



THE EPISCOPAL DIOCESE OF
FORT WORTH



Resolution Approving 2016 Triennial (2016-2018) Budget
Resolved, That the 32nd Annual Convention of the Episcopal Diocese of Fort Worth in The Episcopal Church approves the 2016 Triennial (2016-2018) 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 2016 portion of the triennial budget will be approved as the operating budget for the fiscal year beginning January 1, 2016 in accordance with Canon 10.6.

2016 Triennial (2016-2018) Budget Approved By 32nd Annual Convention Revised By Executive Council	2014 Budget Approved Revised 12-31-2014	2016 Triennial Budget				Comments
		2015 Revised 05-16-2015	2016 Revised 09-12-2015	2017 Revised 09-12-2015	2018 Entered 09-12-2015	
FUNDS BUDGETED FOR OPERATIONS						
41100 · Assessments (current congregations)	554,939	603,944	595,618	619,443	644,220	The 2014 & 2015 assessment is based on the operating revenues shown on page 3, line B in the 2012 & 2013 Parochial Reports respectively and is 10% of the first \$50,000 plus 16.5% over \$50,000. 2016 assessments are estimates based on the average of the operating revenues shown in the 2012, 2013 & 2014 Parochial Reports and is 10% of the first \$50,000 plus 16.5% over \$50,000. 2017 is 1.04 times 2016.
41400 - Reserves Budgeted for Operations	347,500	88,500	46,000	16,000	0	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), YM(2,500), CS(8,000), BS(58,000); 2016 = BS(46,000); 2017 - BS(16000)
41401 - Temp Restricted Funds Donated for Operations	115,000	127,725	128,856	136,130	133,227	Special donations to Cover CTO expenses (55100) and CTO part of DFMS Asking (50110)
TOTAL FUNDS BUDGETED	1,017,439	820,169	770,474	771,573	777,447	
EXPENSES						
50000 · SHARED LIFE IN LARGER CHURCH						
50110 · DFMS Asking	81,887	95,074	100,557	106,425	92,858	2015 based on 19% of 2013 diocesan operating expenses. 2016 is 18% of 2014 operating revenue less \$150K; 2017 is 16.5% of 2015 operating revenue less \$150K and 2018 is 15% of 2016 operating revenue less \$150K
50120 · Province VII Synod Assessment	400	800	1,000	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	4,169	4,336	4,510	0.7% of assessments per GC recommendation
50225 · Council of Churches	0	250	250	250	250	
50231 · Sewanee School of Theology	2,775	3,020	2,978	3,097	3,221	0.5% of assessments per GC recommendation
50232 · The Seminary of the Southwest	2,775	3,020	2,978	3,097	3,221	0.5% of assessments per GC recommendation
50250 · University of South, General Fund	1,665	1,812	1,787	1,858	1,933	0.3% of assessment; diocese is part-owner
50260 · Outreach Impact Program	7,074	4,280	4,217	4,396	4,582	0.75% of assessments less 50225
Total · Charitable Giving Beyond the Diocese	18,173	16,608	16,379	17,035	17,716	
50520 · Diocesan ERD Coordinator	40	1,000	1,000	1,000	1,000	includes travel, booth fees & setup
50530 · Univ. of South Trustees	3,300	3,600	3,900	3,900	3,900	includes travel for 3 trustees to annual meeting

