

# The Episcopal Diocese of Western Massachusetts

## Memorandum

**To:** Delegates to the 120<sup>th</sup> Diocesan Convention  
**From:** Kimberly A Foster, Chief Financial Officer  
**Subject:** **Plan for Use of Diocesan Resources in 2022**  
**Date:** October 15, 2021

On behalf of Bishop Fisher and Diocesan Council I am pleased to present the proposed budget for 2022. I will be available to answer questions about this plan at a Q & A Budget Hearing scheduled for 5:00 PM on Wednesday, November 3<sup>rd</sup> via Zoom. This is an optional meeting for those who may still have questions after reviewing this plan. Additionally, you are most welcome to contact me directly. I can be reached at [kfoster@diocesewma.org](mailto:kfoster@diocesewma.org).

### **Overview of Current Year - 2021**

Over the course of 2021 we have shown how resilient our faith is, how able we are to adapt, and we understand better how our church is not a physical location rather a community of followers committed to finding innovative means to come together in service of our collective mission of mercy, compassion, and hope.

As in 2020, most of the diocesan run programs and activities in 2021 were again suspended during the first half of the year and beyond. The Bishop and Diocesan Council supported congregations by awarding over \$60,000 for Tech Grants, making it possible for 35 congregations to be reimbursed for costs associated with on-line worship and the rapid expansion into digital ministry.

Financially, the diocesan wide PPP money and assessment relief extended in 2020 helped many congregations to build reserves to aid with cash flow into 2021, allowing them to maintain a sense of normalcy in these unprecedented times.

The financial market has been quite strong so far in 2021 with unexpected gains for those with invested funds. We are blessed to have the financial resources available to do our work in our respective communities and in the world.

### **The Plan - 2022**

Each budget year we strive to align our human, financial, and spiritual resources in support of our common mission. The focus continues to be on increasing vitality and vibrancy in our congregations. Our strategy is to continue to invest in leadership formation and development work, and to discover ways to support our congregations to be church in gathered settings across our diocese.

Our work is guided by priorities and goals set by Bishop and Diocesan leadership:

- Developing and supporting transformational lay and clergy leaders
- Engaging congregations in processes of honest, healthy self-assessment and renewal
- Encouraging inter-diocesan, ecumenical, and interfaith partnerships in congregations and the Bishop's office
- Providing opportunities for clergy to gather for support and networking
- Committing to Social Justice issues (moving from idea to ministry to a movement)
- Encouraging and supporting new initiatives in ministry

## **Staff Allocation Changes and Other Adjustments**

In order to accurately capture personnel expenses as a reflection of the work we've been given to do, we reallocated personnel costs for certain staff amongst the key budget categories. These allocations do not affect the 'bottom line' of our budget, rather seek to more accurately express the ways that our staff spends their time. Key changes are as follows:

- Canon Rich Simpson changed from 100% Congregational Support to a 50/50 split between Congregational Support and Formation & Leadership Development.
- Canon Susan Olbon reduced from 100% Agency: Admin and HR Services down to 80% and added 10% each to Governance and Congregational Support.
- 50% of Jenny Gregg's time was reallocated from Congregational Support to Leadership Development.
- Adjustments were made to reallocate support staff time and expenditures with an increased emphasis on Communications and support within Bishop's Ministry and within Payroll and Benefits administration.
- We built in a part-time admin assistant at 15 hours per week spread amongst key categories.

## **EXPENSES:**

For 2022 planning purposes we assumed activity like travel, gatherings, and events will begin to resume at baseline levels similar to pre-pandemic 2019 figures. In addition, many key events and activities previously on hold due to the pandemic are all scheduled to resume in 2022. Specifically:

- The Bishop is scheduled to travel to the UK to attend the Lambeth Conference, originally planned for 2020.
- General Convention will also be held in 2022, one year overdue.
- Eight of our clergy will take their sabbatical renewals in 2022.
- The sum-total of the aforementioned events & clergy renewals will cost approximately \$85,000.

Therefore, 2022 is considered an unusual year, requiring an additional draw of \$68,200 from invested funds to balance the budget.

