

# **Episcopal Diocese of West Missouri**

## **2012 BUDGET**

Episcopal Diocese of West Missouri 2012 Budget

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## A Message from Bishop Martin Field

Dear Friends in the Lord's service:

This has been my first go around with our diocese's budget preparation process, and—because we got off to a late start after my election and ordination—we have been playing catch up most of the year.

My thanks to all who have been a part of preparing this budget and getting it ready for the consideration of the deaneries, the congregations, and finally the Diocesan Convention. Those include the various committees and commissions of the diocese who expressed their resource needs in order to do the important ministries that benefit the diocese as well as individual congregations and constituencies beyond the diocese. It also includes the Diocesan Finance Committee under the leadership of Provost Jon Yeager and Treasurer Bob Smart; the deans and the deanery representatives who gave the raw budget its first critique; the diocesan staff who typed, number-crunched, and trimmed; and finally the Vestries and Bishop's Committees of the congregations of the diocese who gave the budget its last review. Thank you to all, and if I've missed anyone: "thank you" to you too.

The income figures in this budget reflect the changes made to the assessment scheme by approved resolution at the 2010 Diocesan Convention. As you can see, anticipated assessment income from the congregations is somewhat lower based on the new formula. Income is also bolstered to a level that exceeds 2011's budgeted income because an item of \$51,000 was expensed out of 2011's budget (see Department of Congregational Development—Urban/Suburban) and brought forward as income to 2012's budget. Thus the income figure reaches just over \$1.8 million. The jump in Miscellaneous Income is due to an expected refund of \$10,000 (approx.) from the IRS (see notes under Projected Income).

By carrying \$51K forward from 2011 and adding the IRS refund, the budget is able to provide each commission and committee virtually their whole asking for the resources to underwrite their ministries in the coming year. That is great news! I pray our response will be GREAT MINISTRY!

Some desires of the past are not forgotten, even though they are not included in this budget, e.g. a full-time Communications Officer, larger contributions to charities associated with our diocese, etc. Nevertheless, this budget does go a long way in underwriting God's work in this place.

The work of our diocese's West Missouri Futuring Task Group will—I trust—provide even more guidance and refinement to future budgets. As they help us renew our missional purposes and our vision for God's work in the diocese, this task group will also consider how best to staff, budget, assess, and perpetuate a lean and efficient diocesan ministry, one which will give us a lot of "bang for our bucks".

Please become acquainted with this Proposed Budget. It is a work of those who take the spiritual discipline of stewardship seriously and is a fair reflection of our current diocesan priorities.

Blessings,

Martin S. Field  
Bishop, the Diocese of West Missouri

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# Projected Expenditures

	PAGE	% OF TOTAL 2012 BUDGET	2010 Actual	2011 Budget	2012 ADOPTED
Congregational Dev. - Urban/Suburban	6	6.36%	76,137	126,500	115,000
Congregational Dev. - Town & Rural	7	7.52%	96,382	116,000	136,000
Commission on Ministry	8	0.77%	16,022	14,150	13,850
Christian Social Ministries	9	1.22%	21,432	22,000	22,000
Specialized Work	10	0.19%	3,762	6,000	3,500
Hispanic Ministry	11	5.03%	81,119	88,440	90,984
Campus Ministry	12	4.55%	79,280	82,427	82,379
Episcopal Church/ Provincial VII	13	18.65%	333,656	308,635	337,345
Lay Ministry Education & Development	14	0.51%	3,518	10,720	9,220
Youth Ministries	15	5.17%	84,856	87,252	93,534
Stewardship	16	0.23%	1,350	6,200	4,100
Liturgical & Spiritual Life		See Specialized Work - Page 10			
Clergy/ Clergy Family Wellness	17	2.16%	33,249	31,000	39,000
Administrative Expenditures	18	5.58%	99,262	100,500	101,000
The Bishop's Office	19	14.83%	255,843	273,218	268,320
Bishop's Staff	20	19.12%	328,973	334,498	345,778
Communication	21	2.16%	37,427	53,000	39,000
Work of Convention/Reserves	22	5.96%	135,235	106,400	107,800
<b>TOTAL</b>		<b>100.00%</b>	<b>1,687,503</b>	<b>\$1,766,940</b>	<b>\$1,808,810</b>

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# Projected Income

	2010 ACTUAL	2011 BUDGET	2012 ADOPTED*
Congregations	1,719,322	1,629,677	1,613,370
Endowment Income	151,580	120,000	140,000
Unrealized Gain/Loss - Long Term Investment	34,127	0	0
Commingled Fund "College Work"	5,026	0	5,000
Miscellaneous Income	623	1,500	11,500
Item expensed from 2011			51,000
Hispanic Ministry - (Reserve Account)	0	0	0
Previous Year Assessment	0	0	0
<b>TOTAL</b>	<b>\$1,910,678</b>	<b>\$1,751,177</b>	<b>\$1,820,870</b>

