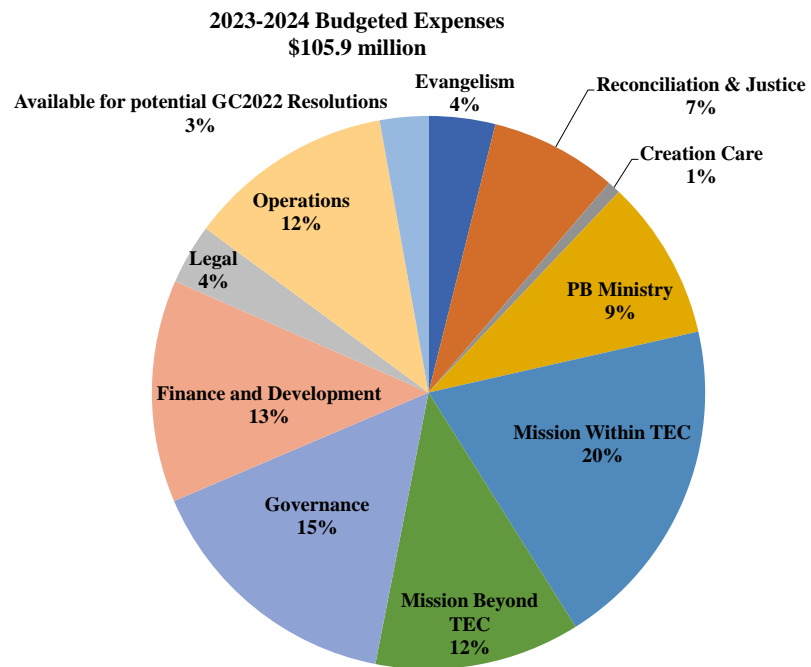
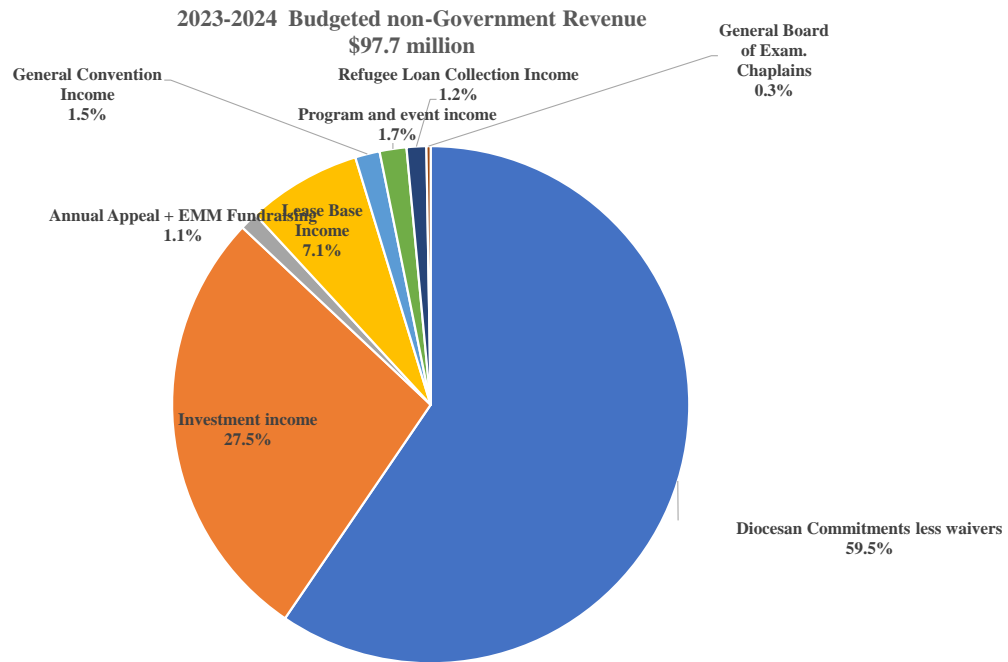


EC BUDGET 2023/2024							
Draft 10282021							
INDEX							
Jesus Movement Component	Page	Jesus Movement Component	Page	Jesus Movement Component	Page	Jesus Movement Component	Page
Index	1	House of Bishops	10	Index	1	Anglican Communion Block Grants	17
Advocacy and Social Justice	6	House of Deputies	21	Total Income	2	Covenants	17
Anglican Communion	17	Human Resources	23	Total Expense	3	International Justice and Peacemaking	17
Anglican Communion Block Grants	17	Information Technology	24	Budget in Pictures	4	Refugee Ministry (Non-Government)	18
Archives	21	International Justice and Peacemaking	17	New Congregations	5	Missionary Service	18
Armed Forces & Federal Ministries	11	Legal	23	Evangelism	5	Office of Government Relations	18
Budget in Pictures	4	Mail Center	25	Advocacy and Social Justice	6	Ecumenical and Interfaith Relations	19
Building Services	24	Missionary Service	18	Domestic Poverty/Jubilee	6	Ecumenical Dues	19
Chief Operating Officer	23	New Congregations	5	Racial Justice	6	General Convention Office	20
Communications	12-14	Office of Government Relations	18	Ethnic Ministries	7/8	Provincial Coordination	21
Covenants	17	Pastoral Development	10	United Thank Offering	8	House of Deputies	21
Creation Care	9	PB Office	10	Creation Care	9	Archives	21
Development Office	22	Provincial Coordination	21	PB Office	10	Development Office	22
Domestic Poverty/Jubilee	6	Purchasing	25	House of Bishops	10	Finance Office	22/23
Ecumenical and Interfaith Relations	19	Racial Justice	6	Pastoral Development	10	Chief Operating Officer	23
Ecumenical Dues	19	Refugee Ministry (Non-Government)	18	Armed Forces & Federal Ministries	11	Legal	23
Ethnic Ministries	7/8	Staff Cost Summary	26	General Board of Examining Chaplains	11	Human Resources	23
Evangelism	5	TEC Block Grants	16	Communications	12-14	Information Technology	24
Finance Office	22/23	Total Expense	3	Formation and Vocation	15	Building Services	24
Formation and Vocation	15	Total Income	2	Transition Ministries	15	Mail Center	25
General Board of Examining Chaplains	11	Transition Ministries	15	TEC Block Grants	16	Purchasing	25
General Convention Office	20	United Thank Offering	8	Anglican Communion	17	Staff Cost Summary	26

	A	B	R	S	T	U	V	W	X	Y
1	EC BUDGET 2022 and 2023/2024									Title change
2	Draft 10/29/2021									
3	SUMMARY									
4										
5	LINE NO.	DESCRIPTION	2022 Adopted Total		All other income and expenses for 2023	GC81 fees and expenses	All other income and expenses for 2024	2024 Proposed Total	2023-2024 Proposed Total	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa)
6										
7	1	INCOME								
8	2									
	3	Diocesan Commitments	29,607,767		29,755,806	-	29,904,585	29,904,585	59,660,391	Diocesan operating income up 1% in each of 2023-2024; maintain 15% assessment
9	4	Diocesan expected waivers	(550,000)		(750,000)		(750,000)	(750,000)	(1,500,000)	Re-estimated
10										
11	4a	Additional waiver relief for dioceses	-		-		-	-	-	
12	5	Income from Unrestricted Assets for General budget	11,687,401		12,556,712		13,522,613	13,522,613	26,079,325	8% returns in 2021 and 2022; 5% draw
13	6	Income from Outside trusts where DFMS is beneficiary	225,000		225,000		227,250	227,250	452,250	Income from non-DFMS trusts; previously included in line 5 above
14	7	Economic Justice Loan income	165,000		165,000		165,000	165,000	330,000	Lower interest rates on loans made to community development organizations
	8	EMM Non-Govt Fundraising	230,000				-	-	-	
15										
16	9	Annual Appeal Campaign	450,000		550,000		550,000	550,000	1,100,000	Increase based on successes in 2018-2021
	10	Income from Unrestricted Assets to support the Development Office	-		-		-	-	-	
17										
18	11a	Short-term reserves for Racial Reconciliation	-		-		-	-	-	
19	11b	INTENTIONALLY BLANK	-		-		-	-	-	
	11c	Portion of 2019-2021 budgetary surplus from Short-term reserves	2,289,261				-	-	-	
20										
21	11d	Net cost of GC80 from Short-term reserves/Cash	2,467,977							
22	12	Unrestricted reserves for additional Evangelism initiatives	-		-		-	-	-	
23	13a	INTENTIONALLY BLANK	-		-		-	-	-	
24	13b	Restricted reserves for pension improvements	-		-		-	-	-	
25	14	Rental Base Income (incl CUAC, ERD, NAES)	3,107,885		3,366,990		3,618,090	3,618,090	6,985,080	Assumes 1 year vacancy
26	15	Program and Event Related Fees:	-		-		-	-	-	
27	16	General Convention Income	-		-	1,500,000	-	1,500,000	1,500,000	
28	17	Multimedia Services Income	-		-		-	-	-	
29	18	Episcopal Digital Network Income	400,000		400,000		400,000	400,000	800,000	"Sponsorship" income. Increase based on run rate in 2021
30	19	INTENTIONALLY BLANK	-		-		-	-	-	
31	20	INTENTIONALLY BLANK	-		-		-	-	-	
	21	Refugee Loan Collection Income	550,000		600,000		600,000	600,000	1,200,000	Increases expected as admitted refugees increases; could be higher
32										
33	22	Mission Technology Income	40,000		-		-	-	-	
34	23	INTENTIONALLY BLANK	-		-		-	-	-	
35	24	INTENTIONALLY BLANK	-		-		-	-	-	
36	25	Facilities Management Income	120,000		120,000		120,000	120,000	240,000	Charges to affiliates and tenants
37	26	Total Program and Event Fees	1,110,000		1,120,000	1,500,000	1,120,000	2,620,000	3,740,000	
38	27		-		-		-	-	-	
39	28a	PPP loan forgiven in 2021	-		-		-	-	-	
40	28b	Other Income	-		-		-	-	-	
41	29	House of Bishops reimbursements	100,000		100,000		100,000	100,000	200,000	
42	30	Episcopal Youth Event fees receivable	-		400,000		-	-	400,000	Registration fees
43	31	General Board of Exam. Chaplains	132,000		130,000		130,000	130,000	260,000	
44	32	TOTAL INCOME	52,374,821		47,619,508	1,500,000	48,587,538	50,087,538	97,707,046	

