

# Section D

## Financials

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## **Budget and Finances for the Mission of the Church in the Diocese of New Jersey**

### **Report of the Treasurer to the 220<sup>th</sup> Diocesan Convention**

Dear Friends,

Following this memorandum you will find the Revised Preliminary Diocesan Budget for Fiscal Year (FY) 2004 and the Proposed Preliminary Diocesan Budget for FY 2005, supporting the mission and ministry of the Diocese of New Jersey for the next two years, which I am submitting for your consideration on behalf of the Diocesan Council, the Finance and Budget Committee and the financial offices of the Diocese. Other documents that follow this memorandum describe the current financial position of the Diocese, including preliminary budget results for FY 2003.

#### **General and Preliminary Comments**

As we begin our new life together under Bishop Cancell's episcopacy in the Diocese of New Jersey, we are continuing to focus our finances more explicitly on our mission, and the budget documents are designed to reflect that. Implicit in the Servant Church is the concept that our congregations are outposts in the local community, directly responsible for the church's mission and ministry, and the purpose of the Diocese is to assist the congregations in carrying out their mission.

The budget documents that are presented with this report also reflect the recommendations of the Task Force on Finances that was approved at last year's Convention. That report recommended a new funding formula, under which the basic expenses of the Diocese were funded through a tithe on congregational income, and the cost of the mission and ministry that we do together was funded through an offering of 3% of congregational income above \$50,000 and an additional 3% of income above \$100,000. Accordingly, the FY 2004 and FY 2005 budgets are allocated in two sections: the first includes income that has been pledged or will be requested for the tithe, and allocates that income to the basic operating expenses of the Diocese; the second includes income that has been pledged or will be requested as the offering for the church's mission, and allocates that income to the ministry that we expect to do together. Each section also includes the portion of trust fund revenue that is dedicated to that section's expenses.

Two other preliminary comments are appropriate here. The first

## Treasurer's Report (continued)

addresses an item in our budget that has funded the settlement package that was provided to Bishop Doss when he left our Diocese in 1999. That package included benefits that were paid predominantly over the first three years of that agreement; however, the costs were spread over seven years from the time that Bishop Doss began his sabbatical. Under that funding arrangement, costs for the package would have continued through 2005, with a small amount remaining in the 2006 budget.

However, during the time since 1999, other things were happening in our finances. In each of those years we generated a small amount of surplus revenue, so that, by the end of FY 2003, the surplus revenue that had accumulated since 1999 was sufficient to offset the remaining cost of the Doss package. The Finance and Budget Committee recommended that those surplus assets be applied to satisfy the remaining obligation for the Doss package; the Diocesan Council approved that recommendation, and the cost of the Doss package has now been eliminated from the budget.

The other preliminary comment addresses the cost of the episcopal search and transition process. That process, of course, ended with Bishop Councill's consecration in October of last year. However, because our canons require that we spread the cost for that process over three years from its beginning, regardless of the time that it actually takes to complete the process, some costs remain to be satisfied in the FY 2004 budget. And, since this is the last year in which those costs will be funded, they must include any amount by which the actual costs exceeded budget. When we began the transition process last year, we decided that it was important to the health of our Diocese that we sponsor a large celebration to thank Bishop Joslin for his work here and to welcome Bishop Councill to our Diocese. The additional cost of that celebration, added to the remaining cost of the transition budget, leaves us with approximately \$100,000 to settle in FY 2004.

### **The Fiscal Year 2004 Budget**

The first accompanying exhibit presents the proposed budget for the Mission of the Church in the Diocese of New Jersey in FY 2004 and FY 2005, which are being submitted for adoption by the Convention.

Pledge forms for FY 2004 requested pledges that were calculated under the new funding formula. As of the January 16<sup>th</sup> meeting of the Finance and Budget Committee, we had received responses to the Voluntary Pledge request from approximately three fourths of our

congregations. For the congregations that had not yet submitted a pledge, the Diocesan Council and the Finance and Budget Committee have estimated pledges equal to the amounts that were pledged for FY 2003.

The total amount of tithes that were received or estimated for FY 2004 equals \$2,162,009; the total amount that was pledged or estimated for the offering for the church's mission equals \$496,068. An additional \$39,292 was pledged under the final 1% formula for new work in the Diocese; however, because that amount is reserved for new work, it is not expended through the annual operating budget.

Including trust and other income, the FY 2004 budget anticipates total tithed revenue of \$2,630,891, and total revenue for the church's mission of \$589,736. Following is a detailed explanation of the proposed expenses for FY 2004:

### **Allocation of the Tithe**

The first part of our budget for the tithe provides \$417,000 in direct support payments to mission congregations – which is the amount that was recommended by the Board of Missions and allocated by the Diocesan Council – and 1% of total parish pledges for support of our Cathedral. The next part of that budget supports our Social and Ethnic ministry. The diocesan entities that are responsible for that ministry requested funding to support their programs; support was provided at between 80% and 100% of the requested amounts.

The next section of that budget supports the diocesan staff, including our new Bishop, whose compensation is determined under his agreement with the Diocese, and our Canon to the Ordinary – who is currently doing a full time job for part time compensation, but will shortly be re retiring, and must be replaced by someone who must be paid a full time salary. The expenses in that section include the current, partial year, part time salary, a partial year full time salary, plus an allocation to support the search and transition process. Other senior staff received compensation increases equal to the amounts that apply to our diocesan clergy.

Had all of our congregations been able to pledge the full amount of the tithe, we would have had sufficient funding to add senior staff personnel to our staff in FY 2004; however, that did not happen, and any new hiring must now be deferred to 2005. Funding is also provided to support the administrative staff at its current level, and to provide employee benefits to the staff in 2004.

## Treasurer's Report (continued)

The next two sections of the tithed budget support the regular administrative expenses of the ongoing operation of our Diocese. The Trustees of Diocesan Trust Funds have approved an arrangement to support capital expenditures through trust fund revenue, so they will no longer be funded through the operating budget; other allocations represent our best estimate of actual costs.

