

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

Plymouth Congregational Church
Lawrence, Kansas

Associate Pastor

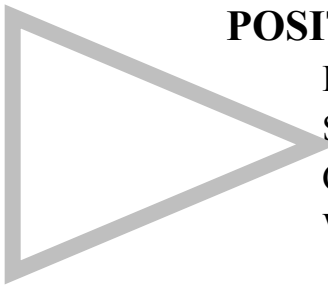
Kansas-Oklahoma Conference

October 25, 2018

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*“God is able to provide you with every blessing, so that
having all sufficiency in all things at all times,
you may abound in every good work.”
(2 Corinthians 9:8)*



POSITION POSTING

LISTING INFORMATION

SCOPE OF WORK

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WHO IS GOD CALLING TO MINISTER WITH US?

LISTING INFORMATION

Church name: Plymouth Congregational Church

Street address: 925 Vermont Street, Lawrence, KS 66044

Supplemental web links: www.plymouthlawrence.com

Additional ecumenical affiliations (*e.g. denominations, communions, fellowships*):

None

Conference: Kansas-Oklahoma Conference

Association: Not applicable

UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email):

Dr. Edith Guffey

Conference Minister

Kansas-Oklahoma Conference

(316)686-4331

eguffey@kocucc.org

Summary Ministry Description:

During Plymouth's strategic planning process in 2016 and 2017 led by the Vision and Ministry Task Force, Plymouth distilled its vision as this: Plymouth aspires to be a Christian community that is spiritual, inclusive, and social justice-oriented. Plymouth is open and affirming and strives to embody God's radical love to be welcoming and accessible to all. Further clarifying its mission from this vision, Plymouth asserts that we will achieve this vision by inviting and equipping people to walk in God's ways.

Plymouth will reflect its progress on this journey through how its members are able to live in covenant with one another, our community, and the wider world. The Plymouth Covenant inspires this engagement, realized through programming, ministries, communications, and relationships. Plymouth and its members then live out our understanding of God's call through our members' contributions of time, talent, and treasure. Plymouth will continue to evolve as a nourished and effective church

organization, demonstrated through sound, innovative, and transparent governance; thoughtful stewardship of our church's financial, property, and personnel resources; inspired staff; and an accessible and inviting environment for worship and community engagement.

Plymouth needs a leader who can both articulate and live out this vision, serving as a model and a catalyst for members to follow, and who can lovingly challenge and leverage the resources needed to move toward this vision. This leader will invite existing members and new friends to be in beloved community – a space, which transcends the walls of Plymouth buildings, where people can be challenged and comforted, give and receive solace and energy, and grow toward the Realm of God.

Photographs: *Insert 1 – 3 images of your church, its people, its parsonage or building or gathering space, etc.*



Plymouth was founded by New England abolitionists who moved to the Kansas territory in 1854 to help ensure that Kansas would be admitted to the United States as a slave-free state. On August 21, 1863, William Quantrill and his band of pro-slavery raiders attacked Lawrence, killing nearly 200 men and boys, among them many Plymouth members, before burning much of the town to the ground. The sanctuary in which we still gather was completed in 1870.



Plymouth's historic sanctuary offers a beautiful, versatile space for worship. The sanctuary building is flanked by the North Church and South Church. The North Church was built in 1957 and houses administrative and staff offices, the Mayflower fellowship hall, a small library, a kitchen, and middle-school and high-school Sunday School classrooms. The South Church was built in 2000 and contains elementary-school Sunday School classrooms, staff offices, and a chapel. South Church houses a Head Start early-childhood education program during the week.



In their Youth Service Trip in June 2017, Plymouth's high-school students joined the staff and interns of the Simply Smiles program to welcome children from the Cheyenne River Sioux Tribe Reservation to summer camp in La Plant, South Dakota. Besides working and playing with the children, Plymouth volunteers raised the roof on the new volunteer bunkhouse – the largest roof in Simply Smiles' La Plant history!

What we value about living in our area (2 – 3 sentences):

Lawrence is a politically progressive community with strong local schools, a variety of art galleries and concert venues, and unique ethnic restaurants and local businesses. Beautiful parks and nature trails complement a healthy downtown and a growing warehouse district of lofts and small businesses. Frequently cited advantages of life in Lawrence include the city's free-state Civil War history, abundant opportunities for community service and involvement, and, overall, being a great place to raise children. Lawrence is home to the main campus of the University of Kansas, a major educational and research institution with 29,000 students and 2,600 faculty members (and Kansas Jayhawks basketball). Lawrence is also home to Haskell Indian Nations University, a university for members of federally recognized Native American tribes in the United States; its students and alumni represent more than 140 tribes nationwide. Kansas City, with its own thriving arts, dining, and sports opportunities, lies 40 miles east of Lawrence. Topeka, the Kansas state capital, lies 30 miles to the west.

Current size of membership: 1,265

Languages used in ministry (*other than English*):

Worship services are conducted in English with occasional aspects conducted in Spanish, led by Spanish-speaking members of the congregation. The Plymouth Language Program currently holds language-instruction courses for Spanish and English. Its mission is "To serve and connect the community through the promotion of multiculturalism; language education; and citizenship, both at home and in the world."

Position Title: Associate Pastor

Position Duration (*choose one, delete the other options listed*):

Settled – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to related association

Compensation Level (*choose one, delete the other options listed*):

Full Time

Does the total support package meet conference compensation guidelines?

Yes

SCOPE OF WORK

- Collaborate with Senior Pastor in preparation and leadership of Sunday worship to include both traditional and contemporary services.
- Lead and manage youth ministry, including youth service trips
- Share responsibility with Senior Pastor for strategic planning for current and new directions in ministry
- Facilitate faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities, and helping lay persons take advantage of them
- Energize and deepen the spiritual connections and faith understandings of others in all they do
- Provide leadership in social-justice efforts
- Create ministry and programs in collaboration with congregation
- Provide pastoral care in collaboration with the Senior Pastor
- Engage with the community and help lead the way for the church to be an ambassador of God's love
- Share responsibility with Senior Pastor for weddings and funerals for participants in the worshipping community
- Provide leadership and guidance through attendance at meetings and otherwise as needed for church programs, in collaboration with Senior Pastor and lay leadership
- Participate in wider church activities such as conference meetings
- Support faithful financial development and stewardship
- Handle administrative responsibilities as assigned by Senior Pastor and lay leaders. Collaborate with Senior Pastor in providing a church presence in local community, and as a representative of the church to local organizations
- Offer counseling, listening, and referral to congregants seeking support
- Engage in study and prayer to increase faith and to enhance leadership, teaching, and preaching skills
- Handle other duties and responsibilities as directed by Senior Pastor and enumerated in the church bylaws

Core Competencies:

- Our engaging, social-justice-oriented new Associate Pastor should be
1. visionary and innovative
 2. Inspirational in helping congregation members deepen their relationship with the church
 3. a compelling, thought-provoking speaker, particularly in sermons, and an effective worship-service leader, and
 4. able to work effectively with middle school and high school youth.

COMPENSATION AND SUPPORT

Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*):

The salary and benefits package meets the guidelines of the Kansas-Oklahoma Conference of the UCC. Actual compensation will be subject to negotiation.

Benefits:

Salary plus Benefits

- Vacation: Per Personnel policy
- Family Leave: Per Personnel policy
- UCC Retirement Annuity
- Life Insurance and Disability Insurance Benefits
- FICA Reimbursement
- UCC Health and Dental Benefits
- Sabbatical Leave: Per Personnel policy
- Auto Reimbursement
- Professional Expenses
- Moving Expenses

What is the expected living situation for your next minister (*e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed*)?

Living nearby with a housing allowance

Comment on the residential/commuting expectations for your next minister.

Ideally, the Associate Pastor would live within Lawrence or in a nearby outlying area.

State any incentives (*e.g. school debt reduction or retention bonus after a certain number of years in position*):

No additional incentives are offered.

Describe peer and professional supports available for ministers in your association/conference:

The Committee on Ministry has established a number of hours of continuing education for authorized ministers

Boundary training every three years, including cultural competency training

Annual meeting attendance is expected
Participation in a Community of Practice is encouraged

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment:

Not applicable.

WHO IS GOD CALLING TO MINISTER WITH US?

Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve.

We seek an engaged Associate Pastor who will continue to develop our worship experience and provide a setting where everyone – members, friends, visitors, and more – feels welcome. Our new Associate Pastor will help us increase our active participants' involvement within the community, attract new members, and reach out to members and friends who have not been attending. Our new Associate Pastor will also help us navigate our faith through theological engagement and study, and guide us as we discover ways to "Be the Church" in Lawrence, Kansas.

Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls.

Our new Associate Pastor will engage with organization and mission partners in Lawrence and throughout the region as we seek to expand our presence as one of the voices of progressive Christianity in Kansas. Our new Associate Pastor will participate in community events and activities and maintain active involvement with all settings of the United Church of Christ, especially the Kansas-Oklahoma Conference. Our new Associate Pastor will also work with lay leadership and the Senior Pastor to develop programming that theologically challenges and spiritually motivates our congregation to "Be the Church" in Lawrence, Kansas, and beyond.

Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling.

Required

- Familiarity with LGBTQ communities in support of the congregation's Open & Affirming commitment
- Willingness to work toward cultural humility to be responsive to changes within the diversity of our community.
- Embrace of socioeconomic diversity in order to engage with members of the congregation, community partners, and the community as a whole.
- Broad racial awareness in light of the church's community involvement and ongoing White Privilege conversations

Preferred

- Spanish and additional languages beyond English would be welcome but not required. The mission of the Plymouth Language Program is "To serve and connect

the community through the promotion of multiculturalism; language education; and citizenship, both at home and in the world.”

Based on what you have learned about who your church is, who your church’s neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation’s ministry in these areas.

1. Working together for justice and mercy
2. Strengthening inter- and intra-personal assets
3. Building transformational leadership skills
4. Exhibiting a spiritual foundation and ongoing spiritual practice



WHO IS GOD CALLING US TO BECOME?

“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

Who is God calling you to become as a congregation?