## **Description of Major Budget Categories**

- **Bishop's Ministry: \$584,291** includes our communications work with an increased allocation of staff time, parish visitations, confirmations and ordinations, and representation at the house of Bishops and other communion wide work.
- **Congregational Support: \$457,944** includes funding of \$151,000 in grant opportunities, significant support to congregations around clergy transitions, Safe Church Training & Prevention, and our budgets for Young Adult Ministry and Hispanic Ministry in the Diocese.
- **Formation & Leadership Development: \$337,273** funds our Parish Leadership Day and other diocesan wide leadership events, Clergy Day(s) and Clergy Conferences, leadership training and coaching, Loving the Questions, Commission on Ministry, Diaconate Formation, Fresh Start, Seminarian Assistance, and support for Episcopal Service Corps program (Lawrence House) in our diocese at All Saints, S. Hadley.
- **Mission in the World: \$551,161** includes support for our outdoor worship communities, Creation Care, our apportionment to the Episcopal Church, Lambeth Conference, Global Mission grants, support of ecumenical organizations, and support of Episcopal Relief and Development.
- **Governance: \$212,350** represents Chancellor's expenses, the cost of Diocesan Convention, General Convention, benefits for lay and ordained retirees, and costs associated with the Title IV disciplinary process.
- **Finance & Administration: \$424,422** are costs related to general business office operations including staff compensation and benefits, rent to CCC, repairs & maintenance, internet, telephone, supplies, leased equipment, property & liability insurance, cyber insurance, and the annual audit fee.
- **Agency: Admin & Human Resource Services: \$139,342** provides full payroll services, benefits administration, and oversight of the property and casualty insurance program for the congregations and programs of the diocese.

## **Other Notable Lines**

- Our 2022 budget for Mission in the World (Outreach) is \$551K. This includes our Apportionment to TEC of \$350K
- \$70,000 for Ministry Development Initiatives
- \$24,700 for Formation and Leadership Development training and consulting
- \$10,000 annual grant to support Lawrence House, our Episcopal Service Corps program run out of All Saints in S. Hadley
- \$137,420K to support Hispanic Ministry
- \$71,700 in scholarships for members of our congregations, children of clergy, and seminarians
- \$51K to support our Creation Care Ministry

## **Expense Summary**

The total expense budget in 2022 is \$2,706,782. Payroll and personnel related expenses make up 52.4% of the budget. The work of the Bishop's office is relational and highly dependent on personnel. Specific services provided by the Administrative Offices of the Diocese to the congregations are payroll & benefits administration, HR support, transition ministry support, congregational development programs and support. Included in the budget is the cost of the diocesan convention, clergy conferences, and diocesan wide leadership development events.

## **INCOME:**

Revenue forecasts are up by \$136K compared to 2021 projections. This is to cover activity anticipated to resume at baseline levels similar to pre-pandemic 2019 figures as well as the cost of Lambeth, General Convention and eight clergy renewal leaves. Total revenues are budgeted to come in at \$2,707,361 resulting in a balance budget.

## **Summary of Revenue Breakdown**

- **Common Ministry Assessment: \$1,135,521\*** represents 41.9% of the budget. This is a decrease of \$6,825 compared to 2021 assessment revenues of \$1,142,346.
- **Use of Investments – Spending Rule: \$1,407,600** is a conservative estimate and is in line with total 2021 distributions expected to be over \$1.4M. The Trustees base the 5% annual distribution using a 20 quarter rolling average which acts to smooth out negative (and positive) trends in the market. Therefore, income from investments should remain steady unless there is a major downturn in the market.
- **Use of Investments – Additional Draw: \$68,200** is needed to balance the operating budget for reasons above stated.
- **Program Income: \$31,250** in event registration fees generated from Diocesan Convention, Safe Church, Parish Leadership Day, Clergy Conference, and Loving the Questions.
- **Other Income:** Of the **\$64,790** projected, \$40,000 is a relief grant from the Executive Council of the Episcopal Church; \$3,190 is committed by the Diocese of Massachusetts in support of Good News Gardens, a program sponsored by Creation Care; \$12,000 is a potential grant from TEC in support of Young Adult Ministry; the balance relates to revenue from the Trustees for administrative support to Mick Kalber, Executive Director of the Trustees of the Diocese of Western MA.

