

Resolutions

Resolution 2021-R1

Proposed Ministry Plan for Diocese of Long Island 2022

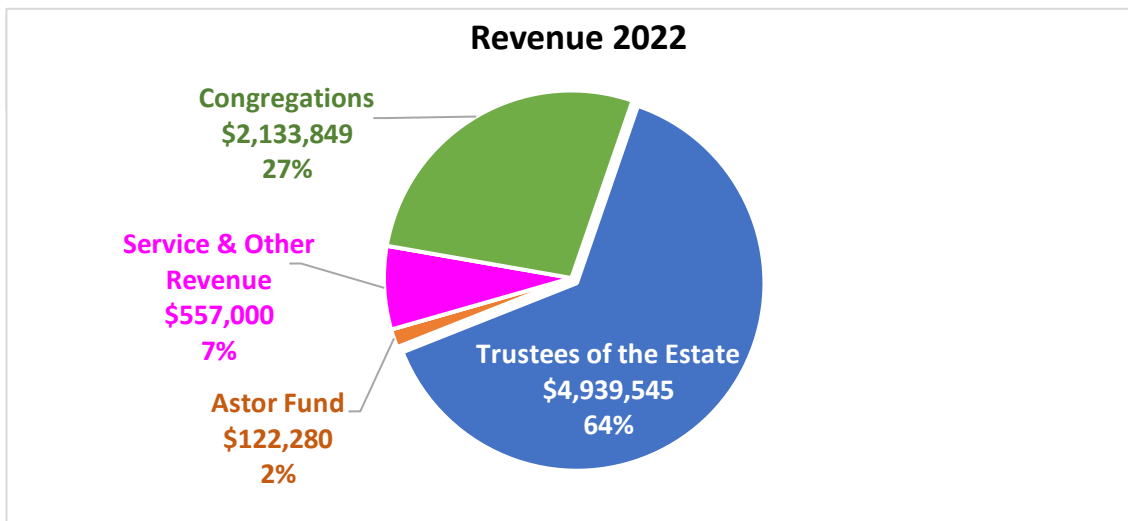
I. Introduction

The Ministry Plan (aka budget) for 2022 that is before this convention represents the faithful stewardship of our congregations, the Trustees of the Estate Belonging to the Diocese of Long Island, and all the corporations that constitute the ministry of the Diocese of Long Island. It represents the best efforts of our diocese to provide ministry in Brooklyn, Queens, Nassau and Suffolk as we continue to confront the impact of a world-wide pandemic. As you examine this Ministry Plan you will discover the outward and visible expression of our collective support for the programs, initiatives and personnel that are our diocesan ministry. This ministry plan provides significant support and attention to the further development of clergy and lay leadership, the continued encouragement of our diocesan-wide ministries, and the on-going initiatives of pastoral, liturgical, and social ministries across the diocese and beyond.

The narrative that follows gives expression to the way of love in Jesus Christ that makes holy sense of the numbers and figures of the budget for 2022.

II. Sources of Revenue

As in prior years, the Diocese Ministry Plan is funded by four sources of revenue: **(1) Trustees of the Estate** **(2) Congregational offerings** **(3) Service and other revenue** and **(4) Astor Fund grant**.



1. Trustees of the Estate.

In light of the continuing unprecedented circumstances caused by the COVID-19 Pandemic, a record 64% of the revenue in the 2022 Ministry Plan comes from Trustees of the Estate in several types of support. Monthly investment income from the Investment Fund. Income from trust funds held by the Trustees of the Estate to support the Episcopate, Mission, and maintenance expenses. The Trustees continue to support the Cathedral and Diocesan Center through the Ministry Plan and will provide additional support to the Diocese.

2. Congregational Offerings for the Support of our Common Ministry

Offerings from congregations represent 27% of the proposed Ministry Plan. In 2021, pledges have been recorded from 96 of 130 congregations, with 38 congregations pledging the full tithe and 6 congregations making no pledge. Our goal for 2022 continues to be that every congregation will make a proportional gift directly from their income while working toward the tithe.

3. Astor Fund Grant

The Diocese is the beneficiary of income from the Astor Fund held by The Episcopal Church for mission in the City of New York. This income is allocated to projects in the city.

