

\* The 2026 Proposed Budget reflects a realignment of conference personnel costs from individual departments into a consolidated HR department. However, Camping and Retreat staff costs continue to be assigned to the Camping budget department.

|                                   | 2024 Actual         | 2024 Budget         | 2025 Budget        | 2026 Budget        |
|-----------------------------------|---------------------|---------------------|--------------------|--------------------|
| <b>INCOME</b>                     |                     |                     |                    |                    |
| <b>Connectional Commitments</b>   | <b>\$8,181,470</b>  | <b>\$8,670,225</b>  | <b>\$8,576,938</b> | <b>\$8,029,723</b> |
| 10.0% of line 52 of Stat. Report  |                     | \$12,707,358        | \$9,879,044        | \$9,702,801        |
| Estimated Non-Collection          |                     | -\$4,037,133        | -\$1,302,106       | -\$1,673,078       |
| <b>UPBO Reserves</b>              | <b>\$1,291,122</b>  | <b>\$1,291,122</b>  | <b>\$850,000</b>   | <b>\$560,000</b>   |
| <b>Prepaid Disaffiliation</b>     | <b>\$517,952</b>    | <b>\$517,952</b>    | <b>\$0</b>         | <b>\$0</b>         |
| <b>Use of General Reserves</b>    | <b>\$222,899</b>    | <b>\$222,899</b>    | <b>\$0</b>         | <b>\$0</b>         |
| <b>Interest Earned</b>            | <b>\$195,080</b>    | <b>\$0</b>          | <b>\$0</b>         | <b>\$200,000</b>   |
| <b>TOTAL INCOME</b>               | <b>\$10,408,523</b> | <b>\$10,702,198</b> | <b>\$9,426,938</b> | <b>\$8,789,723</b> |
|                                   |                     |                     |                    |                    |
| <b>EXPENSES</b>                   |                     |                     |                    |                    |
| <b>General and Jurisdictional</b> | <b>\$2,704,442</b>  | <b>\$2,704,443</b>  | <b>\$2,497,377</b> | <b>\$2,440,941</b> |
| World Service                     | \$1,377,478         | \$1,377,478         | \$1,129,607        | \$1,103,846        |
| Ministerial Education             | \$348,936           | \$348,936           | \$293,045          | \$286,364          |
| Ministerial Education (Local)     | \$116,312           | \$116,312           | \$97,682           | \$95,455           |
| Black College                     | \$185,583           | \$185,583           | \$155,858          | \$152,304          |
| Africa University                 | \$41,533            | \$41,533            | \$34,880           | \$34,085           |
| Episcopal Fund                    | \$407,927           | \$407,927           | \$556,800          | \$544,104          |
| General Administration            | \$163,564           | \$163,564           | \$190,911          | \$186,558          |
| Interdenominational Cooperation   | \$36,386            | \$36,386            | \$16,169           | \$15,801           |
| Southeastern Jurisdiction         | \$26,724            | \$26,724            | \$22,425           | \$22,425           |
| <b>Admin</b>                      | <b>\$1,409,339</b>  | <b>\$1,942,861</b>  | <b>\$1,733,799</b> | <b>\$956,309</b>   |
| Administrative Services           | \$426,975           | \$544,460           | \$540,871          | \$127,900          |
| Episcopal Office                  | \$238,358           | \$237,231           | \$289,093          | \$0                |
| Conference Property               | \$199,004           | \$343,200           | \$359,200          | \$356,239          |
| Equitable Compensation            | \$364,728           | \$625,000           | \$400,000          | \$402,000          |
| General Conf. Delegates           | \$42,692            | \$45,000            | \$0                | \$0                |
| Archives & History                | \$99,620            | \$102,970           | \$99,635           | \$31,670           |
| Legal Expenses                    | \$37,963            | \$45,000            | \$45,000           | \$38,500           |
| <b>HR*</b>                        |                     |                     |                    | <b>\$2,594,400</b> |
| <b>Discover/Send</b>              | <b>\$60,640</b>     | <b>\$80,000</b>     | <b>\$80,200</b>    | <b>\$82,500</b>    |
| Faith and Innovation              | \$0                 | \$0                 | \$0                | \$0                |
| Disaster Response                 | \$60,000            | \$60,000            | \$65,200           | \$70,000           |
| Discover/Send Strategy Team       | \$640               | \$20,000            | \$15,000           | \$12,500           |
| <b>Equip</b>                      | <b>\$1,947,622</b>  | <b>\$2,139,514</b>  | <b>\$1,723,349</b> | <b>\$1,272,049</b> |
| Equip                             | \$169,428           | \$250,166           | \$266,697          | \$141,500          |
| Young People's Ministry           | \$54,325            | \$206,500           | \$102,564          | \$98,600           |
| Board of Ordained Ministry        | \$134,105           | \$160,000           | \$96,000           | \$81,000           |
| Safe Spaces                       | -\$116              | \$0                 | \$7,000            | \$10,000           |

