



Leadership Board Meeting - Oct 22, 2025 6:00 PM

Agenda

Opening and Spiritual Formation - Terry

Consent Items

- Consent - Leadership Board Minutes from Sep 24, 2025
- Consent - Leadership Board Minutes from Oct 1, 2025
- Consent - Current Metrics
- Consent - Mission and 2024 to 2028 Outcomes
- Consent - Strategic Initiatives (Jan 1, 2025 to Jun 30, 2026)
- Consent - Leadership Board Rolling 12-Month Calendar
- Consent - 2025-2026 Leadership Board
- Consent - 2025-2026 Nominations and Lay Leadership Team
- Consent - Treasurer's Report and Financial Statements
- Consent - Lead Pastor Report for Sep 19, 2025 to Oct 18, 2025
- Consent - Associate Pastor Report for Sep 19, 2025 to Oct 18, 2025

Update - Charge Conference Group in McPherson

Update - Potluck & Church Conference - HVAC Vote

Discuss - 2026 Ministry Funding Plan

Discuss - Tomorrow First Capital Campaign

Next Meeting Reminder

- Nov 2, 2025 12:00 PM - Lunch and Learn - Church Conference Prep
- Nov 16, 2025 2:00 PM - Charge Conference Cluster in McPherson
- Nov 19, 2025 6:00 PM - Monthly Leadership Board Meeting
- Spiritual Formation: Amanda Faber
- Nov 23, 2025 11:30 AM - All Church Potluck and Church Conference to Approve Tomorrow First HVAC Plan

Executive Session

- Discuss - Appointive Recommendation
- Update - 2026 Ministry Funding Plan
- Vote - Proposed Clergy Compensation for January 1, 2026

Closing Prayer - Terry



Leadership Board Meeting - Oct 22, 2025 6:00 PM

Opening and Spiritual Formation - Terry

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. |

Consent Items

Suggested motion:

I move to approve the consent agenda items as presented.

Consent - Leadership Board Minutes from Sep 24, 2025

Leadership Board Members Present

- | | |
|--|--|
| ☒ Enrique Barreiro | ☒ Sandy Hunter |
| ☒ Dean Brown | ☒ Maynard Lewis |
| ☒ Andrew Conard | ☒ Chantel Makarawa |
| ☒ Phil Durr | ☐ Judy Sawyer |
| ☒ Amy Eisenbarth | ☒ Shawna Shafer |
| ☒ Amanda Faber | ☒ Clarene Smyres |
| ☒ Terry Hardman | |

Guests Present

- ☒ Scott Reimer

Enrique opened the meeting at 1800.

Shawna offered a spiritual formation moment centered around God using all things for our good.

Packet and Consent Items

Maynard moved to approve the consent agenda items as presented. Dean seconds. Motion passes by voice vote.



Leadership Board Meeting - Oct 22, 2025 6:00 PM

Discussion - HVAC Potential Total Project Cost

Board discussed potential total project cost of \$3.5M vs. construction cost of \$2.4M. Communication strategy, financing options beyond Wesleyan Investive, investment fund usage, and minimum thresholds for November 23 vote were considered.

Sandy voiced concern that we are not being transparent enough with the congregation by requesting 2.4M rather than discussing the total cost of 3.5M. Terry brought another viewpoint, stating he is concerned that the congregation would be overly worried about such a large amount of money which, considering all the grants, investments, and Danny O'Dell's Estate Gift, a lot of the extra would be covered. Pastor Andrew reminded the board that he announced in church this past Sunday that the project cost was approx. 2.8M.

Update - 2026 Nominations Process

Board members to submit 5 names plus officer recommendations to Pastor Andrew by September 30. Worship attendee list distributed for reference.

Update - Church Conference Host Cluster

November 16 hosting team volunteers:

- | | |
|-------------------|-------------------|
| 1. Amy Eisenbarth | 3. Maynard Lewis |
| 2. Dean Brown | 4. Clarene Smyres |

Discussion - Church Conference Wesleyan Mission

Board reviewed draft Form 1 responses outlining five strategic initiatives.

Pastor Andrew reports staff has been discussing this recently. He reports an update will be available prior to the All-Church Conference.

Discussion - 2026 Ministry Funding Plan (Non-Personnel)

First draft presented showing 12-month comparison. Board provided initial feedback.

Sandy asked for clarification on a few different areas in the non-personnel budget that are somewhat vaguely named and how they are utilized, Pastor Andrew explained what these funds are used for from the perspective of staff. Pastor Andrew also explained that he would like to categorize the budget money in a more specific manner.

Executive Session

Leadership Board entered executive session at 1911 to discuss personnel matters. Guests and non-voting board members except pastors exit.



Leadership Board Meeting - Oct 22, 2025 6:00 PM

Action - Administrative Assistant Position

Terry moved to approve the updated Administrative Assistant position description dated September 18, 2025, as presented. Phil seconds.

Motion passes by voice vote.

Discussion - Personnel Component of Ministry Funding Plan

Board discussed proposed staffing structure including maintained positions and reductions. Enrique asked where the total cost left the budget, Pastor Andrew noted that the budget is completely balanced. Dean asked about the line item regarding vehicle maintenance, this secretary reminded the Leadership Board that we had already voted to sell the vehicles. Pastor Andrew mentioned he was concerned that the Happy Notes group would not be able to access Sunday morning services without the vehicles. This secretary pointed out that Disability Supports has vans available to all residents and can bring them to the church without our vehicles. Pastor Andrew and this secretary will follow up on this at a later date.

