

ACCOUNTING NEWS

ACCOUNTING SERVICES

2012 and 2013 Small Employer Tax Credit

Similar to last year, the Archdiocese has enlisted the help of Wayne Lenell from the Rockford, Illinois diocese, to determine which of our parishes qualify for the small employer tax credit for health insurance premiums. If your parish qualifies to receive the refund, Mr. Lenell will contact your parish directly to request the information needed to prepare the forms necessary to receive the refund and provide an invoice for his services. Please respond to his requests and remit payment to Mr. Lenell. These requests will cover either the 2012 and/or 2013 tax years.

Budgets

Budgets should have been completed and forwarded to the Office of Accounting Services for review on or before **June 15, 2014**. The budget may be e-mailed to accountingservices@archindy.org or sent via US mail or faxed to 317.236.7327. Please complete the budget approval sign off form with the pastor, PLC, administrator or principal's signature indicating the budget has been approved; see the *Budget Approval Form* in **Appendix B**.

Parish Annual Financial Report

For the fiscal year ending June 30, 2014, the Parish Annual Financial Reports will again be submitted using the online survey format. An e-mail link to the survey and instructions will be sent to the person at each parish that submitted the report last year. The instructions will NOT be sent by regular mail. All documents will be available online. The e-mail containing the link and the instructions was sent out in June. If the contact has changed since the prior year, please email accountingservices@archindy.org to have the distribution list updated.

Annual Incorporation Meeting

- Each location will hold their annual meeting between July 1 and September 15th annually. At this meeting the location will complete the Annual Meeting Minutes form which is submitted to OAS, Conflicts of Interests for each officer and or director which is retained for reference, and approve the Annual Financial Report. The data from the annual financial report is submitted in electronic form as noted in the Parish Annual Financial Report memo above.

Annual Report to Secretary of : Business Entity Report

- You may receive a notice from the Secretary of State's office asking that the parish file a Business Entity Report. **Please do not file this report.** The Office of Accounting Services will file this report on each parish's behalf. If you receive a notice that the Business Entity Report is past due or that the Secretary of State intends to administratively dissolve the parish corporation for not filing the Business Entity Report, please send a copy of that report to the Office of Accounting Services at accountingservices@archindy.org.

July Assessments

July assessments will be distributed to locations by July 28, 2014. Assessments will be withdrawn on Thursday, July 31, 2014. Requests for adjustments to this withdrawal must be sent to Carey Kendall (ckendall@archindy.org) by noon on Wednesday July 30th.

ADLF Rates for July-Sept 2014

Loans 3.75% Deposits 0.75%

The next ADLF meeting is scheduled for Thursday August 14, 2014.



CENTRAL PAYROLL

All payroll related information has moved to the following link: <http://www.archindy.org/finance/payroll.html>.

Do Not Process Payroll Early

Please use the 2014 Perform Payroll Calendar Required Submission Dates found on the calendar here: <http://www.archindy.org/finance/files/parish/payroll/2014%20Payroll%20Calendar%20for%20Perform.pdf>. Please note the "Required Approval Dates" for upcoming Perform Payrolls:

Processing payroll before the required approval date may disrupt benefit related changes to employee benefits for new, shared, transferred, or terminated employees. The required approval dates for upcoming payroll cycles are as follows:

8/15/2014 Payroll—Required Approval Date is Tuesday Aug 12, 2014

8/31/2014 Payroll—Required Approval Date is Tuesday August 26, 2014

Religious Employees in Perform Paycor

If you have religious employees, please review the Perform **Paycor Religious Employee Letter** listed online in the Paycor Perform Payroll section to ensure Rates are set correctly to avoid double paying a religious employee.

Religious employees with health coverage will appropriately have their monthly employer H.S.A. contribution added to their net pay. Credits for Religious H.S.A. earnings will be sent via ACH to locations.

