



# THE EPISCOPAL DIOCESE OF FORT WORTH



2015 Triennial (2015-2017) Budget Proposed By Executive Council	2014 Budget Approved Revision 09-13-2014	2015 Triennial Budget			Comments
		2015 Proposed 11-14-2014	2016 Proposed 11-14-2014	2017 Proposed 11-14-2014	
<b>FUNDS BUDGETED FOR OPERATIONS</b>					
41100 · Assessments (current congregations)	554,939	603,944	634,141	665,848	The 2015 assessment is based on the operating revenues shown on page 3, line B in the 2013 Parochial Reports and is 10% of the first \$50,000 plus 16.5% over \$50,000. 2015 & 2016 assessments are increased by 5% each year; slightly more than 4.47% change from 2009 to 2013.
41400 - Reserves Budgeted for Operations	347,500	20,000	10,000	50,000	2014 = YM(5,000), BS(20,000), CS(109,500), UR(13,000), CS(131,287), BO(38,713), CC(30,000) 2015 = GC(20,000); 2016 = BS(10,000); 2017 - BS(50,000)
41401 - Temp Restricted Funds Donated for Operations	115,000	129,625	142,000	139,680	Special donations to Covers CTO expenses (55100) and CTO part of DFMS Asking (50110)
41402 - Bishop Diocesan Funds	0	0	0	0	Special donations to cover the expenses of the Bishop as shown in account 52100 that are not cover by assessments as provided by Resolution to Establish Fund for Episcopal Compensation, Adopted by EDFW Convention November 2, 2012
<b>TOTAL FUNDS BUDGETED</b>	<b>1,017,439</b>	<b>753,569</b>	<b>786,141</b>	<b>855,528</b>	
<b>EXPENSES</b>					
<b>50000 · SHARED LIFE IN LARGER CHURCH</b>					
<b>50110 · DFMS Asking</b>	81,887	95,074	113,400	115,000	2014 based on 19% of 2012 operating expenses; 2015 & 2016 will be higher than 2014 due to CTO expenses in 2013 & 2014; the increase due to CTO costs will be offset by donations.
50120 · Province VII Synod Assessment	400	800	1,000	1,000	
50200 · Charitable Giving Beyond the Diocese					Per 2012 Annual Convention resolution total of 50200 & 51100 will equal 10% of assessment in 2018 and be increased annually until 10% is reached. 2015 = 7%; 2016 = 8%; 2017 =9%
50210 - ERD, Millennium Development Goals	3,885	4,228	4,439	4,661	0.7% of assessments per GC recommendation
50225 · Council of Churches	250	250	250	250	
50231 · Sewanee School of Theology	2,775	3,020	3,171	3,329	0.5% of assessments per GC recommendation
50232 · The Seminary of the Southwest	2,775	3,020	3,171	3,329	0.5% of assessments per GC recommendation
50250 · University of South, General Fund	1,665	1,812	1,902	1,998	0.3% of assessment; diocese is part-owner

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50260 · Outreach Impact Program	7,074	4,280	4,506	4,744	0.75% of assessments less 50225
<b>Total · Charitable Giving Beyond the Diocese</b>	<b>18,423</b>	<b>16,608</b>	<b>17,439</b>	<b>18,311</b>	
50520 · Diocesan ERD Coordinator	500	1,000	1,000	1,000	includes travel, booth fees & setup
50530 · Univ. of South Trustees	3,300	3,600	3,900	3,900	includes travel for 3 trustees to annual meeting
50540 · General Convention Deputy Expenses	8,000	24,000	8,000	8,000	full expense in 2015 for 10 deputies/ alternates; 10 days double occupancy for 10 deputies/alternates plus registration fee for additional 6 alternates; reserve buildup in 2013, 2014, 2016 & 2017. Is this still appropriate?
