

## EXECUTIVE COUNCIL DRAFT BUDGET 2019-2021

The draft budget for The Episcopal Church in the 2019-2021 triennium was approved by The Episcopal Church Executive Council at its January meeting.

In the current and prior triennia, the budgets were built to reflect the Five Marks of Mission. The 2019-2021 budget is based on The Jesus Movement with Evangelism, Racial Reconciliation & Justice, and Environmental Stewardship as priorities. Both budget formats include allocations for mission inside the Episcopal Church, mission beyond the Episcopal Church, and governance, legal, financial, operations, and the ministry of the Presiding Bishop, although they are called by different names.

One advantage of The Jesus Movement budget is that it reflects how the staff is organized, by department, rather than spread across Five Marks and other areas as in the past. So lines of communication, reporting, collaboration, and budget creation are clearer. In the changeover to The Jesus Movement, some sections of the budget were moved, so that it may be hard to make direct comparisons between costs in areas in prior budgets to projected costs in the coming triennium. And comparing percentages can be inaccurate. Some of the major reclassifications are mentioned below.

Here are a few highlights:

- The first two pages summarize projected Income, \$133,717,418, and projected expenses, \$133,714,764 resulting in a modest surplus of \$2,654.
- On the Income page (1), major sources of Income are:

Line 2 - Diocesan Commitments (Assessments required beginning January 1, 2019) In the current triennium the asked commitment rate dropped from 18% to 15% with a \$150,000 exemption for each diocese. The Line 2 2016-2018 figure is the expected actual commitment (not an assumed full commitment). The 2019-2021 budget shows a gross number, the full 15 % assessment, with a \$140,000 exemption from all dioceses. Line 4 is an allowance for those dioceses, which might be granted waivers from paying the full amount by Executive Council in the Assessment Review process. This number will be refined as the review process unfolds.

Line 5 and 6 – Income from Unrestricted Assets & Outside Trusts – reflect a 5% draw from investments plus dividends received from trusts not managed by the DFMS. While the Investment Committee’s recommendation of moving toward a 4.5% draw appears to be unattainable in 2019-2021, the 5% draw moves us down from a 5.7% due to special draws taken during 2016-2018.

Line 9 – Annual Appeal Campaign – anticipates \$1,000,000 from the Development Office’s new Annual Fund solicitation to fund ministries in the operating budget. Of this \$88,000 will cover the costs of annual campaigns.

Line 11 – Racial Reconciliation - \$2 million dollars was committed from short-term reserves in the current triennium. Since this was a brand new program, it took over a year to get up to speed, so the full \$2 million will not be spent. The 2019-2021 budget carries over \$1 million for this work.

Line 10-12 – Special draws were taken in from investments and reserves for Development, Evangelism, and Racial Reconciliation in the current budget, resulting in a trust fund draw of 5.7% and depleting the reserves. Draws of over 5% from investments are not sustainable over the long term. The short-term reserves are now at \$2.3 million, considerably lower than the \$9.5 million required to cover three months of operating income.

In summary: In the current triennium, Development (\$1.1 million), Racial Reconciliation (\$2 million) and Evangelism (\$2,823,226) were funded from special draws from investments and reserves for a total of \$5,923,226. As mentioned above, such draws are unsustainable. So except for the \$1million hold over for Racial Reconciliation, to be fiscally responsible, none of these sources of funding is available for the 2019-2021 budget. The draft budget reflects the goal of funding ministry primarily from assessments and limiting the trust fund draw to 5%.

- Expenses (page 2):  
The Expense Categories for the 2019-2021 budget include: Evangelism, Racial Reconciliation & Justice, Creation Care, Ministry of the Presiding Bishop to Church and World, Mission Within the Episcopal Church, Mission Beyond the Episcopal Church, Mission Governance, and Mission Finance, Legal & Operations. They do not perfectly correspond with the Five Marks budget categories but, we believe, are a clear representation of the way we work.

Some budget format changes make comparisons of expense totals between the triennial budgets difficult (apples and oranges). For example:

- Mark 1: Proclaiming the Good News. Many of these lines moved to the Evangelism area. However, the Communications Department moved from Mark 1 to Mission Within The Episcopal Church, and the Presiding Bishop’s Office moved from Mark 1 to its own category, Ministry of the Presiding Bishop to Church and World.
- The Research Department moved from Local Efforts in TEC to Mission Governance, General Convention Office.
- Ministries for which the Presiding Bishop has responsibility have been consolidated in Ministry of the Presiding Bishop to Church and World. The College of Bishops and Federal Ministries moved from Marks 2 and 3; Title IV investigation and trial, and the Governing Board of Examining Chaplains (GBEC) moved from Governance. The ministry continues; the organization may be slightly different.

Line 361b – Undetermined GC 2018 Resolutions. At the suggestion of Program, Budget & Finance at the close of the last budget process, the 2019-2021 budget holds back some expense dollars to fund resolutions that may arise and be approved at the 2018 General Convention. In prior years, many resolutions with funding implications that were not already included in the draft budget went unfunded. Some of these funds could be used for Prayer Book revision. A \$900,000 provision is included in Line 557 under Governance, House of Deputies, Staff costs to cover compensation for the President of the House of Deputies should one be approved by the General convention.

Staff. All staff lines include 3% base salary and 9% health insurance costs each year.

### **Expense Detail**

#### Evangelism, page 4

Line 36 - Funds for Mission Enterprise Zones, New Church Starts and Congregational Redevelopment reduced by \$400,000 and new funds added, \$500,000 for Congregational Redevelopment, while funding for some of the Line 28 Expanded Evangelism is now funded from assessments and 5% draw as opposed to from a special draw reserves as it was in this triennium.

Staff Costs – Staff were reassigned into this area.

#### Reconciliation and Justice, pages 5-9

All Ethnic Ministries, Historically Black Colleges and Universities, and UTO are included in this area.

#### Creation Care, page 10

Line 121c – Other Grants – slightly increased

Staff Costs – additional staff hires were requested; but existing staff are being utilized.

Ministry of the Presiding Bishop to Church and World, pages 11-12

Line 177 – Title IV reduced to \$500K

Line 180 – Navajoland – is an Area Mission that comes under the PB and House of Bishops. Allocates \$800k to support the office of the Navajoland bishop.

#### Mission Within the Church, pages 13-18

Communications Department is asked to identify \$570k in cuts (line 351).

#### Mission Beyond the Church, pages 19-23

This area is basically level funded. Some staff shifting.

Mission Governance, pages 20-23

General Convention Office, Line 281a – Interim Bodies – funds for task forces and Interim Bodies to meet and communicate during the triennium. Combo 301 & 283 (now Line 533) – technology and virtual binders for GC. Cost savings over paper and copying. Translation services for in-person interpretation and written translations for Interim Bodies, General Convention, and Executive Council are combined in one line.

House of Deputies, Line 557

Staff Costs include \$900,000 for salary and benefits for the President of the House of Deputies to be sure funding is available should the salary be voted by GC. Continued from the 2018 budget revision is a retainer for the Chancellor to the President of the House of Deputies.

Mission Finance, Legal, and Operations, pages 27-31

Development Office – has been asked to identify \$500,000 in reductions.

Legal – Title IV has been moved to the PB Ministry section. Recently hired Interim Chief Legal Officer will help contain legal costs over the triennium.

**Next Steps**

1. Executive Council turns over its draft budget to the Joint Standing Committee on Program, Budget & Finance (PB&F) meetings on February 5-7, 2018.
2. PB&F will receive further public comment and will make presentations at pre-General Convention Provincial synods.
3. PB&F will convene during General Convention and conduct hearings, receive resolutions, adjust the budget, and propose a budget for 2019-2021 for General Convention consideration and action.

<b>EXECUTIVE COUNCIL ADOPTED DRAFT BUDGET</b>							
<b>2019-2021 TRIENNium</b>							
<b>Jesus Movement Component</b>		<b>Page</b>	<b>Jesus Movement Component</b>		<b>Page</b>	<b>Jesus Movement Component</b>	
Index	1	General Convention Office	24	Index	1	Covenants	21
Total Income	2	House of Bishops	11	Total Income	2	International Justice and Peacemaking	21
Advocacy and Social Justice	5	House of Deputies	26	Total Expense	3	Refugee Ministry (Non-Government)	21
Anglican Communion	20	Human Resources	29	New Congregations	4	Missionary Service	22
Anglican Communion Block Grants	20	Information Technology	29	Evangelism	4	Office of Government Relations	22
Archives	26	International Justice and Peacemaking	21	Advocacy and Social Justice	5	Ecumenical and Interfaith Relations	23
Building Services	30	Legal	28	Domestic Poverty/Jubilee	5	Ecumenical Dues	23
Chief Operating Officer	29	Mail Center	30	Racial Justice	6	General Convention Office	24
Communications	17	Missionary Service	22	Ethnic Ministries	9	Provincial Coordination	25
Covenants	21	New Congregations	4	Creation Care	10	House of Deputies	26
Creation Care	10	Office of Government Relations	22	PB Office	11	Archives	26
Development Office	27	Pastoral Development	11	House of Bishops	11	Development Office	27
Domestic Poverty/Jubilee	5	PB Office	11	Pastoral Development	11	Finance Office	28
Ecumenical and Interfaith Relations	23	Provincial Coordination	25	Federal Ministries	12	Legal	28
Ecumenical Dues	23	Purchasing	31	General Board of Examining Chaplains	12	Chief Operating Officer	29
Ethnic Ministries	9	Racial Justice	6	Communications	17	Human Resources	29
Evangelism	4	Refugee Ministry (Non-Government)	21	Formation and Vocation	18	Information Technology	29
Federal Ministries	12	Staff Cost Summary	32	Transition Ministries	18	Building Services	30
Finance Office	28	TEC Block Grants	19	TEC Block Grants	19	Mail Center	30
Formation and Vocation	18	Total Expense	3	Anglican Communion	20	Purchasing	31
General Board of Examining Chaplains	12	Transition Ministries	18	Anglican Communion Block Grants	20	Staff Cost Summary	32

