



Evangelical Mission  
in Solidarity

# **Evangelical Mission in Solidarity**

## **Environmental Statement Update 2025**

**EMAS Register No.: DE-175-00220**



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## **1. Progress report**

The Evangelical Mission in Solidarity (EMS) was first certified under the EMAS<sup>PLUS</sup> management system in March 2024. The EMS set itself seven goals that cover the three areas of sustainability, i.e., ecological, social and economic. The sustainability team supported by the departments continues to collect data to review the degree of accomplishment in achieving the goals and meets regularly to evaluate progress. The responsibilities of sustainability management are now also anchored in the organisational chart of the EMS Secretariat.

The goals have not changed since the last report. Some have been achieved within the specified time schedule, others are still in progress, and some require further action.

The present environmental statement update focuses primarily on the year 2023 since not all key figures are available for 2024. The environmental statement and the core figures for 2024 will be updated in autumn 2025.

### **1.1. Ecological sustainability**

#### **Heat energy and electricity consumption**

Heat energy consumption was reduced by approximately 60% between 2022 and 2023. Electricity consumption was also reduced by approximately 40%. In addition, EMS now obtains 100% of its electricity from renewable energy sources. The EMS has thus improved its energy efficiency by approximately 55%.

Refurbishment work on the EMS Secretariat was completed in February 2024. The photovoltaic system and heat pump were fully put into operation on completion. At the same time, the in-house server and telephone system were shut down and switched to an online/Cloud-based system. This results in further reductions in heat energy and electricity consumption.

Since the EMS has reduced its rented office space by an entire floor since September 2024, further savings are expected.

#### **Business trips**

There was an increase of approximately 50% in flight kilometres between 2022 and 2023. This is due to two factors. Firstly, staff took more business trips by plane. Whereas EMS staff flew 78,433 km in 2022, the figure for 2023 was a total of 171,255 km. This corresponds to an increase of approximately 118% in this area.

However, the greatest increase was caused by the EMS youth volunteer programme. The association sends young volunteers to member churches in other countries to complete a voluntary social year. Assignments take place in both north-south and south-north directions. In 2023, the number of volunteers increased significantly compared to the previous year. As a result, the youth volunteer programme accounted for 226,920 more flight kilometres than in the previous year.

Since the number of kilometres flown by governing body guests decreased in 2023 compared to 2022, the overall increase is only 50%.

As part of the improvement programme, there is now a ban in the EMS on booking domestic flights. Inland travel should preferably be undertaken by public transport. Presidium meetings and one of the two annual Mission Council meetings will continue to be held by video conference to avoid a further increase in business travel. An annual compensation sum of €5,000 will be made to environmental projects every year.

In addition, a cost cap for business travel was included in the 2026 budget. The aim is to reduce business travel and the associated negative impacts on the environment. The only exception to this rule is the Ecumenical Youth Volunteer Programme (EYVP). The programme is an essential part of the EMS's work and cannot be carried out without air travel.

A cap on flight kilometres has not yet been implemented. Special attention must be paid to long-distance travel in order for to achieve the environmental goal of climate neutrality by 2035.

### **Paper consumption**

The EMS has reduced paper consumption by 41%. There are plans to switch to electronic invoicing in the future and this is expected to result in further savings.

The percentage of FSC-certified paper increased from 20% to 40% between 2022 and 2023. However, as the EMS has set itself the goal of switching to recycled paper, the target set in the environmental agreement has not yet been achieved and must be addressed soon.

### **CO<sub>2</sub> emissions**

CO<sub>2</sub> emissions for electricity and heating were significantly reduced between 2022 and 2023. CO<sub>2</sub> emissions for electricity fell by approximately 46% and for heating by approximately 59%. CO<sub>2</sub> emissions from the use of rail transport and cars remained relatively constant compared to the previous year. CO<sub>2</sub> emissions from the production of paper used by EMS were also reduced due to significant savings in consumption.

The increase in business trips, particularly the rise in air travel and the associated higher emissions, led to a 51% increase in Scope 1 and 2 greenhouse gases to 204 tCO<sub>2</sub>eq.

Staff have the option of purchasing a Germany-wide rail ticket through the EMS and subsidised by the EMS. Currently, 51% of staff take advantage of the subsidised job ticket option. The additional JobRad package (bicycle leasing) has not yet been introduced.

