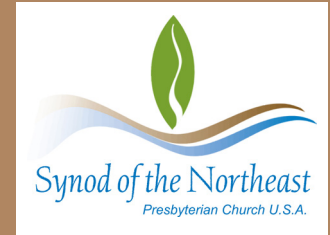


NARRATIVE BUDGET 2023/24

SYNOD OF THE NORTHEAST



GATHERING TOGETHER
NURTURING INNOVATION
STRENGTHENING COMMUNITIESS

SYNOD OF THE NORTHEAST

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INTRODUCTION

The Synod of the Northeast defines its WHY as “We are called to provide unencumbered spaces for the Holy Spirit to move among us, breathing new life into us and strengthening us to work for the realm and reign of God.” In these pieces of a narrative budget, you will see how the values of community and common identity, authentic access for younger members, cherishing diversity, and shifting the emphasis from governance to mission are lived out.

The Synod exists to serve. Serving through resourcing, guidance, gathering partners together, and making the innovative plans of churches possible. The Synod provides what Presbyteries are not able to thanks to the careful stewardship of finances and sometimes leaps of faith in dispersing grant monies.

This is done, as you will see, with a theology of abundance, not scarcity, gratitude not hoarding, transparency not unclarity, while always discovering the vision of God’s plan for us as a body together. Let us all remember the Synod’s purpose “This is the Vision God has placed in our hearts, that together we will become witness to the ever-expanding community of Christ.” The Synod follows not only the Matthew 25 initiative we are part of but John 13:34-35 “A new command I give you: Love one another. By this everyone will know that you are my disciples if you love one another.”

NARRATIVE BUDGET

2023 - 2024

ABOUT THE SYNOD



The Synod community includes 19 presbyteries, 977 congregations and 121,755 members not including new worshipping communities and fellowships.

OUR MISSION

We are called to provide unencumbered spaces for the Holy Spirit to move among us, breathing new life into us and strengthening us to work for the realm and reign of God.

The Synod of the Northeast is a regional body of the Presbyterian Church (U.S.A.). We believe that when we gather across human-made boundaries we are uniquely positioned to nurture innovation and strengthen our gospel communities.



WHAT WE PROVIDE

WE STRENGTHEN PRESBYTERIES

through leadership development, mediation and providing organizational tools to build or re-build a sustainable future for groups of local congregations.

WE CULTIVATE LEADERS

with hands-on individual coaching and group training designed in part to engage more women, younger people, people of color and LGBTQIA+ people in leadership positions, as well as new and emerging pastors.

WE ADVOCATE FOR SOCIAL JUSTICE

as a voice and a platform for our churches and our communities to organize for social change, especially on issues such as racial, gender and LGBTQIA+ justice.

WE FUND THEOLOGICAL AND SOCIAL INNOVATION AND OPPORTUNITIES FOR RECONCILIATION

making significant grants for projects at the local and regional level. In 2021, we granted \$640,888 to over 40 organizations, congregations, presbyteries and campus ministry programs.

WE SUPPORT CAMPUS MINISTRY AND THE PRESBYTERIAN YOUTH TRIENNium

offering much-needed funds to engage young people in the life of the church, creating community and nurturing students' spiritual and intellectual growth.

BUILDING AND SUSTAINING

the Mediation Network is a community of trained mediators who are committed to helping the church and its members resolve conflicts in a constructive and collaborative manner. The goal is to have at least two mediators from every presbytery of the Synod. The Coaching Network, continues to integrate coaching as a tool in the Synod's work of leadership development.

WE ORGANIZE GATHERINGS TO SHARE

via webinars, regional trainings, Synod wide gatherings like Come to the Table, and Pre-Assembly. These gatherings provide opportunities for fellowship and community building, as well as shared learning.

SYNOD STAFF



The current staffing structure of the Synod includes five employees, two contract specialists, and a volunteer treasurer. The staff works to fulfill the Synod’s vision of walking alongside our gospel communities while expanding the ever-growing witness of the Body of Christ in the Northeast. The Synod community includes 19 presbyteries, 977 congregations and 121,755 members not including new worshiping communities and fellowships. As a regional body of the Presbyterian Church (U.S.A.), we strive to serve the cause of spiritual formation, divine justice, and the transformation of the Church in our region. As a Matthew 25 Synod, we acknowledge the Church’s complicity in excluding others and upholding values of inequality, privilege, and empire.

Today the Synod continues the work on forming a new identity focused on the Beloved Community, peace, and justice-making. We fulfill our mission in partnership with working groups, presbyteries, our ecumenical neighbors, and the Synod community through resourcing, creating connections, governance, and empowering unencumbered spaces.

Included is a summary of the Synod Staff and the work performed on your behalf:

The Total Cost of staff is divided among seven areas of focus:

- Mission Granting
- Communication/Storytelling
- Equipping Gospel Communities
- Visioning
- Presbytery Support
- Ecclesiastical Support
- Operations

The total personnel cost for current staff, proposed new positions, continuing education and travel: 2023 - \$752,047 and 2024 - \$765,728.



