November and December of 2022, along with a commitment to decide on a funding plan for 2023. The CDC and COF have approved a plan for funding for 2023, which is pending Council approval. The Bishop covered the cost of January 2023 out of discretionary funds.
 - St. Paul's, Wickford –The Bishop is serving as the Interim and the Rev. Spencer Reece began as Vicar December 1, 2022.
 - St. John the Divine, Saunderstown –Is seeking a half time Priest in Charge (PIC).
 - St. James, North Providence –Is in conversation with a priest for part time PIC. The position is ¼ time.
 - One priest will be retiring July 1, 2023 and several are either interviewing or discerning new calls, so changes will be coming.

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

2. Diocesan Council Workday Teams- The Adaptive Challenges and working teams are:

Clergy Shortage- Bishop Nicholas, Rev. Jack Lynch, Rev. Christa Moore- Levesque.

Essential Ministry- Bishop Nicholas, Rev. Beth Sherman, Ms. Olive Swinski, Rev. Tanya Watt.

Address: Canonical and non-canonical requirements/expectations (We've always done it that way); clergy burnout; lack of volunteers/lay ministry

Resources/Business Model in Transition- Bishop Nicholas, Deacon Ricky, Rev. Christa Levesque-Moore, Ms. Vicki Escalera, Mr. Ed Biddle, Mr. Jim Segovis, Mr. Bob Fye

Address: Money, facilities, property, staff

3. Congregational Development Commission- **Save the Date: The CDC will be hosting an in person Learn and Lead on Saturday, March 18 at St. John's, Barrington.** The CDC has extended an invitation to the COF and Canon Meaghan Brower, Director of ECC, to work together to create a series of workshops to equip leaders and to invite conversation about big questions, especially following up on the Bishop's Convention address encouraging youth and young adult ministries, licensed lay ministries, and reimagining church as we emerge from the height of the pandemic.

The CDC has raised questions about clarifying the guidelines for providing grants, as has the Commission on Finance, and looks forward to having members work with the Rev. Peter Tierney and others in a Council appointed task force to address this concern.

I have been invited to serve again as a Trainer for the College for Congregational Development, Rochester in August 2023 and look forward to working with clergy and lay leaders to develop vital, healthy congregations.

CDC grants are available with an easy fillable application form found on the website <https://episcopalri.wufoo.com/forms/z13vscqg1fbjbvd/> and shepherds are willing to assist churches who have questions.

4. Commission on Ministry- The COM has will hold the first of a series of monthly online meetings on February 16 to allow for deeper conversations and consideration of process questions. Quarterly in person meetings will be scheduled to allow for interviews when needed, beginning on February 18.

Andrea Hutnak is a Candidate for ordination to the diaconate and has completed the Province One Deacons School. Virginia Buckles is a Postulant for ordination to the priesthood. She and Matthew Ponder, an Aspirant, took the General Ordination Exams (GOEs) in early January. Jay Candon completed his studies for a Certificate in Anglican Studies at Bexley Seabury Seminary and will graduate in May. He and Drake Douglas continue in internships. We have several new Aspirants, which is encouraging.

The Bishop will be hosting a clergy town hall meeting February 2 to gather input on creating an effective process for licensed lay ministries that meets canonical requirements.

5. Center for Reconciliation- The Advisory Board will met on January 18. Ms. Karen Knisely is the Chair of the Board and members include Phyllis Spaziano, Ivy Swinski, and James DeWolf Perry.

The 501c3 status of the CFR as an independent non-profit has been dissolved.

ChurchNext TV and Forward Movement are offering a free course titled *Becoming Beloved Community: Understanding Racism* that can be taken by individuals or used as a video plus discussion question format to lead small group conversations and large group discussions in congregations. <https://www.churchnext.tv/library/becoming-beloved-community-understanding-systemic-racism-174526/385889/about/> Diocesan Council could take this course together to set the precedent for lay and clergy leaders in the Diocese participating in anti-racism training as required by General Convention 2000 and reaffirmed in 2012. **I recommend that a subcommittee of Council take the online course and make recommendations as to its suitability for basic anti-racism training that meets the guidelines of The Episcopal Church and how it might be used in the Diocese with both clergy and lay leaders.**

<https://www.episcopalchurch.org/ministries/racial-reconciliation/anti-racism-dismantling-racism-training/>

Kristin Knudson-Groh and I meet weekly with the Mayor's African American Ambassador Group and with the Truth Telling and Reconciliation subgroup. We look forward to seeing how the AAAG evolves under the leadership of Mayor Smiley.

