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2025 Charge Conference Packet Presented on January 11, 2026 at *Charting the Course*

This Packet includes....

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Wesleyan Mission

2025 CC - Form 1

Church St. Paul's Lenexa District NE KS

The mission of the United Methodist Church is to make disciples of Jesus Christ for the transformation of the world. The heart of this work happens in local congregations in their communities.

As United Methodist followers of Jesus in the Great Plains Conference we believe:

We are called to fulfill the great commandment (Matthew 22:34-40) by helping people love God with all their heart, soul, mind, and strength, AND helping people love their neighbors as they love themselves (which involves growing in love of self!).

We are called to fulfill the great commission (Matthew 28:16-20) by helping people grow as and make disciples (baptizing, teaching, and remembering the risen Christ is with them always).

We believe healthy disciples and congregations engage in ongoing reflection and evaluation of their shared life of faith as they seek to grow into who God is calling them to be.

To fulfill our calling to Love God, Love Neighbor, Love Self, and Make Disciples, we need to focus on both the care of existing members AND reaching the mission field.

With the above in mind, this form is intended to serve as part of an ongoing process for reflection as congregational leaders, pastors, and lay persons together, discern how God is calling them to take intentional next steps together in the year ahead.

Please take time to prayerfully reflect on and respond to the questions on the next page.

What 2-3 things is your congregation going to do in the next year to be intentional about helping people love God, neighbor, self, or to make disciples of Jesus Christ for the transformation of the world? *(attach as a supplement, if needed)*

*We continue striving to live into our call of radical welcome within and beyond the congregation. Internally, we're focusing on how to make St. Paul's truly & consistently hospitable to people of all backgrounds and life stages. We hear and sense a need in our community for connection, and we strive to meet that need. That includes examining the ways we gather and welcome, as well as the ways we follow up and connect with visitors. Externally, we're honing our skills in advocacy and fostering safety - particularly for neighbors who are vulnerable and targeted at present.

*Additionally, we're focusing on creating great cohesion and consistency in our ministry with students of all ages and their families. We hope this becomes a disciple-making endeavor for both those families and new volunteers that engage in the ministry.

*Finally, we're examining new ways to connect congregants and community members into life-giving small groups. This includes connection among affinity groups of young adults and those in a young family life stage. But it also includes interconnected groups and experiments with time utilization.

What does your pastor need to do to help your church accomplish these things?

Our pastors can lead through listening, empowering, equipping, and participating themselves in the ministries described. Focusing on activating leadership and supporting the laity will increase the reach and effectiveness of ministries currently happening and those imagined for the future.

What does the lay leadership of the congregation need to do to help your church accomplish these things?

Similarly, lay leadership can lead through their participation, deep listening, and active work to empower, equip, and deploy their peers within the congregation. Without overwhelming any one group or person, current leadership can identify others with gifts, capacity, and willingness to help move our congregation forward towards the visions described above.

What resources do you need from the annual conference to do these things?

Clear communications, ministry specific resources or ideation when asked.

What will you be measuring to see that you have made progress on these things?

We have measurable goals in terms of internal hospitality and welcome - both leading indicators and lagging ones. Externally, we will need to also develop our skills in storytelling in order to assess progress.

Qualitative and quantitative assessment of family ministries is possible and expected.

Finally, experimentation and feedback on connection groups and opportunities will help our leadership know whether progress is being made.



Care of Members and Assets

2025 CC – Form 2

Church _____ District _____

For the period beginning _____ and ending _____
Date of Prior Charge Conference Date of Current Charge Conference

CARE OF MEMBERS

Our mission is to make disciples and involve members in ministry, and yet not every person will remain active in the life of the congregation. After doing all in our power to contact and re-engage the person, we may place the name on a list for removal. Resident members are to be visited prior to vote on removal (*Discipline*, ¶228).

1. Provide list of **names** for the following changes in membership since the last report. (¶234, 340) Attach as a supplement, if needed. *Note: Numbers are recorded on the statistical tables submitted in January, so are not requested here.*
 - a. received into baptized membership (names and dates received)
 - b. received into professing membership (names and dates received)
 - (i) on profession of faith or restored
 - (ii) from other United Methodist churches
 - (iii) from other non-United Methodist churches
 - c. removed from professing membership (names and dates removed)
 - (i) by action of the Charge Conference, or trial court, or by withdrawal
 - (ii) by transfer to other United Methodist churches
 - (iii) by transfer to other non-United Methodist churches
 - (iv) by death

2. How often does your Church Council (or similar body) review/audit the membership records and rolls (¶231)? _____
 Date of last financial review/audit: _____
 What actions do you take to engage inactive members?

3. Provide list of inactive professing members who are being considered for removal.
 - a. Group according to the number of years that they have been presented to the charge conference (first, second, third). *Note: Vote for removal will be taken on those in third year.*
 - b. Designate whether each person is resident (R), non-resident (NR), or address unknown (AU).

4. Provide list of names and contact information for professing and baptized members attending colleges and universities/vo-tech students (¶232):
Note: A template is available with charge conference forms on GP website to report this information.
 - Name
 - Educational Institution
 - Anticipated Graduation Year
 - Contact Information (address, email or phone)

5. Provide list of persons preparing for ordained ministry, licensed ministry, diaconal ministry, and/or missionary service with the following information:
 - Name
 - Address, Telephone/Email, Gender, Race/Ethnicity
 - Educational institution (college, seminary, Course of Study)
 - Anticipated graduation year and ministry status (e.g., local pastor, deacon, elder)
 - Email address

CARE OF ASSETS

We are called to be good stewards of all our resources and to report in transparent ways on these resources.

6. Improvements: Attach as a supplement list of repairs, updates, etc., along with cost, to grounds and buildings (including parsonage), completed since last Charge Conference and planned for next twelve months.
*Note: If applicable, also complete the annual **Parsonage Review Report**.*

7. Insurance coverage & facilities management (¶2533.2, 2550.7)
 - a. Does church have a long-term plan for replacement of facilities and equipment as they deteriorate? Yes _____ No _____

- b. Attach copy of summary sheet showing replacement value, amount of coverage/limits, type of coverage, and date policy expires.

Note: These may be shared with GP Board of Trustees.

8. Indebtedness

Church buildings: \$ _____ Parsonage(s): \$ _____

Other: \$ _____ for _____

9. Connectional Giving - Mission Shares

a. What percentage did you contribute in 2024? _____%

b. What percentage of total have you contributed so far in 2025? _____%

Are you on track to contribute 100%? Yes No

c. What percentage do you anticipate contributing in 2025? _____%

If less than 100%, what strategies do you have in place for reaching 100% in the next 3-5 years?

10. Investments *Note: A template is available with charge conference forms on GP website to assist with reporting this information.*

a. Attach list of all income-producing and permanent funds (e.g., savings accounts, CD's, mutual funds) and other properties (e.g., farm ground, oil well). Some of the info provided here is also contained on the Fund Balance report, though this list requests more details. Regular accounts for operating budget do not need to be included. For each fund/property, include the following:

- name of investment (ex: Kibutzky farm, Smith memorial, education fund)
- limitations and stipulations placed on use – and by whom (e.g., donor or church)
- where and how invested
- account total to date
- funds available for use by congregation
- total amount used in past year
- description of how funds were used for mission and ministry during the past year (¶2533.5 and 2550.9)

b. If your congregation has a Foundation, encourage it to report its activity during the past year, and include the information with this report.

c. If your congregation has an entity that has separate board and bookkeeping (i.e., an after-school program, a daycare, a preschool), encourage it to show its activity for the year, and include the information with this report.

2025 Form 2: Care of Members and Assets
Addendum

1. Provide list of names for the following changes in membership since the last report.

- A. Received into Baptized Membership:
 - Sullivan Arthur Faflick Reynolds - 10/19/2025

- B. Received into Professing membership
 - i. On profession of faith or by restoration
 - Joni Martin
 - Barbara Book

 - ii. From other UM Churches
 - Jim Standen
 - Ed and Joanne Kite (Baldwin UMC)
 - Kirsten Carlson (Mulvane UMC)
 - Kurt and Lisa Kuhnke (Leawood UMC)
 - Annika Kuhnke (Leawood UMC)
 - Kathryn Kienholz (Emporia First UMC)

 - iii. From other non-United Methodist Churches

- C. Removed from Membership
 - i. By action of the charge conference or by withdrawal
 - Kirk Yager
 - Erin Yarbrough
 - Molly Herwig
 - Mike McKinne
 - Christy Sumner

 - ii. By transfer to other UM churches
 - Sandra (Mary) Strawn - Indian Heights UMC
 - Phyllis Sell - Lenexa UMC

 - iii. By transfer to other non-UM churches
 - iiii. By death
 - Sharry Lockhart
 - Jenny Woodall

3. Professing Members Being considered for removal:

First Year

Christi Bartlett	Erik Johnson
Danny Bartlett	Regina Johnson
Lynette Beebe	Tiffany Johnson
Rick Beebe	Maya Larkin
Don Breckenridge	Bryan Looze
Shari Breckenridge	Jessica Looze
Beverlee Brokeshoulder	Suzette Mack
Gerald Brokeshoulder	Corrie Mahaffie
Kathy Bukaty	Jeff Mahaffie
Rob Bukaty	Patricia Marcus
Chance Darby	Diana McElroy
Clif Derks	Mike McElroy
Dale Dickson	Mikahl McMahan
Dodi Dickson	Brooke Mehnert
John Doe	Cohen Mitts
Ellen Donovan	Jody Mitts
Jerry Donovan	Mark Mitts
Jack Durst	Ian Mulkey
Dylan Estes	John Mullen
John Estes	Russ Murdock
John C. Feldmann	Cheryl Murray
Nancy Feldmann	Rick Murray
June Gfeller	Carole Myers
Brooke Glasrud	Dan Oberheu
Jason Glasrud	Judy Oberheu
Kimberly Goff	Tracy Penka
Michael Goff	Elizabeth Pine
Gary Gressel	Carl Rex
Barb Hardwick	Colleen Rex
Steve Hardwick	Hunter Ristau
Harry Healey	Julie Robinson
Kurt Hookstra	Randy Robinson
Carol Horlacher	Allison Ronning
Rachael Hulse	Chesney A. Sallee

Hannah Sheffield
Todd Shuck
Matthew N. Smith
David Taggart
Emilie Taggart
Greg Tanquary
Brian Tefft
Nancy Wassenberg
Brian Wilhide
Joy Wilhide

Holli Wilson
Jackson Yu
Donna Zimmerman
Ken Zimmerman
Christy Sumner
Janice Steffen
Reagan Estes
Pat Anderson
Ronda Anderson

Second Year

Shar Allen
Diane Austin
Josh Carter
Mary Chesser
Lenny Chesser
Alec Chesser
Zach Chesser
Brynna Emler
Logan L. Emler
Kimberly Gordon
Connie Grey
Alan Grey
Bob Harbour
Destiny Howell
Corynn Johnson
Eden Johnson
Owen Johnson
Ric Kinney
Tony Kinney
Sandra Krantz
Cynthia Marta
James Mildren
Beth Mildren
Evan Mildren
Will Mildren
Brielle Moore
Landon Morris

Erin Nichols
Austin Nichols
Blake Nichols
Elliott Nichols
Christian Parker-Payne
Brayden Penka
Derrick Penka
Tony Penka
John Prutsman
Madison Quaas
Robert Reiman
Deborah Reiman
Taylor Reiman
Lauren Reiman
Katie Ryan
Brad Schoonover
Estefania Shockley
Ben Shockley
Elena Shockley
Barb Shuck
Melanie Stattelmann
Steve Stattelmann
Carissa Swanwick
Matt Swanwick
Mona Tichenor
Bob Tichenor
Ann Waters

Stan Waters
Lori Weiss
Don Weiss
Reed Williams

Wesley Williams
Becky Wilson
Leah Wilson
Zachary Wilson

Third Year

Brian Anderson
Rhonda Anderson
Jack Arndt
Mitch Arndt
Shey Austin
Alex Barney
Katie Barrett
Sheila Barrett
Jackie Barth
Adam Baughman
Morgan Breckenridge
Taylor Breckenridge
Christian Burkhart
Sally Burkhart
Nancy Carson
John Christy
Melissa Christy
Garrison Coker
Kirsten Cunningham
Dave Darby
Jennie Darby
Natalie Derks
Haley Ditto
Trent Ditto
Colin Donovan
Trevor Donovan
Matt Doughty
Deedra Dowd
Ron Duncan
Carolyn Duncan
Austin Eck
Lindsey Eck
Callie Fabac

John C Feldman
Nancy Feldman
Anna Feyerherm
Mitch Feyerherm
Lindsey Fields
Tim Foust
Liz Foust
John Gallagher
Libby Gallagher
David Glover
Alex Hardwick
Grant E. Harper
Paige Henderson
Ashton Hess
Steve Himes
Nancy Eakin
Maddie Hissong
Kent Hobert
Nedra Hobert
Rachel Hollar
Sydney Hookstra
Cinda Hudson
Kelsey Hulse
Rachel Hulse
Gina Hummer
Kara Humphreys
Paige Humphreys
David Irvin
Doug Irvin
Michelle Irvin
Zachary Irvin
Bob Izard
Terri Izard

Courtney Jones
Ken Kachnic
Sheree Kachnic
Courtney Jones
Libby DeBauge Katzer
Brandon Keenan
Chandlor Keenan
Steve Keenan
Erin Key
Jordan Key
Reagan Key
Travis Knoll
Mitchell Koca
Hanna LaLonde
Darius Lane
Melissa Lane
Bailey Larkin
Maya Larking
Cole Lawrence
Sherri Laws
Christopher Lipford
Kim Lipford
Elizabeth Lipford
Ryan MacFarlane
Megan MacFarlane
Angela Martin
Ryan McCarthy
Adam McElroy
Elizabeth McElroy
Isabel Miller
Kaylee Miller
Riley Mitts
Zoe Mulkey
Shannon Mullen
Cara Murray
Brett Neely
Kyle Neely
Molly Norburg
Carter Oberheu
Gage Oberheu

Mason Oberheu
Mark Ofosuhene
Dan Parker
Jon Payne
Kate Pine
Pamela Pine
Ken Pine
Mike Putzier
Jill Putzier
Mary Ruth Rand
Bryce Rex
Keaton Rex
MacKenzie Rex
Huner Ristau
Karen Ristau
Anna Robb
Kirsten Robb
Gordon Robertson
Marylyn Robertson
Griffin Robinson
Lyndall Robinson
Allison Roning
Devin Rudicel
Savannah Rudicel
Zack Schnorf-Palmer
Con Schnorf
Brad Schoonover
Tad Schroeder
Lisa Schroeder
Steven Scott
Carol Seager
Hanna Sheffield
Steve Simon
Gina Sink
Roxann Slater Debrecht
Brian Smith
Courtney Smith
Matthew N Smith
Alison Snawerdt
Holly Solas

Chris Soper
Duane Soper
Karin Soper
Kim Stanley
Keiko Suzuki
Alicia Taylor
Mitchell Taylor
Hollis Tharp
Jim Tharp
Heather Tharp
James Tharp
Jim Twait
Tammy Twait
Taryn Vanderpool
Bryce VerMulm

Kayla VerMulm
Janet Walker
Erica Waltman
Haley Webb
Dave Wendt
Taylor Wiegele
Kyle Willard
Allison Williams
Claire Williams
Hunter Williams
Reed Williams
Leah Wilson
Gloria Wirt
David Yu
Angie Meyer

5. Provide list of persons preparing for ordained ministry, licensed ministry, diaconal ministry, and/or missionary service with the following information:

Luke Miltz - Candidate for Ordination, Deacon track
Garrett Evangelical Theological Seminary
lukemiltz@gmail.com

CARE OF ASSETS

6. Improvements: Provide list of repairs, updates, etc., along with cost, to grounds and buildings (including parsonage), completed since last Charge Conference and planned for next twelve months.

2025 Expenses

- Roofing Repairs - \$20,000
- Parking lot repairs/coating - \$29,000
- Tree removal on property - \$4,000
- Property water repairs - \$2,500
- HVAC unit repair - \$5,000
- Elevator repair - \$3,000

2026 Projected Major Expenses

- Replace 2-3 existing HVAC units (based on age and failure) - \$20,000.00 - \$30,000.00

C

**are of Members and Assets
Investments**

Name/Description	Limitations/Stipulations (what/by whom)	Where invested (1)	How invested (2)	Account total to date	Funds available for use	Amount used in past year	How used for mission & ministry
<i>EXAMPLE: Smith memorial</i>	<i>Scholarships – by church</i>	<i>BOA</i>	<i>SV</i>	<i>5,000</i>	<i>500</i>	<i>250</i>	<i>Scholarship for Jones to college</i>
Special Collections	Special Collections	Bank Midwest	MM	59778.26	59778.26	5000.00	Provide Community Support, Awareness, and Assistance
Special Collections	Extra Steps	Bank Midwest	MM	25529.78	25529.78	48828.88	Building and Property Maintenance
Special Collections	15200 W 79 th Rental Property	Bank Midwest	MM	0	0	0	
Legacy Endowment Fund CD's	For Future Endowments when investments are accumulated at a higher level	Kansas Area United Methodist Foundation	CD	16430.01	0	0	
Serve Distributions	Crosslines, Metropolitan Ave UMC, North Central Multi-Service Center	Central Bank of Midwest	CK	450	450	1850	Food Kitchen and Pantry Assistance
Serve Distributions	Shawnee Community Services, Crosslines, International and Disaster Response	Central Bank of Midwest	CK	0	0	1400	Community Emergency Assistance
Serve Distributions	Kansas Interfaith Action, Interfaith Hospitality Network, Reconciling Ministries Network	Central Bank of Midwest	CK	500	500	2375.50	Support Programming
Serve Distributions	Youth Focused Ministry	Central Bank of Midwest	CK	500	500	0	Support Youth Programming

(1) Note abbreviations for places, such as BOA = Bank of America

(2) Note abbreviations for types, such as CD = certificate of deposit, CK = checking, MM = money market, SV = savings

2. The Auditors () or Auditing Committee (**XX**) (*check one*) have/has examined the accounts listed on the front side; reviewed procedures of counting and accounting under the current *Book of Discipline*; has reconciled receipts and disbursements with bank deposits, withdrawals and balances; and has found the balances displayed to be correct, procedures proper, and records properly kept, except as noted below (*attach more pages as needed*):

3. The Auditors or Auditing Committee recommend/s the following changes in financial policies and practices (*attach more pages as needed*):

4. Signatures of Auditors or Auditing Committee

Date Signed

Tim Constance

Tim Constance

6/1/2025

St Paul's United Methodist Church
Cash Activity - 2024

	Beginning Balance (+)	Total Receipts (+)	Total Disbursements (-)	Transfers (+/-)	Ending Balance
Local Church Funds					
Operating Funds:					
1015 Checking (CBM)	2,142.44	672,635.62	(662,774.74)	39,162.49	51,165.81
1025 Money Market (CBM)	16,084.79	3.54	-	(10,000.00)	6,088.33
1035 Petty Cash	309.60	-	-	-	309.60
1016 Money Market (BM)	119,649.91	77.49	-	(55,000.00)	64,727.40
1019 Presence Checking (CBM)	-	-	-	-	-
1410 Schwab	5,358.07	20,909.87	-	(5,000.00)	21,267.94
Total Operating Funds	143,544.81	693,626.52	(662,774.74)	(30,837.51)	143,559.08
Building/Debt Repayment Funds:					
1017 Checking (CBM)	25.00	-	-	-	25.00
1018 Money Market (CBM)	84,733.08	842.25	(66,594.00)	20,837.51	39,818.84
Total Building/Debt Rptmt. Funds	84,758.08	842.25	(66,594.00)	20,837.51	39,843.84
Preschool					
1040 Preschool CD	-	-	-	-	-
Total - All Funds	228,302.89	694,468.77	(729,368.74)	(10,000.00)	183,402.92

June 30, 2025 - July 1, 2026

2025/26 Budget Summary	
Income Category	2025/26 Budget
3010 · Pledged Contributions	\$ 462,510.10
3015 · Unpledged Contributions	\$ 143,937.07
3020 · Loose Plate Offering	\$ 8,000.00
3050 · Interest Income	\$ 75.00
3070 · Preschool Building Use	\$ 26,496.00
3093 · Coffee Revenue	\$ 320.00
3095 · Rental Income Surplus	\$ 16,200.00
3107 · Credit Card Rewards - Cash Back	\$ 200.00
3162 · Offset Bank Fees	\$ 750.00
TOTAL INCOME	\$ 658,488.17
Expense Category	2025/26 Budget
5100 · Staff-Parish Relations	\$ 441,811.28
5200 · Administration	\$ 4,450.00
5300 · Trustees	\$ 106,361.39
5600 · Finance	\$ 6,520.00
5650 · Technology	\$ 6,164.00
5650 · Worship Tech	\$ 1,350.00
5700 · Communication	\$ 2,700.00
5529 · Worship	\$ 1,150.00
5530 · Music	\$ 6,150.00
5801 · Invite	\$ 1,200.00
5822 · Engage	\$ 1,650.00
5908 · Care	\$ 150.00
5909 · Train	\$ 300.00
6120/50 · Adult Ministry	\$ 1,179.00
6180 · CE&F Leadership Development / Appreciation	\$ 750.00
5400 · Great Plains Mission & Ministry	\$ 56,791.00
6100/200/300 · SERVE Team Budget	\$ 11,900.00
6140 · Children Ministry	\$ 3,600.00
6130 · Youth Ministry	\$ 4,311.50
TOTAL EXPENSES	\$ 658,488.17
NET INCOME	\$ (0.00)

St. Paul's UMC 2026 Lay Leadership

Church Council

Chairperson: Amy Rhodes
Vice Chair: Megan Lipke
Love Council Chair:
Seek Council Chair:
Serve Council Chair:
Lay Leader: Judy Christiansen
Lay Members to Annual Conference:
 Jesi Lipp
 Scott Groth
 Angela Thornton-Millard
SPR Chair: Will Weyhrauch
Finance Chair: Greg VerMulm
Trustees Chair: Terry Moore
Business Manager: Andrew Zonoozi
Youth:
Pastors: Kyle Reynolds, Eric Vogt

