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AGENDA
October 3, 2019 Meeting of Diocesan Council
Diocese of Western Massachusetts
Diocesan House
2 p.m. – 4 p.m.

Opening prayer: Nancy Stroud meeting chaplain

Consent agenda: (10 minutes)

Minutes from June 2019

Financial Report through August 2019

Real Estate Update

Human to Human Report

Ministry Pilgrimage wrap-up reports (30 minutes)

Next steps in this? What do we do with this information?

How shall we communicate this across the Diocese?

Merged TEC and ELCA Parishes – Issues of governance and canons – Nancy Stroud (15 minutes)

Review of Parish Statistics – Steve Abdow & Heather Blais (30 minutes)

2020 Budget Proposal (15 minutes)

Bishop's Time

Adjourn

EMWM Board Meeting

Vote to approve the transfer of the deed to the Otis chapel to the town of Otis

Adjourn

FUTURE MEETINGS

Thursday, October 3, 2019 2:30 p.m.

Thursday, November 21, 2019 3 p.m.

Saturday, February 1, 2020 9 a.m. – Council Retreat

COUNCIL MEMBERSHIP

Officers and Appointed Members:

The Rt. Rev. Douglas Fisher, President

The Rev. Nancy Webb Stroud, Vice President

Ms. Wende Wheeler, Secretary

Mr. Wayne Gass, Treasurer

Mr. Frank Minasian, Trustee Representative

Term of Office Expires:

Convention of 2019 - Janet Zimmerman, Jesse Abell, Janet Young

Convention of 2020 - Heather Blais, Donna Christian, Richard Delorme

Convention of 2021 - José Reyes Pérez, Mark Rogers, Eliot Moss, Rick Gore

Minutes of the meeting of Diocesan Council

June 13, 2019

Diocesan House, Springfield

Present

The Rt. Rev. Doug Fisher, President
The Rev. Nancy Webb Stroud, Vice-President
The Rev. Jesse Abel
Steve Abdow
The Rev. Heather Blais
Donna Christian
Richard Delorme
Frank Minasian
The Rev. Pam Mott
The Rev. Eliot Moss
The Rev. José Reyes
Janet Young
Wende Wheeler, Secretary

Absent

Wayne Gass, Treasurer
Richard Gore
Mark Rogers
The Rev. Janet Zimmerman

2:06 p.m. Called to order

The meeting was opened with prayer.

The Consent Agenda, which included Minutes from the April 11, 2019 meeting, the April 2019 Treasurer's Report and the Real Estate Update were moved, seconded and unanimously approved.

Council was given two cased studies of parishes, and broke into several groups to carry out the **Grid Exercise**. Charge was to determine in which quadrant to place the parish, and talk about what resources they had, and what questions one would raise in reflecting on the parish's situation.

Council discussed the **Ministry Pilgrimage** reports that members had been collecting. Responses have primarily been good, with some parishes not responding. Respondants have been receptive, and offered information on a breadth of ministries across the Diocese. Council members are challenged to go on a pilgrimage this summer, and see some of these ministries in action.

We need a plan for broadly sharing the information now gathered.

Steve Abdow presented an update on the status of **Human to Human**. He is working with a creative team to develop a website, and plans to place a fundraising appeal into Abundant Times. Some Human to Human funding recipients will be heard from at Convention. There are plans for an email campaign around Advent. Holding off on any appeal through parishes until 2020.

José Reyes reported on the establishment of the **St. Mark's Community Center** in Worcester. Fr. Bob Walters, rector of St. Mark's, called José to pitch the idea, and José went over and walked the neighborhood. He found that it's a busy area, with much activity, and a good area for ministry. A number of groups need a place to meet, like NA/AA or middle school kids. Church space needs renovation in order to accommodate plans. Other parishes in Worcester are excited. Jose is pleased with the number of partners stepping up. Diocese will assist with support for renovation through use of Strategic Asset Reserve. Steve and Jose have secured grant of \$39,500 from UTO. More to come.

Steve Abbow presented the 2020 budget process. Budget is still in flux. Outreach dollars are being refocused. Income is generally flat, but Steve is hopeful to have a balanced budget at the end of the process.

Bishop's Time

Revival Year 2 going well, particularly in Bershires. 20,000 meals assembled by 120 people from 10 churches on the Sunday prior to the meeting.

Social justice groups from Diocese of Massachusetts and partner groups came together to discuss action around gun violence. The Bishop will be attending Methodist New England Synod gathering in Manchester NH to join them in prayer.

Group on socially responsible investing submitted a report to Executive Council proposing proactive investment in Palestine, and putting investment in Israel through a screening before making the purchase.

Issues around Bishop Love in Albany continue to be fraught. Seeing some people crossing state border and attending church in Berkshires.

Meeting was adjourned at 4:10 p.m.

No new business came before Episcopal Missions of Western Massachusetts (EMWM)

Respectfully submitted

Wende T. Wheeler, Secretary

UPCOMING COUNCIL MEETING SCHEDULE

Thursday, October 3, 2019, 2 p.m.

Thursday, November 21, 2019 3 p.m.

Saturday, February 1, 2020 9 a.m. – Council Retreat

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Notes on the August 2019 Income Statement of the Administrative Offices of the Diocese of Western MA

Summary

Our bottom line projection for the surplus/deficit line through August is within \$1500 of our target. We are showing a deficit of \$31,000 YTD. Revenues are over projection by \$5600. I am pleased with our position going into the fourth quarter of the year and at this time don't expect any surprises that will impact the budget.

Here are notes on the major variances from the budget.

Bishop's Ministry

- We are over budget in this category by \$14K on a budget of \$330K through August.
- \$12,000 of this is for travel expenses that were not anticipated when the budget was created.
- Another \$5000 in extra spending was a result of the transition of the bishop's executive assistant that took place this year.
- Program expenses, which include the communications budget, are under projection by \$5400.

Congregational Development: Mission with Congregations

- We are under projection in this category by \$18,000K, with a YTD budget of \$434K.
- Planned initiatives for Hispanic Ministry in the Diocese have been postponed resulting in \$13,000 in saving to day. There is a lot going on in Worcester, Springfield and Holyoke in this area and the initiatives will be on hold for now.
- We have \$4700 in savings on the youth ministry line as our missionary for youth ministry answered a call away from the diocese over the summer.
- We are \$6000 under budget on the stewardship line. The cost of the Stewardship workshop that was held on Parish Leadership Day was charged to the PLD line. r and we don't have any seminarians currently.

Leadership Development for the Baptized

- This area of the budget is over projection by \$4750 on a budget of \$197K.
- We have spent \$32,000 so far this year on the development and formation of parish leaders.
- In general, we are in alignment with projection in this category of the budget. We will be partially reimbursed by parishes and participants in the Diaconate Formation program.

Mission with the Larger Church/World

- This category shows expenses under budget by \$19K on a budget of \$385K.
- The grant line for our Outdoor Worship Communities is under budget by \$11K. The line has been reduced by \$5000 and there are distributions remaining to be made.

- Requests for Global Mission Grants have dwindled and that budget has been reduced by \$10,000 from \$25,000.
- Our outreach efforts and investments have become more local at this time with ministries like Building Bridges Veteran's Initiative and Walking Together.

Governance

- This category is \$16,000 over its budget of \$99K for the year.
- We are over budget by \$13,000 on expenses related to Title IV work on matters of clergy discipline.

Administration and Finance

- This area of the budget is over by \$8600 on a budget of \$311K.
- \$5500 of the difference was in payroll expense as a result of staff changes. These changes have been going very well and the quality of our financial operation is very high.
- Another variance of note is \$5000 more than projected in interest expense. We have used our line of credit to help with cash flow as the rate was low and return on our invested funds was relatively high. This is still the balance, but it is costing us more.

Agency Function

- Expenses YTD are \$780 over the budget of \$95K.

The Episcopal Diocese of Western Massachusetts
Unaudited Activity Statement - Diocesan Ops w/o Audit Aje's
2019 Summary Statement as of August 31, 2019

01 - Operations Unrestricted

	1st Qtr 2019	2nd Qtr 2019	July 2019	August 2019	YTD Actual as of 8/31/2019	2019 Budget as of 8/31/2019	Variance YTD to Budget YTD	2019 Annual Budget
REVENUES								
Assessment for Common Ministry	\$286,355	\$286,017	\$95,339	\$95,339	\$763,050	\$763,333	(\$283)	\$1,145,000
Use of Investment - actual distribution received at end of qtr	\$349,782	\$350,843	\$0	\$0	\$700,625	\$940,000	(\$239,375)	\$1,410,000
Other Investment Income (Additional Draws)	\$0	\$102,300	\$0	\$0	\$102,300	\$100,000	\$2,300	\$100,000
Program Income	\$8,740	\$3,864	\$230	\$190	\$13,024	\$11,417	\$1,607	\$28,500
Other Income and Gifts	\$2,550	\$9,028	\$1,062	\$880	\$13,520	\$6,400	\$7,120	\$9,600
Internal Grant Funding	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Interest Income	\$134	\$76	\$25	\$23	\$258	\$267	(\$9)	\$400
TOTAL REVENUES	\$647,561	\$752,127	\$96,657	\$96,432	\$1,592,777	\$1,821,417	(\$228,640)	\$2,693,500
Unrealized Gain / Loss - TD Ameritrade	\$0	(\$146)	\$126	(\$726)	(\$746)	\$0	(\$746)	\$0
**based on 1/12th Annual Budget for Distribution	\$0	\$0	\$117,500	\$117,500	\$235,000			
	\$647,561	\$751,981	\$214,283	\$213,206	\$1,827,030	\$1,821,417	\$5,614	\$2,693,500
EXPENSES								
BISHOP's MINISTRY	\$142,289	\$123,689	\$40,836	\$37,230	\$344,044	\$329,962	\$14,082	\$491,045
CONGREGATIONAL DEVELOPMENT: for Congregations	\$139,059	\$184,185	\$51,206	\$41,309	\$415,759	\$433,618	(\$17,859)	\$596,503
FORMATION & LEADERSHIP DEVELOPMENT for the Baptized	\$85,625	\$80,905	\$17,216	\$18,099	\$201,844	\$197,094	\$4,750	\$280,067
MISSION IN THE WORLD	\$123,571	\$159,697	\$44,587	\$38,741	\$366,596	\$385,491	(\$18,895)	\$555,874
GOVERNANCE	\$43,259	\$44,191	\$12,894	\$13,805	\$114,148	\$98,637	\$15,511	\$170,331
DIOCESAN FINANCE & ADMINISTRATION	\$112,208	\$130,775	\$41,041	\$35,588	\$319,612	\$310,977	\$8,635	\$456,676
PARISH PAYROLL & BENEFITS	\$36,665	\$36,444	\$11,267	\$11,353	\$95,729	\$94,948	\$781	\$142,422
TOTAL EXPENSES	\$682,676	\$759,885	\$219,047	\$196,124	\$1,857,732	\$1,850,727	\$7,005	\$2,692,918
NET SURPLUS/(DEFICIT)	(\$35,115)	(\$7,904)	(\$4,765)	\$17,082	(\$30,701)	(\$29,310)	(\$1,391)	\$582

