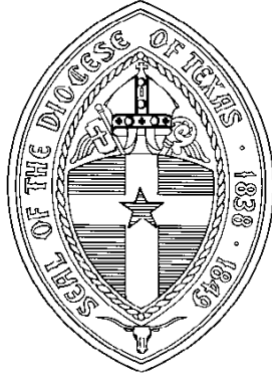


2018 DIOCESAN BUDGET
THE EPISCOPAL DIOCESE OF TEXAS



2018 BUDGET

As Approved by the Executive Board and
Recommended to the 169th Diocesan
Council

The Episcopal Diocese of Texas
2018 Proposed Budget

	<u>2016 Budget</u>	<u>2017 Budget</u>	<u>2018 Budget</u>	<u>NOTES</u>
REVENUES				
Assessments				
Diocesan	\$ 7,230,590	\$ 7,454,875	\$ 7,481,148	AT
Insurance	686,800	473,975	542,849	HE
Less: Allowance for Uncollectible Accounts	<u>(79,174)</u>	<u>(158,577)</u>	<u>(160,480)</u>	PR
Net Assessment Revenue	7,838,216	7,770,273	7,863,517	
Foundation Support				
Church Corporation	110,000	110,000	110,000	
Bishop Quin Foundation	75,000	75,000	75,000	
The Episcopal Foundation of TX	90,000	90,000	90,000	
Church Corporation - Other	50,000			
Episcopal Health Foundation			75,000	BF
Total Foundation Grants	325,000	275,000	350,000	
Foundation Overhead Allocation				
Church Corporation	174,624	135,222	169,582	OH
Bishop Quin Foundation	100,483	82,712	97,783	
The Episcopal Foundation of TX	127,829	101,115	113,570	
Episcopal Health Foundation	431,788	420,227	522,207	
Great Commission Fund	140,423	117,559	136,223	
St. James' House Foundation		35,000	35,000	
Grants in support of Diocesan Reorganization	512,110	881,130	1,001,581	RO
Grant for translation of cultural translation of IWC	<u>45,000</u>			
Total Foundation Overhead Payments	1,532,258	1,772,964	2,075,946	
Other Revenues				
IONA Program Revenue	30,000	30,000	78,000	IO
Wellness & Care Revenue	6,000	6,000	1,000	
Commission on Ministry Revenue	2,500	6,000	10,000	
Congregational Development Revenue	6,000	7,500		
Formation/Youth Event Revenue	110,000	111,500	117,500	
Unified Commission Revenues	20,000	14,750	14,750	
Recovery Ministries Income	12,000			
Episcopal Service Corps	87,277	81,728	133,636	SC
ERD Relief Grant			125,000	ERD
Other Program Revenue	7,000	7,000	7,000	
Dialog (TX Episcopalian) Contribution	4,000	2,000	4,000	
Bequests and Donations	18,000			
Diocesan Council - hosted by EDOT	116,250	160,000	196,000	DC
IWC Summit Revenues	37,500			
Compass Rose Society Reimbursement	50,000	60,000	75,000	
Other Conference Fees	20,000	10,000	10,000	
Miscellaneous Income	8,000	<u>285</u>	<u>1,000</u>	
Total Other Revenues	534,527	496,763	772,886	
TOTAL REVENUES	\$ 10,230,000	\$ 10,315,000	\$ 11,062,349	

