

PLYMOUTH ANNUAL REPORT

WE'VE SPENT A YEAR IN COMMUNION WITH THE SPIRIT, LISTENING, WAITING - CELEBRATING WINS AND TAKING A SWING AT THINGS WE'RE NOT QUITE SURE WE'LL GET RIGHT. IT'S AN EXTRAORDINARY GIFT TO SEE THE BEAUTY OF WHAT GOD IS DOING IN AND THROUGH THIS CONGREGATION.

PLYMOUTH CHURCH
LAWRENCE, KANSAS



20
23

SAFE SPACE



Sunday, February 4, 2024

CONTENTS

169th annual
congregational meeting

Reflections & Agenda

- 04 **Senior Pastor's Reflection**
Rev. Dr. Valerie Miller-Coleman
- 05 **Associate Pastor's Reflection**
Rev. Caroline Lawson Dean
- 07 **Moderator's Reflection**
Scott Morgan
- 10 **Agenda**

Boards & Committees

- 11 **Christian Education**
Korey Kaul
- 13 **Deacons**
Sue Denning and Matt Del Vecchio
- 15 **Fellowship**
Linda Thompson & Dana Dole
- 18 **Membership**
Kelley Stillings
- 21 **Mission and Service**
Brandy Ernzen
- 23 **Music and Fine Arts**
Harry McDaniel
- 25 **Stewardship**
Debbie Schmidt
- 27 **Facilities**
Doug Eason
- 28 **History**
Susan McCarthy
- 29 **Bylaws Task Force**
Scott Morgan

Appendices

- 32 **Minutes from the 2023 Annual Meeting**
- 37 **Minutes from the September 10, 2023 Called Meeting**
- 40 **Nominating Committee Report**
- 42 **Officer and Council Biographies**
- 46 **Membership Report**
- 49 **Treasurer's Report**
- 50 **Fundraising for 2023**
- 51 **Personnel Report**
- 52 **Plymouth Endowed Funds**
- 56 **2024 Budget**
- 60 **Statement of Revenue by Expense and Class**
- 67 **Plymouth Consolidated Statement of Financial Position**

A CONGREGATION

ALIVE



I invite you to spend
an hour with this
annual report and join
me in tracing the
pattern of grace that
weaves us together in
love. **It's breath
taking.**

A CONGREGATION ALIVE

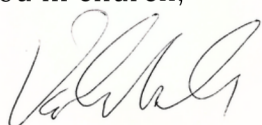
In the pages that follow, you'll find the evidence of a congregation alive with the Holy Spirit. Testimonies from every corner of ministry tell how God is at work among us at Plymouth Church.

Chancel flowers spread out to brighten the days of Plymouth people who could use a lift. They're carried by everyday saints answering the call to love their neighbors. Covenant groups convene for groans and prayers, tears and laughter, all marks of beloved community. Sacred music ensembles prepare to lead us in worship, guiding us into experiences of transcendence.

Experiences of faith formation in classes and community, in worship and by way of the arts weave in and throughout all these pages. Glimpses of the kingdom of God shine through acts of solidarity and advocacy for neighbors at the margins. Generosity overflows in gifts of love, in hours of service and expert leadership.

We've spent a year in communion with the Spirit, listening, waiting, taking a swing at things we're not quite sure we'll get right. It's an extraordinary gift to see the beauty of what God is doing in and through this congregation. I invite you to spend an hour with this annual report and join me in tracing the pattern of grace that weaves us together in love. It's breath taking.

See you in church,



**REV. DR. VALERIE
MILLER-COLEMAN**

SENIOR PASTOR OF
PLYMOUTH CHURCH



I'm sure we will continue to reflect on the impact of the pandemic as we think about our personal, professional, and communal life together. I am also grateful that in this season our ministry teams have fallen into a rhythm. We have more road maps and rituals to guide us after a season of continual disruption and significant transition. We also have amazing lay leaders in every corner of our church community who generously lend their gifts.

Our Confirmation & High School Youth Ministry Programs are vibrant and growing! We have an amazing team of small group, youth café, and service corps mentors. Our high school students are looking forward to going to Chicago in July of 2024 to do service-learning work with our mission partner "Be the Neighbor." And on top of all that programming we offered "Our Whole Lives" courses for students in middle school and high school this year.

In the wider Faith Formation community, we welcomed our children, youth and families at our "back to school" orientation in August, our 3rd grade Bible Stepping Stone community combined with our Halloween parade in October, and the Gingerbread House Extravaganza in December.

REV. CAROLINE LAWSON DEAN

ASSOCIATE PASTOR OF PLYMOUTH CHURCH

We celebrated many other transformational faith formation opportunities like the Christmas Pageant and our ongoing thriving Sunday School community. We re-invigorated our acolyte program this year as well! We can see the children's ministry growing as the children gather on the stairs for our Children's Celebration during worship. Our Director of Faith Formation, Kara Holcombe's gifted presence on our staff team has been a bright light for our children, youth and families as we grow in our faith together!

Our Adult Education communities gathered in small groups throughout the year. We focused on the 1619 Project during Lent on Wednesday nights, along with Rev. Valerie Miller-Coleman's class on the cross. Our Supper Circles in the fall were a wonderful success! We had "all church" supper circles, justice and advocacy circles, and Stepping Stone PreK-Kindergarten Supper Circles. We also offered some amazing opportunities during our Fellowship Forums between services. Some highlights were the series on "Deconstructing the Roman Road" and our "Reflections on the Book of Revelation". Our Covenant Group ministry continues to make a critical impact as adult small groups grow in faith and friendship.



DEAR PLYMOUTH COMMUNITY

I have also had the opportunity to re-engage with clergy and colleagues in the Lawrence Interfaith Network, the wider Kansas Oklahoma UCC Conference, and on the Justice Matters Board.

The Mission and Service Board and Open and Affirming Ministry Team supported a position statement on behalf of transgender youth this year. This was hard work. I want to pause and thank each lay leader who helped shape the statement, and the process around it, to make it stronger. We are also connecting more deeply with our mission partner, Kansas Interfaith Action, to amplify our voice as we add our power to other faith communities throughout the state. Head Start is hoping to open a third classroom in the south church this winter, and the PLP classes are back in full swing in our building. Our Open and Affirming Team hosted a Coming Out Day this fall with a fellowship forum and resources to support a loved one who is coming out. The O&A Ministry Team also joined with the Ecumenical Campus Ministries and several other partners in town to support a Trans Day of Remembrance Celebration this November. Our Mission and Service Board had a focus on expressing our gratitude to our hard-working mission partners who have adapted during extraordinary times and our volunteers who serve tirelessly behind the scenes in our direct service ministries like LINK, Family Promise and Just Food.

I want to pause in gratitude to thank our amazing staff team. We support one another and make each other better. It is a true pleasure to work with wonderful people who truly love this church community. Plymouth is a busy and thriving community and our staff team provides the foundation for our growth. I also want to express a warm welcome to Jaron Asher (our new Director of Operations) and Matt Del Vecchio (our Facilities Manager). Jaron and Matt bring a steadiness and specific expertise to our team. This year we blessed Nikki Richardson and Rex Russell as they are embarking on new vocational adventures. They have both given us many gifts that will continue to unfold in the years to come.

It has been a blessing this year to find a sense of “flow” in our work together. I **recognize all this work as a “team effort!”**

A FASCINATING JOURNEY

What a fun and odd time to be Moderator of Plymouth. Being Moderator is a fascinating journey through the civic plumbing of Plymouth. So many moving parts and so many ideas.

I had thought at one point that my missive for the Annual Report would be grand, soaring, and inspiring. However, at this point in my Moderator journey, I am hoping for adequate, readable, and finished.

It's not that being Moderator is a bad job. I am extremely honored to have had the opportunity. It's just that spending so much time down in the civic plumbing leaves not so much time for the upper deck with its inspiring views.

The thing about Plymouth right now is that it is working really well. Every member of this church should be proud of what we are collectively doing in a time of division and diminishing faith. Plymouth is truly a beacon of what is so remarkable about Christ's love.

There is far too much misuse of Christianity for division and even hatred. Plymouth is not perfect, but it works daily to be welcoming for everyone, no matter where they are on life's journey. That should not be rare but sadly it feels rare at times.

Every Sunday when I see the swarm of children being introduced to Christ's love in their constant motion, noise, and confusion, I see people being attracted to Plymouth for what we strive to be. Vibrant, sometimes messy, but always moving forward on our faith journeys.

SCOTT MORGAN

2023 MODERATOR OF
PLYMOUTH CHURCH

Things like bylaws and facilities are important and I am thrilled with our work in those areas. Yet they are but boring foundations and plumbing for the good stuff happening on top.

Congregationalism and its history of being governed by each congregation can be harder than other options that provide much more clarity and direction. Congregationalism requires more effort than if we were ruled by a mortal power placed between us and God. I am happy that those options exist for those who find that clarity helps them on their journey. However, I am even happier to be in a place where questions are not just allowed but considered part of our faith.

We read our Covenant so often that it becomes rote, almost mechanical. It shouldn't. It is poetry.

Its first line is our mission:

In the love of truth and in the spirit of Jesus, we unite for the worship of God and the service of all.

The rest is how we strive to fulfill that mission and treat one another:

We seek to know the will of God and to walk in God's ways, made known or to be made known to us; to love one another; to proclaim the Gospel to all the world; to work and pray for the progress of knowledge, the promotion of justice, the reign of peace, and the realization of our shared humanity. And we look with faith for the triumph of righteousness and the gift of life eternal. Amen.

Thank you for the opportunity that you have given me. Thank you for keeping it interesting. You're a peculiar bunch but I wouldn't trade you for any other congregation. Life is too short to crawl through it bored.



IT'S BREATH TAKING



Sunday, February 4, 2024

AGENDA

169th annual
congregational meeting

- 1 Call to Order**
Scott Morgan
Moderator
- 2 Invocation**
Rev. Dr. Valerie Miller-Coleman
Senior Pastor
- 3 Approval of Minutes of the February 5, 2023 Annual Meeting**
Scott Morgan
- 4 Approval of Minutes from the September 10, 2023 Called Meeting**
Scott Morgan
- 5 Recognition of Boards, Officers, and Committees**
Scott Morgan
- 6 Presentation and Approval of the 2023 Financial Report**
Doni Mooberry Slough
Treasurer
- 7 Approval of the 2024 Budget**
Debbie Schmidt
Stewardship Board Chair
- 8 Nominating Committee Report and Election of Officers**
Sonia Jordan
Nominating Committee Chair
- 9 Open Forum**
All
- 10 Presentation of the 2024 Moderator**
Scott Morgan
- 11 Response**
Sonia Jordan
2024 Moderator
- 12 Adjournment**
Sonia Jordan
- 13 Benediction**
Rev. Dr. Valerie Miller-Coleman

CHRISTIAN EDUCATION

KOREY KAUL

2023 CHRISTIAN EDUCATION BOARD CHAIR

The Christian Education Board unites for the worship of God and the service of all by nurturing lifelong faith journeys marked by compassionate and ethical living in a safe, open, and affirming environment. We work to anchor programming in the Bible in its context and in the teachings of Jesus of Nazareth. We strive to orient our faith formation around the Plymouth Covenant and the resources of the United Church of Christ.

Due to the keen leadership and foresight of previous Christian Education Boards, this year has largely involved fine-tuning, continued growth and support of established programs. The Board refined the Safe-Church Policy to utilize inclusive language in line with our Open and Affirming positions. Additionally, under the steady hand of Director of Faith Formation Kara Holcombe, we continue to increase our sustainable volunteer base as the number of families and children continues to grow.

As many people have noticed and commented, there has been a visible increase in the number of young children involved in the Children's Celebration during worship and in Sunday School. With this blessing comes the responsibility to guide these children and allow them to grow in the spirit and fellowship of Plymouth. We are utilizing the Grow curriculum, not only for our children's ministry but for our youth ministry as well.

The CE Board continues to nurture transformational programs like 3rd Grade Bibles as part of our Stepping Stones program. We had a wonderful turnout for Supper Circles during Plymouth Academy, which included our K-1st Grade Stepping Stones Supper Circle. This was an impactful program supporting our families with young children. We have expanded the confirmation classes to a three-year curriculum, and our high school youth explored questions and topics relevant to their lives and how these topics connect to their faith. Every month, our Youth Service Corps program supports the community through service at organizations such as Just Food and The Ballard Center. Additionally, in cooperation with the Deacons, the Christian Education Board re-established the acolytes program after a hiatus of several years. The response and enthusiasm from both the children and the congregation has been a delight. We hosted the popular Gingerbread House Extravaganza for the second year in early December to kick off Advent in collaboration with the Music and Fine Arts Board.

This summer was especially busy as Plymouth hosted Vacation Bible School in our continued collaboration with First Baptist Church and Trinity Lutheran Church. Additionally, the high school group went on a service mission trip to Albuquerque, New Mexico, where they had the opportunity to serve and learn about the local culture and community.

We appreciate the hard work done by so many to nurture the faith of our growing community. Special thanks to Kara Holcombe for her expertise and enthusiasm and Reverend Caroline Lawson Dean for her patient guidance and leadership.

DEACONS

SUE DENNING AND MATT DEL VECCHIO
2023 ANNUAL REPORT

VISION AND GOALS

The vision of the Board of Deacons is to unite for the worship of God and the service of all by serving as spiritual lay leaders of the Church, nurturing the spiritual growth of the Congregation, and supporting the ministry of the Pastors.

Goals for 2023 included:

1. Develop a “succession plan” so that key leadership roles on the Board of Deacons are filled, and so that effective transitions and continuity of our efforts are maintained.
2. Develop a strategy for reasonable and effective use of the acolytes. Coordinate with Christian Education Board to reestablish the use of Acolytes at the Traditional service, and to determine the frequency of Acolyte participation.
3. Determine specific roles and responsibilities that belong to the Board of Deacons as determined by Plymouth Bylaws, accepted practices, and in consideration of the work of other Boards and Committees.
4. Continue to identify and execute all duties assigned to the Deacons Board in the Plymouth Bylaws.

ACTIONS AND ACCOMPLISHMENTS

The Board of Deacons:

- Leads, backups, and liaison roles and responsibilities were documented.
- Coordinated with lay leadership and staff to provide materials and support for acolytes.
- Held robust discussions regarding bylaw/policy revisions and requested 12 board members for 2024.
- Continued to refine communion processes.

IMPACT OF BOARD WORK ON PLYMOUTH AND ITS MEMBERS

The work of the Board of Deacons is intended to nurture the spiritual growth of the congregation and to support the work of the Pastors.

Communion provides congregation members and visitors the opportunity to engage in one of the key sacraments of our Christian faith. Monthly devotionals at Board of Deacons meetings provide the opportunity for our own spiritual growth as we take turns providing the devotionals and as we learn from each other. Maundy Thursday and Good Friday services provide opportunities for Congregation members to worship and learn more about the events of Easter week, and Christmas Eve services provide the congregation and numerous community members the opportunity to celebrate together the birth of Christ. The Board of Deacons engages whole-heartedly in the work of nurturing the spiritual growth of our community and our congregation, and in supporting the work of our Pastors.

FELLOWSHIP BOARD

LINDA THOMPSON

DANA DOLE

2023 CHAIR AND VICE-CHAIR

The Fellowship Board this year continued with nine members. We feel that this number of members is necessary to complete the fellowship events we have scheduled, especially for the Thanksgiving meal.

HIGHLIGHTS FROM 2023

COFFEE HOUR • Tom Ladehoff, chair

We have been fortunate to work with Hospitality Associates, Gene Tyner and Jane Walters, in offering a Fellowship Hour every Sunday between services in the Mayflower Room. The Hospitality Associates are responsible for managing coffee hour plus set up and clean up. One board member volunteers to assist every Sunday working from 9:15 to 11:45 helping with whatever is needed to help the Associates.

