

ARCHDIOCESE
of BALTIMORE

FY 2026 BUDGET

*Report on Allocation and Use
of Cathedraticum*



Cathedraticum

The ***Cathedraticum*** is the annual assessment that each parish contributes to support the shared ministries and central administrative services of the Archdiocese. It is the primary source of funding for Central Services and is calculated using a consistent, formula-based methodology applied to parish income that is not restricted by donors, with graduated rates as parish income increases. Cathedraticum funds provide direct and essential support to parishes through pastoral leadership and oversight, clergy and ministry support, financial management, human resources, legal, and other administrative functions that ensure parishes can operate effectively and in compliance with canon law and diocesan policy.

Governance and oversight of the ***Cathedraticum*** include Priest consultants and the Board of Financial Advisors, ensuring responsible stewardship, transparency, and alignment with diocesan priorities. Through this shared assessment, parishes collectively sustain the mission of the Archdiocese and strengthen their ability to serve the faithful.

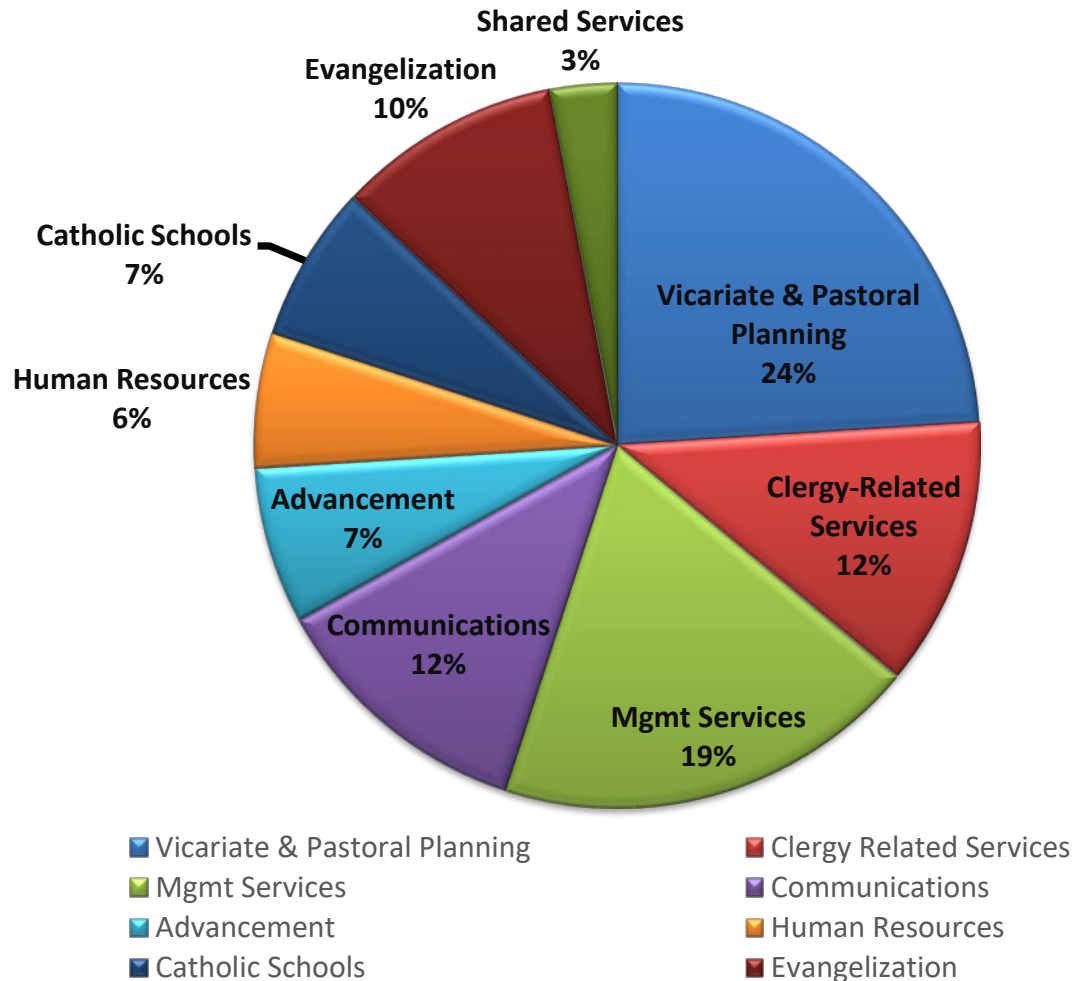


FY26 Budget Overview

Budget Area	Est. Expense
Central Service Core Gross Cost	\$29.4 million
Income sources other than Tax	<u>(13.7)</u> million
Cathedraticum Tax Use	\$15.7 million
External Assistance – all paid by gift and investment income	\$4.9 million
<u>Insurance – (all paid by Premiums Contributions from Participating Organizations)</u>	
Health – Gross Cost	\$52.9 million
Benefits – Gross cost	\$6.5 million
Risk – Gross Costs	\$17.2 million



