



We are a servant church where we experience God's grace, live like Jesus, and participate in God's grace with our neighbors.

Leadership Board Meeting - Jul 23, 2025 6:00 PM

Agenda

6:00 PM - Opening and Spiritual Formation - Maynard

6:10 PM - Consent Items

- Consent - Leadership Board Minutes from Jun 25, 2025
- Consent - Current Metrics
- Consent - Mission and 2024 to 2028 Outcomes
- Consent - Leadership Board Rolling 12-Month Calendar
- Consent - 2025 Leadership Board
- Consent - 2025 Nominations and Lay Leadership Team
- Consent - Treasurer's Report
- Consent - Financial Statements, Fund Balance, and Congregational Giving Profile
- Consent - Lead Pastor Report
- Consent - HVAC Team Update
- Consent - Tomorrow First Capital Campaign

6:20 PM - Insurance Policy Recommendation (Action)

- Recommendation Details
- Policy Updates Required for Full Coverage
- Financial Analysis
- Suggested Motions

6:35 PM - McPherson Community Foundation Distribution (Action)

6:50 PM - CDBG Grant Application Partnership (Action)

7:05 PM - 2026 Staffing Impact Update (Discussion)

7:15 PM - 160th Birthday Vision Process (Discussion)

7:25 PM - Next Meeting Reminder

- Aug 27, 2025 6:00 PM - Monthly Leadership Board Meeting
- Spiritual Formation: Phil Durr

Closing Prayer



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Leadership Board Meeting - Jul 23, 2025 6:00 PM

6:00 PM - Opening and Spiritual Formation - Maynard

McPherson First UMC Leadership Board Covenant - We commit to do the following to uphold our mission and vision:

- | | |
|---|--------------------------------------|
| 1. We debate openly, then stand together. | 7. We accept feedback. |
| 2. We show up. | 8. We solve problems openly. |
| 3. We plan for the future. | 9. We support our staff. |
| 4. We do our homework. | 10. We keep private matters private. |
| 5. We set an example. | 11. We share decisions clearly. |
| 6. We support each other. | 12. We honor our church. |
| | 13. We pray together |

6:10 PM - Consent Items

Suggested motion:

I move to approve the consent agenda items as presented.

Consent - Leadership Board Minutes from Jun 25, 2025

Present at the meeting are Pastor Andrew, Amanda Faber, Manelia Stephenson, Clarene Smyres, Maynard Lewis, Sandy Hunter, Phil Durr, Enrique Barreiro, Terry Hardman, Amy Eisenbarth, Judy Sawyer, Shawna Shafer, and guest Scott Reimer.

Enrique called the meeting to open at 1801. Manelia offered a spiritual formation based on Genesis 1:27 discussing how we are all created in God's image. She also offered a lovely quote from Mr. Rogers focusing on our uniqueness and need to be loved. She also offered the scripture from Matthew where we are told to love God and love neighbor, and another quote from Mr. Rogers posing that perhaps loving neighbor IS loving God.

(Enrique shared his experience at the World Cup when he was given the opportunity to be a neighbor to two other players from opposing teams in Thailand at this time- this secretary is choosing not to include further details



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Packet and Consent Items

Terry moved that the consent items be accepted as presented, Phil seconds. Manelia asked for clarification on some terminology in Sandy's report and this was clarified for her. Other discussion revolved around clarifying other small items in the consent. Motion passes by voice vote.

Unofficial discussion was had regarding the HVAC

Pastoral Transition - Welcoming Pastor Chantel Makarawa

Plans are in place for a potluck meal on July 9th to welcome Pastor Chantel, LB is strongly encouraged to attend.

Pastor Chantel's first service with McPherson First will be 6/29 at the first service.

Non-voting members were excused at this time, regular meeting closed at 1833.

********At this time, LB went into Executive Session********



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Leadership Board Meeting - Jul 23, 2025 6:00 PM

Consent - Current Metrics

	Current Year Average	Prior Year Average	% Change
Prayers			
Presence			
8:30 AM In-Person Worship Attendance	64	73	-11.8%
10:15 AM In-Person Worship Attendance	105	98	6.9%
Total In-Person Worship Attendance	165	171	-3.2%
8:30 AM Online Worship Attendance	9	15	-37.4%
10:15 AM Online Attendance	3	11	-72.4%
Total Online Worship Attendance	13	26	-48.8%
Wednesday Kids and Leaders	#N/A	#N/A	#N/A
Sunday Kids and Leaders	11	#N/A	#N/A
Wednesday MS Youth and Leaders	#N/A	#N/A	#N/A
Wednesday HS Youth and Leaders	#N/A	#N/A	#N/A
Gifts			
Weekly Giving to Ministry Funding Plan	\$ 10,659.00	\$ 8,392.30	27.0%
First Time Givers	1	#N/A	#N/A
Recurring Online Givers	16	#N/A	#N/A
Service			
Weekly Food Cupboard Usage	14	13	8.8%
Weekly Servant Outreach Fund Usage	\$ 278.96	\$ 610.92	-54.3%
Witness			
New Website Users	69	#N/A	#N/A
First Time Guests in Worship at 8:30 AM	1	#N/A	#N/A
First Time Guests in Worship at 10:15 AM	2	#N/A	#N/A
Total First Time Guests in Worship	2	#N/A	#N/A



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Leadership Board Meeting - Jul 23, 2025 6:00 PM

Consent - Mission and 2024 to 2028 Outcomes

Our Mission: To make disciples of Jesus Christ for the transformation of the world

Our Vision: We are a servant church where we:

- Experience God's Grace
- Live Like Jesus
- Participate in God's Grace with our neighbors

2024-2028 Discipleship Outcomes:

- Apostles' Teaching: We grow in faith together through intergenerational discipleship.
- Fellowship: We build strong relationships by gathering, breaking bread, and sharing stories
- Worship & Sacraments: We experience God's grace in worship and are empowered to live like Jesus
- Prayer: We share our prayer needs freely and pray boldly together
- Generosity & Justice: We participate in God's grace with neighbors to create positive change

2024-2028 Missional Outcomes:

- A church where people are actively involved in addressing poverty
- A church where people actively give care to parents/caregivers of children and youth