Rev. Valerie mentioned to some of the board members that she would love to have the aroma of home-baked cookies wafting through the entries. So we decided to start baking cookies with dough bought from the grocery store. Later, Tom decided to order cookie dough from Costco. Since we have been doing this, attendance at Fellowship Hour has exploded which has created a deficit in our coffee budget. We also changed our coffee purchases from ground Folgers to J&S coffee beans, regular and decaf. This has also increased our spending for coffee hour.

ESTHER'S COOKIE BAKERS • Ann McElhenny, chair

Ann resurrected this tradition. She has a list of volunteers who have been happy to supply cookies by the dozen for specific Sundays, such as Mother's Day and the Fourth of July. These supplement the home-baked cookies provided by the Hospitality Associates and are greatly appreciated by the congregation.

THE PRIDE PARTY • Nancy Bregman, chair

This was the third year for this event. Nancy worked very hard to have everything organized and ready, but the weather interrupted activities with rain and cool temperatures. Nancy felt that this put a big damper on the number of people attending and partaking in the games, rainbow sherbet, and music. Because of the weather we had more than 15 gallons of sherbet left which was stored in the kitchen freezer. This is a very worthy event that we share with the Open and Affirming Committee and will continue our commitment.

THE ALL-CHURCH PICNIC • Linda Thompson, chair; Linda Mannering, vice-chair

Linda Mannering worked with the church staff to get advance advertising. She also organized the sign-up sheets for church members to bring sides and desserts. Linda Thompson organized the purchase of meat, buns, and condiments. She worked with the Facility Manager for ordering food and supplies. Everyone on the board took on jobs for the day, and we had a beautiful day of food, fun, and visiting. In addition to the desserts brought by members, we gave out the leftover rainbow sherbet from The Pride Party.

THANKSGIVING DINNER • Julie Bach, chair; Ann McElhenny, vice-chair

Because of Julie's exceptional leadership and organization skills, this year's event ran like a well-oiled machine!! Every board member fulfilled their specific duties and the volunteers provided extra hands as needed.

The side-dishes and pies provided by the church members were delicious. The catered food from Hy-Vee arrived *on time* this year with hot turkey, gravy, buns and butter. Again, this year we had food left over so that LINK could use it for their Thanksgiving meals.

We are so thankful to Matt Del Vecchio and Gene Tyner for getting all the tables and chairs set up before Friday so that the board members, upon arriving to set up and decorate, were totally shocked and grateful to see this work already done.

This event is our biggest of the year and we are so thankful for everyone on staff and church members who contribute to its success.

We want to thank all of the board members listed above plus our clerk, Nancy Guy, and treasurer, Kathy Funk. We appreciate all the help from the staff: Jaron Asher, Melissa Praderio, Ann Lounsbury, and Matt Delvecchio. Also, thanks to our former Operations Manager, Nikki Richardson, Facilities Manager, Rex Russell, and Hospitality Associate, Vanessa Van Spriell.

MEMBERSHIP BOARD

KELLEY STILLINGS

2023 MEMBERSHIP BOARD CHAIR

The Membership Board had another good year in 2023. We welcomed 62 new members this year! They were an impressive group of people from different backgrounds, age groups, and various stages of family life. Plymouth is blessed with their presence. We know they will bring much life and faith to our community.

We continue to believe that welcoming new people in the church is one of our most important roles.

Here is some of what we do:

- Each Sunday morning, we staff the Welcome Table, stationed just outside the sanctuary doors – we strive to be a welcoming presence to folks visiting the church.
- Once per month, we hosted Discover Plymouth. A time on Sunday between services for visitors to meet other new people, meet the pastors and ask any questions they have about Plymouth.
- Three times this year we hosted a New Member Orientation Sunday followed by a Join Sunday a few weeks later.

- We planned and hosted a new event this year for our new members - a potluck dinner. Scott and Kathleen Morgan graciously opened their home. The weather was perfect, and we had quite a large group of new members and Membership Board members in attendance. It was a lovely evening.

The Membership Committee sees care of our members as a vital part of what we do.

- We honored our 50-year members this year at the Harvest Home Dinner with new gold nametags!
- Our board coordinated the Meal Train, which served 75 meals in 2023!
- We started a Flower Ministry. This ministry breaks down the large floral arrangements from the Sunday services into smaller arrangements. The flowers are delivered to members at their home. We have delivered approximately 60 flower arrangements since the start of this ministry in July 2023.
- We initiated a new Caring Ministry, designed to support people in our congregation living in nursing homes, retirement communities or who are homebound. Twelve “Caring Ministers” were trained at a series of Listening Workshops led by Rev Marc Giedinghagen and Rev Heather Coates, and then blessed at a Sunday worship. Today, several of them are regularly visiting people in our congregation.
- In October, Plymouth Member, Rachel Monger, President & CEO of LeadingKansas, a non-profit that works for aging people in Kansas, taught a five-part series called, The Art of Aging, designed to help people navigate the landscape of issues around aging. It was attended by about 15 members and was very informative.
- In November/December, the Revs Heather Coates and Marc Giedinghagen offered a five-week Grief Support Group.

- During Lent & Advent, partnering with the Plymouth Mental Health Committee, we offered days of silence, meditation and coffee at the church. In Advent, we included a labyrinth walk to the day. This addition proved popular.
- Our final offering of the year, on the Monday before Christmas, we hosted a Longest Night Service. This is a service for anyone who is struggling during the holiday season. Members of the Board read scripture and lit candles during the service. It was well attended.

A note from Heather: We would like to thank Kelley Stillings for her leadership! She has served faithfully as the Board Chair of Membership for two years, and is finishing her service on the Board this year. Under her leadership, the Membership Board has grown and flourished. Thank you, Kelley, for all that you have done.

MISSION & SERVICE BOARD

BRANDY ERNZEN

2023 MISSION AND SERVICE BOARD CHAIR

2023 was a year of transition for many of Plymouth's mission partners. For instance, Head Start closed its classrooms early in the spring due to staffing issues, but reopened this fall with a new director. Family Promise rebooted its signature congregational rotation option for families needing shelter, but pivoted to a temporary sheltering program in the fall. Plymouth Language Program welcomed in-person classes for the first time since the pandemic. Justice Matters welcomed a new lead organizer just weeks ago.

These changes affected our priorities this year. To recognize the important work both our mission partners and our congregational volunteers do for our community, the Mission & Service Board focused on showing gratitude. Churchgoers signed oversized thank-you cards to our mission partners that we delivered along with treats at Thanksgiving. We also sent handwritten thank-you notes to many of our volunteers throughout the year.

The MSB also hosted a volunteer fair in August to raise awareness of ways to get involved at Plymouth. Attendees met with lay leaders from more than 30 mission and service, music and fine arts, fellowship, membership, and care ministries.

Some of the highlights that Plymouth members made possible include

- The Church Council passed the Open and Affirming position statement supporting trans youth!
- The Racial Justice, Opening and Affirming, Earth Care, and Plymouth Immigrant and Refugee Alliance teams joined forces to create a single Social Justice Team. Thanks to all who are helping shape the direction of our upcoming justice work!
- We began crafting volunteer job descriptions for LINK and other ministries to outline expectations of different positions and to help recruit leadership for our regular mission work.
- The Easter offering raised \$4,000 for the Plymouth Language Program, \$1,718.74 for Head Start, and \$1,718 for UCC's disaster relief fund for Syria and Turkey earthquake victims.
- The Head Start backpack and supply drive resulted in 20 filled backpacks for incoming kindergarteners, supplies donated to the Kennedy Early Childhood location, and almost \$800 donated to Plymouth's Head Start program to be used for playground upgrades and \$500 for their general fund.
- We provided hot and frozen meals, snacks, and grocery gift cards for three 1-week Family Promise rotations.
- We provided hot lunches once a month for LINK.
- We donated \$2,500 to the Lawrence Community Shelter for operating expenses.

Christmas Mission Drives:

- Head Start Angel Tree provided clothing and toys for more than 36 Head Start preschoolers.
- Willow Domestic Violence Center drive raised \$405 in gift cards, plus toiletries and diapers.
- Lawrence Community Shelter drive provided \$310 in gift cards, as well as new socks and toiletries.

Christmas Eve offerings raised \$3,253.33 for Justice Matters and \$3,253.33 for Our Church's Wider Mission (OCWM).



MUSIC & FINE ARTS BOARD

HARRY MCDANIEL

2023 MUSIC AND FINE ARTS BOARD CHAIR

The Music and Fine Arts Board's work is to provide musical and artistic avenues to help fulfill the Plymouth Covenant and the mission of Plymouth Church. To that end, the Board plans and carries out programming throughout the year under the leadership of Minister of Music and Fine Arts, Kim Manz, with the help of many volunteers and for some events, in cooperation with other Boards. The following are some of those activities:

- De-Hanging of the Greens (January)
- Dampp Chaser Humidity System installed on Sanctuary piano to maintain performance
- Curry Cooking Classes (February 27)
- Dinner Theatre (March 3-4)
- Pasta Cooking Classes (April 10)
- Major Work (May 7)
- Children's Musical (May 14)
- Pride Party (June 11 – with Fellowship Board)
- Justice Banner Class (June 19)
- Independence Celebration (July 2)
- Jazz Sunday (August 20)
- Mission Fair (August 27)
- Writing Your Salvation Class (August 20 and 27)
- Basic Woodworking Class (September 2 and 9)
- Multi-Station Miniatures Class (September 9)
- Needle-Felted Mini-Mushrooms Class (October 1)
- Fused Glass Ornaments Class (October 1)
- Art Show (Setup October 20; Show October 22-29)
- Oktoberfest (October 27)
- Dinner Theater (November 3-4)
- Hanging of the Greens (December 2)
- Gingerbread House Extravaganza (December 3, with Christian Education Board)
- Major Choral Work (December 10)
- Children's Pageant (December 17)
- Christmas Eve services and concert
- Prayer Shawl Ministry
- Support ongoing repair and maintenance of sanctuary organ, bells, and pianos

Carrying out these activities requires many hands. While we do not have an exact count of all the volunteers who made these efforts possible, we estimate that 384 people contributed their time, talent, and work to these accomplishments. Their work included practicing, performing, setting up facilities and venues, providing food, serving food, leading classes, cleaning up, and meeting each month to plan the work of the Board. Through that work, friendships sprouted, and old friendships grew stronger.

This year saw the official end of the pandemic and the beginning of a new normal. One of the goals of the MFA Board was to help draw people back together after normal patterns were disrupted. MFA activities and events drew people in as both participants and organizers. We estimate that 637 people attended classes and special events. In addition, the entire congregation benefited from music and performing arts presentations during worship and special services. These music and fine arts events contributed to the goal of welcoming all through Plymouth's doors and helping them find their unique ways to worship and serve God.



STEWARDSHIP BOARD

DEBBIE SCHMIDT

2023 STEWARDSHIP BOARD CHAIR

Stewardship is defined as the careful and responsible management of something entrusted to one's care. The Stewardship Board, along with the Treasurer, Deputy Treasurer, and very proficient church staff, worked hard to be financially responsible managers of the 2023 budget. At the 2023 annual meeting, the congregation passed a deficit budget of -\$42,572. Due to the generosity of our congregants, we finished 2023 in a positive financial position without utilizing our reserves or savings from the Payroll Protection Plan. The 2023 net surplus was \$24,926!

Goals for 2023:

- Produce a balanced budget for 2023 (Congregational approval received for a deficit of \$42,572 in the MSP).
- Support increased funding in the MSP with attention paid to cost of living increases for staff, support of other Boards' requirements, and stewardship education.
- Articulate the connection between the Church's facility and its mission in annual appeal materials and communications.
- Support the practice of giving to local missions as prioritized by the Mission & Service Board.
- Review the financial report and make necessary adjustments to procedures as suggested by the auditing firm Forvis.
- Determine priorities in the Master Facilities Plan.
- Study the addition of solar energy.
- Adjust to any changes made in the Plymouth by-laws.

Highlights of 2023 include:

- Received the final financial and operational assessment report from financial auditing firm Forvis and verified that accounting/operational procedures are in alignment with the findings.
- Began research on hearing assist options for the sanctuary – no final decision at this time pending future enhancements to the sanctuary.
- Financial education through class offerings (Pastor Valerie taught Theology of Money)
- Approved cash management procedures to ensure that deposited funds are covered by FDIC regulations and invested funds receive the best possible interest rate.
- Directed the facilities committee to explore solar options for the south and north roofs. This included financing solar use through tax credits, a Rice Foundation grant, and an anonymous donor. An application was submitted to the City of Lawrence Historical Resources Commission for approval to be determined at their January meeting.
- Approved Phase I facility improvements within the 2023 budget to include masonry work and new paint in various areas of the Church. An upgrade to the audio-visual facilities in the Mayflower room is planned for 2024.
- Recommended Church Council approval for services provided by Generis Partners, LLC for the purpose of exploring a potential capital campaign (upon congregational approval) for the refurbishment of the organ and sanctuary renovation.

Plymouth's future is bright as we unite for the worship of God and service for all. We recognize that continued financial stewardship is paramount in 2024 and beyond as we navigate challenges that occur with generational changes within our congregation. The good news is that we have strong leadership with our pastors, church staff, lay leaders with a committed and generous congregation.

FACILITIES

DOUG EASON

2023 FACILITIES BOARD CHAIR



The Facilities committee accomplished one big project in 2023. We invested \$47,000 in maintaining the masonry work of the historic church. Most of the work was to repair the sandstone capstones. We also had some brickwork replaced. This work involved blocking off several parking spots in front of the church for several months.

The Facilities Master plan was also broken down into 3 phases. Phase 1 is to address many public space needs that have been deferred for a while like replacing carpet and refreshing paint. Included in Phase 1 was to investigate the installation of solar panels given the tax credits now available. Phase 2 will address the organ and accessibility issues in the sanctuary. Additionally, this phase would investigate using the basement for more than just storage and changing the flow into the North church. Phase 3 would be to relocate the church offices to the south side in a new space and to build a new choir room above it. This would allow for a more welcoming space on the 1st floor North building.

Phase 1 work has started. Painting began on Dec 26th on the public spaces on the first floor in the North church. Bids for solar panels have been obtained. We have an application into the city to approve putting panels on the South church. It will be heard on January 18, 2024. Once the approval is secured, we will work to get Council approval for the project. We also have been narrowing down choices for carpet in the Mayflower room and Narthex. Expect to see these improvements in 2024.

We want to thank Rex Russell for his nearly 9 years of service as our facilities manager. He made significant improvements in many aspects of our facilities to include getting a firm handle on our HVAC systems, lighting, and security. We welcomed Matt Del Vecchio in May to replace Rex. He has jumped in and been able to use his gifts to continue to move our facilities forward.

HISTORY

SUSAN MCCARTHY

PLYMOUTH HISTORIAN

One of the goals of our committee for the past year was to lay the groundwork for installing a plaque outside the Head Start room where President Barack Obama visited in 2015. That visit was a historic occasion for this church. Never before has a sitting president visited Plymouth Church. In fact, there have been only five other occasions in the entire history of Lawrence, Kansas when a sitting president visited the city. To have President Obama come to our church is worthy of remembrance. The reason for his visit was to pay tribute to the early childhood education program, Head Start, housed at Plymouth. Head Start has been a central core of our church's mission since 1966. The plaque will be installed in early 2024.