\* The 2026 Proposed Budget reflects a realignment of conference personnel costs from individual departments into a consolidated HR department. However, Camping and Retreat staff costs continue to be assigned to the Camping budget department.

|                                      | 2024 Actual        | 2024 Budget         | 2025 Budget        | 2026 Budget        |
|--------------------------------------|--------------------|---------------------|--------------------|--------------------|
| Board of Laity                       | \$2,837            | \$22,500            | \$5,000            | \$3,000            |
| Higher/Campus Ministry               | \$887,450          | \$864,979           | \$801,388          | \$813,606          |
| Camping Minstry                      | \$699,593          | \$635,369           | \$444,700          | \$124,343          |
| <b>Connect</b>                       | <b>\$366,912</b>   | <b>\$416,600</b>    | <b>\$394,067</b>   | <b>\$426,784</b>   |
| Ethnic Local Church Concerns         | -\$74              | \$19,500            | \$15,900           | \$0                |
| Native American Ministries           |                    |                     |                    | \$1,000            |
| Hispanic/Latino Ministries           |                    |                     |                    | \$12,400           |
| Church & Society                     | \$1,307            | \$8,000             | \$5,000            | \$5,000            |
| Health & Wellness                    | \$0                | \$5,500             | \$2,500            | \$0                |
| Council on Religion & Race           | \$707              | \$4,500             | \$2,500            | \$2,500            |
| Commision on Role & Status of Women  | \$0                | \$4,000             | \$500              | \$3,500            |
| Covenant Entities                    | \$344,400          | \$344,400           | \$344,217          | \$345,884          |
| Anti-Racism Coalition                | \$19,585           | \$19,700            | \$13,450           | \$30,000           |
| Creation Care                        | \$0                | \$1,000             | \$1,000            | \$0                |
| Christian Unity                      | \$87               | \$1,000             | \$0                | \$0                |
| Connect Strategy Team Inovation Fund | \$900              | \$9,000             | \$9,000            | \$26,500           |
| <b>Connectional Table</b>            | <b>\$415,701</b>   | <b>\$445,473</b>    | <b>\$425,106</b>   | <b>\$53,000</b>    |
| Connectional Table                   | \$415,701          | \$445,473           | \$425,106          | \$28,000           |
| Spiritual Leadership                 |                    |                     |                    | \$10,000           |
| Mental Health                        |                    |                     |                    | \$15,000           |
| <b>Communications</b>                | <b>\$462,412</b>   | <b>\$509,581</b>    | <b>\$535,905</b>   | <b>\$315,900</b>   |
| Communications                       | \$270,179          | \$327,081           | \$308,405          | \$61,400           |
| Annual Conference                    | \$187,689          | \$171,000           | \$216,000          | \$244,500          |
| Journal Committee                    | \$4,544            | \$11,500            | \$11,500           | \$10,000           |
| <b>Districts</b>                     | <b>\$2,232,386</b> | <b>\$2,582,045</b>  | <b>\$2,219,510</b> | <b>\$489,000</b>   |
| District Superintendents             | \$1,167,165.06     | \$1,343,798.00      | \$1,125,356.56     | \$180,000          |
| Caney Fork River                     | \$100,653.05       | \$107,820.00        | \$92,938.00        | \$18,500           |
| Cumberland River                     | \$129,438.40       | \$115,815.00        | \$112,399.00       | \$43,000           |
| Harpeth River                        | \$118,564.31       | \$136,518.00        | \$133,123.00       | \$36,500           |
| Metro                                | \$155,315.12       | \$143,442.00        | \$96,865.00        | \$35,100           |
| Mississippi River                    | \$104,511.82       | \$137,355.00        | \$120,922.00       | \$34,500           |
| Purchase                             | \$143,934.48       | \$150,205.00        | \$143,424.00       | \$54,500           |
| Red River                            | \$123,991.42       | \$165,212.00        | \$170,682.00       | \$37,300           |
| Stones River                         | \$103,779.77       | \$139,975.00        | \$115,784.00       | \$34,100           |
| Tennessee River                      | \$85,032.38        | \$141,905.00        | \$108,016.00       | \$15,500           |
| <b>TOTAL EXPENSES</b>                | <b>\$9,599,454</b> | <b>\$10,820,517</b> | <b>\$9,609,313</b> | <b>\$8,630,884</b> |
|                                      |                    |                     |                    |                    |
| <b>NET</b>                           | <b>\$809,069</b>   | <b>-\$118,319</b>   | <b>-\$182,375</b>  | <b>\$158,839</b>   |