6. Finance, Compensation and Benefits- I serve as staff to provide information and engage in conversation regarding transitions, CDC, mission and ministry, and work directly with Compensation and Benefits.

7. Legal concerns- I serve as staff liaison for the Diocesan Committee on Canons, which met January 24 to begin its work for this year. I had the opportunity to participate in the Chancellors and Bishops gathering in Boston January 19-20. I also work with human resource consultants and the Vice Chancellor for Human Resources to address HR concerns as needed.

8. Diocesan Staff- As Chief of Staff, I am working with staff members to create an accurate position description for everyone on the Bishop's staff and have begun performance evaluations. We are working as an Executive Staff to create the most effective staffing for addressing diocesan needs and have some exciting staff changes to announce.

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. 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. We are actively seeking additional lay and clergy leaders to provide Safe Church training sessions for lay people.

12. Clergy and congregational concerns- Responding to the concerns expressed by individual clergy and congregations. Meeting with clergy, wardens, and vestries. Offering workshops, webinars, and resources in response to the expressed needs of clergy and congregations.

13. Province One- The Province One Canons gathered in person December in Portsmouth, NH. In addition to our twice yearly in person gatherings, we have added Zoom meetings to build collegiality and address common concerns.

14. Vestry Retreats, Mutual Ministry Reviews, Church requests- Responding to clergy and vestry requests, leading meetings and retreats.

15. Events- The Renewal of Vows will be held on April 4, the Tuesday of Holy Week, at St. Barnabas Church, Warwick. The Bishop will be hosting a clambake again this May as an expression of thanks for clergy and their families. He is also hoping to offer a clergy social event in March, should the calendar cooperate. Further details about all events will be forthcoming.

16. I am a candidate for Bishop of New Jersey and truly appreciate the support I have received while in discernment from Bishop Nicholas, the diocesan staff, and many clergy and lay leaders. The walkabouts were January 8-14. I ask for your prayers for the election January 28

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

**Commission on Finance
Finance and Property Update (CFO Report)
January 2023**

1. Closing of the 2022 Fiscal Year

- Joan is working on this annual process where transactions for fiscal 2022 are entered and recorded during the first two weeks of January
- Late year contributions to Charities provided a favorable variance for GAAP reporting

2. Respite Pilot Program

- Westbay Community Action and the State of RI Dept of Health developing Respite pilot program for Hallworth House with areas reserved for Quarantine and Isolation (Q&I).
- First draft contract prepared by Chancellor and shared with Westbay
- All building inspections have now been passed
- Mid to late January start date now anticipated

3. Diocesan Property Working Group

- Participants in the Diocesan Block working group have agreed to continue to act as sounding board for property issues /consider adding new members for future
- Portfolio of property requires differentiated strategy. Efforts will be on identifying highest ministry-aligned use and allocating limited capital accordingly

- House at Benefit and Star (62 Benefit Street, the Amos Allen House) project in planning and development phase – 1974 Zoning Agreement indicates return to R1 (single family residential) use
- Other land use alterations under consideration such as potential for off-street parking behind Benefit Street (Edwards) homes

4. ECC

- Certificates of Occupancy expected as follows:
 - Carriage House end of February
 - Barn late April
 - Bathhouse May 1
- Once completed with these projects, we are anticipating a pause in construction at ECC.

5. Endowment Attorney Review

- Draft Petition completed for Widows, Orphans and Clergy (WOC) expected to be filed X/X.

6. ECC Solar Energy Project

- RIDEM variance application on track. Surprise visit 11/25 to review Wetlands marking. Feedback is favorable to land on a solution leading to approval.
- Inflation Reduction Act has a favorable feature for us – interconnect expense now eligible for investment tax credit – could be worth up to \$300,000
- Still looking for end users to meet size of credit production pool. St. George's School is in the process of an RFP (Request for Proposal) process. St Andrews School also remains a great addition.

7. Treasurer Training

- Learn and Lead Session scheduled for March 18 will include Finance track content, CFO to work with Treasurer and Canon to the Ordinary to develop training since this is a “pinch point” for many congregations

8. Budget Format Under Review for 2024

- Our current budget structure, though detailed and familiar, can make it difficult to communicate Diocesan mission and ministry priorities. There are many alternate ways of implementing budget planning, structure and communication.
- The Bishop, Diocesan staff, the Commission on Finance, and ultimately Diocesan Council will be consulted as we consider and propose changes to our current format for 2024.

