

PLYMOUTH CONGREGATIONAL CHURCH
2025/2026 ANNUAL REPORT v2

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CO-MODERATORS' REPORT

Peg Birk & Johanna Schussler



***"Our meetings felt less like work
and more like shared service."***

This year, the Deacons committed to explore a powerful question: How might our leadership be a vital ministry of strong governance AND a caring spiritual community?

We set the stage for this exploration at our initial retreat in June. We began by sharing with one another our personal spiritual journeys and heard both uniqueness and universality in our experiences. Then, grounded in spirit, we began a deep dive into the bylaws and governing policies which would guide our work throughout the year. Seeking balance in this polarity of governance and ministry, structure and spirit, became our intention for our year together.

That intention carried into our monthly rhythm. We took turns bringing food to our meetings, tending to the simple but essential act of nourishing one another. We began each meeting by centering ourselves, taking time to pause, breathe, and arrive fully. We took time to check in with each other before jumping into business, asking a question like "what are you arriving with?" and really listening to one another's answers. We ended our meeting in prayer. These practices may seem small, but they changed the texture of our work. Taking time to tend to one another's humanity in this way created space for listening, for connection, for discernment, for openness to difference. Our meetings felt less like work and more like shared service.

Empowering Lay Leadership

From that foundation, we led with greater clarity and trust. We strengthened organizational effectiveness by creating clear agendas and

sharing materials in advance, allowing Deacons to arrive prepared for thoughtful discussion and decision-making. We honored the roles of Plymouth's many boards and committees by empowering their leadership, acting on their recommendations, and resisting the urge to overreach. We supported our Interim Minister JT's work to help us bring mission and margin back into balance, and we saw our congregation's evolving identity in action through initiatives like Campus Task Force 2.0 and the relationships built during Operation Metro Surge.

Additional highlights from our year include:

- Continuing to strengthen governance practices and clarity of roles
- Supporting values-centered tenant negotiations
- Beginning the work of updating our member rolls
- Approving and supporting the recommendations of Campus Task Force 2.0
- Engaging a new model of Co-Moderator Deacon leadership
- Supporting resistance efforts to Operation Metro Surge
- Launching the Lead Minister search process, including drafting a timeline and installing a search chair

If there is one story to tell from this past year, it is this: We experienced for ourselves that when leadership is rooted in shared purpose, spiritual practice, and mutual care, it becomes more than governance. It becomes a way to practice Plymouth's ministry together.

LEADERSHIP COUNCIL REPORT

♦
Mary Jordan, chair



"Our church came together to live out our mission."

It has been a privilege to serve as the Chair of Leadership Council over this past year. This role provides an intimate picture into the workings of the church and how the leaders—staff, clergy, and lay leaders—work together to keep our whole beloved community clicking along smoothly. It should be highlighted that this was David Langemo's first year, JT Smiedendorf's first full year; and directors Kate Taber and Birdie Cunningham, and staff members, Rebecca Smith and Suzy Martin, all started in or around the last 18 months. Pretty impressive.

Bringing the Purposes of the Church to Life

The intention of the Leadership Council (LC) is to interpret the Purposes of the Church set by the Deacons—it's basically to carry out the vision of the Deacons. The Council is made up of the chairs of all 6 (now 7) boards, the Moderators (representing the Deacons), and the LC officers (Chair, Chair Elect, Secretary, and Archivist).

This year a major structural change took place on the Council to empower our church-wide justice response to be as nimble, timely, and compelling as possible. After careful discussion with members of the Racial Justice Initiative (RJI), Climate and Environmental Initiative (CEJI), Board of Outreach, Immigration Committee and others, a proposal was formulated to create a new board—The Board for Justice Action—which was unanimously passed by the Leadership Council and the Deacons. This board will absorb RJI, CEJI, and the Housing Justice Committee. The Immigration Justice Committee, the Reimagining Community Safety Committee, and LGBTQ justice will also be a part of this new board. This change places all our justice work under one board to facilitate

communication, share resources, and enhance collaboration overall.

An important function of the Leadership Council is to support and encourage our boards to be our best selves in living out our mission and purposes. Concerted effort was put into working with the board chairs to translate and integrate the basic tenants of the Campus Taskforce 2.0 into tangible, doable actions as board members made plans for the year. Increasing our focus on inclusion and the expansion of who we think of as "us" is resulting in an expanded vision of who our neighbors are.

This rang so true as our church rose up with an unprecedented collective response to the ICE siege which terrorized and dehumanized our immigrant neighbors. Our church came together to live out our mission. LC spent time processing and recognizing that this incredible response was exactly what we aspire to—as is captured in the Campus Taskforce 2.0 report and our mission—to embody the radical love and justice of Jesus.

Over the year, we worked hard at "trying to find the genius of the Leadership Council," as JT framed it. Our work was to have all the workings of the church at one table and to collaborate and find a path forward. It was definitely a team effort, and I thank my compadres—Nancy Gores, Theresa Voss, Johanna Schussler, Peg Birk, and Tom Anderson—for their commitment, insight, and assistance.

ACTING LEAD & INTENTIONAL INTERIM MINISTER'S REPORT

♦
Rev. JT Smiedendorf



"I have seen Spirit's energy come into worship and into Plymouth's efforts to be a faithful witness and a loving neighbor in the face of Operation Metro Surge."

I am very pleased to be able to report so much goodness and progress this year. We began this last year by completing a series of three minister departures by the end of summer and starting a new chapter of intentional interim ministry.

Identifying last summer that the integration of mission and margin was a key to Plymouth's health, we quickly took steps toward moving these two values back into mutual reinforcement. On the margin side, we continue to make progress in reducing our annual deficit and are on track to make our 2028 goal of a maximum 4% draw on the reserves. We have received over two million dollars in new endowment monies, and we are actively shifting toward more leasing of the building to other mission-aligned partners. Looking years down the road, a Long-Term Sustainability Taskforce (LTST) is looking at what kind of campus scenarios Plymouth might pursue for mission-aligned fiscal health at 19th and Nicollet Avenue.

On the mission side, I have seen Spirit's energy come into worship and into Plymouth's efforts to be a faithful witness and a loving neighbor in the face of Operation Metro Surge. We have also formed a Taskforce on Reparative Action (TORA) to explore how mission and margin can come together as we seek to repair historic and ongoing injustice in a fiscally sustainable way.

The People Who Power the Mission (and Watch the Margins)

The hiring of Executive Director, Dr. David Langemo, last year has solidified our organizational footing as he has been able to move the organization toward more efficient

teamwork and budgeting, all while leading with love.

My interactions with lay leadership indicate to me a growing health in the balance of centralized organizing and decentralized action. Groups like the Deacons who are charged with tracking the big picture are increasingly doing so while letting Boards and committees be more empowered to make decisions to express their ministries. This is important for a future where the number of staff will likely be less than it was before and the need for dispersed, effective lay leadership and action will likely grow.

Looking forward in the interim ministry, we are in the second half of the interim. The ministerial search process is in its earliest stages and will continue to gain momentum in the fall and winter. While there is no way to know when the Minister Search Team will find the right final candidate, it is likely that it will happen in 2027. I will do my best to stay as long as I can until that time.

Many thanks to all the staff and all the volunteers of Plymouth who make this place go. Only through teamwork is this possible, with each person playing their role. And my report would not be complete without expressing my deep gratitude for the hard work, skill, and dedication of our Co-Moderators from this last program year, Peg Birk and Johanna Schussler, who are stepping aside at the end of this term. Investing much time and heart, they are responsible for helping the Deacons and many ministries to move forward in this last year.



EXECUTIVE DIRECTOR'S REPORT

♦
Dr. David Langemo

Since July, the role of Director of Operations, later, Executive Director, has had the privilege of supporting Plymouth Congregational Church across a wide range of operational and strategic initiatives. This work has included active participation in numerous boards, committees, and task forces, including the Board of Finance & Administration, Leadership Council, Facilities Management Committee, Human Resources Committee, and several groups focused on long-term sustainability and planning. In total, this includes engagement across more than ten leadership groups, contributing to thoughtful, mission-aligned decision-making throughout the life of the church.

Strengthening PCC's Financial Footing

A central focus has been strengthening PCC's financial sustainability in ways that are both practical and forward-looking. Leasing agreements with current tenants have been reviewed and renegotiated, resulting in rental rate adjustments that more accurately reflect market value and the use of PCC's spaces. This work has created a stronger and more consistent revenue stream while maintaining positive collaborative relationships with tenants. At the same time, new and prospective partners continue to be welcomed into the building—an encouraging reflection of PCC's presence and shared values in the broader community.

Operational efficiency has remained an ongoing priority. Through careful evaluation of vendor relationships and services, expenses have been reduced across several areas, including lawn care, insurance, accounting, IT, and other contracted services, resulting in thousands of dollars in annual savings. While this work is ongoing, early efforts have already improved cost alignment and strengthened overall stewardship.

A more structured bidding process has also been implemented for major projects, reinforcing

a commitment to thoughtful stewardship. Currently, approximately a dozen capital projects are in progress or planning stages, representing over \$800,000 in total investment. Each project has included a minimum of three bids, ensuring both competitive pricing and the selection of the right partners for the work. Among these efforts, the roof over the Sanctuary, Chapel, and half of Guild Hall is scheduled to be replaced between late May and early June, marking a significant investment in the long-term care and sustainability of PCC's facilities (see photo for reference).

In the area of technology, important steps have been taken to modernize systems and improve communication. The transition from ACS to Realm was completed in October, with hundreds of members successfully onboarded to the new system. Additional tools, including Realm and AlertCom, are already enhancing communication and engagement, with further improvements still in development.

Recognizing the need for clarity and consistency, a variety of internal documents and guidelines have been developed to support staff and ministry leaders. These resources—ranging from communication practices and employee review processes to social media guidance, confidentiality, and ethical AI use—help create a more cohesive, transparent, and well-supported working environment.