God is calling Plymouth to be part of the Realm of God on Earth just as God calls all people to aspire to and create this Realm. This call is bigger than Plymouth, but Plymouth still responds. And how we create God’s Realm here is what drives our vision and mission – to simply but not easily live out our Plymouth Covenant: In the love of truth and in the spirit of Jesus, we unite for the worship of God and the service of all. We seek to know the will of God and to walk in God’s ways, made known or to be made known to us; to love one another; to proclaim the Gospel to all the world; to work and pray for the progress of knowledge, the promotion of justice, the reign of peace, and the realization of our shared humanity. And we look with faith for the triumph of righteousness and the gift of life eternal.

Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation. *For example, describe two experiments your congregation has initiated or engaged in the past year, what were the results and where do you see your next steps? Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you?*

1. Convening of a Vision and Ministry Task Force to develop a new strategic plan

In the fall of 2016, the Plymouth Council commissioned the Vision and Ministry Task Force (VMTF) to design and steer a process for our community to discern and advance God’s call for Plymouth Church. Highlights of the final report were the Vision, Mission, and three Themes.

Vision: Plymouth aspires to be a Christian community that is spiritual, inclusive, and social justice-oriented. Plymouth is open and affirming and strives to embody God’s radical love to be welcoming and accessible to all.

Mission: Plymouth achieves this vision by inviting and equipping people to walk in God’s ways.

Theme I: Expressions of Faith - Plymouth aspires to demonstrate and deepen our faith by enacting God’s radical love through transformational worship, loving kindness, and doing justice. We actively seek God’s guidance in our worship, education, stewardship, fellowship, service, and mission.

Theme II: Engagement - Plymouth aspires to live in covenant with our members, our community, and the wider world. The Plymouth Covenant inspires our engagement, realized through programming, ministries, communications, and relationships. We live out our understanding of God's call through our members' contributions of time, talent, and treasure.

Theme III: Structure and Governance - Plymouth aspires to nourish an effective church organization. We demonstrate this through sound, innovative, and transparent governance; thoughtful stewardship of our church's financial, property, and personnel resources; inspired staff; and an accessible and inviting environment for worship and community engagement.

Next steps involve ongoing enactment of the objectives specified in the final report.

2. UCC White Privilege: Let's Talk curriculum

We seek to be a church that rejects racism and seeks to understand White privilege. We can only BE the Church through mutual encouragement and accountability. Plymouth's engagement in the UCC curriculum White Privilege: Let's Talk is designed to invite members and friends to engage in safe, meaningful, substantive, and bold conversations on race.

With the leadership of a seven-member team, including Associate Pastor Eleanor McCormick, Plymouth continued its three-year commitment to White Privilege: Let's Talk in 2018. Over the past two years we have made a deep investment in developing a teaching model for the deployment of the curriculum. Out of this investment our team was invited to lead a weekend retreat in Manhattan, Kansas, and, in the spring of 2018, participated in a weekend retreat at Coral Gables United Church of Christ in Miami, Florida.

Plymouth members have done, and will continue to do, racial justice work because our faith proclaims reversals and advocates boundary crossing. We do this work because far too many lives of color have been lost to injustice and violence. And in the Kansas-Oklahoma Conference especially, our faith story demands that we pick up where our abolitionist foremothers and forefathers left off.

Next steps: Throughout 2018 and beyond, Plymouth will deepen these conversations on racial justice. We understand that this indispensable process is a journey, not a sprint, so we have been deliberate and have committed to "meeting people wherever they are on this journey."

WHO ARE WE NOW?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

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11-YEAR REPORT

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CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith: *For example, what beliefs and commitments are stated in your congregation’s purpose statement or membership vows? How is God most often described in worship liturgy? In what ways would you describe the Holy Spirit in your midst?*

The life of faith at Plymouth Congregational Church is represented by the Plymouth Covenant. We recite the covenant every Sunday to keep its tenants centered in our minds and hearts. We are reminded to center our lives around love, truth, justice, peace, and faith. We are reminded to put our faith into action through service, to seek answers, and to remember that we share this planet with all of the human race and that we must be good stewards of this gift. We remind ourselves about our unity as a congregation through the rituals surrounding baptism, giving our third-graders their Bibles, confirmation, welcoming new members, and commissioning groups to work on behalf of the congregation. Every one of these rituals includes a pledge by the congregation that serves to unite the congregation.

The messages delivered at Plymouth place emphasis on love, compassion, equality, and justice. “Our faith is 2,000 years old, but our thinking is not.” Preaching at Plymouth reflects this statement. Good sermons are able to speak to many people in different ways. The sermons are thoughtful, genuine, inspirational, current, challenging, motivating, sometimes appropriately humorous, invigorating, engaging, and inclusive. They are not afraid to address difficult political or social issues or events in a way that helps one make sense of them. One of the things that has drawn people to Plymouth is how Plymouth seeks to unite science with the wonder of faith. The sermons give spiritual guidance about how we are called to do our part in making the world a better place and focus upon love, worship, and service (rather than fire and brimstone). They can help reconcile faith and scripture for younger generations that find it difficult to relate to scripture while still encouraging the natural inclination to wonder and ask questions rather than stifling that impulse.

Describe several strengths or positive qualities of your congregation.

Plymouth is a well-rounded congregation with an array of abilities, talents, and strengths integrating together. These qualities have led to a high level of engagement and contribution both within the walls of Plymouth and outside in the Lawrence community. There is a passion for social justice both in discourse and in action, as well as a deep and meaningful sense of welcome, no matter where one is on life's journey. Again, "Our faith is 2,000 years old, but our thinking is not."

Describe what worship is like when your congregation gathers: *For example, where does worship take place, and what is it based around? What was a recent baptism like? What are some words used to describe good preaching?*

Plymouth currently has two services. Music is central to both services, and the same sermon is shared at each service. The 9:30 a.m. service focuses on more traditional forms of worship such as singing hymns led by the choir and using more traditional language during the rituals. The Gathering of Grace (11:15 a.m.) is a more contemporary service, utilizing a folk-rock band and less formal language in the liturgy.

Baptisms are filled with genuine joy and reminders that our circle is open to all. The child is introduced to the congregation in a simple but impactful and meaningful ritual. The parents are invited to bring the child (and any siblings who wish to take part in the baptism) to the front of the church in the middle of the service. If the child is an infant, he or she is given to the pastor who is performing the baptism. The parents are asked, among other things, "Will you see in your child all the children of the world, regardless of nationality, background, color of their skin, or economic status?" The words used for the actual sprinkling of the water are "In the name of the Father, the Son, and the Holy Spirit, One God, Mother of us all."

Good preaching is bold in that the preacher isn't afraid to address difficult political or social issues or events in a way that helps one make sense of the world. Good preaching also gives spiritual guidance and inspiration regarding how we are each called to do our part in making the world a better place. There is an emphasis upon universal truths such as love, compassion, equality, and justice that validate Plymouth as a welcoming place, no matter where members find themselves on life's journey. And as noted above, good preaching is genuine and brave by encouraging us to wonder and to ask questions rather than stifling this natural human inclination. It can help reconcile faith and scripture for generations that may find it difficult to relate to Biblical stories and passages.

Describe the educational program/faith formation vision of your church.

At Plymouth, Sunday School is offered during the traditional service. Children attend the first part of the service and depart after a children's sermon. During that time, youth ages three through sixth-grade are invited to take part in a variety of age-appropriate activities in Sunday School classes. Young people in seventh-grade and eighth-grade are invited to attend preconfirmation and confirmation, respectively. (Depending on class size, two grades may be combined for confirmation and preconfirmation.) All classes are led by volunteers from the church. More recently, some of the young people who just completed confirmation have taken leadership roles in the nursery and pre-school rooms. Following Sunday School, the children are invited to participate in choir.

The choirs perform during the traditional service several times a year. The children also present two plays per year (a spring musical and a Christmas pageant).

Plymouth is currently exploring opportunities for our newest members to, after confirmation, further continue spiritual development and become more involved in lay leadership in the church. We see this an opportunity for growth, especially when we have many young people who are representing Plymouth in a variety of ways. For example, middle-school and high-school youth have been given separate opportunities to engage in service trips. For the past two years, the middle-school youth have gone to Heifer Ranch in Arkansas during spring break. High-school youth, for the past four years, have been encouraged to participate in a service trip to La Plant, South Dakota, where they form relationships with the people of the Cheyenne River Sioux Tribe. The trip to the Reservation in South Dakota is through the non-profit organization Simply Smiles. During the summers of 2017 and 2018, two groups of adults traveled with Simply Smiles, one to La Plant and the other to Oaxaca, Mexico. Plymouth youth also have participated in UCC's National Youth Event and the Regional Youth Event and have been involved with the conference program for youth exchanges with German partners.

Adult Christian Education is another opportunity for growth. Currently classes are offered on Wednesday nights during Plymouth Academy (during the spring and fall). These classes are taught by pastors, staff members, or lay people with expertise in the subject matter being taught. The classes cover a wide range of subjects, including child development, financial planning, meditation, environmental studies, and spiritual studies. Our third-grade Bible class and OWL (Our Whole Lives) classes are also included in Plymouth Academy.

More recently, Plymouth has engaged in offering White Privilege classes based on the curriculum developed by the UCC. During the classes, participants are invited to examine their perceptions around race. Other perspectives and other truths that exist in other cultures are presented and validated. The class takes hard look at the church's role in perpetuating racial divisions, leading to an awareness of spirituality and confronting racial divisions. Currently the development of this class is ongoing and expanding to include other congregations.

Describe how your congregation is organized for ministry and mission.

For example, how are decisions communicated in your church? How are teams or committees organized? Where does your church struggle for vision?

Per Plymouth Church bylaws, the governing authority of the church is vested in its members. The Church Council functions as the trustees of the church and is the planning, evaluating, and coordinating body of the church. Members of the Council include the Senior Pastor, Associate Pastor, moderator, moderator-elect, immediate past moderator, clerk, treasurer, a representative from each board, chair of the Endowment Committee, and three members-at-large.

Council meets at least nine times per year. Meetings of the Church Council are open to all Plymouth members. An open forum segment allows any board, committee, church organization, or member to address the Council regarding church programs, plans, and

policies. The day after each Council meeting, a digest of the decisions made at the meeting is sent to the congregation via email.