2025 Strategic Initiatives:

1. **Welcome & Discipleship Pathway** → 85 discipleship participants, 40 in mixed-age groups, 12 new leaders
2. **Generosity Development** → 10 new givers, 95 commitments, 5 legacy gifts
3. **Young Family Ministry** → 15 new families, 12 in family support ministry



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Leadership Board Meeting - Jul 23, 2025 6:00 PM

Consent - Leadership Board Rolling 12-Month Calendar

Items marked with an asterisk are for current year only *

- **August 2025**
 - Aug 1, 2025 - HVAC Final Owner Review
 - Aug 27, 2025 6:00 PM - Monthly Leadership Board Meeting
 - Spiritual Formation: Phil Durr
 - Review staff evaluations (completed by Lead Pastor)
 - Plan Strategic Ministry Retreat
 - Final preparations for capital campaign *
- **September 2025**
 - Sep 6, 2025 9:00 AM - Strategic Planning Retreat
 - Sep 7, 2025 11:30 AM - Strategic Planning Retreat
 - Sep 24, 2025 6:00 PM - Monthly Leadership Board Meeting
 - Spiritual Formation: Shawna Shafer
 - Begin next year's ministry fund planning process
 - Hold Strategic Ministry Planning Retreat
 - Complete Church Conference forms
 - Launch Building for Tomorrow capital campaign (Sep 14) *
 - Begin work on Jan-June 2026 bridge budget *
 - Plan clergy/staff appreciation (Pastor Appreciation in October)
- **October 2025**
 - Oct 5, 2025 11:30 AM - All Church Potluck and "State of the Church"
 - Oct 22, 2025 6:00 PM - Monthly Leadership Board Meeting
 - Spiritual Formation: Terry Hardman
 - Submit appointment recommendations
 - Review clergy compensation
 - Celebrate capital campaign Commitment Sunday (Oct 12) *
 - Continue developing bridge budget plan *
- **November 2025**
 - Nov 19, 2025 6:00 PM - Monthly Leadership Board Meeting
 - Spiritual Formation: Amanda Faber
 - Finalize bridge budget (Jan-June 2026) *
 - Meet with incoming board members



We are a servant church where we experience God's grace, live like Jesus, and participate in God's grace with our neighbors.

Leadership Board Meeting - Jul 23, 2025 6:00 PM

- Begin framework for July 2026-June 2027 ministry plan
- **December 2025:**
 - Dec 1, 2025 - HVAC Project Approval Deadline
 - Dec 8, 2025 - HVAC Design Completion
 - Dec 17, 2025 6:00 PM - Monthly Leadership Board Meeting
 - Spiritual Formation: Amy Eisenbarth
 - Dec 24, 2025 - Candlelight Christmas Eve on Wednesday
 - Complete capital campaign *
 - Host year-end "State of the Church" gathering
 - Celebrate annual accomplishments
 - Finalize Jan-June 2026 bridge budget based on giving projections *
 - Begin planning January / February 2026 stewardship campaign
- **January 2026**
 - Jan 28, 2026 6:00 PM - Monthly Leadership Board Meeting
 - Spiritual Formation: TBD
 - Board orientation with new members
 - Leadership elections
 - Implement staff transitions
 - Begin new bridge budget *
 - Launch stewardship campaign for 2026-27
- **February 2026**
 - Feb 18, 2026 - Ash Wednesday
 - Feb 25, 2026 6:00 PM - Monthly Leadership Board Meeting
 - Spiritual Formation: TBD
 - Review year-end 2025 statistics and finances
 - Update July 2026-June 2027 projections
 - Set ministry goals for new fiscal and ministry year
 - Continue stewardship campaign
 - HVAC Construction begins (tentative) *
- **March 2026**
 - Mar 25, 2026 6:00 PM - Monthly Leadership Board Meeting
 - Spiritual Formation: TBD
 - Approve first July-June ministry plan (2026-2027)
 - Host "State of the Church" town hall
 - Stewardship campaign completed



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Leadership Board Meeting - Jul 23, 2025 6:00 PM

- Begin planning for first full ministry year under new model *
- Prepare for pastoral assessments
- **April 2026**
 - Apr 5, 2026 - Easter Sunday
 - Apr 22, 2026 6:00 PM - Monthly Leadership Board Meeting
 - Spiritual Formation: TBD
 - Conduct pastoral assessments
- **May 2026**
 - May 27, 2026 6:00 PM - Monthly Leadership Board Meeting
 - Spiritual Formation: TBD
 - Review job descriptions and employee manual (if needed)
 - Review building usage policies (if needed)
- **June 2026**
 - Jun 24, 2026 6:00 PM - Monthly Leadership Board Meeting
 - Spiritual Formation: TBD
 - Evaluate progress on annual goals and strategic initiatives
 - Identify any needed shifts in ministry approach
 - Receive Annual Conference report
- **July 2026**
 - Jul 1, 2026 - Launch of first full ministry year under new July-June budget cycle
 - July 2026 - HVAC Project Completion
 - Jul 22, 2026 6:00 PM - Monthly Leadership Board Meeting
 - Spiritual Formation: TBD
 - Review fall ministry programming



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Leadership Board Meeting - Jul 23, 2025 6:00 PM

Consent - 2025 Leadership Board¹

Position	Name	Start	Finish	Voting?
Chair	Enrique Barreiro	Jan 1, 2023	Dec 31, 2025	Yes
Member	Manelia Stephenson	Jan 1, 2023	Dec 31, 2025	Yes
Secretary	Shawna Shafer	Jan 1, 2023	Dec 31, 2025	Yes
Member	Maynard Lewis	Jan 1, 2024	Dec 31, 2026	Yes
Member and Check Signer	Phil Durr	Jan 1, 2023	Dec 31, 2026	Yes
Vice Chair	Terry Hardman	Jan 1, 2024	Dec 31, 2026	Yes
Member	Clarene Smyres	Jan 1, 2023	Dec 31, 2027	Yes
Member	Dean Brown	Jan 1, 2025	Dec 31, 2027	Yes
Member	Amanda Faber	Jan 1, 2025	Dec 31, 2027	Yes
Lay Leader and Lay Member to AC	Judy Sawyer	Jan 1, 2024	Dec 31, 2027	No
Lay Member to AC	Amy Eisenbarth	Jan 1, 2025	Dec 31, 2028	No
Lead Pastor	Andrew Conard	Jul 1, 2024	–	No
Associate Pastor	Chantel Makarawa	Jul 1, 2025	–	No

