

SUMMARY

	2023 ACTUAL	2024 BUDGET	2025 BUDGET
Benevolence Factor	17.550%	17.450%	17.400%
Collection Rate	90.00%	87.00%	87.00%
INCOME			
MISSION SHARES***	11,786,857	12,564,729	12,223,047
NON-MISSION SHARES INCOME			
Grants	127,735	241,490	251,490
Event Income	1,771,635	2,270,027	2,499,055
Individual Gifts	10,591	0	0
Reimbursements	526,176	226,635	229,784
Other Income/Sources of Funds	2,879,872	2,731,266	3,062,091
Interest	162,236	73,000	73,000
TOTAL NON-MISSION SHARES INCOME	5,478,245	5,542,418	6,115,420
TOTAL INCOME	17,265,102	18,107,147	18,338,467
EXPENSE			
<u>DISCIPLESHP</u>			
REGIONS			
Southern Region	484,877	611,929	628,404
Baltimore Region	520,247	611,179	627,654
Washington Region	479,772	333,989	342,327
Western Region	563,614	613,134	629,609
TOTAL REGIONS	2,048,510	2,170,231	2,227,994
MINISTRY TEAMS			
Discipleship Ministries	4,179,429	4,263,579	3,731,957
<i>Note: General Church Mission Shares</i>	2,861,380	2,867,032	2,382,872
Leadership Development	662,036	819,753	932,216
New Faith Expressions	356,672	760,000	660,000
Young People's Ministry	2,059,756	2,325,427	2,556,455
Advocacy and Action	398,326	655,374	655,374
Abundant Health	180,279	266,946	276,946
TOTAL MINISTRY TEAMS	7,836,498	9,091,079	8,812,949
<u>TOTAL DISCIPLESHP</u>	9,885,008	11,261,310	11,040,943
<u>STEWARDSHIP</u>			
Operations	3,414,104	3,022,735	3,210,234
Communications	427,242	489,782	487,982
Finance	613,241	614,614	636,770
HR/Benefits	2,186,258	2,060,984	2,290,539
TOTAL STEWARDSHIP	6,640,845	6,188,115	6,625,525
<u>EPISCOPAL OFFICE</u>	592,093	657,722	671,999
TOTAL OPERATING EXPENSE	17,117,946	18,107,147	18,338,467
	147,156	0	0

- Denotes items funded from Non-Mission Share sources
 Indicates percent non-mission share if less than 100%

Southern Region

EXPENSES	2024 BUDGET	2025 BUDGET PROPOSED
Personnel		
Total Salary	429,046	441,917
Total Benefits	120,133	123,737
Total Personnel	549,179	565,654
Travel	18,000	18,000
Continuing Education	4,200	4,200
Regional Strategy/Program		
Washington East District		
District Superintendent	2,500	2,500
Washington East District	12,500	12,500
Annapolis District		
District Superintendent	2,500	2,500
Annapolis District	12,500	12,500
Total Regional Strategy/Program	30,000	30,000
Administration		
Copying and printing	2,200	2,200
Supplies	2,400	2,400
Postage	500	500
Telecommunications	1,500	1,500
Cell Phone	2,500	2,500
Total Administration	9,100	9,100
Property and Equipment		
Equipment	450	450
Contingency	1,000	1,000
Total Southern Region	611,929	628,404

Baltimore Region

EXPENSES	2025 BUDGET	
	2024 BUDGET	PROPOSED
Personnel		
Total Salary	429,046	441,917
Total Benefits	120,133	123,737
Total Personnel	549,179	565,654
Travel	16,050	16,050
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	2,400	2,400
Baltimore Metropolitan District	17,500	17,500
Total Regional Strategy/Program	33,300	33,300
Administration		
Copying and printing	1,400	1,400
Supplies	2,000	2,000
Postage	650	650
Telecommunications	1,500	1,500
Cell Phone	2,500	2,500
Total Administration	8,050	8,050
Property and Equipment		
Equipment	400	400
Contingency	1,000	1,000
Total Baltimore Region	611,179	627,654