Diocesan Treasurer's Report for January 2023 Finance & Diocesan Council Meetings

2022 Year-to-Date Budget-to-Actual results

I'm happy to report this month that the Diocese ended the year with operating, non-operating, and overall budget surpluses, and assets stand at almost \$52 million. Please note that year-end expenses are still being posted. The numbers reported this month are not audited yet and are likely to undergo some adjustments in that process.

	<u>December 31</u>	<u>November 30</u>	<u>October 31</u>
Operating revenues:	\$4,694,600	\$3.948 million	\$3.77 million
Operating expenses:	\$4,254,993	\$3.651 million	\$3.37 million
Operating surplus:	\$439,607	\$297 thousand	\$400 thousand
Non-operating revenues:	\$909,197	\$781,126	\$713,610
Non-operating expenses:	\$166,079	\$223,055	\$146,816
Non-operating surplus:	\$743,118	\$558,071	\$566,794
Combined Surplus:	\$1,182,725	\$918,274	\$968,554
Total assets:	\$51.928 million	\$51.648 million	\$51.71 million

Quarterly dividends received from the Diocesan Investment Trust in December are the main reason the surplus lines have grown since last month. The unbudgeted leasing of Hallworth House to the State was the primary contributor to the large operating surplus instead of the \$150,000 deficit that was predicted for most of the year. Discipline on the part of Diocesan staff to stick closely to the budget on the expenditure side helped significantly.

Status of Audits

The Diocesan books are being closed, and their audit will start this spring. Audit-related assignments have been added to the to-do list (below), and I will report on progress at subsequent meetings.

To-do list

- Draft the responses to last year's management letter comments (with Ed Biddle)
- Contact churches that are delinquent with their 2021 audit reports (January)
- Help one church resolve its 2021 and 2022 bookkeeping problems
- Revise communications to the churches about audit arrangements, procedures, expected reports and due dates (January)
- Plan, schedule, and conduct series of Treasurer's Workshops for 2023
- Convene Diocesan Council Subgroup to Develop a new Business Model
- Finalize petition to the State court regarding expanded uses of the WOC funds
- Compile the 2022 Statement of Functional Expenses for the Diocesan financial statement (mid-2023)
- Revise Fiduciary Responsibility Checklist (provided to churches circa 2016).
- Refine Diocesan Gift Acceptance Policy
- Develop a Classified Net Assets Worksheet

Respectfully submitted,
Vicki Escalera
January 9, 2022

Accounts

<u>Assets</u>		
Current Assets		
Cash	1,271,171	
Receivables	27,667	
Revolving Loans	475,154	
Total Current Assets		1,773,992
Fixed Assets		
Land & Building	13,436,922	
Less Accumulated Depreciation	(4,082,848)	
Equipment	263,643	
Less Accumulated Depreciation	(206,233)	
Total Fixed Assets		9,411,483
Other Assets		
Investments (DIT)	40,742,450	
Total Other Assets		40,742,450
Total Assets		51,927,925
<u>Liabilities, Fund Principal, & Restricted Funds</u>		
Liabilities		
Reserves		471,597
Reserves Edwards Homes		3,874
Total Liabilities		475,471
Fund Principal		
Fund Balance	1,665,047	
Investment Fund Balance	41,079,381	
Property & Equip Fund Balance	8,708,026	
Total Fund Principal		51,452,454
Total Liabilities, Fund Principal, & Restricted Funds		51,927,925

