



THE BUDGET FOR THE EPISCOPAL CHURCH

2004-2006

ADOPTED AUGUST 7, 2003

THE BUDGET FOR THE EPISCOPAL CHURCH 2004-2006

TABLE OF CONTENTS

	Page(s)
A letter from the Joint Standing Committee on Program, Budget and Finance	
Enabling Resolution	1-3
Mission Priorities Statement and Budget Report	4-12
Summary of Changes and Actions Taken	13-14
Budget Detail	15-37
2003 Diocesan Commitments	38-40
Resolution Disposition Table	41-46
Committee Roster	47



THE GENERAL CONVENTION OF THE EPISCOPAL CHURCH

September, 2003

Dear Bishops and Deputies,

We are pleased to present The Budget for the Episcopal Church for the 2004-2006 Triennium, adopted by General Convention on August 7, 2003. In addition to the printed version, the budget will be published on our web site where any subsequent revisions, made by Executive Council during the triennium, as well as comparisons to actual results, will be published periodically. The enclosed package includes the commentary of the Joint Standing Committee on Program, Budget and Finance (PB&F), the enabling resolution and the budget priorities as adopted by General Convention.

In an unprecedented action, the General Convention endorsed mission budget priorities, in rank order, and further directed PB&F to use the priorities in forming the Budget for the Episcopal Church for 2004-2006. General Convention further stated that "We embrace diversity, promote inclusion and powersharing which underlie and inform all priorities, decisions and all that we do." The adopted budget reflects our priorities.

After the budget was adopted by General Convention, deputies from 81 dioceses signed a covenant pledging themselves to encourage their dioceses to support our common mission by giving a minimum of 21% or by intentionally working toward the 21% level. One deputation pledged at 25%.

We are the people of God filled with vision for ministry. As has been the situation in the past, the identified needs for ministry funding exceeded the amount of funds available. The Budget for the Episcopal Church incorporates many ministry initiatives agreed to by General Convention. In addition to diocesan commitments, the budget is premised upon the additional draw down of as much as \$2.3 million (5.50% vs. 5.00% spending rate) from our endowment to support these new and expanded initiatives.

The budget is prepared and approved well in advance of the period to which it applies. With the passage of time, changes occur which affect not only our investment income, but also the ability of dioceses to provide the necessary amounts to support the budget. In addition, our mission strategies and tactics become more well defined as we move closer to the time of their implementation. As has been done in the past to accommodate these changes, each year during the triennium an annual budget, based upon the budget approved at General Convention, is reviewed and approved by Executive Council. Each such budget will be available on our web site and printed copies will be made available upon request. At all times, your comments are welcomed and encouraged.

General Convention identified important ministry we have to do together. We pray that each diocese will continue to meet, exceed or make significant efforts to strive toward meeting their full asking.

In peace,

Bonnie Anderson, Chair
Joint Standing Committee on
Program, Budget and Finance

Thomas Hershkowitz,
Treasurer of the General Convention

2003 RESOLUTION FINAL TEXT-PENDING PUBLICATION OF THE JOURNAL

Enabling Resolution (D086)

Resolved, The House of Bishops concurring, That the 74th General Convention adopt the Budget for the Episcopal Church for the next triennium be adopted as set forth below:

- 1.0 The Budget for the Episcopal Church for the period January 1, 2004 through December 31, 2006, which shall be a unified budget including Canonical, Corporate, and Program (mission) portions, is adopted at a total of \$146,395,000.00.
 - 1.1 The Canonical portion, providing for the contingent expenses of the General Convention, the stipend of the Presiding Bishop and the expenses of that office, the expenses of the President of the House of Deputies, and Church Pension Fund assessments is adopted at a total of \$ 28,115,000.00 as follows:
 - For the year 2004 \$ 8,474,000.00
 - For the year 2005 \$ 8,618,000.00
 - For the year 2006 \$ 11,023,000.00
 - 1.2 The Corporate portion, providing for the requirements for the administrative support of the Domestic & Foreign Missionary Society offices, is adopted at a total of \$ 25,567,000.00 as follows:
 - For the year 2004 \$ 8,225,000.00
 - For the year 2005 \$ 8,577,000.00
 - For the year 2006 \$ 8,765,000.00
 - 1.3 The Program (mission) portion, providing for support for the mission and ministry (restricted and unrestricted) of the Church, is adopted at a total of \$92,713,000.00 as follows:
 - For the year 2004 \$ 30,510,000.00
 - For the year 2005 \$ 30,821,000.00
 - For the year 2006 \$ 31,382,000.00
- 2.0 The funding policy for the period January 1, 2004 through December 31, 2006 is adopted, based on a single Asking (apportioned share) of the dioceses. After a \$100,000 exemption from total income, a single asking shall be applied at a flat rate of 21% of the balance of income to the diocese, reported in the diocesan financial statements for the year two years prior to the year to which the pledge is applied [e.g.: 2004 Askings (apportioned share) are to be based on 2002 actual income figures]. "Income" includes 1) all congregational giving to the diocese, 2) all unrestricted investment and endowment income to the diocese, 3) restricted investment and endowment income to the diocese which covers costs in the operating budget, and 4) other earnings from investments or enterprises. It is intended that income shall include revenues that fund normal operating and program expenses of the dioceses. It is not intended to include pass-through income that is used for expenses for programming that are simply administered by the dioceses, or that would not be otherwise funded by contributions from parishes or out of investment income.

- 2.1 We rejoice with dioceses that have moved toward, and those that give at and above, the 21% Asking. Such giving creates a strong financial basis for vital mission and witness of the Episcopal Church. We encourage all our dioceses to adopt the 21% Asking; then we could allocate an additional 4.7 million dollars each year toward fulfilling the mission priorities which we have embraced in this 74th General Convention.
- 2.2 For the budgetary period income from diocesan commitments, totaling \$90,487,000.00 is anticipated as follows:
 - For the year 2004 \$ 29,473,000.00
 - For the year 2005 \$ 30,062, 000.00
 - For the year 2006 \$ 30,952,000.00
- 2.3 For the budgetary period 2004-2006, payment by the dioceses of the Askings shall be made in twelve equal monthly payments.
- 2.4 All additional income, other than from the Askings of the dioceses, totaling \$55,908,000.00, is projected as follows:
 - For the year 2004 \$ 18,554,000.00
 - For the year 2005 \$ 18,382,000.00
 - For the year 2006 \$ 18,972,000.00
- 2.5 A General Ordination fee is hereby authorized, which fees shall be added to the funding from dioceses and applied to the expenses of examination as appropriated in the budget. A candidate for Holy Orders eligible for examination and so certified by the diocesan bishop shall not be disqualified for examination because the fee has not been paid.
- 2.6 General Convention registration and exhibitors fees are hereby authorized, which fees shall be added to the funding from dioceses and applied to the expenses of the 2006 General Convention, and for no other purpose.
- 3.0 In the exercise of their respective authorities, the Executive Council of the General Convention and the Joint Standing Committee on Program, Budget and Finance shall be subject to the following policies:
 - 3.1 Each year, the Executive Council, with the advice of the Joint Standing Committee on Program, Budget and Finance, shall adjust the budget to the assured income of the Executive Council so as to carry out the Budget for the Episcopal Church for that year on a balanced budget basis.
 - 3.2 The fiscal year shall begin January 1.
 - 3.3 If in any year the total anticipated income for budget support is less than the amount required to support the budget approved by the General Convention, the Canonical portion of the Budget for the Episcopal Church shall have funding priority over any other budget areas.
 - 3.4 Net surpluses that are realized in any year of the triennium are to be allocated in the subsequent years of the triennium in the following rank order, as needed, to:
 - Ministries With Young People
 - Ethnic Congregational Development
 - Congregational Development

- 3.5 Undesignated bequests and legacies received during the budgetary period shall be set aside in the general endowment fund of which only the income shall be used for the general purposes of the Society.
- 3.6 Designated bequests and legacies received during the budgetary period shall be set aside in specific funds of which only the income shall be used for the purposes so designated.
- 3.7 Each Committee, Commission, Agency and Board (CCAB) proposing to the General Convention any resolution with funding implications shall present to the Standing Committee on Program, Budget and Finance a detailed budget in support of its plan(s), including cost estimates from contractors and suppliers for all goods and services, by no later than six months before the opening day of the General Convention.
- 3.8 Subsequent editions of the *Report and Proposal of the Presiding Bishop and Executive Council to the General Convention* contain the following information for each year of the preceding triennium:
 - A description of the actual income and expenditures of the DFMS, relating the expenditures to the Church's priorities with accompanying narrative.
 - Endowment balance and total investment return, with accompanying narrative.
 - Posting of this report on the DFMS website when it is released to the Bishops and Deputies.

The Joint Standing Committee on Program, Budget and Finance (PB&F) presents the Budget for the Episcopal Church for 2004-2006.

Introduction

The Mission Statement and Budget Proposal from the Presiding Bishop and the Executive Council to the 74th General Convention of the Episcopal Church reaches deputies' and bishops' hands in the spring of convention year. It is the starting place for in-depth deliberations before and during Convention.

As required by Canon, PB&F studied and discussed every aspect of the budget. Funding priorities were initially established by the Presiding Bishop and Executive Council. They were reviewed and modified by PB&F, and a final version was adopted by Convention. Open hearings on the spending and funding portions of the Budget were held on July 31st and August 1st.

Priorities

General Convention adopted the following priorities to guide the work of PB&F and to inform the entire Church of where we will engage mission in the next triennium. The resolution reads:

We offer these mission priorities as an expression of our commitment to Jesus Christ.

We are committed to the importance of our ministry of reconciliation and communion at every level of our communion.

We embrace diversity and seek to promote inclusion and power sharing which underlie and inform all priorities, decisions, and all that we do. In faithfulness to these commitments, we continue to honor our covenants and partnerships with overseas dioceses. We affirm the work of the Executive Council in identifying the following priorities for the mission of the Church for the next triennium.

1. **YOUNG ADULTS AND YOUTH:** Reaching out to young adults and youth through intentional inclusion and full incorporation in the thinking, work, worship and structure of the Church.
2. **RECONCILIATION AND EVANGELISM:** Reconciling and engaging those who do not know Christ by participating in God's mission of reconciling all things to Christ and proclaiming the Gospel to those who are not yet members of the Church.
3. **CONGREGATIONAL TRANSFORMATION:** Revitalizing and transforming congregations through commitment to leadership development, spiritual growth, dynamic and inclusive worship, greater diversity, and mission.
4. **JUSTICE AND PEACE:** Promoting justice and peace for all of God's creation and reaching out to the dispossessed, imprisoned and otherwise voiceless needy.
5. **PARTNERSHIPS:** Reaffirming the importance of our partnerships with provinces of the Anglican Communion and beyond and our relationships with ecumenical and interfaith partners.

20/20 Initiative

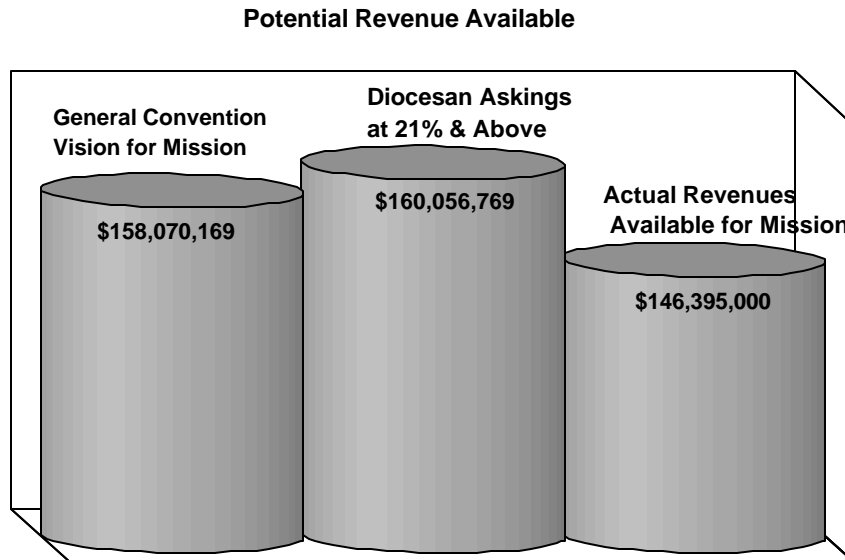
20/20 is a movement to transform the Church for the 21st century. The challenge of this bold vision requires new and innovative approaches in all aspects of ministry. It is a paradigm shift from our current response to mission and ministry to a new response to God's call.

The priorities are a visible sign that the principles of 20/20 have influenced the Church's thinking about how the Church organizes for mission. On the Resolution tracking sheet 20/20 resolutions with funding requests are identified by shading.

