

DIOCESE OF EAU CLAIRE
2017 DRAFT BUDGET
EXECUTIVE SUMMARY

INCOME

Apportionment. \$139,700 budgeted, Apportionment percentage unchanged at 10%. As compared to 15% Apportionment, this is a \$70,000 investment in local congregations. Relative to 22%, it's a \$170,000 investment. Apportionment Reduction Dollars can be used by a congregation's leadership to relieve budget pressures, expand their congregation's ministry, and/or fund Outreach in their local community and beyond.

Endowment Income. \$115,000 budgeted. Total Return management strategy continues. Not more than 5% of the diocese's \$2.6 million Endowment will be taken as income. Provision for a 2017 market correction is included in the budget.

EXPENSES

Part-Time Episcopate. \$1,600 increase to \$76,700 including Accountable Plan.

Half-Time Diocesan Administrator. \$600 increase to \$32,000. \$1,100 is reclassified from taxable Salary to tax-free Housing & Utilities.

Help Clergy. \$28,500 budgeted to fully fund Retiree Life & Supplemental Medical Insurance for 5 clergy, 3 clergy spouses, and 1 lay person. \$5,400 budgeted for Clergy Retreats & Clericus, \$4,200 for Priest's Car Fund Reserve. \$1,500 each is budgeted for Clergy Ordinations, Clergy Continuing Education, and Clergy Background Checks & Psych Exams.

Note: the Help Clergy expense category has been increased from \$24,086 2011 Actual to \$42,600 Budget 2017.

Help Others. \$17,300 to the National Church, \$500 for the Wisconsin Council of Churches, \$500 for College for Bishops, \$300 for the ECUSA mandated Province V assessment, and \$500 TBD.

Help Our Ministries. \$15,000 for Camp Horstick. **Sufficient funds are budgeted for Camp Horstick 2017 so all campers and adult leaders can attend fee-free.** \$2,500 for Cursillo. \$1,500 for Diocesan Convention including Honorarium & Travel for a Convention Speaker. \$2,600 TBD.

Office Expenses. \$25,000 total. \$6,460 rent to the Cathedral for Office Space. \$6,400 for the ECUSA mandated Audit (\$5,000 paid by Diocese, \$1,400 by Buffington Trust). \$4,100 for insurance (D&O Liability, sexual misconduct, umbrella – Buffington is billed separately). \$1,500 for Web Page Development.

Save For Future Expenses. \$24,200 will be escrowed in 2017. Escrowed funds are on-target to provide:

- \$31,800 to send a full deputation to General Convention Austin 2018
- \$60,000 to elect our next bishop in 2020
- \$17,000 for the bishop and spouse to attend the next Lambeth Conference in London should one convene
- \$8,000 for office equipment technology repairs, replacements, and upgrades
- \$3,600 to fund attendance at EYE 2020 (Episcopal Youth Event). EYE 2017 funded from 2016 Budget (\$3,000)

Trust Point Inc Management Fee. \$12,500 (0.6% of Endowment MV).



Bob Weathers

Treasurer

Diocese of Eau Claire Inc

For the Executive Council

October 10, 2016

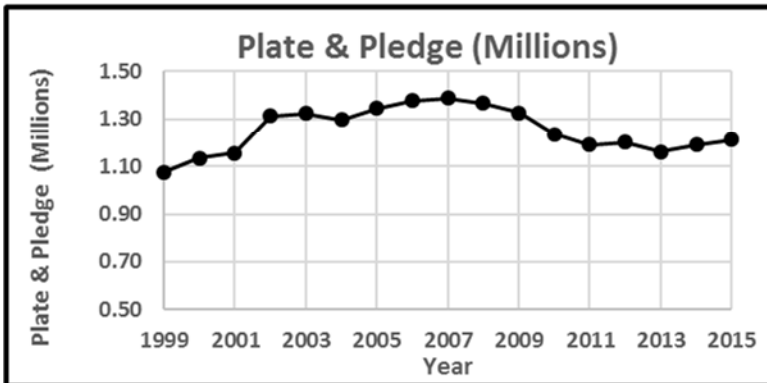
Diocese of Eau Claire Inc

2017 Draft Budget Narrative

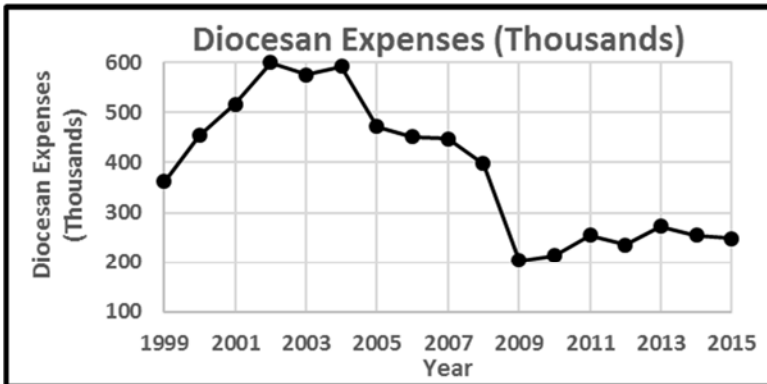
2016 Budget Projected Results. The 2016 Diocesan Ministry Budget is predicated on receipts of \$247,400 (\$134,900 Apportionment, \$112,500 Endowment Income). Disbursements are budgeted at the same amount. Based on year-to-date performance, gross receipts and disbursements are expected to range from on budget to a small deficit (a few thousand dollars) at year-end.



