

## ADOPTED BUDGET

### Approved by General Convention on July 11, 2022

Dear Bishops and Deputies of The Episcopal Church's 80<sup>th</sup> General Convention,

The Joint Standing Committee on Program, Budget, and Finance (PB&F) is pleased to present our Proposed Budget for 2023-2024, approved on Thursday evening, June 30, 2022.

We recognize budgets to be a means by which we “do the work God has given us to do.” However, this is a lengthy and complex budget, which can be difficult to read and understand. In June, PB&F published a short narrative budget giving big picture information to help understand the layout and design of this document (a link can be found on the Index page). The 2023-2024 Budget continues the “Jesus Movement” format of the current budget. The three pillars of Evangelism, Racial Reconciliation and Justice, and Environmental Stewardship (Creation Care) are supported and enabled by the foundational portions of the ongoing work of the Church (including mission work within and beyond The Episcopal Church, as well as the Office of the Presiding Bishop), Governance, Finance, Legal, and Operations. The budget should be seen as a whole, with the various sections working in concert with each other to support and fulfill the mission of the church. The ministry conducted in the three pillars would be impossible without the support and enabling of the foundational functions beneath them. In many cases, the foundational sections also directly accomplish ministry goals articulated in the three pillar sections. Pie charts of the budget sections alone do not portray the full interconnectedness of this budget.

The Committee agreed that the budget handed to us by the Executive Council articulated well the priorities of the Church and allowed us \$2 million to allocate in response to General Convention resolutions. We decided to stay within that amount. In developing this budget, we considered several concepts and ideas:

- A two-year “minienium” severely limits the amount of work that can be accomplished between General Conventions. A new President of the House of Deputies must make approximately 750 appointments to interim bodies. After getting organized, they'll have about a year to work before Blue Book reports will be due. Even continuing committees will have to bring on new members.
- We acknowledged the pain many of our dioceses and congregations are experiencing through loss of people and financial security caused by the pandemic. In response, we agreed to keep in place the Executive Council's recommendation to increase the amount exempted from diocesan assessments by \$60,000 in each diocese, while maintaining the 15% assessment rate on the remainder.
- We were committed to using some, but not all, of the budgetary surplus from 2019-2021. The future is likely to hold many surprises and we need to ensure we're prepared to handle them financially. Again, we agreed with the Executive Council's recommendation to use \$5 million of that surplus.
- For many years, the Church has used a 5% draw rate from our endowments each year based on a 5-year rolling average of our year-end endowment holdings. Thanks to the good work of our

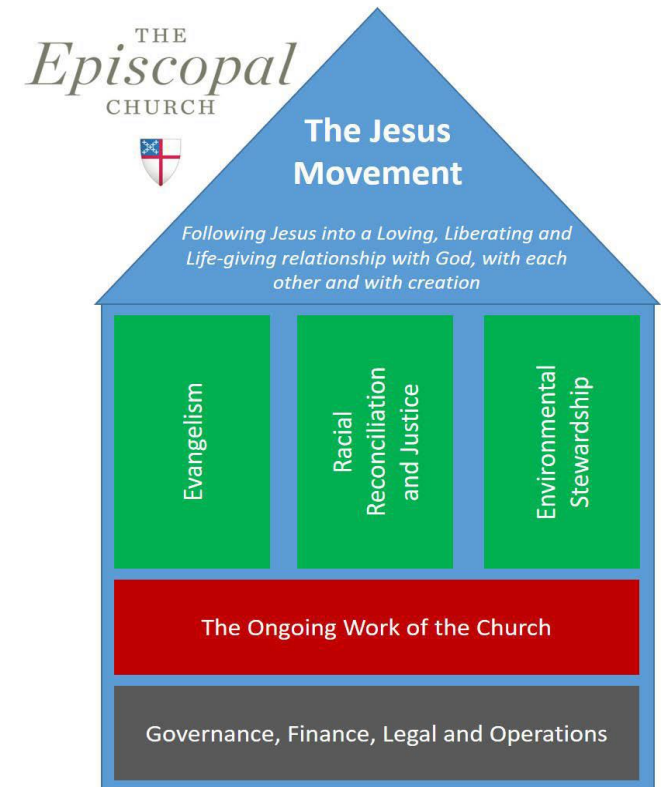
investment committee, we have been fortunate to reap high rates of return. The 2023 endowment amount available was based upon the years 2017-2021. So, that amount is already set, and it improved slightly over the forecasted amount in the Executive Council's budget. However, with the deep downturn in the stock markets so far in 2022, we anticipate a significant decrease in the endowment income available in 2024. Forecasting that amount this early is difficult. The committee agreed to use an amount for the 2024 budget between the conservative and optimistic forecasts. That will decrease the amount in Line 5 of the Executive Council budget by \$228,698. The decreased endowment income results in a decreased amount available to fund General Convention resolutions.

- As the Church has done for many years, we recommend keeping a 3% annual cost of living raise for staff members, along with estimating increased costs for medical insurance of 9%.
- In reading resolutions, listening to testimony, and receiving other input for our work, we've sensed a great deal of energy in the Church around the desire to correct the wrongs of our past and ensure they never happen again. After reducing the endowment draw (line 5) by \$228,698, there was \$1,795,892 left to allocate. In our proposed budget, 46% of that amount goes directly to items under Reconciliation and Justice. Another 43% covers similar items in other sections of the budget. That means 89% of our proposed additional expenses are in lines matching the energy of the Church.

Throughout the proposed budget, the items highlighted in light yellow indicate differences from the draft budget handed to us by Executive Council. Short comments about many of the lines can be found in the far-right column. An index is located on the next page to help navigate to specific sections of the budget.

We hope you will each prayerfully consider this Proposed Budget to “do the work God has given us to do.”

The Rev. Cn. Mike Ehmer  
Chair, Joint Standing Committee on  
Program, Budget, and Finance



**ADOPTED BUDGET**

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**Note:** Line numbers that have been used in the past have been hidden in this version of the budget when the line contained no funding amount in any column.

[Link to the online Narrative Budget](#)

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1	<b>ADOPTED BUDGET</b>								
2	<b>Approved by General Convention on July 11, 2022</b>								
3	<b>SUMMARY</b>								
5	LINE NO. 2019-2021	DESCRIPTION	2022 Adopted Total	2023 Proposed Total	2024 Proposed Total	2023-2024 Proposed Total 06/30/2022	2022-2024 Comparison Total	2019-2021 Adopted 10/12/2020	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa)
7	1	<b>INCOME</b>							
9	3	Diocesan Commitments	29,607,767	28,765,806	28,909,635	57,675,441	87,283,208	88,134,417	Diocesan operating income up 1% in each of 2023 2024; maintain 15% assessment; raise exemption from \$140K to \$200K
10	4	Diocesan expected waivers	(550,000)	(750,000)	(750,000)	(1,500,000)	(2,050,000)		
12	5	Income from Unrestricted Assets for General budget	11,687,401	12,663,269	13,187,357	25,850,626	37,538,027	31,079,149	9.7% actual return in 2021; -4.5% assumed in 2022; 5% draw
13	6	Income from Outside trusts where DFMS is beneficiary	225,000	225,000	227,250	452,250	677,250		Income from non-DFMS trusts; previously included in line 5 above
14	7	Economic Justice Loan income	165,000	165,000	165,000	330,000	495,000		Lower interest rates on loans made to community development organizations
15	8	EMM Non-Govt Fundraising	230,000		-	-	230,000	565,497	
16	9	Annual Appeal Campaign	450,000	500,000	500,000	1,000,000	1,450,000	1,041,907	Increase based on successes in 2018-2021
18	11a	Short-term reserves for Racial Reconciliation	-	-	-	-	-	666,667	Unused funds from 2015-2018 triennium
20	11c	Portion of 2019-2021 budgetary surplus from Short-term reserves	2,289,261	2,500,000	2,500,000	5,000,000	7,289,261		
21	11d	Net cost of GC80 from Short-term reserves/Cash	2,467,977	-	-	-	2,467,977		Savings from not having GC in 2021
24	13b	Restricted reserves for pension improvements	-	-	-	-	-	635,586	
25	14	Rental Base Income (incl CUAC, ERD, NAES)	3,107,885	3,378,517	3,629,618	7,008,136	10,116,021	8,586,164	
26									
27	15	<b>Program and Event Related Fees:</b>	-	-	-	-	-	-	
28	16	General Convention Income	-	-	1,500,000	1,500,000	1,500,000	1,371,889	
30	18	Episcopal Digital Network Income	400,000	400,000	400,000	800,000	1,200,000	410,000	"Sponsorship" income. Increase based on run rate in 2021
33	21	Refugee Loan Collection Income	550,000	600,000	600,000	1,200,000	1,750,000	2,113,708	Increases expected as admitted refugees increases; could be higher
34	22	Mission Technology Income	40,000	38,000	39,000	77,000	117,000	89,040	
37	25	Facilities Management Income	120,000	120,000	120,000	240,000	360,000	330,000	Charges to affiliates and tenants
38	26	<b>Total Program and Event Fees</b>	<b>1,110,000</b>	<b>1,158,000</b>	<b>2,659,000</b>	<b>3,817,000</b>	<b>4,927,000</b>	<b>4,314,637</b>	
39	27								
42	29	House of Bishops reimbursements	100,000	100,000	100,000	200,000	300,000	100,000	
43	30	Episcopal Youth Event fees receivable	-	400,000	-	400,000	400,000	-	Registration fees
44	31	General Board of Exam. Chaplains	132,000	130,000	130,000	260,000	392,000	396,000	
45	32	<b>TOTAL INCOME</b>	<b>52,374,821</b>	<b>49,235,592</b>	<b>51,257,860</b>	<b>100,493,452</b>	<b>152,868,273</b>	<b>135,520,024</b>	
46									
49	34	<b>EXPENSES</b>							
51	35-65	Evangelism	2,006,672	1,698,933	1,755,113	3,454,046	5,460,718	5,158,648	
52	66-162	Reconciliation & Justice	3,784,985	3,928,863	4,101,206	8,030,069	11,815,054	9,826,189	
53	163-174	Creation Care	359,873	358,644	381,564	740,208	1,100,081	871,582	
54	175-218	PB Ministry	4,804,989	4,915,485	5,040,431	9,955,915	14,760,905	13,189,300	
55	219-410	Mission Within the Episcopal Church	10,256,738	10,481,675	10,082,896	20,564,571	30,821,309	27,937,419	
56	411-511	Mission Beyond the Episcopal Church	6,291,447	6,066,296	6,246,056	12,312,352	18,603,799	16,021,954	
57	512-567	Governance	9,481,724	6,659,000	9,116,705	15,775,705	25,257,429	18,813,185	
58	568-584	Development	1,495,164	1,470,550	1,526,338	2,996,888	4,492,052	3,676,597	
59	586-611	Finance	5,241,696	5,294,878	5,375,515	10,670,393	15,912,089	15,328,018	
60	612-623	Legal	1,684,333	1,698,270	1,756,832	3,455,102	5,139,434	3,717,150	
61	625-695	Operations (HR, IT, Facilities, Purchasing)	6,884,344	6,122,025	6,416,178	12,538,203	19,422,546	18,353,392	
63	697	Undetermined GC (2022) Resolutions	-	-	-	-	-	-	
64	700	<b>TOTAL EXPENSES</b>	<b>52,291,964</b>	<b>48,694,618</b>	<b>51,798,835</b>	<b>100,493,452</b>	<b>152,785,416</b>	<b>132,893,433</b>	
65									
66	701	<b>SURPLUS/(DEFICIT)</b>	<b>82,857</b>	<b>540,974</b>	<b>(540,974)</b>	<b>0</b>	<b>82,857</b>	<b>2,626,591</b>	