	A	B	R	S	T	U	V	W	X	Y
1	EC BUDGET 2022 and 2023/2024									Title change
2	Draft 10292021									
3	SUMMARY									
4										
5	LINE NO. 2019-2021	DESCRIPTION	2022 Adopted Total		All other income and expenses for 2023	GCB1 fees and expenses	All other income and expenses for 2024	2024 Proposed Total	2023-2024 Proposed Total	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa)
45										
48	34	EXPENSES								
49										
50	35-65	Evangelism	2,006,672		2,022,933	62,000	2,038,113	2,100,113	4,123,046	
51	66-162	Reconciliation & Justice	3,584,985		3,852,363	171,000	3,887,706	4,058,706	7,866,764	
52	163-174	Creation Care	359,873		388,644	30,000	391,564	421,564	810,208	
53	175-218	PB Ministry	4,804,989		4,894,591	91,500	4,946,497	5,037,997	9,932,588	
54	219-410	Mission Within the Episcopal Church	10,364,110		10,609,861	508,000	9,653,761	10,161,761	20,771,622	
55	411-511	Mission Beyond the Episcopal Church	6,291,447		6,266,101	113,500	6,340,361	6,450,861	12,716,962	
56	512-	Governance	9,481,724		7,189,190	2,253,000	6,986,878	9,239,878	16,429,068	
57	568-611	Finance and Development	6,736,860		6,817,601	115,000	6,911,720	6,955,720	13,773,321	
58	612-623	Legal	1,684,333		1,838,329	6,500	1,881,509	1,888,009	3,726,338	
59	624-695	Operations (HR, IT, Facilities, Purchasing)	6,989,566		6,256,929	127,500	6,387,233	6,514,733	12,771,662	
60	696a	Adjustments in Finance, Legal, Operations to balance								
	697	Undetermined GC80 (2022) Resolutions			3,000,000			-	3,000,000	
61										
62	700	TOTAL EXPENSES	52,304,557		53,136,543	3,478,000	49,425,342	52,829,342	105,921,580	
63										
64	701	SURPLUS/(DEFICIT)	70,264		(\$5,517,035)	(1,978,000)	(837,804)	(2,741,804)	(8,214,534)	



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1	EC BUDGET 2023/2024									Title change
2	Draft 10282021									
3	DETAIL: EVANGELISM									
4										
5	LINE NO. 2019-2021	DESCRIPTION	2022 Adopted Total		All income and expenses for 2023	GC81 2024 fees and expenses	All other income and expenses for 2024	2024 Proposed Total	2023-2024 Proposed Total	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa)
6										
7	35	Starting New Congregations								
8	36	Mission Enterprise Zones and New Church Start Grants and Redevelopment	666,000		\$666,000	\$5,000	\$666,000	671,000	1,337,000	Church Plant Grants (admin. by task force)
9	37	Congregational Redevelopment	334,000		\$333,000	\$5,000	\$333,000	338,000	671,000	Redevelopment program and resources
10	38	Starting New Congregations	1,000,000		999,000	10,000	999,000	1,009,000	2,008,000	
11	39									
12	40	Evangelism Initiatives								
13	41	Miscellaneous								
14	42	Church Planting Training & Resources- Partnerships-	46,000		\$66,000	\$2,000	\$66,000	68,000	134,000	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		\$45,000		\$45,000	45,000	90,000	Manager and staff officer share line for program, travel and equipment
16	44	Intentionally left blank	-							
17	45	Intentionally left blank	-							
18	46	Intentionally left blank	-							
19	47	Intentionally left blank	-							
20	48	Intentionally left blank	-							
21	49	Intentionally left blank	-							
22	583b	Intentionally left blank	-							
23	44-49	Lines reserved	-							
24	50	Intentionally left blank	-							
25	51	Intentionally left blank	-							
26	52	Evangelists' Summit and Networks	25,000		40,000	5,000	40,000	45,000	85,000	Incl. Good News Gardens events, Evangelism Matters annual evangelists gathering, grant networking
27	53	Evangelism Resources	25,000		27,500	5,000	27,500	32,500	60,000	Creation and translation of resources
28	54	Episcopal Revivals	45,000		45,000	30,000	45,000	75,000	120,000	4 revivals/year w/ PB Curry; major revival at GC81
29	55	Program, travel, office - Evangelism Staff	50,000		45,000	10,000	42,000	52,000	97,000	Officer, canon, associate travel, program, equipment
30	56	Evangelism Grants Program	125,000		125,000		125,000	125,000	250,000	Committee on MW recommends increasing evangelism grant program given success in 2019-2021 triennium.
31	57	Way of Love Curriculum, Resources, Events (formerly Evangelistic Work)	102,500		75,000		75,000	75,000	150,000	Way of Love curricula, resources, app, events - not included in 2019-21 budget
32	592b	Reserve for GC80	-							
33	58	Intentionally left blank	-							
34	59	Intentionally left blank	-							
35	60	Intentionally left blank	-							
36	61	Intentionally left blank	-							
37	61b	Reserve for GC80	-							
38	62	Evangelism Initiatives	473,500		468,500	52,000	465,500	517,500	986,000	
39	63		-							
40	64	Staff Costs	533,172		555,433		573,613	573,613	1,129,046	Associate position moved back from previous shift to PBO
41	65	Evangelism Total	2,006,672		2,022,933	62,000	2,038,113	2,100,113	4,123,046	

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1	EC BUDGET 2023/2024									Title change
2	Draft 10282021									
3	DETAIL: RECONCILIATION AND JUSTICE									
4										
5	LINE NO. 2019-2021	DESCRIPTION	2022 Adopted Total		All income and expenses for 2023	GC81 2024 fees and expenses	All other income and expenses for 2024	2024 Proposed Total	2023-2024 Proposed Total	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa)
6	66	Poverty and Social Justice								
7	67									
8	68	Intentionally left blank	-							
9	69	Intentionally left blank	-							
10	70	Asset Based Community Development Training (ABCD)	17,000		17,000		17,000	17,000	34,000	Shared with ERD - more hybrid trainings
11	71	Internships	-							
12	72	Jubilee and Justice Ministry Grants	50,000		50,000		50,000	50,000	100,000	Slightly reduced from previous triennium
13	80	Jubilee and Justice Ministry Training and Network	15,000		15,000		15,000	15,000	30,000	
14	73	Intentionally left blank	-							
15	74	Program, travel and office - Poverty and Justice Staff	25,000		25,000	7,000	25,000	32,000	57,000	Modest increase in travel for 2023-24
16	75		-							
17	76		-							
18	77	Intentionally left blank	-							
19	78	Justice Leaders Retreats	15,000		20,000		20,000	20,000	40,000	One retreat for protest/movement chaplains per year, plus resources
20	79	Intentionally left blank	-							
21	80		-							
22	80b	Reserve for GC80	-							
23	81	Event on Human Trafficking	-							
24	82	Total Poverty & Social Justice	122,000		127,000	7,000	127,000	134,000	261,000	
25	83		-							
26	84	Racial Justice and Reconciliation	100,000							- Broken down into lines 85 and 86
27	85	Becoming Beloved Community Grants	-		250,000		200,000	200,000	450,000	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	
29	87	Racial Justice Audit	35,000		70,000	10,000	30,000	40,000	110,000	Ongoing audit trainings and updated audit for GC2024
30	88	Sacred Ground	70,000		90,000		90,000	90,000	180,000	expanding program - inc. for youth and people of color - will require expanded support
31	88b	Reserve for GC80	-							
32	89	Truth and Reconciliation	-		100,000		100,000	100,000	200,000	Line funds consultants supporting work to support ongoing efforts across the church. Expect GC advisory group to propose figures for larger scale church-wide work.
33	90	Dismantling Racism Formation and Training	50,000		50,000		50,000	50,000	100,000	MOU with Absalom Jones Center
34	91	Racial Reconciliation and Justice Resources	13,000		10,000	5,000	10,000	15,000	25,000	Resources, enewsletter, social media management
35	92	Young Adult Pilgrimage	-							
36	93	Intentionally left blank	-							
37	94	Program, travel and office - Racial Reconciliation Staff	55,000		45,000	10,000	45,000	55,000	100,000	Officer and associate travel and program
38	95	Intentionally left blank	-							
39	96	Racial Criminal Justice Ministries	55,000		20,000	5,000	20,000	25,000	45,000	Racial justice & action working group: network facilitation, gathering, resources
40	97	Intentionally left blank	-							
41	98	Program travel and office - Canon	11,000		20,000	2,000	20,000	22,000	42,000	
42	99	Intentionally left blank	-							
43	99b	Reserve for GC80	-							
44	100	Staff Costs	404,432		467,994		482,965	482,965	950,959	
45	101	Racial Justice Total	793,432		1,122,994	32,000	1,097,965	1,129,965	2,252,959	

