

	2018 ACTUAL (UNAUDITED)	2019 BUDGET	2020 BUDGET
SUMMARY			
Benevolence Factor	17.725%	17.600%	17.600%
Collection Rate	90.62%	92.00%	91.00%
INCOME			
MISSION SHARES***	14,045,685	14,294,897	14,048,165
NON-MISSION SHARES INCOME			
Grants	107,631	180,850	239,100
Event Income	2,151,201	2,145,359	2,232,045
Publications	1,942	4,100	4,100
Individual Gifts	7,135	0	0
Reimbursements	63,454	103,600	97,600
Other Income/Sources of Funds	2,005,958	1,971,458	1,970,504
Interest	89,399	30,000	50,000
TOTAL NON-MISSION SHARES INCOME	4,426,720	4,435,367	4,593,349
TOTAL INCOME	18,472,405	18,730,264	18,641,514
EXPENSE			
<u>DISCIPLESHIP</u>			
REGIONS			
Southern Region	523,400	559,484	563,246
Baltimore Region	560,864	555,534	562,296
Washington Region	522,012	558,894	562,796
Western Region	549,427	570,584	568,751
TOTAL REGIONS	2,155,703	2,244,496	2,257,089
MINISTRY TEAMS			
Discipleship Ministries	4,639,982	4,713,362	4,664,385
<i>Note: General Church Mission Shares</i>	3,571,610	3,481,744	3,401,899
Leadership Development	544,926	559,728	556,102
New Faith Expressions	584,881	945,000	945,000
Young People's Ministry	2,358,968	2,290,349	2,398,845
Advocacy and Action	455,090	553,604	631,374
Abundant Health	64,283	224,247	135,837
TOTAL MINISTRY TEAMS	8,648,130	9,286,290	9,331,543
<u>TOTAL DISCIPLESHIP</u>	<u>10,803,833</u>	<u>11,530,786</u>	<u>11,588,632</u>
<u>STEWARDSHIP</u>			
Operations	3,940,572	3,587,275	3,400,054
Communications	556,284	603,618	601,415
Finance	519,265	546,008	554,778
HR/Benefits	2,023,398	2,060,833	2,085,273
TOTAL STEWARDSHIP	7,039,519	6,797,734	6,641,520
<u>EPISCOPAL OFFICE</u>	<u>492,579</u>	<u>401,744</u>	<u>411,362</u>
TOTAL OPERATING EXPENSE	18,335,931	18,730,264	18,641,514
	136,474	0	0

- Denotes items funded from Non-Mission Share sources
 Indicates percent non-mission share if less than 100%

***Used to be Apportionments

Southern Region

EXPENSES	2019 BUDGET	2020 BUDGET PROPOSED
Personnel		
Total Salary	380,885	390,407
Total Benefits	111,599	114,389
Total Personnel	492,484	504,796
Travel	18,000	18,000
Continuing Education	4,800	3,200
Regional Strategy/Program		
Meetings	1,250	0
Washington East District		
District Superintendent	2,500	900
Washington East District	12,500	12,500
Annapolis District		
District Superintendent	3,050	900
Annapolis District	12,500	12,500
Total Regional Strategy/Program	31,800	26,800
Administration		
Copying and printing	2,500	2,200
Supplies	2,900	2,300
Postage	500	500
Telecommunications	1,500	1,500
Cell Phone	2,500	2,500
Total Administration	9,900	9,000
Property and Equipment		
Equipment	500	450
Contingency	2,000	1,000
Total Southern Region	559,484	563,246

Baltimore Region

EXPENSES	2020 BUDGET	
	2019 BUDGET	PROPOSED
Personnel		
Total Salary	380,885	390,407
Total Benefits	111,599	114,389
Total Personnel	492,484	504,796
Travel	17,000	17,000
Continuing Education	3,200	3,200
Regional Strategy/Program		
Meetings	1,250	0
Baltimore Suburban District		
District Superintendent	2,500	900
Baltimore Suburban District	12,500	12,500
Baltimore Metropolitan District		
District Superintendent	2,500	900
Baltimore Metropolitan District	12,500	12,500
Total Regional Strategy/Program	31,250	26,800
Administration		
Copying and printing	2,400	2,200
Supplies	2,300	2,300
Postage	400	500
Telecommunications	1,500	1,500
Cell Phone	2,500	2,500
Total Administration	9,100	9,000
Property and Equipment		
Equipment	500	500
Contingency	2,000	1,000
Total Baltimore Region	555,534	562,296