For reference and easier comparison, this spreadsheet shows expenses for the 2024 actual, 2024 budget, and 2025 budget with the HR costs consolidated.

|  | 2024 Actual        | 2024 Budget        | 2025 Budget        | 2026 Budget        |
|--|--------------------|--------------------|--------------------|--------------------|
| <b><u>EXPENSES - HR Consolidated</u></b> |                    |                    |                    |                    |
| <b>General and Jurisdictional</b>        | <b>\$2,704,442</b> | <b>\$2,704,443</b> | <b>\$2,497,377</b> | <b>\$2,440,941</b> |
| World Service                            | \$1,377,478        | \$1,377,478        | \$1,129,607        | \$1,103,846        |
| Ministerial Education                    | \$348,936          | \$348,936          | \$293,045          | \$286,364          |
| Ministerial Education (Local)            | \$116,312          | \$116,312          | \$97,682           | \$95,455           |
| Black College                            | \$185,583          | \$185,583          | \$155,858          | \$152,304          |
| Africa University                        | \$41,533           | \$41,533           | \$34,880           | \$34,085           |
| Episcopal Fund                           | \$407,927          | \$407,927          | \$556,800          | \$544,104          |
| General Administration                   | \$163,564          | \$163,564          | \$190,911          | \$186,558          |
| Interdenominational Cooperation          | \$36,386           | \$36,386           | \$16,169           | \$15,801           |
| Southeastern Jurisdiction                | \$26,724           | \$26,724           | \$22,425           | \$22,425           |
| <b>Admin</b>                             | <b>\$828,181</b>   | <b>\$1,260,950</b> | <b>\$1,010,400</b> | <b>\$956,309</b>   |
| Administrative Services                  | \$149,748          | \$168,800          | \$174,500          | \$127,900          |
| Episcopal Office                         | \$0                | \$0                | \$0                | \$0                |
| Conference Property                      | \$199,004          | \$343,200          | \$359,200          | \$356,239          |
| Equitable Compensation                   | \$364,728          | \$625,000          | \$400,000          | \$402,000          |
| General Conf. Delegates                  | \$42,692           | \$45,000           | \$0                | \$0                |
| Archives & History                       | \$34,047           | \$33,950           | \$31,700           | \$31,670           |
| Legal Expenses                           | \$37,963           | \$45,000           | \$45,000           | \$38,500           |
| <b>HR*</b>                               | <b>\$3,057,838</b> | <b>\$3,545,276</b> | <b>\$3,275,617</b> | <b>\$2,594,400</b> |
| <b>Discover/Send</b>                     | <b>\$60,640</b>    | <b>\$80,000</b>    | <b>\$80,200</b>    | <b>\$82,500</b>    |
| Faith and Innovation                     | \$0                | \$0                | \$0                | \$0                |
| Disaster Response                        | \$60,000           | \$60,000           | \$65,200           | \$70,000           |
| Discover/Send Strategy Team              | \$640              | \$20,000           | \$15,000           | \$12,500           |
| <b>Equip</b>                             | <b>\$1,801,691</b> | <b>\$1,951,748</b> | <b>\$1,510,052</b> | <b>\$1,257,049</b> |
| Equip                                    | \$23,496           | \$62,400           | \$53,400           | \$141,500          |
| Young People's Ministry                  | \$54,325           | \$206,500          | \$102,564          | \$98,600           |
| Board of Ordained Ministry               | \$134,105          | \$160,000          | \$96,000           | \$66,000           |
| Safe Spaces                              | -\$116             | \$0                | \$7,000            | \$10,000           |
| Board of Laity                           | \$2,837            | \$22,500           | \$5,000            | \$3,000            |
| Higher/Campus Ministry                   | \$887,450          | \$864,979          | \$801,388          | \$813,606          |
| Camping Minstry                          | \$699,593          | \$635,369          | \$444,700          | \$124,343          |
| <b>Connect</b>                           | <b>\$366,912</b>   | <b>\$416,600</b>   | <b>\$394,067</b>   | <b>\$426,784</b>   |
| Ethnic Local Church Concerns             | \$0                | \$1,500            | \$1,500            | \$0                |
| Native American Ministries               | -\$734             | \$6,000            | \$2,000            | \$1,000            |
| Hispanic/Latino Ministries               | \$660              | \$12,000           | \$12,400           | \$12,400           |
| Church & Society                         | \$1,307            | \$8,000            | \$5,000            | \$5,000            |
| Health & Wellness                        | \$0                | \$5,500            | \$2,500            | \$0                |
| Council on Religion & Race               | \$707              | \$4,500            | \$2,500            | \$2,500            |
| Commision on Role & Status of W          | \$0                | \$4,000            | \$500              | \$3,500            |