The Episcopal Diocese of Western Massachusetts
UNAUDITED Activity Statement - Diocesan Ops w/o Audit Aje's
AUG 2019 YTD- LVL 3 (Ops-Agency only) (Steve's 2019 VCO)

		1st QTR	2nd QTR	JULY	AUGUST	YTD Actual as of 8/31/2019	2019 Budget as of 8/31/2019	Variance YTD to Budget YTD	2019 Annual Budget	% of ANNUAL BUDGET USED
01 - Operations Unrestricted										
REVENUES										
Assessment for Common Ministry										
01-4000-99	Common Ministry - Parishes and Missions									
999 - Default		\$286,355.00	\$286,017.00	\$95,339.00	\$95,339.00	\$763,050.00	\$763,333.32	(\$283.32)	\$1,145,000.00	66.6%
Total Assessment for Common Ministry		\$286,355.00	\$286,017.00	\$95,339.00	\$95,339.00	\$763,050.00	\$763,333.32	(\$283.32)	\$1,145,000.00	66.6%
Use of Investment - Trustees										
01-5100-99	Use of Investment - Spending Rule									
999 - Default		\$349,782.46	\$350,843.01	\$0.00	\$0.00	\$700,625.47	\$940,000.00	(\$239,374.53)	\$1,410,000.00	49.7%
01-5200-99	Use of Investment - Additional Draw									
999 - Default		\$0.00	\$102,300.00	\$0.00	\$0.00	\$102,300.00	\$100,000.00	\$2,300.00	\$100,000.00	102.3%
Total Use of Investment - Trustees		\$349,782.46	\$453,143.01	\$0.00	\$0.00	\$802,925.47	\$1,040,000.00	(\$237,074.53)	\$1,510,000.00	53.2%
Use of Investments										
01-4940-99	Unrealized Gains & Losses									
999 - Default		\$0.00	(\$146.45)	\$126.00	(\$726.00)	(\$746.45)	\$0.00	(\$746.45)	\$0.00	0.0%
Total Use of Investments		\$0.00	(\$146.45)	\$126.00	(\$726.00)	(\$746.45)	\$0.00	(\$746.45)	\$0.00	0.0%
Program Income										
01-4500-25	Program Income									
252 - Diocesan Convention		(\$50.00)	\$0.00	\$0.00	\$35.00	(\$15.00)	\$0.00	(\$15.00)	\$9,000.00	(0.2)%
01-4500-30	Program Income									
313 - Ministry Development Initiat		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.0%
315 - Youth Ministry		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,666.64	(\$2,666.64)	\$4,000.00	0.0%
324 - Christian Formation Missione		\$0.00	\$330.00	\$0.00	\$0.00	\$330.00	\$0.00	\$330.00	\$0.00	0.0%
326 - Safe Church Training & Preve		\$875.00	\$850.00	\$200.00	\$0.00	\$1,925.00	\$2,000.00	(\$75.00)	\$3,000.00	64.2%
01-4500-40	Program Income									
103 - Parish Leadership Developmen		\$2,265.00	\$0.00	\$0.00	\$0.00	\$2,265.00	\$2,000.00	\$265.00	\$3,000.00	75.5%
124 - Clergy Conferences		\$5,400.00	\$2,603.78	\$0.00	\$0.00	\$8,003.78	\$4,750.00	\$3,253.78	\$9,500.00	84.3%

The Episcopal Diocese of Western Massachusetts
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		1st QTR	2nd QTR	JULY	AUGUST	YTD Actual as of 8/31/2019	2019 Budget as of 8/31/2019	Variance YTD to Budget YTD	2019 Annual Budget	% of ANNUAL BUDGET USED
128 - Strategic Leadership Dvlpmn		\$250.00	\$80.00	\$30.00	\$155.00	\$515.00	\$0.00	\$515.00	\$0.00	0.0%
Total Program Income		\$8,740.00	\$3,863.78	\$230.00	\$190.00	\$13,023.78	\$11,416.64	\$1,607.14	\$28,500.00	45.7%
Other Income and Gifts										
01-4200-50 Other Income and Gifts										
037 - Creation Care		\$0.00	\$380.00	\$100.00	\$80.00	\$560.00	\$0.00	\$560.00	\$0.00	0.0%
01-4200-99 Other Income and Gifts										
999 - Default		\$150.00	\$6,247.65	\$162.38	\$0.00	\$6,560.03	\$0.00	\$6,560.03	\$0.00	0.0%
01-4700-10 Accounting Services										
450 - Archives		\$240.00	\$240.00	\$80.00	\$80.00	\$640.00	\$640.00	\$0.00	\$960.00	66.7%
01-4700-30 Accounting Services										
399 - CongDev Canon Personnel		\$1,080.00	\$1,080.00	\$360.00	\$360.00	\$2,880.00	\$2,880.00	\$0.00	\$4,320.00	66.7%
01-4700-40 Accounting Services										
199 - LeadershipDev Canon Personne		\$1,080.00	\$1,080.00	\$360.00	\$360.00	\$2,880.00	\$2,880.00	\$0.00	\$4,320.00	66.7%
Total Other Income and Gifts		\$2,550.00	\$9,027.65	\$1,062.38	\$880.00	\$13,520.03	\$6,400.00	\$7,120.03	\$9,600.00	140.8%
Interest Income										
01-4300-99 Interest Income										
999 - Default		\$134.06	\$75.99	\$25.14	\$22.78	\$257.97	\$266.64	(\$8.67)	\$400.00	64.5%
Total Interest Income		\$134.06	\$75.99	\$25.14	\$22.78	\$257.97	\$266.64	(\$8.67)	\$400.00	64.5%
TOTAL REVENUES		\$647,561.52	\$751,980.98	\$96,782.52	\$95,705.78	\$1,592,030.80	\$1,821,416.60	(\$229,385.80)	\$2,693,500.00	59.1%
EXPENSES										
BISHOP'S MINISTRY: Programs										
PROGRAMS										
203 - Special Clergy Gatherings		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,666.64	(\$1,666.64)	\$2,500.00	0.0%
225 - Special Diocesan Events		\$0.00	\$400.00	\$0.00	\$0.00	\$400.00	\$1,666.64	(\$1,266.64)	\$2,500.00	16.0%
227 - Social Justice		\$0.00	\$928.72	\$112.84	\$0.00	\$1,041.56	\$1,833.28	(\$791.72)	\$2,750.00	37.9%

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AUG 2019 YTD- LVL 3 (Ops-Agency only) (Steve's 2019 VCO)

	1st QTR	2nd QTR	JULY	AUGUST	YTD Actual as of 8/31/2019	2019 Budget as of 8/31/2019	Variance YTD to Budget YTD	2019 Annual Budget	% of ANNUAL BUDGET USED
270 - Communications	\$38,678.66	\$29,461.41	\$9,626.43	\$9,459.80	\$87,226.30	\$88,923.43	(\$1,697.13)	\$132,237.00	66.0%
Total PROGRAMS	\$38,678.66	\$30,790.13	\$9,739.27	\$9,459.80	\$88,667.86	\$94,089.99	(\$5,422.13)	\$139,987.00	63.3%
PERSONNEL EXPENSES									
291 - Bishop Business Expenses	\$21,627.92	\$11,902.30	\$3,160.34	\$989.54	\$37,680.10	\$22,638.28	\$15,041.82	\$31,207.56	120.7%
299 - Bishop Personnel Expenses	\$81,982.75	\$80,996.27	\$27,936.58	\$26,780.39	\$217,695.99	\$213,233.51	\$4,462.48	\$319,850.46	68.1%
Total PERSONNEL EXPENSES	\$103,610.67	\$92,898.57	\$31,096.92	\$27,769.93	\$255,376.09	\$235,871.79	\$19,504.30	\$351,058.02	72.7%
Total BISHOP'S MINISTRY: Programs	\$142,289.33	\$123,688.70	\$40,836.19	\$37,229.73	\$344,043.95	\$329,961.78	\$14,082.17	\$491,045.02	70.1%
CONGREGATIONAL DEVELOPMENT: Mission with Congregations									
GRANTS and SCHOLARSHIPS									
302 - Clergy Children Educationa	\$3,000.00	\$0.00	\$0.00	\$1,125.00	\$4,125.00	\$4,000.00	\$125.00	\$6,000.00	68.8%
312 - Deanery Programs	\$0.00	\$489.87	\$0.00	\$67.09	\$556.96	\$1,733.32	(\$1,176.36)	\$2,600.00	21.4%
313 - Ministry Development Initiat	\$0.00	\$70,163.00	\$5,235.00	\$0.00	\$75,398.00	\$75,000.00	\$398.00	\$75,000.00	100.5%
314 - Bement/Waterfield Edu. Grant	\$23,075.00	\$60.85	\$10,750.00	\$6,375.00	\$40,260.85	\$36,633.32	\$3,627.53	\$42,700.00	94.3%
322 - Continuing Education Grant	\$1,000.00	\$1,000.00	\$1,000.00	\$300.00	\$3,300.00	\$2,666.64	\$633.36	\$4,000.00	82.5%
328 - Sabbatical Grants	\$0.00	\$2,000.00	\$0.00	\$0.00	\$2,000.00	\$3,333.32	(\$1,333.32)	\$5,000.00	40.0%
Total GRANTS and SCHOLARSHIPS	\$27,075.00	\$73,713.72	\$16,985.00	\$7,867.09	\$125,640.81	\$123,366.60	\$2,274.21	\$135,300.00	92.9%
OPERATIONAL EXPENSES									
301 - Spec. Assist. Congreg.	\$300.00	\$125.00	\$0.00	\$0.00	\$425.00	\$3,333.32	(\$2,908.32)	\$5,000.00	8.5%
315 - Youth Ministry	\$4,914.93	\$7,160.47	\$272.57	\$26.74	\$12,374.71	\$17,049.64	(\$4,674.93)	\$25,574.64	48.4%
320 - Stewardship	\$1,295.00	\$45.00	\$15.00	\$86.34	\$1,441.34	\$8,049.96	(\$6,608.62)	\$11,450.00	12.6%
324 - Christian Formation Missione	\$15,276.48	\$14,721.01	\$5,078.00	\$5,229.79	\$40,305.28	\$35,624.62	\$4,680.66	\$53,437.04	75.4%
326 - Safe Church Training & Preve	\$1,542.24	\$1,488.91	\$594.60	\$26.74	\$3,652.49	\$2,799.96	\$852.53	\$4,200.00	87.0%
329 - Transition Ministry	\$2,292.71	\$1,990.98	\$29.00	\$454.10	\$4,766.79	\$2,600.00	\$2,166.79	\$4,850.00	98.3%
355 - Latino Ministries	\$35,285.97	\$35,376.72	\$10,902.59	\$11,150.74	\$92,716.02	\$105,771.40	(\$13,055.38)	\$155,657.24	59.6%
TOTAL CONGREGATIONAL EXPENSES	\$60,907.33	\$60,908.09	\$16,891.76	\$16,974.45	\$155,681.63	\$175,228.90	(\$19,547.27)	\$260,168.92	59.8%
PERSONNEL EXPENSES									