\*Assessment Income (Support for Common Ministry) - Assessment income is budgeted using our standard formula (noted below), which uses the average of the most recent three full years of Normal Operating Income as reported on the parochial report. Investment income for those parishes with invested funds remains a steady and reliable income stream.

The first \$50,000 of Operating Revenues are assessed at a rate of 6.75%  
Operating Revenues of from \$50,001 to \$75,000 are assessed at a rate of 9.75%  
Operating Revenues of from \$75,001 to \$125,000 are assessed at a rate of 10.5%  
Operating Revenues of from \$125,001 to \$200,000 are assessed at a rate of 12.25%  
Operating Revenues over \$200,000 are assessed at a rate of 13.25%

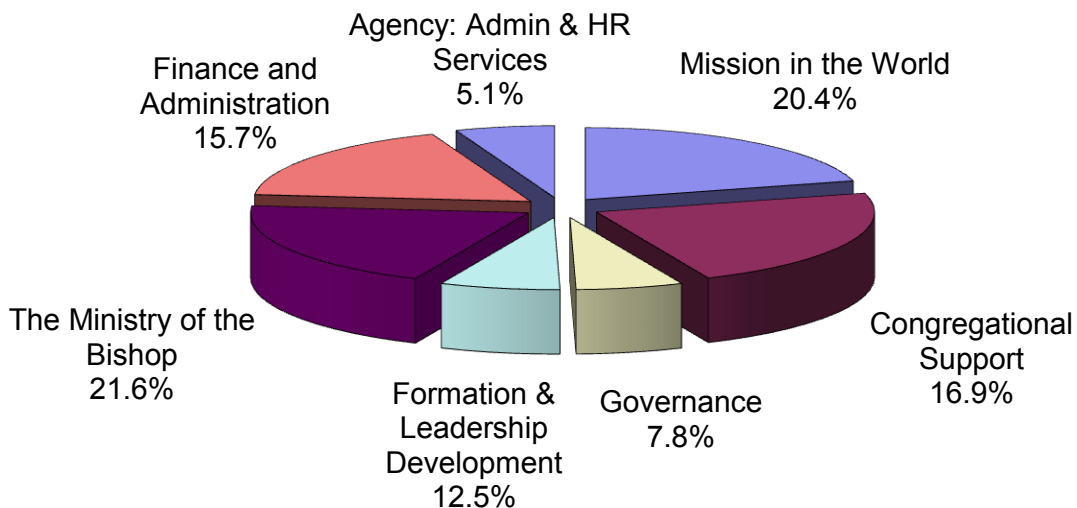
## **Bottom Line:**

The budget for 2022 is balanced with the aid of a \$68,200 additional draw from our invested funds. We will monitor income and expenses closely and be prepared to adjust the budget as necessary, due to an ever-changing environment.

In conclusion, the diocese is in excellent position to serve its congregations and continue to serve our ministries as we re-emerge from the challenges presented by the pandemic. We are deeply grateful as we recognize how we are blessed with abundant gifts and resources.

I encourage you to accept this 2022 budget proposal of the Diocese of Western Massachusetts.

## **Budget Expenses by Category**



**Members of Diocesan Council:** The Rt. Rev. Doug Fisher (President), Mr. Mark Rogers (Treasurer), the Rev. Nancy Webb Stroud (Vice President), Ms. Wende Wheeler (Secretary), the Rev. Dr. Richard Simpson (Assistant Secretary), Mr. Richard Delorme, the Rev. Charlotte LaForest, the Rev. Eliot Moss, the Rev. Jose Reyes, the Rev. Dcn. Beth Washburn, Mr. Reynolds Whalen, Ms. Janet Walsh Young, Mr. Frank Minasian (Trustee Representative)

