COLA Report

According to a vote of the 2022 Diocesan Assembly the COLA adjustment for 2026 would be from the Board of Labor Statistics, July US City average CPI.

- US City average is 2.7%

The COLA adjustment for the Diocese of New England 2025 is 2.7%

Yours In Christ,

Alexia Tassmer

Alexia Tassmer

Financial Planning Committee Report
Diocesan Assembly October 24-25, 2025

Executive Summary

This year's report is different from last year's report because a lot of the uncertainty has been removed since:

- Last year's Assembly has voted to allow Endowment transfers up 10% of prior year's balance thru November 2029, 3 months after FY29 closes; and after that revert to the 5% cap.
- Stewards and Youth Funds have been created which separates them from the Operating Budget. This makes it easier to calculate the OCA Fair Share and to determine which transfers should apply to reducing the pre-paid OCA Fair Share.
- A Bishop's Residence has been purchased so we are no longer evaluating multiple options such as: rent, residence, or diocesan center.

One Time Transfer to Maintenance Fund

The Committee is recommending the Assembly authorize the transfer of $62,000 from the Endowment to the Maintenance Fund. The Fund is designed to cover costs of major periodic projects like: replacement of roof, furnace, water heater, and air conditioning. These systems have been in place for various periods of time, as a result the normal annual transfer to the Fund from the operating budget will not be sufficient to cover the actual costs when they occur. We recommend transferring the additional amount needed now. For example, if a system with a 20 year life is now 10 years old and included in the annual operating budget transfer to the Fund for $1000, we recommend a 2026 Endowment transfer of $10,000 (10 years at $1,000 per year).

Monastery

While the possible acquisition of monastery property is under discussion we have not included it in the model because of lack of data as to: acquisition, development, and net operating costs. Since no net revenue would be produced the best case would be its undertaking would not increase the required catch up percent. The more likely result would be an increase in the catch-up percent required to be added to inflation.

Recommendations

1. Going forward recommend assuming a 1% catch-up and 3% growth.
2. Recommend transfer in 2026 $62,000 from the Endowment to the Maintenance Fund to cover major project costs, which by the time of the

project occurrence sufficient funds have not been accumulated through regular operating budget transfers.

3. Recommend for the 2027 budget, Endowment transfers be limited to $52,627.
4. Institute previously recommended programs to facilitate Communicant Growth.
   a. Establish DNE Mission/Evangelization workshops with centralized resources, and outreach training.
   b. Develop programs for building endowments through organized charitable giving – provide resources for priests and parish treasurers on approach and implementation.
5. Request the Grant Committee to provide input well before the 2026 Report is due on whether there are possible grants that could be used for Stewards, Youth, the Operating Budget, a monastery, or to fund the kinds of programs listed in item 4 above.

Report

Recap of the 2024 Committee Recommendations – Action Taken

Last year the committee made the following recommendations. Indicated are actions, if any, taken.

1. Institute programs to increase Stewards and Youth Rally Income. *Done and continuing.*
2. Continue to investigate the possibility of Grants. *Committee set up, but no input for the 2025 report.*
3. Do not increase by inflation non-Bishop stipends until 2030. *Done - included in model.*
4. Assume 2% per year communicant growth in determining Total Fair Share. *Done - will be revisited in this report for the future.*
5. Increase per communicant fair share by inflation plus a catch-up of 1% per year for the Rental Alternative (as is in budget); and 2% for the Residential Alternative. *Catch-up used in 2025 budget was 1%.*
6. Institute programs to facilitate Communicant Growth. *NO Action taken.*
   a. Establish DNE Mission/Evangelization workshops with centralized resources, outreach training and a retreat facility.
   b. Develop programs for building endowments through organized charitable giving – provide resources for priests and parish treasurers on approach and implementation.

Input Provided to the 2026 Budgeting Process

The Committee was asked to provide input to the 2026 budgeting process. In early July in preparation for the FY26 budgeting process, the 2025 long-term financial planning model was run with known costs for acquiring the Bishop's residence, estimated closing costs and preliminary estimates for maintenance and contributions to a major project reserve fund.

The resulting recommendation was that the maximum transfer from the Endowment to the Operating Budget or restricted funds such as Stewards and Youth be limited to $67,218. This value was based on an updated version of the long-term financial planning model we used in 2024; and an assumption of 1% catch-up over inflation (3%) and communicant growth of 2%.

Using the catch-up and growth assumption the model provides by year the required endowment transfer amount and the percentage of the endowment balance. DNE policy caps transfers at 10% thru November 2029 (2 months after the fiscal year closes to allow for transfers), after which the cap reverts to 5%. The 1% catch-up and 2% growth case gets down to 5.5% in 2030, that is a bit more than the 5% cap.

At the time this input was provided, the 2025 Census was not yet available, so we provided the per capita fair share for 2026 at various levels of possible communicant growth. Now that the final proposed 2026 Budget and 2025 Census data is available the following table shows how the per capita fair share has changed over time.

Per Capita Fair Share

Fiscal Year	Communicants	Budget	Per Capita	% Increase
2004	2,482			
2011	1,812			
2017	1,679			
2022	1,326	300,000	226.24	
2023	1,359	300,000	220.75	-2.43%
2024	1,431	300,000	209.64	-5.03
2025	1,489	312,160	209.64	.00
2026	1,565	333,162	212.88	1.55

2025 Report Assumption Input

The following items were considered and indicated changes made to the model and its inputs:

Accounting Policies

No changes made. Continue policy of no non-Bishop stipend increases until after 2029, and thereafter increases by inflation.

Stewards Fund Endowment Transfers by Year

Based on the success of the Stewards of the NE Diocese donations exceeding the budget ($25,000) by over $5000, the budget for 2026 is $30,000. The goal again will be to exceed that amount and by 2027 no longer require any transfer from endowment to supplement the Stewards Account. After 2028 there are no transfers and income and expenses increase with inflation.

In addition, the goal will be to increase the transfer amount from the Stewards Account to the Youth Account each year. This will help reduce the endowment transfers needed to the Youth Account for the Youth Rally.

