



THE EPISCOPAL CHURCH

THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY
OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA

FOUNDED 1821 • INCORPORATED 1846

Adopted on: Oct 12, 2020

EC 006 Accept 2019 Audit and Appoint Independent Auditors for FY2020

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 9 – 12, 2020, at which a quorum was present and voting.

Resolved, That Executive Council, upon the recommendation of the Audit Committee, hereby accepts, the 2019 audit as reported in the Report of Independent Certified Public Accountants to the Executive Council of the Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America, dated October 2, 2020 (“Report”); and be it further

Resolved, That the Executive Council, upon the recommendation of the Audit Committee, hereby approves the appointment of Grant Thornton, LLP, to audit all accounts under the management or control of the Council and the Domestic and Foreign Missionary Society for the year ending December 31, 2020.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

The Domestic and Foreign Missionary Society

of the Protestant Episcopal Church in the United States of America



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Adopted on: Oct 12, 2020

EC 009 Resolution Honoring Marian Conboy

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 9 – 12, 2020, at which a quorum was present and voting.

Resolved, That the Executive Council gratefully acknowledges the excellence, wisdom, good humor, patience, and generosity shown by Marian Conboy throughout her seventeen years of ministry and service for The Episcopal Church; gives thanks for her particular contributions to the work of the Executive Council and the General Convention; and, while admitting that we will miss her regular presence among us, wishes her every blessing and much happiness in her retirement.

The Rev. Canon Michael Barlowe

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Adopted on: Oct 12, 2020

ECEC 026 Replacement member of Joint Audit Committee

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 9 – 12, 2020, at which a quorum was present and voting.

Resolved, That in accordance with Canon I.4.3, the Presiding Officers nominate and Executive Committee (on behalf of the Executive Council) elects the The Rt. Rev. Phoebe Roaf as member of the Joint Audit Committee, replacing The Rt. Rev. Wayne Hougland.

The Rev. Canon Michael Barlowe
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Adopted on: Oct 12, 2020

ECEC 027 Exception to Works-for-Hire Policy of the DFMS

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 9 – 12, 2020, at which a quorum was present and voting.

Resolved, That the Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of the America (the “DFMS”), to the extent that it owns any interest in the book written by the Rev. Canon Stephanie Spellers, during, or as a result of the work done during, her Intensive Development Leave, which began July 27, 2020, hereby assigns those rights, in full and without reservation, to Canon Spellers, in consideration of her work.

Resolved, That the Executive Committee of Executive Council, requests that the Joint Standing Committee for Governance and Operations review the Works for Hire policy in the Employee Handbook of the DFMS and present a report on its work, which may include a revision of the Policy, at the meeting of Executive Council in October 2020.

The Rev. Canon Michael Barlowe

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Adopted on: Oct 12, 2020

ECEC 028 Becoming Beloved Community Rapid-Response Grants

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 9 – 12, 2020, at which a quorum was present and voting.

Resolved, That the Executive Committee of Executive Council, meeting from August 20, 2020, approves the Becoming Beloved Community Rapid-Response Grants totaling \$64,400 identified below as recommended by The Presiding Officers' Advisory Group on Becoming Beloved Community Implementation.

Episcopal Institution	City	State	Award \$
All Saints' Episcopal Church	Hilton Head	SC	8,000
Beloved Community Initiative/ The Diocese of Iowa	Des Moines	IA	9,000
Middleham and St. Peter's Parish	Lusby	MD	5,000
All Saints' Episcopal Church	Chicago	IL	6,000
Haitian Congregation of the Good Samaritan	Bronx	NY	6,000
Episcopal Diocese of Tennessee Beloved Community: Commission for racial reconciliation	Nashville	TN	6,000
St. Nicholas Episcopal Church/La Iglesia Episcopal de San Nicolas	Richfield	MN	8,000
The Diocese of Olympia	Seattle	WA	5,400
St. Paul's Episcopal Church	Camden	NJ	6,000
Neighbor to Neighbor: a partnership between EMM, Diocese of Massachusetts and Diocese of the Rio Grande	Boston	MA	5,000
			\$64,400

The Rev. Canon Michael Barlowe

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	Episcopal Institution Requesting Grant	City	State	Narrative of project	Amount Requested	FINAL AMOUNT
	All Saints' Episcopal Church	Hilton Head	SC	At Hilton Head High School, the local Internet provider, Hargray, agreed to pay for the students that could not afford Internet, when the schools shut down due to the COVID pandemic in March 2020. They provided Internet service for March and April 2020 for 183 families. But, Hargray is not going to pay for these students again. All Saints Episcopal Church is requesting a grant to pay for some of these high school students to have Internet at their homes for the 2020/2021 school year.	8041.5	8000
	Beloved Community Initiative/ The Diocese of Iowa	Des Moines	IA	Beloved Community Initiative (BCI), ministry of the Diocese of Iowa, is partnering with entities in three parts of the diocese to provide Personal Protection Equipment and professional cleaning for Black, immigrant, and Indigenous populations. In Cedar Rapids BCI is partnering with the Catherine McAuley Center (CMC) that provides educational and refugee resettlement services for 600+ immigrants and refugees each year. They also provide employment-related services in navigating community resources, such as connecting to health care resources, housing and childcare. Due to the Coronavirus, all these services have stopped. The funds will provide face shields for students and tutors so services can resume. In Sioux City, BCI and St. Paul's Indian Mission (Episcopal) seek funds for deep cleaning of the church buildings, face shields, gloves and thermometers to allow St. Paul's to continue their ministries, including goods brought from tribes to distribute to members in need, educational events, and providing a safe space for young people to access wi-fi not available in homes for at-home classes to a population of urban Indigenous people. In Marshalltown, JBS Swift and Company employs 2400 people, predominately Hispanic or Latino and requires surgical masks be worn by all, which the partnership will provide	9,744	9000
	Middleham and St. Peter's Parish	Lusby	MD	Middleham and St. Peter's Parish requests grant support for our project the Big Conversation Partners for Dismantling Racism and Privilege in Southern Maryland. This project is intended to identify and uproot racism in health care both personally and in the institutions that perpetuate and benefit from racism across the three counties. Starting with extended study and interviews, the project will then convene health care providers and diverse residents in a "Big Conversation" to identify racism in health care and propose responses. Using the responses, the project will carry out a series of activities to further inform the community and address the racism. The covid 19 pandemic has highlighted racism in health through the disparate impact on black and brown communities, both nationally and in Southern Maryland. This project is about addressing those disparate impacts. The 17 partner organizations are key in that they enable the project to reach out broadly into the region. Middleham and St. Peter's and its partners are experienced in this approach, having carried out community conversations since 2012 and specifically on race since 2016.	5,006	5000
	All Saints' Episcopal Church	Chicago	IL	Building on years of anti-racist work, storytelling, and organizing, All Saints' Episcopal Church is putting narrative into action, following the lead of the Lawndale Christian Development Corporation (LCDC), and inviting predominantly white congregations and unaffiliated individuals into a new chapter of their local, racial (hi)story. In June, LCDC entrusted All Saints' with the task of raising \$215,000 to build the first model Canaan Home, of what will be 1,000 homes, combatting historical redlining practices and offering working families a path to home ownership, as well as to fund the organizer training stipend for an already identified Black leader. We are calling this practice of material solidarity "The Greenlining Campaign." Because Black and brown communities are disproportionately affected by COVID-19, and because the over-policing of Black communities has been further unmasked, it is critical that more persons of color become homeowners, for the physical wellbeing and political power that property ownership provides. We request a \$10,000 Beloved Community "Rapid-Response" Grant to catalyze our existing commitment to LCDC's model Canaan Home, to deepen our practice of telling our own stories about race, and to undergird this work with the spiritual formation provided by the Diocesan Pathway to Reconciliation workshop.	10,000	6000

Haitian Congregation of the Good Samaritan	Bronx	NY	The Haitian Congregation will stage a play telling the story of the history of the congregation. It will give the world a story of immigrant life for Haitians living in the diaspora. Ours is a story of faith and hope in the midst of racism and economic inequality. These two cousins of oppression have been strengthened by the Covid-19 pandemic. Three of our members have died, and many of our members continue to work on the front lines as nurses, health care aids, taxi drivers and delivery drivers. We seek to give voice to the statistics that people of color are suffering disproportionately. By doing so we hope to continue to propel the momentum of the Black Lives Matter movement, to effect change on a grassroots level by changing the perceptions of other members of our diocese. We hope this will lead to legislation that will eliminate racist policies. The process of storytelling will strengthen our congregation, as we are reminded how much God has done for us these past 48 years.	10,000	6000
Episcopal Diocese of Tennessee Beloved Community: Commission for racial reconciliation	Nashville	TN	Our proposal seeks to build capacity for our Beloved Community Commission, so that we can continue responding to the urgency of this current political moment, but to do so in a way that is more strategic and sustainable. With this grant and supported by other in-process fundraising, we will use this money to (1) support a 10-month Research and Teaching Fellow to design, implement, and evaluate on-going and emerging programs; (2) fund the material costs of the programs; and (3) improve organizational capacity to extend our reach in the diocese and to onboard new members. In the wake COVID-19 and of recent murders of BIPOC, our Commission has become a crucial voice in our diocese and received unprecedented responses from local lay and clergy. We have focused our energy and existing funds on immediate responses this moment, but are simultaneously experiencing serious capacity needs. This grant will allow us to continue leading the diocese in antiracism work that creates sustainable change.	10,000	6,000
St. Nicholas Episcopal Church/La Iglesia Episcopal de San Nicolas	Richfield	MN	This project of direct assistance builds Beloved Community with our Latinx brothers and sisters in our community. By providing food, rent money, grocery gift cards, and meeting other basic needs, we seek to serve Christ in all person and to lessen the economic injustices inflicted upon our Latinx families. We also engage in racial healing and reconciliation when we resist the evil of ignoring brown bodies, and when we proclaim the Gospel by the example of feeding, housing, and clothing God's Beloved people. In addition, this direct assistance allows us to provide much needed pastoral care, helping to build a life of dignity and respect, while these families overcome the effects of COVID.	10,000	8000
The Diocese of Olympia	Seattle	WA	We will engage in a three year process. Year 1: Resource individual BIPOC Christians and White Christians, as well as congregations in the Diocese for difficult conversations and structural change. Year 2: Contract a Truth and Reconciliation Commissioner to help us structure a process. Year 3: Public events of lament and reconciliation (when appropriate), reallocation of some of the diocese's resources toward reparative ministry partnerships. We are requesting funding for year 1 so that we can quickly scale up existing training resources to meet demand.	9,000	5400
St. Paul's Episcopal Church	Camden	NJ	Having offered a food program for thirty years to address the needs of those living in the food desert on downtown Camden, the lay leaders at St. Paul's decided to approach the health of our guests in a more holistic manner by providing health clinic to screen for conditions such as high blood pressure and diabetes, both of which are twice as prevalent among the homeless as in the general population. In order to begin this project, we will have to re-purpose a room adjacent to our dining hall. We are a small parish with a very limited budget; a Beloved Community grant would offer us the opportunity to attend to the health of our guests by providing services they would not be able to obtain elsewhere in our part of Camden.	10,000	6,000

	<p>Neighbor to Neighbor: a partnership between EMM, Diocese of Massachusetts and Diocese of the Rio Grande</p>	<p>Boston</p>	<p>MA</p>	<p>Neighbor to Neighbor is almost foolishly simple - a step along the way to working across differences of culture, race, nationality and language in order to heal the breach of racism and nationalism in the local context. Not a program so much as a network, Neighbor to Neighbor connects newly arrived asylum seekers with an episcopal parish in their new local community. Informal, and non-legally binding, this relationship between neighbors is designed to be long-lasting and mutual. It will assist asylum seekers the way faith communities have always helped new members of the community: with love, friendship, guidance and assistance as needed.</p> <p>Here's how it works:</p> <ol style="list-style-type: none"> 1. Asylum seekers contact the free hotline established by Church World Service to connect asylum seekers with services and support in their destination communities. 2. Congregations discern, learn, plan, and decide to join the Neighbor to Neighbor network. 3. Neighbor Parish groups are offered anti-racism and cultural competency training. 4. Newcomer neighbors (asylum seekers) are connected to Neighbor Congregations in destination communities for friendship, support, guidance and care. 5. Neighbor parish groups are supported through regular group meetings, listening and prayer as well as through ongoing trainings facilitated by Neighbor to Neighbor. 	<p>10,000</p>	<p>5,000</p>
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TOTAL

64,400



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ECEC 029 Trust Fund Name Change, TF 1216 RG – Bosque Chapel

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 9 – 12, 2020, at which a quorum was present and voting.

Resolved, that Trust Fund # 1216, RG - Fund for Military Chaplaincy, be renamed RG – Bosque Chapel as per Treasurer's instruction of September 8, 2020. This change is effective from December 16, 2019.

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Adopted on: Oct 12, 2020

ECEC 030 New Custodial Trust Fund 1262 – Holy Innocents Endowment Account

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 9 – 12, 2020, at which a quorum was present and voting.

Resolved, that Trust Fund # 1262, Holy Innocents Endowment Account, be established as an investment account for Holy Innocents Episcopal Church, San Francisco, CA, which may withdraw principal and/or income upon request and may add to the principal at its discretion.

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Adopted on: Oct 12, 2020

ECEC 031 Becoming Beloved Community Rapid-Response Grants Part 2

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 9 – 12, 2020, at which a quorum was present and voting.

Resolved, That the Executive Committee of Executive Council, by unanimous electronic vote, approves the Becoming Beloved Community Rapid-Response Grants (Part 2) totaling \$35,600, as recommended by The Presiding Officers' Advisory Group on Becoming Beloved Community Implementation.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

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#	Episcopal Institution Requesting Grant	City	State	Narrative of project	Amount Requested	Amount Awarded
32	THREAD Refugee Mask-Sewing Project, Sponsored by Imago Dei Middle School	Tucson	AZ	The Covid-19 crisis has caused severe economic impacts in Tucson, Arizona, which has large immigrant and refugee communities and a poverty rate 10 points above the U.S. average. Having been involved with a now-defunct project of Lutheran Social Services that trained refugee women to sew, Susan Gamble - a retired businesswoman, parishioner at St. Philip's in the Hills Episcopal Church, and a part-time teacher at Imago Dei Middle School - recognized the opportunity that demand for face masks had created. She developed a pattern, sourced materials, and got the project running by mid-April. Called T.H.R.E.A.D. (Together for Hope, Resiliency, Empowerment And Development) the project is housed in and sponsored by Imago Dei Middle School, an independent Episcopal school serving children from low-income families at no cost. Since the project began, it has produced 15,044 adjustable cotton masks - more than 9,000 of which have been donated in Southern Arizona - and has paid out \$52,654 to the program's 24 participants. (23 are female; 21 are refugees from Afghanistan and Africa; two are immigrant mothers of IDMS students.) Participants sew safely at home and are paid \$3.50 per mask, earning up to \$140 a week.	\$ 10,000.00	\$ 5,000.00
35	Episcopal Diocese of Maryland Truth and Reconciliation Commission	Baltimore	MD	Few incidents have occurred in our world that have resulted in the cataclysmic impact as that of the COVID-19 pandemic. It has left its mark on all aspects of the human condition: health, political, economics, and religion. In other words, every aspect of life: anything you can name and any country you can name. However, while such an event brings a myriad of challenges, it also creates opportunities. Yes, something big is (has) happening(ed). This proposal is designed to address the latter. The proposal will address opportunities created to design and develop a means by which to use the current catastrophe and subsequent lessons learned to further, and perhaps, rethink the work of the Episcopal Church specifically, African-American parishes and the way the Church provides support to communities impacted by health disparities. The proposed project will (1) address health disparities in communities of color, (2) provide peer coaching to communities of color targeting pregnant women, individuals with underlying health issues (i.e. high blood pressure, cardiovascular disease, diabetes, obesity) and mental health issues (i.e. depression and anxiety) and (3) continue and advance the discussion in our diocese regarding Beloved Community, healing and reconciliation.	\$ 10,000.00	\$ 4,550.00
30	The Episcopal Church in Navajoland	Farmington	NM	The Episcopal Church in Navajoland requests a grant of \$9,290 over one year (October, 2020 to September, 2021) to provide funding for "The Episcopal Church in Navajoland: Becoming Hashinéé (Beloved) in Times of Covid," a series of Healing Circle conversations (held virtually) that will address the spiritual and mental health needs of clergy, lay members of the Episcopal Church in Navajoland, and community members. The Navajo have suffered disproportionately from the effects of the Covid-19 pandemic, causing widespread stress, grief, and trauma. This program will address these issues and help prevent the negative consequences of them, such as substance abuse, self-harm, and domestic abuse. Monthly Healing Circle webinars of 1.5 - 2 hours will be co-led by Rev. Canon Cornelia Eaton, Director of the Hozho Wellness Center, and Mr. Jacob Flores, a member of the Yaqui Tribe, who has extensive experience and training in mental/behavior in a community setting. The facilitators will also invite elders in the community to share stories and join the healing process. Facilitators will connect participants (10 - 20 per session) to services (social services, addiction and grief recovery, medical) as needed and will provide free resources (books and materials) on all aspects of holistic care.	\$ 9,290.00	\$ 9,000.00
19	St. Anna's Episcopal Church	New Orleans	LA	Since 2010, our out-of-school time program has worked to provide youth living in poverty with quality experiences to promote inclusion and equity. In response to the newly ignited passion for justice and equity we are seeing the true necessity of our program. Our out-of-school time program primarily enrolls Black/African American students (95%), age 5-18, living at or below the poverty level in New Orleans. Our students are intelligent, studious, and compassionate; however, as highlighted by the COVID-19 pandemic, they do not have the same opportunities as their more affluent peers. To meet the new needs of our students our program has moved to a virtual platform. Our virtual program will provide our students with academic support, RES education (racial-ethnic socialization), arts-based education and activities, and SEL (social emotional learning) activities to help in closing the achievement gap between white and black children, a symptom of systemic racism. Additionally, we will provide the resources our students need for virtual education including laptops and Wi-Fi. We believe our virtual program will have lasting effects on our community by educating our youth on ways to heal racism and providing them with the academic support to become intelligent and positive members of the community.	\$ 10,000.00	\$ 5,000.00
41	The Episcopal Church of the Incarnation	Ann Arbor	MI	The project's overarching goal over the next year will be to: 1. Increase awareness of the harms of incarcerating youth in Michigan and the impact of systemic racism in the over-incarceration of Black youth; and 2. Support the development and launching of five congregation-based juvenile justice advocacy campaigns. Addressing the issues of youth incarceration and the racial disparities inherent in the Michigan juvenile justice system speak to the Church's concern to condemn "the improper and violent actions of authorities against people of color." It also responds directly to the Executive Council's call "to work for transformation of the criminal justice system" by calling for substantial reforms through educating the public and our state legislators so they will address the harms that are happening through the unnecessary incarceration of youth. One of the specific focuses we will address in this campaign is the youth who have been killed in our juvenile facilities through the use of deadly force. If our efforts are successful, it will have a direct impact on thousands of youth and their families, particularly Black youth and their families.	\$ 10,000.00	\$ 4,550.00

84	St. Mark's Cathedral	Minneapolis	MN	Movement Chaplaincy Collective, is a group of twenty racially and religiously diverse people coming together for an online course offered through Faith Matters Network (FMN) on Movement Chaplaincy. In addition to the course, we will meet weekly (online or social distance) to provide spiritual practice, community, and support. By the end of our time together participants will have a certificate in movement chaplaincy and chaplains backpack filled with sacred objects and materials to offer spiritual care to the movement. Here in Minneapolis we have witnessed the power of the movement for racial justice and its impact on our city and its policy. We have also witnessed the growing need of spiritual and emotional care for those directly engaged in the movement, especially Black, Indigenous, People of Color where trauma and stress lives in their body. We hope this collective will build the skills necessary to walk alongside the movement in sustained ways that accompany the movement beyond crisis moments and into long term transformation. In the end, we hope that this Collective is only the beginning of sustained and strategic spiritual support for those in the on the ground movement for racial justice for years to come.	\$ 6,500.00	\$ 3,500.00
44	African Episcopal Church of St. Thomas	Philadelphia	PA	Project partners will organize and facilitate one or two virtual, interfaith conversations with African American religious leaders, from the Philadelphia region and across the nation, in the fall of 2020. The conversations will explore the community impact of houses of worship in neighborhoods, in particular neighborhoods of color, and how to support and increase that impact. The conversations will be recorded and shared nationally, to add to the national dialogue on strategies to increase equity, justice, and respect for people of color. Additionally, they will serve as the basis of a new action plan for Partners for Sacred Places to pilot a new program to address the demand for social justice along with community and economic development in neighborhoods of color.	\$ 10,000.00	\$ 4,000.00
TOTAL AWARDED					\$ 35,600.00	



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FIN 107 ICCR 50th Anniversary Documentary Fundraising

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 9 – 12, 2020, at which a quorum was present and voting.

Resolved, That members of the Executive Council Committee on Corporate Social Responsibility are authorized to seek funding of up to \$25,000 to finance a 50th anniversary celebration of its work and the associated founding of the Interfaith Center on Corporate Responsibility.

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FIN 108 2021 Dividend Rates for the DFMS Trust Fund Portfolios

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 9 – 12, 2020, at which a quorum was present and voting.

Resolved, That the dividend rate for 2021 for the DFMS Trust Fund portfolios available to support the operating budget of DFMS be set at \$1.13 per share based on 5.0% the average yearend market values of the portfolio for the five years ending 2019; and be it further

Resolved, That the dividend rate for 2021 for Trust Funds in the DFMS Endowment Portfolio that are not available to support the operating budget of DFMS be set at \$1.13 per share based on 5.0% the average yearend market values of the portfolio for the five years ending 2019.

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FIN 109 Response to FIN 103 - Assisting Honduras

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 9 – 12, 2020, at which a quorum was present and voting.

Resolved, That the Executive Council approves the forgiveness of the \$163,617 of past due interest as of 12/31/2019 on the loan extended in 2014 by the Society to the Diocese of Honduras, thereby fully extinguishing the loan; and be it further

Resolved, That an additional \$75,000 be granted to the Diocese in three tranches of \$25,000 subject to:

- a. Marketing and sale of the storage facility property and reinvestment of the proceeds
- b. Payment of past due contributions to the Church Pension Fund that exceed 720 days
- c. Analysis by an independent consultant of the continued viability of the diocesan schools (funded by TEC)

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FIN 110 Trust Fund #809 – Theological Education for Latin America and the Caribbean (1977)

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 9 – 12, 2020, at which a quorum was present and voting.

Resolved, That the Canons to the Presiding Bishop for Ministry Within the Episcopal Church and for Ministry Beyond The Episcopal Church be authorized to use income distributed during 2020 from Trust Fund No.809, up to \$241,949.80, for educational and theological programs (including continuing education and individual scholarships), as identified in Attachment 1 and as recommended by the Commission on Theological Education for Latin America and the Caribbean (CETALC) at its ZOOM meeting on August 20 – 21, 2020; and be it further

Resolved, That disbursement of funds will be conditioned upon the receipt of appropriate documentation to secure financial and operational accountability acceptable to the Canons and the Treasurer; and be it further

Resolved, That any funds not spent during 2021 be reinvested.

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Attachment 1

I.-Dioceses	Approved
1.-Brasil, Curitiba	10,000.00
2.-Brasil, Meridional	6,900.00
3.-Brasil, Pelotas (\$5,000. 2021-2022)	5,000.00
4.-Colombia	9,000.00
5.-Costa Rica	10,000.00
6.- Cuba	7,000.00
7.-Dominican Republic	10,000.00
8.-Ecuador Litoral	10,000.00
9.-El Salvador	10,000.00
10.-Guatemala	10,000.00
11.-Haiti	9,000.00
12.-Honduras	10,000.00
13.-Mexico, San Andrés	10,000.00
14.-México, Cuernavaca	9,000.00
15.-Mexico Sureste	10,000.00
16.-Puerto Rico	10,000.00
17.-Virgin Islands	10,000.00
Total for Diocesan Programs	155,900.00
<u>II.-Provincial Programs</u>	
1.-IX Provincia	10,000.00
2.-IARCA CAETS	30,000.00
Total for Provincial Programs	40,000.00
<u>III.-Post Graduate</u>	
1.-Angel R. Rodríguez, IX Prov. Puerto Rico	7,539.00
2.-Dana Lewis-Amborse, Island Virgenes, II	8,000.00
3.-Diego Andrés Chingua Suárez,Ecuador (\$2	2,377.80
4.-Edwin G. Montes, El Salvador, IARCA (Ú	3,133.00
Total for Post Graduate	21,049.80
<u>IV.-Special Program</u>	
1.-Leadership Workshop with Trinity Church	25,000.00
Total Special Program	25,000.00
Total funds approved	241,949.80

**COMISIÓN DE EDUCACIÓN TEOLÓGICA
PARA AMÉRICA LATINA Y EL CARIBE - CETALC
2021 GRANTS NARRATIVE**

The Commission of Theological Education for Latin America and the Caribbean held its annual grant meeting by ZOOM virtual platform, on August 20 – 21, 2020. The Commission recommends 24 grants to Executive Council for a total of US \$ 241, 949.80.