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4										
5	LINE NO. 2019-2021	DESCRIPTION	2022 Adopted Total		All income and expenses for 2023	GC81 2024 fees and expenses	All other income and expenses for 2024	2024 Proposed Total	2023-2024 Proposed Total	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa)
46	102		-							
47	103	Ethnic Ministries:	-							
48	104	Indigenous Ministries	-							
49	105	Support for Indigenous Theological Education and Training)	40,000		40,000		40,000	40,000	80,000	Also includes funds for Doctrine of Discovery training
50	106	Church-wide Indigenous Winter Talk gathering	36,666		50,000		50,000	50,000	100,000	
51	107	Native Youth Development Project	10,000		15,000			-	15,000	
52	108	Assessment study for outreach to and networking with Province 9	8,333		10,000		10,000	10,000	20,000	funding for continued network development and outreach
53	109	Collaborative Projects	37,916		17,000	20,000	17,000	37,000	54,000	Seminarians of Color, Why Serve, General Convention estimate
54	110	Program, office and staff travel	40,000		35,000	10,000	35,000	45,000		two staff officers travel on same line; often travel to remote areas
55	111a	Consultants	10,000		10,000		10,000	10,000	20,000	
56	111b	Reserve for GC80	-					-	-	
57	112	Indigenous Ministries Total	182,915		177,000	30,000	162,000	192,000	289,000	
58	113		-							
59	114	Asiamerican Ministries	-							
60	115	Ethnic Convocational Leadership Gatherings	-		50,000		50,000	50,000	100,000	Convocations, including regional AAPI justice engagement
61	116	Asiamerica & Pacific Islanders Churchwide Consultation	65,000				65,000	65,000	65,000	
62	117	ANDREWS - Asiamerica Mentoring Program	50,000		40,000		30,000	30,000	70,000	ANDREWS will transition to Asiamerica Lay Ministry Institute which will require additional funding.
63	118	Consultants	15,000		15,000		15,000	15,000	30,000	
64	119	Collaborative Projects	37,916		17,000	20,000	17,000	37,000	54,000	Seminarians of Color, Why Serve, General Convention estimate
65	120	Program, office and travel	25,000		25,000	5,000	25,000	30,000	55,000	Includes General Convention estimate
66	120b	Reserve for GC80	-					-	-	
67	121	Episcopal Asia America Ministries Total	192,916		147,000	25,000	202,000	227,000	374,000	
68	122		-							
69	123	Black Ministries	-							
70	124	Congregational Programs for Revitalization (CPR) [formerly New Visions]	25,000		24,000		24,000	24,000	48,000	Reimagine New Visions Program - Includes Black Congregational Leadership Collaborative with ECF and support for declining black churches
71	125a	Diaspora Clergy & Laity Convocations Gathering	30,000		20,000		20,000	20,000	40,000	
72	125b	Visiting Supply Clergy Program to the Dio. Virgin Islands	4,000							Includes 8 Supply Clergy per Year
73	125c	New Resources	5,500		5,000		5,000	5,000	10,000	Includes Black Bishops Posters (last update was 2017) & history of Black preachers; contemporary reflections on critical issues in our church and society
74	125d	Youth Leadership Academy	25,000		25,000		25,000	25,000	50,000	Replaces S.O.U. L. Program
75	125e	Clergy & Lay Leadership Discernment Academy	3,500		3,500		3,500	3,500	7,000	Discernment - Executive Leadership Opportunities Churchwide (focusing on inclusion & equity)
76	126a	Coaching and Mentoring	6,000		6,000		6,000	6,000	12,000	Training Cost for Holmes Coaching & Thriving in Ministry Collaborative with VTS - 6 per year
77	126b	Healing from Internalized Oppression	15,000				15,000	15,000	30,000	OBM Signature Training program 4 trainings per year
78	127a	International Black Clergy & Laity Conference	-		70,000			-	70,000	Triennial Event
79	127b	Historically Black Colleges Recognition & Engagement Event	3,500		3,500		3,500	3,500	7,000	
80	128	Program, office and staff travel	30,000		25,000	5,000	25,000	30,000	55,000	Includes General Convention estimate
81	129	Collaborative Projects	37,916		17,000	20,000	17,000	37,000	54,000	Explain increase 'Seminarians of Color, Why Serve, General Convention estimate
82	130	Consultants	15,000		15,000		15,000	15,000	30,000	Includes Consultants for Technology Support for OBM Programs
83	131	Reserve for GC80	-					-	-	
84	132a	Consultants	-					-	-	
85	132b	Reserve for GC80	-					-	-	
86	133	Black Ministries Total	200,416		229,000	25,000	159,000	184,000	413,000	

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4										
5	LINE NO. 2019-2021	DESCRIPTION	2022 Adopted Total		All income and expenses for 2023	GC81 2024 fees and expenses	All other income and expenses for 2024	2024 Proposed Total	2023-2024 Proposed Total	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa)
87	134		-							
88	135	Hispanic / Latino Ministries	-							
89	136	Formation Programs & Training (formerly Academia)	41,000		60,000		41,000	41,000	101,000	2023: fundamental update to Academia curriculum
90	137	New Camino	-					-	-	- Now listed under Line 136
91	138	Social Media/Digital Resources	39,000		22,000	20,000	22,000	42,000	64,000	Social Media manager, social media promotion, LatinosEpiscopales, General Convention media
92	139	ABCD Training (Asset-based Community Development)	-					-	-	- Now listed under Line 136
93	140	Nuevo Amanecer	65,000		5,000		70,000	70,000	75,000	Nuevo Amanecer
94	141	Cultural Competency	-					-	-	- Now listed under Line 136
95	142	Intentionally left blank	-					-	-	
96	143	Staff Travel & Office Expenses	45,000		35,000	12,000	35,000	47,000	82,000	Travel for Missioners, General Convention
97	144	Collaborative Projects	37,916		17,000	20,000	17,000	37,000	54,000	Seminarians of Color, Why Serve, General Convention estimate
98	145	Consultants	15,000		15,000		15,000	15,000	30,000	
99	146a	Translation/Interpretation	15,000		15,000		15,000	15,000	30,000	
100	146b	Reserve for GC80	-					-	-	
101	147	Hispanic/Latino Ministries Total	257,916		169,000	52,000	215,000	267,000	436,000	
102	148		-							
103	149	Ethnic Ministry-Related Social Justice and Advocacy	-							
104	150	Staff Costs	1,076,159		1,112,607		1,148,302	1,148,302	2,296,603	
105	151	Total Ethnic Ministries	1,910,322		1,834,607	132,000	1,886,302	2,018,302	3,808,603	
106	152		-							
107			-							
108	153	Historically Black Episcopal Colleges + Universities	-							
109	153a	St. Augustine's University	274,167		274,167		274,167	274,167	548,334	HBCU Cte moved that 25% of the grant be used to support the chaplaincy and 75% be used for general purposes of SAU
110	153b	Voorhees University	274,167		274,167		274,167	274,167	548,334	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
111	154	Educational Enterprise Grants	-					0	0	HBCU Cte moved that 25% of the grants be used to support the chaplaincies and 75% be used for general purposes of the institutions
112	154a	St. Augustine Educational Enterprise Grant	66,667		66,667		66,667	66,667	133,334	HBCU Cte moved that 25% of the grant be used to support the chaplaincy and 75% be used for general purposes of SAU
113	154b	Voorhees Educational Enterprise Grant	66,667		66,667		66,667	66,667	133,334	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
114	155	Intentionally Blank	-							
115	156	United Thank Offering	-							
116	157	UTO Other	169,987		170,000		170,000	170,000	340,000	
117	157b	Reserve for GC80	-							
118	158	Staff Costs	257,577		266,096		274,771	274,771	540,868	
119	159	Less Offset from trust funds	(350,000)		(350,000)		(350,000)	(350,000)	(700,000)	
120	160	Total United Thank Offering	77,564		86,096	-	94,771	94,771	180,868	
121	161		-							
122	162	Total Racial Justice and Reconciliation	3,584,985		3,852,363	171,000	3,887,706	4,058,706	7,866,764	

	A	B	R	S	T	U	V	W	X	Y
1	EC BUDGET 2023/2024									Title change
2	Draft 10282021									
3	DETAIL: CREATION CARE									
4										
5	LINE NO. 2019-2021	DESCRIPTION	2022 Adopted Total		All income and expenses for 2023	GC81 2024 fees and expenses	All other income and expenses for 2024	2024 Proposed Total	2023-2024 Proposed Total	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa)
6	163	Creation Care								
7										
8	164	Climate Mitigation Efforts	15,000		15,000		15,000	15,000	30,000	Carbon tracker and mitigation efforts
9	165	EcoJustice Fellows Program (formerly EcoJustice site grants)	25,000		25,000	5,000	25,000	30,000	55,000	
10	166	Creation Care Grants	120,000		150,000	5,000	150,000	155,000	305,000	Creation Care Grants program, admin. by task force
11	167	Advisory Council meetings	15,000		15,000		15,000	15,000	30,000	
12	168	Creation Care Networks and Resources	40,000		40,000	5,000	40,000	45,000	85,000	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	10,000	20,000	
15	171a	Program, travel, office - Associate, Director, Canon	43,000		40,000	10,000	40,000	50,000	90,000	Program associate, director and canon travel, equipment and program
16	172	Staff costs	95,000		93,644		96,564	96,564	190,208	
17	173a	Additional Creation Care program				5,000		5,000	5,000	
18	173b	Office rental	-					-	-	
19	173c	Reserve for GC80	-					-	-	
20	174	Total Creation Care	363,000		388,644	30,000	391,564	421,564	810,208	
21										
22										