Nurturing the Spirit of Partnership

Collaboration continues to be at the heart of this work. Strong partnerships with staff, lay leaders, and committee members have supported ongoing efforts to refine budgeting practices, improve financial reporting, and more clearly tell PCC's financial story. Initiatives such as Consecration Sunday and engagement with the Financial Stewardship Taskforce have helped cultivate generosity and deepen a shared sense of purpose.

Above all, it is the PCC community that gives this work its meaning. The warmth, creativity, and dedication of its members are felt every day, making this not just a place of work, but a place of genuine connection and shared mission. Supporting this vibrant and faithful community remains both a joy and a privilege.

ORGANIST CHOIRMASTER'S REPORT

◆
Philip Brunelle



"Music has played an important role at Plymouth Church since its founding in 1857."

I am pleased to share my 57th annual report with you as Plymouth's Organist-Choirmaster, and I am so grateful for the support and encouragement you have given to me and all those involved in music-making in this beloved church! Many thanks to our wonderful team of musicians: Sonja Thompson, Mary Laymon, Marie Scholtz, and Ann Tandy-Treiber. Thanks also to our splendid Plymouth Quintet: Maria Jette, Kathryn Rupp, Lisa Drew, Dan Dressen, and James Bohn, and to our wonderful Chapel Trio: Laura Caviani, Chris Bates, and Dave Schmalenberger.

Music has played an important role at Plymouth Church since its founding in 1857. At the 9AM service we are grateful for the Chapel Trio, the Chapel Singers, and our children's choirs; the 11AM service is anchored by the Plymouth Choir and Handbell Choir. Special thanks to guest musicians during the year: Noah Scharback, Gwyneth Jarrett, Deb Hendricks, Lynne Aspnes, Dick Hensold, Diane Hallberg, Sonja Thompson, the Taggart family, and Melanie DeMore. Thanks also to our Christmas readers and speakers: Janis Hardy, JT Smiedendorf, Betsy Cussler, Kurt Hunter, and Paul Lohman.

Celebrating Our Soloists

This year we honored two of Plymouth's soloists with commissioned anthems in celebration: to Dan Dressen on his 47th year as our tenor soloist—an anthem composed by the

Portuguese composer Eurico Carrapatoso; and to James Bohn, celebrating 40 years as our bass soloist—an anthem by Minnesota composer Carol Barnett. We were also honored to have Sir John Rutter conduct the Plymouth Choir in the U.S. premiere of his anthem, "Come, My Joy." On Palm Sunday afternoon our five Plymouth soloists presented a program of duets, each of them singing duets with each other—a first here at Plymouth—and it was charming! Sonja Thompson and I were the duo-pianists.

My role as Music Director includes working with all the music staff, serving as a liaison to the Board of the Arts and the Facilities Management Committee, providing special music at Drop-In events, meeting new members, assisting with funerals, weddings, and special occasions... including writing songs for departing church staff members!



[Back L-R] Jim Bohn, Kathryn Rupp,
Dan Dressen, Maria Jette, Lisa Drew
[Front L-R] Sonja Thompson, Philip Brunelle

ASSOC. MUSIC DIRECTOR & FIRST SERVICE MUSIC COORDINATOR'S REPORT

♦
Marie Scholtz



"We processed and grieved the actions of Metro Surge peacefully, with hymns of justice, of anger, and of love."

This spring, I closed my 11th program year at Plymouth. Plymouth continues to self-examine and edit in this important period of interim. And our 2025-2026 programming year has been no exception!

- Our community sang our way to Alex Pretti's memorial this winter. We processed and grieved the actions of Metro Surge peacefully, with hymns of justice, of anger, and of love.
- Midweek Mingle dinners returned to Lenmark this year, allowing kitchens to be kitchens and dining rooms to be dining rooms. The task of feeding us was adopted into laity work, and I am so appreciative to all of the many volunteers who coordinated our meals and did the dishes.
- We welcomed many guest artists into the 9 am worship space, including singer-songwriter Sara Thomsen, violinists Natalia Moiseeva and Jim Van Iwaarden, saxophone-flautist David Milne, and community song leader Bret Hesla. Not to mention the debut in worship of Joyful Noise Ukuleles!
- Two incredible singers and musicians (and one who had perfect attendance this year, I might add), will advance into our Youth Choir: Cooper and Rosalie.

Continuing Beloved Traditions

- Youth singing with the Plymouth Choir at Thanksgiving and Palm Sunday.
- Singing Britten's "A New Year Carol" every January.
- Gathering as a five-ensemble choral department for the fourth year; our Renewal Sunday this May explored peace-making as the real and disciplined work of creating Eden here on Earth.

- Offering four Creative Quarterlies—this year, dabbles in musical theater, bell choir, multi-cultural Mardi Gras practices, and liturgy creation.

As I will do this summer during my sabbatical, it is important for us all to pause and ask ourselves, "Do I recognize this place? When I look around, am I proud of what I see?" The Congregationalist nature of our church means that we need and want you all. And we make this place, together.



DIRECTOR OF CONGREGATIONAL CARE'S REPORT

♦
Birdie Cunningham



"This past May we welcomed six new members."

I joined Plymouth as the Director of Congregational Care in June of 2025. Since then, I have spent time learning about the care both given and received within our congregation. I have also spent many hours hearing your stories, providing comfort, and experiencing your moments of joy. It has been a gift to provide pastoral care during times of transition and loss while witnessing the deep courage, resilience, and hope that reside within the congregation.

Over recent months, care was given on both the personal level through home, hospital, and hospice visits; within groups like the Life Transition Group and Caregiver Support Group; and on a congregational level through our pilgrimage down Nicollet Avenue to the Alex Pretti memorial site.

Working alongside the membership committee, we revised the membership curriculum, and this past May we welcomed six new members. The 50-Year Member Committee welcomed both the 2025 and 2026 new 50-year members, celebrating and giving gratitude for all of our long-term members whose dedication and love continue to enrich our community. Along with the memorial committee we have held services and honored the lives of members who have died this year. The year has been filled with gratitude.

Most recently, a group of members and I have begun to imagine a model of care that can build off the existing care given and received at Plymouth and create new opportunities and ways of giving and receiving care within our congregation. We are currently in the stage of learning and gathering information so we may be able to build a model that is sustainable, life giving, and rooted within the strength of our community. Our goal is to roll out our model in Fall 2026.

In the journey ahead, may we continue to build on the many ways congregational care is woven within the fabric of Plymouth.

DIRECTOR OF CHILDREN, YOUTH & FAMILIES' REPORT

◆
Nina Jonson



“Informal gatherings are high on the list of all tweens and teens, with 5 lock-ins held during the program year, and 3 trips planned for this summer.”

Our church school programming focused on Bible basics this fall, with all grades of students. We covered major stories and events in the Old Testament in chronological order, leading up to the birth of Jesus at Christmas time! We continue a teaching schedule in which adults and youth are teaching on alternating weeks, which allows for intragenerational relationships to build with our young people, fosters leadership in our teens, and still provides opportunities for youth group and socializing on a regular basis.

We have a very robust middle and high school population, as well as a younger age group, but our elementary population is currently thin, which is a result of not being able to start programming or get connected to friends at church during COVID. We will see this dip in population move through the program in the coming years but hopefully will be able to attract and retain young families.

For families, we brought back the popular parent circle this winter, with the addition of licensed parent educators to assist us with facilitating conversations around parenting during a government occupation. Having a professional facilitator was well received, and we are considering continuing this into the 26-27 program year.

Informal gatherings are high on the list of all tweens and teens, with 5 lock-ins held during the program year, and 3 trips planned for this summer. We are working on ways to keep college students involved when they return home or if they stay local, as they continue to be desirous of maintaining a relationship with Plymouth and their youth group peers longer than they

have previously. The role of Children, Youth and Family Ministry has expanded into a Children, Youth, Young Adults and Family Ministry.





DIRECTOR OF SPIRITUAL FORMATION'S REPORT

♦
Rev. Kate Taber

Through a year of great internal transition and external turmoil, I've been inspired and energized by the leadership of Plymouth members as you all stepped up to nurture one another in your spiritual journeys. It has been a joy to help facilitate that work this past year.

Sundays @ 10

Throughout the year, Sundays@10 programming included Sunday Forum and small group discussion. The Forum committee brought in community experts on a range of topics such as overdose prevention, music and composing, and spiritual direction. Small group discussions were led almost entirely by Plymouth members who facilitated conversations on everything from spiritual mysteries to the practice of the labyrinth to the connections between improv and dementia care.

Spiritual Formation Programming

Scripture Study on Thursdays continued, again led almost entirely by thoughtful and insightful Plymouth members. Members led book studies and classes, like Peter Eichten's study on James Baldwin and Lenten evening gospel scripture study and Elizabeth Jarrett Andrews's classes on writing your spiritual memoir and re-visioning. Deb Fowler, Sarah Lehman, Jennifer Theis, and Karen Erickson facilitated two Soul Circle spirituality groups, expanding that offering this year to double its capacity. Mary Sheehan and Scott Beaumont hosted different "Spirituality Suppers" in their homes, encouraging members to build relationships while sharing with one another about their spirituality.

We offered a video series class, "Embodied Spiritual Practices for Uncertain Times," to learn how to tend to our nervous systems, reconnect to presence, and stay rooted for the

long haul of justice work. Joan Deming and I led an Advent book study on *Rooted in Faith and Justice*, hearing voices of Palestinian Christians as we turned our eyes to Bethlehem for the season. We returned to the topic of Palestine upon request during Lent, this time exploring the theology of the cross in the context of both Palestinian and American Christianities. Under the weight of Operation Metro Surge, at least a dozen of us read theologian Hanna Reichel's book *For Such a Time as This: An Emergency Devotional*, in which we looked to the past for wisdom to face the present.

All Five Confirmands Become Members

Throughout the year, the confirmation program ran with five participants, five companions, and two teachers. They explored their personal values, the person of Jesus, the characteristics of God, the history of the Bible and its major themes and stories, the purpose of creeds and faith statements, and more. They visited Good Courage Farm, New City Church, and St. Joan of Arc Catholic Community. In April, each participant made the decision to be confirmed and to join Plymouth, which was celebrated in a service they led on April 12th, 2026.

