

ANNUAL REPORT 2020/2021



SALEM FIRST
PRESBYTERIAN CHURCH

TABLE OF CONTENTS

MISSION & VISION STATEMENTS

STATEMENT OF COMMON HUMANITY

SALEM FIRST BY THE NUMBERS

CHURCH OFFICERS

SLATE OF PNC NOMINEES

LETTER FROM THE INTERIM PASTOR

CONGREGATIONAL CARE

DEACONS

HOSPITALITY MINISTRY

HR COMMITTEE

IMPACT MINISTRY

NEXTGEN MINISTRIES

STEWARDSHIP

WORSHIP MINISTRY

FINANCE & ADMINISTRATION

BUDGET & BALANCE SHEETS

MISSION & VISION

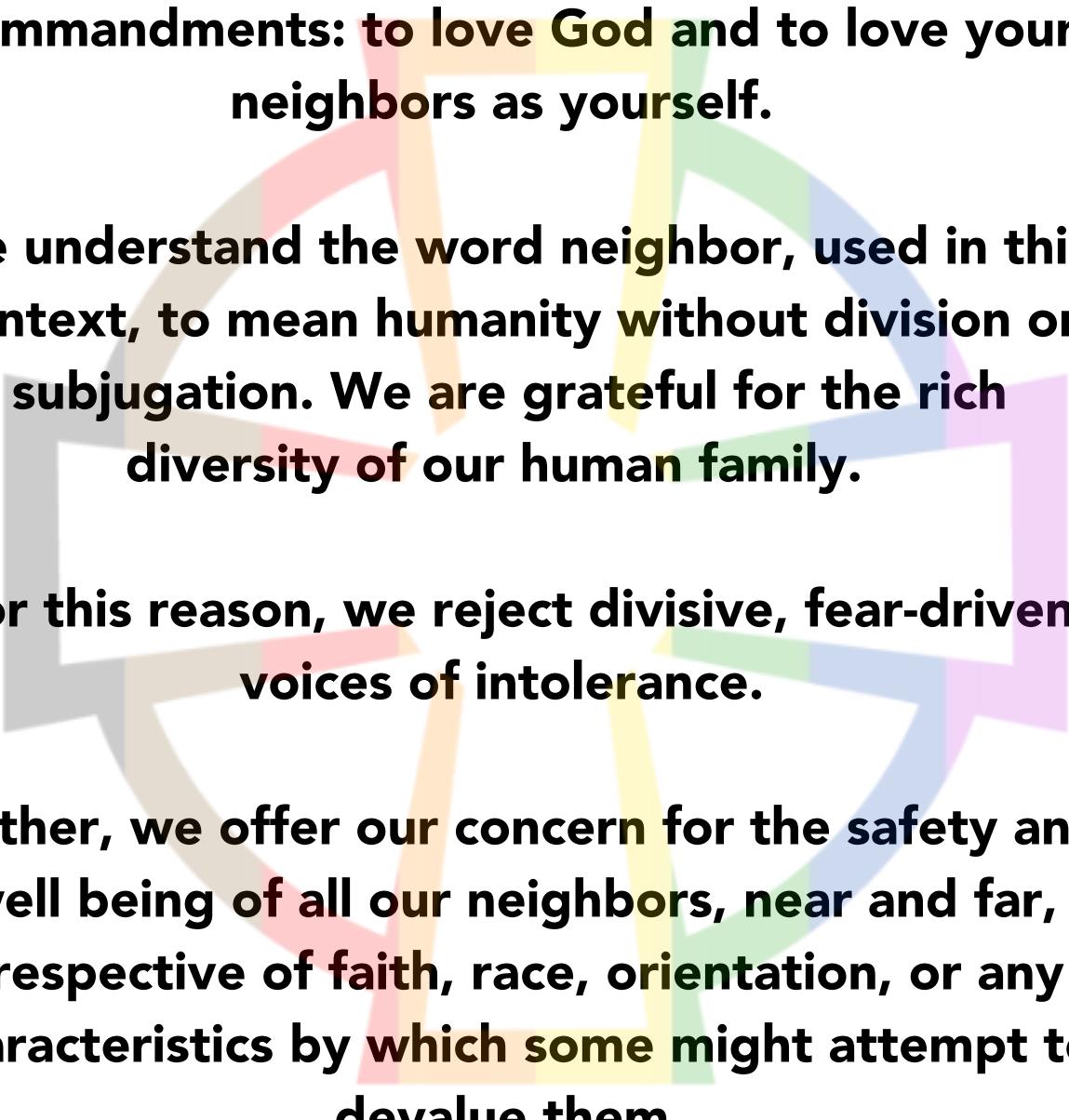
OUR MISSION

We are a full inclusion community of ordinary people experiencing and embodying God's extraordinary love.

