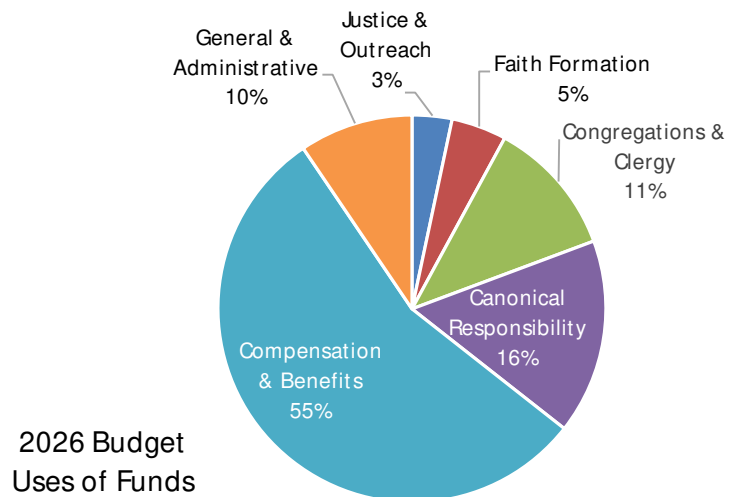
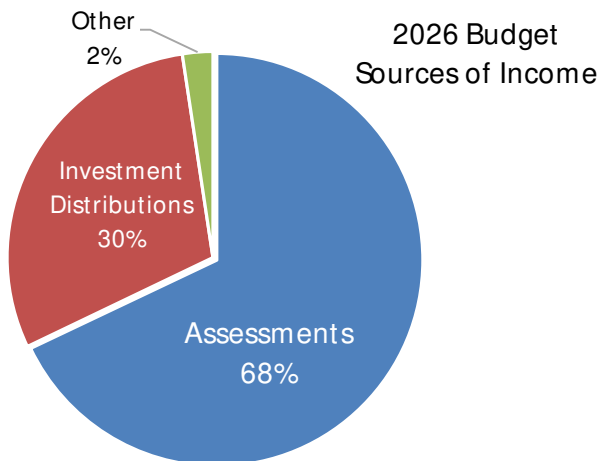




# Episcopal Diocese of Maine 2026 Proposed Operating Budget

|                                     | <u>2025</u><br><u>Projection*</u> | <u>Approved 2025</u><br><u>Budget</u> | <u>2026 Proposed</u><br><u>Budget</u> |
|-------------------------------------|-----------------------------------|---------------------------------------|---------------------------------------|
| Assessments                         | 1,513,931                         | 1,528,188                             | 1,545,715                             |
| Investment Distributions            | 573,696                           | 448,409                               | 596,039                               |
| Other                               | 106,240                           | 106,240                               | 55,000                                |
| Reserves                            | 10,000                            | 59,322                                | 79,260                                |
| <b>Total Revenue</b>                | <b>2,203,867</b>                  | <b>2,142,159</b>                      | <b>2,276,014</b>                      |
| Expenditures                        |                                   |                                       |                                       |
| Justice & Outreach                  | 69,412                            | 68,590                                | 75,500                                |
| Faith Formation                     | 99,613                            | 99,900                                | 104,900                               |
| Congregations & Clergy              | 210,894                           | 209,050                               | 259,937                               |
| Canonical Responsibility            | 361,436                           | 328,696                               | 370,869                               |
| Compensation & Benefits             | 1,219,180                         | 1,228,386                             | 1,249,338                             |
| General & Administrative            | 215,235                           | 207,536                               | 215,471                               |
| <b>Total Expenses</b>               | <b>2,175,769</b>                  | <b>2,142,158</b>                      | <b>2,276,015</b>                      |
| <b>Operating Surplus/ (Deficit)</b> | <b>28,098</b>                     | <b>0</b>                              | <b>(0)</b>                            |

