

**MISSION & MINISTRY  
IN  
THE DIOCESE OF WEST TEXAS**



“Walk in  
Love  
as  
Christ  
loved us.”  
– Ephesians 5:2

**Diocesan Core Purpose**

Be Jesus’ Witnesses

**Diocesan Core Values**

**FAITH** - We pattern our lives on the life and teachings of Jesus Christ.

**SCRIPTURE, PRAYER, AND WORSHIP** - We are grounded in Scripture, prayer and sacramental worship.

**EVANGELISM** - We proclaim, by Word and example, God’s saving love revealed in Jesus Christ by the Holy Scripture.

**MISSION** - We reach beyond ourselves to serve all people in our communities and throughout the world.

**RECONCILIATION** - We are a community committed to living in reconciled relationship with God and all people

**The 2019 & 2020 Proposed Operating Budget  
The 2019 Proposed Reaching Out Budget  
Other Entities 2019 Budgets**

# **DIOCESE OF WEST TEXAS**

**2019 & 2020 PROPOSED OPERATING BUDGET**

**2019 PROPOSED REACHING OUT BUDGET**

**OTHER ENTITIES 2019 BUDGETS**

Including 2017 & 2018 Budgets & Actual

January 17, 2019

## **INTRODUCTION**

For 2019 the budget is organized into two different budgets, the **Operating Budget** and the **Reaching Out Budget**, in order to tell more clearly the story of the Mission and Ministries of the Diocese.

The **OPERATING BUDGET** consists of six parts:

### **SUPPORT FOR THE EPISCOPATE.....**

.....funds the travel of the bishops who fill important symbolic and functional roles and also the travel of Episcopal visitations made by retired bishops.

### **SUPPORT FOR THE ORDAINED MINISTRY.....**

.....provides for the funding necessary to the development and maintenance of lay and ordained ministries.

### **SUPPORT FOR THE DIOCESAN OFFICES AT BISHOP JONES CENTER.....**

.....provides for the daily operations and programs of the Diocese.

### **CONTINGENCY.....**

.....provides for Diocesan personnel moves as needed and other expenses not appropriately accounted for in other parts of the budget.

### **SUPPORT FOR MINISTRY PROGRAMS SALARIES, ALLOWANCES & BENEFITS.....**

.....provides funding for most salary and benefit costs for Operating and Reaching Out programs.

The **REACHING OUT BUDGET** consists of two major categories:

### **PROGRAM FOR MISSION AND OUTREACH.....**

.....provides funding for work through Diocesan institutions and for ministries that touch people outside the Diocese and its congregations.

### **PROGRAM FOR SUPPORT OF CONGREGATIONS.....**

.....provides funding for programs which serve as resources to all congregations and for the support of ordained ministry in mission congregations.

**EPISCOPAL DIOCESE OF WEST TEXAS  
2018, 2019 AND 2020 OPERATING BUDGET SUMMARY**

	2018 AMENDED BUDGET	2019 PROPOSED	2019 AMENDED	2020 PROPOSED
<b>REVENUES:</b>				
Current Apportionments	4,312,260	4,312,260	4,456,344	4,456,344
Endowment Income	705,371	738,871	886,888	886,888
Other Income	88,000	88,000	102,000	102,000
<b>TOTAL REVENUES</b>	<b>5,105,631</b>	<b>5,139,131</b>	<b>5,445,232</b>	<b>5,445,232</b>
<b>DISBURSEMENTS:</b>				
<b>SUPPORT FOR THE EPISCOPACY</b>	<b>85,000</b>	<b>85,000</b>	<b>85,000</b>	<b>85,000</b>
<b>SUPPORT FOR THE ORDAINED MINISTRY:</b>				
Commission on Ministry	59,600	79,600	81,500	81,500
Educational Aid	36,500	50,000	38,000	38,000
Other Support	214,500	214,500	214,500	214,500
Support for TMI - The Episcopal School of Texas	31,992	31,992	27,408	27,408
<b>TOTAL SUPPORT - ORDAINED MINISTRY</b>	<b>342,592</b>	<b>376,092</b>	<b>361,408</b>	<b>361,408</b>
<b>SUPPORT FOR THE DIOCESAN OFFICES AT BJC:</b>				
Bishop Jones Center	222,000	222,000	224,500	224,500
Other Diocesan Expenses	175,900	175,900	175,300	175,300
Moving Expenses and Contingency	40,000	40,000	40,000	40,000
<b>TOTAL SUPPORT - DIOCESAN OFFICES AT BJC</b>	<b>437,900</b>	<b>437,900</b>	<b>439,800</b>	<b>439,800</b>
<b>SALARY &amp; BENEFITS FOR REACHING OUT, MINISTRY &amp; ADMINISTRATION</b>				
	2,153,824	2,153,824	2,217,324	2,217,324
Group Insurance Increase (decrease)	14,000	12,600	25,800	27,500
Salary/Pension - COLA Increases	51,000	48,500	49,000	49,000
Insurance Participation by Staff	(10,000)	(1,260)	(2,500)	(2,750)
Change In Personnel	0	0	(8,800)	0
Less Allocations	(55,000)	0	(63,500)	0
	0	59,840	0	73,750
<b>TOTAL DISBURSEMENTS</b>	<b>3,019,316</b>	<b>3,112,656</b>	<b>3,103,532</b>	<b>3,177,282</b>
<b>FUNDS AVAILABLE FOR REACHING OUT</b>	<b>2,086,315</b>	<b>2,026,475</b>	<b>2,341,700</b>	<b>2,267,950</b>

**EPISCOPAL DIOCESE OF WEST TEXAS  
2018 AND 2019 REACHING OUT BUDGETS**

	<b>2018 AMENDED BUDGET</b>	<b>2019 PROPOSED BUDGET</b>
<b>FUNDS AVAILABLE FOR REACHING OUT</b>	<u>2,086,315</u>	<u>2,341,700</u>
<b>PROGRAM FOR MISSION &amp; OUTREACH:</b>		
General Church Program	517,471	577,096
Province VII Assessment	6,089	0
World Mission Division	33,900	150,000
Christian Faith in Action	10,000	8,000
Youth, College & Young Adult	283,500	264,500
Episcopal School Commission	100	22,000
Good Samaritan Community Services	150,000	145,008
<b>TOTAL PROGRAM FOR MISSION &amp; OUTREACH</b>	<u>1,001,060</u>	<u>1,166,604</u>
<b>PROGRAM FOR SUPPORT OF CONGREGATIONS:</b>		
Congregational Development	571,700	728,500
Camps & Conferences	357,325	355,043
Christian Education	10,250	7,750
Communications	63,850	64,000
Ecumenical Commission	250	250
Evangelism	21,500	30,000
Historical Commission	1,000	2,000
Liturgy & Music Commission	2,000	100
Military Ministry - New Ministry	2,000	2,000
Department of Stewardship	18,000	48,000
Commission for Women's Ministries	10,000	10,000
Audio Visual Communications	5,000	5,000
Reaching Out Contingency	108,908	0
<b>TOTAL SUPPORT FOR CONGREGATIONS</b>	<u>1,171,783</u>	<u>1,252,643</u>
<b>TOTAL REACHING OUT BUDGET &amp; REQUEST</b>	<u>2,172,843</u>	<u>2,419,247</u>
<b>SURPLUS (DEFICIT)</b>	<u>(86,528)</u>	<u>(77,547)</u>

