

2016/2017
ANNUAL REPORT



SALEM FIRST
PRESBYTERIAN CHURCH

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WHO WE ARE. WHAT WE DO.

OUR MISSION

A COMMUNITY OF ORDINARY PEOPLE
EXPERIENCING AND EMBODYING GOD'S
EXTRAORDINARY LOVE

WHAT WE WANT TO BE KNOWN AS.

OUR VISION

A CHRIST-CENTERED LISTENING LEARNING COMMUNITY, EMBRACING AND ACCEPTING EVERYONE, ENGAGING THE NEEDS OF OUR CITY THROUGH THE GRACE OF JESUS CHRIST, SEEKING WAYS TO SEE, KNOW, CARE FOR, AND EMPOWER OUR NEIGHBORS AS WE WELCOME THEM HOME



A LETTER FROM DEL

If I had to pick one word to define this past year, it would be “pilgrimage”. We have been on a pilgrimage of learning to view our life together through the lens of journey, discovery, growth, courage, change, and new perspective. Although Donna and I experienced these components of pilgrimage in a more intense and personal way while on the Camino, I sense SFPC encountered pilgrimage in its own way. For those who embrace the biblical notion of life as a journey, pilgrimage becomes a wonderful means of remaining open to the Spirit’s presence and guidance in the routine of life. This openness is what empowers us to truly be the people of God at the corner of Winter and Chemeketa.

This year of pilgrimage began as our leadership read *Canoeing the Mountains* by Todd Bolsinger. We embraced an invitation to hold lightly the technical solutions of the past so we might better embrace the adaptive possibilities of new life before us as a missional community of faith. This choice to follow the Spirit’s lead as a community of faith has not been, and will never be, natural or comfortable. It will always stretch us, challenge us, frighten us, and above all else transform us.

One of my favorite challenging and transforming parts of the past year was our Gospel of Love seminar with Ken Wilson in March. He offered a vision of a full-inclusion community, while Andy Deeb, a trans-gender seminarian from his church, embodied the healing and transforming power of gracious acceptance in a human life. The inspiring weekend provided us with the challenging task of embracing the adaptive changes necessary to fulfill Christ’s mission in our city.

I invite you to venture through the following pages not simply to assess the numbers and statistics but to capture the larger picture of what God is doing in and through this community of ordinary people... As expected, annual reports are meant to communicate the who, what, when, where, and how of the past year, but I hope you will also sense the intangibles of our shared life and ministry. Look beyond the words and numbers to see the ways in which the Spirit is making us new.

There is a Beatitude from the Camino de Santiago that says it best: “Blessed are you pilgrim, if you discover that the ‘camino’ opens your eyes to what is not seen.”

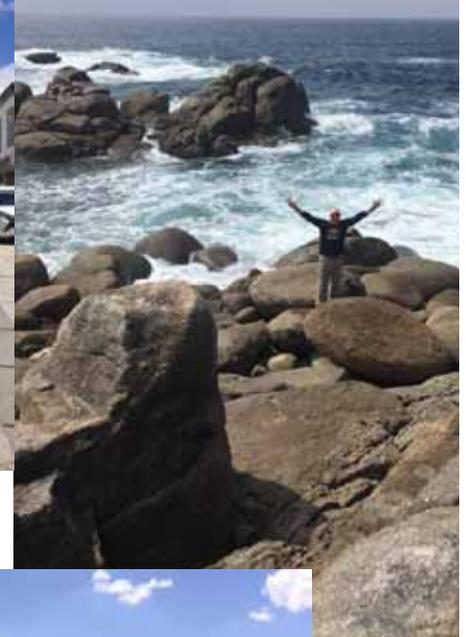
Buen Camino,



Del Burnett, Lead Pastor

THE JOURNEY

SUMMER @ SFPC



I HAVE SENSED THE SPIRIT'S PRESENCE AS WE HAVE TREKKED AND TALKED AND RESIDED IN THE SILENCE OF OUR OWN SOULS. THIS HAS BEEN ONE OF THE MOST FORMATIVE, CHALLENGING AND RICH EXPERIENCES OF MY LIFE, A TIME THAT CERTAINLY WILL CHANGE ME IN POSITIVE AND FORMATIVE WAYS. I FEEL DEEPLY BLESSED TO SERVE A PEOPLE WILLING TO GRANT DONNA AND ME THIS LIFE ALTERING GIFT. I (WE) LOVE YOU AND LOOK FORWARD TO THE IMPACT THIS PILGRIMAGE WILL HAVE ON OUR SHARED LIFE AND MINISTRY. BUEN CAMINO:-)



WHO WE ARE

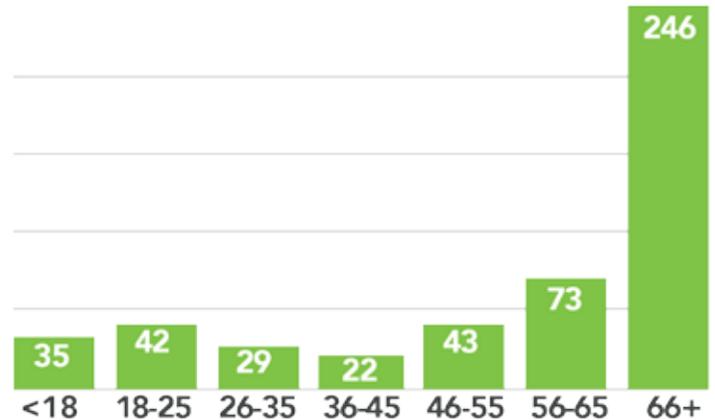
296
FAMILY UNITS

21
FAMILIES WITH
KIDZ UNDER 18

490 MEMBERS
ATTENDERS
MUSICIANS
KIDS / YOUTH

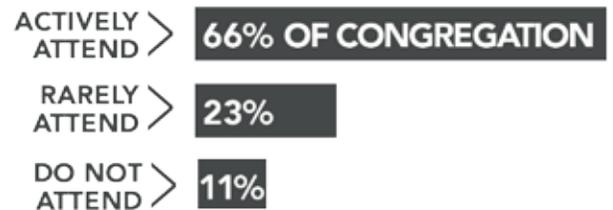
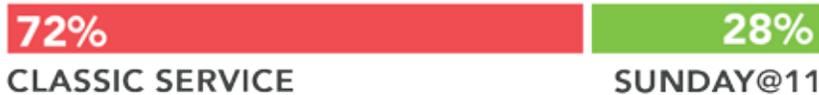


59
AVERAGE
AGE



SUNDAY WORSHIP

SERVICE STYLE



CLASSIC WORSHIP

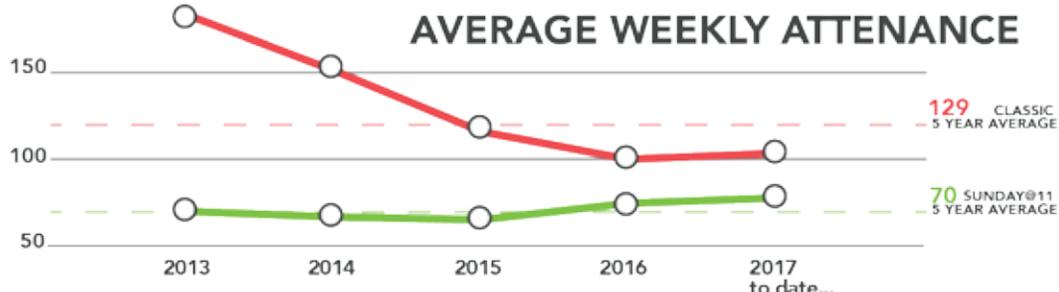
📍📍📍📍📍📍📍📍📍 **30%** ATTEND WEEKLY

SUNDAY@11

📍📍📍📍📍📍📍📍📍 **53%** ATTEND WEEKLY

3
CHILDREN &
YOUTH

67
AVERAGE
AGE



32
CHILDREN &
YOUTH

39
AVERAGE
AGE

WHAT WE DO

 **21**
BIBLE BOOKS
STUDIED

 **142**
HYMNS SUNG

 **12**
GROUPS COMMISSIONED
TO GO SERVE FROM SFPC

MISSION SUPPORT

172 
INDIVIDUAL
VOLUNTEERS

PRESBYTERY
SUPPORT **\$13,000**

GLOBAL
MISSION **\$3,000**

 **28,203**
COMBINED HOURS SPENT
SERVING MISSIONALLY

LOCAL
MISSION **\$11,536**

MEMBERSHIP

350
MEMBERS

67
AVERAGE
AGE

 **TWO**
NEW MEMBERS
BY LETTER OF
TRANSFER



ACTIVELY
ATTEND
WORSHIP



1869

Just 10 years after Oregon became a state SFPC had its first worship service. There were 19 founding members that met on the upper floor of the J.K. Gill bookstore (now Taproot). They paid \$20/month in rent.