Overview of the Budget

In order to carry out the total mission activities that the General Convention identified, funding of \$158,070,169 would be required. If every diocese would commit to and achieve 21% giving, the total amount available for ministry would be \$160,056,769. The actual amount of revenue the Church anticipates for mission for the next three years is \$146,395,000. This budget represents the Church's best response to all the ministry requests with the dollars available for work.

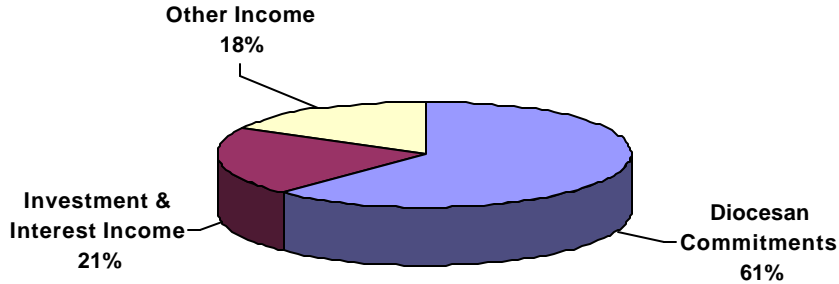
Figure 1



Revenue for 2004-2006 is \$146,395,000. Figure 2 illustrates total revenue and sources.

Figure 2

**Summary
2004 - 2006 Revenues**

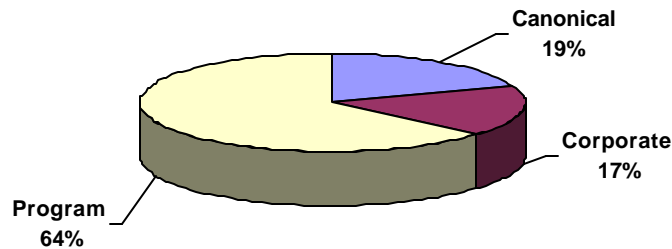


<i>Revenues</i>	2004	2005	2006	Triennium
Diocesan Commitments	\$29,473,000	\$30,062,000	\$30,952,000	\$90,487,000
Investment & Interest Income	10,603,000	10,265,000	9,963,000	30,831,000
Other Income	7,951,000	8,117,000	9,009,000	25,077,000
Total Revenues	\$48,027,000	\$48,444,000	\$49,924,000	\$146,395,000

Figure 3 captures the **expenses** for the Episcopal Church for the next three years by category.

Figure 3

**Summary
2004-2006 Expenses**



<i>Expenses</i>	2004	2005	2006	Triennium
Canonical	\$8,474,000	\$8,618,000	\$11,023,000	\$28,115,000
Corporate	8,225,000	8,577,000	8,765,000	25,567,000
Program	30,510,000	30,821,000	31,382,000	92,713,000
Total Expenses	\$47,209,000	\$48,016,000	\$51,170,000	\$146,395,000

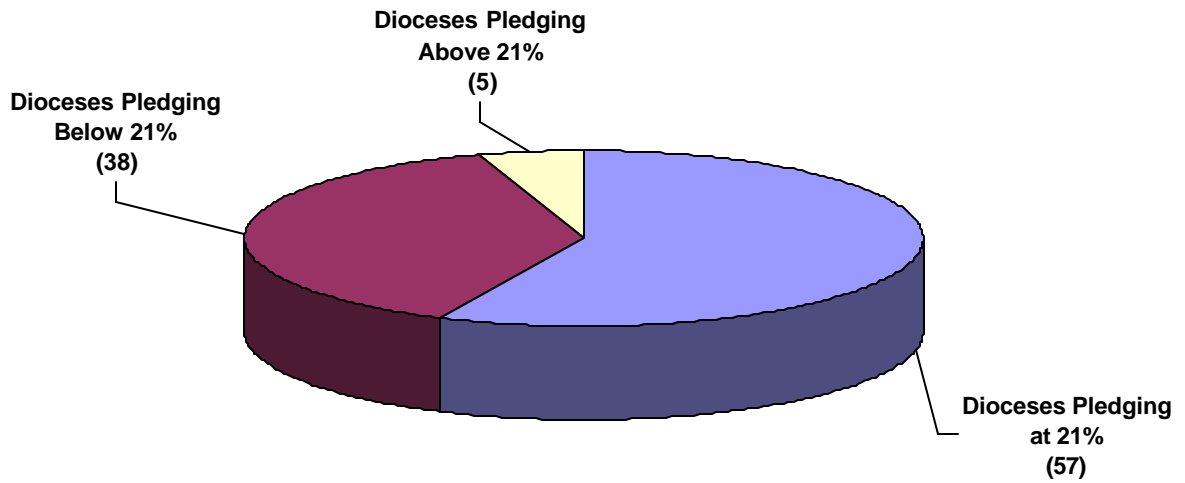
Details of Revenue for 2004-2006

Diocesan Commitments

2003 Diocesan Askings are based on 2001 audited “income” as defined less a flat \$100,000 optional exemption, times a rate of 21%. In total (see Figure 4), 5 dioceses have pledged more than 21%, 57 dioceses pledged at the 21% asking level, and 38 dioceses pledged below the 21% asking .

Figure 4

2003 Diocesan Pledge Acceptances



Estimates of diocesan commitments and payments for 2004 show a modest increase in 2005 and 2006. Actual pledge payments year-to-date in 2003 have been remarkably strong.

Estimated Diocesan Pledge Payments

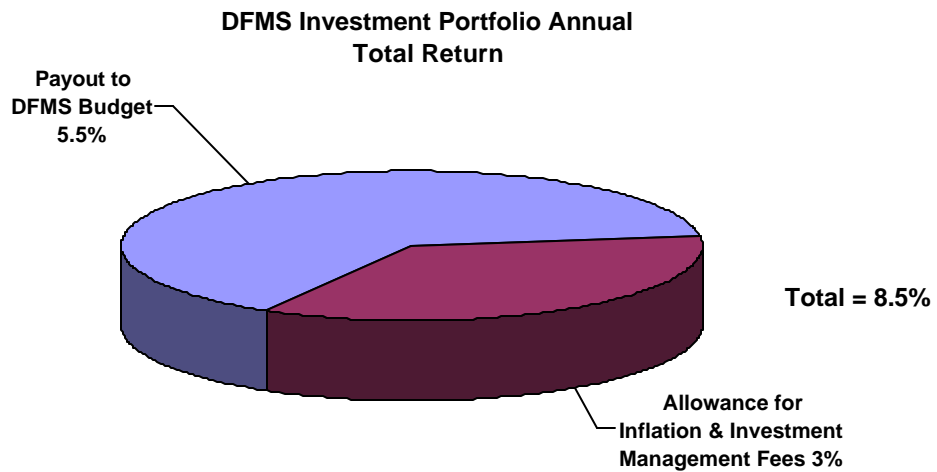
2004	2005	2006	Triennium
\$29,473,000	\$30,062,000	\$30,952,000	\$90,487,000

Domestic & Foreign Missionary Society (DFMS) Investment Portfolio

Before setting an annual Payout Rate to support the DFMS Budget, a reduction must be made for the projected decline in purchasing power of the funds due to estimated inflation and for investment management expenses (see Figure 5).

The long-term investment objective of DFMS is to obtain an average annual total return, consisting of capital appreciation plus dividends and interest, of at least 8.5% over a rolling 5 year period. This allows a payout to the DFMS Budget of 5.5% after an allowance for inflation and investment fees averaging 3% annually.

Figure 5



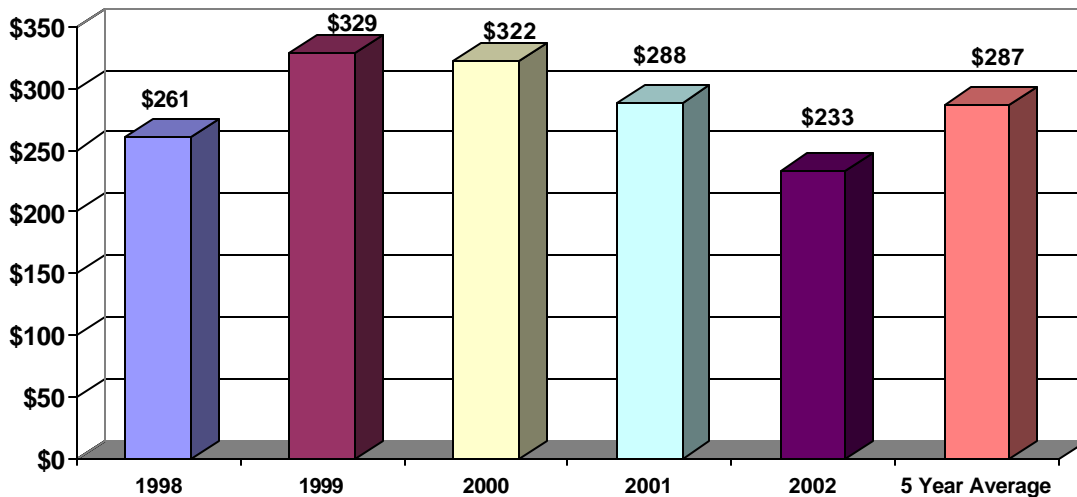
DFMS Investment Portfolio (continued)

Applying the 5.5% payout rate to the rolling 5 year portfolio average of \$286,652,000 (see Figure 6) for the 5 year period 1998-2002 produces a projected payout of \$15,765,000. However, 42% of these funds are held in custody for a third party or are unavailable to support the DFMS Budget, reducing the payout from the investment portfolio to \$9,167,000 for 2004.

Calculating the 5 year rolling average for the last two years of the next triennium will require dropping the years 1998 and 1999, which were two of our “good” investment return years, as they will no longer be within the calculation period for the purposes of the Budget. Consequently, the estimated investment portfolio payout will be reduced to \$8,673,000 and \$8,311,000 in 2005 and 2006 respectively.

Figure 6

**DFMS Investment Portfolio
Year End Market Values (\$ in Millions)**



In addition to the investment portfolio payouts, the DFMS earns interest income on its cash and other short term funds providing total investment and interest income for the Budget as follows:

	2004	2005	2006	Triennium
Portfolio Payout	9,167,000	8,673,000	8,311,000	26,151,000
Interest Income	1,436,000	1,592,000	1,652,000	4,680,000
Total	\$10,603,000	\$10,265,000	\$9,963,000	\$30,831,000

Other Income

The DFMS enjoys several smaller sources of revenue including Government Grants in support of Episcopal Migration Ministries, whose income is somewhat difficult to predict, and the Episcopal Life publication, the Episcopal Book and Resource Center, and Episcopal Parish Services.

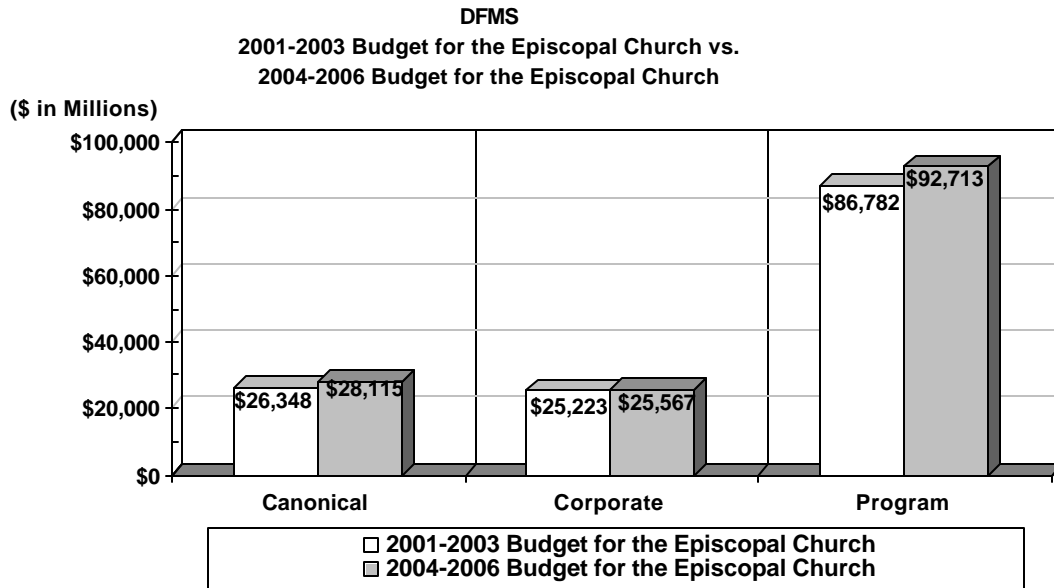
<i>Other Income</i>	2004	2005	2006	Triennium
Government Grants (EMM)	\$5,169,000	\$5,180,000	\$5,202,000	\$15,551,000
Episcopal Life	1,856,000	1,989,000	2,112,000	5,957,000
Episcopal Parish Services & Episcopal Book & Resource Center	824,000	843,000	853,000	2,520,000
Other	102,000	105,000	842,000	1,049,000
Total Revenues	\$7,951,000	\$8,117,000	\$9,009,000	\$25,077,000

Details of Expenses for 2004-2006

Expenses

For purposes of this presentation of the Budget for the Episcopal Church for the 2004-2006 triennium and for the enabling resolution (D086), expenses are divided into the three portions identified in the canons I.4.6. (b), (c): **Canonical, Corporate and Program**.

