

DIOCESE OF WEST TENNESSEE
2012 Budget Presentation, Special Meeting of Convention
November 19, 2011, Memphis, TN.

2012 BUDGET SUMMARY

REVENUE	10 Months Actual	10 Months Annualized	2011 Budget	2012 Proposed	Increase (Decrease)
Voluntary Commitment	782,443	936,784	919,193	987,706	68,513
Other Revenue	79,309	84,447	86,850	105,733	18,883
Endowment Revenue	512,729	556,361	672,996	520,481	(152,515)
TOTAL REVENUE	1,374,481	1,577,592	1,679,039	1,613,920	(65,119)

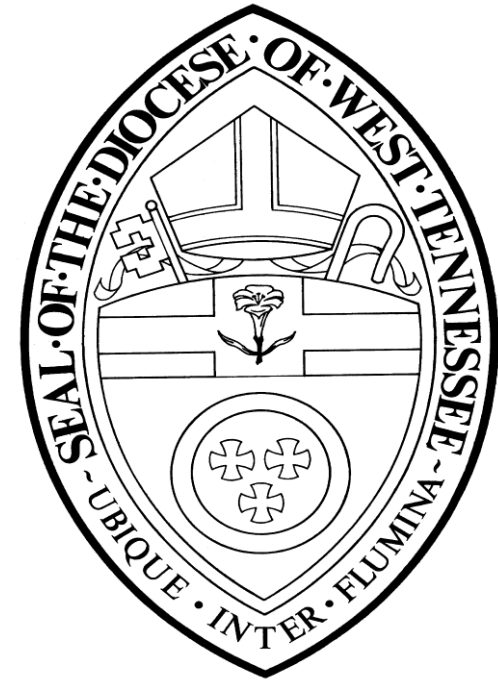
EXPENSES	10 Months Actual	10 Months Annualized	2011 Budget	2012 Proposed	Increase (Decrease)
Diocesan General	137,779	172,334	181,130	181,348	218
Diocesan Office	163,977	195,591	211,802	198,531	(13,271)
Diocesan Convention	12,436	12,436	12,000	13,550	1,550
Committees/Commissions	10,062	11,486	13,057	14,800	1,743
Congregational Development	145,686	147,402	158,198	19,754	(138,444)
Conferences & Meetings	39,026	39,025	33,573	33,178	(395)
Clergy & Clergy Families	12,518	13,061	11,000	11,850	850
College & Youth	270,967	317,815	432,966	423,935	(9,031)
Seminarians & Interns	88,787	101,096	106,150	150,587	44,437
Personnel Expense	436,028	524,643	540,511	566,388	25,877
TOTAL EXPENSES	1,317,266	1,534,888	1,700,387	1,613,920	(86,467)
SURPLUS (DEFICIT)	57,214	42,704	(21,348)	0	21,348

Diocesan Vision Statement

The Episcopal Church in West Tennessee is a welcoming community of believers with many voices, yet one faith in Jesus Christ, united in the Book of Common Prayer, nurtured by the sacraments and empowered by the Word of God for our ministry in the world.

Diocesan Mission Statement

The Episcopal Church in West Tennessee invites all people, as God's beloved, into communities of Christian Faith, Love and Service.



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**DIOCESE OF WEST TENNESSEE
FINANCIAL STATEMENT FOR TEN MONTHS ENDING 10/31/2011, ANNUALIZED PROJECTIONS WITH 2012 BUDGET**

