

**DFMS Income Statement Detail**

	December		Year-to-Date 2019				Annual Budget	YTD(Shortfall) /Overage	YTD vs. Annual	Explanation of Significant Variances
	Actual	Budget	Fav/(Unfav) Variance	Actual	Budget	Fav/(Unfav) Variance				
<b>Diocesan Commitments</b>	2,280,452	2,300,950	(20,498)	28,175,582	27,611,400	564,182	27,611,400	564,182	102%	Payments in line with commitments
<b>Program Income</b>	610,085	144,182	465,903	1,994,720	1,730,186	264,534	1,730,186	264,534	115%	Includes Economic Justice loan income; digital network sponsorship income; recoveries for services to tenants. Fees for House of Bishops, Ethnic Ministries and other events cancelled due to COVID-19
<b>Trust Fund Income</b>	2,375,693	891,798	1,483,896	9,567,469	10,701,570	(1,134,101)	10,701,570	(1,134,101)	89%	Dividends are credited quarterly
<b>Annual Appeal</b>	292,007	16,667	275,340	292,007	200,000	92,007	200,000	92,007	146%	
<b>Rental Income</b>	711,273	247,027	464,246	2,322,164	2,964,329	(642,165)	2,964,329	(642,165)	78%	Rent concessions for new tenants until 4Q19
<b>Refugee Loan Program</b>	59,184	54,682	4,503	807,530	656,178	151,352	656,178	151,352	123%	Refugee Loan Collection offsets cost below in EMM non-Govt.
<b>Ordination Exam Fees</b>	-	11,000	(11,000)	132,000	132,000	-	132,000	-	100%	Offsets costs below in Governance section
<b>Other Income</b>	21,313	18,751	2,562	491,712	225,016	266,696	225,016	266,696	219%	Includes Annual Appeal donations; EYE fees to be refunded
<b>Total General Income</b>	6,350,575	3,685,057	2,665,519	43,802,541	44,220,679	(418,138)	44,220,679	(418,138)	99%	
<b>EXPENSES</b>										
<b>EVANGELISM</b>										
<b>Starting New Congregations</b>	456,433	83,333	(373,100)	964,003	1,000,000	35,997	1,000,000	35,997	96%	
<b>Evangelism Initiatives</b>	46,535	23,056	(23,479)	310,170	276,666	(33,504)	276,666	(33,504)	112%	
<b>Staff Costs</b>	23,261	40,824	17,562	340,543	489,883	149,340	489,883	149,340	70%	Staff vacancy
<b>Evangelism and church planting</b>	8,588	-	(8,588)	20,909	-	(20,909)	-	(20,909)		
<b>Evangelism</b>	534,817	147,212	(387,605)	1,635,626	1,766,549	130,923	1,766,549	130,923	93%	
<b>RECONCILIATION AND JUSTICE</b>										
<b>Poverty and Social Justice</b>	69,038	13,236	(55,802)	90,173	158,833	68,660	158,833	68,660	57%	
<b>Staff Costs</b>	25,742	38,284	12,542	343,274	459,402	116,128	459,402	116,128	75%	Staff vacancy
<b>Racial Justice and Reconciliation</b>	313,911	69,534	(244,378)	802,815	834,402	31,587	834,402	31,587	96%	
<b>Staff Cost</b>	98,626	82,914	(15,712)	919,448	994,970	75,522	994,970	75,522	92%	
<b>Educational Enterprise Grants</b>	60,498	11,111	(49,387)	107,159	133,334	26,175	133,334	26,175	80%	
<b>Ethnic Ministries</b>	203,043	195,032	(8,011)	2,358,884	2,340,387	(18,496)	2,340,387	(18,496)	101%	