The Episcopal Diocese of Western Massachusetts
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AUG 2019 YTD- LVL 3 (Ops-Agency only) (Steve's 2019 VCO)

	1st QTR	2nd QTR	JULY	AUGUST	YTD Actual as of 8/31/2019	2019 Budget as of 8/31/2019	Variance YTD to Budget YTD	2019 Annual Budget	% of ANNUAL BUDGET USED
391 - CongDev Canon Business Ex	\$2,934.12	\$1,377.92	\$1,282.09	\$419.78	\$6,013.91	\$6,728.68	(\$714.77)	\$8,593.12	70.0%
399 - CongDev Canon Personnel	\$48,142.52	\$48,185.19	\$16,047.51	\$16,047.52	\$128,422.74	\$128,294.12	\$128.62	\$192,441.31	66.7%
TOTAL PERSONNEL EXPENSES	\$51,076.64	\$49,563.11	\$17,329.60	\$16,467.30	\$134,436.65	\$135,022.80	(\$586.15)	\$201,034.43	66.9%
TOTAL CONGREGATIONAL DEV: Mission with Congregations	\$139,058.97	\$184,184.92	\$51,206.36	\$41,308.84	\$415,759.09	\$433,618.30	(\$17,859.21)	\$596,503.35	69.7%
FORMATION & LEADERSHIP DEVELOPMENT for the Baptized									
OPERATIONAL EXPENSES									
103 - Parish Leadership Developmen	\$9,730.82	\$0.00	\$0.00	\$0.00	\$9,730.82	\$10,600.00	(\$869.18)	\$10,600.00	91.8%
120 - Comm. on Ministry	\$3,473.58	\$577.61	\$14.50	\$1,850.00	\$5,915.69	\$2,499.92	\$3,415.77	\$3,750.00	157.8%
121 - Seminarian Assistance	\$0.00	\$500.00	\$0.00	\$0.00	\$500.00	\$4,000.00	(\$3,500.00)	\$6,000.00	8.3%
124 - Clergy Conferences	\$4,505.95	\$15,081.62	\$39.77	\$0.00	\$19,627.34	\$16,433.28	\$3,194.06	\$17,650.00	111.2%
127 - Fresh Start Program	\$863.50	\$254.54	\$0.00	\$0.00	\$1,118.04	\$1,450.00	(\$331.96)	\$2,900.00	38.6%
128 - Strategic Leadership Dvlpmn	\$16,369.89	\$11,692.19	\$2,700.00	\$557.60	\$31,319.68	\$31,999.96	(\$680.28)	\$47,500.00	65.9%
129 - Education for Ministry	\$0.00	\$1,750.00	\$0.00	\$175.00	\$1,925.00	\$1,166.64	\$758.36	\$1,750.00	110.0%
130 - Diaconate Formation	\$4,366.12	\$2,606.00	(\$1,048.00)	\$20.00	\$5,944.12	\$3,000.00	\$2,944.12	\$3,000.00	198.1%
TOTAL OPERATIONAL EXPENSES	\$39,309.86	\$32,461.96	\$1,706.27	\$2,602.60	\$76,080.69	\$71,149.80	\$4,930.89	\$93,150.00	81.7%
PERSONNEL EXPENSES									
191 - LeadershipDev Canon Busines	\$2,890.22	\$3,837.33	\$689.32	\$653.51	\$8,070.38	\$8,146.60	(\$76.22)	\$10,220.00	79.0%
199 - LeadershipDev Canon Personne	\$43,424.52	\$44,605.43	\$14,820.01	\$14,843.02	\$117,692.98	\$117,797.66	(\$104.68)	\$176,696.66	66.6%
TOTAL PERSONNEL EXPENSES	\$46,314.74	\$48,442.76	\$15,509.33	\$15,496.53	\$125,763.36	\$125,944.26	(\$180.90)	\$186,916.66	67.3%
TOTAL FORMATION & LEADERSHIP DEVELOPMENT	\$85,624.60	\$80,904.72	\$17,215.60	\$18,099.13	\$201,844.05	\$197,094.06	\$4,749.99	\$280,066.66	72.1%
MISSION IN THE WORLD									
OPERATIONAL EXPENSES									
001 - Nat'l Church Apportionmen	\$87,861.75	\$87,861.75	\$29,287.25	\$29,287.25	\$234,298.00	\$234,298.00	\$0.00	\$351,447.00	66.7%
012 - Province of N.E.	\$2,437.26	\$2,437.26	\$812.42	\$812.42	\$6,499.36	\$6,499.32	\$0.04	\$9,749.00	66.7%
020 - Ecumenical Officer	\$300.00	\$1,738.33	\$0.00	\$0.00	\$2,038.33	\$2,500.00	(\$461.67)	\$2,500.00	81.5%
021 - Interfaith Council	\$350.00	\$400.00	\$0.00	\$0.00	\$750.00	\$350.00	\$400.00	\$350.00	214.3%

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	1st QTR	2nd QTR	JULY	AUGUST	YTD Actual as of 8/31/2019	2019 Budget as of 8/31/2019	Variance YTD to Budget YTD	2019 Annual Budget	% of ANNUAL BUDGET USED
026 - Mass Council of Churches	\$3,750.00	\$3,750.00	\$1,250.00	\$1,250.00	\$10,000.00	\$10,000.00	\$0.00	\$15,000.00	66.7%
028 - Berkshire Organizing Projec	\$875.00	\$875.00	\$875.00	\$0.00	\$2,625.00	\$2,625.00	\$0.00	\$3,500.00	75.0%
029 - Outdoor Worship Communitie	\$13,309.62	\$38,309.60	\$4,436.53	\$4,436.53	\$60,492.28	\$72,071.92	(\$11,579.64)	\$90,107.97	67.1%
030 - Global Mission	\$0.00	\$8,825.00	\$0.00	\$0.00	\$8,825.00	\$16,666.64	(\$7,841.64)	\$25,000.00	35.3%
035 - Sustainable Development Goa	\$5,000.00	\$5,000.00	\$5,000.00	\$0.00	\$15,000.00	\$15,000.00	\$0.00	\$20,000.00	75.0%
037 - Creation Care	\$9,687.38	\$10,499.91	\$2,925.85	\$2,954.94	\$26,068.08	\$25,479.92	\$588.16	\$38,220.00	68.2%
Total OPERATIONAL EXPENSES	\$123,571.01	\$159,696.85	\$44,587.05	\$38,741.14	\$366,596.05	\$385,490.80	(\$18,894.75)	\$555,873.97	65.9%
Total MISSION IN THE WORLD	\$123,571.01	\$159,696.85	\$44,587.05	\$38,741.14	\$366,596.05	\$385,490.80	(\$18,894.75)	\$555,873.97	65.9%
GOVERNANCE									
OPERATIONAL EXPENSES									
250 - Chancellor's Expenses	\$14,460.79	\$14,575.00	\$3,500.00	\$3,500.00	\$36,035.79	\$31,000.00	\$5,035.79	\$45,000.00	80.1%
252 - Diocesan Convention	\$2,780.97	\$1,692.57	\$556.19	\$559.89	\$5,589.62	\$5,167.20	\$422.42	\$31,350.80	17.8%
253 - Diocesan Council	\$4,066.75	\$0.00	\$0.00	\$0.00	\$4,066.75	\$2,700.00	\$1,366.75	\$2,700.00	150.6%
254 - General Convention	\$3,750.00	\$3,750.00	\$1,250.00	\$1,250.00	\$10,000.00	\$10,000.00	\$0.00	\$15,000.00	66.7%
255 - House of Bishops	\$1,754.88	\$136.87	\$1,833.22	\$0.00	\$3,724.97	\$3,250.00	\$474.97	\$6,500.00	57.3%
256 - Retired Clergy Benefits	\$8,021.77	\$8,201.04	\$2,760.92	\$2,760.92	\$21,744.65	\$20,789.96	\$954.69	\$31,185.00	69.7%
257 - Retired Lay Benefits	\$8,173.65	\$8,169.55	\$2,722.50	\$2,722.50	\$21,788.20	\$21,903.28	(\$115.08)	\$32,855.00	66.3%
258 - Standing Committee	\$13.94	\$11.60	\$0.00	\$0.00	\$25.54	\$333.32	(\$307.78)	\$500.00	5.1%
259 - Title IV Disciplinary Committe	\$113.19	\$6,680.06	\$0.00	\$2,725.00	\$9,518.25	\$1,333.32	\$8,184.93	\$2,000.00	475.9%
TOTAL OPERATIONAL EXPENSES	\$43,135.94	\$43,216.69	\$12,622.83	\$13,518.31	\$112,493.77	\$96,477.08	\$16,016.69	\$167,090.80	67.3%
PERSONNEL EXPENSES									
251 - Governance Admin Staff	\$122.71	\$973.84	\$271.00	\$286.34	\$1,653.89	\$2,159.87	(\$505.98)	\$3,239.83	51.0%
Total PERSONNEL EXPENSES	\$122.71	\$973.84	\$271.00	\$286.34	\$1,653.89	\$2,159.87	(\$505.98)	\$3,239.83	51.0%
TOTAL GOVERNANCE	\$43,258.65	\$44,190.53	\$12,893.83	\$13,804.65	\$114,147.66	\$98,636.95	\$15,510.71	\$170,330.63	67.0%
DIOCESAN FINANCE & ADMINISTRATION EXPENSES									
ARCHIVE EXPENSES									