REV. DR. SANDAWNA GAULMAN ASHLEY
TRANSITIONAL SYNOD LEADER

The Synod Leader is the head of staff and facilitates the mission and ministry goals of the Synod as established and reviewed by the Synod Mission and Ministry Commission. This role provides a re-booting of The Synod’s vision through analysis and assessment of Synod’s systems and organizational leadership structures. This role promotes a healthy and stable working environment, supports and rebuilds collegial and collaborative relationships with mid councils, facilitates the vision development and implementation, provides fiduciary oversight, and represents the Synod through denominational and ecumenical relationships.



REV. NANCY TALBOT
STATED CLERK

The Stated Clerk serves as the Synod’s ecclesiastical officer, parliamentarian, and a member of the Leadership Team, to expedite the ecclesiastical business of the Synod in a manner that enhances the overall ministry and mission. The Clerk is responsible for Commission meetings, the Synod Assembly, staffing the Synod Commission Administrative Working Group, Synod Administrative Commissions, and Special Administrative Review Committees. Additionally, the Clerk performs the duties of the Stated Clerk in adherence to the responsibilities prescribed in the most recent editions of the Book of Order, Robert’s Rules of Order, and the By-laws and Standing Rules of the Synod.



FRANCES KLAIBER
FINANCE MANAGER

The Finance Manager provides in consultation with the Synod Leader, Treasurer, and the Administration Working Group oversight and management of the fiscal operations of the Synod. This role also includes the management of budget, cash flow, loan and investment portfolios, employee benefits, fiscal policies and procedures, accounting functions relating to reporting, supervising the Finance Clerk, and building management.

SYNOD STAFF (CONTINUED)



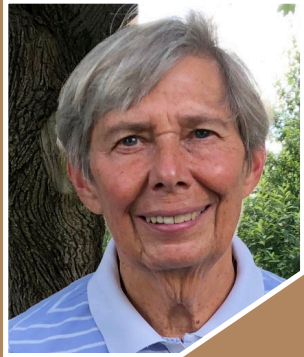
LORI HYLTON
ADMINISTRATIVE COORDINATOR

The Administrative Coordinator serves as a member of the Synod Mission Team, providing administrative coordination for its members. The coordinator offers program and administration supporting logistics, communication, technology, and grant processing for the Connectional Ministries Working Group, the Early Ministry Institute, Servant Leaders, and the Cuba and Puerto Rico Networks.



STACY GALLOWAY
FINANCE CLERK

The Finance Clerk serves as the Finance Clerk to the Manager of Finance, processes weekly payables, manages the Wurffel-Sills Scholarship and Interest-Free Student Loan Program. Interacts with grantees and supports the working of the Mission and Ministries Working Group.



NANCY TINDALL
TREASURER

The Treasurer has fiduciary responsibility for all funds and securities of the Synod. Through the Synod's finance office, the Treasurer ensures full and accurate accounts of all funds and securities for inspection by the Synod Mission and Ministries Commission, the Synod Assembly, Synod officers, the Synod Leader, and any auditing firm contracted by the Synod Mission and Ministries Commission. This role maintains an awareness of fiduciary duties as it relates to religious organizations, reviews bank's reconciliation monthly, and approves and signs transfers between accounts, including investment accounts.

CONTRACT POSTIONS



MARK Q. BENNETT
CONTRACT COMMUNICATION SPECIALIST

The Communication Specialist is a storyteller who develops and implements the communication strategy including media outreach and social media content creation. The role manages external and internal communications, research, and writes content for the website, blogs, reports, and newsletters. Promotes a positive public image and controls the dissemination of information on the Synod's behalf.



REV. SARAH HENKEL
CONTRACT GRANTS COORDINATOR

The Grants Coordinator is the point of contact for Innovation Grants, Campus Ministries Grants, Emerging Gospel Communities Grants, and Youth Leadership Development Grants. This role answers all questions of those wishing to apply. It provides advice, including but not limited to online application deadlines, selection criteria, how to make an application stronger, and whether the budget matches the program as described. The grants coordinator works with the Mission Working Group, communicates with applicants, and creates online forms and processes for progress reports.

The total cost for contract positions for 2023 and 2024 is \$47,000.



Native American Heritage Day - Brook Church



Summer Entrepreneur Program - Montclair, NJ

MISSION GRANTING

The Synod of the Northeast is committed to sustaining the new things that God is doing in our midst. Through our Emerging Gospel Community grants and Innovation grants, the Synod is a partner in nurturing the seeds that are being planted for the Presbyterian witness for years to come.

Innovation Grants give life to the inspired visions of congregations and teams of Presbyterian leaders throughout the Synod. Innovation grants fund new initiatives that mobilize the Presbyterian community to engage with neighbors and the needs of the world in a way that will bring a fresh experience of God's love to all involved.

Each year the Synod grants \$220,000 through these grant funds. Each year incredible new stories are told about the new life God is bringing forth even now.

Emerging Gospel Community grants provide seed money to new gatherings of people committed to living out the gospel together through worship, service, and community engagement. These burgeoning faith communities draw new people into Jesus' call to embody love and act for justice.

Youth Leadership Development Grants Program seeks to support the development of youth leadership skills and the amplification of youth voices both within the church and beyond. It is focused on supporting bright young minds and anchoring them with opportunities that might otherwise be unavailable to them.