Here, too, it is clear that internal adjustments are still needed to achieve the goal of climate neutrality.

### **Water consumption**

The number of days spent in the office has risen for many staff members since 2023. This has also led to an increase in water consumption at the Secretariat and rose by 86% compared to the previous year.

### **Procurement management**

Once the remaining stock of FSC (checkmark-and-tree logo) paper has been used up, it is planned to switch completely to recycled paper. For the purchase of fruit juices, the EMS has switched from 2-litre bottles to smaller 0.2-litre bottles. This effectively prevents leftovers which before were often left to spoil.

### **Resource conservation and recycling**

In-house training by the IT department on the topic of digital working has contributed to the reduction in paper consumption mentioned above. Further training courses are planned as part of the improvement programme.

### **Sustainability in an international context**

The EMS is an international organisation with members and cooperation partners in 16 different countries. The EMS sees itself as a platform for exchange and opinion-forming for its members and partners who have independent organisations.

Over the next few years, the EMS Fellowship has set itself the focal theme of the 'Integrity of Creation' and developed the Green Ambassador Programme to promote discussion on issues of ecological sustainability.

From October 2023 to April 2024, the EMS Secretariat organised advocacy training on environmental issues in cooperation with the Asian Rural Institute (ARI) in Japan, the Presbyterian Church of Ghana (PCG) and the Protestant Church in Baden (EKiBa). Ten groups from different EMS members took part in the programme and carried out their Green Ambassador projects at the same time. The Church of South India (CSI) initiated a rainwater harvesting project in the Thoothukudi region and two Indian universities carried out advisory projects on electronic waste collection and waste recycling. In Ghana, two student groups have organised projects to clean plastic waste from beaches, while in Indonesia various projects have been carried out with young people to reforest the rainforest and raise awareness about environmental issues. The EMS has provided funds for these projects which involved more than 1,000 participants.

The Green Ambassador programme and the advocacy training met with very positive response. More groups from other EMS member churches have expressed their wish to participate in projects and training programmes like these in the future. The existing groups are definitely motivated to continue similar activities. It is therefore planned to continue the training programme in a modified form in the second half of 2025.

## **1.2. Social sustainability**

Recruiting new staff remains an enormous challenge for the EMS. The turnover rate rose by 10% in 2023 compared to 2022. This was mainly due to staff retirements, among other things. The number of full-time equivalents increased by 4% while the actual number of staff remained unchanged. Compared to 2022, the number of fixed-term contracts increased slightly in 2023. The percentage of open-ended contracts fell by 5.6% to 79%.

As part of its improvement programme, the EMS is striving to achieve gender balance among its staff. Compared to the previous year, the gender ratio failed to change significantly in 2023. The overall percentage of women was 56% and 40% in management positions. The goal of increasing the percentage of women in management positions is a consideration in current recruitments. The percentage of women in part-time employment fell by 29%. Part-time employment accounted for 2.56% of the EMS staff in 2023.

A gender-balanced composition of the General Meeting (GM) and the Mission Council (MC) has not yet been achieved. The percentage of women in the GM is currently 39% and only 35% in the MC.

The EMS continues to promote the further training of its employees by assuming the costs and providing in-house training.

To improve workplace conditions, additional ergonomic office furniture has been purchased. Relinquishing one floor in the Secretariat made it necessary to reallocate office space. The reallocation was carried out transparently and in consultation with staff representatives and the staff themselves, taking their needs into consideration.

## **1.3. Economic sustainability**

The EMS remains actively involved to the Working Group of Church Investors (AKI) and bases its decisions regarding financial investments on AKI guidelines. Investments are made exclusively in sustainable financial products.

## 2. Updated improvement programme

Area / Goal	Measures	Responsible	End date	Costs	Status	Remarks
<b>1. Sustainability in an international context</b>						
Boost sustainability activities in member churches and ecumenical learning	Review and coordinate with members; develop a roadmap for sustainability goals and how to achieve them.	Sustainability working group (set up by the governing bodies)	2025/2026	Minimal, as coordination is carried out by video conference	Start in April 2023 Continuous	The working group is tasked with reviewing EMS policies from sustainability aspects. Proposals should be submitted on how these goals can be implemented quickly. The activities of the working group have come to a standstill due to a change in the EMS executive management and must be resumed.
	Green Ambassadors programme for networking and exchanging ideas on environmental sustainability and climate goals.	Coordinated by the Secretariat	Initially planned as a 2-3 year process	Yes, through regional conferences and multiplier events	Start March 2023 Continuous	The Green Ambassadors programme is a campaign that aims at motivating young adults between the ages of 14 and 20 to make their own lifestyles more sustainable and to encourage others to make the same change.