<b>REVISED -- SEE NOTE BELOW</b>		
<b>Congregations</b>		<b>\$1,610,621</b>
<b>TOTAL</b>		<b>\$1,818,121</b>

The 2012 assessment is based upon either the average of the two most recent years' operating income or the operating income of the last year (operating income being defined as Line A minus line 13 of the Parochial Report) of each parish or congregation, whichever is less, at 14% on the first \$50,000; 15% on \$50,001 - \$100,000; 16% on \$100,001 - \$150,000; and 18% on over \$150,000. In 2009 the total Operating Income of all congregations in the diocese was \$9,869,462. In 2010 the total is \$10,029,551.

**\*NOTE: Trinity, Marshall was closed by action of Diocesan Convention. The total assessment as adopted will be reduced by the amount of Marshall's 2012 assessment which was \$2,749. The adjusted total assessment for 2012 is \$1,610,621; TOTAL INCOME would be \$1,818,121.**

Endowment Income: Includes income from the Remfry and Shank Trusts for which the Bank of American is the Trustee and the Diocese receives a portion of the income generated by the trusts. Additional income is received from the McGuire Fund. Rust Fund. General Fund Long-Term Investment Fund and The Other Fund.

Misc Income - \$10,000 is per filing IRS refund Form 990-T for health insurance premiums paid in 2011, under the Patient Protection and Affordable Care Act.

Item expensed from 2011 - See Congregational Development Urban-Suburban notes regarding "Partnerships" for explanation.

**Episcopal Diocese of West Missouri 2012 Budget**  
**Department of Congregational Dev. - Urban/Suburban**

	2010 ACTUAL	2011 BUDGET	2012 ADOPTED
New Development			
» St. Mary Magdalene, Kansas City	10,000	0	0
» New Work Start-Up Funds	0	20,000	0
<b>Total - New Church Development</b>	<b>10,000</b>	<b>20,000</b>	<b>0</b>
Existing Congregational Development			
» Parish Partnership Program - St. Anne's*	10,000	0	0
» Congregational Development Initiatives	51,637	50,000	50,000
Parish Partnership Program			10,000
New Work: Growing "Growing Congregations"			50,000
<b>Total - Existing Congregational Development</b>	<b>61,637</b>	<b>50,000</b>	<b>110,000</b>
<i>Partnership - Cong.Dev/New Clergy Development (2011-2013)</i>		51,000	0
<i>Partnership - Cong.Dev/New Clergy Development (2012-2014)</i>		0	0
<b>Percept</b>	4,500	5,000	4,500
<b>Dept. Exp</b>	0	500	500
<b>GRAND TOTAL</b>	<b>76,137</b>	<b>126,500</b>	<b>115,000</b>

\*2010 was the final year of this three-year Parish Partnership Program

New Work Start-up. Christian Co. south of Springfield is one of the fastest growing counties in the state. Immediate need for funds in 2012 is not anticipated.

Growing "Growing Congregations" These resources would provide a well-designed financial boost for mission and ministry in congregations which are experiencing growth.

Initiatives in 2011 include support of congregational development and transition at St. Matthew's, Raytown and St. Augustine's, Kansas City. The line also supports Emmaus Era Congregational Growth Grants and supports initiative with The Rev. Rob Voyle on Appreciative Inquiry with the anticipation of holding two conference, one north, one south, in 2012.

*Partnership - Cong Dev/New Clergy Development. When possible, this three-year partnership would enable the diocese to place a newly ordained cleric on the staff of a growing congregation to serve under an experienced cleric. Of the total cost the congregation is responsible for 0% in Year One; 50% in Year Two, 75% in Year Three; and 100% in Year Four and following. No partnership is now envisioned for the 2012-2104 cycle. Since no partnership was able to be formed in the 2011-2013 cycle the \$51,000 budgeted will be set aside and deployed as income in the 2012 budget year (See Income, Page 5).*