Figure 7



The **Canonical** portion provides for the expenses of the General Convention including Committees, Commissions, Agencies and Boards (CCAB’S), the stipend of the Presiding Bishop and the expenses of that office, the expenses of the President of the House of Deputies, and Church Pension Fund assessments. The **Corporate** portion provides for the administrative support of the Domestic & Foreign Missionary Society offices. The **Program** portion provides for support for the mission and ministry (restricted and unrestricted) of the Church. A significant segment (16.94%) of this portion is Communication. Another segment is Mission Block Grant Partnerships (32.78%), and Refugees/Episcopal Migration Ministries (16.77%).

While it is through the **Program** portion of the Budget that we carry out the *mission and ministry* adopted by General Conventions, it is through the **Canonical** and **Corporate** portions that such efforts obtain the administrative support so necessary for their day-to-day success. For example, this applies to the work of the Office of Ministry Development and the Standing Commission on Ministry Development, both of which are in the **Canonical** portion of the Budget. As the 20/20 movement and vision moves beyond the first step of “laying the foundation”, even more of the mission and ministry of the **Canonical** and **Corporate** portions will be focused on step two, “gathering momentum.”

Contributed Services to Episcopal Agencies

The DFMS provides office space as well as building, telephone and computer services in support of the mission and ministry of the following agencies which are housed in the Church Center in New York City:

- Episcopal Church Building Fund
- Episcopal Church Foundation
- Office of Anglican Observer at the UN
- National Association of Episcopal Schools
- Bible and Common Prayer Book Society
- Church Periodical Club
- Colleges and Universities of the Anglican Communion

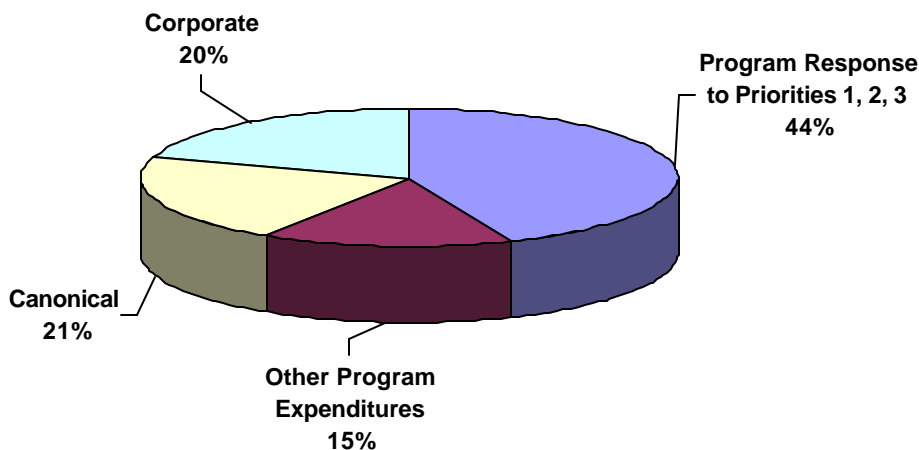
The total amount of these contributed (or in-kind) services budgeted for the 2004-2006 triennium is \$1,675,000.

Response to the 74th General Convention Priorities

More than **\$57,495,000** of the 2004-2006 triennium's Budget for the Episcopal Church will be spent in support of the first three priorities: **Young Adults and Youth, Reconciliation and Evangelism, and Congregational Transformation**. That amount represents 44% of the Adopted Budget (excluding Episcopal Migration Ministries). The primary principles underlying the priorities are diversity, inclusion and power sharing.

Figure 8

**2004-2006 Budget for the Episcopal Church- Expenses
Response to Budget Priorities
(Excluding Episcopal Migration Ministries)**



The Church has moved to greater clarity in responding to the call to engage God's mission. Priorities are now in place that pave the way for a dynamic transformation of the Church for the 21st century. Our work is not complete with the adoption of the Budget; our work has just begun.

SUMMARY OF CHANGES AND ACTIONS TAKEN

The following is a summary of actions taken in the Corporate & Canonical and Program sections of the Budget. During the last several days of Convention each section of PB&F developed its part of the Budget based upon the funding priorities. The results of this detailed review are measurable changes in allocations. These changes are the means to build capacity to meet our priorities. Such bold moves are not without sacrifice. Many traditional efforts, particularly in the Corporate and Canonical areas, will now be challenged to work with fewer financial resources.

The response to this Convention's priorities has resulted in the following actions:

CORPORATE AND CANONICAL

Reductions were made in the following areas of the **Canonical section** of the budget:

- Office of the Presiding Bishop - \$50,000
- House of Bishops - \$48,000
- House of Deputies - \$25,000
- General Convention- site and facilities - \$50,000
- Committees, Commissions, Agencies and Boards (CCABs) - \$290,000
 - Review and individual decisions regarding funding levels of CCABs were made resulting in an approximate 10% reduction in the total allocation. Amount includes \$25,000 for the establishment of a task force for the prevention of sexual misconduct
- Archives - \$50,000
- Ecumenical and Interfaith Relations - \$50,000
- Office of Pastoral Development - \$41,000

Increases in the **Canonical Section** are as follows:

- General Board of Examining Chaplains - \$24,000
 - Maintain the work of the group that administers the General Ordination Examinations (GOE)

Reductions were made in the following areas in the **Corporate section** of the Budget:

- Office of the Chief Operating Officer - \$30,000
- Human Resources Department - \$30,000
- Controller's Office - \$15,000
- Treasurer's Office - \$75,000
- Telecommunications - \$100,000
- Building Services - \$100,000

Contributed Services:

Episcopal Relief and Development (ERD) has been allocated \$2,572,000 for contributed services by DFMS, which includes such items as postage, building services, telecommunications and other administrative and financial services.

PROGRAM (MISSION)

Reductions were made in the following areas of the **Program section** of the Budget:

- Program ministries support - \$200,000
- Communication - \$300,000

Increases in the **Program section** are:

- Ministries with Young People - \$1,000,000
 - Allocation of specific programs to be made by Executive Council and young people, together with the Church Center staff
- Overseas dioceses - \$150,000
- Jubilee Ministries grants - \$150,000
- Multi-cultural/multi-lingual liturgies for “new” populations - \$130,000

**Domestic and Foreign Missionary Society
of the Protestant Episcopal Church
in the United States of America**

2004-2006 Budget: As adopted August 7, 2003¹

REVENUES	2004	2005	2006	Triennium
Diocesan Commitments	\$29,473,000	\$30,062,000	\$30,952,000	\$90,487,000
Investment & Interest Income	10,603,000	10,265,000	9,963,000	30,831,000
Episcopal Life	1,856,000	1,989,000	2,112,000	5,957,000
Government Grants (EMM)	5,169,000	5,180,000	5,202,000	15,551,000
Episcopal Parish Services & Episcopal Book and Resource Center	824,000	843,000	853,000	2,520,000
Other	102,000	105,000	842,000	1,049,000
GRAND TOTAL	\$48,027,000	\$48,444,000	\$49,924,000	\$146,395,000

EXPENSES	2004	2005	2006	Triennium
Canonical	\$ 8,474,000	\$ 8,618,000	\$11,023,000	\$28,115,000
Mission Program	15,324,000	15,563,000	15,731,000	46,618,000
Mission Block Grant Partnerships	10,210,000	10,140,000	10,043,000	30,393,000
Communication	4,976,000	5,118,000	5,608,000	15,702,000
Corporate (Reported as Mission Support in Pre-Convention Budget)	8,225,000	8,577,000	8,765,000	25,567,000
GRAND TOTAL	\$47,209,000	\$48,016,000	\$51,170,000	\$146,395,000

¹ Shaded areas on this and the following pages represent changes from the Executive Council Budget Proposal.

REVENUES

Diocesan Commitments	2004	2005	2006	Triennium
U.S. dioceses	\$29,473,000	\$30,062,000	\$30,952,000	\$90,487,000
Overseas dioceses (None assumed)	0	0	0	0
Total Diocesan Commitments	\$29,473,000	\$30,062,000	\$30,952,000	\$90,487,000

The funding policy for the period January 1, 2004 through December 31, 2006 is based on a single Asking of the Dioceses (apportioned share). After a \$100,000 exemption from total income, a single asking shall be applied at a flat rate of 21% of the balance of income to the Diocese, as reported in the Diocesan Financial Statements for the year two years prior to the year to which the pledge is applied. For example, the 2004 Asking would be based on actual 2002 income. "Income" includes 1) all congregational giving to the Diocese, 2) all unrestricted investment and endowment income to the Diocese, 3) restricted investment and endowment income to the Diocese which covers costs in the operating budget, and 4) other earnings from investments or enterprises. It is intended that income shall include revenues that fund normal and programming expense of the dioceses. It is not intended to include pass-through income that is used for expenses for programming that is simply administered by the Dioceses or that would not be otherwise funded by contributions from parishes or out of investment income.

Investment and Interest Income	2004	2005	2006	Triennium
Interest Income				
(Non-Endowment Assets)	\$1,436,000	\$1,592,000	\$1,652,000	\$4,680,000
Unrestricted trust fund				
Income	4,624,000	4,389,000	4,219,000	13,232,000
Restricted trust fund				
Income	4,543,000	4,284,000	4,092,000	12,919,000
Total Investment & Interest Income	\$10,603,000	\$10,265,000	\$9,963,000	\$30,831,000

Investment income consists principally of income on the DFMS endowment, which represents both restricted and unrestricted income. This estimate assumes trust fund income at \$1.079, \$1.018, and \$0.972 per share in 2004, 2005 and 2006 respectively, an estimate which in turn assumes a net 5% annual growth rate (net of distributions and management fees) in trust fund assets over that period and annual distributions set at approximately 5.50% of a five-year rolling average asset value. DFMS non-endowment assets are invested in short-term (usually 2-5 years to maturity) fixed income instruments.

THE BUDGET FOR THE EPISCOPAL CHURCH, 2004-2006

Episcopal Life	2004	2005	2006	Triennium
Episcopal Life Subscription and Advertising Revenue	\$1,856,000	\$1,989,000	\$2,112,000	\$5,957,000
Total Episcopal Life	\$1,856,000	\$1,989,000	\$2,112,000	\$5,957,000

Episcopal Life costs are partially (86%) subsidized by revenues earned from advertising and subscription sales.

Government Grants (EMM)	2004	2005	2006	Triennium
Government Grants (EMM)	\$5,169,000	\$5,180,000	\$5,202,000	\$15,551,000
Total Government Grants	\$5,169,000	\$5,180,000	\$5,202,000	\$15,551,000

Episcopal Migration Ministries (the refugee program) is primarily supported by federal government contracts principally from the Reception and Placement Program funded by the State Department and the Department of Health and Human Services Matching Grant Program. It is estimated that DFMS and affiliated organizations will resettle 2200 refugees per year through the Reception and Placement Program, and 1000 refugees per year will qualify for participation in the Matching Grant Program. After withholding amounts necessary to cover administrative costs, these funds are passed to dioceses to fund local programs.

**Episcopal Parish Services and
Episcopal Book and Resource Center Revenues**

Episcopal Parish Services (EPS) is a mail-order operation that sells and distributes printed and other materials produced by DFMS and others. The fulfillment and order processing operation is currently outsourced to Morehouse Publishing in Harrisburg, Pennsylvania.

The Episcopal Book and Resource Center (EBRC) specializes in books on congregational development, Christian education, theology, spirituality, pastoral care, and related subjects. It stocks a full spectrum of Bibles, the Book of Common Prayer, and Hymnals. The ministry of the bookstore is to serve the whole church (and beyond), by providing quality resources, knowledgeable service, and information to individuals, study groups, parishes/diocesan libraries, bookstores, and resource centers. Mailing, special ordering services, and an extensive online catalog, as well as a range of gifts are also offered.