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	1st QTR	2nd QTR	JULY	AUGUST	YTD Actual as of 8/31/2019	2019 Budget as of 8/31/2019	Variance YTD to Budget YTD	2019 Annual Budget	% of ANNUAL BUDGET USED
450 - Archives	\$1,753.07	\$1,612.60	\$534.36	\$534.38	\$4,434.41	\$4,746.26	(\$311.85)	\$7,079.51	62.6%
Total ARCHIVE EXPENSES	\$1,753.07	\$1,612.60	\$534.36	\$534.38	\$4,434.41	\$4,746.26	(\$311.85)	\$7,079.51	62.6%
OPERATIONAL EXPENSES									
400 - General Operation Expense	\$3,586.99	\$10,230.89	\$3,190.57	\$2,347.41	\$19,355.86	\$20,299.88	(\$944.02)	\$30,450.00	63.6%
420 - General Property Expenses	\$30,138.31	\$29,243.80	\$9,513.11	\$9,126.20	\$78,021.42	\$78,764.30	(\$742.88)	\$118,146.54	66.0%
430 - Financial Management Expense	\$5,938.10	\$3,988.70	\$3,145.93	\$1,900.27	\$14,973.00	\$9,833.24	\$5,139.76	\$14,750.00	101.5%
440 - Accounting Expenses	\$0.00	\$19,500.00	\$0.00	\$0.00	\$19,500.00	\$19,500.00	\$0.00	\$19,500.00	100.0%
TOTAL OPERATIONAL EXPENSES	\$39,663.40	\$62,963.39	\$15,849.61	\$13,373.88	\$131,850.28	\$128,397.42	\$3,452.86	\$182,846.54	72.1%
PERSONNEL EXPENSES									
491 - Finance Business Expenses	\$2,067.46	\$2,305.61	\$3,257.24	\$257.24	\$7,887.55	\$7,096.52	\$791.03	\$10,645.00	74.1%
499 - Finance Personnel Expense	\$68,724.43	\$63,893.65	\$21,399.44	\$21,422.36	\$175,439.88	\$170,736.74	\$4,703.14	\$256,105.24	68.5%
TOTAL PERSONNEL EXPENSES	\$70,791.89	\$66,199.26	\$24,656.68	\$21,679.60	\$183,327.43	\$177,833.26	\$5,494.17	\$266,750.24	68.7%
TOTAL DIOCESAN FINANCE & ADMINISTRATION EXPENSES	\$112,208.36	\$130,775.25	\$41,040.65	\$35,587.86	\$319,612.12	\$310,976.94	\$8,635.18	\$456,676.29	70.0%
PARISH PAYROLL & BENEFITS									
OPERATIONAL EXPENSES									
700 - Agency Administrative Cost	\$4,724.58	\$3,598.46	\$723.06	\$808.52	\$9,854.62	\$8,766.64	\$1,087.98	\$13,150.00	74.9%
Total OPERATIONAL EXPENSES	\$4,724.58	\$3,598.46	\$723.06	\$808.52	\$9,854.62	\$8,766.64	\$1,087.98	\$13,150.00	74.9%
PERSONNEL EXPENSES									
791 - Agency Business Expenses	\$208.58	\$288.95	\$5.00	\$5.00	\$507.53	\$1,466.56	(\$959.03)	\$2,200.00	23.1%
799 - Agency Personnel Expenses	\$31,731.66	\$32,556.41	\$10,539.33	\$10,539.34	\$85,366.74	\$84,714.84	\$651.90	\$127,072.38	67.2%
Total PERSONNEL EXPENSES	\$31,940.24	\$32,845.36	\$10,544.33	\$10,544.34	\$85,874.27	\$86,181.40	(\$307.13)	\$129,272.38	66.4%
TOTAL PARISH PAYROLL & BENEFITS	\$36,664.82	\$36,443.82	\$11,267.39	\$11,352.86	\$95,728.89	\$94,948.04	\$780.85	\$142,422.38	67.2%
TOTAL EXPENSES	\$682,675.74	\$759,884.79	\$219,047.07	\$196,124.21	\$1,857,731.81	\$1,850,726.87	\$7,004.94	\$2,692,918.30	69.0%

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	1st QTR	2nd QTR	JULY	AUGUST	YTD Actual as of 8/31/2019	2019 Budget as of 8/31/2019	Variance YTD to Budget YTD	2019 Annual Budget	% of ANNUAL BUDGET USED
NET SURPLUS/(DEFICIT)									
001 - Nat'l Church Apportionment	(\$87,861.75)	(\$87,861.75)	(\$29,287.25)	(\$29,287.25)	(\$234,298.00)	(\$234,298.00)	\$0.00	(\$351,447.00)	66.7%
012 - Province of N.E.	(\$2,437.26)	(\$2,437.26)	(\$812.42)	(\$812.42)	(\$6,499.36)	(\$6,499.32)	(\$0.04)	(\$9,749.00)	66.7%
020 - Ecumenical Officer	(\$300.00)	(\$1,738.33)	\$0.00	\$0.00	(\$2,038.33)	(\$2,500.00)	\$461.67	(\$2,500.00)	81.5%
021 - Interfaith Council	(\$350.00)	(\$400.00)	\$0.00	\$0.00	(\$750.00)	(\$350.00)	(\$400.00)	(\$350.00)	214.3%
026 - Mass Council of Churches	(\$3,750.00)	(\$3,750.00)	(\$1,250.00)	(\$1,250.00)	(\$10,000.00)	(\$10,000.00)	\$0.00	(\$15,000.00)	66.7%
028 - Berkshire Organizing Project	(\$875.00)	(\$875.00)	(\$875.00)	\$0.00	(\$2,625.00)	(\$2,625.00)	\$0.00	(\$3,500.00)	75.0%
029 - Outdoor Worship Communities	(\$13,309.62)	(\$38,309.60)	(\$4,436.53)	(\$4,436.53)	(\$60,492.28)	(\$72,071.92)	\$11,579.64	(\$90,107.97)	67.1%
030 - Global Mission	\$0.00	(\$8,825.00)	\$0.00	\$0.00	(\$8,825.00)	(\$16,666.64)	\$7,841.64	(\$25,000.00)	35.3%
035 - Sustainable Development Goals	(\$5,000.00)	(\$5,000.00)	(\$5,000.00)	\$0.00	(\$15,000.00)	(\$15,000.00)	\$0.00	(\$20,000.00)	75.0%
037 - Creation Care	(\$9,687.38)	(\$10,119.91)	(\$2,825.85)	(\$2,874.94)	(\$25,508.08)	(\$25,479.92)	(\$28.16)	(\$38,220.00)	66.7%
103 - Parish Leadership Development Da	(\$7,465.82)	\$0.00	\$0.00	\$0.00	(\$7,465.82)	(\$8,600.00)	\$1,134.18	(\$7,600.00)	98.2%
120 - Comm. on Ministry	(\$3,473.58)	(\$577.61)	(\$14.50)	(\$1,850.00)	(\$5,915.69)	(\$2,499.92)	(\$3,415.77)	(\$3,750.00)	157.8%
121 - Seminarian Assistance	\$0.00	(\$500.00)	\$0.00	\$0.00	(\$500.00)	(\$4,000.00)	\$3,500.00	(\$6,000.00)	8.3%
124 - Clergy Conferences	\$894.05	(\$12,477.84)	(\$39.77)	\$0.00	(\$11,623.56)	(\$11,683.28)	\$59.72	(\$8,150.00)	142.6%
127 - Fresh Start Program	(\$863.50)	(\$254.54)	\$0.00	\$0.00	(\$1,118.04)	(\$1,450.00)	\$331.96	(\$2,900.00)	38.6%
128 - Strategic Leadership Dvlpmnt	(\$16,119.89)	(\$11,612.19)	(\$2,670.00)	(\$402.60)	(\$30,804.68)	(\$31,999.96)	\$1,195.28	(\$47,500.00)	64.9%
129 - Education for Ministry	\$0.00	(\$1,750.00)	\$0.00	(\$175.00)	(\$1,925.00)	(\$1,166.64)	(\$758.36)	(\$1,750.00)	110.0%
130 - Diaconate Formation	(\$4,366.12)	(\$2,606.00)	\$1,048.00	(\$20.00)	(\$5,944.12)	(\$3,000.00)	(\$2,944.12)	(\$3,000.00)	198.1%
191 - LeadershipDev Canon Business Exp	(\$2,890.22)	(\$3,837.33)	(\$689.32)	(\$653.51)	(\$8,070.38)	(\$8,146.60)	\$76.22	(\$10,220.00)	79.0%
199 - LeadershipDev Canon Personnel E	(\$42,344.52)	(\$43,525.43)	(\$14,460.01)	(\$14,483.02)	(\$114,812.98)	(\$114,917.66)	\$104.68	(\$172,376.66)	66.6%
203 - Special Clergy Gatherings	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$1,666.64)	\$1,666.64	(\$2,500.00)	0.0%
225 - Special Diocesan Events	\$0.00	(\$400.00)	\$0.00	\$0.00	(\$400.00)	(\$1,666.64)	\$1,266.64	(\$2,500.00)	16.0%
227 - Social Justice	\$0.00	(\$928.72)	(\$112.84)	\$0.00	(\$1,041.56)	(\$1,833.28)	\$791.72	(\$2,750.00)	37.9%
250 - Chancellor's Expenses	(\$14,460.79)	(\$14,575.00)	(\$3,500.00)	(\$3,500.00)	(\$36,035.79)	(\$31,000.00)	(\$5,035.79)	(\$45,000.00)	80.1%
251 - Governance Admin Staff	(\$122.71)	(\$973.84)	(\$271.00)	(\$286.34)	(\$1,653.89)	(\$2,159.87)	\$505.98	(\$3,239.83)	51.0%
252 - Diocesan Convention	(\$2,830.97)	(\$1,692.57)	(\$556.19)	(\$524.89)	(\$5,604.62)	(\$5,167.20)	(\$437.42)	(\$22,350.80)	25.1%
253 - Diocesan Council	(\$4,066.75)	\$0.00	\$0.00	\$0.00	(\$4,066.75)	(\$2,700.00)	(\$1,366.75)	(\$2,700.00)	150.6%
254 - General Convention	(\$3,750.00)	(\$3,750.00)	(\$1,250.00)	(\$1,250.00)	(\$10,000.00)	(\$10,000.00)	\$0.00	(\$15,000.00)	66.7%
255 - House of Bishops	(\$1,754.88)	(\$136.87)	(\$1,833.22)	\$0.00	(\$3,724.97)	(\$3,250.00)	(\$474.97)	(\$6,500.00)	57.3%