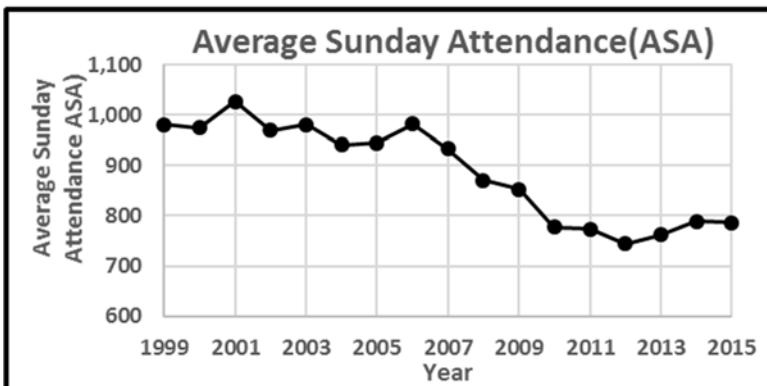
Parochial Reports. As of April 1, 2016, Parochial Reports for 19 of the diocese's 20 congregations were posted on the ECUSA website. The missing report is from one of our smallest congregations and will not materially affect the budget. Reports were due in the Diocesan Office March 15th.



It appears the diocese's slow but steady contraction in membership may have finally bottomed. Membership increased from 1,850 in 2014 to 1,880 in 2015. The contraction started in 2006.



On another positive note, the sum of Plate & Pledge in all congregations increased from \$1.19 million in 2014 to \$1.21 million in 2015, a small but nonetheless significant increase of \$20,000.



Executive Council continued proactively managing the budget in 2015 resulting in a small surplus of \$3,373 on receipts of \$251,640 (1.3%).

Average Sunday Attendance was essentially unchanged (789 in 2014 vs 787 in 2015).

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Diocesan Budget 2008 To 2015. In the few years immediately after Bishop Whitmore's 2008 resignation, the Diocesan Budget was very volatile, fluctuating between large surpluses and large deficits. This volatility resulted as the diocese transitioned from a full-time bishop to being without to an Interim and finally to a Permanent Part-Time Bishop. At the same time, the diocese changed from 22% Apportionment to 15% and finally to the current 10%. Since arriving at this "new normal" of 10% Apportionment with a Part-Time Bishop, the volatility in the Diocesan Budget has nearly disappeared. Although diocesan finances remain fragile, the leadership of the Bishop, Trustees, Executive Council, and Standing Committee combined with their joint commitment to live within what the diocese can afford has been instrumental in stabilizing diocesan finances. Going forward, I expect the diocesan budget to balance over a normal business cycle of 7 to 10 years. I believe a modest deficit (a few thousand dollars) in one year will be offset by a modest surplus in another.

2017 Recommended Budget Income. Apportionment is kept at 10% for 2017. As compared to 15% Apportionment, this represents \$70,000 being invested directly in the mission and ministry of congregations in the diocese. As compared to 22% Apportionment, it's a \$170,000 investment. This approach (e.g. a 10% rather than 15% or 22% Apportionment) implements the strategy that the priest-in-charge and lay leadership of a congregation are best able to decide how to use this money to positively impact their local ministry and grow the diocese. Although 10% Apportionment limits the diocese, it nonetheless provides enough funds so the diocese can continue to provide essential services. Congregations are free to use Apportionment Reduction Dollars to relieve pressure on their own budget, expand their congregation's ministry, and/or fund Outreach in their local community and beyond.

While Endowment Income has benefited recently from a strong Bull Market, it appears this phenomenon may have run its course and a return to more modest stock market growth is likely.

A realistic projection for 2017 is Income will be about \$254,700 (\$139,700 Apportionment and \$115,000 Endowment Income). The Endowment Income budget includes a provision for an average 2017 market correction of 12%. Shrinkage of Plate & Pledge (causing congregations to underpay Apportionment) combined with a downturn in the stock market could easily lead to a decline in receipts of \$10 to \$15 thousand or even more. Nonetheless, recent fiscal management strategies of diocesan leadership have well-positioned us so all ministries can continue uninterrupted even if such an unfortunate set of circumstances develops.

The Diocesan Endowment Fund portfolio is deposited at Trust Point Inc and has a Market Value of \$2.6 million. It's managed on a **Total Return** basis. Target Total Return over a 7 to 10-year business cycle is 7 to 8 percent annually. Of this, not more than 5 percent is taken as income; the remainder is reinvested as a hedge against inflation. The 5 percent distribution is at the very high end of what professional not-for-profit portfolio managers suggest (3 to 5 percent). To succeed, this approach requires the fiscal discipline to not withdraw more than 5% annually (and preferably an amount a bit smaller than that). The temptation to withdraw excessive amounts is greatest during Bull Runs such as the one just experienced. But the gains during a Bull Market are needed to offset the inevitable Bear Market that always follows.

2017 Recommended Budget Expenses. Pages 3 through 9 discuss the 2017 Budget by major functional classification. Page 10 is a summary of the 2017 Budget compared to actual performance over the last 5 years as well as the projected Change In Fund Balances from 2015 to 2016. Pages 11 to 14 are a line-by-line listing of the 2017 Budget compared to actual performance over the last 5 years.