	A	B	R	S	T	U	V	W	X	Y
1	EC BUDGET 2023/2024									Title change
2	Draft 10282021									
3	DETAIL: MINISTRY OF PRESIDING BISHOP TO CHURCH AND WORLD									
4										
5	LINE NO. 2019-2021	DESCRIPTION	2022 Adopted Total		All income and expenses for 2023	GC81 2024 fees and expenses	All other income and expenses for 2024	2024 Proposed Total	2023-2024 Proposed Total	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa)
6										
7	175	Presiding Bishop's Office								
8	176	Governance-Related Costs	130,000		130,000	0	130,000	130,000	260,000	Reserve for Lambeth; Council of Advice
9	177	Title IV Disciplinary Actions relative to Bishops	125,000		125,000	0	125,000	125,000	250,000	
10	178	Convocation Episcopal Churches in Europe	-		-	-	-	-	-	
11	179	Bishop in Charge of Europe	66,000		\$70,000	\$0	\$70,000	70,000	140,000	
12	180	Bishop in Charge of Navajoland	266,667		\$266,667	\$0	\$266,667	266,667	533,334	
13	181	Hospitality and Entertainment	25,000		\$25,000	\$15,000	\$15,000	30,000	55,000	
14	182	Official & Discretionary Expenses	18,000		\$18,000	\$0	\$18,000	18,000	36,000	
15	183	Travel	420,000		\$450,000	\$30,000	\$420,000	450,000	900,000	
16	184	Haiti Partnership Committee	-		\$0	\$0	\$0	-	-	
17	185	Other departmental costs	60,000		\$60,000	\$20,000	\$50,000	70,000	130,000	
18	185b	Reserve for GC80	-		-	-	-	-	-	
19	186	Staff Costs	1,991,492		2,158,220	-	2,226,566	2,226,566	4,384,786	
20	187	Total Presiding Bishop's Office	3,102,159		3,302,887	65,000	3,321,233	3,386,233	6,689,120	
21	188		-		-	-	-	-	-	
22	189	House of Bishops	105,000		180,000	30,000	105,000	135,000	315,000	
23	190	House of Bishops (including Theology Cte)	20,000		20,000	-	20,000	20,000	40,000	
24	191	College for Bishops Grant	83,334		83,334	-	83,334	83,334	166,668	
25	192	Total House of Bishops	208,334		103,334	-	103,334	103,334	206,668	
26	193		-		-	-	-	-	-	
27	194	Pastoral Development								
28	195a	Pastoral Development Other Costs	100,000		200,000		200,000	200,000	400,000	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
29	195b	Title IV Training Website (translation)	125,000		25,000		25,000	25,000	50,000	
30	195c	Travel GC	5,000			\$6,000	6,000	6,000		
31	195d	Reserve for GC80	-		-	-	-	-	-	
32			-		-	-	-	-	-	
33	196	Staff Costs	369,788		382,200		394,432	394,432	776,632	
34	197	Total Pastoral Development	599,788		607,200	6,000	619,432	625,432	1,232,632	
35	198		-		-	-	-	-	-	
36	199		-		-	-	-	-	-	

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1	EC BUDGET 2023/2024									Title change
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5	LINE NO. 2019-2021	DESCRIPTION	2022 Adopted Total		All income and expenses for 2023	GC81 2024 fees and expenses	All other income and expenses for 2024	2024 Proposed Total	2023-2024 Proposed Total	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa)
37	200	Armed Forces and Federal Ministries	-					-	-	
38	201	Departmental Costs	-							
39	202	Seminars/Conferences	73,500		67,500	\$2,000	\$67,500	69,500	137,000	
40	203	Selection of Chaplains	10,000		10,000		10,000	10,000	20,000	More chaplain applicants are expected as more parishes are unable to support FT clergy
41	204	Supplies/Services	5,000		1,500	3,500	1,500	5,000	6,500	
42	205	Chaplain Care	40,000		25,000	\$15,000	\$25,000	40,000	65,000	
43	206	Travel Bishop Suffragan	75,000		70,000		\$70,000	70,000	140,000	
44	207	Rent	26,666		26,666		\$26,666	26,666	53,332	
45	208	Office costs	6,500		6,500		\$7,500	7,500	14,000	
46	208b	Reserve for GC80	-		-		-	-	-	
47			-		-		-	-	-	
48	209	Staff Costs	507,554		521,880		538,614	538,614	1,060,494	
49	210	Total Federal Ministries	744,220		729,046	20,500	746,780	767,280	1,496,326	
50	211		-							
51	212	General Board of Exam. Chaplains	-							
52	213	GBEC Income	-							
53	214	GBEC Non-staff	45,000		43,000		\$43,000	43,000	86,000	
54	214b	Reserve for GC80	-					-	-	
55	215	GBEC Staff costs	105,489		109,124		112,717	112,717	221,842	
56	216	GBEC Total	150,489		152,124	-	155,717	155,717	307,842	Offset by income in line 31
57	217		-							
58	218	Total PBO Ministry	4,804,989		4,894,591	91,500	4,946,497	5,037,997	9,932,588	

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3	DETAIL: MISSION WITHIN THE EPISCOPAL CHURCH									
4										
5	LINE NO. 2019-2021	DESCRIPTION	2022 Adopted Total		All income and expenses for 2023	GC81 2024 fees and expenses	All other income and expenses for 2024	2024 Proposed Total	2023-2024 Proposed Total	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa)
6										
7	219	Communications								
8	220									
9	221	Director's Office								
10	222	Communication Operations								
11	223	Reserve for GC80	125,000		-	125,000		125,000	125,000	
12	224	Freelancers	16,900		16,900		16,900	16,900	33,800	
13	225		-							
14	226	Conferences and Workshops	2,000		2,000		2,100	2,100	4,100	
15	227	Presiding Bishop's Installation Expenses	8,200		8,200		8,200	8,200	16,400	
16	228	Memberships and Subscriptions	1,000		1,050		1,100	1,100	2,150	
17	229	Travel	1,000		1,050		1,100	1,100	2,150	
18	230	Postage	500		500		500	500	1,000	
19	231a	General Office Exp.	1,000		1,000		1,000	1,000	2,000	
20	231b	Computer/Communications Hardware and Software	4,500		500		500	500	1,000	
21		Intentionally left blank	-		-		-	-	-	
22	232	Director's Office Total	160,100		31,200	125,000	31,400	156,400	187,600	
23	233		-							
24	234	Communications Creative Services	-							
25	235	Brand Strategy Support	10,000		10,000		10,000	10,000	20,000	
26	236	Reserve for GC80	35,500			35,500		35,500	35,500	
27	237	Freelancers	20,000		20,000		20,000	20,000	40,000	
28	238	New Media Development	5,000		5,000		5,000	5,000	10,000	
29	239	Travel	6,300		6,300		6,300	6,300	12,600	
30	240	Conferences and Workshops	3,000		3,000		3,000	3,000	6,000	
31	241	Memberships and Subscriptions	2,000		2,000		2,000	2,000	4,000	
32	242	General Office Expenses	1,000		1,000		1,000	1,000	2,000	
33	243	Computer Hardware and Software	3,500		3,500		3,500	3,500	7,000	
34	244	Telephone telecom	2,000		2,000		2,000	2,000	4,000	
35	245	Communications Creative Services Total	88,300		52,800	35,500	52,800	88,300	141,100	
36			-							
37	246		-							
38	247	Multimedia Services	-							
39	248	Reserve for GC80	191,000			191,000		191,000	191,000	
40	249	Consultants	107,250		142,250		142,250	142,250	284,500	
41	250	Travel	55,000		60,000		60,000	60,000	120,000	
42	251	Conference & Registration Fees	2,000		2,000		2,000	2,000	4,000	
43	252	Equipment Support	10,000		10,000		10,000	10,000	20,000	
44	253	Website: Livestreaming	25,000		25,000		25,000	25,000	50,000	
45	254	Memberships & Subscriptions	2,500		2,500		2,500	2,500	5,000	
46	255	General Office Expenses	1,500		1,500		1,500	1,500	3,000	
47	256	Computer Hardware and software	3,500		3,500		3,500	3,500	7,000	
48	257	Telephone telecom	2,000		2,000		2,000	2,000	4,000	
49	258	Multimedia Services Total	399,750		248,750	191,000	248,750	439,750	688,500	
50	259		-							
51	260	Public Affairs	-							
52	261	Reserve for GC80	33,000			37,000		37,000	37,000	
53	262	Initiatives/Collaboration	1,500		1,500		1,500	1,500	3,000	
54	263	Freelancers	13,000		13,000		13,000	13,000	26,000	
55	264	Travel	31,500		24,000		24,000	24,000	48,000	
56	265	Conferences and Workshops	5,000		5,000		5,000	5,000	10,000	
57	266	Memberships and Subscriptions	15,500		15,500		15,500	15,500	31,000	
58	267	General Office Expenses	600		500		600	600	1,100	
59	268	Computer Hardware and Software	5,000		5,000		5,000	5,000	10,000	
60	269	Telephone telecom	6,000		6,000		6,000	6,000	12,000	
61	270	Public Affairs Total	111,100		70,500	37,000	70,600	107,600	178,100	
62	271		-							
63	272	Web & Social Media Services	-							
64	273	Reserve for GC80	20,000			20,000		20,000	20,000	
65	274	Travel	25,000		25,000		25,000	25,000	50,000	
66	275	Conference & Registration Fees	2,500		2,500		2,500	2,500	5,000	
67	276	Website Development, Maintenance & Upgrades	70,000		70,000		70,000	70,000	140,000	
68	277	Asset Mapping	35,000		35,000		35,000	35,000	70,000	

