

DIOCESE OF WEST TENNESSEE

2012 BUDGET SUMMARY

REVENUE	9 Months Actual	9 Months Annualized	2011 Budget	2012 Proposed	Increase (Decrease)
Voluntary Commitment	670,219	932,326	919,193	987,706	68,513
Other Revenue	76,149	98,425	86,850	105,733	18,883
Endowment Revenue	455,181	554,359	672,996	520,481	(152,515)
TOTAL REVENUE	1,201,549	1,585,110	1,679,039	1,613,920	(65,119)
EXPENSES					
Diocesan General	125,357	174,704	181,130	181,348	218
Diocesan Office	144,892	185,313	211,802	198,531	(13,271)
Diocesan Convention	13,011	13,011	12,000	13,550	1,550
Committees/Commissions	7,224	9,633	13,057	14,800	1,743
Congregational Development	143,175	147,414	158,198	19,754	(138,444)
Conferences & Meetings	36,578	36,740	33,573	33,178	(395)
Clergy & Clergy Families	12,178	12,969	11,000	11,850	850
College & Youth	188,530	296,418	432,966	423,935	(9,031)
Seminarians & Interns	77,457	108,666	106,150	150,587	44,437
Personnel Expense	393,088	521,614	540,511	566,388	25,877
TOTAL EXPENSES	1,141,490	1,506,482	1,700,387	1,613,920	(86,467)
SURPLUS (DEFICIT)	60,059	78,628	(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.