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Part-Time Episcopate Pay Package (\$76,700)

Here is the Budget recommended for the Episcopate for 2017.

	2017	2016	2015
	Budget	Budget	Actual
600000 · Episcopate (Part-Time)			
601000 · Salary	37,200	36,500	35,500
602000 · Housing	16,800	16,075	15,775
603000 · Dental Insurance	1,220	1,188	1,188
604000 · Accountable Plan			
604100 · Travel Outside Diocese	8,980	5,000	13,393
604200 · Travel Inside Diocese	7,500	8,400	6,908
604300 · Pastoral Care	5,000	7,937	4,570
Total 604000 · Accountable Plan	21,480	21,337	24,871
Total 600000 · Episcopate (Part-Time)	76,700	75,100	77,334

1. **Salary.** Because Bishop Lambert is already drawing his Clergy Pension from the Church Pension Fund, there are salary limits imposed on him by CPG. \$37,200 is the 2016 limit. I expect the 2017 limit that will be announced December 2016 to be about \$800 more. Rather than increasing his salary to the maximum, the bishop directed that money instead be used to offset the \$775 rent increase.
2. **Housing.** The diocese rents a house for the bishop at 662 Galloway St, a few blocks from the Cathedral. The house was selected by the Lambert's. The bishop pays utilities. In 2017, rent will be \$1,400 per month. The Lambert's are well satisfied with the property and want to remain there.
3. **Dental Insurance.** The diocese provides Dental Insurance for the Lambert's through Episcopal Church Medical Insurance. 2016 cost is \$99 per month. 2017 cost is budgeted at about \$102 per month. Actual 2017 premiums will be announced by Church Insurance late 2016.
4. **Accountable Plan.** This plan is approved by the IRS and ECUSA as a way of funding the bishop's ministry expenses without generating taxable income to him. Here's how it works. The bishop has a credit card allowing him to charge expenses to the diocese. He provides receipts to the Diocesan Treasurer as expenses are incurred; this is an IRS/ECUSA requirement for Accountable Plans. The Diocesan Treasurer reconciles the bishop's credit card monthly. The 2017 Budget is \$21,480, about the same as in 2016.
 - ***Travel Outside Diocese.*** Cost of attending meetings of the House of Bishop's, Province V, Wisconsin Council of Churches, travel to sister dioceses, International Travel, and so on are charged to this sub-account. These funds allow our bishop to keep the diocese connected with the wider Anglican Communion as well as advocate on our behalf.
 - ***Travel Inside Diocese.*** Mileage and other expenses incurred for travel inside the diocese are charged to this sub-account. For 2016, mileage is reimbursed at the IRS allowed business rate of 54 cents per mile; the 2017 IRS rate will be announced later this year.
 - ***Pastoral Care.*** This sub-account is used to advance the bishop's ministry. It is not used for his personal expenses.

Diocese of Eau Claire Inc 2017 Draft Budget Narrative

5. **Medical Insurance.** The Lambert's provide their own Medical Insurance.
6. **Jesse Ball du Pont (JBdP) Grant.** In 2015, the bishop received a \$10,000 Grant from JBdP for his Discretionary Fund. While the grant was renewed for 2017, JBdP has notified the bishop it will not be renewed in future years. This grant is under the exclusive control of the bishop and is not part of the Diocesan Budget. Grant disbursements made by the bishop from this money are audited at year-end along with all other diocesan financial records. In addition, the Bishop's Discretionary Fund checking account is reconciled monthly by the Diocesan Treasurer. In 2016, most of the JBdP Grant was used to support priests from the Diocese of Harare studying at Nashotah House. The bishop awarded a few smaller grants to support programs, projects, and clergy ministries not funded by the Diocesan Budget. Funds are not used for the bishop's personal expenses.
7. **Personal Expenses.** Because the bishop is part-time, he travels between Eau Claire and his home in Florida several times a year. The bishop also has family in Eastern Wisconsin as well as many friends there as a result of his past service in the Diocese of Milwaukee. When the bishop makes these personal trips to Florida and Eastern Wisconsin, he pays for them himself. None of these expenses are paid by the diocese.

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Half-Time Diocesan Administrator's Pay Package (\$32,000)

Although the position of Diocesan Administrator has been staffed by both clergy and lay employees over the years, the pay package has historically been administered as a lay employee. In 2014, at the incumbent's request, the position was reclassified as a clergy position. Also at the incumbent's request, medical and dental insurance allowances are paid directly to him rather than paying premiums to an insurer on his behalf. CPG (Church Pension Group) and IRS Guidelines are followed in administering the Diocesan Administrator's Pay Package.

In addition to a \$600 increase in Total Compensation for 2017, about \$1,100 is reclassified from Salary to Housing & Utilities. This affords the incumbent an annual tax savings because Clergy Housing & Utilities are not subject to either State or Federal Taxes. The revised Salary, Housing, and Utilities amounts are within guidelines allowed by the IRS, WI DOR, and CPG.