Meanwhile, members of the Board of Spiritual Formation led significant work in planning an upcoming retreat, obtaining access to a grant program for contemplative practices in congregations, and obtaining funds to renovate a space for meditation and prayer. I encourage you to read their report to learn more.

This year, I became a staff support to the various justice ministries and have been inspired by their leadership and efforts throughout the year. I was pleased to accompany them through the process of discerning a new way forward that addressed ongoing concerns around sustainability, collaboration, and intersectionality. This process has resulted in the formation of the Board for Justice Action, and I'll be looking forward to seeing how it facilitates Plymouth's work for justice.

It's a joy to walk with you all on this journey.

DIRECTOR OF THEATER ARTS & AV PRODUCTION'S REPORT

♦
Cody Bourdot



"Our venues and our livestreaming capabilities garner increasing attention from a variety of performers."

Two summers ago The Gilbert and Sullivan Very Light Opera Company helped Plymouth install a large cyclorama (a seamless curtain suitable for projections) in the Conn Theater. The new curtain, combined with upgrades to the sound system by our AV team (Slats Tool, Felix Svatek-Pine, and myself), plus the projector expertise of Plymouth member Chuck Bottemiller has turned the Conn into a fine venue for film and cinema!

Last year we made initial forays into film screenings and festivals. 2026 continues with new renters like Picturegoer Film Club in September and Cinema Ecclesia offering Saturday morning films and concessions at 10:30 AM on June 13th and July 11th. Look up Cinema Ecclesia's recent feature story at RacketMN.com.

Other improvements to the Conn include accommodating bigger stage productions by reclaiming backstage and dressing room space that were being used for storage and moving forward with new seating proposals and lighting upgrades.

Minneapolis Musical Theater returned to the Conn this Spring and will be back again in April 2027 with a production of Jane Eyre in the Chapel.

Our venues (the Conn, Sanctuary, Chapel, and Guild Hall) and our livestreaming capabilities garner increasing attention from a variety of performers. Stay tuned for stand-up comedy and dance, too.

The tech team added photo/video lighting equipment to our tool belt and recently completed portraits for church staff, confirmands, new members, and 50-year members.

Slats and Felix both celebrated work anniversaries this winter and continue to enable all of this to happen and more. Say hi to them on Thursday and Wednesday nights, respectively, and Sundays!



DIRECTOR OF SECURITY'S REPORT

♦
Malcolm Williams

Sunny Days Are Here!

This past year was the truest test of character and resilience for your facilities team. While major changes were in play with our Executive Leadership, your facilities team was relied upon to meet the needs of the growing building schedule while monitoring the consistent changes in the community conditions. This team, which consists of our custodians, housekeepers, and the safety team, averaged more hours on site than any year since my arrival in 2010. With 50% of our staff averaging less than two years on site, one may think that this would have been a recipe for disaster. Plymouthites, with the utmost confidence, I can tell you now that we have the team in place that is set up for success.

Housekeeping & Custodial Teamwork at PCC

In 2024, we revisited the internal housekeeper position with the hiring of Vicki Johansen. Vicki, with nearly 20 years of cleaning experience, was able to stabilize this venture by showing that a housekeeper can play an important support role for our custodians. Vicki's steady hand helped open the door for us to make a long-term investment in our newest employee, Susana Bravo. Susana is our first housekeeper who will average five or more days on site since 2020. With our housekeepers now in place, our custodians Tracy, Ronnie, and Tyronne now have more time to answer calls and meet the rapid setup demands to keep Plymouth programs on schedule.

Our facilities team also celebrated a special milestone this year. Custodian Tracy White has now completed his 14th year of service. Tracy has become one of the most important hires in recent Plymouth history. Tracy has redefined how we move, store, set, replace, and repair all of the equipment needed to

thrive throughout a program year at Plymouth. Tracy is also my go-to for onboarding of all new hires to the custodial and housekeeping team. Tracy White also contributes to the bottom line by operationalizing his years of cleaning and construction know-how by taking on all small and odd jobs that most places would have to contract out. Tracy's internal clock for deep seasonal cleaning projects also ensures that Plymouth remains the jewel that it was always intended to be.

Safety & Security During Operation Metro Surge

The start of the new year was the most challenging stretch of service I have ever experienced here at Plymouth. Given the demands of the busy program schedule and the volatile community conditions, the idea of a work-life balance was truly tested. You may not have known that our safety team wasn't just tasked with the daily monitoring of our facility, but with the real possibility that they may have to hold the line to protect our most vulnerable guests and tenants during Operation Metro Surge. Plymouthites, I made a request for an elevated level of support that we needed and it was executed by our safety team. Thank you, Cane Roberts, Dallas Wilson, and Christopher Cunningham.

New investments in training and equipment are on the horizon for our facilities team. In early May, we hosted our first CPR + First Aid training on site since 2020. We are currently having conversations for additional safety-specific training and refresher courses for our safety team. Motion sensors were added to the 1907 side of the building at the beginning of the year. We now have motion sensors plus contacts covering all major entry points and common areas of our facility. In late April, we will begin Phase 1 of our new security camera installation. This project will replace some of the aging cameras that we currently have on site. Also, we will be adding cameras to a few of our current blind spots. Phase 2 of our camera installation should be completed sometime in early fall.

2026 is shaping up to be one of the most impactful years for our facilities team. Your positivity and support have been well received. New investments are being put to good use. Thank you all for your commitment to your facilities team.



MARKETING & COMMUNICATIONS REPORT

♦
Suzy Martin

This year, Marketing and Communications rebuilt Plymouth's digital infrastructure, grew its presence across three social platforms, launched a new community platform, and supported a record giving campaign. It was a year of meaningful growth, creative faithfulness, and laying strong foundations for the future.

Social Media Reach

Facebook: reached 14,649 people over a recent 90-day period — worship graphics, community announcements, and Faith Action events, carrying the congregation's signature message of belonging: "You are seen. You are loved. You are home."

Instagram: reached 555 accounts with 4,431 views and 113 interactions over the same 90 days. Top posts covered Palm Sunday Faith Action, Earth Sunday, Trans Visibility Day, Youth Sunday, and Confirmation Sunday — a genuine snapshot of a congregation fully alive in its mission.

YouTube: nearly 1,000 subscribers, with 2,026 views and 423+ hours of watch time in the past 28 days. Both the 9 a.m. and 11 a.m. services are uploaded weekly, extending Plymouth's reach to members who worship from home, loved ones at a distance, and curious newcomers. The Tony Stoneburner Memorial service drew 63 viewers at a 43-minute average view time — a testament to the depth of connection Plymouth fosters even in its most tender moments.

Giving Campaign

Marketing and Communications supported Plymouth's Easter Offering campaign, which delivered a 44% year-over-year increase in giving. The Leadership Council Chair credited the campaign with measurable impact for Plymouth's community partners. The results

speak to the power of communication that is rooted in values and delivered with clarity.

Website Redesign

A full redesign and rebuild of the organizational website is underway, on track to launch by Rally Sunday — a new digital home for Plymouth, welcoming and clear, designed to serve both long-time members and those encountering Plymouth for the very first time. The new site will integrate directly with the Realm platform. This is a significant change to an ancient system, one that affects staff operations and the congregation's ability to serve each other.

Realm Launch

Plymouth launched Realm, a new internal platform that will transform how the congregation stays connected, with a mobile app delivering the member directory, events, and communications. Realm represents another significant change to an ancient system, affecting staff operations and the congregation's ability to serve each other. Its rollout involves training, communication, coordination across ministry areas, and the ongoing work of encouraging adoption among a congregation of varied digital experience. Marketing and Communications has been central to that effort.

Organizational Planning Tool

Built and launched an organization-wide planning tool for coordinating communications and events across ministry areas. It enabled Plymouth's first all-staff planning meeting and was presented to the full Leadership Council — infrastructure-building that serves Plymouth long after the project itself is complete.

Looking Forward

The year ahead holds extraordinary promise. The website will launch, Realm adoption will continue across the congregation, and social media will build on this year's numbers. Plymouth's story — a story of welcome, justice, spiritual depth, and genuine care for one another and for the world — will continue to be told with creativity, faithfulness, and love.

It has been a privilege to serve this community and to carry its message forward.



ARCHIVIST'S REPORT

Tom Anderson

"Dorene's generous bequest provides a wonderful opportunity for the members of the committee to dive deeper into church life."

As I finish my first year as Plymouth's Archivist, I am grateful for the support and care extended to me by everyone on our committee. I am also appreciative of the support of Gayle Fuguitt, liaison to Archives from the Board of Finance and Administration and David Langemo, Rebecca Smith, and Emily Venell, who are always generous with their time and expertise. A sincere Thank You to all.

We have continued to work on our projects: Telling the story of the Needlers, researching the 19th century story of Plymouth Church, transcribing the backlog of oral histories of longtime Plymouth members, adding records to our database concerning the long ministry of Howard Conn, finishing up several projects started in previous years, and researching some of the roles that women played at Plymouth. We work at home and in the archives on Tuesday mornings, and we are a good group.

We have also, from time to time, taken on special challenges: Stand-alone requests for information that will provide background and context to current developments. It is fun to tackle a new request for information and to dive into church records and other sources of information to answer a question or provide needed background on a particular event or about a member or friend of Plymouth.

In November we received news that Dorene Bruns, a beloved former Archivist who died in the late winter of 2025, had left a large bequest in her will to the Archives. This gift has come at an important time in the development of the Archives: For some years it has been apparent

that growing and maintaining Plymouth's archives is too large a task for a group of volunteers. Special expertise is needed, as is continued supervision and training, and contact and communications with other organizations like The Minnesota Historical Society, The Hennepin County Historical Society, and The Minnesota Digital Library.

Work by the committee over several years has drawn up a plan to divide the job of Archivist into two parts: Church Historian/Archivist, a volunteer position, and Archives Administrator, a professional staff position, but church finances have been a roadblock to implementing this plan. The gift from Dorene allows us to develop a job description for a part time Archives Administrator and to do a search to find a person to take on that role. A second opportunity has also been suggested: creating a paid intern position. This would be offered for students studying to be professional Archivists to get some real experience and to take on projects which are too large to be done by volunteers.

