

EXECUTIVE COUNCIL ADOPTED REVISION 2016
2016-2018 TRIENNium

LINE NO.	Co/Ca/P Corporate Canonical Program	DESCRIPTION	PAGE REFERENCE	GC Adopted Budget Triennium 16-18	2016	2017	2018	2016-2018 Revision February 2016	Special Comments for 2016 or Individual Years
INCOME:									
2		Diocesan Commitments		75,606,206	26,610,097	26,210,401	25,158,401	77,978,900	Reported diocesan income rose approximately 3% from 2013 to 2014; much higher than the 0.5% assumed at GC
3		Income from Unrestricted Assets for General budget		28,232,258	8,972,706	9,225,695	9,731,674	27,930,075	-1.0% net investment performance in 2015 will impact on dividends available in 2017 and 2018. Additional draws to fund lines 4a and 4c will further reduce future income
4a		Income from Unrestricted Assets to support the Development Office		1,100,000	366,667	366,667	366,667	1,100,000	Draw only as needed
4b		Short-term reserves for Racial Reconciliation		2,000,000	666,667	666,667	666,667	2,000,000	Draw only as needed
4c		Unrestricted reserves for additional Evangelism initiatives		2,823,226	941,075	941,075	941,075	2,823,226	Draw only as needed
4d		Unrestricted reserves for committees established by Executive Council late in 2015 additional Evangelism initiatives		-	155,000	-	-	155,000	Lines 280 and 290k-l
5		Rental Income (incl CUAC, ERD, NAES)		9,999,607	3,051,775	3,234,252	3,541,071	9,827,098	Assumes mid-2016 rental of ECF vacancy and hospitality space
7		Program and Event Related Fees:							
8		General Convention Income		1,252,530	-	-	1,252,530	1,252,530	
9		Multimedia Services Income		189,417	63,139	63,139	63,139	189,417	
10		Episcopal Digital Network Income		333,900	111,300	111,300	111,300	333,900	
11		Episcopal Migration Min N-G Income		339,083	113,028	113,028	113,028	339,083	
12		College for Bishops Reimbursement Income		298,855	99,618	99,618	99,618	298,855	
13		Refugee Loan Collection Income		2,164,000	750,000	750,000	750,000	2,250,000	Increase based on results seen in 2015
14a		Mission Technology Income		133,560	44,520	44,520	44,520	133,560	
14b		ECF Reimbursement for Services		122,505					- Vacated; income from space available added to line 5
14c		NAES Reimbursement for Services		131,877					- Leasing effective 2016; included in line 5
15		Facilities Management Income		356,160	118,720	118,720	118,720	356,160	
16		Total Program and Event Fees		5,321,887	1,300,325	1,300,325	2,552,855	5,153,505	
20		Other Income		-	-	-	-	-	
21		TOTAL INCOME		125,083,184	42,064,312	41,945,082	42,958,409	126,967,803	

LINE NO.	Co/Ca/P Corporate Canonical Program	DESCRIPTION	PAGE REFERENCE	GC Adopted Budget Triennium 16-18	2016	2017	2018		
24		MISSION:							
25		THE FIVE MARKS OF MISSION:							
58		Mark 1: Proclaim the Good News	Mark 1 Line 58	21,648,940	7,647,313	7,465,811	7,749,495	22,862,619	Addition of 2 Canons; receptionist moved from COO
76		Mark 2: Teach, Baptize, Nurture	Mark 2 Line 76	3,746,504	1,196,268	1,558,367	1,154,347	3,908,982	
105		Mark 3: Human Need/Loving Service	Mark 3 Line 105	7,838,389	2,549,160	2,631,535	2,675,414	7,856,108	
118		Mark 4: Change Unjust Structures	Mark 4 Line 118	6,685,749	2,167,434	2,225,540	2,255,308	6,648,281	

LINE NO.	Co/Ca/P Corporate Canonical Program	DESCRIPTION	PAGE REFERENCE	GC Adopted Budget Triennium 16-18	2016	2017	2018		
124		Mark 5: Safeguard Creation	Mark 5 Line 122	650,000	216,667	216,667	216,667	650,000	
188		Supporting Mission Th Local Efforts	Local Line 188	26,015,192	8,633,402	8,593,628	8,703,626	25,930,656	
270		Anglican, Ecumenical & Interfaith	Angl Ecu,Int. Line 270	8,523,172	2,893,621	3,006,012	3,028,199	8,927,832	
272		TOTAL MISSION EXPENSES		75,107,945	25,303,864	25,697,560	25,783,054	76,784,478	
317		TOTAL GOVERNANCE	Governance Line 317	14,747,955	4,484,560	4,305,669	6,306,733	15,096,962	
360		TOTAL ADMINISTRATIVE EXPENSES	Admin Line 360	35,276,451	11,666,425	11,746,479	11,834,023	35,246,927	
361				(120,000)	(40,000)	(40,000)	(40,000)	(120,000)	Remains TBD
362		TOTAL EXPENSES		125,012,351	41,414,848	41,709,708	43,883,811	127,008,366	
364		SURPLUS/(DEFICIT)		70,833	649,464	235,374	(925,402)	(40,563)	
	Corporate			28%	28%	28%	26%		
	Canonical			18%	18%	17%	21%		
	Program			54%	55%	55%	53%		
				100%	100%	100%	100%		
371	Episcopal Migration Ministries								
372	Total Income			51,813,700	17,271,233.33				
373	Staff Costs			7,325,083					
374	Non-staff Costs			44,488,617					
375	Total EMM - Government			-					

EXECUTIVE COUNCIL ADOPTED REVISION 2016

2016-2018 TRIENNIUM

DETAIL: MARK OF MISSION 1: PROCLAIM THE GOOD NEWS

LINE NO.	Co/Ca/P Corporate Canonical Program	DESCRIPTION	I GC Accepted Budget Triennium 16-18	K 2016	L 2017	M 2018	I 2016-2018 Revision February 2016	O Special Comments for 2016 or Individual Years
27	P	Goal: Starting New Congregations	3,000,000				-	
27a	P	Mission Enterprise Zones and New Church Start Grants		1,000,000	1,000,000	1,000,000	3,000,000	Each grant should include stipend for peer coaching and attendance at annual gathering of ministry developers (D005)
27t		Mission Enterprise Fund	3,000,000	1,000,000	1,000,000	1,000,000	3,000,000	
28	P	Goal: Expanded Evangelism Initiative	2,823,226					Addresses adopted GC budget. Supports A086 and D005. Specific digital evangelism; see line 53b
28a	P	Church Planting Training & Resources: Partnerships		90,000	65,000	65,000	220,000	Includes partnership with external consulting group to deliver comprehensive resources for new ministry developers, including assessment, training, online courses, coaching, and events, part-time coordinator to link Episcopal developers with these resources
28b		Missioner for Church Planting Capacity Development		80,000	111,000	113,000	304,000	Missioner dedicated to developing infrastructure for church planting
28c	P	Program Budget for New Church Starts and Missional Initiatives		133,333	133,333	133,333	400,000	Includes program, trainings, consultants, meetings, equipment and travel to be managed by Missioner for New Church Starts and Missional Initiatives
28d	P	Latino Ministries					-	Addresses A086
28d1	P	Formation and leadership development resources and programs (formerly "Academia for Lay Leadership Formation & Development")		63,333	63,333	63,333	190,000	Addresses A086
28d2	P	Congregational development and redevelopment for diocesan staff, clergy, laity exploring Latino/Hispanic ministry (formerly "Education for Ministry Bilingual/Bicultural Program")		95,930	95,930	95,930	287,789	Addresses A086
28d3	P	Mentoring and coaching clergy in Latino/Hispanic ministries (formerly "Developing a coaching network for planting clergy")		25,333	25,333	25,333	76,000	Addresses A086
28d4	P	Intensive cultural competency training for diocesan staff, seminarians, clergy, laity (formerly "Seminary continuing ed cultural competency program")		142,500	142,500	142,500	427,500	Addresses A086
28d5	P	Churchwide network of partners on Latino/Hispanic congregational development (formerly "Church planter training in partnership with ELCA")		21,850	21,850	21,850	65,550	Addresses A086