OUR VISION

We are a Christ-centered listening learning community, embracing and accepting everyone, engaging the needs of our city through the grace of Jesus Christ, seeking ways to see, know, care for, and empower our neighbors as we welcome them home.

STATEMENT OF COMMON HUMANITY



Scripture calls us to embody the two great commandments: to love God and to love your neighbors as yourself.

We understand the word neighbor, used in this context, to mean humanity without division or subjugation. We are grateful for the rich diversity of our human family.

For this reason, we reject divisive, fear-driven voices of intolerance.

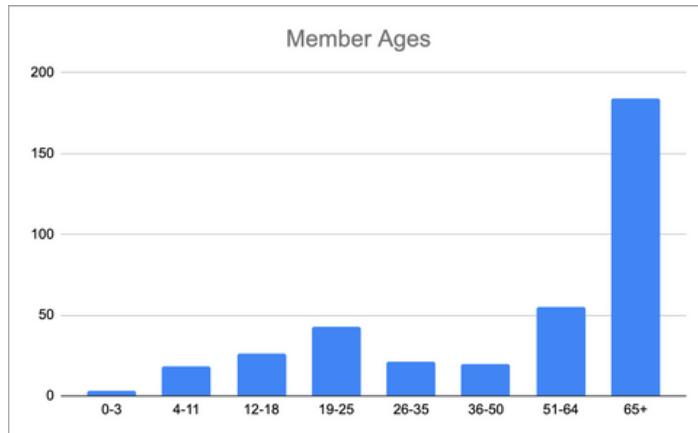
Further, we offer our concern for the safety and well being of all our neighbors, near and far, irrespective of faith, race, orientation, or any characteristics by which some might attempt to devalue them.

SALEM FIRST BY THE NUMBERS

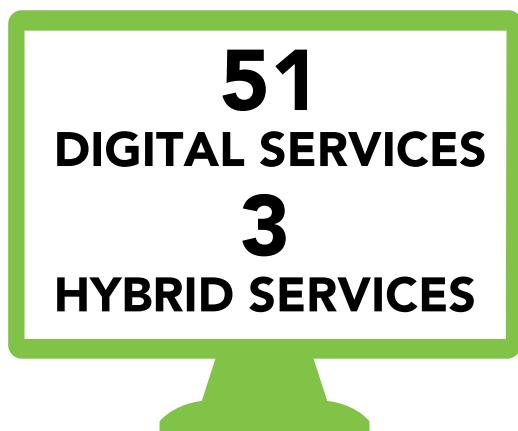
WHO WE ARE



**256
MEMBERS**
**68
REGULAR
ATTENDERS**



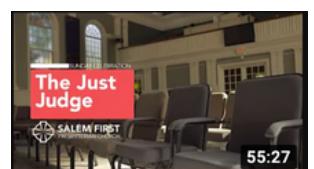
WORSHIP @ SFPC JULY 2020 - JUNE 2021



**51
DIGITAL SERVICES**
**3
HYBRID SERVICES**

227 AVERAGE VIEW
COUNT ON SUNDAY
CELEBRATION
VIDEOS

MOST POPULAR SUNDAY
CELEBRATION VIDEO
OCTOBER 18
512 VIEWS



2021 Fiscal Budget Summary

| | |
|-----------------------|-----------|
| Congregational Giving | \$422,369 |
| Total Income | \$738,792 |
| Total Spending | \$585,819 |

2022 Fiscal Budget Summary

| | |
|-----------------------|-----------|
| Congregational Giving | \$387,000 |
| Total Income | \$669,590 |
| Total Spending | \$678,766 |

