

	2025	2026	Difference	Notes
<b>INCOME</b>				
Assessment	\$ 2,216,529.03	\$ 2,183,978.57	\$ (32,550.46)	10% on first \$200,000 with 12% on any amount over \$200,000 of average of previous 4 years of Normal Operating Income
Interest/Dividend	\$ 6,800.00	\$ 6,800.00	\$ -	
Unrestricted Investment Draw	\$ 887,473.90	\$ 827,722.24	\$ (59,751.66)	5.5% draw
Restricted Investment Draw	\$ 164,200.20	\$ 318,297.57	\$ 154,097.37	5.5% draw
Outside Held Investment Draw/Distributions	\$ 18,250.00	\$ 17,300.00	\$ (950.00)	
Unrestricted Reserves	\$ -	\$ 214,320.31	\$ 214,320.31	
Contributions - Unrestricted	\$ 8,700.00	\$ 13,500.00	\$ 4,800.00	
Contributions - Restricted	\$ -	\$ -	\$ -	
Other Grants	\$ 5,000.00	\$ 5,000.00	\$ -	
Other Operating Revenues	\$ 8,450.00	\$ 21,400.00	\$ 12,950.00	
Other Property Income	\$ 16,000.00	\$ 16,000.00	\$ -	
Brookland Retreat Center	\$ 15,000.00	\$ 36,000.00	\$ 21,000.00	
Children, Youth, & Families Event Fees & Registrations	\$ 11,700.00	\$ 12,500.00	\$ 800.00	
Episcopal Community Engagement Center (Shippensburg)	\$ 65,300.00	\$ 65,900.00	\$ 600.00	
SSfM	\$ 85,500.00	\$ 96,250.00	\$ 10,750.00	
<b>TOTAL INCOME</b>	<b>\$ 3,508,903.13</b>	<b>\$ 3,834,968.69</b>	<b>\$ 326,065.56</b>	
<b>EXPENSE</b>				
<b>Salaries &amp; Benefits</b>				
Salaries	\$ 1,110,348.07	\$ 1,143,729.27	\$ 33,381.19	COLA increase = +2.4%
Housing	\$ 165,825.68	\$ 150,609.57	\$ (15,216.10)	
SECA/Social Security/Medicare	\$ 104,704.21	\$ 100,360.00	\$ (4,344.21)	
Pension	\$ 208,130.91	\$ 241,861.47	\$ 33,730.56	DioCPA Lay Employees: 9% to 18%
<i>Other Benefit Expense</i>				
Health Insurance/Supplement	\$ 313,409.07	\$ 333,475.93	\$ 20,066.86	DioCPA: PPO100 to PPO90; assuming +7.5% increase in 2026
Dental Insurance	\$ 10,560.00	\$ 12,218.94	\$ 1,658.94	
Life Insurance	\$ 2,208.23	\$ 1,772.91	\$ (435.32)	
Disability Insurance	\$ 4,159.25	\$ 3,401.64	\$ (757.61)	
Worker's Compensation	\$ 17,631.74	\$ 8,820.51	\$ (8,811.22)	
Conferences & Continuing Education	\$ 24,500.00	\$ 20,000.00	\$ (4,500.00)	
<i>TOTAL Other Benefit Expense</i>	<i>\$ 372,468.29</i>	<i>\$ 379,689.93</i>	<i>\$ 7,221.65</i>	
<b>TOTAL Salaries &amp; Benefits</b>	<b>\$ 1,961,477.15</b>	<b>\$ 2,016,250.24</b>	<b>\$ 54,773.09</b>	
<b>Mission, Ministry, &amp; Congregational Life</b>				
TEC Diocesan Apportionment	\$ 420,077.00	\$ 420,077.00	\$ -	Assuming TEC Executive Committee approval of transition discount (\$400k)
Province III Support	\$ 11,000.00	\$ 8,000.00	\$ (3,000.00)	
New Bethany Support	\$ 15,000.00	\$ 10,000.00	\$ (5,000.00)	
PA Council of Churches	\$ 5,500.00	\$ 3,000.00	\$ (2,500.00)	
New Hope Visit (Kajo Keji)	\$ -	\$ -	\$ -	Next trip to Kajo Keji is 2027
Commission on Ministry	\$ 20,200.00	\$ 20,000.00	\$ (200.00)	
Liturgy & Music	\$ 7,300.00	\$ 7,500.00	\$ 200.00	
Community Missional Support	\$ 19,750.00	\$ 15,000.00	\$ (4,750.00)	
Congregational Zoom Accounts	\$ 2,500.00	\$ 3,000.00	\$ 500.00	
Convocation Support	\$ 2,500.00	\$ 3,000.00	\$ 500.00	
Formation Support	\$ 2,500.00	\$ 2,500.00	\$ -	
Shared Ministry Support	\$ 18,000.00	\$ 15,000.00	\$ (3,000.00)	
Stewardship and Development Support	\$ 4,500.00	\$ 1,800.00	\$ (2,700.00)	
Assessment Adjustment	\$ 50,000.00	\$ 75,000.00	\$ 25,000.00	Increased +50%
Construction Grants	\$ 26,500.00	\$ 26,500.00	\$ -	Restricted Draw
Mission Resource Grants	\$ 85,000.00	\$ 127,500.00	\$ 42,500.00	Increased +50%
Campus Ministry	\$ 2,500.00	\$ 2,757.45	\$ 257.45	Restricted Draw
Children, Youth, & Families	\$ 37,490.00	\$ 46,400.00	\$ 8,910.00	
Comunidades Latinas	\$ -	\$ 4,500.00	\$ 4,500.00	
Creation Care	\$ 25,000.00	\$ 15,000.00	\$ (10,000.00)	
Evangelism Committee	\$ 2,000.00	\$ 2,000.00	\$ -	
Gun Violence Prevention Task Force	\$ 5,000.00	\$ 3,000.00	\$ (2,000.00)	Based on Actual historic expenses
LGBTQ+ Initiatives	\$ -	\$ 5,000.00	\$ 5,000.00	Restricted Draw
Migration Ministries	\$ 1,000.00	\$ 1,000.00	\$ -	
Racial Justice	\$ 20,000.00	\$ 50,000.00	\$ 30,000.00	
St. Barnabas Center (Kutztown) Program	\$ -	\$ 12,000.00	\$ 12,000.00	
<b>TOTAL Mission, Ministry, &amp; Congregational Life</b>	<b>\$ 772,317.00</b>	<b>\$ 879,534.45</b>	<b>\$ 107,217.45</b>	
<b>Administrative Expenses</b>				
Audit	\$ 33,000.00	\$ 33,000.00	\$ -	
Bishops' Auto Expenses	\$ 11,000.00	\$ 15,000.00	\$ 4,000.00	