2. Climate protection						
Reduce flight kilometres and emissions from business trips and governing body meetings by up to 20% by 2026 based on the averages for 2017-2019, measured in emissions	Executive management (EM) decision: No bookings for domestic flights within Germany – use of public transport/local public transport – Jobticket/JobRad	Travel office	Continuous	./.	completed/in progress	Travel by surface public transport/Jobticket as of 2024.
	Cap flight kilometres	Gov. bodies and EM		Reduce	Implemented as of 2023 In progress	Exchange programmes require additional air travel and are handled separately as a priority programme of the EMS, i.e. they do not count towards the stated goals for the time being.
	Video conferencing instead of air travel for at least one of two Mission Council meetings per year	Mission Council:	Continuous	Reduce	completed/in progress	2 meetings per year with approximately 25 participants, 10 of whom travel from overseas countries. Only online meetings are planned for 2026.
	Presidium meetings, mainly by video conference; travel and travel support provided by the EMS Secretariat.	Presidium/Secretariat	Continuous	Reduce	completed/in progress	As of 2025, only one or two in-person meetings per year; they will either take place at the same time as the Mission Council meeting or the General Meeting. Separate meetings will only take place by video conference. Two members from abroad have sat in the Presidium since November 2024.
	Extend internal compensations to include exchange programmes	EM	Continuous	./.	completed/in progress	Compensation by internal measures and projects to reduce



						CO <sub>2</sub> emissions to a measurable extent see above
	Strive for climate neutrality by 2035	Gov. bodies and EM	Goal 2035	Reduce and compensate	Implementation started	In-house reductions in CO <sub>2</sub> emissions as well as implementation and participation in corresponding innovations, initiation of compensation projects.
<b>3. Resource conservation and recycling</b>						
Reduce internal paper consumption by 20% by 2025 and by a further 10% by 2027 based on 2022	Digitisation of invoicing and payment authorisations/online meeting documents for the governing bodies	IT	2027	./.	20% savings achieved	Reduce paper consumption, meeting documents are now only electronic
	In-house training on digital working	Staff	Since Sept 2023	Training costs	Continuous	
Switch to 100% recycled paper	Review contracts, research alternatives, conduct discussions on standards (copy paper and publications)	General Manager	2026	Higher costs for recycled paper	In planning	

Systematic waste separation	Takes place in each office (paper and residual waste); will be specified and reviewed again. Will be supplemented by systematic separation of waste for the 'yellow bin'.	General Manager	2025/2026	Minimum, additional disposal points on each floor if necessary	In planning	<p>The goal is to introduce the yellow bin throughout the entire building.</p> <p>Measure the amount of waste in the waste bins regularly.</p>
<b>4. Social sustainability</b>						
<p>More diverse composition of the governing bodies</p> <p>Goal 40-50% compared to 2025</p>	Gender-balanced and younger composition of the General Meeting (as a representative assembly)	Members	2031	./.	Largely implemented, further optimisation is planned for the next review period.	Corresponding rulings in the EMS Constitution were adopted and implemented by the General Meeting in November 2024.
	Gender-balanced and younger composition of the Mission Council	General Meeting	2025	./.	In progress	Corresponding rulings in the EMS Constitution were adopted and implemented by the General Meeting in November 2024.

