	INCOME	Mission & Ministry Plan 2019-2020 REVISED	2019-2020 12/31/19 11 Months PRELIMINARY	2019-2020 PERCENT 12/31/19	Mission & Ministry Plan 2020-2021 ADOPTED	Mission & Ministry Plan 2020-2021 REVISED	Mission & Ministry Plan 2021-2022
GENE	RAL FUND INCOME		1	····		I	
1	Mission Support	1,700,000	1,405,991	83%	1,740,000	1,740,000	1,740,000
2	Interest Income	6,000	5,421	90%	6,000	6,000	6,000
3	ELCA Shared Staff Support	10,000	10,000	100%	10,000	10,000	10,000
4	Building Income	20,000	1,300	7%	40,000	0	0
5	Oklahoma Farmland	1,000	482	48%	1,000	1,000	1,000
6	Gifts Designated for SOS	40,000	15,685	39%	40,000	20,000	20,000
7	Miscellaneous Income	14,000	4,031	29%	13,800	13,800	13,800
ΤΟΤΑ	L GENERAL FUND INCOME	1,791,000	1,442,910	81%	1,850,800	1,790,800	1,790,800

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	EXPENSES	Mission & Ministry Plan 2019-2020 REVISED	2019-2020 12/31/19 11 Months PRELIMINARY	2019-2020 PERCENT 12/31/19	Mission & Ministry Plan 2020-2021 ADOPTED	Mission & Ministry Plan 2020-2021 REVISED	Mission & Ministry Plan 2021-2022
MIS	SSION & MINISTRY						
8	ELCA Mission Support	680,000	562,396	83%	696,000	696,000	696,000
		0.40	0.40		0.40	0.40	0.40
	Outreach Ministries & Support						
9	Congregational Redevelopment	15,000	13,333	89%	20,000	20,000	20,000
	Total Outreach Ministries & Support	15,000	13,333	89%	20,000	20,000	20,000
	Affiliates & Partnership						
10	Capital University	600	600	100%	600	600	1,000
11	Wittenberg University	600	600	100%	600	600	1,000
12	Trinity Lutheran Seminary	15,200	15,200	100%	15,200	15,200	16,000
13	Region VI	9,000	7,975	89%	9,000	9,000	9,000
14	Planned Giving	10,000	10,000	100%	10,000	10,000	10,000
15	Lutheran Disaster Response Ohio	0	0		1,000	1,000	2,000
	Total Affiliates & Partnership	35,400	34,375	97%	36,400	36,400	39,000
	Ecumenical						
16	Ohio Council of Churches	1,000	1,000	100%	1,000	1,000	500
17	Ecumenical Participation	1,000	230	23%	500	500	500
Total Ecumenical		2,000	1,230	62%	1,500	1,500	1,000
TOTAL MISSION & MINISTRY		732,400	611,334	83%	753,900	753,900	756,000

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EXPENSES Mission & Ministry Plan 2019-2020 (12/31/19) 2019-2020 (12/31/19) Mission & PERCENT 2020-2021 ADOPTED Mission & Ministry Plan 2020-2021 ADOPTED Mission & Ministry Plan 2020-2021 ADOPTED FAITH FORMATION Youth & Family 58% 10,000 5,793 58% 10,000 10,000 18 Youth & Family 12,400 12,400 100% 12,400 12,400 20 LOMO - Amazing Grace Program 12,400 12,400 100% 20,200 20,200 20 LOMO Direct Grant 20,200 20,200 20,200 42,600 42,600 21 Jacob's Porch, OSU 25,200 25,200 10,200 10,200 10,200 22 Ohio University 10,200 10,020 100% 10,200 10,200 23 Ministry 45,600 45,600 100% 45,600 45,600 Total SOS - Campus Ministry 45,600 45,600 100% 10,200 10,200 10,200 24 Candidacy 14,000 15,496 111% 14,000 14					Page 3			
Vouth & Family 18 Youth & Family Program 10,000 5,793 58% 10,000 10,000 19 LOMO - Amazing Grace Program 12,400 12,400 12,400 12,400 12,400 20 LOMO Direct Grant 20,200 20,200 100% 20,200 20,200 Total Youth and Family 42,600 38,393 90% 42,600 42,600 SOS - Campus Ministry 21 Jacob's Porch, OSU 25,200 25,200 100% 10,200 10,200 21 Jacob's Porch, OSU 25,200 10,200 100% 10,200 10,200 22 Ohio University 10,200 10,200 10,200 10,200 10,200 Total SOS - Campus Ministry 45,600 45,600 45,600 45,600 45,600 Total SOS - Campus Ministry 45,600 45,600 10% 45,600 45,600 Total SOS - Campus Ministry 15,600 15,496 111% 14,000 14,000 24 Candidac	Mission & Ministry Plan 2021-2022	Ministry Plan 2020-2021	Ministry Plan 2020-2021	PERCENT	12/31/19 11 Months	Ministry Plan 2019-2020	EXPENSES	