EXECUTIVE COUNCIL ADOPTED REVISION 2016

2016-2018 TRIENNIUM

DETAIL: MARK OF MISSION 1: PROCLAIM THE GOOD NEWS

LINE NO.	Co/Ca/P Corporate Canonical Program	DESCRIPTION	I GC Accepted Budget Triennium 16-18	K 2016	L 2017	M 2018	I 2016-2018 Revision February 2016	O Special Comments for 2016 or Individual Years
28d6	P	Annual evaluation of programs and resources (formerly "Scholarships for Spanish language immersion school")		17,720	17,720	17,720	53,161	Addresses A086
28e	P	Half-time Evangelist-Missioner		44,000	47,000	48,000	139,000	Missioner to support evangelism initiatives Specialty in ministry with Latinos, young, non-churched, and/or poor/working class people. Extend Evangelism resources into dioceses. Support Revivals, ChurchFinder maintenance, Evangelists' Summit and Network.
28f	P	Evangelists' Summit and Network		20,000	-	-	20,000	Partner with Forward Movement to gather evangelists, share resources, identify areas for future work, build community. Host 3x during triennium (~\$17K/summit); subsidize attendance for those requiring assistance
28g	P	ChurchFinder Map		5,000	5,000	5,000	15,000	Retool ER&D Asset Map into a ChurchFinder that describes community engagement, worship and parish ministries. Coordinate diocesan volunteers for updates
28h	P	Formation Resources for Evangelism		17,000	17,000	16,000	50,000	2-4 revivals/year to grow engagement with evangelism and new church planting
28i	P	"Episcopal Revival" Gatherings		50,000	-	-	50,000	Venture to grow engagement with evangelism and new church planting across the church. \$50K for two in 2016, with potential for more investment depending on success of venture.
28j	P	Program budget for Evangelism Initiatives		75,000	75,000	75,000	225,000	Includes program expenses, trainings, consultants, meetings, equipment and travel for Evangelism and Church Planting. Canon's work on Reconciliation should be covered in line 116
28k	P	Additional Initiatives to Expand Evangelism		100,226	100,000	100,000	300,226	Funding for church planting and MEZ grants, networking church planters and evangelists, churchwide evangelism formation events
28T			2,823,226	981,226	920,000	922,000	2,823,226	
29		<u>Presiding Bishop's Office:</u>						
30	Ca	Special Assistant for Haiti	-				-	
31	Ca	Convocation Ep. Ch. In Europe	-				-	
32	Ca	Bishop in Charge of Europe	162,000	54,000	54,000	54,000	162,000	
33	Ca	Hospitality and Entertainment	26,972	8,990.67	1,491	1,491	11,972	
34	Ca	Official & Discretionary Expenses	11,400	3,800	3,800	3,800	11,400	
35	Ca	House of Bishops	175,000	58,333	58,333	58,333	175,000	
36	Ca	PB Deputy for Angl Comm Affairs	-				-	
37		Travel	380,000	126,666.67	121,500	121,500	369,667	

EXECUTIVE COUNCIL ADOPTED REVISION 2016

2016-2018 TRIENNium

DETAIL: MARK OF MISSION 1: PROCLAIM THE GOOD NEWS

LINE NO.	Co/Ca/P Corporate Canonical Program	DESCRIPTION	I GC Accepted Budget Triennium 16-18	K 2016	L 2017	M 2018	I 2016-2018 Revision February 2016	O Special Comments for 2016 or Individual Years
38	Ca	Other departmental costs	143,441	47,813.67	47,814	47,814	143,441	
39	Ca	Staff Costs	3,217,406	1,443,168	1,482,822	1,523,600	4,449,591	Includes addition of 2 additional Canons and one support staff moved from COO. Also 2016 medical cost increase at 9% vs. 8.5% assumed at GC.
40		Total Presiding Bishop's Office	4,116,219	1,742,772	1,769,760	1,810,538	5,323,070	
42		<u>Director of Mission's Office:</u>						
43	P	Departmental Costs	110,400	36,800	36,800	36,800	110,400	
44	P	Staff Costs	1,590,612	514,670	530,362	546,831	1,591,863	Reflects 2016 medical cost increase at 9% vs. 8.5% assumed in GC budget
45		Total Director of Mission's Office	1,701,012	551,470	567,162	583,631	1,702,263	
47		<u>Communications:</u>						
48		Departmental Costs:						
49	P	Director's Office	545,570	134,290	135,790	275,490	545,570	
50a	P	Multimedia Services	627,750	208,250	208,250	211,250	627,750	
50b	P	Web & Social Media Services	861,900	467,300	197,300	197,300	861,900	
51	P	Corporate Communications	469,500	156,500	156,500	156,500	469,500	
52	P	EBaR Total Expenses	-				-	
53a	P	Episcopal News Service	282,000	92,500	93,500	96,000	282,000	To be administered by Task Force for Leveraging Social Media for Evangelism. Funds to be used for to develop curricula for clergy and laity, host face-to-face meetings, create training videos and other content, consultants. Will also partner with social media specialists in Communications Office. Attention to Latino/Spanish-speaking resources.
53b1	P	Episcopal Digital Network	842,100					- Infographics, layout and design, etc. Pegged to liturgical seasons. Adaptable for congregational use.
53b2		Training materials and curricula for digital storytellers (A172)		25,000	25,000	25,000	75,000	To be administered by Task Force for Leveraging Social Media for Evangelism. Funds to develop curricula for clergy and laity, face-to-face meetings, training videos, other content, consultants. Will partner with social media specialists in Communications Office.
53b3	P	"Evergreen" content available for download		25,000	25,000	25,000	75,000	eBooks, guides, etc.
53b4	P	1 part-time content producer		48,000	65,000	67,000	180,000	Focus on 1) daily content (blog posts, email cultivation, newsletters, and social media posts, etc.) and 2) audience development

EXECUTIVE COUNCIL ADOPTED REVISION 2016

2016-2018 TRIENNium

DETAIL: MARK OF MISSION 1: PROCLAIM THE GOOD NEWS

LINE NO.	Co/Ca/P Corporate Canonical Program	DESCRIPTION	I GC Accepted Budget Triennium 16-18	K 2016	L 2017	M 2018	I 2016-2018 Revision February 2016	O Special Comments for 2016 or Individual Years
53b5		1 part-time marketing specialist		48,000	65,000	67,000	180,000	Focus on audience development and relationship management (Google AdWords, email-blasts to subscribers of targeted publications, promoted posts, linking contacts with ministries)
53b6	P	Original images and art work		25,000	25,000	25,000	75,000	Infographics, layout and design, etc. linked to liturgical seasons; adaptable for congregational use.
53b7	P	Original video		20,000	20,000	20,000	60,000	Focus on video campaigns targeted to non-churchgoers and pegged to liturgical seasons. Adaptable for congregational use.
53b8	P	Software platforms		10,000	10,000	10,000	30,000	Marketing and search software is this the BD 29.4?
53b9	P	Latino and Spanish-speaking digital evangelism efforts		13,333	13,333	13,333	40,000	To be managed by team assembled by Missioner for Latino Ministries
53b10	P	Advertising		20,000	20,000	20,000	60,000	In addition to Communications budget
53b11	P	Additional initiatives		22,367	22,367	22,367	67,100	May include special seasonal campaigns, equipment, etc.
54	P	Translation Services	216,000	71,000	71,000	74,000	216,000	
55a	P	Staff Costs	6,913,663	2,235,305	2,305,849	2,378,086	6,919,239	Reflects 2016 medical cost increase at 9% vs. 8.5% assumed in GC budget
55b	P	Communications - to be allocated	(750,000)	(250,000)	(250,000)	(250,000)	(750,000)	
56		Total Communications	10,008,483	3,371,845	3,208,889	3,433,326	10,014,059	
58		Proclaiming the Good News Total	21,648,940	7,647,313	7,465,811	7,749,495	22,862,619	