	Gender-balanced staffing of positions in the Secretariat	Gov. bodies, EM, staff	2026	As of autumn 2025, three women in the EM (of five persons in total)	In progress	Continuous review and requirement for job vacancies. The executive management actively promotes the empowerment of women and young adults in the governing bodies and the Secretariat.
<b>5. Working conditions</b>						
Implement the topics arising from the staff survey; optimise remote working and workplace equipment	Improve the culture of appreciation	Presidium, EM	2025	./.	In progress	Measures are continually discussed in governing bodies and, above all, by the executive management and implemented where possible and required by law, e.g. health measures in the workplace. Some measures have already been introduced/implemented (remote working, flexible working hours, induction workshop services for new members of staff, and the purchase of height-adjustable desks).
	Create opportunities for career advancement based on qualifications	EM, staff	2025	Two members of staff were promoted in 2025	In progress	
	Remote working, family-friendly working hours	EM, staff	2025	The "Remote working" staff agreement was evaluated and optimised in 2025.	In progress	
	Workplace equipment, work safety	EM, staff	2026	Cost estimates	In progress	
	Use of government/public offers for workplace design	EM, staff	2026	Cost estimates	In planning	

<b>6. Sustainable procurement</b>						
Continue optimising the use of organically sustainable and fair trade products	Procurement of coffee, tea, biscuits, milk, sugar	EM	2025/2026	Minimal	Partly introduced already many years ago	Further optimisation (use of Fair Trade label) has not yet been implemented due to a change in executive management.
	Cleaning agents/detergents (through cleaning company)	EM	2025/2026	Minimal	Partly introduced already many years ago	Further optimisation (ecological sustainability label) has not yet been implemented due to a change in executive management.
	Meals at events	EM	2025/2026	improved	Partly introduced already many years ago	Now mainly vegan meals; further optimisation (search for environmentally sustainable and local suppliers) has not yet taken place due to a change in executive management.

<b>7. Financial sustainability</b>						
All financial investments will be fully aligned with environmentally and ethically sustainable products; continue active participation in the Working Group of Church Investors and the concepts developed there will be implemented.	Continue the search for sustainable capital investments	Gov. bodies, EM	2025	./.	completed/in progress	Member of the Working Group of Church Investors of the Protestant Evangelical Church in Germany to develop, specify and further develop measures based on ecological and ethical sustainability

### 3. Key figures

#### 3.1. Social key figures

		Unit	2020	2021	2022	2023
<b>1.</b>	<b>Employees</b>					
1.1	Staff at Secretariat	Persons	40	38	39	39
1.2	Staff at Secretariat	FT equivalents (FTeq)	34.8	34.25	34.8	36.15
<b>3.</b>	<b>Employment contracts</b>					
3.1	Fixed-term contracts	%	13%	10.5%	15.4%	21.0%
3.2	Open-ended contracts	%	87%	89.5%	84.6%	79.0%
3.3	Non-terminable employment contracts	%	7.5%	8.0%	7.7%	7.7%
3.4	Part-time employees	%	3%	5.3%	2.56%	2.56%
3.5	Percentage of paid overtime/total working hours	%	2%	2.0%	0.5%	0.2%
<b>4.</b>	<b>Age structure</b>					
4.1	under 30	%	10%	11.0%	2.6%	2.6%
4.2	between 30 and 45	%	25%	27.0%	20.5%	20.5%
4.3	between 46 and 58	%	35%	37.0%	46.2%	46.2%
4.4	over 59	%	30%	25.0%	30.8%	30.8%
<b>5.</b>	<b>Affinity of employees to the organisation</b>	Years on average				
5.1	under 5 years	%	18%	15%	36%	23%
5.2	5 to 15 years	%	62%	67%	44%	56%
5.3	over 15 years	%	20%	18%	21%	21%
5.4	Number of new EMPs in year under review	Persons	3	5	2	3
5.5	Fluctuation rate	% / year	15%	8%	5%	10%
<b>6.</b>	<b>Training</b>					
6.1	Traineeships	Number	0	0	0	0
6.2	Internees	Number	1	1	0	1
6.3.1	Volunteers South-North	Number	*)	*)	2	4
6.3.2	Volunteers North-South	Number	*)	*)	15	10
6.3.3	Volunteers South-South	Number	*)	*)	0	0
<b>7.</b>	<b>Further training</b>					
7.1	Days per employee**)	Days/year	0.28	0.45	0.82	0.69
7.1.1	Management	Days/year	0.33	0.750	3.60	3.6
7.2.2	Staff at Secretariat	Days/year	0.83	0.4	0.41	0.21
7.2	Cost per employee	€/year	€97.36	€102.98	€106.18	€101.67
7.2.1	Management	€/year	€118.33	€211.70	€142.84	€178.10
7.2.2	Staff at Secretariat	€/year	€31.98	€86.51	€100.79	€135.25
7.3	Percentage of all employed staff who have received regular performance and career development reviews	%	100%	100%	100%	100%
7.3. 1	Management	%	100%	100%	100%	100%
7.3. 2	Staff at Secretariat	%	100%	100%	100%	100%