50545 · ECW Triennial	0	3,800	0	0	full expense in 2015 for 2 delegates; 9 days double occupancy
50552 · Province VII Synod Deputation	0	3,000	0	0	full expense in 2015 for 4 Deputies/ alternates; no reserve buildup
50555 · Province VII Synod ECW Expense	0	1,500	0	0	full expense in 2015 for 2 delegates, no reserve buildup
<b>Total · SHARED LIFE IN LARGER CHURCH</b>	<b>112,510</b>	<b>149,382</b>	<b>144,739</b>	<b>147,211</b>	
<b>51000 · DIOCESE MISSION &amp; MINISTRY</b>					
51100 · Diocesan Giving within Diocese					See comment for 50200
51111 · Epis Progs at Brite Divinity School	2,775	3,020	3,171	3,329	0.5% of assessments
51112 - Support for Seminarians	4,000	4,530	4,756	4,994	0.75% of assessments
51114 · Matching Grant Outreach Program	15,261	18,118	25,366	26,634	2015 = 3%; 2016 = 4%; 2017 = 5%;
<b>Total · Diocesan Giving within Diocese</b>	<b>22,036</b>	<b>25,668</b>	<b>33,292</b>	<b>34,957</b>	
51200 · Support to Congregations					
51202 - St. Andrew, FW	25,000	0	0	0	No funds budgeted or guaranteed in 2015-2017
51204 - St. Alban's, Arlington	20,000	0	0	0	No funds budgeted or guaranteed in 2015-2017
51205 - St Stephen's, Hurst	20,000	0	0	0	No funds budgeted or guaranteed in 2015-2017
51175 - New Church Plants	2,000	28,000	40,000	30,000	plans being discussed
51299 - General Support Activities	271,000	0	0	0	miscellaneous transition and post litigation activities; 2014 - contracts to obtain specified certified deed copies and abstracts for properties in EDFW
<b>Total 51200 - Support to Congregations</b>	<b>338,000</b>	<b>28,000</b>	<b>40,000</b>	<b>30,000</b>	
51300 · Campus Ministry (CM)					
51310 · Tarleton State	1,000	1,500	2,000	2,000	need plan for use of funds
51320 · TCU Ft Worth	1,000	1,500	2,000	2,000	need plan for use of funds
51330 · UT Arlington	1,500	1,500	2,000	2,000	need plan for use of funds
51350 · MSU-WF	0	0	0	0	
<b>Total 51300 · Campus Outreach</b>	<b>3,500</b>	<b>4,500</b>	<b>6,000</b>	<b>6,000</b>	
51400 · Commission on Ministry	1,500	1,500	1,500	1,500	budget is net of fees and reimbursements; temporary restricted funds will be used as needed

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51500 · Ministry Development	20,550				membership fees; registration fees & travel; training materials; speaker honorarium and travel expenses for activities and events to support the mission and ministries of the Diocese
51501 - New Ministry Development Opportunities	0	11,250	11,250	11,250	funds for new undefined program initiatives to take advantage of opportunities not foreseen in the planning process
51502 - Recasting Church Assets Program	1,435	0	0	0	program completed in 2014
51503 - Latino Ministry	0	3,000	3,000	3,000	funds to develop & expand Latino/ Hispanic ministry
51504 - Clergy Calls and Conferences	0	3,500	3,500	3,500	activities and events to support the ministry of clergy in the diocese
51505 - Defined Ministry Development Programs	0	7,750	7,750	7,750	Consortium of Endowed Episcopal Parishes, CEEP (\$4750); The Episcopal Network for Stewardship, TENS (\$1000), Ministers in Training Workshop ((\$1600), Community of Hope (\$1500), & Diocesan Administrator Group (\$500)