¹ Church Council, ¶252



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Leadership Board Meeting - Jul 23, 2025 6:00 PM

Position	Name	Start	Finish	Voting?
Treasurer and Check Signer	Sandy Hunter	Jan 1, 2023	Dec 31, 2025	No
Treasurer and Check Signer	Karen Snyder	Jan 1, 2026	Dec 31, 2029	No

Consent - 2025 Nominations and Lay Leadership Team²

Position	Name	Start	Finish
Member	Anita Jost		Dec 31, 2025
Member	Jay Warner		Dec 31, 2025
Member			Dec 31, 2026
Member			Dec 31, 2026
Member	Cindy Baldwin	Jan 1, 2025	Dec 31, 2027
Member	Marlena Regier	Jun 1, 2025	Dec 31, 2027
Lay Leader	Judy Sawyer	Jan 1, 2024	Dec 31, 2027
Lead Pastor, Chair	Andrew Conard	Jul 1, 2024	—
Associate Pastor	Chantel Makarawa	Jul 1, 2025	—

² ¶258.1



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Leadership Board Meeting - Jul 23, 2025 6:00 PM

Consent - Treasurer's Report

July 13, 2025, based on June 30, 2025 Financial Reports

Transition to New Accounting Service

In June, the church caught up on May payments that were missed in the accounting transition (Mission Share, Mission Share Agency Support, STEPNC, and pension contributions for 3 staff) as well as made the planned June payments.

Operating Results Through May 31, 2025

Giving (pledges, nonpledge, Sunday School, and Loose Offering) so far this year is \$46,748 higher than budgeted. Actual revenue is \$367,018, compared to budgeted revenue of \$371,663.

Actual expenses YTD are \$375,312 (excluding depreciation and Designated Missions Ministry) compared to budgeted expenses of \$366,369.

The Congregational Giving Profile shows our expenses so far this year have been \$8,294 higher than our total income. The main cause of this gap is that we have been using less than the approved amount of investment funds to support ministry thanks to strong cash flow. Of the \$230,000 approved, the church has used just \$69,996 or 30% of the approved investment withdrawals.

Memorial Gift

The church received \$27,500 from Danny O'Dell's estate. The plan is to add this gift to the capital campaign fund.

Submitted by Sandy Hunter, Treasurer

Consent - Financial Statements, Fund Balance, and Congregational Giving Profile



McPherson First UMC

Monthly Financial Reports

June 2025

Prepared by: Tiffany Clements
Belay Solutions

McPherson First United Methodist Church

Balance Sheet Prev Year Comparison

As of June 30, 2025

	TOTAL	
	AS OF JUN 30, 2025	AS OF JUN 30, 2024 (PY)
ASSETS		
Current Assets	\$141,794.48	\$70,548.61
Fixed Assets		
Accumulated Depreciation	-1,940,944.06	-1,850,248.06
Property and Equipment	3,913,602.88	3,913,602.88
Total Fixed Assets	\$1,972,658.82	\$2,063,354.82
Other Assets		
18600 Other Assets	0.00	0.00
Investments	1,177,496.29	1,504,650.06
Total Other Assets	\$1,177,496.29	\$1,504,650.06
TOTAL ASSETS	\$3,291,949.59	\$3,638,553.49
LIABILITIES AND EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
20000 Accounts Payable	-538.00	-538.00
Total Accounts Payable	\$ -538.00	\$ -538.00
Credit Cards		
Bill Spend & Expense	208.50	
Total Credit Cards	\$208.50	\$0.00
Other Current Liabilities	\$ -2,122.19	\$129.03
Total Current Liabilities	\$ -2,451.69	\$ -408.97
Long-Term Liabilities	\$0.00	\$283,466.01
Total Liabilities	\$ -2,451.69	\$283,057.04
Equity		
30000 Opening Balance Equity	0.00	0.00
32000 Retained Earnings	15,424.66	57,720.22
Temporarily restricted	1,635,345.63	1,635,345.63
Unrestricted	1,757,823.50	1,757,823.50
Net Income	-114,192.51	-95,392.90
Total Equity	\$3,294,401.28	\$3,355,496.45
TOTAL LIABILITIES AND EQUITY	\$3,291,949.59	\$3,638,553.49

McPherson First United Methodist Church

Budget vs. Actuals

January - December 2025

	TOTAL			
	ACTUAL	BUDGET	REMAINING	% OF BUDGET
Income				
OTHER SUPPORT	88,867.79	276.00	-88,591.79	32,198.47 %
SUPPORT AND REVENUE	297,020.83	500,546.00	203,525.17	59.34 %
Total Income	\$385,888.62	\$500,822.00	\$114,933.38	77.05 %
GROSS PROFIT	\$385,888.62	\$500,822.00	\$114,933.38	77.05 %
Expenses				
Adults & Family Ministry	4,722.03	8,950.00	4,227.97	52.76 %
CHILDREN'S MINISTRY	17,635.58	37,650.00	20,014.42	46.84 %
CONGREGATIONAL LEADERSHIP	95,037.82	191,350.00	96,312.18	49.67 %
DESIGNATED MISSIONS MINISTRY	78,205.67		-78,205.67	
FACILITIES MAINTENANCE	159,241.23	219,300.00	60,058.77	72.61 %
MISSIONS MINISTRY	42,350.82	73,322.00	30,971.18	57.76 %
OFFICE & SUPPORT MINISTRY	45,988.83	81,300.00	35,311.17	56.57 %
Uncategorized Expense	-46.67		46.67	
WORSHIP MINISTRY	29,936.31	54,150.00	24,213.69	55.28 %
YOUTH MINISTRY	33,618.63	64,800.00	31,181.37	51.88 %
Total Expenses	\$506,690.25	\$730,822.00	\$224,131.75	69.33 %
NET OPERATING INCOME	\$ -120,801.63	\$ -230,000.00	\$ -109,198.37	52.52 %
Other Expenses				
9210 Special Services	875.00		-875.00	
Total Other Expenses	\$875.00	\$0.00	\$ -875.00	0.00%
NET OTHER INCOME	\$ -875.00	\$0.00	\$875.00	0.00%
NET INCOME	\$ -121,676.63	\$ -230,000.00	\$ -108,323.37	52.90 %

