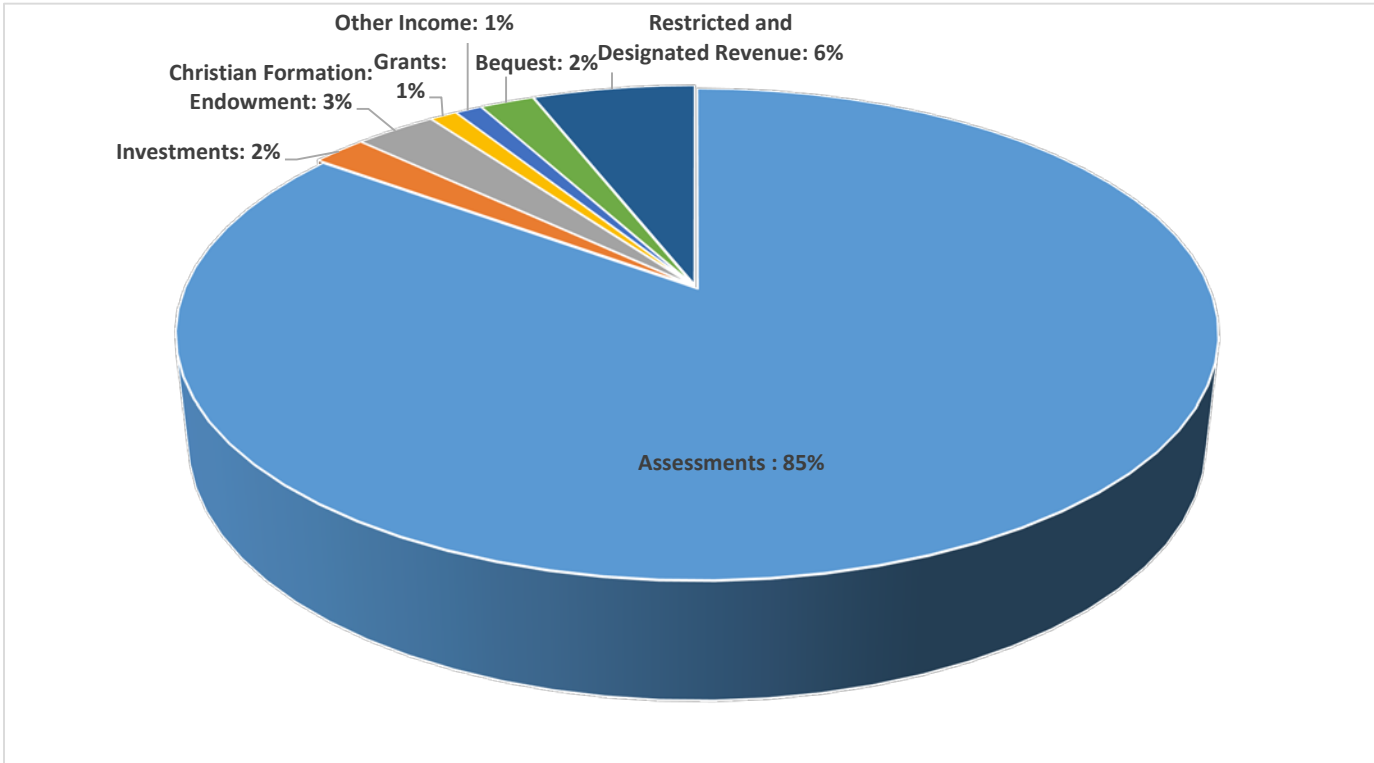


Episcopal Diocese of Milwaukee Proposed 2019 Budget

Revenue:

Proposed 2019 Revenue: \$1,637,497



- The diocese receives 85% of its income from parish assessments. The assessment calculation is based on a two-year average formula using fiscal years 2016 and 2017 as its basis for the projected revenue. There is a net increase of \$7,835 in proposed assessment income for 2019 versus the 2018 current assessment income.
- The Diocese has endowment and investment funds with The Trustee of Funds and Endowments in various Combined Funds. The unrestricted endowments make up 2% of the Diocesan revenue source.
- The Christian Formation investment income is 3% of the diocesan revenue source. It uses the estimated income earned in 2018 to fund Christian Formation programs such as Camp Webb, Adult Retreats, and Campus Ministry. The projected income for the 2018 budget is \$50,240.
- Restricted and Designated revenue is 6% of revenue sources. These sources of income come from Meachem Funds, Parish Reviews, and Camp Webb Registration Fees.

Meachem Funds are used for Community Engagement and Hospitality Ministries as well as Parish Redevelopment Grants. The projected income is based on 2018 earned funds availability. Projected Meachem funds available in 2019 total \$65,000.

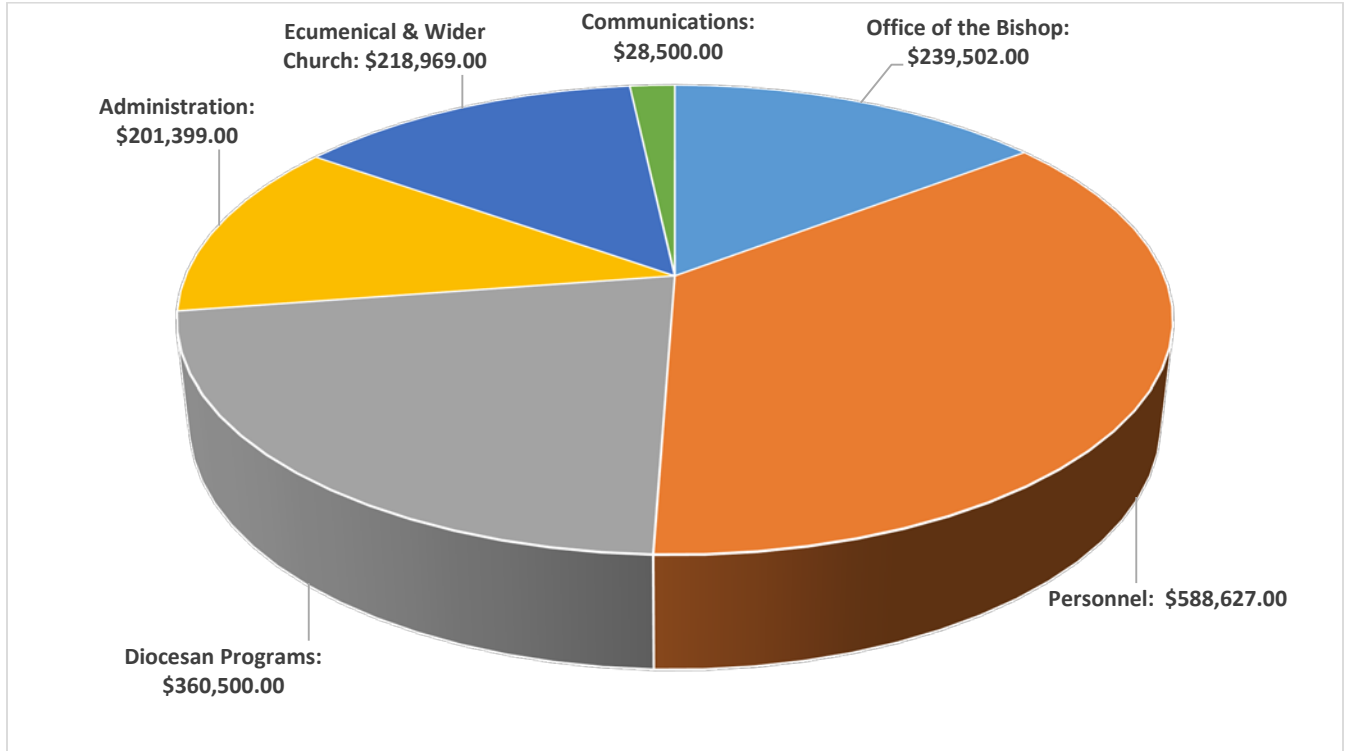
Parish Review Income (line 13 of the proposed budget) is a new line item. The Diocese has developed a new process for parish reviews. The services will be provided by in-house parish reviewers. The proposed income of \$20,000 is based on the projected income from parish reviews.