DIOCESE OF WEST TENNESSEE

FINANCIAL STATEMENT FOR NINE MONTHS ENDING 9/30/2011, ANNUALIZED PROJECTIONS WITH 2012 BUDGET

	9 MONTHS YEAR TO DATE			1st 9 mos Annualized	2011 Budget	2012 Proposed Budget	Over (Under) 2011 Budget	% increase (decrease) from 2011 budget
	ACTUAL	BUDGET	VARIANCE					
REVENUE								
Voluntary Commitment								
1 All Saints'	500	1,500	(1,000)	857	2,000	2,000	0	0.00%
2 Annunciation	2,621	6,553	(3,932)	3,495	8,737	8,737	0	0.00%
3 Calvary	150,000	150,000	(0)	200,000	200,000	210,000	10,000	5.00%
4 Christ Church, Brownsville	650	975	(325)	867	1,300	1,300	0	0.00%
5 Emmanuel	2,250	2,250	0	3,000	3,000	4,800	1,800	60.00%
6 Good Shepherd	2,700	2,700	0	3,600	3,600	4,000	400	11.11%
7 Grace Church, Paris, TN	9,701	9,750	(49)	12,935	13,000	13,000	0	0.00%
8 Grace St. Luke's	86,830	86,736	94	115,773	115,648	123,896	8,248	7.13%
9 Holy Apostles	35,253	35,250	3	47,004	47,000	48,500	1,500	3.19%
10 Holy Communion	100,000	90,000	10,000	150,000	120,000	150,000	30,000	25.00%
11 Holy Trinity	3,550	3,150	400	4,200	4,200	5,095	895	21.31%
12 Immanuel, LaGrange	2,934	2,201	734	2,934	2,934	3,026	92	3.14%
13 Immanuel, Ripley	2,600	1,875	725	2,600	2,500	4,244	1,744	69.76%
14 Ravenscroft	0	1,988	(1,988)	0	2,650	3,235	585	22.08%
15 St. Andrew's	47,473	41,313	6,160	63,297	55,084	61,280	6,196	11.25%
16 St. Anne's	3,000	2,625	375	3,000	3,000	3,000	0	0.00%
17 St. Elisabeth's	22,986	22,986	0	30,648	30,648	28,389	(2,259)	-7.37%
18 St. George's	36,571	33,750	2,821	45,000	45,000	50,000	5,000	11.11%
19 St. James-Boliver	800	900	(100)	1,067	1,200	1,200	0	0.00%
20 St. James-Un. Cty	2,262	3,398	(1,136)	3,016	4,530	4,524	(6)	-0.13%
21 St. John's	75,833	97,500	(21,667)	130,000	130,000	131,399	1,399	1.08%
22 St. Joseph's	0	375	(375)	0	500	500	0	0.00%
23 St. Luke's	18,806	21,263	(2,456)	25,075	28,350	32,815	4,465	15.75%
24 St. Mary's Cathedral	35,625	39,920	(4,295)	47,500	53,227	50,000	(3,227)	-6.06%
25 St. Mary's	9,328	11,250	(1,922)	12,437	15,000	15,000	0	0.00%
26 St. Matthew's	3,530	3,600	(70)	4,800	4,800	5,265	465	9.69%
27 St. Paul's	1,521	1,468	53	2,028	1,957	2,024	67	3.42%
28 St. Phillip	6,500	9,750	(3,250)	8,667	13,000	13,000	0	0.00%
29 St. Thomas	2,946	2,946	(0)	3,928	3,928	3,928	0	0.00%
30 St. Thomas the Apostle	2,549	1,125	1,424	3,399	1,500	2,549	1,049	69.93%
31 Trinity, Mason	900	675	225	1,200	900	1,000	100	11.11%
32 TOTAL VOLUNTARY COMMIT.	670,219	689,770	(19,551)	932,326	919,193	987,706	68,513	7.45%
33 Other Revenue								
34 Interest-Checking/Savings	2,719	3,750	(1,031)	3,625	5,000	3,900	(1,100)	-22.00%
35 Interest-Notes/Rec.	0	1,650	(1,650)	0	2,200	0	(2,200)	-100.00%
36 Convention Registration	6,482	2,800	3,682	6,482	2,800	3,300	500	17.86%
37 Bishop's Missionaries	51,550	37,500	14,050	68,733	50,000	30,000	(20,000)	-40.00%
38 Congreg. Discernment Process	0	1,500	(1,500)	0	2,000	700	(1,300)	-65.00%
39 Church Home Prop & Casualty	1,040	937	103	1,040	1,250	1,200	(50)	-4.00%
40 Donations	2,893	15,000	(12,107)	3,857	20,000	3,900	(16,100)	-80.50%
41 Trezevant	1,800	1,800	0	1,800	1,800	1,800	0	0.00%
42 Renovation-Donations	9,666	3,150	6,516	12,888	1,800	1,356	(444)	-24.67%
43 Reimbursement Funds					0	20,164	20,164	
44 Return of expended funds					0	26,250	26,250	
45 One-time use of surplus funds					0	13,163	13,163	
46 TOTAL OTHER REVENUE	76,149	68,087	8,062	98,425	86,850	105,733	18,883	21.74%

	9 MONTHS YEAR TO DATE			1st 9 mos Annualized	2011 Budget	2012 Proposed Budget	Over (Under) 2011 Budget	% increase (decrease) from 2011 budget	
	ACTUAL	BUDGET	VARIANCE						

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 ☉
50	Christ Church, Whitehaven	142,647	142,647	(0)	142,647	144,648	8,004	(136,644)	-94.47%	Memo of Understanding (Emmanuel Church) - See Line 143
51	Capital Resources	62,824	62,824	0	83,765	83,765	81,082	(2,683)	-3.20%	5% of rolling three year average @ 9/30/2011
52	Robinson Fund	69,331	69,331	0	92,441	92,441	89,471	(2,970)	-3.21%	5% of rolling three year average @ 9/30/2011
53	Patten Fund	22,448	22,448	0	29,930	29,931	28,661	(1,270)	-4.24%	5% of rolling three year average @ 9/30/2011
54	Bishop Otey	12,036	12,036	(0)	16,048	16,048	15,488	(560)	-3.49%	5% of rolling three year average @ 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	5,000	5,000	0	5,000	5,000	5,000	0	0.00%	
57	McKee Dickson	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	455,181	542,108	(86,926)	554,359	672,996	520,481	(152,515)	-22.66%	
60	TOTAL REVENUE	1,201,550	1,299,965	(98,415)	1,585,110	1,679,039	1,613,920	(65,119)	-3.88%	

