

PLYMOUTH CHURCH



PLYMOUTH CHURCH

Growing in *Christ* | Growing in *Mission* | Growing *Together*

ANNUAL MEETING

Sunday, May 15, 2022 | 1:00PM EST | Reception Room

Registration & Materials

plymouthchurch.org/annual-meeting

PLYMOUTH CHURCH

It's time to gather!

We very much look forward to your participation at our Congregational Annual Meeting, **Sunday, May 15, 2022 at 1:00PM EST** in the Reception Room. Our Annual Meeting is an essential part of our congregational life where we gather as God's church to discuss our mission in the community, get up to date on our financial outlook, and vote on our leadership.

Who may attend the meeting? As there are a variety of voting and discussion matters regarding our budget, slate of officers, and more, the meeting is for Church Members only.

IF attending **IN-PERSON**: There is no need to register in advance! Please go to the **Reception Room at 1:00PM**.

IF attending **ONLINE**: Please [CLICK HERE](#) to register and receive the Zoom link:

https://us02web.zoom.us/webinar/register/WN_wukbkBUQTPa7jBbW8TVwpw

You will be able to ask questions via the Chat box, and vote through the Zoom online poll feature.

How long is the meeting? Approximately 90 minutes.

How will hybrid meeting logistics work? Thanks to our onsite team of staff and volunteers, and staff monitoring the Zoom webinar online, we will bridge the two communities together so that we may ensure essential components of the meeting such as:

- Quorum
- Participation in Q&A, and
- Voting

We look forward to "seeing" you **Sunday, May 15 at 1:00PM!**

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AGENDA

Call to Order and Election of Annual Meeting Chair | Sheelyn Michael, Plymouth Council Secretary

Opening Prayer | Brett Younger, *Senior Minister*

President's Remarks | Boyd Johnson, *President, Council*

Senior Minister's Remarks | Brett Younger, *Senior Minister*

Mission Update | Kim Browne, *Chair, Christian Help Committee*

By-Laws Amendment* | Boyd Johnson, *President, Council*

Design Task Force Update | Sandra Deming, *DTF Representative* and Molly Anna Martínez, *Executive Administrator*

Budget 2020-21* | Sandra Deming, *Treasurer* and Molly Anna Martínez, *Executive Administrator*

Nominations and Elections 2020-21* | Penelope Kulko, *Chair, Nominating Committee*

Closing Prayer | Boyd Johnson, *President, Council*

Adjournment | Boyd Johnson, *President, Council*

*** = Congregational vote will occur.**

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MISSION UPDATE

Kim Browne, Chair, Christian Help Committee

The Christian Help Committee works closely with nonprofits in Brooklyn and around New York City to support persons with critical needs, ranging from food security, low-income housing, and other relief efforts. Below is the updated list of Mission Partners with whom Plymouth is collaborating:

BloomAgainBklyn	Housing Plus
Brooklyn Delivers	Mission School of Hope
CHiPS (Community Help in Park Slope)	P.S. 307
Church of Gethsemane	Read 718
Council of People's Organization	Restore
Greenpoint Hunger Program	St. John's Bread and Life
Habitat for Humanity NYC	The Campaign Against Hunger
Heifer International	The Hope Program
Heights and Hills	United Community Centers

GRANTS

With our Christian Help grant budget of **\$195,000**, Plymouth distributed the following funds this year to our mission partners who provide support services spanning hunger relief, low-income housing, employment training, education, and more.

Bloom Again Brooklyn: \$13,000

Brooklyn Delivers: \$13,000

CHIPS: \$13,000

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Council of People's Organization: \$13,000

Greenpoint Hunger Program: \$13,000

Heights and Hills: \$13,000

Mission School of Hope: \$13,000

Rauschenbusch Metro Ministries: \$13,000

Read 718: \$13,000

Restore: \$13,000

St. John's Bread and Life: \$13,000

The Campaign Against Hunger: \$13,000

The Doula Program: \$13,000

The Hope Program: \$13,000

United Community Centers: \$13,000

Total: \$195,000

Disaster Relief Grant

International Committee of the Red Cross/Ukraine: \$5,000.00

Mission Offerings

Thanks to your generosity, Plymouth was able to raise funds beyond our endowment-designated relief and grant funds for the support of our local community and other parts of the world. The following are the mission offering disbursements made from your contributions in FY2021-22.

Ruth's Refuge: \$4,344.25 raised for beds and household supplies for Afghani arrivals (Sept. and Feb.)

Heifer International: \$16,453.00 to Heifer Malawi (Oct.)

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United Community Centers: \$3,411.00 for Thanksgiving grocery store gift cards (Nov.)

PS307: \$1,055.00 for hats and mittens (Jan.)

International Committee for the Red Cross/Ukraine: \$2,330 (March-April)

Francis Residence at CHIPS: Tablets for houseless new mothers, TBD (May)

Summary

Mission Partner Grants: \$195,000

Disaster Relief: \$5,000

Mission Offerings: \$ 27,593.25

GRAND TOTAL MISSION SUPPORT: \$227,593.25

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PLYMOUTH BY-LAWS AMENDMENT

Amendment 1 of 2

Bylaw Segment (Existing Language).

As stated in the Plymouth Bylaws, Article XII. Standing Committees, Task Forces and Ministry Groups, Section 3, Subsection (b):

(b) Membership. The Christian Help Committee shall have four members elected from the membership of the Church, two elected each year to serve two-year terms. In addition, the President of the Plymouth Council shall appoint, with the advice and consent of the Plymouth Council, a Plymouth Council member to be a voting member of the Christian Help Committee.

Amendment Justification.

- The expansion of Christian Help’s work includes not only vetting non-profits for grants but also ensuring volunteer and philanthropic opportunities;
- Christian Help has efforts to increase the amount of mission opportunities and associated increase in Christian Help work;
- Christian Help needs enhanced coordination of grant disbursements with Plymouth mission offerings during Sunday Worship;

For all these efforts, and increasing Christian Help activities, the Committee will be best served by an increased number of members to support this work.

Amended Bylaw.