	A	B	P	Q	T	U	V	W	X
1	<b>ADOPTED BUDGET</b>								
2	<b>Approved by General Convention on July 11, 2022</b>								
3	<b>DETAIL: EVANGELISM</b>								
5	LINE NO. 2019-2021	DESCRIPTION	2022 Adopted Total	2023 Proposed Total	2024 Proposed Total	2023-2024 Proposed Total 06/30/2022	2022-2024 Comparison	2019-2021 Adopted 10/12/2020	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa)
7	35	<b>Starting New Congregations</b>							
8	36	Mission Enterprise Zones and New Church Start Grants	666,000	513,000	513,000	1,026,000	1,692,000	2,500,000	Church Plant Grants, reduced if only 2nd and 3rd installments in 2022
9	37	Congregational Redevelopment	334,000	220,500	220,500	441,000	775,000	500,000	Redevelopment program and resources
10	38	<b>Starting New Congregations Total</b>	<b>1,000,000</b>	<b>733,500</b>	<b>733,500</b>	<b>1,467,000</b>	<b>2,467,000</b>	<b>3,000,000</b>	
11	39								
12	40	<b>Evangelism Initiatives</b>							
14	42	Church Planting Training & Resources	46,000	59,000	61,000	120,000	166,000	127,333	Training, discernment, and support for church planters, including seminary courses and regional trainings
15	43	Program, travel, office - Church Planting and Redevelopment Staff	55,000	37,000	37,000	74,000	129,000	73,000	Manager and staff officer share line for program, travel and equipment
17	52	Evangelists' Summit and Networks	25,000	22,000	28,000	50,000	75,000	27,000	Incl. Good News Gardens events, Evangelism Matters annual evangelists gathering, grantee networking
18	53	Evangelism Resources	25,000	25,000	25,000	50,000	75,000	10,000	Creation and translation of resources
19	54	Episcopal Revivals	45,000	45,000	75,000	120,000	165,000	105,000	4 revivals/year w/ PB Curry; major revival at GC81
20	55	Program, travel, office - Evangelism Staff	50,000	32,000	32,000	64,000	114,000	59,000	Officer, canon, associate travel, program, equipment
21	56	Evangelism Grants Program	125,000	125,000	125,000	250,000	375,000	91,666	Committee on MW recommends increasing evangelism grant program given success in 2019-2021 triennium.
22	57	Way of Love Curriculum, Resources, Events (formerly Evangelistic Work)	102,500	65,000	65,000	130,000	232,500	-	Way of Love curricula, resources, app, events - not included in 2019-21 budget
28	61b	Reserve for GC	-		-	-	-	36,000	
29	62	<b>Evangelism Initiatives Total</b>	<b>473,500</b>	<b>410,000</b>	<b>448,000</b>	<b>858,000</b>	<b>1,331,500</b>	<b>860,078</b>	
30	63								
31	64	Staff Costs	533,172	555,433	573,613	1,129,046	1,662,218	1,298,570	Associate position moved back from previous shift to PBO
32	65	<b>Evangelism Total</b>	<b>2,006,672</b>	<b>1,698,933</b>	<b>1,755,113</b>	<b>3,454,046</b>	<b>5,460,718</b>	<b>5,158,648</b>	

	A	B	P	Q	T	U	V	W	Y
1	<b>ADOPTED BUDGET</b>								
2	Approved by General Convention on July 11, 2022								
3	<b>DETAIL: RECONCILIATION AND JUSTICE</b>								
5	<b>LINE NO.</b> 2019-2021	<b>DESCRIPTION</b>	<b>2022 Adopted Total</b>	<b>2023 Proposed Total</b>	<b>2024 Proposed Total</b>	<b>2023-2024 Proposed Total 06/30/2022</b>	<b>2022-2024 Comparison</b>	<b>2019-2021 Adopted 10/12/2020</b>	<b>Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa)</b>
6	66	<b>Poverty and Social Justice</b>							
10	70	Asset Based Community Development Training (ABCD)	17,000	17,000	17,000	34,000	51,000	50,538	Shared with ERD - more hybrid trainings
12	72	Jubilee and Justice Ministry Grants	50,000	50,000	50,000	100,000	150,000	242,312	Slightly reduced from previous triennium
13	80	Jubilee and Justice Ministry Training and Network	15,000	15,000	15,000	30,000	45,000	26,231	
15	74	Program, travel and office - Poverty and Justice Staff	25,000	20,000	27,000	47,000	72,000	40,000	
19	78	Justice Leaders Retreats	15,000	15,000	15,000	30,000	45,000	39,093	One retreat for protest/movement chaplains per year, plus resources
22	80b	Reserve for GC	-	-	-	-	-	7,000	
24	82	<b>Total Poverty &amp; Social Justice</b>	<b>122,000</b>	<b>117,000</b>	<b>124,000</b>	<b>241,000</b>	<b>363,000</b>	<b>417,674</b>	
25	83								
26	84	<b>Racial Justice and Reconciliation</b>	100,000	-	-	-	100,000	688,345	Broken down into lines 85 and 86
27	85	Becoming Beloved Community Grants	200,000	125,000	75,000	200,000	400,000	-	BBC Grants and Summit, if continued at rate from prior triennium
28	86	Becoming Beloved Community Summit and Networks	50,000	-	50,000	50,000	100,000	55,931	
29	87	Racial Justice Audit	35,000	70,000	40,000	110,000	145,000	37,003	Ongoing audit trainings and updated audit for GC2024
30	88	Sacred Ground	70,000	90,000	90,000	180,000	250,000	87,963	expanding program - inc. for youth and people of color - will require expanded support
32	89	Truth and Reconciliation	-	60,000	60,000	120,000	120,000	27,252	Line funds basic infrastructure for supporting truth-telling/storytelling ministries and campaign.
33	89a	Episcopal Coalition for Racial Equity & Justice Startup	-	150,000	150,000	300,000	300,000	-	Response to A125: for startup funds for the Episcopal Coalition for Racial Equity and Justice
34	90	Dismantling Racism Formation and Training	50,000	50,000	50,000	100,000	150,000	-	MOU with Absalom Jones Center
35	91	Racial Reconciliation and Justice Resources	13,000	10,000	15,000	25,000	38,000	22,500	Resources, social media, enewsletter, translation
38	94	Program, travel and office - Racial Reconciliation Staff	55,000	32,500	37,500	70,000	125,000	129,462	Officer and associate travel and program
40	96	Criminal Justice Ministries	55,000	16,000	21,000	37,000	92,000	134,150	Will fund from "Jubilee and Justice" (line 80) and BBC summit and networks (line 86)
42	98	Program travel and office - Canon	11,000	18,000	19,000	37,000	48,000	51,896	
44	99b	Reserve for GC	-	-	-	-	-	24,000	
45	100	Staff Costs	404,432	467,994	482,965	950,959	1,355,392	1,263,406	
46	101	<b>Racial Justice Total</b>	<b>993,432</b>	<b>1,089,494</b>	<b>1,090,465</b>	<b>2,179,959</b>	<b>3,173,392</b>	<b>2,526,908</b>	-
47	102								
48	103	<b>Ethnic Ministries:</b>							
49	104	<b>Indigenous Ministries</b>							
50	105	Support for Indigenous Theological Education and Training	40,000	22,500	22,500	45,000	85,000	-	Also includes funds for Doctrine of Discovery training
51	106	Church-wide Indigenous Winter Talk gathering	36,666	50,000	50,000	100,000	136,666	-	
52	107	Native Youth Development Project	10,000	15,000	-	15,000	25,000	-	
53	108	Assessment study for outreach to and networking with Province 9	8,333	5,000	5,000	10,000	18,333	-	Funding for continued network development and outreach
54	108a	Review of Episcopal-run Indigenous Boarding Schools	-	112,500	112,500	225,000	225,000	-	Respond to A127: Comprehensive & complete investigation of Church's ownership & operation of Episcopal-run Indigenous boarding schools
55	109	Collaborative Projects	37,916	12,000	32,000	44,000	81,916	-	Seminarians of Color, Why Serve, General Convention estimate
56	110	Program, office and staff travel	40,000	35,000	45,000	80,000	120,000	-	Two staff officers travel on same line; often travel to remote areas
57	111a	Consultants	10,000	5,000	5,000	10,000	20,000	-	
59	112	<b>Indigenous Ministries Total</b>	<b>182,915</b>	<b>257,000</b>	<b>272,000</b>	<b>529,000</b>	<b>711,915</b>	<b>454,242</b>	-
60	113								

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1	<b>ADOPTED BUDGET</b>								
2	<b>Approved by General Convention on July 11, 2022</b>								
3	<b>DETAIL: RECONCILIATION AND JUSTICE</b>								
5	LINE NO. 2019-2021	DESCRIPTION	2022 Adopted Total	2023 Proposed Total	2024 Proposed Total	2023-2024 Proposed Total 06/30/2022	2022-2024 Comparison	2019-2021 Adopted 10/12/2020	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa)
61	114	Asian American Ministries							
62	115	Ethnic Convocational Leadership Gatherings	-	25,000	25,000	50,000	50,000		Convocations, including regional AAPI justice engagement
63	116	Asiamerica & Pacific Islanders Churchwide Consultation	65,000	-	45,000	45,000	110,000		
64	117	ANDREWS - Asiamerica Mentoring Program	50,000	40,000	30,000	70,000	120,000		ANDREWS will transition to Asiamerica Lay Ministry Institute which will require additional funding.
65	118	Consultants	15,000	15,000	15,000	30,000	45,000		
66	119	Collaborative Projects	37,916	12,000	32,000	44,000	81,916		Seminarians of Color, Why Serve, General Convention estimate
67	120	Program, office and travel	25,000	22,500	27,500	50,000	75,000		Includes General Convention estimate
69	121	<b>Asian America Ministries Total</b>	<b>192,916</b>	<b>114,500</b>	<b>174,500</b>	<b>289,000</b>	<b>481,916</b>	<b>376,192</b>	
70	122								
71	123	<b>African Descent Ministries</b>							
72	124	Congregational Programs for Revitalization (CPR) [formerly New Visions]	25,000	24,000	24,000	48,000	73,000		Reimagine New Visions Program - Includes Black Congregational Leadership Collaborative with ECF and support for declining black churches
73	125a	Diaspora Clergy & Laity Convocations Gathering	30,000	15,000	15,000	30,000	60,000		
74	125b	Visiting Supply Clergy Program to the Dio. Virgin Islands	4,000		-	-	4,000		Includes 8 Supply Clergy per Year
75	125c	New Resources	5,500	4,500	4,500	9,000	14,500		Includes Black Bishops Posters (last update was 2017) & history of Black preachers; contemporary reflections on critical issues in our church and society
76	125d	Youth Leadership Academy	25,000	13,500	13,500	27,000	52,000		Replaces S.O.U. L. Program
77	125e	Clergy & Lay Leadership Discernment Academy	3,500	3,500	3,500	7,000	10,500		Discernment - Executive Leadership Opportunities Churchwide (focusing on inclusion & equity)
78	126a	Coaching and Mentoring	6,000	6,000	6,000	12,000	18,000		Training Cost for Holmes Coaching & Thriving in Ministry Collaborative with VTS - 6 per year
79	126b	Healing from Internalized Oppression	15,000	12,500	12,500	25,000	40,000		OBM Signature Training program 4 trainings per year
80	127a	International Black Clergy & Laity Conference	-	60,000	-	60,000	60,000		Triennial Event
81	127b	Historically Black Colleges Recognition & Engagement Event	3,500	3,500	3,500	7,000	10,500		
82	128	Program, office and staff travel	30,000	20,000	24,000	44,000	74,000		Includes General Convention estimate
83	129	Collaborative Projects	37,916	12,000	32,000	44,000	81,916		Explain increase 'Seminarians of Color, Why Serve, General Convention estimate
84	130	Consultants	15,000	15,000	15,000	30,000	45,000		Includes Consultants for Technology Support for OBM Programs
85	131	Reserve for GC	-	-	-	-	-	27,628	
86	132a	Consultants	-	-	-	-	-	9,417	
87	132b	Reserve for GC	-	-	-	-	-	25,288	
88	133	<b>African Descent Ministries Total</b>	<b>200,416</b>	<b>189,500</b>	<b>153,500</b>	<b>343,000</b>	<b>543,416</b>	<b>421,411</b>	-
89	134								