	<u>2017</u>	<u>2016</u>	<u>2015</u>
	<u>Budget</u>	<u>Budget</u>	<u>Actual</u>
610000 · Dioc Administrator (Half-Time)			
611000 · Paid To Administrator			
611100 · CPG Compensation			
611110 · Salary	11,844	12,932	12,932
611120 · Housing	6,120	4,615	4,615
611130 · Utilities	876	923	923
611140 · 50% SECA On CPG Compensation	1,560	1,530	1,530
Total 611100 · CPG Compensation	<u>20,400</u>	<u>20,000</u>	<u>20,000</u>
611200 · Medical Insurance Allowances			
611210 · Premium Allowance	4,896	4,843	4,843
611220 · 100% SECA On Medical Ins Allwnc	1,068	1,063	1,063
611230 · 15% Med Ins Allwnc Tax Offset	1,056	1,042	1,042
Total 611200 · Medical Insurance Allowances	<u>7,020</u>	<u>6,948</u>	<u>6,948</u>
611300 · Dental Insurance Allowances			
611310 · Premium Allowance	636	594	594
611320 · 100% SECA On Dental Ins Allwnc	144	130	130
611330 · 15% Dntl Ins Allwnc Tax Offset	132	128	128
Total 611300 · Dental Insurance Allowances	<u>912</u>	<u>852</u>	<u>852</u>
Total 611000 · Paid To Administrator	<u>28,332</u>	<u>27,800</u>	<u>27,800</u>
612000 · Pension	<u>3,668</u>	<u>3,600</u>	<u>3,600</u>
Total 610000 · Dioc Administrator (Half-Time)	<u><u>32,000</u></u>	<u><u>31,400</u></u>	<u><u>31,400</u></u>

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Help Clergy (\$42,600)

1. **Retired Clergy Life and Health Insurance.** This is a grandfathered obligation. Anyone serving the Diocese prior to the end of 1993 gets supplemental insurance paid by the diocese. This includes spouses if they were married to the eligible person prior to December 31, 1993. Here is the benefit: *You turn 65 and get Medicare. Church Pension Denominational Health Plan provides Comprehensive Health Coverage. The Diocesan Retired Clergy funding moves Supplemental Coverage to Platinum Coverage. Biggest part of this is no co-pays for those covered. The bishop believes this is as high as this obligation will go.*

Those qualifying for and receiving this benefit are:

Life Insurance	Medical Insurance	
Kirby, Scott	Beauchamp, Gladys	Usher, Evelyn
Rogers, Sampson	Brown, Alice	Vierbicher, Donna
Vierbicher, Donna	Gardner, Bruce	Wantland, Janet
Wantland, William	Kirby, Scott (Retiree+1)	Wantland, William
	Rogers, Sampson	

2. **Clergy Retreats & Clericus.** \$5,400 is budgeted to support Diocesan Clergy Retreats & Clericus Activities. Clericus is a new program started by the bishop to improve communication among clergy in small group meetings. The bishop has seen this concept work effectively while serving in the Dioceses of Milwaukee and Central Florida. It is being implemented in response to clergy requests for improving communications between and among them. Lay people are also invited to participate in Clericus.
3. **Priest's Car Fund Reserve.** \$100 is set aside every six months (January and July 1st) for each Active Parochial Priest (15) and each Priest Available for Supply (6) as determined by the bishop. Funds can be withdrawn on request to the Diocesan Treasurer. Money can be used for car expenses incurred in support of the priest's ministry. Auto repair bills and receipts must be submitted with reimbursement requests so reimbursements are not taxable income to the priest. Clergy expected to be eligible in 2017 are:

Active Parochial Priests			Priests Available For Supply	
Augustine, Patrick	Charles, Kathy	Radant, Bill	Adams, Jim	Miller, Richard
Augustine, Peter	Greene, Michael	Ricker, Mark	Gardner, Bruce	Rasmus, John
Bauer, Dave	Hancock, Art	Stamm, George	Michaud, Elie	Washington, Derek
Broughton, Jackie	Hoekstra, Bob	Usher, Guy		
Burns, Steven	Kirby, Scott	Zook, Aaron		

4. **Clergy Ordinations & Support.** \$1,500 is budgeted to support newly ordained priests and deacons. Typical disbursements are framing of ordination documents and graduation gifts.
5. **Clergy Continuing Education.** \$1,500 is budgeted for Diocesan Clergy Continuing Education.
6. **Background Checks & Psych Exams.** \$1,500 is budgeted for background checks and psych exams required before ordination. Psych Exams cost \$400 to \$500 and background checks are \$37.

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Help Others (\$20,100)

These funds are used to pay ECUSA National Assessment (\$18,300), make an annual donation to the Wisconsin Council of Churches (\$500), support the College for Bishops (\$500), support outside ministries TBD (\$500), and pay our ECUSA mandated Province V Assessment (\$300).

Help Diocesan Ministries (\$21,600)

<u>Summer Camp Horstick Attendance And Cost</u>			
	<u>2016</u>	<u>2015</u>	<u>2014</u>
Attendees:			
Campers	27	33	25
Adult Leaders	4	9	7
Total Attendees	<u>31</u>	<u>42</u>	<u>32</u>
Fee Paid To CrossWoods:			
Fees Paid By Attendees	\$ 4,045	\$ 5,430	\$ 3,145
Donations	\$ 490	\$ 960	\$ -
Diocesan Scholarships	\$ 10,465	\$ 8,610	\$ 3,710
Paid To CrossWoods	<u>\$ 15,000</u>	<u>\$ 15,000</u>	<u>\$ 6,855</u>

\$15,000 is budgeted to pay all expected expenses for Camp Horstick 2017. **Said another way, all campers and adult leaders will be able to attend Camp Horstick 2017 fee-free.**

\$2,500 is budgeted to support Cursillo.