Shawna closed the meeting with prayer at 1944.

Consent - Leadership Board Minutes from Oct 1, 2025

The Leadership Board approved by email vote a motion authorizing Karen Jonas, Church Administrative Assistant, to have bank access for McPherson First United Methodist Church's accounts at Citizen's State Bank, with permission to view bank statements, review online transactions, and transfer funds between accounts. The authorization, made by Terry and seconded by Amanda, ensures continuity in church operations as Karen adds administrative assistant to her role and completes the transition from Morgan Farres. Sandy Hunter, Treasurer, proceeded with updating bank access accordingly.



Leadership Board Meeting - Oct 22, 2025 6:00 PM

Consent - Current Metrics

	Current Year Average	Prior Year Average	% Change
Prayers			
Presence			
8:30 AM In-Person Worship Attendance	65	71	-8.7%
10:15 AM In-Person Worship Attendance	104	100	4.2%
Total In-Person Worship Attendance	165	171	-3.5%
Reach Total for In-Person Worship	228	#N/A	#N/A
Total Online Worship Attendance	11	23	-53.3%
Sunday Kids and Leaders	11	11	-2.7%
Wednesday Kids and Leaders	24	31	-21.7%
Wednesday MS Youth and Leaders	23	29	-20.1%
Wednesday HS Youth and Leaders	12	15	-22.0%
Gifts			
Weekly Giving to Ministry Funding Plan	\$ 11,427.45	\$ 8,864.87	28.9%
First Time Givers	1	#N/A	#N/A
Recurring Online Donors	17	#N/A	#N/A
Service			
Weekly Food Cupboard Usage	17	12	48.0%
Weekly Servant Outreach Fund Usage	\$ 335.31	\$ 494.39	-32.2%
Witness			
New Website Users	72	#N/A	#N/A
First Time Guests in Worship at 8:30 AM	0.5	0.4	12.65%
First Time Guests in Worship at 10:15 AM	1.3	2.3	-42.59%
Total First Time Guests in Worship	1.7	3.5	-52.22%



Leadership Board Meeting - Oct 22, 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



Leadership Board Meeting - Oct 22, 2025 6:00 PM

Consent - Strategic Initiatives (Jan 1, 2025 to Jun 30, 2026)

Apostles' Teaching: Welcome & Discipleship Pathway (continuing from 2025)

- 85 total discipleship participants in classes, small groups, or Bible studies
- 40 people engaged in intergenerational learning, community building, or service opportunities
- 12 first-time volunteers serving in ministry roles

Fellowship: Young Family Ministry (continuing from 2025)

- 15 new families connected through worship, events, or programs
- 12 families participating in support activities (parenting workshops, family retreats, or social gatherings)
- 1 ongoing family ministry opportunity established

Worship & Sacraments: Enhanced Worship Experience (formalizing planned pastoral initiatives for 2026)

- Plan worship series at least 8 weeks in advance to coordinate music, media, and ministry alignment
- Incorporate multi-sensory elements in at least 6 worship services (candles, baptism remembrance, enhanced video/media)
- Complete at least 2 pulpit exchanges between lead and associate pastors

Prayer: Expanded Prayer Ministry (formalizing planned pastoral initiatives for 2026)

- Launch text-based prayer request system by February 15, 2026 with 25 participants enrolled by June 30
- Host 1 all-church prayer vigil during Lent 2026
- Establish coordinated response system connecting prayer requests to prayer team intercession, pastoral care visits, and care team practical support

Generosity & Justice: Generosity Development (continuing from 2025)

- Complete Tomorrow First Capital Campaign with December 1 construction decision deadline
- 10 new households giving for the first time
- 95 annual giving commitments received
- 5 legacy giving conversations or commitments documented



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Consent - Leadership Board Rolling 12-Month Calendar

[2025-2026 Big Event Calendar for McPherson First UMC](#)

November 2025

- Nov 2, 2025 12:00 PM - Lunch and Learn - Church Conference Prep
- Nov 16, 2025 2:00 PM - Charge Conference Cluster in McPherson for Alden, Burdick, Bushton, Claflin, Ebenezer, Florence, Geneseo, Hillsboro, Lindsborg Trinity, Little River, Lyons, Marion Eastmoor, Marion Valley, Marquette, McPherson First, Peabody, Roxbury, United Parish, Sterling First
- Nov 19, 2025 6:00 PM - Monthly Leadership Board Meeting
 - Spiritual Formation: Amanda Faber
- Nov 23, 2025 11:30 AM - Potluck & Church Conference - HVAC Vote
- Finalize appointive recommendation (due Dec 1)
- Schedule CPA for 2026 agreed-upon procedures review
- Approve 2026 Ministry Funding Plan (Jan-June 2026)