1928

On July 22, 1928 The current sanctuary was dedicated. It was located on the North East corner of Winter & Chemeketa.

148 YEARS OF

1871

The first church building was constructed on the west side of Church Street (between Chemeketa & Center). The first church had hitching posts & carriage stalls.



1894

The church gets an update!! Porches, classrooms, gas lights & a warm air furnace are added to the church.



HISTORY GUILD MEMBERS // Hal Schmechel, Roberta Schmechel, Pam Morris, Ted Envela, Sherri Williams, Dave Williams, Mindy Manley, Day Westine, Evelyn Hopkins, Chris Bonn, Ruth Young, Jan Walker, Jan Edlund, Gail Dettwyler.

1959

After the capital building burned down, the property owned by SFPC was bought by the state. Property was donated across the street & the building was lifted, rotated, & moved to its current location.



HISTORY



2017

We made decisions to be inclusive and welcoming to ALL.



1969

The church celebrates 100 years of ministry to Salem. The Moeller 37 Rank pipe organ is dedicated.



The History Guild meets every Tuesday afternoon to organize the SFPC Archives. We are halfway to our goal of organizing them for the 150th Anniversary. We have commissioned a new team to write the story of "Our Third Fifty Years", Dave Williams, Sherri Williams, and Evelyn Hopkins.

IMPACT MINISTRY

STAFF // ROB THRASHER

MINISTRY TEAM // Christine Talbert, Sue Roner, Teddi Tate, Joyer Takju, Ted Envela, Anne Obika, Michael Lamb, Peter Harding

At SFPC, we strive to live as Paul encouraged the Ephesian believers: "Live a life filled with love for others, following the example of Christ, who loved you and gave himself as a sacrifice to take away your sins" (Eph. 5:2). We desire to start and finish with love; where nobody is left out. Love is not limited by borders, appearance, language, socio-economic status, gender, or sexuality. Paul continued his encouragement of this truth saying, "There is no longer Jew or Gentile, slave or free, male or female. For you are all one in Christ Jesus" (Gal. 3:28). God's love is full, unfailing, faithful, and that surely makes an impact.

Our ministry year kicked off by sending a team to Thailand in the heat of July to partner with a PCUSA Mission Co-Worker. We have housed families who lost their homes, continued our caring friendship with a Muslim refugee family from Somalia, energized hundreds of families on Halloween night with our free coffees at two Spooky Beans Pop-Up cafes, and encouraged and nurtured orphans in China. With our city we celebrated the largest Easterpalooza yet and in Washington state we rebuilt homes devastated by wildfires. We brought hope and joy to teens at Esperanza Camp, Malibu YL Camp, and Camp Tadmor. We blessed cancer survivors and families with breakfast at Relay for Life, and even encouraged communion with God at Custer National Park. These are just a few of the things God has moved our community to be engaged with. There are several other areas where we have moved beyond the walls of our church building in quiet and creative ways, living the love of Jesus in our city, nation, and world one kindness at a time.



SFPC MISSION ENDEAVORS

LOCAL

Interfaith Hospitality Network
Refugee resettlement
Easterpalooza
Spooky Beans Pop-Up Cafes
Salem Area Young Life

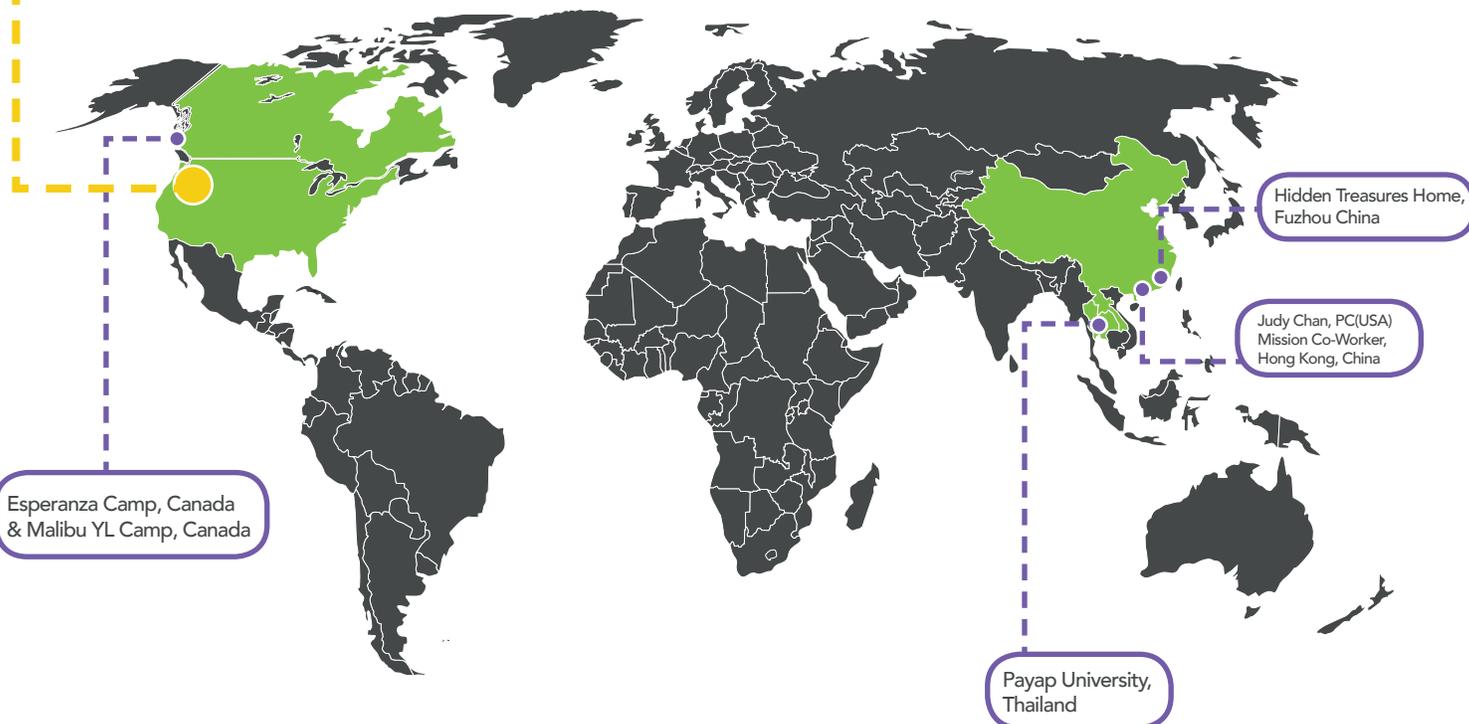
Camp Tadmor,
Lebanon, OR

PDA Mission,
Okanaga, WA

Custer State Park,
Custer, SD

NATIONAL

GLOBAL





EASTERPALOOZA 2K17

STAFF LEADER // ASHLEY GRUBER

2K17 LEADERSHIP TEAM // Leela Richman, Angela Eastlund, Dan Eastlund, Kim Bonn, Liz Cook, Sharon Klocksieben, Lori Munro, Adam Keller, Heidi Keller, Ashley Gregory, Guin Harding

It has been said that Easterpalooza is the best egg hunt in the Salem area. I may be a bit biased, but I would have to agree. Over the last six years Easterpalooza has grown exponentially. It has been a privilege to lead this event as it has grown and changed.