Each board has responsibility for the functions designated in the bylaws. The boards are Christian Education, Mission and Service, Deacons, Membership, Fellowship, Music and Fine Arts, and Stewardship. Boards meet monthly, and committees meet as needed. On average, the boards and committees meet 1½ hours per month. Each board has the authority to make decisions to carry out its responsibilities, provided those decisions are not in conflict with the powers of the Council and the congregation. Specific information regarding the responsibilities and authority of the boards and committees can be found in the Plymouth bylaws

An Annual Meeting is held in early February to elect officers, board members, and committee members; to approve an annual budget; and to conduct church business. Called meetings may be convened by the moderator, Church Council, or 5 percent of the church members. All active and associate members have the right to act and vote at any meeting of the church.

In the past year and a half, there has been a concerted effort by the lay leadership and church staff to increase transparency in church governance. The goal has been to allow the congregation to become more engaged through open and ongoing communication. The Pastor-Parish Committee (Senior and Associate Pastors and the three moderators) meets a week before Council to set an agenda for Council. Council packets with information about action items and updates, along with minutes from the current month's Board meetings, are sent to Council members several days before the Council meeting. In the summer of 2017, a staff reorganization allocated one person to communications (Administrative Assistant for Communications). As a result, emails now go to the congregation twice a week, and an extensive announcement insert is included in each Sunday bulletin. This increased communication has resulted in more participation by the congregation in the church.

In an additional effort to increase communication and bring organizational continuity to Plymouth, the Plymouth Continuity and Operations Plan was created in 2017 to (1) have backup plans for planned and unplanned staff absences; (2) review and improve the Council and board orientation process; (3) establish a church-event timeline; and (4) establish a comprehensive communication plan to encourage an open and engaged culture among clergy, staff, volunteers, and the congregation.

Last fall, our Senior Pastor sustained injuries while on vacation and was not able to fully return to work for almost two months. We are grateful that our Associate Pastor stepped up to assume many of his responsibilities but also heartened to see how many members of the congregation also took on additional responsibilities to help sustain the life of the church. The recently enhanced communications plan of frequent emails and extensive bulletin inserts assisted this rapid communications effort. When news of the Senior Pastor's injury was received, the moderator coordinated the activities necessary to keep the congregation appropriately informed and worked with the Associate Pastor and staff to ensure that the operations of the church continued.

- When it comes to decision-making, how many hours are spent in meetings per month?

Plymouth has seven boards, four standing committees, and the Church Council, each of which has decision-making functions. Each of those bodies meets, on average, 1.5-2 hours per month. Total monthly decision-making time from those bodies would be 18-24 per month.

- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?

On August 9, 2017, Senior Pastor Peter Luckey was seriously injured while on vacation in Idaho. He slipped while fishing in a mountain stream, and the current carried him over a waterfall. He sustained serious injuries to his wrist, neck, and skull. Peter was able to return to work part-time on Sept. 25 and full-time at the end of October. In Peter's own words, from his "Senior Pastor's Report" in Plymouth's 2017 Annual Report, "So many stepped up above and beyond to sustain and support the life of the congregation and its ministry and mission while I was gone. Surely an indication of the life and vitality of our congregation is the commitment of our people. And this was demonstrated many times over during my leave." Associate Pastor Eleanor McCormick, the moderators (past, present, and incoming), church staff, board chairs, the Church Council, and volunteers all took on extra duties both to ensure that Plymouth stayed on course and that Peter received assistance as he healed. Strong communication and collaboration among church leaders, and consistent communication with the congregation, led Plymouth through this situation.

- Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance? [Yes/No]

Yes.

11-YEAR REPORT



UNITED CHURCH OF CHRIST

ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS

Church#: 240540
 Assoc: 282 Schedule:0 Plymouth Congregational UCC Lawre KS nce 66044

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2007	1146	313	360	8	4	42	25	18	11
2008	1146	346	425	5	4	46	17	210	-172
2009	1176	371	460	0	13	62	22	23	30
2010	1198	380	442	15	6	64	15	48	22
2011	1143	380	442	0	1	36	16	76	-55
2012	1177	365	450	13	3	41	15	8	34
2013	1160	362	488	7	3	39	19	47	-17
2014	1124	345	310	12	1	37	18	68	-36
2015	1106	341	310	8	3	42	26	45	-18
2016	1103	329	205	8	2	35	24	24	-3
2017	1008	331	221	0	1	44	20	120	-95

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	SPECIAL SUPPORT	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2007	\$657,856	\$31,500	\$23,500	\$10,652	\$34,152	\$14,562	\$48,714	3.57	\$738,070	\$802,582
2008	\$673,652	\$37,000	\$25,000	\$4,837	\$29,837	\$14,654	\$44,491	3.71	\$755,143	\$812,381
2009	\$695,413	\$36,000	\$25,000	\$2,863	\$27,863	\$18,781	\$46,644	3.59	\$778,057	\$885,749
2010	\$706,829	\$3,000	\$25,400	\$6,768	\$32,168	\$17,957	\$50,125	3.59	\$759,954	\$719,033
2011	\$781,950	\$112,000	\$27,570	\$6,766	\$34,336	\$19,572	\$53,908	3.53	\$947,858	\$785,125
2012	\$771,418	\$111,000	\$25,000	\$8,061	\$33,061	\$21,823	\$54,884	3.24	\$937,302	\$810,818
2013	\$794,117	\$84,000	\$27,500	\$11,596	\$39,096	\$23,374	\$62,470	3.46	\$940,587	\$858,794
2014	\$825,187	\$75,000	\$35,500	\$15,001	\$50,501	\$40,140	\$90,641	4.30	\$990,828	\$892,376
2015	\$845,569	\$45,300	\$37,525	\$21,960	\$59,485	\$57,773	\$117,258	4.44	\$1,008,127	\$896,213
2016	\$818,726	\$47,700	\$42,550	\$20,222	\$62,772	\$59,209	\$121,981	5.20	\$988,407	\$886,666
2017	\$863,358	\$36,000	\$42,550	\$0	\$59,397	\$46,343	\$88,893	4.93	\$988,251	\$961,599

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2012-2017	-14.36	-9.32	-50.89	-21.05	508.70	11.92	28.70	5.44
2007-2017	-12.04	5.75	-38.61	-16.67	225.58	31.24	24.59	33.90

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	1,265 (including 100 non-resident members)	

Number of active non-members:	250	Yes
Total of church participants (sum of the numbers above):	1,515	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	60%	Yes
Less than 10, more than 5 years:	20%	Yes
Less than 5 years:	20%	Yes

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
110	110	40	130	160	120	130	200	160	Yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	10%	
Joint household with minors:	10%	
Single adults age 35-65:	10%	
Joint household with no minors:	50%	
Single adults over 65:	10%	

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	5%	Yes
College:	25%	Yes
Graduate School:	40%	Yes

Specialty Training:	30%	Yes
Other (please specify):		

(We did not have data on this particular demographic category—the staff met and discussed what we thought our overall educational breakdown is based on congregants' employment.)

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	55% (or 70%)	Yes—See box below
Adults who are retired:	25%	Yes (based on ages of members)
Adults who are not fully employed:	20% (or 5%)	This depends: If you count people who are not seeking employment (e.g., stay-at-home spouse) it is much lower.

Describe the range of occupations of working adults in the congregation:

Artists/Designers, Architects/Engineers, Authors, Clergy, Computer Scientists, Construction/Maintenance Workers, Farmers, Financial Advisors/Businesspeople, Librarians, Lawyers, Medical Professionals, Mental Health Professionals/Counselors, Musicians, Office Workers, Politicians, Professors/Teachers (many), Real Estate Professionals, Scientists, Social Workers

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context?

Our congregation is mostly White. Membership includes a few Asian-American, African-American, and Latino families, but they constitute less than 5 percent of our total makeup. We have some diversity in sexuality. For Plymouth, diversity (not that we have achieved this) means diversity across a range of demographic and psychographic measures: age, race/ethnicity, genders, income, political leanings, theology, and more. We do aspire to truly embrace UCC's extravagant welcome: “No matter who you are or where you are on life's journey, you are welcome here.”

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future (perhaps using, for example, the Welcoming Diversity Inventory)?

Please note the date. Comment after the exercise:

Plymouth has worked hard to become an open, welcoming environment for diverse visitors and members of all kinds. Most recently this work has been shaped by participation in the UCC White Privilege curriculum. Growth in youth participation has also shown remarkable diversity. Still, Plymouth would benefit from greater participation in diversity work. For example, while Plymouth is proud of its Open & Affirming status, it

has not developed programming for its LGBTQ members and has shown hesitancy is displaying a Pride Flag during the month of June.

Also, Plymouth ultimately did not display a Black Lives Matter banner, though the Church Council had unanimously approved that display. We hope our new pastor will help us to further define our vision for a diverse church and implement this vision in the coming years.

PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Groups or Classes	Plymouth Academy: Spring (4-6 weeks): Attendance of 30-40; Fall (6 weeks): Attendance of 50-90	Plymouth Academy is our Adult Education, Wednesday-night programming held in the fall and spring. Classes are taught by pastors, staff members, or lay people with expertise in the subject matter being taught.
ms <i>(number last year)</i>	14	Pastoral staff
en's Groups or Classes	55 children in weekly Sunday School classes; 30 youth (junior-high and high-school) in weekly Sunday School classes.	Christian Education director, Christian Education board, and class teachers Associate Pastor and youth leaders
mas Eve and Easter Worship	Christmas Eve, 1500 (Three services); Easter, 900	Pastoral and music leadership plus Deacons
h-wide Meals	Thanksgiving dinner, 500	Fellowship Board
s and Music Groups	90 people in choirs; 70 in various instrumental groups, such as Plymouth	Minister of Music & Fine Arts, choir directors and other lay leaders