Washington Region

EXPENSES	2025 BUDGET	
	2024 BUDGET	PROPOSED
Personnel		
Total Salary	214,523	220,959
Total Benefits	60,066	61,868
Total Personnel	274,589	282,827
Travel	16,500	16,500
Continuing Education	1,500	1,500
Regional Strategy/Program		
Meetings	600	600
Programs	1,800	1,800
Greater Washington District		
District Superintendent	2,100	2,100
Greater Washington District	12,500	12,500
Central Maryland District		
District Superintendent	2,100	2,100
Central Maryland District	12,500	12,500
Total Regional Strategy/Program	31,600	31,600
Administration		
Copying and printing	2,500	2,500
Supplies	2,150	1,850
Postage	1,000	1,400
Telecommunications	1,400	1,400
Cell Phone	1,250	1,250
Total Administration	8,300	8,400
Property and Equipment		
Equipment	500	500
Contingency	1,000	1,000
Total Washington Region	333,989	342,327

Western Region

EXPENSES	2024 BUDGET	2025 BUDGET PROPOSED
Personnel		
Total Salary	429,046	441,917
Total Benefits	120,133	123,737
Total Personnel	549,179	565,654
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 District	12,500	12,500
Total Regional Strategy/Program	26,800	26,800
Administration		
Copying and printing	2,005	2,005
Supplies	2,450	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	613,134	629,609

Discipleship Ministries

EXPENSES	2025 BUDGET	
	2024 BUDGET	PROPOSED
Personnel		
Total Salary	927,357	896,918
Contract Services	123,000	123,000
Total Benefits	259,660	251,137
Total Personnel	1,310,017	1,271,055
Travel	32,700	29,700
Continuing Education	12,580	12,080
Department Strategy/Program		
Discipleship Council	1,000	1,000
Connectional Table	2,000	2,000
Board of Laity	4,000	4,000
Total Department Strategy/Program	7,000	7,000
Administration		
Copying and printing	3,000	3,000
Supplies	2,500	2,500
Postage	1,250	1,250
Cell Phone	7,500	2,500
Total Administration	14,250	9,250
Contingency	20,000	20,000
Total Discipleship Ministries	1,396,547	1,349,085
GENERAL & JURISDICTIONAL MISSION SHARES		
World Services	1,452,768	1,112,657
Interdenominational Coop	6,289	15,926
African University	52,926	34,357
Black College	210,274	153,519
Ministerial Education Fund	455,010	384,865
	(113,753)	(96,217)
	341,257	288,648
Episcopal Fund	583,340	548,447
General Administration	178,907	188,047
Northeast Jurisdictional Mission Shares	41,271	41,271
Total Mission Shares	2,867,032	2,382,872
TOTAL DISCIPLESHIP MINISTRIES AND MISSION SHARES	4,263,579	3,731,957

Leadership Development and New Faith Expressions

EXPENSES	2025 BUDGET	
	2024 BUDGET	PROPOSED
Leadership Development		
UFTF Grants - Strategic Growth Initiatives	363,000	323,000 #(21%)
Equitable Compensation	70,000	70,000
Congregational Leadership Development	60,000	110,000 #(14%)
Next Level Leadership	10,000	10,000 #
MAP	0	120,000
Certified Lay Ministry	6,000	6,000 #
Board of Ordained Ministry	197,000	197,000 #(51%)
Ministerial Education Fund - BWC	113,753	96,216
Total Leadership Development	819,753	932,216
New Faith Expressions		
UFTF Grants - New Ministries (New Faith Expressions)	350,000	310,000 #
UFTF Grants - New Church Starts (Micro Grants to Reach New People)	100,000	75,000 #
UFTF Grants - Transformational Initiative Grants	250,000	215,000 #
New Church Start Strategy Development	60,000	60,000
Total New Faith Expressions	760,000	660,000
Total Leadership Development	1,579,753	1,592,216 #(50%)

