

**Budget Report for Baltimore Yearly Meeting**  
BYM Interim Meeting  
November 15, 2025

**Stewardship and Finance Committee**

**Jim Riley, Treasurer**

# Stewardship & Finance Committee

Catherine Nnoka (FMW)	
Anne Bacon (Hopewell Centre)	Catherine Tall (Monongalia)
Ann Duncan (Midlothian)	Karie Firoozmand (Stony Run)
Andrei Israel (Adelphi)	Tim Yeane (Langley Hill)
Jeff Smith (Roanoke)	
Ex Officio: Jim Riley, Treasurer (Hopewell Centre)	Staff: Sarah Gillooly, General Secretary
Terence McCormally, Assistant Treasurer (Herndon)	TBD, Accounting Manager

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# BYM CAMPS Had A Major Loss in 2024

	2024 Actual	2025 Budget	2026 Budget
<b>Expenses</b>			
Personnel	\$1,210,187	\$1,200,549	\$1,189,537
Professional Services	\$131,451	\$17,185	\$6,600
Administrative Operating Costs	\$313,111	\$211,525	\$212,731
Utilities & Physical Plant	\$137,925	\$90,371	\$97,282
Vehicles	\$79,319	\$66,780	\$69,500
Program Costs	\$234,071	\$227,950	\$244,850
Misc. Costs	-	\$0	0
<b>Total Expenses</b>	<b>\$2,106,064</b>	<b>\$1,814,360</b>	<b>\$1,820,500</b>
<b>Revenue Over Expenses</b>	<b>-\$359,112</b>	<b>-\$75,094</b>	<b>\$0</b>
<i>Annual Depreciation</i>	<i>\$161,510</i>	<i>\$120,900</i>	<i>\$178,656</i>

# Woah. What happened in the camp budget in 2024?

- We built the 2024 budget in January of 2023 with numbers from Summer 2022... but enrollment and camper fee actuals were much lower in 2023 and 2024 than they had been in 2022.
- Because we were anticipating higher income, we grew our staff team.
- Insurance costs exploded.
- Reducing the finance & admin staff from 4 to 2 in 2020 has led to confusion and costly mistakes, including a major over-estimate of released funds available for camp properties.

- We built the 2024 budget in January of 2023 with numbers from Summer 2022... but enrollment and camper fee actuals were much lower in 2023 and 2024 than they had been in 2022.
  - **2026 Correction:** CPC Clerk & Camping Program Manager have worked extensively to revise the method and calculation of camper fees and made some changes to the sliding scale procedures and a major recruitment effort is underway. Camper fee income is budgeted at a modest 4% over 2024 actuals.
- Because we were anticipating higher income, we grew our staff team.
  - **2026 Correction:** 1.0 FTE will be eliminated by the end of 2026. This staff reduction will take place slowly to ensure program stability and fair treatment of impacted employees. In addition, the Camping Program Manager, Camping Property Manager, and General Secretary will receive no COLA unless camp revenue comes in on-target.
- Insurance costs exploded.
  - **2026 Correction:** We are looking at options for lowering the camp insurance costs. However, only a few thousand can be saved here. Friends need to understand that there isn't a simple solution (this is a market problem, not a BYM problem) that staff haven't already considered.
- Reducing the finance & admin staff from 4 to 2 in 2020 has led to confusion and costly mistakes, including a major over-estimate of released funds available for camp properties.
  - **2026 Correction:** Rehiring our finance role at a higher skill level; Adding an hourly bookkeeping assistant (non-benefit eligible)

# NEW FOR 2026: 2 Budgets

## BYM Budget

Spiritual Formation  
Youth Programs  
Annual Session  
Development  
Publications  
Ed Grants  
STTQEF  
STRIDE  
Admin  
(In-Kind Services for Camp)

