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	REVENUES					
1	Assessment revenue	3,480,000				3,530,000
2	Gift income for current operations					
3	Endowment income	380,000				380,000
4	Christy Fund (Bishop's Discretionary)	95,000				125,000
5	Fee income--endowment & benefits admin	209,090				209,090
6	Fee income--planned giving administration	57,000				57,000
7	Fee income--payroll services	65,000				75,000
8	Event fees--youth & young adult	4,000				4,000
9	Interest income	10,000				8,000
10	Total Revenues	4,300,090				4,388,090
	EXPENDITURES					
	Episcopate					
11	Bishop's compensation	196,661	203,544			203,544
12	Bishop's benefits	73,847	73,647			73,647
13	Substitute bishop expense for bishop's sabb	-				
14	Commission on Ministry	16,000			16,000	16,000
15	School for Deacons	35,000			35,000	35,000
16	Archdeacon expense	17,000			17,000	17,000
17	Ordination process support	4,000			4,000	4,000
18	Deanery program	15,000			15,000	15,000
19	Ecumenical & Interreligious Affairs	4,000			4,000	4,000
20	East Bay diocesan presence	4,000			-	-
21	Bishop's residence-maintenance	30,000		30,000		30,000
22	Diocesan evaluation accrual	5,000			-	-
23	Clergy Conference	15,000			15,000	15,000
24	Executive Council	10,000			10,000	10,000
25	Bishop IX election fund	15,000		10,000		10,000
26	Travel--General Convention	25,000		30,000		30,000
27	Travel--Lambeth	2,000		2,000		2,000
28	Travel-Provincial Convention Triennial	3,500			-	-
29	Standing Committee	4,000			4,000	4,000
30	Travel--House of Bishops	4,000		4,000		4,000
31	Bishop's travel & entertainment	15,000			15,000	15,000
32	Bishop's hospitality	20,000			30,000	30,000
33	Total Episcopate	514,008	277,191	76,000	165,000	518,191

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	Canon to the Ordinary's Office/Congregational Ministry					
34	Canon to the Ordinary's salary	122,083	140,000			140,000
35	Canon to the Ordinary's benefits	40,190	41,378			41,378
36	Director of Mission Development	94,344	97,646			97,646
37	Director's benefits	57,880	54,357			54,357
38	Assoc for Cong Ministry (Vocations)	28,000	35,000			35,000
39	Archivist	6,500	6,500			6,500
40	Direct subsidies to missions	320,000			320,000	320,000
41	Fresh Start	5,000			5,000	5,000
42	Living Stones Partnership	5,000			5,000	5,000
43	Vicars' retreat & training	4,000			4,000	4,000
44	Congregational development	25,000			25,000	25,000
45	Clergy wellness	2,000			2,000	2,000
46	Ministry evaluation	2,500			2,500	2,500
47	Anti-racism training	9,000			9,000	9,000
48	Travel & entertainment	12,000			12,000	12,000
49	Total Canon to the Ordinary's Office/Congr	733,497	374,881	-	384,500	759,381

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	Faith Formation Group					
50	Faith Formation Group Head compensation	98,934	102,396			102,396
51	FFGH benefits	43,468	41,010			41,010
52	Beloved Community training events	11,000			11,000	11,000
53	Christian formation/Diocese-wide training	10,000			10,000	10,000
54	Stewardship and ministry development	5,000			5,000	5,000
55	Episcopal Resource Center	3,000			3,000	3,000
56	Education for Ministry (EFM)	2,000			3,000	3,000
57	Adult curriculum development	4,000			4,000	4,000
58	Diocesan young adult outreach	25,000			27,000	27,000
59	Specialized lay training scholarships	8,000			7,000	7,000
60	Travel & entertainment Ministry Development	3,000			3,000	3,000
61		213,402	143,406	-	73,000	216,406
62	Youth & Family Ministry					
63	Youth and Family associate	71,786	74,298			74,298
64	Discipleship associate benefits	27,038	28,201			28,201
65	"Happening"	2,500			-	-
66	Diocesan youth events	10,000			14,500	14,500
67	Youth communications/curriculum	4,000			4,000	4,000
68	Youth/Young adult retreats	4,000			-	-
69	Mission trips and pilgrimages	4,000			4,000	4,000
70	Travel & entertainment Youth Minister	3,000			3,000	3,000
71		126,324	102,500	-	25,500	128,000
	Camps & campus ministry					
72	Campus ministries	83,000			83,000	83,000
73	Camp ministries	48,000			48,000	48,000
74	California Pacific Camp - St. Dorothy's	3,000			3,000	3,000
75	Intentional Communities - Interns	-				
76		134,000	-	-	134,000	134,000
77	Total Discipleship Ministries	473,726	245,906	-	232,500	478,406

