

**2019 DIOCESAN BUDGET**

The **Episcopal Diocese of Texas**

**2019 Budget**



As Approved by the Executive Board on December 12, 2018 and  
Recommended to the 170<sup>th</sup> Diocesan Council.

**Confidential**

**THE EPISCOPAL DIOCESE OF TEXAS**  
**2019 Proposed Budget**

	<u>2017 Budget</u>	<u>2018 Budget</u>	<u>2019 Budget</u>	<b>NOTES</b>
<b>REVENUES</b>				
<b>Assessments</b>				
Diocesan	7,454,875	7,481,148	7,657,710	AT
Insurance	473,975	542,849	552,644	HE
Less: Allowance for Uncollectible Accounts	<u>(158,577)</u>	<u>(160,480)</u>	<u>(164,207)</u>	PR
<b>Net Assessment Revenue</b>	<b>7,770,273</b>	<b>7,863,517</b>	<b>8,046,147</b>	
<b>Foundation Support and Overhead Allocation</b>				
Church Corporation	421,448	478,773	635,969	WE
Bishop Quin Foundation	333,938	371,974	389,039	
The Episcopal Foundation of TX	367,341	402,761	423,856	
Episcopal Health Foundation	596,453	802,023	809,704	
Great Commission Fund	293,785	335,414	363,536	
Episcopal Seniors Foundation	35,000	35,000	35,000	
<b>Total Foundation Overhead Payments</b>	<b>2,047,964</b>	<b>2,425,945</b>	<b>2,657,104</b>	
<b>Program Revenues</b>				
IONA Program Revenue	30,000	78,000	90,000	IO
Wellness & Care Revenue	6,000	1,000	-	
Commission on Ministry Revenue	6,000	10,000	10,000	
Congregational Development Revenue	7,500	-	10,000	
Formation/Youth Event Revenue	111,500	117,500	117,500	
Unified Commission Revenues	14,750	14,750	16,000	
Recovery Ministries Income	-	6,000	-	
Episcopal Service Corps	81,728	133,636	90,000	SC
Other Program Revenue	10,000	1,000	27,000	
<b>Total Program Revenues</b>	<b>267,478</b>	<b>361,886</b>	<b>360,500</b>	
<b>Other Revenues</b>				
Diocesan Council	160,000	196,000	216,596	
ERD Relief Grant	-	125,000	-	ERD
Compass Rose Society Reimbursement	60,000	75,000	75,000	
Miscellaneous Income	7,285	1,000	1,000	
Brochures Sales	2,000	4,000	4,000	
Other Conference Fees	-	10,000	-	
<b>Total Other Revenues</b>	<b>229,285</b>	<b>411,000</b>	<b>296,596</b>	
<b>TOTAL REVENUES</b>	<b>10,315,000</b>	<b>11,062,348</b>	<b>11,360,347</b>	
<b>EXPENDITURES</b>				
<b>OFFICE OF THE BISHOP</b>				
<b>Clergy Compensation</b>				
<b>Clergy Salaries</b>				
Bishop of Texas	247,030	297,030	308,041	
Bishop Suffragan - Tyler	112,920	106,877	111,523	
Bishop Suffragan - Austin	124,585	131,068	101,269	BA
Assisting Bishop	55,000	104,877	109,523	
Visiting Bishops	5,000	2,000	12,000	
Canon to the Ordinary	91,500	116,500	121,795	
Chief of Staff	75,585	80,528	86,930	
Secretary of the Diocese	6,290	6,719	7,160	
<b>Total Clergy Salaries</b>	<b>717,910</b>	<b>845,619</b>	<b>858,242</b>	