Description	10 MONTHS YEAR TO DATE			1st 10 mos Annualized	2011 Budget	2012 Proposed Budget	Over (Under) 2011 Budget	% increase (decrease) from 2011 budget
	ACTUAL	BUDGET	VARIANCE					
REVENUE								
Voluntary Commitment								
All Saints'	500	1,667	(1,167)	600	2,000	2,000	0	0.00%
Annunciation	2,621	7,281	(4,660)	3,145	8,737	8,737	0	0.00%
Calvary	166,667	166,667	(0)	200,000	200,000	210,000	10,000	5.00%
Christ Church, Brownsville	650	1,083	(433)	780	1,300	1,300	0	0.00%
Emmanuel	2,500	2,500	0	3,000	3,000	4,800	1,800	60.00%
Good Shepherd	2,700	3,000	(300)	3,240	3,600	4,000	400	11.11%
Grace Church, Paris	10,784	10,833	(49)	12,941	13,000	13,000	0	0.00%
Grace St. Luke's	106,104	96,373	9,731	115,648	115,648	123,896	8,248	7.13%
Holy Apostles	39,170	39,167	3	47,004	47,000	48,500	1,500	3.19%
Holy Communion	125,000	100,000	25,000	150,000	120,000	150,000	30,000	25.00%
Holy Trinity	3,900	3,500	400	4,200	4,200	5,095	895	21.31%
Immanuel, LaGrange	2,934	2,445	489	2,934	2,934	3,026	92	3.14%
Immanuel, Ripley	2,600	2,083	517	2,600	2,500	4,244	1,744	69.76%
Ravenscroft	0	2,208	(2,208)	0	2,650	3,235	585	22.08%
St. Andrew's	52,105	45,903	6,202	58,526	55,084	61,280	6,196	11.25%
St. Anne's	3,000	2,917	83	3,000	3,000	3,000	0	0.00%
St. Elisabeth's	25,540	25,540	0	30,648	30,648	28,389	(2,259)	-7.37%
St. George's	40,321	37,500	2,821	45,000	45,000	50,000	5,000	11.11%
St. James-Boliver	1,000	1,000	0	1,200	1,200	1,200	0	0.00%
St. James-Un. Cty	2,639	3,775	(1,136)	4,530	4,530	4,524	(6)	-0.13%
St. John's	97,500	108,333	(10,833)	130,000	130,000	131,399	1,399	1.08%
St. Joseph's	0	417	(417)	0	500	500	0	0.00%
St. Luke's	23,531	23,625	(94)	28,238	28,350	32,815	4,465	15.75%
St. Mary's Cathedral	39,583	44,356	(4,772)	47,500	53,227	50,000	(3,227)	-6.06%
St. Mary's	9,328	12,500	(3,172)	15,000	15,000	15,000	0	0.00%
St. Matthew's	3,930	4,000	(70)	4,716	4,800	5,265	465	9.69%
St. Paul's	1,690	1,631	59	1,957	1,957	2,024	67	3.42%
St. Phillip	9,750	10,833	(1,083)	13,000	13,000	13,000	0	0.00%
St. Thomas	2,946	3,273	(327)	3,928	3,928	3,928	0	0.00%
St. Thomas the Apostle	2,549	1,250	1,299	2,549	1,500	2,549	1,049	69.93%
Trinity, Mason	900	750	150	900	900	1,000	100	11.11%
TOTAL VOLUNTARY COMMIT.	782,443	766,411	16,032	936,784	919,193	987,706	68,513	7.45%

Description	10 MONTHS YEAR TO DATE			1st 10 mos Annualized	2011 Budget	2012 Proposed Budget	Over (Under) 2011 Budget	% increase (decrease) from 2011 budget	
