



**Resolutions to be considered  
At the 2020 Diocesan Convention**

**November 14th, 2020  
Held via Zoom**

**Resolution FC1 – Approve the 2021 Table of Assessments**

Proposer: Executive Council – September 19th, 2020

Submitted : September 12th, 2020

*Resolved,* That the 39<sup>th</sup> Annual Convention of the Episcopal Diocese of Fort Worth in the Episcopal Church approves the following amounts to be assessed each Parish and Mission during 2021 to support the operating budget of the Diocese for 2021.

<b>Congregation</b>	<b>2021 Assessment</b>
All Saints, FW	\$ 245,021
Good Shepherd, Granbury	\$ 22,006
St. Alban’s, Arlington	\$ 31,950
St. Andrew’s, FW	\$ 15,069
St. Christopher, FW	\$ 50,654
St. Elisabeth & Christ the King, FW	\$ 8,091
Episcopal Church, Parker County	\$ -0-
St. Luke’s, Stephenville	\$ 33,973
St. Luke’s in the Meadow, FW	\$ 33,308
St. Martin in the Fields, Keller	\$ 72,783
St. Mary’s, Hillsboro	\$ 2,237
St. Stephen’s, Hurst	\$ 11,902
The Episcopal Church of Hamilton Co.	\$ 2,109
The Episcopal Church of Wichita Falls	\$ 8,205
Trinity, FW	\$ 151,922
Church of the Resurrection, Decatur	\$ 3,904

**Resolution FC2 - Approve 2021 Triennial (2021-2023) Budget**

Author: Finance Committee, approved at September 2020 Finance Committee Meeting for submittal to Executive Council

Date: As of September 9, 2020

Resolved, That the 36th Annual Convention of the Episcopal Diocese of Fort Worth in The Episcopal Church approves the 2021 Triennial (2021-2023) Budget as proposed by the Executive Council. The triennial budget is presented for planning purposes and reflects the opportunities and priorities of the Diocese at this time. The 2021 portion of the triennial budget will be approved as the operating budget for the fiscal year beginning January 1, 2021.

2021 Budget as Approved at Convention	2019 Actuals	2020 Budget as Approved	2021 As Entered 9/9/2020	2022 As Entered 9/9/2020	2023 As Entered 9/9/2020	Comments
			1			
<b>FUNDS BUDGETED FOR OPERATIONS</b>						
41100 · Assessments (current congregations)	650,652	669,052	693,132	720,857	749,692	The 2020 assessment is based on the 3 yr average of operating revenues...2016, 2017, & 2018 as depicted on the Parochial Reports. It is based on 10% of the first \$50,000 plus 16.5% over \$50,000. It is increased by ~4.0% per yr.
41400 - Reserves Budgeted for Operations	4,147	0	0	0	0	
41401 - Temp Restricted Funds Donated for Operations	131,562	160,070	179,677	154,500	151,858	Donation(s) to cover CTO costs plus additional from designated reserves to fund Operations, if required
<b>TOTAL FUNDS BUDGETED</b>	<b>786,362</b>	<b>829,122</b>	<b>872,809</b>	<b>875,357</b>	<b>901,550</b>	
<b>EXPENSES</b>						
<b>50000 · SHARED LIFE IN LARGER CHURCH</b>						
50110 · DFMS Asking	91,001	95,030	96,954	100,832	104,865	For 2021= (\$786,362 - \$140,000)=\$646,362 X .15 = \$96,954. Increased 4% for 2021/2022. 2019 actual agrees with audited financial statements.
50120 · Province VII Synod Assessment	400	1,000	1,000	1,000	1,000	Estimate
50200 · Charitable Giving Beyond the Diocese						
50210 - ERD, Millennium Development Goals	4,524	4,683	4,852	5,046	5,248	0.7% of assessments per GC recommendation
50225 · Council of Churches	250	250	250	250	250	
50231 · Sewanee School of Theology	3,231	3,345	3,466	3,604	3,748	0.5% of assessments per GC recommendation
50232 · The Seminary of the Southwest	3,231	3,345	3,466	3,604	3,748	0.5% of assessments per GC recommendation
50250 · University of South, General Fund	1,939	2,007	2,079	2,163	2,249	0.3% of assessment; diocese is part-owner
50260 · Outreach Impact Program	5,556	5,018	5,198	5,406	5,623	0.75% of assessments less 50225
50270 - Other Giving Beyond Diocese	0	1,928	1,928	2,009	2,157	Estimated Expense
<b>Total · Charitable Giving Beyond the Diocese</b>	<b>18,731</b>	<b>20,576</b>	<b>21,239</b>	<b>22,083</b>	<b>23,023</b>	
50520 · Diocesan ERD Coordinator	524	1,000	1,000	1,000	1,000	Includes travel, booth fees & setup