	2025	2026	Difference	Notes
Communications Consulting	\$ 5,000.00	\$ 5,000.00	\$ -	
Communications Projects	\$ -	\$ 7,500.00	\$ 7,500.00	
Equipment Lease & Maintenance	\$ 10,000.00	\$ 5,000.00	\$ (5,000.00)	
Telephone & Internet	\$ 24,100.00	\$ 11,000.00	\$ (13,100.00)	
Software Services & IT	\$ 56,500.00	\$ 28,000.00	\$ (28,500.00)	
Staff Mobile Phone	\$ 14,000.00	\$ 13,500.00	\$ (500.00)	
Miscellaneous Office Expense	\$ 2,000.00	\$ -	\$ (2,000.00)	
Office Equipment	\$ 2,000.00	\$ 2,000.00	\$ -	
Office Supplies	\$ 18,700.00	\$ 19,200.00	\$ 500.00	
Postage	\$ 4,500.00	\$ 6,500.00	\$ 2,000.00	
Temporary Staff	\$ 47,000.00	\$ 6,500.00	\$ (40,500.00)	
Legal Fees	\$ -	\$ 10,000.00	\$ 10,000.00	Legal Process Working Group
Banking Fees	\$ 2,200.00	\$ 4,200.00	\$ 2,000.00	
Payroll Services	\$ 2,000.00	\$ 3,500.00	\$ 1,500.00	
Property & Liability Insurance	\$ 18,500.00	\$ 10,010.00	\$ (8,490.00)	
Publications & Literature	\$ 2,000.00	\$ 2,000.00	\$ -	
Staff Travel	\$ 45,200.00	\$ 53,000.00	\$ 7,800.00	
Title IV Expenses	\$ 5,000.00	\$ 5,000.00	\$ -	
<i>Independent Contractors</i>				
Bookkeeping Consultant	\$ 52,000.00	\$ 52,000.00	\$ -	1,040 hours
Safe Church Consultant	\$ 26,000.00	\$ 26,000.00	\$ -	520 hours
Financial Assistant	\$ 23,392.00	\$ -	\$ (23,392.00)	
Diocesan Archivist, Registrar, and Office Assistant	\$ 25,826.00	\$ -	\$ (25,826.00)	
Assistant Dean, SSfM	\$ 32,760.00	\$ 32,760.00	\$ -	936 hours
Reparations Consultant	\$ -	\$ 18,200.00	\$ 18,200.00	520 hours
Communications Assistant	\$ -	\$ 18,200.00	\$ 18,200.00	520 hours
<i>TOTAL Independent Contractors</i>	\$ 159,978.00	\$ 147,160.00	\$ (12,818.00)	
<b>TOTAL Administrative Expenses</b>	\$ 462,678.00	\$ 387,070.00	\$ (75,608.00)	
<b>SSfM</b>				
SSfM Board Development	\$ 2,000.00	\$ 2,000.00	\$ -	
SSfM Contracted Services	\$ 20,000.00	\$ 20,000.00	\$ -	
SSfM Learning Weekends	\$ 4,000.00	\$ 4,000.00	\$ -	
SSfM Marketing	\$ 1,800.00	\$ 1,800.00	\$ -	
SSfM Professional Development	\$ 1,000.00	\$ 1,000.00	\$ -	
SSfM Staff Travel	\$ 8,000.00	\$ 8,000.00	\$ -	
SSfM Supplies	\$ 600.00	\$ 600.00	\$ -	
SSfM Tech Subscriptions & Fees	\$ 18,000.00	\$ 18,000.00	\$ -	
SSfM Trans. Processing Fees	\$ 800.00	\$ 800.00	\$ -	
SSfM Website Design & Maint.	\$ 2,000.00	\$ 2,000.00	\$ -	
SSfM Other	\$ 1,000.00	\$ 1,000.00	\$ -	
<i>SSfM Course Dev. &amp; Instruction</i>				
SSfM Vocational CD&I - Spring	\$ 22,750.00	\$ 22,750.00	\$ -	
SSfM Vocational CD&I - Summer	\$ 21,000.00	\$ 21,000.00	\$ -	
SSfM Vocational CD&I - Fall	\$ 24,500.00	\$ 24,500.00	\$ -	
SSfM Cont. Ed - CD&I - Spring	\$ 1,500.00	\$ 1,500.00	\$ -	
SSfM Cont. Ed - CD&I - Summer	\$ 1,500.00	\$ 1,500.00	\$ -	
SSfM Cont. Ed - CD&I - Fall	\$ 1,500.00	\$ 1,500.00	\$ -	
<i>TOTAL SSfM Course Dev. &amp; Instruction</i>	\$ 72,750.00	\$ 72,750.00	\$ -	
<b>TOTAL SSfM</b>	\$ 131,950.00	\$ 131,950.00	\$ -	
<b>Buildings &amp; Grounds</b>				
Diocesan House (Harrisburg) - Maintenance & Supplies	\$ 34,812.00	\$ 24,700.00	\$ (10,112.00)	
Diocesan House (Harrisburg) - Security System	\$ 2,500.00	\$ 1,500.00	\$ (1,000.00)	
Diocesan House (Harrisburg) - Electricity	\$ 18,000.00	\$ 10,500.00	\$ (7,500.00)	
Diocesan House (Harrisburg) - Heating	\$ 7,500.00	\$ 4,500.00	\$ (3,000.00)	
Diocesan House (Harrisburg) - Water & Sewer	\$ 4,900.00	\$ 4,200.00	\$ (700.00)	
Property Tax (Harrisburg)	\$ 25,000.00	\$ 25,000.00	\$ -	
Diocesan Office Rental (Bethlehem)	\$ -	\$ 24,000.00	\$ 24,000.00	
21 N. Prince (Shippensburg)	\$ 8,520.00	\$ 8,169.00	\$ (351.00)	
Brookland Retreat Center	\$ 37,340.00	\$ 42,729.00	\$ 5,389.00	
Episcopal Community Engagement Center (Shippensburg)	\$ 67,589.00	\$ 65,741.00	\$ (1,848.00)	
St. Andrews in the City (Harrisburg)	\$ 17,500.00	\$ 28,383.00	\$ 10,883.00	
St. Barnabas Center (Kutztown)	\$ -	\$ 19,370.00	\$ 19,370.00	
York Springs Cemetery	\$ 5,100.00	\$ 3,600.00	\$ (1,500.00)	
<b>TOTAL Buildings &amp; Grounds</b>	\$ 228,761.00	\$ 262,392.00	\$ 33,631.00	
<b>Clergy Benefits &amp; Support</b>				
Diocesan Clergy Conferences	\$ 15,000.00	\$ 50,000.00	\$ 35,000.00	New Clergy Conference Model with corresponding Restricted Draw