Dorene's generous bequest provides a wonderful opportunity for the members of the committee to dive deeper into church life, for the members and friends of Plymouth to know more about Plymouth, and for the story of Plymouth to be added to the history of Minneapolis and the state of Minnesota.

The coming church year is going to be very exciting.

The Archives members include:
Ann Harding, Elsie Martin, Hal Scheebeck,
Greg Venell, Kathy Beam, and Mary Welfling

BOARD FOR THE ARTS

♦
Deb Hendricks, chair

This year the Board for the Arts focused on Campus Task Force 2.0 charge to broaden the work of inclusion across the whole church. Our programs, from visual art and music to literary arts and theater, were reshaped to create new partnerships and to expand our appeal and reach beyond our walls.

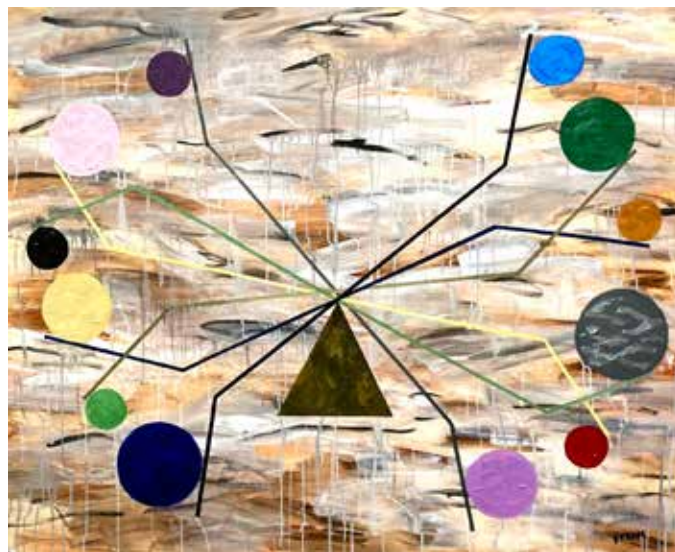
Art Exhibits at PCC

- Three art exhibitions offered Plymouth opportunities to open its doors to artists and art lovers in the community as well as from within the church:
- The Indigenous Women Water Protectors included portraits by John Kaul honoring twenty-one indigenous women water protectors and displayed art by five of these women, including Sharon Day, the spiritual leader of the Nibi Walk movement.
- Drawing Nigh - Portraits of my Mother by Amy Warner. Drawing portraits of her mother daily became a loving collaboration between Amy and her mother, enriching their time together. This exhibition was paired with a Sunday Forum presented by the artist and her family as well as a subsequent discussion on aging and caregiving.
- Matt Brown, Artist, and Sophie Kissen, Jewelry Artist, are featured in the Conn Gallery exhibition entitled "Home," which challenges us to reflect on the fragility of home and potential for loss from natural disasters, mass migration or homelessness. The exhibit is Inspired by nature, art history and personal narratives.
- Literary Witnesses presented stellar events highlighting regionally and nationally known poets (Terence Hayes, Deborah Keenan, Dobby Gibson), culminating in sold-out events that featured best-selling writers Louise Erdrich and Ann Patchett. What was special was our partnership with Birchbark Books to bring about

the readings by the novelists.

- An endowment fund to care for and preserve Plymouth's four Embroideries in perpetuity was established with generous donations from members and friends of the church. A display of Embroidery historical materials was moved to the Guild Hall entrance to serve as an introduction to the Embroideries' history and significance to Plymouth and ensure that many more will be made aware of it.
- Tours of Plymouth have been reworked as four special-interest tours:
Our Building: What's Where and How to Get There
Art and Architecture
Stained-Glass Windows
Nooks, Crannies and Fun Facts

The first tour was launched in May for new members and others interested parties. The new tours will be offered monthly after Sunday services.



"Delicate Balancing of Internal Moons"

by artist Dan Tran

Exhibited in the Conn Gallery July, 2025

BOARD OF COMMUNITY LIFE

♦
Linda Seime & Bill Read

“Our focus is on engaged membership and member care as well as providing a welcoming presence for all who enter Plymouth’s doors.”

For our annual report last year, we noted that our work is “all about relationships,” and that has continued to guide our board. We’ve been especially pleased with the support of the interim ministry and the active contributions of the Leadership Council to notable new energy and accomplishments of our board and the deep involvement of our board members. Our focus is on engaged membership and member care as well as providing a welcoming presence for all who enter Plymouth’s doors. Our Welcome Table, hosted by members as well as the reception desk with its attentive staff, is important in widening the ‘open arms’ of Plymouth to the neighborhood and the broader community.

Connecting People to Each Other and Resources

Our board organizes new member activities and receptions and honors 50-year members with a celebration. Our Care Team and Care Ministries and the board’s support of Mental Health Connect and Downtown Grief Coalition extend the reach of our activities “among and beyond.” Small fellowship groups and the many interest groups under the One More Chair umbrella continue to be a core of our board’s support of our Plymouth community.

In the coming year, we hope to increase our community’s engagement in intergenerational activities such as the Christmas Festival, an all-church dance, Midweek Mingle/Wednesday evening meal, and the re-institution of One Hundred Hands projects. We look forward to the new church year!



BOARD OF FINANCE & ADMINISTRATION REPORT

Rick Seime, chair

"We have stayed true to [our] commitments to reduce reliance on our endowment, sustaining Plymouth Church for the long term."

Scope of BOFA's Work

BOFA ensures that Plymouth Church's finances, facilities management, and operating practices support the Purposes of the Church, and keeps the Church on a path of financial sustainability. It maintains policies and procedures regarding financial stewardship, commingled fund investments, liquidity, accounting, budgeting, records retention including Archives, and restricted fund management. Together with staff, it is responsible for developing operating and capital budgets including compensation, monitoring performance and financial statements monthly, and overseeing the annual audit. Committees it oversees: Archives, Facilities Management, Financial Stewardship, Human Resources, Investments, and Technology Management.

BOFA has stayed true to its commitments to reduce reliance on our endowment, sustaining Plymouth Church for the long term, while balancing both mission and margin. BOFA's culture is one of collaboration and collegiality. Much has been accomplished in 2025-26, and this report highlights some of those accomplishments and presents a brief update on financial matters.

BOFA Task Forces Chartered This Year

The Long-Term Sustainability Task Force (LTST) was formed to research and explore several scenarios to achieve long-term financial sustainability for Plymouth Church. Elizabeth Glidden is the chair. The Taskforce will work with a consultant, Proximity Project, and Plymouth's engaged commercial real estate broker, Tradition Commercial Real Estate, toward

development of scenarios in a report due in November 2026. The Taskforce will design and lead an approach to share its findings and shape deliberation, discussions, and next steps with the congregation. Their work was introduced to the church in person and in a live streamed forum on Sunday, May 31st from 10:00-10:50 am.

Plymouth Taskforce on Reparative Action (TORA) was formed to answer the questions of why, what, when, how and who regarding reparative action by Plymouth Congregational Church of Minneapolis. The Plymouth community will be engaged in TORA's work and TORA will collaborate with BOFA throughout the process to work toward recommendations that are consistent with the 5-year plan and Plymouth's long term financial stability. TORA will complete its work by November 1, 2026.

Other Highlights

The new initiative, the 2025 State Housing Tax Credit campaign, attracted over \$40K in supplemental giving to Plymouth Church and about \$60K in additional resources to expand housing opportunities in the community.

The Five-Year Plan Work Group has developed and shared financial models of the church's situation with staff and lay leaders and supported staff and our real estate broker in a search for additional tenants to strengthen the Church's finances.

Highlighting the Work of BOFA Committees

Archives—PCC received a generous bequest from the estate of Dorene Bruns, former PCC archivist. BOFA has established the Dorene Bruns Archive Fund to support the work of the committee. The Archives committee has decided that the first use of funds will be to create a position called the Dorene Bruns Archives Administrator, under the supervision of the Archivist, to preserve and provide access to Plymouth's History and records with the aim of informing current and future generations within, among and beyond our church.

Human Resources—advises on personnel matters including completing a review and revision of the PCC Personnel Policy Procedures Manual, advisement on salary and benefits,

Continued on the following page

management, and appreciation activities for clergy and staff. The committee also had a significant role in the hiring and onboarding of Dr. David Langemo, Director of Operations.

Investment—the investment committee works closely with Wells Fargo, which manages the comingled funds of the church. The portfolio value as of 4-16-26 was \$9,891,000. The budgeted draw for 2026 from comingled investments is \$638,314 and the Capital Budget for roof repair and boiler replacement anticipated to be \$1.1 million (\$700,000 of which was received from insurance and deposited upon receipt in comingled investments). Overall performance of the portfolio since its inception is 5.9%, with equities at 10.5 % and fixed income and cash at 2%. Current asset allocation is 57% in equities and 43% in cash and fixed income. The target asset allocation for cash and fixed income is 34% and for equities is 66%. We are currently over weighted with cash and fixed income due to the \$1.1 million in capital repairs anticipated in 2026.

Facilities Management—the work of this committee encompasses attending to the needs of Plymouth Church, both within the building and outside the building. Facilities Management has provided projection of capital improvement expenditures in the years ahead, prioritized these needs, and recommended capital expenditures for needed infrastructure improvement. The boiler replacement monies in the 2026 budget reflect that input.

Financial Stewardship (formerly the Financial Stewardship Task Force and replacing Stewardship Committee)—the committee is seeking to improve how we invite and acknowledge financial gifts to PCC. Shifting the focus from the church's "need to receive" financial gifts to members and friends "need to give." Consecration Sunday (CS), instituted last year, embodied this spirit. CS was well-received and resulted in an 8% increase in estimates of giving for 2026. Using lessons learned from the inaugural CS, a Consecration Day—an approach aligned with CS and improved based on lessons learned—will be used for the 2027 fund appeal. The committee also hopes to revitalize the Flame Society whose purpose is to recognize and encourage legacy giving. (See more in Consecration Sunday Annual Report).

