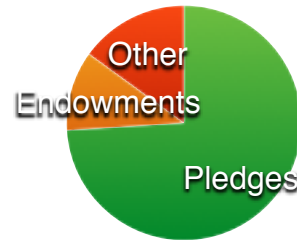


BUILDING COMMUNITIES OF MERCY & DELIGHT

2021 DIOCESAN BUDGET \$628,440

2020 has been a year like none other. The Revival in late 2019 launched us into 2020 with renewed energy. This energy helped us as the Covid-19 pandemic emerged early in 2020 and forced us to rethink how we do church. Churches closed to in-person worship, although we are now slowly re-opening. Masks and hand sanitizer have become the norm. We have been constantly innovating to continue to maintain contact with parishioners, provide pastoral care and keep our churches vital and alive. Throughout all this, you have remained faithful in giving to your churches and thus to the diocese. In 2021, we will continue to innovate and adapt as the pandemic lingers. The diocese is looking for ways to continue to support congregations to be havens of mercy and delight. This budget reflects that effort. Although the Finance Committee is presenting a deficit budget, there are reserves from 2020 to cover the deficit. We are a loving and persevering community of believers working to equip ourselves to meet these challenges and transform the world.



Category	Amount	Percentage
Income	\$614,982	
Pledges	\$454,698	74%
Endowments	\$65,954	11%
Other	\$94,329	15%

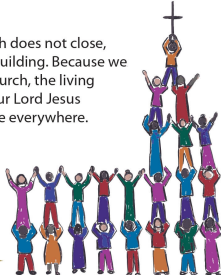
VITAL CONGREGATIONS

\$123,453 20%

Commission on Ministry, Communication Faithful Innovations, Mosaic Taskforce Cursillo, UTO, Way of Love Revival, Lay Canon, Bishop, Youth Ministry Coord



The church does not close, only the building. Because we are the church, the living body of our Lord Jesus and we are everywhere.



PRAYER & WORSHIP

\$63,839 10%

Deacon's School, Insurance Transitional Ministry, Retired Clergy, Chaplain to Retired Clergy Seminarian support, Bishop

MISSIONARY CHURCH

\$226,595 36%

Aid to congregations, Companion Diocese Wis Council of Churches, Province V, Nat'l Church Pledge, Outreach reserve, Youth Ministry & Camp, Yth Ministry Coord Bishop, Lay Canon, Admin Assistant



CANONICAL & GOVERNANCE

\$213,803 34%

Conference services, Insurance, Audit Office Operations, Office lease Reserves-Sabbatical, Lambeth General Convention, Succession Bishop, Lay Canon, Secretary

	A	B	C	D
1		<u>2020 Budget</u>	<u>2021 Proposed</u>	<u>Notes</u>
2	OPERATING INCOME			
3	<i>Congregational Pledge to Diocese - # Pledge below 2020 Asking [Asking amount in brackets]</i>			
4	ALGOMA #[7,751]	3,600	6,372	A diocesan budget supports mission and ministry beyond the congregation. It is what we can do together that we may not be able to do apart. The Proposed Budget is built on a vision of Being a People of God's Mercy and Delight . The challenges faced continue to be a long-term trend of decreasing attendance, membership and giving in our congregations. And added challenge is the impact of the pandemic. While the financial impact for most of our diocesan congregations has been minimal (many have steady income and decreased expenses), we are aware that this may change at any moment.
5	AMHERST	3,240	3,159	
6	ANTIGO	1,701	2,162	
7	APPLETON	28,517	29,952	
8	DE PERE	36,527	36,254	
9	EAGLE RIVER	2,500	2,981	
10	FISH CREEK	7,987	8,668	
11	FOND DU LAC #[29,742]	17,726	25,946	
12	GARDNER	989	658	
13	GREEN BAY	7,787	7,023	
14	MANITOWOC	12,984	12,939	
15	MARINETTE #[14,343]	1,000	12,699	
16	MENASHA #[69,012]	65,025	68,001	
17	MERRILL	3,000	2,540	
18	MINOCQUA	15,826	20,162	
19	MOSINEE	2,175	1,725	
20	NEW LONDON #[6,884]	1,500	7,039	
21	ONEIDA #[11,276]	10,000	10,868	The diocese received a PPP loan, expecting it to be forgiven, supporting diocesan staff positions. It has resulted in an indirect build-up in operational reserves which allows the Proposed Budget to adapt to changing conditions and needs. A 2021 deficit is funded from these operational reserves.
22	OSHKOSH	26,304	27,468	
23	PLYMOUTH	9,034	9,808	
24	RHINELANDER	25,000	18,626	
25	RIPON #[11,129]	9,274	12,786	
26	SHAWANO	3,527	3,174	We know Bishop Matt will commit 1/3 of his time to serve as Provisional Bishop of the Diocese of Eau Claire. Our diocese will be reimbursed by that diocese for this release time.
27	SHEBOYGAN	47,918	48,278	
28	SHEBOYGAN FALLS	17,452	16,906	
29	SISTER BAY	16,308	16,786	On the whole, the Proposed Budget 2021 is better than expected, allowing us to plan for the future and maintain fiscal stability in the present. The Finance Committee commends it to the Diocesan Convention for approval and the Executive Council for adoption.
30	STEVENS POINT	15,591	14,550	
31	STURGEON BAY & J-PORT	11,607	11,748	
32	SUAMICO	5,520	5,519	
33	WAUPACA # [19,842]	12,000	18,812	Some congregations may not Pledge at the Asking so a shrinkage of 8.7%, based on last year's actual amount, is used. To compare 2021 to 2020 for those who Pledged below the Asking, use the amount in [brackets].
34	WAUPUN	8,000	7,423	
35	WAUSAU	19,712	17,693	
36	WISCONSIN RAPIDS	8,094	9,300	
37	SHRINKAGE		(43,328)	
38		457,425	454,698	