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1	EC BUDGET 2023/2024									Title change
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4										
5	LINE NO. 2019-2021	DESCRIPTION	2022 Adopted Total		All income and expenses for 2023	GC81 2024 fees and expenses	All other income and expenses for 2024	2024 Proposed Total	2023-2024 Proposed Total	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa)
69	278	Memberships & Subscriptions	1,000		1,000		1,000	1,000	2,000	
70	279	General Office Expenses	1,000		1,000		1,000	1,000	2,000	
71	280	Computer Software	500		500		500	500	1,000	
72	281	Computer Hardware	1,500		1,500		1,500	1,500	3,000	
73	282	Telephone telecom	2,500		2,500		2,500	2,500	5,000	
74	283	Web & Social Media Services Total	159,000		139,000	20,000	139,000	159,000	298,000	
75	284		-							
76	285	Episcopal News Service	-							
77	286	General Convention travel and fees	35,000			35,000		35,000	35,000	
78	287	Consultants	42,000		42,000		42,000	42,000	84,000	
79	288	Travel Expenses	63,000		63,000		63,000	63,000	126,000	
80	289	Conferences and Workshops	3,150		3,150		3,150	3,150	6,300	
81	290	Postage	200		200		200	200	400	
82	291	Memberships and Subscriptions	3,150		3,150		3,150	3,150	6,300	
83	292	General Office Expenses	1,000		1,000		1,000	1,000	2,000	
84	293	Computer Software	1,000		1,000		1,000	1,000	2,000	
85	294	Computer Hardware	7,000		7,000		7,000	7,000	14,000	
86	295	Telephone telecom	6,615		6,615		6,615	6,615	13,230	
87	296	Episcopal News Service Total	162,115		127,115	35,000	127,115	162,115	289,230	
88	297		-							
89	298	Episcopal Digital Network (Sponsorship)	-							
90	299	Reserve for GC80	4,000			6,000		6,000	6,000	
91	300	Consultants	-		-		-	-	-	
92	301	Travel	7,500		7,500		7,500	7,500	15,000	
93	302	Conferences and Registration Fees	1,000		1,000		1,000	1,000	2,000	
94	303	Marketing & Advertising	26,500		26,500		26,500	26,500	53,000	
95	304	Web Hosting	-		-		-	-	-	
96	305	Memberships and Subscriptions	1,000		1,000		1,000	1,000	2,000	
97	306	General Office Expenses	125		125		125	125	250	
98	307	Computer Hardware and software	500		500		500	500	1,000	
99	308	Telephone telecom	2,500		2,500		2,500	2,500	5,000	
100	309	Episcopal Digital Network Total	43,125		39,125	6,000	39,125	45,125	84,250	

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5	LINE NO. 2019-2021	DESCRIPTION	2022 Adopted Total		All income and expenses for 2023	GC81 2024 fees and expenses	All other income and expenses for 2024	2024 Proposed Total	2023-2024 Proposed Total	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa)
101	310		-							
102	311	Digital Evangelism	-							
103	312	Training materials and curricula for digital storytellers (A172)	-		-		-	-	-	
104	313	Content for download	10,000		10,000		10,000	10,000	20,000	
105	314		-							
106	315	1 part-time marketing specialist (contractor)	-		-		-	-	-	
107	316	Original images and art work	15,000		15,000		15,000	15,000	30,000	
108	317	Original video	35,000							Not needed
109	318	Software platforms	-							
110	319	Latino and Spanish-speaking digital evangelism efforts	13,334		13,334		13,334	13,334	26,668	
111	320	Advertising	-							
112	321	Additional initiatives	40,000		40,000		40,000	40,000	80,000	
113	322	Reserve for GC80	30,000			30,000	30,000	30,000	30,000	
114	323	Printing Costs	2,500		2,500	30,000	2,500	2,500	5,000	
115	324	Consultants	40,000		40,000		40,000	40,000	80,000	
116	325	Travel	90,000		90,000		90,000	90,000	180,000	
117	326	Conferences and Registration Fees	2,000		2,000		2,000	2,000	4,000	
118	327	Marketing & Advertising (HubSpot, etc.)	10,000		10,000		10,000	10,000	20,000	
119	328	Web Hosting	-							
120	329	Memberships and Subscriptions	2,000		2,000		2,000	2,000	4,000	
121	330	General Office Expenses	6,000		6,000		6,000	6,000	12,000	
122	331	Computer Hardware and software	25,000		25,000		25,000	25,000	50,000	
123	332	Telephone telecom	2,500		2,500		2,500	2,500	5,000	
124	333	Sermons that Work (Eng. Sp)	13,000		13,000		13,000	13,000	26,000	
125	334	Bulletin Inserts	-							
126	335	Bible Study: Eng. Spanish	16,000		16,000		16,000	16,000	32,000	
127	336	Digital Evangelism Total	352,334		287,334	30,000	287,334	317,334	604,668	
128	337		-							
129	338	Language (Translation) Services	-							
130	339	Reserve for GC80	20,000			20,000	20,000	20,000	20,000	
131	340	Translation Services	105,000		82,400	20,000	84,872	84,872	167,272	Anticipate less face-to-face requirement
132	341		-							
133	342	Travel	5,000		5,250		5,513	5,513	10,763	
134	343	Equipment Purchases	23,200		5,000		5,000	5,000	10,000	
135	344	Conference and Registration Fees	500		1,000		1,000	1,000	2,000	
136	345	Memberships and Subscriptions	1,000		1,545		1,591	1,591	3,136	
137	346	General Office Expenses	1,000		500		500	500	1,000	
138	347	Computer Hardware and software	800		500		500	500	1,000	
139	348	Mobile Communication Devices	1,500		1,500		1,500	1,500	3,000	
140	349	Language Services Total	158,000		97,695	20,000	100,476	120,476	218,171	
141			-							
142	350	Staff Costs	2,469,311		2,658,895		2,745,512	2,745,512	5,404,408	Includes a proposed ENS reporter
143	351	Communications - to be allocated	-							
144	352	Total Communications	4,103,135		3,752,414	499,500	3,842,112	4,341,612	8,094,027	

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145	353		-							
146	354	Formation Department	-							
147	355	INTENTIONALLY LEFT BLANK	-							
148	356	Departmental Costs:	-							
149	357a	Resource Creation, Curriculum and Partnerships	75,000		50,000		50,000	50,000	100,000	This line shows a \$100k decrease reflecting the completion of the Suicide Prevention project associated with 2018-C014 and reduced need for partnership support.
	357b	Safe Church Training	175,000		145,000		145,000	145,000	290,000	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	358	Formation Networks and Leadership Development	48,666		48,666		48,667	48,667	97,333	
151	359	Young Adult and Campus Ministry Grants	160,000		160,000		160,000	160,000	320,000	Needed increase to reflect the increased cost of projects and services the applicants are seeing reflected.
152	360	Young Adult & Campus Ministry Events and Gatherings	110,000		80,000		100,000	100,000	180,000	
153	361a	CHANGE TO: Youth Events and Gatherings	-							
154	361b	Episcopal Youth Event	80,000		802,000		15,000	15,000	817,000	(with \$400,000 of revenue from registrations)
155	361c	Evento de Jovenes Episcopales	40,000		270,000		40,000	40,000	310,000	
156	362	NEW: Episcopal Service Corps	80,000		100,000		100,000	100,000	200,000	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.
157	363	INTENTIONALLY LEFT BLANK	-							
158	364	Other Departmental Costs	67,000		67,000		67,000	67,000	134,000	Phones, hot spots, shipping/mailling costs, travel, computers, etc.
160	364b	Reserve for GC80	-							
	365	Staff Costs	685,843		708,259		730,903	730,903	1,439,163	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	Total Formation & Vocation	1,521,509		2,430,925	-	1,456,570	1,456,570	3,887,496	-
163	367		-							
164	368	Transition Ministries	-							
165	369	Program/Tech (Transition Min)	34,869		35,000		36,000	36,000	71,000	
166	370	Research & Dev (Transition Min)	28,000		29,000		30,000	30,000	59,000	
167	371	Other OTM office, travel, training	45,000		37,000	8,500	37,000	45,500	82,500	
168	371b	Reserve for GC80	-							
169	372	Staff costs	281,802		290,727		299,884	299,884	590,611	
170	373	Total Transition Ministries	389,671		391,727	8,500	402,884	411,384	803,111	-

	A	B	R	S	T	U	V	W	X	Y
1	EC BUDGET 2023/2024									Title change
2	Draft 10282021									
3	DETAIL: MISSION WITHIN THE EPISCOPAL CHURCH									
4										
5	LINE NO. 2019-2021	DESCRIPTION	2022 Adopted Total		All income and expenses for 2023	GC81 2024 fees and expenses	All other income and expenses for 2024	2024 Proposed Total	2023-2024 Proposed Total	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa)
171	374		-							
172	375	TEC Block Grants	-							
173			-							
174	375a	Cuba	300,000		300,000		300,000	300,000	600,000	
175	376	Haiti	319,725		319,725		319,725	319,725	639,451	
176	377	Virgin Islands	171,171		171,171		171,171	171,171	342,342	
177	378	Province 2 Total	790,896		790,896		790,896	790,896	1,581,793	
178	379		-							
179	380	North Dakota	231,333		231,333		231,333	231,333	462,667	
180	381	South Dakota	763,550		763,550		763,550	763,550	1,527,100	
181	382	Province 6 Total	994,883		994,883		994,883	994,883.33	1,989,766.67	
182	383		-							
183	384	Alaska	433,333		433,333		433,333	433,333	866,666	
184	385	Navajoland	290,833		290,833		290,833	290,833	581,667	
185	386	Guam	50,000		50,000		50,000	50,000	100,000	
186	387	Taiwan	68,250		68,250		68,250	68,250	136,500	
187	388	Province 8 Total	842,416		842,416		842,416	842,416	1,684,833	
188	389		-							
189	390	Consultation & Planning Prov IX	-					-	-	
190	391	Implementation of Prov IX self-sustainability plan	150,000					-	-	TBD in consultation with dioceses and EC
191	392		-					-	-	
192	393	Unallocated for Task Force and Consultants	20,000					-	-	
193	394	Colombia	150,000		135,000		127,400	127,400	262,400	
194	395	Dominican Republic	100,000		75,000		50,000	50,000	125,000	Diocese has substantial investment assets receiving high rates of return
195	396	Ecuador Central	170,000		170,000		170,000	170,000	340,000	
196	397	Ecuador Litoral	150,000		150,000		150,000	150,000	300,000	Diocese pays full assessment and is actively engaged across TEC
197	398	Honduras	350,000		250,000	€	200,000.00	200,000	450,000	
198	399	Venezuela	50,000		50,000		50,000	50,000	100,000	Grants will not be released until financial audits are provided
199	400	Province 9 Total Block Grants	1,140,000		830,000		747,400	747,400	1,577,400	
200	401		-							
201	402	Sustainability grants to US indigenous dioceses	225,000		220,000		220,000	220,000	440,000	TBD in collaboration among 4 Indigenous dioceses
202	403	Block Grant to ERD	356,598		356,598		356,598	356,598	713,197	Free rent equivalent
203	404	Total TEC Block Grants	4,349,794		4,034,794		3,952,194	3,952,194	7,986,989	
204	405		-							
205	406	Intentionally left blank	-							
206	407	Intentionally left blank	-							
207	408	Intentionally left blank	-							
208	409		-							
209	410	Total Mission Within the Episcopal Church	10,364,110		10,609,861	508,000	9,653,761	10,161,761	20,771,622	