	Brass	
h-based Bible Study	12	Lay-led Bible study
union (<i>served how often?</i>)	350; first Sunday of month	Deacons Board
Community Meals	Once a month, via the Lawrence Interdenominational Nutrition Kitchen. Last year, LINK served 21,840 meals to 17,277 guests.	Lay coordinators (Plymouth assists in this interdenominational lunch program.)
mation (<i>number confirmed last year</i>)	15	Confirmation class leaders
a or Dance Program	50	Music and fine arts leaders plus staff
als (<i>number last year</i>)	23	Pastoral and music staff
enerational Groups	30	Associate Pastor-led monthly dinners that include communion
or Worship	50	Pastoral and music staff
r or Meditation Groups	1 group – attendance: Approximately 5	2017 Senior Pastor-led group
: Advocacy Work		
ats	Women's retreat: Attendance - 30 Confirmation retreat: Attendance - 17	Christian Education Board Confirmation class leaders
ogy or Bible Programs in the Community		
ings (<i>number last year</i>)	6	Pastoral staff with assistance from the Minister of Music & Fine Arts
hip (time slot: (9:30 a.m.))	250	Pastoral team
hip (time slot: 11:15 a.m.)	70	Pastoral team
g Adult Groups or Classes	20	Associate Pastor

Groups or Classes	50	Associate Pastor

Additional comments:

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Edith Guffey		Conference	Conference Minister	N
Enrique Penaloza		Plymouth	Leads Spanish-language service	N
Greg Hurd (Ordained in Presbyterian Church)				N
Sherry Warren (Ordained in Unitarian Universalist Church)				N
Phil Friedeman			Retired	Y
Fred Kandeler (United Methodist Church)			Retired	Y

Marc Giedinghagen (Ordained in Presbyterian Church – USA)			Clinical Pastoral Education Faculty, St. Luke's Health System	N
Clare Gorres	Four-way covenant		Spiritual Director at Spiritual Insight Lawrence	N
Vicki Penner			Chaplain, Grace Hospice	N
Lyle Seger (United Methodist Church)				Y
Jessica Derise			Hospice chaplaincy	N
Rodney Nitz (Presbyterian Church)				Y

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation:

Retired pastors help with liturgy, preaching, small group leadership, and our Stephen Ministry program.

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staffperson serves as head of staff.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Senior Pastor	Yes	Full time	Church Council	23 years (retiring 2019)
Minister of Music & Fine Arts	No	Full time	S. Pastor	11 years

Business Administrator	No	35 hours	A. Pastor	15 years
Facilities Manager	No	Full time	Bus. Admn.	4 years
Admin. Asst. for Communications	No	Full time	Bus. Admn.	10 years
Financial Clerk	No	Part time	Bus. Admn.	28 years
Member Assoc.	No	Part time	S. Pastor	1 year
Christian Ed. Director	No	Part time	S. Pastor	3 years
Receptionist	No	Part-time	Bus. Admn.	1 year

REFLECTION

Reflection: After reviewing the congregational demographics and activities above, what does this information reflect about your congregation's overall ministry?

Our ministry relies on a stable pastoral leadership and staff and an involved congregation, whose members lead and serve on church boards, teach classes, and assist with fellowship functions and mission and service outreach. Our ministry is supported by a congregation that is predominantly White and of which approximately 40 percent of the members are age 55 and older. Our congregation's deep belief in extravagant welcome and in our Plymouth Covenant pushes us, we hope, beyond our own demographics and into areas of ministry such as (as noted earlier) White Privilege Courses, Justice Matters, Head Start, immigrant rights, and more.

One important element of ministry at Plymouth that does not emerge from the above data is the importance of our church's Stephen Ministry program. Stephen Ministry is a program for people who need someone to listen, care, encourage, and support them through tough times. Stephen Ministers are Plymouth members who have received more than 50 hours of initial training in Christian caregiving. In addition, Plymouth Stephen Ministers have continuing education each month on topics such as divorce, grief, and mental health resources in Lawrence. Plymouth currently has more than 30 active Stephen Ministers.

CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year)

Source	Amount
Annual Offerings and Pledged Giving	\$887,494
Endowment Proceeds (<i>as permitted within spending policy, such as a</i>	\$54,450

<i>cap of typically 4.5%-5% on total return)</i>	
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$0
Fundraising Events	\$36,784
Gifts Designated for a Specific Purpose	\$0
Grants (Rice Foundation)	\$11,000
Rentals of Church Building	\$16,860
Rentals of Church Parsonage	\$0
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$0
Transfers from Special Accounts	\$0
Other (specify): Surplus carryover from previous year	\$616
Other (specify):	\$
TOTAL	\$996,204

Current annual expenses (dollars budgeted for most recent fiscal year): \$950,827

* Current budget attached to end of Profile.

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage?

Total ministerial support for both the Senior and Associate Pastor for Fiscal Year 2018 is \$230,000. Total budgeted expenditures are \$989,224. Ministerial support represents 23.25 percent of budgeted expenditures. Support for the Associate Pastor position currently represents 9.13 percent of budgeted expenditures.

Has the church ever failed to pay its financial obligations to a minister of the church?

No.

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? (*indicate those included during the most recent fiscal year*)

Our Church's Wider Mission (OCWM – Basic Support)

One Great Hour of Sharing

Strengthen the Church

Neighbors in Need

x Christmas Fund

We are a 5-for-5 congregation.

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? (*recommended 10%*)

OCWM giving has been set by a goal of raising our annual giving to \$50,000. The congregation made a concerted effort several years ago to raise our OCWM giving. As the largest church in the Kansas-Oklahoma conference, we believed it was important for us to provide leadership to the wider UCC, to let our light shine outside of Lawrence. We are now at \$42,500 (\$29,000 through our budget and \$13,500 through fundraising).

What is the church's current indebtedness?

Total amount of loan debt: \$40,093 as of Sept. 30, 2018

Reason for debt: \$700,000, remodeling of church and church repairs

Are capital and other payments current? Yes. Plymouth plans to retire the loan debt in 2020.

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget.

No.

If the church has had capital campaigns in the last ten years, describe:

Year(s)	Purpose	Goal	Result	Impact
2005-2008	Improve facilities, eliminate debt, start organ replacement fund	\$2.1 million	\$770,000	<ul style="list-style-type: none"> • Significant improvements to the facilities: partial funding of roof repair and spire replacement and strengthening; electrical system upgrade for 1870 sanctuary; partial funding of replacement of playground in courtyard in support of Head Start program; waterproofing; air-conditioning repair; external entrance and steps replacement; sanctuary sound-system upgrade. • Long-term debt retirement plan funding: Church will be debt-free by Dec. 31, 2019. • Organ replacement: \$37,884 retained for sanctuary organ replacement.

If a capital campaign is underway or anticipated, describe:

There is no capital campaign underway or in the planning stages.

Describe the prominent mission component(s) involved in the most recent (or current) capital campaign.

This is detailed in the above capital campaigns table, particularly the facility upgrades that benefit Head Start and improve the church buildings' ability to host meetings and concerts for area groups. Plymouth's downtown location makes it an ideal venue for such outreach/mission events.

Does your church have an endowment?

Yes.

What is the market value of the assets?

\$1,533,754.41 at the end of 2017.

Are funds drawn as needed, regularly, or under certain circumstances?

Funds are drawn annually, pursuant to disbursement policies. The Church Council may at times submit in writing requests to the Endowment Committee for funds to meet special needs. Such requests are individually considered by the committee.

What is the percentage rate of draw (last year, compared to 5 years ago)?

The percentage range of 3-5 percent is the same today as it was 5 years ago.

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years:

Pursuant to established disbursement policies, near the end of the calendar year, the Endowment Committee approves a percentage between 3 percent and 5 percent to be calculated on the Endowment Fund average market value on September 30 of the current and prior two years. The Church Council is advised that this income is available for its use. The Endowment Committee provides the Church Council with information regarding the amount of income in each endowed account and the restrictions that apply to the use of that income.

At the current rate of draw, how long might the endowment last?

The goal is that the fund corpus remain in perpetuity.

Please comment on the above calculations or estimates:

By basing annual spending on a stated range (3-5 percent) of the average market value on a specified date (September 30), over a defined number of years (three), market volatility is somewhat "smoothed." Spending is

automatically cut back when markets are performing poorly and increased when markets improve. Poor investment returns are at least partially offset by reductions in current spending, which helps preserve the endowment value and thereby sustains future spending. As a result, over the longer term, the policy provides a more consistent spending level.

Other Assets

Reserves (savings):

As of Jan. 1, 2018, the church has an operating reserve fund of \$51,300.

Investments (other than endowment):

The church has \$30,000 in undesignated memorial funds and \$300,000 in funds to be used as designated by the various boards governing the church.

Does your church have a parsonage?

No.

Describe all buildings owned by the church:

Plymouth occupies three interconnected buildings located at 925 Vermont St. in Lawrence, Kansas.

The historic sanctuary was built in 1870 in the years following the August 1863 sacking of Lawrence during the U.S. Civil War. The North Church was built in 1957 and houses administrative and staff offices, the Mayflower fellowship hall and lounge, a small library, kitchen, and middle-school and high-school Sunday School classrooms. The South Church was built in 2000 and contains elementary school Sunday School classrooms, staff offices, and a chapel. South Church houses a Head Start early-childhood education program during the week.

Describe non-owned buildings or space used or rented by the church:

None.

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*)

Accessible to people in wheelchairs: Lobby, classrooms, fellowship hall, sanctuary, office, chapel, courtyard, restrooms, parking

Not accessible: Pulpit, choir loft, balcony

Reflection: After reviewing the church's finances and assets described above, what does this information reflect about your congregation's mission and ministry? *For example, when was a time the church made a major budget change? How is the budgeting process done? What new ministry initiative has your church financed?*

Plymouth Church has a stable budget, but our mission and service ambitions, combined with building and staffing needs to support those ambitions, constantly challenge our budget constraints. Our annual budget is prepared by the Stewardship Board in consultation with other boards, church staff, and the Endowment Fund Committee. Each annual proposed budget is the subject of congregational meetings in the fall. The proposed budget is approved by the Church Council at its January meeting and then published in an Annual Report that is distributed before the congregation's Annual Meeting in February. At the Annual Meeting, the budget is presented, discussed, and potentially amended before it is voted on by the congregation.

As the 11-Year Report indicates, Plymouth has had a largely stable and generally growing annual budget that was affected by the 2008 economic downturn but has since rebounded. A significant change to our Annual Appeal process was tried in 2016 with the launching of the Micah Project, which is described in the next section of this Profile under the heading of "Describe a specific change your church has managed in the recent past." A second innovation related to the budget is the Remember Plymouth program, a new campaign to inform members about the benefits of planned giving to Plymouth. Volunteers met personally with 50 members in 2018 and plan to meet with an additional 50 in 2019.

