

The General Commission on Religion and Race 2025 Spending Plan Overview

A. 2025 Priorities, Programs/Initiatives, Outcomes

1. Agency Priorities for 2025

As we move into 2025, the General Commission on Religion and Race (GCORR) is guided by a sense of urgency, a deepened commitment, and a renewed vision for the Church. Our ministry continues to evolve through our **Ministry Model: Vital Conversations, Intercultural Competence, and Institutional Equity**. This model forms the foundation for our work as we address the ever-changing needs of the Church and society.

We are stepping into this new season of ministry in response to the voices and the pain of a world longing for justice, equity, and the beloved community. The denominational charge from the General Conference calls us to lead in these areas with grace and boldness, recognizing that the Church is at a critical juncture—a time where our response to injustice and inequality must be clear, courageous, and faithful.

GCORR's priorities are strategically set to address the shifting landscape of the Church and to equip leaders at every level—local congregations, annual conferences, and episcopal leadership. We are called to be agile and adaptive, understanding that we are resourcing and training a Church that is both "already" and "not yet." Our mission is to ready the Church to meet the needs of diverse, evolving, and dynamic contexts, so that we remain relevant and effective in ministry.

Key Gatherings and Trainings for 2025

- **Facing the Future 2025**

Our flagship conference, **Facing the Future**, launched in 2011, will return in October 2025 as an in-person experience. This conference, designed for pastors serving in cross-racial/cross-cultural and multicultural settings, will expand to include lay participants, reflecting the Church's call to engage all members in this important work.

- **Conference Commission on Religion and Race (CCORR) Training**

In Spring 2025, GCORR will provide critical training for CCORR leaders across the United States, and later in the Philippines in the Fall. This training is aimed at empowering annual conferences with the tools, resources, and strategies necessary for impactful ministry and action plans that will allow them to live into their mandates.

Strategic Task Forces and Working Groups

- **Overthrow of the Hawaiian Kingdom Apology**

In response to the General Conference's charge, GCORR will walk with the Hawaiian people as we create a pathway for an authentic denominational apology. This process

will involve deep listening, learning, and discerning how the UMC can move toward meaningful restitution and reconciliation.

- **Reparations Task Force**

GCORR will convene a task force to engage experts on the issue of reparations, a vital conversation for the denomination. This task force will assess the scope of reparations and determine a multi-year strategy to address the Church's role in promoting justice and healing.

- **LGBTQAI+ CRCC Working Group**

In recognition of the denominational shift toward inclusivity, GCORR will form a working group to explore how welcoming LGBTQAI+ clergy persons into cross-racial appointments fosters a new understanding of cross-cultural ministry. This group will serve as a think tank to develop best practices for supporting clergy, cabinets, and congregations.

Resourcing the Church

- **One-Pagers**

Our **One-Pager** resources are designed to provide accessible, quick-reference tools on critical topics of racial justice, equity, and intercultural competency. These concise documents are created to spark reflection, guide discussions, and offer practical steps for individuals and congregations committed to the work of justice.

- **Small Group Studies**

Through **Small Group Studies**, we are fostering spaces where congregations and communities can engage in deep reflection and action toward justice, equity, and reconciliation. Upcoming studies include the **2025 Lenten Study**, a **Bible Study Series through a Cross-Cultural lens**, and a **Wesleyan Quadrilateral Papers Series** on various justice-related topics.

Educational Initiatives

- **Asynchronous Online Courses**

We will expand our online offerings through the **Teachable** platform, providing 2-3 new self-directed courses. Topics include **Inclusion, Diversity, Equity, and Accessibility (IDEA)**, **Anti-Ableism**, and **Intersectionality: Beyond a Binary Approach**.

- **Synchronous Learning Opportunities**

Recognizing the value of live, interactive learning, GCORR will offer real-time, instructor-led courses on **Anti-Racism Practices in Ministry** and **Cultural Awareness: Being Global Citizens**.

- **CRCC Learning Experience**

After a successful beta test in 2024, we will expand our **CRCC Learning Experience** in 2025. This six-week curriculum, facilitated by trained leaders, will serve groups of 8 participants and focus on equipping clergy for cross-racial/cross-cultural ministry.

Focus on Institutional Equity

Grounded in a biblical and theological framework, GCORR will continue to lead the Church in addressing systemic inequities through:

- **Jurisdictional, Annual Conference and General Agencies Audits**
We will perform audits to assess institutional practices and policies, identifying areas where racial equity needs to be advanced.
- **BIPOC District Superintendents and Racial Ethnic Caucuses**
We will serve as catalysts, convening various groups across the denomination that have the potential to impact the Church's journey toward racial equity.

Research and Assessment

GCORR's research projects for 2025 will offer critical insights into the state of racial equity within the Church, including potential studies on **Cross-Racial/Cross-Cultural Ministry**, a **Salary Study**, or **Equity in Church Leadership and Representation**. We believe that research must inform action, providing the data needed to fuel justice efforts that are thoughtful, strategic, and grounded in the realities of our denomination.

Assessment Tools

In 2025, GCORR will continue to develop tools and assessments that help evaluate and strengthen efforts related to racial equity, cross-racial/cross-cultural ministry, and leadership. We will be beta-testing a **Congregational Readiness Tool** and expanding our **Equity Assessment** across various focus areas.

2. 2025 Program Highlights:

GCORR has three major programmatic events/projects planned for 2025, each aligned with our Ministry Model:

- **Experiential Learning Opportunities:** Immersive, hands-on experiences designed to deepen understanding of racial justice and equity. These experiences include activities such as simulations, site visits, and facilitated discussions. A key offering is the development of a Civil Rights Pilgrimage.
- **Synchronous Learning Opportunities**
Recognizing the value of live, interactive learning, GCORR will offer real-time, instructor-led courses on **Anti-Racism Practices in Ministry** and **Cultural Awareness: Being Global Citizens**.
- **God's Wonderful People Curriculum:** Launching in Spring 2025, this curriculum provides developmentally appropriate resources to support children and adults in navigating challenging racial issues and growing in love as people of God.

3. Share the methods your agency/fund is using to evaluate outcomes, detailing the frequency of this feedback and how mid-point corrections are made.

GCORR uses a combination of qualitative and quantitative methods to evaluate outcomes across its programs and initiatives. These include surveys, focus groups, and assessments

aligned with our Ministry Model, particularly in the areas of Vital Conversations, Intercultural Competence, and Institutional Equity. Feedback is gathered regularly from participants during and after events such as conferences, training, and online courses, as well as through ongoing research projects and the beta-testing of assessment tools.

Outcomes are reviewed on a quarterly basis, allowing for timely analysis of progress and areas for improvement. Mid-point corrections are made through adaptive planning, ensuring that programmatic adjustments are responsive to emerging needs and challenges identified through participant feedback, leadership input, and broader denominational shifts.

B. Staffing

1. Share the number of staff for each year from 2020-2024...

	Female				Male			
	2021	2022	2023	2024	2021	2022	2023	2024
Hispanic					1	1	2	1
White	2					1	1	
Black	2	4	3	3				
Native Hawaiian/Pacific Islander								
Asian	1	2	2	1				1
American Indian/Alaskan Native								
Two or More Races								
Total	5	6	5	4	1	2	3	2

During April 2024, GCORR experienced the retirement of two staff people before the general conference, not reflected on the chart. We are about to begin the hiring process for those positions and others.

