



THE EPISCOPAL DIOCESE OF FORT WORTH

The Rt. Rev. C. Wallis Obl, Jr., Provisional Bishop of Fort Worth

**29th Annual Convention
2012 Budget
Approved November 19, 2011**

The total budget for the year ending December 31, 2012 is \$603,842 and is allocated over six major categories as follows:

	2011 Budget Approved 05-11-2011		2012 Budget Approved 11-19-2011	
Shared Life in Larger Church	95,424	15.69%	116,334	19.27%
Diocesan Mission and Ministries	142,312	23.40%	117,030	19.38%
The Episcopate	89,500	14.72%	84,500	13.99%
Administrative Services	64,200	10.56%	72,200	11.97%
Diocesan Support	115,235	18.95%	82,000	13.58%
Personnel	100,659	16.55%	123,193	20.40%
Total Expenses	607,330		595,257	
Contingency Reserve	777	0.13%	8,585	1.41%
Total Revenues	\$608,107	100.00%	\$603,842	100.00%

The details of the budget are presented in the attached line item budget and narrative. The line item budget shows the individual expense accounts anticipated for 2012 and a comparison to the 2011 budget. The narrative provides information to help understand the line item budget. It describes the organizations and their ministries and the use of funds in more detail than could be shown in the line item budget.

EPISCOPAL DIOCESE OF FORT WORTH
2012 Budget
Approved by Convention 11-19-2011

	2011 Budget Approved 05-11-2011	2012 Budget Approved 11-19-2011
FUNDS BUDGETED FOR OPERATIONS		
41100 · Assessments	545,638	556,842
Other Unrestricted Revenues	8,914	10,000
Total Unrestricted Income	554,552	566,842
Net Assets Budgeted for Operations	53,555	37,000
TOTAL FUNDS BUDGETED	608,107	603,842
EXPENSES		
50000 · SHARED LIFE IN LARGER CHURCH		
50110 · DFMS Asking	40,000	59,795
50120 · Province VII Synod Assessment	400	400
50200 · Charitable Giving Beyond the Diocese		
50210 - Millennium Development Goals		3,968
50220 · Episcopal Relief & Development	10,910	5,668
50225 · Council of Churches	500	250
50231 · Sewanee School of Theology	2,728	2,834
50232 · The Seminary of the Southwest	2,727	2,834
50240 · Episcopal Center for Renewal	1,000	0
50250 · Univ of South GF	2,000	2,834
50260 · Outreach Impact Program	9,909	4,000
Total · Charitable Giving Beyond the Diocese	29,774	22,389
50520 · Dio ERD Coordinator	1,500	500
50525 · UTO Coordinator	500	0
50530 · Univ. of South Trustees	2,000	1,500
50540 · General Convention Deputy Expenses	8,000	8,000
50540.1 · GC Deputy Expenses (from 2010 & 2011 Reserve)		16,000
50545 · ECW Triennial	2,000	2,000
50545.1 · ECW Triennial (from 2010 & 2011 Reserve)		5,000
50550 · Prov VII Representative	750	750
50551 - Prov VII Secretary	750	0
50552 · Prov VII Synod Deputation	7,500	0
50555 · Prov VII Synod ECW Expense	2,250	0
Total · SHARED LIFE IN LARGER CHURCH	95,424	116,334

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51000 · DIOCESE MISSION & MINISTRY		
51100 · Diocesan Giving within Diocese		
51110 · Bishop's Discretionary Fund	2,000	2,000
51111 · Epis Prog at Brite Divinity Sch	2,000	4,000
51112 · Support to Seminarians	6,000	6,000
51114 · Matching Grant Outreach Program	8,337	8,000
Total · Diocesan Giving within Diocese	<u>18,337</u>	<u>20,000</u>
51200 · Support to Congregations	34,200	35,030
51300 · Campus Ministry		
51310 · Tarleton State	1,000	750
51320 · TCU Ft Worth	1,000	750
51330 · UT Arlington	1,000	750
51340 · TCC-NE - FW	1,000	500
51350 · MSU-WF	1,000	500
Total 51300 · Campus Outreach	<u>5,000</u>	<u>3,250</u>
51400 · Commission on Ministry	3,875	1,000
51500 · Ministry Development	23,200	20,750
51700 · Christian Formation		
51705 - Cursillo		3,500
51710 - Education for Ministry	3,000	2,500
51720 · Lenten Series	2,497	2,500
51730 · Training for Christian Formation	6,003	3,000
Total 51700 · Christian Formation	<u>11,500</u>	<u>11,500</u>
51800 · Other Ministries and Committees		
51820 · Hispanic Ministry	1,000	3,000
51835 · Diocesan InReach Program	12,500	16,500
51840 - Episcopal Church Women	0	500
51845 - Daughters of the King	0	250
51850 · Diocesan Altar Guild	800	250
51860 · Diocesan Youth Ministry	20,000	2,000
Total 51800 · Other Ministries and Cmtes	<u>34,300</u>	<u>22,500</u>
51920 · Diocesan Hospitality	11,900	3,000
Total 51000 · DIOCESE MISSION & MINISTRY	<u>142,312</u>	<u>117,030</u>