Young People's Ministry

EXPENSES	2025 BUDGET	
	2024 BUDGET	PROPOSED
Children's Offering and Seminar	10,000	10,000 #
ROCK Event	0	0
WAVE Event	115,000	115,000 #
Campus Ministry	370,000	370,000
Camping Ministry	1,719,427	1,950,455 #
Strategy/Program		
Missional Innovation Grants	50,000	50,000 #(50%)
Young Adult Event	10,000	10,000 #
Youth Worker Retreat	20,000	20,000
Resource Development	10,000	5,000 #
Program Support	16,000	25,000
Administration	5,000	1,000
Total Strategy/Program	111,000	111,000
Total Young People's Ministry	2,325,427	2,556,455 #(83%)

Advocacy & Action; Abundant Health

EXPENSES	2024 BUDGET	2025 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	263,620	263,620	
Justice for our Neighbors	77,000	77,000	
Hope for the City	26,084	26,084	
Strategy/Program			
Missional Innovation Grants	20,000	20,000	\$(75%)
NEJ Call to Action	17,000	17,000	
We Rise United	70,000	70,000	
Ecumenical & Interfaith Grants	33,000	33,000	
Grants - Advocacy, Rallies & Conferences	50,000	50,000	#
Contract Services	12,500	12,500	
Program Support	6,000	6,000	
Administration	3,500	3,500	
Total Strategy/Program	212,000	212,000	
Total Advocacy and Action	655,374	655,374	
Abundant Health			
Board of Global Ministries Secretary	560	8,060	
VIM/ERT	15,000	15,000	#
Disaster Response	35,000	45,000	#
School of Christian Mission	5,000	5,000	#
Zimbabwe Partnership	90,000	80,000	
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	5,000	5,000	
Strategy/Program			
Missional Innovation Grants	40,000	40,000	\$(63%)
Contract Services	10,000	10,000	
Clergy Care Initiative	6,000	6,000	
Program Support	10,000	10,000	
Administration	7,000	9,500	
Total Strategy/Program	73,000	75,500	
Total Abundant Health	266,946	276,946	
Total Advocacy & Action; Abundant Health	922,320	932,320	\$(22%)

Operations

EXPENSES	2025 BUDGET	
	2024 BUDGET	PROPOSED
Personnel		
Total Salary	524,744	661,685
Contract services	50,250	50,250
Total Benefits	146,928	185,272
Total Personnel	721,922	897,207
Travel	6,500	6,500
Continuing Education	2,900	2,900
Strategy/Program		
Annual Conference - Sessions	395,000	395,000 #(53%)
General/NEJ Conference	10,000	10,000
Operations Administration		
Copying and printing	2,500	2,000
Supplies	2,000	1,500
Postage	500	400
Conference Calls	600	500
Operational Hospitality	6,000	6,000
Cell Phone	1,600	1,600
Contingency	4,000	4,000
Total Operations Administration	17,200	16,000
Conference Administration		
Conference Secretary	15,000	15,000
Legal	185,000	185,000
Archives	130,000	130,000
Total Conference Administration	330,000	330,000
Property and Equipment		
Annual Conference Property		
Conference Insurance	95,000	95,000
Camp Debt Service	200,000	185,000 #(38%)
Episcopal Residence		
Taxes/fees	16,000	19,000
Maintenance	13,000	20,000
Utilities	6,100	8,100
Capital Expense	2,000	2,000
Total Episcopal Residence	37,100	49,100 #(20%)
Total Annual Conference Property	332,100	329,100
Regional Offices		
Lease	12,000	12,000
Service Contracts	0	0
Total Regional Offices	12,000	12,000
Episcopal Office Lease	68,603	68,603 #(17%)
Facilities Management and IT		
Conference Center Costs		
Office Supplies	17,000	22,000
Postage	3,500	3,500 #
Conference Center Mortgage	491,669	475,083 #(98%)
Utilities & Service Contracts	75,000	90,000
Maintenance/ Janitorial & Maintenance Contracts	147,000	147,000
Taxes	3,500	3,500
Replacement Reserve Fund	108,500	108,500
Information Technology Costs		
IT Services	120,000	120,000
Software & Development	30,000	40,000
Copiers and Machines	30,000	30,000 #(38%)
Computers and software	35,000	35,000
Telecommunications	30,000	33,000
Professional Services	10,341	10,341 #
Total Facilities Management and IT	1,101,510	1,117,924
Contingency	25,000	25,000
Total Operations	3,022,735	3,210,234 #(25%)

