

Budget Report for Baltimore Yearly Meeting

BYM Annual Sessions, August, 2025

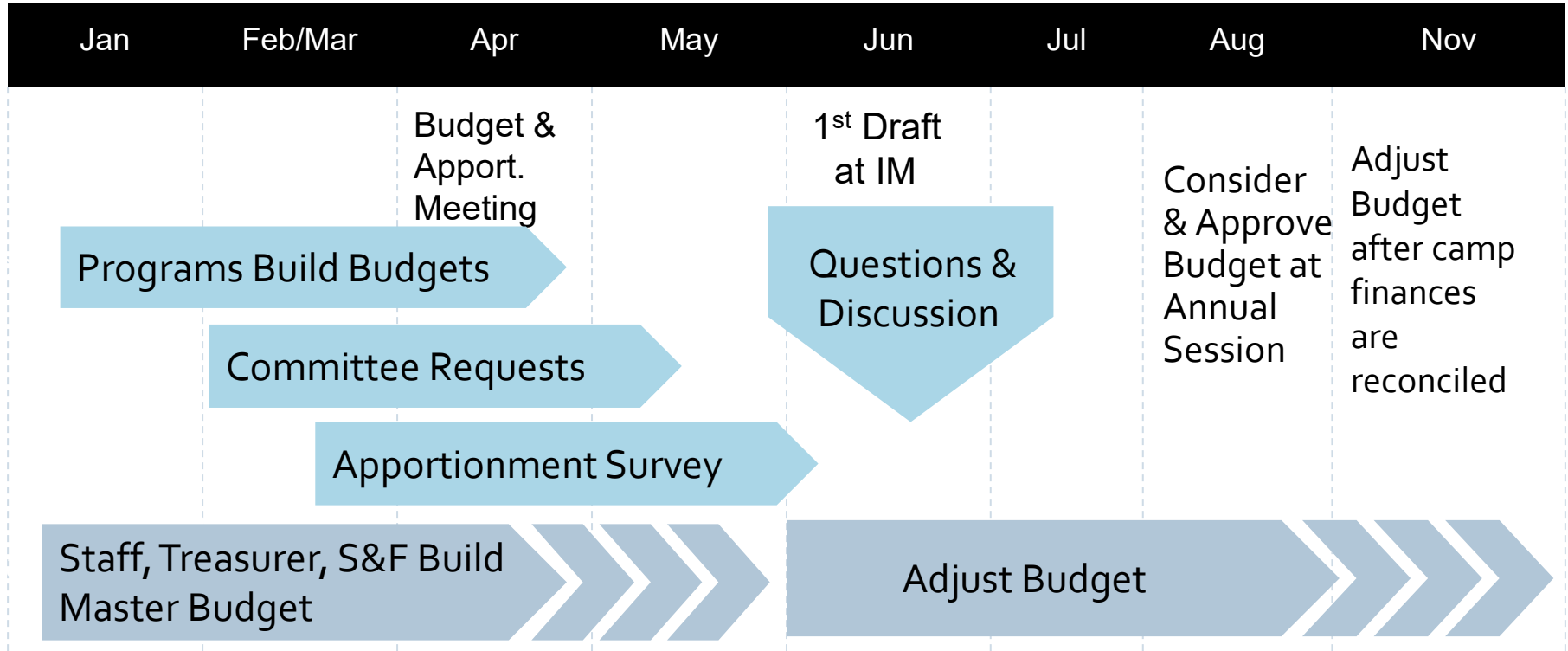
Stewardship and Finance Committee

Linda Pardoe, Co-Clerk

Stewardship & Finance Committee

Catherine Nnoka, Co-Clerk (FMW)	Linda Pardoe, Co-Clerk (Patapsco)
Anne Bacon (Hopewell Centre)	Catherine Tall (Monongalia)
Ann Duncan (Midlothian)	Xan Whitt (Roanoke)
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)	Harriet Dugan, Finance Manager

BYM Budgeting Process



BYM Full Budget Summary - Revenue

	2023 Actual	2024 Actual	2025 Budget, Revised Approved	2026 Budget Working Draft
Revenue				
Total Contributed Revenue	\$358,324	\$329,523	\$375,000	\$375,000
Total Earned Revenue	\$1,525,317	\$1,622,637	\$1,710,646	\$1,719,416
Total Apportionment	\$504,170	\$562,074	\$540,000	\$550,000
Total Released Funds	\$205,588	\$415,602	\$230,391	\$261,000
Total Other Revenue	\$316,591	\$258,567	\$54,600	\$94,500
Total Revenue	\$2,909,990	\$3,228,404	\$2,910,637	\$2,999,916