## BYM Camps Budget

Camping Program  
Camping Property

# BYM Operating Budget, Income

BYM Yearly Meeting Budget Summary			
	2024 Actual	2025 Budget	2026 Budget
<b>Revenue</b>			
Contributed Revenue	\$243,501	\$275,000	\$250,000
Earned Revenue	\$101,777	\$100,780	\$122,000
Apportionment	\$562,074	\$526,000	\$557,000
Other Revenue	\$2,396	\$0	\$0
<b>Total Revenue</b>	<b>\$909,749</b>	<b>\$901,780</b>	<b>\$929,000</b>
<b>Releases from Restricted Funds</b>			
STTQE Fund	\$4,000	\$16,000	\$16,000
Edu Grants Fund	\$16,000	\$25,000	\$25,000
<b>Total Revenue with Fund Releases</b>	<b>\$929,749</b>	<b>\$942,780</b>	<b>\$970,000</b>



# 2026 Proposed Plan of Apportionment

**Anticipated Total =  
about \$564,000**

Don't forget! Your  
Meeting can adjust.  
Contact Catherine Tall,  
Apportionment Liaison,  
Stewardship & Finance.  
cvtall@gmail.com

Adelphi / Takoma Park	\$33,909	Langley Hill	\$26,912
Alexandria	\$11,495	Little Britain	\$303
Annapolis	\$16,196	Little Falls	\$5,553
Baltimore - Stony Run	\$80,000	Mattaponi	\$826
Bethesda	\$33,080	Maury River	\$3,739
Blacksburg	\$5,875	Menallen	\$2,389
Carlisle	\$6,187	Monongalia	\$1,644
Charlottesville	\$19,000	Nottingham	\$1,495
Deer Creek	\$6,698	Patapsco	\$7,202
Dunnings Creek	\$2,874	Patuxent	\$6,558
Floyd	\$756	Pipe Creek	\$1,325
Frederick	\$8,125	Richmond	\$33,990
FMWashington	\$67,000	Roanoke / Lynchburg	\$9,526
Gettysburg	\$950	Sandy Spring	\$63,000
Goose Creek	\$17,139	Shepherdstown	\$3,386
Gunpowder	\$19,032	State College	\$5,000
Herndon	\$16,966	Valley/Augusta	\$3,124
Homewood	\$25,359	Warrington	\$800
Hopewell Centre	\$7,610	Williamsburg	\$1,050
		York	\$6,735

# BYM Operating Budget, Expenses

	2024 Actual	2025 Budget	2026 Budget
Personnel	\$564,617	\$536,476	\$558,718
Professional Services	\$70,682	\$42,000	\$39,100
Administrative Operating Costs	\$126,803	\$155,214	\$120,786
Utilities & Physical Plant	\$63,727	\$69,000	\$69,000
Vehicles	\$1,596	\$1,350	\$1,300
Program Costs	\$72,076	\$120,000	\$141,350
Misc. Costs	\$6,889	\$250	\$0
Committee Expenses	\$65,274	\$43,100	\$31,700
<b>Total Expenses</b>	<b>\$971,665</b>	<b>\$926,752</b>	<b>\$961,954</b>
<b>Revenue Over Expenses</b>	<b>\$3,357</b>	<b>\$16,028</b>	<b>\$8,046</b>
<i>Annual Depreciation</i>	<u><a href="#">9,049.62</a></u>		

