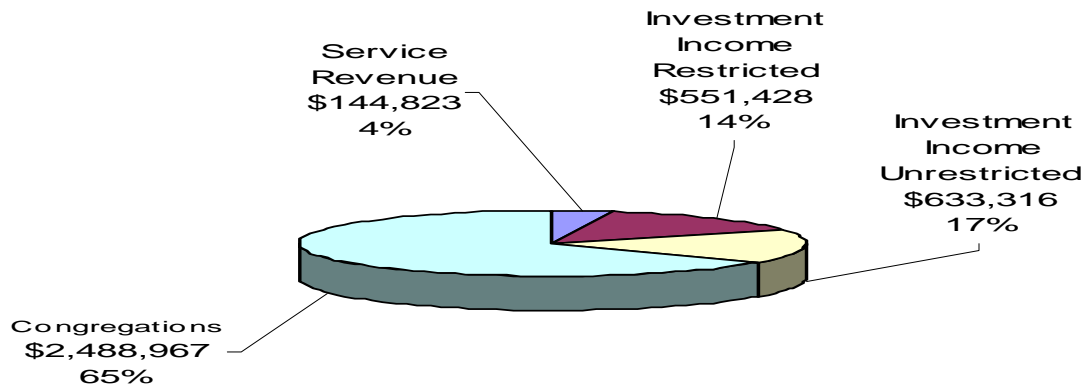


2012 Diocesan Ministry Plan

Introduction

The challenge in the 2012 Diocesan Ministry Plan given the difficult economic climate was how to do more with less. While the plan does not provide for new mission initiatives, it does present the opportunity to reflect on and celebrate what we have been able to accomplish: a fully-staffed and funded program for Diocesan Youth Ministry and Office of Communication Ministry. And also, while dioceses across the country have been forced to cut staff and program, we have been able to retain staff and maintain existing programs. We are grateful to our congregations for their generosity as they wrestle with fewer available resources.

Revenue



Resources for Diocesan ministry in 2012 will come primarily from three sources:

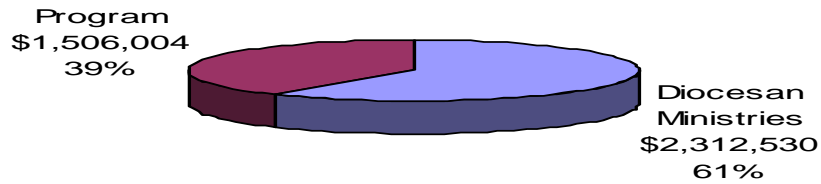
- Congregations
- Investment Income
- Service Revenue

The missions and parishes of the Diocese of Long Island voluntarily provide the majority of revenue that sustains our ministries and operations through their annual pledges. This represents the largest share of our income – 65% for 2012.

Investment Income from (1) restricted trust funds (whose uses are for specific purposes, e.g., support of the Episcopate, mission, maintenance, etc.); and (2) unrestricted funds managed by the Diocesan trustees, provide the second largest share; 14% and 17% respectively for 2012.

The Office of Finance and Administration also provides fee based accounting and administrative services to other Diocesan corporations which reflects the remaining 4% of income for 2012.

Expenses



Expenditures in 2012 can be summarized as follows:

- Program (39%)
- Diocesan Ministries (61%)

Program

Program Expense

Support to the Wider Church	\$547,036	36%
Provincial Synod Assessment	9,138	1%
Diocesan Missioners	296,242	20%
Ministry Development Support	130,000	9%
Diocesan Youth Ministry	152,502	10%
Office of Communication Ministry	209,086	14%
Retired Clergy/Surviving Spouse/Lay Support	80,000	5%
Millennium Development Goals	18,000	1%
General Convention Reserve (2012)	20,000	1%
Lambeth Conference Reserve (2018)	4,000	0%
Diocesan Sponsored Events	40,000	3%
Total Program Expense	\$1,506,004	100%

The diocese will in 2012, as in 2011, support the work of the wider Episcopal Church - nationally and globally – by accepting its full Asking. In addition, we will continue annual support of the work of **Province II** through payment of our full assessment.

