

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

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

## 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	-	-	support move to proposed Big Bend Curate/maintain house in Marfa
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 used to support mission expenses temporarily closed
033	<b>Total Aided Congregations</b>	<b>53,671</b>	<b>87,900</b>	<b>88,000</b>

## Curacy Program

034	St. James/Big Bend Mission Curate	-	15,214	3,000	No Curate program in Big Bend Area; maintain DRG owned property in Marfa
035	<b>Total Curacy Program</b>	<b>-</b>	<b>15,214</b>	<b>3,000</b>	

## 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	-	Delete; remove rental of Bosque Center
041	<b>Total Deaneries</b>	<b>12,421</b>	<b>17,000</b>	<b>8,000</b>	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	Youth & Young Adult Missioner; Archdeacon
045	<b>Total Diocesan Leadership Travel</b>	<b>11,195</b>	<b>60,000</b>	<b>30,000</b>	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
<b>047</b>	<b>Total Mission, Poverty &amp; Outreach</b>	<b>6,667</b>	<b>51,750</b>	<b>40,000</b>	
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;
<b>058</b>	<b>Total Formation &amp; Support</b>	<b>48,243</b>	<b>98,500</b>	<b>86,536</b>	
<b>059</b>	<b>Total Diocesan Support Groups</b>	<b>717</b>	<b>11,300</b>	<b>-</b>	Delete; remove rental of Bosque Center; remove line items not used (100 ea x 3)
<b>060</b>	<b>Total Support &amp; Training for Diocesan Programs</b>	<b>350</b>	<b>1,000</b>	<b>-</b>	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
<b>066</b>	<b>Total Youth &amp; Young Adult Ministries</b>	<b>31,354</b>	<b>97,560</b>	<b>78,593</b>	
INDIGENOUS					
067	Indigenous Ministry/Support	-	2,500	2,500	Support in partnership, time, & other support vs. only fin;
<b>068</b>	<b>Total Indigenous Ministries</b>	<b>-</b>	<b>2,500</b>	<b>2,500</b>	
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)
<b>071</b>	<b>Total Hispanic/Latino Ministry</b>	<b>11,333</b>	<b>17,000</b>	<b>17,000</b>	

<b>BORDERLAND MINISTRIES</b>					
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	<b>Total Borderland Ministries</b>	<b>16,669</b>	<b>25,000</b>	<b>25,000</b>	
<b>DIOCESAN GOVERNANCE</b>					
<b>Diocesan Convention</b>					
075	Diocesan Convention	3	5,100	5,000	
076	<b>Total Diocesan Convention</b>	<b>3</b>	<b>5,100</b>	<b>5,000</b>	
<b>Canonical Bodies and Services</b>					
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	<b>Total Canonical Bodies and Services</b>	<b>26,179</b>	<b>41,900</b>	<b>38,500</b>	
<b>The Larger Church</b>					
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	<b>Total Larger Church</b>	<b>52,726</b>	<b>76,750</b>	<b>153,618</b>	
088	<b>TOTAL DIOCESAN GOVERNANCE</b>	<b>78,907</b>	<b>123,750</b>	<b>197,118</b>	
<b>DIOCESAN OPERATIONS</b>					
<b>Clergy Programs</b>					
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	<b>Total Clergy Programs</b>	<b>700</b>	<b>2,850</b>	<b>2,850</b>	
<b>Diocesan House</b>					
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	<b>Total Diocesan House</b>	<b>43,333</b>	<b>65,000</b>	<b>50,000</b>	

<b>Diocesan Communication</b>					
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		<b>42,203</b>	<b>68,655</b>	<b>63,330</b>	
104	<b>TOTAL DIOCESAN OPERATIONS</b>	<b>86,236</b>	<b>136,505</b>	<b>116,180</b>	

### DIOCESAN ADMINISTRATION

<b>Personnel - Salaries and Benefits</b>					
105	Bishop Compensation (Stipend & Housing)	96,667	145,000	146,450	1.00% projected COLA rate 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	<b>Total Personnel - Salaries and Benefits</b>	<b>426,008</b>	<b>648,945</b>	<b>603,940</b>	

<b>Other Administration Costs</b>					
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	<b>Total Other Administrative Costs</b>	<b>50,977</b>	<b>70,410</b>	<b>68,050</b>	

130	<b>TOTAL DIOCESAN ADMINISTRATION</b>	<b>476,984</b>	<b>719,355</b>	<b>671,990</b>
131	<b>TOTAL EXPENSES</b>	<b>834,748</b>	<b>1,464,334</b>	<b>1,363,918</b>
132	<b>REVENUE OVER/(UNDER) EXPENSES</b>	<b>209,891</b>	<b>36,300</b>	<b>36,132</b>
<b>Deferred Expenses</b>				
133	General Convention Deputation (2021)	8,750	17,500	17,500 Recurrent future costs that should be recognized proportionally each budget year
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	<b>Total Deferred Expenses</b>	<b>18,150</b>	<b>36,300</b>	<b>36,000</b>
140	<b>REVENUE OVER/(UNDER) EXPENSES &amp; DEF EXP</b>	<b>191,741</b>	<b>(0)</b>	<b>132</b>