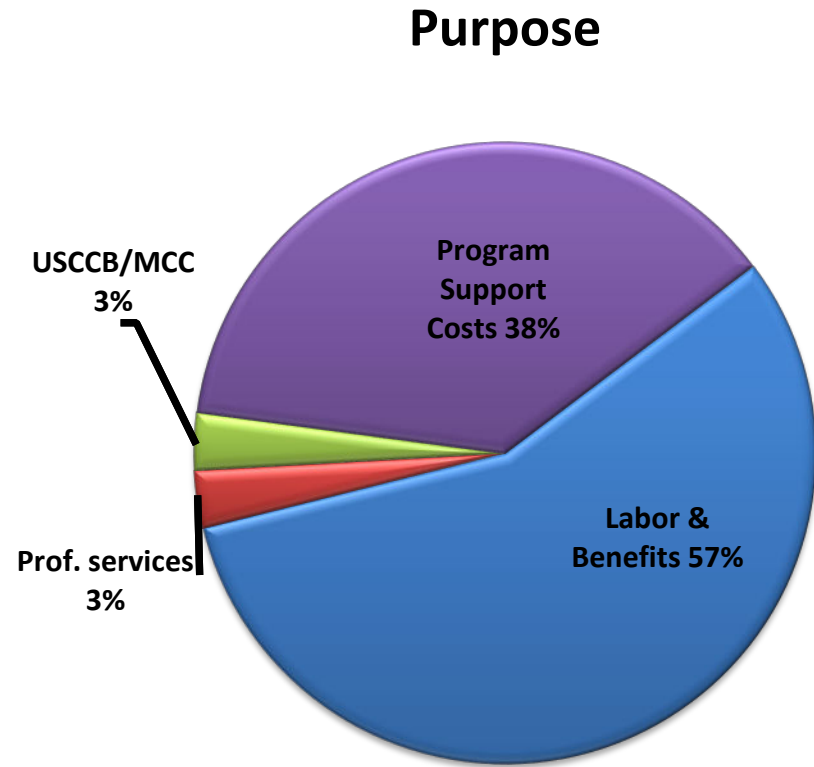
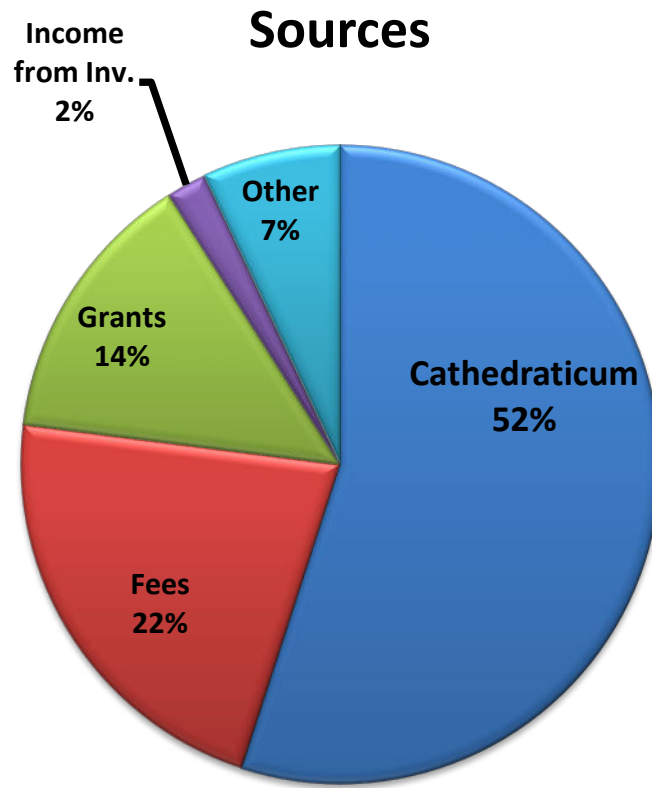
Catholic Center Core Operating Budget – FY26 Allocation of \$15.7 Million Cathedraticum





Overall Sources and Uses

FY26 Core Services Budget \$29.4M





What Generates the \$15.7 million of Cathedraticum?

