

EXECUTIVE COUNCIL WORKING DRAFT BUDGET							
2019-2021 TRIENNIUM							
SUMMARY							
LINE NO. 2019-2021 / OVERSIGHT	LINE NO. 2016-2018	DESCRIPTION	PAGE REFERENCE	GC Adopted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11012017	Special Comments for 2019-2021
1		INCOME					
2	2	Diocesan Commitments		75,606,206	79,167,811	87,202,051	Full participation at 15%; annual operating income growth at 1/2%; assessment exemption at \$140K annually
	New	Diocesan expected waivers				(6,499,976)	If full waivers are approved to 17 dioceses not contributing at 15% annually
3	3	Income from Unrestricted Assets for General budget		28,232,258	30,374,297	30,150,688	Annual investment return assumed at 7.5%. Reducing dividend draw from 5.0% [5/4.75/4.75] reduces income to \$28.5 mil; reducing draw [4.85%, 4.70%,4.50%] reduces income by \$1.9 million to \$27.6 mil
		Income from Outside trusts where DFMS is beneficiary				675,000	Income from non-DFMS trusts; previously included in line 3 above
		Economic Justice Loan income				525,000	Income from loans made to community development organizations
		Economic Justice Loan income (additional)				150,000	Convert bank deposits at 1/2% to EJLC at 3%
		Annual Appeal Campaign				500,000	Expected income 5 times the expected cost
4	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
5	4b	Short-term reserves for Racial Reconciliation		2,000,000	997,563	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
6	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
7	4d	Unrestricted reserves for committees established by Executive Council late in 2015		-	155,000	-	e.g., Impairment, HBCU Task Group
8	5	Rental Base Income (incl CUAC, ERD, NAES)		9,999,607	7,519,827	10,225,346	Assumes rental of 5 1/2 floors + former bookstore (currently vacant) at 815 2nd Avenue
						-	
9	7	Program and Event Related Fees:				-	
10	8	General Convention Income		1,252,530	1,253,000	1,252,530	Offsets costs at pg. 25, line 284
11	9	Multimedia Services Income		189,417	-	-	Base churchwide work currently precludes additional work
12	10	Episcopal Digital Network Income		333,900	331,772	420,000	Messaging services
13	11	Episcopal Migration Min N-G Income		339,083	32,620	-	Program was closed in 2016
14	12	College for Bishops Reimbursement Income		298,855	138,599	-	Two CfB employees no longer paid through Pastoral Development budget
15	13	Refugee Loan Collection Income		2,164,000	2,898,988	1,968,535	See cost in line 89
16	14a	Mission Technology Income		133,560	125,934	133,560	Charges to affiliates and tenants
17	14b	ECF Reimbursement for Services		122,505	-	-	Agency no longer resident
18	14c	NAES Reimbursement for Services		131,877	-	-	This contracted tenant now appears in rental income
19	15	Facilities Management Income		356,160	327,334	360,000	Tenant reimbursements (e.g., utilities)

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20	16	Total Program and Event Fees		5,321,887	5,108,247	4,134,624	Sum of lines 8-16
21	20	Other Income		-	581,226		Fees for program event costs; not predictable
New		HOB reimbursements			199,000		Shared costs of HOB meetings
New		EYE fees			367,386	367,000	Fee revenue for EYE event
22	21	TOTAL INCOME		125,083,184	128,394,358	128,429,734	
LINE NO.	LINE NO. 2016-2018	DESCRIPTION	PAGE REFERENCE	GC Adopted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 10292017	
23	24	<u>JESUS MOVEMENT</u>					
	58	Evangelism	Evangelism Detail	5,973,226	6,750,800	3,501,773	PB Office, Communications, Dir of Mission were previously included here
	118	Reconciliation & Justice	Reconciliation & Justice Detail	9,464,925	9,358,064	9,198,462	
	122	Creation Care	Creation Care Detail	650,000	611,200	740,000	
	n/a	Ministry of the Presiding Bishop	PB Ministry Detail	8,578,825	12,272,218	12,633,051	Now includes Pastoral Care, Federal Ministries, Title IV investigation and trial
	n/a	Mission Within the Episcopal Church	Mission Within Detail	29,902,961	27,630,647	28,595,246	
	n/a	Mission Beyond the Episcopal Church	Mission Beyond Detail	17,352,523	17,213,491	17,111,197	Increases to Cuba should await GC
	317	Governance	Governance Detail	13,848,606	15,257,064	19,104,444	Now includes provision for Pres House of Deputies compensation; PHOD chancellor; and transfer of Research Office
	360	Finance Legal Operations	FLO Detail	39,458,739	39,288,767	40,536,971	Now includes Title IV legal staff
	361a	Adjustments to balance budget		(500,000)	-		
361b	n/a	Undetermined GC2018 Resolutions (e.g., Prayer Book Revisions)				1,500,000	May provide some flexibility at GC2018
	362	TOTAL EXPENSES		124,729,806	128,382,251	132,921,145	
	364	SURPLUS/(DEFICIT)		353,378	12,107	(4,491,411)	Deficit is largely due to those dioceses not participating at the mandated 15% level

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	371	Episcopal Migration Ministries					
	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)		-	-		

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LMM	27	Starting New Congregations	3,000,000		-	
Dan Daniel Tess Judge	27a	Mission Enterprise Zones and New Church Start Grants and Redevelopment		2,994,826	2,000,000	Continuing the movement
		Congregational Redevelopment			-	New project to identify declining congregations in neighborhoods with demographics different from the congregation and help them to redevelop over 3 years. Goal: 100 redeveloped congregations
	27t	Starting New Congregations	3,000,000	2,994,826	2,000,000	
	28	Evangelism Initiatives	2,823,226			
		Miscellaneous		363,353		2016 not broken down
	28a	Church Planting Training & Resources: Partnerships		260,000	200,000	Continues coaching, training, assessment network begun in current triennium
	28c	Program Budget for New Church Starts and Missional Initiatives		150,000	170,000	For 2 staff in church planting
	28d1	Formation and leadership development resources and programs (formerly "Academia for Lay Leadership Formation & Development")			-	See Ethnic Ministries in 2019-2021
	28d2	Congregational development and redevelopment for diocesan staff, clergy, laity exploring Latino/Hispanic ministry (formerly "Education for Ministry Bilingual/Bicultural Program")			-	

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	28d3	Mentoring and coaching clergy in Latino/Hispanic ministries (formerly "Developing a coaching network for planting clergy")			-	
	28d4	Intensive cultural competency training for diocesan staff, seminarians, clergy, laity (formerly "Seminary continuing ed cultural competency program")			-	
	28d5	Churchwide network of partners on Latino/Hispanic congregational development (formerly "Church planter training in partnership with ELCA")			-	
	28d6	Annual evaluation of programs and resources (formerly "Scholarships for Spanish language immersion school")			-	
	28d	Latino Ministries		708,152	-	See Ethnic Ministries in 2019-2021
	28e	Half-time Evangelist-Missioner		156,000	-	See line below
	new	Full-time Director of Evangelism				Desired Full time in 2019-2021; FFM cannot find funding
	28f	Evangelists' Summit and Network		18,000	30,000	
	28g	ChurchFinder Map		-	-	
	28h	Formation Resources for Evangelism		30,000	20,000	
	28i	"Episcopal Revival" Gatherings		129,000	135,000	
	28j	Program budget for Evangelism Initiatives (Canon and Director)		60,000	130,000	
	28k	Additional Initiatives to Expand Evangelism		117,000	100,000	New Evangelism Grants program
	28e-28k	Evangelistic Work		510,000	-	

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	28l	Grant to Diocese of Ft. Worth		110,000	-	
	28b	Missioner for Church Planting Capacity Development		-		In staff cost line
	136	Evangelism & Church Planting	-	47,289	-	
	137	Congregational Vitality	-	40	-	See Missional Initiatives program above
	138	Stewardship Development (TENS)	150,000	150,434	-	
	139	Worship & Spirituality	-	-	-	
	28T	Evangelism Initiatives	2,973,226	2,809,268	785,000	
	New					
		Staff Costs		937,706	1,116,773	2 people previously in lines 44 & 140, Dir of Mission & Local Support; plus third addition 2017. All base salaries increased 3% pa; medical costs increased 9% pa
		Evangelism to be Allocated			(400,000)	
	58	Evangelism Total	5,973,226	6,741,800	3,501,773	