EXPENDITURES

OFFICE OF THE BISHOP				
Clergy Compensation				
Clergy Salaries				
Bishop of Texas	197,030	247,030	297,030	RC
Bishop Suffragan - Tyler (Fisher)	104,925	112,920	106,877	RC
Bishop Suffragan - Austin (Harrison)	118,920	124,585	131,088	RC
Assisting Bishop		55,000	104,877	RC, AB
Visiting Bishops	8,000	5,000	2,000	
Canon to the Ordinary (Ryan)	66,500	91,500	116,500	RC
Chief of Staff (Newton)	55,585	75,585	80,528	RC
Secretary of the Diocese (Logan)	6,010	6,290	6,719	
Total Clergy Salaries	556,970	717,910	845,619	
Housing Allowance and Maintenance				
Bishop of Texas	60,000	70,000	70,000	
Bishop Suffragan - Tyler (Fisher)	36,000	36,000	48,000	
Bishop Suffragan - Austin (Harrison)	35,000	38,000	38,000	
Assisting Bishop		15,000	50,000	AB
Visiting Bishops				
Canon to the Ordinary (Ryan)	60,000	60,000	60,000	
Chief of Staff (Newton)	48,000	48,000	48,000	
Secretary of the Diocese	8,000	8,000	8,000	
Total Housing Allowance and Maintenance	247,000	275,000	322,000	
Pension and Social Security Reimbursement				
Bishop of Texas	72,425	89,110	121,056	
Bishop Suffragan - Tyler (Fisher)	47,750	51,250	60,922	
Bishop Suffragan - Austin (Harrison)	50,525	54,120	65,414	
Assisting Bishop		26,200	60,922	AB
Visiting Bishops	1,440	1,250		
Canon to the Ordinary (Ryan)	44,700	52,605	56,851	
Chief of Staff (Newton)	38,760	46,445	46,658	
Secretary of the Diocese	5,250	5,350	5,507	
Life Insurance		15,272	25,000	RC
Other Defined Contributions			10,000	RC
Total Pension and SS Reimbursement	260,850	341,602	452,330	
Total Clergy Compensation	1,064,820	1,334,512	1,619,949	
Lay Staff Compensation				
Salaries	404,743	407,800	608,042	RO, IN
Pensions	36,427	36,700	54,724	
Employer FICA	30,963	31,200	46,515	
Total Lay Staff Compensation	472,133	475,700	709,281	

Business and Travel Expense				
Bishop of Texas	80,000	85,000	90,000	
Bishop Suffragan - Tyler (Fisher)	57,500	56,000	60,000	
Bishop Suffragan - Austin (Harrison)	52,500	42,000	42,000	
Assisting Bishop		20,000	45,000	AB
Visiting Bishops	5,000	3,500	12,500	
Canon to the Ordinary (Ryan)	35,000	35,000	35,000	
Chief of Staff (Newton)	20,000	20,000	17,500	
Secretary of the Diocese	1,000	1,000	1,500	
Retired Diocesan Bishops	5,000	5,000	5,000	
Archdeacon and Deacons		6,000	8,000	
Other Business Clergy Travel	500	500		
Business and Travel - Staff	10,000	13,000	18,000	
Episcopal Assistance				
Vehicle Interest				
Vehicle Depreciation	34,700	37,100	36,000	
Total Business and Travel Expense	301,200	324,100	370,500	
Clergy Conference	130,000	100,000	110,000	
TOTAL OFFICE OF THE BISHOP	1,968,153	2,234,312	2,809,730	

CANONICAL EXPENSES				
Diocesan Council	289,500	315,000	321,800	
Historian and Archives	4,000	4,000	10,000	
Bishop Suffragan Election			40,000	EL
Commission on Ministry	55,000	65,000	65,000	
General Convention - Deputies			50,000	GC
General Convention - Hosting Expenses	15,000	25,000		
Executive Board	4,500	8,000	11,000	
Standing Committee	2,000	600	1,200	
Office of the Secretary	1,000	1,000	1,000	
TOTAL CANONICAL EXPENSES	371,000	418,600	500,000	

MINISTRY EXPENSES				
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Ministry Staff Compensation

Salaries, Stipends and Housing	735,075	851,100	802,239	RO, IN
Pensions	87,113	108,900	99,741	
Social Security	71,657	88,900	81,642	
Total Ministry Staff Compensation	893,845	1,048,900	983,622	

Campus Missions

Waco, Baylor University	60,000	60,000		
Houston, Rice University	105,000	105,000		
College Station, A&M University	180,000	180,000		
Austin, University of Texas	180,000	177,500		
University of Houston	75,000	93,800		
Other Campus Missions	122,000	128,000		
Total Campus Missions	722,000	744,300		CM