- Assessment base is on parish unrestricted income
- Step percentage is applied to base
 - 1ST \$200k of base assessed at 7.0%
 - 2ND \$100k of base assessed at 15.5%
 - 3rd \$200k of base assessed at 16.5%
 - Income based over \$500k assessed at 17.0%
- No campaign-related collections or parish share income from Archdiocesan annual/capital appeals are included in base.
- Deductions on taxable income are given for any expense associated with revenue generated activity such as childcare services, rental facilities, religious education and evangelization programs.
- The top 50 parishes accounted for 73% of total Cathedraticum, with Nativity as the largest contributor. The tax equaled 16% of both operating income and operating expenses.
- The remaining parishes generated 27% of total Cathedraticum. St. Michael, Clear Spring was the smallest contributor. The tax equaled 7.0% of both operating income and operating expenses.



Our largest investment is in its people, with a \$12.5 million salary budget supporting Core Services full-time equivalent staffing. Maintaining appropriate headcount remains a priority to ensure long-term sustainability and mission effectiveness.

<u>Department</u>	<u>FY26 FTE</u>	<u>FY25FTE</u>
Vicariate & Pastoral Planning & Clergy Services	25.0	25.0
Communications	14.5	15.5
Management Services	39.5	39.5
Development	16	16
Human Resources	9	8
Evangelization	19.5	19.5
Catholic Schools	13.5	14.5
Totals	137.0	138.0



Vicariate & Pastoral Planning

FY26 Divisional Budgets Supported Through Cathedraticum

Office of the Archbishop	\$1,460,918	Total cost budget	\$4,638,660
Vicariates	\$1,218,820	Less Support	
Residence	\$469,363	Program and Service fees	(92,786)
Tribunal Office	\$797,135	Investment/Grant/Other	<u>(763,114)</u>
Office of Child Protection	\$416,307		
Missions Office	<u>\$276,117</u>	Cathedraticum Support	\$3,782,760
Total cost budget		\$4,638,660	

Major Programs - Events – Non-Labor Cost Items

- Apostleship of the Sea
- Archives
- African American Ministries
- Bishop Residences and Events
- Mission Cooperative & Haiti
- Chancellor Office
- Hispanic Ministries



Vicariate and Pastoral Leadership Personnel Listing

❖ Office of the Archbishop

- Archbishop William E. Lori
- Rev. James Bors, Secretary to Archbishop
- Andrew Middleton, AOS Program
- Diane Barr, Chancellor
- Sister Mary Sallesse, Delegate for Religious
- Victoria Corfman, Admin
- Cameron Guice, Admin

❖ Office of the Vicar General

- Bishop A. Parker, Vicar General
- Alex Herzberg, Admin

❖ Vicariates

- Deacon Andrew Lacovara, Urban Vicar
- Rev. Msgr. Jay O'Connor, Eastern Vicar
- Deacon Christopher Yeung, Ph.D., Western Vicar
- Deacon Manuel Aliago, Pastoral Associate
- Petlyn Darius-Steele, Admin

❖ Hispanic Ministry

- Lia Garcia, Director
- Ligia Pappas, Admin

❖ Black Catholic Ministries

- Adrienne Curry, Director



Vicariate and Pastoral Leadership Personnel Listing

❖ Tribunal

- Rev. Jose Opalda, J.C.L., Judicial Vicar
- Rev. D. Reginald Whitt, O.P., J.C.D., Adjutant Judicial Vicar
- Rev. Hamilton Okeke, J.C.L., Defender of the Bond
- Rev. Joseph Langan, J.C.L., Advocate
- Rev. Raymond L. Harris, J.C.L., Collegiate Judge
- Rev. Christopher P. Moore, Collegiate Judge
- Deacon Anthony Norcio, J.C.L., Collegiate Judge
- Rev. John B. Ward, J.C.L., Collegiate Judge
- Teresa Ewen, Ecclesiastical Notary
- Christina Mahaley, Ecclesiastical Notary
- Susan Rammel, Ecclesiastical Notary
- Maria Rivera, Ecclesiastical Notary