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DETAIL: RECONCILIATION AND JUSTICE						
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ANM	108a	Domestic Poverty/Jubilee				
Nancy Koonce Holli Powell	108b	Networks	-	-	-	
	108c	Online Platform Development	-	-	-	
	108d	Asset Mapping		75,000		Moved to Communications
	108e	Engagement	-	-	-	
	108f	Incarnational Encounter	64,000	2,500	-	
	108g	Asset Based Community Development Training	120,000	96,322	90,000	Emphasis on expansion of ABCD use across departments: transcending with Ethnic Ministries, formation and curricular development, storytelling implications for evangelism and reconciliation
	108h	Internships	125,000	125,000	135,000	Apply funding towards 1/2 Assoc for Evangelism, Reconciliation and Creation Care (\$45K pa)
	108i	Jubilee Ministry Grants	200,000	79,477	180,000	Ongoing centers
	108j	Advocacy	-	-	-	
	108l	New Materials	-	849	-	
	108m	Networks, capacity building and implementation related to Domestic Poverty initiatives	60,000	50,000	80,000	2016-18 funding was inadequate for travel, office equipment and other staff costs related to Domestic Poverty. The increase suggested still does not equal the amount available to most Staff Officers.
	108n	Total Domestic Poverty/Jubilee	569,000	429,148	485,000	
ANM		Advocacy and Social Justice				
	108k	State Public Policy Networks Participation	150,000	150,356	50,000	Now managed by Staff Officer for Social Justice and Advocacy Engagement, under line 116
Nancy Koonce Holli Powell	109a	Regional Poverty Consultations	60,000	20,000	25,000	"Incarnational Encounters" for regional poverty consultations (not conferences, but teaching and discernment events)
	109b	Bps/Young People's Conference	-	-	-	

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	109c	Jubilee Ministry Networking	30,000	29,281	40,000	Director has been charged with activating a more robust network of Jubilee Ministries
	109d	Event on Human Trafficking	30,000	15,000	20,000	In collaboration with Ethnic Ministries efforts to support social justice and advocacy affecting communities of color
	109			-	-	
	114	Total Advocacy & Social Justice	270,000	214,637	135,000	
	115					
ANM	116a	Racial Justice and Reconciliation	2,000,000	-		Allocation for 2016-2018 adopted by GC Officers in February 2017
Nancy Koonce Holli Powell	116b	General Racial Justice and Reconciliation		70,563		
				-		
	116c	The Racial Reconciliation and Justice Fund (Beloved Community)		-		
	116d	Census of The Episcopal Church		120,000	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
	116e	Racial Injustice/Justice Audit		30,000	20,000	Ongoing data collection as part of the church's work, in partnership with Provincial leadership
	116f	Embodied Listening Engagements				
		Washington, DC event(s)			-	
		Other Embodied Engagements (3)		100,000	60,000	Extend Listening Engagements into additional provinces in next triennium
	116g	Churchwide Story-sharing and Relationship-building			-	
		Communication/web/social media		52,000	45,000	Increase capacity to grow and widely share conversation around racial reconciliation and justice
	116h	Lifelong Formation and Worship		115,000	-	
		Resource development and distribution: essay collections, leadership resources, all-ages resources (may require consultants)		-	20,000	Ongoing resource development in response to the changing environment.

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		Young Adult Pilgrimage		-	40,000	
		ERD Reconciliation Pilgrimage		-	10,000	
	116h2	Networks, capacity building and racial reconciliation formation related to implementation of C019 - Officer for Racial Reconciliation		-	170,000	As of 2019-21: titled "Program, travel and office - Staff Officer, Racial Reconciliation"
	116i	Partnering with Episcopal HBCUs			-	
		Program funding to Episcopal HBCUs (see plan for proposals), including capacity-building projects and consulting support by Lang Lowrey		300,000	-	
	116j	Racial Justice Engagement		150,000	130,000	
	116m	Other staff costs related to Racial Reconciliation and Justice		60,000	55,000	As of 2019-21: titled "Program, travel and office - Other staff, Racial Reconciliation and Justice"
	116n	National Association of Episcopal Schools partnership		-	20,000	Presiding Officers strongly advocate for partnership with NAES in next triennium. Episcopal schools train privileged leaders who shape culture; ensure they're in allies in racial justice and reconciliation work.
				-	-	
	116o	Staff Costs	-	1,435,945	1,446,038	All base salaries increased 3% pa; medical costs increased 9% pa
				-	-	
				-	-	
	117	Racial Justice Total	2,000,000	2,433,508	2,166,038	Because the work did not begin until mid-2017, the entire \$2 mil will not be spent during 2016-2018. Should also identify what expansion projects can be supported through outside fundraising

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ANM	168	Ethnic Ministries:				
Nancy Koonce Holli Powell		Indigenous Ministries				
		Clergy and Lay Leadership Development Project			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.
		Church-wide Indigenous Winter Talk gathering			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.
		Native Youth Development Project			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.
		Assessment study for outreach to and networking with Province 9			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.

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		Collaborative Projects			70,000	All Ethnic Offices are involved in the planning and implementation of the following events: annual Why Serve Discernment of Young Adults of Color; annual Seminarians of Color; Train the Trainers; triennial New Community/Beloved Community.
		Program, office and travel			90,000	
		Consultants			30,000	
	169	Indigenous Ministries Total	576,000	377,499	405,000	New Opportunity Grants were funded from program budget previously. Recommendation to include them in \$1.5 million Long-term Development Grants (see block grants Mission Inside TEC), if Indigenous Leadership decides they are appropriate. Indigenous program budget is brought into par with other offices
		Asiamerican Ministries				
		Ethnic Convocational Leadership Gatherings			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. Spending concentrated in 2019 and 2020.
		Asiamerica & Pacific Islanders Churchwide Consultation			60,000	Triennial gathering for identifying best practices, developing leaders and growing inter-ethnic community among Episcopal Asiamericans. Spending concentrated in 2021.
		AMEMS - Ministry to Victims of Human Trafficking from Asia			-	Asiamerica Mission to End Modern Slavery (AMEMS) is the visible product of the Anti-Human Trafficking Summits (2014, 2016). Project will enter into greater collaboration with churchwide initiatives around Social Justice/ Advocacy Engagement and Racial Reconciliation.
		Asia-America Theological Exchange				Once every three years, we fund a gathering of Asian theologians in a seminary either in Asia or in America. This keeps us current with development in Asia and bridging relationships.

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		ANDREWS - Asiamerica Mentoring Program			120,000	Asiamerica Network of Disciples, Revivalists, Evangelists, Witnesses & Saints (ANDREWS) leverages developments around Episcopal evangelism, church planting, and missional ministry for application with Asiamerican peoples.
		Consultants			30,000	
		Collaborative Projects			70,000	All Ethnic Offices are involved in the planning and implementation of the following events: annual Why Serve Discernment of Young Adults of Color; annual Seminarians of Color; Train the Trainers; triennial New Community/Beloved Community.
		Program, office and travel			90,000	
	171	Episcopal Asia America Ministries Total	420,000	401,602	410,000	
		Black Ministries				
		New Visions			110,000	The New Visions Initiative for Congregational Renewal and Vitality engages declining or plateaued black congregations and helps them to grow healthy leadership, evangelism and relevant mission.
		Sudanese Ministry Development			30,000	Specific effort to grow evangelism and missional ministries in Sudanese communities, many of them already Episcopalian and eager to engage in outreach.
		Rising Star Experience (RISE)			-	In collaboration with the church's efforts around both racial reconciliation and evangelism, this effort seeks to develop links between Episcopal churches and communities of black young people marked for entry into the criminal justice system.
		SOUL Conference			30,000	The Spiritual Opportunity to Unite and Learn gathers youth and young adults for leadership skills training and development to prepare them to serve in parishes, dioceses and the wider church community.
		Black Women's Ministry Initiative			15,000	Initiative to develop leadership and opportunities for women of African descent.