Our obligations for health insurance for retired clergy, their widows and orphans are supported in this section, as are the gatherings of the church within our Diocese, and in the larger church. (Note that the Lambeth Conference, General Convention and the ECW Triennium do not occur annually; these allocations are intended to spread the cost for those gatherings evenly over the intervening years.)

The last item in this section is our tithe to the national church. We are asking each of our congregations to commit to a tithe as the minimum standard of giving to the Diocese, and we believe that a basic standard of equity requires that we commit ourselves to the standard that we are recommending to others. For this reason, a tithe of the total amount of congregational pledges is included as part of the basic expenses of the Diocese. (An additional amount is pledged under our offering for mission, and will be discussed later in this memorandum.)

### **Allocation of our Offering for the Church's Mission**

This section includes our support for the mission and ministry that we do together, beyond the basic obligations of the Diocese, and our support for new ministry. Because income that was pledged to this part of our budget fell substantially below the amount that was requested, most of the new ministry was deferred to FY 2005; ministry that was supported in FY 2003 will continue to be supported in FY 2004.

#### *Support for Congregations*

Local Program Ministry Grants – new programs that would have provided support for ministries that local congregations wished to undertake, but did not have the resources to support them – have been deferred to FY 2005; new programs for regional ministry studies and the 20/20 initiative have also been deferred. Support for the Congregational Development Committee's work (the Equipping the Servants workshop days), for the Church Reports and for the program and administrative expenses of the Board of Missions have been supported.

Congregational ministries have been supported at or near 100% of the amounts that were requested by the diocesan entities that are responsible for them – except for the Planned Giving program, a new effort that would have provided resources for congregations to begin their own planned giving programs, which must be deferred to FY 2005. Funding continues to be provided to support and develop new and current clergy, including the Commission on Ministry – who will begin a new program in FY 2004 that provides internships for college students who aspire to a vocation in the priesthood – the Deacon Formation Program, and the Fresh Start program for new clergy and clergy who move to new congregations.

### *Our Ministry Together*

Our communications program will be moving in a new direction in response to our fiscal constraints. Bishop Councill is establishing a Communications Task Force that will develop plans for diocesan communications. The National Ad Campaign, which was approved at last summer's General Convention to begin during Holy Week in 2004, has been deferred by the national church to 2005.

Funding for youth activities – the work of our Youth Director, Kep Short – is increased in FY 2004. A task force has also begun to consider how the Diocese might support ministry to young adults, but that work has not yet reached the point that any programming can be created or funding can be requested. Our ministry at St. Michael's Chapel continues to be supported in FY 2004, but the expansion of support for our educational chaplaincies must be deferred to FY 2005.

We also continue to support our community initiatives at their current level in FY 2004. Expansion of those efforts, and introduction of new ministries, has been deferred.

Our covenants and agreements are supported in the final section of our budget. The ECUSA Mission Covenant is the second part of our pledge to the national church. Added to the ECUSA tithe, it equals approximately \$500,000 – an amount that, due to our fiscal constraints, had to be cut by about \$100,000 from the full amount of our fair share to the national church, but is still \$100,000 higher than the amount that we pledged in FY 2003. We also support our covenant with Province II, the work of our ecumenical officer, and our Companion Diocese arrangement with the Diocese of El Salvador.

## Treasurer's Report (continued)

The final line in this budget supports the United Nations' Millenium Development Goals – goals that were endorsed by last summer's General Convention, challenging every diocese and congregation to commit 0.7% of their income to support projects in underdeveloped areas of the world. This comitment has also been deferred to FY 2005.

### **The Fiscal Year 2005 Budget**

As created by the Finance and Budget Committee and approved by the Diocesan Council, the FY 2005 budget includes the total amount of revenue that would be available if every congregation is able to commit to the full amount of their Fair Share. This approach allows us to hold this budget up as a vision of the kind of ministry that we can accomplish together if the resources are available to support it.

The FY 2005 budget proposes to spend \$3,043,301 on basic diocesan obligations, \$2,568,459 of which would come from congregational tithes, and an additional \$1,031,655 on the church's mission, of which \$937,987 would be funded from the congregational offering for mission.

In the interest achieving some brevity in this memorandum, I will not repeat explanations for expenses in the FY 2005 budget that have already been explained in the previous section. Following is an explanation of the changes in expenses for FY 2005 from FY 2004:

#### **Allocation of the Tithe**

Direct support for mission congregations is allocated at \$430,000, which is the amount requested by the Board of Missions; the Cathedral is again supported at 1% of congregational pledges. Allocations for Social and Ethnic ministry have been provided at 100% of the requested amounts.

The two new senior positions that were contemplated for FY 2004 have been reintroduced for FY 2005. (Note that these positions are currently defined as Communications Officer and Canon for Social and Ethnic Ministry, because those are the two most frequently noted needs; however, if different priorities should emerge before 2005, those positions could change.) Support has also been provided to increase the administrative staff.

## **Allocation of our Offering for the Church's Mission**

### *Support for Congregations*

Local Program Ministry Grants, Regional Ministry Studies and support for the 20/20 Initiative have been reintroduced in the FY 2005 budget. Support for other congregational ministries has been provided at 100% of the amount that was requested.

### *Our Ministry Together*

A substantial increase has been provided to support communications, which is intended to fund an expansion of the new communications program that will be recommended by the Communications Task Force. Youth ministry is supported at 100% of the requested amount, and the expansion of college chaplaincies has been reintroduced.

Community initiatives have been expanded to support new efforts in housing and urban ministry. The ECUSA Mission Covenant for FY 2005, combined with the ECUSA tithe, will support our full fair share to the national church.