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256 - Retired Clergy Benefits	(\$8,021.77)	(\$8,201.04)	(\$2,760.92)	(\$2,760.92)	(\$21,744.65)	(\$20,789.96)	(\$954.69)	(\$31,185.00)	69.7%
257 - Retired Lay Benefits	(\$8,173.65)	(\$8,169.55)	(\$2,722.50)	(\$2,722.50)	(\$21,788.20)	(\$21,903.28)	\$115.08	(\$32,855.00)	66.3%
258 - Standing Committee	(\$13.94)	(\$11.60)	\$0.00	\$0.00	(\$25.54)	(\$333.32)	\$307.78	(\$500.00)	5.1%
259 - Title IV Disciplinary Committee	(\$113.19)	(\$6,680.06)	\$0.00	(\$2,725.00)	(\$9,518.25)	(\$1,333.32)	(\$8,184.93)	(\$2,000.00)	475.9%
270 - Communications	(\$38,678.66)	(\$29,461.41)	(\$9,626.43)	(\$9,459.80)	(\$87,226.30)	(\$88,923.43)	\$1,697.13	(\$132,237.00)	66.0%
291 - Bishop Business Expenses	(\$21,627.92)	(\$11,902.30)	(\$3,160.34)	(\$989.54)	(\$37,680.10)	(\$22,638.28)	(\$15,041.82)	(\$31,207.56)	120.7%
299 - Bishop Personnel Expenses	(\$81,982.75)	(\$80,996.27)	(\$27,936.58)	(\$26,780.39)	(\$217,695.99)	(\$213,233.51)	(\$4,462.48)	(\$319,850.46)	68.1%
301 - Spec. Assist. Congreg.	(\$300.00)	(\$125.00)	\$0.00	\$0.00	(\$425.00)	(\$3,333.32)	\$2,908.32	(\$5,000.00)	8.5%
302 - Clergy Children Educational Grant	(\$3,000.00)	\$0.00	\$0.00	(\$1,125.00)	(\$4,125.00)	(\$4,000.00)	(\$125.00)	(\$6,000.00)	68.8%
312 - Deanery Programs	\$0.00	(\$489.87)	\$0.00	(\$67.09)	(\$556.96)	(\$1,733.32)	\$1,176.36	(\$2,600.00)	21.4%
313 - Ministry Development Initiatives (\$0.00	(\$70,163.00)	(\$5,235.00)	\$0.00	(\$75,398.00)	(\$75,000.00)	(\$398.00)	(\$75,000.00)	100.5%
314 - Bement/Waterfield Edu. Grants	(\$23,075.00)	(\$60.85)	(\$10,750.00)	(\$6,375.00)	(\$40,260.85)	(\$36,633.32)	(\$3,627.53)	(\$42,700.00)	94.3%
315 - Youth Ministry	(\$4,914.93)	(\$7,160.47)	(\$272.57)	(\$26.74)	(\$12,374.71)	(\$14,383.00)	\$2,008.29	(\$21,574.64)	57.4%
320 - Stewardship	(\$1,295.00)	(\$45.00)	(\$15.00)	(\$86.34)	(\$1,441.34)	(\$8,049.96)	\$6,608.62	(\$11,450.00)	12.6%
322 - Continuing Education Grants	(\$1,000.00)	(\$1,000.00)	(\$1,000.00)	(\$300.00)	(\$3,300.00)	(\$2,666.64)	(\$633.36)	(\$4,000.00)	82.5%
324 - Christian Formation Missioner	(\$15,276.48)	(\$14,391.01)	(\$5,078.00)	(\$5,229.79)	(\$39,975.28)	(\$35,624.62)	(\$4,350.66)	(\$53,437.04)	74.8%
326 - Safe Church Training & Preventio	(\$667.24)	(\$638.91)	(\$394.60)	(\$26.74)	(\$1,727.49)	(\$799.96)	(\$927.53)	(\$1,200.00)	144.0%
328 - Sabbatical Grants	\$0.00	(\$2,000.00)	\$0.00	\$0.00	(\$2,000.00)	(\$3,333.32)	\$1,333.32	(\$5,000.00)	40.0%
329 - Transition Ministry	(\$2,292.71)	(\$1,990.98)	(\$29.00)	(\$454.10)	(\$4,766.79)	(\$2,600.00)	(\$2,166.79)	(\$4,850.00)	98.3%
355 - Latino Ministries	(\$35,285.97)	(\$35,376.72)	(\$10,902.59)	(\$11,150.74)	(\$92,716.02)	(\$105,771.40)	\$13,055.38	(\$155,657.24)	59.6%
391 - CongDev Canon Business Expense	(\$2,934.12)	(\$1,377.92)	(\$1,282.09)	(\$419.78)	(\$6,013.91)	(\$6,728.68)	\$714.77	(\$8,593.12)	70.0%
399 - CongDev Canon Personnel Expense	(\$47,062.52)	(\$47,105.19)	(\$15,687.51)	(\$15,687.52)	(\$125,542.74)	(\$125,414.12)	(\$128.62)	(\$188,121.31)	66.7%
400 - General Operation Expenses	(\$3,586.99)	(\$10,230.89)	(\$3,190.57)	(\$2,347.41)	(\$19,355.86)	(\$20,299.88)	\$944.02	(\$30,450.00)	63.6%
420 - General Property Expenses	(\$30,138.31)	(\$29,243.80)	(\$9,513.11)	(\$9,126.20)	(\$78,021.42)	(\$78,764.30)	\$742.88	(\$118,146.54)	66.0%
430 - Financial Management Expenses	(\$5,938.10)	(\$3,988.70)	(\$3,145.93)	(\$1,900.27)	(\$14,973.00)	(\$9,833.24)	(\$5,139.76)	(\$14,750.00)	101.5%
440 - Accounting Expenses	\$0.00	(\$19,500.00)	\$0.00	\$0.00	(\$19,500.00)	(\$19,500.00)	\$0.00	(\$19,500.00)	100.0%
450 - Archives	(\$1,513.07)	(\$1,372.60)	(\$454.36)	(\$454.38)	(\$3,794.41)	(\$4,106.26)	\$311.85	(\$6,119.51)	62.0%
491 - Finance Business Expenses	(\$2,067.46)	(\$2,305.61)	(\$3,257.24)	(\$257.24)	(\$7,887.55)	(\$7,096.52)	(\$791.03)	(\$10,645.00)	74.1%
499 - Finance Personnel Expenses	(\$68,724.43)	(\$63,893.65)	(\$21,399.44)	(\$21,422.36)	(\$175,439.88)	(\$170,736.74)	(\$4,703.14)	(\$256,105.24)	68.5%
700 - Agency Administrative Costs	(\$4,724.58)	(\$3,598.46)	(\$723.06)	(\$808.52)	(\$9,854.62)	(\$8,766.64)	(\$1,087.98)	(\$13,150.00)	74.9%
791 - Agency Business Expenses	(\$208.58)	(\$288.95)	(\$5.00)	(\$5.00)	(\$507.53)	(\$1,466.56)	\$959.03	(\$2,200.00)	23.1%

The Episcopal Diocese of Western Massachusetts
UNAUDITED Activity Statement - Diocesan Ops w/o Audit Aje's
AUG 2019 YTD- LVL 3 (Ops-Agency only) (Steve's 2019 VCO)

	1st QTR	2nd QTR	JULY	AUGUST	YTD Actual as of 8/31/2019	2019 Budget as of 8/31/2019	Variance YTD to Budget YTD	2019 Annual Budget	% of ANNUAL BUDGET USED
799 - Agency Personnel Expenses	(\$31,731.66)	(\$32,556.41)	(\$10,539.33)	(\$10,539.34)	(\$85,366.74)	(\$84,714.84)	(\$651.90)	(\$127,072.38)	67.2%
999 - Default	\$636,421.52	\$745,337.20	\$95,652.52	\$94,635.78	\$1,572,047.02	\$1,803,599.96	(\$231,552.94)	\$2,655,400.00	59.2%
TOTAL NET SURPLUS/(DEFICIT)	(\$35,114.22)	(\$7,903.81)	(\$122,264.55)	(\$100,418.43)	(\$265,701.01)	(\$29,310.27)	(\$236,390.74)	\$581.70	(45,676.6)%

The Episcopal Diocese of Western Massachusetts
UNAUDITED Activity Statement - Diocesan Ops w/o Audit Aje's
AUG 2019 YTD- LVL 3 (Ops-Agency only) (Steve's 2019 VCO)

	1st QTR	2nd QTR	JULY	AUGUST	YTD Actual as of 8/31/2019	2019 Budget as of 8/31/2019	Variance YTD to Budget YTD	2019 Annual Budget	% of ANNUAL BUDGET USED
02 - Operations Temp. Restricted									
REVENUES									
TEMPORARY RESTRICTED ACTIVITY									
02-4500-99Program Income									
999 - Default	\$111,800.00	\$0.00	\$0.00	\$0.00	\$111,800.00	\$0.00	\$111,800.00	\$0.00	0.0%
Total TEMPORARY RESTRICTED ACTIVITY	\$111,800.00	\$0.00	\$0.00	\$0.00	\$111,800.00	\$0.00	\$111,800.00	\$0.00	0.0%
TOTAL REVENUES	\$111,800.00	\$0.00	\$0.00	\$0.00	\$111,800.00	\$0.00	\$111,800.00	\$0.00	0.0%
EXPENSES									
TEMPORARY RESTRICTED ACTIVITY									
02-7075-99Program									
999 - Default	\$107,829.66	\$3,970.34	\$0.00	\$0.00	\$111,800.00	\$0.00	\$111,800.00	\$0.00	0.0%
TOTAL TEMPORARY RESTRICTED ACTIVITY	\$107,829.66	\$3,970.34	\$0.00	\$0.00	\$111,800.00	\$0.00	\$111,800.00	\$0.00	0.0%
TOTAL EXPENSES	\$107,829.66	\$3,970.34	\$0.00	\$0.00	\$111,800.00	\$0.00	\$111,800.00	\$0.00	0.0%
NET SURPLUS/(DEFICIT)									
999 - Default	\$3,970.34	(\$3,970.34)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.0%
TOTAL NET SURPLUS/(DEFICIT)	\$3,970.34	(\$3,970.34)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.0%

The Episcopal Diocese of Western Massachusetts
UNAUDITED Activity Statement - Diocesan Ops w/o Audit Aje's
AUG 2019 YTD- LVL 3 (Ops-Agency only) (Steve's 2019 VCO)

	1st QTR	2nd QTR	JULY	AUGUST	YTD Actual as of 8/31/2019	2019 Budget as of 8/31/2019	Variance YTD to Budget YTD	2019 Annual Budget	% of ANNUAL BUDGET USED
04 - Agency									
EXPENSES									
PARISH PAYROLL & BENEFITS									
Special Payruns									
999 - Default	\$0.00	\$2,235.99	\$0.00	\$0.00	\$2,235.99	\$0.00	\$2,235.99	\$0.00	0.0%
Total Special Payruns	\$0.00	\$2,235.99	\$0.00	\$0.00	\$2,235.99	\$0.00	\$2,235.99	\$0.00	0.0%
TOTAL PARISH PAYROLL & BENEFITS	\$0.00	\$2,235.99	\$0.00	\$0.00	\$2,235.99	\$0.00	\$2,235.99	\$0.00	0.0%
TOTAL EXPENSES	\$0.00	\$2,235.99	\$0.00	\$0.00	\$2,235.99	\$0.00	\$2,235.99	\$0.00	0.0%
NET SURPLUS/(DEFICIT)									
999 - Default	\$0.00	(\$2,235.99)	\$0.00	\$0.00	(\$2,235.99)	\$0.00	(\$2,235.99)	\$0.00	0.0%
TOTAL NET SURPLUS/(DEFICIT)	\$0.00	(\$2,235.99)	\$0.00	\$0.00	(\$2,235.99)	\$0.00	(\$2,235.99)	\$0.00	0.0%

EMWM Real Estate Update

September 24, 2019

Otis- The title is free and clear and EMWM board of directors will vote to approve the transfer of the deed to the town of Otis at its October 3 meeting. The Historical Commission in Otis is very active and excited that they will be able to revive the chapel. This is finally about to happen.

Blackinton- We are in the process of quieting the title. One more hoop is to speak to the Attorney General's office about the quieting of the title. The buyer has been patient. Sale is for \$100,000.

Old Stone Chapel in Lanesboro- the congregation decided to market the property after a thorough discernment process. Steve and Frank have been working with our realtor in the area and the building has been listed at \$149,000. We'll evaluate the situation in November.