**Members of the Budget and Financial Planning Committee:** Mark Rogers, Committee Chair (Church of the Reconciliation, Webster, MA), Mick Kalber (Holy Trinity, Southbridge), Wayne Gass (All Saints, South Hadley), Al Symonds (St. Stephen's, Pittsfield), Robert Perkins (Holy Spirit Church, Sutton), the Rev. Dave Woesnner (St. Michael's on the Heights, Worcester), the Rev. Charlotte LaForest (St. Andrews Church, Longmeadow, MA), the Rev. Dr. Janet Zimmerman (Berkshire Corridor), and Kimberly Foster (CFO, Assistant Treasurer)

## One Page Summary of the Proposed 2022 Budget

	2019 Actual	2020 Actual	2021 Budget	2022 Budget	<u>% of Budget</u>
<i>OPERATING REVENUES</i>					
Assessment for Common Ministry	1,144,906	1,000,980	1,153,000	1,135,521	41.9%
Use of Investments - Spending Rule	1,401,060	1,149,100	1,384,903	1,407,600	52.0%
Investment Income - Additional Draw	100,000	0	0	68,200	2.5%
Program Income	28,362	5,721	21,000	31,250	1.2%
Other Income and Gifts	14,331	325,293	12,000	64,790	2.4%
<u>Interest Income</u>	<u>325</u>	<u>930</u>	<u>0</u>	<u>0</u>	0.0%
<b>TOTAL REVENUES FOR DIOCESAN OPERATIONS</b>	<b>2,688,984</b>	<b>2,482,025</b>	<b>2,570,903</b>	<b>2,707,361</b>	100.0%
<i>OPERATING EXPENSES</i>					
The Ministry of the Bishop	506,022	487,536	525,429	584,291	21.6%
Congregational Support	564,155	461,819	616,648	457,944	16.9%
Formation & Leadership Development	284,198	165,449	135,000	337,272	12.5%
Mission in the World	527,142	543,105	535,194	551,161	20.4%
Governance	197,767	171,943	160,654	212,350	7.8%
Finance & Administration	464,627	497,444	442,718	424,422	15.7%
<u>Agency: Administration &amp; Human Resource Services</u>	<u>144,474</u>	<u>154,650</u>	<u>154,467</u>	<u>139,342</u>	5.1%
<b>TOTAL OPERATING EXPENSE</b>	<b>2,688,385</b>	<b>2,481,946</b>	<b>2,570,110</b>	<b>2,706,782</b>	100.0%
<b>OPERATING REVENUE AND EXPENSE</b>					
Operating Income	<b>2,688,984</b>	<b>2,482,025</b>	<b>2,570,903</b>	<b>2,707,361</b>	
Operating Expense	<b>2,688,385</b>	<b>2,481,946</b>	<b>2,570,110</b>	<b>2,706,782</b>	
<b>SURPLUS/(DEFICIT)</b>	<b>599</b>	<b>79</b>	<b>793</b>	<b>579</b>	

**EPISCOPAL DIOCESE OF WESTERN MA  
PROPOSED 2022 BUDGET**

		Y/E Actual 2020	YTD Actual Aug-2021	2021 ANNUAL BUDGET	2022 PROPOSED BUDGET
<b><u>REVENUES</u></b>					
Assessment for Common Ministry		\$1,000,980	\$760,638	\$1,153,000	\$1,135,521
Use of Investment - Trustees		\$1,149,100	\$935,417	\$1,384,903	\$1,475,800
Program Income		\$5,721	\$3,230	\$21,000	\$31,250
Other Income and Gifts		\$325,293	\$21,121	\$12,000	\$64,790
Internal Grant Funding		\$0	\$0	\$0	\$0
Interest Income		\$930	\$401	\$0	\$0
	<b>TOTAL DIOCESAN INCOME AND GIFTS</b>	\$2,482,025	\$1,720,808	\$2,570,903	\$2,707,361