Diocesan Programs

1. Brazil, Curitiba: Leadership Training: Discipleship and Mission
 - Focus are clergy, lay leaders and Seminarians.
 - Objective: To continue formation for clergy and laity toward discipleship and leadership in God's mission through liturgy, evangelization and service.
 - Approved: \$ 10,000

2. Brazil, Meridional: Evangelize through Music and Evangelization
 - Focus are 24 clergy, 40 lay and 4 Seminarians.
 - Objective: To renew the music in the diocese.
 - Approved: \$ 6,900

3. Brazil, Pelotas: Training for Service
 - Focus are clergy, lay leaders and seminarians.
 - Objective: To train the new diocesan leadership in the areas of ecclesiology, liturgy and theology.
 - Approved: \$ 5,000

4. Colombia – Center for Theological Studies
 - Focus are clergy, lay leaders and seminarians.
 - Objective: To strengthen the formation of clergy and laity through the use of social networks and virtual platforms and make theological formation accessible to all.

5. Costa Rica – Anglican Center for Theological Education
 - Focus are 20 clergy, 30 lay and 4 seminarians
 - Objective: To increase the level of formation in Bible, theology, ministry, Christian Education and others. a) To form and train lay leaders and ordained ministers
b) Develop and implement plans in Christian Education and Mission
 - Approved: \$ 10,000

6. Cuba – New Lay Ministries Program
 - Focus are the lay men and women of our communities
 - Objective: Provide essential formation elements to men and women interested in preparing for lay ministry and those aspiring to enter seminary training.
 - Approved: \$ 7,000

7. Dominican Republic – Center for Theological Studies
 - Focus are 20 clergy, 30 lay and 4 seminarians
 - Objective: To offer training for ordained ministry, lay leadership and continued education
 - Approved: \$ 10,000

8. Ecuador Litoral – San Patricio Center for Theological Studies
 - Focus are 8 clergy, 20 seminarians, 250 lay, and 4 lay ministers
 - Objective: To provide holistic knowledge in ministry and theology toward the formation of new diocesan clergy
 - Approved: \$ 10,000
9. El Salvador– Episcopal Anglican Seminary of El Salvador
 - Focus: 10 clergy, 16 seminarians, 60 lay, 18 aspirants and 2 postulants
 - Objective: Formation for ordained ministry and continued education
 - Approved: \$ 10,000
10. Guatemala – Interregional Theological Formation Program (PROFORTIN in Spanish)
 - Focus: Lay, ordained and seminarians
 - Objective: To promote lay and ordained leadership and bring theological reflection into the present.
 - Approved: \$ 10,000
11. Haiti – Seminary of Theological Formation for Seminarians and Lay Leaders
 - Focus are 6 seminarians
 - Objective: The formation of clergy, deacons and lay leaders to develop and strengthen the mission.
 - Approved: \$ 9,000
12. Honduras – Diocesan Theological Education Program (PDET)
 - Focus are 61 clergy, 40 seminarian and 7 lay
 - Objective: Training for the laity in their order, training of men and women called to ordained ministry and continued education of the clergy
 - Approved: \$ 10,000
13. Mexico, Mexico – San Andres Seminary
 - Focus are 29 clergy, 5 seminarians, 80 lay and 6 lay ministers.
 - Objective: To provide continued education for the clergy and promote vocation of laity and clergy
 - Approved: \$ 10,000
14. Mexico, Cuernavaca – Center for Theological Formation and Leadership
 - Focus are 5 clergy and 10 lay
 - Objective: a) Formally establish theological formation for Sacred Orders. b) Develop academic programs toward the clergy and lay leaders improvement.
 - Approved: \$ 9,000
15. Mexico Sureste – Leadership Formation for God’s Kingdom
 - Focus: This is a new program to reach 5 clergy, 6 seminarians and 30 lay.
 - Objective: For lay and clergy leaders in the diocese receive theological, spiritual, emotional, technical, and Anglican formation necessary for the extension of God’s kingdom in this diocese and the world.

- Approved: \$ 10,000

16. Puerto Rico – St. Peter and St. Paul’s Diocesan Seminary

- Focus are 1 seminarian, 13 seminarians, 16 lay and 2 special students not working toward degree.
- Objective: Serves as the principal center of Theological Anglican formal education in Puerto Rico. It’s aim is to offer an academic, spiritual and missionary preparation of excellence.
- Approved: \$ 10,000

17. Virgin Islands – Clergy Training on Virgin Islands

- Focus are 8 lay ministers
- Objective: Continue the education of 8 lay persons involved in the AIMS program
- Approved: \$ 10,000

Provincial Programs

18. Province IX – Center for Theological Studies

- Focus are 8 clergy and 7 seminarians
- Objective: Provincial program offering short term courses for continued education of the clergy. Promotes research project for historical documentation of the dioceses of Province IX.
- Approved: \$ 10,000

19. IARCA – CAETS – Anglican Center for Higher Theological Studies

- Focus are 8 clergy and 2 lay leaders
- Objective: Strengthen the formation of clergy and laity and provides continued education.
- Approved: \$ 30,000

Post Graduate Scholarships

20. Angel R. Rodriguez, Province IX, Puerto Rico (last year 2021)

- Approved: \$ 7,539

21. Dana Lewis-Ambrose, Province II, Virgin Islands, 2nd year (Finishes in 2022)

- Approved: \$ 8,000

22. Diego A. Chingua Suarez, Province IX, Ecuador Central (2021-2023)

- Application to complete a Masters’ degree in Theology lasting 2 years
- Approved: \$ 2,377.80 (First year)

23. Edwin G. Montes, IARCA, El Salvador (last year 2021)

- Approved: \$ 3,133

Special Program

24. Leadership Workshop with Trinity Church Wall Street

- Approved: \$ 25,000

**COMISIÓN DE EDUCACIÓN TEOLÓGICA
PARA AMÉRICA LATINA Y EL CARIBE - CETALC
INFORME NARRATIVO DE BECAS 2021**

La Comisión de Educación Teológica para América Latina y el Caribe realizó su reunión anual de forma virtual por medio de la plataforma ZOOM, del 20 al 21 de agosto de 2020. La Comisión recomienda 24 solicitudes al Consejo Ejecutivo por un total de US \$ 241, 949.80

Programas Diocesanos

1. Brazil, Curitiba: Formación de Liderazgo: Discipulado y Misión
 - . **Dirigido a:** Clérigos, Líderes laicos y Seminaristas
 - a. **Objetivo:** Mantener la formación continua de clérigos y laicos para el discipulado y protagonismo en la misión de Dios a través de la liturgia, la evangelización y el servicio
 - b. **Aprobado:** \$10,000

2. Brazil, Meridional: Evangelizar a través de la música y la evangelización
 - . **Dirigido a:** 24 Clérigos, 40 Laicos y 4 Seminaristas
 - a. **Objetivo:** Renovar la música diocesana
 - b. **Aprobado:** \$6,900

3. Brazil, Pelotas: Entrenamiento para el Servicio
 - . **Dirigido a:** Clérigos, Líderes Laicos y Seminaristas
 - a. **Objetivo:** Capacitar el nuevo liderazgo diocesano en las áreas de eclesiología, liturgia y teología
 - b. **Aprobado:** \$10,000

4. Colombia: Centro de estudios teológicos.
 - . **Dirigido a:** Clérigos, Líderes Laicos y Seminaristas
 - a. **Objetivo:** Fortalecer la formación de clérigos, laicos a través de redes sociales y plataforma virtual, además de dar acceso a la formación teológica para quien la solicite
 - b. **Aprobado:** \$9,000

5. Costa Rica: Centro Anglicano de Educación Teológica
 - . **Dirigido a:** 20 Clérigos, 30 Líderes Laicos y 4 Seminaristas
 - a. **Objetivo:** El CAET, pretende dar formación en Biblia, Teología, Pastoral, Educación Cristiana, entre otras áreas, para elevar el nivel de formación.
 - a) Formar y capacitar al liderazgo laico y ministerio ordenado
 - b) Desarrollar e implementar planes de formación en áreas de Educación Cristiana y misión
 - b. **Aprobado:** \$10,000

6. Cuba: Programa de los Nuevos Ministerios Laicos
 - **Dirigido a:** Hombres y mujeres laicas de las comunidades
 - **Objetivo:** Brindar formación básica fundamental que prepare a las personas interesadas en el ministerio laico y sirva de base a los que aspiran ingresar al seminario.
 - . **Aprobado:** \$7,000

7. Dominican Republic: Centro de Estudios Teológicos
 - . **Dirigido a:** 20 Clérigos, 30 Laicos y 4 Seminaristas
 - a. **Objetivo:** Capacitación para ministerio ordenado y liderazgo laico y educación continua para clero y laicos
 - b. **Aprobado:** \$10,000

8. Ecuador Litoral: Centro de Estudios Teológicos "San Patricio"
 - . **Dirigido a:** 8 clérigos, 20 seminaristas, 250 laicos y 4 ministros laicos
 - a. **Objetivo:** Impartir conocimiento integral en pastoral y teología para formación de nuevo clero diocesano
 - b. **Aprobado:** \$10,000

9. El Salvador: Seminario Episcopal Anglicano de El Salvador
 - . **Dirigido a:** 10 Clérigos, 16 seminaristas, 60 laicos, 18 aspirantes y 2 postulantes
 - a. **Objetivo:** Formación del ministerio ordenado, educación continua
 - b. **Aprobado:** \$10,000

10. Guatemala: Programa de Formación Teológica Interregional PROFORTIN
 - . **Dirigido a:** Clérigos, Líderes laicos y Seminaristas
 - a. **Objetivo:** Promover el liderazgo laico y ordenado y actualizar reflexión teológica
 - b. **Aprobado:** \$10,000

11. Haití: Seminario de Formación Teológica para Seminaristas y Líderes Laicos
 - . **Dirigido a:** 6 Seminaristas
 - a. **Objetivo:** Formación de clérigos, diáconos y líderes laicos, para desarrollar y fortalecer la misión de la iglesia.
 - b. **Aprobado:** \$9,000

12. Honduras: Programa Diocesano de Educación Teológica PDET
 - . **Dirigido a:** 61 Cleros, 40 Seminaristas, 7 Laicos
 - a. **Objetivo:** Capacitar a los laicos/laicas en su orden, formar mujeres y hombres llamados al Ministerio Ordenado y la educación continua del clero.
 - b. **Aprobado:** \$9,000

13. Mexico, Mexico: Seminario San Andrés
 - . **Dirigido a:** 29 Clérigos, 5 Seminaristas, 80 Laicos, 6 ministros laicos
 - a. **Objetivo:** Educación continua del clero y promover las vocaciones para laicos y clero
 - b. **Aprobado:** \$10,000

14. Mexico, Cuernavaca: Centro de Formación Teológica y Liderazgo
 - . **Dirigido a:** 5 Clérigos, 10 Líderes laicos
 - a. **Objetivo:**
 - a) Establecer de manera formal estudios Teológicos para las Ordenes Sagradas.
 - b) Desarrollar programas educativos, que permitan la actualización académica del clero, ministros laicos y otras personas interesadas
 - **Aprobado:** \$9,000

15. Mexico Sureste: Formación de Líderes para el Reino de Dios
 - . **Dirigido a:** 5 Cleros, 6 Seminaristas, 30 Laicos

- a. **Objetivo:** El objetivo que persigue es que los líderes clérigos y laicos de la diócesis reciban la formación teológica, espiritual, emocional, técnica y anglicana necesaria para la consecución y extensión del Reino de Dios en los confines de la diócesis y en el mundo
 - b. **Aprobado:** \$10,000
16. Puerto Rico: Seminario Diocesano San Pedro y San Pablo
- . **Dirigido a:** 1 Clero, 13 Seminaristas, 16 Laicos, 2 Estudiantes especiales que no trabajan hacia un grado académico
 - a. **Objetivo:** El Seminario Diocesano San Pedro y San Pablo sirve como el principal centro de educación formal Teológica Anglicana en Puerto Rico. Se centra en ofrecer una preparación académica, espiritual y misionera de excelencia.
 - b. **Aprobado:** \$10,000
17. Islas Vírgenes: Formación del clero en la Diócesis de Islas Vírgenes
- . **Dirigido a:** 8 Laicos
 - a. **Objetivo:** Educación continua de ocho personas involucradas en el programa AIMS
 - b. **Aprobado:** \$10,000

Programas Provinciales

18. IX Provincia: Centro de Estudios Teológicos
- . **Dirigido a:** 8 clérigos, 7 seminaristas
 - a. **Objetivo:** Seminario Provincial con programa presencial y semi presencial. Ofrece cursos de corta duración para la educación continua del clero. Fomenta proyecto de investigación para documentación histórica de las diócesis de la IX Provincia.
 - b. **Aprobado:** \$10,000
19. IARCA – CAETS: Centro Anglicano de Estudios Teológicos Superiores
- . **Dirigido a:** 8 clérigos, 2 Laicos
 - a. **Objetivo:** fortalecer y profundizar la educación y formación de clérigos y laicos y la educación Continua.
 - b. **Aprobado:** \$30,000

Becas de Postgrado

20. Angel R. Rodriguez, IX Provincia, Puerto Rico (último año 2021)
- **Aprobado:** \$7,539
21. Dana Lewis-Ambrose, Provincia II, Islas Virgenes, 2^{do} año (Termina en 2022)
- **Aprobado:** \$8,000
22. Diego A. Chingua Suarez, Ecuador Central (2021-2023):
- . El solicitante aplica para realizar una Maestría en teología, con una duración de dos años
 - a. **Aprobado:** \$7.133.40 en 3 pagos de \$2,377.80
23. Edwin G. Montes, IARCA, El Salvador (last year 2021)
- **Aprobado:** \$3,133

Programa Especial

24. Taller de Liderazgo con la Iglesia Trinity Wall Street
- **Aprobado:** \$25,000



THE EPISCOPAL CHURCH

THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY
OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA

FOUNDED 1821 • INCORPORATED 1846

Adopted on: Oct 12, 2020

FIN 111 Trust Fund #1263 – Marion Mackie Fund, St. George Episcopal Church – Jacksonville, FL

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 9 – 12, 2020, at which a quorum was present and voting.

Resolved, That Trust Fund # 1263, Marion Mackie Fund be established as an investment account for St. George Episcopal Church in Jacksonville, FL, which may withdraw principal and/or income upon request, and may add to the principal at its discretion.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

The Domestic and Foreign Missionary Society

of the Protestant Episcopal Church in the United States of America



THE EPISCOPAL CHURCH

THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY
OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA

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Adopted on: Oct 12, 2020

FIN 112 Trust Fund #815 – The Vincent Astor Fund

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 9 – 12, 2020, at which a quorum was present and voting.

Resolved, That 50 percent (50%) of the income from Trust Fund No. 815, The Vincent Astor fund, be allocated to the Diocese of New York and 50 percent (50%) be allocated to the Diocese of Long Island for the period 2021 through 2023, pending receipt of appropriate accounting and narrative reports for previously disbursed funds.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

The Domestic and Foreign Missionary Society

of the Protestant Episcopal Church in the United States of America



THE EPISCOPAL CHURCH

THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY
OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA

FOUNDED 1821 • INCORPORATED 1846

Adopted on: Oct 12, 2020

FIN 113 Approve 2021 Budget for The Episcopal Church

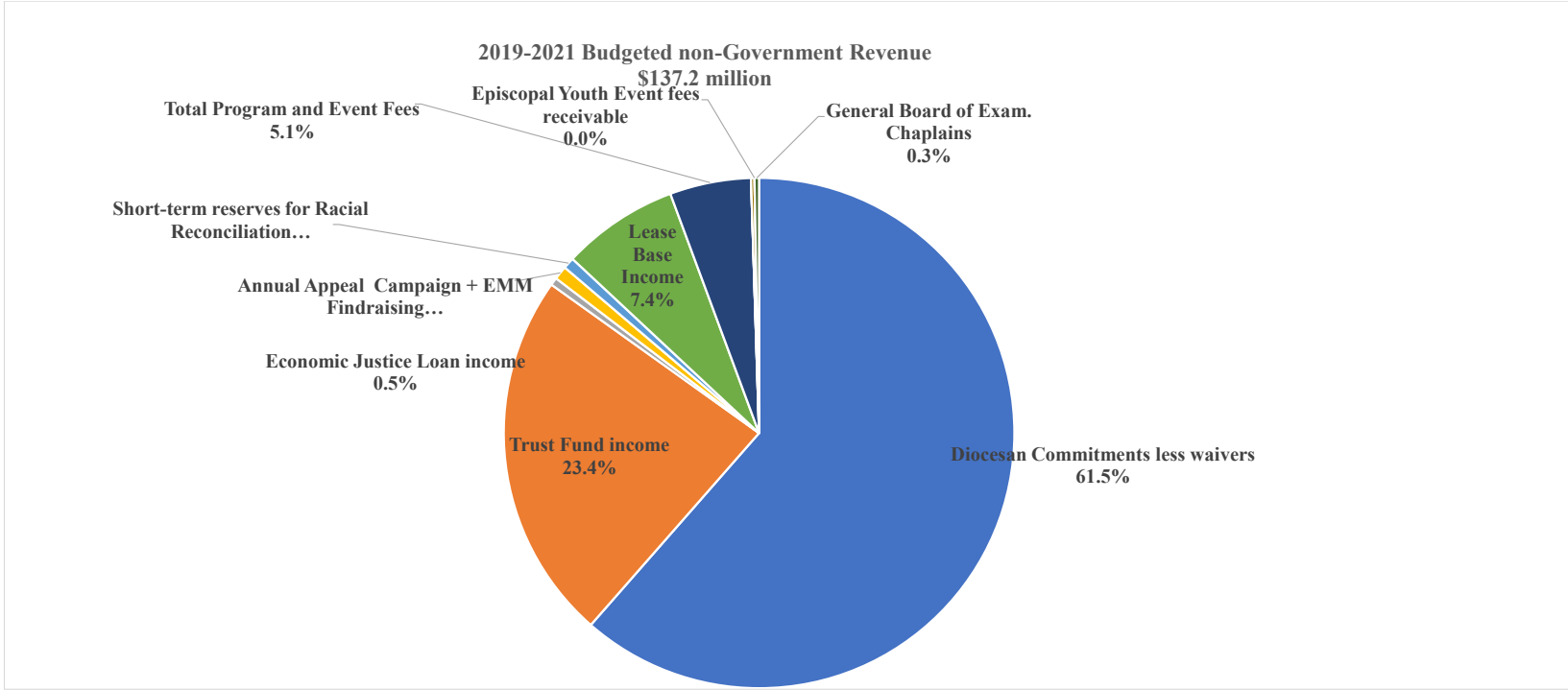
The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 9 – 12, 2020, at which a quorum was present and voting.

Resolved, That the Executive Council approves the 2021 Budget for The Episcopal Church.

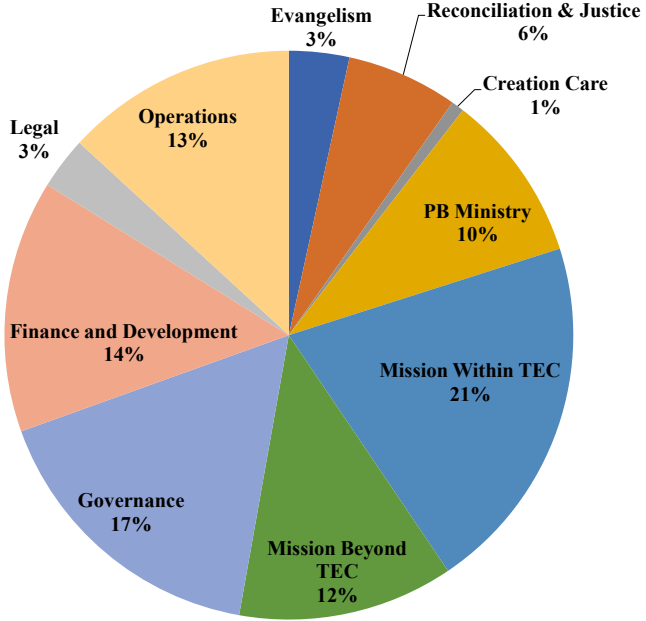
The Rev. Canon Michael Barlowe
Secretary of Executive Council and
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America

EC REVISED BUDGET 2021 proposed October 2020							
2019-2021 TRIENNIUM							
SUMMARY							
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	2	International Justic and Peacemaking	17
Anglican Communion Block Grants	17	Information Technology	24	Budget in Pictures	3	Refugee Ministry (Non-Government)	18
Archives	21	International Justic and Peacemaking	17	New Congregations	4	Missionary Service	18
Armed Forces & Federal Ministries	11	Legal	23	Evangelism	4	Office of Government Relations	18
Budget in Pictures	4	Mail Center	25	Advocacy and Social Justice	5	Ecumenical and Interfaith Relations	19
Building Services	25	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	7-9	Provincial Coordination	21
Covenants	17	Pastoral Development	10	United Thank Offering	9	House of Deputies	21
Creation Care	9	PB Office	10	Creation Care	10	Archives	22
Development Office	22	Provincial Coordination	21	PB Office	11	Development Office	23
Domestic Poverty/Jubilee	6	Purchasing	25	House of Bishops	11	Finance Office	23-24
Ecumenical and Interfaith Relations	19	Racial Justice	6	Pastoral Development	11	Chief Operating Officer	24
Ecumenical Dues	19	Refugee Ministry (Non-Government)	17	Armed Forces & Federal Ministries	11	Legal	24
Ethnic Ministries	7-8	Staff Cost Summary	26	General Board of Examining Chaplains	12	Human Resources	24
Evangelism	5	TEC Block Grants	15-16	Communications	13-15	Information Technology	25
Finance Office	22-23	Total Expense	3	Formation and Vocation	15	Building Services	25
Formation and Vocation	15	Total Income	2	Transition Ministries	16	Mail Center	26
General Board of Examining Chaplains	11	Transition Ministries	15	TEC Block Grants	16	Purchasing	26
General Convention Office	20	United Thank Offering	8	Anglican Communion	17	Staff Cost Summary	27