	ACTUAL	BUDGET	VARIANCE						
34 Other Revenue									
35 Interest-Checking/Savings	2,988	4,167	(1,178)	3,586	5,000	3,900	(1,100)	-22.00%	
36 Interest-Notes/Rec.	0	1,833	(1,833)	0	2,200	0	(2,200)	-100.00%	
37 Convention Registration	6,482	2,800	3,682	6,482	2,800	3,300	500	17.86%	
38 Bishop's Missionaries	54,050	41,667	12,383	56,000	50,000	30,000	(20,000)	-40.00%	
39 Congreg. Discernment Process	0	1,667	(1,667)	0	2,000	700	(1,300)	-65.00%	
40 Church Home Prop & Casualty	1,040	1,042	(2)	1,040	1,250	1,200	(50)	-4.00%	
41 Donations	2,939	16,667	(13,728)	3,527	20,000	3,900	(16,100)	-80.50%	
42 Trezevant	1,800	1,800	0	1,800	1,800	1,800	0	0.00%	
43 Renovation-Donations	10,010	3,500	6,510	12,012	1,800	1,356	(444)	-24.67%	
44 Reimbursement Funds					0	20,164	20,164		
45 Return of expended funds					0	26,250	26,250		
46 One-time use of surplus funds					0	13,163	13,163		
47 TOTAL OTHER REVENUE	79,309	75,142	4,168	84,447	86,850	105,733	18,883	21.74%	
48 Endowment Revenue									
49 Church Home Youth Grants	130,896	217,822	(86,926)	174,528	288,763	282,775	(5,988)	-2.07%	Grants funded by Church Home Endowment. See Below ①
50 Christ Church, Whitehaven Fund	144,648	144,648	(0)	144,648	144,648	8,004	(136,644)	-94.47%	Memo of Understanding (Emmanuel Church) - See Line 143
51 Capital Resources Fund	83,765	83,765	0	83,765	83,765	81,082	(2,683)	-3.20%	5% of rolling three year average fund balance @ 9/30/2011
52 Augustus Hammond Robinson Fund	92,441	92,441	(0)	92,441	92,441	89,471	(2,970)	-3.21%	5% of rolling three year average fund balance @ 9/30/2011
53 Zeboim Charles Patten Fund	29,931	29,931	(0)	29,931	29,931	28,661	(1,270)	-4.24%	5% of rolling three year average fund balance @ 9/30/2011
54 Bishop Otey Fund	16,048	16,048	(0)	16,048	16,048	15,488	(560)	-3.49%	5% of rolling three year average fund balance @ 9/30/2011
55 Bishop Barth Education Fund	5,000	5,000	0	5,000	5,000	5,000	0	0.00%	
56 Theological Education Fund	5,000	5,000	0	5,000	5,000	5,000	0	0.00%	
57 McKee-Dickson Fund	5,000	5,000	0	5,000	5,000	5,000	0	0.00%	
58 Other Trusts	0	0	0	0	2,400	0	(2,400)	-100.00%	
59 TOTAL ENDOWMENT REVENUE	512,729	599,655	(86,927)	556,361	672,996	520,481	(152,515)	-22.66%	
60 TOTAL REVENUE	1,374,481	1,441,208	(66,727)	1,577,592	1,679,039	1,613,920	(65,119)	-3.88%	

