

	Approved		PBC Draft 2025
	2024 2.90%	YTD 9/30/2024	3.2%
Sources of Funds for Ministry			
Assessments	\$ 3,600,000	\$ 2,783,553	\$ 3,870,000
Less: Reserve	\$ (45,000)	\$ (45,000)	\$ (45,000)
	\$ 3,555,000	\$ 2,738,553	\$ 3,825,000
Endowment & Fees			
Endowment	\$ 354,000	\$ 235,998	\$ 550,000
Expanding Horizons Canon/Deans	\$ 168,000	\$ 29,138	\$ 93,000
Expanding Horizons Bishop CoAdj overlap	\$ 140,000	\$ 140,000	\$ -
Bishop's Discretionary - Christy Fund	\$ 125,000	\$ 83,333	\$ 125,000
Fees-Planned giving & Endowment/Payroll & Benefits	\$ 397,000	\$ 329,888	\$ 450,000
	\$ 1,184,000	\$ 818,357	\$ 1,218,000
Interest Income	\$ 2,000	\$ 26,614	\$ 40,000
Total Sources of Funds for Ministry	\$ 4,741,000	\$ 3,583,524	\$ 5,083,000
Funds Used for Ministry			
Episcopate Ministry			
Salary and Benefits	\$ 501,047	\$ 440,906	\$ 553,794
Expanding Horizons Bishop CoAdj overlap	\$ 140,000	\$ 140,000	\$ -
Archdeacon Ministry	\$ 17,000	\$ 14,719	\$ 30,000
School for Deacons	\$ 35,000	\$ 28,340	\$ 35,000
Commission on Ministry	\$ 16,000	\$ 12,113	\$ 16,000
Executive Council	\$ 17,000	\$ 9,186	\$ 10,000
Deaneries & Regional Deans	\$ 33,000	\$ 11,250	\$ 33,000
Clergy Conference	\$ 9,000	\$ 4,800	\$ 9,000
Standing Committee	\$ 4,000	\$ -	\$ 4,000
Ordination Process Support	\$ 4,000	\$ 4,180	\$ 4,000
Ecumenical & Interreligious Affairs	\$ 4,000	\$ -	\$ 4,000
Accruals for Future Ministries/Events			
Bishop election fund	\$ 10,290	\$ 7,718	\$ 15,000
Travel--General Convention	\$ 25,725	\$ 19,294	\$ 28,000
Travel--Lambeth	\$ 2,058	\$ 1,544	\$ 3,000
Bishop's Travel & Entertainment	\$ 16,000	\$ 58,466	\$ 25,000
Travel--House of Bishops	\$ 4,116	\$ 4,351	\$ 5,500
Diocesan Events & Hospitality	\$ 20,000	\$ 15,413	\$ 30,000
Strategic Visioning Consultant			\$ 40,000
Episcopal Residence R&M	\$ 34,000	\$ 18,909	\$ 35,000
Total Episcopate Ministry	\$ 892,236	\$ 791,189	\$ 880,294
Congregational Ministry			
Salary and Benefits	\$ 339,545	\$ 230,558	\$ 454,900
Mission Support	\$ 320,000	\$ 256,197	\$ 395,000
Program Support	\$ 22,000	\$ 5,723	\$ 22,000
Travel	\$ 4,000	\$ 1,671	\$ 3,000
Total Congregational Ministry	\$ 685,545	\$ 494,149	\$ 874,900
Racial Social Environmental Justice			
Salary and Benefits	\$ 150,000	\$ 27,209	\$ 159,231
Program Support	\$ -	\$ 1,929	\$ 4,000
Travel	\$ -		\$ 4,750
Multicultural Commissions Ministry			
Afro-Anglican Commission	\$ 6,500	\$ 3,584	\$ 6,500
Asian Commission	\$ 10,000	\$ 9,500	\$ 10,000
Latino Ministry	\$ 5,000	\$ 4,700	\$ 5,000
Indigenous Ministries	\$ 2,000	\$ -	\$ 2,000
Justice, Peace, and Integrity of Creation Ministry			
Peace, Justice, & Hunger Commission	\$ 1,000	\$ -	\$ 1,000
Disaster Ministries	\$ 1,000		\$ 1,000
Police Chaplaincy-Marin	\$ 2,500	\$ 2,500	\$ 2,500
Sojourn Chaplaincy at SF General	\$ 20,000	\$ 20,000	\$ 20,000
Global Companions Commission	\$ 2,500	\$ 500	\$ 2,500
Total Racial Social Environmental Justice Ministry	\$ 200,500	\$ 69,922	\$ 218,481
Life Long Faith Formation			
Salary and Benefits	\$ 278,872	\$ 208,104	\$ 295,568
Program Support			
Youth	\$ 46,000	\$ 10,583	\$ 46,000
Other Faith Formation	\$ 35,700	\$ 18,752	\$ 35,700
Travel	\$ 6,000	\$ 769	\$ 6,000
Total Life Long Faith Formation	\$ 366,572	\$ 238,208	\$ 383,268