\* Actual results through 6/30/25 used in projection



|  | Diocese of Maine                                            |           | 2023 Actual | 2024 Actual | 2025 H1    | Convention<br>Approved<br>2025 | 2026 Proposed<br>Budget | Increase/<br>(Decrease) |
|----------------------------------------------------------------------------------|-------------------------------------------------------------|-----------|-------------|-------------|------------|--------------------------------|-------------------------|-------------------------|
|                                                                                  | 2026 Budget                                                 |           |             |             | Projection |                                |                         |                         |
|                                                                                  |                                                             |           |             |             |            |                                |                         |                         |
| INCOME                                                                           |                                                             |           |             |             |            |                                |                         |                         |
| Assessments:                                                                     |                                                             |           |             |             |            |                                |                         |                         |
| 170100                                                                           | Assessments                                                 | 1,295,060 | 1,439,036   | 1,513,931   | 1,528,188  | 1,545,715                      | 17,527                  |                         |
| 170101                                                                           | Prior Year Assessments                                      | 12,016    | 0           |             | 0          | 0                              | 0                       |                         |
| Distributions from Trustees-held Invested Funds                                  |                                                             |           |             |             |            |                                |                         |                         |
| 171602                                                                           | Episcopate Fund Income                                      | 114,946   | 79,439      | 94,336      | 79,000     | 99,000                         | 20,000                  |                         |
| 179000                                                                           | Investment Income                                           | 222,021   | 160,626     | 201,477     | 150,409    | 213,039                        | 62,630                  |                         |
| 179100                                                                           | Clergy Intern Endowment                                     | 22,102    | 16,102      | 19,153      | 17,000     | 20,000                         | 3,000                   |                         |
| 179150                                                                           | Strategic Congregational Support (formerly COM)             |           |             |             |            | 24,000                         | 24,000                  |                         |
| 179200                                                                           | Income from Codman Fund                                     | 20,411    | 11,460      | 38,216      | 12,000     | 6,000                          | (6,000)                 |                         |
| 179300                                                                           | Trustee Income for Bishop Housing                           | 13,289    | 9,690       | 11,523      | 10,000     | 12,000                         | 2,000                   |                         |
| 179400                                                                           | Reserve Medical Income                                      | 11,823    | 8,834       | 10,658      | 9,000      | 8,000                          | (1,000)                 |                         |
| 179500                                                                           | Other Grants (FFM for Ministry)                             | 26,577    | 19,425      | 98,695      | 22,000     | 27,000                         | 5,000                   |                         |
| 179550                                                                           | Other Grants (FFM for Interns)                              | 28,888    | 21,114      | 22,865      | 22,000     | 27,000                         | 5,000                   |                         |
| 179560                                                                           | Other Grants (FFM-New Initiatives)                          | 0         | 19,000      | 0           | 23,000     | 29,000                         | 6,000                   |                         |
| 179600                                                                           | One in Christ/Assessment Relief                             | 15,585    | 14,760      | 0           | 15,000     | 19,000                         | 4,000                   |                         |
| 179700                                                                           | One in Christ/Campus Ministry                               | 40,725    | 29,665      | 21,052      | 31,000     | 37,000                         | 6,000                   |                         |
| 179800                                                                           | One in Christ/Clergy Compensation Assistance                | 57,563    | 38,517      | 40,603      | 39,000     | 48,000                         | 9,000                   |                         |
| 179900                                                                           | One in Christ/Clergy Interns                                | 24,802    | 21,485      | 15,117      | 19,000     | 27,000                         | 8,000                   |                         |
| Other:                                                                           |                                                             |           |             |             |            |                                |                         |                         |
| 170400                                                                           | Summer Chapels                                              | 33,998    | 47,383      | 30,000      | 30,000     | 30,000                         | 0                       |                         |
| 170500                                                                           | Miscellaneous Income                                        | 83,086    | 49,010      | 60,000      | 60,000     | 25,000                         | (35,000)                |                         |
| 170700                                                                           | Diocesan Central Payroll                                    | 16,240    | 21,268      | 16,240      | 16,240     | 0                              | (16,240)                |                         |
| 179930                                                                           | Digital Onboarding Grants                                   | 41,813    |             |             | 0          | 0                              | 0                       |                         |
| Reserves:                                                                        |                                                             |           |             |             |            |                                |                         |                         |
| 179940                                                                           | Transfer from Reserves                                      | 0         |             |             | 49,322     | 49,260                         | (62)                    |                         |
| 179940                                                                           | Transfer from Reserves - "Jeremiah" Fund                    | 0         |             |             | 0          | 0                              | 0                       |                         |
| 179940                                                                           | Transfer from Reserves - Episcopate Transition              | 0         |             |             | 0          | 0                              | 0                       |                         |
| 179940                                                                           | Transfer from Reserves - Emergency Loan Fund                | 0         |             |             | 0          | 0                              | 0                       |                         |
| 179940                                                                           | Transfer from Reserves - Clergy Interns/Seminary Support    | 0         |             |             | 0          | 0                              | 0                       |                         |
| 179940                                                                           | Transfer from Reserves - New Forms of Ministry              | 0         |             |             | 0          | 0                              | 0                       |                         |
| 179940                                                                           | Transfer from Reserves - Reserve for Budget Adjustments     | 0         |             |             | 0          | 0                              | 0                       |                         |
| 179940                                                                           | Transfer from Reserves - Legal                              | 0         |             |             | 0          | 0                              | 0                       |                         |
| 179940                                                                           | Transfer from Reserves - FFM Clergy Compensation Assistance | 0         |             |             | 0          | 0                              | 0                       |                         |
| 179942                                                                           | Loring Fund Reserve Appropriation for CFC                   | 0         | 10,000      | 10,000      | 10,000     | 10,000                         | 0                       |                         |
| 179941                                                                           | General Convention Reserve Appropriation                    |           | 12,178      |             |            |                                |                         |                         |
| 179940                                                                           | Transfer from Reserves - Computer Replacement               | 0         |             | 0           | 0          | 0                              | 0                       |                         |
| 179940                                                                           | Transfer from Reserves - New Initiatives                    | 0         |             | 0           | 0          | 20,000                         | 20,000                  |                         |
|                                                                                  | Totals                                                      | 2,080,945 | 2,028,992   | 2,203,867   | 2,142,159  | 2,276,014                      | 133,856                 |                         |
| EXPENSES                                                                         |                                                             |           |             |             |            |                                |                         |                         |
| Ministry Initiatives:                                                            |                                                             |           |             |             |            |                                |                         |                         |
| These resources support justice, outreach, and advocacy.                         |                                                             |           |             |             |            |                                |                         |                         |
| 180310                                                                           | Maine Council of Churches                                   | 9,450     | 9,719       | 9,450       | 9,450      | 10,000                         | 550                     |                         |
| 180320                                                                           | Wilson Center                                               | 500       | 500         | 2,500       | 2,500      | 2,500                          | 0                       |                         |
| 180850                                                                           | Commission on Justice                                       | 0         | 1,283       | 2,822       | 2,000      | 2,500                          | 500                     |                         |
| 180800                                                                           | Advocacy                                                    | 0         |             |             | 0          | 0                              | 0                       |                         |
| 180900                                                                           | International Outreach                                      | 5,000     | 6,200       | 10,000      | 10,000     | 10,000                         | 0                       |                         |
| 180950                                                                           | Domestic Outreach                                           | 0         | 18,700      | 20,000      | 20,000     | 25,000                         | 5,000                   |                         |
| 185900                                                                           | 185900 Epis. Relief & Development                           |           | 456         |             |            |                                |                         |                         |
| 186900                                                                           | Committee on Indian Relations                               | 2,860     | 5,518       | 4,640       | 4,640      | 5,500                          | 860                     |                         |
| 186950                                                                           | St Elizabeth's Essentials Pantry                            | 0         | 2,500       | 5,000       | 5,000      | 5,000                          | 0                       |                         |
| 186920                                                                           | Augusta - Bridging the Gap                                  | 9,500     | 2,500       | 5,000       | 5,000      | 5,000                          | 0                       |                         |
| 186960                                                                           | Seeds of Hope                                               | 2,500     | 2,500       | 5,000       | 5,000      | 5,000                          | 0                       |                         |
| 186970                                                                           | Trinity Jubilee Center                                      | 2,500     | 2,500       | 5,000       | 5,000      | 5,000                          | 0                       |                         |
| 186990                                                                           | Portland - World Too Beautiful                              | 0         |             |             | 0          | 0                              | 0                       |                         |
| 187010                                                                           | Support to Community Initiatives                            | 0         | 0           |             | 0          | 0                              | 0                       |                         |
| 187100                                                                           | MPG Wiscasset Food Pantry                                   | 10,000    |             |             |            |                                | 0                       |                         |
| 187200                                                                           | MPG St. Luke's Kitchen                                      | 19,925    |             |             |            |                                | 0                       |                         |
| 187300                                                                           | MPG St. Elizabeth's Pantry                                  | 4,000     |             |             |            |                                | 0                       |                         |
|                                                                                  | totals                                                      | 66,235    | 52,375      | 69,412      | 68,590     | 75,500                         | 6,910                   |                         |
| Faith Formation:                                                                 |                                                             |           |             |             |            |                                |                         |                         |
| These resources support faith formation.                                         |                                                             |           |             |             |            |                                |                         |                         |
| 182900                                                                           | Youth Ministry Program/Youth Events                         | 6,555     | 5,100       | 4,713       | 5,000      | 5,000                          | 0                       |                         |
| 182920                                                                           | Summer Finale                                               | 0         | 3,500       | 4,000       | 4,000      | 4,000                          | 0                       |                         |
| 182940                                                                           | Christian Ed Collaboration                                  | 0         | 826         | 500         | 500        | 500                            | 0                       |                         |
| 182960                                                                           | Young Adult Formation                                       | 0         | 0           | 500         | 500        | 500                            | 0                       |                         |
| 182970                                                                           | Adult Formation                                             | 1,283     | 4,888       | 3,000       | 3,000      | 3,000                          | 0                       |                         |
| 184400                                                                           | EfM-Education for Ministry                                  | 1,750     | 2,793       | 2,400       | 2,400      | 2,400                          | 0                       |                         |
| 185201                                                                           | Bishopswood Support                                         | 55,000    | 60,000      | 67,500      | 67,500     | 67,500                         | 0                       |                         |
| 185803                                                                           | Spring Training                                             | 0         |             | 2,000       | 2,000      | 2,000                          | 0                       |                         |
| 184880                                                                           | Urban Ministry                                              | 0         |             |             | 0          | 0                              | 0                       |                         |
| 185805                                                                           | Clergy Formation Committee                                  | 4,930     | 14,284      | 15,000      | 15,000     | 20,000                         | 5,000                   |                         |
|                                                                                  | totals                                                      | 69,518    | 91,391      | 99,613      | 99,900     | 104,900                        | 5,000                   |                         |

