



November 15, 2007

**To: Incumbents, Wardens and Treasurers of All Parishes**

**From: The Diocesan Treasurer**

**Re: Financial Information**

Following is financial information that will be of use at the parish level as we prepare for year end 2007 and establish our operating budgets for 2008. You are urged to study this information carefully.

### **The Year to Date 2007:**

Parish Mission Outreach contributions and payments on Assessment are critical to the funding of our Shared Ministry Budget. The Bishop and Diocesan Council express their appreciation to all parish corporations for the efforts being made in that regard. It is good to see many parishes are responding fully, but of course, some parishes are struggling and may indeed fall short of the requested level of support. Included in this package, as Schedule 1, is a report to October 31<sup>st</sup> which shows the budget support results for each parish.

Each Warden, Treasurer and Incumbent is asked to review the situation in your respective parishes and bring it to the attention of your next Corporation meeting. We urge each parish to make every attempt to provide the funding requested in support of the important and shared ministry that has been so widely endorsed throughout the Diocese.

It is only through parish financial support for the budget that we can ensure our collective vision of ministry can continue to move forward.

### **PREPARING FOR 2008 - WHAT'S NEW**

#### **Employment Costs (Clergy and Laity)**

Clergy Minimum Stipend Scale: The Diocesan Council has approved an increase of 2.25%. A copy of the new scale is included as Schedule 2. You are reminded that this is a minimum and that parishes may pay a stipend above the scale, where deemed appropriate.

The Travel and Car Replacement Allowances: Each will remain at \$4,200 in 2008.

The Travel Pool Assessment: Normally this assessment would be \$250. However, due to the favourable financial position of the Travel Pool, the assessment is again being waived in 2008.

NOTE: The basic reimbursement rate for use of automobile where no travel allowance applies, remains at 38 cents per kilometer in 2008.

Parish Pension Premium: In 2008 the employer (parish) contribution rate will remain at 10% of Pensionable Earnings.

Long Term Disability Premium: The employer premium rate for 2008 will remain at 2.2% of Pensionable Earnings.

"Pensionable Earnings" for clergy is calculated by adding the stipend and car replacement and multiplying the total by 1.5 (to factor in the value of the housing component of clergy remuneration)  
Sample calculation: (Stipend \$32,000) + (Car Rep \$4,200) X 1.5 = \$54,300 of pensionable earnings  
Resulting Parish Pension Premium at 10% = \$5,430  
Resulting Parish L.T.D. Premium at 2.2% = \$1,196

NOTE For parish lay employees who are participating in the lay pension and disability plans, the rates are unchanged in 2008 (5% and 2.2% respectively, applied to salary.)

Parish Benefits Assessment: The parish share of the Clergy Medical/Dental Plan will need to increase to \$3,600 in 2008 (up from \$3300). We are hopeful that this will be sufficient to fund any premium increases that arise when our plan is renewed next April. The exact amount will depend upon claims experience during the policy year. This item is included in the Parish Payroll Assessment.

Continuing Education Plan: In 2008 the Employer share of this item will remain at \$450.

NOTE: Parishes employing retired clergy on a part-time, stipendiary basis are required to provide an Education Allowance in the amount of \$300, which is to be paid to the Incumbent at his or her request, for educational endeavors.

Pension Bonus Assessment: The amount for this assessment will remain at current levels in 2008.

Legislated Withholdings: We do not yet have the CPP or EI rates for 2008. For budget purposes it is suggested that parishes plan for a CPP rate of 4.95% (maximum of \$2,050) and an EI rate of 2.5% (maximum of \$1050).

### **Diocesan Shared Ministry Budget 2008**

Diocesan Council has approved the budget for the coming year and it contains total expenditure of \$1,671,191, an increase of less than \$6,000 (0.34%) over the budget for 2007. This budget represents a continuation of the current course with ministry priorities firmly established.

Great care has been taken by Council and the Finance Committee to work within a no-growth budget stance. To accomplish that, specific cuts were made:

- the annual grant of \$25,000 in support of the Camps Capital Campaign eliminated;
- funding for support of Church Army eliminated;
- the bi-annual D.N.S. event put on hold and the funding removed;
- funding for the Curacy program (for training of newly ordained clergy) reduced by 50% (\$45,000).

Many other budget items were either reduced or frozen at current levels. While there are some items with minor increases, the reductions had the effect of maintaining a relatively static budget bottom-line.

Even with the effort being made to hold expenditure increases to a nominal level, both Diocesan Council and the Finance Committee are very concerned over the possibility of deficit in 2008. That concern stems from potential effect of events which unfolded at the 2007 Synod, in respect of the process for allocating the Shared Ministry Budget funding among the parishes.

As all are aware, a new model for making those allocations was developed and approved by Council. This process called for the allocations to be based on a flat amount per identifiable giver plus a

proportionate share of parish income.