	A	B	P	Q	T	U	V	W	Y
1	<b>ADOPTED BUDGET</b>								
2	<b>Approved by General Convention on July 11, 2022</b>								
3	<b>DETAIL: RECONCILIATION AND JUSTICE</b>								
5	LINE NO. 2019-2021	DESCRIPTION	2022 Adopted Total	2023 Proposed Total	2024 Proposed Total	2023-2024 Proposed Total 06/30/2022	2022-2024 Comparison	2019-2021 Adopted 10/12/2020	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa)
90	135	Hispanic / Latino Ministries							
91	136	Formation Programs & Training (formerly Academia)	41,000	45,000	30,000	75,000	116,000	32,000	2023: fundamental update to Academia curriculum
92	137	New Camino	-	-	-	-	-	10,000	Now listed under Line 136
93	138	Social Media/Digital Resources	39,000	10,500	21,500	32,000	71,000	9,000	Social Media manager, social media promotion, LatinosEpiscopales, General
95	140	Nuevo Amanecer	65,000	5,000	55,000	60,000	125,000	13,500	Nuevo Amanecer
96	141	Cultural Competency	-	-	-	-	-	28,000	Now listed under Line 136
98	143	Staff Travel & Office Expenses	45,000	31,000	46,000	77,000	122,000		Travel for Missioners, General Convention
99	144	Collaborative Projects	37,916	12,000	32,000	44,000	81,916		Seminarians of Color, Why Serve, General Convention estimate
100	145	Consultants	15,000	12,500	12,500	25,000	40,000		
101	146a	Translation/Interpretation	15,000	15,000	15,000	30,000	45,000		
103	147	<b>Hispanic/Latino Ministries Total</b>	<b>257,916</b>	<b>131,000</b>	<b>212,000</b>	<b>343,000</b>	<b>600,916</b>	<b>551,070</b>	-
104	148								
106	150	Staff Costs	1,076,159	1,112,607	1,148,302	2,260,908	3,337,067	2,982,149	
107	151	<b>Total Ethnic Ministries</b>	<b>1,910,322</b>	<b>1,804,607</b>	<b>1,960,302</b>	<b>3,764,908</b>	<b>5,675,230</b>	<b>4,805,064</b>	
108	152								
110	153	<b>Historically Black Episcopal Colleges &amp; Universities</b>						1,645,001	
111	153a	St. Augustine's University	274,167	274,167	274,167	548,334	822,500		HBCU Cte moved that 25% of the grant be used to support the chaplaincy and 75% be used for general purposes of SAU
112	153b	Voorhees University	274,167	274,167	274,167	548,334	822,500		HBCU Cte and Voorhees President request that 40% of the grant be used to support the chaplaincy and 60% be used for general purposes of Voorhees
113	154	Educational Enterprise Grants						400,000	HBCU Cte moved that 25% of the grants be used to support the chaplaincies and 75% be used for general purposes of the institutions
114	154a	St. Augustine Educational Enterprise Grant	66,667	66,667	66,667	133,334	200,000		HBCU Cte moved that 25% of the grant be used to support the chaplaincy and 75% be used for general purposes of SAU
115	154b	Voorhees Educational Enterprise Grant	66,667	66,667	66,667	133,334	200,000		HBCU Cte and Voorhees President request that 40% of the grant be used to support the chaplaincy and 60% be used for general purposes of Voorhees
117	154c	<b>Total Historically Black Episcopal Colleges &amp; Univ.</b>	<b>681,666</b>	<b>681,666</b>	<b>681,668</b>	<b>1,363,334</b>	<b>2,045,000</b>	<b>400,000</b>	
118									
119	156	<b>United Thank Offering</b>							
120	157	UTO Other	169,987	170,000	170,000	340,000	509,987	376,501	
121	157b	Reserve for GC	-	-	-	-	-	30,000	
122	158	Staff Costs	257,577	266,096	274,771	540,868	798,444	660,041	
123	159	Less Offset from trust funds	(350,000)	(350,000)	(350,000)	(700,000)	(1,050,000)	(1,035,000)	
124	160	<b>Total United Thank Offering</b>	<b>77,564</b>	<b>86,096</b>	<b>94,771</b>	<b>180,868</b>	<b>258,431</b>	<b>31,542</b>	
125									
126	161	<b>Director of LBGTQI &amp; Women's Ministries</b>		<b>150,000</b>	<b>150,000</b>	<b>300,000</b>	<b>300,000</b>		Respond to A063: Creation of a Director of LBGTQI & Women's Ministries
127									
128	162	<b>Total Reconciliation and Justice</b>	<b>3,784,985</b>	<b>3,928,863</b>	<b>4,101,206</b>	<b>8,030,069</b>	<b>11,815,054</b>	<b>9,826,189</b>	

	A	B	P	Q	T	U	V	W	X
1	<b>ADOPTED BUDGET</b>								
2	<b>Approved by General Convention on July 11, 2022</b>								
3	<b>DETAIL: CREATION CARE</b>								
5	LINE NO. 2019-2021	DESCRIPTION	2022 Adopted Total	2023 Proposed Total	2024 Proposed Total	2023-2024 Proposed Total 06/30/2022	2022-2024 Comparison	2019-2021 Adopted 10/12/2020	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa)
6	163	Creation Care							Much in this area supports local creation care initiatives
8	164	Climate Mitigation Efforts	15,000	15,000	15,000	30,000	45,000	-	Carbon tracker and mitigation efforts
9	165	EcoJustice Fellows Program (formerly EcoJustice site grants)	25,000	25,000	30,000	55,000	80,000	68,490	
10	166	Creation Care Grants	120,000	125,000	125,000	250,000	370,000	232,667	Creation Care Grants program, admin. by task force
11	167	Advisory Council meetings	15,000	15,000	15,000	30,000	45,000	15,000	
12	168	Creation Care Networks and Resources	40,000	40,000	45,000	85,000	125,000	10,000	Network development, covenant engagement, Good News Gardens
13	169	Other Initiatives	-	-	-	-	-	-	
14	170	Conference of Parties/UN climate work	10,000	10,000	10,000	20,000	30,000	5,000	
15	171a	Program, travel, office - Associate, Director, Canon	43,000	35,000	40,000	75,000	118,000	67,023	Program associate, director and canon travel, equipment and program
16	172	Staff costs	95,000	93,644	96,564	190,208	285,208	202,718	
17	173a	Additional Creation Care program	-	-	5,000	5,000	5,000	232,684	
18	173b	Office rental	-	-	-	-	-	18,000	
19	173c	Reserve for GC	-	-	-	-	-	20,000	
20	174	<b>Total Creation Care</b>	<b>363,000</b>	<b>358,644</b>	<b>381,564</b>	<b>740,208</b>	<b>1,103,208</b>	<b>871,582</b>	



	A	B	P	Q	T	U	V	W	Y
1	<b>ADOPTED BUDGET</b>								
2	<b>Approved by General Convention on July 11, 2022</b>								
3	<b>DETAIL: MINISTRY OF PRESIDING BISHOP TO CHURCH AND WORLD</b>								
5	LINE NO. 2019-2021	DESCRIPTION	2022 Adopted Total	2023 Proposed Total	2024 Proposed Total	2023-2024 Proposed Total 06/30/2022	2022-2024 Comparison	2019-2021 Adopted 10/12/2020	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa)
7	175	Presiding Bishop's Office							
8	176	Governance-Related Costs	130,000	130,000	130,000	260,000	390,000	337,438	Reserve for Lambeth; Council of Advice
9	177	Title IV Disciplinary Actions relative to Bishops	125,000	125,000	125,000	250,000	375,000	333,366	
10	178	Convocation Episcopal Churches In Europe	-	-	-	-	-	660	
11	179	Bishop in Charge of Europe	66,000	70,000	70,000	140,000	206,000	138,000	Rent costs partially reimbursed to DFMS by Bishop in Europe
12	180	Bishop in Charge of Navajoland	266,667	266,667	266,667	533,334	800,001	800,001	
13	181	Hospitality and Entertainment	25,000	25,000	30,000	55,000	80,000	46,127	
14	182	Official & Discretionary Expenses	18,000	18,000	18,000	36,000	54,000	65,608	
15	183	Travel	420,000	410,000	440,000	850,000	1,270,000	1,055,808	
17	185	Other departmental costs	60,000	60,000	70,000	130,000	190,000	206,455	
18	185b	Reserve for GC	-	-	-	-	-	25,000	
19	186	Staff Costs	1,991,492	2,056,613	2,121,500	4,178,113	6,169,605	5,641,741	
20	187	<b>Total Presiding Bishop's Office</b>	<b>3,102,159</b>	<b>3,161,280</b>	<b>3,271,167</b>	<b>6,432,447</b>	<b>9,534,606</b>	<b>8,670,204</b>	
21	188								
22	189	<b>House of Bishops</b>	105,000	180,000	135,000	315,000	420,000	380,392	
23	190	House of Bishops (including Theology Cte)	20,000	20,000	20,000	40,000	60,000	21,117	
24	191	College for Bishops Grant	83,334	83,334	83,334	166,668	250,002	250,000	
25	192	<b>Total House of Bishops</b>	<b>208,334</b>	<b>283,334</b>	<b>238,334</b>	<b>521,668</b>	<b>730,002</b>	<b>651,509</b>	
26	193								
27	194	<b>Pastoral Development</b>							
	195a	Pastoral Development Other Costs	100,000	210,000	210,000	420,000	520,000	286,680	Increase in impending elections and consultations. Annual training of current and new consultants. Increased requests for consultation for cross-diocesan collaborations, mergers, etc. Increased need for consultants in Title IV matters / In response to D080: Addition of \$50,000 to establish a process to Discern and Call Episcopal Leadership
28									
29	195b	Title IV Training Website (translation)	125,000	20,000	20,000	40,000	165,000	125,000	
30	195c	Travel GC	5,000	-	6,000	6,000	11,000	-	
31	195d	Reserve for GC	-	-	-	-	-	5,000	
33	196	Staff Costs	369,788	382,200	394,432	776,632	1,146,420	1,042,115	
34	197	<b>Total Pastoral Development</b>	<b>599,788</b>	<b>612,200</b>	<b>630,432</b>	<b>1,242,632</b>	<b>1,842,420</b>	<b>1,458,795</b>	
35	198								

	A	B	P	Q	T	U	V	W	Y
1	<b>ADOPTED BUDGET</b>								
2	<b>Approved by General Convention on July 11, 2022</b>								
3	<b>DETAIL: MINISTRY OF PRESIDING BISHOP TO CHURCH AND WORLD</b>								
5	LINE NO. 2019-2021	DESCRIPTION	2022 Adopted Total	2023 Proposed Total	2024 Proposed Total	2023-2024 Proposed Total 06/30/2022	2022-2024 Comparison	2019-2021 Adopted 10/12/2020	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa)
37	200	<b>Armed Forces and Federal Ministries</b>							
39	202	Seminars/Conferences	67,500	65,000	67,000	132,000	199,500		Moved from two in-person chaplain trainings per year to one; though costs for these event has risen
40	203	Selection of Chaplains	10,000	10,000	10,000	20,000	30,000		More chaplain applicants are expected as more parishes are unable to support FT clergy
41	204	Supplies/Services	1,500	1,500	5,000	6,500	8,000		
42	205	Chaplain Care	25,000	25,000	40,000	65,000	90,000		
43	206	Travel Bishop Suffragan	70,000	50,000	50,000	100,000	170,000		Increasing air and hotel cost. Use technology in lieu of face-to-face. Only applicants for military or VA Hospital Chaplaincies will be invited to come to DC; all
44	207	Rent	26,666	26,666	26,666	53,332	79,998		
45	208	Office costs	6,500	6,500	7,500	14,000	20,500		
46	208b	Reserve for GC	-	-	-	-	-		
48	209	Staff Costs	507,554	521,880	538,614	1,060,494	1,568,048	1,367,370	
49	<b>210</b>	<b>Total Armed Forces and Federal Ministries</b>	<b>744,220</b>	<b>706,546</b>	<b>744,780</b>	<b>1,451,326</b>	<b>2,195,546</b>	<b>1,980,536</b>	
50	211								
51	212	<b>General Board of Exam. Chaplains</b>							
53	214	GBEC Non-staff	45,000	43,000	43,000	86,000	131,000	128,572	
54	214b	Reserve for GC	-	-	-	-	-	2,000	
55	215	GBEC Staff costs	105,489	109,124	112,717	221,842	327,331	297,684	
56	<b>216</b>	<b>GBEC Total</b>	<b>150,489</b>	<b>152,124</b>	<b>155,717</b>	<b>307,842</b>	<b>458,331</b>	<b>428,256</b>	Offset by income in line 31
57	217								
58	<b>218</b>	<b>Total Ministry of PB to Church and World</b>	<b>4,804,989</b>	<b>4,915,485</b>	<b>5,040,431</b>	<b>9,955,915</b>	<b>14,760,905</b>	<b>13,189,300</b>	