	2025	2026	Difference	Notes
Retired Clergy Insurance	\$ 6,360.00	\$ 7,372.00	\$ 1,012.00	
Retired Clergy Chaplain Expenses	\$ 500.00	\$ 500.00	\$ -	
Vital & Effective Leadership (VELI)	\$ 1,900.00	\$ 1,900.00	\$ -	
Vocational Deacon Support	\$ 2,500.00	\$ 5,000.00	\$ 2,500.00	
<b>TOTAL Clergy Benefits &amp; Support</b>	\$ 26,260.00	\$ 64,772.00	\$ 38,512.00	
<b>Convention &amp; Meeting Expenses</b>				
General Meeting	\$ 7,500.00	\$ 6,000.00	\$ (1,500.00)	
Diocesan Convention	\$ 65,000.00	\$ 50,000.00	\$ (15,000.00)	
General Convention	\$ -	\$ -	\$ -	
House of Bishops	\$ 11,500.00	\$ 12,000.00	\$ 500.00	
Lay Formation / Regional Gatherings	\$ 8,500.00	\$ 25,000.00	\$ 16,500.00	Gather 26
Lambeth	\$ -	\$ -	\$ -	
<b>TOTAL Convention &amp; Meeting Expenses</b>	\$ 103,500.00	\$ 93,000.00	\$ (10,500.00)	
<b>TOTAL EXPENSE</b>	<b>\$ 3,686,943.15</b>	<b>\$ 3,834,968.69</b>	<b>\$ 148,025.54</b>	
<b>Net Operating Total</b>	<b>\$ (178,040.03)</b>	<b>\$ -</b>		