EXECUTIVE COUNCIL ADOPTED DRAFT BUDGET								
2019-2021 TRIENNium								
SUMMARY								
LINE NO. 2019-2021	LINE NO. 2016-2018	DESCRIPTION	PAGE REFERENCE	GC Adopted Budget Triennium 16-18	2016-2018 Revision October 2017	Published 11132017	Adopted Draft 01242018	Special Comments for 2019-2021
1		<b>INCOME</b>						
2								
3	2	Diocesan Commitments		75,606,206	79,167,811	87,202,051	89,535,740	Full participation at 15%; annual operating income growth at 1/2%; assessment exemption at \$140K annually
4	New	Diocesan expected waivers				(6,499,976)	(5,931,640)	Available for full or partial waivers for up to 20 dioceses not contributing at 15% annually
5	3	Income from Unrestricted Assets for General budget		28,232,258	30,374,297	30,150,688	31,756,346	Annual investment return assumed at 7.5% in 2018 and 2019. Reducing dividend draw from 5.0% [4.85%, 4.70%, 4.50%] reduces income by \$1.9 million
6		Income from Outside trusts where DFMS is beneficiary				675,000	675,000	Income from non-DFMS trusts; previously included in line 3 above
7		Economic Justice Loan income				525,000	525,000	Income from loans made to community development organizations
8		Economic Justice Loan income (additional)				150,000	150,000	Convert bank deposits at 1/2% to EJLC at 3%
9		Annual Appeal Campaign				500,000	1,000,000	Expected income growing annually from \$250K to \$400K during the triennium
10	4a	Income from Unrestricted Assets to support the Development Office		1,100,000	1,100,001	-	-	This \$1.1 million raised the trust fund draw by 0.1%. Cannot sustain extra draws from trust funds
11	4b	Short-term reserves for Racial Reconciliation		2,000,000	997,563	1,000,000	1,000,000	Reserve levels are critically low. Because the work did not begin until mid-2017, the entire \$2 mil will not be spent during 2016-2018
12	4c	Unrestricted reserves for additional Evangelism initiatives		2,823,226	2,824,000	-	-	This \$2.8 million raised the trust fund draw by approximately 0.6%. Cannot sustain extra draws from trust funds. Increases in this work could be funded from outside fundraising
13	4d	Unrestricted reserves for committees established by Executive Council late in 2015		-	155,000	-	-	e.g., Impairment, HBCU Task Group
14	5	Rental Base Income (incl CUAC, ERD, NAES)		9,999,607	7,519,827	10,225,346	10,225,346	Assumes rental of 5 1/2 floors + former bookstore (currently vacant) at 815 2nd Avenue
15	7	Program and Event Related Fees:				-		
16	8	General Convention Income		1,252,530	1,253,000	1,252,530	1,352,530	Offsets costs at pg. 25, line 284
17	9	Multimedia Services Income		189,417	-	-	-	Base churchwide work currently precludes additional work
18	10	Episcopal Digital Network Income		333,900	331,772	420,000	600,000	"Sponsorship" income
19	11	Episcopal Migration Min N-G Income		339,083	32,620	-	-	Program was closed in 2016
20	12	College for Bishops Reimbursement Income		298,855	138,599	-	-	Two Cfb employees no longer paid through Pastoral Development budget
21	13	Refugee Loan Collection Income		2,164,000	2,898,988	1,968,535	1,968,535	See cost in line 89
22	14a	Mission Technology Income		133,560	125,934	133,560	133,560	Charges to affiliates and tenants
23	14b	ECF Reimbursement for Services		122,505	-	-	-	Agency no longer resident
24	14c	NAES Reimbursement for Services		131,877	-	-	-	This contracted tenant now appears in rental income
25	15	Facilities Management Income		356,160	327,334	360,000	360,000	Tenant reimbursements (e.g., utilities)
26	16	Total Program and Event Fees		5,321,887	5,108,247	4,134,624	4,414,625	Sum of lines 15-25
27								
28	20	Other Income		-	581,226			Fees for program event costs; not predictable
29		HOB reimbursements			199,000			Shared costs of HOB meetings; see PB Ministry
30		EYE fees			367,386	367,000	367,000	Fee revenue for EYE event
31								
<b>32</b>	<b>21</b>	<b>TOTAL INCOME</b>		<b>125,083,184</b>	<b>128,394,358</b>	<b>128,429,734</b>	<b>133,717,418</b>	

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LINE NO.	LINE NO. 2016-2018	DESCRIPTION	PAGE REFERENCE	GC Adopted Budget Triennium 16-18	2016-2018 Revision October 2017	Published 11132017	Adopted Draft 01242018	
34	24	<u>JESUS MOVEMENT</u>						
	58	Evangelism	<a href="#">Evangelism Detail</a>	5,973,226	6,750,800	3,501,773	5,341,773	PB Office, Communications, Dir of Mission were previously included here
	118	Reconciliation & Justice	<a href="#">Reconciliation &amp; Justice Detail</a>	9,464,925	9,358,064	9,198,462	9,371,058	
	122	Creation Care	<a href="#">Creation Care Detail</a>	650,000	611,200	740,000	865,374	
	n/a	PB Office	<a href="#">PB Office Detail</a>	8,578,825	12,272,218	12,633,051	12,513,051	Now includes Pastoral Care, Federal Ministries, Title IV investigation and trial
	n/a	Mission Within the Episcopal Church	<a href="#">Mission Within Detail</a>	28,312,349	27,307,589	28,595,246	28,270,896	
	n/a	Mission Beyond the Episcopal Church	<a href="#">Mission Beyond Detail</a>	17,352,523	17,213,491	17,111,197	16,991,197	Increases to Cuba should await GC
	317	Governance	<a href="#">Governance Detail</a>	13,848,606	15,227,064	19,104,444	18,784,444	Now includes provision for Pres House of Deputies compensation; PHOD chancellor; and transfer of Research Office
	360a	Finance and Development	<a href="#">FLO Detail</a>	19,238,642	18,790,040	19,465,520	19,320,520	Treasury, Controller, Development, Legal (including Ttitle IV legal staff), Building Services, HR and IT
	360b	Legal	<a href="#">FLO Detail</a>	3,564,977	3,621,800		3,619,789	
	360c	Operations (HR, IT, Facilities, Purchasing)	<a href="#">FLO Detail</a>	16,655,121	16,865,925	17,441,662	17,411,662	
	361a	Adjustments to balance budget		(500,000)	-			
	361b	Undetermined GC2018 Resolutions (e.g., Prayer Book Revisions)				1,500,000	1,225,000	May provide some flexibility at GC2018
	<b>362</b>	<b>TOTAL EXPENSES</b>		<b>123,139,194</b>	<b>128,018,191</b>	<b>132,921,145</b>	<b>133,714,764</b>	
	<b>364</b>	<b>SURPLUS/(DEFICIT)</b>		<b>1,943,990</b>	<b>376,167</b>	<b>(4,491,411)</b>	<b>2,654</b>	
	371	<b>Episcopal Migration Ministries</b>						
	372	Total Income		51,813,700	60,511,458			Program is designed to break even. Actual amounts may change due to current shifts in US Govt immigration policy
	373	Staff Costs		7,325,083	5,185,601			TBD
	374	Non-staff Costs		44,488,617	55,325,857			TBD
	375	Total EMM (Government)		-	-			

EXECUTIVE COUNCIL ADOPTED DRAFT BUDGET							
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DETAIL: EVANGELISM							
LINE NO. 2019-2021	LINE NO. 2016-2018	DESCRIPTION	GC Accepted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11132017	Adopted Draft 01242018	Special Comments for 2019-2021
35	27	<b>Starting New Congregations</b>	3,000,000		-	-	
36	27a	Mission Enterprise Zones and New Church Start Grants and Redevelopment		2,994,826	2,000,000	2,600,000	Continuing the movement initiated in 2013-2015 at \$2 mil
37		Congregational Redevelopment			-	500,000	Redeveloping declining congregations
<b>38</b>	<b>27t</b>	<b>Starting New Congregations</b>	<b>3,000,000</b>	<b>2,994,826</b>	<b>2,000,000</b>	<b>3,100,000</b>	
39							
40	28	<b>Evangelism Initiatives</b>	2,823,226				Additional evangelism funding came through GC2015 floor resolution to draw a one-time additional 0.5% or \$2.8 mil from trust funds, thereby increasing the effective draw to 5.7%
41		Miscellaneous		363,353			2016 not broken down
42	28a	Church Planting Training & Resources: Partnerships		260,000	200,000	200,000	Continues coaching, training, assessment network begun in current triennium
43	28c	Program Budget for Missional Initiatives		150,000	170,000	160,000	Church planting infrastructure
50	28d	Latino Ministries		708,152	-	-	See Ethnic Ministries in 2019-2021
51	28e	Half-time Evangelist-Missioner (consultant work)		156,000	-	-	See staff line below
52	28f	Evangelists' Summit and Network		18,000	30,000	30,000	
53	28h	Formation Resources for Evangelism		30,000	20,000	20,000	
54	28i	"Episcopal Revival" Gatherings		129,000	135,000	135,000	
55	28j	Program budget for Evangelism Initiatives (Canon and Director)		60,000	130,000	120,000	
56	28k	Additional Initiatives to Expand Evangelism		117,000	100,000	100,000	New Evangelism Grants program
57	28e-28k	Evangelistic Work		510,000	-	-	
58	28l	Grant to Diocese of Ft. Worth		110,000	-	-	
59	136	Evangelism & Church Planting	-	47,289	-	-	
60	137	Congregational Vitality	-	40	-	-	See Missional Initiatives program above
61	138	Stewardship Development (TENS)	150,000	150,434	-	-	
<b>62</b>	<b>28T</b>	<b>Evangelism Initiatives</b>	<b>2,973,226</b>	<b>2,809,268</b>	<b>785,000</b>	<b>765,000</b>	
63							
64		Staff Costs		937,706	1,116,773	1,476,773	2 people previously in Dir of Mission & Local Support; third addition 2017; plus new Evangelism Staff Officer. All base salaries increased 3% pa; medical costs increased 9% pa
<b>65</b>	<b>58</b>	<b>Evangelism Total</b>	<b>5,973,226</b>	<b>6,741,800</b>	<b>3,501,773</b>	<b>5,341,773</b>	



EXECUTIVE COUNCIL ADOPTED DRAFT BUDGET							
2019-2021 TRIENNium							
DETAIL: RECONCILIATION AND JUSTICE							
LINE NO. 2019-2021 OVERSIGHT							
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66	108a	<b>Domestic Poverty/Jubilee</b>					
67	108c	Online Platform Development	-	-	-	-	
68	108d	Asset Mapping		75,000			Moved to Communications
69	108f	Incarnational Encounter	64,000	2,500	-	-	
70	108g	Asset Based Community Development Training	120,000	96,322	90,000	90,000	Emphasis on expansion of ABCD use across departments: transcending with Ethnic Ministries, formation and curricular development, storytelling implications for evangelism and reconciliation
71	108h	Internships	125,000	125,000	135,000		Apply funding towards Creation Care
72	108i	Jubilee Ministry Grants	200,000	79,477	180,000	180,000	Ongoing centers
73	108l	New Materials	-	849	-	-	
74	108m	Networks, capacity building and implementation related to Domestic Poverty initiatives	60,000	50,000	80,000	80,000	2016-18 funding was inadequate for travel, office equipment and other staff costs related to Domestic Poverty
75	108n	<b>Total Domestic Poverty/Jubilee</b>	<b>569,000</b>	<b>429,148</b>	<b>485,000</b>	<b>350,000</b>	
76							
77		<b>Advocacy and Social Justice</b>					
78	108k	State Public Policy Networks Participation	150,000	150,356	50,000	50,000	Now managed by Staff Officer for Social Justice and Advocacy Engagement, under line 116
79	109a	Regional Poverty Consultations	60,000	20,000	25,000	25,000	"Incarnational Encounters" for regional poverty consultations (not conferences, but teaching and discernment events)
80	109c	Jubilee Ministry Networking	30,000	29,281	40,000	40,000	Director has been charged with activating a more robust network of Jubilee Ministries
81	109d	Event on Human Trafficking	30,000	15,000	20,000	20,000	In collaboration with Ethnic Ministries efforts to support social justice and advocacy affecting communities of color
82	114	<b>Total Advocacy &amp; Social Justice</b>	<b>270,000</b>	<b>214,637</b>	<b>135,000</b>	<b>135,000</b>	
83							
84	116a	Racial Justice and Reconciliation	2,000,000	-			Because the work did not begin until mid-2017, only \$1 mil will be spent during 2016-2018. The remaining \$1 mil is allocated below for 2019-2021
85	116b	General Racial Justice and Reconciliation		70,563			
86	116d	Census of The Episcopal Church		120,000	150,000	150,000	Selective sample, work will continue into 2019; also includes partnership with CPG and Research to assist dioceses in regularly collecting info about race
87	116e	Racial Injustice/Justice Audit		30,000	20,000	20,000	Ongoing data collection as part of the church's work, in partnership with Provincial leadership
88	New	Other Embodied Engagements		100,000	60,000	60,000	Extend Listening Engagements into additional provinces in next triennium
89	New	Communication/web/social media		52,000	45,000	45,000	