Trustees

Chair: Voted by Committed
Lay Leader: Judy Christiansen
Pastor: Kyle Reynolds
('26) Gary Christian
('26) Kyle McQuiston
('26) Terry Moore
('26) Tim Pistole
('27) Adam Rhodes
('27) Neil Romary
('27) _____
('28) ?Karen Middlesworth?
('28) Roger Feyerherm
('28) _____

Finance

Chair: Greg VerMulm
Church Council Chair: Amy Rhodes
SPR Chair:
Financial Secretary: Lisa Groth
Business Manager: Andrew Zonoozi
Trustee Representative: Gary Christian
Lay Leader: Judy Christiansen
Member to AC: Jesi Lipp
Pastor: Kyle Reynolds
At-large:
 Brad Footh
 Dan Key
 Sheila Coones
 Ray Millard
 Tim Constance

Judi McCue

Staff-Parish Relations Committee

Chair: Will Weyhrauch
Lay Leader: Judy Christiansen
Pastors: Kyle Reynolds + Eric Vogt
('26) Homer Erekson
('26) _____
('26) Will Weyhrauch
('27) Cindy Neely
('27) Mari Keyser
('27) Jill Howell
('28) Kurt Kuhnke
('28) Renee Harper
('28) Kathryn Kienholz

Lay Leadership

Chair: Kyle Reynolds
 Lay Member to AC:
 Angela Thornton-Millard
Lay Leader: Judy Christiansen
('26) _____
('26) Pat White
 ('26) _____
('27) _____
('27) _____
 ('27) _____
('28) Heather Pineda
('28) Alberta Brown
 ('28) _____

Legacy Fund Committee

('26) Les Lampe
('27) _____
('28) Susan Suzuki
Trustee Rep: _____
Finance Rep: _____
Staff: Andrew Zonoozi, Kyle Reynolds

Lay Members to Annual Conference

Jesi Lipp
Angela Thornton-Millard
Scott Groth

Lay Leader

Judy Christiansen

Other Officers

Financial Secretary: Lisa Groth

7. Evangelism/Discipleship Coordinator () Continuing () New () Male () Female

Name: _____ E-mail: _____

Address: _____

Phone: (work) _____ (cell) _____ (home) _____

8. *Finance Chairperson () Continuing () New () Male () Female

Name: _____ E-mail: _____

Address: _____

Phone: (work) _____ (cell) _____ (home) _____

9. *Financial Secretary () Continuing () New () Male () Female

Name: _____ E-mail: _____

Address: _____

Phone: (work) _____ (cell) _____ (home) _____

10. Health and Wellness Liaison () Continuing () New () Male () Female

Name: _____ E-mail: _____

Address: _____

Phone: (work) _____ (cell) _____ (home) _____

11. Historian/Archivist () Continuing () New () Male () Female

Name: _____ E-mail: _____

Address: _____

Phone: (work) _____ (cell) _____ (home) _____

12. Lay Leader () Continuing () New () Male () Female

Name: _____ E-mail: _____

Address: _____

Phone: (work) _____ (cell) _____ (home) _____

13. *(a) Lay Member of AC (one per appointed pastor) () Continuing () New () Male () Female

Name: _____ E-mail: _____

Address: _____

Phone: (work) _____ (cell) _____ (home) _____

Lay Member of AC (one per appointed pastor) () Continuing () New () Male () Female

Name: _____ E-mail: _____

Address: _____

Phone: (work) _____ (cell) _____ (home) _____

(b) Lay Member of Annual Conference – Alternate () Continuing () New () Male () Female

Name: _____ E-mail: _____

Address: _____

Phone: (work) _____ (cell) _____ (home) _____

14. Membership Secretary () Continuing () New () Male () Female

Name: _____ E-mail: _____

Address: _____

Phone: (work) _____ (cell) _____ (home) _____

15. Outreach/Missions Coordinator () Continuing () New () Male () Female

Name: _____ E-mail: _____

Address: _____

Phone: (work) _____ (cell) _____ (home) _____

16. *(a) Staff/Pastor-Parish Relations Chairperson () Continuing () New () Male () Female

Note: If part of a multi-point charge, list this person if from your church. Otherwise, complete part b.

Name: _____ E-mail: _____

Address: _____

Phone: (work) _____ (cell) _____ (home) _____

(b) Staff/Pastor-Parish Relations Contact () Continuing () New () Male () Female

Name: _____ E-mail: _____

Address: _____

Phone: (work) _____ (cell) _____ (home) _____

17. *(a) Treasurer – Church () Continuing () New () Male () Female

Name: _____ E-mail: _____

Address: _____

Phone: (work) _____ (cell) _____ (home) _____

(b) Treasurer – Charge () Continuing () New () Male () Female

Name: _____ E-mail: _____

Address: _____

Phone: (work) _____ (cell) _____ (home) _____

18. *Trustees Chairperson (if known – selected by Trustees) () Continuing () New () Male () Female

Name: _____ E-mail: _____

Address: _____

Phone: (work) _____ (cell) _____ (home) _____

19. UMMen President () Continuing () New () Male () Female

Name: _____ E-mail: _____

Address: _____

Phone: (work) _____ (cell) _____ (home) _____

20. UMWomen President () Continuing () New () Male () Female

Name: _____ E-mail: _____

Address: _____

Phone: (work) _____ (cell) _____ (home) _____

21. Worship Ministries Coordinator () Continuing () New () Male () Female

Name: _____ E-mail: _____

Address: _____

Phone: (work) _____ (cell) _____ (home) _____

22. Young Adult Ministries Coordinator (ages 19-35) () Continuing () New () Male () Female

Name: _____ E-mail: _____

Address: _____

Phone: (work) _____ (cell) _____ (home) _____

23. Youth Leader or Ministries Coordinator (ages 13-18) () Continuing () New () Male () Female

Name: _____ E-mail: _____

Address: _____

Phone: (work) _____ (cell) _____ (home) _____

Other Information (used to keep conference database accurate):

Church Street Address: _____

Church Mailing Address: _____

Church Email: _____ Church Website: _____

Church Social Media (Facebook, Twitter, Instagram, YouTube etc.): _____

Worship Time(s) _____

Contact person for questions about info on this form:

Form Preparer: _____ Phone: _____

Email: _____

If person/contact info for position changes during year, notify district office.

CLERGY COMPENSATION REPORT 2026

Document Date	12/09/2025	
Effective Date	01/01/2126	
Church Name	Lenexa St. Paul's	
Charge Name	Lenexa St. Paul's	
District Name	Northeast Kansas	
Clergy Name	Kyle Reynolds	
Clergy Status	FE - ELDER IN FULL CONN	
Service Time	Full Time	
Payroll Processing Church		
Pension & Benefits Payment Option	Check	
Parsonage Available		No
Parsonage Lived In		No
Base Compensation		\$82,699.00
Taxable Cash Allowance		\$0.00
Equitable Compensation		\$0.00
Health Insurance Allowance		\$15,850.00
Housing Allowance		\$28,627.00
Total Salary Value		\$127,176.00
<small>(Base Comp + Cash Allow + Equit Comp + Health Ins + Housing)</small>		
Total Pensionable Pay		\$111,326.00
<small>(Total Salary + Parsonage Pension Value - Health Ins)</small>		
PENSION & BENEFITS		
Compass Church Flat Amount		\$1,800.00
<small>(FT = \$1800, 3/4 = \$1350, 1/2 = \$900)</small>		
Compass 3% Church Contribution		\$3,339.78
<small>(3% of total pens pay - all but 1/4 timers)</small>		
Compass 4% Church Match		\$4,453.04
<small>(4% of total pens pay - all but 1/4 timers)</small>		
CPP		\$3,339.78
<small>(3% - FT and 3/4 time only)</small>		
UM Life		TBD
(Less) Compass Board of Pension Contribution		-\$1,800.00
Total Pension & Benefits		\$11,132.60
<small>(UMPIP, Compass, CPP - BOP contribution above)</small>		
TOTALS		
Total Compensation Expense		\$127,176.00
Total Pension & Benefits Expense		\$11,132.60
Total Accountable Reimbursements Expense		\$2,750.00

• Acct Reimbursements - Professional Dev

\$2,750.00

• Acct Reimbursements - Travel & Other

\$0.00

Health Insurance Paid By Church

\$0.00

Total Church Expense

(Tot Comp + Tot Pen & Benefits + FICA +
Acct Reimb + Health Ins Paid By Church)

\$141,058.60

SIGNATURES

Church
Signature
& Title:

Pastor
Signature:



Church
Signature
& Title:

District
Superintendent
Signature:

Church
Signature
& Title:

George J. Miller or SPR Chair 12/9/2025



Accountable Reimbursement

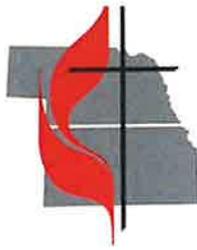
Name of Church: Lenexa St. Paul's

recognizes that certain expenses of ministry paid by the pastor/staff person are part of the ordinary and necessary costs of ministry in this Church/charge. Accordingly, we hereby establish an accountable reimbursement policy to defray them directly. The reimbursement account shall be an annual line item in the Church budget. It shall be in addition to the pastor's annual salary and housing. The reimbursement account for the period 01/01/2026 through 12/31/2026 shall be \$2,750.

The following requirements for the policy are binding upon the Church and upon Kyle Reynolds, its pastor/staff person. Accordingly, the Church hereby establishes an accountable reimbursement policy, pursuant to IRS regulations and upon the following terms and conditions:

1. The pastor/staff person shall be reimbursed from the reimbursement account for ordinary, necessary, and reasonable business expenses incurred in the conduct of the ministry for, and on behalf of, the Church. The following expenses are budgeted in this accountable reimbursement policy, as suggested for the work needs of the pastor/staff person.
 2. The committee on SPR/PPR chairperson, Church payroll person, or treasurer, (as designated by the Church) must be given an adequate accounting within 60 days after the expense is paid or incurred. The adequate accounting shall include, but not be limited to, a statement of expense, account-book diary or other similar record showing the amount, date, place, business purpose, and business relationship involved. Such documentation shall include receipts for all items of \$10 or more. Appropriate documents, cash receipts, canceled checks, credit card sales slips, and contemporaneous records (for those non-receipt expenses less than \$10), must be attached to each expense report. A log of total miles per day and enumeration of their general purpose shall suffice to substantiate automobile mileage, but under no circumstances will commuting mileage between the pastor's home and Church office be reimbursed. Copies of the documentary evidence and expense report shall be retained by both the pastor/staff person and the Church.
- The committee on SPR chairperson (or treasurer) shall be responsible for approving the expense. The committee on SPR chairperson (or treasurer) shall exercise his/her discretion regarding the adequacy of the substantiation and the appropriateness of any reimbursement. Questions arising in these areas will be resolved by the SPR chairperson (or treasurer), subject to the review and approval of the committee on SPR/committee on finance.
3. It is the intention of this policy that reimbursements will be paid after the expense has been incurred by the pastor/staff person. However, should circumstances require payment of an advance for any particular anticipated expense, the pastor/staff person must account for the expense as described above and return any excess reimbursement within 120 days after the expense is paid or incurred. Any excess advance must be returned to the Church before any additional advances are provided to the pastor/staff person.
 4. Budgeted amounts not spent must not be paid as a salary bonus or other personal compensation. If such payments are made, the entire amount of the accountable reimbursement policy account will be taxable income to the pastor/staff person. The Church will be required by law to report that amount as part of the pastor's/staff person's compensation. Disposition of any unspent balances remains at the discretion of the committee on finance/the council/charge conference in building the budget for the next Church year.
 5. It is understood by the various parties that all elements of this resolution must be carefully followed to prevent the Church from being required by regulation to include all reimbursements as income on the pastor's/staff person's Form W-2. The primary responsibility in this regard is on the pastor/staff person to report and adequately account for his or her expenses to the committee on SPR chairperson, church payroll person, and/or treasurer.

(see next page for adoption date and signatures)



HOUSING RESOLUTION INSTRUCTIONS

When reporting gross income for federal income tax purposes, clergy can exclude a portion of their income designated by their church or salary paying unit as a "housing allowance" under Section 107 of the Internal Revenue Code (IRC). The housing allowance is sometimes called a "parsonage allowance" for clergy who are provided with a parsonage and a "rental allowance" for clergy who rent their home. Refer to the Housing Allowance Q&As for more information explaining what the housing resolution is: http://s3.amazonaws.com/Website_GCFA/services/legal/HousingAllowanceQAs.pdf

Completing the Housing Allowance Resolution:

1. Each church will enter the church name on "Name of Church" line.
2. Each church will check either Church Council or Charge Conference and enter the day, month, and year the resolution was approved by church council or charge conference vote. Approval of this resolution shall be included in the minutes of either the church council meeting or charge conference.
3. Enter the pastor's name.
4. Enter total compensation. This is the base compensation/salary only paid to the pastor, reflected as an annual amount. This amount will be reduced accordingly should the resolution/compensation be established after January 1.
 - Multipoint Charges shall reflect total annual amount to be paid by all churches in the charge. Regardless of the number of paying units, for payroll processing see the final compensation worksheet packet provided by the district office.
5. Enter dates when the resolution will begin through December 31 of the year the resolution begins.
6. Check and enter each section that may apply:
 - ✓ **Amount designated by pastor for housing-related expenses:** enter the total amount as an annual amount and dates that match the total compensation period entered on step 5. This amount will be reduced accordingly should the resolution/compensation be established after January 1. Multipoint charges shall reflect total annual amount designated by pastor. Regardless of the number of paying units, for payroll processing see the final compensation worksheet packet provided by the district office.
 - ✓ **Parsonage provided by church for the pastor:** enter the address of the parsonage that is provided and the current year.
 - ✓ **Amount paid by the church for housing allowance in lieu of parsonage:** enter the total annual amount to be paid by church and dates that match the total compensation period entered on step 5. This amount will be reduced accordingly should the resolution/compensation be established after January 1. Multipoint charges shall reflect total annual amount to be paid by all churches in the charge. Regardless of the number of paying units, for payroll processing see the final compensation worksheet packet provided by the district office.
7. Print document to be signed by Church Council Chairperson or Charge Conference Presiding Elder/DS and the Church Council Secretary or Charge Conference Secretary.
 - Multipoint charges shall each sign a resolution for their church if each church is a salary paying unit and/or each church is paying any portion of the housing allowance in lieu of parsonage.
Example 1: Church A, Church B, and Church C each are salary paying units and pay a portion of the housing allowance in lieu of parsonage. Each church must complete, approve, and sign a resolution.



Example 2: Church A, Church B, and Church C each are salary paying units and do not provide a housing allowance in lieu of parsonage but the pastor has designated housing-related expenses. Each church must complete, approve and sign a resolution.

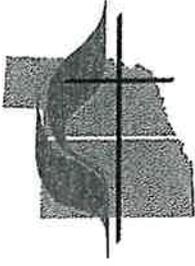
Example 3: Church A is the paying unit. Church B and Church C give Church A amounts designated as housing allowance paid in lieu of parsonage to be paid to the pastor. Each church must complete, approve, and sign a resolution.

- Multipoint charges with one salary paying unit and provides a parsonage shall gather signatures from the salary paying unit church and/or the church providing the parsonage.

Example 4: Church A is the paying unit and provides the pastor a parsonage. Only Church A completes, approves, and signs a resolution.

Example 5: Church A is the paying unit, does not provide the pastor a parsonage, and the pastor does not have designated housing-related expenses. Church B provides the pastor a parsonage. Church B completes, approves, and signs a resolution.

Example 6: Church A is the paying unit and does not provide the pastor a parsonage, but the pastor has designated housing-related expenses. Church C provides the pastor a parsonage. Church A and Church C must each complete, approve, and sign a resolution.



HOUSING ALLOWANCE RESOLUTION

Name of Church: Lenexa St. Paul's

The chairperson/presiding elder informed the meeting that under the tax law, a minister of the gospel is: (1) not subject to federal income tax with respect to the housing allowance paid to him or her "as part of his or her compensation to the extent used by him or her to rent or provide a home" and (2) not subject to federal income tax on the rental value of a home supplied rent-free to him or her.

The x Church Council / Charge Conference on the 9 day of Dec, 2025, by a motion duly made and seconded, adopted the following resolution:

Kyle Reynolds shall receive total compensation of ~~\$68,627~~ for the period 01/01/2026 through 12/31/2026.

\$82,699.00
Initial

Check all that apply.

Amount designated by pastor for housing-related expenses: Of the above-noted compensation amount, \$40,000 is hereby designated as housing allowance and excluded from reportable compensation under Section 107 of the Internal Revenue Code for the period 01/01/2026 through 12/31/2026.

Parsonage provided by church for the pastor: The above-named pastor shall also have rent-free use of a home, located at _____ for the period _____ and for every year thereafter so long as he/she is minister of the church/charge unless otherwise provided.

Amount paid by the church for housing allowance in lieu of parsonage: In addition to the above-noted compensation, \$28,627 is hereby designated as housing allowance and excluded from reportable compensation under Section 107 of the Internal Revenue Code for the period 01/01/2026 through 12/31/2026.

Signatures:

X sign

Church Council Chairperson or Charge Conference Presiding Elder/DS

Church Council Secretary or Charge Conference Secretary

Keep copy of form with minutes of Church Council or Charge Conference (whichever took the action). Distribute copies to: Pastor, Church Treasurer(s), Staff/Pastor-Parish Relations Committee Chairperson, and District Superintendent.

Adopted on (date) 12/9/25

by the Church Council [Charge Conference] of the Lenexa St. Paul's United Methodist Church.

Signatures:

Chair, Church Council

George A. Steen - SPR Chair 12/9/2025
SPR/PPR Chairperson/Church Treasurer

Secretary

[Handwritten Signature]
Pastor/Staff Person

If legal or tax advice is required, the services of a competent professional advisor should be sought. Distribute copies to: Pastor, Church Treasurer(s), Staff/Pastor-Parish Relations Committee Chairperson, and District Superintendent.

CLERGY COMPENSATION REPORT 2026

Document Date	12/09/2025	
Effective Date	01/01/2126	
Church Name	Lenexa St. Paul's	
Charge Name	Lenexa St. Paul's	
District Name	Northeast Kansas	
Clergy Name	Eric Vogt	
Clergy Status	FE - ELDER IN FULL CONN	
Service Time	Full Time	
Payroll Processing Church		
Pension & Benefits Payment Option	Check	
Parsonage Available		No
Parsonage Lived In		No
Base Compensation		\$55,433.00
Taxable Cash Allowance		\$0.00
Equitable Compensation		\$0.00
Health Insurance Allowance		\$15,850.00
Housing Allowance		\$16,389.00
Total Salary Value		\$87,672.00
<small>(Base Comp + Cash Allow + Equit Comp + Health Ins + Housing)</small>		
Total Pensionable Pay		\$71,822.00
<small>(Total Salary + Parsonage Pension Value - Health Ins)</small>		
PENSION & BENEFITS		
Compass Church Flat Amount		\$1,800.00
<small>(FT = \$1800, 3/4 = \$1350, 1/2 = \$900)</small>		
Compass 3% Church Contribution		\$2,154.66
<small>(3% of total pens pay - all but 1/4 timers)</small>		
Compass 4% Church Match		\$2,872.88
<small>(4% of total pens pay - all but 1/4 timers)</small>		
CPP		\$2,154.66
<small>(3% - FT and 3/4 time only)</small>		
UM Life		TBD
(Less) Compass Board of Pension Contribution		-\$1,800.00
Total Pension & Benefits		\$7,182.20
<small>(UMPIF, Compass, CPP - BOP contribution above)</small>		
TOTALS		
Total Compensation Expense		\$87,672.00
Total Pension & Benefits Expense		\$7,182.20
Total Accountable Reimbursements Expense		\$2,250.00
		30

• Acct Reimbursements - Professional Dev

\$2,250.00

• Acct Reimbursements - Travel & Other

\$0.00

Health Insurance Paid By Church

\$0.00

Total Church Expense

(Tot Comp + Tot Pen & Benefits + FICA +
Acct Reimb + Health Ins Paid By Church)

\$97,104.20

SIGNATURES

Church
Signature
& Title:

Pastor
Signature:



Church
Signature
& Title:

District
Superintendent
Signature:

Church
Signature
& Title:

George D. Miller 9 SPR Chair 12/9/2025



HOUSING RESOLUTION INSTRUCTIONS

When reporting gross income for federal income tax purposes, clergy can exclude a portion of their income designated by their church or salary paying unit as a "housing allowance" under Section 107 of the Internal Revenue Code (IRC). The housing allowance is sometimes called a "parsonage allowance" for clergy who are provided with a parsonage and a "rental allowance" for clergy who rent their home. Refer to the Housing Allowance Q&As for more information explaining what the housing resolution is: http://s3.amazonaws.com/Website_GCFA/services/legal/HousingAllowanceQAs.pdf

Completing the Housing Allowance Resolution:

1. Each church will enter the church name on "Name of Church" line.
2. Each church will check either Church Council or Charge Conference and enter the day, month, and year the resolution was approved by church council or charge conference vote. Approval of this resolution shall be included in the minutes of either the church council meeting or charge conference.
3. Enter the pastor's name.
4. Enter total compensation. This is the base compensation/salary only paid to the pastor, reflected as an annual amount. This amount will be reduced accordingly should the resolution/compensation be established after January 1.
 - Multipoint Charges shall reflect total annual amount to be paid by all churches in the charge. Regardless of the number of paying units, for payroll processing see the final compensation worksheet packet provided by the district office.
5. Enter dates when the resolution will begin through December 31 of the year the resolution begins.
6. Check and enter each section that may apply:
 - ✓ **Amount designated by pastor for housing-related expenses:** enter the total amount as an annual amount and dates that match the total compensation period entered on step 5. This amount will be reduced accordingly should the resolution/compensation be established after January 1. Multipoint charges shall reflect total annual amount designated by pastor. Regardless of the number of paying units, for payroll processing see the final compensation worksheet packet provided by the district office.
 - ✓ **Parsonage provided by church for the pastor:** enter the address of the parsonage that is provided and the current year.
 - ✓ **Amount paid by the church for housing allowance in lieu of parsonage:** enter the total annual amount to be paid by church and dates that match the total compensation period entered on step 5. This amount will be reduced accordingly should the resolution/compensation be established after January 1. Multipoint charges shall reflect total annual amount to be paid by all churches in the charge. Regardless of the number of paying units, for payroll processing see the final compensation worksheet packet provided by the district office.
7. Print document to be signed by Church Council Chairperson or Charge Conference Presiding Elder/DS and the Church Council Secretary or Charge Conference Secretary.
 - Multipoint charges shall each sign a resolution for their church if each church is a salary paying unit and/or each church is paying any portion of the housing allowance in lieu of parsonage.
Example 1: Church A, Church B, and Church C each are salary paying units and pay a portion of the housing allowance in lieu of parsonage. Each church must complete, approve, and sign a resolution.



