

# SALEM FIRST PRESBYTERIAN CHURCH

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ANNUAL REPORT



# REPORTS

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# LEAD PASTOR

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## DEL BURNETT

The 2015-16 ministry theme – Courageous Leadership – has been embodied throughout the life and ministry of SFPC; leadership linked to the challenging and timely decisions to make our community of faith more welcoming, gracious, dynamic, and caring. The spiritual leadership goal of the year was to use the “Third Way,” gracious acceptance insights claimed from last year’s journey through Ken Wilson’s *A Letter to My Congregation*, as the means of addressing the complex decisions facing our church. Although this decision-making process has strengthened us as a congregation, empowering us to be a more accepting and loving place for all of God’s children, it was the courageous leadership of your Session that made this possible.

The following are some examples of this Courageous Leadership at work in our shared life and ministry:

Hired Kevin Gonzalez as the P/T Middle School Youth Worker;

Invited the congregation to expand their financial commitment through the *For Such A Time as This* appeal in November 2015;

Invited Dr. David Jensen, Professor of Theology and Academic Dean at Austin Presbyterian Theological Seminary to present the Modern Marriage Seminar exploring the biblical, theological, cultural and ethical aspects of the Reformed view of marriage in January 2016;

Allowed same-gender weddings on the SFPC campus providing the party abides by our current wedding policy in March 2016;

Invited the congregation to participate in the Reframe Winter/Lenten program – an additional step in our Third Way journey;

Sponsored the Mahando family from Somalia as they begin their new life in Salem;

Enhanced congregation communication and campus user-friendliness;

Decided to update the seating and ADA access of the sanctuary.

Each of these decisions was adopted through an intentional discernment process with the goal of fulfilling our mission in the Greater Salem Area and deepening our connection to one another as a community of faith.

The consequence of these courageous leadership decisions have been significant: the expansion of our middle school ministry, an additional \$100,000 of income, a city-wide Modern Marriage Seminar that brought Christians of diverse opinions together, the opportunity to serve those in our city through a more welcoming wedding policy, the enhancing of our commitment to our calling as a missional community of faith; the gift of new life for the Mahando family, not to mention a warmer and more connected sense of worship in our sanctuary and worship center. While the decisions were challenging and stretching, their positive consequences have made us a more vital and dynamic church.

Personally, the past year has been a formative time for me, a time of discovery and discernment in numerous areas of my life and ministry. It has been a year of enhanced partnership with the Session as we sought to follow Christ’s call for our church, and it has been a season of greater collaboration with the staff as we served the community we love. In other words, this has been a wonderful year of experiencing life together in every conceivable way.

An additional special piece of the past year's journey has been the joy of watching the Contemporary Worship service grow from a gathering of individuals to a community of brothers and sisters who celebrate Christ's presence each Sunday and provide a dynamic and welcoming atmosphere for first-time worshipers and guests. This six-year adventure of providing an alternative style of worship has morphed from an experiment to a vital worshipping community that has strengthened SFPC's life and mission. We are a stronger, more diverse, and healthier congregation today in large measure due to the impact of this additional worship experience.

I also wish to acknowledge the work of our Board of Deacons, which helped us move closer to the fulfillment of our vision of developing neighborhoods of care and mission throughout our city. I wish to extend my deep appreciation to the deacons for their embrace of the congregational/pastoral care portion of their mission (Neighborhood Networks), and for making SFPC a more connected, Christ-centered congregation.

The bittersweet piece of the 2015-16 ministry story has been saying goodbye to those who sense God's call to a new season, place, and ministry. As we concluded the 2015-16 ministry year, we celebrated Corey Knudson's four years of Student Ministry as he and Ingrid move on to a new season of seminary education at Western Theological Seminary in Portland. We also said goodbye to Kevin Gonzalez as he pursues his college studies. Lastly, with the production of this Annual Report, we bid farewell to Rebekah Borah as we close the Communication Coordinator position. SFPC has been blessed with these wonderful servants of Christ who have touched so many lives, and

in Rebekah's case, have invested over a decade of faithful, quality service as one of God's special "behind-the-scenes" saints.

While we bid farewell to these servants, we remain blessed to have a quality staff that continues to amaze us with their passion, energy, collegiality, and love for those who call SFPC home. Each year I think I have seen them at their best, and each year they demonstrate a deeper level of commitment to Christ, this church, our mission, and one another. We are truly blessed to have this special, empowering team, who challenge and equip us to be a Christ-centered community of faith.

Friends, the pages that follow are filled with information concerning the past year. Although the reports provide the data, facts, and information concerning our shared life and ministry, they can only relate a portion of the story. As a missional community of faith, the true measurement of our mission is found in the lives and stories of those we have touched, those who joined our journey, and who invested significant time and energy to bring us to this place of celebration. I invite you to allow this annual report to serve as a means of celebration of the Courageous Leadership story God is fulfilling in our midst, and the new life we see in so many areas of our church. Friends, allow this annual report to awaken you to all God has done through us this past year and all God desires to do through us as we move forward as A Community of Ordinary People Experiencing and Embodying God's Extraordinary Love!

Your brother in Christ,

- Del

# ASSOCIATE PASTOR FOR CONGREGATIONAL CARE

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**KAREN RENNER**

The 2015-2016 year has been one of change for me. The year began with my position at half-time and my primary duties continuing to focus in the areas of pastoral care, serving as the pastoral staff liaison to the Deacons, and assisting in worship leadership and preaching. As part of the three-year transformational vision plan that was adopted last year, my position became full-time in September with the program areas of women's ministry and young adult ministry added to it.

Pastoral care continues to keep me very busy, as I spend time visiting and praying with our church family in the hospital, in my office, over a cup of coffee, in homes, or over the phone. These privileged and sacred moments with the people of SFPC have also included dealing with death as I have met with families and officiated at ten memorial services this past year. Sarah Page and I have continued to facilitate monthly gatherings at Capital Manor, and we are now serving communion there at least quarterly.

The Deacons have continued to grow in various ways in their care for those inside and outside our congregation. In January, all of the Neighborhood Nets were reorganized strictly by zip code, with most of the Deacons now serving their own neighbors. Each Deacon is now pictured with their name and net number on the wall across from the church office to make identification of Deacons and the net they serve easier for those who are still having trouble putting a face with a name. Building community through the Neighborhood Net program continues to be the Deacons' highest priority. In addition, they have been working on their goal of regularly scheduled times of providing monthly communion to our members

who are no longer able to attend worship or who are infirmed for a period of time, extending our Sunday morning table and continuing to foster community in our congregation. The Deacons also began to collect non-perishable food items on Fill the Cupboard Sundays (each time we celebrate communion) to aid families of Salem Interfaith Hospitality Network as they transition from homelessness to their own apartments. In addition to the food that is collected, the Deacons are also adding \$50 of fresh food - meat, fruit, vegetables, dairy products, and more - to each family as they move into their home, expanding our communion table even further into our community.

Young Adult Ministry is just getting started, but we have been able to have a couple of gatherings to get to know each other and to explore the hopes and needs of the group. Our gatherings to date have been as one group, but I anticipate that moving forward we will end up dividing into two or three groups due to the diversity of life stages represented. Some of our folks are just beginning college, others are finished with school and are working full-time, and still others are married and have children. I'm excited about the possibilities of this ministry and look forward to building on the small steps we have taken so far. Please keep this new ministry in your prayers.

Women's Ministry had a busy year with various study and book groups meeting on a regular basis, and our yearly women's retreat in June. Due to the number of women who commute over the weekend, we moved our retreat back to Aldersgate Camp and Retreat Center this year in order to be closer to Salem. Donna Burnett was our keynote speaker and she helped us to deepen

our faith and to discover The Playground of God. We were blessed with a beautiful location and sunny weather, and it was a wonderful weekend full of fun, worship, learning, and reconnecting with one another. We also had a great conversation about Women's Ministry and plans for the coming year. I am excited about what is on the horizon for the women of SFPC!

In addition to the blessing of serving Salem First this year, I was also asked to serve the greater church while the 222nd General Assembly of the PC(USA) met in Portland this past June. Last summer I was approached to co-chair and design the opening worship service of General Assembly, the largest worship gathering of our denomination's week-long meeting. Because this was such a rare and unique opportunity to serve the church, there was no way I could turn down the request! As a result, I spent quite a bit of time this last year driving back and forth to Portland to

meet with my co-chair, the worship committee for this Assembly, or with others who agreed to take on specific leadership roles for the service. It was a privilege to be at the center of such a rich learning experience, where I was able to meet and work with wonderfully gifted people who serve in our presbytery and denomination, and to then lift our hearts in thanksgiving to our amazing God. Thank you to all of you who participated in the service or volunteered in some way during the week of General Assembly, and thank you for giving me the time and allowing me to serve the greater church in this way.

It is wonderful to be with you full-time now, and I look forward to our next steps as A Community of Ordinary People Experiencing and Embodying God's Extraordinary Love!

Blessings to you as we continue the journey together!

- Karen

# PASTORAL ASSISTANT

**SARAH PAGE**

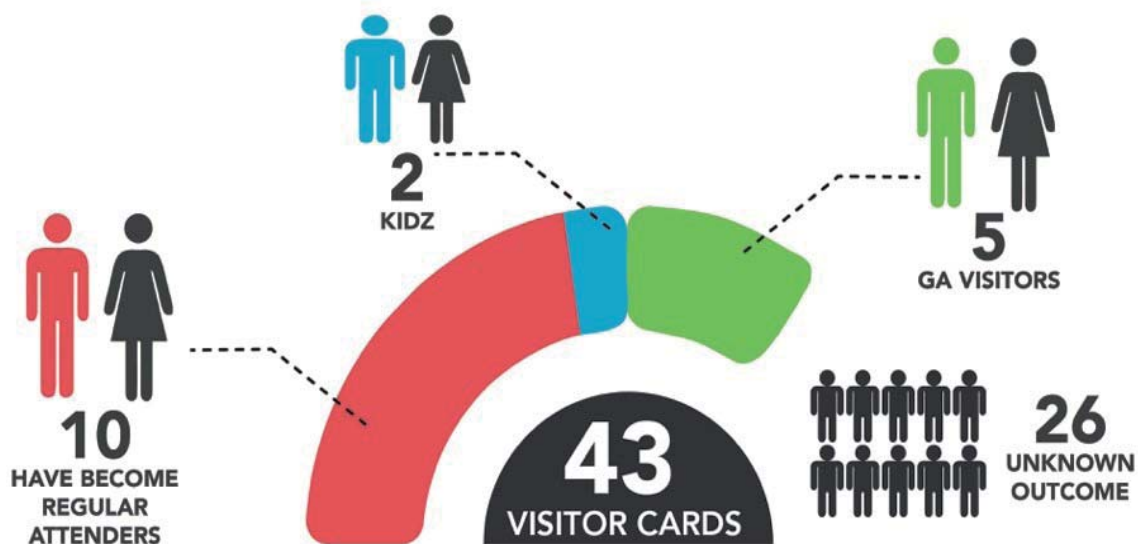
*"A Community of ordinary people experiencing and embodying God's extraordinary love"*

Greetings! As we come to the end of another eventful year, I'm mindful of the parable of the sower in the 13th chapter of Matthew. A sower sowed seeds. Some fell on the path and were eaten by birds, some fell on rocky ground and, without good soil they sprang up quickly, were burned by the hot sun and died. Other seeds fell in the thorns and were choked. But there were seeds that fell on good soil and they grew many times over, providing nourishment and future yields.

Seems to me this year has marked a beginning of growth at SFPC. Take a look at the graph below:

As you can see we've had guests coming through the doors. Many still feel perhaps a bit reluctant to share their information with us, however several of those guests have decided to call SFPC their home. Along with this trend we have celebrated 2 baptisms and welcomed 7 in membership. Guests becoming family. I believe the seeds of fellowship and understanding as well as a growing sense of community and purpose is the product of the good seeds sown in previous years. Seeds of discernment, of courage and the love of Christ are bearing fruit. This year, for me as I hope for you, has been a year of beginnings and a deeper sense of place in the Salem community.

- Sarah



# WORSHIP ARTS

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**ANDY WILSON**

## **WORSHIP MISSION AND 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.*

At the beginning of August I was able to check off my first "red" item from the MAP when I hosted over 60 choral directors, choristers, organists, and clergy from around the Northwest in a weekend retreat/conference that included sessions on how to better serve your church as a choral servant and on relationship building and communication between church musicians and clergy members. Pastor Karen Renner was able to join me in one of my three presentations over the weekend. The retreat choir participated in worship that Sunday, offering a few musical anthems from the retreat, and also hosted a concert/service for our Salem community, which was very well attended!