Camp Webb Registration Fees (line 14 of the proposed budget) is a new line item. The diocese charges families an affordable fee to help defray costs to run camp. The projected income of \$20,000 is based on total campers and income received in 2018.

- Bequests (line 15 of the proposed budget) is a new line item and accounts for 2% of revenue sources for 2019. The Diocese was named as a recipient in the Vanda Healy estate in 2018. The anticipated gift of \$35,000 is expected in 2019.
- Annual Grants total 1% of revenue sources. The grants come from Earl T. Hoffmann and Michael J Stolpman Episcopal Church Funds through the Greater Milwaukee Foundation. The Diocese is expected to receive a total of \$23,716. The Michael J Stolpman Grant is restricted for meeting the needs of the poor. The projected grant for 2019 is \$2,735. The Earl T. Hoffman Fund totaling \$20,981 is unrestricted and is used for operating costs of the Diocese.
- Other Income consists of Shared Medical Insurance Costs (line item 7 of the proposed budget) and Rental Income (line 8 of the proposed budget). The medical insurance premiums for the diocesan Communications Officer is shared with a local parish. The proposed cost for 2019 is \$6,456. The Diocese rents office space to the Gathering at Nicholson House. The projected rental income is \$9,600. The budget remains unchanged for 2019.

Expenses

Proposed 2019 Expenses: \$1,637,497



Office of the Bishop

- The Office of the Bishop includes salary, insurance and pension expenses for the Bishop as well as travel and automobile expenses. The automobile expense includes insurance, fuel and vehicle maintenance. It provides funding for Bishop's meetings with parish representatives and for pastoral care needs, as well as the Deacon's Council expenses. For 2019, there is a projected increase of \$4,539 which includes an increase in salary, pension, and insurance benefits for the Office of the Bishop. Bishop's auto, travel and the Deacons Council budget remain unchanged for 2019.

Personnel Expenses

- The Bishop's staff includes compensation and benefits for the existing 5 full-time employees plus projected costs for the transition and restructuring of the Finance Department. In addition, it includes compensation for the Camp Webb Director and Missioner for Community Engagement. Total projected expenses increased \$70,789 when compared to last year's budget. The Missioner for Community Engagement's salary and benefits are funded by Meachem Fund income.
- Staff salary and benefits are projected to increase 1.5% in 2019. Medical and dental insurance premiums increased 7%. Travel and conference budget remains unchanged for 2019.
- The Communication Officer's medical insurance premiums are shared with a diocesan parish. The projected shared cost is \$6,456.

Program Expenses

- Mission and Development expenses account for 14% of the Diocesan budget. The department offers financial support of mission and developing congregations throughout the Diocese for regional, mission, and community presence. Mission and Development seeks to help communities equip leaders through teaching, networking, resourcing and building relationships. Programs include: Leadership Days, Facilitated Mutual Ministry Reviews, Hospitality Ministry, Community Engagement Ministry, Freshstart for new clergy, and scholarships for leadership training. The budget remains unchanged for 2019.
- Transition Ministry expenses include post seminary training and other expenses related to the transition of clergy. The budget of \$36,000 remains unchanged for 2019.
- Missioner for Community Engagement is involved in the City of Milwaukee in a variety of ways. The key area of responsibility is building relationships with city leaders such as the Mayor's Office, Milwaukee Police Departments, Milwaukee Public Schools as well as other faith based organizations. The Missioner looks to promote "unity in the community" in collaboration with others who have similar need or have been working in this area for some time. The Missioner's goal is to be present and involved in the community by working with leaders in curbing violence in the city. The Missioner's salary and benefits are paid for by Meachem Fund Grant Income and are included in the personnel budget. Ministry expenses relating to community engagement, such as, Collars on the Corner are offset by donations. The budget of \$245,000 remains unchanged for 2019.
- Christian Formation program expenses account for 4% of the Diocesan budget. Ministry areas include, Campus Ministry, Safeguarding God's Children and People, Camp Webb and Outdoor Ministries, Youth Council, and Education for Ministry. There is no change in the program budget for 2019. The budget of \$59,000 remains unchanged for 2019.
- Clergy Retreat and Clergy Days - The clergy gather together for a two-day retreat once a year. The retreat focuses on different topics annually with the intention of promoting fellowship and learning among clergy. In addition, they meet several times during the year to discuss pertinent topics, share information, and build community. There is no change in the budget for 2019. Total funding is \$10,000.
- Clergy Continuing Education – The Diocese supplements clergy continuing education activities through several small grants which are available to clergy. There is no change in the budget for 2019. Total funding is \$4,000.
- Standing Committee is provided \$500 each year for meeting expenses, postage, and copying. There is no change in the budget for 2019.
- The Commission on Ministry budget includes discernment weekend costs, workshops, background checks, evaluations of candidates, and payment of general ordination examination fees. There is no change in the budget for 2019. Total funding is \$6,000.

The Wider Church Programs

- Companion Diocese –A small portion of the budget is designated to the Diocese of Haiti and Newala for programs which help to improve access to basic necessities such as potable water, health care, and transportation of goods and people. There is no change in the 2019 budget. Total funding is \$3,000.
- Economic Justice – the Diocese pays an annual membership fee of \$500 to the Episcopal Network for Economic Justice. There is no change in the budget for 2019.
- The Commission on Global Reconciliation committee distributes .7% of diocesan operating income to ministries aimed at realizing Sustainable Development Goals (formerly known as Millennium Development Goals) as developed by the United Nations. The Haiti Project receives \$5,000 each year to assist with the salary expenses for the Executive Director. The committee then receives grant requests and distributes the remaining funds. The projected budget for 2019 is \$10,481.
- Through the National Church assessment, the Diocese supports the mission and administrative work of The Episcopal Church at home and abroad. The assessment formula for 2019 is calculated as 15% of the 2017 adjusted income after credits. The credits include aid given to parishes and post seminary assistance less the parish's assessment. In addition, there is a general credit of \$150,000 given by the National Church. The net aid to parishes was \$182,547 and net post seminary aid was \$33,930. The projected total assessment for 2019 is \$165,679 which is an increase of \$514.
- Province V is comprised of fourteen dioceses in the upper Midwest who seek to work together on regional ministry opportunities, and share information of regional interest. The Diocese contributes the suggested assessed amount to Province V. The assessment calculation is .2% of the adjusted income used to calculate the National Church Assessment. The projected assessment for 2019 is \$2,509 which is an increase of \$307.
- General Convention/Lambeth– each year a portion of the diocesan budget is set aside for registration fees and travel expenses for the Triennial General Convention and the Lambeth Conference that occurs every 10 years. The Bishop, 4 lay and 4 clergy deputies, 1 lay and 1 clergy alternate attend the General Convention every 3 years. The total funding for 2019 is \$20,000. There is no change in the budget for 2019.

