

	<i>The 2018 budget assumes a COLA of 3.0% for salaries, 8% for medical insurance increase, and 3.0% for dental insurance increase.</i>	2017 Convention Budget	2018 Salaries & Benefits	2018 Fixed Expenses	2018 Discretionary Expenses	2018 Total Budget
	REVENUES					
1	Assessment revenue	3,250,000				3,330,000
2	Endowment income	405,000				341,053
3	Christy Fund (Bishop's Discretionary)	115,000				115,000
4	Fee income--endowment & benefits adm	203,000				203,000
5	Fee income--planned giving administrati	61,000				58,000
6	Fee income--payroll services	47,000				47,000
7	Event fees--youth & young adult	4,000				4,000
8	Interest income	10,000				10,000
9	Total Revenues	4,095,000				4,108,053
	EXPENDITURES					
	Episcopate					
10	Bishop's compensation	183,485	196,315	-	-	196,315
11	Bishop's benefits	58,599	72,286	-	-	72,286
12	Substitute bishop expense for bishop's sa	20,000	-	-	-	-
13	Commission on Ministry	16,000	-	-	16,000	16,000
14	School for Deacons	35,000	-	-	35,000	35,000
15	Archdeacon expense	17,000	-	-	17,000	17,000
16	Ordination process support	2,600	-	-	2,600	2,600
17	Deanery program	15,000	-	-	15,000	15,000
18	Ecumenical & Interreligious Affairs	4,000	-	-	4,000	4,000
19	East Bay diocesan presence	4,000	-	-	4,000	4,000
20	Bishop's residence-maintenance	30,000	-	30,000	-	30,000
21	Diocesan evaluation accrual	5,000	-	-	5,000	5,000
22	Clergy Conference	10,000	-	-	10,000	10,000
23	Executive Council	10,000	-	-	10,000	10,000
24	Bishop IX election fund	15,000	-	15,000	-	15,000
25	Travel--General Convention	20,000	-	25,000	-	25,000
26	Travel--Lambeth	2,000	-	2,000	-	2,000
27	Travel-Provincial Convention Triennial	3,500	-	-	3,500	3,500
28	Standing Committee	4,000	-	-	4,000	4,000
29	Travel--House of Bishops	4,000	-	4,000	-	4,000
30	Bishop's travel & entertainment	15,000	-	-	15,000	15,000
31	Bishop's hospitality	20,000	-	-	20,000	20,000
32	Total Episcopate	494,184	268,601	76,000	161,100	505,701

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33	Canon to the Ordinary's Office/Congregational Ministry					
34	Canon to the Ordinary's salary	106,898	109,784	-	-	109,784
35	Canon to the Ordinary's benefits	42,540	45,224	-	-	45,224
36	Associate for Congregational Ministries	77,688	90,364	-	-	90,364
37	Associate's benefits	47,714	50,551	-	-	50,551
38	Vocations coordinator	28,000	28,000	-	-	28,000
39	Archivist	6,000	6,000	-	-	6,000
40	Archivist benefits	500	500	-	-	500
41	Direct subsidies to missions	320,000	-	-	320,000	320,000
42	Hearst Avenue	12,500	-	-	12,500	12,500
43	Fresh Start	5,000	-	-	5,000	5,000
44	Living Stones Partnership	5,000	-	-	5,000	5,000
45	Vicars' retreat & training	4,000	-	-	4,000	4,000
46	Congregational Development	25,000	-	-	25,000	25,000
47	Clergy wellness	2,000	-	-	2,000	2,000
48	Ministry evaluation	2,500	-	-	2,500	2,500
49	Anti-racism training	8,000	-	-	9,000	9,000
50	Travel & entertainment	7,000	-	-	7,000	7,000
51	Total Canon to the Ordinary's Office/Co	700,340	330,423	-	392,000	722,423
	Discipleship Ministries					
52	Faith Formation Minister's compensation	99,442	94,760			94,760
53	MDM benefits	51,630	39,696			39,696
54	Discipleship ministries/YAYA associate	66,950	68,758			68,758
55	Discipleship associate benefits	25,553	23,874			23,874
56	Equipping the Beloved Community event	10,000			10,000	10,000
57	Christian formation/Diocese-wide training	10,000			10,000	10,000
58	Stewardship and ministry development	5,000			5,000	5,000
59	Resource Center	3,000			3,000	3,000
60	Education for Ministry (EFM)	2,000			2,000	2,000
61	Adult curriculum development	4,000			4,000	4,000
62	Specialized lay training scholarships	8,000			8,000	8,000
63	"Happening"	2,500			2,500	2,500
64	Diocesan youth events	10,000			10,000	10,000
65	Diocesan young adult outreach	5,000			5,000	5,000
66	Youth communications/curriculum	4,000			4,000	4,000
67	Youth/ Young adult retreats	4,000			4,000	4,000
68	Mission trips and pilgrimages	4,000			4,000	4,000
69	Campus ministries	83,000			83,000	83,000
70	Camp ministries	48,000			48,000	48,000
71	California Pacific Camp - St. Dorothy's	3,000			3,000	3,000
72	Intentional Communities - Interns	40,000			40,000	40,000
73	Travel & entertainment Ministry Development	6,000			6,000	6,000
74	Travel & entertainment Youth Minister	5,000			5,000	5,000
75	Total Discipleship Ministries	500,074	227,089	-	256,500	483,589