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52100 · THE EPISCOPATE		
52110 · Bp Compensation	35,000	36,000
52130 · Bp Pension (Retirement Reserve)	6,000	6,000
52160 · Bp Housing in Ft Worth	12,000	12,500
52510 · Bp Mileage	7,500	7,500
52520 · Bp. Travel	9,000	9,000
52610 · Prov VII Bishop Expenses	1,000	1,000
52620 · General Convention Bishop Expenses	2,000	2,000
52620.1 · GC Bishop Expenses (from 2010 & 2011 Reserve)		4,000
52630 · Lambeth 2018 Bishop Reserve	2,000	1,500
52800 · Reserve for full time Bishop	15,000	5,000
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Total 52100 · THE EPISCOPATE	89,500	84,500
53000 · ADMINISTRATIVE AND DIOCESAN SUPPORT		
53299 · Administrative Services		
53300 · Diocesan Office Expenses		
53320 · Rent	12,000	20,000
53321 - Utilities (gas & electric)		3,600
53325 · Office Supplies	2,000	2,000
53330 · Postage	3,000	1,500
53335 · Printing/Copy Machine	8,000	7,000
53345 · Telecommunications	3,600	1,700
53346 · Internet Services	1,450	4,000
53350 · Books, Subscriptions, Licenses	1,100	1,000
53355 - Office Equipment	1,900	1,500
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Total 53300 · Diocesan Office Expenses	33,050	42,300
53370 · Accounting Services		
53371 · Accounting Support	2,500	1,500
53372 · Audit	14,000	14,000
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Total 53370 · Accounting Services	16,500	15,500

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53380 · Insurance Expense		
53381 · Insurance and Surety Bond	5,600	5,600
53382 · Worker's Comp	2,000	1,500
53383 · Ins for Displaced Congregations	4,650	4,700
53384 · Life Insurance for Clergy	400	1,100
Total 53380 · Insurance Expense	<u>12,650</u>	<u>12,900</u>
53389 · Background Checks	<u>2,000</u>	<u>1,500</u>
Total 53299 · Administrative Services	64,200	72,200
53390 · Diocesan Support		
53392 · Staff Mileage	2,000	2,000
53393 · Staff Continuing Ed	7,400	2,200
53400 · Office of Communications		
53405 · Dir of Communications	24,000	24,000
53410 · Webmaster	7,500	8,750
53415 · SocialMediaCommMonitor	2,400	2,400
53420 · Diocesan Photographer	1,200	1,200
53440 · Advertising	5,000	5,000
53455 · Printed Materials	3,000	1,000
53470 · Communicators Dues	150	150
53475 · Communicators Continuing Education	2,500	2,500
Total 53400 · Office of Communications	<u>45,750</u>	<u>45,000</u>
53800 · Office of the Chancellor	20,000	14,800
53880 · Historiographer	2,500	2,000
53885 · Transition/ Deployment Officer	2,000	1,500
53886 - Ecumenical Officer	0	500
53889 · Com on Dio Structure	8,385	0
53900 · Dio Convention	19,200	9,000
53950 · Executive Council	6,000	4,000
53960 · Standing Committee	<u>2,000</u>	<u>1,000</u>
Total 53390 · Diocesan Support	115,235	82,000

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	2011 Budget Approved 05-11-2011	2012 Budget Approved 11-19-2011
55001 · Personnel		
55200 · Ministry Developer/AO		
55210 · MD-AO Compensation	45,000	45,000
55220 · ER SS & Medicare	3,300	3,443
55230 · Pension	4,050	4,050
55240 · Health Insurance	1,764	1,800
Total 55200 · Ministry Developer/AO	<u>54,114</u>	<u>54,293</u>
55300 · Operations Manager		
55310 · OM Compensation	23,000	34,320
55320 · ER SS & Medicare	1,685	2,626
55330 · Pension	4,410	4,376
55340 · Health Insurance		9,480
Total 55300 · Operations Manager	<u>29,095</u>	<u>50,802</u>
55400 · Treasurer's Assistant		
55410 · TA Compensation	15,000	15,000
55420 · ER SS & Medicare	1,100	1,148
55430 · Pension	1,350	1,950
Total 55400 · Treasurer's Assistant	<u>17,450</u>	<u>18,098</u>
Total 55001 · Personnel	<u>100,659</u>	<u>123,193</u>
Total 53000 · ADMINISTRATIVE AND DIOCESAN SUPPORT	<u>280,094</u>	<u>277,393</u>
80000 · Contingency Reserve	<u>777</u>	<u>8,585</u>
TOTAL EXPENSES	<u>608,107</u>	<u>603,842</u>

**The Episcopal Diocese of Fort Worth
2012 Budget Narrative – Approved 11-19-2011**

ANTICIPATED REVENUES: The budget for 2012 is based on anticipated revenues of \$556,842 from assessments paid by congregations, \$10,000 from other unrestricted revenues, and \$37,000 from net assets. No shrinkage is proposed.