Technology Management (formerly the Technology Task Force)—this committee was formed to address the growing need for systematically reviewing, maintaining, and updating our technology infrastructure. Its scope includes preparing and updating a maintenance/replacement plan for technology systems in the church, including computers, related software, related systems and security; desired timeframes for replacement and estimated costs; and ensuring all technology and software systems are in proper operating condition with routine, scheduled, and anticipated actions and plans to prevent failure and/or degradation. The Technology Committee provided recommendations for replacement of computers and other technology needs that were included in the 2026 Budget.

Where the 2025 Operating Budget Landed

Expenses exceeded revenue beyond a projected \$690K gap. Because revenues came in lower than projected and operating expenses were higher than expected, we ended the year with an \$825K gap—\$135K more than budgeted.

On the revenue side, congregational giving was \$38K under, mainly due to unfilled pledges, offset by better-than-expected rent income. The major driver of expenses being higher than projected was higher accounting fees, reflecting extra (but necessary) work to improve management reporting and to update systems for better expense tracking.

Moving Forward

We are closely monitoring the 2026 operating budget. We intend to provide regular updates to the congregation throughout the year.

- The PCC Financial Policies and Procedures were revised and approved in February. New sections address Calculating the "Endowment Draw," include the Five-Year Path to a Sustainable Budget, and codify specific Budget Management and Oversight procedures.
- Each Board knows their specific budget for 2026, and each receives regular reports on actual expenditures compared to their

budgeted amount. This practice requires each board to take ownership of expenditure decisions and problem solve as needed to meet their budgeted expectation.

- There have been some “headwinds” affecting revenue projections in 2026. Foremost among them has been the ICE surge and its impact of lower enrollment and reduced income for one of our primary tenants, VivaBú. BOFA has recommended an accommodation for VivaBú by reducing their monthly rental amount on a temporary basis. BOFA will monitor the situation at VivaBú and reassess their rental amount at the end of August 2026.
- A priority is to reduce accounting expenses. BOFA, through partnership with All-in-One Accounting, will significantly reduce accounting expenditures in 2026.

We especially acknowledge Dr. David Langemo, Director of Operations, whose effective work and leadership has enhanced our financial, staff, and congregational well-being. And finally, Mike McCallister, Treasurer, for consistently exceptional contributions to the work of BOFA and the church.



BOARD FOR JUSTICE ACTION



Board Founders

“Justice issues are intersectional, and approaching justice from within a larger structure will help us to more meaningfully engage in the connection between our faith and justice.”

Plymouth is launching a new board for the 2026-2027 program year.

For years, Plymouth Church has had several justice-related groups formed to address specific concerns in our community. Over time, we realized that these groups often operated in silos. Membership was more loosely organized than that which existed for the church’s six boards, and the lack of term limits and coordination with the Nominating Committee led to burnout and declining membership in these non-board groups. This led to discussions about how to more effectively address urgent justice issues.

Out of these discussions, **the new Board for Justice Action was born.** This board will support the Congregation’s voice for justice in the public sphere. It will clarify Plymouth’s moral stance on justice issues; create focused, time-limited justice action teams; and engage the Congregation in direct policy opportunities. It will respond quickly to issues as they arise, galvanizing members to be a visible, compelling, and effective presence in the community. Collaborating with the Board of Outreach, it will identify issues that may need a more sustained commitment. The Board of Outreach will continue to function as it has been, supporting our connections to ministry and community partners and facilitating opportunities for service.

This board, which begins its work on July 1, 2026, absorbs the work of:

**The Racial Justice Initiative
The Climate and Environmental Justice Initiative
The Housing Justice Committee
LGBTQ Justice**

The Immigration Justice Committee and the Reimagining Community Safety Committee will continue their work as standing committees under the Board for Justice Action.

Justice issues are intersectional, and approaching justice from within a larger structure will help us to more meaningfully engage in the connection between our faith and justice. The new board is forming with a group of 9 members for the coming year, and board members committing to one-, two-, and three-year terms are being sought.

BOARD OF OUTREACH

♦
Sarah Bergan, chair

“Even amid uncertainty, our partners continue to look ahead with purpose and hope.”

At Plymouth, we seek to live out our love in the world by investing our time, talent, and treasure to advance social, economic, racial, and environmental justice. The Board of Outreach creates pathways for this work—inviting action that not only serves, but connects. Increasingly, we are focused on linking efforts across partners and programs to multiply impact, drawing on the strength and creativity that emerge when neighbors stand up for one another.

Meeting the Moment at PCC

This past year tested many of our partners with volatility and disruption, yet also showcased the promise of persistent work and collaboration. Plymouth members served our last meals at Simpson Housing’s Zion location, as it celebrates the opening of its new building in Whittier that is designed for dignified, supportive shelter, showing us all what can be. Dozens of Plymouth members gathered once again for a work week to remodel a home in one of Habitat for Humanity’s many build efforts around the metro. Members also showed up for days (and nights) of action as many of our housing partners worked to raise awareness and navigate federal funding cuts to housing services and the effects of Operation Metro Surge on housing stability across the metro.

Likewise, our food justice partners showed new collaboration, flexibility and creative response—often in the face of extreme difficulty. In our first full season as orchard stewards at Good Courage Farm, Plymouth members helped learn from and foster the farm’s regenerative practices, and from that partnership fresh sustainable fruit reaches our neighbors through produce deliveries from Good Courage to Groveland Food Shelf. Meanwhile Plymouth volunteers distribute food

to more than 100 students’ weekend backpacks each week through EveryMeal, and each month, Plymouth members gather to prepare and serve a hot meal to anyone who would like one in our own building through Third Sunday Meal. And through the devastating months of Metro Surge, partners like Groveland had to upend their food distribution model while people could not safely leave their homes.

Even amid uncertainty, our partners continue to look ahead with purpose and hope. A new growing season is underway at Good Courage. Food justice organizations are adapting, innovating, and creating opportunities to break bread together. Plans for neighborhood-centered solutions, like local farmers’ markets, point toward a more sustainable and joyful future.

The Board of Outreach is grateful for our partners and to our many members who donate time, talent or treasure through various donations to our Community Fund, Christmas and Easter offerings that in turn support this important work. This year is difficult to capture in a single story—but it is defined by resilience, partnership, and the hope that takes root when a community works in solidarity.

BOARD OF SPIRITUAL FORMATION



Mary Sheehan & Richard Jewell, co-chairs

The Board of Spiritual Formation meets monthly and is responsible for activities that support spiritual development across the lifespan. This includes but is not limited to the following:

- The Library Committee
- Children, Youth and Family Committee (CCYF) - see *Nina Jonson's report*
- Sunday Forum Committee
- Contemplative Discipleship Initiative Task Force

Preparing for Changes

We are currently in the process of emptying the Elaine Marsh library space in anticipation of moving the majority of our books to the Parlor. With interior design consulting, we will be re-designing the parlor to include the library for adult users. The children and youth books will be placed near the children and youth activities area. We have removed about 500 books for adults which have not been checked out for 15 years, and these books are being made available to the congregation through a book sale. Biblical references have been reshelfed in the conference room near the clergy offices.

The Sunday Forum Committee provided well attended programs on wide ranging topics throughout the year. In addition to the Small Group Discussions that happen most Sundays @ 10 in the Conn Gallery, a Labyrinth was offered in the gallery on two Sundays in January. Committee members led scripture studies and book discussions throughout the year.

The Board of Spiritual Formation also offered a table for handouts, loans of featured spiritual books, and conversations every third Sunday in Jones Commons throughout the winter and spring of 2026. We will also be back in Jones Commons every Sunday in September and October to sign people up for our all-church spiritual retreat at St Catherine's University in St. Paul on November 6-7, 2026.

Contemplatives in Action

Plymouth is one of thirty area churches receiving a grant in 2026-28 for Contemplative Discipleship throughout our church. The grant is administered locally with training and help from St. Catherine's University using national Lilly Foundation funds. We will receive up to \$7,000 for in-church training, retreats, and meetings with other churches in the program.

BOARD OF WORSHIP

♦
Jim Leslie, chair

"Our work has also been defined by our sustained efforts to seek the congregation's views on worship at Plymouth these days."

The Board of Worship has had a very memorable year supporting spiritually enriching services. In a time that has been filled with violence and war both here and abroad, our congregation's enduring values of peace and justice have been nurtured through service elements like the Lighting of the Peace Candle ceremony where we saw an uptick in lay participation and through seasonal services like Evensong. Our work has also been defined by our sustained efforts to seek the congregation's views on worship at Plymouth these days.

The Voice of PCC Right Here, Right Now

In this past church year, our board conducted two surveys of the congregation about worship at Plymouth. The first survey was conducted during the summer of 2025 to ascertain the views of Plymouth members about the decision to hold only one service each Sunday, a service that was to blend elements of the 9:00 service with elements of the 11:00 service. We received a good response to our survey, and a Sundays @ 10 event was held in August to discuss the summarized survey results.

During the month of March, our board conducted a comprehensive online-only survey about worship at Plymouth. We are happy to report that two hundred and fifty people completed the survey which we believe contains invaluable information not only for Plymouth members and Plymouth staff but also for candidates seeking to become Plymouth's next lead minister. Another Sundays @ 10 event is scheduled for May to discuss the survey results, and summarized results will also be posted on the Plymouth

website.

Besides the surveys, our board brought back Evensong services during Advent and Lent and restored the friendship pads used during Sunday services. Our board was especially pleased to offer Evensong services every Wednesday night during the two holy seasons, services not only that built on the work of Beth Copenhaver and Karl Jones from an earlier time but that also created new service forms that balanced poetry, Scripture and silence with the gifted piano playing of Karl Jones.

In closing, I would be remiss if I did not acknowledge our dedicated Board of Worship members who went the "extra mile" to complete our board's major initiatives and also recognize the many non-board members who helped every week as service greeters and offering takers. We are also grateful to Philip Brunelle and Marie Scholtz for meeting with us about the role of sacred music in worship at Plymouth.