**Episcopal Diocese of West Missouri 2012 Budget**  
**Department of Congregational Dev. - Town & Rural**

	2010 ACTUAL	2011 BUDGET	2012 ADOPTED
Existing Congregational Development			
» Clinton, St. Paul's	2,000	2,000	2,000
» Ozark, St. Matthew's		7,500	0
» Congregational Development Initiatives/Cong. In Transition	26,565	15,000	32,500
» Congregations in Transition	0	10,000	0
<b>Total - Existing Church Development</b>	<b>28,565</b>	<b>34,500</b>	<b>34,500</b>
Regional Ministry Development			
Northeast Regional Ministry	60,000	60,000	
Sacred Hills Ministry	7,776	10,000	
Regional Ministry Development	0	10,000	
Regional Ministry Resources			100,000
<b>Total - Regional Ministry Development</b>	<b>67,776</b>	<b>80,000</b>	<b>100,000</b>
<b>Department Expenses</b>	<b>41</b>	<b>1,500</b>	<b>1,500</b>
<b>GRAND TOTAL</b>	<b>96,382</b>	<b>116,000</b>	<b>136,000</b>

Initiatives - Provides training/mentoring/resourcing programs in the diocese for constituent church development, resources for sending ministry teams to events outside the diocese, and support for programs which would assist in outreach and growth.

Congregations in Transition - Resources to assist congregations with developmental costs during transition .

Regional Ministry - Rather than assigning specific amounts to specific regional ministries the Dept's request in 2012 is for a total amount which would support regional ministries, including NERM, Sacred Hills, and newly developing regional work in SW Missouri, as determined by strategic objectives and mission and ministry goals.

## Episcopal Diocese of West Missouri 2012 Budget

# Commission on Ministry

	2010 ACTUAL	2011 BUDGET	2012 ADOPTED
Vocations Process - Nomination To Ordination	3,167	2,500	2,000
Vocations Conference/June Interview Day	2,705	2,500	2,500
Psychological Examinations	3,500	2,500	2,500
GOE	1,500	1,100	1,100
Department Expenses	0	250	250
	5,150	5,300	5,500
<b>TOTAL</b>	<b>16,022</b>	<b>14,150</b>	<b>13,850</b>

Vocations Process - Nomination to Ordination covers a variety of costs related to the ordination process and assists with the cost of diocesan ordinations, e.g. printing of invitations and service leaflets.

Vocations Conference provides funds to cover the costs of the annual Vocations Conference and the June Interview Day for Candidates.

Psychological Examinations - A canonical requirement, cost related to the number of persons in the process. Conducted by Midwest Ministry Development Network.

General Ordination Examinations (GOE) - The cost to the diocese is determined by the number of persons taking the exam in a given year.

Department Expenses provide resources for operation of the department.

Director's Stipend - Stipend for the Director of the George Herbert Institute.

## Episcopal Diocese of West Missouri 2012 Budget

# Christian Social Ministries

	2010 ACTUAL	2011 BUDGET	2012 ADOPTED
Anti-Racism Task Force	1,345	1,500	1,500
Grant - Episcopal Community Services	5,000	5,000	5,000
Grant - Council of Churches of the Ozarks	1,000	1,000	1,000
Episcopal Relief and Development	513	1,500	1,500
MDG Initiatives	13,574	13,000	13,000
<b>TOTAL</b>	<b>21,432</b>	<b>22,000</b>	<b>22,000</b>

Anti-Racism Task Force - These funds support the on-going Anti-Racism training for clergy and lay leaders and supports the annual Absalom Jones celebration. In addition, the Dept. will once again be providing Anti-Racism training events in the diocese.

Episcopal Community Services provides a wealth of social ministry programs in the greater Kansas City metropolitan area. The organization is supported by congregations on both sides of the state line. The Bishops of Kansas and West Missouri are members of the Board. This amount budgeted is the full asking from ECS.

Council of Churches of the Ozarks - Serves 27 counties in the Ozarks.

MDG - Millennium Development Goals -- These funds represent the 0.7% of the Diocesan Budget set apart for MDGs and have supported a number of matching grants to congregations for projects such as Heifer International. Santa Julia Home for Girls, Nets for Life, Water Project Ravine, and Kenyan Refugee Camps.

## Episcopal Diocese of West Missouri 2012 Budget

# Specialized Work

	2010 ACTUAL	2011 BUDGET	2012 ADOPTED
Companion Diocese	844	3,000	TBD
Ecumenical Relations	1,918	2,000	2,000
Daughters of the King	1,000	1000	1000
Liturgical Resources/Diocesan Services	0	500	500
<b>TOTAL</b>	<b>3,762</b>	<b>6,500</b>	<b>3,500</b>

Companion Diocese - Funds to support our Companion Diocese relationship with the Diocese of Botswana.

Ecumenical Relations Budget money is used to cover the cost of the Ecumenical Officer to attend the national meeting of ecumenical officers and expenditures that support our work with other denominations.

