

**Episcopal Diocese of Pittsburgh  
2021 Operating Budget**

	Actual 2019 Results (Cash Basis)	2020 Budget w/ Approved Reallocations	Actual Results thru 8/31/2020	2021 Proposed Budget
<b>INCOME</b>				
Parish Assessments Income	659,213	660,091	420,602	680,636
Endowment - Episcopacy	124,501	124,501	45,000	123,669
Endowment - Diocesan Mission	44,735	44,735	10,000	44,480
Community Service Fund - Diocesan Mission	123,057	123,057	45,000	122,311
Other Quasi-Endowments Redesignated by BOT	18,168	18,168	-	18,072
BOT Unrestricted Distribution	139,539	204,911	100,000	191,216
Bishop's Fund Transfers to Fund Operating Budget	35,000	1,377	1,377	
Campbell Foundation Grant	50,000	-	-	-
Trustee/Council Funding to Operating Budget	-	80,000	40,000	80,000
Trustee/Council Funding for Beloved Community Init.	-	23,523	-	76,733
Trustee Funding of Bishop Search & Transition	-	30,000	-	120,000
Donations	5	-	5	-
Trusts, Foundations, Grants - Unrestricted (Miriam Moyer)	84,500	40,500	39,500	40,500
Metcalf Missionary Fund (PNC Bank Trustee)	6,000	6,000	3,734	6,000
<b>TOTAL INCOME</b>	1,284,718	1,356,863	705,218	1,503,617
<b>NORMAL OPERATING EXPENSES</b>				
Beyond the Diocese	164,958	176,814	103,450	177,086
Formation and Mission	333,450	387,157	229,187	408,939
Office of the Bishop	241,366	251,345	155,177	252,845
Administration and Support	343,401	358,247	225,645	363,947
<b>TOTAL NORMAL OPERATING EXPENSES</b>	1,083,175	1,173,563	713,459	1,202,817
<b>Balance of Normal Revenues and Expenditures</b>	201,543	183,300	(8,241)	300,800
<b>Other Operating Expenses:</b>				
Financial Assistance to Parishes	-	-	-	120,600
Reopened Churches - Net Expenses	79,303	93,100	55,949	-
Returned Properties - Net Expenses	23,479	25,200	11,688	25,200
Legal Expenses	33,107	35,000	8,672	35,000
Bishop Search & Transition	-	30,000	4,196	120,000
<b>Total Other Operating Expenses</b>	135,889	183,300	80,505	300,800
<b>TOTAL EXPENSES</b>	1,219,064	1,356,863	793,964	1,503,617
<b>Net Operating Income / (Loss) after Normal and Other Operating Expenses</b>	65,654	-	(88,746)	-

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<b>BEYOND THE DIOCESE</b>				
<b>National</b>				
TEC Assessment	136,411	146,521	97,681	147,000
General Convention Deputies	15,000	15,000	-	15,000
Regional/National Meetings/Conferences	4,664	5,000	350	5,000
<b>International</b>				
Lambeth .7% Resolution	4,609	4,620		4,667
Province Dues	2,274	3,673	3,419	3,419
Christian Associates of Southwestern PA	2,000	2,000	2,000	2,000
<b>TOTAL BEYOND THE DIOCESE</b>	164,958	176,814	103,450	177,086
<b>FORMATION AND MISSION</b>				
<b>Administrative Canon (Half-time for 2021)</b>				
Salary and Housing	58,502	4,765	-	32,500
Expenses	445	3,000	-	4,500
FICA/SECA	4,476	366	-	2,487
Pension	13,122	858	-	6,298
Benefits and Allowances	9,924	-	-	-
<b>Total Administrative Canon</b>	86,469	8,989	-	45,785
<b>Canon for Mission &amp; Director of Administration</b>				
Salary/Housing	-	67,500	45,000	67,500
Expenses	-	4,500	1,713	4,500
SECA	-	5,814	3,876	5,814
Pension	-	14,727	9,818	14,727
Stipend for medical/dental insurance	-	8,500	5,666	8,500
<b>Total Canon for Mission &amp; Director of Admin.</b>	-	101,041	66,073	101,041
<b>Canon for Recovery Ministries</b>				
Salary/SECA/Pension	40,044	41,285	27,523	41,285
Expenses	4,229	4,500	1,247	2,000
Funding to St. Peter's Brentwood for Canon's Compensation	5,000	5,000	3,333	-
Funding from Widow's Corp	(20,000)	(20,000)	(10,000)	-
<b>Ttl Canon for Recovery Ministries</b>	29,273	30,785	22,103	43,285
<b>Canon for Evangelism and Faith Formation</b>				
Salary/Housing	34,825	35,900	23,933	35,900
Pension	5,224	5,385	3,590	5,385
Expenses	1,834	4,500	1,598	4,500
<b>Total Canon for Evangelism and Faith Formation</b>	41,883	45,785	29,121	45,785
<b>Canon Pastor</b>	454	-	-	-
<b>Clergy Communications Coordinator</b>	2,248	-	-	-