Washington Region

EXPENSES	2020 BUDGET	
	2019 BUDGET	PROPOSED
Personnel		
Total Salary	380,885	390,407
Total Benefits	111,599	114,389
Total Personnel	492,484	504,796
Travel	18,000	17,100
Continuing Education	4,000	3,600
Regional Strategy/Program		
Meetings	1,100	0
Greater Washington District		
District Superintendent	2,500	900
Greater Washington District	12,500	12,500
Central Maryland District		
District Superintendent	2,500	900
Central Maryland District	12,500	12,500
Total Regional Strategy/Program	31,100	26,800
Administration		
Copying and printing	2,700	2,200
Supplies	2,150	2,300
Postage	580	500
Telecommunications	1,830	1,500
Cell Phone	3,450	2,500
Total Administration	10,710	9,000
Property and Equipment		
Equipment	500	500
Contingency	2,100	1,000
Total Washington Region	558,894	562,796

Western Region

EXPENSES	2020 BUDGET	
	2019 BUDGET	PROPOSED
Personnel		
Total Salary	380,885	390,407
Total Benefits	111,599	114,389
Total Personnel	492,484	504,796
Travel	25,500	22,000
Continuing Education	4,200	3,200
Regional Strategy/Program		
Meetings	1,000	0
Frederick District		
District Superintendent	2,500	900
Frederick District	12,500	12,500
Cumberland/Hagerstown District		
District Superintendent	2,500	900
Cumberland/Hagerstown District	12,500	12,500
Total Regional Strategy/Program	31,000	26,800
Administration		
Copying and printing	2,200	2,155
Supplies	2,700	2,300
Postage	500	500
Telecommunications	5,000	3,000
Cell Phone	2,500	2,500
Total Administration	12,900	10,455
Property and Equipment		
Equipment	2,500	500
Contingency	2,000	1,000
Total Western Region	570,584	568,751

Discipleship Ministries

EXPENSES	2019 BUDGET	2020 BUDGET
		PROPOSED
Personnel		
Total Salary	872,945	896,818
Contract Services	18,000	18,000
Total Benefits	255,773	262,768
Total Personnel	1,146,718	1,177,586
Travel	33,900	33,900
Continuing Education	13,430	13,430
Department Strategy/Program		
Discipleship Council	1,648	1,648
Connectional Table	3,832	3,832
Board of Laity	7,840	7,840
Total Department Strategy/Program	13,320	13,320
Administration		
Copying and printing	3,000	3,000
Supplies	2,500	2,500
Postage	1,250	1,250
Cell Phone	7,500	7,500
Total Administration	14,250	14,250
Contingency	10,000	10,000
Total Discipleship Ministries	1,231,618	1,262,486
GENERAL & JURISDICTIONAL MISSION SHARES		
World Services	1,844,272	1,801,332
Interdenominational Coop	48,716	47,582
African University	55,607	54,313
Black College	248,473	242,688
Ministerial Education Fund	622,910	608,407
	(155,728)	(152,102)
	467,182	456,305
Episcopal Fund	546,164	533,448
General Administration	218,992	213,893
Northeast Jurisdictional Mission Shares	52,338	52,338
Total Mission Shares	3,481,744	3,401,899
TOTAL DISCIPLESHIP MINISTRIES AND MISSION SHARES	4,713,362	4,664,385

Leadership Development and New Faith Expressions

EXPENSES	2020 BUDGET	
	2019 BUDGET	PROPOSED
Leadership Development		
Strategic Growth Initiatives	178,000	178,000
Equitable Compensation	70,000	70,000
Congregational Leadership Development	60,000	60,000 #(25%)
Certified Lay Ministry	16,000	16,000 #
Board of Ordained Ministry	80,000	80,000 #(53%)
Ministerial Education Fund - BWC	155,728	152,102
Total Leadership Development	559,728	556,102
New Faith Expressions		
Grants - New Faith Ministries	385,000	385,000
Grants - New Church Starts	300,000	300,000
Trustee Funded Grants - New Church Starts	200,000	200,000 #
New Church Start Strategy Development	60,000	60,000
Total New Faith Expressions	945,000	945,000
Total Leadership Development	1,504,728	1,501,102 #(18%)

Young People's Ministry

EXPENSES	2020 BUDGET	
	2019 BUDGET	PROPOSED
Children's Offering and Seminar	16,000	16,000 #
ROCK Event	230,000	230,000 #
Campus Ministry	363,440	370,000
Camping Ministry	1,569,909	1,671,845 #
Strategy/Program		
Missional Innovation Grants	50,000	50,000 #(50%)
Young Adult Event	20,000	20,000 #(50%)
Youth Worker Retreat	20,000	20,000
Resource Development	10,000	10,000 #(80%)
Program Support	6,000	6,000
Administration	5,000	5,000
Total Strategy/Program	111,000	111,000
Total Young People's Ministry	2,290,349	2,398,845 #(82%)

Note: 2019 provides shift in Strategy/Program Funding that includes Missional Innovation Grants to Local Churches.