There is no way that Easterpalooza could happen without the help of our entire congregation. From the leadership team members to the pancake flippers and those who simply donate candy for the event, I am extremely grateful for each and every one of you who give something to this event.

Each year we see new faces as well as familiar ones. That we, as a church, are able to provide a day for these families to celebrate, smile, laugh, and experience the extraordinary love that we are called to show our neighbors is a beautiful thing.

It has been an honor planning, coordinating, and growing this event over the years, and as my part in this event changes, I am excited to see how it will morph under the care of new leadership. Easterpalooza is a one of a kind event that is dear to my heart, and I hope will continue to be a blessing to our congregation and our community for many years to come.



2,500

COMMUNITY MEMBERS



We bring our foster - adoptive family every year and take a picture in the photo booth. We hang the new picture next to

the others and watch our family grow. Thank you for sharing God's light with the community every year.

- Justin Kidd

650

KIDS PARTICIPATING IN EGG HUNTS

THIS YEAR WE HAD 15 SEPARATE EGG HUNTS

6,000

CANDY FILLED EASTER EGGS



Thank you for a really great event! I wouldn't have been able to do an Easter egg hunt with my kids this year if it wasn't for Eastepalooza being totally free, thank you so much!

-anonymous note



90+

VOLUNTEERS FROM SFPC
15 FIRST TIME VOLUNTEERS





“
 We don't just get to play, but we also do a project that helps us learn our Bible story. We don't have to sit through a boring sermon that only adults understand. We get to learn in a way that is fun, and helps us learn.
 ”
 - Padraig Thrasher (10 yrs)



“
 It's fun to go to KidzChurch and learn about God and the Bible!
 ”
 - Rachel Thrasher (8 yrs)



“
 This year I took 3 of my grandkids to movie night at the church. We had a wonderful time. Not only did we get to watch a movie, we got to enjoy it with other families. The popcorn, juice, cupcakes, and candy made the evening that much better. Thank you Liz for hosting this. I hope we have more!
 ”
 - Sue Roner (SFPC member)



SFPC KIDZ

STAFF // LIZ COOK

TEAM MEMBERS // Melissa Gee, Megan Judge, Pam Morris

Children's Ministry has seen some changes over the past year, both big and small. Leadership has changed, activities have been added, volunteers have stepped down, and some have stepped up as well. Since April, we have been focusing on finding more teachers, and looking into ways to grow the program with outreach events and family activities.

Kidz Church has had a great year. We have amazing volunteers who serve our kids every week, and we could not do it without them! Our curriculum focuses on one Bible story every week and we pair that with either a project or an activity. We have also started sending the kids home with an activity sheet to help them solidify what they learned that day.

Easterpalooza was absolute chaos, and we loved every minute of it. Every year we see growth, and we reach way more kids than we expect to. It has been amazing to see how Easterpalooza has grown over the years, and seeing families come back year after year is something incredible. We serve these families one day out of the entire year and they leave knowing who we are and that we care for their children even though we do not know them personally.

15
Students regularly attending KidzChurch

21
Volunteers helping teach KidzChurch

New KidzChurch volunteers this year
5

Visitors to KidzChurch throughout the year
8

REACH YOUTH

STAFF // ROB THRASHER & KIM BONN

MINISTRY TEAM // Carolyne Thrasher, David Dyer, Krista Wallace, Sue Bailey

STUDENT LEADERS // Ashley Gregory, Debbie Davis

We began our program year in the fall with an 80's party at the Thrasher's house. As the youth rooms were being reconstructed, both the middle and high school groups met weekly at the Thrasher's on Sunday evenings. One room was ready enough to start using in November, and as work continued on them we were able to begin using both rooms in July. There is a small amount of work still to be done and then they will be fully ready to use. We have worked on building relationships with and among the students through fellowship activities and regular youth group nights.

Our student leaders, Ashley Gregory and Debbie Davis, have stepped into the teaching rotation with Rob and Kim and they have done a wonderful job. Much of the year the lessons were focused on Jesus' teachings in the Gospels. We have also incorporated a Prayer Night in the months that have a 5th Sunday. We dedicate our entire evening to prayer, with several interactive prayer stations where the kids can reflect and communicate with God. We close the evening with communion.

We have looked for missional opportunities for the students to participate in. On Earth Day we cleaned up around the Parrish Middle School and North Salem High School campuses. In early July a group of four adults and seven students went to Esperanza Camp in Canada to put on a camp for First Nations kids. Through all of the fellowship, worship, prayer, and missional activities, we have seen a lot of growth in the students lives. They are engaging in God's word and loving one another.

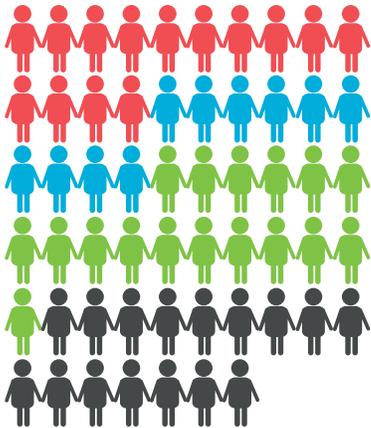
For a group that is very diverse in ethnic and socio-economic status, the students are embracing one another as they

respond to Jesus' embrace. There are areas of growth that we would still like to see. This includes starting a bible study for high school boys and getting attendance to be more consistent among the students who are only coming occasionally. Transportation is a big issue, as a lot of the students don't have a way to get to the church.

We have seen a number of new faces this year and look forward to growing together in the days ahead. We are excited to see where God will take this group in the year to come.



YOUTH ATTENDANCE



14 Students attending Church on Sundays

24 Students attending Youth Group at least once per month.

41 Students attending Youth Group more than once.

57 Youth students (6th-12th grade) through the doors

STUDENTS IN WORSHIP



Of the students that regularly attend worship on Sunday mornings, six of the students attend on their own and eight students attend with their families.



MIDDLE SCHOOLS

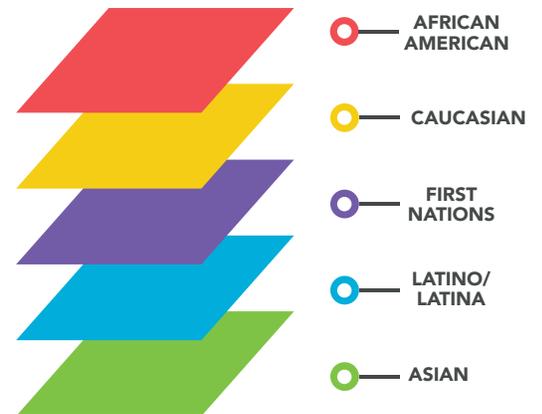
CROSSLER
HOUCK
HOWARD STREET
PARRISH
WALDO
WHITEAKER



HIGH SCHOOLS

McKAY
NORTH SALEM
SOUTH SALEM
SPRAGUE

GROUP DIVERSITY



YOUTH GROUP

Each week our students gather for Youth Group to study, worship, and grow in relationship together.

Middle School // Sun. @ 4:30
High School // Sun. @ 6:30

BIBLE STUDY

Every Wednesday a group of High School girls gather to study and discuss the Bible and how to live what they are learning.