<b>8:</b>	<b>Health</b>					
8.1	Work accidents	Number/ year	0	0	0	0
8.2	Sick days	Days/ EMP/year	12.18	7.42	15.49	13.49
8.3	Sick days	Days/year in %	5.07%	3.09%	7.82%	6.42%
<b>9:</b>	<b>Diversity</b>					
9.1	Women	Number	24	21	23	22
9.1.1	Percentage of women in staff	%	60%	56%	59%	56%
9.1.2	Percentage of women in management positions	%	33%	40%	41%	40%
9.1.3	Percentage of women in part-time employment	%	75%	75%	74%	45%
9.1.4	Percentage of women in General Meeting	%	./.	./.	./.	39%
9.1.5	Percentage of women in Mission Council	%	./.	./.	./.	35%
9.2	Diversity acc. to ethnic origin	%	4%	8%	10%	13%
9.3	Handicaps					
9.3.2	Compensation levy for non-employment of severely handicapped persons	€	€0	€0	€0	€0
9.4	Number of discrimination cases	Number	0	0	0	0

**3.2. Environmental key figures**

No.	Key figure	Unit	2020	2021	2022	2023
<b>1</b>	<b>Organisation key figures</b>					
1.1	Staff at Secretariat	Number	40.0	38	39	39
1.2	Staff at Secretariat	Number of FT equivalents (FTeq)	34.8	34.25	34.8	36.15
<b>2</b>	<b>Heat energy</b>					
2.1	Heat energy	kWh	196,304	229,836	103,819	42,843
2.1.1	Heat from renewable energy	kWh	0	0	0	42,843
2.1.2	Percentage of heat from renewable energy	%	0	0	0	100%
2.2	Heat adjusted for weather variations	kWh	204,156	213,747	112,125	47,127
2.3	Consumption/area adjusted for weather variations	kWh/m <sup>2</sup>	200	210	110	46
2.4	Consumption/EMP adjusted for weather variations	kWh/EMP FTeq	5,867	6,241	3,222	1,304
<b>3</b>	<b>Electricity</b>					
3.1	Total electricity required	kWh	26,364	30,804	37,905	23,336
3.1.1	Electricity from renewable energy	kWh	26,364	30,804	37,905	23,336
3.1.2	Percentage of electricity from renewable energy	%	100.0%	100.0%	100.0%	100.0%
3.2	Electricity consumption/area	kWh/m <sup>2</sup>	18	21	25	16
3.3	Electricity consumption/EMP	kWh/EMP FTeq	659	811	972	646
<b>4</b>	<b>Total energy consumption (heat and electricity)</b>	kWh	222,668	260,640	150,030	70,463
4.1	Energy efficiency (total energy consumption/EMP FTeq)	kWh/EMP FTeq	6,624	7,140	4,311	1,949
4.2	Total energy consumption/area	kWh/m <sup>2</sup>	226	240	147	69
4.2	Percentage of regenerative energy in total energy consumption	%	11%	13%	25%	100%
<b>5</b>	<b>Water</b>					
5.1	Total water consumption	m <sup>3</sup>	114	99	107	199
5.2	Total water consumption/EMP	m <sup>3</sup> /EMP FTeq	3.28	2.89	3.07	5.5
5.3	Waste water	m <sup>3</sup>	114	99	107	199
<b>6</b>	<b>Material efficiency</b>					
6.1	Total paper consumption	kg	2,009	2,620	2,338	1,368
6.1.1	Paper consumption/EMP	kg/EMP FTeq	58	76	67	38
6.1.2	Office paper	kg	738	783	615	550
6.1.3	Printed advertising materials and publications	kg	727	1,161	990	750
6.1.4	Envelopes and mailing bags	kg	544	676	733	68
6.1.5	Percentage of recycled paper	%	0%	0%	0%	0%
6.1.6	Percentage of virgin fibre paper from sustainable forestry (FSC or FSCMix)	%	37%	30%	26%	40%
6.1.7	Percentage of virgin fibre paper without guarantee of origin	%	63%	70%	74%	60%