	A	B	P	Q	T	U	V	W	X
1	<b>ADOPTED BUDGET</b>								
2	<b>Approved by General Convention on July 11, 2022</b>								
3	<b>DETAIL: MISSION WITHIN THE EPISCOPAL CHURCH</b>								
5	<b>LINE NO.</b> 2019-2021	<b>DESCRIPTION</b>	<b>2022 Adopted Total</b>	<b>2023 Proposed Total</b>	<b>2024 Proposed Total</b>	<b>2023-2024 Proposed Total 06/30/2022</b>	<b>2022-2024 Comparison</b>	<b>2019-2021 Adopted 10/12/2020</b>	<b>Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa)</b>
7	219	Communications							
9	221	Director's Office							
11	223	Reserve for GC80	125,000	-	25,000	25,000	150,000		Eliminate GC booth in 2024 (\$100,000)
12	224	Freelancers	16,900	16,900	16,900	33,800	50,700		
14	226	Conferences and Workshops	2,000	2,000	2,100	4,100	6,100		
15	227	Presiding Bishop's Installation Expenses	8,200	8,200	8,200	16,400	24,600		
16	228	Memberships and Subscriptions	1,000	1,050	1,100	2,150	3,150		
17	229	Travel	1,000	1,000	1,000	2,000	3,000		
18	230	Postage	500	500	500	1,000	1,500		
19	231a	General Office Exp.	1,000	1,000	1,000	2,000	3,000		
20	231b	Computer/Communications Hardware and Software	4,500	-	-	-	4,500		
22	232	Director's Office Total	160,100	30,650	55,800	86,450	246,550	214,100	
23	233								
24	234	Communications Creative Services							
25	235	Brand Strategy Support	10,000	-	-	-	10,000		Will not be used
26	236	Reserve for GC80	35,500	-	9,500	9,500	45,000		Reduction reflects work not made for GC booth, swag
27	237	Freelancers	20,000	20,000	20,000	40,000	60,000		
28	238	New Media Development	5,000	5,000	5,000	10,000	15,000		
29	239	Travel	6,300	1,000	1,000	2,000	8,300		Reduce travel to 2020 level
30	240	Conferences and Workshops	3,000	3,000	3,000	6,000	9,000		
31	241	Memberships and Subscriptions	2,000	2,000	2,000	4,000	6,000		
32	242	General Office Expenses	1,000	1,000	1,000	2,000	3,000		
33	243	Computer Hardware and Software	3,500	3,500	3,500	7,000	10,500		
34	244	Telephone telecom	2,000	2,000	2,000	4,000	6,000		
35	245	Communications Creative Services Total	88,300	37,500	47,000	84,500	172,800	156,227	
37	246								
38	247	Multimedia Services							
39	248	Reserve for GC80	191,000	-	191,000	191,000	382,000		
40	249	Consultants	107,250	113,800	113,800	227,600	334,850		Redirected \$35k from line 108, then reduce overall by 10%
41	250	Travel	55,000	41,250	41,250	82,500	137,500		Reduce video shoots outside of 815 by 15%
42	251	Conference & Registration Fees	2,000	2,000	2,000	4,000	6,000		
43	252	Equipment Support	10,000	10,000	10,000	20,000	30,000		
44	253	Website: Livestreaming	25,000	12,500	12,500	25,000	50,000		Reduce by 50%
45	254	Memberships & Subscriptions	2,500	2,500	2,500	5,000	7,500		
46	255	General Office Expenses	1,500	1,500	1,500	3,000	4,500		
47	256	Computer Hardware and software	3,500	3,500	3,500	7,000	10,500		
48	257	Telephone telecom	2,000	2,000	2,000	4,000	6,000		
49	258	Multimedia Services Total	399,750	189,050	380,050	569,100	968,850	771,142	
50	259								

	A	B	P	Q	T	U	V	W	X
1	<b>ADOPTED BUDGET</b>								
2	<b>Approved by General Convention on July 11, 2022</b>								
3	<b>DETAIL: MISSION WITHIN THE EPISCOPAL CHURCH</b>								
5	LINE NO. 2019-2021	DESCRIPTION	2022 Adopted Total	2023 Proposed Total	2024 Proposed Total	2023-2024 Proposed Total 06/30/2022	2022-2024 Comparison	2019-2021 Adopted 10/12/2020	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa)
51	260	<b>Public Affairs</b>							
52	261	Reserve for GC80	33,000	-	37,000	37,000	70,000		
53	262	Initiatives/Collaboration	1,500	1,500	1,500	3,000	4,500		
54	263	Freelancers	13,000	13,000	13,000	26,000	39,000		
55	264	Travel	31,500	25,200	25,200	50,400	81,900		Reduce travel to 2020 (16% reduction)
56	265	Conferences and Workshops	5,000	5,000	5,000	10,000	15,000		
57	266	Memberships and Subscriptions	15,500	15,500	15,500	31,000	46,500		
58	267	General Office Expenses	600	500	600	1,100	1,700		
59	268	Computer Hardware and Software	5,000	5,000	5,000	10,000	15,000		
60	269	Telephone telecom	6,000	6,000	6,000	12,000	18,000		
61	270	<b>Public Affairs Total</b>	<b>111,100</b>	<b>71,700</b>	<b>108,800</b>	<b>180,500</b>	<b>291,600</b>	<b>204,159</b>	
62	271								
63	272	<b>Web &amp; Social Media Services</b>							
64	273	Reserve for GC80	20,000	-	15,000	15,000	35,000		
65	274	Travel	25,000	12,500	12,500	25,000	50,000		Reduce by 50%
66	275	Conference & Registration Fees	2,500	2,500	2,500	5,000	7,500		
67	276	Website Development, Maintenance & Upgrades	70,000	70,000	70,000	140,000	210,000		
68	277	Asset Mapping	35,000	35,000	35,000	70,000	105,000		
69	278	Memberships & Subscriptions	1,000	1,000	1,000	2,000	3,000		
70	279	General Office Expenses	1,000	1,000	1,000	2,000	3,000		
71	280	Computer Software	500	500	500	1,000	1,500		
72	281	Computer Hardware	1,500	1,500	1,500	3,000	4,500		
73	282	Telephone telecom	2,500	2,500	2,500	5,000	7,500		
74	283	<b>Web &amp; Social Media Services Total</b>	<b>159,000</b>	<b>126,500</b>	<b>141,500</b>	<b>268,000</b>	<b>427,000</b>	<b>668,292</b>	
75	284								
76	285	<b>Episcopal News Service</b>							
77	286	General Convention travel and fees	35,000	-	35,000	35,000	70,000	35,000	
78	287	Consultants	112,000	92,000	92,000	184,000	296,000		
79	288	Travel Expenses	63,000	47,250	47,250	94,500	157,500		Reduce travel
80	289	Conferences and Workshops	3,150	3,150	3,150	6,300	9,450		
81	290	Postage	200	200	200	400	600		
82	291	Memberships and Subscriptions	3,150	3,150	3,150	6,300	9,450		
83	292	General Office Expenses	1,000	1,000	1,000	2,000	3,000		
84	293	Computer Software	1,000	1,000	1,000	2,000	3,000		
85	294	Computer Hardware	7,000	7,000	7,000	14,000	21,000		
86	295	Telephone telecom	6,615	6,615	6,615	13,230	19,845		
87	296	<b>Episcopal News Service Total</b>	<b>162,115</b>	<b>161,365</b>	<b>196,365</b>	<b>357,730</b>	<b>519,845</b>	<b>354,360</b>	
88	297								

	A	B	P	Q	T	U	V	W	X
1	<b>ADOPTED BUDGET</b>								
2	<b>Approved by General Convention on July 11, 2022</b>								
3	<b>DETAIL: MISSION WITHIN THE EPISCOPAL CHURCH</b>								
5	LINE NO. 2019-2021	DESCRIPTION	2022 Adopted Total	2023 Proposed Total	2024 Proposed Total	2023-2024 Proposed Total 06/30/2022	2022-2024 Comparison	2019-2021 Adopted 10/12/2020	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa)
89	298	Episcopal Digital Network (Sponsorship)							
90	299	Reserve for GC80	4,000	-	4,000	4,000	8,000		
92	301	Travel	7,500	3,000	3,000	6,000	13,500		Reduce travel
93	302	Conferences and Registration Fees	1,000	1,000	1,000	2,000	3,000		
94	303	Marketing & Advertising	26,500	26,500	26,500	53,000	79,500		
96	305	Memberships and Subscriptions	1,000	1,000	1,000	2,000	3,000		
97	306	General Office Expenses	125	125	125	250	375		
98	307	Computer Hardware and software	500	500	500	1,000	1,500		
99	308	Telephone telecom	2,500	2,500	2,500	5,000	7,500		
100	309	<b>Episcopal Digital Network Total</b>	<b>43,125</b>	<b>34,625</b>	<b>38,625</b>	<b>73,250</b>	<b>116,375</b>	<b>110,118</b>	
101	310								
102	311	<b>Digital Evangelism</b>							
104	313	Content for download	10,000	10,000	10,000	20,000	30,000		
107	316	Original images and art work	15,000	15,000	15,000	30,000	45,000		
108	317	Original video	35,000	-	-	-	35,000		Not needed
110	319	Latino and Spanish-speaking digital evangelism efforts	13,334	13,334	13,334	26,668	40,002		Line should be moved to Latino Ministries
112	321	Additional initiatives	40,000	40,000	40,000	80,000	120,000		
113	322	Reserve for GC80	30,000	-	30,000	30,000	60,000		
114	323	Printing Costs	2,500	2,500	2,500	5,000	7,500		
115	324	Consultants	40,000	20,000	20,000	40,000	80,000		
116	325	Travel	90,000	54,000	54,000	108,000	198,000		
117	326	Conferences and Registration Fees	2,000	2,000	2,000	4,000	6,000		
118	327	Marketing & Advertising (HubSpot, etc.)	10,000	10,000	10,000	20,000	30,000		
120	329	Memberships and Subscriptions	2,000	2,000	2,000	4,000	6,000		
121	330	General Office Expenses	6,000	6,000	6,000	12,000	18,000		
122	331	Computer Hardware and software	25,000	25,000	25,000	50,000	75,000		
123	332	Telephone telecom	2,500	2,500	2,500	5,000	7,500		
124	333	Sermons that Work (Eng. Sp)	13,000	13,000	13,000	26,000	39,000		
126	335	Bible Study: Eng. Spanish	16,000	16,000	16,000	32,000	48,000		
127	336	<b>Digital Evangelism Total</b>	<b>352,334</b>	<b>231,334</b>	<b>261,334</b>	<b>492,668</b>	<b>845,002</b>	<b>747,350</b>	
128	337								
129	338	<b>Language (Translation) Services</b>							
130	339	Reserve for GC80	20,000	-	20,000	20,000	40,000		
131	340	Translation Services	105,000	119,450	119,450	238,900	343,900		Anticipate less face-to-face requirement. Services to be billed to departments. Dept costs = 75% of line item.
133	342	Travel	5,000	3,000	3,000	6,000	11,000		
134	343	Equipment Purchases	23,200	5,000	5,000	10,000	33,200		
135	344	Conference and Registration Fees	500	1,000	1,000	2,000	2,500		
136	345	Memberships and Subscriptions	1,000	1,545	1,591	3,136	4,136		
137	346	General Office Expenses	1,000	500	500	1,000	2,000		
138	347	Computer Hardware and software	800	500	500	1,000	1,800		
139	348	Mobile Communication Devices	1,500	1,500	1,500	3,000	4,500		
140	349	<b>Language Services Total</b>	<b>158,000</b>	<b>132,495</b>	<b>152,541</b>	<b>285,036</b>	<b>443,036</b>	<b>300,838</b>	