Youth Fund Endowment Transfers by Year
The Youth Rally registration fees will be increased by $50 for 2027 and another $50 in 2028. We expect expenses to increase for the rally, but these registration fee increases should reduce the required endowment transfer each year by at least $2000 each year. In addition, it is anticipated that the transfers from the Stewards Fund each year (2027 and 2028) will increase and therefore reduce the required endowment transfer by at least another $1500 each year. After 2028 income, and transfers increase with inflation; and expenses are equal to income plus transfers.

Residence Maintenance Costs
Having just acquired the property there is no history under our ownership. The FY26 budgeted Maintenance Cost is $6,000, which is believed adequate. The model uses the 2026 number and increases it by inflation each year thereafter.

Residence Maintenance Fund Operating Budget Transfer
Having just acquired the property there is no history under our ownership. The FY26 budgeted transfer to the Maintenance Fund is $4,500, which is believed adequate. The model uses the 2026 number and increases it by inflation each year thereafter.

In addition to the regular Operating Budget transfer, a transfer of $62,000 from the Endowment to the Maintenance Fund is included in the model in 2026. The Fund is designed to cover costs of major periodic projects like: replacement of roof, furnace, water heater, and air conditioning. These systems have been in place for various periods of time, as a result the normal annual transfer to the Fund from the operating budget will not be sufficient to cover the actual costs when they occur. For example a system with a 20 year life that is now 10 years old and is included for $1,000 in the annual operating budget transfer to the Fund, without a transfer would be $10,000 short of funds needed (10 years at $1,000 per year). By investing the funds in 2026 the investment return should cover increases in cost due to inflation.

There are also some items needing immediate action that need to be funded and are included in the transfer from the Endowment.

Reoccurring Items	**Current Cost**	**Years to Go**	**Shortfall**
Roof	20,000	8	13,600
Furnace	15,000	18	1,500
Central AC	15,000	12	3,000
Mini Splits	10,000	10	1,667
Water Heater	2,500	8	600
Interior Painting	12,000	10	4,000
Near Term Items - not in future maintenance			

2nd Fl. Deck *Railing	7,000	0	7,000
3rd Floor Flooring	5,000	0	5,000
Driveway Drain	5,000	0	5,000
Replace Driveway	20,000	0	20,000
Other - Rounding	133	0	133
Total Transfer in 2026			$62,000

Monastery

There has been an offer to transfer land for a Monastery and a request for funding for a property survey and legal expenses. The Assembly has not authorized acceptance of the gift, nor has a specific plan been presented for how a monastery might be organized, funded, etc. Lacking such information the Committee felt it would be premature to include such in our projections. However we should point out that capital costs or net operating costs would adversely affect when an evaluated case achieves an Endowment transfer 5% or less of the prior year's Endowment balance. Put another way the Fair Share catch-up percentage will have to be higher for any given case communicant growth assumption.

2025 Report Alternatives Evaluated

Only one alternative was considered– Residence.

2025 Report Scenarios

The scenarios considered are a combination of assumptions about: 1) the rate at which Total Fair Share would increase without communicant growth (can be viewed as the increase in per capita fair share), and 2) the rate of communicant growth. Applying the combined effect of these two parameters produces the expected Total Fair Share for any year.

Inflation and Catch-up

We have assumed a 3% Inflation rate for expenses, unless otherwise specified, and for base line growth in Total Fair Share. We added to inflation a specified Catch-up percentage in years 2027 to 2029. For example, a 2% catch-up in a 3% inflation environment results in a 5% increase in the per capita fair share. If the communicant growth actually experienced in a forecast year is greater than the growth assumption the actual per capita fair share will be lower, as was experienced in 2025.

Growth

Growth increases the Total Fair Share without increasing the per capita fair share. If new communicants contribute more than the per capita fair share, parishes can pay the fair share and have something left over to cover other parish expenses. In last year's survey "Only 15% of parishes said new communicants generally cover the DNE per capita fair share and more, which suggests parish financials will not benefit a lot from the new members currently being attracted." This year parishes are being encouraged to meet the compensation guidelines, which except for one parish will require increasing compensation in the near term.

If actual growth exceeds what is used in the model the actual per capita fair share will be reduced. DNE started to grow in 2022 after an extended period of decline. That growth history was:

2021 to 2022	2.5%	
2022 to 2023	5.3	
2023 to 2024	4.1	
2024 to 2025	5.1	Average 4.25%

In the 2024 survey parishes were asked to estimate their growth 2023 to 2029. The annual average was 2.4%.

The Committee has elected to consider growth rates from 2 to 4%.

Cases correspond to Scenarios: and those are listed below.
Case 1 - 1% catch-up, 2% Growth
Case 2 - 1% catch-up, 3% Growth
Case 3 - 1% catch-up, 4% Growth
Case 4 - 2% catch-up, 2% Growth
Case 5 - 0% catch-up, 3% Growth]