PLYMOUTH'S COMMITTEES, TASK FORCES & WORK GROUPS

Committees act as extensions of Boards and are established by Boards to carry out essential functions.

Task Forces are appointed by the Deacons, Leadership Council, or a Board to accomplish a specific charge within a specific timeline and with a clearly defined goal(s), limitations, and budget.

Work Groups function similarly to Task Forces and are designed to function for a limited time.

As of June 2026, the following Committees, Task Forces, and Work Groups live under the following boards:

Under the Deacons

- Interim Ministry Team (work group)
- Nominating Committee

Under Leadership Council

- Marketing Committee

Under Board for the Arts

- Gallery Committee
- Theater Committee
- Literary Witnesses Committee
- Embroideries Committee
- Plymouth Decorating Committee

Under Board of Community Life

- New Member Committee
- Welcome Table Committee
- One More Chair Committee
- 100 Hands Committee
- Midweek Mingle Work Group
- Care Team Work Group

Under the Board for Justice Action

- Immigration Justice Committee
- Reimagining Community Safety Committee

Under Board of Finance & Administration

- Archives Committee
- Consecration Sunday Committee
- Financial Stewardship Committee
- Human Resources Committee
- Facilities Management Committee
- Five Year Plan Work Group (5YPWG)
- Long-term Sustainability Task Force
- Taskforce on Reparative Action
- Technology Committee

Under Board of Outreach

- Housing Justice Committee

Under Board of Worship

- Memorial Services Committee
- Communion Committee

Under Board of Spiritual Formation

- Children, Youth & Families Committee
- Contemplatives in Action Task Force
- Library Committee
- Sunday Forum Committee

RACIAL JUSTICE INITIATIVE

♦
Karen Barstad, chair

***“As RJI in its current structure sunsets,
the work of racial justice continues.”***

The Racial Justice Initiative (RJI) continued to focus on its aspiration that Plymouth Church would, in the near future, make significant reparations to Indigenous and African American citizens, the people who have suffered the most from our nation’s colonialist actions. We viewed this as necessary for them but also for the spiritual and moral wellbeing of the church.

In October, we hosted Racial Justice Sunday with the Rev. Dr. Curtiss DeYoung as our guest preacher; featured Amanda Harrington, the Director of the Minneapolis Neighborhood Safety Department, at the Sunday Forum; and facilitated a discussion on reparations in the Conn Gallery. The following day we joined many Plymouth members at the annual Indigenous Peoples Day Sunrise Ceremony at Bde Maka Ska. In April we hosted a table at the Division of Indian Work’s annual fundraiser, our second year doing so. Throughout the year we promoted community events by Indigenous and African American arts and advocacy groups, and we sought ways to deepen Plymouth’s connections with those communities.

Introducing TORA

As the church’s budget for 2026 was being crafted, RJI advocated for a reparations line item. While ultimately the budget did not include that, our request did lead to the creation of the Plymouth Taskforce on Reparative Action (TORA), under the auspices of the Board of Finance and Administration (BOFA). Two RJI members joined TORA. The group hopes to present a report on potential reparative actions to BOFA in November of 2026, with work continuing into 2027.

For several years we recognized that initiatives within church governance were not the most effective way to advance justice issues within the congregation. Lack of term limits, difficulty in recruiting members, and potential for burnout led church leaders to create a new board, the Board of Justice Action. That board will consolidate the work of RJI, Climate and Environmental Justice, and the Housing Justice Committee. The Immigrant Justice Committee will be under this new board. The Board of Justice Action will complement the work of the Board of Outreach and will collaborate with it.

As RJI in its current structure sunsets, the work of racial justice continues. Plymouth has come a long way and has a long way to go. An “Interracial Service” was held at Plymouth Church on February 12, 1956. Clearly this is something we value and continue to grow into. We are grateful to all who’ve supported this work and dedicated their hearts to maintaining racial justice as a core value.



OPERATION METRO SURGE EMERGENCY MONARCA TRAINING

♦
Mary Kay Sauter

In January, while thousands of ICE and border patrol agents descended on the Twin Cities metro, several of us from Plymouth attended a Monarca Training at Central Lutheran Church. We were impressed and found out they needed more places to hold the training. We made all the necessary arrangements, and on February 1st training was held at Plymouth Congregational Church.

The Sanctuary Was Full of Attendees

Monarca offers “upstander” training which is training for “a person who speaks or acts in support of an individual or cause, particularly someone who intervenes on behalf of a person being harmed, attacked or bullied.” What they cover in this training is the role of the upstander and being a legal witness; the who, where and when of ICE activity; best practices for being a legal witness; how to access a rapid response network; and opportunities to get involved.

The People Made it Happen

So many people worked to make this training happen. There were 19 Plymouth volunteers who hosted the event, the security people made a huge difference along with Cody with the tech, Foxon with the organizing, Nina with the youth, our clergy staff who offered their prayers, their help, and their wisdom, and I’m sure I’ve forgotten people. Lastly, we owe a huge thank you to the Monarca staff who led the training with their wisdom, experience, and commitment to justice.



SPECIAL PROJECTS

SIMPSON HOMELESS MEMORIAL MARCH

♦
E.J. Kelley

"Holding it during the darkest time of the year helps us remember and see individuals not often seen by society, or seen only in shadowy, distorted ways."

December 18, 2025, marked the 6th time Plymouth has hosted the Homeless Memorial March and Service to commemorate members of the Minnesota homeless community who died over the course of the year. A collaboration of social service organizations led by Simpson Housing plan this event.

Holding it during the darkest time of the year is intentional: It helps us remember and see individuals not often seen by society, or seen only in shadowy, distorted ways. The returning light in the days that come next symbolizes the hope and recommitment to compassionately serve those experiencing housing insecurity and to transform the systems and societal choices that contribute to homelessness.

Say Their Names

The event started with a silent march from the Plymouth parking lot around Loring Park. Each marcher carried a sign bearing the name of someone from the homeless community in Minnesota who had died in the past year. The marchers then returned to the Plymouth sanctuary for a service of remembrance.

During the service, we read the names and lit 219 candles for each homeless or formerly homeless Minnesotan who died during 2025. Ryan Berg of Bridges for Youth spoke during the service about the particular challenges facing LGBTQ+ youth who experience homelessness. As those gathered left the sanctuary, Asiginaak

Singers sang and drummed in memory of those our community lost. Guests then headed to Jackman/Lenmark and shared in a meal prepared by Minnetonka Methodist and hosted by Plymouth's 3rd Sunday team.

This event happens every winter. If you haven't attended in the past, please consider joining us for next march on December 17, 2026. It is a singularly moving experience.



SPECIAL PROJECTS

CONSECRATION SUNDAY

♦
Gayle Fuguitt

“174 households estimate they will collectively give over one million dollars.”

On Consecration Sunday, over 300 people gathered in one of our most highly attended services, to each come forward and present our Personal Estimates of Giving. This was followed by time to be in warmth and fellowship with each other at our celebratory brunches, breaking bread together—featuring our children’s giving stories and art.

The Consecration Sunday Stewardship Program, selected by our Board of Finance & Administration, is based on the biblical principle of the need of givers to give, rather than focusing solely on the financial needs of the church to help restore financial sustainability.

Plymouth Givers Give Generously with Unprecedented Results

Rev. Wendy Vander Hart, Generosity Officer of the Minnesota Conference of the UCC, our guest leader, inspired in sermon, meaningful discourse, and giving stories, as did lay witness speakers. Plymouth truly responded to the question, “What percentage of my income is God calling me to give?”

Initial results, presented at the end of each brunch are thanks to leaders, volunteers, and talented church staff.

- To date 174 households estimate they will collectively give over one million dollars.
- Nearly 75% of givers increased their giving this year.
- Givers gave +\$140K for support of Plymouth's building, ministries, and programs.

Leadership Dinner

One week before Consecration Sunday, our board leaders gathered at our first Leadership Dinner, an evening of fellowship inspired by Rev. Vanderhart’s message, inspiring personal commitment. Dinner from Christos, supported a neighborhood landmark. All was made possible by a leadership team, talented church staff, and volunteers.

Consecration Sunday’s spiritual inspiration marks a movement, not just a day—a movement toward building long term financial sustainability and vitality within, among, and beyond Plymouth. By renewing our commitment to spiritual growth through giving, Plymouth's possibilities will continue to be realized, making a difference in the lives of so many.

CHRISTMAS FESTIVAL

◆
Nina Jonson

The Community Christmas Festival is a joint project of all of the Boards and Initiatives of the Church, overseen by the Leadership Council. Mary Jordan was my partner on this project.

Whenever an event happens in December in Minnesota, all you can do is expect the unexpected. When the forecasted high for the day of the Christmas Festival was -20, plans quickly pivoted. One food truck canceled, one food truck had to move service indoors, our beloved donkeys could not make the drive from their farm to the city, and we almost considered cancelling the entire event. But then we decided that we could be in community with one another even if we couldn't be outside welcoming our neighbors IN.

The Work That Made it Work

With a lot of team effort and communication, and some quick work by the church custodial and communication team as well as members of leadership, we were able to reorganize the set up for the entire event, contact all of our tablers, and even add in a couple last minute special additions (like indoor inflatable basketball!) to delight attendees.

The Fun That Made it Worthwhile

We were worried that our numbers would be lower than normal because of the weather, and while we did have a slight downturn especially of outside the church participants, the guests we did have stayed longer overall, spent more money where one could, and engaged in more activities and more conversations with one another than has happened in previous festivals.

Funds were raised for the Little Free Pantry (through the Board of Spiritual Formation), women and children in Palestine (through the Board of Outreach), and homeless teenagers (through the craft projects run by teens).

Our evening still finished with a group carol sing, but around the 12-foot Christmas tree in Jones Commons, rather than outside. To quote Theodore Geisel "Every Who down in Whoville, the Tall and the Small, would stand close together, with Christmas bells ringing, they'd stand hand-in-hand, and those Whos would start singing!" The magic of our Whos singing by candlelight, whether at the Christmas festival or on Christmas Eve, is one of the most joyful parts of each season at Plymouth, and reminds us that we belong to each other.