Respectfully Submitted,

Peter Hausman, Treasurer

**The Budget for the Mission of the Church  
In the Diocese of New Jersey  
Exhibit I: 2004-2005 Budgets**

	<b>Preliminary 2004 Budget</b>	<b>Proposed 2004 Budget</b>	<b>Preliminary 2005 Budget</b>
<b>I. Allocation of the Tithe</b>			
<b>Revenue</b>			
1	2,513,123	2,162,009	2,568,459
2	425,896	456,882	456,882
3	35,000	12,000	18,000
	<b>2,974,019</b>	<b>2,630,891</b>	<b>3,043,341</b>
<b>Outlays</b>			
<i>Direct Support for Congregations</i>			
50	450,000	417,000	430,000
51	34,353	26,581	34,906
	<i>484,353</i>	<i>443,581</i>	<i>464,906</i>
<i>Social &amp; Ethnic Ministry</i>			
60	500	500	500
61	6,960	8,300	8,300
62	50,000	40,000	50,000
63	10,000	12,000	15,000
	<i>67,460</i>	<i>60,800</i>	<i>73,800</i>
<i>The Episcopacy</i>			
<i>The Bishop of New Jersey</i>			
	164,000		
100		166,230	171,217
101		13,770	14,153
102		2,000	2,500
103		7,000	7,000
104		10,000	10,000
	<i>164,000</i>	<i>199,000</i>	<i>204,869</i>
<i>The Doss Agreement</i>			
106	123,282	-	-
107	33,333	-	-
	<i>156,615</i>	<i>-</i>	<i>-</i>
108	6,000	6,000	6,000
109	35,844	100,186	-
	<i>41,844</i>	<i>106,186</i>	<i>6,000</i>
<i>The Staff</i>			
<i>The Canon to the Ordinary</i>			
110	73,443	90,000	92,700
111	5,618	6,885	7,092
112	1,000	1,000	1,250
113	7,000	7,000	8,000
114	5,000	7,500	8,000
	<i>92,061</i>	<i>112,385</i>	<i>117,042</i>

Exhibit I (continued)

	<b>Preliminary 2004 Budget</b>	<b>Proposed 2004 Budget</b>	<b>Preliminary 2005 Budget</b>
<i>The Chief Financial Officer</i>			
120 Salary	67,677	71,890	74,047
121 Social Security	5,177	5,500	5,665
122 Professional Allowance	2,000	2,000	2,000
	<b>74,854</b>	<b>79,390</b>	<b>81,711</b>
<i>The Canon for Ministry Development</i>			
130 Salary & Housing	51,344	52,164	54,069
131 Social Security	3,928	4,321	4,110
132 Professional Allowance	-	2,000	2,000
	<b>55,272</b>	<b>58,485</b>	<b>60,180</b>
<i>The Youth Director</i>			
140 Salary & Housing	68,419	69,091	71,164
141 Social Security	5,234	5,285	5,444
142 Professional Allowance	4,000	4,000	4,000
143 Transportation	4,200	4,200	4,200
	<b>81,853</b>	<b>82,576</b>	<b>84,808</b>
150 Communications Officer	65,000	-	67,000
160 Canon for Social/Urban Ministry	65,000	-	67,000
171 Health Insurance			
170 Administrative Staff	330,000	340,200	410,000
172 Dental Insurance	10,500	8,400	11,425
173 Life Insurance	4,500	3,500	4,000
174 Long Term Disability	3,500	3,000	3,255
175 Pensions	135,000	109,000	142,000
176 Consultants	-	-	15,000
	<b>567,500</b>	<b>547,850</b>	<b>703,680</b>
<i>Finance</i>			
200 Insurance & Bonding	55,000	70,000	75,000
201 Audit	24,000	22,000	24,000
	<b>79,000</b>	<b>92,000</b>	<b>99,000</b>
<i>Facilities</i>			
210 Property Maintenance	35,000	40,000	50,000
211 Utilities	20,000	25,000	27,500
212 Capital Improvements	135,000	-	-
213 Equipment	68,500	50,000	60,000
214 Telephone	18,000	15,000	16,500
215 Office Supplies	20,000	18,000	19,800
216 Printing & Postage	50,000	30,000	35,000
217 Meeting Expenses	10,000	5,000	6,000
218 General Management	17,693	21,742	23,912
219 Hospitality	10,000	10,000	11,000
	<b>384,193</b>	<b>214,742</b>	<b>249,712</b>

Exhibit I (continued)

	<b>Preliminary 2004 Budget</b>	<b>Proposed 2004 Budget</b>	<b>Preliminary 2005 Budget</b>
<i>General Obligations</i>			
220 Production of the Journal	10,000	3,000	4,000
221 Retired Clergy Health Ins.	180,000	185,000	205,000
222 Widows/Orphans Health Ins.	90,000	95,000	105,000
223 Title IV Costs	0	0	0
	<i>280,000</i>	<i>283,000</i>	<i>314,000</i>
 <i>Gatherings of the Church</i>			
<i>Within the Diocese</i>			
231 Diocesan Convention	30,000	34,000	35,000
232 Clergy Conference	5,000	5,000	5,000
233 Lay Leader Conferences In the Larger Church	10,000	10,000	10,000
234 Lambeth	1,000	1,000	1,000
235 House of Bishops	6,000	6,000	6,000
236 General Convention	13,333	13,333	13,333
237 ECW Triennium	3,255	3,255	3,255
238 Province II Meetings	2,500	2,500	2,500
	<i>71,088</i>	<i>75,088</i>	<i>76,088</i>
250 <i>ECUSA Tithe</i>	343,531	265,808	349,065
Total	3,018,624	2,630,891	3,043,341
Balance	<i>(44,605)</i>	<i>0</i>	<i>0</i>

**Allocation of the Offering for the Church's Mission**

<b>Revenue</b>			
21 Parish Pledge	922,189	496,068	937,987
22 Trust Income	88,353	93,668	93,668
<b>Total</b>	<b>1,010,542</b>	<b>589,736</b>	<b>1,031,655</b>

**Outlays**

**Support for Congregations**

<i>Local Program</i>			
300 Congregational Ministry Grants	200,000	-	80,000
301 Regional Ministry Grants	10,000	-	10,000
302 Convocational Ministry Grants	5,000	-	10,000
	<i>225,000</i>	<i>-</i>	<i>100,000</i>
 <i>Parish Development</i>			
310 Congregational Development	10,000	10,000	15,500
311 Regional Ministry Studies	27,700	-	30,000
312 Church Reports	12,300	12,300	12,300
313 Parish Crisis Response	25,000	-	15,000
314 Board of Missions	7,500	10,000	15,000
315 20/20 Program	10,000	-	10,000
	<i>92,500</i>	<i>32,300</i>	<i>97,800</i>