Advocacy & Action; Abundant Health

EXPENSES	2019 BUDGET	2020 BUDGET	
		PROPOSED	
Advocacy and Action			
Peace with Justice	8,000	8,000	#
Native American Ministry	21,000	21,000	#
Latino/Hispanic Ministry	45,000	44,550	
Korean Caucus	3,120	3,120	
Deaf Ministries	243,900	251,120	
Justice for our Neighbors	77,000	77,000	
Hope for the City	26,084	26,084	
Strategy/Program			
Mission Innovation Grants	30,000	30,000	#(50%)
NEJ Call to Action	30,000	30,000	
reCALL Summit	45,000	45,000	#(89%)
Ecumenical & Interfaith Grants	0	21,000	
Grants - Advocacy, Rallies & Conferences	0	50,000	#
Contract Services	15,000	15,000	
Program Support	6,000	6,000	
Administration	3,500	3,500	
Total Strategy/Program	129,500	200,500	
Total Advocacy and Action	553,604	631,374	
Abundant Health			
Board of Global Ministries Secretary	560	560	
School of Christian Mission	3,695	3,695	
Zimbabwe Partnership	99,316	10,000	
South Korea Partnership	19,224	19,224	
Latin American Partnership	7,252	7,252	
Eurasian Partnership	16,910	16,910	
Grant - Quality of Life Retreats	0	3,696	
Grant - United Methodist Community Services	2,790	0	
Strategy/Program			
Mission Innovation Grants	50,000	50,000	#(50%)
Contract Services	15,000	15,000	
Program Support	6,000	6,000	
Administration	3,500	3,500	
Total Strategy/Program	74,500	74,500	
Total Abundant Health	224,247	135,837	
Total Advocacy & Action; Abundant Health	777,851	767,211	#(21%)

Note: 2019 provides shift in Strategy/Program Funding that includes Mission Innovation Grants to Local Churches.

Operations

EXPENSES	2019 BUDGET	2020 BUDGET PROPOSED
Personnel		
Total Salary	529,457	512,951
Total Benefits	152,730	147,833
Total Personnel	682,187	660,784
Travel	6,500	6,500
Continuing Education	2,600	2,900
Strategy/Program		
Annual Conference - Sessions	385,000	385,000 #(52%)
General/NEJ Conference	10,000	10,000
Operations Administration		
Copying and printing	2,500	3,000
Supplies	2,400	2,400
Postage	750	750
Conference Calls	600	600
Operational Hospitality	7,200	6,700
Cell Phone	1,600	1,600
Contingency	5,000	5,000
Total Operations Administration	20,050	20,050
Conference Administration		
Conference Secretary	3,000	3,000
Legal	123,000	123,000
Replenish Legal Reserve	0	0
Replenish/Increase Apportionment Reserve (15% goal)	100,000	0
Archives	120,225	147,572
D & O Liability Insurance	-	0
Total Conference Administration	346,225	273,572
Property and Equipment		
Annual Conference Property		
Conference Insurance	106,400	106,400
Camp Debt Service	170,000	160,000
Episcopal Residence		
Taxes/fees	10,200	10,200
Maintenance	7,358	8,000
Utilities	10,100	10,100
Capital Expense	2,000	2,000
Contingency	1,000	0
Total Episcopal Residence	30,658	30,300 #(66%)
Total Annual Conference Property	307,058	296,700
Regional Offices		
Lease	21,703	12,700
Service Contracts	1,650	1,000
Total Regional Offices	23,353	13,700
Episcopal Office Lease	57,700	60,000
Facilities Management and IT		
Conference Center Costs		
Office Supplies	20,000	20,000
Postage	7,000	7,000 #
Conference Center Mortgage	574,226	535,048 #(14%)
Accelerated Mortgage Reserve	600,000	550,000
Utilities & Service Contracts	91,990	94,750
Maintenance/ Janitorial & Maintenance Contracts	133,746	140,000
Improvements, furnishings	1,050	1,050
Replacement Reserve Fund	108,500	108,500
Information Technology Costs		
IT Services	76,320	80,000
Software & Development	30,000	30,000
Copiers and Machines	30,000	30,000 #(60%)
Computers and software	26,491	26,500
Telecommunications	22,279	23,000
Total Facilities Management and IT	1,721,602	1,645,848
Contingency	25,000	25,000
Total Operations	3,587,275	3,400,054 #(9%)