2025 Report Analysis

Results of Case Evaluation

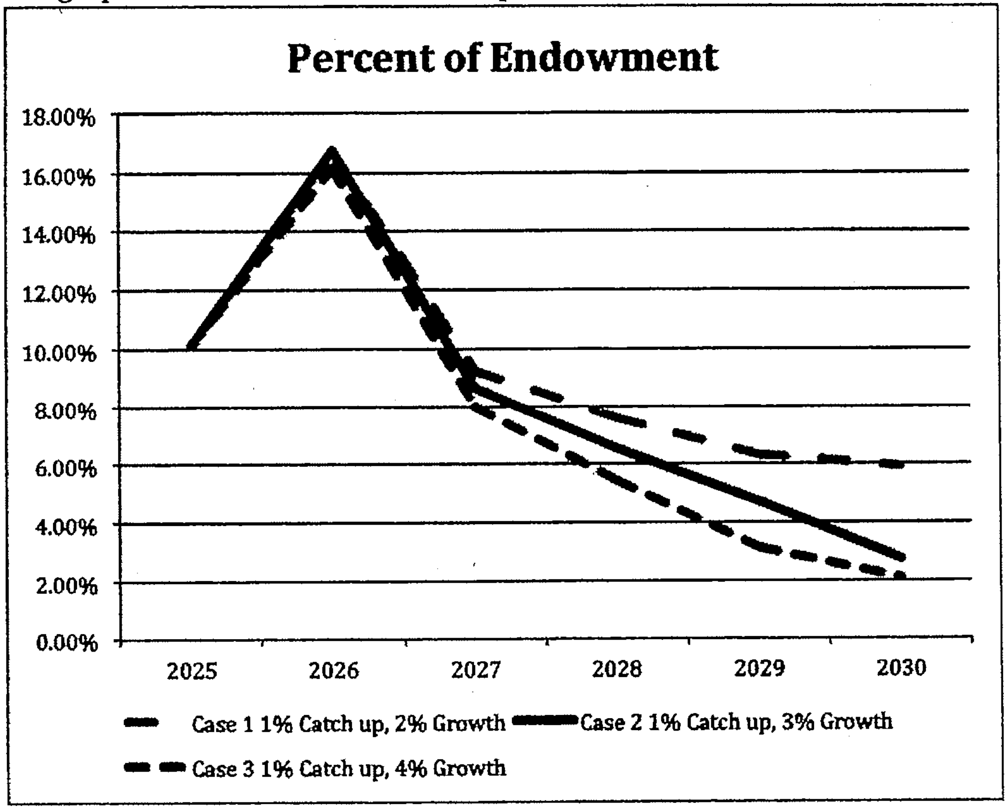
The Scenarios defined the annual Total Fair Share in each Case. Each year Stewards and Youth Fund shortfalls were funded first by transfers from the Endowment. Then any Operating Budget shortfall was funded.

As in the 2024 Report, if by 2030 the total amount transferred from the Endowment fell at or below 5% of the Endowment balance the alternative was deemed **Viable.** If it fell below 5% between 2031 and 2034, the alternative was deemed **Potentially Viable**. If it did not fall below by 2034 it was deemed **Non-Viable.**

Data on the Cases looked at in the model are presented in the table below.

	%	**%**	**2027 Trans.**		**2030**	
Case	**Catch Up**	**Growth**	**Dollars**	**%**	**%**	**Viability**
Residence						
Case 1	1%	2	60,323	9.2	5.9	Potentially
Case 2	1%	3	56,490	8.6	2.8	Viable
Case 3	1%	4	52,627	8.0	2.1	Viable
Case 4	2%	2	56,564	8.6	2.8	Viable
Case 5	0%	3	60,287	9.2	5.8	Potentially

The graph below shows a 1% catch-up with various levels of assumed growth.



Recommendations

1. Going forward recommend assuming a 1% catch-up and 3% growth.
2. Recommend transfer in 2026 $62,000 from the Endowment to the Maintenance Fund to cover major project costs, which by the time of the project occurrence sufficient funds have not been accumulated through regular operating budget transfers.
3. Recommend for the 2027 budget, Endowment transfers be limited to $52,627.
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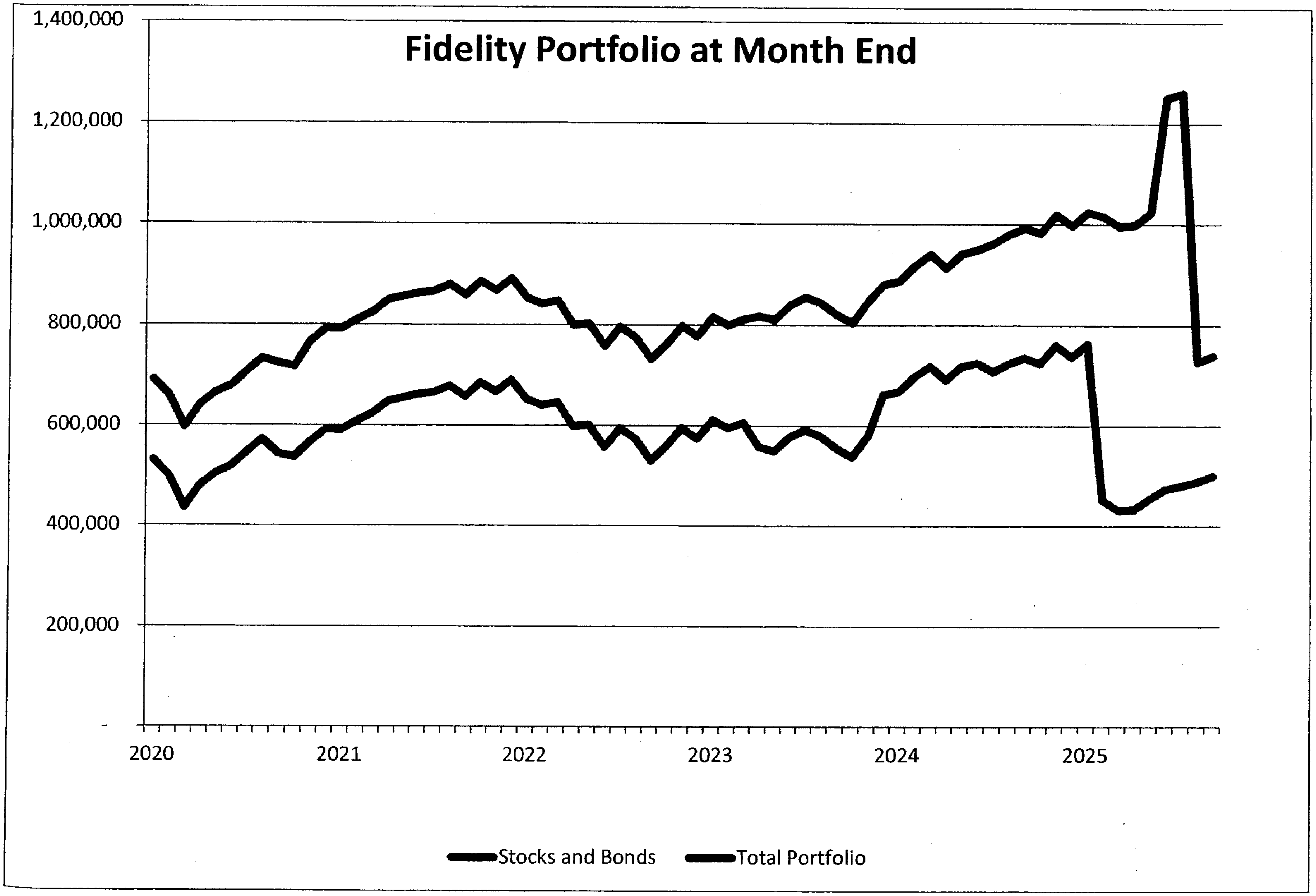
5. Request the Grant Committee to provide input well before the 2026 Report is due on whether there are possible grants that could be used for Stewards, Youth, the Operating Budget, a monastery, or to fund the kinds of programs listed in item 4 above.