|                   | Diocese of Maine                                          |           | 2023 Actual | 2024 Actual | 2025 H1    | Convention<br>Approved<br>2025 | 2026 Proposed<br>Budget | Increase/<br>(Decrease) |
|---------------------------------------------------------------------------------------------------|-----------------------------------------------------------|-----------|-------------|-------------|------------|--------------------------------|-------------------------|-------------------------|
|                                                                                                   | 2026 Budget                                               |           |             |             | Projection |                                |                         |                         |
| <b>Congregation &amp; Clergy Support:</b>                                                         |                                                           |           |             |             |            |                                |                         |                         |
| <b>These resources support congregations and clergy.</b>                                          |                                                           |           |             |             |            |                                |                         |                         |
| 182600                                                                                            | Transition Ministry                                       | 2,295     | 2,298       | 2,000       | 2,000      | 2,000                          | 0                       |                         |
| 182122                                                                                            | Moving Expenses                                           | 0         |             |             | 0          | 0                              | 0                       |                         |
| 182601                                                                                            | Congregational Consultants                                | 0         | 0           | 500         | 500        | 500                            | 0                       |                         |
| 182602                                                                                            | New Clergy Mentorship Program                             | 0         | 0           | 500         | 500        | 1,000                          | 500                     |                         |
| 182700                                                                                            | Liturgy Committee                                         | 177       | 317         |             | 0          | 0                              | 0                       |                         |
| 182001                                                                                            | 182001 Congregational Resources                           |           | 738         |             |            |                                |                         |                         |
| 182801                                                                                            | On-Line Giving Fees                                       | 2,614     | 4,248       | 4,000       | 4,000      | 4,500                          | 500                     |                         |
| 184000                                                                                            | Clergy Internships/Seminary Support                       | 14,081    | 16,875      | 50,000      | 50,000     | 32,000                         | (18,000)                |                         |
| 184100                                                                                            | Commission on Ministry Expense                            | 0         | 1,484       | 2,500       | 2,500      | 2,500                          | 0                       |                         |
| 184101                                                                                            | Deacon Formation Program                                  | 5,500     | 4,283       | 5,000       | 5,000      | 5,000                          | 0                       |                         |
| 184102                                                                                            | People in Process Background Checks                       | 585       | 500         | 447         | 250        | 250                            | 0                       |                         |
| 184600                                                                                            | Diocesan Discernment Process                              | 0         | 2,397       | 807         | 0          | 2,500                          | 2,500                   |                         |
| 185000                                                                                            | Chaplain to Retired Clergy                                | 562       | 1,053       | 750         | 750        | 1,000                          | 250                     |                         |
| 185800                                                                                            | Community of Deacons                                      | 0         | 0           | 200         | 200        | 200                            | 0                       |                         |
| 190109                                                                                            | New Initiative Grants                                     | 0         | 3,100       | 18,000      | 18,000     | 20,000                         | 2,000                   |                         |
| 190111                                                                                            | Stewardship                                               | 2,998     | 1,499       | 2,440       | 1,600      | 2,000                          | 400                     |                         |
| 190116                                                                                            | Digital Onboarding Grants                                 | 41,813    |             |             | 0          | 0                              | 0                       |                         |
| 182XXX                                                                                            | STRATEGIC CONGREGATIONAL SUPPORT                          | 105,050   | 104,050     | 123,750     | 123,750    | 186,487                        | 62,737                  |                         |
|                                                                                                   | totals                                                    | 175,674   | 142,842     | 210,894     | 209,050    | 259,937                        | 50,887                  |                         |
| <b>Canonical Responsibilities:</b>                                                                |                                                           |           |             |             |            |                                |                         |                         |
| <b>These resources fulfill our canonical responsibilities.</b>                                    |                                                           |           |             |             |            |                                |                         |                         |
| 180101                                                                                            | Episcopal Church Assessment                               | 254,589   | 232,244     | 260,971     | 260,971    | 287,644                        | 26,673                  |                         |
| 180300                                                                                            | Provincial Synod Assessment                               | 7,225     | 7,225       | 7,225       | 7,225      | 7,225                          | 0                       |                         |
| 180400                                                                                            | Travel, General Convention                                | 19,588    | 44,606      | 20,000      | 20,000     | 20,000                         | 0                       |                         |
| 180600                                                                                            | Travel, Lambeth                                           | 0         |             |             | 0          | 0                              | 0                       |                         |
| 180750                                                                                            | Travel, Triennial (EYE)                                   | 1,330     | 1,250       | 1,000       | 1,000      | 1,000                          | 0                       |                         |
| 180751                                                                                            | 180751 Bishops & Chancellors Conference Expenses          |           | 4,593       | 2,627       |            |                                |                         |                         |
| 190100                                                                                            | Diocesan Council Meetings                                 | 3,816     | 1,200       | 5,000       | 5,000      | 5,000                          | 0                       |                         |
| 190108                                                                                            | End of Year Reserves                                      | 7,273     | 0           |             | 0          | 0                              | 0                       |                         |
| 190110                                                                                            | Disciplinary Process                                      | 0         | 0           | 500         | 500        | 500                            | 0                       |                         |
| 190113                                                                                            | Diocesan Coordinators/Representatives                     | 300       |             |             | 0          | 0                              | 0                       |                         |
| 190200                                                                                            | 190200 Other Diocesan Meetings                            |           | 3,235       | 0           |            | 3,000                          |                         |                         |
| 190201                                                                                            | Standing Committee                                        | 0         | 0           | 1,500       | 1,500      | 1,500                          | 0                       |                         |
| 190500                                                                                            | Convention Arrangements                                   | 3,966     | 25,176      | 12,500      | 12,500     | 25,000                         | 12,500                  |                         |
| 190600                                                                                            | Diocesan Audit                                            | 0         | 20,000      | 50,113      | 20,000     | 20,000                         | 0                       |                         |
|                                                                                                   | totals                                                    | 298,087   | 339,529     | 361,436     | 328,696    | 370,869                        | 42,173                  |                         |
| <b>Bishop, Staff &amp; Loring House:</b>                                                          |                                                           |           |             |             |            |                                |                         |                         |
| <b>These resources fund technology and physical plant needs, and support the Bishop's Office.</b> |                                                           |           |             |             |            |                                |                         |                         |
| 190802                                                                                            | Diocesan Communications/Web Site - Digital Administration | 23,897    | 25,762      | 20,000      | 20,000     | 25,000                         | 5,000                   |                         |
| 190xxx                                                                                            | Admin & Finance Software/Cloud Apps                       | 0         |             |             | 7,500      | 0                              | (7,500)                 |                         |
| 190805                                                                                            | Information Technology                                    | 29,231    | 35,206      | 17,500      | 10,000     | 17,500                         | 7,500                   |                         |
| 190808                                                                                            | Infrastructure Integrations                               | 1,508     |             |             | 0          | 0                              | 0                       |                         |
| 190910                                                                                            | Copyright Licenses and Fees                               | 980       | 0           | 1,500       | 1,500      | 1,500                          | 0                       |                         |
| 191100                                                                                            | Archives                                                  | 18,396    | 105         | 15,540      | 15,540     | 10,000                         | (5,540)                 |                         |
| 191800                                                                                            | Diocesan Use of Cathedral                                 | 35,371    | 40,121      | 35,371      | 35,371     | 35,371                         | 0                       |                         |
| 192001                                                                                            | Utilities - Electric                                      | 3,879     | 3,794       | 4,500       | 4,500      | 4,500                          | 0                       |                         |
| 192002                                                                                            | Utilities - Water/Sewer                                   | 746       | 1,237       | 1,000       | 1,000      | 1,000                          | 0                       |                         |
| 192003                                                                                            | Utilities - Heating Oil                                   | 6,469     | 6,388       | 6,326       | 6,000      | 6,400                          | 400                     |                         |
| 192100                                                                                            | Supplies                                                  | 7,283     | 9,829       | 6,000       | 6,000      | 6,700                          | 700                     |                         |
| 192200                                                                                            | Property & Casualty Insurance                             | 21,558    | 20,390      | 18,275      | 18,275     | 21,500                         | 3,225                   |                         |
| 192203                                                                                            | Parish Administrator's Collaborative                      | 0         | 0           | 600         | 600        | 750                            | 150                     |                         |
| 192204                                                                                            | Diocesan Merchandise                                      | 5,351     | 441         |             |            |                                | 0                       |                         |
| 192300                                                                                            | Parking                                                   | 3,600     | 3,600       | 3,600       | 3,600      | 3,600                          | 0                       |                         |
| 192301                                                                                            | Maintenance - Cleaning                                    | 6,107     | 5,250       | 4,948       | 6,000      | 6,000                          | 0                       |                         |
| 192302                                                                                            | Maintenance - Capital Expense                             | 10,269    |             |             | 0          | 0                              | 0                       |                         |
| 192303                                                                                            | Maintenance - Capital and Roof Reserve                    | 0         | 0           | 100         | 100        | 100                            | 0                       |                         |
| 192304                                                                                            | Maintenance - Snow                                        | 3,530     | 3,319       | 3,500       | 3,500      | 3,650                          | 150                     |                         |
| 192305                                                                                            | Maintenance - Recycle                                     | 0         | 173         | 400         | 400        | 400                            | 0                       |                         |
| 192306                                                                                            | Maintenance - Other                                       | 475       | 52,565      | 4,688       | 1,100      | 3,500                          | 2,400                   |                         |
| 192307                                                                                            | Maintenance - Labor                                       | 0         | 0           | 600         | 600        | 600                            | 0                       |                         |
| 192500                                                                                            | Phone/Internet                                            | 14,045    | 18,233      | 14,000      | 14,000     | 12,000                         | (2,000)                 |                         |
| 192600                                                                                            | Postage                                                   | 2,572     | 2,249       | 2,500       | 2,500      | 2,500                          | 0                       |                         |
| 192700                                                                                            | Depreciation                                              | 700       | 4,800       | 2,400       | 2,400      | 2,400                          | 0                       |                         |
| 192701                                                                                            | Maintenance Contracts/Leases                              | 7,356     | 8,354       | 9,642       | 7,500      | 7,500                          | 0                       |                         |
| 192800                                                                                            | Bank Service Fees                                         | 4,447     | 5,955       | 3,000       | 3,000      | 3,000                          | 0                       |                         |
| 192801                                                                                            | 192801 Reconciliation Discrepancies                       |           | 0           |             |            |                                |                         |                         |
| 192900                                                                                            | Miscellaneous                                             | 9,853     | 3,179       | 2,338       | 50         | 3,500                          | 3,450                   |                         |
| 193000                                                                                            | Legal Expenses                                            | 500       | 251         | 906         | 500        | 500                            | 0                       |                         |
| 193500                                                                                            | Loring House Task Force                                   | 800       |             |             |            |                                | 0                       |                         |
| 6560                                                                                              | Payroll Service Costs                                     | 32,362    | 37,535      | 36,000      | 36,000     | 36,000                         | 0                       |                         |
| 194000                                                                                            | Salaries/Housing/Benefits                                 | 924,195   | 820,709     | 957,336     | 1,018,067  | 967,391                        | (50,676)                |                         |
| 194010                                                                                            | Contractors                                               | 143,364   | 101,802     | 111,037     | 35,200     | 101,950                        | 66,750                  |                         |
| 194300                                                                                            | Pension                                                   | 114,341   | 109,578     | 125,645     | 130,120    | 119,997                        | (10,123)                |                         |
| 194500                                                                                            | Business Travel Expenses                                  | 25,697    | 24,652      | 20,368      | 25,000     | 35,000                         | 10,000                  |                         |
| 194600                                                                                            | Staff Continuing Ed                                       | 8,212     | 26,043      | 4,793       | 20,000     | 25,000                         | 5,000                   |                         |
| 194700                                                                                            | 194700 Recruitment Expense                                |           | 33,961      |             |            |                                | 0                       |                         |
|                                                                                                   | totals                                                    | 1,467,094 | 1,405,480   | 1,434,414   | 1,435,922  | 1,464,809                      | 28,886                  |                         |
| Total Expenses                                                                                    |                                                           | 2,076,607 | 2,031,618   | 2,175,769   | 2,142,158  | 2,276,015                      | 133,856                 |                         |
| Surplus/(Deficit)                                                                                 |                                                           | 4,338     | (2,626)     | 28,098      | 0          | (0)                            | (1)                     |                         |