Diocese of the Susquehanna Unrestricted Reserves 2026

**Unrestricted Reserves**

Total Available: \$ 769,587.42

Budget 2026 Spend \$ (214,320.31)

**REMAINING**

**Unrestricted Reserves** \$ 555,267.10

<b>DioBeth</b>	2019	2020	2021	2022	2023	2024	2025 (Budgeted)
4.5% Unrestricted Draw	\$ 268,999.89	\$ 269,706.60	\$ 273,807.11	\$ 295,055.95	\$ 305,092.62	\$ 318,370.44	\$ 358,384.92
Actual Draw	\$ 170,821.00	\$ -	\$ -	\$ 147,527.96	\$ 305,092.60	\$ 318,370.44	\$ 358,384.92
Added to "Cash Reserves"	\$ 98,178.89	\$ 269,706.60	\$ 273,807.11	\$ 147,527.99	\$ 0.02	\$ -	\$ -
Cumulative "Cash Reserves"	\$ 98,178.89	\$ 367,885.49	\$ 641,692.59	\$ 789,220.58	\$ 789,220.61	\$ 641,106.19	\$ 525,449.02
"Cash Reserves" Spent	\$ -	\$ -	\$ -	\$ -	\$ (148,114.42)	\$ (115,657.17)	\$ -
"Cash Reserves" Remaining	\$ 98,178.89	\$ 367,885.49	\$ 641,692.59	\$ 789,220.58	\$ 641,106.19	\$ 525,449.02	\$ 525,449.02

**DioCPA**

St. Andrews in the City	\$3,046.40	Cash (Checking)	First National Bank
St. Andrews in the City	\$4,141.75	Cash (Savings)	First National Bank
Episcopal Diocese Gen Inv Acct	\$10,982.36	Cash (Investment)	Fidelity Brokerage
All Saints Brookland - 1	\$122,064.40	Investments	Edward Jones
All Saints Brookland - 2	\$27,266.86	Investments	Edward Jones
Holy Trinity Closeout	\$76,636.63	Investments	Morgan Stanley
	<u>\$244,138.40</u>		