The Diocese of Rhode Island
 Revenues & Expenses One Page
 December 2022

Accounts	MTD Actual	YTD Actual	YTD Budget	Annual Budget 2022
Revenues				
1. CONGREGATIONAL DEVELOPMENT	\$93,640.43	\$327,452.35	\$326,103.00	\$326,103.00
2. YOUTH & FAMILY MINISTRY	\$138,652.04	\$488,287.96	\$584,752.00	\$584,752.00
3. OUTREACH & ADVOCACY	\$186,629.91	\$567,771.09	\$483,977.00	\$483,977.00
4. OFFICE OF THE BISHOP	\$22,071.39	\$89,212.00	\$89,660.00	\$89,660.00
6. GOVERNANCE	\$195,792.71	\$1,880,977.39	\$1,924,061.00	\$1,924,061.00
7. OTHER	\$109,760.10	\$1,340,898.89	\$330,474.00	\$330,474.00
Total Revenues	<u>\$746,546.58</u>	<u>\$4,694,599.68</u>	<u>\$3,739,027.00</u>	<u>\$3,739,027.00</u>
Expenses				
1. CONGREGATIONAL DEVELOPMENT	\$15,620.92	\$461,826.90	\$500,619.00	\$500,619.00
2. YOUTH & FAMILY MINISTRY	\$70,445.80	\$838,863.61	\$919,448.00	\$919,448.00
3. OUTREACH & ADVOCACY	\$327,578.36	\$461,891.15	\$496,265.00	\$496,265.00
4. OFFICE OF THE BISHOP	\$44,148.28	\$576,754.42	\$574,438.00	\$574,438.00
5. ADMINISTRATION & FINANCE	\$58,694.86	\$740,323.50	\$756,546.00	\$756,546.00
6. GOVERNANCE	\$34,568.16	\$400,845.94	\$415,866.00	\$415,866.00
7. OTHER	\$52,934.97	\$774,487.66	\$536,410.00	\$536,410.00
Total Expenses	<u>\$603,991.35</u>	<u>\$4,254,993.18</u>	<u>\$4,199,592.00</u>	<u>\$4,199,592.00</u>
Net Total	\$142,555.23	\$439,606.50	(\$460,565.00)	(\$460,565.00)
Non-Operating Revenue				
CONGREGATIONAL DEVELOPMENT	\$5,867.47	\$2,042.28	\$14,152.00	\$14,152.00
YOUTH & FAMILY MINISTRY	\$25,266.71	\$312,734.56	\$22,224.00	\$22,224.00
OUTREACH & ADVOCACY	(\$9,475.20)	\$0.00	\$0.00	\$0.00
OFFICE OF THE BISHOP	\$68.29	\$269.15	\$148.00	\$148.00
BISHOP'S RESTRICTED FUNDS	\$58,019.55	\$192,161.13	\$197,584.00	\$197,584.00
DIOCESAN OPERATIONS	\$6,178.29	\$23,781.50	\$21,325.00	\$21,325.00
CUSTODIAL FUNDS	\$6,420.74	\$25,555.68	\$180,008.00	\$180,008.00
RESTRICTED USE FUNDS	\$35,725.49	\$142,842.82	\$38,360.00	\$38,360.00
MISSION PROPERTIES	\$0.00	\$209,810.49	\$3,696.00	\$3,696.00
Total Non-Operating Revenue	<u>\$128,071.34</u>	<u>\$909,197.61</u>	<u>\$477,497.00</u>	<u>\$477,497.00</u>
Non-Operating Expenses				
CONGREGATIONAL DEVELOPMENT	\$0.00	\$12,080.00	\$12,080.00	\$12,080.00
BISHOP'S RESTRICTED FUNDS	\$3,340.83	\$134,979.38	\$197,584.00	\$197,584.00
CUSTODIAL FUNDS	\$2,834.22	\$10,649.38	\$20,840.00	\$20,840.00
RESTRICTED USE FUNDS	\$0.00	\$8,370.00	\$38,360.00	\$38,360.00
REVOLVING LOAN FUND	\$0.00	\$0.00	\$3,817.00	\$3,817.00
Total Non-Operating Expenses	<u>\$6,175.05</u>	<u>\$166,078.76</u>	<u>\$272,681.00</u>	<u>\$272,681.00</u>
Net Operating Total	\$264,451.52	\$1,182,725.35	(\$255,749.00)	(\$255,749.00)

The Diocese of Rhode Island
Analysis of Revenues & Expenses - Summary
December 2022

Accounts	YTD Actual	YTD Budget	YTD Budget To Actual	Annual Budget 2022
Revenues				
1. CONGREGATIONAL DEVELOPMENT				
Congreg Develop - Parishes	27,629	27,884	255	27,884
Congreg Develop - Missions	57,108	56,948	(160)	56,948
Church Beyond the Walls	32,713	46,500	13,787	46,500
Diocesan Resource Fund				
Advent	1,000	0	(1,000)	0
Church of the Beloved	585	10,800	10,215	10,800
Endowment, etc	175,864	169,235	(6,629)	169,235
Total Diocesan Resource Fund	177,449	180,035	2,586	180,035
Discernment & Formation				
Commission on Ministry	0	928	928	928
Deacon Formation	0	1,260	1,260	1,260
Total Discernment & Formation	0	2,188	2,188	2,188
College&Creation Care Ministry	32,223	12,220	(20,003)	12,220
Education & Training	329	328	(1)	328
Total 1. CONGREGATIONAL DEVELOPMENT	327,452	326,103	(1,349)	326,103
2. YOUTH & FAMILY				
EPISCOPAL CONFERENCE CENTER				
GRANT HOUSE	14,241	14,696	455	14,696
YOUTH MINISTRY	7,879	6,700	(1,179)	6,700
Total 2. YOUTH & FAMILY	488,288	584,752	96,464	584,752
3. OUTREACH & ADVOCACY				
GRANT PROGRAMS				
Episcopal Charities	529,358	445,573	(83,785)	445,573
Susan Hudson Endowment	37,901	37,892	(9)	37,892
Development Fund	0	0	0	0
Global Outreach/MDG	512	512	0	512
Eleanor Slater Center	0	0	0	0
Total GRANT PROGRAMS	567,771	483,977	(83,794)	483,977
Total 3. OUTREACH & ADVOCACY	567,771	483,977	(83,794)	483,977
4. OFFICE OF THE BISHOP				
EPISCOPATE SUPPORT				
COMMUNICATION REVENUE	86,691	86,668	(23)	86,668
Total 4. OFFICE OF THE BISHOP	2,521	2,992	471	2,992
Total 4. OFFICE OF THE BISHOP	89,212	89,660	448	89,660
6. GOVERNANCE				
APPORTIONMENT INCOME	1,539,567	1,545,298	5,731	1,545,298
DIOCESAN CONVENTION	0	4,700	4,700	4,700
DIOCESAN OPERATIONS	341,410	374,063	32,653	374,063
Total 6. GOVERNANCE	1,880,977	1,924,061	43,084	1,924,061
7. OTHER				
EDWARDS HOMES				