Daughters of the King - Supports the work of the Order, including sponsoring the Prayer Chapel at Diocesan

Liturgical Resources/Diocesan Services - The Diocesan office will be consulted with regard to which services are to be planned with the help of Liturgical & Spiritual Life and who covers the costs associated with them. The bulk of any costs, if any, are for worship resources at diocesan convention.

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## Hispanic Ministry

	2010 ACTUAL	2011 BUDGET	2012 ADOPTED
Hispanic Missioner			
» Stipend	41,522	41,522	42,768
» Pension	9,716	9,716	10,008
» Housing Expense	0	0	0
» Travel	0	2,500	2,500
» Health Insurance	23,881	26,202	27,208
<b>Total - Hispanic Missioner</b>	<b>75,119</b>	<b>79,940</b>	<b>82,484</b>
» Noel - Support Hispanic work at St. Nicholas	5,000	5,000	5,000
» New Initiatives	0	1,000	1,000
<b>Total - Hispanic Ministry Initiatives</b>	<b>5,000</b>	<b>6,000</b>	<b>6,000</b>
<b>Program and Events</b>	<b>1,000</b>	<b>2,500</b>	<b>2,500</b>
<b>GRAND TOTAL</b>	<b>81,119</b>	<b>88,440</b>	<b>90,984</b>

**Hispanic Missioner** - The Rev. Jose Palma serves as the Hispanic Missioner for the diocese.

**Housing** for the Hispanic Missioner is provided by Grace Church in the parish rectory which is not otherwise in use by clergy of the parish

**Program and Events** - These funds would support programmatic events and conferences throughout the diocese related to Hispanic Ministry.

**Episcopal Diocese of West Missouri 2012 Budget**

**Campus Ministry**

	2010 ACTUAL	2011 BUDGET	2012 ADOPTED
<b>Campus Ministry Coordinator (CMC):</b>			
» Half -Time Stipend	30,214	30,214	30,900
» Pension	5,439	5,439	695
» Housing Expense	0	0	0
» Travel	0	2,074	2,074
» Health Insurance costs (1/2 of total)	4,193	4,600	8,610
<b>Total - Campus Ministry Coordinator</b>	<b>39,846</b>	<b>42,327</b>	<b>42,279</b>
Marshall @ Missouri Valley College	1,000	1,000	
Neosho @ Crowder College	140	300	
Fayette @ Central Methodist	0	3,000	
Springfield @ area campuses	672	7,000	
» Warrensburg @ Central Missouri	0	250	
» Kansas City @ area campuses	0	1,000	
» West Plains @ UCM	333	2,000	
» Nevada @ Cottey College	300	300	
» Maryville @ Northwest Missouri	300	250	
» New Initiatives	0	1,000	
<b>Total - Campus Ministry Initiatives</b>	<b>2,745</b>	<b>16,100</b>	<b>16,100</b>
<b>Intern &amp; Campus Minister Programs</b>	<b>19,900</b>	<b>20,000</b>	<b>20,000</b>
<b>Campus Ministry Program &amp; Events</b>	<b>8,394</b>	<b>2,000</b>	<b>2,000</b>
<b>Department Expenses</b>	<b>8,395</b>	<b>2,000</b>	<b>2,000</b>
<b>TOTAL</b>	<b>79,280</b>	<b>82,427</b>	<b>82,379</b>

*2012 Budget is TBD - For initial comparative purposes the total of 2011 budget is repeated in 2012*

**Campus Ministry Coordinator - Mrs. Elizabeth (Beth) Belcher is the new Campus Ministry Coordinator and begins her work October 1.** Lay employees are eligible for the CPF pension program after one year of employment. The figure here is for 3 months of 2012 at an assessment rate of 9%.

**Initiatives** - The funds support various campus ministry efforts throughout the diocese.

**Intern & Campus Minister Programs** - Interns are students who work 10 hours per week during semesters on behalf of a parish-based campus ministry program, working under the supervision of the parish priest. Campus Ministers are at least 21 and are preferably college graduates who oversee campus ministry programs under the direction of the Campus Ministry Coordinator.

**Program and Events** - These funds would support retreats and conferences within the diocese and to assist in funding mission trips outside the diocese.

**Dept. Expenses** - These funds would be used to support the Campus Ministry Coordinator in travel and conference expenses both in and beyond the diocese.