Christmas Festival-by-the-Numbers

- 100% Board, Committee and Initiative Participation
- 175 Attendees
- Leftover Food was able to make 30 small to go meals for the Little Free Pantry
- As well as 50 packed larger meals for the 3rd Sunday Dinner
- \$550 raised for Little Free Pantry stocking throughout the winter





COMMUNITY PARTNERS

VOCAL ESSENCE

♦
Amy Wielunski

“Free events provided a serene, relaxing environment for guests to immerse themselves in music.”

Founded in 1969 as the Plymouth Music Series by Plymouth’s Organist & Choirmaster Philip Brunelle, VocalEssence has decades of history as one of the world’s premier choral music organizations. Despite its global influence, VocalEssence has kept its focus local – consistently pioneering ways to strengthen Minnesota’s community through thrilling musical experiences.

Our Home at Plymouth - Shared Values

VocalEssence and Plymouth Church share more than just space; they share many values. It is the mission of VocalEssence to draw upon the power of singing together to nurture community, inspire creativity, affirm the value of all persons, and expand the influence of choral music.

Plymouth Congregational Church hosts rehearsals and events for VocalEssence and is home to its administrative offices.

VocalEssence regularly fills the halls of Plymouth Church with song. The 115-member volunteer Chorus and 32-member professional Ensemble Singers rehearse weekly from September through May, in Guild Hall and the Chapel respectively.

Administrative operations are based primarily on Plymouth’s second floor, around the corner from the Bovey Archives. The organization’s administrative staff of 11 are based here, with primary in-office days on Monday and Thursday.

The VocalEssence Board of Directors holds its quarterly board meetings at Plymouth Church; One Groveland is the site of the extensive VocalEssence music library.

Special Community Events at PCC

Additionally, this year has seen a number of special community events at Plymouth Church. Highlights include:

- An opportunity to come and sing with world-renowned composer & conductor Sir John Rutter was held in the Sanctuary in January 2026. More than 600 people came together to sing some of Rutter’s most beloved and well-known pieces.
- Two Sound Baths were held in the Chapel with guest artist and collaborator Melanie DeMore in September 2025. These free events, attended by many Plymouth members, provided a serene, relaxing environment for guests to immerse themselves in music, intended to be a healing balm in these troubled times.
- Educational classes in collaboration with the University of Minnesota’s Osher Lifelong Learning Institute (OLLI) are held throughout the year in Guild Hall and the Sanctuary. These classes give older adults an opportunity to hear more from our artistic directors and guest artists about upcoming programs and to dive deeper into the musical background and styles featured on VocalEssence programs.



John Rutter conducts a free sing-a-long of his music in the Sanctuary. Photo credit: Ethan Kellum Johnson

COMMUNITY PARTNERS

SSCO



Khrys Wetzel

"In June 2025, we celebrated 50 years by bringing back our annual Red Hot Art Festival in Stevens Square Park."

The Stevens Square Community Organization (SSCO) has been proudly serving the Stevens Square - Loring Heights community since 1975!

We work to strengthen Stevens Square-Loring Heights by initiating, integrating, and implementing key priorities:

- Economic Development, Neighborhood Development, Community Safety, Clean Green Environment, Building Community Through the Arts & Community Involvement

Our work is guided by our board of directors and staff, and work is done in various monthly committees that ALL are welcome to join: Drop in for a Board Meeting to meet us and see how decisions are made, join our Safety, Garden, or Neighborhood Development & Events committee to take part in the planning and implementation of initiatives, or do a Safety Walk, and more!

In June 2025, we celebrated 50 years by bringing back our annual Red Hot Art Festival in Stevens Square Park. This event brought families and community members together for music and activities like bubbles and balloon art while supporting over 15 local small artists!

Volunteering With SSCO

SSCO is a place where neighbors who want to get involved in their community can do so, and many may even be eligible for money off their rent for volunteering with us! Renters of Mint Properties, Copenhagen Enterprises, and Stevens Community Apartments can volunteer with us to get between \$75 and \$225 off their rent per month by helping with events, posting

fliers, attending meetings, and more!

From June 2025 through April 2026, 33 neighbors have volunteered just over 523 hours, and these are just the self-reported numbers from folks who are eligible for our rent discount. Many volunteers join us each month just to support their community.

Recently, we've focused a lot more on gathering the community together and providing more volunteer opportunities. At the start of 2026 we created a new Garden committee for neighbors interested in our green spaces to meet monthly and plan together and we began a collaboration with Groveland Emergency Food Shelf to establish a dedicated SSCO volunteer block.

Recovering From the Surge

Operation Metro Surge's impact on our businesses prompted us to start an ongoing donor-funded Small Business Support Fund to provide small grants to businesses who have been impacted by ICE's reign of terror on our communities. This fund will remain open for donations and applications on a rolling basis, as a way of continually supporting our beloved local businesses.

What's next? We are working more closely than ever with our partners in Whittier and Loring Park to coordinate joint support for our Eat Street District, building connections with more property managers in the neighborhood, and connecting more and more with our neighbors! Join us by checking out our website at www.stevenssquare.org or emailing us at communications@stevenssquare.org!



COMMUNITY PARTNERS

VIVABÚ

♦
Karina Elze

***"[Plymouth] has welcomed us with kindness and warmth,
making us feel at home every single day."***

VivaBú is a Spanish immersion early childhood center that has been part of Plymouth Church since 2018. We serve children from 3 months to 5 years old, providing a nurturing and engaging environment during these important early years of development.

Our teaching team comprises passionate Hispanic educators from across Latin America and the United States. Together, we share a common goal: to help children grow up bilingual and well-prepared for their academic journey and beyond. We believe that early language exposure builds communication skills while fostering cultural awareness and confidence.

At VivaBú, learning happens through creativity and exploration. Our curriculum includes the arts, dance, theater, and music as essential tools for language acquisition. We also encourage curiosity through hands-on science exploration, allowing children to discover and learn in meaningful ways.

At Home at Plymouth

We feel truly grateful to be part of the Plymouth Church community. From the very beginning, the staff has welcomed us with kindness and warmth, making us feel at home every single day. We deeply value our partnership with the church and enjoy seeing how, little by little, the community continues to embrace and learn more Spanish alongside us.



COMMUNITY PARTNERS

ZAMYA THEATER PROJECT



Maren Ward

***“Fully 95% of our rehearsals and meetings take place
at Plymouth Congregational Church.”***

zAmya Theater Project uses the powerful combination of lived experience(s) and artistic expression to inspire our communities to work for housing justice for all.

zAmya by the Numbers

In 2025, zAmya did 38 performances for 1,639 audience members and 47 workshops for 725 workshop participants, 172 of which were new, and 25 of whom performed onstage. These activities took place in 21 different venues. We engaged 34 professional artists, 12 troupe members (contracted performers with lived experience of homelessness) and 28 volunteers.

Fully 95% of our rehearsals and meetings take place at Plymouth Congregational Church, and we are so grateful!



COMMUNITY PARTNERS

GROVELAND



Sharon Abel, Executive Director

“Standing together when ICE activity created fear across our city, we have consistently found ways to support one another and care for our community.”

In 2025, Groveland Emergency Food Shelf experienced exponential growth. While that might be celebrated in many organizations, in our line of work it signals something very different. It means more of our neighbors are struggling—and that reality weighs heavily.

Response in Unprecedented Times

At the same time, we are deeply grateful for our partnership with Plymouth Congregational Church. The collaboration between our two organizations is not only a gift, but a rarity we don’t acknowledge often enough. Whether through Sunday Meals, our shared response during Operation Metro Surge, or standing together when ICE activity created fear across our city, we have consistently found ways to support one another and care for our community. That partnership means more than words can fully express.

In 2025, Groveland served over 42,000 households. We welcomed 6,932 brand new guests—individuals and families who had never needed a food shelf before—representing a growth of over 30%. We also distributed 1,477,568 pounds of food, a 7% increase from 2024, and benefited from more than 10,000 hours of service from our dedicated volunteers.

Toward the end of 2025, we faced significant challenges as SNAP benefits were threatened. Many of our guests saw reductions, and some lost their benefits entirely. Almost overnight, we experienced a 20% increase in demand. During this time, we were incredibly fortunate to be supported not only by Plymouth but by the broader Minneapolis community. What stands

out most is how deeply this community cares—people show up when it matters most, and that was evident in every way.

As an organization, we had to pivot quickly to respond to a rapidly changing landscape. Doing so alongside the staff and members of Plymouth made all the difference. Their partnership brought both stability and strength during uncertain times.

In early 2026, when ICE activity increased in our city, we were especially grateful to work in partnership with Plymouth to support 600 families each week. Beyond that, members of the congregation stepped up in deeply personal ways—including organizing a rideshare for one of our vulnerable employees who was afraid to walk to work. That level of care reflects a partnership that is truly symbiotic and rooted in shared values.

We are excited to see what the rest of 2026 holds and to continue building this partnership—showing up together for our community in deep, meaningful, and impactful ways.



COMMUNITY PARTNERS

FAMILY TREE

♦
Karen Barstad

"Clinic services are offered on a sliding-fee scale so that no one gets turned away."

Family Tree Clinic has been Plymouth's neighbor since 2021, when it moved from St. Paul to create a newer, larger space for its patients. A leader in sexual and reproductive health services, Family Tree is an oasis of care for both LGBTQ and cisgender people locally and across the nation.

Welcoming People, Welcoming Atmosphere

Seventy percent of Family Tree's patients are LGBTQ, 80% have low incomes, and 20% are unhoused or have housing instability. The clinic offers robust, trauma-informed, and age- and gender-appropriate sexual education in the clinic, in schools, and in juvenile detention centers. It also trains parents and guardians in how to have healthy conversations with their children. And it provides training to health care providers in rural areas so that their patients can receive adequate care in their own communities. Clinic services are offered on a sliding-fee scale so that no one gets turned away. Services include birth control, STI testing and treatment, menopause care, HIV testing, pregnancy testing, and annual exams. For services it does not offer, it helps make referrals.