<b>7</b>	<b>Business trips</b>	<b>km</b>				
7.1.1	Business trips by car with combustion engine	km	2,327	1,112	2,062	1,068
7.1.2	Business trips with electric vehicle	km	0	0	0	0
7.2	Business trips by car per EMP	km/EMP FTeq	67	32	59	30
7.3	Business trips by rail (long distance)	km	43,500	17,500	33,398	40,177
7.4	Total business trips by plane	km	209,200	96,800	396,689	599,167
7.4.1	Business trips by plane	km	30,000	55,000	78,433	171,255
7.4.2	Trips by plane (pub. trans. as of 2022)	km	160,000	-	60,681	287,601
7.4.3	Business trips by plane (governing body guests as of 2022)	km	19,200	41,800	257,575	88,446
7.4.4	Other plane trips (guests not from in-house governing bodies)	km	-	-	-	51,866
7.4.5	Compensation for plane trips	€	5,000	5,000	5,000	5,000
7.4.6	Percentage of compensated business trips	%	2%	5%	1%	1%
<b>8</b>	<b>Total waste</b>	<b>m<sup>3</sup></b>	<b>16.1</b>	<b>16.1</b>	<b>16.1</b>	<b>16.1</b>
8.1.1	Residual waste (disposal)	m <sup>3</sup>	10.0	10.0	10.0	10.0
8.1.2	Paper and cardboard	m <sup>3</sup>	5.00	5.00	5.00	5.0
8.1.3	Recyclables ("green dot")	m <sup>3</sup>	1.00	1.00	1.00	1.0
8.1.4	Hazardous waste	m <sup>3</sup>	0.10	0.10	0.10	0.10
8.1.5	Hazardous waste/EMP	m <sup>3</sup> /EMP FTeq	0.0031	0.0029	0.0029	0.0028
8.2	Waste for recycling	%	37.3%	37.3%	37.3%	37.3%
8.3	Total waste/EMP	m <sup>3</sup> /EMP FTeq	0.46	0.47	0.46	0.45
<b>9</b>	<b>Total surface areas</b>	<b>m<sup>2</sup></b>	<b>2,500</b>	<b>2,500</b>	<b>2,500</b>	<b>2,500</b>
9.1	Total site area	m <sup>2</sup>	1,250	1,250	1,250	1,250
9.1.1	Total site area/EMP	m <sup>2</sup> /EMP FTeq	35.9	36.5	35.9	34.6
9.2	Sealed surface	m <sup>2</sup>	1,150	1,150	1,150	1,150
9.3	Near-natural area	m <sup>2</sup>	100	100	100	100
9.3.1	Near-natural area/EMP	m <sup>2</sup> /EMP FTeq	2.9	2.9	2.9	2.8
9.4	Percentage of sealed surface of total area	%	92%	92%	92%	92%
9.5	Heated surface area	m <sup>2</sup>	1,020	1,020	1,020	968
<b>10</b>	<b>Emissions</b>					
10.1	CO <sub>2</sub> from electricity (due to green electricity certificate of the electricity provider)	t CO <sub>2</sub> eq	10	13	16	9
10.2	CO <sub>2</sub> from heat generation	t CO <sub>2</sub> eq	48	56	25	10
10.3	CO <sub>2</sub> from business trips	t CO <sub>2</sub> eq	50.6	23.3	93.0	184.6
10.3.1	Car	t CO <sub>2</sub> eq	0.4	0.2	0.3	0.335
10.3.2	Rail	t CO <sub>2</sub> eq	2.09	0.84	1.40	1.77
10.3.3	Plane	t CO <sub>2</sub> eq	48.1	22.3	91.2	182.5

10.4 <sup>1</sup>	CO <sub>2</sub> required for paper production	t CO <sub>2</sub> eq	1.38	1.55	1.942	0.97
10.5	Greenhouse gases Scope 1 and 2 from heat, electricity & business trips	t CO <sub>2</sub> eq	108.4	92.3	134.8	204.0
10.5.1	CO <sub>2</sub> electricity, heat & business travel per employee	t CO <sub>2</sub> eq/ EMP FTeq	3.1	2.7	3.9	5.6