SALEM FIRST BY THE NUMBERS

MISSION SUPPORT

PRESBYTERY SUPPORT

\$13,200

LOCAL SUPPORT

Family Promise
Young Life - Julie Gertenrich
Salem Leadership Foundation
Salem Dream Center

\$2,400
\$2,400
\$600
\$1000



TOTAL LOCAL SUPPORT

\$6,400

GLOBAL SUPPORT

Judy Chan (Hong Kong)
Maji Development Coalition

\$1,500
\$1,500



TOTAL GLOBAL SUPPORT

\$3,000

2020 Fire Fund

\$19,465

Esperanza Relief

\$6,610



**CHRISTMAS JOY
OFFERING**
\$3,510

PER CAPITA

Total Cost: **\$12,154.50**

Congregation Contribution
\$4,077

CHURCH OFFICERS

SESSION

MODERATOR | Brian Craker

CLERK | Diane Bolen

Class of 2021: Kyle Bonn, Debra McAninch, Pam Morris, Diane Bolen

Class of 2022: Michael Lamb, Tim Nissen, TJ Putman, Chuck Zemanek

Class of 2023: Ted Envela, Michael Talbert, Larry Wood

DEACONS

CO-MODERATORS | Jerry Morrison & Rich Zabst

SECRETARY/TREASURER | Judy Wood

Class of 2021: Lydia Borah, Daryle Ryder, Judy Wood, Rich Zabst

Class of 2022: Linda Arnold, Steve Mawdsley, Lola Morrison, Guin Parker, Sue Roner, Christine Talbert

Class of 2023: Pat Gee, Jane Lamb, Jerry Morrison, Carol Rives

NOMINATING COMMITTEE

SESSION ASSIGNED| Kyle Bonn, Michael Lamb

Class of 2021: Diane Bolen, Gigi Merrill,

Class of 2022: Kim Bonn, Jerry Morrison

Class of 2023: Ashley Gregory, Mary Johnson

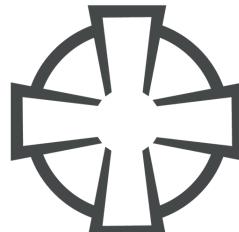
SLATE OF PNC NOMINEES

After extensive study, discussion and prayer, the Nominating Committee would like to present the following list of nominees to serve on the Pastor Nominating Committee. The Pastor Nominating Committee (PNC) will have responsibility for the process that will bring the next senior pastor to SFPC. As a committee selected to represent our congregation, PNC members will strive to discern God's will for who is called to pastoral leadership for our congregation. In doing so, they will form close bonds in Christ that will undergird their work and strengthen their eventual role in welcoming our new pastor, and assisting in that individual's transition to pastoral leadership at SFPC.

The nominees presented for consideration to serve on the PNC are as follows:

Kyle Bonn
Sue Crothers
Beth Jespersen
Megan Judge
Gary McAninch
Tim Nissen
TJ Putman
Christine Talbert
Teddi Tate

The consideration of this slate of nominees will be handled as a business item during our annual congregational meeting on Sunday, August 29th, 2021, shortly after the conclusion of our worship service. After approval from the congregation, and then from Presbytery, the PNC is scheduled to begin meeting in October, 2021.

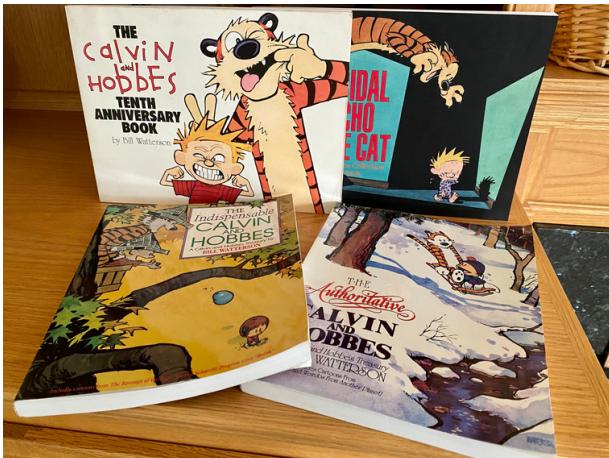


LETTER FROM THE INTERIM PASTOR

"And we know that in all things God works for the good of those who love Him, who have been called according to His purpose."

