

	2019 ACTUAL (UNAUDITED)	2020 BUDGET	2021 BUDGET
SUMMARY			
Benevolence Factor	17.600%	17.600%	17.550%
Collection Rate	92.00%	91.00%	87.50%
INCOME			
MISSION SHARES***	13,745,976	14,048,165	13,034,887
NON-MISSION SHARES INCOME			
Grants	106,252	239,100	227,300
Event Income	2,176,864	2,232,045	2,263,462
Publications	17,281	4,100	4,100
Individual Gifts	6,982	0	0
Reimbursements	48,583	97,600	100,000
Other Income/Sources of Funds	1,720,931	1,970,504	2,020,504
Interest	56,168	50,000	50,000
TOTAL NON-MISSION SHARES INCOME	4,133,061	4,593,349	4,665,366
TOTAL INCOME	17,879,037	18,641,514	17,700,253
EXPENSE			
<u>DISCIPLESHIP</u>			
REGIONS			
Southern Region	506,962	563,246	560,342
Baltimore Region	534,577	562,296	561,192
Washington Region	540,324	562,796	559,042
Western Region	541,868	568,751	563,147
TOTAL REGIONS	2,123,731	2,257,089	2,243,723
MINISTRY TEAMS			
Discipleship Ministries	4,506,728	4,664,385	4,151,790
<i>Note: General Church Mission Shares</i>	<i>3,481,744</i>	<i>3,401,899</i>	<i>2,882,915</i>
Leadership Development	435,519	556,102	536,753
New Faith Expressions	294,438	945,000	945,000
Young People's Ministry	2,266,342	2,398,845	2,416,362
Advocacy and Action	491,707	631,374	593,374
Abundant Health	161,969	135,837	213,446
TOTAL MINISTRY TEAMS	8,156,703	9,331,543	8,856,725
<u>TOTAL DISCIPLESHIP</u>	<u>10,280,434</u>	<u>11,588,632</u>	<u>11,100,448</u>
<u>STEWARDSHIP</u>			
Operations	3,903,046	3,400,054	2,969,575
Communications	604,045	601,415	596,165
Finance	530,629	554,778	552,298
HR/Benefits	1,975,450	2,085,273	2,073,228
TOTAL STEWARDSHIP	7,013,170	6,641,520	6,191,266
<u>EPISCOPAL OFFICE</u>	<u>422,683</u>	<u>411,362</u>	<u>408,540</u>
TOTAL OPERATING EXPENSE	17,716,287	18,641,514	17,700,253
	162,750	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	2020 BUDGET	2021 BUDGET PROPOSED
Personnel		
Total Salary	390,407	386,971
Total Benefits	114,389	112,221
Total Personnel	504,796	499,192
Travel	18,000	18,000
Continuing Education	3,200	4,200
Regional Strategy/Program		
Washington East District		
District Superintendent	900	900
Washington East District	12,500	12,500
Annapolis District		
District Superintendent	900	2,500
Annapolis District	12,500	12,500
Total Regional Strategy/Program	26,800	28,400
Administration		
Copying and printing	2,200	2,200
Supplies	2,300	2,400
Postage	500	500
Telecommunications	1,500	1,500
Cell Phone	2,500	2,500
Total Administration	9,000	9,100
Property and Equipment		
Equipment	450	450
Contingency	1,000	1,000
Total Southern Region	563,246	560,342

Baltimore Region

EXPENSES	2020 BUDGET	2021 BUDGET PROPOSED
Personnel		
Total Salary	390,407	386,971
Total Benefits	114,389	112,221
Total Personnel	504,796	499,192
Travel	17,000	17,000
Continuing Education	3,200	3,200
Regional Strategy/Program		
Baltimore Suburban District		
District Superintendent	900	900
Baltimore Suburban District	12,500	12,500
Baltimore Metropolitan District		
District Superintendent	900	900
Baltimore Metropolitan District	12,500	17,500
Total Regional Strategy/Program	26,800	31,800
Administration		
Copying and printing	2,200	1,900
Supplies	2,300	2,300
Postage	500	400
Telecommunications	1,500	1,500
Cell Phone	2,500	2,500
Total Administration	9,000	8,600
Property and Equipment		
Equipment	500	400
Contingency	1,000	1,000
Total Baltimore Region	562,296	561,192

Washington Region

EXPENSES	2020 BUDGET	2021 BUDGET PROPOSED
Personnel		
Total Salary	390,407	386,971
Total Benefits	114,389	112,221
Total Personnel	504,796	499,192
Travel	17,100	16,500
Continuing Education	3,600	3,500
Regional Strategy/Program		
Meetings	0	600
Programs	0	1,800
Greater Washington District		
District Superintendent	900	900
Greater Washington District	12,500	12,500
Central Maryland District		
District Superintendent	900	900
Central Maryland District	12,500	12,500
Total Regional Strategy/Program	26,800	29,200
Administration		
Copying and printing	2,200	2,500
Supplies	2,300	2,250
Postage	500	500
Telecommunications	1,500	1,400
Cell Phone	2,500	2,500
Total Administration	9,000	9,150
Property and Equipment		
Equipment	500	500
Contingency	1,000	1,000
Total Washington Region	562,796	559,042