September 27, 2019

Update on Human to Human activity

The next issue of our Abundant Times magazine is dedicated to introducing Human to Human to the members of our diocese. We explain what H2H is and why it was created, and we highlight the programs and ministries that H2H is funding. I've attached to the bottom of this report a copy of my article for the issue which should drop before Convention on Nov. 9. I hope you find it helpful in better understanding the vision for this new diocesan entity.

Here is a recap of our development activities and plans in 2019:

- The H2H website is live. www.humantohuman.org. We plan to use video on the website to tell the story of the work that is going on.
- The introduction of Human to Human to the diocese takes place in late October with the delivery of the next issue of Abundant Times magazine. The magazine will include an insert of the H2H brochure.
- There will be a special order at Convention highlighting our programs with video and speakers from the ministries. The collection at the Convention Eucharist will go to H2H. We will have copies of the magazine and H2H bumper stickers at the Convention.
- We will run an Advent email campaign seeking donations using our Mission Matters email list. Two or three emails. People will be able to easily give online.
- Pentecost Appeal- We will do a mailing to our Abundant Times mailing list which will include the brochure we developed, a letter, an envelope with which to send checks, in an orange (our color- see the website), slightly oversized envelope.
- We will also send a version of the packet to our congregations to be used as bulletin inserts for one or two weeks during Pentecost. We will only go to our churches directly once/year, and not during stewardship season. We are explicit in our vision about providing our members the opportunity to do religious giving beyond their congregations.
- We met with a program officer of the Greater Worcester Community Foundation and learned about their annual grant program of up to \$25,000 per year. A few WT leaders went to an hour long workshop on the grant process. Unfortunately, we were not able to get a grant submitted in time this year, but we won't do that again.
- We have begun to find grant opportunities. That work will begin more fully now. We have trained our new administrative assistant on how to prospect for grants using online tools available through paid subscription. We are learning what needs to be in place to do this. Back office support from 37 Chestnut Street will be required and is a good investment.
- We are exploring potential relationships with local corporations and foundations. This is slow work that will require the participation of other leaders in our diocese. A goal of mine is to get some working groups together to work on items like this.
- We have found a grant opportunity where the Commonwealth of MA will provide full, minimum wage compensation for 20 hours/wk for people over 55 seeking employment opportunities. We have begun the process of hiring four people for three of the Building Bridges vets lunches. This

opportunity could be applicable for some of our other programs, too. Part of their job will be to help solicit paid sponsorships for the lunches where they are working.

- We are registering Human to Human in the Thrivent Choice program. Thrivent Financial (an ecumenical financial ministry of the ELCA) offers its customers a benefit where they can direct a percent of their assets with Thrivent (up to \$2500/year) to the charitable organization of their choice. There is a lot of potential for us here.
- The Walking Together board is talking about having a house party fundraising event. This type of event is likely how we will begin to cultivate individual donors for Human to Human.
- Building Bridges is planning a media event to draw attention and support to the Vets Lunches in Greenfield and Northampton.
- We need to develop criteria and a process for the grants to parishes that run these programs doing the humanitarian work of Jesus. The grant budget in 2019 and 2020 is \$25,000. I will need to form a working group to help with this.

Article for Abundant Times on Human to Human

I am grateful for this opportunity to introduce you to *Human to Human*.

This project started three years ago when we were blessed to have two new outreach programs take root in the diocese and realized we needed to come up with a plan to fund them after the initial grant money was depleted. Moreover, how should we fund the other new and ambitious programs and ministries emerging across the diocese? *Human to Human* is our answer to that question.

Human to Human is an innovative funding and programmatic initiative of the Diocese of Western Massachusetts that recognizes poverty as both a material and a spiritual condition. By bringing together a diversity of human resources on a single platform, *Human to Human* engages God's mission by creating communities where benefactors and recipients, rich and poor, young and old, "religious" and not, share equally as participants.

Inspired by the teachings of the Gospel, *Human to Human's* programs provide compassionate care for people living in vulnerable circumstances in Western and Central Massachusetts communities. We value welcoming the stranger, embracing difference, accepting failure, celebrating success, and being open to our common futures.

Human to Human's programs and ministries are committed to meeting people facing economic, social support, and service challenges where they are in their personal journey of health, recovery, and discovery. These are ministries without a worship component or participation requirement. *Human to Human* will be responsible for fundraising and oversight to make the ministries sustainable. It will provide grants for congregations in the diocese that run programs doing similar work.

Human to Human will also provide an opportunity to do religious giving beyond your congregation. *The Spirituality of Fundraising*, a book by Henri J. M. Nouwen, defines religious fundraising as a form of ministry, a way of announcing our vision and inviting other people to join in our mission. The work of religious giving is to view financial resources as energy to be directed, as an expression of our values, and as a tool to make a positive impact in the world. It is a mutually beneficial process and more than a transaction. There is an opportunity for us all to explore our relationship with money through this work.

We have two main programs that will be funded under *Human to Human*: Building Bridges and Walking Together. Building Bridges is a veteran's ministry which serves weekly lunches for veterans in six communities. Walking Together is a thriving storefront that provides a "ministry of presence" in the struggling Main South section of Worcester, MA. Both of these ministries began four years ago and have blossomed into vitality. We have raised \$60,000 over the past two years along with approximately \$50,000 worth of in-kind contributions. The ministries have also received lots of positive press coverage.

Human to Human's expenses will be the costs associated with running its programs and ministries, currently budgeted at \$290,000. The goal is that 80% of the budget will be supported by contributions from individual donors throughout the region, and the remaining 20% from grants and foundations. We have secured additional funding to be used as needed from the reserved assets of congregations that have completed their missions over the past ten years.

There are also ministries that are run out of congregations in the diocese in their local communities, which are connecting with and serving vulnerable populations. A grant line of \$25,000 is included in the *Human to Human* budget to support those congregations with their work.

In the following pages you will be introduced to the programs mentioned above, as well as a few others. It is my hope that you will be inspired to participate in the programs in some way—with financial gifts, through volunteering, by sharing the good news about this effort, and by praying for God's will to be manifested in our communities through the work.

Steve Abdow
Canon for Mission Resources
Director of Human to Human

The Episcopal Diocese of Western Massachusetts

Memorandum

To: Delegates to the 118th Diocesan Convention
From: Steven P. Abdow, Canon for Mission Resources
Subject: Plan for Use of Diocesan Resources in 2020
Date: September 10, 2019

On behalf of Bishop Fisher and Diocesan Council I am pleased to present the proposed budget for next year. On the day of Diocesan Convention I will be available to answer any questions you have about this plan at a Budget Hearing scheduled for 7:45 AM at the Convention site. Additionally, I invite you to contact me directly with any questions or comments. I can be reached at sabdow@diocesewma.org or 413-417-2414.

Overview

Part of the Diocesan Council's recent work has been to consider our current priorities by engaging in a facilitated process to discern what our mission is at this time in the life of our Diocese in order to determine how to best align our human, financial, and intellectual resources with that mission. The consensus was that our focus at this time needs to be on issues of vitality and vibrancy in our congregations.

With that priority in mind we have made some proposed changes to some budget lines. After plugging in the projected revenues for 2020, the increase to The Episcopal Church, proposed adjustments to personnel related expenses while leaving all other budget lines the same we were looking at a large deficit.

We reviewed lines of the budget that could be considered more discretionary than others relative to our priorities at this time and came up with suggested changes.

We are investing heavily in leadership formation and development with six different programs for parish leaders, volunteer and clergy coaching, training for program facilitators and more. We have used parish statistics and interviews to measure vitality in congregations. We plan to use this tool to help us measure accomplishments resulting from parish leadership engaging in this work.

We have shifted our outreach donations to reflect our current focus on more regional efforts which do the humanitarian work of Jesus and the Church. We have had lay staff transitions and have had to reorganize our administrative work which resulted in increased payroll expense. In the past few years the workload on the floor has increased as

we are now doing more as a Diocese and there is less executive staff time spent on administrative tasks than there was in previous years. Clergy staffing levels increased in 2019, as part of our commitment to Hispanic Ministry in our Diocese.

We realize that revenue in the form of Support for Common Ministry through annual assessments is not increasing. We have two relatively new ministries, Walking Together and Building Bridges which are thriving and need a sustainable funding source. There are other parish based ministries in communities that are connecting with and serving vulnerable populations, and we'd like to provide grants to those ministries as well.

Human to Human is a new Diocesan entity that will serve as an umbrella for programs and ministries in the diocese that do the humanitarian work of Jesus in our communities. Through Human to Human we are undertaking development efforts to fund this work. In 2020, as in 2019, we will spend approximately \$290,000 to operate Building Bridges and Walking Together; provide grants for parish programs; and pay 42.5% of the Canon for Mission Resources salary for work on fundraising, grant writing, and communications. Plans for fundraising activities and grant writing have been developed and are underway. Our goal is to fully fund the ministry by 2022 out of a new revenue stream. You will hear more about Human to Human in the next issue of Abundant Times and at Convention.

We also have significant mission resources available from the assets of our former congregations. They have been set aside, and we do not take a distribution from the income of the fund. These resources will be used to invest in improving the vibrancy and vitality of our congregations and the diocese. In 2020 we are proposing a long term investment in the vitality of Lawrence House, the Episcopal Service Corps program in our diocese using these funds. The Diocesan Council and Bishop's Staff have been engaged in creating a strategy to best use the gift of those assets at this time. We see this as the legacy of those former congregations and want to make the best impact we can with it.

The 2020 Plan

The Bishop and Diocesan leadership have identified the following goals which serve to guide our work:

- Developing and supporting transformational lay and clergy leaders
- Engaging congregations in processes of honest, healthy self-assessment and renewal
- Encouraging inter-diocesan, ecumenical, and interfaith partnerships in congregations and the Bishop's office
- Providing opportunities for clergy to gather for support and networking
- Committing to Social Justice issues (moving from idea to ministry to a movement)
- Encouraging and supporting new initiatives in ministry

Our objective is to present a budget that is aligned with our goals and mission which best utilizes our available resources. 53% of the budget is for payroll and personnel related expenses. The work of the bishop's office is relational and highly dependent on personnel, and we feel that this ratio is appropriate to accomplish the mission.

Services provided by the Administrative Offices of the Diocese to the congregations are payroll and benefits administration, transition ministry support, Congregational development coaching and direction. The ministry of the bishop includes parish visitations, confirmations, ordinations, and representation at the house of Bishops and other communion wide work. Included in the budget is the cost of the diocesan convention, clergy conferences, and diocesan wide leadership development events.

During the next year \$871,000 will be used for outreach, to our congregations, and to support non-parochial ministries within our diocese. Attached to this document you will find detail on the Diocese Outreach and Ministry budget for 2020 consisting of projects and programs that are outreach to our congregations, our communities, and our world.

We are blessed to have the financial resources available to do our work and carry on Jesus's mission of mercy, compassion and hope in the world.