*(b) Membership. The Christian Help Committee shall have **six** members elected from the membership of the Church, **three** elected each year to serve two-year terms. In addition, the President of the Plymouth Council shall appoint, with the advice and consent of the Plymouth Council, a Plymouth Council member to be a voting member of the Christian Help Committee.*

Summary of Changes.

FROM

“...**four** members elected...”

“...**two** elected each year...”

TO

“...**six** members elected...”

“...**three** elected each year...”

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Amendment 2 of 2: Standing Committees, Task Forces and Ministry Groups

Bylaw Segment (Existing Language).

As Stated in the Plymouth By-laws, Article IX. Meetings, Section 3. Notice of Meetings:

At the direction of the Plymouth Council, the Clerk shall cause notice of the time and place of each meeting of the Church, and, if an annual meeting, of the names of any Plymouth Council members whose successors are to be elected thereat, and, if a special meeting, of the business to be transacted thereat, to be publicly read by the Minister of the Church or any member of the Plymouth Council at a regular meeting of the Church for public worship, on the two successive Sundays immediately preceding such meeting and simultaneously posted on the bulletin boards of the Church. The Nominating Committee shall cause notice of the names, together with brief biographies, of persons nominated for the Plymouth Council, the Standing Committees and the Clerk to be posted on the bulletin boards of the Church at the time that the first notice of the meeting at which the election is to be held is read in accordance with this Section.

Amendment Justification.

- The bylaw currently constricts the communications media by which we are required to disseminate information, which is neither current nor the most compatible and effective means to currently reach our membership.
- As we grow our membership both onsite and online, the bylaw needs to allow for communications flexibility.

Summary of Changes.

FROM

“...posted on the bulletin boards of the Church...”

“...shall cause notice of the names...”

“...to be posted on the bulletin board of the Church...”

TO

“...**distributed to members of the Church through the methods of communication currently utilized by Church administration to distribute information to members**...”

“...shall **similarly** cause notice of the names...”

“...**to be distributed to members**...”

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Amended Bylaw.

At the direction of the Plymouth Council, the Clerk shall cause notice of the time and place of each meeting of the Church, and, if an annual meeting, of the names of any Plymouth Council members whose successors are to be elected thereat, and, if a special meeting, of the business to be transacted thereat, to be publicly read by the Minister of the Church or any member of the Plymouth Council at a regular meeting of the Church for public worship, on the two successive Sundays immediately preceding such meeting and simultaneously **distributed to members of the Church through the methods of communication currently utilized by Church administration to distribute information to members**. The Nominating Committee shall **similarly** cause notice of the names, together with brief biographies, of persons nominated for the Plymouth Council, the Standing Committees and the Clerk **to be distributed to members** at the time that the first notice of the meeting at which the election is to be held is read in accordance with this Section.

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PLYMOUTH CHURCH PROPOSED BUDGET for FISCAL YEAR 2021-22

We did it. #PlymouthStrong - HIGHLIGHTS of 2021-22

Increased Program Spending but for good reason—we are *growing!*

New members! More activities!

PCS at *full* capacity

Resilience amidst the Covid storm

With this in mind, we present the proposed operating budget for Fiscal Year 2022-23 spanning July 1, 2022 through June 30, 2023 *for your consideration and vote.*

Budget Summary (go to p.30 to see Detailed Budget)

	Proposed Budget FY2022-23	Current Budget FY2021-22
TOTAL Income (Church + PCS)	\$4,609,900	\$4,364,400
TOTAL Expenses (Church + PCS)	\$6,134,622	\$5,910,771
INCOME Over EXPENSES	-\$1,524,722	-\$1,546,371

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The JOURNEY Ahead...

We feel blessed that our financial outlook for the year ahead is largely optimistic. Nevertheless, given that the Covid-19 pandemic persists, we remain careful and cautious, setting ambitious goals for how to continue to operate leanly for the sake of our financial stability for the road ahead.

Your continued commitment and generosity to Plymouth is essential to make that happen. We appreciate your gifts for both our annual operating budget (Stewardship) and towards our capital campaign (Spirit At Work) so that we may continue to move forward and grow our mission in the community.

And while there are still many unknowns surrounding this public health crisis, there are a fair amount of knowns as well, these being:

Our faith in God

Our commitment to Plymouth

Our love of caring to others

Our duty to help those in need

Our call to continue our mission in the community.

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Nominating Committee Report

As many know, the Nominating Committee is responsible for nominating a slate of candidates for open Council and committee positions, for the membership's vote at the church's annual meeting.

This year the committee approached our task guided by four central precepts. First, we searched for solid fit candidates considering factors such as: participation in the life of the church; ability and commitment to meaningfully contribute to a given committee and to work well with existing members; and seeking to achieve diversity among committee members. Second, we sought to check-in and nurture those committee members who had been newly placed in a committee role the prior year. Third, we interviewed and asked questions broadly of all committees to assess how committees are functioning and to better understand what is working well and or what could be improved. Fourth and last, from our learnings, we considered new and changing needs of committees and shared our findings with Council. We are supportive of Council's recommendation to increase the size of the Christian Help committee from 4 to 6 elected members

As the Covid pandemic continued to limit the amount of in-person time we all share with one another, we found ways to reach out and talk to members to discuss opportunities and willingness to serve the church. The Nominating Committee itself met monthly via Zoom to discuss open positions and potential candidates.

What we did find this year, which we believe is a natural part of the rhythm of church life, is that our congregation is to some degree in a period of transition. On one hand, while families considering moving away has been underway since the pandemic began, it certainly feels like that decision point has arrived for more than several families over the course of this spring. On the other hand, new members are joining the church, and we celebrate their arrival with open arms and open hearts.

We are pleased to present the following slate of candidates to the congregation for its vote at the annual meeting.