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		International Black Clergy Conference			50,000	Triennial gathering of black clergy developing resources for congregational life, clergy wellness, deployment and deeper fellowship.
		Historically Black Colleges Recognition Event			15,000	Biennial recognition event that highlights the Episcopal Church's ongoing commitment to higher education, especially through its support of the two black Episcopal institutions.
		Train the Trainers			-	
		Program, office and travel			90,000	
		Collaborative Projects			70,000	All Ethnic Offices are involved in the planning and implementation of the following events: annual Why Serve Discernment of Young Adults of Color; annual Seminarians of Color; Train the Trainers; triennial New Community/Beloved Community.
		Consultants			30,000	
	172	Black Ministries Total	518,000	559,452	440,000	
		Hispanic / Latino Ministries				
		Academia			90,000	The Academia is an ecumenical lay formation program for adults that many of our congregations are using. The hybrid courses are led by trained lay facilitators. Much of the budget is to subsidize the cost of the training in the US and in Province 9. This cost will allow for 9 training events to be held during the triennium, perhaps in tandem with Social Media training.
		Church Planting & Redevelopment Training			-	

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		New Camino			50,000	This diocesan conference is designed to stimulate the conversation and interest in developing new Latino ministries in the dioceses that invite us. The host diocese covers much of the cost of hosting the weekend conference by providing honorarium and travel for the staff, but some smaller dioceses are unable to bear the full burden. This budget will allow us to partner with those dioceses and offer some financial support.
		Social Media/Digital Resource Training			30,000	Latinos are the most wired group in the US; TEC must link with them with digital resources and social media. Funding for 2 church wide trainings and 6 regional/diocesan trainings, in collaboration with the Evangelism Team and Communications Dept.

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		ABCD Training			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.
		Nuevo Amanecer			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.
		Cultural Competency			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.
		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.
		Staff Travel			150,000	
		Collaborative Projects			70,000	All Ethnic Offices are involved in the planning and implementation of the following events: annual Why Serve Discernment of Young Adults of Color; annual Seminarians of Color; Train the Trainers; triennial New Community/Beloved Community.

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		Consultants			30,000	
		Translation/Interpretation			18,000	
	174	Hispanic/Latino Ministries Total	520,000	511,252	558,000	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. The Coord for Latino Mission Development has not been guaranteed for 2019-2021
				-	-	
	175	Ethnic Ministry-Related Social Justice and Advocacy	90,000	-	120,000	Funding available for social justice and advocacy initiatives spearheaded by Ethnic Ministries, in collaboration with OGR and Racial Justice and Reconciliation. May include 1) Standing Rock and indigenous justice efforts, 2) New Sanctuary and immigration support, 3) Asiamerican Mission to End Modern Slavery, 4) RISE/Dismantling School to Prison Pipeline, etc.
	176	Intentionally left blank		-	-	
	177	Staff Costs	2,256,727	2,258,129	2,251,249	All base salaries increased 3% pa; medical costs increased 9% pa; includes \$300K request to continue a new position funded for 2016-2018
	178	Total Ethnic Ministries	4,380,727	4,107,934	4,184,249	
	173a	Historically Black Episcopal Colleges + Universities	1,645,000	1,645,002	1,645,000	Continuation of support
	173b	Educational Enterprise Grants	400,000	400,000	400,000	Grants to support capacity-building at St. Augustine's and Voorhees
		United Thank Offering				
GAM	266	UTO Other	480,160	460,089	482,000	
John Floberg Mally Lloyd	267a	Staff Costs	693,190	579,746	651,175	All base salaries increased 3% pa; medical costs increased 9% pa
	267b	Less Offset from trust funds	(973,152)	(921,000)	(950,000)	
	268	Total United Thank Offering	200,198	118,835	183,175	

EXECUTIVE COUNCIL WORKING DRAFT BUDGET						
2019-2021 TRIENNIUM						
DETAIL: RECONCILIATION AND JUSTICE						
LINE NO. 2019-2021 OVERSIGHT						
LINE NO. 2019-2021 / OVERSIGHT	LINE NO. 2016-2018	DESCRIPTION	GC Adopted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11012017	Special Comments for 2019-2021
	118	Total Racial Justice and Reconciliation	9,464,925	9,349,064	9,198,462	

EXECUTIVE COUNCIL WORKING DRAFT BUDGET						
2019-2021 TRIENNIUM						
DETAIL: CREATION CARE						
LINE NO. 2019-2021 / OVERSIGHT	LINE NO. 2016-2018	DESCRIPTION	GC Adopted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11012017	Special Comments for 2019-2021
ANM		Creation Care				
Nancy Koonce Holli Powell	120a	Network Development				
	121a	Creation Care Green Initiatives	650,000	-	-	
	121b	EcoJustice site grants		100,000	45,000	Three Eco Justice sites (Alaska, Louisiana Coast, Dominican Republic in 2016-18; sites may change in 2019-21)
	121c	Other grants		335,700	500,000	Based on initial response to grants program, anticipate increase
	121d	Advisory Council meetings		64,200	45,000	Assumes 3 face-to-face meetings
	121e	Regional Consultative Groups		5,000	60,000	One group per Province and one Youth/Young Adult (10 groups), ideally meeting twice over 2 triennia
	121f	Other Initiatives		106,300	-	
		Conference of Parties			-	Committed to participation through 2020; two during 2019-2021
		Staff and Program Engagement			90,000	Staff participation in churchwide creation care efforts
		Staff costs	-	-	-	Requests 1 additional staff Associate base salary plus benefits. Previous request assumed 2 staff: Director and Associate.
	122	Total Creation Care	650,000	611,200	740,000	

EXECUTIVE COUNCIL WORKING DRAFT BUDGET						
2019-2021 TRIENNIUM						
DETAIL: MINISTRY OF PRESIDING BISHOP TO CHURCH AND WORLD						
LINE NO. 2019-2021 / OVERSIGHT	LINE NO. 2016-2018	DESCRIPTION	GC Accepted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11012017	Special Comments for 2019-2021
FFM / GAM	gam	Presiding Bishop's Office				
	276	Governance-Related Costs	153,319	465,221	390,000	Reserve for Lambeth \$6K; Chancellor \$100K annually
John Floberg Mally Lloyd	277	Title IV	883,730	1,892,758	500,000	Investigations, hearings and trials. Moved from Governance. Increased due to unexpected Title IV complaints. 2019-2021 moves staff costs to Legal Department
					-	
	31	Convocation Ep. Ch. In Europe	-	11,380	-	
	32	Bishop in Charge of Europe	162,000	227,857	190,000	Includes housing, utilities, \$5K annual travel grant; other office expenses paid by CECE
	New	Bishop in Charge of Navajoland	-	-	800,000	Grant requested for Area Mission office operations and staff costs
	33	Hospitality and Entertainment	26,972	45,817	45,000	
	34	Official & Discretionary Expenses	11,400	29,123	54,000	
	37	Travel	380,000	990,548	710,000	Travel for all PB Office staff
	New	Haiti Partnership Committee	-	23,000	230,000	Oversight related to rebuilding projects resulting from Haiti TEC MOU approved by EC. IB request added
	38	Other departmental costs	143,441	566,218	200,000	Includes staff culture work and HR audit work
	39	Staff Costs	3,217,406	4,854,922	5,396,896	All base salaries increased 3% pa; medical costs increased 9% pa
	40	Total Presiding Bishop's Office	4,978,268	9,106,844	8,515,896	
					-	

EXECUTIVE COUNCIL WORKING DRAFT BUDGET						
2019-2021 TRIENNIUM						
DETAIL: MINISTRY OF PRESIDING BISHOP TO CHURCH AND WORLD						
LINE NO. 2019-2021 / OVERSIGHT	LINE NO. 2016-2018	DESCRIPTION	GC Accepted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11012017	Special Comments for 2019-2021
FFM / GAM	35	House of Bishops	175,000		375,000	Annual gross costs of \$225K offset by recoveries from dioceses of approx. \$100K
	73	House of Bishops Theology Cte	12,000	14,419	12,000	
John Floberg Mally Lloyd	74	College for Bishops Grant	250,000	250,000	250,000	
		Total House of Bishops	437,000	264,419	637,000	
					-	
FFM / GAM	133	Pastoral Development	-		-	This work is specifically directed for care of and elections of bishops
	134	Other Pastoral Development	221,960	221,960	326,000	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
John Floberg Mally Lloyd		Staff Costs	1,288,708	1,055,543	923,830	All base salaries increased 3% pa; medical costs increased 9% pa
		Total Pastoral Development	1,510,668	1,277,503	1,249,830	
FFM / GAM	100	Armed Forces and Federal Ministries:				
	101	Departmental Costs	597,000	400,000	-	
John Floberg Mally Lloyd						
		Seminars/Conferences			243,000	Chaplain seminars
		Selection of Chaplains			39,000	
		Supplies/Services			10,500	
		Chaplain Care			102,000	Visits to chaplains in the field or for important occasions (i.e. promotion or retirement ceremonies)"
		Travel Bishop Suffragan			264,000	
		Rent			102,000	DC Cathedral