	2004	2005	2006	Triennium
Episcopal Parish Services	\$287,000	\$296,000	\$296,000	\$879,000
Episcopal Book and Resource Center	537,000	547,000	557,000	1,641,000
Total EPS and EBRC	\$824,000	\$843,000	\$853,000	\$2,520,000

Other	2004	2005	2006	Triennium
General Convention fees	\$0	\$0	\$400,000	\$400,000
General Convention exhibits	0	0	330,000	330,000
GBEC Recovery fees	102,000	105,000	112,000	319,000
Total Other	\$102,000	\$105,000	\$842,000	\$1,049,000

EXPENSES

Canonical	2004	2005	2006	Triennium
Office of the Presiding Bishop	\$1,772,000	\$1,809,000	\$1,860,000	\$5,441,000
House of Bishops	251,000	250,000	251,000	752,000
House of Deputies	110,000	112,000	112,000	334,000
Office of the General Convention	1,184,000	1,223,000	1,283,000	3,690,000
General Convention-Site & Facilities	241,000	157,000	2,350,000	2,748,000
GC-Committees/Commissions/ Agencies & Boards	873,000	917,000	902,000	2,692,000
Office of the Suffragan Bishop for Chaplaincies	949,000	971,000	995,000	2,915,000
Office of Pastoral Development	391,000	402,000	410,000	1,203,000
Office for Ministry Development	521,000	536,000	549,000	1,606,000
Church Deployment Office	545,000	561,000	580,000	1,686,000
General Board of Examining Chaplains	178,000	184,000	193,000	555,000
Office for Liturgy and Music	203,000	209,000	221,000	633,000
Archives of the Episcopal Church	650,000	668,000	687,000	2,005,000
Ecumenical and Interfaith Relations	606,000	619,000	630,000	1,855,000
Canonical Total	\$8,474,000	\$8,618,000	\$11,023,000	\$28,115,000

Mission Program	2004	2005	2006	Triennium
Program Ministries Support	\$453,000	\$464,000	\$477,000	\$1,394,000
Anglican and Global Relations	3,052,000	3,097,000	3,143,000	9,292,000
Congregational Development	1,421,000	1,436,000	1,452,000	4,309,000
Ethnic Congregational Development and Women's Ministries	1,724,000	1,752,000	1,788,000	5,264,000
Peace and Justice Ministries	1,791,000	1,886,000	1,813,000	5,490,000
Ministries with Young People	1,743,000	1,744,000	1,830,000	5,317,000
Episcopal Migration Ministries	5,140,000	5,184,000	5,228,000	15,552,000
Mission Program Total	\$15,324,000	\$15,563,000	\$15,731,000	\$46,618,000

Mission Block Grant Partnerships	2004	2005	2006	Triennium
Overseas Partnerships & Covenants	\$4,915,000	\$4,893,000	\$4,838,000	\$14,646,000
Domestic Mission Support	3,148,000	3,096,000	3,048,000	9,292,000
Support to Provinces	211,000	212,000	212,000	635,000
Ecumenical Appropriations (WCC & NCC)	529,000	532,000	537,000	1,598,000
Episcopal Relief and Development*	1,257,000	1,257,000	1,258,000	3,772,000
(*Including Contributed Services)				
Planned Giving	150,000	150,000	150,000	450,000
Mission Block Grant Partnerships Total	\$10,210,000	\$10,140,000	\$10,043,000	\$30,393,000

THE BUDGET FOR THE EPISCOPAL CHURCH, 2004-2006

Office of Communication	2004	2005	2006	Triennium
Communication	\$277,000	\$285,000	\$293,000	\$855,000
Media Services	1,696,000	1,726,000	2,056,000	5,478,000
Episcopal Life	2,206,000	2,272,000	2,435,000	6,913,000
Episcopal Parish Services	263,000	288,000	264,000	815,000
Episcopal Book & Resource Center	534,000	547,000	560,000	1,641,000
Communication Total	\$4,976,000	\$5,118,000	\$5,608,000	\$15,702,000

Corporate (Reported as Mission Support in Pre-Convention Budget)

	2004	2005	2006	Triennium
Office of Chief Operating Officer	\$480,000	\$478,000	\$515,000	\$1,473,000
Treasurer's Office	1,695,000	1,737,000	1,782,000	5,214,000
Controller's Office	1,126,000	1,160,000	1,195,000	3,481,000
Human Resource Management	1,487,000	1,534,000	1,606,000	4,627,000
Management Information Systems	1,127,000	1,309,000	1,239,000	3,675,000
Purchasing	310,000	310,000	320,000	940,000
Mailing Center	705,000	720,000	747,000	2,172,000
Telecommunications	429,000	435,000	439,000	1,303,000
Building Services	1,723,000	1,751,000	1,780,000	5,254,000
Allocation of Contributed Services to ERD	(857,000)	(857,000)	(858,000)	(2,572,000)
Corporate Total	\$8,225,000	\$8,577,000	\$8,765,000	\$25,567,000

Note: "Staff Costs" in the following tables include salaries and benefits costs. "Other Costs", in the following tables includes staff expenses such as meetings, printing, and travel, which cannot be known with great certainty at this time but have been estimated based on past experience.

CANONICAL

Office of the Presiding Bishop

This Office supports the Presiding Bishop in his administrative and communication responsibilities as well as pastoral ministries. This includes working with and supporting the staff in carrying forth General Convention initiatives and policies, supporting the ecumenical initiatives and relationships of the Episcopal Church, and supporting pastoral relationships with the Bishops of this church. This office plans and coordinates the visits of the Presiding Bishop, as well as planning for meetings of the House of Bishops at General Convention and interim and special meetings. The office is responsible for the processes of election and consecration of bishops.

	2004	2005	2006	Triennium
Staff Costs	\$1,148,000	\$1,186,000	\$1,227,000	\$3,561,000
Council of Advice	30,000	30,000	30,000	90,000
Chancellor	55,000	55,000	55,000	165,000
Title IV Contingencies	200,000	200,000	200,000	600,000
Other Costs	339,000	338,000	348,000	1,025,000
Total Office of the Presiding Bishop	\$1,772,000	\$1,809,000	\$1,860,000	\$5,441,000

House of Bishops

The expenses in this area support the design and implementation of the annual Interim and Special Committee meetings of the House. Additional support is given to the planning group for the spouses meetings, which coincide with the House of Bishops meetings.

	2004	2005	2006	Triennium
Special Committee Meetings	\$94,000	\$94,000	\$94,000	\$282,000
Interim Meetings	70,000	70,000	70,000	210,000
Other Costs	87,000	86,000	87,000	260,000
Total House of Bishops	\$251,000	\$250,000	\$251,000	\$752,000

House of Deputies

In addition to that furnished by the Office of the General Convention, this line item provides support for the expenses of the President of the House of Deputies, who with the Presiding Bishop, appoints members of committees, commissions, agencies, boards and legislative committees, shares leadership of the Executive Council, serves ex officio as a member of all committees and commissions, represents the Episcopal Church in a variety of Anglican and ecumenical activities, and coordinates planning for the business of the House over which the President presides during the General Convention itself.

	2004	2005	2006	Triennium
Staff Costs	\$47,000	\$49,000	\$51,000	\$147,000
Other Costs	63,000	63,000	61,000	187,000
Total House of Deputies	\$110,000	\$112,000	\$112,000	\$334,000

Office of the General Convention

The General Convention Office, under the direction of the Executive Officer of the General Convention, undertakes the planning, logistical arrangements and staff support for the triennial Convention gatherings, the thrice-yearly Executive Council meetings, and the meetings and work of the Committees, Commissions, Agencies and Boards. It handles production of the *Reports to the General Convention*—known as the “Blue Book”—as well as the *Journal* and the updated *Constitution and Canons* issued after each Convention. It is also responsible for the collection, publication and analysis of annual Parochial Report and Diocesan Report data.

	2004	2005	2006	Triennium
Staff Costs	\$ 1,037,000	1,072,000	\$1,108,000	\$3,217,000
Other Costs	147,000	151,000	175,000	473,000
Total Office of the General Convention	\$1,184,000	\$1,223,000	\$1,283,000	\$3,690,000

General Convention

The General Convention is the governing body of the Episcopal Church in the USA. The Convention includes the House of Deputies, which has 800-plus members (up to four clergy and four lay persons from every diocese), and the House of Bishops, which consists of nearly 300 active and retired bishops.

The Convention meets every three years for a ten-day legislative session, and its powers are established by the first article of the Church’s Constitution. The Houses meet and act separately, and both must concur in order to adopt legislation.

Although bishops and deputies pay their own travel and lodging expenses, the planning, administrative, security and facilities costs are borne by this budget.

	2004	2005	2006	Triennium
Secretariat	\$136,000	10,000	\$300,000	\$446,000
Site & Facilities:				
Site Expenses	105,000	117,000	830,000	1,052,000
Hall Expenses	0	30,000	832,000	862,000
Site Services	0	0	216,000	216,000
Site Personnel	0	0	172,000	172,000
Total General Convention-Site & Facilities	\$241,000	\$157,000	\$2,350,000	\$2,748,000

General Convention: Committees, Commissions, Agencies and Boards (CCABs)

Between the triennial meetings of the General Convention, various Committees, Commissions, Agencies, and Boards carry out the ongoing work of the Church.

Chief among these is the Executive Council, which includes a total of forty elected representatives who serve for staggered six-year terms: two persons elected from each of the Church’s nine provinces, twenty people elected at large by the General Convention, and the Presiding Bishop and the President of the House of Deputies. The Executive Council meets three times per year to carry out the program and policies adopted by the General Convention. The Executive Council has charge of the coordination, development, and implementation of the ministry and mission of the Church.

The other Committees, Commissions, Agencies and Boards were started at various times during the history of the Church to perform particular tasks. They are responsible for studying issues and making recommendations to the Convention. They report to each General Convention in writing, summarizing their work during the triennium and proposing legislation for Convention consideration. These reports are distributed in the *Blue Book* to all Bishops and Deputies for study before General Convention convenes.

THE BUDGET FOR THE EPISCOPAL CHURCH, 2004-2006

Board of:	2004	2005	2006	Triennium
Archives	\$15,000	\$15,000	\$15,000	\$45,000
Church Deployment	22,000	21,000	22,000	65,000
General Board of Examining Chaplains	22,000	22,000	20,000	64,000
Subtotal Boards	\$59,000	\$58,000	\$57,000	\$174,000
Committees on:	2004	2005	2006	Triennium
Pastoral Development	\$13,000	\$16,000	\$16,000	\$45,000
State of the Church	12,000	14,000	20,000	46,000
Subtotal Committees	\$25,000	\$30,000	\$36,000	\$91,000
Joint Standing Committees on:	2004	2005	2006	Triennium
Nominations	\$6,000	\$14,000	\$4,000	\$24,000
Nominating Committee-PB	38,000	38,000	39,000	115,000
Planning and Arrangements	8,000	16,000	8,000	32,000
Program, Budget and Finance	13,000	28,000	49,000	90,000
Subtotal JSC	\$65,000	\$96,000	\$100,000	\$261,000
Standing Commissions on:	2004	2005	2006	Triennium
Anglican & International Concerns	\$19,000	\$29,000	\$10,000	\$58,000
Small Congregations	7,000	15,000	9,000	31,000
Constitution and Canons	6,000	13,000	29,000	48,000
Ecumenical Relations	30,000	29,000	31,000	90,000
Domestic Mission and Evangelism	37,000	37,000	22,000	96,000
Liturgy and Music	31,000	32,000	33,000	96,000
Ministry Development	30,000	48,000	51,000	129,000
National Concerns	22,000	23,000	26,000	71,000
Stewardship and Development	20,000	21,000	24,000	65,000
Structure of the Church	15,000	24,000	10,000	49,000
World Mission	24,000	37,000	28,000	89,000
Title IV Review Committee	21,000	20,000	19,000	60,000
Title III Revision	6,000	7,000	7,000	20,000
Subtotal SC	\$268,000	\$335,000	\$299,000	\$902,000
CCAB Chairs' Meetings	\$32,000	\$0	\$0	\$32,000
Executive Council Committees	2004	2005	2006	Triennium
Executive Council	\$300,000	\$300,000	\$300,000	\$900,000
Council Committees	69,000	44,000	53,000	166,000
Committee on the Status of Women	15,000	15,000	15,000	45,000
Committee on HIV/AIDS	14,000	14,000	16,000	44,000
Science, Technology and Faith	18,000	17,000	17,000	52,000
Sexual Misconduct Task Force	8,000	8,000	9,000	25,000
Task Force on Aging	0	0	0	0
National Conversation on Ordination of Women	0	0	0	0
Subtotal Executive Council	\$424,000	\$398,000	\$410,000	\$1,232,000
Total CCABs	\$873,000	\$917,000	\$902,000	\$2,692,000

Office of the Suffragan Bishop for Chaplaincies (OSBC)²

This Office has expanded and tailored its focus. The original offering of Armed Services, Healthcare and Prisons now includes that of “emergency responder” chaplains³, e.g., police, fire, EMT, FBI, ATF, and Homeland Security. The necessity of this was apparent when chaplains from a variety of fields began to network in the support of the September 11th recovery. Under the statement, “*a new challenge requires ONE team,*” chaplains from the federal ranks, for which this office has traditionally provided direct support, were joined by those of diocesan origins receiving indirect support. This relationship—with members of local clericuses—is not new since priests and deacons from state and local health and prison facilities have received such attention for some time. The key activity and clearer focus now is support of the bishop in local mission and as it might relate to a regional and national need. The core mission—though now to a variety of chaplaincies—remains recruitment, formation, and support. This Office continues support of programs vital to chaplains such as restorative justice, prison ministry and universal access to healthcare. There are 1200 clergy related to this episcopacy.