To that end, a motion was presented to Synod, calling for the per-giver amount to be set at \$50 and the proportional rate set at 12%. There was an immediate amendment to that motion, which was carried and which called for the per-giver step to be removed and the proportional rate set at just under 13.64% in 2008 and 12.27% in 2009.

The result of this motion would have been an immediate and significant decrease in funding for the Shared Ministry Budget in those years. Synod opted to refer this amended motion back to Diocesan Council for further review and for recommendations to be brought to the Synod of 2009. As a result of that referral, it was the view of the Finance Committee and Council that it would not be prudent to increase the amounts requested of parishes in support of the Shared Ministry Budget.

**Parishes are advised that the budget funding requests of each individual parish as support for the Shared Ministry Budget 2008 will again be frozen at the 2006 current amounts.**

A line-item Budget for 2008, along with necessary supporting documents is included as Schedule 3 to this mailing, and is also available on the Diocesan web site. Diocesan Communications is working on a narrative explanation of the 2008 Budget, which will appear in *the New Brunswick Anglican* and posted on the web site.

#### **Parish Assessment Statements For 2008:**

The key to the production of this important statement is the stipend information for clergy and salary information for any lay employees the parish may have. To that end we have developed a form which lists, for each parish, those persons who are on the central payroll system, the stipends and salaries as they are for 2007 and requires an update of that information for 2008. It is also required that the form be signed by an authorized officer of the corporation. (warden, treasurer or incumbent)

To expedite the process, the form is included in the Treasurer's copy of this mailing. Treasurers, Wardens, and Incumbents are asked to work together to ensure this request is answered. The form itself shows the various options for responding.

#### **The Diocesan Group Property/Liability Insurance Plan:**

More and more parishes are realizing the benefit of participating in the plan as a viable way to ensure they are meeting the Diocesan Minimum Insurance Standards and doing so at a price that is better than virtually any other coverage option that may be available in the marketplace. At this point there are 67 parishes insured under the program.

We continue to cultivate our strong relationship with Ecclesiastical Insurance. They are at the forefront of the development of a risk management process and have begun a parish inspection program that will benefit all of us in assessing our insurance and risk management needs.

Our Insurance Advisor, Jarvis deConde, has been of great assistance in our efforts. His professional input and administrative skills have gone a long way towards improving our system and in educating the parishes on the critical aspects of insurance protection.

With Jarvis' help and with the continued work of our brokers, we have already negotiated basic terms for the December 1<sup>st</sup> renewal of our group policy. We are pleased to note that the property rates are unchanged and there are only minor premium increases to certain aspects of liability and general coverages.

Of course, we will be upgrading valuations to allow for inflation so in some cases there may be overall increases in premium cost but they should be relatively minor.

You are reminded of the availability of the premium financing plan which allows payments to be spread over the full year so as to assist with cash flow. We now have 25 parishes using that program.

Renewal documentation for the Diocesan Group Plan will be distributed shortly. Those parishes not yet participating are urged to consider doing so. If you'd like to receive a quote or if you would like to have your existing policy reviewed, you can contact Jarvis at 1-866-727-8855.

As mentioned, there is much information in this correspondence. It has been forwarded via email to those with that capability. You are urged to study it carefully and to bring it to the attention of the parish corporation and others in the Parish.