McPherson First United Methodist Church

Custom Statement of Revenue & Expenses Current Month and YTD

June 2025

	TOTAL	
	JUN 2025	JAN - JUN, 2025 (YTD)
Income		
OTHER SUPPORT		
3250 Other Revenue	1,050.00	1,164.72
3300 Designated Giving		13,228.25
3320 Capital Campaign Giving		4,718.97
3400 Investment earnings		
3410 Investment earnings	1,729.95	12,598.98
3420 Unrealized gains/losses	37,120.49	57,156.87
Total 3400 Investment earnings	38,850.44	69,755.85
Total OTHER SUPPORT	39,900.44	88,867.79
SUPPORT AND REVENUE		
3210 Giving	5,811.71	199,318.42
3220 Non-Pledges	30,839.59	95,660.46
3230 Sunday School	160.72	853.65
3240 Loose Offering	56.00	1,188.30
Total SUPPORT AND REVENUE	36,868.02	297,020.83
Total Income	\$76,768.46	\$385,888.62
GROSS PROFIT	\$76,768.46	\$385,888.62
Expenses		
66000 Payroll Expenses		0.00
Adults & Family Ministry		
4220 Adult Discipleship	123.97	2,568.06
4225 Family Ministry	891.87	891.87
4230 Intergenerational Discipleship	46.83	139.39
4240 Nursery Ministry		1,017.71
4250 Safe Gatherings Certification		105.00
Total Adults & Family Ministry	1,062.67	4,722.03
CHILDREN'S MINISTRY		
4010 Children's Discipleship		1,289.96
4025 Vacation Bible School	883.56	2,879.57
4060 Children's Music Stipend		500.00
Children's Ministry Salaries		
4005 Coordinator Salary	1,788.46	11,624.99
4040 Cell Phone Reimbursement	46.14	299.91
4075 Payroll Taxes	151.52	1,041.15
Total Children's Ministry Salaries	1,986.12	12,966.05
Total CHILDREN'S MINISTRY	2,869.68	17,635.58
CONGREGATIONAL LEADERSHIP		
6450 Parsonage Repairs/MaintContract	511.25	1,437.30
6460 Staff/Leadership Development & Bonus	182.00	647.08
Associate Pastor		
6400 Salary	5,183.84	33,695.35

McPherson First United Methodist Church

Custom Statement of Revenue & Expenses Current Month and YTD

June 2025

	TOTAL	
	JUN 2025	JAN - JUN, 2025 (YTD)
6410 Pastor Pension	1,375.65	3,209.85
6415 Associate Pastor Accountable Re	401.13	1,275.69
6425 Housing Allowance	738.46	4,799.99
Total Associate Pastor	7,699.08	42,980.88
Lead Pastor		
6300 Salary	6,684.62	44,028.03
6310 Pastor Pension	1,554.26	4,218.67
6315 Lead Pastor Accountable Reimbur	229.57	1,576.41
Total Lead Pastor	8,468.45	49,823.11
Total CONGREGATIONAL LEADERSHIP	16,860.78	94,888.37
DESIGNATED MISSIONS MINISTRY		
8110 Capital Campaign	29,248.08	65,151.11
8130 Children's Ministries	-285.00	170.00
8140 Facilities Maintenance		738.26
8160 Food Cupboard		81.28
8192 Memorials	-1,325.00	-1,710.00
8240 Other Ministries	108.36	7,172.24
8280 Scholarships		
8283 Camping	2,416.21	-613.79
Total 8280 Scholarships	2,416.21	-613.79
8300 Special Offerings/Great Plains	-2,418.00	1,439.59
8380 Servant Outreach	-1,278.72	2,854.89
8420 Youth	-412.00	2,834.32
Total DESIGNATED MISSIONS MINISTRY	26,053.93	78,117.90
FACILITIES MAINTENANCE		
7201 Insurance	5,886.81	39,844.13
7500 Depreciation	7,558.00	45,348.00
Church Property		
7405 Maintenance Contracts	1,350.00	11,152.32
7410 Vehicle Maintenance		1,095.43
Total Church Property	1,350.00	12,247.75
Facilities Maintenance Salaries		
7480 Custodian Salary	3,461.54	22,500.01
7492 Cell Phone reimbursement	46.14	299.91
7495 Payroll Taxes	264.82	1,844.85
Total Facilities Maintenance Salaries	3,772.50	24,644.77
Maintenance & Supplies		
7301 Supplies and Miscellaneous		2,282.87
7307 Repairs & Maintenance	90.72	2,098.93
7308 Lawn Care & Snow Removal		5,602.16
Total Maintenance & Supplies	90.72	9,983.96
Utilities		