LINE NO.	Co/Ca/P Corporate Canonical Program	DESCRIPTION	I GC Adopted Budget Triennium 16-18	K 2016	L 2017	M 2018	I 2016-2018 Revision February 2016	O Special Comments for 2016 or Individual Years	N Comments in GC Adopted Budget
61b	P	Consultation & Planning Prov IX	-				-		
61c	P	Implementation of Prov IX self-sustainability plan	550,000	183,333	183,333	183,333	550,000		Reflects Province IX Long-term development plan adopted by Exec Council in Feb 2014
61a		Total Province IX	550,000	183,333	183,333	183,333	550,000		
67 (Moved)	P	Campus Ministry Grants	400,000	133,333	133,333	133,333	400,000		Specific purpose program grant. Increase reflects expressed need from grant application process
62	P	Grant for Forma	100,000	50,000	35,000	15,000	100,000	Request for forward-weighting	Block grant supporting independent church-wide network
63		Formation and Vocation:					-		Includes youth, young adult and campus ministries, as well as lifelong Christian formation.
64	P	Departmental Costs:							
65	P	Episcopal Generations/Lifelong F.	145,602	48,534	48,534	48,534	145,602		
66	P	Formation & Vocation Networks	106,000	35,333	35,333	35,334	106,000		Building capacity by affirming and assisting emerging networks and increasing connectivity.
68a	P	Events & Gatherings	605,000				-	The number should be \$650K for the triennium	Full funding retained for youth, young adults, Episcopal Youth Event (\$500K) and campus ministries; some other lifelong formation events will be transferred to diocesan level or less subsidized due to more resources at the local level due to lower assessments.
68b	P	Young Adult & Campus Ministry	-	50,000	50,000	50,000	150,000		
68c	P	Episcopal Youth Event		50,000	410,000	10,000	470,000		
68d	P	Other Events		10,000	10,000	10,000	30,000		
69	P	Other Departmental Costs	184,400	61,467	61,467	61,467	184,400		
70	P	Staff Costs	1,393,502	486,934	504,034	520,012	1,510,980	Some personnel opted back into the DFMS medical plan	All staff costs include annual increases of 2% in each year and an estimated 8.5% increase in annual health insurance premiums.
71		Total Formation & Vocation	2,934,504	925,601	1,287,701	883,680	3,096,982		
73	Ca	House of Bishops Theology Cmte	12,000	4,000	4,000	4,000	12,000		Commissioned by PB and the HOB to examine specific issues, utilizing non-bishop scholars; then report to the HOB for review, vote and communication to the Church.
74	Ca	College for Bishops Grant	250,000	83,333	83,333	83,333	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
76		Mark 2 Total	3,746,504	1,196,268	1,558,367	1,154,347	3,908,982		

LINE NO.	Co/Ca/P Corporate Canonical Program	DESCRIPTION	I GC Adopted Budget Triennium 16-18	K 2016	L 2017	M 2018	I 2016-2018 Revision February 2016	O Special Comments for 2016 or Individual Years	N Comments in GC Adopted Budget
79a		Goal: Missionary Service/Young People:							
79e	P	Young Adult Service Corps	1,096,000	365,333	365,333	365,333	1,096,000		Funds combined from line 94; total remains same as 2013-15 triennium
79		Total Missionary Service	1,096,000	365,333	365,333	365,333	1,096,000		
90									
91		Mission Personnel:							
92	P	Appointed Missionaries	108,100	36,033	36,033	36,033	108,100		The fcst for 2013-2015 reflects "actual" though budgeted in line 96.
93	P	Volunteers for Mission	100,000	33,333	33,333	33,333	100,000		Increase missionary placements using adult volunteers
94	P	Young Adult Service Corps	-	-	-	-	-		Funds moved to line 79e
95	P	Other departmental costs	156,841	30,000	30,000	30,000	90,000		
96	P	Staff Costs	3,452,871	1,152,765	1,179,848	1,207,221	3,539,834	This includes 3 staff plus 60+ missionaries	All staff costs include annual increases of 2% in each year and an estimated 8.5% increase in annual health insurance premiums.
97	P	Less Income	(337,000)	(112,333)	(112,333)	(112,333)	(337,000)		Increased fundraising based on cost sharing for increased placements
98		Total Mission Personnel	3,480,812	1,139,798	1,166,881	1,194,255	3,500,934		
99									
100		Federal Ministries:							The Office addresses the care of Episcopalians and outreach in the context of federal service, Veterans' Affairs hospitals, federal prisons, supporting clergy in these contexts, and work with emergency responder and maritime chaplains.
101	Ca	Departmental Costs	597,000	199,000	199,000	199,000	597,000		Meetings, chaplain conferences, travel, and rent at Washington National Cathedral. Direct support for chaplains in federal service and indirect support through advocacy and training for chaplains.
102	Ca	Staff Costs	1,055,889	315,500	363,688	372,161	1,051,349		Does not include compensation for chaplains; they are paid by the government or other employer.
103		Total Federal Ministries	1,652,889	514,500	562,688	571,161	1,648,349		
104									
105		Responding to Human Need Total	7,838,389	2,549,160	2,631,535	2,675,414	7,856,108		

DETAIL: MARK OF MISSION 4: SEEK TO CHANGE UNJUST STRUCTURES OF SOCIETY

LINE NO.	Co/Ca/P Corporate Canonical Program	DESCRIPTION	I	K	L	M	N	Comments in GC Adopted Budget	Comments
			GC Adopted Budget Triennium 16-18	2016	2017	2018	2016-2018 Revision February 2016		
108a	P	Goal: Domestic Poverty/Jubilee:							
108b	P	Networks	-						
108c	P	Online Platform Development	-						To be covered by communications budget. Suggest allocate to appropriate budget managers.
108d	P	Asset Mapping	24,000	30,000	30,000	30,000	90,000		
108e	P	Engagement	-	-	-	-	-		
108f	P	Incarnational Encounter	64,000	9,300	9,300	9,400	28,000		Reduction reflects increased specificity in other areas as domestic-poverty mission engagements continue to gain traction in the Church
108g	P	Asset Based Community Development Training	120,000	30,000	30,000	30,000	90,000		Annual 'Train the Trainer' conferences; additional curriculum development; pilot funding for communities seeking to use the process; networking of programs that use the curriculum
108h	P	Internships	125,000	25,000	50,000	50,000	125,000		
108i	P	Jubilee Ministry Grants	200,000	66,667	66,667	66,667	200,000		
108j	P	Advocacy	-	-	-	-	-		
108k	P	State Public Policy Networks	150,000	50,000	50,000	50,000	150,000		Support for additional PPNs plus some maintenance for those created this triennium
108l	P	New Materials	-	-	-	-	-		
108m	P	Implementation	60,000	20,000	20,000	20,000	60,000		
108n		Total Domestic Poverty/Jubilee	743,000	230,967	255,967	256,067	743,000		
109a	P	Regional Poverty Conferences	60,000	20,000	20,000	20,000	60,000		
109b	P	Bps/Young People's Conference	-	-	-	-	-		
109c	P	Jubilee Ministry Networking	30,000	10,000	10,000	10,000	30,000		
109d	p	Event on Human Trafficking	30,000	10,000	10,000	10,000	30,000		
109			-	-	-	-	-		
110	P	Advocacy and Social Justice:							
111	P	Off Govt Relations Departmental Costs	727,000	242,333	242,333	242,333	727,000		Includes program costs for racial justice.
112	P	Intentionally left blank							
113	P	Staff Costs	3,095,749	987,467	1,020,573	1,050,241	3,058,281	Adds staff erroneously included in Ethnic Min line 177; deletes staff appropriately in line 196	Includes addition of Racial Reconciliation Missioner approved by Exec Cncl in 2014.
114		Total Advocacy & Social Justice	3,942,749	1,269,801	1,302,906	1,332,574	3,905,281		
115									
116	P	Racial Justice and Reconciliation	2,000,000	666,667	666,667	666,667	2,000,000	More detail will be developed by officers of GC	A major priority of the church; through the lens of racial reconciliation, reflects 0.7% of income previously directed to address MDG goals.
117	P	Racial Justice							
118		Mark 4 Total	6,685,749	2,167,434	2,225,540	2,255,308	6,648,281		