The Diocese of Rhode Island
 Analysis of Revenues & Expenses - Summary
 December 2022

Accounts	YTD Actual	YTD Budget	YTD Budget To Actual	Annual Budget 2022
Rental Revenue	95,370	119,972	24,602	119,972
DIT Revenue	64,690	63,561	(1,129)	63,561
Other Revenue	0	0	0	0
Total EDWARDS HOMES	160,060	183,533	23,473	183,533
HALLWORTH HOUSE RESERVE CENTER FOR RECONCILIATION	1,152,676	60,248	(1,092,428)	60,248
Grants	0	67,804	67,804	67,804
Donations	16,240	6,000	(10,240)	6,000
Miscellaneous	484	500	16	500
Program	0	5,000	5,000	5,000
Total CENTER FOR RECONCILIATION	16,725	79,304	62,579	79,304
PARISH FUNDS	3,758	3,572	(186)	3,572
DIOCESAN ALTAR GUILD	0	0	0	0
REVOLVING LOAN FUND	7,680	3,817	(3,863)	3,817
Total 7. OTHER	1,340,899	330,474	(1,010,425)	330,474
Total Revenues	4,694,600	3,739,027	(955,573)	3,739,027

The Diocese of Rhode Island
Analysis of Revenues & Expenses - Summary
December 2022

Accounts	YTD Actual	YTD Budget	YTD Budget To Actual	Annual Budget 2022
Expenses				
1. CONGREGATIONAL DEVELOPMENT				
Grants to Parishes	18,301	27,884	9,583	27,884
Grants to Missions	35,125	52,948	17,823	52,948
Church Beyond the Walls	45,060	46,500	1,440	46,500
Diocesan Resource Fund	195,358	180,035	(15,323)	180,035
Hispanic Ministry				
San Jorge	69,570	80,720	11,150	80,720
Iglesia de Ascension	52,272	52,272	0	52,272
Hispanic Ministry Committee	0	4,000	4,000	4,000
Total Hispanic Ministry	121,842	136,992	15,150	136,992
Discernment & Formation				
Commission on Ministry	1,703	3,000	1,297	3,000
Deacon Formation	0	1,260	1,260	1,260
Total Discernment & Formation	1,703	4,260	2,557	4,260
College&Creation Care Ministry	37,917	40,000	2,083	40,000
Education & Training	6,520	12,000	5,480	12,000
CDC Committee Expenses	0	0	0	0
Total 1. CONGREGATIONAL DEVELOPMENT	461,827	500,619	38,792	500,619
2. YOUTH & FAMILY MINISTRY				
Episcopal Conference Center				
Personnel	498,050	544,430	46,380	544,430
Program	147,383	180,742	33,359	180,742
Buildings & Grounds	139,550	131,630	(7,920)	131,630
Grant House	11,737	14,696	2,959	14,696
Capital Campaign	7,605	7,608	3	7,608
Total Episcopal Conference Center	804,324	879,106	74,782	879,106
City Camp	26,038	33,642	7,604	33,642
Youth Ministry	8,502	6,700	(1,802)	6,700
Total 2. YOUTH & FAMILY MINISTRY	838,864	919,448	80,584	919,448
3. OUTREACH & ADVOCACY				
Episcopal Charities				
Staff & Consultants	79,120	78,635	(485)	78,635
Operating Expenses	14,841	79,479	64,638	79,479
Campaign Expenses	10,479	12,460	1,981	12,460
Grants	315,700	275,000	(40,700)	275,000
Total Episcopal Charities	420,140	445,574	25,434	445,574
Susan Hudson Endowment	32,500	37,891	5,391	37,891
Development Fund	0	0	0	0
Global Outreach/MDG	8,618	12,800	4,182	12,800
Eleanor Slater Center	633	0	(633)	0
Companion Diocese	0	0	0	0