**THE EPISCOPAL DIOCESE OF MAINE**  
**2026 Budget Draft**

| Diocese of Maine                                        |                        |                     |                        |                      |           |                   |
|---------------------------------------------------------|------------------------|---------------------|------------------------|----------------------|-----------|-------------------|
| Income From Trustees                                    |                        |                     |                        |                      |           |                   |
|                                                         |                        | 4.75%               |                        | 4.75%                |           |                   |
|                                                         | Pro Rata Share of      |                     | 12 Quarters            |                      | Total     |                   |
|                                                         | 6/30/2025              | Estimate            | Average Equity         | Rule Estimate        | Estimated |                   |
|                                                         | Fixed                  | Fixed Income        | Value at               | Equity Income        | Income    |                   |
|                                                         | Market Value           | 2026                | 6/30/2025              | 2026                 | 2026      |                   |
| <b>Income Paid to CDF</b>                               |                        |                     |                        |                      |           |                   |
| 320 Central Diocesan Investment Account                 | \$38,162.66            | \$1,812.73          | \$58,313.11            | \$2,769.87           | \$        | 4,582.60          |
| 370 Mary Stowe Clark Fund                               | \$820.34               | \$38.97             | \$1,253.07             | \$59.52              | \$        | 98.49             |
| 389 Eleanor Dow Fund fbo Diocese of Maine               | \$51,494.37            | \$2,445.98          | \$78,698.62            | \$3,738.18           | \$        | 6,184.16          |
| 390 Nannie D. Conarroe Fund                             | \$18,970.30            | \$901.09            | \$28,986.63            | \$1,376.86           | \$        | 2,277.95          |
| 391 Donworth Mission Fund                               | \$188,457.07           | \$8,951.71          | \$287,971.21           | \$13,678.63          | \$        | 22,630.34         |
| 530 Martha E. Hammond Fund                              | \$14,123.53            | \$670.87            | \$21,584.85            | \$1,025.28           | \$        | 1,696.15          |
| 570 Holman                                              | \$391,524.34           | \$18,597.41         | \$597,760.85           | \$28,393.64          | \$        | 46,991.05         |
| 571 Hughson                                             | \$32,690.73            | \$1,552.81          | \$49,959.93            | \$2,373.10           | \$        | 3,925.91          |
| 640 Charles S. F. Lincoln                               | \$2,381.05             | \$113.10            | \$3,638.93             | \$172.85             | \$        | 285.95            |
| 660 Loring Foundation Conference Center                 | \$66,247.80            | \$3,146.77          | \$101,245.42           | \$4,809.16           | \$        | 7,955.93          |
| 690 Marth Ann & Minnie Reed Booth Fund                  | \$61,208.89            | \$2,907.42          | \$95,135.51            | \$4,518.94           | \$        | 7,426.36          |
| 720 Joseph Willard Ellis Fund                           | \$160,617.30           | \$7,629.32          | \$245,436.75           | \$11,658.25          | \$        | 19,287.57         |
| 750 Jane Hard Russell                                   | \$289,642.83           | \$13,758.03         | \$442,587.76           | \$21,022.92          | \$        | 34,780.95         |
| 760 Louise E. Waterbury                                 | \$5,739.14             | \$272.61            | \$8,768.85             | \$416.52             | \$        | 689.13            |
| 762 Alice McKeen                                        | \$93,867.50            | \$4,458.71          | \$143,427.30           | \$6,812.80           | \$        | 11,271.51         |
| 763 Zimmerman Memorial Community Outreach Fund          | \$48,582.24            | \$2,307.66          | \$74,250.29            | \$3,526.89           | \$        | 5,834.55          |
| 764 Whitson Memorial Fund                               | \$7,487.81             | \$355.67            | \$11,436.80            | \$543.25             | \$        | 898.92            |
| 1652 Virginia S. Petzoldt Memorial                      | \$14,708.03            | \$698.63            | \$22,467.24            | \$1,067.19           | \$        | 1,765.82          |
| 751 St. Mary's - St. James' (1/2 value/income)          | \$16,124.21            | \$765.90            | \$49,284.94            | \$2,341.03           | \$        | 3,106.93          |
| 1180 St. Luke's Guild *                                 | \$9,577.25             | \$454.92            | \$14,633.35            | \$695.08             | \$        | 1,150.00          |
| Leffingwell                                             |                        |                     |                        |                      |           |                   |
| Jane Bishop (DFMS)                                      |                        |                     |                        |                      |           |                   |
| 1657 1657 Barrett Memorial Fund                         | \$254,200.86           | \$12,074.54         | \$381,567.21           | \$18,124.44          | \$        | 30,198.98         |
| <b>Total for acct. 179000 - Investment Income</b>       | <b>\$ 1,766,628.24</b> | <b>\$ 83,914.85</b> | <b>\$ 2,718,408.61</b> | <b>\$ 129,124.41</b> | <b>\$</b> | <b>213,039.26</b> |
| 775 Sibley/Wood Clergy Intern Endowment                 | \$36,259.30            | \$1,722.32          | \$55,406.62            | \$2,631.81           | \$        | 4,354.13          |
| 776 Platt Endowment/Clergy Intern                       | \$48,950.82            | \$2,325.16          | \$74,791.42            | \$3,552.59           | \$        | 5,877.75          |
| 778 Walter & Sarah Holmes Memorial/Clergy Intern        | \$9,976.10             | \$473.86            | \$15,242.17            | \$724.00             | \$        | 1,197.86          |
| 779 Daniel P. Johnson and Margery H. Fund/Clergy Intern | \$6,702.50             | \$318.37            | \$10,243.24            | \$486.55             | \$        | 804.92            |
| 2040 St. Ann's FFM Memorial/Clergy Intern               | \$62,435.26            | \$2,965.67          | \$95,364.93            | \$4,529.83           | \$        | 7,495.50          |
| 2200 Charity Waymouth Fund/Clergy Intern                | \$4,069.08             | \$193.28            | \$6,218.17             | \$295.36             | \$        | 488.64            |
| <b>Total for acct. 179100 - Clergy Intern Endow.</b>    |                        |                     |                        |                      | <b>\$</b> | <b>20,218.82</b>  |
| 430 Episcopate                                          | \$829,766.59           | \$39,413.91         | \$1,262,701.98         | \$59,978.34          | \$        | 99,392.25         |
| <b>Total for acct. 171602 - Episcopate Fund Income</b>  |                        |                     |                        |                      | <b>\$</b> | <b>99,392.25</b>  |
| 250 Codman                                              | \$119,815.54           | \$5,691.24          | \$183,113.00           | \$8,697.87           | \$        | 14,389.11         |
| 7/12 income paid to St. Luke's, Portland                |                        |                     |                        |                      |           |                   |
| 5/12 income paid to CDF                                 | \$119,815.54           | \$5,691.24          | \$183,113.00           | \$8,697.87           | \$        | 5,995.46          |
| <b>Total for acct. 179200 - Income from Codman F.</b>   |                        |                     |                        |                      | <b>\$</b> | <b>5,995.46</b>   |
| 980 Reserve Medical Fund (1/2 value/income)             | \$188,742.80           | \$8,965.28          | \$143,866.92           | \$6,833.68           | \$        | 15,798.96         |
| <b>Total for acct. 179400 - Reserve Medical Income</b>  |                        |                     |                        |                      | <b>\$</b> | <b>7,899.48</b>   |
| 331 Bishop of Maine Housing Fund                        | \$101,303.36           | \$4,811.91          | \$154,835.40           | \$7,354.68           | \$        | 12,166.59         |
| <b>Total for acct. 179300 - Bishop Housing</b>          |                        |                     |                        |                      | <b>\$</b> | <b>12,166.59</b>  |