EXECUTIVE COUNCIL ADOPTED REVISION 2016
 2016-2018 TRIENNium
 DETAIL: MARK OF MISSION 5: SAFEGUARD CREATION

LINE NO.	Co/Ca/P Corporate Canonical Program	DESCRIPTION	EC Draft Budget Triennium 16-18	Increase (decrease) from 2013-2015 October 2014 Forecast	I GC Adopted Budget Triennium 16-18	K 2016	L 2017	M 2018	I 2016-2018 Revision February 2016	O Special Comments for 2016 or Individual Years	N Comments in GC Adopted Budget
120a	P	Network Development	-	(40,000)							
120b	P	Online Platform Development	-	(20,000)							To be covered by communications budget. Suggest allocation to appropriate budget manager.
120c	P	Camp Inventory	-	(20,000)							
120d	P	Engagement	-	(3,504)							
120e	P	Truth and Reconciliation Consult	-	(40,000)							
120f	P	Fellowships	-	(80,000)							
120g	P	Seminarian Consultation	-	(50,000)							
120h	P	Advocacy	-	(1,838)							
120i	P	State Public Policy Networks	-	(15,000)							
120j	P	Economic Advocacy	-	(20,000)							
121	P	Creation Care Green Initiatives	500,000	500,000	650,000	216,667	216,667	216,667	650,000		Special purpose grants for Creation Care Initiatives to include items such as diocesan grants, clergy formation, internships, camp programs and other initiatives
122		Total Mark 5	500,000	(290,342)	650,000	216,667	216,667	216,667	650,000		2013-2015 is now forecast to total approximately \$300K Reconcile

EXECUTIVE COUNCIL ADOPTED REVISION 2016

2016-2018 TRIENNium

DETAIL: SUPPORTING MISSION THROUGH LOCAL EFFORTS IN TEC

LINE NO.	Co/Ca/P Corporate Canonical Program	DESCRIPTION	I GC Adopted Budget Triennium 16-18	K 2016	L 2017	M 2018	I 2016-2018 Revision February 2016	O Special Comments for 2016 or Individual Years	N Comments in GC Adopted Budget
129		Congregational/Pastoral Development:							Congregational Development includes: Transition Ministry (guiding lay and ordained individuals, congregations, and institutions through times of discernment and calling); Church Planting (providing resources and training to assist dioceses and provinces to develop partnerships within the emergent church movement); Congregational Research (directing, coordinating, and publishing ongoing research and analysis for the church, focusing on Episcopal parishes and missions); and Congregational Vitality (assisting church leaders in exploring new ideas for strengthening congregational life). Pastoral Development supports the Presiding Bishop and House of Bishops in episcopal formation and development through the College for Bishops. The office also supports the whole church through the management of disciplinary matters and conflicted pastoral relationships.
130	P	Program/Tech (Transition Min)	104,608	54,869	24,869	24,869	104,607	Transition ministry 602 520	
131	P	Research & Dev (Transition Min)	40,950	13,650	13,650	13,650	40,950	Transition ministry	
132	P	Other Transition Ministry	134,350	64,783	34,783	34,783	134,349	Transition ministry	
133	Ca	Pastoral Development	-	-	-	-	-		Transition ministry Lines 133 and 134 are Canonical but support episcopal work in local dioceses
134	Ca	Other Pastoral Development	221,960	73,987	73,987	73,987	221,960		Travel, training, rent and general office expense.
135	P	Congregational Research	137,700	45,900	45,900	45,900	137,700	Research	Research
136	P	Evangelism & Church Planting	-	-	-	-	-		This work is funded in Mark 1 line 27
137	P	Congregational Vitality	-	33,333	33,333	33,333	100,000		This work is accomplished in multiple lines, especially within lines 168 through 178
138	P	Stewardship Development (TENS)	150,000	50,000	50,000	50,000	150,000		Originally entered into as one-time-only grant partnership with The Episcopal Network for Stewardship to support a local network empowering churchwide stewardship.
139	P	Worship & Spirituality	-	-	-	-	-		This work is accomplished in multiple lines, especially within lines 168 through 178
140	Ca/P	Staff costs	3,247,339	1,054,070	1,088,912	1,125,807	3,268,789	Reflects elimination of supervisory pay provided to a former employee	Includes Pastoral Development and Congregational Development and Research staff.
141		Total Congreg/Pastoral Developmt	4,036,907	1,390,592	1,365,434	1,402,329	4,158,355		
143	P	Episcopal Cooperative Project							
145		TEC Block Grants							
146	P	Haiti	1,064,176	354,725	354,725	354,725	1,064,176		
147	P	Virgin Islands	513,513	171,171	171,171	171,171	513,513		
148		Province 2 Total	1,577,689	525,896	525,896	525,896	1,577,689		
149	P	North Dakota	544,000	181,333	181,333	181,333	544,000		
150	P	South Dakota	2,100,000	700,000	700,000	700,000	2,100,000		
151		Province 6 Total	2,644,000	881,333	881,333	881,333	2,644,000		
152	P	Alaska	1,300,000	433,333	433,333	433,333	1,300,000		
153	P	Navajoland	1,000,000	333,333	333,333	333,333	1,000,000		
154	P	Guam	150,000	50,000	50,000	50,000	150,000		
155	P	Taiwan	204,750	68,250	68,250	68,250	204,750		
156		Province 8 Total	2,654,750	884,917	884,917	884,917	2,654,750		
157									
157b	P	Unallocated for Task Force and Consultants		4,684	4,684	4,684	14,051		
158	P	Columbia		127,400	127,400	127,400	382,200		
159	P	Dominican Republic		100,000	100,000	100,000	300,000		