	A	B	E	H	K	N	O	P	Q	T	U
1	EC BUDGET 2021 adjustments October 2020 DRAFT										
2	2019-2021 TRIENNIUM										
3	SUMMARY										
4											
5	LINE NO. 2019-2021	DESCRIPTION	GC Adopted Budget 2019- 2021	2019 actual	2020 EC Adopted 07222020	2021 approved Oct 2019	Reserve for GC80 fees and expenses	All other income and expenses for 2021	2021 Proposed Total	2019-2021 Act 2019 + Budget 2020 2021	Special Comments for 2021 (Base salary increases up to 3% pa; medical cost increases 4% pa vs. previous 9% assumption; 3% increase in employer contribution to lay pension plan effective 7/19)
6											
7	1	INCOME									
8	2										
9	3	Diocesan Commitments	88,855,970	28,175,582	30,052,000	29,906,835	-	29,906,835	29,906,835	88,134,417	Full participation at 15%; annual operating income growth at 1/2%; assessment exemption at \$140K annually. During 2020, dioceses have maintained their commitment pledges
10	4	Diocesan expected waivers	(5,450,120)		(1,533,950)	(1,562,633)	-	(1,562,633)	(1,562,633)		Available for full or partial waivers
11	4a	Additional waiver relief for dioceses						(1,000,000)	(1,000,000)		Funded from savings previously identified
12	5	Income from Unrestricted Assets for General budget	31,756,346	9,567,469	10,706,086	10,805,594	-	10,805,594	10,805,594	31,079,149	Additional dividend income due to trust fund established with Block 87 proceeds
13	6	Income from Outside trusts where DFMS is beneficiary	675,000		225,000	225,000	-	225,000	225,000		Income from non-DFMS trusts; previously included in line 5 above
14	7	Economic Justice Loan income	675,000		200,000	225,000	-	225,000	225,000		Lower interest rates on loans made to community development
15	8	EMM Non-Govt Fundraising	-	135,497	200,000	362,000	-	200,000	230,000	565,497	The fundraising goal of \$565 is to cover costs of \$904K in lines 454-457 less \$339K budgeted by GC. \$260K was in hand on 1/1/2019
16	9	Annual Appeal Campaign	1,000,000	291,907	350,000	400,000	-	400,000	400,000	1,041,907	Expected income growing annually during the triennium
17	11a	Short-term reserves for Racial Reconciliation	1,000,000		333,333	333,333	-	333,333	333,333	666,667	Because the work did not begin until mid-2017, the entire \$2 mil was not spent during 2016-2018
18	11b	Short-term reserves for Title IV Website and GC software					-	-	-		Website translation not achieved during 2018; ongoing IT work for subsequent GC meetings
19	12	Unrestricted reserves for additional Evangelism initiatives	-				-	-	-		
20	13a	Unrestricted reserves for committees established by Executive Council late in 2015	-				-	-	-		e.g., Impairment, HBCU Task Group
21	13b	Restricted reserves for pension improvements	-		317,793.00	-	-	317,793	317,793	635,586	Approved by EC June 2019
22	14	Rental Base Income (incl CUAC, ERD, NAES)	9,837,897	2,322,164	2,854,000.00	3,081,744	-	3,410,000	3,410,000	8,586,164	2021 now includes additional rent for utilities/services; notional rent granted
23	15	Program and Event Related Fees:									
24	16	General Convention Income	1,352,530	19,359		1,352,530	1,352,530	-	1,352,530	1,371,889	Offsets costs at line 539
25	17	Multimedia Services Income	-				-	-	-		Base churchwide work currently precludes additional work
26	18	Episcopal Digital Network Income	600,000		210,000	200,000	-	200,000	200,000	410,000	"Sponsorship" income
27	19	Episcopal Migration Min N-G Income	-				-	-	-		Program was closed in 2016
28	20	College for Bishops Reimbursement Income	-				-	-	-		Two CFB employees no longer paid through Pastoral Development budget
29	21	Refugee Loan Collection Income	1,968,535	807,530	650,000	656,178	-	656,178	656,178	2,113,708	See cost in line 459
30	22	Mission Technology Income	133,560		44,520	44,520	-	44,520	44,520	89,040	Charges to affiliates and tenants
31											
32											
33	23	ECF Reimbursement for Services	-				-	-	-		Agency no longer resident
34	24	NAES Reimbursement for Services	-				-	-	-		This contracted tenant now appears in rental income
35	25	Facilities Management Income	360,000		210,000	120,000	-	120,000	120,000	330,000	Tenant reimbursements (e.g., utilities) higher with full occupancy
36	26	Total Program and Event Fees	4,414,625	826,889	1,114,520	2,373,228	1,352,530	1,020,698	2,373,228	4,314,637	Sum of lines 15-25
37											
38	28	Other Income		2,488,665							Fees for program event costs; not predictable
39	29	House of Bishops reimbursements	300,000			100,000	-	100,000	100,000	100,000	Diocesan shared costs of HOB meetings; previously included in line 189
40	30	Episcopal Youth Event fees receivable	400,000				-				Event cancelled for current triennium; associated costs line 361
41	31	General Board of Exam. Chaplains	395,000	132,000	132,000	132,000	-	132,000	132,000	396,000	Fee income for General Ordination exams; 176 @ \$750
42	32	TOTAL INCOME	133,859,718	43,940,173	44,950,782	46,382,102	1,352,530	44,513,621	45,896,151	134,787,107	Includes reserves for GC80 income totaling \$1.4 million
43											
44											
45	34	EXPENSES									
46											
47											
48	35-65	Evangelism	5,241,773	1,766,017	1,778,505	1,777,650	36,000	1,578,126	1,614,126	5,158,648	
49	66-162	Reconciliation & Justice	10,399,058	3,969,193	2,872,957	3,127,244	192,152	2,791,887	2,984,039	9,826,188	
50	163-174	Creation Care	1,000,000	214,786	314,398	367,867	20,000	322,398	342,398	871,582	
51	175-218	PB Ministry	13,006,051	4,565,628	4,098,621	4,419,235	50,500	4,474,549	4,525,049	13,189,299	
52	219-410	Mission Within the Episcopal Church	28,260,385	9,137,496	9,026,884	9,543,582	671,808	8,712,517	9,645,537	27,809,918	27,809,918
53	411-511	Mission Beyond the Episcopal Church	16,885,197	5,196,560	5,050,462	5,970,310	91,614	5,683,319	5,774,933	16,021,954	
54	512-	Governance	18,775,648	4,796,671	6,140,546	7,807,462	2,629,933	5,246,035	7,875,968	18,813,185	
55	568-611	Finance and Development	19,320,520	5,795,569	6,416,215	6,803,289	40,000	6,752,831	6,766,831	18,978,615	
56	612-623	Legal	3,619,789	1,470,993	1,272,070	1,263,277	6,000	1,395,916	1,395,916	4,138,979	
57	624-695	Operations (HR, IT, Facilities, Purchasing)	17,411,662	5,508,429	6,634,966	6,135,072	82,500	6,160,497	6,209,997	18,353,392	
58	696a	Adjustments in Finance, Legal, Operations to balance	(60,500)				-	-	-		Reduction identified by COO and CFO in 2019
59	696b	Undetermined GC2018 Resolutions (e.g., Prayer Book	-				-	-	-		
60	700	TOTAL EXPENSES	133,859,584	42,421,342	43,605,624	47,214,988	3,820,507	43,118,075	47,134,794	133,161,760	Includes reserves for GC80 expenses totaling \$3.8 million
61											
62	701	SURPLUS/(DEFICIT)	135	1,518,831	1,345,159	(832,886)	(2,467,977)	1,395,546	(1,238,643)	1,625,347	



**2019-2021 Budgeted Expenses
\$137.2 million**



	A	B	E	H	K	N	O	P	Q	T	U
1	EC BUDGET 2021 adjustments October 2020 DRAFT										
2	2019-2021 TRIENNium										
3	DETAIL: EVANGELISM										
4											
5	LINE NO. 2019-2021	DESCRIPTION	GC Adopted Budget 2019- 2021	2019 actual	2020 EC Adopted 07222020	2021 approved Oct 2019	GC2021 Expenses included in Oct 2019 budget	All non-GC expenses for 2021	2021 Proposed	2019-2021 Act 2019 + Budget 2020 2021	Special Comments for 2021 (Base salary increases up to 3% pa; medical cost increases 4% pa vs. previous 9% assumption; 3% increase in employer contribution to lay pension plan effective 7/19)
6											
7	35	Starting New Congregations	-								
8	36	Mission Enterprise Zones and New Church Start Grants and Redevelopment	2,500,000	964,003	833,333	833,334		702,664	702,664	2,500,000	Continuing the church-planting movement
9	37	Congregational Redevelopment	500,000	130,392	166,667	166,666		202,941	202,941	500,000	Redeveloping declining congregations includes A032; supplemented with partnership funds from Ethnic Ministries and Domestic Poverty
10	38	Starting New Congregations	3,000,000	1,094,395	1,000,000	1,000,000	-	905,605	905,605	3,000,000	
11	39										
12	40	Evangelism Initiatives									
13	41	Miscellaneous									
14	42	Church Planting Training & Resources: Partnerships	200,000		66,667	66,666	6,000	60,666	60,666		Continues coaching, training, assessment network begun in current triennium
15	43	Program, travel, budget - Church Planting and Missional Initiatives Staff	160,000		34,666	53,334	10,000	38,334	38,334		Church planting infrastructure
16	44	Formation and leadership development resources and programs (formerly "Academia for Lay Leadership Formation & Development")	-								See Ethnic Ministries in 2019-2021
17	45	Congregational development and redevelopment for diocesan staff, clergy, laity exploring Latino/Hispanic ministry (formerly "Education for Ministry Bilingual/Bicultural Program")	-								
18	46	Mentoring and coaching clergy in Latino/Hispanic ministries (formerly "Developing a coaching network for planting clergy")	-								
19	47	Intensive cultural competency training for diocesan staff, seminarians, clergy, laity (formerly "Seminary continuing ed cultural competency program")	-								
20	48	Churchwide network of partners on Latino/Hispanic congregational development (formerly "Church planter training in partnership with ELCA")	-								
21	49	Annual evaluation of programs and resources (formerly "Scholarships for Spanish language immersion school")	-								
22	583b	Accrued for GC80									
23	44-49	Lines reserved									
24	50	Latino Ministries	-								See Ethnic Ministries in 2019-2021
25	51	Half-time Evangelist-Missioner (consultant work)	-								New Evangelism Staff Officer included in line 64 below
26	52	Evangelists' Summit and Network	30,000		17,000	10,000		10,000	10,000		Evangelism Matters and local/regional gatherings
27	53	Formation Resources for Evangelism	20,000		5,000	10,000	5,000	5,000	5,000		Expenses partly covered by \$15,000 contribution from VTS for partnership to produce joint evangelism video series

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6											
28	54	"Episcopal Revival" Gatherings	135,000		40,000	30,000	5,000	65,000	65,000		9 gatherings during triennium x \$15K each (\$7.5K diocese, \$7.5K staff) ; excludes NYC SWOL campaign
29	55	Program, travel, office - Evangelism Staff	120,000		29,000	40,000	10,000	30,000	30,000		Program, travel, office for Canon, Officer, Consultants
	56	Evangelism Grants Program	100,000		66,666	25,000		25,000	25,000		Enough funding for 2-3 grant cycles in triennium; \$25K carried from 2018 for distribution in 2019 (delayed cycle in 2018)
30											
31	57	Evangelistic Work	-						-		
32	592b	Reserve for GC80							-		
33	58	Grant to Diocese of Ft. Worth	-						-		
34	59	Evangelism & Church Planting	-						-		
35	60	Congregational Vitality	-						-		See Missional Initiatives program above
36	61	Stewardship Development (TENS)	-						-		
37	61b	Reserve for GC80	-	-	-	-	-	-	36,000	36,000	
38	62	Evangelism Initiatives	765,000	331,079	258,999	235,000	36,000	234,000	270,000	860,078	
39	63										
40	64	Staff Costs	1,476,773	340,543	519,506	542,650		438,521	438,521	1,298,570	Funding for church planting associate moved to PB Office line 186
41	65	Evangelism Total	5,241,773	1,766,017	1,778,505	1,777,650	36,000	1,578,126	1,614,126	5,158,648	

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3	DETAIL: RECONCILIATION AND JUSTICE										
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6	66	Poverty and Social Justice									
7	67										
8	68	Asset Mapping									Moved to Communications
9	69	Incarnational Encounter									
10	70	Asset Based Community Development Training (ABCD)	90,000	5,538	12,000	35,000	2,000	33,000	33,000	50,538	Emphasis on expansion of ABCD use across departments: transcreating with Ethnic Ministries, formation and curricular development, storytelling implications for evangelism and reconciliation; ERD funding may decrease later in triennium
11	71	Internships									Apply funding towards Creation Care/Associate
12	72	Jubilee Ministry Grants	180,000	62,312	60,000	60,000		120,000	120,000	242,312	Ongoing centers
13	80	Jubilee Ministry Networking	40,000	16,231	5,000	17,500	-	5,000	5,000	26,231	Director has been charged with activating a more robust network of
14	73	New Materials									
15	74	Program, travel and office - Staff	80,000		20,000	28,000	5,000	20,000	20,000	40,000	
16	75										
17	76										
18	77	Advocacy and Social Justice									
19	78	State Advocacy Networks Support	50,000	6,093	20,000	13,000		13,000	13,000	39,093	Now managed by Staff Officer for Social Justice and Advocacy Engagement
20	79	Cross-class Congregational Engagement	25,000	-	-	12,500		12,500	12,500		Apply to Redevelopment for New Starts initiative, led by Church Planting and Redevelopment, with Ethnic Ministries.
21	80										
22	80b	Reserve for GC80							7,000	7,000	
23	81	Event on Human Trafficking									Is in line 149
24	82	Total Poverty, Advocacy & Social Justice	465,000	90,174	117,000	166,000	7,000	203,500	210,500	417,674	
25	83										
26	84	Racial Justice and Reconciliation	750,000	238,345	300,000	150,000		150,000	150,000	688,345	Because significant work did not begin until mid-2017, only \$1 mil was spent in 2016-2018. Remaining \$1 million is allocated here and below for 2019-2021.
27	85	General Racial Justice and Reconciliation									
28	86	Census of The Episcopal Church	-	55,931						55,931	Covered entirely by funds carried from 2018 to 2019 to cover census/audit work. Contract signed in 2018.
29	87	Racial Injustice/Justice Audit	20,000	7,003	25,000	5,000	5,000	5,000	5,000	37,003	Ongoing data collection as part of the church's work, in partnership with Provincial leadership; inc. \$15,000 shifted from Churchwide Story-sharing (#89)
30	88	Sacred Listening and Learning Events	60,000	37,963	25,000	20,000		25,000	25,000	87,963	Extend Listening Engagements into additional provinces in next triennium; includes Sacred Ground curriculum (\$10,000 moved from Churchwide Story-sharing (#89)
31	592b	Reserve for GC80									
32	89	Churchwide Story-sharing and Relationship-building	45,000	2,252	15,000	10,000		10,000	10,000	27,252	\$15,000 shifted to Racial Injustice/Justice Audit (#87); \$10,000 Sacred Listening Engagements
33	90	Lifelong Formation and Worship	-								Increase capacity to grow and widely share conversation around racial reconciliation and justice. See lines 91-93
34	91	Resource development and distribution: essay collections, leadership resources, all-ages resources	20,000	7,500	5,000	10,000	3,000	10,000	10,000	22,500	Ongoing resource development in response to the changing environment (inc. for General Convention 2021)
35	92	Young Adult Pilgrimage	40,000	-	5,000	17,000					
36	93	ERD Reconciliation Pilgrimage	10,000								Prior triennium
37	94	Program, travel and office - Staff Officers	170,000	52,462	32,000	60,000	10,000	45,000	45,000	129,462	As of 2019-21: one line for both staff officers in racial reconciliation and justice
38	95	Partnering with Episcopal HBCUs	-								
39	96	Racial Justice Engagement	130,000	34,150	55,000	50,000	5,000	45,000	45,000	134,150	Criminal justice reform and immigration reform, in collaboration with OGR and Ethnic Ministries

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40	97	Networks, capacity building and racial justice engagement related to implementation of CO19 - Officer for Social Justice and Advocacy Engagement	-								
41	98	Program travel and office - Canon	55,000	23,896	12,000	20,000	1,000	16,000	16,000	51,896	
42	99	National Association of Episcopal Schools partnership	20,000								
43	602b	Reserve for GC80							24,000	24,000	
44	100	Staff Costs	1,446,038	343,274	478,180	498,451		441,952	441,952	1,263,406	
45	101	Racial Justice Total	2,766,038	802,776	952,180	840,451	24,000	747,952	771,952	2,526,908	
46	102										
47	103	Ethnic Ministries:									
48	104	Indigenous Ministries									
49	105	Clergy and Lay Leadership Development Project (requested title change: Support for Indigenous Theological Education and Training)	80,000		10,000	32,500		32,500	32,500		Program and travel expenses for the Indigenous Theological Education Coordinator to provide Indigenous clergy and lay leadership development.
50	106	Church-wide Indigenous Winter Talk gathering	80,000		85,000	30,000		32,500	32,500		
51	107	Native Youth Development Project	30,000			15,000		15,000	15,000		
52	108	Assessment study for outreach to and networking with Province 9	25,000								Reduction in 2020 and 2021 funds the increase in lines 105 and 106
53	109	Collaborative Projects	98,750		15,000	32,916	20,288	12,628	12,628		Each dept pays toward New Community festival, booth, lunch for ethnic leaders, and 3 volunteers to support presence
54	110	Program, office and travel	80,000		17,085	26,666	10,000	16,666	16,666		
55	111	Consultants	30,000								Contained in line 107
56	111b	Reserve for GC80							30,288		
57	112	Indigenous Ministries Total	423,750	187,575	127,085	137,082	30,288	109,294	139,582	454,242	
58	113										
59	114	Asiamerican Ministries									
60	115	Ethnic Convocational Leadership Gatherings	40,000		7,500						
61	116	Asiamerica & Pacific Islanders Churchwide Consultation	60,000			60,000		60,000	60,000		Triennial gathering for identifying best practices, developing leaders and growing inter-ethnic community among Episcopal Asiamericans
62	117	ANDREWS - Asiamerica Mentoring Program	120,000		10,000	40,000		40,000	40,000		Asiamerica Network of Disciples, Revivalists, Evangelists, Witnesses & Saints (ANDREWS)
63	118	Consultants	30,000			10,000		10,000	10,000		
64	119	Collaborative Projects	98,750		20,000	34,750	20,288	14,462	14,462		See line 105
65	120	Program, office and travel	80,000		15,000	30,000	5,000	23,000	23,000		
66	622c	Reserve for GC80							25,288		
67	121	Episcopal Asia America Ministries Total	428,750	150,942	52,500	174,750	25,288	147,462	172,750	376,192	\$4,704 of registration fees from ANDREWS training offsets costs in
68	122										
69	123	Black Ministries									
70	124	Congregational Programs for Revitalization (CPR) [formerly New Visions]	110,000		30,000	30,000		30,000	30,000		Budget increase is due to new start up programs which includes 4 new curriculums, professional coaching, visiting supply clergy to the
71	125	African Diaspora Ministry Development [formerly Sudanese/African Ministry Development]	30,000		10,000	8,000		8,000	8,000		Includes new initiatives for clergy support to the Diocese of the Virgin Islands.
72	126	SOUL Conference	30,000			15,000		15,000	15,000		Budget reduction due to change from SOUL to Youth Leadership
73	127	Black Women's Ministry Initiative	15,000								Budget reduction is reflected in Line No. 124
74	128	International Black Clergy Conference	50,000		6,000			30,000	30,000		Black Clergy Conference pushed to 2021, numbers scaled down
75	129	Historically Black Colleges Recognition Event	15,000			3,500		3,500	3,500		Budget reduction due to changing strategy. Plans include collaborating with the Development Office and Colleges and Universities.
76	130	Program, office and travel	80,000		19,500	26,000	5,000	19,000	19,000		Budget increase in 2019 includes support to Diocese of Central Ecuador and Litoral, and conference support for FORMA, Evangelism Matters and Missional Voices.

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77	131	Collaborative Projects	98,750		15,000	32,916	20,288	12,628	12,628	27,628	All Ethnic Offices are involved in the planning and implementation of several projects including: annual Why Serve Discernment of Young Adults of Color; annual Seminarians of Color; Train the Trainers; triennial New Community/Beloved Community
78	132	Consultants	30,000		3,417	6,000		6,000	6,000	9,417	
79	132b	Reserve for GC80							25,288	25,288	
80	133	Black Ministries Total	458,750	188,078	83,917	121,416	25,288	124,128	149,416	421,411	Budget increase in 2019 will be offset by budget reductions in 2020 and 2021.
81	134										
82	135	Hispanic / Latino Ministries									
83	136	Academia	80,000		17,000	15,000		15,000	15,000	32,000	Lay formation program for adults; subsidizes costs for training lay facilitators and expanding reach. Budget offset by \$9K
84	137	New Camino	40,000		10,000				-	10,000	For 2019, it includes \$15,000 for Cancionero and \$7,000 for Nuevos Horizontes, and \$2,500 for New Camino.
85	138	Social Media/Digital Resource Training	30,000		3,000	6,000		6,000	6,000	9,000	Funding for training of social media team in collaboration with the
86	139	ABCD Training (Asset-based Community Development)	20,000			20,000	20,000		-	-	No ABCD Training for 2021. The whole amount will be used for GC: Latino Media Team and Latino Festival expenses.
87	140	Nuevo Amanecer	40,000		13,500					13,500	Biannual conference for Latino ministry, co-sponsored by Kanuga; focus on leadership development, empowerment, and discipleship. Facilitators and scholarships, especially for small congregations and Province IX.
88	141	Cultural Competency	60,000		8,000	20,000		20,000	20,000	28,000	8-day intensive cultural competency course designed for diocesan staff, clergy, lay leaders, and seminarians. Offered at Episcopal seminaries who offer academic credit. This line includes scholarships provided. Cost offset by \$53K from registration fees
89	142	Coordinator for Latino Mission Development								-	In staff cost line below. Resolution A086 called for an extensive expansion of programs supporting Latino/Hispanic ministry in the Episcopal Church including training and deploying coaches and mentors, assisting dioceses and congregations develop Latino/Hispanic ministries, creating and running a cultural competency program for diocesan and congregational leaders, and providing leadership development and education programs. This extensive set of programs far exceeds the capacity of the Missioner for Latino/Hispanic Ministry
90	143	Staff Travel	140,000		20,000	46,666	10,000	32,666	32,666	32,666	Shared by Missioner and Coordinator.
91	144	Collaborative Projects	98,750		15,000	32,917	20,288	12,629	12,629		All Ethnic Offices are involved in the planning and implementation of several projects including: annual Why Serve Discernment of Young Adults of Color; annual Seminarians of Color; Train the Trainers; triennial New Community/Beloved Community
92	145	Consultants	30,000		30,000	26,000		26,000	26,000		
93	146	Translation/Interpretation	18,000		10,083						
94	146b	Reserve for GC80							50,288		
95	147	Hispanic/Latino Ministries Total	556,750	261,904	126,583	166,583	50,288	112,295	162,583	551,070	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. Total budget increase is offset by registration
96	148										
97	149	Ethnic Ministry-Related Social Justice and Advocacy	120,000		20,000	40,000					Funding available for social justice and advocacy initiatives spearheaded by Ethnic Ministries, in collaboration with OGR and Racial Justice and Reconciliation
98	150	Staff Costs	2,951,844	919,448	1,017,684	1,058,510		1,045,016	1,045,016	2,982,149	Provides funding for continuing the second staff officers for Latino Ministries and adds another \$333K for a second staff officer in Indigenous Ministries D010.
99	151	Total Ethnic Ministries	4,939,844	1,707,947	1,427,769	1,698,341	131,152	1,538,195	1,669,347	4,805,064	

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100	152									-	
101										-	
102	153	Historically Black Episcopal Colleges + Universities	1,645,000	1,096,667	274,167	274,167		274,166.67	274,167	1,645,000	Three years advanced to SAU in 2019Continuation of support
103	154	Educational Enterprise Grants	400,000	307,159	50,000	50,000		42,841	42,841	400,000	Grants for strategic assistance at St. Augustine's and Voorhees. All three years advanced to SAU in 2019
104	155									-	
105	156	United Thank Offering								-	
106	157	UTO Other	482,000	56,501	148,000	182,000	30,000	172,000	172,000	376,501	Temp costs added in 2021; see line 158
107	157b	Reserve for GC80							30,000	30,000	
108	158	Staff Costs	651,175	242,969	253,840	266,285		163,232	163,232	660,041	2nd staff deferred in 2021; will use temps when necessary
109	159	Less Offset from trust funds	(950,000)	(335,000)	(350,000)	(350,000)		(350,000)	(350,000)	(1,035,000)	
110	160	Total United Thank Offering	183,175	(35,530)	51,840	98,285	30,000	(14,768)	15,232	31,542	
111	161									-	
112	162	Total Racial Justice and Reconciliation	10,399,058	3,969,193	2,872,957	3,127,244	192,152	2,791,887	2,984,039	9,826,188	

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3	DETAIL: CREATION CARE										
4											
5	LINE NO. 2019-2021	DESCRIPTION	GC Adopted Budget 2019-2021	2019 actual	2020 EC Adopted 07222020	2021 approved Oct 2019	GC2021 Expenses included in Oct 2019 budget	All non-GC expenses for 2021	2021 Proposed	2019-2021 Act 2019 + Budget 2020 2021	Special Comments for 2021 (Base salary increases up to 3% pa; medical cost increases 4% pa vs. previous 9% assumption; 3% increase in employer contribution to lay pension plan effective 7/19)
6	163	Creation Care									
7											
8	164	Creation Care Green Initiatives									
9	165	EcoJustice site grants	45,000	3,490	45,000	15,000		20,000	20,000	68,490	
10	166	Other grants	350,000		116,667	116,000		116,000	116,000	232,667	Creation Care grants (recipients participate in regional consultations)
11	167	Advisory Council meetings	45,000		-	15,000	12,000	15,000	15,000	15,000	Assumes 3 face-to-face meetings
12	168	Regional Consultative Groups	60,000		-	30,000		10,000	10,000	10,000	3 regional gatherings of grantees and other creation care practitioners - 1 per year
13	169	Other Initiatives	-		-				-	-	
14	170	Conference of Parties (UN climate work)	-					5,000	5,000	5,000	COP cancelled in 2020; provides for 2021
15	171a	Staff and Program Engagement	90,000	26,023	15,000	40,000	8,000	26,000	26,000	67,023	RJCC and Canon participation in churchwide creation care efforts, inc. COP, General Convention
16	172	Staff costs	275,374	22,215	98,731	103,241		81,772	81,772	202,718	Includes one staff associate as requested by GC Advisory Council on the Stewardship of Creation, partly funded with contribution from ABCD/Domestic Poverty. Revised staff costs reflect 3% increase of employer contribution to lay employee 403B plan
17	173a	Additional Creation Care program	134,626	163,058	35,000	34,626		34,626	34,626	232,684	To allocate to program. Responds to multiple resolutions
18	173b	Office rental	-		4,000	14,000		14,000	14,000	18,000	
19	173c	Reserve for GC80							20,000	20,000	
20	174	Total Creation Care	1,000,000	214,786	314,398	367,867	20,000	322,398	342,398	871,582	
21											
22											