Support for existing **Diocesan Missioners**¹ and congregations receiving **Ministry Development**² subsidies will continue for 2012 as in 2011.

In 2012, the allocation for **Diocesan Youth Ministry** includes administrative and programmatic support for the creation of a new student led Youth Council and the expenses related to new Diocesan formation programs for youth and young adults.

Anticipated ministry and formation programs are as follows:

- Diocesan Convention Youth Delegates Conference
- Formation/Training seminar for adults serving as youth educators and advisors
- Diocesan Mission Trip and Retreats for youth
- Young Adult Ministry – spiritual awareness and vocational reflection opportunities
- Day Schools Day at the Cathedral of the Incarnation
- Day Schools Baccalaureate/Commencement at Cathedral of the Incarnation
- Youth Council leadership training
- Diocesan Convocation (May 2012) Youth Programs

NOT included is youth travel to General Convention to be held in Indianapolis in 2012.

The **Office of Communication Ministry** will expand its support of mission and ministry through

- News and information emphasizing national, international and local interrelationships;
- Resources that deepen understanding and practice of the Christian faith;
- Creative multimedia tools that invite people into mission;
- Practical Internet and technology applications to enhance web sites and other electronic communications diocesan-wide; and
- Establishment of a collaborative comprehensive communication plan.

Retired Clergy/Surviving Spouse/Lay Support reflects continued support to retired clergy and surviving spouses with the provision of annual \$650 and \$250 grants, respectively, to help defray their medical expenses together with a \$5,000 life insurance policy (for retired clergy and lay).

In support of the **Millennium Development Goals (MDGs)**, the Diocese has, since September 2003 supported Jenny Coley, a missionary (soon to be ordained) engaged in a health ministry in the Anglican Church in Ghana. Support will continue throughout 2012.

In addition to our support for the work of the greater church, we also fund reserves to (1) cover the expenses of our Diocesan Deputation to the triennial **General**

¹ The Rev. John Merz (Greenpoint/Williamsburg Ministry, Brooklyn); the Rev. Modesto Mursuli (Hispanic Ministry at Iglesia de la Santa Cruz, Brooklyn); the Rev. Peter Lam (Chinese and Jubilee Ministry, Holy Spirit, Brooklyn) the Rev Joseph Pae and Deacon Connie Lorenz (Great Neck Episcopal Ministry) and the Rev. Robert Picken (Cathedral of the Incarnation).

² St. Paul's, Roosevelt (the Rev. Debra Bennett) and St. Boniface, Lindenhurst (the Rev. Steve Foster).

Convention occurring in 2012 in Indianapolis; and (2) cover our Bishop's participation at **Lambeth Conference**, which occurs every ten years (next in 2018).

And lastly, the category **Diocesan Sponsored Events** encompasses a myriad of expenses related to various events held throughout the year (e.g., Clergy Days, Chrism Mass, Retired Clergy events, Episcopal Day Schools Day at the Cathedral, etc.)

DIOCESAN MINISTRIES

The Bishop and Staff of the Diocese

This office supports the Bishop in his administrative responsibilities as well as pastoral ministries. This includes work related to the implementation of both Diocesan and General Convention initiatives and policies and support of the ecumenical initiatives and relationships within the Episcopal Church and Anglican Communion.

The plan covers the salary, benefits, auto and travel expenses for the Bishop and Canon to the Ordinary together with secretarial and administrative support (three existing positions) and allowances for expenses of the archdeacons, Chancellor and Chaplain to the Retired.

For 2012, \$33,000 has been included for Episcopal Assistance to allow the Bishop to engage support from bishops outside the diocese as needs arise.

Support Ministries for Parishes and Programs

The plan also covers the salary, benefits, auto and travel expenses for the Deputy for Finance and Administration together with accounting and administrative support (seven existing positions). (The plan provides for a pool of funds for the Bishop, in consultation with executive staff, to distribute as salary increases; there were no increases in staff salaries in 2010 or 2011.)