<b>UTO Other Costs</b>	(8,724)	13,389	22,113	56,501	160,667	104,166	160,667	104,166	35%	
<b>Staff Cost</b>	22,688	19,579	(3,109)	242,969	234,949	(8,020)	234,949	(8,020)	103%	
<b>United Thank Offering</b>	13,964	32,968	19,004	299,470	395,616	96,146	395,616	96,146	76%	
<b>Reconciliation and Justice</b>	599,956	310,770	(289,186)	3,551,341	3,729,238	177,897	3,729,238	177,897	95%	
<b>CREATION CARE</b>										
<b>Creation Other Cost</b>	162,390	20,240	(142,151)	163,058	242,875	79,817	242,875	79,817	67%	
<b>Staff Costs</b>	6,521	7,351	829	22,215	88,206	65,991	88,206	65,991	25%	Staff vacancy
<b>Creation Care</b>	175,598	27,590	(148,008)	214,785	331,081	116,296	331,081	116,296	65%	
<b>MINISTRY OF PRESIDING BISHOP TO C</b>										
<b>GBEC Other Dept Cost</b>	1,789	3,576	1,788	44,740	42,916	(1,824)	42,916	(1,824)	104%	
<b>Staff Cost</b>	8,166	8,058	(108)	94,866	96,691	1,825	96,691	1,825	98%	
<b>GBEC</b>	9,954	11,634	1,680	139,607	139,607	-	139,607	-	100%	
<b>Staff Cost</b>	160,698	154,211	(6,486)	1,812,996	1,850,536	37,540	1,850,536	37,540	98%	
<b>Presiding Bishop's Office</b>	330,404	223,239	(107,165)	2,998,123	2,678,870	(319,253)	2,678,870	(319,253)	112%	
<b>House of Bishops</b>	91,882	12,917	(78,966)	204,509	155,000	(49,509)	155,000	(49,509)	132%	
<b>College for Bishops grant</b>	20,833	6,944	(13,889)	83,333	83,333	-	83,333	-	100%	
<b>Federal Ministries- Department Cost</b>	36,623	18,181	(18,443)	251,834	218,166	(33,668)	218,166	(33,668)	115%	
<b>Staff Cost</b>	46,976	36,732	(10,245)	439,169	440,779	1,610	440,779	1,610	100%	
<b>Armed Forces and Federal Ministries</b>	83,600	54,912	(28,688)	691,003	658,945	(32,058)	658,945	(32,058)	105%	
<b>Pastoral development</b>	17,592	24,056	6,464	116,248	288,667	172,419	288,667	172,419	40%	Title IV translation was not implemented moved to 2020
<b>Staff Cost</b>	28,619	28,394	(225)	332,372	340,728	8,356	340,728	8,356	98%	
<b>Pastoral Development</b>	46,644	52,450	5,806	449,052	629,395	180,343	629,395	180,343	71%	
<b>Ministry of PB to Church and World</b>	583,317	362,096	(221,221)	4,565,627	4,345,150	(220,477)	4,345,150	(220,477)	105%	

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<b>MISSION WITHIN THE EPISCOPAL CHU</b>										
Public Affairs	8,289	6,404	(1,885)	45,088	76,850	31,761	76,850	31,761	59%	
Communication Operations	1,410	4,433	3,022	26,096	53,190	27,094	53,190	27,094	49%	
Multimedia Services	37,438	17,625	(19,813)	255,014	211,500	(43,514)	211,500	(43,514)	121%	
Web Services	36,733	24,429	(12,304)	211,299	293,150	81,852	293,150	81,852	72%	
Graphic Design	(158)	4,083	4,241	1,431	49,000	47,569	49,000	47,569	3%	
Episcopal News Service	20,344	11,792	(8,553)	84,260	141,500	57,240	141,500	57,240	60%	
Digital Evangelism	43,916	21,294	(22,622)	275,705	255,533	(20,173)	255,533	(20,173)	108%	