Communications

Dialog	80,000	72,000	24,000	DIO
Communications Department	30,000	16,000	6,000	
Communications Audit		40,000		CA
Translation of outreach materials	45,000			
New Initiatives Marketing and communications			15,000	
Licensing, Training, Social Media, Memberships			8,500	
Conferences, training, travel			5,000	
Video Equipment			700	
Website Redesign			13,000	
Business and Travel	30,000	26,000	25,000	
Total Communications	185,000	154,000	97,200	

Transition Ministry

Travel & Business - Transition Minister	10,000	10,000	11,000	
Bishop's Fellows			75,000	BF
Total Transition Ministry	10,000	10,000	86,000	

Wellness and Care Ministry

Business and Travel	15,000	15,000	15,000	
Safe Church (Congregational Wellness /Care)	58,500	60,650	56,000	
Clergy & Family Wellness/Care	10,000	10,000	10,000	
Recovery Ministry	22,000	11,500	6,000	
Total Wellness and Care Ministry	105,500	97,150	87,000	

Other Ministry Expenses

Interfaith and Ecumenical Work	2,000	1,000	2,500	
Chaplains to the Retired	7,200	7,200	7,200	
Consultant for Schools	2,000	1,500	13,500	
Support for Congregations	70,000	82,000	70,000	
Calling & Moving	50,000	75,000	75,000	
Iona School and Center	135,000	130,000	145,000	
Clergy Training (Clericus, Curates, Cont. Educ. & FTIC)	45,000	45,900	45,900	
Conferences & Clergy Gatherings	0	60,000	73,500	

TOTAL MINISTRY EXPENSES	2,227,545	2,456,950	1,686,422	
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MISSION AMPLIFICATION

Mission Amplification Compensation				
Salaries, Stipends and Housing	476,299	583,300	617,666	RO, IN
Pensions	42,867	67,600	79,145	
Employer FICA	36,437	53,400	63,510	
Total Mission Amplification Compensation	555,603	704,300	760,320	
General Mission Amplification expenses				
Business and Travel		56,000	49,000	
Sharing Faith Dinners				
Church Plants and Strategic Development	32,500	26,500	40,000	RO
Congregational Development Consultant			12,000	
Small Conferences	8,000	4,000	13,500	
Newcomer Ministry	9,000	3,000		
New Mission work			6,000	
Invite Welcome Connect Summit	70,000			
Vestry/Leadership Development	20,000	10,000	10,000	
Total General Mission Amplification expenses	139,500	99,500	130,500	
Christian Formation				
Christian Formation	94,000	55,000	55,000	
Unified Commissions Expense	38,010	47,000	47,000	
Youth Ministry	95,000	130,000	132,600	
Episcopal Service Corps	182,132	177,600	167,709	
Business/travel - Other	14,000	16,000		
Total Christian Formation	423,142	425,600	402,309	
Intercultural Development	32,500	30,500	30,500	
TOTAL MISSION AMPLIFICATION EXPENSES	1,150,745	1,259,900	1,323,629	

SERVICE/OUTREACH

Support of the Episcopal Church	961,313	1,221,449	1,327,162	DA - 15%
Support of the Anglican Communion	300,000	300,000	300,000	
Support for the University of the South	8,000	8,000	8,000	
Provincial Synod Assessment	13,500	13,500	13,500	
Millennium Development Goals	71,610	72,205	77,436	0.7% of Rev.
World Mission	35,000	35,000	35,000	
Companion Dioceses	40,000	40,000	40,000	
Disaster Outreach Expense	2,500	3,000	3,000	
Prison & Restorative Justice Missions	40,000	40,000	40,000	
TOTAL SERVICE & OUTREACH EXPENSES	1,471,923	1,733,154	1,844,098	