Example 2: Church A, Church B, and Church C each are salary paying units and do not provide a housing allowance in lieu of parsonage but the pastor has designated housing-related expenses. Each church must complete, approve and sign a resolution.

Example 3: Church A is the paying unit. Church B and Church C give Church A amounts designated as housing allowance paid in lieu of parsonage to be paid to the pastor. Each church must complete, approve, and sign a resolution.

- Multipoint charges with one salary paying unit and provides a parsonage shall gather signatures from the salary paying unit church and/or the church providing the parsonage. Example 4: Church A is the paying unit and provides the pastor a parsonage. Only Church A completes, approves, and signs a resolution.

Example 5: Church A is the paying unit, does not provide the pastor a parsonage, and the pastor does not have designated housing-related expenses. Church B provides the pastor a parsonage. Church B completes, approves, and signs a resolution.

Example 6: Church A is the paying unit and does not provide the pastor a parsonage, but the pastor has designated housing-related expenses. Church C provides the pastor a parsonage. Church A and Church C must each complete, approve, and sign a resolution.



HOUSING ALLOWANCE RESOLUTION

Name of Church: Lenexa St. Paul's

The chairperson/presiding elder informed the meeting that under the tax law, a minister of the gospel is: (1) not subject to federal income tax with respect to the housing allowance paid to him or her "as part of his or her compensation to the extent used by him or her to rent or provide a home" and (2) not subject to federal income tax on the rental value of a home supplied rent-free to him or her.

The ___ Church Council / ___ Charge Conference on the ___ day of _____, 20 ____, by a motion duly made and seconded, adopted the following resolution:

Eric Vogt shall receive total compensation of \$ 33,000 for the period 01/01/2026 through 12/31/2026.

Check all that apply.

Amount designated by pastor for housing-related expenses: Of the above-noted compensation amount, \$ 16,611 is hereby designated as housing allowance and excluded from reportable compensation under Section 107 of the Internal Revenue Code for the period 01/01/2026 through 12/31/2026.

Parsonage provided by church for the pastor: The above-named pastor shall also have rent-free use of a home, located at _____ for the period _____ and for every year thereafter so long as he/she is minister of the church/charge unless otherwise provided.

Amount paid by the church for housing allowance in lieu of parsonage: In addition to the above-noted compensation, \$ 16,389 is hereby designated as housing allowance and excluded from reportable compensation under Section 107 of the Internal Revenue Code for the period 01/01/2026 through 12/31/2026.

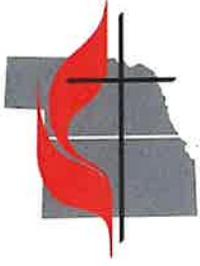
Signatures:

Church Council Chairperson or Charge Conference Presiding Elder/DS

George S. Stuebel 12/9/2025

Church Council Secretary or Charge Conference Secretary

Keep copy of form with minutes of Church Council or Charge Conference (whichever took the action). Distribute copies to: Pastor, Church Treasurer(s), Staff/Pastor-Parish Relations Committee Chairperson, and District Superintendent.



Accountable Reimbursement

Name of Church: Lenexa St. Paul's

recognizes that certain expenses of ministry paid by the pastor/staff person are part of the ordinary and necessary costs of ministry in this Church/charge. Accordingly, we hereby establish an accountable reimbursement policy to defray them directly. The reimbursement account shall be an annual line item in the Church budget. It shall be in addition to the pastor's annual salary and housing. The reimbursement account for the period 01/01/2026 through 12/31/2026 shall be \$2,250.

The following requirements for the policy are binding upon the Church and upon Eric Vogt, its pastor/staff person. Accordingly, the Church hereby establishes an accountable reimbursement policy, pursuant to IRS regulations and upon the following terms and conditions:

1. The pastor/staff person shall be reimbursed from the reimbursement account for ordinary, necessary, and reasonable business expenses incurred in the conduct of the ministry for, and on behalf of, the Church. The following expenses are budgeted in this accountable reimbursement policy, as suggested for the work needs of the pastor/staff person.
2. The committee on SPR/PPR chairperson, Church payroll person, or treasurer, (as designated by the Church) must be given an adequate accounting within 60 days after the expense is paid or incurred. The adequate accounting shall include, but not be limited to, a statement of expense, account-book diary or other similar record showing the amount, date, place, business purpose, and business relationship involved. Such documentation shall include receipts for all items of \$10 or more. Appropriate documents, cash receipts, canceled checks, credit card sales slips, and contemporaneous records (for those non-receipt expenses less than \$10), must be attached to each expense report. A log of total miles per day and enumeration of their general purpose shall suffice to substantiate automobile mileage, but under no circumstances will commuting mileage between the pastor's home and Church office be reimbursed. Copies of the documentary evidence and expense report shall be retained by both the pastor/staff person and the Church.

The committee on SPR chairperson (or treasurer) shall be responsible for approving the expense. The committee on SPR chairperson (or treasurer) shall exercise his/her discretion regarding the adequacy of the substantiation and the appropriateness of any reimbursement. Questions arising in these areas will be resolved by the SPR chairperson (or treasurer), subject to the review and approval of the committee on SPR/committee on finance.

3. It is the intention of this policy that reimbursements will be paid after the expense has been incurred by the pastor/staff person. However, should circumstances require payment of an advance for any particular anticipated expense, the pastor/staff person must account for the expense as described above and return any excess reimbursement within 120 days after the expense is paid or incurred. Any excess advance must be returned to the Church before any additional advances are provided to the pastor/staff person.
4. Budgeted amounts not spent must not be paid as a salary bonus or other personal compensation. If such payments are made, the entire amount of the accountable reimbursement policy account will be taxable income to the pastor/staff person. The Church will be required by law to report that amount as part of the pastor's/staff person's compensation. Disposition of any unspent balances remains at the discretion of the committee on finance/the council/charge conference in building the budget for the next Church year.
5. It is understood by the various parties that all elements of this resolution must be carefully followed to prevent the Church from being required by regulation to include all reimbursements as income on the pastor's/staff person's Form W-2. The primary responsibility in this regard is on the pastor/staff person to report and adequately account for his or her expenses to the committee on SPR chairperson, church payroll person, and/or treasurer.

(see next page for adoption date and signatures)

Adopted on (date) 12/9/25

by the Church Council [Charge Conference] of the Lenexa St. Paul's United Methodist Church.

Signatures:

Chair, Church Council

George Skell - SPR Chair 12/9/2025

SPR/PPR Chairperson/Church Treasurer

Secretary

Pastor/Staff Person

If legal or tax advice is required, the services of a competent professional advisor should be sought. Distribute copies to: Pastor, Church Treasurer(s), Staff/Pastor-Parish Relations Committee Chairperson, and District Superintendent.



**Continued Approval of the Charge Conference
for Continued Candidacy**

Applicant Name: Luke Miltz

General Instructions:

- The Candidate is responsible for uploading completed document and any attachments to the candidate’s credentialing track in the online credentialing system.
- Date of Charge Conference approval must be within one (1) year prior to the date of the District Committee on Ordained Ministry Interview for Certification as a Candidate.

Recommendation of Charge Conference (or equivalent body) for Continued Certification as a Candidate

Let those who consider recommending persons for continued candidacy as licensed or ordained ministers in the United Methodist Church ask themselves again the following questions which were first asked by John Wesley at the third conference of Methodist preachers in 1746.

1. Do they know God as a pardoning God? Have they the love of God abiding in them? Do they desire nothing but God? Are they holy in all manner of conversation?
2. Have they gifts, as well as grace, for the work? Have they a clear, sound understanding; a right judgment in the things of God; a just conception of salvation by faith? Do they speak justly, readily, clearly?
3. Have they fruit? (For the Elder and Local Pastor candidate...) Have any been truly convinced of sin and converted to God, and are believers edified by their preaching? (For the Deacon candidate...) Are others edified by their service?

Believing that Luke Miltz continues to be called of God and is a suitable candidate for licensed or ordained ministry in the United Methodist Church, the Charge Conference of St. Paul’s United Methodist Church - Lenexa recommends him/her for continued certification as a candidate by the District Committee on Ordained Ministry.

This congregation is / is not (mark one) supporting this candidate spiritually / financially (mark either or both if supporting the candidate).

Authorized Elder, District Superintendent, or Bishop

Date



Church/City: <u>St. Paul's, Lenexa</u>
District: <u>Northeast Kansas</u>

Report of Other Clergy Relating to Charge Conference

Per *Discipline*, all clergy who are retired (§358.5), honorably located (§ 359.2), administratively located (§ 360.3), or on voluntary leave of absence (§ 354.8) shall report all pastoral functions annually to the charge conference in which they hold membership. This form may be used to provide the information; use reverse side or add another page if more space is needed.

Note: Pastors currently serving local church appointments in Great Plains (whether in active or retired status) do not need to complete this form.

Clergy name: Jack Gregory E-mail: jmdgregory@gmail.com

Address (street, city, state, zip): 14001 West 92nd St., Apt. 405, Lenexa, KS 66215

Phone(s): 913-745-5659, 913-620-3683

Pastoral Functions

- Baptisms:
None
- Marriages:
None
- Funerals:
None
- Other (e.g., visitation, counseling, preaching):
Marilyn and I helped lead short term studies with the Micah Class. I lead the Spiritual Wellness Team at Lakeview Village. We present programs to the Lakeview Community that are well attended. While I do not attend Serve Team meetings at St. Paul's I do participate in serve projects.

Current family or household circumstances, or additional comments:

Marilyn and I are retired, living at Lakeview Village, a senior living community. Our adult daughters are Anna, living in California, and Elizabeth, living in Virginia.

Are you willing to provide pulpit supply? If yes, how far are you willing to travel and may a district office reach out to you?:

Possibly. I am open to limited and near-by preaching.

Clergy signature:  Date: December 1, 2025

If you are currently residing outside Great Plains, provide signature of church pastor or DS in that area:
 _____ Date: _____

Copy: CC minutes, district superintendent, and for those not retired, board of ordained ministry registrar



Church/City: <u>St. Paul's, Lenexa</u>
District: <u>Northeast Kansas</u>

Report of Other Clergy Relating to Charge Conference

Per *Discipline*, all clergy who are retired (§358.5), honorably located (§ 359.2), administratively located (§ 360.3), or on voluntary leave of absence (§ 354.8) shall report all pastoral functions annually to the charge conference in which they hold membership. This form may be used to provide the information; use reverse side or add another page if more space is needed.

Note: Pastors currently serving local church appointments in Great Plains (whether in active or retired status) do not need to complete this form.

Clergy name: Marilyn D. Gregory E-mail: jmdgregory@gmail.com

Address (street, city, state, zip): 14001 West 92nd St., Apt. 405, Lenexa, KS 66215

Phone(s): 913-745-5659, 913-620-3696

Pastoral Functions

- Baptisms:
None
- Marriages:
None
- Funerals:
None
- Other (e.g., visitation, counseling, preaching):
I taught Esther and the OT story of Joseph with the Micah Sunday School Class and through the Lakeview Village University.

Current family or household circumstances, or additional comments:

Jack and I are retired, living at Lakeview Village, a senior living community. Our adult daughters are Anna, living in California, and Elizabeth, living in Virginia.

Are you willing to provide pulpit supply? If yes, how far are you willing to travel and may a district office reach out to you?:

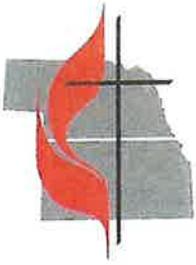
Possibly. I am open to limited and near-by preaching.

Clergy signature: Marilyn D. Gregory Date: December 1, 2025

If you are currently residing outside Great Plains, provide signature of church pastor or DS in that area:

_____ Date: _____

Copy: CC minutes, district superintendent, and for those not retired, board of ordained ministry registrar



Church/City: <u>St. Paul's Lenexa</u>
District: <u>Northeast Kansas</u>

Report of Other Clergy Relating to Charge Conference

Per *Discipline*, all clergy who are retired (§358.5), honorably located (§ 359.2), administratively located (§ 360.3), or on voluntary leave of absence (§ 354.8) shall report all pastoral functions annually to the charge conference in which they hold membership. This form may be used to provide the information; use reverse side or add another page if more space is needed.

Note: Pastors currently serving local church appointments in Great Plains (whether in active or retired status) do not need to complete this form.

Clergy name: Howard Johnson E-mail: hojopastor@gmail.com

Address (street, city, state, zip): 5222 McAnany Drive

Phone(s): 785-477-1777

Pastoral Functions

- Baptisms: 0
- Marriages: 1 - niece in New Jersey
- Funerals: 1 - memorial service for son's best friend's mother
- Other (e.g., visitation, counseling, preaching):
Preach every other week @ Lake Quivira Comm. Ministry

Current family or household circumstances, or additional comments:

Are you willing to provide pulpit supply? If yes, how far are you willing to travel and may a district office reach out to you? -

Clergy signature:  Date: 11/21/25

If you are currently residing outside Great Plains, provide signature of church pastor or DS in that area:

Date: _____

Copy: CC minutes, district superintendent, and for those not retired, board of ordained ministry registrar



Church/City: <u>St. Paul's Lenexa</u>
District: <u>Northeast Kansas</u>

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Note: Pastors currently serving local church appointments in Great Plains (whether in active or retired status) do not need to complete this form.

Clergy name: Lois A. Johnson E-mail: lois.lojosw@gmail.com
 Address (street, city, state, zip): 5222 McAnany Dr., Shawnee, KS 66203
 Phone(s): 785-320-1285 (cell)

Pastoral Functions

- Baptisms:
- Marriages:
- Funerals:
- Other (e.g., visitation, counseling, preaching): guest preacher 1 Sunday at Lake Quivira Community

Current family or household circumstances, or additional comments: husband & I are both retired

Are you willing to provide pulpit supply? If yes, how far are you willing to travel and may a district office reach out to you?: no

Clergy signature: Lois A. Johnson Date: 11/20/25

If you are currently residing outside Great Plains, provide signature of church pastor or DS in that area: _____ Date: _____

Copy: CC minutes, district superintendent, and for those not retired, board of ordained ministry registrar



Church/City: <u>St. Paul's Lenexa</u>
District: <u>Northeast Kansas</u>

Report of Other Clergy Relating to Charge Conference

Per *Discipline*, all clergy who are retired (§358.5), honorably located (§ 359.2), administratively located (§ 360.3), or on voluntary leave of absence (§ 354.8) shall report all pastoral functions annually to the charge conference in which they hold membership. This form may be used to provide the information; use reverse side or add another page if more space is needed.

Note: Pastors currently serving local church appointments in Great Plains (whether in active or retired status) do not need to complete this form.

Clergy name: Claudia Ricks Hubbard E-mail: claudiarhubbard@gmail.com

Address (street, city, state, zip): 12202 Outlook Street, Overland Park, KS 66209

Phone(s): 913-269-3938

Pastoral Functions

- Baptisms:
0
- Marriages:
0
- Funerals:
0
- Other (e.g., visitation, counseling, preaching):
I serve on the planning committee for the St Paul's Mnday Morning Study Group
As a board member for Kansas City Hospice and Palliative Care I was as to provide a presentation on the protestant perspective on long-term terminal illness, death, and burial. 10/30/25

Current family or household circumstances, or additional comments:

My wife Linda Brown and I live in a villa at Village Shalom a progressive care community.

Are you willing to provide pulpit supply? If yes, how far are you willing to travel and may a district office reach out to you?:

No

Clergy signature: _____ Date: 11/28/2025

If you are currently residing outside Great Plains, provide signature of church pastor or DS in that area:

_____ Date: _____

Copy: CC minutes, district superintendent, and for those not retired, board of ordained ministry registrar



Church/City:

District:

Report of Other Clergy Relating to Charge Conference

Per *Discipline*, all clergy who are retired (§358.5), honorably located (§ 359.2), administratively located (§ 360.3), or on voluntary leave of absence (§ 354.8) shall report all pastoral functions annually to the charge conference in which they hold membership. This form may be used to provide the information; use reverse side or add another page if more space is needed.

Note: Pastors currently serving local church appointments in Great Plains (whether in active or retired status) do not need to complete this form.

Clergy name: **Cheryl Somers-Ingersol**

E-mail: csingersol@gmail.com

Address (street, city, state, zip): 7201 Hemlock St. Overland Park, KS.

Phone(s): 913-205-3901

Pastoral Functions

• Baptisms:

• Marriages:

• Funerals:

• Other (e.g., visitation, counseling, preaching): I am sharing an Interim Pastor position (with Nanette Roberts) at Rainbow Mennonite Church in Kansas City, Kansas . I preach 2 Sundays a month, provide the pastoral care, and serve as the staff liaison on the Reparations, Social Action, and Archives committees. The position began May 13, 2025 and will continue until May 13, 2026.

Current family or household circumstances, or additional comments:

Are you willing to provide pulpit supply? If yes, how far are you willing to travel and may a district office reach out to you?: After the interim is over in May, 2026, I would be open to provide pulpit supply as I am available.

Clergy signature: Cheryl Somers-Ingersol Date: 11/24/25

Copy: CC minutes, district superintendent, and for those not retired, board of ordained ministry registrar



Church/City: <u>St. Paul's Lenexa</u>
District: <u>Northeast Kansas</u>

Report of Other Clergy Relating to Charge Conference

Per *Discipline*, all clergy who are retired (§358.5), honorably located (§ 359.2), administratively located (§ 360.3), or on voluntary leave of absence (§ 354.8) shall report all pastoral functions annually to the charge conference in which they hold membership. This form may be used to provide the information; use reverse side or add another page if more space is needed.

Note: Pastors currently serving local church appointments in Great Plains (whether in active or retired status) do not need to complete this form.

Clergy name: Dustin Cooper E-mail: dcooper@horizons.net

Address (street, city, state, zip): 11616 Flint St., Overland Park, KS 66210

Phone(s): 913-558-6565

Pastoral Functions

- Baptisms:

- Marriages:

- Funerals:

- Other (e.g., visitation, counseling, preaching):

Current family or household circumstances, or additional comments:

Are you willing to provide pulpit supply? If yes, how far are you willing to travel and may a district office reach out to you?:

No

Clergy signature: trust_e7a50a11-b6bd-4532-8b98-989b232ee3ac Digitally signed by trust_e7a50a11-b6bd-4532-8b98-989b232ee3ac Date: 2025.11.23 15:21:09 -0600 Date: 11/23/2025

If you are currently residing outside Great Plains, provide signature of church pastor or DS in that area: _____ Date: _____

Copy: CC minutes, district superintendent, and for those not retired, board of ordained ministry registrar



Church/City: <u>St. Paul's Lenexa</u>
District: <u>Northeast Kansas</u>

Report of Other Clergy Relating to Charge Conference

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Note: Pastors currently serving local church appointments in Great Plains (whether in active or retired status) do not need to complete this form.

Clergy name: Michael Marcus E-mail: mike@stpaulslenexa.com

Address (street, city, state, zip): 13916 W 72nd St Shawnee KS 66216

Phone(s): 913-626-0319

Pastoral Functions

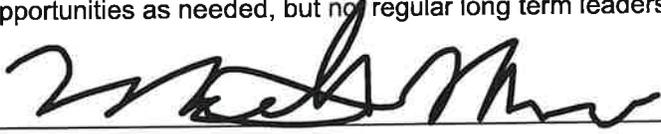
- Baptisms:
n/a
- Marriages:
n/a
- Funerals:
n/a
- Other (e.g., visitation, counseling, preaching):
I've done more than 30 ecumenical and denominational lunch and learns, presentations to small groups, congregations and community meetings with a religious focus. I've done about 75 total with businesses included.

Current family or household circumstances, or additional comments:

We've recently had the death of my grandfather who was my father figure in my young life.

Are you willing to provide pulpit supply? If yes, how far are you willing to travel and may a district office reach out to you?:

Yes, I am open to opportunities as needed, but not regular long term leadership at this time.

Clergy signature:  Date: 12/2/2025

If you are currently residing outside Great Plains, provide signature of church pastor or DS in that area:

Date: _____

Copy: CC minutes, district superintendent, and for those not retired, board of ordained ministry registrar

Quantitative Data from Land Use Input Survey

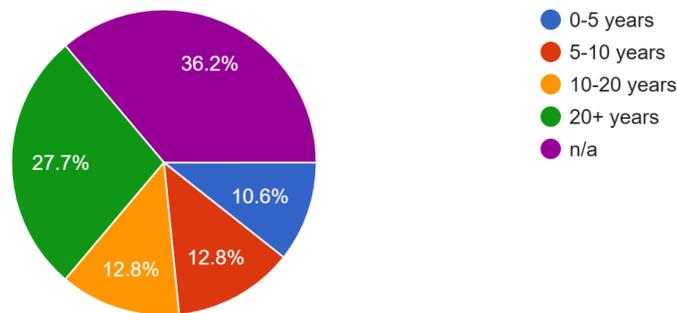
The survey opened in June 2025, following updates from the Land Use Team in January and June. Below are the quantitative results from the survey. Many questions were short answer, and the responses were diverse. The wide ranging responses continue to be helpful as the Land Use Team explores possibilities and researches options.