18 Youth & Family Program 10,000 5,793 58% 10,000 10,000 19 LOMO - Amazing Grace Program 12,400 12,400 100% 12,400 12,400 20 LOMO Direct Grant 20,200 20,200 100% 20,200 20,200 Total Youth and Family 42,600 38,393 90% 42,600 42,600 SOS - Campus Ministry 25,200 25,200 100% 10,200 10,200 20 Drio University 10,200 10,200 10,200 10,200 23 Miami University, Oxford 10,200 10,200 100% 10,200 10,200 24 Candidacy 45,600 45,600 45,600 45,600 TOTAL FAITH FORMATION 88,200 83,993 95% 88,200 88,200 25 First Call Retreat 1,500 900 60% 1,500 14,000 26 SOS Resource Team Total Leadership Development & Support 15,500 16,396 106% 15,500 <th></th> <th></th> <th></th> <th></th> <th></th> <th></th> <th>FORMATION</th> <th>FAITH</th>							FORMATION	FAITH
19 LOMO - Amazing Grace Program 12,400 12,600 12,600 12,600 12,600 12,600 12,600 12,600 12,600 12,600 12,600 12,600 12,600 12,600 12,600							outh & Family	Yo
20 LOMO Direct Grant 20,200 20,200 100% 20,200 20,00 Total Youth and Family 42,600 38,393 90% 42,600 42,600 SOS - Campus Ministry 21 Jacob's Porch, OSU 25,200 25,200 100% 25,200 25,200 100% 10,200 10,200 22 Ohio University 10,200 10,200 100% 10,200 10,200 10,200 23 Miami University, Oxford 10,200 10,200 100% 45,600 45,600 TOTAL FAITH FORMATION 88,200 83,993 95% 88,200 88,200 Leadership Development & Support 24 Candidacy 14,000 15,496 111% 14,000 14,000 25 First Call Retreat 1,500 900 60% 1,500 1,500 26 SOS Resource Team 2000 1,031 52% 2,000 2,000 27 Synod Council 2,000 1,031 52% 2,000 2,000 <th>) 10,000</th> <th>10,000</th> <th>10,000</th> <th>58%</th> <th>5,793</th> <th>10,000</th> <th>Youth & Family Program</th> <th>18</th>) 10,000	10,000	10,000	58%	5,793	10,000	Youth & Family Program	18
Total Youth and Family 42,600 38,393 90% 42,600 42,600 SOS - Campus Ministry 21 Jacob's Porch, OSU 25,200 25,200 100% 10,200 10,200 22 Ohio University 10,200 10,020 100% 10,200 10,200 23 Miami University, Oxford 10,200 10,020 100% 45,600 45,600 Total SOS - Campus Ministry 45,600 45,600 10,200 10,200 10,200 23 Miami University, Oxford 10,200 10,00% 10,200 10,200 Total SOS - Campus Ministry 45,600 45,600 45,600 45,600 Total FAITH FORMATION 88,200 83,993 95% 88,200 88,200 LEADERSHIP Leadership Development & Support 14,000 15,496 111% 14,000 14,000 26 SOS Resource Team Total Leadership Development & Support 15,500 16,396 106% 15,500 15,500 27 Synod Cauncil 2,000) 13,000	12,400	12,400	100%	12,400	12,400	LOMO - Amazing Grace Program	19
SOS - Campus Ministry 21 Jacob's Porch, OSU 25,200 25,200 100% 25,200 25,200 22 Ohio University 10,200 10,200 100% 10,200 10,200 23 Miami University, Oxford 10,200 10,200 100% 10,200 10,200 24 Chio University, Oxford 10,200 10,200 100% 45,600 45,600 Total SOS - Campus Ministry 45,600 45,600 100% 45,600 45,600 Total FAITH FORMATION 88,200 83,993 95% 88,200 88,200 LEADERSHIP Leadership Development & Support 14,000 15,496 111% 14,000 14,000 26 SOS Resource Team	20,500	20,200	20,200	100%	20,200	20,200	LOMO Direct Grant	20