50530 · Univ. of South Trustees	3,900	3,900	3,900	3,900	3,900	Includes travel for 3 trustees to annual meeting
50540 · General Convention Deputy Expenses	11,000	11,000	28,000	11,000	11,000	\$11,000/Yr in off years. \$28K in year of convention. To be held in Baltimore in 2021 which will necessitate airfares/increased travel costs.
50545 · ECW Triennial	0	0	0	0	0	Budgeted expense in 2018, nothing thereafter
50552 · Province VII Synod Deputation	0	0	0	0	0	Budgeted expense in 2018, nothing thereafter
50555 · Province VII Synod ECW Expense	0	0	0	0	0	Budgeted expense in 2018, nothing thereafter
<b>Total · SHARED LIFE IN LARGER CHURCH</b>	<b>125,556</b>	<b>132,506</b>	<b>152,093</b>	<b>139,815</b>	<b>144,789</b>	
<b>51000 · DIOCESE MISSION &amp; MINISTRY</b>						
51100 · Diocesan Giving within Diocese						
51111 · Epis Progs at Brite Divinity School	3,231	3,345	3,466	3,604	3,748	0.5% of Assessments
51112 · Support for Seminarians	4,826	5,018	5,198	5,406	5,623	0.75% of Assessments
51114 · Matching Grant Outreach Program	31,604	33,453	34,657	36,043	37,485	5% of Assessments
51120 · Other Giving within Diocese	0	4,511	4,753	4,950	5,090	Estimated Expense
<b>Total · Diocesan Giving within Diocese</b>	<b>39,661</b>	<b>46,327</b>	<b>48,074</b>	<b>50,003</b>	<b>51,946</b>	For 2019, total of \$19,519 out side of diocese plus \$45,583 within diocese = \$64,625 which is 10% of assessments
51200 · Support to Congregations						
51202 - St. Andrew, FW	0	0	0	0	0	No funds budgeted or guaranteed in 2021-2023
51204 - St. Alban's, Arlington	0	0	0	0	0	No funds budgeted or guaranteed in 2021-2023
51205 - St Stephen's, Hurst	0	0	0	0	0	No funds budgeted or guaranteed in 2021-2023
51206 - TEC, WF	0	0	0	0	0	No funds budgeted or guaranteed in 2021-2023
51207 - St Lukes in the Meadow	0	0	0	0	0	No funds budgeted or guaranteed in 2021-2023
51208 - Good Shepherd, Granbury	0	0	0	0	0	No funds budgeted or guaranteed in 2021-2023
51175 - New Church Plants	0	0	0	0	0	No funds budgeted or guaranteed in 2021-2023
51299 - General Support Activities	185	0	0	0	0	No transition or post litigation funds at this time
<b>Total 51200 - Support to Congregations</b>	<b>185</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
51300 · Campus Ministry (CM)						
51310 · Tarleton State	2,500	2,500	2,500	2,500	2,500	Need plan for use of funds; full disbursement in prior years
51320 · TCU Ft Worth	404	1,000	1,000	1,000	1,000	Need plan for use of funds
51330 · UT Arlington	2,500	2,500	2,500	2,500	2,500	Need plan for use of funds; full disbursement in prior years
51340 - Midwestern State	0	0	1,000	1,000	1,000	NEW ACCOUNT; need plan prior to disbursement
<b>Total 51300 · Campus Outreach</b>	<b>5,404</b>	<b>6,000</b>	<b>7,000</b>	<b>7,000</b>	<b>7,000</b>	
51400 · Commission on Ministry	1,154	1,500	1,500	1,500	1,500	Budget is net of fees and reimbursements; temporary restricted funds will be used as needed
51500 · Ministry Development						
51501 - New Ministry Development Opportunities	11,086	11,250	11,250	11,250	11,250	Funds for new undefined program initiatives to take advantage of opportunities not foreseen in the planning process
51503 - Latino Ministry	0	3,000	3,000	3,000	3,000	Funds to develop & expand Latino/ Hispanic ministry
51504 - Clergy Calls and Conferences	20,308	22,000	22,000	23,000	24,000	\$1,500 Discernment; \$1,500 Clergy Days (2); \$18K Clergy Retreat; Net Other \$1K
51504-1 - Compensation	150					
51505 - Defined Ministry Development Programs	8,927	10,750	10,750	10,750	10,750	Consortium of Endowed Episcopal Parishes,CEEP (\$4750); The Episcopal Network for Stewardship, TENS (\$1,000), Ministers in Training Workshop (\$500), Diocesan Administrator Group (\$500) & Leadership Training (\$3,500), Net Other (\$500)