The Suffragan Bishop of this Office, on behalf of the Presiding Bishop, has oversight of the missionary work in Micronesia.

	2004	2005	2006	Triennium
Staff Costs	\$611,000	\$633,000	\$655,000	\$1,899,000
Other Costs	338,000	338,000	340,000	1,016,000
Total OSBC	\$949,000	\$971,000	\$995,000	\$2,915,000

Office of Pastoral Development (OPD)

The Office of Pastoral Development of the House of Bishops provides direct support to the Presiding Bishop and the House of Bishops in the areas of episcopal formation and development, pastoral care of bishops, their families and diocesan systems, and mediation in Title IV (disciplinary) matters. Episcopal formation and development involves providing direct support for all episcopal elections, training and mentoring for all bishops, vocational assessment, retirement transitions, and deployment of bishops. Pastoral care means making residential care facility referrals for bishops and priests, planned interventions, and mediation within diocesan systems. Mediation within the Title IV disciplinary canons means providing a response from the Presiding Bishop's Office to complaints and formal charges against or concerning bishops. The intent of the response is to address satisfactorily the cause(s) of the complaint or charge in such a way that proceedings for a possible presentment and ecclesiastical trial do not have to occur.

This triennium (2004-2006), this office has also been given the new responsibility of providing full time administrative support to the College for Bishops as well as supervision for the administration of the work of Episcopal Visitors to Religious Orders and Communities.

	2004	2005	2006	Triennium
Staff Costs	\$249,000	\$258,000	\$268,000	\$775,000
Other Costs	142,000	144,000	142,000	428,000
Total OPD	\$391,000	\$402,000	\$410,000	\$1,203,000

² Formerly The Office of the Bishop for the Armed Services, Healthcare and Prison Ministries.

³ College and school chaplaincies come under the Office for Young Adult and Higher Education Ministries in Ministries with Young People.

Office for Ministry Development (OMD)

The Office for Ministry Development works to strengthen and support ministries of all baptized persons. The goal is to increase the capacity of the church to carry out effective mission in the world in response to the Gospel. To do this OMD forms collaborative relationships with:

- Ministry development specialists and practitioners around the church
- Leaders in theological education and continuing education
- Groups engaged in discernment, recruitment, training, education, and formation of leaders
- Fresh Start partners to strengthen the ministries of and build the relationships between clergy and congregations and the Bishop's office in the first two years of ministry together
- Those who are concerned with the health and wellness of church professionals and others

OMD also provides staff support to the Standing Commission on Ministry Development. SCMD works to invigorate and equip baptized persons in living the Baptismal Covenant by recommending policies and strategies to the General Convention, facilitating networks, and conducting surveys.

	2004	2005	2006	Triennium
Staff Costs	\$370,000	\$383,000	\$395,000	\$1,148,000
Fresh Start	30,000	32,000	32,000	94,000
Other Costs	121,000	121,000	122,000	364,000
Total OMD	\$521,000	\$536,000	\$549,000	\$1,606,000

Church Deployment Office (CDO)

The Church Deployment Office manages a personnel system for the clergy and lay professionals of the church and for dioceses, parishes and other institutions. It maintains computerized personnel profiles for clergy and lay persons and a searchable file of open positions. Both personnel and position databases are now available online to CDO's various users. CDO conducts computer searches on behalf of dioceses and parishes to identify candidates matching the ministry needs of open positions, and assists diocesan officials in conducting their own searches. CDO networks with and trains diocesan personnel and other users to facilitate their use of online and other services.

	2004	2005	2006	Triennium
Staff Costs	\$462,000	\$478,000	\$496,000	\$1,436,000
Other Costs	83,000	83,000	84,000	250,000
Total CDO	\$545,000	\$561,000	\$580,000	\$1,686,000

General Board of Examining Chaplains (GBEC)

The work of the GBEC is defined by Canon III.31. The Board, elected by the General Convention and responsible to the House of Bishops, consists of four bishops, six clergy with pastoral cures, six members of seminary faculties, and six lay persons. Its primary assignment is the annual General Ordination Examination, administered to seminary seniors and others pursuing Holy Orders, who are nominated by the bishops of the dioceses. The Board collaborates as needed with other General Convention groups devoted to the development and support of ordained ministry.

	2004	2005	2006	Triennium
Staff Costs	\$42,000	\$44,000	\$45,000	\$131,000
Other Costs	136,000	140,000	148,000	424,000
Total GBEC	\$178,000	\$184,000	\$193,000	\$555,000

Office for Liturgy and Music (LM)

The Liturgical Office supports the Presiding Bishop in his role as Chief Liturgical Officer of the Church, especially in organizing worship at General Convention, by assisting in planning occasional liturgical events for other national entities within the church, and by responding to questions about worship. This office supports the work of the Standing Commission on Liturgy and Music.

	2004	2005	2006	Triennium
Staff Costs	\$156,000	\$162,000	\$168,000	\$486,000
Other Costs	47,000	47,000	53,000	147,000
Total LM	\$203,000	\$209,000	\$221,000	\$633,000

Archives of the Episcopal Church

The Archives of the Episcopal Church is the national repository for documentation on the church, related Anglican bodies, and individual Episcopalians. The historical records office is located in Austin, Texas. Its mission is to preserve and make available evidence of the historic and contemporary ministry of the church. The Records Management and Information Services Office at the Episcopal Church Center works with office staff to improve record keeping and access to contemporary information in paper and digital formats.

	2004	2005	2006	Triennium
Staff Costs	\$512,000	\$530,000	\$550,000	\$1,592,000
Other Costs	138,000	138,000	137,000	413,000
Total Archives	\$650,000	\$668,000	\$687,000	\$2,005,000

Ecumenical and Interfaith Relations (EIR)

The Office of Ecumenical and Interfaith Relations coordinates, on behalf of the Presiding Bishop and the Episcopal Church, various bilateral and multilateral dialogues and conversations with other Christian communions working with the greater unity and common mission of the church. In an increasing multi-religious context, the office also works in the area of interfaith dialogue seeking greater understanding of and cooperation between the major religions of the world.

	2004	2005	2006	Triennium
Staff Costs	\$336,000	\$347,000	\$359,000	\$1,042,000
Other Costs	270,000	272,000	271,000	813,000
Total EIR	\$606,000	\$619,000	\$630,000	\$1,855,000

Mission Program

The Mission Program budget is an expression of the Episcopal Church's mission priorities as informed by the Baptismal Covenant, the priorities adopted by the Executive Council and General Convention, historic covenant and partnership commitments, new and prior actions of the General Convention.

Program Ministries Support

The Assistant to the Presiding Bishop for Program serves as a staff officer to the Presiding Bishop and is a member of the PB's Management Team at the Episcopal Church Center. Program Ministries Support serves the entire Program (Mission) Group in the accomplishment of its goals. Administrative costs for the Group include support for consultants, travel costs, and office expenses. Included in this section are the staff costs for the Assistant to the Presiding Bishop for Program. The work of this office consists of oversight, direction, coordination, and communication for the following:

- Anglican and Global Relations
- Congregational Development
- Ethnic Congregational Development
- Peace and Justice Ministries
- Women's Ministries
- Ministries With Young People
- Episcopal Migration Ministries
- Overseas Appropriations
- Domestic Appropriations

	2004	2005	2006	Triennium
Staff Costs	\$263,000	\$274,000	\$288,000	\$825,000
Other Costs	190,000	190,000	189,000	569,000
Total Program Ministries Support	\$453,000	\$464,000	\$477,000	\$1,394,000

Anglican and Global Relations (AGR)

The Anglican and Global Relations office makes possible a coordinated, comprehensive national response to the worldwide mission of the church by:

- Recruiting, training and supporting Appointed Missionaries and Volunteers who serve in approximately 30 countries, including the United States and around the globe
- Enabling Anglican Partner Provinces around the globe to participate effectively in the worldwide church through strong provincial secretariats
- Supporting theological education through scholarships both in the United States and overseas
- Developing and providing educational materials and curricula for world mission
- Servicing world mission networks
- Providing additional support to the Young Adult Service Corps to engage in servant ministry throughout the Anglican Communion
- Providing leadership support, direction and policy coordination for the Episcopal Church's relations with the 12 Anglican provinces in Africa (African Chaplaincy Program).

	2004	2005	2006	Triennium
Staff Costs	\$1,217,000	\$1,261,000	\$1,307,000	\$3,785,000
Anglican Partners:				
Africa	\$141,000	\$141,000	\$141,000	\$423,000
Asia/Pacific	17,000	17,000	17,000	51,000
Europe/Middle East	36,000	37,000	37,000	110,000
Caribbean/Latin America	99,000	98,000	99,000	296,000
Subtotal Anglican Partners	\$293,000	\$293,000	\$294,000	\$880,000
Partners Emerging Priorities	35,000	35,000	35,000	105,000
Mission Education Networks	126,000	126,000	126,000	378,000
Mission Personnel (Missionaries)	785,000	785,000	786,000	2,356,000
African Program Development	95,000	95,000	95,000	285,000
Volunteers for Mission	241,000	241,000	241,000	723,000
Young Adult Service Corps	103,000	103,000	103,000	309,000
Other Costs	157,000	158,000	156,000	471,000
Total AGR	\$3,052,000	\$3,097,000	\$3,143,000	\$9,292,000

Congregational Development

Congregational Development includes the work of Congregational Development and Redevelopment, Stewardship, and Research. The primary focus of this department is congregational growth and development, reaching the unchurched, and working toward more diversity within the congregations of the Episcopal Church. In addition to focusing on racial, ethnic and socio-economic diversity, special focus is given to generational diversity in congregations. Congregational Development, Ethnic Congregational Development, and Women's Ministries are responsible for developing a comprehensive strategy for congregational development for the Episcopal Church. The work involves planning and producing resources and national and regional training events, working with provinces, dioceses, and congregations of the Episcopal Church in the development and redevelopment of congregational ministries. Congregational Development contains the Office of Research which directs and coordinates an ongoing program of research and evaluation for the Episcopal Church.

	2004	2005	2006	Triennium
Staff Costs	\$587,000	\$602,000	\$618,000	\$1,807,000
Training: Congregational Development and Redevelopment	206,000	206,000	206,000	618,000
New Church Resources	65,000	65,000	65,000	195,000
Stewardship Resources	97,000	96,000	97,000	290,000
Resource Development	125,000	125,000	125,000	375,000
Consultation and Partnership	31,000	31,000	31,000	93,000
Research	90,000	90,000	90,000	270,000
Emerging Generation Program	117,000	117,000	116,000	350,000
Liturgies for "New" Populations	43,000	43,000	44,000	130,000
Other Costs	60,000	61,000	60,000	181,000
Total Congregational Development	\$1,421,000	\$1,436,000	\$1,452,000	\$4,309,000

Ethnic Congregational Development

Ethnic Congregational Development includes Asian American Ministries, Black Ministries, Hispanic Ministries, and Native American Ministries. A primary focus is congregational growth and development, reaching the unchurched in the expanding ethnic communities of our nation and working toward more diversity within the congregations of the Episcopal Church. Ethnic Congregational Development, Women's Ministries, and Congregational Development are responsible for developing a comprehensive strategy for congregational development for the Episcopal Church. This work involves planning and producing resources and national and regional training events, working with provinces, dioceses, and congregations of the Episcopal Church in the development and redevelopment of specific ethnic congregational ministries.