The day-to-day costs of operating the ministry of the diocesan office (telephone, postage, supplies, computers, office equipment, etc.) are included here together with the cost of the annual audit.

Expenses included in the plan also cover the salary and benefits of a building custodian, utilities, insurance and repairs and maintenance of Diocesan House.

In 2011, the responsibility for Central Maintenance (the department which maintains the buildings and grounds on the diocesan campus) shifted from the Cathedral to the Diocese. The additional expenses are being covered by unrestricted investment income.

The direct expenses of the diocese related to diocesan convention: reproduction and mailing of Pre-Convention and Diocesan Journals, hotel accommodations, transportation and meals for diocesan staff and guests, audio visual services and equipment leasing are also covered in this category.

Ministry Plan of the Diocese of Long Island

	2010 Full Year		Approved Budget		2011 Projection		2012 Proposed	
Revenue								
1	Congregations	2,432,116	82%	2,650,000	2,441,042	61%	2,488,967	65%
2	Investment Income	236,387	8%	243,234	925,736	23%	1,184,744	31%
3	Grants	20,000	1%		22,275	1%		
4	Service & other revenue	293,811	10%	599,548	588,483	15%	144,823	4%
5	Total Revenue	<u>2,982,314</u>	100%	<u>3,492,782</u>	<u>3,977,536</u>	100%	<u>3,818,534</u>	100%
Expenses								
PROGRAM								
6	Support for the Wider Church	643,097		535,869	535,869		547,036	
7	General Convention (2012)			40,000	40,000		20,000	
8	Provincial Synod	6,854		6,854	8,224		9,138	
9	Lambeth Conference (2018)			8,000			4,000	
10	Retired Clergy/Surviving Spouse/Lay Support	81,814		88,000	82,560		80,000	
11	Diocesan Youth Ministry	88,715		142,310	134,310		152,502	
12	Office of Communication Ministry	189,438		190,000	218,629		209,086	
13	Millennium Development Goals	21,000		18,000	18,000		18,000	
14	Diocesan Missioners	150,609		140,800	404,544		296,242	
15	Ministry Development Support				171,676		130,000	
16	Other Ministry/Diocesan Sponsored Events	184,847		186,362	175,169		40,000	
17	Pass Through Grants	20,000			20,275			
18	Total Program	<u>1,386,374</u>	41%	<u>1,356,195</u>	<u>1,809,256</u>	45%	<u>1,506,004</u>	39%
DIOCESAN MINISTRIES								
19	Bishop's salary & benefits	240,798		239,872	239,872		241,521	
20	Bishop's expenses	38,727		42,500	42,500		42,500	
21	Bishop's staff salaries & benefits	543,784		562,898	546,633		452,555	
22	Bishop's staff expenses	29,642		27,000	27,000		27,000	
23	Episcopal Assistance						33,000	
24	Other Expenses	60,641		56,000	22,450		27,500	
25	Subtotal	<u>913,592</u>		<u>928,270</u>	<u>878,455</u>		<u>824,076</u>	
26	Other Staff Salaries and Benefits	623,086		729,100	708,131		801,326	
27	Other Staff Travel and Related Expense	16,115		21,000	21,000		21,000	
28	Office Expenses	188,048		218,500	213,500		200,000	
29	Diocesan House Maintenance	116,971		117,500	117,500		120,000	
30	Central Maintenance Department	90,049		90,000	280,000		321,128	
31	Diocesan Convention	29,770		25,000	25,000		25,000	
32	Subtotal	<u>1,064,039</u>		<u>1,201,100</u>	<u>1,365,131</u>		<u>1,488,454</u>	
33	Total Diocesan Ministries	<u>1,977,631</u>	59%	<u>2,129,370</u>	<u>2,243,586</u>	55%	<u>2,312,530</u>	61%
34	Total Expenses	<u>3,364,005</u>	100%	<u>3,485,565</u>	<u>4,052,842</u>	100%	<u>3,818,534</u>	100%
35	REVENUE LESS EXPENSES	<u>(381,691)</u>		<u>7,217</u>	<u>(75,306)</u>		<u>0</u>	