Respectfully Submitted
Robert Popadic, Chair; Dn. Paul Nimchek; Nick Medynski; and Mat. Cindy Voytovich



Fidelity Portfolio at Month End
1,400,000
1,200,000
1,000,000
800,000
600,000
400,000
200,000
-
2020
2021
2022
2023
2024
2025
Stocks and Bonds
Total Portfolio

Endowment Last edited 10/5/25 5:36 PM EDT

	Endowment & Other Funds		Endowment Only			
Component	**8/31/2023**	**8/31/2024**	**8/31/2025**	**9/30/2025**	**FY26 Budget**	**Comment**
Fidelity Total	844,619.43	980,572.85	726,844.72	738,785.93		
LCBA Savings	77,009.22	78,580.28	-	-		
TD Money Market	204,344.46	165,842.97	-	-		205,638.26 Moved to Fidelity 6/2/25
Total Managed	1,125,973.11	1,224,996.10	726,844.72	738,785.93		
Endowment Fund	1,114,915.11	1,215,838.23	726,844.72	738,785.93		
Short Term Funds						
Fidelity Cash	264,635.84	254,462.72	238,080.53	238,843.51		
LCBA Savings	77,009.22	78,580.28	-	-		
TD Money Market	204,344.46	165,842.97	-	-		
Total Short	545,989.52	498,885.97	238,080.53	238,843.51		
Pre Paid OCA Fair Share	232,714.00	[redacted]	[redacted]	[redacted]		
Transfer to General Fund		[redacted]	81,528.16	-	37,550.00	
Transfer to Restricted Funds			17,629.91	-	22,250.00	
Residence Acquisition			524,461.91	-	62,000.00	
Total Withdrawn		40,100.00	623,619.98	-	121,800.00	
TD Operating Account	93,342.22	60,421.70	63,412.10	55,113.88		Info Only
Money Market (Diaconate Catechist & Belonick Scholarship Fun			27,531.64	33,328.49		Info Only
Managed Funds						
Diaconate Catechist Fund	-	4,600.00	-	-		No Longer in Managed Funds
Belonick Scholarship Fund	11,058.00	12,550.00	-	-		No Longer in Managed Funds
Endowment Fund	1,114,915.11	1,215,838.23	726,844.72	738,785.93		(494,243.39)
Total	of Managed Funds still in Checking		726,844.72	738,785.93		
				-		Difference
Transfers as % Prior Year's Balance		3.60%	51.29%		16.76%	
Without Residence Purchase		3.60%	8.16%		8.23%	

Notes:

1. Current Diocesan Policy is to use the Endowment to fund losses subject to a 10% limit.
2. In 2030 the percentage reverts to 5% of the prior years ending balance..
3. At FY25 yearend only the Endowment is in Fidelity.
4. The Money Market has the Diocanate and Belonick funds.

[redacted]e allocation of the $40,100 transfer after our 2024 Assembly report was issued.
[redacted]bers for FY24.

2025FidelityBalances093025DA2.xlsx

Balance Report as of 9/30/25 - Assembly Version

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		2019	2020	2021	2022	2023			2023
	Fund	**12/31/2019**	**12/31/2020**	**12/31/2021**	**12/31/2022**	**3/31/2023**	6/30/2023	9/30/2023	**12/31/2023**
FBALX	Fidelity Balanced Fund	98,461.65	111,821.64	132,265.78	108,213.02	116,380.93	123,294.15	119,773.70	131,586.17
FPURX	Fidelity Puritan Fund	97,102.30	108,610.65	129,178.15	106,913.36	112,858.79	119,992.77	116,869.58	128,528.04
FSDIX	Fidelity Strategic Dividend & Income Fund	12,532.96	13,417.84	15,968.88	14,397.95	14,707.29	15,033.87	14,563.97	15,755.08
FMCSX	Fidelity Mid Cap Stock Fund	101,177.04	104,253.61	134,127.97	125,693.88	127,270.93	131,040.14	127,876.88	139,576.56
FBGRX	Fidelity Blue Chip Growth	15,984.76	23,760.27	29,155.73	17,943.44	21,452.04	24,957.43	24,261.40	27,920.55
FLPSX	Fidelity Low Priced Stock	6,338.47	6,718.28	8,365.95	7,880.42	7,969.15	8,202.88	8,132.31	9,011.21
FDIVX	Fidelity Diversified International	12,420.18	13,469.55	15,198.73	11,571.67	12,609.79	13,184.40	12,346.29	13,621.56
FHDX/FEXP	Fidelity Export & Multinational/Fidelity Fund	6,687.36	6,122.72	7,877.52	5,839.22	6,389.00	6,994.84	6,852.59	7,644.92
FLCEX/FELC	Fidelity Large Cap Core Enhanced Index	7,046.10	8,008.63	10,439.71	8,748.57	9,326.59	10,139.72	9,860.52	11,036.22
FGRIX	Fidelity Growth & Income Portfolio	6,621.97	6,831.28	8,597.19	8,167.58	8,572.62	9,062.34	8,863.57	9,687.22
FIEUX	Fidelity Europe Stock Fund	52,435.30	57,345.93	61,263.99	48,631.26	52,668.04	53,728.68	49,596.93	55,278.09
FJSCX	Fidelity Japan Smaller Companies Fund	30,919.06	32,405.83	31,252.42	26,725.47	28,213.53	-	-	-
FTEMX	Fidelity Total Emerging Markets Fund	30,978.14	34,296.36	32,543.25	25,234.96	26,112.30	-	-	-
FSMEX	Fidelity Select Medical Equipment & Systems	28,647.12	34,330.24	42,736.96	32,126.03	33,738.08	34,129.35	29,872.31	32,324.28
FPBFX	Fidelity Pacific Basin Fund	16,330.93	20,023.45	20,504.58	15,634.00	17,191.13	17,196.83	16,381.20	17,832.47
FJRLX	Fidelity Limited Term Fund	10,785.79	10,738.82	10,605.98	9,983.55	10,166.14	10,171.32	10,235.96	10,608.76
FAGIX	Fidelity Capital and Income								25,622.93
FDSVX	Fidelity Growth Discovery Fund								25,745.02
SPAXX	Cash	160,620.94	199,838.96	201,059.07	203,684.10	205,768.51	262,457.55	265,718.28	218,945.36
	Total	695,090.07	791,994.06	891,141.86	777,388.48	811,394.86	839,586.27	821,205.49	880,724.44
	Added								
	Funds Received, Cummulative	570,041.29	570,041.29	570,041.29	570,041.29	570,041.29	570,041.29	570,041.29	570,041.29
	Total as Percentage of Funds Received:	121.9%	138.9%	156.3%	136.4%	142.3%	147.3%	144.1%	154.5%
							no penney	penney	