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90	116h	Lifelong Formation and Worship		115,000	-	-	Increase capacity to grow and widely share conversation around racial reconciliation and justice
91		Resource development and distribution: essay collections, leadership resources, all-ages resources		-	20,000	20,000	Ongoing resource development in response to the changing environment.
92		Young Adult Pilgrimage		-	40,000	40,000	
93		ERD Reconciliation Pilgrimage		-	10,000	10,000	
94	116h2	Program, travel and office - Staff Officer, Racial Reconciliation		-	170,000	170,000	
95	116i	Partnering with Episcopal HBCUs		300,000	-	-	
96	116j	Racial Justice Engagement		150,000	130,000	130,000	
101	117	<b>Racial Justice Total</b>	<b>2,000,000</b>	<b>2,433,508</b>	<b>2,166,038</b>	<b>2,166,038</b>	<b>Because the work did not begin until mid-2017, the entire \$2 mil will not be spent during 2016-2018</b>
102							
103	168	<b>Ethnic Ministries:</b>					
104		<b>Indigenous Ministries</b>					
105		Clergy and Lay Leadership Development Project			80,000	80,000	Indigenous clergy and lay leadership development with emphasis on Jesus Movement. Features ongoing continuing education, resource creation and strategic planning for indigenous ministries, including those in Province 9.
106		Church-wide Indigenous Winter Talk gathering			80,000	80,000	Winter Talk follows the tradition within Indigenous communities of gathering the people during winter months for prayer, ritual, learning, fellowship, storytelling, honoring of elders, and celebration. Currently regional gatherings are held with limited funding and participation. Gathering to be held annually.
107		Native Youth Development Project			30,000	30,000	Indigenous youth initiative to develop supports and resources for youth and their adult leaders and clergy. Note that Native American youth are extremely vulnerable to the effects of intergenerational trauma, including substance abuse, domestic violence, criminal gang involvement, and mental health issues, including an alarmingly high suicide rate.
108		Assessment study for outreach to and networking with Province 9			25,000	25,000	An assessment will be conducted by consultants fluent in the language and culture of the Indigenous peoples in Central and South America and the Caribbean. They will identify major ministry needs and gifts, and discern ways to support and grow this witness. Note: A significant number of Indigenous Episcopalians live in Province 9, but they have been underserved in comparison to other Indigenous Episcopal communities. To be conducted in conjunction with the Office of Latino/Hispanic Ministries.
109		Collaborative Projects			70,000	70,000	All Ethnic Offices are involved in the planning and implementation of several
110		Program, office and travel			90,000	80,000	

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DETAIL: RECONCILIATION AND JUSTICE							
LINE NO. 2019-2021 OVERSIGHT							
LINE NO. 2019-2021	LINE NO. 2016-2018	DESCRIPTION	GC Adopted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11132017	Adopted Draft 01242018	Special Comments for 2019-2021
111		Consultants			30,000	30,000	
112	169	<b>Indigenous Ministries Total</b>	<b>576,000</b>	<b>377,499</b>	<b>405,000</b>	<b>395,000</b>	
113							
114		<b>Asiamerican Ministries</b>					
115		Ethnic Convocational Leadership Gatherings			40,000	40,000	The 7 ethnic convocations (Chinese, Japanese, Korean, Filipino, Southeast Asian, South Asian, Pacific Islanders) gather independently to cast vision, map plans and train leaders
116		Asiamerica & Pacific Islanders Churchwide Consultation			60,000	60,000	Triennial gathering for identifying best practices, developing leaders and growing inter-ethnic community among Episcopal Asiamericans
117		ANDREWS - Asiamerica Mentoring Program			120,000	120,000	Asiamerica Network of Disciples, Revivalists, Evangelists, Witnesses & Saints (ANDREWS)
118		Consultants			30,000	30,000	
119		Collaborative Projects			70,000	70,000	All Ethnic Offices are involved in the planning and implementation of several
120		Program, office and travel			90,000	80,000	
121	171	<b>Episcopal Asia America Ministries Total</b>	<b>420,000</b>	<b>401,602</b>	<b>410,000</b>	<b>400,000</b>	
122							
123		<b>Black Ministries</b>					
124		New Visions			110,000	110,000	Congregational Renewal to grow plateaued and declining congregations
125		Sudanese Ministry Development			30,000	30,000	Specific effort to grow evangelism and missional ministries in Sudanese communities
126		SOUL Conference			30,000	30,000	The Spiritual Opportunity to Unite and Learn gathers youth and young adults for leadership skills training and development
127		Black Women's Ministry Initiative			15,000	15,000	Initiative to develop leadership and opportunities for women of African descent.
128		International Black Clergy Conference			50,000	50,000	Triennial gathering of black clergy developing resources for congregational life, clergy wellness, deployment and deeper fellowship.
129		Historically Black Colleges Recognition Event			15,000	15,000	Biennial event that highlights the Episcopal Church's ongoing commitment to higher education
130		Program, office and travel			90,000	80,000	
131		Collaborative Projects			70,000	70,000	All Ethnic Offices are involved in the planning and implementation of several
132		Consultants			30,000	30,000	
133	172	<b>Black Ministries Total</b>	<b>518,000</b>	<b>559,452</b>	<b>440,000</b>	<b>430,000</b>	
134							
135		<b>Hispanic / Latino Ministries</b>					
136		Academia			90,000	80,000	The Academia is an ecumenical lay formation program for adults, led by trained lay facilitators. This cost subsidizes 9 training events to be held during the triennium
137		New Camino			50,000	40,000	Conference designed to stimulate interest in developing new Latino ministries in the dioceses that invite us

EXECUTIVE COUNCIL ADOPTED DRAFT BUDGET							
2019-2021 TRIENNIUM							
DETAIL: RECONCILIATION AND JUSTICE							
LINE NO. 2019-2021 OVERSIGHT							
LINE NO. 2019-2021	LINE NO. 2016-2018	DESCRIPTION	GC Adopted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11132017	Adopted Draft 01242018	Special Comments for 2019-2021
138		Social Media/Digital Resource Training			30,000	30,000	Funding for 2 church wide trainings and 6 regional/diocesan trainings, in collaboration with the Evangelism Team and Communications Dept.
139		ABCD Training			20,000	20,000	In partnership with ERD, ABCD training materials have been trans-created to appeal to the Latino church both in the US and in Province IX. This budget will allow leaders to be trained on how to use ABCD principles for partnering with community agencies.
140		Nuevo Amanecer			40,000	40,000	Nuevo Amanecer is the flagship biannual conference for Latino ministry and is now done in collaboration with the ELCA. Almost 500 persons attended in 2016 and 2018 should go over. The conference is co-sponsored by Kanuga and is designed for leadership development, empowerment, and discipleship. This budget allows for the staff participation and some scholarships, especially for small congregations and Province IX.
141		Cultural Competency			60,000	60,000	The Episcopal Latino Cultural Competency Course was created as a result of Resolution A086 from the 2015 General Convention. The Cultural Competency course is a nine-day intensive course designed for diocesan staff, clergy, lay leaders, and seminarians. Offered at Episcopal seminaries; academic credit through Seminary of the Southwest. Funding for 6 courses during triennium.
142		Coordinator for Latino Mission Development					In staff cost line below. Resolution A086 called for an extensive expansion of programs supporting Latino/Hispanic ministry in the Episcopal Church including training and deploying coaches and mentors, assisting dioceses and congregations develop Latino/Hispanic ministries, creating and running a cultural competency program for diocesan and congregational leaders, and providing leadership development and education programs. This extensive set of programs far exceeds the capacity of the Missioner for Latino/Hispanic Ministry.
143		Staff Travel			150,000	140,000	
144		Collaborative Projects			70,000	70,000	All Ethnic Offices are involved in the planning and implementation of several
145		Consultants			30,000	30,000	
146		Translation/Interpretation			18,000	18,000	
147	174	<b>Hispanic/Latino Ministries Total</b>	<b>520,000</b>	<b>511,252</b>	<b>558,000</b>	<b>528,000</b>	<b>Program budget for LHM in current triennium included \$510k program budget plus \$1.1 million from line 28 to fund Resolution A086 2015. Some initiatives have been completed; others need to be continued.</b>
148							
149	175	Ethnic Ministry-Related Social Justice and Advocacy	90,000	-	120,000	120,000	Funding available for social justice and advocacy initiatives spearheaded by Ethnic Ministries, in collaboration with OGR and Racial Justice and Reconciliation
150	177	Staff Costs	2,256,727	2,258,129	2,251,249	2,618,844	All base salaries increased 3% pa; medical costs increased 9% pa

EXECUTIVE COUNCIL ADOPTED DRAFT BUDGET							
2019-2021 TRIENNIUM							
DETAIL: RECONCILIATION AND JUSTICE							
LINE NO. 2019-2021 OVERSIGHT							
LINE NO. 2019-2021	LINE NO. 2016-2018	DESCRIPTION	GC Adopted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11132017	Adopted Draft 01242018	Special Comments for 2019-2021
151	178	<b>Total Ethnic Ministries</b>	<b>4,380,727</b>	<b>4,107,934</b>	<b>4,184,249</b>	<b>4,491,844</b>	
152							
153	173a	Historically Black Episcopal Colleges + Universities	1,645,000	1,645,002	1,645,000	1,645,000	Continuation of support
154	173b	Educational Enterprise Grants	400,000	400,000	400,000	400,000	Grants to support capacity-building at St. Augustine's and Voorhees
155							
156		<b>United Thank Offering</b>					
157	266	UTO Other	480,160	460,089	482,000	482,000	
158	267a	Staff Costs	693,190	579,746	651,175	651,175	All base salaries increased 3% pa; medical costs increased 9% pa
159	267b	Less Offset from trust funds	(973,152)	(921,000)	(950,000)	(950,000)	
160	268	<b>Total United Thank Offering</b>	<b>200,198</b>	<b>118,835</b>	<b>183,175</b>	<b>183,175</b>	
161							
162	118	<b>Total Racial Justice and Reconciliation</b>	<b>9,464,925</b>	<b>9,349,064</b>	<b>9,198,462</b>	<b>9,371,058</b>	

EXECUTIVE COUNCIL ADOPTED DRAFT BUDGET							
2019-2021 TRIENNIUM							
DETAIL: CREATION CARE							
LINE NO. 2019-2021	LINE NO. 2016-2018	DESCRIPTION	GC Adopted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11132017	Adopted Draft 01242018	Special Comments for 2019-2021
163		Creation Care					
164	121a	Creation Care Green Initiatives	650,000	-	-	-	Not allocated at GC2015
165	121b	EcoJustice site grants		100,000	45,000	45,000	Three Eco Justice sites
166	121c	Other grants		335,700	500,000	350,000	Based on initial response to grants program, anticipate increase
167	121d	Advisory Council meetings		64,200	45,000	45,000	Assumes 3 face-to-face meetings
168	121e	Regional Consultative Groups		5,000	60,000	60,000	One group per Province and one Youth/Young Adult (10 groups), ideally meeting twice over 2 triennia
169	121f	Other Initiatives		106,300	-	-	
170		Conference of Parties			-	-	Committed to participation through 2020; two during 2019-2021
171		Staff and Program Engagement			90,000	90,000	Staff participation in churchwide creation care efforts
172		Staff costs		-	-	275,374	Includes one staff associate
173							
174	122	<b>Total Creation Care</b>	<b>650,000</b>	<b>611,200</b>	<b>740,000</b>	<b>865,374</b>	