Ecumenical Participation

- The Diocese is affiliated with the Wisconsin Conference of Churches and the Interfaith Conference of Greater Milwaukee. The total funding is \$14,500 for 2019. There is no change in the budget for 2019.
- The Diocesan Ecumenical Officer attends the National Workshop on Christian Unity. The funding of \$2,300 remains unchanged for 2019.

Communications

- The proposed budget for 2019 supports the continued development of the weekly Diocesan E-newsletter and website. The proposed budget of \$5,000 remains unchanged for 2019.
- The Diocese does not have an in-house IT specialist. Outside support is contracted for website maintenance issues, problem solving, and ongoing maintenance of servers and phone systems which supports the work of the Diocesan staff and enables electronic and telephone communication to and from Nicholson House. The proposed funding of \$23,500 remains unchanged for 2019.

Administration

- Administrative and office expenses account for 12% of the 2019 diocesan budget. The total budget for administration is \$201,399.
- Professional Services Audit and Legal fees remains unchanged for the 2019 budget. The proposed funding of \$28,000 remains unchanged for 2019.
- Professional Services Parish Review Team (line 69 of the diocesan budget) is a new line item for 2019. The parish review process has been revised. These expenses fund the wages of the diocesan parish review team. The total funding for 2019 is \$20,000. It is anticipated that the income received from parishes having reviews in 2019 will offset the expenses.

- Insurance premiums include workers' compensation coverage, property, liability, sexual misconduct, malpractice insurance for Diocesan Officers and Directors, and automobile coverage for the Bishop's automobile. Also included in the diocesan policy is coverage for closed parishes owned by the Diocese, and Nicholson House. The proposed budget of \$21,865 remains unchanged for 2019.
- Convention costs are a part of the budget in order to keep registration fees low and affordable. The total proposed funding of \$9,000 remains unchanged for 2019.
- Office cleaning, yard maintenance, and snow removal include care and maintenance of the Nicholson House Campus. The total funding of \$21,000 remains unchanged for 2019.
- Equipment and maintenance include leases for office copiers and postage machine. In addition, it covers replacement and upgrades of staff computers and printers. The proposed budget of \$22,000 remains unchanged for 2019.
- Utilities include: gas, electricity, steam heat, and water. The proposed funding of \$18,000 remains unchanged for 2019.
- Telephones include the Nicholson House phone system, staff cell phones, and internet service. The proposed funding of \$12,000 remains unchanged for 2019.
- Office Repairs include the services of an outside maintenance person, annual maintenance contract on heating and cooling systems, and routine repairs needed at Nicholson House. The proposed funding of \$19,500 remains unchanged for 2019.

2017 Financial Results

Revenue

- Total revenue from all sources was \$1,481,827 as of 12/31/2017.
- The Diocese uses the accrual basis of accounting where revenue and expenses are recorded when earned or incurred. Therefore, the assessment income reflects the total parish assessments not the amount actually received. As of December 31, 2017 there was a balance of \$13,914 in unpaid assessments. Of this, \$1,937 is unpaid for more than 90 days.
- Total assessments were under budget \$11,480. This was due to adjustments for closed parishes.
- Contributions and grants were over budget \$5,046. The diocese received \$23,716 in grants from the Greater Milwaukee Foundation.
- Meachem Fund Grants offset expenses for Parish Restarts and Redevelopment, Community Engagement Ministry, and CDI expenses. The total grants distributed in 2017 amounted to \$208,028. Parish Restarts received \$114,000, Community Engagement received \$74,237 and CDI received \$19,792.

Expenses

- Total Expenses were \$1,378,259 as of 12/31/2017.
- Office of the Bishop was over budget \$914.
- Personnel expenses was under budget \$773. Total staff salaries and benefits were over budget \$15,218 but staff travel and conference expenses were under budget \$15,991.
- Mission and Development was under budget \$6,221. Areas under budget were Collars on the Corner Ministry established, by the Community Engagement Officer. The expenses for the start-up ministry were offset by donations received for this ministry.
- Christian Formation was under budget \$17,257. The majority of this amount comes from Camp Webb ministry. Registration fees and endowment grants for scholarship offset a majority of the expenses for camp. Camp Webb expenses were lower in 2017.
- Clergy Retreat and Clergy days was under budget \$4,621 and Clergy Continuing Education was under budget \$3,068. Nominal retreat registration fees helped to offset expenses. In addition, clergy continuing education had fewer requests in 2017 than it did in 2016.

- Communications was under budget \$18,764. The network management and technical support required less support from the outside IT service and E-newsletter. New servers, upgraded software and phone systems were installed in 2016. These upgrades required less support.
- Administration was under budget \$28,493. Areas that were significantly under budget include; Yard Maintenance and Snow Removal, Postage, Office Equipment and Maintenance, and Ordination and Worship Service Support.
- Professional services was under budget \$21,665. These professional services include legal fees, annual audit, and parish reviews. The areas under budget were the annual audit and parish reviews. The annual audit for 2015 and 2016 was completed in the first quarter 2018. Invoicing parishes for work completed offset the annual retainer fee paid to the outside consulting firm.

Designated Endowment & Meachem Endowments

- The Diocesan Grant Boards made grants totaling \$50,433. In addition, seminarians received \$5,500 from the Buschman Seminarian Scholarship Fund and Episcopal Church Women's Scholarship Fund.
- The Meachem Endowment Funds distributed a total of \$225,043. The Community Engagement Ministry received \$82,161, Diocesan CDI program received \$27,382, and Parish Redevelopment Grants received \$115,500.

