

DIOCESE OF THE RIO GRANDE
2021 Draft Budget
As Proposed by Diocesan Council September 10, 2020

Line	Description	2020 Actual YTD As of 08/31/20	2020 Budget Approved	2021 Proposed Budget	NOTES
REVENUE					
001	Fair Share Contributions	907,783	1,375,584	1,223,000	2021 anticipate a decrease of 10% in expected Fair Share revenue
002	Bishop's Appeal	-	-	-	
	Investment Income				
003	Interest Income	954	-	-	
004	Advancement Fund	779	20,000	20,000	
005	Endowment Fund	33,314	50,000	52,000	approx 4% of the average of the previous 3 year-end balances
006	Wellspring Fund				
007	Contribution to Fair Share	12,233	18,350	18,350	
008	Contribution to Outreach Ministry	12,233	18,350	18,350	
009	Contribution to Mission Churches	12,233	18,350	18,350	
010	Total Wellspring Fund	36,700	55,050	55,050	approx 5% of the previous year-end balance
011	Other Income	65,108	-	-	other income, designated income, etc.
	Rental & LLC Income				remove this section; no rental income or LLC income budgeted in 2020 and 2021
	Transfer in - Deferred Expenses				
012	Bishop's Sabbatical	-	-	-	
013	Gen. Convention Deputation 2021	-	-	50,000	transfer in from deferred expenses; offset
014	Information Systems Upgrade	-	-	-	
015	Lambeth Conference 2021	-	-	-	
016	Building Maintenance Reserve	-	-	-	
017	TOTAL REVENUE	1,044,638	1,500,634	1,400,050	

SUPPORTING CONGREGATIONS**Funds for Aided Congregations**

maintain total aided congregation with no usual decrease; adjustments for rounding

018	Holy Spirit, El Paso	5,733	8,600	8,400
019	Holy Spirit, Gallup	3,733	5,600	6,000
020	Holy Trinity, Raton	2,667	4,000	4,200
021	Our Lady in the Valley, Albuquerque	2,667	4,000	3,900
022	St. Christopher's, El Paso	4,800	7,200	7,200
023	St. Christopher's, Hobbs	5,333	8,000	8,100
024	St. James/Big Bend Mission	-	-	-
025	St. Jerome's, Chama	4,067	6,100	6,000
026	St. Luke's, Deming	4,267	6,400	6,600
027	St. Matthew's, Los Lunas	2,667	4,000	4,200
028	St. Paul's Peace, Las Vegas	3,200	4,800	4,800
029	St. Paul's, Marfa	4,667	7,000	6,600
030	St. Philip's, Belen	4,067	6,100	6,000
031	St. Stephen's, Espanola	4,067	6,100	6,000
032	Congregational Properties Expenses	1,738	10,000	10,000
033	Total Aided Congregations	53,671	87,900	88,000

support move to proposed Big Bend Curate/maintain house in Marfa

used to support mission expenses temporarily closed

Curacy Program

034	St. James/Big Bend Mission Curate	-	15,214	3,000
035	Total Curacy Program	-	15,214	3,000

No Curate program in Big Bend Area; maintain DRG owned property in Marfa

Deaneries

036	Northeast	3,421	4,000	2,000
037	Southeast	3,000	4,000	2,000
038	Southwest	3,000	4,000	2,000
039	Northwest	3,000	4,000	2,000
040	Deaneries Rental of Bosque Center	-	1,000	-
041	Total Deaneries	12,421	17,000	8,000

Delete; remove rental of Bosque Center

deanery funding reduced to more as a discretionary fund for deanery meetings/needs

Diocesan Leadership Travel

042	Bishop Travel/Visitations/Mileage Reimbursement	5,959	30,000	15,000
043	CATO Travel/Visitations	5,237	20,000	10,000
044	Misc. Staff Travel	-	10,000	5,000
045	Total Diocesan Leadership Travel	11,195	60,000	30,000

Youth & Young Adult Missioner; Archdeacon

expect limited travel in 2021; reduce total travel in 2021

OTHER CONGREGATIONAL SUPPORT/MINISTRY

044	DRG Mission Venture Capital Fund	-	40,000	30,000	use to be determined in ways to support congregations
045	Missioner to the Displaced	6,667	10,000	10,000	salary support; currently vicar at OLV
046	Other Ministry Support	-	1,750	-	Delete; line items not used
047	Total Mission, Poverty & Outreach	6,667	51,750	40,000	