EXECUTIVE COUNCIL WORKING DRAFT BUDGET						
2019-2021 TRIENNIUM						
DETAIL: MINISTRY OF PRESIDING BISHOP TO CHURCH AND WORLD						
LINE NO. 2019-2021 / OVERSIGHT	LINE NO. 2016-2018	DESCRIPTION	GC Accepted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11012017	Special Comments for 2019-2021
		Office costs			19,500	Telecom, computer services
					-	
	102	Staff Costs	1,055,889	1,204,313	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
	103	Total Federal Ministries	1,652,889	1,604,313	2,141,201	
					-	
GAM	313a	General Board of Exam. Chaplains			-	
John Floberg Mally Lloyd	313b	GBEC Income	(561,729)	(394,500)	(395,000)	
	313c	GBEC Non-staff	339,550	136,584	178,747	
	313d	GBEC Staff costs	222,179	268,055	305,377	
	313e	GBEC Total	-	10,139	89,124	
		Total PBO and HOB	8,578,825	12,263,218	12,633,051	

EXECUTIVE COUNCIL WORKING DRAFT BUDGET						
2019-2021 TRIENNIUM						
DETAIL: MISSION WITHIN THE EPISCOPAL CHURCH						
LINE NO. 2019-2021 / OVERSIGHT	LINE NO. 2016-2018	DESCRIPTION	GC Accepted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11012017	Special Comments for 2019-2021
GAM	47	Communications			-	
					-	
GAM	49	Director's Office	545,570	652,988	-	
John Floberg Mally Lloyd		Communication Operations			-	One PB Canon acts as Dir. Of Comm.
		General Convention travel and fees			125,000	
		Contracted services			75,000	Miscellaneous needs for additional work
		Social Networking Agency				
		Travel			70,000	
		Conferences and Workshops			9,000	
		Presiding Bishop's Installation Exp.			24,570	Nine-year accrual
		Memberships and Subscriptions			12,000	
		General Office Expenses			8,500	
		Computer Hardware Software			12,000	
		Telephone telecom			6,000	
		Director's Office Total	545,570	652,988	342,070	
					-	
GAM		Communications Creative Services		-	-	New area in high demand. Requires experience in branding and graphics design. Most effective approach is using freelancers as needed.
John Floberg Mally Lloyd		Brand Strategy Support			90,000	
		General Convention travel and fees			8,000	
		Contracted services			30,000	Additional proofreaders, copy editors and design assistance as needed
		New Media Development			23,000	
		Travel			36,000	
		Conferences and Workshops			9,000	

EXECUTIVE COUNCIL WORKING DRAFT BUDGET						
2019-2021 TRIENNIUM						
DETAIL: MISSION WITHIN THE EPISCOPAL CHURCH						
LINE NO. 2019-2021 / OVERSIGHT	LINE NO. 2016-2018	DESCRIPTION	GC Accepted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11012017	Special Comments for 2019-2021
		Memberships and Subscriptions			6,000	
		General Office Expenses			2,400	
		Computer Hardware and Software			10,500	
		Telephone telecom			9,000	
		Communications Creative Services Total		-	223,900	
					-	
GAM	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. Consider expansion from current staff of two plus freelancers.
John Floberg Mally Lloyd		General Convention travel and fees			87,000	
		Contractors			375,000	Additional camera people and other technical teams as needed
		Travel			150,000	
		Conference & Registration Fees			6,000	
		Equipment Support			30,000	
		Website: Livestreaming			47,750	
		Memberships & Subscriptions			7,500	
		General Office Expenses			4,500	
		Computer Hardware and software			10,500	
		Telephone telecom			6,000	
			627,750	662,057	724,250	
					-	
					-	

EXECUTIVE COUNCIL WORKING DRAFT BUDGET						
2019-2021 TRIENNIUM						
DETAIL: MISSION WITHIN THE EPISCOPAL CHURCH						
LINE NO. 2019-2021 / OVERSIGHT	LINE NO. 2016-2018	DESCRIPTION	GC Accepted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11012017	Special Comments for 2019-2021
GAM	51	Public Affairs	469,500	203,859	-	
John Floberg Mally Lloyd		General Convention travel and fees			10,000	
		Initiatives/Collaboration (RENAME)			36,750	
		Contracted services			45,000	Intern to assist with work in dioceses
		Travel			75,000	
		Conferences and Workshops			6,000	Additional professional development + networking
		Postage			-	
		Memberships and Subscriptions			52,500	
		General Office Expenses			1,800	
		Computer Hardware and Software			6,000	Video, transcription; equipment replacement
		Telephone telecom			5,000	
		Public Affairs Total	469,500	203,859	238,050	
					-	
GAM	50b	Web & Social Media Services	861,900	800,359	-	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
John Floberg Mally Lloyd		General Convention travel and fees			30,000	
		Contracted services			-	
		Travel			75,000	
		Conference & Registration Fees			7,500	
		Website Development, Maintenance & Upgrades			750,000	External web design and implementation assistance
	108d	Asset Mapping	24,000	75,000	90,000	\$30K/year is the minimum TEC contribution to the ongoing upkeep and development of the Asset Map.
		Memberships & Subscriptions			3,000	
		General Office Expenses			1,600	

EXECUTIVE COUNCIL WORKING DRAFT BUDGET						
2019-2021 TRIENNIUM						
DETAIL: MISSION WITHIN THE EPISCOPAL CHURCH						
LINE NO. 2019-2021 / OVERSIGHT	LINE NO. 2016-2018	DESCRIPTION	GC Accepted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11012017	Special Comments for 2019-2021
		Computer Software			1,500	
		Computer Hardware			10,500	
		Telephone telecom			7,500	
		Web & Social Media Services Total	885,900	875,359	976,600	
					-	
GAM	53a	Episcopal News Service	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
John Floberg Mally Lloyd		General Convention travel and fees			25,000	
		Contractors			180,000	Includes local outside freelance writers, copy editors, etc.
		Travel Expenses			180,000	
		Conferences and Workshops			9,000	
		Postage			900	
		Memberships and Subscriptions			9,000	
		General Office Expenses			3,000	
		Computer Software			3,000	
		Computer Hardware			21,000	
		Telephone telecom			18,900	
			282,000	338,205	449,800	
					-	
GAM		Episcopal Digital Network			-	Assumes EDN structure continues as in 2016-2018. Conversations about possible redesign, rebranding and restructuring could require a revision of this proposed budget; but general vision remain the same
John Floberg Mally Lloyd		General Convention travel and fees			6,000	

EXECUTIVE COUNCIL WORKING DRAFT BUDGET						
2019-2021 TRIENNIUM						
DETAIL: MISSION WITHIN THE EPISCOPAL CHURCH						
LINE NO. 2019-2021 / OVERSIGHT	LINE NO. 2016-2018	DESCRIPTION	GC Accepted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11012017	Special Comments for 2019-2021
		Contractors			13,500	
		Travel			18,000	
		Conferences and Registration Fees			3,000	
		Marketing & Advertising			30,000	
		Web Hosting			19,200	
		Memberships and Subscriptions			3,000	
		General Office Expenses			3,000	
		Computer Hardware and software			6,000	
		Telephone telecom			9,000	
		Episcopal Digital Network Total		-	110,700	
					-	
GAM	53b	Digital Evangelism	842,100	287,856	-	
John Floberg Mally Lloyd		Training materials and curricula for digital storytellers (A172)		75,000	75,000	
	53b1	"Evergreen" content for download		51,102	75,000	
	53b2	1 part-time content producer			-	Work assumed by Coordinator for Digital Evangelism
	53b3	1 part-time marketing specialist		77,000	55,000	
	53b4	Original images and art work		41,660	45,000	
	53b5	Original video		40,000	60,000	
	53b6	Software platforms			30,000	
	53b7	Latino and Spanish-speaking digital evangelism efforts		40,000	40,000	
	53b8	Advertising			60,000	
	53b9	Additional initiatives		64,734	45,000	
		General Convention travel and fees			20,000	
		Printing Costs			15,000	
		Contracted services			45,000	Additional camera people and other technical teams as needed
		Travel			30,000	
		Conferences and Registration Fees			6,000	