DETAIL: SUPPORTING MISSION THROUGH LOCAL EFFORTS IN TEC

LINE NO.	Co/Ca/P Corporate Canonical Program	DESCRIPTION	I	K	L	M	I	O	N
			GC Adopted Budget Triennium 16-18	2016	2017	2018	2016-2018 Revision February 2016	Special Comments for 2016 or Individual Years	Comments in GC Adopted Budget
160	P	Ecuador Central		168,263	168,263	168,263	504,790		
161	P	Ecuador Litoral		115,610	115,610	115,610	346,830		
162	P	Honduras		350,316	350,316	350,316	1,050,949		
163	P	Venezuela		131,670	131,670	131,670	395,010		
164	P	Province 9 Total Block Grants	2,993,830	997,943	997,943	997,943	2,993,830	Diocese agreed reduced block grants incorporated in Sustainability Plan C approved by EC in January 2015. See also line 61c.	Proposal would be for Province IX total to stay the same but possibly allocated differently among dioceses.
165	P	Other Block Grants	-	-	-	-	-		For 2013-2015 Line 165 includes • AIDS Coalition at \$75K • Ministries with Disabled and Episcopal Conference for the Deaf \$25K each • Appalachian Initiatives and Appalachian Ministries funded at \$42K and \$58K, respectively.
167	P	Long-term Development Grants - Domestic Dioceses	1,500,000	500,000	500,000	500,000	1,500,000	This annual allocation may change based on work of Task Force	Long-term development (including theological training) grants to help the Native American dioceses of Alaska, Navajoland, N. Dakota, S. Dakota
166		Total TEC Block Grants	11,370,269	3,790,090	3,790,090	3,790,090	11,370,269		
168		Ethnic Ministries:							These offices develop, support, and inspire congregational life with and among ethnic communities and multicultural churches by creating resources and providing networking, consultation, and training events. The offices provide a voice of advocacy for the people of Asian, black, Latino/Hispanic, Native American, and multicultural-by-design communities. The missionaries collaborate with other staff and provide online liturgical and theological resources, onsite consultations, conferences, and training programs for clergy and lay persons.
169	P	Indigenous Ministries	576,000	192,000	192,000	192,000	576,000		Includes special purpose grants
170	P	Indigenous Theological Training	-	-	-	-	-		Funds moved to line 167
171	P	Episcopal Asia America Ministries	420,000	130,000	145,000	145,000	420,000		
172	P	Black Ministries	518,000	200,000	159,000	159,000	518,000		
173a	P	Historically Black Episcopal Colleges + Universities	1,645,000	548,333	548,333	548,333	1,645,000		One of these institutions has closed. Grant to be shared equally by the remaining two colleges.
173b	p	Educational Enterprise Grants	400,000	133,333	133,333	133,333	400,000		Long-term development grants shared by St. Augustine's and Voorhees
174	P	Hispanic/Latino Ministries	520,000	180,000	160,000	180,000	520,000		
175	P	New Community Training	90,000	-	90,000	-	90,000		
176	P	Intentionally left blank							
177	P	Staff Costs	2,256,727	752,242	649,254	667,093	2,068,589	Staff erroneously included here instead of Advocacy & Soc Justice line 113	
178		Total Ethnic Ministries	6,425,727	2,135,909	2,076,921	2,024,759	6,237,589		
180/182	P	Environmental/Jubilee	-	-	-	-	-		Erroneous coding in 2013; funds for environmental ministries now listed under Mark 5, line 121.
186a	P	Development Office:						See also line 4a	See line 4b
186b	P	Other Cost	1,324,389	296,000	320,000	396,000	1,012,000		The DO raised off budget during 2013-2015 over \$7 mill.
186c	P	Dedicated Work in Haiti	38,204	20,000	10,000	8,204	38,204		
186d	P	Staff Cost	3,719,695	1,110,811	1,141,184	1,192,244	3,444,238	One clergy member has taken retirement but will continue to assist.	Full staff component of 8 as of 2015. Increased travel expense; and donor recognition events.

DETAIL: SUPPORTING MISSION THROUGH LOCAL EFFORTS IN TEC

			I	K	L	M	I	O	N
LINE NO.	Co/Ca/P Corporate Canonical Program	DESCRIPTION	GC Adopted Budget Triennium 16-18	2016	2017	2018	2016-2018 Revision February 2016	Special Comments for 2016 or Individual Years	Comments in GC Adopted Budget
186e	P	Development Office to be allocated	(900,000)	(110,000)	(110,000)	(110,000)	(330,000)	The needed reduction is smaller due to a staff retirement in line 186d.	This \$900K reduction must be identified by staff and management during the triennium.
186		Total Development Office	4,182,288	1,316,811	1,361,184	1,486,448	4,164,442		
188		Total Support through Local Efforts	26,015,192	8,633,402	8,593,628	8,703,626	25,930,656		

EXECUTIVE COUNCIL ADOPTED REVISION 2016

2016-2018 TRIENNium

DETAIL: SUPPORTING MISSION THROUGH ANGLICAN, ECUMENICAL, & INTERFAITH RELATIONS

LINE NO.	Co/Ca/P Corporate Canonical Program	DESCRIPTION	I GC Adopted Budget Triennium 16-18	K 2016	L 2017	M 2018	I 2016-2018 Revision February 2016	O Special Comments for 2016 or Individual Years	N Comments in GC Adopted Budget
192		Anglican Communion:							
193	P	Inter-Anglican Budget/Secretariat	1,200,000	400,000	400,000	400,000	1,200,000		Block grant restored to earlier levels; consistent with 2014-15 contribution.
194	P	International Visitors	30,000	8,000	8,000	14,000	30,000	More work during GC year	
195	P	Other departmental cost	289,050	96,350	96,350	96,350	289,050		Increased travel for Africa, Asia, and Latin America partnerships; forecast for 2013-2015 is \$380K.
196	P	Staff costs	1,640,472	546,824	653,685	671,732	1,872,241	Adds staff previously assigned in error to line 113	All staff costs include annual increases of 2% in each year and an estimated 8.5% increase in annual health insurance premiums.
197		Total Anglican Communion	3,159,522	1,051,174	1,158,035	1,182,082	3,391,291		
198									
199		Block Grants w/in Anglican Communion:							
200	P	Burundi	12,000	4,000	4,000	4,000	12,000		
201	P	Central Africa	9,000	3,000	3,000	3,000	9,000		
202	P	Congo	21,000	7,000	7,000	7,000	21,000		
203	P	Sudan	36,000	12,000	12,000	12,000	36,000		
204	P	Conf of Angl Prov in Africa (CAPA)	25,000	8,333	8,333	8,333	25,000		Recognizes increased role of CAPA and increased opportunity for partnership
205	P	Afr Network Theol Ed (ANITEPAM)	12,000	4,000	4,000	4,000	12,000		
206	P	Epis Church of Philippines	45,000	15,000	15,000	15,000	45,000		
207	P	Jt Committee Philippines	-	-	-	-	-		Budget now in line 244. (Formerly the Committee on the Philippines Covenant) Important for maintaining relationship with a significant Anglican partner.
208	P	Caribbean	6,000	2,000	2,000	2,000	6,000		Office expenses for partnership officer for the Caribbean based in Panama.
209	P	Cuba	106,000	35,333	35,333	35,333	106,000		A block grant for general operations of the diocese; includes \$30K for bishop salary
210	P	Other Angl Communion Costs	-	-	-	-	-		Travel and miscellaneous expenses miscoded during 2013
210a	P	Brazil Secretariat	42,000	14,000	14,000	14,000	42,000		
210b	P	Intentionally left blank							
211		Total Grants w/in Angl Communion	314,000	104,667	104,667	104,667	314,000		
212									
213a		Covenants w/in Angl Communion:							
213b	P	Covenant Long-term Development Fund	300,000	100,000	100,000	100,000	300,000		Long-term development grants for Covenant partners: Brazil, IARCA, Liberia and Mexico. See lines 210, 214-216.
214	P	IARCA	1,292,000	430,667	430,667	430,667	1,292,000		Block grant to Central America
215	P	Liberia	386,369	128,790	128,790	128,790	386,369		Block grant
216	P	Mexico	350,000	116,667	116,667	116,667	350,000		Block grant
217	P	Angl Comm UN Office	-	-	-	-	-		Mistaken coding in 2013.
218		Total Covenants Anglican Comm.	2,328,369	776,123	776,123	776,123	2,328,369		
219									