❖ Office of Child Protection

- Jerri Burkhardt, Director
- Christine Dustin, Compliance Coordinator
- Charlie Fern, Admin

❖ Missions Office

- Cindy Weinhold, Admin

❖ Basilica Residence

- Richard Kelly, Chef
- Jose Rivera, Facilities Mgmt
- Lorelei Jones, Housekeeper



Clergy Related Services

FY26 Divisional Budgets Supported Through Cathedraticum

Core Operating Services & Administration

Division Clergy Personnel	\$517,737
Vocations	\$3,533,372
Hospital Chaplaincy	<u>\$217,036</u>
Total cost budget	\$4,268,145

Special Clergy-Related Areas in external budget

- Senior and Retired Priest
- Clergy on Assignment Outside of Parish – 5 priests

Use of Cathedraticum zero

Major Programs, Events, & Non-Labor Cost Items

- Priest Retreats & Convocations
- Permanent Diaconate Retreats & Convocations
- Deacon Formation Programs
- Room/Board/Support – Seminarians
- Seminarian Internships & Formation
- Quo Vadis Boys Camp
- Fiat Days Girls Camp

Core Operating Areas

Total cost budget	\$4,268,145
Less Support	
Program and Service fees	(224,111)
Investment/Grant/Other	(2,043,068)
Cathedraticum Support	\$2,000,966

Senior & Retired Priest Services

Cost of Assisted Living/Medical	\$1,553,267
Less Support	
Second collection Income	(250,000)
Endowment Income	(356,613)
Withdraw retire fund	(693,691)
Program fee	(816,005)
Grant	(350,000)
*Use of Cathedraticum	zero

Cost of Clergy on Outside Assignment	\$ 534,994
Less Support provided by outside	(142,874)
Use of Unrestricted Gifts	(486,447)
* Use of Cathedraticum	zero

**Cathedraticum will be used if unrestricted gifts are not achieved in period.*



Clergy-Related Services Personnel Listing

❖ Division of Clergy Personnel

- Rev. James Proffitt, Director
- Rev. Gerry Bowen, Services to Retired Priests
- Ann Eder, Admin
- Shuantae McCray, Admin

❖ Vocations Office

- Rev. Steven Roth, Director
- Brenna Lane, Admin
- Rev. Lanin Suarez, Special Ministry

❖ Hospital Chaplaincy

- Rev. Thomas Malia – Mercy Medical Center
- Rev. David Ray – Mertis Health
- Rev. William Speak – St. Agnes Hospital
- Rev. Greg Rapisarda – Johns Hopkins Bayview
- Rev. roque Lim – UCMC, Bel Air
- Rev. Samuel Young – Medstar Franklin Square



Communications

FY26 Divisional Budgets Supported Through Cathedraticum

Communications	\$1,294,360	Total cost budget	\$3,114,263
Catholic Review	<u>\$1,820,263</u>	Less Support	
		Program and Service fees	(414,025)
Total cost budget	\$3,114,263	Investment/Grant/Other	<u>(795,086)</u>
		Cathedraticum Support	\$1,905,152

Major Programs, Events & Non-Labor Cost Items

- Catholic Communications and Media
- Catholic University
- Catholic Review: advertising, production, circulation and editorial



Communications Personnel Listing

❖ Communications Office

- Christian Kendzierski, Executive Director
- Yvonne Wenger, Director of Public Relations
- Bill Geibler, Director of Marketing
- Delia Lynch, Web Administrator
- Timothy Murphy, Creative Services Director
- Mitzy Deras, Social Media Specialist

❖ Catholic Review

- Christopher Gunty, CEO/Associate Publisher/Editor
- George Matysek Jr., Managing Editor
- Gerry Jackson, Web Editor
- Mitzy Deras, Social Media Specialist
- Blake McCoy, Advertising
- Kevin Parks, Visual Journalist



Department of Management Services

FY26 Divisional Budgets Supported Through Cathedraticum

• Exec/Fiscal Serv.	\$3,224,466
• Facilities and Real Estate	\$1,352,457
• Information Technology	\$2,029,214
• Building	Cost Allocated

Total Cost Dept. of Mgmt Serv. \$ 6,796,484

Less Support

Fees from Insurance Prog.	(1,491,707)
Fees from IPLF	(275,000)
Fees from campaigns	(671,171)
Income from Rental Property	(190,347)
Real Estate fees	(335,250)
Project Management fees	(170,152)
Allocated to other Depts (Sq ft)	(8,722)
Grants Income	(26,151)
Ministry Platform fees	(85,000)
Investment Income	(83,312)
Other	<u>-(410,097)</u>

Major Programs, Events & Non-Labor Costs

Accounting & Administration Services:

IPLF, Inc., CCF, Inc., Insurance, Central Service budget, lay & clergy retirement plans, development campaigns, internal audits, investments, QuickBooks support, parish/school accounting support, and financing.