Campus Ministry grants reach out and support young people who are at challenging crossroads in their lives, even in "normal" times. During the pandemic our campus ministries have developed innovative ways to stay connected with their students as they were isolated by COVID. Online worship and study groups, goody packages in the mail, phone calls and meeting outdoors when appropriate have helped the students to stay focused and hopeful.

Each year the Synod grants \$85,000 to support Campus Ministry programs.

Connectional Ministries

- **Networks** (Coaching, Meditation, and other)
 - 2023 \$35,000; 2024 \$30,000
- **Young Ministry Leaders**
 - 2023/2024 \$12,000
- **Racial Ethnic Caucuses**
 - 2023/2024 \$7,500
- **Peacemaking**
 - 2023/2024 \$5,000

The cost for Connectional Ministries for 2023 is \$59,500 and for 2024 is \$54,500

STORY TELLING

It is important to the Synod of the Northeast to tell a consistent and collective story through its various media channels. The Synod's current goal is to change how its presbyteries and gospel communities view them by effectively communicating through regular ministry updates, focusing on mission initiatives, and consistent messaging. This goal will be fulfilled through various media channels such as creating monthly newsletter articles, designing print production items, creating an annual report, updating the website consistently with new information, and promoting upcoming events such as the Synod Assembly.

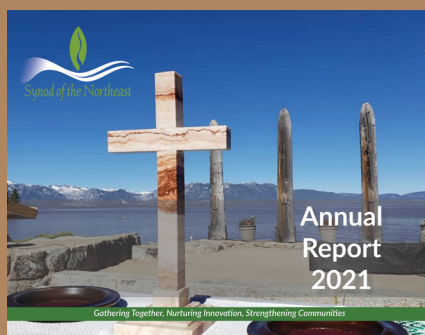
THE SYNOD NEWSLETTER

The **Synod Newsletter** creates new ways to introduce future events and highlights the great things we are doing in the Synod. The goal is to increase the ways the Synod informs our presbyteries and gospel communities about the different activities that the Synod does, while also informing others about the great activities that our gospel communities are doing that focus on Matthew 25.



ANNUAL REPORT

The Annual Report gives a full account of what the Synod of the Northeast did throughout the year. It utilizes an informative narrative, community testimonials, and inspirational photos in action to display the impact the Synod of the Northeast has made through leadership, planning, and funding.



DIGITAL PROMOTIONS

Digital design items such as flyers, brochures, and other digital designs are created for website publishing, email newsletters, and social media posts to create numerous attractive and inviting visuals for the events and updates that the Synod is trying to display.



SYNOD WEBSITE

It is important to keep our website updated to increase Search Engine Optimization (SEO) and assist visitors in finding what they are looking for. The website will be also be reorganized so it will be easier to navigate and access updated information.



ASSEMBLY PROMOTION

Every year the Synod of the Northeast either hosts the Synod Assembly or Come to the Table in October. Our annual story-driven campaign engages presbyteries and gospel communities illustrating ministry accomplishments and inspiring collaboration.



In 2023 – 2024 Synod Communication storytelling are funded \$12,000 annually

EQUIPPING GOSPEL COMMUNITIES

Part of the Synod's role within our community is to encourage, support and equip gospel communities in our region. This work is done via webinars, workshops, ministry cohort groups, educational grants, Synod wide gatherings, and leadership development opportunities as well as interfaith and ecumenical grant making. All are designed to provide needed resources for ministry in a variety of contexts.

WEBINARS

Synod webinars have covered a broad set of topics including COM Training, Budgeting, Visioning, as well as resources for assisting churches in Making Online Connections, using social media. They provide support to presbyteries, churches and individuals and are attended by a broad cross section of people from the Synod.

The Synod will continue this work and the cost of these webinars will be \$7,500 annually.

INTERFAITH AND ECUMENICAL GRANT MAKING

To expand and deepen the connectional nature of the body of Christ, both within our connectional church and with our ecumenical partners. Designed to enable our churches to engage in kingdom building, these funds are used to establish and maintain work between churches, denominations, and communities through the support of interfaith and ecumenical projects.

The Synod provides \$15,000 annually in grants and program support.



LEADERSHIP DEVELOPMENT OPPORTUNITIES

Early Ministry Institute provides a space for those who are new to ministry to gain skills, knowledge, and ongoing support in areas of ministry that are often omitted in traditional seminary education.

Robert Washington Scholars is designed to equip, encourage, and support the development of new leaders from BIPOC communities who can grow into leadership positions within and beyond the Synod. It provides resources for robust discernment regarding vocation, call, and abilities of service for the Church. Scholars delve into the rapidly changing environment of transformational leadership beginning with the transformation of self.

The **Servant Leadership Institute** seeks to develop, nurture, and deploy leaders that are committed to working collaboratively with the diverse communities of the Synod and leaders who will meet the complex challenges of church in the 21st Century with creativity and a ground-up perspective.

These Leadership Development opportunities will cost \$94,340 for 2023 and \$89,400 for 2024.

The **Presbyterian Youth Triennium** gathers youth for an event focused on worship, disciple making, Christian Compassion and justice and biblical/theological education. We are committed to helping all eligible young people throughout the Synod and their chaperones attend Triennium every three years by providing funds to each presbytery.

The Presbyterian Youth Triennium is funded \$20,000 per year.