## Expense Detail by Program/Committee

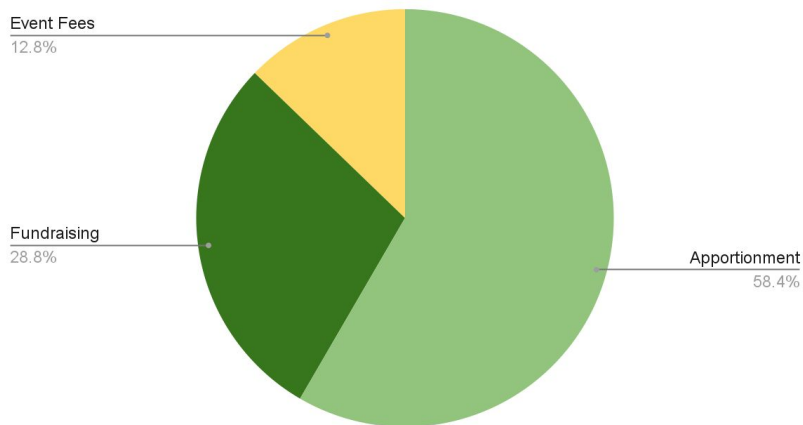
Program Expenses	2024 Actual	2025 Budget	2026 Budget	Notes
Youth Programs	\$79,447	\$51,318	\$53,064	
STRIDE	\$82,973	\$87,815	\$88,544	
Development	\$153,051	\$154,018	\$146,100	
Annual Session	\$64,375	\$81,550	\$83,400	
Spiritual Formation	\$24,195	\$25,500	\$25,500	
Women's Retreat	\$0	\$0	\$20,000	
All Other YM Programs, Services, & Admin	\$502,350	\$483,451	\$503,646	1
<b>Total Program Expenses</b>	<b>\$906,391</b>	<b>\$883,652</b>	<b>\$920,254</b>	
<b>Committee Expenses</b>				
Growing Diverse Ladership	\$1,300	\$1,000	\$0	
Faith & Practice	\$0	\$0	\$500	
Indian Affairs Committee	\$14,829	\$14,800	\$1,500	
Ministry & Pastoral Care	\$22,845	\$0	\$0	
Religious Ed	\$0	\$0	\$0	
Trustees	\$1,026	\$0	\$5,000	
Young Adult Friends	\$0	\$0	\$0	
Intervisitation Working Group	\$0	\$0	\$0	
Reparation Action Working Group	\$3,256	\$6,000	\$3,500	
Working Group on Racism	\$21,156	\$20,000	\$20,000	
Committee Overage Contingency	\$0	\$0	\$0	
Interim Meeting	\$217	\$500	\$500	
Unity with Nature	\$0	\$600		
Advancement & Outreach	\$0	\$200	\$200	
Peace & Social Concerns	\$644	\$0	\$500	
Other Program & Committee Exp	\$0	\$0	\$0	
<b>Total Committee Expenses</b>	<b>\$65,274</b>	<b>\$43,100</b>	<b>\$31,700</b>	
<b>Total Expenses</b>	<b>\$971,665</b>	<b>\$926,752</b>	<b>\$951,954</b>	

# BYM Expenses, By Program & Committee

Notes			
1	"All Other YM Programs, Services, & Admin" Includes all expenses not directly attributable to an individual program or committee, including: all personall costs for the General Secretary, Accounting Manager, Bookkeeping Assistant, and Admin Coordinator; Publications including the Yearbook and Faith & Practice; the annual 3rd-party audit; Software including the BYM website, bookkeeping software, email accounts, etc; Contributions to Outside Organizations; Grants (STTQEF and EdGrants); Physical plant for the BYM Office; et al		

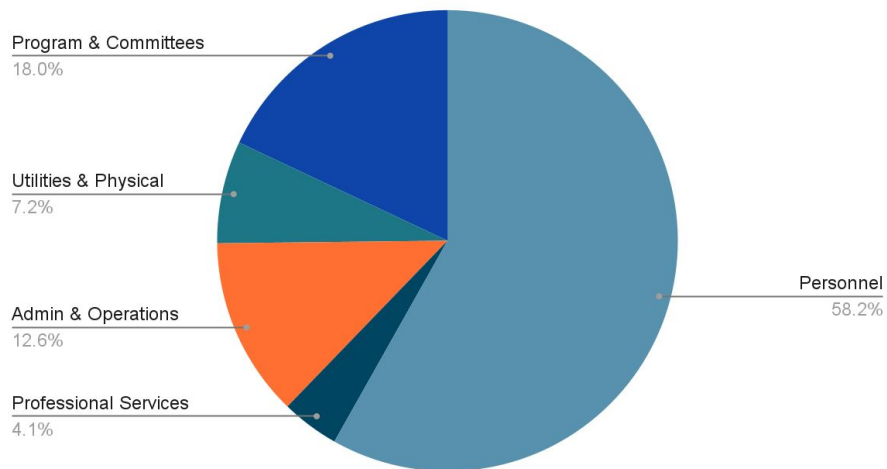
# BYM Income

BYM Income



# BYM Expenses

BYM Expenses



Of total BYM expenses, about \$150,000 - or 16% - are in-kind services supporting camp, including bookkeeping & accounting, HR, compliance, fundraising, telecom, etc.