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3	<b>DETAIL: MISSION WITHIN THE EPISCOPAL CHURCH</b>								
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141									
142	350	Staff Costs	2,361,940	2,434,475	2,512,275	4,946,750	7,308,690	6,638,839	Eliminated proposed 3rd ENS reporter from 2022/2024 budget
144	352	<b>Total Communications</b>	<b>3,995,764</b>	<b>3,449,694</b>	<b>3,894,290</b>	<b>7,343,984</b>	<b>11,339,748</b>	<b>10,165,425</b>	
145	353								
146	354	<b>Formation Department</b>							
149	357a	Resource Creation, Curriculum and Partnerships	75,000	50,000	35,000	85,000	160,000		reflecting the completion of the Suicide Prevention project associated with 2018-
	357b	Safe Church Training	175,000	125,000	125,000	250,000	425,000		Continued work from GC2018 A048 and A109. This funds the work for The Task Force on Safe Church Trainings and Anti-Harassment, the Formation Department serves as liaison to the Task Force. This funding will create Spanish Language Safe Church Training and Modules, implement English Train-the-Trainer trainings, establish a Safe Church resource person to help diocese and congregations implement the new trainings and answer questions.
150									
151	358	Formation Networks and Leadership Development	48,666	48,666	48,667	97,333	145,999		
152	359	Young Adult and Campus Ministry Grants	160,000	140,000	140,000	280,000	440,000		Needed increase to reflect the increased cost of projects and services the applicants are seeing reflected.
153	360	Young Adult & Campus Ministry Events and Gatherings	110,000	80,000	100,000	180,000	290,000		
155	361b	Episcopal Youth Event	80,000	802,000	15,000	817,000	897,000	490,000	(with \$400,000 of revenue from registrations)
156	361c	Evento de Jovenes Episcopales	40,000	270,000	40,000	310,000	350,000		
157	362	Episcopal Service Corps	80,000	100,000	100,000	200,000	280,000		For 2018-2020, \$200,000 was for Events and Gatherings. This line is now Episcopal Service Corps to fund ESC leadership development, network development, and gatherings of corps members.
159	364	Other Departmental Costs	67,000	66,000	66,000	132,000	199,000		Phones, hot spots, shipping/ mailing costs, travel, computers, etc.
	365	Staff Costs	685,843	708,259	730,903	1,439,163	2,125,006		Provides an increase for possibly hiring a 1/2 time person while reducing use of consultants, in order to be in compliance with IRS guidelines for determining whether a hire is a consultant or an employee. If 1/2 FTE not permitted, must return \$35K to 357b; \$10K to 360; \$20K to 363
161									
162	366	<b>Total Formation &amp; Vocation</b>	<b>1,521,509</b>	<b>2,389,925</b>	<b>1,400,570</b>	<b>3,790,496</b>	<b>5,312,005</b>	<b>4,553,525</b>	
163	367								
164	368	<b>Transition Ministries</b>							
165	369	Program/Tech (Transition Min)	34,869	33,000	33,000	66,000	100,869		
166	370	Research & Dev (Transition Min)	28,000	29,000	30,000	59,000	87,000		
167	371	Other OTM office, travel, training	45,000	37,000	40,500	77,500	122,500		
169	372	Staff costs	281,802	290,727	299,884	590,611	872,413	793,421	
170	373	<b>Total Transition Ministries</b>	<b>389,671</b>	<b>389,727</b>	<b>403,384</b>	<b>793,111</b>	<b>1,182,782</b>	<b>1,069,719</b>	
171	374								

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172	375	TEC Block Grants							
173	375a	Cuba	300,000	315,000	330,750	645,750	945,750	350,001	Moved from line 429. Grant in 2019/21 was \$350K / Increased by 5% each year
174	376	Haiti	319,725	335,711	352,497	688,208	1,007,933	959,176	Increased by 5% each year
175	377	Virgin Islands	171,171	179,730	188,716	368,446	539,617	513,513	Increased by 5% each year
176	378	<b>Province 2 Total</b>	<b>790,896</b>	<b>830,441</b>	<b>871,963</b>	<b>1,702,404</b>	<b>2,493,300</b>	<b>1,822,690</b>	-
177	379								
178	380	North Dakota	231,333	242,900	255,045	497,944	729,278	693,999	Increased by 5% each year
179	381	South Dakota	763,550	801,728	841,814	1,643,541	2,407,091	2,290,650	Increased by 5% each year
180	382	<b>Province 6 Total</b>	<b>994,883</b>	<b>1,044,627</b>	<b>1,096,859</b>	<b>2,141,486</b>	<b>3,136,369</b>	<b>2,984,649</b>	-
181	383								
182	384	Alaska	433,333	455,000	477,750	932,749	1,366,082	1,300,001	Increased by 5% each year
183	385	Navajoland	290,833	350,000	367,500	717,499	1,008,333	1,127,499	Increased by 5% each year
184	386	Guam	50,000	52,500	52,500	105,000	155,000	150,002	Each year increased by 5% over original amount
185	387	Taiwan	68,250	71,663	71,663	143,325	211,575	204,750	Each year increased by 5% over original amount
186	388	<b>Province 8 Total</b>	<b>842,416</b>	<b>929,162</b>	<b>969,412</b>	<b>1,898,574</b>	<b>2,740,990</b>	<b>2,782,252</b>	
187	389								
189	391	Implementation of Prov IX self-sustainability plan	150,000	-	-	-	150,000	-	TBD in consultation with dioceses and EC
191	393	Unallocated for Task Force and Consultants	20,000	-	-	-	20,000	44,693	
192	394	Colombia	150,000	141,750	133,770	275,520	425,520	382,200	Each year increased by 5% over original amount
193	395	Dominican Republic	100,000	78,750	52,500	131,250	231,250	100,000	Diocese has substantial investment assets receiving high rates of return / Each year increased by 5% over original amount
194	396	Ecuador Central	170,000	178,500	187,425	365,925	535,925	1,004,790	Increased by 5% each year
195	397	Ecuador Litoral	150,000	157,500	165,375	322,875	472,875	346,830	Diocese pays full assessment and is actively engaged across TEC / Increased by 5% each year
196	398	Honduras	350,000	262,500	275,625	538,125	888,125	580,000	Increased by 5% each year
197	399	Venezuela	50,000	52,500	55,125	107,625	157,625	395,010	Grants will not be released until financial audits are provided / Increased by 5% each year
198	400	<b>Province 9 Total</b>	<b>1,140,000</b>	<b>871,500</b>	<b>869,820</b>	<b>1,741,320</b>	<b>2,881,320</b>	<b>2,853,523</b>	
199	401								
200	402	Grants to US Indigenous Dioceses	225,000	220,000	220,000	440,000	665,000	667,000	TBD in collaboration among 4 Indigenous dioceses
201	403	Block Grant to ERD	356,598	356,598	356,598	713,197	1,069,795	1,038,636	Free rent equivalent
202	404	<b>Total TEC Block Grants</b>	<b>4,349,794</b>	<b>4,252,328</b>	<b>4,384,651</b>	<b>8,636,980</b>	<b>12,986,774</b>	<b>12,148,750</b>	
203	405								
208	410	<b>Total Mission Within the Episcopal Church</b>	<b>10,256,738</b>	<b>10,481,675</b>	<b>10,082,896</b>	<b>20,564,571</b>	<b>30,821,309</b>	<b>27,937,419</b>	

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6	411	Anglican Communion							
7	412	Inter-Anglican Budget/Secretariat	383,000	343,000	343,000	686,000	1,069,000	1,149,666	
8	413	International Visitors	10,000	10,000	10,000	20,000	30,000	11,323	
9	414	Other departmental cost	125,000	115,000	125,000	240,000	365,000	306,761	Staff travel for 6 staff members traveling
10	415	Global Mission Development	35,000	55,000	55,000	110,000	145,000	74,951	Funds for conferences, online presence, webinars, interpretation and translation / \$50,000 added in response to A028 GEMN
11	415b	Reserve for GC	-	-	-	-	-	33,000	
12	416	Staff costs	832,891	727,076	750,629	1,477,704	2,310,595	2,137,832	Includes border and worldwide missionaries
13	417	<b>Total Anglican Communion</b>	<b>1,385,891</b>	<b>1,250,076</b>	<b>1,283,629</b>	<b>2,533,704</b>	<b>3,919,595</b>	<b>3,713,533</b>	-
14	418								
15	419	<b>Block Grants w/in Anglican Communion</b>							
16	420	Burundi	4,000	4,000	4,000	8,000	12,000	12,000	
17	421	Central Africa	3,000	3,000	3,000	6,000	9,000	6,000	
18	422	Congo	7,000	7,000	7,000	14,000	21,000	21,000	
19	423	South Sudan	12,000	12,000	12,000	24,000	36,000	36,000	
20	424	Conf of Angl Prov in Africa (CAPA)	8,333	8,333	8,333	16,666	24,999	24,999	
21	425	African Network Theol Ed (ANITEPAM)	4,000	4,000	4,000	8,000	12,000	12,000	
22	426	Epis Church of Philippines	15,000	15,000	-	15,000	30,000	30,000	Eliminate support effective 2024
24	428	Caribbean	2,000	2,000	2,000	4,000	6,000	4,000	
27	430	Other Angl Communion Costs	-	-	-	-	-	5,001	
28	431	Brazil Secretariat	14,000	14,000	14,000	28,000	42,000	42,000	
30	431a	Yemen	-	45,450	45,450	90,900	90,900		In response to B002: Funding for an Ophthalmologist Medical Director at the Ras Morbat Eye Clinic in Aden
31	433	<b>Total Grants w/in Angl Communion</b>	<b>69,333</b>	<b>114,783</b>	<b>99,783</b>	<b>214,566</b>	<b>283,899</b>	<b>193,000</b>	-
32	434								
33	435	<b>Covenants w/in Angl Communion</b>							
34	436	Covenant Long-term Development Fund	40,000	35,000	35,000	70,000	110,000	75,783	Funds to support covenant and bilateral partners in their long term sustainability projects
35	437	IARCA (Central America)	401,495	372,323	372,323	744,646	1,146,141	1,204,485	Agreed Covenant stepdown
36	438	Liberia	118,040	107,290	107,290	214,580	332,620	348,990	Agreed Covenant stepdown
37	439	Mexico	-	-	-	-	-	13,799	Covenanted support has ended
39	441	Covenant Committees	67,000	-	-	-	67,000	75,675	Eliminate face-to-face meetings
40	442	<b>Total Covenants Anglican Comm.</b>	<b>626,535</b>	<b>514,613</b>	<b>514,613</b>	<b>1,029,226</b>	<b>1,655,761</b>	<b>1,718,732</b>	-
41	443	<b>Total Grants, Covenants w/in Anglican Communion</b>	<b>695,868</b>	<b>629,396</b>	<b>614,396</b>	<b>1,243,792</b>	<b>1,939,660</b>	<b>1,911,732</b>	-
42	444								
43	445	<b>Internat'l Justice &amp; Peacemaking/UN Presence</b>							
45	446	Grants to Partner Organizations	3,333	3,333	3,333	6,666	9,999	6,666	Maintain support for UN partner membership costs
47	448	Other departmental Costs	20,000	18,000	18,000	36,000	56,000	42,539	Cost to support Episcopal Church presence at events such as UNCSW and other UN gatherings
48	449	<b>Internat'l Justice &amp; Peacemaking Total</b>	<b>23,333</b>	<b>21,333</b>	<b>21,333</b>	<b>42,666</b>	<b>65,999</b>	<b>49,205</b>	-
49	450								