<b>Total 51500 - Ministry Development</b>		<b>40,472</b>	<b>47,000</b>	<b>47,000</b>	<b>48,000</b>	<b>49,000</b>	
51700 · Christian Formation		0	2,000	2,000	2,000	2,000	Estimated Expense
51705 - Cursillo		0	0	0	0	0	
51710 - Education for Ministry		1,750	1,750	1,750	1,750	1,750	Cost is annual fee to Sewanee; EFM restricted account used for scholarships and mentor trainers & training
<b>Total 51700 · Christian Formation</b>		<b>1,750</b>	<b>3,750</b>	<b>3,750</b>	<b>3,750</b>	<b>3,750</b>	
51860 · Diocesan Youth Ministry		0	3,000	0	0	3,000	Estimated expense/EY Event in 2023; 2020 Event did not occur due to pandemic
<b>Total 51800 · Other Ministries and Cmtes</b>		<b>0</b>	<b>3,000</b>	<b>0</b>	<b>0</b>	<b>3,000</b>	
51920 · Diocesan Functions/Hospitality		4,136	5,000	5,000	5,000	5,000	Estimate
<b>Total 51000 · DIOCESE MISSION &amp; MINISTRY</b>		<b>92,762</b>	<b>112,577</b>	<b>112,324</b>	<b>115,253</b>	<b>121,196</b>	
<b>52100 · THE EPISCOPATE</b>							
52110 · Bishop Compensation		0	0	0	0	0	
52110-1 - Payment to NWT for Provisional Bishop		84,000	87,000	90,000	93,000	96,000	Annual expense is increased \$3,000/year.
52169 - Bp Housing in Fort Worth		12,569	12,000	12,000	12,000	12,000	Estimated
52510 · Bishop Mileage		0	0	0	0	0	
52520 · Bishop Registrations and Travel		548	2,000	2,000	2,000	2,000	Bp travel strictly for EDFW
52620 · General Convention Bishop Expenses		1,000	1,000	1,000	1,000	1,000	Estimated expenses
52630 · Lambeth 2020 Bishop Reserve		1,000	1,000	1,000	1,000	1,000	Estimated expenses
52850 - Asst Bishop Expenses		555	6,000	5,000	4,000	4,000	To support one assistant bishop; change from prior years
<b>Total 52100 · THE EPISCOPATE</b>		<b>99,672</b>	<b>109,000</b>	<b>111,000</b>	<b>113,000</b>	<b>116,000</b>	
<b>53000 · ADMINISTRATIVE AND DIOCESAN SUPPORT</b>							
<b>53299 · Administrative Services</b>							
<b>53300 · Diocesan Office Expenses</b>							
53320 · Office Space		16,800	19,200	19,200	19,200	19,200	Includes additional office space; Increase of \$200/mo in 2020
53321 - Utilities (gas & electric)		3,000	3,174	4,200	4,410	4,631	\$4,200 for 2021 vs 2019; 2%/yr 2022/2023
53324 - Office Maintenance		5,578	1,262	5,801	5,917	6,035	4% inc for 2021 vs 2019; 2%/yr 2022/2023
53325 · Office Supplies		988	928	1,028	1,048	1,069	4% inc for 2021 vs 2019; 2%/yr 2022/2023
53330 · Postage		287	804	800	800	800	Static for 3 years
53335 · Printing/Copy Machine		9,532	10,776	11,207	11,431	11,660	4% inc for 2021 vs 2019; 2%/yr 2022/2023. Copier lease to end 2021
53345 · Telecommunications		3,575	4,400	2,500	2,550	2,601	Decrease due to change in vendors, +2% for 2022 & 2023
53346 · Internet Services		5,424	6,113	5,641	5,754	5,869	4% inc for 2021 vs 2019; 2%/yr 2022/2023
53350 · Books, Subscriptions, Licenses		1,175	1,500	1,500	1,500	1,500	Estimate based on history; includes new version of Quick Books
53355 - Office Equipment		801	1,500	1,500	1,500	1,500	To include one computer replacement/year
<b>Total 53300 · Diocesan Office Expenses</b>		<b>47,160</b>	<b>49,657</b>	<b>53,377</b>	<b>54,112</b>	<b>54,864</b>	Total will increase 2%-3% per year
<b>53370 · Accounting Services</b>							
53371 · Accounting Support		885	1,200	1,200	1,200	1,200	Payroll service fees; bank charges
53372 · Audit		10,000	11,000	11,000	11,000	11,000	Based on current rate of \$10,000 with add'l \$1,000 for research as needed.
<b>Total 53370 · Accounting Services</b>		<b>10,885</b>	<b>12,200</b>	<b>12,200</b>	<b>12,200</b>	<b>12,200</b>	
<b>53380 · Insurance Expense</b>							
53381 · Insurance and Surety Bond		8,083	8,575	9,090	9,635	10,213	Increase in property insurance...6%/Yr
53382 · Worker's Comp		1,055	1,200	1,500	1,500	1,500	Expect increase in 2021.
53384 · Life Insurance for Retired Clergy		1,079	1,600	1,600	1,600	1,600	Budget is net of reimbursements
<b>Total 53380 · Insurance Expense</b>		<b>10,217</b>	<b>11,375</b>	<b>12,190</b>	<b>12,735</b>	<b>13,313</b>	
53389 · Background Checks		998	750	1,000	1,000	1,000	Estimated to increase with end of pandemic