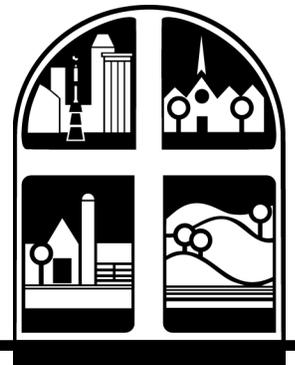
Email Address

Please ensure your location's Paycor contact email address is up to date.

You may update this information by emailing centralpayroll@archindy.org.

Employee Paystubs

There is a Paycor application available for download to your mobile device. Please encourage your staff to access their pay information every pay period through the online Paycor service or through their mobile device <http://www.paycor.com/products/payroll/mobile-app>.



HUMAN RESOURCES

I-9 Forms

Please ensure I-9 forms are on file for all employees. Form I-9 is used for verifying the identity and employment authorization of individuals hired for employment in the United States. All U.S. employers must ensure proper completion of Form I-9 for each individual they hire for employment in the United States. You can access a link to the I-9 form on the Human Resources website under Forms or at this link:

<http://www.uscis.gov/sites/default/files/files/form/i-9.pdf>.

Benefit Communication Training

The Human Resources Department is offering Employee Benefits Communications Training to any interested Parish or School. Contact Kristen Leffler at (317) 236-1594 or Courtney Mitchell at (317) 236-7314 for more information or to schedule your on-site Benefits Communications training session.

Safe and Sacred Program

All **NEW** clergy, religious, employees and volunteers must complete the Safe and Sacred Program **BEFORE their first day of ministry, work or volunteer service**. The program can be accessed by following this link: <https://safeandsacred-archindy.org/login/index.php> Integrated in the training is the background check release form which is also required.

Safe and Sacred Training

As part of our ongoing commitment to the care and protection of children, every priest, deacon, and employee of the Archdiocese of Indianapolis is asked to complete our online Safe and Sacred training program by February 28, 2014. Volunteers who have contact with children should complete the training in March or April 2014. The course is available in English and Spanish 24 hours per day, 7 days per week at www.safeandsacred-archindy.org. It takes about 45 minutes to complete and can be done in parts over a series of days. Thank you in advance for your participation in this training and your commitment to the protection of children. Please contact Human Resources at hr@archindy.org if you have any questions.

“Comings and Goings” Resource for Business Managers

The Human Resources Office has a new resource for business managers with helpful information of what to do when an employee begins or end work at a parish or school. Please click on the following link and scroll down to the Documents section at the end:

<http://www.archindyhr.org/important-forms/resources-for-business-managers/>

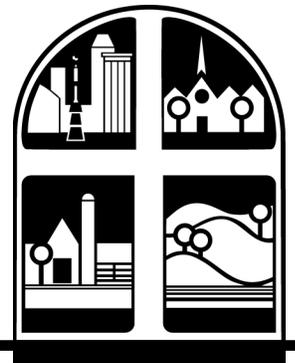
PARISH INTERNAL CONTROLS

Please review a summary of the Mass Offerings (Stipends) policy:

Any priest celebrating or concelebrating is permitted to receive an offering to apply to the Mass for a specific intention. The following guidelines summarize how to administer the policy:

- Maintain a separate Mass Offerings (stipend) bank account; follow the same controls used for the parish's operating bank account.
- Maintain a Mass stipend journal. This includes the receipt number, intention received, person's name remembered and the amount of the stipend.
- On a monthly basis, reconcile the number of unsaid Masses in the journal. If the balance in the account is insufficient to fund unsaid intentions, a transfer should be made for the difference from the parish's operating account. If the balance is overfunded, a donation should be made to a charity of the pastor's choice. The parish can be the charity.
- Pay stipends through Central Payroll at least monthly. Payments should never be made in cash.
- Priests may only be paid for one intention per day except on Christmas when priests may trinate or offer and accept up to three mass intentions that day.
- Bination stipends should be paid directly to the charity of the priest designation direction from the mass stipend checking account.

For further information please see the Internal Control Policy Mass Offerings section. This policy can be found on the Archdiocesan website: http://www.archindy.org/finance/files/parish/parish-finance/ic_policy.pdf.