**Episcopal Diocese of Milwaukee
2019 Proposed Budget**

	2016 Budget	2017 Budget	2018 Budget	2019 Budget	Budget Change (2018 vs 2019)	Notes
(1) REVENUE						
(2)						
(3) Assessment Income	1,387,318	1,386,855	1,374,298	1,382,133	7,835	2018 includes Brown Deer and Kenosha Assessment Income (2019 will be closed)
(4) Investment and Unrestricted Endowment Income	11,841	10,610	10,610	25,352	14,742	Diocesan Endowment Increased due to closing of St. Luke's Whitewater Endowments. Based on Income received in
(5) Christian Formation Investment income	48,496	48,512	55,000	50,240	(4,760)	2018 Greater Milwaukee Grants &
(6) Grant Income/Contributions	19,100	19,100	20,608	23,716	3,108	Misc Contrib.
(7) Rental Income	12,500	12,500	9,600	9,600	0	
(8) Shared Medical Insurance Costs with Parish			6,149	6,456	307	Shared Medical Insurance costs between parish and Diocesan employee (7% increase in med/dental and using current year H S A maximum contributions)
(9) TOTAL Operating Revenue	1,479,255	1,477,577	1,476,265	1,497,497	21,232	
(10)						
(11) Designated Revenue						
(12) Redevelopment & Restarts) from Meachem Funds	81,520	51,520.00	65,000.00	65,000.00		
(13) Parish Review Income				20,000.00	20,000	Income projected from Parishes Reviews
(14) Camp Webb Registration Fees				20,000.00	20,000	Based on income received in 2018
(15) Bequest- Vanda Healy				35,000.00	35,000	Bequest expected 3rd qtr 2019
(16) TOTAL REVENUE (OPERATING & DESIGNATED)	1,560,775	1,529,097	1,541,265	1,637,497	41,232	
(17)						
(18) EXPENSES						
(19)						
(20) Office of the Bishop						
(21) Bishop - Salary and Benefits	201,854	204,816	209,355	213,830	4,539	1.5% increase in salary and benefits. 7% increase in medical/dental insurance.
(22) Bishop - auto, travel, pastoral care and other misc. expenses	26,000	26,000	24,172	24,172	0	
(23) Deacon's Council	1,500	1,500	1,500	1,500	0	
(24) Total Office of the Bishop	229,354	232,316	235,027	239,502.00	4,539	
(25)						
(26) Staff Expenses						
(27) Personnel - Salary and benefits	513,368	458,032	492,203	562,992.00	70,789	Restructuring of Finance Dept. (current staff plus 9 months transition of new Finance Officer & 3 month upgraded bookkeeper)
(28) Staff Travel and Conferences	25,000	25,000	25,635	25,635.00	0	
(29) Total Staff Expenses	538,368	483,032	517,838	588,627.00	70,789	

**Episcopal Diocese of Milwaukee
2019 Proposed Budget**

	2016 Budget	2017 Budget	2018 Budget	2019 Budget	Budget Change (2018 vs 2019)	Notes
(30)						
(31)						
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**Episcopal Diocese of Milwaukee
2019 Proposed Budget**

	2016 Budget	2017 Budget	2018 Budget	2019 Budget	Budget Change (2018 vs 2019)	Notes
(72) Executive Council Expenses	2,000	2,000	1,000	1,000	0	
(73) Nicholson House - Office Expenses						
(74) Utilities	15,000	18,000	18,000	18,000	0	
(75) Telephone	12,000	12,000	11,400	12,000	0	
(76) Supplies	6,000	6,000	6,600	6,000	0	
(77) Equipment and maintenance	12,000	20,000	22,000	22,000	0	
(78) Non-cap. Furnishings	1,000	1,000	1,000	1,000	0	
(79) Hospitality	7,000	7,000	7,000	7,000	0	
(80) Worship/Service support	2,400	2,500	2,500	2,500	0	
(81) Office miscellaneous	7,600	9,915	9,034	9,034	0	
(82) Postage	3,500	3,500	3,500	3,500	0	
(83) Office Repairs	18,000	25,300	19,500	19,500	0	
(84) Office Cleaning, yard maint, snow removal, etc	21,000	21,000	21,000	21,000	0	
(85) Total Administration	159,800	185,615	181,399	201,399	20,000	
(86)						
(87) TOTAL EXPENSE	1,560,775	1,529,097	1,541,265	1,637,497	96,232	
(88)						
(89) INCOME LESS EXPENSES	0	(0)	0	0	(0)	

	<u>2014 Budget</u>	<u>2015 Budget</u>	<u>2016 Budget</u>	<u>2016 Actual</u>	<u>2017 Budget</u>	<u>2018 Budget</u>	<u>2019 Proposed Budget</u>	<u>2018 vs 2019 Budget Change</u>
<u>Mission and Development - Detail</u>								
Mission and Development Budget receives funding from Meachem Grants for Community Engagement, Hospitality Center and Redevelopment Grants								
Parish Development/Hospitality Center/Consultants	235,000	233,000	233,000	204,484	233,000	233,000	233,000	0
Congregational Development								
Congregational Development Department/Convention Materials	3,000	3,500	3,500	1,319	3,500	3,500	3,500	0
Freshstart	1,000	1,000	1,000	1,308	1,000	1,000	1,000	0
Leadership Training	5,000	7,000	7,000	6,507	7,000	7,000	7,000	0
Architecture and Allied Arts	500	500	500	0	500	500	500	0
Community of Hope	500	0	0	0	0	0	0	0
Total Mission and Development Expenses	245,000	245,000	245,000	213,619	245,000	245,000	245,000	0

	<u>2014 Budget</u>	<u>2015 Budget</u>	<u>2016 Budget</u>	<u>2016 Actual</u>	<u>2017 Budget</u>	<u>2018 Budget</u>	<u>2019 Proposed Budget</u>	<u>2018 vs 2019 Budget Change</u>
<u>Christian Formation - Detail</u>								
The Christian Formation investment income of \$50,240, cover costs for the the following expenses.								
LECM Campus Ministry support (\$25,000), Camp Webb Director personnel expenses included in salary and wages in line 23 (salary, pension, etc), camp scholarships, retreat, EFM membership fees, etc								
Christian Formation General Expenses	2,300	2,300	2,300	193	0	0	0	0
Resources	3,600	3,600	1,200	358	0	0	0	0
Retreats/Events	3,000	3,000	3,000	3,801	2,000	2,000	2,000	0
Training and Workshops	5,600	5,600	1,000	74	1,000	1,000	1,000	0
Outdoor Formation (Camp Webb)	19,000	19,000	22,000	22,875	25,000	25,000	25,000	2018 actual expenses to Lutherdale and camp counselors (\$22,645 Lutherdale; 0 \$5277 Wages).
College and Young Adult Ministry (LECM Campus Ministry- 2017)	7,000	7,000	14,000	3,690	25,000	25,000	25,000	0 LECM Campus Ministry Support
Youth Council			0	0	2,500	2,000	2,000	0
Scholarships	4,000	4,000	2,000	750	2,000	2,500	2,500	0 Camp Webb scholarships for families
Adult								
Institute for Christian Formation/Deacon's Training	1,000	1,000	2,000	(35)	0	0	0	0
Education for Ministry	1,500	1,500	1,500	1,895	1,500	1,500	1,500	0
Elder Ministry	2,000	2,000	0	0	0	0	0	0
Total Christian Formation Expenses	49,000	49,000	49,000	33,601	59,000	59,000	59,000	0

