



Regional Meetings:



▶ “We are all in this together”









About:
Diocesan Ministry &
Mission



Committee Members

- ▶ Jody Beck
- ▶ Andrew Clinkard
- ▶ Dave Rogers
- ▶ Bob Taylor
- ▶ Richard Moorse, Chair



Committee Objectives

- ▶ simplifying the DM&M calculations
- ▶ making the DM&M equitable for all parishes
- ▶ easier review by Diocese of parish submissions
- ▶ eliminate ambiguities and errors
- ▶ enlighten parishes on DM&M and Diocesan support and programmes

Pre Synod meeting objectives:

- ▶ Consultation
- ▶ Information sharing
- ▶ Forum for feedback



Problems with the Present Method

- ▶ complicated calculation
- ▶ causes difficulties in many parishes
- ▶ not equitable to all parishes
- ▶ open to various interpretations
- ▶ 75% of submissions have errors



New Formula criteria

- ▶ Reduce deductions to only absolutely necessary costs for the parish to operate
- ▶ put all parishes on an equal footing
- ▶ simpler calculations
- ▶ have minimal impact on parishes
- ▶ reduce ambiguities and reporting errors
- ▶ **revenue neutral for the Diocese**



Methodology

- ▶ investigated previous suggested changes to DM&M formula changes and learn from the lessons
- ▶ there are an equal number of methods as there are Dioceses
- ▶ investigated other denominations' calculations and found again many ways to calculate the DM&M
- ▶ developed a methodology and produced data to determine impact on all parishes



Major Changes

- ▶ Insurance costs deductible
- ▶ Parishes on 1 year calculations can return to 3 year average (one time option)
- ▶ Assistant Clergy and youth workers (licensed or un-licensed) deductible at 50%



Benefits; For the Parishes

- ▶ Equitable to all parishes
- ▶ Simplified calculations
- ▶ Is more transparent
- ▶ Helps to eliminate misunderstandings of calculation
- ▶ Reduces inequities between small/large parishes
(people and property)

Benefits; For the Diocese

- ▶ Faster review and feedback to parishes
- ▶ It is fair and transparent to all
- ▶ Eliminates errors and interpretations differences



Proposed Formula:

▶ **Total Income from all sources** * \$ _____

▶ *Less:*

▶ Designated Flow Through:

HAN / WOW Grant \$

Fundraising Expenses

Transfers to Endowment/Trust Funds

Transfers to Capital Invest A/C's

G/HST Rebate

▶ Total Deducible Income \$ _____

▶ **Net Income Base:** \$ _____

▶ **Deductible Expenses:**

▶ Incumbent's Stipend

▶ Other Clergy / lay workers 50%

▶ Church expenses:

▶ Utilities

▶ Insurance

▶ Capital Expenses (\$ >\$3,500)

▶ Clergy residence Allowance/Rectory 50%

▶ **Net Expense Base:** \$ _____

▶ **DM&M Net Income** \$ _____

▶ * including GST rebate

DM&M will continue to be calculated on a three year average of net income.