L. F. Scott, Treasurer  
Gerald McConaghy, Finance Committee Chair

enclosures

REPORT OF PARISH  
MISSION & ASSESSMENTS  
REQUEST vs ACTUAL  
AT OCTOBER 31, 2007

PARISH	1	2	3	4	5	6	7	8	9	10	11	12	13	14
	MISSION OUTREACH			PARISH ASSESSMENT				2007	Ttl Asmnt	DEFICITS IN EMPLOYMENT ASSESSME				TOTAL
	REQUEST	PAID	SHORT	PREV YRS	PAID	THIS YR	PAID	DEFICIT	Deficit	PENSION PREMIUM	PENSION BONUS	PAYROLL AS'MENT	CON ED PREMIUM	OF ALL DEFICITS
Bathurst	9,490	10,361	(871)	0		8,710	7,839	871	871	(114)	114	0	0	0
Campbellton	5,880	4,704	1,176	0		4,460	3,568	892	892	646	90	3,103	75	5,982
Chatham	13,840	12,456	1,384	4,241		14,100	12,690	1,410	5,651	534	55	5,996	38	13,658
Dalhousie	2,630	2,630	0	3,642		2,250	2,250	0	3,642	0	0	0	0	3,642
Derby Blackville	10,620	5,269	5,351	0		9,530	9,530	0	0	0	0	1,894	0	7,245
Hardwicke	2,660	532	2,128	8,148		3,560	1,424	2,136	10,284	716	650	9,548	1,254	24,580
New Bandon	4,490	3,629	861	0		3,640	3,640	0	0	0	0	0	0	861
Newcastle & Nelson	8,910	5,230	3,680	0		8,320	8,320	0	0	189	0	1,349	0	5,218
Restigouche	1,390	1,390	0	0		1,760	1,760	0	0	0	0	0	0	0
Cathedral	30,110	30,110	0	0		30,700	30,700	0	0	0	0	(0)	0	(0)
Fredericton	44,530	44,530	0	0		35,250	35,250	0	0	0	(20)	0	0	(20)
Fredericton Junction	6,790	6,790	0	3,255		4,510	4,510	0	3,255	0	0	(0)	0	3,255
Gagetown	3,080	3,080	0	5,625		3,260	3,260	0	5,625	1,136	540	3,638	263	11,202
Maugerville	830	830	0	0		510	510	0	0	0	0	0	0	0
New Maryland	5,790	5,790	0	0		5,120	5,120	0	0	0	0	0	0	0
Oromocto	5,810	5,810	0	0		5,580	5,580	0	0	0	0	(4,300)	0	(4,300)
St Peters	5,670	0	5,670	0		5,880	0	5,880	5,880	0	0	(0)	0	11,550
St. Margarets	5,680	5,680	0	0		6,600	6,600	0	0	0	0	(21)	0	(21)
Bright	5,170	3,102	2,068	1,464		4,880	2,928	1,952	3,416	484	0	4,243	0	10,211
Cambridge Waterborough	2,860	0	2,860	0		2,450	2,450	0	0	0	0	0	0	2,860
Douglas Nashwaksis	20,330	4,066	16,264	0		20,350	6,705	13,645	13,645	(60)	0	128	0	29,977
Ludlow Blissfield	7,280	5,096	2,184	1,308		6,570	6,570	0	1,308	0	0	0	0	3,492
Marysville	7,930	1,586	6,344	0		4,500	900	3,600	3,600	0	0	0	0	9,944
Minto Chipman	6,190	7,346	(1,156)	1,078	1,078	6,090	6,090	0	0	(484)	0	(4,101)	(38)	(5,778)
St Mary York	8,410	6,728	1,682	0		8,300	6,640	1,660	1,660	968	110	8,501	75	12,996
Stanley	5,030	0	5,030	0		4,720	0	4,720	4,720	0	0	(0)	0	9,750
Carleton	12,300	6,150	6,150	0		10,650	5,325	5,325	5,325	499	50	4,354	38	16,416
Lancaster	11,610	9,288	2,322	0		12,840	12,840	0	0	(30)	0	(70)	0	2,222
Musquash	5,010	5,010	0	0		4,310	4,310	0	0	0	0	(460)	0	(460)
the Nerepis St John	18,900	18,900	0	0		17,200	17,200	0	0	0	0	1	0	1
Victoria	7,310	7,310	0	0		5,320	5,320	0	0	0	0	0	0	0