As part of our outreach to the congregation to teach or remind members about aspects of our history, we have put up several bulletin board displays. (The History Committee bulletin board is opposite the office suite or outside the Mayflower Room.) One was about the annual Plant Sales which were a huge endeavor from 1992 to 2019 and involved many members. These sales contributed large sums of money to the budget. The plant sales have now been supplanted by other fund raising efforts such as the garage sale and currently, the auction.

Another bulletin board brings back memories of an important Redbook magazine article, published in 1982. The article featured holiday scenes at Plymouth from that year, focused on our traditions and showed off the beauty of our sanctuary.

One of our members has been involved this past year in the Oak Hill Cemetery project to care for the gravestones of former Plymouth members. The Cordley Memorial is of particular interest and has been cleaned, although minor work remains to be done to the marker. Members continue to contribute articles to the Rock on occasion. We have upcoming selections on several past ministers coming this next year as well as more entertaining bulletin board displays planned. As always, we continue to keep our records in shape and file historic documents.

BYLAWS TASK FORCE

SCOTT MORGAN
2023 PLYMOUTH MODERATOR

The rewriting of our Constitution and Bylaws as well as the creation of a new Policy Book was a tremendous effort that culminated in the adoption of the Constitution and Bylaws at a called meeting on September 10th. The Policy Book was adopted by Council at its December meeting.

The Bylaws had not had a thorough, starting-from-scratch review since 1988. A several year review of Plymouth operations done by the Plymouth Continuity and Operations Planning (or PCOP) Committee had found the need for more clarity in the roles and responsibilities of the various boards, committees, and staff.

Council decided in December of 2021 to create a Bylaws Task Force to review the governing documents of Plymouth and recommend changes that the Task Force thought appropriate. That Task Force began in earnest in February of 2022. It spent a year reviewing, discussing, writing, and rewriting.

The Task Force presented its drafts to Council at its February 2023 meeting. Council spent the next three meetings going through the Constitution and Bylaws line-by-line. At the same time, sessions were held with the congregation between services to seek feedback and answer questions. A number of changes were made by Council in response to the feedback. At its May meeting Council approved drafts to send to the congregation for its consideration at a called meeting. It was decided to wait until after the summer to hold the meeting so the date was set for September 10th.

While maintaining the congregation as the ultimate governing authority, changes include:

- 1.Reducing Council from 17 or 18 voting members to 10 members all directly elected by the congregation. Also, reducing Council turnover each year from more than 50% to 33%.
- 2.Blending Council and Stewardship into one true governing body with the duties and fiduciary responsibilities of trustees, combining the oversight of the church program and the secular functions.
- 3.Providing a clearer goal setting and strategy process.
- 4.Clarifying the remaining boards' roles in implementing Plymouth's ministries.
- 5.Ensuring diversity of perspectives in nominations.
- 6.Developing a policy process that moves many details from Bylaws to flexible, Council-controlled policy. All such policies require authority from language in the Bylaws.
- 7.Strengthening Council's capabilities by enlarging the number of Council committees.
- 8.Renewing Council's planning and coordinating role by creating quarterly joint meetings of Council, board representatives, and staff.

At the September called meeting the Constitution was approved by 68% of the voting members. The Bylaws were approved by 61% of the voting members. As with all major changes, there were differing opinions and strongly-held views. However, the extensive process and deliberation reflects the strength and vigor of our congregation-led governance.



AN EXTRAORDINARY GIFT



Sunday, February 4, 2024

APPENDICES

169th annual
congregational meeting

32	Minutes from the 2023 Annual Meeting
37	Minutes from the September 10, 2023 Called Meeting
40	Nominating Committee Report
42	Officer and Council Biographies
46	Membership Report
49	Treasurer's Report
50	Fundraising for 2023
51	Personnel Report
52	Plymouth Endowed Funds
56	2024 Budget
60	Statement of Revenue by Expense and Class
67	Plymouth Consolidated Statement of Financial Position

MINUTES FROM THE 2023 ANNUAL MEETING

**168th Annual Congregational Meeting
Plymouth Congregational Church, United Church of Christ
Annual Meeting Minutes
Sunday, February 5, 2023**

1. Call to Order – Devon Kim, Moderator

Devon called the meeting to order at 10:58 am.

1.1 She appointed Clay Britton parliamentarian. Clay stated a quorum was present as 115 members were in attendance and 98 was the minimum required.

1.2 Approval of Agenda – Devon Kim

Scott Morgan moved to approve the agenda as presented; David Ambler seconded; motion passed unanimously.

2. Invocation – Rev. Dr. Valerie Miller-Coleman, Senior Pastor

Rev. Dr. Valerie Miller-Coleman led the congregation in prayer.

3. Approval of Minutes of the Feb. 6, 2022 Annual Meeting – Devon Kim

Doni Mooberry Slough moved to approve the minutes as presented; Doug Eason seconded.

Discussion

David Bergeron expressed his confusion regarding the blank space on page 33 and asked if it was part of the minutes. Devon Kim said the minutes were printed on pages 34-36 and the blank space was probably due to formatting. David believed the word “committed” found in the 2nd and 4th paragraphs on page 35 should be “commented”. He also said he was the only individual whose last name wasn’t provided in the minutes.

With those amendments, the motion passed unanimously.

4. Recognition of Boards, Officers and Committees – Devon Kim

Devon expressed her appreciation for the work of board chairs and members during the past year. She also offered an apology to Paula Pepin for not properly listing her as the chair of Music & Fine Arts in the annual report.

Following a comment regarding voting procedures, Clay Britton said it was considered best practice to have members vote “yea” or “nay”, followed by an opportunity for discussion before calling the question.

Devon then thanked Derrick Hurst for his three years of service on the moderator team, saying he was a true renaissance man as he took on additional family responsibilities during that time.

5. Presentation and Approval of the 2022 Financial Report – Doni Mooberry Slough, Treasurer

Doni thanked the congregation for the opportunity she and Rich Bireta were given to serve as Treasurer and Deputy Treasurer. She also expressed gratitude for the work of Melissa Praderio and Nikki Richardson, Plymouth’s staff accountant and operations manager; for the Senior Pastor’s participation in Plymouth financial activities; to Doug Eason and the Stewardship Board and to Stephen Carttar, who continued to provide accounting and fiscal guidance.

Plymouth depends upon contributions of time, talent and treasure. Because of committed congregational support, financial resources were strong in 2022. Coupled with responsible spending, the year ended with

a modest surplus of \$14,985.37. Pledged income was 5.15% higher than anticipated, with a large portion attributable to giving over and above 2022 pledges.

The 2023 annual appeal exceeded expectations. Doni expressed confidence that the five-year plan developed and discussed at congregational meetings in October, December and January will allow Plymouth to continue to build financial strength and sustainability.

Plymouth's year-end operating reserve was \$293,169.43 and savings resulting from the Payroll Protection Plan (PPP) were \$96,900. The 2023 Mission Spending Plan (MSP) reflects an operating deficit of \$40,376, a portion of which is a \$20,000 transfer to the operating reserve. Doni and Rich feel diligence in setting aside money annually for unexpected expenses is a prudent fiscal practice and should be continued. However, in 2023 the \$20,000 will "move" into the reserve and immediately "move" back to cover expenses, leaving a projected cash deficit of \$20,376 which will be covered by PPP savings.

Doni Mooberry Slough then moved to accept the 2022 financials as printed in the annual report. Geraldo Sousa seconded.

Discussion

Geraldo Sousa thanked Doni Mooberry Slough, Rich Bireta, Doug Eason and members of Stewardship for their exemplary service to the church.

There being no further discussion, the motion was unanimously approved.

6. **Approval of the 2023 Budget – Doug Eason, Stewardship Board Chair**

Doug Eason referenced the proposed MSP found on pages 51-54. He said that Stewardship is historically conservative relative to managing income and expense and added that income is based on actual pledge cards received. On the expense side, it was important to fund all requests, including an 8 ½% COLA increase for staff. The Communications Director position is fully budgeted, in the event the current process for handling those responsibilities changes. He reiterated that the \$20,376 net deficit will be covered by PPP funds. Because of various opportunities for income and expense adjustments in 2023, both Stewardship and Council are comfortable recommending a deficit budget for approval.

Doug Eason moved to adopt the 2023 MSP presented on pages 51-54. Annas Boyer seconded.

Discussion

Geraldo Sousa asked if the housing allowance budgeted for pastoral staff can be extended to other staff. Doni Mooberry Slough said the IRS code only permits the allowance for ordained ministers.

There being no further discussion, the motion passed unanimously.

7. **Nominating Committee Report and Election of Officers – Scott Morgan, Chair**

Scott Morgan thanked Heather Coates and the boards for their work on the nominating committee. He explained that the congregation is only voting on individuals whose names are followed by an asterisk. The names followed by a cross are appointed by Council.

Scott Morgan moved to approve the slate of nominees. Steve Bradt seconded.

Discussion

Elinor Schroeder noted that the treasurer position serves a one-year term for a maximum of six and should be voted on (an asterisk added). Scott Morgan said that was correct.

With that correction, the motion carried, with one abstention.

Scott Morgan then asked Sonia Jordan, the moderator-elect to come forward and introduced her to the congregation. She and her husband James have three children and have been members of Plymouth for 7-8 years. She is an employee of the Douglas County Health Department and had an instrumental role in the community's pandemic response. Scott welcomed her to the Moderator Team.

8. **Open Forum – All**

Devon Kim explained the open forum is an opportunity for members to express thoughts regarding Plymouth programs, plans or policies.

David Bergeron requested information from the Personnel Chair regarding the Sr. Pastor review, found on page 45. Ruth DeWitt, Personnel Chair, said the review process was changed in 2020, pursuant to a policy revision approved by Council.

All staff, including the Sr. Pastor, now have job descriptions, metrics, core competencies and goals upon which performance is gauged. Instead of calling for general feedback from the congregation, the chair requested and gathered feedback from various segments of the congregation. The intent was to obtain diverse, constructive and robust feedback from individuals who work with the Sr. Pastor.

Thirty-two representatives from various church sectors including Council, new and old board chairs, new members, adult members, staff, second service attendees, adult education programs, Deacons, Music & Fine Arts and Justice Matters were asked to respond to a performance matrix. Twenty-three responses were received (71%).

David was most concerned that the process seemed to be in violation of the bylaws which state that broad congregational comment be gathered annually. He agreed with the efficiency and effectiveness of the process, but in his opinion 23 responses was not broad. He felt broad meant the 995 members of the congregation. Ruth said her definition of broad was a representation of the "pillars" of Plymouth. David asked why not do both – garner segment and general feedback.

Scott Morgan said the current policy was voted on by Council and he believes it adheres to the bylaws. He added that members are welcome to bring concerns and comments regarding the policy to Council for their consideration. We do need broad feedback throughout the year, but in this instance we're following the policy.

Harold Riehm said he wasn't aware of any solicitation for input regarding the Sr. Pastor. Devon said there wasn't a formal process for the Sr. Pastor review until 2020. Prior to that time, a call for general feedback was used for the evaluation.

Devon said in many Council meetings she offered the opportunity to meet with members at any time and asked the Clerk to note it in the minutes, as another venue to receive feedback. She reiterated the moderator team is open to feedback regarding Plymouth at any time and can do so via email, phone call or in person.

Sue Denning clarified she was not the chair of Deacons (page 13); it was Marcia Powers and she deserves credit for her work.

Geraldo Sousa requested more transparency and communications from senior lay leadership. He would like to see monthly reports of accomplishments and challenges from the Moderator in *The Rock*. Council minutes from two fall meetings weren't communicated at all. There is some exemplary service in the church, but the moderators should be held to a higher standard. He then asked to remember Phil Friedeman, who always held our feet to the fire especially regarding mission and stewardship.

Devon responded that her interpretation of the Moderator's role was like that of a board chair – to set agendas, moderate Council meetings and ensure that the work of the church was accomplished. She felt that what she would share would be duplicative of what staff had already provided. She thanked Geraldo for his comments and suggested they meet at a later time to further discuss his concerns.

Irene Soderstrom said the Moderator is a volunteer position which requires an unbelievable amount of time and although she likes to read reports, they take time and energy to produce. She felt an element of grace should be extended to those in volunteer positions.

Harold Riehm asked about the advocacy process on page 34. What is the status – was a report made – is there action pending? Devon said the Advocacy Process Discernment Policy was approved by Council in May 2022 and the minutes were shared shortly thereafter. She explained the policy provides a process for issues to come to Council for discernment and said she will send the policy to Harold.

Gene Tyner referenced service changes due to the pandemic. The change for serving communion is working well, but he wondered if it would be possible to return to a time at the beginning of the service to greet one another. He misses that small part of the service.

Max and Jeanne Fridell wanted to thank Valerie, Caroline and Kim for their commitment, dedication and caring.

Bill Kraybill thanked Valerie and Caroline for their service to him and his family following the loss of his wife, Judy. He is so appreciative of the ministry and members of the church.

Susan McCarthy echoed Geraldo's comments about Phil Friedeman. David Trevino shared some comments from the time he and his wife, Sarah Whitten, spent with Phil while he was in ICU. He loved Plymouth; appreciated the leadership and pastors; read the annual report cover to cover and had a passion for OWCM. He was also writing a letter to President Putin regarding Ukraine and expected a response. Valerie confirmed a receipt certifying delivery of the letter had arrived from the Kremlin. Sarah suggested consideration be given in the future to a special OWCM offering in Phil's memory.

Rev. Dr. Valerie Miller-Coleman thanked Devon for her service – she served faithfully and was the leader needed in a difficult year.

9. **Presentation of the 2023 Moderator – Devon Kim**

Devon introduced Scott Morgan as 2023 Moderator and presented him with the Moderator's cross, brought back into circulation in 2021 by Diane Sanders, and church gavel.

10. **Response – Scott Morgan, 2023 Moderator**

Scott said he had learned so much from Devon and looks forward to continuing to work with her. He then announced that a contribution in her name has been made to Heartland Community Health Center, an organization that is very meaningful to her.

He thanked the congregation for the honor of being elected Moderator. He said balance is now restored in the Morgan home, as his wife, Kathleen is a past moderator and used to describe her role as a “kind of the Pope” of Plymouth to her large Catholic family. He’s excited to be the new “kind of Pope”.

Scott said Plymouth is a strong and vibrant church that welcomes all wherever they are on life’s journey. We require allegiance to no religious creed or political dogma. Rather we enter a relationship based on a covenant, a covenant seeking the will of God and giving grace to all. We are far from perfect and need foundational work, but our spirit is invigorating. And everything happens because people care.

11. **Adjournment – Scott Morgan**

Devon Kim moved to adjourn the meeting; Derrick Hurst seconded. Motion carried unanimously. Meeting adjourned at 11:58 am.

12. **Benediction – Rev. Dr. Valerie Miller-Coleman**

Submitted by Larissa Long
Plymouth Church Clerk

MINUTES FROM THE SEPTEMBER 10, 2023 CALLED MEETING

Called Congregational Meeting of
Plymouth Church
September 10, 2023

Prior to the Call to Order, Clay Britton, the meeting parliamentarian, stated a quorum was present as 125 members were in attendance and 100 was the minimum required.

1. Scott Morgan, Moderator, called the meeting to order at 10:42.
2. Reverend Valerie Miller-Coleman gave the convocation.
3. Approval of Agenda and proposed meeting rules.