EXECUTIVE COUNCIL WORKING DRAFT BUDGET						
2019-2021 TRIENNIUM						
DETAIL: MISSION WITHIN THE EPISCOPAL CHURCH						
LINE NO. 2019-2021 / OVERSIGHT	LINE NO. 2016-2018	DESCRIPTION	GC Accepted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11012017	Special Comments for 2019-2021
		Marketing & Advertising (HubSpot, etc.)			30,000	
		Web Hosting			15,000	
		Memberships and Subscriptions			4,500	
		General Office Expenses			4,500	
		Computer Hardware and software			8,000	
		Telephone telecom			6,000	
	69b	Sermons that Work (Eng Sp)			72,000	
		Bulletin Inserts			11,100	
		Bible Study: Eng Spanish			37,800	
		Digital Evangelism Total	842,100	677,352	789,900	
					-	
GAM	54	Language (Translation) Services	216,000	232,185	-	Increased demand for Spanish and French translations, Spanish interpretations and video sub-titling. Increased equipment replacement and maintenance
John Floberg Mally Lloyd		General Convention travel and fees			7,000	
		Translation Services			260,000	Translators and interpreters for meetings, videos, etc.
		Contracted services			-	
		Travel			9,000	
		Equipment Purchases			9,000	
		Conference and Registration Fees			1,500	
		Memberships and Subscriptions			3,000	
		General Office Expenses			3,000	
		Computer Hardware and software			6,500	
		Mobile Communication Devices			3,500	
		Language Services Total	216,000	232,185	302,500	
					-	
	55a	Staff Costs	6,913,663	6,244,330	7,285,747	All base salaries increased 3% pa; medical costs increased 9% pa
	55b	Communications - to be allocated	(750,000)	-	(750,000)	TBD by Management

EXECUTIVE COUNCIL WORKING DRAFT BUDGET						
2019-2021 TRIENNIUM						
DETAIL: MISSION WITHIN THE EPISCOPAL CHURCH						
LINE NO. 2019-2021 / OVERSIGHT	LINE NO. 2016-2018	DESCRIPTION	GC Accepted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11012017	Special Comments for 2019-2021
	56	Total Communications	10,032,483	9,886,335	10,693,517	
					-	
LMM		Formation Department			-	
Dan Daniel Tess Judge	62	Grant for Forma	100,000	100,000	-	Grant for one triennium only
	64	Departmental Costs:		-	-	
	65	RENAME Resource Creation, Curriculum and Partnerships	145,602	117,443	90,000	d365, curriculum, resource creation
	66	RENAME Formation Networks and Leadership Development	106,000	174,951	146,000	Councils, ecumenical gatherings, attending meetings to build the network, Leadership Development training
	67	Campus Ministry Grants	400,000	267,000	400,000	Continue funding at same levels
	68a	Young Adult & Campus Ministry Events and Gatherings	605,000	239,000	230,000	Annual Young Adult and Campus Ministry Conference with Added Young Adult Leadership training and discernment conferences 2 times per triennium
	68b	Episcopal Youth Event (triennial)	-	787,195	897,000	Increase due to increased cost from vendors and locations. Revision reflects gross costs offset by \$ of expected fee income
	68c	Youth Events and Gatherings		138,162	200,000	such as: Province 9 and international Diocese, Convocational, and Regional
	68d	Other Events and Gatherings		20,000	60,000	Hosting Receptions and gatherings, co-leading pilgrimages
	69a	Other Departmental Costs	184,400	123,573	201,000	3% inflation increases
	70	Staff Costs	1,393,502	1,502,877	1,730,891	All base salaries increased 3% pa; medical costs increased 9% pa
	71	Total Formation & Vocation	2,934,504	3,470,201	3,954,890	
					-	
					-	
	129	Transition Ministries & Vocation			-	
	130	Program/Tech (Transition Min)	104,607	157,807	104,607	

EXECUTIVE COUNCIL WORKING DRAFT BUDGET						
2019-2021 TRIENNIUM						
DETAIL: MISSION WITHIN THE EPISCOPAL CHURCH						
LINE NO. 2019-2021 / OVERSIGHT	LINE NO. 2016-2018	DESCRIPTION	GC Accepted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11012017	Special Comments for 2019-2021
	131	Research & Dev (Transition Min)	40,950	27,300	84,000	Database upgrades for security, functionality, and enabling sharing information across dioceses
					-	
	132	Other OTM office, travel, training	134,350	69,383	135,000	
					-	
	140	Staff costs	2,056,086	740,945	801,316	Staff separated to GCO and OPD
	141	Total Transition & Vocation	2,335,994	995,435	1,124,923	
					-	
					-	
FFM	145	TEC Block Grants			-	
	146	Haiti	1,064,176	1,064,176	1,064,176	
	147	Virgin Islands	513,513	513,513	513,513	
	148	Province 2 Total	1,577,689	1,577,689	1,577,689	
	149	North Dakota	544,000	544,000	544,000	
	150	South Dakota	2,100,000	2,100,000	2,100,000	
	151	Province 6 Total	2,644,000	2,644,000	2,644,000	
	152	Alaska	1,300,000	1,300,000	1,300,000	
	153	Navajoland	1,000,000	1,000,000	1,000,000	
	154	Guam	150,000	150,000	150,000	
	155	Taiwan	204,750	204,750	204,750	
	156	Province 8 Total	2,654,750	2,654,750	2,654,750	
	157				-	
	61b	Consultation & Planning Prov IX	-	11,242	-	
	61c	Implementation of Prov IX self-sustainability plan	550,000	550,000	-	Focus grant to one diocese follows agreement approved by EC in 2014
					-	

EXECUTIVE COUNCIL WORKING DRAFT BUDGET						
2019-2021 TRIENNIUM						
DETAIL: MISSION WITHIN THE EPISCOPAL CHURCH						
LINE NO. 2019-2021 / OVERSIGHT	LINE NO. 2016-2018	DESCRIPTION	GC Accepted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11012017	Special Comments for 2019-2021
	157b	Unallocated for Task Force and Consultants	2,993,830	24,684	64,000	
	158	Colombia		382,200	382,200	
	159	Dominican Republic		300,000	200,000	As agreed in 2014
	160	Ecuador Central		504,790	1,004,790	Focus grant to one diocese follows agreement approved by EC in 2014
	161	Ecuador Litoral		346,830	346,830	
	162	Honduras		1,050,949	600,000	As agreed in 2014
	163	Venezuela		390,326	395,010	
	164	Province 9 Total Block Grants	3,543,830	3,561,021	2,992,830	
					-	
	165	Other Block Grants	-	-	-	
	167	Long-term Development Grants - Domestic Dioceses	1,500,000	1,500,000	1,500,000	Sustainability work continues but may include work outside four aided dioceses, such as on reservations, etc. Will include New Opportunity grants to the extent those are decided by indigenous leadership
	243b	Block Grant to ERD	978,699	978,699	1,452,647	Grant to cover rental payment; offsets income in line 8
					-	
	166	Total TEC Block Grants	12,898,968	12,916,159	12,821,916	
					-	
					-	
	42	Director of Mission's Office			-	
	43	Departmental Costs	110,400	30,459	-	Moved to PB Office
	44	Staff Costs	1,590,612	323,058	-	Moved to Church Planting/Cong Dev and Ecum + Interfaith
	45	Total Director of Mission's Office	1,701,012	353,517	-	
					-	
	188	Total Mission Within the Episcopal Church	29,902,961	27,621,647	28,595,246	