**Episcopal Diocese of Milwaukee
2019 Proposed Budget
Combined Fund Endowment and Investment Income**

				0.0403		
				Projected 2019 Distributions (Net based on 2nd Qtr 2018 Income		
	Asset of:	Income used for:	Market Value based as of 6/30/2018			
Diocesan Endowment	Diocese - held by Trustees	operating	546,218	22,013		operating
						Combined St. Timothy's CF(\$93.865);St. Nicholas CF (\$251975)
Julia Woods Adams	Diocese - held by Trustees	operating	105,166	4,238		operating
Hallock	Diocese - held by Trustees	operating	6,724	271		operating
Bruce Robinson	Trustees	50% to reduce assessments - distributed each year	46,186	931		operating
		50% to support Diocesan expansion and outreach - Grants Committee recommends grants			4,574	<i>Available for 2018 grants</i>
Elsie Brennan	Trustees	funds came from termination of trust for benefit of Emmanuel, Lancaster (closed parish) for "general use and benefit" of Diocese	54,796	2,208		operating
Christian Formation	Diocese - Investment	from sale of Wautoma property to be used to fund Christian Formation expenses	1,683,550	67,847	34,100	Formation - prior year's earnings will fund current year 2018 earnings available for 2019 budget
St. Luke's Campus Ministry (LECM)	Diocese - Investment	from the closing of St. Lukes Whitewater to be used to fund LECM Campus Ministry in Whitewater	252,913	10,192		campus ministry in Whitewater
Camp Webb Endowment	Diocese - held by Trustees	for camping ministry	12,816	516		camping ministry-reinvested in 2018
Camp Webb Scholarship	Trustees	scholarships for camping ministry	42,281	1,704		camping ministry-reinvested in 2018
Camp Webb Music Program	Trustees	for Camp Webb music program	18,525	747		camping ministry-reinvested in 2018
Cadle Deanery	Diocese - Investment	from Shullsburg closing and funds from Cadle Deanery currently income is held in MM in CF account	73,054	2,944	30,081	designated by West Convocation undistributed as of 6/30/2018
William C. Buschman	Diocese - held by Trustees	distributed to seminarians first \$2,500 of income retained in Combined Fund	177,943		0 12,912	restricted - seminarians undistributed as of 6/30/2018
Episcopal Church Women- Book of Remembrance	ECW - held by Trustees	seminarians	65,035		0	restricted - seminarians
Inner City Ministry	Diocese - held by Trustees	Christensen bequest to St. John's, Milw. (closed) each year \$1800 of the income for music program enhancement, remaining for other inner city uses	123,963	4,996	20,796	restricted <i>Available for 2018 grants</i>
Endowment for Retired Clergy	Diocese - held by Trustees	the benefit of retired clergy	155,637		22,977	restricted - retired clergy undistributed as of 6/30/2018
Bishop's Fund for Reducing Assessments	Diocese - held by Trustees		955	38		income is re-invested
Transition to XII Bishop Fund	Diocese - held by Trustees	expenses related to transition of next bishop	73,022			income is re-invested
Bishop's Discretionary	Diocese - held by Trustees		47,221	1,903		Bishop's discretion
Bishop's Discretionary-Gruber	Diocese - held by Trustees		83,727	3,374		Bishop's discretion
Bishop's Discretionary-Turner	Diocese - held by Trustees		26,140	1,053		Bishop's discretion
Meachem Foundation Funds	Trustees -		3,133,249	all funds combined		
Meachem Foundation Funds	Combined Fund - Trustees			126,270	9,277	Restart & Redevelopment Funds Avail 6/30/2018
Julia Frances Camp Fund	Combined Fund - Trustees					
Total Combined Fund/Associated Bank Accounts				260,523		
Projected:						
Total 2018 income for operating				29,661		
Total 2018 for Christian Formation				67,847		
Total 2018 restricted/designated available for distribution				27,468		
Total Meachem Funds available in 2018				135,547		
NEW AND PENDING FUNDS						
New Diocesan Campus Ministry Fund		St Francis House Proceeds pending EC approval split 3/4 to Dio Operations, 1/4 to outreach	933,011	37,600		
St. James Endowment			711,330	28,667		

Diocese of Milwaukee
Assessment Calculation Detail
Using 2016 and 2017 Operating Income

		2019	2018	change	
Income: 0 - \$25,000	10.5%	3	1	-2	
\$25,001-\$115,000	\$2,625 +12.7% of Income Over \$25,000	20	22	2	
					St James (closed
\$115,001-\$205,000	\$14,055 + 16.8% of Income Over \$115,000	12	13	1	11/2017)
\$205,001-\$300,000	\$29,175 + 23.4% of Income Over \$205,000	8	8	0	
Over \$300,000	\$51,405 + 17.1% of Income Over \$300,000	8	7	-1	
					St James (closed
		51	51	0	11/2017)