The survey remains open, and can be accessed [here](#). Full text describing the options is also available at that link.

Survey Respondents:

How long have you been connected to St. Paul's?

47 responses



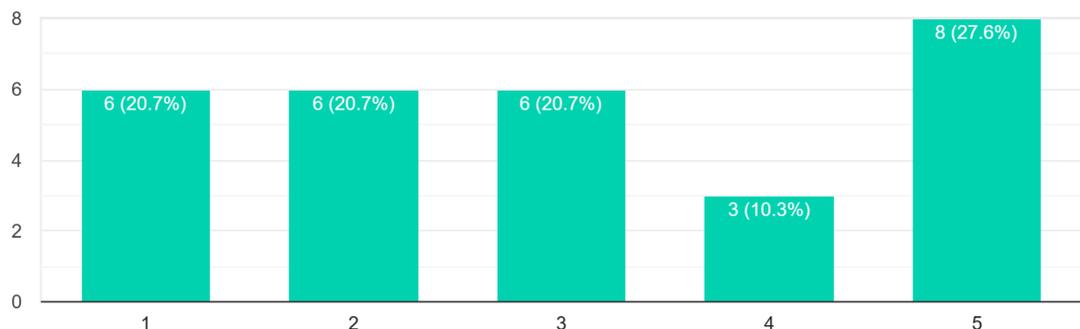
Option 1: Community Impact

A local nonprofit dreams about building a pocket neighborhood at the corner of 79th & Lackman for individuals with intellectual and developmental disabilities.

AVERAGE RESPONSE: 6.5

Asked about the possibility of selling the “buffer” property at 7708 Lackman, responses looked like this:

29 responses



Option 2: Higher Occupancy Housing

A regional senior living development company wants to purchase our land in order to build a premium continuing care retirement community.

AVERAGE RESPONSE: 3.9

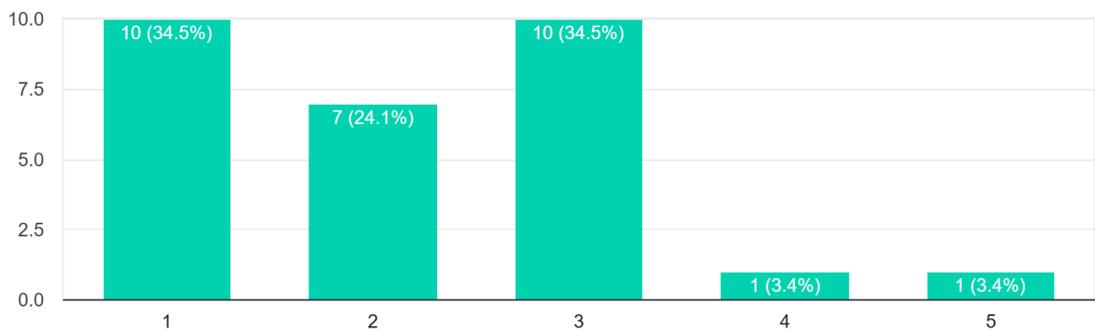
Option 3: Single Family Housing

The simplest selling option would be to sell the rental house as-is to a buyer or investor and the other 2.2 acre lot to someone looking to build a single family home.

AVERAGE RESPONSE: 4.1

Asked about the possibility of selling the “buffer” property at 7708 Lackman for additional single family housing, responses looked like this:

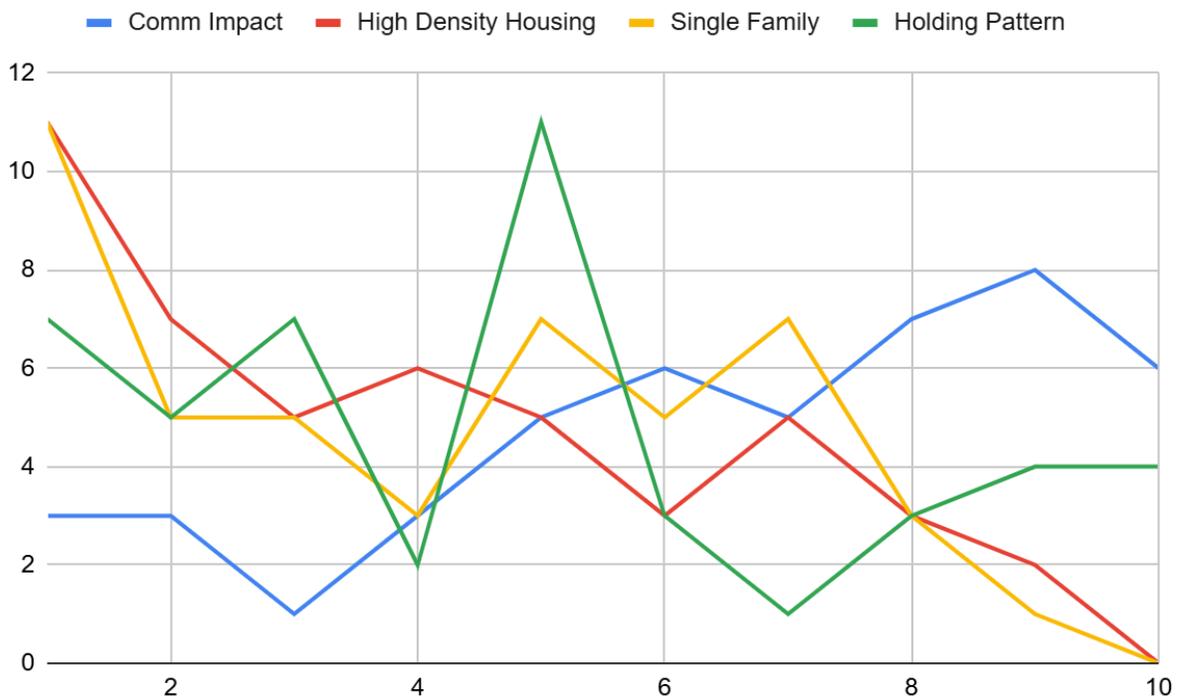
29 responses



Option 4: Holding Pattern

A final option is to continue holding the land for the time being.

AVERAGE RESPONSE: 4.8





Horizons Est. 1992

NLG

NEXT LEVEL GENEROSITY

DISCOVERY REPORT

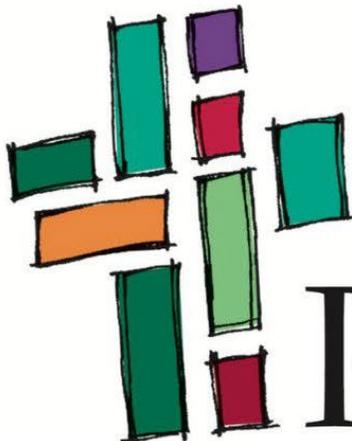
Prepared by: Dustin Cooper
Partner/Senior Vice President



LOVE

SEEK

SERVE



ST. PAUL'S

UNITED METHODIST CHURCH

LENEXA, KANSAS

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April 24, 2025

INTRODUCTION

Dustin Cooper from Horizons conducted a Next Level Generosity Discovery (NLGD) assessment for **St. Paul's United Methodist Church in Lenexa, KS (SPUMC)**. The study was to help the church gain a clearer picture of its current generosity practices. It was also designed to give concrete prescriptions specifically geared to increasing generosity among those who attend and call St. Paul's UMC their church home.

The analysis included a review of the following:

- Historical church data
- Current financial data
- Examining the church's website and communication tools, including an evaluation of the church's giving pages
- Reviewing a variety of materials provided by the church
- Personal conversations with the pastors, key staff members, ministry, and church leaders
- Responses from a survey sent to a cross-section of the church
- Analytics of financial data

I am grateful for the hard work and diligence of the staff and lay leaders who provided significant personal insights as well as the materials for my review. Following the presentation of this report, Horizons will provide one year of coaching to assist the church with the implementation of any recommendations they choose to act upon. Thank you for the privilege of working with St. Paul's UMC for the purposes of this assessment.

PHILANTHROPY IN AMERICA

The USA Giving Report is known as the gold standard for research for giving in America. It is researched by the Indiana University Lilly School of Philanthropy. In its 2023 Annual Report (released in mid-June of 2024) on charitable giving, there were several findings that have significant implications for the church. Highlights include:

- Giving to all charitable organizations went up in 2023 by 1.7% in actual dollars, though it decreased 2.1% in inflation-adjusted terms.
- Religion received the largest percentage of charitable dollars in 2023, with 24% of all giving. However, this percentage continues to decline annually. In 2019, the church received 32% of all giving. This represents a decrease of 8% just in the past four years and continues the downward trend seen over the past 30 years.
- The greatest percentage of all giving (67%) came from individuals, which is the church's primary source.
- The average percentage of giving per income is 1.9%, which is a decline from 2.0% in 2022 and 2.1% in 2021.

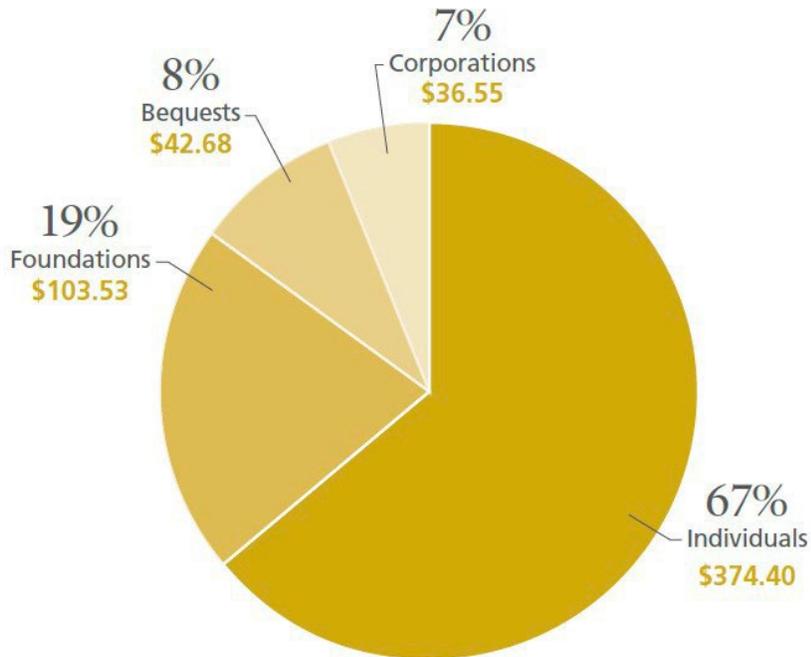
- According to the Lake Institute of Faith and Giving, 43% of churches reported growth in their giving in 2023 while 36% reported giving to be flat and 20% reporting their giving to have declined.
- Donor-advisor funds are among the fastest forms of giving.

Research for 2024 giving will be released in June 2025.

Giving USA The Numbers

2023 contributions: \$557.16 billion by source of contributions

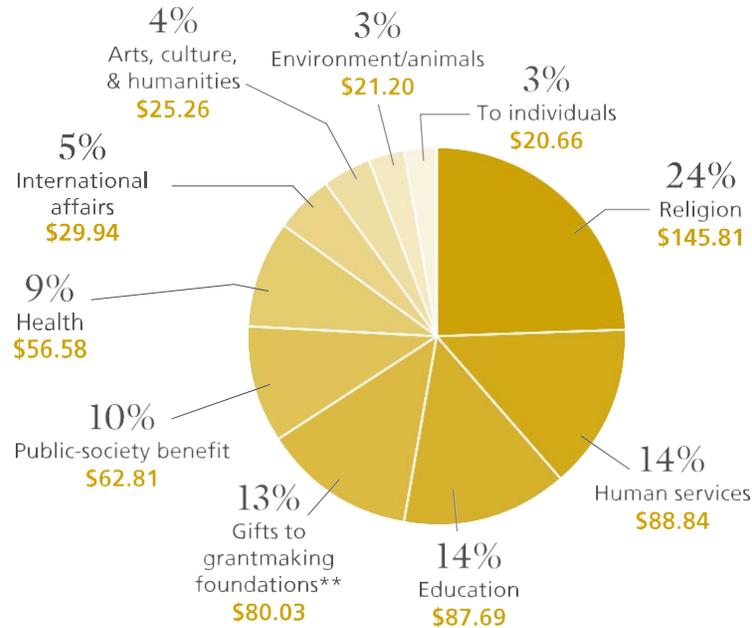
(in billions for dollars – all figures are rounded)



Giving USA The Numbers

2023 contributions: \$557.16 billion by type of recipient organization*

(in billions for dollars – all figures are rounded)



* Total includes unallocated giving, defined as the difference between giving by source and recipient categories. Unallocated giving totaled -\$61.66 billion in 2023.

** Estimates developed by Indiana University Lilly Family School of Philanthropy using data provided by Candid.

A recent Gallop Poll reports that fewer Americans give to charitable organizations. While 86% of Americans gave to some charity in 2002, less than 70% did so in 2022. The implications of these reports are a cause of concern for the church:

- Fewer people are giving to a charity
- Of those who do give, fewer are giving to the church
- There is more competition for the charitable dollars

There was a 3.4% increase in the number of 501(c)(3) organizations, bringing the total to almost 1.5 million. With the growth in non-profit organizations, philanthropy in America in the 21st century has become highly competitive. Today's donors are selective and very questioning of charities and churches alike in determining where their dollars should go. The church must not only seek to develop a giver out of a non-giver, but to become the preference for gifts from those already inclined to give. Churches that do both will thrive. Those that do not may find themselves increasingly cut out of the charitable giving pie.

George Barna, America’s premier church researcher, commented in his report on Christian financial stewardship that, “once a church establishes itself as being trustworthy in people’s minds, it will raise a minimal amount of money from attenders. However, to significantly increase people’s willingness to give generously, a church must speak to the issues that get people excited. The leader, first and foremost, must present a compelling vision for the ministry – not simply keeping the doors open and the programs running, but a clear and energizing goal that describes how lives will be transformed by the church if people contribute their time, money, and skills.” Related to that vision, Barna continued, “The church must then impress potential givers with its ability to minister in ways that are efficient, effective, satisfying urgent needs, providing personal benefits, and incorporating givers into the heart of the effort to bring about serious life-change. Most donors give a modest sum of money out of habit, guilt, or hope, but are not moved to share or sacrifice in a bigger way because they do not sense that the church is revolutionizing the community.”

Barna went on to say, “Continuing to raise funds the same way they always do – generic pledging campaigns, asking people to pray about giving, talking about people’s responsibility for funding the operations and programs of the church – will simply generate the same lukewarm response from congregants. The availability of funds and the willingness to invest in meaningful ministry does not automatically lead to increased giving by churched people. It’s a highly competitive market for funds, with close to one and a half million nonprofit organizations vying for donor dollars. The organizations that will do well in this area are those that understand **why** they exist and **how** to motivate donors to get on-board with distinctive and impactful activity that stimulates people to give beyond the normal one or two percent that is given without much thought or sacrifice.”

Successful churches are clear on their God-given mission of changing lives; they know **why** they exist and **how** to communicate their vision in a way that inspires members to participate and invest in what God is doing through the church. Giving is seen not as fundraising but as a key component of discipleship. Lovett Weems said, “Never talk about people’s money apart from discipleship. And never talk about the church’s money apart from its mission.”

To help the church to be fruitful in its mission, it is imperative that the leadership of the church understands where God is leading the congregation and that the vision is communicated clearly and broadly. Successful churches understand and design their financial stewardship efforts with the clear vision of the life-changing ministry that is made possible because of the donors’ generosity.

Worship, whether in-person or on-line, remains a primary means that the church uses to communicate its mission and to cultivate greater generosity. Research by Kingdom Analytics shares the top four items that people are looking for when looking for a church home:

- 79.2% --- Warm and friendly encounters with others
- 65.5% --- Quality sermons that are applicable to life
- 59.9% --- Traditional Worship Services
- 52.8% --- Contemporary Worship Services

GENEROSITY IN THE CHURCH TODAY

Much in the world has changed over the past twenty years due to a variety of causes: a world-wide pandemic, a major recession, social media, and technology to name a few. These changes have impacted how we live and function within our society, how we communicate, how we learn and how we connect with others. It also has an impact on how generosity can be cultivated within the church.

Melvin Anderson, author of several books on stewardship and generosity, writes, “Today, we find ourselves in a new era, where ‘This is the way we have always done it,’ is no longer effective. Society has changed. The economy has changed. Therefore, the church must make changes too. The church needs a paradigm shift for it to remain relevant and viable to the community it serves. Together, pastors and laypersons can make this shift happen and develop a culture of generosity in their congregations.” The key component to this shift is to make the connection between faith and money. To change the culture of generosity in our current environment, church members need to see giving as a part of their Christian discipleship. This perspective is not based on financial ability but on a biblical understanding. Anderson says “Being a generous Christian is not the same as being a frivolous and carefree spender or giver. Our generosity has purpose in God’s plan for our personal lives, our corporate lives within God’s church, and God’s kingdom on earth. We may not all possess the spiritual gift of generosity, but we can develop a heart of generosity.”

TOP THREE REASONS WHY PEOPLE GIVE

There are three primary reasons why people give to one organization over another:

1. **Belief in the Mission:**
People continue to respond in survey after survey that the number one reason they chose a certain charity was the impact they perceived it had on lives. People give big gifts to big dreams that offer the promise of making a big difference in people’s lives.
2. **Respect for Leadership:**
People give to people, not institutions. Gifts increase markedly when donors have a high level of confidence in the people who will control the donation. Building strong relationships between key staff and donors is vital.
3. **Fiscal Responsibility:**
People give to thriving charities. They respond poorly to “save the sinking ship” appeals. Givers need to know their contributions were used well and for the purposes intended. Accountability is important, as is making sure the right people hear the message.



These three values consistently surface as the reasons people choose to give to one organization over another (PANAS), but we also know that people give to the church because they learn and **embrace the biblical principles of stewardship, giving, and generosity** (these words are not synonymous). When they grow in their relationship with God, they live an outwardly focused life, i.e., a generous life. While these three values must be present in order to be the recipient of people’s giving, they must be coupled with consistent biblical teaching about generosity, as well as defined expectations for living the life of a disciple.

Competition from nonprofit organizations is eroding support to the local church. Donors no longer see giving to the church as an obligation or as a priority but as one of several giving options. In fact, the average core financial supporter to the church gives to five other charitable organizations in addition to their local church. Many of these organizations are doing meaningful and important work that improves the quality of lives in the local community and the world. If the church of today is to thrive and grow in its own mission and ministry, there needs to be a shift in culture that cultivates giving in order to grow its own people as disciples and to impact lives through its ministries. “Hoping for the best and praying for the rest” is not a sustainable financial strategy. Business as usual is not an option.

To create a shift in culture requires that a church overcome two great obstacles. The first obstacle is the **threat of anxiety**. Ed Friedman, in his book, *Failure of Nerve*, states that when organizations become anxious, they begin to exhibit five types of behavior:

- Become Reactive
- Herd Together for Safety
- Blame Others
- Seek Quick Fixes
- Sabotage Leaders

The second obstacle to overcome is the shift from a **perspective of scarcity to one of abundance**. The mindset with which a person views their world impacts their response. A mindset of scarcity creates fear, anger, suspicion, conflict, judgement, and worry. There is never enough. On the other hand, a perspective of abundance will enable one to see their environment with a deep sense of gratitude, hope, confidence, trust, acceptance, and grace.

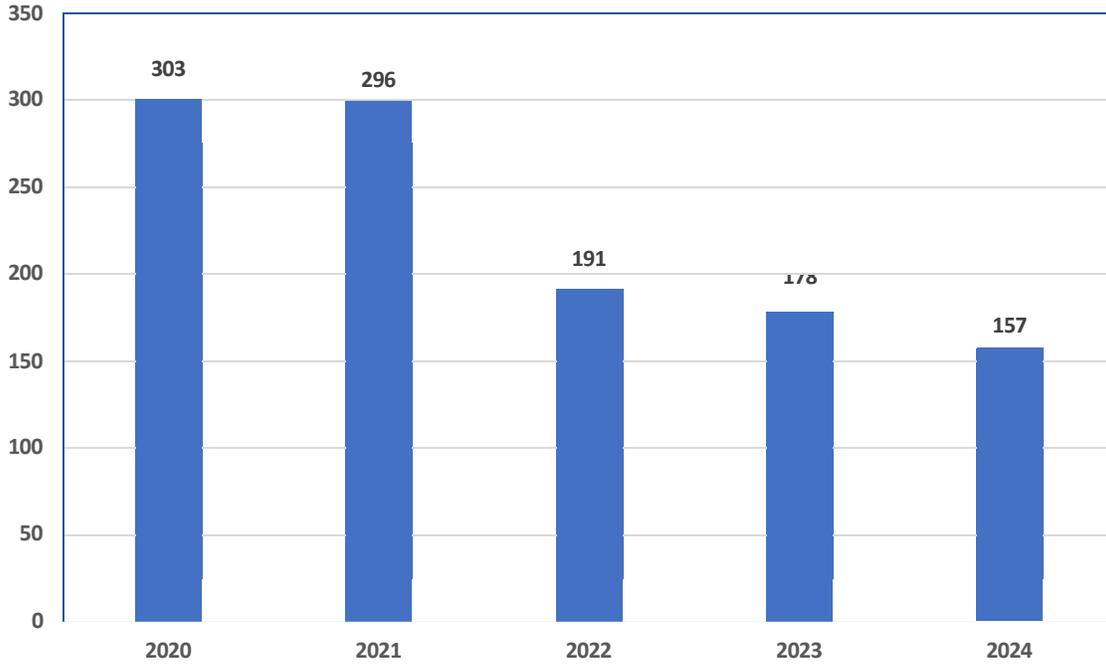
There is an important message of hope found in the 2023 USA Giving Report, sixty-seven percent (67%) of all charitable giving comes from individuals. This is good news for the church as they have the opportunity to interact on a regular basis with individuals who make up this significant majority of donors. The goal of Horizons’ Next Level Generosity Discovery (NLGD) is to enable churches to do more than raise additional funds in order to pay its bills. It is our desire to support and guide the local church to experience a culture shift in how it understands giving, cultivates generosity, and grows its ministries. This report is designed to help St. Paul’s UMC to not only address the challenges they are facing but also to embrace the opportunities that lie ahead, believing that the mission of the church is more critical now than ever before. NLGD is designed to be the next step in the journey of a church’s call to effectively fulfill its mission to make disciples for Jesus Christ.