EXECUTIVE COUNCIL WORKING DRAFT BUDGET						
2019-2021 TRIENNIUM						
DETAIL: MISSION BEYOND THE EPISCOPAL CHURCH						
LINE NO.	LINE NO.	DESCRIPTION	GC Adopted Budget Triennium 16-18	2016-2018 Revision October 2016	Working Draft 11012017	Special Comments for 2019-2021
2019-2021 / OVERSIGHT	2016-2018					
WM	192	Anglican Communion				
Zena Link	193	Inter-Anglican Budget/Secretariat	1,200,000	1,200,000	1,200,000	Modest increase reflects our commitment to the Anglican Communion.
	194	International Visitors	30,000	44,753	45,000	Return to our 13-15 budget level, 2021 higher to support General Convention visitors. Level support our focus on reconciliation
	195	Other departmental cost	289,050	205,689	450,000	Increased due to more staff within this line item, increased cost of travel; recognizing cost for remote staff to travel to NY for in-house gatherings and other meetings. Enabling the support of evangelism and reconciliation initiatives during the triennium. Includes \$6,000 in the triennium for staff retreats/programing days
		Global Mission Development		55,000	93,000	Global Mission development. Represents programming costs for holding events for the promotion and development of Global Mission engagement
	196	Staff costs	1,640,472	2,061,251	2,279,077	All base salaries increased 3% pa; medical costs increased 9% pa
	197	Total Anglican Communion	3,159,522	3,566,693	4,067,077	
					-	
WM	199	Block Grants w/in Anglican Communion			-	
Zena Link	200	Burundi	12,000	8,000	12,000	Fund transfers often subject to government prohibitions
	201	Central Africa	9,000	6,000	9,000	
	202	Congo	21,000	21,000	21,000	
	203	Sudan	36,000	24,000	36,000	Fund transfers often subject to government prohibitions
	204	Conf of Angl Prov in Africa (CAPA)	25,000	24,999	25,000	
	205	African Network Theol Ed (ANITEPAM)	12,000	8,000	12,000	

EXECUTIVE COUNCIL WORKING DRAFT BUDGET						
2019-2021 TRIENNIUM						
DETAIL: MISSION BEYOND THE EPISCOPAL CHURCH						
LINE NO.	LINE NO.	DESCRIPTION	GC Adopted Budget Triennium 16-18	2016-2018 Revision October 2016	Working Draft 11012017	Special Comments for 2019-2021
2019-2021 / OVERSIGHT	206	Epis Church of Philippines	45,000	45,000	45,000	
	207	Jt Cte Philippines	-	12,105	-	
	208	Caribbean	6,000	4,000	6,000	
	209	Cuba	106,000	105,999	106,000	
	210	Other Angl Communion Costs	-	(11,830)	-	
	210a	Brazil Secretariat	42,000	28,000	42,000	
	210b	Intentionally left blank			-	
	211	Total Grants w/in Angl Communion	314,000	275,273	314,000	Maintaining grants at current level
	212				-	
WM	213a	Covenants w/in Angl Communion			-	
Zena Link	213b	Covenant Long-term Development Fund	300,000	300,000	120,000	Reduced figure sufficient as seed money for program and for support of regional sustainability meetings
	214	IARCA	1,292,000	1,292,001	1,204,486	Per Covenant agreement
	215	Liberia	386,369	385,295	354,120	Per Covenant agreement
	216	Mexico	350,000	350,000	41,398	Per Covenant agreement
					-	
	244	Covenant Committees	70,000	70,000	90,000	Increase reflects increase cost of travel in support of these historic relationships
					-	
	218	Total Covenants Anglican Comm.	2,398,369	2,402,892	1,810,004	
		Total Grants, Covenants w/in Anglican Communion	2,712,369	2,678,165	2,124,004	
					-	
WM	258	Internat'l Justice & Peacemaking/UN Presence			-	
Zena Link	259	Grants to Partner Organizations	25,000	14,685	10,000	Reduced to focus on cost of dues and membership fees

EXECUTIVE COUNCIL WORKING DRAFT BUDGET						
2019-2021 TRIENNium						
DETAIL: MISSION BEYOND THE EPISCOPAL CHURCH						
LINE NO.	LINE NO.	DESCRIPTION	GC Adopted Budget Triennium 16-18	2016-2018 Revision October 2016	Working Draft 11012017	Special Comments for 2019-2021
	260	Anglican Peace & Justice Network	15,000	5,000	-	Focusing funds in support of the Anglican Communion Secretariat rather than individual initiatives of that office
	261	Other departmental Costs	-	18,051	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
	263	Internat'l Justice & Peacemaking Total	40,000	37,736	85,000	
	264					
WM	85	Refugee Ministry (Non-Government)				
Zena Link	86a	Departmental Costs Miami	91,381	80,257		
	86b	Departmental Costs New York	212,285	858,987	339,000	Travel and program expenses of non-Govt staff
	86c	Departmental Costs		19,491	-	
	87a	Refugee Loan Collection Other	417,933	747,024	417,933	
	87b	Refugee Loan Collection Staff Cost	712,089	754,812	800,602	
	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
	88	Staff Costs Miami	175,000	221,430	-	Office was closed in 2017
	89	Total Refugee Ministry (Non-Government)	1,608,688	2,682,001	1,557,535	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
WM	91	Missionary Service				
Zena Link	92	Appointed Missionaries	108,100	401,128	270,000	Travel, training
	93	Volunteers for Mission	100,000	206,167	510,000	Travel, training
	94	Young Adult Service Corps	1,096,000	396,017	480,000	Travel, training @ \$8,000 x 20 x 3 years

EXECUTIVE COUNCIL WORKING DRAFT BUDGET						
2019-2021 TRIENNIUM						
DETAIL: MISSION BEYOND THE EPISCOPAL CHURCH						
LINE NO.	LINE NO.	DESCRIPTION	GC Adopted Budget Triennium 16-18	2016-2018 Revision October 2016	Working Draft 11012017	Special Comments for 2019-2021
2019-2021 / OVERSIGHT	95	Other departmental costs	156,841	80,909	260,000	Covers cost of staff travel, publicity, advertising. 2016/18 reflects reclassification of costs
	79f	New Models	-	-	-	
	96	Staff Costs	3,452,871	3,124,946	3,557,900	3 DFMS staff plus missionaries' salaries and insurance
	97	Less Income	(337,000)	-	(337,000)	Funds raised by YASCers
	98	Total Mission Personnel	4,576,812	4,209,167	4,740,900	
WM / ANM	111	Office of Government Relations	727,000	804,889	-	
Zena Link		Program, office and miscellaneous			405,000	OGR core work plus location-specific IT needs
		Rent			295,000	Rent escalates at 5% pa
		EPPN			30,000	Funds for EPPN growth and recruitment; modernized contacts database and CRM system; membership in government affairs professional communities to access strategic data for DFMS priorities; Ability to access government relations resource presentations and database will transform our ability to know and understand the legislative and political landscape.
		Phones, telecommunications			21,000	
		Travel			150,000	
					-	
					-	
	113	Staff Costs	3,095,749	1,739,681	1,654,288	3 staff moved to Racial Reconciliation. \$250K funding for additional staff assistant requested but not possible
		OGR Total	3,822,749	2,544,570	2,555,288	
					-	
					-	
WM	220	Ecumenical, Interfaith, Global Relations			-	

EXECUTIVE COUNCIL WORKING DRAFT BUDGET						
2019-2021 TRIENNIUM						
DETAIL: MISSION BEYOND THE EPISCOPAL CHURCH						
LINE NO. 2019- 2021 / OVERSIGH T	LINE NO. 2016- 2018	DESCRIPTION	GC Adopted Budget Triennium 16-18	2016-2018 Revision October 2016	Working Draft 11012017	Special Comments for 2019-2021
Zena Link	221	Program Development Grants	80,000		160,000	Change title to " Anglican Communion Reconciliation and Development Initiatives ". This 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.
	222	Global Networking	40,300	-	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
	223	Support for Ecumenical Reps	55,000	43,561	55,000	
	224	Coordinating Committees	30,000	25,389	30,000	Committees formed through Called to Common Mission and Moravian Full Communion Agreement. Meet approximately 5 times per triennium. Concordat panel of the IFI: 1 meeting
	225	Interfaith Relations	35,000	37,490	35,000	same
	226	Dialogues	45,000	47,564	45,000	Meet approximately every 9 months; increased emphasis on United Methodist Episcopal church work; other dialogues: reopening of Orthodox dialogue, possible resolution re: African Methodist Episcopal Church in work of anti-racism, other social justice issues such as climate change. Possible resolution creating dialogue with Lutherans in Germany