2. Explain any adaptations you have used to staff your agency/fund going into the coming year, such as collaborations with other agencies/funds or the use of consultants.

As we assess the work ahead and the additional responsibilities we've acquired, GCORR plans to engage consultants to focus on specific projects and needs. Beginning in January 2025, when GCORR will start receiving BIPOC complaints to ensure a fair process, we will work with a consultant during the first year to respond to these requests and establish an infrastructure that ensures compliance with complaint procedures.

For resource development, we are collaborating with other agencies to leverage collective expertise and reduce development costs.

C. Financial Sustainability

1. Share the operating reserve policy of your agency/fund. (For example: Unrestricted undesignated net assets that are 6-12 months of budgeted operating expenses.)

According to the GCORR Reserve Policy -

The General Commission on Religion & Race will strive to maintain a target minimum for unrestricted reserves – General Operating Reserve of 6 months budgeted operating expenses (based on the average of the previous 2 years board-approved operating budgets) plus any Restricted Reserves and Board Designated Reserves. If the General Operating Reserve drops below the Target Minimum, the General Secretary shall develop a plan to increase the General Operating Reserves to the Target Minimum. The plan should be approved by the Board of Directors.

GCORR shall strive to maintain a Target Maximum for General Operating Reserve of no more than eighteen months of budgeted operating expenses (based on the average of the previous 2 years board-approved operating budgets) plus any Restricted Reserves and Board Designated Reserves. GCORR will annually approve a plan to return to target for any amount by which the Operating Reserve exceeds the Target Operating Reserve Maximum (Excess Reserves). The GCORR General Secretary shall evaluate whether any Excess Reserves are expected to be short-term due to planned use of funds or longer-term due to investment performance or other factors. GCORR will use Excess Reserves to fund capital or non-recurring costs.

The Target Operating Reserve Minimum of 6 months and the Target Operating Reserve Maximum of 18 months have been set for business continuity in the event of unforeseen events. These levels allow GCORR the resources to reassess its strategy while covering contractual financial obligations.

2. Share how your 2022 end of year and 2023 forecasted end of year compared to your reserve policy. (For example: The 2022 end of year balance is \$12m, with our reserve policy requiring \$5-10m, so we finished \$2m above required reserves. [Continued for 2023 forecasted end of year.])

We end the 2023 year with \$4 million in reserves, with our reserve policy requiring between \$900,000 and \$2,700,000, which is \$1.3 million over the maximum level.

We end the 2024 year with \$4.16 million in reserves, with our reserve policy requiring between \$900,000 and \$2,700,000, which is \$1.46 million over the maximum level.

3. Share your agency/fund's plans to raise additional funds beyond apportionments.

We are mindful that apportionments will continue to decline after the completion of church disaffiliations. To prepare for this, we are utilizing extra reserves to help GCORR restructure and position itself to address potential future challenges. We've also identified key areas of work, particularly new responsibilities, that our current budget is unable to fully support. As part of a broader financial sustainability plan, the finance committee has begun exploring external funding initiatives, including partnerships and collaborations with other agencies and organizations. Additionally, GCORR is actively seeking grant opportunities beyond the denomination to support specific programmatic projects, particularly those focused on intercultural competency, racial justice, and community transformation. By diversifying our

funding sources and building strategic partnerships, we aim to ensure long-term financial health and the capacity to continue our mission-driven work in a changing landscape.

D. Partnerships

1. Explain how your agency/fund will partner with annual conferences related to disciplinary mandates, other essential ministries, and administrative ministries.

GCORR's purpose is to provide resources geared toward annual conferences and local churches. We can only do our work partnering with annual conferences, racial and ethnic caucuses, and racial and ethnic plans.

GCORR continues to work with annual conferences on their anti-racism ministry by delivering training, designing online education opportunities, consulting with their anti-racism task force and Conference Commission on Religion and Race assisting them with a racial-ethnic audit, cross-racial/cross-cultural ministry support, monitoring ministry, etc,

GCORR Is leading the NEJ Anti-racism working group throughout the quadrennium to continue and expand the work of the Call to Action adopted by the Jurisdiction. The work for 2025 will focus on identifying and providing training for superintendents on anti-racism as well as begin a desk audit on BIPOC Church closures.

GCORR is working with the Southeast Jurisdiction Racial Bias Task Force to review on historical analysis episcopal elections and work on a Holy Conferencing Covenant.

GCORR also gathers the annual conferences' Commission on Religion and Race and Diversity, Inclusion, and Equity conference staff persons, and Anti-Racism Task Force chairpersons to collaborate, support, and network.

GCORR is working with the Philippines Steering Committee on Conference Commission on Religion and Race in the ongoing development and support of the new conference commission work across the central conference.

2. Highlight any other partnerships – including with other agencies/funds – related to disciplinary mandates, other essential ministries, and administrative ministries.

GCORR continues to strengthen our partnerships with the following general agencies and entities:

- Disabilities Ministries Committee (DMC) - GCORR is DMC's fiscal agent, assisting in administrative tasks, development of their quadrennial strategic plan and supporting them on denominational curriculum around ableism.
- General Board of Church and Society - In addition to renting our office and meeting space from GBCS, with GBCS we welcome and host annual conference groups who come to the Methodist Building to learn about the work, mission and identity of GCORR.

- General Council of Finance and Administration (GCFA) - They manage our Human Resources and provide financial administrative assistance through an annual contract.
 - United Methodist Communication (UMCom) - Continue to assist GCORR in supporting the COB Dismantling Racism task, support our internal communications support with technology infrastructure, translation of materials and assisting with UMCOM Asian Panel Leadership Focus Group, assistance in video production for upcoming Land Acknowledgement Educational Resource and others.
 - General Commission on the Status and Role of Women - Strengthening the monitoring ministry and fair process for complaints.
 - Council of Bishops - GCORR supports and assists COB Anti-Racism Initiative Projects.
 - General Board of Discipleship - to provide a climate survey for their organization specifically with a focus on racial/ethnic and staff concerns.
 - General Commission on Archives and History - Working together on capturing BIPOC stories, small group Book Study on Sand Creek Massacre, and Racial/Ethnic Caucuses history.
 - United Methodist Men (UMM) - Partnering with intercultural competence work as they begin their strategic planning to engage a more diverse society.
 - Interethnic Strategy Development Group (IESDG) – Work with racial and ethnic caucuses of the church in their leadership development and self-determination work.
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- Plan for Hispanic/Latine Ministries - will be under the GCORR structure to provide administrative oversight. Working on the Public Theology Curriculum for Hispanic Ministries with an Intercultural Competence and Anti-Racism lens.

New Partnership to form:

- United Women in Faith - To begin the working on resolutions on Charter for Racial Justice resources.