STATISTICAL GRAPHS AND CHARTS

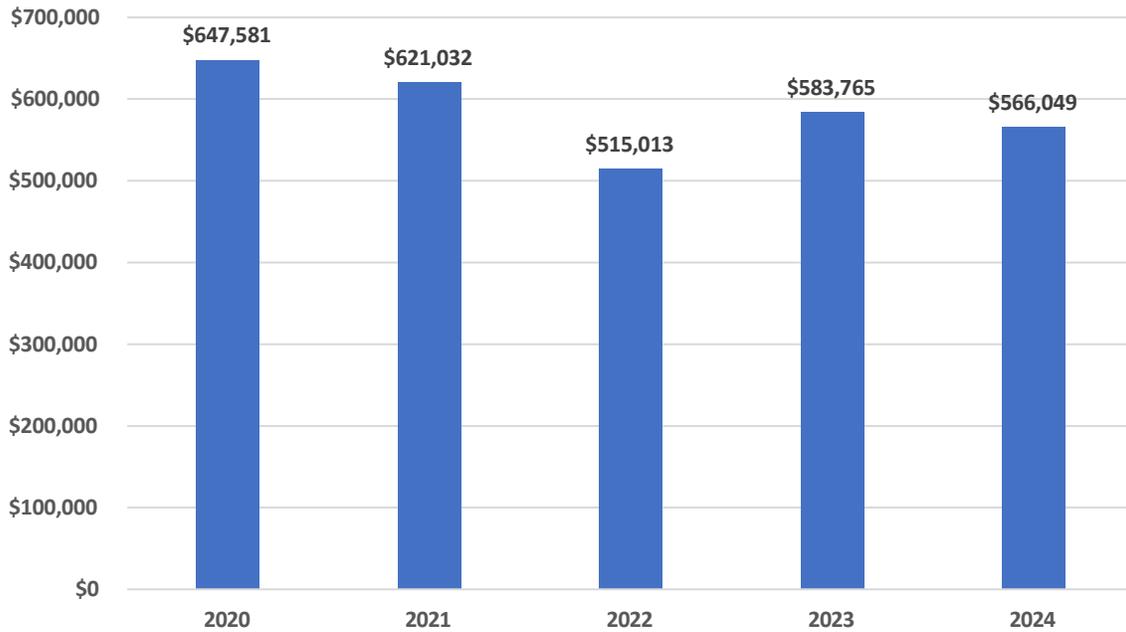
The chart below depicts the giving levels for contributions made in 2024.

Number of Contributing Households	Giving Level	Total Given by Households in Range
10	\$10,000 +	\$148,452
28	\$5,000-\$9,999	\$196,812
79	\$1,000-\$4,999	\$199,064
38	\$200-\$999	\$19,945
22	Less than \$200	\$1,775
Total Number of Contributing Households = 177		Total Dollars Contributed = \$566,079

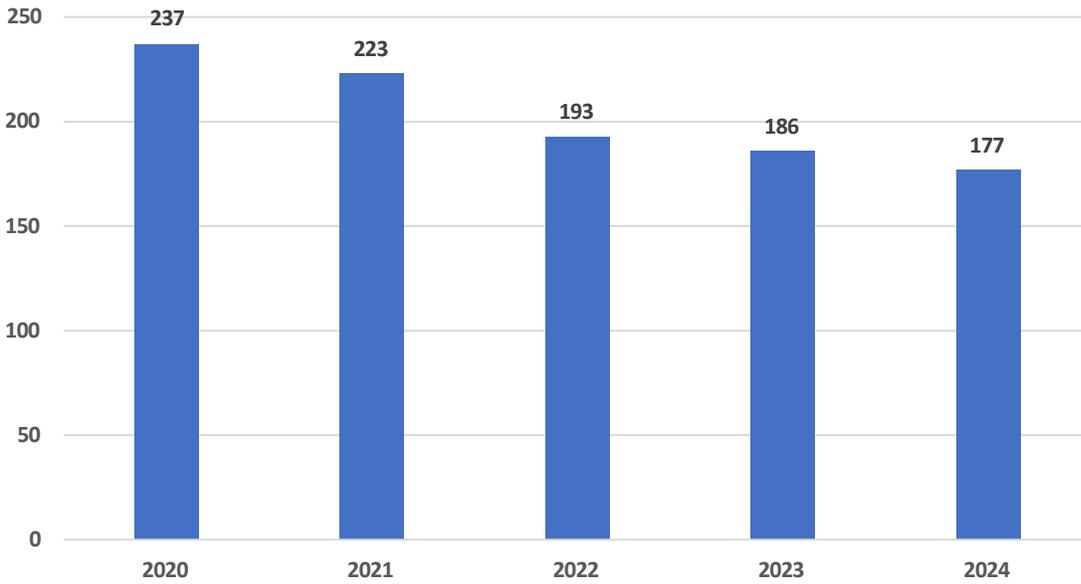
Average Attendance by Year



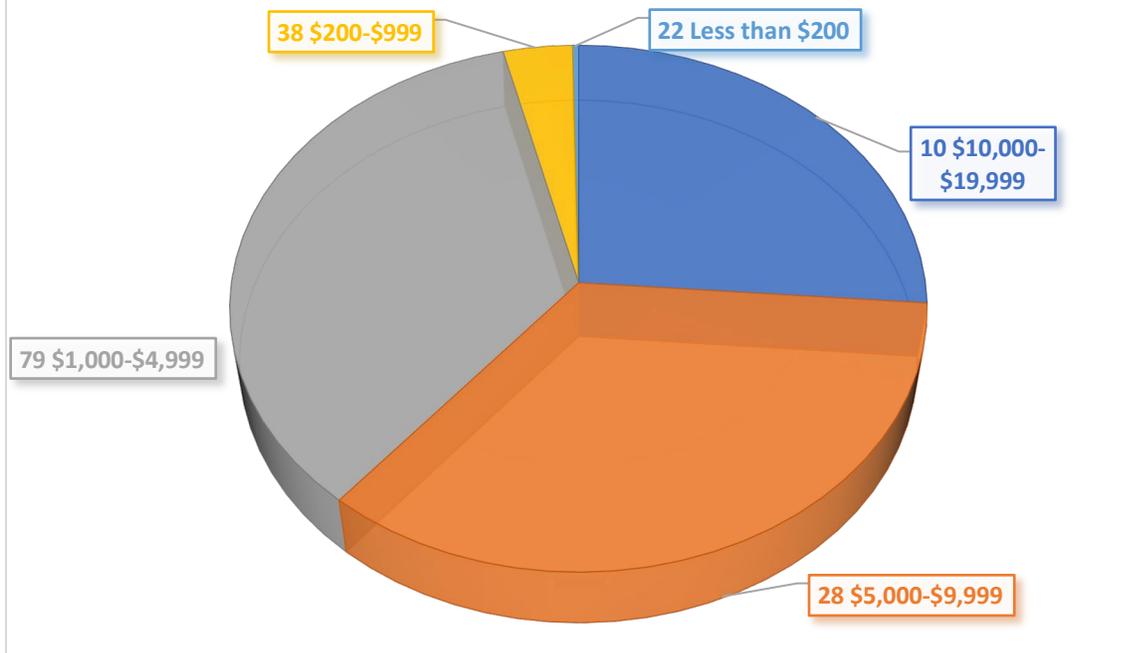
Annual Contributions By Year



Number of Giving Units By Year



BREAKDOWN OF HOUSEHOLDS BY GIVING IN 2024



Primary Giving Methods to St. Paul's UMC

Method of Giving	# of Contributions	Amount Given	% of Income	% of Contributors
Website (Vanco)	100	\$253,658	44.81%	51.02%
Checks	69	\$143,021	25.27%	35.02%
IRA (QCDs)	13	\$65,287	11.49%	6.63%
Donor Advised Funds	7	\$55,607	9.82%	3.57%
Other	7	\$15,003	2.65%	3.57%

*some households gave in more than one method

OBSERVATIONS FROM INTERVIEWS AND RESEARCH

Several observations emerged based on the data and materials that I reviewed, as well as multiple conversations with staff, clergy, ministry leaders, and a focus group. A survey sent to a sample cross-section of the congregation was also conducted. The following are observations in the truest sense in that they do not contain any sense of judgement, positive or otherwise, in and of themselves.

NOTE: Observations #5 - 12 are based on giving from 2024.

1. The church has the following Mission Statement that describes its Discipleship Pathway: *“To LOVE God and all others unconditionally, SEEK answers to our questions, and SERVE God by serving others.” It is often stated as “Love, Seek, and Serve.”* The latter is used in the church’s branding from newsletters, worship slides, magnets, exterior sign, and over the entrance of the worship center. It is listed on the website under “Discipleship Pathway.”
2. A Vision Statement reads *“We celebrate the worth, value, and dignity of every person as a child of God.”* This is on the website both on the homepage and on the banner of the giving pages.
3. A Welcoming Statement has been adopted which states: *“We, the people of St. Paul’s United Methodist Church, believe that God’s love is expansive and unconditional and that, through Christ, God calls us to love one another as God loves us. We welcome all people, regardless of gender, race, age, cultural or religious heritage, ethnic background, sexual orientation, gender identity, gender expression, economic circumstances, family configuration, or difference of ability. We celebrate the worth, dignity, and gifts of every person as a child of God.”* This appears on the website’s homepage.
4. The fiscal year is based on a January-December calendar.
5. The 2024 budget was \$609,770. Actual contributions were \$566,049 given by 177 reported Giving Units. Of these, 155 households would be identified as Core Giving Units, which is defined as those who give over \$200. Other resources of revenue provided funds for the remainder of the budget.
6. The top 1% of Core Giving Units (2 households) gave \$50,400 or 8.9% of the church’s income from giving. The target range for this group is 8-14% of total income.

7. The top 10% of Core Giving households (16 households) gave \$217,000 or 38.34% of the church's income from giving. The target range for this group is 37-43% of total giving.
8. Two (2) households gave at least \$20,000 in the last fiscal year. An additional eight (8) gave between \$10,000 - \$19,999.
9. In 2024, the mean (average) gift was \$3,198. The median (exact middle) gift was \$1,600. The mode (most common gift) was \$2,400 (representing 8 giving units).
10. Due to a significant financial shortfall, a special emphasis to encourage extra giving was conducted in December which helped meet most of the 2024 budgetary needs.
11. In 2024, about 69% of the church's income was received through electronic giving via the website, qualified contributions from IRAs, or Donor Advised Funds, which represents about 62% of contributors. About 27% of income was received through personal checks or other sources. About half of those who give online agree to include the transaction fee with their gift.
12. The church paid 80% of its Mission Shares in 2024.
13. The 2025 budget is \$641,826. There are 97 households who have pledged \$451,073.
14. The 2025 budget includes \$423,723 for staff salaries/benefits, which is about 66% of the budget. A general guideline for this section of the budget is between 50-55%.
15. Following the last capital campaign, people were invited to give to the Extra Step Fund, which is used to fund facility repairs and issues. In 2024, \$41,275 was used from this account, leaving a balance of \$40,876. Communication about the Extra Step Fund is limited, though it is listed on the annual pledge card.
16. There are three primary special offerings received during the year: Easter, Christmas, and one for the Youth. The Finance Committee determines the recipient(s) of the Easter and Christmas offerings with input from the Serve Team and could range from one of the church's mission partners to helping pay the annual mission shares. Denominational offerings, such as UMCOR and disaster relief, are also received but with less emphasis.
17. An annual stewardship campaign is conducted every year. This typically includes a 4-week sermon series followed by a letter with commitment cards either mailed or emailed prior to a designated Commitment Sunday.
18. The Senior Pastor has access to giving records. He views them when there is a change in collective giving patterns and when identifying potential leaders to see if they are financially invested in the church.
19. There is no system in place to respond when someone is identified as having made a first-time or an unusual gift or when a person's giving stops or changes significantly.
20. A review of the 2024 giving of clergy and staff members (who are members of the church) indicates that most are giving at least a tithe (10%) of their church income or giving proportionately while two have no record of giving. There are no giving expectations for staff members, whether or not they are under appointment or if they are members/non-members. There are no records of giving from non-member staff personnel.
21. A review of the 2024 giving from those serving on the Church Council indicates that most are likely to be tithing or at least giving proportionately. All non-staff members of the Church Council have a record of giving and have offered a commitment to the 2025 budget.

While there are no specific giving expectations for those serving in leadership, giving records are reviewed when persons are being considered for key positions.

22. The church uses Vanco for its giving platform.
23. The church does not have any indebtedness.
24. There are several communication platforms: a website, a weekly digital newsletter, social media (Instagram and Facebook), attendance pads inserts, the pre-worship slides (sent electronically with printed copies to a small group), and weekly eNews. The open rate for e-communication is about 45%. There are typically 200-300 views of the worship service on YouTube.
25. Staff and Team Leaders have access to a live Google Document that provides financial details about their area.
26. Following COVID, offering baskets were placed at the door and on the candle stations. The practice of distributing offering plates by the ushers was reinstated in 2024. Typically, there are 4-15 checks received each week with this method.
27. Giving Statements are emailed at the end of the second and third quarters to those who are behind in their giving or whose giving is irregular. A year-end giving statement that includes a message with highlights of the year is emailed to all families who gave.
28. There is not an intentional plan to connect with first-time visitors.
29. The Love Team recently instituted a Congregational Care Team.
30. The giving pages on the church's website follow many best practices and is easy to use. It does invite givers to pay the transaction fee, which covers about half of the cost.
31. Average worship attendance has dropped from 303 in 2020 to 157 in 2024.
32. Giving over the past five years has steadily decreased by 11.22% (from \$637,581 to \$566,050). The number of giving units has decreased by 60 (or 25%), from 237 to 177. A review of the analytics around giving from the past five years is provided in the Appendix.
33. Financial information is shared primarily through three methods:
 - (1) A Treasurer's Report located at the end of the weekly newsletter. Until recently, the reports were not always current due to staff turnover and outsourcing some of the financial services.
 - (2) Momentum Gatherings where detailed financial information was provided to those who attended.
 - (3) A church-wide Charge Conference, which also provided detailed financial information.
 It is noted that the last two items are new efforts to communicate financial matters.
34. People who have expressed an interest in joining the church are invited to a meeting with the pastors called "Next" where information is shared about the church, its ministries, and ways to get involved and connected. There is not a conversation or teaching about giving or completing a commitment card.
35. Each week there is a Mission Moment connected to the offering where a ministry/outreach is lifted up, with a general affirmation that they are supported by the church's generosity.
36. There are about 20 small groups, some of which are long-term and others short-term. They are listed on the website for people to learn about and to encourage participation.

37. There is a strong outreach ministry led by the Serve Team, which focuses on three areas:
- A. Serve: These ministries include Crosslines, Shawnee Community Services, the Hub at Argentine, International Mission Trip, the community garden, food drives, and support of youth missions.
 - B. Justice: This team does advocacy on various social issues, including homelessness and Medicare expansion, working with KIFA (Kansas Inter-Faith Action), Reconciling Ministries, LGBTQ+ issues, and inviting speakers to the church.
 - C. Give: Financial support is provided to several organizations each quarter.

It is estimated that there are 100 people serving in hands-on opportunities with these organizations and others, such as Hillcrest Transitional Housing, and blood drives. In the past two to three years, the church has become involved in new ways of service: Project 10/20, Interfaith Missions, and KanBe’s Market.

38. The church has approximately \$15,683 in a Legacy Endowment Fund invested with the Kansas Methodist Foundation. The Charter has been recently revised. There is not an intentional practice for cultivating new gifts. There is a Gifts Acceptance Policy in place.
39. Below is a review of new adult households who joined over the past four years (2021-2024) and their giving in the year they joined (listed in *italics>*) in the year(s) after joining and their pledge for 2025.

NEW MEMBER HOUSEHOLDS WHO JOINED IN 2021					
	2021	2022	2023	2024	2025 Pledge
Non-giving	2	2	3	1	0
\$1-\$199	0	0	1	0	0
\$200-\$999	2	2	0	2	1
\$1,000-\$4,999	0	0	0	1	0
\$5,000-\$9,999	0	0	0	0	0
\$10k-\$19,999	0	0	0	0	0
Total families	4	4	4	4	1

NEW MEMBERS HOUSEHOLDS WHO JOINED IN 2022				
	2022	2023	2024	2025 Pledge
Non-giving	4	4	4	0
\$1-\$199	0	0	0	0
\$200-\$999	1	1	0	0
\$1,000-\$4,999	0	0	1	1
\$5,000-\$9,999	0	0	0	0
\$10k-\$19,999	0	0	0	0
Total families	5	5	5	1

NEW MEMBERS HOUSEHOLDS WHO JOINED IN 2023			
	2023	2024	2025 Pledge
Non-giving	1	1	0
\$1-\$199	1	0	0
\$200-\$999	2	3	1
\$1,000-\$4,999	2	2	1
\$5,000-\$9,999	0	0	1
\$10k-\$19,999	0	0	0
Total families	6	6	3

NEW MEMBERS HOUSEHOLDS WHO JOINED IN 2024		
	2024	2025 Pledge
Non-giving	2	0
\$1-\$199	0	0
\$200-\$999	0	0
\$1,000-\$4,999	0	0
\$5,000-\$9,999	0	0
Over \$10,000	0	1
Total families	2	1

Of the fifteen (15) households who joined between 2021-2023, seven (7) had no record of giving for the following year or gave less than \$200. Six households gave between \$200-\$999, and two households gave between \$1,000-\$4,999. None of the households gave in the range of \$5,000 or more.

Of the seventeen (17) who joined between 2021-2024, eleven (11) households did not offer a pledge for 2025, two (2) made a pledge for between \$200-\$999, two (2) offered a pledge for between \$1,000-\$4,999, one (1) offered a pledge for between \$5,000-\$9,999 and another household (1) made a pledge for over \$10,000. It is recognized that those who did not offer a pledge card may still give.

The church reports that 12 of the 17 households who have joined in the past four years are still active.

40. The Pastor and key church leaders identified the following challenges regarding financial matters facing the church:

- Identifying effective ways to communicate to different demographics of the church.
- Raising funds for other organizations when the financial needs of the church are not being met.
- Communicating financial matters in ways that are transparent in a way that helps people better understand budgetary concerns and to do so in a way that offers encouragement rather than scarcity.
- We are becoming an aging congregation.
- Paying Mission Shares and meeting budgetary needs has been more challenging and stressful since coming out of COVID. It has also become more difficult to project future income based on past giving.

41. The Pastor and key church leaders offered the following desires as hoped-for outcomes of the NLGD process.

- Finding more effective means to communicate financial matters.
- Identifying strategies and best practices to help cultivate greater generosity as well as a spirit of joy around giving.
- For conversation and communication around finances to become woven into the fabric of our church.
- That people will have a stronger sense of ownership about their support of the church.
- To not have to worry and stress about the budget.
- To have a reading list about generosity/giving for pastors and leaders.

42. An anonymous survey was sent to a cross-section of the church for the purpose of gaining insights about attitudes and practices around generosity. The church selected 92 individuals to receive this survey. The only criteria were for the list to include people from different giving levels, including some who are actively engaged but who do not give. There were 43 responses. Some of these responses may be representing more than one individual in a household. The results of the survey are included in the appendix of this report. Following are some key highlights from the survey:

- 67% stated that they feel informed about the church's financial matters.
- 74% are involved in a small group.
- 21% responded they give a tithe (10%) or more of their income with 35% saying they give between 1%-3%. 8% self-report that they do not currently give financially to SPUMC.
- 74% give electronically, either through their bank, the church's website, or with stock. 26% give via a personal check.
- 52% contributed to the Year-End effort to address the budget short-fall.
- 91% completed a pledge card for 2023.

- 53% plan to give more in 2025 than they gave in 2024 while 35% plan to give at the same level as last year with 15% giving less.
- 29% give for the primary reason it is their belief that the church is making a difference in people's lives.
- 55% report giving to The Extra Step's fund.
- 63% state that they are as generous in their giving to the church as they can be with 27% stating they are not.
- 90% state that the weekly Mission Moment has helped them to better understand how the church is using financial resources.
- 77% trust the church leadership with how money is managed.
- 19% - representing 8 families – have already arranged to remember the church in their estate planning. Another 39% - representing 17 families – indicate an openness to doing so.
- Almost all (98%) report that they give to other non-profit organizations in addition to SPUMC, with 36% giving to five or more. 71% state that SPUMC receives the greatest share of their giving.
- 53% of respondents like that the church is asking questions such as these which appear in this survey with 44% being neutral. Only 2% state they do not think the church should be asking these type of questions.

STEWARDSHIP AFFIRMATIONS

There are several areas of stewardship and the cultivation of generosity where SPUMC is doing well and/or excelling. Among them are:

1. There is a clear and compelling Vision Statement, Mission Statement, and Welcoming Statement which creates a clear identity for the church which can help shape the church's ministries. Bishop Bob Farr writes, "We have never seen a church grow by hanging a mission and vision statement on the wall. On the other hand, we have never seen a growing congregation that didn't deeply understand their mission and vision." This is critical to generosity as people give more generously when they have a solid sense of the direction the organization is moving towards, when they are in agreement with its purpose/vision, and when they see results from what the organization does.
2. A Mission Moment is offered weekly by one of the pastors to highlight a ministry where the church is involved and explain how it is making an impact on others.
3. Recently, Momentum meetings have been held for any to attend where more communication and transparency about financial matters are provided.
4. An annual campaign is held each year to invite people to consider making a financial commitment to the church.
5. The giving pages on the church website are clear and easy to use, which has a positive impact on the use of electronic giving.