DETAIL: SUPPORTING MISSION THROUGH ANGLICAN, ECUMENICAL, & INTERFAITH RELATIONS

LINE NO.	Co/Ca/P Corporate Canonical Program	DESCRIPTION	I	K	L	M	I	O	N
			GC Adopted Budget Triennium 16-18	2016	2017	2018	2016-2018 Revision February 2016	Special Comments for 2016 or Individual Years	Comments in GC Adopted Budget
220		Ecumenical, Interfaith, Global Relations:							What follows is an explanation of the Office on Ecumenical, Interfaith and Global Relations. This office coordinates (on behalf of the Presiding Bishop and The Episcopal Church) various multilateral dialogues and conversations with other Christian communions working toward the greater unity and common mission of the church. In an increasingly multi-religious context, the office also works in interreligious dialogue, seeking greater understanding of and cooperation with other major world religions. The office has an increasing emphasis on promoting cooperation and shared work at a local level.
221	P	Program Development Grants	80,000	26,667	26,667	26,667	80,000		Special purpose grants to meet emergent unpredicted needs throughout the triennium
222	P	Global Networking	40,300	13,433	13,433	13,433	40,300		
223	P	Support for Ecumenical Reps	55,000	18,333	18,333	18,333	55,000		
224	P	Coordinating Committees	30,000	10,000	10,000	10,000	30,000		Meetings of full communion partners (includes teleconference and in person): Philippine Independent Church, Moravian, Old Catholic, and Evangelical Lutheran Church.
225	P	Interfaith Relations	35,000	11,667	11,667	11,667	35,000		
226	P	Dialogues	45,000	15,000	15,000	15,000	45,000		Includes meetings with United Methodist, Anglican Roman Catholic, Church of Sweden, and Presbyterian churches.
227	P	Churches Uniting in Christ	-	-	-	-	-		Block grant to work on reconciliation of ministries through the lens of the church-dividing issue of race.
228	P	PB Deputy for Ecumenical Relations	40,000	13,333	13,333	13,333	40,000		Travel and expenses representing TEC.
229	P	WCC Assembly	15,000	5,000	5,000	5,000	15,000		Block grant accrual for next assembly.
230	P	Other Departmental Costs	-	-	-	-	-		
231	P	Staff Costs	756,084	186,633	192,409	198,475	577,518	Part-time position eliminated and work transferred to PB Office	All staff costs include annual increases of 2% in each year and an estimated 8.5% increase in annual health insurance premiums.
232		Total Ecu., Interf., Global Relations	1,096,384	300,067	305,843	311,908	917,818		
233									
234		Ecumenical Block Grants:							
235	P	World Council of Churches	101,000	33,667	33,667	33,667	101,000		
236	P	Intentionally left blank	-	-	-	-	-		This area is now undertaken in Mark of Mission #5.
237	P	National Ministries Unit NCC	30,000	10,000	10,000	10,000	30,000		Funds to support national ministries work of National Council of Churches that is done in coalition (e.g., racial and gender justice).
238	P	NCC Ecumenical Commitment Fund	180,000	60,000	60,000	60,000	180,000		Primary method of interreligious work.
239	P	Christian Churches Together US	25,000	8,333	8,333	8,333	25,000		Largest gathering of Christians, which includes Orthodox, Roman Catholics, Evangelicals, Episcopalians, and Protestants of major denominations.
240		Total Ecumenical Grants	336,000	112,000	112,000	112,000	336,000		
241									
242		Grants, Covenants, Grants:							
243a	P	MDG Partnership with ERD	-	-	-	-	-		ERD has agreed not to request a grant this year because of significant support in providing In Kind services, which constitute a real cost to DFMS (See Line 249)

DETAIL: SUPPORTING MISSION THROUGH ANGLICAN, ECUMENICAL, & INTERFAITH RELATIONS

LINE NO.	Co/Ca/P Corporate Canonical Program	DESCRIPTION	I	K	L	M	I	O	N
			GC Adopted Budget Triennium 16-18	2016	2017	2018	2016-2018 Revision February 2016	Special Comments for 2016 or Individual Years	Comments in GC Adopted Budget
243b	P	Block Grant to ERD	978,699	430,094	442,997	456,287	1,329,378	Recalculation of rental value based on leases agreed with CUAC and NAES. Income in line 5.	This grant represents the value of rental income for offices in 815; included in rental income but granted to ERD (not received in cash)
244	P	Covenant Committees	70,000	23,333	23,333	23,333	70,000		Meetings for Committees
245	P	Intentionally left blank							
246		Grants and Covenants	1,048,699	453,427	466,330	479,620	1,399,378		
247									
248		Grants in form of Contributed services Support to Affiliated Organizations:							This is the estimate of in-kind administrative and support services, as well as fair market value of rent, provided at no charge by DFMS to the listed organizations. As these expenses are already included in the various administrative line items, the expenses are reduced on the line immediately below to avoid double-counting.
249	P	Episcopal Relief & Development	3,111,859	802,396	802,396	802,396	2,407,188	Grant to cover provided accounting, HR and other personnel (non-rent) services	Grant to cover full amount of provided services.
250	P	Anglican UN Office	81,384	27,128	27,128	27,128	81,384		Good faith partnership with Anglican Communion. Assumes grant for full value of services received.
251	P	Coll/Universities Angl Communion	22,447	-	-	-	-	CUAC is now leasing space	ECF will be asked to reimburse DFMS for services provided (line 14b)
252	P	Episcopal Church Foundation	122,505	-	-	-	-		NAES will be asked to reimburse DFMS for services provided (line 14c)
253	P	Natl Assoc. Episcopal Schools	131,877	-	-	-	-	NAES is now leasing space	Assumes grant for full value of services received.
254	P	Ch Periodical Club/BCP Society	17,377	5,792	-	-	5,792		
255		Total Supp. Affiliated Organizations	3,487,449	835,316	829,524	829,524	2,494,364		
256	P	Less: Offset of Support	(3,487,449)	(835,316)	(829,524)	(829,524)	(2,494,364)		
257									
258		Internat'l Justice & Peacemaking:							
259	P	Grants to Partner Organizations	25,000	8,333	8,333	8,333	25,000		
260	P	Anglican Peace & Justice Network	15,000	5,000	5,000	5,000	15,000		Block Grant
261	P	Other departmental Costs	-	-	-	-	-		
262	P	Intentionally left blank							
263		Internat'l Justice & Peacemaking	40,000	13,333	13,333	13,333	40,000		
264									
265		United Thank Offering:							
266	P	UTO Other	480,160	160,053	160,053	160,053	480,160		Previous triennium did not reflect full cost of board meeting expenses. UTO Board is now considered a CCAB per agreement of UTO and EC.
267a	P	Staff Costs	693,190	223,569	231,063	239,336	693,968		All staff costs include annual increases of 2% in each year and an estimated 8.5% increase in annual health insurance premiums.
267b	P	Less Offset from trust funds	(973,152)	(300,792)	(321,435)	(350,924)	(973,152)		DFMS trust funds available for UTO and other activities.
268		Total United Thank Offering	200,198	82,830	69,681	48,465	200,977		
269									
270		Total Angl, Ecumenical, Interfaith	8,523,172	2,893,621	3,006,012	3,028,199	8,927,832		