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50540 · General Convention Deputy Expenses		8,000	24,000	8,000	8,000	24,000	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	0	full expense in 2015 for 2 delegates; 9 days double occupancy
50552 · Province VII Synod Deputation		0	3,000	0	0	0	full expense in 2015 for 4 Deputies/ alternates; no reserve buildup
50555 · Province VII Synod ECW Expense		0	1,500	0	0	0	full expense in 2015 for 2 delegates, no reserve buildup
Total · SHARED LIFE IN LARGER CHURCH		111,800	149,382	130,836	137,360	140,474	
51000 · DIOCESE MISSION & MINISTRY							
51100 · Diocesan Giving within Diocese							See comment for 50200
51111 · Epis Progs at Brite Divinity School		2,775	3,020	2,978	3,097	3,221	0.5% of assessments
51112 · Support for Seminarians		4,000	4,530	4,467	4,646	4,832	0.75% of assessments
51114 · Matching Grant Outreach Program		15,261	18,118	23,825	24,778	25,769	2015 = 3%; 2016 = 4%; 2017/2018 = 4%;
Total · Diocesan Giving within Diocese		22,036	25,668	31,270	32,521	33,822	
51200 · Support to Congregations							
51202 - St. Andrew, FW		25,000	0	0	0	0	No funds budgeted or guaranteed in 2015-2018
51204 - St. Alban's, Arlington		20,000	0	0	0	0	No funds budgeted or guaranteed in 2015-2018
51205 - St Stephen's, Hurst		20,000	0	0	0	0	No funds budgeted or guaranteed in 2015-2018
51206 - TEC, WF		2,000	0	0	0	0	Grant to congregation to support clergy compensation
51175 - New Church Plants		0	28,000	40,000	30,000	30,000	2,000 used to provide grant to TEC, WF
51299 - General Support Activities		271,000	8,000	0	0	0	miscellaneous transition and post litigation activities; 2014 - contracts to obtain specified certified deed copies and abstracts for properties in EDFW; 2015 - document hosting and processing
Total 51200 - Support to Congregations		338,000	36,000	40,000	30,000	30,000	
51300 · Campus Ministry (CM)							
51310 · Tarleton State		1,000	1,500	2,000	2,000	2,000	need plan for use of funds
51320 · TCU Ft Worth		1,000	1,500	2,000	2,000	2,000	need plan for use of funds
51330 · UT Arlington		1,500	1,500	2,000	2,000	2,000	need plan for use of funds
Total 51300 · Campus Outreach		3,500	4,500	6,000	6,000	6,000	
51400 · Commission on Ministry		1,500	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		15,675					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; not all funds were used in 2014
51501 - New Ministry Development Opportunities		0	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
51502 - Recasting Church Assets Program		1,435	0	0	0	0	program completed in 2014
51503 - Latino Ministry		0	3,000	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	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	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)