<b>Total 53299 · Administrative Services</b>		<b>69,260</b>	<b>73,982</b>	<b>78,767</b>	<b>80,047</b>	<b>81,377</b>	
<b>53390 · Diocesan Support</b>							
	53392 · Staff Mileage	2,051	4,000	4,000	4,000	4,000	Errands, out-of-office meetings; congregation visits and meetings
	53393 · Staff Reimbursements	5,562	15,000	15,000	15,000	15,000	Registration fees/Travel
	53400 · Office of Communications						
	53405 · Director of Communications	29,000	30,000	37,000	38,000	39,000	Independent contractor; new contract; increase in 2017; supports the Bishop in communicating the mission and ministry of the Diocese
	53410 · Website Developer	2,400	2,400	2,600	2,600	2,600	Independent contractor; new contract; paid per preauthorized work
	53415 · Website/ Social Media Manager	7,200	7,200	0	0	0	Workload to shift to Dir of Communications
	53420 · Diocesan Photographer	600	600	600	600	600	Independent contractor; new contract; paid per presuthorized work
	53440 · Newsletter "Common Purpose"	7,440	12,000	10,000	10,000	10,000	Diocesan-wide newsletter; change in vendor resulted in cost reduction
	53455 · Websites for Congregations	412	500	500	500	500	Estimated expense for set-up charges, licenses, etc.
	53465 · Website Support	0	500	4,000	2,500	2,500	Account name changed; contractor cost to support video production
	53475 · Communicators Reimbursements	3,033	2,800	2,800	2,800	2,800	Reimbursement for communicator
<b>Total 53400 · Office of Communications</b>		<b>50,085</b>	<b>56,000</b>	<b>57,500</b>	<b>57,000</b>	<b>58,000</b>	
	53800 · Office of the Chancellor	21,200	22,000	22,000	22,000	22,000	Estimate; usually paid out in December
	53870 - Chancellor Office Expenses	996	200	200	200	200	
	53880 · Historiographer	35	400	400	400	400	As requested by Historiographer
	53886 - Ecumenical Officer	0	0	0	0	0	combined with 51500, ministry development
	53900 · Diocesan Convention	12,958	14,000	14,000	15,000	16,000	Revised estimate for convention
	53950 · Executive Council	1,326	2,000	2,000	2,000	2,000	Estimated expenses
	53960 · Standing Committee	0	1,000	1,000	1,000	1,000	Estimated expenses
	53963 - Title IV Reserve	2,500	2,500	0	0	0	Reserve up to \$10K; reach by 2020. Title IV for ecclesiastic discipline
	53965 - Funding for the Future Campaign	0	0	0	0	0	No further expenses at this time
<b>Total 53390 · Diocesan Support</b>		<b>96,712</b>	<b>117,100</b>	<b>116,100</b>	<b>116,600</b>	<b>118,600</b>	
<b>55001 · Personnel</b>							
	55100 · Canon to the Ordinary						
	55110 · CTO Compensation	93,603	95,476	103,506	105,576	107,688	Stipend, Housing Allowance & SECA @ 15.3%; 2% Inc 2018-2020. Rate increase during 2020
	55130 · Pension	16,849	17,186	18,631	19,004	19,384	Pension = 18% of stipend, housing & SECA
	55140 · Health Insurance	4,752	5,622	12,840	14,124	15,536	Full cost for employee; 10% increase for 2022/2023
	55160 - Reimbursements	16,359	16,000	12,000	12,000	12,000	Mileage, Professional Expenses & CE; includes GC expenses. Decrease from prior yrs.
<b>Total 55100 · Canon to the Ordinary</b>		<b>131,562</b>	<b>134,284</b>	<b>146,977</b>	<b>150,704</b>	<b>154,608</b>	
<b>55200 · Ministry Support and Communications Officer</b>							
	55210 · MSC Officer Compensation	27,186	46,846	47,783	48,739	49,713	Full time employee; 2% annual increases
	55220 · ER SS & Medicare	0	3,584	3,655	3,729	3,803	Required since position is no longer a clergy member. 7.65% of Compensation
	55230 · Pension	4,778	4,216	4,300	4,386	4,474	Pension = 9.0% of compensation
	55240 · Health Insurance	6,978	11,814	12,840	14,124	15,536	Full cost for employee; 10% increase for 2022/2023
<b>Total 55200 · MSC Officer</b>		<b>38,942</b>	<b>66,460</b>	<b>68,579</b>	<b>70,978</b>	<b>73,527</b>	
<b>55300 · Administrative Assistant</b>							
	55310 · AA Compensation	44,069	44,950	45,849	46,766	47,701	Full time employee; 2% annual increases
	55320 · ER SS & Medicare	3,371	3,439	3,913	3,578	3,649	Employer payroll tax =7.65% of compensation
	55330 · Pension	3,966	4,046	4,563	4,654	4,747	Pension = 9.0% of compensation with gross up
	55340 · Health Insurance	3,987	3,936	4,849	5,334	5,867	Health insurance through spouse; 10% inc yrs 2 & 3
<b>Total 55300 · Administrative Assistant</b>		<b>55,394</b>	<b>56,371</b>	<b>59,174</b>	<b>60,332</b>	<b>61,965</b>	