Language (Translation) services	2,748	7,500	4,752	36,088	90,000	53,912	90,000	53,912	40%	
Staff Cost	208,025	172,020	(36,005)	2,052,131	2,064,236	12,105	2,064,236	12,105	99%	
Sponsorship	4,955	4,058	(897)	25,718	48,700	22,983	48,700	22,983	53%	
Communications	363,701	273,638	(90,063)	3,012,830	3,283,659	270,829	3,283,659	270,829	92%	
Staff Cost	49,163	46,254	(2,909)	534,298	555,050	20,753	555,050	20,753	96%	
Episcopal Youth Event & EJE	21,262	417	(20,845)	277,869	5,000	(272,869)	5,000	(272,869)	5557%	
Formation	71,285	153,699	82,414	1,248,357	1,844,383	596,026	1,844,383	596,026	68%	
Prog and Technical	-	2,906	2,906	-	34,869	34,869	34,869	34,869	0%	
Staff Costs	23,534	22,197	(1,337)	254,377	266,359	11,982	266,359	11,982	96%	
Transition Ministries & Vocation	27,001	31,186	4,184	353,806	374,228	20,422	374,228	20,422	95%	
TEC Grants and Appropriations	241,557	324,738	83,181	3,914,624	3,896,852	(17,771)	3,896,852	(17,771)	100%	
<b>Mission within the Episcopal Church</b>	<b>703,544</b>	<b>783,260</b>	<b>79,716</b>	<b>8,529,616</b>	<b>9,399,123</b>	<b>869,506</b>	<b>9,399,123</b>	<b>869,506</b>	<b>91%</b>	
<b>MISSION BEYOND THE EPISCOPAL CHU</b>										
Missionary Service	125,677	140,226	14,549	1,289,416	1,682,716	393,300	1,682,716	393,300	77%	Fewer missionaries than expected
Department Cost	34,308	26,651	(7,657)	295,423	319,816	24,393	319,816	24,393	92%	
Refugee loan collection	56,677	31,940	(24,736)	428,937	383,285	(45,652)	383,285	(45,652)	112%	
EMM Non-Gov & Refugee Loans	90,984	58,592	(32,393)	724,360	703,101	(21,259)	703,101	(21,259)	103%	
Washington Office Other Cost	92,306	24,750	(67,556)	319,081	297,000	(22,081)	297,000	(22,081)	107%	
Staff Cost - OGR	52,587	45,679	(6,908)	524,108	548,151	24,043	548,151	24,043	96%	
Office of Government Relations	144,893	70,429	(74,464)	843,329	845,151	1,822	845,151	1,822	100%	
International visitors	753	1,042	289	5,828	12,500	6,672	12,500	6,672	47%	
Staff Cost	56,933	60,858	3,925	578,560	730,301	151,741	730,301	151,741	79%	Staff vacancy
Anglican Communion	93,353	108,095	14,742	1,013,350	1,297,134	283,784	1,297,134	283,784	78%	
Block Grants within Anglican Communion	10,689	15,500	4,811	178,606	186,000	7,394	186,000	7,394	96%	
Covenants within the Anglican Communion	48,863	47,778	(1,085)	534,662	573,334	38,672	573,334	38,672	93%	
Staff Cost - Ecumenical	32,722	31,257	(1,465)	341,920	375,081	33,161	375,081	33,161	91%	
Ecumenical, Interfaith & Global Relation	65,138	45,132	(20,007)	623,564	541,581	(81,983)	541,581	(81,983)	115%	
Ecumenical Dues	38,667	8,056	(30,611)	91,667	96,667	5,000	96,667	5,000	95%	
International Justice and Peace Making	670	2,361	1,691	22,539	28,333	5,794	28,333	5,794	80%	
<b>Mission Beyond the Episcopal Church</b>	<b>272,722</b>	<b>496,168</b>	<b>223,446</b>	<b>4,975,281</b>	<b>5,954,017</b>	<b>978,736</b>	<b>5,954,017</b>	<b>978,736</b>	<b>84%</b>	