Romans 8:28

I don't remember exactly what age I was when I first discovered the Calvin and Hobbes comic strip series by Bill Watterson, but I knew one thing...I was hooked! Life seen through the eyes of a 6-year-old boy and his best buddy come to life was somehow reminiscent of my own childhood. In middle school I did extra chores to earn money so I could pay for a newspaper subscription for our family just to be sure I wouldn't miss a single comic strip. In high school my first job was delivering newspapers. Why? Yup...free newspaper subscription! After I threw the last newspaper on the last porch, I'd race home to open the comics page first. I was heartbroken my sophomore year of college when the world learned that 1995 would bring an end to Watterson's beloved series. When I came home for Christmas that year, my father gave me the perfect gift, the first Calvin and Hobbes comic strip series in book form. Fast forward to the present, if you step into my office, amongst all of my vast library of ecclesiastical (anything related to the life and work of the church), biblical, and theological books, you will find in a prominent place many of those Calvin and Hobbes comic books.



Part of the enchantment of the series was Calvin's continued willingness to try new things, even in the face of uncertainty. Whether Calvin was pretending to live out epic cosmic battles as Spaceman Spiff, taking treacherous rides down the hill in his red wagon (or snow sled in the winter), or constantly revising the rules to Calvinball, one overarching and enduring lesson was always close behind for Calvin, "Well that didn't go according to plan." They say that art imitates life, and so it has felt that during this year of transition for SFPC.

INTERIM PASTOR'S REPORT

We entered the summer of 2020 feeling confident that the pandemic could soon be over. We had high hopes, and even began making plans for beginning hybrid worship (in-person and online) and wanted to open the doors to invite our church family back to in-person events by World Communion Sunday... then by Advent...okay, maybe for Mardi Gras 2021...or how about for Holy Week? It seemed each time we made plans, things changed, and we found ourselves back to Calvin's musings, "well that didn't go according to plan."



It wasn't just the return to in-person worship that seemed to suffer this fate: stewardship, adult discipleship, Warming Center, NextGen, Session and Deacons, Blood Drives, Mission Study Team... you get the picture. As an Interim Pastor, I walk into each church that I serve with a plan. Not just any plan! I literally create a roadmap of tasks and processes to be completed, all mapped out with a timeline, so that everyone knows what is expected during a pastoral transition. Who's in charge of completing what tasks, and when to expect it. "Trust the plan," I would say to the elders of each Session I worked with. So, what happens when a global pandemic shake everything up? Well, at some point you have to put the plans down and reassess what's truly important in the moment.

It was during these times of reflection that I watched something absolutely beautiful begin to take form at SFPC. There was a change of mind happening that was truly biblical, and it happened at every level in our church: Session, Deacons, staff, ministry leaders, volunteers. Instead of focusing on what we didn't have because of the pandemic, our church focused on what we did have. We have Christ, we have each other, we have resources to help others in need. Instead of remaining frustrated that we could not be together in-person in our traditional forms, our church family remained creative and intuitive, finding new ways to stay connected and bear one another's burdens. Instead of huddling into a collective ball to protect our church and wait for the pandemic storm to pass, our church family instead opened up and reached out in new ways, with an extraordinary display of generosity of time, talent, treasure and testimony (sharing how one has seen God at work). And instead of hoping for the day in which things may "return to normal," instead SFPC has become a place of creating a "new normal," and using this time instead as an opportunity for learning and growth. Through all of this, we have watched God step in, and as we've remained open and prayerful, God has done what only God can do...work all things together for good for those who love God and are called to God's purpose.

INTERIM PASTOR'S REPORT



So...what is the plan moving forward? What does the future hold for SFPC during the remaining steps of our pastoral transition? Well, there are a few things we do know: our Mission Study will soon be completed, our Pastor Nominating Committee will be voted on and begin meeting this fall, and in God's timing, this time of leadership transition will conclude with your next senior pastor arriving.

What exactly will all of this look like? What is the specific vision for our church for the next 3-5 years? And when will this pandemic end? If this time of transition has taught us anything, it seems to be far less of "trust the plan" and far more of trusting God. But we know one thing we can trust in the future, that if we remain prayerful, God will make clear for us a vision of what the next chapter of our church life will be. God has kept SFPC a faithful beacon of Christ here in Salem for over 150 years, and I am certain that God still has great things ahead for SFPC in the coming years.