21 Jacob's Porch, OSU 25,200 25,200 100% 25,200 25,200 22 Ohio University 10,200 10,200 100% 10,200 10,200 23 Miami University, Oxford 10,200 10,200 100% 10,200 10,200 Total SOS - Campus Ministry 45,600 45,600 100% 45,600 45,600 TOTAL FAITH FORMATION 88,200 83,993 95% 88,200 88,200 Leadership Development & Support 14,000 15,496 111% 14,000 14,000 25 First Call Retreat 1,500 900 60% 1,500 1,500 26 SOS Resource Team 15,500 16,396 106% 15,500 15,500 27 Synod Council 2,000 1,031 52% 2,000 2,000 28 Synod Assembly 5,000 2,852 57% 5,000 5,000 29 Committees & Task Forces 400 67 17% 400 400 30 Bishop's Discernment Task Force 2,000 0 0% </td <td>) 43,500</td> <td>42,600</td> <td>42,600</td> <td>90%</td> <td>38,393</td> <td>42,600</td> <td>otal Youth and Family</td> <td>То</td>) 43,500	42,600	42,600	90%	38,393	42,600	otal Youth and Family	То
22 Ohio University 10,200 10,200 10,200 10,200 10,200 23 Miami University, Oxford 10,200 10,200 100% 10,200 10,200 Total SOS - Campus Ministry 45,600 45,600 100% 45,600 45,600 TOTAL FAITH FORMATION 88,200 83,993 95% 88,200 88,200 Leadership Development & Support 14,000 15,496 111% 14,000 14,000 26 SOS Resource Team 1,500 900 60% 15,500 15,500 Synod Leadership Development & Support 15,500 16,396 106% 15,500 15,500 27 Synod Council 2,000 1,031 52% 2,000 2,000 28 Synod Assembly 5,000 2,852 57% 5,000 5,000 29 Committees & Task Forces 400 67 17% 400 400 30 Bishop's Discernment Task Force 2,000 0 0% 0							OS - Campus Ministry	so
23 Miami University, Oxford 10,200 12,000 12,000 12,000 12,000 12,000 12,000 12,000 12,000 12,000	25,500	25,200	25,200	100%	25,200	25,200	Jacob's Porch, OSU	21
Total SOS - Campus Ministry 45,600 45,600 100% 45,600 45,600 TOTAL FAITH FORMATION 88,200 83,993 95% 88,200 88,200 LEADERSHIP Leadership Development & Support 14,000 15,496 111% 14,000 14,000 25 First Call Retreat 1,500 900 60% 1,500 1,500 26 SOS Resource Team	10,500	10,200	10,200	100%	10,200	10,200	Ohio University	22
TOTAL FAITH FORMATION 88,200 83,993 95% 88,200 88,200 LEADERSHIP Leadership Development & Support 14,000 15,496 111% 14,000 14,000 24 Candidacy 14,000 15,496 111% 14,000 14,000 25 First Call Retreat 1,500 900 60% 1,500 1,500 26 SOS Resource Team	10,500	10,200	10,200	100%	10,200	10,200	Miami University, Oxford	23
Leadership Development & Support 14,000 15,496 111% 14,000 14,000 24 Candidacy 14,000 15,496 111% 14,000 14,000 25 First Call Retreat 1,500 900 60% 1,500 1,500 26 SOS Resource Team	46,500	45,600	45,600	100%	45,600	45,600	Total SOS - Campus Ministry	
Leadership Development & Support 14,000 15,496 111% 14,000 14,000 24 Candidacy 14,000 15,496 111% 14,000 14,000 25 First Call Retreat 1,500 900 60% 1,500 1,500 26 SOS Resource Team	90,000	88,200	88,200	95%	83,993	88,200	TOTAL FAITH FORMATION	
24 Candidacy 14,000 15,496 111% 14,000 14,000 25 First Call Retreat 1,500 900 60% 1,500 1,500 26 SOS Resource Team							ERSHIP	LEADI
25 First Call Retreat 1,500 900 60% 1,500 1,500 26 SOS Resource Team							eadership Development & Support	Le
26 SOS Resource Team 100	16,000	14,000	14,000	111%	15,496	14,000	Candidacy	24
Total Leadership Development & Support 15,500 16,396 106% 15,500 15,500 Synod Leadership 27 Synod Council 2,000 1,031 52% 2,000 2,000 28 Synod Assembly 5,000 2,852 57% 5,000 5,000 29 Committees & Task Forces 400 67 17% 400 400 30 Bishop's Discernment Task Force 2,000 0 0% 0 0 31 Meals & Hospitality (Leadership) 5,000 4,159 83% 5,000 5,000 32 Bishop's Discretionary Fund 1,000 917 92% 1,000 1,000	1,500	1,500	1,500	60%	900	1,500	First Call Retreat	25