2025FidelityBalances093025DA2.xlsx

Balance Report as of 9/30/25 - Assembly Version

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	Fund	2024 3/29/2024	6/30/2024	9/30/2024	2024 **12/31/2024**	2025 3/31/2025	6/30/2025	Compliance 9/30/2025
FBALX	Fidelity Balanced Fund	140,967.73	144,941.70	151,822.47	152,713.52	89,919.77	97,350.50	103,433.18
FPURX	Fidelity Puritan Fund	140,498.25	144,292.81	150,243.71	152,760.16	88,903.79	95,777.09	101,081.72
FSDIX	Fidelity Strategic Dividend & Income Fund	16,628.16	16,605.07	18,066.28	17,569.68	10,761.24	11,127.63	11,727.82
FMCSX	Fidelity Mid Cap Stock Fund	151,736.12	144,989.87	159,263.11	159,935.90	90,811.68	99,183.68	104,524.34
FBGRX	Fidelity Blue Chip Growth	32,448.56	35,450.58	35,744.89	39,005.32	20,562.57	24,639.48	27,398.31
FLPSX	Fidelity Low Priced Stock	9,759.59	9,571.47	10,089.69	9,650.33	5,762.01	6,250.66	6,593.80
FDIVX	Fidelity Diversified International	14,739.28	14,772.44	15,624.83	14,514.25	9,365.69	10,620.64	10,901.64
FEDX/FEXP	Fidelity Export & Multinational/Fidelity Fund	8,686.76	9,295.44	9,572.57	9,719.36	5,476.45	6,362.79	6,862.94
FLCEX/FELC	Fidelity Large Cap Core Enhanced Index	12,290.93	12,782.23	13,437.52	13,827.76	7,880.02	8,737.62	9,462.44
FGRIX	Fidelity Growth & Income Portfolio	10,725.64	11,044.44	11,705.41	11,823.24	7,121.15	7,908.73	8,372.64
FIEUX	Fidelity Europe Stock Fund	59,576.07	59,576.07	62,521.87	57,604.45	38,950.73	44,815.59	46,655.94
FJSCX	Fidelity Japan Smaller Companies Fund	-	-	-	-	-	-	-
FTEMX	Fidelity Total Emerging Markets Fund	-	-	-	-	-	-	-
FSMEX	Fidelity Select Medical Equipment & Systems	35,250.99	33,402.46	36,277.39	35,521.00	21,006.77	21,475.97	20,853.12
FPBFX	Fidelity Pacific Basin Fund	18,067.50	18,615.92	-	-	-	-	-
FJRLX	Fidelity Limited Term Fund	10,676.03	10,795.67	-	-	-	-	-
FAGIX	Fidelity Capital and Income	26,693.06	27,051.23	28,033.17	28,359.47	16,860.15	17,999.34	18,859.12
FDSVX	Fidelity Growth Discovery Fund	29,812.79	31,705.67	32,799.22	33,500.11	18,628.63	21,593.77	23,215.41
SPAXX	Cash	221,670.20	224,420.03	257,541.25	260,372.12	564,449.12	776,293.16	238,843.51
	Total	940,227.66	949,313.10	992,743.38	996,876.67	996,459.77	1,250,136.65	738,785.93
	Added						205,638.26	-
	Funds Received, Cummulative	570,041.29	570,041.29	570,041.29	570,041.29	570,041.29	775,679.55	775,679.55
	Total as Percentage of Funds Received:	164.9%	166.5%	174.2%	174.9%	174.8%	161.2%	95.2%

Project & Programs

Expected Cash Withdrawls:

			Budget	**Actual**
droped	FY2023	Strategic Planning	-	-
	FY2023	Full Time Bishop	130,000	
		Total	**130,000**	

Investment Policy Items:

	Donor Restricted Funds	

Latest Total Balamce	**738,785.93**
Less Donor Restricted	738,785.93

Policy Compliance:	Max.	Limit	Actual	Compliance
All Individual Stocks and Other	10%	73,878.59		Yes
Equities	80%	591,028.74	373,423.17	Yes
Individual Stock	10%	73,878.59		Yes
Individual Mutual Fund	35%	258,575.08	104,524.34	Yes
	Minimum			
Cash or Equivalents	5%	36,939.30	238,843.51	Yes