**Respectfully Submitted,
Rev. Dr. Brian Craker**

INTERIM PASTOR



CONGREGATIONAL CARE

Even in the continued chaos of the COVID-19 Pandemic, this year has been a time of growth and hope for new beginnings. Last year in my report I focused on the things that had started in response to being shut down. As I have continued my career here at SFPC, and as my position has grown and developed, I've learned a lot more about what it means to be a part of a Christ-Centered Community of Faith, and how to help encourage connections and relationships within our church family.

Starting in August, we began to host a weekly Women's Chat. At first it was on Monday mornings out on the church lawn, and then it switched to being in the afternoon. When the weather turned cold we switched to gathering online through Zoom, and then went back to meeting outside once it warmed up again. As of right now, we meet at 10 AM on Thursday mornings at the Ike Box. Whenever, wherever or however its happened, the Women's Chat has been a wonderful way for the women of Salem First to stay connected with each other.

In December, the Hospitality Ministry headed up the effort to have a Cookie Drive Through in the parking lot to spread a little bit of holiday cheer. It was a wonderful event, if a bit cold and rainy.



We had two digital fellowship opportunities in February and March, giving the congregation a chance to check in with each other over Zoom.

In May we had three times of Fellowship outside in front of the church with packaged homemade treats provided by the Hospitality Ministry. We had beautiful weather each time, and it was an absolute joy to reconnect with one another face to face.

In the midst of all this, there have been phone calls made, cards sent, visits when possible, and any number of interactions that have helped build and maintain relationships. One thing I've discovered in the past year is that there are many aspects of Congregational Care that aren't quantifiable, which makes it a little hard to share in a report. But through these unquantifiable experiences, I have continued to watch God's hand at work in our congregation, and look forward to seeing what else God has in store for us as we continue this journey together.

Blessings,

Guin Parker
Pastoral Assistant & Communications

DEACONS

DEACON EXECUTIVE BOARD

CO-MODERATORS | Jerry Morrison & Rich Zabst

SECRETARY & TREASURER | Judy Wood

The office of Deacons, as set for us in Scripture, is one of sympathy, witness, and service after the example of Jesus Christ. Deacons are called to minister to those who are in need; the sick, the friendless, and to any who may be in distress.

This work in the last year for us has been one of work-arounds, substitutions, and postponements because of the pandemic, but the Deacons have found many ways to serve despite the limitations we've had to work within. Congregational contact by phone call has been the norm rather than visitations. Each Deacon has called lists of members, especially those who don't have email and who haven't been in touch with the church otherwise, to check how they are doing and whether they need anything, and followed up with additional calls to those who welcome them.

We have met monthly via Zoom and searched for ways to support our congregation and community. We have tried to lift the spirits of members who are alone or bereaved with deliveries of poinsettias and cookies in December, Valentine's cards in February, geranium plants before Easter, and decorated boxes of cookies for Fourth of July. We have delivered meals to members who are recovering after hospital stays. At Christmas, it was not possible to do our usual food boxes and children's stockings for our Family Promise families, but we provided them with gift cards using money from the Feed the Hungry Fund and congregational donations. A Target gift card was also given to a Family Promise family with a baby expected. This spring, we offered a "Spring Spruce-Up" service and some of us helped with some essential yard work.

For the community, we have donated \$5,000 to the Marion-Polk Food Share. We made this gift during a matching challenge, so its impact was being doubled. We have continued to hold our regular quarterly blood drives and also welcomed additional ones staffed by the Red Cross as many other church locations have been unavailable to them because of the pandemic. For a brief period of time the location for the drives was moved to the sanctuary so that the blood donation center could be kept separate from the Little Friends activity areas. We have also supported Impact's food and returnable bottle drives and other activities.

The upcoming year offers the hope of getting mostly back to normal now that we are meeting for church in person again, and we are excited about that.