**EPISCOPAL DIOCESE OF WEST TEXAS**

**2017 & 2018 OPERATING BUDGETS & ACTUALS WITH 2019 & 2020 BUDGET REQUESTS**

	2017	2017	2018	2018	%	2019	2019	2020	
	AMENDED	ACTUAL	AMENDED	ACTUAL	OF	PROPOSED	AMENDED	PROPOSED	
	BUDGET	12/31/17	BUDGET	12/31/18	ANNUAL		REQUEST		
<b>REVENUES:</b>									
1	Current Apportionments	4,215,876	4,215,876	4,312,260	4,312,260	100.00%	4,312,260	4,456,344	4,456,344
	Endowment Income:								
2	Episcopal Endowment Fund	146,225	146,225	148,641	148,641	100.00%	148,641	152,693	152,693
3	H. Jones Endowment	34,907	34,907	34,334	34,334	100.00%	34,334	35,138	35,138
4	Mission Endowment	16,941	16,941	16,660	16,660	100.00%	16,660	17,072	17,072
5	Venture in Mission	53,654	53,654	52,764	52,764	100.00%	52,764	53,955	53,955
6	TEC Endowment	0	0	0	0	0.00%	0	9,550	9,550
7	Other Endowments	70,000	70,000	65,000	65,000	100.00%	65,000	60,000	60,000
8	DWTX Supplemental Endowment Distributions	30,000	30,000	25,000	25,000	100.00%	25,000	25,000	25,000
9	Support for Youth, College & Young Adults	153,400	124,078	132,000	111,476	84.45%	132,000	122,270	122,270
10	Support for Congregational Development	40,000	40,000	143,000	130,945	91.57%	143,000	149,800	149,800
11	Church Plant Initiative	0	0	0	0	0.00%	0	150,000	150,000
12	Support for Seminarians	46,000	45,707	36,500	36,474	99.93%	50,000	38,000	38,000
13	Continuing Education Endowment	71,547	71,547	50,000	50,146	100.29%	70,000	71,900	71,900
14	Youth Endowment	1,490	1,490	1,472	1,472	100.00%	1,472	1,510	1,510
15	Total Endowment Income	664,164	634,549	705,371	672,912	95.40%	738,871	886,888	886,888
	Other Income:								
16	Miscellaneous Undesignated	30,000	30,292	30,000	44,831	149.44%	30,000	40,000	40,000
17	Interest & Dividends	1,400	2,968	6,000	11,983	199.72%	6,000	10,000	10,000
18	Administrative Revenues	52,000	52,000	52,000	52,000	100.00%	52,000	52,000	52,000
19	Total Other Income	83,400	85,260	88,000	108,814	123.65%	88,000	102,000	102,000
20	<b>TOTAL REVENUES</b>	<b>4,963,440</b>	<b>4,935,685</b>	<b>5,105,631</b>	<b>5,093,986</b>	<b>99.77%</b>	<b>5,139,131</b>	<b>5,445,232</b>	<b>5,445,232</b>
<b>DISBURSEMENTS:</b>									
<b>SUPPORT FOR THE EPISCOPATE:</b>									
21	Bishops' Travel	50,000	47,813	50,000	42,484	84.97%	50,000	44,800	44,800
22	Supplies & Miscellaneous Expenses	6,000	5,969	6,000	11,364	189.40%	6,000	12,000	12,000
23	Vehicles Expenditures	28,000	25,805	28,000	27,239	97.28%	28,000	27,200	27,200
24	Visiting Bishops	2,000	0	1,000	448	44.80%	1,000	1,000	1,000
25	<b>TOTAL SUPPORT FOR THE EPISCOPATE</b>	<b>86,000</b>	<b>79,587</b>	<b>85,000</b>	<b>81,535</b>	<b>95.92%</b>	<b>85,000</b>	<b>85,000</b>	<b>85,000</b>
<b>SUPPORT FOR THE ORDAINED MINISTRY:</b>									
<b>Commission on Ministry:</b>									
	Discernment Committee	8,000	6,728	8,000	6,097	76.21%	8,000	8,000	8,000
26	Continuing Education	71,547	71,547	50,000	50,146	100.29%	70,000	71,900	71,900
27	Compensation Committee	1,800	1,077	1,500	1,434	95.60%	1,500	1,500	1,500
28	Lay Ministry	100	26	100	32	32.00%	100	100	100
29	<b>TOTAL COMMISSION ON MINISTRY</b>	<b>81,447</b>	<b>79,378</b>	<b>59,600</b>	<b>57,709</b>	<b>96.83%</b>	<b>79,600</b>	<b>81,500</b>	<b>81,500</b>
<b>Educational Aid:</b>									
30	Aid to Seminarians	36,000	36,087	29,000	29,004	100.01%	40,000	30,000	30,000
31	Seminarian Retreat	10,000	9,620	7,500	7,470	99.60%	10,000	8,000	8,000
32	<b>TOTAL EDUCATIONAL AID</b>	<b>46,000</b>	<b>45,707</b>	<b>36,500</b>	<b>36,474</b>	<b>99.93%</b>	<b>50,000</b>	<b>38,000</b>	<b>38,000</b>
<b>Other Support:</b>									
33	Clergy Conferences	27,000	23,564	27,000	26,643	98.68%	27,000	27,000	27,000
34	Clergy Deployment & Recruitment	20,000	17,991	20,000	5,540	27.70%	20,000	20,000	20,000
35	Clergy Relief	12,000	3,855	10,000	9,971	99.71%	10,000	10,000	10,000
36	Sexual Misconduct Awareness Training	3,000	712	2,500	2,374	94.96%	2,500	2,500	2,500
37	Retired Clergy Group Insurance	155,000	155,068	155,000	151,563	97.78%	155,000	155,000	155,000
38	<b>TOTAL OTHER SUPPORT</b>	<b>217,000</b>	<b>201,190</b>	<b>214,500</b>	<b>196,091</b>	<b>91.42%</b>	<b>214,500</b>	<b>214,500</b>	<b>214,500</b>
<b>Support for TMI</b>									
39	Texas Military Institute Chaplain	31,992	31,992	31,992	31,992	100.00%	31,992	27,408	27,408
	<b>TOTAL SUPPORT-THE ORDAINED MINISTRY</b>	<b>376,439</b>	<b>358,267</b>	<b>342,592</b>	<b>322,266</b>	<b>94.07%</b>	<b>376,092</b>	<b>361,408</b>	<b>361,408</b>