	2004	2005	2006	Triennium
Staff Costs	\$633,000	\$656,000	\$679,000	\$1,968,000
Asian American Ministries	167,000	167,000	167,000	501,000
Black Ministries	167,000	167,000	167,000	501,000
Hispanic Ministries	167,000	167,000	167,000	501,000
Native American Ministries	167,000	167,000	167,000	501,000
Other Costs	103,000	103,000	111,000	317,000
Total Ethnic Congregational Development	\$1,404,000	\$1,427,000	\$1,458,000	\$4,289,000

Peace and Justice Ministries (PJM)

The mandate of Peace and Justice Ministries is generated by the many social and programmatic policies established by General Convention and Executive Council. PJM works to equip Episcopalians to carry out their Baptismal Covenant to “strive for justice and peace among all people and respect the dignity of every human being” and to be faithful stewards of all God’s creation. PJM includes the Office of Government Relations in Washington, D.C. and international Peace Ministries, domestic Social Justice, Jubilee Ministries, and environmental consultant’s offices located at the Episcopal Church Center in New York. Some of the work is listed below but is only a partial description of the myriad projects undertaken during a triennium:

- Continuing the Church’s second nine year phase (2000-2009) on anti-racism, providing training and resources for dioceses, congregations and national Church leadership
- Growing the number of Jubilee Centers and networks that serve and empower the poor and marginalized as well as providing grant support to Jubilee Centers
- Advocating Church policies to government with particular focus on civil rights, poverty reduction, environment, health, AIDS pandemic in Africa, globalization (especially debt reduction) and peacemaking in areas of conflict (with special attention to the Middle East)
- Growing the Public Policy Network so that the witness made in Washington and various state legislatures is strengthened
- Providing financial support and active participation in the Anglican Peace and Justice Network as well as working bilaterally with Anglican partners on various justice concerns
- Participating in the environmental ecumenical movement through the National Council of Churches, participating in the newly formed Anglican Environmental Network and providing appropriate resources to local Churches
- Monitoring the Church’s investment portfolio for social responsibility in concert with established Church policy and managing the process for a \$7 million alternative loan fund to empower marginalized communities
- Supporting the prophetic role and voice of the Presiding Bishop

	2004	2005	2006	Triennium
Staff Costs	\$962,000	\$995,000	\$1,030,000	\$2,987,000
Peace Ministries	156,000	111,000	111,000	378,000
Jubilee Ministries	126,000	241,000	136,000	503,000
Jubilee Grants	50,000	50,000	50,000	150,000
Social Justice	162,000	162,000	162,000	486,000
Office of Government Relations	260,000	251,000	248,000	759,000
Social Responsibility in Investments Committee	56,000	56,000	56,000	168,000
Other Costs	19,000	20,000	20,000	59,000
Total PJM	\$1,791,000	\$1,886,000	\$1,813,000	\$5,490,000

Women's Ministries

Women’s Ministries serves the mission and ministry of all women in the Episcopal Church at every level—national, provincial, diocesan, and parochial—as well as the Anglican Communion. This department is responsive to the work of established women’s organizations and networks in the church and identifies and communicates issues which affect the role of women in the life of the Episcopal Church and the Church’s mission. Women’s Ministries relates to: the Office of Research; Ethnic Congregational Development and Congregational Development to develop a comprehensive strategy for Congregational Development for the Episcopal Church; and works collaboratively with staff colleagues in the areas of leadership development, faith formation and spiritual development, justice and peace, and Anglican, ecumenical, and interfaith partnerships.

	2004	2005	2006	Triennium
Staff Costs	\$162,000	\$167,000	\$173,000	\$502,000
Other Costs	158,000	158,000	157,000	473,000
Total Women's Ministries	\$320,000	\$325,000	\$330,000	\$975,000

Ministries with Young People (MYP)

Ministries with Young People provides support to congregations, dioceses, and provinces in the areas of children's ministries, Christian education, youth ministries, and ministries with young adults and higher education. Through programs and special projects mandated by General Convention, MYP fulfills its mission through training events, conferences, consultations, network programs, and by producing basic and specialized resources for congregational use. MYP also works extensively with ecumenical partners and Episcopal curriculum developers in providing resources for the Church. The General Convention approved a \$1,000,000 in additional funding for the Ministries with Young People Cluster with specific funding to be determined by Executive Council in consultation with young people and DFMS staff.

	2004	2005	2006	Triennium
Staff Costs	\$678,000	\$702,000	\$727,000	\$2,107,000
Children's Ministries and Christian Education	163,000	163,000	162,000	488,000
Youth Ministries	163,000	162,000	163,000	488,000
Young Adult and Higher Education Ministries	162,000	163,000	163,000	488,000
Expanded Campus Ministries	50,000	50,000	50,000	150,000
General Convention Youth Presence	0	0	60,000	60,000
Print and Electronic Resources	194,000	171,000	171,000	536,000
New and Expanded Initiatives	333,000	333,000	334,000	1,000,000
Total MYP	\$1,743,000	\$1,744,000	\$1,830,000	\$5,317,000

Episcopal Migration Ministries (EMM)

Episcopal Migration Ministries carries out the mission of the church to assist and advocate for refugees and immigrants and for all victims of persecution who have been violently uprooted from their homes. Through a network of diocesan programs, often involving parish sponsorship of refugees, EMM assists refugees' transition to life in the United States and helps them to become productive members of society. EMM promotes the protection and well being of immigrants and refugees in the United States and advocates for the just and humane treatment of forcibly displaced persons worldwide.

	2004	2005	2006	Triennium
Staff Costs	\$1,152,000	\$1,195,000	\$1,240,000	\$3,587,000
Grants	3,834,000	3,834,000	3,834,000	11,502,000
Other Costs	154,000	155,000	154,000	463,000
Total EMM	\$5,140,000	\$5,184,000	\$5,228,000	\$15,552,000

[These costs are supported through federal government contracts in the amounts of \$5,169,000 in 2004, \$5,180,000 in 2005, and \$5,202,000 in 2006, for a total of \$15,551,000 in the triennium.]

MISSION BLOCK GRANT PARTNERSHIPS

Church-wide Partnerships

The Executive Council is committed to sustaining relations with provinces and dioceses and to meeting the locally-established needs of our historic partners, including those dioceses within Domestic Missionary Partners (the former Coalition 14), overseas dioceses within ECUSA, and the three historically Black Episcopal Colleges. Supporting our Covenant Agreements provides a way for all Episcopalians to participate in the development and mission work of the church in Mexico, the Philippines, Central America, and Liberia. Working through provincial partnerships, the Council assists the church in understanding and responding to national and international public policy issues based on theological and ethical perspectives following the priorities established by the General Convention.

Overseas Covenants and Partnerships

The expenses here represent covenants and commitments with overseas partners, which have grown through historical development by General Convention mandates. Also reflected here is ECUSA's fair share of the Inter-Anglican budget (the Anglican Consultative Council).

Overseas Covenants	2004	2005	2006	Triennium
Central America	\$1,009,000	\$998,000	\$991,000	\$2,998,000
Liberia	228,000	221,000	214,000	663,000
Mexico	661,000	634,000	592,000	1,887,000
Philippines	266,000	267,000	267,000	800,000
Subtotal Overseas Covenants	\$2,164,000	\$2,120,000	\$2,064,000	\$6,348,000

Overseas Partnerships

Specific funding for overseas dioceses has yet to be determined and will be done on a year-to-year basis upon evaluation. Funds that become available in this category will be redistributed among the following dioceses by Executive Council: Cuba, Colombia, Dominican Republic, Ecuador Central, Ecuador Litoral, Haiti, Honduras, Micronesia(Guam), Puerto Rico, Taiwan, Venezuela and Virgin Islands.

Subtotal Overseas Dioceses	\$2,173,000	\$2,172,000	\$2,173,000	\$6,518,000
Anglican Consultative Council (ACC)	\$578,000	\$601,000	\$601,000	\$1,780,000
Total Overseas Partners and Covenants	\$4,915,000	\$4,893,000	\$4,838,000	\$14,646,000

Domestic Mission Support

These are block grant commitments paid monthly or quarterly to U.S. entities. The Executive Council is committed to sustaining relations with provinces and dioceses and to meeting the locally established needs of our historic partners, including those dioceses serving Native American congregations, dioceses within Domestic Missionary Partners (the former Coalition 14), and the three historically black Episcopal Colleges.

Block Grants:	2004	2005	2006	Triennium
Commission on Religion in Appalachia	\$28,000	\$28,000	\$28,000	\$84,000
Episcopal Appalachian Ministries	16,000	16,000	16,000	48,000
Domestic Missionary Partners (Eastern Oregon, Eau Claire, Western Kansas)	243,000	234,000	228,000	705,000
Native Americans (N. Dakota, S. Dakota, Navajoland, Alaska)	1,335,000	1,335,000	1,335,000	4,005,000
Indigenous Theological Training Institute	125,000	125,000	125,000	375,000
Historically Black Colleges (St. Paul's, St. Augustine's, Voorhees)	1,308,000	1,269,000	1,230,000	3,807,000
National Episcopal AIDS Coalition	73,000	71,000	68,000	212,000
Episcopal Conference of the Deaf	10,000	9,000	9,000	28,000
Ministries with the Disabled	10,000	9,000	9,000	28,000
Total Domestic Mission Support	\$3,148,000	\$3,096,000	\$3,048,000	\$9,292,000

Support to All Nine Provinces	2004	2005	2006	Triennium
Grant Support	\$211,000	\$212,000	\$212,000	\$635,000
Total Support to Provinces	\$211,000	\$212,000	\$212,000	\$635,000

Ecumenical Appropriations

The mission of the Ecumenical and Interfaith Relations Office is to promote the growth of visible unity in one Eucharistic fellowship, sustain, and strengthen dialogue for Christian unity with other churches. This section of the budget represents support for Episcopal Church participation in and with national and international councils, bodies, and communions seeking the unity of the church.

	2004	2005	2006	Triennium
National Council of Churches	\$362,000	\$363,000	\$367,000	\$1,092,000
World Council of Churches	167,000	169,000	170,000	506,000
Total Ecumenical Appropriations	\$529,000	\$532,000	\$537,000	\$1,598,000

Episcopal Relief and Development (ERD)

All activities of Episcopal Relief and Development are directed to fulfilling its mission: to be the primary means through which all Episcopalians can express their compassion for people in need throughout the world. ERD is the organized, tangible response to Christ's call to minister to the hungry and thirsty, the sick and the imprisoned, to clothe the naked and welcome the stranger. The amounts in the DFMS budget represent a block grant to support ERD domestic grants and administrative costs. In addition to direct support, DFMS provides indirect support in the form of space and utilities as well as accounting and administrative services shown as DFMS Contributed Services in the following table.

	2004	2005	2006	Triennium
Domestic Grant Support	\$200,000	\$200,000	\$200,000	\$600,000
Administrative Grant Support	200,000	200,000	200,000	600,000
DFMS Contributed Services	857,000	857,000	858,000	2,572,000
Total ERD	\$1,257,000	\$1,257,000	\$1,258,000	\$3,772,000

Planned Giving

The Planned Giving funds are used to support the Episcopal Church Foundation's (ECF) efforts at the parish and diocesan levels to build the church's financial strength at the grass-roots level.

	2004	2005	2006	Triennium
Episcopal Church Foundation Support	\$150,000	\$150,000	\$150,000	\$450,000
Total Planned Giving	\$150,000	\$150,000	\$150,000	\$450,000

COMMUNICATION

The Office of Communication (COMM) is a consultative service and strategy organization that interacts with four key constituents and audiences to help meet the communication needs of the church.

- Episcopal Church Center departments and other church agencies
- Churches, dioceses and provinces
- Church and other news organizations
- The general public

It provides breaking news through Episcopal News Service, feature and informational information through Episcopal Life, and web, video, satellite and other media services. The office also maintains an Information Desk and coordinates print production, as well as the resources provided through Episcopal Parish Services. The Director of Communication is a member of the Presiding Bishop's Management Team.

Depending on variables such as audience, message, timing and forum, the appropriate mix of these communication services can be deployed to serve the greater communication strategy which is to deliver timely, accurate and valuable information to the church and to the world, and to facilitate communication between constituents that intersect with The Episcopal Church.

Office of Communication	2004	2005	2006	Triennium
Staff Costs	\$243,000	\$251,000	\$259,000	\$753,000
Other Costs	34,000	34,000	34,000	102,000
Total COMM	\$277,000	\$285,000	\$293,000	\$855,000

THE BUDGET FOR THE EPISCOPAL CHURCH, 2004-2006

Media Services	2004	2005	2006	Triennium
Staff Costs	\$844,000	\$874,000	\$904,000	\$2,622,000
News & Information	25,000	25,000	25,000	75,000
Radio /TV/ Multi-Media	105,000	105,000	105,000	315,000
Satellite/Cable/Webcast	95,000	95,000	95,000	285,000
Internet	255,000	255,000	255,000	765,000
Special Media Projects	85,000	85,000	85,000	255,000
Church Organizational Support	25,000	25,000	25,000	75,000
National Ad Campaign (Pilot/ Test Market)	250,000	250,000	250,000	750,000
Other Costs	12,000	12,000	312,000	336,000
Total Media Services	\$1,696,000	\$1,726,000	\$2,056,000	\$5,478,000

Episcopal Life	2004	2005	2006	Triennium
Staff Costs	\$681,000	\$705,000	\$732,000	\$2,118,000
Other Costs	1,525,000	1,567,000	1,703,000	4,795,000
Total Episcopal Life	\$2,206,000	\$2,272,000	\$2,435,000	\$6,913,000

[These costs are largely supported by advertising and subscription revenues, estimated at \$1,856,000 in 2004, \$1,989,000 in 2005, and \$2,112,000 in 2006, for a total of \$5,957,000 in the triennium.]