December 2025

- Dec 1, 2025 - Appointive recommendation due to District Office
- Dec 1, 2025 - HVAC Project Approval Deadline
- Dec 17, 2025 6:00 PM - Monthly Leadership Board Meeting
 - Spiritual Formation: Amy Eisenbarth
- Meet with incoming board members
- Celebrate annual accomplishments
- Receive stewardship series update (Jan 25 to Feb 15, 2026)
- Confirm CPA engagement for Q1 2026 review

January 2026

- Jan 25, 2026 - Stewardship Worship Series for Ministry Funding Plan begins
- Jan 28, 2026 6:00 PM - Monthly Leadership Board Meeting
 - Spiritual Formation: TBD
- Board orientation with new members
- Leadership elections
- Review strategic initiatives progress for previous quarter
- Begin CPA agreed-upon procedures review of 2025 finances
- Note upcoming strategic planning (Tentatively Mar 7, 2026)
- Implement staff transitions
- Begin bridge funding implementation



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February 2026

- Feb 15, 2026 - Commitment Sunday for Ministry Funding Plan
- Feb 25, 2026 6:00 PM - Monthly Leadership Board Meeting
 - Spiritual Formation: TBD
- Review year-end 2025 statistics and finances
- Receive CPA review progress update
- Receive stewardship commitment results
- Prepare for strategic planning session (Tentatively Mar 7, 2026)
- HVAC Construction begins (tentative)

March 2026

- Mar 7, 2026 9:00 AM - Strategic Planning Session to set ministry goals for upcoming fiscal and ministry year (Tentative)
- Mar 8, 2026 11:30 AM - All Church Potluck and Town Hall Meeting
- Mar 25, 2026 6:00 PM - Monthly Leadership Board Meeting
 - Spiritual Formation: TBD
- Receive and approve CPA agreed-upon procedures report
- Present DRAFT ministry funding plan for 2026-2027 (Step 1)
- Review strategic planning outcomes from March 7
- Begin clergy assessment process

April 2026

- Apr 22, 2026 6:00 PM - Monthly Leadership Board Meeting
 - Spiritual Formation: TBD
- Review strategic initiatives progress for previous quarter
- Refine ministry funding plan based on feedback
- Complete clergy assessments
- Review position descriptions (align with funding plan if needed)

May 2026

- May 15, 2026 - Clergy Assessment due to District Office
- May 27, 2026 6:00 PM - Monthly Leadership Board Meeting
 - Spiritual Formation: TBD
- APPROVE final ministry funding plan for 2026-2027 (Step 2)
- Review employee manual (if updates needed)
- Review building use policies (if updates needed)

June 2026

- Jun 24, 2026 6:00 PM - Monthly Leadership Board Meeting



Leadership Board Meeting - Oct 22, 2025 6:00 PM

- Spiritual Formation: TBD
- Year-end evaluation of 2025-2026 goals and strategic initiatives
- Final preparations for July 1 fiscal year launch
- Approve any policy changes before new fiscal year
- Receive Annual Conference report
- Plan July pastor appreciation event (Welcome / Welcome Back)

2026-2027 Big Event Calendar for McPherson First UMC

July 2026

- Jul 1, 2026 - Launch of first full fiscal year (July 2026 to June 2027)
- July 2026 - HVAC Project Completion (tentative)
- Jul 22, 2026 6:00 PM - Monthly Leadership Board Meeting
 - Spiritual Formation: TBD
 - Review fall ministry programming
- Review strategic initiatives progress for previous quarter
- Set baseline metrics for new fiscal year
- Pastor Appreciation Event - Welcome / Welcome Back
- Implement any approved policy changes

August 2026

- Aug 26, 2026 6:00 PM - Monthly Leadership Board Meeting
 - Spiritual Formation: TBD
- Note dates for 2027 stewardship series

September 2026

- Sep 23, 2026 6:00 PM - Monthly Leadership Board Meeting
 - Spiritual Formation: TBD
- Schedule October strategic planning review session
- Complete Church Conference forms

October 2026

- Oct 28, 2026 6:00 PM - Monthly Leadership Board Meeting
 - Spiritual Formation: TBD
- Review strategic initiatives progress for previous quarter
- Begin appointive recommendation discussions
- Review current clergy compensation
- Strategic Planning to prepare for church conference



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Further Out

- 2027: Local Church Audit (reviewing 2026)¹
- 2028: Local Church Audit (reviewing 2027)
- 2029: CPA Agreed-Upon Procedures (reviewing 2028)

Consent - 2025-2026 Leadership Board²

Name	Gender	Race	Position	Class
Enrique Barreiro	Male		Chair	2025
Shawna Shafer	Female		Secretary	2025
TBD			Member	2025
Maynard Lewis	Male		Member	2026
Phil Durr	Male		Check Signer	2026
Terry Hardman	Male		Vice Chair	2026
Amanda Faber	Female		Member	2027
Clarene Smyres	Female		Member	2027
Dean Brown	Male		Member	2027
TBD			Member	2028
TBD			Member	2028
TBD			Member	2028

¹ <https://www.greatplainsumc.org/amendedlocalchurcauditspolicy>

² Church Council, ¶252



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Name	Gender	Race	Position	Class
<u>Leadership Board Members with Voice but no Vote³</u>				
Sandy Hunter	Female		Treasurer and Check Signer	2025
TBD			Youth Representative	2026
Judy Sawyer	Female		Lay Leader and Lay Member to AC	2026
Amy Eisenbarth	Female		Lay Member to AC	2027
Karen Snyder	Female		Treasurer and Check Signer	2028
Andrew Conard	Male		Lead Pastor	—
Chantel Makarawa	Female		Associate Pastor	—

