

**Southern Ohio Synod of the ELCA  
Mission & Ministry Plan**

<b>INCOME</b>	<b>Mission &amp; Ministry Plan 2019-2020 REVISED</b>	<b>2019-2020 ACTUAL</b>	<b>2019-2020 PERCENT</b>	<b>Mission &amp; Ministry Plan 2020-2021 REVISED</b>	<b>Mission &amp; Ministry Plan 2021-2022 APPROVED</b>
<b>GENERAL FUND INCOME</b>					
1 Mission Support	1,700,000	1,645,957	97%	1,740,000	1,740,000
2 Interest Income	6,000	7,845	131%	6,000	6,000
3 ELCA Shared Staff Support	10,000	10,000	100%	10,000	10,000
4 Building Income	20,000	1,300	7%	0	0
5 Oklahoma Farmland	1,000	482	48%	1,000	1,000
6 Gifts Designated for SOS	40,000	17,645	44%	20,000	20,000
7 Miscellaneous Income	14,000	4,046	29%	13,800	13,800
<b>TOTAL GENERAL FUND INCOME</b>	<u>1,791,000</u>	<u>1,687,275</u>	94%	<u>1,790,800</u>	<u>1,790,800</u>

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EXPENSES	Mission & Ministry Plan 2019-2020 REVISED	2019-2020 ACTUAL	2019-2020 PERCENT	Mission & Ministry Plan 2020-2021 REVISED	Mission & Ministry Plan 2021-2022 APPROVED
<b>MISSION &amp; MINISTRY</b>					
8 ELCA Mission Support	680,000	658,383	97%	696,000	696,000
	0.40	0.40		0.40	0.40
<b>Outreach Ministries &amp; Support</b>					
9 Congregational Redevelopment	15,000	15,000	100%	20,000	20,000
<b>Total Outreach Ministries &amp; Support</b>	15,000	15,000	100%	20,000	20,000
<b>Affiliates &amp; Partnership</b>					
10 Capital University	600	600	100%	600	1,000
11 Wittenberg University	600	600	100%	600	1,000
12 Trinity Lutheran Seminary	15,200	15,200	100%	15,200	16,000
13 Region VI	9,000	8,700	97%	9,000	9,000
14 Planned Giving	10,000	10,000	100%	10,000	10,000
15 Lutheran Disaster Response Ohio	0	0		1,000	2,000
<b>Total Affiliates &amp; Partnership</b>	35,400	35,100	99%	36,400	39,000
<b>Ecumenical</b>					
16 Ohio Council of Churches	1,000	1,000	100%	1,000	500
17 Ecumenical Participation	1,000	230	23%	500	500
<b>Total Ecumenical</b>	2,000	1,230	62%	1,500	1,000
<b>TOTAL MISSION &amp; MINISTRY</b>	732,400	709,713	97%	753,900	756,000

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**FAITH FORMATION**

**Youth & Family**

18	Youth & Family Program	10,000	8,282	83%	10,000	10,000
19	LOMO - Amazing Grace Program	12,400	12,400	100%	12,400	13,000
20	LOMO Direct Grant	20,200	20,200	100%	20,200	20,500
<b>Total Youth and Family</b>		42,600	40,882	96%	42,600	43,500

**SOS - Campus Ministry**

21	Jacob's Porch, OSU	25,200	25,200	100%	25,200	25,500
22	Ohio University	10,200	10,200	100%	10,200	10,500
23	Miami University, Oxford	10,200	10,200	100%	10,200	10,500
<b>Total SOS - Campus Ministry</b>		45,600	45,600	100%	45,600	46,500

<b>TOTAL FAITH FORMATION</b>	88,200	86,482	98%	88,200	90,000
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**LEADERSHIP**

**Leadership Development & Support**

24	Candidacy	14,000	15,790	113%	14,000	16,000
25	First Call Retreat	1,500	900	60%	1,500	1,500
26	SOS Resource Team					2,000
<b>Total Leadership Development &amp; Support</b>		15,500	16,690	108%	15,500	19,500