|                                   |                    |                     |                    |                    |
|-----------------------------------|--------------------|---------------------|--------------------|--------------------|
| Covenant Entities                 | \$344,400          | \$344,400           | \$344,217          | \$345,884          |
| Anti-Racism Coalition             | \$19,585           | \$19,700            | \$13,450           | \$30,000           |
| Creation Care                     | \$0                | \$1,000             | \$1,000            | \$0                |
| Christian Unity                   | \$87               | \$1,000             | \$0                | \$0                |
| Connect Strategy Team Inovation I | \$900              | \$9,000             | \$9,000            | \$26,500           |
| <b>Connectional Table</b>         | <b>\$31,621</b>    | <b>\$40,000</b>     | <b>\$34,000</b>    | <b>\$53,000</b>    |
| Connectional Table                | \$31,621           | \$40,000            | \$34,000           | \$28,000           |
| Spiritual Leadership              | \$0                | \$0                 | \$0                | \$10,000           |
| Mental Health                     | \$0                | \$0                 | \$0                | \$15,000           |
| <b>Communications</b>             | <b>\$244,894</b>   | <b>\$273,400</b>    | <b>\$310,400</b>   | <b>\$315,900</b>   |
| Communications                    | \$52,661           | \$90,900            | \$82,900           | \$61,400           |
| Annual Conference                 | \$187,689          | \$171,000           | \$216,000          | \$244,500          |
| Journal Committee                 | \$4,544            | \$11,500            | \$11,500           | \$10,000           |
| <b>Districts</b>                  | <b>\$503,235</b>   | <b>\$548,100</b>    | <b>\$497,200</b>   | <b>\$489,000</b>   |
| District Superintendents          | \$180,785          | \$180,000           | \$180,000          | \$180,000          |
| Caney Fork River                  | \$26,938           | \$36,700            | \$21,500           | \$18,500           |
| Cumberland River                  | \$41,856           | \$41,500            | \$38,500           | \$43,000           |
| Harpeth River                     | \$30,373           | \$39,000            | \$36,000           | \$36,500           |
| Metro                             | \$28,283           | \$43,500            | \$40,500           | \$35,100           |
| Mississippi River                 | \$28,496           | \$42,000            | \$37,000           | \$34,500           |
| Purchase                          | \$67,197           | \$47,000            | \$50,000           | \$54,500           |
| Red River                         | \$35,771           | \$41,200            | \$38,200           | \$37,300           |
| Stones River                      | \$28,479           | \$38,500            | \$35,500           | \$34,100           |
| Tennessee River                   | \$35,058           | \$38,700            | \$20,000           | \$15,500           |
| <b>TOTAL EXPENSES</b>             | <b>\$9,599,454</b> | <b>\$10,820,517</b> | <b>\$9,609,313</b> | <b>\$8,615,884</b> |