Episcopal Parish Services	2004	2005	2006	Triennium
Other Costs	\$263,000	\$288,000	\$264,000	\$815,000
Total Episcopal Parish Services	\$263,000	\$288,000	\$264,000	\$815,000

Episcopal Book and Resource Center (EBRC)

The Episcopal Book and Resource Center specializes in books on congregational development, Christian education, theology, spirituality, pastoral care, and related subjects. It stocks a full spectrum of Bibles, the Book of Common Prayer, and Hymnals. The ministry of EBRC is to serve the whole church (and beyond), by providing quality resources, knowledgeable service, and information to individuals, study groups, parishes/diocesan libraries, bookstores, and resource centers. Mailing, special ordering services, and an extensive online catalog, as well as a range of gifts are also offered.

Episcopal Book and Resource Center	2004	2005	2006	Triennium
Staff Costs	\$190,000	\$196,000	\$204,000	\$590,000
Other Costs	344,000	351,000	356,000	1,051,000
Total EBRC	\$534,000	\$547,000	\$560,000	\$1,641,000

CORPORATE (Reported as Mission Support in the Pre-Convention Budget)

The Corporate section includes all of the administrative and financial costs incurred for DFMS. Although these costs are incurred largely in support of all DFMS activities, they are currently presented on a gross cost (unallocated) basis.

Office of the Chief Operating Officer

Assisting the Presiding Bishop in his role as Chief Executive Officer, the Chief Operating Officer coordinates the work of the Management Team and the organization as a whole. This includes managing the internal organizational support functions, including human resources, building services, management information systems, telecommunications, mail and purchasing.

	2004	2005	2006	Triennium
Staff Costs	\$387,000	\$400,000	\$415,000	\$1,202,000
Other Costs	93,000	78,000	100,000	271,000
Total Chief Operating Officer	\$480,000	\$478,000	\$515,000	\$1,473,000

Treasurer's Office

The Office of the Treasurer is responsible for oversight of the financial functions and the investment assets of DFMS. This includes investment management of both the long-term assets, such as the endowment portfolio and charitable trusts, and short-term assets, such as DFMS operating cash and custodial accounts held for others; it also includes oversight of banking functions, such as electronic funds transfers, as well as financial management training and oversight of entities and activities funded throughout the budget.

	2004	2005	2006	Triennium
Staff Costs	\$918,000	\$951,000	\$986,000	\$2,855,000
Contingency	150,000	150,000	150,000	450,000
Other Costs	627,000	636,000	646,000	1,909,000
Total TREAS	\$1,695,000	\$1,737,000	\$1,782,000	\$5,214,000

Office of the Controller

The Office of the Controller is responsible for processing all of the financial transactions for DFMS and reporting, summarizing, and interpreting financial data for the use of management, creditors, boards and committees of the organization. As a unit of the Treasurer's Department, it helps to develop budgets and forecasts, measures actual performance against operating plans and interprets the results of operations to all levels of management. It performs all of the accounting functions for DFMS which includes cash receipts, accounts payable, payroll, cash disbursements, account and diocesan receivables, grants payable, etc. It also works closely with the Society's auditors to design and implement appropriate controls to safeguard assets and resources at DFMS.

	2004	2005	2006	Triennium
Staff Costs	\$900,000	\$934,000	\$970,000	\$2,804,000
Other Costs	226,000	226,000	225,000	677,000
Total CONT	\$1,126,000	\$1,160,000	\$1,195,000	\$3,481,000

Human Resource Management

The goal of Human Resource Management office is to have the best person in the right job at the right time, adequately prepared, effectively motivated, in compliance with moral and civil law, and reflective of the cultural diversity of the Church and society. In addition, the human resource management team ensures that all staff—both current and retired—are treated fairly in keeping with stated human resources policies and practices. Valuing responsibility over entitlement, partnership over dominance, self-management over control, and service over self-interest, the mission of this initiative is to partner with others in developing and realizing opportunities for enhancing the quality of effort and productivity in our mutual ministry.

	2004	2005	2006	Triennium
Staff Costs	\$539,000	\$558,000	\$577,000	\$1,674,000
Other Costs	328,000	317,000	332,000	977,000
Subtotal HRM	\$867,000	\$875,000	\$909,000	\$2,651,000
Retiree Health & Pension Costs	620,000	659,000	697,000	1,976,000
Total HRM	\$1,487,000	\$1,534,000	\$1,606,000	\$4,627,000

Management Information Systems

The MIS staff is responsible for all aspects of computer infrastructure at The Episcopal Church Center and DFMS satellite offices. Principal responsibilities include:

- Maintenance of computer network hardware, including a major upgrade or replacement of all personal computers approximately once a triennium
- Maintenance of wide area network connectivity to the Archives in Austin, Texas and the Office of Government Relations in Washington, D.C.
- Support for E-mail services including remote access worldwide for traveling employees, continuous Internet access, and maintenance of general software tools such as word processors and spreadsheet programs
- Assistance to other departments in the installation and maintenance of commercial software packages in specialized areas such as accounting, human resources, fund-raising, and grant management
- Development of custom software for individual departments, such as systems for transacting Parochial Report and Church Deployment activity over the World Wide Web, and approximately 30 local applications
- Hosting of web-enabled data base applications to permit continuous Internet access
- Strategic planning for the application of new technology to the Church's mission, in collaboration with other departments, Executive Council, and organizations such as the Church Pension Group
- Help-desk support and computer training for staff
- Selecting vendors in computer-related technologies (telecommunications, photocopying, etc.) and negotiating service contracts with them
- Special projects such as DFMS computer presence at General Convention

	2004	2005	2006	Triennium
Staff Costs	\$635,000	\$659,000	\$683,000	\$1,977,000
Other Costs	492,000	650,000	556,000	1,698,000
Total MIS	\$1,127,000	\$1,309,000	\$1,239,000	\$3,675,000

Purchasing

The Purchasing function for the procurement of supplies and equipment is carried out primarily through the Office of the Chief Operating Officer and Building Services. This includes the direct costs of stationery, office supplies, office equipment leases and maintenance costs.

	2004	2005	2006	Triennium
Other Costs	\$310,000	\$310,000	\$320,000	\$940,000
Total Purchasing Costs	\$310,000	\$310,000	\$320,000	\$940,000

Mailing Center (MC)

The Mailing Center handles all processing and mailing functions at the Episcopal Church Center for DFMS.

	2004	2005	2006	Triennium
Staff Costs	\$263,000	\$274,000	\$284,000	\$821,000
Other Costs	442,000	446,000	463,000	1,351,000
Total MC	\$705,000	\$720,000	\$747,000	\$2,172,000

Telecommunications (TELECOM)

Telecommunications operators are the first voices heard when calling the Episcopal Church Center. Telecommunications is responsible for answering inquiries and directing calls to the appropriate offices.

	2004	2005	2006	Triennium
Staff Costs	\$124,000	\$129,000	\$134,000	\$387,000
Other Costs	338,000	339,000	339,000	1,016,000
Recovery of Costs from Affiliated Agencies	(33,000)	(33,000)	(34,000)	(100,000)
Total TELECOM	\$429,000	\$435,000	\$439,000	\$1,303,000

Building Services

The Episcopal Church Center is open twenty-four hours a day, seven days a week. The Building Services staff manages all building functions, from utilities to cleaning, repairs, maintenance and security. The staff also handles the purchasing of furniture and fixtures, as well as all capital building improvements.

	2004	2005	2006	Triennium
Staff Costs	\$335,000	\$347,000	\$360,000	\$1,042,000
Utilities	291,000	291,000	291,000	873,000
Maintenance & Repairs	432,000	433,000	433,000	1,298,000
Cleaning	515,000	531,000	546,000	1,592,000
Security	117,000	118,000	118,000	353,000
Capital Projects	25,000	25,000	25,000	75,000
Other	8,000	6,000	7,000	21,000
Total Building Services	\$1,723,000	\$1,751,000	\$1,780,000	\$5,254,000

ERD Contributed Services	2004	2005	2006	Triennium
Allocation to ERD	(\$857,000)	(\$857,000)	(\$858,000)	(\$2,572,000)
ERD Contributed Services	(\$857,000)	(\$857,000)	(\$858,000)	(\$2,572,000)

Detail of Diocesan Commitments

Diocese	2003 Asking @ 21% of Income	2003 Actual Pledge	2003 % of Income Pledged	2003 Actual Pledge vs. 2003 Asking
Alabama	\$481,616	\$481,616	21%	\$(0)
Alaska	143,797	69,660	10%	-74,137
Albany	155,159	135,215	18%	-19,944
Arizona	396,540	396,500	21%	0
Arkansas	271,122	258,211	20%	-12,911
Atlanta	597,812	597,812	21%	0
Bethlehem	196,464	25,000	3%	-171,464
California	609,904	610,000	21%	0
Central Florida	375,492	214,600	12%	-160,892
Central Gulf Coast	383,996	404,996	22%	+21,000
Central New York	294,124	294,124	21%	0
Central Pennsylvania	263,835	263,835	21%	0
Chicago	706,315	706,315	21%	0
Colorado	352,050	178,741	11%	-173,309
Connecticut	1,015,563	1,035,738	21%	+20,175
Dallas	681,972	511,344	16%	-170,628
Delaware	259,013	259,579	21%	566
East Carolina	244,699	244,700	21%	0
East Tennessee	297,361	297,361	21%	0
Eastern Michigan	155,480	97,647	13%	-57,833
Eastern Oregon	63,649	58,000	19%	-5,649
Easton	120,317	120,317	21%	0
Eau Claire	54,097	48,000	19%	-6,097
El Camino Real	287,047	287,047	21%	0
Florida	396,364	198,745	11%	-197,619
Fond du Lac	96,998	96,998	21%	0
Fort Worth	277,928	80,000	6%	-197,928
Georgia	325,182	325,182	21%	0
Hawaii	291,361	291,400	21%	0
Idaho	86,896	86,896	21%	0
Indianapolis	482,658	482,659	21%	0
Iowa	192,049	159,049	17%	-33,000
Kansas	261,366	261,366	21%	0
Kentucky	228,179	190,149	17%	-38,030
Lexington	185,386	185,386	21%	0
Long Island	571,592	420,000	15%	-151,592
Los Angeles	726,410	730,318	21%	+3,908
Louisiana	233,479	233,479	21%	0

Detail of Diocesan Commitments

Diocese	2003 Asking @ 21% of Income	2003 Actual Pledge	2003 % of Income Pledged	2003 Actual Pledge vs. 2003 Asking
Maine	253,003	253,003	21%	0
Maryland	547,208	456,500	18%	-90,708
Massachusetts	1,020,159	1,020,159	21%	0
Michigan	458,381	458,381	21%	0
Milwaukee	261,976	261,972	21%	0
Minnesota	468,975	468,975	21%	0
Mississippi	440,141	440,141	21%	0
Missouri	238,122	238,110	21%	0
Montana	83,414	80,000	20%	-3,414
Navajoland Area Mission	50,526	1,000	0%	-49,526
Nebraska	145,900	145,900	21%	0
Nevada	119,827	119,826	21%	0
New Hampshire	243,991	243,991	21%	0
New Jersey	560,449	400,000	15%	-160,449
New York	1,000,020	1,000,000	21%	0
Newark	595,287	710,250	25%	+114,963
North Carolina	770,451	770,451	21%	0
North Dakota	92,151	52,400	12%	-39,751
Northern California	314,470	314,469	21%	0
Northern Indiana	113,362	112,847	21%	-515
Northern Michigan	86,768	70,000	17%	-16,768
Northwestern Pennsylvania	107,450	107,448	21%	0
Northwest Texas	217,458	198,200	19%	-19,258
Ohio	568,864	568,864	21%	0
Oklahoma	378,404	378,404	21%	0
Olympia	553,803	553,802	21%	0
Oregon	397,312	397,312	21%	0
Pennsylvania	720,300	675,000	20%	-45,300
Pittsburgh	279,610	129,902	10%	-149,708
Quincy	35,923	21,503	13%	-14,420
Rhode Island	378,041	378,041	21%	0
Rio Grande	294,572	35,000	2%	-259,572
Rochester	314,037	314,037	21%	0
San Diego	256,733	144,669	12%	-112,064
San Joaquin	263,480	263,480	21%	0
South Carolina	417,333	151,347	8%	-265,986
South Dakota	91,035	69,360	16%	-21,675
Southeast Florida	478,860	478,860	21%	0
Southern Ohio	642,065	642,065	21%	0

Detail of Diocesan Commitments

Diocese	2003 Asking @ 21% of Income	2003 Actual Pledge	2003 % of Income Pledged	2003 Actual Pledge vs. 2003 Asking
Southern Virginia	326,707	200,000	13%	-126,707
Southwest Florida	470,606	470,606	21%	0
Southwestern Virginia	165,000	165,000	21%	0
Spokane	132,800	132,800	21%	0
Springfield	115,274	101,700	19%	-13,574
Tennessee	221,442	163,369	15%	-58,073
Texas	1,195,410	460,962	8%	-734,448
Upper South Carolina	384,978	384,978	21%	0
Utah	1,212,687	520,000	9%	-692,687
Vermont	138,099	80,000	12%	-58,099
Virginia	865,047	865,047	21%	0
Washington	483,835	580,030	25%	96,195
West Missouri	286,278	286,278	21%	0
West Tennessee	192,298	158,702	17%	-33,596
West Texas	665,207	601,860	19%	-63,347
West Virginia	147,418	147,418	21%	0
Western Kansas	42,047	42,047	21%	0
Western Louisiana	186,153	186,153	21%	0
Western Massachusetts	391,523	391,523	21%	0
Western Michigan	122,235	122,235	21%	0
Western New York	238,508	205,033	18%	-33,475
Western North Carolina	263,448	263,400	21%	0
Wyoming	141,612	141,612	21%	0
Total	\$35,411,742	\$31,134,407	18%	\$(4,277,335)

Notes:

Five dioceses exceeded the 21% asking for 2003 and as a Church we are especially grateful to the Dioceses of Newark, Washington, Central Gulf Coast, Connecticut, and Los Angeles for their leadership.

