

BYM Budget & Apportionment Meeting

APRIL 12, 2025

10 AM - NOON

LED BY THE STEWARDSHIP & FINANCE COMMITTEE

How do our current financial practices support or fail to support our declaration to be an antiracist community?

Stewardship & Finance Committee

Catherine Nnoka, Co-Clerk (FMW)

Anne Bacon (Hopewell Centre)

Andrei Israel (Adelphi)

Xan Whitt (Roanoke)

Tim Yeane (Langley Hill)

Linda Pardoe, Co-Clerk (Patapsco)

Ann Duncan (Midlothian)

Jeff Smith (Roanoke)

Catherine Tall (Monongalia)

Ex Officio: Jim Riley, Treasurer (Hopewell Centre)

Terence McCormally, Assistant Treasurer (Herndon)

BYM Year-Round Staff as of April, 2025

General Secretary

Sarah Gillooly

Administrative Coordinator

Lucy Azenga

Finance Manager

Harriet Dugan

Camp Program Manager

Zora Tucker

Camp Property Manager

David Hunter

Catoctin Camp Director

Dyresha Harris

Camp Program Associate

Randy Mattern

Development Director

Nikki Holland

Stride Coordinator

Rai Carter

3 Camp Caretakers

1 full-time; 2 half-time

Work of Stewardship and Finance

Listens

Prepares

- Budget
- Plan of Apportionment

Oversees

- Accounting methods
- Treasurer reports

Informs

- Needs of the Yearly Meeting
- Responsibility to support

Calendar

- February: Send apportionment questionnaire
- March: Apportionment questionnaire due
- April: Apportionment Meeting
- June: 1st Draft of Budget and Apportionment Plan to Interim Meeting
- August: Approval of Budget at Annual Session
- September: Designate Liaisons
- November: Adjust Budget if needed

BYM Website – S&F links

[https://www.bym-rsf.org/what we do/committees-resources/governance-administration/sandf/](https://www.bym-rsf.org/what_we_do/committees-resources/governance-administration/sandf/)

- Latest Operating Budget
- Recent Form 990s
- [Guidelines for Apportionment](#)
- [Apportionment Online Payment Page](#)
- [Plan of Apportionment 2023-2025](#) by Meeting as approved at Annual Session

Apportionment Updates

2024 Goal: \$552,000, Received: \$562,000

2025 Goal: \$540,000

2026 Goal: Awaiting Apportionment Questionnaires

Apportionment Manager: Xan Whitt xanwhitt@gmail.com

- Recommended apportionment is 25% of Meeting income with some income exempt from apportionment
- S&F respects each Meeting's discernment about apportionment
- See [BYM's Guidelines on Apportionment](#) on S&F web page

2025 Budget Update

☐ Thanks to all the meetings that responded to our request to donate to the BYM Camps