Notes:

- Revenue from assessment income and from invested funds will not be enough to cover all the budgeted expenses in 2020. The difference will be made up with an additional draw on invested funds and reserves of \$85,000 (3.2% of the total budget). The resulting budget is \$2.66 million, down \$30,000 from 2019.
- Over the past ten years we have not had to make any additional withdrawals from our invested funds. In five years we have accumulated a surplus of approx. \$80,000. This year will be taking an additional withdrawal so we can do the work that we feel called to do for the sake of the Gospel. We are blessed with an abundance of resources which we have stewarded well. The Bishop and Diocesan Council are comfortable with this rare additional withdrawal. It would be shortsighted to not responsibly consider this approach as so much good work is taking place and so much is at stake. We do not plan to make a habit of this but feel the responsible thing to do at this time is to continue to invest as wisely and fully in our mission.
- Our apportionment to The Episcopal Church will increase in 2020 by \$17,182.
- Latino ministry will be reduced by \$16K. At the time the 2019 budget was created we included money for large programs but circumstances were such that we are not expecting to use that money in 2019 and are not going to budget it for 2020.
- Youth Ministry will be reduced by \$20,000. Our quarter time missionary, the Rev. Hilary Bogart-Winkler has taken a call to teach and we are not filling the position at this time. We have \$5000 in the budget to support parish based youth trips.

- We are reducing our budget for Global Mission grants by \$15K to \$10K. In the past couple of years the committee has had a hard time using the funds. When this grant line was created the Diocese had missionaries in countries overseas. Now our global involvement is as donors and volunteers and is lighter than it had been. (Note that we are spending \$250K this year on regional initiatives under the Human to Human umbrella and this more than offsets reductions in other forms of outreach.)
- We've reduced the budget for Outdoor Worship Communities by \$10K in 2020 by reducing the grant budget to a right size for now.
- We are reducing our gift to Episcopal Relief and Development in support of Sustainable Development Goals by \$10K. Our support of the SDGs is also supported in our Creation Care Ministry and our contribution far exceeds the standard 0.7% of revenues.
- We have budgeted for a 6% increase in health insurance expenses and have budgeted for salary increases in the 2.5% range.

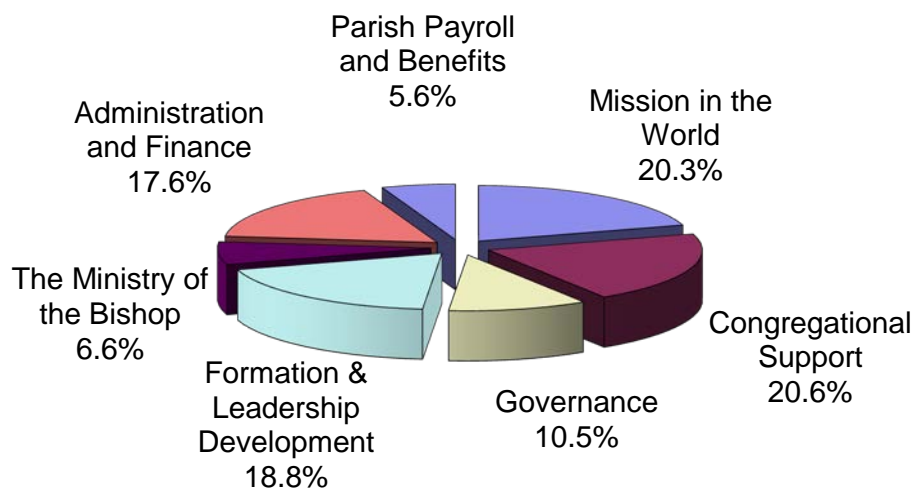
Fanning the Flames

- The funding of programs and ministries through the Fanning the Flames initiative will be ending after 2019.
- There are ministries and projects that began with Fanning the Flames that will continue with funds from other sources. At the end of 2019 we will have spent all of the \$1 million designated for this initiative.

Members of Diocesan Council: The Rt. Rev. Doug Fisher, the Rev. Janet Zimmerman and Mr. Richard Gore (Berkshire Corridor), Ms. Janet Walsh Young, the Rev. Heather Blais, Ms. Donna Christian, and the Rev. Eliot Moss (Valley Corridor), Richard Delorme, Mark Rogers, the Rev. Jose Reyes and the Rev. Jesse Abell (Worcester Corridor), the Rev. Nancy Webb Stroud (Vice President of Council), Ms. Wende Wheeler (Secretary to Convention), Mr. Frank Minasian (Trustee Representative)

Members of the Budget and Financial Planning Committee: Wayne Gass, Treasurer (All Saints, South Hadley), Kitty Dougherty (Grace Church, Amherst), Mick Kalber (Holy Trinity, Southbridge), Al Symonds (St. Stephen's, Pittsfield), Mr. Dan Mylott (Christ Church, Fitchburg), the Rev. Dave Woesnner (St. Michael's on the Heights, Worcester), Kendra Macleod (St. Paul's, Stockbridge), The Rev. Heather Blais (Saints James and Andrew, Greenfield), Moira Miller (Shrewsbury), Steve Abdow (Assistant Treasurer), and Kim Foster (Financial Controller)

Budget Expenses by Category



Attachments:

One page budget summary

Proposed Income/Expense Statement for 2020

2020 Budget for Outreach and Diocesan Ministries

One Page Summary of the Proposed 2020 Budget

	2019 thru Jun-19	2019 Budget	2020 Proposed	<u>% of Budget</u>
<i>OPERATING REVENUES</i>				
Assessment for Common Ministry	572,372	1,145,000	1,130,000	42.4%
Use of Investments -- Spending Rule	802,925	1,510,000	1,496,618	56.2%
Program Income	12,604	28,500	25,500	1.0%
Other Income and Gifts	11,431	9,600	9,600	0.4%
<u>Interest Income</u>	<u>210</u>	<u>400</u>	<u>400</u>	0.0%
TOTAL REVENUES FOR DIOCESAN OPERATIONS	1,399,542	2,693,500	2,662,118	100.0%
 <i>OPERATING EXPENSES</i>				
Mission in the World	283,268	555,874	540,800	20.3%
Congregational Support	328,362	596,503	548,326	20.6%
Formation & Leadership Development	161,411	280,067	279,717	10.5%
The Ministry of the Bishop	265,978	491,045	499,870	18.8%
Governance	87,449	170,331	176,093	6.6%
Administration and Finance	242,984	456,676	467,987	17.6%
<u>Parish Payroll and Benefits</u>	<u>73,109</u>	<u>142,422</u>	<u>148,581</u>	5.6%
TOTAL OPERATING EXPENSE	1,442,561	2,692,918	2,661,374	100.0%
 OPERATING REVENUE AND EXPENSE				
Operating Income	1,399,542	2,693,500	2,662,118	
Operating Expense	1,442,561	2,692,918	2,661,374	
SURPLUS/(DEFICIT)	(43,019)	582	744	

The Episcopal Diocese of Western Massachusetts

Proposed Budget for 2020

	YTD Actual Jun-2019	2019 ANNUAL BUDGET	2020 PROPOSED BUDGET
REVENUES			
Assessment for Common Ministry	\$572,372.00	\$1,145,000.00	\$1,130,000.00
Use of Investment - Trustees	\$802,925.47	\$1,510,000.00	\$1,496,618.00
Program Income	\$12,603.78	\$28,500.00	\$25,500.00
Other Income and Gifts	\$11,431.20	\$9,600.00	\$9,600.00
Internal Grant Funding	\$0.00	\$0.00	\$0.00
Interest Income	\$210.05	\$400.00	\$400.00
TOTAL DIOCESAN INCOME AND GIFTS:	\$1,399,542.50	\$2,693,500.00	\$2,662,118.00

			YTD Actual Jun-2019	2019 ANNUAL BUDGET	2020 PROPOSED BUDGET
EXPENSES					
BISHOP'S MINISTRY					
PROGRAMS					
	Communications	Wages and Benefits	\$54,009.76	\$108,054.96	\$112,696.65
	Communications	Business Expenses	\$14,130.31	\$24,182.04	\$23,356.20
	Communications		\$68,140.07	\$132,237.00	\$136,052.85
	Social Justice		\$928.72	\$2,750.00	\$1,750.00
	Retired Clergy Gatherings		\$0.00	\$2,500.00	\$1,250.00
	Special Diocesan Events		\$400.00	\$2,500.00	\$2,500.00
	Wanderings and Special Journeys		\$0.00	\$0.00	\$0.00
	Total PROGRAMS		\$69,468.79	\$139,987.00	\$141,552.85
PERSONNEL EXPENSES					
	Wages and Benefits		\$162,979.02	\$319,850.46	\$324,609.67
	Business Expenses		\$33,530.22	\$31,207.56	\$33,707.56
	Total PERSONNEL EXPENSES		\$196,509.24	\$351,058.02	\$358,317.23
TOTAL BISHOP'S MINISTRY			\$265,978.03	\$491,045.02	\$499,870.08

	YTD Actual Jun-2019	2019 ANNUAL BUDGET	2020 PROPOSED BUDGET
CONGREGATIONAL SUPPORT: Mission with Congregations			
GRANTS and SCHOLARSHIPS			
Clergy Children Educational Grants	\$3,000.00	\$6,000.00	\$6,000.00
College Scholarships	\$23,135.85	\$42,700.00	\$40,200.00
Continuing Education Grants	\$2,000.00	\$4,000.00	\$4,000.00
Deanery	\$489.87	\$2,600.00	\$1,500.00
Ministry Development Initiatives	\$70,163.00	\$75,000.00	\$70,000.00
Sabbatical Grants	\$0.00	\$5,000.00	\$5,000.00
Total GRANTS and SCHOLARSHIPS	\$98,788.72	\$135,300.00	\$126,700.00
OPERATIONAL EXPENSES			
Special Assistance to Congregations	\$425.00	\$5,000.00	\$0.00
Transition Ministry	\$4,283.69	\$4,850.00	\$5,850.00
Christian Formation Missioner	\$35,115.47	\$53,437.04	\$55,254.28
Latino Ministries	\$70,662.69	\$155,657.24	\$138,990.04
Safe Church Training and Prevention	\$3,031.15	\$4,200.00	\$4,450.00
Stewardship	\$1,340.00	\$11,450.00	\$5,000.00
Youth Ministry	\$12,075.40	\$25,574.64	\$5,000.00
Total Operational Expenses	\$122,224.71	\$250,318.92	\$208,694.31
TOTAL	\$126,933.40	\$260,168.92	\$214,544.31
PERSONNEL EXPENSES			
Wages and Benefits	\$96,327.71	\$192,441.31	\$198,581.36
Business Expense	\$4,312.04	\$8,593.12	\$8,500.00
TOTAL PERSONNEL EXPENSES	\$100,639.75	\$201,034.43	\$207,081.36
TOTAL CONGREGATIONAL SUPPORT	\$326,361.87	\$596,503.35	\$548,325.67