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2	2019-2021 TRIENNium										
3	DETAIL: MINISTRY OF PRESIDING BISHOP TO CHURCH AND WORLD										
4											
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6											
7	175	Presiding Bishop's Office									
8	176	Governance-Related Costs	390,000	98,438	109,000	130,000		130,000	130,000	337,438	Reserve for Lambeth \$6K per annum; Chancellor; Council of Advice
9	177	Title IV Disciplinary Actions relative to Bishops	500,000	108,366	100,000	125,000		125,000	125,000	333,366	Investigations, conference panels, church attorneys, hearings and
10	178	Convocation Episcopal Churches In Europe		660						660	Included in line below
	179	Bishop in Charge of Europe	190,000	5,000	66,000	67,000		67,000	67,000	138,000	Under new contract, housing paid (line 185) by DFMS; utilities paid directly by Bishop in Charge. CECE standalone budget includes approx. \$43K annually for episcopacy (11% of spending)
11											
12	180	Bishop in Charge of Navajoland	800,000	266,667	266,667	266,667		266,667	266,667	800,001	Grant requested for Area Mission office operations and staff costs.
13	181	Hospitality and Entertainment	45,000	18,127	8,000	25,000	5,000	20,000	20,000	46,127	
14	182	Official & Discretionary Expenses	54,000	35,608	12,000	18,000		18,000	18,000	65,608	
	183	Travel	710,000	445,808	270,000	360,000	20,000	340,000	340,000	1,055,808	Includes travel for all PB Office staff plus occasional staff from all other areas of ministry.
15											
16	184	Haiti Partnership Committee	200,000			20,000		20,000	20,000		Oversight related to rebuilding projects resulting from Haiti TEC Memorandum of Understanding by EC
17	185	Other departmental costs	200,000	206,455						206,455	2019 includes special meetings (e.g., ACO, ABC, travelers sent as PB representative); telecommunications; rent for
18	185b	Reserve for GC80							25,000	25,000	
	186	Staff Costs	5,396,896	1,812,996	1,816,344	1,884,250		2,012,401	2,012,401	5,641,740	Revised staff costs reflect salary reduction related to Paris rent payments in line 179. Effective 2020 includes fnding for Church Planting Associate.
19											
20	187	Total Presiding Bishop's Office	8,485,896	2,998,125	2,648,010	2,895,917	25,000	2,999,068	3,024,068	8,670,203	
21	188		-							-	
22	189	House of Bishops	375,000	183,392	120,000	77,000		77,000	77,000	380,392	Gross costs are offset by recoveries from dioceses of approx. \$100K annually in line 29; previous numbers were net figures
23	190	House of Bishops Theology Cte	12,000	21,117						21,117	Now included in line 189
	191	College for Bishops Grant	250,000	83,333	83,333	83,334		83,334	83,334	250,000	A grant to support Living Our Vows training for bishops; peer coaching; represents about 15% of the College for Bishops total budget; other support comes from bishops and external fundraising
24											
25	192	Total House of Bishops	637,000	287,842	203,333	160,334	-	160,334	160,334	651,509	
26	193									-	
27	194	Pastoral Development									
28	195a	Pastoral Development Other Costs	491,000	116,680	70,000	163,667		100,000	100,000	286,680	Travel, office, annual gathering of the Episcopal Election Consultants
29	195b	Title IV Training Website (translation)	-	-	125,000	-	-	-	-	125,000	Work not accomplished during 2016-2018 funded in 2019
30	195c	Travel GC					5,000			-	GC participation
31	195d	Reserve for GC80							5,000	5,000	
32										-	
33	196	Staff Costs	923,830	332,372	350,078	363,849		359,664	359,664	1,042,115	
34	197	Total Pastoral Development	1,414,830	449,052	545,078	527,516	5,000	459,664	464,664	1,458,795	This work is specifically directed for care of and elections of bishops
35	198									-	
36	199									-	

	A	B	E	H	K	N	O	P	Q	T	U
1	EC BUDGET 2021 adjustments October 2020 DRAFT										
2	2019-2021 TRIENNium										
3	DETAIL: MINISTRY OF PRESIDING BISHOP TO CHURCH AND WORLD										
4											
5	LINE NO. 2019-2021	DESCRIPTION	GC Adopted Budget 2019-2021	2019 actual	2020 EC Adopted 07222020	2021 approved Oct 2019	GC2021 Expenses included in Oct 2019 budget	All non-GC expenses for 2021	2021 Proposed	2019-2021 Act 2019 + Budget 2020 2021	Special Comments for 2021 (Base salary increases up to 3% pa; medical cost increases 4% pa vs. previous 9% assumption; 3% increase in employer contribution to lay pension plan effective 7/19)
37	200	Armed Forces and Federal Ministries									
38	201	Departmental Costs	-	251,834							
39	202	Seminars/Conferences	233,000	-	30,000	73,500		73,500	73,500		
40	203	Selection of Chaplains	39,000	-	5,000	10,000		10,000	10,000		Chaplain seminars, travel
41	204	Supplies/Services	10,500	-	1,500	5,000	3,500	1,500	1,500		
42	205	Chaplain Care	102,000	-	30,000	40,000	15,000	25,000	25,000		Educational, spiritual assistance, chaplain family assistance, etc.
43	206	Travel Bishop Suffragan	254,000	-	25,000	75,000		75,000	75,000		Visits to chaplains in the field or for important occasions (i.e., promotion or retirement ceremonies)
44	207	Rent	80,000	-	26,666	26,668		26,666	26,666		
45	208	Office costs	19,500	-	6,500	6,500		6,500	6,500		Telecom, computer services
46	208b	Reserve for GC80		-	-	-			18,500		
47				-	-	-					
48	209	Staff Costs	1,361,201	439,169	434,340	451,050		493,861	493,861	1,367,370	Revised staff costs reflect 3% increase of employer contribution to lay
49	210	Total Federal Ministries	2,099,201	691,003	559,006	687,718	18,500	712,027	730,527	1,980,536	
50	211		-								
51	212	General Board of Exam. Chaplains	-								
52	213	GBEC Income									Now reflected in income line 31; 175 people and \$750 annually
53	214	GBEC Non-staff	128,747	44,740	42,916	42,916	2,000	40,916	40,916	128,572	
54	214b	Reserve for GC80							2,000	2,000	
55	215	GBEC Staff costs	305,377	94,866	100,278	104,834		102,540	102,540	297,684	
56	216	GBEC Total	434,124	139,606	143,194	147,749	2,000	143,456	145,456	428,256	Goal to run close to breakeven
57	217										
58	218	Total PBO Ministry	13,006,051	4,565,628	4,098,621	4,419,235	50,500	4,474,549	4,525,049	13,189,299	

	A	B	E	H	K	N	O	P	Q	T	U
4											
5	LINE NO. 2019-2021	DESCRIPTION	GC Adopted Budget 2019- 2021	2019 actual	2020 EC Adopted 07222020	2021 approved Oct 2019	GC2021 Expenses included in Oct 2019 budget	All non-GC expenses for 2021	2021 Proposed	2019-2021 Act 2019 + Budget 2020 2021	Special Comments for 2021 (Base salary increases up to 3% pa; medical cost increases 4% pa vs. previous 9% assumption; 3% increase in employer contribution to lay pension plan effective 7/19)
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		Based on 2018 GC spend
12	224	Freelancers	75,000		10,000	59,700		59,700	59,700		Miscellaneous needs for additional work
13	225										
14	226	Conferences and Workshops	9,000		-	3,000		3,000	3,000		
15	227	Presiding Bishop's Installation Expenses	24,570		8,200	8,200		8,200	8,200		Nine-year accrual for specific Comm Off work
16	228-231	Intentionally left blank									
17	232	Director's Office Total	233,570	-	18,200	195,900	125,000	70,900	195,900	214,100	
18	233										
19	234	Communications Creative Services									- New area in high demand. Requires experience in branding and graphics design. Most effective approach is using freelancers as needed.
20	235	Brand Strategy Support	90,000		5,000	10,000		10,000	10,000		Revised based on 2018 expenses
21	236	Reserve for GC80	8,000			35,500	35,500		35,500		
22	237	Freelancers	30,000		20,000	20,000		20,000	20,000		Additional proofreaders, copy editors and design assistance as needed
23	238	New Media Development	23,000		5,000	5,000		5,000	5,000		
24	239	Travel	26,000		2,000	7,000		7,000	7,000		
25	240	Conferences and Workshops	9,000		-	3,000		3,000	3,000		
26	241	Memberships and Subscriptions	6,000		2,000	2,000		2,000	2,000		
27	242	General Office Expenses	2,400		700	1,000		1,000	1,000		
28	243	Computer Hardware and Software	10,500		3,500	3,500		3,500	3,500		
29	244	Telephone telecom	9,000		1,500	2,000		2,000	2,000		
30	245	Communications Creative Services Total	213,900	27,527	39,700	89,000	35,500	53,500	89,000	156,227	
31											
32	246		-								
33	247	Multimedia Services									- 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
34	248	Reserve for GC80	87,000		-	191,000	191,000		191,000		Revised based on 2018 expenses
35	249	Consultants	375,000		61,528	97,500		97,500	97,500		
36	250	Travel	150,000		27,350	50,000		50,000	50,000		
37	251	Conference & Registration Fees	6,000		-	2,000		2,000	2,000		
38	252	Equipment Support	30,000		10,000	10,000		10,000	10,000		
39	253	Website: Livestreaming	47,750		21,000	26,750		26,750	26,750		
40	254	Memberships & Subscriptions	7,500		2,500	2,500		2,500	2,500		
41	255	General Office Expenses	4,500		1,500	1,500		1,500	1,500		
42	256	Computer Hardware and software	10,500		3,500	3,500		3,500	3,500		
43	257	Telephone telecom	6,000		2,000	2,000		2,000	2,000		
44	258	Multimedia Services Total	724,250	255,014	129,378	386,750	191,000	195,750	386,750	771,142	
45	259										
46	260	Public Affairs									
47	261	Reserve for GC80	10,000			33,000	33,000		33,000		Revised based on 2018 expenses
48	262	Initiatives/Collaboration	36,750		1,500	1,500		1,500	1,500		Copy editor position added in-house
49	263	Freelancers	45,000		9,600	12,000		12,000	12,000		To assist with work in dioceses
50	264	Travel	75,000		19,787	26,384		26,384	26,384		
51	265	Conferences and Workshops	6,000		3,600	3,000		3,000	3,000		Additional professional development + networking
52	266	Memberships and Subscriptions	52,500		13,500	15,000		15,000	15,000		
53	267	General Office Expenses	1,800		600	600		600	600		
54	268	Computer Hardware and Software	6,000		1,200	5,500		9,800	9,800		Video, transcription; equipment replacement
55	269	Telephone telecom	5,000		4,000	4,000		4,000	4,000		
56	270	Public Affairs Total	238,050	45,088	53,787	100,984	33,000	72,284	105,284	204,159	

	A	B	E	H	K	N	O	P	Q	T	U
4											
5	LINE NO. 2019-2021	DESCRIPTION	GC Adopted Budget 2019- 2021	2019 actual	2020 EC Adopted 07222020	2021 approved Oct 2019	GC2021 Expenses included in Oct 2019 budget	All non-GC expenses for 2021	2021 Proposed	2019-2021 Act 2019 + Budget 2020 2021	Special Comments for 2021 (Base salary increases up to 3% pa; medical cost increases 4% pa vs. previous 9% assumption; 3% increase in employer contribution to lay pension plan effective 7/19)
57	271		-								
	272	Web & Social Media Services	-								- 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
58											
59	273	Reserve for GC80	30,000			20,000	20,000		20,000		
60	274	Travel	75,000		6,250	25,000		25,000	25,000		
61	275	Conference & Registration Fees	7,500		-	2,500		2,500	2,500		
62	276	Website Development, Maintenance & Upgrades	650,000		180,000	226,818		141,818	141,818		Duo Consulting work has ended
63	277	Asset Mapping	90,000		30,000	30,000		35,000	35,000		\$30K/year is the minimum TEC contribution to the ongoing upkeep and development of the Asset Map.
64	278	Memberships & Subscriptions	3,000		1,125	1,000		1,000	1,000		
65	279	General Office Expenses	1,600		300	1,000		1,000	1,000		
66	280	Computer Software	1,500		500	500		500	500		
67	281	Computer Hardware	10,500		3,500	3,500		3,500	3,500		
68	282	Telephone telecom	7,500		2,500	2,500		2,500	2,500		
69	283	Web & Social Media Services Total	876,600	211,299	224,175	312,818	20,000	212,818	232,818	668,292	
70	284										
71	285	Episcopal News Service	-								- Respond to breaking news, cover live events, write stories of the Church's response to the poor and marginalized. Want to provide Revised based on 2018 expenses
72	286	General Convention travel and fees	25,000			35,000	35,000		35,000	35,000	
73	287	Consultants	180,000		40,000	40,000		40,000	40,000		Copy editor position added in-house
74	288	Travel Expenses	180,000		57,800	60,000		60,000	60,000		
75	289	Conferences and Workshops	9,000		1,000	3,000		3,000	3,000		
76	290	Postage	900		200	500		500	500		
77	291	Memberships and Subscriptions	9,000		3,000	3,000		3,000	3,000		
78	292	General Office Expenses	3,000		1,000	1,000		1,000	1,000		
79	293	Computer Software	3,000		1,000	1,000		1,000	1,000		
80	294	Computer Hardware	21,000		-	7,000		10,000	10,000		
81	295	Telephone telecom	18,900		6,300	6,300		6,300	6,300		
82	296	Episcopal News Service Total	449,800	84,260	110,300	156,800	35,000	124,800	159,800	354,360	
83	297										
84	298	Episcopal Digital Network									- Structure continues
85	299	Reserve for GC80	6,000		-	4,000	4,000		4,000		
86	300	Consultants	13,500		-	-			-		
87	301	Travel	18,000		5,500	7,500		7,500	7,500		
88	302	Conferences and Registration Fees	3,000		-	1,000		1,000	1,000		
89	303	Marketing & Advertising	30,000		26,700	26,700		26,700	26,700		increase based on 2018 run rate to increase sponsorship revenue.
90	304	Web Hosting	19,200		-	-		-	-		Work brought in-house
91	305	Memberships and Subscriptions	3,000		1,000	1,000		1,000	1,000		
92	306	General Office Expenses	3,000		-	-		-	-		
93	307	Computer Hardware and software	6,000		1,500	1,000		3,500	3,500		
94	308	Telephone telecom	9,000		3,000	3,000		3,000	3,000		
95	309	Episcopal Digital Network Total	110,700	25,718	37,700	44,200	4,000	42,700	46,700	110,118	
96	310										
97	311	Digital Evangelism									-
98	312	Training materials and curricula for digital storytellers (A172)	100,000								Work has been completed.
99	313	Content for download	75,000		3,250	5,000		5,000	5,000		
100	314				-	-		-	-		
101	315	1 part-time marketing specialist (contractor)	55,000		-	-		-	-		
102	316	Original images and art work	45,000		3,250	5,000		5,000	5,000		
103	317	Original video	60,000		7,500	10,000		20,000	20,000		
104	318	Software platforms	30,000		-	-		-	-		

	A	B	E	H	K	N	O	P	Q	T	U
4											
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105	319	Latino and Spanish-speaking digital evangelism efforts	40,000		18,311	13,334		13,334	13,334		
106	320	Advertising	60,000		-	-		-	-		
107	321	Additional initiatives	45,000		3,000	10,000		20,000	20,000		
108	322	Reserve for GC80	20,000		-	30,000	30,000		30,000		
109	323	Printing Costs	15,000		500	2,000		2,000	2,000		
110	324	Consultants	45,000		25,000	50,000		30,000	30,000		
111	325	Travel	30,000		45,000	95,000		95,000	95,000		Based on current run-rate of \$80k/yr.
112	326	Conferences and Registration Fees	6,000		-	2,000		2,000	2,000		
113	327	Marketing & Advertising (HubSpot, etc.)	30,000		3,500	7,000		7,000	7,000		
114	328	Web Hosting	15,000		-	-		-	-		
115	329	Memberships and Subscriptions	4,500		1,000	2,000		2,000	2,000		
116	330	General Office Expenses	4,500		8,500	8,500		8,500	8,500		
117	331	Computer Hardware and software	8,000		18,000	23,000		32,000	32,000		
118	332	Telephone telecom	6,000		2,500	2,500		2,500	2,500		
119	333	Sermons that Work (Eng. Sp)	72,000		13,000	13,000		13,000	13,000		
120	334	Bulletin Inserts	11,100		-	-		-	-		
121	335	Bible Study: Eng. Spanish	37,800		16,000	16,000		16,000	16,000		
122	336	Digital Evangelism Total	814,900	275,705	168,311	294,334	30,000	273,334	303,334	747,350	
123	337		-								
124	338	Language (Translation) Services	-								- Increased demand for Spanish and French translations, Spanish interpretations and video sub-titling. Increased equipment replacement and maintenance
125	339	Reserve for GC80	7,000			20,000	20,000		20,000		
126	340	Translation Services	260,000		84,000	105,000		105,000	105,000		Translators and interpreters for meetings, videos, etc.
127	341										
128	342	Travel	9,000		3,750	5,000		5,000	5,000		
129	343	Equipment Purchases	9,000		10,000	3,000		23,200	23,200		
130	344	Conference and Registration Fees	1,500		-	500		500	500		
131	345	Memberships and Subscriptions	3,000		1,500	1,000		1,000	1,000		
132	346	General Office Expenses	3,000		1,000	1,000		1,000	1,000		
133	347	Computer Hardware and software	6,500		4,300	1,500		1,500	1,500		
134	348	Mobile Communication Devices	3,500		1,500	1,500		1,500	1,500		
135	349	Language Services Total	302,500	36,088	106,050	138,500	20,000	138,700	158,700	300,838	
136											
137	350	Staff Costs	7,285,747	2,052,131	2,275,218	2,368,537		2,311,490	2,311,490	6,638,839	\$925K savings through staff realignment August 2018.
138	351	Communications - to be allocated	(570,000)								- Achieved through staff realignment August 2018
139	352	Total Communications	10,680,017	3,012,830	3,162,819	4,087,823	493,500	3,496,276	3,989,776	10,165,425	Does work across the church in evangelism and all other areas
140	353										
141	354	Formation Department									
142	355	Grant for Forma									No funding in 2019-2021; funding ended in 2018
143	356	Departmental Costs:									
144	357a	Resource Creation, Curriculum and Partnerships	250,000	47,555	60,000	83,333	25,000	58,333	58,333		Curriculum, resource creation; adds \$75K responds to C014; adds \$85K responds to D030 for Forma
145	357b	Safe Church Training	150,000	-	50,000	50,000		50,000	50,000		Safe Church Training; responds to A050
146	358	Formation Networks and Leadership Development	146,000	21,203	31,650	48,667		48,667	48,667		Councils, ecumenical gatherings, attending meetings to build the network, Leadership Development training
147	359	Campus Ministry Grants	400,000	133,275	132,638	133,333		133,333	133,333		Continue funding at same levels
148	360	Young Adult & Campus Ministry Events and Gatherings	230,000	145,056	15,000	100,000	60,000	20,000	20,000		Annual Young Adult and Campus Ministry Conference with Added Young Adult Leadership training and discernment conferences 2 times per triennium

	A	B	E	H	K	N	O	P	Q	T	U
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149	361a	Episcopal Youth Event (triennial)	1,047,000			-					Event cancelled for current triennium; associated income line 30
150	361b	Episcopal Youth Event	-	60,000	832,000	15,000	-	370,000	370,000	490,000	Costs in 2021
151	361c	Evento de Jovenes Episcopales	-	277,869	-	75,000		75,000	75,000		
152	362	Youth Events and Gatherings	200,000					-	-		See lines 361b and 361c
153	363	Other Events and Gatherings	60,000		4,000	20,000		20,000	20,000		Hosting Receptions and gatherings, co-leading pilgrimages
154	364	Other Departmental Costs	201,000	89,100	42,000	67,000		67,000	67,000		
155	364b	Reserve for GC80					85,000			85,000	
156	365	Staff Costs	1,730,891	534,298	551,895	575,682		598,653	598,653		Revised staff costs reflect 3% increase of employer contribution to lay employee 403B plan
157	366	Total Formation & Vocation	4,414,890	1,308,356	1,719,183	1,168,015	170,000	1,440,986	1,525,986	4,553,525	
158	367		-								
159	368	Transition Ministries	-								
160	369	Program/Tech (Transition Min)	104,607		34,000	34,869		34,869	34,869		
161	370	Research & Dev (Transition Min)	84,000		20,000	28,000		28,000	28,000		Database upgrades
162	371	Other OTM office, travel, training	135,000	99,429	15,000	45,000	8,308	36,692	36,692		
163	371b	Reserve for GC80								8,308	
164	372	Staff costs	801,316	254,377	265,823	275,505		273,221	273,221	793,421	Staff separated to GCO and OPD. Revised staff costs reflect 3% increase
165	373	Total Transition Ministries	1,124,923	353,806	334,823	383,374	8,308	372,782	381,090	1,069,719	
166	374		-								
167	375	TEC Block Grants	-								
168											
169	429	Cuba	350,000	116,667	116,667	116,667		116,667	116,667	350,001	Does not include other support regularly provided from non-budgetary sources (approx. \$90K from unrestricted and theological trust funds); responds to added request
170	376	Haiti	959,176	319,725	319,725	319,725		319,725	319,725	959,176	Reduction absent Bishop Suffragan
171	377	Virgin Islands	513,513	171,171	171,171	171,171		171,171	171,171	513,513	
172	378	Province 2 Total	1,822,689	607,563	607,563	607,563	-	607,563	607,563	1,822,690	
173	379										
174	380	North Dakota	694,000	231,333	231,333	231,333		231,333	231,333	694,000	
175	381	South Dakota	2,290,650	763,550	763,550	763,550		763,550	763,550	2,290,650	
176	382	Province 6 Total	2,984,650	994,883	994,883	994,883	-	994,883	994,883	2,984,650	
177	383										
178	384	Alaska	1,300,000	433,333	433,333	433,333		433,333	433,333	1,300,000	
179	385	Navajoland	1,000,000	418,333	290,833	290,833		290,833	290,833	1,000,000	
180	386	Guam	150,000	50,001	50,000	50,000		50,000	50,000	150,001	
181	387	Taiwan	204,750	68,250	68,250	68,250		68,250	68,250	204,750	
182	388	Province 8 Total	2,654,750	969,918	842,416	842,416	-	842,416	842,416	2,654,751	
183	389										
184	390	Consultation & Planning Prov IX									
185	391	Implementation of Prov IX self-sustainability plan									Focus grant to one diocese follows agreement approved by EC in 2014
186	392										
187	393	Unallocated for Task Force and Consultants	64,000	2,026	21,333	21,333		21,333	21,333	44,693	
188	394	Colombia	382,200	127,400	127,400	127,400		127,400	127,400	382,200	
189	395	Dominican Republic	100,000	33,333	33,333	33,333		33,333	33,333	100,000	
190	396	Ecuador Central	1,004,790	334,930	334,930	334,930		334,930	334,930	1,004,790	
191	397	Ecuador Litoral	346,830	115,610	115,610	115,610		115,610	115,610	346,830	
192	398	Honduras	580,000	193,333	193,333	193,333		193,333	193,333	580,000	
193	399	Venezuela	395,010	131,670	131,670	131,670		131,670	131,670	395,010	
194	400	Province 9 Total Block Grants	2,872,830	938,303	957,610	957,610	-	957,610	957,610	2,853,523	
195	401		-								
196	402	Sustainability grants to US indigenous dioceses	667,000	605,625	61,375	155,685		-	-	667,000	Sustainability work continues. Reduction reflects increase above for NDak and SDak and hiring of second Indigenous Ministry Missioner in
197	403	Block Grant to ERD	1,038,636	346,212	346,212	346,212			346,212	1,038,636	Grant to cover rental payment; offsets income in line 14
198	404	Total TEC Block Grants	12,040,555	4,462,504	3,810,060	3,904,370	-	3,402,473	3,748,685	12,021,249	
199	405	25									
200	406	Director of Mission's Office									
201	407	Departmental Costs	-								Moved to PB Office
202	408	Total Director of Mission's Office	-								
203	409		-								
204	410	Total Mission Within the Episcopal Church	28,260,385	9,137,496	9,026,884	9,543,582	16 of 27	7,711,808	8,712,517	9,645,537	27,809,918