COME TO THE TABLE

Come to the Table is the Synod's two day biennial gathering around mission and ministry. Each gathering builds upon the themes of the prior Synod Assembly and provides opportunities for members of the community to delve deeper in practical workshops, plenaries, and site visits with leaders from within the Synod community. The topics highlighted invite participants to experiences of reflection and action as members of a Matthew 25 Synod.

The cost of Come To the Table in 2023 is \$35,000.

EQUIPPING GOSPEL COMMUNITIES (CONTINUED)

SYNOD COMMISSION MEETINGS & SYNOD ASSEMBLY

The synod brings people together from all presbyteries in work required to meet the goals of our mission. We provide unencumbered spaces that allow people to dream big and explore where the Spirit may lead them. Three Commission working groups -- Mission, Connectional Ministries, and Administration -- consider how to best use resources to meet synod goals and the needs of presbyteries and gospel communities. They bring well thought out recommendations to the full Commission for consideration. The Commission will hold a biennial retreat where no business is conducted. Guided by Scripture, people move into a deeper spiritual connection with God and each other in a different space of learning and fellowship. The biennial Synod Assembly is planned as worshipful work which helps us remember who we are and whose we are as we do the work of the Synod. It allows the larger synod community to come together for worship, music, offerings of mission work across the synod, Commissioner resolutions, and visioning as well to approve the next two-year budget and other business. The pre-assembly event which is open to all focuses on one or more of the areas of Dismantling Structural Racism, Eradicating Systemic Poverty and Revitalizing Congregations for the glory of God.

In 2023 – 2024 Synod Commission meetings and retreat are funded at \$36,000 annually.

In 2024 the Synod Assembly is funded at \$45,000 and the pre-assembly event (racial awareness funds) at \$10,000.

LEGACY GIFTS

Those at the crossroads of life are supported through generous Legacy Gifts.

Legacy gifts given in the past by donors have planted seeds for future generations: the Wurffel-Sills Fund, the Walker Fund, the Presby Langdon Fund, and the Mary Wallingford Fund are all examples of gifts that continue to serve God. Our gifts today will have an impact long after our lifetime. Theological Reflection and diversity efforts are support by the Legacy funds.

THE KARL, JOHN & ELIZABETH WURFFEL MEMORIAL FUND AND ALLIE L. SILLS MEMORIAL FUND

The Synod’s Wurffel-Sills Scholarship and Interest-Free Student Loan Program is a great opportunity to support our church members as they seek their higher educational goals. These funds help alleviate some of the financial burden that comes with the high costs of those goals.

We view all applicants as the future of the church and a direct way to connect with them and the communities we serve. Every recipient tells us they are very appreciative of this funding source.



For 2023 & 2024, Legacy gifts are funded annually is \$367,400

SETTING THE TABLE



Setting the Table is defined in our mission to transform the Presbyterian Church (U.S.A.) in the Northeast into a welcoming community of hospitality and acceptance for all. Recognizing the Church's complicity in exclusion and oppression, the Synod commits to righting the wrongs of history through intentional acts of justice-making and creating tables of equity. We are working to ensure that the tables of leadership include a broad representation of the Body of Christ empowered to shape policies, practices, and our mission. It is with deep joy the Synod celebrates the gifts and graces of its members and unapologetically welcomes those previously marginalized to the table.

The Synod became a Matthew 25 organization in 2020, focusing on the foci of dismantling structural racism. In 2021 the Synod began dialogues on the Doctrine of Discovery and cultivating relationships with our Native American Siblings. The Synod continues to support our Hispanic and Korean American Caucuses through mission funding.

Regional learning equips the saints in the effort for greater congregational vitality. In 2021, the Synod offered webinars focused on Stewardship, the COVID Church, Building Online Authentic Ministries, and Discovering Narratives for a Shared Future.

Eradicating Systemic Poverty calls for the Church to take an active role in advocating and addressing food apartheid through Mission Grants.

The budget allows for up to \$95,000 in Innovation grants, a part of which may be used for addressing systemic poverty and dismantling structural racism.



The Table Is Set to:

- Break down barriers.
- Support the well-being of our Native American siblings.
- Engage the Hispanic, Black, and Asian Caucuses.
- Break down policies of exclusion and oppression.
- Walk alongside the BIPOC communities and assist in connecting them to appropriate bodies for transformational action.
- Break down practices and structures designed to reinforce and perpetuate discrimination, bias, prejudice, and oppression of BIPOC people.
- Work with mid-council leadership and other PC (U.S.A.) entities in addressing lasting change in the structures that reinforce and perpetuate structural racism.

THE VISIONING PROCESS

In 2023 and 2024, the Synod will begin the new visioning process. The first stages of the process started this year with conversations around the highest dream of what the relationship between the Synod and presbyteries could be. The question evolved to become “What is your highest dream for what the Church can be in this age?”

The 21st Century comes with great opportunities for the Church to respond to the world’s needs by being the authentic and the “called out” people of God. As representatives of the Beloved Community and guided by our call to discipleship, justice, hope, and peace, we will work to embody the Synod’s vision and improve upon its effectiveness in the future.

The new discernment team will work through the visioning process to clarify who we are and our larger sense of purpose. We are working toward defining our Why, What, and How of Ministry.