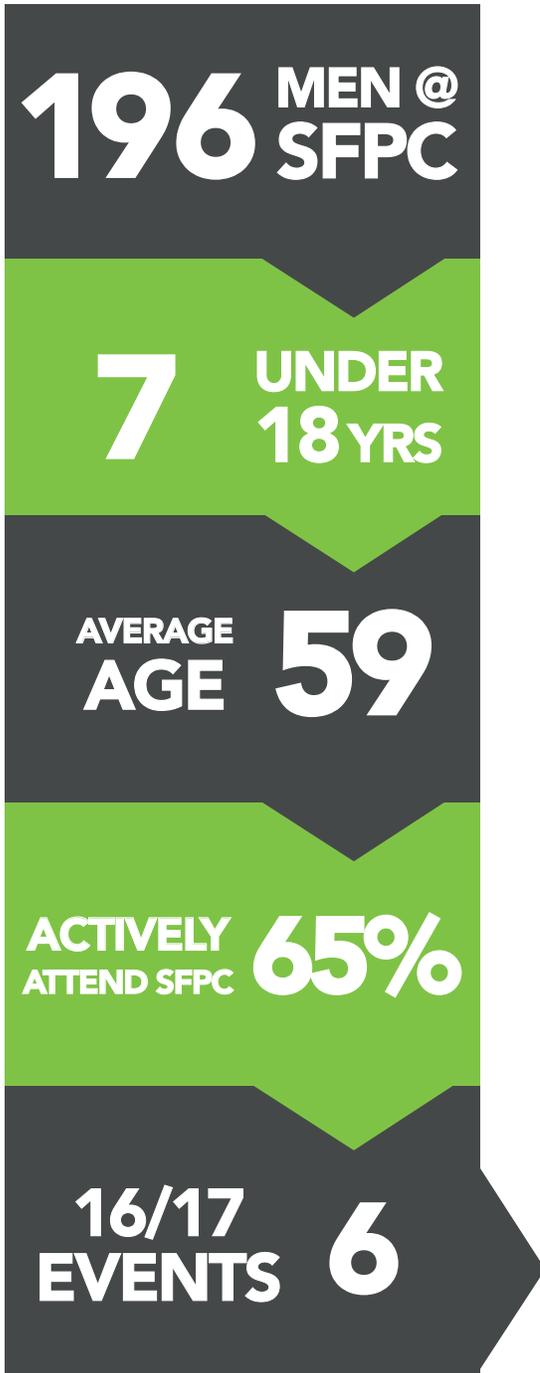
Bible Study // Wed. @ 7:00

OUTREACH

Throughout the year we had several outreach events including overnight parties, Rock Boxx, bowling, beach trips, roller-skating, OMSI, river trips, and camping.

MEN'S MINISTRY

BAND OF BROTHERS MINISTRY TEAM // Steve Mawdsley, Michael Talbert, Mitch Gee, Paul Dubose, David Bunnell



This has been a year of transition for Band of Brothers. Working to accomplish our long-term goal of being led completely by lay leadership, we have been working hard to reach the needs of the men in our community.

Our leadership team took time to look back over what events had received the most engagement from our men, and created a plan of action based on the needs we saw being met. We moved to a quarterly content driven activity interspersed with fellowship activities.

Our first activity in July was well attended (5 additional attendees were absent due to a mission trip). The next event was Breakaway, our annual men's retreat. Our main goals were to build fellowship, deepen relationship with each other, and bring to life new ways to live the Christian life consistently.



WOMEN'S MINISTRY

STAFF // KAREN RENNER

This has been a great year for Women's Ministry at Salem First! 27 women attended our first after-worship lunch, which was held at Marco Polo, and was a great way to kick off the 2016-2017 program year. My fears of holding this lunch in July were quickly put to rest when we had to keep adding tables and chairs in order to accommodate everyone who came. It was a wonderful time of getting to know one another better and sharing information about women's study groups for the fall.

September kicked off with six different women's study groups. We had 60 women participating in various studies over the course of the year. Most of our study groups met during the day, so a new evening group began in October with 20 women engaging in a study of "Who Is Jesus?"

By popular demand, the Women's Retreat moved from June back to early February in 2017. The Rev. Eileen Parfrey was our retreat leader. Using her experience of walking the Camino de Santiago and her gifts as a spiritual director she led us in learning about being on a daily pilgrimage. Thirty women participated in the retreat, ages 16-88. Our retreat included walking a labyrinth, a "Jimmy Fallon" worship night, a powerful service of worship and communion on Sunday morning, storytelling, fun, laughter, and of course, shenanigans. It was a perfect weekend together!

To help support the cost of the retreat, we sold pies from Willamette Valley Pie Company. 41 pies and bags of fruit were sold for a profit of \$270.70.

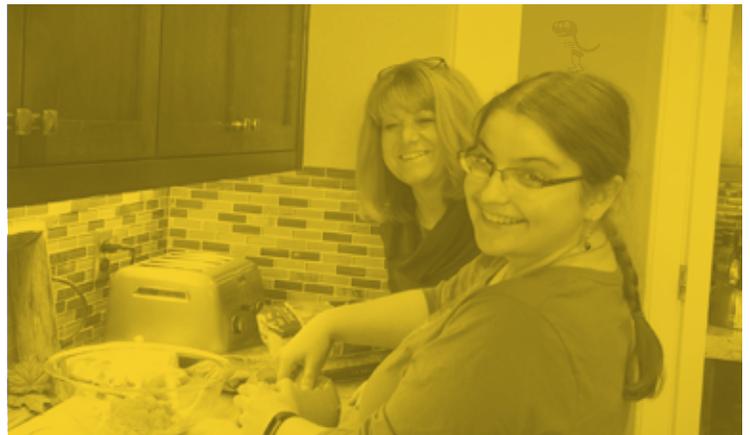
6
**WOMEN'S
BIBLE STUDIES**

60
**BIBLE STUDY
PARTICIPANTS**



YOUNG ADULTS

STAFF // KAREN RENNER



26 AVERAGE
AGE

Saturday Market, a gourmet meal cooked under the instruction of Andy Wilson in the Burnett's home, pub nights twice a month, Jesus, friendship, laughing, talking, 18-40 year olds, and more food – this is the stuff that Young Adult Ministry in 2016-2017 was made of! This was a year of building a foundation and bonding together, a year of inviting folks to join us and getting to know one another.

4 VISITORS WHO
HAVE BECOME
CORE MEMBERS

Over the year, we have had about 25 young adults participate in our events and meet-ups, which has included both members and new attendees to the church. Four of these new attendees have become part of the strong core that is at the heart of this ministry. Because of varied schedules and busy lives, our average attendance is about 10-12 per gathering, but it's a different mix of people all of the time. Outside of our scheduled activities, you can find many of these folks going out to lunch together every Sunday following our Sunday@Eleven service.

GROUP DIVERSITY
CAUCASIAN,
ASIAN,
ISLANDER,
INDIAN

Ashley Gruber and Andy Wilson have been a wonderful help to me in leading this group and schooling me on millennials. I look forward to the coming year and building on the foundation that has been set.

DEACONS

EXECUTIVE BOARD // Ted Envela, Gary McAninch, Pat Gee, Lola Morrison



CARE

The Deacons continue to serve as the hearts, hands, and feet of the Church. This year we were able to care for our congregation and community through various endeavors including hospital visitations, our meal ministry (providing meals when families are in the hospital or requiring extra care), Operation Care (sending care packages to our students and soldiers away from home), memorial services (providing support to grieving families while they celebrate their loved ones), and by providing transportation to worship for those who wouldn't otherwise be able to come to church.



CONNECTION

One of our main focuses throughout the year was our Neighborhood Nets. Making contacts with folks throughout the year, being some extra support when needed, and making sure that our net is taken care of, prayed for, supported, and aware of what is happening in the life of SFPC. This year we were able to add several new faces to our Nets and are excited for the connections that were made throughout the year. Through the Neighborhood Net connections we are also able to deliver communion to our home bound members and drop off flowers during holidays.



NEED

Throughout the year we have had many opportunities to come alongside church and community members who find themselves in a time of need. With the help of our Deacon offerings we were able to provide food baskets at Christmas, keep the Deacons cupboard stocked with food, help families get needed supplies to move back into homes after being homeless, and help offset other needs that have come up. We also continue our work with the Red Cross by regularly hosting blood drives.

\$5,092.00
RAISED IN
DEACONS OFFERING

\$4,936.81 SPENT IN 16/17



HOSPITALITY

STAFF // SARAH PAGE

MINISTRY TEAM // Joyer Takju, Donna Burnett, Joyce Wilson, Mindy Manley, Kyle Page, Sharon Klocksieben, Maureen Zemanek, Kathie VanRonzelen

Your Hospitality Team has been on the move this past year, finding new ways of providing a welcoming environment here at SFPC. Our Greeters remain a positive, inviting first impression of the heart of the church. We are so thankful for their continued presence before and after each service. We have welcomed several new members to the team as well and are pleased to have them with us.