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REQUEST vs ACTUAL  
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	MISSION OUTREACH			PARISH ASSESSMENT				2007	Ttl Asmnt	DEFICITS IN EMPLOYMENT ASSESSME				TOTAL
	REQUEST	PAID	SHORT	PREV YRS	PAID	THIS YR	PAID	DEFICIT	Deficit	PENSION PREMIUM	PENSION BONUS	PAYROLL AS'MENT	CON ED PREMIUM	OF ALL DEFICITS
Campobello	2,160	2,160	0	0		2,190	2,190	0	0	0	30	0	(30)	0
Grand Manan	6,330	6,330	0	0		4,600	4,600	0	0	0	0	0	0	0
Mcadam	4,720	3,347	1,373	0		3,680	3,680	0	0	0	0	(0)	0	1,373
Pennfield	6,310	6,310	0	0		7,910	7,910	0	0	0	0	0	0	0
St Andrews	13,010	0	13,010	0		12,250	12,250	0	0	0	0	(0)	0	13,010
St David St Patrick	970	1,164	(194)	0		630	756	(126)	(126)	0	0	0	0	(320)
St George	6,260	1,000	5,260	15,959		6,510	0	6,510	22,469	0	0	0	0	27,729
St Stephen	8,040	8,040	0	0		10,940	10,940	0	0	0	0	4	0	4
Central Kings	3,080	145	2,935	0		3,410	3,410	0	0	0	0	0	0	2,935
Gondola Point	4,410	4,410	0	0		3,950	3,950	0	0	0	0	0	0	0
Hammond River	4,680	1,872	2,808	0		4,250	4,250	0	0	0	0	(0)	0	2,808
Hampton	9,690	8,000	1,690	0		9,480	6,500	2,980	2,980	0	0	0	0	4,670
Kingston	7,040	1,190	5,850	0		6,520	6,520	0	0	436	0	(0)	0	6,286
Quispamsis	6,530	0	6,530	4,884		8,140	0	8,140	13,024	968	114	645	75	21,356
Renforth	18,320	13,789	4,531	0		16,610	16,610	0	0	0	0	424	0	4,955
Rothsay	16,630	16,630	0	0		18,940	18,940	0	0	0	0	84	0	84
Sussex	14,140	14,140	0	0		15,430	15,430	0	0	0	0	(0)	0	(0)
Upham	2,460	246	2,214	3,920		3,920	2,352	1,568	5,488	1	66	0	0	7,769
Upper Kennebecasis	3,890	3,890	0	0		3,430	3,430	0	0	0	0	(0)	0	(0)
Waterford & St. Mark	10,100	10,100	0	0		8,870	8,870	0	0	0	(60)	0	0	(60)
Dorchester	1,480	0	1,480	1,200		1,000	0	1,000	2,200	0	0	0	0	3,680
Hillsborough	2,590	2,000	590	0		2,120	2,120	0	0	0	0	0	0	590
Kent	3,640	3,640	0	0		3,220	3,220	0	0	0	0	0	0	0
Moncton	16,740	15,066	1,674	0		14,300	12,870	1,430	1,430	0	0	0	0	3,104
Riverview	10,590	10,590	0	0		10,210	10,210	0	0	0	0	(763)	0	(763)
Sackville	9,270	6,333	2,937	0		9,020	9,020	0	0	0	0	(2)	0	2,935
Salisbury Havelock	4,180	0	4,180	8,293		4,250	0	4,250	12,543	13	0	(758)	0	15,978
Shediac	22,030	22,030	0	0		16,170	16,170	0	0	0	0	(0)	0	(0)
St Andrews, Sunnybrae	3,940	3,940	0	0		5,040	5,040	0	0	0	0	0	0	0
St Philips	7,110	0	7,110	0		6,020	6,020	0	0	0	0	0	0	7,110
St. James Moncton	4,860	3,888	972	0		7,350	5,880	1,470	1,470	0	0	275	0	2,717
Westmorland	2,410	2,410	0	1,574		2,180	2,180	0	1,574	0	0	0	0	1,574

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	REQUEST	PAID	SHORT	PREV YRS	PAID	THIS YR	PAID	DEFICIT	Deficit	PENSION PREMIUM	PENSION BONUS	PAYROLL AS'MENT	CON ED PREMIUM	OF ALL DEFICITS
Coldbrook St Marys	10,010	10,010	0	0		10,510	10,510	0	0	0	0	(0)	0	(0)
East Saint John	6,160	6,160	0	0		4,220	4,220	0	0	0	0	0	0	0
Lakewood	9,780	9,780	0	0		6,460	6,460	0	0	0	0	(0)	0	(0)
Millidgeville	6,080	5,472	608	0		8,550	7,695	855	855	484	50	0	38	2,035
Portland	22,370	6,711	15,659	0		11,520	5,760	5,760	5,760	0	0	0	0	21,419
Saint John	10,610	9,549	1,061	0		15,220	13,698	1,522	1,522	0	0	0	0	2,583
Simonds	2,980	1,192	1,788	0		2,330	932	1,398	1,398	0	120	(259)	0	3,047
St Mark	12,250	10,591	1,659	2,650		8,770	7,583	1,187	3,837	0	0	21	0	5,518
St Martins Black Rvr	4,020	3,216	804	0		3,950	3,160	790	790	968	100	8,483	75	11,220
Andover	7,160	3,222	3,938	7,153		5,650	2,543	3,108	10,261	0	14	(0)	0	14,213
Canterbury	2,900	2,900	0	0		2,710	2,439	271	271	0	0	(271)	0	0
Denmark	950	950	0	0		3,040	3,040	0	0	0	0	(640)	0	(640)
Grand Falls	1,220	0	1,220	1,238		500	120	380	1,618	0	0	0	0	2,838
Madawaska	2,770	2,770	0	0		2,160	2,160	0	0	0	0	0	0	0
Prince William	7,090	3,545	3,545	0		4,560	2,280	2,280	2,280	0	0	0	0	5,825
Richmond	4,910	4,910	0	0		3,890	3,890	0	0	0	0	0	0	0
Tobique	5,890	5,301	589	0		4,820	4,338	482	482	224	25	(640)	19	698
Woodstock	11,500	3,450	8,050	0		11,340	4,536	6,804	6,804	0	0	0	0	14,854
Wicklow Wilmot Etal	12,870	12,870	0	0		11,320	11,320	0	0	0	0	0	0	0
<b>DIOCESAN TTLS</b>	<b>665,660</b>	<b>498,663</b>	<b>166,997</b>	<b>75,632</b>	<b>1,078</b>	<b>615,980</b>	<b>521,830</b>	<b>94,150</b>	<b>168,704</b>	<b>7,578</b>	<b>2,048</b>	<b>40,406</b>	<b>1,880</b>	<b>387,613</b>