Communications

EXPENSES	2025 BUDGET	
	2024 BUDGET	PROPOSED
Personnel		
Total Salary	281,056	289,487
Contract services	29,600	29,600
Total Benefits	78,696	81,056
Total Personnel	389,352	400,143
Travel	7,666	7,666
Continuing Education	2,045	2,045
Programs and Operations		
Programs	0	10,000
Fees and subscriptions	1,000	1,000
Program supplies	10,000	10,000
Total Regional Strategy/Program	11,000	21,000
Administration		
Supplies	3,200	3,200
Postage	13,200	609
Copying	1,167	1,167
Printing and Program	55,000	45,000
Cell Phone	2,000	2,000
Equipment	3,152	3,152
Total Administration	77,719	55,128
Contingency	2,000	2,000
Total Communications	489,782	487,982

Finance

EXPENSES	2024 BUDGET	2025 BUDGET	
		PROPOSED	
Personnel			
Total Salary	405,106	417,259	
Total Benefits	113,430	116,833	
Total Personnel	518,536	534,092	
Travel	875	875	
Continuing Education	2,308	2,308	
Administration			
Copying and printing	1,750	1,750	
Supplies	1,875	1,375	
Postage	900	900	
Phone	80	80	
Cell Phone	825	725	
Bank Fees	21,800	22,800	#
Document Scanning	2,550	2,550	
Financial Services Fees	20,000	22,000	#
Audit	39,500	44,000	
Contract Services	664	664	
Contingency	1,450	1,450	
Total Administration	91,394	98,294	
Property and Equipment			
Equipment	600	600	
Service Contracts - Accounting Software	901	601	
Total Property & Equipment	1,501	1,201	
Total Finance	614,614	636,770	#(11%)

HR/Benefits

EXPENSES	2024 BUDGET	2025 BUDGET	
		PROPOSED	
Personnel			
Total Salary	182,182	189,647	
Total Benefits	51,011	53,101	
Total Personnel	233,193	242,748	
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	4,000	4,000	
Education Programs Health & Benefits	1,350	1,350	
Moving Expense	180,000	180,000	
Retiree Programs:			
Retiree Luncheon	11,000	11,000	
Retiree Medical Premiums	1,580,000	1,800,000	#
Laity Retiree Benefits	25,000	25,000	
Total Strategy and Program	1,816,350	2,036,350	
Administration			
Copying and printing	977	977	
Supplies	1,864	1,864	
Postage	500	500	
Cell Phone	800	800	
Contingency	1,000	1,000	
Total Administration	5,141	5,141	
Total HR/Benefits	2,060,984	2,290,539	#(79%)

Episcopal Office

EXPENSES	2025 BUDGET	
	2024 BUDGET	PROPOSED
Personnel		
Total Salary	371,787	382,941
Total Benefits	104,100	107,223
Total Personnel	475,887	490,164 #(45%)
Travel	10,000	10,000
Continuing Education	5,250	5,250
Strategy/Program		
Episcopacy Committee	3,000	3,000
Discretionary - BWC	25,000	25,000
Discretionary - PenDel	16,000	16,000 #
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	125,000	125,000
Bishop's Day Apart		
Clergy	10,000	10,000
Total Bishop's Day Apart	10,000	10,000 #
Episcopal Office Lease - Mission Center	11,435	11,435
Administration		
Copying and printing	1,500	1,500
Supplies	4,500	4,500
Postage	750	750
Phone & Communication	3,500	3,500
Cell Phone	6,400	6,400
Total Administration	16,650	16,650
Property and Equipment		
Equipment	1,500	1,500
Total Property and Equipment	1,500	1,500
Contingency	2,000	2,000
Total Episcopal Office	657,722	671,999 #(37%)