<b>Total 51500 - Ministry Development</b>	<b>21,985</b>	<b>25,500</b>	<b>25,500</b>	<b>25,500</b>	
51700 · Christian Formation					
51705 - Cursillo	5,000	5,000	5,000	5,000	budget is net of fees and reimbursements for two Cursillo weekends per year; partial and full scholarships; permanent supplies; and support for Ultreya activities within the Diocese
51710 - Education for Ministry	1,500	1,500	1,500	1,500	cost is annual fee to Sewanee; EfM restricted account used for scholarships and mentor trainers & training
<b>Total 51700 · Christian Formation</b>	<b>6,500</b>	<b>6,500</b>	<b>6,500</b>	<b>6,500</b>	
51800 · Other Ministries and Committees					
51860 · Diocesan Youth Ministry	10,000	4,500	4,500	4,500	2014 - YM fund budgeted; EYE; Happening; & Youth Ministry; funds not used in 2014 to be used in 2015-2017
<b>Total 51800 · Other Ministries and Cmtes</b>	<b>10,000</b>	<b>4,500</b>	<b>4,500</b>	<b>4,500</b>	
51920 · Diocesan Functions/Hospitality	3,000	3,000	3,000	3,000	
<b>Total 51000 · DIOCESE MISSION &amp; MINISTRY</b>	<b>406,521</b>	<b>99,168</b>	<b>120,292</b>	<b>111,957</b>	
<b>52100 · THE EPISCOPATE</b>					
52110 · Bishop Compensation	41,000	41,000	41,000	63,500	Provisional Bishop in 2014 - 2017; Call a fulltime Bishop in Nov 2017 Bishop Compensation in part of 2017 and all of 2018 forward equals cash stipend, cash housing allowance, and SECA @ 15.3%
52111 - Bishop RSVP	10,500	10,500	10,500	10,500	
52130 - Bp Pension	0	0	0	4,500	18% of Bishop Compensation
52140 - Bp Health Insurance	0	0	0	1,700	single rate, family rate = \$26,868
52145 - Bp Life Insurance	0	0	0	200	
52510 · Bishop Mileage	7,000	7,000	7,000	7,000	mileage increase
52520 · Bishop Registrations and Travel	5,000	5,000	5,000	5,000	2014 = HOB in Taiwan (14 days)

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52620 · General Convention Bishop Expenses	2,500	6,000	2,000	2,000	full expense in 2015; reserve buildup in 2013, 2014 & 2016
52630 · Lambeth 2018 Bishop Reserve	0	0	2,000	2,000	reserve buildup in 2016 & 2017
52850 - Diocesan Bishop Search & Transition	20,000	10,000	20,000	70,000	2014 - 20,000 will not be used; 2015 - 10,000 added to reserve; 2016 - begin Bishop search; 2017 - continue Bishop search, elect in Nov 2017
<b>Total 52100 · THE EPISCOPATE</b>	<b>86,000</b>	<b>79,500</b>	<b>87,500</b>	<b>166,400</b>	
<b>53000 · ADMINISTRATIVE AND DIOCESAN SUPPORT</b>					
<b>53299 · Administrative Services</b>					
53300 · Diocesan Office Expenses					
53320 · Office Space	14,196	14,196	14,196	14,196	office space stable for triennial
53321 - Utilities (gas & electric)	3,600	3,600	3,600	3,600	
53324 - Office Maintenance	500	1,000	1,000	1,000	
53325 · Office Supplies	2,500	2,500	2,500	2,500	
53330 · Postage	500	1,000	1,000	1,000	
53335 · Printing/Copy Machine	7,500	7,500	7,750	8,000	
53345 · Telecommunications	2,500	2,500	2,500	2,500	
53346 · Internet Services	5,300	5,400	5,500	5,500	
53350 · Books, Subscriptions, Licenses	1,200	500	500	500	
53355 - Office Equipment	2,600	1,000	1,000	1,000	
<b>Total 53300 · Diocesan Office Expenses</b>	<b>40,396</b>	<b>39,196</b>	<b>39,546</b>	<b>39,796</b>	Total will increase 2%-3% per year
53370 · Accounting Services					