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<b>University Chaplain</b>				
Salary/Health Benefit Stipend	50,934	52,500	35,000	52,500
Benefits	2,900	9,924	6,616	9,924
Pension	9,690	11,236	7,491	11,236
Other Ministry-Related Expenses	5,843	6,000	1,576	6,000
Funding for Campus Ministry Associate	(30,548)	(41,229)	(27,115)	(38,000)
Chaplaincy Intern	4,705	5,500	4,682	-
Funding for Chaplaincy Intern	-	(5,500)	(4,400)	-
<b>Total University Chaplain</b>	43,524	38,431	23,850	41,660
<b>Mon Valley Mission Clergy</b>				
Salary/Housing	33,441	34,444	20,092	-
SECA	2,315	2,635	1,537	-
Pension	6,973	6,674	3,894	-
Funding for Mon Valley Mission Clergy	(12,000)	(12,000)	(7,000)	-
<b>Total Mon Valley Mission Clergy</b>	30,729	31,753	18,523	-
<b>Beloved Community Initiative (Half-time Positions)</b>				
Canon for BCI (Compensation, Pension, and Benefits)	-	14,353	-	50,525
Canon Expenses	-	3,500	-	5,864
BCI Program Coordinator (Salary, FICA, and Pension)	-	8,504	-	25,511
Program Coordinator Expenses	-	500	-	1,500
Contribution towards BCI from Calvary	-	(3,334)	-	(6,667)
<b>Total Beloved Community Initiative</b>	-	23,523	-	76,733
<b>Children and Youth</b>				
Children and Youth Ministry	3,338	4,000	-	4,000
Sheldon Calvary Camp	4,000	4,000	4,000	4,000
<b>Total for Children and Youth</b>	7,338	8,000	4,000	8,000
<b>Community and Mission Outreach</b>				
Coal Country Hangout	10,000	10,000	10,000	10,000
Shepherd's Wellness	3,000	3,000	3,000	3,000
Neighborhood Youth Outreach Program	10,000	10,000	6,365	-
Inabaknon Heritage Society, Kabul, Phillipines	-	-	-	5,000
Other Outreach During COVID	-	3,000	-	
<b>Total for Community Outreach</b>	23,000	26,000	19,365	18,000
<b>Training</b>				
Clergy Conference (funded by Widow's Corp)	-	-	464	-
Ministry Leadership Workshops	570	1,000	-	1,000
SafeChurch Training	-	1,000	-	1,000
EFM (Education For Ministry)	500	500	500	500
<b>Total for Training</b>	1,070	2,500	964	2,500

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<b>Ministry Support</b>				
Deacon's Ministry	150	500		500
Absalom Jones Celebration or Other Event	1,000	2,000	-	2,000
Commission on Race and Reconciliation	248	2,900	-	2,900
Other Committees	234	700	-	500
Social Justice and Outreach	2,000	2,250	190	2,250
<b>Total for Ministry Support</b>	<b>3,632</b>	<b>8,350</b>	<b>190</b>	<b>8,150</b>
Commission on Ministry	6,000	8,000	2,502	8,000
Mon Valley Mission Expenses	4,016	5,000	5,000	-
Parish Mission Grant Initiatives	7,500	10,000	10,000	10,000
Formation for Mission Grants	7,500	-	-	-
Diocesan Missions and Faithful Remnants	38,814	39,000	27,496	-
<b>TOTAL FORMATION AND MISSION</b>	<b>333,450</b>	<b>387,157</b>	<b>229,187</b>	<b>408,939</b>
<b>OFFICE OF THE BISHOP</b>				
Salary	122,424	121,245	80,830	121,245
<b>Other Expenses</b>				
Housing Allowance	42,000	48,115	32,077	48,115
Pension	29,596	30,485	20,323	30,485
Auto	10,840	6,000	2,541	6,000
Pastoral/travel	5,355	14,000	2,534	14,000
Benefits and allowances	20,946	22,500	14,111	23,500
Sabbatical Reserve	-	-	-	-
Lambeth Conference Reserve	4,000	2,500	2,500	2,500
Hospitality fund	4,526	4,000	70	4,500
Education fund	1,679	2,500	191	2,500
<b>Total Other Expenses</b>	<b>118,942</b>	<b>130,100</b>	<b>74,347</b>	<b>131,600</b>
<b>TOTAL OFFICE OF THE BISHOP</b>	<b>241,366</b>	<b>251,345</b>	<b>155,177</b>	<b>252,845</b>
<b>ADMINISTRATION AND SUPPORT</b>				
<b>Financial &amp; Property Administrator</b>				
Salary	32,500	33,475	22,317	34,500
Expenses	901	2,500	555	2,500
FICA	3,205	3,280	2,185	3,355
Pension	4,875	5,021	3,347	5,175
Benefits and Allowances	10,983	10,980	7,320	11,025
<b>Total Financial &amp; Property Administrator</b>	<b>52,464</b>	<b>55,256</b>	<b>35,724</b>	<b>56,555</b>
<b>Treasurer</b>				
Salary	70,000	70,070	46,035	72,104
Expenses	1,021	1,500	361	1,500
FICA	6,114	5,361	3,955	6,166
Pension	10,500	10,511	6,744	10,816
Benefits and Allowances	9,924	8,500	5,666	8,500
<b>Total Treasurer</b>	<b>97,559</b>	<b>95,942</b>	<b>62,761</b>	<b>99,086</b>