³ According to 2022-11-16 Resolution to Change Congregational Organizational Plan to Simplified, Accountable Governance Structure



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Consent - 2025-2026 Nominations and Lay Leadership Team⁴

Name	Gender	Race	Position	Class
Anita Jost	Female		Member	2025
Jay Warner	Male		Member	2025
TBD				2025
TBD			Member	2026
TBD			Member	2026
TBD			Member	2026
Cindy Baldwin	Female		Member	2027
Marlena Regier	Female		Member	2027
Judy Sawyer	Female		Lay Leader	2027
TBD			Member	2028
TBD			Member	2028
TBD			Member	2028
Andrew Conard	Male		Lead Pastor, Chair	—
Chantel Makarawa	Female		Associate Pastor	—

Consent - Treasurer's Report and Financial Statements

⁴ ¶258.1

McPherson First UMC

Monthly Financial Reports

September 2025

Prepared by: Tiffany Clements
Belay Solutions

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McPherson First United Methodist Church

Balance Sheet Prev Year Comparison

As of September 30, 2025

	TOTAL	
	AS OF SEP 30, 2025	AS OF SEP 30, 2024 (PY)
ASSETS		
Current Assets	\$204,328.93	\$89,166.90
Fixed Assets		
Accumulated Depreciation	-1,963,618.06	-1,872,922.06
Property and Equipment	3,913,602.88	3,913,602.88
Total Fixed Assets	\$1,949,984.82	\$2,040,680.82
Other Assets		
18600 Other Assets	0.00	0.00
Investments	1,168,353.52	1,505,152.29
Total Other Assets	\$1,168,353.52	\$1,505,152.29
TOTAL ASSETS	\$3,322,667.27	\$3,635,000.01
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	2,487.53	
Total Credit Cards	\$2,487.53	\$0.00
Other Current Liabilities	\$ -211.44	\$ -794.90
Total Current Liabilities	\$1,738.09	\$ -1,332.90
Long-Term Liabilities	\$0.00	\$267,466.01
Total Liabilities	\$1,738.09	\$266,133.11
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	-87,664.61	-82,022.45
Total Equity	\$3,320,929.18	\$3,368,866.90
TOTAL LIABILITIES AND EQUITY	\$3,322,667.27	\$3,635,000.01

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McPherson First United Methodist Church

Budget vs. Actuals

January - December 2025

	TOTAL			
	ACTUAL	BUDGET	REMAINING	% OF BUDGET
Income				
OTHER SUPPORT	169,308	276	-169,032	61,344.00 %
SUPPORT AND REVENUE	460,249	500,546	40,297	92.00 %
Total Income	\$629,557	\$500,822	\$ -128,735	126.00 %
GROSS PROFIT	\$629,557	\$500,822	\$ -128,735	126.00 %
Expenses				
66000 Payroll Expenses	0		0	
Adults & Family Ministry	6,157	8,950	2,793	69.00 %
CHILDREN'S MINISTRY	25,284	37,650	12,366	67.00 %
CONGREGATIONAL LEADERSHIP	150,184	191,350	41,166	78.00 %
DESIGNATED MISSIONS MINISTRY	112,737		-112,737	
EVANGELISM/VOLUNTEERS	1,541		-1,541	
FACILITIES MAINTENANCE	235,633	219,300	-16,333	107.00 %
MISSIONS MINISTRY	54,827	73,322	18,495	75.00 %
OFFICE & SUPPORT MINISTRY	68,964	81,300	12,336	85.00 %
Uncategorized Expense	0		0	
WORSHIP MINISTRY	42,922	54,150	11,228	79.00 %
YOUTH MINISTRY	46,960	64,800	17,840	72.00 %
Total Expenses	\$745,208	\$730,822	\$ -14,386	102.00 %
NET OPERATING INCOME	\$ -115,651	\$ -230,000	\$ -114,349	50.00 %
Other Expenses	\$950	\$0	\$ -950	0%
NET OTHER INCOME	\$ -950	\$0	\$950	0%
NET INCOME	\$ -116,601	\$ -230,000	\$ -113,399	51.00 %