**EXECUTIVE COUNCIL ADOPTED DRAFT BUDGET**

**2019-2021 TRIENNIUM**

**DETAIL: MINISTRY OF PRESIDING BISHOP TO CHURCH AND WORLD**

LINE NO. 2019-2021	LINE NO. 2016-2018	DESCRIPTION	GC Accepted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11132017	Adopted Draft 01242018	Special Comments for 2019-2021
<b>175</b>		<b>Presiding Bishop's Office</b>					
176	276	Governance-Related Costs	153,319	465,221	390,000	390,000	Reserve for Lambeth \$6K; Chancellor \$100K annually
177	277	Title IV	883,730	1,892,758	500,000	500,000	Investigations, hearings and trials. Moved from Governance. Increased due to unexpected Title IV complaints. 2019-2021 moves staff costs to Legal Department
178	31	Convocation Ep. Ch. In Europe	-	11,380	-	-	
179	32	Bishop in Charge of Europe	162,000	227,857	190,000	190,000	Housing, utilities, \$5K annual travel grant; other office expenses paid by CECE. Salary in staff cost line below
180	New	Bishop in Charge of Navajoland	-	-	800,000	800,000	Grant requested for Area Mission office operations and staff costs
181	33	Hospitality and Entertainment	26,972	45,817	45,000	45,000	
182	34	Official & Discretionary Expenses	11,400	29,123	54,000	54,000	
183	37	Travel	380,000	990,548	710,000	710,000	Travel for all PB Office staff
184	New	Haiti Partnership Committee	-	23,000	230,000	200,000	Oversight related to rebuilding projects resulting from Haiti TEC MOU approved by EC. IB request added
185	38	Other departmental costs	143,441	566,218	200,000	200,000	Includes staff culture work and HR audit work
186	39	Staff Costs	3,217,406	4,854,922	5,396,896	5,396,896	All base salaries increased 3% pa; medical costs increased 9% pa
<b>187</b>	<b>40</b>	<b>Total Presiding Bishop's Office</b>	<b>4,978,268</b>	<b>9,106,844</b>	<b>8,515,896</b>	<b>8,485,896</b>	
188					-	-	
189	35	<b>House of Bishops</b>	175,000		375,000	375,000	Annual gross costs of \$225K are offset by recoveries from dioceses of approx. \$100K to give this net number
190	73	House of Bishops Theology Cte	12,000	14,419	12,000	12,000	
191	74	College for Bishops Grant	250,000	250,000	250,000	250,000	
<b>192</b>		<b>Total House of Bishops</b>	<b>437,000</b>	<b>264,419</b>	<b>637,000</b>	<b>637,000</b>	
193							
194	133	<b>Pastoral Development</b>					This work is specifically directed for care of and elections of bishops
195	134	Pastoral Development Other Costs	221,960	221,960	326,000	306,000	Travel, office, annual gathering of the Episcopal Election Consultants for continuing education, orientation of new consultants, and sharing of best practices requested by Task Force on the Episcopacy
196		Staff Costs	1,288,708	1,055,543	923,830	923,830	All base salaries increased 3% pa; medical costs increased 9% pa
<b>197</b>		<b>Total Pastoral Development</b>	<b>1,510,668</b>	<b>1,277,503</b>	<b>1,249,830</b>	<b>1,229,830</b>	
198							
199							
200	100	<b>Armed Forces and Federal Ministries:</b>					
201	101	Departmental Costs	597,000	400,000	-	-	Chaplain seminars

EXECUTIVE COUNCIL ADOPTED DRAFT BUDGET							
2019-2021 TRIENNium							
DETAIL: MINISTRY OF PRESIDING BISHOP TO CHURCH AND WORLD							
LINE NO. 2019-2021	LINE NO. 2016-2018	DESCRIPTION	GC Accepted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11132017	Adopted Draft 01242018	Special Comments for 2019-2021
202		Seminars/Conferences			243,000	233,000	
203		Selection of Chaplains			39,000	39,000	
204		Supplies/Services			10,500	10,500	Visits to chaplains in the field or for important occasions (i.e. promotion or retirement ceremonies)"
205		Chaplain Care			102,000	102,000	
206		Travel Bishop Suffragan			264,000	254,000	DC Cathedral
207		Rent			102,000	102,000	Telecom, computer services
208		Office costs			19,500	19,500	
209	102	Staff Costs	1,055,889	1,204,313	1,361,201	1,361,201	Suffragan Bishop for Armed Forces was brought in line with other suffragans. All base salaries increased 3% pa; medical costs increased 9% pa
<b>210</b>	<b>103</b>	<b>Total Federal Ministries</b>	<b>1,652,889</b>	<b>1,604,313</b>	<b>2,141,201</b>	<b>2,121,201</b>	
211					-	-	
212	313a	<b>General Board of Exam. Chaplains</b>			-	-	
213	313b	GBEC Income	(561,729)	(394,500)	(395,000)	(395,000)	
214	313c	GBEC Non-staff	339,550	136,584	178,747	128,747	
215	313d	GBEC Staff costs	222,179	268,055	305,377	305,377	
<b>216</b>	<b>313e</b>	<b>GBEC Total</b>	<b>-</b>	<b>10,139</b>	<b>89,124</b>	<b>39,124</b>	<b>Goal to run close to breakeven</b>
217							
<b>218</b>		<b>Total PBO and HOB</b>	<b>8,578,825</b>	<b>12,263,218</b>	<b>12,633,051</b>	<b>12,513,051</b>	



**EXECUTIVE COUNCIL ADOPTED DRAFT BUDGET**

**2019-2021 TRIENNium**

**DETAIL: MISSION WITHIN THE EPISCOPAL CHURCH**

LINE NO. 2019-2021	LINE NO. 2016-2018	DESCRIPTION	GC Accepted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11132017	Adopted Draft 01242018	Special Comments for 2019-2021
219	47	Communications			-	-	
220					-	-	
221	49	Director's Office	545,570	652,988	-	-	
222		Communication Operations			-	-	One PB Canon acts as Dir. Of Comm.
223		General Convention travel and fees			125,000	125,000	
224		Freelancers			75,000	75,000	Miscellaneous needs for additional work
225		Travel			70,000	60,000	
226		Conferences and Workshops			9,000	9,000	
227		Presiding Bishop's Installation Exp.			24,570	24,570	Nine-year accrual
228		Memberships and Subscriptions			12,000	12,000	
229		General Office Expenses			8,500	8,500	
230		Computer Hardware Software			12,000	12,000	
231		Telephone telecom			6,000	6,000	
232		<b>Director's Office Total</b>	<b>545,570</b>	<b>652,988</b>	<b>342,070</b>	<b>332,070</b>	
233					-	-	
234		Communications Creative Services		-	-	-	New area in high demand. Requires experience in branding and graphics design. Most effective approach is using freelancers as needed.
235		Brand Strategy Support			90,000	90,000	
236		General Convention travel and fees			8,000	8,000	
237		Freelancers			30,000	30,000	Additional proofreaders, copy editors and design assistance as needed
238		New Media Development			23,000	23,000	
239		Travel			36,000	26,000	
240		Conferences and Workshops			9,000	9,000	
241		Memberships and Subscriptions			6,000	6,000	
242		General Office Expenses			2,400	2,400	
243		Computer Hardware and Software			10,500	10,500	
244		Telephone telecom			9,000	9,000	
245		<b>Communications Creative Services Total</b>		-	<b>223,900</b>	<b>213,900</b>	
246					-	-	
247	50a	Multimedia Services	627,750	662,057	-	-	Focus in two areas: 1. Video content for Digital Evangelism for seekers; and 2. Workshops on multi-media story telling teaching the staff and entire church to produce their own video content -- ability to shoot, edit and post high-quality videos. Live stream key moments in the church year(Advent/Lent/Events) as a broader outreach
248		General Convention travel and fees			87,000	87,000	

**EXECUTIVE COUNCIL ADOPTED DRAFT BUDGET**

**2019-2021 TRIENNIUM**

**DETAIL: MISSION WITHIN THE EPISCOPAL CHURCH**

LINE NO. 2019-2021	LINE NO. 2016-2018	DESCRIPTION	GC Accepted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11132017	Adopted Draft 01242018	Special Comments for 2019-2021
249		Consultants			375,000	375,000	Additional camera people and other technical teams as needed
250		Travel			150,000	150,000	
251		Conference & Registration Fees			6,000	6,000	
252		Equipment Support			30,000	30,000	
253		Website: Livestreaming			47,750	47,750	
254		Memberships & Subscriptions			7,500	7,500	
255		General Office Expenses			4,500	4,500	
256		Computer Hardware and software			10,500	10,500	
257		Telephone telecom			6,000	6,000	
<b>258</b>		<b>Multimedia Services Total</b>	<b>627,750</b>	<b>662,057</b>	<b>724,250</b>	<b>724,250</b>	
259					-	-	
<b>260</b>	<b>51</b>	<b>Public Affairs</b>	<b>469,500</b>	<b>203,859</b>	<b>-</b>	<b>-</b>	
261		General Convention travel and fees			10,000	10,000	
262		Initiatives/Collaboration (RENAMED)			36,750	36,750	
263		Freelancers			45,000	45,000	To assist with work in dioceses
264		Travel			75,000	75,000	
265		Conferences and Workshops			6,000	6,000	Additional professional development + networking
266		Memberships and Subscriptions			52,500	52,500	
267		General Office Expenses			1,800	1,800	
268		Computer Hardware and Software			6,000	6,000	Video, transcription; equipment replacement
269		Telephone telecom			5,000	5,000	
<b>270</b>		<b>Public Affairs Total</b>	<b>469,500</b>	<b>203,859</b>	<b>238,050</b>	<b>238,050</b>	
271					-	-	
<b>272</b>	<b>50b</b>	<b>Web &amp; Social Media Services</b>	<b>861,900</b>	<b>800,359</b>	<b>-</b>	<b>-</b>	Episcopal Asset Map, Digital Evangelism and consolidation of DFMS web properties requires additional resources for web development, personal computing hardware and travel. Increased costs in Web hosting, social media support, and graphic design
273		General Convention travel and fees			30,000	30,000	
274		Travel			75,000	75,000	
275		Conference & Registration Fees			7,500	7,500	
276		Website Development, Maintenance & Upgrades			750,000	650,000	External web design and implementation assistance
277	108d	Asset Mapping	24,000	75,000	90,000	90,000	\$30K/year is the minimum TEC contribution to the ongoing upkeep and development of the Asset Map.
278		Memberships & Subscriptions			3,000	3,000	
279		General Office Expenses			1,600	1,600	
280		Computer Software			1,500	1,500	
281		Computer Hardware			10,500	10,500	
282		Telephone telecom			7,500	7,500	
<b>283</b>		<b>Web &amp; Social Media Services Total</b>	<b>885,900</b>	<b>875,359</b>	<b>976,600</b>	<b>876,600</b>	

**EXECUTIVE COUNCIL ADOPTED DRAFT BUDGET**

**2019-2021 TRIENNium**

**DETAIL: MISSION WITHIN THE EPISCOPAL CHURCH**

LINE NO. 2019-2021	LINE NO. 2016-2018	DESCRIPTION	GC Accepted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11132017	Adopted Draft 01242018	Special Comments for 2019-2021
284							
<b>285</b>	<b>53a</b>	<b>Episcopal News Service</b>	282,000	338,205	-	-	Respond to breaking news, cover live events, write stories of the Church's response to the poor and marginalized. Want to provide coverage of institutionalized racism/bias/discrimination and how the church responds; working closer with OGR and EPPN
286		General Convention travel and fees			25,000	25,000	
287		Consultants			180,000	180,000	Includes local outside freelance writers, copy editors, etc.
288		Travel Expenses			180,000	180,000	
289		Conferences and Workshops			9,000	9,000	
290		Postage			900	900	
291		Memberships and Subscriptions			9,000	9,000	
292		General Office Expenses			3,000	3,000	
293		Computer Software			3,000	3,000	
294		Computer Hardware			21,000	21,000	
295		Telephone telecom			18,900	18,900	
<b>296</b>		<b>Episcopal News Service Total</b>	<b>282,000</b>	<b>338,205</b>	<b>449,800</b>	<b>449,800</b>	
297					-	-	
<b>298</b>		<b>Episcopal Digital Network</b>			-	-	<b>Structure continues</b>
299		General Convention travel and fees			6,000	6,000	
300		Consultants			13,500	13,500	
301		Travel			18,000	18,000	
302		Conferences and Registration Fees			3,000	3,000	
303		Marketing & Advertising			30,000	30,000	
304		Web Hosting			19,200	19,200	
305		Memberships and Subscriptions			3,000	3,000	
306		General Office Expenses			3,000	3,000	
307		Computer Hardware and software			6,000	6,000	
308		Telephone telecom			9,000	9,000	
<b>309</b>		<b>Episcopal Digital Network Total</b>		-	<b>110,700</b>	<b>110,700</b>	
310					-	-	
<b>311</b>	<b>53b</b>	<b>Digital Evangelism</b>	<b>842,100</b>	<b>287,856</b>	-	-	
312		Training materials and curricula for digital storytellers (A172)		75,000	75,000	75,000	
313	53b1	"Evergreen" content for download		51,102	75,000	75,000	
314							
315	53b3	1 part-time marketing specialist (contractor)		77,000	55,000	55,000	
316	53b4	Original images and art work		41,660	45,000	45,000	
317	53b5	Original video		40,000	60,000	60,000	
318	53b6	Software platforms			30,000	30,000	
319	53b7	Latino and Spanish-speaking digital evangelism efforts		40,000	40,000	40,000	