\$1,500 is budgeted for Diocesan Convention Expenses. This includes an Honorarium plus travel for a Diocesan Convention Speaker.

\$2,600 is set aside for unbudgeted

Diocesan Ministry needs that arise during the year.

Office Expenses (\$25,000)

These funds are used to run the diocesan office. One of the largest expenses is the ECUSA mandated external audit. While national canons allow congregations to use an Audit Committee, "All accounts of the Diocese shall be audited annually by an independent Certified Public Accountant" (National Canon 1.7.1(f)). The Chancellor advises there is no wiggle-room in this Canon. Wipfli LLC is being used to meet this requirement. Copies of the 2015 Audit are available on request. Based on recent experience, 2016's cost is expected to be \$6,400 with \$5,000 paid by the diocese and \$1,400 by Buffington Trust.

The diocese pays \$6,460 per year rent to the Cathedral for office space. The Internet is shared by the Diocesan and Cathedral Offices and the cost is split equally between them. Other Office Expense budget provisions are made for office supplies, postage, Web Page Development, software purchases, and the Diocesan Journal. Because the office is open only part time, both the Diocesan Administrator and the Bishop have cell phones capable of retrieving messages from the diocese's voice mail; the diocese does not have a traditional landline orr FAX. Insurance (office contents and Directors & Officers Liability) is provided through Church Insurance; Buffington Trust pays for insurance for the property it owns. Paychex administers Diocesan Payroll under the supervision of the Diocesan Treasurer. Paychex electronically pays employees monthly, prepares and submits all required state and federal tax reporting, and prepares all year-end W2s and 1099s.

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Save For Future Expenses (\$24,200)

Each month, money is set aside for General Convention Travel, Election Of A Bishop, purchase of Office Equipment, Lambeth Travel, and attendance at the Episcopal Youth Event (EYE). Escrowed funds are on-target to provide:

- \$31,800 to send a full deputation to General Convention Austin 2018
- \$60,000 to elect our next bishop in 2020
- \$17,000 for the bishop and spouse to attend the next Lambeth Conference in London should one convene
- \$8,000 for office equipment technology repairs, replacements, and upgrades
- \$3,600 to fund attendance at EYE 2020 (Episcopal Youth Event). EYE 2017 (at the University of Central Oklahoma near Oklahoma City 10-14 July 2017) is being funded from the 2016 Budget (\$3,000)

Trust Point Inc Management Fee (\$12,500)

Trust Point Inc manages the Diocesan Endowment portfolio. Their annual fee is 0.6% of the Average MV of the portfolio payable monthly. Based on recent experience, Trust Point's 2017 fees are budgeted at \$12,500.

Help Ashland St Andrew's

In June 2013, Executive Council agreed to provide \$1,750 per month financial assistance to Ashland St Andrew's for two years. The purpose of this grant was to help St Andrew's leadership work through financial difficulties. St Andrew's Apportionment was deducted from their assistance check each month. Financial support expired June 2015.

Help River Falls Anam Cara

From February 2012 to February 2014, the diocese invested \$55,000 in the River Falls Anam Cara ministry. Financial support expired February 2014.

Help Bundy Hall

For financial reasons, Bundy Hall was closed in 2008 and sold in 2013. The Diocesan Budget paid part of Bundy Hall carrying costs while the property was For Sale. However most of the carrying costs were paid by the Trustees and are not reflected in the Diocesan Budget.

Diocese of Eau Claire Inc

2017 Draft Budget Narrative

A Note On Diocesan Accounting Procedures

QuickBooks is used to manage diocesan finances. Extensive use is made of electronic banking and “cloud” computing to administer diocesan finances and maintain necessary records. Data is available by computer anywhere in the world an internet connection is available. Redundancy is provided by Carbonite, a software program that backs up diocesan financial records offsite. Because data is encrypted, password protected, and backed up as changes are made, sensitive data enjoys a high level of security. Since all data is stored offsite, it remains secure even if the diocesan office is compromised through events such as fire or vandalism.



Bob Weathers
Treasurer
Diocese of Eau Claire Inc
For the Executive Council

Diocese Of Eau Claire Inc
Consolidated Comparative Financial Statement

Ministry Program Receipts And Disbursements

	For the Year Ended December 31 st						
	2017 Budget	2016 Budget	2015 Actual	2014 Actual	2013 Actual	2012 Actual	2011 Actual
RECEIPTS							
Apportionments	139,700	134,900	138,192	139,087	198,897	207,778	203,356
Endowment Income	115,000	112,500	113,448	116,462	73,460	53,098	18,234
All Other Income	-	-	-	239	3,392	208	1,160
TOTAL RECEIPTS	254,700	247,400	251,640	255,788	275,749	261,084	222,750
DISBURSEMENTS							
Episcopate (Part-Time)	76,700	75,100	77,334	74,352	65,013	51,200	61,375
Dioc Administrator (Half-Time)	32,000	31,400	31,400	40,639	42,760	47,724	86,383
Help Clergy	42,600	43,200	35,447	29,612	27,882	29,436	24,086
Help Others	20,100	27,600	28,536	22,405	21,831	20,356	26,960
Help Our Ministries	21,600	11,600	13,762	14,921	15,973	5,465	3,653
Office Expenses	25,000	23,200	19,355	18,147	28,617	24,366	21,099
Save For Future Expenses	24,200	22,800	19,900	19,938	23,229	5,000	5,000
Trust Point Inc Management Fee	12,500	12,500	12,033	11,921	10,634	7,197	4,430
Help Ashland St Andrew's	-	-	10,500	21,000	16,262	-	-
Help River Falls Anam Cara	-	-	-	1,600	20,878	33,408	-
Help Bundy Hall	-	-	-	-	-	11,020	21,392
TOTAL DISBURSEMENTS	254,700	247,400	248,267	254,535	273,079	235,172	254,378
SURPLUS (DEFICIT) FOR THE YEAR	-	-	3,373	1,253	2,670	25,912	(31,628)