McPherson First United Methodist Church

Custom Statement of Revenue & Expenses Current Month and YTD

September 2025

	TOTAL	
	SEP 2025	JAN - SEP, 2025 (YTD)
Income		
OTHER SUPPORT		
3250 Other Revenue	6,617.00	23,804.56
3300 Designated Giving		13,228.25
3320 Capital Campaign Giving		4,718.97
3400 Investment earnings		
3410 Investment earnings	1,599.73	17,449.57
3420 Unrealized gains/losses	23,455.72	110,107.12
Total 3400 Investment earnings	25,055.45	127,556.69
Total OTHER SUPPORT	31,672.45	169,308.47
SUPPORT AND REVENUE		
3210 Giving	56,661.60	282,287.44
3220 Non-Pledges	24,701.61	175,263.55
3230 Sunday School	167.50	1,236.15
3240 Loose Offering	145.50	1,461.80
Total SUPPORT AND REVENUE	81,676.21	460,248.94
Total Income	\$113,348.66	\$629,557.41
GROSS PROFIT	\$113,348.66	\$629,557.41
Expenses		
66000 Payroll Expenses		0.00
Adults & Family Ministry		
4220 Adult Discipleship	115.15	3,110.94
4225 Family Ministry	95.56	1,128.22
4230 Intergenerational Discipleship	26.70	166.09
4240 Nursery Ministry	219.90	1,237.61
4250 Safe Gatherings Certification	140.00	245.00
Total Adults & Family Ministry	597.31	5,887.86
CHILDREN'S MINISTRY		
4010 Children's Discipleship		1,372.32
4015 Supplies	78.88	82.03
4025 Vacation Bible School		3,120.84
4050 Decorating Expense		98.36
4060 Children's Music Stipend		500.00
Children's Ministry Salaries		
4005 Coordinator Salary	1,788.46	16,990.37
4040 Cell Phone Reimbursement	46.14	438.33
4075 Payroll Taxes	168.35	1,512.54
Total Children's Ministry Salaries	2,002.95	18,941.24
Total CHILDREN'S MINISTRY	2,081.83	24,114.79
CONGREGATIONAL LEADERSHIP		
6450 Parsonage Repairs/MaintContract		1,772.30
6460 Staff/Leadership Development & Bonus	128.36	775.44

McPherson First United Methodist Church

Custom Statement of Revenue & Expenses Current Month and YTD

September 2025

	TOTAL	
	SEP 2025	JAN - SEP, 2025 (YTD)
Associate Pastor		
6400 Salary	5,892.08	59,862.13
6410 Pastor Pension		3,668.40
6415 Associate Pastor Accountable Re		1,424.99
6425 Housing Allowance		5,037.35
Total Associate Pastor	5,892.08	69,992.87
Lead Pastor		
6300 Salary	6,684.62	64,081.89
6310 Pastor Pension		4,884.78
6315 Lead Pastor Accountable Reimbur		1,995.26
6320 Travel Expense Reimburse.		152.15
Total Lead Pastor	6,684.62	71,114.08
Total CONGREGATIONAL LEADERSHIP	12,705.06	143,654.69
DESIGNATED MISSIONS MINISTRY		
8110 Capital Campaign	16,749.17	87,516.20
8125 UM Healthy Congregations Grant		-1,337.77
8130 Children's Ministries	-494.30	-1,024.30
8140 Facilities Maintenance		1,498.99
8160 Food Cupboard		81.28
8185 Intergenerational Ministries Grant	205.50	1,008.78
8192 Memorials	-1,440.00	-1,710.73
8240 Other Ministries		7,172.24
8280 Scholarships		
8282 Seniors	2,500.00	9,500.00
8283 Camping		-613.79
Total 8280 Scholarships	2,500.00	8,886.21
8300 Special Offerings/Great Plains		1,439.59
8360 Staff Development	-42.50	0.00
8380 Servant Outreach	948.16	2,260.60
8420 Youth		5,646.11
8425 Youth Missions		1,299.41
Total DESIGNATED MISSIONS MINISTRY	18,426.03	112,736.61
EVANGELISM/VOLUNTEERS		
4510 External Communications	482.06	1,541.32
Total EVANGELISM/VOLUNTEERS	482.06	1,541.32
FACILITIES MAINTENANCE		
7201 Insurance	5,881.81	57,543.56
7500 Depreciation	7,558.00	68,022.00
Church Property		
7405 Maintenance Contracts	3,933.00	19,940.27
7410 Vehicle Maintenance		1,667.43
Total Church Property	3,933.00	21,607.70

McPherson First United Methodist Church

Custom Statement of Revenue & Expenses Current Month and YTD

September 2025

	TOTAL	
	SEP 2025	JAN - SEP, 2025 (YTD)
Facilities Maintenance Salaries		
7480 Custodian Salary	3,461.54	32,884.63
7492 Cell Phone reimbursement	46.14	438.33
7495 Payroll Taxes	264.82	2,639.31
Total Facilities Maintenance Salaries	3,772.50	35,962.27
Maintenance & Supplies		
7301 Supplies and Miscellaneous	437.06	3,352.04
7307 Repairs & Maintenance		2,588.47
7308 Lawn Care & Snow Removal		5,671.47
Total Maintenance & Supplies	437.06	11,611.98
Utilities		
7101 Electric	2,816.75	21,507.65
7102 Water	454.37	2,565.60
7103 Sewer	365.70	2,943.41
7104 Refuse	78.90	729.67
7105 Gas	188.63	10,933.00
Total Utilities	3,904.35	38,679.33
Total FACILITIES MAINTENANCE	25,486.72	233,426.84
MISSIONS MINISTRY		
5110 Fuel for Vehicles		585.35
5120 STEP MC	1,333.33	10,749.97
5140 Mission Share		30,716.00
5150 Mission Agency Support		3,071.81
Total MISSIONS MINISTRY	1,333.33	45,123.13
OFFICE & SUPPORT MINISTRY		
6105 Office Operations	1,794.12	19,652.55
6115 Banking/on-line giving fees	114.55	549.16
6155 Community Engagement		247.00
6165 Bookkeeping	1,114.82	15,687.91
Staff Support Salaries		
6185 Church Secretary Salary	2,432.70	24,452.27
6195 Payroll Taxes	678.01	3,345.62
Total Staff Support Salaries	3,110.71	27,797.89
Total OFFICE & SUPPORT MINISTRY	6,134.20	63,934.51
Uncategorized Expense		0.00
WORSHIP MINISTRY		
5505 Worship Resources	96.57	2,905.97
5510 Worship Technology & Licensing	276.52	2,885.86
5511 Hospitality	293.38	4,956.96
Worship Salaries		
5574 Worhip Design Stipend	192.30	1,826.85
5575 Director of Music	1,307.70	14,923.15