As always, we continue to recognize food as the universal language of welcome and hospitality. To that end, we have added to the morning menu in order to provide more choices as well as options for those with special dietary needs. We've noticed throughout the year that fellowship time has become a more integral part of SFPC's worship experience. It has been a joy to see people hanging out, catching up, and extending the hand of friendship to our guests.



Hospitality is love in action. It is the flesh and muscle on bones of love.

- Alexander Strauch
(Author, *The Hospitality Commands*)



The Team continues to work with other ministries to offer hospitality at big events. Christmas Eve was particularly wonderful this year. We saw some old friends and welcomed lots of new families for a beautiful evening. Easterpalooza was also a huge success. Hospitality turned the Fellowship Hall into a rest and visiting area for families with tired kiddos or others with tired feet! Our volunteers were amazing ambassadors as they moved through the room answering questions, directing newcomers, and carrying on conversations throughout the day. Monthly Ministry Connect gatherings have also been another great opportunity for fun and food. Who knew you could build dessert trays out of Legos!

Toward the end of our year we began to pay closer attention to how we provide security during our events and services. Many thanks to Chris Bonn for joining us in those discussions. Our team is in a great position to interact with everyone who enters the building and have sent some recommendations to Session in order to provide a safe environment. We would love to see new faces on both the Greeters and the Hospitality Teams in the fall to join us as we serve this church with love and grace [and food!]. Blessings to all and thank you for another great year.

FOOD & FELLOWSHIP



145LBS
COFFEE



111LBS
CHEESE/DIPS



900
PASTRIES



1300
MUFFINS



4000
CRACKERS



5000
COOKIES



“

This would not be possible if it were not for our amazing volunteers! Special thanks to Sharon Klocksieben’s dedication to quality and her magic in the kitchen and Marilyn Webb-Casteel for helping to provide snacks for our Choir.

-Sarah Page

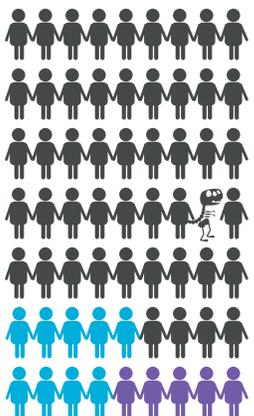
”

68

VOLUNTEER
HOURS



VISITORS & FAMILY



63 FIRST TIME
VISITORS

14 BECAME
ATTENDERS

5 ARE ACTIVELY
INVOLVED



**2 NEW
MEMBERS**

424

PRAYER CARDS



WORSHIP MINISTRY

STAFF MEMBER // ANDY WILSON

MINISTRY TEAM // Maggie Sather, Guin Harding, Gail Boesch, Jan Walker, Sue Crothers

OUR VISION

Build a Worship Ministry of trustees and guardians, brainstormers, dreamers, and doers.

Develop and maintain current and relevant worship that connects with the SFPC community and is of high quality, drawing in local Salem community members. Worship services are authentic and safe, without distraction from fellowship with God: a place where everyone feels open to express themselves in worship freely.

Create inspiring, engaging, encouraging, and transcending worship opportunities that are mentally stimulating, physically exhilarating, and emotionally exhausting. Maintain a multi-level focus on many elements of worship such as liturgy, sacrament, music, and the overall experience.

142

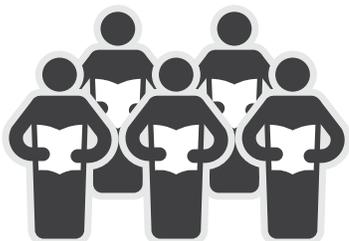
**HYMNS SUNG
THIS YEAR**



Throughout this past year the Worship Ministry has continued to grow in some very powerful ways. It has been a privilege to lead a team of dreamers and doers who have hearts to lead worship that glorifies and honors God. It has been a wonderful time leading and serving with this team in the different aspects of our two unique worship services, not only this past year, but the last six years. The Chancel Choir and Winter Street Worship Band have had banner years making extraordinary strides of growth and learning to shepherd our congregation through all of the different aspects of worship.

Our focus has been: removing distractions from the worship service, enhancing accessibility to worship opportunities through audio and media enhancement, and serving one another through ushering, communion, and Agape Meals. The Chancel Guild has created environments that transform and prepare hearts and souls to hear the message each week.

Our goal is to meet you where you are, no matter what state your heart, soul, or mind is in and to provide an opportunity and an atmosphere for you to feel safe, honest, and free to worship.



26

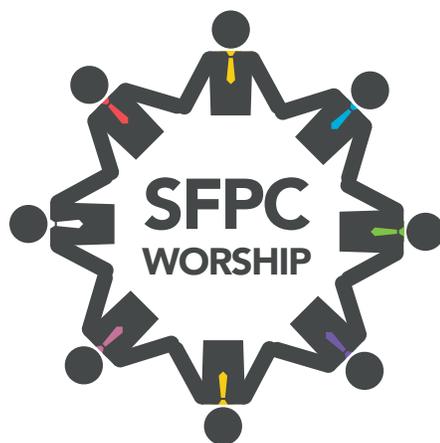
**CHANCEL CHOIR
MEMBERS**

This year we began opening up our church campus to outside groups who utilize our unique space during the week. This has increased traffic and provided income while also achieving our goal of being an asset and safe place for our community to engage in meaningful fellowship.

Our partnership with Brothers of Valor has grown as they have rented space in our building and recently finished constructing a professional recording studio in the Music Wing. This studio will be available for their mentees as well as SFPC. This facilities goal is to provide the greater Salem/Keizer community with an opportunity to record current music projects and become an asset to our students and worship band members. The added traffic and growth of this program provides a safe space for students to learn and grow in their musical abilities and will open our space to our community as a place of love and acceptance.



PENTECOST
EASTER
HOLY WEEK
PALM SUNDAY
ASH WEDNESDAY
MARDI GRAS



WORLD COMMUNION
KIRKIN OF THE TARTANS
ALL SAINTS
ADVENT
CHRISTMAS
EPIPHANY

My last year at SFPC has been one of amazing experiences and also a series of "lasts" knowing that I would depart in August to pursue my doctorate in music. As a congregation, you have provided me with so many fruitful opportunities to engage in meaningful professional development. I am so thankful for these opportunities as they have greatly impacted my chances of getting into an elite music program. You have allowed me to take chances in our worship and guide you through music that was perhaps an unfamiliar style. Thank you for participating in so many different ways. The key to good worship is engagement and you have done that with me.

I am thankful for the extraordinary worship moments that we have shared over the last six years. Each and every one of them I hold in a special place and think on them fondly and often. As I begin a new chapter of my life and career, I humbly ask for your prayers and support. Please take time to care for Connor Soejoto, Susan Johnson, members of the Chancel Choir, the Worship Band, and all the other folks who diligently serve on the Worship Ministry. It has been a privilege and an honor to serve alongside them.

Finally, please remember to sing. There are few feelings greater than hearing the congregation sing OVER the choir and band. It is truly exhilarating. Be the one who people hear singing and empower them to feel the confidence to do the same. It has a positive ripple effect. We are a singing faith, and it is your responsibility to make a joyful noise! "I will sing to the LORD as long as I live; I will sing praise to my God while I have my being." (Psalm 104:33) Sing in worship, sing in your car, sing at home. Sing with reckless abandon.

Thank you for loving me, encouraging me, supporting me, and worshipping with me over the last six years. I love you all and will always think of you as my first church family.

-Andy

COMMUNICATION & TECHNOLOGY

STAFF MEMBER // ASHLEY GRUBER

MINISTRY TEAM // Madison Munro, Leela Richman, Roberta Schmechel, Hal Schmechel, Debra McAninch

This has been an exciting year for our Communication & Technology team. We've had a number of major projects present themselves to us and a number of fun projects we jumped into. Our goal this year has been to continue to work on our ability to communicate quickly and effectively with our entire congregation.

We have been working on getting our new church management system, Planning Center, fully up and running and we found a new program for group messaging, Flocknote, which allows us to send out information to our entire congregation through various methods all at one time. Flocknote has been a major factor in helping us communicate effectively across our diverse congregation.

The church website got some needed updates throughout the year and many of our worship media systems required some upgrading as well.