Scott provided the proposed meeting guidelines and rules:

- a) Ballots will be distributed once a motion has been made.
- b) Members may vote once they receive a ballot, but all are encouraged to listen to comments.
- c) There will be a 10-minutes introduction by the Bylaws Task Force.
- d) There will then be a period of no more than 20 minutes or until 11:10 (whichever comes first), for members to speak once each for no more than 2 minutes. To maximize the number of members who can speak, questions and comments will not be addressed by Council or the task force.
- e) We will recess by 11:10 to the Mayflower Room in time to allow the Gathering of Grace service at 11:30.
- f) All who are interested may move to the Mayflower Room and wait for the votes to be counted. The results will be announced in the Mayflower Room.
- g) The meeting will be adjourned after the results are announced.
- h) If the congregation does not approve these proposed meeting rules, the meeting will recess at 11:10 to allow set-up for the Gathering of Grace service. The meeting will then reconvene next Sunday, September 17th, to continue discussion until a motion to move to a vote is approved.

He added this is a streamlined process and the intent is to vote.

Terry Schmidt moved to approve the agenda and proposed meeting rules; David Ambler seconded; motion passed unanimously.

4. Motion for Consideration.

Jonathan Becker asked for a point of order, then stated that a motion for consideration was not needed. Clay Britton agreed a motion could be made.

Devon Kim moved for approval of the proposed Plymouth Constitution and Bylaws as approved by Council on May 23rd, 2023. There shall be a separate vote by ballot for each document.

If the proposed Plymouth Constitution is approved by two-thirds of members voting, the proposed Constitution shall become effective at the Call to Order of the next Plymouth Annual Meeting and all previous Constitutions of Plymouth Church shall be revoked.

If the proposed Plymouth Bylaws are approved by a majority of members voting, the proposed Bylaws shall become effective at the Call to Order of the next Plymouth Annual Meeting and all previous Bylaws of Plymouth Church shall be revoked.

Sonia Jordan seconded the motion.

5. Scott asked that ballots be distributed to members.
6. Scott thanked the Bylaws Task Force for their time and effort to develop the proposed Constitution and Bylaws. He also expressed appreciation for the Council's unanimous approval following three meetings of discussion and feedback regarding the proposed revisions.

He then introduced the Bylaws Task Force members – Erika Dvorske, Elinor Schroeder, Rich Bireta, Doug Eason, Larissa Long, Liz Smith and Reverend Valerie Miller-Coleman. Some of the members offered these comments:

Erika said she felt the revisions provided a framework for faith, justice and governance.

Rich supports the council reduction from 18 to 10, as with an annual member turnover of 50% or more each year it's difficult to consider decisions strategically.

Doug is also encouraged by a smaller council membership, as goal setting is very important, and he feels we will have a stronger council. He added it probably isn't perfect, but he feels challenges can be addressed and these changes move the Church forward.

Scott said he thought it was very important to move forward. Anyone involved in recent lay leadership knows there have been bylaw challenges. He's reviewed all previous bylaws, and all had changes. This isn't a power play – he believes the congregation's voice will be strengthened.

7. Member comments

John Lord said he's provided his objections in writing and is still trying to understand why changes are needed now. He'd prefer a visioning process, not an end to what is currently in place.

David Bergeron feels this is the most radical change proposed in the 150 plus years of Plymouth Church. The congregation is central to governance and now we will have smaller representation. He believes there is a disconnect between the policy book and bylaws. His concerns include no reference of boards in the bylaws; the clerk isn't a Council member and that the Sr. Pastor will be the CEO of the church.

Geraldo Sousa feels it's a coup d'état and outrageous change.

Sue Himes said she's been on almost every board and committee over the years and that there's nothing wrong with changes. If it doesn't work, another task force can be appointed to review.

Dick Orchard feels the revisions are constructive and provide a framework for moving forward. Policies change over time. The optimal size for governance is 7-10 members. He'll vote yes.

Bob Gent is still undecided. He's concerned that the power of the church may be too concentrated and wonders if this isn't working, can it be overturned.

Genée Figuieras isn't a member, but expressed concerns based on her experience with a prior church. She thought a "pause" might be warranted.

Sarah Whitten doesn't feel it's a power grab, but it is consolidation which will place much responsibility on a small group which may result in loss of focus. She's also disappointed boards are not represented on Council. She'll vote no.

Irene Soderstrom said the bylaws have been difficult to follow and understand. They have not been functional.

Margaret Kramar – streamlining is her concern. Democracy isn't always clean and can be messy.

Megan Poindexter then called for the question. Dick Orchard seconded.

8. The meeting moved to the Mayflower Room at 11:10 for vote counting and announcement of results.

The meeting resumed at 11:25 when Scott announced the following:

- Constitution – 152 voted; a 2/3 majority was required (102); 104 voted affirmatively – motion passed.
- Bylaws – 151 voted; a simple majority was required (76) 92 voted affirmatively – motion passed.

9. Adjournment

Tim Metz moved to adjourn; Devon Kim seconded; motion carried unanimously.

Meeting adjourned at 11:30.

Respectfully submitted by
Larissa Long, Clerk

NOMINATING COMMITTEE REPORT

Elected and Appointed Church Governance Overview

(* indicates up for election on ballot)

Officers

Moderator	Sonia Jordan (2 years remaining)
Immediate Past Moderator	Scott Morgan (1 year remaining)
Moderator-Elect	Rich Bireta* (nominated for 3-year term)
Treasurer	Stephen Carttar* (nominated for 1-year term)
Clerk	Larissa Long* (nominated for 1-year term)

Council (Voting members: Three Moderators, Treasurer, and six At-Large Members)

At-Large Members (all up for election)

Debbie Schmidt 2024 (1-Year Term)*	David Treviño 2024 (1-Year Term)*
Doug Eason 2025 (2-Year Term)*	Norine Spears 2025 (2-Year Term)*
Jeff Eriksen 2026 (3-Year Term)*	Christi Houston 2026 (3-Year Term)*

Deputy Treasurer Mark Reedy (1-Year Term)

Church Historian Susan McCarthy (1-Year Term)

Council Committees (members appointed by Council)

Annual Appeal and Fundraising Committee

Mia Korbelik 2024 (1-Year Term)	Larissa Long 2024 (1-Year Term)
Dick Orchard 2025 (2-Year Term)	Mike Gerrish 2025 (2-Year Term)
Doni Mooberry Slough 2026 (Chair) (3-Year Term)	Meredith Johanning 2026 (3-Year Term)

Facilities Committee

David Miller 2024 (1-Year Term)	Sarah Cauthon 2024 (1-Year Term)
Mat Schwenk 2025 (2-Year Term)	Matt Schwabauer 2025 (2-Year Term)
Doug Eason 2026 (Chair) (3-Year Term)	Suzi Morrissey (3-Year Term)

Finance Committee (Treasurer serves as Chair, Immediate Past Moderator serves as Vice-Chair)

Bart Kenner 2024 (1-Year Term)	Linda Gutierrez 2025 (2-Year Term)
Duane Goosen 2026 (3-Year Term)	

Governance Committee (all serve three-year terms)

Scott Morgan (Chair)	Clay Britton	Erika Dvorske
Barb Holland	Mark Simpson	

Personnel Committee (Three Moderators and Senior Pastor are members)

Amanda Jay 2024 (1-Year Term)	Doug Funk 2025 (2-Year Term)
Devon Kim 2026 (Chair) (3-Year Term)	

Boards (6 boards, 54 members)

Nominating Committee Recommended Ballot

Moderator-Elect	Rich Bireta 2026 (3-Year Term as Moderator-Elect, Moderator, then Immediate Past Moderator)
Treasurer	Stephen Carttar 2024 (1-Year Term)
Clerk	Larissa Long 2024 (1-Year Term)

At-Large Council Members

Debbie Schmidt 2024 (1-Year Term)	David Trevino 2024 (1-Year Term)
Doug Eason 2025 (2-Year Term)	Norine Spears 2025 (2-Year Term)
Jeff Eriksen 2026 (3-Year Term)	Christi Houston 2026 (3-Year Term)

Boards	<u>2024 (1-Year)</u>	<u>2025 (2-Years)</u>	<u>2026 (3-Years)</u>
Christian Ed	Katy Anderson Chelsey Stultz	Jackie Lord Melissa Lisher	Frances Lyons Keeli Nelson
Deacons	Matt Del Vecchio Robin Wood Tessica Tallman Brian Wolfe	Kim Noll Wendy Seger Cathy Barker Ron Johnson	Amy Fishburn Elinor Schroeder Kathy Elkins Quentin Kaufman
Fellowship	Dana Dole Nancy Guy Kathy Funk	Ann McElhenny Nancy Bregman Thomas Ladehoff	Chris Lyon Linda Mannering
Membership	Julie Fuller Marty Reeves Jeanne Fridell	Melody Gatti Stacy England Jan Willey	Ramsey Meigs Valerie McGhee Cindy Epperson
Music & Fine Arts	Susan Anderson Harry McDaniel Emily Sharp	Kathy Bowen Judy Burch Maya Beyer	Sue Denning Judy Kettle Sam Parrilla
Service & Justice	Caroline Rothnie Chuck Marsh Rachel Goosen	Marla Eriksen Beth Chambers Jo Bryant	Mark Matese Linda Pickerel Rosina Aguirre

Kansas-Oklahoma Conference Delegates

Scott Morgan	Devon Kim
Christina Bloomquist	Sonia Jordan

OFFICER AND COUNCIL BIOGRAPHIES

Sonia Jordan

Email: smrosales@gmail.com

Joined Plymouth: 2017

Other Involvement at Plymouth: Sunday School teacher and Christian Education Board

My husband James and I have 3 kids: Leo, George, and Kate. My career is in public health. I'm currently at Blue Cross and Blue Shield of Kansas. My favorite thing to do is read with a cup of coffee.

Scott Morgan

Email: scott66047@gmail.com

Joined Plymouth: 1988

Other Involvement at Plymouth: Stewardship Board, chair three times. Sunday School Teacher. Personnel Committee, chair three times. Bylaws Task Force, chair. Moderator.

My wife, Kathleen, and I have raised our three children at Plymouth. It is both welcoming and challenging.

Rich Bireta

Email: rbireta@gmail.com

Joined Plymouth: 1990

Other Involvement at Plymouth: Rich has recently served for five years as Plymouth's Deputy Treasurer. He has also served on the Fellowship Board, as Treasurer and on the Stewardship Board.

Jane and Rich raised six children and live just north of the airport in rural Douglas County. Rich retired in 2019 having spent the majority of his professional career as a Systems Engineer for IBM. Hobbies include writing mobile phone apps in support of sports car road rallies.

Stephen Carttar

Email: scarttar@yahoo.com

Joined Plymouth: 1982

Other Involvement at Plymouth: Moderator twice 2001 & 2006, Stewardship 2018-2020 & 1986-1988, Endowment 2003-2007 & 1993-1997, Membership 2015-2017, Treasurer 1989

Lifelong Lawrencian, Eldest of 6 Carttar "kids," Accountant (KU) [CPA / MBA (Baker)], Three daughters with Sarah (late): Rebecca, Johanna & Tennery, Married to Cindy Hasler Carttar by Peter Luckey. Treasurer DG United Way 1984-1987, Leadership Lawrence Class 1985

Jeff Erikson

Email: jeffgeriksen@gmail.com

Joined Plymouth: 2023

Other Involvement at Plymouth: Wednesday Morning Bible Study, LINK Server/Diswasher

Debbie Schmidt

Email: dschmidt1105@gmail.com

Joined Plymouth: 2000

Other Involvement at Plymouth: Virtual Auction chairperson 2022 and 2023, Stewardship Board - 2021-2023 (Chair in 2023)

Retired from Midco in December after 23 years and searching for the next adventure and finally have time to fit in golf. Terry and I have 5 children, 14 grandkids and 1 great grandchild.

Doug Eason

Email: doug.c.eason@gmail.com

Joined Plymouth: 2000

Other Involvement at Plymouth: Christian Ed Board 2008-2010, CE Director Search 2008, Confirmation Class Leader 2010-2011 2013-2021, 6th Grade Class Leader 2012, Service Trip Leader 2015-2019; 2022 and 2023, Treasurer 2012-2017, Stewardship 2011, 2018-2022, Family Promise setup/tear down coordinator 2011-2020, Church Council 2022 (Stewardship Chair), 2023 (member at large replacement started in August), Facilities Committee 2018-2023, Finance Committee 2023, Bylaws Committee 2022-2023, Associate Pastor Search/Transition Committee 2018-2019, KO Conference Delegate 2017-2018

4-year employee at Sprint/T-Mobile, most of my career has been in dealer operations and strategy. Currently I am a Group Project Manager in our IT department.

Married to Becky Eason

Kids: Gryffin and Alexander

Larissa Long

Email: jllong@sunflower.com

Joined Plymouth: 1990

Other Involvement at Plymouth: Council, Moderator, Endowment, Annual Appeal, Stewardship, Choir

I enjoy reading, taking walks with my mini-Golden Doodle, Sophie, practicing the piano and reading. I have three grandsons, Calvin, Nolan and Tyson with whom I enjoy fun adventures!

David Treviño

Email: HawkLaw2007@gmail.com

Joined Plymouth: 2011

Other Involvement at Plymouth: Fellowship Board, Stewardship Board, Stephen Ministry

Attorney- Immigration, Employment, Criminal Defense since 2007. Texas native from Dallas-Fort Worth metro. Lived in Lawrence since 2004. Married to Sarah Whitten, and cat- Savannah. Working out at gym, travel- national and international, tennis, chess, movie and music enthusiast.

Norine Spears

Email: norinespears@gmail.com

Joined Plymouth: 2013

Other Involvement at Plymouth: I have had the privilege of serving on both the Music and Fine Arts Board and the Mission and Service Board in both a chair and member capacity. As chair of the Boards, I enjoyed a seat on the Council on three separate occasions. I have enjoyed working with other members of Plymouth in many events and activities, including as a member of the Plymouth Players, serving during Gourmet Dinners, organizing the Virtual Auctions, teaching Sunday School, Bible School and Confirmation, directing the Children's Pageant and organizing donation events. Advocating for our community is a passion of mine and I am so proud of Plymouth's participation in Justice Matters and Kansas Interfaith Action (KIFA). I am currently a team member with Justice Matters and the Plymouth liaison with KIFA.

My husband Rod and I raised three children who were all confirmed at Plymouth. We were grateful for the engagement opportunities that our children were offered as they grew and for the fact that they and their friends were accepted no matter where they were on their faith journey. Plymouth has been an important community for our family and I am humbled to be considered to sit on the Board as we move into the next step of our journey.

Christi Houston

Email: existing33@yahoo.com

Joined Plymouth: 2020

Other Involvement at Plymouth: Usher at Gathering of Grace Service; previous co-leader of a covenant group.

Psychologist; loves music and sports and spending time with loved ones.

MEMBERSHIP REPORT

MEMBERSHIP REPORT

Active Members	1044
Resident Members	991
Non-Resident Members	53
Total Active Membership January 1, 2024	1,044

2022's total	995
	<u>+ 69 members 2023</u>
	1,064
	<u>-20 terminations 2023</u>
2023's total	1,044

ADDITIONS

Associate Members	5
Confession of Faith	2
Confirmation	7
Reactivated	6
Reaffirmation of Faith	39
Transfers to Plymouth	10
Total Members Added	69

TERMINATIONS

Deaths	12
Moved to Inactive List	x
Removed by Request	4
Transfers	4
Total Members Removed	20

TERMINATIONS

DEATHS

*Indicates non-member

01/23/2023	Stanley Rolfe
02/23/2023	Edna Van Schmus
02/28/2023	Joie Webb
06/05/2023	Ken Martinez*
06/09/2023	Marcia Fisher
07/07/2023	Henry "Hank" Booth
07/28/2023	Vergie Lou Anderson*
08/08/2023	John Dudley
08/29/2023	Jan McIntosh
09/18/2023	Edwin LaVerne Epp
11/01/2023	Nancy Magnuson
11/01/2023	Richard "Dick" Sengpiehl
11/04/2023	Betty Alderson
11/26/2023	Elaine Blank

MEMBERS TRANSFERRING TO OTHER CHURCHES, REMOVED BY REQUEST, INACTIVE

Pastor of Care & Welcome has complete lists.