**Episcopal Diocese of West Missouri 2012 Budget**  
**Episcopal Church & Province VII**

	2010 ACTUAL	2011 BUDGET	2012 ADOPTED
The Episcopal Church	316,316	291,135	319,749
Provincial Synod	2,340	2,500	2,596
<b>Total</b>	<b>318,656</b>	<b>293,635</b>	<b>322,345</b>
 Reserves			
» General Convention Expenses	12,000	12,000	12,000
» Lambeth Conference	2,000	2,000	2,000
» Prov. Synod Travel Exp.	1,000	1,000	1,000
<b>Total Reserves</b>	<b>15,000</b>	<b>15,000</b>	<b>15,000</b>
<b>GRAND TOTAL</b>	<b>333,656</b>	<b>308,635</b>	<b>337,345</b>

Episcopal Church Assessment is determined by the General Convention of the Episcopal Church. The formula is as follows: 1) compute diocesan operating income for previous year; 2) subtract \$120,000 from that amount; 3) multiply resulting total by 21%.

The 2009 General Convention adopted the following for 2010-2012:  
 2010: 21% of income less \$120,000  
 2011: 20% of income less \$120,000  
 2012: 19% of income less \$120,000

Provincial Synod represents our diocese's assigned support of Province VII.

General Convention Reserve - The amount will support our deputation to the 2012 General Convention. By action of Diocesan Council the diocese will fund, up to a maximum of \$3,000 per deputy, the cost of sending 4 deputies and 1 alternate in each order, and the diocesan bishop.

Lambeth Conference Reserve - 1/2 of this amount supports our Diocesan Bishop, the other half supports a third world Bishop's attendance at Lambeth.

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## Lay Ministry Development

	2010 ACTUAL	2011 BUDGET	2012 ADOPTED
West Missouri Academy for Lay Education & Ministry	0	4,000	4,000
Travel expenses for Province VII Christian Network Representative	0	1,500	1,500
Education for Ministry (EFM)	1,500	1,500	0
Journey to Adulthood (J2A)	1,720	1,720	1,720
Administration		250	
Christian Formation Commission	298	2,000	2,000
<b>TOTAL</b>	<b>3,518</b>	<b>10,970</b>	<b>9,220</b>

West Missouri Academy for Lay Education and Ministry - These funds enable various programs and initiatives for the development and support of the ministry of the Laity in West Missouri.

Province VII Christian Education Commission - our representative actively participates on this Commission.

Education for Ministry supports the payment of fees to the sponsoring seminary so that our congregations 'are able to participate in this program at reduced costs.

Journey to Adulthood is a very popular program for 11 to 17 year olds. This line item continues the diocesan license that enables every congregation in the Diocese of West Missouri to utilize this curriculum for just the cost of copying the materials. **Budget to zero per action of Diocesan Convention.**

Christian Formation Commission - The vision of the Commission is to be a working group to explore and commend available materials and who will support work of Christian Education -- learning from one another and eager to be resources for others.

## Episcopal Diocese of West Missouri 2012 Budget

# Youth Ministries

	2010 ACTUAL	2011 BUDGET	2012 ADOPTED
Youth Ministry Coordinator	65,222	65,222	67,534
Youth Activities	18,688	17,500	18,000
H. Roe Bartle Scout Ministry	946	1,000	1,000
Transportation Reserve	0	1,500	4,200
Education Training	0	2,030	2,800
<b>TOTAL</b>	<b>84,856</b>	<b>87,252</b>	<b>93,534</b>

Youth Ministry Coordinator - These funds support Kim Snodgrass who serves as YMC.

Youth Activities support the various ministries with and on behalf of the youth of the diocese. Activities include the Bishop's Ball, Happening; Junior and Senior High events; Mission Trip Pilgrimage and EYE, Missionpalooza and Diocesan Youth Event. Funds are also available to assist youth who are eager to attend provincial and national youth events.

Scout Ministry - These funds will support a weekly celebration of the Eucharist during the summer at the Bartle Scout Reservation.

Transportation Reserve -- Meets transportation costs for various youth activities in and beyond the diocese including costs related to the 2012 General Convention

## Episcopal Diocese of West Missouri 2012 Budget

# Stewardship

	2010 ACTUAL	2011 BUDGET	2012 ADOPTED
Diocesan Stewardship Seminar		2,000	2,000
Administration		350	250
Mailing and Materials		1,000	500
TENS (The Episcopal Network of Stewardship)	1,350	1,200	1,350
Registration/Travel to national TENS conference		2,000	
<b>TOTAL</b>	<b>1,350</b>	<b>6,550</b>	<b>4,100</b>

The Bishop has appointed a new committee charged with the work of reinvigorating our diocesan stewardship

Seminar - provides training for clergy and lay leaders in developing effective, year-round stewardship

Mailing & Materials - includes updating of resource materials.

TENS - A corporate membership in The Episcopal Network for Stewardship includes copies of stewardship manuals, resource manuals, newsletters for committee members and others, supplementary mailings, and two conference registrations.