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6	411	Anglican Communion									
7	412	Inter-Anglican Budget/Secretariat	1,150,000	383,333	383,333	383,333		383,000	383,000	1,149,666	Important support as the Anglican Communion Office is strategically significant and is struggling with its budget post-Covid
8	413	International Visitors	45,000	5,823	500	20,000	10,000	5,000	5,000	11,323	\$5,000 to fund 1 or 2 international visitors to USA. Can be cut if travel not recommended
9	414	Other departmental cost	420,000	151,761	30,000	128,000	15,000	125,000	125,000	306,761	reinstating funds for international travel. Note that we have no specific GC funds for travel; staff reduce international travel accordingly to remain in budget.
10	415	Global Mission Development	93,000	12,951	27,000	31,000	8,000	35,000	35,000	74,951	Funds to strengthen online presence, webinars etc
11	415b	Reserve for GC80							33,000	33,000	
12	416	Staff costs	2,279,077	578,560	768,125	800,129		791,147	791,147	2,137,832	
13	417	Total Anglican Communion	3,987,077	1,132,428	1,208,958	1,362,462	33,000	1,339,147	1,372,147	3,713,533	
14	418		-							-	
15	419	Block Grants w/in Anglican Communion									Provides support for provincial administration. Maintain these costs as partners are all facing increasing financial stress.
16	420	Burundi	12,000	4,000	4,000	4,000		4,000	4,000	12,000	
17	421	Central Africa	9,000	-	3,000	3,000		3,000	3,000	6,000	
18	422	Congo	21,000	7,000	7,000	7,000		7,000	7,000	21,000	
19	423	Sudan	36,000	12,000	12,000	12,000		12,000	12,000	36,000	
20	424	Conf of Angl Prov in Africa (CAPA)	25,000	8,333	8,333	8,333		8,333	8,333	24,999	
21	425	African Network Theol Ed (ANITEPAM)	12,000	4,000	4,000	4,000		4,000	4,000	12,000	
22	426	Epis Church of Philippines	45,000	-	15,000	15,000		15,000	15,000	30,000	
23	427	Jt Cte Philippines	-	-	-	-		-	-	-	
24	428	Caribbean	6,000	-	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	-	5,001						5,001	
28	431	Brazil Secretariat	42,000	14,000	14,000	14,000		14,000	14,000	42,000	
29	432	To be allocated	(20,000)							-	To be allocated by Management
30	433	Total Grants w/in Angl Communion	188,000	54,334	69,333	69,333	-	69,333	69,333	193,000	
31	434		-							-	
32	435	Covenants w/in Angl Communion									
33	436	Covenant Long-term Development Fund	120,000	783	35,000	33,333		40,000	40,000	75,783	Maintain funding to enable support of partners sustainability post-Covid
34	437	IARCA (Central America)	1,204,486	401,495	401,495	401,495		401,495	401,495	1,204,485	Per 40-year Covenant agreement; discussed triennially; ending in 2xxx
35	438	Liberia	354,120	112,910	118,040	118,040		118,040	118,040	348,990	Per 20-year Covenant agreement; discussed triennially; ending 2xxx
36	439	Mexico	41,398	13,799				-	-	13,799	Per 25-year Covenant; discussed triennially
37	440										
38	441	Covenant Committees	90,000	5,675	3,000	-		67,000	67,000	75,675	Assuming that committees will meet internationally in 2021. If no international travel expected for face to face meetings, line 441 will be reduced to \$10,000 for interpretation costs
39	442	Total Covenants Anglican Comm.	1,810,004	534,662	557,535	552,868	-	626,535	626,535	1,718,732	
40	443	Total Grants, Covenants w/in Anglican Communion	1,998,004	588,996	626,868	622,201	-	695,868	695,868	1,911,732	
41	444		-							-	
42	445	Internat'l Justice & Peacemaking/UN Presence									
43											
44	446	Grants to Partner Organizations	10,000		3,333	3,333		3,333	3,333	6,666	Maintaining support for UN partner membership costs
45	447	Anglican Peace & Justice Network	-							-	
46	448	Other departmental Costs	75,000	22,539	-	37,000		20,000	20,000	42,539	The UN has not made a decision about UNCSW for 2021. If it is to be helped online we can cut this line further.
47	449	Internat'l Justice & Peacemaking Total	85,000	22,539	3,333	40,333		23,333	23,333	49,205	
48	450										
49	451	Refugee Ministry (Non-Government)									
50	452	Departmental Costs Miami									
51	453	Departmental Costs New York	339,000								

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52	454	Departmental Costs	-	61,751	32,000	50,000	10,114	45,000	45,000	138,751	Travel and program expenses of non-Govt staff
53	454b	Reserve for GC80							10,114	10,114	
54	457	Refugee Non-Govt Staff Cost	-	233,672	257,950	269,651		263,237	263,237	754,859	EMM asked PB&F for \$935K church funding for 2 employees previously funded by Government contracts. Funding will come by reducing line 453 and thru fundraising, including \$260K in hand at 1/4/19.
55	455	Refugee Loan Collection Other	417,933	132,290	110,000	120,000		120,000	120,000	362,290	Line 455 and 456 offset by \$807K revenue in line 21
56	456	Refugee Loan Collection Staff Cost	800,602	296,647	263,669	274,392		270,674	270,674	830,990	Line 455 and 456 offset by \$807K revenue in line 21
57	458	Staff Costs Miami	-								- Office was closed in 2017
58	459	Total Refugee Ministry (Non-Government)	1,557,535	724,360	663,619	714,043	10,114	698,911	709,025	2,097,004	
59	460										
60	461	Missionary Service									
61	462	Appointed Missionaries	270,000		70,000	90,000		90,000	90,000		Travel, training. Can be reduced if training and recruitment is reduced
62	463	Volunteers for Mission	510,000		120,000	170,000		150,000	150,000		Travel, training Can be reduced if training and recruitment is reduced
63	464	Young Adult Service Corps	480,000		100,000	160,000		160,000	160,000		Travel, training @ \$8,000 x 20 x 3 years. Can be reduced if trainind and recruitmetn is revisited
64	465	Other departmental costs	260,000		35,000	86,667	25,000	70,000	70,000		No specific funds dedicated to GC. Other travel reduced to compensate for expense.
65	466	Staff Costs	3,557,900		887,333	1,220,063		1,000,000	1,000,000		3 DFMS staff plus missionaries' salaries and insurance.
66	622c	GC80 accrual							25,000		
67	467	Less Income	(337,000)		(112,333)	(112,333)		(112,333)	(112,333)		Funds raised by YASCers. Reduced if YASC program affected by COVID
68	468	Total Mission Personnel	4,740,900	1,289,416	1,100,000	1,614,397	25,000	1,357,667	1,382,667	3,772,083	Can be reduced to the revised 2020 level of \$1,100,000 if recruitment is postponed in 2021
69	469										
70	470	Office of Government Relations	-	319,221						319,221	
71	471	Program, office and miscellaneous	405,000		90,000	110,000	5,000	100,000	100,000	190,000	All OGR programmatic work, including intern stipends, coalition partnerships, all Washington Office events and Congressional briefings, and office costs
72	472	Rent	295,000		98,000	103,000		100,000	100,000	198,000	Rent escalates at 5% pa
73	473	EPPN	30,000		23,000	24,000		24,000	24,000	47,000	Fixed cost for EPPN software and database subscriptions for weekly action alerts and EPPN member communications
74	474	Phones, telecommunications	21,000		5,000	6,000		5,000	5,000	10,000	
75	475	Travel	140,000		15,000	45,000	12,000	20,000	20,000	35,000	Assumes no travel for first six months of 2021; then limited and essential travel only
76	475b	Reserve for GC80							17,000	17,000	
77	476	Staff Costs	1,654,288	524,108	633,315	658,642		656,427	656,427	1,813,849	Staff transitions result in slightly higher staff costs for 2020-2021. Lowered programmatic costs reflect difference. Revised staff costs reflect 3% increase of employer contribution to lay employee 403B plan
78	477	OGR Total	2,545,288	843,329	864,315	946,642	17,000	905,427	922,427	2,630,070	
79	478		-								

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80	479	Ecumenical, Interfaith, Global Relations	-								
81	480	Anglican Communion Reconciliation and Development Initiatives	150,000	50,113	30,000	50,000		50,000	50,000	130,113	Funds to support Global Anglican partners as they struggle with their post-covid realities
82	481	Global Networking	30,000	11,883	10,000	10,000		10,000	10,000	31,883	Funds to be used for programing; specifically to support the online mission relationship mapping project and other global networking initiatives.significant with increase in online work
83	482	Support for Ecumenical Reps	55,000	11,165	9,438	14,520		14,000	14,000	34,603	
84	483	Coordinating Committees	30,000		4,463	8,463		8,000	8,000	12,463	Committees formed through Called to Common Mission and Moravian Full Communion Agreement. Meet approximately 5 times per triennium. Concordat panel of the Philippine Episcopal Church: 1 meeting
85	484	Interfaith Relations	35,000	11,114	8,497	12,497		15,000	15,000	34,611	Increased engagement in Interfaith work
86	485	Dialogues	45,000	31,714	12,855	15,855		15,000	15,000	59,569	Once every 9 months --hope for one meeting in 2021.
87	486	Churches Uniting in Christ	15,000		1,000	5,000		4,000	4,000	5,000	
88	487	PB Deputy for Ecumenical Relations	90,000	33,700	23,000	30,000		25,000	25,000	81,700	Travel in person for some part of the year
89	488	WCC Assembly	15,000	5,000	3,000	5,000		5,000	5,000	13,000	Accrual for Assembly 2 delegates chosen/ 2 alternates
90	489	Other Departmental Costs	15,000	7,216		5,000	6,500	5,000	5,000	12,216	Expenses of Associate travel and remote expense
91	490	New projects	20,000		3,000	7,000		10,000	10,000	13,000	
92	490b	Internship							6,500	6,500	Internship to support newsletter, web communications, social media training in religious literacy and interreligious relations; meetings with United Methodist on Interim eucharistic sharing.
93	491	Staff Costs	1,181,393	341,920	394,450	410,232		405,298	405,298	1,141,668	1/2 time FTE previously budgeted as a consultant; also includes associate moved from Dir of Mission. Revised staff costs reflect 3% increase of employer contribution to lay employee 403B plan
94	492	Total Ecum., Interf., Global Relations	1,681,393	503,825	499,703	573,567	6,500	566,298	572,798	1,576,326	
95	493		-							-	
96	494	Ecumenical Dues	-							-	
97	495	World Council of Churches	101,000	33,667	33,667	33,667		33,667	33,667	101,001	
98	496	National Ministries Unit NCC	-							-	No longer operating
99	497	NCC Ecumenical Commitment Fund	150,000	50,000	40,000	50,000		50,000	50,000	140,000	
100	498	Christian Churches Together US	30,000	8,000	10,000	10,000		10,000	10,000	28,000	
101	499	Ecumenical bodies on Climate Change	9,000		-	3,000		3,000	3,000	3,000	Now ready to support after cuts in 2020
102	500	Total Ecumenical Dues	290,000	91,667	83,667	96,667	-	96,667	96,667	272,001	
103	501		-							-	
104	502	Grants in form of Contributed Services Support to Affi	-							-	
105	503	Episcopal Relief & Development	2,407,188	1,037,286	1,037,286	1,037,286		1,037,286	1,037,286	3,111,859	Primarily Finance Office work
106	504	Anglican UN Office	81,384	27,128	27,128	27,128		27,128	27,128	81,384	Finance Office and IT work
107	505	Coll/Universities Angl Communion	-		-	-		-	-	-	Now under tenant lease agreement
108	506	Episcopal Church Foundation	-					-	-	-	No longer resident
109	507	Natl Assoc. Episcopal Schools	-					-	-	-	Now under tenant lease agreement
110	508	Ch Periodical Club/BCP Society	-					-	-	-	No longer resident
111	509	Total Supp. Affiliated Organizations	2,488,572	1,064,414	1,064,416	1,064,414		1,064,416	1,064,416	3,193,247	
112	510	Less: Offset of Support	(2,488,572)	(1,064,414)	(1,064,416)	(1,064,414)		(1,064,416)	(1,064,416)	(3,193,247)	
113	511	Total Mission Beyond the Episcopal Church	16,885,197	5,196,560	5,050,462	5,970,310	91,614	5,683,319	5,774,933	16,021,954	

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5											
6											
7	512	General Convention Office									
8	513	Meeting of the General Convention	2,183,000	127,241	325,000	1,733,000	1,733,000				Includes facilities (space) rental, contractors, labor, shipping, supplies, equipment, additional vendors, pre-planning meetings and on-site support. Includes Official Youth Presence and Children's Program. Costs are offset. Includes 3 annual EC face-to-face meetings around TEC, Meetings and support for canonical and established Committees reporting through EC, operational costs, partial share of D&O Insurance.
9	514	Executive Council	1,322,500	378,091	397,500	477,000		477,000	477,000		
10	515	EC Investment Committee	-								
11	516	EC Economic Justice Loan Committee	-								
12	517	EC Corporate Social Responsibility	-								
13	518	EC HBCU Task Group	-								
14	519	Interim Bodies of the General Convention	1,560,000	347,815	630,000	250,000		250,000	250,000		Supports the work of 30 Interim Bodies (Canonical & new from 79th GC) including face to face and virtual meetings.
15	520	Board of Archives									The Board of Archives requests a line identifying the funds available on a predictable basis for its work in the triennium. The upcoming triennium will involve greater governance oversight with the construction of the new Archives. The request for \$36,000 is included in line 281a
16	521	Board of GBEC	-								
17	522	HBCU Task Group	-								
18	520-521	Intentionally left blank	-								
19	522	Board to assist Office of Pastoral Development for bishop calling	250,000	22,950	115,000	90,000		90,000	90,000		Board to assist Office of Pastoral Development for bishop callings; responds to A147
20	523	Accrual for PB Nomination, Election, Transition, Installation	90,000	30,000	30,000	30,000		30,000	30,000		Systematic planning as current practice
21	524	TF on Clergy Leadership in Small Congregations	-								
22	583b	Accrued for GC80									
23	525	TF on Dual Call Couples	-								
24	526	TF on GTS and GC (D075)	-								
25	527	TF to Study the Relationship of Episcopal Seminaries with GC	-								
26	528	Title IV Committee	-								
27	529	Title IV Training	-								
28	530		-								
29											
30	524-530	Left intentionally blank									
31	531a	SC SCLM Prayer Book Revision	-								
32	531b	Current Prayer Book Translation	201,000	25,542	110,000	56,000		56,000	56,000		Improved translation of current Prayer Book; responds to A070
33	532	Canonical Reporting	110,000	(1,990)	20,000	37,000		37,000	37,000		Indexing, editing, formatting and associated publishing costs of canonically required documents
34	533	Technology for General Convention Governance	1,740,000	457,281	734,000	980,000	700,000	297,800	297,800		Software development; licensing, hosting and maintenance fees, technical requirements at General Convention. Increase by an action of the Executive Council to reflect the timing difference of projects between last triennium and the current triennium.

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35	534	Translation and Interpretation for Governance	426,500	65,255	121,500	255,000	130,000	125,000	125,000			Interpretation and Translation for Interim Bodies and Executive Council meetings, as well as on-site at GC. Translations for Canonical Reports and resolutions. Interpretation for the Deaf and Hearing Impaired at GC. Based on experiences from the 79th GC, more funding may be needed.
36	535	Research (Parochial and Diocesan Reports)	141,000		10,000	26,000		26,000	26,000			Canonical requirement
37	536	Operation and Other Expenses of the GC Office	413,500	172,523	148,500	180,000		180,000	180,000			General office expenses, staff travel; includes Registrar of the General Convention (Bishop Consecrations)
38	537	Staff Costs	5,093,988	1,409,568	1,739,603	1,807,707		1,785,692	1,785,692			
39	538	Other cost reductions	(400,000)			-						To be allocated by Management over the Triennium
40	538b	Reserved for GC80							2,563,000	2,563,000		Reserved for GC80
41	539	Total Office of General Convention	13,131,488	3,034,276	4,381,103	5,921,707	2,563,000	3,354,492	5,917,492	13,332,871		
42	540											
43	541		-									
44												
45	542	Provincial Coordination	-									
46	543	Support for Provinces I-VIII Coordination	15,000		5,000	5,000		5,000	5,000	15,000		Declined to 0 in 2018; \$15K remaining reflects costs of translation and interpretation provided for Provincial Leadership Conference meetings
47	544	Support for Province IX Coordination	50,000		16,667	16,667		16,667	16,667	50,000		
48	545	Support for Provincial Coordination Total	65,000	20,085	21,667	21,667	-	21,667	21,667	63,419		
49	546		-									
50	547	House of Deputies	-									
51	548	Council of Advice	96,000	23,809	-			32,000	32,000			Assumes 10 members at 2 meetings per year at \$1,600 per meeting
52	549	Discretionary Fund	6,000	316	2,000	2,000		2,000	2,000			The requests for assistance grows as PHoD makes connections throughout the church
53	550	Chancellor Consulting and expenses	268,500		119,000	89,500		89,500	89,500			Compensation for PHOD Chancellor as independent consultant; malpractice insurance, triennial Chancellors Network meeting; education, resources, professional licenses. Includes supplement for additional work responding to COVID-19
54	551	Communications Consultants	171,000		93,247	41,097	833	97,909	97,909			External consultants in lieu of staff
55	552	Travel	185,000		24,000	65,000	5,000	60,000	60,000			Year 3 transition
56	553	GC expenses for PHOD	45,000		0	0	45,000	0	-			Funds to cover PHOD expenses at GC; actual amount spent at 2012 GC was 40K+. Previously included in 297b
57	554	Phone/Telecom	21,000		6,500	8,000	1,500	6,000	6,000			Covers phones, internet and mifi - accounts for overlap of expenses during transition; phones and laptops for new team. Previously included in 556
58	555	909	6,600		4,600	1,000	3,600	1,000	1,000			Prep for GC. Previously included in 556
59	556	Other Departmental Costs	15,150	449,229	4,550	6,050		6,050	6,050			Media, postage, general office (including office setup during transition)
60	556b	Reserved for GC80							55,933			
61	557	Staff Costs	982,565	114,864	336,114	390,109		339,160	339,160			Includes increase for Exec. Asst. plus compensation for PHOD
62	558	Total House of Deputies	1,796,815	588,218	590,011	602,756	55,933	633,619	689,552	1,867,781		
63	559		-									

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5	LINE NO. 2019-2021	DESCRIPTION	GC Adopted Budget 2019-2021	2019 actual	2020 EC Adopted 07222020	2021 approved Oct 2019	GC2021 Expenses included in Oct 2019 budget	All non-GC expenses for 2021	2021 Proposed	2019-2021 Act 2019 + Budget 2020 2021	Special Comments for 2021 (Base salary increases up to 3% pa; medical cost increases 4% pa vs. previous 9% assumption; 3% increase in employer contribution to lay pension plan
64	560	Archives	-							-	
65	561	Digital Archives/Electronic Records	375,000		125,000	125,000		125,000	125,000	370,000	Digital Repository operation, digitization, content management, etc.
66	562	Rent and storage	210,000		70,000	70,000		70,000	70,000	220,000	SSW and elsewhere in Austin, TX; this category will rise dramatically with move from SSW
67	563	Other costs	528,811	295,167	101,270	176,270	11,000	165,270	165,270	426,540	
68	563b	Reserve for GC80							11,000	11,000	
69	564	Staff costs	2,668,534	858,925	851,495	890,062		875,987	875,987	2,538,145	
70	565	Archives Total	3,782,345	1,154,092	1,147,765	1,261,332	11,000	1,236,257	1,247,257	3,549,114	
71	566										
72	567	Total Governance Expenses	18,775,648	4,796,671	6,140,546	7,807,462	2,629,933	5,246,035	7,875,968	18,813,185	

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5	LINE NO. 2019-2021	DESCRIPTION	GC Adopted Budget 2019-2021	2019 actual	2020 EC Adopted 07222020	2021 approved Oct 2019	GC2021 Expenses included in Oct 2019 budget	All non-GC expenses for 2021	2021 Proposed	2019-2021 Act 2019 + Budget 2020 2021	Special Comments for 2021 (Base salary increases up to 3% pa; medical cost increases 4% pa vs. previous 9% assumption; 3% increase in employer contribution to lay pension plan effective 7/19)
6	568	Development Office									
7	569	Other Cost	-	160,487							
8	570	Dedicated Work in Haiti	-								
9	571	Donor Cultivation	1,000,000		140,000	283,000		275,000	275,000		Reduced travel; includes expenses of Director and Development Officers
10	572	Presentation Materials, postage, database management	163,000		40,000	80,000	12,000	68,000	68,000		Campaign design, printing, acknowledgement
11	573	Research	66,800		22,000	23,000		22,000	22,000		Donor prospecting, screening; Raisers' Edge database software; training
12	574	Grant Writing	15,000		1,000	3,500		1,000	1,000		Production, printing; Foundation relations and research
13	575	Special Events	95,000		20,000	30,000	12,000	18,000	18,000		Receptions; pilgrimages; donor cultivation: up to 5 annually
14	576	Annual Campaign	88,000	279,912	115,000	120,000		120,000	120,000		Annual Campaign for general operations includes \$179K of staff cost involved (as required by GAAP)
15	577	Project Resource	45,000		-	15,000		-	-		Training offered to dioceses in conjunction with HOB
16	578	Cuba fundraising	20,000		-	5,000		5,000	5,000		Specific need not yet defined
17	579	Conferences	12,000		4,000	5,000		5,000	5,000		Consortium of Endowed Episcopal Parishes and other conference registration and attendance
18	580	Technology, equipment	30,000		6,000	10,000	2,000	8,000	8,000		
19	581	Professional development	31,500		5,000	10,000		8,000	8,000		Professional development for staff
20	582	Staff Cost	3,430,646	489,645	931,636	966,321		905,917	905,917		Previous budget assumed a FT Director now handled by CFO budgeted in Finance Office.
21	583	Development Office to be allocated	(500,000)								Reductions achieved by Management in lines 571 and 582
22	583b	Reserved for GC80							26,000	26,000	
23	584	Total Development Office	4,496,946	930,044	1,284,636	1,550,821	26,000	1,435,917	1,435,917	3,650,597	
24	585										
25	586	Finance									
26	587	Controller's Office									
27	588	Travel	6,182	1,272	1,000	2,122	2,000	1,000	1,000		
28	589	Audit	525,000	156,370	185,000	185,000		190,000	190,000		Includes additional work required by NYC Finance for RE taxes
29	590	Payroll Management	170,000	40,496	57,000	58,000		58,000	58,000		
30	591	Computer Software	75,000	12,911	25,000	25,000		25,000	25,000		
31	592	Other non-staff	70,000	33,555	23,000	22,000		22,000	22,000		
32	592b	Reserved for GC80							2,000	2,000	
33	593	Controller's Office Department Total	846,182	244,604	291,000	292,122	2,000	296,000	298,000	833,604	
34	594										
35	595	Treasurer's Office									
36	596	Travel	67,000	10,048	10,000	27,000	12,000	15,000	15,000		
37	597	Property, Casualty & Liability insurance	930,000	358,012	350,000	330,000		350,000	350,000		Increased premiums for sexual misconduct, professional liability, property and casualty insurance
38	598	D&O insurance	123,000		80,000	80,000		90,000	90,000		Increased D&O premiums; excludes \$75K of costs for EC, Interim Bodies
39	599a	Banking Fees	27,000	161	9,000	10,000		10,000	10,000		
40	599b	Computer Software	-	46,583	10,000	15,000		15,000	15,000		Adds invoice processing software
41	600	Telephone & Telecom.	20,000	4,838	7,500	7,500		7,500	7,500		
42	601	Training, State registrations, misc.	30,000	(5,062)	11,000	11,000		10,000	10,000		
43	602	Consultants; temps	120,000	79,923	65,000	65,000		65,000	65,000		Includes Corp Soc. Resp. Investment consultant
44	602b	Reserved for GC80							12,000	12,000	
45	603	Treasurer's Office Department Total	1,317,000	494,503	542,500	545,500	12,000	562,500	574,500	1,611,503	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	GC Adopted Budget 2019-2021	2019 actual	2020 EC Adopted 07222020	2021 approved Oct 2019	GC2021 Expenses included in Oct 2019 budget	All non-GC expenses for 2021	2021 Proposed	2019-2021 Act 2019 + Budget 2020 2021	Special Comments for 2021 (Base salary increases up to 3% pa; medical cost increases 4% pa vs. previous 9% assumption; 3% increase in employer contribution to lay pension plan effective 7/19)	
47	605	Debt Service Principal & Interest	5,725,463	2,213,885	2,192,381	2,145,066		2,200,000	2,200,000	6,606,266	Uncollateralized long-term borrowing for general purposes. Principal reduction \$1.485 mil annually; fixed interest rate through 2021 at 3.19%.	
48	606	Controller's Office Staff Costs	2,976,054	877,630	913,653	1,026,518		1,030,788	1,030,788	2,822,071		
49	607	Treasurer's Office Staff Costs	4,258,875	1,137,903	1,300,044	1,354,263		1,338,626	1,338,626	3,776,574	Staff retirement offset by increased responsibilities for remaining staff.	
50	608	Treas. Recovery from Unrestricted trust reserves	(300,000)	(103,000)	(108,000)	(111,000)		(111,000)	(111,000)	(322,000)	Treasury staff work for trust and investment	
51	609	Finance Other Costs	12,660,392	4,126,418	4,298,079	4,414,847	-	4,458,415	4,458,415	12,882,911		
52	610		-									
53	611	Total Finance	14,823,574	4,865,525	5,131,579	5,252,469	14,000	5,316,915	5,330,915	15,328,018	Increase due to rising insurance premiums	
54	612											
55	613	Legal										
56	614											
57	615	Miscellaneous Departmental Costs	120,000	545,170	25,000	30,000		30,000	30,000	85,000	Now broken apart into multiple lines	
58	616	Legal Expense Churchwide Conflict Res.	750,000	444,188	150,000	200,000		200,000	200,000	710,000	Includes work for property and other litigation. Extensive research and discovery for trademarks in 2019	
59	617	Chief Legal Officer firm contract	1,100,000		427,829	382,454			-		Payment to CLO firm in 2019; and interim attorney in 2020	
60	618	External specialized counsel	300,000		150,000	70,000		150,000	150,000	400,000	Expertise not provided by CLO	
61	619	Travel	30,000		20,000	60,000	6,000	50,000	50,000	130,000	Chancellor responsibilities	
62	620	Telecom	9,500		3,100	3,300		3,300	3,300	9,500		
63	621	Office expense	7,500		2,500	2,500		2,500	2,500	7,500		
64	622a	Staff Costs	1,302,789	481,635	526,641	548,022		993,116	993,116	2,004,445	2 people plus \$450K placeholder for new CLO	
65	622b	Legal Recovery from Unrestricted trust reserves	-		(33,000)	(33,000)		(33,000)	(33,000)	(99,000)	Legal staff work for trust and investment	
66	622c	Reserved for GC80							6,000	6,000		
67	623	Total Legal	3,619,789	1,470,993	1,272,070	1,263,277	6,000	1,395,916	1,395,916	4,138,979	FT Chancellor; trademark litigation costs; CLO mandated by Canons	
68	624											
69	625	Chief Operating Officer	-									
70	626a	Other departmental costs	360,000	19,357	30,000	120,000		6,000	50,000	50,000	99,357	Incorrectly budgeted previously for 2016-2018
71	626b	Travel	-		-	-		7,500	7,000	7,000	7,000	
72	627	Staff costs	1,865,220	540,782	547,650	566,892		564,176	564,176	1,652,608		
73	627b	Reserved for GC80							13,500	13,500		
74	628	Total Chief Operating Officer	2,225,220	560,139	577,650	686,892	13,500	621,176	634,676	1,772,465		
75	629											
76	630	Human Resources	-									
77	631	Retiree Medical Costs	2,032,000	516,517	620,000	622,000		620,000	620,000	1,858,000	Includes Medicare Part B supplements for lay retirees	
78	632a	Travel	-		-	-		14,000	7,000	7,000	New line	
79	632b	Other Departmental Costs	846,000	264,460	215,000	287,000		-	277,000	277,000	776,000	
80	632c	Reserved for GC80							14,000	14,000		
81	633	Staff Costs	1,408,785	500,311	532,794	554,287		546,722	546,722	1,586,602	Changed insurance enrollment. Revised staff costs reflect 3% increase of employer contribution to lay employee 403B plan	
82	634	Total Human Resources	4,286,785	1,281,288	1,367,794	1,463,287	14,000	1,450,722	1,464,722	4,113,804		
83	635											
84	636	Information Technology										
85	637	Total Departmental costs	-									