	Projected Change In Assets & Fund Balances Excluding Property						
	Dec 31, '16	Cash Rcpts	Cash Dsbmts	Transfers	Inc, Divs, & Rlzd CG	Chng In Mkt Val	Dec 31, '15
ASSETS							
Trust Point Accounts (Excl Loans)	4,569,700	2,000	(20,791)	(80,000)	69,950	175,000	4,423,541
Checking & Savings	201,800	189,400	(255,243)	92,943	50	-	174,650
Loans (1 BH, 1 RF, 1 C1000)	428,500	-	-	(12,943)	-	-	441,443
TOTAL ASSETS	5,200,000	191,400	(276,034)	-	70,000	175,000	5,039,634
FUND BALANCES							
Buffington Trust	1,559,700	22,000	(20,782)	-	25,000	51,000	1,482,482
Endowment Funds							
Diocese	2,665,200	1,200	(21,477)	(71,343)	35,450	91,000	2,630,370
Congregation	686,700	-	(18,402)	-	8,000	28,000	669,102
Trustee	107,400	-	(748)	(1,600)	1,500	5,000	103,248
Total Endowment Funds	3,459,300	1,200	(40,627)	(72,943)	44,950	124,000	3,402,720
Diocese Restricted Funds							
Save For Gen Conv 2018	18,400	-	-	11,504	45	-	6,851
All Other Dioc Restricted Funds	88,800	33,700	(34,481)	12,395	-	-	77,186
Total Diocese Restricted Funds	107,200	33,700	(34,481)	23,899	45	-	84,037
Diocese Unrestricted Funds	70,400	-	-	3,373	5	-	67,022
Surplus (Deficit) For The Year	3,400	134,500	(180,144)	45,671	-	-	3,373
TOTAL FUND BALANCES	5,200,000	191,400	(276,034)	-	70,000	175,000	5,039,634

Diocese of Eau Claire Inc

Comparative Ministry Program Actual vs. Budget

For the Year Ended December 31st

	2017 Budget	2016 Budget	2015 Actual	2014 Actual	2013 Actual	2012 Actual	2011 Actual
Income							
400000 · Apportionments							
400100 · Ashland St Andrew's	6,600	3,996	5,880	4,152	11,024	11,565	12,509
400200 · Bayfield Christ Church	1,248	1,092	1,272	876	-	300	312
400300 · Chippewa Falls Christ Church	5,040	4,476	3,912	3,864	6,829	6,788	6,189
400400 · Chippewa Falls St Simeon's	1,848	2,484	3,216	3,480	4,908	5,324	5,750
400500 · Clear Lake St Barnabas	804	852	1,044	912	1,228	995	1,121
400600 · Conrath Holy Trinity	1,212	1,212	1,212	1,380	600	600	500
400700 · Eau Claire Christ Church Cath	30,576	27,360	24,396	21,444	31,980	33,732	45,318
400800 · Hayward Ascension	8,184	8,688	8,940	8,320	13,611	13,272	13,360
400900 · Hudson St Paul's	14,952	15,132	14,460	15,696	16,973	25,298	13,000
401000 · La Crosse Christ Church	32,604	32,748	32,000	31,500	45,400	38,050	29,400
401100 · Lugerville Our Savior's	996	1,608	1,380	1,907	1,975	1,907	1,898
401200 · Menomonie Grace Church	4,140	4,212	5,232	8,088	12,936	15,563	13,238
401300 · New Richmond Sts Thomas & John	1,008	1,260	1,476	1,776	2,706	2,373	2,805
401400 · Owen St Katherine's	1,812	1,788	2,092	2,208	1,721	3,185	3,749
401500 · Rice Lake Grace Church	9,060	9,276	9,036	8,604	13,176	13,306	13,604
401600 · Sparta St John's	5,040	4,728	4,980	6,156	8,050	9,947	9,736
401700 · Spooner St Alban's	3,384	3,372	3,192	3,708	6,223	7,200	8,252
401800 · Springbrook St Luke's	3,336	2,952	3,408	3,280	5,172	4,907	4,317
401900 · Superior St Alban's	5,268	5,088	4,608	5,100	7,308	7,249	6,600
402000 · Tomah St Mary's	6,024	6,852	6,456	5,352	7,077	5,035	7,252
402100 · Allowance For Unpd Apportmnt	-	-	-	-	-	1,182	2,695
402200 · Apportionments Prior Year	-	-	-	-	-	-	1,345
402100 · Allowance For Unpd Apportmnt	(3,436)	(4,276)	-	-	-	-	-
402200 · Apportionments Prior Year	-	-	-	1,284	-	-	406
Total 400000 · Apportionments	139,700	134,900	138,192	139,087	198,897	207,778	203,356
410000 · Endowment Income	115,000	112,500	113,448	116,462	73,460	53,098	18,234
420000 · All Other Income	-	-	-	239	3,392	208	1,160
Total Income	254,700	247,400	251,640	255,788	275,749	261,084	222,750
Expense							
600000 · Episcopate (Part-Time)							
601000 · Salary	37,200	36,500	35,500	34,200	27,583	33,750	44,062
602000 · Housing	16,800	16,075	15,775	15,600	15,100	5,414	10,103
603000 · Dental Insurance	1,220	1,188	1,188	1,166	1,186	-	-
604000 · Accountable Plan							
604100 · Travel Outside Diocese	8,980	5,000	13,393	11,671	9,117	-	200
604200 · Travel Inside Diocese	7,500	8,400	6,908	6,992	6,499	10,697	5,947
604300 · Pastoral Care	5,000	7,937	4,570	4,723	5,528	1,339	1,063
Total 604000 · Accountable Plan	21,480	21,337	24,871	23,386	21,144	12,036	7,210
Total 600000 · Episcopate (Part-Time)	76,700	75,100	77,334	74,352	65,013	51,200	61,375