The Diocese of Rhode Island
 Analysis of Revenues & Expenses - Summary
 December 2022

Accounts	YTD Actual	YTD Budget	YTD Budget To Actual	Annual Budget 2022
Total 3. OUTREACH & ADVOCACY	461,891	496,265	34,374	496,265
4. OFFICE OF THE BISHOP				
Bishop				
Salary, Housing, Benefits	224,560	233,163	8,603	233,163
Travel & Professional	24,151	17,548	(6,603)	17,548
Entertainment & Business	10,992	8,004	(2,988)	8,004
Chancellor's Conference	240	500	260	500
Bishop's Search Process	3,542	3,100	(442)	3,100
Deacons	392	1,508	1,116	1,508
Total Bishop	<u>263,877</u>	<u>263,823</u>	<u>(54)</u>	<u>263,823</u>
Bishop's Senior Staff				
Executive Assistant				
Salary, Housing, Benefits	76,817	71,221	(5,596)	71,221
Travel & Professional	2,082	279	(1,803)	279
Total Executive Assistant	<u>78,899</u>	<u>71,500</u>	<u>(7,399)</u>	<u>71,500</u>
Canon to the Ordinary				
Salary, Housing, Benefits	157,867	151,498	(6,369)	151,498
Travel & Professional	8,014	8,161	147	8,161
Total Canon to the Ordinary	<u>165,882</u>	<u>159,659</u>	<u>(6,223)</u>	<u>159,659</u>
Communications Director				
Salary, benefits	58,156	76,370	18,214	76,370
Travel & Professional	616	2,336	1,720	2,336
Consultants, Interns	9,325	750	(8,575)	750
Total Communications Director	<u>68,097</u>	<u>79,456</u>	<u>11,359</u>	<u>79,456</u>
Total Bishop's Senior Staff	<u>312,877</u>	<u>310,615</u>	<u>(2,262)</u>	<u>310,615</u>
Total 4. OFFICE OF THE BISHOP	<u>576,754</u>	<u>574,438</u>	<u>(2,316)</u>	<u>574,438</u>
5. ADMINISTRATION & FINANCE				
Personnel: Salary & Benefits				
Diocesan Administrator	54,968	49,681	(5,287)	49,681
Chief Financial Officer				
Salary & Benefits	107,609	167,419	59,810	167,419
Travel & Professional Expense	0	0	0	0
Total Chief Financial Officer	<u>107,609</u>	<u>167,419</u>	<u>59,810</u>	<u>167,419</u>
Consultants	0	35,285	35,285	35,285
Finance Director	113,049	109,028	(4,021)	109,028
Finance Assistant	8,207	9,701	1,494	9,701
Maintenance Staff	81,826	48,472	(33,354)	48,472
Total Personnel: Salary & Benefits	<u>365,659</u>	<u>419,586</u>	<u>53,927</u>	<u>419,586</u>
Building & Grounds	111,551	123,047	11,496	123,047
Communications				
Communications Equipment	4,748	2,750	(1,998)	2,750
Website & Advertising	3,678	3,115	(563)	3,115

The Diocese of Rhode Island
Analysis of Revenues & Expenses - Summary
December 2022