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McPherson First United Methodist Church

Custom Statement of Revenue & Expenses Current Month and YTD

September 2025

	TOTAL	
	SEP 2025	JAN - SEP, 2025 (YTD)
5580 Organists	846.16	8,038.46
5585 Technology Specialist	538.46	5,115.37
5595 Payroll Taxes	64.72	614.88
Total Worship Salaries	2,949.34	30,518.71
Total WORSHIP MINISTRY	3,615.81	41,267.50
YOUTH MINISTRY		
4120 Youth Discipleship	125.17	4,520.41
4160 Confirmation		1,446.98
Youth Ministry Salaries		
4165 Youth Pastor Salary	3,684.62	35,003.89
4166 Youth Pastor Pension		497.43
4169 Cell Phone Reimbursement	46.14	438.33
4190 Payroll taxes	281.86	2,677.73
Total Youth Ministry Salaries	4,012.62	38,617.38
Total YOUTH MINISTRY	4,137.79	44,584.77
Total Expenses	\$75,000.14	\$716,272.02
NET OPERATING INCOME	\$38,348.52	\$ -86,714.61
Other Expenses		
9210 Special Services		950.00
Total Other Expenses	\$0.00	\$950.00
NET OTHER INCOME	\$0.00	\$ -950.00
NET INCOME	\$38,348.52	\$ -87,664.61

McPherson First UMC - Congregational Giving Profile

For Period Ending September 2025



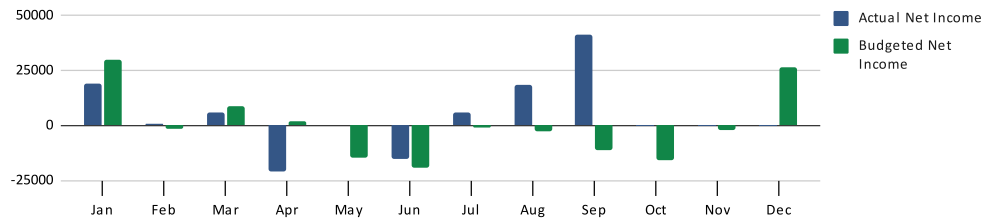
YTD Financial Update for September 2025

	Actual	Budget	Difference
Total Income	\$603,625	\$532,670	\$70,955
Less: Expenses	\$546,832	\$541,585	\$5,246
Net	\$56,794	(\$8,915)	\$65,709

Budget for 2025

Contributions	\$500,546
Other Income	\$230,276
Less: Expenses	\$730,822
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%	\$ 37,868	\$ 27,281	\$ 10,587
Jul	7.72%	\$ 32,151	\$ 38,664	\$ (6,513)
Aug	7.03%	\$ 48,401	\$ 35,212	\$ 13,189
Sep	5.91%	\$ 81,676	\$ 29,563	\$ 52,113
Oct	6.12%	\$ -	\$ 30,617	\$ (30,617)
Nov	8.83%	\$ -	\$ 44,176	\$ (44,176)
Dec	13.14%	\$ -	\$ 65,789	\$ (65,789)
	100.00%	\$ 460,250	\$ 500,546	\$ (40,296)

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%	\$ 50,467	\$ 65,493	\$ (15,027)
Jun	8.98%	\$ 64,443	\$ 65,627	\$ (1,185)
Jul	8.06%	\$ 62,144	\$ 58,882	\$ 3,262
Aug	7.76%	\$ 48,961	\$ 56,711	\$ (7,750)
Sep	8.16%	\$ 58,591	\$ 59,625	\$ (1,034)
Oct	8.93%	\$ -	\$ 65,255	\$ (65,255)
Nov	8.94%	\$ -	\$ 65,305	\$ (65,305)
Dec	8.03%	\$ -	\$ 58,676	\$ (58,676)
	100.00%	\$ 546,832	\$ 730,822	\$ (183,990)

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	\$ (11,320)	\$ 11,666	\$ 346
Jun	\$ (26,575)	\$ 11,666	\$ (14,909)
Jul	\$ (29,993)	\$ 35,966	\$ 5,973
Aug	\$ (560)	\$ 19,130	\$ 18,571
Sep	\$ 23,085	\$ 18,283	\$ 41,368
Oct	\$ -	\$ -	\$ -
Nov	\$ -	\$ -	\$ -
Dec	\$ -	\$ -	\$ -
	\$ -	\$ 143,375	\$ 56,794