Description	10 MONTHS YEAR TO DATE			1st 10 mos Annualized	2011 Budget	2012 Proposed Budget	Over (Under) 2011 Budget	% increase (decrease) from 2011 budget		
	ACTUAL	BUDGET	VARIANCE							
EXPENSES										
61	Diocesan General									
62	Safeguarding God's Children	13	2,000	1,987	16	2,400	2,400	0	0.00%	Training with the goal of eliminating sexual abuse of children (2)
63	Safeguarding God's People	46	2,000	1,954	55	2,400	2,400	0	0.00%	Training with the goal of eliminating sexual harassment/abuse of adults (2)
64	Anit-Racism Training	1,277	1,000	(277)	1,532	1,200	3,000	1,800	150.00%	Training w/ goal of instilling positive attitude & acceptance of all races of people (2)
65	EFM Annual Registration	1,439	1,500	61	1,500	1,500	1,500	0	0.00%	Annual Diocesan EFM registration
66	Bishop's Missionaries	908	417	(491)	1,090	500	1,500	1,000	200.00%	Expenses related to Bishop's appeal
67	Archives/Historiographer	275	750	475	329	900	1,800	900	100.00%	Expenses to fund the archiving of records of the Diocese
68	Dunn Retirement	450	500	50	600	600	600	0	0.00%	Ongoing commitment to previous employee of the Diocese
69	Disaster Coordinator Training	0	167	167	0	200	200	0	0.00%	Training for readiness and leadership in the event of a disaster (2)
70	Property Taxes	2,390	3,938	1,549	2,390	4,726	2,390	(2,336)	-49.43%	Local property taxes on certain parcels of land
71	Diocesan Picnic	2,500	2,500	0	2,500	2,500	0	(2,500)	-100.00%	Diocesan Picnic costs accrued in 2011 for 2012 event
72	Retiree Insurance Benefits	14,466	12,151	(2,315)	17,360	14,581	16,202	1,621	11.12%	Retired clergy & spouse health insurance premiums, reflecting rate increase
73	Millennium Development Goals	382	7,329	6,947	8,795	8,795	8,835	40	0.46%	0.7% of Total Operating Revenue, See page 7 (3)
74	Giving to Episcopal Church	104,736	104,736	0	125,683	125,683	126,221	538	0.43%	10% of Total Operating Revenue, see computation, page 7 (3)
75	Diocesan Cathedral Events	0	417	417	0	500	500	0	0.00%	Liturgies held at the Cathedral at the discretion of the Bishop
76	Barth House	7,927	9,954	2,027	9,512	11,945	11,100	(845)	-7.07%	Maintenance, utilities & insurance for Barth House at U of M
77	University of the South	0	1,000	1,000	0	1,200	1,200	0	0.00%	Support for College partially owned by the Diocese
78	Historic Black College Support	0	1,250	1,250	0	1,500	1,500	0	0.00%	Support for TEC historically black colleges
49	Moving Costs	971	0	(971)	971	0	0	0		One-time expenditure in 2011
80	TOTAL DIOCESAN GENERAL	137,779	151,608	13,830	172,334	181,130	181,348	218	0.12%	