41110 - Assessments: Canon 16 provides that the Executive Council shall assess all Parishes and Missions to support the budget of the Diocese. The assessment for 2012 is based on each congregation’s “Total Operating Revenues” as shown in the Parochial Reports for the period ended December 31, 2010. The assessment amount for 2012, as it was in 2011 and 2010, is the sum of 10 percent of the first \$50,000 of the congregation’s operating revenues plus 16.5 percent of the operating revenues over \$50,000. The assessment for each congregation (rounded to the nearest dollar) is shown in the following chart. The total assessment for 2012 is \$11,356 more than in 2011. Canon 16.3 provides that annual assessments of congregations are to be paid in twelve (12) equal payments on or before the twentieth (20) day of each month.

Parishes	2011 Assess.	2010 Op. Rev.	2012 Assess.	2012 Monthly
Arlington, St. Alban's	10,775	126,013	17,542	1,462
FW, All Saints	257,162	1,466,456	238,715	19,893
FW, Christ the King	6,363	71,861	8,607	717
Fort Worth, Holy Apostles	313	4,714	471	39
FW, St. Andrew's	0	11,167	1,117	93
FW, St. Anne's	283	1,098	110	9
FW, St. Christopher	33,217	289,620	44,537	3,711
FW, St. Elisabeth's	3,029	42,555	4,256	355
FW, St. Luke's in the Meadow	19,931	151,799	21,797	1,816
FW, St. Simon of Cyrene	5,825	55,685	5,569	464
FW, Trinity	97,401	619,026	98,889	8,241
Granbury, Good Shepherd	6,496	48,372	4,837	403
Hamilton, St. Mary's	562	14,704	1,470	123
Hillsboro, St. Mary's	2,639	24,493	2,449	204
Hurst, St. Stephen's	11,113	101,771	13,542	1,129
Keller, St. Martin in the Fields	54,510	373,389	58,359	4,863
Stephenville, St. Luke's	23,543	140,406	19,917	1,660
Weatherford, All Saints	1,250	20,743	2,074	173
Wichita Falls, All Saints	3,631	40,393	4,039	337
Wichita Falls, Good Shepherd	371	7,325	733	61
Wichita Falls, St. Stephen's	6,135	57,892	6,302	525
Willow Park, St. Francis of Assisi	937	15,086	1,509	126
Total	545,486	3,684,568	556,842	46,404

Other Unrestricted Revenues: The \$10,000 budgeted for unrestricted operating income includes gifts and donations, reimbursements for items paid on behalf of other organizations or individuals, and registration fees collected to offset the costs for workshops, Lenten series events, diocesan convention, and other diocesan sponsored events and hospitality.

Net Assets Budgeted for Operations: The \$37,000 budgeted for 2012 are the reserves that were designated in the 2010 & 2011 budgets for the 2012 GC Deputies (\$16,000), Bishop (\$4,000) & ECW Triennial (\$5,000), plus \$12,000 in unrestricted net assets for the 2012 share of the expenses. The expenses for the 2012 share are in accounts 50540, 50545, & 52620. The expenses from the 2010 & 2011 reserves are in accounts 50540.1, 50545.1, & 52620.1. These accounts are for clarification only and are not COA accounts.

EXPENSES:

50110 - DFMS Asking: This is the fair share that we pay to the “Domestic and Foreign Missionary Society” (DFMS) – the official corporate name of The Episcopal Church of which we are a part - to contribute toward its work and ministry. It is based on Diocesan income for normal operations. The DFMS Asking, after deducting a \$120,000 exemption from Diocesan operating income, is computed at a flat rate of 21% for 2010, 20% in 2011 and 19% in 2012. The 2010 asking is based on 2008 diocesan income; 2011 asking is based on 2009 diocesan income; and 2012 asking is based on 2010 diocesan income. The final adjusted operating income for 2010 subject to the 19% asking is \$314,713, resulting in a DFMS Asking for 2012 of \$59,795.

The DFMS Asking for 2012 is 50% more than the DFMS Asking in 2011. The final adjusted operating income for 2009 subject to the 20% asking in 2011 was \$85,065, resulting in a DFMS Asking for 2011 of \$17,013. The Bishop asked that the 2011 DFMS Asking be increased to \$40,000 because the Diocese had not been giving its fair share in recent years. The following is a comparison of the DFMS calculation for 2011 and 2012.