Camps and Campus Ministry

Program Support			
Stipend - Campus Chaplains	\$ 83,000	\$ 62,250	\$ 83,000
Camp Ministry	\$ 48,000	\$ 48,000	\$ 48,000
St Dorothy Rest Camp Support	\$ 3,000	\$ 3,000	\$ 3,000
Total Camp and Campus Ministry	\$ 134,000	\$ 113,250	\$ 134,000

Communications Ministry

Salary and Benefits	\$ 252,289	\$ 202,042	\$ 280,914
Program Support			
Diocesan Convention	\$ 32,000	\$ -	\$ 35,000
Translation			\$ 25,000
Communications program expense	\$ 26,000	\$ 12,302	\$ 28,000
Travel	\$ 12,000	\$ -	\$ 12,000
Total Communications Ministry	\$ 322,289	\$ 214,344	\$ 380,914

Support to the Wider Church

The Episcopal Church	\$ 610,000	\$ 398,770	\$ 570,577
Province VIII	\$ 12,000	\$ 12,000	\$ 12,000
Total Support to the Wider Church	\$ 622,000	\$ 410,770	\$ 582,577

Planned Giving and Stewardship Ministries

Salary and Benefits	\$ 226,520	\$ 166,074	\$ 239,122
Program Support			
Stewardship and ministry development	\$ 17,760	\$ 11,945	\$ 14,210
Donor Events			\$ 20,000
Travel - Conferences	\$ 3,000	\$ 4,150	\$ 6,000
Total Giving and Stewardship Ministries	\$ 247,280	\$ 182,169	\$ 279,332

Finance Office Ministry

Salary and Benefits	\$ 550,457	\$ 419,942	\$ 596,463
Program Support			
Financial Statement Audit	\$ 40,000	\$ 30,000	\$ 45,000
Bank & Payroll Fees	\$ 145,000	\$ 117,488	\$ 162,000
Continuing Ed & License	\$ 5,000	\$ 1,957	\$ 5,000
Travel	\$ 12,000	\$ 457	\$ 12,000
Total Finance Office Ministry	\$ 752,457	\$ 569,844	\$ 820,463

Administrative Ministry

Salary and Benefits	\$ 5,167	\$ 4,562	\$ 5,167
Program Support			
Medical premiums retired clergy & lay	\$ 20,000	\$ 11,279	\$ 18,000
Diocesan House maintenance	\$ 35,000	\$ 31,808	\$ 40,000
Chancellor's retainer & other legal	\$ 112,000	\$ 96,853	\$ 112,000
IT Support & Software	\$ 129,000	\$ 70,355	\$ 137,000
Property & liability insurance	\$ 110,000	\$ 66,106	\$ 115,000
Outside services	\$ 20,000	\$ 4,418	\$ 20,000
Hearst Avenue Good Shepherd Berkeley	\$ 15,000		\$ 10,000
Real Estate Expense-Brentwood Vacant Land Farm Min	\$ 17,000	\$ -	\$ 18,000
Office	\$ 27,000	\$ 13,766	\$ 25,000
Utilities	\$ 24,000	\$ 10,325	\$ 24,000
	\$ 514,167	\$ 309,472	\$ 524,167

Total Funds Used for Ministry

	\$ 4,737,046	\$ 3,393,317	\$ 5,078,396
	\$ 3,954	\$ 190,207	\$ 4,604