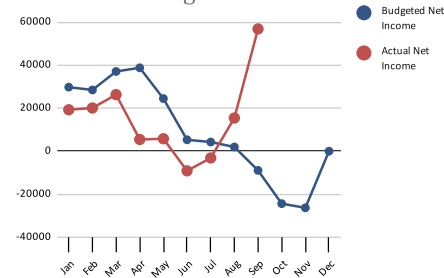
Cumulative (All) Income

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	\$ 368,018	\$ 371,663	\$ (3,645)
Jul	\$ 436,135	\$ 429,516	\$ 6,619
Aug	\$ 503,666	\$ 483,918	\$ 19,748
Sep	\$ 603,625	\$ 532,670	\$ 70,955
Oct	\$ 582,477	\$ (582,477)	
Nov	\$ 645,843	\$ (645,843)	
Dec	\$ 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	\$ 312,694	\$ 300,742	\$ 11,952
Jun	\$ 377,137	\$ 366,369	\$ 10,768
Jul	\$ 439,281	\$ 425,250	\$ 14,030
Aug	\$ 488,241	\$ 481,961	\$ 6,280
Sep	\$ 546,832	\$ 541,585	\$ 5,246
Oct	\$ 606,841	\$ (606,841)	
Nov	\$ 672,146	\$ (672,146)	
Dec	\$ 730,822	\$ (730,822)	

Cumulative Net Income Budget vs Actual



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	\$298,021	\$250,273	\$46,748	\$235,418	\$62,603
July	\$330,172	\$291,985	\$38,187	\$284,994	\$45,178
August	\$378,573	\$333,697	\$44,875	\$318,856	\$59,717
September	\$460,249	\$375,410	\$84,839	\$354,626	\$105,623
October					
November					
December					

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

FUND TYPE	FUND NAME	ENDING BALANCE	PURPOSE
Designated	Capital Campaign HVAC	\$43,365.72	Capital Campaign
Designated	Children's Ministries	\$2,549.30	Children's Ministries
Designated	Facilities Maintenance	\$150.00	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	\$0.00	Grant from Great Plains Conference
Designated	Intergenerational Ministries	-\$41.45	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	\$4,096.47	Scholarship - Camping
Designated	Scholarship - Senior	\$0.00	Scholarship - Senior
Designated	Servant Outreach	\$8,243.81	Servant Outreach
Designated	Trustees Maintenance	\$0.00	Trustees & Bus Maintenance
Designated	UM Healthy Congregation	\$3,733.23	Healthy Congregation Grant
Designated	Youth	\$4,755.78	Youth
Designated	Youth Mission	\$0.59	Youth Mission
Designated	Memorials	\$10,265.72	Memorials
Designated	Other/Interest	\$0.00	Other/Interest
Total Designated Fund		\$83,082.51	
Unrestricted Investments	UMC Scholarship	\$32,387.56	Scholarship for College Students
Unrestricted Investments	Maintenance Fund	\$19,479.89	Facilities/Maintenance
Unrestricted Investments	Cassler #2	\$50,152.31	Missions
Restricted Investments	Cassler #2 (Foreign Missions Principal)	\$20,000.00	Principal
Restricted Investments	Kinsinger Estate Fund	\$124,206.04	Mission & Ministry
Restricted Investments	Oberst Fund	\$898,550.65	Missions
Restricted Investments	Cassler #3 (Foreign Scholarships)	\$2,739.80	Foreign Theological Student - Africa University Usawhira Program
Endowment	Cassler #3 (Principal)	\$10,000.00	Principal
Total Investments Fund		\$1,157,516.25	
TOTAL ALL FUNDS		\$1,240,598.76	



Leadership Board Meeting - Oct 22, 2025 6:00 PM

Consent - Lead Pastor Report for Sep 19, 2025 to Oct 18, 2025

This past month brought significant progress on the Tomorrow First capital campaign. Advanced commitments gatherings were successfully coordinated on September 21, commitment card materials were distributed, and we celebrated Commitment Sunday on October 12. I'm grateful for the congregation's generous response to this critical HVAC project.

Administrative progress included completing DCOM diversity training preparation, advancing church conference documentation, and coordinating materials for the November 6 deadline. Our staff team is working on ministry funding plan development for the transition to our new July-June ministry year. We're navigating important staff transitions as we said farewell to Morgan and expanded Karen's role on staff.

Ministry highlights included STEPNC Board engagement, Alpha Course leadership at Central Christian, and continued professional development through the Racial Resilience Cohort. We're experimenting with the United Methodist Church's vision statement as a helpful guiding framework for our congregation's ministry and mission. Looking ahead, we're preparing to launch our 2026 giving campaign in January and February.

Consent - Associate Pastor Report for Sep 19, 2025 to Oct 18, 2025

No additional report since previous meeting.

Update - Charge Conference Group in McPherson

Date: Nov 16, 2025 2:00 PM

Churches Attending: Alden, Burdick, Bushton, Claflin, Ebenezer, Florence, Geneseo, Hillsboro, Lindsborg Trinity, Little River, Lyons, Marion Eastmoor, Marion Valley, Marquette, McPherson First, Peabody, Roxbury, United Parish, Sterling First

Host Team: Amy Eisenbarth, Clarene Smyres, Dean Brown, Maynard Lewis, Andrew Conard, Chantel Makarawa

Update - Potluck & Church Conference - HVAC Vote

Date: Nov 23, 2025 11:30 AM

We will host an all-church potluck followed by our church conference to vote on the Tomorrow First HVAC project. District Superintendent Karen Rice Ratzlaff will be present for this important meeting.