<b>Total Mission Expenses</b>	<b>2,869,955</b>	<b>2,127,097</b>	<b>(742,858)</b>	<b>23,472,276</b>	<b>25,525,158</b>	<b>2,052,882</b>	<b>25,525,158</b>	<b>2,052,882</b>	<b>92%</b>	
<b>MISSION GOVERNANCE</b>										
Staff Cost	17,831	27,486	9,655	114,864	329,832	214,968	329,832	214,968	35%	
House of Deputies	57,164	52,266	(4,898)	588,218	627,188	38,970	627,188	38,970	94%	
Staff Cost	72,470	68,577	(3,893)	858,925	822,920	(36,005)	822,920	(36,005)	104%	
Archives	167,911	99,516	(68,395)	1,154,092	1,194,190	40,098	1,194,190	40,098	97%	
Support for Provincial Coordination	2,228	1,806	(423)	20,085	21,666	1,581	21,666	1,581	93%	
Technology for GC Governance	1,213	67,000	65,788	457,281	804,000	346,719	804,000	346,719	57%	Sizeable prepayment in 2018
General Convention Meetings	10,416	9,250	(1,166)	127,241	111,000	(16,241)	111,000	(16,241)	115%	
Canonical Reporting	284	3,333	3,049	(1,990)	40,000	41,990	40,000	41,990	-5%	
Executive Council	80,580	35,667	(44,913)	378,091	428,000	49,909	428,000	49,909	88%	
Operation & Other Expenses of GC Office	16,239	15,403	(836)	172,523	184,833	12,310	184,833	12,310	93%	
Staff Cost	134,384	135,257	874	1,409,568	1,623,085	213,517	1,623,085	213,517	87%	
Board to Assist Office of Pastoral Dev	(1,182)	8,333	9,515	22,950	100,000	77,050	100,000	77,050	23%	Work slow to begin; some moved to 2020
Interim Bodies	126,953	38,250	(88,703)	347,501	459,000	111,499	459,000	111,499	76%	Anticipated big gathering in April 2020
Accrual for PB Nomination & Transition	-	2,500	2,500	30,000	30,000	-	30,000	-	100%	
Translation & Interpretation Governance	8,784	6,875	(1,909)	65,255	82,500	17,245	82,500	17,245	79%	
Current Prayer Book Revision	4,154	6,250	2,096	25,542	75,000	49,458	75,000	49,458	34%	Timing of work
General Convention Office	381,824	328,118	(53,706)	3,033,963	3,937,418	903,455	3,937,418	903,455	77%	
<b>Mission Governance</b>	<b>609,127</b>	<b>481,705</b>	<b>(127,421)</b>	<b>4,796,357</b>	<b>5,780,462</b>	<b>984,105</b>	<b>5,780,462</b>	<b>984,105</b>	<b>83%</b>	

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<b>MISSION FINANCE LEGAL OPERATION</b>										
Staff anti-racism training	-	-	-	3,047	-	(3,047)	-	(3,047)	n/a	
Staff Cost	56,903	44,015	(12,888)	540,782	528,181	(12,601)	528,181	(12,601)	102%	
Chief Operating Officer	62,714	54,015	(8,699)	560,139	648,181	88,042	648,181	88,042	86%	
Building Services	200,223	166,093	(34,130)	2,196,240	1,993,120	(203,120)	1,993,120	(203,120)	110%	
Mail Center	4,549	4,957	408	41,977	59,478	17,501	59,478	17,501	71%	Less paper and courier mail
Purchasing	5,441	3,833	(1,607)	46,736	46,000	(736)	46,000	(736)	102%	
Staff Cost	40,512	30,897	(9,614)	370,353	370,769	416	370,769	416	100%	
Facilities Management	250,724	205,781	(44,944)	2,655,306	2,469,367	(185,939)	2,469,367	(185,939)	108%	