**ARREARS RATIO**

**25.09%**

*Current year only*

**15.28%**

**BUDGET SUPPORT COMPARISON**

	MISSION OUTREACH			% age
	REQ	PAID	SHORT	ARREARS
FOR 2006	665,660	503,059	162,601	24.43%
FOR 2005	614,190	468,698	145,492	23.69%
FOR 2004	545,100	438,646	106,454	19.53%
FOR 2003	549,797	410,415	139,382	25.35%

	ASSESSMENT			% age
	REQ	PAID	SHORT	ARREARS
	615,980	523,016	92,964	15%
	570,273	482,289	87,984	15%
	715,078	622,684	92,394	13%
	655,850	599,896	55,954	9%

## Minimum Clergy Stipend Scale 2008

As approved by Diocesan Council September 15, 2007

Year Ordained	Years of Service	2007 Scale	2008 Approved Scale	2008 Increase \$\$	2008 Increase %%	Parish Pension Premium	Parish Disability Premium
2007 & 2008	1	29,034	<b>29,688</b>	653	2.25%	5,083	1,118
2006	2	29,586	<b>30,252</b>	666	2.25%	5,168	1,137
2005	3	30,139	<b>30,817</b>	678	2.25%	5,253	1,156
2004	4	30,691	<b>31,381</b>	691	2.25%	5,337	1,174
2003	5	31,244	<b>31,947</b>	703	2.25%	5,422	1,193
2002	6	31,795	<b>32,511</b>	715	2.25%	5,507	1,211
2001	7	32,348	<b>33,076</b>	728	2.25%	5,591	1,230
2000	8	32,900	<b>33,640</b>	740	2.25%	5,676	1,249
1999	9	33,453	<b>34,206</b>	753	2.25%	5,761	1,267
1998	10	34,006	<b>34,771</b>	765	2.25%	5,846	1,286
Prior to 1998	11	34,559	<b>35,336</b>	778	2.25%	5,930	1,305

### Notes re Stipend Scale:

Scale reflects 2.25% increase in scale

Stipend at Ordination applies up to the end of the year following the year of ordination

Individuals who have less than 11 years of service will receive an incremental increase over and above any change to the scale

### Travel Reimbursement :

Car Replacement Allowance	4,200	4,200
Basic Travel Allowance *	4,200	4,200

\* Under the phase-in provisions of the travel reimbursement system, some clergy allowances exceed the basic. The basic applies in all new appointments

### Pension and Long Term Disability Premium Rates:

The Pension premium rate remains at 10% of Pensionable Earnings

LTD premium rate remains at 2.20%

**Pensionable earnings is calculated as 150% of stipend and car replacement combined.**

**STIPEND/SALARY INFORMATION FORM 2008**

The following shows the names and 2007 remuneration for the Parish incumbent and any other employees you may have on the Diocesan Central Payroll system . Please use this to report the 2008 remuneration which will apply for each of these individuals.

<u>Incumbent</u>	<u>2007 Stipend</u>	<u>2008 Stipend Per Scale</u>	<u>2008 Stipend that will apply</u>
INCUMBENT	34,850	35,336	As per scale? Check here if yes [ ]
If 2008 stipend will be above scale, please indicate amount			\$_____

**Other Employees: (If Applicable)**

<u>Name</u>	<u>2007 salary</u>	<u>2008 Salary that will apply</u>
Emp 1	Sal 1	
Emp 2	Sal 2	
Emp 3	Sal 3	
Emp 4	Sal 4	2007 amt

The Diocese is authorized to process payroll for 2008 with the stipends and salaries as listed above.

Signed: \_\_\_\_\_ Date: \_\_\_\_\_  
(On Behalf of the Corporation)

**Instructions:** Form is required by January 5, 2008, in order to allow time for processing the first pay run for January 15<sup>th</sup>. Form can be submitted by mail to 115 Church St, Fredericton E3B 4C8 or by FAX (460-0520). You may submit the 2007 stipend/salary amounts by email, but the signed form will still be required for our files

If we do not have the required information by the processing date, all stipends and salaries will remain at their current amounts.