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86	637b	Other Department Costs									
87	638	Consultants	300,000	67,824	100,000	100,000		100,000	100,000		For IT security and related services
	639	Travel	15,000		-	6,250	22,000	3,125	3,125		GC travel has shifted from GCO to departmental budgets.
88	640	Telephone telecom	181,440	12,294	60,480	60,480		60,480	60,480	133,254	Will work to reduce telcom expenses - assuming more staff works remote, moving to soft client phones via the computer and reduce phone services at 815. Moving excess to Online services
89	641	Maintenance	105,000		35,000	30,000		30,000	30,000		
90	642	Postage and delivery	4,500	941	1,500	1,500		3,000	3,000		Assume more shipping costs with more employees working from home.
91	643	Supplies	30,000	5,961	10,000	10,000		10,000	10,000		Regular renewal of Office 365, Adobe Acrobat, Mac software applications and backup software. Adding 5K to each year
92	644	Software	90,000	21,200	35,000	35,000		35,000	35,000		
93	645	Hardware		25,360							
94	646	-- Infrastructure/Hardware - Reserve	90,000		15,000	15,000		15,000	15,000		Computer upgrades, and hardware in the datacenter. Migrate remaining desktop users to laptops for any future pandemics.
95	647	-- Hardware- Perishables	22,650		6,500	6,500		6,500	6,500		
96	648	Online	205,243	61,149	75,626	75,626		75,626	75,626		Reduced internet service provider costs are offset by Zoom and other online services during the pandemic.
97	648b	Reserved for GC80							22,000	22,000	
98	649	Staff costs	2,441,215	816,967	882,594	916,952		919,863	919,863	2,643,335	Moves one consultant to FTE; recalculation correction for one
99	650	Total Information Technology	3,485,048	1,011,696	1,221,700	1,257,308	22,000	1,258,594	1,280,594	3,513,989	
100	651										
101	652	Facilities Management									
102	653	Building Service and Maintenance	-								All COVID-related expenses presume offices return to full occupancy all year.
103	654	Building Management	648,000		218,000	218,000		218,000	218,000		
104	655	Cleaning contractor	831,000		292,000	299,000		392,600	392,600		Includes FY2021 COVID-19 day cleaner \$93,600.00
105	656	Engineers contract	1,020,000		389,000	389,000		389,000	389,000		
106	657	Security guard contract	743,000		272,000	272,000		272,000	272,000		
107	658	Security guard	164,000		44,000	59,000		59,000	59,000		Additional guard 40 hours weekly; FY2021 with tenant and DFMS return to occupancy
108	659	Utilities	1,467,000		460,000	460,000		460,000	460,000		
109	660	Office expense	6,000		2,000	2,000		2,000	2,000		
110	661	Decorating and remodeling	6,000		750,000			-	-		5th floor renovation completed in 2020
111	662	Bulbs and lighting	12,000		5,000	5,000		5,000	5,000		
112	663	HVAC maintenance	68,500		139,000	120,000		120,000	120,000		Higher costs due to change in regulations regarding cooling towers; increased wear and tear replacement costs for chiller repairs, pump replacements and electronics
113	664	Electrical contractors	15,000		5,000	5,000		5,000	5,000		
114	665	Plumbing contractors	45,000		15,000	15,000		59,000	59,000		Additionally, we are seeing an uptick in
115	666	Carpentry and hardware	4,500		3,500	3,500		3,500	3,500		
116	667	Windows and glass	19,500		6,500	6,500		6,500	6,500		
117	668	Painting	12,960		4,320	4,320		4,320	4,320		
118	669	Fire Alarm & Safety maintenance and contractors	125,650		30,000	30,000		49,900	49,900		Includes COVID-19 2021 \$19,900.00 for Canon Software and H&S supplies
119	670	Elevator contractors	118,500		39,500	39,500		39,500	39,500		
120	671	Building supplies	105,000		35,000	35,000		35,000	35,000		
121	672	Pest control	20,250		6,750	6,750		6,750	6,750		
122	673	Refuse collection	60,000		20,000	20,000		20,000	20,000		
123	674	Temporary staff (project work)	315,000		115,000	115,000		115,000	115,000		
124	675	Telephone telecom	18,000		6,000	6,000		6,000	6,000		

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126	676	Miscellaneous services	27,500		44,000	9,000		-	-		FY2019 New Tenant alterations; FY2019 Façade Cycle 8 repairs closout & final invoices; FY2020 Sidewalk repairs. Higher costs due to NYC requirement to use 3rd party vendors rather than own staff
127	677	Carpet replacement	40,000					-	-		Mezzanine - project cancelled; Tenant leased
128	678	Chiller repair or replacement	48,000		24,000			-	-		PB residence
129	679	Building Services Total	5,940,360	2,196,240	2,925,570	2,119,570	-	2,268,070	2,268,070	7,389,880	Includes 5th floor renovation line 661. Some costs are recovered from tenants in line 25
130	680										
131	681	Mail Center									
132	682	Equipment rental	40,284		15,964	15,964		15,964	15,964		
133	683	Trucking pickup/delivery	110,000			125,000	20,000	105,000	105,000		90% (\$300K) of costs recovered thru interdepartmental & tenant billing (line item 25)
134	684	Mail and packaging	10,350		3,450	3,450		3,450	3,450		
135	685	Office expense	7,800		2,600	2,600		2,600	2,600		
136	685b	Reserved for GC80									
137	686	Mail Center Total	168,434	41,977	22,014	147,014	20,000	127,014	127,014	191,005	
138	687										
139	688	Purchasing									
140	689	Equipment rental	84,000		28,000	28,000	4,000	18,000	18,000		
141	690	Supplies and lettershop	54,000		94,400	18,000	9,000	9,000	9,000		
142	691	Purchasing Total	138,000	46,736	122,400	46,000	13,000	27,000	27,000	196,136	
143	692	Travel	-		-	-					
144	692b	Reserved for GC80							33,000	33,000	
145	693	Staff Costs	1,167,815	370,353	397,838	415,001		407,922	407,922	1,176,161	Staff realignment succession plan
146	694	Total Facilities Management	7,414,609	2,655,306	3,467,822	2,727,585	33,000	2,830,006	2,830,006	8,953,134	
147	695	Total Operations	17,411,662	5,508,429	6,634,966	6,135,072	82,500	6,160,497	6,209,997	18,353,392	
148	696a	Other cost reductions	(60,500)		-						Achieved \$150K reduction through staff realignments in Finance,
149	696b	Total Finance, Legal and Operations	40,291,471	12,774,991	14,323,251	14,201,639	128,500	14,309,245	14,372,745	41,470,986	Increase reflects construction (mandatory and discretionary); new tenant alterations; and litigation and other legal costs
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EC BUDGET 2021 draft October 2020													
2019-2021 TRIENNIUM													
STAFFING													
Department	2019				2020				2021				2019-2021
	Salary	Medical	Other	Total	Salary	Medical	Other	Total	Salary	Medical	Other	Total	Total
Anglican Communion	476,299	138,451	120,397	735,147	493,169	145,374	127,877	766,421	507,965	151,189	131,994	791,147	2,292,715
Archives	556,450	148,512	105,701	810,662	573,143	155,938	72,390	845,316	590,337	162,175	280,245	875,987	2,531,965
Chief Operating Officer	387,521	43,628	95,557	526,706	399,146	45,809	71,556	547,046	411,121	47,642	149,400	564,176	1,637,928
Church Planting	304,632	116,416	76,002	497,050	251,100	106,923	47,327	424,559	258,633	111,200	177,749	438,521	1,360,130
Communication	1,448,656	367,042	289,625	2,105,323	1,527,415	385,394	209,877	2,239,533	1,573,237	400,810	326,724	2,311,490	6,656,346
Controller	607,036	205,658	121,316	934,009	628,464	233,906	87,696	998,143	647,318	243,262	135,773	1,030,788	2,962,940
Creation Care	58,000	23,868	11,740	93,608	59,740	6,825	8,156	79,292	61,532	7,098	12,727	81,772	254,672
Development Office	500,028	76,648	100,834	677,510	618,006	80,480	84,080	829,843	636,546	83,700	131,357	855,917	2,363,270
Ecumenical & Interfaith	254,845	60,996	61,725	377,567	262,491	64,046	46,100	392,717	270,365	66,608	66,181	405,298	1,175,583
EMM Government	791,507	237,224	159,025	1,187,756	826,686	224,536	116,329	1,230,792	851,486	233,517	179,570	1,270,436	3,688,984
Ethnic Ministries	642,619	158,860	176,306	977,785	661,897	166,803	133,224	1,012,560	681,754	173,475	183,859	1,045,016	3,035,360
Facilities (Bldg Svcs and Mail)	240,944	80,756	48,702	370,402	254,629	84,794	36,180	395,082	262,268	88,186	55,659	407,922	1,173,405
Federal Ministries	302,056	56,888	71,976	430,920	321,544	77,968	54,404	478,515	331,190	81,087	79,002	493,861	1,403,296
Formation	345,694	111,384	76,723	533,801	375,435	116,953	58,739	579,848	386,698	121,631	87,460	598,653	1,712,302
GBEC	59,408	23,868	11,812	95,089	61,191	25,061	8,344	99,277	63,026	26,064	13,025	102,540	296,906
General Convention	1,148,371	253,765	260,472	1,662,608	1,182,535	266,453	191,859	1,731,312	1,218,011	277,111	282,323	1,785,692	5,179,611
House of Deputies	89,821	6,500	17,935	114,256	92,516	6,825	12,385	118,803	95,291	7,098	19,462	122,494	355,553
Human Resources	352,295	84,864	69,928	507,087	362,864	89,107	49,983	529,714	373,750	92,671	77,742	546,722	1,583,522
Information Technology	599,708	121,732	119,439	840,879	617,699	140,731	85,664	891,348	636,230	146,360	132,918	919,863	2,652,089
Legal	363,441	50,388	70,859	484,688	392,544	52,907	48,847	524,328	404,320	55,024	78,876	543,116	1,552,131
Missionary Staff	605,084	413,648	179,452	1,198,184	617,237	434,330	62,788	1,161,574	635,754	451,704	110,007	1,231,585	3,591,343
OGR	365,632	97,992	72,631	536,255	440,034	102,892	59,464	636,053	453,235	107,007	93,127	656,427	1,828,735
Pastoral Development	226,950	50,388	59,130	336,468	233,759	52,907	43,975	348,523	240,771	55,024	61,857	359,664	1,044,656
Presiding Bishop	1,264,906	198,900	335,019	1,798,825	1,362,097	224,158	260,286	1,950,741	1,402,960	233,124	364,486	2,012,401	5,761,967
Rec & Justice	291,790	91,224	82,662	465,676	281,470	66,830	58,424	428,256	289,914	69,504	79,956	441,952	1,335,884
Refugee Loan Collection	172,621	43,628	35,228	251,477	177,800	45,809	25,045	262,256	183,134	47,642	38,646	270,674	784,408
Refugee Non-Govt	153,056	60,996	30,694	244,746	157,648	64,046	21,101	254,854	162,377	66,608	33,161	263,237	762,838
Title IV	0	0	0	0	0	0	0	0	0	0	0	0	0
Transition Ministries & Vocation	183,246	26,520	45,655	255,420	188,743	27,846	33,853	264,881	194,405	28,960	48,292	273,221	793,523
Treasurer	899,404	176,228	167,809	1,243,441	924,586	185,039	118,056	1,293,822	952,524	192,441	184,197	1,338,626	3,875,889
UTO	130,700	74,256	37,422	242,378	134,621	77,969	27,960	250,849	138,660	81,088	38,259	259,232	752,458
Total	13,822,720	3,601,228	3,111,775	20,535,724	14,480,208	3,758,662	2,261,967	21,566,256	14,914,815	3,909,009	3,654,034	22,298,431	64,400,411



THE EPISCOPAL CHURCH

THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY
OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA

FOUNDED 1821 • INCORPORATED 1846

Adopted on: Oct 12, 2020

FIN 114 Clergy Housing Allowances

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 9 – 12, 2020, at which a quorum was present and voting.

Resolved, That a portion of the total compensation paid to each clergy employee for calendar year 2021 shall be designated to be a housing allowance; and be it further

Resolved, That the Executive Council designates as a tax-deductible housing allowance for 2021 those allowances requested and presented by clergy employees of the DFMS to the Treasurer as indicated in the attached list; and be it further

Resolved, That these allowances will be made pursuant to Internal Revenue Code Section 107 and Internal Revenue Service Regulations S1.107 up to 100% of the annual cash salary of such clergy.

The Rev. Canon Michael Barlowe
Secretary of Executive Council and
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America



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Adopted on: Oct 12, 2020

FIN 115 Trust Fund #1264 – St. Michael & All Angels Episcopal Church (ABQ)

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 9 – 12, 2020, at which a quorum was present and voting.

Resolved, That Trust Fund # 1264, St. Michael & All Angels Episcopal Church (ABQ) be established as an investment account for St. Michael & All Angels Episcopal Church in Albuquerque, NM, which may withdraw principal and/or income upon request, and may add to the principal at its discretion.

The Rev. Canon Michael Barlowe
Secretary of Executive Council and
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America



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Adopted on: Oct 12, 2020

FIN 116 Request from The Episcopal Church in Liberia – TF 853 - consent

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 9 – 12, 2020, at which a quorum was present and voting.

Resolved, That based on a written request from the Rt. Rev. Jonathan B. Hart of the Episcopal Church of Liberia (ECL), the Executive Council authorizes that \$75,000 be withdrawn from Trust Fund 853 (Class 179) and be distributed to ECL Liberia to fund its budgetary needs arising from the impact of COVID-19 and declining rental income.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

The Domestic and Foreign Missionary Society

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Adopted on: Oct 12, 2020

FIN 117 Loan Request from Cuttington University (CU) in Liberia – TF 844 and 892

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 9 – 12, 2020, at which a quorum was present and voting.

Resolved, That upon receiving written request from Herman B. Brown, President and the Board of Trustees of Cuttington University, the Executive Council authorizes a loan of \$150,000.00 from Trust Funds 844 and 892 be distributed to CUC.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

The Domestic and Foreign Missionary Society

of the Protestant Episcopal Church in the United States of America



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Adopted on: Oct 12, 2020

FINMW 002 Becoming Beloved Community Grants October 2020

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 9 – 12, 2020, at which a quorum was present and voting.

Resolved, That the Executive Council, meeting from October 9-12, 2020, approve and authorize the following, as recommended by the Becoming Beloved Community Working Group and reviewed and recommended by the Joint Standing Committee on Mission Within The Episcopal Church and Joint Standing Committee on Finance. Payment comes from the Becoming Beloved Community grant line.

Vecinos Seguros @ Trinity Lime Rock Church	Lakeville	CT	\$5,000.00
Grace Episcopal Church	Ocala	FL	\$7,000.00
Episcopal Church of Sts. Andrew and Matthew	Wilmington	DE	\$5,000.00
St. Elizabeth's Episcopal Church	Elizabeth	NJ	\$6,000.00
Plainsong Farm	Rockford	MI	\$6,000.00
Province VII Anti-Racism Network	Houston	TX	\$8,000.00
St. Barnabas Episcopal Church	Montgomery	OH	\$5,000.00
St. Christopher's Episcopal Church	Carmel	IN	\$2,800.00
St. James Episcopal Parish	Kent	WA	\$5,000.00

Episcopal Diocese of Washington	Washington	DC	\$6,000.00
The Church of the Epiphany	Washington	DC	\$6,000.00
Barth Safe House	Shelby County	TN	\$5,000.00
Diocese of Georgia Racial Justice and Healing Ministries	Savannah	GA	\$5,000.00
Memorial Episcopal Church	Baltimore	MD	\$6,000.00
St. Patrick's Episcopal Church	Kenwood	CA	\$5,000.00
Church of the Nativity	San Rafael	CA	\$5,000.00
			TOTAL: \$87,800



The Rev. Canon Michael Barlowe
Secretary of Executive Council and
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#	Episcopal Institution Requesting Grant	City	State	Narrative of project	AMOUNT REQUESTED	AMOUNT WE WOULD AWARD IF GIVEN MORE MONEY
31	Vecinos Seguros @ Trinity Lime Rock Church	Lakeville	CT	For undocumented families in the midst of the pandemic, as director of Vecinos Seguros, I raise funds to buy gift cards at a supermarket in Amenia, NY. One day a week, working with a volunteer from my Hispanic parish, we distribute the gift cards, ranging between \$50-\$100 in value, depending upon family size.	\$ 10,000.00	\$5,000.00
73	Grace Episcopal Church	Ocala	FL	Grace Episcopal Church intends to partner with the local chapter of Black Nurses Rock in Ocala, Florida to provide educational resources, Telehealth resources, and COVID-19 preventive resources (including hand sanitizers and masks, among others) to the black community in the city of Ocala and surrounding Marion County. This will reduce the health disparities the local black community suffers in regards to COVID-19 outcomes. The partnership will also serve as a bridge to build relationships between the black community and Grace.	\$ 10,000.00	\$7,000.00
79	Episcopal Church of Sts. Andrew and Matthew	Wilmington	DE	Proposal requests \$10,000 to stabilize transitional housing with mini grants for 65 clients of Friendship House (FH), a partner in this proposal and separate 502 (c) 3 organization. The mini grants will pay for housing and utility assistance for at least 65 underserved people. Mini grants are paid directly to landlords and utility companies to avoid homelessness. Assistance ranges from \$50 to \$250 and will be used within 4 months from receipt of the funds. About 65 to 70% of clients served are people of color. SsAM's ministry for advocacy and outreach (SsAM.org) will monitor performance outcomes, fund uses and population demographics from monthly reports generated by FH. For over 30 years FH has partnered with SsAM in FH's management of Andrew's Place, renovated basement space at SsAM, which offers emergency housing for 18 men and houses FH's Empowerment Center for counseling and treatment referrals for the underserved in the City of Wilmington.	\$ 10,000.00	\$5,000.00
54	St. Elizabeth's Episcopal Church	Elizabeth	NJ	For the past several years St. Elizabeth's provided our surrounding community educational services which included access to computer technology and ESL instruction. The Church has approximately forty computers in two computer labs. St. Elizabeth's Church proposes to develop an Urban Technology Hub. Existing computer labs will be reconfigured to meet all Center for Disease Control guidelines while the Church's existing internet capability will be enhanced to offer WIFI access to individuals who own devices (i.e. cell phones, tablets and laptops) but have now access to the internet or whose internet access is limited unreliable. Parents will be able to park in our parking lot, access the internet and help their children with homework. Individuals looking for jobs will be able to access this service in our garden. This program will be supervised by two individuals.	\$ 10,000.00	\$6,000.00

50	Plainsong Farm	Rockford	MI	<p>In March Plainsong farm piloted House of Gardens program equipping twenty eight households across Kent County economically impacted by coronavirus and two non-profits serving low-income communities to grow fresh vegetables for healthy food access. Household garden participants in Grand Rapids were recruited through partnerships with the Grand Rapids African American Health Institute and the Hispanic Center of West Michigan. Later in 2020, our board and staff developed a consensus to "make racial justice an integral part of the vision of the farm," and committed to discussing assigned readings together on racial justice, food access, and health equity monthly until a coherent organizational strategy emerged. As board and staff members provided resources for that conversation, it became clear that previous analyses of racial injustice, food access, and health equity in west Michigan did not appropriately include rural northern Kent County where the farm is located. As an organization that holds partnerships bridging both Grand Rapids and rural west Michigan, we identified a need to develop learning resources for ourselves and our community. This proposed project continues our household gardens program.</p>	\$ 10,000.00	\$6,000.00
52	Province VII Anti-Racism Network	Houston	TX	<p>This project will encompass five of the 12 Dioceses of Province VII, and reach targeted communities of color disproportionately affected by COVID-19: Oklahoma -- Indigenous Diaper Drive -- In this already existing ministry, low income families with infants will receive diapers, plus food staples and sanitizing items such as sanitizer wipes, gel and face masks West Missouri -- African American Virtual School Needs -- families of this low income parish with school age children and seniors will receive gift cards, school supplies and Internet service for 3 months Western Kansas -- Hispanic (Guatemalan) Laundry Love and new evangelism -- priest will deliver bread, and help pay for laundry, plus offer Internet service for virtual school and to stream weekly worship services Dallas -- Middle Eastern refugees Refugee women learn to sew face masks, and can now branch out to clothing, seasonal products and household items as their families' income has dropped or disappeared due to the virus.</p>	\$ 9,838.00	\$8,000.00
80	St. Barnabas Episcopal Church	Montgomery	OH	<p>St. Barnabas and Seven Hills Neighborhood Houses have been associated for over twenty-five years. Seven Hills is the 501 c-3 organization and the building where it is housed is known as Findlay Street because of its location at 901 Findlay Street in the heart of Cincinnati's West End. The West End has been an historically Black neighborhood since the 1880's. While some houses are well maintained others are slums or abandoned. The children are served by Cincinnati Public Schools which is starting the year with ONLY virtual learning for the first five weeks. Health conditions permitting, the schools will then go to a hybrid plan with half the students attending two days a week and the other half three days, then alternating weeks. Students will be provided with a tablet or Chrome book and Cincinnati Bell will install Wi-Fi for everyone. Apparently there are no plans for what parents are to do the other days. Parents also may elect for all virtual learning, but as one of our clients found out, her apartment never had a telephone line so Cincinnati Bell could not install Wi-Fi which is essential for virtual learning. In the spring when schools and libraries were closed some students huddled on our cold front steps trying to pick up our Wi-Fi. There were no other places to study. Our proposal is to extend the Seven Hills Wi-Fi from our building to the whole area and also open classrooms</p>	\$ 10,000.00	\$5,000.00