We have also had a lot of fun connecting with our

congregation via social media throughout the year. Not only have we been able to have conversations about what we're learning throughout the week, we've also been able to connect with a much broader section of our community using facebook advertising.

This year has been full of growth, trial and error, and a lot of learning. We're excited to keep connecting with our congregation and bringing a

diverse group closer together. We've met visitors who have come because of our website, heard stories of how thankful people are for being able to hear and watch the sermons when they can't physically be at church with us, and we've been able to share so many cool stories about how God has been working in and through our congregation.



12% INCREASE IN EMAIL
ENGAGEMENT WITH FLOCKNOTE



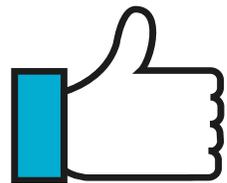
SFPC ONLINE

GOOGLE ADVERTISING

291 AD CLICKS TO WEBSITE



FACEBOOK

 **47**

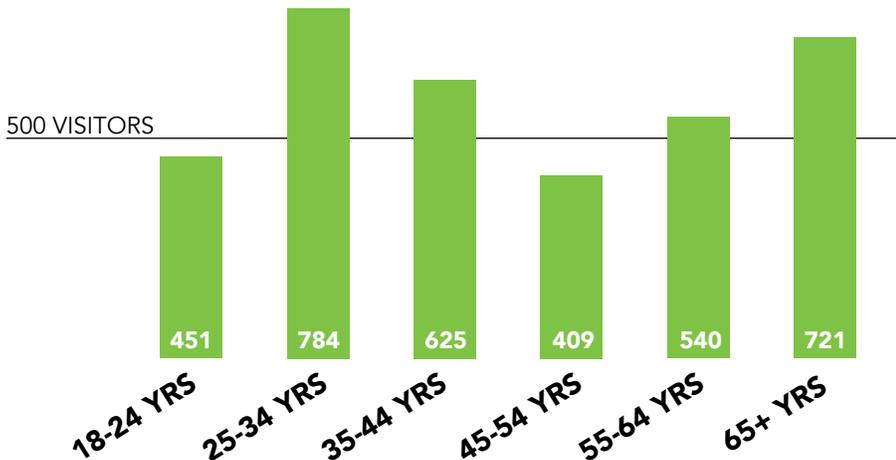
NEW FACEBOOK FOLLOWERS

 **30%**

INCREASED POST ENGAGEMENT

 **SALEMFP.C.ORG**

4,094 WEBSITE VISITORS



34%

REGULAR VISITORS

41%

USE A MOBILE DEVICE TO VIEW

ADMINISTRATION

STAFF // AUDREY HARMAN

COMMITTEE MEMBERS // David Bunnell, Jan Carlson, Rod Bailey, Shirley Deckard, Diane Bolen

This year the Administrative Committee continued to perform the tasks outlined in the 2015-2017 Missional Action Plan. This includes the usual completion of all kinds of reports, requesting of bids or proposals for services to be performed, a new copier, renewal of our insurance contract, etc. Along with the unexpected need for repairs to the facility and equipment, a number of room remodels took place, including offices and youth rooms with the help of volunteers and a sound studio for a new lesee, Brothers of Valor.

Also this year we have completed the renewal of the lease with the State of Oregon for the Somerville Building, the extension for another year of the YMCA contract for parking, and the addition of the SenateAires as a lesee. We began negotiations for a new 5-year lease with the Little Friends Montessori School, and the development of a lease with the Marshallese New Beginnings Church for the use of our Chapel for their services on Sunday afternoons and an office space for their pastor.

Our biggest accomplishment this year was the completion of our Sanctuary and Chapel transformations, making the rooms more accessible for those with mobility issues. This included removing and relocating pews and new flooring. Many thanks to those who assisted in the labor intensive month long process.

This was my first year to Chair this committee and I want to thank them and acknowledge that they have each enthusiastically shared in doing some of the many tasks that had to be done and brought a great deal of knowledge, expertise, and faithfulness to SFPC.

David Bunnell
Treasurer

In doing our work we could not do it without the dedication and help of our administration staff and many office volunteers.



Audrey Harman



Diane Addicott



Michael & Jane Lamb



Diane Bolen



Pat Gee



Mary Johnson



Larry & Judy Wood



Maureen Zemanek



Lola Morrison



Sue Roner



Delores Pederson



Roberta Schmechel



Michael & Christine Talbert

HOURS OF *REGULAR USE PER MONTH

AVG. USE PER MONTH // 566 HOURS

CONTRACT

248 HOURS

OUTSIDE GROUPS

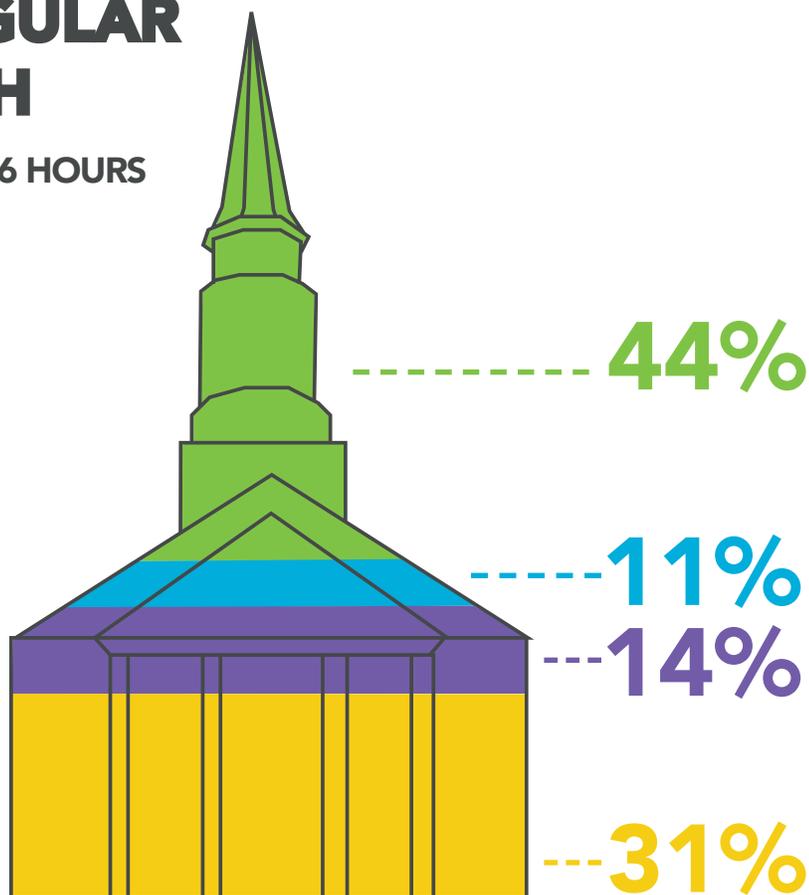
64 HOURS

CHURCH GROUPS

82 HOURS

WORSHIP & ADMIN

172 HOURS



AVERAGE NUMBER OF PEOPLE IN THE BUILDING EACH MONTH

TOTAL PEOPLE // 971 PEOPLE

WORSHIP & ADMIN

190



Staff Office Hours, Sunday Worship

CHURCH GROUPS

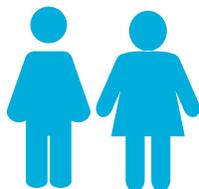
163



Youth Group, Women's studies, Men's studies, Prime Time, Mary's Circle, meetings, worship band practice, choir, etc.

OUTSIDE GROUPS

481



PEO, Diabetes Support, Men's BSF, YoungLife, WV Pipe & Drum, Threshold Choir, Piano Lessons

CONTRACT

137



Salem SenateAires, Little Friends Montessori, Brothers of Valor

*NOT including outreach and special events such as Easterpalooza, Interfaith Hospitality Network, Corban Hymnfest, Weddings, Memorials, etc.

HUMAN RESOURCES

COMMITTEE // TJ Putman, Melissa Gee, Deanna Dyer

I think back to the early 2000's when I was employed by Salem First Presbyterian Church. It was my first job out of college and I LOVED that I worked with and got to serve Middle School kids. At the time, I didn't realize what I was getting myself into.