	Description	10 MONTHS YEAR TO DATE			1st 10 mos Annualized	2011 Budget	2012 Proposed Budget	Over (Under) 2011 Budget	% Increase (decrease) from 2011 budget	
		ACTUAL	BUDGET	VARIANCE						
81	Diocesan Office									
82	Telephone/Communications	7,584	6,833	(751)	9,101	8,200	7,800	(400)	-4.88%	All Telephone expense
83	Utilities	11,556	13,850	2,294	13,867	16,620	16,620	0	0.00%	Utilities for heating & cooling of the Diocesan House
84	Property & Casualty Insurance	19,207	24,108	4,902	28,000	28,930	27,655	(1,275)	-4.41%	Insurance premium on Diocesan house
85	Supplies	7,660	6,400	(1,260)	9,192	7,680	9,300	1,620	21.09%	Costs of Diocesan Office Supplies, including purchases up to \$1,000 per item
86	Postage & Shipping	2,065	2,000	(65)	2,200	2,400	1,980	(420)	-17.50%	Diocesan Mailing and shipping costs (USPS, FedEx, UPS, etc.)
87	Office Equipment Contracts	6,691	5,100	(1,591)	8,029	6,120	8,358	2,238	36.57%	Contracts: Copier, Postage Machine
88	Maintenance Contracts	3,520	2,250	(1,270)	4,000	2,700	4,080	1,380	51.11%	Contracts: Water Filter, Elevator, Pest & Simplex Monitoring & Service
89	Mileage Reimbursement	693	1,050	357	831	1,260	1,260	0	0.00%	Employee reimbursement for use of personal vehicles in Diocesan business
90	Meetings	605	833	229	726	1,000	1,000	0	0.00%	Supplies& other meeting related expense for meetings at Diocesan house
91	Audit	22,083	25,000	2,917	26,500	30,000	28,000	(2,000)	-6.67%	Auditor fees for FY 2011 audit
92	Payroll Processing	344	860	516	344	1,032	0	(1,032)	-100.00%	Costs of outsourcing payroll, discontinued
93	Bishop's Travel	2,870	10,000	7,130	3,444	12,000	10,000	(2,000)	-16.67%	Meals, hotels, and other expenses related to the Bishop's travel
94	Bishop's Auto	10,112	9,500	(612)	12,135	11,400	12,000	600	5.26%	Auto related expense for the Bishop
95	Bishop's Visitation	1,213	2,500	1,287	1,456	3,000	3,000	0	0.00%	Bishop's expenses for congregational visitation
96	Bishop's Hospitality	6,822	6,500	(322)	8,186	7,800	7,800	0	0.00%	Bishop's expenses for entertainment and hospitality events
97	Canon's Travel	3,935	2,083	(1,852)	4,722	2,400	0	(2,400)	-100.00%	Travel computed as part of Continuing Education and Deployment
98	Canon's Auto	4,734	6,917	2,183	5,680	8,400	3,500	(4,900)	-58.33%	Mileage
99	Diocesan Hospitality	1,215	2,250	1,035	1,458	2,700	1,800	(900)	-33.33%	Expenses incurred by Canons for meeting purposes
100	Professional Expense	165	1,042	876	199	1,250	1,250	0	0.00%	Professional fees related to the Canon's responsibilities
101	Episcopate Transition	1,000	1,000	0	1,000	1,000	1,000	0	0.00%	Funds set aside to be used in the event of the need for future Episcopal election
102	Staff Development	1,582	1,250	(332)	1,899	1,500	2,000	500	33.33%	Continuing Education and training for lay staff
103	Building & Prop. Maint.	9,502	16,167	6,665	9,904	19,400	19,400	0	0.00%	Maintaining & repairing the Diocesan House (escrow \$5,000)
104	Security On-call	500	500	0	600	600	600	0	0.00%	\$50 per month for on-call presence
105	Cleaning Supplies	396	600	204	476	720	720	0	0.00%	Cost of janitorial supplies and equipment
106	Church News Printing	21,055	20,833	(222)	23,226	25,000	22,200	(2,800)	-11.20%	Periodical (10 times per year) printing costs of Between the Rivers
107	Computer Equipment	1,192	833	(359)	1,431	1,000	0	(1,000)	-100.00%	Combined with "Technology" Expense (Line 110)
108	Photography	950	950	0	950	950	0	(950)	-100.00%	Camera purchase in 2011
109	Website	1,028	833	(195)	1,234	1,000	968	(32)	-3.20%	Costs to maintain Diocesan website
110	Technology	11,414	2,500	(8,914)	12,440	3,000	5,940	2,940	98.00%	Estimated technology needs & on-line meeting costs, data recovery, internet, etc.
111	Accounting Fees	960	2,500	1,540	960	2,500	0	(2,500)	-100.00%	Costs of outsourcing the monthly accounting service (discontinued)
112	Screening Expense	397	200	(197)	477	240	300	60	25.00%	Fingerprinting and background screens for perspective Diocesan employees
113	Temporary Employment	924	0	(924)	924	0	0	0		One-time expenditure in 2011
114	TOTAL DIOCESAN OFFICE	163,977	177,243	13,266	195,591	211,802	198,531	(13,271)	-6.27%	
115	Diocesan Convention									
116	Bishop's Cross	218	200	(18)	218	200	250	50	25.00%	Award given by the Bishop at Convention
117	Clergy/Spouse Event	485	500	15	485	500	500	0	0.00%	Brunch during Convention for spouses of Clergy
118	Host Convention Expenses	3,000	3,000	0	3,000	3,000	3,000	0	0.00%	Expense incurred by Convention Host Parish
119	Speaker/Guest Expenses	1,893	2,700	807	1,893	2,700	2,700	0	0.00%	Travel, Food, Housing, Honorariums/spkrs, guests
120	Entertainment	1,270	1,000	(270)	1,270	1,000	1,380	380	38.00%	Cost of entertainment for the convention, expended in 2010, but miscoded
121	Equipment Rental	2,134	1,500	(634)	2,134	1,500	2,120	620	41.33%	Costs incurred for rental of equipment used at Convention
122	Convention Journal	1,890	2,500	610	1,890	2,500	2,100	(400)	-16.00%	Record of Convention meetings
123	Supplies & Office Expense	1,546	600	(946)	1,546	600	1,500	900	150.00%	All other expenses related to Diocesan Convention
124	TOTAL DIOCESAN CONVENTION	12,436	12,000	(436)	12,436	12,000	13,550	1,550	12.92%	