Real Estate Activity:

Support of major systems (boilers, UST, HVAC, roofs, etc.), project management, capital project planning, and support.

Helpdesk:

Archdiocesan email, ParishSoft, PowerSchool, Geo-Code mapping, demographic planning, website support, business systems, and machine support.

Cathedraticum Support \$ 3,067,019



Management Services Personnel Listing

❖ Office of the Executive/Fiscal Services

- Mr. John Matera, CFO
- Ms. Mary Pat Stoval, Director, Archdiocesan Finance
- Ms. Ashley Conley, Director of Parish and School Finance
- Mrs. Tracy Palmer, Financial Support Manager
- Lisa Faherty, Regional Controller
- Mr. Jason Geisinger, Director, Internal Audit
- Mr. Patrick Watkins, Senior Internal Auditor
- Mrs. Robin Scannell, Accounts Receivable Specialist
- Ms. Pam Kappes, Administrative Assistant III
- Ms. Regina Mitsos, Business Mgr/Network Admin
- Mrs. Jane Andrews, Regional Controller
- Mr. Mark Beynon, Senior Financial Analyst
- Mr. Daniel Bowles, Controller
- Ms. JoAnn Hevey, Senior Financial Analyst
- Ibis Cruz Figueroa, Accounts Payable Specialist
- Mrs. Sharon Tornatore, Regional Controller
- Ernestine Hopkins, Competitive Grants Manager
- Wendy Furbee, Senior Financial Analyst

❖ Facilities and Real Estate Management

- Nolan McCoy, Director
- Myrtle Wright, Admin
- Ed Jones, Asset Manager
- Doug Johnson, Project Manager
- John Macsherry, Real Estate Manager
- Matt Reagan, Project Manager
- William Ayres, Architect for Facilities and Real Estate

❖ Information Technology

- Marcus A. Madsen, Senior Technology Director
- Melissa Haigley, Administrative Assistant
- Donna Pecoraro, PIMS Analyst
- Daniel D. Honemann, Director of Business Intelligence
- Tigist Zewdie, Database Admin & SQL Developer
- Chris Boyles, Systems Operations Manager
- Wenan Zhao, System Administrator
- Jerry Konfor, Helpdesk Technician
- Jay Sefiani, Network and Application Analyst



Management Services Personnel Listing

❖ Building Operations

- Mr. CQ Quick Jr., Building Supt. CS & Basilica
- Mr. Michael Raszkievicz, Building Maintenance
- Jeovani Cano, Facilities Manager



The Advancement Department

FY26 Divisional Budgets Supported Through Cathedraticum

Annual Appeal Campaign - \$7 - \$9 Million Annually

Partners in Excellence – \$1.7 Million annually – Since 1996 more than \$42 Million has been raised for tuition assistance for disadvantaged families in Baltimore City.

Catholic Community Foundation – Contributions of \$1.8 - \$4.7 million annually. Total Endowments depending on market, range from \$130 - \$135 million, providing \$5.4 million in distributions/funds to parishes, schools and ministries across Archdiocese.

Bi-Annual Gala - provides \$300K - \$500K in funding for school tuition assistance.

Restricted Appeals - \$1.1 Million annually to support vocations and retired clergy.

Parish Offertory & Online Giving - Assist parishes in increasing offertory and online giving.