The General Commission on Religion and Race
The Plan for Hispanic Latine Ministries
2025 Spending Plan

A. Priorities, Programs/Initiatives. Outcomes

The Plan for Hispanic/Latine Ministries is committed to its mission of *acompañamiento* and walking alongside annual conferences as they determine the best direction to fulfill our church mandate to develop ministry with and for Hispanic/Latine communities. The Plan's promise is to assist in strategic plan development and to accompany conferences and their respective Hispanic/Latine communities. As the Plan advances, Leadership Formation continues to be the heart of mission. The Hispanic/Latino Ministry Plan has learned to reconstruct the formation of leadership in a radically new way that requires not only the creation of new curricula but adopting structural changes.

As the Plan moves forward, they have done some deep work of discernment and strategic planning and have determined some new steps to help them better equip annual conferences. One of those steps the Plan discerned was moving from being housed administratively with the General Board of Global Ministries to the General Commission on Religion and Race, which was approved at the 2020/2024 General Conference. The town on the plan in antiracism has always been a part of the strategic work we do with annual conferences, however, over the last decade, this work has increased exponentially, and the alignment of the Plan with GCORR has occurred organically over this season. During 2025 the Plan will be working closely with GCORR to adjust its administrative processes to ensure that we are fully integrated into GCORR's infrastructure.

For 2025, the **Plan for Hispanic/Latino Ministry (PHLM)** has identified three key priorities:

- **Leadership Development:** The primary focus is on reconstructing leadership formation through new curricula and structural changes that include contextual and contemporary understandings. This includes identifying, recruiting, and training both first-generation Hispanic/Latino leaders and subsequent generations of clergy and laity. New strategic approaches will be implemented, such as the **Lay Missioner** and **Certified Lay Minister** programs, in addition to candidacy certification and ordination accompaniment.
- **Church Growth:** The focus is on establishing New Places for Worship and promoting communal services that are bicultural, bilingual, and multicultural. The PHLM seeks to develop leadership that encourages congregational growth while addressing justice and social concerns in Hispanic/Latino communities. This is part

of a broader mission to transform society through Community Centers, new faith communities, and leadership in emerging generations.

- **Walking with the Poor:** Given the unprecedented migration crises, especially in Central America, the PHLM aims to deepen its involvement with global migration issues. The plan will collaborate with global partners to strategize, monitor, and advocate for those affected by migration, war, poverty, and persecution. Key programs include the Latin American Network and work with the UMC Immigration Task Force.

2. 2025 Program Highlights:

The Plan has three major programmatic events and projects planned for 2025:

1. Entre Nos Conference:

This gathering will bring together Hispanic/Latine leaders to engage in deep reflection, innovation, and collaborative dialogue. The goal of the conference is to redefine and imagine new models for Hispanic/Latine Ministry, addressing the evolving needs of the community. This event will focus on sharing best practices, cultivating leadership, and exploring innovative ministry approaches to enhance the church's outreach and impact within Hispanic/Latine contexts.

2. Hispanic/Latine Public Theologian Learning Experience:

In partnership with GCORR, the Plan will develop an 18-month learning experience aimed at equipping Hispanic/Latine pastors to become public theologians. This program is designed to enhance pastoral leaders' capacity to engage with theological reflection and public discourse, emphasizing the intersection of faith and societal issues.

3. Bicultural Modules for Lay Missioner Program:

The Plan will develop and implement a 20-hour leadership development curriculum specifically focused on Bicultural Latino Ministry. This program will be designed to equip lay missionaries with the theological and practical skills needed to reach and minister to second and third-generation Latine communities. It will emphasize understanding bicultural identity, addressing the unique challenges and opportunities of ministry in these contexts, and cultivating the next generation of Latino church leaders.

3. Share the methods your agency/fund is using to evaluate outcomes, detailing the frequency of this feedback and how mid-point corrections are made.

The PHLM employs several methods to evaluate its outcomes:

1. **Annual Conference Accompaniment:** The PHLM provides *acompañimiento* to annual conferences and supports them in developing strategic plans for Hispanic/Latino ministries. This *acompañimiento* includes technical and financial assistance, along with the deployment of consultants and facilitators to provide feedback and ongoing support. Throughout the process with the annual conference there are regular check-points to ensure progress, redirecting or adjusting strategic implementation approaches.
2. **Program Monitoring and Adjustments:** The leadership development and church growth initiatives are continuously monitored. The PHLM collects feedback from workshops, Lay Missioner training sessions, and leadership cohorts to measure progress. Adjustments are made when necessary, such as revising curricula or reallocating resources based on the participants' needs or changes in the social landscape.
3. **Partnerships and Reporting:** The PHLM collaborates with other United Methodist general agencies and global partners to design, test, and implement programs. Feedback from these collaborations is gathered regularly, and mid-point corrections are made based on data from the field. This ensures that programs are not only contextually relevant but also responsive to changing social and ecclesial dynamics.
4. **Frequent Evaluations:** These initiatives are evaluated twice a year through feedback loops established between the PHLM, general agencies, and conference teams. These evaluations allow for ongoing assessments, and if any barriers are identified, mid-point corrections are implemented to align the programs with their intended goals.

This methodical approach ensures that the PHLM remains agile and responsive to both internal and external factors, continually refining its initiatives for maximum impact.

B. Staffing

1. Share the number of staff for each year from 2020-2024...

El Plan for Hispanic/Latine Ministry								
	Female				Male			
	2021	2022	2023	2024	2021	2022	2023	2024
Hispanic		1	1	1	1			
White								
Black								
Native Hawaiian/Pacific Islander								
Asian								
American Indian/Alaskan Native								
Two or More Races								
Total	0	1	1	1	1	0	0	0

2. Explain any adaptations you have used to staff your agency/fund going into the coming year, such as collaborations with other agencies/funds or the use of consultants.

The Plan has engaged a consultant to assist with the project management of our current strategic plans. For our modules and workshops, we contract a group of trained facilitators to lead leadership development training across the connection. Additionally, the Plan collaborates with other ethnic plans to identify opportunities for collective resourcing and joint planning.

The Plan also partners with staff from **Discipleship Ministries (GBOD)**, **GCORR**, **Church and Society (GBCS)**, **Global Ministries (GBGM)**, and **Higher Education and Ministry (GBHEM)** to create and coordinate resource development and trainings, leveraging the expertise of these general agencies.

C. Financial Sustainability

1. Share the operating reserve policy of your agency/fund. (For example: Unrestricted undesignated net assets that are 6-12 months of budgeted operating expenses.)

The Plan's current reserve policy is to maintain six to twelve months of reserves to cover operating expenses. As the Plan transitions under GCORR's administrative oversight, we will explore aligning the Plan's reserve policy with GCORR's Reserve Policy, following discussions with GCORR's Finance Committee.

2. Share how your 2022 end of year and 2023 forecasted end of year compared to your reserve policy. (For example: The 2022 end of year balance is \$12m, with our reserve

policy requiring \$5-10m, so we finished \$2m above required reserves. [Continued for 2023 forecasted end of year.]

The Plan end the 2023 year with \$809,000 in reserves, with their current reserve policy requiring between \$367,000 and \$734,000, which is \$75,000 over the maximum level.

The Plan will end the 2024 year with \$809,000 in reserves (2024 budget forecast to be used 100% with no additional funds going to reserves), with the Plan's reserve policy requiring between \$367,000 and \$734,000, which is \$75,000 over the maximum level.

