

SUMMARY

	2022 ACTUAL	2023 BUDGET	2024 BUDGET
Benevolence Factor	17.550%	17.550%	17.450%
Collection Rate	89.00%	90.00%	87.00%

INCOME

MISSION SHARES***	12,843,694	12,484,383	12,564,729
NON-MISSION SHARES INCOME			
Grants	123,205	253,470	241,490
Event Income	1,222,378	2,399,027	2,270,027
Individual Gifts	3,316	0	0
Reimbursements	287,771	229,181	226,635
Other Income/Sources of Funds	2,381,267	2,790,445	2,731,266
Interest	78,109	66,500	73,000
TOTAL NON-MISSION SHARES INCOME	4,096,046	5,738,623	5,542,418

TOTAL INCOME

16,939,740	18,223,006	18,107,147
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EXPENSEDISCIPLESHP**REGIONS**

Southern Region	561,021	585,686	611,929
Baltimore Region	568,358	584,936	611,179
Washington Region	547,854	585,686	333,989
Western Region	518,822	586,891	613,134
TOTAL REGIONS	2,196,055	2,343,199	2,170,231

MINISTRY TEAMS

Discipleship Ministries	4,255,253	4,235,363	4,263,579
<i>Note: General Church Mission Shares</i>	<i>2,882,915</i>	<i>2,861,380</i>	<i>2,867,032</i>
Leadership Development	441,437	819,753	819,753
New Faith Expressions	298,571	760,000	760,000
Young People's Ministry	1,934,830	2,446,427	2,325,427
Advocacy and Action	363,382	655,374	655,374
Abundant Health	124,067	266,946	266,946
TOTAL MINISTRY TEAMS	7,417,540	9,183,863	9,091,079

TOTAL DISCIPLESHP

9,613,595	11,527,062	11,261,310
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STEWARDSHIP

Operations	3,113,789	2,987,745	3,022,735
Communications	391,441	469,929	489,782
Finance	571,163	572,935	614,614
HR/Benefits	2,390,087	2,033,595	2,060,984
TOTAL STEWARDSHIP	6,466,480	6,064,204	6,188,115

EPISCOPAL OFFICE

556,482	631,740	657,722
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TOTAL OPERATING EXPENSE

16,636,557	18,223,006	18,107,147
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303,183	0	0
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- Denotes items funded from Non-Mission Share sources
 Indicates percent non-mission share if less than 100%

***Used to be Apportionments

Southern Region

EXPENSES	2023 BUDGET	2024 BUDGET PROPOSED
Personnel		
Total Salary	408,544	429,046
Total Benefits	114,392	120,133
Total Personnel	522,936	549,179
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	585,686	611,929

Baltimore Region

EXPENSES	2023 BUDGET	2024 BUDGET PROPOSED
Personnel		
Total Salary	408,544	429,046
Total Benefits	114,392	120,133
Total Personnel	522,936	549,179
Travel	17,000	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	900	2,400
Baltimore Metropolitan District	17,500	17,500
Total Regional Strategy/Program	31,800	33,300
Administration		
Copying and printing	1,500	1,400
Supplies	2,300	2,000
Postage	800	650
Telecommunications	1,500	1,500
Cell Phone	2,500	2,500
Total Administration	8,600	8,050
Property and Equipment		
Equipment	400	400
Contingency	1,000	1,000
Total Baltimore Region	584,936	611,179

Washington Region

EXPENSES	2023 BUDGET	2024 BUDGET PROPOSED
Personnel		
Total Salary	408,544	214,523
Total Benefits	114,392	60,066
Total Personnel	522,936	274,589
Travel	16,500	16,500
Continuing Education	3,500	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	2,250	2,150
Postage	1,000	1,000
Telecommunications	1,400	1,400
Cell Phone	2,500	1,250
Total Administration	9,650	8,300
Property and Equipment		
Equipment	500	500
Contingency	1,000	1,000
Total Washington Region	585,686	333,989

Western Region

EXPENSES	2023 BUDGET	2024 BUDGET PROPOSED
Personnel		
Total Salary	408,544	429,046
Total Benefits	114,392	120,133
Total Personnel	522,936	549,179
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 Dist	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	586,891	613,134