# Policy on Contributions to Outside Orgs

- BYM contributes about 5% of apportionment income to outside orgs, with the bulk of that amount going towards the 3 Quaker orgs where BYM is a member and the rest shared equally among the other orgs
- We expect about \$564,000 in Apportionment income in 2026
- Five percent = \$28,200
- \$25,000 to be shared among 3 member orgs
- \$3,200 to share among other orgs (BYM Peace & Social Concerns will be asked to discern 2026 small gifts and bring proposal to June Interim Meeting)

## 2026 Contributions to Outside Orgs

Friends General Conference	\$10,000
Friends United Meeting	\$10,000
Friends World Committee	\$ 5,000
P&SC Contributions	\$ 3,200
Reparations Action WG Contributions	\$ TBD

## 2026 Grants & Scholarships

### **BYM Educational Grants**

**\$21,000**

*Undergraduate and trade school scholarships. Open to children affiliated with BYM Monthly Meetings.*

### **Sue Thomas Turner Quaker Education Grants**

**\$20,000**

*To support the understanding and use of Quaker faith and practice in school communities.*

# How Our Budget Supports Our Values

## Staffing

- COLA increase for 2026 = 4%  
*except GenSec, who will receive 0-2% COLA depending on camp income*
- BYM provides full benefits to all staff who work year-round and at least half-time

BYM has spent about 7% of the budget (camp & non-camp) on anti-racism since 2022. In 2026, 13% or \$121,000 of the BYM (non-camp) budget will be spend on anti-racism priorities.

- STRIDE Program
- Committee expenses – Working Group on Racism (62% of all Committee Expenses), Reparations Action Working Group, Indigenous Affairs Committee
- Staff DEI work
- Annual Session Honorariums
- New in 2026, the GenSec will implement women and minority-owned vendor priority. Staff will update us on how that changes our spending on anti-racism priorities in 2026/2027.



# BYM CAMPS Operating Budget, Income

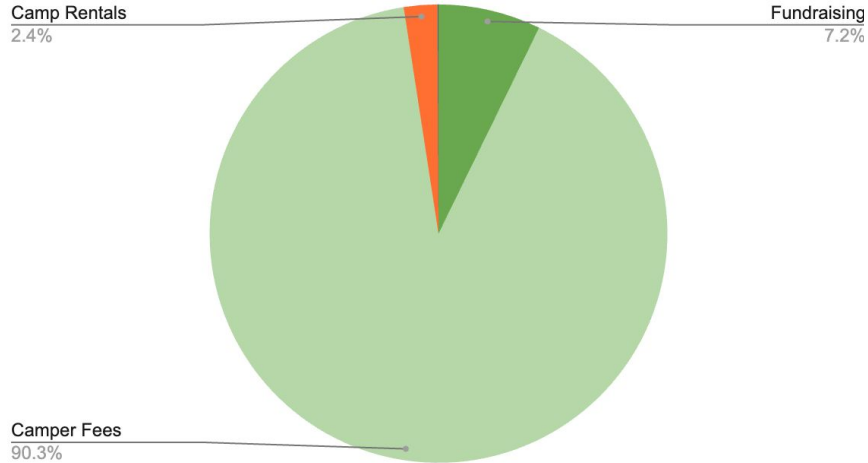
BYM Camps Budget Summary				
	2024 Actual	2025 Budget	2026 Budget	Notes
<b>Revenue</b>				
Contributed Revenue	\$76,303	\$100,000	\$125,000	
<i>Program Attendance</i>	<i>\$1,500,002</i>	<i>\$1,574,166</i>	<i>\$1,559,000</i>	
<i>Clothing Sales</i>	<i>\$1,192</i>	<i>\$1,000</i>	<i>\$1,000</i>	
<i>Property Rental Income</i>	<i>\$49,590</i>	<i>\$40,100</i>	<i>\$41,000</i>	
Total Earned Revenue	\$1,550,826	\$1,615,266	\$1,601,000	
Other Revenue	-	\$0	\$22,500	1
<b>Revenue</b>	<b>\$1,627,129</b>	<b>\$1,715,266</b>	<b>\$1,748,500</b>	
<b>Releases from Restricted Funds</b>				
Barry Morley Fund	\$23,341	\$24,000	\$25,000	
Special Campaign for OQC	\$96,482	\$0	\$0	
<b>Total Revenue</b>	<b>\$1,746,952</b>	<b>\$1,739,266</b>	<b>\$1,773,500</b>	