			Y/E Actual 2020		YTD Actual Aug-2021		2021 ANNUAL BUDGET		2022 PROPOSED BUDGET
<b><u>EXPENSES</u></b>									
<b><u>BISHOP'S MINISTRY</u></b>									
<b>PROGRAMS</b>									
	Communications	Wages and Benefits	\$116,932		\$109,928		\$162,970		\$178,630
	Communications	Business Expenses	\$19,373		\$12,450		\$19,150		\$22,985
		<b>Total Communications</b>	<b>\$136,305</b>		<b>\$122,378</b>		<b>\$182,120</b>		<b>\$201,615</b>
	Social Justice		\$3,205		\$1,129		\$1,750		\$3,000
	Retired Clergy Gatherings		\$1,025		\$0		\$1,250		\$3,600
	Special Diocesan Events		\$7,400		\$8,398		\$0		\$6,000
	Wanderings and Special Journeys		\$0		\$0		\$0		\$2,000
		<b>Total PROGRAMS</b>	<b>\$147,935</b>		<b>\$131,905</b>		<b>\$185,120</b>		<b>\$216,215</b>
<b>PERSONNEL EXPENSES</b>									
	Wages and Benefits		\$317,577		\$211,669		\$319,378		\$334,726
	Business Expenses		\$22,024		\$17,654		\$20,931		\$33,350
		<b>Total PERSONNEL EXPENSES</b>	<b>\$339,601</b>		<b>\$229,323</b>		<b>\$340,309</b>		<b>\$368,076</b>
		<b>TOTAL BISHOP'S MINISTRY</b>	<b>\$487,536</b>		<b>\$361,227</b>		<b>\$525,429</b>		<b>\$584,291</b>



		Y/E Actual 2020	YTD Actual Aug-2021	2021 ANNUAL BUDGET	2022 PROPOSED BUDGET
<b>CONGREGATIONAL SUPPORT: Mission with Congregations</b>					
<b>GRANTS and SCHOLARSHIPS</b>					
	Clergy Children Educational Grants	\$4,500	\$3,000	\$11,000	\$5,000
	College Scholarships	\$38,225	\$34,900	\$50,000	\$45,000
	Continuing Education Grants	\$4,000	\$1,050	\$4,000	\$6,500
	Deanery	\$570	\$421	\$1,500	\$1,000
	Ministry Development Initiatives	(\$2,578)	\$108,950	\$100,000	\$70,000
	Sabbatical Grants	\$0	\$0	\$5,000	\$23,494
	<b>Total GRANTS and SCHOLARSHIPS</b>	<b>\$44,717</b>	<b>\$148,320</b>	<b>\$171,500</b>	<b>\$150,994</b>
<b>OPERATIONAL EXPENSES</b>					
	Congregational Assistance	\$0	\$2,943	\$0	\$5,000
	Transition Ministry	\$3,680	\$1,739	\$2,850	\$4,650
	Christian Formation Missioner	\$59,892	\$39,408	\$66,566	\$0
	Latino Ministries	\$142,573	\$95,894	\$148,111	\$137,420
	Safe Church Training and Prevention	\$2,459	\$2,603	\$4,480	\$4,730
	Stewardship	\$1,000	\$1,000	\$0	\$1,750
	Young Adult Ministry	\$0	\$5,659	\$8,000	\$12,000
	<b>Total Operational Expenses</b>	<b>\$209,604</b>	<b>\$149,247</b>	<b>\$230,007</b>	<b>\$165,550</b>
<b>PERSONNEL EXPENSES</b>					
	Wages and Benefits	\$202,688	\$140,485	\$209,141	\$136,399
	Business Expense	\$4,810	\$3,074	\$6,000	\$5,000
	<b>Total PERSONNEL EXPENSES</b>	<b>\$207,498</b>	<b>\$143,559</b>	<b>\$215,141</b>	<b>\$141,399</b>
	<b>TOTAL CONGREGATIONAL SUPPORT</b>	<b>\$461,819</b>	<b>\$441,126</b>	<b>\$616,648</b>	<b>\$457,944</b>