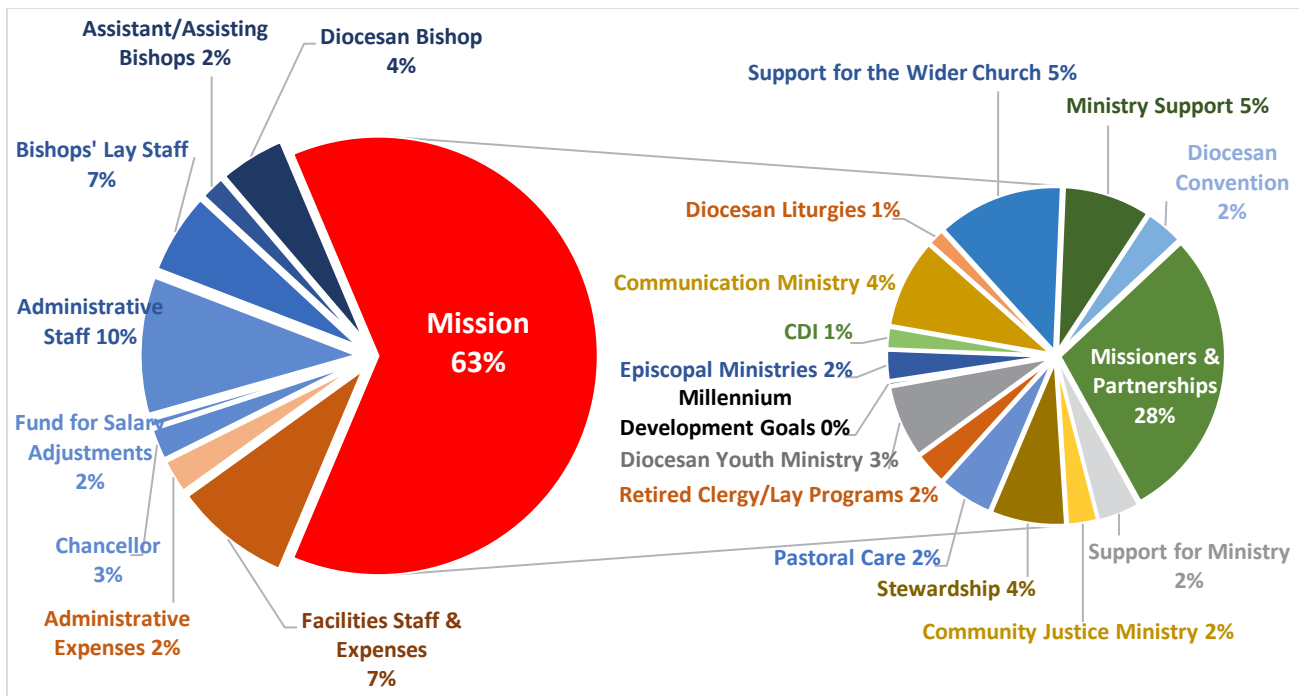
4. Service and Other Revenue

Service and Other Revenue remain at 7% in 2022 as Episcopal Ministries is providing additional support for the Canon for Stewardship position. As in prior year accounting and administrative fees are received for services provided to other Diocesan corporations.

III. Program and Personnel Expenses

Expenditures in the 2022 Plan can be broken down into three broad categories:

- ▶ Episcopate and the Bishop’s Staff 28%
- ▶ Administration & Facilities Expenses 9%
- ▶ Mission 63%



MISSION

Support for the Wider Church includes our share in the Triennial Ministry Plan of The Episcopal Church and our participation in the work of Province II. Funds are also reserved for our deputation to General Convention (this year there is no allocation in the 2022 Ministry Plan as we have made the prudent decision to limit our presence during General Convention to the elected deputation and the bishops of the diocese) and the Lambeth Conference. The Ministry Plan includes the full asking of the Episcopal Church.

Millennium Development Goals the Ministry Plan sets aside a small portion of the budget for these initiatives.

Retired Clergy/Lay Programs is a Diocesan initiative that provides annual grants to retired clergy and surviving spouses to assist with medical expenses. The Diocese provides a Medicare Supplement to retired lay staff with 20 years' service.

Diocesan Youth and Young Adult Ministry funds the salary and benefits for the Director of Youth Ministry, the Associate for Youth Ministry and program expenses.

Community Justice Ministry This full-time position focuses on the bishop's work with community justice matters, and in 2022, a portion of the support for the work of the Creation Care ministry.

Communication and Technology: Office of Communication Ministry (OCM) provides counsel to the Bishop and diocesan departments and parishes. OCM helps to plan effective strategic communication and interpretation of mission and ministry, both within the church and the general public. OCM also manages the Information Technology computer network and business databases for all diocesan offices and offers staff training and a help desk for use of office computer programs. OCM is also responsible for the administrative management of the communication, logistic and related arrangements for Diocesan Convention. OCM is the producer, editor and publisher of articles, notices and video content for the diocese's official website and social media networks. OCM staff writes, edits, and publishes online email newsletters for parish clergy and lay leaders, posts official email announcements, and Sunday bulletin inserts. The Director of Communication manages all of the above and also serves as the official press spokesperson for the diocese and is the frontline liaison for Bishop Provenzano with church and secular print and electronic news media.