EXECUTIVE COUNCIL WORKING DRAFT BUDGET						
2019-2021 TRIENNIUM						
DETAIL: MISSION BEYOND THE EPISCOPAL CHURCH						
LINE NO. 2019- 2021 / OVERSIGH T	LINE NO. 2016- 2018	DESCRIPTION	GC Adopted Budget Triennium 16-18	2016-2018 Revision October 2016	Working Draft 11012017	Special Comments for 2019-2021
	227	Churches Uniting in Christ	-	-	15,000	Was previously eliminated
	228	PB Deputy for Ecumenical Relations	40,000	83,064	90,000	Travel in 2016 was 35,000. Request \$30K per year
	229	WCC Assembly	15,000	15,000	15,000	Annual accrual for meeting every 7 years
	230	Other Departmental Costs	-	43,081	15,000	
		New projects	-	-	20,000	Diocesan training in interreligious engagement and religious literacy; Regional meetings with UMC clergy, bishops, lay people in preparation for full communion
	231	Staff Costs	756,084	883,011	1,181,393	1/2 time FTE previously budgeted as a consultant; also includes associate moved from Dir of Mission
	232	Total Ecum., Interf., Global Relations	1,096,384	1,178,160	1,691,393	
					-	
WM		Ecumenical Block Dues			-	
Zena Link	235	World Council of Churches	101,000	101,000	101,000	
	236	Intentionally left blank	-	-	-	
	237	National Ministries Unit NCC	30,000	2,000	-	No longer operating
	238	NCC Ecumenical Commitment Fund	180,000	180,000	150,000	
	239	Christian Churches Together US	25,000	24,999	30,000	
		Ecumenical bodies on Climate Change			9,000	Potential new body
	240	Total Ecumenical Dues	336,000	307,999	290,000	
					-	
FFM		Grants in form of Contributed Services Support to Affiliated Organizations			-	
	249	Episcopal Relief & Development	3,111,859	2,407,188	2,407,188	Primarily Finance Office work
	250	Anglican UN Office	81,384	81,384	81,384	Finance Office and IT work
	251	Coll/Universities Angl Communion	22,447	-	-	
	252	Episcopal Church Foundation	122,505	-	-	
	253	Natl Assoc. Episcopal Schools	131,877	-	-	

EXECUTIVE COUNCIL WORKING DRAFT BUDGET						
2019-2021 TRIENNIUM						
DETAIL: MISSION BEYOND THE EPISCOPAL CHURCH						
LINE NO.	LINE NO.	DESCRIPTION	GC Adopted Budget Triennium 16-18	2016-2018 Revision October 2016	Working Draft 11012017	Special Comments for 2019-2021
2019-2021 / OVERSIGHT	2016-2018					
	254	Ch. Periodical Club/BCP Society	17,377	-	-	
	255	Total Supp. Affiliated Organizations	3,487,449	2,488,572	2,488,572	
	256	Less: Offset of Support	(3,487,449)	(2,488,572)	(2,488,572)	
					-	
	270	Total Mission Beyond the Episcopal Church	17,352,523	17,204,491	17,111,197	

EXECUTIVE COUNCIL WORKING DRAFT BUDGET						
2019-2021 TRIENNIUM						
DETAIL: MISSION GOVERNANCE						
LINE NO. 2019-2021 / OVERSIGHT	LINE NO. 2016-2018	DESCRIPTION	GC Adopted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11012017	Special Comments for 2019-2021
GAM	280	General Convention Office				
John Floberg Mally Lloyd	283 284 285b	Meeting of the General Convention	2,553,500	2,553,500	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 \$1,252,530 generated by registration and exhibitor fees.
	290a	Executive Council	1,079,438	1,169,438	1,322,500	Includes 3 annual 4 day face to face meetings of Executive Council, Exec. Council Committee meetings, Liaisons to Interim Bodies, Operational costs, partial share of D&O Insurance
	281a	Interim Bodies of the General Convention	1,400,000	1,555,000	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
	New	Accrual for PB Nomination, Election, Transition, Installation			90,000	
	281b	SC SCLM Prayer Book Revision			-	TBD by GC2018
	286a	Canonical Reporting	75,000	75,000	110,000	Indexing, editing, formatting and associated publishing costs
	combo 301 and 283	Technology	-	-	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 web conferencing licenses.
	through ib ec and gc	Translation and Interpretation	-	-	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.

DETAIL: MISSION GOVERNANCE						
LINE NO. 2019-2021 / OVERSIGHT	LINE NO. 2016-2018	DESCRIPTION	GC Adopted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11012017	Special Comments for 2019-2021
	135	Research (Parochial and Diocesan Reports)	137,700	123,418	141,000	Moved from Mission Inside TEC
	302	Operation and Other Expenses of the GCO	1,010,700	1,185,700	413,500	General Office Expenses, telephone, shipping, staff travel, Parochial Reports and Recorder of Consecrations.
	303	Staff Costs	3,253,686	4,198,541	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.
		Total Office of General Convention	9,510,024	10,860,597	13,080,488	
					-	
					-	
GAM		Provincial Coordination			-	
John Floberg Mally Lloyd	292a	Support for Provinces I-VIII Coordination	135,000	135,000	15,000	Declined to 0 in 2018; \$15K remaining reflects costs of translation and interpretation provided for PLC meetings
	292b	Support for Province IX Coordination	50,000	50,000	50,000	
	293	Support for Provincial Coordination Total	185,000	185,000	65,000	
					-	
GAM	294	House of Deputies			-	
John Floberg Mally Lloyd	295	Council of Advice	93,600	84,470	96,000	Assumes 10 members at 2 meetings per year at the 1600/meeting cost
	296	Discretionary Fund	3,300	3,327	6,000	The requests for assistance grows as PHoD makes connections throughout the church

DETAIL: MISSION GOVERNANCE						
LINE NO. 2019-2021 / OVERSIGHT	LINE NO. 2016-2018	DESCRIPTION	GC Adopted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11012017	Special Comments for 2019-2021
	New	Chancellor Consulting and expenses		84,000	268,500	Compensation for PHOD Chancellor as independent consultant; malpractice insurance, triennial Chancellors Network meeting; education, resources, professional licenses
	297a	Communications Consultants	250,000	171,000	280,796	Canticle 5% annual increase; Words if Necessary increase 5% for 2 years, 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
	New	Travel			185,000	Includes PHOD, VPHOD, Exec Asst to PHOD, Chancellor, and Comm staff travel - year 3 accounts for transition meeting increased travel
	New	GC 2018			45,000	Annual accrual of funds to cover PHOD expenses at GC; actual amount spent at 2012 GC was 40k+
	New	Phone/Telecom			21,000	Covers phones, internet and mi-fi - accounts for overlap of expenses during transition
	New	Parliamentarians			6,600	Prep for GC
	297b	Other Departmental Costs	270,395	328,655	15,150	Media, postage, general office (including office setup during transition)
	298	Staff Costs	303,481	303,856	1,232,565	Estimated compensation for PHOD still under review. If voted, funding of up to \$900K is available in line 298
	299	Total House of Deputies	920,776	975,308	2,156,611	
	300				-	
	305				-	
GAM	306	Archives			-	

DETAIL: MISSION GOVERNANCE						
LINE NO. 2019-2021 / OVERSIGHT	LINE NO. 2016-2018	DESCRIPTION	GC Adopted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11012017	Special Comments for 2019-2021
John Floberg Mally Lloyd	307a	Digital Archives/Electronic Records	375,000	300,000	375,000	
	308a	Rent and storage	210,000	140,000	210,000	
	308b	Other costs	308,811	379,356	548,811	See consultant discussion in line below
	309	Staff costs	2,338,995	2,407,803	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 . Human resources are essential to realize the Archives' expanded responsibilities in governance support, digital information management, education, and institutional research for GC and DFMS. Quality technical talent will bring efficiency to intake and inventory processes (now backlogged 6 yrs.), reduce dependence on consultants for digital routines, and expand educational web content. In the past decade, Archives has absorbed new work in digital systems and e-records. Advanced data systems have dramatically altered the skills required to manage and publish digital holdings. Restoring staff levels with in-house technology expertise will enhance services to match the new archives building. Archives requests \$110,000 /yr. (total \$330,000) in compensation for this position. FFM cannot find the funds.
	311	Archives Total	3,232,806	3,227,159	3,802,345	
	312				-	
	317	Total Governance Expenses	13,848,606	15,248,064	19,104,444	