Penelope Kulko

Chair, Nominating Committee, 2021-2022

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Slate of Nominees

BOLD = new committee member / addition to a respective Committee

UNBOLD = individual is currently serving in that role

Plymouth Council – Three-year term, may serve two (2) terms

Name	Current Term	Began Role	Term
Spencer Liu	2022-2025	2022	1st
Maggie Fales	2021-2024	2021	1st
Phil Hogue	2022-2025	2021*	1st
Sandra Deming	2021-2024	2018	2nd
Boyd Johnson	2021-2024	2018	2nd
Alex Yaggy	2021-2024	2018	2nd
Heather Gallivan	2022-2025	2019	2nd
Chris Owens	2020-2023	2020	1st
Hattie Bollerman	2020-2023	2017	2nd
Rosemary Ellis	2020-2023	2017	2nd
Allen Kraus	2020-2023	20-20	1st
Beth Fleischer	2020-2023	2020	1st

*Completed partial term vacated by a departed member.

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Christian Help Committee – Two-year term, may serve three (3) terms

Name	Current Term	Began Role	Term
Kate Ostiasewski	2021-2023	2019	2nd
Chelsea Thompson	2022-2024	2020	2nd
Jim Anderson	2021-2023	2022 *	1st
Eric Huang	2022-2024	2022 *	1st
Mark Long	2022-2024	2022	1st
Andrew Sennett	2022-2024	2022	1st

*Completing partial term vacated by a departed member.

Clerk of the Church – One year term, may serve three (3) terms

Name	Current Term	Began Role	Term
Valerie Louzonis	2022 – 2023	2022	1st

Finance Committee – Two-year term, may serve three (3) terms

Name	Current Term	Began Role	Term
Norm Jones	2022 - 2024	2022	3rd *
Jonathan Insull	2021-2023	2019	2nd
Steve Moffitt	2021-2023	2019	2nd
Laura O'Donnell	2022-2024	2020	2nd

*Completing partial term vacated by a departed member.

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Nominating Committee – *Two-year term, may not be re-elected*

Name	Current Term	Began Role	Term
<i>Eliza Gray</i>	<i>2022 – 2024</i>	<i>2022</i>	<i>1st</i>
<i>Marisol DeRosa</i>	<i>2022 – 2024</i>	<i>2022</i>	<i>1st</i>
<i>Jeff Bollerman</i>	<i>2022 -- 2024</i>	<i>2022</i>	<i>1st</i>
<i>Carol Younger</i>	<i>2021 – 2023</i>	<i>2021</i>	<i>1st</i>
<i>Penelope Kulko</i>	<i>2021 – 2023</i>	<i>2020*</i>	<i>1st</i>

**Started first full term in 2021 after completing partial term vacated by departed member.*

Plymouth Church School Committee – *Two-year term, may serve three (3) terms*

Name	Current Term	Began Role	Term
<i>Pippa Lord</i>	<i>2021 – 2023</i>	<i>2022 *</i>	<i>1st</i>
<i>Allison Bishop</i>	<i>2021-2023</i>	<i>2021</i>	<i>1st</i>
<i>David Brisske</i>	<i>2022-2024</i>	<i>2020</i>	<i>2nd</i>

**Completing partial term vacated by a departed member*

Personnel Committee – *Two-year term, may serve (3) terms*

Name	Current Term	Began Role	Term
<i>Sheelyn Michael</i>	<i>2022-2023*</i>	<i>2022</i>	<i>1st</i>
<i>Hattie Bollerman</i>	<i>2022-2023*</i>	<i>2022</i>	<i>1st</i>
<i>Brian Flanagan</i>	<i>2022-2024</i>	<i>2022</i>	<i>1st</i>
<i>Josh Pater</i>	<i>2022-2024</i>	<i>2022</i>	<i>1st</i>

**Set at partial term to create alternating expiry for larger committee*

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Biographies of Slate Candidates

Spencer Liu (Nominated for Church Council)

Spencer and his wife, Amy Wang, discovered Plymouth in 2017. In 2018, they were baptized and formally joined as members. Since joining, Spencer has served with Plymouth's various ministries including Prayer, Racial Justice and Member/Fellowship. But most of all, he enjoys the incredible community, honest fellowship and special shared journey of faith that one experiences at Plymouth.

Spencer grew up in Littleton, a suburb of Denver, Colorado and moved to New York City in 2006 to study at Columbia University, where he met Amy. They currently reside in downtown Brooklyn where they have lived for over 7 years. He has spent the last 12 years working in finance at J.P. Morgan. During his spare time, Spencer enjoys exploring the city's vibrant culture, traveling and the great outdoors.

Valerie Velázquez de Louzonis, Ph.D. (née Velazquez) (Nominated for Clerk of the Church)

Valerie was raised in Brooklyn Heights and is a life-long member of Plymouth Church where she was baptized and confirmed. She was educated primarily in New York and has graduate degrees in arts administration, and art history. To date, she has had three fulfilling careers. The first was as a fashion designer/merchandiser for a large fashion house on "Fashion Avenue" in Manhattan, the second was as a middle school visual arts public school teacher, and the third and current position as a Brooklyn Arts Director for the NYC DOE.

Valerie's involvement with the church dates to her childhood when she sang as a member of the children's choir and served as a Sunday School teacher. Currently she sings in the soprano section of the Plymouth Choir and considers it one of the highlights of her week. In her many years at Plymouth, she has served on several committees including: The Plymouth Council (Secretary), Nominating Committee, Membership and Fellowship Committee, and the Plymouth Church School Committee. She is a member of the History Ministry where she is co-chair of the Dodransbicentennial Celebration sub-committee.

She resides on Monroe Place where she lives with her husband, Joseph. He is a classicist and Greek/Roman historian, who also serves on the History Ministry. Their shared passions are history, opera, art museums, and travel. Valerie's latest project is a book (*Facets of Freedom*) on the stained glass windows of Plymouth Church due to come out in November.

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Jim Anderson (Nominated for Christian Help)

Jim was born in Pensacola, FL and has lived in Alabama, Louisiana and Brooklyn. Raised as a Methodist, he joined Plymouth in 2007.

Jim's various roles and activities at Plymouth have included many happy days as a Yankee Fair volunteer, various task forces and working groups, the Men's Bible Study and Men's Ministry, the Plymouth Council, the Nominating Committee and Membership.