3. Share your agency/fund's plans to raise additional funds beyond apportionments.

PHLM is committed to diversifying its funding sources beyond traditional apportionments in order to enhance financial sustainability and expand its impact. Our approach includes the following strategies:

1. **Strategic Grant Applications:** PHLM will actively seek grants from external foundations and philanthropic organizations that align with our mission, particularly those focused on leadership development, racial and ethnic inclusion, social justice, and immigration advocacy. This includes applying for support from faith-based and secular organizations that invest in leadership development, education, and empowerment for marginalized communities.
2. **The Challenge Fund for Hispanic Ministries (Advance):** We will continue to promote and administer the Challenge Fund, an Advance initiative that allows for direct contributions from individuals, congregations, and partners who support Hispanic/Latine ministries. By increasing awareness of this fund through targeted campaigns, we aim to grow the pool of supporters and expand the scope of our work.
3. **Partnerships with United Methodist Agencies and Global Ministries:** We will strengthen partnerships with other general agencies within The United Methodist Church, such as Global Ministries and Discipleship Ministries, to jointly fund and co-sponsor initiatives that focus on leadership development, church growth, and social justice work. These partnerships allow us to leverage additional resources and expertise.

Through these initiatives, PHLM aims to build a more diverse and sustainable funding base, ensuring that we can continue to fulfill our mission of empowering Hispanic/Latine leaders and strengthening communities within and beyond The United Methodist Church.

D. Partnerships

1. Explain how your agency/fund will partner with annual conferences related to disciplinary mandates, other essential ministries, and administrative ministries.

The Plan for Hispanic/Latino Ministry partners closely with annual conferences to ensure alignment with disciplinary mandates and support essential ministries. This partnership is key to achieving the shared goals of the UMC, particularly in addressing the needs of Hispanic/Latino communities and fostering church vitality. Our approach includes the following key components:

- 1. Strategic Collaboration with Annual Conferences:** The Plan works directly with annual conferences that are engaged in developing and implementing strategy plans for Hispanic/Latino ministry. This work is facilitated through conference committees and the Office of the Director of Connectional Ministry, ensuring that our efforts are deeply integrated into the conference's broader mission and operational structure.
- 2. Mutual Investment in Strategy:** A critical element of this partnership is encouraging annual conferences to take ownership of their Hispanic/Latino ministry strategies. Conferences are asked to invest their own resources - financial, human, and operational—into their strategic plans. The Plan for Hispanic/Latino Ministry complements this by providing specialized expertise, guidance, and financial support to ensure that these strategies are robust and sustainable. This shared investment fosters a sense of mutual accountability and ensures that the conference is fully committed to the success of its initiatives.
- 3. Leadership Development and Capacity Building:** As part of its alignment with the Disciplinary Mandates of The United Methodist Church, the Plan partners with annual conferences to support leadership development among Hispanic/Latino communities. This includes providing training for Lay Missioners and Certified Lay Ministers, as well as supporting the recruitment, training, and ordination processes for Hispanic/Latino clergy. The Plan offers technical assistance and resources to help conferences develop the necessary infrastructure to equip leaders for service in multicultural, bilingual, and bicultural ministry contexts.

2. Highlight any other partnerships – including with other agencies/funds – related to disciplinary mandates, other essential ministries, and administrative ministries.

The Plan strategically aligns resources across the United Methodist connection, partnering with General Agencies to identify, recruit, and train a new generation of principled leaders. These leaders are equipped to create new sacred spaces for worship, revitalize existing congregations, and positively impact lives in Hispanic/Latino communities. The Plan has established covenants with several agencies, detailing specific collaborative efforts, including: the General Board of Church and Society, the General Board of Higher Education and Ministry, Discipleship Ministries, United Methodist Communications, the General Board of Global Ministries, and the General Commission on Religion and Race.

In addition, the Plan works closely with the other five ethnic plans and the Inter-Ethnic Strategic Development Group (IESDG), which represents the church's five racial and ethnic caucuses. The Plan's missionaries will continue their work in partnership with the General Board of Global Ministries, while its administrative functions are carried out in collaboration with the General Commission on Religion and Race.

**National Plan for Hispanic Latino Ministry
2025 General Agency Spending Plans
Key Assumptions**

Revenues comprising of more than 5% of total revenue:	% of Total Income	Possible factors causing significant revenue decrease
World Service	100.0%	
	0.0%	
	0.0%	
	0.0%	
	0.0%	
	0.0%	

New significant sources of income in Proposed Budget Year	Total \$ of Income	Agency Comment
	\$ -	
	\$ -	
	\$ -	
	\$ -	
	\$ -	
Total	\$ -	

Fund	Collection Rate Assumed in Budget Yr.	GCFA Recommendation	Agency Comment
World Service	Fixed charge	75-85%	
Africa University	0.0%	75-85%	
Black College	0.0%	75-85%	
Ministerial Education	0.0%	75-85%	
General Administration	0.0%	75-85%	
\$ Impact of a 1% lower payment rate	\$ -		

Inflation Rates Assumed:	% Assumed in Budget Yr.	GCFA Recommendation	Agency Comment
Active Healthcare	13.0%	10-15%	**Pending approval
Retiree Health	0.0%	10-15%	**Pending approval
Salaries	3.0%		
Other	0.0%		

Investment Assumptions	Agency Comment
Rate of Return on LT investments	0.0%
Impact of each 1 Percentage point variance	\$ -

Capital Expenditures	Amount	Agency Comment
Total	\$ -	

	GCFA Recommendation	Agency Comment
Benefit Trust Distribution - % Chg. from Previous Yr	0.0%	Estimating 27%-30% increase

Change in Staff Headcount	Comments:

Expenses comprising of more than 5% of total expenses:	% of Total Expenses
Salaries and Benefits	25.5%
Program	37.0%
Grants	11.0%
Administrative Costs	10.0%
Travel	9.0%
	0.0%
Total	92.5%

New significant expense line items in Proposed Budget Yr	Total \$ of New Expense
	\$ -
	\$ -
	\$ -
	\$ -
Total	\$ -

National Plan for Hispanic Latino Ministry
2025 General Agency Spending Plans
Detailed P & L