Communications

EXPENSES	2020 BUDGET	
	2019 BUDGET	PROPOSED
Personnel		
Total Salary	340,445	348,956
Contract services	30,000	29,600
Total Benefits	99,750	102,244
Total Personnel	470,195	480,800
Travel	15,999	14,666
Continuing Education	3,380	2,905
Programs and Operations		
Programs	2,500	2,500
Fees and subscriptions	3,025	2,025
Program supplies	10,000	10,000
Total Regional Strategy/Program	15,525	14,525
Administration		
Supplies	3,200	3,200
Postage	23,000	23,000
Copying	1,167	1,167
Printing	62,000	52,000 # (8%)
Cell Phone	3,000	3,000
Equipment	3,152	3,152
Total Administration	95,519	85,519
Contingency	3,000	3,000
Total Communications	603,618	601,415 # (1%)

Finance

EXPENSES	2020 BUDGET	
	2019 BUDGET	PROPOSED
Personnel		
Total Salary	344,729	353,097
Total Benefits	98,076	100,528
Total Personnel	442,805	453,625
Travel	1,275	1,125
Continuing Education	3,008	2,558
Administration		
Copying and printing	1,950	1,750
Supplies	2,650	2,350
Postage	1,600	1,450
Phone	80	80
Cell Phone	825	825
Bank Fees	22,000	21,000 #
Document Scanning	7,500	7,000
Financial Services Fees	19,000	19,000
Audit	37,000	38,500
Contract Services	1,264	1,064
Contingency	1,550	1,450
Total Administration	95,419	94,469
Property and Equipment		
Equipment	700	700
Service Contracts - Accounting Software	2,801	2,301
Total Property & Equipment	3,501	3,001
Total Finance	546,008	554,778 #(9%)

HR/Benefits

EXPENSES	2019 BUDGET	2020 BUDGET	
		PROPOSED	
Personnel			
Total Salary	148,138	153,892	#(10%)
Total Benefits	43,404	45,090	
Total Personnel	191,542	198,982	
Travel	4,800	4,800	
Continuing Education	1,500	1,500	
Strategy and Program			
Human Resources Programs:			
Human Resources	2,500	2,500	
Staff Development	12,500	12,500	
Staff Recruitment	3,000	3,000	
Education Programs Health & Benefits	1,350	1,350	
Moving Expense	180,000	190,000	
Retiree Programs:			
Retiree Luncheon	11,000	11,000	#(18%)
Retiree Medical Premiums	1,635,000	1,640,000	#
Laity Retiree Benefits	12,000	14,000	
Total Strategy and Program	1,857,350	1,874,350	
Administration			
Copying and printing	1,977	1,977	
Supplies	1,064	1,064	
Postage	800	800	
Cell Phone	800	800	
Contingency	1,000	1,000	
Total Administration	5,641	5,641	
Total HR/Benefits	2,060,833	2,085,273	#(79%)

Episcopal Office

EXPENSES	2020 BUDGET	
	2019 BUDGET	PROPOSED
Personnel		
Total Salary	196,979	201,904
Total Benefits	57,715	59,158
Total Personnel	254,694	261,062 #(41%)
Travel	12,000	10,000
Continuing Education	3,000	3,250
Strategy/Program		
Episcopacy Committee	3,000	3,000
Episcopal Discretionary	25,000	25,000
Cabinet Budget		
Program/Retreats	30,000	35,000
Cabinet Strategy	4,000	4,000
Sustentation	40,000	40,000
Contingency	2,000	2,000
Total Strategy/Cabinet	104,000	109,000
Bishop's Day Apart		
Clergy	10,000	10,000
Total Bishop's Day Apart	10,000	10,000 #
Administration		
Copying and printing	1,000	1,000
Supplies	5,000	5,000
Postage	750	750
Phone & Communication	3,500	3,500
Cell Phone	4,300	4,300
Total Administration	14,550	14,550
Property and Equipment		
Equipment	1,500	1,500
Total Property and Equipment	1,500	1,500 #
Contingency	2,000	2,000
Total Episcopal Office	401,744	411,362 #(29%)