

Resolution to Approve 2014 Triennial (2014-2016) Budget
Proposed by Executive Council - November 8-9, 2013

Resolved, the 31th Annual Convention of the Episcopal Diocese of Fort Worth in The Episcopal Church approves the 2014 Triennial (2014-2016) Budget as proposed by the Executive Council. The triennial budget is presented for planning purposes and reflects the opportunities and needs of the Diocese at this time. The 2014 portion of the triennial budget is approved as the operating budget for the fiscal year beginning January 1, 2014 in accordance with Canon 10.6.

2014 Triennial (2014-2016) Budget	2013 Budget Revised 09-28-2013	Triennial Budget			Comments
		2014 Proposed	2015 Proposed	2016 Proposed	
FUNDS BUDGETED FOR OPERATIONS					
41100 · Assessments (current congregations)	515,288	554,939	582,686	611,820	The 2014 assessment is based on the operating revenues shown on page 3, line B in the 2012 Parochial Reports and is 10% of the first \$50,000 plus 16.5% over \$50,000. 2015 & 2016 assessments are increased by a 5% each year, slightly more than 4.47% change from 2009 to 2013.
41200 - Unrestricted Donations/Gifts	3,000	0	0	0	reduce unrestricted donations to \$0.00, net expenses shown
41250 - Fees & Reimbursements	10,500	0	0	0	reduce fees & reimbursements to \$0.00, net expenses shown
Total Unrestricted Income	528,788	554,939	582,686	611,820	
Temporary Restricted Funds Budgeted for Operations	52,708	115,000	127,102	139,228	
Designated Reserves Budgeted for Operations	24,500	30,000	141,800	155,000	2013 = CM(1,500), YM(5,000) & OR(18,000) 2014 = YM(5,000), BS(20,000), CS(5,000) 2015 = GC(20,000), BS(100,000), CS(21,800) 2016 = DF(150,000), CS(5,000)
Unrestricted Net Assets Budgeted for Operations	51,255	13,000	0	0	
TOTAL FUNDS BUDGETED	657,251	712,939	851,588	906,048	
EXPENSES					
50000 · SHARED LIFE IN LARGER CHURCH					
50110 · DFMS Asking	74,495	81,887	96,000	115,000	2014 based on 19% of 2012 operating expenses; 2015 & 2016 will be higher than 2014 due to CTO expenses in 2013 & 2014
50120 · Province VII Synod Assessment	400	400	800	1,000	

2014 Triennial (2014-2016) Budget	2013 Budget Revised 09-28-2013	Triennial Budget			Comments
		2014 Proposed	2015 Proposed	2016 Proposed	
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. 2014 = 6.75% & 2015 = 7% . & 2016 = 8%
50210 - ERD, Millennium Development Goals	3,607	3,885	4,079	4,283	0.7% of assessments per GC recommendation
50225 · Council of Churches	0	250	250	250	
50231 · Sewanee School of Theology	2,576	2,775	2,913	3,059	0.5% of assessments; (sum of 50231, 50322 & 51111 per GC)
50232 · The Seminary of the Southwest	2,576	2,775	2,913	3,059	0.5% of assessments; (sum of 50231, 50322 & 51111 per GC)
50250 · University of South, General Fund	1,546	1,665	1,748	1,835	0.3% of assessment; diocese is part-owner
50260 · Outreach Impact Program	7,479	8,074	8,490	8,927	2014 & 2015 & 2016 =1.5%
Total · Charitable Giving Beyond the Diocese	17,785	19,423	20,394	21,414	
50520 · Diocesan ERD Coordinator	533	500	500	500	includes travel, booth fees & setup
50530 · Univ. of South Trustees	3,000	3,300	3,600	3,900	includes travel for 3 trustees to annual meeting
50540 · General Convention Deputy Expenses	8,000	8,000	24,000	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. Is this still appropriate?
50545 · ECW Triennial	0	0	3,800	0	full expense in 2015 for 2 delegates; 9 days double occupancy
50552 · Province VII Synod Deputation	0	0	3,000	0	full expense in 2015 for 4 Deputies/ alternates; no reserve buildup
50555 · Province VII Synod ECW Expense	0	0	1,500	0	full expense in 2015 for 2 delegates, no reserve buildup
Total · SHARED LIFE IN LARGER CHURCH	104,213	113,510	153,594	149,814	
51000 · DIOCESE MISSION & MINISTRY					
51100 · Diocesan Giving within Diocese					See comment for 50200
51111 · Epis Progs at Brite Divinity School	2,576	2,775	2,913	3,059	0.5% of assessments; (sum of 50231, 50322 & 51111 per GC)
51112 - Support for Seminarians	1,348	2,000	3,000	5,000	new account for assistance
51114 · Matching Grant Outreach Program	11,233	15,261	17,481	24,473	2014 = 2.75%; 2015 = 3.0%; 2016 = 4%
Total · Diocesan Giving within Diocese	15,158	20,036	23,394	32,532	
51200 · Support to Congregations					
51201 - CTK/ECPC Support	26,255	0	0	0	
51202 - St. Andrew Support	20,000	0	0	0	
51203 - St Elisabeth Support	5,000	0	0	0	
51175 - New Starts/ Restarts	0	2,000	5,000	10,000	new budget category; plan needed for 2014 - 2016
51299 - General Support Activities	1,087	0	0	0	transition and post litigation activities
Total 51200 - Support to Congregations	52,342	2,000	5,000	10,000	
51300 · Campus Ministry (CM)					
51310 · Tarleton State	1,250	1,000	1,500	2,000	