Revenue / Expense Items	2023	2024			2025	
	Actual (Audit)	Budget	Forecast	Difference	Budget	Vs. 2024 Forecast
Revenue						
Apportioned Funds:						
1 World Service Fixed Charges	\$ -	\$ -	\$ -	\$ -	\$ 820,180	\$ 820,180
2 World Service On Ratio	\$ -		\$ -	-	\$ -	-
3 General Administration	\$ -	\$ -	\$ -	-	\$ -	-
4 Interdenominational Cooperation	\$ -	\$ -	\$ -	-	\$ -	-
5 Ministerial Education	\$ -	\$ -	\$ -	-	\$ -	-
6 Black College	\$ -	\$ -	\$ -	-	\$ -	-
7 Africa University	\$ -	\$ -	\$ -	-	\$ -	-
8 Prior Quadrennium	\$ -	\$ -	\$ -	-	\$ -	-
Total Apportioned Funds	\$ -	\$ -	\$ -	\$ -	\$ 820,180	\$ 820,180
Special Sunday Offerings:						
9 Human Relations Sunday	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
10 One Great Hour of Sharing	\$ -	\$ -	\$ -	\$ -	\$ -	-
11 United Methodist Student Day	\$ -	\$ -	\$ -	\$ -	\$ -	-
12 World Communion Sunday	\$ -	\$ -	\$ -	\$ -	\$ -	-
13 Peace with Justice Sunday	\$ -	\$ -	\$ -	\$ -	\$ -	-
14 Native American Ministries Sunday	\$ -	\$ -	\$ -	\$ -	\$ -	-
Total Special Sunday Offerings	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Other General Funds:						
15 World Service Specials	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
16 Youth Service Fund	\$ -	\$ -	\$ -	-	\$ -	-
17 Special Appeals	\$ -	\$ -	\$ -	-	\$ -	-
18 General Advance Specials	\$ -	\$ -	\$ -	-	\$ -	-
19 World Service Contingency Grants	\$ -	\$ -	\$ -	-	\$ -	-
Total Other General Funds	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Other Income:						
404 Sale of Literature & Publications	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
410 Sale/Rental of Films and AV	\$ -	\$ -	\$ -	\$ -	\$ -	-
420 Special Gifts/Contributions	\$ -		\$ -	\$ -	\$ -	-
425 Grants	\$ -	\$ -	\$ -	\$ -	\$ -	-
430 Dividends & Interest (from operations)	\$ -	\$ -	\$ -	\$ -	\$ -	-
449 Dividends & Interest (from long term investment per spending policy or plan)	\$ -	\$ -	\$ -	\$ -	\$ -	-
450 Income from Outside Trusts	\$ -	\$ -	\$ -	\$ -	\$ -	-
455 Legacies & Bequests	\$ -	\$ -	\$ -	\$ -	\$ -	-
456 Capital Gains (Realized/unrealized, per spending policy or budget plan)	\$ -	\$ -	\$ -	\$ -	\$ -	-
458 Service Fees	\$ -	\$ -	\$ -	\$ -	\$ -	-
459 Receipts from Other Agencies	\$ -	\$ -	\$ -	\$ -	\$ -	-
460 Benefit Trust Income	\$ -	\$ -	\$ -	\$ -	\$ -	-
461 USPF Distribution	\$ -	\$ -	\$ -	\$ -	\$ -	-
470 Miscellaneous Income	\$ -	\$ -	\$ -	\$ -	\$ -	-
480 Contra Income	\$ -	\$ -	\$ -	\$ -	\$ -	-
490 Building Rental Income	\$ -	\$ -	\$ -	\$ -	\$ -	-
Total Other Income	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
610 Operating Reserves-Unrestricted (Increase to)/Use of reserves	\$ -	-	-	-	-	-
611 Temporarily Restricted (Increase to)/Use of reserves	\$ -	\$ -	\$ -	-	\$ -	-

National Plan for Hispanic Latino Ministry
2025 General Agency Spending Plans
Detailed P & L

Revenue / Expense Items	2023	2024			2025	
	Actual (Audit)	Budget	Forecast	Difference	Budget	Vs. 2024 Forecast
Total Use of Reserves	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Income	\$ -	\$ -	\$ -	\$ -	\$ 820,180	\$ 820,180
Expenditures:						
50 Distribution & Grants - UMC	\$ -	\$ -	\$ -	\$ -	\$ 90,000	\$ 90,000
51 Direct Support of Persons in Mission	\$ -	\$ -	\$ -	\$ -	\$ -	-
52 Grants - Outside UMC	\$ -	\$ -	\$ -	\$ -	\$ -	-
53 Program	\$ -	\$ -	\$ -	\$ -	\$ 301,000	301,000
54 Research and Program Development	\$ -	\$ -	\$ -	\$ -	\$ -	-
55 Salaries	\$ -	\$ -	\$ -	\$ -	\$ 153,000	153,000
56 Pension Expense	\$ -	\$ -	\$ -	\$ -	\$ 15,300	15,300
57 Employer's Payroll Taxes	\$ -	\$ -	\$ -	\$ -	\$ 11,705	11,705
58 Retiree Insurance	\$ -	\$ -	\$ -	\$ -	\$ -	-
59 Group Insurance & Hospitalization	\$ -	\$ -	\$ -	\$ -	\$ 29,373	29,373
60 Continuing Education	\$ -	\$ -	\$ -	\$ -	\$ -	-
61 Moving Expense/Other-Staff Events/Recruiting	\$ -	\$ -	\$ -	\$ -	\$ -	-
62 Rent	\$ -	\$ -	\$ -	\$ -	\$ -	-
63 Building Management Expense	\$ -	\$ -	\$ -	\$ -	\$ -	-
64 Utilities	\$ -	\$ -	\$ -	\$ -	\$ -	-
65 Telephone & Internet	\$ -	\$ -	\$ -	\$ -	\$ 1,500	1,500
66 Postage & Freight	\$ -	\$ -	\$ -	\$ -	\$ -	-
67 Printing & Duplication	\$ -	\$ -	\$ -	\$ -	\$ 1,700	1,700
68 Office Supplies	\$ -	\$ -	\$ -	\$ -	\$ 4,000	4,000
69 Dues & Subscriptions	\$ -	\$ -	\$ -	\$ -	\$ -	-
70 Equipment (items not capitalized)	\$ -	\$ -	\$ -	\$ -	\$ -	-
71 Equipment & Software Repair & Maintenance	\$ -	\$ -	\$ -	\$ -	\$ -	-
72 Equipment Leasing	\$ -	\$ -	\$ -	\$ -	\$ -	-
73 Building Repair/Maint/Leasehold Imp	\$ -	\$ -	\$ -	\$ -	\$ -	-
74 Other Office Expense	\$ -	\$ -	\$ -	\$ -	\$ -	-
75 Depreciation Expense	\$ -	\$ -	\$ -	\$ -	\$ -	-
76 Inventory Write-off	\$ -	\$ -	\$ -	\$ -	\$ -	-
77 Audit Fees	\$ -	\$ -	\$ -	\$ -	\$ -	-
78 Legal Fees	\$ -	\$ -	\$ -	\$ -	\$ -	-
79 Consultant Fees	\$ -	\$ -	\$ -	\$ -	\$ 35,000	35,000
80 Independent Contractors	\$ -	\$ -	\$ -	\$ -	\$ -	-
81 Investment Fees	\$ -	\$ -	\$ -	\$ -	\$ -	-
82 Data Processing Rental & Service	\$ -	\$ -	\$ -	\$ -	\$ -	-
83 Services Rendered by Other Agencies	\$ -	\$ -	\$ -	\$ -	\$ 82,018	82,018
84 Meeting Expense	\$ -	\$ -	\$ -	\$ -	\$ -	-
85 Travel - Staff	\$ -	\$ -	\$ -	\$ -	\$ 75,000	75,000
86 Materials for Resale	\$ -	\$ -	\$ -	\$ -	\$ -	-
87 Promotional & Informational Materials (not for resale)	\$ -	\$ -	\$ -	\$ -	\$ 13,000	13,000
88 Films & Audio-Visuals	\$ -	\$ -	\$ -	\$ -	\$ -	-
89 All Other Insurance	\$ -	\$ -	\$ -	\$ -	\$ -	-
90 Special Promotion	\$ -	\$ -	\$ -	\$ -	\$ -	-
91 Taxes	\$ -	\$ -	\$ -	\$ -	\$ -	-
92 Interest Expense (Incl. Capital Leases)	\$ -	\$ -	\$ -	\$ -	\$ -	-
93 Allowance for Uncollectible Accounts	\$ -	\$ -	\$ -	\$ -	\$ -	-
94 Miscellaneous	\$ -	\$ -	\$ -	\$ -	\$ 7,584	7,584
95 Gain/loss on Disposal of Assets	\$ -	\$ -	\$ -	\$ -	\$ -	-
96 Computer Hardware Maintenance	\$ -	\$ -	\$ -	\$ -	\$ -	-
97 Software Purchases & Support	\$ -	\$ -	\$ -	\$ -	\$ -	-
98 Information Services	\$ -	\$ -	\$ -	\$ -	\$ -	-

