

Like many of our congregations, the Synod continues to adapt to the new realities of competing demands for financial resources.

In 2025, the Synod spending plan encompasses the following activities:

Support the National Church by forwarding a significant percent of congregational mission support to the ELCA.

Support the Synod staff with appropriate compensation.

Continue our partnership with the Delaware/Maryland Synod for Youth and Family Ministry and fund outreach to youth and young adults through youth ministry retreats, camps, campus ministries, and other initiatives.

Work towards racial justice through the Racial Equity Initiative

Encourage new and renewing congregational missions.

Seek interfaith understanding through participation in a range of ecumenical affairs organizations.

Provide significant financial support to local campus ministries and to Mar-Lu-Ridge and Caroline Furnace camps.

Support mission beyond our geographical area via our companion synods in El Salvador, Slovakia, and Namibia and through the *Building Puentes* outreach to the congregations in Puerto Rico.

Facilitate and expand a reimagined Gifts of Hope program.

Encourage future leaders in ministry through support of candidacy, the seminary, financial aid to seminarians, first call education, and Region 8 initiatives.

Sponsor important synod-wide events, including the annual assembly. The 2025 Synod Assembly will, for the first time in three years, be a two-day assembly because of the bishop election. These election assemblies cost significantly more than the one-day version due to the need to acquire sufficient space, provide adequate AV technology, offer additional meals, provide voting technology, and other expenses. Even with increased registration fees, we anticipate a \$30,000 deficit that will be covered by reserve funds.

Here is how the Synod will pay for these important activities:

The primary source of funding is church members who make all of this possible through their congregations' commitment to mission support, which is budgeted at \$1.275 million in 2025. Assembly registration fees, dues for the Gifts of Hope program, and interest income make up the other primary sources of new income.

However, this is not enough to fund all the work in which the Synod engages. Therefore, the Synod will use \$190,800 from various designated reserves and an additional \$45,000 from unrestricted reserves to carry out this program. The designated funds are reserved for specific purposes and it is important that these funds be used in a responsible way for appropriate programs. In 2024 and 2025, it is anticipated that 27% of the specified designated funds will be used to support ministry.

Finally, I would like to acknowledge the Synod's Finance Committee: Susanne Blume, Sue Clark, Mike Gutzler, and Gene Kern. Special appreciation goes to Wendell Anderson, Finance Committee Chair, who has provided both wise counsel and invaluable expertise all year. My sincere thanks for their assistance.

Julie Hamre, Synod Treasurer

	25 Budget	Desig. Funds Amount	Fund Name
Income			
40000 · Revenue			
41000 · Congregational Support			
41010 · Mission Support	1,275,000		
Total 41000 · Congregational Support	1,275,000		
41040 · Local Synod Ministry	5,000		
41100 · Other Receipts			
41120 · Synod Assembly Reg & Fees	140,000		
41130 · Candidacy Receipts	5,000		
41145 · Gifts of Hope Dues	21,000		
41160 · Interest Income	30,000		
41165 · In-Kind Donations	12,000		
Total 41100 · Other Receipts	208,000		
41200 · Dedicated Funds	190,800	190,800	
41205 · Unrestricted Reserves	45,347	45,347	
Total 40000 · Revenue	1,724,147	236,147	
Expense			
60000 · Expenses			
60050 · ELCA Churchwide Support	446,250		
60100 · New & Renewing Missions	70,000	70,000	Cong. Mission
60300 · Stewardship			
60310 · Gifts of Hope	22,860		
60315 · Stewardship Table	10,000	10,000	Bethany Fund
60320 · Lutheran Development Alliance	10,250		
Total 60300 · Stewardship	43,110		
60400 · Synodical Ministry			
60410 · Ecumenical Affairs Office	4,000		
60415 · Candidacy/Mobility	9,000		
60420 · United Lutheran Seminary	20,000		
60425 · Seminary Student Financial Aid	10,000	10,000	Faith Fund
60430 · First Call / Region 8	5,000		
60436 · Creation Justice	500		
60440 · Racial Equity Team	4,000	4,000	Bethany Fund
60441 · RIC Team	7,000	7,000	Bethany Fund
60445 · Youth Ministry	2,000	2,000	Youth Fund
60455 · Other Synod Events	1,000		
Total 60400 · Synodical Ministry	62,500		
60500 · Global Mission	1,000		
60615 · Mar Lu Ridge (Synod)	6,000	6,000	Youth Fund
60620 · Caroline Furnace (Synod)	6,000	6,000	Youth Fund
60654 · University of Maryland	48,500	48,500	Youth Fund

65000 · Administration and Operations			
65100 · Ordained Staff	489,926		
65200 · Office Staff	274,411	27,300	Youth Fund
65300 · Synod Operations	106,450		
65365 · Synod Assembly Expense	<u>170,000</u>	30,000	unrestricted reserves
Total 65000 · Administration and Operations	<u>1,040,787</u>		
Total Expense	<u>1,724,147</u>	15,347	unrestricted reserves
Net Income	0		