EXPENSES

61	Diocesan General									
62	Safeguarding God's Children	13	1,800	1,787	18	2,400	2,400	0	0.00%	Training with the goal of eliminating sexual abuse of children. ①
63	Safeguarding God's People	46	1,800	1,754	62	2,400	2,400	0	0.00%	Training with the goal of eliminating sexual harassment/abuse of adults. ①
64	Anit-Racism Training	1,277	900	(377)	1,702	1,200	3,000	1,800	150.00%	Training w/ pupose of instilling positive attitude & acceptance of all races of people. ①
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	375	(533)	1,211	500	1,500	1,000	200.00%	Expenses related to Bishop's appeal
67	Archives/Historiographer	275	675	400	366	900	1,800	900	100.00%	Expenses to fund the archiving of Episcopal records of the Diocese
68	Dunn Retirement	300	450	150	600	600	600	0	0.00%	Ongoing commitment to previous employee of the Diocese
69	Disaster Coordinator Training	0	150	150	0	200	200	0	0.00%	Training for readiness and leadership in the event of a disaster event. ①
70	Property Taxes	2,390	3,545	1,155	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 to be accrued for 2011 for 2012 event.
72	Retiree Insurance Benefits	13,151	10,936	(2,215)	15,780	14,581	16,202	1,621	11.12%	Retired clergy & spouse health insurance premiums. Rate increase.
73	Millennium Development Goals	382	6,596	6,214	8,795	8,795	8,835	40	0.46%	0.7% of Total Operating Revenue ②
74	Giving to Episcopal Church	94,262	94,262	0	125,683	125,683	126,221	538	0.43%	10% of Total Operating Revenue ②
75	Diocesan Cathedral Events	0	375	375	500	500	500	0	0.00%	Liturgies held at the Cathedral at the discretion of the Bishop
76	Barth House	7,445	8,959	1,514	9,926	11,945	11,100	(845)	-7.07%	Maintenance, utilities & insurance for Barth House at the U of M
77	University of the South	0	900	900	1,200	1,200	1,200	0	0.00%	Support for College partially owned by the Diocese
78	Historic Black College Support	0	1,125	1,125	1,500	1,500	1,500	0	0.00%	Support for TEC historically black colleges
49	Moving Costs	971	0	(971)	971	0	0	0		
80	TOTAL DIOCESAN GENERAL	125,357	136,847	11,490	174,704	181,130	181,348	218	0.12%	