EPISCOPAL DIOCESE OF WEST TEXAS									
2017 & 2018 OPERATING BUDGETS & ACTUALS WITH 2019 & 2020 BUDGET REQUESTS									
	2017	2017	2018	2018	%	2019	2019	2020	
	AMENDED	ACTUAL	AMENDED	ACTUAL	OF	PROPOSED	AMENDED	PROPOSED	
	BUDGET	12/31/17	BUDGET	12/31/18	ANNUAL		REQUEST		
<b>SUPPORT FOR DIOCESAN OFFICES AT BJC:</b>									
<b>ADMINISTRATIVE SUPPORT:</b>									
Bishop Jones Center:									
1	Household Supplies	3,000	2,298	3,000	2,995	99.83%	3,000	3,000	3,000
2	Repairs & Replacement	30,000	29,763	30,000	26,845	89.48%	30,000	30,000	30,000
3	Equipment Replacement	10,000	7,853	8,000	8,080	101.00%	8,000	8,000	8,000
4	Maintenance Contracts	75,000	72,119	75,000	72,298	96.40%	75,000	75,000	75,000
5	Grounds Maintenance	12,000	12,000	12,000	12,000	100.00%	12,000	12,000	12,000
6	Trucks & Mowers	5,000	3,707	5,000	4,600	92.00%	5,000	5,000	5,000
7	Postage	4,000	3,660	4,000	3,927	98.18%	4,000	4,000	4,000
8	Office Supplies	6,000	6,159	6,000	5,163	86.05%	6,000	5,500	5,500
9	Printing	4,500	4,413	4,500	4,472	99.38%	4,500	4,500	4,500
10	Telephone	28,500	26,436	28,500	27,930	98.00%	28,500	28,500	28,500
11	Utilities	46,000	45,243	46,000	48,044	104.44%	46,000	49,000	49,000
12	<b>TOTAL BISHOP JONES CENTER</b>	<b>224,000</b>	<b>213,651</b>	<b>222,000</b>	<b>216,354</b>	<b>97.46%</b>	<b>222,000</b>	<b>224,500</b>	<b>224,500</b>
Other Diocesan Expenses:									
13	Council Expense	38,000	36,753	38,000	38,841	102.21%	38,000	39,000	39,000
14	Journal Expense	100	367	400	122	30.50%	400	200	200
15	Executive Board & Committees	3,700	3,882	3,700	3,158	85.35%	3,700	3,700	3,700
16	Abide in Me Conference	6,500	4,922	6,500	5,137	79.03%	6,500	5,000	5,000
17	General Convention Deputies Exp.	16,000	16,000	16,000	16,000	100.00%	16,000	18,000	18,000
18	Province VII Deputies Expense	2,000	2,000	2,000	2,000	100.00%	2,000	0	0
19	University of the South Trustees	2,100	1,166	2,100	637	30.33%	2,100	2,000	2,000
20	Annual Giving to Seminaries	6,000	6,000	6,000	6,000	100.00%	6,000	6,000	6,000
21	Lambeth Conference Expense	3,000	3,000	3,000	3,000	100.00%	3,000	3,000	3,000
22	Sabbatical Expense	5,000	5,000	5,000	5,000	100.00%	5,000	1,000	1,000
23	Auditing Expense	15,000	15,000	18,000	18,000	100.00%	18,000	20,000	20,000
24	Chancellor's Expense	32,000	30,472	32,000	30,878	96.49%	32,000	32,000	32,000
25	Insurance:Property, Liability, Etc.	36,000	35,078	36,000	35,752	99.31%	36,000	38,000	38,000
26	Payroll Service	7,000	6,939	7,200	7,244	100.61%	7,200	7,400	7,400
27	<b>TOTAL OTHER DIOCESAN EXPENSES</b>	<b>172,400</b>	<b>166,579</b>	<b>175,900</b>	<b>171,769</b>	<b>97.65%</b>	<b>175,900</b>	<b>175,300</b>	<b>175,300</b>
28	<b>CONTINGENCY EXPENSES</b>	<b>40,000</b>	<b>34,033</b>	<b>40,000</b>	<b>39,953</b>	<b>99.88%</b>	<b>40,000</b>	<b>40,000</b>	<b>40,000</b>
<b>TOTAL SUPPORT FOR DIOCESAN OFFICES</b>									
29	<b>AT BISHOP JONES CENTER</b>	<b>436,400</b>	<b>414,263</b>	<b>437,900</b>	<b>428,076</b>	<b>97.76%</b>	<b>437,900</b>	<b>439,800</b>	<b>439,800</b>
<b>SUPPORT FOR MINISTRY PROGRAMS</b>									
<b>SALARIES, ALLOWANCES, BENEFITS:</b>									
30	World Mission Division	150,398	136,815	155,034	84,092	54.24%	155,034	126,188	126,188
31	Congregational Development	91,880	76,884	108,222	87,958	81.28%	108,222	117,527	117,527
32	Camps & Conferences	166,590	166,590	173,676	171,524	98.76%	173,676	130,154	130,154
33	Communications	106,511	108,072	110,897	81,405	73.41%	110,897	191,680	191,680
34	Evangelism Department	3,795	3,794	3,905	3,904	99.97%	3,905	4,051	4,051
35	Stewardship Department	33,055	33,011	33,910	33,597	99.08%	33,910	32,864	32,864
36	Episcopate - Clergy	454,934	441,423	437,175	428,214	97.95%	437,175	451,422	451,422
37	Episcopate - Lay Employees	138,338	138,326	142,129	142,037	99.94%	142,129	144,897	144,897
38	Other Ministry Support	118,372	81,632	139,530	81,547	58.44%	139,530	140,702	140,702
39	Administrative Support	758,759	757,773	758,468	767,660	101.21%	758,468	794,352	794,352
40	Episcopal Foundation in W TX & Development	93,662	93,616	95,712	94,679	98.92%	95,712	97,660	97,660
41	Episcopal Church Corporation	25,830	25,829	27,066	26,112	96.48%	27,066	21,823	21,823
42	Less Employee Reimbursements	(31,900)	(30,547)	(31,900)	(32,110)	100.66%	(31,900)	(35,996)	(35,996)
43	<b>SUBTOTAL SALARIES, ALLOW., BENEFITS</b>	<b>2,110,224</b>	<b>2,033,218</b>	<b>2,153,824</b>	<b>1,970,619</b>	<b>91.49%</b>	<b>2,153,824</b>	<b>2,217,324</b>	<b>2,217,324</b>
44	Grp Ins Increase (3.93% '17, 5.04% '18, 7% '19)	14,000		14,000			12,600	25,800	27,500
45	Salary/Pension Inc 3% 2017; 2.5% 2018; 3% 2019	51,000		51,000			48,500	49,000	49,000
46	Employee Participation @ 10%	(10,000)		(10,000)			(1,260)	(2,500)	(2,750)
47	Changes in personnel	0		0			0	(8,800)	0
48	Less Allocations	(55,000)		(55,000)			0	(63,500)	0
49	<b>Subtotal Additional Expenses</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		<b>59,840</b>	<b>0</b>	<b>73,750</b>
50	<b>TOTAL EXPENDITURES</b>	<b>3,009,063</b>	<b>2,885,335</b>	<b>3,019,316</b>	<b>2,802,496</b>	<b>92.82%</b>	<b>3,112,656</b>	<b>3,103,532</b>	<b>3,177,282</b>
51	<b>REACHING OUT BUDGET</b>	<b>1,954,377</b>	<b>2,050,350</b>	<b>2,086,315</b>	<b>2,291,490</b>	<b>109.83%</b>	<b>2,026,475</b>	<b>2,341,700</b>	<b>2,267,950</b>