# BYM CAMPS Operating Budget, Expenses

<b>Expenses</b>				
Personnel	\$1,210,187	\$1,200,549	\$1,189,537	
Professional Services	\$131,451	\$17,185	\$6,600	
Administrative Operating Costs	\$313,111	\$211,525	\$212,731	
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Vehicles	\$79,319	\$66,780	\$69,500	
Program Costs	\$234,071	\$227,950	\$244,850	
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<b>Total Expenses</b>	<b>\$2,106,064</b>	<b>\$1,814,360</b>	<b>\$1,820,500</b>	
<b>Revenue Over Expenses</b>	<b>-\$359,112</b>	<b>-\$75,094</b>	<b>-\$47,000</b>	
Trustee Approved Draw from Cash Reserve			\$47,000	
<i>Annual Depreciation</i>	<i>\$161,510</i>	<i>\$120,900</i>	<i>\$178,656</i>	

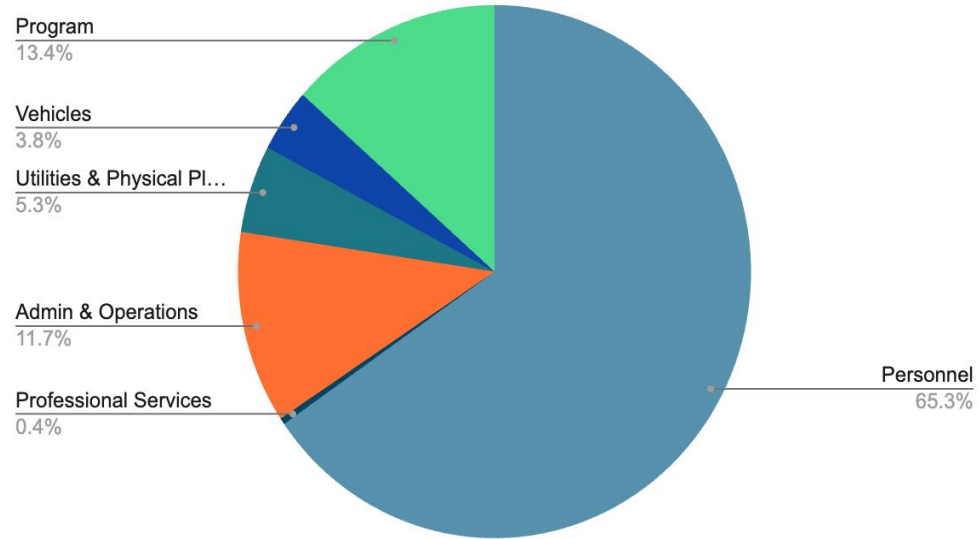
# Camp Income

BYM Camps Income



# Camp Expenses

BYM Camps Expenses



BYM Camps income & expenses do not include the \$150,000 of in-kind services received from BYM for bookkeeping & accounting, HR, compliance, fundraising, telecom, etc.

# 2026 Capital Budget

Stewardship & Finance has not yet approved the 2026 capital plan and budget. The Committee would like to have a better estimate of the total cash reserve available at the end of the year before approving expenditures.