

# ***Episcopal Diocese of Western New York***

## ***The Full Share***

+ **The Full Share** formula is simple. The Full Share is 13% of a congregation's Net Disposable Budget Income ("NDBI"), which is found on Line A on the financial section of the Parochial Report ("PR"). The calculation is made from your parish's last recorded filing of the PR, prior to the current year. For example, the 2017 Full Share calculation is 13% of Line A on your parish's 2015 PR. The 2018 Full Share calculation is 13% of Line A on your parish's 2016 PR. Generally speaking, look to your parish's PR from two years ago, to determine your parish's current Full Share.

+ **The Full Share** contributes to the annual budget of the Diocese which provides services and support to every parish.

+ **The Full Share** system was adopted in our Diocese in 2012, through Diocesan Convention, and became effective for all parishes in 2017. In the transition years (2014 through 2016), each parish could choose between using the Full Share calculation, or the "old" calculation, which was called the "Fair Share". The Fair Share is no longer an option for parishes, effective 1/1/2017. The Full Share was designed to be a simple and equal way for parishes of all sizes and financial strengths to pay their proportionate share to the Diocese.

+ **The Full Share Committee**, comprised of individuals appointed by the Bishop, receives a quarterly report on the status of Full Share receipts from the Diocese's Finance Office. The Full Share Committee is tasked with promoting understanding of the Full Share. It is also tasked with reviewing requests for adjustments to a parish's Full Share. If a congregation has fallen behind in their full share payments, the Canon for Connections, on behalf of the Bishop, will be in touch with the parish leadership to discuss the situation.

*This Diocese requires all parishes to pay their Full Share.*

# ***Episcopal Diocese of Western New York is here to Help***

## **Step 1: Request an adjustment**

When you return the Full Share Pledge form to the Finance Office of the Diocese, attach a letter to the form requesting that your Full Share amount be reviewed. Include in this letter:

- a. A copy of your parish budget for the upcoming year;
- b. A list of your parish's reasons for not complying with the Full Share;
- c. Details of the steps your parish is taking to get to the Full Share; and
- d. Your leaders' thoughts on how the Diocese can help.

## **Step 2: Full Share Committee Consideration**

The Full Share Committee will review requests on a monthly basis and will respond to you in one of three ways:

1. Ask for more clarification in writing;
2. Invite your leadership team to meet with representatives from the Full Share Committee for further conversation; or
3. Submit your request to the Diocesan Council for action (Note: the Full Share Committee is not empowered to change a parish's full share calculation, but they will make a recommendation to the Council based on your request).

## **Step 3: Working toward the Full Share**

The Parish leadership team works with the Diocesan Full Share Committee, utilizing Diocesan resources, such as the Congregational Support and Congregational Transition and Development teams, to move the congregation toward reaching Full Share participation. The plan prayerfully considers, and includes, such things as: life of the congregation, ministry, parish membership, finances, outreach, clergy support, etc.

Upon completion, the plan is presented to the Vestry/mission council for consideration and approval. Once approved, the plan will be implemented and monitored by the Full Share Team, the Diocesan Finance Office and the vestry/council of the congregation.

To date, more than half of our congregations have worked with the Diocesan support teams to evaluate their specific financial processes. This has included budget work, investment strategies, use of Diocesan Investment Trust Funds, stewardship and outreach. Many of these congregations have since been able to reach complete compliance in their Full Share pledge. Please utilize the Diocesan support teams to help your congregation.