Leadership Board Meeting - Oct 22, 2025 6:00 PM

We will announce the total of our First Fruits offerings in worship that morning. During the conference, we will review all financial details including loan and interest information, and vote on moving forward with the Tomorrow First HVAC project.

We need all Leadership Board members to help prepare for and host this gathering. This includes setup, greeting, serving, and cleanup to ensure our congregation experiences excellent hospitality as we make this crucial decision together.

All church members are encouraged to attend, participate in the meal, hear the complete financial picture, and cast their vote. This is how we practice transparent governance and make decisions as a community of faith.



Leadership Board Meeting - Oct 22, 2025 6:00 PM

Discuss - 2026 Ministry Funding Plan Narrative

Note: These figures are current as of October 19, 2025 and may be updated before final approval by the Leadership Board on November 19, 2025.

Financial Overview

- **Total Income:** \$692,000
- **Total Expenses:** \$688,200
- **Surplus:** \$3,800
- **Key Changes:** Congregational giving up 13.5%, external support increases to \$74,000, draw from invested funds reduced by \$180,000

Moving Toward Sustainability

This ministry funding plan reflects our strategic transition through significant staffing adjustments. **Lead Pastor base salary decreases by \$3,900**, Associate Pastor reduced to half-time effective July 1, 2025, and Administrative Assistant transitioned from 35 to 20 hours per week. We will eliminate Technology Specialist and Worship Design positions, cell phone reimbursements, and consolidate continuing education. Combined with **increased congregational giving and \$74,000 in external support** through the TIM Grant and Little River UMC partnership, these changes reduce our annual draw from invested funds by **\$180,000**.

Strategic Investments

We're adding **\$10,000 for digital media and creative services** and **doubling family ministry support**. **Property insurance decreases by \$25,000** through a new plan recommended by the annual conference. Pastoral compensation of \$186,700 and lay staff compensation of \$201,500 maintain quality ministry leadership.

Mission and Ministry Commitments

We remain committed with **\$65,000 in benevolent giving**. Our **\$10,000 investment in local neighbor assistance** includes \$6,000 for StepMC management of Neighbor Assistance (Servant Outreach) plus **\$4,000 for direct neighbor assistance**—the first time we're including regular funding to ensure resources are always available to help our neighbors. Ministry programming totals \$28,500.

Important Note on Reserve Draws

While we project a \$50,000 draw from invested funds for 2026 operations, we anticipate adjusting this to cover Tomorrow First campaign interest expenses during the three-year active campaign period.



Leadership Board Meeting - Oct 22, 2025 6:00 PM

Discuss - Tomorrow First Capital Campaign Update

Financial Overview

- **Project Cost:** \$2.7 million
- **Fundraising Target:** \$1.75 million over 3 years
- **Early Commitments Announced:** \$1,489,037 over three years (as of October 12)
- **Congregational Vote:** November 23, 2025

The Project

Tomorrow First addresses critical HVAC infrastructure with comprehensive system replacement. Following Prayer Sunday in September, we celebrated Commitment Sunday on October 12, announcing **early commitments totaling \$1,489,037 over three years**. We'll provide a **current status update on October 26** during Announcement Sunday. Construction runs **February through July 2026**, with the campaign active through October 31, 2028.

Financing and Funding

We are in conversation with **Wesleyan Impact Partners**, who provides loans in partnership with Kansas Methodist Foundation. This structure requires **only interest payments during the active campaign period**. Multiple sources will bridge our \$1.75 million target and \$2.7 million cost: **potential giving beyond current commitments, energy efficiency grants with contractor P1, and as needed, invested funds from previous estate gifts** available for major capital needs.

November 23 Vote

Our **Potluck & Church Conference - HVAC Vote occurs November 23, 2025 at 11:30 AM** in Hess Hall with District Superintendent Karen Rice Ratzlaff present. We'll review all financial details including loan and interest information before voting on our plan to move forward.

Why This Matters

Modern HVAC systems will **reduce utility expenses, eliminate emergency repairs, and ensure comfortable ministry spaces for decades**. The strong campaign response demonstrates congregational support for this necessary infrastructure that makes possible all our ministries—from worship and education to youth programs and community service.



Leadership Board Meeting - Oct 22, 2025 6:00 PM

Next Meeting Reminder

Nov 2, 2025 12:00 PM - Lunch and Learn - Church Conference Prep

Nov 16, 2025 2:00 PM - Charge Conference Cluster in McPherson

- Alden, Burdick, Bushton, Claflin, Ebenezer, Florence, Geneseo, Hillsboro, Lindsborg Trinity, Little River, Lyons, Marion Eastmoor, Marion Valley, Marquette, McPherson First, Peabody, Roxbury, United Parish, Sterling First

Nov 19, 2025 6:00 PM - Monthly Leadership Board Meeting

Spiritual Formation: Amanda Faber

Nov 23, 2025 11:30 AM - All Church Potluck and Church Conference to Approve Tomorrow First HVAC Plan