My goal this year was to recruit a healthy, thriving, and sustainable worship ministry, one with discernment, appreciation, and vision for worship. My dream was for a ministry that increased from a few key players to a broad base of people, some with specific expertise and skills, some who are simply willing to be the hands and feet of Jesus supporting and moving the ministry forward. Through recruiting and consistency, we had built a group of dedicated people, and it was nice to have a group of people with whom to brainstorm, bounce ideas around, and develop worship opportunities. However, attrition shrank our vibrant ministry team as the year wore on. It is my goal for 2016 to increase our numbers again. Please

consider attending Worship Ministry meetings at Ministry Connect.

I am grateful for the people who have stepped up to serve on the audio and media teams. We have added one person to each of the teams, which sounds small but is actually a big improvement for availability and scheduling. Now that we have Peter Harding as a second person on the media team, it allows Earl Borah, who has been serving every Sunday in both services for years, the chance for a break. I know he appreciates the opportunity to have a Sunday or two each month when he can sit with his wife during the service and relax into worship. I am thankful for Ashley Gruber's leadership and expertise in the realm of media development and her attention to detail in keeping our new media consistent with the style guidelines for our brand, implemented last year.

The new, self-sustaining communication format for the lay reader team has been going very smoothly. Its specific date assignment and revolving order allows people to know exactly when they are assigned to read scripture in the Classic worship service. Readers with schedule conflicts can easily find a substitute or switch with another reader. We have incorporated the lay reader team into Planning Center Online, our worship organization and planning program, along with other scheduled



groups such as ushers. Thanks go to Guin Harding for facilitating both the lay reader schedule and the Usher team schedule.

One of the more successful arms of the Worship Ministry is the Chancel/Worship Center Guild. Led by Sue Crothers, they are responsible for keeping the worship spaces looking nice, fresh, and beautiful. This involves coordinating flowers for Sunday morning services (organized by Diane Bolen), and decorating for Christmas, Easter, and other special services, using palms, balloons, and other decorations. Additionally, they are tasked with adding color to the worship spaces with fabric, art, and paraments. The Chancel Guild, along with the rest of the Worship Ministry, has been collaborating with the Hospitality Ministry in decorating and setting up for major events throughout the church year. Contact Sue Crothers if you are interested in getting involved.

Worship Ministry works jointly with the greeter teams to create an inviting and welcoming presence for the first time worshiper and guest and also the long time attender. I have expanded the lead usher position to encompass a stage manager role in addition to the normal duties. Thank you to the lead ushers for being available for special services like Christmas Eve and Easter.

Communion coordination has gone well this year, thanks to Diane Bolen. I think the great gluten-free bread debate has finally subsided, and we are thankful to Sharon Klocksieben for taking over the baking responsibilities. In addition to traditional communion services using tray passing or intinction, we have continued with our Agape meal in the second service. Sharing a meal together is such a warm and community-building occasion that allows church goers to experience fellowship. If you would like to join a team to help prepare a meal for the Agape communion service or create a new team, please let me know. A big thank you goes to Chuck Zemanek for the usually thankless job of doing much of the set-up, take down, and tidying for the different events in the Worship Center.

The Kirkin of the Tartans service went really well again this year. It continues to be a truly special annual occasion celebrating the history of our church heritage. With the success of last year's changes, we continued with a blended style worship, incorporating not only bagpipes and drum but also other folk instruments such as guitar, upright bass, percussion, and fiddle. It is our desire to include the congregations from John Knox, Evergreen, and Westminster Presbyterian churches for the 500th anniversary of the Reformation. We will be starting a committee with those churches that wish to be involved in order to start planning for 2017!

Christmas Eve is one of our cornerstone holidays as a Christian community. Our Family Christmas Eve service was a wonderful experience that allowed our youth to be involved in the interactive Christmas story maze. Afterward, we had a short musical offering before we enjoyed cookies together. Our Candlelight Christmas Eve service was fantastic: a wonderful service filled with Bible readings, liturgy, and beautiful classical music accompanied by orchestra, organ, and choir. The musical highlights included the beautiful Joseph's Lullaby sung by Dan Ross, a new version of O Holy Night, and a second offering of local composer Peter Chamberlain's setting of the sacred text from the 9th century: Veni, Veni Emmanuel. It was truly a treat for me to step onto the podium and help lead you through worship on such a significant occasion: the celebration of Christ's birth.

Mardi Gras Sunday is proving to be a service that everyone loves. It is always fun to let loose a little and bring out the joy of worship as we experience congregational singing in a new way! We are blessed to have such talented Willamette University musicians located nearby who are willing to bring their jazz expertise to our service.

Holy Week is an emotional look into the last days of Christ's life on earth and a joyful celebration of the miracle of The Resurrection. Like Christmas, these services pull at my heartstrings, and I may have shed a tear on more than one occasion.

Palm Sunday started off the week celebrating Jesus' arrival into Jerusalem. The choir sang one of my favorite gospel pieces again: "Ride On, King Jesus." It is such a powerful anthem that just grooves so hard! Maundy Thursday and Good Friday were again powerful services remembering the Last Supper and the Crucifixion. Easter Sunday, one of the pillars of the Christian year, was incredible. The Easter services are one of the largest opportunities for outreach in our community, and it is always amazing to me to see the evidence of God's presence during Easter. Both services were equally meaningful, and I could feel the Spirit weaving through the space. It was electric and transcending! Musically, we were blessed by another solo by Dan Ross with Cesar Frank's Panis Angelicus, and also a lovely orchestra of strings, brass, timpani, and organ accompanying the choir to some of our favorite Easter hymns. A big thank you goes to Susan Johnson for her steadfastness, dedication, expertise, and artistry at the organ console. It has been a pleasure collaborating with her over this last year.

Overall, the Chancel Choir has had a really great year! The local students continue to be a huge blessing to the choir, bringing a fresh perspective and a little extra youth and vitality. With this tiny nudge, the Chancel Choir has become more vocally agile and musical all around, allowing us to do more complex and meaningful literature. This brings a certain depth to the worship service which I believe the worshiper craves and appreciates. If you have even the smallest little voice inside your head telling you to join the Chancel Choir, I encourage you to serve your church in this way!

The Winter Street Worship Band also had a fantastic year! I feel like we truly had a chance to gel and become more cohesive as a musical team. We are progressing to a point where we can read each other and determine the direction of music in the worship service, all with non-verbal communication and a commitment to not only practicing our instruments but practicing worship. This, again, creates a certain depth in the music we sing together. The Winter Street Worship

Band had the incredible honor to not only help lead worship at the 222nd General Assembly but to make history being the inaugural worship band performing contemporary music for the first time at this national conference. This event was certainly a highlight of the year and one that I will not soon forget.

The Winter Street Worship Band and Chancel Choir have just been extraordinary! It is such a joy and blessing to lead these two groups in worship each week. Getting to direct them along with guiding the congregation in worship is one of the many reasons I love serving at Salem First Presbyterian Church.

This year we installed a hearing loop in the Sanctuary and Worship Center; a system that allows those with a "T" switch in their hearing aids to hear directly what is being said through the microphones. It has been proven very effective and helpful to those who are using the loop. It is a great service to those with difficulty hearing. It is my goal over the next few years to start an ASL interpreting program in collaboration with the Western Oregon University sign language department. This, in combination with the hearing loop, will be a way that we can serve our hearing-impaired community with consistent resources and assistance, removing any barriers to the worship experience.

Additional goals I have for next few years, which align with the Worship Ministry Missional Action Plan (MAP), are as follows:

*To do an all worship-music service, a hymn-sing service, and a complete Taize service.*

*To pursue a relationship with our neighboring Catholic friends to celebrate Cinco de Mayo with mariachi music, very similarly to our Mardi Gras service, all while celebrating the culture.*

*To collaborate with the students to have a "Youth Sunday" that invites the church to worship God through the perspective and experience of young people.*

*To explore grant writing to bring in major musical artists and groups to share with the Salem community.*

*To develop an after-school music-mentoring program in collaboration with the local universities.*

*To open up the use of the Worship Center at a minimal cost (if not free) to local school music groups to hold jazz nights, coffee shop concerts, desserts, fundraisers and other events.*

*And finally, to explore ways to partner with area universities to provide meaningful worship experiences on their campuses for the student body.*

The after-school music mentoring program and the opening up of the Worship Center is making some very good headway. A few months ago I was contemplating how to move these goals forward, when I got a call from a former student's father who was looking for a place in the downtown area to start a music mentoring program. How's that for a God moment! After some negotiations we will soon welcome the Brothers of Valor mentoring program into our building. They will be building a recording/media arts studio space in our basement. This space will give them and us a place to mentor students by teaching them audio recording and media production skills and simply providing space for private lessons. In conjunction, I will be beginning an advanced sight-reading training program with the intention of dramatically increasing scholarship opportunities and thereby diminishing college costs for Salem/Keizer college-bound juniors and seniors. Having so many students coming into our church will not only provide a safe place for them to go after school to practice, but will also likely generate a productive musical and collaborative atmosphere. Hopefully, they will see the Worship Center and Sanctuary as places they can hold concerts. I am

very excited for these opportunities to bring our local community together in healthy, productive, and musical ways. This recording and studio space will also be productive for the media arts team, providing space to create announcement videos and other video productions. Also, having so many high schoolers passing through can only be good for our youth program growth. Maybe their parents, too, can find a home at Salem First

I am grateful for the amazing opportunities to engage in meaningful professional development as part of my position as Director of Worship Ministries. This year I attended the American Choral Directors Association Northwest Conference in Seattle, WA, to reconnect with colleagues from all over the Pacific Northwest, and recharge my batteries with a few days of exceptional music-making and learning from master musicians. I was very excited and blessed this year to win the Foncannon sacred music choral conducting grant. This is the largest grant they offer and I am excited to use the funds to further my development as a church musician. Thanks in part to this grant, I was able to attend the Rodney Eichenberger choral conducting retreat in Astoria, a national week long choral conducting workshop exploring the role of gesture and intentional movement and stillness.

Please remember to sing. Sing with reckless abandon. 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! 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.

Thank you and goodnight,

- Andy

# MISSION & OUTREACH

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## ROB THRASHER

*"And the King will say, 'I tell you the truth, when you did it to one of the least of these my brothers and sisters, you were doing it to me!'" - Matthew 25:40, New Living Translation*

Impact Ministries served in a variety of ways this past year reaching out to those in need with acts of kindness. From swinging hammers with Habitat for Humanity, sheltering homeless families with Salem Interfaith Hospitality Network, hanging drywall with Presbyterian Disaster Assistance, supplying snacks and encouragement to the Parrish faculty and staff, to wrapping loving arms around a Somali refugee family as they resettle here in Salem, our community of faith is active in both practical and tangible acts of love. It's such a joy to see so many people taking their experience of God's extraordinary love and embodying it in service for the people Jesus brings into their lives.

Allow me to share a few thoughts by way of highlight in the area of refugee resettlement. Responding to Christ's call to love our neighbors, we joined in a community-wide effort to welcome "strangers" into our city. Several families, whose lives were in jeopardy, have arrived in our country with the hope of raising their children in peace. We've joined with Catholic Charities and a number

of other faith communities to do what we can to help make this hope a reality. We've learned by the intimacy of our interactions with our refugee family that this is really not about us and that it's all about truly doing the right thing, the good work of love for our neighbors. We're reminded once again that God's love knows no borders and is not swayed by various human understandings of whose version of religion is "right" or "wrong." As we demonstrate this borderless and unconditional sort of love, we begin to see just how big God really is. I think that this will change us for the better.

As we seek to be instruments of healing and hope in our world, may we keep our lives open to the leading of the Holy Spirit who will bring people into our lives with whom we can grow in grace, together. May we be open to the transforming work that Jesus is doing in our midst and embrace the world around us with grace, compassion, and deep abiding joy.

- Rob

# CHILDREN'S MINISTRY

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## ASHLEY GRUBER

Throughout the last year, SFPCkidz has been an active presence in the lives of our students. Each activity we do and each change we make in our program is to help us be able to live out our mission of being a place where kids are unconditionally loved, cared for, believed in, and accepted. This year we focused on how to help our congregation engage more in the lives of our students and embrace being a family of God together, both inside and outside the bricks of Salem First.