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<sup>1</sup> <https://www.papiernetz.de/informationen/nachhaltigkeitsrechner/>

**3.3. Economic key figures**

No.	Key figure		2020	2021	2022	2023
<b>1.</b>	<b>Earnings</b>					
1.1	Self-financing	%	5.0%	5.0%	4.50%	5.85%
1.2	Donations by churches	%	51.0%	53.0%	62.40%	56.85%
1.3	other subsidies	%	18.0%	14.0%	2.50%	8.4%
1.4	Donations	%	26.0%	28.0%	30.60%	28.91%
<b>2.</b>	<b>Expenditure</b>					
2.1	Cost types					
2.1	Staff costs	%	39.0%	32.0%	43.00%	44.07%
2.2	Material costs	%	9.0%	16.0%	17.60%	14.11%
2.3	Investments / write-offs	%	1.0%	1.0%	1.00%	0.39%
2.4	Project funding	%	51.0%	51.0%	38.40%	41.43%
2.5	Taxes	%	0.0%	0.0%	0%	0%
<b>3.</b>	<b>Annual results (surplus or deficit)</b>	€	<b>1,541</b>	<b>1,483</b>	<b>1,387</b>	<b>4,385.51</b>
<b>5.</b>	<b>Assets</b>					
5.1	Fixed assets	%	49.8%	48.4%	55.40%	54.82%
5.2	Asset coverage (equity / fixed assets*100)	%	164.7%	165.0%	149.10%	151.80%
5.3	Current assets	%	50.2%	36.6%	44.60%	45.15%
<b>6.</b>	<b>Finances</b>					
6.1	Equity capital	%	80.5%	79.9%	82.60%	83.22%
6.3	Borrowed capital	%	19.5%	20.1%	17.40%	16.78%



## AFRICA

- 1 GHANA: Presbyterian Church of Ghana (PCG)
- 2 SOUTH AFRICA: Moravian Church in South Africa (MCSA)

## MIDDLE EAST

- 3 JERUSALEM AND THE MIDDLE EAST:  
The Episcopal Church in Jerusalem and the Middle East
- 4 LEBANON: National Evangelical Church in Beirut (NECB)

## ASIA

- 5 INDIA: Church of South India (CSI)  
Church of North India (CNI)
- 6 INDONESIA: Evangelical Christian Church in Halmahera (GMIH)  
Evangelical Christian Church in Minahasa (GMIM)  
Christian Church in South Sulawesi (GKSS)  
Christian Church in West Sulawesi (GKSB)  
Christian Protestant Church in Bali (GKPB)  
Protestant Indonesian Church in Donggala (GPID)  
Protestant Indonesian Church in Luwu (GPIL)  
Protestant Church in South-East Sulawesi (GEPSULTRA)  
Toraja Church (GT)  
Toraja Mamasa Church (GTM)
- 7 JAPAN: United Church of Christ in Japan (KYODAN)
- 8 KOREA: Presbyterian Church in the Republic of Korea (PROK)  
Presbyterian Church of Korea (PROK)

## EUROPA

- 9 GERMANY:  
Basel Mission - German Branch (BMDZ)  
German East Asia Mission (DOAM)  
Moravian Church (European Continental Province)  
Protestant Church of the Palatinate (EKP)  
Protestant Church in Hesse and Nassau (EKHN)  
Evangelical Church of Kurhessen-Waldeck (EKKW)  
Protestant Church in Baden (EKIBA)  
Evangelical Lutheran Church in Wuerttemberg (ELK-WUE)  
Evangelical Association for the Schneller Schools (EVS)  
Moravian Mission Society (HMH)
- 10 SWITZERLAND: Basel Mission (BM)

### COLLABORATIONS

- 11 CHINA: China Christian Council (CCC), Amity Foundation

### THROUGH BMDZ AND BASEL MISSION

- 12 CHINA, HONG KONG: Tsung Tsin Mission (TTM)
- 13 CAMEROON: Presbyterian Church in Cameroon (PCC)
- 14 MALAYSIA: Basel Christian Church of Malaysia (BCCM)  
Protestant Church in Sabah (PCS)
- 15 NIGERIA: Church of the Brethren in Nigeria (EYN)
- 16 SOUTH SUDAN: Presbyterian Church of South Sudan (PCOSS)

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