	2011	2012
2009 operating income prior to final adjustment	\$305,065	
Less DFMS Grant in 2009	100,000	
2009 total adjusted operating income	205,065	
2010 total adjusted operating income		434,713
Less exemption	120,000	120,000
Base for calculating DFMS Asking	85,065	314,713
DFMS Asking Percent	20%	19%
Calculated DFMS Asking	17,013	59,795
Budgeted DFMS Asking	<u>\$40,000</u>	<u>\$59,795</u>

50120 - Province VII Assessment: Fort Worth is part of Province VII of the Episcopal Church, and this is the amount we pay to help with Provincial programs and administration. Province VII includes the Dioceses of West Missouri and Western Louisiana, plus all the dioceses in the states of Arkansas, New Mexico, Oklahoma, and Texas. Their website is www.province7.org. The amount of the assessment is calculated as a pro-rated share of the provincial budget based upon

the net disposable diocesan income as reported to DFMS. Province VII is asking \$400 to be paid in 2012.

50200 – Charitable Giving beyond the Diocese: The Diocese has designated two charitable giving categories; **Charitable Giving beyond the Diocese** and Charitable Giving within the Diocese. The total giving for these two categories for 2011 was 7.5% of the budget. The Executive Council recommends that the percentage be the same in 2012, and that the percentage be based on the Total Unrestricted Income budgeted for 2012. The Executive Council also recommends that the total percentage for charitable giving be increased in subsequent budgets such that it increases to 10% of the Total Unrestricted Income budgeted in 2015. The 29th Annual Convention affirms the principle of the tithe by dedicating one tenth of all income to outreach ministries. **Charitable Giving beyond the Diocese** is the charitable giving beyond the geographical boundary of the Diocese and includes Millennium Development Goals, Episcopal Relief & Development, Council of Churches, Sewanee School of Theology, and Seminary of the Southwest, University of the South (General Fund), and Outreach Impact Program.

50210 - Millennium Development Goals (MDGs): In 2006, the General Convention declared the Millennium Development Goals (MDGs) to be the top mission priority of the Episcopal Church. As established by the United Nations, the eight MDGs are: (1) Eradicate extreme poverty and hunger, (2) Achieve universal primary education, (3) Promote gender equality and empower women, (4) Reduce child mortality, (5) Improve maternal health, (6) Combat HIV and AIDS, malaria and other diseases, (7) Ensure environmental sustainability, and (8) Create a global partnership for development with a focus on debt, aid and trade. The Episcopal Church's MDGs mission is led and administered by Episcopal Relief & Development (ERD). The Episcopal Church encourages all dioceses to participate in this effort and to pledge a minimum of 0.7% of their budget to ministries focused on the MDGs. The 2011 MDGs commitment is included in the ERD account. The 2012 MDGs budget is 0.7% of the unrestricted operating income and is shown in a separate line account as a visible and prophetic commitment of the Diocese in fighting global poverty.

50220 - Episcopal Relief & Development: Episcopal Relief & Development (ERD) is an international relief and development agency and a compassionate response to the MDGs on behalf of The Episcopal Church. Its work to heal a hurting world is guided by the principles of compassion, dignity and generosity; and is focused on (1) Alleviating Hunger and Improving Food Supply, (2) Creating Economic Opportunities and Strengthening Communities, (3) Promoting Health and Fighting Disease, and (4) Responding to Disasters and Rebuilding Communities. More information can be found on ERD's website at www.er-d.org. In addition to the 0.7% MDGs commitment, the Diocese is budgeting an additional 1.0% of the unrestricted operating income for ERD support.

50231 & 50232 – Seminary Support: None of the 11 Episcopal Church seminaries receive monies from the General Convention budget and thereby must rely on the good will of church members and other resources to provide the financial underpinning necessary to accomplish their mission. Over the last 20 years the General Convention has encouraged the church to give generously to this important work. One percent of the budget is allocated for seminary support. The funds have been allocated equally to **The School of Theology at Sewanee** and **The**

Seminary of the Southwest. The School of Theology at Sewanee is a part of the University of the South, which is owned and governed in part by the Episcopal Diocese of Fort Worth. The Seminary of the Southwest, located in Austin, Texas, is the provincial seminary.

50250 - University of the South (General Fund): The University of the South is home of one of the nation's top liberal arts colleges, a School of Letters, and a seminary of the Episcopal Church. It is the only university in the nation that is owned and governed by dioceses of The Episcopal Church, specifically the 28 dioceses of the southeastern United States, which includes the Episcopal Diocese of Fort Worth. The Diocese continues its support by donating 0.5% of the 2012 budget to the University's General Fund.

50260 - Outreach Impact Program: These funds are to be used for special charitable outreach needs beyond the geographical boundary of the Diocese, and are administered by the Diocesan Mission and Outreach Committee. Examples include projects that have an immediate need, require seed money to get started, response to matching other funds, a joint project between dioceses, or Province VII projects. The Committee may move funds between accounts 50260 and 51114 based on demand for funding.

50300 - Diocesan Partnerships: The Bishop is working with the Dioceses of Northern Mexico and South Dakota to identify and share resources that will be helpful to each diocese in responding to the needs of each diocese and their congregations. Designated Net Assets will be used when necessary; currently available, \$1,000.

50520 - Diocesan ERD Coordinator: The ERD Coordinator provides leadership, information, and training in response to the Diocese's outreach for Episcopal Relief and Development. The ERD Coordinator is the Diocese's representative at national and province conferences. Funds are provided for booths, mileage, and travel costs.