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50	451	<b>Refugee Ministry (Non-Government)</b>							
53	454	Departmental Costs	58,114	49,500	61,500	111,000	169,114	138,751	Training platforms (Basecamp, GoToWebinar), resource materials, general office
54	454b	Reserve for GC	-	-	-	-	-	10,114	
	457	Refugee Non-Govt Staff Cost	271,530	284,651	294,060	578,711	850,241	754,859	2.0 FTEs. The amounts in lines 454 and 457 represent the management of programs not funded by the government, primarily work with asylum seekers. One-third of the budget in 2022 and in the abbreviated 2-year triennium is to be covered with fundraising by the Office of Development.
55									
56	455	Refugee Loan Collection Other	125,000	130,000	130,000	260,000	385,000	362,290	
57	456	Refugee Loan Collection Staff Cost	261,130	292,344	301,760	594,105	855,235	830,990	Offset by income in line 21
59	459	<b>Total Refugee Ministry (Non-Government)</b>	<b>715,774</b>	<b>756,495</b>	<b>787,321</b>	<b>1,543,816</b>	<b>2,259,589</b>	<b>2,097,004</b>	-
60	460								
61	461	<b>Missionary Service</b>							
62	462	Appointed Missionaries	90,000	90,000	90,000	180,000	270,000		
63	463	Volunteers for Mission	150,000	160,000	160,000	320,000	470,000		
64	464	Young Adult Service Corps	160,000	150,000	150,000	300,000	460,000		
	465	Other departmental costs	70,000	83,000	87,000	170,000	240,000		Consistent with costs in 2018/2019 pre-COVID. Staff travel, phone costs, publicity, meeting expenses, mailing, translation, and interpretation as needed. Anticipate increased travel and travel costs
65									
66	466	Staff Costs	1,322,090	1,245,968	1,290,938	2,536,906	3,858,996		
68	467	Less Income	-	(60,000)	(60,000)	(120,000)	(120,000)		Reduced asking for YASC down fom \$10,000 to \$5,000 in alignment with other denominational programs
69	468	<b>Total Mission Personnel</b>	<b>1,792,090</b>	<b>1,668,968</b>	<b>1,717,938</b>	<b>3,386,906</b>	<b>5,178,996</b>	<b>3,772,083</b>	-
70	469								
71	470	<b>Office of Government Relations</b>						319,221	
72	471	Program work and partnerships	140,000	145,000	155,000	300,000	440,000	190,000	
73	472	Rent	100,000	100,000	105,000	205,000	305,000	198,000	
74	473	EPPN software and subscriptions	30,000	40,000	42,000	82,000	112,000	47,000	
75	474	Office expenses, phones, internet, translation	5,000	14,000	14,000	28,000	33,000	10,000	Includes funding for translation for OGR materials and webinars
76	475	Travel	42,000	40,000	57,000	97,000	139,000	35,000	
77	475b	Reserve for GC	-	-	-	-	-	17,000	
78	476	Staff Costs	691,337	713,820	736,695	1,450,515	2,141,851	1,813,849	ECCL
79	477	<b>Office of Government Relations Total</b>	<b>1,008,337</b>	<b>1,052,820</b>	<b>1,109,695</b>	<b>2,162,515</b>	<b>3,170,851</b>	<b>2,630,070</b>	-
80	478								

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81	479	<b>Ecumenical, Interfaith, Global Relations</b>							
82	480	Anglican Communion Reconciliation and Development Initiatives	50,000	45,000	45,000	90,000	140,000	130,113	Provide emergency support for partner Provinces and targeted support for development initiatives, especially in areas not covered by Episcopal Relief and Development
83	481	Global Networking	-	8,000	12,000	20,000	20,000	31,883	Funds to develop specific online mission presences such as mission mapping, and development of the global mission toolkit
84	482	Support for Ecumenical Reps	14,000	14,000	16,000	30,000	44,000	34,603	
85	483	Coordinating Committees	8,000	7,000	7,000	14,000	22,000	12,463	
86	484	Interfaith Relations	15,000	15,000	18,000	33,000	48,000	34,611	
87	485	Dialogues	15,000	13,500	13,500	27,000	42,000	59,569	
88	486	Churches Uniting in Christ	4,000	2,000	2,000	4,000	8,000	5,000	
89	487	PB Deputy for Ecumenical Relations	26,000	25,000	26,500	51,500	77,500	81,700	
90	488	WCC Assembly	5,000	5,000	5,000	10,000	15,000	13,000	Saving for WCC Assembly planned for 2029
91	489	Other Departmental Costs	6,500	5,000	5,000	10,000	16,500	12,216	
92	490	New projects	5,000	5,000	5,000	10,000	15,000	13,000	Includes trainings with Shoulder to Shoulder ( Faith over Fear) church engagement communications / web work
93	490b	Internship	7,000	12,000	12,000	24,000	31,000	6,500	
94	491	Staff Costs	417,989	436,709	450,745	887,453	1,305,442	1,141,668	
95	492	<b>Ecumenical, Interfaith, Global Relations Total</b>	<b>573,489</b>	<b>593,209</b>	<b>617,745</b>	<b>1,210,953</b>	<b>1,784,442</b>	<b>1,576,326</b>	-
96	493								
97	494	<b>Ecumenical Dues</b>							
98	495	World Council of Churches	33,667	33,000	33,000	66,000	99,667	101,001	
100	497	NCC Ecumenical Commitment Fund	50,000	48,000	48,000	96,000	146,000	140,000	
101	498	Christian Churches Together US	10,000	10,000	10,000	20,000	30,000	28,000	
102	499	Ecumenical bodies on Climate Change	3,000	3,000	3,000	6,000	9,000	3,000	
103	500	<b>Total Ecumenical Dues</b>	<b>96,667</b>	<b>94,000</b>	<b>94,000</b>	<b>188,000</b>	<b>284,667</b>	<b>272,001</b>	-
104	501								
105	502	<b>Grants in form of Contributed Services Support to Affiliated Organizations</b>							
106	503	Episcopal Relief & Development	1,037,286	1,206,815	1,206,815	2,413,630	3,450,916	3,111,859	
107	504	Anglican UN Office	-	-	-	-	-	81,384	
112	509	<b>Total Supp. Affiliated Organizations</b>	<b>1,037,286</b>	<b>1,206,815</b>	<b>1,206,815</b>	<b>2,413,630</b>	<b>3,450,916</b>	<b>3,193,247</b>	
113	510	Less: Offset of Support	(1,037,286)	(1,206,815)	(1,206,815)	(2,413,630)	(3,450,916)	(3,193,247)	
114	511	<b>Total Mission Beyond the Episcopal Church</b>	<b>6,291,447</b>	<b>6,066,296</b>	<b>6,246,056</b>	<b>12,312,352</b>	<b>18,603,799</b>	<b>16,021,954</b>	-

	A	B	P	Q	T	U	V	W	X
1	<b>ADOPTED BUDGET</b>								
2	<b>Approved by General Convention on July 11, 2022</b>								
3	<b>DETAIL: MISSION GOVERNANCE</b>								
5	LINE NO. 2019-2021	DESCRIPTION	2022 Adopted Total	2023 Proposed Total	2024 Proposed Total	2023-2024 Proposed Total 06/30/2022	2022-2024 Comparison	2019-2021 Adopted 10/12/2020	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa)
7	512	General Convention Office							
8	513	Meeting of the General Convention	2,058,000	345,000	2,148,000	2,493,000	4,551,000	452,241	Costs offset by revenue for fees and registration shown in Line 16 Logistical cost to produce GC, includes Official Youth Presence and GC Children's Program. Due to the postponement of the 80th GC, the 2022-2024 comparison represents the cost to produce both the 80th and 81st GC's. The reserve for the 80th can be found in line 538b.
9	513b	Assistance provided to aided Dioceses for registration fees for General Convention	-	-	30,000	30,000	30,000		Provides funding for registration for one bishop and 2 deputies to the aided dioceses
10	514	Executive Council	537,625	409,625	499,875	909,500	1,447,125	1,252,591	Three annual meetings of EC, meetings of committees of Council, EC Liaison travel and D&O insurance
12	519	Interim Bodies of the General Convention	442,200	595,000	264,600	859,600	1,301,800	1,227,815	Support of face to face, hybrid and virtual meetings, consultants to support this work / In reponse to D095: Addition of \$50,00 for Task Force Review of Pastoral Development
13	520	Deputies of Color pre-Convention meeting	-	-	40,000	40,000	40,000	-	
15	522	Board to assist Office of Pastoral Development for bishop calling	-	-	-	-	-	227,950	
16	523	Accrual for PB Nomination, Election, Transition, Installation	30,000	40,000	40,000	80,000	110,000	90,000	To cover costs of PB Election, Transition and Installation
19	531b	Current Prayer Book Translation	50,000	-	-	-	50,000	191,542	
20	532	Canonical Reporting	10,000	10,000	15,000	25,000	35,000	55,010	
21	533	Technology for General Convention Governance	1,513,500	630,000	1,010,000	1,640,000	3,153,500	1,489,081	Note: This number may need to increase should resolution A098 be implemented
22	534	Translation and Interpretation for Governance	311,600	176,600	404,900	581,500	893,100	311,755	Covers Interpretation/Translation needs for all governance lines Should additional languages be added this may need to go up
23	535	Research (Parochial and Diocesan Reports)	45,000	50,000	45,000	95,000	140,000	36,000	Research Demographic software, FACT membership dues
24	536	Operation and Other Expenses of the GC Office	150,000	125,000	140,000	265,000	415,000	501,023	General Office expenses, registrar of General Convention and staff travel
25	536a	Historiographer		7,500	7,500	15,000	15,000		Consultant for historiographer duties
26	537	Staff Costs	1,814,508	1,874,436	1,933,291	3,807,727	5,622,235	4,934,863	
28	538b	Reserved for GC	-	-	-	-	-	2,563,000	
29	539	<b>Total Office of General Convention</b>	<b>6,962,433</b>	<b>4,263,161</b>	<b>6,578,166</b>	<b>10,841,327</b>	<b>17,803,760</b>	<b>13,332,871</b>	-
30	540								
33	542	<b>Provincial Coordination</b>							
34	543	Support for Provinces I-VIII Coordination	85,000	5,000	5,000	10,000	95,000	10,000	Includes \$10K is for Interpretation support for meetings (virtual and F2F). Provincial Leadership requested \$10K per annum for each Province; should make request through a resolution of GC
35	544	Support for Province IX Coordination	16,666	16,667	16,667	33,334	50,000	33,334	Ongoing support for Province IX coordination
36	545	<b>Support for Provincial Coordination Total</b>	<b>101,666</b>	<b>21,667</b>	<b>21,667</b>	<b>43,334</b>	<b>145,000</b>	<b>63,419</b>	-
37	546								

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38	547	House of Deputies							
39	548	Council of Advice	50,000	17,000	34,000	51,000	101,000	55,809	Assumes 4 meetings of 10-person council; 1 of 4 meetings to be virtual
40	549	Discretionary Fund	2,000	2,000	2,000	4,000	6,000	4,316	
41	550a	Chancellor Consulting fees	100,000	103,000	106,090	209,090	309,090	295,000	
42	550b	Chancellor expenses	5,500	5,500	5,500	11,000	16,500	3,000	Chancellor fees for annual meetings and licenses, subscriptions
43	551	Communications Consultants	142,224	-	-	-	142,224	248,156	
44	552	Travel	5,000	70,000	70,000	140,000	145,000	145,667	May need adjustment based on where PHOD resides
45	553	GC expenses for PHOD	45,000	-	54,000	54,000	99,000	-	
46	554a	Phone/Telecom	8,500	7,000	7,000	14,000	22,500	19,500	May increase if staff are employees, not consultants
48	555	Parliamentarians	4,600	5,000	1,000	6,000	10,600	7,800	Annual education, resources, professional licenses; one Boot Camp with 2 parliamentarians in prep for GC
49	556	Other Departmental Costs	5,150	4,000	4,000	8,000	13,150	32,462	
50	556b	Reserved for GC	-	-	-	-	-	55,933	
51	556c	Other Departmental Costs for PHOD Transition	30,000	-	-	-	30,000	-	
52	557	Staff Costs including PHOD	466,989	650,563	674,449	1,325,012	1,792,000	1,000,138	Assumes 2 support staff; and PHOD position continues to receive directors fees plus funding for pension and medical benefits
53	558	<b>Total House of Deputies</b>	<b>864,962</b>	<b>864,063</b>	<b>958,039</b>	<b>1,822,102</b>	<b>2,687,064</b>	<b>1,867,781</b>	-
54	559								
55	560	Archives							
56	561	Digital Archives/Electronic Records	254,823	257,371	259,945	517,316	772,139	250,000	
57	562	Rent and storage	278,000	279,000	284,000	563,000	841,000	140,000	Recent increases in Austin taxes are being challenged by landlord
58	563	Other costs	113,937	102,937	113,937	216,874	330,811	561,707	
59	563b	Reserve for GC	-	-	-	-	-	11,000	
60	563c	Reductions to be determined by Archivist		(65,000)	(65,000)	(130,000)	(130,000)		
61	564	Staff costs	905,902	935,801	965,951	1,901,752	2,807,655	2,586,407	
62	565	<b>Archives Total</b>	<b>1,552,662</b>	<b>1,510,109</b>	<b>1,558,833</b>	<b>3,068,942</b>	<b>4,621,605</b>	<b>3,549,114</b>	-
63	566								
64	567	<b>Total Mission Governance</b>	<b>9,481,724</b>	<b>6,659,000</b>	<b>9,116,705</b>	<b>15,775,705</b>	<b>25,257,429</b>	<b>18,813,185</b>	-