So far \$7,700 donated by meetings

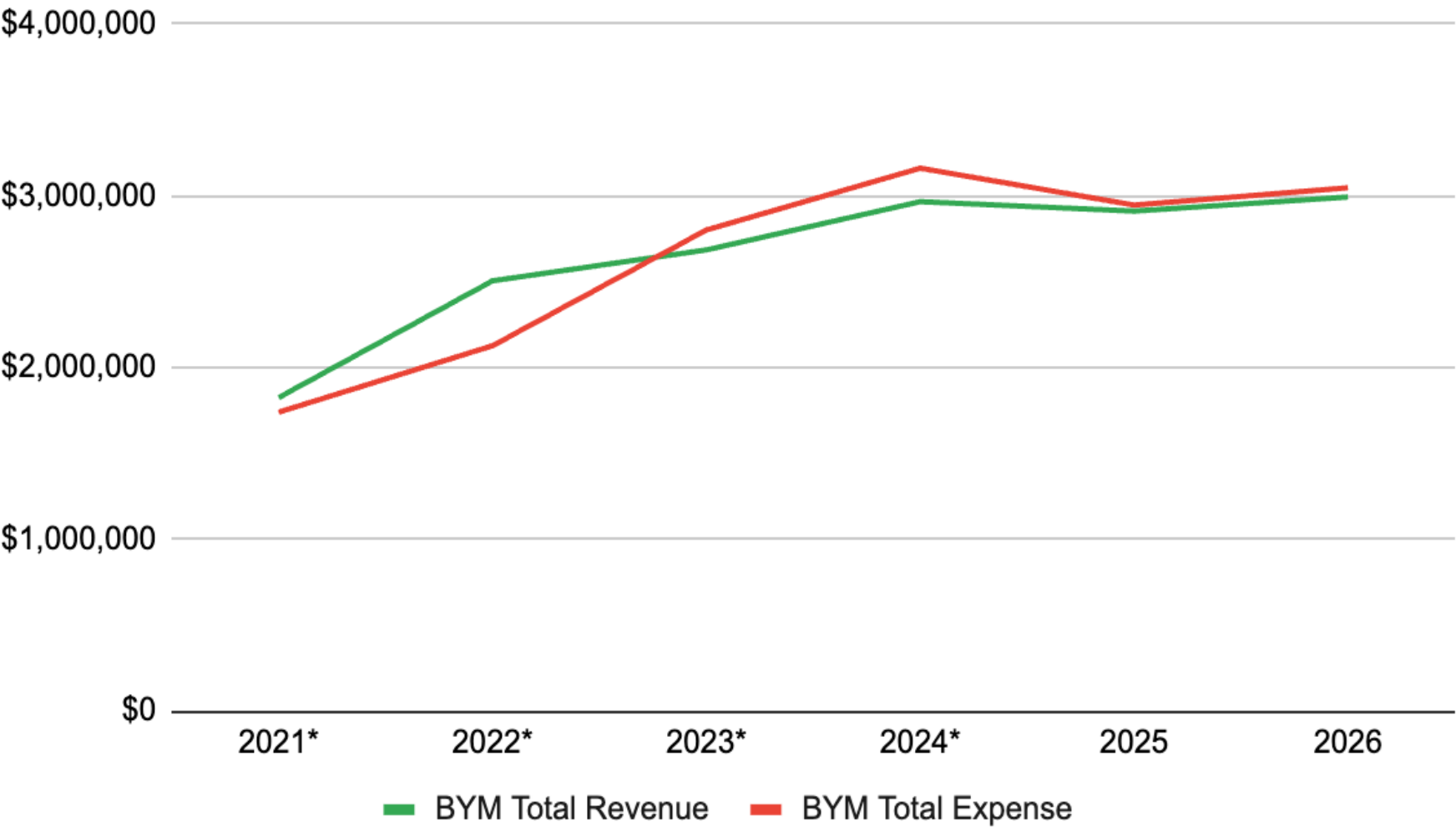
☐ Thanks to the committees that responded to our request to consider reducing budgets



2026 Budget

- ❑ Goal is Balanced Budget (Revenue = Expenses)
- ❑ Current rough draft – deficit
- ❑ S&F may need to ask committees to lower expenses
- ❑ First draft at June Interim Meeting; Approval at Annual Sessions
- ❑ Committee and Working Group Budget Requests submitted by:
 - Working Group on Racism
 - Trustees
 - Reparations Action Working Group
 - Indigenous Affairs Committee

