



DIOCESE OF SYRACUSE

Diocesan Pastoral Council

May 14 ,2011



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Activities the past 12 months

- Increased communication and starting to change the culture
 - Two Business manager meetings
 - Policy and procedures manual is online
 - Timely response to questions and issues
- Started introducing best practices
 - HR Works
- Parish Financial Reporting has improved
- Increased business/audit reviews
- Addressed under-funding position of DBP
- Upgrading Technology
 - Newer computers to parishes and in Chancery



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Top 5 Accounting & Operational Challenges

- Deviations from Diocesan policy and procedures
 - www.parishsop.syrdio.org
- Inadequate controls over collection and fund raising activities
- Human Resource policy and procedure are not being followed
- Need to increase financial transparency with parishioners
 - No minutes of meetings
 - No formal review of monthly financials
- Investment Policies and oversight is weak



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Parish Financial Information

- Thank you for providing financial statements on time
 - Received 130 of 135 reports
- Goal is 100%
 - We are working on a new parish consolidation system for 2012 that will significant reduce cost and improve timeliness of reporting



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Parish Financial Information

- Summary- of Total Income (% of Schedule A,B,C)
 - Salaries & Benefits – 44%
 - Building & Rectory – 22%
 - Program expenses – 9%
 - Clerical and other costs – 7%
 - Office Expense – 6%
 - Priests Allowance – 5%



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Parish Financial Information Observations

- Increasing revenue is possible and being implemented
- Parishes need to evaluate the cost of buildings
 - 22% of the cost
- In many cases, but not all, Parishes are using extraordinary receipts to pay school assessment
- Parishes need to build a capital fund to support major maintenance and repair
- Investment in parish evangelization programs encouraged
 - Implement, track and grow



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Lay Defined Benefit Plan

- This is a multi-employer plan
- Letter to participants on plan changes
- Plan funded ratio of 57%
 - No changes Plan runs out of cash in 2028
- Employees to do not contribute to the plan
- Changes
 - No new employees effective July 1, 2011
 - Going forward, benefit formula 1% (vs. current 1.5%)
 - Parishes will be charge 8% of employee salary
 - Investment changed to reduce expenses improve returns



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Insurance renewal

- Health
 - Please use the on-line enrollment
 - System available May 1 – 20
 - There are no benefit changes
 - Rates increase slightly less than 6%
 - Initial rate increase from Excellus 14%
- Dental
 - No benefit changes; rate increased 6%
- Group Term Life Insurance
 - On –line enrollment



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Next 12 months

- Continued work on culture change
- Completing of the new Diocesan Investment Fund
 - July implementation
- Continue technology upgrade to reduce cost
- New parish consolidation system
 - No change this year – financials due October 15
 - For 2012 - If on QuickBooks, there be no annual report required as new system will automatically consolidate
- Assessments - Complete evaluation for 2012
- Evaluate a more integrated purchasing organization



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Thank you for your efforts to improve the parish
operationally, financially with
stronger internal controls