Discipleship Ministries

	2023 BUDGET	2024 BUDGET PROPOSED
EXPENSES		
Personnel		
Total Salary	903,190	927,357
Contract Services	123,000	123,000
Total Benefits	252,893	259,660
Total Personnel	1,279,083	1,310,017
Travel	33,900	32,700
Continuing Education	13,430	12,580
Department Strategy/Program		
Discipleship Council	1,648	1,000
Connectional Table	3,832	2,000
Board of Laity	7,840	4,000
Total Department Strategy/Program	13,320	7,000
Administration		
Copying and printing	3,000	3,000
Supplies	2,500	2,500
Postage	1,250	1,250
Cell Phone	7,500	7,500
Total Administration	14,250	14,250
Contingency	20,000	20,000
Total Discipleship Ministries	1,373,983	1,396,547
GENERAL & JURISDICTIONAL MISSION SHARES		
World Services	1,452,768	1,452,768
Interdenominational Coop	6,289	6,289
African University	47,274	52,926
Black College	210,274	210,274
Ministerial Education Fund	455,010	455,010
	(113,753)	(113,753)
	<hr/> 341,257	<hr/> 341,257
Episcopal Fund	583,340	583,340
General Administration	178,907	178,907
Northeast Jurisdictional Mission Shares	41,271	41,271
Total Mission Shares	2,861,380	2,867,032
TOTAL DISCIPLESHIP MINISTRIES AND MISSION SHARES	4,235,363	4,263,579

Leadership Development and New Faith Expressions

EXPENSES	2024 BUDGET	
	2023 BUDGET	PROPOSED
Leadership Development		
UFTF Strategic Growth Initiatives	363,000	363,000
Equitable Compensation	70,000	70,000
Congregational Leadership Development	60,000	60,000 #(25%)
Next Level Leadership	0	10,000 #
Certified Lay Ministry	16,000	6,000 #
Board of Ordained Ministry	197,000	197,000 #(51%)
Ministerial Education Fund - BWC	113,753	113,753
Total Leadership Development	819,753	819,753
New Faith Expressions		
UFTF Grants - New Ministries (New Faith Expressions)	350,000	350,000 #
UFTF Grants - New Church Starts (Micro Grants to Reach New People)	100,000	100,000 #(15%)
UFTF Grants - Transformational Initiative Grants	250,000	250,000 #
New Church Start Strategy Development	60,000	60,000
Total New Faith Expressions	760,000	760,000
Total Leadership Development	1,579,753	1,579,753 #(47%)

Young People's Ministry

EXPENSES	2024 BUDGET	
	2023 BUDGET	PROPOSED
Children's Offering and Seminar	16,000	10,000 #
ROCK Event	230,000	0
WAVE Event	0	115,000 #
Campus Ministry	370,000	370,000
Camping Ministry	1,719,427	1,719,427 #
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	10,000 #(80%)
Program Support	16,000	16,000
Administration	5,000	5,000
Total Strategy/Program	111,000	111,000
Total Young People's Ministry	2,446,427	2,325,427 #(81%)

Advocacy & Action; Abundant Health

EXPENSES	2024 BUDGET	
	2023 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	560
VIM/ERT	0	15,000 #
Disaster Response	50,000	35,000 #
School of Christian Mission	5,000	5,000 #
Zimbabwe Partnership	90,000	90,000
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	7,000
Total Strategy/Program	73,000	73,000
Total Abundant Health	266,946	266,946
Total Advocacy & Action; Abundant Health	922,320	922,320 #(20%)