50525 - Diocesan UTO Coordinator: The UTO Coordinator provides leadership, information, and training in response to the Diocese's outreach for the United Thank Offering (UTO). UTO addresses compelling human need through grants to projects that alleviate poverty, both domestically and internationally, within the Anglican provinces, dioceses, and companion dioceses.

50530 - University of the South Trustees: Canon 12 provides for three elected trustees from the Episcopal Diocese of Fort Worth to serve three year staggered terms on the Board of the University of the South. Funds are provided for annual travel and related costs.

50540 & 50540.1 - General Convention Deputy Expenses: The General Convention will be in Indianapolis, Indiana, July 5 - 12, 2012. Article 12 of the Diocesan Constitution provides for 8 deputies and 8 alternates. Approximately \$25,000 was spent to send 8 deputies and 2 alternates to the 2009 convention. It is estimated that only \$24,000 will be needed in 2012, because the length of the convention has been shortened to 7 day. The 2010 and 2011 budgets provided \$8,000 each year for a reserve fund to cover the cost. The final \$8,000 needed in 2012 will come from unrestricted net assets.

50545 - ECW Triennial 2012: The Episcopal Church Women (ECW) Triennial meets at the same time as the General Convention. Approximately \$3,100 was spent to send 3 representatives to the 2009 ECW Triennial. It is estimated that \$7,000 for 4 representatives will be needed in 2012. A reserve fund of \$5,000 was provided in the 2010 & 2011 budget. The final \$2,000 needed in 2012 will come from unrestricted net assets.

50550 - Province VII Representative: The Province VII Representative is the liaison between the Diocese and Province VII, and assists in coordinating Province VII programs with the appropriate committees and persons in the Diocese. The Province VII Representative may or may not be a Province VII Council officer or member. If the Province VII Representative is a Province VII Council officer or member, Province VII will pay the expenses to attend the annual meeting. Funds are provided in case the Province VII Representative is not an officer or member of the Council.

50551 – Province VII Secretary: The Province VII Secretary is a member of the Provincial Council and is elected at the Provincial Synod to a three year term. The Provincial Council meets annually. Province VII pays the expenses for the Secretary to travel to the annual Council meeting. In 2011, the Secretary was a Diocesan Representative and funds were provided to attend a special ordination. No expenses are anticipated in 2012.

50552 - Province VII Synod Deputation: Canon 11 provides that the deputies and alternate to the Provincial Synod of Province VII shall be those elected as deputies or alternate deputies to the General Convention. Province VII meets every three years at **Synod** to handle the business of the province. Synod is held the fall prior to the General Convention in the spring. The next Synod will be in the fall of 2014. In the time between Synods, the business of the province is handled by **the Provincial Council**. The Council consists of a President, Vice-President, Secretary, Treasurer, three members-at-large, a clergy TEC Executive Council Rep, a Lay TEC Executive Council Rep, President of the Province ECW, the Provincial Coordinator, and the Webmaster. All officers and the three Members at Large are elected at Synod for three year terms. The Representatives to Executive Council serve for six years, staggered terms. There are no expenses budgeted for 2012. If there are unrestricted funds available at the end of the 2012, a designated reserve will be established with one-third of the funds needed for Synod expenses in 2014.

50555 - Province VII Synod ECW Expenses: The Episcopal Church Women also meet at the same time as the Province VII Synod. The next Synod will be in the fall of 2014. There are no expenses budgeted for 2012. If there are unrestricted funds available at the end of the 2012, a designated reserve will be established with one-third of the funds needed for Synod expenses in 2014.

51100 - Charitable Giving within the Diocese: The Diocese has designated two charitable giving categories; Charitable Giving beyond the Diocese and **Charitable Giving within the Diocese**. The total giving for these two categories for 2011 was 7.5% of the budget. The Executive Council recommends that the percentage be the same in 2012, and that the percentage be based on the Total Unrestricted Income budgeted for 2012. The Executive Council also recommends that the total percentage for charitable giving be increased in subsequent budgets

such that it increases to 10% of the Total Unrestricted Income budgeted in 2015. The 29th Annual Convention affirms the principle of the tithe by dedicating one tenth of all income to outreach ministries. **Charitable Giving within the Diocese** is the charitable giving for outreach within the geographical boundary of the diocese and includes the Bishop's Discretionary Fund, the Episcopal Studies Program at Brite Divinity School at TCU, support for seminarians, and Matching Grant Outreach Program.

51110 – Bishop's Discretionary Fund: This is the Diocese's budgeted contribution to the Bishop's Discretionary Fund. The Bishop Discretionary Fund is established in accordance with Chapter V of the Manual of Business Methods in Church Affairs. The funds are to be used for aid to the poor and other purposes that the Bishop considers "pious and charitable," that are consistent with the Church's mission.