To accomplish our goals, the newly commissioned discernment team will engage Soul Engineering, LLC Consulting to assist with:

- Reviewing and integrating goals
- Facilitating strategy retreats
- Measuring the impact of the current vision
- Documentation and reports

The Visioning Process cost to the budget is \$40,000 for 2023 and \$ 25,000 for 2024.

Susan Barnett, Ph.D., of Resource Service, PC(U.S.A.) will develop professional surveys. The final step in the visioning process includes implementation that will go beyond basic adjustments to practices. We are working to connect our ministry hopes and dreams into a new shared vision that assists the Synod community in building a preferred narrative of relationships, resources, practices, and connections together.





EKAP 25th Anniversary

PRESBYTERY SUPPORT

Through its vision, the Synod supports presbyteries in fulfilling their mission through resourcing, governance, facilitating connections, and investing in leaders. All first-call mid-council leaders receive funding to participate in the Presbyterian Leaders Formation Coaching Program. The annual cost of coaching is \$1,500 for the first three years of ministry within the Synod. Currently, 9 of our 19 presbyteries are served by new mid-council leaders within their first four years of ministry. Mid Council Support funds, emergency and salary assistance, PLF Coaching, special needs, and the annual gatherings for presbytery leaders, etc. \$90,000.

The Synod also provides salary support to ensure equitable compensation among presbytery leaders. Three presbyteries are receiving \$5,000 in salary support for the next three years. The budget sets \$200,000 to support presbyteries through transformation and discernment. The need-based grant provides \$20,000-\$40,000 in funding for up to three years.



Presbytery Leadership Forum



The Synod's ministry with Mid Councils includes:

- Monthly Mid Council Gatherings
- Rebooting the Bi-annual Mid Council Leaders Forum
- Synod-wide regional training focused on transformation, leadership development, capacity building, the 21st Century Church, and Matthew 25
- Training mid-council search committees and the on-boarding of new presbytery leaders
- Governance, Synod Administrative Commissions, and litigation
- Special task-force groups to discern Synod-wide Standards for Commissioned Pastors

In 2023 the Synod will launch a pilot Small Church Residency Program to support “hard-to-call” congregations. The two-year Designated Pastor program is designed for congregations ready for a transformation. Pastors and congregations participating in the program will receive training in change management, discipleship, stewardship, evangelism, and community relations.

The budget includes \$30,000 for the new program.

ECCLESIASTICAL SUPPORT

COMMITTEE ON REPRESENTATION (COR)

Committee on Representation centers on two levels: the first engages with Synod activities and task groups to review our success in creating tables of equity and sharing synod resources equitably. The second engages with presbyteries seeking assistance in developing or strengthening their Committees on Representation.

SPECIAL ADMINISTRATIVE REVIEW COMMITTEES/ ADMINISTRATIVE COMMISSIONS

Presbyteries may find that serious discord prevents them from carrying out their responsibilities in a way that is responsive to their gospel communities and values presbytery commissioners' voices as well as the work of committees and staff. A Special Administrative Review Committee uses members of other presbyteries to assess the presbytery and provide recommendations that can lead to healthy restoration. Occasionally, the problems require the synod to create an Administrative Commission to assume original jurisdiction over a presbytery. The synod takes this step only at the request of the presbytery or presbytery leadership. The goal is to work with committees and the presbytery to sort out problematic issues and to return leadership responsibilities to the presbytery as quickly as possible.

SYNOD PERMANENT JUDICIAL COMMISSION (SPJC)

Church discipline quotes Matthew 5:25 to encourage people to try and settle their differences all the way to Court. When this is not possible, SPJC considers remedial and sometimes disciplinary complaints, determines whether a trial is warranted, reviews all documents provided, hears from both parties and their witnesses, and determines the outcome.

RESPONDING TO CONSTITUTIONAL QUESTIONS AND PRESBYTERY MINUTES REVIEW

Presbytery Stated Clerks and members of Gospel Communities reach out with questions that require interpretation of the Book of Order. Synod leadership sees the Book of Order as a guide setting the way we live together in faith rather than a rule bound document. In keeping with the concept of unencumbered spaces, the goal is to determine a path that moves people to "yes" rather than having to say "no". Stated Clerks use the presbytery minutes review to share their presbytery's practices while learning new practices from other presbyteries. This review serves to hold Stated Clerks accountable for their presbytery's official record and prayerfully considers the outcome.

