

		2020	2021	2022	2023	
Expense		Actual	Actual	Appoved Budget	Proposed Budget	
Staff Compensation						
	Staff Salary	1,218,897	1,111,917	1,189,705	1,301,304	111,599
	Taxes & Pension	207,715	186,341	199,603	227,808	28,206
	Insurance Benefits	410,780	336,854	381,428	417,444	36,016
	Payroll Processing	2,042	3,235	2,700	4,000	1,300
	Staff Salary Adjustments			-		-
	Professional Development	15,775	8,182	18,000	18,000	-
	Resources	3,526	1,677	2,400	2,500	100
	Travel & Hospitality	22,406	14,935	33,000	33,000	-
	Auto Maintenance - Bishop	3,345	4,742	4,000	5,000	1,000
	Cellular Phones	5,467	7,852	9,520	9,520	-
	Total Staff Compensation	1,889,953	1,675,735	1,840,356	2,018,576	178,221
Operational						
	Annual audit	23,000	25,000	25,000	25,000	-
	Property Insurance	40,364	43,095	43,000	45,000	2,000
	Bank Fees	1,958	4,143	3,500	4,000	500
	Accounting Software/Database Renewals	8,189	18,157	13,000	14,000	1,000
	IT Network Maintenance and Support	30,673	29,530	33,000	33,000	-
	Website/System Licenses/Hardware	16,515	19,775	16,100	18,000	1,900
	Miscellaneous/Moving	34,319	(36,477)			-
	Compensation Study			9,000		(9,000)
	Legal	179,100	168,500	168,000	168,000	-
	Total Operational	334,118	271,724	310,600	307,000	(3,600)
Property						
	Facility Utilities	22,002	24,426	21,000	22,000	1,000
	Supplies/Postage	12,954	10,249	12,000	12,000	-
	Janitorial Service	7,801	6,204	8,000	9,000	1,000
	Equipment Rental & Maint	28,580	29,935	30,000	16,000	(14,000)
	Facility Repair & Maint	22,865	45,527	13,000	13,000	-
	Other Property Maint	19,289	11,174	5,000	5,000	-
	Environmental/Building Improvements	39,247	10,599	17,000	7,000	(10,000)
	Total Property	152,738	138,114	106,000	84,000	(22,000)

Episcopate							
	Bishop Retreat		-	432	2,000	3,000	1,000
	Bishop's Ministry Initiative & Development Fund	26,912	19,433	25,000	25,000		-
	Chrism Mass		-	41	3,000	1,500	(1,500)
Total Episcopate		26,912	19,906	30,000	29,500		(500)
Governance							
	Diocesan Convention	(10,557)	17,050	20,000	25,000		5,000
	General Convention		-	5,000	-	12,500	12,500
	Lambeth Conference - Anglican Communion	17,500	17,500	-	2,000		2,000
	Regional Missioners Meetings	706		-		1,000	1,000
	Standing Committee Meetings	4,132	6,863	6,000	6,000		-
	Commission on Ministry	316	700	1,500	500		(1,000)
Total Governance		12,097	47,113	27,500	47,000		19,500
Empowering Leaders							
	Clergy Conference	3,239	764	37,000	40,000		3,000
	New Clergy Orientation				3,000		
	Catalyst: New Clergy Meetings	4,351	1,307	1,500	1,500		-
	Retiree Medical/Pension	(9,227)	23,567	-	-		-
	Retired Clergy	260	664	500	500		-
	Diaconal Support and Formation		-	2,500	2,500		-
	Diocesan Leadership Development	1,179	2,012				-
	Eucharistic Visitor Training			250	250		-
	Education for Ministry Program	3,950	2,750	3,000	3,000		-
	Spiritual Directors Colorado	2,000	2,000	2,000	1,000		(1,000)
	Canvass Training			1,000	1,000		-
	Honorariums			900	1,500		600
	Vestry Development Retreats			3,000	3,000		-
	Iona Collaborative			7,500	7,500		-
	In person Workshops			1,500	1,500		-
	Anglican Studies Program	7,740	7,740	12,000	12,000		-
	Baptismal Realities Formation		3,438	10,000	6,000		(4,000)
	Lay Pastoral Leader Retreat			1,500			(1,500)
	Online Learning Platform	3,063	8,313	6,000	6,000		-
Ordination Process							
	Retreats	7,449	7,432	11,500	15,000		3,500
	Background Checks & Administration Fees	1,041	533	500	1,000		500
	Kaleidoscope Training				12,000		12,000
	General Ordination Exams		750	750	750		-
	Ordination Service		845	2,000	2,000		-
Total Empowering		25,045	62,115	104,900	121,000		16,100

Equipping Congregations						
Stewardship						
	The Episcopal Network for Stewardship Membership	3,000	1,250	3,000	3,000	-
	Financial Stewardship	5,432				
Youth and Children						
	Youth Retreats	17,015	12,940	50,000	40,000	(10,000)
	Summer Camps	1,460	33,110	35,000	20,000	(15,000)
	Children's Ministry Leadership Training			6,000	3,000	(3,000)
Young Adult						
	Campus Ministry Leadership Training			6,000	3,000	(3,000)
Congregational Vitality						
	Congregational Redevelopment Support			5,000	5,000	-
	Advertising	450		1,500	1,500	-
	Congregational Multi-ethnic Training		375	1,500	1,500	-
	Community Demographic reports			1,000	1,000	-
	Ethnic-Specific Resources		-	5,000	5,000	-
Transition						
	Interim Clergy Training/Support	672		1,200	2,000	800
	Interim Clergy Retreat			3,000	-	(3,000)
	Daylong Regional Wellness Retreat - 5				7,500	
	Healthcare - Interims between calls				5,000	
	Sabbatical funds for Interims				3,000	
	Clergy Recruitment	-	523	2,000	-	(2,000)
Communications						
	Caffeinated Church Membership	(1,275)	(11,220)	(8,000)	(10,000)	(2,000)
	Caffeinated Church Workshops	1,958	1,984	2,400	5,000	2,600
	Advertising	563	606	1,000	1,000	-
	Branding Print/Ad/Promo	5,922	1,009	4,000	4,000	-
	Video Production	1,908	-	9,000	11,000	2,000
	Episcopalian Printing/Mailing	40,606	-	-	-	-
	Contractual Services/Graphic Design	10,448	3,403	10,000	4,000	(6,000)
Total Equipping Congregations		88,159	43,980	138,600	115,500	(23,100)
Engaging the World						
Grants						
	Cathedral Ridge Camp and Retreat Center	150,000	150,000	150,000	150,000	-
	Colorado Episcopal Service Corp	25,000	20,000	20,000	20,000	-
	Oakes Home Trust - Institutional Grants	111,000	103,000	110,000	110,000	-
	Shepard Holton - Institutional Grants	20,900	19,000	22,000	20,000	(2,000)
		306,900	292,000	302,000	300,000	(2,000)
Advocacy		8,824	8,929			
Wider Church Support						
	The Episcopal Church (DFMS) Pledge	235,842	292,958	313,110	270,548	(42,562)
	Province VI Pledge	10,800	12,000	12,000	12,000	-
	Colorado Council of Churches	1,500	1,500	1,500	1,500	-
		248,142	306,458	326,610	284,048	(42,562)
Total Expenditures		3,092,888	2,866,074	3,186,566	3,306,624	120,059
Surplus (Deficit)		286,095	Page 246 of 242	(98,566)	(96,441)	2,124