51111 - Episcopal Studies Program at Brite Divinity School at TCU: The Episcopal Studies Program at Brite Divinity School provides a continuing Anglican/Episcopal presence within a broadly ecumenical theological school. The program offers a community of learning, worship, and fellowship within the Brite Community. Graduates are trained to serve effectively in ordained and lay leadership positions in the Episcopal Church. More information can be obtained at www.brite.tcu.edu/programs.asp?BriteProgram=episcopal. The Diocese continues its support and increases its charitable donation to the Program to \$4,000.

51112 - Support to Seminarians: The Diocese is budgeting funds to help support Episcopal seminarians. The details of assistance are being developed. Interested applicants should contact the Diocesan Office.

51114 - Matching Grant Outreach Program: These funds are to be used for special charitable needs within the geographical boundary of the Diocese, and are administered by the Diocesan Mission and Outreach Committee. Examples include projects that require a match or seed money, a joint project between congregations, response to a special charitable need in a small community, starting a food pantry or clothing closet, or providing special donations or assistance to day labor, prison ministry projects, homeless or transitional housing organizations. The Committee may move funds between accounts 50260 and 51114 based on demand for funding.

51200 - Support to Congregations: The funds budgeted in this account provides the Diocese's share of the support for clergy at Christ the King & Parker County (\$28,430) and clergy & organist at St Andrew's (\$6,600). CTK & PC shares total \$35,900. St Andrew's share is \$13,000.

51300 - Campus Ministry: This ministry seeks to glorify and serve our Lord Jesus Christ through worship, fellowship, and spiritual formation on college campuses within the Diocese. The Diocese through congregational leadership supports campus ministry programs at Tarleton State-Stephenville, TCU-Fort Worth, UTA-Arlington, TCC-NE-Fort Worth, and Midwestern State University-Wichita Falls. In addition to the \$3,250 budget, there is \$1,836 in designated net assets (acct 35010) that can be used, if they are not used in 2011.

51400 - Commission on Ministry: Canon 13 sets forth the organization and responsibilities of the Commission on Ministry. There are three committees; one with concerns for the Laity, one with concerns for the Diaconate, and one with concerns for the Priesthood. The conduct and evaluation of examination of persons for Holy Orders shall be the responsibility of the Committee on Ministry for the Diaconate and the Committee on Ministry for the Priesthood. Funds were requested for discernment, meetings and conferences. Funds are also required for background checks and evaluations, which are paid 1/3 by the Diocese, 1/3 by the supporting congregation, and 1/3 by the candidates. In addition to the \$1,000 budget for acct 51400, there is \$2,405 in temporary restricted funds (accts 32145 and 42145) that can be used, if they are not used in 2011.

51500 - Ministry Development: This account includes funding for training and development for clergy, laity and congregations. Examples of ministry development include shared ministry, mutual ministry, church leadership, vestry responsibilities, finance, stewardship, health and pension management, evangelism, church growth, mission and outreach, Safeguarding God's Children and Safeguarding God's People, and ministry development networking. The \$20,750 budget for 2012 provides funds for Living Stones membership (\$400); Living Stones travel to Las Vegas for 3 persons (\$2,100); Consortium of Endowed Episcopal Parishes (CEEP) membership (\$750); CEEP travel to Charlotte, NC for 2 persons (\$4,000); Leadership Workshop (\$1,000); Clergy Conferences - one 2-days retreat & three 1-day events (\$10,000); New Initiatives (\$2,000); and Training Materials (\$500).

51700 - Christian Formation: This account includes funds for Cursillo, Education for Ministry, the Lenten Speaker Series, Godly Play training & materials, and other training and development in Christian Formation.

51705 - Cursillo: The goal of Cursillo is to help those in the church understand their individual callings to be Christian Leaders. Cursillo is patterned on Jesus' own example. He searched out and called a small group of potential leaders (pre-Cursillo); He trained them by word and example and inspired them with a vision (Three-Day Weekend); He linked them together and sent them out into the world to bring the world to Him (Fourth Day). Over the last three years the Diocese has provided funds to support the programs sponsored by the Episcopal Center for Renewal. In 2012, the Diocese will establish its own program for Cursillo. \$3,500 is budgeted as seed money to launch Cursillo and related activities in the diocese. The cost for the three-day weekend, approximately \$7,100 for the venue, will be recovered via registration fees. The cost of the venue will be guaranteed with designated net assets from acct 35004, Reserve to support Camp Crucis. The first Cursillo weekend is scheduled for September 6-9, 2012 at Glen Lake in Glen Rose.

51710 - Education for Ministry (EFM): EFM is a program of theological education-at-a-distance of the School of Theology of the University of the South. Students sign up one year at a time for this four-year program. It covers the basics of a theological education in the Old and New Testaments, church history, liturgy, and theology. Students meet regularly, usually once a week, in seminars under the guidance of trained mentors. The program grants a certificate at the completion of the four years and 18 Continuing Education Units for each year's work. Funding for EFM in the 2011 budget was shown in acct 51730, Diocesan Training for Christian

Education. In 2012, EFM funding is shown in a separate line account for clarity. The \$2,500 budget is for the license fee, mentor training, and student scholarships. In addition to the budgeted funds, there is \$2,620 in acct 32151, EFM temporary restricted net assets, which can be used, if they are not used in 2011.