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Total 51500 - Ministry Development		17,110	25,500	25,500	25,500	25,500	
51700 - Christian Formation							
51705 - Cursillo		5,000	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	1,500	cost is annual fee to Sewanee; EfM restricted account used for scholarships and mentor trainers & training
Total 51700 - Christian Formation		6,500	6,500	6,500	6,500	6,500	
51800 - Other Ministries and Committees							
51860 - Diocesan Youth Ministry		5,000	4,500	4,500	4,500	4,500	funds not used in 2014 to be used in 2015-2018
Total 51800 - Other Ministries and Cmtes		5,000	4,500	4,500	4,500	4,500	
51920 - Diocesan Functions/Hospitality		3,000	8,000	3,000	3,000	3,000	
Total 51000 - DIOCESE MISSION & MINISTRY		396,646	112,168	118,270	109,521	110,822	
52100 - THE EPISCOPATE							
52110 - Bishop Compensation		41,000	23,917	0	0	0	Provisional Bishop, 2014 to July 2015
52110-1 - Payment to NWT for Provisional Bishop			37,500	75,000	75,000	75,000	Provisional Bishop, June 2015 to a date TBD. Compensation and benefits package to be paid to Diocese of Northwest Texas. They will handle payroll and other expenses.
52111 - Bishop RSVP		10,500	6,125	0	0	0	Provisional Bishop, 2014 to July 2015
52169 - Bp Housing in Fort Worth			7,500	15,000	15,000	15,000	
52510 - Bishop Mileage		7,000	4,458	0	0	0	June 2015 to a date TBD included in acct 52110-1
52520 - Bishop Registrations and Travel		1,500	2,500	0	0	0	June 2015 to a date TBD included in acct 52110-1
52620 - General Convention Bishop Expenses		2,500	6,000	1,000	1,000	1,000	full cost in 2015; reserve buildup in 2016 & 2017; share w/NWT in 2018
52630 - Lambeth 2018 Bishop Reserve		0	0	1,000	1,000	1,000	reserve buildup in 2016 & 2017; share total cost w/NWT 2018
52850 - Bishop Search & Transition		20,000	2,000	0	0	0	
Total 52100 - THE EPISCOPATE		82,500	90,000	92,000	92,000	92,000	
53000 - ADMINISTRATIVE AND DIOCESAN SUPPORT							
53299 - Administrative Services							
53300 - Diocesan Office Expenses							
53320 - Office Space		14,196	14,196	14,196	14,196	14,196	office space stable for triennial
53321 - Utilities (gas & electric)		3,600	3,000	3,600	3,600	3,600	Utilities reduced based on 2014 actuals
53324 - Office Maintenance		500	1,000	1,020	1,040	1,061	2% inc/yr
53325 - Office Supplies		2,500	2,500	2,550	2,601	2,653	2% inc/yr
53330 - Postage		500	1,000	1,020	1,040	1,061	2% inc/yr
53335 - Printing/Copy Machine		7,500	7,500	9,400	9,588	9,780	2% inc/yr
53345 - Telecommunications		2,500	2,500	2,550	2,601	2,653	2% inc/yr
53346 - Internet Services		5,300	5,400	5,508	5,618	5,731	2% inc/yr
53350 - Books, Subscriptions, Licenses		1,200	500	510	520	531	2% inc/yr
53355 - Office Equipment		2,600	1,000	1,020	1,040	1,061	2% inc/yr
Total 53300 - Diocesan Office Expenses		40,396	38,596	41,374	41,846	42,327	Total will increase 2%-3% per year
53370 - Accounting Services							
53371 - Accounting Support		1,200	1,200	1,200	1,200	1,200	payroll service fees; bank charges
53372 - Audit		13,250	15,000	16,000	16,500	17,000	increases approximately \$500 per year

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Total 53370 · Accounting Services	14,450	16,200	17,200	17,700	18,200	
53380 · Insurance Expense						
53381 · Insurance and Surety Bond	6,500	6,800	7,000	7,200	7,500	increase in property insurance
53382 · Worker's Comp	700	900	1,000	1,100	1,200	as staff costs increase, WC will probably increase
53383 · Ins for Displaced Congregations	100	100	100	100	100	budget is net of reimbursements
53384 · Life Insurance for Retired Clergy	1,600	1,600	1,600	1,600	1,600	budget is net of reimbursements
Total 53380 · Insurance Expense	8,900	9,400	9,700	10,000	10,400	
53389 · Background Checks	500	750	750	500	500	budget is net of reimbursements
Total 53299 · Administrative Services	64,246	64,946	69,024	70,046	71,427	
53390 · Diocesan Support						
53392 · Staff Mileage	2,500	3,500	3,500	3,500	3,500	errands, out-of-office meetings; congregation visits and meetings
53393 · Staff Reimbursements	6,250	4,500	5,000	5,000	5,000	registration fees & travel; reduced in 2015 based on 2014 usage

