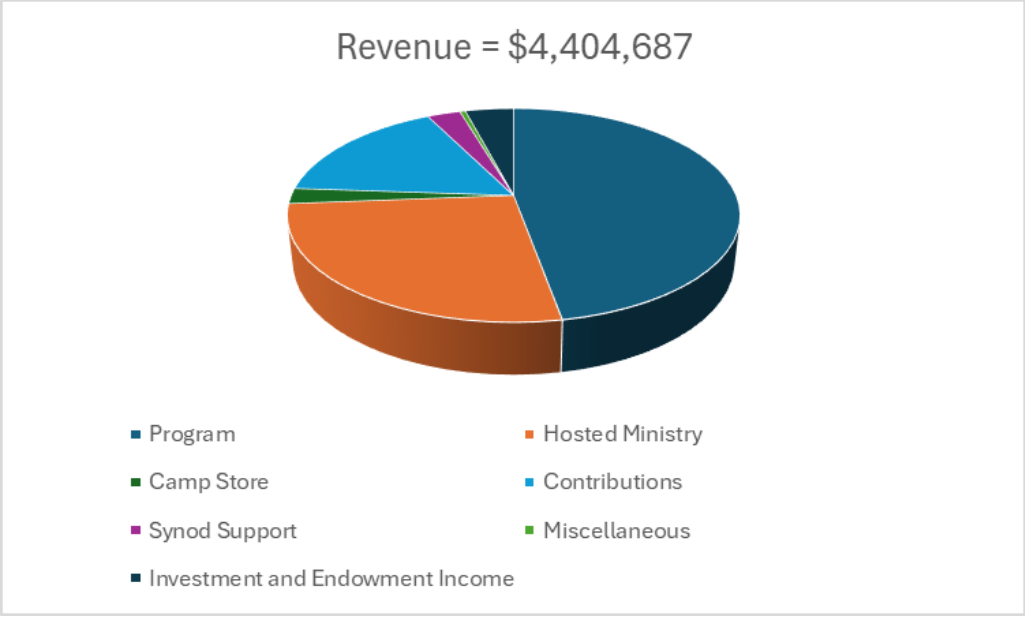
NovusWay 2026 Budget Narrative





The 2026 budget reflects NovusWay's mission and its core values of safety, care, joy, unity, and inclusivity. The budget supports high-quality, ministry-centered outdoor and retreat experiences while maintaining financial sustainability, investing in staff, and stewarding physical assets responsibly. The budget balances earned revenue, contributed income, and investment returns to support safe, welcoming, and transformative programs across all NovusWay sites.

Revenue



Total projected revenue for 2026 is **$4,404,687**, drawn from a diversified mix of earned income, charitable giving, Synod support, and investment earnings.

Program and Earned Revenue - $3,351,923



The primary source of revenue is program registrations **($2,076,343**) and hosted ministry reservations (**$1,172,580**), reflecting strong demand for camp, retreat, and outdoor ministry offerings. This earned revenue is net of discounts and scholarships, which support accessibility and responsible customer service. Credit card fees are recognized as a necessary cost of offering accessible and convenient registration options. Additional earned income includes store sales (**$103,000**).