EPISCOPAL DIOCESE OF WEST TEXAS								
REACHING OUT BUDGETS & ACTUAL FOR 2017 & 2018 WITH 2019 EXECUTIVE BOARD PROPOSED								
		2017	2017	%	2018	2018	%	2019
		AMENDED	ACTUAL	OF	AMENDED	INTERIM	OF	2019
		BUDGET	12/31/17	ANNUAL	BUDGET	12/31/18	ANNUAL	EXEC BD
								PROPOSED
1	FUNDS AVAILABLE FOR REACHING OUT	1,954,377	2,050,350	104.91%	2,086,315	2,291,490	109.83%	2,341,700
	PROGRAM FOR MISSION & OUTREACH							
	General Church Program							
1a	2 Episcopal Church USA (TEC)	278,749	278,749	100.00%	311,818	311,818	100.00%	577,096
1b	3 Missionary Giving Outside Diocese	185,102	185,102	100.00%	205,653	205,653	100.00%	
4	4 Total General Church Program (2016 @ 10%; 2017 @11%, 2018 @ 12% )	463,851	463,851	100.00%	517,471	517,471	100.00%	577,096
2	5 Province VII Assessment	6,089	3,045	50.01%	6,089	3,045	50.01%	0
	World Mission Department							
6	6 Postage and Mailing	3,000	3,162	105.40%	3,500	3,767	107.63%	4,000
7	7 Support of Mission Partners	7,000	7,024	100.34%	5,000	3,722	74.44%	7,000
8	8 Support of Diocesan Missionaries	7,000	7,320	104.57%	7,000	6,999	99.99%	10,000
9	9 Council Exhibit and Workshops	3,500	3,416	97.60%	3,000	3,013	100.43%	5,000
10	10 Emergency Request Fund	2,400	2,400	100.00%	2,000	2,000	100.00%	2,000
11	11 Meeting Expenses	3,000	3,148	104.93%	4,400	4,503	102.34%	10,000
12	12 Staff Travel Expenses	8,000	7,430	92.88%	9,000	9,896	109.96%	25,000
13	13 Construction	0	0	0.00%	0	0	0.00%	24,000
14	14 Education	0	0	0.00%	0	0	0.00%	24,000
15	15 Medical/Dental	0	0	0.00%	0	0	0.00%	24,000
16	16 Ministry Events	0	0	0.00%	0	0	0.00%	15,000
3	17 Total World Mission Department	33,900	33,900	100.00%	33,900	33,900	100.00%	150,000
	Christian Faith in Action							
18	18 Habitat for Humanity	1,000	470	47.00%	1,000	515	51.50%	500
19	19 Recovery Ministries	3,000	3,180	106.00%	3,000	3,003	100.10%	3,000
20	20 Restorative Justice Ministry	4,000	3,789	94.73%	4,000	3,842	96.05%	4,000
21	21 Ecological Stewardship	500	280	56.00%	500	140	28.00%	0
22	22 Travel and Conferences	1,000	592	0.00%	1,000	743	74.30%	500
23	23 Mental Health Ministry	500	0	0.00%	500	0	0.00%	0
4	24 Total Christian Faith in Action	10,000	8,311	83.11%	10,000	8,243	82.43%	8,000
	Youth, College & Young Adults							
25	25 Development & Administration	7,200	6,944	96.44%	9,300	8,964	96.39%	9,300
26	26 Conferences	14,400	10,616	73.72%	14,400	9,807	68.10%	14,400
27	27 Programs							
28	28 Elisha Initiative	6,800	1,505	22.13%	0	0	0.00%	0
29	29 Fellowship & Food	18,000	12,666	70.37%	16,000	11,976	74.85%	16,000
30	30 Technology & Marketing	2,000	2,721	136.05%	2,000	2,698	134.90%	2,000
31	31 Student Leadership/Development & Formation	3,000	2,459	0.00%	3,000	3,285	109.50%	3,000
32	32 College Coordinator	78,004	75,444	96.72%	74,700	74,390	99.59%	77,200
33	33 Assistant College Coordinator	56,200	55,891	99.45%	57,400	57,357	99.93%	59,300
34	34 College Missioners	21,900	14,709	67.16%	7,500	4,298	57.31%	3,000
35	35 San Marcos	41,000	39,287	95.82%	41,000	30,549	74.51%	19,200
36	36 Valley - New Initiative	53,000	52,534	0.00%	55,000	55,248	100.45%	57,600
37	37 New Mission Fund	2,200	0	0.00%	2,000	770	0.00%	2,000
38	38 Total Program	282,104	257,216	91.18%	258,600	240,571	93.03%	239,300
39	39 Travel & Meeting Expenses	1,200	806	67.17%	1,200	794	66.17%	1,500
5	40 Total Youth, College & Young Adult	304,904	275,582	90.38%	283,500	260,136	91.76%	264,500
	Episcopal School Commission							
41	41 Consultant	0	0	0.00%	0	0	0.00%	17,600
42	42 Special Programs/Conferences	100	252	252.00%	100	1,950	1950.00%	4,400
6	43 Total Episcopal Schools Commission	100	252	252.00%	100	1,950	1950.00%	22,000
7	44 Good Samaritan Community Services	150,000	150,000	100.00%	150,000	150,000	100.00%	145,008
	Total Program for Mission & Outreach	968,844	934,941	96.50%	1,001,060	974,745	97.37%	1,166,604