53371 · Accounting Support	1,200	1,200	1,200	1,200	payroll service fees; bank charges
53372 · Audit	13,250	15,000	15,500	15,500	increases approximately \$500 per year
<b>Total 53370 · Accounting Services</b>	<b>14,450</b>	<b>16,200</b>	<b>16,700</b>	<b>16,700</b>	
53380 · Insurance Expense					
53381 · Insurance and Surety Bond	6,500	6,800	7,000	7,200	increase in property insurance
53382 · Worker's Comp	700	900	1,000	1,100	as staff costs increase, WC will probably increase
53383 · Ins for Displaced Congregations	100	100	100	100	budget is net of reimbursements
53384 · Life Insurance for Retired Clergy	1,600	1,600	1,600	1,600	budget is net of reimbursements
<b>Total 53380 · Insurance Expense</b>	<b>8,900</b>	<b>9,400</b>	<b>9,700</b>	<b>10,000</b>	
53389 · Background Checks	500	750	750	500	budget is net of reimbursements
<b>Total 53299 · Administrative Services</b>	<b>64,246</b>	<b>65,546</b>	<b>66,696</b>	<b>66,996</b>	
<b>53390 · Diocesan Support</b>					
53392 · Staff Mileage	2,500	3,500	3,500	3,500	errands, out-of-office meetings; congregation visits and meetings
53393 · Staff Reimbursements	6,250	5,000	5,000	5,000	registration fees & travel
53400 · Office of Communications					

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53405 · Director of Communications	24,000	26,000	26,000	26,000	independent contractor; new contract; increase in 2015; no increase since 2010; supports the Bishop in communicating the mission and ministry of the Diocese	
53410 · Website Developer	4,445	2,400	2,400	2,400	independent contractor; new contract; paid per preauthorized work	
53415 · Website/ Social Media Manager	6,450	7,200	7,200	7,200	independent contractor; new contract; paid monthly; support for staff	
53420 · Diocesan Photographer	600	600	600	600	independent contractor; new contract; paid per preauthorized work	
53440 · Newsletter "Common Purpose"	11,000	11,000	12,000	12,000	Diocesan-wide newsletter in 2015-2017	
53455 · Websites for Congregations	600	0	0	0	transition and post litigation expenses, 2014-2016 - CS funds budgeted; will decrease in 2014 for actual cost, will reconsider purpose in triennial	
53475 · Communicators Reimbursements	2,800	2,800	2,800	2,800	reimbursement for communicator due & conference	
<b>Total 53400 · Office of Communications</b>	<b>49,895</b>	<b>50,000</b>	<b>51,000</b>	<b>51,000</b>		
53800 · Office of the Chancellor	22,200	22,200	22,200	22,200	Chancellor & 2 Assistant Chancellors in 2014-2017; includes fees, dues & reimburseables (annual Chancellor conference); no change in contract except to add second Assistant Chancellor	
53880 · Historiographer	400	400	400	400	as requested by Historiographer	
53886 - Ecumenical Officer	1,000	0	0	0	combined with 51500, ministry development	
53900 · Diocesan Convention	12,000	12,000	12,000	12,000	budget is net of fees and reimbursements for convention year plus deposit for venue for subsequent year;	
53950 · Executive Council	2,000	2,000	3,000	3,000	budget needed for actual expenses of Executive Council	
53960 · Standing Committee	0	1,000	2,000	2,000	budget needed for actual expenses of Executive Council	
53963 - Title IV Reserve	0	5,000	5,000	5,000	new account; begin reserve for Title IV expenses.	