Exhibit I (continued)

	<b>Preliminary 2004 Budget</b>	<b>Proposed 2004 Budget</b>	<b>Preliminary 2005 Budget</b>
<i>Congregational Ministries</i>			
320 Stewardship	15,000	7,500	7,500
321 Christian Formation	24,072	7,000	7,500
322 Liturgy, Music & Worship	5,000	1,500	2,000
323 Pastoring & Faith Development	10,000	1,364	1,500
324 Planned Giving	-	-	25,000
	<b>54,072</b>	<b>17,364</b>	<b>43,500</b>
<i>Support for New Clergy</i>			
330 Commission on Ministry	20,000	16,000	35,000
331 Seminary Scholarships	41,600	41,600	41,600
332 COM Internship Program	5,000	6,000	9,000
333 Deacon Formation Program	42,600	30,126	41,248
	<b>109,200</b>	<b>93,726</b>	<b>126,848</b>
<i>Support for Active Clergy</i>			
334 Clergy Support & Development	15,000	10,500	12,000
335 Trinity Counseling Service	11,000	11,000	11,000
	<b>26,000</b>	<b>21,500</b>	<b>23,000</b>
<i>Support for Retired Clergy</i>			
336 Retired Clergy Chaplain	1,000	1,000	1,000
337 Retired Clergy Fund	20,000	20,000	20,000
338 Widows/Orphans Fund	20,000	20,000	20,000
	<b>41,000</b>	<b>41,000</b>	<b>41,000</b>
<b>Our Ministry Together</b>			
<i>Communications</i>			
400 Diocesan Communications	50,000	55,000	100,000
401 National Ad Campaign	-	-	5,000
402 Historian/Archivist	10,000	10,000	12,650
	<b>60,000</b>	<b>65,000</b>	<b>117,650</b>
<i>Youth &amp; Young Adults</i>			
420 Youth Activities	35,000	35,000	50,000
421 Young Adult Ministry	-	-	-
<i>Educational Institutions</i>			
422 St. Michael's Chapel, Rutgers	20,000	10,000	20,000
423 Princeton University	10,000	-	10,000
424 Local Chaplaincies	15,000	-	15,000
	<b>80,000</b>	<b>45,000</b>	<b>95,000</b>
<i>Community Initiatives</i>			
430 Hunger Ministry	5,000	2,000	5,000
431 Housing Ministry	-	-	10,000
432 Prison Ministry	500	500	500
433 Urban Ministry	10,000	-	10,000
	<b>15,500</b>	<b>2,500</b>	<b>25,500</b>

Exhibit I (continued)

	<b>Preliminary 2004 Budget</b>	<b>Proposed 2004 Budget</b>	<b>Preliminary 2005 Budget</b>
<i>Programs &amp; Covenants</i>			
500 ECUSA Mission Covenant	220,811	234,546	296,123
501 Province II Covenant	9,162	8,800	8,800
502 Ecumenism	5,000	3,000	5,000
503 Companion Diocese	30,000	25,000	27,000
504 Millenium Development Goals	-	-	24,434
	<b>264,973</b>	<b>271,346</b>	<b>361,357</b>
<b>Total</b>	<b>968,245</b>	<b>589,736</b>	<b>1,031,655</b>
Balance	42,297	-	

**The Budget for the Mission of the Church  
In the Diocese of New Jersey  
Exhibit II: Congregational Fair Share Pledges**