Jim lives in Cobble Hill with his wife, Rosemary Ellis, and their daughter, Lucy. Jim works in the neighborhood as CTO of The Packer Collegiate Institute. In his previous work life, he spent 25 years in the design services industry as a designer and technologist. He's currently working to prepare himself for his approaching-way-too-fast new role as an "empty nester" this fall.

Mark Long (Nominated for Christian Help)

Mark was born in St. Louis, Missouri. Mark has a love for music and theater; he is an inveterate Cardinal fan. His first professional incarnation was as an insurance casualty underwriter, then later a broker for Fortune 500 companies and sports teams. Mark's second professional incarnation is as an ordained minister since 2004, in the NACCC of which Plymouth is a member. Mark has served churches ministerially in Los Angeles and Anchorage, but now settles into Plymouth Church as a member seeking to contribute to its mission as a Christian community.

He has served on a number of non-profit boards and social service organizations. Mark comes from a Baptist family but later spiritual reflection and evolution opened a path of spiritual eclecticism and associations. Mark's first exposure to a Congregational Church was in St. Louis as a musical mercenary; his next fateful exposure was near the end of his chaplain residency in 2002 when he was asked to think about becoming a NACCC minister.

Mark moved to New York City in 2010 to be with Patricia, his partner, who he met in the City the week he had visited Plymouth for the first time to attend a NACCC conference. After a later move to Brooklyn, they came to Plymouth in 2019 and were married at the church in the same year. Patricia and Mark became members of Plymouth in December of 2021. Mark is now retired, and Patricia is a very active yoga therapist and reflexologist.

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Eric Huang (Nominated for Christian Help)

Eric was born in Manhattan to Chinese immigrants who met on the subway, baptized in a Chinatown Presbyterian church once known for ministering to seamen, grew up in leafy Queens and was confirmed in a Queens Reformed church. He and his wife Tanja Norwood have been members since 2007 and have a 17-year-old daughter, Freja Huang, who was confirmed at Plymouth. They live in Dumbo.

Eric is an engineer and patent lawyer who has served in the past on the Membership and Nominating Committees and volunteered with the homeless shelter overnights at Plymouth in past years. He also serves as Board Treasurer for the New York Lawyers for the Public Interest (NYLPI) and Board Secretary for the Blue School.

Andrew Sennett (Nominated for Christian Help)

Andrew is originally from Milwaukee, Wisconsin where he was, coincidentally, baptized in Plymouth Church of Milwaukee. He was confirmed at North Shore Congregational Church. He has lived many places, including Nashville, Chicago and Hong Kong. And, for the past three years he has called the West Village in Manhattan home. He is very interested in policy and design ideas and society; he enjoys writing and other forms of media about such topics. He is also an avid tennis player, skier and Wisconsin sports fan.

Andrew is thrilled to have found such a wonderful community at Plymouth with an amazing history and membership, one that reminds us that God's love is rooting for us. Specifically, he has enjoyed being a mentor for a member of this year's confirmation class at Plymouth. He loved being part of one of Plymouth's Lenten groups this past spring. Andrew has been thrilled to get to know Plymouth members and looks forward to getting to know more through the Christian Help Committee.

Pippa Lord (Nominated for Plymouth Church School Committee)

Aussie born, Pippa has called Brooklyn Heights home for thirteen years and lives with husband Marty and their sons Augustus and Martin who attend Plymouth Church School. Pippa joined Plymouth in 2015 and was married at the church in 2016 where she and Marty hosted their reception in the gym.

She is the former Photo Director of ELLE and co-founder of the marketing agency, Table of Contents. Today, Pippa acts primarily as an advisor to Christina Tosi and Milk Bar. She also serves on the board of Willowtown and Brooklyn Bridge Park luncheon committee.

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Norm Jones (Nominated for Finance Committee)

Norm Jones grew up in a small, rural town in Northeastern, PA and moved to the Big City about 40 years ago and to Brooklyn 32 years ago. He has been a member of Plymouth Church for over 30 years.

Before retiring he worked in mutual fund administration for a large financial services firm. At Plymouth he has served on multiple committees, task forces, and ministries of the church and was a Council Member many years ago. Currently he serves with the History Ministry. He is a regular volunteer at the National 9/11 Memorial and Museum.

He is married to Jacque Jones and together they have raised and have had three children, Christopher, Adam, and Angela, confirmed at Plymouth.

Eliza Gray (Nominated for Nominating Committee)

Eliza has been a member of Plymouth since 2019. Her son Wyatt, 4, and daughter Jane, 2, attend Plymouth Church School, where she has served twice as a class parent. At Plymouth, she has led two Lenten small groups through the Communities of Calling Ministry and cooked meals for CHIPS, the overnight shelter, and Plymouth's budding meal train.

A former staff writer at *The New Republic* and *TIME* magazine, when not at Plymouth, Eliza is a freelance journalist and aspiring novelist. She is a co-director of the Summer Journalism Program at Princeton University, where she teaches journalism and offers pro-bono college advising to gifted low-income teenagers from across the country. In the summer, she spends as much time as possible in Maine with her family.

Marisol DeRosa (Nominated for Nominating Committee)

Marisol DeRosa was born in Thailand where she spent the first ten years of her life, followed by middle and high school in Houston, Texas. She moved to New York City in 2002 and has called Brooklyn home for the past ten years, where she lives with her husband, Chris, and two children, Haven and Thaiger. Raised Baptist, church community has always been an integral part of family life. When searching for a local church for their growing family, Marisol and Chris immediately felt they were home at Plymouth and became members in 2017.

Marisol is a Strategy Director & Partner at Gensler, a Global design firm, where she is a Principal sponsor for their NextGen leadership program and the Design Strategist Development program. In her free time, Marisol enjoys exploring the world by eating her way through countries, taking in local architecture and museums with her family.

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Jeff Bollerman (Nominated for Nominating Committee)

Jeff was born in Teaneck, New Jersey, and raised in the Dutch Reformed faith in Bergen County. Jeff and his wife, Hattie, split their time between Brooklyn Heights and Monmouth Beach, New Jersey — under the watchful gaze of their nine year old twins and Plymouth Church School alums, Malachy and Honora. Jeff and Hattie joined Plymouth in 2008 and were married at Plymouth in 2009.