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	ACTUAL	BUDGET	VARIANCE						
125 Committees/Commissions									
126 Bishop & Council	4,182	2,861	(1,321)	4,888	3,557	4,800	1,243	34.95%	Meeting expense for Bishop & Council
127 Chancellor Convention Expense	2,175	2,708	534	2,375	3,250	3,250	0	0.00%	Convention Registration & travel and Chancellor Network membership fee ②
128 Commission on Ministry	1,851	1,667	(185)	2,222	2,000	2,000	0	0.00%	Expenses of the Commission on Ministry
129 Standing Committee	29	208	180	35	250	250	0	0.00%	Expenses of the Standing Committee ②
130 Addiction & Recovery Commission	708	833	125	850	1,000	1,000	0	0.00%	Expenses incurred by Addiction & Recovery Commission ②
131 Strategic Visioning Team	32	1,250	1,218	32	1,500	0	(1,500)	-100.00%	Strategic Visioning Team assignment has been discharged
132 LGBT Task Force	1,085	1,250	165	1,085	1,500	2,000	500	33.33%	Expenses incurred by Lesbian, Gay, Bi-sexual, Transgender Task Force ②
133 Disciplinary Board						1,500	1,500		Expenses of the Disciplinary Board for meetings and other functions as required
134 TOTAL COMMITTEES/COMMISSIONS	10,062	10,778	715	11,486	13,057	14,800	1,743	13.35%	
135 Congregational Development									
136 Congregational Revital.-Emmanuel	8,004	8,004	0	8,004	8,004	8,004	0	0.00%	Funds from Christ Church, Whitehaven for Emmanuel Church
137 Leadership Development	28	1,500	1,472	34	1,800	2,500	700	38.89%	Funding for programs for the development of leaders in local congregations ②
138 Music Ministry	510	1,500	990	510	1,800	1,800	0	0.00%	Initiatives to enhance the music ministry across the Diocese ②
139 Congregational Develop Resource	0	292	292	0	350	350	0	0.00%	Alban Institute ②
140 Deployment	836	4,000	3,164	1,004	4,800	4,000	(800)	-16.67%	Expenses incurred for deployment in the Diocese ②
141 Fresh Start	1,005	1,500	495	1,206	1,800	1,100	(700)	-38.89%	Program & Training expenses for Fresh Start
142 Congreg. Emergency Assist.	0	2,500	2,500	0	3,000	2,000	(1,000)	-33.33%	Assistance for local congegations in the event of an emergency ②
143 Strategic Revitalization Invest.	135,302	136,644	1,342	136,644	136,644	0	(136,644)	-100.00%	One-time pay off of Emmanuel Church mortgage in January, 2011
144 TOTAL CONGREGATIONAL DEVEL.	145,686	155,940	10,254	147,402	158,198	19,754	(138,444)	-87.51%	
145 Conferences & Meetings									
146 General Convention Expense	16,000	16,000	0	16,000	16,000	16,000	0	0.00%	Funds set aside for General Convention every three years
147 ECW Triennial Convention	500	417	(83)	500	500	500	0	0.00%	Funds set aside for ECW Triennial Convention every three years
148 Lambeth Conference	3,000	3,000	0	3,000	3,000	3,000	0	0.00%	Funds set-aside for conference every 10 years
149 Synod Assessment	4,073	3,394	(679)	4,073	4,073	3,678	(395)	-9.70%	Annual Synod Assessment for 2012
150 Synod Delegates	8,167	5,000	(3,167)	8,167	5,000	5,000	0	0.00%	Costs of sending delegates to synod meetings
151 House of Bishops Meeting	7,285	4,167	(3,119)	7,285	5,000	5,000	0	0.00%	Costs incurred by the Bishop related to attending the House of Bishops Meetings
152 TOTAL CONFERENCES & MEETINGS	39,026	31,977	(7,048)	39,025	33,573	33,178	(395)	-1.18%	
153 Clergy & Clergy Families									
154 Clergy Conference	9,805	8,400	(1,405)	9,805	8,400	8,400	0	0.00%	Expense of Clergy Conference
155 Retired Clergy Meetings	0	417	417	0	500	500	0	0.00%	Expense for meetings of retired clergy ②
156 Clergy Family Events	0	500	500	0	600	0	(600)	-100.00%	Expense related to events for clergy families
157 Clergy/Family Emergency Assist	2,521	833	(1,688)	3,025	1,000	2,700	1,700	170.00%	Providing for Clergy families in times of emergency
158 Deacons' Community	193	417	224	231	500	250	(250)	-50.00%	Support deacons' continuing formation and ministry ②
159 TOTAL CLERGY & CLERGY FAMILIES	12,518	10,567	(1,952)	13,061	11,000	11,850	850	7.73%	
160 College & Youth									
161 Campus Ministries	0	3,000	3,000	3,600	3,600	3,600	0	0.00%	Distributed among all campus ministries as the Bishop authorizes ②
162 Diocesan Youth Programs	10,002	13,542	3,540	16,250	16,250	16,250	0	0.00%	Church Home Grants -DYC events ①
163 Episcopal Day Camp	22,860	22,860	0	22,860	22,860	25,827	2,967	12.98%	Diocesan EDC Support and Church Home Grant ①
164 Middle School Retreat	0	6,392	0	7,670	7,670	0	(7,670)	-100.00%	Church Home Grant ①
165 Emmanuel Episcopal Center I	139,243	116,036	(23,207)	139,243	139,243	135,000	(4,243)	-3.05%	E E C support: Prior yr reflected miscoding of pension for director
166 Emmanuel Episcopal Center II (CH)	35,000	50,000	15,000	60,000	60,000	62,500	2,500	4.17%	Church Home Grant ①
167 Youth Minister Grants	31,111	85,369	54,258	32,463	102,443	82,803	(19,640)	-19.17%	Church Home Youth Minister Grants ①
168 Youth Program Grants	32,751	67,417	34,666	35,728	80,900	96,755	15,855	19.60%	Church Home Grants for Parish/Mission-based programs ①
169 Church Home Insurance						1,200	1,200		Expense related to Church Home Revenue (Line 40)
170 TOTAL COLLEGE & YOUTH	270,967	364,615	87,257	317,815	432,966	423,935	(9,031)	-2.09%	