BYM Full Budget Summary - Expenses

Expenses	2023 Actual	2024 Actual	2025 Budget	2026 Draft Budget
Total Personnel	\$1,581,762	\$1,737,110	\$1,737,225	\$1,796,410
Total Professional Services	\$169,745	\$213,550	\$62,435	\$56,850
Total Administrative Operating Costs	\$267,969	\$445,664	\$331,401	\$355,117
Total Utilities & Physical Plant	\$176,938	\$200,337	\$159,371	\$164,642
Total Vehicles	\$57,242	\$61,969	\$65,200	\$70,800
Total Program Costs	\$375,717	\$322,122	\$351,950	\$360,500
Total Misc. Costs	\$6,179	\$7,759	\$350	\$500
Total Depreciation	\$165,600	\$172,489	\$194,900	\$224,840
Committee Expenses			\$43,100	\$31,700
Total Expenses	\$2,801,151	\$3,161,000	\$2,945,932	\$3,061,359
Revenue Over Expenses	\$108,839	\$67,404	(\$35,295)	(\$61,443)

Program Expenses

	2023 Actuals	2024 Actual	2025 Budget, Revised Approved	2026 Budget Working Draft
Program Expenses				
Youth Programs	\$92,863	\$79,447	\$51,318	\$53,264
STRIDE	\$109,030	\$82,899	\$87,815	\$91,131
Development	\$83,350	\$149,685	\$154,018	\$150,500
Annual Session	\$70,590	\$64,375	\$81,550	\$83,400
Spiritual Formation	\$22,674	\$24,195	\$25,500	\$25,500
Women's Retreat	\$3,009	\$0	\$0	\$0
BYM Camps	\$1,832,204	\$2,196,452	\$2,008,180	\$2,108,729
<i>See BYM Camps Detail</i>				
General YM Program & Admin	\$546,260	\$501,930	\$494,451	\$517,635
Total Program Expenses	\$2,759,980	\$3,098,982	\$2,902,832	\$3,030,159

Committee Expenses

Committee Expenses	2023 Budget	2024 Actual	2025 Budget	2026 Budget
Growing Diverse Ladership	\$3,000	\$1,300	\$1,000	\$0
Faith & Practice	\$0	\$0	\$0	\$500
Indian Affairs Committee	\$1,584	\$14,829	\$14,800	\$1,500
Ministry & Pastoral Care	\$3,228	\$22,845	\$0	\$0
Religious Ed	\$0	\$0	\$0	\$0
Trustees	\$7,024	\$1,026	\$0	\$5,000
Young Adult Friends	\$0	\$0	\$0	\$0
Intervisitation Working Group	\$1,630	\$0	\$0	\$0
Reparation Action Working Group	\$6,150	\$3,256	\$6,000	\$3,500
Working Group on Racism	\$3,067	\$21,156	\$20,000	\$20,000
Committee Overage Contingency	\$0	\$0	\$0	\$0
Interim Meeting	\$1,139	\$217	\$500	\$500
Unity with Nature	\$0	\$0	\$600	
Advancement & Outreach	\$0	\$0	\$200	\$200
Peace & Social Concerns	\$0	\$644	\$0	\$500
Other Program & Committee Exp	\$14,349	\$0	\$0	\$0
Total Committee Expenses	\$41,171	\$65,274	\$43,100	\$31,700

BYM Camps Detail				
	2024 Budget	2024 Actual	2025 Budget, Revised Approved	2026 Budget Working Draft
Revenue				
Total Contributed Revenue	\$75,000	\$75,000	\$100,000	\$100,000
Total Earned Revenue	\$1,788,905	\$1,550,826	\$1,615,366	\$1,622,916
Total Released Funds	\$120,000	\$395,356	\$214,391	\$220,000
Total Other Revenue	\$100	\$2,601	\$42,600	\$42,500
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Total Revenue	\$1,984,005	\$2,023,783	\$1,972,357	\$1,985,416
Expenses				
Total Personnel	\$1,173,970	\$1,185,542	\$1,200,549	\$1,238,916
Total Professional Services	\$84,150	\$109,451	\$20,435	\$24,250
Total Administrative & Operating	\$182,892	\$306,901	\$216,525	\$225,831
Total Utilities & Physical Plant	\$81,330	\$136,675	\$90,371	\$95,042
Total Vehicles	\$91,800	\$60,372	\$63,850	\$70,000
Total Program Costs	\$231,950	\$234,071	\$232,450	\$238,650
Total Misc. Costs	\$6,200	\$0	\$100	\$250
Total Depreciation	\$146,903	\$163,439	\$183,900	\$215,790
Total Expenses	\$1,999,195	\$2,196,452	\$2,008,180	\$2,108,729