A relatively new ministry that Plymouth has financed, largely through fundraisers, is our participation in Simply Smiles service projects, primarily with the Cheyenne River Sioux Tribe in South Dakota.

HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.

Plymouth is not unique in seeing its founding story as one of the most compelling stories of its history. The church was founded in October 1854, a few months after the first group of settlers, supported by the New England Emigrant Aid Society, arrived in what would become Lawrence. Both town and church were established as a bulwark against slavery. In the dangerous times leading up to the conclusion of the Civil War, strong leaders emerged whose names are still familiar. There was suffering, too; Quantrill's Raid killed over 150 townsmen, including members of Plymouth. Many members, including the pastor, Richard Cordley, lost their belongings, houses and friends and neighbors.

Less well-known, but no less important, are the steps along the journey to where we are now. In the 19th century, Plymouth, like many churches, interviewed prospective members for their "fitness" for membership. J.G. Haskell, architect of the 1870 building, insisted on being interviewed by the entire congregation because he worried that his unconventional beliefs would offend the members. Toward the end of the century that began to change. The bylaws were amended in 1894 to allow prospective members who were unable to affirm the Articles of Faith but had a love of Christ and faith in him and believed "they can live better lives by uniting themselves with this Church" to join.

Over the years, the church found itself welcoming a much broader array of people to its membership. In 2004 Plymouth voted to become Open & Affirming. And, in 2016, almost at the moment gay marriage became legal in Kansas, we celebrated the wedding of David Bergeron and Geraldo Souza, two longtime, active members of the church.

Critical to the history of social activism at Plymouth was the establishment of the Social Action Council in the mid-1940s. This remarkably energetic group was first responsible for the sponsorship of a family of Ukrainians from the labor camps in Germany after World War II – an effort that took over 10 years before the last of them were at last welcomed to Lawrence. The group's second project (1965) was the establishment of a Head Start center at the church. It was the first Head Start west of the Mississippi and has since flourished and grown. In 2015 the program's 50th anniversary was celebrated by President Obama in his visit to Lawrence.

There have been many issues and events in the last 10 years that have engaged Plymouth members (the Women's March, White Privilege Courses, Justice Matters, the immigration fight for Syed Jamal, etc.). Perhaps the most important event was Plymouth's participation and leadership in saving Lawrence's Social and Rehabilitation Services office, which the Kansas state government had announced would be closed, causing a disastrous denial of access to essential services. Upon the announcement of the closing, church leadership swiftly helped unify the community to oppose the impending closure. The success of this resistance movement helped re-energize Plymouth's commitment to social justice.

Describe a specific change your church has managed in the recent past.

Plymouth is blessed with many financial contributors who pledge faithfully, enabling Plymouth to maintain and marginally increase its budget. Despite that, inevitable generational changes are impacting members' giving to Plymouth. The Generous Givers Committee, appointed by the Stewardship Board, researched the trends in church participation, attendance, and pledging with an eye towards preparing for the anticipated changes in participation and pledging at Plymouth Church as longtime members age and are no longer able to contribute as much. The group studied the book *Rich Church, Poor Church* and worked with the Rev. Michael Piazza to better understand the trends and to plan for the future. As a response, the group, in Lent of 2016, began the "Micah Project," which focused on increased engagement through small groups, daily devotionals, and service projects as well as tithing and increased financial engagement through causal giving. As part of these efforts, the Church Council voted to decouple the Annual Appeal from approval of the yearly budget. The Annual Appeal was moved to Lent while approval of the budget remained on a calendar-year basis.

Most parts of the Micah Project were well-received; however, the change in timing of the Annual Appeal was controversial. The congregation's disapproval of the change was evident in comments to lay leadership as well as in the lower number of pledges received for the Annual Appeal. The leadership of the church responded to the feedback from the congregation and returned to a timeline that connects the Annual Appeal more closely to annual budget needs. The Stewardship Board continues to explore increased causal giving and fundraising to supplement pledge income.

Every church has conflict, some minor, some larger. “Where two or three are gathered, there will be disagreement. . . .” Describe your congregation’s values and practices when it comes to conflict.

Criminal justice system reform has proven to be a divisive issue at Plymouth. Our congregation is a member of Justice Matters, a coalition of 19 faith communities in Lawrence who have come together to work toward creating a more just city by seeking systemic change where unjust policies exist. The primary focus is to advocate for more affordable housing, better access to mental health care, criminal justice system reform, and restorative disciplinary practice in the public schools.

The Douglas County Commission has responsibility for providing mental health care and a jail for residents of the city and county. At present, the jail is overcrowded, and the Commission proposed expanding the jail at an estimated cost of \$44 million and building a crisis center for an additional \$11 million. A single proposal to fund both projects was put to a vote last March. There was strong church and community support for funding the construction of a crisis center, but there were many unresolved issues around the jail expansion proposal, and thus the proposition was defeated.

The issue of jail expansion became divisive for Plymouth as two of the three commissioners are members or friends of Plymouth. These individuals are well-respected and longtime associates of the church with a strong and loyal following. Another source of controversy involved agreement about goals and needs but occasional disagreement regarding methods, which led to disengagement and declining support for Justice Matters. As a result, there has been a split between those who supported expansion and those who did not. There was one open congregational meeting, but it seemed only to reinforce the differences of the two perspectives. The conflict was addressed by Plymouth’s decision to remain a part of Justice Matters but to contribute to the organization through fundraisers rather than a specific budget line.

Plymouth Church does not have a formalized conflict resolution process. Some individual boards or formal groups have adopted defined procedures for the management of conflict or concerns within the church or church staff. The Plymouth Board of Deacons would be an example of this. In mid-2018, the Board of Deacons managed issues that centered around sermon content – especially if the content was deemed political in nature. The Deacons did adopt a set of guidelines to use when conflict arises. The Justice Matters disagreement may provide an opportunity to address the lack of policies in this regard as well as to explore how central working toward justice is to our beliefs and mission when confronting the sometimes-messy work of following Christ.

Plymouth seeks leadership to help members navigate the personal and corporate challenges in living more deeply our historical roots of justice in today’s world – roots that require us to take risks, navigate conflict, and live with differences among and within the Body of Christ for the sake of the Gospel.

One of the many benefits of completing this Local Church Profile has been our Search Committee’s realization that, as a congregation, Plymouth has not specifically defined

what we mean by “social justice.” Working toward a consensus on that key point might help Plymouth address some related areas of conflict.

Ministerial History *(include all previous ministerial staff for the past 30 years)*

Staff member's name	Years of service	UCC Standing (Y/N)
Senior Pastor Kendall Baker	1987-1989	Y
Senior Pastor Jonathan Knight (interim)	1989-1990	Y
Senior Pastor Jonathan Knight	1990-1994	Y
Senior Pastor Tim Worthington (interim)	1994	Y
Senior Pastor Hollis Bredeweg (interim)	1994-1995	Y
Senior Pastor Peter Luckey	1995-2019	Y
Nancy Thellman (Presbyterian)	2008	N
Greg Hurd (During Peter Luckey's 2008 sabbatical)	2008	Y
Assistant Pastor George Owen	1975-1990	Y
Associate Pastor Kevin Brown	1985-1988	Y
Associate Pastor Marilyn Glenn (interim)	1988	Y
Associate Pastor Jonathan Knight	1989	Y
Rosalind Burmeister (Commissioned minister of parish visiting)	1989 - ?	Y
Associate Pastor Mike Poage	1991-1993	Y
Associate Pastor Mark Wiens (interim)	1993-1994	N (Mennonite?)
Associate Pastor Patty Brown Barnett (interim)	1995-1996	N (Presbyterian)
Associate Pastor Christopher Grundy	1996-2000	Y
Associate Pastor Lew Hinshaw	2000-2005	Y
Associate Pastor Nancy Thellman (interim) Greg Hurd (interim)	2005	N (Presbyterian) Y

Associate Pastor Josh Longbottom	2006-2013	Y
Associate Pastor Sherry Warren (interim)	2013-2014	Y
Associate Pastor Eleanor McCormick	2014 – present	Y

Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:

We have learned that, in their roles of worship leaders, community social-justice leaders, and providers of pastoral care and outreach to youth, our pastors are essential to the success and wellbeing of the congregation. In the context of Senior Pastor hiring and transitions, we have learned that it is challenging to be both the spiritual and the business leader of the congregation. That leadership situation can call for two very different skill-sets – yet they are equally important skill-sets for Plymouth. A successful Associate Pastor is similarly multi-faceted as she or he has to be able to both step into the Senior Pastor’s role at various times and at other times provide perspectives and skills that differ from a Senior Pastor’s. Obviously, it is rare to find these skills in one individual, but Plymouth has been fortunate that its associate pastors have generally been blessed with the ability to flourish in the many ways associate pastors are asked to serve the congregation.

Has any past leader left under pressure or by involuntary termination?

Yes (in 1989)

Has your church been involved in a Situational Support Consultation?

No

Has a past pastor been the subject of a Fitness Review while at your church?

No



WHO IS OUR NEIGHBOR?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

COMMUNITY VISION

MISSION InSite

COMMUNITY VISION

How do the relationships and activities of your congregation extend outward in service and advocacy? *For example, which service activities has your church participated in this past year? Where has the church participated in global connections of care and justice? What is currently transformational in your church’s engagement with neighbors near or far?*

In 2017, Plymouth’s Mission & Service Board supported two major new initiatives: transportation to the January 21, 2017, Women’s March on Washington, DC, and the pilot Adult Service Trip in partnership with Simply Smiles to the Cheyenne River Sioux Tribe Reservation in South Dakota.