CATHOLIC EDUCATION

Special Events Policy

And now is a good time to review the special events policy and application so you can help those wanting to rent the space from our parishes for wedding receptions. If you have any questions see our Insurance page on the archindy website.

Parish Self Inspection Program

We have finally undertaken the parish self-inspection program as outlined in previous issues of this newsletter. After many months of testing the system, writing and re-writing the recommendations, we are now implementing the inspection program. Each parish/school has already received an email invitation to start the inspection process. The forms are written in an easy check off system that can be input through the computer generated email or sent in by mail. If you have any questions of did not receive the inspection invite you can contact me at

mwitka@archindy.org

Safety and Loss Control News

Please check out the following link which features Smoke Detector Safety Tips, Maintenance of Battery Operated Emergency Lights, and Proper Snow Removal. <http://www.archindy.org/insurance/documents/Newsletter%2012-13.pdf>

Proactive Security Guidelines for Religious Education Activities

Learn more about taking proactive security measures during Religious Education activities, including choosing an appropriate building, controlling access to the facility, and establishing an Emergency plan. <http://www.archindy.org/insurance/documents/Proactive%20Security%20CCD%20November%202013.pdf>

Fire Safety

We have had recent fires to two of our properties. So a reminder to all: keep doors locked on all buildings whenever possible and not in use. Secondly, do not light candles in non-Church environments. The recent fire caused by a candle has been our fourth of this type.

Student Accident Insurance

We have a new provider for this coverage beginning July 1, 2013. The company name is Gallagher Koster. We will have new claim forms and coverage highlights on our Insurance Web page shortly. Please throw away any old forms or information. You can reach the website by going to <http://www.archindy.org/insurance/student.html>

New contact for the Special Events

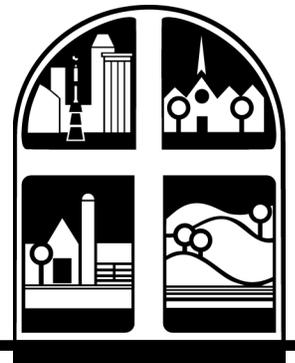
A new contact has been listed on the insurance page of our website:

Mira Andreeva

Email: mira_andreeva@ajg.com

Phone: 630-634-4583

Feel free to contact Mike Witka at mwitka@archindy.org or (317)236-1558.



OAS STAFF

Tracy Lockwood – Controller

email: tlockwood@archindy.org

Julie Laughlin – Director of Agency Reporting – Julie is currently training to take over agency financial reporting. This will include financial reporting for Catholic Charities, Fatima Retreat House, Bishop Simon Brute College Seminary, CYO and others.

email: jlaughlin@archindy.org

Carey Kendall – Supervisor of Parish and Agency Services – Carey supervises payroll, parish and agency billing, and the administration of the Deposit and Loan Fund. She monitors the accounting services email box, coordinates and manages the parish internal control assessments and the parish annual financial reporting process.

email: ckendall@archindy.org

St. Dina Bato – Accountant – Sr. Dina handles the day to day accounting for Catholic Cemeteries and the Deposit and Loan Fund.

email: dbato@archindy.org

Melinda Buckler – Payroll Specialist – Melinda processes payroll and assists diocese locations wide with any payroll related questions.

email: mbuckler@archindy.org

Nancy Hildwein – Catholic Charities Accounting Supervisor – Nancy is responsible for accounting and reporting for several Catholic Charities agencies.

email: nhildwein@archindy.org

Chris Bramble – Accountant – Chris is responsible for investment accounting and accounting support for Fatima Retreat House and several Catholic Charities agencies.

email: cbramble@archindy.org

Lori Erickson – Accounting Clerk – Lori is responsible for daily cash transactions and fixed asset accounting.

email: lerickson@archindy.org

Sandi Jackson – Accounts Payable Specialist – Sandi is responsible for accounts payable and employee expense reimbursements.

email: sjackson@archindy.org

Patty Gotway – Billing Specialist – Patty prepares the monthly parish and agency assessments.

email: pgotway@archindy.org