The **Diocesan Convention** portion of this plan funds the direct administrative and program expenses related to the production of diocesan convention. This includes the Pre-convention Meeting, reproduction and mailing of Pre-convention Journals, registration system, hotel accommodations, transportation and meals for diocesan staff, lunch and coffee breaks for attendees, banquet, childcare, audio-visual services, equipment rental and services such as electronic voting. This line item partially funds one staff person who dedicates a portion of their energies throughout the year to the planning of convention. In this 2022 Ministry Plan the amount allocated provides for a one-day convention appropriate to what we believe will still be a time of recovery post-pandemic.

Diocesan Liturgy includes the costs of a part time liturgical coordinator who helps to craft and oversee Diocesan liturgies, such as ordinations, confirmations, convention and various special liturgies throughout the year as well as some program expenses such as music or other creative liturgical arts.

DCDI This Plan continues to support the Diocesan Church Development Institute, a leadership-training program focused on developing the spiritual community and organizational life of congregations. DCDI continues to support and train clergy and lay leaders who desire to transform their congregations by making them stronger, healthier, more deeply rooted in Anglican Spirituality, more responsive to God, and more effective in their communities. It also funds congregational coaches who work one on one with clergy and vestries.

Diocesan Missioners represent strategic church plants, mission support, church redevelopment and new mission initiatives. Missioners are paid through the Diocese payroll.

- Chinese Ministry at Holy Spirit, Bensonhurst (The Rev. Walter Lau)
- Santa Cruz & Bushwick Abbey, Ridgewood (The Rev. Nell Archer & The Rev. Ted Chase)
- Resurrection, Richmond Hill (The Rev. Joshua Samuel)
- Suffolk County Latino Hispanic Missioners (The Rev. Gerardo Romo-Garcia & The Rev. James Reiss)

Diocesan Partnerships are grants to congregations and other organizations for ministry support. They amount will be reduced over time as ministries become self-supporting.

- St. Ann & the Holy Trinity (support for our Pro-Cathedral)
- Church of the Ascension, Greenpoint (The Rev. John Merz)
- All Saints, Park Slope, (The Rev. Spencer Cantrell)
- St. Bartholomew, Brooklyn (The Rev. Pierre Gasner Damus)
- Holy Apostles, Brooklyn (The Revs. Kimberlee Auletta & Sarah Kooperkamp)
- All Saints, Long Island City
- St. George, Astoria
- St. George, Flushing (The Rev. Lu Zhang)
- Grace, Whitestone (The Rev. Karen Sherrill)
- St. John, Springfield Gardens
- Zion, Douglaston (The Rev. Carl Adair)
- Cathedral of the Incarnation (Cathedral and Diocesan ministries)
- St John, Locust Valley (The Rev. Catherine Wieczorek, Curate)
- St. Mary, Carle Place (The Rev. Sean Wallace)
- St. Thomas, Farmingdale (The Rev. John Hunt)
- St. Ann, Sayville (The Rev. Lilo Carr-Rivera)
- St. Luke, East Hampton (The Rev. Joseph Cundiff)
- Messiah, Central Islip & Christ Church, Brentwood (The Rev. Juan Pastore Reyes)
- Rural and Migrant Ministries (annual grant)

Support for Ministry provides modest program support for various diocesan ministries including Asian-American, Black Clergy Caucus, Hispanic ministries, Campus ministries, diocesan sponsored events, companion diocese relations, deanery expenses, retired clergy events, the Commission on Ministry and the Racial Justice and Reconciliation Commission, which in 2022, be the funding source for our diocesan efforts combating white supremacy, employment discrimination and our Indaba groups on racial injustice and parish inventories and the history project.

EPISCOPATE & BISHOP'S STAFF

The **Episcopate** covers the salaries, benefits, travel, and related expenses of Bishops Provenzano, Wolf, Allotey, and Franklin. In addition, funds have been budgeted for the work of any Assisting Bishops.

Bishop's Staff supports the work of the Bishop and includes Canon Myra Garnes for Youth and Young Adult Ministry, the Rev. Canon Claire Woodley for Ministry Support, the Rev. Canon Patricia Mitchell for Pastoral Care, the Rev. Canon Suzanne Culhane for Stewardship, the Rev. Marie Tatro, Vicar for Community Justice and the Rev. Matthew Moore, Missioner for Environmental Justice. Salaries, benefits, travel, and related expenses are included under their individual areas in Support for Ministry.

Bishop's Lay Staff provides support for the Episcopate, the Canons, and the Chancellor.