<b>Total 53390 · Diocesan Support</b>	<b>96,245</b>	<b>101,100</b>	<b>104,100</b>	<b>104,100</b>		
<b>55001 · Personnel</b>						
55100 · Canon to the Ordinary						
55110 · CTO Compensation	84,492	85,490	86,508	86,508	Stipend, Housing Allowance & SECA @ 15.3%; 2% COLA in 2015 & 2016, respectively; 0% in 2017	
55130 · Pension	15,209	15,388	15,571	15,571	pension = 18% of stipend, housing & SECA	
55140 · Health Insurance	7,799	7,799	7,799	7,799	parity for employees > 1500 hrs per yr	
55141 - Reimbursements	7,500	10,500	7,500	7,500	mileage, Professional Expenses & CE; includes GC expenses in 2015	
<b>Total 55100 · Canon to the Ordinary</b>	<b>115,000</b>	<b>119,177</b>	<b>117,378</b>	<b>117,378</b>		
55200 · Ministry Support and Communications Officer						
55210 · MSC Officer Compensation	52,125	45,675	46,589	46,589	full-time employee; 2% COLA in 2015 & 2016, respectively; 0% in 2017	
55220 · SECA	2,984	0	0	0	SECA included in Compensation	
55230 · Pension	5,893	8,222	8,386	8,386	pension = 18.0% of compensation	
55240 · Health Insurance	5,113	10,380	10,410	10,600	parity for employees > 1500 hrs per yr;	
<b>Total 55200 · MSC Officer</b>	<b>66,115</b>	<b>64,277</b>	<b>65,385</b>	<b>65,575</b>		

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<b>55300 · Administrative Assistant</b>					
55310 · AA Compensation	41,600	40,713	41,527	41,527	full-time employee; 2% COLA in 2015 & 2016, respectively; 0% in 2017
55320 · ER SS & Medicare	3,182	3,115	3,177	3,177	employer payroll tax = 7.65% of compensation
55330 · Pension	3,744	3,664	3,737	3,737	pension = 9.0% of compensation
55340 · Health Insurance	1,080	1,361	1,429	1,542	parity for employees > 1500 hrs per yr; will decrease in 2014 - 2017 based on revised reimbursement for position
<b>Total 55300 · Administrative Assistant</b>	<b>49,606</b>	<b>48,853</b>	<b>49,871</b>	<b>49,984</b>	
<b>55400 · Treasurer's Assistant/ Bookkeeper</b>					
55410 · TA Compensation	17,680	19,840	20,240	20,240	part-time employee; 22 hrs/wk; 2% COLA in 2015 & 2016; 0% in 2017
55420 · ER SS & Medicare	1,353	1,518	1,548	1,548	employer payroll tax = 7.65% of compensation
55430 · Pension	1,591	1,786	1,822	1,822	pension = 9.0% of compensation
<b>Total 55400 · Treasurer's Assistant</b>	<b>20,624</b>	<b>23,143</b>	<b>23,610</b>	<b>23,610</b>	
<b>Total 55001 · Personnel</b>	<b>251,345</b>	<b>255,450</b>	<b>256,244</b>	<b>256,547</b>	
<b>Total 53000 · ADMINISTRATIVE AND DIOCESAN SUPPORT</b>	<b>411,836</b>	<b>422,096</b>	<b>427,040</b>	<b>427,643</b>	
<b>80000 · Contingency Reserve</b>	572	3,423	6,570	2,317	
<b>Total</b>	<b>1,017,439</b>	<b>753,569</b>	<b>786,141</b>	<b>855,528</b>	

Assets at Beginning of Year	2014	2015	2016	2017	2018
<b>31000 · Unrestricted Net Assets</b>	11,648	11,648	11,648	11,648	11,648
<b>35000 · Designated Net Assets</b>					
35002 · Building Operations Reserve (BO)	21,287	21,287	21,287	21,287	21,287
35003 · Congregations Support Reserve (CS)	0	0	0	0	0
35004 · Camp Crucis Operations Reserve	20,000	20,000	20,000	20,000	20,000
35005 · Bishop Diocesan Search Reserve (BS)	100,000	120,000	120,000	70,000	70,000
35008 - GC Deputation Reserve (GC)	8,000	0	0	8,000	16,000
35015 - GC Bp Reserve (GC)	1,500	0	0	2,000	4,000
35??? - Lambeth 2018 Bishop Reserve	0	0	0	2,000	4,000
35??? - Title IV Reserve	0	0	5,000	10,000	15,000
35500 · Revolving Fund	20,686	30,156	34,956	39,756	39,756
35999 · Budgeted for Operations	347,500	20,000	10,000	50,000	0
<b>Total 35000 · Designated Net Assets</b>	<b>518,973</b>	<b>211,443</b>	<b>211,243</b>	<b>223,043</b>	<b>190,043</b>
<b>42125 - Bishop Diocesan Fund ((BF)</b>	<b>1,600</b>				