81	St. Christopher's Episcopal Church	Carmel	IN	The St. Christopher Dismantling Racism Group will host an art exhibit of diverse artists to both provide a market for artists' work and to promote conversation and engagement around the intersection of faith, anti-racism, and art. The theme of the works will be the Psalms, and the exhibit will be displayed for approximately a month in the fall of 2020. In addition to the gallery (both outdoors and indoors), works will be documented on St. Christopher's website, and a selected subset of artists will be invited to participate in outdoor or online conversations with the community. Preference will be given to black artists, and artists from other diverse backgrounds, and they will be permitted to sell their work. While the church intends to move forward with this project regardless of grant funds, we would use the grant funds to increase the impact of the project. Grant funds will be used for advertising and honorarium to artists.	\$ 2,800.00	\$2,800.00
82	St. James Episcopal Parish	Kent	WA	During the COVID pandemic, as we grapple with systemic racism and poverty in our communities, the Outreach Program of St. James Kent seeks to broaden our support for neighbors in need and deepen our understanding of their stories. For over 30 years, this congregational ministry has provided gas vouchers, utility bill relief, and limited food supplies to 20 clients a week, 42 percent of whom last year were people of color. We seek to expand our services for 4 months to include a weekly "drive through grocery store", distributing food and supplies like diapers and toiletries. We will offer this service in our parking lot on Wednesdays, when our campus thrift store is also open, and give store vouchers to guests. Our program chaplain, counselor and rector will also offer culturally sensitive prayer and counseling. St. James staff and volunteers, while engaging in case management conversations, will also document interviews with participants, through notes and videos, giving us greater understanding of the cultures, strengths and needs of neighbors at this time. These interviews will be woven into a parish-wide storytelling project with further support from subsequent grants.	\$ 10,000.00	\$5,000.00
20	Episcopal Diocese of Washington	Washington	DC	The purpose of this project is to develop two open-access, antiracism trainings offered on a digital learning platform: one for Spanish-speaking communities and one for English-speaking communities. The motivation is threefold: 1. Our diocese, and the Church, needs a culturally appropriate antiracism training for our growing Latino communities. 2. COVID-19 has propelled the Church into the digital age, and our current 14-hour training is ill-suited for an online environment. 3. Open-access, hybrid antiracism trainings will expand access to antiracism training for lay and ordained, Spanish- and English-speaking, Episcopalians. This online training will: 1. Draw from the Seeing the Face of God in Each Other (STF) training revised by the Race and Social Justice Committee in the Episcopal Diocese of Washington (EDOW) and additional media that expands cultural competencies. 2. Be guided by the framework for antiracism training adopted by General Convention Resolution 2018-A044. 3. Be informed by best practices of learning in the digital age. 4. Offer on-demand digital resources for flipped-classroom-style hybrid trainings that can be adapted for local use.	\$ 10,000.00	\$6,000.00

28	The Church of the Epiphany	Washington	DC	Since 1995, The Welcome Table (TWT), the cardinal ministry of The Church of the Epiphany, has been providing the only hot breakfast available in downtown Washington, D.C. on Sundays to homeless individuals. At the beginning of the pandemic, our programming began operating on a limited basis to ensure that our homeless neighbors still receive basic necessities while keeping our volunteers safe. Currently, we provide a to-go hot breakfast sandwich, as well as supplies, such as a wipe, water, cough drops, a bar of soap, a face mask, and a hand warmer packet. Socks, gloves, underwear, and t-shirts are also available. Far more than a direct service, TWT has become a vehicle for educating and empowering our homeless community during this time. Food and supplies allow us to be in proximity to our vulnerable neighbors so that we can educate them about the virus and ways that they can stay well. We also have the opportunity to learn about their needs, so we can shift the narrative and political will around public policy to better serve a population that has been decimated by systemic poverty.	\$ 10,000.00	\$6,000.00
37	Barth Safe House	Shelby County	TN	Since 1995, The Welcome Table (TWT), the cardinal ministry of The Church of the Epiphany, has been providing the only hot breakfast available in downtown Washington, D.C. on Sundays to homeless individuals. At the beginning of the pandemic, our programming began operating on a limited basis to ensure that our homeless neighbors still receive basic necessities while keeping our volunteers safe. Currently, we provide a to-go hot breakfast sandwich, as well as supplies, such as a wipe, water, cough drops, a bar of soap, a face mask, and a hand warmer packet. Socks, gloves, underwear, and t-shirts are also available. Far more than a direct service, TWT has become a vehicle for educating and empowering our homeless community during this time. Food and supplies allow us to be in proximity to our vulnerable neighbors so that we can educate them about the virus and ways that they can stay well. We also have the opportunity to learn about their needs, so we can shift the narrative and political will around public policy to better serve a population that has been decimated by systemic poverty.	\$ 5,500.00	\$5,000.00
43	Diocese of Georgia Racial Justice and Healing Ministries	Savannah	GA	The truth at the intersection of songwriting, classism and racism in Savannah, GA Working with Mixed Greens, an organization in Savannah, GA, led by and for people with and without disabilities whose primary focus is holistic health, care and radical hospitality, we will bring together members of various communities within Savannah for a structured dialogue around pressing issues at the intersection of racism, song and classism. We aim to raise awareness through personal encounter in direct dialogue and discern appropriate actions to challenge local systemic obstacles. We will conduct our work through a moderated online platform accessible to all who have access to the Internet.	\$ 5,330.00	\$5,000.00
48	Memorial Episcopal Church	Baltimore	MD	Funds would supply a 35 hour per week internship to Black Women Build (BWB). BWB is a three year old startup organization. It is a home ownership and wealth building initiative that trains Black women in carpentry, electrical, and plumbing by restoring vacant and deteriorated houses in West Baltimore. The intern would be a full participant in Episcopal Service Corps, Maryland, a ministry of the Diocese of Maryland since 2010. At the 2nd Summit on the City, the group formally coalesced with a challenge from Bishop Suffragan John Rabb to serve the vulnerable of Baltimore and help change life with them. COVID-19 has radically changed ESC-MD, with the 2019-2020 cohort working virtually since March. The 2020-21 cohort will quarantine at Bishop Claggett Center so that they may have a physical presence in Baltimore thereafter. The five interns will be housed together at the rectory, next door to Memorial. To start, the BWB intern will work mostly from that space, though there is a possibility that they might eventually work from vacated office space provided by St. Katherine's. In addition to providing program and mission support for BWB, this intern would also offer peer support to fellow interns.	\$ 10,000.00	\$6,000.00

57	St. Patrick's Episcopal Church	Kenwood	CA	St. Patrick's Church in Kenwood, California seeks funds from the Episcopal Church Beloved Community Rapid-Response Grants Program in support of the children who attend two small elementary schools in our neighborhood, Dunbar School in Glen Ellen and Kenwood Elementary School in Kenwood. These children, from mostly Latino families, are directly affected by the Coronavirus pandemic and suffer disproportionately due to their socioeconomic status.	\$ 10,000.00	\$5,000.00
64	Church of the Nativity	San Rafael	CA	Our new program reflects the COVID situation in San Rafael and Novato, 100-150 homeless people are being temporarily housed in 3 hotels. The remaining approximately 1000 homeless are still without shelter. The existing hot meals and other primary services for homeless people have been closed--St. Vincent's Dining Room is not offering hot breakfasts or lunches, Ritter House is not offering regular services. The parks and parking lots where homeless people have camped or lived in vehicles in the downtown San Rafael area have been closed--some permanently, some intermittently. The interactions between police and homeless people have become tense as police seek to keep social distancing and prevent people from gathering even in parks and parking lots where the population has lived. With businesses and public buildings closed, tensions between police and homeless people have escalated around public bathrooms. For those temporarily housed in hotels, there is sometimes significant tensions with police and other residents as they struggle with mental illness, addiction and other health and social issues. With additional funding, The Street Chaplaincy has 1) transitioned our Wellness Gathering and Tuesday supper to a "To go burrito ministry" providing hot meals from a parking lot once a week, 2) hired a part time Chaplain (April 2020) to provide on the street spiritual support for homeless people where they are staying, 3) providing intervention support to de-escalate conflicts with local businesses, police and other public agencies and link homeless people to other homeless service providers (non-profits like Ritter Center, St. Vincent's, The Street Team, the mobile showers, Homeward Bound). With additional funding, these services will continue (emergency funding ran out in June) and we will add a monthly zoom forum for congregations connected to the Street Chaplaincy to address issues of racial justice in providing services to homeless people, and to	\$ 10,000.00	\$5,000.00

TOTAL ADDITIONAL \$87,800



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Adopted on: Oct 12, 2020

GO 017 Proposed By-Law Amendments

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 9 – 12, 2020, at which a quorum was present and voting.

Resolved by the Executive Council, meeting virtually on October 9-12, 2020, That the following three amendments to the By-Laws of Executive Council be adopted:

Proposed Bylaw Changes Regarding Meetings, Remote Participation, and Timing of Resolutions

Amendment One: Specify Preference for Physical In-Person Regular Meetings

The proposed new language for insertion in the By-Laws is underlined:

Article VI, Meetings

Sec. 1 Meetings

The Council shall meet as prescribed in the Constitution and Canons of The Episcopal Church. All meetings of the Council shall also constitute meetings of the Board of Directors of the Society, unless otherwise provided by action of the Council. Unless otherwise agreed jointly by the Chair and Vice-Chair for good cause or unless otherwise specified by prior action of Council, regular meetings of Council shall be physical, in-person meetings and any additional meetings shall be conducted electronically, in the form provided by these by-laws.

Amendment Two: Remote Participation in Physical Meetings: Circumstances & Procedures for Use

The proposed new language for insertion in the By-Laws is underlined:

Article VI, Section 3(c):

Remote voting at physical meetings is not permitted unless the participant seeking to vote remotely is deemed to be present, as described in Section 7 of this Article VI.

Article VI, Section 7:

Proposed new subsection (d):

(d) Whenever a physical meet of the Council has been scheduled, any member may attend that meeting by telephonic or other electronic means, subject to the following conditions:

(1) The member must show good cause for not attending the meeting in person (for example, quarantine, visa problems, natural disasters); and

(2) The member must provide notice of their intention to participate remotely, said notice to be given to the Secretary not less than two weeks prior to the scheduled meeting date. If exigent circumstances would not allow for the two weeks' notice, acceptance of the notice may be granted at the discretion of the Presiding Officers.

Amendment Three: Required Advance Meetings of Joint Standing Committees, Advance Filing and Translation of Committee Resolutions and Proposed Amendments

The proposed new language for insertion in the By-Laws is underlined.

The last paragraph of Article VI, Section 5(b) currently reads as follows:

“All resolutions and proposed actions, except those originating from a Joint Standing Committee of the Council, shall be submitted to the Secretary of the Council no later than 30 days prior to the meeting date.”

Insert the following new language as a new subsection (c) and change current subsection (c) to subsection (d).

(c)(1)The Joint Standing Committees of the Council shall meet in person or electronically (pursuant to the procedures set forth elsewhere herein) not less than twenty-one (21) days before each regular meeting of Council to identify those matters (other than proposed budget amendments to be presented by the Joint Standing Committee on Finance) which it proposes to bring before the Council. Except for exigent matters and budget adjustments, all resolutions and proposed actions coming from such committee meetings shall be filed with the Secretary of the Council no later than fifteen (15) days prior to the meeting date. Those resolutions shall then be translated, and forwarded by the Secretary to all members of the Council not later than five (5) days before the scheduled meeting.

(2) For any resolution translated and posted at least five (5) days before an Executive Council meeting, any proposed amendment to that resolution shall be filed with the Secretary of the Council not later than close of business on the first day of the Council meeting, to be translated and immediately submitted to the members of Council.

(3) The time limits in (c)(1) and (2) above may be waived on a resolution-by- resolution basis by a two-thirds vote of Executive Council.



The Rev. Canon Michael Barlowe
Secretary of Executive Council and
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America



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Adopted on: Oct 12, 2020

GO 019 Guidelines for Amending Church Records for Name and Gender Changes (re A088)

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 9 – 12, 2020, at which a quorum was present and voting.

Resolved, That the Executive Council, meeting virtually October 9-12, 2020, has received and reviewed the Proposed Guidelines for Policy on Amending Church Records for Name and Gender Changes in response to 2018 –A088; and be it further

Resolved, That the Executive Council commends to the Church said reports and directs the Archives of the Episcopal Church to promulgate said Guidelines to the whole of the Church; and be it further

Resolved, That the Executive Council offers its gratitude for the Archives of the Episcopal Church and our TransEpiscopal siblings in Christ, for their generous contributions and witness.

The Rev. Canon Michael Barlowe
Secretary of Executive Council and
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America

Proposed Guidelines for Policy on Amending Church Records for Name and Gender Changes

Recognizing that personal identity is the essential component of being recognized within a community, the General Convention guidelines that accommodate requests for changes to Church records. The guidelines apply widely: General Convention in [2018-A088](#) urges “dioceses and other agencies and institutions of the church, including but not limited to, general church offices, the Recorder of Ordinations, and seminaries to utilize such guidelines.”

The recommendations developed here by The Archives of the Episcopal Church and approved by Executive Council respond to the need to observe in our recording processes the dignity of each member of The Episcopal Church and to recognize their affirmation of identity and membership within the Body of Christ. Allowing for name and gender changes in a safe, accommodating environment comports with the *Guiding Principles for the Inclusion of Transgender and Non-Binary People in Dioceses, Parishes, Missions, Schools and Camps* as approved in resolution [2018-C054](#).

Diocesan and parish clergy and other authorized individuals are involved in maintaining parish registers and member-based records to support congregational vitality and to capture information for a true understanding of the state of the Church. The guidelines are intended chiefly for his audience. The larger society now recognizes both a right to identity and a right to the privacy of personal information; indeed, the right to be forgotten is now actively promoted. Custodians of the record have the responsibility to respond to individuals’ desire to amend their name or gender and to protect their personal information.¹

It is prudent to remember that some church records, particularly signed, contemporaneous records of baptism, still offer evidential proof of identity for legal purposes. The following guidelines offer a standard for honoring requests to change church records while maintaining the canonical, legal, and historical trustworthiness of the record. Dioceses and parishes that follow these best practices can be assured that the records will retain their evidential value as authentic records. The research that underlies these recommendations is based on current practices and standards in federal, state and local government, professional associations, and other religious institutions.²

The persons affected by these provisions include a variety of individuals who present a request for a change to their identity in a church record. These include transgender and non-binary individuals, adoptees, parents and guardians of minors with name and gender changes, divorcees, those affected by abuse or under the protection of the courts, and other individuals who have made a convincing case for a legal or common law name change. Ordained clergy and administrators can ensure the respectful treatment of these individuals by recognizing requests for legitimate identity changes to their records.

Parishes, dioceses, offices, agencies, and institutions of The Episcopal Church all have records affected by these guidelines. Any number of unspecified administrative records may exist in a parish or other ecclesiastical jurisdiction such as informal mailing lists or published directories, or more complex and

¹ California Consumer Privacy Act. https://leginfo.ca.gov/faces/billTextClient.xhtml?bill_id=201720180AB375; General Data Protection Regulation. <https://eur-lex.europa.eu/legal-content/EN/TXT/HTML/?uri=CELEX:32016R0679&from=EN>.

² Movement Advancement Project. "Equality Maps Snapshot: LGBTQ Equality By State." <https://www.lgbtmap.org/equality-maps/>. See also Appendix for “Bibliography of Sources Consulted.”

detailed such as membership or personnel databases. Some records with personal identifying information are specifically required by the Church Canons, and others may be stipulated in diocesan canons.³

Implementation principles

A majority of states in the United States and many foreign countries now accept and accommodate requests for changes to name and gender identifiers in personal records. The Episcopal Church recommends that its dioceses, parishes, and related agencies and entities provide a similar accommodation in amending personal information in records including parish registers, membership records, applications, and databases. The principal elements of such requests are:

- the request is made by the person or a legal representative who can be identified as being the person represented by the record (or can attest to that fact)
- that in cases of minors or dependents the parent or guardian can demonstrate legal authority to represent the requester
- that evidence of legal name change be presented for validation at the time of the request
- the request is made in writing from the requestor or legal guardian accompanied by a brief statement of sincere intention, and an understanding of the permanent status of the record.
- requests made in prohibitive situations by individuals who can demonstrate an attempt to change their legal name but have been denied by a particular jurisdiction or prejudicial error.

The significance of carefully changing name and gender in church records is the impact on identifying individuals in the future for purposes of meeting vital personal concerns of health, residency, marriage, travel, and similar basic aspects of individual rights and responsibilities. They need to be carefully encoded in reliable recording media that can both preserve their original historical mark and document any legitimate subsequent revision to them. Changes to an original record should not cast doubt on the authenticity and trustworthiness of the record as a whole.⁴

In cases where either personal identifying information (PII) or sensitive identifying information (SII) are recorded, the record creator and custodian are under an ethical responsibility not to release personal information without the consent of the individual for purposes unrelated to the original action. Protecting personal information, which is given for a specific purpose and especially with an assumed level of confidence (i.e. with a level of confidentiality), is a basic aspect of trust within any community and should be carefully observed by the Church's authorized representatives. (See best practices section.)

³ Some relevant canonical requirements for record keeping on individuals include: III.6.4(b) Register of postulants; III.6.6(d) Declaration of Conformity; III.6.5 Of Candidates to Ordination as priest or deacon; III.8.5 Of Candidates to Ordination as priest or deacon; I.17.4 Baptism; III.9.7(e) Registers and permanent records; I.18.5 Marriage; I.1.6(a) Official list of ordinations; I.6.1, I.17.4(b), I.18.5, III.9.6(c) Parish registers; III.7.10, III.9.12, III.12.7 Releases and Removals. *Constitution and Canons of The Episcopal Church, 2018.*

⁴ As defined in Canon I.5.2, Church records are "all fixed evidential information, regardless of method, media, format, or characteristics of the recording process, which have been created, received or gathered by the Church, its officers, agents or employees in pursuance of the legal, business and administrative function and the programmatic mission of the Church. Records include all original materials used to capture information, notwithstanding the place or conditions of creation, or the formality or informality of the characteristics of the record. The records and archives of the Church are not limited by the medium in which they are kept and include such formats as paper records, electronic records, printed records and publications, photo-reproduced images, and machine-readable tapes, film and disks." *Constitution and Canons of The Episcopal Church, 2018.*

Types of records affected by requests for identity changes

1. Sacramental Records in the Parish Register (baptism, confirmation, marriage) are the most important and permanent place for making a name or gender change. No record is more important as evidence of admission to the Christian community than the record of baptism. In conjunction with other sacramental acts, these records are used to maintain a current view of the state of a parish and of the Church in general and to issue certificates of membership and transfer. Baptismal and marriage records are accepted in lieu of some civil vital records and therefore require a degree of authenticity and formality when entering an original record or amending it.

2. Membership Records include communicant lists, membership rolls or databases, pledge and giving records, and directories. Changes made in sacramental records require the authorized individual who is the recorder to make corresponding changes to other membership and administrative records.

3. Ordination Records for deacons, priests, and bishops are maintained by the dioceses during the formation process and in databases, by the Recorder of Ordinations, the Registrar of General Convention, the Secretary of the House of Bishops for their official Roll of Bishops, and by the official publishers of the Episcopal clerical directory.

4. Administrative and Personnel Records are created to serve the mission and ministry needs of The Episcopal Church. These include personnel files for lay and clerical employees, chaplains service files, recruitment, selection and placement records held by ministry deployment agencies, records of volunteers, administrative rosters, and mailing lists.

Receiving and verifying a request to amend an official record

1. Making a Request to change a name or gender identity must originate with the person who is directly represented by the record, or by a legal surrogate. While an individual has the right to request a name change, the keeper of the record is obligated to certify that the reason for the change is serious, thoughtful, and does not involve a legal jeopardy for the Church. Parents/legal guardians may request an amendment on behalf of a minor or dependent person under 16 years of age.⁵ This measure of care is intended to eliminate informal or fraudulent requests.

2. Circumstances for Making Changes are varied and include marital status, court approved name changes, adoption, and citizenship. Changes may also be the result of gender considerations, legal protection, and valid correction of errors. Church personnel are counseled to recognize that for the individuals concerned, honoring their identity changes and protecting personal safety are serious and consequential requests.

Parish registers and administrative records (e.g. personnel records) do not need to be changed to satisfy preferences for what a person wishes to be called or addressed. Nicknames, diminutives, hyphenated surnames, and forms of address may be accommodated in keeping informal records such as mailing lists.

3. Persons who may amend a Church record. Permanent Church records should be entered and revised by authorized individuals who can attest to their authenticity. These include members of the

⁵This age requirement is in keeping with Canon I.12.1(b) that “Members sixteen years or age and over are to be considered adult members.” *Constitution and Canons of The Episcopal Church, 2018.*

clergy and trained administrative officers specifically charged with keeping records of the congregation, diocese, and similar ecclesiastical entities.

4. Original records and signed certificates. Individuals requesting changes to their records may request the reissue of a certificate of baptism or other sacramental record. Individual certificates are a true copy record derived from the Parish Register. It is important that name and gender changes are made in the official register first before issuing a new certificate.

Name amendments to the parish register

Regardless of the reasons for requesting a name change, the procedures involve bringing forward three pieces of evidence: an expression of serious intent, former identity, and new identity change.

1. An intentional request in writing. The request should be addressed to the priest in charge or other authorized individual. It should state briefly the person's original name and the reason for the request. The individual should anticipate a meeting in-person or by video to verify of their previous and new identity.

2. Documents that give proof of one's former identity. At the time of the in-person verification, the individual should bring one of the following pieces of identification:

- Original signed, government issued identification with photograph (e.g., driver's license, passport), or original birth certificate, *or*
- Special cases (e.g., refugees, undocumented aliens) for which the priest in charge or other authorized individual may consider other evidence, such as student identification, refugee documents, baptismal record, bank records, a medical insurance record.

Some evidence should be presented of the former identity, although in hardship cases, affidavits may also be honored from licensed professionals (e.g., doctor, lawyer, clergy) who can attest to a person's former identity. These identity papers should be retained by the requester.

3. Documents that give proof of one's identity change. At the time of the in-person interview, bring original copies of verifying documents or declarations to show the priest or authorized individual the change in identity. These documents will be kept by the requester. Only one of the following is required:

- Government-issued photo identification showing the new name
- New citizenship papers
- Court order (either for or against a request)*
- Marriage certificate
- Divorce papers
- Proof of adoption

*In hardship cases where, for instance, a court order, official administrative decision, or prohibiting law denies an individual's bona fide request for a name change, individuals may demonstrate to the priest in charge that a prejudicial error was committed. Name changes are advisable in these situations so long as there is no indication of fraud.

4. Limitation to personal changes. Changes are typically limited to those persons who are directly affected by the change of name and not generally permitted for the personal names of sponsors, parents, witnesses and others not the direct beneficiaries of the sacrament.

Gender amendments to the parish register

Requesting a gender identity change in the parish register is somewhat different. Here too, it begins with an intentional written request. The request should be addressed to the priest in charge. It should state briefly the person's desire to amend their gender identification in the original record. The individual should anticipate an in-person verification of their previous and new documents of identity. Here are some different ways that a change can be accomplished.

1. Some individuals will have a current government issued ID that demonstrates they have changed their gender and name identifier. These individuals can make both a gender and name change at the same time following the procedure (above) for a name change. In this instance, the priest in charge or other authorized individual may make the gender change to the parish register without any additional documents.
2. Individuals, who have already changed their gender identifier on a government issued ID, may have retained their given name. Such individuals can simply show the ID to the priest or to an authorized individual during an in-person request.
3. Individuals may wish to change their gender identity marker, but are unable to obtain a government issued ID. Persons without ID can seek a change to their record by presenting a signed affidavit attesting to their identity. The priest in charge or other authorized individual may accept and retain this request as valid on the basis of the person's sworn declaration.
4. Some individuals may request that their gender identifier be changed to a non-binary marker that is frequently indicated by an "X". Current civil standards recommend this change be accommodated.
5. Other requests that may be received include gender-neutral entries such as "spouse" in a marriage record or "parent" in place of mother or father on a baptismal record. Both of these entries should ideally be accommodated prospectively. Retrospective changes to the record should only be permitted for individuals who are the actual beneficiaries of the sacrament.

Best practices for amending and keeping an authentic record

- For parish registers and other permanent paper records, draw a single line through the original information, while keeping the previous entry legible. Sign or initial and date the strike-out. Add the new information adjacent to the original entry, in the margin, or other available space, including the current date. Parish registers less than 80 years (US census regulation) should be treated as private records and not open to unauthorized viewing.

- For sacramental acts kept as electronic records, a paper copy for signature should be generated for the Parish Register. In lieu of a paper copy, an e-signature must be affixed to meet minimum canonical requirements. The importance of archiving electronic records cannot be overstated.
- Change index records (paper or electronic) and add a cross reference under the new name and keep these private.
- Amendments and corrections in electronic records should follow the same principles as paper. In editing the electronic database for permanent membership and personnel records, do not overwrite the old record but create a new record. Retire the original entry to a restricted section of the database. Be mindful that records of the old identity are typically considered private and not open to third party inquiry.
- Former identity/name data in routine administrative records should simply be deleted and replaced with the new data.
- Supporting documentation with personally identifiable information should be returned to the individual, but evidence of an individual's original request for a parish register change should be retained confidentially for a reporting period of the current year plus one additional calendar year.
- Individuals have an ownership interest in their name and other personal data, including the right to amend that information if it is inaccurate. Generally, however, original entries affecting the identity of secondary participants (e.g., priests, parents, sponsors), places, and dates are not subject to amendment.

Appendix: Bibliography of Sources Consulted

The Archives of the Episcopal Church consulted a broad range of laws, regulations and guidelines for this report and has included here a representation of the most helpful sources.

Federal Standards

Department of Health and Human Services, Center for Disease Control. National Center for Health Statistics. "Model State Vital Statistics Act and Model State Vital Statistics Regulations, 2011 revision." Accessed January 14, 2016, <<http://www.naphsis.org/Documents/FinalMODELLAWSeptember72011.pdf>.>

This model is a widely cited standard for vital record keeping. Endorsed by the National Association for Public Health Statistics and Information Systems. A copy is available from The Archives of the Episcopal Church.