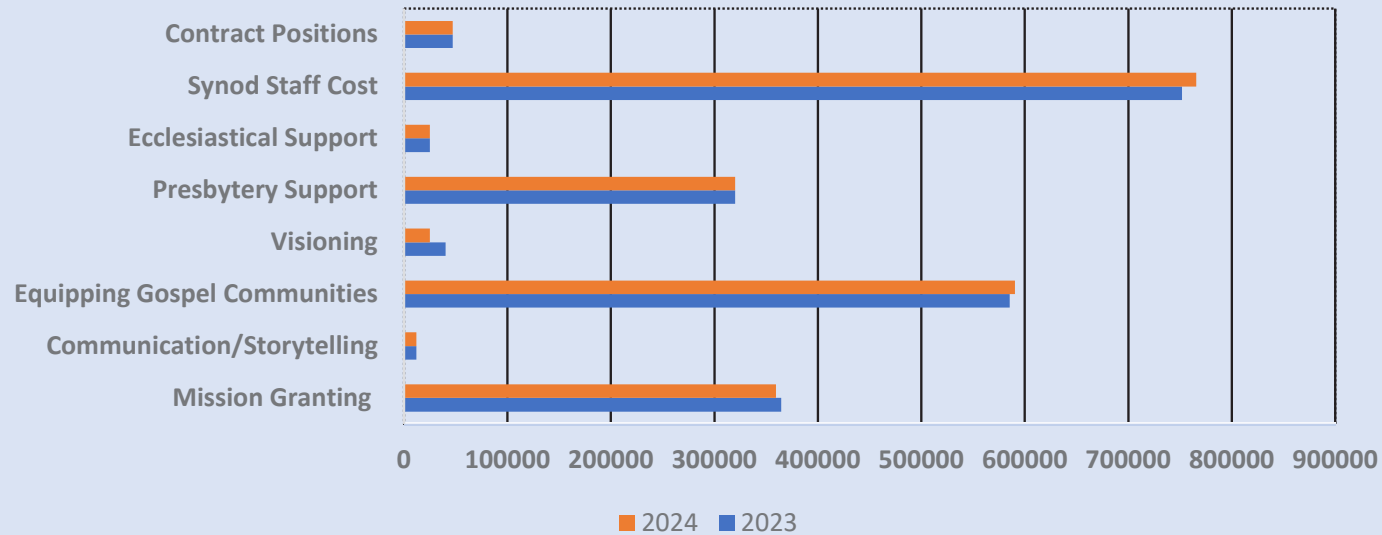
In 2023-2024 Ecclesiastic Support is funded at \$25,000.

SYNOD OPERATIONS

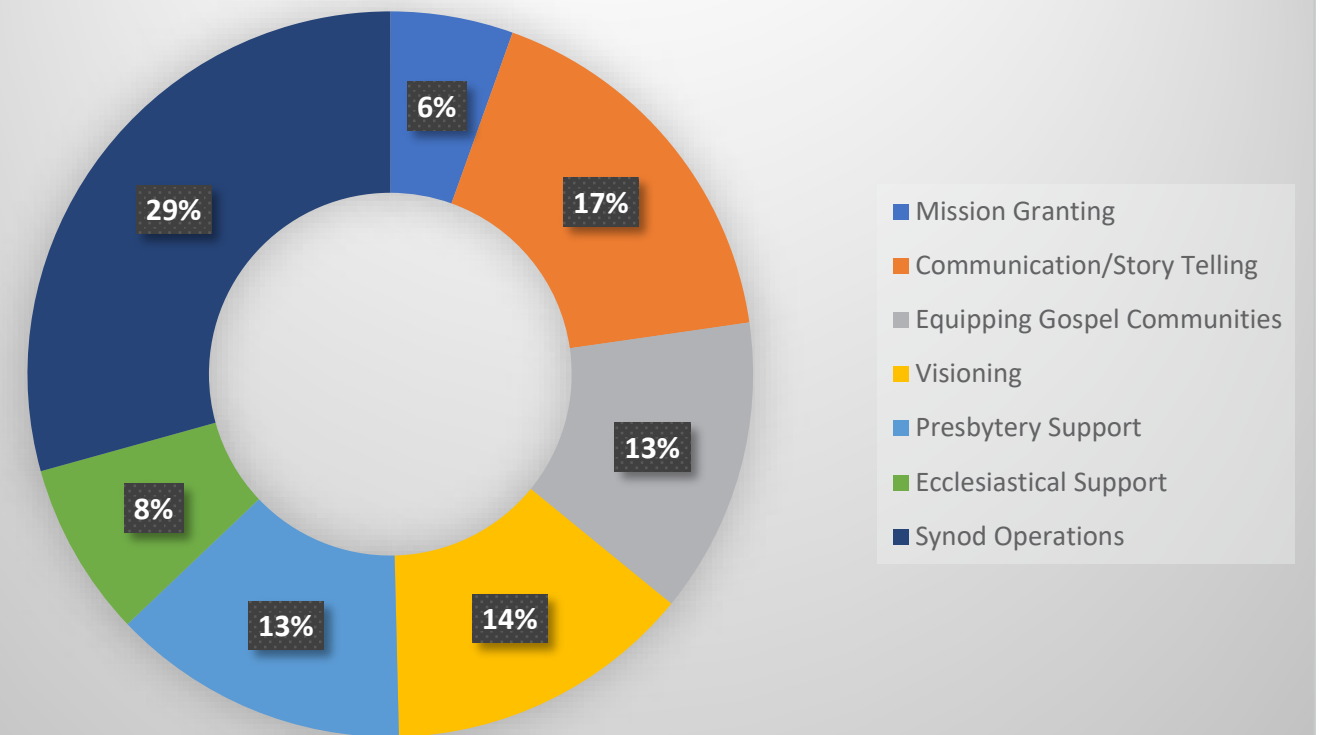
Narrative Budget Summary

	2023	2024
Mission Granting	364,500	359,500
Communication/Storytelling	12,000	12,000
Equipping Gospel Communities	585,240	590,300
Visioning	40,000	25,000
Presbytery Support	320,000	320,000
Ecclesiastical Support	25,000	25,000
Synod Staff Cost	752,047	765,728
Contract Positions	47,000	47,000
	\$ 2,145,787	\$ 2,144,528