Several dioceses moved up to the 21% asking over the 2001-2003 triennium and as a Church we congratulate the Dioceses of Chicago, Northern Indiana, San Joaquin, Southwest Florida, and Wyoming.

The potential income from the 38 dioceses that were unable to meet the 21% asking could have resulted in an additional \$4,500,000 being made available to the budget for 2003; if that 21% level of giving were attained over the 2004-2006 triennium, the resulting \$13,700,000 would provide enough revenue to fund nearly all the requests to the DFMS for the triennium.

The above listing includes only pledges from domestic Dioceses. From time to time the DFMS receives payments from overseas Dioceses. For instance, in 2002 payments totaling \$33,075 were received from the Dioceses of Taiwan, Haiti, Dominican Republic, Mexico and Honduras, and from the Convocation of American Churches in Europe. For 2003 DFMS received a pledge of \$20,000 from the Bishop in charge of the Convocation of American Churches in Europe, this amount represents 20 % of the Convocation's annual income.

Shaded areas identify 20/20 resolutions

RES#	TITLE/ DESCRIPTION	FUNDING REQUEST	PRE-CONVENTION PROPOSED BUDGET	CONVENTION ADOPTED BUDGET	ADDITIONAL COMMENTS
A001	Archives: Budget Appropriation for the Archives of the Episcopal Church	2,120,303	2,120,000	2,050,000	
A002	Clergy Deployment: Budget Appropriation for the Board for Church Deployment	90,000	71,000	65,000	
A003	Examining Chaplains: Budget Appropriation for the General Board of Examining Chaplains	650,169	602,000	619,000	
A004	Examining Chaplains: General Ordination Exam Fee	n/a	n/a	n/a	
A006	Labor: Employment Policies Task Group	10,000	0	0	
A007	Aging: Aging Task Force	10,000	10,000	0	
A010	Racism: Continue Anti-Racism Mandate	Dollars Unknown		Same as Pre-Convention Budget	Already in budget
A013	Genetics: The Church's Role in Counseling and Education on Biomedical Ethics	36,000	0	0	
A017	Women: National Conversation on Women's Ordination	50,000	50,000	0	
A019	HIV/AIDS: Continue Standing Committee on HIV/AIDS	44,000	44,000	44,000	
A022	Sexual Misconduct: Nathan Network Funding	49,000	41,000	0	
A023	Sexual Misconduct: Establish Institutional Wellness and the Prevention of Sexual Misconduct Task Force	50,000	0	25,000	
A025	Human Rights: Trafficking of Women, Girls and Boys	4,000	0	0	Already in budget
A026	Diversity: Baptismal Parity	35,500	0	0	
A029	Education: Open Dialogue on Difficult Issues	28,000	0	0	
A030	Education: 21st Century Survey Resources	8,000	0	0	Already in budget
A031	Diversity: A Multicultural, Multiracial Church	20,000	0	0	Already in budget

Shaded areas identify 20/20 resolutions

RES#	TITLE/ DESCRIPTION	FUNDING REQUEST	PRE-CONVENTION PROPOSED BUDGET	CONVENTION ADOPTED BUDGET	ADDITIONAL COMMENTS
A032	Youth: Youth Study	11,500	0	0	Already in budget
A035	Human Affairs: Implement Humanitarian Goals in Africa	300,000	150,000	150,000	Already in budget
A061	Education, Continuing: Continuing Education Scholarships	0	0		Discharged by Committee
A065	Leadership Programs for 18-30 year olds	1,500,000	0	1,000,000	Partially funded by Adopted Budget, New and expanded initiative funding to be allocated by Executive Council in consultation with young people and staff.
A067	Education, Theological: Fund for Theological Education	300,000	0	0	
A069	Church Music: Spanish Music Resources	0	0	0	Replaced by A092
A070	Church Music: Creative Worship Resources	Dollars Unknown		0	Replaced by A092
A071	Mission Strategy: Mission-based Prayers	Dollars Unknown		0	Replaced by A092
A073	Mission Strategy: Plant New Churches	Dollars Unknown		0	Already in budget
A076	Congregations: Transformation Resources	Dollars Unknown		0	Already in budget
A077	Youth: Trained Leadership	4,000,000	0	0	Initiatives to be determined by Executive Council in consultation with young people and staff. See A065 for new funding added to budget.

Shaded areas identify 20/20 resolutions

RES#	TITLE/ DESCRIPTION	FUNDING REQUEST	PRE-CONVENTION PROPOSED BUDGET	CONVENTION ADOPTED BUDGET	ADDITIONAL COMMENTS
A081	Communications: National Ad Campaign	1,500,000	750,000	750,000	Pilot project in target markets Already in budget
A082	Communications: Multi-Lingual Publications	255,000	100,000	100,000	Partially funded by Adopted Budget
A089	Rites: "Open Communion" Task Force	Dollars Unknown		0	
A092	Liturgy: Reauthorize Enriching our Worship work	130,000	0	130,000	Now called Multicultural, Multilingual Liturgies for "New" Populations
A100	Lesser Feasts and Fasts: Revise Lesser Feasts and Fasts 2000	20,000	0	0	
A101	Liturgy: Church Planting Liturgies	Dollars Unknown		0	
A102	Rites: Culturally Sensitive Rites	0	0	0	Replaced by A092
A104	Evangelism: Facilitate the Enrichment of Worship with Evangelism Focus	0	0	0	Replaced by A092
A105	Education: Resources for Liturgical Education	Dollars Unknown		0	Replaced by A092
A106	Education: Liturgical Development and Episcopal Authority	15,000	0	0	
A107	Liturgy: Renewal and Enrichment of Common Worship(Additional Staff Position)	300,000	0	0	
A109	Liturgy: International Anglican Liturgical Consultation	25,000	0	0	
A121	Education, Continuing: Clergy and Lay Professional Continuing Education	46,000	0	0	
A124	Health: Standing Commission on Health and a Staff Position in Health Care	200,000	0	0	
A126	Justice: Youth Charged and Convicted as Adults	Dollars Unknown		0	Already in budget
A133	Small Churches: Adopt "Expanding Mission and Vitality in Small Congregations"	Dollars Unknown		0	Already in budget

Shaded areas identify 20/20 resolutions

RES#	TITLE/ DESCRIPTION	FUNDING REQUEST	PRE-CONVENTION PROPOSED BUDGET	CONVENTION ADOPTED BUDGET	ADDITIONAL COMMENTS
A136	Communications: National Mission Narrative/Annual Report	Dollars Unknown		0	Already in budget
A140	Mission Strategy: Mission Funding	Dollars Unknown		0	Recommended to Executive Council as priority
A146	Provinces: Provincial Coordinators Funding	Dollars Unknown		Same as Pre-Convention Budget	Already in budget
A153	Pastoral Development: House of Bishops Committee on Pastoral Development Budget Appropriation	45,000	39,000	45,000	
A157	Program, Budget, and Finance: Joint Standing Committee on Program, Budget and Finance Budget Appropriation	106,000	67,000	90,000	Pre-Convention budget number in error
A158	Discipline: Title IV Budget Appropriation	75,000	45,000	60,000	
B004	Budget: Mission Funding Task Force	75,000	0	0	
B006	Dialogue with Reformed Episcopal Church	Dollars Unknown		0	
B010	Liturgy & Music: Continue Leadership Program for Musicians Serving Small Congregations	75,000	60,000	60,000	
B018	Families of Clergy United in Support	75,000	0	0	
B020	Survivors of Murder Victims	50,000	0	0	
B024	Task Force on Life-Long Christian Education	120,000	0	0	
B026	Criminal Justice Committee	80,000	0	0	B025 Replaced by B026
C006	Evangelism: Evangelism to the New Majority	Dollars Unknown		0	Already in budget
C008	Ethnic Ministries: Episcopal Council of Indigenous Ministries Funding	1,500,000	0	0	
C016	Church Property: Integrated Pest Management	Dollars Unknown		0	
C017	Episcopal Church Center: Global Warming/Energy Conservation for National Church Headquarters	Dollars Unknown		0	

Shaded areas identify 20/20 resolutions

RES#	TITLE/ DESCRIPTION	FUNDING REQUEST	PRE-CONVENTION PROPOSED BUDGET	CONVENTION ADOPTED BUDGET	ADDITIONAL COMMENTS
C025	Lifting Up of the Ministry of the Baptized in Ordinations	Dollars Unknown		0	
C027	Audio-Visual Materials of the Episcopal Church	Dollars Unknown		0	Already in budget
C029	Translation of Documents into Spanish	85,000	0	0	Partially funded by Adopted Budget
C035	Publish Lectionary for Lesser Feasts	10,000	0	0	
D001	Tithing: Funding Implications of a 10% Tithe	Dollars Unknown		0	
D013	Annotated Constitution and Canons, known as White & Dykman	45,000	0	0	
D015	Make COSE Materials Available on the Web	Dollars Unknown		0	Already in budget
D022	Standing Commission on Liturgy & Music: Resolution on Rites Supporting Life-long Relationships	Dollars Unknown		0	Partially funded by Adopted Budget
D025	Anti-Racism Committee (P&J): Continuation of Efforts to End Racism	Dollars Unknown		Same as Pre-Convention Budget	Already in budget
D030	Funding for Regional Ministry	Dollars Unknown		0	
D031	Culture of Nonviolence: Develop plans for next Triennium	Dollars Unknown		0	Already in budget
D034	Sex Trafficking: Educational Material for Parishes & Dioceses	Dollars Unknown		0	
D036	Marriage: Research & Disseminate Social Services Data on Marriage	Dollars Unknown		0	
D038	Resolution on Liberia	Dollars Unknown		0	
D047	Post Abortion Healing	Dollars Unknown		0	
D057	Use of Technology Task Force	Dollars Unknown		0	
D058	Provide Assistance Hearing Devices	Dollars Unknown		0	

Shaded areas identify 20/20 resolutions

RES#	TITLE/ DESCRIPTION	FUNDING REQUEST	PRE-CONVENTION PROPOSED BUDGET	CONVENTION ADOPTED BUDGET	ADDITIONAL COMMENTS
D060	Education about Ordained and Licensed Ministries	Dollars Unknown		0	
D061	Jubilee Ministries Funding	1,000,000	0	150,000	Partially funded by Adopted Budget
D068	Response to New War Situation	Dollars Unknown		0	
D069	SC on Church Communications	0	0	0	
D075	Holistic Christian Education Study	100,000		0	Replaced by B024 & A065
D077	Racial Hatred and Incarcerations	25,000		0	Already in budget
N/A	SC on Anglican and International Peace	72,000	66,000	58,000	
N/A	SC on Constitution and Canons	57,000	53,000	48,000	
N/A	SC on National Concerns	79,000	79,000	71,000	
N/A	SC on Stewardship and Development	68,000	68,000	65,000	
N/A	SC on Structure of the Church	49,000	49,000	49,000	
N/A	SC on World Mission	126,000	89,000	89,000	
N/A	SC on Nominations	33,000	27,000	24,000	
N/A	House of Deputies Committee-State of the Church	71,000	86,000	46,000	
N/A	Funding for Black Colleges	4,320,000	3,807,000	3,807,000	Already in budget
N/A	TOTALS	20,148,472	8,473,000	9,595,000	

THE JOINT STANDING COMMITTEE ON PROGRAM, BUDGET & FINANCE

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The Right Reverend Andrew Smith (Connecticut)
Mr. Dennis Stark (Rhode Island)

Province II

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The Reverend Canon Dr. Johncy Itty, *Bishop Elect Oregon* (Long Island)
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The Very Reverend George L.W. Werner, President of the House of Deputies
The Reverend Rosemari G. Sullivan, Secretary of the General Convention
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