Our main focus this past year was Sunday morning KidzChurch. We started in the fall learning how to fully embrace the adventure of our faith through a Doctor Who themed curriculum. The theme scripture for this curriculum was 1 Timothy 4:12: "Don't let anyone think less of you because you are young. Be an example to all believers in what you say, in the way you live, in your love, your faith, and your purity." The students were challenged to start owning their faith, choosing adventure over complacency, encouraging and uplifting friends around them, and always being on the lookout for places where they can serve. We went on quite the adventure together and began to see kids realize that they are capable of so much more than they think.

Next up was Christmas, when we focused on the Journey that Christ took from the manger to the cross. Teaming up with the Youth Ministry, we created the [Im]Possible Path for our Christmas Eve worship experience. Those who came were invited to travel with us (backwards) through the miracles of Jesus to the manger, experiencing the truth that all things are possible with Christ and exploring the true depth and power of the birth of Christ.

We started off 2016 by attending Hogwarts School of the Bible, a Harry Potter themed 4-week course on why and how we read our bibles. Students

competed for the "House Cup" through various challenges including memory verses, learning the books of the bible, and weekly bible trivia challenges.

In February we started studying through 252Basics by Orange, a web-based kids curriculum that empowers families to explore the bible together and helps KidzChurch be a launching pad for ministry and spiritual growth at home. When we started this curriculum we also began having the students worship with us at the beginning of the Sunday@Eleven service before heading off to KidzChurch. The goal of the new curriculum and having students be part of worship is to help build relationships with our younger students and the congregation so that, as they grow, this church truly becomes their home. It also challenges our congregation members to remember and live into the baptismal vows they took to be a part of each student's life by encouraging them and helping them grow spiritually. We continue to see engagement from kids and adults each week, and are excited to continue to pursue what it looks like to be a family together.

Easterpalooza this year was an incredible experience. We were able to provide an opportunity for our community to come together and feel the love of God tangibly while also celebrating the gift of new life together in a fun way. Though the morning started out a little foggy and damp, the true Oregonians came out anyway, and for the first time we ran out of everything before the party finished. Not only were we able to provide a fun and safe place for our community to celebrate, we also created an opportunity for our congregation to shine. Pulling off an event like this took an incredible number of volunteers and leaders. Seeing people from both services, young and old, new attenders and life-long members

all serving together and living into our vision and mission as a church was an incredible example of what we are capable of as a family.

Summer arrived and we began fundraising for our students to attend Camp Tadmor again. This year we sent 12 students to camp; seven middle school students, two high school students, and three junior campers. The theme at camp this summer was "Mission to Earth," where students are challenged to engage the world around them with the love of God. Each day has skits, bible teaching, devotions, team building activities, and

of course fun, games, and silliness. Throughout the week campers are challenged to love our neighbors no matter our differences and to stay true to what we believe. The speaker for the week uses stories from the life of Daniel to help students learn what that looks like. Our fundraising efforts helped us raise 75% of the total camp cost for our students, and we plan on having an event to say thank you and let students share what they learned at camp.

- Ashley

# COMMUNICATION & TECHNOLOGY

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## ASHLEY GRUBER

In the past year SFPC has worked to increase the use of media in our worship services, engage our community online, and provide an up-to-date website for visitors and our SFPC family.

This year we have used video to share who we are, where we are serving, and the ways God has been working through us, as well as showcasing the history and legacy of our church. Not only were these videos used to enhance our worship services and engage with people on a visual and emotional level, they were also used to share our story with our community. The videos have been made available online and have been shared a number of times throughout the SFPC family (those who missed seeing them the first time, home-bound members unable to attend service, and family living far away) who were able to see faces and hear stories first hand.

Our website was given a new look this year, which allowed us to take some first steps in re-vamping our media and communications strategy. After looking at who used our site and what they looked for, we geared the initial page of the website towards visitors, providing the most commonly searched-for information within seconds.

In the last year, our website has been viewed over 7,000 times. Since launching the new website in October, our website has been viewed over 4,000 times, and 58% were new visitors. The new website has decreased our bounce rate 20% and doubled the average session length and number of page views per visit.

Although we have a fairly even split of users when broken down by age, it's interesting to note that the largest age group using our site, almost 25% of users, are 65 and over. 40% of visitors are viewing our website on a mobile device, 95% of visitors are from America, 75% from Oregon, and there have been visitors from 36 other countries just this year.

Through our use of social media this year we were able to extend our reach and engagement to our community by going where they are, so to speak. Our SFPC page reached over 3,000 people through various posts, and doubled the number of likes this year. Our Easterpalooza page reached over 5,000 people in our community with invitations and information about our event as well as ways to engage with Salem First after Easterpalooza. Our main SFPC Facebook page gained 57 new friends on Facebook and has created groups for each of our main ministries.

- Ashley

# ADMINISTRATION

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## AUDREY HARMAN

In 2015-2016 we encountered the usual suspects regarding administration duties and responsibilities with a few extras thrown in for variety. After all, variety is the spice of life!

Summertime saw a change in our playground as we removed our play structure along with years of decomposed bark chips and fill dirt to renew the base substructure, and Little Friends Montessori added huge tires and spools for climbing fun and large motor skill activity. In the fall, many staff members received new Apple computers as we began to replace those PCs that were failing. This was done on a lease-to-buy option, which allows us to spread the payments to coincide with the replacement schedule using budget funds. This spring we were plagued with computer server issues that cut off our email and website until we could get the appropriate help and solution, rendering us inaccessible to the technology world around us for two weeks. All in all, the administrative staff kept things rolling at a consistent pace throughout the year but continued to look for ways to save time, effort, and money whenever possible.

When new computers arrive, they often come with new software. While it was trying at times, the office staff and volunteers kept our patience as we made the transition, eventually doing a great job of adapting to it. MAUREEN ZEMANEK was again my usual right hand, and I couldn't complete my duties with such ease without my faithful weekly office assistants who served the church by filling in whenever needed. Everyone has been working hard to learn new duties that will increase the efficiency of the office administration. They are an integral part of the office operations whether they realize it or not and are extremely appreciated. Words of thanks just never seem enough!

In the fall we saw another transition in the finance department, from Melissa Munk to LINDA MATTSON as our newest accounting clerk. Linda has been learning our systems as she works her way through the year, including stewardship & yearend processes. She has worked closely with staff and session to provide the necessary information when needed. QuickBooks continued to work well for our needs and has become solidified as our accounting software.

As usual, REBEKAH BORAH was our weekly taskmaster in charge of preparing the Sunday Guide and this Annual Report. In preparation for printing, the term "it takes a village" comes to mind as she gathers data from multiple sources to formulate information, edits that information and prepare it for printing and assembly by others.

Our hospitality continued to blossom under the direction of SHARON KLOCKSIEBEN as she once again managed to fulfill her role as chief cook, supplying everything from weekly fellowship goodies to refreshments for special services and events, as well as food for meetings and luncheons.

I am amazed at the progress we have made this year in the maintenance and custodial departments. With part-time labor comes part-time results, and our facility requires more. Unfortunately, our budget dictates the amount we can spend but maintenance and upkeep become harder as the building and grounds age.

A proven asset in numerous ways with his knowledge and expertise in various areas, NEAL WILKES has been valuable for many projects including woodworking, painting, plumbing, landscaping, and vehicle maintenance. We have benefitted from his skills as he built tables for the Worship Center, constructed table-moving



carts, and dealt with multiple plumbing issues, critter issues and Somerville repairs to save on our costs. Neal also supervised the demolition and restructure of our playground and assembled the annual spring cleanup. He will be supervising the upcoming sanctuary pew renovation as well as assisting with the youth room remodel.

This spring we transitioned from using a janitorial service that did not meet our cleaning needs to a part-time custodian as JUAN MACIEL joined our staff. While very limited in his weekly time, he has begun the process of maintaining a cleaner environment. We also retained PETER HARDING as our Sunday custodian to take care of maintenance and janitorial needs as well as room setup for Sunday functions such as Ministry Connect.

As director, I struggled with a number of issues from custodian & maintenance of a building this size and age to keeping things running smoothly within the constraints of the budget. I researched a new janitorial supply company to help lower our costs, and constantly looked for ways to order office supplies efficiently in an effort to be a good steward of our resources. I feel we have moved closer to the goal of dealing with preventative maintenance rather than reactionary solutions. I look forward to continuing to serve God where needed and when called with less anxiety and more peace of mind.

Blessings,

- Audrey

# ADMINISTRATION COMMITTEE

## DELORES PEDERSON

This year Session gave the Administration Committee the task of finding new sources of funding to help pay for operating our building in an effort to make our facility more budget neutral. We have been getting some interesting suggestions from staff; some have worked and others have not.

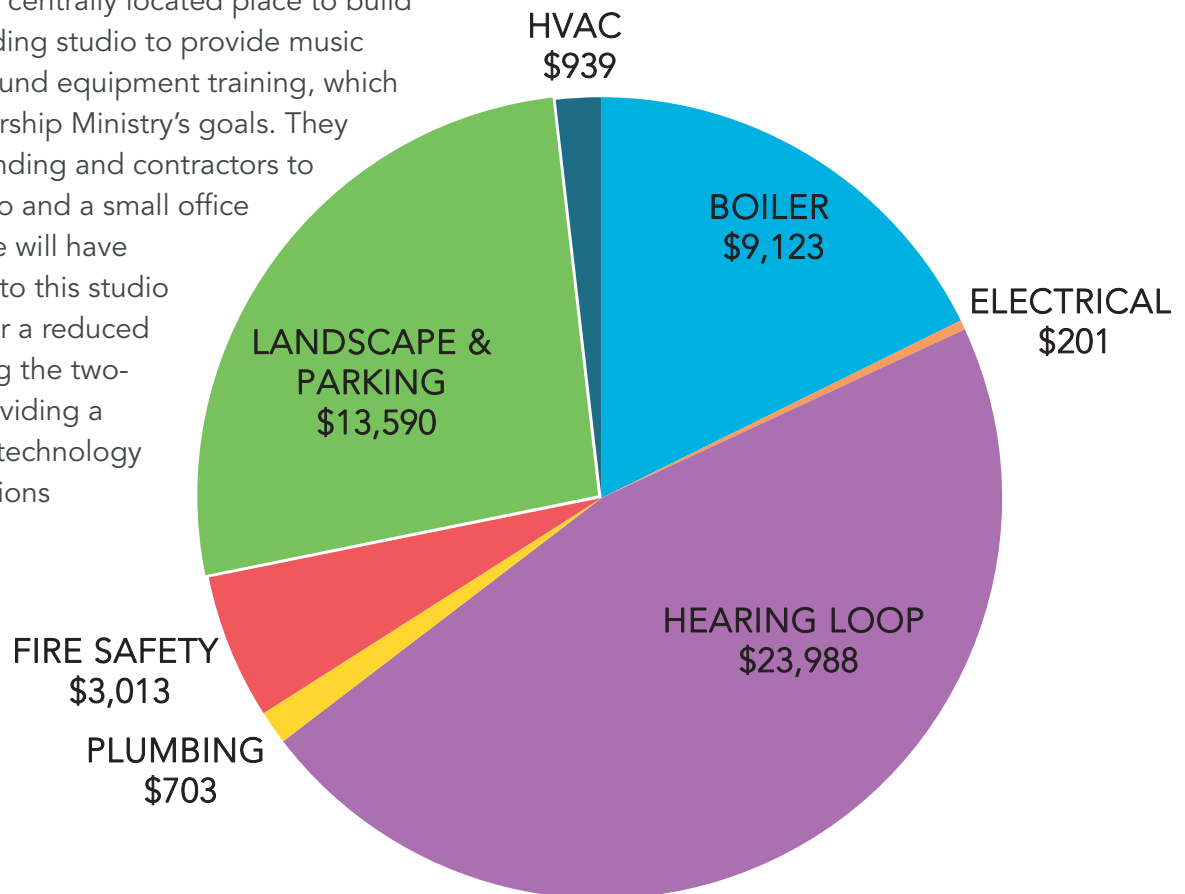
Andy Wilson referred the SenateAires, a men's barbershop style singing group, to the committee. We worked on negotiations for facility rental use to rehearse in our building one night a week beginning soon with the possibility of occasional upcoming performances.