Location		2002 Income	2003 Pledge	Paid for 2003	2004 Fair Share	2004 Pledge
Alexandria	St. Thomas'	138,330	14,000	12,500	18,016	15,000
Allenhurst	St. Andrew-by-the-Sea		0	0	0	
Asbury Park	St. Augustine's	134,397	8,000	8,000	17,347	8,000
Asbury Park	Trinity	206,016	5,000	5,000	29,523	6,000
Atlantic City	Ascension	78,018	2,500	2,500	8,642	3,000
Atlantic City	St. Augustine's	133,310	1,000	1,000	17,162	
Avalon	St. John's-by-the-Sea		0	0	0	
Avon	St. John's	5,930	233	233	593	400
Barnegat Light	St. Peter's-at-the-Light	59,690	0	0	6,260	5,200
Basking Ridge	St. Mark's	368,723	51,624	51,624	57,183	36,872
Bay Head	All Saints	191,076	18,840	18,840	26,983	
Beach Haven	Holy Innocents	231,009	30,734	23,500	33,772	33,772
Belford	St. Clement's	31,658	2,601	2,601	3,166	3,166
Bellmawr	Holy Spirit	68,332	2,000	2,000	7,383	2,000
Berlin	Good Shepherd	105,670	8,154	8,154	12,464	12,000
Bernardsville	St. Bernard's	313,011	55,509	55,509	47,712	47,712
Bernardsville	St. John on the Mountain	424,000	71,089	71,089	66,580	66,250
Beverly	St. Stephen's	131,444	8,190	8,190	16,845	9,000
Bordentown	Christ	137,265	13,500	13,500	17,835	14,500
Bound Brook	St. Paul's	138,229	10,000	10,000	17,999	10,100
Bradley Beach	St. James'	192,038	6,000	3,000	27,146	6,000
Brick	St. Raphael the Archangel	101,702	7,500	7,500	11,789	7,500
Bridgeton	St. Andrew's	152,762	2,000	2,000	20,470	
Bridgewater	St. Martin's	247,937	30,000	30,000	36,649	30,000
Burlington	St. Barnabas'	51,649	2,964	2,964	5,214	
Burlington	St. Mary's	238,824	30,000	30,000	35,100	35,100
Camden	St. Andrew's	55,350	4,000	4,000	5,696	5,696
Camden	St. Augustine's	121,080	1,200	1,200	15,084	
Camden	St. Paul's	109,689	4,000	4,000	13,147	
Camden	St. Wilfrid's	14,398	803	803	1,440	
Cape May	Advent	196,260	16,000	16,000	27,864	20,000
Cape May	St. Peter's-by-the-Sea	23,846	1,446	1,446	2,385	2,385
Cherry Hill	St. Bartholomew's	275,418	25,000	25,000	41,321	25,000
Chews Landing	St. John's	108,770	0	0	12,991	
Clarksboro	St. Peter's	247,550	37,294	37,294	36,584	36,584
Clementon	St. Mary's	46,182	3,884	3,884	4,618	
Collingswood	Christ	53,306	2,000	2,000	5,430	2,000
Collingswood	Holy Trinity	235,650	28,569	28,569	34,561	28,569
Cranbury	St. David's	178,129	26,000	26,000	24,782	24,800
Cranford	Trinity	207,596	17,000	17,000	29,791	17,000
Delair	Holy Trinity		0	0	0	
Delran	Trinity	18,172	1,200	1,200	1,817	1,817
Dunellen	St. Francis'	106,908	10,000	10,000	12,674	12,674
Eatontown	St. James'	86,695	6,828	6,828	9,770	7,000
Edison	St. James'	92,541	2,500	2,500	10,530	2,500
Elizabeth	Grace	45,612	0	0	4,561	
Elizabeth	San Jose	75,936	7,500	7,500	8,372	8,000
Elizabeth	St. Elizabeth's	259,255	32,500	32,500	38,573	34,500
Elizabeth	St. John's	111,086	18,000	18,000	13,385	12,000
Ewing	St. Luke's	87,300	13,370	3,343	9,849	5,000
Fair Haven	Holy Communion	96,983	7,500	7,500	11,108	9,000
Flemington	Calvary	189,670	18,800	18,800	26,744	20,000
Florence	St. Stephen's	48,713	798	798	4,871	1,750
Fords	St. John's	18,629	0	0	1,863	
Freehold	St. Peter's	380,326	20,000	13,096	59,155	20,000
Galloway	St. Mark & All Saints	150,548	13,654	13,654	20,093	15,055
Gibbsboro	St. John's-in-the-Wilderness	90,948	7,300	5,625	10,323	
Gladstone	St. Luke's	564,478	88,000	88,000	90,461	90,461
Glassboro	St. Thomas'	94,250	11,429	11,429	10,752	10,752
Gloucester	Ascension	92,614	7,000	7,000	10,540	5,500
Haddon Heights	St. Mary's	219,202	6,000	4,500	31,764	
Haddonfield	Grace	453,413	40,000	25,000	71,580	12,500
Hamilton	St. Matthias'	123,550	2,500	2,500	15,504	2,500
Hamiltonon	St. Mark's	70,194	8,001	8,001	7,625	7,625
Helmetta	St. George's	214,495	33,181	33,181	30,964	

Exhibit II (continued)

Location		2002 Income	2003 Pledge	Paid for 2003	2004 Fair Share	2004 Pledge
Highland Park	All Saints	26,878	2,361	1,761	2,688	2,688
Keansburg	St. Mark's	34,243	1,654	1,654	3,424	1,800
Keyport	St. Mary's	37,728	3,008	3,008	3,773	3,000
Lakewood	All Saints	195,690	14,710	12,258	27,767	14,710
Lambertville	St. Andrew's	102,162	12,688	0	11,868	
Laurel Springs	Atonement	56,610	5,669	5,669	5,859	5,859
Lawnside	Annunciation	20,429	1,500	1,500	2,043	1,500
Lebanon	Holy Spirit	303,467	30,000	14,655	46,089	
Linden	Grace	84,109	5,000	5,000	9,434	9,434
Little Silver	St. John's	166,103	18,250	18,250	22,738	22,738
Long Branch	St. James'	340,055	50,823	50,823	52,309	52,310
Longport	Redeemer		6,000	6,000	0	
Lumberton	St. Martin-in-the-Fields	129,011	7,000	7,000	16,432	7,000
Magnolia	Christ	27,072	1,906	1,906	2,707	
Mantoloking	St. Simon-by-the-Sea	35,885	1,962	1,962	3,589	
Maple Shade	St. John's	66,559	4,500	4,500	7,153	
Matawan	Trinity	134,509	10,500	2,000	17,367	
Medford	St. Peter's	346,644	20,000	20,461	53,429	34,664
Mercerville	Grace-St. Paul's	195,292	19,964	19,964	27,700	23,700
Merchantville	Grace	203,057	24,102	15,066	29,020	
Metuchen	St. Luke's	257,563	50,000	25,000	38,286	38,286
Middletown	Christ	389,063	58,476	58,476	60,641	57,750
Millville	Christ	68,243	7,027	7,027	7,372	7,372
Monmouth	St. Barnabas'	181,055	11,500	11,500	25,279	10,000
Moorestown	Trinity	577,259	01,352	101,352	92,634	92,634
Mount Holly	St. Andrew's	209,423	40,003	40,003	30,102	30,102
Mullica Hill	St. Stephen's	43,578	5,245	5,245	4,358	4,358
Navesink	All Saints	213,963	23,000	23,000	30,874	23,874
New Brunswick	Christ	353,853	45,000	11,250	54,655	40,000
New Brunswick	St. Alban's	96,344	2,500	2,500	11,025	6,800
New Brunswick	St. John the Evangelist	99,677	11,503	11,503	11,458	11,458
New Providence	St. Andrew's	211,648	15,000	0	30,480	30,480
North Plainfield	Holy Cross	202,436	14,000	14,000	28,914	20,244
North Wildwood	St. Simeon's-by-the-Sea		11,000	3,000	0	6,000
Ocean City	Holy Trinity	268,483	45,180	45,180	40,142	40,142
Ortley Beach	St. Elisabeth's	32,186	1,744	1,744	3,219	3,219
Palmyra	Christ	36,386	3,252	3,252	3,639	3,639
Paulsboro	St. James'	21,238	1,100	1,100	2,124	2,124
Pemberton	Grace		20,000	20,000	0	
Pennington	St. Matthew's	373,331	57,326	57,326	5,966	57,966
Penns Grove	Our Merciful Saviour	63,935	0	0	6,812	
Pennsville	St. George's	94,137	4,000	4,000	10,738	4,000
Perth Amboy	Holy Cross	12,725	740	740	1,273	1,273
Perth Amboy	St. Peter's	307,181	47,500	47,500	46,721	38,000
Pitman	Good Shepherd	149,442	14,200	14,200	19,905	15,000
Plainfield	Grace	251,906	7,000	7,000	37,324	8,000
Plainfield	St. Mark's	236,393	22,500	22,500	34,687	24,000
Pleasantville	St. Mary's	72,440	2,000	2,000	7,917	
Point Pleasant	St. Mary's-by-the-Sea	259,149	40,093	40,093	38,555	
Princeton	All Saints	384,210	62,658	62,658	59,816	60,000
Princeton	Trinity	1,207,374	172,376	172,376	199,754	180,125
Rahway	Holy Comforter	105,312	5,000	5,000	12,403	5,000
Rahway	St. Paul's	120,925	5,000	5,000	15,057	5,000
Red Bank	St. Thomas'	122,887	13,662	13,662	15,391	15,391
Red Bank	Trinity	236,583	14,500	14,500	34,719	23,658
Riverside	St. Stephen's	94,686	10,039	10,039	10,809	10,809
Riverton	Christ	171,475	23,500	23,500	23,651	23,651
Rocky Hill	Trinity	61,538	6,621	6,621	6,500	6,500
Roselle	St. Luke the Evangelist	92,749	4,000	4,000	10,557	6,000
Rumson	St. George's-by-the-River	558,519	93,654	93,654	89,448	83,067
Salem	St. John's	395,285	51,282	51,282	61,698	61,698
Scotch Plains	All Saints	140,576	10,000	10,000	18,398	
Sea Girt	St. Uriel the Archangel	183,830	28,989	28,989	25,751	25,751
Sewaren	St. John's	61,822	3,690	3,690	6,537	
Shrewsbury	Christ	214,511	15,000	15,000	30,967	21,000
Somers Point	Christ	175,234	12,000	12,000	24,290	
Somerville	St. John's	193,936	27,682	27,682	27,469	27,469
South Amboy	Christ	167,197	0	0	22,923	
South River	Holy Trinity	116,337	12,401	12,401	14,277	
South Vineland	Christ	7,093	362	362	709	709
Spotswood	St. Peter's	190,552	22,000	22,000	26,894	22,000