EPISCOPAL DIOCESE OF WEST TEXAS									
REACHING OUT BUDGETS & ACTUAL FOR 2017 & 2018 WITH 2019 EXECUTIVE BOARD PROPOSED									
		2017	2017	%	2018	2018	%	2019	
		AMENDED	ACTUAL	OF	AMENDED	INTERIM	OF	2019	
		BUDGET	12/31/17	ANNUAL	BUDGET	12/31/18	ANNUAL	EXEC BD	
								PROPOSED	
	<b>PROGRAM FOR SUPPORT OF CONGREGATIONS</b>								
	Congregational Development Department								
1	Support for Mission Congregations	238,300	213,353	89.53%	189,200	189,166	99.98%	190,000	
2	Church Restarts & Other Support	191,100	197,770	103.49%	342,500	309,738	90.43%	326,700	
3	Total Support Congregational Ministries	429,400	411,123	95.74%	531,700	498,904	93.83%	516,700	
	Other Expenses								
4	Transfer to Mission Reserves	0	25,000	0.00%	0	0	0.00%	0	
5	Church Plant Initiative	0	0	0.00%	0	0	0.00%	150,000	
5	Coaching & Training	10,000	915	9.15%	10,000	11,127	111.27%	20,000	
6	Committee Consultant	0	0	0.00%	0	2,499		11,800	
7	Mission Contingency	30,000	19,281	64.27%	30,000	10,997	36.66%	30,000	
8	Total Congregational Development	469,400	456,319	97.21%	571,700	523,527	91.57%	728,500	
	Camps and Conferences								
9	Camp Capers Revenues	983,700	948,001	96.37%	1,006,200	1,078,589	107.19%	1,098,107	
10	Camp Capers Expenses	969,250	985,544	101.68%	1,017,975	1,055,888	103.72%	1,069,050	
11	Subtotal Camp Capers	(14,450)	37,543	-259.81%	11,775	(22,701)	-192.79%	(29,057)	
	Mustang Island Conference Center								
12	MICC Revenues	464,100	429,166	92.47%	469,300	421,044	89.72%	437,400	
13	MICC Expenses	807,800	796,918	98.65%	801,000	763,204	95.28%	796,100	
14	Subtotal Mustang Island Conf Center	343,700	367,752	107.00%	331,700	342,160	103.15%	358,700	
	Colorado Adventure Camp								
15	Colorado Adventure Revenues	145,000	160,360	110.59%	187,000	178,875	95.66%	184,000	
16	Colorado Adventure Expenses	146,350	159,532	109.01%	182,250	198,362	108.84%	191,400	
17	Subtotal Colorado Adventure Camp	1,350	(828)	0.00%	(4,750)	19,487	-410.25%	7,400	
18	Director's Travel	18,500	18,654	100.83%	18,600	18,679	100.42%	18,000	
9	19	Total Camps & Conferences Support	349,100	423,121	121.20%	357,325	357,625	100.08%	355,043
	Christian Education & Formation								
20	Council Expenses	800	1,435	179.38%	1,500	822	54.80%	1,000	
21	Education for Ministry	2,500	2,626	105.04%	2,750	2,750	100.00%	2,750	
22	Adult Formation	28,320	28,320	0.00%	5,000	2,257	0.00%	3,000	
23	Department Expenses	3,600	578	16.06%	1,000	857	85.70%	1,000	
10	24	Total Christian Education	35,220	32,959	93.58%	10,250	6,686	65.23%	7,750
	Communications								
	Church News								
25	Press Runs	18,000	13,809	76.72%	16,500	12,598	76.35%	16,000	
26	Postage & Mailing	11,000	10,924	99.31%	11,000	7,641	69.46%	9,000	
27	Freelance Assignments	250	0	0.00%	250	150	0.00%	200	
28	Advertising	0	(910)	0.00%	0	0		0	
29	Subtotal Church News	29,250	23,823	81.45%	27,750	20,389	73.47%	25,200	
	Reflections Magazine								
30	Print and Mail House	16,000	15,456	96.60%	16,000	14,663	91.64%	15,700	
31	Postage	6,500	5,652	86.95%	6,000	5,284	88.07%	5,500	
32	Freelance Writers/Other Expenses	2,000	1,424	71.20%	500	764	152.80%	800	
33	Word Press/Reflections Online	450	1,581	0.00%	1,600	1,100	68.75%	1,200	
34	Subtotal Reflection Magazine	24,950	24,113	96.65%	24,100	21,811	90.50%	23,200	
	Other Communication Expenses								
35	Computer Online Capabilities	2,600	2,108	81.08%	2,000	3,955	197.75%	4,000	
36	Maintenance & Supplies	2,500	3,221	128.84%	2,000	3,914	195.70%	4,000	
37	College Intern (Website Re-design)	600	250		800	300	37.50%	600	
38	Travel & Conferences	6,000	4,455	74.25%	5,000	3,133	62.66%	6,000	
39	Workshop	200	0	0.00%	200	0	0.00%	0	
40	Equipment	2,000	750	37.50%	2,000	4,478	223.90%	1,000	
41	Subtotal Other Expenses	13,900	10,784	77.58%	12,000	15,780	131.50%	15,600	
11	42	Total Communications	68,100	58,720	86.23%	63,850	57,980	90.81%	64,000





EPISCOPAL DIOCESE OF WEST TEXAS								
CAMPS AND CONFERENCES								
REACHING OUT BUDGETS & ACTUAL FOR 2016 & 2017 WITH 2018 EXECUTIVE BOARD PROPOSED								
		2017	2017	%	2018	2018	%	2019
		AMENDED	ACTUAL	OF	AMENDED	ACTUAL	OF	EX BOARD
		BUDGET	12/31/17	ANNUAL	BUDGET	12/31/18	ANNUAL	PROPOSED
<b>CAMP CAPERS</b>								
Receipts								
1	Summer Camps	607,700	562,204	92.51%	580,000	587,788	101.34%	600,000
2	Conferences	294,000	321,055	109.20%	350,000	408,288	116.65%	410,000
3	Canteen	36,000	27,606	76.68%	35,000	42,223	120.64%	48,000
4	Mid-Winter Youth	42,000	33,107	78.83%	37,000	36,294	98.09%	36,000
5	Gifts, Miscellaneous	100	75	75.00%	100	88	88.00%	100
6	Transfers from Endowments	3,900	3,954	101.38%	4,100	3,908	95.32%	4,007
7	Total Receipts - Capers	983,700	948,001	96.37%	1,006,200	1,078,589	107.19%	1,098,107
Disbursements								
Camping Program								
8	Program, Development & Support	7,600	10,116	133.11%	7,500	7,465	99.53%	7,500
9	Training Conference	7,000	7,803	111.47%	7,000	7,662	109.46%	7,600
10	Summer Staff	75,000	85,213	113.62%	75,000	80,875	107.83%	80,000
11	Conference Program Expense	7,000	7,009	0.00%	7,500	9,671	128.95%	9,500
12	Craft Supplies	2,500	3,096	123.84%	2,500	1,624	64.96%	2,000
13	Program Equipment	2,500	4,325	173.00%	2,500	2,204	88.16%	2,500
14	Music Expense	100	35	35.00%	100	70	70.00%	100
15	Mid-Winter Expenses	200	294	147.00%	200	154	77.00%	200
16	Misc. Sessions Expense	1,500	369	24.60%	1,100	1,143	103.91%	1,200
17	Sub-total - Capers Programs	103,400	118,260	114.37%	103,400	110,868	107.22%	110,600
Capers Operating Expenses								
18	Salaries, Allowances, Benefits	366,100	346,866	94.75%	401,000	384,443	95.87%	405,000
19	Canteen	23,000	23,490	102.13%	23,000	34,594	150.41%	35,000
20	Chapel	350	352	100.57%	375	405	108.00%	400
21	Credit Card Fees	8,400	7,095	84.46%	8,000	9,917	123.96%	10,000
22	Snacks	12,000	10,713	89.28%	11,000	11,041	100.37%	11,000
23	Food	165,000	149,551	90.64%	152,000	154,543	101.67%	152,000
24	Kitchen Equipment	1,000	6,203	620.30%	1,500	1,985	132.33%	2,000
25	Household	16,000	13,368	83.55%	15,500	17,107	110.37%	17,000
26	Houskeeping Services	0	10,655	0.00%	30,000	27,727	92.42%	28,000
27	Infirmery	1,700	1,347	79.24%	1,500	3,715	247.67%	3,500
28	Insurance	67,100	62,972	93.85%	67,000	65,613	97.93%	69,900
29	Insurance - Participants	4,000	3,267	81.68%	3,500	2,831	80.89%	3,000
30	Laundry Expense	18,000	18,411	0.00%	18,500	23,324	126.08%	24,000
31	Maintenance, Repairs, Improvements	35,000	51,792	147.98%	30,000	34,985	116.62%	30,000
32	Office	36,000	47,464	131.84%	41,000	46,328	113.00%	43,000
33	Pest Control	1,300	827	63.62%	900	581	64.56%	750
34	Pool	10,000	7,604	76.04%	7,600	10,399	136.83%	8,000
35	Telephone	6,500	5,923	91.12%	6,000	6,381	106.35%	6,400
36	Trash Removal	3,400	4,977	146.38%	4,000	2,761	69.03%	3,000
37	Travel Expenses	3,000	3,596	119.87%	3,200	1,947	60.84%	2,500
38	Truck & Tractor	18,000	17,031	94.62%	18,000	18,679	103.77%	18,000
39	Utilities	70,000	73,780	105.40%	71,000	85,714	120.72%	86,000
	Sub-total Capers Operating Expenses	865,850	867,284	100.17%	914,575	945,020	103.33%	958,450
40	Total Disbursements - Camp Capers	969,250	985,544	101.68%	1,017,975	1,055,888	103.72%	1,069,050
41	Net Support - Camp Capers	(14,450)	37,543	-259.81%	11,775	(22,701)	-192.79%	(29,057)

