

## **Regional Meetings:**



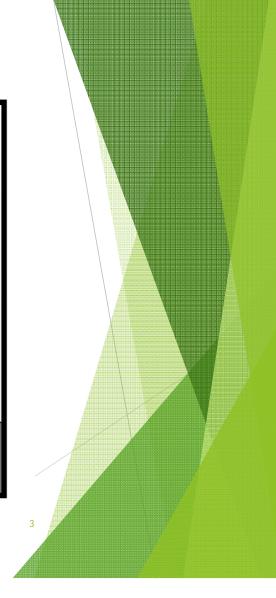


## • "We are all in this together"



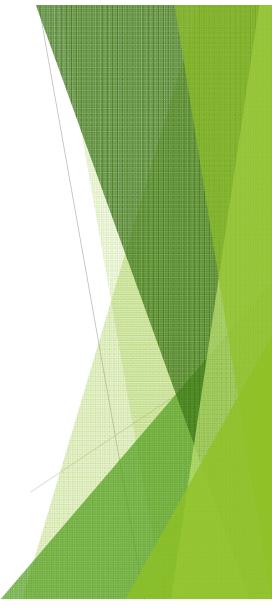














# About: Diocesan Ministry & Mission



#### **Committee Members**

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





- 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)

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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





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#### Proposed Formula:

**Deductible Expenses:** Total Income from all sources \* \$\_\_\_\_\_ Incumbent's Stipend Less: Þ Other Clergy / lay workers 50% Designated Flow Through: Church expenses: HAN / WOW Grant \$ Utilities Fundraising Expenses Insurance Transfers to Endowment/Trust Funds Capital Expenses (\$ >\$3,500) Transfers to Capital Invest A/C's Clergy residence Allowance/Rectory 50% G/HST Rebate **Net Expense Base: Total Deducible Income DM&M Net Income Net Income Base:** \$ \* including GST rebate DM&M will continue to be calculated on a three year average of net income. 15