		<b>2002</b>	<b>2003</b>	<b>Paid for</b>	<b>2004</b>	<b>2004</b>
	<b>Location</b>	<b>Income</b>	<b>Pledge</b>	<b>2003</b>	<b>Fair Share</b>	<b>Pledge</b>
Spring Lake	Holy Trinity	20,080	400	400	2,008	
Stone Harbor	St. Mary's	231,821	27,000	27,000	33,910	32,592
Swedesboro	Trinity	57,657	5,627	5,627	5,995	5,995
Toms River	Christ	350,264	41,250	41,250	54,045	54,045
Trenton	Christo Rey	66,965	5,032	5,032	7,205	
Trenton	St. Michael's	68,260	7,700	7,700	7,374	7,374
Trenton	Trinity Cathedral	430,516	35,000	35,000	67,688	43,052
Tuckerton	Holy Spirit	80,164	8,588	5,450	8,921	5,000
Union	St. Luke & All Saints	40,815	300	300	4,082	600
Ventnor	Epiphany	119,841	7,314	1,829	14,873	5,000
Villas	St. Barnabas-by-the-Bay	53,089	6,538	6,538	5,402	5,402
Vincentown	Trinity	80,080	5,565	5,565	8,910	8,008
Vineland	Trinity	81,201	8,547	8,547	9,056	9,056
Wall	St. Michael the Archangel	97,791	6,000	6,000	11,213	5,000
Waretown	St. Stephen's	130,069	21,000	15,750	16,612	16,612
Wenonah	Holy Trinity	128,434	15,000	12,875	16,334	1,000
Westfield	St. Paul's	599,344	45,000	45,000	96,388	60,000
Westville	St. Luke's	42,173	4,100	4,100	4,217	4,217
Whiting	St. Stephen's	153,707	15,000	15,000	20,630	15,371
Williamstown	St. Mark's-at-the-Crossing	49,996	5,657	5,657	4,999	5,000
Willingboro	Christ the King	113,919	4,000	4,000	13,866	4,000
Woodbridge	Trinity	165,800	12,000	12,000	22,686	6,000
Woodbury	Christ	222,678	22,822	22,822	32,355	22,242
Woodstown	St. Luke's		750	750	0	1,000
Yardville	St. James'	135,194	500	500	17,483	1,000

**The Budget for the Mission of the Church  
In the Diocese of New Jersey**  
Exhibit III: Preliminary Results as of December 31, 2003

	<b>2003 Budget</b>	<b>Preliminary Results</b>
<b>Revenue</b>		
1 Fair Share Pledges	2,671,696	2,512,801
3 Trust Income	574,951	536,804
4 Other Income	35,000	9,118
<b>Total</b>	<b>3,281,647</b>	<b>3,058,723</b>

**Outlays**

**I. Support for Congregations**

*Direct Support*

101 Trinity Cathedral	26,717	26,717
102 Assisted Parishes	450,000	402,000
103 Parish Program Grants	30,000	6,075

*Parish Development*

111 Congregational Development	10,000	-
112 Parish Crisis Response	10,000	-
113 Regional Ministry Studies	27,700	-
114 Church Reports	12,300	12,226
115 20/20 Initiative	16,779	-