Episcopal Diocese of Fond du Lac - Proposed Diocesan Budget 2021

	A	B	C	D
1		<u>2020 Budget</u>	<u>2021 Proposed</u>	<u>Notes</u>
39	Investment Income - continued giving of previous generations from endowments held in the Diocesan Common Trust			
40	CHECKING INTEREST	251	120	
41	DISCRETIONARY ENDOWMENT	41,510	31,679	4% distribution of investment market value. In 2020 a 5% distribution was received.
42	MISSION PERMANENT ENDOWMENT	20,520	15,722	
43	PERMANENT ENDOWMENT	24,123	18,433	
44		86,404	65,954	
45	Other Income - revenue that supports operations			
46	ANNUAL BISHOP APPEAL	20,000	10,000	Since 2020 was pandemic impacted, 2019 appeal receipts are used.
47	EAU CLARIE REIMBURSEMENT PROV BP	0	56,564	Reimbursement for compensation, benefits, sabbatical & Lambeth reserves.
48	FDL LEASE	15,648	15,765	Rent from Fond du Lac property. Tenant covers own expenses.
49	FINANCIAL REVIEW FEES	12,000	12,000	Fees for service (ideally matches expense).
50		47,648	94,329	
51	TOTAL INCOME	591,477	614,982	
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53	A note regarding the PPP Loan	<p>The CARES Act, passed at the beginning of the Covid-19 pandemic, provided a Paycheck Protection Program (PPP) for any entity that met criteria. The diocese (and a number of congregations) applied and received funds as a low interest loan with the possibility of forgiveness. The Diocese of Fond du Lac received over \$60,000 to support its staff of the Bishop, Administrator, Administrative Assistant and Youth Ministry Coordinator. The funds are currently carried on the books as a loan, and when forgiveness is given, will record as a grant (according to accounting standards) and will result in a significant surplus in 2020. This surplus will be held in the Operations Fund and is available for future expense.</p> <p>There is increased administrative support needs in the diocese from regular business activity and the bishop's pending release time to serve as provisional bishop. Because PPP are for payroll, the 2021 budget includes expense for increasing the Administrative Assistant position to 3/4 time. It is a blessing that PPP funds allow for this use of funds.</p>		
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64	A note regarding diocesan assets	<p>The diocese manages over 40 non-operating funds. Some are for holding assets for future expense (reserve funds). Some are for designated purposes (discretionary funds, youth work). Some are for passing receipts to others (United Thank Offering, companion diocese). Some are restricted by individual gifts (seminarian support, Eucharistic Festival). As of 8/31/2020, \$300,000 were held in these funds.</p> <p>The diocese holds investments that generate revenue for the operating budget and non-operating funds it manages. As of 8/31/2020, around \$2,400,000 were held in these investments.</p>		
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Episcopal Diocese of Fond du Lac - Proposed Diocesan Budget 2021