BYM Budget Over Time



BYM Actuals & Projections

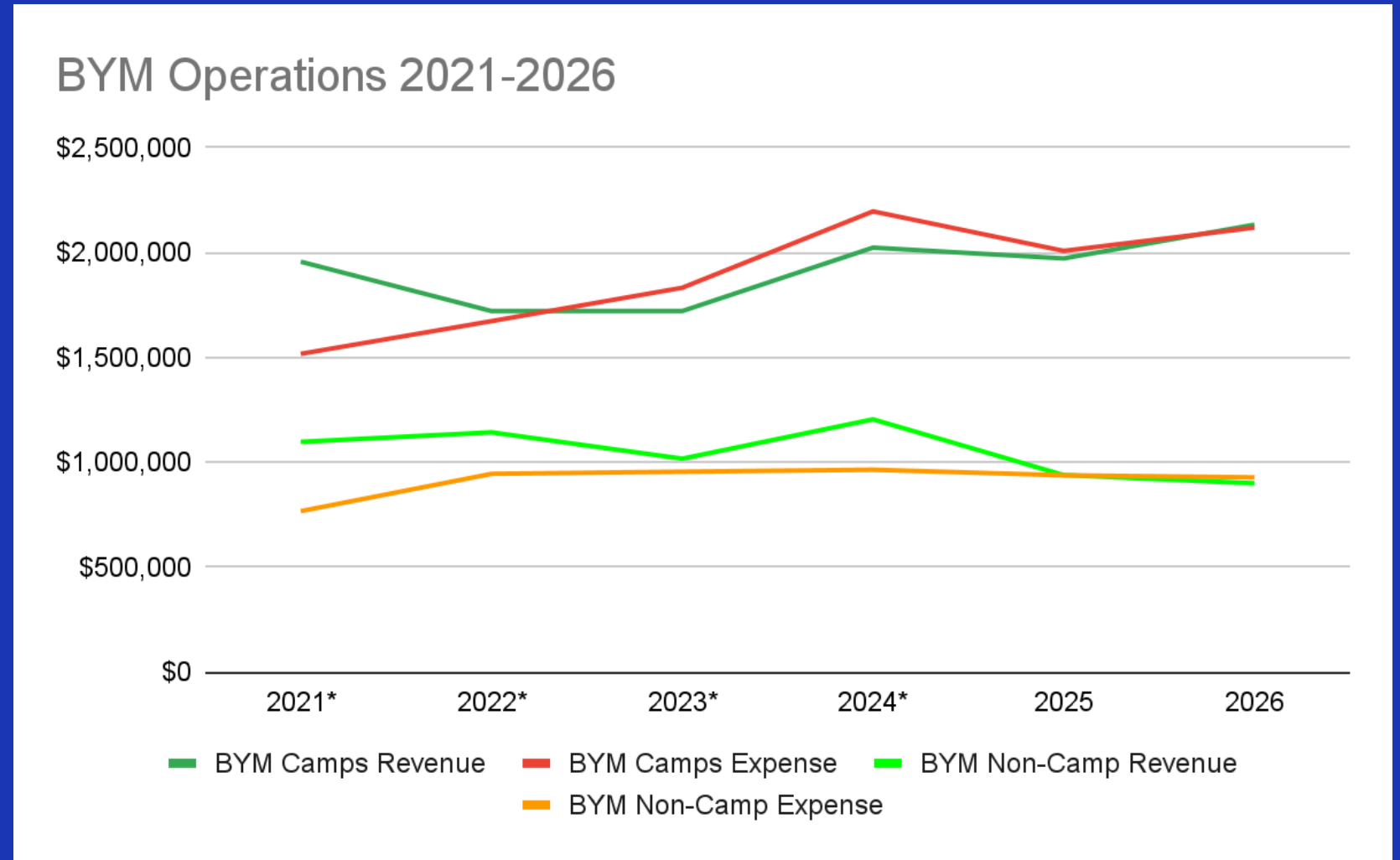
2023-2026

2026 Budget includes a staff COLA of 4% (except GenSec whose COLA is 2% for equity purposes).

2026 Budget does not include donations to outside orgs

BYM Full Budget Summary					
	2023 Actual	2024 Budget	2024 Actual	2025 Budget FURTHER Revised	2026 Budget Working Draft
Revenue					
Total Contributed Revenue	\$358,324	\$350,000	\$329,523	\$375,000	\$375,000
Total Earned Revenue	\$1,525,317	\$1,881,985	\$1,622,637	\$1,710,646	\$1,771,764
Total Apportionment	\$504,170	\$562,352	\$562,074	\$540,000	\$540,000
Total Released Funds	\$205,588	\$161,000	\$415,602	\$230,391	\$214,022
Total Other Revenue	\$316,591	\$50,100	\$258,567	\$54,600	\$92,000
Total Revenue	\$2,909,990	\$3,005,437	\$3,228,404	\$2,910,637	\$2,992,786
Total Revenue (Minus Unrealized Gains/Loses & >\$50k interest)	\$2,685,594		\$2,965,694		
Expenses					
Total Personnel	\$1,581,762	\$1,742,483	\$1,737,110	\$1,737,225	\$1,799,641
Total Professional Services	\$169,745	\$122,550	\$213,550	\$62,435	\$56,850
Total Administrative Operating Costs	\$267,969	\$316,032	\$445,664	\$331,401	\$348,963
Total Utilities & Physical Plant	\$176,938	\$157,580	\$200,337	\$159,371	\$167,477
Total Vehicles	\$57,242	\$92,900	\$61,969	\$65,200	\$68,750
Total Program Costs	\$375,717	\$387,075	\$322,122	\$395,050	\$368,200
Total Misc. Costs	\$6,179	\$12,850	\$7,759	\$350	\$500
Total Depreciation	\$165,600	\$158,403	\$172,489	\$194,900	\$236,772
Total Expenses	\$2,801,151	\$2,989,873	\$3,161,000	\$2,945,932	\$3,047,153
Revenue Over Expenses	\$108,839	\$15,564	\$67,404	(\$35,295)	(\$54,367)
Revenue Over Expenses (Minus Unrealized Gains & >\$50k interest)	(\$115,557)		(\$195,306)		