McPherson First United Methodist Church

Custom Statement of Revenue & Expenses Current Month and YTD

June 2025

	TOTAL	
	JUN 2025	JAN - JUN, 2025 (YTD)
7101 Electric	2,617.62	13,176.73
7102 Water	316.35	1,289.00
7103 Sewer	365.70	1,846.31
7104 Refuse	78.90	492.97
7105 Gas	196.97	10,352.64
Total Utilities	3,575.54	27,157.65
Total FACILITIES MAINTENANCE	22,233.57	159,226.26
MISSIONS MINISTRY		
5110 Fuel for Vehicles	148.73	479.70
5120 STEPNC	2,416.66	6,749.98
5140 Mission Share	8,776.00	26,328.00
5150 Mission Agency Support	877.66	2,632.98
Total MISSIONS MINISTRY	12,219.05	36,190.66
OFFICE & SUPPORT MINISTRY		
6105 Office Operations	2,016.92	13,873.79
6115 Banking/on-line giving fees	115.51	210.02
6155 Community Engagement		50.00
6165 Bookkeeping	1,132.56	12,330.56
Staff Support Salaries		
6185 Church Secretary Salary	2,431.33	17,007.45
6195 Payroll Taxes	227.18	1,445.24
Total Staff Support Salaries	2,658.51	18,452.69
Total OFFICE & SUPPORT MINISTRY	5,923.50	44,917.06
Uncategorized Expense		-46.67
WORSHIP MINISTRY		
5505 Worship Resources	689.52	2,372.69
5510 Worship Technology & Licensing	59.00	2,194.34
5511 Hospitality	645.17	3,698.59
Worship Salaries		
5574 Worhp Design Stipend	192.30	1,249.95
5575 Director of Music	2,557.70	11,000.05
5580 Organists	846.16	5,499.98
5585 Technology Specialist	538.46	3,499.99
5595 Payroll Taxes	64.72	420.72
Total Worship Salaries	4,199.34	21,670.69
Total WORSHIP MINISTRY	5,593.03	29,936.31
YOUTH MINISTRY		
4120 Youth Discipleship	102.55	5,592.13
4160 Confirmation	251.30	1,446.98
Youth Ministry Salaries		
4165 Youth Pastor Salary	3,684.62	23,950.03
4166 Youth Pastor Pension		497.43

McPherson First United Methodist Church

Custom Statement of Revenue & Expenses Current Month and YTD

June 2025

	TOTAL	
	JUN 2025	JAN - JUN, 2025 (YTD)
4169 Cell Phone Reimbursement	46.14	299.91
4190 Payroll taxes	281.86	1,832.15
Total Youth Ministry Salaries	4,012.62	26,579.52
Total YOUTH MINISTRY	4,366.47	33,618.63
Total Expenses	\$97,182.68	\$499,206.13
NET OPERATING INCOME	\$ -20,414.22	\$ -113,317.51
Other Expenses		
9210 Special Services	875.00	875.00
Total Other Expenses	\$875.00	\$875.00
NET OTHER INCOME	\$ -875.00	\$ -875.00
NET INCOME	\$ -21,289.22	\$ -114,192.51

McPherson First UMC - Congregational Giving Profile

For Period Ending June 2025



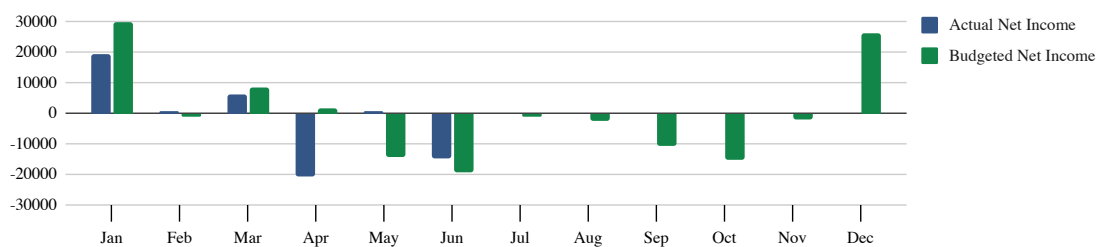
YTD Financial Update for June 2025

	<u>Actual</u>	<u>Budget</u>	<u>Difference</u>
Total Income	\$367,018	\$371,663	(\$4,645)
Less: Expenses	<u>\$375,312</u>	<u>\$366,369</u>	<u>\$8,944</u>
Net	(\$8,294)	\$5,294	(\$13,589)

Budget for 2025

Contributions	\$500,546
Other Income	\$230,276
Less: Expenses	<u>\$730,822</u>
Net	\$0

Budget vs Actual by Month



Monthly Congregational Contributions

Month	Expected Percentage	Actual	Expected Amount	Difference
Jan	14.52%	\$ 74,305	\$ 72,670	\$ 1,635
Feb	7.28%	\$ 49,430	\$ 36,421	\$ 13,009
Mar	10.06%	\$ 53,265	\$ 50,333	\$ 2,932
Apr	7.55%	\$ 44,007	\$ 37,815	\$ 6,192
May	6.39%	\$ 39,147	\$ 32,003	\$ 7,144
Jun	5.45%	\$ 36,868	\$ 27,281	\$ 9,587
Jul	7.72%	\$ -	\$ 38,664	\$ (38,664)
Aug	7.03%	\$ -	\$ 35,212	\$ (35,212)
Sep	5.91%	\$ -	\$ 29,563	\$ (29,563)
Oct	6.12%	\$ -	\$ 30,617	\$ (30,617)
Nov	8.83%	\$ -	\$ 44,176	\$ (44,176)
Dec	13.14%	\$ -	\$ 65,789	\$ (65,789)
Total	100.00%	\$ 297,022	\$ 500,546	\$ (203,524)

Monthly Expenses

Month	Expected Percentage	Actual	Expected Amount	Difference
Jan	8.50%	\$ 66,710	\$ 62,110	\$ 4,600
Feb	7.79%	\$ 60,289	\$ 56,918	\$ 3,371
Mar	8.34%	\$ 58,726	\$ 60,929	\$ (2,203)
Apr	7.57%	\$ 76,502	\$ 55,291	\$ 21,212
May	8.96%	\$ 49,955	\$ 65,493	\$ (15,538)
Jun	8.98%	\$ 63,130	\$ 65,627	\$ (2,497)
Jul	8.06%	\$ -	\$ 58,882	\$ (58,882)
Aug	7.76%	\$ -	\$ 56,711	\$ (56,711)
Sep	8.16%	\$ -	\$ 59,625	\$ (59,625)
Oct	8.93%	\$ -	\$ 65,255	\$ (65,255)
Nov	8.94%	\$ -	\$ 65,305	\$ (65,305)
Dec	8.03%	\$ -	\$ 58,676	\$ (58,676)
Total	100.00%	\$ 375,312	\$ 730,822	\$ (355,510)