Policy on Contributions to Outside Orgs

- BYM contributes 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 \$555,000 in Apportionment income in 2025
- Five percent = \$27,750
 - \$25,000 to be shared among 3 member orgs
 - Remaining amount – share equally among other orgs

2026 Contributions to Outside Orgs

Quaker Orgs where BYM is a member			Quaker orgs where BYM does not send a rep
Friends General Conference (FGC)	10,000		Earlham School of Religion
Friends United Meeting (FUM)	10,000		Friends Council on Education
Friends World Committee for Consultation-FWCC	5,000		Friends House, Moscow ***
			Friends House on Capital Hill
Quaker orgs where BYM sends a rep			Friends Journal
AFSC			Pendle Hill
FCNL			Right Sharing of World Resources
Friends House Sandy Spring			
Friends Meeting School			Other non-Quaker Orgs (BYM does not send a rep)
Friends Peace Teams			Center on Conscience and War
Friends Wilderness Center			Interfaith Conference of Metro Washington
Interfaith Action for Human Rights			National Council of Churches
Prisoner Visitation and Support			Sandy Spring Volunteer Fire Department
Quaker Earthcare Witness			Virginia Council of Churches
Quaker House			
Quaker Religious Education Collaborative			*** No money can currently be sent to Russia
Sandy Springs Friends School			

Factors Driving 2026 Operating Budget Deficit

1. Trend of under-enrollment at BYM Camps.
2. Depletion of the camp capital fund established in 2001 (for Shiloh and Catoclin).
3. Significant increase in insurance costs – liability/property/auto for camp has more than doubled in the last 3 years from under \$40,000 to \$110,000.

How Our Budget Supports Our Values

- **Staffing:**
 - Staff Compensation – Supervisory Committee recommends annual COLA increases
 - COLA increase for 2026 = 4%
 - BYM provides benefits to all staff who work year-round and at least half-time
- BYM spent about 7% of budget on anti-racism since 2022 - Expect similar rate 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
 - New in 2026, staff to implement women and minority-owned vendor priority

2026 Proposed Plan of Apportionment

**Apportionment
Manager = Xan Whitt**

**Anticipated Total =
about \$557,000**

Adelphi	\$33,908.56		Little Falls	\$5,553.00
Alexandria	\$11,494.61		Mattaponi	\$826.00
Annapolis	\$16,195.75		Maury River	\$3,738.73
Bethesda	\$33,079.75		Menallen	\$2,388.75
Blacksburg	\$5,874.75		Midlothian	\$1,200.00
Carlisle	\$6,187.00		Monongalia	\$1,644.00
Charlottesville	\$19,000.33		Nottingham	\$1,495.05
Deer Creek	\$6,698.16		Patapsco	\$7,201.72
Dunnings Creek	\$2,874.25		Patuxent	\$6,558.00
Floyd	\$756.00		Pipe Creek	\$1,325.00
Friends Meeting of Washington	\$67,000.00		Richmond	\$33,989.50
Frederick	\$8,125.00		Roanoke	\$9,526.05
Gettysburg	\$950.00		Sandy Spring	\$73,662.50
Goose Creek	\$17,139.00		Shepherdstown	\$3,386.00
Gunpowder	\$19,031.95		State College	\$5,000.00
Herndon	\$16,965.75		Stony Run	\$60,358.25
Homewood	\$25,359.00		Valley	\$3,124.00
Hopewell	\$7,609.75		Warrington	\$800.00
Langley Hill	\$26,911.50		Williamsburg	\$1,050.00
Little Britain	\$303.00		York	\$9,602.25

Next Steps on 2026 Budgets

- ❑ **September 2025:** Staff will lead Big Think & Working Sessions to:
 - Develop program changes to address Session 3 squeeze and Opequon enrollment
 - Rework the sliding scale/scholarship process and the seasonal staffing and bonus structures
 - Analyze 2024-2025 trends to reforecast giving to camp property, giving to camp program, and rental income
- ❑ **October 2025:** Committee Meetings to discuss outcomes of “Big Think”. Circulate revised, proposed 2026 budget.
- ❑ **November Interim Meeting:** 2026 budgets for approval

Stewardship & Finance Projects - 2026

- ❑ Working Group (composed of the Stewardship and Finance Committee clerks, the Treasurers and a Camp Program Committee rep) to develop a financial handbook to assemble all BYM financial policies in one place. Present at 2026 Annual Sessions
- ❑ Identify ways to share BYM financial highlights with interested folks
- ❑ Encourage Treasurers from BYM local meetings to join our committee meetings, which are held by Zoom