Jeff is a Managing Director at Houlihan Lokey, where he focuses on the disposition and financing of pools of illiquid financial assets. Jeff is a former Plymouth Treasurer, and member of Council, Nominating, Stewardship, and Capital Campaign committees. He has served on the boards of several limited partnership advisory committees and residential corporations. Jeff is formerly a fund formation lawyer at Ropes & Gray.

Hattie Bollerman (Nominated for Personnel Committee)

Hattie Bollerman has been a member of Plymouth since 2009. She and her husband, Jeff, were married at Plymouth and a few years later, their children, Honora and Malachy, were baptized there. Hattie began her time at Plymouth helping to run the Yankee Fair. She has also served on Christian Help, co-chaired the Spirit at Work Capital Campaign, taught Sunday school, helped on the Search Committee which brought Brett and Carol Younger to Plymouth and she currently serves on the Church Council. Hattie works as an executive coach for professionals in the financial services industry. She and Jeff, Honora, Malachy and their dog Abraham (Lincoln) make their home in Brooklyn Heights.

Sheelyn Michael (Nominated for Personnel Committee)

Sheelyn Michael and her husband Hank have been members of Plymouth Church since 2007. They moved to Dumbo in 2006 and have been the most “un-hip” residents of that neighborhood ever since (with a three-year hiatus during which they lived in London). They are in the midst of watching their two boys become young adults, and Charlie and Max think of Plymouth Church as an extension of home. Sheelyn has served on the Plymouth Church School Committee, the Plymouth Council and various ad-hoc groups. Sheelyn is an in-house lawyer with an asset management firm, and, among various responsibilities, advises the firm on personnel matters. She enjoys skiing and traveling with her family.

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Brian Flanagan (Nominated for Personnel Committee)

Brian began engaging with Plymouth by singing in the choir, followed by playing guitar and singing for services and church events. He has taken an active role leading youth groups and working with confirmation students as well as has filled in as an interim youth-choir teacher. Brian has served as co-chair to the Worship and Arts committee. You may have seen Brian giving tours and speaking with the public under the mission of the history ministry. He is grateful to Plymouth Church and its members, and this was especially true during COVID. Brian graduated from Minnesota State University, Mankato (B.S. theater performance), attended grad school classes at Columbia University Teachers College for Arts Administration, and works as a human resources recruiting consultant. Brian moved to New York from Minnesota in autumn 2006, lives in Brooklyn's South Park Slope neighborhood with his two kitties, Mika Cat and Charlie Cat. He is an avid Green Bay Packers fan and enjoys riding and tinkering around on his red scooter.

Josh Pater (Nominated for Personnel Committee)

Josh Pater has been a member with his wife Jaime since 2011. He previously served on the Nominating and Christian Help committees. He is an in-house attorney at an accounting firm. His children Dashiell and Wilhelmina are proud graduates of Plymouth Church School and are regulars at Julia's movie nights.

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APPENDIX: Budget FAQs

GOVERNANCE

How is the budget put together? Who manages Plymouth's budget?

As Plymouth Church is a congregational church, both the building of the budget and administration of expenses is carried out with input and oversight from the Finance Committee and Council. The Executive Administrator and School Administrator manage the day-to-day workings of the budget. But general oversight is performed by the Finance Committee, with strategic direction of the overall financial outlook headed by Council. Approval of said direction is in the hands of the congregation, who review and vote on the budget at the Congregational Annual Meeting.

What is the role of the Finance Committee? The treasurer?

The Finance Committee and the Treasurer advise Council on financial matters which include both the creation of the annual budget and the investment of our endowment funds. They work with our investment advisor, Bessemer Trust, who manage our portfolio. The committee makes investment decisions on our brokerage account such as the balancing between types of investments, when to borrow, and repay loans.

What is the role of the Stewardship Ministry?

Stewardship's mission is to focus the congregation on the financial support from members that Plymouth relies on to keep our operations solvent. This team works with the council and the congregation to solicit pledges from the congregation.

BUDGET BASICS

What is Plymouth's Fiscal Year?

Plymouth's fiscal year runs from **July 1 to June 30**. This intentional scheduling is largely due to when school enrollment happens for the following fiscal year, so we may plan financially accordingly.

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How does this impact my annual tax letter?

Because your tax letter will be based on your contributions from January through December, it may span two different (Plymouth) fiscal years. For example, let's assume you made a gift on **June 1, 2021**, and another gift **December, 2021**.

This means your gifts will be credited to two different fiscal years (the June 1 gift applies to the past fiscal year, FY2020-21; and your December 1 gift applies to the current fiscal year, FY2021-22). But for IRS purposes, you will get *one* tax letter for the year because both gifts fell in the same Jan-Dec 2021 period.

You may see your giving history and download your tax documents at any time at onREALM.org.

INCOME & EXPENSE DISTRIBUTION

What is the source of Plymouth's Income?

Plymouth has four (4) main sources of income:

- **Stewardship:** your annual contributions to the Operating Budget (also known as "Pledge/Plate" in the budget line);
- **Plymouth Church School and Camp Tuition;**
- **Rentals;**
- **Endowment income above principal** with which we close the budget gap, if the above lines do not meet the income goal(s).

What are Plymouth's major expenses?

Plymouth's expenses fall into three (3) main categories:

- The **operating budget** covers expenses for the daily running of the church: personnel, utilities, insurance, cleaning supplies, PPE, computers, office phones, and repair and maintenance. The largest item on the operating budget is personnel: 25% of the personnel budget includes things Plymouth does not control: social security taxes, family

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leave tax, health insurance, pensions, unemployment insurance.

- **Mission Partner grants and Outreach programs:** includes the money we give to our benevolence partners, such as The Hope Program, Habitat NYC Emergency Housing, Brooklyn Delivers, Greenpoint Hunger Program, CHIPS, Mission School of Hope, Bloom Again Brooklyn, Heights and Hills, and others. This portion of the budget also includes money for our Racial Justice ministry, Anti-Trafficking ministry, and emergency disaster relief to partner organizations.
- **Capital expenses (essential infrastructure repairs):** include large expense items required to maintain our property, such as repairing or replacing a boiler, repairing a roof, installing alarm systems, plumbing and electrical upgrades, and any other essential infrastructure component.