Contributions and Synod Support - $850,196



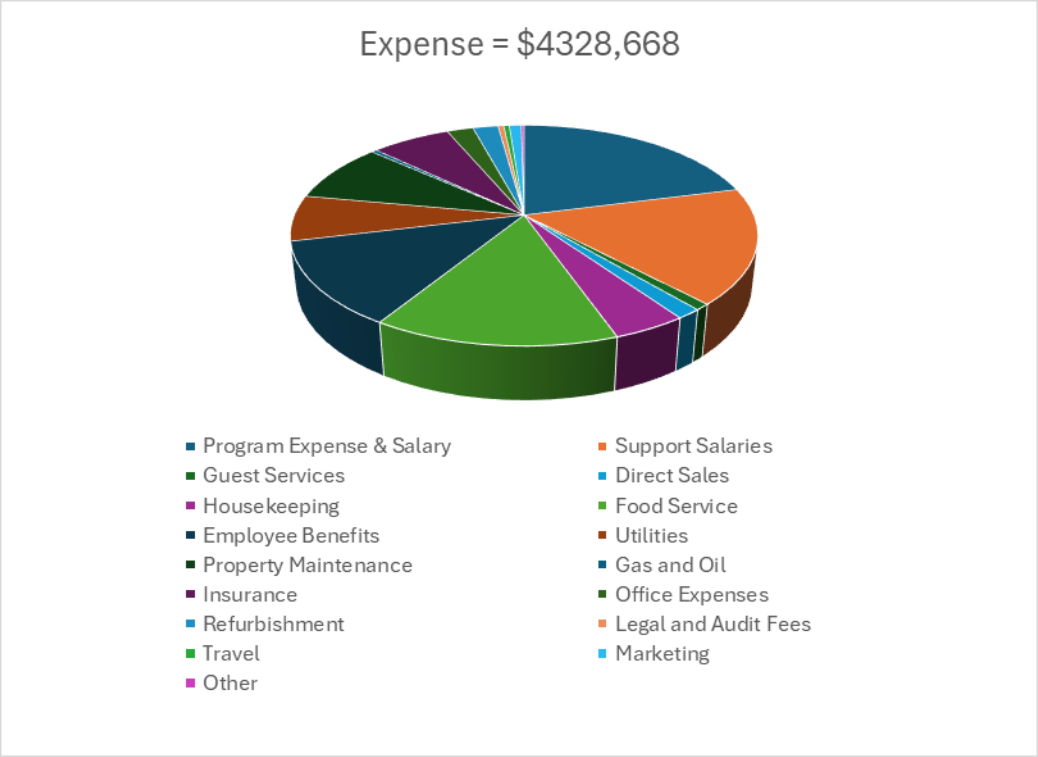
Individual unrestricted contributions (**$726,196**) represent a significant investment by donors who believe in the mission and impact of NovusWay. Synod benevolence (**$124,000**) from North Carolina, South Carolina, Southeast, and Florida-Bahamas Synods reflects the shared ministry partnership between NovusWay and the wider church.

Investment, Endowment, and Miscellaneous Income - $202,568



Annual income from endowment funds and investment earnings (**$181,664**), including Lilly money market interest and operating money market interest, provide stable, mission-supporting revenue while preserving long-term assets.

Expense



Total expenses for 2026 are projected at **$4,328,668**, reflecting NovusWay's commitment to people, programs, facilities, and responsible operations.

Staffing and Program Delivery - $3,083,057



Personnel-related expenses represent the largest investment, underscoring NovusWay's belief that skilled, mission-driven staff are essential to safe and impactful ministry. Program expense and salary (**$907,819**) support the planning and delivery of camps, retreats, and faith-forming experiences.



Support salaries (**$732,607**) ensure effective administration, finance, development, and leadership. Guest services (**$38,963**), direct sales (**$62,993**), housekeeping (**$187,175**), and food service (**$618,818**) expenses support hospitality, safety, and a high-quality guest experience across all sites.

Employee benefits (**$534,682**) reflect NovusWay's commitment to caring for staff through competitive benefits that promote retention, well-being, and organizational stability.

Facilities and Operations - $1,152,851



Maintaining safe, functional, and welcoming facilities is critical to NovusWay's mission. Utilities (**$290,730**), property maintenance (**$376,503**), gasoline and oil (**$18,884**), insurance (**$282,850**), and office expenses (**$93,884**) support day-to-day operations and risk management. A planned investment of (**$90,000**) in major projects, refurbishment, and guest enhancements addresses deferred maintenance and improves the long-term usability of facilities.

Professional Services and Administration - $88,790

Legal, audit, and appraisal fees (**$20,000**) ensure compliance, accountability, and transparency. Travel (**$20,000**) supports staff training, donor engagement, and connection with church partners. Promotional and marketing expenses (**$43,120**) support outreach, enrollment growth, and donor engagement. Other minor expenses **($9940**) address specialized needs and operational flexibility.



Operating Margin - $76,018



The 2026 budget projects an excess of revenue over expenses (**$76,018**). This modest surplus supports financial resilience, helps offset future capital needs and special projects, and positions NovusWay to respond to unforeseen challenges while continuing to invest in mission and ministry.