

**The Episcopal Diocese of Upper South Carolina Approved  
by Diocesan Executive Council 9/12/2020  
Convention 2021 SOM**

Last Updated: 09.30.2020

<i>Approved 2021 SOM</i> Approved for Convention by Diocesan Executive Council on 9.12.2020		Notes	2020 SOM Approved by Convention	2021 SOM Adjusted Allocations	2021 vs. 2020 SOM
<b>DIOCESAN RESOURCES</b>					
1	Episcopal Pledge Assessments		\$3,300,000	\$3,300,000	\$0
2	Less: Allowance for Unaccepted Pledge Assessments		(\$680,000)	(\$890,535)	(\$210,535)
3	Episcopal Pledge Income	<b>A</b>	\$2,620,000	\$2,409,465	(\$210,535)
4	Support for Theological Ed. (Endowment)		\$0	\$0	\$0
5	Continuing Ed. for Clergy (Endowment)		\$0	\$0	\$0
6	Withdrawals from Diocesan Endowment Portfolio	<b>B</b>	\$225,508	\$351,014	\$125,506
7	Expenditure of Restricted & Designated Funds		\$0	\$0	\$0
8	Income from Bishop's Permanent Fund (Endowment)		\$25,000	\$0	(\$25,000)
9	Emergency Congregational Support	<b>C</b>		\$25,000	\$25,000
<b>Total Resources</b>			<b>\$2,870,508</b>	<b>\$2,785,479</b>	<b>(\$85,029)</b>
<b>Notes:</b>					
<b>A</b>	The Diocesan Executive Council set the 2021 Episcopal Pledge Assessment at 16% of each parish's average SNOI (Standard Normalized Operating Income) over 2017-2018-2019. That percentage is unchanged from 2020 and 2019 as well as other recent years. DEC raised the Allowance for Unaccepted Pledge Assessments (line 2) to account for the likely impact of the COVID-19 pandemic on 2021 giving, as suggested by feedback from a mid-summer survey of all EDUSC parishes and missions.				
<b>B</b>	The 6% cap on Endowment spending allows a 2021 withdrawal of \$351,014. Of that amount, DEC has allocated \$150,000 to Bishop Search expenses in 2021. (See line 63).				
<b>C</b>	Per DEC's vote on 09.12.2020. Emergency Congregational Support funds be used to help fund line 46. Insurance for Retired clergy.				

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	<b>DIOCESAN EXPENSES</b>				
	<b><u>Commission on Ministry</u></b>				
1	COM: Leadership Development		\$0	\$0	\$0
	<b><i>Ordained Ministry</i></b>				
2	Clergy Pre-Lenten Retreat		\$1,000	\$0	(\$1,000)
3	Fall Clergy Conference		\$1,000	\$1,100	\$100
4	Ministry of Clergy Spouses		\$200	\$200	\$0
5	Deacons		\$0	\$0	\$0
6	Clergy Leadership Development		\$0	\$0	\$0
7	Clergy Continuing Education		\$1,250	\$1,200	(\$50)
8	Committee for Retired Clergy/Spouses		\$1,500	\$1,500	\$0
	<b><i>Discernment &amp; Theological Ed.</i></b>				
9	Vocational Discernment		\$1,300	\$0	(\$1,300)
10	Deacon Formation Program		\$1,000	\$0	(\$1,000)
11	Seminarian Insurance		\$18,612	\$12,000	(\$6,612)
12	Theological Education Assistance		\$8,000	\$8,000	\$0
13	Seminarian Retreat		\$4,300	\$0	(\$4,300)
14	Seminarian Travel		\$1,500	\$0	(\$1,500)
15	Seminarian Emergency Funds		\$500	\$0	(\$500)
16	Seminarian Book Funds		\$0	\$0	\$0
17	<b>Commission on Ministry</b>		<b>\$40,162</b>	<b>\$24,000</b>	<b>(\$16,162)</b>
	<b><u>Commission on Christian Formation</u></b>				
18	Order of the Daughters of the King		\$3,000	\$1,700	(\$1,300)
19	Cursillo		\$3,000	\$1,700	(\$1,300)
20	Children's Ministry		\$900	\$500	(\$400)
21	Youth Ministry		\$22,800	\$20,200	(\$2,600)
22	Adult Formation Ministry (Safe Church Trainers included)		\$1,550	\$0	(\$1,550)
23	Community of Hope		\$0	\$0	\$0
24	Education for Ministry		\$1,750	\$1,750	\$0
25	Episcopal Church Women		\$0	\$0	\$0
26	<b>Commission on Christian Formation</b>		<b>\$33,000</b>	<b>\$25,850</b>	<b>(\$7,150)</b>