CHECKS & BALANCES

As a congregational church, having many voices and appropriate checks and balances in place is central to our financial integrity for your assuredness of how every dollar is spent.

All finances are evaluated on a recurring basis by the Treasurer and Finance Committee, with further oversight by Plymouth Council. For assuredness of financial integrity and objectivity, Plymouth enlists two third parties who review our accounts: a bookkeeper (Kathleen Park) who reviews and certifies all income / expenditure reconciliation as well as an auditor firm (Capin Crouse). Additionally, all staff, Council, and Finance Committee are required to disclose any potential conflicts of interest and required by our auditors to recuse themselves from said positions should such a conflict arise.

YOUR STEWARDSHIP KEEPS US #PLYMOUTHSTRONG

March 2020 seems almost ancient history; yet it was only two years ago since we were thrust into a global pandemic. We were tested with layers of extraordinary and unprecedented circumstances. ***Despite it all, Plymouth prevailed!***

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Resilient and steadfast in our faith, we remained open to the community, and with our school fully operational. This year, not only was our school at full capacity, every single one of our children's programs and onsite gatherings resumed, along with new and creative ways to bring us together.

It is with ***your generosity*** in Stewardship that our mission can continue. Your allegiance to Plymouth keeps us strong, and ***we thank you.***

To fulfill your pledge before the end of our fiscal year, please go to: www.plymouthchurch.org/GIVE

OUR ENDOWMENT

Beyond our annual stewardship contributions, we have much to thank the many members of our congregation who, generation after generation, have made generous legacy gifts as part of their commitment to the church. Thanks to these gifts, we are able to:

- Perform the annual capital repairs for our campus grounds
- Support our mission partners by way of grants
- Provide relief aid to those in need
- Fund our programs for children, youth, and music

It is the blend of both your annual stewardship gifts as well as your legacy gifts that make it possible for us to run our programs year after year.

We invite you to be part of both.

How does Plymouth use its endowment to support the Church?

Plymouth is fortunate that over the years several generous members and friends have made legacy gifts for our long-term financial well-being. However, the bulk of these funds come designated for specific purposes and restrictions. Meaning, we may use the funds only for their intended purpose (i.e., music, flowers, or community outreach), and ***only the interest***

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income generated, not the principal. Therefore, while our endowment is seemingly voluminous, currently valued at **\$22,522,771** we are restricted to using only the income above principal.

Not all of this sum can be applied in any one year to bridge a budget gap. First, there are the specifications of the donor such that we cannot, for example, use money designated for flowers to pay personnel or pay the heating bill. A further restraint is that once we use the unrestricted funds, we don't have any more to draw on for the next year. It took many years of accumulating interest to have this nestegg to draw on.

When the stock market has a good year, we get a fair amount of interest income. We use the interest income to help pay the expenses listed in the operating budget. Over the last few years, we have made an intentional shift to reduce our dependence on the endowment from 7-8% to 4% or below.

Table 1: Percentage (%) Draw from Plymouth Endowment FY2017-18 to date.

	FY2017-18 (July 1 - June 30)	FY2018-19 (July 1 - June 30)	FY2019-20 (July 1 - June 30)	FY2020-21* (July 1 - June 30)	FY2021-22 (July 1 - Apr 30)*
Endowment Value based on a 12-month fiscal year average*	\$20,098,771	\$20,010,414	\$20,720,197	\$24,235,105	\$25,150,193
TOTAL Amount(\$) Drawn for that Fiscal Year spanning Operating, Capital, and Mission Partner Grants	\$1,551,090	\$900,000	\$680,000	\$700,000	TBD Minimum \$500K
Percentage (%) Draw based on 12-month average	7.72%	4.50%	3.28%	2.89%	2% (If \$500K)

**As this fiscal year is not yet complete, the endowment value figure is based on a 10-month average, not 12-month average.*

Due to an intentional shift in our spending and reduction in the amount drawn from the Endowment dating back to FY2018-19, we have made great strides in progressively strengthening our Endowment for the long-term financial health of our institution. It is an intentional effort we aim to continue for this upcoming fiscal year, and beyond.

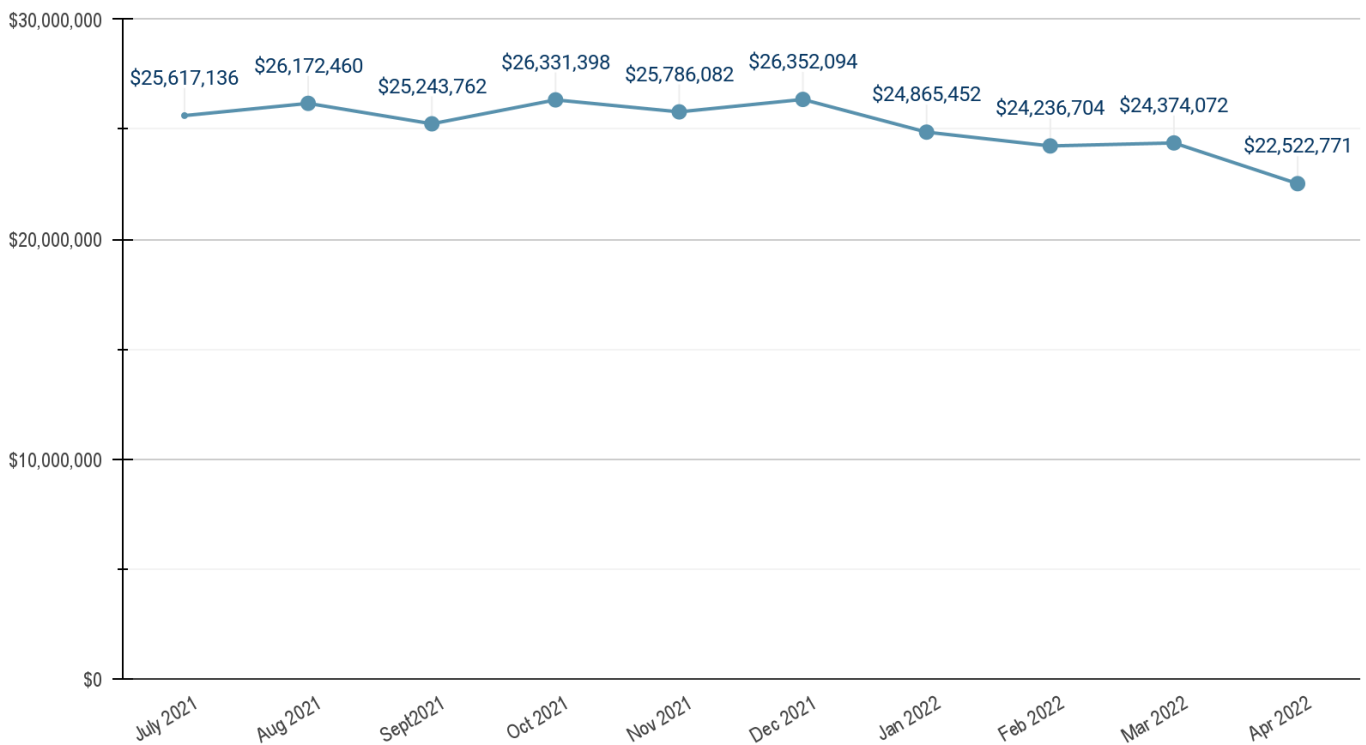
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ENDOWMENT VALUE