Plymouth’s other service, advocacy, and outreach programs are many:

- Annual youth service trips, through Simply Smiles, to the Cheyenne River Sioux Tribe in South Dakota, and annual youth education trips to the Heifer International Ranch Education center in Arkansas
- Adult service trip, through Simply Smiles, to Oaxaca, Mexico
- Housing the local Head Start program
- Supporting Ecumenical Christian Ministries on the University of Kansas campus
- Supporting the Plymouth Language Program and its mission “to serve and connect the community through the promotion of multiculturalism; language education; and citizenship, both at home and in the world”
- Supporting Family Promise, a comprehensive program that shelters homeless families and helps them secure stable housing
- Supporting Justice Matters, a coalition of 19 faith communities in Lawrence who have come together to work toward creating a more just city by seeking systemic change where unjust policies exist
- Supporting the Lawrence Interdenominational Nutrition Kitchen
- Working for immigration justice, particularly in preventing (for the time being) the deportation of our neighbor Syed Jamal

Global aspects of this service include Plymouth’s work on immigration issues and the environmental and workers’ rights issues related to the 2017 Women’s March on Washington. Perhaps the most transformational service engagement would be our participation in the Simply Smiles/Cheyenne River Sioux Tribe relationship. Youth and

adults who have participated in that opportunity to serve often return to the Reservation year after year, and they have formed friendships with members of the Cheyenne River Sioux that promise to last a lifetime.

Describe your congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ (association / conference / national setting).

Plymouth Congregational Church is a leader on all levels: state, regional, and national. Rather than simply leading by default of size (given that Plymouth is the largest church in the Kansas-Oklahoma Conference), Plymouth has an educated and involved body whose members step up to serve the wider church. The Kansas-Oklahoma Conference has its current president from the Plymouth congregation. The conference also has two members from Plymouth serving on the Ordination Panel. Plymouth Church proudly counts one of its members as a former assistant moderator of the national church governing body. Plymouth budgets for the involvement of its members in the annual bi-state conference meeting; and participates in numerous social justice activities across the country. Plymouth Church's Senior Pastor has been actively involved with colleagues of other UCC churches across the country in annual retreats for large-church pastors. For Plymouth members who cannot travel or be actively involved in regional or national activities, involvement is significant with Special Mission Offerings sponsored by the UCC.

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more information as desired at ucc.org.)

Check any statements below that apply to your UCC faith community.

- | | |
|---|--|
| <input checked="" type="checkbox"/> Accessible to All (A2A) | <input checked="" type="checkbox"/> Just Peace |
| <input checked="" type="checkbox"/> Creation Justice | <input type="checkbox"/> Global Mission Church |
| <input checked="" type="checkbox"/> Economic Justice | <input checked="" type="checkbox"/> Open & Affirming (ONA) |
| <input type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> WISE Congregation for Mental Health |
| <input checked="" type="checkbox"/> God Is Still Speaking (GISS) | <input type="checkbox"/> Other UCC designations: |
| <input checked="" type="checkbox"/> Border and Immigrant Justice | <input type="checkbox"/> Designations from other denominations |
| <input checked="" type="checkbox"/> Inter-cultural/Multi-racial (I'M) | <input type="checkbox"/> None |

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future?

Plymouth Church strives to live its commitments to these statements. As an example beyond Plymouth's involvement in Justice Matters, the White Privilege curriculum, and Simply Smiles (all described elsewhere in this Profile), Plymouth in the past year became very involved with the national emergency resulting from the immigration deportation program. To secure the release of a local Lawrence educator, Syed Jamal (scheduled for deportation), Plymouth, among other efforts, organized a letter-writing campaign to the Kansas congressional delegation and supported the Jamal family in the courtroom. This model of beliefs, also found in the wider UCC, made national news. The involvement by Plymouth leaders made a loud statement to the Lawrence community,

to the state of Kansas, and to a national audience. Plymouth Church will continue in its commitment to the local community to lead in social justice issues.

Describe your congregation's participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional).

Plymouth participates in

- Ecumenical Christian Ministries at the University of Kansas
- Youth-group trips to other churches
- Family Promise, a comprehensive program that shelters homeless families and helps them secure stable housing
- Justice Matters, a coalition of 19 faith communities in Lawrence who have come together to work toward creating a more just city by seeking systemic change where unjust policies exist
- Lawrence Interdenominational Nutrition Kitchen, a free nutritional-lunch program sponsored by local churches and other organizations
- Simply Smiles, a service organization that provides "food, clothing, shelter, medical care, education, infrastructure, jobs, pride, dignity, hope, and solutions" to "impoverished children, their families, and their communities"
- Youth participation in UCC's National Youth Event and the Regional Youth Event, as well as involvement with the conference youth exchanges with German partners
- Joint services and meals during Holy Week
- Theologian-in-residence program, which sponsors presentations by well-known scholars
- Vacation Bible School
- Taizé services

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.

In its recent Vision and Ministry Task Force Report, approved in the 2018 Annual Meeting, Plymouth adopted this vision and mission:

Vision: Plymouth aspires to be a Christian community that is spiritual, inclusive, and social justice-oriented. Plymouth is open and affirming and strives to embody God's radical love to be welcoming and accessible to all.

Mission: Plymouth achieves this vision by inviting and equipping people to walk in God's ways.

Our primary mission is clarified in the Plymouth Covenant:

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

The Plymouth Covenant does guide the majority of Plymouth's actions: It is not an empty pledge. The covenant is recited in church gatherings, particularly Sunday morning worship services. While the congregation would readily acknowledge that we could be stronger enactors of the Plymouth Covenant, there is widespread agreement both within Plymouth and within Lawrence that Plymouth truly does seek to walk (not just talk) in God's ways, particularly in the promotion of justice and the realization of our shared humanity. Plymouth's service activities, from housing Head Start to building a bunkhouse with members of the Cheyenne River Sioux Tribe, find their inspiration in the beliefs and commitments of the Plymouth Covenant.

Reflect on the scope of work assigned to your pastor(s). How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time?

Each year, Plymouth elects a moderator from the congregation – a lay leader of Plymouth's members and friends. Moderators work closely with the pastoral team, the staff, and the Church Council. Conversations among past moderators often touch upon the challenge of the scope of work assigned to our pastors. These are challenging (but rewarding, the pastors assure us) jobs, or callings. In particular, we ask our Senior Pastor to be both the spiritual and the business and administrative leader (with assistance) of our congregation. We expect both our senior and associate pastors to be leaders in enacting the Plymouth Covenant in our church, in Lawrence, and in the wider world.

Congregational expectations of our pastors' time are, first, to serve the direct needs of Plymouth, including being a worship leader and a provider of pastoral care. Community leadership and service to the wider church are largely seen as essential but secondary to serving the direct needs of Plymouth and its congregation of members, friends, and visitors.

It can be difficult to separate congregational, community, and wider-church duties. For example, important congregational needs are met when our pastors seek to "walk in God's ways" in the community and in the wider church.

The Associate Pastor fills many of the same roles and meets many of the same needs as the Senior Pastor, though obviously to a different degree and with a different frequency. Perhaps the most significant difference between the role of the Associate Pastor and the Senior Pastor is that the Associate Pastor takes the lead in managing, developing, and growing Plymouth's youth ministry.

MISSION InSite

Comment on your congregation's MissionInSite report with data for your neighborhood(s) or area. What trends and opportunities are shown?

Mission InSite QuickInSite Report: Trends and Opportunities

The overall demographic **trend** of the Mission InSite report for our area (within five miles of our church building) is clear: "Significant Growth" of population over the next 10 years, particularly for school children and adults in their mid-30s. Regrettably, that projected growth does not forecast an increase in "racial/ethnic" diversity for an area that the InSite report estimates to be 78.8 percent White in 2018.

A growing population of young adults and school children does present **opportunities** in the areas of worship, education, and mission that would appeal to relatively young members and potential members. Plymouth should study how the desire for personal fulfillment (described below) of those groups aligns with Plymouth's values and programming opportunities.

The QuickInSite Report included these related findings and projections:

- In terms of population, QuickInSite projects "Significant growth," particularly for families with school-age children.
- Population and households are projected to increase through 2028.
- Population is projected to increase from 97,745 in 2018 to 122,064 in 2028.
- The number of households is expected to increase from 39,909 to 49,876 from 2018 to 2028.
- Household size is projected to decrease from 2.49 members in 2018 to 2.45 in 2028.
- The number of family households is projected to increase dramatically, though 2028 projections are not yet available.
- From 2018 to 2028, the group of children ages 0-4 will increase from 7,008 to 7,421; the group of children ages 5-17 will increase from 13,195 to 20,015.
- The ages of greatest population growth from 2018 to 2028 will be 5-17 (3.7 percent); 35-54 (4.6 percent); and 65+ (2.9 percent).
- Almost 70 percent of family households are married-couple; about 22 percent are single-mother; about 8 percent are single father. Those percentages will be relatively stable to 2023, with single-mother declining slightly and married-couple and single-father increasing slightly. (These are the categories of "family" included in the InSite report.)

- The population is aging slightly: Average age in 2018 is 33; average age by 2028 will be 34.

Compared with Kansas, the general level of education in adults 25 and older is “Very High.”

- 71 percent of area jobs are “white collar” in contrast to “blue collar.”

Average household income is slightly below the Kansas average. Area household income in 2018 is \$71,270. By 2023, it is projected to be \$78,129.

- 8.6 percent of families in our area (1,741 families) live below the poverty line.

On a scale of “Very Homogeneous” to “Very Diverse,” our area is a “Homogeneous racial/ethnic mix” of, primarily, non-Hispanic Whites.

- 78.8 percent of the population is non-Hispanic White.
- 6.3 percent is Pacific Islander/American Indian/Other (non-Hispanic)
- 5.8 percent is Hispanic or Latino
- 4.7 percent is Asian
- 4.3 percent is Black/African American (non-Hispanic)
- ** None of the above racial/ethnic percentages are expected to change dramatically by 2023.
- Almost 90 percent of households primarily speak English, followed by Spanish at 3.8 percent.

The three largest “lifestyle segments,” comprising more than 50 percent of the area population, are:

- The “Colleges and Cafés” segment of the “Singles and Starters” category. According to the InSite report, “Singles and Starters” seek “Heroes of Faith.” Key behaviors are “high energy” and “contagious enthusiasm” with an “online, music soundtrack in the background.” They are “progressive” and “sociable” and seek “fulfillment.” They exhibit “high drive for affluence” and “high pursuit of professional growth.”
- The “Striving Single Scene” segment of the “Singles and Starters” category.
- The “Status-Seeking Singles” segment of the “Young, City Solos” category. According to the InSite report, “Young, City Solos” believe that “spiritual truth is buried beneath an avalanche of religious hypocrisy.” They are “web savvy” and “self-indulgent.” They practice “ardent social activism.” They are “global” and “progressive” and seek “fulfillment.” They exhibit a “high drive for affluence” and a “high pursuit of professional growth.” They have a “high practice of altruism and giving,” and they seek “high entertainment activities.”