**THE EPISCOPAL DIOCESE OF MAINE**  
**2026 Budget Draft**

| Diocese of Maine                                                |                       |              |                |               |           |            |
|-----------------------------------------------------------------|-----------------------|--------------|----------------|---------------|-----------|------------|
| Income From Trustees                                            |                       |              |                |               |           |            |
|                                                                 |                       | 4.75%        |                | 4.75%         |           |            |
|                                                                 | Pro Rata Share of     |              | 12 Quarters    |               | Total     |            |
|                                                                 | 6/30/2025             | Estimate     | Average Equity | Rule Estimate | Estimated |            |
|                                                                 | Fixed                 | Fixed Income | Value at       | Equity Income | Income    |            |
|                                                                 | Market Value          | 2026         | 6/30/2025      | 2026          | 2026      |            |
| <b>Income Paid to CDF</b>                                       |                       |              |                |               |           |            |
| 2105 One in Christ-Undesignated                                 | \$416,577.95          | \$19,787.45  | \$636,519.60   | \$30,234.68   | \$        | 50,022.13  |
| allocated to Cong. Assessments - 15%                            |                       |              |                |               | \$        | 7,503.32   |
| allocated to Clergy Intern - 22%                                |                       |              |                |               | \$        | 11,004.87  |
| allocated to College Chaplaincies - 30%                         |                       |              |                |               | \$        | 15,006.64  |
| allocated to Clergy Compensation - 33%                          |                       |              |                |               | \$        | 16,507.30  |
| 2101 One in Christ-Congo Assessments                            | \$91,790.84           | \$4,360.07   | \$140,190.58   | \$6,659.05    | \$        | 11,019.12  |
| 2105 One in Christ-Undesignated - allocation                    |                       |              |                |               | \$        | 7,503.32   |
| Total for acct. 179600 - OIC - Assessment Relief                |                       |              |                |               | \$        | 18,522.44  |
| 2102 One in Christ-Clergy Intern                                | \$116,685.12          | \$5,542.54   | \$178,199.78   | \$8,464.49    | \$        | 14,007.03  |
| 2105 One in Christ-Undesignated - allocation                    |                       |              |                |               | \$        | 11,004.87  |
| 2106 One in Christ-Knudsen Internship Tribute                   | \$16,231.56           | \$771.00     | \$24,803.48    | \$1,178.17    | \$        | 1,949.17   |
| Total for acct. 179900 - OIC - Clergy Interns                   |                       |              |                |               | \$        | 26,961.06  |
| 2103 One in Christ-College Chaplaincies                         | \$185,096.59          | \$8,792.09   | \$282,696.59   | \$13,428.09   | \$        | 22,220.18  |
| 2105 One in Christ-Undesignated - allocation                    |                       |              |                |               | \$        | 15,006.64  |
| Total for acct. 179700 - OIC - Campus Ministry                  |                       |              |                |               | \$        | 37,226.82  |
| 2104 One in Christ-Clergy Compensation                          | \$201,895.27          | \$9,590.03   | \$308,355.61   | \$14,646.89   | \$        | 24,236.92  |
| 1655 1655 Rev Henry Bird Mission Clergy Comp Fund               | \$6,288.80            | \$298.72     | \$9,457.65     | \$449.24      | \$        | 747.96     |
| 2105 One in Christ-Undesignated - allocation                    |                       |              |                |               | \$        | 16,507.30  |
| 2107 Rev. Lawrence Clark Jr. Memorial Fund                      | \$57,020.91           | \$2,708.49   | \$87,153.52    | \$4,139.79    | \$        | 6,848.28   |
| Total for acct. 179800 - OIC - Clergy Comp Assist               |                       |              |                |               | \$        | 48,340.47  |
| <b>FOUNDATIONS FOR MINISTRY</b>                                 |                       |              |                |               |           |            |
| 462 Woodman                                                     | \$29,695.68           | \$1,410.54   | \$45,380.59    | \$2,155.58    | \$        | 3,566.12   |
| 461 FFM                                                         | \$849,793.09          | \$40,365.17  | \$1,298,580.40 | \$61,682.57   | \$        | 102,047.74 |
| 463 Johnson                                                     | \$3,593.39            | \$170.69     | \$5,491.39     | \$260.84      | \$        | 431.53     |
| Total                                                           | \$883,082.16          | \$41,946.40  | \$1,349,452.38 | \$64,098.99   | \$        | 106,045.39 |
| <b>Allocation:</b>                                              |                       |              |                |               |           |            |
| Strategic Congregational Support (fmrly Commission on Ministry) |                       | 23.00%       | \$             | 24,390.44     | \$        | 24,000.00  |
| Commission on Outreach and Services                             | Grants                | 27.00%       | \$             | 28,632.25     | \$        | 29,000.00  |
| Commission on Diocesan Operations                               | Clergy Income Assist. | 25.00%       | \$             | 26,511.35     | \$        | 27,000.00  |
| Commission on Congregational Life                               | Interns               | 25.00%       | \$             | 26,511.35     | \$        | 27,000.00  |
|                                                                 |                       |              |                |               | \$        | 107,000.00 |
|                                                                 |                       |              |                |               | \$        | 596,762.66 |