2014 Triennial (2014-2016) Budget	2013 Budget Revised 09-28-2013	Triennial Budget			Comments
		2014 Proposed	2015 Proposed	2016 Proposed	
51320 · TCU Ft Worth	0	1,000	1,500	2,000	
51330 · UT Arlington	1,500	1,500	1,500	2,000	
51350 · MSU-WF	0	0	0	0	
Total 51300 · Campus Outreach	2,750	3,500	4,500	6,000	
51400 · Commission on Ministry	293	500	500	500	budget is net of fees and reimbursements; temporary restricted funds will be used as needed
51500 · Ministry Development	10,650	20,550	20,550	20,550	Requested by Bishop & Ministry Developer: membership fees, registration fees & travel for Colorado CDI (2 people-4 wkends = \$4000); ECBF (2 = \$2400); CEEP (mbship = \$750 + 2 = \$4000);, TENS (mbship = \$1000); LC (\$500); & CC (40 = \$5400); training materials (\$500); and New Ministry Opportunities (\$2000)
51501 - Recasting Church Assets Program	3,037	3,500	0	0	Total for Diocese & congregations = \$11,500; diocese contribution = \$6,500. congregation contribution will a pass through.
51700 · Christian Formation					
51705 - Cursillo	2,750	5,000	5,000	10,000	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	requested by EfM; cost is annual fee to Sewanee; EfM restricted account used for scholarships and mentor trainers & training
51720 · Speaker Series	2,000	2,000	2,000	2,000	budget is net of donations; includes travel & honorariums; plan needed
51730 · Training for Christian Formation	4,000	4,000	4,000	4,000	includes training travel, workshops, fall festival, scholarships, resource materials, and retreats
Total 51700 · Christian Formation	10,250	12,500	12,500	17,500	
51800 · Other Ministries and Committees					
51820 · Latino Ministry	5,500	0	0	0	What is the status of Latino Ministry; plan needed?
51825 - Disaster Relief Ministry	750	1,000	1,000	1,000	mileage, training materials
51835 · Diocesan InReach Program	16,800	16,800	16,800	0	(2015 - CS funds budgeted); 2016 phased into other programs
51840 - Episcopal Church Women	0	0	0	0	restricted funds will be used as necessary
51845 - Daughters of the King	0	0	0	0	restricted funds will be used as necessary
51850 · Diocesan Altar Guild	0	0	0	0	restricted funds will be used as necessary
51860 · Diocesan Youth Ministry	5,000	10,000	3,000	3,000	2014 - YM fund budgeted
Total 51800 · Other Ministries and Cmtes	28,050	27,800	20,800	4,000	
51920 · Diocesan Functions/Hospitality	3,000	3,000	3,000	5,000	
Total 51000 · DIOCESE MISSION & MINISTRY	125,530	93,386	90,244	96,082	