51720 - Lenten Speaker Series: The \$2,500 is budgeted for speaker travel & honoraria, printing, hospitality, child care, and facility costs.

51730 - Training for Christian Formation: The \$3,000 is budgeted for training materials and teacher development.

51820 - Hispanic Ministry: The Bishop requested \$3,000 to help develop and support a Hispanic program at St. Elizabeth. The Episcopal Church has approved a \$20,000 grant to support this program.

51835 - Diocesan In-Reach Program: The focus of this ministry is reaching out and building bridges with our “parallel” congregations; building relationships throughout the diocese as related to reconciliation; recruiting, training and leading teams in serving their congregations; preparing an inventory and monitoring properties to help the Corporation and congregations make decisions on individual properties; and developing policies and procedure for moving back into church properties when the Diocese get possession. The \$16,500 budget is for compensation for the In-Reach Coordinator (\$15,000) and related In-Reach expenses (\$1,500).

51840 - Episcopal Church Women (ECW): ECW brings together the women of the Diocese for the purpose of strengthening their spiritual lives, providing learning opportunities and supporting their Christ-centered service and ministry. Funds are provided to supplement the organization’s service programs. In addition to the \$500 budget, there is \$1,656 available in temporary restricted net assets, if not used in 2011.

51845 - Daughters of the King: The Order of the Daughters of the King is an order of women who each pledge themselves to a life-long program of prayer, service and evangelism, dedicated to the spread of Christ's Kingdom and the strengthening of the spiritual life of her parish. Funds are provided to supplement the organization’s service programs. In addition to the \$250 budget, there is \$2,736 available in temporary restricted net assets, if not used in 2011.

51850 • Diocesan Altar Guild: The Diocesan Altar Guild provides support and assistance to altar guilds throughout the diocese. The Diocesan Altar Guild has incurred minimal expenses over recent years; \$250 is budgeted for 2012.

51860 • Diocesan Youth Ministry: This ministry supports the Christian development of youth in the diocese. The Committee on Youth plan and coordinate programs and events for youth to share their life with each other and with Christ through fellowship, worship, study, and service. The Committee also provides support and training to congregations for development of youth programs and events. In addition to the \$2,000 budgeted, there is \$18,476 in designated and temporary restricted nets that can be used.

51920 - Diocesan Hospitality: The \$3,000 budget includes funds for one Diocesan picnic and miscellaneous hospitality.

52100 - The Episcopate: The \$84,500 budget for the Episcopate includes all expenses directly related to or involving the Bishop: salary, housing, retirement reserve, mileage, travel and related expenses, and a reserve for a full-time Bishop. Salary was increased, but is controlled by the Church Pension Group (CPG), and will be adjusted (not to exceed \$35,000) when CPG publishes the allowed amount for retired clergy. The additional \$1,000 shown for Bp Compensation is to cover travel costs for the Bishop's spouse when traveling with him. The amount shown for pension will be reserved and paid to Bishop Ohl in the year following his retirement from the Episcopal Diocese of Fort Worth. The budget also includes funding several reserves for travel in subsequent years. The reserve for a fulltime Bishop includes funds for the search, election, consecration and related expenses for a full-time Bishop.

53300 – Diocesan Office Expenses: The Diocesan office expenses include rent for office space, telephone, internet services, printing/copy machine, office equipment, supplies, software, postage, books, subscriptions, and license fees. The Diocese rents office space from St. Christopher for \$1,000 per month and includes utilities, internet access, janitorial and garbage, and use of meeting & multi-use space, and kitchen. Because additional office space is needed, the Diocese anticipates moving the Diocesan Office to a new location in 2012. The Diocese is negotiating with St. Luke's In the Meadow, FW at this time. The estimated lease cost is \$1,000 per month plus \$300 per month for utilities. Approximately \$3,000 to \$5,000 will be needed for space preparation and move-in expenses.

53370 - Accounting Services: The \$15,500 budget includes funds for accounting software, online accounting services, technical assistance, payroll services, and annual audit.

53380 - Insurance Expenses: Insurance carried by the Diocese includes property, general liability, surety bond, director and officers, accident, non-owned/hired automobile, commercial umbrella policy, and worker's compensation. The Diocese also carries similar insurance (excluding worker's compensation) for six displaced congregations. The Diocese pays the premium and the congregation reimburses the Diocese if it can. The Diocese also carries a group life insurance policy for retired clergy.

53389 – Background Check: This account provides funds to cover the full cost of background checks, personality profiles, and evaluations required by the Diocese when hiring staff and independent contractors, and for clergy coming into the Diocese.

53392 - Staff Auto Mileage: The Diocese allows reimbursement for mileage when staff uses their automobile for Diocesan business.