*Support for Ministries*

121 Stewardship	7,500	3,737
122 Liturgy, Music & Worship	-	70
123 Christian Formation	10,000	5,146

*Communications*

131 Communications	100,000	111,331
132 Historian/Archivist	10,000	8,941
133 Production of the Journal	13,000	522

*Support for Clergy*

141 Commission on Ministry	23,000	15,136
142 Seminary Scholarships	41,600	45,000
143 COM Internship Program	3,000	-
144 Committee on the Diaconate	42,600	42,600
145 Clergy Support & Development	9,000	9,000
146 Trinity Counseling Service	11,000	11,000
151 Retired Clergy Chaplain	600	804
152 Retired Clergy Health Ins.	200,000	167,002
153 Widows/Orphans Health Ins.	100,000	86,517

Exhibit III (continued)

154	Retired Clergy Fund	20,000	16,757
155	Widows/Orphans Fund	20,000	5,023
	<i>Gatherings of the Diocese</i>		
161	Diocesan Convention	28,000	33,203
162	Clergy Conference	2,000	2,942
163	Lay Leader Conferences	6,500	-

**II. Our Ministry Together**

	<i>Social Ministry</i>		
201	Environmental Committee	500	334
202	Hunger Task Force	2,500	1,900
203	Migrant Ministry	6,960	6,758
204	Institutional Ministries	500	705
	<i>Ethnic Ministry</i>		
211	Anti-Racism	40,000	34,173
212	Hispanic Commission	12,000	5,328
	<i>Youth Ministry</i>		
221	Youth Activities	27,000	29,265
	<i>Educational Institutions</i>		
231	St. Michael's Chapel, Rutgers	15,000	15,000

**III. Reaching Beyond Our Borders**

	<i>Programs &amp; Covenants</i>		
301	National Church Covenant	400,000	400,000
302	Province II Covenant	9,612	8,800
303	Ecumenism	2,500	1,900
304	Companion Diocese	23,000	23,000
	<i>Gatherings of the Church</i>		
311	Lambeth	1,000	1,000
312	House of Bishops	6,000	3,207
313	General Convention	13,333	25,018
314	ECW Triennium	3,255	7,917
315	Province II Meetings	4,500	1,242

**IV. Building the Foundation**

	<i>The Episcopacy</i>		
	<i>The Assisting Bishop</i>		
401	Salary & Housing	113,550	96,969

Exhibit III (continued)

402	Social Security	8,650	7,985
403	Retirement Supplements	13,800	12,738
404	Professional Allowance	6,000	9,620
405	Transportation	10,000	10,445
406	Visiting Bishops	6,000	5,624
407	Episcopal Search Process	47,792	47,792
408	The 11th Bishop of New Jersey	40,000	74,178
	<i>The Canon to the Ordinary</i>		
411	Salary & Housing	45,000	57,625
412	Social Security	-	-
413	Continuing Education	1,000	-
414	Professional Allowance	7,000	914
415	Transportation	4,800	8,103
	<i>The Chief Financial Officer</i>		
421	Salary	66,546	69,810
422	Social Security	5,090	5,340
423	Professional Allowance	2,000	1,681
	<i>Canon for Ministry Development</i>		
431	Salary & Housing	50,486	51,513
432	Social Security	3,862	3,862
433	Professional Allowance	-	2,227
	<i>The Youth Director</i>		
441	Salary & Housing	67,275	60,012
442	Social Security	5,147	4,591
443	Professional Allowance	4,000	1,494
444	Transportation	4,200	8,409
	<i>Administration</i>		
451	Administrative Staff	295,652	319,333
452	Health Insurance	72,000	67,885
453	Dental Insurance	9,300	6,855
454	Life Insurance	3,800	2,579
455	Long Term Disability	3,000	1,230
456	Pensions	120,000	104,532
	<i>Finance</i>		
461	Insurance & Bonding	46,000	66,365
462	Audit	24,000	18,845
	<i>Facilities</i>		
471	Property Maintenance	33,000	25,099
472	Utilities	18,000	23,042
473	Capital Improvements	35,000	15,000

## Exhibit III (continued)

474	Equipment	50,000	59,693
475	Telephone	10,000	10,068
476	Office Supplies	20,000	14,476
477	Printing & Postage	46,000	27,101
478	Meeting Expenses	10,000	1,569
479	General Management	11,626	17,408
480	Hospitality	6,500	8,429
501	<i>Title IV</i>	-	25,757
	<i>The Doss Agreement</i>		
511	Loan Repayment	123,282	123,282
512	Retirement Supplement	33,333	33,333
	<b>Total</b>	<b>3,281,647</b>	<b>3,090,109</b>
	<i>Balance</i>	-	<i>(31,386)</i>