Purchases & Sales After 2019

Date		Fund	Amount	Day Sales
4/25/2023	Sold	FJSCX	28,253.21	
4/25/2023	Sold	FPBFX	25,581.28	53,834.49
12/12/2023	Bought	FAGIX	25,000.00	
12/12/2023	Bought	FDSVX	25,000.00	50,000.00
7/19/2024	Sold	FPBFX	19,158.31	
7/19/2024	Sold	FJRLX	10,884.38	30,042.69
2/12/2025	Sold	FBALX	35,800.00	
2/12/2025	Sold	FPURX	36,000.00	
2/12/2025	Sold	FSDIX	4,200.00	
2/12/2025	Sold	FMCSX	38,200.00	
2/12/2025	Sold	FBGRX	9,100.00	
2/12/2025	Sold	FLPSX	2,300.00	
2/12/2025	Sold	FDIVX	3,500.00	
2/12/2025	Sold	FFIDX	2,300.00	
2/12/2025	Sold	FELC	3,200.00	est. $3,273.75
2/12/2025	Sold	FGRIX	2,900.00	
2/12/2025	Sold	FIEUX	14,200.00	
2/12/2025	Sold	FSMEX	8,700.00	
2/12/2025	Sold	FAGIX	6,700.00	
2/12/2025	Sold	FDSVX	7,900.00	175,000.00
2/20/2025	Sold	FBALX	20,500	
2/20/2025	Sold	FPURX	20,600	
2/20/2025	Sold	FSDIX	2,400	
2/20/2025	Sold	FMCSX	21,500	
2/20/2025	Sold	FBGRX	5,300	
2/20/2025	Sold	FLPSX	1,300	
2/20/2025	Sold	FDIVX	2,000	
2/20/2025	Sold	FFIDX	1,300	
2/20/2025	Sold	FELC	1,900	est. $1,904.84
2/20/2025	Sold	FGRIX	1,600	
2/20/2025	Sold	FIEUX	8,400	
2/20/2025	Sold	FSMEX	4,900	
2/20/2025	Sold	FAGIX	3,800	
2/20/2025	Sold	FDSVX	4,500	100,000.00
2/24/2025	Sold	FBALX	5,200	
2/24/2025	Sold	FPURX	5,100	
2/24/2025	Sold	FSDIX	600	
2/24/2025	Sold	FMCSX	5,300	
2/24/2025	Sold	FBGRX	1,300	
2/24/2025	Sold	FLPSX	300	
2/24/2025	Sold	FDIVX	500	
2/24/2025	Sold	FFIDX	300	
2/24/2025	Sold	FELC	500	est. $501.38
2/24/2025	Sold	FGRIX	400	
2/24/2025	Sold	FIEUX	2,200	
2/24/2025	Sold	FSMEX	1,200	
2/24/2025	Sold	FAGIX	1,000	
2/24/2025	Sold	FDSVX	1,100	25,000.00
	Sold FY25	300,000.00		

Compensation Committee Report - Assembly October 24, 2025

With Update Bishop Actions on Page 3

Recommended Change to Compensation Guidelines

The Diocesan Council recommends the Diocesan Assembly update the compensation policy to allow the employee portion of the pension contribution be included in meeting compensation guidelines, if it is paid by the parish. Rationale - It cost the parish money that could otherwise be included in salary and is in many ways equivalent to a cash salary payment. The following analysis assumes Assembly approval and includes in compensation: Salary, Housing, SECA, and parish paid Employee Pension (not the parish paid employer part).

Survey Responses for Parishes With Full Time Rectors

			Survey Data with Rector Pension Payments Added				
Guideline				Comp.		2025	Guideline
Rank	Percent	Location	Number	Guideline	Shortfall	Comp.	Basis
16	53.0%	Maynard	63	149,300	79,924	79,192	MFI
15	58.2%	Clinton	40	126,396	60,265	75,532	County
14	65.2%	Meriden	66	107,833	42,832	70,261	County
13	69.1%	Bridgeport	54	108,919	38,393	75,241	County
12	70.0%	Claremont	73	95,000	32,523	66,471	MFI
11	70.4%	Boston	96	149,300	50,364	105,121	County
10	70.6%	Ansonia	143	107,956	36,229	76,176	County
9	71.5%	Hartford	48	114,426	37,234	81,764	County
8	78.1%	Stamford	46	134,343	33,474	104,980	Zip Code
7	78.9%	SpringfieldMa	76	88,169	21,176	69,594	County
6	85.8%	Southbury	86	101,100	16,364	86,745	MFI
5	89.4%	New Britain	78	114,426	13,884	102,247	County
4	90.9%	Terryville	77	107,956	11,215	98,119	County
3	98.6%	New Haven	62	107,883	1,713	106,331	County
2	99.2%	Cumberland	61	91,505	798	90,805	County
1	102.0%	Salem	98	124,289	-	126,724	County
		Average	72.9	114,300	29,774		

Red text indicates a value has changed after the survey was tabulated.

Percent shown are post DC inclusion of Rector's pension payments

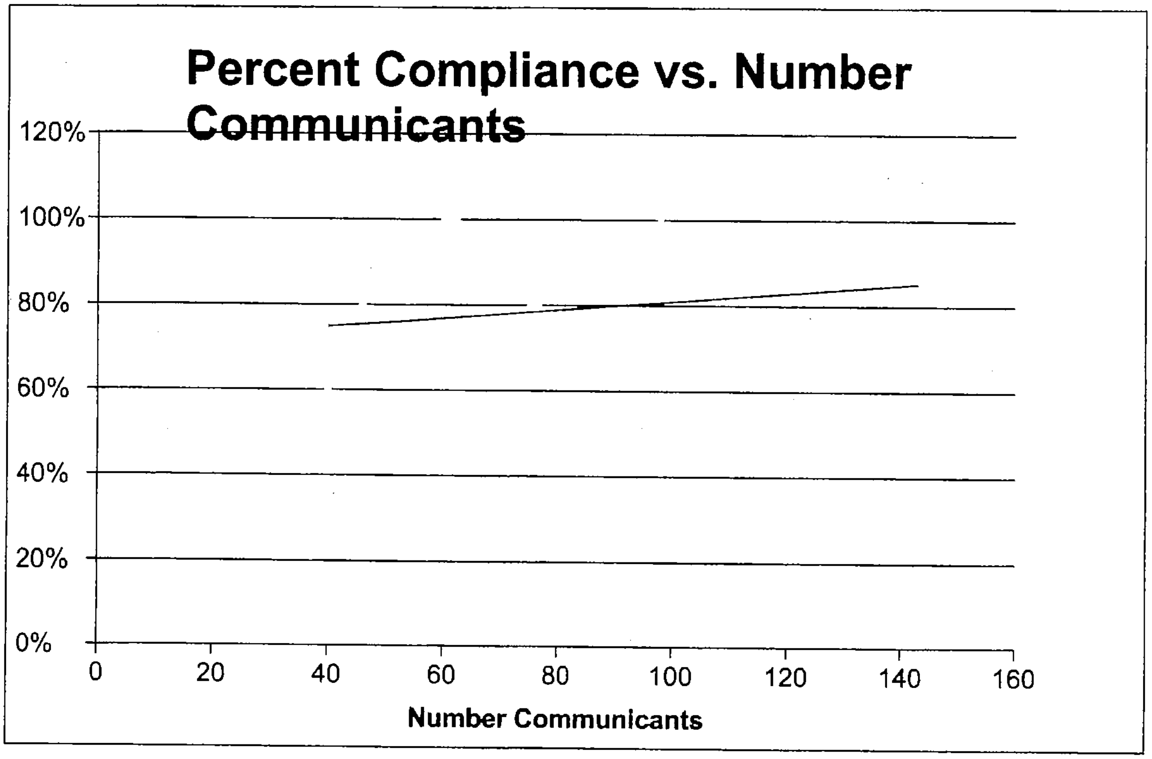
2025 Data Revised After Survey Tabulation