ADMINISTRATIVE EXPENSES				
Lay Staff Compensation				
Salaries	710,436	614,100	692,811	RO, IN
Reserve for Salary Increases	20,000	20,000	30,000	
Pensions	63,939	55,300	62,675	
Employer FICA	54,348	47,000	51,093	
Total Staff Compensation	848,723	736,400	836,579	
Diocesan Center Operating Expense				
Information Technology	230,000	230,000	320,520	OH, IT
Utilities	90,000	88,000	90,000	OH
Janitorial, Maint. & Repair	90,000	90,000	90,000	OH
Rent - Austin & Tyler Offices	95,000	95,000	95,000	
Storage	15,000	18,000	21,000	
Total Diocesan Center Operating Expense	520,000	521,000	616,520	
General Office Expense				
Office Equip Lease/Maint	40,000	38,000	45,000	
Office Supplies/Printing	35,000	40,000	46,000	
Communications-Telephone	55,000	46,000	46,400	
Postage/Delivery Expense	24,000	28,000	29,100	
Miscellaneous Office Expense	7,500	10,000	10,000	
Payroll Processing Expense	10,000	10,500	12,000	
HR Consulting & other transition costs	215,000	60,000	10,000	
Depreciation - Furniture & Equipment	10,000	22,000	24,000	
Total General Office Expense	396,500	254,500	222,500	OH
Insurance				
Diocesan Property & Casualty Insurance	62,000	80,400	79,546	OH
Diocesan Workers' Compensation Insurance	18,000	25,000	24,001	OH
Automobile Insurance for Diocesan Vehicles	18,000	20,000	21,000	
Group Health Insurance	604,915	334,759	542,846	HE
Other Health Insurance Costs (insurance reserve)	75,000	125,000	75,000	
Total Insurance	777,915	585,159	742,393	
Other Administrative Expenses				
Overhead reimbursement to the EDOT FSC	334,040	331,440	288,978	RO
Legal Expense	50,000	40,000	50,000	
Diocesan Audit	25,000	25,000	27,000	
Administrative Contingencies				
Interest and Bank Fees	14,450	15,000	11,800	
Miscellaneous Operating Expense	7	1,585		
Business/Travel-Finance Staff	65,000	75,000	75,500	OH
Subsidy Pension - Retired Clergy	1,500	7,000	7,200	
Diocesan Staff meetings	7,500	10,000	20,000	
Total Other Admin	497,497	505,026	480,478	
TOTAL ADMINISTRATIVE EXPENSES	3,040,635	2,602,085	2,898,470	
TOTAL EXPENSES	10,230,000	10,705,000	11,062,349	
Special Accounts - Net				
NET CHANGE IN ASSETS	\$ -	\$ (390,000)	\$ -	
		Allocable Expenses	\$ 902,067	

NOTES

- AT Assessment** - The Diocesan Assessment increased as a result of changes in Parish revenues. There were no formula changes.
- HE Health Insurance Costs** - This assessment amount is net of the \$5 Million grant from the Episcopal Health Foundation to offset these costs. Insurance expense is offset by the Insurance Assessment.
- PR Provision for Uncollectibles** - This amount is 2% of the Assessments and represents the amount unlikely to be paid by congregations.
- OH Overhead** - These amounts represent reimbursement to the Diocese for overhead expenses incurred on behalf of the Foundations.
- RO Reorganization** - Personnel changes related to ongoing reorganization of Diocesan office.
- GC General Convention** - Diocesan Delegation to the 2018 General Convention.
- EL Bishop Suffragan election** - Search Committee and other expenses preceding the upcoming election.
- IO IONA** - Increase is caused by the planned expansion of the program .
- SC Episcopal Service Corps** - Increase is caused by the planned expansion of the program .
- ERD Episcopal Relief and Development** - expected grant to fund Director of Hurricane Recovery.
- CM Campus Missions** - The support to the Campus ministry has been transitioned to The Great Commission Foundation and expanded.
- AB Assisting Bishop** - First full year of new Assisting bishop compensation elements.
- BF Bishop Fellows** - Grant to employ clergy in transition supported by the Episcopal Health Foundation
- RC Remuneration Committee** - The Remuneration Sub-Committee of the Diocese recommended enhancements to Office of the Bishop compensation.
- IN Increases** - The Diocese adjusted staff compensation by an average of 3% for 2018.
- CA Communications Audit** - Review was completed in 2017.
- DIO Diolog** - Fewer editions of Diolog are planned in 2018.
- IT Information Technology** - Enhanced Disaster Recovery, use of Cloud and additional software costs.
- DA Diocesan Asking** - The Diocese has reached its goal to meet the TEC asking (15% of revenues) by 2018.