FORMATION & MINISTRY SUPPORT

048	Aspirancy Program	3,774	3,000	3,750	
049	Bishop's School For Ministry	31,933	50,000	58,836	salary support + Stipends for clergy teachers/mentors
050	Clergy Conferences	10,725	21,500	16,700	2020 budget includes clergy conf + con't ed clergy
051	Diaconal and Archdeacon Ministries	207	1,000	1,000	
052	Education for Ministry	275	2,000	2,000	Lay education support
053	Examining Chaplains	-	500	500	
054	Clergy Ed & Dev Rental of Bosque Center	1,329	12,000	-	Delete; remove rental of Bosque Center
055	Congregational Life and Development Team	-	5,000	1,000	expect limited travel in 2021; may need to increase in 2022
056	Recovery Ministry	-	500	500	
057	Treasurers/Vestry/Mission Workshops	2,154	3,000	2,250	reduce to approx 2020 actuals;
058	Total Formation & Support	48,243	98,500	86,536	

059	Total Diocesan Support Groups	717	11,300	-	Delete; remove rental of Bosque Center; remove line items not used (100 ea x 3)
------------	--------------------------------------	------------	---------------	----------	---

060	Total Support & Training for Diocesan Programs	350	1,000	-	Delete; remove rental of Bosque Center; remove line items not used (100 ea x 5)
------------	---	------------	--------------	----------	---

YOUTH, YOUNG ADULTS AND MILLENIALS**Youth and Young Adult Ministries**

061	Bishop's Ridge Support	18,750	25,000	-	Remove Diocesan subsidy of Bishop's Ridge
062	Camp Stoney Summer Program	8,500	13,000	15,000	Diocesan support of Camp Stoney + Deanery support; small increase
063	Episcopal Youth Event (EYE)	(1,200)	100	100	Hold line item; See deferred expenses; EYE in 2023?
064	Youth and Young Adult Missioner (Formation)	3,194	58,660	60,993	salary + FICA + pension + single health insurance coverage
065	Youth Programs	2,110	800	2,500	2020 budget incl campus + youth prog; 2021 incr support for youth programming
066	Total Youth & Young Adult Ministries	31,354	97,560	78,593	

INDIGENOUS

067	Indigenous Ministry/Support	-	2,500	2,500	Support in partnership, time, & other support vs. only fin;
068	Total Indigenous Ministries	-	2,500	2,500	

HISPANIC/LATINO MINISTRY

069	Canon Pastor to Hispanic Ministries	3,333	5,000	5,000	salary to support vicar at St. Christopher's El Paso
070	Hispanic Mission	8,000	12,000	12,000	salary to support vicar at OLV (South Valley)
071	Total Hispanic/Latino Ministry	11,333	17,000	17,000	

BORDERLAND MINISTRIES

072	Borderland Ministries - SE	8,335	12,500	12,500	salary to support vicar at St. Christopher's, El Paso
073	Borderland Ministries - SW	8,335	12,500	12,500	salary to support vicar at St. Luke's, Deming
074	Total Borderland Ministries	16,669	25,000	25,000	

DIOCESAN GOVERNANCE**Diocesan Convention**

075	Diocesan Convention	3	5,100	5,000	
076	Total Diocesan Convention	3	5,100	5,000	

Canonical Bodies and Services

077	Archives	24,375	32,500	32,500	longer term plan needed here; actual expenses would be ~ \$78,000
078	Commission on Ministry of the Baptized	476	5,500	2,500	
079	Diocesan Council	656	1,400	1,400	
080	Finance and Audit Committees/Investment Bd	31	1,400	1,000	
081	Standing Committee/Trustees	641	1,100	1,100	
082	Total Canonical Bodies and Services	26,179	41,900	38,500	

The Larger Church

083	Larger Church Asking	49,667	74,500	100,004	move national church asking from 6.20% to 8.25%
084	General Convention Deputation/Province VII	-	-	50,000	expenses offset by transfer in (Line 15) from deferred expenses;
085	Ecumenical Affairs	1,195	1,750	1,750	
086	Provincial Assessment	1,864	500	1,864	change to actual
087	Total Larger Church	52,726	76,750	153,618	

088	TOTAL DIOCESAN GOVERNANCE	78,907	123,750	197,118	
-----	----------------------------------	---------------	----------------	----------------	--