Monthly Other Income

Month	Actual Net Before	Actual Other	Actual Net
Jan	\$ 7,595	\$ 11,666	\$ 19,261
Feb	\$ (10,859)	\$ 11,666	\$ 807
Mar	\$ (5,461)	\$ 11,666	\$ 6,205
Apr	\$ (32,495)	\$ 11,666	\$ (20,829)
May	\$ (10,808)	\$ 11,666	\$ 858
Jun	\$ (26,262)	\$ 11,666	\$ (14,596)
Jul	\$ -	\$ -	\$ -
Aug	\$ -	\$ -	\$ -
Sep	\$ -	\$ -	\$ -
Oct	\$ -	\$ -	\$ -
Nov	\$ -	\$ -	\$ -
Dec	\$ -	\$ -	\$ -
Total	\$ -	\$ 69,996	\$ (8,294)

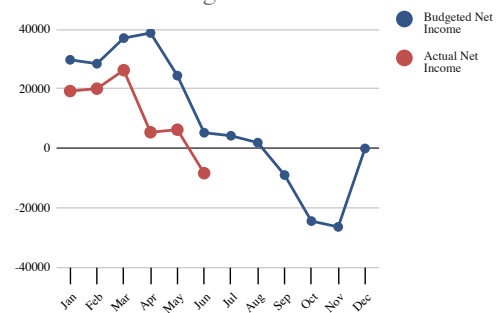
Cumulative (All) Income

Month	Actual	Budgeted	Difference
Jan	\$ 85,971	\$ 91,860	\$ (5,889)
Feb	\$ 147,067	\$ 147,471	\$ (404)
Mar	\$ 211,998	\$ 216,994	\$ (4,996)
Apr	\$ 267,671	\$ 273,999	\$ (6,328)
May	\$ 318,484	\$ 325,192	\$ (6,708)
Jun	\$ 367,018	\$ 371,663	\$ (4,645)
Jul	\$ 429,516	\$ (429,516)	\$ (429,516)
Aug	\$ 483,918	\$ (483,918)	\$ (483,918)
Sep	\$ 532,670	\$ (532,670)	\$ (532,670)
Oct	\$ 582,477	\$ (582,477)	\$ (582,477)
Nov	\$ 645,843	\$ (645,843)	\$ (645,843)
Dec	\$ 730,822	\$ (730,822)	\$ (730,822)

Cumulative Expenses

Month	Actual	Budgeted	Difference
Jan	\$ 66,710	\$ 62,110	\$ 4,600
Feb	\$ 126,999	\$ 119,028	\$ 7,971
Mar	\$ 185,725	\$ 179,958	\$ 5,767
Apr	\$ 262,227	\$ 235,248	\$ 26,979
May	\$ 312,182	\$ 300,742	\$ 11,441
Jun	\$ 375,312	\$ 366,369	\$ 8,944
Jul	\$ 425,250	\$ (425,250)	\$ (425,250)
Aug	\$ 481,961	\$ (481,961)	\$ (481,961)
Sep	\$ 541,585	\$ (541,585)	\$ (541,585)
Oct	\$ 606,841	\$ (606,841)	\$ (606,841)
Nov	\$ 672,146	\$ (672,146)	\$ (672,146)
Dec	\$ 730,822	\$ (730,822)	\$ (730,822)

Cumulative Net Income Budget vs Actual



McPherson First UMC
Fund Balance Report
Period Ending June 30, 2025

FUND TYPE	FUND NAME	ENDING BALANCE	PURPOSE
Designated	Capital Campaign HVAC	\$20,562.61	Capital Campaign
Designated	Children's Ministries	\$1,700.00	Children's Ministries
Designated	Facilities Maintenance	-\$89.26	Facilities Maintenance
Designated	Great Plains Advance Specials	\$3,102.41	Gifts for Great Plains Special Offerings - writing check to send money for Special Sundays
Designated	Great Plains Matching Property Grant	-\$4,600.00	Grant from Great Plains Conference
Designated	Intergenerational Ministries	\$967.33	Grant from Kansas Methodist Foundation
Designated	Middle School Supplies	\$1,575.93	Middle School Supplies
Designated	Mission Trip - Zimbabwe	\$1,285.00	Africa University Scholarship
Designated	Scholarship - Camping	\$3,962.68	Scholarship - Camping
Designated	Scholarship - Senior	\$2,000.00	Scholarship - Senior
Designated	Servant Outreach	\$5,568.62	Servant Outreach
Designated	Trustees Maintenance	\$999.99	Trustees & Bus Maintenance
Designated	UM Healthy Congregation	\$2,395.46	Healthy Congregation Grant
Designated	Youth	\$7,840.74	Youth
Designated	Youth Mission	\$900.00	Youth Mission
Designated	Memorials	\$61,441.40	Memorials - includes Danny O'Dell Memorial
Designated	Other/Interest	\$1,100.83	Other/Interest
Total Designated Fund		\$110,713.74	
Unrestricted Investments	UMC Scholarship	\$36,801.31	Scholarship for College Students
Unrestricted Investments	Maintenance Fund	\$18,284.84	Facilities/Maintenance
Unrestricted Investments	Cassler #2	\$49,410.47	Missions
Restricted Investments	Cassler #2 (Foreign Missions Principal)	\$20,000.00	Principal
Restricted Investments	Kinsinger Estate Fund	\$143,884.43	Mission & Ministry
Restricted Investments	Oberst Fund	\$896,746.73	Missions
Restricted Investments	Cassler #3 (Foreign Scholarships)	\$2,368.51	Foreign Theological Student - Africa University Usawhira Program
Endowment	Cassler #3 (Principal)	\$10,000.00	Principal
Total Investments Fund		\$1,177,496.29	
TOTAL ALL FUNDS		\$1,288,210.03	

First United Methodist Church
Giving Trends
Pledged, Non-Pledged, SS, & Loose Giving

2025					
YTD BY	TOTAL	YTD	OVER/(UNDER)	PRIOR YEAR	OVER/(UNDER)
MONTH	GIVING YTD	BUDGET	BUDGET	ACTUAL	PRIOR YEAR
January	\$74,305	\$41,712	\$32,593	\$54,632	\$19,673
February	\$123,735	\$83,424	\$40,311	\$86,797	\$36,938
March	\$176,999	\$125,137	\$51,862	\$142,775	\$34,224
April	\$221,006	\$166,849	\$54,157	\$171,434	\$49,572
May	\$260,153	\$208,561	\$51,592	\$210,017	\$50,136
June	\$297,021	\$250,273	\$46,748	\$235,418	\$61,603
July					
August					
September					
October					
November					
December					



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Leadership Board Meeting - Jul 23, 2025 6:00 PM

Consent - Lead Pastor Report

Over the past month, I've been managing several transitions at McPherson First. Pastor Chantel Makarawa arrived to serve both our church and Little River, and I've been helping her get settled into the community and working with her on coordinating her work. We also held a farewell celebration for Jeanne Koontz after her years of service.