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	ACTUAL	BUDGET	VARIANCE						

81 **Diocesan Office** Page 4

82	Telephone/Communications	6,903	6,150	(753)	9,204	8,200	7,800	(400)	-4.88%	All Telephone expense.
83	Utilities	10,744	12,465	1,721	14,326	16,620	16,620	0	0.00%	Heating & Cooling (MLGW) of the Diocesan House.
84	Property & Casualty Insurance	19,207	21,698	2,491	26,552	28,930	27,655	(1,275)	-4.41%	Insurance premium on Diocesan house.
85	Supplies	7,603	5,760	(1,843)	9,388	7,680	9,300	1,620	21.09%	Costs of Diocesan Office Supplies, including purchases up to \$1,000 per item.
86	Postage & Shipping	1,465	1,800	335	2,100	2,400	1,980	(420)	-17.50%	Diocesan Mailing and shipping costs (USPS, FedEx, UPS, etc.).
87	Office Equipment Contracts	6,691	4,590	(2,101)	7,522	6,120	8,358	2,238	36.57%	Contracts: Copier, Postage Machine.
88	Maintenance Contracts	3,435	2,025	(1,410)	4,581	2,700	4,080	1,380	51.11%	Contracts: Water Filter, Elevator, Pest & Simplex Monitoring & Service
89	Mileage Reimbursement	480	945	465	640	1,260	1,260	0	0.00%	Employee reimbursement for use of personal vehicles in Diocesan business
90	Meetings	526	750	224	702	1,000	1,000	0	0.00%	Supplies& other meeting related expense for meetings at Diocesan house
91	Audit	22,083	22,500	417	27,000	30,000	28,000	(2,000)	-6.67%	Auditor fees for FY 2011 audit
92	Payroll Processing	344	774	430	344	1,032	0	(1,032)	-100.00%	Costs of outsourcing payroll. Discontinued.
93	Bishop's Travel	2,516	9,000	6,484	3,355	12,000	10,000	(2,000)	-16.67%	Meals, hotels, and other expenses related to travel for the Bishop
94	Bishop's Auto	9,036	8,550	(486)	12,048	11,400	12,000	600	5.26%	Auto related expense for the Bishop
95	Bishop's Visitation	1,147	2,250	1,103	1,529	3,000	3,000	0	0.00%	Bishop's expenses for congregational visitation
96	Bishop's Hospitality	5,499	5,850	351	7,332	7,800	7,800	0	0.00%	Bishop's expenses for entertainment and hospitality events
97	Canon's Travel	3,452	1,875	(1,576)	4,602	2,400	0	(2,400)	-100.00%	Travel computed as part of Continuing Education and Deployment.
98	Canon's Auto	4,525	6,225	1,700	6,034	8,400	3,500	(4,900)	-58.33%	Mileage
99	Diocesan Hospitality	1,091	2,025	934	1,454	2,700	1,800	(900)	-33.33%	Expenses incurred by Canons for meeting purposes
100	Professional Expense	165	937	772	221	1,250	1,250	0	0.00%	Professional fees related to the Canon's position
101	Episcopate Transition	1,000	1,000	0	1,000	1,000	1,000	0	0.00%	Reserve funds to be used in the event of the need for future Episcopal election
102	Staff Development	1,263	1,125	(138)	2,000	1,500	2,000	500	33.33%	Continuing Education and training for lay staff
103	Building & Prop. Maint.	7,397	14,550	7,153	9,862	19,400	19,400	0	0.00%	Maintaining & repairing the Diocesan House (escrow \$5,000)
104	Security On-call	450	450	0	600	600	600	0	0.00%	\$50 per month for on-call presence
105	Cleaning Supplies	396	540	144	528	720	720	0	0.00%	Cost of janitorial supplies and equipment
106	Church News Printing	16,951	18,750	1,799	22,964	25,000	22,200	(2,800)	-11.20%	Periodical (10 times per year) Printing Costs of Newsletter
107	Computer Equipment	1,192	750	(442)	1,192	1,000	0	(1,000)	-100.00%	Combined with "Technology" Expense (Line 107)
108	Photography	950	950	0	950	950	0	(950)	-100.00%	Camera purchase in 2011.
109	Website	948	750	(198)	1,264	1,000	968	(32)	-3.20%	Costs to maintain new Diocesan website.
110	Technology	5,200	2,250	(2,950)	3,300	3,000	5,940	2,940	98.00%	Estimated technology needs & web meeting costs, data recovery, internet, etc.
111	Accounting Fees	960	2,500	1,540	1,495	2,500	0	(2,500)	-100.00%	Costs of outsourcing the monthly accounting service. Discontinued.
112	Screening Expense	349	180	(169)	301	240	300	60	25.00%	Fingerprinting and background screens for prospective Diocesan employees.
113	Temporary Employment	924	0	(924)	924	0	0	0		
114	TOTAL DIOCESAN OFFICE	144,892	159,964	15,072	185,313	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	3,575	3,000	(575)	3,575	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%	Combine expense above & all other related expenses.
124	TOTAL DIOCESAN CONVENTION	13,011	12,000	(1,011)	13,011	12,000	13,550	1,550	12.92%	

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125 **Committees/Commissions**