Andy Wilson and Ashley Gruber referred another group for partnership, Brothers of Valor, a Christian group of men who use music, media, and the arts to mentor to youth and young adults. They wanted a centrally located place to build a sound/recording studio to provide music lessons and sound equipment training, which aligns with Worship Ministry's goals. They will provide funding and contractors to build the studio and a small office downstairs. We will have limited access to this studio in exchange for a reduced rent rate during the two-year lease, providing a benefit to our technology & communications department.

Little Friends Montessori approached Admin about expanding their lease to include the two rooms currently used by the Middle and High School student ministry. LFM loves our location and wants to stay, but is growing and needs more room. With input from Rob Thrasher, who will be in charge of Youth Ministry, and Ashley Gruber of Children's Ministry, we agreed to move the youth upstairs into the rooms directly above their current rooms, and plans for remodeling have begun.

The State of Oregon continued to lease the Somerville building after renegotiating for a short term lease addendum.

## REPAIRS & MAINTENANCE FY 2015-2016



The YMCA continued to lease the lot on the corner of Court and Cottage, and the money from this lease has been used to make the payment on the loan the church received to purchase the property. This loan, through careful management of extra payments, will be paid off in September 2016 (three years early) without penalty!

We also continued to lease ten spaces in our parking lot for income to the budget and funding parking lot maintenance like sealing or striping and numbering.

This year, the much talked about hearing loop was finally installed in both the sanctuary and worship center to provide a better listening experience to those with hearing aids and impairments.

The Administration Committee worked with our bank to provide credit cards for our employees who were previously using the single church debit card or their personal cards or cash and had to wait for reimbursement. The credit cards provide better security for any unauthorized use. After about six months using this method, it seems to be working well.

Last year, we spoke of the aging and obsolete thermostats for our boiler heat system. One was replaced and so was the control board. Admin has looked at replacing the rest of the thermostats, as they are starting to fail. This will be a large expenditure, but it needs to be done. With an estimate from our boiler maintenance company, we are looking into a possible energy credit from the Energy Trust of Oregon to offset some of the funding needed.

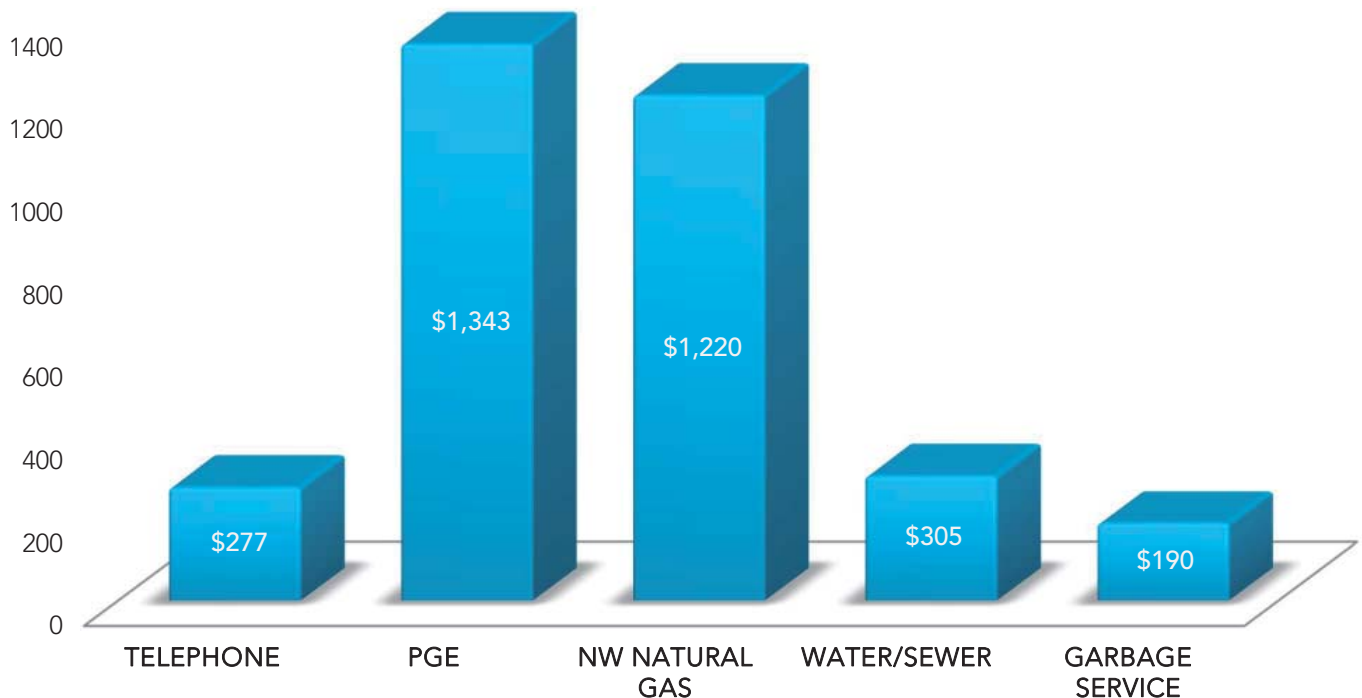
The pew remodel project in the sanctuary has been scheduled to begin this summer. It involves moving the pews a few inches apart to provide more leg room and shortening the pews on the side aisles to provide better access to walkers and wheel chairs, making our sanctuary a little more ADA friendly.

- Delores

**MEMBERS OF THE ADMINISTRATION COMMITTEE**

Delores Pederson (Chair), Rod Bailey, Jan Carlson, Shirley Deckard, Dave Williams, Audrey Harman (staff liaison)

**AVERAGE MONTHLY UTILITIES FY 2015-2016**



# HUMAN RESOURCES COMMITTEE

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**T.J. PUTMAN**

Working in a church is not easy.

I think back to the early 2000s when I was employed by Salem First Presbyterian Church. It was my first job out of college, and I LOVED that I got to work with and 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, my place of employment, and also 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. Honestly, I don't feel it can adequately be summarized in a report. Throughout the year, we get to follow our appointed tasks *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.

Some parts of our work in the last year were joyful and some were a real struggle. Some highlights from the last year:

We eliminated the Youth Intern, Director of Youth Ministries, Director of Mission and Outreach, and Communication Coordinator positions.

We conducted reviews for the majority of church staff.

We found a cost-effective dental insurance policy for church staff.

We finally completed a new employee manual that meets the vision of our church and government laws. (It was reviewed by 3 lawyers!)

And we moved the full-time Director of Mission and Outreach to a new position as Director of Impact/Youth Ministries.

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.

- T.J.

## **MEMBERS OF THE HUMAN RESOURCES COMMITTEE**

Elder T.J. Putman (Chair), Elder Deanna Dyer, Elder Melissa Gee, Mary Johnson, Pastor Del Burnett (staff liaison),

# NOMINATING COMMITTEE

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## CHUCK ZEMANEK

The task of the Nominating Committee is to make nominations to the congregation for Elders, Deacons, and Nominating Committee members for the coming year. Our efforts started Labor Day weekend and continued for several months. Initially we encouraged the congregation to suggest members for offices along with reasons for their recommendation. At the end of September the committee started the process of determining the members for office. The process was done with prayer and input from all concerned.

The resulting officer nominations are at right:

- Chuck

### MEMBERS OF THE NOMINATING COMMITTEE

Chuck Zemanek (Chairperson), Diane Bolen, Kim Bonn, Guin Harding, Gretchen Jensen, Scott Kohl, Candace Lufkin, Joyer Takju, Don Taylor, Del Burnett (staff liaison, ex-officio)

### FOR ELDER

Class of 2016: Deanna Dyer, Delores Pederson

Class of 2017: T.J. Putman

Class of 2018: David Bunnell, Melissa Gee,  
Gigi Merrill

### FOR DEACON

Class of 2016: Sue Crothers

Class of 2017: Gretchen Jensen

Class of 2018: Rod Bailey, Sue Bailey,  
Mindy Manley, Maggie Sather,  
Day Westine, Sherri Williams

### FOR 2016 CHURCHWIDE NOMINATING COMMITTEE

Class of 2016: Diane Bolen, Scott Kohl

Class of 2017: Candace Lufkin, Don Taylor

Class of 2018: Elizabeth Cook, Tom Newell

Deacon: Gary McAninch

Elders: Gigi Merrill, Chuck Zemanek

# STEWARDSHIP COMMITTEE

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**JAN CARLSON**

The Salem First Presbyterian Church Stewardship Committee was established by Session in 2010. Its mission is to encourage and inspire members and regular attenders of Salem First to further God's will and mission in and through our covenant community by giving of their time, talents and financial resources.

## MAJOR THRUSTS OF THIS COMMITTEE THIS YEAR:

Funds being held in Money Market accounts at the bank were moved to the Presbyterian Foundation, namely as New Covenant funds, in order to experience some growth and to keep them from losing money. These funds have been invested as Balanced Growth funds so as to produce some growth but to maintain a balance within the funds at the same time. The total amount invested as New Covenant funds is \$363,875. These funds include:

- Scholarship Awards Balanced Growth fund
- Scholarship Awards Balanced Income fund
- Special Needs & Projects Balanced Growth fund
- Special Needs & Projects Balanced Income fund
- Board of Deacons Balanced Growth fund
- Board of Deacons Balanced Income fund
- Anne McKillip Music Endowment Balanced Growth Fund
- L. Gardner Youth Endowment Balanced Growth Fund
- Carl Gerlinger Memorial Balanced Growth Fund
- Maltby Music Bequest Balanced Growth Fund
- Bob and Betty Anderson Bequest Balanced Growth Fund
- LaBorde Trust Balanced Growth Fund

An annual campaign asking members and regular attenders to submit Estimates of Giving (EOG) for the upcoming fiscal year, 2015-16, was undertaken in May 2015. The campaign was very successful (we received 152 Estimates of Giving totaling \$449,546) but because it didn't meet the expectations of planned expenses for the church in the next year, we had an additional "For Such A Time As This" campaign in the fall of 2015 exceeding our \$100,000 goal with pledges totaling \$101,265. Even with these two campaigns we once again had to draw on reserve funds to meet budget. We experienced a shortfall of \$60,508 for fiscal year 2015-16. Most of this was from a giving shortfall where EOG pledges and "For Such a Time As This" pledges did not come in as expected. \$52,000 less came in than was expected.

An annual campaign for Fiscal Year 2016-17 was held in May, 2016. Luanne Boice chaired the effort and did a wonderful job! Again the campaign was very successful proving that we are a congregation of very generous givers (we received 139 Estimates of Giving totaling \$439,016). Session decided not to go back to the Congregation with another "Extra Mile" campaign but instead asked the congregation to reconsider and hopefully increase their Estimates of Giving. After this request, our total came to 147 Estimates of Giving totaling \$451,626.

A great deal of work was done by this committee this year researching restricted funds, identifying them and determining how they are restricted (or not). Original documentation was located where possible, copies made, and summaries created to make use of and expenditures from these funds easier for those who are not particularly familiar with them. Thank you, Michael Talbert, for some excellent work! As we have sought to discover

ways to cover situations where we are over budget, this has become particularly important. This project is ongoing.