DIOCESAN OPERATIONS**Clergy Programs**

089	Clergy Moving for Missions	160	2,000	2,000	
090	Retired Clergy/Spouses Life Insurance	(210)	100	100	
091	Widow and Widower Pension Supplement	750	750	750	
092	Total Clergy Programs	700	2,850	2,850	

Diocesan House

094	Diocesan Offices - Rent, Insurance, Utilities	43,333	65,000	50,000	reduce rental exp; rent to Cathedral + some build out cost for space; reduce in 2022?
095	Total Diocesan House	43,333	65,000	50,000	

Diocesan Communication

096	Bibles/Books/Subscriptions	227	2,000	2,000	
097	Communications Expenses	28,674	44,655	40,330	Consolidate Communications Expenses; remove rental of Bosque Center in canonical bo
098	Convention Journal	1,355	3,000	2,000	
099	Copying/Duplicating	-	1,000	1,000	
100	Diocesan Staff Travel	1,323	3,000	3,000	
101	Postage & Expense	1,712	3,000	3,000	
102	Telephone	8,911	12,000	12,000	this may be reduced in 2021 with move to Cathedral
103		42,203	68,655	63,330	
104	TOTAL DIOCESAN OPERATIONS	86,236	136,505	116,180	

DIOCESAN ADMINISTRATION**Personnel - Salaries and Benefits**

1.00% projected COLA rate

105	Bishop Compensation (Stipend & Housing)	96,667	145,000	146,450	assumes 1% estimated COLA for 2021
106	CATO Compensation (Stipend & Housing)	63,333	95,000	95,950	assumes 1% estimated COLA for 2021
107	Staff Salaries	170,706	253,400	208,565	Staff salaries attributable to DRG + assumes 1% estimated COLA for 2021
108	Insurance Benefits	30,315	43,500	48,349	assumes +6% in cost; no chg to staff covered and coverage levels
109	Pensions	39,101	69,500	65,328	assumes 18% Bp, CATO, Archdeacon; 9% staff salaries
110	Employer's FICA	21,595	37,745	34,499	SECA for Bp, CATO, & Archdeacon; FICA - Lay Staff Salaries
111	Workers' Comp. Insurance	4,291	4,800	4,800	
112	Total Personnel - Salaries and Benefits	426,008	648,945	603,940	

Other Administration Costs

113	Audit/Accounting	6,863	14,000	14,000	covers costs for annual audit; shared expense with LLCs
114	Banking/Finance Fees/Other Miscellaneous Expenses	7,135	4,000	6,000	need to evaluate plan to cover fees for contributions made to congregations
115	Bishop's Continuing Education & Professional Development	1,159	1,000	1,000	
116	CATO Continuing Education	332	1,000	1,000	
117	Diocesan D&O Liability Insurance	9,500	10,500	10,500	
118	Diocesan Programs and Activities	160	6,000	5,000	reduce expected costs
119	Diocesan Staff Continuing Education	(37)	2,000	2,000	
120	Information Systems Upgrade	-	100	-	Hold line item; See deferred account funds
121	Interest LOC	-	2,340	2,000	
122	IT Maintenance Contract	9,453	8,000	-	line item should not be needed with computer lease program
123	Kitchen/House Supplies	426	2,000	2,000	
124	Legal Fees	166	250	250	
125	Office Equipment	3,411	4,000	4,000	
126	Office Equipment Leases	10,043	10,000	15,000	increase closer to actual costs
127	Office Supplies	2,367	4,500	4,500	
128	Property Taxes		720	800	
129	Total Other Administrative Costs	50,977	70,410	68,050	

130	TOTAL DIOCESAN ADMINISTRATION	476,984	719,355	671,990
131	TOTAL EXPENSES	834,748	1,464,334	1,363,918
132	REVENUE OVER/(UNDER) EXPENSES	209,891	36,300	36,132
	Deferred Expenses			
133	General Convention Deputation (2021)	8,750	17,500	17,500
134	Lambeth Conference (2021)	1,250	2,500	2,500
135	Capital Fund Reserve	2,000	4,000	4,000
136	Information System Upgrade	2,000	4,000	3,000
137	Episcopal Youth Event (EYE, 2023)	1,650	3,300	4,000
138	Bishop's Sabbatical (2022/2023)	2,500	5,000	5,000
139	Total Deferred Expenses	18,150	36,300	36,000
140	REVENUE OVER/(UNDER) EXPENSES & DEF EXP	191,741	(0)	132

Recurrent future costs that should be recognized proportionally each budget year