Synod Leadership 27 Synod Council 2,000 1,031 52% 2,000 2,000 28 Synod Assembly 5,000 2,852 57% 5,000 5,000 29 Committees & Task Forces 400 67 17% 400 400 30 Bishop's Discernment Task Force 2,000 0 0% 0 0 31 Meals & Hospitality (Leadership) 5,000 4,159 83% 5,000 5,000 32 Bishop's Discrectionary Fund 1,000 917 92% 1,000 1,000	2,000						SOS Resource Team	26
27 Synod Council 2,000 1,031 52% 2,000 2,000 28 Synod Assembly 5,000 2,852 57% 5,000 5,000 29 Committees & Task Forces 400 67 17% 400 400 30 Bishop's Discernment Task Force 2,000 0 0% 0 0 31 Meals & Hospitality (Leadership) 5,000 4,159 83% 5,000 5,000 32 Bishop's Discrectionary Fund 1,000 917 92% 1,000 1,000	19,500	15,500	15,500	106%	16,396	15,500	otal Leadership Development & Support	То
28 Synod Assembly 5,000 2,852 57% 5,000 5,000 29 Committees & Task Forces 400 67 17% 400 400 30 Bishop's Discernment Task Force 2,000 0 0% 0 0 31 Meals & Hospitality (Leadership) 5,000 4,159 83% 5,000 5,000 32 Bishop's Discrectionary Fund 1,000 917 92% 1,000 1,000							nod Leadership	Sy
29 Committees & Task Forces 400 67 17% 400 400 30 Bishop's Discernment Task Force 2,000 0 0% 0 0 31 Meals & Hospitality (Leadership) 5,000 4,159 83% 5,000 5,000 32 Bishop's Discrectionary Fund 1,000 917 92% 1,000 1,000	2,000	2,000	2,000	52%	1,031	2,000	Synod Council	27
30 Bishop's Discernment Task Force 2,000 0 0% 0 0 31 Meals & Hospitality (Leadership) 5,000 4,159 83% 5,000 5,000 32 Bishop's Discrectionary Fund 1,000 917 92% 1,000 1,000	7,500	5,000	5,000	57%	2,852	5,000	Synod Assembly	28
31 Meals & Hospitality (Leadership) 5,000 4,159 83% 5,000 5,000 32 Bishop's Discrectionary Fund 1,000 917 92% 1,000 1,000	400	400	400	17%	67	400	Committees & Task Forces	29
32 Bishop's Discrectionary Fund 1,000 917 92% 1,000 1,000	0	0	0	0%	0	2,000	Bishop's Discernment Task Force	30
	5,000	5,000	5,000	83%	4,159	5,000	Meals & Hospitality (Leadership)	31
Total Synod Leadership 15,400 9,026 59% 13,400 13,400	1,000	1,000	1,000	92%	<u>9</u> 17	1,000	Bishop's Discrectionary Fund	32
	15,900	13,400	13,400	59%	9,026	15,400	Total Synod Leadership	
TOTAL LEADERSHIP 30,900 25,422 82% 28,900 28,900	35,400	28,900	28,900	82%	25,422	30,900	TOTAL LEADERSHIP	

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	EXPENSES	Mission & Ministry Plan 2019-2020 REVISED	2019-2020 12/31/19 11 Months PRELIMINARY	2019-2020 PERCENT 12/31/19	Mission & Ministry Plan 2020-2021 ADOPTED	Mission & Ministry Plan 2020-2021 REVISED	Mission & Ministry Plan 2021-2022
MISSI	ON & MINISTRY COORDINATION	L.		* ····			
Те	echnology						
33	Technology Applications	6,000	5,344	89%	7,000	7,000	6,000
34	Technology Services	10,000	7,599	76%	10,000	10,000	8,000
35	Technology Improvements	1,000	917	92%	2,000	2,000	2,000
To	otal Technology	17,000	13,860	82%	19,000	19,000	16,000
o	ffice Operations						
36	Bank Service Charges	5,000	4,661	93%	5,000	5,000	5,000
37	Office Supplies	9,000	8,983	100%	9,000	9,000	8,000
38	Postage	5,000	3,701	74%	4,500	4,500	4,500
39	Telephone & Internet Access	13,000	10,931	84%	13,500	13,500	13,500
40	Equipment Rental & Repair	17,000	15,904	94%	17,000	17,000	17,000
41	Meals & Hospitality (Office)	3,000	2,139	71%	3,000	3,000	3,000
42	Insurance	3,000	2,297	77%	3,000	2,500	2,500