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53400 · Office of Communications						
53405 · Director of Communications	24,000	26,000	26,000	28,000	28,000	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	2,400	independent contractor; new contract; paid per preauthorized work
53415 · Website/ Social Media Manager	6,450	7,200	7,200	7,200	7,200	independent contractor; new contract; paid monthly; support for staff
53420 · Diocesan Photographer	600	600	600	600	600	independent contractor; new contract; paid per preauthorized work
53440 · Newsletter "Common Purpose"	11,000	11,000	12,000	12,000	12,000	Diocesan-wide newsletter in 2015-2017
53455 · Websites for Congregations	600	0	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	2,800	reimbursement for communicator due & conference
Total 53400 · Office of Communications	49,895	50,000	51,000	53,000	53,000	
53800 · Office of the Chancellor						
53800 · Office of the Chancellor	22,200	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	400	as requested by Historiographer
53886 - Ecumenical Officer	1,000	0	0	0	0	combined with 51500, ministry development
53900 · Diocesan Convention	12,000	10,000	12,000	12,000	12,000	budget is net of fees and reimbursements for convention year plus deposit for venue for subsequent year; 2015 venue paid in full in 2014
53950 · Executive Council	2,000	1,500	3,000	3,000	3,000	budget needed for actual expenses; 2015 reduced based on 2014 actuals
53960 · Standing Committee	510	750	2,000	2,000	2,000	budget needed for actual expenses of Executive Council
53963 - Title IV Reserve	0	5,000	5,000	5,000	5,000	new account; begin reserve for Title IV expenses.
53965 - Funding for the Future Campaign	14,000	50,000	0	0	0	Advance funds for RSI contract to be repaid to general account from campaign donations
Total 53390 · Diocesan Support	110,755	147,850	104,100	106,100	106,100	
55001 · Personnel						
55100 · Canon to the Ordinary						
55110 · CTO Compensation	84,492	86,475	86,508	86,508	86,508	Stipend, Housing Allowance & SECA @ 15.3%; 2% COLA in 2015 & 2016, respectively; 0% in 2017 & 2018
55130 · Pension	15,209	15,566	15,571	15,571	15,571	pension = 18% of stipend, housing & SECA
55140 · Health Insurance	7,799	2,719	7,799	7,799	7,799	parity for employees > 1500 hrs per yr
55141 - Reimbursements	7,500	12,500	7,500	7,500	7,500	mileage, Professional Expenses & CE; includes GC expenses in 2015
Total 55100 · Canon to the Ordinary	115,000	117,260	117,378	117,378	117,378	
55200 · Ministry Support and Communications Officer						
55210 · MSC Officer Compensation	52,125	45,675	46,589	46,589	46,589	full-time employee; 2% COLA in 2015 & 2016, respectively; 0% in 2017/2018
55220 · SECA	2,984	0	0	0	0	SECA included in Compensation
55230 · Pension	5,893	8,222	8,386	8,386	8,386	pension = 18.0% of compensation
55240 · Health Insurance	5,113	9,660	10,410	10,600	10,601	parity for employees > 1500 hrs per yr;
Total 55200 · MSC Officer	66,115	63,557	65,385	65,575	65,576	
55300 · Administrative Assistant						
55310 · AA Compensation	41,600	40,713	41,527	41,527	41,527	full-time employee; 2% COLA in 2015 & 2016, respectively; 0% in 2017/2018
55320 · ER SS & Medicare	3,182	3,115	3,177	3,177	3,177	employer payroll tax = 7.65% of compensation
55330 · Pension	3,744	3,664	3,737	3,737	3,737	pension = 9.0% of compensation

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	55340 · Health Insurance	1,080	1,361	1,429	1,542	1,619	parity for employees > 1500 hrs per yr; will decrease in 2014 - 2018 based on revised reimbursement for position
Total 55300 · Administrative Assistant		49,606	48,853	49,871	49,984	50,061	
	55400 · Treasurer's Assistant/ Bookkeeper						
	55410 · TA Compensation	17,680	19,840	20,240	20,240	20,240	part-time employee; 22 hrs/wk; 2% COLA in 2015 & 2016; 0% in 2017/2018
	55420 · ER SS & Medicare	1,353	1,518	1,548	1,548	1,548	employer payroll tax =7.65% of compensation
	55430 · Pension	1,591	1,786	1,822	1,822	1,822	pension = 9.0% of compensation
Total 55400 · Treasurer's Assistant		20,624	23,143	23,610	23,610	23,610	
Total 55001 · Personnel		251,345	252,813	256,244	256,547	256,625	
Total 53000 · ADMINISTRATIVE AND DIOCESAN SUPPORT		426,346	465,609	429,368	432,693	434,152	
80000 · Contingency Reserve		147	3,010	(0)	(0)	(0)	reduced to support increased needs indicated above
Total		1,017,439	820,169	770,474	771,573	777,447	

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