	A	B	C	D
1		<u>2020 Budget</u>	<u>2021 Proposed</u>	<u>Notes</u>
71	OPERATING EXPENSE			
72	<i>Vital Congregations - to build dynamic congregations.</i>			
73	CATHEDRAL USE AGREEMENT	2,750	3,000	Insurance premium portion, Cathedral building-diocesan use.
74	COLLEGE WORK	0	500	Supplies, dues.
75	COMMISSION ON MINISTRY	300	300	Supplies.
76	COMMUNICATION MINISTRY	425	500	Website.
77	CONGREGATIONAL VITALITY	300	300	Supplies.
78	COORDINATOR UNITED THANK OFFERING	500	500	Supplies.
79	FINANCIAL REVIEW TEAM	12,000	12,000	Payroll, travel (ideally matching income).
80	MOSAIC TASK FORCE	750	750	Supplies.
81	RESOURCE CENTER	50	50	Placeholder for pending ministry.
82		17,075	17,900	
83	<i>Prayer and Worship - to support our worship practices.</i>			
84	CLERGY BACKGROUND CHECK	540	600	Background checks (not paid by a congregation).
85	CLERGY CHAP TO RETIRED	500	500	Supplies.
86	CLERGY INSURANCE RETIRED	5,071	5,200	Retired clergy insurance premiums.
87	CLERGY TRANSITION MINISTRY	4,715	5,500	Shepherds, Consultants, supplies, dues, training, conference, travel.
88	DEACON SCHOOL SUPPORT	50	500	Support.
89	SEMINARIAN SUPPORT	6,310	3,750	Support (Convention Resolution 2008-04), 1 seminarian, 1 semester.
90		17,186	16,050	
91	<i>Missionary Church - to provide ministry with others.</i>			
92	AID TO CONGREGATIONS	20,520	21,000	Specific amounts to congregations determined by Executive Council.
93	YOUTH MINISTRY COORDINATOR STIPEND	26,921	27,325	0.4 FTE, 1.5% increase.
94	TRAVEL	2,400	2,400	Ministry cost.
95	OFFICE EXPENSE	1,000	1,000	Ministry cost, phone, internet.
96	BENEFITS	145	145	Ministry cost, Employee Assistance Program.
97	CONTINUING EDUCATION	1,000	1,000	Ministry cost.
98	ECUMENICAL WIS COUNCIL OF CHURCHES	2,000	3,000	Support (10,000 in 2014).
99	NATIONAL CHURCH PLEDGE	54,186	60,616	Support, meets Asking formula (~15% of diocesan NOI).
100	OUTREACH RESERVE	6,001		* See Note
101	PROVINCE V DUES	1,189	1,088	Support, meets Asking formula (0.2% diocesan NOI).
102	YOUTH MINISTRY	4,000	5,000	Support.
103	YOUTH SUMMER CAMP	4,000	5,000	Support.
104		123,362	127,574	
105	* The Executive Council honors individuals who restrict personal giving from the calculation of a pledge to the national church with a result being a decrease in the amount pledged to the national			
106	church. The reduction is re-purposed to the Outreach Reserve for use beyond diocese as decided by Deacon Council. As the pledge decreases, the Outreach Reserve increases.			

Episcopal Diocese of Fond du Lac - Proposed Diocesan Budget 2021

	A	B	C	D
1		<u>2020 Budget</u>	<u>2021 Proposed</u>	<u>Notes</u>
107	<i>Canonical and Governance - addresses the essentials to continue as a diocese of the Episcopal Church in northeast and northcentral Wisconsin.</i>			
108	ARCHIVES	100	500	Supplies.
109	AUDIT	9,500	9,500	Fees.
110	BISHOP STPIEND	82,482	99,720	1.0 FTE, 1.5% increase. Note: housing allowance decrease, stipend increase.
111	HOUSING ALLOWANCE	40,000	24,000	
112	PENSION	22,047	22,270	Ministry cost, formula.
113	INSURANCE	21,763	23,167	Ministry cost, premium increase.
114	EXPENSE-DIOCESE	10,000	10,000	Ministry cost.
115	EXPENSE-OUTSIDE DIOCESE	12,000	12,000	Ministry cost.
116	CONFERENCES SERVICES	1,200	1,500	Zoom, Contstant Contact.
117	CONNECTIVITY & PHONE	5,000	5,500	Phones, internet service.
118	COPYRIGHT LICENSES	650	800	Diocesan licenses.
119	FOND DU LAC PROPERTY	5,000	5,000	Maintain Fond du Lac rental property, lawn care, future capital needs.
120	GENERAL CONVENTION RESERVE	4,375	4,375	Future deputy costs.
121	INSURANCE	10,578	10,798	Property & Casualty, Worker's Comp, Liability, D&O, Employment Practices.
122	LAMBETH CONFERENCE RESERVE	1,500	750	Future conference costs.
123	LAY CANON SALARY	70,997	72,062	1.0 FTE, 1.5% increase.
124	PENSION	12,779	12,971	Ministry cost, formula.
125	INSURANCE	33,356	35,852	Medical, dental, disability, life.
126	TRAVEL	3,600	3,600	Ministry cost.
127	CONTINUING EDUCATION	1,000	1,000	Ministry cost.
128	SABBATICAL	3,000	0	No sabbatical time in 2021.
129	OFFICE LEASE	26,802	27,544	Lease Appleton office.
130	OFFICE OPERATIONS	8,300	9,000	Equipment, supplies, memberships, software
131	OFFICE STAFFING	3,935	3,635	Occasional staffing support, payroll service fees.
132	ADMINISTRATIVE ASSISTANT SALARY	21,000	26,640	0.75 FTE, 1.5% increase.
133	PENSION	1,890	2,398	Ministry cost, formula.
134	INSURANCE	300	18,004	Ministry cost, medical, dental, disability, life. EE contributes 1/4 medical & dental.
135	TRAVEL & CONTINUING EDUCATION	1,500	1,500	Ministry cost.
136	PAYROLL TAXES (LAY)	9,200	10,330	Formula, lay employee compensation.
137	POSTAGE	2,500	2,500	Postage, equipment.
138	BISHOP SABBATICAL RESERVE	1,500	1,500	Future sabbatical costs.
139	BISHOP SUCCESSION RESERVE	6,000	8,500	Future bishop succession costs.
140		433,854	466,915	
141	TOTAL EXPENSE	591,477	628,440	
142	NET Surplus or (Deficit)	0	(13,458)	