ADDITIONS**Reaffirmation of Faith**

02/05/2023	Laura Conley	04/30/2023	Andrew Morris
02/05/2023	Colleen Gerrish	04/30/2023	Connie Stoker
02/05/2023	Mike Gerrish	05/14/2023	Jane Merriweather
02/05/2023	Eloise Kerbs	09/24/2023	Zach Hughes
02/05/2023	Charles (Mike) McGhee	09/24/2023	Elaine Nelson
02/05/2023	Valerie McGhee	09/24/2023	Maya Beyer
02/05/2023	Cynthia Reeves	09/24/2023	Weston Milhon
02/05/2023	Marty Reeves	09/24/2023	Kent Blansett
02/05/2023	Virginia Ruark Wessels	09/24/2023	Kathy Elkins
02/05/2023	Jeremy Winfrey	09/24/2023	Hannah Maurer
02/05/2023	Paul Zimdars-Swartz	09/24/2023	Hannah Miller
02/05/2023	Sandra Zimdars-Swartz	09/24/2023	Keighley Miller
04/30/2023	Dan Altman	09/24/2023	Rachel Monger
04/30/2023	Alejandro Carvalho	09/24/2023	Samuel Parrilla
04/30/2023	Jade Piros de Carvalho	09/24/2023	Maggie Stolzenberg
04/30/2023	Kenny Fearn	09/24/2023	Heather Schwenk
04/30/2023	Diane Hughes	09/24/2023	Mattheu Schwenk
04/30/2023	Chris Lyon	10/01/2023	Ian McDaniel
04/30/2023	Kristin Lyon	10/01/2023	Jenn McDaniel
04/30/2023	Ramsey Meigs		

Confession of Faith

04/30/2023	Sara Fearn
04/30/2023	Erin Seybold

Confirmation

04/23/2023	Ellen Hanrath	04/23/2023	Stevie Roman
04/23/2023	Ainsley Hurst	04/23/2023	Olivia Storey
04/23/2023	Kingston Jacobs	05/21/2023	Natalia Kalusha-Aguirre
04/23/2023	Zoe Kaul		

Associate Members

02/05/2023	Katherine Lenz
04/30/2023	Katie Hobson
04/30/2023	Matthew Schwabauer
09/24/2023	Suzanne Morrissey
09/24/2023	Sheila Connolly

Transfer of Membership to Plymouth Congregational Church

02/05/2023	David Miller
04/30/2023	Jeff Eriksen

04/30/2023	Marla Eriksen
05/14/2023	Amy Fishburn
09/24/2023	Barney Korbelik
09/24/2023	Mia Korbelik
09/24/2023	Lisa Castle
09/24/2023	Jeff Walker
11/12/2023	Micah Nelson
11/12/2023	Taryn Nelson

Reactivated

04/30/2023	Cathy Matese
04/30/2023	Mark Matese
10/01/2023	Deb Shmalberg
10/01/2023	Scott Shmalberg
12/05/2023	Shannah McAleer
12/05/2023	Kathy Snyder

Births/Adoptions

04/08/2023	Elanor Aubrey Crossfield (daughter of Betsy Mills & Ian Crossfield)
07/09/2023	Natalia Raney (daughter of Fernanda & Jonathon Raney)
08/15/2023	Riven Louise Woolfolk (daughter of Sarah & John Woolfolk)
08/22/2023	Felicity Schwabauer (daughter of Matt Schwabauer & Katie Hobson)
09/03/2023	Finnegan Miller (son of Hannah & Keighley Miller)
09/08/2023	Amelia Elizabeth Bruno (daughter of Lauren & William Bruno)

Baptisms

01/01/2023	Cade James Woolfolk (son of Sarah & John Woolfolk)
04/30/2023	Elanor Aubrey Crossfield (daughter of Betsy Mills and Ian Crossfield)
04/30/2023	Fiona Elizabeth Seybold Meigs (daughter of Erin Seybold & Ramsey Meigs)
04/30/2023	Theodore Kenneth Fearn (son of Sara and Kenny Fearn)
04/30/2023	Lillian Mae Fearn (daughter of Sara and Kenny Fearn)
04/30/2023	Erin Seybold
04/30/2023	Sara Fearn
06/25/2023	Abigail E. Okesanya
06/25/2023	James Wittman Stanton (son of Steph Wittman & Allyson Stanton)
06/25/2023	Aidan Harold Higgins-Ward (son of Jeffrey Ward and Elise Higgins)
07/30/2023	Dorothy Lucia Mihalko (granddaughter of Gene & Judy Bauer)
11/12/2023	Asher Nelson (son of Taryn & Micah Nelson)
11/12/2023	Scarlett Nelson (daughter of Taryn & Micah Nelson)
11/12/2023	Dapper Nelson (son of Taryn & Micah Nelson)

Weddings

<i>Date</i>	<i>Names</i>
04/22/2023	Holly and Angie Brownrabbit
06/03/2023	Abigail and Isaac Okesanya

TREASURER'S REPORT

Plymouth finances were strong during 2023. Your incredible generosity coupled with staff fiscal responsibility led to a modest surplus of \$24,926.16. In addition to ending the year solidly 'in the black,' we were able to complete some painting and refurbishment and cover the feasibility study cost of our capital campaign using cash flow rather than endowment monies. Pledge income was higher than expected with \$20,335.64 in pledge overpayments and \$22,050 in new member pledges. Thank you!

Total pledge income for 2023 was \$860,927.97. We also received \$46,941.70 in one-time gifts for 2023, and we have experienced a consistent increase in contributions (beyond pledges) during the past two years. The annual appeal results, which far exceeded our expectations, combined with the savings we set aside when the payroll protection program monies funded payroll for eight weeks in 2020, allow us to adopt a 2024 budget that incorporates virtually all requests made by your church Boards and Committees and a 4.04% COLA for staff. We feel confident in the five-year plan we have developed to build on our financial strength and sustainability despite difficult economic times and a national decline in church giving and attendance. Plymouth consistently defies the national trend and continues to remain a strong, active, fiscally stable organization. God is at work through Plymouth Church!

While we are feeling incredibly blessed to be in a solid financial position at this time, it is imperative that we not become complacent in our giving or relaxed given the savings we have from the Payroll Protection Loan and our operating reserve. Your discipline in building and maintaining the operating reserve and your consistency in answering God's call to grow with your pledge dollars are what gives us confidence in our five-year plan. We are committed to continuing to grow alternate revenue sources in addition to working to grow our pledge income. We are confident in our ability as a congregation to generously fund our work at Plymouth. We are a people on a mission ... a vibrant, growing community with an increasing number of people committed to God's work through Plymouth Church.

As we look back on 2023, the best way to describe our thoughts about Plymouth finances, both short-term and looking forward, is gratitude. Thank you for your generous contributions of time, talent, and treasure. We are highly dependent on all three. Thank you for your active participation in the congregational budget meetings and the annual appeal. The responsibility for the Church finances belongs to all of us. Thank you for your unwavering support as we talk through complicated financial issues and continue to update and improve our dynamic long-term financial plan. The diversity of voices and thoughts as we navigate our five-year plan make us stronger. Finally, thank you for allowing us the opportunity to serve in the roles of Treasurer and Deputy Treasurer. It has truly been an honor and a pleasure.

Best wishes for 2024,
Doni Mooberry Slough, Treasurer and Rich Bireta, Deputy Treasurer

FUNDRAISING 2023

The church planned to support four primary activities through fundraising in 2023: the Youth Service Trip, Plymouth Language Program, Justice Matters and an additional contribution to Our Church's Wider Mission. Participants in the Youth Service Trip led their own fundraising efforts in 2023 and raised enough money to fund their 2023 trip plus some additional money set aside for 2024.

The table below shows the proceeds from each of the fundraisers and the details of the expenditures for the Plymouth Language Program, Justice Matters and Our Church's Wider Mission.

Fundraising Sources	Totals
Head Start Back Pack Drive	\$ 2,015.00
Kroger	1,653.19
Amazon Smiles	62.29
Head Start donations	170.00
Justice Matters donations	100.00
Add'l OCWM donations	320.00
Easter offering	7,486.74
Holiday Bake Sale	1,782.00
Virtual Auction	8,762.27
Christmas Eve offering	6,506.65
Total Fundraising Sources	\$ 28,858.14

Fundraising Use	Disbursed	Encumbered	Totals
	(Pay in 1/2024)		
Turkey / Syria Earthquake Relief (Easter Offering)	1,768.74		1,768.74
Plymouth Language Program (Easter Offering)	4,000.00		4,000.00
Head Start			
Donation from Easter offering	1,718.00		1,718.00
Donation from Back Pack Drive	1,081.91		1,081.91
Playground Equipment from Back Pack Drive	933.09		933.09
Donation from Stephen Ministers	170.00		170.00
Total Head Start donation	3,903.00	-	3,903.00
Justice Matters			
Donations		100.00	100.00
Christmas Eve offering		3,253.33	3,253.33
Total Justice Matters donation	-	3,353.33	3,353.33
Additional Our Church's Wider Mission			
Donations	260.00	60.00	320.00
Christmas Eve offering		3,253.33	3,253.33
Holiday Bake Sale		1,782.00	1,782.00
Virtual Auction		8,762.27	8,762.27
Total Add'l OCWM donation	260.00	13,857.60	14,117.60
Total Fundraising Uses	9,931.74	17,210.92	27,142.66
Fundraising Sources in excess of Uses			\$ 1,715.48

These activities are shown in the financial statements in the Statement of Revenue and Expense by Class under the column Activity Funds.

PERSONNEL REPORT

Personnel Report-Annas Boyer

- Oversaw the transition of the Facilities Manager and Director of Operations positions.
- Oversaw the realignment of Communications staff to provide for more efficiency. Contracted with Russ Ware for the print and online communication design services.
- Adjusted pay for three positions to bring them into better alignment with the market and similar positions.
- Completed the senior pastor annual review. It was again, overall, very positive.
- Updated paid time off policy for all employees to allow for more flexibility in the way that time off is used and clarity in recordkeeping.
- Updated Pastor of Care and Welcome and Director of Faith Formation positions to exempt to better reflect the ways in which their positions have evolved.

The Personnel Committee is not including a detailed list of staff with their positions and salary information this year. This report exists and will be provided by request. Please make your requests to the incoming chair of the Personnel Committee, Devon Kim at devonhkim@gmail.com.

ENDOWED FUNDS

Original Endowed Funds with Specific Restriction on Usage

Anonymous (1977): (\$10,155Cash) Income to be used on maintenance and care of church facilities.

Sally Stowits (1978): (\$10,000Cash) No restrictions on use.

J. O. Jones (finalized when stocks sold in 1984): (\$4,658.24) No restrictions and to be used as Church Council directs.

Ross Hopper (1979 upon receipt of final payment on house): (\$7,691.95). Income from fund to be used as Church Council directs.

George Bradshaw (1979): (\$5,000) Per Will "Income, but no part of principal, to be used as governing body of church shall direct, except income shall not be used for ordinary operating expenses."

Mel Huxtable (1981-82): (\$7,000) "We request that the earnings from this endowment be used at the existing church property for repair, maintenance and for the church accessibility fund."

Opal Jane Kennedy (1982-83): (\$229,433.36) Per Will: "It is my desire that the Board of Trustees with the advice of the Board of Deacons use the income from this bequest as they may deem advantageous for the upkeep of the Church, which may include Capital Improvements."

Ellsberry-Hyre (1986): (\$5,000) Without any conditions or restrictions. Earnings at discretion of Church Council and principal by action of Congregation.

Cloyd Achning (1991): (\$20,000) To be used in accordance with provisions of the trust preserving the principal to greatest possible degree.

Carl B. Althaus (1991): (\$188,814.22) Will stated "...to establish a fund to be known as Carl B. Althaus Memorial Fund, the income but not the principal thereof, to be used for the maintenance and repair of the Church building and Church facilities. (Endowment Trust minutes of 1/14/92, "To be used only for special maintenance projects, not line item maintenance. This to be liberally interpreted.)

Maude Elliott (1995): (\$11,466.35) Use of income to be determined by Church Council.

Elizabeth Lawson (1997): (\$20,208.78) Income to be used by the Board of Music and Fine Arts.

Mary Grant (2001): (\$75,738.98) For the use and benefit of Plymouth Congregational Church.

Plymouth Thrift Shop (2002): (\$12,678.15) Directed by Thrift Shop Committee through Mission/Service Board.

Iris West Aller Fund (2003): (\$67,911.43) Income to be used for such purposes as the governing body of said church shall direct.

Gil Munroe (2004): (\$10,000) For the use and benefit of Plymouth Congregational Church.

Bonnie Goodwill Briscoe (2006-10): (\$12,376.29) Income to be used for scholarships for seminary students, continuing education for Plymouth Church pastors, staff, and lay leaders, and ongoing building maintenance to preserve and improve the Church structure.

Rowena Puckett (2007): (\$20,502) Income to be used for building maintenance.

Robert Frederick (2012): (\$10,000) Income to be used for Thanksgiving service and dinner.

Deron McGee (2015): (\$30,000) Income to be used for the purchase of music (and supplies) for the choirs, instrumental ensembles and soloists and to provide instrumentalists and soloists for major choral works and other special occasions at Plymouth Church.

Georgia and Richard Orchard (2018): (\$25,000.00) For maintenance and repair of the church and church facilities.

Jackie Shmalberg (2018): (\$10,000) For music and fine arts.

Anonymous (2018): (\$92,137.00) To be used for KU campus ministry and external agencies addressing community needs of food, shelter, and health, but not for justice issues or internal church mission projects.

Al Sellen (2018): (\$10,488.23) No restrictions on use.

Peter Luckey Scholarship Fund (2019): (\$13,609.00) For financial support for Plymouth members and friends who seek to participate in experiences which promote justice and have transformational potential for the recipient, our congregation and/or our community.

Don & Dottie Daugherty (2023): (\$192,935.15) For the use and benefit of Plymouth Congregational Church.

Restricted Income Funds Transferred by Church Council

Don Alexander: (\$13,450) To Pastor's Emergency Fund: To use for assistance to needy persons as may be designated by the Senior Pastor.

Mary Bradshaw: (\$7,650) To Board of Music and Fine Arts: For children's music.

Henry Bruner: (\$5,000) To Board of Music and Fine Arts: For brass music.

Sam Elliott: (\$45,789) To Senior Pastor for allocation to Boards of Christian Education, Mission and Service, and Music and Fine Arts in keeping with Sam Elliott's love and caring for children and music.

Bill Kelly: (\$3,150) To be used for Bill Kelly Scholarship Fund.

Clark Spalsbury: (\$1,550) To Board of Music & Fine Arts: For Adult Choir.

Irma Spangler: (\$40,100) To Senior Pastor for allocation upon recommendation by Board of Deacons and Approval by Church Council to support staff and lay persons in Church related continuing education activities.

Edwin Elin Stene: (\$20,000) To Board of Stewardship for maintenance and improvement projects.

Parsonage: (\$35,300) Initially arose from funds loaned to Pastors to purchase parsonage. Repayments were earmarked and reinvested for future similar needs. Current income to Board of Stewardship to offset portion of Pastor's Housing Allowance.

Greater Plymouth Fund: (\$142,910.51) To Memorial and Gift Committee for projects approved by Council/congregation.