Western Region

EXPENSES	2020 BUDGET	2021 BUDGET PROPOSED
Personnel		
Total Salary	390,407	386,971
Total Benefits	114,389	112,221
Total Personnel	504,796	499,192
Travel	22,000	22,000
Continuing Education	3,200	3,200
Regional Strategy/Program		
Frederick District		
District Superintendent	900	900
Frederick District	12,500	12,500
Cumberland/Hagerstown District		
District Superintendent	900	900
Cumberland/Hagerstown Dist	12,500	12,500
Total Regional Strategy/Program	26,800	26,800
Administration		
Copying and printing	2,155	2,005
Supplies	2,300	2,450
Postage	500	500
Telecommunications	3,000	3,000
Cell Phone	2,500	2,500
Total Administration	10,455	10,455
Property and Equipment		
Equipment	500	500
Contingency	1,000	1,000
Total Western Region	568,751	563,147

Discipleship Ministries

	2020 BUDGET	2021 BUDGET PROPOSED
EXPENSES		
Personnel		
Total Salary	896,818	896,105
Contract Services	18,000	18,000
Total Benefits	262,768	259,870
Total Personnel	1,177,586	1,173,975
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	20,000
Total Discipleship Ministries	1,262,486	1,268,875
GENERAL & JURISDICTIONAL MISSION SHARES		
World Services	1,801,332	1,452,768
Interdenominational Coop	47,582	6,289
African University	54,313	47,274
Black College	242,688	210,274
Ministerial Education Fund	608,407	455,010
	<u>(152,102)</u>	<u>(113,753)</u>
	456,305	341,257
Episcopal Fund	533,448	583,340
General Administration	213,893	178,907
Northeast Jurisdictional Mission Shares	52,338	62,806
Total Mission Shares	3,401,899	2,882,915
TOTAL DISCIPLESHIP MINISTRIES AND MISSION SHARES	4,664,385	4,151,790

Leadership Development and New Faith Expressions

EXPENSES	2021 BUDGET	
	2020 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	99,000 # (42%)
Ministerial Education Fund - BWC	152,102	113,753
Total Leadership Development	556,102	536,753
New Faith Expressions		
Grants - New Faith Ministries	385,000	385,000
Grants - New Church Starts	300,000	250,000
Trustee Funded Grants - New Church Starts	200,000	250,000 #
New Church Start Strategy Development	60,000	60,000
Total New Faith Expressions	945,000	945,000
Total Leadership Development	1,501,102	1,481,753 # (22%)

Young People's Ministry

EXPENSES	2020 BUDGET	2021 BUDGET	
		PROPOSED	
Children's Offering and Seminar	16,000	16,000	#
ROCK Event	230,000	230,000	#
Campus Ministry	370,000	370,000	
Camping Ministry	1,671,845	1,689,362	#
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	2,398,845	2,416,362	#(82%)

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

Advocacy & Action; Abundant Health

EXPENSES	2021 BUDGET	
	2020 BUDGET	PROPOSED
Advocacy and Action		
Peace with Justice	8,000	8,000 #
Native American Ministry	21,000	21,000 #
Latino/Hispanic Ministry	44,550	44,550
Korean Caucus	3,120	3,120
Deaf Ministries	251,120	251,120
Justice for our Neighbors	77,000	77,000
Hope for the City	26,084	26,084
Strategy/Program		
Missional Innovation Grants	30,000	30,000 #(50%)
NEJ Call to Action	30,000	37,000 #(22%)
reCALL Summit	45,000	0
Ecumenical & Interfaith Grants	21,000	21,000
Grants - Advocacy, Rallies & Conferences	50,000	50,000 #
Contract Services	15,000	15,000
Program Support	6,000	6,000
Administration	3,500	3,500
Total Strategy/Program	200,500	162,500
Total Advocacy and Action	631,374	593,374
Abundant Health		
Board of Global Ministries Secretary	560	560
School of Christian Mission	3,695	5,000 #
Zimbabwe Partnership	10,000	90,000
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	3,696	5,000
Strategy/Program		
Missional Innovation Grants	50,000	40,000 #(63%)
Contract Services	15,000	10,000
Clergy Care Initiative	0	6,000
Program Support	6,000	10,000
Administration	3,500	3,500
Total Strategy/Program	74,500	69,500
Total Abundant Health	135,837	213,446 #(16%)
Total Advocacy & Action; Abundant Health	767,211	806,820 #(21%)