Description	10 MONTHS YEAR TO DATE			1st 10 mos Annualized	2011 Budget	2012 Proposed Budget	Over (Under) 2011 Budget	% Increase (decrease) from 2011 budget	
	ACTUAL	BUDGET	VARIANCE						
171 Seminarians & Interns									
172 General Ordination Exams	1,026	833	(193)	1,231	1,000	500	(500)	-50.00%	Costs of exams prior to ordination ②
173 Insurance Benefits	38,292	31,987	(6,305)	41,773	32,464	36,888	4,424	13.63%	Health Insurance for seminarians, varies based on # and rate adjustments
174 Intern-First Year	29,928	37,988	8,060	35,310	51,546	108,429	56,883	110.35%	Diocesan intern program for first-year interns
175 Intern-Second Year	0	0	0	0	0	0	0		Diocesan intern program for second-year interns
176 Intern-Third Year	18,549	12,463	(6,086)	21,591	15,070	0	(15,070)	-100.00%	Diocesan intern program for third-year interns
177 Ordination Costs	292	3,142	2,850	350	3,770	3,770	0	0.00%	Expenses related to ordinations ②
178 Psychological Exams	700	1,667	967	840	2,000	1,000	(1,000)	-50.00%	Canonical psychological exams for seminarians
179 Deacon's Training School	0	250	250	0	300	0	(300)	-100.00%	
180 TOTAL SEMINARIANS & INTERNS	88,787	88,330	(458)	101,096	106,150	150,587	44,437	41.86%	
181 Personnel Expense									
182 Clergy Stipend & Housing	185,010	187,096	2,085	222,012	224,515	239,660	15,145	6.75%	Stipends & Housing Allowance for Diocesan Clergy with 3% increase
183 Clergy Pension	34,331	35,580	1,249	41,198	42,696	44,416	1,720	4.03%	Pension Assessment for Diocesan Clergy
184 Self-Employment Tax (SECA)	5,720	10,571	4,851	6,864	12,685	7,098	(5,587)	-44.04%	Self Employment Compensation Allowance
185 Continuing Education	3,715	3,333	(381)	4,458	4,000	5,000	1,000	25.00%	Continuing education for Diocesan Clergy
186 Office & Lay Staff	144,007	144,216	209	172,808	173,059	183,643	10,584	6.12%	Salaries & Wages of Diocesan lay staff with 3% increase
187 Social Security	11,017	11,033	16	13,220	13,239	14,049	810	6.12%	Employer's portion of FICA for Office and Lay employees
188 Office & Lay Pension	5,323	7,697	2,374	6,387	9,236	13,360	4,124	44.65%	9% of Office & Lay Support Staff Earnings
189 Insurance Benefits	46,906	50,060	3,154	56,287	60,072	57,662	(2,410)	-4.01%	Insurance benefits for Diocesan Clergy and lay staff
190 Workers Compensation Ins.	0	841	841	1,409	1,009	1,500	491	48.66%	Work Comp Insurance premium for Diocesan staff
191 TOTAL PERSONNEL EXPENSE	436,028	450,426	14,397	524,643	540,511	566,388	25,877	4.79%	
192 TOTAL EXPENSES	1,317,266	1,453,483	136,216	1,534,888	1,700,386	1,613,920	(86,467)	-5.09%	
193 SURPLUS (DEFICIT)	57,214	(12,275)	69,489	42,704	(21,348)	(0)	21,348		

① Church Home Grant amounts are \$6,000 less than 2011. All expense is offset by equal revenue.

② These items, though well below budget, staff recommends that the budget amount remain with a plan of increased effort of implementation in 2012.

③ Basis for Giving to Episcopal Church Computation (Line 74): Total revenue, Less: Renovation Revenue, Church Home Grants, Christ Church Whitehaven, and Non-revenue sources. Result is Adjusted Operating Revenue. The expense on Line 74 is 10% of the Adjusted Operating Revenue (.10 X \$1,262,208 = \$126,221) Millenium Development Goas (Line 73) is .7% of Adjusted Operating Revenue (.007 X \$1,262,208 = \$8,835)

Total Revenue	1,613,920
Renovations Donations	(1,356)
Church Home Grants	(282,775)
Christ Church Whitehaven	(8,004)
Cash from non-revenue sources	(59,577)
Adjusted Operating Revenue	1,262,208
10% of Adjusted Revenue (Line 74)	126,221