

Komo Kulshan Cluster Budget Report 2010

An ecumenical partnership of

**Christ Episcopal Church
Celebration Lutheran Church
St. James Episcopal Church
St. Paul's Episcopal Church
La Iglesia de la Resurreccion**

Budget Process:

The Policy and Personnel Team (PPT), comprised of Sr. Wardens and LT President, met with The Rev. Canon Joan Anthony three times in the spring of 2009 and exchanged many emails. The PPT recommended a budget to the Cluster Council (KKC) for their review in July, and then made some changes before the September KKC meeting. This budget and staffing plan for 2010 was approved by the KKC on September 9, 2009. In October and November the Vestries and Leadership Teams discussed, engaged their congregations, and made suggestions with regard to the proposed Cluster Assessment for 2010.

Grant Change:

In 2009 the Diocese of Olympia granted \$38,000 to the cluster. This change, plus the challenges of the larger economic environment led leaders and staff to look carefully at our staffing for 2010. In general we felt that the cluster partnership request (aka Cluster Assessment) should remain the same or be reduced somewhat for 2010.

Pastoral Staff Changes:

The Rev. Vicki Wesen desires to work 1/2 time beginning January 1, 2010. The staff and the PPT did extensive work on the work responsibilities and hours per month based on those responsibilities. The PPT, staff, and the KKC feel we still have adequate staffing for our needs. If this does not turn out to the case, we will look at that next year.

Congregational Grade and Salary Change:

When the Cluster reorganized in 2004/2005 Cluster leaders and staff had conversation with the Diocesan staff about the salary grade level for the Cluster. The salary grade is based on the size and budget of the congregation. The Episcopalians and Lutheran pay scales are nearly identical. Due to many factors, they chose

mid-level of Grade D for the pay-grade of the clergy in 2004. The PPT and Joan Anthony and the KKC no longer feel this is appropriate. Nor would pay at this salary grade likely attract the quality of clergy we might want in the future. The Cluster, taken as a whole, is a very high C grade congregation. The Rev. Kyлло's salary has been increased to match the mid-grade of this salary grade. This means a raise in salary from a 2009 of \$67,807 to \$77,000. This was offset somewhat by a reduction in the expense in Kyлло's medical insurance expense.

Grant from Diocese:

Originally the Cluster had been told that we should not apply for a grant in 2010. Joan Anthony encouraged us to apply for one to assist the Cluster in changing the salary grade. The Cluster was awarded \$12,000 of the \$15,000 we asked for.

Administrative Coordinator Increase:

With the reduction in pastoral staffing the PPT, Staff and KKC feel it necessary to increase our administrative coordinator for the Cluster so that our clergy can work more productively. We have also restructured this ministry description significantly. This year, Resurreccion is contributing \$1,800 to help support the Administrative Coordinator position.

Teaching Pastor:

The Teaching Pastor, The Rev. Armond Larive, works on a flexible basis, and so his position is funded from within the Support Clergy line, overseen by the Missioners.

Proposed Congregational Cluster Assessment for 2010:

The churches in the cluster partner together for many reasons, one of which is to provide our primary ministry staff with each other. Without the cluster, each congregation would have to pay the salary and benefits of staff on their own. The proposed amount of cluster assessment begins with the size, number of households, budget, and then moves on to discernment about the fiscal situation and needs of each congregation.

Restructuring the Cluster Leadership:

About 20 people met in December to reimagine how the cluster might be better organized. In January of 2010, the Vestries and LT's of the cluster will be discussing the current draft of this new structure. Information will be available to all in February.