**EXECUTIVE COUNCIL ADOPTED DRAFT BUDGET**

**2019-2021 TRIENNIUM**

**DETAIL: MISSION WITHIN THE EPISCOPAL CHURCH**

LINE NO. 2019-2021	LINE NO. 2016-2018	DESCRIPTION	GC Accepted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11132017	Adopted Draft 01242018	Special Comments for 2019-2021
320	53b8	Advertising			60,000	60,000	
321	53b9	Additional initiatives		64,734	45,000	45,000	
322		General Convention travel and fees			20,000	20,000	
323		Printing Costs			15,000	15,000	
324		Consultants			45,000	45,000	Additional camera people and other technical teams as needed
325		Travel			30,000	30,000	
326		Conferences and Registration Fees			6,000	6,000	
327		Marketing & Advertising (HubSpot, etc.)			30,000	30,000	
328		Web Hosting			15,000	15,000	
329		Memberships and Subscriptions			4,500	4,500	
330		General Office Expenses			4,500	4,500	
331		Computer Hardware and software			8,000	8,000	
332		Telephone telecom			6,000	6,000	
333	69b	Sermons that Work (Eng. Sp)			72,000	72,000	
334		Bulletin Inserts			11,100	11,100	
335		Bible Study: Eng. Spanish			37,800	37,800	
336		Digital Evangelism Total	842,100	677,352	789,900	789,900	
337					-	-	
<b>338</b>	<b>54</b>	<b>Language (Translation) Services</b>	<b>216,000</b>	<b>232,185</b>	<b>-</b>	<b>-</b>	Increased demand for Spanish and French translations, Spanish interpretations and video sub-titling. Increased equipment replacement and maintenance
339		General Convention travel and fees			7,000	7,000	
340		Translation Services			260,000	260,000	Translators and interpreters for meetings, videos, etc.
341							
342		Travel			9,000	9,000	
343		Equipment Purchases			9,000	9,000	
344		Conference and Registration Fees			1,500	1,500	
345		Memberships and Subscriptions			3,000	3,000	
346		General Office Expenses			3,000	3,000	
347		Computer Hardware and software			6,500	6,500	
348		Mobile Communication Devices			3,500	3,500	
<b>349</b>		<b>Language Services Total</b>	<b>216,000</b>	<b>232,185</b>	<b>302,500</b>	<b>302,500</b>	
350	55a	Staff Costs	6,913,663	6,244,330	7,285,747	7,285,747	All base salaries increased 3% pa; medical costs increased 9% pa
351	55b	Communications - to be allocated	(750,000)	-	(750,000)	(570,000)	To be allocated by Management
<b>352</b>	<b>56</b>	<b>Total Communications</b>	<b>10,032,483</b>	<b>9,886,335</b>	<b>10,693,517</b>	<b>10,753,517</b>	
353					-	-	
<b>354</b>		<b>Formation Department</b>			-	-	
355	62	Grant for Forma	100,000	100,000	-	-	Grant for one triennium only
356	64	Departmental Costs:		-	-	-	

**EXECUTIVE COUNCIL ADOPTED DRAFT BUDGET**

**2019-2021 TRIENNIUM**

**DETAIL: MISSION WITHIN THE EPISCOPAL CHURCH**

LINE NO. 2019-2021	LINE NO. 2016-2018	DESCRIPTION	GC Accepted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11132017	Adopted Draft 01242018	Special Comments for 2019-2021
357	65	RENAMED Resource Creation, Curriculum and Partnerships	145,602	117,443	90,000	90,000	d365, curriculum, resource creation
358	66	RENAMED Formation Networks and Leadership Development	106,000	174,951	146,000	146,000	Councils, ecumenical gatherings, attending meetings to build the network, Leadership Development training
359	67	Campus Ministry Grants	400,000	267,000	400,000	400,000	Continue funding at same levels
360	68a	Young Adult & Campus Ministry Events and Gatherings	605,000	239,000	230,000	230,000	Annual Young Adult and Campus Ministry Conference with Added Young Adult Leadership training and discernment conferences 2 times per triennium
361	68b	Episcopal Youth Event (triennial)	-	787,195	897,000	897,000	Increase due to increased cost from vendors and locations. Revision reflects gross costs offset by \$ of expected fee income
362	68c	Youth Events and Gatherings		138,162	200,000	200,000	
363	68d	Other Events and Gatherings		20,000	60,000	60,000	Hosting Receptions and gatherings, co-leading pilgrimages
364	69a	Other Departmental Costs	184,400	123,573	201,000	201,000	
365	70	Staff Costs	1,393,502	1,502,877	1,730,891	1,730,891	All base salaries increased 3% pa; medical costs increased 9% pa
<b>366</b>	<b>71</b>	<b>Total Formation &amp; Vocation</b>	<b>2,934,504</b>	<b>3,470,201</b>	<b>3,954,890</b>	<b>3,954,890</b>	
367					-	-	
368	<b>129</b>	<b>Transition Ministries &amp; Vocation</b>			-	-	
369	130	Program/Tech (Transition Min)	104,608	157,807	104,607	104,607	
370	131	Research & Dev (Transition Min)	40,950	27,300	84,000	84,000	Database upgrades
371	132	Other OTM office, travel, training	134,350	69,383	135,000	135,000	
372	140	Staff costs	2,056,086	740,945	801,316	801,316	Staff separated to GCO and OPD
<b>373</b>	<b>141</b>	<b>Total Transition &amp; Vocation</b>	<b>2,335,994</b>	<b>995,435</b>	<b>1,124,923</b>	<b>1,124,923</b>	
374					-	-	
375	<b>145</b>	<b>TEC Block Grants</b>			-	-	
376	146	Haiti	1,064,176	1,064,176	1,064,176	959,176	Reduction absent Bishop Suffragan
377	147	Virgin Islands	513,513	513,513	513,513	513,513	
378	148	Province 2 Total	1,577,689	1,577,689	1,577,689	1,472,689	
379							
380	149	North Dakota	544,000	544,000	544,000	694,000	Request to increase
381	150	South Dakota	2,100,000	2,100,000	2,100,000	2,290,650	Request to increase
382	151	Province 6 Total	2,644,000	2,644,000	2,644,000	2,984,650	
383							
384	152	Alaska	1,300,000	1,300,000	1,300,000	1,300,000	
385	153	Navajoland	1,000,000	1,000,000	1,000,000	1,000,000	
386	154	Guam	150,000	150,000	150,000	150,000	
387	155	Taiwan	204,750	204,750	204,750	204,750	
388	156	Province 8 Total	2,654,750	2,654,750	2,654,750	2,654,750	
389	157				-	-	
390	61b	Consultation & Planning Prov IX	-	11,242	-	-	

EXECUTIVE COUNCIL ADOPTED DRAFT BUDGET							
2019-2021 TRIENNium							
DETAIL: MISSION WITHIN THE EPISCOPAL CHURCH							
LINE NO. 2019-2021	LINE NO. 2016-2018	DESCRIPTION	GC Accepted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11132017	Adopted Draft 01242018	Special Comments for 2019-2021
391	61c	Implementation of Prov IX self-sustainability plan	550,000	550,000	-	-	Focus grant to one diocese follows agreement approved by EC in 2014
392					-	-	
393	157b	Unallocated for Task Force and Consultants	2,993,830	24,684	64,000	64,000	
394	158	Colombia		382,200	382,200	382,200	
395	159	Dominican Republic		300,000	200,000	100,000	
396	160	Ecuador Central		504,790	1,004,790	1,004,790	
397	161	Ecuador Litoral		346,830	346,830	346,830	
398	162	Honduras		1,050,949	600,000	580,000	
399	163	Venezuela		390,326	395,010	395,010	
400	164	Province 9 Total Block Grants	3,543,830	3,561,021	2,992,830	2,872,830	
401					-	-	
402	167	Long-term Development Grants - Domestic Dioceses	1,500,000	1,500,000	1,500,000	1,000,000	Sustainability work continues. Reduction reflects increase above for NDak and SDak. Will include grants to the extent decided by indigenous leadership
403	243b	Block Grant to ERD	978,699	978,699	1,452,647	1,452,647	Grant to cover rental payment; offsets income in line 8
<b>404</b>	<b>166</b>	<b>Total TEC Block Grants</b>	<b>12,898,968.49</b>	<b>12,916,159.48</b>	<b>12,821,916</b>	<b>12,437,565.74</b>	
405					-	-	
<b>406</b>	<b>42</b>	<b>Director of Mission's Office</b>			-	-	
407	43	Departmental Costs	110,400	30,459	-	-	Moved to PB Office
<b>408</b>	<b>45</b>	<b>Total Director of Mission's Office</b>	<b>110,400</b>	<b>30,459</b>	-	-	
409					-	-	
<b>410</b>	<b>188</b>	<b>Total Mission Within the Episcopal Church</b>	<b>28,312,349</b>	<b>27,298,589</b>	<b>28,595,246</b>	<b>28,270,896</b>	
						324,350	

EXECUTIVE COUNCIL ADOPTED DRAFT BUDGET							
2019-2021 TRIENNIUM							
DETAIL: MISSION BEYOND THE EPISCOPAL CHURCH							
LINE NO. 2019-2021	LINE NO. 2016-2018	DESCRIPTION	GC Adopted Budget Triennium 16- 18	2016-2018 Revision October 2016	Working Draft 11132017	Adopted Draft 01242018	Special Comments for 2019-2021
<b>411</b>	<b>192</b>	<b>Anglican Communion</b>					
412	193	Inter-Anglican Budget/Secretariat	1,200,000	1,200,000	1,200,000	1,150,000	
413	194	International Visitors	30,000	44,753	45,000	45,000	
414	195	Other departmental cost	289,050	205,689	450,000	420,000	Increased due to more staff within this line item, increased cost of travel
415		Global Mission Development		55,000	93,000	93,000	
416	196	Staff costs	1,640,472	2,061,251	2,279,077	2,279,077	All base salaries increased 3% pa; medical costs increased 9% pa
<b>417</b>	<b>197</b>	<b>Total Anglican Communion</b>	<b>3,159,522</b>	<b>3,566,693</b>	<b>4,067,077</b>	<b>3,987,077</b>	
418					-	-	
<b>419</b>	<b>199</b>	<b>Block Grants w/in Anglican Communion</b>			-	-	
420	200	Burundi	12,000	8,000	12,000	12,000	
421	201	Central Africa	9,000	6,000	9,000	9,000	
422	202	Congo	21,000	21,000	21,000	21,000	
423	203	Sudan	36,000	24,000	36,000	36,000	
424	204	Conf of Angl Prov in Africa (CAPA)	25,000	24,999	25,000	25,000	
425	205	African Network Theol Ed (ANITEPAM)	12,000	8,000	12,000	12,000	
426	206	Epis Church of Philippines	45,000	45,000	45,000	45,000	
427	207	Jt Cte Philippines	-	12,105	-	-	
428	208	Caribbean	6,000	4,000	6,000	6,000	
429	209	Cuba	106,000	105,999	106,000	106,000	
430	210	Other Angl Communion Costs	-	(11,830)	-	-	
431	210a	Brazil Secretariat	42,000	28,000	42,000	42,000	
432	210b	To be allocated				(20,000)	
<b>433</b>	<b>211</b>	<b>Total Grants w/in Angl Communion</b>	<b>314,000</b>	<b>275,273</b>	<b>314,000</b>	<b>294,000</b>	
434					-	-	
<b>435</b>	<b>213a</b>	<b>Covenants w/in Angl Communion</b>			-	-	
436	213b	Covenant Long-term Development Fund	300,000	300,000	120,000	120,000	Reduced figure sufficient as seed money for program and for support of regional sustainability meetings
437	214	IARCA	1,292,000	1,292,001	1,204,486	1,204,486	Per Covenant agreement
438	215	Liberia	386,369	385,295	354,120	354,120	Per Covenant agreement
439	216	Mexico	350,000	350,000	41,398	41,398	Per Covenant agreement