This lifestyle cluster is significantly different from most communities in Kansas, where these segments combined generally make up less than 10 percent of the population.

Mission InSite Impressions Report (Opportunity)

Plymouth’s Mission InSite Impressions report indicates an opportunity to link our area’s high drive “to broaden horizons” and to seek “personal growth and development” to our

area's relatively (and surprisingly) "Somewhat Weak" score in "altruism and giving." Residents within our specified area:

- are "Very Likely" to "pursue avenues of personal growth and development"
- give "Significant Energy" to "activities that would broaden one's horizons" These findings align with data from the QuickInSite report (above), which found that the largest "lifestyle" segments in our area seek "fulfillment."

However, residents of our area are "Somewhat Weak" in "the practice of altruism and giving." (This slightly contradicts the QuickInSite report, which shows a commitment to altruism within the "Status-Seeking Singles" lifestyle segment that comprises approximately 11 percent of our area's population.)

If Plymouth could show the strong links between altruistic actions on the one hand and personal growth/development and the broadening of one's horizons on the other, we might awaken our area's altruistic motivations and further our mission with an energized and growing congregation. Perhaps such linkages of individual growth through helping others could focus on matters of environmental justice. (In Plymouth's 2018 Annual Meeting, members of the congregation voted to revise the draft of the new strategic plan proposed by the Vision and Ministry Task Force to strengthen language focusing on commitment to environmental justice.) Residents within our area have "Very Strong ... concern for the environment." Additionally, our area's "inclination" is "Somewhat Local" on a local-to-global spectrum, which might shape the choice of environmental concerns to address.

The InSite Impressions report indicates that residents of our area tend more to be followers than leaders – so perhaps many are simply waiting for leadership and guidance in altruistic missions that might increase personal growth. Plymouth could be that leader. As noted above, the "Singles and Starters" lifestyle category, which comprises 33 percent of our area, seeks "Heroes of Faith."

Creating a powerful, visible link between personal growth/fulfillment and altruism might also help address one of the more troubling findings in Plymouth's InSite report: In our area, the "overall sense of wellbeing" is "Low."

How do your congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to your church, and b) other neighborhoods with which your church connects?

In the immediate neighborhood of our church (the 66044 ZIP code), 2010 Census data shows a population in which the median age is 24 and that is almost evenly divided between the census categories of "male" and "female."

In the 66044 ZIP code (using Census terminology), 84.4 percent of residents are White; 4.1 percent are Black or African American; 3.8 percent are Asian; 2.2 percent are American Indian; and 5.4 percent are Hispanic or Latino.

Median household income in the 66044 ZIP code is \$34,889, according to recent U.S. Census Bureau data.

Overall, the population of Plymouth is more affluent, slightly older, and slightly more female than the overall neighborhoods in Lawrence with which our church connects.

How are the demographics of the community currently shaping ministry, or not?

Plymouth's ministry probably is shaped more by the psychographics than the demographics of our community: In general, Lawrence is a politically progressive community founded by Civil War-era abolitionists. An active quest for social justice is a defining element of Plymouth.

Plymouth's membership largely reflects the numeric dominance of the White racial/ethnicity category, which, combined with our social-justice ethos and the enactment of the Plymouth Covenant, has led to productive introspection and action, primarily through the White Privilege curriculum and the Plymouth Language Program.

With its physical location being closer to low- and middle-income neighborhoods of Lawrence, Plymouth is a logical location for Head Start, which we do house and which has been a longtime and valued aspect of our church's ministry.

The church's central/downtown location has made it a logical meeting place for community groups ranging from Alcoholics Anonymous to quilting guilds.

Given the number of college-age students and young adults in Lawrence, however, our ministry no doubt could do a better job of reaching out to those particular groups.

What do you hear when you talk to community leaders and ask them what your church is known for?

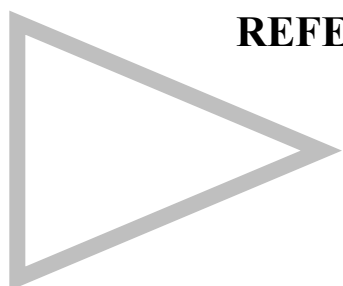
- A quest for social justice
- Our Open & Affirming status
- Our status as a long-established downtown church
- Action, not hypocrisy and empty words – though this is not unanimous. Some community leaders believe that Plymouth should be doing more to address injustice in our community.

What do new people in the church say when asked what got them involved?

- Plymouth's commitment to social justice and Plymouth's former Sunday morning Adult Education social justice class
- Plymouth's commitment to Open & Affirming status
- The contemporary Gathering of Grace Sunday-morning service
- Outstanding music programs, particularly during the services
- "People welcomed me during my first visits."

- When the political environment has pitted theology against science, Plymouth has sought to reconcile theology and science, including protection of the environment.

REFERENCES



Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

REFERENCE 1

Ms. Elizabeth Keever / Executive Director, Just Food / Lawrence, KS
(785-856-7030 / ekeever@justfoodks.org / Plymouth has, for years, worked with and supported Just Food is the primary food bank in Douglas County, supplying more than 40 partner agencies with frozen meat and fresh produce as well as bread and food donated from community drives. Just Food also specializes in direct client service.)

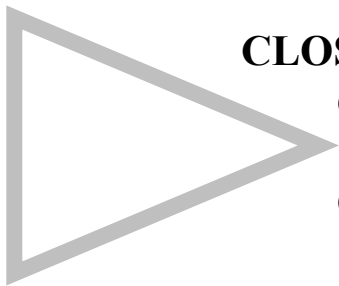
REFERENCE 2

Mr. Moussa Elbayoumy/ Board Chair, Kansas Chapter of the Council on American-Islamic Relations
/ Lawrence, KS

(785-251-0551 / melbayoumy@cair.com / Frequent partner with Plymouth in social-justice matters)

REFERENCE 3

Mr. Thad Holcombe / Former Campus Minister, Ecumenical Christian Ministries, University of Kansas / Lawrence, KS
(785-843-2574 / tjholcombe@gmail.com / Plymouth is a sponsoring congregation of Ecumenical Christian Ministries)



CLOSING THOUGHTS

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

CLOSING PRAYER

Include here any prayer or dream for the minister you imagine journeying toward you... a poem, for example, or a Scripture passage or a piece of music that is meaningful to your Search Committee:

We pray, God, that You help lead our new Associate Pastor to Plymouth – and help lead Plymouth to our new Associate Pastor. We pray for an inspiring, enriching relationship that leads us all to joyfully declare, “Thank God that we found one another!” We pray for the strength and patience to listen to, to support, and to understand one another in the good times – and in the challenging times – to come. Above all, we pray for loving and determined partnership as we strive to live out, to the best of our abilities, the Plymouth Covenant:

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

STATEMENT OF CONSENT

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

As the committee charged with the responsibility for identifying and recommending suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? *(for example, church council or consistory, transition team, etc.)*

The Senior Pastor Search Committee and the Associate Pastor Search Committee (including the past, present, and incoming moderators), the pastoral team, the church staff, church boards (particularly Stewardship), the Endowment Committee, the Church Council, the Vision and Ministry Task Force (whose members recently conducted extensive and varied listening sessions with Plymouth members and friends), church members who offered comments and advice to the search committee, and the leadership and staff of the Kansas-Oklahoma Conference. The Associate Pastor Search Committee is grateful to all these groups and individuals for their assistance.

2. Additional comments for interpreting the profile:

Signed:

Clay Britton / Associate Pastor Search Committee, Chair / Date:

Associate Pastor Search Committee: Mary Baskett, Jane Bireta (2018 Moderator), Clay Britton, Doug Eason, Zoe Graber-Weikert, Laurie Love, Peter Luckey (Senior Pastor), Owen Polson, Terry Schmidt (2019 Moderator), Dyan Vespestad

VALIDATION BY CONFERENCE/ASSOCIATION

The congregation is currently in good standing with the association / conference named.

Staff Comment:

To the best of my knowledge, ministerial history information is complete.

Staff Comment:

To the best of my knowledge, available church financial information is presented thoroughly.

Staff Comment:

My signature below attests to the above three items.

Signature: *Edith Guffey*

Name / Title: Conference Minister

Email: eguffey@kocucc.org

Phone: 316.686.4331 (o) 440.759.0031 (cell)

Date: 10 / 23 / 2018

UNIFIED MISSION SPENDING PLAN

Plymouth Congregational Church

Fiscal Year 2017

Proposed 2018

	2016 Actual	2017 Proposed MSP	2017 Actual	2018 Proposed MSP
INCOME				
Pledges/Contributions				
Pledge Collections	735,772	802,681	849,060	847,566
Non-Collection of Pledges		(16,054)		(16,951)
Contributions/No Pledge	39,819	34,243	25,723	25,989
Pledges for Prior Year	2,760	2,200	3,766	2,500
Pledges - New Members				5,000
Loose Offerings	8,804	8,597	8,945	8,500
Special Gifts for 2016	45,419	0		0
2017 Pledges paid in 2016		39,000		0
Other Income				
Fees for Bldg Use/Cust Care	15,380	14,965	16,860	16,000
Unrestricted Endowment Income	14,607	14,754	14,754	15,071
Designated Endowment Income	39,299	39,696	39,696	40,549
Causal Giving				0
Fundraisers	35,488	41,100	46,356	45,000
Transfer(s) for Debt Principal	11,700	0	0	0
Carryover from Prior Year	11,149	616	616	0
Total Income	960,197	981,798	1,005,775	989,224
Total Expenditures	959,581	981,798	950,827	989,224
Net Surplus (Deficit)	616	0	54,948	0
EXPENDITURES				
Christian Education				
Director of Christian Education Salary	0	18,200	0	15,167
DCE Professional Expenses	0	500	0	500
Interim Director of Christian Education Salary	24,433	10,833	26,000	10,833
Sunday School Associate Salary	1,068	4,368	2,517	4,368
Child Care Expense				
Supervisor Wages	1,711	2,926	847	2,508
Assistants Wages	257	2,800	2,297	3,218
Substitutes	3,842	600	1,360	600
CE Employer FICA and Benefits	1,378	2,993	2,427	2,913
Children's Ministry				
Curriculum	0	1,000	66	1,000
Supplies	812	1,600	613	1,000
Food	119	600	325	600
Equipment	0	100	0	0
Vacation Bible School	33	0	383	400
Media Copyright Fee	227	235	232	235
Upper Elementary Fellowship	0	100	100	0
Youth Education & Ministry				
Pre-Confirmation/Confirmation				
Curriculum	0	50	0	250
Food	220	150	64	150
Supplies	0	200	0	200
Retreat	0	200	129	200
High School Faith Formation	360	500	210	500
Youth Group Expenses				