Parish/School Campaigns – More than \$20 Million raised over the last 4 years (on average \$5 million raised annually)

Total Cost Budget	\$ 2,349,762
Less Support	
Fees from Annual Appeal	(544,281)
Fees from CCF	(558,622)
Other fees & gift income	<u>(90,730)</u>
Cathedraticum Support	\$1,156,130



The Advancement Department Personnel Listing

❖ Department of Development

- Ms. Kim Montgomery, Executive Director, Advancement
- Mr. Matt Anthony, Senior Director, Engagement and Giving
- Garrett Schiche, Senior Director, Catholic Community Foundation
- Mr. Mark Talcott, Senior Director, Philanthropy
- Roxanne Fiddler, Director, Corporate Foundation Relations
- Marthamaria Elliott, Director, School Advancement
- Ms. Nakkia Cottman, Director, Advancement Services
- Mrs. Maribeth Harper, Director, Special Appeals
- Mr. Jim Vitrano, Manager, Communications
- Ms. Iman Lee, Manager, Gifts Processing
- Jason Hoffman, Advancement & Stewardship Associate
- Mr. Kevin Brashears, Advancement Coordinator
- Colin Madden, Advancement & Stewardship Associate
- Anne Ross Knoeller, Advancement Coordinator



Department of Human Resources

FY26 Divisional Budgets Supported Through Cathedraticum

Human Resources	\$1,385,282
H&B/Risk Insurance	\$76.6 million

Total Net Budget	<u>\$1,385,282</u>
Cathedraticum Used	\$ 1,385,282

The Department of Human Resources provides comprehensive HR services to parishes, schools, and affiliated organizations throughout the Archdiocese. Services include recruitment support, employee screening and referrals, policy development, labor law compliance, crisis intervention, and conflict resolution.

The department also administers Lay and Clergy retirement plans and leads the implementation of the UKG standardized timekeeping system, which will be adopted by all parishes and schools.

Cost of Health & Benefit Programs

Administration budget	\$3,068,609
Premiums, Claims and Other	<u>49,564,288</u>
Total Annual cost	\$52,632,897

Less support:

Monthly billing to participating parish, schools and org.'s	<u>\$(52,632,288)</u>
Cathedraticum Support	Zero

Cost of Risk Insurance

Administration budget	\$2,893,653
Premiums, Claims and Other	<u>12,751,661</u>
Total Annual cost	\$15,645,314

Less support:

Monthly billing to participating parish, schools and org.'s	<u>\$(15,645,314)</u>
Cathedraticum Support	Zero



Human Resources Personnel Listing

❖ HR Central Services

- Ms. Joann Pelipesky, Executive Director, Human Resources
- Mrs. Regina McCurdy, Director of Human Resource Operations
- Mrs. Molly Fern, Employee Relations and Training Manager
- Ms. Patricia Pulley, Employee Relations Manager
- Mrs. Tina Marie Price, Talent Acquisition Manager
- Rosanna Mahabir, Senior HR and Payroll Coordinator
- Ms. Colleen Kuhn, Human Resources Administrative Assistant
- K'Imani Gordon, Talent Acquisition Coordinator
- Jenna Espiritu, Special Projects Coordinator
- Katelyn Katzenberger, Employee Relations Manager

❖ HR Management System (HRMS)

- Christina Copper, Director
- Tracey Hensel, Sr. HRMS Analyst
- Stephanie Saint Fort, HRMS Payroll Analyst

❖ Health & Benefits Insurance

- Mrs. Pam Flora, Director, Employee Benefits
- Ms. Shawndra Thomason, Sr. Employee Benefits Operations S
- Mrs. Avion Joseph-Sutherland, Senior Benefits Systems Analyst
- Mr. Cameron Edwards, Benefits Analyst
- Ms. Henrietta Yeboah, Benefits Specialist

❖ Risk Insurance (Mgmt Services)

- Tom Alban, Director, Risk Management
- Cathy O'Brien, Claims Manager
- Jim Dimmer, Loss Control Associate
- Andy Flood, Physical Security Design Associate
- Samuel Mastracci, Risk Management Assistant
- Diana Appel, Operations Associate



Department of Catholic Schools

FY26 Divisional Budgets Supported Through Cathedraticum

The Department of Catholic Schools leads and oversees the Catholic School System of the Archdiocese of Baltimore, providing strategic direction, operational support, and governance to ensure academic excellence and mission fidelity. The department is responsible for curriculum standards and professional development, tuition and scholarship programs, budgetary and fiscal support, and the administration of government-funded programs. It supports school board development and coordinates the recruitment and development of teachers and principals across the school system. In addition, the department oversees the Child Nutrition Lunch Program, which operates with a separately designated budget.