**Episcopal Diocese of West Missouri 2012 Budget**  
**Clergy/Clergy Family Wellness**

	2010 ACTUAL	2011 BUDGET	2012 ADOPTED
Clergy/Clergy Spouse Conferences	7,694	5,000	8,000
Clergy Counseling	1,625	1,000	1,000
Retired Clergy/Surviving Spouse	1,321	2,000	2,000
Clergy Group Life Insurance	22,609	23,000	28,000
<b>TOTAL</b>	<b>33,249</b>	<b>31,000</b>	<b>39,000</b>

Clergy/Clergy Spouse Conferences supports a portion of the cost of the annual College of Presbyters, The Fall Clergy Conference, and the spouses of clergy events. Budget for 2011 is based on actual costs for 2009.

Clergy Counseling provides resources the Bishop may use to support clergy and members of clergy families who require counseling.

Retired Clergy/Surviving Spouse provides a modest honorarium to the chaplains to the retired clergy and a portion of event expenses.

Clergy Group Life Insurance is the Diocese payment of the premium for term life insurance for a \$50,000 policy for active clergy who are canonically resident in the Diocese of West Missouri, are eligible for the group life insurance coverage provided by the Church Pension Fund, actively working and compensated in the church at least half-time, whose pension assessments are current and are compensated on at least 50% of the annual diocesan standard compensation; and a \$3,000 term life insurance policy for retired clergy who retire directly from active service and whose pension assessments are fully paid at the time of retirements or who have 25 or more years of credited service are eligible for the benefit. This line also includes medical insurance for retired Bishops and/or retired Bishops spouse/widow.

## Episcopal Diocese of West Missouri 2012 Budget

# Administrative Expenditures

	2010 ACTUAL	2011 BUDGET	2012 ADOPTED
Auditing Fees	11,025	12,000	12,500
Emergency Mission Property Repair	6,763	5,000	5,000
Diocesan Center Expense	60,065	60,000	60,000
Fidelity Bond & D.O. Insurance	4,277	5,000	5,000
Workers Compensation Insurance	6,132	6,000	6,000
Fire and Extended Coverage Insurance	11,000	11,500	11,500
Key Person Life Insurance	0	1,000	1,000
<b>TOTAL</b>	<b>99,262</b>	<b>100,500</b>	<b>101,000</b>

Auditing Fees pays the cost of the annual audit.

Emergency Mission Property Repair provides resources to handle emergency repairs in our mission congregations.

Diocesan Center Expense covers the expenses for operation of the Diocesan Center, including utilities, supplies, repair, and upkeep.

Fidelity Bond and D.O. Insurance provides insurance protection for appropriate persons on Diocesan level and provides coverage for members of Diocesan Council.

Key Person Life Insurance pays the premium on a \$300,000 life insurance policy on the Bishop, payable to the diocese. The \$300,000 would provide funds toward the cost of search and consecration of a successor.

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The Bishop's Office

	2010 ACTUAL	2011 BUDGET	2012 ADOPTED
Bishop's Compensation	128,711	128,711	129,780
Bishop's Pension	23,168	23,168	23,360
Bishop's Medical Insurance	15,360	16,589	17,220
Bishop's Travel	10,129	17,500	17,500
Bishop's Adm. Asst.-Compensation & Benefits	68,346	76,250	69,460
Bishop's Ministry - Southern Deanery	10,129	11,000	11,000
<b>TOTAL</b>	<b>255,843</b>	<b>273,218</b>	<b>268,320</b>

Figures represent a 3% increase in compensation (there was no increase in 2010 or 2011) and a 5.30% increase from 2011 - 2012 for medical premiums. Bishop's Medical Insurance was budgeted for 2011 at E+1; for 2012 the budget for this line has been revised from previous budget editions in that coverage has changed from Family to E+1.

Bishop's Ministry-Southern Deanery - One of the Bishop's priorities is to spend significant, extended periods of time in the Southern Deanery, thereby enabling him to deepen collegial relationships with clergy, extend his pastoral ministry with both clergy and laity, and develop and enrich his personal relationships with members of our diocesan family who live in the Southern Deanery.

Bishop's Adm. Asst.-Comp & Benefits - Mrs. Laura Waggoner is the Bishop's Administrative Assistant.