126	Bishop & Council	3,476	2,165	(1,311)	4,635	3,557	4,800	1,243	34.95%	Meeting expese for the Bishop & Council
127	Chancellor Convention Expense	1,550	2,437	887	2,067	3,250	3,250	0	0.00%	Registration, convention travel for Chancellors & Chancellor Netwk membership fee ①
128	Commission on Ministry	1,837	1,500	(337)	2,449	2,000	2,000	0	0.00%	Expenses of the Commission on Ministry.
129	Standing Committee	29	188	159	38	250	250	0	0.00%	Expenses of the Standing Committee ①
130	Addiction & Recovery Commission	232	750	518	309	1,000	1,000	0	0.00%	Expenses incurred by A & R Commission. ①
131	Strategic Visioning Team	32	1,125	1,093	43	1,500	0	(1,500)	-100.00%	Strategic Visioning Team has discharged it's assignment.
132	LGBT Task Force	69	1,125	1,056	91	1,500	2,000	500	33.33%	Expenses incurred by Lesbian, Gay, Bi-sexual, Transgender Task Force. ①
133	Disciplinary Board						1,500	1,500		Expensesof the Disciplinary Board for meetings and other functions as required
134	TOTAL COMMITTEES/COMMISSIONS	7,224	9,290	2,065	9,633	13,057	14,800	1,743	13.35%	

135 **Congregational Development**

136	Congregational Revital.-Emmanuel	6,003	8,004	2,001	8,004	8,004	8,004	0	0.00%	Funds from Christ Church, Whitehaven for Emmanuel Church
137	Leadership Development	28	1,350	1,322	38	1,800	2,500	700	38.89%	Funding for programs for the Development of leaders in local congregations. ①
138	Music Ministry	0	1,350	1,350	0	1,800	1,800	0	0.00%	Initiatives to enhance the music ministry across the Diocese. ①
139	Congregational Develop Resource	0	262	262	0	350	350	0	0.00%	Alban Institute. ①
140	Deployment	836	3,600	2,764	1,115	4,800	4,000	(800)	-16.67%	Expenses incurred for deployment in the Diocese. ①
141	Fresh Start	1,005	1,350	345	1,340	1,800	1,100	(700)	-38.89%	Program & Training expenses for Fresh Start.
142	Congreg. Emergency Assist.	0	2,250	2,250	0	3,000	2,000	(1,000)	-33.33%	Assistance for local congegations in the event of an emergency. ①
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. (Transaction: January, 2011)
144	TOTAL CONGREGATIONAL DEVEL.	143,175	154,810	11,635	147,141	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	375	(125)	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	3,055	(1,018)	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	4,838	3,750	(1,088)	5,000	5,000	5,000	0	0.00%	Costs incurred by the Bishop related to attending the House of Bishops Meetings
152	TOTAL CONFERENCES & MEETINGS	36,578	31,180	(5,399)	36,740	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	375	375	0	500	500	0	0.00%	Expense related to meetings of retired clergy. ①
156	Clergy Family Events	0	450	450	0	600	0	(600)	-100.00%	Expense related to events for clergy families.
157	Clergy/Family Emergency Assist	2,273	750	(1,523)	3,030	1,000	2,700	1,700	170.00%	Providing for Clergy families in times of emergency
158	Deacons' Community	100	375	275	133	500	250	(250)	-50.00%	Support deacons' continuing formation and ministry. ①
159	TOTAL CLERGY & CLERGY FAMILIES	12,178	10,350	(1,828)	12,969	11,000	11,850	850	7.73%	

160 **College & Youth**

161	Campus Ministries	0	2,700		3,600	3,600	3,600	0	0.00%	Distributed among all campus ministries as the Bishop authorizes. ①
162	Diocesan Youth Programs	10,002	12,187	2,185	16,250	16,250	16,250	0	0.00%	CH Grants -DYC events ☉
163	Episcopal Day Camp	22,860	22,860	0	22,860	22,860	25,827	2,967	12.98%	Church Home Grant ☉
164	Middle School Retreat			0	7,670	7,670	0	(7,670)	-100.00%	E D C Scholarships & Counselors amd Church Home Grant ☉
165	Emmanuel Episcopal Center I	104,432	104,432	0	139,243	139,243	135,000	(4,243)	-3.05%	E E C support: Prior yr included miscoding of pension for director
166	Emmanuel Episcopal Center II (CH)	30,000	45,000	15,000	60,000	60,000	62,500	2,500	4.17%	Church Home Grant ☉
167	Youth Minister Grants	0	76,832	76,832	18,481	102,443	82,803	(19,640)	-19.17%	Church Home Youth Minister Grants ☉
168	Youth Program Grants	21,235	60,675	39,440	28,314	80,900	96,755	15,855	19.60%	Church Home Grants for Parish/Mission-based programs ☉
169	Church Home Insurance						1,200	1,200		Expense related to Church Home Revenue (Line 40)
170	TOTAL COLLEGE & YOUTH	188,530	324,687	133,457	296,418	432,966	423,935	(9,031)	-2.09%	