Sources of Tuition Assistance and School Aid Projected for FY26 \$4,134,896

Partners in Excellence	\$1,667,418
Archdiocesan School Fund	1,096,054
Annual Appeal/EOM/CCF	1,371,424

Total Cost Budget

Total cost of administration	\$2,871,710
Less Support	
Fees from schools per enrollment	(460,948)
Program Fees	(435,049)
Marketing Fees	(296,916)
Endowment from CCF	(461,698)
Investment Income	<u>(49,643)</u>
Cathedraticum Support	\$1,167,456



Department of Catholic Schools Personnel Listing

❖ Catholic Schools

- Greg Farno, Chancellor
- Sr. Patricia McCarron, PhD, SSND, Superintendent

❖ Academic Services

- Dr. Annette Jones, Associate Superintendent
- Mr. Gregory Komondor, Associate Superintendent
- Mrs. Karen Murphy, Associate Superintendent
- Ms. Cailin Seirafipour, Director of Instruction & Professional Development
- Kathleen Russo-Garcia, Director of Student Support Services
- Mrs. Lisa Madgar, Coordinator of Special Projects
- Mrs. Julie Dellone, Senior Curriculum Development Specialist

❖ Operational Support

- Mr. Bill Geibler, Director of Marketing
- Ms. Laura Mooney, Director of Enrollment Management
- Mr. Joseph Oleszczuk, Director of Educational Technology
- Mrs. Jennifer Lindstrom, Manager of Educational Technology Support & Student Systems
- Mr. Clifton Scruggs, Recruitment & Retention Specialist
- Mr. Nelson Palmer, Director of Facilities for Catholic Schools

❖ Administrative Assistants

- Ms. Jane McClure, Administrative Assistant II
- Mr. Andrew Grutkowski, Administrative Assistant

❖ Child Nutrition Office (Separate Budget)

- Ms. April Bain, Fiscal Accountability Manager
- Ms. Pashur Green, Program Manager
- Cafeteria employees working in supported schools



Institute of Evangelization

FY26 Divisional Budgets Supported Through Cathedraticum

Admin and Parish Renew	\$1,362,731
Office of Divine Worship	\$304,976
Life, Justice & Peace	\$645,683
Family, Youth & Young Adults	\$478,749
Campus Ministry	\$701,029
Total cost budget	\$3,493,168
Less Support	
Service contracts w/prisons	(110,746)
Grants from AAA/CCF/Other	(1,485,549)
Camp Glow program fees	(22,500)
Family Life fees	(35,020)
Project Rachel/Respect life	(1,000)
Worship fees	(74,160)
Newman Centers @ Univ collections	(88,213)
Investments/Other	<u>(64,592)</u>
Cathedraticum Support	\$1,611,388

Archdiocese-Wide Liturgies:

Chrism Mass
OCIA Rites
Ordinations

Pastoral Support:

Deaf, Prison, & Disability Ministries
Marriage, Divorce, & Miscarriage Ministries
Respect Life
Project Rachel
Camp Glow

Parish Renewal:

Pastor Support
Pastoral Council Formation
Staff Retreats
Mission Based Strategic Plans

Youth & Young Adults:

Family Faith Formation
Sacramental
Sports & Scouting
College Campus Ministries
Young Catholic Professionals
Youth Retreats – O'Dwyer

Msgr. O'Dwyer Retreat House – Own budget – Zero tax



Institute of Evangelization Personnel Listing

❖ Office of the Executive Director

- Edward Herrera, Executive Director
- Rosanne Deludos, Admin

❖ Parish Renewal

- Julie St. Croix, Acting Director
- Sam Chey, Specialist
- Wayne Hipley, Specialist
- Rebecca Kaman, Specialist
- Kellie Reynolds, Specialist
- Kristen Stamathis, Specialist
- Deacon Roch Kallmyer, Specialist

❖ Divine Worship Office

- Ms. Julie Males, Director of Worship
- Joe Richwine, Coordinator for Archdiocesan Music (PT)
- Mr. Fergal King, Marketing Coordinator Arch Music (PT)

❖ Office of Family, Youth and Young Adult Ministry, Campus Ministry

- Stacy Golden, Director
- Rena Kauffman, Coordinator
- Anthony Blackburn, Coordinator
- Rev, Michael Misulia, TSU Chaplain
- Christine Oberst, Coordinator
- Brian Rhude, Coordinator

❖ Office of Life, Justice and Peace

- Deacon Seigfried Presberry, Prison ministry PT
- Emily Rubeling, Coordinator
- Katherine Schissler, Admin
- Collin Kourtz, Director
- Amy Erardi, Coordinator PT