I've been meeting regularly with Kenneth Stewart from Horizons Stewardship about our capital campaign. We held meetings with the Executive Team, Lead Gifts Team, and Campaign Leadership Team to work toward raising \$1.75 million for our HVAC project. We're preparing for a lead gifts event in early August.

During the last couple weekends of June, I performed in Chicago at the Opera House while maintaining regular pastoral duties. I met individually with each staff member to discuss ministry alignment and shared information about our 2026 staffing plan with significant updates. I continued with pastoral care visits, sermon preparation, and supported VBS and youth mission trips in July.

Looking ahead, priorities include continuing the capital campaign momentum, supporting Pastor Chantel in her new role, and implementing the 2026 funding plan. I'm also working on developing a vision for our church beyond the capital campaign, exploring potential college ministry connections for the fall, and preparing for a shifted annual stewardship campaign. Despite the financial challenges we're facing, the congregation has shown good resilience during this transition period, and we're positioned to move forward with our mission and ministry.



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Leadership Board Meeting - Jul 23, 2025 6:00 PM

Consent - HVAC Team Update

Jay Warner and the HVAC Ministry Team provide an update on the HVAC upgrade project. The project maintains the building as a welcoming space. Recent actions taken by the team include:

- July 6 - Lunch and Learn congregational update
- July 15 - P1 walk-through with electrical contractor
- July 20 - Lunch and Learn congregational update
- July 22 - P1 gives 60% drawings and scope of work update

The project is on track for fall final approval. The Leadership Board has initiated a capital campaign separate from the HVAC Ministry Team. The Leadership Board does not need to take any action at this time.

Consent - Tomorrow First Capital Campaign

The Tomorrow First Capital Campaign continues gaining momentum as teams prepare for the public launch this fall. Since introducing campaign leadership during worship on June 29, volunteer teams have been actively developing materials, organizing prayer initiatives, and planning the lead gifts event.

Teams continue meeting with consultant Kenneth Stewart from Horizons for training and strategy development. The Communications Team is creating compelling materials and videos to share our story, while the Prayer Team builds the spiritual foundation for this important journey. Campaign leadership continues recruiting volunteers for the Gratitude & Ministry Team and REACH Team—anyone interested in serving should contact the church office.

Our timeline remains on track with Gratitude Sunday launching the public phase on September 14, followed by Commitment Sunday on October 12. The December 1 decision deadline will determine whether we proceed with construction based on campaign results. This campaign ensures our building can reliably serve God's mission in McPherson for decades to come. The Leadership Board does not need to take any action at this time.



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Leadership Board Meeting - Jul 23, 2025 6:00 PM

6:20 PM - Insurance Policy Recommendation (Action)

The Building Maintenance Team held a special meeting on July 16, 2025, with seven members present. The team reviewed our current insurance policies with State Farm and Progressive and compared them to a proposal from GuideOne Insurance. Our analysis found that GuideOne offers significantly better coverage at a lower cost. The team recommends switching to GuideOne, which will save approximately \$18,000 annually while providing more comprehensive protection. Complete policy documents are available for Leadership Board review upon request.

Recommendation Details

Primary Insurance Package

The Building Maintenance Team recommends purchasing GuideOne insurance policies with these specifications:

- **Annual Premium:** \$41,867 (may vary by 2% for items still being finalized)
- **Payment Plan:**
 - Initial payment: \$8,373.40 (20% of total)
 - Nine equal payments: \$3,721.51 each
- **Effective Date:** August 1, 2025

Coverage Improvements

The GuideOne policies provide better protection including:

- 1. Property Coverage**
 - a. Full replacement cost for the main church building at \$10.3 million
 - b. Full replacement cost for the parsonage at \$514,000
- 2. Vehicle Coverage**
 - a. Complete auto insurance
 - b. Hired and Non-owned Vehicle coverage (not included with Progressive)
- 3. Additional Protection Not Currently Covered**
 - a. Portable electronics coverage when off-site



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Leadership Board Meeting - Jul 23, 2025 6:00 PM

- b. Sexual Misconduct Liability (\$250,000 initially; \$1,000,000 available after policy updates)
- c. Cyber Security (protecting against attacks and data breaches)
- d. Directors and Officers Liability
- e. Employment Practices Liability

All coverage meets or exceeds requirements from the Great Plains Annual Conference and United Methodist Church, with one exception noted below.

Wind/Hail Deductible Protection

The team also recommends purchasing additional protection through R-T Specialty:

- **Premium:** \$15,549.91
- **Purpose:** Reduces our deductible for wind/hail damage from \$206,000 (2% of the \$10.3 million replacement cost value) to \$25,000
- **Payment:** We recommend paying this in full to avoid financing charges

Without this protection, a major storm could require us to pay up to \$206,000 before insurance coverage begins.

Policy Updates Required for Full Coverage

To meet Great Plains Annual Conference recommendations for Sexual Misconduct Liability coverage (\$1,000,000), we need to update our Staff Handbook and Safe Gatherings Policy within 30 days of binding the new insurance. We are currently in compliance with these practices but need to formally document them. Required updates include:

- Six-month waiting period for volunteers before contact with minors
- Two-adult rule for all activities with minors
- Nationwide criminal background checks for all employees and volunteers
- Two reference checks for all employees and volunteers
- Written response program for sexual misconduct incidents

GuideOne will provide \$250,000 coverage immediately and increase to \$1,000,000 once our updated policies are submitted and approved.



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Leadership Board Meeting - Jul 23, 2025 6:00 PM

Financial Analysis

- **Annual Savings:** Approximately \$18,000 compared to current policies
- **Risk Reduction:** Significantly lower out-of-pocket costs for major claims
- **Coverage Gaps Filled:** Protection against modern risks not covered by current policies
- **Conference Compliance:** Initial coverage meets most conference requirements; full compliance achieved after policy updates

Suggested Motions

Motion 1: GuideOne Insurance Package

I move that the Leadership Board approve the purchase of GuideOne insurance policies as recommended by the Building Maintenance Team, with an annual premium not to exceed \$43,000, effective August 1, 2025.