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<b>Executive Assistant</b>				
Salary	15,350	-	-	-
FICA	1,114	-	-	-
Pension	2,303	-	-	-
Benefits and Allowances	3,503	-	-	-
<b>Total Executive Assistant</b>	22,270	-	-	-
<b>Executive Assistant &amp; Communication Specialist</b>				
Salary	28,750	46,000	30,667	47,400
FICA	2,146	3,519	2,285	3,626
Pension	4,312	6,900	4,600	7,110
Benefits and Allowances	6,240	10,320	6,880	10,320
Expenses	42	1,500	634	1,500
<b>Total Executive Assistant &amp; Communication Spec</b>	41,490	68,239	45,066	69,956
Director of External Affairs (part-time consultant)	20,362	24,000	13,838	24,000
<b>Communications - Publications</b>				
Diocesan Newsletter	600	1,000	-	1,000
Webmaster	8,963	-	-	-
Contributing Editor	-	2,310	-	2,000
<b>Total Communications - Publications</b>	9,563	3,310	-	3,000
<b>Support</b>				
Annual Audit	14,800	15,700	12,500	15,700
Archival Storage and Supplies	317	750	-	500
Background Checks	210	1,000	-	1,000
Bank Service Fees	80	350	74	350
Copier	411	500	252	500
Diocesan Convention	1,436	1,000	-	1,000
Liability, Workers, Bond	23,370	28,000	17,738	28,000
Miscellaneous	982	2,400	1,204	2,000
Office Furniture/Equipment	900	1,000	-	1,000
Office Supplies	3,171	3,500	2,265	3,500
Payroll Service	595	1,000	751	1,000
Postage	945	1,500	725	1,500
Rent for Offices and Archives at Cathedral	35,000	37,500	23,333	37,500
Cleaning for Offices and Archives at Cathedral	2,614	2,800	1,267	2,800
Employee Transportation Expense	6,868	7,500	1,714	7,000
Technology - Hardware, Support, and Software	7,738	6,500	6,222	7,500
Telephones	256	500	211	500
<b>Total for Support</b>	99,693	111,500	68,256	111,350
<b>TOTAL ADMINISTRATION AND SUPPORT</b>	343,401	358,247	225,645	363,947