Integrative Practice Right Next Door

The clinic building is also home to several therapy-related tenants, and it regularly hosts Integrative Clinic of Minnesota. This is a clinic that provides chiropractic care, massage therapy, and acupuncture that is planned and delivered by student interns working under licensed practitioners. This is a collaboration of Northwestern Health Sciences University, Family Tree Clinic, and the University of Minnesota Medical School. Appointments are open to

everyone, and the care is free.

Family Tree welcomes Plymouth members, both for medical care and volunteer opportunities. The clinic holds monthly volunteer nights where safe sex kits and educational materials are assembled, they are eager to provide tours of their facility, and they invite members to become Welcome Desk volunteers.

At a time when reproductive and sexual health issues have been weaponized against vulnerable groups in our community, it's important for Plymouth to be an ally with our neighbors. We're fortunate to have a neighbor like Family Tree Clinic whose values align with our own. Together we can be strong voices for justice and care in our community.



Family Tree Clinic is located at 1919 Nicollet Avenue, Minneapolis MN 55403

JANUARY 11, 2026 ANNUAL BUDGET MEETING MINUTES

Co-moderators Johanna Schussler and Peg Birk convened the meeting with prayer.

They introduced the budget that was the result of excellent collaborative work among many, especially Board of Finance and Administration (BoFA) and the Deacons. The budget as presented is consistent with Plymouth's 5-year plan and demonstrates that this intentional interim time is producing good results.

John Cairns, interim parliamentarian, ruled that a quorum was present.

Rick Seime, chair of BoFA reviewed the budgeting process in which BoFA makes recommendations to the Deacons. He cited the work of the many who contribute to the budgeting work: Ray Martin and Rose Swenson, Human Resources, Investment, Facilities and other committees.

Mike McAllister, Treasurer, brought forward two budgets (as circulated to the members): operating budget and capital budget.

- Some details still to be finalized (end of the year contributions, especially), but the budget is working toward a 10% draw as agreed in 5-year plan.
- Income has increased as a result of more facilities use.
- Expenses have been trimmed where possible.
- The most pressing demand on the capital budget is the need for a new boiler.

Mike moved the approval of the 2026 Budget. Seconded.

- Questions invited from the congregation.
- Discussion.

Vote: unanimous.

Peg entertained a motion to adjourn. Seconded.

Vote: unanimous.

Rev. JT Smiedendorf closed the meeting with a prayer.

Submitted,
Annette Atkins, Clerk pro-tem

2026 BUDGET EXECUTIVE SUMMARY

♦
Mike McCallister, Deacon and Treasurer

The 2026 budget was adopted by the congregation during the annual budget meeting held on January 11, 2026. The report below is a copy of what was shared with the congregation ahead of that meeting. It is included in this annual report for historical purposes.

2026 Budget: Executive Summary

The proposed budget covers the calendar year 2026, January 2026 through December 2026.

This budget was initiated by staff and lay leadership using figures, estimates, and forecasts as of the September 2025 financial reports. The budget contains estimates for future expenses and income. Care was taken to use a basis for these estimates whenever possible, but there is some amount of uncertainty in the figures.

The Board of Finance and Administration reviewed and provided input and feedback on the draft budget during their meeting on October 22, 2025. The board reviewed the final proposed budget on November 19, 2025, and recommended it to the Deacons. The Deacons reviewed the proposed budget during their December 2, 2025, meeting and voted to recommend it to the congregation for approval at the Annual Budget Meeting. The minutes from these meetings are available on the Plymouth website.

Operating Budget Assumptions and Outlook

The proposed budget is presented in comparison to the budget for 2025 (January 2025 to December 2025). While past budgets have also included a comparison to recent actuals, the financial reports for 2025 will only become available in late January, so no comparison to actuals is included.

Key points about the revenue items are as follows:

- Congregational giving estimated in this budget is based on the November estimate-at-completion for FY25, plus 2% in giving growth, plus a portion of income forecast from the 5YPWG's initiative around the state housing tax credit. The congregation's response to the recent Consecration Sunday event and associated 2026 pledging is at least in line with the growth in giving amount included in this budget, if not somewhat better. The biggest uncertainty comes from December 2025 giving (the single largest giving month), which is not yet known at the time this budget was drafted.

- Non-giving income (from leases, rentals, fees, etc.) for 2026 is significantly improved over 2025. The new amounts are based on revised leases, agreements, and event rates negotiated by the church staff. The church will need to find a modest amount of additional income in 2026 (e.g., from greater usage by a current tenant or from a new tenant) to reach these budgeted figures.

Key points about the expense items are as follows:

- Staff-related expenses make up about 59% of Plymouth's overall budget.

- The 2026 budget now includes a budget for bonuses, salary adjustments, and a cost-of-living adjustment, in a separate line item labeled "Unallocated Salary". In discussion with the Board of Finance and Administration, this is intended to allow greater discretion on the part of church staff.

- Non-staff-related expenses have largely been based on the prior year's actual expenses, with input from many boards and budget stakeholders.

Key points about the overall budget are as follows:

- Past budgets have shown the "draw" as a line-item within the income section. In discussion with Plymouth's accountants and the Board of Finance and Administration, we have removed the draw as a line item, as it

distorts the view of the church's actual income. The bottom line of the budget now shows the expected imbalance between income and expenses, which amounts to the planned draw.

- In 2023-2024, the Board of Finance and Administration and the Deacons agreed to a plan for reducing annual draws over a five-year period, to reach a 4% target. The 2026 fiscal year is the third year in this five-year plan, which allows for a 10% draw. Using the basis agreed by the Board of Finance and Administration, the 10% draw in 2026 amounts to \$610K. A 4% draw would be \$244K.
- The proposed budget has a "gap" of \$28K between the allowed draw (\$610K) and the difference between budgeted income and expenses (\$638K). As this gap represents less than 1% of expenses and less than 1.25% of income, the Board felt this gap was reasonable for management to close during 2026. To be clear, the approved "draw" amount for 2026 is \$610K.
- Income from giving, building usage, and a 4% draw alone would cover 86% of Plymouth's expenses.



Proposed 2026 Capital Budget (January 1, 2026, to December 31, 2026)

In the same meetings where the 2026 Operating budget was reviewed and approved, the Board of Finance and Administration and the Deacons recommended a proposed capital budget of \$412,500 for 2026. This was largely based on the recommendation of the Facilities Management Committee. These projects are in addition to \$160K for facility maintenance and repair costs that are included in the Building line-item in the Operating budget. They are also in addition to roof repairs that will be paid for by proceeds from an insurance claim.



PROPOSED 2026 OPERATING BUDGET

JANUARY 1, 2026, TO DECEMBER 31, 2026

Church staff and the Deacons are proposing the below operating budget for 2026:

	Approved 2025 Budget	Proposed 2026 Budget
Revenue	\$2,072,869	\$2,275,557
Contributions	\$1,847,197	\$1,900,335
Annual Giving	\$1,847,197	\$1,900,335
Other Income	\$225,672	\$375,222
Leases, Rentals, Fees, etc.	\$225,672	\$375,222
Expense	(\$2,763,444)	(\$2,913,871)
Staff Related	(\$1,656,104)	(\$1,707,989)
Clergy	(\$249,604)	(\$204,095)
Education and Outreach	(\$114,842)	(\$149,146)
Music	(\$217,231)	(\$220,050)
Office, Building, Admin	(\$758,786)	(\$790,687)
Non-Salary Benefits, Costs	(\$306,381)	(\$299,379)
Unallocated Salary	(\$9,259)	(\$44,632)
Other Expense	(\$1,107,340)	(\$1,205,882)
Administration/Operations	(\$324,040)	(\$366,632)
Boards and Programs	(\$106,100)	(\$110,895)
Building	(\$569,200)	(\$620,355)
Community Fund	(\$108,000)	(\$108,000)
Balance	(\$690,575)	(\$638,314)

2026 CONFIRMANDS & MENTORS



MEMORIALS & LEGACY GIFTS

We received memorial gifts in memory of:

Diane Cummisford

Marilyn Wahlberg

Mary C. Thompson

Parker Trostel

Rev. Martin S. Langemo

Becca Norris

Rosemary Thorsen



Tyrone Anondson
Facilities



Chris Bates
Chapel Trio - Bass



James Bohn
Bass Soloist



Cody Bourdot
Production Manager



Susana Bravo
Housekeeping



Robert Brock
Hospitality



Philip Brunelle
Organist & Choirmaster



Laura Caviani
Chapel Trio Director



Birdie Cunningham
Director of
Congregational Care



Christopher Cunningham
Safety Officer



Dan Dressen
Tenor Soloist



Lisa Drew
Contralto Soloist



Marie Jette
Soprano Soloist



Vicki Johansen
Housekeeping



Nina Jonson
Director of Children &
Youth Ministries



David Langemo
Executive Director



Mary Laymon
Chapel Singers Director



Suzy Martin
Communications &
Marketing Manager



Foxon Phillips
Assistant for Operations



Shiela Rafert
Hospitality



Cane Roberts
Safety Officer



Kathryn Rupp
Soprano Soloist



Dave Schmalenberger
Chapel Trio - Drums



Marie Scholtz
Associate Music Director



Rev. JT Smiedendorf
Acting Lead & Intentional
Interim Minister



Rebecca Smith
Assistant for Worship &
Governance



Ronnie Smith
Facilities



Felix Svatek-Pine
A/V Production



Rev. Kate Taber
Director of Spiritual
Formation



Sonja Thompson
Assistant Organist



Slats Toole
A/V Production



Ann Tandy-Treiber
Music Librarian



Barbara Vallecillo
Drop-In Coordinator



Emily Vanell
Assistant for Finance
& Facilities



Meredith Wallace
Handbell Choir Director



Tracy White
Facilities



Malcolm Williams
Director of Security



Dallas Wilson
Safety Officer

2026 PLYMOUTH CONGREGATIONAL CHURCH STAFF & MILESTONES



PLYMOUTH CONGREGATIONAL CHURCH

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