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<b><u>Commission for Congregations</u></b>					
<b><i>Hispanic Ministries</i></b>					
27	Holy Cross, Simpsonville - Hispanic Ministries		\$26,000	\$14,300.00	(\$11,700)
28	St. Francis, Greenville - Hispanic Ministries \$12,500 Payroll		\$27,500	\$15,125.00	(\$12,375)
<b><i>African American Ministries</i></b>					
29	St. Thomas, Eastover		\$3,750	\$2,062.50	(\$1,688)
<b><i>New Ways of Being Church</i></b>					
30	Church of the Cross, Columbia		\$15,500	\$8,250.00	(\$7,250)
31	Diocesan Curate Support		\$0	\$0.00	\$0
32	Young Adult Communities: Campus Ministries (Includes Vocare)		\$60,000	\$51,097.50	(\$8,903)
33	Episcopal Service Corps		\$10,000	\$0.00	(\$10,000)
<b><u>Continuing Support</u></b>					
34	NEW - Ascension, Seneca		\$0	\$12,375.00	\$12,375
35	All Saints', Beech Island		\$4,500	\$1,980.00	(\$2,520)
36	St. Christopher's, Spartanburg		\$12,750	\$7,012.50	(\$5,738)
37	St. Bartholomew's, North Augusta		\$18,000	\$12,060.00	(\$5,940)
38	Epiphany, Spartanburg		\$7,250	\$3,987.50	(\$3,263)
<b><i>Congregational &amp; Stewardship Development</i></b>					
39	Congregational Workshops		\$750	\$0.00	(\$750)
40	Congregational Vitality and Sustainability		\$250	\$0.00	(\$250)
41	Stewardship Workshops (TENS membership)		\$1,500	\$0.00	(\$1,500)
42	<b>Commission for Congregations</b>		<b>\$187,750</b>	<b>\$128,250</b>	<b>(\$59,500)</b>
<b><u>Commission on Convocations</u></b>					
43	<b>Commission on Convocations</b>		<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

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<b>Commission on the Diocese</b>					
<b>Clergy Insurance</b>					
44	Group Long-Term Disability		\$21,000	\$21,000	\$0
45	Group Insurance - Active Clergy	<b>A</b>	\$717,840	\$645,120	(\$72,720)
46	Group Insurance - Retired		\$125,000	\$125,000	\$0
47	Subtotal - Clergy Insurance		\$863,840	\$791,120	(\$72,720)
<b>Office of the Bishop</b>					
48	Bishop Stipend		\$159,200	\$159,200	\$0
49	Bishop Pension		\$28,656	\$28,656	\$0
50	Bishop Insurance		\$21,000	\$22,050	\$1,050
51	Bishop's Staff Stipends & Benefits	<b>B</b>	\$785,000	\$706,500	(\$78,500)
52	Staff FICA		\$25,000	\$26,000	\$1,000
53	Short-term disability		\$2,400	\$2,400	\$0
54	Episcopal Visitations		\$7,500	\$0	(\$7,500)
55	Diocesan House Admin. (utilities, phones, computers, postage, supplies, etc.)		\$124,000	\$124,000	\$0
56	Bishop Travel, Continuing Ed. & Hospitality		\$30,000	\$30,000	\$0
57	Canons Travel		\$27,500	\$30,000	\$2,500
58	Non-Canon Staff Travel & Continuing Ed.		\$10,000	\$15,000	\$5,000
59	Property manager shared with Trinity		\$12,000	\$12,000	\$0
60	DH Capital Maintenance Fund		\$10,000	\$10,000	\$0
61	Repayment of Diocesan House Renovation Funds		\$19,800	\$19,800	\$0
62	Communications (e-DUSC, Web, on-line registrations)		\$25,000	\$25,000	\$0
63	Bishop Search Expenditures			\$150,000	\$150,000
	Subtotal - Office of the Bishop		\$1,287,056	\$1,360,606	\$73,550
<b>Notes:</b>					
<b>A</b> Proposed Reduction of Clergy Ins by switching to PPO80 plan in 2021					
<b>B</b> Proposed Reduction of DH Insurance by switching to PPO80 plan in 2021					
<b>Bishop's Events:</b>					
64	Clergy Business Day		\$0	\$0	\$0
65	Ordinations - Diaconate		\$0	\$0	\$0
66	Ordinations - Priesthood		\$1,000	\$0	(\$1,000)
67	Ordinations - Transitional Diaconate		\$0	\$0	\$0

