

The background of the entire page is a repeating pattern of stylized pine needles, rendered in a light gray color. The needles are arranged in a way that creates a sense of depth and movement, with some appearing to be in the foreground and others receding into the background. The overall aesthetic is clean and modern.

New Bishop New Vision New Budget 2022

Mike Weber, Treasurer

Episcopal Diocese of Milwaukee

HIGHLIGHTS

THANK YOU

TO ALL PARISHES WHO HAVE CONTINUED TO GENEROUSLY SUPPORT THE DIOCESE!

BECAUSE OF YOU, WE ARE IN A GOOD FINANCIAL STATE.

This allowed us to propose move the ministry of the Diocese forward by:

- Freezing Assessments at the 2021 level—**NO INCREASE.**
- Increase funds available to aid parishes by \$20,000.
- Enabled us to continue our giving Beyond the Diocese. (13% of our overall Budget)
- Made use of funds Christian Formation Fund that had been unused for 3 years by giving the Bishop the opportunity to engage a new staff member dedicated to resourcing this ministry in the Diocese.
- Funded the resurrection of the Lutheran/Episcopal Campus Ministry at the University of Wisconsin, Whitewater.
- Reallocated funds to fully fund Lambeth Conference, General Convention, and the Bishop's Transition on a continuing basis thereby removing them from the operating Budget.
- Reallocated Permanent Development Funds to provide the Bishop with resources to begin new initiatives.
- Used the savings of a ½ time Bishop to better support local parishes

PROCESS

The Finance Committee met with Bishop Lee who articulated his vision that the purpose of the diocese is to support the Episcopal presence in local communities. The Diocesan Office is essentially a “customer service provider.” We agreed to establish this as our guiding principle.

With the Bishop’s encouragement, the Finance Committee engaged in a Zero-Based Budgeting process. We began with a clean slate to build the budget from the ground up. This is a change from previous years.

1. Our first step was to define our fixed costs (e.g., utilities, telephone, Internet, insurance, etc.).
2. Then we incorporated items we believed to be essential to good business practices (e.g., legal counsel, audit).
3. inclusion of personnel salaries per Bishop’s Lee request.
4. We explored ways to fund ministry to support local parishes (see notes below). In our search we discovered that the Christian Formation Fund had not been drawn from for over three (3) years. At the suggestion of the Rev. Geoff Ward, we proposed to Bishop Lee that a full-time Christian Formation person be engaged. Bishop Lee was receptive. It is included in the proposed budget.

CHANGE IN FORMAT

We changed the format of the budget. All income is now listed in Income rather than being included in the Expense side of the budget at the auditor’s suggestion. We have included the 2021 Actual costs; however, one needs to exercise caution in comparing those to the 2022 Budget. In some cases, it is comparing apples to oranges.

We are showing broad categories for the presentation to the Convention. ***We will be offering special sessions on October 4th and October 6th at 7:00 pm via Zoom for those who would like to “dig into the details.”*** If you would like a copy of the detailed budget, please contact Canon Huddleston at huddleston@diomil.org.

Finally, we recognize that the cost of health insurance is a burden on our parishes. Therefore, one of our priorities in 2022 will be to investigate to determine if there are ways, we can reduce this burden.

The Finance Committee is presenting a budget for 2022 based on a conservative estimate of our income.

Respectfully submitted by the members of the Finance Committee:

Mike Weber, Treasurer

The Reverend Geoff Ward

Bob Love

Caroline Seen

Jill Heller

Canon Kevin Huddleston

ITEMS TO NOTE:

1. We have budgeted the recommended 3.83% cost of living adjustment (COLA) for all diocesan staff. There was also a 7% increase in the cost of health insurance.
2. The Hospitality Center is in the process eliminating duplication in bookkeeping and management. We still will support 1/3 of the Executive Director's salary. We have included this in the category of "beyond the diocese."
3. We eliminated the line items from the operating budget for Lambeth Conference and General Convention at the request of the auditors.
4. We reduced the Camp Webb line item due to its uncertain future.
5. We will end our relationship with Numbers for Nonprofits (N4N). (\$68,400)
6. We will employ a part-time in-house bookkeeper. (\$40,000)
7. We are in the process of resurrecting the Lutheran-Episcopal Campus Ministry at Whitewater.
8. We have included funds for the new Christian Formation person to build a resource library.
9. We have included funds for a Diocesan Lenten Program: Episcopal 101.
10. We have included funds for the development of Canon Leannah's 2 task forces.
11. We have increased the amount of funds available for parish assistance (\$20,000).
12. We have fully funded the Deacon's School.
13. We are in preliminary conversations with All Saint's Cathedral regarding the possibility of moving the diocesan offices to the Cathedral thereby allowing them to the rent/lease Nicholson House. This could reduce our operating costs.