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	Communications					
76	Communications Minister	77,688	87,550			87,550
77	Benefits	28,937	29,857			29,857
78	Convention & Journal	25,000		25,000		25,000
79	Communications program expense	20,000			20,000	20,000
80	Communications expense	10,000			10,000	10,000
81	Travel & entertainment	3,000			3,000	3,000
82	Total Communications	164,625	117,407	25,000	33,000	175,407
	National Church Support					-
83	Episcopal Church Apportionment	667,926		534,833		534,833
84	Provincial Assessment	21,000		21,000		21,000
85	Total National Church Support	688,926	-	555,833	-	555,833
	Multicultural Commissions					
86	Afro-Anglican Commission	6,500			6,500	6,500
87	Asian Commission	10,000			10,000	10,000
88	Latino Ministry	5,000			5,000	5,000
89	Total Multicultural Commissions	21,500	-	-	21,500	21,500
	Justice, Peace, & Integrity of Creation					
90	Oasis	3,000			3,000	3,000
91	Peace, Justice, & Hunger Commission	4,000			4,000	4,000
92	Episcopal Chaplaincy-Stanford Hosp.	3,000			3,000	3,000
93	Disaster Ministries	-			1,000	1,000
94	Police Chaplaincy-Marin	2,500			2,500	2,500
95	Sojourn Chaplaincy at SF General	20,000			20,000	20,000
96	Commission for the Environment	2,000			500	500
97	Global Companions Commission	2,500			2,500	2,500
98	Women's Ministries	3,000			3,000	3,000
99	Total Justice, Peace, & Integrity of Creat	40,000	-	-	39,500	39,500
	Planned Giving/Development					
100	Director of development	-				
101	Benefits for director of development	-				
102	Gift planning officer	89,081	91,487			91,487
103	Benefits for gift planning officer	34,776	39,081			39,081
104	Prog. Expenses--development	42,500			42,500	42,500
105	Prog. Expenses-planned giving	15,000			15,000	15,000
106	Travel & entertainment	26,000			26,000	26,000
107	Total Planned Giving/Development	207,357	130,567	-	83,500	214,067

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	Treasurer's Office					
108	CFO compensation	114,247	117,332			117,332
109	CFO benefits	43,328	45,172			45,172
110	CFO emeritus	16,280	16,719			16,719
111	Independent audit of diocese	57,500		57,500		57,500
112	Bank & payroll fees	66,000		82,000		82,000
113	Miscellaneous	5,000			-	-
114	Outside services	23,000		23,000		23,000
115	Travel & entertainment	8,000			8,000	8,000
116	Total Treasurer's Office	333,355	179,222	162,500	8,000	349,722
	Administration					
117	Admin staff salaries	359,386	376,373	-	-	376,373
118	Admin staff benefits	179,584	181,088	-	-	181,088
119	Medical premiums retired clergy	25,000	25,000	-	-	25,000
120	Diocesan House maintenance	32,000	-	32,000	-	32,000
121	Chancellor's retainer	92,700	-	92,700	-	92,700
122	Computer equipment	6,000	-	-	6,000	6,000
123	IT support	65,000	-	65,000	-	65,000
124	Computer software & subscriptions	25,000	-	-	25,000	25,000
125	Property & liability insurance	66,000	-	70,000	-	70,000
126	Interest expense	-	-	-	-	-
127	Postage & delivery	15,000	-	15,000	-	15,000
128	Printing & reproduction	5,000	-	5,000	-	5,000
129	Real Estate Expense-Brentwood	16,000	-	16,000	-	16,000
130	Office supplies	14,000	-	14,000	-	14,000
131	Telephone	14,000	-	14,000	-	14,000
132	Utilities	18,000	-	18,000	-	18,000
133	Depreciation expense	-	-	80,000	-	80,000
134	Total Administration	932,670	582,461	421,700	31,000	1,035,162
135	Total Expenditures	4,083,031	1,835,771	1,241,033	1,026,100	4,102,904
136	Surplus (Deficit)	11,969				5,148