6. A higher-than-average of giving is received through electronic methods from a significant number of the church's giving units.
7. The church has a strong and active engagement with service and justice, which is clearly connected to its identity.
8. There are several opportunities for people to get connected to a small group. Some of them are short-term, which provides an opportunity for new people to join. Studies show there is a correlation between giving and small group involvement.

FIVE GUIDING PRINCIPLES TO GROW GENEROSITY

To effectively grow giving to the next level, the church must be able to respond to two questions:

1. Why should I give?
2. Why should I give to St. Paul's UMC?

At Horizons, we have identified **Five Guiding Principles** for shifting the generosity culture and growing giving to the next level. Churches that are intentional and strategic with respect to growing their overall culture of stewardship, giving, and generosity experience a significant culture shift. It has also been our experience that it can take **three to five years** for a church to fully integrate strategies that will impact their culture. These five principles are:

1. **Keep it Spiritual**—The church is first and foremost about creating disciples of Jesus Christ. Generous churches value discipleship and teach giving as an integral part of their journey as followers of Christ.
2. **Tell your Impact Stories**—People give to organizations they believe are making an impact. To grow giving to the next level requires celebrating stories of life change that are a result of your ministries.
3. **Build Relationships**—People want to partner with organizations to create impact. Growing giving requires deepening relationships with donors by communicating from donor-centric perspective.
4. **Making the Ask**—The church asks for financial support in a variety of ways: online, pledging, special asks, legacy giving, text-to-give, etc. Churches that are growing giving are intentional about thanking their givers and encouraging giving as a transformational experience.
5. **Measure Effectiveness**—Effective strategies emerge from quality data analysis. Tracking and analyzing giving metrics can enable churches to accelerate the impact of their strategies.



RECOMMENDATIONS TO GROW GENEROSITY

Utilizing the **Five Guiding Principles**, the following recommendations are offered for SPUMC to consider. The goal of these recommendations is to cultivate greater generosity in the lives of the people within your church community, which will then result in more resources for the church's mission and ministry. Some of the recommendations may be new for the church and others will build on current practices.



KEEP IT SPIRITUAL

A church's culture of generosity can be significantly impacted when members make the shift from seeing giving as about the budget and operational expenses to understanding it as a spiritual discipline. The primary motivation for giving is less about the church's need 'to get' and more about the 'giver's need to give.' Clayton Smith says it well in his book, *Propel*, when he states, "It is not about what you want *from* your people but what you want *for* them." This perspective of giving changes the conversation about money matters in the church from being about 'meeting the budget' to about how generosity is an expression of one's faith.

CREATE A GENEROSITY TEAM

Horizons proposes the creation of a new Generosity Team whose role is focused solely on the cultivation of generosity, using the Five Guiding Principles to guide its work.

Dr. Scott McKenzie, a partner with Horizons Stewardship, has outlined the following five things a Generosity Team should do:

1. **Develop a Generosity Statement.** This document will clearly define language and biblical perspectives of giving that fit the culture of this specific church. (*See below.*)
2. **Learn the fundamental importance of generosity.** Offer generosity/stewardship study materials for all age groups and make stewardship education a priority.
3. **Connect giving with the church's ability to accomplish its mission and vision.** Frequently tell stories of how your church is transforming people's lives. Do this through sharing in worship, on your website, and other church communications.
4. **Communicate the importance of generosity, giving, and tithing to all new members.** Be bold and courageous! Create very clear expectations on what church membership really means.
5. **Remember that gratitude is fundamental to generosity.** Say thank you to your givers often and in multiple ways.

6. **Build intentional prayer into all stewardship/generosity efforts.** Continually ask people to pray, “God, where do you want me to be in my giving?”
7. **Oversee the implementation of recommendations.** This team reviews the NLGD report and works with appropriate staff and church leadership to incorporate the recommendations.

NOTE: This team should not have any responsibility for the Annual Stewardship Campaign.

A review of the Generosity Team’s responsibilities can be found in the appendix of this report.

CRAFT A CLEARLY ARTICULATED GENEROSITY STATEMENT

The Generosity Team will be responsible for creating a Generosity Statement which forms the foundation for a common language for talking about money and giving. The Generosity Statement:

- States what you believe the Bible teaches about our relationship with money;
- Explains and defines the language your church uses in talking about stewardship, giving, and generosity;
- Shapes the way the membership understands the church’s expectations of them;
- Sets expectations of what serving on the church’s key leadership teams entails;
- Affirms what your church believes about generosity and, based on those beliefs your hoped-for response;
- Includes an invitation to the congregation to participate in giving in a particular way.

DESIGN A YEAR-ROUND GENEROSITY PLAN

Another goal of the Next Level Generosity Team will be the creation of a Year-Round Generosity Plan to grow giving. The plan weaves biblical teaching with best practices of stewardship, giving, and generosity and can be scheduled over the cycles and patterns of the church year. The goal is to change the culture of the church’s understanding and experience around generosity with a focus on long-term identity (culture) over activity (tasks). Horizons will assist St. Paul’s UMC with the development of a Year-Round Generosity Plan which will focus on different aspects of giving ranging from annual giving, endowment, special offerings, storytelling, communication, education, and more. The purpose is not to make an ask but to inform and celebrate how our individual and corporate generosity is making an impact. The plan could also incorporate recommendations from this report that the Generosity Team decides to include.

CHANGE THE FISCAL YEAR

More and more churches with larger ministry budgets are moving to a July-June fiscal calendar. This has several advantages:

- Allows the budget to be more aligned with the ministry calendar which typically operates on a school-based calendar year.

- Places the two largest months for giving (November and December) into the middle of the budget year, eliminating the pressure often experienced at the end of the year when the church is celebrating the birth of Christ.
- Breaks up the lower summer giving pattern into two giving periods.
- Allows the Finance Team to develop funding plans in the slow time of the year (late spring/early summer) rather than one of the busiest (November/December).
- Annual campaigns can continue to be conducted in the fall or be moved to late spring. Campaigns held in the fall can provide an additional bump in giving during the fiscal year.

The **greatest benefit** of a July-June fiscal calendar is that it helps to disconnect the concept that pledging and budgeting are co-dependent for the purpose of “raising the budget.” Annual campaigns should be about inviting people to continue in their personal journey of generosity and towards tithing while budgets are about funding the ministries which help to fulfill the church’s vision.

Note that it is important to continue to provide giving reports in the calendar year of January to December for tax purposes. This should easily be accomplished through your Church Management Software.



TELL YOUR MINISTRY STORIES

Growing people in their generosity occurs when they are motivated and inspired to take a first step or another step in a lifetime of many steps in our growth as a disciple. The single most effective way to cultivate giving is through stories that provide inspiration and motivation. In her TED talk, *Why Story Telling is So Powerful in the Digital Age* (July 2017), Ashley Fell states this about the value of storytelling: “Great stories create interest and capture our attention. Great stories instruct and communicate meaning. Great stories involve us. And most importantly, great stories connect the eyes of the head with the eyes of the heart.”

Helping people both see and feel the connection between their giving and ministry-impact is done best through powerful and effective storytelling. People remember stories. We connect emotionally through stories of life-change and transformation. Stories teach, influence, and inspire. Facts and data **inform** but powerful stories **inspire**. Telling stories of how the church is impacting the lives of other people as well as the local community and beyond is perhaps the single most impactful way of cultivating greater generosity.

The most effective stories are those that share information and facts about the ministry as well as a story about an identified life that was impacted. Facts connect with the brain while stories connect with the heart. People feel more encouraged to give when they experience both facts and an effective story about a church’s ministry. While offering gratitude for giving and financial support, these stories never ask for money. Donors today, more than ever, want to see measurable results in the church’s ministry so they can see their gifts are a good investment.

SHARE IMPACT STORIES THROUGH OFFERING TALKS

The Offertory time in worship provides an ideal place to share personal stories that tell how lives are being changed as a direct result of people’s giving and generosity. Offering Talks are designed to connect generosity with mission and are a planned component of the worship service. An Offering Talk is a brief presentation prior to the Offertory and communicates an important aspect of generosity.

The pastors have initiated the weekly Mission Moment in worship which focuses on lifting up one of the church’s ministries or outreach to the community. While there is a similarity between the Mission Moment and Offering Talk, the latter adds the element of a story of the impact that the ministry/outreach is having.

In addition to stories of impact, Offering Talks can include the following items:

- A story of a life impacted by the church’s ministry
- Expressing gratitude
- Celebrating wins
- Testimonies from people about the ‘why’ behind their giving
- Teaching the theology of generosity
- Communicating the processes of the church’s financial accountability with transparency.

These stories can also be shared through other venues, such as the church’s website, enhanced giving statements, and weekly E-Newsletters. Horizons will provide guidance on the development of Offering Talks.



BUILD RELATIONSHIPS

Building relationships with supporters is the fourth guiding principle for cultivating generosity. Building these relationships requires that the church be transparent and open about financial matters in ways that are helpful and healthy. The following images provide insight into how to

communicate with donors in the most effective ways: 1) front porch, 2) living room, and 3) kitchen.

FRONT PORCH: Just as the front porch is a public space where one might encounter not only neighbors and close friends, it is also where one can meet new people in the community for the first time. While conversation is friendly and inviting, it is not thought of as intimate or overly personal. Transparency does not always mean public. Seen from this perspective, public conversation about financial matters requires the balance of being transparent while not overly sharing “in-house family matters.” This is why public announcements about financial issues, especially ones that send a message that the church is struggling financially, should not be given in worship or on public platforms. This “over sharing” can be discouraging at best to guests, and it can have a disheartening impact with the worship experience for all. While the clear intent is to be transparent, these types of announcements fail to fully convey critical information and leave gaps of understanding that people must complete which, due to time restraints in worship, can lead to confusion rather than clarity. It is for these reasons that it is recommended that financial information not be listed in the bulletin. Financial information can be on the website if it is password protected.

LIVING ROOM: A living room is where one invites friends for socializing and for deepening relationships. This image focuses on the “worship crowd.” When applied to finances, conversation about money should be focused on biblical principles of giving and the impact that generosity has on a person’s life as well as stories of lives affected by generosity. This should include ministries that are impacted by giving to the annual budget in addition to special offerings and mission outreach.

KITCHEN: The kitchen is the place where one’s closest friends are invited and where intimate, personal conversations are held, even when they are difficult or painful. A “kitchen letter” is the place to address sensitive financial issues more fully without the concern for visitors and nominal members reading this candid sharing. These letters can provide a fuller level of transparency while keeping it “within the family” rather than a public airing.

GENERATE ENHANCED GIVING STATEMENTS (I.E., KITCHEN LETTERS)

Giving statements are currently sent via email at specific intervals to those whose giving is behind or irregular and then everyone receives a year-end statement with a letter in January. Providing regular giving updates through Enhanced Giving Statements can be an effective way to not only keep financial supporters aware of their giving but can also be an opportunity to communicate important financial matters in the church. These can also be internally referred to as “Kitchen Letters” using the visual noted above. They should be sent to everyone who has a record of giving (and those who have made a pledge but have not yet given) on a quarterly basis. Each statement should include a household report of giving, a story of life change made possible by giver’s generosity and a call to actions, such as signing up for electronic giving, or giving to a special cause.

Enhanced Giving Statements should include the following:

- A story of a life that has been impacted and changed by one of the church's ministries funded by the general budget. Donors see their gifts as an investment in ministry.
- Important facts, data, and review of the church's financial status in which sensitive issues are fully shared and "for members only."
- An expression of gratitude to the donor.
- Financial giving information.

Other ways to communicate financial matters to the church could include:

- Continuing the Momentum meetings on a regular basis where financial matters, along with other issues, are addressed and questions answered.
- A video message from the pastor or a church leader can be sent via email.
- A line-item budget, while not of interest to the vast majority of giving households, should be made available to those who request it.
- The Treasurer's Report in the weekly ENewsletter is a significant means of communication to the church. Recent changes to this report have been helpful but Horizons would offer additional suggestions that would provide additional transparency. A screenshot of the February report is included in the Appendix.

An additional letter in late November can be helpful as people consider year-end giving. This keeps the church in the conversation as your financial supporters are receiving year-end requests from many nonprofit charitable organizations.

The Enhanced Giving Statement (i.e., Kitchen Letter) should become the most valued form of communication from the church to its committed core. The general rule of thumb is that members who receive this style of communication would be the first to hear about issues, changes, plans, etc., rather than learning about them in the church hallway.

As noted earlier in this report, fiscal responsibility, including transparency, is one of the top reasons why people give to an organization. Enhanced giving statements shares financial matters in an open and transparent manner, which in turn grows trust and confidence within your givers.

Like the Offering Talks, the focus of this recommendation is building on the current practice that SPUMC is currently doing.

STRATEGICALLY ENGAGE FINANCIAL AND MINISTRY LEADERS

Most churches identify financial leaders as those who give at least \$10k or more per year to the annual ministry plan. Ministry leaders are those in any role of leadership within the church. Typically, this group will represent about 20% of your church and about 80% of your total giving. The Momentum Conversations that have been started should continue to be scheduled two to three times a year. This is a good opportunity to build relationships with your key people as you celebrate successes, share financial updates, and cast the vision for the next few months. As these are the people who will be pivotal to implementing any future plans, this

gathering will be helpful in building early buy-in and support.

It is also suggested that the Senior Pastor meet with one of the Financial Leader families once a month. These meetings must become a high-priority calendar item. The purpose of these meetings is to thank them, share the vision of the church, and to get their input and feedback about the effectiveness of the church's ministries. Remember that relationships are critical to cultivating generosity.

DEVELOP A FIRST-TIME GIVER STRATEGY

One of the greatest impacts a church can have in building relationships with financial supporters is with a first-time giver strategy. When someone makes a first-time contribution, they are testing the relationship with your church. With their gift, they are starting a conversation and sending one or more messages to you. They may be saying they are interested in what is happening at your church. They may be saying they believe in something that you are trying to do. For some, it may be their desire to be involved in funding a cause or an initiative within the church they are passionate about. For others, a first gift may be to see if you can be trusted, and, for others it may be an intentional spiritual step to see what will happen when they trust Jesus' teachings about generosity. How you respond to their first step may determine if they make a second gift or even become a life-long giver to your church.

The typical church only retains 20% of their first-time givers from one year to the next. It is increasingly important that the church has an intentional plan for how to connect with every first-time giver in a way that they feel thanked, appreciated, affirmed, and valued. To underscore the importance of this recommendation, it can be helpful to know that the average gift from the families who joined between 2020-2024 and who gave in 2024 was \$842. The average gift of the top 10% of the church's contributors was \$6,366. If this trend continues, SPUMC will need to onboard eight (8) new families to offset the loss of just one strong financial leader. This illustrates the importance of cultivating giving among new members.

CONTINUE TO DEVELOP A DISCIPLESHIP PATH WITH NEW MEMBERS

People's receptiveness to getting more engaged with a church most often occurs when they are making the decision to join. This provides an opportunity to create an intentional process to connect people more effectively into the life of the congregation. SPUMC has developed and is instituting a Discipleship Pathway which is found on the church's website and lifted up in the weekly ENewsletter and in worship. It is also seen in the emphasis around the development of small groups, hands-on mission involvement, and the Mission Moment. This recommendation focuses on how to engage a new member with the giving component of the Discipleship Path.

The current practice for those who are considering membership is to attend a single gathering led by the pastors where information about the church history and mission is shared as well as ways for them to get connected through the Discipleship Pathway. Some suggestions for how to strengthen this process include:

- Asking the Church Council leaders and chairpersons of Love, Seek and Serve to share information about their areas as a way to build relationships between new members and the leaders.
- Share why giving is integral to the Discipleship Pathway, lift up ways to give financially and provide a commitment card, which they can return when they join.
- Consider a longer meeting to create more time to share information and connect.

It is important to remember that the focus of the church is not to gain new members but to grow new disciples.



MAKING THE ASK

There are many ways the church invites donors to support them -- both overtly and covertly. The messaging and ways in which donors are asked for their support is another guiding principle to the church's ability to grow giving. Ideally, the process of cultivating and asking is so fluid as to be imperceptible. The perfect "ask" is when the needs of the organization perfectly align to the giver's passions and values.

PROMOTE RECURRING GIVING

A recurring gift is defined as one that has been set up by the donor to be made regularly through the church's website or their personal bank without additional action being necessary. While recurring giving has always been important, COVID has made it essential because of the significant shift in attendance patterns within the congregation. Encouraging and teaching people how to give electronically will make a difference in how well a church manages due to the cultural changes that are already in motion. Growing this percentage offers two advantages. For the church, recurring giving creates a more consistent cash flow which can help with budgeting. For the giver, it helps them to be faithful in their giving.

It is positive that 63% of SPUMC's 2024 income came through some form of recurring giving (ACH or credit card) by 61% of its giving families, which is above average from other churches. Thus, this recommendation builds on the current practice of the church. It is noted that the preferred method for recurring giving is through ACH due to lower fees. Horizons can offer guidance for how to encourage greater use of the recurring giving options.

Because of the high level of giving that comes via electronic means, only 27% of the church's income is received through personal checks. The number of checks that are received through the passing of the offering plate vary from 4-15 a week between the two worship services,

which creates a conundrum: on one hand, the offering plates often look empty which gives an impression that people are not giving, or that the church is struggling financially, or create a sense of awkwardness from those who give electronically. Some people have opted out from serving as an usher due to this conundrum. On the other hand, the church received \$8,000 in loose plate offerings in 2024, which while a small amount percentage wise, was more than the previous year and helpful in overall giving. Horizons hesitates to suggest eliminating the passing of the offering plate, replacing it with an emphasis on the use of the offering boxes as many churches have done. It is also recognized that a statement and/or slide is offered each week that shares the different ways to give. One suggestion to help ease the issue would be to mention during worship that two-thirds of the church's giving comes through electronic giving and many of those who do give via checks do so once or twice a month rather than weekly. Thus, the offering plates are not indicative of whether people are giving.

CONSIDER PATHWAYS TO GENEROSITY ANNUAL CAMPAIGN

Using the **Five Guiding Principles** to cultivate giving, Horizons has developed an Annual Giving Campaign called *Pathways to Generosity*. It is designed to encourage people to consider their giving as an act of discipleship and through discernment by praying, "God, where would You want me to be in my giving?" The focus is on a person's need to give rather than the church's need to get. It utilizes the Five Guiding Principles to Grow Generosity. This consultant-led campaign is an option to consider for the 2026 annual campaign. Features of *Pathways to Generosity* are:

- Asks people to go on a spiritual journey, responding out of a sense of gratitude for God's blessings in their lives.
- Teaches stewardship based on people's need to give generously to the work of God rather than the church's need to fund a budget.
- Invites each person to consider "What is God calling me to do?" providing a spiritual growth experience rather than a fundraising effort.
- Emphasizes tithing and percentage giving which reflects a faith commitment empowered by God's grace and offered as an expression of worship rather than an act of duty.
- Depending on the church's fiscal year, it conducts the stewardship emphasis separately from the budget building process for the upcoming year. No reference to raising funds for the church's annual budget is made.
- Inspires revitalization of faith and establishes a culture of generosity in your church.

An overview of the *Pathways to Generosity* is included in the appendix.

PROMOTE THE EXTRA STEP OPTION

The Extra Step is a fund that people can give to that provides resources to address facility issues and which was initiated following the last debt elimination campaign. This fund is listed on the annual commitment card and recently added to the financial statement in the ENewsletter but little information is shared about the purpose of this fund, items which have been funded through it or what future needs could be addressed. More communication would be helpful in

providing transparency as well as encouraging future gifts.

CONDUCT A YEAR END GIVING EMPHASIS

For churches, year-end giving is an increasingly important and competitive season of giving. According to the most recently Giving USA Report, two-thirds of Americans report that their giving is religiously or spiritually focused. Yet only 27% of those gifts are received by religious organizations. As the year draws to a close, donors are often more inclined to give, making it an opportune time for churches to make a significant impact. Many non-profit organizations will be making appeals to those within SPUMC to give to their cause. Rather than being silent or making a push to 'meet the budget,' a Year-End Giving Emphasis can be an opportunity to engage donors, inspire giving, and meet the church's ministry goals. This emphasis requires intentional planning during the fall.

CREATE A MARKETING PLAN FOR THE LEGACY PROGRAM

Over the next 30-40 years, it is expected that \$30 trillion in financial and non-financial assets will be passed from the baby boomer generation to their heirs. Navigating this transition will be critical. A well-planned giving strategy can help sustain future ministry and mission at SPUMC as well as helping a growing number of members who feel called to leave a legacy gift to their church.

Several statistics underscore the importance of an active Legacy Program:

- The greatest amount of wealth ever transferred to successive generations will occur within the next ten to fifteen years.
- The average American has 9% of their assets in cash and 91% in assets, yet many churches and charitable organizations focus their funding efforts on the 9%. The result: massive untapped potential for a well-designed and focused planned giving program.
- 50% of Americans do not have a will, and 70% of those that do have not kept it updated.
- Financial Leaders in the church give on average to five different nonprofit organizations.
- The church's financial supporters are being asked by these other/nonprofit organizations to be remembered in their estate plans. Too often they are not asked by the church. On average, the church's strongest financial supporters are giving to a minimum of five (5) other non-profit organizations.

SPUMC has updated their policies to their Legacy Program and moved their investments to the Kansas Methodist Foundation. The next step would be to develop a marketing plan to communicate and invite conversation about the opportunity for people to remember the church in their estate planning or through special gifts.



MEASURE EFFECTIVENESS

Numbers tell a story. They tell us where we have been and where we are going, as well as who we are and who we are becoming. The Scriptures are full of stories that use numbers to measure, quantify, assign value, or signify the importance of an event. Paying attention to these numbers is a new conversation for many churches as they engage in financial analytics.