## PROJECTS THAT ARE TAKING US INTO THE NEW CHURCH YEAR (STARTING IN JULY, 2016):

In preparation for what we hope to be a successful campaign of Legacy giving in Fall, 2016, we are creating a "Gift Acceptance Policy" (in progress) for SFPC that will act as a guide to the Session

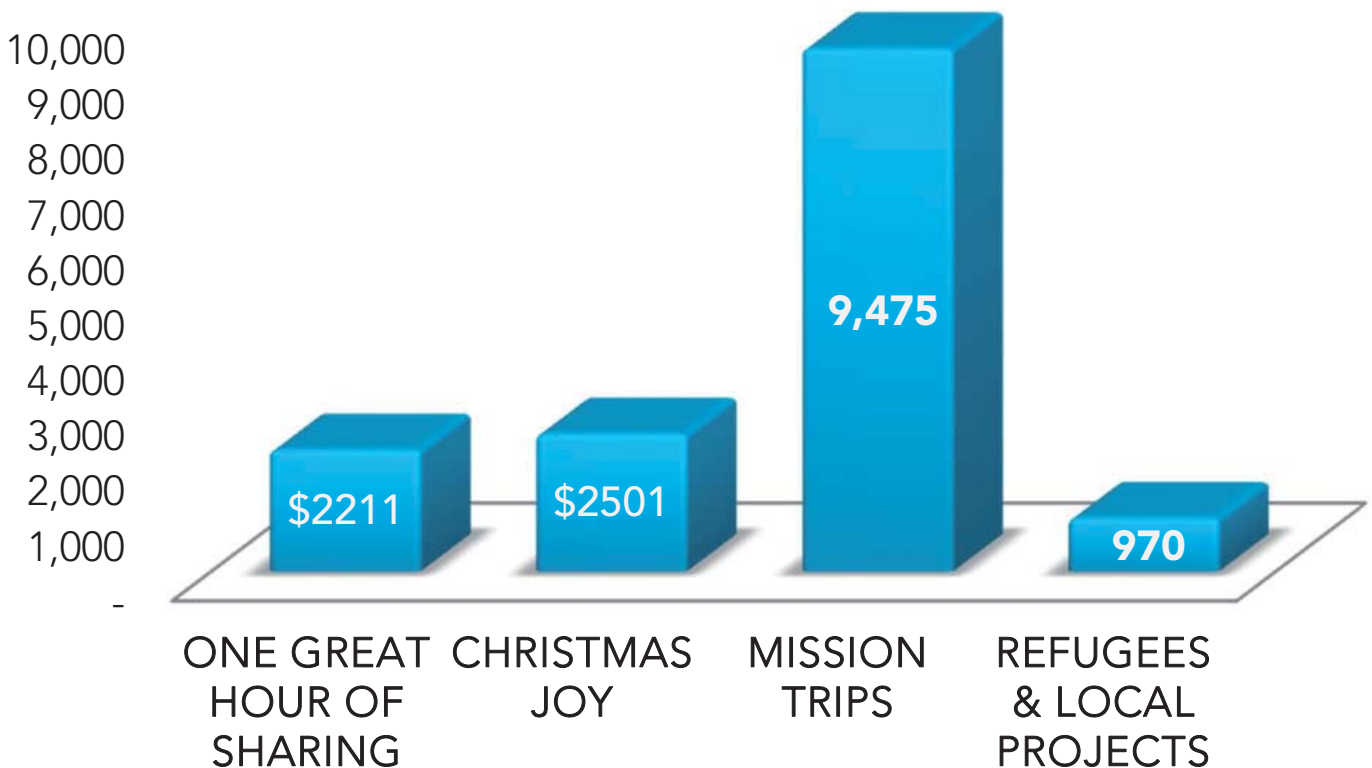
(as well as a help to donors and advisors) when considering receipt of gifts such as Tangible Personal Property, Securities, Real Estate, Life Insurance, Charitable Gift Annuities, Trusts, and Bequests, to mention just a few of the options.

The Stewardship Committee began making plans at the end of the 2015-16 Fiscal Year for a Planned Giving emphasis Sunday in October, 2016 with congregational workshops on various related topics being planned. - Jan

### MEMBERS OF THE STEWARDSHIP COMMITTEE

Jan Carlson (Chairperson), Michael Talbert, Luanne Boice, Del Burnett (staff liaison)

## EXTRA MILE GIVING FY 2015-2016



# CHILDREN'S MINISTRY

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## ASHLEY GRUBER

The mission of SFPCkidz is to be a place where kidz are unconditionally loved, cared for, believed in, and accepted. As we plan, promote, and execute our programs and teaching times, we are always keeping this mission at the forefront of our decisions. We want SFPC to be a place where kids feel safe and know they can be themselves, that they have a family around them who accepts them for they are and will be there when they need help.

This ministry affects not only the children but also those who minister to them. Working with these students have been an incredible team of volunteers. Eight regular volunteers work with the students, three of whom are new this year, but we could still use the help of four to six more volunteers each month.

In KidzChurch this year we have had 40 kidz (ages 0 - 11 years) involved throughout the year representing 21 families. The 9:30 classic service had 17 kidz throughout the year, five regular attenders and 12 visitors, with an average of two students per week. Sunday@Eleven had 18 kidz throughout the year, 13 regular attenders and five visitors (three became regular attenders), with an average of six students per week.

Six students semi-regularly attend both services. We also have five kids who are under the KidzChurch age cut-off who are regularly in worship services, and we have had 10-15 visiting children who stayed with their families in service and utilized our worship bags.

Of the 21 families, seven are long-time regular attenders/members, six are directly related to attenders/members, two were visitors who have become regular attenders/members, and three are visiting families who have attended only 3-4 times.

In the fall, we had childcare available for Wednesday Night Connect, where we had three students each week on average.

This year at Easterpalooza, our team was able to provide a fun and safe celebration for over 1,500 people in our community, which is half again more than the 800 to 1,000 we had predicted would attend and eat breakfast. The 75 volunteers staffing the event throughout the day ranged from age 12 to 80+. During our planning, we projected that 250-300 kids would participate in the egg hunt., but that morning over 500 kids hunted eggs - more than doubling our projections in nearly every age bracket. We prepared 300 kids' swag bags, all given out within the first 30 minutes of the event. We planned breakfast for 1,000, and we served as many people as we could. This was the first year that we ran out of everything - food, swag, eggs, & prizes - which is good problem, but also a challenging one. During the three-hour event, we were able to make connections and share God's love in a tangible way with people from our community and from as far away as Hood River (that we are aware of).

Christmas Eve this year was planned with the youth ministry to be an interactive worship experience. About 100 people came and walked through the experience with us, and 10 students helped in running the different stations involved.

We had 12 students attending Camp Tadmor this summer through SFPCkidz: 7 middle school students, 2 high school and 3 Junior campers. Through our fundraising efforts we were able to raise 75% of the total cost for camp this year.

- Ashley

### MEMBERS OF THE KIDZ TEAM

Liz Cook, Jenny Hatfield, Madison Munro  
Ashley Gruber (staff liaison)



# STUDENT MINISTRIES

**KIM BONN**

After a couple of fun trips to the river and the beach over the summer, SFPC Student Ministries youth groups started back up with regular meetings in September. The middle school group met on Wednesday nights and the high school group met on Sunday nights. Regular meeting nights would consist of fellowship time, a game, singing a song or two, and a study or small group discussion.

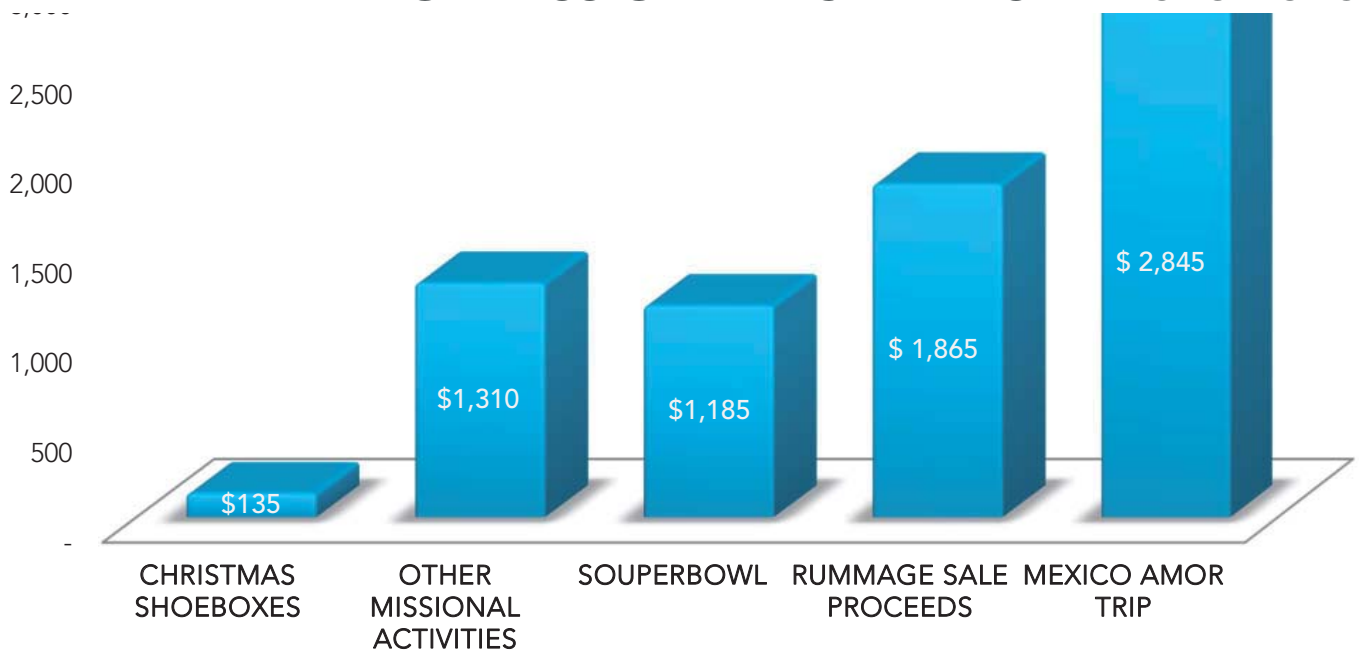
Special event highlights for the year for the middle school group included a trip to Wunderland in October, with a challenge as to who could win the most tickets from playing the games, and a bowling night in November. There was an All-Nighter in December, which included midnight bowling and lots of games and craziness. The students played Couch Olympics in April, which consists of leaders driving groups with a couch around town and the kids taking the couch and

posing for a picture on it in various specified places. Night Games were held in May, and Water Wars in June.

The high school group attended a Blazer game in November. In January, they went to Black Butte for a weekend retreat where they learned about the Holy Spirit and took some time to play in the snow. A meaningful event for everyone involved was when the students had the opportunity to minister to the homeless in Portland at Night Strike in March. They also had a barbecue at the Bonn home and a night of kickball and a bonfire at the Thrasher home in May. Many of the high school students went on the Mexico Mission Trip to build houses with Amor Ministries in June.

There were also combined activities for both groups. Everyone participated in Operation Christmas Child in November, purchasing and wrapping gifts in shoe boxes to send to kids

## SUPPLEMENTAL FUNDS RAISED BY STUDENT MINISTRY FOR MISSIONAL ACTIVITIES FY 2015-2016



around the world. In December, there was a Christmas party at the Bonn home, and there was also a night of Cocoa and Caroling, where the kids went to houses of various church members to serenade them with Christmas Carols. All of the youth helped out with Easterpalooza, assisting with set up, running game booths, and cleaning up at the end. On the third Sunday of each month, all the students who attended church that day was given the opportunity to go out for lunch and fellowship together after the service.

Both the middle school and the high school groups grew in numbers this year. The middle school had 15 to 20 students consistently attending on Wednesday nights, with up to 40

students coming to special events like the All-Nighter. The high school occasionally had only 4 or 5 students attending, but a full group would bring about 12 to 15 students.

Corey Knudson, Director of Student Ministries, stepped down from the position at the end of June. He and his family moved to Woodburn, where they are building a new home. He will be attending seminary this fall.

- Kim

#### **MEMBERS OF THE YOUTH COMMITTEE**

Sue Bailey, Kim Bonn

#### **MEMBERS OF THE YOUTH TEAM**

Liz Cook, Chrysta Friday,  
Kevin Gonzalez and Corey Knudson (staff liaisons)

# ADULT FORMATION & DISCIPLESHIP

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## CHRISTINE TALBERT

The Adult Formation and Discipleship (AFD) Team's purpose is to focus on the spiritual and growth needs of our church and community-at-large. It is AFD's intent to work together to listen as best we can to the leading of the Holy Spirit as we develop opportunities for participants to grow in their relationship with God, in their relationship with each other, and in their experience of service as God leads.

As a part of our meeting, the team discusses a chapter of a book on faith, intentionally keeping our minds and hearts open and fresh as we chew on some of the issues of faith for today. This year, we read *Call To Commitment: The thrilling account of how the famous Church of the Savior in Washington, D.C. makes the Christian life a vital experience for its members and its community* by Elizabeth O'Connor.

During the 2015-2016 year, we focused much of our energy on the continuation of Wednesday Night Connect (WNC). This program offers classes and experiences for the congregation in four areas: spiritual formation, the bible, living our faith, and family/community interests. WNC met almost every Wednesday from mid-September through March, with short breaks. The team developed a core curriculum that provided basic education/experience to assist adults in living their faith. There were other activities included for children through the youth and children programs. As a part of this core curriculum, WNC had two Reel Spirituality nights offering a movie and discussion. We watched *The Good Lie*, a story of the refugee boys from Sudan, in September and *The Intern* in March.