KOMO KULSHAN FINANCES 2009

Dec-09

	YTD ACTUAL	ANNUAL BUDGET	Amount Short to Date
BUDGETED INCOME			
ASSESSMENTS 2009			
Celebration	\$ 45,000.00	\$ 45,000.00	100%
Christ Church	\$ 60,999.01	\$ 61,000.00	100%
St. James	\$ 28,000.00	\$ 28,000.00	100%
St. Paul's	\$ 63,000.00	\$ 63,000.00	100.00%
TOTAL ASSESSMENTS	\$ 196,999.01	\$ 197,000.00	100.00%
Assessment 2008			
Celebration	\$ 500.00		
St. Paul	\$ 12,000.00		
Diocesan Grant	\$ 38,000.00	\$ 38,000.00	100%
SUB-TOTAL	\$ 247,499.01	\$ 235,000.00	
NON-BUDGETED INC.			Plus \$250 in 2010
Audio Visual Equip	\$ 385.00		
Womens Retreat	\$ 980.00		
Pension Liab-Kyllo	\$ 2,500.00		for kyllo pension
Contributions-Other	\$ 400.00		
(prev. yr.)	\$ 0.78		
TOTAL INCOME	\$ 251,764.79	\$ 235,000.00	107.13%
EXPENSE			
Administrative Expens	\$ 4,621.66	\$ 3,980.00	99%
Advertising	\$ 781.10	\$ 700.00	
TOTAL ADMIN. EXPEN.	\$ 5,402.76	\$ 4,680.00	
PERSONNEL			
Payroll Expenses	\$ 1,939.94	\$ 1,845.00	105%
Administrative Reimb.	\$ 13,358.40	\$ 13,100.00	102.00%
Reimburse Christ Chu	\$ 2,000.00	\$ 2,000.00	100.00%
Youth Coord.	\$ 3,565.68	\$ 4,000.00	89.00%
Co-Pastor Kyllo Incl	\$ 96,361.62	\$ 96,182.00	100.00%
Co-Pastor Wesen Incl	\$ 87,135.84	\$ 88,312.00	98.67%
Parish Nurse	\$ 6,325.00	\$ 6,300.00	100.40%
TOTAL PERSONNEL	\$ 210,686.48	\$ 211,739.00	100.90%
Program Expense	\$ 2,178.36	\$ 2,610.26	83.45%
Support clergy	\$ 6,569.94	\$ 7,000.00	80.32%
Support Cler. Trav.	\$ 831.26	\$ 1,600.00	51.95%
Travel Reim Clergy	\$ 6,026.90	\$ 7,100.00	84.89%
Total Program & Supp	\$ 15,606.46	\$ 18,310.26	
TOTAL BUDGETED EXP.	\$ 231,695.70	\$ 234,729.26	98.71%
Pension Liab.-Kyllo	\$ 2,500.00		Kyllo pension
2008 Travel-Kyllo	\$ 1,651.35		
2008 Travel - Wesen	\$ 1,648.42		
Audio Visual Equip	\$ 577.72		
Women's Retreat	\$ 980.00		
Other Expenses	\$ 10.00		
TOTAL NON-BUDGET	\$ 7,367.49		
TOTAL EXPENSE	\$ 239,063.19		

Cluster Budget 2010

Jan-10

	2009	2010
BUDGETED INCOME		
ASSESSMENTS		
Celebration	\$ 45,000.00	\$ 44,100.00
Christ Church	\$ 61,000.00	\$ 52,300.00
St. James	\$ 28,000.00	\$ 29,000.00
St. Paul's	\$ 63,000.00	\$ 61,100.00
St. Paul's Liab. To Cluster		\$ 2,000.00
Resurreccion to Cluster Admin		\$ 1,800.00
TOTAL ASSESSMENTS	\$ 197,000.00	\$ 190,300.00
Diocesan Grant	\$ 38,000.00	\$ 12,000.00
TOTAL INCOME	\$ 235,000.00	\$ 202,300.00
EXPENSE		
Administrative Expens	\$ 4,680.00	\$ 4,465.00
Web Support	\$ 700.00	\$ 750.00
TOTAL ADMIN. EXPEN.	\$ 5,380.00	\$ 5,215.00
PERSONNEL		
Payroll Exp (L&I-etc)	\$ 1,845.00	\$ 1,436.00
Administrative Reimb.	\$ 13,100.00	\$ 16,600.00
Reimburse Christ Chu	\$ 2,000.00	\$ 2,000.00
Curate (Barrett)	\$ 4,000.00	\$ 12,300.00
Co-Pastor Kylo Incl	\$ 96,182.00	\$ 103,460.00
Co-Pastor Wesen Incl	\$ 88,312.00	\$ 39,852.00
Parish Nurse	\$ 6,300.00	\$ 3,000.00
Deacon Taylor		\$ 1,040.00
TOTAL PERSONNEL	\$ 211,739.00	\$ 179,688.00
Program Expense	\$ 2,500.00	\$ 2,500.00
Support clergy	\$ 7,000.00	\$ 4,200.00
Support Cler. Trav.	\$ 1,600.00	\$ 1,600.00
Travel Reim Clergy	\$ 7,100.00	\$ 7,100.00
Total Program & Supp	\$ 18,200.00	\$ 15,400.00
Pension 2004-2005		\$ 1,765.00
TOTAL BUDGETED EXP.	\$ 235,319.00	\$ 202,068.00