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

Operations

EXPENSES	2020 BUDGET	2021 BUDGET PROPOSED	
Personnel			
Total Salary	512,951	515,679	
Total Benefits	147,833	146,852	
Total Personnel	660,784	662,531	
Travel	6,500	6,500	
Continuing Education	2,900	2,900	
Strategy/Program			
Annual Conference - Sessions	385,000	395,000	#(53%)
General/NEJ Conference	10,000	10,000	
Operations Administration			
Copying and printing	3,000	3,000	
Supplies	2,400	2,400	
Postage	750	750	
Conference Calls	600	600	
Operational Hospitality	6,700	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	160,000	
Archives	147,572	127,500	
Total Conference Administration	273,572	290,500	
Property and Equipment			
Annual Conference Property			
Conference Insurance	106,400	117,000	
Camp Debt Service	160,000	200,000	
Episcopal Residence			
Taxes/fees	10,200	10,200	
Maintenance	8,000	8,000	
Utilities	10,100	10,100	
Capital Expense	2,000	2,000	
Total Episcopal Residence	30,300	30,300	#(33%)
Total Annual Conference Property	296,700	347,300	
Regional Offices			
Lease	12,700	12,700	
Service Contracts	1,000	1,000	
Total Regional Offices	13,700	13,700	
Episcopal Office Lease	60,000	62,400	
Facilities Management and IT			
Conference Center Costs			
Office Supplies	20,000	22,000	
Postage	7,000	7,000	#
Conference Center Mortgage	535,048	511,639	#(15%)
Accelerated Mortgage Reserve	550,000	84,755	
Utilities & Service Contracts	94,750	97,000	
Maintenance/ Janitorial & Maintenance Contracts	140,000	142,000	
Taxes	0	3,500	
Improvements, furnishings	1,050	1,050	
Replacement Reserve Fund	108,500	54,250	
Information Technology Costs			
IT Services	80,000	95,000	
Software & Development	30,000	30,000	
Copiers and Machines	30,000	32,500	#(55%)
Computers and software	26,500	28,500	
Telecommunications	23,000	24,500	
Total Facilities Management and IT	1,645,848	1,133,694	
Contingency	25,000	25,000	
Total Operations	3,400,054	2,969,575	#(9%)

Communications

EXPENSES	2020 BUDGET	2021 BUDGET PROPOSED	
Personnel			
Total Salary	348,956	347,248	
Contract services	29,600	29,600	
Total Benefits	102,244	100,702	
Total Personnel	480,800	477,550	
Travel	14,666	14,666	
Continuing Education	2,905	2,905	
Programs and Operations			
Programs	2,500	2,500	
Fees and subscriptions	2,025	2,025	
Program supplies	10,000	10,000	
Total Regional Strategy/Program	14,525	14,525	
Administration			
Supplies	3,200	3,200	
Postage	23,000	18,000	
Copying	1,167	1,167	
Printing	52,000	55,000	#(7%)
Cell Phone	3,000	3,000	
Equipment	3,152	3,152	
Total Administration	85,519	83,519	
Contingency	3,000	3,000	
Total Communications	601,415	596,165	#(1%)

Finance

EXPENSES	2021 BUDGET	
	2020 BUDGET	PROPOSED
Personnel		
Total Salary	353,097	353,097
Total Benefits	100,528	99,498
Total Personnel	453,625	452,595
Travel	1,125	1,125
Continuing Education	2,558	2,558
Administration		
Copying and printing	1,750	1,750
Supplies	2,350	2,350
Postage	1,450	1,600
Phone	80	80
Cell Phone	825	825
Bank Fees	21,000	17,000 #
Document Scanning	7,000	7,000
Financial Services Fees	19,000	21,000
Audit	38,500	39,000
Contract Services	1,064	1,064
Contingency	1,450	1,450
Total Administration	94,469	93,119
Property and Equipment		
Equipment	700	600
Service Contracts - Accounting Software	2,301	2,301
Total Property & Equipment	3,001	2,901
Total Finance	554,778	552,298 #(9%)

HR/Benefits

EXPENSES	2020 BUDGET	2021 BUDGET PROPOSED	
Personnel			
Total Salary	153,892	152,664	#(10%)
Total Benefits	45,090	44,273	
Total Personnel	198,982	196,937	
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	190,000	180,000	
Retiree Programs:			
Retiree Luncheon	11,000	11,000	#(18%)
Retiree Medical Premiums	1,640,000	1,640,000	#
Laity Retiree Benefits	14,000	14,000	
Total Strategy and Program	1,874,350	1,864,350	
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	2,085,273	2,073,228	#(80%)

Episcopal Office

EXPENSES	2020 BUDGET	2021 BUDGET PROPOSED	
Personnel			
Total Salary	201,904	200,186	
Total Benefits	59,158	58,054	
Total Personnel	261,062	258,240	#(41%)
Travel	10,000	10,000	
Continuing Education	3,250	3,250	
Strategy/Program			
Episcopacy Committee	3,000	3,000	
Episcopal Discretionary	25,000	25,000	
Cabinet Budget			
Program/Retreats	35,000	35,000	
Cabinet Strategy	4,000	4,000	
Sustentation	40,000	40,000	
Contingency	2,000	2,000	
Total Strategy/Cabinet	109,000	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	411,362	408,540	#(29%)