53393 - Staff Continuing Education: Staff development is one of the most important investments we can make in the success of the diocese. For many employees, excellent development opportunities are a significant aspect of their compensation. The \$2,500 budget provides for the following staff continuing education; Episcopal Business Administrators'

Conference for Operations Manager (\$1,000) and Conference of Diocesan Executives for Administrative Officer (\$1,200).

53400 - Office of Communications: The \$45,000 budget for the Office of Communications includes compensation for the Director of Communications, Webmaster, Social Media Communications Monitor and Diocesan Photographer; advertising on billboards, Facebook, and in local newspapers; printed communications materials, such as newsletter; dues for Episcopal Communicators; and registration fee, airfare, hotel for the Annual Episcopal Communicators Professional Training Conference. Expenses for website hosting; web services, and communication equipment are moved to Diocesan Office Expenses for accounting purposes. Printed material expenses were reduced. The Diocesan Office copier will be used when needed. A raise for the Webmaster is provided.

53800 – Office of the Chancellor: Canon 6 sets forth the appointment and responsibility of the Chancellor and Vice Chancellor and the extent of services to be provided. In general, the Chancellor is legal advisor to the Bishop, the Standing Committee, and the Corporation of the Diocese of Fort Worth; and answers and responds to all legal questions submitted by the Bishop, the Standing Committee, or the Corporation of the Diocese of Fort Worth, including without limitation, any questions concerning governance and property of the Diocese or of any of its entities or congregations. It is not the duty of the Chancellor to render legal advice to Parishes, Missions, or Diocesan Entities other than those listed above, unless the Bishop so directs on terms acceptable to the Chancellor and the Parish, Mission or Diocesan Entity. The \$14,800 budget provides funds for the Chancellor, and Vice Chancellor member dues, Chancellor Conference registration and travel, out-of-pocket reimbursements, and miscellaneous non-litigation legal expenses. Funds are also provided for other legal services that may be needed outside the Chancellors office, as directed by the Chancellor, except litigation.

53880 – Historiographer: Canon 8 sets forth the election and responsibility of the Diocesan Historiographer. In general, the Historiographer collects and maintains documents pertaining to the Church and its history; assists congregations in collecting, preserving, and recording their history; and oversees a program designed to promote an appreciation of the history of the Diocese and of the Church. The \$2,000 budget includes funds for acquisitions, travel, member dues, and miscellaneous expenses.

53885 • Transition/ Deployment Officer: The Transition/ Deployment Officer is designated by the Bishop to serve the Diocese by assisting clergy, lay and congregations in the discernment and calling process. The Deployment Officer is the diocesan liaison with the Church Transition Ministry Office; provides support and resources to congregations throughout its search process; helps clergy match their skills with congregations and other diocesan organizations; assists congregations who need interim or supply clergy. The \$1,500 budget provides funds for mileage and travel expenses.

53886 - Ecumenical Officer: The Ecumenical Officer is designated by the Bishop with the special responsibility for encouraging the search for the wider visible unity of Christ's Church and collegial relationships with members of other religions. The Ecumenical Officer supports ecumenical and interreligious activity through educational events in the Diocese and

congregations; is a resource for ecumenical guest speakers; and urges the Church to provide the necessary resources to further the ultimate goal of visible unity. The \$500 budget provides funds for travel and participation in the Council of Churches. Previously expenses were included in the Ministry Development budget.

53900 - Diocesan Convention: Article 2 of the EDFW Constitution provides that The Diocese of Fort Worth entrusts its legislation to a Convention to be held annually as established in Article 3. The Diocesan Convention is scheduled for November, 2012 in Stephenville at Tarleton State. The \$9,000 budget provides funds for meeting space and related costs, speakers, and hospitality. The initial deposit for the meeting space (\$1,200) was paid using 2011 income.

53950 - Executive Council: Article 11 of the EDFW Constitution provides that there shall be an Executive Council, established by the Canons, which shall exercise all the powers of the Convention between meetings thereof, implementing the directives and policies of that body, initiating and developing new work, but not acting in conflict with the expressed will of the Convention. The \$4,000 budget provides funds for a retreat in December, 2012 and other costs of the Executive Council.

53960 - Standing Committee: Canon 9 provides for a Standing Committee that shall perform all the duties incident to its office and such other duties as are, or shall be, provided in the Constitution and Canons of The Episcopal Church and of this Diocese. The \$1,000 budget provides funds for consultant services and other costs of the Standing Committee.

50001 – Personnel: The Diocesan office staff includes the Administrative Officer/Ministry Developer, the Operations Manager (part-time), and the Treasurer's Assistant (part-time). There is no increase in the number of staff from 2011. Administrative Officer/ Ministry Developer compensation is based on 40 hours per week; Operations Manager, 30 hours per week; and Treasurer's Assistant, 15 hours per week. The social security/Medicare rate is 7.65%. The pension rate is 9%. The pension amount for the Operations Manager and Treasurer's Assistant includes a 6-months retroactive payment from 2011. Health insurance is provided for employees working over 30 hours per week.

80000 · Contingency Reserve: A contingency reserve is provided.