Capital Campaign: (\$10,000) Seed money for future capital campaign.

Doug & Ginny Beene (\$10,417.67) To Board of Deacons: For Stephen Ministers.

Total Value of Managed Endowment Funds, December 31, 2023: \$2,147,683.63

Plymouth Endowment/Planned Giving Committee

In 2023 the committee approved a payment of \$74,675 for 2024 which represents 4% payout of the September 30 endowment balance averaged over the past 3 years. The funds will be distributed according to the directives of each of the endowed accounts. Plymouth Endowment funds are managed by United Church Funds which has an investment committee and portfolio managers to direct the investments. You may look at the performance in the various portfolio's at ucfunds.org under "Investments" and specifically at the UCF Balanced Fund where Plymouth's funds are invested.

The past year members of the committee contacted Plymouth members to make them aware of opportunities in Planned Giving. We also placed information in the Sunday bulletin and the monthly Rock about giving. Thank you to Elaine Schmidt, Gene Bauer, Becky Foster, Sue Himes, Don Low, Peggy Johnson, and Linda Maxey for helping to make the congregation more aware of Planned Giving.

Finally, it's important for members to think about how Planned Giving fits into the program of a nonprofit organization like a church where there are so many needs and never enough money. Most 501(c)(3) organizations raise funds in four ways: 1) Special Events, 2) Annual Gifts, 3) Major Gifts, and 4) Planned Giving. Plymouth has a number of Special Events throughout the year that are fundraisers for focused activities. Most churches support their budget through Annual Gifts in which members pledge to give throughout the year. Capital campaigns call on members to make Major Gifts to support remodeling or major replacement costs. Estate planning allows members through a Planned Giving program to continue to support the church far into the future. Opal Jane Kennedy joined the church October 15, 1913 at the age of 23. She has been supporting the mission of Plymouth each year for the past 110 years from her Annual Giving pledges while alive and her Planned Giving account which was a bequest to Plymouth in her will.

Dick Orchard, Chairperson

2024 BUDGET

Plymouth Congregational Church Budget for the year 2024 as of January 25, 2024

Description	2021 Actual	2022 Actual	2023 Actual	2024 Budget
INCOME				
Pledges/Contributions				
Pledge Collections	\$ 860,474	\$ 871,892	\$ 820,102	\$ 867,818
Pledge Overpayments			20,336	20,000
Pledges - New Current Year		-	22,050	14,000
Reserve for Uncollectables (or Actual)	(16,872)	(3,220)	(1,560)	(18,036)
Pledge Collections, Net of Resv	843,602	868,672	860,928	883,782
Contributions/No Pledge	64,468	73,710	85,380	75,000
One-Time Contribution/Gift	10,000	25,000	46,942	10,000
Prior Year Pledges	3,528	4,514	7,045	4,500
Loose Offerings	4,327	8,309	8,897	8,500
Other Income				
Building Use Fees	17,491	19,902	20,224	20,000
Unrestricted Endowment Income	16,189	16,845	16,811	21,594
Designated Endowment Income	48,197	55,247	55,363	53,082
Interest Earned	1,973	3,198	19,885	31,300
Total Income	1,030,525	1,075,396	1,121,475	1,107,757
Transfers from Reserves				
Transfer PPP Reserve				20,476
Transfer CY Operating Reserve (if required)				19,884
Total Transfers				40,360
Combined Income & Transfers				1,148,117
Total Expenditures	970,446	1,060,411	1,096,549	1,148,117
Net Surplus (Deficit)	\$ 60,079	\$ 14,985	\$ 24,926	\$ -
EXPENDITURES				
Christian Education				
Director of Faith Formation	21,427	21,299	33,426	34,528
Director of CE Retirement	1,040	(390)	1,044	2,072
DCE Professional Expenses	49	395	502	500
Faith Formation Assistant	6,745	2,995	-	3,120
Child Care Expense				
Child Care Supervisor	1,995	2,372	3,408	3,788
Child Care Assistants	1,300	2,359	1,681	3,713
Child Care Substitutes	295	56	16	300
Christian Ed Employer FICA/Med	2,310	2,202	2,950	3,454
Children's Ministry				
Children's Curriculum	1,713	1,279	839	1,220
Children's Supplies	817	900	951	1,200
Children's Food	385	359	546	824
Vacation Bible School MSP	133	209	436	280
Media Copyright Fee	269	285	-	-
Youth Education & Ministry				
Confirmation				
Confirmation Curriculum	200	1,047	748	615
Confirmation Food	173	72	334	150
Confirmation Supplies	148	143	226	160
Confirmation Retreat	394	200	200	300
High School Faith Formation	571	594	490	500
Youth Group Expenses				
Youth Group Food	420	585	794	900
Youth Group Supplies	908	730	957	800
Adult Education	906	1,249	973	1,040
Evening Education Programs		-	-	-
OWL Training & Programs		224	257	600
Planning/Program Development		-	237	1,095
Christian Ed Endow Exp (E)	1,396	1,446	1,449	1,379

Description	2021 Actual	2022 Actual	2023 Actual	2024 Budget
Total Christian Education	44,614	41,608	52,466	62,538
Deacons				
Worship	275	1,579	2,361	2,000
Bereavement Support (Grief Books)		-	384	500
Stephen Ministry		1,091	203	220
We Care Memorial Receptions MSP		114	109	300
Staff Education & Development	604	230	487	2,000
Acolytes		-	-	500
Deacons Endowment Expense (E)	2,557	2,650	2,655	2,935
Total Deacons	3,436	5,663	6,199	8,455
Fellowship				
Fellowship Hour & Supplies	376	121	1,072	1,300
All Church Picnic	203	377	500	500
Thanksgiving		1,000	1,000	1,000
Pride Party		1,097	1,160	1,200
Fellowship Discretionary Expense		-	249	-
Fellowship Endowment Expense (E)	481	498	499	475
Total Fellowship	1,060	3,094	4,480	4,475
Membership				
Pastor of Care & Welcome	17,525	11,454	4,219	5,200
Pastor of Care & Welcome Housing Allowance		6,036	16,873	20,800
Pastor of Care & Welcome Retirement			983	1,560
Pastor of C&W FICA Reimbursement	2,129	1,609	1,986	1,989
Media Ministry (Moved to Stewardship)		-	-	-
Community Relations/Outreach	313	238	25	450
New Member Orientation, Integration & Recruitmen	683	321	1,134	1,350
Congregational Care Ministry & Member Services	845	188	345	501
Explore Plymouth		-	35	-
Total Membership	21,495	19,847	25,599	31,850
Mission and Service				
Our Church's Wider Mission	29,000	29,000	29,000	29,000
KIFA Initiative		500	500	500
Local Mission Support (Head Start)	226	1,000	1,000	1,000
Language Program Support	4,000	4,000	4,000	4,000
Justice Matters Support		-	-	-
Carbon Mitigation Fund	-	1,350	720	1,000
Mission & Service Budget Reduction	-	-	-	-
Mission Leadership Curriculum/Training	-	-	26	500
Mission Endowment Expense	6,237	6,464	6,478	6,163
Total Mission and Service	61,913	42,314	41,723	42,163
Music and Fine Arts				
Minister of Music/Arts Minstry	58,830	59,988	65,107	67,738
MMFAM Professional Expenses	461	488	496	500
Chancel Choir Accompanist (Formerly Associate)	675	2,400	1,389	4,064
MFA Admin Assistant	2,400	2,816	3,206	2,934
Handbell Director	100	-	1,564	2,081
<i>Youth Choirs</i>			-	
Youth Choir Directors	2,849	2,906	3,648	4,138
<i>Chancel Choir</i>			-	
Chancel Choir Music&Supplies (including robe cleaning)	791	-	928	600
Chancel Choir Paid Choristers	1,947	6,044	9,195	9,996
Chancel Choir Guest Musicians	4,010	4,520	2,405	2,400
<i>Gathering of Grace Service</i>				

Description	2021 Actual	2022 Actual	2023 Actual	2024 Budget
Gathering of Grace Band	9,370	16,376	18,007	20,927
Gathering of Grace Music/Supply	585	505	529	550
MFA Employer FICA and Benefits				-
Health Insurance	8,931	7,205	4,700	3,600
Retirement	4,116	4,032	6,945	9,987
MFA Employer FICA/Med	2,968	3,292	6,454	7,233
G of G Band Employer FICA/Med	717	1,250	1,428	1,601
Fine Arts Program MSP	1,800	1,349	1,453	1,300
Organ Tuning & Repairs	500	1,750	2,409	10,000
Piano Tuning and Repairs	530	1,275	570	1,200
MFA Endowment Exp (E)	4,386	4,545	4,555	4,334
Total Music & Fine Arts	106,296	121,734	136,313	155,182
Stewardship				
STAFF				
Worship Production Coordinator	40,000	39,844	8,250	8,271
Communication Director - Contracted		3,333	40,000	40,000
Director of Operations	33,368	48,674	56,897	59,854
Accountant	11,092	22,950	30,345	29,359
Administrative Assistant	13,108	14,957	16,859	16,354
Facilities Manager	41,025	41,833	44,581	55,002
Hospitality Associates	5,845	6,101	7,305	6,160
Stewardship Employer FICA & Benefits				
Health Insurance	17,863	21,649	1,793	-
Retirement	5,512	5,559	699	587
Employer FICA/Med	13,029	15,564	12,601	13,388
Recruiting & Background Checks	6,160	3,726	365	2,027
BUILDING				
Utilities	52,915	60,590	52,559	63,000
Yearly Building Contracts	27,667	27,142	35,060	30,000
Contracted Cleaning Service	11,400	10,800	10,800	10,800
Building Supplies & Equipment	32,005	13,602	6,831	7,500
Kitchen Supplies	741	2,280	2,000	2,000
Ordinary Maint & Repairs	56,589	89,759	72,064	57,000
Property/Liability Insurance	26,286	39,783	35,922	39,569
Stewardship Endowment Exp (E) Exp.	33,141	34,345	34,418	32,746
OFFICE/GENERAL ADMIN				
Advertising & Publicity	11,180	8,199	11,693	10,500
Media Ministry	5,662	5,484	5,215	5,300
Copier Lease/Maintenance	7,631	15,372	15,849	15,000
Copier Paper/Supplies	932	2,524	2,274	3,000
Postage	2,768	1,754	2,912	3,675
Telephone/Maintenance	3,506	4,551	4,238	4,300
Office Supplies	2,341	2,142	1,962	2,500
Bank Charges & Credit Card Fees	6,091	5,989	7,332	6,000
Office Technology	6,187	5,390	7,359	8,000
Social Media & Internet Technology	5,143	5,133	5,188	6,000
Member Management Software	501	793	839	924
Online Giving Platform				-
Financial AUP Review	7,500	7,500	7,500	7,500
OTHER COMMITTEES				
Annual Appeal	55	204	467	1,500
K/O Conference Delegates	-	2,111	730	2,400
History Committee	750	94	575	575
Endowment Committee	6	-	-	2,200
Memorial Committee - Greater Plymouth Fund (E)		5,298	5,309	5,051
PERSONNEL EXPENSES				
FSA Service Charges	180	127	249	144
Workers Compensation	2,876	2,227	44	3,724
Personnel Enhancements funded with PPP savings		-	-	-
OTHER EXPENSES				

Description	2021 Actual	2022 Actual	2023 Actual	2024 Budget
Operating Reserve	20,000	20,000	20,000	20,000
Total Stewardship	514,060	597,382	581,585	581,910
Pastoral Ministry				
SENIOR PASTOR				
Sr Pastor Base Salary	46,000	47,640	54,750	58,416
Sr Pastor Housing Allowance	36,000	36,000	36,000	36,000
Sr Pastor Retirement	12,437	13,043	12,610	13,218
Sr Pastor Life/Disability Ins	1,332	1,238	1,348	1,416
Sr Pastor FICA Reimbursement	6,273	6,273	6,942	7,223
Sr Pastor Family Health/Dental	21,528	26,783	28,889	32,415
Sr Pastor Auto Reimbursement		867	1,104	1,200
Sr Pastor Professional Expense	945	1,503	1,472	1,500
Sr Pastor Cell Phone Allowance	1,200	1,200	1,200	1,200
ASSOCIATE PASTOR				
Assoc Pastor Base Salary	24,000	25,200	30,402	34,691
Assoc Pastor Housing Allowance	36,000	36,000	36,000	36,000
Assoc Pastor Retirement	8,400	9,542	9,889	9,897
Assoc Pastor Life/Disability Ins	-	-	1,226	1,060
Assoc Pastor FICA Reimbursement	4,590	4,590	5,080	5,408
Assoc Pastor Health/Dental Ins	16,759	16,024	17,264	17,751
Assoc Pastor Auto Reimbursement		400	400	400
Assoc Pastor Professional Exps	607	766	1,207	1,500
Assoc Pastor Cell Phone Allowance	1,200	1,200	1,200	1,200
Other Clergy	300	500	1,200	1,050
Total Pastoral Ministry	217,571	228,768	248,182	261,544
TOTAL EXPENDITURES	\$ 970,446	\$ 1,060,411	\$ 1,096,549	\$ 1,148,117

STATEMENT OF REVENUE AND EXPENSE BY CLASS

Plymouth Congregational Church Statement of Revenue & Expense by Class January - December 2023

	1 MSP	3 Activity Funds	4 Endowment	TOTAL
Revenue				
4100000 Pledges/Contributions/Offerings				
4100100 Pledge Collections & Similiar				
4100105 MSP Pledges	733,987.33	0.00		733,987.33
4100110 MSP Commitments	46,800.00	0.00		46,800.00
4100115 MSP Pledges, Cmmtmnts PPDAmort	39,315.00	0.00		39,315.00
4100120 MSP Pledge, Cmmtmnts Overpymts	20,335.64	0.00		20,335.64
4100130 MSP Pledges - Unpaid	0.00	0.00		0.00
4100135 MSP Pledges-New/Incr Current Yr	22,050.00	0.00		22,050.00
4100140 MSP Pledges-Decrease Current Yr	-1,560.00	0.00		-1,560.00
Total 4100100 Pledge Collections & Similiar	\$ 860,927.97	\$ 0.00	\$ 0.00	\$ 860,927.97
4100160 Contributions	85,380.00	0.00		85,380.00
4100165 One-time Contribution/Gift	46,941.70	0.00		46,941.70
4100170 Payment of Prior Year Pledges	7,045.00	0.00		7,045.00
4100180 Loose Offerings	8,896.66	155.00		9,051.66
Total 4100000 Pledges/Contributions/Offerings	\$ 1,009,191.33	\$ 155.00	\$ 0.00	\$ 1,009,346.33
4100200 Other Income				
4100222 Fundraisers Income		16,597.55		16,597.55
Total 4100220 Fundraisers - Net Income	\$ 0.00	\$ 16,597.55	\$ 0.00	\$ 16,597.55
4100300 Interest Earned	19,885.25	0.00	39,004.52	58,889.77
4100330 Building Use Fees	20,224.00	660.00		20,884.00
Total 4100200 Other Income	\$ 40,109.25	\$ 17,257.55	\$ 39,004.52	\$ 96,371.32
4100260 Activity Fund Income		118,862.91		118,862.91
4100305 Endowment Income Transfer				
4100310 Unrestricted Endowment Income	16,810.77	0.00	-16,810.77	0.00
4100320 Designated Endowment Income	55,363.23	0.00	-55,363.23	0.00
Total 4100305 Endowment Income Transfer	\$ 72,174.00	\$ 0.00	-\$ 72,174.00	\$ 0.00
Total Revenue	\$ 1,121,474.58	\$ 136,275.46	-\$ 33,169.48	\$ 1,224,580.56
Gross Profit	\$ 1,121,474.58	\$ 136,275.46	-\$ 33,169.48	\$ 1,224,580.56
Expenditures				
5210000 Christian Ed Staff Expenses				
5210005 Director of Faith Formation	33,425.98	0.00		33,425.98
5210020 Director of CE Retirement	1,043.98	0.00		1,043.98
5210100 Nursery Supervisor	3,408.00	0.00		3,408.00
5210200 Christian Ed Employer FICA/Med	2,949.84	0.00		2,949.84
5210500 Nursery Assistants	1,681.43	0.00		1,681.43
Child Care Assistants (deleted)	0.00	0.00		0.00

	1 MSP	3 Activity Funds	4 Endowment	TOTAL
Child Care Supervisor (deleted)	0.00	0.00		0.00
Total 5210000 Christian Ed Staff Expenses	\$ 42,509.23	\$ 0.00	\$ 0.00	\$ 42,509.23
5220000 Christian Ed Operating Expenses				
5220020 DCE Professional Expenses	502.35	0.00		502.35
5220050 Child Care Substitutes	15.75	0.00		15.75
5220100 Children's Curriculum	838.99	0.00		838.99
5220200 Children's Supplies	951.19	683.84		1,635.03
5220300 Children's Food	546.01	37.88		583.89
5220500 Vacation Bible School MSP	435.87	0.00		435.87
5230000 Confirmation Curriculum	747.75	0.00		747.75
5230100 Confirmation Food	334.03	0.00		334.03
5230200 Confirmation Supplies	226.49	29.97		256.46
5230300 Confirmation Retreat	200.00	2,560.00		2,760.00
5240050 High School Faith Formation	490.26	321.92		812.18
5250000 Youth Group Food	794.05	605.88		1,399.93
5250100 Youth Group Supplies	957.17	675.92		1,633.09
5250200 High School Service Trip		11,057.02		11,057.02
5260000 Adult Education	973.17	3,430.41		4,403.58
5260040 OWL Training & Programs	257.08	0.00		257.08
5260200 Planning/Program/Lay Leader Development	237.00	500.00		737.00
5290000 Christian Ed Endow Exp (E)	1,449.44	-1,449.44		0.00
Total 5220000 Christian Ed Operating Expenses	\$ 9,956.60	\$ 18,453.40	\$ 0.00	\$ 28,410.00
5320000 Deacons Operating Expenses				
5320025 Worship	2,361.04	2,227.25		4,588.29
5320050 Bereavement Support	383.97	0.00		383.97
5320100 Stephen Ministry	203.35	109.85		313.20
5320200 We Care Memorial Receptions MSP	109.19	0.00		109.19
5320300 Deacons Staff Education	486.88	7,244.87		7,731.75
5390000 Deacons Endowment Expense (E)	2,654.99	-2,654.99		0.00
Total 5320000 Deacons Operating Expenses	\$ 6,199.42	\$ 6,926.98	\$ 0.00	\$ 13,126.40
5420000 Fellowship Operating Expenses				
5420100 Fellowship Hour Supplies	1,072.26	207.57		1,279.83
5420200 All Church Picnic	500.08	240.95		741.03
5420300 Thanksgiving	1,000.00	2,200.64		3,200.64
5420400 Pride Party	1,159.57	0.00		1,159.57
5420500 Fellowship Discretionary Exp	249.00	0.00		249.00
5490000 Fellowship End Exp (E)	499.45	-499.45		0.00
Total 5420000 Fellowship Operating Expenses	\$ 4,480.36	\$ 2,149.71	\$ 0.00	\$ 6,630.07
5510000 Membership Staff Expenses				
5510005 Pastor of Care & Welcome	4,219.27	0.00		4,219.27
5510009 Pastor of C&W Housing Allowance	16,872.87	0.00		16,872.87
5510010 Pastor's Assoc/Mem Retirement	983.29	0.00		983.29

	1 MSP	3 Activity Funds	4 Endowment	TOTAL
5510200 Membership Employer FICA/MED	1,985.60	0.00		1,985.60
Total 5510000 Membership Staff Expenses	\$ 24,061.03	\$ 0.00	\$ 0.00	\$ 24,061.03
5520000 Membership Operating Expenses				
5520100 Community Relations/Outreach	24.79	0.00		24.79
5520200 New Member Services	1,133.72	105.00		1,238.72
5520300 Congregational Care Ministry	344.61	2,377.63		2,722.24
5520400 Explore Plymouth	34.64	0.00		34.64
Total 5520000 Membership Operating Expenses	\$ 1,537.76	\$ 2,482.63	\$ 0.00	\$ 4,020.39
5620000 Mission and Service				
5620100 Our Church's Wider Mission	29,000.00	0.00		29,000.00
5620150 OCWM - Fundraising		60.00		60.00
5620200 Ecumenical Campus Ministries		2,000.00		2,000.00
5620250 KIFA Support	500.00	0.00		500.00
5630000 Local Mission Support	1,000.00	15,814.00		16,814.00
5630100 Family Promise		1,150.00		1,150.00
5630500 UCC Mission Support		4,619.74		4,619.74
5630900 PEF Mission		32,215.37		32,215.37
5650000 Language Program Support	4,000.00	0.00		4,000.00
5650100 Lang Progrm Support-Fundraising		4,000.00		4,000.00
5660000 Justice & Equality Support		1,055.00		1,055.00
5670100 Carbon Mitigation	720.00	0.00		720.00
5670200 Mission Leadership Training	25.77	0.00		25.77
5690000 Mission Endowment Expense (E)	6,477.57	-6,477.57		0.00
Total 5620000 Mission and Service	\$ 41,723.34	\$ 54,436.54	\$ 0.00	\$ 96,159.88
5710000 Music & Fine Arts Staff Expense				
5710005 Minister of Music/Arts Minstry	65,107.20	0.00		65,107.20
5710010 MMFAM Health Insurance	4,699.54	0.00		4,699.54
5710050 MMFAM Retirement	6,944.77	0.00		6,944.77
5710100 Chancel Choir Accompanist	1,388.80	0.00		1,388.80
5710150 MFA Admin Assistant	3,206.45	0.00		3,206.45
5710200 Handbell Director	1,564.00	0.00		1,564.00
5710300 Chancel Choir Paid Choristers	9,195.12	0.00		9,195.12
5710500 MFA Employer FICA/Med	6,454.21	0.00		6,454.21
5710800 Gathering of Grace Band	18,007.47	0.00		18,007.47
5710900 G of G Band Employer FICA/Med	1,427.68	0.00		1,427.68
5730120 Youth Choir Directors	3,648.49	0.00		3,648.49
Total 5710000 Music & Fine Arts Staff Expense	\$ 121,643.73	\$ 0.00	\$ 0.00	\$ 121,643.73
5720000 Music & Fine Arts Operating Exp				
5720005 MMFAM Professional Expenses	496.10	0.00		496.10
5730100 Youth Choir Music & Supplies		344.87		344.87
5740100 Chancel Choir Music&Supplies	928.00	1,886.94		2,814.94
5740110 Chancel Choir Guest Musicians	2,405.00	2,835.00		5,240.00

	1 MSP	3 Activity Funds	4 Endowment	TOTAL
5750100 Gathering of Grace Music/Suppl	529.00	0.00		529.00
5750110 GoG/Guest Musicians	1,325.00	0.00		1,325.00
5760100 Handbell Choirs		15,604.94		15,604.94
5770100 Fine Arts Program MSP	1,452.78	2,970.66		4,423.44
5770200 Project Support		4,604.08		4,604.08
5780100 Organ Tuning & Repairs	2,409.00	2,708.00		5,117.00
5780110 Piano Tuning and Repairs	569.50	780.00		1,349.50
5790000 MFA Endowment Exp (E)	4,554.95	-4,554.95		0.00
Total 5720000 Music & Fine Arts Operating Exp	\$ 14,669.33	\$ 27,179.54	\$ 0.00	\$ 41,848.87
5810000 Stewardship Staff Expenses				
5810005 Communications Director	8,250.00	0.00		8,250.00
5810006 Contract Communication Director	40,000.00	0.00		40,000.00
5810007 Video Production Assistant	0.00	65.00		65.00
5810008 Director of Operations	56,896.69	0.00		56,896.69
5810020 Staff Accountant	30,344.95	0.00		30,344.95
5810025 Administrative Assistant	16,859.27	0.00		16,859.27
5810030 Facilities Manager	44,581.29	0.00		44,581.29
5810035 Hospitality Associate	7,304.50	321.00		7,625.50
5810100 Recruiting	365.42	0.00		365.42
5810200 Stewardship Health Insurance	1,792.77	0.00		1,792.77
5810300 Stewardship Retirement	698.85	0.00		698.85
5810400 Stewardship Employer FICA/Med	12,600.76	0.00		12,600.76
Total 5810000 Stewardship Staff Expenses	\$ 219,694.50	\$ 386.00	\$ 0.00	\$ 220,080.50
5820000 Stewardship Operating Expenses				
5820100 Utilities				
5820110 Water - City of Lawrence				
5820113 923 Vermont Street	2,724.03	0.00		2,724.03
5820117 925 Vermont Street	3,539.86	0.00		3,539.86
Total 5820110 Water - City of Lawrence	\$ 6,263.89	\$ 0.00	\$ 0.00	\$ 6,263.89
5820120 Gas				
5820123 Black Hills Energy	3,739.90	0.00		3,739.90
5820127 Symmetry Energy	8,105.36	0.00		8,105.36
Total 5820120 Gas	\$ 11,845.26	\$ 0.00	\$ 0.00	\$ 11,845.26
5820130 Electric - Evergy	34,449.60	0.00		34,449.60
Total 5820100 Utilities	\$ 52,558.75	\$ 0.00	\$ 0.00	\$ 52,558.75
5820200 Yearly Building Contracts				
5820210 Inspections	6,004.88	0.00		6,004.88
5820220 Security	1,813.07	0.00		1,813.07
5820230 HVAC Preventative Maintenance	26,004.00	0.00		26,004.00
5820240 Pest Control	660.00	0.00		660.00
5820250 Snow Removal	578.32	0.00		578.32
Total 5820200 Yearly Building Contracts	\$ 35,060.27	\$ 0.00	\$ 0.00	\$ 35,060.27

	1 MSP	3 Activity Funds	4 Endowment	TOTAL
5820300 Contracted Cleaning Service	10,800.00	0.00		10,800.00
5820350 Contract Labor		60.00		60.00
5820360 Capital Campaign	12,502.42	0.00		12,502.42
5820400 Building Supplies & Equipment				
5820405 General Building Supplies	4,160.60	23.91		4,184.51
5820415 Toilet Paper	152.74	0.00		152.74
5820430 Lighting	45.91	0.00		45.91
5820435 Batteries	166.41	0.00		166.41
5820440 Cleaning Supplies	282.97	0.00		282.97
5820447 Building Equipment & Furniture	2,022.11	0.00		2,022.11
Total 5820400 Building Supplies & Equipment	\$ 6,830.74	\$ 23.91	\$ 0.00	\$ 6,854.65
5820450 Kitchen Supplies				
5820455 Coffee & Creamer	1,155.07	0.00		1,155.07
5820485 Misc Kitchen Supplies	844.51	0.00		844.51
Total 5820450 Kitchen Supplies	\$ 1,999.58	\$ 0.00	\$ 0.00	\$ 1,999.58
5820500 Maintenance & Repairs				
5820505 Repair Supplies	1,885.51	0.00		1,885.51
5820510 General Interior Repairs	9,311.98	0.00		9,311.98
5820515 HVAC Repairs	8,863.75	0.00		8,863.75
5820520 Exterior/Outside Repairs	1,795.03	0.00		1,795.03
5820525 Masonry Repairs	1,635.50	0.00		1,635.50
5820530 Paint/Painting	17,880.91	-8,856.70		9,024.21
5820545 Maintenance Equipment	7,363.64	0.00		7,363.64
5820590 Extraordinary Maint & Rep >\$1K	23,328.01	23,328.00		46,656.01
Total 5820500 Maintenance & Repairs	\$ 72,064.33	\$ 14,471.30	\$ 0.00	\$ 86,535.63
5820600 Property/Liability Insurance	35,922.00	0.00		35,922.00
5820900 Stew Endw Exp (E)	34,417.88	-34,417.88		0.00
5830020 Advertising/Publicity	11,693.01	0.00		11,693.01
5830050 Media Ministry	5,215.22	0.00		5,215.22
5830100 Copier Lease/Maintenance				
5830110 Lease Expenses	11,960.56	0.00		11,960.56
5830120 Copies Overages	3,888.66	0.00		3,888.66
Total 5830100 Copier Lease/Maintenance	\$ 15,849.22	\$ 0.00	\$ 0.00	\$ 15,849.22
5830200 Copier Paper/Supplies	259.44	0.00		259.44
5830205 Copier Paper & Supplies	2,014.16	0.00		2,014.16
Total 5830200 Copier Paper/Supplies	\$ 2,273.60	\$ 0.00	\$ 0.00	\$ 2,273.60
5830300 Postage				
5830310 Stamps	1,784.80	0.00		1,784.80
5830330 Other Postage/Shipping	1,127.34	0.00		1,127.34
Total 5830300 Postage	\$ 2,912.14	\$ 0.00	\$ 0.00	\$ 2,912.14
5830400 Telephone/Maintenance	4,237.89	0.00		4,237.89
5830500 Office Supplies				

	1 MSP	3 Activity Funds	4 Endowment	TOTAL
5830505 Office Supplies	1,715.18	0.00		1,715.18
5830525 Name Tags & Labels	66.90	0.00		66.90
5830540 Amazon Prime	179.88	0.00		179.88
Total 5830500 Office Supplies	\$ 1,961.96	\$ 0.00	\$ 0.00	\$ 1,961.96
5830600 Bank & Credit Card Charges				
5830605 Intrust Bank Charges	976.99	0.00		976.99
5830615 Vanco Services Credit Card fees	4,099.43	0.00		4,099.43
5830625 PayPal Credit Card Charges	3,057.56	0.00		3,057.56
5830635 Reimbursement of CC Processing	-801.85	0.00		-801.85
5830645 Credit Card fees		2.00		2.00
Total 5830600 Bank & Credit Card Charges	\$ 7,332.13	\$ 2.00	\$ 0.00	\$ 7,334.13
5830700 Office Technology				
5830710 New Equipment/Software	2,972.34	0.00		2,972.34
5830720 Technology Accessories	108.25	0.00		108.25
5830725 Technology Support	4,278.25	0.00		4,278.25
Total 5830700 Office Technology	\$ 7,358.84	\$ 0.00	\$ 0.00	\$ 7,358.84
5830750 Social Media/Internet Tech				
5830752 Internet Connection	1,709.62	0.00		1,709.62
5830757 Mail Chimp	824.00	0.00		824.00
5830759 Adobe	723.25	0.00		723.25
5830762 Zoom	810.56	0.00		810.56
5830775 GoDaddy / WIX	1,120.38	0.00		1,120.38
Total 5830750 Social Media/Internet Tech	\$ 5,187.81	\$ 0.00	\$ 0.00	\$ 5,187.81
5830780 Member Mngmt Software (Breeze)	839.00	0.00		839.00
5830800 Financial Agreed Upon Procedure	7,500.00	-5,430.45		2,069.55
5840100 Annual Appeal	466.97	0.00		466.97
5840300 History Committee MSP	575.00	0.00		575.00
5840400 K/O Conference Delegates	729.58	0.00		729.58
5840500 Endowment Committee	0.00	0.00		0.00
5840600 Greater Plym End-Memrial Ex {E}	5,308.95	-5,308.95		0.00
5850100 FSA Service Charges	249.34	0.00		249.34
5850200 Workers Compensation	44.00	0.00		44.00
5860300 Operating Reserve	20,000.04	-20,000.04		0.00
Total 5820000 Stewardship Operating Expenses	\$ 361,890.67	-\$ 50,600.11	\$ 0.00	\$ 311,290.56
5910000 Pastoral Ministry				
5910100 Senior Pastor Base Salary	54,749.52	0.00		54,749.52
5910110 Senior Pastor Housing Allowance	36,000.00	0.00		36,000.00
5910115 Senior Pastor Cell Phone	1,200.00	0.00		1,200.00
5910120 Senior Pastor Retirement	12,609.62	0.00		12,609.62
5910130 Sr Pastor Life/Disability Ins	1,348.36	0.00		1,348.36
5910150 Sr Pastor FICA Reimbursement	6,942.24	0.00		6,942.24
5910160 Sr Pastor Family Health/Dental	28,889.00	0.00		28,889.00