<b>Housing Allowance and Maintenance</b>				
Bishop of Texas	70,000	70,000	70,000	
Bishop Suffragan - Tyler	36,000	48,000	48,000	
Bishop Suffragan - Austin	38,000	38,000	31,667	BA
Assisting Bishop	15,000	50,000	50,000	
Canon to the Ordinary	60,000	60,000	60,000	
Chief of Staff	48,000	48,000	48,000	
Secretary of the Diocese	8,000	8,000	8,000	
Rectory maintenance			86,643	RM
<b>Total Housing Allowance and Maintenance</b>	<b>275,000</b>	<b>322,000</b>	<b>402,310</b>	
<b>Pension and Social Security Reimbursement</b>				
Bishop of Texas	89,110	121,056	129,340	
Bishop Suffragan - Tyler	51,250	60,922	65,227	
Bishop Suffragan - Austin	54,120	65,414	54,355	BA
Assisting Bishop	27,450	60,922	65,227	
Canon to the Ordinary	52,605	56,851	58,607	
Chief of Staff	46,445	46,658	47,337	
Secretary of the Diocese	5,350	5,507	5,507	
Life Insurance	15,272	25,000	25,000	
Other Defined Contributions		10,000	10,000	
<b>Total Pension and SS Reimbursement</b>	<b>341,602</b>	<b>452,330</b>	<b>460,600</b>	
<b>Total Clergy Compensation</b>	<b>1,334,512</b>	<b>1,619,949</b>	<b>1,721,152</b>	
<b>Lay Staff Compensation</b>				
Salaries	407,800	608,042	625,596	
Pension	36,700	54,724	56,304	
Employer FICA	31,200	46,515	48,638	
<b>Total Lay Staff Compensation</b>	<b>475,700</b>	<b>709,281</b>	<b>730,538</b>	IN
<b>Business and Travel Expense</b>				
Bishop of Texas	85,000	90,000	120,705	RC
Bishop Suffragan - Tyler	56,000	60,000	58,000	
Bishop Suffragan - Austin	42,000	42,000	47,000	
Assisting Bishop	20,000	45,000	50,000	
Visiting Bishops	4,000	12,500	13,500	
Canon to the Ordinary	35,000	35,000	35,000	
Chief of Staff	20,000	17,500	17,500	
Secretary of the Diocese	1,000	1,500	1,500	
Retired Diocesan Bishops	5,000	5,000	5,000	
Archdeacon and Deacons	6,000	8,000	8,000	
Business and Travel - Staff	13,000	18,000	24,000	
Vehicle Depreciation	37,100	36,000	46,000	
<b>Total Business and Travel Expense</b>	<b>324,100</b>	<b>370,500</b>	<b>426,205</b>	
<b>Clergy Conference</b>	<b>100,000</b>	<b>110,000</b>	<b>117,000</b>	
<b>TOTAL OFFICE OF THE BISHOP</b>	<b>2,234,312</b>	<b>2,809,730</b>	<b>2,994,895</b>	
<b>CANONICAL EXPENSES</b>				
Diocesan Council	315,000	321,800	331,850	
Historian and Archives	4,000	10,000	10,000	
Bishop Suffragan Transition	-	40,000	125,000	EL
Commission on Ministry	65,000	65,000	73,300	
General Convention - Deputies	25,000	50,000	-	GC
Executive Board	8,000	11,000	11,000	
Standing Committee	600	1,200	1,200	
Office of the Secretary	1,000	1,000	1,000	
<b>TOTAL CANONICAL EXPENSES</b>	<b>418,600</b>	<b>500,000</b>	<b>553,350</b>	