<b>DIOCESAN SHARED MINISTRY BUDGET</b>						
<b>As Approved by Diocesan Council</b>						
<b>November 7, 2007</b>						
<b>BUDGET ALLOCATIONS</b>	Detail Sched- ule	<b>2007 Approved Budget</b>	<b>Approved 2008 Budget Oct 29/07</b>	Comparison to Budget For 2007		
				\$	%	
1	Youth Staff Employment Costs	1	83,352	<b>109,176</b>	25,824	31.0%
2	Youth Dir Residence	2	11,550	<b>11,800</b>	250	2.2%
3	Youth Ministry Support	3	26,600	<b>24,700</b>		
4	Camp Operating Support		20,000	<b>35,800</b>	15,800	79.0%
5	Camps' Financial Campaign		25,000	<b>0</b>	-25,000	
6	SJ Inner City Youth Min Grant		17,000	<b>17,000</b>		
7	Spiritual Formation Program	3	22,200	<b>15,500</b>	-6,700	-30.2%
8	Clergy Development & Support	3	246,900	<b>225,600</b>	-21,300	-8.6%
9	Support for Divinity Institutions		16,000	<b>16,000</b>		
10	Stewardship & Fin Development	3	16,000	<b>10,000</b>	-6,000	-37.5%
11	Grants to Mission Parishes		26,000	<b>15,000</b>	-11,000	-42.3%
12	Hospital Chplns Employment Costs	1	76,033	<b>77,536</b>	1,503	2.0%
13	The "NB ANGLICAN" Production/Dist		34,000	<b>34,000</b>		
14	Comm. Officer Employment Costs	1	37,003	<b>37,200</b>	197	0.5%
15	Council Team Parish Dev & Support	3	31,200	<b>40,000</b>	8,800	28.2%
16	General Synod Mission Support		230,000	<b>230,000</b>		
17	Other Mission Support	3	12,500	<b>15,100</b>	2,600	20.8%
18	Uganda Mission Employment Costs	2	20,200	<b>20,200</b>		
19	Church Army		9,500	<b>0</b>	-9,500	
20	Episcopal Employment Costs	1	72,541	<b>75,554</b>	3,013	4.2%
21	Episcopal Travel & Support	1	26,200	<b>26,200</b>		
22	Bishops Residence	2	24,000	<b>23,300</b>	-700	-2.9%
23	Bishop's Fund		2,500	<b>2,500</b>		
24	Bishop-sponsored Events		12,000	<b>13,000</b>	1,000	8.3%
25	Lambeth 2008		4,500	<b>6,000</b>	1,500	33.3%
26	Episcopal Support Team	3	2,000	<b>2,000</b>		
27	Contingency Fund		15,000	<b>15,000</b>		
28	Synod Staff Employment Costs	1	235,153	<b>243,471</b>	8,318	3.5%
29	Synod Staff Travel & Support	1	12,600	<b>12,600</b>		
30	General Travel		2,000	<b>2,000</b>		
32	Office Supplies & Services	2	33,000	<b>33,000</b>		
33	Miscellaneous		4,000	<b>5,000</b>	1,000	25.0%
34	Payroll Service Fees		6,500	<b>6,500</b>		
35	Diocesan Synod Session		15,000	<b>20,000</b>	5,000	33.3%
36	Diocesan Council Costs		6,000	<b>8,500</b>	2,500	41.7%
37	Council Administration Team	3	4,000	<b>5,600</b>	1,600	40.0%
38	Synod Office Premises Costs	2	22,000	<b>20,400</b>	-1,600	-7.3%
39	Archdiaconal Expenses	1	21,600	<b>21,600</b>		
40	Archives Maintenance		12,000	<b>12,000</b>		
41	Professional Fees		22,000	<b>26,000</b>	4,000	18.2%
42	Directors & Off. Liability Ins.		22,000	<b>18,000</b>	-4,000	-18.2%
43	General Synod Delegates		2,500	<b>3,000</b>	500	20.0%
44	Clergy Relocation		30,000	<b>40,000</b>	10,000	33.3%
45	General Synod Assessment		84,210	<b>84,210</b>		
46	Provincial Synod Assessment		11,143	<b>11,143</b>		
<b>TOTAL EXPENDITURE</b>			<b>1,665,485</b>	<b>1,671,191</b>	<b>5,706</b>	<b>0.3%</b>
<b>BUDGET FUNDING SOURCES</b>						
A	INTEREST ALL SOURCES	4	126,700	<b>158,750</b>	32,050	25.3%
B	MISCELLANEOUS INCOME	4	80,800	<b>88,600</b>	7,800	9.7%
C	PARISH BUDGET SUPPORT	4	1,457,985	<b>1,423,841</b>	-34,144	-2.3%
<b>TOTAL INCOME ALL SOURCES</b>			<b>1,665,485</b>	<b>1,671,191</b>	<b>5,706</b>	<b>0.3%</b>