Motion 2: Wind/Hail Deductible Buy-Down

I move that the Leadership Board approve the purchase of deductible protection through R-T Specialty for an amount not to exceed \$16,000, to be paid in full.

Motion 3: Policy Updates for Conference Requirements

I move that the Leadership Board direct staff to update the Staff Handbook and Safe Gatherings Policy within 30 days to meet GuideOne underwriting requirements.

Respectfully submitted,

Building Maintenance Team
McPherson First United Methodist Church



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Leadership Board Meeting - Jul 23, 2025 6:00 PM

6:35 PM - McPherson Community Foundation Distribution (Action)

We received notification of our annual distribution of \$6,790 from the McPherson Community Foundation from a fund established by a congregant. These unbudgeted funds are available for special needs or ministry opportunities. A recommendation to allocate these funds is:

- \$3,849.45 - Transitional pay for Deacon Jeanne Koontz
- \$2,940.55 - Servant Outreach Fund

Last month, we declined Deacon Jeanne's request for transitional pay, primarily due to concerns about setting precedent for future clergy transitions. She has since asked us to reconsider, and District Superintendent Karen Rice-Ratzlaff contacted Pastor Andrew about this matter. The DS emphasized that Jeanne's status as a deacon is part of what makes transitional pay appropriate in this situation, along with the unique circumstances of the Transitions into Ministry opportunity, timing outside the usual July 1 start date, and her early departure to welcome Pastor Chantel. DS Karen directly addressed our precedent concerns, confirming this decision would not establish a pattern or precedent for future clergy transitions.

This allocation allows us to honor the DS's guidance while respecting the Board's careful deliberation, and still directs significant funds to serve neighbors experiencing poverty through the Servant Outreach Fund.

Suggested Motion

I move to allocate the 2025 MCCF distribution of \$6,790 as follows: \$3,849.45 for transitional pay for Deacon Jeanne Koontz and \$2,940.55 to the Servant Outreach Fund.



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Leadership Board Meeting - Jul 23, 2025 6:00 PM

6:50 PM - CDBG Grant Application Partnership (Action)

Grant writer Marsha Toler, who also works with STEPNC, found a chance to apply for up to \$1.5 million through a Community Development Block Grant from Kansas Commerce. While competitive, the potential award makes it worth pursuing. We're moving forward with our HVAC project regardless, but this grant could provide enhanced options like individual room controls or complete removal of old units, plus funding for community programming.

The City of McPherson must serve as applicant and has expressed willingness. The grant requires that at least 51% of beneficiaries be low- to moderate-income persons, which our building usage already demonstrates. All program options would include dedicated office space for STEPNC.

Three community programming options to consider:

1. **Early Childhood Center** - Licensed daycare with sliding scale fees addressing McPherson's top need
2. **Expanded Mission Center** - Enhanced food pantry, clothing closet, and dignified intake spaces
3. **Multi-Use Community Center** - Flexible spaces with commercial kitchen for job training

Pre-application is due October 14, with final application November 14. We won't know results until January/February 2026, so this won't affect our HVAC timeline but could significantly enhance what we accomplish.

Discussion

- Which option best aligns with our mission and strengthens our application?

Suggested Motion

I move that the Leadership Board agree to partner with the City of McPherson on the CDBG grant application and allow the grant team to move forward with the application.



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7:05 PM - 2026 Staffing Impact Update (Discussion)

The 2026 personnel changes have been communicated to both the board and congregation over the past month. These adjustments address our need to reduce investment withdrawals from \$230,000 to a sustainable \$44,000 annually while working to grow our giving by 13.6%. Changes effective January 1 include:

- Associate Pastor shifted to part-time (completed July 1)
- Lead Pastor 10% salary reduction
- Administrative Assistant to half-time
- Four stipend positions ending: Technology, Worship Design, VBS Coordinator, Children's Music
- Custodian: Exploring shift to contract cleaning service to reduce costs
- Continuing unchanged: Youth Director, Children's Coordinator, Music Director, Organist

We may re-examine these adjustments if trends show sustained growth in giving.

Discussion

- What are you hearing from the congregation?
- How can we help with these transitions?

No formal action required tonight.

7:15 PM - 160th Birthday Vision Process (Discussion)

The United Methodist Church has released a new vision calling us to Love Boldly, Serve Joyfully, and Lead Courageously. This invites us to think beyond typical planning horizons. As we help secure our building's future through Tomorrow First, what if we also began dreaming about our 160th birthday in 2034? How might a longer vision guide our immediate decisions?

One tool that could help is Patrick Lencioni's book, "The Advantage." Over the next 12-18 months, we could use this framework to create a church playbook through congregational workshops and listening sessions—gaining clarity about who we are and



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Leadership Board Meeting - Jul 23, 2025 6:00 PM

how we operate. This wouldn't be a top-down process but would involve our whole church family in discerning our identity and purpose.

The playbook process would engage our congregation in answering six fundamental questions:

1. Why do we exist? (Our purpose in McPherson)
2. How do we behave? (Values that guide our community)
3. What do we do? (Our witness in the community)
4. How will we succeed? (Strategies for impact)
5. What's most important right now? (Shared priorities)
6. Who must do what? (Everyone's role in ministry)

Imagine workshops where youth share their dreams, long-time members offer wisdom, and newer folks bring fresh perspectives. We might even engage community partners to understand how they see our role in McPherson.

Discussion:

- How could we best involve the whole congregation in this process?
- What voices need to be at the table—both church and community?
- Does this kind of inclusive visioning appeal to you?
- How might clarity help us better serve our neighbors?

Tonight is just an introduction to gauge interest. Let's discuss whether this congregational approach might help us navigate both immediate challenges and future possibilities together.

7:25 PM - Next Meeting Reminder

Aug 27, 2025 6:00 PM - Monthly Leadership Board Meeting

Spiritual Formation: Phil Durr

Closing Prayer