FORMATION & LEADERSHIP DEVELOPMENT for the Baptized		YTD Actual Jun-2019	2019 ANNUAL BUDGET	2020 PROPOSED BUDGET
OPERATIONAL EXPENSES				
David Allen Seminars		\$0.00	\$0.00	\$0.00
Education for Ministry		\$1,750.00	\$1,750.00	\$1,750.00
Parish Leadership Day		\$9,730.82	\$10,600.00	\$10,600.00
Formation and Leadership Development		\$22,944.10	\$47,500.00	\$42,500.00
Clergy Conferences		\$19,587.57	\$17,650.00	\$17,650.00
Commision on Ministry		\$4,051.19	\$3,750.00	\$3,750.00
Diaconate Formation		\$6,972.12	\$3,000.00	\$3,000.00
Fresh Start		\$1,118.04	\$2,900.00	\$2,000.00
Seminarian Assistance		\$500.00	\$6,000.00	\$5,000.00
Lawrence House		\$0.00	\$0.00	\$0.00
TOTAL OPERATIONAL EXPENSES		\$66,653.84	\$93,150.00	\$86,250.00
PERSONNEL EXPENSES				
Wages and Benefits		\$88,029.95	\$176,696.66	\$183,467.22
Business Expense		\$6,727.55	\$10,220.00	\$10,000.00
TOTAL PERSONNEL EXPENSES		\$94,757.50	\$186,916.66	\$193,467.22
TOTAL LEADERSHIP DEVELOPMENT		\$161,411.34	\$280,066.66	\$279,717.22

		YTD Actual Jun-2019	2019 ANNUAL BUDGET	2020 PROPOSED BUDGET
MISSION IN THE WORLD				
OPERATIONAL EXPENSES				
Anglican Communion Partners		\$0.00	\$0.00	\$0.00
Outdoor Worship Communities				
	Wages and Benefits	\$26,619.22	\$54,107.97	\$56,045.73
	Business Expenses	\$25,000.00	\$36,000.00	\$25,000.00
	Total Outdoor Worship Communities	\$51,619.22	\$90,107.97	\$81,045.73
Creation Care	Wages and Benefits	\$16,876.44	\$33,720.00	\$35,725.92
Creation Care	Business Expenses	\$3,310.85	\$4,500.00	\$4,500.00
Creation Care		\$20,187.29	\$38,220.00	\$40,225.92
Ecumenical Relations				
	Berkshire Organizing Project	\$1,750.00	\$3,500.00	\$3,500.00
	Ecumenical Officer	\$2,038.33	\$2,500.00	\$2,300.00
	Interfaith Council	\$750.00	\$350.00	\$350.00
	Mass Council of Churches	\$7,500.00	\$15,000.00	\$15,000.00
	Province One	\$4,874.52	\$9,749.00	\$9,749.00
	Total Ecumenical Relations	\$16,912.85	\$31,099.00	\$30,899.00
The Episcopal Church Apportionment		\$175,723.50	\$351,447.00	\$368,629.00
Global Mission		\$8,825.00	\$25,000.00	\$10,000.00
Lambeth		\$0.00	\$0.00	\$0.00
Sustainable Development Goals		\$10,000.00	\$20,000.00	\$10,000.00
Note: Veterans' Ministry and Walking Together are now part of Human to Human				
TOTAL MISSION IN THE WORLD		\$283,267.86	\$555,873.97	\$540,799.65

		YTD Actual Jun-2019	2019 ANNUAL BUDGET	2020 PROPOSED BUDGET
GOVERNANCE				
OPERATIONAL EXPENSES				
Chancellor's Conference		\$29,035.79	\$45,000.00	\$47,000.00
Diocesan Convention				
	Wages and Benefits	\$4,449.54	\$7,750.80	\$7,750.80
	Business Expenses	\$24.00	\$23,600.00	\$23,600.00
	Total Diocesan Convention	\$4,473.54	\$31,350.80	\$31,350.80
Diocesan Council		\$4,066.75	\$2,700.00	\$2,700.00
General Convention		\$7,500.00	\$15,000.00	\$15,000.00
House of Bishops		\$1,891.75	\$6,500.00	\$3,000.00
Retired Clergy and Lay Support		\$32,566.01	\$64,040.00	\$64,040.00
Standing Committee		\$25.54	\$500.00	\$500.00
Title IV	Wages and Benefits	\$3,006.00	\$2,000.00	\$3,000.00
Title IV	Business Expenses	\$3,787.25	\$0.00	\$5,000.00
Title IV		\$6,793.25	\$2,000.00	\$8,000.00
Governance Admin		\$1,096.55	\$3,239.83	\$4,502.59
	TOTAL GOVERNANCE	\$87,449.18	\$170,330.63	\$176,093.39

DIOCESAN FINANCE & ADMINISTRATION EXPENSES			
	YTD Actual Jun-2019	2019 ANNUAL BUDGET	2020 PROPOSED BUDGET
ARCHIVE EXPENSES			
Wages and Benefits	\$3,215.67	\$6,499.51	\$6,693.61
Business Expenses	\$150.00	\$580.00	\$300.00
TOTAL ARCHIVE EXPENSES	\$3,365.67	\$7,079.51	\$6,993.61
OPERATIONAL EXPENSES			
Financial Management	\$29,426.80	\$34,250.00	\$34,250.00
Property - Plant	\$59,382.11	\$118,146.54	\$118,926.16
General Operations	\$13,817.88	\$30,450.00	\$30,450.00
TOTAL OPERATIONAL EXPENSES	\$102,626.79	\$182,846.54	\$183,626.16
PERSONNEL EXPENSES			
Wages and Benefits	\$132,618.08	\$256,105.24	\$266,990.68
Business Expenses	\$4,373.07	\$10,645.00	\$10,376.20
TOTAL PERSONNEL EXPENSES	\$136,991.15	\$266,750.24	\$277,366.88
TOTAL DIOCESAN FINANCE & ADMINISTRATION EXPENSES	\$242,983.61	\$456,676.29	\$467,986.65
DIOCESAN AGENCY EXPENSES FOR CONGREGATION SUPPORT			
OPERATIONAL EXPENSES	\$8,323.04	\$13,150.00	\$13,150.00
PERSONNEL EXPENSES			
Wages and Benefits	\$64,288.07	\$127,072.38	\$134,231.36
Business Expenses	\$497.53	\$2,200.00	\$1,200.00
TOTAL PERSONNEL EXPENSES	\$64,785.60	\$129,272.38	\$135,431.36
TOTAL DIOCESAN AGENCY EXPENSES	\$73,108.64	\$142,422.38	\$148,581.36
TOTAL EXPENSES	\$1,440,560.53	\$2,692,918.29	\$2,661,374.01
NET Income (Loss)	(\$41,018.03)	\$581.71	\$743.99

2020 Budget for Outreach and Diocesan Ministry

	2017	2018	2019 budget	2020 Budget
<u>TOTAL DIOCESAN INCOME AND GIFTS:</u>	<u>\$2,627,909</u>	<u>\$2,818,087</u>	<u>\$2,713,500</u>	<u>\$2,662,118</u>
<u>EXPENSES FOR OUTREACH</u>				
<u>APPORTIONMENT TO THE EPISCOPAL CHURCH</u>	\$329,452	\$342,831	\$349,947	\$368,629
<u>SUSTAINABLE DEVELOPMENT GOALS: All goes to ER&D</u>	\$18,378	\$18,872	\$20,000	\$10,000
<u>ECUMENICAL RELATIONS</u>				
Province One	\$9,749	\$9,749	\$9,749	\$9,749
Interfaith Council	\$300	\$300	\$350	\$350
Mass Council of Churches	\$12,500	\$15,000	\$15,000	\$15,000
Berkshire Interfaith Organizing	\$2,500	\$2,500	\$3,500	\$3,500
SUBTOTAL ECUMENICAL RELATIONS:	\$25,049	\$27,549	\$28,599	\$28,599
<u>GLOBAL MISSION GRANTS:</u>	\$25,500	\$12,059	\$25,000	\$10,000
Diocesan Global Mission Grants fund short-term mission trips, various projects from diocesan congregations, and our companion diocese of Kumasi in Ghana.				
<u>VETERAN'S MINISTRY</u>	\$86,160	\$112,151	\$105,000	\$125,000
http://www.buildingbridgeswma.com/				
<u>WALKING TOGETHER</u>	\$78,685	\$83,207	\$90,000	\$90,000
A Ministry of Presence in Southeast Worcester				
<u>CREATION CARE</u>	\$35,031	\$38,201	\$38,220	\$39,000
https://www.diocesewma.org/vision-ministry-statements/creation-care/				
<u>OUTDOOR WORSHIP COMMUNITIES</u>	\$67,000	\$98,302	\$90,107	\$81,000
A network of communities founded in the radical tradition of Jesus, creating a space where people can come to know the joy and freedom of being God's beloved.				
<u>GRANTS TO PARISHES</u>				
Ministry Development Grants	\$85,000	\$70,765	\$75,000	\$70,000
College Scholarships (Bement Waterfield)	\$42,500	\$39,989	\$42,500	\$40,200
Continuing Education Grants	\$3,000	\$1,788	\$4,000	\$4,000
Sabbatical Grants	\$4,000	\$6,960	\$5,000	\$5,000
SUBTOTAL GRANTS TO PARISHES	\$134,500	\$119,502	\$126,500	\$119,200
	\$799,755.00	\$852,673.80	\$873,373.00	\$871,428.00

**EPISCOPAL MISSIONS OF WESTERN MASSACHUSETTS
BOARD OF DIRECTORS
CERTIFICATE OF VOTE**

The undersigned duly elected Officer of Episcopal Missions of Western Massachusetts (the "Corporation") does hereby certify that at a duly called meeting of the Board of Directors of the Corporation held on _____, 2019, at which a quorum was at all times present and voting, the following votes were adopted:

VOTED: To approve the conveyance of the following properties to the Town of Otis in consideration of \$1.00: The property located at 13 Monterey Road, in Otis, Massachusetts, known as St. Paul's Chapel and consisting of two (2) parcels collectively identified as Parcel 10D-6. The property located at the corner of Monterey Road and West Center Road in Otis, Massachusetts and identified as Parcel 10B-6, and;

To authorize the President, the Treasurer or the Assistant Treasurer, or any one of them acting alone, to execute such deeds, agreements, assignments and other documents which, in their sole judgment, are necessary or appropriate to carry out these votes.

I further certify that the duly elected President, Treasurer and Assistant Treasurer of the Corporation are, respectively, the Rt. Rev. Douglas J. Fisher, Wayne Gass, and Steven P. Abdow; and

I further certify that as of the date hereof, said votes are unchanged and remain in full force and effect.

Executed as a sealed instrument under the penalties of perjury, this ___ day of _____, 2019.

Signature _____
Print Name:
Office:
Episcopal Missions of Western Massachusetts

COMMONWEALTH OF MASSACHUSETTS

Hampden, ss. _____, 2019

On this ___ day of _____, 2019, before me, the undersigned Notary Public, personally appeared _____, proved to me through satisfactory evidence of identification, which was personal knowledge, to be the person whose name is signed on the preceding or attached document, and acknowledged to me that he/she signed it voluntarily for its stated purpose.

, Notary Public
My commission expires: