



The Light Still Shines

Plymouth's Annual Report

2025



Sunday, February 1, 2026

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171st annual
congregational meeting

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The Light Still Shines

Rev. Dr. Valerie Miller-Coleman Senior Pastor of Plymouth Church

In the middle of the night, when shadows loom large and the path ahead disappears into darkness, we need companions who will remind us that the light still shines. This year, Plymouth Church has been that kind of companion—for one another and for our neighbors.

The pages that follow tell the story of a congregation that held steady, trusting the light that shines in all people. Caroline and I each took sabbaticals this year, time for renewal and spiritual growth much needed after a busy six-plus years of ministry among the saints of Plymouth Church.

I'm deeply grateful for Michael Brecke's capable pastoral care and to your own faithful leadership. You rose to the occasion with grace and generosity, proving once again that the Spirit moves through all of us, not just those with "Pastor" on their business cards.

Our Project Management Committee made remarkable progress preparing for the sanctuary renovation—patient, detailed work that required both technical expertise and spiritual discernment. This kind of faithful planning invites us all to imagine together what God might be doing in our future, even when we can't yet see every detail clearly.

Through it all, ministry continued in all its beautiful ordinary forms. Chancel flowers made their way to kitchen tables. Covenant groups gathered for groans and prayers. Sacred music lifted us toward transcendence. Acts of solidarity and advocacy connected us to neighbors at the margins. Classes and community, worship and art, hours of service and expert leadership—all the marks of a congregation alive with the Holy Spirit.

The pattern I see woven through this annual report is God with us, even in the wilderness. Especially in the wilderness. Light for all people, burning within us, guiding us through the shadows toward a future that's bigger and fuller and brighter than we can yet imagine. We don't have to see the whole path to trust the light.

I'm grateful beyond measure to be your pastor and to witness what God is doing in and through this beloved community.

See you in church,



Rev. Caroline Lawson Dean

Associate Pastor of Plymouth Church

“It would help to begin by admitting the three
most terrible truths of our existence:

That we are so rushed,
And so loved,
And in charge of so little.”

Anne Lamott

Dear Plymouth Members and Friends,

In a year marked by dual sabbaticals, I was repeatedly reminded that we are, indeed, “in charge of so little.”

Sometimes, as a pastor (and as a parent), I forget this truth. During my sabbatical this past summer, I was given the opportunity to practice letting go. This time of rest allowed me to interrupt some of my habits of rushing through the world.

Rest offered me the gift of slowing down. I spent precious time with family, reconnected with old friends, took space for adventure, and enjoyed a truly impressive collection of naps. For the first time in quite a while, I was not rushed. I was able to sink more deeply into the love that surrounds me: God’s love, the love of family, and the sustaining love of the natural world.

This season of rest also reminded me that God is God and I am not. Ministries at Plymouth continued to hum along thanks

to our remarkable staff team and dedicated lay leaders, many of whom took on additional responsibilities. Some things waited, as they needed to. Other areas flourished as new leaders stepped forward with fresh vision and energy. A few ministries will require renewed focus and leadership in the winter and spring, which is both understandable and healthy. Throughout it all, God remained faithful. God’s grace held us through it all.

This fall, during Valerie’s sabbatical, I was reminded of this truth once again. With additional responsibilities added to my workload, I was humbled. We moved forward day by day. It was not perfect and it was a gift. Stepping into expanded leadership was both challenging and deeply formative, and it was an equal gift to welcome Valerie back in early December. We missed her. This season of shared leadership offered meaningful opportunities for growth and allowed me to witness, even more closely, the extraordinary gifts of our staff and lay leaders, gifts I do not take for granted.

A few highlights from the year stand out:

In Faith Formation, it has been a joy to continue welcoming and supporting our Director of Faith Formation, Colton Pasquale, who has now been with us for over a year. Colton is a tremendous gift to our children, youth, and families. This year, he stepped in to teach Confirmation and expanded our Sunday School program from three to four classrooms. He continues to engage our youth through service projects, camping ministries, fellowship nights, and impactful teaching. His passion for Scripture and for forming young people in God's love has helped us sustain strong momentum in our children and youth ministries.

In Service and Justice, I am especially proud of the work of the Somos Plymouth Language Program. This year, we developed a new partnership with Somos Lawrence and the Ballard Center, restructuring the program with a more grassroots, community-centered vision. In a broader climate where participation in the program might decline, the SPLP program has remained steady and even grown. We secured additional funding and implemented childcare for participating families. I had the joy of attending the fall semester celebration and witnessing firsthand how this program has become not only a place for learning English or Spanish, but a vibrant community that fosters belonging, mutual support, and safe spaces for growth.

I also want to express deep gratitude to Marla Eriksen, Chair of the Service and Justice Board; Jackie Lord, Chair of the Christian Education Board; and Kathy Elkins, Chair of the Deacons Board, Terry Schmidt, Chair of the Project Management Committee, and Rich Bireta, Sonia Jordan

and Jenny O'Brien, our Moderator Team, for their steady, wise leadership during an unusual season. I am equally grateful to the Rev. Michael Brecke for being such a faithful colleague during these transitional months. Our staff team at Plymouth is truly exceptional. Their collective wisdom, passion, and expertise continue to help our church thrive and serve our wider community. I am deeply grateful and humbled to serve alongside such dedicated leaders.

As we look ahead, we do so with anticipation, for challenge, for growth, and for continued transformation. God is with us, and we will surely be reminded of our limitations. These reminders invite us to trust more fully in God's grace, which holds us no matter what. May we rush a little less, rest a little more, and once again place our lives into God's unfolding vision of love. It is a shared adventure, guided by the Holy Spirit and we move forward together.

With Joy and Prayers,
Rev. Caroline Lawson Dean



Rich Bireta

2025 Plymouth Moderator's Reflection

It has been an honor to serve as your Moderator in 2025. Through my previous roles at the church I have had the opportunity to attend many meetings of the Church Council in addition to the Annual Meetings. Therefore, I had a good idea of what was in store. Even with that experience there were still some items that I found surprising. I'd like to share some of those with you in this reflection and also reflect on our collective accomplishments and comment on the challenges ahead of us.

For those of you who are relatively new to our church community, the responsibilities of the office of Moderator are listed in our bylaws. These are to serve as the lay leader and principal spokesperson for the congregation on church matters; preside over all meetings of the Congregation and Church Council and perform other such duties as provided by the bylaws and policy; oversee the preparation of this Annual Report; and serve as president for corporate filings.

Last year I attended at least one meeting of each of our six boards and several meetings of our five standing committees. From this attendance I was surprised and a little awe-struck to see the breadth of participation and deep level of commitment of the members of each board and committee. Collectively, sixty-nine members serve on our six boards and Church Council, and an additional twenty-three members serve on our

standing committees. That totals ninety-two members who, along with our staff, do the work necessary to make this church function week in and week out.

I have found the experience of moving from a member who primarily attends services on Sunday to that of a member who is actively working on a board or committee to be a very rewarding experience and encourage those of you with the time to consider doing so as well.

I believe our church is notable for the number of opportunities available to engage with other members in a small group setting. These include Covenant Groups, Bible Studies, Choir, art classes or the classes available each fall through the Plymouth Academy. These groups get us closer to the feel of a smaller church and create a greater sense of community.

We are completing our second year under the revised bylaws, and my conclusion is, that these bylaws are serving us well. One of the most significant changes, and the change that seems to have generated the most concern, is the reduction of the Church Council from eighteen voting members to ten. This change reduced the annual turnover of the members of the Church Council significantly. Under the old bylaws we were seeing annual turnover of the Council at 50% or higher and we have reduced that turnover to only 20%. This added continuity enables the Council to

address issues before us with more experience and familiarity than before. I was reminded by a member recently that we need to be watchful in the future to ensure that the turnover rate does not fall too far.

This year we have taken steps to improve the process of creating our annual budget. We conducted budget hearings at several Church Council meetings. Each Board had the opportunity to present and discuss their budget requests with the Council. Budget hearings were also conducted with the Personnel and Facilities Committees and church staff. These hearings served to more fully engage the members of the Church Council in the details of our income and spending, and in that I believe we have been successful.

I believe our church is nicely positioned for a growth in membership. One need only look at the number of children during Sunday services and to look around on Sunday mornings at the increasingly full pews to realize that we are a healthy and engaged Christian community.

We do have some continuing challenges ahead of us. These include the new organ and sanctuary renovation project.

Our Project Management Committee (PMC) has been working diligently throughout 2025 on this project. We have entered into a contract for a new organ and, most recently, the PMC reached consensus on the casework design. The casework, the exterior cover of the organ that faces the sanctuary, reuses significant portions of the current organ's casework and is, in one word, stunning. I think you'll share that opinion.

The work of the PMC continues on the refinement of the redesign of the chancel area at the front of the church. The aim

here is to have a beautiful chancel that is historically faithful to the design of the original sanctuary while providing an accessible and flexible worship space. Meeting these requirements while at the same time being within our construction budget is the task ahead of the PMC.

As I write this early January, we, collectively as an entire church community, have not reached a consensus on the chancel design, but I am confident that we will make a collective decision and move forward in a manner that is true to our covenant with each other.

The members of the PMC deserve our sincere appreciation for the time and energy they have devoted to their tasks. The PMC is ably chaired by Terry Schmidt. Other voting members of this committee include Judy Burch, Stephen Carttar, Doug Eason, David Miller, Valerie McGhee, and Doni Mooberry Slough. Ex-officio, non-voting members include Kim Manz, Mat Del Vecchio, Valerie Miller-Coleman and the current Moderator (myself in 2025 and Sonia Jordan in 2024). Steve Bradt joined the PMC this year as a non-voting member to open an additional communication channel with the choir and Music and Fine Arts community of our church.

Another accomplishment last year includes the work of the Alternate Worship Site Committee, led by Moderator-Elect Jenny O'Brien. Membership includes a representative of each of our Boards. This group worked to identify issues and workable solutions to Sunday worship and other church events when we are unable to meet in the sanctuary. Their work included setting up the Mayflower Room with over 200 chairs and a mockup of the chancel, choir, and Gathering of Grace Band areas.

Another challenge ahead of us is our annual operating budget. We, collectively, need to

work to ensure that our operating expenses can be met by our operating income. We need to close this gap as we move forward.

I want to offer my sincere appreciation for several members of the church who are leaving their current role in leadership and service of the church. Stephen Carttar is completing his current stint as Treasurer, having performed this role in the past and again now for the most recent two years. Thank you, Stephen, for stepping up and completing a second year as Treasurer when we needed you. Larissa Long is stepping down from her role as Clerk. Thank you, Larissa, for the outstanding job you've done taking minutes during sometimes long and complex Church Council and Congregational meetings. Sonia Jordan is completing her third year as a member of the Moderator team. Sonia, we all benefited from your wisdom and experience this year and I hope you loved your year as Immediate Past Moderator as much as you anticipated. It seems like you did! Your contributions will be missed!

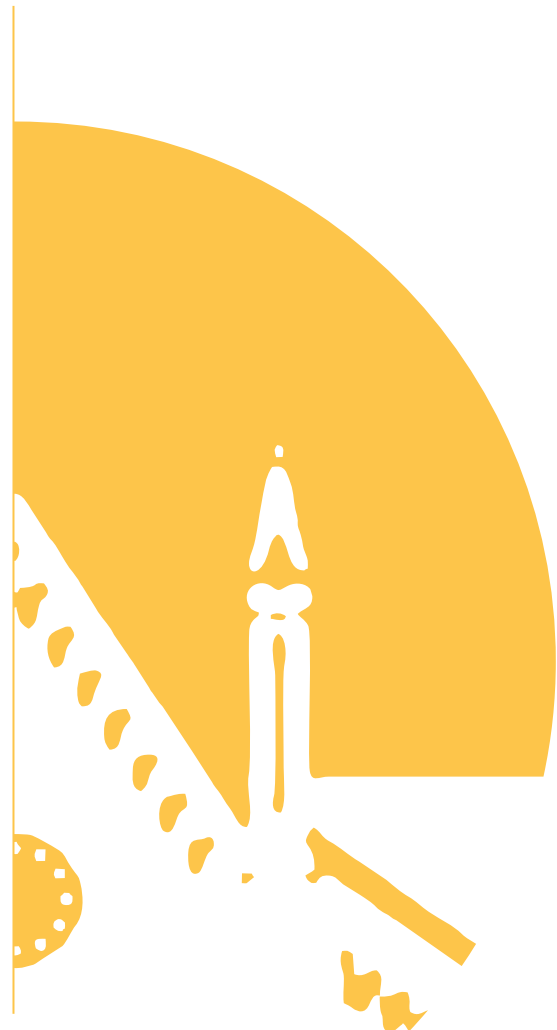
The work of the Moderator and other church officers is made easier by the church staff. I would particularly like to thank our Administrative Assistant Ann Lounsbury, Staff Accountant Melissa Praderio and Business Manager Brittani Anderson for making my job easier this year.

I also am looking forward to my year as Immediate Past Moderator. This role includes continuing to serve on the Church Council for one more year and as an ex-officio membership on four standing committees. Starting in 2027 I am looking forward to joining the many of you who have completed their service as Moderator.

The role of Moderator starting at the end of the Annual Meeting will be Jenny O'Brien. She has been preparing for this all last year by serving as Moderator-Elect. After working with her for the past year I am very confident that we will be in good hands with Jenny.

Thank you again for the opportunity to serve as Moderator of our wonderful church community. God bless you all!

Rich Bireta





The pattern I see woven through this annual report is God with us, even in the wilderness. Especially in the wilderness. **Light for all people, burning within us, guiding us through the shadows toward a future that's bigger and fuller and brighter than we can yet imagine.**

Rev. Valerie Miller-Coleman

Agenda

171st annual
congregational meeting

Call to Order

Rich Bireta
Moderator

Invocation

Rev. Dr. Valerie Miller-Coleman
Senior Pastor

Approval of Minutes from the February 9, 2025 Annual Meeting

Rich Bireta

Recognition of Boards, Officers, and Committees

Rich Bireta

Project Management Committee Update

Terry Schmidt

Presentation and Approval of the 2025 Financial Report

Stephen Carttar
Treasurer

Approval of the 2026 Budget

Stephen Carttar
Treasurer

Nominating Committee Report and Election of Officers

Jenny O'Brien
Nominating Committee Chair

Open Forum

All

Presentation of the 2026 Moderator

Rich Bireta

Response

Jenny O'Brien
2026 Moderator

Adjournment

Jenny O'Brien

Benediction

Rev. Dr. Valerie Miller-Coleman

Christian Education

Jackie Lord
2025 Christian Education Board Chair

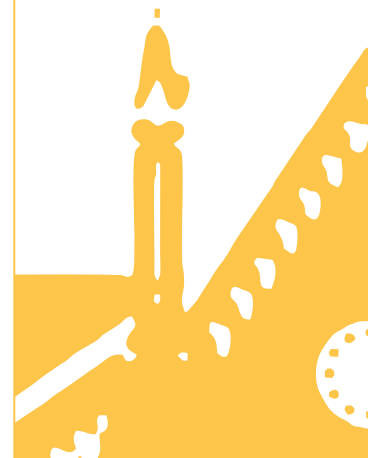
In 2025, the Christian Education Board embraced the theme “Building on a Strong Foundation,” ensuring continuity and excellence in Christian Education during key transitions. We supported Rev. Caroline Dean during her summer sabbatical and later as she assumed additional responsibilities while Rev. Valerie Miller-Coleman was on sabbatical in the fall. Planning also focused on sustaining educational opportunities during the upcoming sanctuary renovation.

Our programs reflect the strength of this foundation. Each Sunday, children and youth actively engage in worship—from participating in children’s sermons with Colton and Gus, to serving as acolytes and taking notes during services. Confirmation students demonstrate commitment through regular attendance and thoughtful engagement.

The Board facilitated meaningful celebrations and events, including the Palm Sunday parade, Easter activities, Confirmation class celebration, High School Graduation breakfast, Blessing of the Backpacks, Halloween parade, Christmas pageant, Sam Elliott Christmas Party, and Gingerbread Extravaganza. We supported the Tulsa, Oklahoma, service trip through the Chili Cookoff fundraiser and celebrated reports of our high school youth learning about social justice with Be the Neighbor. Middle school students deepened their faith through confirmation classes and retreats, while younger children explored the stories of the Bible during Vacation Bible School. Stepping Stones small groups guided families through key transitions, and Plymouth Academy continued to offer learning and fellowship for all ages.

Colton Pasquale grew in his role as Director of Faith Formation with the support of dedicated staff and lay leaders. Our programs thrived thanks to the commitment of service trip chaperones, Sunday School teachers and guides, VBS volunteers, Youth Café helpers, and Confirmation mentors.

I am deeply grateful for the Christian Education Board—especially Francis Lyons and Keeli Nelson who are rolling off the board—for their leadership over the past three years. I look forward to the opportunities and growth that 2026 will bring.



Deacons

Kathy Elkins
2025 Deacons' Chair

The Board of Deacons is a vibrant and active committee. Our work is intended to nurture the spiritual growth of the congregation and to support the work of the Pastors.

We accomplish this in many ways.

Worship:

- Recruit Lay Readers for all services
- Provide support for Acolytes
- Support the work of the Ushers
- Assist with special services such as Maundy Thursday and Easter

Communion:

- Purchase and prepare all of the Elements
- Recruit members to bring the Elements forward
- Assist the Pastors in serving communion

Liaison support to other boards and committees:

- Stephen Ministers
- We Care Committee
- Members in Discernment
- Acolytes
- Ushers

Christmas Eve:

- Recruit and guide over 50 volunteers throughout the three services
- Prepare hundreds of candles for the services
- Set up for each of the three services
- Coordinate our efforts with the Pastors, Music and Fine Arts, and the Facilities Manager.

I would like to personally thank the members of the Board of Deacons for their tireless work in serving Plymouth Church and its members.

Members include: Cathy Barker, Ron Johnson, Wendy Seger, Kim Noll, Amy Fishburn, Quentin Kaufman, Elinor Schroeder, Mike Maude, Frank Ybarra, Caroline Rothnie, and Chris Reasoner.

Also, a special thank you to our staff liaison Valerie Miller-Coleman, for her guidance and support of our work.

Fellowship

Nancy Bregman
2025 Fellowship Board Chair

Highlights from 2025

Coffee and Cookie Hour: Tom Ladehoff, Chair

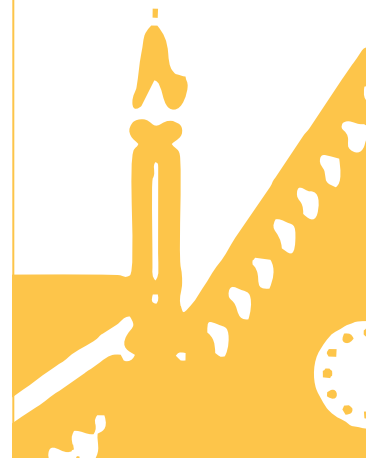
Our Fellowship Hour occurs every Sunday between the first and second services in the Mayflower Room. We are very fortunate to work with Hospitality Associates Jane Walters and Max Polson. Again, this year Max has done a fantastic job and works very well alongside Jane. During the year Jane had an accident and was out for several months. Gene Tyner stepped right back in to help, and for that we are grateful! Also, Matt Del Vecchio has taken over the inventorying and purchase of cookies from Sam's Club due to Tom's illness. (The Board has missed Tom so much!!!) Matt also monitors the coffee and lemonade supply. Jane is back and as feisty as ever! Our Hospitality Associates are responsible for baking cookies, making coffee, setting up, and cleaning up. It is our goal for one board member to sign up to assist from 9:15 to 11:45 (although usually it is only from 10:25 to 11:30). That sign-up sheet is posted on the refrigerator in the kitchen and discussed at our monthly meetings. We have added ceramic mugs with Plymouth's logo to replace paper cups. The Fellowship Hour continues to be an integral and very popular part of the post-worship experience. Jane & Max are vital to its success.

Esther's Cookie Bakers: Ann McElhenny, Chair

We continue to use our Esther's Bakers once a month to help offset the cookie dough expense during Fellowship Hour. Ann did an excellent job coordinating this effort and communicating with the volunteer bakers. They are such a blessing, and we appreciate their hard work and delicious treats!

Pride Party: Nancy Bregman, Chair, and Hannah Miller, Co-Chair

Weather always seems to be a factor early in Pride Month!! Our involvement changed a bit this year. Although the cost of the rainbow sherbet no longer comes out of our budget, we are responsible for purchasing it along with the ice pops. We also have a great group of volunteers who set up, serve the sherbet, and tear down afterwards. This year "Free Sherbet" banners were purchased and displayed, which may have enticed more people to our tent! The main thing is that Hannah was able to get back to South Park with half of the sherbet during the deluge!



All Church Picnic: Chris Lyon, Chair and Mimi Meredith, Co-Chair

On the morning of the All Church Picnic, the weather forecast showed a roughly 50/50 chance of thunderstorms during the time of the picnic. Although the previous year's event showed that the congregation can soldier through scattered showers, there was concern that lightning or high winds could create a safety risk. Without a formal decision process or communication mechanism in place, a rushed decision was made prior to the first service to postpone to a date TBD, and the announcement was made at both services to spread the word as widely as possible. It was of course a lovely afternoon for a picnic. Site availability and other conflicts made it unfeasible to reschedule the event. Purchased foods were donated to LINK, and several last-minute purchases were avoided, thus underspending the budget.

A draft of a formalized inclement weather plan has been submitted to the Fellowship Board for review.

Fall Harvest Home Luncheon: James Jordan, Chair, Donna Hultine, Co-Chair

This event continues to be our biggest of the year and we couldn't do it without our army of volunteers. James and Donna did a fantastic job planning and coordinating this, involving all our Board Members. They organized side dish and pie volunteer sign-ups, and preordered the turkey, gravy, butter and rolls from Hy-Vee. We even offered Tofurkey for those wanting a vegetarian option. Again, the Russells, former employees of Reser's Foods, donated the mashed potatoes. We tweaked some quantities from last year and we still had more than plenty of food left over. This was donated to LINK. A big thank you to Matt Del Vecchio and crew for setting up all the tables and chairs upstairs and down several days prior to the event. We continue to adjust every year.

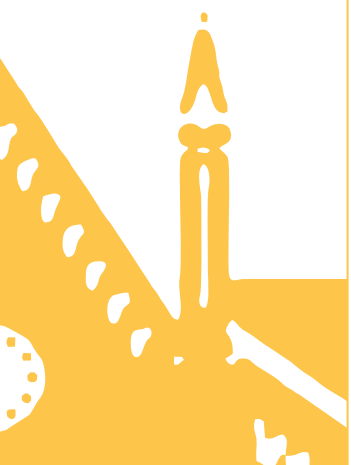
Next year will be unique since the Sanctuary renovation will be going on and the event will be held off-site at Maceli's.

Coming in 2026 – “Golden+ Dinner” Catered meal

Ann McElhenny will be planning this special 50+ year members' catered meal in its inaugural year. This event is supported with an endowment fund specifically given for honoring this very important population in our congregation. Details to follow.

The Fellowship Board would like to extend a huge and heartfelt thank you to everyone from the congregation and staff who provided side dishes, pies, and monetary donations. Also, to those who came early to decorate and stayed late to wash dishes! It was a joy to celebrate the Harvest Home lunch with so many!

Personally, I couldn't have done my job as Chair without Ann McElhenny (also my Parliamentarian!!!) and co-chair. She has always been there to help me guide the important work of this Board. Also, thanks to Tom Ladehoff, whom we have missed, for his continued support! Special thanks to Recording Secretary, Stacey Reasoner and Treasurer, James Jordan. Huge shout-out to Chris Lyon, who willingly joined the Alternative Worship Site Committee to represent Fellowship Board concerns during our Enter In Sanctuary project! Thanks to Donna Hultine, next year's Harvest Home Luncheon chair and the support of Hannah Miller, also Mimi Meredith. I truly appreciate our Staff Liaison, Brittani Anderson, and Council Liaison, Jeanne Fridell, for their guidance and insightfulness. Thanks too to Rich Bireta for his leadership as Moderator.



Membership

Marty Reeves
2025 Membership Board Chair

The Membership Board had a good year in 2025. We welcomed 34 new members. They were a remarkably diverse group, with different backgrounds, ages, and stages of family life. Plymouth is truly blessed with their presence; we know that they will bring much life and faith to our community.

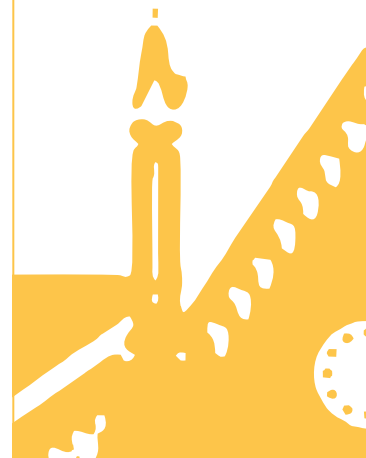
The Membership Board continues to welcome new people into our thriving community.

We do that by:

- Staffing the Welcome Table that is just outside the sanctuary. We try to identify visitors and welcome them and help them begin their relationship with the Plymouth Community.
- Holding Discover Plymouth sessions on the second Sunday of every month. These sessions are between the services and provide visitors with an opportunity to meet the pastors and ask any question they might have about Plymouth Church.
- This past year we hosted two New Member Orientations, followed, a few weeks later, by a Joining Sunday.
- We planned and hosted an outdoor summer potluck dinner for our new members. Pastor Valerie and her husband graciously opened their home and hosted the event. It was a great night of good food, yard games, and fellowship.

In addition, the Membership Board contributed to Plymouth life by:

- Helping coordinate the Fifth Annual Pride Party in South Park on June 7th. Many congregational members marched in the parade, and Board Members staffed the information table in South Park. It was a great day.
- Board Member Stacy England organized and coordinated the Ministry Fair in September that was held in the Mayflower Room. The Ministry Fair is an opportunity for all Plymouth members to learn about new and exciting ways to serve in a wide variety of ministries in the church.
- The Membership Board continued to introduce magnetic Name Tags. These magnets replace the clips and pins.
- Board Member Cindy Epperson continued to help with the design of the Welcome Table area and worked diligently to provide a new Welcome Table Sign, to help with visibility and clearly identifying for visitors a place where they can find both welcome and information about Plymouth Church.
- We honored our 50-year members this year with name tags and a monogrammed cloth grocery bag. This was a year in which the list of 50-year members grew substantially.



- The Membership Board continued to organize the delivery of Meal Train meals, following surgery, long-term illness, or other instances where some warm meals helped provide comfort.
- We continued our Caring Ministry, providing support to people in our congregation who are residents in Extended Care facilities, retirement communities and those who are homebound. Caring Ministers receive training and support from the pastoral staff of Plymouth Church.
- In November we hosted a session dealing with chronic illness, under the guidance of Chaplain Marc Giedinghagen and Pastor Michael Brecke. The meeting was led by Chaplain Cristyn Kauchman.
- Our final activity of 2025 was our Third Annual Longest Night service. It was held on December 17, with 60 folks, including the Plymouth Strings, leading those who are experiencing loss of any kind, through a time of meditation, reflection, and remembrance. Members of the Board read lessons and Pastor Michael Brecke shared a reflection.



Service & Justice

Marla Eriksen
2025 Service and Justice Board Chair

Reflecting on a challenging year, I am encouraged by the work of the Service and Justice Board in 2025. Many thanks for the dedication of our board members who helped us respond to the challenges and needs of our community.

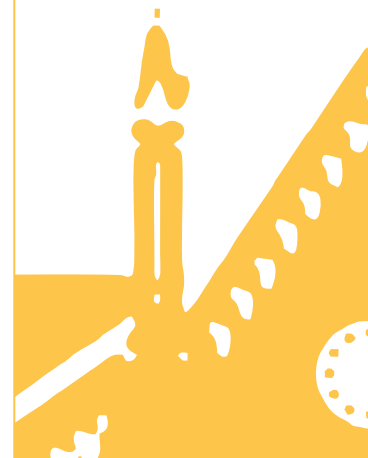
With a new administration in Washington D.C., some of our local Mission Partners were affected by decisions made that were out of their control. We have been particularly focused on the pressing needs of our partner organizations this season.

- In response to government spending cuts in early 2025, we donated \$750 from the New Projects fund to the Non-Governmental Haskell Foundation. We also supported Haskell's Spring Break movie night in March with snacks and drinks (thank you Janet Buie and Chris Deter!).
- With uncertainty for immigrant populations, Somos-Plymouth Language Program classrooms and Head Start classrooms have been designated as private spaces with signage.
- SNAP benefits (food stamps) were disrupted in November due to the government shutdown. By garnering our resources, we responded by donating \$1,000 to the Douglas County Community Foundation to go to Just Food and other local pantries. We distributed \$393 to Family Promise from their activity fund for rent assistance or other needs. With the help of Frank Ybarra, we revitalized the Just Food barrels at Plymouth for food donations during that time. We also recruited volunteers to help distribute Just Food Thanksgiving meal groceries to local recipients.

The management of the Plymouth Language Program successfully transitioned this year from the Midland Group to Somos Lawrence (Ballard Center). This required some changes to the budget to include money for childcare. We are pleased to report that participation has increased with the availability of childcare.

We hosted a Mission Liaison Meeting in March which brought together the board and liaisons from our Mission Partners and Working Groups for strategic work and planning. These included Head Start, Somos-PLP, ECM, Justice Matters, Family Promise, KIFA, Just Food, LINK, Racial Justice Team, Earth Care Team, Open & Affirming Team. Plans were made for the 2025 Mission Moments, featured ministries table, and ROCK articles to ensure that the congregation is knowledgeable about these relationships.

Regarding the sanctuary renovation project, Chris Deter has served on the Alternate Site Worship Plans committee to determine possible impacts that construction might have on our Mission Partners who meet at Plymouth: Head Start, Somos-PLP and recovery groups.



Thank you to Plymouth members and friends for your generosity and making the following support possible:

- The Easter offering brought in \$6,655 and was distributed to the UCC wildfire appeal (\$2,655) and to Somos-Plymouth Language Program (\$4,000).
- Provided hot lunches once a month for LINK. Expenses for hosting LINK at First Christian Church have increased significantly, so we made gestures of friendship and mercy with a \$250 donation in April and \$1,000 in October from the Endowment Fund.
- The Plant Sale in May generated \$5,641. The proceeds were split between Just Food (\$2,720) and designated eco-projects at church (\$2,725-toilet replacements). The remaining \$196 was part of the donation to the Douglas County Community Foundation to address the SNAP benefits crisis (noted previously). Thanks to Margaret Kramar for heading up this project and to members and friends for all the locally grown and native plant donations that were provided.
- Along with the Fellowship Board, we supported Lawrence Pride in June by budgeting for and spending \$1,276 for our Lawrence Pride sponsorship, banners and supplies.
- The Head Start backpack drive netted \$7,500 in cash and donations. Half of these funds went toward school supplies, and the rest was donated to Head Start to be used as needed.
- The bake sale in December generated \$2,007 (donated to OCWM). Thanks to Margaret Kramar for her leadership in this annual fundraiser and for all the wonderful bakers who provided the goodies.
- This year for the Christmas Giving Drive, collections of gift cards and non-perishable items were taken for Family Promise. Through the generosity of members and friends, we delivered \$650 in Dillon's and Walmart gift cards, adult and baby personal care items, a cookware set, and a baking set. The Head Start Angel Tree provided clothing and toys for 45 Head Start preschoolers. The Mindy Hazlett Mitten Tree collected new mittens, gloves, scarves, and hats to be given to our Head Start Mission Partner and the Lawrence Community Shelter.
- The year-end Christmas Eve offering joyfully brought in a record (in recent years) \$11,325! These funds were split between OCWM (\$3,100), Justice Matters (\$3,000) and Just Food (\$5,225).

Music & Fine Arts

Kathy Bowen
2025 Music & Fine Arts Board Chair

The Music and Fine Arts Board works to help to unite the congregation of Plymouth Church for the worship of God and the service of all by providing and creating artistic opportunities for the entire Plymouth community and all others we are able to engage, by focusing on exploring known or yet to be discovered talent, by leading towards a deeper understanding of God, and by building community and relationships. We have accomplished these intentions by planning and completing the following:

Providing and creating artistic opportunities for the entire Plymouth community and all others we are able to engage:

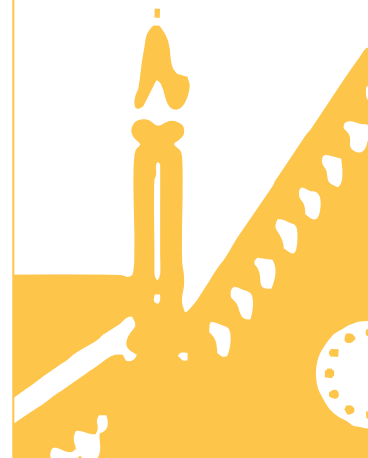
- Art Classes - about a dozen art classes were provided for the Plymouth congregation and other interested participants during the summer and fall, receiving enthusiastic feedback and newly discovered artistic talents
- Dinner Theatre - fellowship and frivolity abounded on both nights of this musical event

Focusing on exploring known or yet to be discovered talent:

- Carnegie Hall performance - choir members spent many hours rehearsing and learning new techniques under the direction of Dr. Anton Armstrong, conductor of the St. Olaf Choir.
- Children's Spring Musical - one of the joys of the spring is to watch budding actors and musicians take the stage to share a biblical story
- Art Show - teachers and participants in the art classes and other Plymouth artists brought their works to be shared with the congregation. Marvel at so many mediums and so much talent could be heard as the congregation viewed the beautiful pieces.
- Dinner Theatre - under the direction of Kim Manz and Genee Figuires, the congregation and other guests enjoyed a delicious dinner followed by an astounding musical performance.

Leading towards a deeper understanding of God:

- Major Choral Works - our Minister of Music and Fine Arts carefully selects choral works that celebrate the glory of God and share scripture through glorious music
- World Communion Sunday - Judy and Dean Kettle provided stunning fabric which came from their son Nathan Kettle, who has traveled around the globe and served in the Peace Corps 20 years ago
- Gathering of Grace Band - this talented group of musicians provides stirring music each week to enhance the worship of congregants at the second Sunday service



Building community and relationships:

- Advocate for MFA in relation to the Facilities Master Plan - because one of the focuses for our new facilities is the organ and the choir loft, we have several MFA representatives working with other committees to lend ideas and support
- Heartland Men's Chorus - in conjunction with Lawrence Pride, Plymouth hosted this accomplished men's chorus on the first Sunday in June
- Independence Celebration - stirring music and exceptional musicians were part of this musical celebration of our nation
- Jazz Sunday - there's no better way to begin the new church year than to attend the rousing jazz celebration at Plymouth, with the Jazz Band at its finest
- Mission Fair - MFA needs NINE - yes, 9! - volunteers to share the mission of the MFA Board. They represent the Chancel Choir; Children and Youth Choirs; Dramatic Arts; Plymouth Strings; Prayer Shawls; Handbell Choirs; Plymouth Brass; Culinary Classes; Art Classes and Art Show
- Gingerbread House Extravaganza - this sweet event, hosted with the Board of Christian Education, is a joyful way to begin the Advent season
- Hanging of the Greens - many hands contribute to the beautification of our lovely sanctuary and narthex
- Taking Down the Greens - many volunteers contribute their time to pack away our Christmas decor for another season

Special recognition needs to be given to all of the musicians - choristers, strings, brass, bells, band - who volunteer many hours weekly to enhance our worship experience at Plymouth Congregational Church. And, of course, we are all benefactors of our gifted Minister of Music and Fine Arts, Kim Manz, whose creativity, generosity, and music bring joy to all.



Facilities

Doug Eason
2025 Facilities Committee Chair

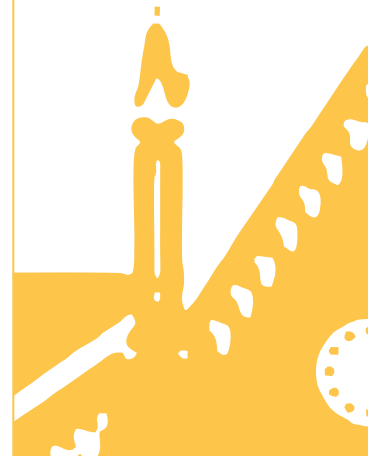
We made some significant investments in the facilities again this year. A large portion of the funding in 2025 was devoted to outside work with some projects occurring inside the building as well.

Exterior Projects

- **Sanctuary Roof:** We completed the replacement of the shingled roof that was covered by an insurance claim during the summer. This included building scaffolding on both sides of the sanctuary. This work was completed by Schwikert's Tecta America.
- **Roof Line Sanctuary Trim:** We were able to leverage the scaffolding that was in place for the shingled roofs. Matt was able to find a contractor that helped replace rotten trim. We were able to leverage spare pieces of trim we had been storing so the profile was maintained. Additionally, Matt Del Vecchio, Dave Miller and Mike McGhee also were able to paint all the roofline exterior trim.
- **Rose Window:** We were able to repair, patch and paint the Rose Window with the assistance of a Douglas County Heritage grant. We evaluated also putting a cover over the window but determined it was better for the life of the window to keep it exposed.
- **Flat Roofs:** We replaced the flat roofs over the chair/table storage area (just outside 202N) and the flat roof that covers the Mayflower roof. Schwikert's took the roof down to the steel base layer. There were several sheets of steel that were rusted/had failed. They replaced the appropriate number of sheets of steel needed for a solid base layer and then built up and sealed the roof. This repair has eliminated the leaks we have seen in the Mayflower room.
- **Skylights:** We replaced all the skylights over the Mayflower room as the current units were at risk of failing. We explored opening the tunnels to allow in more light. At this time the project was deemed to be more complex than we wanted to tackle, and funding was not available at this time.

Interior Projects

- **Heritage Room:** An unfortunate issue happened with the flat roof repair. Before the work was completed, we had a rainstorm that backed water into the Heritage room. Under the vendors insurance we had the room ceiling fully replaced.



- **Mayflower Room**

- The work has started to upgrade the sound, video and lighting systems. This work involved opening the wall and ceiling so an electrician could run power to the correct locations. The rough in power is now in place, and we anticipate the final installation to be completed in February.
- We also had to repair the ceiling as part of the MSM project, and we went ahead and painted the inset ceiling.

Solar Panels

The panels were installed and operational in 2024, but we had to file a tax return in 2025 to receive the payment to close the account out. I want to thank Doni Mooberry Slough for the countless hours she devoted to getting the claim in. The great news is we were able to get the check this year, and we were able to close out the funding account.

Looking ahead:

- We have signed a contract to replace the chiller that supports cooling in the Sanctuary and North building. The work is targeted for March/early April
- We will be evaluating our service contract with P1 in 2026.
- We need to start planning for the replacement of the boiler that supports the sanctuary and North building. We have done a great job of maintaining it, but it is approaching the end of its useful life. The facility committee will be building a plan in 2026.



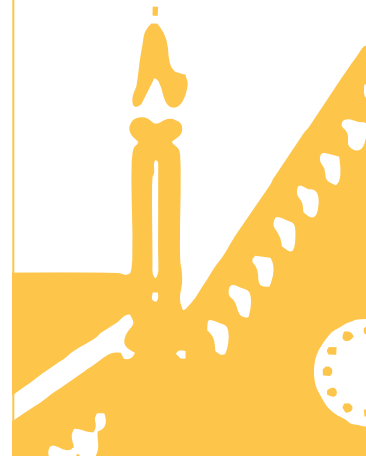
History

Susan McCarthy
Plymouth Historian

The records were filed this year at Spencer Research Library which clears up space in the History Room. But more importantly, this practice continues the orderly flow of information about Plymouth in that repository for researchers. The albumen print given to our church from a man in New Hampshire, was framed and hangs today beside Cordley's desk in the Narthex. This gives us a younger portrait of Richard Cordley than we previously owned, and we are grateful to add it to our collection of Cordley memorabilia. There were a few other odds and ends which our committee helped on over the year.

Going into 2026, the History Committee will be changing. Up to now, the committee has been somewhat of an odd duck in the annals of Plymouth. A "History Committee" is stipulated in the Constitution, but how it functions has never been spelled out. So we've always operated as it suited us—meeting five or six times a year, trying to address issues we come up with or answering the needs and questions funneled to us. That has worked fairly well. But going forward there will be terms for members, just like other boards, so people can serve 2 or 3 years, and then go on to something else instead of serving an unspecified length of time as has been the custom in the past.

Before most members go into "emeritus status," as all are willing to help with large projects, I would like to acknowledge those who have served so much time on the History Committee. They are (in no particular order): Harold Riehm, Marilyn Bradt, Vicky Durand, Jim Hanni, and Bill James. Several current members, Andrew Morris and possibly Mari White, are remaining on the committee. Thanks to each and every one of you for your time and service.



Governance Committee

Barb Holland
2025 Governance Committee Chair

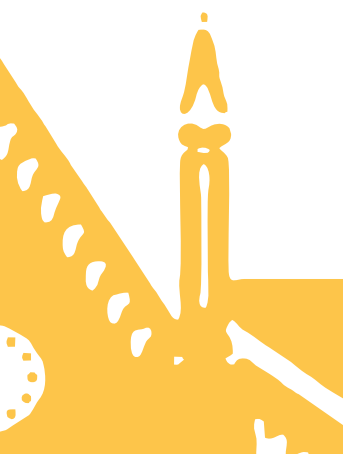
As the only Council Committee that had no parallel in the previous Plymouth governing structure, the Governance Committee continues to develop its role under the new Bylaws.

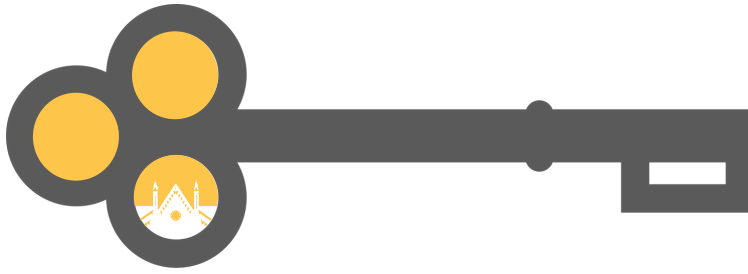
Understanding the importance of Council and Governance working together when policy changes are warranted, Governance drafted a blueprint outlining the steps necessary to complete the process. This blueprint will be updated in 2026 adding the steps required to communicate policy changes with church staff and the congregation.

Governance drafted two policy amendments for Council consideration that were approved by Council in 2025. The first amendment established a policy for Council Committees to keep appropriate records and documents and for the distribution of said records to the Moderator and Council. The second amendment provided additional clarification regarding the submission of and communication avenues for draft position statements when speaking in the name of Plymouth Church.

One of Governance's duties is to review the Bylaws and policies. To begin this process, Governance developed a survey this fall for the Council Committees with the goal of discovering whether these committees felt their work reflected their duties as set out in the Plymouth Policy Book. Governance is very grateful that all the committees took the time to respond to the survey with thoughtful and thorough answers. The consensus was that the Council Committees are working well within the new governance structure adopted in December 2023. Committees did realize that a few duties had been forgotten, and some areas required some extra diligence.

Looking ahead to 2026, Governance will continue its Bylaws and policy review. Work will be done towards making governing documents easily available to the church membership and introducing governing documents to new members of Council.





Enter In

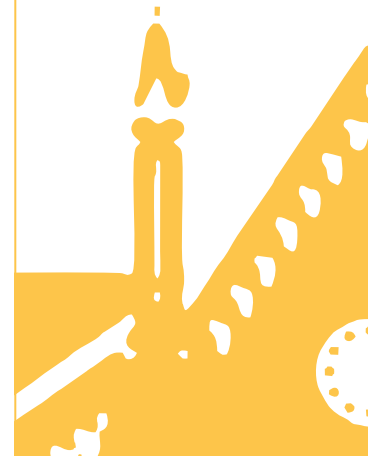
At Plymouth Church

A Journey of Faith and Commitment

Devon Kim
Enter in Chair

Plymouth has been woven into the fabric of my life from the very beginning—through baptism, receiving my first Bible signed by beloved Sunday school teachers, confirmation, my wedding, and even my children’s baptisms. Many milestones have happened here, in this sacred space that feels like home. Knowing the deep history of our church and its role in shaping lives made me realize that this was my moment to give back. It wasn’t just about a building—it was about ensuring Plymouth continues to be a place of welcome and faith for generations to come.

The *Enter In* campaign is the culmination of years of visioning, planning, and congregational engagement that began in 2018 with a simple goal: installing a hearing loop in the sanctuary. That modest project revealed deeper needs—accessibility, organ repair, and overall facility updates—leading Plymouth to embark on a comprehensive Facilities Master Plan.



Key Milestones

2018–2019: Initial discussions and fundraising for a hearing loop sparked broader conversations about sanctuary accessibility and organ restoration. A design committee was formed, and Clark Huesemann was selected to lead the planning process.

2020–2022: Through every challenge—including a global pandemic—our community showed remarkable perseverance and creativity. The Steering Committee worked diligently with Clark Huesemann to gather congregational input through interviews, surveys, and meetings. The Facilities Master Plan was finalized and adopted by Council in September 2022.

2023: Council approved an “Excellence in Facilities” goal, focusing on the Master Plan. This led to a capital campaign feasibility study with Generis, followed by listening sessions and information meetings. In January 2024, the congregation voted overwhelmingly to move forward with a capital campaign to renovate the sanctuary, update the organ, and improve HVAC systems.

2024: The Enter In campaign launched in the spring with a goal of \$3.2 million—and that goal was surpassed on Commitment Sunday, May 19. Council formed the Sanctuary and Organ Planning Committee or Project Management Committee to oversee implementation, and the Organ Committee finalized a contract for a new Schoenstein & Co. organ, scheduled for installation in 2027.

2025: The PMC continued design work and planning for construction, keeping the congregation informed through regular updates.

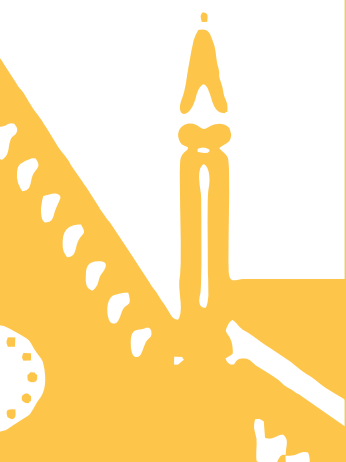
Why This Matters

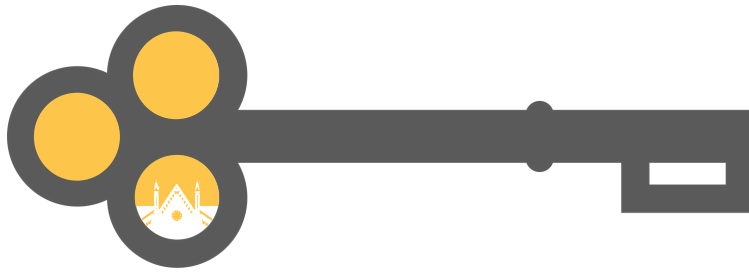
Throughout this seven-year journey, our congregation has been deeply involved through meetings, surveys, Q&A sessions, and votes. *Enter In* is not just a campaign; it is a shared vision realized through faith, generosity, and perseverance.

This journey has transformed me. The scripture guiding our campaign, Matthew 25:14–30, has truly “Entered In” to my heart. It taught me that being “faithful over a few things” opens doors to unexpected blessings. I’ve learned to give freely—without measuring time or worth—and that shift has enriched both my professional and personal life.

Your stories inspire me. Please keep sharing how this campaign has touched your life—because together, we’re writing Plymouth’s next chapter.

Faithfully,
Devon Kim
Enter In Campaign Chair





Enter In

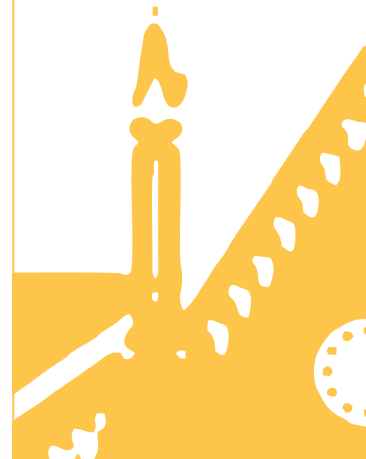
Project Management Committee

Terry Schmidt
Project Management Committee Chair

The Plymouth Project Management Committee is the implementation arm for the shared vision named “Enter In.” The PMC was formed (via the Plymouth Church Council) on May 28, 2024, with expectations for a new pipe organ and a renovated sanctuary. The committee began with eleven members and in the past year added a twelfth. From the twelve, seven are voting members while all twelve prepare formal actions for consideration by the Plymouth Church Council. The PMC began its work in the summer of 2024.

The work of the PMC the last few months of 2024 and throughout the year 2025 resulted in a contract with Schoenstein Organ Builders for a new pipe organ. The original pipe organ for the Plymouth Church was replaced in 1922. By 1970 a new pipe organ replaced the '22 version. Now, 55 years later, a new pipe organ build is contracted and set for completion in late 2027 at a cost of two million dollars.

Architects Clark-Huesemann were engaged to assist the PMC in identifying a renovated sanctuary design. The challenges taken by the PMC were not designed for the faint of heart! To address the targets of sanctuary improvements as outlined by the Church Council (accessibility, sight lines, acoustics, flexibility, historical significance), the Project Management Committee conducted many meetings in 2025 for an examination of 35 + design variations. It is important to note that the current work of the PMC would only be the sixth time in the history of Plymouth Church to plan changes in the sanctuary.



A gifted and very talented casework designer, E.F. Keebler Rendering Services of Wyomissing, Pennsylvania, was contracted to study the history of Plymouth Church and develop options for consideration. The goal for Keebler was to design a renovation to accommodate the new pipe organ, incorporate historical wood finishes in the renovated choir loft, and assist the architects with an appropriate area of accessibility through a lift to the choir. Following several meetings with Keebler, a plan was selected. (A rendering of the new pipe organ, choir loft, and west wall is included with this report). It is anticipated that Eric Keebler will make a presentation to Plymouth Church to review his work with our historical sanctuary early in 2026.

Another important change to the Plymouth sanctuary is the planned enlargement of the chancel area. This will provide accessibility to all and provide worship service planners increased flexibility with space. The PMC was able to form a consensus for a renovation design in order for it to receive Church Council approval. The PMC plans to devote the early weeks of 2026 to interactions with Plymouth congregants to address questions and concerns. Ultimately any change in the sanctuary chancel will be decided by Plymouth congregants.

The Enter In Project Management Committee understands its role in leading this effort. It has a very good understanding of the historical significance of our 1870 facility. Most importantly, the Committee knows this project is not just for those using it today, but it is for those to appreciate and to experience a significant worship experience in the years ahead.

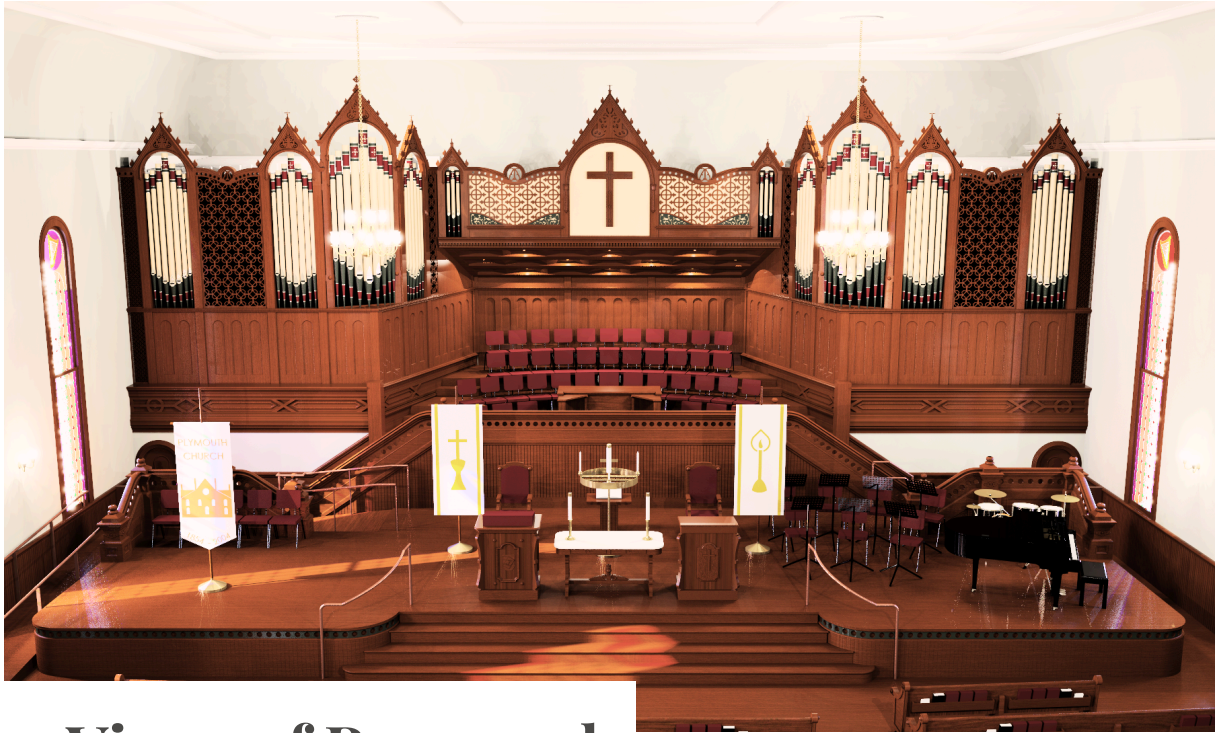
Respectfully submitted,
Terry Schmidt, Chair

Project Management Committee:
Judy Burch, Music and Fine Arts Representative
Stephen Carttar, Financial Representative
Doug Eason, Vice Chair and Facility Committee Representative
Valerie McGhee, Accessibility Representative
Dave Miller, Construction / Engineering Representative
Doni Mooberry Slough, Financial / Grant Writing Representative
Ex-Officio Members:
Rich Bireta, Moderator
Steve Bradt, Fine Arts
Matt Del Vecchio, Facilities Manager
Kim Manz, Minister of Music
Valerie Miller-Coleman, Senior Pastor



**The Mayflower
Room Set up for
Sunday Services**





Views of Proposed Casework for New Organ and Remodeled Choir Loft



Sunday, February 1, 2026

Appendices

171st annual
congregational meeting

Appendices

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170th Annual Congregational Meeting

Plymouth Congregational Church United Church of Christ Annual Meeting Minutes Sunday, February 9, 2025

1. Call to Order – Sonia Jordan, Moderator

Sonia called the 170th Annual Congregational Meeting to order at 10:57 am. She appointed Mark Simpson meeting parliamentarian, who said a quorum was present. Sonia then entertained a motion to accept the agenda as printed in the Annual Report.

Cindy Carttar moved to accept the agenda as presented in the Annual Report; Ann McElhenny seconded; motion carried unanimously.

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

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

3. Approval of Minutes from the February 4, 2024 Annual Meeting – Sonia Jordan

Scott Morgan moved to accept the February 4, 2024 Annual Meeting minutes as printed in the Annual Report; Kathleen Morgan seconded; motion carried unanimously.

4. Approval of Minutes from the January 11, 2024 Called Meeting

Doug Eason moved to accept the January 11, 2024 Called Meeting minutes as printed in the Annual Report; Devon Kim seconded; motion carried unanimously.

5. Recognition of Boards, Officers and Committees – Sonia Jordan

Sonia expressed her appreciation for all who served in various positions during what was a transitional year, due to a new governance structure. She then thanked Scott Morgan for his service on the Moderator Team and Terry Schmidt, for stepping into the leadership role of the Project Management Committee.

6. Project Management Committee (PMC Update – Terry Schmidt

Terry began by recognizing and thanking Susan McCarthy, Church Historian, for the historical building documentation she provided.

He said the PMC has seven voting and four non-voting ex officio members who are working diligently to meet the “Enter In” campaign goals. The committee first met in July, 2024 and has continued to meet about every two weeks, as well as meeting informally and in one-on-one meetings with the architects. Multiple design concepts have been viewed and although they don’t have anything to present yet, they may have something by late February or early March. Terry said he can guarantee that 100% of the congregation won’t agree on what is presented, but they will do their best to bring a plan that meets both the financial and campaign mission

goals. A current challenge is determining the possibility of historical tax credits. He then asked Stephen Carttar to provide financial aspects of the project.

Stephen thanked Devon Kim and the “Enter In” committee for a successful campaign, raising more than \$3.2 million. Forty percent of campaign pledges (\$1,277,000) have been received. Expenses totaling \$293,000 have been paid, including all campaign expenses, the organ downpayment of \$198,600 and some architectural fees. The project was estimated at \$4.5 million with the anticipation of historical tax credits providing \$1.3 million. Historical tax credits are not currently budgeted, but other funding opportunities are being explored.

Terry then asked if there were questions from the congregation. Geraldo Sousa asked (1) what can be accomplished with \$3.2 million if additional funding isn’t raised and (2) what is the project sequence – the design first? Then what? When construction begins, where will services be moved?

Terry said if \$4.5 isn’t available, costs will have to be reduced. There isn’t a definitive answer at this time, but we do have finite dollars to work with. The timeline begins with the “end”, when the organ is installed in January 2028 and working back from that. There are two ideas – start construction in August 2025 or perhaps in January 2026. Based on recent information, the PMC is more inclined to begin in 2026 at this time. They will make a recommendation to Council a little further in the process.

They are leaning toward keeping services in the Church and are working with the Facilities Committee on determining space possibilities - perhaps in the Mayflower Room. They want to keep the congregation together as well as possible, especially because of the growth in youth and various church education programs.

Sonia thanked Terry and the PMC for their work on the project. It’s a complex project and she shared her immense gratitude to committee members.

7. Presentation and Approval of the 2024 Financial Report – Stephen Carttar, Treasurer

Stephen wanted the congregation to understand the Church’s financial statements and asked them to turn to Page 54 of the Annual Report. He provided an overview of the Statement of Revenue and Expense by Class, adding that this information is published each month on the Church website and encouraged them to review it. Stephen then pointed out that in 2024 the congregation was exceptionally generous, contributing a total of \$1,930,815 (\$875,092 pledges/gifts and \$1,055,723 “Enter In”). He also pointed out that although it was a challenging year, it ended with a surplus of \$14,560.

Linda Mannering moved to accept the 2024 financial report as presented; Jackie Lord seconded; motion carried unanimously.

8. Approval of the 2025 Budget – Stephen Carttar, Treasurer

Stephen thanked Council for their work on putting together a balanced budget for the congregation's consideration. He said the following items were used to cover the shortfall:

- 2024 surplus of \$14,560 carried forward
- \$8,000 of a \$10,000 one-time gift
- Payroll Protection Program (PPP) revenue - \$22,000
- Recognizing a \$20,000 provision for operating reserves
- 2024 pledges received in 2025 - \$15,300

He added that no changes were made to the requested personnel budget - all reductions were in operations.

David Bergeron, referencing Page 52, asked why there was a Director of Operations (\$35,000) and a new line item for Business Manager (\$40,000). Sonia said Jaron's workload is such that it prohibits him from engaging in strategic work on future growth and development. He came up with a plan that reduces his hours but provides opportunities to realign responsibilities as the Church grows. Defined job descriptions aren't available at this time, as positions can't be in place until the budget is approved.

Scott, who serves on Personnel, added that much of the staff are part time, they like those hours and don't want to change their part-time status. However, due to the size of the budget and the Church's growth, they are working overtime, and we risk losing valuable staff due to burnout.

Sonia then asked for a motion to approve the 2025 budget as presented.

Jonathan Becker moved to approve the 2025 Budget as presented; Scott Morgan seconded.

Geraldo thanked Council for their work on the budget. He said the balanced budget looks good, but he has concerns about using a one-time \$25,000 gift, money from reserves and the PPP to do so. The PPP funds will run out eventually and utilizing reserves is a concern. How much are we using of one-time revenue sources?

Stephen said we always want provide transparency, and we are using funds that will decrease over time. The \$25,000 one-time gift decreases by \$5,000 each year and was given as seed money for the Director of Faith Formation position. The youth program is strong and growing and the intent is to support the youth growth momentum. We are using short-term funds to start funding a long-term budget item – “prime the pump” mentality. This year we are using approximately \$90,000 of one-time or decreasing revenue sources.

Stephen also said recent growth in the line item “Contributions No Pledge” is due to younger members who don’t tend to pledge but do provide financial support. It’s an increase, but not enough to offset expenses. The PPP reserve of approximately \$50,000 will be gone in two years. The operating reserve was established after debt was retired and since then yearly transfers of \$20,000 plus any annual carryover have been made. There is currently about \$400,000 in reserves and we have been advised to have 3 months operating expenses in reserves. We spend about \$100,000 each month and have just under 4 months available. We are keeping the practice of funding for reserves but know we don’t have to increase the amount at this time. However, as the budget grows, we will expect the annual reserve amount to increase as well

John Lord said he likes the initiative of “priming the pump” – using short-term funds to do a long-term hiring and assumes the position is not a one-year position. He feels the challenge is to make sure the goals they are given and challenges they are asked to address be given in such a way that it’s more of a short-term project so we can then evaluate usage and the guidance they are able to provide going forward. He just doesn’t want to be in a situation in a few years where the budget isn’t where it needs to be and staff are impacted. Stephen said Council and the Finance Committee will continue to monitor but remember we’re a Congregational Church, so be involved and reach out if you have questions or concerns.

Sonia echoed Stephen’s comments, adding that these questions and concerns were discussed by Council.

Motion carried, with one dissent.

9. Nominating Committee Report and Election of Officers – Rich Bireta, Nominating Committee Chair

Rich thanked the Nominating Committee - Sonia Jordan, Scott Morgan, Sarah Whitten and John Lord, for their work and Valerie for her consultation with the committee. Referencing the Nominating Committee Ballot, he said an asterisk following a name indicated a congregational vote was needed. Names without asterisks will continue in a multi-year appointment.

Rich asked that the following changes be made on the Nominating Committee Ballot: An asterisk should follow Amanda Nagengast’s name, who is filling a one-year term on Christian Education; Rachel Goossen’s name should replace Beth Chambers’ name, on Service and Justice.

He introduced Jenny O’Brien, Moderator Elect, adding that she has served on Music and Fine Arts, Service and Justice, the Plymouth Auction Team and is a Management Analyst for the City of Lawrence.

Rich then moved that the Nominating Committee Ballot be accepted with the corrections previously noted; Doug Eason seconded; motion carried unanimously.

Rich said the Nominating Committee also recommended members to serve on committees and other appointments, which were approved by Council at the January meeting.

10. Open Forum

David Bergeron asked who prepared the Endowment report on page 45, because all other reports had names. It's a Statement of Endowment but doesn't provide any information on earnings – just a list of names. What were the 2024 earnings?

Doni Mooberry Slough and Dick Orchard, Annual Appeal and Fundraising Committee members, said they didn't realize a written report was needed. Scott told Doni it wasn't her fault, as the Annual Appeal and Fundraising Committee's work is to manage the Annual Appeal and encourage long-term gifts.

Scott said there is not an Endowment Committee as it was absorbed into the Finance Committee under the new governance structure. The Finance Committee is responsible for oversight and management of Endowment.

Dick Orchard said the Endowment balance is \$2,252,000 compared to \$2,147,000 at 12/31/23 (4.9%) increase. However, the actual gain was 8.9% because Endowment paid 4% (\$74,675) to Plymouth in 2024. The funds are managed by United Church Funds, which can also handle charitable annuities.

David would like that information provided separately in the report.

Sonia said the discussion was a good reminder of information needed on the 2025 Annual Report. Stephen said Endowment's financial information can be found on page 61 of the Annual Report, adding that a \$100,000 gift to Plymouth Endowment is not included in the report, as it hasn't yet been received.

Sarah Whitten asked Terry and the PMC to remember the "shorter than average person" and those seated in the in back of the sanctuary as the project moves forward. Sonia said they are working to maximize sight line access as much as possible.

Valerie expressed appreciation for Sonia's leadership and guidance as Moderator and for serving with grace. In gratitude, a contribution in her name will be given to the City of Lawrence Parks & Recreation Scholarship for Youth Sports.

11. Presentation of 2025 Moderator – Sonia Jordan

Sonia thanked God for the opportunity to serve and the congregation for being easy to work with, adding that she's learned a lot. She gave a special thank you to her husband, who was home watching their daughter, for his help and support throughout the year. She said she had a note reminding her to say nice things about Rich, which is so easy! She did wonder why he didn't talk at Council, adding that wiser people might say it's a sign of wisdom, not to speak

until you have something to say. Then she met with him for lunch and they talked for several hours.

She thanked Scott for his assistance and covering for her when she was absent. She looks forward to continuing to work with Rich and getting to know Jenny.

12. Response – Rich Bireta, 2025 Moderator

Rich, on behalf of the congregation, thanked Sonia and looks forward to working with her for one more year. He thanked Scott for his three years of service, pointing out his work on a policy book and bylaw changes. He's leaving the church in much better shape because of that work.

He and Jane have been members for over 30 years, raised six children in the church and for 15 years he was a "Sunday Morning" member, happy to sit in the congregation. However, he has been the Church Treasurer, served on Stewardship and Fellowship boards and participated in various faith formation groups. He encourages other "Sunday Morning" members to volunteer or say yes when asked to serve. He is humbled to serve as Moderator. It will be a busy year, but the Church is in good financial shape with a growing membership. He asks that you not hesitate to contact him as he looks forward to hearing from you.

13. Adjournment – Rich Bireta

Geraldo Sousa moved to adjourn the meeting; David Bergeron seconded; motion carried unanimously.

14. Benediction – Rev. Dr. Valerie Miller-Coleman

Valerie gave the benediction.

Submitted by Larissa Long
Plymouth Church Clerk

Nominating Committee Report

**Committees and Offices Appointed by Council
at the January 20, 2026 Council Meeting
(A* indicates newly elected position)
(Name of committee chair is shown underlined).**

Deputy Treasurer Sonja Erickson*

Church Historian Susan McCarthy*

Council Committees

Annual Appeal and Fundraising Committee

<u>Doni Mooberry Slough</u>	(1 year term)	Meredith Johanning	(1 year term)
Larissa Long	(2 year term)	Sandy Sloop	(2 year term)
Frank Ybarra	(3 year term)	Open	(3-year term)

Facilities Committee

Suzi Morrissey	(1 year term)	Open	(2 year term)
David Miller	(2 year term)	Mike McGhee	(2 year term)
<u>Ian Wood*</u>	(3 year term)	Mat Schwenk*	(3 year term)

Finance Committee

Duane Goossen	(1 year term)	Rich Bireta	Past Moderator
Mark Reedy	(2 year term)	<u>Katy Anderson</u>	Treasurer
Brian Salmans*	(3 year term)		

Governance Committee

Mark Simpson	(1 year term)	Open	(3 year term)
<u>Barbara Holland</u>	(2 year term)	Rich Bireta	Past Moderator

Personnel Committee

<u>Devon Kim</u>	(1 year term)
Amanda Jay	(2 year term)
Erika Dvorske*	(3 year term)

Annual Report 2025

Nominating Committee Ballot

(* indicates up for election)

Officers

Moderator	Jenny O'Brien	(2 year term)
Immediate Past Moderator	Rich Bireta	(1 year term)
Moderator Elect	Doug Eason*	(3 year term)
Treasurer	Katy Anderson*	(1 year term)
Clerk	Caroline Rothnie*	(1 year term)

Council Members At-Large

Annamarie Hill*	(1 year term)	David Treviño	(2 year term)
Jeff Eriksen	(1 year term)	Norine Spears*	(3 year term)
Jeanne Fridell	(2 year term)	Emily Sharp*	(3 year term)

Boards

(1 year term)	(2 year term)	(3 year term)
Christian Education		
Tim O'Brien	Eloise Kerbs	Kristin Lyon*
Melissa Lisher	Ryan King	Betsy Mills*
Amanda Nagengast	Chris Lounsbury	Open

Deacons

Amy Fishburn	Mike Maude	Holly Brownrabbit*
Elinor Schroeder	Caroline Rothnie	Jeff Ernst*
Kathy Elkins	Frank Ybarra	Linda Hoopes*
Quent Kaufman	Chris Reasoner	Lyle Seger*

Fellowship

Chris Lyon	Donna Hultine	Ann McElhenny*
Mimi Meredith	Stacey Reasoner	Cindy Carttar*
James Jordan	Hannah Miller	Laura Mielke*

Membership

Valerie McGhee	Rachel Monger	George Wright*
Cindy Epperson	Alex Bertuccio	Jacque Faves*
		Ken Hales*
		Toni Dudley*
		Gayle Sherman*

Music and Fine Arts

Sue Denning	Sarah Kaufman	Linda Manley*
Judy Kettle	Randy Fuller	Mary Marathe*
Sam Parrilla	Janice Nicklaus	Open

Service and Justice

Linda Pickerel	Margaret Kramar	John Henry*
Rosina Aguirre	Chris Deter	Becky Wilson*
Robin Wood	Janet Buie	Keela Meiers*

Kansas-Oklahoma Conference Delegates (up to 6)

John Lord	Jane Bireta	Amy Fisburn*
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Officer and Council Biographies

Doug Eason • Council Member At-Large

Email: fdoug.c.eason@gmail.com

Joined Plymouth: 2000

26-year employee at Sprint/T-Mobile. Most of my career has been in dealer operations and strategy. Currently I am a Sr Manager, Risk Operations as part of our Fraud Collections and Risk Management group.

I have lived in Lawrence since 1983. I earned an Undergraduate and Masters degree in Business Administration from KU. Becky and I have been married since 1988. Our kids are Gryffin and Alec. I have been a Big Brother two times. I am currently matched with a now 17 year old. We have been matched for 5 years. Becky and I have fostered Pembroke Welch Corgi's over the past 10 years.

Christian Ed Board 2008-2010
Christian Ed Director Search 2008
Confirmation Class Leader 2010-2011 2013-2021
6th Grade Class Leader 2012
Service Trip Leader 2015-2019; 2022 -2026
Treasurer 2012-2017
Stewardship 2011, 2018-2022
Family Promise setup/tear down coordinator 2011-2020
Church Council 2022 (Stewardship Chair), 2023-2025 (Member at large starting August of 2023)
Facilities Committee 2018-2025
Associate Pastor Search/Transition Committee 2018-2019
KO Conference Delegate 2017-2018
Finance Committee 2023
Bylaws Committee 2022-2023
Facility Master Plan 2020- 2022
Enter In Campaign (Operations) 2023 to current
Sanctuary Project Management Committee 2024 to current

Emily Sharp • Council Member At-Large

Email: emily.a.sharp@gmail.com

Joined Plymouth: 2013

A Lawrence resident since 2011, I currently serve as Communications Director at Kansas Housing Resources Corporation, the housing finance agency responsible for administering affordable housing programs across the state. I look forward to drawing on my professional background in strategic communications, public management, and community outreach through my service on Plymouth's Council. My daughters, Meyer and McCarty Lamb, have marked many special milestones at Plymouth, from their baptism as infants, to participating in Sunday school and OWL programming, taking part in choir and handbell performances, receiving their Bibles in third grade, and now navigating the confirmation process. Membership at Plymouth has enriched our family life, deepening our spiritual practices, expanding our network of friends and neighbors, and connecting us to our larger community.

Past Christian Education Board Member, Past Music & Fine Arts Board Member, OWL (Our Whole Lives) Facilitator, active involvement with Plymouth's racial and social justice initiatives, volunteer for various youth confirmation and Sunday school programs, and participant in various small group ministries and Plymouth Academy programming.

Katy Anderson • Treasurer

Email: katy.mcmillen@gmail.com

Joined Plymouth: 2017

I fell in love with Lawrence as a student at KU while earning my bachelor's and master's degree in math education. I taught high school for six years, and my husband, Peter, and I decided to move back to Lawrence during that time because it seemed like a great place to settle. We have two children, Lauren and Conner, that keep us very busy. I later decided to pursue a career as an actuary and am now a Fellow of the Society of Actuaries. I have worked at Security Benefit for 12 years, and I currently work on financial models for the Planning and Risk department.

Christian Education Board 2022-2024 (Chair in 2024)
Deputy Treasurer 2025

Membership Report

MEMBERSHIP REPORT

Active Members	1094
Resident Members	1043
Non-Resident Members	51
Total Active Membership January 1, 2026	1094

2025's total	1,074
	<u>+39 members 2025</u>
	<u>-19 terminations 2025</u>
2026's total	1094

ADDITIONS

Confession of Faith	1
Confirmation	7
Reactivated	2
Reaffirmation of Faith	26
Transfers to Plymouth	3
Total Members Added	39

TERMINATIONS

Deaths	16
Moved to Inactive List	0
Removed by Request	0
Transfers	3
Total Members Removed	19

TERMINATIONS

DEATHS

03/17/2025	Rud Turnbull
04/11/2025	Chuck Fisher
04/22/2025	Cindy West
05/07/2025	Audrey Sheridan
05/13/2025	Donna Lewis
05/19/2025	Becky Foster
07/06/2025	Bill Kelly
09/16/2025	Joyce Mullenix
10/15/2025	Lela Cooley
10/15/2025	Sue Booth
10/27/2025	Vivian Caughey
11/02/2025	Mia Korbelik
11/10/2025	Pat Ransone
11/13/2025	Kaye Moeser
11/17/2025	Wilma Rife
12/22/2025	Kurt Rife

MEMBERS TRANSFERRING TO OTHER CHURCHES, REMOVED BY REQUEST, INACTIVE

Pastor of Care & Welcome has complete lists.

ADDITIONS

Reaffirmation of Faith

05/04/2025	Carolyn Clark
05/04/2025	Mike Clark
05/04/2025	Ben Clark
05/04/2025	Thomas Clark
05/04/2025	Molly Myers
05/04/2025	Sonja Erickson
05/04/2025	Rusty Monhollon
05/04/2025	David Meyer
05/04/2025	Paige Meyer
05/04/2025	Colton Pasquale
05/04/2025	Diane Rose
05/04/2025	Joe Rose
09/07/2025	Palmer Attias
09/07/2025	Jacqueline Faves
09/07/2025	Katie Fisher
09/07/2025	Adam Franz
09/07/2025	Carleen Franz
09/07/2025	Ken Hales
09/07/2025	Sandy Hales
09/07/2025	John Henry
09/07/2025	Peter Henderson
09/07/2025	Linda Manley
09/07/2025	Darren McSweeney
09/07/2025	Agnes Phoebe Muyanga
09/07/2025	Sarah Ruiz
09/07/2025	Becky Wilson

Confession of Faith

09/07/2025	Jailene Faves
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Confirmation

04/27/2025	Tobias Geiger
04/27/2025	Anna Gerrish
04/27/2025	Rachel Gibbs
04/27/2025	Alex Kaufman
04/27/2025	Sabina Scott
04/27/2025	Xander Soderstrom
04/27/2025	Nolan Stultz

Transfer of Membership to Plymouth Congregational Church

05/04/2025	Carol Hampton
11/03/2025	Janet Robinson
11/03/2025	Paul Robinson

Reactivated

10/12/2025	Cindy Thompson
10/12/2025	Ted Thompson

Births/Adoptions

01/23/2025	Dovie Michelle Meyer born (daughter of Paige and David Meyer)
10/26/2025	Lachlan Meigs (Son of Erin Seybold and Ramsey Meigs)

Baptisms

04/27/2025	Tobias Geiger
04/27/2025	Nolan Stultz
07/27/2025	Lane Andrew Stanton (son of Steph and Allyson Stanton)
09/07/2025	Jailene Faves

Weddings

04/26/2025	Gryffin Eason and Audrey Yurko
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Treasurer's Report

Stephen Carttar, Chair

Over the last several years and especially in 2025, Plymouth has been experiencing financial pressures. However, your incredible generosity coupled with below-budget expenditures by several boards allowed Plymouth to end 2025 with a \$1,707 surplus. In addition, because of anticipated financial needs in 2026, Plymouth reversed its \$20,000, 2025 Provision for Operating Reserves which resulted in a combined 2025 net surplus of \$21,707.

Looking more closely at the financial statements, Pledge Collections in 2025 were \$28,000 less than budgeted because of a shortfall in anticipated new pledges as well as a shortfall in anticipated pledge overpayments. However, Contributions/No Pledges were \$38,000 more than budgeted which offset the Pledge shortfall. With other miscellaneous items, revenue was \$9,000 short to budget. The most significant and favorable impact on the results from this year's operations was the under-expenditure of over \$30,000 arising from several boards. These boards included Christian Education, and Membership, as well as the Operations (formerly Stewardship) division.

The 2025 financial statements demonstrated support for our staff and included a 3.2% COLA. The 2025 budget included only minor adjustments to original budget requests from boards. Nevertheless, to obtain a balanced 2025 budget, short-term revenue sources were included. These short-term revenues included a \$14,560 prior year surplus carry-over and \$8,000 Council Restricted Funds. Fortunately, these were not needed to meet actual expenses incurred. As mentioned above, those short-term revenue sources were not needed because 2025 expenses came in under budget.

While we feel incredibly blessed to experience your dedicated support, financial pressures on revenue are mounting. For the 2026 budget, Plymouth included \$132,140 from short-term revenue sources, \$69,793 of which are one-year only and will exhaust related resources. It is imperative that we implement actionable strategies in 2026 to maintain sufficient revenue to meet the ongoing needs of Plymouth. With that said, we are confident in our ability as a congregation to come together to address these opportunities. Plymouth has continually defied national trends for mainline churches and will remain a strong, active, vibrant, and fiscally stable organization with your help.

As we look back on 2025, one word comes to mind, gratitude. Thank you to the Finance Committee members: Duane Goossen, Linda Gutierrez, Mark Reedy, Sonia Jordan, and Melissa Praderio and Valerie Miller-Coleman, as well as every one of you. Thank you for your generous contributions of time, talent, and treasure. Plymouth is dependent on all three. Thank you for your engagement with congregational budget meetings, the annual appeal, as well as many other activities of Plymouth. Thank you for your unwavering support as we walk this walk together.

With appreciation and gratitude,
Stephen Carttar, Treasurer

Annual Appeal & Fundraising

Doni Mooberry Slough, Chair

Thank you for your support of this year's annual appeal! Thanks to your generosity, our pledge total for 2026 is \$886,616 representing receipt of 255 pledge cards! Thank you for supporting Plymouth's Mission and Ministry in such an extravagant fashion.

Under the bylaws, the Annual Appeal and Fundraising Committee is charged with overseeing all fundraising inclusive of the Annual Appeal. During 2025, we began work on planning for additional non-pledge income streams including possible income from an annual fundraising event. We will continue with that planning in the coming year, but things will look a little choppy given that we are likely to be out of the sanctuary for a period of time this summer/fall. Thank you in advance for your continued support as we explore new ways to help Plymouth continue to do God's work in our community.

Thank you again for your generosity.

Endowed Funds

Plymouth has a long and rich history of people who have cherished Plymouth and wished to memorialize their legacy with gifts that keep on giving. Opal Jane Kennedy, retired schoolteacher of 50 years and namesake for Kennedy School, made the first major donation of \$229,433 in 1982. Carl Althaus, a retired associate professor of education at KU and long-time Plymouth Treasurer, followed in 1991 with a \$188,814 gift. These gifts along with many others have grown in size and thus support for Plymouth's mission.

Donations of this nature are typically recognized as Endowed in such manner that the corpus or original gift amount is retained and earnings on such gifts are distributed back to Plymouth for use in areas restricted by the donor. Such gifts are listed below along with their original value and year of donation. Note that new gifts require a minimum of \$10,000 total, given over up to 5-years to be endowed.

In more recent years many investments do not generate income but instead appreciate in value. Endowments and Foundations have adjusted to these market conditions by distributing a portion of the appreciated value of such funds. Plymouth follows this model and computes distribution amounts by taking up to 4% of the three-year moving average as of September 30th of the current and prior two years.

Plymouth has invested such funds with United Church Funds ("UCF") which offers socially responsible investment funds designed to help faith-based organizations grow and preserve their financial legacies. From the numerous investment options, Plymouth selected the UCF Balanced Church Fund as its primary option. The UCF Balanced Fund was itself invested 60% in MSCI ACWI IMI net and 40% in Fixed Income Policy Index. The MSCI ACWI Investable Market Index (IMI) captures large, mid, and small cap representation across 23 Developed Markets (DM) and 24 Emerging Markets (EM) countries. With 8,225 constituents, the index is comprehensive, covering approximately 99% of the global equity investment opportunity set. For the year 2025, the Balanced Fund returned 15.69%. All Plymouth Endowed Funds were invested in the Balanced Funds in 2025.

Original Endowed Funds with Specific Restriction on Usage

- **Anonymous (1977):** (\$10,155) Income to be used on maintenance and care of church facilities.
- **Sally Stowits (1978):** (\$10,000) 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.
- **Mary Grant (2001):** (\$75,738.98) For the use and benefit of Plymouth 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 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.
- **Harold & Donna Riehm (2025):** (\$50,000) For the benefit of the Fellowship Board to hold a catered dinner for, and in honor of, fifty-year members and their families.
- **Harold & Donna Riehm (2025):** (\$50,000) To be used at the discretion of the Music & Fine Arts Board and the Minister of Music with priority to general organ enhancement other than ordinary maintenance and tuning.
- **Harold & Donna Riehm (2025):** (\$25,000) To be used for the use and benefit of the Plymouth History Committee.
- **Rev. Phillip R. & Patricia H. Friedeman (2025):** (\$13,126.18) Until fund balance equals or exceeds \$100,000, the fund will support 50% to OCWM beyond Lawrence, and 50% unrestricted.

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:** (\$182,762.01) To Memorial and Gift Committee for projects approved by Council/congregation. Monies donated by Dick Raney, Virginia Kurata, and Howard & Martha Petefish.
- **Doug & Ginny Beene:** (\$10,417.67) To Board of Deacons for Stephen Ministers.

Highlights of Managed Endowment Funds

- \$ 1,606,098.99 – Value of original gifts
- \$ 2,252,912.02 – Market value at December 31, 2024, year-end
- \$ 77,473.06 – Distributed to Plymouth in 2025
- \$ 2,709,723.45 – Market value at December 31, 2025, year-end
- \$ 89,967.67 – Budgeted distribution for 2026

Report by Stephen Carttar, Doni Mooberry Slough and Dick Orchard

PLYMOUTH CONGREGATIONAL CHURCH ENDOWMENT FUND
2025 Earnings and Distribution Details
as of December 31, 2025

Fund Name	Original Gift	Mkt value 12/31/2024	Distributed in 2025	Additions	Income 2025	Realized Gain or Loss	Unrealized Gain or Loss	Mkt Value 12/31/2025
Endowed invested in Balanced Fund								
Peter Luckey Scholarship	\$ 13,609.00	\$ 16,189.12	\$ 560.18		\$ 330.34	\$ 125.16	\$ 2,011.06	\$ 18,095.50
Sam Elliott-Christian Education	\$ 15,263.00	\$ 24,101.97	\$ 833.99		\$ 491.81	\$ 300.48	\$ 2,879.87	\$ 26,940.14
Christian Education		\$ 40,291.09	\$ 1,394.17					\$ 45,035.64
Bonnie Brisco-Seminary Funds	\$ 4,125.43	\$ 5,227.42	\$ 180.88		\$ 106.66	\$ 64.33	\$ 625.45	\$ 5,842.98
Bonnie Brisco-Staff Ed	\$ 4,125.43	\$ 5,227.40	\$ 180.88		\$ 106.66	\$ 64.33	\$ 625.45	\$ 5,842.96
Doug & Ginny Beene	\$ 10,417.67	\$ 11,939.25	\$ 413.12		\$ 243.62	\$ 60.09	\$ 1,515.34	\$ 13,345.18
Irma Spangler	\$ 40,100.00	\$ 63,347.81	\$ 2,191.98		\$ 1,292.63	\$ 789.74	\$ 7,569.27	\$ 70,807.47
Deacons		\$ 85,741.88	\$ 2,966.86					\$ 95,838.59
Harold & Donna Riehm	\$ 50,000.00	\$ -	\$ -	\$ 50,000.00	\$ 1,032.25	\$ -	\$ 5,511.27	\$ 56,543.52
Robert Frederick	\$ 10,000.00	\$ 13,883.39	\$ 480.40		\$ 283.30	\$ 173.08	\$ 1,658.89	\$ 15,518.26
Fellowship		\$ 13,883.39	\$ 480.40					\$ 72,061.78
Harold & Donna Riehm	\$ 25,000.00	\$ -	\$ -	\$ 25,000.00	\$ 107.38	\$ -	\$ 370.92	\$ 25,478.30
History Committee		\$ -	\$ -					\$ 25,478.30
Greater Plymouth (Raney,Kurata,Petefis)	\$ 182,762.01	\$ 147,576.34	\$ 5,106.49	\$ 39,851.50	\$ 3,179.84	\$ 491.38	\$ 18,941.81	\$ 204,934.38
Memorial		\$ 147,576.34	\$ 5,106.49					\$ 204,934.38
Anonymous	\$ 92,137.00	\$ 112,996.26	\$ 3,909.94		\$ 2,305.73	\$ 1,013.23	\$ 13,897.10	\$ 126,302.38
Thrift Shop	\$ 12,678.15	\$ 19,046.25	\$ 659.05		\$ 388.64	\$ 237.45	\$ 2,275.78	\$ 21,289.07
Service & Justice		\$ 132,042.51	\$ 4,568.99					\$ 147,591.45
Don Alexander	\$ 13,450.00	\$ 23,903.70	\$ 827.12		\$ 487.77	\$ 298.00	\$ 2,856.19	\$ 26,718.54
Sam Elliott-Mission Service	\$ 15,263.00	\$ 24,114.85	\$ 834.43		\$ 492.08	\$ 300.63	\$ 2,881.43	\$ 26,954.56
Pastors' Emergency Fund		\$ 48,018.55	\$ 1,661.55					\$ 53,673.10
Bill Kelly	\$ 3,150.00	\$ 4,374.92	\$ 151.38		\$ 89.28	\$ 54.54	\$ 522.75	\$ 4,890.11
Clark Spalsbury	\$ 1,550.00	\$ 2,444.64	\$ 84.59		\$ 49.89	\$ 30.48	\$ 292.10	\$ 2,732.52
Deron McGee	\$ 30,000.00	\$ 36,019.33	\$ 1,246.35		\$ 734.99	\$ 391.05	\$ 4,361.85	\$ 40,260.87
Elizabeth Lawson	\$ 20,208.78	\$ 28,106.77	\$ 972.56		\$ 573.52	\$ 350.40	\$ 3,358.41	\$ 31,416.54
Harold & Donna Riehm	\$ 50,000.00	\$ -	\$ -	\$ 50,000.00	\$ 1,032.25	\$ -	\$ 5,511.27	\$ 56,543.52
Henry Bruner	\$ 5,000.00	\$ 7,895.46	\$ 273.20		\$ 161.10	\$ 98.43	\$ 943.41	\$ 8,825.20
Jackie Shmalberg	\$ 10,000.00	\$ 11,590.79	\$ 401.07		\$ 236.51	\$ 89.72	\$ 1,439.73	\$ 12,955.68
Mary Bradshaw	\$ 7,650.00	\$ 12,083.24	\$ 418.11		\$ 246.56	\$ 150.64	\$ 1,443.80	\$ 13,506.13
Sam Elliott-Music	\$ 15,263.00	\$ 24,101.97	\$ 833.99		\$ 491.81	\$ 300.48	\$ 2,879.87	\$ 26,940.14
Music & Fine Arts		\$ 126,617.12	\$ 4,381.25					\$ 198,070.71
Rev. Phillip & Pat Friedeman (1 of 2)	\$ 6,563.09	\$ -	\$ -	\$ 6,563.09	\$ 59.34	\$ -	\$ 418.77	\$ 7,041.20
OCWM		\$ -	\$ -					\$ 7,041.20
Anonymous	\$ 10,155.00	\$ 36,276.64	\$ 1,255.26		\$ 740.24	\$ 452.25	\$ 4,334.60	\$ 40,548.47
Bonnie Brisco-Stewardship	\$ 4,125.43	\$ 5,227.42	\$ 180.88		\$ 106.66	\$ 64.33	\$ 625.45	\$ 5,842.98
Carl Althaus	\$ 188,814.22	\$ 306,873.18	\$ 10,618.55		\$ 6,261.85	\$ 3,825.73	\$ 36,667.45	\$ 343,009.66
Edwin Stene	\$ 20,000.00	\$ 28,304.35	\$ 979.40		\$ 577.56	\$ 352.86	\$ 3,382.02	\$ 31,637.39
Georgia & Richard Orchard	\$ 25,000.00	\$ 28,968.31	\$ 1,002.37		\$ 591.11	\$ 225.34	\$ 3,597.15	\$ 32,379.54
Mel Huxtable	\$ 7,000.00	\$ 16,668.03	\$ 576.75		\$ 340.13	\$ 207.80	\$ 1,991.62	\$ 18,630.83
Opal Jane Kennedy	\$ 229,433.36	\$ 509,213.78	\$ 17,620.02		\$ 10,390.69	\$ 6,348.26	\$ 60,844.60	\$ 569,177.31
Rowena Puckett	\$ 20,502.00	\$ 25,203.65	\$ 872.11		\$ 514.30	\$ 314.21	\$ 3,011.51	\$ 28,171.56
Stewardship		\$ 956,735.36	\$ 33,105.34					\$ 1,069,397.74
Cloyd Achning	\$ 20,000.00	\$ 40,533.06	\$ 1,402.54		\$ 827.10	\$ 505.32	\$ 4,843.19	\$ 45,306.13
Don & Dottie Daugherty	\$ 192,935.15	\$ 220,746.18	\$ 7,638.34		\$ 4,504.40	\$ 1,069.30	\$ 28,059.07	\$ 246,740.61
Elsberry, Hyre	\$ 5,000.00	\$ 8,892.82	\$ 307.71		\$ 181.46	\$ 110.86	\$ 1,062.59	\$ 9,940.02
George Bradshaw	\$ 5,000.00	\$ 14,592.23	\$ 504.93		\$ 297.76	\$ 181.92	\$ 1,743.58	\$ 16,310.56
Gil Monroe	\$ 10,000.00	\$ 14,867.87	\$ 514.46		\$ 303.38	\$ 185.35	\$ 1,776.53	\$ 16,618.67
Iris West Aller	\$ 67,911.43	\$ 123,489.48	\$ 4,273.03		\$ 2,519.84	\$ 1,539.52	\$ 14,755.43	\$ 138,031.24
J.O. Jones	\$ 4,658.24	\$ 10,074.35	\$ 348.60		\$ 205.57	\$ 125.60	\$ 1,203.75	\$ 11,260.67
Jane and Al Sellen	\$ 10,488.23	\$ 13,520.62	\$ 467.85		\$ 275.89	\$ 136.32	\$ 1,647.78	\$ 15,112.76
Mary Grant	\$ 75,738.98	\$ 114,505.51	\$ 3,962.16		\$ 2,336.52	\$ 1,427.51	\$ 13,681.97	\$ 127,989.35
Maude Elliot	\$ 11,466.35	\$ 17,169.09	\$ 594.09		\$ 350.34	\$ 214.04	\$ 2,051.49	\$ 19,190.87
Parsonage Fund	\$ 35,300.00	\$ 55,755.06	\$ 1,929.26		\$ 1,137.70	\$ 695.09	\$ 6,662.03	\$ 62,320.62
Rev. Phillip & Pat Friedeman (2 of 2)	\$ 6,563.09	\$ -	\$ -	\$ 6,563.09	\$ 59.33	\$ -	\$ 418.77	\$ 7,041.19
Ross Hopper	\$ 7,691.95	\$ 20,923.21	\$ 723.99		\$ 426.94	\$ 260.84	\$ 2,500.07	\$ 23,387.07
Sally Stowitts	\$ 10,000.00	\$ 32,976.13	\$ 1,141.05		\$ 672.89	\$ 411.11	\$ 3,940.23	\$ 36,859.31
Unrestricted		\$ 688,045.61	\$ 23,808.01					\$ 776,109.07
Total Endowment - Balanced Funds	\$ 1,606,098.99	\$ 2,238,951.85	\$ 77,473.06	\$ 177,977.68	\$ 48,145.62	\$ 24,037.20	\$ 283,592.67	\$ 2,695,231.96
Cash & Equivalent								
Ann and Rod Turnbull (pending endowment)		\$ 8,564.06	\$ -		\$ 325.95			\$ 8,890.01
Robert & Rebecca Foster (pending endowment)		\$ 5,396.11	\$ -		\$ 205.37			\$ 5,601.48
Total Cash & Equivalent	\$ -	\$ 13,960.17	\$ -	\$ -	\$ 531.32	\$ -	\$ -	\$ 14,491.49
Totals		\$ 2,252,912.02	\$ 77,473.06	\$ 177,977.68	\$ 48,676.94	\$ 24,037.20	\$ 283,592.67	\$ 2,709,723.45

Personnel Report

The Plymouth Personnel Committee views our staff as our most valuable asset. To ensure Plymouth carries out its mission professionally and effectively, we strive to be a fair and competitive employer. We are pleased to report the following progress and achievements for 2025:

Organizational Growth & Staffing

- **Business Office Reconfiguration:** Monitored the restructuring of the Business Office, including the creation of new job descriptions for the Director of Operations, Accountant, and Business Manager.
- **Strategic Hiring:** Supported the successful hiring of our Business Manager (started April 14, 2025) and the new Director of Operations (started October 13, 2025).
- **Onboarding & Support:** Facilitated the onboarding of the Director of Operations, including defining remote-work parameters and managing the leadership transition plan.
- **Operational Efficiency:** Developed a new staff Custodian job description to transition away from external janitorial contracts.
- **Program Support:** Assisted with the staffing structure and childcare requirements for the SOMOS Plymouth Language Program.

Policy & Performance Management

- **Pastoral Care & Oversight:** Completed the Senior Pastor Evaluation in late 2025 and established a new annual review process for all pastors' Call Agreements.
- **Staff Wellness:** Provided administrative and structural support during pastors' sabbaticals.
- **Handbooks & Benefits:** Updated Personnel Policies and the Employee Handbook to reflect a new PTO model, updated staff classifications, and revised benefits for Council consideration.
- **Governance:** Provided feedback to the Governance Committee regarding the operational realities and effectiveness of the Personnel Committee.

2026 Financial Planning

Budgeting: Submitted the 2026 Budget request, which incorporates a 2.9% cost-of-living adjustment (COLA) for base salaries of eligible staff to ensure competitive compensation.

2026 Proposed Budget

Plymouth Congregational Church
Budget for the year 2026
 As of January 12, 2026

Description	2023 Actual	2024 Actual	2025 Actual	2026 Budget
INCOME				
Pledges/Contributions				
Pledge Collections	\$ 820,102.33	\$ 832,827.63	\$ 868,580.92	\$ 886,616.00
Pledge Overpayments	\$ 20,335.64	\$ 22,514.54	\$ 12,456.02	\$ 15,000.00
Pledges - New Current Year	\$ 22,050.00	\$ 19,750.00	\$ 5,350.00	\$ 10,000.00
Reserve for Uncollectables (or Actual)	\$ (1,560.00)	\$ -	\$ -	\$ (18,232.32)
Pledge Collections, Net of Resv	\$ 860,927.97	\$ 875,092.17	\$ 886,386.94	\$ 893,383.68
Contributions/No Pledge	\$ 85,380.00	\$ 93,548.48	\$ 122,957.04	\$ 123,128.14
One-Time Contribution/Gift	\$ 46,941.70	\$ -	\$ 25,000.00	\$ 20,000.00
Prior Year Pledges	\$ 7,045.00	\$ 3,860.00	\$ 15,925.00	\$ 6,000.00
Loose Offerings	\$ 8,896.66	\$ 10,492.93	\$ 12,435.25	\$ 12,500.00
Other Income				
Building Use Fees	\$ 20,224.00	\$ 19,664.00	\$ 20,934.00	\$ 15,000.00
Unrestricted Endowment Income	\$ 16,810.77	\$ 21,593.55	\$ 23,808.01	\$ 26,551.61
Designated Endowment Income	\$ 55,363.23	\$ 53,081.76	\$ 53,665.05	\$ 63,416.06
Fundraisers - (Supports various expenses as designated)	\$ -	\$ 2,071.00	\$ -	\$ -
Interest Earned	\$ 19,885.25	\$ 40,547.68	\$ 26,015.49	\$ 20,000.00
Total Income	\$ 1,121,475.00	\$ 1,119,952.00	\$ 1,187,126.78	\$ 1,179,979.49
Transfers from Reserves				
Carryover from Prior Year	\$ -	\$ -	\$ -	\$ 36,266.64
Transfer of Activity Fund Reserves (Sales Tax Credits)	\$ -	\$ -	\$ -	\$ 23,496.63
Transfer of Council Restricted Funds	\$ -	\$ -	\$ -	\$ 10,000.00
Transfer PPP Reserve	\$ -	\$ 20,476.00	\$ 22,304.00	\$ 22,377.00
Transfer CY Operating Reserve (if required)	\$ -	\$ -	\$ 20,000.00	\$ 20,000.00
Total Transfers	\$ -	\$ 20,476.00	\$ 42,304.00	\$ 112,140.27
Combined Income & Transfers	\$ 1,121,475.00	\$ 1,140,428.00	\$ 1,229,430.78	\$ 1,292,119.76
Total Expenditures	\$ 1,096,549.00	\$ 1,125,868.00	\$ 1,207,724.14	\$ 1,292,119.76
Net Surplus (Deficit)	\$ 24,926.12	\$ 14,560.00	\$ 21,706.64	\$ -
EXPENDITURES				
Christian Education				
Director of Faith Formation	\$ 33,425.98	\$ 33,401.43	\$ 45,000.56	\$ 48,460.42
Director of FF Benefit Stipend	\$ -	\$ 675.00	\$ 3,600.00	\$ 4,800.00
Director of FF Retirement	\$ 1,043.98	\$ 1,381.20	\$ -	\$ -
Director of FF Continuing Education	\$ -	\$ 1,700.00	\$ 9,100.00	\$ 3,500.00
Director of FF Professional Expenses	\$ 502.35	\$ 348.24	\$ 69.99	\$ 500.00
Faith Formation Assistant	\$ -	\$ 1,764.00	\$ 1,523.03	\$ 3,341.00
Child Care Supervisor	\$ 3,408.00	\$ 2,105.39	\$ 2,405.78	\$ 4,024.80
Child Care Assistants	\$ 1,681.43	\$ 2,325.00	\$ 2,602.99	\$ 3,583.68
Child Care Substitutes	\$ 15.75	\$ 60.75	\$ -	\$ 300.00
Christian Ed Employer FICA/Med	\$ 2,949.84	\$ 3,007.67	\$ 4,216.39	\$ 4,912.06
Children's Curriculum	\$ 838.99	\$ 1,122.22	\$ 2,085.59	\$ 1,220.00
Children's Supplies	\$ 951.19	\$ 1,497.14	\$ 738.33	\$ 1,600.00
Children's Food	\$ 546.01	\$ 376.36	\$ 249.49	\$ 824.00
Vacation Bible School	\$ 435.87	\$ 181.33	\$ 115.12	\$ 280.00
Media Copyright Fee	\$ -	\$ -	\$ 297.73	\$ 375.00
Confirmation Curriculum	\$ 747.75	\$ 477.60	\$ 230.29	\$ 615.00
Confirmation Food	\$ 334.03	\$ 138.72	\$ 296.07	\$ 150.00
Confirmation Supplies	\$ 226.49	\$ 206.75	\$ 164.42	\$ 160.00
Confirmation Retreat	\$ 200.00	\$ 300.00	\$ 169.58	\$ 300.00
High School Faith Formation	\$ 490.26	\$ 497.59	\$ -	\$ 500.00
Youth Group Food	\$ 794.05	\$ 911.96	\$ 922.08	\$ 1,200.00
Youth Group Supplies	\$ 957.17	\$ 954.04	\$ 690.70	\$ 1,315.00
Adult Education	\$ 973.17	\$ 675.14	\$ 1,131.58	\$ 2,100.00
OWL Training & Programs	\$ 257.08	\$ 525.94	\$ 252.53	\$ 720.00
Planning/Program Development	\$ 237.00	\$ 976.36	\$ 647.17	\$ 1,095.00
Christian Ed Endow Exp (E)	\$ 1,449.44	\$ 1,379.01	\$ 1,394.17	\$ 1,540.72
Total Christian Education	\$ 52,465.83	\$ 56,988.84	\$ 77,903.59	\$ 87,416.67

Description	2023 Actual	2024 Actual	2025 Actual	2026 Budget
Deacons				
Worship	\$ 2,361.04	\$ 1,062.32	\$ 1,928.91	\$ 2,200.00
Bereavement Support (Grief Books)	\$ 383.97	\$ -	\$ -	\$ 500.00
Stephen Ministry	\$ 203.35	\$ 124.60	\$ 230.90	\$ 220.00
We Care Memorial Receptions	\$ 109.19	\$ -	\$ 119.13	\$ 300.00
Staff Education & Development	\$ 486.88	\$ 2,000.00	\$ 1,557.23	\$ 2,000.00
Acolytes	\$ -	\$ 332.69	\$ 171.54	\$ 650.00
Deacons Endowment Expense (E)	\$ 2,654.99	\$ 2,934.62	\$ 2,966.86	\$ 3,278.75
Total Deacons	\$ 6,199.42	\$ 6,454.23	\$ 6,974.57	\$ 9,148.75
Fellowship				
Fellowship Hour & Supplies	\$ 1,072.26	\$ 1,648.24	\$ 3,322.79	\$ 3,200.00
All Church Picnic	\$ 500.08	\$ 653.89	\$ 415.90	\$ 800.00
Harvest Home Meal	\$ 1,000.00	\$ 1,008.00	\$ 2,801.31	\$ 3,000.00
Pride Party	\$ 1,159.57	\$ 689.95	\$ (140.00)	\$ -
Golden + Dinner	\$ -	\$ -	\$ -	\$ -
Fellowship Discretionary Expense	\$ 249.00	\$ -	\$ -	\$ -
Fellowship Endowment Expense (E)	\$ 499.45	\$ 475.18	\$ 480.40	\$ 2,465.32
Total Fellowship	\$ 4,480.36	\$ 4,475.26	\$ 6,880.40	\$ 9,465.32
Membership				
Pastor of Care & Welcome	\$ 4,219.27	\$ 6,737.31	\$ 12,734.09	\$ 13,377.00
Pastor of Care & Welcome Housing Allowance	\$ 16,872.87	\$ 21,262.49	\$ 12,634.18	\$ 13,377.00
Pastor of Care & Welcome Retirement	\$ 983.29	\$ 1,340.72	\$ -	\$ -
Pastor of C&W FICA Reimbursement	\$ 1,985.60	\$ 2,183.54	\$ 1,933.20	\$ 2,046.68
Community Relations/Outreach	\$ 24.79	\$ 591.22	\$ 461.11	\$ 500.00
New Member Orientation, Integration & Recruitment	\$ 1,133.72	\$ 1,296.24	\$ 571.70	\$ 1,150.00
Congregational Care Ministry & Member Services	\$ 344.61	\$ 279.54	\$ 1,007.09	\$ 450.00
Explore Plymouth	\$ 34.64	\$ -	\$ -	\$ -
Membership Budget Reduction	\$ 0.17	\$ -	\$ -	\$ -
Total Membership	\$ 25,598.96	\$ 33,691.06	\$ 29,341.37	\$ 30,900.68
Service & Justice				
PLP Childcare Coordinator	\$ -	\$ -	\$ 1,230.00	\$ 3,520.00
PLP Childcare Assistant	\$ -	\$ -	\$ 294.75	\$ 1,619.20
Service & Justice Employer FICA	\$ -	\$ -	\$ 117.88	\$ 393.15
Our Church's Wider Mission	\$ 29,000.00	\$ 29,000.00	\$ 40,000.00	\$ 42,500.00
KIFA Initiative	\$ 500.00	\$ 500.00	\$ 500.00	\$ 1,000.00
Local Mission Support (Head Start)	\$ 1,000.00	\$ 1,000.00	\$ 1,226.17	\$ 1,000.00
Language Program Support	\$ 4,000.00	\$ 4,000.00	\$ 2,357.37	\$ 2,468.00
Carbon Mitigation Fund	\$ 720.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
Mission Leadership Curriculum/Training	\$ 25.77	\$ 369.66	\$ 273.83	\$ 500.00
Pride Party / Parade	\$ -	\$ -	\$ 1,276.03	\$ 1,300.00
New Projects Budget	\$ -	\$ -	\$ 1,000.00	\$ 1,000.00
Mission Endowment Expense	\$ 6,477.57	\$ 6,162.81	\$ 6,230.54	\$ 7,126.38
Total Service & Justice	\$ 41,723.34	\$ 42,032.47	\$ 55,506.57	\$ 63,426.73
Music and Fine Arts				
Minister of Music & Fine Arts Minstry	\$ 65,107.20	\$ 67,738.25	\$ 69,905.77	\$ 71,932.38
Dir of MFA Professional Expense	\$ 496.10	\$ 434.55	\$ 498.21	\$ 500.00
Chancel Choir Accompanist	\$ 1,388.80	\$ 2,438.37	\$ 2,609.60	\$ 4,315.50
MFA Admin Assistant	\$ 3,206.45	\$ 3,409.38	\$ 3,436.16	\$ 3,115.84
Handbell Director	\$ 1,564.00	\$ 1,438.60	\$ 1,534.50	\$ 2,215.89
Youth Choir Directors	\$ 3,648.49	\$ 2,141.68	\$ 3,670.80	\$ 4,394.60
<i>Chancel Choir</i>				
Chancel Choir Music&Supplies (including robe cleaning)	\$ 928.00	\$ -	\$ 1,097.31	\$ 1,000.00
Chancel Choir Paid Choristers	\$ 9,195.12	\$ 11,740.30	\$ 10,483.13	\$ 11,045.76

Description	2023 Actual	2024 Actual	2025 Actual	2026 Budget
Chancel Choir Guest Musicians	\$ 2,405.00	\$ 2,230.00	\$ 3,000.00	\$ 3,000.00
<i>Gathering of Grace Service</i>				
Gathering of Grace Band	\$ 18,007.47	\$ 19,572.19	\$ 20,575.41	\$ 23,284.04
Gathering of Grace Music/Supply	\$ 529.00	\$ 529.00	\$ 548.00	\$ 550.00
GatheringGrace/Guest Musicians	\$ 1,325.00	\$ 1,070.00	\$ 1,235.00	\$ -
MFA Employer FICA and Benefits				\$ -
MFA Benefit Stipend	\$ 4,699.54	\$ 3,600.00	\$ 4,530.00	\$ 5,904.00
Retirement	\$ 6,944.77	\$ 9,987.25	\$ 10,290.84	\$ 10,742.53
MFA Employer FICA/Med	\$ 6,454.21	\$ 6,986.48	\$ 7,288.15	\$ 7,873.68
G of G Band Employer FICA/Med	\$ 1,427.68	\$ 1,556.93	\$ 1,616.10	\$ 1,781.23
Handbell Choirs			\$ 177.65	\$ -
Fine Arts Program	\$ 1,452.78	\$ 1,232.44	\$ 1,323.16	\$ 1,300.00
Organ Tuning & Repairs	\$ 2,409.00	\$ 481.94	\$ 1,205.00	\$ -
Piano Tuning and Repairs	\$ 569.50	\$ 1,134.00	\$ 929.44	\$ 2,000.00
MFA Endowment Exp (E)	\$ 4,554.95	\$ 4,333.63	\$ 4,381.25	\$ 6,776.23
Total Music & Fine Arts	\$ 136,313.06	\$ 142,054.99	\$ 150,335.48	\$ 161,731.69

Operations**STAFF**

Worship Production Coordinator	\$ 8,250.00	\$ 8,427.24	\$ 8,696.70	\$ 9,280.32
Communication Director - Contracted	\$ 40,000.00	\$ 40,000.00	\$ 40,000.00	\$ 40,000.00
Director of Operations	\$ 56,896.69	\$ 59,853.12	\$ 42,457.08	\$ 30,000.00
Business Manager	\$ -	\$ -	\$ 28,179.07	\$ 40,000.00
Accountant	\$ 30,344.95	\$ 32,292.94	\$ 33,873.39	\$ 39,936.00
Administrative Assistant	\$ 16,859.27	\$ 17,161.83	\$ 17,657.83	\$ 18,077.80
Facilities Manager	\$ 44,581.29	\$ 55,001.51	\$ 56,761.75	\$ 60,808.56
Custodian	\$ -	\$ -	\$ 6,590.50	\$ 14,560.00
Hospitality Associates	\$ 7,304.50	\$ 8,232.00	\$ 8,292.16	\$ 10,974.36
Stewardship Employer FICA & Benefits				
Benefit Stipend	\$ 1,792.77	\$ -	\$ -	\$ 3,000.00
Retirement	\$ 698.85	\$ 587.20	\$ 2,055.59	\$ 8,197.21
Employer FICA/Med	\$ 12,600.76	\$ 14,903.03	\$ 15,721.04	\$ 17,337.73
Recruiting & Background Checks	\$ 365.42	\$ 7,269.53	\$ 1,587.12	\$ 3,000.00

BUILDING

Utilities	\$ 52,558.75	\$ 51,703.29	\$ 51,178.92	\$ 53,000.00
Yearly Building Contracts	\$ 35,060.27	\$ 31,834.21	\$ 36,086.81	\$ 39,000.00
Contracted Cleaning Service	\$ 10,800.00	\$ 10,800.00	\$ 5,400.00	\$ -
Building Supplies & Equipment	\$ 6,830.74	\$ 4,810.25	\$ 10,367.62	\$ 8,000.00
Kitchen Supplies	\$ 1,999.58	\$ 2,916.03	\$ 2,578.77	\$ 2,000.00
Ordinary Maint & Repairs	\$ 72,064.33	\$ 61,242.01	\$ 59,204.48	\$ 60,000.00
Property/Liability Insurance	\$ 35,922.00	\$ 41,927.50	\$ 52,828.75	\$ 56,000.00
Stewardship Endowment Exp (E) Exp.	\$ 34,417.88	\$ 32,745.52	\$ 33,105.34	\$ 36,585.37

OFFICE/GENERAL ADMIN

Advertising & Publicity	\$ 11,693.01	\$ 10,682.60	\$ 5,993.91	\$ 10,700.00
Media Ministry	\$ 5,215.22	\$ 4,997.98	\$ 5,187.98	\$ 5,300.00
Copier Lease/Maintenance	\$ 15,849.22	\$ 13,808.82	\$ 14,439.90	\$ 15,000.00
Copier Paper/Supplies	\$ 2,273.60	\$ 1,988.52	\$ 1,705.73	\$ 2,000.00
Postage	\$ 2,912.14	\$ 4,034.99	\$ 3,377.25	\$ 3,675.00
Telephone/Maintenance	\$ 4,237.89	\$ 4,270.81	\$ 4,259.53	\$ 4,300.00
Office Supplies	\$ 1,961.96	\$ 1,962.67	\$ 1,672.78	\$ 2,000.00
Bank Charges & Credit Card Fees	\$ 7,332.13	\$ 6,455.08	\$ 5,464.80	\$ 6,500.00
IT Security & Support	\$ 7,358.84	\$ 6,655.00	\$ 21,997.81	\$ 17,500.00
Communication Technology	\$ 5,187.81	\$ 5,234.55	\$ 5,539.79	\$ 6,000.00
Member Management Software	\$ 839.00	\$ 869.11	\$ 864.00	\$ 924.00
Financial AUP Review	\$ 7,500.00	\$ 7,500.00	\$ -	\$ -

OTHER COMMITTEES

Annual Appeal	\$ 466.97	\$ 1,027.85	\$ 1,215.53	\$ 3,300.00
Capital Campaign	\$ 12,502.42	\$ -	\$ -	\$ -
K/O Conference Delegates	\$ 729.58	\$ 383.12	\$ 41.16	\$ 500.00
History Committee	\$ 575.00	\$ 230.00	\$ 465.82	\$ 575.00
Endowment Committee	\$ -	\$ 300.75	\$ -	\$ -

Description	2023 Actual	2024 Actual	2025 Actual	2026 Budget
Memorial Committee - Greater Plymouth Fund (E)	\$ 5,308.95	\$ 5,050.99	\$ 5,106.49	\$ 5,643.29
FSA Service Charges	\$ 249.34	\$ 144.00	\$ 144.00	\$ 200.00
Workers Compensation	\$ 44.00	\$ 5,954.60	\$ 5,255.40	\$ 5,000.00
Operating Reserve	\$ 20,000.04	\$ 20,000.00	\$ 20,000.00	\$ 20,000.00
Total Operations	\$ 581,585.17	\$ 583,258.65	\$ 615,354.80	\$ 658,874.65
Pastoral Ministry				
SENIOR PASTOR				
Sr Pastor Base Salary	\$ 54,749.52	\$ 59,008.99	\$ 61,437.55	\$ 56,262.65
Sr Pastor Housing Allowance	\$ 36,000.00	\$ 36,000.00	\$ 36,000.00	\$ 36,000.00
Sr Pastor Retirement	\$ 12,609.62	\$ 13,218.00	\$ 15,993.24	\$ 15,268.77
Sr Pastor Life/Disability Ins	\$ 1,348.36	\$ 1,302.80	\$ 1,713.60	\$ 1,635.94
Sr Pastor FICA Reimbursement	\$ 6,942.24	\$ 7,268.11	\$ 8,739.12	\$ 8,343.29
Sr Pastor Family Health/Dental Stipend	\$ 28,889.00	\$ 27,227.75	\$ 16,800.00	\$ 16,800.00
Sr Pastor Auto Reimbursement	\$ 1,104.33	\$ 278.68	\$ 313.60	\$ 1,200.00
Sr Pastor Professional Expense	\$ 1,472.27	\$ 1,535.39	\$ 1,513.75	\$ 1,500.00
Sr Pastor Cell Phone Allowance	\$ 1,200.00	\$ 1,200.00	\$ 1,200.00	\$ 1,200.00
ASSOCIATE PASTOR				
Assoc Pastor Base Salary	\$ 30,402.00	\$ 35,124.50	\$ 36,953.15	\$ 39,068.31
Assoc Pastor Housing Allowance	\$ 36,000.00	\$ 36,000.00	\$ 36,000.00	\$ 36,000.00
Assoc Pastor Retirement	\$ 9,888.90	\$ 9,896.76	\$ 10,213.44	\$ 10,509.56
Assoc Pastor Life/Disability Ins	\$ 1,225.62	\$ 977.43	\$ 1,094.40	\$ 1,126.02
Assoc Pastor FICA Reimbursement	\$ 5,079.84	\$ 5,441.08	\$ 5,580.74	\$ 5,742.73
Assoc Pastor Health/Dental Ins	\$ 17,263.92	\$ 18,461.75	\$ 27,106.25	\$ 36,198.00
Assoc Pastor Auto Reimbursement	\$ 400.00	\$ 309.14	\$ 260.19	\$ 400.00
Assoc Pastor Professional Exps	\$ 1,206.83	\$ 1,561.97	\$ 1,558.33	\$ 1,500.00
Assoc Pastor Cell Phone Allowance	\$ 1,200.00	\$ 1,200.00	\$ 1,200.00	\$ 1,200.00
Other Clergy	\$ 1,200.00	\$ 900.00	\$ 1,750.00	\$ 1,200.00
Total Pastoral Ministry	\$ 248,182.45	\$ 256,912.35	\$ 265,427.36	\$ 271,155.28
TOTAL EXPENDITURES	\$ 1,096,548.59	\$ 1,125,867.85	\$ 1,207,724.14	\$ 1,292,119.76

Statement of Revenue and Expense by Class

January - December 2025

	1 MSP	Total 3 Activity Funds	4 Endowment	Total 6 Enter In	TOTAL
Revenue					
4100000 Pledges/Contributions/Offerings		0.00		0.00	0.00
4100100 Pledge Collections & Similiar		0.00		0.00	0.00
4100105 Pledges	830,280.92	0.00		910,268.15	1,740,549.07
4100115 Pledges, Cmmtmnts PPDAmort	38,300.00	0.00		0.00	38,300.00
4100120 Pledge, Cmmtmnts Overpymts	12,456.02	0.00		50,805.00	63,261.02
4100130 Pledges - Unpaid	0.00	0.00		-5,377.00	-5,377.00
4100135 Pledges-New/Incr Current Yr	5,350.00	0.00		7,800.00	13,150.00
4100140 Pledges-Decrease Current Yr		0.00		-4,975.00	-4,975.00
Total 4100100 Pledge Collections & Similiar	\$ 886,386.94	\$ 0.00	\$ 0.00	\$ 958,521.15	\$ 1,844,908.09
4100160 Contributions	122,957.04	85,411.49		2,874.09	211,242.62
4100165 One-time Contribution/Gift	25,000.00	0.00		0.00	25,000.00
4100170 Payment of Prior Year Pledges	15,925.00	0.00		0.00	15,925.00
4100180 Loose Offerings	12,435.25	0.00		0.00	12,435.25
Total 4100000 Pledges/Contributions/Offerings	\$ 1,062,704.23	\$ 85,411.49	\$ 0.00	\$ 961,395.24	\$ 2,109,510.96
4100200 Other Income		0.00		0.00	0.00
4100220 Fundraisers - Net Income		0.00		0.00	0.00
4100222 Fundraisers Income		5,143.69		0.00	5,143.69
Total 4100220 Fundraisers - Net Income	\$ 0.00	\$ 5,143.69	\$ 0.00	\$ 0.00	\$ 5,143.69
4100228 Transfers between Funds or Classes		-39,851.50		0.00	-39,851.50
4100300 Interest Earned	26,015.49	0.00	48,676.94	42,098.09	116,790.52
4100330 Building Use Fees	20,934.00	200.00		0.00	21,134.00
4100350 PPP Savings Utilization	22,304.00	-22,304.00		0.00	0.00
Total 4100200 Other Income	\$ 69,253.49	-\$ 56,811.81	\$ 48,676.94	\$ 42,098.09	\$ 103,216.71
4100260 Activity Fund Income		164,010.71		20,000.00	184,010.71
4100270 Transfer to/from Reserves	20,000.00	-20,000.00		0.00	0.00
4100305 Endowment Income Transfer		0.00		0.00	0.00
4100310 Unrestricted Endowment Income	23,808.01	0.00	-23,808.01	0.00	0.00
4100320 Designated Endowment Income	53,665.05	0.00	-53,665.05	0.00	0.00
Total 4100305 Endowment Income Transfer	\$ 77,473.06	\$ 0.00	-\$ 77,473.06	\$ 0.00	\$ 0.00
Total Revenue	\$ 1,229,430.78	\$ 172,610.39	-\$ 28,796.12	\$ 1,023,493.33	\$ 2,396,738.38
Gross Profit	\$ 1,229,430.78	\$ 172,610.39	-\$ 28,796.12	\$ 1,023,493.33	\$ 2,396,738.38
Expenditures					
5200000 Christian Education Board		0.00		0.00	0.00
5210000 Christian Ed Staff Expenses		0.00		0.00	0.00
5210005 Director of Faith Formation	45,000.56	0.00		0.00	45,000.56
5210010 Director of FF Benefit Stipend	3,600.00	0.00		0.00	3,600.00
5210015 Director of FF Continuing Education	9,100.00	0.00		0.00	9,100.00
5210050 Faith Formation Associate	1,523.03	0.00		0.00	1,523.03
5210100 Nursery Supervisor	2,405.78	0.00		0.00	2,405.78
5210200 Christian Ed Employer FICA/Med	4,216.39	0.00		0.00	4,216.39
5210500 Nursery Assistants	2,602.99	0.00		0.00	2,602.99
Total 5210000 Christian Ed Staff Expenses	\$ 68,448.75	\$ 0.00	\$ 0.00	\$ 0.00	\$ 68,448.75
5220000 Christian Ed Operating Expenses		0.00		0.00	0.00
5220020 Dir of FF Professional Expenses	69.99	0.00		0.00	69.99
5220100 Children's Curriculum	2,085.59	0.00		0.00	2,085.59

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	1 MSP	Total 3 Activity Funds	4 Endowment	Total 6 Enter In	TOTAL
5220200 Children's Supplies	738.33	449.36		0.00	1,187.69
5220300 Children's Food	249.49	66.84		0.00	316.33
5220500 Vacation Bible School MSP	115.12	0.00		0.00	115.12
5220600 Media Copyright Fee	297.73	0.00		0.00	297.73
5230000 Confirmation Curriculum	230.29	0.00		0.00	230.29
5230100 Confirmation Food	296.07	0.00		0.00	296.07
5230200 Confirmation Supplies	164.42	0.00		0.00	164.42
5230300 Confirmation Retreat	169.58	3,281.50		0.00	3,451.08
5250000 Youth Group Food	922.08	191.23		0.00	1,113.31
5250100 Youth Group Supplies	690.70	0.00		0.00	690.70
5250200 High SchoolService Trip		14,940.97		0.00	14,940.97
5260000 Adult Education	1,131.58	593.71		0.00	1,725.29
5260040 OWL Training & Programs	252.53	0.00		0.00	252.53
5260200 Planning/Program/Lay Leader Development	647.17	0.00		0.00	647.17
5290000 Christian Ed Endow Exp (E)	1,394.17	-1,394.17		0.00	0.00
Total 5220000 Christian Ed Operating Expenses	\$ 9,454.84	\$ 18,129.44	\$ 0.00	\$ 0.00	\$ 27,584.28
Total 5200000 Christian Education Board	\$ 77,903.59	\$ 18,129.44	\$ 0.00	\$ 0.00	\$ 96,033.03
5320000 Deacons Operating Expenses		0.00		0.00	0.00
5320025 Worship	1,928.91	2,403.80		0.00	4,332.71
5320100 Stephen Ministry	230.90	0.00		0.00	230.90
5320200 We Care Memorial Receptions MSP	119.13	0.00		0.00	119.13
5320300 Deacons Staff Education	1,557.23	0.00		0.00	1,557.23
5320400 Acolytes	171.54	0.00		0.00	171.54
5390000 Deacons Endowment Expense (E)	2,966.86	-2,966.86		0.00	0.00
Total 5320000 Deacons Operating Expenses	\$ 6,974.57	-\$ 563.06	\$ 0.00	\$ 0.00	\$ 6,411.51
5420000 Fellowship Operating Expenses		0.00		0.00	0.00
5420100 Fellowship Hour Supplies	3,322.79	0.00		0.00	3,322.79
5420200 All Church Picnic	415.90	0.00		0.00	415.90
5420300 Harvest Home Meal	2,801.31	119.46		0.00	2,920.77
5420400 Pride Party	-140.00	0.00		0.00	-140.00
5490000 Fellowship End Exp (E)	480.40	-480.40		0.00	0.00
Total 5420000 Fellowship Operating Expenses	\$ 6,880.40	-\$ 360.94	\$ 0.00	\$ 0.00	\$ 6,519.46
5500000 Membership Board Expenses		0.00		0.00	0.00
5510000 Membership Staff Expenses		0.00		0.00	0.00
5510005 Pastor of Care & Welcome	12,734.09	0.00		0.00	12,734.09
5510009 Pastor of C&W Housing Allowance	12,634.18	0.00		0.00	12,634.18
5510200 Membership Employer FICA/MED	1,933.20	0.00		0.00	1,933.20
Total 5510000 Membership Staff Expenses	\$ 27,301.47	\$ 0.00	\$ 0.00	\$ 0.00	\$ 27,301.47
5520000 Membership Operating Expenses		0.00		0.00	0.00
5520100 Community Relations/Outreach	461.11	0.00		0.00	461.11
5520200 New Member Services	571.70	0.00		0.00	571.70
5520300 Congregational Care Ministry	1,007.09	0.00		0.00	1,007.09
Total 5520000 Membership Operating Expenses	\$ 2,039.90	\$ 0.00	\$ 0.00	\$ 0.00	\$ 2,039.90
Total 5500000 Membership Board Expenses	\$ 29,341.37	\$ 0.00	\$ 0.00	\$ 0.00	\$ 29,341.37
5600000 Service & Justice Board		0.00		0.00	0.00
5610000 Service & Justice Personnel Expense		0.00		0.00	0.00
5610010 PLP Childcare Coordinator	1,230.00	0.00		0.00	1,230.00
5610020 PLP Childcare Assistant	294.75	0.00		0.00	294.75
5610200 Service & Justice Employer FICA	117.88	0.00		0.00	117.88
Total 5610000 Service & Justice Personnel Expense	\$ 1,642.63	\$ 0.00	\$ 0.00	\$ 0.00	\$ 1,642.63

	1 MSP	Total 3 Activity Funds	4 Endowment	Total 6 Enter In	TOTAL
5620000 Service & Justice Operating Expense		0.00		0.00	0.00
5620100 Our Church's Wider Mission	40,000.00	16,830.00		0.00	56,830.00
5620200 Ecumenical Campus Ministries		1,750.00		0.00	1,750.00
5620250 KIFA Support	500.00	0.00		0.00	500.00
5630000 Local Mission Support	1,226.17	14,163.97		0.00	15,390.14
5630100 Family Promise		1,500.00		0.00	1,500.00
5630500 UCC Mission Support		8,201.50		0.00	8,201.50
5630900 PEF Mission		30,486.40		0.00	30,486.40
5650000 Language Program Support	2,357.37	4,000.00		0.00	6,357.37
5660000 Justice & Equality Support		1,000.00		0.00	1,000.00
5660110 Justice Matters - Fundraising		4,500.00		0.00	4,500.00
5670100 Carbon Mitigation	1,000.00	0.00		0.00	1,000.00
5670200 Mission Leadership Training	273.83	0.00		0.00	273.83
5670300 Pride Party / Parade	1,276.03	0.00		0.00	1,276.03
5670400 Service & Justice New Projects	1,000.00	0.00		0.00	1,000.00
5690000 Mission Endowment Expense (E)	6,230.54	-6,230.54		0.00	0.00
Total 5620000 Service & Justice Operating Expense	\$ 53,863.94	\$ 76,201.33	\$ 0.00	\$ 0.00	\$ 130,065.27
Total 5600000 Service & Justice Board	\$ 55,506.57	\$ 76,201.33	\$ 0.00	\$ 0.00	\$ 131,707.90
5700000 Music & Fine Arts Board		0.00		0.00	0.00
5710000 Music & Fine Arts Staff Expense		0.00		0.00	0.00
5710005 Minister of Music/Arts Ministry	69,905.77	0.00		0.00	69,905.77
5710010 MFA Benefit Stipend	4,530.00	0.00		0.00	4,530.00
5710050 MFA Retirement	10,290.84	0.00		0.00	10,290.84
5710100 Chancel Choir Accompanist	2,609.60	0.00		0.00	2,609.60
5710150 MFA Admin Assistant	3,436.16	0.00		0.00	3,436.16
5710200 Handbell Director	1,534.50	0.00		0.00	1,534.50
5710300 Chancel Choir Paid Choristers	10,483.13	0.00		0.00	10,483.13
5710500 MFA Employer FICA/Med	7,288.15	0.00		0.00	7,288.15
5710800 Gathering of Grace Band	20,575.41	0.00		0.00	20,575.41
5710900 G of G Band Employer FICA/Med	1,616.10	0.00		0.00	1,616.10
5730120 Youth Choir Directors	3,670.80	0.00		0.00	3,670.80
Total 5710000 Music & Fine Arts Staff Expense	\$ 135,940.46	\$ 0.00	\$ 0.00	\$ 0.00	\$ 135,940.46
5720000 Music & Fine Arts Operating Exp		0.00		0.00	0.00
5720005 Director of MFA Professional Expenses	498.21	0.00		0.00	498.21
5730100 Youth Choir Music & Supplies		174.44		0.00	174.44
5740100 Chancel Choir Music&Supplies	1,097.31	2,001.30		0.00	3,098.61
5740110 Chancel Choir Guest Musicians	3,000.00	3,125.00		0.00	6,125.00
5750100 Gathering of Grace Music/Suppl	548.00	0.00		0.00	548.00
5750110 GoG/Guest Musicians	1,235.00	0.00		0.00	1,235.00
5760100 Handbell Choirs	177.65	6,504.72		0.00	6,682.37
5770100 Fine Arts Program MSP	1,323.16	4,449.44		0.00	5,772.60
5770200 Project Support		41,110.35		0.00	41,110.35
5770300 Organ Project - Enter In		0.00		0.00	0.00
5770302 Digital Organ		0.00		1,279.71	1,279.71
Total 5770300 Organ Project - Enter In	\$ 0.00	\$ 0.00	\$ 0.00	\$ 1,279.71	\$ 1,279.71
5780100 Organ Tuning & Repairs	1,205.00	0.00		0.00	1,205.00
5780110 Piano Tuning and Repairs	929.44	0.00		0.00	929.44
5790000 MFA Endowment Exp (E)	4,381.25	-4,381.25		0.00	0.00
Total 5720000 Music & Fine Arts Operating Exp	\$ 14,395.02	\$ 52,984.00	\$ 0.00	\$ 1,279.71	\$ 68,658.73
Total 5700000 Music & Fine Arts Board	\$ 150,335.48	\$ 52,984.00	\$ 0.00	\$ 1,279.71	\$ 204,599.19

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	1 MSP	Total 3 Activity Funds	4 Endowment	Total 6 Enter In	TOTAL
5800000 Operations Expense		0.00		0.00	0.00
5810000 Operations Staff Expenses		0.00		0.00	0.00
5810005 Worship Production Coordinator	8,696.70	-20.00		0.00	8,676.70
5810006 Contract Communication Director	40,000.00	0.00		0.00	40,000.00
5810008 Director of Operations	42,457.08	0.00		0.00	42,457.08
5810010 Business Manager	28,179.07	0.00		0.00	28,179.07
5810020 Accountant	33,873.39	0.00		4,024.81	37,898.20
5810025 Administrative Assistant	17,657.83	0.00		453.73	18,111.56
5810030 Facilities Manager	56,761.75	0.00		0.00	56,761.75
5810035 Hospitality Associate	8,292.16	103.34		0.00	8,395.50
5810040 Custodian	6,590.50	0.00		0.00	6,590.50
5810100 Recruiting	1,587.12	0.00		0.00	1,587.12
5810300 Operations Retirement	2,055.59	0.00		0.00	2,055.59
5810400 Operations Employer FICA/Med	15,721.04	0.00		0.00	15,721.04
Total 5810000 Operations Staff Expenses	\$ 261,872.23	\$ 83.34	\$ 0.00	\$ 4,478.54	\$ 266,434.11
5820000 Operations Expenses		0.00		0.00	0.00
5820100 Utilities		0.00		0.00	0.00
5820110 Water - City of Lawrence		0.00		0.00	0.00
5820113 923 Vermont Street	3,775.64	0.00		0.00	3,775.64
5820117 925 Vermont Street	5,773.24	0.00		0.00	5,773.24
Total 5820110 Water - City of Lawrence	\$ 9,548.88	\$ 0.00	\$ 0.00	\$ 0.00	\$ 9,548.88
5820120 Gas		0.00		0.00	0.00
5820123 Black Hills Energy	3,956.37	0.00		0.00	3,956.37
5820127 Symmetry Energy	4,239.59	0.00		0.00	4,239.59
Total 5820120 Gas	\$ 8,195.96	\$ 0.00	\$ 0.00	\$ 0.00	\$ 8,195.96
5820130 Electric - Evergy	33,434.08	0.00		0.00	33,434.08
Total 5820100 Utilities	\$ 51,178.92	\$ 0.00	\$ 0.00	\$ 0.00	\$ 51,178.92
5820200 Yearly Building Contracts		0.00		0.00	0.00
5820210 Inspections	5,276.53	0.00		0.00	5,276.53
5820220 Security	1,423.32	0.00		0.00	1,423.32
5820230 HVAC Preventative Maintenance	26,136.00	0.00		0.00	26,136.00
5820240 Pest Control	1,469.00	0.00		0.00	1,469.00
5820250 Snow Removal	1,781.96	0.00		0.00	1,781.96
Total 5820200 Yearly Building Contracts	\$ 36,086.81	\$ 0.00	\$ 0.00	\$ 0.00	\$ 36,086.81
5820300 Contracted Cleaning Service	5,400.00	0.00		0.00	5,400.00
5820350 Contract Labor		0.00		0.00	0.00
5820370 Solar Panel Project		3,197.28		0.00	3,197.28
5820400 Building Supplies & Equipment		0.00		0.00	0.00
5820405 General Building Supplies	8,388.62	0.00		0.00	8,388.62
5820447 Building Equipment & Furniture	1,979.00	0.00		0.00	1,979.00
Total 5820400 Building Supplies & Equipment	\$ 10,367.62	\$ 0.00	\$ 0.00	\$ 0.00	\$ 10,367.62
5820450 Kitchen Supplies		0.00		0.00	0.00
5820455 Coffee & Creamer	1,349.31	0.00		0.00	1,349.31
5820485 Misc Kitchen Supplies	1,229.46	0.00		0.00	1,229.46
Total 5820450 Kitchen Supplies	\$ 2,578.77	\$ 0.00	\$ 0.00	\$ 0.00	\$ 2,578.77
5820500 Maintenance & Repairs		0.00		0.00	0.00
5820510 General Interior Repairs	18,442.91	28,028.83		0.00	46,471.74
5820515 HVAC Repairs	10,246.63	0.00		0.00	10,246.63
5820520 Exterior/Outside Repairs	30,514.94	128,065.49		0.00	158,580.43
Total 5820500 Maintenance & Repairs	\$ 59,204.48	\$ 156,094.32	\$ 0.00	\$ 0.00	\$ 215,298.80

	1 MSP	Total 3 Activity Funds	4 Endowment	Total 6 Enter In	TOTAL
5820600 Property/Liability Insurance	52,828.75	0.00		0.00	52,828.75
5820900 Stew Endw Exp (E)	33,105.34	-33,105.34		0.00	0.00
5821300 Sanctuary Remodel - Enter In		0.00		0.00	0.00
5821301 Architect Fees		0.00		113,501.92	113,501.92
5821303 Remodeling Costs - Other		0.00		2,339.21	2,339.21
Total 5821300 Sanctuary Remodel - Enter In	\$ 0.00	\$ 0.00	\$ 0.00	\$ 115,841.13	\$ 115,841.13
5830020 Advertising/Publicity	5,993.91	0.00		0.00	5,993.91
5830050 Media Ministry	5,187.98	0.00		0.00	5,187.98
5830100 Copier Lease/Maintenance		0.00		0.00	0.00
5830110 Lease Expenses	13,616.00	0.00		0.00	13,616.00
5830120 Copies Overages	823.90	0.00		0.00	823.90
Total 5830100 Copier Lease/Maintenance	\$ 14,439.90	\$ 0.00	\$ 0.00	\$ 0.00	\$ 14,439.90
5830200 Copier Paper/Supplies		0.00		0.00	0.00
5830205 Copier Paper & Supplies	1,705.73	0.00		61.55	1,767.28
Total 5830200 Copier Paper/Supplies	\$ 1,705.73	\$ 0.00	\$ 0.00	\$ 61.55	\$ 1,767.28
5830300 Postage		0.00		0.00	0.00
5830310 Stamps	1,553.00	0.00		1,188.00	2,741.00
5830330 Other Postage/Shipping	1,824.25	0.00		0.00	1,824.25
Total 5830300 Postage	\$ 3,377.25	\$ 0.00	\$ 0.00	\$ 1,188.00	\$ 4,565.25
5830400 Telephone/Maintenance	4,259.53	0.00		0.00	4,259.53
5830500 Office Supplies		0.00		0.00	0.00
5830505 Office Supplies	1,477.90	58.55		150.24	1,686.69
5830530 Printing	15.00	0.00		0.00	15.00
5830540 Amazon Prime	179.88	0.00		0.00	179.88
Total 5830500 Office Supplies	\$ 1,672.78	\$ 58.55	\$ 0.00	\$ 150.24	\$ 1,881.57
5830600 Bank & Credit Card Charges		0.00		0.00	0.00
5830605 Intrust Bank Charges	0.00	0.00		0.00	0.00
5830610 Silver Lake Bank fees		0.00		0.00	0.00
5830615 Vanco Services Credit Card fees	6,159.02	0.00		1,687.70	7,846.72
5830625 PayPal Credit Card Charges	1,699.75	0.00		119.60	1,819.35
5830635 Reimbursement of CC Processing	-2,393.97	0.00		-863.78	-3,257.75
5830645 Sales Tax Application and KS SoS fees		900.00		0.00	900.00
Total 5830600 Bank & Credit Card Charges	\$ 5,464.80	\$ 900.00	\$ 0.00	\$ 943.52	\$ 7,308.32
5830700 I.T. Security & Support		0.00		0.00	0.00
5830710 New Equipment/Software	1,341.19	0.00		0.00	1,341.19
5830720 Technology Accessories	272.13	0.00		0.00	272.13
5830725 Technology Support	20,384.49	0.00		0.00	20,384.49
Total 5830700 I.T. Security & Support	\$ 21,997.81	\$ 0.00	\$ 0.00	\$ 0.00	\$ 21,997.81
5830750 Communication Technology		0.00		0.00	0.00
5830752 Internet Connection	1,788.29	0.00		0.00	1,788.29
5830757 Mail Chimp	720.00	0.00		0.00	720.00
5830759 Adobe	972.00	0.00		0.00	972.00
5830762 Zoom	847.80	0.00		0.00	847.80
5830775 GoDaddy / WIX	1,211.70	0.00		0.00	1,211.70
Total 5830750 Communication Technology	\$ 5,539.79	\$ 0.00	\$ 0.00	\$ 0.00	\$ 5,539.79
5830780 Member Mngmt Software (Breeze)	864.00	0.00		0.00	864.00
5840100 Annual Appeal	1,215.53	0.00		0.00	1,215.53
5840300 History Committee MSP	465.82	0.00		0.00	465.82
5840400 K/O Conference Delegates	41.16	0.00		0.00	41.16
5840600 Greater Plym End-Memrial Ex {E}	5,106.49	-5,106.49		0.00	0.00

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	1 MSP	Total 3 Activity Funds	4 Endowment	Total 6 Enter In	TOTAL
5850100 FSA Service Charges	144.00	0.00		0.00	144.00
5850200 Workers Compensation	5,255.40	0.00		0.00	5,255.40
5860300 Operating Reserve	20,000.00	-20,000.00		0.00	0.00
Total 5820000 Operations Expenses	\$ 353,482.57	\$ 102,038.32	\$ 0.00	\$ 118,184.44	\$ 573,705.33
Total 5800000 Operations Expense	\$ 615,354.80	\$ 102,121.66	\$ 0.00	\$ 122,662.98	\$ 840,139.44
5910000 Pastoral Ministry		0.00		0.00	0.00
5910100 Senior Pastor Base Salary	61,437.55	0.00		0.00	61,437.55
5910110 Senior Pastor Housing Allowance	36,000.00	0.00		0.00	36,000.00
5910115 Senior Pastor Cell Phone	1,200.00	0.00		0.00	1,200.00
5910120 Senior Pastor Retirement	15,993.24	0.00		0.00	15,993.24
5910130 Sr Pastor Life/Disability Ins	1,713.60	0.00		0.00	1,713.60
5910150 Sr Pastor FICA Reimbursement	8,739.12	0.00		0.00	8,739.12
5910160 Sr Pastor Family Health/Dental	16,800.00	0.00		0.00	16,800.00
5910170 Sr Pastor Auto Reimbursement	313.60	0.00		0.00	313.60
5910180 Sr Pastor Professional Expense	1,513.75	0.00		0.00	1,513.75
5920100 Associate Pastor Base Salary	36,953.15	0.00		0.00	36,953.15
5920110 Assoc Pastor Housing Allowance	36,000.00	0.00		0.00	36,000.00
5920115 Associate Pastor Cell Phone	1,200.00	0.00		0.00	1,200.00
5920120 Associate Pastor Retirement	10,213.44	0.00		0.00	10,213.44
5920130 Assoc PastorLife/Disability Ins	1,094.40	0.00		0.00	1,094.40
5920140 Assoc Pastor FICA Reimbursement	5,580.74	0.00		0.00	5,580.74
5920150 Assoc Pastor Health/Dental Ins	27,106.25	0.00		0.00	27,106.25
5920160 Assoc Pastor Auto Reimbursement	260.19	0.00		0.00	260.19
5920170 Assoc Pastor Prof Expenses	1,558.33	0.00		0.00	1,558.33
5930505 Other Clergy	1,750.00	0.00		0.00	1,750.00
Total 5910000 Pastoral Ministry	\$ 265,427.36	\$ 0.00	\$ 0.00	\$ 0.00	\$ 265,427.36
Total Expenditures	\$ 1,207,724.14	\$ 248,512.43	\$ 0.00	\$ 123,942.69	\$ 1,580,179.26
Net Operating Revenue	\$ 21,706.64	-\$ 75,902.04	-\$ 28,796.12	\$ 899,550.64	\$ 816,559.12
Other Revenue					
8100000 Gain or Loss on Investments		0.00		0.00	0.00
8100100 Gain/(Loss)-Sale of Investments		0.00	24,037.20	0.00	24,037.20
8100200 Unrealized Gain/(Loss)-Invstmts		0.00	283,592.67	0.00	283,592.67
Total 8100000 Gain or Loss on Investments	\$ 0.00	\$ 0.00	\$ 307,629.87	\$ 0.00	\$ 307,629.87
Total Other Revenue	\$ 0.00	\$ 0.00	\$ 307,629.87	\$ 0.00	\$ 307,629.87
Other Expenditures					
8999990 Close to Fund Balance		0.00		0.00	0.00
8999995 Close Endowment/Fund Balance		0.00	278,833.75	0.00	278,833.75
8999999 Close Activity Funds/Fund Bal		-75,902.04		899,550.64	823,648.60
Total 8999990 Close to Fund Balance	\$ 0.00	-\$ 75,902.04	\$ 278,833.75	\$ 899,550.64	\$ 1,102,482.35
Total Other Expenditures	\$ 0.00	-\$ 75,902.04	\$ 278,833.75	\$ 899,550.64	\$ 1,102,482.35
Net Other Revenue	\$ 0.00	\$ 75,902.04	\$ 28,796.12	-\$ 899,550.64	-\$ 794,852.48
Net Revenue	\$ 21,706.64	\$ 0.00	\$ 0.00	\$ 0.00	\$ 21,706.64

Balance Sheet

As of December 31, 2025

	TOTAL		
	AS OF DEC 31, 2025	AS OF DEC 31, 2024 (PP)	CHANGE
ASSETS			
Current Assets			
Bank Accounts			
1100000 Intrust Bank			
1100100 Intrust Bank-Checking	-28,496.26	-10,793.30	-17,702.96
1100200 Intrust Bank - Payroll	1,000.00	1,000.00	0.00
1100250 Intrust - IntraFI Cash Service	322,321.75	450,931.69	-128,609.94
1100252 Intrust - IntraFI CDARS Mat 08-21-25	0.00	127,266.86	-127,266.86
1100254 Intrust - IntraFI CDARS - Mat 05-21-26	309,039.40		309,039.40
1100256 Intrust - IntraFI CDARS - Mat 08-06-26	159,926.24		159,926.24
1100257 Intrust - IntraFI CDARS - Mat 02-26-26	101,159.60		101,159.60
1100400 Intrust - CD Mat 07-28-25	0.00	153,169.64	-153,169.64
Total 1100000 Intrust Bank	864,950.73	721,574.89	143,375.84
1100599 Silver Lake Bank			
1100600 Silver Lake Bank - Enter In - Checking	85,773.89	517,513.75	-431,739.86
1100625 SLB - Enter In - IntraFI Cash Svcs	366,491.72	165,133.73	201,357.99
1100650 SLB - Enter In - IntraFI CDARS Mat 08-14-25	0.00	203,565.94	-203,565.94
1100652 SLB - Enter In - IntraFI CDARS Mat 01-08-26	363,003.21		363,003.21
1100655 SLB - Enter In - IntraFI CDARS Mat 04-09-26	154,132.91		154,132.91
1100656 SLB - Enter In - IntraFI CDARS Mat 05-21-26	206,393.11		206,393.11
1100657 SLB - Enter In - IntraFI CDARS Mat 08-13-26	304,322.42		304,322.42
1100658 SLB - Enter In - IntraFI CDARS Mat 02-19-26	263,511.25		263,511.25
Total 1100599 Silver Lake Bank	1,743,628.51	886,213.42	857,415.09
1200100 Central Bank/Midwest-PEF	13,177.03	6,213.02	6,964.01
1200150 Central Bank/Midwest - Checking	1,500.00	1,500.00	0.00
1200200 Capitol Federal - CD Mat 01-27-2025	0.00	232,724.76	-232,724.76
1200225 Capitol Federal - Checking	0.00	2,485.00	-2,485.00
1200300 FSB&T - Money Market	0.00	1,030.28	-1,030.28
Total Bank Accounts	\$2,623,256.27	\$1,851,741.37	\$771,514.90
Accounts Receivable			
1200500 Accounts Receivable	325.22	325.22	0.00
Total Accounts Receivable	\$325.22	\$325.22	\$0.00
Other Current Assets			
1300000 Undeposited Funds	4,550.00	0.00	4,550.00
Total Other Current Assets	\$4,550.00	\$0.00	\$4,550.00
Total Current Assets	\$2,628,131.49	\$1,852,066.59	\$776,064.90

	TOTAL		
	AS OF DEC 31, 2025	AS OF DEC 31, 2024 (PP)	CHANGE
Fixed Assets			
1500100 Sanctuary / Buildings	0.00	0.00	0.00
1500110 Original Bldg - 1870	35,000.00	35,000.00	0.00
1500120 Major Renovation - 1992	523,047.00	523,047.00	0.00
1500130 Second Century Project - 1999	2,631,531.00	2,631,531.00	0.00
Total 1500100 Sanctuary / Buildings	3,189,578.00	3,189,578.00	0.00
1500200 Organ in Sanctuary	0.00	0.00	0.00
1500210 Original Organ - 1870	3,500.00	3,500.00	0.00
1500220 Replacement Organ - 1922	13,000.00	13,000.00	0.00
1500230 Organ Replacement - 1970	80,716.00	80,716.00	0.00
Total 1500200 Organ in Sanctuary	97,216.00	97,216.00	0.00
Total Fixed Assets	\$3,286,794.00	\$3,286,794.00	\$0.00
Other Assets			
1600100 Endowment-Marketable Securities	2,709,723.45	2,252,912.02	456,811.43
Total Other Assets	\$2,709,723.45	\$2,252,912.02	\$456,811.43
TOTAL ASSETS	\$8,624,648.94	\$7,391,772.61	\$1,232,876.33
LIABILITIES AND EQUITY			
Liabilities			
Current Liabilities			
Other Current Liabilities			
2100320 FSA Unreimbursed Med Exps	100.00	200.00	-100.00
2200200 Prepaid Pledges Next Year	50,610.00	38,300.00	12,310.00
2200220 Prepaid Pledges Subsequent Years (2027)	13,700.00		13,700.00
2200275 CSS Hail Damage Claim	7,685.96	6,386.30	1,299.66
2200300 Plymouth Endowment Gift Payable	3,500.00	100,000.00	-96,500.00
Total Other Current Liabilities	\$75,595.96	\$144,886.30	\$ -69,290.34
Total Current Liabilities	\$75,595.96	\$144,886.30	\$ -69,290.34
Total Liabilities	\$75,595.96	\$144,886.30	\$ -69,290.34
Equity			
3100100 Operating Reserves Fund Balance	0.00	0.00	0.00
3100110 General Operating Reserve	387,812.90	373,253.18	14,559.72
3100120 Reserve Fund - 2020 PPP savings	54,120.00	76,424.00	-22,304.00
Total 3100100 Operating Reserves Fund Balance	441,932.90	449,677.18	-7,744.28
3100300 Fixed Assets Fund Balance	3,286,794.00	3,286,794.00	0.00

	TOTAL		
	AS OF DEC 31, 2025	AS OF DEC 31, 2024 (PP)	CHANGE
3100500 Fundraisers			
3100560 Holiday Bake Sale Balance	0.00	1,500.00	-1,500.00
3100700 Fundraiser Profit Balance	2,192.48	5,861.94	-3,669.46
Total 3100500 Fundraisers	2,192.48	7,361.94	-5,169.46
3101000 Memorial Funds			
3101010 Greater Plymouth Fund (E)	20,764.23	15,657.74	5,106.49
3101100 General Memorial Fund	5,018.91	16,473.93	-11,455.02
3101104 Floyd Preston Memorial Fund	5,325.00	5,325.00	0.00
3101197 Pat & Phil Friedeman Endowed Fd	0.00	6,825.00	-6,825.00
3101200 Kay Bradt Memorial Fund	2,870.00	2,870.00	0.00
Total 3101000 Memorial Funds	33,978.14	47,151.67	-13,173.53
3201000 Christian Education Funds	0.00	0.00	0.00
3201100 Christian Ed Endowment Fd (E)	908.75	509.61	399.14
3201110 Peter Luckey Education Fund (E)	1,338.62	778.44	560.18
3202110 Vacation Bible School Fund	557.26	557.26	0.00
3202300 Adult Education In/Out Fund	2,758.39	2,823.86	-65.47
3202310 Library Fund	16.69	16.69	0.00
3202400 Youth Program Donations Balance	196.58	196.58	0.00
3202420 Youth Fellowship In/Out Fund	1,717.50	1,773.23	-55.73
3202430 Youth Mission Trip Fund	5,721.10	4,494.57	1,226.53
3202437 Youth Service Trip Scholarships	900.00	0.00	900.00
Total 3201000 Christian Education Funds	14,114.89	11,150.24	2,964.65
3301000 Deacons Funds			
3301100 Spangler/Briscoe Cont Ed (E)	3,338.55	965.69	2,372.86
3301200 Briscoe Seminary (E) Fund	1,580.22	1,399.34	180.88
3301300 Beene Stephen Ministry (E) Fund	821.76	408.64	413.12
3302200 Flower Fund	74.59	84.47	-9.88
3302300 We Care Memorial Fund	502.27	502.27	0.00
3302400 Stephen Ministries Fund	1,926.61	1,926.61	0.00
3302500 Reunion Libertad Fund	266.77	1,077.01	-810.24
Total 3301000 Deacons Funds	8,510.77	6,364.03	2,146.74
3401000 Fellowship Funds			
3401100 R Frederick Fellowship (E)	380.40	0.00	380.40
3402100 Fellowship Donations Fund	1,540.30	1,540.30	0.00
3402150 Harvest Home Meal Donation Fund	656.54	0.00	656.54
Total 3401000 Fellowship Funds	2,577.24	1,540.30	1,036.94

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	TOTAL		
	AS OF DEC 31, 2025	AS OF DEC 31, 2024 (PP)	CHANGE
3502000 Membership Funds	0.00	0.00	0.00
3502100 Pictorial Directory Fund	110.00	110.00	0.00
3502200 Mental Health Initiatives	3,167.37	3,167.37	0.00
Total 3502000 Membership Funds	3,277.37	3,277.37	0.00
3601000 Service & Justice Funds			
3601100E Mission Endowment Fund (E)	0.00	2,741.89	-2,741.89
3602100 Christmas Eve Offering Fund	5,225.00	7,645.00	-2,420.00
3602250 UCC Christmas Fund	0.00	395.00	-395.00
3602310 Family Promise Fund	125.00	393.14	-268.14
3602320 LINK Fund	2,301.74	2,187.19	114.55
3602330 Justice Matters Balance	100.00	100.00	0.00
3602605 Plymouth Language Program Fund	1,107.04	767.04	340.00
3602610 Preston Racial Justice	1,101.81	2,101.81	-1,000.00
3602901 Mission In/Out Addl OCWM	0.00	110.00	-110.00
Total 3601000 Service & Justice Funds	9,960.59	16,441.07	-6,480.48
3701000 Music and Fine Arts Funds			
3701100 Bradshaw Youth Choir (E) Fund	3,659.67	3,412.36	247.31
3701110 Brunner Brass Music (E) Fund	307.27	359.07	-51.80
3701120 Spalsbury Adult Choir (E) Fund	2,091.70	2,471.49	-379.79
3701130 Elizabeth Lawson (E) Fund	3,298.43	2,325.87	972.56
3701140 MFA Sam Elliott (E) Fund	4,420.77	4,941.61	-520.84
3701150 Kelly Scholarship (E) Fund	2,105.87	1,954.49	151.38
3701160 Deron McGee Fund (E) Balance	3,868.97	3,772.62	96.35
3701170 Jackie Shmalberg Balance (E)	1,694.97	2,143.90	-448.93
3702000 MFA Memorial Fund	33,296.39	32,162.09	1,134.30
3703000 MFA Bell Choir Memorial Fund	4,647.04	4,647.04	0.00
3704200 Organ Repairs Fund	2,141.90	2,141.90	0.00
3705000 General Music Program Fund	1,278.35	1,278.35	0.00
3706000 Youth Music Program Fund	235.72	235.72	0.00
3707000 Adult Music Program Fund	150.00	13,108.58	-12,958.58
3707500 Plymouth Strings Fund	2,000.00		2,000.00
3708000 Fine Arts Program Fund	7,761.09	7,357.97	403.12
3709000 Handbell Program Fund	23,815.58	21,456.03	2,359.55
3709100 Bell Choir Wreath Sales	2,502.95	2,259.01	243.94
3709200 MFA In/Out Activity Fund	1,304.75	0.00	1,304.75
Total 3701000 Music and Fine Arts Funds	100,581.42	106,028.10	-5,446.68

	TOTAL		
	AS OF DEC 31, 2025	AS OF DEC 31, 2024 (PP)	CHANGE
3801000 Operations (Stewardship) Funds			
3801100 Stew End (E)	36,860.55	110,292.71	-73,432.16
3801110 Operations FundsFac Projects	23,496.63	12,643.53	10,853.10
3801120 Solar Panel Fund	0.00	-49,721.62	49,721.62
3801250 Council Restricted Funds	10,000.00	10,000.00	0.00
3802200 Agreed Upon Procedures Fund	28,746.00	28,746.00	0.00
3803000 History Committee Fund	175.19	175.19	0.00
3804100 Weddings & Funerals In/Out Fund	422.31	204.50	217.81
3806000 Enter In Fund	1,785,337.24	885,786.60	899,550.64
Total 3801000 Operations (Stewardship) Funds	1,885,037.92	998,126.91	886,911.01
3901000 Pastoral Funds			
3901100 Pastoral Endowment Fund (E)	4,569.18	5,407.63	-838.45
3902100 Pastors Emergency Fund	14,322.07	8,048.86	6,273.21
Total 3901000 Pastoral Funds	18,891.25	13,456.49	5,434.76
3980000 Restricted Funds			
3980210 Mayflower Room Furniture Fund	0.00	10,487.81	-10,487.81
Total 3980000 Restricted Funds	0.00	10,487.81	-10,487.81
3990000 Grants			
3990100 Rice Foundation Grant Fund	11,542.50	20,000.00	-8,457.50
3990150 Rose Window Grant Fund	0.00	3,326.04	-3,326.04
3990300 KS-OK Technology Grant	1,500.00	1,500.00	0.00
Total 3990000 Grants	13,042.50	24,826.04	-11,783.54
3991000 Endowment Fund	2,709,723.45	2,252,912.02	456,811.43
3999999 Unrestricted Net Assets	-3,268.58	11,291.14	-14,559.72
Net Revenue	21,706.64		21,706.64
Total Equity	\$8,549,052.98	\$7,246,886.31	\$1,302,166.67
TOTAL LIABILITIES AND EQUITY	\$8,624,648.94	\$7,391,772.61	\$1,232,876.33



Plymouth Congregational Church

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An Open & Affirming Congregation
of the United Church of Christ