88%	SpringfieldMa	76	88,169	10,581	77,558	County
73%	Boston	96	143,921	48,549	105,121	MFI to Cont.

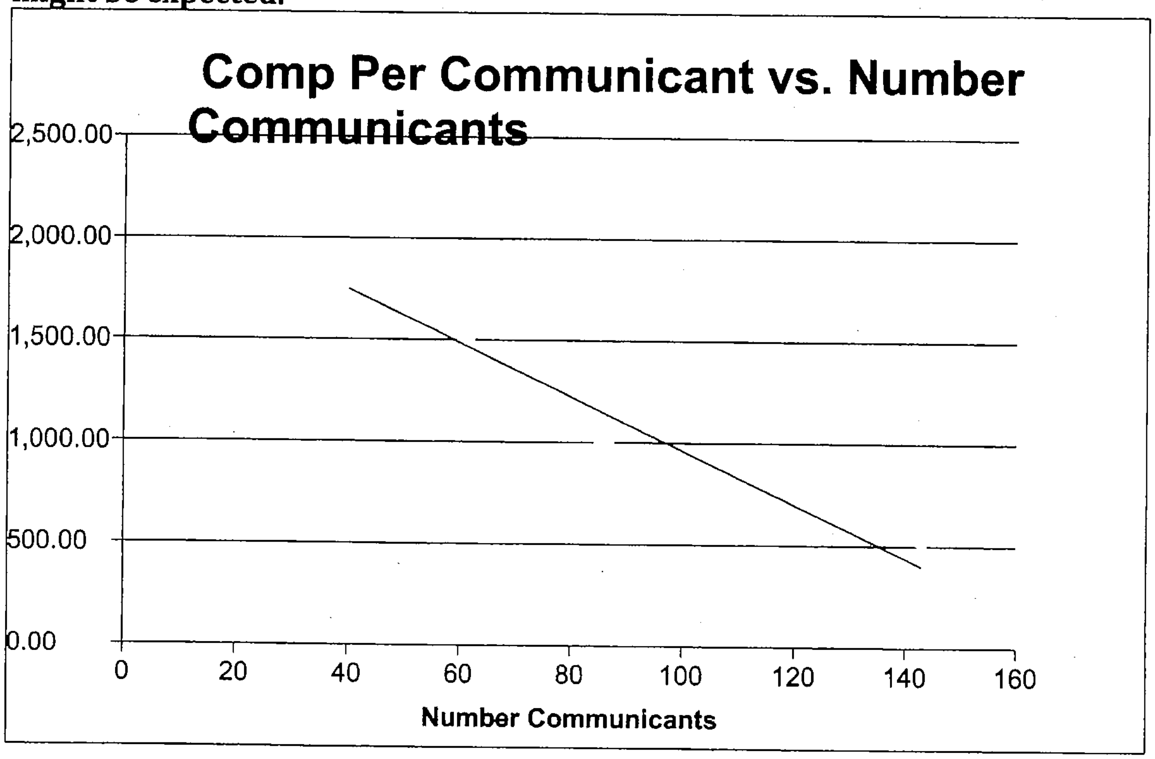
Post the tabulation of the survey and related reports, Claremont with 73 communicants, was reclassified from a parish with a full time rector to a parish with a part time rector. They are in the full time numbers.

Source: CompensationCommitteeDCReport082625 C.doc – on Google drive

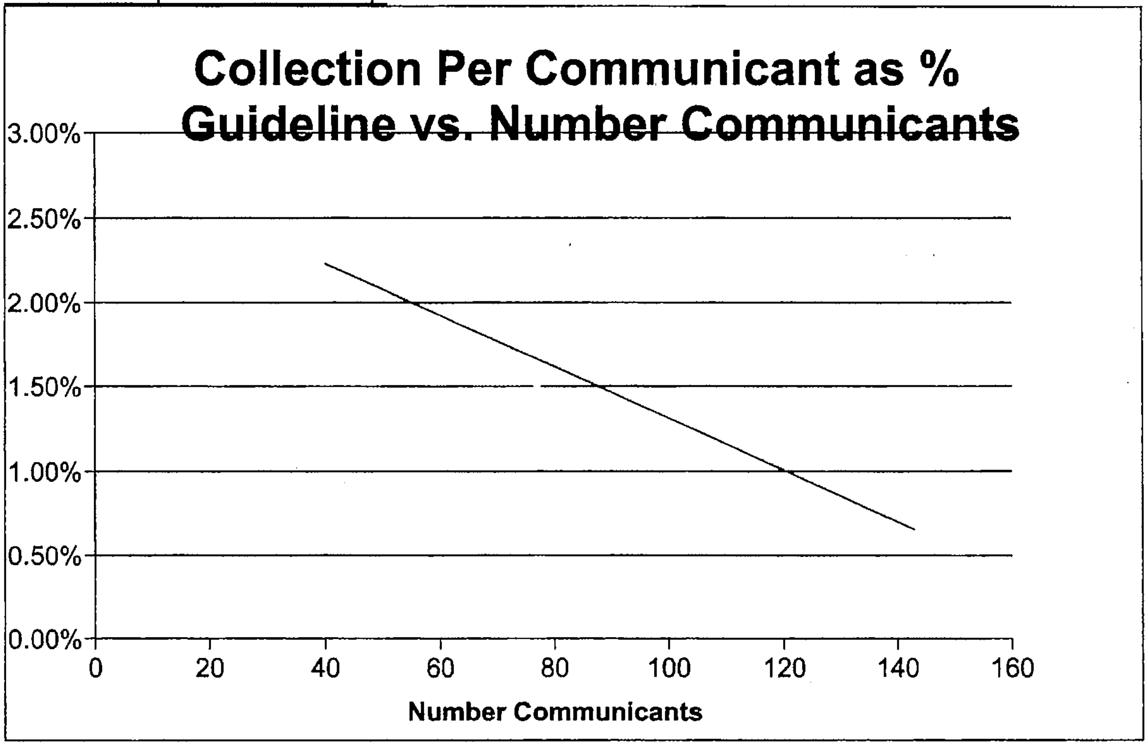
Compliance does not seem to be highly correlated with number of communicants.