## Episcopal Diocese of West Missouri 2011 Budget

# Bishop's Staff

	2010 ACTUAL	2011 BUDGET	2012 ADOPTED
Clergy Staff Compensation	92,488	92,488	95,263
Clergy Staff Pension	16,648	16,648	17,147
Clergy Staff Medical Insurance	15,360	16,589	17,220
Clergy Staff Travel	6,178	7,000	7,000
Lay Staff Compensation	132,292	135,205	139,261
Lay Staff Pension	12,284	12,168	12,534
Lay Staff Medical and Life Insurance	42,913	43,357	46,000
Lay Staff Social Security	10,120	10,343	10,653
Lay Staff Disability	690	700	700
<b>TOTAL</b>	<b>328,973</b>	<b>334,498</b>	<b>345,778</b>

Figures represent a 3% increase in compensation (there was no increase in 2010 or 2011) and a 5.30% increase from 2011 - 2012 for medical premiums.

### CLERGY

The Archdeacon supports the work and ministry of the Bishop and the Diocese in various areas (see Archdeacon's Convention report). He serves a chair of Congregational Development Urban/Suburban, and oversees various congregational development initiatives in the diocese. The Archdeacon works closely with Bishop Field in transition ministry, Commission on Ministry, and various other areas related to ministry development. Committees on which the Archdeacon serves include Diocesan Council, Commission on Ministry, Finance and Assessment Appeal.

### LAY

Funds provide for compensation, pension, medical insurance, group life insurance, and Social Security for the Provost (Jon Yeager), Administrative Assistant (Angela Crawford), and Administrative Assistant/Receptionist (Aneta Ireland).

**Episcopal Diocese of West Missouri 2012 Budget**

**Communications**

	2010 ACTUAL	2011 BUDGET	2012 ADOPTED
<b><i>Spirit</i></b> - Publication & Mailing Costs	12,896	7,000	14,000
<b><i>Spirit</i></b> Editor	23,750	0*	
eSpirit newsletter Editor and Costs		500	
<b>Editor - Spirit and eSpirit</b>		25,000	25,000
Expenses	0	2,500	
Diocesan Website and Department Expense		2,000	0
Episcopal Communicators Conference		1,500	0
<b>Ministry Priority - Advertising/Marketing Initiatives:</b>			
» Advertising initiatives & parish deliverables	<b>781</b>	10,000	0
Grants for parish websites		5,000	0
<b>Total - Advertising/Marketing Initiatives</b>	<b>781</b>	<b>15,000</b>	<b>0</b>
<b>GRAND TOTAL</b>	<b>37,427</b>	<b>53,500</b>	<b>39,000</b>

Spirit is the new quarterly publication for the diocese.

Editor - The editor is responsible for all facets of **Spirit**, from copy development to delivery of each issue to the printer. Editor is also responsible for 26 eSpirit issues per year.

Ad initiatives would include development & purchase of "invitation to worship with us" radio spots via public radio prior to Christmas and during the year; support for seminars for congregations of wide-ranging communication and marketing strategies; and efforts to use media to effectively market the Episcopal Church in the Diocese.

**Episcopal Diocese of West Missouri 2012 Budget**  
**Work of Convention/Reserves**

	2010 ACTUAL	2011 BUDGET	2012 ADOPTED
<b>Work of Convention</b>			
» Diocesan Convention	3,331	7,000	5,000
» Diocesan Secretary Expense	0	200	200
» Diocesan Historiographer	0	0	0
» Convention Journal	1,233	1,500	1,500
» Diocesan Council/Standing Committee	897	1,300	1,000
» Miscellaneous Expenses	6,900	5,000	7,000
» Sexual Misconduct Workshops	117	100	100
» Background Checks	2,150	300	2,000
» Transition Expense	40,065	TBD	0
<b>Total - Work of Convention</b>	<b>54,693</b>	<b>15,400</b>	<b>16,800</b>
 <b>Reserves</b>			
» Auto Replacement Fund	10,000	10,000	10,000
» Repairs and Replacement of Equipment Diocesan Center	4,954	6,000	6,000
» Episcopal Transition Reserve	10,000	15,000	15,000
» Assessment Underfunding	50,589	60,000	60,000
» Assessment Rebate	4,999	0	0
<b>Total - Reserves</b>	<b>80,542</b>	<b>91,000</b>	<b>91,000</b>
 <b>GRAND TOTAL</b>	 <b>135,235</b>	 <b>106,400</b>	 <b>107,800</b>