Quickly my home church became the place I felt called to serve, it was my place of employment and it was my weekly place of worship. I had a hard time discerning, "Am I doing this as work or am I doing this for church?" Needless to say, there were a lot of gray areas. Our work as the Human Resources Committee navigates boundaries that can be equally as tricky.

We have work to do in the next year and I suspect it will continue to be a struggle and continue to be a joy. Either way, it's a blessing to serve, worship, work, and lead in our church.
- TJ Putman

The task of the Human Resources Committee at SFPC is to attract, motivate, retain, and develop a qualified and productive church staff. In addition, it is HR's responsibility to foster a workplace that exhibits Christ-like behavior in its dealings both within and outside the walls of the church. We get to do all of that while meeting our legal obligations and fulfilling our spiritual leadership role as Elder.

Our key moments from the last year:

Hired the amazing Kim Bonn to serve as a part-time Youth Ministries Associate

Designed and implemented our sabbatical staffing plan, saving us over \$6,000

Hired Elizabeth Cook as the Interim Children's Ministry Coordinator

Designed and implemented procedures for the recruitment and on-boarding of new employees

(Position changes finalized outside of the 16/17 year)

We worked on the arrangements for saying goodbye to our Director of Worship, Andy Wilson, and hiring Connor Soejoto as the Interim Director of Worship Ministry

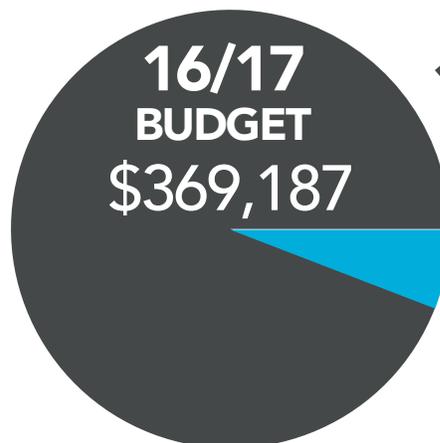


Speaking of staff...I cannot conclude this report without offering my heartfelt thanks and praise to SFPC's wonderful staff. Their tireless effort, willingness to go above and beyond their position descriptions, and their encouragement of Donna and me as I departed and "dumped" my pastoral responsibilities on them leaves me in awe! Each member of this dynamic team holds a special place in my heart and I hope yours as well.

- Del



16/17 BUDGET vs. ACTUAL



16/17 ACTUAL
\$347,581

EXPENSES UNDER BUDGET
\$21,606

NOMINATING

2016 COMMITTEE // Diane Bolen, Scott Kohl, Candace Lufkin, Don Taylor, Elizabeth Cook, Tom Newell, Gary McAninch, Gigi Merrill, Chuck Zemanek

2017 COMMITTEE // Candace Ludtke, Don Taylor, Delores Pederson, Tom Newell, Kim Bonn, Jerry Morrison, Sue Crothers, Michael Lamb, Gigi Merrill

The task of the Nominating Committee is to make nominations to the congregation for Elders, Deacons and Nominating Committee members for the next year. Our efforts began after Labor Day of 2016, and continued into the fall. Initially, we requested suggested nominations from the congregation, with reasons for the nominations. We met to determine possible candidates, contacted multiple candidates and were able to come up with a wonderful group of nominees, who were accepted by the congregation. vvvPrayer, help and input from everyone made this process possible. We also wish to thank the dedicated and loving leadership of the Nominating Committee chair - Chuck Zemanek.

RESULTING NOMINATIONS FOR ELDERS

CLASS OF 2018 // Deanna Dyer

CLASS OF 2019 // Jan Carlson, Betsy Earls, Adam Keller, Michael Lamb

RESULTING NOMINATIONS FOR DEACONS

CLASS OF 2017 // Sue Crothers

CLASS OF 2019 // Pat Gee, Shelley Heller, Gail Boesch, Lola Morrison,
Heidi Keller, Paul DuBose, David Dyer

RESULTING NOMINATIONS NOMINATING COMMITTEE

CLASS OF 2017 // Candace Ludtke, Don Taylor

CLASS OF 2018 // Delores Pederson, Tom Newell

CLASS OF 2019 // Kim Bonn, Jerry Morrison

DEACON // Sue Crothers

ELDER // Gigi Merrill, Michael Lamb

CHURCH OFFICERS

SESSION

CLASS OF 2017

Luanne Boice
TJ Putman
Michael Talbert
Dave Williams

CLASS OF 2018

David Bunnell
Deanna Dyer
Melissa Gee
Gigi Merrill

CLASS OF 2019

Jan Carlson
Betsy Earls
Adam Keller
Michael Lamb

CLERK OF SESSION // Mary Johnson

MODERATORS // Del Burnett, Karen Renner

DEACONS

CLASS OF 2017

Susan Crothers
Ted Envela
Gretchen Jensen
Donna Marsh
Norm Marsh
Gary McAninch
Sue Roner

CLASS OF 2018

Rod Bailey
Sue Bailey
Melinda Manley
Maggie Sather
Day Westine
Sherri Williams

CLASS OF 2019

Gail Boesch
Paul DuBose
David Dyer
Pat Gee
Shelley Heller
Heidi Keller
Lola Morrison

CO-MODERATORS // Ted Envela, Gary McAninch

SECRETARY // Lola Morrison

TREASURER // Pat Gee

STAFF // Karen Renner

NOMINATING COMMITTEE

CLASS OF 2017

Candace Ludtke
Don Taylor

CLASS OF 2018

Delores Pederson
Tom Newell

CLASS OF 2019

Kim Bonn
Jerry Morrison

SESSION // Gigi Merrill, Michael Lamb

DEACON // Susan Crothers

DEAR FRIENDS,

Scripture calls us to embody the two great commandments: to love God and to love your neighbors as yourself. We understand the word neighbor, used in this context, to mean humanity without division or subjugation. We are grateful for the rich diversity of our human family.

For this reason, we reject divisive, fear-driven voices of intolerance. Further, we offer our concern for the safety and wellbeing of all our neighbors, near and far, irrespective of faith, race, orientation, or any characteristics by which some might attempt to devalue them.

SFPC Statement of Common Humanity

TO EACH OF YOU WHO HELP MAKE SFPC A SAFE PLACE TO WORSHIP..

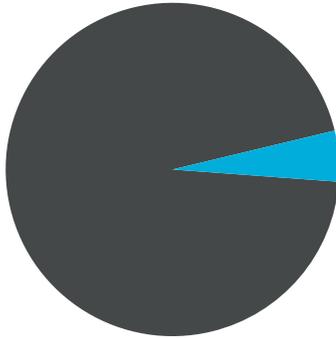


THANK YOU.