2014 Triennial (2014-2016) Budget	2013 Budget Revised 09-28-2013	Triennial Budget			Comments
		2014 Proposed	2015 Proposed	2016 Proposed	
52100 · THE EPISCOPATE					
52110 · Bishop Compensation	41,000	51,500	77,300	155,655	Assume a Provisional Bishop in 2014 & part of 2015; Bishop Compensation in part of 2015 and all of 2016 equals cash stipend, cash housing allowance, and SECA @ 15.3% (2015 - BS funds budgeted) (2016 - DF funds budgeted)
52111 - Bishop Ohl Deferred Compensation (OR)	18,000	0	0	0	
52130 - Bp Pension	0	0	4,670	28,018	18% of Bishop Compensation
52140 - Bp Health Insurance	0	0	1,600	9,600	single rate, family rate = \$26,868
52145 - Bp Life Insurance	0	0	200	1,200	
52150 - Bp Automobile and Mileage	0	0	0	6,000	owned or leased plus mileage
52165 - Professional Fees & CE	0	0	0	3,000	
52160 · Bishop Housing in Ft Worth	4,613	0	0	0	
52510 · Bishop Mileage	4,500	5,000	5,500	0	mileage increase
52520 · Bishop Registrations and Travel	6,000	11,000	9,500	10,000	2014 = HOB in Taiwan (14 days)
52620 · General Convention Bishop Expenses	1,500	2,500	7,000	2,000	full expense in 2015; reserve buildup in 2013, 2014 & 2016
52630 · Lambeth 2018 Bishop Reserve	0	0	0	2,000	reserve buildup in 2016 & 2017
52800 · Bishop Diocesan Search (BS) Reserve	18,000	0	0	0	
52850 - Diocesan Bishop Search & Transition	0	20,000	80,000	0	
Total 52100 · THE EPISCOPATE	93,613	90,000	185,770	217,473	
53000 · ADMINISTRATIVE AND DIOCESAN SUPPORT					
53299 · Administrative Services					
53300 · Diocesan Office Expenses					
53320 · Office Space	13,007	14,196	14,196	14,196	Increase due added space for CTO
53321 - Utilities (gas & electric)	2,200	3,600	3,600	3,600	
53324 - Office Maintenance	500	500	1,000	1,000	
53325 · Office Supplies	2,000	2,500	2,500	2,500	
53330 · Postage	500	500	1,000	1,000	
53335 · Printing/Copy Machine	7,550	7,500	7,500	8,000	
53345 · Telecommunications	2,900	2,500	2,500	2,500	
53346 · Internet Services	5,800	5,300	5,400	5,500	
53350 · Books, Subscriptions, Licenses	300	500	0	0	
53355 - Office Equipment	3,000	1,000	1,000	1,000	
53356 - Temporary Contract Services	4,800	0	0	0	
Total 53300 · Diocesan Office Expenses	42,557	38,096	38,696	39,296	
53370 · Accounting Services					

2014 Triennial (2014-2016) Budget	2013 Budget Revised 09-28-2013	Triennial Budget			Comments
		2014 Proposed	2015 Proposed	2016 Proposed	
53371 · Accounting Support	1,100	1,200	1,200	1,200	
53372 · Audit	13,250	14,500	15,000	15,500	
Total 53370 · Accounting Services	14,350	15,700	16,200	16,700	
53380 · Insurance Expense					
53381 · Insurance and Surety Bond	5,600	5,800	6,000	6,400	
53382 · Worker's Comp	1,000	1,000	1,000	1,000	
53383 · Ins for Displaced Congregations	400	0	0	0	budget is net of reimbursements
53384 · Life Insurance for Retired Clergy	950	1,600	1,600	1,600	requested by Bishop; no reimbursement from clergy
Total 53380 · Insurance Expense	7,950	8,400	8,600	9,000	
53389 · Background Checks	1,500	1,500	1,500	1,500	budget is net of reimbursements
Total 53299 · Administrative Services	66,357	63,696	64,996	66,496	
53390 · Diocesan Support					
53392 · Staff Mileage	2,500	3,500	3,500	3,500	errands, out-of-office meetings; congregation visits and meetings
53393 · Staff Continuing Ed & Professional expenses	4,450	6,250	6,250	6,250	registration fees & travel for CODE (2=\$2400); EBAC (2=\$2000); TMO (\$700); B-E-S-T (\$750); CPG-HAC (\$400);
53400 · Office of Communications					
53405 · Director of Communications	24,000	24,000	24,000	24,000	independent contractor; no change in contract
53410 · Director of Digital Development	8,750	8,750	8,750	8,750	independent contractor; no change in contract
53415 · Social Media Coordinator	2,650	3,000	3,000	3,000	independent contractor; 2014 -2016 = added \$600 from 53420
53420 · Diocesan Photographer	750	600	600	600	independent contractor; decrease \$600 and added to 53415
53440 · Advertising	4,000	4,000	4,000	4,000	transition and post litigation expenses, 2014-2016 - CS funds budgeted
53455 · Website Services for Congregations	1,000	1,000	1,000	1,000	transition and post litigation expenses, 2014-2016 - CS funds budgeted
53475 · Communicators Continuing Education	2,240	3,240	3,240	3,240	reimburseables for independent contractors; no change in contract
Total 53400 · Office of Communications	43,390	44,590	44,590	44,590	
53800 · Office of the Chancellor	15,200	22,200	22,200	22,200	Chancellor & 2 Assistant Chancellors in 2014-2016; includes fees, dues & reimburseables (annual Chancellor conference); no change in contract except to add second Assistant Chancellor
53880 · Historiographer	0	400	400	400	as requested by Historiographer
53885 · Transition/ Deployment Officer	609	0	0	0	combined with CTO responsibilities
53886 - Ecumenical Officer	226	1,000	1,000	1,000	
53900 · Diocesan Convention	11,000	12,000	12,000	18,000	budget is net of fees and reimbursements for convention year plus deposit for venue for subsequent year;
53950 · Executive Council	2,000	2,000	2,000	5,000	budget needed for actual expenses of Executive Council
53960 · Standing Committee	0	0	1,000	2,000	
Total 53390 · Diocesan Support	79,375	91,940	92,940	102,940	