Our Endowment, while still robust, has not been immune to the recent fluctuations in the market. From a starting point of \$25,617,136 in July 2021, our endowment has dipped to \$22,522,771. Frugal and prudent spending continues to be our modus operandi; and with your continued Stewardship support, we will be able to keep up with our operating costs. Below is a summary of our endowment balances this fiscal year (July 2021 - April 2022).

Chart 1: Endowment Growth Last 10 Months (July 2021 to April 2022)

Endowment Balance FY July 2021 - Apr 2022



Heading into FY2021-22, we are still operating with healthy caution. By keeping as much of the principal and interest intact, it gives our endowment a good chance to continue growing as the fiscal year progresses. There will need to be an endowment draw to bridge the budget gap in our operating budget, the goal being that it not exceed \$900,000 for the fiscal

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year. *We appreciate your generosity into this upcoming fiscal year to keep our mission and programs alive*, thriving, and growing in the community.

Othmer Fund

While the Plymouth endowment stands currently at more than \$22M, ~55% of that is comprised of the Othmer Fund, which supports benevolences, emergency relief, and other ministries. Below are some facts about the Othmer Fund:

Original Gift (1999): The Mildred Topp Othmer Will signed August 1988: 10.9 Million (principal restricted).

As per the gift guidelines—vetted by third party legal firms and attorneys—spending from this legacy gift is distributed as follows:

50% benevolences

10% physical plant maintenance

25% operating budget

15% new initiatives

Othmer Fund Balance as of 4/30/2022: \$12,762,900

BRIDGING THE GAP

What is our Stewardship goal for the next fiscal year?

We aim to raise \$550K in Member Stewardship.

How can I give to Plymouth?

Setting up an online recurring gift is the most reliable way to ensure Plymouth's operating health, and help us better forecast our financial outlook. You may make your online gift at plymouthchurch.org/give to set up your credit or debit card.

To give by way of securities, stocks, matching gifts, or other forms, please contact our Director of Finance Kasia Bidus at kbidus@plymouthchurch.org

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Is the “Spirit At Work” capital campaign still happening?

Yes. While we are not actively “campaigning” per se, the Spirit At Work capital fundraising efforts are continuing through 2024. We certainly welcome your gifts! Please go to plymouthchurch.org/give to learn how:

- The pledges to date
- List of donors
- How to set up your online gift

(See Report on page 33.)

You may stay up to date on The Spirit At Work campaign and renovation developments here:

<https://www.plymouthchurch.org/thespíritatwork>

Has the capital campaign renovation started?

Construction on Phase 1 will begin in June 2022. The updated report from the Design Task Force—and to see all previous reports on ***The Spirit At Work*** renovation—will be posted on the following webpage:

www.plymouthchurch.org/thespíritatwork

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PLYMOUTH CHURCH BUDGET FY2022-23 Incl. 4/30/2022 Actuals

CHURCH INCOME

CHURCH INCOME SOURCES	PROPOSED FY2022-23 BUDGET	CURRENT BUDGET/ACTUAL	
		FY2021-22 ACTUAL as of 4/30/2022	FY2021-22 BUDGET
Pledge/Plate	\$550,000	\$320,331	\$500,000
Rental Income	\$15,000	\$23,200	\$0
Events / Program Entry Fees	\$0	\$2,165	\$0
175th anniversary celebrations income	\$0	\$0	\$0
"Communities of Calling" Grant (Collegeville Institute)	\$0	\$11,000	\$0
TOTAL Church Income	\$565,000	\$356,696	\$500,000

**Budgeted:
\$900K draw*

PCS INCOME

PCS INCOME SOURCES	PROPOSED FY2022-23 BUDGET	CURRENT BUDGET w/ACTUALS	
		FY2021-22 ACTUAL as of 4/30/2022	FY2021-22 BUDGET
PCS Tuition / Fees/ Scholarships (169 Stud.)*	\$3,794,900	\$3,716,052	\$3,673,300
PCS Supplemental Programs	\$250,000	\$150,800	\$0
PCS Summer Camp Tuition / Fees	\$0	\$178,406	\$191,100
PCS Child Care Stabilization Grant	\$0	\$149,300	\$0
TOTAL PCS Income	\$4,044,900	\$4,194,558	\$3,864,400

GRAND TOTAL INCOME

TOTAL INCOME (CHURCH + PCS)	\$4,609,900	\$4,551,254	\$4,364,400
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CHURCH PROGRAM EXPENSES