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1	EC BUDGET 2023/2024									Title change
2	Draft 10282021									
3	DETAIL: MISSION BEYOND THE EPISCOPAL CHURCH									
4										
5	LINE NO. 2019-2021	DESCRIPTION	2022 Adopted Total		All income and expenses for 2023	GC81 2024 fees and expenses	All other income and expenses for 2024	2024 Proposed Total	2023-2024 Proposed Total	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa)
6	411	Anglican Communion								
7	412	Inter-Anglican Budget/Secretariat	383,000		383,000		383,000	383,000	766,000	Maintained at last triennium level
8	413	International Visitors	10,000		15,000	10,000	5,000	15,000	30,000	
9	414	Other departmental cost	125,000		140,000	20,000	120,000	140,000	280,000	Staff travel for 6 staff members traveling
10	415	Global Mission Development	35,000		35,000	10,000	25,000	35,000	70,000	Funds for conferences, online presence, webinars, interpretation and translation
11	415b	Reserve for GC80	-		-		-	-	-	
12	416	Staff costs	832,891		727,076		750,629	750,629	1,477,704	Includes border and worldwide missionaries
13	417	Total Anglican Communion	1,385,891		1,300,076	40,000	1,283,629	1,323,629	2,623,704	
14	418		-		-		-	-	-	
15	419	Block Grants w/in Anglican Communion	-		-		-	-	-	
16	420	Burundi	4,000		4,000		4,000	4,000	8,000	
17	421	Central Africa	3,000		3,000		3,000	3,000	6,000	
18	422	Congo	7,000		7,000		7,000	7,000	14,000	
19	423	South Sudan	12,000		12,000		12,000	12,000	24,000	
20	424	Conf of Angl Prov in Africa (CAPA)	8,333		8,333		8,333	8,333	16,666	
21	425	African Network Theol Ed (ANITEPAM)	4,000		4,000		4,000	4,000	8,000	
22	426	Epis Church of Philippines	15,000		15,000		15,000	15,000	30,000	
23	427	It Cte Philippines	-		-		-	-	-	
24	428	Caribbean	2,000		2,000		2,000	2,000	4,000	
25	429	Cuba moved to Mission Within Province 2	-		-		-	-	-	
26			-		-		-	-	-	
27	430	Other Angl Communion Costs	-		-		-	-	-	
28	431	Brazil Secretariat	14,000		14,000		14,000	14,000	28,000	
29	432	To be allocated	-		-		-	-	-	
30	433	Total Grants w/in Angl Communion	69,333		69,333	-	69,333	69,333	138,666	
31	434		-		-		-	-	-	
32	435	Covenants w/in Angl Communion	-		-		-	-	-	
33	436	Covenant Long-term Development Fund	40,000		40,000		40,000	40,000	80,000	Funds to support covenant and bilateral partners in their long term sustainability projects
34	437	IARCA (Central America)	401,495		401,495		401,495	401,495	802,990	
35	438	Liberia	118,040		118,040		118,040	118,040	236,080	
36	439	Mexico	-		-		-	-	-	
37	440		-		-		-	-	-	
38	441	Covenant Committees	67,000		23,333		23,333	23,333	46,666	Less travel
39	442	Total Covenants Anglican Comm.	626,535		582,868	-	582,868	582,868	1,165,736	
40	443	Total Grants, Covenants w/in Anglican Communion	695,868		652,201	-	652,201	652,201	1,304,402	
41	444		-		-		-	-	-	
42	445	Internat'l Justice & Peacemaking/UN Presence	-		-		-	-	-	
43			-		-		-	-	-	
44	446	Grants to Partner Organizations	3,333		3,333		3,333	3,333	6,666	Maintain support for UN partner membership costs
45	447	Anglican Peace & Justice Network	-		-		-	-	-	
46	448	Other departmental Costs	20,000		20,000		20,000	20,000	40,000	Cost to support Episcopal Church presence at events such as UNCSW and other UN gatherings
47	449	Internat'l Justice & Peacemaking Total	23,333		23,333	-	23,333	23,333	46,666	
48	450		-		-		-	-	-	

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3	DETAIL: MISSION BEYOND THE EPISCOPAL CHURCH									
4										
5	LINE NO. 2019-2021	DESCRIPTION	2022 Adopted Total		All income and expenses for 2023	GC81 2024 fees and expenses	All other income and expenses for 2024	2024 Proposed Total	2023-2024 Proposed Total	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa)
49	451	Refugee Ministry (Non-Government)	-							
50	452	Departmental Costs-Miami	-							
51	453	Departmental Costs-New-York	-							
52	454	Departmental Costs	58,114		48,000	15,000	48,000	63,000	111,000	Training platforms (Basecamp, GoToWebinar), resource materials,
53	454b	Reserve for GC80	-					-	-	
	457	Refugee Non-Govt Staff Cost	271,530		284,651		294,060	294,060	578,711	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.
54										
55	455	Refugee Loan Collection Other	125,000		130,000		130,000	130,000	260,000	
56	456	Refugee Loan Collection Staff Cost	261,130		292,344		301,760	301,760	594,105	Offset by income in line 21
57	458	Intentionally left blank	-					-	-	
58	459	Total Refugee Ministry (Non-Government)	715,774		754,995	15,000	773,821	788,821	1,543,816	
59	460		-							
60	461	Missionary Service	-							
61	462	Appointed Missionaries	90,000		95,000		95,000	95,000	190,000	
62	463	Volunteers for Mission	150,000		170,000		170,000	170,000	340,000	
63	464	Young Adult Service Corps	160,000		160,000		160,000	160,000	320,000	
	465	Other departmental costs	70,000		87,000	25,000	65,000	87,000	174,000	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
64										
65	466	Staff Costs	1,322,090		1,320,968		1,365,938	1,365,938	2,686,906	
66	622c	GC80 accrual	-							
	467	Less Income	-		(60,000)		(60,000)	(60,000)	(120,000)	Reduced asking for YASC down from \$10,000 to \$5,000 in alignment with other denominational programs
67										
68	468	Total Mission Personnel	1,792,090		1,772,968	25,000	1,795,938	1,817,938	3,590,906	
69	469		-							
70	470	Office of Government Relations	-							
	471	Program work and partnerships	140,000		150,000	5,000	155,000	160,000	310,000	
71										
72	472	Rent	100,000		100,000		105,000	105,000	205,000	
	473	EPPN software and subscriptions	30,000		40,000		42,000	42,000	82,000	
73										
74	474	Office expenses, phones, internet, translation	5,000		15,000		15,000	15,000	30,000	Includes funding for translation for OGR materials and webinars
	475	Travel	42,000		45,000	15,000	45,000	60,000	105,000	
75										
	475b	Reserve for GC80	-					-	-	
76										
77	476	Staff Costs	691,337		713,820		736,695	736,695	1,450,515	
78	477	OGR Total	1,008,337		1,063,820	20,000	1,098,695	1,118,695	2,182,515	
79	478		-							

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1	EC BUDGET 2023/2024									Title change
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4										
5	LINE NO. 2019-2021	DESCRIPTION	2022 Adopted Total		All income and expenses for 2023	GC81 2024 fees and expenses	All other income and expenses for 2024	2024 Proposed Total	2023-2024 Proposed Total	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa)
80	479	Ecumenical, Interfaith, Global Relations	-							
	480	Anglican Communion Reconciliation and Development Initiatives	50,000		50,000		50,000	50,000	100,000	Provide emergency support for partner Provinces and targeted support for development initiatives, especially in areas not covered by Episcopal Relief and Development
81	481	Global Networking	-		10,000	4,000	10,000	14,000	24,000	Funds to develop specific online mission presences such as mission mapping, and development of the global mission toolkit
82	482	Support for Ecumenical Reps	14,000		14,000	2,000	14,000	16,000	30,000	
84	483	Coordinating Committees	8,000		8,000		8,000	8,000	16,000	
85	484	Interfaith Relations	15,000		15,000	3,000	15,000	18,000	33,000	
86	485	Dialogues	15,000		15,000		15,000	15,000	30,000	
87	486	Churches Uniting in Christ	4,000		2,000		2,000	2,000	4,000	
88	487	PB Deputy for Ecumenical Relations	26,000		25,000	1,500	25,000	26,500	51,500	
89	488	WCC Assembly	5,000		5,000	3,000	5,000	8,000	13,000	Saving for WCC Assembly planned for 2029
90	489	Other Departmental Costs	6,500		5,000		5,000	5,000	10,000	
	490	New projects	5,000		5,000		5,000	5,000	10,000	Includes trainings with Shoulder to Shoulder (Faith over Fear) church engagement communications / web work
91	490b	Internship	7,000		12,000		12,000	12,000	24,000	
92	491	Staff Costs	417,989		436,709		450,745	450,745	887,453	
93	492	Total Ecum., Interf., Global Relations	573,489		602,709	13,500	616,745	630,245	1,232,953	
94	493		-							
95	494	Ecumenical Dues								
96	495	World Council of Churches	33,667		33,000		33,000	33,000	66,000	
97	496	National Ministries Unit NCC	-		-		-	-	-	
98	497	NCC Ecumenical Commitment Fund	50,000		50,000		50,000	50,000	100,000	
99	498	Christian Churches Together US	10,000		10,000		10,000	10,000	20,000	
100	499	Ecumenical bodies on Climate Change	3,000		3,000		3,000	3,000	6,000	
101	500	Total Ecumenical Dues	96,667		96,000		96,000	96,000	192,000	
102	501		-							
103	502	Grants in form of Contributed Services Support to Affili								
104	503	Episcopal Relief & Development	1,037,286							
105	504	Anglican UN Office	33,192		33,192		33,192	33,192	66,384	
106	505	Coll/Universities Angl Communion	-		-		-	-	-	
107	506	Episcopal Church Foundation	-		-		-	-	-	
108	507	Natl Assoc. Episcopal Schools	-		-		-	-	-	
109	508	Ch Periodical Club/BCP Society	-		-		-	-	-	
110	509	Total Supp. Affiliated Organizations	1,064,416		33,192		33,192	33,192	66,384	
111	510	Less: Offset of Support	(1,064,416)		(33,192)		(33,192)	(33,192)	(66,384)	
112	511	Total Mission Beyond the Episcopal Church	6,291,447		6,266,101	113,500	6,340,361	6,450,861	12,716,962	