**Synod Leadership**

27	Synod Council	2,000	1,436	72%	2,000	2,000
28	Synod Assembly	5,000	3,102	62%	5,000	7,500
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	4,886	98%	5,000	5,000
32	Bishop's Discretionary Fund	1,000	1,000	100%	1,000	1,000
<b>Total Synod Leadership</b>		15,400	10,491	68%	13,400	15,900

<b>TOTAL LEADERSHIP</b>	30,900	27,181	88%	28,900	35,400
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**MISSION & MINISTRY COORDINATION**

**Technology**

33	Technology Applications	6,000	6,737	112%	7,000	6,000
34	Technology Services	10,000	8,148	81%	10,000	8,000
35	Technology Improvements	1,000	1,000	100%	2,000	2,000
<b>Total Technology</b>		17,000	15,885	93%	19,000	16,000

**Office Operations**

36	Bank Service Charges	5,000	5,250	105%	5,000	5,000
37	Office Supplies	9,000	10,043	112%	9,000	8,000
38	Postage	5,000	4,635	93%	4,500	4,500
39	Telephone & Internet Access	13,000	13,182	101%	13,500	13,500
40	Equipment Rental & Repair	17,000	17,682	104%	17,000	17,000
41	Meals & Hospitality (Office)	3,000	2,915	97%	3,000	3,000
42	Insurance	3,000	2,506	84%	2,500	2,500
43	Legal Services	2,000	871	44%	2,000	1,000
44	Accounting & Auditing Fees	46,000	48,907	106%	48,000	48,000
<b>Total Office Operations</b>		103,000	105,991	103%	104,500	102,500

**Building Expenses**

45	Rent and Lease Operating Expenses*				56,500	45,400
46	Building Maintenance	20,000	40,538	203%	0	0
47	Building/Leasehold Improvements	5,000	5,000	100%	2,000	2,000
48	Building Insurance	7,000	6,414	92%	3,500	3,500
49	Janitorial Expenses	9,000	7,500	83%	0	0
50	Utilities	7,500	7,089	95%	0	0
51	Building Taxes	3,000	3,368	112%	0	0
52	Mortgage Interest Expenses	15,000	15,718	105%	0	0
<b>Total Building Expenses</b>		66,500	85,627	129%	62,000	50,900

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<b>Synod Staff</b>					
53 Bishop & Assistant Salaries	285,000	279,526	98%	278,000	278,000
54 Supplemental & Support Salaries	192,000	188,536	98%	196,000	196,000
55 Portico Benefits	193,000	171,621	89%	169,000	172,000
56 Payroll Taxes & Expenses	16,000	15,912	99%	17,000	17,000
<b>Total Synod Staff</b>	<u>686,000</u>	<u>655,595</u>	96%	<u>660,000</u>	<u>663,000</u>
<b>Staff Expenses</b>					
57 Automobile Expenses	16,000	12,912	81%	18,000	18,000
58 Auto Loan Interest	500	445	89%	300	0
59 Automobile Depreciation/Replacement	22,000	19,831	90%	25,000	25,000
60 Continuing Education	5,000	5,000	100%	5,000	6,000
61 Travel	22,500	25,825	115%	25,000	27,000
62 Professional Expenses	1,000	855	86%	1,000	1,000
<b>Total Staff Expenses</b>	<u>67,000</u>	<u>64,868</u>	97%	<u>74,300</u>	<u>77,000</u>
<b>TOTAL MISSION &amp; MINISTRY COORDINATION</b>	<u>939,500</u>	<u>927,966</u>	99%	<u>919,800</u>	<u>909,400</u>
<b>TOTAL EXPENSES</b>	<u>1,791,000</u>	<u>1,751,342</u>	98%	<u>1,790,800</u>	<u>1,790,800</u>
<b>NET GENERAL FUND INCOME/(LOSS) BEFORE DEPRECIATION/UNBUDGETED</b>	<u>0</u>	<u>(64,067)</u>		<u>0</u>	<u>0</u>

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