Episcopal Diocese of West Missouri 2012 Budget  
**ASSESSMENT SCHEDULE - 2012**

	2009	2010	AVERAGE OPERATING BUDGET	2012 ASSESSMENT
Skidmore, St. Oswald's	3,490.00	4,126.00	3,808.00	533.12
Savannah, St. Mary's	6,658.00	9,662.00	8,160.00	1,142.40
Mt. Grove, Transfiguration	13,179.00	8,372.00	10,775.50	1,172.08
Noel, St. Nicholas'	13,538.00	13,075.00	13,306.50	1,830.50
Trenton, St. Philip's	17,446.00	13,607.00	15,526.50	1,904.98
Fayette, St. Mary's	15,838.00	15,515.00	15,676.50	2,172.10
Neosho, St. John's	18,539.00	19,881.00	19,210.00	2,689.40
Marshall, Trinity	16,260.00	23,009.00	19,634.50	0.00
Clinton, St. Paul's	19,650.00	23,252.00	21,451.00	3,003.14
Cassville, St. Thomas a Becket	21,516.00	25,595.00	23,555.50	3,297.77
Boonville, Christ	29,031.00	31,645.00	30,338.00	4,247.32
Springfield, Ascension	31,421.00	30,513.00	30,967.00	4,271.82
Bolivar, St. Alban's-Ozarks	38,214.00	38,529.00	38,371.50	5,371.01
Maryville, St. Paul's	38,242.00	39,488.00	38,865.00	5,441.10
Kimberling City, St. Mark's	47,293.00	40,350.00	43,821.50	5,649.00
Monett, St. Stephen's	52,630.00	51,024.00	51,827.00	7,153.60
Branson, Shepherd Hills	55,914.00	52,129.00	54,021.50	7,319.35
Lexington, Christ	57,699.00	52,981.00	55,340.00	7,447.15
Nevada, All Saints'	56,279.00	53,488.00	54,883.50	7,523.20
Ex. Springs, St. Luke's	59,087.00	76,014.00	67,550.50	9,632.58
Chillicothe, Grace	59,758.00	87,236.00	73,497.00	10,524.55
Lebanon, Trinity	111,832.00	84,003.00	97,917.50	12,100.45
Indep., St. Michael's	94,150.00	85,477.00	89,813.50	12,321.55
West Plains, All Saints'	102,634.00	87,824.00	95,229.00	12,673.60
KC, St. Augustine's	90,792.00	105,479.00	98,135.50	14,201.68
Harrisonville, St. Peter's	107,174.00	103,065.00	105,119.50	14,990.40
Warrensburg, Christ	130,022.00	104,455.00	117,238.50	15,212.80
Sedalia, Calvary	132,638.00	108,192.00	120,415.00	15,810.72
KC, All Saints	111,028.00	111,468.00	111,248.00	16,299.68
Raytown, St. Matthew's	126,409.00	133,337.00	129,873.00	19,279.68
Camdenton, St. George's	135,329.00	144,530.00	139,929.50	20,888.72
Blue Springs, Resurrection	152,974.00	145,527.00	149,250.50	21,784.32
KC, St. Mary's	146,848.00	159,470.00	153,159.00	23,068.62
Lee's Summit, St. Anne's	155,299.00	159,062.00	157,180.50	23,792.49
Independence, Trinity	159,435.00	173,300.00	166,367.50	25,118.80
Lee's Summit, St. Paul's	164,934.00	188,715.00	176,824.50	27,328.41
Joplin, St. Philip's	247,128.00	218,601.00	232,864.50	34,848.18
Liberty, Grace	213,917.00	227,122.00	220,519.50	35,193.51
Springfield, St. James'	200,844.00	251,520.00	226,182.00	36,212.76
Kansas City, St. Mary Magdalene	233,428.00	272,895.00	253,161.50	41,069.07
Springfield, St. John's	221,132.00	287,308.00	254,220.00	41,259.60
KC, Redeemer	400,290.00	265,792.00	333,041.00	43,342.56
St. Joseph, Christ	251,620.00	283,526.00	267,573.00	43,663.14
KC, St. Peter's	258,387.00	282,626.00	270,506.50	44,191.17
KC, Good Shepherd	302,996.00	321,302.00	312,149.00	51,686.82
Carthage, Grace	357,107.00	382,938.00	370,022.50	62,104.05
KC, St. Paul's	744,631.00	811,340.00	777,985.50	135,537.39
Springfield, Christ	860,231.00	858,505.00	859,368.00	150,030.90
KC, St. Andrew's	1,422,080.00	1,363,788.00	1,392,934.00	240,981.84
KC, G&HT Cathedral	1,663,093.00	1,598,893.00	1,630,993.00	283,300.74
<b>TOTALS</b>	<b>9,970,064.00</b>	<b>10,029,551.00</b>	<b>9,999,807.50</b>	<b>1,610,620.82</b>

The 2012 assessment is based upon either the average of the two most recent years' operating income or the operating income of the last year (operating income being defined as Line A minus line 13 of the Parochial Report) of each parish or congregation, whichever is less, at 14% on the first \$50,000; 15% on \$50,001 - \$100,000; 16% on \$100,001 - \$150,000; and 18% on over \$150,000.