EXECUTIVE COUNCIL ADOPTED REVISION 2016
2016-2018 TRIENNIUM
DETAIL:GOVERNANCE

LINE NO.	Co/Ca/P Corporate Canonical Program	DESCRIPTION	I GC Adopted Budget Triennium 16-18	K 2016	L 2017	M 2018	N 2016-2018 Revision February 2016	O Special Comments for 2016 or Individual Years	N Comments in GC Adopted Budget
275		Presiding Bishop's Office:							
276	Ca	Governance-Related Costs	153,319	51,106.33	51,106	51,106	153,319		Advisory Council, Chancellor, costs for attending Lambeth, PB transition costs.
277	Ca	Title IV	883,730	292,045	298,155	305,143	895,343		Forecast for 2013-2015 is now higher. Outside legal counsel; internal staff counsel.
278		Total Presiding Bishop's Office	1,037,049	343,151	349,261	356,250	1,048,662		
280		General Convention:							
281a	Ca	Interim Bodies	1,100,000	675,000	500,000	50,000	1,225,000	*No specific dollar amounts have been allocated to the interim bodies. *IB chairs agreed an estimated number of meetings that each would need to do its work. *IB chairs not need to track budgets; Finance and GCO will do that. *Interpretation and translation costs will be charged separately. *Specific dates for the IBs to meet face-to-face. *Total IB spending will be included in the GC line of monthly statements. 2016 now includes \$125K for Commission to Explore Impairment. Funding source is unrestricted cash reserves resulting from funds approved too late in 2015 to be used effectively. Any funds approved and not used in 2016 will not be rolled over beyond 12/31/16.	Includes work previously done by Committees, Commissions, Agencies, Boards and Task Forces. Includes translations.
281b	Ca	Title IV Training	300,000	150,000	125,000	25,000	300,000	Resolution A150 - Amounts to be determined once the Committee assigned to this work determines their timeline/needs.	To provide resource development and training for diocesan representatives on Title IV.
282	Ca	Structural Reform Study	-	-	-	-	-		One-time budget item in 2013-2015 for TREC
283	Ca	Site and Facilities GC	2,218,500	5,000	35,000	2,178,500	2,218,500	2016/2017 - pre-convention site planning. 2018 costs to cover the logistics of convention. Offset by fee income in line 8.	No change in logistics assumed presently. Offset by line 8 fee income \$1.3 mil
284	Ca	Official Youth Presence	125,000	-	-	125,000	125,000	Pre-convention training and expenses fall within the convention year.	Includes pre-Convention training; travel; mentors; 18 youth
285a	Ca	Less Constable Grant Income	-	-	-	-	-		Budgeted programs do not qualify for Constable grants
285b	Ca	GC Children's Program	25,000	-	5,000	20,000	25,000	2017 - cost for Consultant, expenses in 2018 for the program.	GC Mandate that was not budgeted in GC2012. This program facilitates attendance of young families and deputies.
286a	Ca	Digital and Other Publications	75,000	30,000	10,000	35,000	75,000	\$30K available for C&C work from GC2015 was charged against 2016 budget, due to the timing of the work	Updates to C&C; Blue Book; more translation
286b	Ca	Digital/ Other Publications - Translations	-	-	-	-	-	Not budgeted specifically but will be tracked for future reference	
287	Ca	Secretariat	185,000	-	-	185,000	185,000	Pre-convention training and expenses fall within the convention year.	Secretariat volunteer support staff (approx. 35) transportation, lodging; Cognate Chair meetings; training for legislative process;
288a		Total General Convention Costs	4,028,500	860,000	675,000	2,618,500	4,153,500		
290a		Executive Council:							
290b	Ca	EC Other Cost	55,000	18,400	18,300	18,300	55,000		Translation; shipping; equipment; etc.
290c	Ca	General Convention	30,000	-	-	30,000	30,000	Specific jobs not determined until GC year	Includes funding for 10 members to attend GC.
290d	Ca	Executive Council Meeting 1	205,000	68,000	69,000	68,000	205,000		
290e	Ca	Executive Council Meeting 2	215,000	70,000	70,000	75,000	215,000		
290f	Ca	Executive Council Meeting 3	225,000	70,000	75,000	80,000	225,000		
290g	Ca	Executive Council Meeting 4	-	-	-	-	-		
290h	Ca	HOB Special Comm	-	-	-	-	-		
290i	Ca	Exec Council Liaisons to Interim Bodies	75,000	40,000	25,000	10,000	75,000	Three members to ACC Conference in Lusaka, April 2016	\$1,500 per person per meeting; also combines line 290k-l
290j	Ca	Exec Council Administrative	-	-	-	-	-		

DETAIL:GOVERNANCE									
LINE NO.	Co/Ca/P Corporate Canonical Program	DESCRIPTION	I	K	L	M	N	O	N
			GC Adopted Budget Triennium 16-18	2016	2017	2018	2016-2018 Revision February 2016	Special Comments for 2016 or Individual Years	Comments in GC Adopted Budget
290k-1	Ca	Executive Council Committees	274,438	125,000	95,000	84,438	304,438	TBD once Executive Council Committees are known. 2016 now includes \$30K for Diocesan Asking Assessment Review Committee. Funding source is unrestricted cash reserves resulting from funds approved too late in 2015 to be used effectively. Any funds approved and not used in 2016 will not be rolled over beyond 12/31/16.	2013-2015 due to audit additional work
290a		Total Executive Council	1,079,438	391,400	352,300	365,738	1,109,438		
292a	Ca	Support for Provinces I-VIII Coordination	135,000	85,000	45,000	5,000	135,000	As per GC budget	Provinces I-VIII will make decisions about how to share \$80K in 2016, \$40K in 2017, 0 in 2018. Translation \$5K per year. Expectation that better-resourced dioceses will provide additional support for the effectiveness of the Provincial structure.
292b	Ca	Support for Province IX Coordination	50,000	16,666	16,667	16,667	50,000		Increased by \$20K to reflect cross-border travel and administrative costs
293		Support for all Provinces	185,000	101,666	61,667	21,667	185,000		
294		House of Deputies:							
295	Ca	Advisory Council	93,600	31,200	31,200	31,200	93,600		Assumes \$1,500 per person per meeting; two meetings annually; 12 people
296	Ca	Discretionary Fund	3,300	1,100	1,100	1,100	3,300		Charitable contributions
297a	Ca	Communications Consultants	250,000	79,000	84,000	87,000	250,000		Previously included as staff, line 298
297b	Ca	Other Departmental Costs	270,395	90,132	90,132	90,132	270,395		Includes office expenses/ parliamentary training/ travel for HOD President, VP, Exec Asst, Chancellor/ contribution towards PHOD healthcare costs
298	Ca	Staff Costs	303,481	98,840	101,162	103,561	303,563	Reflects 2016 medical cost increase at 9% vs. 8.5% assumed in GC budget	Salary adjustment for Exec Asst and move of some funds to line 297a.
299		Total House of Deputies	920,776	300,272	307,594	312,992	920,858		
300									
301		Office of General Convention:							
302	Ca	Departmental Costs	1,010,700	400,350	416,050	369,300	1,185,700	Includes travel, office expenses; continuing technology upgrades for paperless convention; travel; parochial report mailing cost; registrar of GC costs; Digital editor (independent consultant).	Includes travel, office expenses; continuing technology upgrades for paperless convention; travel; parochial report mailing cost; registrar of GC costs.
303	Ca	Staff Costs	3,253,686	1,044,524	1,075,220	1,164,017	3,283,761	Reflects employee medical election to family coverage; offset by moving budget for independent consultant to line 302	Includes addition of \$175K for Digital editor (independent consultant)
304		Office of General Convention	4,264,386	1,444,874	1,491,270	1,533,317	4,469,461	Increase reflects \$105K medical cost increase. The final budget omitted \$175K because it was a manual input not linked to the existing staff cost files.	
305									
306		Archives:							
307a	Ca	Digital Archives/Electronic Records	375,000	125,000	125,000	125,000	375,000		To continue project of E-Records archiving begun at 2/2014 Council meeting; reflects \$40K not expected to be spent in 2013-2015
308a	Ca	Rent and storage	210,000	70,000	70,000	70,000	210,000		Known increases for off-site storage; seminary rent not yet negotiated
308b	Ca	Other costs	308,811	102,937	102,937	102,937	308,811		Includes acquisition, preservation, supplies, records, shipping and freight
309	Ca	Staff costs	2,338,995	748,518	771,073	797,870	2,317,461		
311		Archives	3,232,806	1,046,455	1,069,010	1,095,807	3,211,272		
312									