EXECUTIVE COUNCIL ADOPTED DRAFT BUDGET							
2019-2021 TRIENNIUM							
DETAIL: MISSION BEYOND THE EPISCOPAL CHURCH							
LINE NO. 2019-2021	LINE NO. 2016-2018	DESCRIPTION	GC Adopted Budget Triennium 16- 18	2016-2018 Revision October 2016	Working Draft 11132017	Adopted Draft 01242018	Special Comments for 2019-2021
440					-	-	
441	244	Covenant Committees	70,000	70,000	90,000	90,000	Increase reflects increase cost of travel in support of these historic relationships
<b>442</b>	<b>218</b>	<b>Total Covenants Anglican Comm.</b>	<b>2,398,369</b>	<b>2,402,892</b>	<b>1,810,004</b>	<b>1,810,004</b>	
<b>443</b>		<b>Total Grants, Covenants w/in Anglican Commu</b>	<b>2,712,369</b>	<b>2,678,165</b>	<b>2,124,004</b>	<b>2,104,004</b>	
444					-	-	
<b>445</b>	<b>258</b>	<b>Internat'l Justice &amp; Peacemaking/UN Presence</b>			-	-	
446	259	Grants to Partner Organizations	25,000	14,685	10,000	10,000	Reduced to focus on cost of dues and membership fees
447	260	Anglican Peace & Justice Network	15,000	5,000	-	-	
448	261	Other departmental Costs	-	18,051	75,000	75,000	Costs for the partial support of the Episcopal Church's UNCSW presence as well as supporting other visitors to UN events throughout the year
<b>449</b>	<b>263</b>	<b>Internat'l Justice &amp; Peacemaking Total</b>	<b>40,000</b>	<b>37,736</b>	<b>85,000</b>	<b>85,000</b>	
450	264						
<b>451</b>	<b>85</b>	<b>Refugee Ministry (Non-Government)</b>					
452	86a	Departmental Costs Miami	91,381	80,257			
453	86b	Departmental Costs New York	212,285	858,987	339,000	339,000	Travel and program expenses of non-Govt staff
454	86c	Departmental Costs		19,491	-	-	
455	87a	Refugee Loan Collection Other	417,933	747,024	417,933	417,933	
456	87b	Refugee Loan Collection Staff Cost	712,089	754,812	800,602	800,602	
457	new	Staff Costs non-Govt					EMM requested \$935K church funding for 2 employees currently funded by Government contracts. This should be considered if and when Government funding ends
458	88	Staff Costs Miami	175,000	221,430	-	-	Office was closed in 2017
<b>459</b>	<b>89</b>	<b>Total Refugee Ministry (Non-Government)</b>	<b>1,608,688</b>	<b>2,682,001</b>	<b>1,557,535</b>	<b>1,557,535</b>	<b>These costs do not include costs of services provided to refugee populations included elsewhere in the budget (e.g., various ethnic ministries, Christian formation) or office overhead</b>
460							
<b>461</b>	<b>91</b>	<b>Missionary Service</b>					
462	92	Appointed Missionaries	108,100	401,128	270,000	270,000	Travel, training
463	93	Volunteers for Mission	100,000	206,167	510,000	510,000	Travel, training
464	94	Young Adult Service Corps	1,096,000	396,017	480,000	480,000	Travel, training @ \$8,000 x 20 x 3 years



EXECUTIVE COUNCIL ADOPTED DRAFT BUDGET							
2019-2021 TRIENNIUM							
DETAIL: MISSION BEYOND THE EPISCOPAL CHURCH							
LINE NO. 2019-2021	LINE NO. 2016-2018	DESCRIPTION	GC Adopted Budget Triennium 16- 18	2016-2018 Revision October 2016	Working Draft 11132017	Adopted Draft 01242018	Special Comments for 2019-2021
465	95	Other departmental costs	156,841	80,909	260,000	260,000	Covers cost of staff travel, publicity, advertising
466	96	Staff Costs	3,452,871	3,124,946	3,557,900	3,557,900	3 DFMS staff plus missionaries' salaries and insurance
467	97	Less Income	(337,000)	-	(337,000)	(337,000)	Funds raised by YASCers
<b>468</b>	<b>98</b>	<b>Total Mission Personnel</b>	<b>4,576,812</b>	<b>4,209,167</b>	<b>4,740,900</b>	<b>4,740,900</b>	
469							
<b>470</b>	<b>111</b>	<b>Office of Government Relations</b>	727,000	804,889	-	-	
471		Program, office and miscellaneous			405,000	405,000	OGR core work plus location-specific IT needs
472		Rent			295,000	295,000	Rent escalates at 5% pa
473		EPPN			30,000	30,000	Funds for Episcopal Public Policy Network <b>growth</b> and recruitment; modernized contacts database and CRM system; membership in government affairs professional communities to access strategic data for DFMS priorities
474		Phones, telecommunications			21,000	21,000	
475		Travel			150,000	140,000	
476	113	Staff Costs	3,095,749	1,739,681	1,654,288	1,654,288	3 staff moved to Racial Reconciliation; 3% base salary 9% medical cost increases pa
<b>477</b>		<b>OGR Total</b>	<b>3,822,749</b>	<b>2,544,570</b>	<b>2,555,288</b>	<b>2,545,288</b>	
478					-	-	
479	<b>220</b>	<b>Ecumenical, Interfaith, Global Relations</b>			-	-	
480	221	Anglican Communion Reconciliation and Development Initiatives	80,000		160,000	150,000	Fund was previously used for emerging priorities across the Communion. We will now refocus this fund to primarily support reconciliation and evangelism efforts strategically across the Anglican Communion, building on the success in 16-18 of programs such as the Galatians conference and Anglican Bishops in Dialog.
481	222	Global Networking	40,300	-	30,000	30,000	Funds to be used for programing; specifically to support the online mission relationship mapping project and other global networking initiatives. Travel costs previously on this line now within line 195
482	223	Support for Ecumenical Reps	55,000	43,561	55,000	55,000	

EXECUTIVE COUNCIL ADOPTED DRAFT BUDGET							
2019-2021 TRIENNIUM							
DETAIL: MISSION BEYOND THE EPISCOPAL CHURCH							
LINE NO. 2019-2021	LINE NO. 2016-2018	DESCRIPTION	GC Adopted Budget Triennium 16- 18	2016-2018 Revision October 2016	Working Draft 11132017	Adopted Draft 01242018	Special Comments for 2019-2021
483	224	Coordinating Committees	30,000	25,389	30,000	30,000	Committees formed through Called to Common Mission and Moravian Full Communion Agreement. Meet approximately 5 times per triennium. Concordat panel of the Philippine Episcopal Church: 1 meeting
484	225	Interfaith Relations	35,000	37,490	35,000	35,000	
485	226	Dialogues	45,000	47,564	45,000	45,000	Meet approximately every 9 months
486	227	Churches Uniting in Christ	-	-	15,000	15,000	
487	228	PB Deputy for Ecumenical Relations	40,000	83,064	90,000	90,000	Travel
488	229	WCC Assembly	15,000	15,000	15,000	15,000	Annual accrual for meeting every 7 years
489	230	Other Departmental Costs	-	43,081	15,000	15,000	
490		New projects	-	-	20,000	20,000	Diocesan training in interreligious engagement and religious literacy; regional meetings with UMC clergy, bishops, lay people in preparation for full communion
491	231	Staff Costs	756,084	883,011	1,181,393	1,181,393	1/2 time FTE previously budgeted as a consultant; also includes associate moved from Dir of Mission. Base salary 3% pa and mmedical 9% pa increases
<b>492</b>	<b>232</b>	<b>Total Ecum., Interf., Global Relations</b>	<b>1,096,384</b>	<b>1,178,160</b>	<b>1,691,393</b>	<b>1,681,393</b>	
493					-	-	
<b>494</b>		<b>Ecumenical Dues</b>			-	-	
495	235	World Council of Churches	101,000	101,000	101,000	101,000	
496	237	National Ministries Unit NCC	30,000	2,000	-	-	No longer operating
497	238	NCC Ecumenical Commitment Fund	180,000	180,000	150,000	150,000	
498	239	Christian Churches Together US	25,000	24,999	30,000	30,000	
499		Ecumenical bodies on Climate Change			9,000	9,000	Potential new body
<b>500</b>	<b>240</b>	<b>Total Ecumenical Dues</b>	<b>336,000</b>	<b>307,999</b>	<b>290,000</b>	<b>290,000</b>	
501					-	-	
<b>502</b>		<b>Grants in form of Contributed Services Support to Affiliated Organizations</b>			-	-	
503	249	Episcopal Relief & Development	3,111,859	2,407,188	2,407,188	2,407,188	Primarily Finance Office work
504	250	Anglican UN Office	81,384	81,384	81,384	81,384	Finance Office and IT work
505	251	Coll/Universities Angl Communion	22,447	-	-	-	
506	252	Episcopal Church Foundation	122,505	-	-	-	
507	253	Natl Assoc. Episcopal Schools	131,877	-	-	-	
508	254	Ch Periodical Club/BCP Society	17,377	-	-	-	

EXECUTIVE COUNCIL ADOPTED DRAFT BUDGET							
2019-2021 TRIENNIUM							
DETAIL: MISSION BEYOND THE EPISCOPAL CHURCH							
LINE NO. 2019-2021	LINE NO. 2016-2018	DESCRIPTION	GC Adopted Budget Triennium 16- 18	2016-2018 Revision October 2016	Working Draft 11132017	Adopted Draft 01242018	Special Comments for 2019-2021
509	255	Total Supp. Affiliated Organizations	3,487,449	2,488,572	2,488,572	2,488,572	
510	256	Less: Offset of Support	(3,487,449)	(2,488,572)	(2,488,572)	(2,488,572)	
511	<b>270</b>	<b>Total Mission Beyond the Episcopal Church</b>	<b>17,352,523</b>	<b>17,204,491</b>	<b>17,111,197</b>	<b>16,991,197</b>	