<b>MINISTRY EXPENSES</b>			
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<b>Ministry Staff Compensation</b>				
Salaries, Stipends and Housing	851,100	802,239	684,959	
Pensions	108,900	99,741	89,856	
Social Security	88,900	81,642	72,548	
<b>Total Ministry Staff Compensation</b>	<b>1,048,900</b>	<b>983,622</b>	<b>847,363</b>	<b>IN, RO</b>
<b>Total Campus Missions</b>				
Waco, Baylor University	60,000			
Houston, Rice University	104,999			
College Station, A&M University	179,999			
Austin, University of Texas	177,505			
University of Houston	93,788			
Other Campus Missions	128,009			
<b>Total Campus Missions</b>	<b>744,300</b>			<b>CM</b>
<b>Communications</b>				
Dialog	72,000	24,000	24,000	
Communications Department	16,000	6,000	6,000	
New Initiatives Marketing and communications	40,000	15,000	35,000	<b>RO</b>
Licensing, Training, Social Media, Memberships		8,500	8,500	
Conferences, training, travel		5,000	5,000	
Video Equipment		700	700	
Website Redesign		13,000	13,000	
Business and Travel	26,000	25,000	18,000	
<b>Total Communications</b>	<b>154,000</b>	<b>97,200</b>	<b>110,200</b>	
<b>Transition Ministry</b>				
Travel & Business - Transition Minister	10,000	11,000	11,000	
Bishop's Fellows	-	75,000	75,000	<b>BF</b>
<b>Total Transition Ministry</b>	<b>10,000</b>	<b>86,000</b>	<b>86,000</b>	
<b>Wellness and Care Ministry</b>				
Business and Travel	15,000	15,000	15,000	
Safe Church (Congregational Wellness /Care)	55,650	56,000	57,500	
Clergy & Family Wellness/Care	15,000	10,000	42,500	<b>WE</b>
Recovery Ministry	11,500	6,000	6,000	
<b>Total Wellness and Care Ministry</b>	<b>97,150</b>	<b>87,000</b>	<b>121,000</b>	
<b>Other Ministry Expenses</b>				
Interfaith and Ecumenical Work	1,000	2,500	2,500	
Chaplains to the Retired	7,200	7,200	6,000	
Consultant for Schools	1,500	13,500	12,500	
Support for Congregations	82,000	70,000	70,000	
Calling & Moving	75,000	75,000	105,000	<b>EL</b>
Iona School and Center	130,000	145,000	165,000	
Clergy Training (Clericus, Curates, Cont. Educ. & FTIC)	45,900	45,900	50,000	
Conferences & Clergy Gatherings	60,000	73,500	90,000	
<b>Total Other Ministry Expenses</b>	<b>402,600</b>	<b>432,600</b>	<b>501,000</b>	
<b>TOTAL MINISTRY EXPENSES</b>	<b>2,456,950</b>	<b>1,686,422</b>	<b>1,665,563</b>	

<b>MISSION AMPLIFICATION</b>				
<b>Mission Amplification Compensation</b>				
Salaries, Stipends and Housing	583,300	617,666	689,969	
Pensions	67,600	79,145	90,895	
Employer FICA	53,400	63,510	72,905	
<b>Total Mission Amplification Compensation</b>	<b>704,300</b>	<b>760,320</b>	<b>853,769</b>	<b>RO,IN</b>
<b>Business/Travel - Mission Amp Team</b>	<b>56,000</b>	<b>49,000</b>	<b>60,000</b>	<b>MB</b>
<b>Mission Amplification General</b>				
Church Plants and Strategic Development	26,500	40,000	34,000	
Business/Travel - Strategic Development	-	12,000	-	<b>MB</b>
Small Conferences	4,000	13,500	13,500	
New Mission Work	3,000	6,000	8,000	
Vestry/Leadership Development	10,000	10,000	12,000	
<b>Total Mission Amplification</b>	<b>43,500</b>	<b>81,500</b>	<b>67,500</b>	
<b>Christian Formation</b>				
Christian Formation	55,000	55,000	33,850	
Unified Commissions Expense	47,000	47,000	57,500	
Youth Ministry	130,000	132,600	142,600	
Episcopal Service Corps	177,600	167,709	83,855	<b>SC</b>
Business/travel - Other	16,000	-	-	
<b>Total Christian Formation</b>	<b>425,600</b>	<b>402,309</b>	<b>317,805</b>	
Intercultural Development	30,500	30,500	20,000	
<b>TOTAL MISSION AMPLIFICATION EXPENSES</b>	<b>1,259,900</b>	<b>1,323,629</b>	<b>1,319,074</b>	
<b>SERVICE AND OUTREACH</b>				
Support of the Episcopal Church	1,221,449	1,327,162	1,352,704	<b>DA - 15%</b>
Support of the Anglican Communion	300,000	300,000	300,000	
Support for the University of the South	8,000	8,000	5,000	
Provincial Synod Assessment	13,500	13,500	7,500	
Sustainable Development Goals	72,205	77,436	79,522	<b>0.7% of Rev.</b>
World Mission	35,000	35,000	25,000	
Companion Dioceses	40,000	40,000	50,000	
Disaster Outreach Expense	3,000	3,000	-	
Prison & Restorative Justice Missions	40,000	40,000	40,000	
<b>TOTAL SERVICE AND OUTREACH</b>	<b>1,733,154</b>	<b>1,844,098</b>	<b>1,859,726</b>	