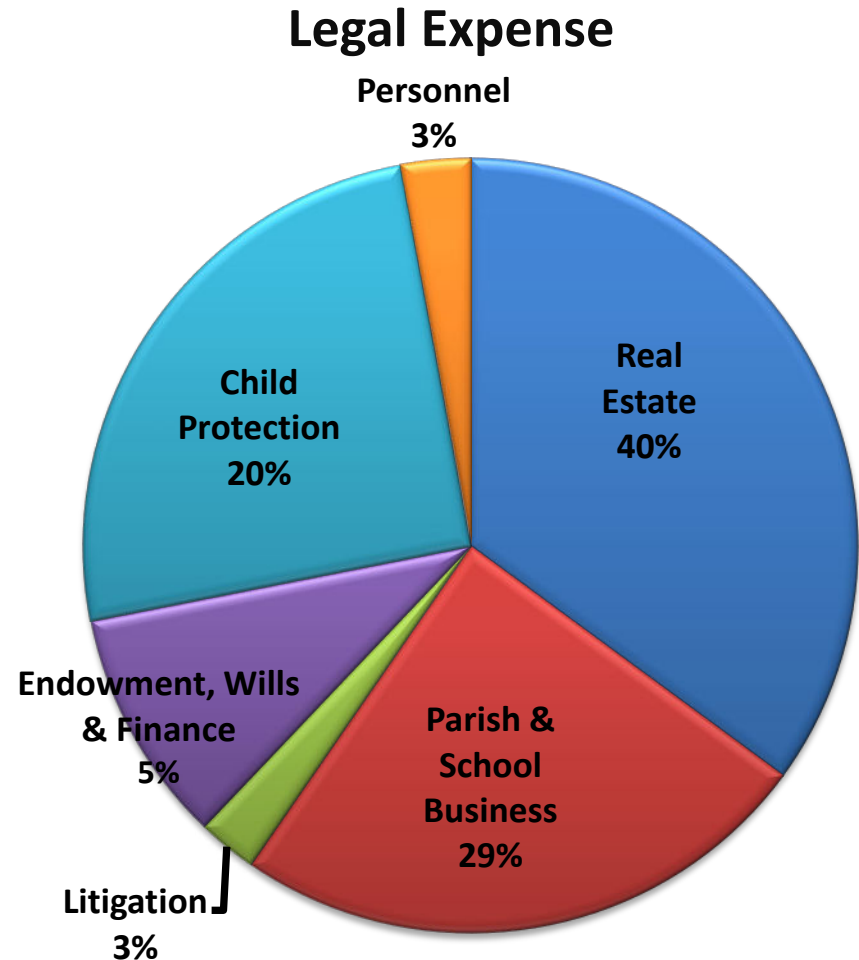


Shared Services – FY26 Budget

Costs funded through Central Services that provide support to all departments and/or Archdiocesan Office locations.

Shared Services Area:

Legal Representation	\$750,000
USCCB and MCC Annual Dues	835,992
Energy Cooperative	34,800
Other	302,360
Total Shared Service Costs	\$1,923,152
Less Support:	
Unrestricted/Unknown gifts	(1,345,649)
Cathedraticum Support	\$ 577,503





External Budget – FY 2026

Items funded through Central Services that provide support to non-core operational areas

The Cost of Anticipated External Assistance

School Related Assistance:	
Tuition Assistance – Need Based	2,826,067
Subsidy Assistance	650,000
Other school related	517,418
Unpaid Cathedraticum/Fees	250,000
Net Cost of LT Debt (Interest/Swaps)	544,638
Clergy on Assignment/Retired Clergy	<u>685,448</u>
 Total External Assistance	 \$5,071,153

Sources of External Funds

School Related Items:	
School Assessments from Parishes	\$866,096
Rental/Sale of old school real estate	163,958
Annual Appeal for Catholic Ministry	430,000
Catholic Community Foundation	1,166,444
PIE Pledges/OTG/Use of Surplus	1,442,399
Misc Income/Rebates	66,000
Income from Unrestricted Investments	939,837
Misc Grants & Income	375,000
Grants/Gifts from Foundations to Archbishop	<u>23,837</u>
 Total External Sources	 \$ 5,071,153

* Cathedraticum and/or stable patrimony will be used if unrestricted gifts are not achieved.