**THE EPISCOPAL DIOCESE OF MAINE**  
**2026 Budget Draft**

| Central Diocesan Fund Assessment 2026 @ 15.00% [preliminary] |                            |                              |                                       |                    |                   |                                 |                                 |                         |                        |                                       |              | (0)                                   |
|--------------------------------------------------------------|----------------------------|------------------------------|---------------------------------------|--------------------|-------------------|---------------------------------|---------------------------------|-------------------------|------------------------|---------------------------------------|--------------|---------------------------------------|
| Town                                                         | Parish                     | 2025<br>Actual<br>Assessment | NOI<br>2024 unless<br>otherwise noted | 5%<br>\$ 10,000.00 | Balance of<br>NOI | 15%<br>Balance of<br>Assessment | 2026<br>Projected<br>Assessment | \$ change<br>Assessment | % change<br>Assessment | 2025<br>Episcopate<br>\$1.75 per CIGS | 2024<br>CIGS | 2026<br>Episcopate<br>\$1.75 per CIGS |
| Auburn                                                       | St. Michael's Church       | \$ 11,011                    | \$ 78,233                             | \$ 500             | \$ 68,233         | \$ 10,235                       | \$ 10,735                       | \$ (276)                | -2.5%                  | \$ 161                                | 92           | \$ 161                                |
| Augusta                                                      | Episcopal                  | \$ 12,572                    | \$ 157,771                            | \$ 500             | \$ 147,771        | \$ 22,166                       | \$ 11,333                       | \$ (1,239)              | -9.9%                  | \$ 124                                | 47           | \$ 82                                 |
| Bangor                                                       | St. John's Church          | \$ 49,629                    | \$ 367,716                            | \$ 500             | \$ 357,716        | \$ 53,657                       | \$ 54,574                       | \$ 4,529                | 9.1%                   | \$ 326                                | 179          | \$ 313                                |
| Bar Harbor                                                   | St. Saviour's Church       | \$ 31,142                    | \$ 148,849                            | \$ 500             | \$ 138,849        | \$ 20,827                       | \$ 21,327                       | \$ (9,815)              | -31.5%                 | \$ 170                                | 90           | \$ 158                                |
| Bath                                                         | Grace Church               | \$ 43,768                    | \$ 267,560                            | \$ 500             | \$ 257,560        | \$ 38,634                       | \$ 39,134                       | \$ (4,634)              | -10.6%                 | \$ 278                                | 162          | \$ 284                                |
| Belfast                                                      | St. Margaret's Church      | \$ 34,514                    | \$ 235,363                            | \$ 500             | \$ 225,363        | \$ 33,804                       | \$ 34,304                       | \$ (210)                | -0.6%                  | \$ 201                                | 110          | \$ 193                                |
| Blue Hill                                                    | St. Francis by-the-Sea     | \$ 36,139                    | \$ 295,117                            | \$ 500             | \$ 285,117        | \$ 42,768                       | \$ 43,268                       | \$ 7,129                | 19.7%                  | \$ 441                                | 225          | \$ 394                                |
| Boothbay                                                     | St. Columba's Church       | \$ 17,105                    | \$ 117,538                            | \$ 500             | \$ 107,538        | \$ 16,131                       | \$ 16,631                       | \$ (474)                | -2.8%                  | \$ 165                                | 99           | \$ 173                                |
| Brewer                                                       | St. Patrick's Church       | \$ 10,804                    | \$ 92,254                             | \$ 500             | \$ 82,254         | \$ 12,338                       | \$ 12,838                       | \$ 2,034                | 18.8%                  | \$ 173                                | 79           | \$ 138                                |
| Bridgton                                                     | St. Peter's Church         | \$ 11,896                    | \$ 128,392                            | \$ 500             | \$ 118,392        | \$ 17,759                       | \$ 18,259                       | \$ 6,363                | 53.5%                  | \$ 105                                | 49           | \$ 86                                 |
| Brownville Jct                                               | St. John the Baptist       | \$ 3,565                     | \$ 17,308                             | \$ 500             | \$ 7,308          | \$ 1,096                        | \$ 1,596                        | \$ (1,969)              | -55.2%                 | \$ 35                                 | 14           | \$ 25                                 |
| Brunswick                                                    | St. Paul's Church          | \$ 82,996                    | \$ 591,280                            | \$ 500             | \$ 581,280        | \$ 87,192                       | \$ 87,692                       | \$ 4,696                | 5.7%                   | \$ 823                                | 264          | \$ 462                                |
| Calais                                                       | St. Anne's Church          | \$ 17,462                    | \$ 127,692                            | \$ 500             | \$ 117,692        | \$ 17,654                       | \$ 18,154                       | \$ 692                  | 4.0%                   | \$ 84                                 | 51           | \$ 89                                 |
| Camden                                                       | St. Thomas' Church         | \$ 35,315                    | \$ 197,635                            | \$ 500             | \$ 187,635        | \$ 28,145                       | \$ 28,645                       | \$ (6,670)              | -18.9%                 | \$ 198                                | 194          | \$ 340                                |
| Cape Elizabeth                                               | St. Alban's Church         | \$ 94,679                    | \$ 726,957                            | \$ 500             | \$ 716,957        | \$ 107,544                      | \$ 108,044                      | \$ 13,364               | 14.1%                  | \$ 793                                | 504          | \$ 882                                |
| Castine                                                      | Trinity Church             | \$ 16,754                    | \$ 94,628                             | \$ 500             | \$ 84,628         | \$ 12,694                       | \$ 13,194                       | \$ (3,560)              | -21.2%                 | \$ 203                                | 63           | \$ 110                                |
| Deer Isle                                                    | St. Brendan the Navigator  | \$ 21,014                    | \$ 168,368                            | \$ 500             | \$ 158,368        | \$ 23,755                       | \$ 24,255                       | \$ 3,242                | 15.4%                  | \$ 65                                 | 40           | \$ 70                                 |
| Dover-Foxcroft                                               | St. Augustine's Church     | \$ 2,000                     | \$ 36,910                             | \$ 500             | \$ 26,910         | \$ 4,037                        | \$ 4,537                        | \$ 2,537                | 126.8%                 | \$ 47                                 | 13           | \$ 23                                 |
| Eastport                                                     | Christ Church              | \$ 8,855                     | \$ 55,619                             | \$ 500             | \$ 45,619         | \$ 6,843                        | \$ 7,343                        | \$ (1,512)              | -17.1%                 | \$ 93                                 | 34           | \$ 60                                 |
| Ellsworth                                                    | St. Dunstan's Church       | \$ 15,800                    | \$ 108,163                            | \$ 500             | \$ 98,163         | \$ 14,724                       | \$ 15,224                       | \$ (576)                | -3.6%                  | \$ 154                                | 86           | \$ 151                                |
| Falmouth                                                     | S. Mary the Virgin         | \$ 64,502                    | \$ 458,167                            | \$ 500             | \$ 448,167        | \$ 67,225                       | \$ 67,725                       | \$ 3,223                | 5.0%                   | \$ 499                                | 300          | \$ 525                                |
| Fort Fairfield                                               | St. Paul's Church          | \$ 8,645                     | \$ 43,208                             | \$ 500             | \$ 33,208         | \$ 4,981                        | \$ 5,481                        | \$ (3,164)              | -36.6%                 | \$ 93                                 | 60           | \$ 105                                |
| Gardiner                                                     | Christ Church              | \$ 52,701                    | \$ 378,648                            | \$ 500             | \$ 368,648        | \$ 55,297                       | \$ 55,797                       | \$ 3,096                | 5.6%                   | \$ 341                                | 224          | \$ 392                                |
| Houlton                                                      | Good Shepherd              | \$ 10,753                    | \$ 74,219                             | \$ 500             | \$ 64,219         | \$ 9,633                        | \$ 10,133                       | \$ (620)                | -5.8%                  | \$ 82                                 | 36           | \$ 63                                 |
| Hulls Cove                                                   | Our Father                 | \$ 15,584                    | \$ 93,619                             | \$ 500             | \$ 83,619         | \$ 12,543                       | \$ 13,043                       | \$ (2,541)              | -16.3%                 | \$ 159                                | 47           | \$ 82                                 |
| Jefferson                                                    | St. Giles Church           | \$ 8,086                     | \$ 33,874                             | \$ 500             | \$ 23,874         | \$ 3,581                        | \$ 4,081                        | \$ (4,004)              | -49.5%                 | \$ 51                                 | 69           | \$ 121                                |
| Kennebunk                                                    | St. David's Church         | \$ 50,664                    | \$ 388,128                            | \$ 500             | \$ 378,128        | \$ 56,719                       | \$ 57,219                       | \$ 6,555                | 12.9%                  | \$ 326                                | 172          | \$ 301                                |
| Lewiston                                                     | Trinity Church             | \$ 8,376                     | \$ 75,100                             | \$ 500             | \$ 65,100         | \$ 9,765                        | \$ 10,265                       | \$ 1,889                | 22.5%                  | \$ 37                                 | 27           | \$ 47                                 |
| Lisbon Falls                                                 | St. Matthew's Church       | \$ 15,426                    | \$ 117,444                            | \$ 500             | \$ 107,444        | \$ 16,117                       | \$ 16,617                       | \$ 1,191                | 7.7%                   | \$ 75                                 | 42           | \$ 74                                 |
| Machias                                                      | St. Aidan's Church         | \$ 6,838                     | \$ 57,505                             | \$ 500             | \$ 47,505         | \$ 7,126                        | \$ 7,626                        | \$ 787                  | 11.5%                  | \$ 56                                 | 36           | \$ 63                                 |
| Millinocket                                                  | St. Andrew's Church        | \$ 6,831                     | \$ 53,636                             | \$ 500             | \$ 43,636         | \$ 6,545                        | \$ 7,045                        | \$ 215                  | 3.1%                   | \$ 44                                 | 37           | \$ 65                                 |
| Newcastle                                                    | St. Andrew's Church        | \$ 56,707                    | \$ 405,725                            | \$ 500             | \$ 395,725        | \$ 59,359                       | \$ 59,859                       | \$ 3,152                | 5.6%                   | \$ 326                                | 179          | \$ 313                                |
| Northeast Harbor                                             | Jude                       | \$ 74,097                    | \$ 452,479                            | \$ 500             | \$ 442,479        | \$ 66,372                       | \$ 66,872                       | \$ (7,225)              | -9.8%                  | \$ 354                                | 208          | \$ 364                                |
| Norway                                                       | Christ Church              | \$ 24,342                    | \$ 182,492                            | \$ 500             | \$ 172,492        | \$ 25,874                       | \$ 26,374                       | \$ 2,032                | 8.3%                   | \$ 109                                | 69           | \$ 121                                |
| Old Town                                                     | St. James Church           | \$ 8,762                     | \$ 76,248                             | \$ 500             | \$ 66,248         | \$ 9,937                        | \$ 10,437                       | \$ 1,675                | 19.1%                  | \$ 77                                 | 49           | \$ 86                                 |
| Palmyra                                                      | St. Martin's Church        | \$ 6,365                     | \$ 65,127                             | \$ 500             | \$ 55,127         | \$ 8,269                        | \$ 8,769                        | \$ 2,404                | 37.8%                  | \$ 44                                 | 18           | \$ 32                                 |
| Portland                                                     | Luke                       | \$ 108,509                   | \$ 758,402                            | \$ 500             | \$ 748,402        | \$ 112,260                      | \$ 112,760                      | \$ 4,251                | 3.9%                   | \$ 723                                | 410          | \$ 718                                |
| Portland                                                     | St. Peter's Church         | \$ 24,270                    | \$ 119,173                            | \$ 500             | \$ 109,173        | \$ 16,376                       | \$ 16,876                       | \$ (7,394)              | -30.5%                 | \$ 77                                 | 64           | \$ 112                                |
| Portland                                                     | Trinity Church             | \$ 43,134                    | \$ 320,240                            | \$ 500             | \$ 310,240        | \$ 46,536                       | \$ 47,036                       | \$ 3,902                | 9.0%                   | \$ 403                                | 235          | \$ 411                                |
| Presque Isle                                                 | St. John's Church          | \$ 6,028                     | \$ 59,148                             | \$ 500             | \$ 49,148         | \$ 7,372                        | \$ 7,872                        | \$ 1,845                | 30.6%                  | \$ 61                                 | 25           | \$ 44                                 |
| Rangeley                                                     | Good Shepherd              | \$ 12,289                    | \$ 96,198                             | \$ 500             | \$ 86,198         | \$ 12,930                       | \$ 13,430                       | \$ 1,140                | 9.3%                   | \$ 105                                | 45           | \$ 79                                 |
| Rockland                                                     | St. Peter's Church         | \$ 33,187                    | \$ 257,126                            | \$ 500             | \$ 247,126        | \$ 37,069                       | \$ 37,569                       | \$ 4,382                | 13.2%                  | \$ 229                                | 317          | \$ 555                                |
| Rumford                                                      | St. Barnabas Church        | \$ 2,191                     | \$ 26,952                             | \$ 500             | \$ 16,952         | \$ 2,543                        | \$ 3,043                        | \$ 852                  | 38.9%                  | \$ 21                                 | 12           | \$ 21                                 |
| Saco                                                         | Trinity Church             | \$ 22,957                    | \$ 152,602                            | \$ 500             | \$ 142,602        | \$ 21,390                       | \$ 21,890                       | \$ (1,066)              | -4.6%                  | \$ 193                                | 110          | \$ 193                                |
| Sanford                                                      | St. George's Church        | \$ 27,416                    | \$ 158,804                            | \$ 500             | \$ 148,804        | \$ 22,321                       | \$ 22,821                       | \$ (4,595)              | -16.8%                 | \$ 238                                | 151          | \$ 264                                |
| Scarborough                                                  | St. Nicholas Church        | \$ 16,641                    | \$ 136,975                            | \$ 500             | \$ 126,975        | \$ 19,046                       | \$ 19,546                       | \$ 2,905                | 17.5%                  | \$ 102                                | 49           | \$ 86                                 |
| Skowhegan                                                    | All Saints Church          | \$ 5,620                     | \$ 38,190                             | \$ 500             | \$ 28,190         | \$ 4,229                        | \$ 4,729                        | \$ (891)                | -15.9%                 | \$ 42                                 | 38           | \$ 67                                 |
| Southwest Harbor                                             | St. Andrew & St. John      | \$ 21,736                    | \$ 171,767                            | \$ 500             | \$ 161,767        | \$ 24,265                       | \$ 24,765                       | \$ 3,029                | 13.9%                  | \$ 114                                | 68           | \$ 119                                |
| Thomaston                                                    | St. John the Baptist       | \$ 36,100                    | \$ 227,350                            | \$ 500             | \$ 217,350        | \$ 32,603                       | \$ 33,103                       | \$ (2,997)              | -8.3%                  | \$ 152                                | 104          | \$ 182                                |
| Waterville                                                   | St. Mark's Church          | \$ 25,629                    | \$ 142,525                            | \$ 500             | \$ 132,525        | \$ 19,879                       | \$ 20,379                       | \$ (5,250)              | -20.5%                 | \$ 359                                | 194          | \$ 340                                |
| Wilton                                                       | St. Luke's                 | \$ 15,514                    | \$ 104,865                            | \$ 500             | \$ 94,865         | \$ 14,230                       | \$ 14,730                       | \$ (784)                | -5.1%                  | \$ 81                                 | 57           | \$ 100                                |
| Windham                                                      | St. Ann's Episcopal Church | \$ 34,419                    | \$ 217,586                            | \$ 500             | \$ 207,586        | \$ 31,138                       | \$ 31,638                       | \$ (2,781)              | -8.1%                  | \$ 452                                | 150          | \$ 263                                |
| Winn                                                         | St. Thomas Church          | \$ 5,988                     | \$ 47,053                             | \$ 500             | \$ 37,053         | \$ 5,558                        | \$ 6,058                        | \$ 70                   | 1.2%                   | \$ 46                                 | 17           | \$ 30                                 |
| Winthrop                                                     | St. Andrew's Church        | \$ 5,587                     | \$ 24,610                             | \$ 500             | \$ 14,610         | \$ 2,192                        | \$ 2,692                        | \$ (2,896)              | -51.8%                 | \$ 44                                 | 10           | \$ 18                                 |
| Wiscasset                                                    | St. Philip's Church        | \$ 17,864                    | \$ 128,064                            | \$ 500             | \$ 118,064        | \$ 17,710                       | \$ 18,210                       | \$ 346                  | 1.9%                   | \$ 81                                 | 48           | \$ 84                                 |
| Yarmouth                                                     | St. Bartholomew's Church   | \$ 36,397                    | \$ 285,481                            | \$ 500             | \$ 275,481        | \$ 41,322                       | \$ 41,822                       | \$ 5,425                | 14.9%                  | \$ 338                                | 208          | \$ 364                                |
| York Harbor                                                  | St. George's Church        | \$ 51,017                    | \$ 318,237                            | \$ 500             | \$ 308,237        | \$ 46,236                       | \$ 46,736                       | \$ (4,281)              | -8.4%                  | \$ 252                                | 148          | \$ 259                                |
|                                                              | TOTAL (57 congregations)   | \$ 1,528,188                 | \$ 10,760,320                         | \$ 28,500          | \$ 10,190,320     | \$ 1,528,548                    | \$ 1,545,715                    | \$ 17,527               | 1.1%                   | \$ 11,417                             | 6,428        | \$ 11,249                             |