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<b>6150 · Reopened Churches Expense</b>				
St. Thomas/ North Cambria	14,829	16,100	8,653	-
St. James / Penn Hills	42,895	57,000	29,446	-
St. John's / Donora	2,925	-	14,950	-
St. David's / Peters Twp	18,654	20,000	17,850	-
Funding for Property Expenses	-	-	(14,950)	-
<b>Total 6150 · Reopened Churches Expense</b>	<b>79,303</b>	<b>93,100</b>	<b>55,949</b>	<b>-</b>
<b>6561 · Property Expense, net of income</b>				
St. Andrew's, New Kensington	8,070	5,000	3,664	-
Epiphany, Avalon	9,091	10,000	6,057	15,000
Donegal	368	-	-	-
Trinity, Beaver	3,172	-	(1,606)	-
Good Shepherd, Hazelwood	-	7,000	10,070	7,000
Cemeteries & Other Miscellaneous Property	2,778	3,200	603	3,200
Contingency for Property Repairs	-	-	(7,100)	-
<b>Total 6561 · Property exp, net of income</b>	<b>23,479</b>	<b>25,200</b>	<b>11,688</b>	<b>25,200</b>
<b>FINANCIAL ASSISTANCE TO PARISHES (through Operating Budget)*</b>				
Trinity Cathedral, Pittsburgh*	-	-	-	17,500
St. Thomas, North Cambria*	-	-	-	16,100
St. James, Penn Hills*	-	-	-	45,000
St. David's, Peters Twp*	-	-	-	20,000
Emmanuel, North Side*	-	-	-	22,000
<b>TOTAL FINANCIAL ASSISTANCE TO PARISHES (through Operating Budget)*</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>120,600</b>
<b>ADDITIONAL FINANCIAL ASSISTANCE TO PARISHES (NOT through Operating Budget)</b>				
<b>2021 Amounts Committed by Board of Trustees</b>				
Trinity Cathedral, Pittsburgh (Trustee Grant)	114,544	119,253	79,502	100,000
St. David's, Peters Twp (Trustee Grant)	45,000	45,000	33,750	45,000
Christ Church, North Hills (Bishop's Fund Grant)	12,000	-	-	-
Holy Cross/ELA, Homewood (Bishop's Fund Grant)	20,000	20,000	20,000	-
St. James, Penn Hills (Bishop's Fund Grant)	5,000	5,000	3,750	-
St. John's, Donora (Bishop's Fund Grant)	-	3,500	3,500	-
All Saints, Brighton Heights (Bishop's Fund Grant)	-	2,500	2,500	-
<b>TOTAL FINANCIAL ASSISTANCE TO PARISHES (NOT through Operating Budget)</b>	<b>196,544</b>	<b>195,253</b>	<b>143,002</b>	<b>145,000</b>
* Previous years' financial assistance to parishes was included in various budget categories of operating budget. For 2021, this assistance was renamed and categorized to new section of operating budget.				

# PROPOSED 2021 BUDGET

## Comments

1. The balanced 2021 budget was approved by Diocesan Council on August 11, 2020.
2. Parish Assessments Income was computed based on data from Parochial Reports for 2019, 2018, and 2017. It was calculated using the lower of 2019 Normal Operating Income (Line A from Parochial Report) or the average of the 2019, 2018, and 2017 Normal Operating Income.
3. The formula used to calculate Parish Assessments Income was adopted at the 2009 Annual Convention. The first \$35k of Normal Operating Income is assessed at 5% and Normal Operating Income in excess of \$35k is assessed at 11%.
4. For budgeting, the total of Parish Assessments Income is reduced to allow for situations that might result in the diocese receiving less than full payment, such as when assessment relief is approved for a specific parish. Assessment relief granted in past years is not reflected in the calculation of the 2021 proposed assessment amounts.
5. Morgan Stanley Pool 1 Endowment Transfers continue to be calculated using a 4.5% spending policy on endowment average balances over the prior four-year period.
6. Trustee/Council Funding to Operating Budget of \$80,000 is provided from half of the ACNA annual payments made for 2019 (total received was \$163,506). An additional \$100,256 of ACNA annual payments was used to fund the Beloved Community Initiative in 2020 (\$23,523) and 2021 (\$76,733). \$63,822 of ACNA funding received in 2019 remains undesignated as well as \$174,000 in estimated 2020 payments.
7. Trustee Funding to Operating Budget of \$120,000 will fund the 2021 estimated portion of Bishop's Search expenses. These funds were taken from Donegal sale proceeds held in Morgan Stanley Pool 1 – Board of Trustee Unrestricted Funds.
8. Previous budgets included financial assistance to parishes in various categories within the operating budget. Beginning in 2021, that assistance was removed from budget lines including Reopened Parish expense, Diocesan Mission and Faithful Remnants expense, etc. and combined into Financial Assistance to Parishes under Other Operating Expenses with a total budget of \$120,600 (see page 6 of 2021 Budget for specific parishes).
9. The Returned Properties budget of \$25,200 is made up of net expenses for Epiphany-Avalon, Good Shepherd-Hazelwood, and various cemetery plots maintained by diocese.
10. The budget of \$147k for The Episcopal Church (TEC) Assessment reflects the 2021 estimated assessment based on the "Asking" approved at General Convention of 15%.
11. The new Beloved Community Initiative budget of \$76,733 includes funding for a half-time Canon and a half-time Program Coordinator.
12. The operating budget continues to include funding for a half-time administrative Canon or lay employee for 2021.
13. Parish Mission Grant budget of \$10k provides additional funds for the \$18k current balance in the fund for parish projects, technology projects, or formation for mission.
14. The Outreach budget provides funding of \$10,000 for Coal Country Youth Hangout, \$3,000 to Shepherd's Wellness, \$5,000 to Inabaknon Heritage Society, Kabul, Philippines, and \$4,000 to Sheldon Calvary Camp.