EXECUTIVE COUNCIL ADOPTED DRAFT BUDGET							
2019-2021 TRIENNIUM							
DETAIL: MISSION GOVERNANCE							
LINE NO. 2019-2021	LINE NO. 2016- 2018	DESCRIPTION	GC Adopted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11132017	Adopted Draft 01242018	Special Comments for 2019-2021
512	280	<b>General Convention Office</b>					
513	283 284 285b	Meeting of the General Convention	2,553,500	2,553,500	2,183,000	2,183,000	Includes Official Youth Presence and Children's Program; Covers contractors, labor, shipping, supplies, equipment, additional vendors, pre-planning and on-site support. Offset by \$1,352,530 generated by registration and exhibitor fees.
514	290a	Executive Council	1,079,438	1,169,438	1,322,500	1,322,500	Includes 3 annual 4 day face to face meetings of Executive Council, Exec. Council Committee meetings, Liaisons to Interim Bodies's, Operational costs, partial share of D&O Insurance
519	281a	Interim Bodies of the General Convention	1,400,000	1,555,000	1,560,000	1,560,000	Based on 20 Interim Bodies meeting 3 times per triennium with 12 members each, Committee Accruals and outside Consultants to support work of SC on Liturgy and Music and other Groups
523	New	Accrual for PB Nomination, Election, Transition, Installation			90,000	90,000	
531	281b	SC SCLM Prayer Book Revision			-	-	TBD by GC2018
532	286a	Canonical Reporting	75,000	75,000	110,000	110,000	Indexing, editing, formatting and associated publishing costs
533	combo 301 and 283	Technology	-	-	1,740,000	1,740,000	Set-up/Configuration and support for the computer network at GC, computer, printer, iPad rentals and related costs. Software programs to support GC (Volunteer/Voting systems). System Research and Development, website hosting and maintenance fees, Annual software and webconferencing licenses
534	through ib ec and gc	Translation and Interpretation	-	-	426,500	426,500	Interpretation for Interim Bodies and Executive Council meetings and on-site GC. Translations for Interim Bodies, Executive Council, Canonical Reports and on-site GC. Interpretation for the Deaf and Hearing Impaired at GC
535	135	Research (Parochial and Diocesan Reports)	137,700	123,418	141,000	141,000	Moved from Mission Inside TEC
536	302	Operation and Other Expenses of the GCO	1,010,700	1,185,700	413,500	413,500	General Office Expenses, telephone, shipping, staff travel, Parochial Reports and Recorder of Consecrations
537	303	Staff Costs	3,253,686	4,198,541	5,093,988	5,093,988	Reflects transfer of 2 FTE from Congregational Research and staff salary realignment. plus Admin Asst for Comm. and Legislation previously budgeted as a consultant (\$370K for 3 years). Does not include \$410 requested for addition of one FTE to oversee project management, especially if Prayer Book Revisions are required (\$410K for three years). If voted by GC, funding is available in line 361b

EXECUTIVE COUNCIL ADOPTED DRAFT BUDGET							
2019-2021 TRIENNIUM							
DETAIL: MISSION GOVERNANCE							
LINE NO. 2019-2021	LINE NO. 2016- 2018	DESCRIPTION	GC Adopted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11132017	Adopted Draft 01242018	Special Comments for 2019-2021
538						(300,000)	To be allocated by Management
<b>539</b>		<b>Total Office of General Convention</b>	<b>9,510,024</b>	<b>10,860,597</b>	<b>13,080,488</b>	<b>12,780,488</b>	
540					-		
541					-	-	
<b>542</b>		<b>Provincial Coordination</b>			-	-	
543	292a	Support for Provinces I-VIII Coordination	135,000	135,000	15,000	15,000	Declined to 0 in 2018; \$15K remaining reflects costs of translation and interpretation provided for PLC meetings
544	292b	Support for Province IX Coordination	50,000	50,000	50,000	50,000	
<b>545</b>	<b>293</b>	<b>Support for Provincial Coordination Total</b>	<b>185,000</b>	<b>185,000</b>	<b>65,000</b>	<b>65,000</b>	
546					-	-	
<b>547</b>	<b>294</b>	<b>House of Deputies</b>			-	-	
548	295	Council of Advice	93,600	84,470	96,000	96,000	Assumes 10 members at 2 meetings per year at \$1,600 per meeting
549	296	Discretionary Fund	3,300	3,327	6,000	6,000	The requests for assistance grows as PHOD makes connections throughout the church
550	New	Chancellor Consulting and expenses		84,000	268,500	268,500	Compensation for PHOD Chancellor as independent consultant; malpractice insurance, triennial Chancellors Network meeting; education, resources, professional licenses
551	297a	Communications Consultants	250,000	171,000	280,796	280,796	PHOD Communications consultants 5% annual increase; then 10% in year 3 when there will be significantly more work to be done in archiving old websites, etc. and a communications person building a new one
552	New	Travel			185,000	185,000	Includes PHOD, VPHOD, Exec Asst to PHOD, Chancellor, and Comm staff travel - year 3 accounts for transition meeting increased travel
553	New	GC 2018			45,000	45,000	Annual accrual of funds to cover PHOD expenses at GC; actual amount spent at 2012 GC was 40K+
554	New	Phone/Telecom			21,000	21,000	Covers phones, internet and mifi - accounts for overlap of expenses during transition
555	New	Parliamentarians			6,600	6,600	Prep for GC
556	297b	Other Departmental Costs	270,395	328,655	15,150	15,150	Media, postage, general office (including office setup during transition)

EXECUTIVE COUNCIL ADOPTED DRAFT BUDGET							
2019-2021 TRIENNIUM							
DETAIL: MISSION GOVERNANCE							
LINE NO. 2019-2021	LINE NO. 2016- 2018	DESCRIPTION	GC Adopted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11132017	Adopted Draft 01242018	Special Comments for 2019-2021
557	298	Staff Costs	303,481	303,856	1,232,565	1,232,565	Includes an estimated \$900K compensation, if approved by GC2018, for PHOD. (Estimate provided per HR analysis of equivalent positions.)
<b>558</b>	<b>299</b>	<b>Total House of Deputies</b>	<b>920,776</b>	<b>975,308</b>	<b>2,156,611</b>	<b>2,156,611</b>	
559	300				-	-	
560	<b>306</b>	<b>Archives</b>			-	-	
561	307a	Digital Archives/Electronic Records	375,000	300,000	375,000	375,000	
562	308a	Rent and storage	210,000	140,000	210,000	210,000	
563	308b	Other costs	308,811	349,356	548,811	528,811	See consultant discussion in line below
564	309	Staff costs	2,338,995	2,407,803	2,668,534	2,668,534	The Archives initially requested \$330K for an Assistant Archivist for Technical Data Services, to meet the technology needs of records and archives management but now believes this can be accomplished through occasional consultants at \$240K
<b>565</b>	<b>311</b>	<b>Archives Total</b>	<b>3,232,806</b>	<b>3,197,159</b>	<b>3,802,345</b>	<b>3,782,345</b>	
566	312						
<b>567</b>	<b>317</b>	<b>Total Governance Expenses</b>	<b>13,848,606</b>	<b>15,218,064</b>	<b>19,193,568</b>	<b>18,784,444</b>	

EXECUTIVE COUNCIL ADOPTED DRAFT BUDGET							
2019-2021 TRIENNIUM							
DETAIL: MISSION FINANCE LEGAL OPERATIONS							
LINE NO. 2019-2021	LINE NO. 2016-2018	DESCRIPTION	GC Adopted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11132017	Adopted Draft 01242018	Special Comments for 2019-2021
568	186a	<b>Development Office</b>					
569	186b	Other Cost	1,324,389	777,056	-	-	
570	186c	Dedicated Work in Haiti	38,204	7,632	-	-	
571		Donor Cultivation			1,200,000	1,000,000	Includes expenses of Director and Development Officers
572		Presentation Materials, postage, database management			163,000	163,000	Campaign design, printing, acknowledgement
573		Research			66,800	66,800	Donor prospecting, screening; Raisers' Edge database software; training
574		Grant Writing			15,000	15,000	Production, printing; Foundation relations and research
575		Special Events			95,000	95,000	Receptions; pilgrimages; donor cultivation: 5 annually
576		Annual Campaign			88,000	88,000	E-Annual Campaign
577		Project Resource			45,000	45,000	Training offered to dioceses in conjunction with HOB
578		Cuba fundraising			20,000	20,000	Specific need not yet defined
579		Conferences			12,000	12,000	CEEP and other conference registration and attendance
580		Technology, equipment			30,000	30,000	
581		Professional development			31,500	31,500	Professional development for staff
582	186d	Staff Cost	3,719,695	2,907,052	3,430,646	3,430,646	Reflects full staffing of 7 people
583	186e	Development Office to be allocated	(900,000)	-	(500,000)	(500,000)	To be allocated by Management
<b>584</b>	<b>186</b>	<b>Total Development Office</b>	<b>4,182,288</b>	<b>3,691,740</b>	<b>4,696,946</b>	<b>4,496,946</b>	
585					-	-	
586	326	<b>Finance</b>			-	-	
587		<b>Controller's Office</b>			-	-	
588		Travel			6,182	6,182	
589		Audit			525,000	525,000	
590		Payroll Management			170,000	170,000	
591		Computer Software			75,000	75,000	
592		Other non-staff			70,000	70,000	
593	327	Controller's Office Department Total	760,000	741,256	846,182	846,182	
594					-	-	

EXECUTIVE COUNCIL ADOPTED DRAFT BUDGET							
2019-2021 TRIENNIUM							
DETAIL: MISSION FINANCE LEGAL OPERATIONS							
LINE NO. 2019-2021	LINE NO. 2016-2018	DESCRIPTION	GC Adopted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11132017	Adopted Draft 01242018	Special Comments for 2019-2021
595		<b>Treasurer's Office</b>			-	-	
596		Travel			67,000	67,000	
597		Property, Casualty & Liability insurance			875,000	930,000	Some premiums reduced; Church Insurance substantially increased
598		D&O insurance			123,000	123,000	
599		Banking Fees			27,000	27,000	
600		Telephone & Telecom.			20,000	20,000	
601		Training, State registrations, misc.			30,000	30,000	
602		Consultants; temps			120,000	120,000	Corporate social responsibility ; special assistance to HBCUs, Haiti, other
603	328	Treasurer's Office Department Total	1,172,000	1,157,448	1,262,000	1,317,000	
604					-	-	
605	329	Debt Service Principal & Interest	7,005,000	7,002,984	5,725,463	5,725,463	
606	330	Controller's Office Staff Costs	3,031,035	2,733,101	2,976,054	2,976,054	
607	331	Treasurer's Office Staff Costs	3,381,319	3,758,511	4,258,875	4,258,875	
608	New	Treas. Recovery from Unrestricted trust reserves	(293,000)	(295,000)	(300,000)	(300,000)	
609		Finance Other Costs	13,124,354	13,199,596	12,660,392	12,660,392	
610					-	-	
611	334	<b>Total Finance</b>	<b>15,056,354</b>	<b>15,098,300</b>	<b>14,768,574</b>	<b>14,823,574</b>	<b>Decline primarily due to reduced debt load</b>
612					-	-	
613	342	<b>Legal</b>			-	-	
614							
615	343	Miscellaneous Departmental Costs	200,000	2,226,292	120,000	120,000	
616	344	Legal Exp Churchwide Conflict Res.	2,500,000	610,619	750,000	750,000	
617		CLO firm contract			1,100,000	1,100,000	Payment to CLO firm; assumes 2017 contract is renewed with 5% annual increases
618		External specialized counsel			300,000	300,000	
619		Travel			40,000	30,000	
620		Telecom			9,500	9,500	
621		Office expense			7,500	7,500	
622	345	Staff Costs	864,977	784,889	1,302,789	1,302,789	Assumes Asst Counsel at 30 hours and Title IV counsel
623	346	<b>Total Legal</b>	<b>3,564,977</b>	<b>3,621,800</b>	<b>3,629,789</b>	<b>3,619,789</b>	<b>Higher staff costs of CLO mandated by Canons</b>