**Schedule 1**

<b>Employment Cost Worksheet</b>								
<b>Min Stipend 35,336 (inc by 2.25%)</b>	Salary/ Stipend	CPP/EI WHSCC	Housing Allowance	Pension & LTD @ 12.2%	Misc Items	Ben. Plan	Contin. Educ	Total
<b>Bishop and Synod Staff</b>								
Bishop (150% of scale + \$4000 YOS)	57,004	3,400	0	11,200		3,500	450	75,554
Exec Assistant (125% of scale)	44,170	3,400	14,300	8,852		3,500	450	74,672
Treasurer (Inc of 2.25%)	53,451	3,400	0	6,521		3,500	0	66,872
Bishop Secretary (Inc 2.25%)	35,793	3,000	0	4,367		3,500	0	46,660
Admin Officer (Inc 2.25%)	35,265	3,000	0	4,302		3,500	0	46,067
Casual Part Time	8,500	700		0		0		9,200
<b>Bishop and Synod Total</b>	<b>234,183</b>	<b>16,900</b>	<b>14,300</b>	<b>35,242</b>	<b>0</b>	<b>17,500</b>	<b>900</b>	<b>319,025</b>

<b>Program Staff</b>								
Youth Action Dir. *	39,536	3,400	0	7,235		3,500	450	54,121
UNB Chaplaincy	5,000	250	0	915	500	0	0	6,665
Chr Education Dir (Inc 2.25%)	20,450	1,700	0	2,045		0	0	24,195
Camp Medley Director (Inc 2.25%)	20,450	1,700		2,045				24,195
<b>Youth Ministry Total</b>	<b>85,436</b>	<b>7,050</b>	<b>0</b>	<b>12,240</b>	<b>500</b>	<b>3,500</b>	<b>450</b>	<b>109,176</b>
Replacement Allowance								

<b>Hospital Chaplaincies</b>								
SJ Hospital Chpln	40,536	3,400	10,200	7,418	3,000	3,500	450	68,504
F'ton Hospital Chpln	4,000	100						4,100
Mctn Hospital Chpln	4,000	200		732				4,932
<b>Hospital Chaplaincy Total</b>	<b>48,536</b>	<b>3,700</b>	<b>10,200</b>	<b>8,150</b>	<b>3,000</b>	<b>3,500</b>	<b>450</b>	<b>77,536</b>

<b>Other Staff</b>								
Comm. Officer (Inc 2.25%)	31,288	2,800	0	1,564	1,548	0	0	37,200
Mission Project	16,200	1,300	0	0	2,700	0	0	20,200

<b>TRAVEL COSTS DETAIL 2008</b>	Travel Allow	Car Rep Allow	Additional Mileage	General Trav Exp	Grant Par & A/D	Total
Bishop	4,200	4200	5,800	12,000	0	26,200
Exec Assistant	4,200	4200	1,400	1,500	0	11,300
Treasurer	0		1,300	0	0	1,300
Archdeacons	0		3,200	1,600	16,800	21,600
<b>TOTALS</b>	<b>8,400</b>	<b>8,400</b>	<b>11,700</b>	<b>15,100</b>	<b>16,800</b>	<b>60,400</b>

**Building Costs and  
Office Costs**

**Schedule 2**

	<b>2007 Budget</b>	<b>2008 Budget</b>
<b>Youth Min Dir Residence</b>		
Electricity	3,300	3,500
Telephone	2,000	2,200
Water/Sewer	400	600
Maintenance	4,350	4,000
Insurance	1,000	1,000
Other	500	500
<b>Total</b>	<b>11,550</b>	<b>11,800</b>

	<b>2007 Budget</b>	<b>2008 Budget</b>
<b>Synod Office Premises</b>		
Heating	4,000	4,000
Maintenance	12,000	11,000
Utility	3,400	3,800
Insurance	1,600	1,100
Other	1,000	500
<b>Total</b>	<b>22,000</b>	<b>20,400</b>

	<b>2007 Budget</b>	<b>2008 Budget</b>
<b>Camp Medley Facility</b>		
Electricity	N/A	3000
Propane	N/A	2000
Telephone	N/A	1000
Security	N/A	300
<b>Total</b>		<b>6,300</b>

	<b>2007 Budget</b>	<b>2008 Budget</b>
<b>Bishop's Residence</b>		
Heating	4,500	5,000
Maintenance	13,000	12,500
Utility	4,200	3,700
Insurance	1,300	1,300
Appliance/Furnishings	1,000	800
<b>Total</b>	<b>24,000</b>	<b>23,300</b>

	<b>2007 Budget</b>	<b>2008 Budget</b>
<b>Office Supplies &amp; Services</b>		
Tel - Local	3,500	3,900
Tel - Long Distance	2,500	1,600
Electronic Com'cations	5,000	4,000
Data Backup Services	0	1,000
Postage	7,000	6,000
Stationary	3,800	5,000
Copying/Printing	4,800	6,000
Equipment & Maint	5,400	5,000
Other	1,000	500
<b>Total</b>	<b>33,000</b>	<b>33,000</b>