HOSPITALITY MINISTRY

HOSPITALITY TEAM | Sharon Klocksieben, Maureen Zemanek, Joyer Takju

BAKERS | Maureen Zemanek, Betty Bunnell, Jan Taylor, Diane Bolen,

Delores Pederson

STAFF LIASON | Guin Parker

As much as we hoped one year ago that COVID-19 would be gone and we would return to normal, the limitation of church activities remained. The role of Hospitality remained uncertain. Since our primary service is to provide food and beverages, not only on Sundays, but for other activities as well, and to extend a warm welcome to any who enter, we were suddenly paused.

Focus changes at a time like this and we weren't inactive, just active in a different way. I think we can call the time from August 2020 to the present the year of cookies. Our faithful and willing bakers and several other volunteers helped us with a December Cookie Drive Through. We also provided boxes of cookies to be delivered by the Deacons with the Christmas poinsettias. In May there were three informal gatherings on the front lawn on Sunday afternoons; homemade, packaged cookies were offered to take home. We coordinated with the Deacons to do a cookie drop on July 1st to our family and friends who are isolated. We also helped the Impact Ministry by assembling hygiene and dental care kits for use in their ministry.



What is ahead? We don't really know, but we are ready to serve. Isaiah 43:18-19 challenges us thusly:

*Do not remember the former things,
or consider the things of old.*

*I am about to do a new thing;
now it springs forth, do you not perceive it?*

HUMAN RESOURCES COMMITTEE

Before COVID-19, our congregation embarked on a transitional or interim period before calling our next installed Pastor. This period is known to bring critical reflection, questions, emotions, and potential excitement.

Shortly after the arrival of our Interim Pastor, the HR Team continued a thorough analysis of the staffing at our church. This included assessments of job descriptions, a desk audit of how staff spent their time and we looked at comparably-sized Presbyterian churches in the region. Nearly all positions in these comparative churches are part-time, hourly employees. In all assessments, SFPC's model does not meet the changing needs of our congregation. While these conversations began under former Senior Pastor Burnett, all changes came as a result of prayer, analysis, and the painful acknowledgment of the realities of the current capacity of our church and congregation. Our leadership at SFPC understands these changes are necessary to transition, stabilize and set the groundwork for us to thrive as a congregation.

Next Generation Director

In addition to Kim's work with children and youth, she will take over the development for our college age and young adult ministries. We believe Kim can build a connection with Willamette University and help to bring younger people and families into our congregation (whose average age is now 69.1 years old). She'll continue to work with Ashley, our Next Generation Assistant, to provide stellar leadership to the future of our church.

Minister of Discipleship and Mission

With Rob transitioning to a new call, we will rely on our current lay leaders to ensure our church is engaged with the wider community in our high-priority missions work.

Director of Worship Arts

A full-time salaried staff person was required when SFPC had a full choir, bell choir, youth choir and numerous special services and events. We recognize the importance of a strong music component of worship, however, with only one, blended service on Sundays, we can no longer justify a full-time Director of Worship Arts. Currently we plan on hiring a half-time Worship Director. The budget continues funding for the praise band and an organist each Sunday, with allowances for special services to be determined under the new model.

HR COMMITTEE

Pastoral Assistance

Guin has eagerly stepped into parts of that role as needed, and has proven herself and her skills in supporting the Senior Pastor position. In addition, she will assist with accounting duties and Congregational Care.

Office Staffing

We are adjusting the duties of our office staff to best support the needs of our congregation and building tenants. It's our goal to have Maureen as the primary point of contact when the office is open. Audrey will continue her building management and supervision, accounting, and management duties. She also will be assigned new tasks to support lay leadership for Human Resources and Administration.

Media and Tech

As we move between an in-person/online/hybrid/in-person model, it is essential that we adapt to the technology and expectations of 2021. We will continue to contract with Chris Ward to live-stream services and produce amazing videos for our congregation.

Change is hard, especially after the incredibly difficult 18 months we have faced since COVID-19 closed our doors. Some of these changes will be especially hard for our congregation and staff. They may bring grief, loss and anger. I truly believe what the Apostle Paul wrote to the Thessalonians in chapter 5, "Rejoice always, pray without ceasing, give thanks in all circumstances; for this is the will of God in Christ Jesus for you."

We pray this interim period gives us the space to change, adapt and grow the ministry and mission of SFPC.

Sincerely,

The HR Committee

Chair Debra McAninch, Elder T.J. Putman, Mary Johnson, Nancy DeSouza

The Purpose of the Human Resources Committee

The Human Resources Committee is tasked to attract, motivate, retain and develop a qualified and productive church staff. 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.