Sources of Income	Budget		
	2020/2021	2022	
Assessment	\$ 1,411,372	\$ 1,411,372	2020/2021 Level
CHURCHWOMENS BOOK OF REMEMBRANCE	\$ 3,100	\$ 3,100	
Whitewater Campus Ministry Fund	\$ -	\$ 12,046	to be used for new initiatives with Lutherans
Diocesan Campus Ministry Fund	\$ 50,643	\$ 50,643	\$36,000 currently committed to St. Mark's, Milwaukee
BISHOP HALLOCK ENDOWMENT	\$ 320	\$ 320	
JULIA WOODS ADAMS ENDOWMENT FUND	\$ 5,009	\$ 5,009	
DIOC ENDOWMENT FUND	\$ 85,227	\$ 85,227	
St. James Poverty and Social Justice Fund	\$ 11,114	\$ 11,114	60% community engagement/40% Hospitality Center
ELSIE BRENNAN ENDOWMENT	\$ 2,610	\$ 2,610	
JOHN MEACHEM JR. VOLUNTARY TRUST	\$ 9,408	\$ 9,408	Committed to Mission of the Diocese
MEACHEM FOUNDATION	\$ 32,376	\$ 32,376	Committed to Mission of the Diocese
MEACHEM FOUNDATION (US BANK)	\$ 90,000	\$ 90,000	Committed to Mission of the Diocese
Earl T. Hoffman	\$ 25,000	\$ 25,000	
Disney Stock Dividend	\$ 265	\$ 265	
Shared Medical Insurance	\$ 6,783	\$ 7,258	
Rental Income	\$ 9,600	\$ 9,600	
Parish Reviewers	\$ 10,000	\$ 10,000	
Camp Webb		\$ 3,519	
SFH	\$ -	\$ 160,000	Moved from Expenses to income
Christian Formation Fund	\$ -	\$ 78,000	From Endowment earnings
Total	\$ 1,756,345	\$ 2,008,888	

Expenses	2020/2021	2022
HOSPITALITY CENTER	\$ -	\$ 43,115
National Church Assessment	\$ 177,477	\$ 170,386
Province V Assessment	\$ 2,646	\$ 2,646
Wisconsin Council of Churches	\$ 10,500	\$ 10,000
Newala	\$ -	\$ 5,000
Haiti	\$ -	\$ 5,000
Interfaith Council	\$ 4,000	\$ 4,000
Ecumenical Officer	\$ 2,300	\$ 2,300
Sub-Total	\$ 231,150	\$ 249,538

HC is assuming control of salary

Decrease

Office of the Bishop

Sub-Total	\$ 151,526
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Personnel

Sub-Total	\$ 822,896
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includes SFH Salaries which are reimbursed and Christian Formation from Endowment

Insurance

Sub-Total	\$ 19,465
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External Providers

Sub-Total	\$ 41,849
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Communications

Sub-Total	\$ 28,500
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Nicholson House

Sub-Total \$ 119,534

MINISTRY

Camp Webb	\$	-	\$	3,519	Available from Endowment funds
Campus Ministry at UWM/Marquette	\$	36,000	\$	36,000	Committed to St. Mark's Milwaukee
Christian Formation	\$	-	\$	10,000	New initiatives
Diocesan Lenten Program	\$	-	\$	5,000	New initiatives
Whitewater Campus Ministry	\$	-	\$	25,000	New initiatives with Lutherans
Congregational Development Expenses	\$	-	\$	20,000	Based on Canon Leannah's request
Deacons School	\$	440	\$	20,000	
Staff Development/Travel	\$	25,000	\$	20,000	
Commission on Ministry	\$	805	\$	1,000	
Clergy Conference	\$	-	\$	10,000	
Diocesan Convention	\$	3,070	\$	25,000	2-day Convention 175th Anniversary
Aid to Parishes	\$	224,115	\$	244,000	224,000 Already Committed
Post Seminary Training	\$	31,000	\$	24,000	Already Committed
General Program Expenses	\$	6,559	\$	20,000	
Sub-Total	\$	326,989	\$	463,519	

TOTAL EXPENSES	\$	1,741,909	\$	1,965,711	
TOTAL INCOME	\$	1,756,345	\$	2,008,888	
	\$	14,436	\$	50,267	Reserved