	55400 · Treasurer's Assistant/ Bookkeeper									
	55410 · TA Compensation	26,448	23,011	23,828	24,543	25,279				Part-time employee; 2% increases...increase partially due to health ins inc in salary
	55420 · ER SS & Medicare	2,023	1,760	1,823	1,878	1,934				Employer payroll tax =7.65% of compensation
	55430 · Pension	2,381	2,071	2,145	2,209	2,275				Pension = 9.0% of compensation
	<b>Total 55400 · Treasurer's Assistant</b>	<b>30,851</b>	<b>26,842</b>	<b>27,795</b>	<b>28,629</b>	<b>29,488</b>				
	<b>Total 55001 · Personnel</b>	<b>256,749</b>	<b>283,957</b>	<b>302,525</b>	<b>310,642</b>	<b>319,588</b>				
	<b>Total 53000 · ADMINISTRATIVE AND DIOCESAN SUPPORT</b>	<b>422,721</b>	<b>475,039</b>	<b>497,392</b>	<b>507,289</b>	<b>519,565</b>				
	59999 - Uncategorized Expenses		0	0	0	0				
	<b>80000 · Contingency Reserve</b>	<b>0</b>	<b>(0)</b>	<b>0</b>	<b>0</b>	<b>0</b>				Check to balance to zero
	<b>Total</b>	<b>740,711</b>	<b>829,122</b>	<b>872,809</b>	<b>875,357</b>	<b>901,550</b>				
	Check must be -0-	45,651	0	(0)	0	(0)				

FY 2021 TRIENNIAL PLAN					
I. Outreach Calculation					
			2021	2022	2023
41100 · Assessments (current congregations)			693,132	720,857	749,692
Giving Within the Diocese					
51111 · Epis Progs at Brite Divinity School			3,466	3,604	3,748
51112 - Support for Seminarians			5,198	5,406	5,623
51114 · Matching Grant Outreach Program			34,657	36,043	37,485
51120 - Other Giving within Diocese			4,753	4,950	5,090
			48,074	50,003	51,946
Giving Outside the Diocese					
50210 - ERD, Millennium Development Goals			4,852	5,046	5,248
50225 · Council of Churches			250	250	250
50231 · Sewanee School of Theology			3,466	3,604	3,748
50232 · The Seminary of the Southwest			3,466	3,604	3,748
50250 · University of South, General Fund			2,079	2,163	2,249
50260 · Outreach Impact Program			5,198	5,406	5,623
50270 - Other Giving Beyond Diocese			1,928	2,009	2,157
			21,239	22,083	23,023
Total Outreach					
			69,313	72,086	74,969
Percent of Assessments					
			10.00%	10.00%	10.00%
Calculated @ 10%					
			10.00%	10.00%	10.00%
			\$69,313	\$72,086	\$74,969
Outreach = 10% of Assessment Revenues					
			\$0	\$0	\$0