Parish to close in 2018

CITY & PARISH	Income from Parochial Reports			Base Income	Incremental Income	Incremental Rate	Proposed Assessment Calculation-2019				2018	Change
	2016	2017	2 yr average				Base Assessment	Incremental Assessment	Assessment (Using Formula)	Effective Rate	Current Assessment	Proposed vs Current Assessment
Ashippun, St. Paul's	52,188	75,442	63,815	25,000	38,815	12.7%	2,625	4,930	7,555	11.8%	6,372	1,183
Baraboo, Trinity	137,605	146,719	142,162	115,000	27,162	16.8%	14,055	4,563	18,618	13.1%	21,871	(3,253)
Beaver Dam, St. Mark's	89,128	88,849	88,989	25,000	63,989	12.7%	2,625	8,127	10,752	12.1%	11,375	(623)
Beloit, St. Paul's	143,294	128,281	135,788	115,000	20,788	16.8%	14,055	3,492	17,547	12.9%	17,122	425
Brown Deer, St. Martin's-Closed 6/2018	59,731	63,363	61,547	25,000	36,547	12.7%	2,625	4,641	7,266	11.8%	7,317	(51)
Burlington, St. John's	110,592	89,514	100,053	25,000	75,053	12.7%	2,625	9,532	12,157	12.2%	15,393	(3,236)
Delafield, St. John's	95,239	123,509	109,374	25,000	84,374	12.7%	2,625	10,715	13,340	12.2%	13,326	14
Delavan, Christ Church	242,596	262,721	252,659	205,000	47,659	23.4%	29,175	11,152	40,327	16.0%	36,979	3,348
Dousman, St. Mary's	255,561	266,219	260,890	205,000	55,890	23.4%	29,175	13,078	42,253	16.2%	38,767	3,486
Elkhorn, St. John's	44,836	36,351	40,594	25,000	15,594	12.7%	2,625	1,980	4,605	11.3%	4,154	451
Fort Atkinson, St. Peter's	193,206	231,575	212,391	205,000	7,391	23.4%	29,175	1,729	30,904	14.6%	25,921	4,983
Greendale, St. Thomas	175,954	170,603	173,279	115,000	58,279	16.8%	14,055	9,791	23,846	13.8%	23,443	403
Hartford, St. Aidan's	94,531	109,703	102,117	25,000	77,117	12.7%	2,625	9,794	12,419	12.2%	12,426	(7)
Hartland, St. Anskar's	106,229	113,541	109,885	25,000	84,885	12.7%	2,625	10,780	13,405	12.2%	13,488	(83)
Janesville, Trinity	175,606	193,817	184,712	115,000	69,712	16.8%	14,055	11,712	25,767	13.9%	23,372	2,395
Kenosha, St. Andrew's - to close	20,601	21,996	21,299	0	21,299	10.5%		2,236	2,236	10.5%	2,993	(757)
Kenosha, St. Matthew's	278,875	289,382	284,129	205,000	79,129	23.4%	29,175	18,516	47,691	16.8%	47,076	615
Lake Geneva, Holy Communion	113,507	112,755	113,131	25,000	88,131	12.7%	2,625	11,193	13,818	12.2%	13,613	205
Madison, Grace	617,849	572,449	595,149	300,000	295,149	17.1%	51,405	50,470	101,875	17.1%	94,369	7,506
Madison, St. Andrew's	469,474	464,332	466,903	300,000	166,903	17.1%	51,405	28,540	79,945	17.1%	76,486	3,459
Madison, St. Dunstan's	293,687	292,889	293,288	205,000	88,288	23.4%	29,175	20,659	49,834	17.0%	46,880	2,954
Madison, St. Luke's	142,904	130,819	136,862	115,000	21,862	16.8%	14,055	3,673	17,728	13.0%	18,819	(1,091)
Menomonee Falls, St. Francis	87,034	84,928	85,981	25,000	60,981	12.7%	2,625	7,745	10,370	12.1%	10,473	(103)
Mequon, St. Boniface	222,388	318,515	270,452	205,000	65,452	23.4%	29,175	15,316	44,491	16.5%	41,468	3,023
Milwaukee, All Saints	304,097	308,915	306,506	300,000	6,506	17.1%	51,405	1,113	52,518	17.1%	48,587	3,931
Milwaukee, St. Luke's	88,558	92,202	90,380	25,000	65,380	12.7%	2,625	8,303	10,928	12.1%	10,211	717
Milwaukee, St. Mark's	270,269	262,877	266,573	205,000	61,573	23.4%	29,175	14,408	43,583	16.3%	42,125	1,458
Milwaukee, St. Paul's	500,934	469,802	485,368	300,000	185,368	17.1%	51,405	31,698	83,103	17.1%	87,406	(4,303)
Mineral Point, Trinity	64,255	65,479	64,867	25,000	39,867	12.7%	2,625	5,063	7,688	11.9%	8,085	(397)
Monroe, St. Andrew's	21,702	16,806	19,254	0	19,254	10.5%	0	2,022	2,022	10.5%	2,125	(103)
North Lake, St. Peter's	40,082	40,248	40,165	25,000	15,165	12.7%	2,625	1,926	4,551	11.3%	4,474	77
Oconomowoc, Zion	118,494	234,501	176,498	115,000	61,498	16.8%	14,055	10,332	24,387	13.8%	18,607	5,780

Diocese of Milwaukee
Assessment Calculation Detail
Using 2016 and 2017 Operating Income

CITY & PARISH	Income from Parochial Reports			Base Income	Incremental Income	Incremental Rate	Proposed Assessment Calculation-2019				2018	Change
	2016	2017	2 yr average				Base Assessment	Incremental Assessment	Assessment (Using Formula)	Effective Rate	Current Assessment	Proposed vs Current Assessment
Pewaukee, St. Bartholomew's	213,385	191,001	202,193	115,000	87,193	16.8%	14,055	14,648	28,703	14.2%	31,478	(2,775)
Platteville, Trinity	65,585	68,998	67,292	25,000	42,292	12.7%	2,625	5,371	7,996	11.9%	7,433	563
Port Washington, St. Simon's	49,292	52,024	50,658	25,000	25,658	12.7%	2,625	3,259	5,884	11.6%	5,599	285
Portage, St. John's	44,512	48,130	46,321	25,000	21,321	12.7%	2,625	2,708	5,333	11.5%	4,945	388
Prairie du Chien, Holy Trinity	22,904	19,874	21,389	0	21,389	10.5%	0	2,246	2,246	10.5%	4,609	(2,363)
Racine, St. Luke's	158,955	181,558	170,257	115,000	55,257	16.8%	14,055	9,283	23,338	13.7%	25,432	(2,094)
Racine, St. Michael's	201,093	223,459	212,276	205,000	7,276	23.4%	29,175	1,703	30,878	14.5%	29,133	1,745
Richland Center, St. Barnabas	46,423	37,841	42,132	25,000	17,132	12.7%	2,625	2,176	4,801	11.4%	5,454	(653)
River Hills, St. Christopher	435,105	344,525	389,815	300,000	89,815	17.1%	51,405	15,358	66,763	17.1%	70,555	(3,792)
South Milwaukee, St. Mark's	73,451	77,363	75,407	25,000	50,407	12.7%	2,625	6,402	9,027	12.0%	8,878	149
Sun Prairie, Good Shepherd	152,081	105,363	128,722	115,000	13,722	16.8%	14,055	2,305	16,360	12.7%	21,214	(4,854)
Sussex, St. Alban's	112,449	122,250	117,350	115,000	2,350	16.8%	14,055	395	14,450	12.3%	13,853	597
Watertown, St. Paul's	119,860	114,173	117,017	115,000	2,017	16.8%	14,055	339	14,394	12.3%	14,872	(478)
Waukesha, St. Matthias	401,268	341,292	371,280	300,000	71,280	17.1%	51,405	12,189	63,594	17.1%	67,055	(3,461)
Wauwatosa, Trinity	431,364	424,378	427,871	300,000	127,871	17.1%	51,405	21,866	73,271	17.1%	72,983	288
West Allis, St. Peter's	63,691	68,486	66,089	25,000	41,089	12.7%	2,625	5,218	7,843	11.9%	8,402	(559)
West Bend, St. James'	144,521	153,433	148,977	115,000	33,977	16.8%	14,055	5,708	19,763	13.3%	19,773	(10)
Whitefish Bay, Christ Church	658,993	628,377	643,685	300,000	343,685	17.1%	51,405	58,770	110,175	17.1%	112,344	(2,169)
Wisconsin Dells, Holy Cross	71,348	83,583	77,466	25,000	52,466	12.7%	2,625	6,663	9,288	12.0%	8,155	1,133
TOTAL	9,097,286	9,165,210	9,131,248		3,211,248		865,800	525,836	1,391,636	15.2%	1,377,290	14,346
Kenosha, St. Andrew's - to close	20,601	21,996	21,299	0	21,299	10.5%		2,236	2,236	10.5%		(2,236)
Brown Deer, St. Martin's - CLOSED 6/2/2018	59,731	63,363	61,547	25,000	36,547	12.7%	2,625	4,641	7,266	11.8%		(7,266)
TOTAL after closed parishes	9,016,954	9,079,851	9,048,403		3,153,403		863,175	518,958	1,382,133		1,377,290	4,843