<b>ADMINISTRATIVE EXPENSES</b>				
<b>Lay Staff Compensation</b>				
Salaries	614,100	692,811	758,187	RO, IN
Reserve for Salary Increases	20,000	30,000	30,000	
Pensions	55,300	62,675	68,237	
Employer FICA	47,000	51,093	48,572	
<b>Total Staff Compensation</b>	<b>736,400</b>	<b>836,579</b>	<b>904,996</b>	
<b>Diocesan Center Operating Expense</b>				
Information Technology	230,000	320,520	266,535	OH, IT
Utilities	88,000	90,000	90,000	OH
Janitorial, Maint. & Building	90,000	90,000	97,000	OH
Houston office support to PECC			98,000	OH, DC
Rent - Austin & Tyler Offices	95,000	95,000	96,216	
Storage	18,000	21,000	18,000	
<b>Total Diocesan Center Operating Expense</b>	<b>521,000</b>	<b>616,520</b>	<b>665,751</b>	
<b>General Office Expense</b>				
Office Equip Lease/Maint	38,000	45,000	45,000	
Office Supplies/Printing	40,000	46,000	46,000	
Communications-Telephone	46,000	46,400	40,000	
Postage/Delivery Expense	28,000	29,100	20,000	
Miscellaneous Office Expense	10,000	10,000	10,000	
Payroll Processing Expense	10,500	12,000	12,000	
HR Consulting & other transition costs	60,000	10,000	20,000	
Depreciation - Furniture & Equipment	22,000	24,000	42,000	
<b>Total General Office Expense</b>	<b>254,500</b>	<b>222,500</b>	<b>235,000</b>	OH
<b>Insurance</b>				
Diocesan Property & Casualty Insurance	80,400	79,546	79,027	OH
Diocesan Workers' Compensation Insurance	25,000	24,001	14,000	OH
Automobile Insurance for Diocesan Vehicles	20,000	21,000	24,000	
Group Health Insurance	334,759	542,846	477,644	HE
Other Health Insurance Costs (insurance reserve)	125,000	75,000	75,000	
<b>Total Insurance</b>	<b>585,159</b>	<b>742,393</b>	<b>669,671</b>	
<b>Other Administrative Expenses</b>				
Overhead reimbursement to the EDOT FSC	331,440	288,978	280,021	
Legal Expense	40,000	50,000	60,000	
Diocesan Audit	25,000	27,000	25,000	
Interest and Bank Fees	15,000	11,800	11,800	
Business/Travel-Finance Staff	75,000	75,500	75,500	OH
Subsidy Pension - Retired Clergy	7,000	7,200	6,000	
Diocesan Staff meetings	10,000	20,000	24,000	
Employee training and development			5,000	
Miscellaneous Operating Expense	1,585	-	5,000	
<b>Total Other Admin</b>	<b>505,026</b>	<b>480,478</b>	<b>492,321</b>	
<b>TOTAL ADMINISTRATIVE EXPENSES</b>	<b>2,602,085</b>	<b>2,898,470</b>	<b>2,967,739</b>	
<b>TOTAL EXPENSES</b>	<b>10,705,000</b>	<b>11,062,349</b>	<b>11,360,348</b>	
<b>Special Accounts - Net</b>				
<b>NET CHANGE IN ASSETS</b>	<b>\$ (390,000)</b>	<b>\$ -</b>	<b>\$ -</b>	
<b>Allocable Expenses</b>			<b>\$ 955,062</b>	