16/17 FINANCIAL OVERVIEW

16/17 BUDGETED INCOME // \$520,291

Estimates of Giving, Contributions & Loose Offering, For Such A Time As This



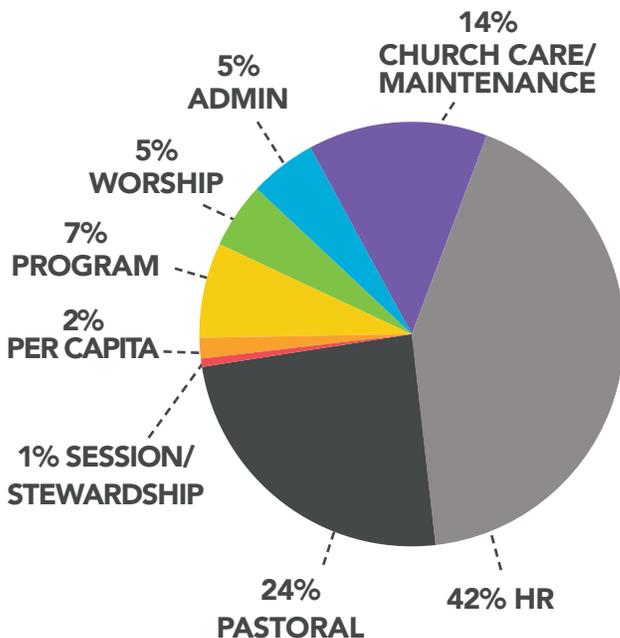
16/17 ACTUAL INCOME // \$494,669

16/17 INCOME SHORTFALL // \$25,622

**16/17 BUDGETED EXPENSES
\$823,075**

**16/17 ACTUAL EXPENSES
\$818,469**

**EXPENSES
UNDER BUDGET
\$4,606**



	Budget 2016-17	Actuals 2016-17
INCOME		
<i>Estimates of Giving & contributions</i>		
Estimates of giving - Current Year	443,191	430,903
Estimates of giving - Prior Year	4,000	3,870
Contributions & Loose Offerings	69,100	58,476
For Such a Time as This	4,000	1,420
Total Contributions	520,291	494,669
<i>Other Income Sources</i>		
Somerville Income	112,533	112,533
Facility Services	70,210	75,411
Investment Income	9,000	2,443
Parking Sapce Rental incl Ypark	29,116	26,048
Other Miscellaneous Income	830	16,181
Per Capita	3,600	3,323
Youth in Government	0	2,166
TOTAL INCOME- Before Dedicated /Reserves	745,580	732,774
<i>Dedicated & Reserve Funds</i>		
Dedicated Funds Released	77,495	77,495
Assigned Reserves Released	0	8,200.51
Total Restricted Dedicated Fund Accts	77,495	85,696
TOTAL INCOME	823,075	818,469
EXPENSES		
Administration	45,950	41,593
Adult Form. & Disciple Min.	3,145	4,826
Children's Ministry	3,783	2,322
Church Care & Maint	96,910	110,869
Communication & Technology	8,600	10,412
Hospitality Ministry	8,400	9,475
Human Resources	369,187	347,581
Impact Ministry	27,200	27,533
Pastoral Ministry	199,260	199,009
Per Capita	9,300	12,792
Session	3,000	4,370
Stewardship	3,600	799
Student Ministry	8,075	4,812
Vehicles	1,470	1,001
Worship Arts & Music	35,195	41,076
TOTAL EXPENSES	823,075	818,469
INCOME LESS EXPENSES	0	0

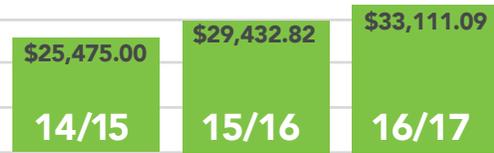
THREE YEAR COMPARISONS

INCOME

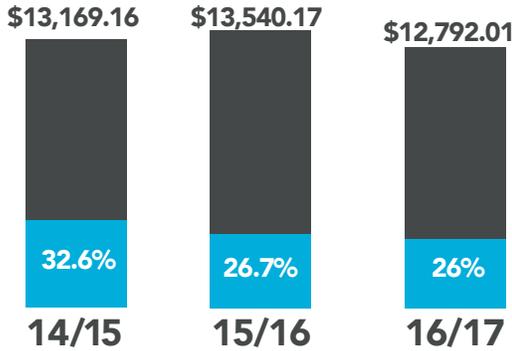
FACILITY USE INCOME
(EXCLUDING SOMMERVILLE BUILDING)



PARKING INCOME

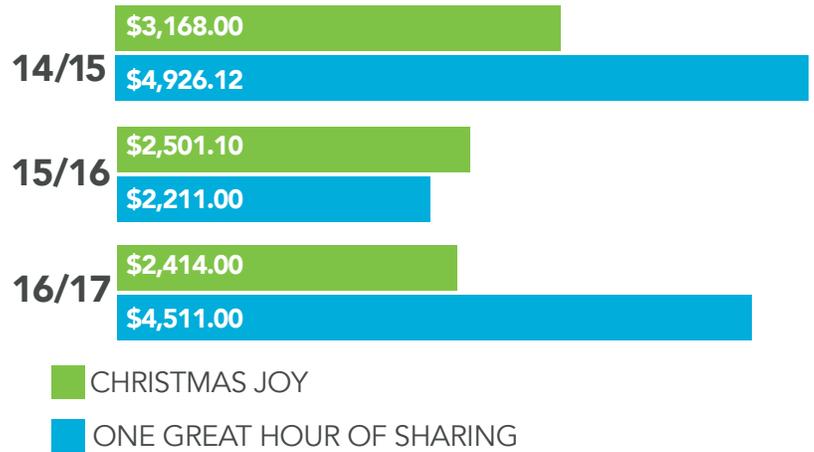


PER CAPITA



PAID BY CONGREGATION
FROM GENERAL FUND

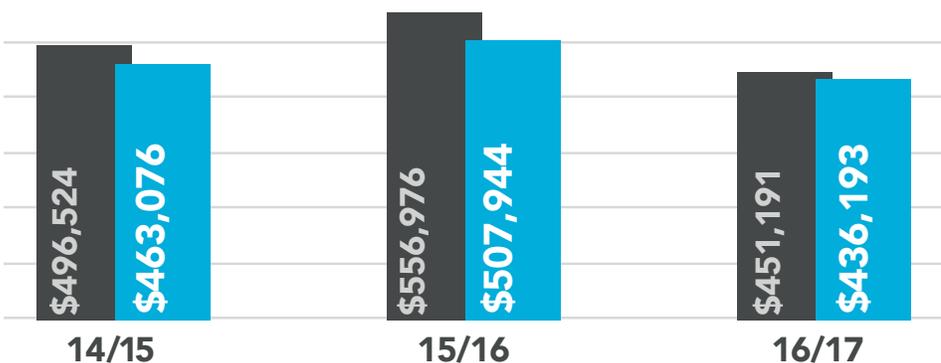
SPECIAL OFFERINGS



CHRISTMAS JOY
ONE GREAT HOUR OF SHARING

BUDGETED GIVING INCOME vs. ACTUAL

BUDGETED (FROM ESTIMATES OF GIVING) ACTUAL INCOME



14/15 SHORTFALL
\$33,457 (6.7%)

15/16 SHORTFALL
\$49,032 (8.8%)

16/17 SHORTFALL
\$14,998 (3.3%)

BUDGET SUMMARY

17/18 FISCAL YEAR

	Budget 2016-17	Actuals 2016-17	Budget 2017-18
INCOME			
Estimates of Giving & contributions			
Estimates of giving - Current Year	443,191	430,903	417,000
Estimates of giving - Prior Year	4,000	3,870	1,500
Contributions & Loose Offerings	69,100	58,476	31,300
For Such a Time as This	4,000	1,420	0
Total Contributions	520,291	494,669	449,800
Other Income Sources			
Somerville Income	112,533	112,533	120,000
Facility Services	70,210	75,411	80,250
Investment Income	9,000	2,443	2,200
Parking Sapce Rental incl Ypark	29,116	26,048	33,543
Other Miscellaneous Income	830	16,181	1,070
Per Capita	3,600	3,323	3,000
Youth in Government	0	2,166	0
TOTAL INCOME- Before Dedicated /Reserves	745,580	732,774	689,863
Dedicated & Reserve Funds			
Dedicated Funds Released	77,495	77,495	115,455
Assigned Reserves Released	0	8,200.51	0
Total Restricted Dedicated Fund Accts	77,495	85,696	115,455
TOTAL INCOME	823,075	818,469	805,318
EXPENSES			
Administration	45,950	41,593	40,635
Adult Form. & Disciple Min.	3,145	4,826	4,900
Children's Ministry	3,783	2,322	3,783
Church Care & Maint	96,910	110,869	96,050
Communication & Technology	8,600	10,412	8,000
Hospitality Ministry	8,400	9,475	8,400
Human Resources	369,187	347,581	353,925
Impact Ministry	27,200	27,533	27,600
Pastoral Ministry	199,260	199,009	200,150
Per Capita	9,300	12,792	12,000
Session	3,000	4,370	3,000
Stewardship	3,600	799	1,000
Student Ministry	8,075	4,812	7,925
Vehicles	1,470	1,001	1,100
Worship Arts & Music	35,195	41,076	36,850
TOTAL EXPENSES	823,075	818,469	805,318
INCOME LESS EXPENSES	0	0	0

ANNUAL CONGREGATIONAL MEETING

AUGUST 27, 2017 // 11:42AM