Administrative Staff includes the Finance Office, Human Resources, Payroll, and Support for Diocesan Convention.

Fund for Salary Adjustments There is a pool of funds for merit-based salary increases/increase in pension contribution for full-time lay staff.

ADMINISTRATION & FACILITIES

Administrative Expenses includes audit, legal, office equipment and office expenses.

Facilities & Maintenance is responsible for the buildings and grounds on the diocesan campus and other properties managed by the diocese. This line item includes the salary and benefits of the Director of Facilities and ground's crew who serve on the Diocesan and Cathedral Campus. Facilities and Maintenance also serves the wider Diocese by providing insight and analysis to local parishes engaged in construction and maintenance projects. The Cathedral and Mercer School contribute to these expenses and the Trustees of the Estate also provide support.

Ministry Plan of the Diocese of Long Island

	2020 Actual	2021 Budget	Aug. 31, 2021 Actual	2022 Proposed
Revenue				
1 Congregations				
Tithe Amount	3,520,112	3,680,820	2,453,880	3,679,050
<i>Reduce to amount expected</i>	<u>-1,426,442</u>	<u>-1,610,623</u>	<u>-1,084,673</u>	<u>-1,545,201</u>
Actual or Expected Contribution	2,093,670 23%	2,070,197 30%	1,369,207 21%	2,133,849 28%
2 Trustees of the Estate	6,454,974 70%	4,085,495 59%	4,637,278 71%	4,939,545 64%
3 Astor Fund	128,047 1%	122,280 2%	97,188 1%	122,280 2%
4 Service & other revenue	<u>573,141 6%</u>	<u>662,000 10%</u>	<u>426,569 7%</u>	<u>557,000 9%</u>
5 Total Revenue	<u>9,249,832 100%</u>	<u>6,939,972 100%</u>	<u>6,530,242 100%</u>	<u>7,752,674 100%</u>
Expenses				
Mission				
6 Support for the Wider Church	494,600	418,000	306,783	399,689 5%
7 Millennium Development Goals	18,000	18,000	7,500	18,000 0%
8 Retired Clergy/Lay Programs	126,693	123,340	99,523	123,000 2%
9 Community Services Prog. Director	122,845	127,636	79,843	126,550 2%
10 Youth and Young Adult Ministry	163,842	184,404	107,731	202,516 3%
11 Community Justice Ministry	116,606	122,953	75,409	121,953 2%
12 Communication Ministry	288,111	272,752	142,540	320,750 4%
13 Diocesan Convention	181,357	115,586	52,807	154,514 2%
14 Stewardship	183,850	315,681	158,681	316,931 4%
15 Ministry Support	221,259	269,233	166,993	368,806 5%
16 Pastoral Care	208,371	215,787	136,209	171,860 2%
17 Diocesan Liturgies	64,827	78,547	43,085	78,547 1%
18 Congregational Development	55,582	67,871	33,020	66,853 1%
19 Missioners & Partnerships	1,615,024	1,920,779	1,271,514	2,198,875 28%
20 Support for Ministry	<u>41,433</u>	<u>117,500</u>	<u>23,337</u>	<u>118,500 2%</u>
21 Total Mission	<u>3,902,399 64%</u>	<u>4,368,069 63%</u>	<u>2,704,975 62%</u>	<u>4,787,344 62%</u>
Episcopate				
22 Diocesan Bishop	290,500	304,678	186,475	304,302 4%
23 Assistant/Assisting Bishops	138,579	140,837	97,848	141,601 2%
25 Chancellor	0	277,370	157,819	258,718 3%
27 Bishops' Lay Staff	583,663	502,941	352,957	555,573 7%
28 Administrative Staff	675,532	737,927	473,523	802,081 10%
Fund for Salary Adjustments		20,000		200,000 3%
29 Total Episcopate	<u>1,688,274 28%</u>	<u>1,983,753 29%</u>	<u>1,268,622 29%</u>	<u>2,262,275 29%</u>
Administration & Facilities				
30 Administrative Expenses	281,474	150,738	129,118	181,900 2%
31 Facilities Staff & Expenses	<u>231,230</u>	<u>437,412</u>	<u>260,750</u>	<u>521,155 7%</u>
32 Total Administration	<u>512,704 8%</u>	<u>588,150 8%</u>	<u>389,868 9%</u>	<u>703,055 9%</u>
33 Total Expenses	<u>6,103,377 100%</u>	<u>6,939,972 100%</u>	<u>4,363,465 100%</u>	<u>7,752,674 100%</u>
34 REVENUE LESS EXPENSES	<u>3,146,455</u>	<u>0</u>	<u>2,166,777</u>	<u>0</u>