Social Security Administration. "Program Operations Manual System RM 10212.095, Evidence of Name Change based on US Issued Amended or Corrected Birth Certificate. Last modified December 28, 2018. Accessed June 19, 2020. <https://secure.ssa.gov/poms.nsf/lnx/0110212090>.

Social Security Administration document requirements for name changes.

Social Security Administration. "Program Operations Manual System RM 10212.200, Changing Numident Data for Reasons Other than Name Change." Last modified June 13, 2013. Accessed June 19, 2020. <https://secure.ssa.gov/poms.nsf/lnx/0110212200>.

Social Security Administration document requirements for other changes. This section specifically notes that surgery is not required for a change in gender identity.

U.S. Citizenship and Immigration Service. "Instructions for Petition to Remove Conditions on Residence, USIS." Last modified December 2, 2019. Accessed June 19, 2020. <https://www.uscis.gov/sites/default/files/files/form/i-751instr.pdf>.

This is the USCIS form for petition for change of residence status because of marriage. Pages 5-6 contain proof of relationship examples for thinking about what happens when one needs proof of identity but does not have a government issued ID (see number 5, the affidavits).

U.S. Department of State - Bureau of Consular Affairs, Travel. State.Gov: U.S. Passports/Already Have a Passport: Change or Correct a Passport. <https://travel.state.gov/content/travel/en/passports/have-passport/change-correct.html>.

This is an example where an affidavit can substitute as evidence of name change when a government issued document is not available.

U.S. Department of State - Bureau of Consular Affairs. "Manual 8 FAM 403.3." Last modified June 27, 2018. Accessed June 19, 2020. <https://fam.state.gov/FAM/08FAM/08FAM040303.html>.

This manual includes a thoughtful guide for considering how changes of appearance affect the process of accepting gender identity changes, with advice for treating applicants with respect.

New York City Regulations

Rules of the City of New York. "Amendment of the General Vital Statistics Provisions (Sec. 207.05 of Article 207 of the NYC Health Code)." Accessed June 19, 2020. <https://rules.cityofnewyork.us/content/amendment-general-vital-statistics-provisions-sec-20705-article-207-nyc-health-code-0>.

This rule is an example of a municipality that permits applicants to self-attest for changes in gender markers for birth certificates, and allows the use of the marker "X" when neither an exclusively male or female identity is desired. It also states that the original record is not destroyed but sealed.

NYCourts.gov, New York City Civil Court. "Name Changes." Accessed June 19, 2020. <https://www.nycourts.gov/courts/nyc/civil/namechanges.shtml>.

Where gender identity requirements have loosened, name changes often require a court order.

NYC Human Rights: Law: Legal Library, Text of the NYC Human Rights Law. "New York City Gender Identity/Gender Expression: Legal Enforcement Guidance." Accessed June 19, 2020. <https://www1.nyc.gov/site/cchr/law/legal-guidances-gender-identity-expression.page>.

Includes an excellent glossary of gender terms and discusses the issue of gender identity from a inclusive perspective that aids in understanding the importance of the issue for those affected.

State Regulations and Resources

NYCourts.gov, Court Help, Name Change. "Name Change Basics." Accessed June 19, 2020. <https://www.nycourts.gov/courthelp/NameChange/basics.shtml>.

New York State agencies, including the Department of Motor Vehicles, generally require a court order in their name change rules. License changes for gender still require a written statement by a licensed professional as proof of gender change.

NYCourts.gov, Court Help, Name Change. "Proof of Birth." Accessed June 19, 2020. <http://www.nycourts.gov/CourtHelp/NameChange/proof.shtml>

The New York State Court system requires a birth certificate, but will accept other documents, including baptismal certificates under special circumstances.

New York State Senate. "Senate Bill S56B: Gender Recognition Act." Accessed June 19, 2020. <https://www.nysenate.gov/legislation/bills/2019/s56>.

Current New York State rules does not allow for non-binary gender markers, but legislation is in committee for the current (2020) legislative session to permit "X" as a gender designation.

Oregon Health Authority, Public Health Division, Center for Health Statistics. "Application to Change the Name and/or Sex on a Record of Live Birth to Support Gender Identity Information Sheet." Last modified January, 2018. Accessed June 19, 2020. <https://www.oregon.gov/oha/PH/BIRTHDEATHCERTIFICATES/CHANGEVITALRECORDS/Documents/OHA-2673.pdf>.

Oregon was the first to allow non-binary gender markers and self-attestation for gender changes.

Washington State Legislature. “WAC 246-490-075, Changing sex designation on a birth certificate.” Effective 01/27/2018. Accessed June 19, 2020. <https://app.leg.wa.gov/WAC/default.aspx?cite=246-490-075>.

This is an easy to understand example of the use of X as a gender designation.

Religious Sources

Anglican Church of Canada, Diocese of Toronto Archives. “Information for Parishes, Parish Registers.” Accessed June 19, 2020. <https://www.toronto.anglican.ca/parish-administration/archives/information-for-parishes/parish-registers/>

Episcopal Diocese of Olympia, Archives. “Confidential Records Policies and Procedures.” Accessed June 19, 2020. <https://ecww.org/about-the-diocese-of-olympia/departments/archives/archives-resources/archives-confidential-records-policies-and-procedures/>.

Episcopal Diocese of Utah. “Policy on the Diocesan Archives.” Approved September 13, 2014. Accessed June 19, 2020. <https://www.episcopal-ut.org/wp-content/uploads/2018/12/Policy-on-the-Diocesan-Archives-Current-1.pdf>.

Recommended Aggregation Sites: Sources of laws and procedures

Intersex and Genderqueer Recognition Project Resources: “Non-Binary Gender: Intersex.” <https://www.intersexrecognition.org/resources>

An up-to-date compendium of links to current laws, regulations and court cases pertaining to gender identity issues, particularly on the matter of using intersex as an accepted international gender marker.

Movement Advancement Project. “Equality Maps Snapshot: LGBTQ Equality By State.” Accessed June 19, 2020. <https://www.lgbtmap.org/equality-maps/>.

USLegal. “Name Change Laws By State.” Accessed June 19, 2020. <http://namechange.uslegal.com/name-changes-laws-by-state/>

Trans Legal Mapping Report: Recognition before the law, November, 2017. ILGA World (International lesbian, Gay, Bisexual, Trans and Intersex Association).

https://ilga.org/downloads/ILGA_Trans_Legal_Mapping_Report_2017_ENG.pdf

This document surveys name change and gender marker laws throughout the world with some gaps. Although somewhat dated, no site we found has been more up to date.

Transrespect versus Transphobia Worldwide by Trans Gender Europe.

<https://transrespect.org/en/map/legal-gender-recognition-change-of-name/>

This is a highly detailed map with information about international name change requirements for trans people. It fills some gaps but leaves others and should be consulted with other world survey sites such as the *Trans Legal Mapping Report* above.



THE EPISCOPAL CHURCH

THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY
OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA

FOUNDED 1821 • INCORPORATED 1846

Adopted on: Oct 12, 2020

GO 020 Authorization of Interim Archives Space

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 9 – 12, 2020, at which a quorum was present and voting.

Resolved, That the Executive Council of the Episcopal Church, meeting virtually October 9-12, 2020, authorize the Chief Operating Officer of the DFMS, in consultation with the Executive Officer of General Convention, the Treasurer of General Convention, the Canonical Archivist and the Chair of the Archives Board, to negotiate a five-year lease, with right of renewal for another five years, of office and collection; and be it further

Resolved, That in conducting these negotiations, the Chief Operating Officer shall use the location priorities stated by the Governance & Operations Committee in its October 10, 2020 virtual meeting, recognizing the financial guidance provided by the Finance Committee, and giving due consideration to the issues of personnel security and protection of the archival collection stated in the October 10, 2020 meeting.

The Rev. Canon Michael Barlowe
Secretary of Executive Council and
The Domestic and Foreign Missionary Society
of the Protestant Episcopal Church in the United States of America



THE EPISCOPAL CHURCH

THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY
OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA

FOUNDED 1821 • INCORPORATED 1846

Adopted on: Oct 12, 2020

GO 021 Approve Special 2020 Parochial Report

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 9 – 12, 2020, at which a quorum was present and voting.

Resolved, That the Executive Council, meeting by Zoom from October 9-12, 2020, recommends approval and authorization for use, the Special 2020 Parochial Report and Special 2020 Diocesan Report, as received from the House of Deputies Committee on the State of the Church.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

The Domestic and Foreign Missionary Society

of the Protestant Episcopal Church in the United States of America

2020 Special Edition Parochial Report

Membership, Attendance and Services of the Reporting Congregation

Active Baptized Members of the Reporting Congregation at Year-End

Members reported last year =

Total Increases =

Total Decreases =

Total Active Baptized Members (end of report year) = M20:

3. Adult communicants in good standing (age 16 and over) =

4. Youth communicants in good standing (under age 16) =

5. Total communicants in good Standing (sum of 3 and 4) =

6. Others who are active *who baptisms are not recorded in the Membership Register, or in another Episcopal congregation.* **Others =**

* For 2020, calculate Average Attendance for January 1 through March 1 only.

7. Sunday (& Saturday Evening) Attendance Divide total attendance by the total number of Sundays when services were held.

Average Sunday Attendance =

8. Average Principal Worship Service Attendance on a Weekday (for congregations without Sunday or Saturday evening services) =

~~9. Easter Sunday Attendance:~~ (This question deleted for 2020)

10-14 Provide information if known. For 10-14 provide information for in-person and online separately. Count in-person worship that was also streamed as in-person worship.

10. Total Sunday & Saturday Evening Eucharists or other worship: In-person: Online:

11. Total Weekday Eucharists or other: In-person: Online:

12. Total Private Eucharists: In-person: Online:

13. Daily Offices on Sunday or Saturday Evening: In-person: Online:

14. Daily Offices Held on Weekdays: In-person: Online:

15. Marriages Conducted in 2020: In-person: Online:

16. Burials Conducted in 2020: In-person: Online:

Using the Register of Church Membership and Rites for 2020:

- 17.** Baptisms 16 years and older
- 18.** Baptisms under 16 years of age
- 19.** Confirmations 16 years and older
- 20.** Confirmations under 16 years of age
- 21.** Received by a Bishop

(Revised section for 2020)

~~**22.** Total Church School enrolled in 2020 (question deleted for 2020)~~

- 23.** Regular Sunday or weekday adult education programs held? Yes No
- 24a.** Number of adults engaged in religious education or spiritual formation
- 24b.** Number of children and youth engaged in religious or spiritual formation
- 24c.** What was the impact, if any, of the pandemic on participation of children, youth, and adults in religious or spiritual formation?
More, less, same, other (fill in blank)

- 25.** Languages in which worship is conducted:
English Spanish French Other

2020 worship during the Pandemic (New Section for 2020)

Question 1: Did you offer online worship prior to the pandemic?

A. Yes | B. No |

Question 2: Did you offer online worship during the pandemic?

A. Yes | B. No |

Question 2a If you answered yes, was worship A. produced solely by your congregation; B. produced in collaboration with other congregations or the diocese?

Question 2b. If you answered no, did you direct the congregation to online worship by other congregations?

A. Yes | B. No |

Question 3: What platforms did you use for worship? Check all that apply

A. Facebook | B. Zoom Meeting | C. Zoom Webinar | D. YouTube, Vimeo, etc. | E. Streaming service on church website | F. Radio/Audio streaming service G. Conference Call | H. None. I. Other (write-in)

Question 4: Was your online worship primarily livestreamed or prerecorded?

A. Livestreamed | B. Prerecorded | C. Both

Question 5: If livestreaming services was new to your congregation during the pandemic, do you plan to continue streaming services after restrictions are lifted?

A. Yes | B. | No C. NA

Question 6: Where did you record or stream virtual services?

A. From the church building | B. From home(s) | C. Combination of church building and home(s) | D. Other (write-in)

Question 7: Did you return to in-person worship in 2020?

A. Yes B. No

6a If yes, where did you hold in-person worship?

A. Outside | B. Inside | C. Both.

Question 8: What metrics or analytics are you tracking for online worship? (check all that apply)

A. Total Views | B. Unique views | C. Viewed live vs viewed recording later | D. Geographical location of viewers | E. Estimate of viewers per device | F. Other [fill in blank] | G. None

Question 9: Does most of your congregation have access to broadband internet and devices to view online worship?

A. Yes | B. No

Narrative Questions (New Section for 2020)

***Clergy, Vestry and Staff are encouraged to participate in answering these questions.**

1. What were the primary opportunities, innovations and challenges in conducting worship during the pandemic? What did you learn?
2. What are the primary opportunities and challenges your church is facing as it plans for the future?
3. What three things have changed the most in how the church conducts its ministry?

Racism Questions (New section for 2020)

Our congregation is actively addressing and working toward racial justice and reconciliation

A. Yes B. No

Working toward racial justice and reconciliation is a priority for our congregation

A. Strongly Agree B. Agree C. Neutral D. Disagree E. Strongly Disagree

The Vestry/Bishop's Committee is committed to working toward racial justice and reconciliation

*To be answered by the Vestry/Bishop's Committee

A. Strongly Agree B. Agree C. Neutral D. Disagree E. Strongly Disagree

The Rector/Vicar/Clergy are committed to working toward racial justice and reconciliation

*To be answered by the Rector/Vicar

A. Strongly Agree B. Agree C. Neutral D. Disagree E. Strongly Disagree

Outreach Ministries and Volunteer Activity of the Congregation (Revised version of existing page)

Using the checkboxes below, please indicate whether your congregation provided any of the following community service or outreach ministries during **2020**.

If **yes**, indicate how many volunteers involved.

For **2020**, please estimate in the space provided approximately how many people were **new** volunteers this year.

Please also estimate in the space provided approximately how many people were helped or served **each month** by the ministry.

And, for **2020**, using the checkboxes below, please indicate whether this is a **new ministry** for your congregation this year.

	No	Yes	Yes	Yes	Yes
		Is this a new ministry in 2020?	Estimated number of volunteers involved	Estimated number of new volunteers	Estimated number of people served
1. Food pantry, soup kitchen, or meal projects					
2. Sustainable food garden/cooperative					
3. Cash, vouchers, or help with rent/utilities					
4. Day care, preschool, before-or after school programs					
5. Tutoring or literacy programs					
6. Health programs (parish nurse, clinics, health education, etc)					
7. Community organizing, organized social issue advocacy					
8. Job placement, job training, employment counseling					

9. Building projects (such as Habitat for Humanity)					
10. Support Groups (bereavement, divorce, job loss, 12-step, etc.)					
11. Programs for the elderly and homebound persons					
12. Clothes closet, thrift store					
13. Homeless or no-freeze shelter					
14. Overseas sponsorships, microloans, Heifer Project, Haiti relief					
15. Other, not listed.					

Parochial Report Completion

How many people participated in completing this parochial report?

Please identify the roles of those who participated in completing this parochial report (Not including vestry members who only voted to approve it):

Examples: Rector/Vicar, Wardens, Vestry Member, Treasurer, Staff Member, Volunteer

Finance and Stewardship (Questions to add to existing section/page)

Did your congregation apply for Paycheck Protection Program (CARES Act) loan?

A. Yes | B. No

Did your congregation receive a Paycheck Protection Program loan?

A. Yes | B. No

If yes, how much did your congregation receive? \$_____

Has the loan been forgiven?

A. yes | B. no | C. in process | D. have not applied yet

Please provide an estimate of additional expenses your congregation incurred due to the pandemic (equipment for broadcasting services, Zoom and other subscriptions, personal protective equipment, sanitizing supplies, additional liturgical expenses, etc.). \$_____

Did you change your approach to stewardship/fundraising in light of the pandemic?

A. Yes B. No

If yes, please explain:

If you have an endowment or reserve funds, how did usage of those funds in 2020 change compared to 2019?

A. increased | B. decreased C. same

How significant is the negative impact of the pandemic on your congregation's finances for 2021?

Very significant, somewhat significant, neutral, somewhat insignificant, very insignificant

Comments:

Diocesan Report (Questions to add to existing report)

What is the diocesan formula for assessments/apportionment?

Did the diocese apply for a Paycheck Protection Program (CARES Act) loan for diocesan staff?

A. Yes | B. No

Did the diocese receive a Paycheck Protection Program loan for diocesan staff?

A. Yes | B. No

If yes, how much did the diocese receive? \$_____

Has the loan been forgiven?

A. yes | B. no | C. in process | D. have not applied yet

Did the diocese apply for a Paycheck Protection Program (CARES Act) loan on behalf of congregations in the diocese?

A. Yes | B. No

How many of your churches applied for a pension waiver from Church Pension Group? (Please state the total number of congregations that requested a waiver, not how many received it.)

Has there been an increase in the number of congregations in arrears on assessment/apportionment?

A. yes B. no C. N/A

How many total congregations in arrears in 2019? How many total congregations in arrears in 2020?

How did the diocese address assessment/apportionment during 2020 in light of the pandemic?

How significant is the negative impact of the pandemic on diocesan finances for 2021?

Very significant, somewhat significant, neutral, somewhat insignificant, very insignificant

Comments:

What opportunities and challenges did the diocese face in 2020 in light of the pandemic?

What other events, opportunities, and challenges did the diocese face in 2020?

Examples: Wildfire, hurricane, tornado, air quality, political unrest, etc.

Did the diocese provide online worship for congregations?



THE EPISCOPAL CHURCH

THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY
OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA

FOUNDED 1821 • INCORPORATED 1846

Adopted on: Oct 12, 2020

MB 022 Current Need for Translation and Transcription Services for DFMS Staff

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 9 – 12, 2020, at which a quorum was present and voting.

Resolved, That a budget be established for The Episcopal Church (DFMS) for translation and transcription services, allowing DFMS staff to avail themselves of these services as the need arises, allowing important and mission-related ministry to proceed in a timely manner without requiring staff either to delay communications or to struggle to find ways to pay for these critical services; and be it further

Resolved, That the amount of the budget be determined through a process involving DFMS staff officers, the CFO, and the Executive Committee Joint Standing Committee on Finance and be implemented for the 2021 budget.

The Rev. Canon Michael Barlowe

Secretary of Executive Council and

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Adopted on: Oct 12, 2020

MB 023 Translation and Transcription Services for DFMS Staff for the 2022-2024 Triennium Budget

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 9 – 12, 2020, at which a quorum was present and voting.

Resolved, That the Executive Council Joint Standing Committee on Finance consider the increased budgetary needs of DFMS departments and staff for translation and transcription services; and be it further

Resolved, That the Standing Committee on Program, Budget, and Finance be requested to budget the recommended amount for translation and transcription services for the next triennium budget, thus providing a solid foundation for the critical work of communication and inclusion to diverse communities and ministries.

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Adopted on: Oct 12, 2020

MW 031 Approve UTO Grants: Fall 2020

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 9 – 12, 2020, at which a quorum was present and voting.

Resolved, That the Executive Council, meeting from October 9-12, 2020, approve and authorize the following, as recommended by the United Thank Offering Board and reviewed and recommended by the Joint Standing Committee on Mission Within The Episcopal Church. Payment comes from available United Thank Offering Ingathering funds.

Diocese	Grant Title	Amount
Alabama	St Mary's Food Bank Cooler/Freezer Project	10,000.00
Arizona	Community Driven Streaming and Digital Ministry in the Time of COVID-19	24,873.00
Brazil	COVID-19 Emergency Project: Solidarity and Transformation	9,745.04
Ceylon	Food Security Programmes at Polonnaruwa and Liyangala	8,831.00
Chicago	COVID-19 Spanish-language Pastoral Care Relief Training Course Development	23,560.00
Eastern Oregon	Sustaining: Ascension Greenhouse Enhancements for COVID-19 Response	7,200.00

El Camino Real	Sustaining: Stepping Stones (formerly Project Bridge)	25,000.00
EMM	New Start Asylee Orientation Program	25,000.00
Europe	Digital Ministry Capacity Building for Europe	9,322.00
Guatemala/IARCA	Way of Love Emergency Relief	18,064.00
Jerusalem	Sustaining: Princess Basma Center	25,000.00
Lexington	A Caring Place: Feeding the soul and body with love and gratitude	20,800.00
Los Angeles	St. Luke's/San Lucas Laundry Project	10,000.00
Louisiana	Sustaining: Anna's Place NOLA	25,000.00
Louisiana	Sustaining: Jericho Road Virtual Housing Sustainability Program	9,500.00
Maryland	Mentoring and Tutoring Program at Claggett Center	25,000.00
Maryland	Guardian Angel Food Pantry Director	10,000.00
Massachusetts	Sustaining: ProGente Connections	25,000.00
New York	Bienstar en Port Chester	8,750.00
Newark	Sustaining: All the Way Up	25,000.00
North Carolina	Sustaining: St. Augustine's College Chapel, HBCU	18,686.00
Nzara/South Sudan	Emergency Campaign Against COVID-19	3,600.00
Pennsylvania	The Hive	25,000.00

Southwest Florida	Sustaining: Benison Farm's Feeding Response	25,000.00
Washington	Sustaining: Charlie's Place	25,000.00
West Tennessee	Barth House Safe House	4,500.00
		TOTAL: 447,431.04



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Adopted on: Oct 12, 2020

MW 032 New Episcopal Community Grant Recommendations

The following is a true copy of a Resolution adopted by the Executive Council at its meeting from October 9 – 12, 2020, at which a quorum was present and voting.

Resolved, That the Executive Council, meeting from October 9-12, 2020 approve and authorize the following, as recommended by the Task Force on Church Planting and Redevelopment and reviewed and recommended by the Joint Standing Committee on Mission Within The Episcopal Church. The funding request is for \$365,000 going towards eleven New Episcopal Community grants.

Grant recommendations from the Task Force on Church Planting and Redevelopment:

4 Saints Food Pantry (Fort Worth) - \$30,000

A Mission Enterprise Zone that is now responding to the need to offer a community of worship and discipleship in addition to its food pantry. During COVID, the number of people they engage has multiplied many times.

Abundant Life Health & Wellness (North Carolina) - \$30,000

A holistic, neighborhood-centered community that offers discipleship, worship (now with appropriate social distancing), food, and the services of a community nurse. Their engagement numbers have multiplied about 4x during COVID.

Church at Crossroads (Michigan) - \$35,000

An Episcopal worshipping community in an underserved area of Detroit; they serve the spiritual needs of the over 800 people who come through the Crossroads social service agency each week, and of low income families in the surrounding neighborhood.

Stepping Stones (El Camino Real) - \$40,000

An Episcopal worshipping and discipling community with men in the prison system and with those reentering society. Though not allowed in the prison during COVID, they are actively working to train lay leaders on the “inside,” and to expand the number of people who are now able to worship with them by zoom, including current prisoners, members who have been deported, and community members “on the outside.”

Good Samaritan Episcopal Church (Indianapolis) - \$40,000

A wonderful and successful example of a “traditional” church plant that is firm in its mission of service, and commitment and relevance to its neighborhood. Though set back somewhat by the economic crisis, this community will likely reach a traditional definition of

“sustainability.” Their point leader is active in mentoring other church planters and actively shares the learning of his community.

The Way Station (Iowa)- \$30,000

A community for and with disadvantaged children and youth. Their relevance has only increased with COVID and the rising number of children who are doing virtual school and have little help, love and supervision during the day. The community recently purchased property with the help of a revolving loan from the Diocese of Iowa.

Gathering on Main Street (Fort Worth)- \$30,000

A New Episcopal Community that is launching out of a successfully redeveloped congregation. The Task Force recommended a Discernment grant for this ministry in February, 2020 (that was approved by Executive Council), and we are eager to continue in partnership and learning with them.

Resurrection Church, Plano (Dallas) - \$30,000

A church plant that received a First Mark of Mission Grant to launch in the last triennium, and with whom the Task Force hopes to continue to partner - financially, spiritually and emotionally. Their planter is active in the Genesis Community, has participated on our assessment team for future church planters, and is facilitating training sessions and cohorts to help others succeed. We hope to continue learning with the Resurrection community as they navigate what it looks like to be a church plant in 21st century Dallas.

Christ's Beloved Community (North Carolina)- \$40,000

A missional, evangelistic and thriving community that the Genesis Movement has partnered with for the last 4 years. We would like to fulfill our relationship with CBC by offering them this final Harvest grant, setting them on the path to longer term financial sustainability. Their point leader is one of our church planter coaches, and she leads training sessions throughout the wider church on missional theology and practice.

The Gathering (Los Angeles)- \$30,000

A strong, engaged community that seeks to acknowledge and nurture the spirituality, belonging and leadership of Asian American Episcopalians. As Asians are one of the fastest growing demographic groups in the United States, the Task Force is eager to partner financially and spiritually with The Gathering in order to learn more of the practices that will help our denomination better invite them to join us in the Way of Love.

Beloved Community Outreach Center of Mobile (Central Gulf Coast) - \$30,000

A powerful vision for a New Episcopal Community that is devoted to meeting the spiritual needs of unchurched people in the Mobile area. Executive Council approved a Discernment Grant for this ministry, and the Task Force is eager to partner with the Diocese of the Central Gulf Coast, and with this strong point leader, to launch the vision into reality.



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