BYM Operations 2021-2026

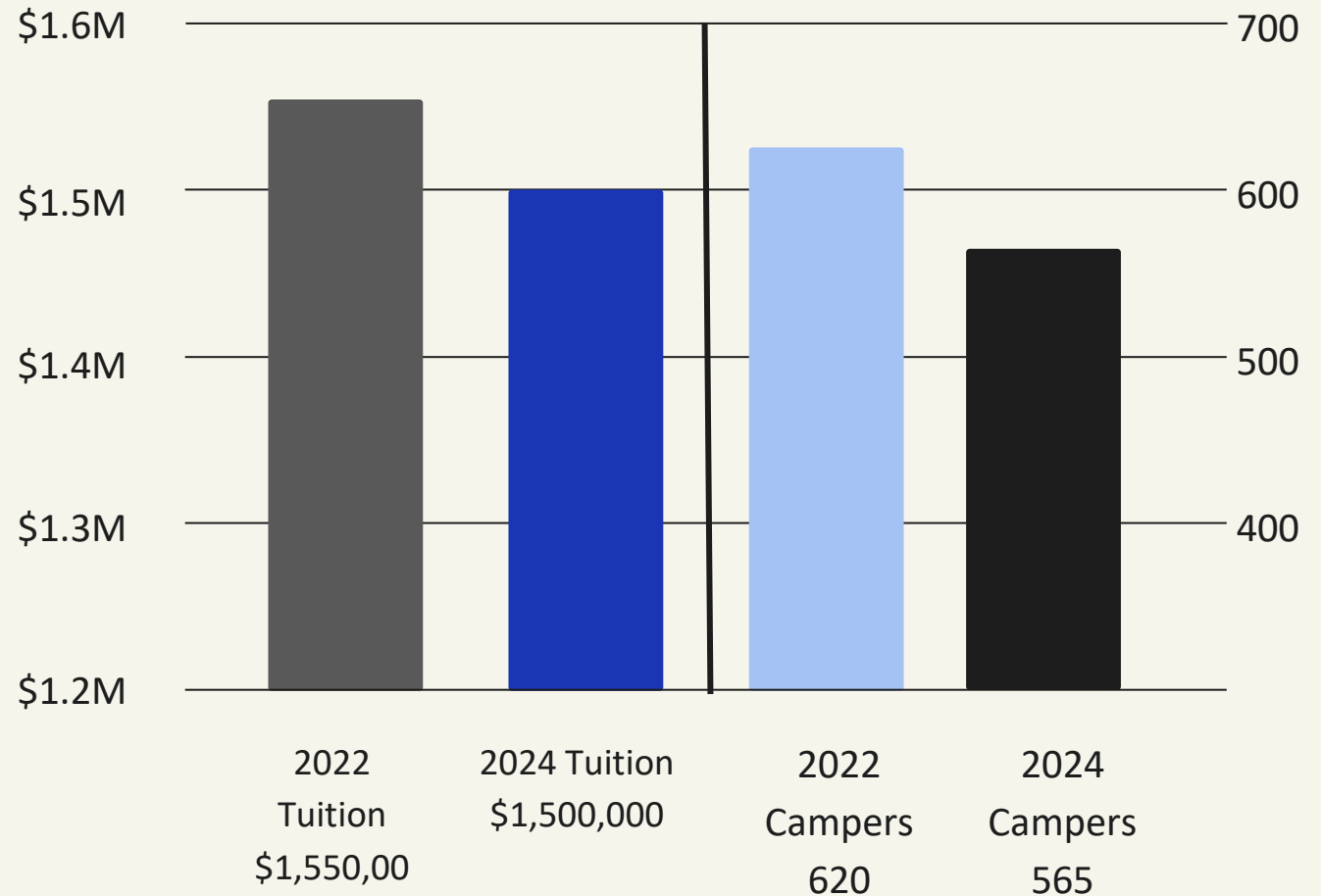


Camp Finances in Context

Camps were super-full (100%+) in 2021 and 2022.

We grew the program in 2023 based on this strong performance and the necessity of some long-overdue changes to the staffing compensation and capacity. At the same time, we also had to absorb some big changes in the cost of insurance and depreciation.

In 2023 and 2024 (and 2025), the strong enrollment did not continue. Camp is less full but costs remain high.



What's driving financial difficulty at camp?