	9 MONTHS YEAR TO DATE			1st 9 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	750	(276)	1,368	1,000	500	(500)	-50.00%	Costs of exams prior to ordination. ①
173	Insurance Benefits	31,175	28,788	(2,387)	39,143	32,464	36,888	4,424	13.63%	Health Insurance for seminarians. Varies based on # and rate increase.
174	Intern-First Year	27,237	32,866	5,630	44,128	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			Diocesan intern program for second-year interns
176	Intern-Third Year	17,028	12,463	(4,565)	22,704	15,070	0	(15,070)	-100.00%	Diocesan intern program for third-year interns
177	Ordination Costs	292	2,827	2,535	389	3,770	3,770	0	0.00%	Expenses related to ordinations. ①
178	Psychological Exams	700	1,500	800	933	2,000	1,000	(1,000)	-50.00%	Canonical psychological exams administered to seminarians
179	Deacon's Training School	0	225	225	0	300	0	(300)	-100.00%	
180	TOTAL SEMINARIANS & INTERNS	77,457	79,420	1,963	108,666	106,150	150,587	44,437	41.86%	

Personnel Expense

181	Clergy Stipend & Housing	170,979	168,386	(2,593)	227,972	224,515	239,660	15,145	6.75%	Combined Stipends & Housing Allowance for Diocesan Clergy with 3% increase.
182	Clergy Pension	20,664	32,022	11,358	27,552	42,696	44,416	1,720	4.03%	Pension Assessment for Diocesan Clergy
183	Self-Employment Tax (SECA)	3,770	9,514	5,744	5,027	12,685	7,098	(5,587)	-44.04%	Self Employment Compensation Allowance
184	Continuing Education	3,511	3,000	(511)	4,681	4,000	5,000	1,000	25.00%	Continuing education for the Diocesan Clergy
185	Office & Lay Staff	129,486	129,794	308	172,648	173,059	183,643	10,584	6.12%	Salaries & Wages of Diocesan lay staff with 3% increase.
186	Social Security	16,231	9,929	(6,302)	21,642	13,239	14,049	810	6.12%	Employer's portion of FICA for Office and Lay employees
187	Office & Lay Pension	5,323	6,927	1,604	7,097	9,236	13,360	4,124	44.65%	9% of Office & Lay Support Staff Earnings-after one year of employment
188	Insurance Benefits	43,124	45,054	1,930	53,587	60,072	57,662	(2,410)	-4.01%	Insurance benefits for Clergy and Diocesan lay staff
189	Workers Compensation Ins.	0	757	757	1,409	1,009	1,500	491	48.66%	Work Comp Insurance premium for Diocesan staff
190	TOTAL PERSONNEL EXPENSE	393,088	405,383	12,295	521,614	540,511	566,388	25,877	4.79%	
191	TOTAL EXPENSES	1,141,491	1,323,930	182,440	1,506,208	1,700,386	1,613,920	(86,467)	-5.09%	
192	SURPLUS (DEFICIT)	60,059	(23,965)	84,024	78,902	(21,348)	(0)	21,348	100.00%	

⊕ Church Home Grant amounts are \$6,000 less than 2011. All expense is offset by equal revenue.	
① These items, though well below budget, staff recommends that the budget amount remain with a plan of increased effort of implementation in 2012.	
② Basis for Giving to Episcopal Church Computation: Total revenue, Less: Renovation Revenue, Church Home Grants, Non-revenue sources, and ChristChurch Whitehaven.	
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	126,221