## 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 Uncollectible** - 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** - 2018 General Convention.
- EL Bishop Suffragan Election** - Expenses related to Transition of Bishop Suffragan of Western Region.
- DC Diocesan Center** - Houston office support paid to Church Corporation.
- IO IONA** - Increase due to the planned expansion of the program.
- SC Episcopal Service Corps** - Mission Amplification re-evaluation of young adult ministry.
- ERD Episcopal Relief and Development** - Hurricane Harvey recovery efforts transferred to Special Accounts.
- CM Campus Missions** - The support to the Campus ministry has been transitioned to The Great Commission Foundation.
- BA Bishop Suffragan Transition** - Decrease due to transition of Bishop Suffragan; fewer months in 2019.
- BF Bishop Fellows** - Grant to employ clergy in transition supported by the Episcopal Health Foundation.
- MB Mission Amplification** - Combined Mission Amplification business expenses
- RM Rectory Maintenance** - Maintenance cost of Bishops' Residences.
- RC Remuneration Committee** - The Remuneration Sub-Committee of the Diocese recommended enhancements to Office of the Bishop business expense.
- IN Increases** - The Diocese adjusted compensation for all clergy and lay staff by an average of 3% for 2019.
- IT Information Technology** - Savings due to the transfer of IT network support functions to EDOT staff that had been outsourced.
- DA Diocesan Asking** - The Diocese has reached its goal to meet the TEC asking (15% of revenues).
- WE Wellness and Care** - PECC grant in support of Wellness and Care Ministry.

## SUMMARY OF 2019 BUDGET CHANGES

**The Episcopal Diocese of Texas  
Summary of 2019 Budget Changes - Revenue  
\$000**

	<b>Favorable (Unfavorable )</b>
<b>Increase in Revenues</b>	
Increase in Assessment Revenue	183
Increase in Foundations support	96
Increase in Council revenue	21
ERD Hurricane recovery grant moved to special accounts	(125)
Wellness and Care PECC Grant	136
Other revenues decrease	(11)
<b>Total Increase in Revenues</b>	<b>298</b>

**The Episcopal Diocese of Texas  
Summary of 2019 Budget Changes- Expenses  
\$000**

	<b>Favorable (Unfavorable)</b>
<b>(Increase) Decrease in Expenses</b>	
<b>Compensation adjustment--3% cost of living</b>	<b>(110)</b>
<b>Office of the Bishop</b>	
Rectory Maintenance	(87)
West Region Bishop Budgeted Suffagan position open 2 months	47
Business and Travel	(56)
Other	(17)
	<b>(112)</b>
<b>Canonical Expense</b>	
Bishop Suffragan Transition	(85)
Commission on Ministry	(8)
Diocesan Council	(10)
General Convention	50



		<b>(53)</b>
<b>Ministry</b>		
	Hurricane recovery staff moved to ERD special accoutns	121
	New communication initiatives	(13)
	Clergy wellness resources	(34)
	IONA budget	(20)
	Calling and moving	(30)
	Other	(3)
		<hr/> 21
<b>Mission Amp</b>		
	Staff addition	(56)
	Expenses assumed by Great Commission	(11)
	General expenses	14
	Mission Amp re-evaluation of young adult ministry	85
	Other	(7)
		<hr/> 25
<b>Service &amp; Outreach</b>		
	Support of the Episcopal Church	(26)
	World Mission	(2)
	Other	6
		<hr/> (22)
<b>Administration</b>		
	Staff addition	(45)
	Decrease in IT expenses	54
	Diocesan Rent payment to Church Corp.	(98)
	Increase to depreciation expense due to capital improvements	(18)
	Medical Insurance	65
	Other	(4)
		<hr/> (46)
<b>Total Increase in Expenses</b>		<hr/> (298) <hr/>
<b>Net change in revenues over expenses, 2018 Budget vs 2019 Budget</b>		<hr/> (0) <hr/>