EPISCOPAL DIOCESE OF WEST TEXAS								
CAMPS AND CONFERENCES								
REACHING OUT BUDGETS & ACTUAL FOR 2016 & 2017 WITH 2018 EXECUTIVE BOARD PROPOSED								
		2017	2017	%	2018	2018	%	2019
		AMENDED	ACTUAL	OF	AMENDED	ACTUAL	OF	EX BOARD
		BUDGET	12/31/17	ANNUAL	BUDGET	12/31/18	ANNUAL	PROPOSED
1	<b>MUSTANG ISLAND CONFERENCE CENTER</b>							
	Receipts							
2	Conferences	240,000	212,931	88.72%	243,000	207,295	85.31%	210,000
3	Canteen Sales	4,100	2,308	56.29%	3,000	2,176	72.53%	2,200
4	Family Camps	182,000	180,190	99.01%	187,000	185,140	99.01%	188,000
5	Cursillo	27,000	24,675	91.39%	27,000	17,034	63.09%	27,000
6	Guest Services	10,500	8,186	77.96%	9,000	8,209	91.21%	9,000
7	Gift Income	500	876	175.20%	300	1,190	396.67%	1,200
8	<b>Total Receipts - Mustang Island</b>	<b>464,100</b>	<b>429,166</b>	<b>92.47%</b>	<b>469,300</b>	<b>421,044</b>	<b>89.72%</b>	<b>437,400</b>
	Disbursements							
	Family Camp							
9	Publicity	100	140	140.00%	100	0	0.00%	100
10	Staff Salaries	18,000	16,201	90.01%	16,500	12,867	77.98%	14,000
11	Craft Supplies	600	986	164.33%	600	444	74.00%	600
12	Program Development & Support	12,000	4,922	41.02%	5,000	5,819	116.38%	5,000
13	Program Equipment & Supplies	2,000	3,117	155.85%	2,500	1,763	70.52%	2,100
14	<b>Total Family Camp Expenses</b>	<b>32,700</b>	<b>25,366</b>	<b>77.57%</b>	<b>24,700</b>	<b>20,893</b>	<b>84.59%</b>	<b>21,800</b>
	Operating							
15	Salaries, Allowances, Benefits	317,500	301,270	94.89%	317,700	271,900	85.58%	302,600
16	Canteen Expense	2,600	2,184	84.00%	2,200	1,428	64.91%	2,000
17	Credit Card Fees	3,700	4,966	134.22%	5,000	4,733	94.66%	5,000
18	Food Expense	90,000	78,870	87.63%	82,000	83,000	101.22%	82,000
19	Equipment Purchases	500	324	64.80%	0	0	0.00%	0
20	Guest Services	6,500	4,690	72.15%	6,000	3,719	61.98%	4,000
21	Hospitality	7,000	4,490	64.14%	5,500	3,941	71.65%	4,000
22	Insurance	104,000	103,655	99.67%	110,000	111,419	101.29%	111,600
23	Kitchen Expense	7,500	8,034	107.12%	7,800	6,008	77.03%	6,000
24	Landscape Expense	3,500	2,925	83.57%	3,400	3,150	92.65%	3,000
25	Linens	17,500	23,242	132.81%	18,000	26,519	147.33%	27,000
26	Maid Services	59,400	59,940	100.91%	61,300	60,805	99.19%	63,600
27	Maintenance, Repairs, Improvements	30,000	46,069	153.56%	30,000	34,992	116.64%	30,000
28	Office	15,000	14,343	95.62%	15,000	14,973	99.82%	15,000
29	Pest Control	600	664	110.67%	600	664	110.67%	600
30	Security System	1,000	1,023	102.30%	1,000	515	51.50%	800
31	Telephone	8,500	8,941	105.19%	9,000	8,557	95.08%	8,500
32	Trash Removal	7,300	8,227	112.70%	7,200	10,178	141.36%	10,000
33	Travel Expenses	1,500	1,016	67.73%	800	871	108.88%	800
34	Truck Expense	10,000	11,448	114.48%	11,000	10,389	94.45%	10,000
35	Utilities	57,000	57,315	100.55%	57,000	62,046	108.85%	63,000
36	Lost Colonies Condo	24,500	27,916	0.00%	25,800	22,504	87.22%	24,800
37	<b>Subtotal - Mustang Island Expenses</b>	<b>807,800</b>	<b>796,918</b>	<b>98.65%</b>	<b>801,000</b>	<b>763,204</b>	<b>95.28%</b>	<b>796,100</b>
38	<b>Net Support - Mustang Island</b>	<b>343,700</b>	<b>367,752</b>	<b>107.00%</b>	<b>331,700</b>	<b>342,160</b>	<b>103.15%</b>	<b>358,700</b>