Diocese of Eau Claire Inc
Comparative Ministry Program Actual vs. Budget

For the Year Ended December 31st

	2017 Budget	2016 Budget	2015 Actual	2014 Actual	2013 Actual	2012 Actual	2011 Actual
610000 · Dioc Administrator (Half-Time)							
611000 · Paid To Administrator							
611100 · CPG Compensation							
611110 · Salary	11,844	12,932	12,932	12,957	17,374	31,749	59,403
611120 · Housing	6,120	4,615	4,615	4,625	-	-	-
611130 · Utilities	876	923	923	925	-	-	-
611140 · 50% SECA On CPG Compensation	1,560	1,530	1,530	1,533	-	-	-
Total 611100 · CPG Compensation	20,400	20,000	20,000	20,040	17,374	31,749	59,403
611200 · Medical Insurance Allowances							
611210 · Premium Allowance	4,896	4,843	4,843	9,200	19,528	13,519	20,046
611220 · 100% SECA On Medical Ins Allwnc	1,068	1,063	1,063	2,020	-	-	-
611230 · 15% Med Ins Allwnc Tax Offset	1,056	1,042	1,042	1,980	-	-	-
Total 611200 · Medical Insurance Allowances	7,020	6,948	6,948	13,200	19,528	13,519	20,046
611300 · Dental Insurance Allowances							
611310 · Premium Allowance	636	594	594	767	1,163	-	-
611320 · 100% SECA On Dental Ins Allwnc	144	130	130	168	-	-	-
611330 · 15% Dntl Ins Allwnc Tax Offset	132	128	128	165	-	-	-
Total 611300 · Dental Insurance Allowances	912	852	852	1,100	1,163	-	-
Total 611000 · Paid To Administrator	28,332	27,800	27,800	34,340	38,065	45,268	79,449
612000 · Pension	3,668	3,600	3,600	4,029	3,366	-	1,710
613000 · Mileage	-	-	-	-	-	-	-
614000 · Employer Social Security	-	-	-	812	1,077	1,996	4,363
615000 · Employer Medicare	-	-	-	190	252	460	861
616000 · Employer Paid Medical Insurance	-	-	-	1,178	-	-	-
617000 · Employer Paid Dental Insurance	-	-	-	90	-	-	-
Total 610000 · Dioc Administrator (Half-Time)	32,000	31,400	31,400	40,639	42,760	47,724	86,383
620000 · Help Diocesan Clergy							
621000 · Retired Clergy Insurance							
621100 · Life Insurance							
621101 · Kirby, Scott	200	200	159	146	159	-	-
621102 · Rogers, Sampson	200	200	159	146	159	-	-
621103 · Vierbicher, Donna	200	200	159	146	159	-	-
621104 · Wantland, William	200	200	159	146	159	-	-
621199 · Stillings, Eugene	-	200	159	146	159	-	-
Total 621100 · Life Insurance	800	1,000	795	730	795	-	-