2014 Triennial (2014-2016) Budget	2013 Budget Revised 09-28-2013	Triennial Budget			Comments
		2014 Proposed	2015 Proposed	2016 Proposed	
55001 · Personnel					
55100 · Canon to the Ordinary					
55110 · CTO Compensation	39,904	84,492	85,490	86,508	Stipend, Housing Allowance & SECA @ 15.3%; 2% COLA in 2015 & 2016, respectively
55130 · Pension	7,183	15,209	15,388	15,571	pension = 18% of stipend, housing & SECA
55140 · Health Insurance	2,183	7,799	7,799	7,799	parity for employees > 1500 hrs per yr
55141 - Reimbursements	3,438	7,500	7,500	7,500	mileage, Professional Expenses & CE
Total 55100 · Canon to the Ordinary	52,708	115,000	116,177	117,378	
55200 · Ministry Developer/AO					
55210 · MD-AO Compensation	52,000	52,000	53,040	54,101	2% COLA in 2015 & 2016, respectively
55220 · ER SS & Medicare	3,978	3,978	4,058	4,139	employer payroll tax =7.65% of compensation
55230 · Pension	4,680	4,680	4,774	4,869	pension = 9.0% of compensation
55240 · Health Insurance	3,500	5,500	5,700	5,900	parity for employees > 1500 hrs per yr;
Total 55200 · Ministry Developer/AO	64,158	66,158	67,571	69,009	
55300 · Operations Manager					
55310 · OM Compensation	40,227	41,600	42,432	43,281	2% COLA in 2015 & 2016, respectively
55320 · ER SS & Medicare	3,077	3,182	3,246	3,311	employer payroll tax =7.65% of compensation
55330 · Pension	3,620	3,744	3,819	3,895	pension = 9.0% of compensation
55340 · Health Insurance	8,964	9,120	9,360	9,600	parity for employees > 1500 hrs per yr
Total 55300 · Operations Manager	55,889	57,646	58,857	60,087	
55400 · Treasurer's Assistant					
55410 · TA Compensation	12,500	15,300	15,300	15,300	2% COLA in 2015 & 2016; includes additional hours
55420 · ER SS & Medicare	956	1,170	1,170	1,170	employer payroll tax =7.65% of compensation
55430 · Pension	1,125	1,377	1,377	1,377	pension = 9.0% of compensation
Total 55400 · Treasurer's Assistant	14,581	17,847	17,847	17,847	
Total 55001 · Personnel	187,336	256,651	260,453	264,321	
Total 53000 · ADMINISTRATIVE AND DIOCESAN SUPPORT	333,068	412,287	418,389	433,757	
80000 · Contingency Reserve	827	3,756	3,591	8,922	
Total	657,251	712,939	851,588	906,048	

35003 · Congregations Support Reserve (CS)
35005 · Bishop Diocesan Search Reserve (BS)
35008 - GC Deputation Reserve (GC)

35010 - Campus Ministry (CM)
35012 · Diocesan Youth Ministries (YM)
35015 - GC Bp Reserve (GC)

35016 - GC ECW Triennial Reserve (GC)
32125 - Bishop Diocesan Fund (DF)