	A	B	R	S	T	U	V	W	X	Y
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4										
5	LINE NO. 2019-2021	DESCRIPTION	2022 Adopted Total		All income and expenses for 2023	GC81 2024 fees and expenses	All other income and expenses for 2024	2024 Proposed Total	2023-2024 Proposed Total	Special Comments for 2023-2024 (Base salary increases 3% pa; medical cost increases 9% pa)
6										
7	512	General Convention Office	-							
8	513	Meeting of the General Convention	2,058,000		345,000	2,148,000		2,148,000	2,493,000	Revenue for fees and registration shown in Line 16 Logistical cost to produce GC, includes Official Youth Presence and GC Children's Program
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		569,125		499,875	499,875	1,069,000	Three annual meetings of EC, meetings of committees of Council, EC Liaison travel and D&O insurance
11	515-518	Intentionally left blank	-							
12	519	Interim Bodies of the General Convention	442,200		801,200		239,600	239,600	1,040,800	Support of face to face, hybrid and virtual meetings, consultants to support this work
13	520	Deputies of Color pre-Convention meeting	-		0	40,000		40,000	40,000	
14	521	Intentionally left blank	-					-	-	
15	522	Board to assist Office of Pastoral Development for bishop calling	-					-	-	
16	523	Accrual for PB Nomination, Election, Transition, Installation	30,000		40,000		40,000	40,000	80,000	To cover costs of PB Election, Transition and Installation
17	524-530	Intentionally left blank	-					-	-	
18	531a	SC SCLM Prayer Book Revision	-					-	-	
19	531b	Current Prayer Book Translation	50,000					-	-	
20	532	Canonical Reporting	10,000		10,000		15,000	15,000	25,000	
21	533	Technology for General Convention Governance	1,513,500		630,000		1,010,000	1,010,000	1,640,000	Note: This number may need to increase should resolution A098 be implemented
22	534	Translation and Interpretation for Governance	311,600		161,600		389,900	389,900	551,500	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	45,000	95,000	Research Demographic software, FACT membership dues
24	536	Operation and Other Expenses of the GC Office	150,000		135,000		150,000	150,000	285,000	General Office expenses, registrar of General Convention and staff travel
25	537	Staff Costs	1,814,508		1,889,427		1,948,963	1,948,963	3,838,390	
26	538	Other cost reductions	-					-	-	
27	538b	Reserved for GC80	-					-	-	
28	539	Total Office of General Convention	6,962,433		4,631,352	2,188,000	4,368,338	6,556,338	11,187,690	-

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4										
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29	540		-							
30	541		-							
31			-							
32	542	Provincial Coordination	-							
	543	Support for Provinces I-VIII Coordination	85,000		85,000		85,000	85,000	170,000	Includes \$10K is for Interpretation support for meetings (virtual and F2F). Provincial Leadership requested \$10K per annum for each Province
34	544	Support for Province IX Coordination	16,666		16,667		16,667	16,667	33,334	Ongoing support for Province IX coordination
35	545	Support for Provincial Coordination Total	101,666		101,667	-	101,667	101,667	203,334	
36	546		-							
37	547	House of Deputies								
	548	Council of Advice	50,000		34,000		34,000	34,000	68,000	Assumes 6 meetings of 10-person council
39	549	Discretionary Fund	2,000		2,000		2,000	2,000	4,000	
40	550a	Chancellor Consulting fees	100,000		103,000		106,090	106,090	209,090	
	550b	Chancellor expenses	5,500		5,500		5,500	5,500	11,000	Chancellor fees for annual meetings and licenses, subscriptions
41	551	Communications Consultants	142,224							
42	552	Travel	5,000		70,000		70,000	70,000	140,000	May need adjustment based on where PHOD resides
44	553	GC expenses for PHOD	45,000			54,000		54,000	54,000	
45	554a	Phone/Telecom	8,500		7,000		7,000	7,000	14,000	May increase if staff are employees, not consultants
46	554b	Phone/Telecom PHOD Transition	0							
47	555	Parliamentarians	4,600		5,000		1,000	1,000	6,000	Annual education, resources, professional licenses; one Boot Camp with 2 parliamentarians in prep for GC
48	556	Other Departmental Costs	5,150		4,000		4,000	4,000	8,000	
49	556b	Reserved for GC80	-							
50	556c	Other Departmental Costs for PHOD Transition	30,000							
	557	Staff Costs including PHOD	466,989		650,563		674,449	674,449	1,325,012	Assumes 2 support staff; and PHOD position continues to receive directors fees with funding for pension and medical benefits
52	558	Total House of Deputies	864,962		881,063	54,000	904,039	958,039	1,839,102	
53	559		-							
54	560	Archives								
	561	Digital Archives/Electronic Records	254,823		257,371		259,945	259,945	517,316	
55	562	Rent and storage	278,000		279,000		284,000	284,000	563,000	Recent increases in Austin taxes are being challenged by landlord
56	563	Other costs	113,937		102,937	11,000	102,937	113,937	216,874	
57	563b	Reserve for GC80	-							
58	564	Staff costs	905,902		935,801		965,951	965,951	1,901,752	
59										
60	565	Archives Total	1,552,662		1,575,109	11,000	1,612,833	1,623,833	3,198,942	
61	566		-							
62	567	Total Governance Expenses	9,481,724		7,189,190	2,253,000	6,986,878	9,239,878	16,429,068	

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6	568	Development Office								
7	569	Other Cost	-							
8	570	Dedicated Work in Haiti	-							
9	571	Donor Cultivation	275,000		280,000		280,000	280,000	560,000	
10	572	Presentation Materials, postage, database management	80,000		70,000	12,000	70,000	82,000	152,000	Campaign design, printing, acknowledgement
11	573	Research	22,000		25,000		25,000	25,000	50,000	Donor prospecting, screening; Raisers' Edge database software; training
12	574	Grant Writing	1,000		2,000		2,000	2,000	4,000	Production, printing; Foundation relations and research
13	575	Special Events	30,000		19,000	12,000	18,000	30,000	49,000	Receptions; pilgrimages; donor cultivation: up to 5 annually
14	576	Annual Campaign	120,000		130,000		130,000	130,000	260,000	Annual Campaign for general operations includes \$179K of staff cost involved (as required by GAAP)
15	577	Project Resource	-		0		-	-	-	
16	578	Cuba fundraising	5,000		5,000		5,000	5,000	10,000	Specific need not yet defined
17	579	Conferences	5,000		6,000		6,000	6,000	12,000	Consortium of Endowed Episcopal Parishes and other conference registration and attendance
18	580	Technology, equipment	10,000		10,000	2,000	10,000	12,000	22,000	
19	581	Professional development	8,000		8,000		8,000	8,000	16,000	Professional development for staff
20	582	Staff Cost	939,164		965,550		995,338	995,338	1,960,888	
21	583	Development Office to be allocated	-							
22	583b	Reserved for GC80	-							
23	584	Total Development Office	1,495,164		1,520,550	26,000	1,549,338	1,575,338	3,095,888	
24	585		-							
25	586	Finance								
26	587	Controller's Office								
27	588	Travel	5,000		1,200	4,000	1,200	5,200	6,400	
28	589	Audit	210,000		220,000		220,000	220,000	440,000	Includes additional work required by NYC Finance for RE taxes
29	590	Payroll Management	60,000		65,000		65,000	65,000	130,000	
30	591	Computer Software	25,000		25,000		25,000	25,000	50,000	
31	592	Other non-staff	22,000		23,000		23,000	23,000	46,000	
32	592b	Reserved for GC80	-							
33	593	Controller's Office Department Total	322,000		334,200	4,000	334,200	338,200	672,400	
34	594		-							
35	595	Treasurer's Office								
36	596	Travel	16,000		6,000	14,000	6,000	20,000	26,000	
37	597	Property, Casualty & Liability insurance	360,000		370,000		380,000	380,000	750,000	Increased premiums for sexual misconduct, professional liability, property and casualty insurance
38	598	D&O insurance	120,000		120,000		120,000	120,000	240,000	Increased D&O premiums; excludes \$75K of costs for EC, Interim Bodies
39	599a	Banking Fees	10,000		11,000		10,000	10,000	21,000	
40	599b	Computer Software	15,000		15,000		15,000	15,000	30,000	Adds invoice processing software
41	600	Telephone & Telecom.	8,000		8,000		8,000	8,000	16,000	
42	601	Training, State registrations, misc.	10,000		10,000		10,000	10,000	20,000	
43	602	Consultants (social responsibility); temps	78,000		71,000	71,000	71,000	71,000	142,000	Includes Corp Soc. Resp. Investment consultant
44	602b	Reserved for GC80	-							
45	603	Treasurer's Office Department Total	617,000		611,000	85,000	620,000	634,000	1,245,000	Increase reflects substantially higher premiums for D&O, property, cyber, and other insurance coverage
46	604		-							