Accounts	YTD Actual	YTD Budget	YTD Budget To Actual	Annual Budget 2022
RISEN	1,350	750	(600)	750
Total Communications	9,776	6,615	(3,161)	6,615
Equipment	76,430	74,885	(1,545)	74,885
Office Expense	38,354	40,581	2,227	40,581
Other Expenses	138,553	91,832	(46,721)	91,832
Total 5. ADMINISTRATION & FINANCE	740,324	756,546	16,222	756,546
6. GOVERNANCE				
Governing Bodies				
Meetings	273	300	27	300
Total Governing Bodies	273	300	27	300
Diocesan Convention				
Program	2,446	17,435	14,989	17,435
Total Diocesan Convention	2,446	17,435	14,989	17,435
Registrar/Historian	0	0	0	0
Triennial General Convention	16,500	16,504	4	16,504
Episcopal Church Assessment	371,877	371,877	0	371,877
Province 1 Synod Assessment	9,750	9,750	0	9,750
Diocesan Memberships & Dues	0	0	0	0
Total 6. GOVERNANCE	400,846	415,866	15,020	415,866
7. OTHER				
Edwards Homes				
Building & Grounds	162,195	118,647	(43,548)	118,647
Other Expense	7,825	7,970	145	7,970
Total Edwards Homes	170,020	126,617	(43,403)	126,617
Hallworth House Reserve	599,311	279,904	(319,407)	279,904
Center for Reconciliation				
Salaries & Benefits	196	76,954	76,758	76,954
Administrative Expenses	557	1,800	1,243	1,800
Program Expenses	1,734	550	(1,184)	550
Total Center for Reconciliation	2,487	79,304	76,817	79,304
Salary Adjustment Pool	0	38,889	38,889	38,889
Bad Debt Apportionment	0	8,000	8,000	8,000
Diocesan Altar Guild	0	0	0	0
Depreciation - Property	2,669	3,696	1,027	3,696
Total 7. OTHER	774,488	536,410	(238,078)	536,410
Total Expenses	4,254,993	4,199,592	(55,401)	4,199,592
Revenue in Excess of Expenses	439,606	(460,565)	(900,172)	(460,565)

The Diocese of Rhode Island
Analysis of Revenues & Expenses - Summary
December 2022

Accounts	YTD Actual	YTD Budget	YTD Budget To Actual	Annual Budget 2022
Non-Operating Revenue				
CONGREGATIONAL DEVELOPMENT				
Congreg Develop - Parishes	0	0	0	0
Congreg Develop - Missions	0	0	0	0
Diocesan Resource Fund	(12,491)	0	12,491	0
Mudrak Fund	12,356	12,080	(276)	12,080
Commission on Ministry	2,178	2,072	(106)	2,072
College Ministry & Chaplaincy	0	0	0	0
Education & Training	0	0	0	0
Total CONGREGATIONAL DEVELOPMENT	2,042	14,152	12,110	14,152
YOUTH & FAMILY				
Episcopal Conference Center	312,735	22,224	(290,511)	22,224
Grant House	0	0	0	0
Total YOUTH & FAMILY	312,735	22,224	(290,511)	22,224
OUTREACH & ADVOCACY				
Episcopal Charities	0	0	0	0
Millenium Development Goals	0	0	0	0
Total OUTREACH & ADVOCACY	0	0	0	0
OFFICE OF THE BISHOP				
Episcopate Support	0	0	0	0
Canon to the Ordinary	269	148	(121)	148
Total OFFICE OF THE BISHOP	269	148	(121)	148
BISHOP'S FUNDS				
Bishop's Discretionary Fund	43,450	41,420	(2,030)	41,420
Shippee Fund	95,300	99,348	4,048	99,348
Gammell Fund	14,098	17,848	3,750	17,848
Dunning Trust	5,336	5,060	(276)	5,060
McSparren Lee Fund	33,977	33,908	(69)	33,908
Total BISHOP'S FUNDS	192,161	197,584	5,423	197,584
COMMUNICATION	0	0	0	0
DIOCESAN OPERATIONS	23,782	21,325	(2,456)	21,325
CUSTODIAL FUNDS				
Parish Funds	0	(3,572)	(3,572)	(3,572)
Hallworth House Reserve	0	219,656	219,656	219,656
Church Trust Funds	8,578	2,100	(6,478)	2,100
Edwards Homes	0	(56,916)	(56,916)	(56,916)
Old Narragansett Church	16,978	18,740	1,762	18,740
Total CUSTODIAL FUNDS	25,556	180,008	154,452	180,008
RESTRICTED USE FUNDS				
Sacred Music Fund	3,983	3,920	(63)	3,920
Retired Clergy Families	138,859	34,440	(104,419)	34,440
Total RESTRICTED USE FUNDS	142,843	38,360	(104,483)	38,360

The Diocese of Rhode Island
Analysis of Revenues & Expenses - Summary
December 2022

Accounts	YTD Actual	YTD Budget	YTD Budget To Actual	Annual Budget 2022
REVOLVING LOAN FUND	0	0	0	0
MISSION PROPERTIES	209,810	3,696	(206,114)	3,696
Total Non-Operating Revenue	<u>909,198</u>	<u>477,497</u>	<u>(431,701)</u>	<u>477,497</u>

The Diocese of Rhode Island
 Analysis of Revenues & Expenses - Summary
 December 2022