		Y/E Actual 2020	YTD Actual Aug-2021	2021 ANNUAL BUDGET	2022 PROPOSED BUDGET
<b>FORMATION &amp; LEADERSHIP DEVELOPMENT</b>					
<b>OPERATIONAL EXPENSES</b>					
	Education for Ministry	\$1,750	\$1,750	\$1,750	\$1,750
	Parish Leadership Day	\$3,105	\$0	\$5,000	\$10,100
	Formation and Leadership Development	\$28,093	\$9,819	\$27,100	\$24,700
	Clergy Conferences	\$7,394	\$1,000	\$7,150	\$23,050
	Commision on Ministry	\$8,405	\$4,161	\$2,500	\$6,550
	Diaconate Formation	\$5,466	\$2,618	\$3,000	\$7,517
	Fresh Start	\$430	\$29	\$750	\$3,000
	Seminarian Assistance	\$4,485	\$2,600	\$5,000	\$15,200
	Lawrence House	\$10,000	\$0	\$10,000	\$10,000
	TOTAL OPERATIONAL EXPENSES	\$69,128	\$21,976	\$62,250	\$101,867
<b>PERSONNEL EXPENSES</b>					
	Wages and Benefits	\$93,758	\$47,543	\$71,050	\$230,407
	Business Expense	\$2,563	\$80	\$1,700	\$5,000
	TOTAL PERSONNEL EXPENSES	\$96,321	\$47,623	\$72,750	\$235,407
	TOTAL LEADERSHIP DEVELOPMENT	\$165,449	\$69,599	\$135,000	\$337,273

		Y/E Actual 2020	YTD Actual Aug-2021	2021 ANNUAL BUDGET	2022 PROPOSED BUDGET
<b>MISSION IN THE WORLD</b>					
<b>OPERATIONAL EXPENSES</b>					
	<b>Outdoor Worship Communities</b>				
	Wages and Benefits	\$55,488	\$37,925	\$56,890	\$58,732
	Business Expenses	\$22,027	\$0	\$22,000	\$22,000
	<b>Total Outdoor Worship Communities</b>	<b>\$77,515</b>	<b>\$37,925</b>	<b>\$78,890</b>	<b>\$80,732</b>
	<b>Creation Care</b>				
	Wages and Benefits	\$35,821	\$33,561	\$37,799	\$39,229
	Business Expenses	\$2,686	\$6,430	\$3,500	\$11,380
	<b>Creation Care</b>	<b>\$38,507</b>	<b>\$39,991</b>	<b>\$41,299</b>	<b>\$50,609</b>
	<b>Ecumenical Relations</b>				
	Berkshire Organizing Project	\$2,500	\$2,625	\$3,500	\$3,500
	Ecumenical Officer	\$300	\$0	\$0	\$1,800
	Interfaith Council	\$350	\$400	\$350	\$400
	Mass Council of Churches	\$15,000	\$10,000	\$15,000	\$15,000
	Province One	\$12,249	\$6,499	\$9,749	\$9,750
	<b>Total Ecumenical Relations</b>	<b>\$30,399</b>	<b>\$19,524</b>	<b>\$28,599</b>	<b>\$30,450</b>
	<b>The Episcopal Church Apportionment</b>	<b>\$370,129</b>	<b>\$244,271</b>	<b>\$366,406</b>	<b>\$349,690</b>
	<b>Global Mission</b>	<b>\$16,555</b>	<b>\$0</b>	<b>\$10,000</b>	<b>\$10,000</b>
	Lambeth	\$0	\$0	\$0	\$19,680
	Sustainable Development Goals	\$10,000	\$7,500	\$10,000	\$10,000
	<b>TOTAL MISSION IN THE WORLD</b>	<b>\$543,105</b>	<b>\$349,210</b>	<b>\$535,194</b>	<b>\$551,161</b>