National Plan for Hispanic Latino Ministry
2025 General Agency Spending Plans
Detailed P & L

Revenue / Expense Items	2023	2024			2025	
	Actual (Audit)	Budget	Forecast	Difference	Budget	Vs. 2024 Forecast
99 Clearing Account	\$ -	\$ -	\$ -	\$ -	\$ -	-
100 Interdepartmental Allocation	\$ -	\$ -	\$ -	\$ -	\$ -	-
Total Expenditures	\$ -	\$ -	\$ -	\$ -	\$ 820,180	\$ 820,180
'Surplus / (Deficit) (S/B \$0)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
NON-OPERATING REVENUE & EXPENDITURES						
650 Non-Operating Realized and Unrealized Gains (losses)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
655 Other Non-operating Revenue (List other non-operating revenue)	\$ -	\$ -	\$ -	\$ -	\$ -	-
660 Other Non-Operating Expenses (List other non-operating Expenses)	\$ -	\$ -	\$ -	\$ -	\$ -	-
Total Non-Operating Revenue/(Expense)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

National Plan for Hispanic Latino Ministry
2025 General Agency Spending Plans
Summary P & L

Revenue / Expenditures	2023	2024			2025	
	Actual (Audit)	Budget	Forecast	Difference	Budget	Vs. 2024 Forecast
Revenue:						
Apportioned Funds	\$ -	\$ -	\$ -	\$ -	\$ 820,180	\$ 820,180
Special Sunday Offerings	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Other General Funds	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Other Income	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Operating Reserves-Unrestricted (Increase to)/Use of reserves	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Temporarily Restricted (Increase to)/Use of reserves	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Revenue	\$ -	\$ -	\$ -	\$ -	\$ 820,180	\$ 820,180
Expenditures:						
Distribution & Grants	\$ -	\$ -	\$ -	\$ -	\$ 90,000	\$ 90,000
Program, Research and Prog Develop.	\$ -	\$ -	\$ -	\$ -	\$ 301,000	\$ 301,000
Salaries and Benefits	\$ -	\$ -	\$ -	\$ -	\$ 209,378	\$ 209,378
Building Management	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Equip., Supplies, Postage & Printing, Teleph.	\$ -	\$ -	\$ -	\$ -	\$ 7,200	\$ 7,200
Audit, Legal, Consultants & Ind. Contractors	\$ -	\$ -	\$ -	\$ -	\$ 35,000	\$ 35,000
Meeting & Staff Travel	\$ -	\$ -	\$ -	\$ -	\$ 75,000	\$ 75,000
Promo & Info Mat'ls (resale and not)	\$ -	\$ -	\$ -	\$ -	\$ 13,000	\$ 13,000
Information Technology	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Insurance & Taxes	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Depreciation	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Interest and Investment Fees	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
All Other	\$ -	\$ -	\$ -	\$ -	\$ 89,602	\$ 89,602
Total Expenditures	\$ -	\$ -	\$ -	\$ -	\$ 820,180	\$ 820,180
Net Income (S/B \$0)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
NON-OPERATING REVENUE & EXPENDITURES						
650 Non-Operating Realized and Unrealized Gains (losses)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
655 Other Non-operating Revenue (List other non-operating revenue)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
660 Other Non-Operating Expenses (List other non-operating Expenses)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Non-Operating Revenue/(Expense)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

National Plan for Hispanic Latino Ministry
2025 General Agency Spending Plans
Spending by Program Functions

PROGRAM FUNCTIONS/ ADMINISTRATION	2023	2024			2025	
	Actual (Audit)	Budget	Forecast	Difference	Budget	Vs. 2024 Forecast
Annual and Jurisdictional Conferences Strategy	\$ -	\$ -	\$ -	-	\$ 165,000	165,000
Programs & Projects	\$ -	\$ -	\$ -	-	\$ 226,000	226,000
General Administration	\$ -	\$ -	\$ -	-	\$ 429,180	429,180
	\$ -	\$ -	\$ -	-	\$ -	-
	\$ -	\$ -	\$ -	-	\$ -	-
	\$ -	\$ -	\$ -	-	\$ -	-
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Spending	\$ -	\$ -	\$ -	\$ -	\$ 820,180	\$ 820,180

National Plan for Hispanic Latino Ministry
2025 General Agency Spending Plans
Distributions & Grants Detail Outside UMC

Grant / Distribution	Total Proposed Budget 2025	Current Year Budget 2024	Prior Year Actual 2023
None			
Total	\$0	\$0	\$0

The United Methodist Church
Agency Reserve Information Tool
Purpose and Instructions

Purpose
The purpose of this tool is to be an information gathering tool to provide information to the General Council on Finance & Administration regarding the reserves (i.e., Net Assets) held by each agency of the United Methodist Church.
Instructions
Please follow the instructions provided below for each spreadsheet in this workbook. In addition, specific instructions/directions are provided on each worksheet as necessary.
Reserve Summary
Data should not be directly input on the Reserve Summary spreadsheet. All information on this spreadsheet is automatically accumulated from the other spreadsheets as referenced on the Reserve Summary.
A - Non-Liquid Assets
Using the green shaded cells, enter any assets that are not readily convertible to cash (e.g., fixed assets). Asset changes for each year in the quadrennium should be estimated and input into the related "Anticipated Changes in Assets" rows.
B - Temp Restricted Funds
Enter any temporarily restricted assets or Funds into the green shaded cells. List Funds with a value equal or greater than \$50,000 00 <u>separately</u> . Consolidate the funds if the value of each fund is less than \$50,000 each. For each asset, enter the purpose, year received, and year expected to be fully utilized in the related rows. Estimated asset changes for each year in the quadrennium should be estimated and input in the related "Anticipated Changes in Assets" rows.
C - Perm Restricted Funds
Enter any permanently restricted assets or Funds into the green shaded cells. List Funds with a value equal or greater than \$50,000 00 <u>separately</u> . Consolidate the funds if the value of each fund is less than \$50,000 each. For each asset, enter the purpose, year received and year expected to be fully utilized in the related rows. Estimated asset changes for each year in the quadrennium should be estimated and input in the related "Anticipated Changes in Assets" rows.
D - Board Designated Funds
Enter any Board designated assets or Funds into the green shaded cells. List Funds with a value equal or greater than \$50,000 00 <u>separately</u> . Consolidate the funds if the value of each fund is less than \$50,000 each. For each asset, enter the purpose, year designated and year expected to be fully utilized in the related rows. Estimated asset changes for each year should be estimated and input in the related "Anticipated Changes in Assets" (New Designations and use of Funds) rows.
E - Unrestricted Funds
Enter funds that are undesignated and unrestricted. In addition, provide any anticipated changes to the fund balances for each year in the related "Anticipated New Board Designations of Assets" row. Data should not be directly input on the Forecast and new Budget year on Rows 9 and 16 since there are formulas on these cells.