Smaller Parishes spend more per communicant on clergy compensation, as might be expected.



Collection per communicant measured as a percentage of guideline goes <u>down</u> as parish size increases. Perhaps this explains why the percentage of compliance does not go up much as parishes get larger. <u>Smaller parishes appear to take stewardship more seriously.</u>



Considerable size overlap between parishes with full and part time rectors. As presented in the 2025 Growth Update report there is considerable size overlap between parishes with full and part time rectors. In the 2024 census, the largest parish with a part time rector had 73 communicants. At the time of the compensation survey, there were 8 parishes with full time rectors that were smaller than the largest parish with a part time rector.

Status of Compensation Plan Submissions

On April 30th, the Bishop requested parishes to submit by August 1st: 1) their rationale for not currently meeting their guideline; and 2) their plan for over time meeting the guideline. The current status is as follows:

Parish Reclassified as Part Time		1	
Parish Meets Guidelines		1	
Bishop Approved Plan		13	
But Require Details	3		Meriden, New Britain, Hartford
Require Revisiting Plan	3		Stamford, Bridgeport, Maynard
Exception Approved	1		Clinton
Bishop NOT Approved Plan		0	
Plan Awaiting Material from Parish		1	Southbury

As you can see from the table at the beginning of the report, there is a wide range of compliance with a parish's compensation guideline – meeting the guideline ranges from 53% to 102%. The guideline varies with geography reflecting differences in family incomes by area. Parishes face varying challenges in meeting their guideline depending on the size of the shortfall and individual parish circumstances.

When the survey was done we had 16 parishes with full time rectors. One parish exceed guideline. One parish was subsequently reclassified as having a part time rector and was dropped from the requirement to have a plan for meeting their guideline – leaving 14 parishes to submit plans by August 1st.

As of the end of September, 13 parishes have submitted plans and requested financial information. Of the 13, the Committee recommended one small parish be exempt from the requirement, primarily because there were a number of larger parishes with a part time rector,

Of the remaining 12 parishes the plans could be classified as follows:

- 5 - Plan to meet guideline by FY26 or FY27.
- 1 – Plans an aggressive percentage increase per year to eventually meet the guideline.
- 2 – Plan to increase compensation by modest percentages each year, so that it will take a long time to meet the guideline. These plans should be revisited in two years.
- 3 – Have a limited term detailed plan and have been requested to provide details by June 1, 2026.
- 1 – Has a plan that should be revisited when the current rector retires

Committee Restructuring

The plan is to restructure the Committee after the remaining plans have been received and processed. The committee currently has only 2 members. A number of possible persons have been identified. More are sought, especially with analytic capabilities.

2026 Survey Plans

The Committee's Assembly package contains: 2026 MFI/MHI guideline data, new forms and instructions, and a completed sample form. All parishes will also be e-mailed personalized forms with their MFI/MHI data. These forms are due back within 2 weeks after the parish has approved its FY26 budget.

Summaries of Other Reports in Assembly Folder

Survey - Parishes with Full Time Rectors

- Post initial tabulation not included below:
  - Boston's request to use a blend of MHI from two counties was approved. The guideline was reduced from $149,300 to $143,921.

    - Springfield MA (Vacant) raised its compensation offer from $69,594 to $77,558.
- Most parishes were able to make the case to use some form of MHI rather than MFI. All requested exceptions were approved by the Bishop.
- Only one parish met the minimum compensation guideline. Two or 12% were very close at 99%. Parishes not meeting the guidelines needed to provide to the Bishop by August 1 an explanation as to why they were not; and layout a plan for meeting the guideline.
- Percent compensation of guideline met:
    - Declines with the level of the guideline, and
    - Goes up somewhat with parish size.
- Compensation per communicant as a percentage of guideline goes down with number of communicants. This suggests that parishioners of small parishes do more individually to support their parish than communicants of larger parishes.
- OCA required benefits are generally met except for education.
- DNE required benefit: few parishes offer SECA above the required 50%. Most offer life insurance.
- DNE recommended benefits were generally not offered.
- Generally minimum vacation requirements were met (81%).

Source: 2025Clergy Full Compensation Report C053025A

Survey - Parishes with Part Time Rectors

- The Full time compensation guidelines do not apply to parishes with part time rectors.
- However, percent compensation of full time guideline doesn't seem correlated with the size of the guideline, but does seem correlated with parish size, although there are a couple of outliers. Larger parishes generally pay a higher percentage of the guideline.
- Except for pension only about half the parishes offer other OCA required benefits.
- One parish offers SECA above the required 50% and a few offer life insurance.
- Recommended benefits are generally not offered. One parish pays the employee portion of pension.
- Generally minimum vacation requirements were met (78%).

Sources: 2025Clergy PT Compensation Report C2.doc of 6/23/25
PT Compensation Research01.doc Last edited 6/26/25