The classes and facilitators for the 2015-2016 year are listed below.

Fall 2015:

The 7 Experiment: Staging Your Own Mutiny Against Excess, Teddi Tate;

Forming Faith in the Digital Age, Donna Burnett and Karen Renner;

Red-Letter Jesus, Rob Thrasher;

How Do You Spell Presbyterian, at the Burnetts' home, Del and Donna Burnett.

Winter 2016:

REFRAME: Connecting Faith & Life, Regent College, Del Burnett and others.

David Jensen, who grew up here, came to talk to us about Modern Marriage. He sent us a signed copy of his book, *Living Hope: The Future and Christian Faith*, which is now in our library, with 232 Jen as its call number.

The team supported the Silent Retreat and the Women's Retreat. We are eager to sponsor other activities that provide community and growth opportunities for our congregants as well as the community.

Respectfully submitted,

- Christine

### MEMBERS OF THE AFD TEAM

Christine Talbert and Donna Burnett (Team Leaders), Terry Casteel, Sue Crothers, Patricia Gee, Kyle Page, Carolyne Thrasher, Marilyn Webb, and Joyce Wilson Del Burnett and Karen Renner (staff liaisons)

# HISTORY GUILD

## ROBERTA SCHMECHEL

Three years ago, when we were looking for pictures that were taken when the church building was moved across the intersection, we opened the archives to find a jumble of old stuff put away in no particular order. While we searched through piles and boxes to find the slides showing the relocation project, we concluded that the entire archive needed to be organized! The Session commissioned the History Guild to undertake this task.

Though we do not have a firm structure to our group, we have each gravitated to a job we enjoy:

Hal Schmechel works out of the archives.

Evelyn Hopkins works with mission documents.

Jan Walker has organized the bulletins and is now organizing the newspaper clippings.

Day Westine is working in wedding, birth, and death documents.

Ruth Young is organizing the correspondence.

Judee Stumpf is cataloguing the memorial plaques.

Jan Edlund counsels us with her detailed knowledge of the church building and history.

Mary Johnson acts as our consultant.

Everyone and anyone is invited to come work with us on Tuesday afternoons, whether to join in what we're already doing or to find their own niche. Our ultimate goal is to have the archives completely organized and housed by May 15, 2019, which is SFPC's 150th anniversary.

We have already found interesting artifacts with a hint of mystery, such as a pewter vase that was

given to the church in 1929 by a Mr. and Mrs. Parks, but no reason or occasion was noted. However, we deduce that it might have been a first anniversary gift for the 1928 church building (our current structure, but in its prior location), as it was given one year after the building was completed. We have also discovered old communion service pieces that were unfamiliar to all but one person. One thing that we're searching for now is a fragment of the copper steeple that was kept when it was taken down to be replaced with the lighter-weight aluminum one. We found a note about it, but it didn't indicate where the piece itself was stored. We may find it in the church attic, where we have already found other treasures such as a group of softball trophies.

We are excited to discover these tangible links to the past and eager to share them with the congregation as a way of connecting us to our forebears in faith here in Salem. To that end, we have created some informative exhibits to allow others to enjoy what we've discovered hidden in storage. We arranged those softball trophies from the attic into a display in the central hallway with uniform shirts given to us by one of the players. Our original goal - searching for slides of The Big Move - has produced good results, and the finished video compilation was shown on May 15th of this year as a celebration of the church's 147th anniversary. We are eager to find more of these "new" old things to share!

- Roberta

### MEMBERS OF THE HISTORY GUILD

Roberta Schmechel, Hal Schmechel, Evelyn Hopkins, Jan Walker, Day Westine, Ruth Young, Judee Stumpf, Jan Edlund, and Mary Johnson  
Del Burnett (staff liaison)

# HOSPITALITY

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**SARAH PAGE**

*“SFPC – Where guests become family”*

*The Hospitality Ministry has continued to create new opportunities for meaningful fellowship throughout the year. As in the past, Andy and I gathered Ushers and Greeters for an afternoon of training and celebrating another year of faithful service. It’s been good to take time to recognize as a team how important our Ushers and Greeters are to the overall experience of worship. They have done some lovely things to personalize their service [as when Greeters brought Hershey’s Kisses as a ‘good morning’ on Valentine’s Day Sunday].*

*We continue to work closely with the Communication and Technology Ministry to provide a clear picture of our vision and mission alongside those who serve as Elders, Deacons and Staff. Our goal has been to visually present the foundation for ministry at SFPC, and we’ve heard that this has been quite successful.*

*Food seems to be the universal language of fellowship! Sharon Klocksieben has continued to provide snacks and goodies for both services each Sunday as well as meals for special occasions throughout the year. We are excited about the new ideas we have for this coming year and hope to see our family and guests stay awhile in conversation, encouraging one another and ministering God’s love in meaningful ways.*

*As our contemporary service, Sunday@Eleven, continues to grow, we’ve added more seating, more food, and lots more coffee! SFPC continues to invite everyone to the table. The hope of those of us in the Hospitality Ministry is that everyone will leave feeling warmed, fed, accepted, and invited back.*

- Sarah

## **MEMBERS OF THE HOSPITALITY MINISTRY**

Sharon Klocksieben (Coordinator), Susan Hick, Evelyn Hopkins, Mindy Manley, Lynda Newman, Verla Woods, Maureen Zemanek, Sarah Page (staff liaison)

# IMPACT

## TEDDI TATE

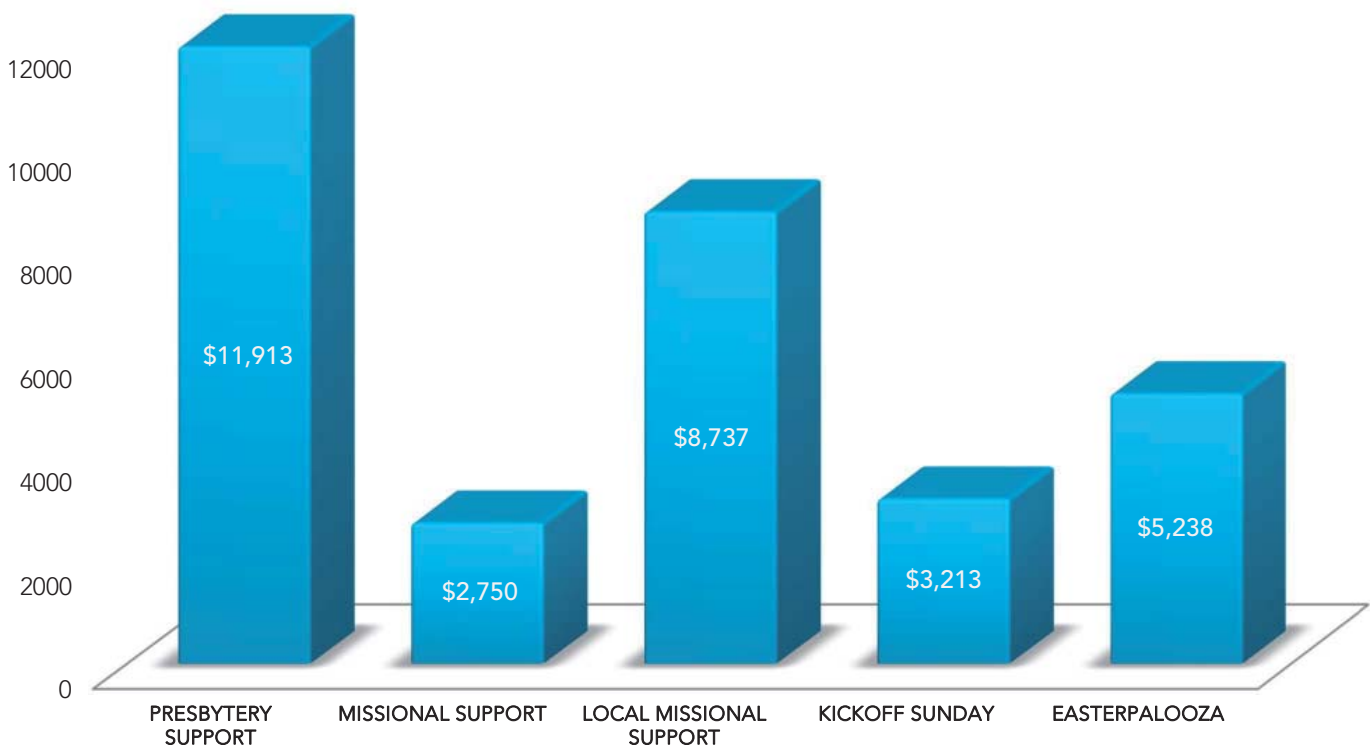
The Impact Team was moderated by Teddi Tate during 2015, and staff member Rob Thrasher provides support, vision, and direction. The team's goal was to guide the congregation of Salem First Presbyterian in spreading hope at home and throughout the world through practical expressions of the extraordinary love of Jesus, one kindness at a time.

Your gifts provided support for a wide range of missions worldwide. These included Presbyterian-related missions of our Presbytery and Synod, One Great Hour of Sharing (which helps fund Presbyterian Disaster Assistance), Christmas Joy (which helps retired church workers and gives assistance to ethnic schools), and the Pentecost/Peacemaking Offering (which helps a wide variety

of ministries to youth and folks suffering from violence and war). We continued to support Judy Chan, missionary in Hong Kong, and Julie Gertenrich in her ministry to students via Young Life.

Locally, the Impact Team has offered a wide variety of ways to serve our community. Our contributions have continued to provide assistance Habitat for Humanity, in addition to monthly build teams. The congregation also stepped up with an additional offering to help Habitat match funds from a Thrivent grant. We've continued its partnership with Salem Interfaith Hospitality Network, hosting families quarterly. The team also continued to bless the staff of Parrish Middle School with "Welcome Back to School" gifts and

## IMPACT MINISTRY'S BUDGET SUPPORTS THESE OUTREACHES



treats during long fall and spring conference days. An exciting new venture was launched this year as we partnered with Catholic Charities in the ministry of refugee resettlement with the resulting Somali family of 10 being cared for by our congregation.

On Halloween night, the Impact team again sponsored a “pop up café” in a South Salem neighborhood to bless trick-or-treaters and their families with free coffee drinks, hot cocoa, hot cider, and cookies. Due to torrential rains, the turn-out was somewhat smaller, but the blessing received by those who huddled under the carport tent was larger than ever. In April, Impact partnered with the Children’s Ministry to make Easterpalooza bigger and better than ever, including an expanded allergy-free cooking station. In July, the Impact Team again cooked breakfast and served participants in the annual

Relay for Life event. And last, but not least, the Job Quest Workshop ministry continued to grow and develop support for community members who are unemployed or under-employed.

On the international front, Impact again partnered with SFPC Reach Youth Ministries, Redmond Presbyterian Church, and Amor Ministries to send a team to Mexico June 17-26, to build homes for two families.

The Impact Team is continuing to actively seek God’s heart for the city of Salem, and to discern how God would have us use our resources locally, nationally, and globally. Your prayers and support are valued.

Respectfully submitted,

- Teddi

#### **MEMBERS OF THE IMPACT MINISTRY**

Teddi Tate (moderator), Rebekah Borah (secretary), Ted Envela, Melissa Gee, Mitch Gee, Peter Harding, Michael Lamb, Sue Roner, Joyer Takju, Michael Talbert, Christine Talbert, and Rob Thrasher (staff liaison)

# WORSHIP

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## DEBRA MCANINCH

We experienced meaningful worship times this past year, in particular with another beautiful Christmas Eve Candlelight Service. The Holy Week services this year brought home the last week of Christ's earthly life in music and scripture. The Maundy Thursday service was especially haunting and heart-breaking as it prepared us for Good Friday. The music has been wonderful this past year at both services. The Chancel Choir at the first service and the Winter Street Band at the second service inspired and summoned our deeper emotions. The music at both services seems to improve year by year. The Sunday@Eleven service has seen an increase in attendance as people new to SFPC joined us for worship. We've expanded the seating area to accommodate

the larger numbers. As with other ministries, the Worship Ministry struggled to gain and sustain congregational participation this year. We've yet to find the magic formula that entices people to join us, either for meetings or for hands-on work, but we will continue to try to increase participation. Sue Crothers has done an admirable job with the Chancel/Worship Center Guild but always needs more helping hands.