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68	Renewal of Vows		\$1,500	\$500	(\$1,000)
69	Celebrations of New Ministries		\$500	\$0	(\$500)

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70	Subtotal - Bishop's Events		\$3,000	\$500	(\$2,500)
	<b><i>Diocesan Institutions</i></b>				
71	All Saints', Clinton for facilities use		\$4,000	\$1,000	(\$3,000)
72	Still Hopes		\$1,000	\$1,000	\$0
73	Finlay House		\$500	\$500	\$0
74	Gravatt		\$1,000	\$1,000	\$0
75	Univ. of the South School of Theology (Sewanee)		\$4,000	\$4,000	\$0
76	Voorhees		\$1,500	\$1,500	\$0
77	Heathwood Hall Episcopal School		\$1,000	\$1,000	\$0
78	Kanuga		\$1,000	\$0	(\$1,000)
79	Subtotal - Diocesan Institutions		\$14,000	\$10,000	(\$4,000)
	<b><i>Diocesan Convention</i></b>				
80	Diocesan Convention - Leadership Day & Business Day		\$15,000	\$15,000	\$0
81	Convention Secretary		\$2,400	\$2,400	\$0
82	Subtotal - Diocesan Convention		\$17,400	\$17,400	\$0
	<b><i>Diocesan Executive Council</i></b>				
83	Diocesan Executive Council		\$2,000	\$500	(\$1,500)
84	D.E.C. Orientation & Planning		\$3,000	\$500	(\$2,500)
85	Audit & Accounting Services		\$20,000	\$20,000	\$0
86	Insurance - Property, Liability, Bond		\$19,000	\$15,000	(\$4,000)
87	Real Property Expenses		\$5,000	\$5,000	\$0
88	Diocesan Chancellors		\$3,000	\$3,000	\$0
89	Subtotal - Diocesan Executive Council		\$52,000	\$44,000	(\$8,000)
90	<b>Commission on the Diocese</b>		<b>\$2,237,296</b>	<b>\$2,223,626</b>	<b>(\$13,670)</b>

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<b>Comm. on The Episcopal Church &amp; The Anglican Communion</b>					
91	Province IV Pledge		\$3,552	\$3,552	\$0
92	Diocesan Pledge to The Episcopal Church		\$287,278	\$290,467	\$3,189
93	Deputies to General & Synod Convention		\$15,000	\$15,000	\$0
103	Lambeth Conference		\$1,000	\$5,000	\$4,000
104	Ecumenical Relations		\$1,000	\$1,000	\$0
105	<b>Comm. on The Episcopal Church &amp; The Anglican Communion</b>		<b>\$307,830</b>	<b>\$315,019</b>	<b>\$7,189</b>
<b>Commission on Mission &amp; International Concerns</b>					
106	Episcopal Relief & Development		\$500	\$500	\$0
107	Sustainable Development (Millennium) Goals		\$18,200	\$0	(\$18,200)
108	World Mission Committee - Cange		\$14,000	\$15,000	\$1,000
109	Ecuador Programs		\$14,000	\$15,000	\$1,000
110	SC Bishops' Public Education Initiative		\$14,350	\$14,350	\$0
111	Camp AIR (Adventures in Reading)		\$1,000	\$150	(\$850)
112	Matthew 25 Outreach Grants		\$15,000	\$15,000	\$0
113	Racial Reconciliation		\$1,000	\$500	(\$500)
114	HIV/AIDS Committee		\$1,000	\$500	(\$500)
115	Voorhees Scholars Program		\$5,000	\$5,000	\$0
116	Environmental Stewardship and Justice		\$1,000	\$500	(\$500)
117	NEW-Young Adult Service Corps		\$0	\$0	\$0
118	NEW-SC Christian Action Council		\$0	\$0	\$0
<b>Commission on Mission &amp; International Concerns</b>			<b>\$85,050</b>	<b>\$66,500</b>	<b>(\$18,550)</b>
119	<b>Total Expenses</b>		<b>\$2,891,088</b>	<b>\$2,783,245</b>	<b>(\$107,843)</b>
120	<b>Net (over)/under</b>	<b>A</b>	<b>(\$20,580)</b>	<b>\$2,234</b>	
<b>Notes:</b>					
<b>A</b> COD recommends keeping this balance surplus until the actual pledge figures come in. Once they have come in, COD will revisit the SOM and make recommendations on any surplus or deficit to DEC.					