Skyrocketing Insurance

The nature of the insurance market forced us to separate “camp” from “church” in late 2023 AND the property & sexual abuse liability insurance markets in the US are collapsing.

From 2023 to 2025, BYM Camps insurance costs doubled from ~\$50,000 to \$108,000.

Under Enrollment

The finance model for camp assumes 90% enrollment. In 2021 & 2022 we had 100% enrollment. In 2025, we're struggling to top 85%.

Lack of Income Predictability

The “choose your own” sliding scale makes it hard to accurately predict camp income. We budget too closely for even a 2% variability.

Staffing Costs

Between 2022 and 2024, the BYM Camps year-round staff team grew from: 2 fulltime and 2 part-time to 4 fulltime and 3 part-time.

In addition, seasonal staffing costs have gone up as both the role of the camp counselor and young adult summer employment have changed dramatically over the last decade.

Underperformance of Rentals

Most of our competitor camps generate about 6% of their annual income from property rentals. BYM Camps earn 2% or less of income from property rentals.

Depreciation

We had to accelerate the depreciation at Old Opequon in 2023 and 2024 and will have continued increased depreciation at New Opequon.

Enrollment Factors 2021-2022 v. 2023-2025



Industry-wide Decreased Demand as Kids
Went Back to School Continuing pre-pandemic
trend



Resumption of Student Loan
Payments After 2+ Year Pause
Big impact on current generation of parents



Opequon Transition
Year 1 was a little more rustic than we had
hoped



School-Year Squeeze
Session 3 is increasingly squeezed by a school
year that ends later and starts earlier



Economic Instability

Anti-racism Priorities

BYM has spent about 7% of budget on anti-racism since 2022

2025 Budget = \$246,500 for anti-racism work (7.6% of budget)

Expect similar percentage for 2026

Programs include:

- STRIDE program and STRIDE scholarships
- Committee expenses – Working Group on Racism, Reparations Action WG, Indigenous Affairs Committee, Growing Diverse Leadership
- Staff Training
- Annual Session Honorariums

Working Group on Racism Request = \$20,000

Trustees Request = \$5,000

BYM Burial Grounds Maintenance

1. Bald Eagle Creek / Unionville PA Friends Burial Ground, BYM-owned, is the best maintained because volunteers from State College Friends look after annual maintenance and documentation/mapping of grave sites. They periodically ask Trustees to pay contractors who perform site maintenance, but they contribute a lot of volunteer labor.
2. Bellefonte PA Quaker Burial Ground (Orthodox) is held in trust by a bank. Volunteers from State College Friends work with a local attorney to urge the bank to use the considerable endowment fund set up over 100 years ago for site maintenance, which now requires the reconstruction of a stone wall on the property

Trustees Request, continued



3. Bush Creek Friends Burial Ground in Monrovia, MD (Frederick County) had been maintained by a group of volunteers from Frederick Meeting, but several years ago they passed it over to Trustees. Since then, there have been several day-long maintenance events, including Eagle Scout projects, but we need to employ a landscape contractor to preserve the site.

4. New Elk Ridge Friends Meeting Burial Ground in Ellicott City needs professional landscaping to supplement occasional volunteer efforts by Trustees and Patapsco Friends Meeting volunteers.

Reparations Action Working Group = \$3,500

- a. Trainings and/or Speakers : further education for our working group or for the Yearly Meeting
- b. Other projects to provide resources or to advocate for reparations

May include work on a webpage, covering cost of signs for a demonstration, paying someone to research or do design, or other such things that support our work

Indigenous Affairs Committee = \$1,500

Funds will be used:

- For honoraria for speakers or workshop leaders
- For small token donations to local Native American orgs
- To develop and share educational resources for BYM meetings

Examples of resources we may provide include fact sheets (e.g., how Trump administration policies are affecting indigenous Americans) and lists of recommended media or print resources for children, teens, or adults.



Budget Request Guidelines

- 1) Report Working Group budget plans through the committees that care for them.
- 2) Season New Initiatives through Interim meeting before making budget request to S&F Committee.
- 3) Return Unspent Allocated Funds to the general budget – Do not spend at the discretion of the committee/working group.
- 4) Increase the level of specificity in a budget request as the budget process proceeds.
- 5) Show in annual reports how the committee/working group spent its funds.

Queries

What Projects should the Yearly Meeting undertake? What should it lay down?

What Concerns do you have about the way BYM handles its budgeting and finances?

What can the Yearly Meeting do to help Monthly Meetings prosper spiritually and financially?