Financial analytics can help churches better understand their giving trends and to interpret their data. With this information, effective strategies can then be created and implemented to grow giving. Analytics can identify new givers on a weekly basis, which is an opportunity to build a new relationship. Reviewing lapsed givers is essential to staying engaged with those whose giving has changed. This can be indicative that something in a person's life is different, either in a positive or negative manner. Identifying this early can provide an effective opportunity for pastoral outreach. An important aspect of analytics is the ability to follow trends within your giving base, which can help you to not only understand more fully what is happening with giving but to also create appropriate strategies as needed.

Some of the key metrics to follow are:

- Changes in total giving
- Changes in giving per giving unit (over \$200)
- Changes in the number of giving units
- Giving Bands
- Changes in the number of giving units and total giving within each giving band
- Mean, Median, and Mode
- First-Time givers
- Lapsed givers

A review of the 2020-2024 financial analytics is available in the appendix.

SUMMARY OF RECOMMENDATIONS

KEEP IT SPIRITUAL

- Create a Generosity Team
- Craft a Generosity Statement
- Design a Year-Round Generosity Plan
- Change the Fiscal Year

TELL YOUR IMPACT STORIES

- Share Impact Stories through Offering Talks

BUILD RELATIONSHIPS

- Generate Enhanced Giving Statements
- Strategically Engage Financial/Ministry Leaders
- Develop a First-Time Giver Strategy
- Continue to Design and Implement a Discipleship Plan for New Members

MAKING THE ASK

- Promote Recurring Giving
- Consider *Pathways to Generosity* for 2026 Annual Campaign in Fall of 2025
- Promote the Extra Step Option
- Conduct a Year-End Giving Emphasis
- Create a Marketing Plan for the Legacy Program

MEASURE EFFECTIVENESS

- Utilize Financial Analytics

APPENDIX

GENEROSITY TEAM OVERVIEW
FEBRUARY 2024 TREASURER'S REPORT
2020-2024 FINANCIAL ANALYTICS
PATHWAYS TO GENEROSITY OVERVIEW
SURVEY RESULTS

GENEROSITY TEAM OVERVIEW

Responsibilities of the Generosity Team include but are not limited to:

- Study and growth in their personal understanding of biblical stewardship, encouraging others to do the same.
- Planning a year-round generosity program that impacts all areas of giving.
- Demonstrating on a regular basis how money and finances help accomplish the mission and vision of the church.
- Intentionally looking for people who have grown in their giving and encourage them to tell their story.
- Facilitating the telling of stories that focuses on how lives are being changed by church ministries.
- Making sure that at some point all age groups are engaged in a generosity study.
- Making sure new members are invited to begin the generosity journey.
- Developing multiple and creative ways of saying thank you to those who give.
- Building into church life opportunities for people to express gratitude to God.
- Developing any additional recommendations from this report.
- Building intentional prayer time into any and all stewardship efforts, continually asking, "God, what do You want to do through me?"

FEBRUARY 2024 TREASURER’S REPORT

Actual vs. Operating Budget

Income Category	Feb 25 Budget	Feb 25 Actual	YTD Budget	YTD Actual
3010 - Pledged Contributions	\$ 37,589.42	\$ 70,014.34	\$ 75,178.83	\$ 103,069.68
3015 - Unpledged Contributions	\$ 11,953.09	\$ 35,150.39	\$ 23,906.18	\$ 41,100.38
3020 - Loose Plate Offering	\$ 666.67	\$ 763.00	\$ 1,333.33	\$ 1,151.00
Miscellaneous/Other Income	\$ 3,276.33	\$ 1,392.28	\$ 6,552.67	\$ 2,755.90
TOTAL INCOME	\$ 53,485.51	\$ 107,320.01	\$ 106,971.01	\$ 148,076.96
TOTAL EXPENSES	\$ 53,485.51	\$ 49,836.31	\$ 106,971.01	\$ 107,697.24
NET INCOME	\$ -	\$ 57,483.70	\$ -	\$ 40,379.72

Special collections received during February included donations to fund our Next-Level Generosity program and ongoing Serve Team projects.

Extra Step Fund

The Extra Step fund is to be utilized by trustees for several needed capital improvements on our property.

Date Ending	Previous Balance	Deposits	Expenses	Ending Balance
2/28/2025	\$ 27,767.78	\$ 1,525.00	\$ -	\$ 29,292.78

Projects: Nothing to report at this time.

Thank you for your participation in our church’s financial reporting. Please reach out if you have any questions.

Andrew Zonoozi,
Business Operations Manager

FINANCIAL ANALYTICS

St. Paul's UMC – Lenexa, KS: Analytics (Giving Bands): 2020-2024

2020	Band	GU	Giving	Avg. Gift	% GU	% Giving
	1 \$1-\$199	34	\$2,877	\$85	14.35%	.45%
	2 \$200-\$999	52	\$28,684	\$552	21.94%	6.07%
	3 \$1,000-\$4,999	113	\$287,504	\$4,940	47.68%	45.09%
	4 \$5,000-\$9,999	27	\$175,558	\$6,502	11.39%	27.54%
	5 \$10,000- +	11	\$142,958	\$12,996	4.64%	22.42%
	Totals	237	\$637,581	\$2,690	100%	100%

2021	Band	GU	Giving	Avg. Gift	% GU	% Giving
	1 \$1-\$199	30	\$2,383	\$79	13.45%	.38%
	2 \$200-\$999	51	\$27,949	\$548	22.87%	4.50%
	3 \$1,000-\$4,999	98	\$248,545	\$2,536	43.95%	40.02%
	4 \$5,000-\$9,999	36	\$247,582	\$6,877	16.14%	39.87%
	5 \$10,000- +	7	\$94,573	\$13,510	3.14%	15.23%
	Totals	223	\$621,032	\$2,785	100%	100%

2022	Band	GU	Giving	Avg. Gift	% GU	% Giving
	1 \$1-\$199	17	\$1,430	\$84	8.81%	.28%
	2 \$200-\$999	47	\$23,653	\$503	24.35%	4.59%
	3 \$1,000-\$4,999	93	\$227,299	\$2,444	48.19%	44.13%
	4 \$5,000-\$9,999	28	\$188,179	\$6,721	14.50%	36.54%
	5 \$10,000- +	8	\$117,053	\$14,632	4.15%	22.73%
	Totals	193	\$515,013	\$2,889	100%	100%

2023	Band	GU	Giving	Avg. Gift	% GU	% Giving
	1 \$1-\$199	14	\$1,410	\$100	7.53%	.25%
	2 \$200-\$999	45	\$24,240	\$538	24.19%	4.25%
	3 \$1,000-\$4,999	92	\$238,079	\$2,587	49.46%	41.75%
	4 \$5,000-\$9,999	28	\$193,596	\$6,914	15.05%	33.95%
	5 \$10,000 +	7	\$112,908	\$16,130	3.76%	19.80%
	Totals	186	\$570,235	\$3,065	100%	100%

2024	Band	GU	Giving	Avg. Gift	% GU	% Giving
	1 \$1-\$199	22	\$1,775	\$81	12.43%	.31%
	2 \$200-\$999	38	\$19,946	\$525	21.47%	3.52%
	3 \$1,000-\$4,999	79	\$199,064	\$2,519	44.63%	35.17%
	4 \$5,000-\$9,999	28	\$196,813	\$7,029	15.82%	34.77%
	5 \$10,000 +	10	\$148,452	\$14,845	5.65%	26.23%
	Totals	177	\$566,050	\$3,198	100%	100%

Mean, Median & Mode		2020	2021	2022	2023	2024
	Mean	\$2,690	\$2,785	\$2,889	\$3,065	\$3,198
	Median	\$1,750	\$1,320	\$1,560	\$1,560	\$1,600
	Mode	\$1,200 (10)	\$1,200 (11)	\$1,200 (9)	\$1,200 (12)	\$2,400 (8)

PATHWAYS TO GENEROSITY OVERVIEW

Pathways
TO GENEROSITY

A Proven Approach to Accelerate Annual Giving and Build a Culture of Generosity in Your Church



Generosity Matters Now More Than Ever

Churches that work with Horizons have experienced double-digit increases in estimates of giving year-over-year.



What is Pathways to Generosity?

- Guided strategy to grow disciples and fund your ministry needs.
- Proven spiritual process to accelerate growth in personal generosity.
- Teaches the use of generosity disciplines key to growing and sustaining your church's culture of generosity.

Characteristics of Working with Horizons

- Proven fundraising experience.
- Spiritual growth and gratitude, not guilt or pressure.
- Online or in-person counsel.
- Web-based client resources and project management tools.
- Measurable results.

What Does Horizons Provide?

- An experienced guide and trained coach who provides personalized attention resulting in maximum ministry impact.
- A framework that has been refined over decades of work in local church ministry.
- A contextualized experience that blends seamlessly with your current culture.
- A clear definition of effectiveness and impact to validate a shift in the generosity habits of your church.

Horizons.net

Pathways TO GENEROSITY

A Proven Approach to Accelerate
Annual Giving and Build a Culture
of Generosity in Your Church



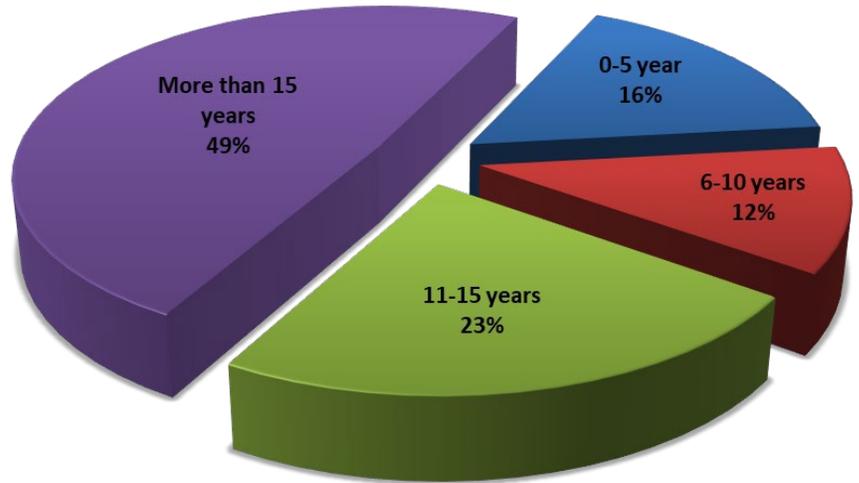
horizons
STEWARDSHIP

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SURVEY RESULTS

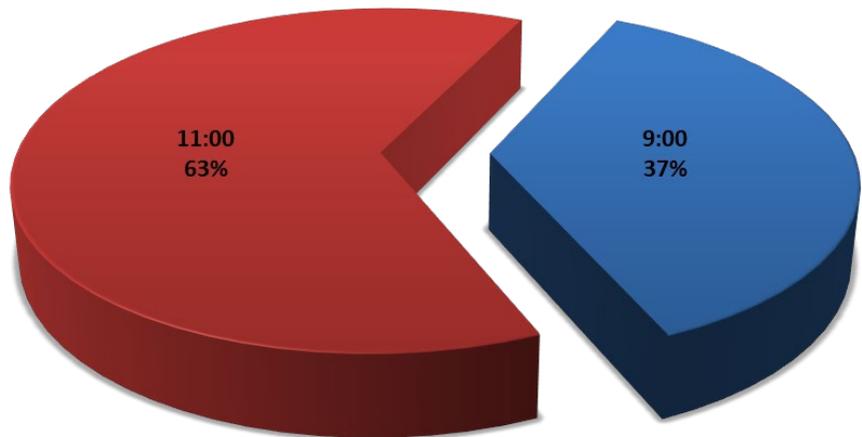
1. How long have you been attending St. Paul's UMC?

0-5 year	7
6-10 years	5
11-15 years	10
More than 15 years	21



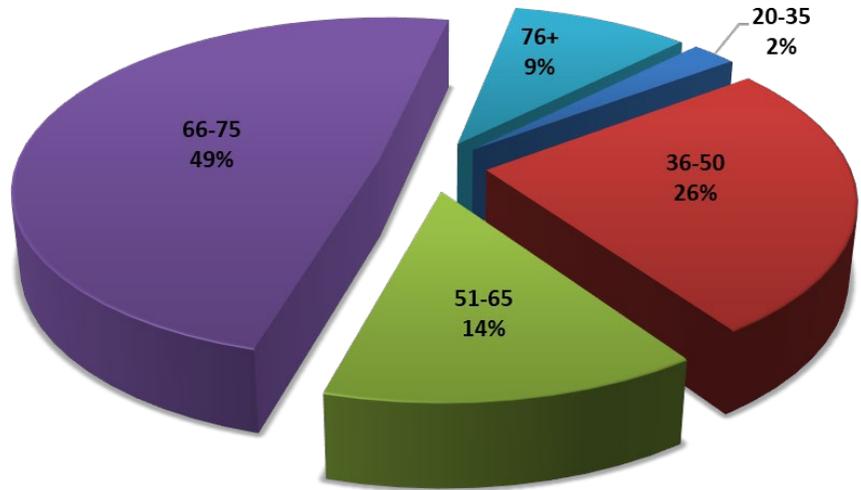
2. Which worship service do you primarily attend?

9:00	15
11:00	26



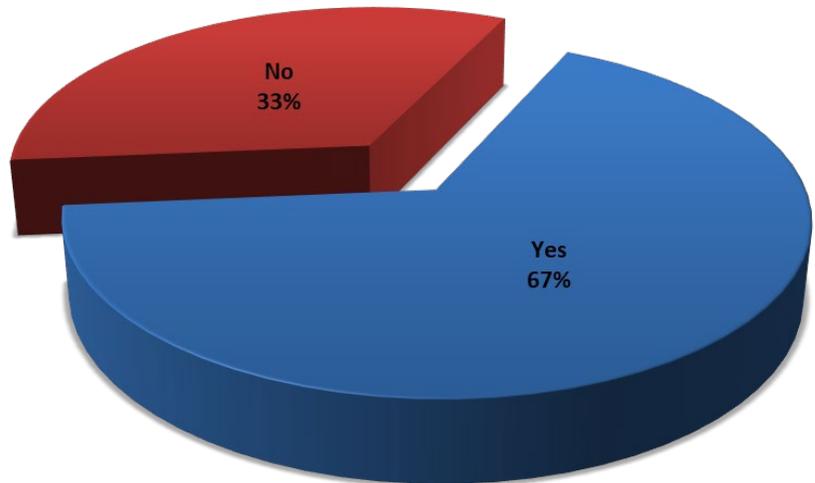
3. What best describes your age range?

20-35	1
36-50	11
51-65	6
66-75	21
76+	4



4. Do you feel informed about the financial matters of your church?

Yes	28
No	14



COMMENTS

When there's a shortfall we hear about it, but I don't know much overall. I didn't know much about the house and land until it was brought up recently.

My wife stays in touch with all the details and informs me. I do not go out searching for this information.

Actually somewhat. I can look at the monthly totals, but often I feel we don't know how far behind we are until a critical juncture or time. Knowing earlier might make it easier to catch up if needed.

I know I could but have not taken the time to get involved.

Last year's shortfall was an unwelcome surprise.

There has been some information given out lately but prior to that, since onset of pandemic, very little information has been provided.

Really didn't in the past but the last two years have attended the info sessions so have a better feel of the church's financial matters.

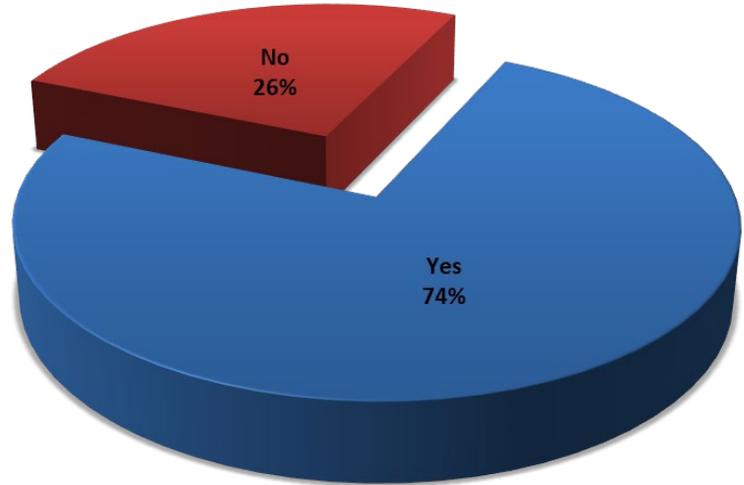
While I feel informed, I do have lots of questions about how we are spending our resources. For example, why is our spending on personnel almost two-thirds of our budget when, as I understand it, a general rule of thumb for churches of our size is around 50%? How long can we sustain having three ordained clergy on staff with an average worship attendance of 225 on Sunday mornings? I'm sure collecting questions like these is a primary reason for this survey, but perhaps others have similar questions that may dampen their enthusiasm for giving more resources to the church. I know question 16 sort of gets at this but the question is pretty vague and offers no opportunity for input beyond yes/no/not sure. I have lots of thoughts on questions asked throughout this survey as well as a couple that weren't asked. However, I didn't find anywhere in this survey to provide those. Perhaps the next phase of this process is to do follow-up interviews to collect that feedback. If that's not part of the process, perhaps you could follow this survey with an opportunity for us to provide additional feedback that doesn't "fit" this survey form.

There have been periods of time when I did not feel informed and it was upsetting to me.

I'm on the finance committee so that's not necessarily indicative of the average member.

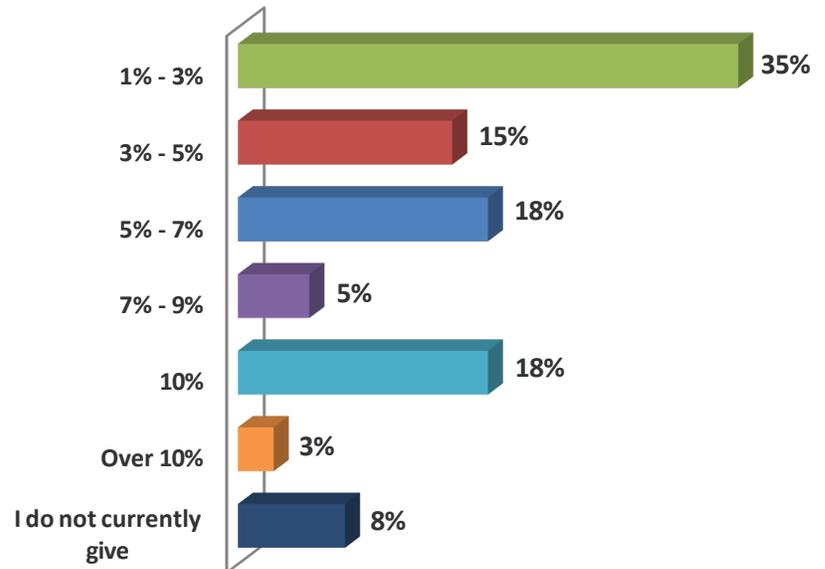
5. Are you currently involved with an on-going small group experience at St. Paul's UMC?

Yes	32
No	11



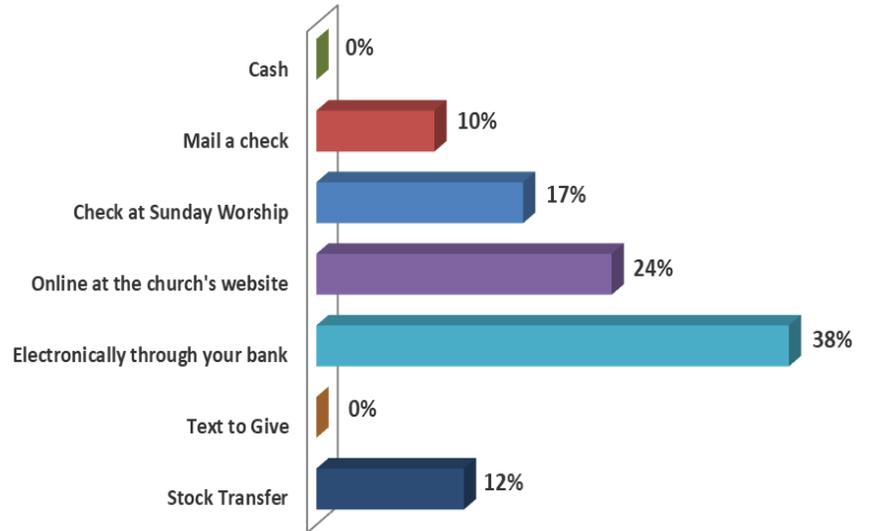
6. What percentage of your income do you give to the church?

1% - 3%	14
3% - 5%	6
5% - 7%	7
7% - 9%	2
10%	7
Over 10%	1
I do not currently give	3



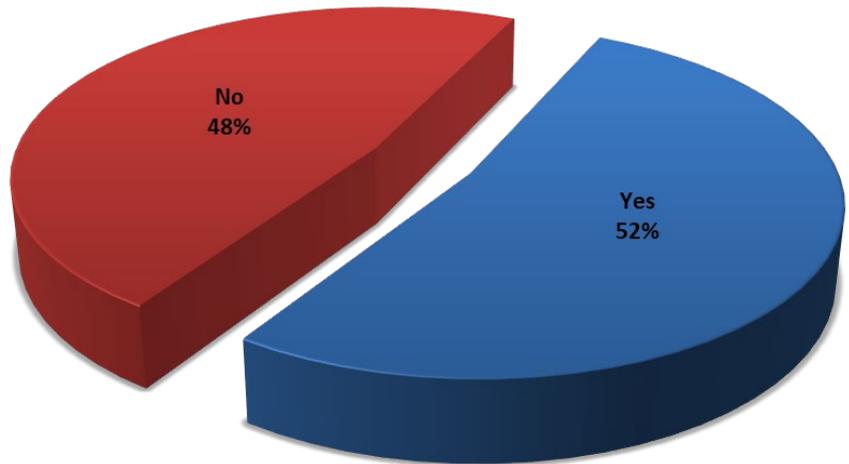
7. What is the primary way that you give to the church?