EPISCOPAL DIOCESE OF WEST TEXAS								
CAMPS AND CONFERENCES								
REACHING OUT BUDGETS & ACTUAL FOR 2016 & 2017 WITH 2018 EXECUTIVE BOARD PROPOSED								
		2017	%	2018	2018	%	2019	
		AMENDED	ACTUAL	OF	AMENDED	ACTUAL	OF	EX BOARD
		BUDGET	12/31/17	ANNUAL	BUDGET	12/31/18	ANNUAL	PROPOSED
<b>COLORADO ADVENTURE CAMP</b>								
Receipts								
1	Summer Camp Income	44,000	85,070	193.34%	90,000	50,605	56.23%	55,000
2	Conferences	34,000	16,040	0.00%	34,000	65,270	191.97%	66,000
3	Support from Camp Annual Fund	67,000	59,250	0.00%	63,000	63,000	100.00%	63,000
4	<b>Total Receipts</b>	<b>145,000</b>	<b>160,360</b>	<b>110.59%</b>	<b>187,000</b>	<b>178,875</b>	<b>95.66%</b>	<b>184,000</b>
Disbursements								
6	Credit Card Fees	700	900	128.57%	900	1,074	119.33%	1,000
7	Cleaning Service	0	0	0.00%	0	720		750
8	Disposal Service	650	892	137.23%	800	745	93.13%	800
9	Equipment	5,000	8,631	172.62%	4,500	1,439	31.98%	2,000
10	Excursions	5,500	10,024	182.25%	10,000	9,078	90.78%	9,000
11	Food	11,000	11,280	102.55%	13,000	14,137	108.75%	14,000
12	Household Expenses	0	281	0.00%	300	938	312.67%	900
13	Infirmery	300	555	185.00%	400	129	32.25%	250
14	Insurance	4,800	5,186	108.04%	5,200	4,713	90.63%	6,000
15	Laundry	850	799	94.00%	850	1,023	120.35%	1,000
16	License & Regulations	650	130	20.00%	500	808	161.60%	800
17	Miscellaneous	2,000	1,002	50.10%	1,000	1,762	176.20%	1,000
18	Postage/Mailings	400	313	78.25%	350	977	279.14%	1,000
19	Program, Development & Support	1,000	283	28.30%	500	574	114.80%	600
20	Property Taxes	150	75	50.00%	150	0	0.00%	100
21	Repairs & Maintenance	30,000	28,294	94.31%	30,000	30,020	100.07%	25,000
22	Retreat Expenses	11,300	10,765	95.27%	16,500	22,067	133.74%	16,700
23	Salaries	12,800	17,008	132.88%	33,600	32,596	97.01%	36,600
24	Supplies	0	0	0.00%	0	192		200
25	Satellite Phone	500	691	138.20%	700	1,166	166.57%	1,200
26	T-shirts	750	1,051	140.13%	1,000	825	82.50%	1,000
27	Transportation	58,000	59,767	103.05%	61,000	71,879	117.83%	70,000
28	Transportation	0	1,605	0.00%	1,000	1,500		1,500
29	<b>Total Expenses</b>	<b>146,350</b>	<b>159,532</b>	<b>109.01%</b>	<b>182,250</b>	<b>198,362</b>	<b>108.84%</b>	<b>191,400</b>
30	<b>Net Colorado Adventure Camp Support</b>	<b>1,350</b>	<b>828</b>	<b>61.33%</b>	<b>(4,750)</b>	<b>(19,487)</b>	<b>0.00%</b>	<b>7,400</b>
31	Officer's & Director's Travel	18,500	18,654	99.17%	18,600	18,679	100.42%	18,000
<b>SUMMARY</b>								
32	Camp Capers Support	(14,450)	37,543	-259.81%	11,775	(22,701)	-192.79%	(29,057)
33	Mustang Island Conference Center Support	343,700	367,752	107.00%	331,700	342,160	103.15%	358,700
34	Colorado Adventure Camp	1,350	(828)	0.00%	(4,750)	19,487	0.00%	7,400
35	Officer's & Director's Travel	18,500	18,654	100.83%	18,600	18,679	100.42%	18,000
36	<b>TOTAL CAMPS &amp; CONFERENCES SUPPORT</b>	<b>349,100</b>	<b>423,121</b>	<b>121.20%</b>	<b>357,325</b>	<b>357,625</b>	<b>100.08%</b>	<b>355,043</b>

**EPISCOPAL DIOCESE OF WEST TEXAS**  
**2018 DESIGNATED OR RESTRICTED FUNDS**  
**FOR THE TWELVE MONTHS ENDED DECEMBER 31, 2018**

	BEGINNING			ENDING
	BALANCE	INCOME	EXPENSES	BALANCE
1 Anglican International Ministries	1,500.51	10,140.00	(6,340.47)	5,300.04
2 A Bowden Union Black Episcopalians	659.16	2,455.00	(2,842.31)	271.85
3 Bishop's Development Fund	541,012.00	18,685.10	(72,275.00)	487,422.10
4 Bishop's Golf Tourney	41,281.96	39,846.00	(43,280.29)	37,847.67
5 Bishop's Theological Education Fund	4,571.69	32,187.95	(36,474.16)	285.48
6 Bishop's Youth Commission	14,421.22	5,000.00	(5,400.00)	14,021.22
7 Book of Remembrance	1,050.34	1,190.00	0.00	2,240.34
8 Camp Tree Fund	1,558.87	531.00	0.00	2,089.87
9 Camps and Conferences	193,688.62	139,547.44	(132,326.03)	200,910.03
10 Capital Replacement Reserves	427,789.59	426,676.69	(300,597.34)	553,868.94
11 Cathedral House Gallery	771.88	442.00	(465.04)	748.84
12 Cathedral Park Fund	298,738.33	65,274.00	(277,661.49)	86,350.84
13 Christian Education	24,003.76	0.00	0.00	24,003.76
14 Christian Faith in Action	5,023.45	125.00	0.00	5,148.45
15 Church Plant Initiative	109,523.37	0.00	(109,523.37)	0.00
16 Clergy Conference Reserves	3,302.55	0.00	0.00	3,302.55
17 Clergy Continuing Ed Reserves	3,278.00	0.00	0.00	3,278.00
18 Columbarium Visitation Fund	4,125.71	0.00	0.00	4,125.71
19 Commission for Women's Ministry	20,339.79	2,650.00	(5,979.87)	17,009.92
20 Conference Registration Acct	44,100.21	136,383.30	(132,673.57)	47,809.94
21 Corpus Christi Coalition	1,122.46	98,895.00	(99,298.82)	718.64
22 Cursillo Funds	232.40	30,039.00	(29,944.85)	326.55
23 Daughters of the King	16,803.55	8,075.25	(10,326.66)	14,552.14
24 Discretionary Funds	93,773.05	55,044.43	(66,785.30)	82,032.18
25 DWTX Disaster Relief	352,733.03	499,828.67	(377,310.35)	475,251.35
26 Education for Ministry	632.65	3,555.00	(2,395.80)	1,791.85
27 Episcopate Election Fund	7,042.30	0.00	(7,042.30)	0.00
28 Friends of Cathedral Park	1,033.28	433.87	(305.44)	1,161.71
29 General Convention Fund	35,713.96	27,463.96	(47,700.22)	15,477.70
30 Habitat Builders in West Texas	29,226.98	19,693.13	0.00	48,920.11
31 Happening Funds	16,158.27	19,360.92	(17,598.65)	17,920.54
32 Historical Commission Gift	1,529.58	0.00	(593.44)	936.14
33 Investments with Foundation	1,647,845.36	151,952.12	(47,293.23)	1,752,504.25
34 Lambeth Conference Reserve	27,000.00	3,000.00	0.00	30,000.00
35 Leah (Magdalene) Fund	985.46	0.00	0.00	985.46
36 McAllister Clergy Spouse Fund	5,371.88	3,120.00	(2,356.32)	6,135.56
37 Memorial Funds	450.00	0.00	0.00	450.00
38 Military Ministries	506.59	1,185.00	(858.38)	833.21
39 Miscellaneous	1,248.60	97.47	0.00	1,346.07
40 Mission Development Reserve	457,710.71	1,519.00	(94,200.00)	365,029.71
41 New Beginnings (Y.E.S.)	11,116.74	1,900.00	(119.85)	12,896.89
42 Open Table	170.02	75.00	(140.00)	105.02
43 Province VII Synod Reserve	9,463.96	1,500.00	(10,963.96)	0.00
44 Reconciliation Committee	2,642.77	0.00	0.00	2,642.77
45 Recovery Ministries	3,356.31	1,533.51	(2,681.89)	2,207.93
46 Sabbatical Fund	30,589.98	5,000.00	0.00	35,589.98
47 Spiritual Retreat	9,702.94	12,054.00	(14,967.43)	6,789.51
48 St. John Altar Guild Funds	11,330.23	1,726.97	(3,890.02)	9,167.18
49 Stewardship Reserves	7,665.25	0.00	0.00	7,665.25
50 Threads of Blessings	14,861.98	66,556.66	(74,827.09)	6,591.55
51 United Thank Offering	759.73	4,318.64	0.00	5,078.37
52 Verger Fund	1,150.00	200.00	0.00	1,350.00
53 World Mission Division	135,798.61	179,464.61	(180,266.90)	134,996.32
54 Youth, College and Young Adults	29,682.67	74,554.98	(87,506.97)	16,730.68
	4,706,152.31	2,153,280.67	(2,305,212.81)	4,554,220.17
55 Net Income (Loss)			(151,932.14)	