<b>COUNCIL TEAMS BUDGET SUBMISSIONS</b>	<b>2007 Budget</b>	<b>2008 Budget</b>
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<b>YOUTH (Line 8)</b>
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Teens Encounter Christ	2,000	1,500
Regathering	1,500	2,000
General Costs	5,500	5,000
Staff Support	12,200	12,200
Other	5,000	4,000
<b>YOUTH TOTAL</b>	<b>26,200</b>	<b>24,700</b>

<b>SPIRITUAL DEVELOPMENT (Line 9)</b>
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Choir School	2,500	4,000
Layreaders	1,000	1,000
DNS	6,000	0
School of Pastoral Care	600	N/A
Christian Formation	300	0
Ang Fellowship of Prayer	n/a	1,000
Spouses Conf	500	500
Mothers Union	1,000	1,000
General Committee Costs	4,700	2,500
Resource Centre	4,000	4,000
Evang & Spiritual Growth	500	0
Order of St Luke	600	1,000
Cursillo	500	500
<b>SPIRITUAL FORM. TTL</b>	<b>22,200</b>	<b>15,500</b>

<b>CLERGY DEV &amp; SUPPORT (Line 10)</b>
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Discernment	6,000	6,000
Divinity Bursaries	12,000	15,000
Summer Placement Pgrm	7,000	7,200
Outfit Grants	6,000	30,000
Clergy College	7,000	6,100
Post-ordination Training	2,500	500
<b>Curacey Program</b>	<b>90,000</b>	<b>45,000</b>
Retiree Health Plan	90,000	86,000
Group RSP	21,000	20,000
Vocational Diaconate	N/A	5,000
EAP Program	5,400	4,800
<b>Clergy Dev &amp; Support Total</b>	<b>246,900</b>	<b>225,600</b>

<b>STEWARDSHIP (Line 12)</b>
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General Costs	<b>16,000</b>	<b>10,000</b>
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**Schedule 3**

<b>COUNCIL TEAMS BUDGET SUBMISSIONS</b>	<b>2007 Budget</b>	<b>2008 Budget</b>
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<b>PARISH DEV &amp; SUPPORT (Line 17)</b>
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Wardens Day	1,000	0
Treasurers Day	500	500
Leadership Development Pgrm	n/a	10,000
Cathedral Fabric Grant	10,000	10,000
Anglican House Op Grant	15,000	15,000
Anglican House	600	600
General Costs	4,100	3,900
<b>PARISH DEV &amp; SUPP TTL</b>	<b>31,200</b>	<b>40,000</b>

<b>MISSION &amp; MINISTRY (Line 19)</b>
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General Costs	2,200	1,000
Companion Dioc	500	5,000
PWRDF Exp	2,300	1,500
Parish Nursing		600
Coverdale Foundation	5000	5000
Seafarers Mission	2000	2000
Refugee	500	0
<b>MISSION MINISTRY TTL</b>	<b>12,500</b>	<b>15,100</b>

<b>EPISCOPAL (Line 28)</b>
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General Costs	<b>2,000</b>	<b>2,000</b>
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<b>ADMINISTRATION (Line 38)</b>
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General Cost	4,000	3,200
Archives Conference	0	2,400
<b>ADMINISTRATION TTL</b>	<b>4,000</b>	<b>5,600</b>

**SCHEDULE 4**

<b>FUNDING DETAILS</b>		
	<b>2007</b>	<b>2008</b>
<b>INTEREST INCOME:</b>	<b>Budget</b>	<b>Budget</b>
Diocesan Missions Fund	25,400	<b>27,500</b>
Episcopal Endowment Fund	10,800	<b>11,000</b>
Diocesan Trusts	59,000	58,500
Operating Account	13,000	10,000
Loans to Clergy	2,000	1,500
Medley Canonry Trust	16,500	16,500
St Pauls Trust Re Medley	0	<b>33,750</b>
<b>Total Interest</b>	<b>126,700</b>	<b>158,750</b>

	<b>2007</b>	<b>2008</b>
<b>MISCELLANEOUS INCOME:</b>	<b>Budget</b>	<b>Budget</b>
Anglican Journal Appeal	7,500	5,000
National Anglican Appeal	5,000	5,000
Internal Investment Fee	10,000	10,000
E-offering Fees	1,500	5,000
Insurance Fees	7,600	13,000
From Div Fds re Summer Student	7,000	7,200
From Div Fds re Bursaries	14,000	15,000
From Benvlt Fd (Widow Benefits)	8,000	8,000
From Missionary Society	20,200	20,400
<b>Total Miscellaneous</b>	<b>80,800</b>	<b>88,600</b>

<b>PARISH BUDGET SUPPORT</b>	<b>2007</b>	<b>2008</b>
	<b>Budget</b>	<b>Budget</b>
Parish Assessment	702,200	706,604
Mission Outreach Contributions	755,385	717,237
<b>Total Parish Support</b>	<b>1,457,585</b>	<b>1,423,841</b>