Episcopal Diocese of Milwaukee
2019 Assessment Summary

CITY & PARISH	2016	2017	2 yr average	2019 Assessment (Based on Formula)	Effective Rate	2018 Assessment	Assessment Change (Proposed vs Current Year)
Ashippun, St. Paul's	52,188	75,442	63,815	7,555	11.8%	6,372	1,183
Baraboo, Trinity	137,605	146,719	142,162	18,618	13.1%	21,871	(3,253)
Beaver Dam, St. Mark's	89,128	88,849	88,989	10,752	12.1%	11,375	(623)
Beloit, St. Paul's	143,294	128,281	135,788	17,547	12.9%	17,122	425
Brown Deer, St. Martin's-CLOSED	59,731	63,363	61,547	7,266	11.8%	7,317	(51)
Burlington, St. John's	110,592	89,514	100,053	12,157	12.2%	15,393	(3,236)
Delafield, St. John's	95,239	123,509	109,374	13,340	12.2%	13,326	14
Delavan, Christ Church	242,596	262,721	252,659	40,327	16.0%	36,979	3,348
Dousman, St. Mary's	255,561	266,219	260,890	42,253	16.2%	38,767	3,486
Elkhorn, St. John's	44,836	36,351	40,594	4,605	11.3%	4,154	451
Fort Atkinson, St. Peter's	193,206	231,575	212,391	30,904	14.6%	25,921	4,983
Greendale, St. Thomas	175,954	170,603	173,279	23,846	13.8%	23,443	403
Hartford, St. Aidan's	94,531	109,703	102,117	12,419	12.2%	12,426	(7)
Hartland, St. Anskar's	106,229	113,541	109,885	13,405	12.2%	13,488	(83)
Janesville, Trinity	175,606	193,817	184,712	25,767	13.9%	23,372	2,395
Kenosha, St. Andrew's - to close	20,601	21,996	21,299	2,236	10.5%	2,993	(757)
Kenosha, St. Matthew's	278,875	289,382	284,129	47,691	16.8%	47,076	615
Lake Geneva, Holy Communion	113,507	112,755	113,131	13,818	12.2%	13,613	205
Madison, Grace	617,849	572,449	595,149	101,875	17.1%	94,369	7,506
Madison, St. Andrew's	469,474	464,332	466,903	79,945	17.1%	76,486	3,459
Madison, St. Dunstan's	293,687	292,889	293,288	49,834	17.0%	46,880	2,954
Madison, St. Luke's	142,904	130,819	136,862	17,728	13.0%	18,819	(1,091)
Menomonee Falls, St. Francis	87,034	84,928	85,981	10,370	12.1%	10,473	(103)
Mequon, St. Boniface	222,388	318,515	270,452	44,491	16.5%	41,468	3,023
Milwaukee, All Saints	304,097	308,915	306,506	52,518	17.1%	48,587	3,931
Milwaukee, St. Luke's	88,558	92,202	90,380	10,928	12.1%	10,211	717
Milwaukee, St. Mark's	270,269	262,877	266,573	43,583	16.3%	42,125	1,458
Milwaukee, St. Paul's	500,934	469,802	485,368	83,103	17.1%	87,406	(4,303)
Mineral Point, Trinity	64,255	65,479	64,867	7,688	11.9%	8,085	(397)
Monroe, St. Andrew's	21,702	16,806	19,254	2,022	10.5%	2,125	(103)
North Lake, St. Peter's	40,082	40,248	40,165	4,551	11.3%	4,474	77
Oconomowoc, Zion	118,494	234,501	176,498	24,387	13.8%	18,607	5,780
Pewaukee, St. Bartholomew's	213,385	191,001	202,193	28,703	14.2%	31,478	(2,775)
Platteville, Trinity	65,585	68,998	67,292	7,996	11.9%	7,433	563
Port Washington, St. Simon's	49,292	52,024	50,658	5,884	11.6%	5,599	285
Portage, St. John's	44,512	48,130	46,321	5,333	11.5%	4,945	388
Prairie du Chien, Holy Trinity	22,904	19,874	21,389	2,246	10.5%	4,609	(2,363)
Racine, St. Luke's	158,955	181,558	170,257	23,338	13.7%	25,432	(2,094)
Racine, St. Michael's	201,093	223,459	212,276	30,878	14.5%	29,133	1,745
Richland Center, St. Barnabas	46,423	37,841	42,132	4,801	11.4%	5,454	(653)
River Hills, St. Christopher	435,105	344,525	389,815	66,763	17.1%	70,555	(3,792)
South Milwaukee, St. Mark's	73,451	77,363	75,407	9,027	12.0%	8,878	149
Sun Prairie, Good Shepherd	152,081	105,363	128,722	16,360	12.7%	21,214	(4,854)
Sussex, St. Alban's	112,449	122,250	117,350	14,450	12.3%	13,853	597

Epsicopal Diocese of Milwaukee
2019 Assessment Summary

CITY & PARISH	2016	2017	2 yr average	2019 Assessment (Based on Formula)	Effective Rate	2018 Assessment	Assessment Change (Proposed vs Current Year)
Watertown, St. Paul's	119,860	114,173	117,017	14,394	12.3%	14,872	(478)
Waukesha, St. Matthias	401,268	341,292	371,280	63,594	17.1%	67,055	(3,461)
Wauwatosa, Trinity	431,364	424,378	427,871	73,271	17.1%	72,983	288
West Allis, St. Peter's	63,691	68,486	66,089	7,843	11.9%	8,402	(559)
West Bend, St. James'	144,521	153,433	148,977	19,763	13.3%	19,773	(10)
Whitefish Bay, Christ Church	658,993	628,377	643,685	110,175	17.1%	112,344	(2,169)
Wisconsin Dells, Holy Cross	71,348	83,583	77,466	9,288	12.0%	8,155	1,133
TOTAL	9,097,286	9,165,210	9,131,248	1,391,636	15.2%	1,377,290	14,346
Kenosha, St. Andrew's - to close	20,601	21,996	21,299	2,236	10.5%		(2,236)
Brown Deer, St. Martin's - CLOSED	59,731	63,363	61,547	7,266	11.8%		(7,266)
TOTAL after closed parishes	9,016,954	9,079,851	9,048,403	1,382,133		1,366,980	4,843

Episcopal Diocese of Milwaukee
2019 Proposed Budget
Parish Assessment Summary 2010-2019