CHURCH PROGRAMS EXPENSES	PROPOSED FY2022-23 BUDGET	CURRENT BUDGET/ACTUAL	
		FY2021-22 ACTUAL as of 4/30/2022	FY2021-22 BUDGET

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Children & Family Ministries	\$55,000	\$43,850	\$14,086
Lay-led Ministries	\$5,000	\$692	\$4,500
History Ministry	\$10,000	\$2,352	\$4,000
Racial Justice Ministry	\$5,000	\$2,275	\$5,000
Christian Help Mission Partner Grants*	\$140,000	\$195,000	\$195,000
Emergency Relief	\$5,000	\$5,000	\$5,000
Anti-Trafficking Ministry	\$5,000	\$0	\$5,000
Membership & Fellowship	\$6,000	\$1,799	\$3,000
Life of the Church	\$35,000	\$22,535	\$9,500
Music	\$70,000	\$63,802	\$48,388
Youth & Adult Activities	\$16,000	\$4,360	\$8,032
175th anniversary celebrations (previously Yankee Fair)	\$20,000	\$0	\$0
"Communities of Calling" Grant (Collegeville Institute)	-	\$5,522	\$0
Church Program Expenses Subtotal	\$372,000	\$347,187	\$301,506

**FY2021-22 Adjusted from \$155K to \$195K mid-year*

CHURCH OPERATIONS EXPENSES

	PROPOSED FY2022-23 BUDGET	FY2021-22 ACTUAL as of 4/30/2022	FY2021-22 BUDGET
Church Operations Expenses			
Church Ministerial Personnel	\$680,405	\$449,615	\$634,929
Church Staff (Admin & Custodial)	\$703,876	\$520,580	\$637,647
Security & Porter Contractors	\$131,000	\$130,075	\$124,440
Communications	\$15,000	\$11,976	\$20,000
Interest Loan / Debt Service	\$1,700	\$0	\$2,000
Facilities, Utilities & Insurance	\$325,330	\$214,714	\$360,683
General & Administrative	\$148,100	\$98,412	\$120,050
Rental Expenses	\$5,000	\$2,848	\$0
Church Operations Expenses Subtotal	\$2,010,411	\$1,428,220	\$1,899,749

CAPITAL REPAIRS / CONTINGENCIES

Annual Capital Repairs	\$250,000	\$165,752	\$200,000
Contingency Emergency Fund	\$20,000	\$40,000	\$0
Capital Repairs / Conting. Subtotal	\$270,000	\$205,752	\$200,000

TOTAL CHURCH EXPENSES

PLYMOUTH CHURCH

CHURCH (Programs + Operations) EXPENSES	\$2,652,411	\$1,981,159	\$2,401,255
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PCS EXPENSES

	PROPOSED FY2022-23 BUDGET	CURRENT BUDGET/ACTUAL	
		FY2021-22 ACTUAL as of 4/30/2022	FY2021-22 BUDGET
PCS EXPENSES			
PCS Personnel - Faculty/Admins	\$2,757,156	\$1,796,158	\$2,708,548
PCS Personnel - Church Support Staff	\$175,968	\$130,145	\$159,411
PCS Security & Porter Contractors	\$131,000	\$130,075	\$122,440
PCS Oper. / Overhead Expenditures	\$418,087	\$284,090	\$475,380
Camp Personnel*	\$0	\$96,174	\$0
Camp Oper. Expenditures*	\$0	\$14,826	\$83,737
TOTAL PCS Expenses	\$3,482,211	\$2,451,468	\$3,549,516

GRAND TOTAL EXPENSES (CHURCH + PCS)

TOTAL EXPENSES (CHURCH + PCS)	\$6,134,622	\$4,432,627	\$5,950,771
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BALANCE SUMMARY

	PROPOSED FY2022-23 BUDGET	FY2021-22	
		ACTUAL as of 4/30/2022	FY2021-22 BUDGET
BALANCE SUMMARY			
ALL INCOME (Church + PCS)	\$4,609,900	\$4,551,254	\$4,364,400
ALL EXPENSES (Church + PCS)	\$6,134,622	\$4,432,627	\$5,950,771
INCOME OVER EXPENSES (Operating ONLY)	-\$1,524,722	\$118,627	-\$1,586,371

PLYMOUTH CHURCH

THE SPIRIT AT WORK

Donors: 147 | Pledged: \$4,189,518 | Received: \$2,765,525 | Outstanding: \$1,423,993

Expenses To Date (2018-2022):	FY2018-19	FY2019-20	FY2020-21	FY2021-22	CUMULATIVE TOTAL (\$)
\$687,990	TOTAL	TOTAL	TOTAL	TOTAL	2018-2022
Capital Campaign Robocalls	\$0	\$1,015	\$0	\$0	\$1,015
CCS Feasibility Study	\$40,000	\$0	\$0	\$0	\$40,000
CCS Consulting Expenses	\$191,472	\$96,783	\$0	\$0	\$288,255
Events and Supplies	\$186	\$19,315	\$0	\$0	\$19,501
Processing Fees for Online Contributions	\$0	\$926	\$1,085	\$891	\$2,902
Subtotal	\$231,658	\$118,039	\$1,085	\$891	\$351,673
Fenniman Architects	\$0	\$63,400	\$101,750	\$111,423	\$276,573
MPM (Owner's Rep) Fees	\$1,610	\$13,066	\$6,210	\$18,325	\$39,211
Consultants	\$0	\$0	\$0	\$2,800	\$2,800
DEP Fees	\$0	\$0	\$510	\$1,050	\$1,560
Subtotal	\$1,610	\$76,466	\$108,470	\$133,598	\$320,144
Evaluations / Probes / Pre-con Surveys	\$0	\$0	\$587	\$7,133	\$7,720
Pre-Construction Work (i.e., abatement)	\$0	\$0	\$0	\$8,452	\$8,452
Subtotal	\$0	\$0	\$587	\$15,585	\$16,172
Capital Campaign Expenses FY 2018-2022	\$233,268	\$194,505	\$110,142	\$93,082	\$687,990