- Debra

### **MEMBERS OF THE WORSHIP MINISTRY**

Debra McAninch (Chairperson), Guin Harding (Secretary), Sue Crothers (Head of the Chancel Guild), Diane Bolen, Leon Bolen, Earl Borah, Betty Bunnell, Paul DuBose, Kyle Page, Maggie Sather, Norvada Smedley, Jan Taylor, Jan Walker, Andy Wilson (staff liaison)



# DEACONS

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## SUE CROTHERS

Deacons serve as the hearts and hands “of the church, to the church, and on behalf of the church.” In a very real sense, we are not at all special, because those words describe everyone I have met at SFPC! We are ordinary people who apply our varied gifts of personality and spirit to the task of caring for the congregation and wider community. We care for the church and community both physically (through meals and food boxes, transportation services, care packages, blood drives and the like), and spiritually (through prayer, hospital visits, memorial receptions, home communion, flower delivery, and more).

It’s been a good year. Here is what we have been up to:

### NEIGHBORHOOD NETS

Deacons’ main focus of responsibility – and our biggest challenge – is to communicate regularly and meaningfully with church members and regular attenders through outreach to geographically organized groups called Neighborhood Nets. This past year we worked to re-organize the Nets by zip code, and to make sure we included people who are not “official” members but who consider themselves part of our church family. If you know your zip code, you can find your Deacon! Take a look at the photo display outside the church office where you will find a photo of each Deacon and a list of the zip codes they serve.

Presbyterians can be an independent and private bunch. Some, when their Deacon makes contact, are eager for conversation; some are not. It’s all good, and it’s up to you! Please know that Deacons care for you and your walk of faith, and want to know you as deeply as you want to be known. We are not here to intrude, but to help build connection and to inspire a community that is trusting, loving and serving.

Are you in need, or do you know someone who is? Could you or someone you care about use a meal, a ride to church, a home visit, prayer, or maybe one-time financial help? Call your Deacon!

### HOSPITAL VISITATION

Pam Morris has led this effort this past year, with the support of Pastor Karen and Deacons Gretchen Jensen, Sue Roner, Janis Hoekstra, and former Deacon Laura DuBose, to provide weekly visits to those in the hospital. We are not the only ones to do this. We hear regular reports of how faithful SFPC folks “come alongside” others when they experience illness or home confinement.

### HOME COMMUNION / HOME VISITATION

This year, Pastor Karen made it a priority to discover who in our congregation, by reason of age or temporary circumstance, is not able to come to church, and to bring the church to them. Pam Morris heads this ministry. Pastor Karen and the Deacons can mail the weekly bulletin, or drop by for a home visit. By September 2017, Deacons will be trained to bring home communion to those who wish it. Please let us know if you would like to receive this ministry. What a privilege to serve you in this way!

### MEAL MINISTRY

Chaired by Bill Mainwaring, this ministry provides the temporary help of prepared meals during an emergency, illness, or death in the family. About a dozen households each received three days of meals this past year. Our biggest challenge is to convince our church family that it is JUST AS BLESSED TO RECEIVE as it is to give – maybe more so! I experienced this first hand after an

accident in February. What a blessing it was to receive a meal! I found out that to receive was to acknowledge that we are all interdependent, and that to receive was to allow myself to be a sister, to be family, with the one who gave.

## CHRISTMAS BASKETS

Once again, the unstoppable Sue Roner [The Energizer Bunny has nothing on her!] headed this effort. Because many organizations in Salem provide Christmas-time help, we decided to focus on families with whom SFPC has ongoing relationships, such as Salem Interfaith Hospitality Network (SIHN), or the church's Youth Outreach at local schools. Due to the SUPERB generosity of the SFPC family, Christmas Boxes overflowed in 2015, with two to three TIMES the food we had been able to provide the previous year. What a bounty! We provided canned goods, pasta, stuffing, ham, a fresh turkey, fresh fruit, rolls, and more. Deacons and volunteers who delivered the 63 boxes all mentioned the deep gratitude the recipients expressed. Also through the congregation's generosity, each of the 58 children who had been housed the previous year through SIHN received a \$25 gift certificate along with their family's box of food. Have we mentioned that SFPC folks ROCK??? Well, you do!

## DEACONS' CUPBOARD

Sue Roner and Susan Solis, with assistance from former Deacon Bob Franklin, tend the Cupboard. Communion Sunday has become "Fill the Cupboard Sunday" so the shelves are always stocked and ready to assist someone in need. What a great way to extend the love and hospitality of Salem First!

When SIHN families transition from homelessness to their own homes, a bag of groceries from the Deacons' Cupboard and/or a \$50 gift certificate for fresh food and household supplies goes with them. Food insecurity in Salem knows no holiday,

so food is needed every month. Thank you for giving throughout the year, especially for the great outpouring that comes at Thanksgiving and Christmas.

## TRANSPORTATION MINISTRY

To those who can no longer drive, this Deacon ministry is essential to their life of faith and connection to the church. "Pilot" Tim Nissen and "co-pilot" Ted Envela, along with volunteer drivers, use church-owned vehicles to deliver riders to church every Sunday. Due to the limitations of our fleet, we can serve only those people whose strength and mobility allow them to get on and off the van with minor assistance.

## FLOWER DELIVERY / EASTER LILIES

Sue Roner and Pat Gee lead this "fragrant" ministry. Deacons deliver the week's Chancel flowers and an SFPC Worship Guide to care homes or homebound members. At Easter, the 8 dozen lilies that graced the church were delivered to people who had suffered the loss of a family member during the year, or to those who were homebound or in a care facility.

## OPERATION CARE

This ministry delivers "tangible love" in the form of treats, gift cards, general silliness, and hand-written notes to college students, military personnel, and missionaries temporarily away from their family and home church. At Christmas and Graduation time, your Deacons sent about 24 packages of care that let recipients know how much we appreciated and missed them. The funds to do this come from contributions the SFPC family made to the Deacon General Fund. Maggie Sather led this effort with exceptional heart and grace during 2015-16.

## BLOOD DRIVES

Former Deacons Lola and Jerry Morrison coordinate the quarterly Red Cross blood drives hosted at SFPC. Deacon Pam Morris serves as liaison for the Deacons to the drive, faithfully covering the check-in table and helping to assure there are sufficient volunteers to “run the show.” Deacon Tim Nissen helps by reaching out to Rotary. Though the number of donors to the drive has fallen slightly in the last year, ours is still an important part of the overall effort to have enough blood on hand for those in need.

## MEMORIALS

Lastly, to extend love and support during the “last chapter of life,” your Deacons organize and serve at receptions following memorial services held in the SFPC Sanctuary. In 2015-16 Pat Gee coordinated this ministry. Deacons make remembering loved ones special by creating a quiet space for the families to gather prior to service, and by setting an attractive refreshment buffet to receive guests after the eulogies. Virtually all Deacons served in some way last year: baking cookies, making coffee, serving and cleaning up.

In summary... Your Board of Deacons are “ordinary people embodying God’s extraordinary love.” We think about you a lot! We meet monthly to pray for you and for one another, to plan, to discuss church needs, and share ideas. We do our best to model within our group the accepting and loving community to which Christ calls us. We also laugh and share delicious treats, so if you are asked to be a Deacon, you have at least one tasty reason to say yes!

Deacons understand that we serve effectively only if we serve in His power, not our own, with the grace of Christ as our inspiration and its enduring message as our agenda. Thank you for giving us the opportunity to serve.

Respectfully submitted,

- Sue

### DEACONS

Sue Crothers (Moderator), Ted Envela (Vice-Moderator), Pam Morris (treasurer), Pat Gee (secretary), Rod Bailey, Sue Bailey, Janis Hoekstra, Gretchen Jensen, Bill Mainwaring, Melinda Manley, Donna Marsh, Norm Marsh, Gary McAninch, Kari Neimeyer, Thelma Nissen, Tim Nissen, Sue Roner, Maggie Sather, Susan Solis, Day Westine, Sherri Williams, Karen Renner (staff liaison)

# STEPHEN MINISTRY

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## MARSHA KERR

In November of 2015, the Stephen Ministry Leaders and current Stephen Ministers met and with much sadness voted to conclude the Stephen Ministry program at Salem First Presbyterian Church. They each expressed the love and gratitude they felt for the many care receivers they had met and served and for the strong bond of love and friendship formed with one another. The thousands of hours over the years given by these loving servants who cared for those in and out of our congregation will long be cherished.

Stephen Leaders Luanne Boice, Bruce Kerr, and Marsha Kerr, and Stephen Ministers Ted Envela, Susan Hick, Jane Lamb, Michael Lamb, Lynda Newman, Maggie Sather, Kathie Van Ronzelen, and Verla Woods poured their love and faithfulness into the Stephen Ministry program here at SFPC. Profound thanks also go to those who founded the program, and to the many Stephen Leaders and Stephen Ministers who served over the past nine years.

Blessings,

- Marsha

# CHURCH OFFICERS

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We are grateful to the church's officers for their leading this year!

## ELDERS ON SESSION

Session meets monthly on Tuesday at 6:30 PM or Saturday at 9:00 AM

### CLASS OF 2016

Jan Carlson  
Deanna Dyer  
Delores Pederson  
Chuck Zemanek

### CLASS OF 2017

Luanne Boice  
T.J. Putman  
Michael Talbert  
Dave Williams

### CLASS OF 2018

David Bunnell  
Melissa Gee  
Gigi Merrill

Clerk of Session: Mary Johnson

Staff: Pastor Del Burnett (Moderator), Associate Pastor for Congregational Care Karen Renner

## BOARD OF DEACONS

The Board of Deacons meets third Tuesday of the month, 6:30 PM

### CLASS OF 2016

Susan Crothers  
Pat Gee  
Bill Mainwaring  
Pam Morris  
Kari Neimeyer  
Thelma Nissen  
Tim Nissen  
Susan Solis

### CLASS OF 2017

Ted Envela  
Janis Hoekstra  
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

Co-Moderator: Susan Crothers, Ted Envela

Secretary: Pat Gee

Treasurer: Pam Morris

Staff: Associate Pastor for Congregational Care Karen Renner

## CHURCHWIDE NOMINATING COMMITTEE

### CLASS OF 2016

Diane Bolen  
Scott Kohl

### CLASS OF 2017

Candace Lufkin  
Don Taylor

### CLASS OF 2018

Elizabeth Cook  
Tom Newell

Session: Gigi Merrill, Chuck Zemanek

Deacon: Gary McAninch

# SESSION MEMBERSHIP REPORT

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## JULY 1, 2015 — JUNE 30, 2016

Session Meetings Held 17

Adult Baptism 1

Infant Baptism 1

**NUMBER OF ACTIVE ROLL MEMBERS JULY 1, 2015 427**

Received by:

Profession of Faith 1

Letter of Transfer

Reaffirmation of Faith/Restoration 8

TOTAL 9

Loss by:

Deaths 19

Transfer of Membership 2

To Inactive Roll-Removed from Roll 17

TOTAL 38

**NUMBER OF ACTIVE ROLL MEMBERS JUNE 30, 2016 398**

# FINANCIAL REPORT

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## FINANCIAL INFORMATION (FY 2015-2016)

STATEMENT OF ACTIVITIES INCOME  
STATEMENT OF ACTIVITIES EXPENDITURES  
STATEMENT OF FINANCIAL POSITION

## FINANCIAL INFORMATION (FY 2016-2017)

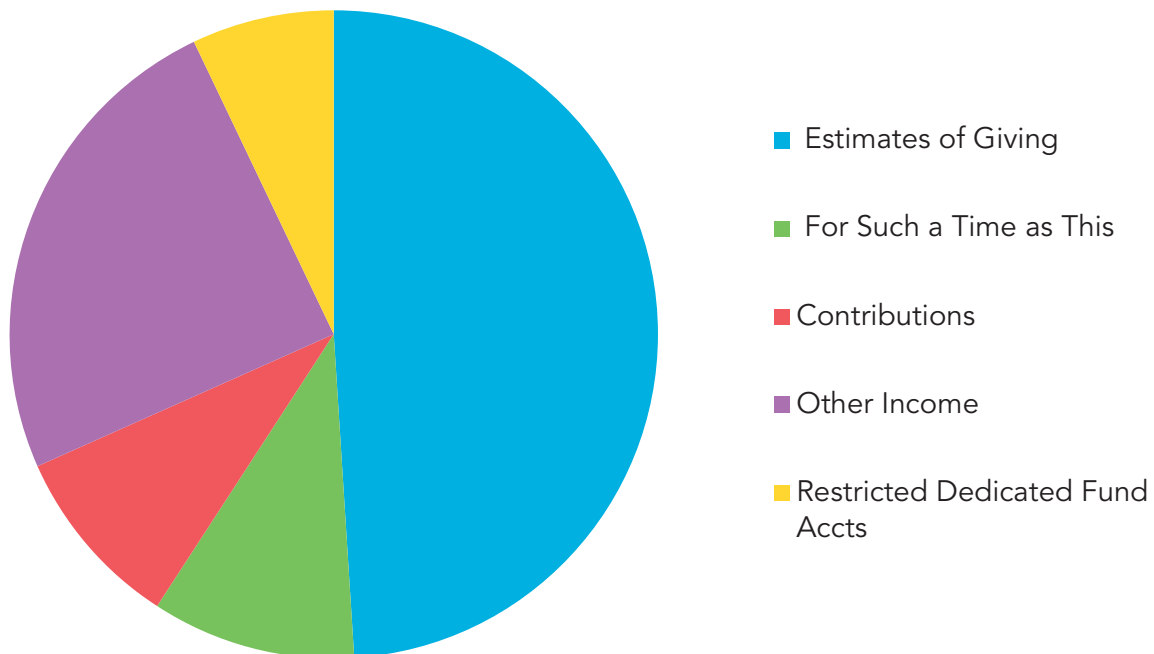
BUDGET SUMMARY

AN EXPANDED VERSION OF THE FINANCIAL REPORT, INCLUDING DEDICATED ACCOUNTS AND LINE-ITEM INFORMATION, CAN BE OBTAINED FROM THE OFFICE, IF REQUESTED.