2019-2021 TRIENNIUM						
DETAIL: MISSION FINANCE LEGAL OPERATIONS						
LINE NO. 2019-2021 / OVERSIGHT	LINE NO. 2016-2018	DESCRIPTION	GC Adopted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11012017	Special Comments for 2019-2021
FFM	186a	Development Office		-	-	
	186b	Other Cost	1,324,389	777,056	-	
	186c	Dedicated Work in Haiti	38,204	7,632	-	
		Travel (and entertainment)			1,200,000	Director and 3 Development Officers
		Donor Cultivation			-	Four campaigns Jesus Movement Initiatives-RR/RJ and HBCUs fundraising enhancements; Archives; Haiti; Navajoland
		Presentation Materials, postage, database management			163,000	Four campaigns and 2,000 donors (Design and Printing). Stewardship and acknowledgement churchwide
		Research			66,800	Donor prospecting, screening; Raisers' Edge database software; Training
		Grant Writing			15,000	Production, printing; Foundation relations and research
		Special Events			95,000	Receptions; pilgrimages; donor cultivation: 5 annually
		Annual Campaign			88,000	E-Annual Campaign
		Project Resource			45,000	Training offered to dioceses in conjunction with HOB
		Cuba fundraising			20,000	Specific need not yet defined
		Conferences			12,000	CEEP and other conference registration and attendance
		Technology, equipment, staff professional development			30,000	Professional development for staff
		Professional development			31,500	
					-	

DETAIL: MISSION FINANCE LEGAL OPERATIONS						
LINE NO. 2019-2021 / OVERSIGHT	LINE NO. 2016-2018	DESCRIPTION	GC Adopted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11012017	Special Comments for 2019-2021
	186d	Staff Cost	3,719,695	2,907,052	3,430,646	Reflects full staffing of 7 people
	186e	Development Office to be allocated	(900,000)	-	(500,000)	
	186	Total Development Office	4,182,288	3,691,740	4,696,946	
					-	
					-	
FFM	326	Finance			-	
		Controller's Office			-	
		Travel			6,182	
		Audit			525,000	
		Payroll Management			170,000	
		Computer Software			75,000	
		Other non-staff			70,000	
	327	Controller's Office Department Total	760,000	741,256	846,182	
					-	
FFM		Treasurer's Office			-	
		Travel			67,000	
		Liability insurance			875,000	
		D&O insurance			123,000	
		Banking Fees			27,000	
		Telephone & Telecom.			20,000	
		Training, State registrations, misc.			30,000	
		Consultants; temps			120,000	CCSR work; Special assistance to HBCUs, Haiti, other
	328	Treasurer's Office Department Total	1,172,000	1,157,448	1,262,000	
					-	
	329	Debt Service Principal & Interest	7,005,000	7,002,984	5,725,463	
	330	Controller's Office Staff Costs	3,031,035	2,733,101	2,976,054	
	331	Treasurer's Office Staff Costs	3,381,319	3,758,511	4,258,875	

DETAIL: MISSION FINANCE LEGAL OPERATIONS						
LINE NO. 2019-2021 / OVERSIGHT	LINE NO. 2016-2018	DESCRIPTION	GC Adopted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11012017	Special Comments for 2019-2021
	332	Treas. Recovery from Unrestricted trust reserves	(293,000)	(295,000)	(300,000)	
	333	Finance Other Costs	13,124,354	13,199,596	12,660,392	
					-	
	334	Total Finance	15,056,354	15,098,300	14,768,574	Decline primarily due to reduced debt load; staff adjustment
					-	
GAM	342	Legal			-	
Floberg / Lloyd						
	343	Miscellaneous Departmental Costs	200,000	2,226,292	120,000	2016/2018 includes costs of response to litigation brought by former employees
	344	Legal Exp Churchwide Conflict Res.	2,500,000	610,619	750,000	
		CLO firm contract			1,100,000	Payment to CLO firm; assumes 2017 contract is renewed with 5% annual increases
		External specialized counsel			300,000	
		Travel			40,000	
		Telecom			9,500	
		Office expense			7,500	
	345	Staff Costs	864,977	784,889	1,302,789	Assumes asst counsel at 30 hours and Title IV counsel
	346	Total Legal	3,564,977	3,621,800	3,629,789	Higher staff costs of CLO mandated by Canons
GAM	320	Chief Operating Officer			-	
Floberg / Lloyd	322	Other departmental costs	125,000	393,627	360,000	Incorrectly budgeted by previous administration
					-	
	323	Staff costs	2,163,345	1,685,636	1,865,220	
	324	Total Chief Operating Officer	2,288,345	2,079,263	2,225,220	

DETAIL: MISSION FINANCE LEGAL OPERATIONS						
LINE NO. 2019-2021 / OVERSIGHT	LINE NO. 2016-2018	DESCRIPTION	GC Adopted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11012017	Special Comments for 2019-2021
GAM	336	Human Resources			-	
Floberg / Lloyd	337	Retiree Medical Costs	1,800,000	1,898,448	2,032,000	Normal inflationary increases
	338	Departmental Costs	823,000	693,267	856,000	Normal inflationary increases
					-	
	339	Staff Costs	1,313,154	1,396,462	1,408,785	
	340	Total Human Resources	3,936,154	3,988,177	4,296,785	
					-	
GAM	348	Information Technology			-	
Floberg / Lloyd	349i	Total Departmental costs	1,069,000	1,647,365	-	
		Consultants			300,000	
		Travel			15,000	
		Telephone telecom			181,440	Includes enhancements to Wi-Fi at 815
		Maintenance			105,000	
		Postage and delivery			4,500	
		Supplies			30,000	
		Software			90,000	Regular renewal of Office 365
		Hardware				
		Infrastructure/Hardware - Reserve			100,000	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
		Hardware- Perishables			22,650	
		Online			205,243	Additional bandwidth needed for Office 365, large video files, video streaming, etc.
					-	
	350	Staff costs	2,230,584	2,138,763	2,441,215	Moves one consultant to FTE

DETAIL: MISSION FINANCE LEGAL OPERATIONS						
LINE NO. 2019-2021 / OVERSIGHT	LINE NO. 2016-2018	DESCRIPTION	GC Adopted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11012017	Special Comments for 2019-2021
	351	Total Information Technology	3,299,584	3,786,128	3,495,048	
					-	
GAM	353	Facilities Management			-	
Floberg / Lloyd	354	Building Service and Maintenance	5,502,985	5,586,629	-	
		Building Management			648,000	Includes non-DFMS staffing
		Cleaning contractor			831,000	
		Engineers contract			1,020,000	
		Security guard contract			743,000	18 hours per day 5 days
		Security guard			164,000	Additional guard 40 hours weekly
		Utilities			1,467,000	
		Office expense			6,000	
		Decorating			6,000	
		Bulbs and lighting			12,000	
		HVAC maintenance			68,500	
		Electrical contractors			15,000	
		Plumbing contractors			45,000	
		Carpentry and hardware			4,500	
		Windows and glass			19,500	
		Painting			12,960	
		Fire Alarm & Safety maintenance and contractors			125,650	
		Elevator contractors			118,500	
		Building supplies			105,000	
		Pest control			20,250	
		Refuse collection			60,000	
		Temporary staff (project work)			315,000	
		Telephone telecom			18,000	
		Miscellaneous services			27,500	
		New security system			-	Done in 2017.
		Carpet replacement			40,000	Mezzanine
		Chiller repair or replacement			48,000	PB residence

DETAIL: MISSION FINANCE LEGAL OPERATIONS						
LINE NO. 2019-2021 / OVERSIGHT	LINE NO. 2016-2018	DESCRIPTION	GC Adopted Budget Triennium 16-18	2016-2018 Revision October 2017	Working Draft 11012017	Special Comments for 2019-2021
		Façade inspection				NYC Local Law 11 included in 2018 budget
		Sidewalk repairs				Included in 2018 budget
		Building Services Total	5,502,985	5,586,629	5,940,360	
					-	
	355	Mail Center	283,085	186,143	-	
		Equipment rental			40,284	
		Trucking pickup/delivery			120,000	
		Mail and packaging			10,350	
		Office expense			7,800	
		Mail Center Total	283,085	186,143	178,434	
					-	
	356	Purchasing	295,708	204,624	-	
		Equipment rental			84,000	Copying machines, etc.
		Supplies and lettershop			54,000	
		Purchasing Total	295,708	204,624	138,000	
					-	
	357	Staff Costs	1,049,261	1,034,961	1,167,815	
	358	Total Facilities Management	7,131,038	7,012,357	7,424,609	
					-	
	360	Total Finance Legal and Operations	39,458,739	39,277,765	40,536,971	Increase reflects full staffing in Development Office; offset by lower debt