Narrative Budget Summary

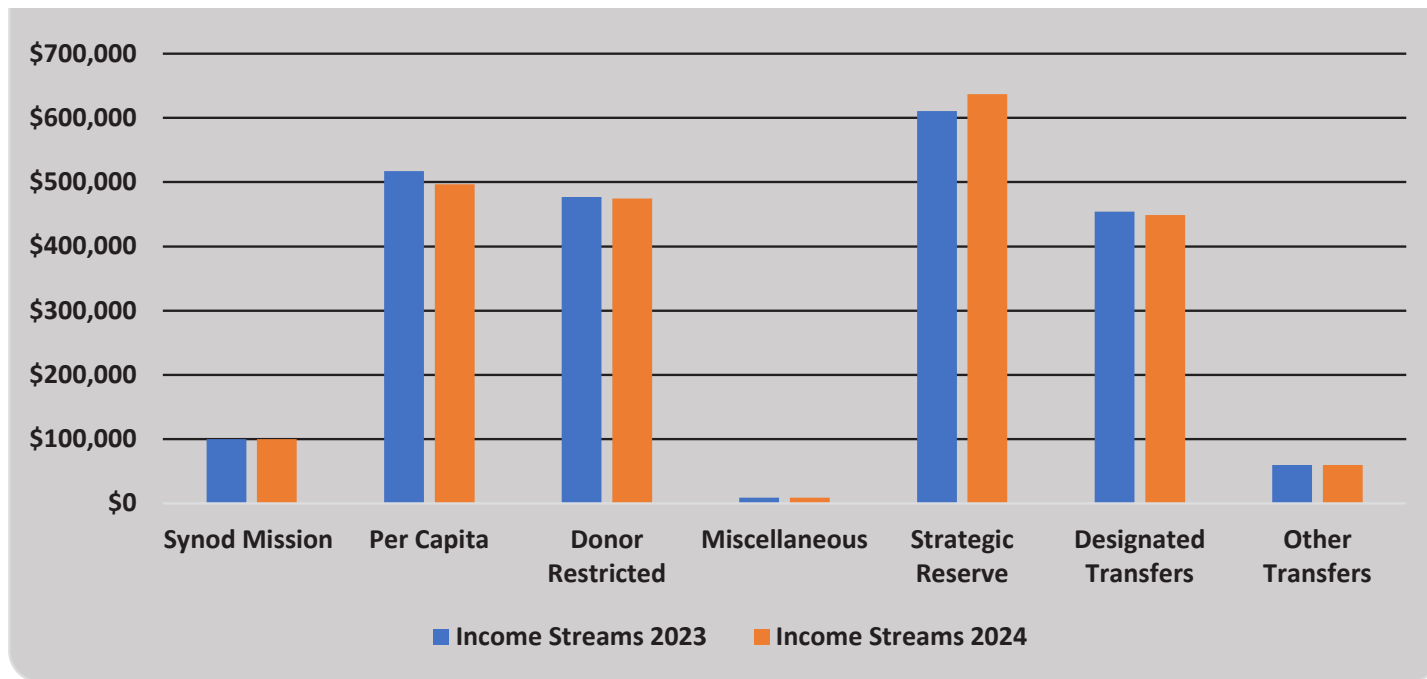


Percentage Staff Time by Category



Income Streams

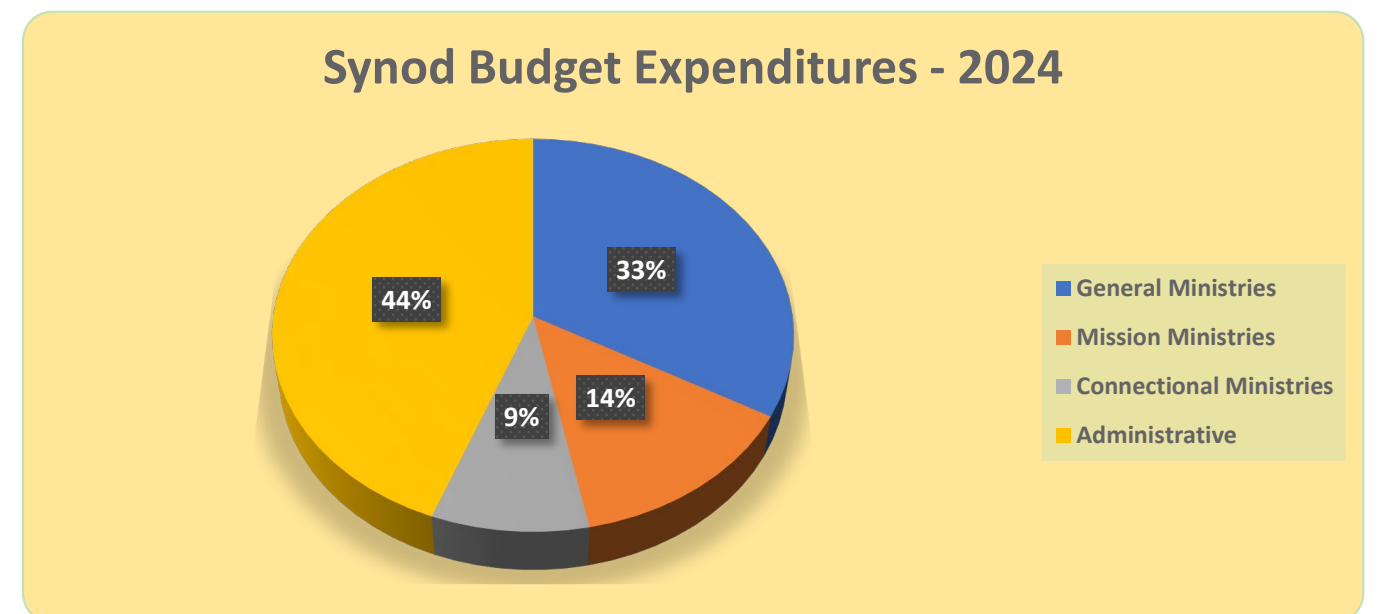
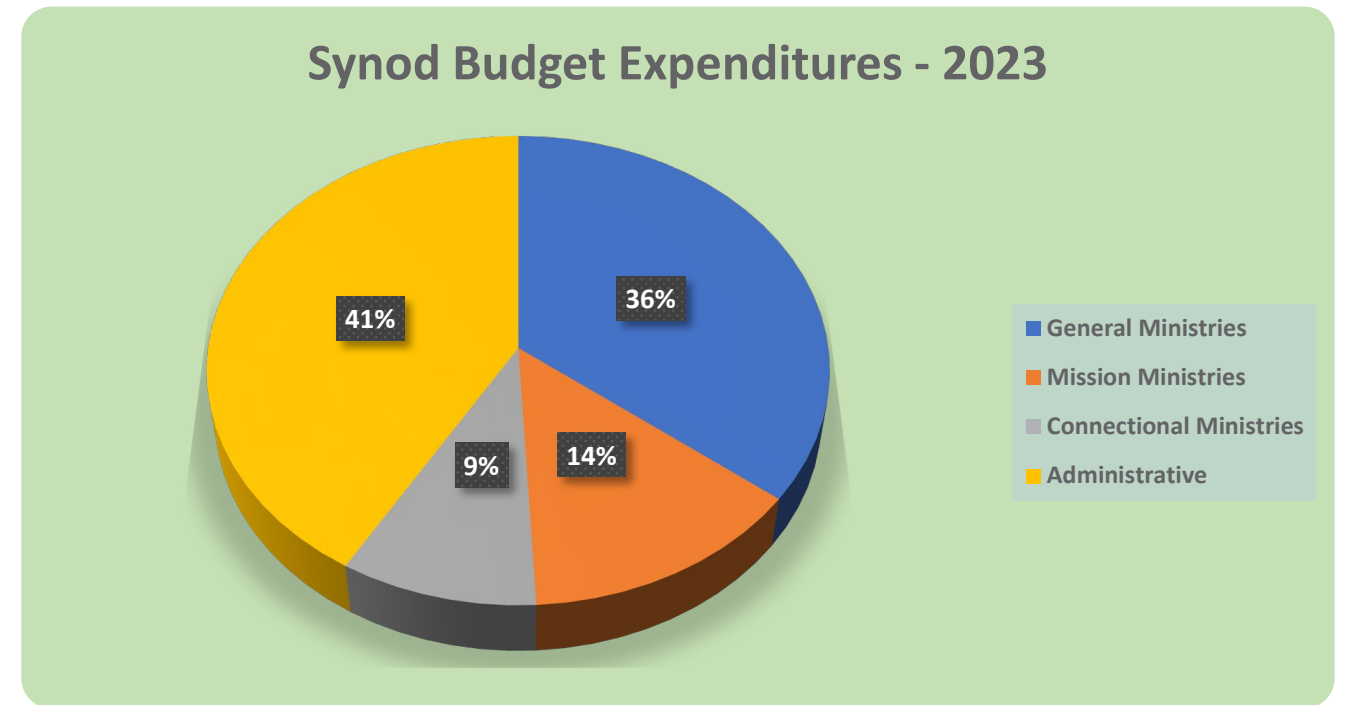
	2023	2024
Synod Mission	\$ 100,000	\$ 100,000
Per Capita	517,459	496,791
Donor Restricted	476,920	474,420
Miscellaneous	8,900	8,900
Strategic Reserve	610,984	636,963
Designated Transfers	453,940	449,000
Other Transfers	60,000	60,000
Total	\$ 2,228,203	\$ 2,226,074



Synod Budget Expenditures*

	2023	2024
General Ministries	\$ 790,400	\$ 737,900
Mission Ministries	305,000	305,000
Connectional Ministries	208,840	198,900
Administrative	923,963	984,274
Total	\$ 2,228,203	\$ 2,226,074

*As per the Excel Budget Spreadsheet



BUDGET PLANNING TEAM

WORKING GROUPS



Lisa Baker
CONNECTIONAL MINISTRIES



Cindy Burger
MISSION



Lisa Gray
ADMINISTRATIVE



**Rev. Dr. Sandawna
Gaulman Ashley**



**Rev. Nancy
Talbot**



**Frances
Klaiber**

SYNOD STAFF



**Stacy
Galloway**



**Lori
Hylton**



**Nancy
Tindall**



**Rev. Sarah
Henkel**



**Mark Q.
Bennett**