**The Budget for the Mission of the Church  
In the Diocese of New Jersey  
Exhibit IV: Trust Funds of the Diocese**

<b>Name of Fund</b>	<b>DIT Shares, Dec. 31, 2003</b>	<b>Market Value, Dec. 31, 2003</b>	<b>2004 Income</b>
<b>General Funds</b>			
Eisenhart Fund	54,280.79	2,248,853	117,247
VIM Endowment Fund	70,031.61	2,901,409	151,268
Harriet Procter Matthews Fund	80,066.90	3,317,172	172,945
<b>Loan Funds</b>			
Emergency Loan Fund	n.a.	n.a.	25,000
Shannon Trust	7,301.78	302,513	15,772
Capital & Revolving Fund	n.a.	306,487	2,400
R. Bowden Shepherd Fund	n.a.	209,226	1,600
VIM Loan Fund	n.a.	461,303	3,500
<b>Endowment Funds</b>			
DeVoe Fund	1,831.00	75,858	3,955
Mary N. Perce Fund	26.00	1,077	56
Miscellaneous Funds	4,202.09	174,093	9,077
<b>Operating Funds</b>			
Katherine W. Kean Legacy	12,956.00	536,767	27,985
Bishop Knight Memorial Fund	222.00	9,197	480
Harold E. Pancoast Estate	4,202.00	174,089	9,076
Stevens & Conover Fund	37.00	1,533	80
Eleanor Merritt Estate	649.00	26,888	1,402
Episcopal Fund	5,521.87	228,771	11,927
Endowment Fund TCP	489.78	20,292	1,058
<b>Property Funds</b>			
Episcopal Residence Fund	2,310.01	95,704	4,990
RB & RW Shepherd Fund	5,513.76	228,435	11,910
<b>Mission Funds</b>			
Missionary Fund	2,218.28	91,903	4,791
T.A. Conover Memorial Fund	747.00	30,948	1,614
Mary C. Bishop Fund	287.00	11,890	620
Edgar Cummings Sanborn Fund	118.00	4,889	255
Malcolm Stoney Estate	4,990.79	206,768	10,780
S. Robinson Knight Estate	1,824.14	75,574	3,940
Helen Parkhill Fund	1,277.88	52,943	2,760
<b>Conference Funds</b>			
Bruker Fund	8,056.00	333,760	17,401
Berkeley Twp. Prop. Fund	304.00	12,595	657
<b>Education Funds</b>			
Mary E.H. Pullan Fund	1,416.61	58,690	3,060
Walter P. Wilson Fund	445.61	18,462	963
Walter C. Scott Fund	706.78	29,282	1,527
Walters Scholarship Fund	1,652.11	68,447	3,569
Walters Scholarship Fund	n.a.	n.a.	47,702
Etta V. Shur Estate	n.a.	n.a.	3,676
Emma T. Theurer Fund	9,886.93	409,616	21,356
Van Duzer Scholarship Fund	1,808.22	74,915	3,906
<b>Clergy, Widows &amp; Orphans Funds</b>			
Aged & Infirm Clergy Fund	4,166.67	172,625	9,000
Aged & Infirm Clergy Fund	6,744.33	279,418	14,568

## Exhibit IV (continued)

<b>Name of Fund</b>	<b>DIT Shares, Dec. 31, 2003</b>	<b>Market Value, Dec. 31, 2003</b>	<b>2004 Income</b>
Widows & Orphans Fund	8,333.33	345,250	18,000
Widows & Orphans Fund	5,767.67	238,955	12,458
Eleanor B. Trend Estate	90.00	3,729	194
Rebecca W. Shepherd Fund	345.66	14,321	747
H. Martin Estate	76.00	3,149	164
<b><i>New Church Funds</i></b>			
St Mark's Carteret	995.00	41,223	2,149
St. Andrews Highlands	5,767.30	238,939	12,457
Georgina M.E. Bevan Estate	427,047	12,384	
<b><i>City Ministry Funds</i></b>			
St. James Fund (Atlantic City)	34,092.67	1,412,459	73,640
Elizabeth Fund	8,069.57	334,322	17,430
Plainfield Fund	7,748.76	321,031	16,737
<b><i>Campus Ministry Funds</i></b>			
Wm. A. Proctor Foundation	62,858.86	2,604,243	135,775
<b><i>St. Andrew's, Lambertville Funds</i></b>			
Herbert Stanley Smith Fund	1,508.00	62,476	3,257
<b><i>Evergreens Funds</i></b>			
Fenton Memorial Fund	1 0,289.00	426,273	22,224
Leona Truax Scott Fund	326.00	13,506	704
Evergreens Fellowship Fund	33,213.58	1,376,039	71,741
<b><i>Special Funds</i></b>			
Jane O. P. Turner Fund	19,657.52	814,411	42,460
Mary C. O'Neil Fund	592.83	24,561	1,281
Christian Knowledge Society	799.00	33,103	1,726
Hunger Task Force	123.96	5,136	268
<b><i>Bishop's Trust Funds</i></b>			
Elizabeth Ink Fund	568.75	23,563	1,229
Louisa S. Vought Fund	868.54	35,984	1,876
Edward Baker Fund	408.24	16,913	882
Juliana Conover Legacy	530.93	21,996	1,147
Merritt Memorial Fund	250.23	10,367	540
Hanford Smith Legacy	111.01	4,599	240
Josiah Robbins Fund	40.02	1,658	86
Theodore Eisele Estate	42.03	1,741	91
H.L. Chattin Gift	151.80	6,289	328
Carl J. Holinger Fund	19.03	788	41
Talcott Fund	60.80	2,519	131
Elizabeth R.H. Douglas Estate	772.78	32,016	1,669
McKee Swift Memorial Fund	8.50	352	18
Jay B. Thomlinson Estate	86.15	3,569	186
<b><i>Archdeacon's Trust Funds</i></b>			
Montgomery Legacy	85.68	3,550	185
Diademia Perce Legacy	300.91	12,467	650
Christ Church, Waterford	129.55	5,367	280
<b>Trust Fund Totals</b>			
<b>Total DIT Investment</b>	<b>501,381.59</b>	<b>20,772,239</b>	<b>1,082,984</b>
<b>All Funds: Value &amp; Income</b>		<b>22,176,302</b>	<b>1,179,246</b>

**The Budget for the Mission of the Church  
In the Diocese of New Jersey  
Exhibit V: Support for Assisted Congregations**

Location	Congregation	Assistance Payments		
		2002	2003	2004
<b>I. Inner-City Missions</b>				
Camden	Our Saviour	7,500	0	0
Camden	St. Andrew's	59,500	59,500	59,500
Camden	St. Wilfrid's	10,000	7,000	0
Elizabeth	Grace	0	7,500	55,000
Elizabeth	San Jose	50,000	50,000	50,000
New Brunswick	St. Alban's	35,000	25,000	22,000
Trenton	Christo Rey	60,000	55,000	60,000
<b>II. Suburban Congregations</b>				
Bellmawr **	Holy Spirit	10,000	10,000	6,000
Westville **	St. Luke's	16,000	21,500	21,500
Hammonton	St. Mark's	15,000	15,000	15,000
Keansburg	St. Mark's	5,000	3,500	0
Palmyra	Christ	20,000	19,000	15,000
Swedesboro	Trinity	20,000	20,000	20,000
Three Bridges	Christ	36,000	30,000	20,000
Tuckerton	Holy Spirit	3,000	1,000	0
Vineland	Trinity	55,000	57,000	52,000
Williamstown	St. Mark's	35,000	7,000	7,000
Willingboro	Christ the King	14,000	14,000	14,00