Human Resources	(4,651)	23,667	28,317	264,460	284,000	19,540	284,000	19,540	93%	
HR Staff Cost	49,417	40,265	(9,152)	500,311	483,174	(17,137)	483,174	(17,137)	104%	
Retiree	42,448	51,500	9,052	516,517	618,000	101,483	618,000	101,483	84%	
Human Resources	87,214	115,431	28,217	1,281,289	1,385,174	103,885	1,385,174	103,885	93%	
Corporate Legal	83,515	45,092	(38,423)	545,170	541,100	(4,070)	541,100	(4,070)	101%	
Staff Cost	42,875	40,540	(2,335)	481,635	486,485	4,850	486,485	4,850	99%	
Litigation to Safeguard Property Ch wide	101,272	16,667	(84,605)	444,188	200,000	(244,188)	200,000	(244,188)	222%	
Legal	227,662	102,299	(125,363)	1,470,992	1,227,585	(243,407)	1,227,585	(243,407)	120%	
Staff Cost	91,871	70,809	(21,062)	816,967	849,709	32,742	849,709	32,742	96%	
Management Information Systems	(166,056)	28,544	194,599	144,221	342,522	198,301	342,522	198,301	42%	
Information Technology	(59,942)	99,353	159,294	1,011,696	1,192,231	180,535	1,192,231	180,535	85%	
Controller	14,892	23,083	8,192	244,604	277,000	32,396	277,000	32,396	88%	
Controller's Office Staff Cost	78,201	78,731	530	877,630	944,767	67,137	944,767	67,137	93%	
Treasurer	67,882	36,375	(31,507)	498,151	436,500	(61,651)	436,500	(61,651)	114%	
Treasurer's Office Staff Cost	109,220	112,111	2,891	1,137,903	1,345,334	207,431	1,345,334	207,431	85%	
Debt Financing & Repayment	127,195	162,984	35,788	2,243,885	1,955,803	(288,082)	1,955,803	(288,082)	115%	Higher short-term interest rates
Finance	397,389	413,284	15,894	3,522,173	4,959,404	1,437,231	4,959,404	1,437,231	71%	
Development Office Other Cost	49,368	40,125	(9,243)	160,487	481,500	321,013	481,500	321,013	33%	
Staff Cost	58,884	58,054	(830)	489,645	696,649	207,004	696,649	207,004	70%	
Annual Appeal	20,859	-	(20,859)	279,912	-	(279,912)	-	(279,912)	n/a	
Development Office	129,111	98,179	(30,932)	930,043	1,178,149	248,106	1,178,149	248,106	79%	
Mission Finance Legal Operations	1,094,873	1,088,341	(6,532)	12,911,638	13,060,091	1,628,453	13,060,091	1,628,453	99%	
<b>Total Expense</b>	<b>4,573,954</b>	<b>3,697,143</b>	<b>(876,811)</b>	<b>41,180,271</b>	<b>44,365,712</b>	<b>4,665,440</b>	<b>44,365,712</b>	<b>4,665,440</b>	<b>93%</b>	
<b>Budgetary Surplus/(Deficit)</b>	<b>1,776,622</b>	<b>(12,086)</b>	<b>1,788,708</b>	<b>2,622,270</b>	<b>(145,033)</b>	<b>4,246,583</b>	<b>(145,033)</b>	<b>4,246,583</b>	<b>n/a</b>	
<b>Episcopal Migration Ministries</b>										
Episcopal Migration Ministries Gov.	1,358,374	598,543	759,831	8,055,360	7,182,515	872,845	7,182,515	872,845	112.15%	
Total Expense	708,737	598,543	(110,194)	8,063,224	7,182,515	(880,709)	7,182,515	(880,709)	112.26%	
Episcopal Migration Ministries - Gov't	(708,737)	(598,543)	(110,194)	(8,063,224)	(7,182,515)	(880,709)	(7,182,515)	(880,709)	112.26%	