## STATEMENT OF ACTIVITIES

### 2015-16 GENERAL FUND INCOME

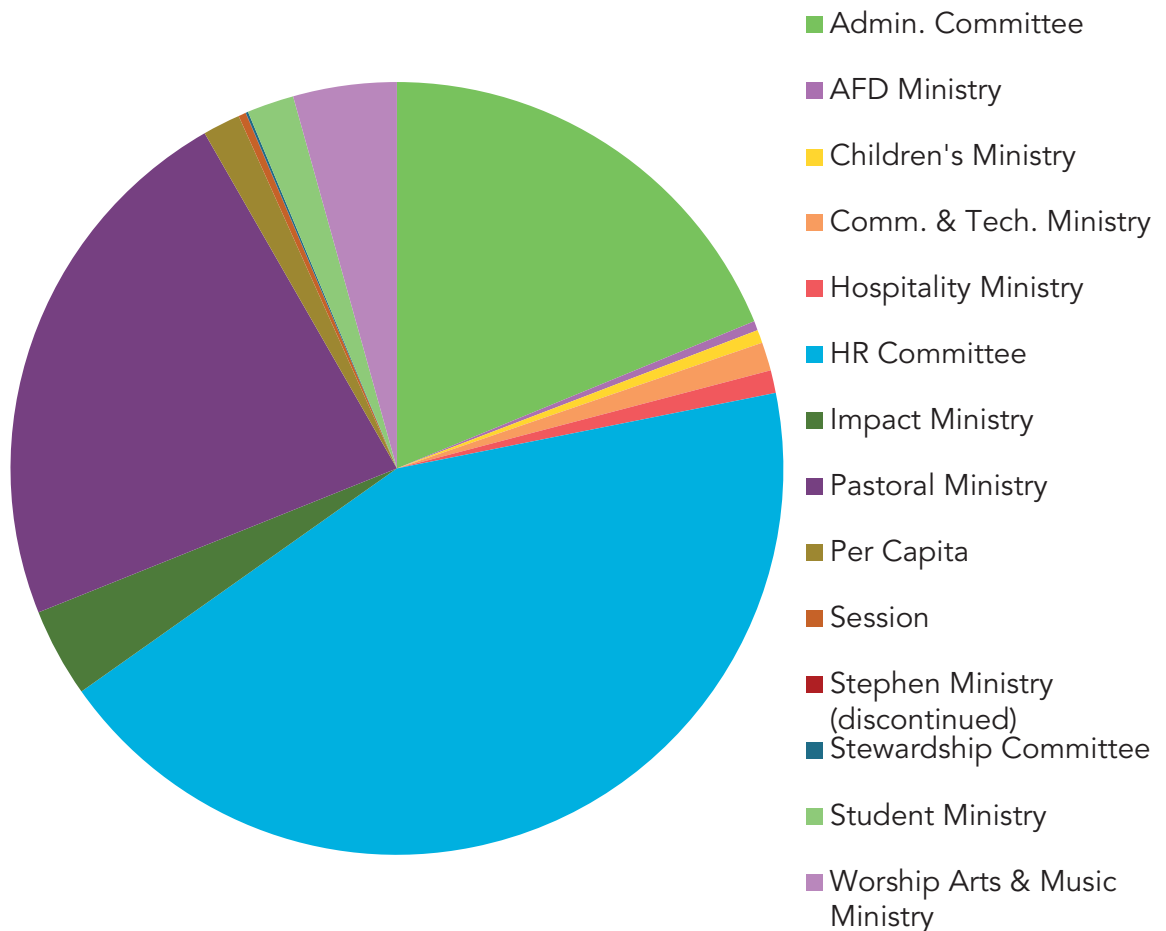
	<b>Actuals 2015-16</b>	<b>Budget 2016-17</b>
Estimate of Giving		
Prior Year Estimates	7,666	4,000
Current Year Estimates	412,820	443,191
<i>Total Estimates of Giving</i>	<u>420,486</u>	<u>447,191</u>
For Such a Time as This	87,473	4,000
Contributions		
General Contributions	72,469	67,000
Special Envelope Offerings	85	100
Loose Offerings - Plate	1,996	2,000
Special Gifts	434	450
Per Capita Contributions	3,611	3,600
<i>Total Other Contributions</i>	<u>78,595</u>	<u>73,150</u>
Other Income		
Facility Services	51,205	70,210
Parking Spaces Income	11,037	29,116
Somerville Income	112,533	112,533
Investment Income	22,810	9,000
Interest Income	662	180
Misc Income	12,533	200
<i>Total Other Income</i>	<u>210,780</u>	<u>221,239</u>
Restricted Dedicated Fund Accts		
Dedicated General	45,442	77,495
Released Reserves	15,501	-
<i>Total Restricted Dedicated Fund Accts</i>	<u>60,943</u>	<u>77,495</u>
<b>Total General Fund Income</b>	<b><u>858,277</u></b>	<b><u>823,075</u></b>





## STATEMENT OF ACTIVITIES 2015-16 GENERAL FUND EXPENDITURES

	<u>Actuals 2015-16</u>	<u>Budget 2016-17</u>
Committees & Ministries		
Administration Committee	161,235	144,330
Adult Form. & Disciple Ministry	3,306	3,145
Children's Ministry	4,798	3,783
Communication & Technology Ministry	10,180	8,600
Hospitality Ministry	8,137	8,400
Human Resources Committee	371,986	369,187
Impact Ministry	31,851	27,200
Pastoral Ministry	195,628	199,260
Per Capita	13,540	9,300
Session	2,660	3,000
Stephen Ministry (discontinued)	106	-
Stewardship Committee	836	3,600
Student Ministry	16,878	8,075
Worship Arts & Music Ministry	37,136	35,195
<b>TOTAL EXPENDITURES</b>	<b><u>858,277</u></b>	<b><u>823,075</u></b>



**STATEMENT OF FINANCIAL POSITION**  
**2015-16 GENERAL FUND**

<b>ASSETS</b>	<b>Jun 30, 16</b>	<b>Jun 30, 15</b>	<b>\$ Change</b>	<b>% Change</b>
Checking	254,338.33	518,621.82	(264,283.49)	-51.0%
Savings	8,502.79	8,501.94	0.85	0.0%
Petty Cash	310.00	310.00	-	0.0%
Investments	389,766.58	158,559.49	231,207.09	145.8%
Property: SFPC	6,410,994.47	6,410,994.47	-	0.0%
Property: Somerville	938,410.00	938,410.00	-	0.0%
Property: YParking	425,000.00	425,000.00	-	0.0%
<b>TOTAL ASSETS</b>	<b>8,427,322.17</b>	<b>8,460,397.72</b>	<b>(33,075.55)</b>	<b>-0.4%</b>
<b>LIABILITIES</b>				
Property Liability: YParking	3,739.29	33,407.73	(29,668.44)	-88.8%
Payroll Liabilities & Employee WH	1,193.56	(12.67)	1,206.23	9520.4%
Due to Other Funds	1,504,300.79	1,478,367.57	25,933.22	1.8%
<b>TOTAL LIABILITIES</b>	<b>1,509,233.64</b>	<b>1,511,762.63</b>	<b>(2,528.99)</b>	<b>-0.2%</b>
<b>EQUITY</b>				
Fund Balance	6,411,014.47	6,411,014.47	-	0.0%
Perm. Restricted Custodial Accts	359,787.14	389,893.32	(30,106.18)	-7.7%
Temp. Restricted Custodial Accts	147,286.92	147,727.30	(440.38)	-0.3%
<b>TOTAL EQUITY</b>	<b>6,918,088.53</b>	<b>6,948,635.09</b>	<b>(30,546.56)</b>	<b>-0.4%</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>8,427,322.17</b>	<b>8,460,397.72</b>	<b>(33,075.55)</b>	<b>-0.4%</b>

## BUDGET SUMMARY 2016-17 FISCAL YEAR

	<u>Budget 2015-16</u>	<u>Actuals 2015-16</u>	<u>Budget 2016-17</u>
<b>INCOME</b>			
Estimates of Giving & contributions			
Estimates of giving - Current Year	451,976	412,820	443,191
Estimates of giving - Prior Year	5,000	7,666	4,000
Contributions & Loose Offerings	77,432	74,550	69,100
For Such a Time as This	100,000	87,473	4,000
<b>Total Contributions</b>	<u>634,408</u>	<u>582,509</u>	<u>520,291</u>
Other Income Sources			
Somerville Income	112,533	112,533	112,533
Facility Services	52,370	51,205	70,210
Investment Income	14,000	22,810	9,000
Parking Sapce Rental incl YPark beg Oct.	11,000	11,037	29,116
Other Miscellaneous Income	9,750	10,894	830
Per Capita	6,500	3,611	3,600
Youth in Government	0	2,735	0
<b>TOTAL INCOME- Before Dedicated /Reserves</b>	<u>840,561</u>	<u>797,334</u>	<u>745,580</u>
<b>Dedicated &amp; Reserve Funds</b>			
Dedicated Funds Released	13,706	45,442	77,495
Assigned Reserves Released	0	15,501	
<b>Total Restricted Dedicated Fund Accts</b>	<u>13,706</u>	<u>60,943</u>	<u>77,495</u>
<b>TOTAL INCOME</b>	<b>854,267</b>	<b>858,277</b>	<b>823,075</b>
<b>EXPENSES</b>			
<b>Administration</b>	46,325	48,480	45,950
<b>Adult Form. &amp; Disciple Min.</b>	3,700	3,306	3,145
<b>Children's Ministry</b>	4,450	4,798	3,783
<b>Church Care &amp; Maint</b>	98,700	110,404	96,910
<b>Communication &amp; Technology</b>	8,600	10,180	8,600
<b>Hospitality Ministry</b>	8,400	8,137	8,400
<b>Human Resources</b>	394,187	371,986	369,187
<b>Impact Ministry</b>	32,000	31,851	27,200
<b>Pastoral Ministry</b>	199,260	195,628	199,260
<b>Per Capita</b>	0	13,540	9,300
<b>Session</b>	3,000	2,660	3,000
<b>Stephen ministry (now discontinued)</b>	700	106	0
<b>Stewardship</b>	3,600	836	3,600
<b>Student Ministry</b>	15,650	16,878	8,075
<b>Vehicles</b>	500	2,351	1,470
<b>Worship Arts &amp; Music</b>	35,195	37,136	35,195
<b>TOTAL EXPENSES</b>	<u>854,267</u>	<u>858,277</u>	<u>823,075</u>
<b>INCOME LESS EXPENSES</b>	<u>0</u>	<u>0</u>	<u>0</u>

Salem First Presbyterian Church  
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