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1	<b>ADOPTED BUDGET</b>								
2	<b>Approved by General Convention on July 11, 2022</b>								
3	<b>DETAIL: MISSION FINANCE LEGAL OPERATIONS</b>								
5	LINE NO. 2019-2021	DESCRIPTION	2022 Adopted Total	2023 Proposed Total	2024 Proposed Total	2023-2024 Proposed Total 06/30/2022	2022-2024 Comparison	2019-2021 Adopted 10/12/2020	Special Comments for 2022 salary increases 3% pa; medical cost increases 4% pa) (Base
6	568	Development Office							
7	569	Other Cost	-	-	-	-	-	160,487	
9	571	Donor Cultivation	275,000	240,000	240,000	480,000	755,000	415,000	
10	572	Presentation Materials, postage, database management	80,000	70,000	81,000	151,000	231,000	108,000	Campaign design, printing, acknowledgement
11	573	Research	22,000	25,000	25,000	50,000	72,000	44,000	Donor prospecting, screening; Raisers' Edge database software; training
12	574	Grant Writing	1,000	-	-	-	1,000	2,000	Production, printing; Foundation relations and research
13	575	Special Events	30,000	19,000	29,000	48,000	78,000	38,000	Receptions; pilgrimages; donor cultivation: up to 5 annually
14	576	Annual Campaign	120,000	130,000	130,000	260,000	380,000	514,912	Annual Campaign for general operations includes \$179K of staff cost involved (as required by GAAP)
16	578	Cuba fundraising	5,000	-	-	-	5,000	5,000	Specific need not yet defined
17	579	Conferences	5,000	5,000	6,000	11,000	16,000	9,000	Consortium of Endowed Episcopal Parishes and other conference registration and attendance
18	580	Technology, equipment	10,000	8,000	12,000	20,000	30,000	14,000	
19	581	Professional development	8,000	8,000	8,000	16,000	24,000	13,000	Professional development for staff
20	582	Staff Cost	939,164	965,550	995,338	1,960,888	2,900,052	2,327,198	Under direction of CFO
22	583b	Reserved for GC	-	-	-	-	-	26,000	
23	584	<b>Total Development Office</b>	<b>1,495,164</b>	<b>1,470,550</b>	<b>1,526,338</b>	<b>2,996,888</b>	<b>4,492,052</b>	<b>3,676,597</b>	
24	585								
25	586	<b>Finance</b>							
26	587	<b>Controller's Office</b>							
27	588	Travel	5,000	1,200	5,200	6,400	11,400	3,272	
28	589	Audit	210,000	220,000	220,000	440,000	650,000	531,370	Includes additional work required by NYC Finance for RE taxes
29	590	Payroll Management	60,000	65,000	65,000	130,000	190,000	155,496	
30	591	Computer Software	25,000	23,000	23,000	46,000	71,000	62,911	
31	592	Other non-staff	22,000	23,000	23,000	46,000	68,000	78,555	General office expenses and temp staff
32	592b	Reserved for GC	-	-	-	-	-	2,000	
33	593	<b>Controller's Office Department Total</b>	<b>322,000</b>	<b>332,200</b>	<b>336,200</b>	<b>668,400</b>	<b>990,400</b>	<b>833,604</b>	
34	594								
35	595	<b>Treasurer's Office</b>							
36	596	Travel	16,000	6,000	20,000	26,000	42,000	35,048	
37	597	Property, Casualty & Liability insurance	360,000	370,000	380,000	750,000	1,110,000	1,058,012	Increased premiums for sexual misconduct, professional liability, property and casualty insurance
38	598	D&O insurance	120,000	120,000	120,000	240,000	360,000	170,000	Increased D&O premiums; excludes \$75K of costs for EC, Interim Bodies
39	599a	Banking Fees	10,000	11,000	10,000	21,000	31,000	19,161	
40	599b	Computer Software	15,000	15,000	15,000	30,000	45,000	71,583	Adds invoice processing software
41	600	Telephone & Telecom.	8,000	8,000	8,000	16,000	24,000	19,838	
42	601	Training, State registrations, misc.	10,000	10,000	10,000	20,000	30,000	15,938	
43	601a	Financial Audit for Ties to Racial Injustices		75,000	75,000	150,000	150,000		Respond to A129: request for financial audit of the financial assets of the church that are directly tied to historical and current racial injustices
44	602	Consultants (social responsibility); temps	78,000	78,000	78,000	156,000	234,000	209,923	Includes Corp Soc. Resp. Investment consultant
45	602b	Reserved for GC	-	-	-	-	-	12,000	
46	603	<b>Treasurer's Office Total</b>	<b>617,000</b>	<b>693,000</b>	<b>716,000</b>	<b>1,409,000</b>	<b>2,026,000</b>	<b>1,611,503</b>	Increase reflects substantially higher premiums for D&O, property, cyber. and other insurance coverage

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47	604	<b>Finance Other Costs</b>							
48	605	Debt Service Principal & Interest	1,882,000	1,857,000	1,833,000	3,690,000	5,572,000	6,606,266	Uncollateralized long-term borrowing for general purposes. Principal reduction \$1.480 mil annually; fixed interest rate through 2025 at 1.68%.
49	606	Controller's Office Staff Costs	1,065,583	1,098,462	1,134,379	2,232,841	3,298,423	2,822,071	
50	607	Treasurer's Office Staff Costs	1,389,721	1,432,139	1,477,518	2,909,657	4,299,378	3,776,574	
51	608	Treas. Recovery from Unrestricted trust reserves	(34,608)	(117,922)	(121,582)	(239,505)	(274,113)	(322,000)	Treasury staff work for trust and investment
52	609	<b>Finance Other Costs Total</b>	<b>4,302,696</b>	<b>4,269,678</b>	<b>4,323,315</b>	<b>8,592,993</b>	<b>12,895,689</b>	<b>12,882,911</b>	
54	<b>611</b>	<b>Total Finance</b>	<b>5,241,696</b>	<b>5,294,878</b>	<b>5,375,515</b>	<b>10,670,393</b>	<b>15,912,089</b>	<b>15,328,018</b>	
55	612								
56	613	<b>Legal</b>							
58	615	Miscellaneous Departmental Costs	60,000	75,000	75,000	150,000	210,000	600,170	
59	616	Legal Expense Churchwide Conflict Res.	200,000	150,000	150,000	300,000	500,000	794,188	Includes property actions
61	618	External specialized counsel	200,000	260,000	275,000	535,000	735,000	300,000	PT associate counsel moved to staff costs
62	619	Travel	46,000	35,000	41,500	76,500	122,500	70,000	
63	620	Telecom	3,300	3,450	3,600	7,050	10,350	6,400	
64	621	Office expense	3,000	3,150	3,300	6,450	9,450	5,000	
65	622a	Staff Costs	1,179,810	1,214,712	1,252,838	2,467,550	3,647,360	2,001,392	Includes CLO, Chancellor and 2 PT Senior Legal Counsels
66	622b	Legal Recovery from Unrestricted trust reserves	(7,778)	(43,042)	(44,406)	(87,448)	(95,226)	(66,000)	Legal staff work for trust and investment
67	622c	Reserved for GC	-	-	-	-	-	6,000	
68	<b>623</b>	<b>Total Legal</b>	<b>1,684,333</b>	<b>1,698,270</b>	<b>1,756,832</b>	<b>3,455,102</b>	<b>5,139,434</b>	<b>3,717,150</b>	FT Chancellor; trademark litigation costs; CLO mandated by Canons
69	624								
70	625	<b>Chief Operating Officer</b>							
71	626a	Other departmental costs	51,500	46,500	46,500	93,000	144,500	99,357	
72	626b	Travel	13,800	5,600	5,600	11,200	25,000	7,000	Non-GC travel reduced 10%.
73	627	Staff costs	582,546	601,602	620,441	1,222,042	1,804,588	1,652,608	
74	627b	Reserved for GC	-	-	13,500	13,500	13,500	13,500	
75	<b>628</b>	<b>Total Chief Operating Officer</b>	<b>647,846</b>	<b>653,702</b>	<b>686,041</b>	<b>1,339,742</b>	<b>1,987,588</b>	<b>1,772,465</b>	
76	629								
77	630	<b>Human Resources</b>							
78	631	Retiree Medical Costs	620,000	620,000	620,000	1,240,000	1,860,000	1,756,517	Includes Medicare Part B supplements for lay retirees
79	632a	Travel	20,300	4,000	4,000	8,000	28,300	7,000	Non-GC travel reduced 10%.
80	632b	Other Departmental Costs	350,000	280,000	280,000	560,000	910,000	756,460	Now includes \$70K for anti-oppression training
81	632c	Reserved for GC	-	-	5,000	5,000	5,000	14,000	Reduce HR staff at GC
82	633	Staff Costs	565,194	583,675	602,418	1,186,093	1,751,287	1,579,827	
83	<b>634</b>	<b>Total Human Resources</b>	<b>1,555,494</b>	<b>1,487,675</b>	<b>1,511,418</b>	<b>2,999,093</b>	<b>4,554,587</b>	<b>4,113,804</b>	
84	635								

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85	636	<b>Information Technology</b>							
88	638	Consultants	100,000	100,000	100,000	200,000	300,000		For IT security and related services
89	639	Travel	26,000	4,000	19,000	23,000	49,000		GC travel now assumed by IT, not GCO. Reduce staff at GC.
	640	Telephone telecom	60,480	60,480	60,480	120,960	181,440	133,254	Will work to reduce telcom expenses - assuming more staff works remote, moving to soft client phones via the computer and reduce phone services at 815. Moving excess to Online services
90									
91	641	Maintenance	30,000	30,000	30,000	60,000	90,000		
92	642	Postage and delivery	5,000	5,000	5,000	10,000	15,000		Assumes more staff working remotely.
93	643	Supplies	10,000	10,000	10,000	20,000	30,000		
94	644	Software	37,500	37,500	37,500	75,000	112,500		
	646	-- Infrastructure/Hardware - Reserve	45,000	15,000	15,000	30,000	75,000		Computer upgrades, and hardware in the datacenter. Migrate remaining desktop users to laptops for any future pandemics (15K). Plan for Archives migration (30K reserve due to antiquated hardware)
96									
97	647	-- Hardware- Perishables	6,500	6,500	6,500	13,000	19,500		
	648	Online	75,626	76,000	136,000	212,000	287,626		Reduced internet service provider costs are offset by Zoom and other online services during the pandemic.
98									
	648b	Reserved for GC	-		80,000	80,000	80,000	22,000	Need to add Convention center fees for internet, use of network and wireless at hotels 70K, 5k for staff overtime, 5k for new firewalls hardware - these are estimated. Discussion with GCO pending regarding complexity of allocation of time and resources
99									
100	649	Staff costs	964,945	984,065	1,015,441	1,999,506	2,964,452	2,619,423	Staff adjustment
101	<b>650</b>	<b>Total Information Technology</b>	<b>1,361,051</b>	<b>1,328,545</b>	<b>1,514,921</b>	<b>2,843,466</b>	<b>4,204,518</b>	<b>3,513,989</b>	
102	651								
103	652	<b>Facilities Management</b>							All COVID-related expenses presume tenant offices return to full occupancy all year.
104	653	<b>Building Service and Maintenance</b>							
105	654	Building Management	376,360	381,360	385,660	767,020	1,143,380		Contract personnel to replace two retirees
106	655	Cleaning contractor	392,600	304,000	310,000	614,000	1,006,600		In-person occupancy lowers COVID day cleaning 50% in 2022, and eliminates cleaner in 2023 and 2024
107	656	Engineers contract	404,000	416,120	428,604	844,724	1,248,724		
108	657	Security guard contract	281,000	289,430	298,113	587,543	868,543		
109	658	Security guard	59,000	-	-	-	59,000		Additional guard 40 hours weekly; FY2021 with tenant and DFMS return to occupancy
110	659	Utilities	470,000	470,000	470,000	940,000	1,410,000		
111	660	Office expense	2,000	2,000	2,000	4,000	6,000		
113	662	Bulbs and lighting	5,000	5,000	5,000	10,000	15,000		
	663	HVAC maintenance	125,000	125,000	125,000	250,000	375,000		Higher costs due to change in regulations regarding cooling towers; increased wear and tear replacement costs for chiller repairs, pump replacements and electronics
114									