| THE EPISCOPAL DIOCESE OF MAINE<br>2026 Budget Draft |     |             |                            |                |                 |                                         |              |              |                                                |                 |                |                   |                                               |              |             |                                                          |                 |                                               |
|-----------------------------------------------------|-----|-------------|----------------------------|----------------|-----------------|-----------------------------------------|--------------|--------------|------------------------------------------------|-----------------|----------------|-------------------|-----------------------------------------------|--------------|-------------|----------------------------------------------------------|-----------------|-----------------------------------------------|
| Position                                            |     | 2026<br>FTE | 2026<br>Contractor<br>Fees | 2026<br>Salary | 2026<br>Housing | 2026<br>Value of<br>Provided<br>Housing | 2026<br>FICA | 2026<br>SECA | Compensation<br>Total<br>(excludes<br>employer | 2026<br>Medical | 2026<br>Dental | 0.90<br>Pd by DOM | 90% indiv<br>opt out<br>(includes<br>employer | 2026<br>Life | 2026<br>IRP | 2026<br>Benefits (Medical,<br>Dental, Life and<br>Income | 2026<br>Pension | 2026<br>Total<br>Compensation<br>and Benefits |
| Bishop                                              | TJB | 1.00        |                            | 98,961.21      | 13,868.56       | 37,381.00                               |              | 8,631.48     | 158,842.24                                     | 31,368.00       | 1,404.00       | 29,494.80         |                                               | 288.00       | 360.00      | 30,142.80                                                | 28,592.00       | 188,985.04                                    |
| Canon to the Ordinary                               | TP  | 1.00        |                            | 95,000.00      |                 |                                         |              |              | 95,000.00                                      |                 |                |                   | 13,753.08                                     | 288.00       |             | 14,041.08                                                | 17,100.00       | 109,041.08                                    |
| Transition and Deployment Officer                   | SR  | 0.50        |                            | 29,819.80      | 10,299.86       |                                         |              | 3,069.15     | 43,188.81                                      | 31,368.00       | 1,836.00       | 14,941.80         |                                               |              |             | 14,941.80                                                | 7,774.00        | 58,130.61                                     |
| Executive Assistant to the Bishop                   | LR  | 1.00        |                            | 80,000.00      |                 |                                         | 6,120.00     |              | 86,120.00                                      | 31,368.00       | 1,404.00       | 29,494.80         |                                               | 288.00       | 189.00      | 36,091.80                                                | 14,400.00       | 122,211.80                                    |
| Director of Communications & Engagement             | SA  | 1.00        |                            | 75,000.00      |                 |                                         | 5,737.50     |              | 80,737.50                                      |                 |                |                   | 13,753.08                                     | 288.00       | 189.00      | 19,967.58                                                | 13,500.00       | 100,705.08                                    |
| Accounting Director                                 | SQ  | 1.00        |                            | 89,500.00      |                 |                                         | 6,846.75     |              | 96,346.75                                      | 17,424.00       | 1,020.00       | 16,599.60         |                                               | 288.00       | 189.00      | 23,923.35                                                | 16,110.00       | 120,270.10                                    |
| Director of Christian Formation                     | EK  | 0.50        |                            | 34,401.59      |                 |                                         | 2,631.72     |              | 37,033.31                                      | 31,368.00       | 1,836.00       | 33,204.00         |                                               | 288.00       | 189.00      | 36,312.72                                                | 6,192.00        | 73,346.03                                     |
| Administrative Assistant                            | New | 0.38        |                            | 20,280.00      |                 |                                         | 1,551.42     |              | 21,831.42                                      |                 |                |                   |                                               |              |             |                                                          |                 | 21,831.42                                     |
| Payroll Benefits Accountant                         | New | 1.00        |                            | 66,560.00      |                 |                                         | 5,091.84     |              | 71,651.84                                      | 31,368.00       | 1,404.00       | 29,494.80         |                                               | 288.00       | 189.00      | 35,063.64                                                | 11,981.00       | 106,715.48                                    |
| Archdeacon                                          | AP  | 0.10        |                            | 3,000.00       |                 |                                         |              |              | 3,000.00                                       |                 |                |                   |                                               | 288.00       | 190.00      | 478.00                                                   | 540.00          | 3,478.00                                      |
| Building Manager/Sexton (shared with Cathedral)     | New | 0.25        |                            | 15,600.00      |                 |                                         | 1,193.40     |              | 16,793.40                                      |                 |                |                   |                                               |              |             |                                                          |                 | 16,793.40                                     |
| Director of Advocacy                                | JH  |             | 15,450.00                  |                |                 |                                         |              |              | 15,450.00                                      |                 |                |                   |                                               |              |             |                                                          |                 | 15,450.00                                     |
| Consultant for Finance                              | JB  |             | 60,000.00                  |                |                 |                                         |              |              | 60,000.00                                      |                 |                |                   |                                               |              |             |                                                          |                 | 60,000.00                                     |
| Bishop use of Cathedral Musician                    |     |             | 7,500.00                   |                |                 |                                         |              |              | 7,500.00                                       |                 |                |                   |                                               |              |             |                                                          |                 | 7,500.00                                      |
| Consultant for Information Technology               | WK  |             | 19,000.00                  |                |                 |                                         |              |              | 19,000.00                                      |                 |                |                   |                                               |              |             |                                                          |                 | 19,000.00                                     |
| Canon for Ministry Development                      | MF  |             |                            | 9,615.35       | 11,538.45       |                                         |              |              | 21,153.80                                      | 6,985.00        | 393.80         | 7,378.80          |                                               |              |             | 7,378.80                                                 | 3,808.00        | 28,532.60                                     |
| total Bishop and staff                              |     | 7.73        | 101,950.00                 | 617,737.94     | 35,706.86       |                                         | 29,172.63    | 11,700.63    | 833,649.07                                     | 181,249.00      | 9,297.80       | 160,608.60        | 27,506.16                                     | 2,304.00     | 1,495.00    | 218,341.57                                               | 119,997.00      | 1,051,990.64                                  |
|                                                     |     |             |                            |                |                 |                                         |              |              |                                                |                 |                | Dio Share         |                                               |              |             | To Budget                                                |                 |                                               |
| MED & DENTAL INS Rate increase projection           |     |             |                            | 1.1            |                 |                                         |              |              |                                                |                 | T & D Officer  | 45%               |                                               |              |             | Salaries/Benefits/Housing                                |                 | 912,659.64                                    |
|                                                     |     |             |                            | 1.03           |                 |                                         |              |              |                                                |                 | Dir Formation  | 100%              |                                               |              |             | Pension                                                  |                 | 119,997.00                                    |
|                                                     |     |             |                            |                |                 |                                         |              |              |                                                |                 |                |                   |                                               |              |             | Contractors                                              |                 | 101,950.00                                    |
|                                                     |     |             |                            |                |                 |                                         |              |              |                                                |                 |                |                   |                                               |              |             |                                                          |                 |                                               |