Cash	0
Mail a check	4
Check at Sunday Worship	7
Online at the church's website	10
Electronically through your bank	16
Text to Give	0
Stock Transfer	5



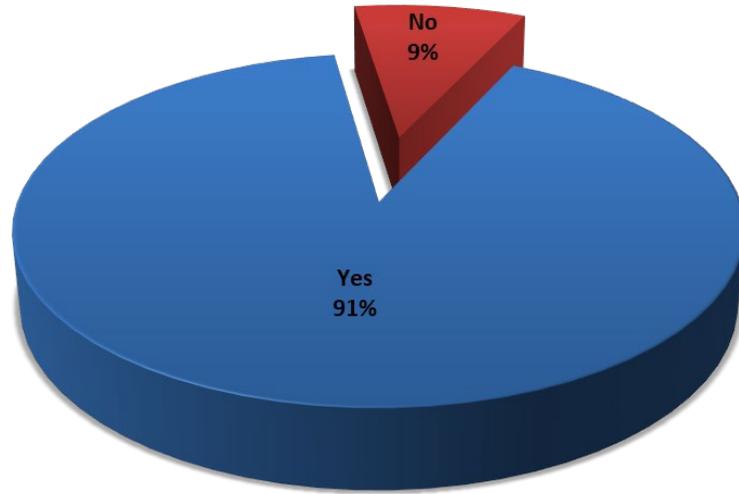
8. Did you make an extra contribution to the Year-End effort to address the expected 2024 budget shortfall last December?

Yes	22
No	20



9. Did you complete a pledge card for 2025?

Yes	39
No	4



If No, please share the reason:

COMMENTS

Recent financial change has delayed setting up church giving for 2025 but will resume shortly.

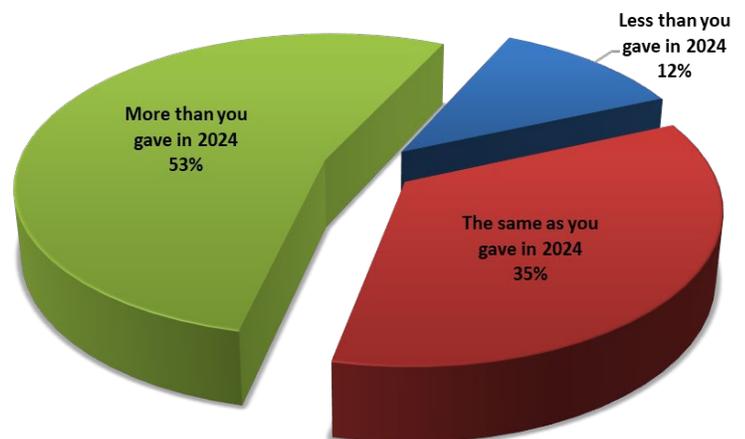
Plan to give 10% monthly instead of all at end of year but have been delayed setting up automatic payments.

I'm concerned about the economy and everything costing more in the future due to Trump's tariffs. Also, in case I need to go into a nursing home which is very expensive, I want to be able to finance that.

We gave our full 2025 pledge amount in December 2024.

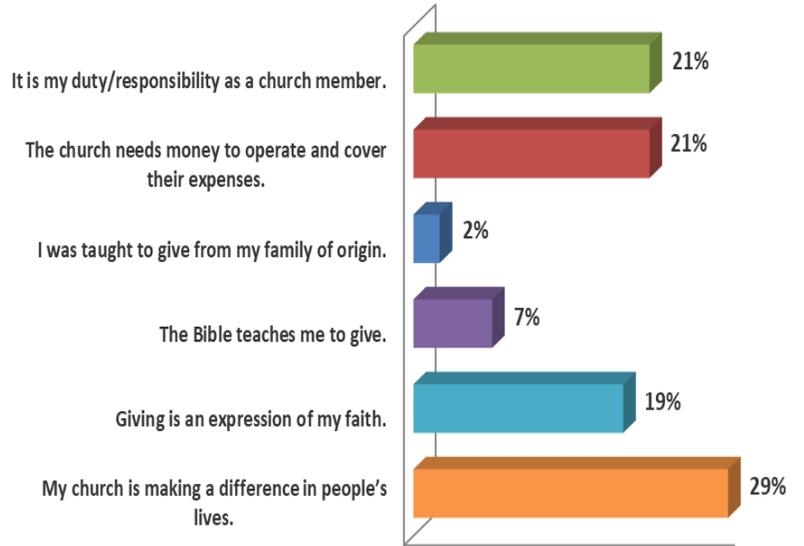
10. Do you anticipate that your giving in 2025 will be:

Less than you gave in 2024	5
The same as you gave in 2024	15
More than you gave in 2024	23



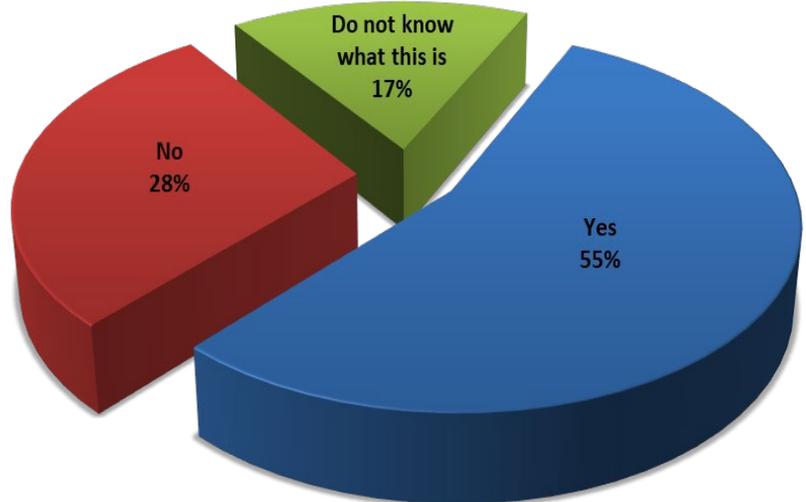
11. What is your primary motivation for giving to St. Paul’s UMC?

It is my duty/responsibility as a church member.	9
The church needs money to operate and cover their expenses.	9
I was taught to give from my family of origin.	1
The Bible teaches me to give.	3
Giving is an expression of my faith.	8
My church is making a difference in people’s lives.	12



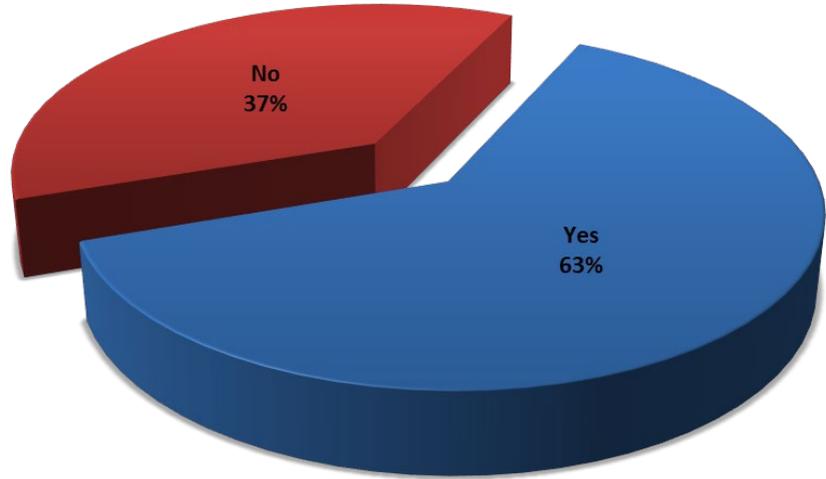
12. Do you give to the “Extra Step” opportunity?

Yes	23
No	12
Do not know what this is	7



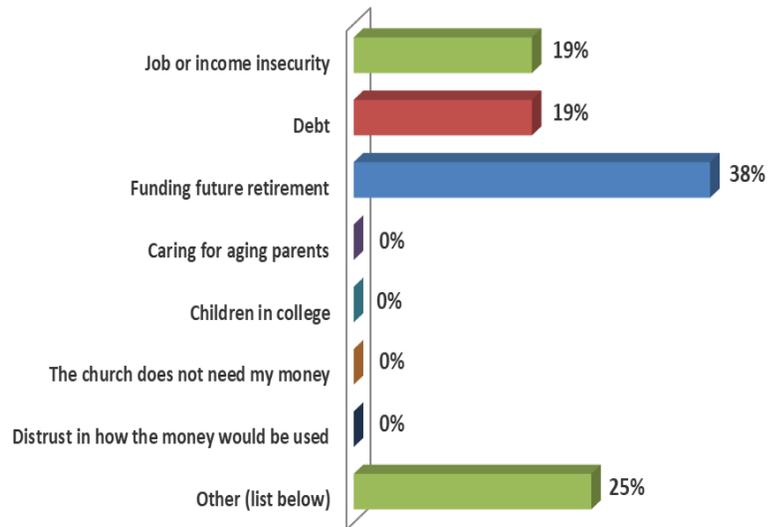
13. Are you as generous as you feel you should be or could be in what you give financially to St. Paul's UMC?

Yes	27
No	16



14. If you answered 'No' to the previous question, what would best describe the primary issue that is preventing you from being as generous as you would like to be?

Job or income insecurity	3
Debt	3
Funding future retirement	6
Caring for aging parents	0
Children in college	0
The church does not need my money	0
Distrust in how the money would be used	0
Other (list below)	4



COMMENTS

Live on Social Security

There are actually a few things that impact this...retirement is primary, however, sometimes I'm not sure that the church, for instance is the best place to give for helping others outside my church. UMCOR has not always been the best place, I feel, to help folks internationally partly because often I feel the money gets mixed in with political and religious ideology. And we also try to give as generously as possible to other charities besides the church.

Income insecurity due to current political climate (retired).

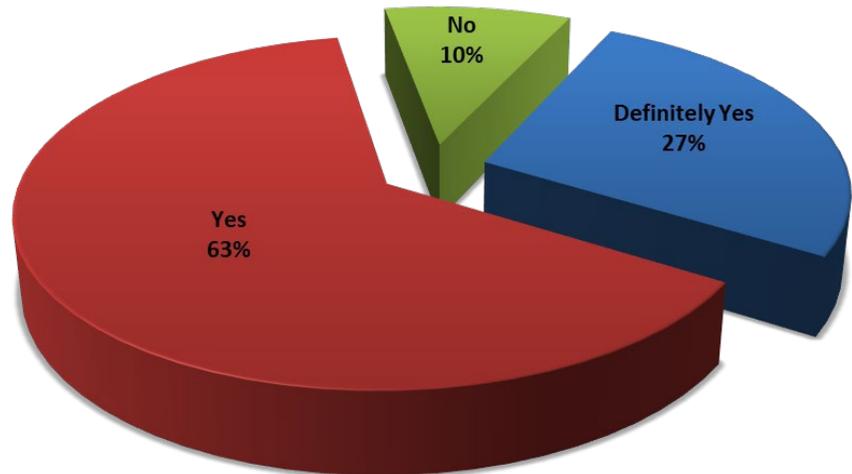
Multiple reasons: we decide in December of each year what charities we will give to and then aim at giving 3 to 5% of our income to three to four non profits that share our values. Also saving for retirement, job insecurity and helping care for aging parents.

I'm retired and everything is costing more. I need to be able to pay my bills.

I am rebuilding my interest and confidence in our church staff. Prior senior pastor and deletion of 8:15 service set back my interest in St. Paul's.

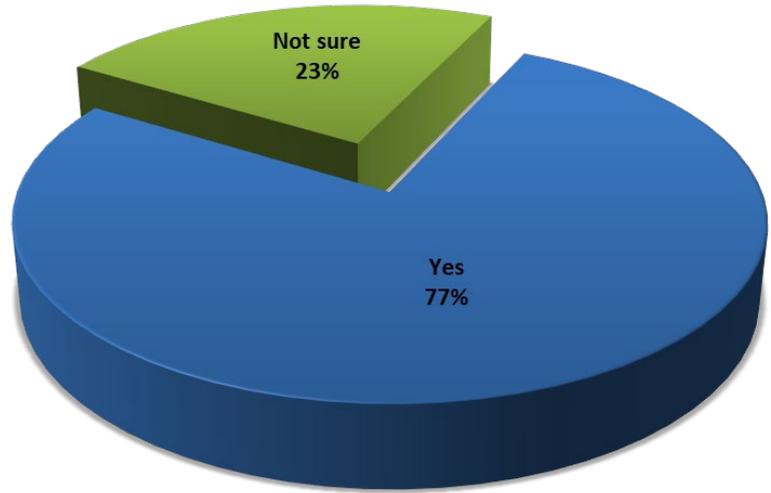
15. Do you feel that the Mission Moments on Sunday morning are helping you to learn how the church is using resources in its ministries?

Definitely Yes	11
Yes	26
No	4
Definitely No	0



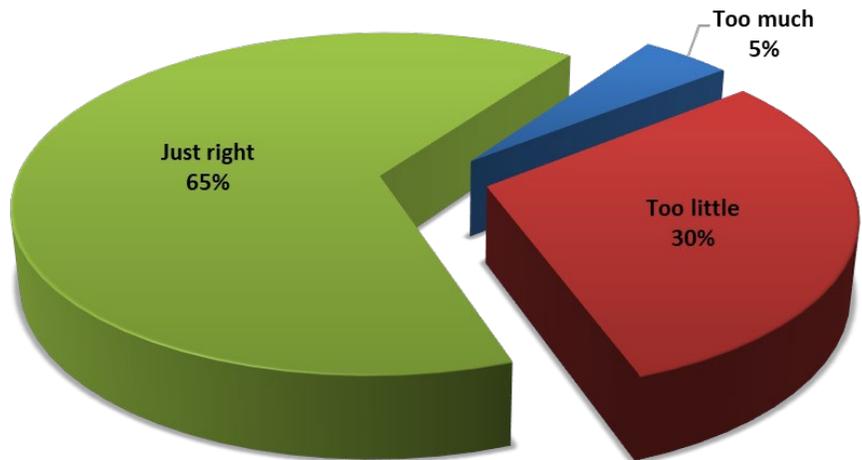
16. Do you trust the church leadership in how they manage financial matters?

Yes	33
No	0
Not sure	10



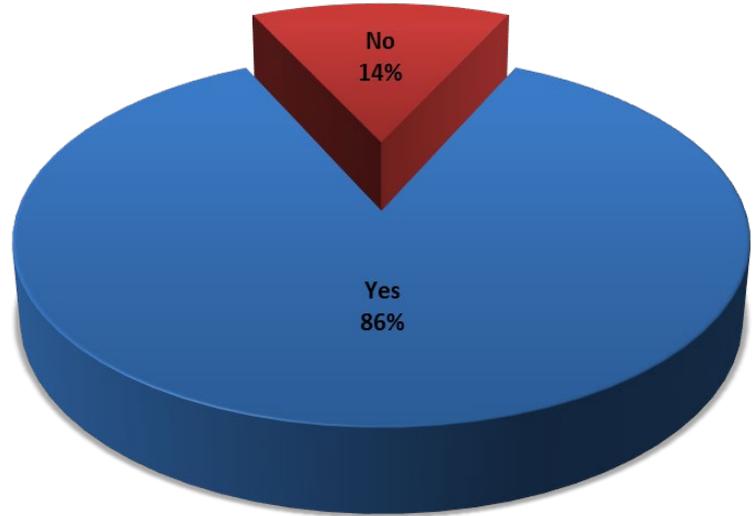
17. How do you feel about the amount of time your church spends teaching about financial generosity?

Too much	2
Too little	13
Just right	28



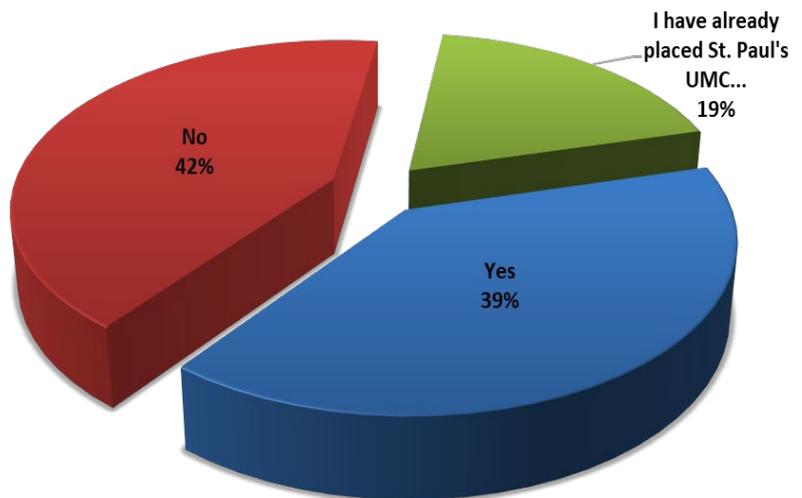
18. Are you aware that St. Paul's UMC has a Legacy (Endowment) Fund?

Yes	37
No	6



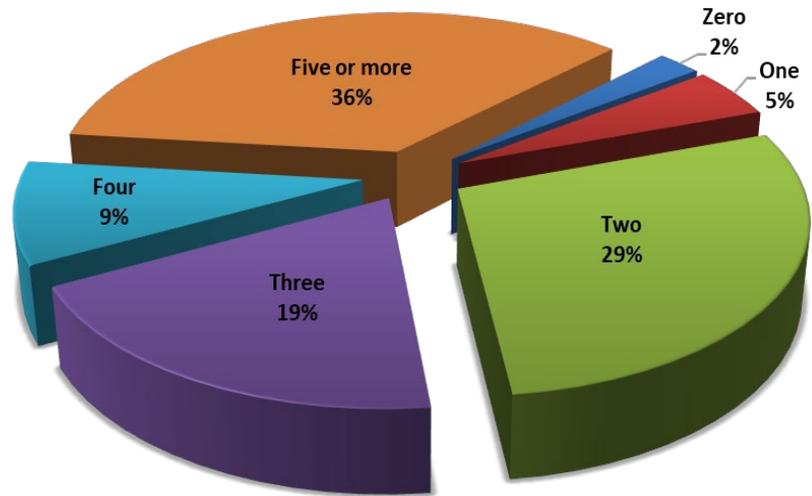
19. One opportunity to make an everlasting impact is to leave a commitment through your will or estate plan to St. Paul's UMC. Would you consider making a legacy gift?

Yes	17
No	18
I have already placed St. Paul's UMC in my will or estate plan.	8



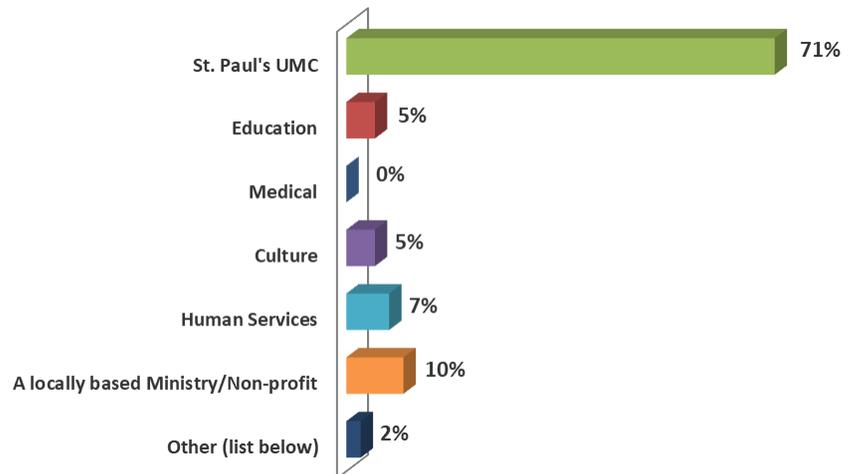
20. How many charitable organizations, other than the church, do you financially support?

Zero	1
One	2
Two	12
Three	8
Four	4
Five or more	15



21. If you support other charitable organizations, which area best describes which one receives the greatest share of your giving?

St. Paul's UMC	30
Education	2
Medical	0
Culture	2
Human Services	3
A locally based Ministry/Non-profit	4
Other (list below)	1



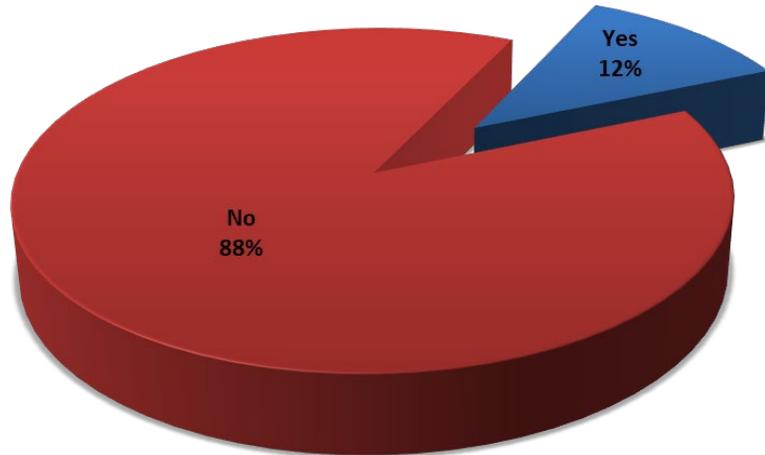
COMMENTS

I volunteer my time when I can.

My spouse and I are happy to continue to contribute our “tithe” to St. Paul’s and have contributed above and beyond our tithe during the numerous building campaigns conducted from the mid-90’s through 2018. However, in retirement we have come to really enjoy giving directly to other causes my spouse and I care about and in which we also invest time and energy. These tend to be “causes”/ministries which we are more passionate about than those we see St. Paul’s investing in. I believe my spouse and I can best live out our call to “love and do good” by directing our charitable giving beyond our tithe directly into those areas where we feel called to support.

22. Would you be interested in taking a personal finance course addressing the topics of saving, earning, giving, spending, and debt, along with useful strategies, to help you better manage your finances?

Yes	5
No	38



23. After taking this survey, which of the following would be true of you?

I love that the church is asking these kinds of questions.	23
I do not think the church should be asking these kinds of questions.	1
I am neutral and do not think either.	19