		Y/E Actual 2020	YTD Actual Aug-2021	2021 ANNUAL BUDGET	2022 PROPOSED BUDGET
<b>GOVERNANCE</b>					
<b>OPERATIONAL EXPENSES</b>					
	Chancellor	\$62,622	\$35,264	\$47,000	\$63,565
	Diocesan Convention				
	Wages and Benefits	\$7,011	\$4,652	\$7,273	\$7,175
	Business Expenses	\$7,300	\$0	\$21,750	\$23,825
	<b>Total Diocesan Convention</b>	<b>\$14,311</b>	<b>\$4,652</b>	<b>\$29,023</b>	<b>\$31,000</b>
	Diocesan Council	\$2,297	\$0	\$500	\$2,050
	General Convention	\$0	\$0	\$0	\$44,925
	House of Bishops	\$1,598	\$350	\$3,000	\$4,000
	Retired Clergy and Lay Support	\$61,219	\$44,047	\$61,156	\$25,484
	Standing Committee	\$0	\$0	\$0	\$300
	Title IV				
	Wages and Benefits	\$413	\$765	\$3,000	\$3,000
	Business Expenses	\$22,475	\$696	\$5,000	\$5,300
	<b>Title IV</b>	<b>\$22,888</b>	<b>\$1,461</b>	<b>\$8,000</b>	<b>\$8,300</b>
	Governance Admin	\$7,009	\$9,361	\$11,975	\$32,727
	<b>TOTAL GOVERNANCE</b>	<b>\$171,943</b>	<b>\$95,136</b>	<b>\$160,654</b>	<b>\$212,350</b>

		Y/E Actual 2020	YTD Actual Aug-2021	2021 ANNUAL BUDGET	2022 PROPOSED BUDGET
<b><u>DIOCESAN FINANCE &amp; ADMINISTRATION</u></b>					
	<b>ARCHIVE EXPENSES</b>				
	Wages and Benefits	\$6,647	\$4,593	\$6,899	\$7,010
	Business Expenses	\$185	\$155	\$300	\$500
	<b>TOTAL ARCHIVE EXPENSES</b>	<b>\$6,832</b>	<b>\$4,748</b>	<b>\$7,199</b>	<b>\$7,510</b>
	<b>OPERATIONAL EXPENSES</b>				
	Financial Management	\$44,005	\$26,961	\$34,250	\$31,225
	Property - Plant	\$112,690	\$77,778	\$118,467	\$119,894
	General Operations	\$31,416	\$19,204	\$28,450	\$32,450
	<b>TOTAL OPERATIONAL EXPENSES</b>	<b>\$188,111</b>	<b>\$123,944</b>	<b>\$181,167</b>	<b>\$183,569</b>
	<b>PERSONNEL EXPENSES</b>				
	Wages and Benefits	\$294,479	\$159,908	\$249,185	\$226,971
	Business Expenses	\$8,022	\$2,039	\$5,167	\$6,372
	<b>TOTAL PERSONNEL EXPENSES</b>	<b>\$302,501</b>	<b>\$161,947</b>	<b>\$254,352</b>	<b>\$233,343</b>
	<b>TOTAL DIOCESAN FINANCE &amp; ADMINISTRATION EXPENSES</b>	<b>\$497,444</b>	<b>\$290,638</b>	<b>\$442,718</b>	<b>\$424,422</b>
<b><u>DIOCESAN AGENCY EXPENSES FOR CONGREGATION SUPPORT</u></b>					
	<b>OPERATIONAL EXPENSES</b>	<b>\$13,706</b>	<b>\$8,955</b>	<b>\$13,150</b>	<b>\$15,740</b>
	<b>PERSONNEL EXPENSES</b>				
	Wages and Benefits	\$138,975	\$94,057	\$140,567	\$122,802
	Business Expenses	\$1,969	\$40	\$750	\$800
	<b>TOTAL PERSONNEL EXPENSES</b>	<b>\$140,944</b>	<b>\$94,097</b>	<b>\$141,317</b>	<b>\$123,602</b>
	<b>TOTAL DIOCESAN AGENCY EXPENSES</b>	<b>\$154,650</b>	<b>\$103,052</b>	<b>\$154,467</b>	<b>\$139,342</b>
	<b>TOTAL EXPENSES</b>	<b>\$2,481,946</b>	<b>\$1,709,989</b>	<b>\$2,570,110</b>	<b>\$2,706,782</b>
	<b>NET INCOME (LOSS)</b>	<b>\$79</b>	<b>\$10,819</b>	<b>\$793</b>	<b>\$579</b>