Accounts	YTD Actual	YTD Budget	YTD Budget To Actual	Annual Budget 2022
Non-Operating Expenses				
CONGREGATIONAL DEVELOPMENT				
Mudrak Fund (Hearing Impaired)	12,080	12,080	0	12,080
Total CONGREGATIONAL DEVELOPMENT	<u>12,080</u>	<u>12,080</u>	<u>0</u>	<u>12,080</u>
BISHOP'S RESTRICTED FUNDS				
Bishop's Discretionary Fund	17,815	41,420	23,605	41,420
Shippee Fund	80,844	99,348	18,504	99,348
Gammell Fund	11,988	17,848	5,860	17,848
Dunning Trust	7,018	5,060	(1,958)	5,060
McSparren Lee Fund	17,314	33,908	16,594	33,908
Total BISHOP'S RESTRICTED FUNDS	<u>134,979</u>	<u>197,584</u>	<u>62,605</u>	<u>197,584</u>
CUSTODIAL FUNDS				
Parish Funds	0	0	0	0
Church Trust Funds	2,100	2,100	0	2,100
Old Narragansett Church	8,549	18,740	10,191	18,740
Total CUSTODIAL FUNDS	<u>10,649</u>	<u>20,840</u>	<u>10,191</u>	<u>20,840</u>
RESTRICTED FUNDS				
Sacred Music Fund	4,450	3,920	(530)	3,920
Retired Clergy & Families	3,920	34,440	30,520	34,440
Total RESTRICTED FUNDS	<u>8,370</u>	<u>38,360</u>	<u>29,990</u>	<u>38,360</u>
REVOLVING LOAN				
	0	3,817	3,817	3,817
Total Non-Operating Expenses	<u>166,079</u>	<u>272,681</u>	<u>106,602</u>	<u>272,681</u>
Net Operating Total	1,182,725	(255,749)	(1,438,474)	(255,749)

DRAFT Total Clergy Compensation Worksheet for Fr. Ed Beaudreau
St. Elizabeth's, Hope Valley
With financial support to total half time

Cash \$ _____

Social Security is included in minimums

A 7.65% Social Security & Medicare (SECA) offset, amounting to half of the 15.3% paid by the priest, may be added to a priest's TCC

Housing Allowance \$ _____

actual cash received if not living in a rectory

Other income \$ N/A

Social Security & Medicare (SECA) offset of 7.65% of salary and housing total, Housing Equity Allowance for clergy living in rectories, tax-sheltered annuities, health insurance premiums over standard medical – e.g., payments to cover what a spouse has to pay elsewhere if that spouse elects to forgo the Medical Trust plan to save the church money or payments to cover Medicare premium and supplementary insurance if the spouse is on Medicare.

Total Clergy Compensation \$ 20,548 (TCC) [1/3 of full time \$61,644]

This is the *entry level minimum* for salary + housing for a Type I Church with a priest who has 1-5 years of similar experience. Fr. Ed has 4 years of experience as PIC of Saint Elizabeth's.

The difference between half time [$\$61,644/2 = \$30,822$] and one third time [$\$20,548$] is $\$30,822 - \$20,548 = \$10,274$

Health Insurance (Medical & Dental) \$8,765 *2023 rates* [1/3 \$26,294]

Note: 17% of the total premium which is paid by all employees has been subtracted. This will be paid by Fr. Ed: $\$31,680 - \$5386 = \$26,294$

$\frac{1}{2} [\$13,147] - \frac{1}{3} [\$8,765] = \$4,382$

Church Pension Premium \$3,699 18% of TCC (\$61,644) [1/3 of \$11,096]

$\frac{1}{2}$ CPG premium [$\$5,548$] – $\frac{1}{3}$ [$\$3,699$] = $\$1,849$

Professional Expense Reimbursement \$ 1,333 [1/3 \$4,000]
Minimum \$4,000

$\frac{1}{2} [\$2,000] - \frac{1}{3} [\$1,333] = \$667$

Continuing Education Reimbursement \$333 [1/3 \$1,000]
Minimum \$1,000

$\frac{1}{2} [\$500] - \frac{1}{3} [\$333] = \$167$

Moving Expense Reimbursement \$ _____ N/A _____

TOTAL COST TO THE CHURCH \$34,678 [1/3 \$104,034]

TOTAL COST OF SUPPORT FOR 2023 $\frac{1}{2}$ [\$52,017] - $\frac{1}{3}$ [\$34,678] = \$17,339

Half of support difference = \$8,669.50, rounded up to \$8,670 for year 1

Support to decline by $\frac{1}{4}$ each year for up to 4 years

Fr Ed eligible for a raise in year 3 when he will reach 6 years of service, which will factor into the amount of support needed