DETAIL:GOVERNANCE									
LINE NO.	Co/Ca/P Corporate Canonical Program	DESCRIPTION	I GC Adopted Budget Triennium 16-18	K 2016	L 2017	M 2018	N 2016-2018 Revision February 2016	O Special Comments for 2016 or Individual Years	N Comments in GC Adopted Budget
313a		General Board of Exam. Chaplains:							In last five years, 96 dioceses have utilized General Ordination Exams; 192 seminarians among 70 dioceses took the 2015 exams.
313b	Ca	GBEC Income	(561,729)	(127,500)	(127,500)	(127,500)	(382,500)	170 candidates annually at \$750 each	User fees assumed to cover all costs.
313c	Ca	GBEC Non-staff	339,550	52,000	53,000	54,000	159,000	Meetings @\$1,006 per person	Examinations and office costs.
313d	Ca	GBEC Staff costs	222,179	72,241	74,067	75,962	222,270		Part-time work of director and assistant
313e		GBEC Total	-	(3,259)	(433)	2,462	(1,230)		
317		Total Governance Expenses	14,747,955	4,484,560	4,305,669	6,306,733	15,096,962		

2016-2018 TRIENNIUM
 DETAIL: ADMINISTRATION

LINE NO.	Co/Ca/P Corporate Canonical Program	DESCRIPTION	I GC Adopted Budget Triennium 16-18	K 2016	L 2017	M 2018	N 2016-2018 Revision February 2016	O Special Comments for 2016 or Individual Years	P Comments in GC Adopted Budget
320		Chief Operating Officer							Assisting the Presiding Bishop's role as Chief Executive Officer, the Chief Operating Officer oversees the staff of the Episcopal Church Center and coordinates the work of mission programs, communications, finance, and administration. The Chief Operating Officer works under the direction of the Presiding Bishop.
321	Co	Staff anti-racism training	-						Included in line 322
322	Co	Other departmental costs	125,000	41,667	41,667	41,667	125,000		Includes travel, office expenses, employee wellness events. In 2013-2015 increase reflects requests from EC to study location/relocation of the Church Center; response to GC resolution.
323	Co	Staff costs	2,163,345	677,158	695,277	714,151	2,086,586	One support staff was moved to PB Office	Chief of Operations for Haiti added; previously funded by Episcopal Relief & Development
324		Total Chief Operating Officer	2,288,345	718,825	736,944	755,817	2,211,586		
326		Finance:							
327	Co	Controller's Office Department Costs	760,000	253,333	253,333	253,333	760,000		Higher audit costs + inflation; reflects temporary staff due to key employee vacancies during 2013
328	Co	Treasurer's Office Department Costs	1,172,000	390,667	390,667	390,667	1,172,000		Higher D&O insurance costs + inflation
329	Co	Debt Service Principal & Interest	7,005,000	2,382,000	2,335,000	2,288,000	7,005,000		Includes Principal = \$4,440,000; remainder is interest. Decline due to debt reduction and renegotiation of interest rates.
330	Co	Controller's Office Staff Costs	3,031,035	980,111	1,010,676	1,042,790	3,033,577		Decline in 2013-2015 due to vacancies in key positions including Controller, Asst. Controller.
331	Co	Treasurer's Office Staff Costs	3,381,319	1,098,185	1,126,678	1,158,425	3,383,289		All staff costs include annual increases of 2% in each year and an estimated 8.5% increase in annual health insurance premiums.
332	Co	Treas. Recovery from Unrestricted	(293,000)	(95,500)	(97,500)	(100,000)	(293,000)		Accounting work for investment portfolio recovered from trust funds
334		Total Finance	15,056,354	5,008,797	5,018,854	5,033,215	15,060,866		
336		Human Resources:							
337	Co	Retiree Medical Costs	1,800,000	600,000	600,000	600,000	1,800,000		Covers medicare supplement for all lay retirees and clergy with less than 20-years of service. Our experience in the past decade reveals "actuarial gains" from the death of retired missionaries and employees more than offset by the increasing cost of health care, nursing care, and premium costs. We believe this will remain the case in the next triennium.
338	Co	Departmental Costs	823,000	274,333.33	274,333	274,333	823,000		Departmental costs include both compulsory (the cost of doing business such as Workers Compensation and Unemployment Insurance) and discretionary expenses (employee development program, management training, and wellness initiatives). We are expecting increases in Workers comp costs (+\$30,000 for the triennium) and are requesting restoring the portion of the employee training and continuing education budget from \$12,000 to \$24,000 per year (or +\$36,000 for the triennium). Software enhancements to UltiPro and UltiRecruit (attendance tracker for use by managers & supervisors).
339	Co	Staff Costs	1,313,154	439,008	450,767	463,017	1,352,792		All staff costs include annual increases of 2% in each year and an estimated 8.5% increase in annual health insurance premiums.
340		Total Human Resources	3,936,154	1,313,341	1,325,100	1,337,351	3,975,792		

DETAIL: ADMINISTRATION

LINE NO.	Co/Ca/P Corporate Canonical Program	DESCRIPTION	I GC Adopted Budget Triennium 16-18	K 2016	L 2017	M 2018	N 2016-2018 Revision February 2016	O Special Comments for 2016 or Individual Years	P Comments in GC Adopted Budget
343	Co	Departmental Costs	200,000	66,667	66,667	66,667	200,000		Outside counsel; travel; etc.
344	Co	Legal Exp Churchwide Conflict Res.	2,500,000	833,333	833,333	833,333	2,500,000		Defense of property; trademarks; etc. Reduced expenses for property litigation as breakaway group activity lessens.
345	Co	Staff Costs	864,977	281,116	288,356	295,881	865,353		All staff costs include annual increases of 2% in each year and an estimated 8.5% increase in annual health insurance premiums.
346		Total Legal	3,564,977	1,181,116	1,188,356	1,195,881	3,565,353		
348		Information Technology:							
349i	Co	Total Departmental costs	1,069,000	356,333	356,333	356,333	1,069,000		Extensive new technology investigation, support for churchwide-purchasing programs; infrastructure support based on previous accruals; overdue maintenance/upgrade on power supplies for all network infrastructure, upgrade to latest Windows environment, Office 365 Cloud services. Could enable revenue generation if funds for marketing are available in the future.
350	Co	Staff costs	2,230,584	722,397	743,721	766,061	2,232,179		
351		Total Information Technology	3,299,584	1,078,730	1,100,055	1,122,395	3,301,179		
353		Facilities Management							Facilities Management includes some items related to the maintenance of the Episcopal Church Center, as well as operational costs of the churchwide staff including the mailroom, leasing costs for office equipment, office supplies, and corporate printing. The largest elements of this budget are for utilities, building management and engineering, and cleaning and security services.
354	Co	Building Service and Maintenance	5,502,985	1,834,328	1,834,328	1,834,328	5,502,985		This is a gross number; some reimbursements appear in line 15.
355	Co	Mail Center	283,085	94,362	94,362	94,362	283,085		
356	Co	Purchasing	295,708	98,569	98,569	98,569	295,708		Renegotiated copier contracts have saved approx. \$50K annually. Some costs have been assigned to individual departments.
357	Co	Staff Costs	1,049,261	338,358	349,910	362,105	1,050,373		All staff costs include annual increases of 2% in each year and an estimated 8.5% increase in annual health insurance premiums.
358		Total Facilities Management	7,131,038	2,365,617	2,377,169	2,389,364	7,132,150		
360		Total Administrative Expenses	35,276,451	11,666,425	11,746,479	11,834,023	35,246,927		