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5	LINE NO. 2019-2021	DESCRIPTION	2022 Adopted Total		All income and expenses for 2023	GC81 2024 fees and expenses	All other income and expenses for 2024	2024 Proposed Total	2023-2024 Proposed Total	Special Comments for 2022 (Base salary increases 3% pa; medical cost increases 4% pa)
605	605	Debt Service Principal & Interest	1,882,000		1,857,000		1,833,000	1,833,000	3,690,000	Uncollateralized long-term borrowing for general purposes. Principal reduction \$1.480 mil annually; fixed interest rate through 2025 at 1.68%.
47										
48	606	Controller's Office Staff Costs	1,065,583		1,098,462		1,134,379	1,134,379	2,232,841	
607	607	Treasurer's Office Staff Costs	1,389,721		1,432,139		1,477,518	1,477,518	2,909,657	
49										
50	608	Treas. Recovery from Unrestricted trust reserves	(34,608)		(35,749)		(36,716)	(36,716)	(72,465)	Treasury staff work for trust and investment
51	609	Finance Other Costs	4,302,696		4,351,851	-	4,408,182	4,408,182	8,760,033	
52	610		-		-		-	-	-	
53	611	Total Finance	5,241,696		5,297,051	89,000	5,362,382	5,380,382	10,677,433	
54	612		-		-		-	-	-	
55	613	Legal	-		-		-	-	-	
56	614		-		-		-	-	-	
57	615	Miscellaneous Departmental Costs	60,000		75,000		75,000	75,000	150,000	
616	616	Legal Expense Churchwide Conflict Res.	200,000		175,000		150,000	150,000	325,000	Includes property actions
58										
617	617	Chief Legal Officer firm contract	-		-		-	-	-	
59										
618	618	External specialized counsel	200,000		325,000		350,000	350,000	675,000	PT associate counsel moved to staff costs
619	619	Travel	46,000		50,000	6,500	55,000	61,500	111,500	
620	620	Telecom	3,300		3,450		3,600	3,600	7,050	
621	621	Office expense	3,000		3,150		3,300	3,300	6,450	
622a	622a	Staff Costs	1,179,810		1,214,712		1,252,838	1,252,838	2,467,550	Includes CLO, Chancellor and 2 PT Senior Legal Counsels
622b	622b	Legal Recovery from Unrestricted trust reserves	(7,778)		(7,984)		(8,228)	(8,228)	(16,212)	Legal staff work for trust and investment
622c	622c	Reserved for GC80	-		-		-	-	-	
623	623	Total Legal	1,684,333		1,838,329	6,500	1,881,509	1,888,009	3,726,338	FT Chancellor; trademark litigation costs; CLO mandated by Canons
67										
624	624		-		-		-	-	-	
625	625	Chief Operating Officer	-		-		-	-	-	
626a	626a	Other departmental costs	51,500		51,500		51,500	51,500	103,000	
626b	626b	Travel	13,800		6,300		6,300	6,300	12,600	Non-GC travel reduced 10%.
627	627	Staff costs	582,546		601,602		620,441	620,441	1,222,042	
627b	627b	Reserved for GC80	-		-	13,500	-	13,500	13,500	
628	628	Total Chief Operating Officer	647,846		659,402	13,500	678,241	691,741	1,351,142	
629	629		-		-		-	-	-	
630	630	Human Resources	-		-		-	-	-	
631	631	Retiree Medical Costs	620,000		620,000		620,000	620,000	1,240,000	Includes Medicare Part B supplements for lay retirees
632a	632a	Travel	20,300		2,000		2,000	2,000	4,000	Non-GC travel reduced
632b	632b	Other Departmental Costs	350,000		280,000		280,000	280,000	560,000	
632c	632c	Reserved for GC80	-		-	14,000	-	14,000	14,000	
633	633	Staff Costs	565,194		583,675		602,418	602,418	1,186,093	
634	634	Total Human Resources	1,555,494		1,485,675	14,000	1,504,418	1,518,418	3,004,093	
635	635		-		-		-	-	-	

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84	636	Information Technology	-							
85	637	Total Departmental costs	-							
86	637b	Other Department Costs	-							
87	638	Consultants	100,000		100,000		100,000	100,000	200,000	For IT security and related services
88	639	Travel	26,000		4,000	20,000	4,000	24,000	28,000	GC travel now assumed by IT, not GCO
	640	Telephone telecom	60,480		60,480		60,480	60,480	120,960	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
89										
90	641	Maintenance	30,000		30,000		30,000	30,000	60,000	
91	642	Postage and delivery	5,000		5,000		5,000	5,000	10,000	Assumes more staff working remotely.
92	643	Supplies	10,000		10,000		10,000	10,000	20,000	
93	644	Software	37,500		37,500		37,500	37,500	75,000	
94	645	Hardware	-		0		-	-	-	
	646	-- Infrastructure/Hardware - Reserve	45,000		15,000		15,000	15,000	30,000	Computer upgrades, and hardware in the datacenter
95										
96	647	-- Hardware- Perishables	6,500		6,500		6,500	6,500	13,000	
97	648	Online	75,626		76,000	60,000	76,000	136,000	212,000	
98	648b	Reserved for GC80	-							Convention center fees for internet, use of network and
99	649	Staff costs	964,945		984,065		1,015,441	1,015,441	1,999,506	Staff adjustment
100	650	Total Information Technology	1,361,051		1,328,545	80,000	1,359,921	1,439,921	2,768,466	
101	651		-							
102	652	Facilities Management	-							All COVID-related expenses presume tenant offices return to full occupancy all year.
103	653	Building Service and Maintenance	-							
104	654	Building Management	222,360		222,360		222,360	222,360	444,720	
105	655	Cleaning contractor	392,600		304,000		310,000	310,000	614,000	
106	656	Engineers contract	404,000		416,120		428,604	428,604	844,724	
107	657	Security guard contract	281,000		289,430		298,113	298,113	587,543	
108	658	Security guard	59,000		0		-	-	-	Additional guard 40 hours weekly
109	659	Utilities	470,000		470,000		470,000	470,000	940,000	
110	660	Office expense	2,000		2,000		2,000	2,000	4,000	
111	661	Decorating and remodeling	-		0		-	-	-	5th floor renovation completed in 2020
112	662	Bulbs and lighting	5,000		5,000		5,000	5,000	10,000	
	663	HVAC maintenance	125,000		125,000		125,000	125,000	250,000	Higher costs due to change in regulations regarding cooling towers; increased wear and tear replacement costs for chiller repairs, pump replacements and electronics
113										
114	664	Electrical contractors	5,000		5,000		5,000	5,000	10,000	
115	665	Plumbing contractors	59,000		59,000		59,000	59,000	118,000	
116	666	Carpentry and hardware	3,500		3,500		3,500	3,500	7,000	
117	667	Windows and glass	6,500		6,500		6,500	6,500	13,000	
118	668	Painting	4,320		4,320		4,320	4,320	8,640	
119	669	Fire Alarm & Safety maintenance and contractors	49,900		49,900		49,900	49,900	99,800	
120	670	Elevator contractors	39,500		39,500		39,500	39,500	79,000	
121	671	Building supplies	35,000		35,000		35,000	35,000	70,000	
122	672	Pest control	6,750		6,750		6,750	6,750	13,500	
123	673	Refuse collection	20,000		20,000		20,000	20,000	40,000	

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124	674	Temporary staff (project work)	118,000		118,000		118,000	118,000	236,000	
125	675	Telephone telecom	6,000		6,000		6,000	6,000	12,000	
	676	Miscellaneous services	470,000							- NYC required façade inspection & repair; rooftop generator safety catwalk required by NYC Code both done in 2022
126										
127	677	Carpet replacement	32,000							- Materials only. Carpet squares are installed by staff.
128	678	Chiller repair or replacement	-							
129	679	Building Services Total	2,816,430		2,187,380	-	2,214,547	2,214,547	4,401,927	
130	680		-							
131	681	Mail Center	-							
132	682	Equipment rental	15,964		15,964		15,964	15,964	31,928	
	683	Trucking pickup/delivery	125,000		105,000	20,000	125,000	145,000	250,000	90% of costs will be recovered thru interdepartmental & tenant billing (line item 25)
133										
134	684	Mail and packaging	3,450		3,450		3,450	3,450	6,900	
135	685	Office expense	2,600		2,600		2,600	2,600	5,200	
136	685b	Reserved for GC80	-							
137	686	Mail Center Total	147,014		127,014	20,000	147,014	167,014	294,028	
138	687		-							
139	688	Purchasing	-							
140	689	Equipment rental	22,000		18,000		18,000	18,000	36,000	
141	690	Supplies and lettershop	18,000		15,000		15,000	15,000	30,000	
142	691	Purchasing Total	40,000		33,000	-	33,000	33,000	66,000	
143	692	Travel	-							
144	692b	Reserved for GC80	-							
145	693	Staff Costs	421,730		435,914		450,093	450,093	886,006	
146	694	Total Facilities Management	3,425,174		2,783,308	20,000	2,844,653	2,864,653	5,647,961	
147	695	Total Operations	6,989,566		6,256,929	127,500	6,387,233	6,514,733	12,771,662	
148	696a	Other cost reductions	-							
149	696b	Total Finance, Legal and Operations	15,410,758		14,912,859	249,000	15,180,462	15,358,462	30,271,321	