National Plan for Hispanic Latino Ministry
Reserve (Net Asset) Analysis
Spending Plan Forms - Reserve Summary

Summary of Net Assets / Reserves

Type of Reserve	Actual 2023	Budget 2024	Forecast 2024	Budget 2025
Total Net Assets	\$ -	\$ -	\$ 809,286	\$ 809,286
Restricted Net Assets				
Temporarily Restricted Funds - See Worksheet B	\$ -	\$ -	\$ 809,286	\$ 809,286
Permanently Restricted Funds - See Worksheet C	\$ -	\$ -	\$ -	\$ -
Total Restricted Net Assets	\$ -	\$ -	\$ 809,286	\$ 809,286
Unrestricted Net Assets				
Unrestricted Designated - See Worksheet D	\$ -	\$ -	\$ -	\$ -
Unrestricted Undesignated - See Worksheet E	\$ -	\$ -	\$ -	\$ -
Total Unrestricted Net Assets	\$ -	\$ -	\$ -	\$ -
Assets not readily convertible to cash - See Worksheet A	\$ -	\$ -	\$ -	\$ -
Available Unrestricted Net Assets	\$ -	\$ -	\$ -	\$ -

National Plan for Hispanic Latino Ministry
Reserve (Net Asset) Analysis
Spending Plan Forms - Reserve Analysis
Assets Not Readily Convertible to Cash

Assets Not Readily Convertible to Cash

Type of Asset (net of depreciation)	Actual 2023	Budget 2024	Forecast 2024	Budget 2025
Fixed Assets	\$ -	\$ -	\$ -	\$ -
Inventory	\$ -	\$ -	\$ -	\$ -
Untraded Stock	\$ -	\$ -	\$ -	\$ -
Real Estate Investments	\$ -	\$ -	\$ -	\$ -
Other - Prepaid Expense and Other Assets	\$ -	\$ -	\$ -	\$ -
Other - Please describe	\$ -	\$ -	\$ -	\$ -
Total Assets Not Readily Convertible to Cash	\$ -	\$ -	\$ -	\$ -
Change in Assets Not Readily Convertible to Cash		\$ -	\$ -	\$ -

Anticipated Changes in Assets Not Readily Convertible to Cash	Actual 2023	Budget 2024	Forecast 2024	Budget 2025
Fixed Asset Purchases	\$ -	\$ -	\$ -	\$ -
Fixed Asset Depreciation	\$ -	\$ -	\$ -	\$ -
Other - Inventory - Write down	\$ -	\$ -	\$ -	\$ -
Change in value of Untraded Stock	\$ -	\$ -	\$ -	\$ -
Real Estate Investments	\$ -			
Other - Prepaid Expense and Other Assets	\$ -			
Other - Please Describe	\$ -			
Change in Assets Not Readily Convertible to Cash		\$ -	\$ -	\$ -
Check Figures		\$ -	\$ -	\$ -

Legend

This cell has a formula or cell is linked to a Work Tab.

Data Entry Cells

National Plan for Hispanic Latino Ministry
Reserve (Net Asset) Analysis
Spending Plan Forms - Reserve Analysis
Temporarily Restricted Funds (Subject to Purpose Restrictions)

Temporarily Restricted Funds					Fund Information		
Type / Restriction of Asset (Agency Specific)	Actual 2023	Budget 2024	Forecast 2024	Budget 2025	Purpose of Assets	Year Received	Year Expected to be Fully Utilized
Hispanic/Latino Ministry Plan	\$ -	\$ -	\$ 809,286	\$ 809,286	Restricted by the General Conference	2025	
Fund 2 - Please Describe	\$ -	\$ -	\$ -	\$ -			
Fund 3 - Please Describe	\$ -	\$ -	\$ -	\$ -			
Fund 4 - Please Describe	\$ -	\$ -	\$ -	\$ -			
Add Additional Lines as Necessary	\$ -	\$ -	\$ -	\$ -			
Total Temporarily Restricted Net Assets	\$ -	\$ -	\$ 809,286	\$ 809,286			
Change in Temporarily Restricted Net Assets	\$ -	\$ -	\$ 809,286	\$ -			
Anticipated Changes in Net Assets:							
Anticipated New Funds / Gifts:							
Hispanic/Latino Ministry Plan	\$ -	\$ -	\$ -	\$ 820,180			
Fund 2 - Please Describe	\$ -	\$ -	\$ -	\$ -			
Fund 3 - Please Describe	\$ -	\$ -	\$ -	\$ -			
Fund 4 - Please Describe	\$ -	\$ -	\$ -	\$ -			
Add Additional Lines as Necessary	\$ -	\$ -	\$ -	\$ -			
Anticipated Investment Return on Assets (Investment Gains and Losses)							
Hispanic/Latino Ministry Plan	\$ -	\$ -	\$ -	\$ -			
Fund 2 - Please Describe	\$ -	\$ -	\$ -	\$ -			
Fund 3 - Please Describe	\$ -	\$ -	\$ -	\$ -			
Fund 4 - Please Describe	\$ -	\$ -	\$ -	\$ -			
Add Additional Lines as Necessary	\$ -	\$ -	\$ -	\$ -			
Anticipated Use of Funds:							
Hispanic/Latino Ministry Plan	\$ -	\$ -	\$ -	\$ (820,180)			
Fund 2 - Please Describe	\$ -	\$ -	\$ -	\$ -			
Fund 3 - Please Describe	\$ -	\$ -	\$ -	\$ -			
Fund 4 - Please Describe	\$ -	\$ -	\$ -	\$ -			
Add Additional Lines as Necessary	\$ -	\$ -	\$ -	\$ -			
Change in Temporarily Restricted Net Assets	\$ -	\$ -	\$ -	\$ -			
Check Figures	\$ -	\$ -	\$ 809,286	\$ -			

National Plan for Hispanic Latino Ministry
Reserve (Net Asset) Analysis
Spending Plan Forms - Reserve Analysis
Permanently Restricted Funds (Endowments)