43	Legal Services	2,000	871	44%	2,000	2,000	1,000
44	Accounting & Auditing Fees	46,000	40,575	88%	48,000	48,000	48,000
Та	tal Office Operations	103,000	90,062	87%	105,000	104,500	102,500
Βι	uilding Expenses						
45	Rent and Lease Operating Expenses*				0	56,500	45,400
46	Building Maintenance	20,000	38,230	191%	20,000	0	0
47	Building/Leasehold Improvements	5,000	4,583	92%	5,000	2,000	2,000
48	Building Insurance	7,000	5,863	84%	7,000	3,500	3,500
49	Janitorial Expenses	9,000	6,250	69%	9,000	0	0
50	Utilities	7,500	5,654	75%	8,000	0	0
51	Building Taxes	3,000	411	14%	5,000	0	0
52	Mortgage Interest Expenses	15,000	13,534	90%	13,500	0	0
То	tal Building Expenses	66,500	74,525	112%	67,500	62,000	50,900

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	EXPENSES	Mission & Ministry Plan 2019-2020 REVISED	2019-2020 12/31/19 11 Months PRELIMINARY	2019-2020 PERCENT 12/31/19	Mission & Ministry Plan 2020-2021 ADOPTED	Mission & Ministry Plan 2020-2021 REVISED	Mission & Ministry Plan 2021-2022
S	nod Staff		rı				ł
53	Bishop & Assistant Salaries	285,000	256,792	90%	292,000	278,000	278,000
54	Supplemental & Support Salaries	192,000	176,677	92%	197,000	196,000	196,000
55	Portico Benefits	193,000	158,140	82%	208,000	169,000	172,000
56	Payroll Taxes & Expenses	16,000	14,429	90%	17,000	17,000	17,000
Total Synod Staff		686,000	606,038	88%	714,000	660,000	663,000
St	aff Expenses						
57	Automobile Expenses	16,000	11,177	70%	18,000	18,000	18,000
58	Auto Loan Interest	500	419	84%	300	300	0
59	Automobile Depreciation/Replacement	22,000	18,178	83%	25,000	25,000	25,000
60	Continuing Education	5,000	3,901	78%	5,000	5,000	6,000
61	Travel	22,500	21,911	97%	25,000	25,000	27,000
62	Professional Expenses	1,000	855	86%	1,000	1,000	1,000
Total Staff Expenses		67,000	56,441	84%	74,300	74,300	77,000
TOTAL MISSION & MINISTRY COORDINATION		939,500	840,926	90%	979,800	919,800	909,400
TOTAL EXPENSES		1,791,000	1,561,675	87%	1,850,800	1,790,800	1,790,800
NET GENERAL FUND INCOME/(LOSS) BEFORE DEPRECIATION/UNBUDGETED		0	(118,765)		0	0	0

*Estimated total lease expenses are partially offset with funds from sale of office building

taken by the Synod Council: The Southern Ohio Synod Finance team recommends the following actions be

- P To retain \$50,000 of the proceeds from the sale of the Synod office property on 2nd Street in Columbus in unrestricted funds. Purpose: to provide positive unrestricted assets available at the end of the year.
- $\dot{\mathbf{v}}$ expenses, lease expenses, and remodeling expenses. Purpose: to make the including but not limited to, moving expenses, office furniture, technology To designate the remainder of the proceeds from the sale of the Synod expenses associated with relocating the Synod office to a leased facility, office property in a Council-designated fund to adequately provide for the leased space functional and adequate for Synod use.
- ω the sale of the Synod office property to the Thrive! Council-designated fund. Purpose: to demonstrate Synod commitment to the campaign. To designate 10% of the net proceeds (after relocation expenditures) from
- 4 To rename the Council-designated fund for Building Improvements to "Leasehold Improvement"

dispersed for leasehold improvements in the future. Purpose: To ensure that adequate funds continue to be accumulated and