**THE EPISCOPAL DIOCESE OF MAINE**  
**2026 Budget Draft**

|                                            | 2021           | 2021         | 2022           | 2023           | 2024           | 2025           | 2026 Proposed  |
|--------------------------------------------|----------------|--------------|----------------|----------------|----------------|----------------|----------------|
| <b>2026 Budget</b>                         |                |              |                |                |                |                |                |
|                                            |                |              |                |                |                |                |                |
| Augusta - ELEC <sup>2</sup>                |                |              |                |                |                |                | 10,000         |
| Bangor <sup>2</sup>                        |                |              |                |                |                |                | 6,894          |
| Calais                                     | 20,000         |              | 20,000         | 20,000         | 20,000         | 20,000         | 12,185         |
| Dover-Foxcroft                             | 11,848         |              | 8,875          | 12,000         | 12,000         | 12,000         | 12,000         |
| Eastport                                   |                |              |                |                |                | 15,000         | 18,500         |
| Ft. Fairfield                              | 16,500         |              | 16,500         | 16,500         | 16,500         | 16,500         | 16,500         |
| Houlton                                    | 14,000         |              | 14,000         | 14,000         | 14,000         | 14,000         | 20,000         |
| Lewiston                                   | 10,000         |              | 10,000         | 10,000         | 10,000         | 15,000         | 20,000         |
| Machias                                    |                |              |                |                |                | 10,000         | 9,000          |
| Palmyra                                    | 19,800         |              | 19,800         | 19,800         | 19,800         | 0              | 12,000         |
| Rangeley                                   |                | 4,000        | 4,000          | 4,000          | 4,000          | 7,500          | 10,000         |
| Rumford                                    | 3,750          |              | 3,750          | 3,750          | 3,750          | 3,750          | 9,000          |
| Skowhegan                                  | 5,000          |              | 5,000          | 5,000          | 5,000          | 10,000         | 13,408         |
| Wiscasset                                  | 5,000          |              | 5,000          | 5,000          | 5,000          | 10,000         | 17,000         |
|                                            |                |              |                |                |                |                |                |
| <b>TOTAL</b>                               | <b>107,898</b> | <b>4,000</b> | <b>106,925</b> | <b>110,050</b> | <b>110,050</b> | <b>133,750</b> | <b>186,487</b> |
|                                            |                |              |                |                |                |                |                |
| <b>RESERVE</b>                             | <b>4,000</b>   |              | -              | -              | -              |                |                |
|                                            |                |              |                |                |                |                |                |
| <b>TOTAL BUDGET</b>                        | <b>111,898</b> | <b>4,000</b> | <b>106,925</b> | <b>110,050</b> | <b>110,050</b> | <b>133,750</b> | <b>186,487</b> |
|                                            |                |              |                |                |                |                |                |
| Note 1: Have not applied for 2026 funding. |                |              |                |                |                |                |                |
| Note 2: New applicants for 2026.           |                |              |                |                |                |                |                |

**THE EPISCOPAL DIOCESE OF MAINE**  
**2026 Budget Draft**

| EPISCOPAL DIOCESE OF MAINE                              |                 |             |                 |
|---------------------------------------------------------|-----------------|-------------|-----------------|
| DIOCESAN ASSESSMENT CALCULATION                         |                 |             |                 |
|                                                         | From Financials | Adjustments | Adjusted Amount |
| <b>Revenue used for Operations</b>                      |                 |             |                 |
| 1 Pledge Payments from Congregations                    | \$ 1,513,931    |             |                 |
| Less: adjustments                                       |                 | \$ -        |                 |
| Net Pledge Payments                                     |                 |             | \$ 1,513,931    |
| 2 Contributions from Other Organizations                |                 |             |                 |
| Summer Chapels                                          | \$ 30,000       |             |                 |
| Less: Reimbursements for contributions                  |                 | \$ -        |                 |
| Net Contributions from Other Organizations              |                 |             | \$ 30,000       |
| 3 Investments used for Operations                       |                 |             |                 |
| Income from Trustees                                    | \$ 573,696      |             |                 |
| Less: Operating expenses paid directly from investments |                 | \$ -        |                 |
| Net Income from Investments                             |                 |             | \$ 573,696      |
| 4 Unrestricted Gifts or Bequests                        |                 |             |                 |
| 5 Other Operating Income                                |                 |             |                 |
| Reimbursements from Trustees                            | \$ 60,000       |             |                 |
| Reimbursements from Churches (PR)                       | \$ 16,240       |             |                 |
| Less: revenue recorded for contributed services         |                 | \$ (76,240) |                 |
| Other Operating Income (net)                            |                 |             | \$ -            |
| Total Adjusted Operating Income                         | \$ 2,193,867    | \$ (76,240) | \$ 2,117,627    |
| <b>Calculation of TEC Assessment</b>                    |                 |             |                 |
| Total Adjusted Operating Income                         |                 |             | \$ 2,117,627    |
| Less: Exempt Amount                                     |                 |             | \$ (200,000)    |
| Amount Subject to 15% assessment                        |                 |             | \$ 1,917,627    |
| 2025 Budgeted Assessment                                |                 | 15%         | \$ 287,644      |