Permanently Restricted Funds					Fund Information	
Type / Restriction of Asset (Agency Specific)	Actual 2023	Budget 2024	Forecast 2024	Budget 2025	Purpose of Assets	Year Received
<i>Fund 1 - Please Describe</i>	\$ -	\$ -	\$ -	\$ -		
<i>Fund 2 - Please Describe</i>			\$ -	\$ -		
<i>Fund 3 - Please Describe</i>			\$ -	\$ -		
<i>Fund 4 - Please Describe</i>			\$ -	\$ -		
<i>Add Additional Lines as Necessary</i>			\$ -	\$ -		
Total Permanently Restricted Net Assets	\$ -	\$ -	\$ -	\$ -		
Change in Permanently Restricted Net Assets		\$ -	\$ -	\$ -		
Anticipated Changes in Net Assets:						
Anticipated New Funds / Gifts:						
<i>Fund 1 - Please Describe</i>		\$ -	\$ -	\$ -		
<i>Fund 2 - Please Describe</i>		\$ -	\$ -	\$ -		
<i>Fund 3 - Please Describe</i>		\$ -	\$ -	\$ -		
<i>Fund 4 - Please Describe</i>		\$ -	\$ -	\$ -		
<i>Add Additional Lines as Necessary</i>		\$ -	\$ -	\$ -		
Anticipated Investment Return on Assets (Appropriations, Investment Gains and Losses)						
<i>Fund 1 - Please Describe</i>	\$ -	\$ -	\$ -	\$ -		
<i>Fund 2 - Please Describe</i>	\$ -	\$ -	\$ -	\$ -		
<i>Fund 3 - Please Describe</i>	\$ -	\$ -	\$ -	\$ -		
<i>Fund 4 - Please Describe</i>	\$ -	\$ -	\$ -	\$ -		
<i>Add Additional Lines as Necessary</i>	\$ -	\$ -	\$ -	\$ -		
Anticipated Use of Funds:						
<i>Fund 1 - Please Describe</i>	\$ -	\$ -	\$ -	\$ -		
<i>Fund 2 - Please Describe</i>	\$ -	\$ -	\$ -	\$ -		
<i>Fund 3 - Please Describe</i>	\$ -	\$ -	\$ -	\$ -		
<i>Fund 4 - Please Describe</i>	\$ -	\$ -	\$ -	\$ -		
<i>Add Additional Lines as Necessary</i>	\$ -	\$ -	\$ -	\$ -		
Change in Permanently Restricted Net Assets		\$ -	\$ -	\$ -		
Check Figure		\$ -	\$ -	\$ -		

National Plan for Hispanic Latino Ministry
Reserve (Net Asset) Analysis
Spending Plan Forms - Reserve Analysis
Board Designated Funds

Board Designated Funds					Designation Information		
Fund Category	Actual 2023	Budget 2024	Forecast 2024	Budget 2025	Purpose of Funds	Year Initially Designated	Year Expected to be Fully Utilized
Fund 1 - Please Describe	\$ -	\$ -	\$ -	\$ -			
Fund 2 - Please Describe	\$ -	\$ -	\$ -	\$ -			
Fund 3 - Please Describe	\$ -	\$ -	\$ -	\$ -			
Fund 4 - Please Describe	\$ -	\$ -	\$ -	\$ -			
Fund 5 - Please Describe	\$ -	\$ -	\$ -	\$ -			
Fund 6 - Please Describe	\$ -	\$ -	\$ -	\$ -			
Fund 7 - Please Describe	\$ -	\$ -	\$ -	\$ -			
Fund 8 - Please Describe	\$ -	\$ -	\$ -	\$ -			
Fund 9 - Please Describe	\$ -	\$ -	\$ -	\$ -			
Fund 10 - Please Describe	\$ -	\$ -	\$ -	\$ -			
Add Additional Lines as Necessary	\$ -	\$ -	\$ -	\$ -			
Total Board Designated	\$ -	\$ -	\$ -	\$ -			
Change In Board Designated Funds							

Anticipated Changes in Board Designated Assets:					Enter New Designations as positive numbers		
Anticipated New Designations							
Fund 1 - Please Describe	\$ -	\$ -	\$ -	\$ -			
Fund 2 - Please Describe	\$ -	\$ -	\$ -	\$ -			
Fund 3 - Please Describe	\$ -	\$ -	\$ -	\$ -			
Fund 4 - Please Describe	\$ -	\$ -	\$ -	\$ -			
Fund 5 - Please Describe	\$ -	\$ -	\$ -	\$ -			
Fund 6 - Please Describe	\$ -	\$ -	\$ -	\$ -			
Fund 7 - Please Describe	\$ -	\$ -	\$ -	\$ -			
Fund 8 - Please Describe	\$ -	\$ -	\$ -	\$ -			
Fund 9 - Please Describe	\$ -	\$ -	\$ -	\$ -			
Fund 10 - Please Describe	\$ -	\$ -	\$ -	\$ -			
Add Additional Lines as Necessary	\$ -	\$ -	\$ -	\$ -			
Total New Designations		\$ -	\$ -	\$ -			
Anticipated Use of Funds:					Enter Use of Funds as negative numbers		
Fund 1 - Please Describe	\$ -	\$ -	\$ -	\$ -			
Fund 2 - Please Describe	\$ -	\$ -	\$ -	\$ -			
Fund 3 - Please Describe	\$ -	\$ -	\$ -	\$ -			
Fund 4 - Please Describe	\$ -	\$ -	\$ -	\$ -			
Fund 5 - Please Describe	\$ -	\$ -	\$ -	\$ -			
Fund 6 - Please Describe	\$ -	\$ -	\$ -	\$ -			
Fund 7 - Please Describe	\$ -	\$ -	\$ -	\$ -			
Fund 8 - Please Describe	\$ -	\$ -	\$ -	\$ -			
Fund 9 - Please Describe	\$ -	\$ -	\$ -	\$ -			
Fund 10 - Please Describe	\$ -	\$ -	\$ -	\$ -			
Add Additional Lines as Necessary	\$ -	\$ -	\$ -	\$ -			
Total Use of Funds		\$ -	\$ -	\$ -			
Change in Board Designated Funds							
Check Figure		\$ -	\$ -	\$ -			

National Plan for Hispanic Latino Ministry
Reserve (Net Asset) Analysis
Spending Plan Forms - Reserve Analysis
Unrestricted (Undesignated) Funds

Undesignated Unrestricted Funds

Fund Category	Actual 2023	Budget 2024	Forecast 2024	Budget 2025
Unrestricted (Undesignated/Board Designated) Funds	\$ -	\$ -	\$ -	\$ -
Change in Unrestricted Funds-Increase/(Decrease)		\$ -	\$ -	\$ -

Anticipated Changes in Net Assets:				
Anticipated New Board Designations of Assets		\$ -	\$ -	\$ -
Increase / (Use) of Unrestricted Net Assets		\$ -	\$ -	\$ -
Change in Unrestricted Funds		\$ -	\$ -	\$ -
Check Figure		\$ -	\$ -	\$ -

Change in World Service Fund Ministry Plan Reserve for the National Plan for Hispanic Latino Ministry

Plan Name	Change in Reserves <i>(in thousands)</i> Increase / <i>(Use of Reserves)</i>									
	2017 Actual	2018 Actual	2019 Actual	2020 Actual	2021 Actual	2022 Actual	2023 Actual	2024 Projections	2025 Budget	2023 Net Asset Balance
National Plan for Hispanic Latino Ministry	\$ (120)	\$ (148)	\$ (57)	\$ 309	\$ 327	\$ 334				

Change in Net Assets

Change in Net Assets

Change in Net Assets

Net Asset Balance