Diocese of Eau Claire Inc
Comparative Ministry Program Actual vs. Budget

For the Year Ended December 31st

	2017 Budget	2016 Budget	2015 Actual	2014 Actual	2013 Actual	2012 Actual	2011 Actual
621200 · Medical Insurance							
621201 · Beauchamp, Gladys	2,400	2,400	2,100	1,815	1,980	-	-
621202 · Brown, Alice	2,400	2,400	2,100	1,815	1,980	-	-
621203 · Gardner, Bruce	2,400	2,400	2,100	990	-	-	-
621204 · Kirby, Scott (Empl+1)	4,800	4,800	4,200	3,630	3,960	-	-
621205 · Rogers, Sampson	2,400	2,400	2,100	1,815	1,980	-	-
621206 · Usher, Evelyn	2,400	2,400	2,100	1,815	1,980	-	-
621207 · Vierbicher, Donna (Lay Premium)	6,100	6,100	5,820	5,115	5,415	-	-
621208 · Wantland, Janet	2,400	2,400	2,100	1,815	1,980	-	-
621209 · Wantland, William	2,400	2,400	2,100	1,815	1,980	-	-
621299 · Stillings, Eugene	-	2,400	2,100	1,815	1,980	-	-
Total 621200 · Medical Insurance	27,700	30,100	26,820	22,440	23,235	-	-
621300 · Unallocated Life & Medical Ins	-	-	-	-	-	25,356	23,161
Total 621000 · Retired Clergy Insurance	28,500	31,100	27,615	23,170	24,030	25,356	23,161
622000 · Clergy Retreats & Clericus							
622000 · Clergy Retreats & Clericus	5,400	3,000	1,082	-	-	-	-
623000 · Clergy Car Fund Reserve							
623000 · Clergy Car Fund Reserve	4,200	4,600	4,700	4,500	2,300	2,300	700
624000 · Clergy Ordinations & Support							
624000 · Clergy Ordinations & Support	1,500	1,500	921	740	1,552	1,500	-
625000 · Clergy Continuing Education							
625000 · Clergy Continuing Education	1,500	1,500	218	255	-	280	225
626000 · Background Checks & Psych Exams							
626000 · Background Checks & Psych Exams	1,500	1,500	911	947	-	-	-
Total 620000 · Help Diocesan Clergy	42,600	43,200	35,447	29,612	27,882	29,436	24,086
630000 · Help Outside The Diocese							
631000 · General Church Program	18,300	25,800	26,808	20,700	18,610	20,062	26,696
632000 · Wisconsin Council Of Churches	500	500	1,000	1,000	1,000	-	-
633000 · College For Bishops	500	500	500	500	-	-	-
634000 · All Other Outside Ministries	500	500	228	-	-	-	-
635000 · Province V Assessment	300	300	-	205	221	294	264
636000 · Millenium Development Goal Init	-	-	-	-	2,000	-	-
Total 630000 · Help Outside The Diocese	20,100	27,600	28,536	22,405	21,831	20,356	26,960
670000 · Help Diocesan Ministries							
641000 · Camp Horstick	15,000	5,400	8,610	9,710	3,353	5,374	3,653
642000 · Cursillo	2,500	2,100	2,100	2,100	-	91	-
643000 · Diocesan Convention Expenses	1,500	1,500	1,250	1,496	-	-	-
644000 · All Other Diocesan Ministries	2,600	2,600	1,802	1,615	12,620	-	-
Total 670000 · Help Diocesan Ministries	21,600	11,600	13,762	14,921	15,973	5,465	3,653

Diocese of Eau Claire Inc
Comparative Ministry Program Actual vs. Budget

For the Year Ended December 31st

	2017 Budget	2016 Budget	2015 Actual	2014 Actual	2013 Actual	2012 Actual	2011 Actual
640000 · Office Expenses							
640100 · Office Rent & Utilities	6,460	5,000	5,000	5,000	5,000	5,000	5,000
640200 · Audit	5,000	5,000	4,600	4,700	5,000	2,631	2,555
640300 · Insurance	4,100	4,100	4,152	3,577	4,835	5,542	5,211
640400 · Office Supplies & Expenses	2,200	2,200	1,688	1,065	5,510	2,608	2,650
640500 · Web Page Development	1,500	1,500	500	1,489	165	140	-
640600 · Software	1,200	1,200	306	565	400	-	-
640700 · Postage	1,100	1,100	208	99	326	800	1,091
640800 · Diocesan Journal	1,000	1,000	-	68	-	-	-
640900 · Cell Phone	900	800	1,518	647	413	-	-
641000 · Internet	700	700	660	660	860	-	-
641100 · Worker's Compensation	540	300	475	29	593	-	-
641200 · Paychex Service Fee	300	300	248	248	319	-	-
641300 · Copier	-	-	-	-	1,263	2,972	1,849
641400 · Telephone, Internet, & FAX	-	-	-	-	3,933	2,397	2,141
649900 · Office Equipment	-	-	-	-	-	2,276	602
Total 640000 · Office Expenses	25,000	23,200	19,355	18,147	28,617	24,366	21,099
660000 · Save For Future Expenses							
661000 · General Convention Travel	10,100	10,900	8,800	9,789	14,241	5,000	5,000
662000 · Election Of A Bishop	11,000	10,000	8,400	7,470	6,030	-	-
663000 · Office Equipment	1,200	1,200	1,500	1,453	2,516	-	-
664000 · Episcopal Youth Event (EYE)	1,200	-	-	-	-	-	-
665000 · Lambeth Travel	700	700	1,200	1,226	442	-	-
Total 660000 · Save For Future Expenses	24,200	22,800	19,900	19,938	23,229	5,000	5,000
680000 · Trust Point Inc Management Fee	12,500	12,500	12,033	11,921	10,634	7,197	4,430
650000 · Help Ashland St Andrew's	-	-	10,500	21,000	16,262	-	-
690000 · Help River Falls Anam Cara							
691000 · Clergy Salary	-	-	-	922	11,050	18,417	-
692000 · Clergy Housing	-	-	-	312	3,750	6,250	-
693000 · Clergy Pension	-	-	-	222	2,664	4,440	-
694000 · Accountable Plan	-	-	-	144	3,414	4,301	-
Total 690000 · Help River Falls Anam Cara	-	-	-	1,600	20,878	33,408	-
699000 · Help Bundy Hall	-	-	-	-	-	11,020	21,392
Total Expense	254,700	247,400	248,267	254,535	273,079	235,172	254,378
Surplus (Deficit) For The Year	-	-	3,373	1,253	2,670	25,912	(31,628)