EPISCOPAL DIOCESE OF WEST TEXAS  
2019 ALLOCATION OF DIOCESAN STAFF PERSONNEL COSTS

	WMD	CONG. DEV.	CAMPS	COMMUNI-CATIONS	EVANG.	STEW.	EPISCO-PATE	OTHER MINISTRY	ADMIN.	CHURCH CORP.	FOUNDATION & DEVELOPMENT	TOTAL
	\$ 126,188	\$ 117,527	\$ 130,154	\$ 191,680	\$ 4,051	\$ 32,864	\$ 596,319	\$ 140,702	\$ 758,356	\$ 21,823	\$ 97,660	\$ 2,217,324
Diocesan Bishop							100%					100%
Bishop Suffragan							100%					100%
Archdeacon		25%					5%	60%	10%			100%
Canon for Administration & Ministries						5%	5%	10%	60%	15%	5%	100%
Development Officer						20%	5%		50%			100%
Development Assistant				5%					35%		65%	100%
Director of Marketing & Communications												100%
Communications Manager												100%
Reflections Editor												100%
Director of Camps & Conferences												100%
World Missions Officer	100%											100%
World Mission Program Coordinator	100%											100%
Church Support for Mission Work	100%											100%
Financial Officer		30%							70%			100%
Accounting Officer									90%	10%		100%
Executive Assistant to the Bishop							100%					100%
Executive Assistant to the Bishop Suffragan					5%		75%	15%	5%			100%
Administrative Assistant to Canons		70%						25%		5%		100%
Administrative Assist.- Admin											100%	100%
Receptionist & Printing Manager	5%			5%				15%	75%			100%
Maintenance Person #1									100%			100%
Maintenance Person #2									100%			100%
Part-time Maintenance Person #3									100%			100%
Part-time Maintenance Person #4									100%			100%



**DIOCESE OF WEST TEXAS  
EXECUTIVE, CLERGY, & LAY STAFF COMPENSATION  
BISHOP JONES CENTER STAFF  
2019**

<b>EXECUTIVE &amp; PROGRAM SALARIES:</b>	<b>SALARY &amp; HOUSING</b>	<b>EXPENSES &amp; AUTO</b>	<b>GROUP INSURANCE</b>	<b>PENSION ASSESSMENT</b>
BISHOP	185,400	Furnished	30,398	33,372
SUFFRAGAN BISHOP	139,050	Furnished	30,398	25,029
ARCHDEACON	106,000	Mileage	30,398	19,080
CANON FOR ADMINISTRATION & MINISTRIES SUPPORT	90,000	Mileage	22,040	8,100
OPERATIONAL & ADMINISTRATIVE SUPPORT	942,376	Mileage	249,600	78,972

**OTHER DIOCESAN ENTITIES**  
2019 Budgets

Episcopal Church Corporation in West Texas	Episcopal Church Foundation in West Texas	Diocesan Development Program
<b>Revenues</b> Miscellaneous                   \$ 3,000 Unrestricted Bequests           \$ - Alder Estate                    \$ 90,000 <b>Total Revenues</b> <b>\$ 93,000</b>	<b>Revenues</b> Supplemental Endowment Income   \$ 136,000 Miscellaneous                   \$ 3,000 <b>Total Revenues</b> <b>\$ 139,000</b>	<b>Revenues</b> Cash Available                   \$ 20,000 Pledges Due 2014               \$ 500 Interest Income                 \$ 3,000 <b>Total Revenues</b> <b>\$ 23,500</b>
<b>Expenses</b> Administrative Fee to DWTX       \$ 12,000 Audit Fee                        \$ 9,000 Miscellaneous                   \$ 8,000 Property Taxes                  \$ 14,000 Alder to DWTX Budget           \$ 50,000 <b>Total Expenses</b> <b>\$ 93,000</b>	<b>Expenses</b> Annual Audit Fee                \$ 15,000 Admin Fee to DWTX               \$ 28,000 Copier Expense                 \$ 1,000 Legal & Accounting             \$ 2,500 Meeting Expense                \$ 2,000 Postage                         \$ 100 Supplies                         \$ 200 Web Site Expense                \$ 100 Software Expense                \$ 15,000 Executive Director's Salary     \$ 19,443 Executive Director's FICA      \$ 1,487 Office Rental                    \$ 30,000 Transfer to DWTX                \$ 24,170 <b>Total Expenses</b> <b>\$ 139,000</b>	<b>Admin Expenses</b> Consultant                       \$ - Council Expenses                \$ 500 Cultivation                      \$ 3,000 Database & Accounting         \$ 2,000 Donor Recognition               \$ 3,000 Marketing & Printing            \$ 2,000 Meeting Expense                 \$ 3,000 Office Supplies                 \$ 800 Postage                         \$ 1,750 Professional Fees                \$ 2,000 Research & Grant Writing        \$ 2,000 Travel                          \$ 1,000 Contingency                     \$ 2,450 <b>Total Expenses</b> <b>\$ 23,500</b>
<b>Revenue Over (Under) Expense</b> <b>\$ -</b>	<b>Revenue Over (Under) Expense</b> <b>\$ -</b>	<b>Revenue Over (Under) Expense</b> <b>\$ -</b>