	1 MSP	3 Activity Funds	4 Endowment	TOTAL
5910170 Sr Pastor Auto Reimbursement	1,104.33	0.00		1,104.33
5910180 Sr Pastor Professional Expense	1,472.27	0.00		1,472.27
5920100 Associate Pastor Base Salary	30,402.00	0.00		30,402.00
5920110 Assoc Pastor Housing Allowance	36,000.00	0.00		36,000.00
5920115 Associate Pastor Cell Phone	1,200.00	0.00		1,200.00
5920120 Associate Pastor Retirement	9,888.90	0.00		9,888.90
5920130 Assoc Pastor Life/Disability Ins	1,225.62	0.00		1,225.62
5920140 Assoc Pastor FICA Reimbursement	5,079.84	0.00		5,079.84
5920150 Assoc Pastor Health/Dental Ins	17,263.92	0.00		17,263.92
5920160 Assoc Pastor Auto Reimbursement	400.00	0.00		400.00
5920170 Assoc Pastor Prof Expenses	1,206.83	0.00		1,206.83
5930505 Other Clergy	1,200.00	0.00		1,200.00
Total 5910000 Pastoral Ministry	\$ 248,182.45	\$ 0.00	\$ 0.00	\$ 248,182.45
Total Expenditures	\$ 1,096,548.42	\$ 61,414.69	\$ 0.00	\$ 1,157,963.11
Net Operating Revenue	\$ 24,926.16	\$ 74,860.77	-\$ 33,169.48	\$ 66,617.45
Other Revenue				
8100000 Gain or Loss on Investments				
8100100 Gain/(Loss)-Sale of Investments		0.00	16,136.21	16,136.21
8100200 Unrealized Gain/(Loss)-Invstmts		0.00	213,999.85	213,999.85
Total 8100000 Gain or Loss on Investments	\$ 0.00	\$ 0.00	\$ 230,136.06	\$ 230,136.06
Total Other Revenue	\$ 0.00	\$ 0.00	\$ 230,136.06	\$ 230,136.06
Other Expenditures				
8999990 Close to Fund Balance				
8999995 Close Endowment/Fund Balance		0.00	196,966.58	196,966.58
8999999 Close Activity Funds/Fund Bal		74,860.77		74,860.77
Total 8999990 Close to Fund Balance	\$ 0.00	\$ 74,860.77	\$ 196,966.58	\$ 271,827.35
Total Other Expenditures	\$ 0.00	\$ 74,860.77	\$ 196,966.58	\$ 271,827.35
Net Other Revenue	\$ 0.00	-\$ 74,860.77	\$ 33,169.48	-\$ 41,691.29
Net Revenue	\$ 24,926.16	\$ 0.00	\$ 0.00	\$ 24,926.16

STATEMENT OF FINANCIAL POSITION

As of December 31, 2023

	Dec 31, 23	Dec 31, 22	\$ Change
ASSETS			
Current Assets			
Bank Accounts			
1100100 Intrust Bank-Checking	106,564.17	91,078.15	15,486.02
1100150 Intrust Bank - Money Market	0.00	386,696.64	-386,696.64
1100200 Intrust Bank - Payroll	1,000.00	1,000.00	0.00
1100250 Intrust - IntraFI Cash Service	184,700.36	0.00	184,700.36
1100255 Intrust - IntraFI Sweep Account	1,000.00	0.00	1,000.00
1100400 CD - Intrust	209,990.92	0.00	209,990.92
1200100 Central Bank/Midwest-PEF	7,859.20	7,185.22	673.98
1200125 CD/Central Bank of the Midwest	0.00	0.00	0.00
1200150 Central Bank/Midwest - Checking	1,500.00	1,500.00	0.00
1200200 CD/Capitol Federal	221,331.12	240,852.16	-19,521.04
1200225 Capitol Federal - Checking	2,490.00	2,490.00	0.00
1200300 FSB&T - Money Market	1,016.48	109,085.60	-108,069.12
1200325 FSB&T - CD	219,799.75	0.00	219,799.75
Total Bank Accounts	\$ 957,252.00	\$ 839,887.77	\$ 117,364.23
Accounts Receivable			
1200500 Accounts Receivable	325.22	0.00	325.22
Total Accounts Receivable	\$ 325.22	\$ 0.00	\$ 325.22
Other Current Assets			
1300100 Grocery Certificates Inventory	2,825.00	3,625.00	-800.00
1300200 Simply Smiles Deposit	2,500.00	2,500.00	0.00
Total Other Current Assets	\$ 5,325.00	\$ 6,125.00	-\$ 800.00
Total Current Assets	\$ 962,902.22	\$ 846,012.77	\$ 116,889.45
Fixed Assets			
1500100 Sanctuary	150,000.00	150,000.00	0.00
1500200 South Church	550,000.00	550,000.00	0.00
Total Fixed Assets	\$ 700,000.00	\$ 700,000.00	\$ 0.00
Other Assets			
1600100 Endowment-Marketable Securities	2,147,683.63	1,757,393.22	390,290.41
Total Other Assets	\$ 2,147,683.63	\$ 1,757,393.22	\$ 390,290.41
TOTAL ASSETS	\$ 3,810,585.85	\$ 3,303,405.99	\$ 507,179.86
LIABILITIES AND EQUITY			
Liabilities			
Current Liabilities			
Other Current Liabilities			
2100100 Federal WH/FICA Payable	0.00	100.24	-100.24
2100320 FSA Unreimbursed Med Exps	175.00	-9.52	184.52
2200200 Prepaid Pledges Next Year	81,333.23	39,315.00	42,018.23
2200250 Prepaid One-Time Gift Next Year	0.00	25,000.00	-25,000.00
Total Other Current Liabilities	\$ 81,508.23	\$ 64,405.72	\$ 17,102.51
Total Current Liabilities	\$ 81,508.23	\$ 64,405.72	\$ 17,102.51
Total Liabilities	\$ 81,508.23	\$ 64,405.72	\$ 17,102.51
Equity			
3100050 General Operating Fund	0.00	0.00	0.00
3100100 Operating Reserves Fund Balance	0.00	0.00	0.00
3100110 General Operating Reserve	328,327.02	293,169.34	35,157.68

	Dec 31, 23	Dec 31, 22	\$ Change
3100120 Reserve Fund - 2020 PPP savings	96,900.00	96,900.00	0.00
Total 3100100 Operating Reserves Fund Balance	\$ 425,227.02	\$ 390,069.34	\$ 35,157.68
3100300 Fixed Assets Fund Balance	700,000.00	700,000.00	0.00
3100500 Fundraisers			0.00
3100560 Holiday Bake Sale Balance	1,782.00	0.00	1,782.00
3100590 Garage Sale Fundraiser Balance	8,762.27	0.00	8,762.27
3100700 Fundraiser Profit Balance	7,223.38	5,507.90	1,715.48
Total 3100500 Fundraisers	\$ 17,767.65	\$ 5,507.90	\$ 12,259.75
3101000 Memorial Funds			0.00
3101010 Greater Plymouth Fund (E)	10,606.75	5,297.80	5,308.95
3101100 General Memorial Fund	16,273.93	12,885.93	3,388.00
3101104 Floyd Preston Memorial Fund	5,325.00	5,325.00	0.00
3101197 Pat & Phil Friedeman Endowed Fd	6,825.00	3,050.00	3,775.00
3101200 Kay Bradt Memorial Fund	2,870.00	1,850.00	1,020.00
Total 3101000 Memorial Funds	\$ 41,900.68	\$ 28,408.73	\$ 13,491.95
3201000 Christian Education Funds	4,302.67	4,302.67	0.00
3201100 Christian Ed Endowment Fd (E)	544.83	913.72	-368.89
3201110 Peter Luckey Education Fund (E)	224.35	141.96	82.39
3202110 Vacation Bible School Fund	557.26	557.26	0.00
3202300 Adult Education In/Out Fund	1,243.66	2,741.07	-1,497.41
3202310 Library Fund	285.79	285.79	0.00
3202400 Youth Program Donations Balance	732.92	732.92	0.00
3202420 Youth Fellowship In/Out Fund	389.31	380.50	8.81
3202430 Youth Mission Trip Fund	6,545.40	5,816.62	728.78
3202437 Youth Service Trip Scholarships	151.00	1.00	150.00
Total 3201000 Christian Education Funds	\$ 14,977.19	\$ 15,873.51	-\$ 896.32
3301000 Deacons Funds			0.00
3301100 Spangler/Briscoe Cont Ed (E)	0.00	4,777.93	-4,777.93
3301200 Briscoe Seminary (E) Fund	1,220.43	1,032.38	188.05
3302200 Flower Fund	73.47	232.47	-159.00
3302300 We Care Memorial Fund	502.27	452.27	50.00
3302400 Stephen Ministries Fund	2,204.48	724.48	1,480.00
3302500 Reunion Libertad Fund	1,077.01	1,077.01	0.00
Total 3301000 Deacons Funds	\$ 5,077.66	\$ 8,296.54	-\$ 3,218.88
3401000 Fellowship Funds			0.00
3401100 R Frederick Fellowship (E)	1,147.68	1,209.01	-61.33
3402100 Fellowship Donations Fund	2,336.74	3,849.51	-1,512.77
3402150 Thanksgiving Donation Fund	0.00	223.61	-223.61
Total 3401000 Fellowship Funds	\$ 3,484.42	\$ 5,282.13	-\$ 1,797.71
3502000 Membership Funds	0.00	0.00	0.00
3502100 Pictorial Directory Fund	110.00	110.00	0.00
3502150 Membership Activity Fund	0.00	0.00	0.00
3502200 Mental Health Initiatives	3,167.37	0.00	3,167.37
Total 3502000 Membership Funds	\$ 3,277.37	\$ 110.00	\$ 3,167.37
3601000 Mission Funds			0.00
3601100 Mission Endowment Fund (E)	3,024.66	3,374.52	-349.86
3602100 Christmas Eve Offering Fund	6,456.65	0.00	6,456.65
3602310 Family Promise Fund	583.00	866.09	-283.09
3602320 LINK Fund	2,714.29	2,502.71	211.58
3602330 Justice Matters Balance	100.00	0.00	100.00
3602600 Hispanic Mission	41.60	41.60	0.00
3602605 Plymouth Language Program Fund	4,607.04	4,385.25	221.79
3602610 Preston Racial Justice	4,351.81	5,406.81	-1,055.00
3602615 Mental Health Initiatives	0.00	5,545.00	-5,545.00

	Dec 31, 23	Dec 31, 22	\$ Change
3602640 PIRA Balance	25.00	25.00	0.00
3602650 Haskell Student Support	0.00	323.10	-323.10
3602901 Mission In/Out Addl OCWM	60.00	0.00	60.00
Total 3601000 Mission Funds	\$ 21,964.05	\$ 22,470.08	-\$ 506.03
3701000 Music and Fine Arts Funds			0.00
3701100 Bradshaw Youth Choir (E) Fund	3,743.67	3,503.67	240.00
3701110 Brunner Brass Music (E) Fund	88.84	54.81	34.03
3701120 Spalsbury Adult Choir (E) Fund	2,387.82	2,371.34	16.48
3701130 Elizabeth Lawson (E) Fund	3,993.88	6,731.76	-2,737.88
3701140 MFA Sam Elliott (E) Fund	4,468.87	5,009.32	-540.45
3701150 Kelly Scholarship (E) Fund	1,804.75	1,647.37	157.38
3701160 Deron McGee Fund (E) Balance	4,454.81	4,709.04	-254.23
3701170 Jackie Shmalberg Balance (E)	1,747.19	1,330.22	416.97
3702000 MFA Memorial Fund	30,689.07	30,013.55	675.52
3703000 MFA Bell Choir Memorial Fund	4,647.04	4,647.04	0.00
3704000 This Sacred Place Organ Fund	38,294.24	38,294.24	0.00
3704100 Organ Fund	29,876.51	28,876.51	1,000.00
3704200 Organ Repairs Fund	2,141.90	2,141.90	0.00
3705000 General Music Program Fund	1,278.35	1,336.48	-58.13
3706000 Youth Music Program Fund	235.72	235.72	0.00
3707000 Adult Music Program Fund	79.58	79.58	0.00
3708000 Fine Arts Program Fund	7,009.46	5,522.68	1,486.78
3709000 Handbell Program Fund	21,446.68	26,588.18	-5,141.50
3709100 Bell Choir Wreath Sales	0.00	1,995.12	-1,995.12
3709200 Bell Choir/Grocery Certificate	3,271.00	3,271.00	0.00
Total 3701000 Music and Fine Arts Funds	\$ 161,659.38	\$ 168,359.53	-\$ 6,700.15
3801000 Stewardship Funds			0.00
3801100 Stew End (E)	77,547.19	66,457.31	11,089.88
3801110 Stewardship FundsFac Projects	8,856.70	0.00	8,856.70
3802100 Hearing Loop Fund	7,966.71	7,966.71	0.00
3802200 Agreed Upon Procedures Fund	21,246.00	15,815.55	5,430.45
3803000 History Committee Fund	175.19	175.19	0.00
3804100 Weddings & Funerals In/Out Fund	425.56	121.56	304.00
Total 3801000 Stewardship Funds	\$ 116,217.35	\$ 90,536.32	\$ 25,681.03
3901000 Pastoral Funds			0.00
3901100 Pastoral Endowment Fund (E)	6,407.63	7,680.20	-1,272.57
3902100 Pastors Emergency Fund	7,788.20	9,098.82	-1,310.62
Total 3901000 Pastoral Funds	\$ 14,195.83	\$ 16,779.02	-\$ 2,583.19
3980000 Restricted Funds			0.00
3980210 Mayflower Room Furniture Fund	10,487.81	10,487.81	0.00
Total 3980000 Restricted Funds	\$ 10,487.81	\$ 10,487.81	\$ 0.00
3990000 Grants			0.00
3990100 Rice Foundation Grant Fund	22,000.00	5,537.09	16,462.91
3990200 Chipotle Grant Fund	0.00	500.00	-500.00
3990300 KS-OK Technology Grant	1,500.00	1,500.00	0.00
Total 3990000 Grants	\$ 23,500.00	\$ 7,537.09	\$ 15,962.91
3991000 Endowment Fund	2,147,683.63	1,757,393.22	390,290.41
3999999 Unrestricted Net Assets	-3,268.58	11,889.05	-15,157.63
Net Revenue	24,926.16		24,926.16
Total Equity	\$ 3,729,077.62	\$ 3,239,000.27	\$ 490,077.35
TOTAL LIABILITIES AND EQUITY	\$ 3,810,585.85	\$ 3,303,405.99	\$ 507,179.86



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PLYMOUTH ANNUAL REPORT

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