	2016 Actual	2017 Proposed MSP	2017 Actual	2018 Proposed MSP
Youth Group Food	866	900	945	900
Youth Group Supplies	281	800	802	800
High School Youth Group Service Trip	2,700	2,700	2,700	0
HS Group Service Trip - Fundraising	15,072	26,600	22,214	23,000
Middle School Youth Service Trip	500	500	500	1,000
Adult Education	225	300	300	1,300
Evening Education Programs	101	100	111	100
OWL Training & Programs	420	200	256	200
Church Library	0	100	0	0
Planning/Program Development	0	200	200	200
Designated Fund Expend-Endow	776	784	784	800
Total Christian Education	55,400	81,139	66,380	72,942
Deacons				
Worship	933	1,400	423	1,400
Bereavement Support	0	533	0	533
Stephen Ministry	220	220	288	220
We Care Committee	123	175	0	175
Staff Development-Endowment	2,363	2,386	2,386	2,438
Total Deacons	3,639	4,714	3,097	4,766
Fellowship				
Supplies	1,492	2,300	1,860	0
4th of July Celebration & All Church Picnic	254	250	251	250
Thanksgiving	1,503	1,000	1,000	1,000
Thanksgiving Support-Endowment	447	447	451	461
Total Fellowship	3,696	3,997	3,562	1,711
Membership				
Pastor's Assoc/Membership Salary	25,797	26,875	16,796	17,250
Pastor's Assoc/Membership Employer FICA & bene	3,556	3,668	2,345	1,320
Media Ministry	4,335	4,590	4,465	4,590
Community Relations/Publicity	1,010	3,300	2,463	3,060
New Member Recruitment	182	375	83	375
Member Services	840	250	341	250
Website Maintenance	240	265	240	0
Total Membership	35,960	39,323	26,733	26,845

	2016 Actual	2017 Proposed MSP	2017 Actual	2018 Proposed MSP
Mission and Service				
OCWM	29,000	29,000	29,000	29,000
OCWM - Fundraising	13,550	13,500	13,570	13,500
ECM	4,000	0	0	1,500
Local Mission/Head Start	900	900	900	900
Plymouth Language Program	20,767	4,000	4,000	4,000
Plymouth Language Program - Fundraising				4,000
Justice Matters Support	3,000	3,000	3,000	0
Justice Matters - Fundraising	1,000	1,000	1,000	3,000 *
Solar Panel Project Seed Money				0
Special Community Support-Endow	2,158	2,180	2,180	2,227
Total Mission and Service	74,375	53,580	53,650	58,127
Music and Fine Arts				
Director of Music/Arts Ministry Salary	57,900	57,900	57,900	57,900
DMFAM Professional Expenses	431	500	517	500
Music Associate/Chancel Choir Accompanist	470	6,000	2,705	6,000
Adult Handbell Choir Director Wages	1,600	2,300	1,500	2,300
Youth Choirs				
Choir Directors Wages	3,530	5,612	3,388	5,612
Chancel Choir				
Music and Supplies	0	0	0	0
Paid Choristers Wages	5,808	5,814	5,709	5,412
Guest Musicians	3,476	0	1,580	0
Gathering of Grace Service				
Professional Musicians Wages	17,353	18,018	17,820	18,018
Music, Supplies & Copyright	280	280	335	335
Guest Musicians	50	0	0	0
MFA Employer FICA and Benefits	13,720	14,810	14,460	15,935
Fine Arts Program	1,011	1,300	905	1,300
Project Support	365	1,195	447	1,195
Organ Tuning & Repairs	610	1,000	0	1,000
Organ Committee Expenses	0	0	0	0
Piano Tuning & Repairs	990	1,000	660	1,000
Designated Fund Expend-Endow	3,702	3,739	3,739	3,820
Total Music & Fine Arts	111,296	119,468	111,665	120,326

	2016 Actual	2017 Proposed MSP	2017 Actual	2018 Proposed MSP
Stewardship				
STAFF				
Administrative Assistant Wages	33,024	32,525	33,175	33,525
Business Administrator Salary	44,525	44,525	44,525	44,525
Financial Clerk Salary	24,050	24,050	24,050	24,050
Receptionist			2,211	8,580
Facilities Manager Salary	40,375	40,375	40,375	40,375
Assistant Custodian Wages	3,210	4,500	3,494	4,500
Hospitality/Safety Associate Wages	3,458	3,000	3,496	3,000
Stewardship Employer FICA & Benefit	32,827	35,424	36,326	42,303
BUILDING				
Utilities	49,296	58,866	52,269	55,766
Preventive Maint. Contracts	23,264	25,525	23,420	25,925
Contracted Cleaning Service	10,611	10,729	10,386	10,800
Contract Labor	0	0	0	0
Building Supplies/Equipment	8,193	8,000	8,508	8,000
Kitchen Supplies				2,300
Repairs & Maintenance	15,494	18,000	17,953	18,000
Property/Liability Insurance	40,248	45,225	38,213	39,425
Excess Fundraising Held in Activity Fund	5,866		9,574	
Capital Outlay-Endowment	29,854	30,155	30,155	30,803
OFFICE/GENERAL ADMIN				
Copier Lease (Loan/Maint.)	12,814	10,000	10,629	10,600
Copier Paper/Supplies	2,300	2,800	2,900	3,000
Postage	3,243	3,500	2,542	3,500
Telephone/Maintenance	2,466	2,500	3,001	3,700
General Office Supplies & Expenses	2,018	1,750	2,401	2,000
Bank & Service Charges	3,854	3,650	4,374	3,650
Computer Expenses	3,900	5,000	5,505	7,480
Professional Financial Audit				7,500
OTHER COMMITTEES				
Annual Appeal	800	800	0	300
K/O Conference Delegates	725	770	262	0
History Committee				0
Endowment Committee				0
PERSONNEL EXPENSES				
FSA Service Charges	1,050	600	132	300
Workers Compensation	4,241	4,000	5,191	4,600
Misc. Personnel Expenses	-440		879	0
Personnel Comp Enhancements	0			0
DEBT SERVICE PAYMENTS				
Debt Interest Payments	0	0	0	0
Debt Principal Payment-Intrust	47,700	36,000	36,000	36,000
Total Stewardship	448,965	452,268	451,946	474,507

	2016 Actual	2017 Proposed MSP	2017 Actual	2018 Proposed MSP
Pastoral Ministry				
SENIOR PASTOR				
Base Salary	52,650	52,650	50,456	52,650
Housing Allowance	39,000	39,000	39,000	39,000
14% Retirement	12,831	12,831	12,831	12,831
1.5% Life Insurance	1,375	1,375	1,375	1,375
Life Insurance/UCC Conference	474	474	474	934
FICA Reimbursement	7,011	7,011	6,843	7,011
Family Health & Dental Insurance	20,112	21,876	21,837	23,298
Auto Reimbursement	0	1,200	0	1,200
Professional Expenses	1,876	1,500	2,128	1,500
ASSOCIATE PASTOR				
Base Salary	40,000	40,000	47,500	40,000
Housing Allowance	20,000	20,000	20,000	20,000
14 % Retirement Pension	8,400	8,400	9,450	8,400
1.5% Life Insurance	900	900	1,013	900
FICA Reimbursement	4,590	4,590	5,164	4,590
Family Health & Dental Insurance	12,063	13,101	13,062	13,911
Auto Reimbursement	343	400	400	400
Professional Expenses	1,591	1,500	1,563	1,500
Hospital Visitor Wages	2,400	0	0	0
Hospital Visitor Employer FICA	184	0	0	0
Other Clergy	450	500	700	500
Total Pastoral Ministry	226,250	227,308	233,795	230,000
TOTAL EXPENDITURES	959,581	981,798	950,827	989,224

*This is a decrease in funding for Justice Matters from 2017 to 2018 of \$1000.

PLYMOUTH'S LONG RANGE FINANCIAL PLAN

Council Recommended January 23, 2018

Plymouth Church Debt Service on Intrust Bank Note							
Tracking 2017/2018 thru 2021 Planned							
Year	2017		PLAN TO BE APPROVED AT ANNUAL MEETING				
	2017 Planned	2017 Actual	2018	2019	2020	2021	
Sources							
Fundraisers/raised & pd as principal payment	0	0	0	0	0	0	
Donations/Gifts (Yellow/Blue envelopes): Actual		1,026					
Additional Principal Payment Gifts		25,000					
Additional Principal Payment - 2017 MSP Surplus			13,737				
Interest Earned-Intrust Sweep		118					
Prior Year Debt Service Fund		28	0	0			
Pledged in 2016; pd 2017		-3,000					
MSP--Principal/Intrust	36,000	36,000	36,000	36,000	36,000	36,000	
MSP--Interest	0	0	0	0	0	0	
MSP--Other			0	0	0	0	
Total	36,000	59,172	49,737	36,000	36,000	36,000	
Expenditures/Activity Funds:							
Debt Service							
Intrust Principal--Required	36,000	36,000	36,000	36,000	4,093	0	
Intrust Principal--Additional	0	26,144	13,737	0	0	0	
Intrust Principal--Fundraisers	0	0	0	0	0	0	
Intrust Principal--Prior Yr Debt Service Fund	0	-2,972	0	0	0	0	
Intrust Interest	0	0	0	0	0	0	
Building Maintenance			0	0	18,170	36,000	
Debt Service Fund		0					
Total	36,000	59,172	49,737	36,000	22,263	36,000	
Debt Balance as of 12-31	113,000	89,830	40,093	4,093	0	0	

**UNITED CHURCH
OF CHRIST**



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“Jesus answered them, ‘Have faith in God!’” – Mark 11:22