Operations

EXPENSES	2023 BUDGET	2024 BUDGET PROPOSED	
Personnel			
Total Salary	478,762	524,744	
Contract services	50,250	50,250	
Total Benefits	134,053	146,928	
Total Personnel	663,065	721,922	
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	2,500	
Supplies	2,000	2,000	
Postage	500	500	
Conference Calls	600	600	
Operational Hospitality	6,000	6,000	
Cell Phone	1,600	1,600	
Contingency	4,000	4,000	
Total Operations Administration	17,200	17,200	
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	87,000	95,000	
Camp Debt Service	200,000	200,000	#(36%)
Episcopal Residence			
Taxes/fees	16,000	16,000	
Maintenance	13,000	13,000	
Utilities	6,100	6,100	
Capital Expense	2,000	2,000	
Total Episcopal Residence	37,100	37,100	#(27%)
Total Annual Conference Property	324,100	332,100	
Regional Offices			
Lease	12,000	12,000	
Service Contracts	0	0	
Total Regional Offices	12,000	12,000	
Episcopal Office Lease	67,457	68,603	#(17%)
Facilities Management and IT			
Conference Center Costs			
Office Supplies	22,000	17,000	
Postage	6,000	3,500	#
Conference Center Mortgage	508,023	491,669	#(97%)
Utilities & Service Contracts	95,000	75,000	
Maintenance/ Janitorial & Maintenance Contracts	144,000	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	30,000	
Copiers and Machines	32,500	30,000	#(38%)
Computers and software	35,000	35,000	
Telecommunications	30,000	30,000	
Professional Services	-	10,341	#
Total Facilities Management and IT	1,134,523	1,101,510	
Contingency	25,000	25,000	
Total Operations	2,987,745	3,022,735	#(27%)

Communications

EXPENSES	2023 BUDGET	2024 BUDGET PROPOSED
Personnel		
Total Salary	265,546	281,056
Contract services	29,600	29,600
Total Benefits	74,353	78,696
Total Personnel	369,499	389,352
Travel	7,666	7,666
Continuing Education	2,045	2,045
Programs and Operations		
Fees and subscriptions	1,000	1,000
Program supplies	10,000	10,000
Total Regional Strategy/Program	11,000	11,000
Administration		
Supplies	3,200	3,200
Postage	13,200	13,200
Copying	1,167	1,167
Printing and Program	55,000	55,000
Cell Phone	2,000	2,000
Equipment	3,152	3,152
Total Administration	77,719	77,719
Contingency	2,000	2,000
Total Communications	469,929	489,782

Finance

EXPENSES	2024 BUDGET	
	2023 BUDGET	PROPOSED
Personnel		
Total Salary	372,525	405,106
Total Benefits	104,307	113,430
Total Personnel	476,832	518,536
Travel	875	875
Continuing Education	2,308	2,308
Administration		
Copying and printing	1,750	1,750
Supplies	1,700	1,875
Postage	1,200	900
Phone	80	80
Cell Phone	825	825
Bank Fees	21,300	21,800 #
Document Scanning	2,550	2,550
Financial Services Fees	20,000	20,000 #
Audit	39,500	39,500
Contract Services	664	664
Contingency	1,450	1,450
Total Administration	91,019	91,394
Property and Equipment		
Equipment	600	600
Service Contracts - Accounting Software	1,301	901
Total Property & Equipment	1,901	1,501
Total Finance	572,935	614,614 #(12%)

HR/Benefits

EXPENSES	2023 BUDGET	2024 BUDGET PROPOSED	
Personnel			
Total Salary	161,175	182,182	
Total Benefits	45,129	51,011	
Total Personnel	206,304	233,193	
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	3,000	4,000	
Education Programs Health & Benefits	1,350	1,350	
Moving Expense	180,000	180,000	
Retiree Programs:			
Retiree Luncheon	11,000	11,000	#(18%)
Retiree Medical Premiums	1,580,000	1,580,000	#
Laity Retiree Benefits	25,000	25,000	
Total Strategy and Program	1,815,350	1,816,350	
Administration			
Copying and printing	1,977	977	
Supplies	1,064	1,864	
Postage	800	500	
Cell Phone	800	800	
Contingency	1,000	1,000	
Total Administration	5,641	5,141	
Total HR/Benefits	2,033,595	2,060,984	#(77%)

Episcopal Office

EXPENSES	2023 BUDGET	2024 BUDGET PROPOSED	
Personnel			
Total Salary	351,488	371,787	
Total Benefits	98,417	104,100	
Total Personnel	449,905	475,887	#(47%)
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	631,740	657,722	#(38%)