EXECUTIVE COUNCIL ADOPTED DRAFT BUDGET							
2019-2021 TRIENNIUM							
DETAIL: MISSION FINANCE LEGAL OPERATIONS							
LINE NO. 2019-2021	LINE NO. 2016-2018	DESCRIPTION	GC Adopted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11132017	Adopted Draft 01242018	Special Comments for 2019-2021
624							
625	320	<b>Chief Operating Officer</b>			-	-	
626	322	Other departmental costs	125,000	393,627	360,000	360,000	Incorrectly budgeted previously for 2016-2018
627	323	Staff costs	2,163,345	1,685,636	1,865,220	1,865,220	
<b>628</b>	<b>324</b>	<b>Total Chief Operating Officer</b>	<b>2,288,345</b>	<b>2,079,263</b>	<b>2,225,220</b>	<b>2,225,220</b>	
629							
630	336	<b>Human Resources</b>			-	-	
631	337	Retiree Medical Costs	1,800,000	1,898,448	2,032,000	2,032,000	Normal inflationary increases
632	338	Departmental Costs	823,000	693,267	856,000	846,000	Normal inflationary increases
633	339	Staff Costs	1,313,154	1,396,462	1,408,785	1,408,785	
<b>634</b>	<b>340</b>	<b>Total Human Resources</b>	<b>3,936,154</b>	<b>3,988,177</b>	<b>4,296,785</b>	<b>4,286,785</b>	
635					-	-	
636	348	<b>Information Technology</b>			-	-	
637	349i	Total Departmental costs	1,069,000	1,647,365	-	-	
638		Consultants			300,000	300,000	
639		Travel			15,000	15,000	
640		Telephone telecom			181,440	181,440	Includes enhancements to Wi-Fi at 815
641		Maintenance			105,000	105,000	
642		Postage and delivery			4,500	4,500	
643		Supplies			30,000	30,000	
644		Software			90,000	90,000	Regular renewal of Office 365
645		Hardware					
646		Infrastructure/Hardware - Reserve			100,000	90,000	Investments to address deferred maintenance in upgrading the aging IT infrastructure (12-15 years old and patched used equipment). Plus allowance for new projects resulting from improved capabilities
647		Hardware- Perishables			22,650	22,650	
648		Online			205,243	205,243	Additional bandwidth needed for Office 365, large video files, video streaming, etc.
649	350	Staff costs	2,230,584	2,138,763	2,441,215	2,441,215	Moves one consultant to FTE
<b>650</b>	<b>351</b>	<b>Total Information Technology</b>	<b>3,299,584</b>	<b>3,786,128</b>	<b>3,495,048</b>	<b>3,485,048</b>	
651					-	-	
652	353	<b>Facilities Management</b>			-	-	

EXECUTIVE COUNCIL ADOPTED DRAFT BUDGET							
2019-2021 TRIENNIUM							
DETAIL: MISSION FINANCE LEGAL OPERATIONS							
LINE NO. 2019-2021	LINE NO. 2016-2018	DESCRIPTION	GC Adopted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11132017	Adopted Draft 01242018	Special Comments for 2019-2021
653	354	Building Service and Maintenance	5,502,985	5,586,629	-	-	
654		Building Management			648,000	648,000	Includes non-DFMS staffing
655		Cleaning contractor			831,000	831,000	
656		Engineers contract			1,020,000	1,020,000	
657		Security guard contract			743,000	743,000	18 hours per day 5 days
658		Security guard			164,000	164,000	Additional guard 40 hours weekly
659		Utilities			1,467,000	1,467,000	
660		Office expense			6,000	6,000	
661		Decorating			6,000	6,000	
662		Bulbs and lighting			12,000	12,000	
663		HVAC maintenance			68,500	68,500	
664		Electrical contractors			15,000	15,000	
665		Plumbing contractors			45,000	45,000	
666		Carpentry and hardware			4,500	4,500	
667		Windows and glass			19,500	19,500	
668		Painting			12,960	12,960	
669		Fire Alarm & Safety maintenance and contractors			125,650	125,650	
670		Elevator contractors			118,500	118,500	
671		Building supplies			105,000	105,000	
672		Pest control			20,250	20,250	
673		Refuse collection			60,000	60,000	
674		Temporary staff (project work)			315,000	315,000	
675		Telephone telecom			18,000	18,000	
676		Miscellaneous services			27,500	27,500	
677		Carpet replacement			40,000	40,000	Mezzanine
678		Chiller repair or replacement			48,000	48,000	PB residence
<b>679</b>		<b>Building Services Total</b>	<b>5,502,985</b>	<b>5,586,629</b>	<b>5,940,360</b>	<b>5,940,360</b>	
680					-	-	
681	355	Mail Center	283,085	186,143	-	-	
682		Equipment rental			40,284	40,284	
683		Trucking pickup/delivery			120,000	110,000	
684		Mail and packaging			10,350	10,350	
685		Office expense			7,800	7,800	
<b>686</b>		<b>Mail Center Total</b>	<b>283,085</b>	<b>186,143</b>	<b>178,434</b>	<b>168,434</b>	
687					-	-	

EXECUTIVE COUNCIL ADOPTED DRAFT BUDGET							
2019-2021 TRIENNIUM							
DETAIL: MISSION FINANCE LEGAL OPERATIONS							
LINE NO. 2019-2021	LINE NO. 2016-2018	DESCRIPTION	GC Adopted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11132017	Adopted Draft 01242018	Special Comments for 2019-2021
688	356	Purchasing	295,708	204,624	-	-	
689		Equipment rental			84,000	84,000	Copying machines, etc.
690		Supplies and lettershop			54,000	54,000	
<b>691</b>		<b>Purchasing Total</b>	<b>295,708</b>	<b>204,624</b>	<b>138,000</b>	<b>138,000</b>	
692					-	-	
693	357	Staff Costs	1,049,261	1,034,961	1,167,815	1,167,815	
<b>694</b>	<b>358</b>	<b>Total Facilities Management</b>	<b>7,131,038</b>	<b>7,012,357</b>	<b>7,424,609</b>	<b>7,414,609</b>	
<b>695</b>	<b>359</b>	<b>Total Operations</b>	<b>16,655,121</b>	<b>16,865,925</b>	<b>17,441,662</b>	<b>17,411,662</b>	
<b>696</b>	<b>360</b>	<b>Total Finance, Legal and Operations</b>	<b>39,458,739</b>	<b>39,277,765</b>	<b>40,536,971</b>	<b>40,351,971</b>	Increase reflects full staffing in Development Office; offset by lower debt

EXECUTIVE COUNCIL ADOPTED DRAFT BUDGET															
2019-2021 TRIENNIUM															
DETAIL: MISSION FINANCE LEGAL OPERATIONS															
Department	Staffing in EC Budget 2018	Staffing in 2019-2021 Budget	2019				2020				2021				2019-2021 Total
			Salary	Medical	Other	Total	Salary	Medical	Other	Total	Salary	Medical	Other	Total	
(Eliminated position)			853,253	194,450	186,386	1,234,089	870,318	210,978	190,023	1,271,319	887,725	228,911	193,733	1,310,369	3,815,777
Anglican Communion	7	7	476,300	139,544	106,582	722,426	490,590	152,103	119,133	761,825	505,307	165,792	123,727	794,826	2,279,077
Archives	7	7	576,539	173,566	101,744	851,848	593,835	189,187	104,675	887,697	611,650	206,214	111,125	928,988	2,668,534
Chief Operating Officer	4	4	441,192	73,273	96,200	610,665	454,428	69,003	92,557	615,988	468,061	75,213	95,293	638,567	1,865,220
Church Planting	3	3	239,632	56,470	61,672	357,773	246,820	61,552	63,720	372,093	254,225	67,092	65,591	386,908	1,116,773
Communication	19	19	1,525,404	503,172	298,349	2,326,924	1,571,166	548,457	307,056	2,426,679	1,618,301	597,818	316,025	2,532,144	7,285,747
Controller	7	7	607,040	229,770	112,211	949,021	625,251	250,449	115,483	991,183	644,009	272,990	118,853	1,035,851	2,976,054
Creation Care		1	61,800	14,853	11,553	88,206	63,654	16,189	11,886	91,729	65,564	17,646	12,229	95,439	275,374
Development Office	7	7	837,557	118,658	153,219	1,109,433	862,684	129,337	155,705	1,147,726	874,655	140,977	157,855	1,173,487	3,430,646
Director of Mission	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ecumenical & Interfaith	3	3	223,946	97,913	54,612	376,470	230,664	106,725	55,990	393,379	237,584	116,330	57,629	411,544	1,181,393
EMM Government	21	21	1,432,638	539,761	280,380	2,252,779	1,475,617	588,339	288,372	2,352,329	1,519,886	641,290	296,739	2,457,915	7,063,023
Ethnic Ministries	6	6	561,746	143,583	133,330	838,659	578,599	156,506	137,249	872,353	595,957	170,591	141,285	907,833	2,618,844
Facilities (Bldg Svcs and Mail)	4	4	237,815	90,080	44,526	372,421	244,949	98,187	45,808	388,944	252,298	107,024	47,128	406,450	1,167,815
Federal Ministries	3	3	302,056	63,329	76,545	441,930	299,211	69,028	82,584	450,823	308,187	75,241	85,021	468,449	1,361,201
Formation	4	4	345,696	139,690	71,648	557,034	349,038	152,262	72,481	573,781	359,509	165,966	74,601	600,076	1,730,891
GBEC	1	1	59,502	26,752	10,938	97,192	61,287	29,160	11,252	101,699	63,126	31,784	11,577	106,486	305,377
General Convention	11	11	1,151,930	261,556	219,127	1,632,612	1,186,488	285,096	225,552	1,697,136	1,222,082	310,754	231,403	1,764,240	5,093,988
House of Deputies	1	1	84,671	6,859	15,662	107,193	87,212	7,477	16,118	110,807	89,828	8,150	16,588	114,566	332,565
Human Resources	3	3	341,682	48,470	62,737	452,889	351,933	52,832	64,578	469,343	362,491	57,587	66,475	486,553	1,408,785
Information Technology	5	6	532,044	150,444	98,287	780,775	548,005	163,984	101,155	813,144	564,446	178,742	104,108	847,296	2,441,215
Legal	2	3	307,044	56,175	55,310	418,529	316,255	61,231	56,313	433,800	325,743	66,742	57,976	450,461	1,302,789
Missionary Staff	6	6	597,364	421,299	158,406	1,177,069	609,285	450,216	100,055	1,159,556	627,563	490,735	102,976	1,221,275	3,557,900
OGR	5	5	379,787	86,187	69,191	535,165	384,571	93,944	70,034	548,549	396,108	102,399	72,068	570,575	1,654,288
Pastoral Development	2	2	207,781	34,234	55,059	297,073	214,014	37,315	56,328	307,658	220,435	40,673	57,991	319,099	923,830
Presiding Bishop	9	8	1,168,336	261,710	299,803	1,729,850	1,203,386	285,264	309,404	1,798,055	1,239,488	310,938	318,565	1,868,991	5,396,896
Rec & Justice	3	3	291,790	98,073	71,356	461,220	300,544	106,900	74,548	481,992	309,561	116,521	76,744	502,826	1,446,038
Refugee Loan Collection	3	3	174,984	48,470	33,067	256,520	180,233	52,832	33,413	266,479	185,640	57,587	34,375	277,603	800,602
Title IV	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transition Ministries & Vocatior	2	2	183,246	29,718	44,513	257,477	188,743	32,392	45,822	266,957	194,405	35,308	47,169	276,882	801,316
Treasurer	9	8	970,862	226,804	168,301	1,365,967	999,988	247,216	170,626	1,417,831	1,029,988	269,466	175,624	1,475,077	4,258,875
UTO	2	2	117,441	56,469	30,519	204,430	120,965	61,551	40,496	223,012	124,593	67,091	32,049	223,733	651,175
<b>Total</b>	<b>160</b>	<b>160</b>	<b>14,437,825</b>	<b>4,196,878</b>	<b>2,994,846</b>	<b>21,629,549</b>	<b>14,839,414</b>	<b>4,554,733</b>	<b>3,028,398</b>	<b>22,422,545</b>	<b>15,270,688</b>	<b>4,964,659</b>	<b>3,108,791</b>	<b>23,344,138</b>	<b>67,396,232</b>