CITY & PARISH	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019**
Ashippun, St. Paul's	5,602	6,234	6,838	6,866	6,389	6,474	6,562	6,449	6,372	7,555
Baraboo, Trinity	18,668	19,837	22,512	28,200	31,564	29,462	29,628	28,089	21,871	18,618
Beaver Dam, St. Mark's	10,251	10,488	10,324	9,975	10,611	11,573	11,598	11,631	11,375	10,752
Beloit, St. Paul's	15,049	16,012	16,715	17,758	16,650	16,015	16,870	16,026	17,122	17,547
Brown Deer, St. Martin's	7,316	6,711	6,487	6,687	7,188	7,766	7,769	7,543	7,317	
Burlington, St. John's	18,582	19,004	19,766	19,775	19,201	17,094	16,498	17,741	15,393	12,157
Delafield, St. John's	17,789	17,028	16,238	16,470	17,074	17,012	16,820	16,134	13,326	13,340
Delavan, Christ Church	32,026	35,008	39,116	32,133	31,661	28,920	26,547	34,067	36,979	40,327
Dousman, St. Mary's	17,723	18,676	19,578	21,513	22,539	24,700	27,202	32,117	38,767	42,253
Elkhorn, St. John's	16,902	18,750	17,430	17,176	11,132	5,140	4,674	3,801	4,154	4,605
Elm Grove, St. Edmund's	0	0	0	0	0	0	0	0	0	-
Fort Atkinson, St. Peter's	16,457	16,895	15,376	14,896	17,041	21,409	25,307	25,918	25,921	30,904
Greendale St. Thomas	20,619	23,529	22,738	21,346	20,792	22,599	23,849	23,126	23,443	23,846
Hartford, St. Aidan's	12,750	14,946	16,002	13,611	13,002	11,582	11,581	12,769	12,426	12,419
Hartland, St. Anskar's	29,333	28,007	23,477	23,632	28,231	21,356	15,511	14,738	13,488	13,405
Janesville, Trinity	35,229	33,698	31,676	31,553	33,057	35,869	37,007	27,646	23,372	25,767
Kenosha, St. Andrew's	5,384	4,865	5,303	5,591	5,398	5,411	4,590	3,871	2,993	
Kenosha, St. Matthew's	30,401	32,141	32,403	33,356	37,172	35,144	34,335	43,213	47,076	47,691
Lake Geneva, Holy Communion	19,526	20,447	26,979	30,876	29,001	21,114	16,904	13,552	13,613	13,818
Madison, Grace	79,279	83,836	87,883	86,703	79,304	80,400	79,903	81,116	94,369	101,875
Madison, St. Andrew's	69,939	71,191	69,301	71,094	71,592	71,185	72,414	73,325	76,486	79,945
Madison, St. Dunstan's	49,202	46,548	46,137	41,546	36,869	42,791	42,240	43,973	46,880	49,834
Madison, St. Luke's	24,778	23,273	24,547	23,724	22,403	21,938	20,929	19,466	18,819	17,728
Menomonee Falls, St. Francis	22,931	20,846	19,937	18,408	16,051	11,420	10,425	10,445	10,473	10,370
Mequon, St. Boniface	64,381	56,623	56,487	57,485	50,554	50,427	50,611	49,407	41,468	44,491
Milwaukee, All Saints	50,530	46,782	50,464	55,199	51,965	46,177	44,449	43,808	48,587	52,518
Milwaukee, St. James'	37,748	39,391	37,207	34,373	28,053	20,613	20,289	20,911	0	-
Milwaukee, St. Luke's	15,050	13,806	14,465	12,805	10,389	9,657	8,691	9,110	10,211	10,928
Milwaukee, St. Mark's	44,849	44,647	48,539	47,838	43,853	45,029	44,474	41,374	42,125	43,583
Milwaukee, St. Paul's	76,698	83,193	82,007	83,310	84,975	86,275	92,159	92,780	87,406	83,103
Milwaukee, St. Timothy's	12,944	12,877	12,387	0	0	0	0	0	0	-
Mineral Point, Trinity	5,701	6,138	6,710	6,842	6,737	7,386	8,044	8,276	8,085	7,688
Monroe, St. Andrew's	757	776	1,091	1,627	1,900	1,999	2,133	2,279	2,125	2,022
Mukwonago, Church of the Resurrection	6,920	6,996	7,231	7,451	7,971	0	0	0	0	-
North Lake, St. Peter's	5,306	3,856	3,863	4,314	5,715	5,378	4,243	4,406	4,474	4,551
Oconomowoc, Zion	36,584	44,235	42,331	24,188	14,821	22,241	24,329	24,494	18,607	24,387
Pewaukee, St. Bartholomew's	29,760	32,323	33,095	29,920	30,207	27,655	25,917	28,775	31,478	28,703
Platteville, Trinity	16,072	14,567	13,250	11,607	11,577	11,522	9,764	8,230	7,433	7,996
Port Washington, St. Simon's	4,349	4,757	5,650	7,195	7,634	6,689	6,182	5,911	5,599	5,884
Portage, St. John's	6,085	6,622	7,195	5,167	4,398	4,297	4,056	4,403	4,945	5,333
Prairie du Chien, Holy Trinity	3,573	3,084	5,632	9,807	9,949	7,539	6,148	6,432	4,609	2,246
Racine, St. Luke's	48,902	46,030	35,722	32,826	27,176	18,158	17,945	24,291	25,432	23,338
Racine, St. Michael's	58,620	54,085	51,941	52,611	52,459	46,064	37,888	33,212	29,133	30,878
Racine, St. Nicholas	4,179	4,218	4,645	4,156	4,955	0	0	0	0	-
Richland Center, St. Barnabas	7,907	11,393	10,010	5,421	5,226	5,928	5,215	5,189	5,454	4,801
River Hills, St. Christopher	99,770	90,617	79,446	69,258	55,791	63,828	71,966	65,625	70,555	66,763
South Milwaukee, St. Mark's	9,172	9,213	8,671	7,654	7,931	8,503	8,840	8,879	8,878	9,027
Sun Prairie, Good Shepherd	10,416	10,981	14,120	17,531	19,306	19,837	21,444	22,995	21,214	16,360
Sussex, St. Alban's	14,001	16,067	17,474	19,536	18,698	15,136	13,058	13,541	13,853	14,450
Watertown, St. Paul's	12,879	12,567	16,935	17,875	14,293	12,773	13,737	13,834	14,872	14,394
Waukesha, St. Matthias	58,136	59,335	50,199	52,907	55,469	59,215	59,430	60,580	67,055	63,594

**Episcopal Diocese of Milwaukee
Proposed 2019 Budget
National Church Assessment**

2017 Assessment Income	1,375,374.68	Assessment	1,386,855.00
Operating investment income	71,482.03	Less: uncollected	(11,480.00)
Grants/Bequest	24,145.61		1,375,375.00
Total	<u>1,471,002.32</u>		
Less:			
Aid to congregations	182,547.00	Aid to Parishes	171,993.00
Post Seminary aid	<u>33,930.00</u>	Aid to redevelopment	<u>114,000.00</u> 285,993.00
	<u>216,477.00</u>		
Adjusted income	1,254,525.32	Less:	
		Assessment Assessments from Aided Parishes	<u>103,446.00</u>
		Net aid to congregations	182,547.00
Less credit	<u>(150,000.00)</u>		
Adjusted income after credits	1,104,525.32		
2019 assessment rate	<u>x15%</u>		
2019 Projected Assessment	165,679		
2018 Assessment	<u>165,165</u>		
Change from 2018 Budget	513.80		
Province V 2019 Projected Assessment	.2% of Adj Income		
	2,509.05		