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	Communications					
78	Communications Minister	91,406	94,605			94,605
79	Benefits	28,156	29,409			29,409
80	Diocesan Convention	29,000		29,000		29,000
81	Communications program expense	15,000			15,000	15,000
82	Website and other technology expense	15,000			15,000	15,000
83	Travel & entertainment	5,000			5,000	5,000
84	Total Communications	183,562	124,014	29,000	35,000	188,014
	National Church Support					
85	Episcopal Church Apportionment	580,000		590,000		590,000
86	Provincial Assessment	12,000		12,000		12,000
87	Total National Church Support	592,000	-	602,000	-	602,000
	Multicultural Commissions					
88	Afro-Anglican Commission	6,500			6,500	6,500
89	Asian Commission	10,000			10,000	10,000
90	Latino Ministry	5,000			5,000	5,000
91	Total Multicultural Commissions	21,500	-	-	21,500	21,500
	Justice, Peace, & Integrity of Creation					
92	Oasis	3,000			1,000	1,000
93	Peace, Justice, & Hunger Commission	4,000			4,000	4,000
94	Episcopal Chaplaincy-Stanford Hosp.	3,000			-	-
95	Disaster Ministries	1,000			1,000	1,000
96	Police Chaplaincy-Marin	2,500			2,500	2,500
97	Sojourn Chaplaincy at SF General	20,000			20,000	20,000
98	Commission on Creation Care	1,000			2,000	2,000
99	Global Companions Commission	2,500			2,500	2,500
100	Women's Ministries	3,000			3,000	3,000
101	Total Justice, Peace, & Integrity of Creation	40,000	-	-	36,000	36,000

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	Planned Giving/Development					
102	Director of development	-				-
103	Benefits for director of development	-				-
104	Gift planning officer	95,711	104,061			104,061
105	Benefits for gift planning officer	42,722	43,140			43,140
106	Prog. Expenses--development	42,500			17,500	17,500
107	Prog. Expenses-planned giving	15,000			10,000	10,000
108	Travel & entertainment	8,000			8,000	8,000
109	Total Planned Giving/Development	203,933	147,201	-	35,500	182,701
	Treasurer's Office					
110	CFO compensation	122,499	126,787			126,787
111	CFO benefits	48,677	47,123			47,123
112	CFO emeritus	17,455	18,066			18,066
113	Independent audit of diocese	60,000		67,000		67,000
114	Bank & payroll fees	115,000		122,000		122,000
115	Miscellaneous	-		-		-
116	Outside services	23,000		23,000		23,000
117	Travel & entertainment	5,000			5,000	5,000
118	Total Treasurer's Office	391,631	191,976	212,000	5,000	408,976

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	Administration					
119	Admin staff salaries	449,707	479,852			479,852
120	Admin staff benefits	201,081	197,530			197,530
121	Medical premiums retired clergy	25,000		25,000		25,000
122	Diocesan House maintenance	32,000		32,000		32,000
123	Chancellor's retainer	92,700		92,700		92,700
124	Computer equipment	4,000		4,000		4,000
125	IT support	68,500		68,500		68,500
126	Computer software & subscriptions	20,000		20,000		20,000
127	Property & liability insurance	85,000		85,000		85,000
128	Interest expense	-		-		-
129	Postage & delivery	14,000		12,000		12,000
130	Printing & reproduction	5,000		5,000		5,000
131	Hearst Avenue	15,000		15,000		15,000
132	Real Estate Expense-Brentwood	16,500		16,500		16,500
133	Office supplies	13,000		14,000		14,000
134	Telephone	14,000		14,000		14,000
135	Utilities	20,000		20,000		20,000
136	Depreciation expense	80,000		80,000		80,000
137	Total Administration	1,155,488	677,382	503,700	-	1,181,082
138	Total Expenditures	4,309,345	2,038,552	1,422,700	915,000	4,376,252
139	Surplus (Deficit)	(9,255)				11,838