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115	664	Electrical contractors	5,000	5,000	5,000	10,000	15,000		
116	665	Plumbing contractors	59,000	59,000	59,000	118,000	177,000		Additionally, we are seeing an uptick in
117	666	Carpentry and hardware	3,500	3,500	3,500	7,000	10,500		
118	667	Windows and glass	6,500	6,500	6,500	13,000	19,500		
119	668	Painting	4,320	4,320	4,320	8,640	12,960		
120	669	Fire Alarm & Safety maintenance and contractors	49,900	49,900	49,900	99,800	149,700		Includes COVID-19 2021 \$19,900.00 for Canon Software and H&S supplies
121	670	Elevator contractors	39,500	39,500	39,500	79,000	118,500		
122	671	Building supplies	35,000	35,000	35,000	70,000	105,000		
123	672	Pest control	6,750	6,750	6,750	13,500	20,250		
124	673	Refuse collection	20,000	20,000	20,000	40,000	60,000		
125	674	Temporary staff (project work)	118,000	118,000	118,000	236,000	354,000		
126	675	Telephone telecom	6,000	6,000	6,000	12,000	18,000		
127	676	Miscellaneous services	470,000	-	-	-	470,000		NYC required façade inspection & possible repair (\$350,000); Rooftop generator safety catwalk now required by NYC Code (\$120,000)
128	677	Carpet replacement	32,000		-	-	32,000		Materials only. Carpet squares are installed by staff.
130	679	<b>Building Services Total</b>	<b>2,970,430</b>	<b>2,346,380</b>	<b>2,377,847</b>	<b>4,724,227</b>	<b>7,694,657</b>	<b>7,389,880</b>	
131	680								
132	681	<b>Mail Center</b>							
133	682	Equipment rental	15,964	15,964	15,964	31,928	47,892		
134	683	Trucking pickup/delivery	125,000	83,000	97,000	180,000	305,000		90% of costs will be recovered thru interdepartmental & tenant billing (line item 25). GC budget reduced by 30% as printed materials replaced by cards with QR codes.
135	684	Mail and packaging	3,450	3,450	3,450	6,900	10,350		
136	685	Office expense	2,600	2,600	2,600	5,200	7,800		
138	686	<b>Mail Center Total</b>	<b>147,014</b>	<b>105,014</b>	<b>119,014</b>	<b>224,028</b>	<b>371,042</b>	<b>191,005</b>	
139	687								
140	688	<b>Purchasing</b>							
141	689	Equipment rental	22,000	18,000	18,000	36,000	58,000		
142	690	Supplies and lettershop	18,000	15,000	15,000	30,000	48,000		
143	691	<b>Purchasing Total</b>	<b>40,000</b>	<b>33,000</b>	<b>33,000</b>	<b>66,000</b>	<b>106,000</b>	<b>196,136</b>	
145	692b	Reserved for GC						33,000	
146	693	Staff Costs	162,508	167,709	173,938	341,647	504,155	1,176,113	Two retirees replaced by additional contract workers in line 654
147	694	<b>Total Facilities Management</b>	<b>3,319,952</b>	<b>2,652,103</b>	<b>2,703,798</b>	<b>5,355,902</b>	<b>8,675,853</b>	<b>8,953,134</b>	
148	695	<b>Total Operations</b>	<b>6,884,344</b>	<b>6,122,025</b>	<b>6,416,178</b>	<b>12,538,203</b>	<b>19,422,546</b>	<b>18,353,392</b>	
150	696b	<b>Total Mission Finance, Legal Operations</b>	<b>15,305,536</b>	<b>14,585,723</b>	<b>15,074,863</b>	<b>29,660,586</b>	<b>44,966,122</b>	<b>41,075,157</b>	



	A	C	D	E	J	K	L	M	N	O	P	Q	R	S	T	U	V	W
1	<b>ADOPTED BUDGET</b>																	
2	<b>Approved by General Convention on July 11, 2022</b>																	
3	<b>STAFFING</b>																	
4																		
5	<b>Department</b>	<b>Staffing in 2019-2021 Budget</b>	<b>Staffing in 2022 Budget</b>	<b>Staffing in 2023-2024 Budget</b>	<b>2022</b>				<b>2023</b>				<b>2024</b>				<b>2023-2024 Proposed Total 01/22/2022</b>	<b>2022-2024</b>
6																		
7					Salary	Medical	Other*	Total	Salary	Medical	Other	Total	Salary	Medical	Other	Total		Total
8																		
9	Anglican Communion	7	7	7	444,783	140,267	118,551	703,601	458,126	147,281	121,669	727,076	471,870	153,172	125,587	750,629	1,477,704	2,181,305
10	Archives	6	6	6	608,048	166,333	131,521	905,902	626,289	174,650	134,862	935,801	645,078	181,636	139,238	965,951	1,901,752	2,807,655
11	Chief Operating Officer	3	3	3	423,454	48,863	110,228	582,546	436,158	51,307	114,137	601,602	449,243	53,359	117,839	620,441	1,222,042	1,804,588
12	Church Planting	4	4	4	327,961	126,461	78,750	533,172	337,800	130,707	86,926	555,433	347,934	135,935	89,744	573,613	1,129,046	1,662,218
13	Communication	18	18	16	1,603,442	406,340	352,158	2,361,940	1,651,545	423,539	359,391	2,434,475	1,701,092	440,481	370,703	2,512,275	4,946,750	7,308,690
14	Controller	6	6	6	666,737	249,874	148,972	1,065,583	686,739	258,967	152,755	1,098,462	707,341	269,326	157,711	1,134,379	2,232,841	3,298,423
15	Creation Care	1	1	1	69,559	7,280	15,034	91,873	71,646	6,825	15,173	93,644	73,795	7,098	15,671	96,564	190,208	282,081
16	Development Office	6.5	6	6	655,642	112,578	145,944	914,164	675,311	118,207	147,032	940,550	695,571	122,935	151,832	970,338	1,910,888	2,825,052
18	Ecumenical & Interfaith	3	3	3	278,476	68,316	71,197	417,989	286,831	71,731	73,645	432,207	295,436	74,601	76,027	446,063	878,271	1,296,259
19	EMM Government	11	11	11	876,966	230,404	197,124	1,304,494	903,275	224,536	202,156	1,329,967	930,373	233,517	208,733	1,372,624	2,702,591	4,007,085
21	Ethnic Ministries	7	7	7	702,207	177,923	196,029	1,076,159	723,273	186,819	202,514	1,112,607	744,971	194,292	209,038	1,148,302	2,260,908	3,337,067
22	Facilities (Bldg Svcs and Mail)	4	4	4	114,336	22,131	26,040	162,508	117,766	23,238	26,705	167,709	121,299	24,167	28,471	173,938	341,647	504,155
23	Federal Ministries	3	3	3	341,126	83,167	83,261	507,554	351,360	84,317	86,203	521,880	361,901	87,690	89,023	538,614	1,060,494	1,568,048
24	Formation	4	4.5	4.5	431,802	140,533	101,508	673,843	444,756	147,560	103,944	696,259	458,099	153,462	107,342	718,903	1,415,163	2,089,006
25	GBEC	1	1	1	64,917	26,732	13,840	105,489	66,865	28,069	14,191	109,124	68,871	29,192	14,655	112,717	221,842	327,331
26	General Convention	12	12	12	1,253,806	256,448	304,254	1,814,508	1,291,420	269,270	313,746	1,874,436	1,330,163	280,041	323,086	1,933,291	3,807,727	5,622,235
27	House of Deputies	1	3	3	331,345	84,711	50,932	466,989	451,310	88,947	110,306	650,563	464,849	92,504	117,095	674,449	1,325,012	1,792,000
28	Human Resources	3	3	3	384,962	95,048	85,184	565,194	396,511	99,800	87,363	583,675	408,407	103,792	90,219	602,418	1,186,093	1,751,287
29	Information Technology	6	6	6	665,617	151,362	147,967	964,945	685,586	146,746	151,734	984,065	706,153	152,615	156,673	1,015,441	1,999,506	2,964,452
30	Legal	3	3.5	3.5	891,280	98,018	190,513	1,179,810	918,018	102,919	193,775	1,214,712	945,559	107,036	200,243	1,252,838	2,467,550	3,647,360
31	Missionary Staff	6	3	3	654,826	468,774	198,490	1,322,090	674,471	492,212	154,285	1,320,968	694,705	511,901	159,332	1,365,938	2,686,906	4,008,996
32	OGR	6	5.5	5.5	479,711	109,980	101,645	691,337	494,103	115,479	104,238	713,820	508,926	120,098	107,671	736,695	1,450,515	2,141,851
33	Pastoral Development	2	2	2	247,995	56,435	65,358	369,788	255,434	59,256	67,510	382,200	263,098	61,627	69,708	394,432	776,632	1,146,420
34	Presiding Bishop	8	8	8	1,394,098	215,931	381,463	1,991,492	1,435,921	226,728	393,964	2,056,613	1,478,999	235,797	406,705	2,121,500	4,178,113	6,169,605
35	Rec & Justice	3	3	3	298,611	71,286	84,536	454,432	307,569	73,179	87,245	467,994	316,797	76,106	90,063	482,965	950,959	1,405,392
36	Refugee Loan Collection	3	3	3	188,628	29,411	43,091	261,130	194,287	30,882	43,532	268,700	200,115	32,117	44,938	277,170	545,870	807,000
37	Refugee Non-Govt	2	2	2	167,249	68,316	35,965	271,530	172,266	71,731	36,152	280,150	177,434	74,601	37,345	289,379	569,529	841,058
38	Title IV	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
39	Transition Ministries & Vocation	2	2	2	200,238	29,702	51,862	281,802	206,245	31,188	53,295	290,727	212,432	32,435	55,017	299,884	590,611	872,413
40	Treasurer	8	9	9	981,099	197,375	211,246	1,389,721	1,010,532	207,244	214,363	1,432,139	1,040,848	215,534	221,136	1,477,518	2,909,657	4,299,378
41	UTO	2	2	2	156,509	56,435	44,633	257,577	161,204	59,256	45,636	266,096	166,040	61,627	47,104	274,771	540,868	798,444
42	<b>Total</b>	<b>152</b>	<b>152</b>	<b>150</b>	<b>15,905,432</b>	<b>3,996,435</b>	<b>3,787,294</b>	<b>23,689,161</b>	<b>16,492,619</b>	<b>4,152,590</b>	<b>3,898,445</b>	<b>24,543,654</b>	<b>16,987,398</b>	<b>4,318,693</b>	<b>4,027,951</b>	<b>25,334,042</b>	<b>49,877,696</b>	<b>73,566,857</b>
43																		
44	Other includes SECA/FICA, pension, life insurance, ST disability, LT disability, NY family leave, NYC commuter tax																	