IMPACT MINISTRY

While having a meal in the home of a prominent Pharisee, Jesus challenged the host with these words,

"12 He said also to the one who had invited him, "When you give a luncheon or a dinner, do not invite your friends or your brothers or your relatives or rich neighbors, in case they may invite you in return, and you would be repaid. 13 But when you give a banquet, invite the poor, the crippled, the lame, and the blind. 14 And you will be blessed, because they cannot repay you, for you will be repaid at the resurrection of the righteous (Lk. 14:12-14, bold italics added)."

With these words, Jesus points to the need to be mindful of those on the margins of society. Far too often we go about our daily lives celebrating ourselves, seeking ways to improve our lives by our connections and relationships with important people. While these pursuits are not bad in and of themselves, Jesus calls us to never lose sight of our connections with those who have lesser means than ourselves. The pointedness of Jesus's statement here indicates that this particular host and group of friends and family have totally lost sight of their duty of care in their community. Both then and today, it is vitally important for us to heed Jesus's exhortation.

We at SFPC continue to grow in our duty of care to the poor, the hungry, and the homeless as we seek ways to engage our city by embodying the extraordinary love of God. Below are some of the ways we have served our city this past year.

Impact Gatherings

We combined our desire to help our community with our need to see one another by designating times to meet in the church parking lot with our donations and smiles behind our masks.

We choose these 3 nonprofit organizations:

Family Building Blocks



FBB works to keep young children safe and their families together. During the pandemic, staff visited families regularly with food boxes. We provided food and staples to them and also collected bottles and cans for redemption. We estimate that in the course of the year, we collected over 200 bags, estimating FBB made about \$1,600.



Salem Dream Center

SDC empowers and equips at-risk and disadvantaged children and youth. We collected food from their list of needed items.

Church @ The Park

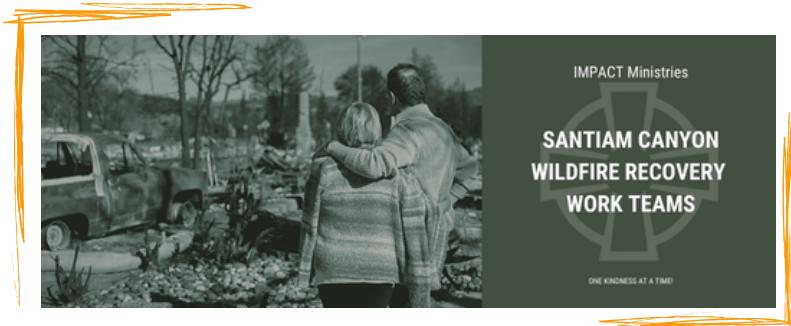


CAP is dedicated to serving the unhoused. During the Christmas season we partnered in their 12 Days of Christmas collection drive by providing sweatshirts. We collected 150 in women's sizes and 200 in men's sizes. Later in the year, we also donated two car loads of food left from the Warming Center and some women's pants they told us were needed.

IMPACT

Santiam Wildfire Relief & Santiam Long Term Recovery Group

Many items were collected for the Santiam Wildfire Clean-up Tote Kits to help those who lost their homes get started on the cleanup. A Fire Fund was established and \$8,615 was put into it. We donated \$1500 to Gates Community Church and cleaning supplies. We began gathering information, estimating costs, and looking into becoming a host site for Presbyterian Disaster Assistance volunteers to sleep and eat at the church while they give of their time and skills to work on helping residents rebuild.



Wildfire Recovery Work Teams, in partnership with the Santiam Canyon Long Term Recovery Group are helping wildfire survivors clear their land, cut down trees, plant gardens, and prepare for rebuilding. They meet on site almost every other weekend. Rob helped launch the SCLTRG Volunteer Management arm and kept the congregation informed on recovery work projects. We are grateful to those who have volunteered and hope to do even more in the future.

Warming/Air Quality Emergency Shelter/Cooling

For this past year's warming season, we made accommodations in regard to Covid-19 restrictions, reducing our capacity to 30 and providing ventilation fans to keep air circulating. These accommodations that we put in place during the summer of 2020 proved extremely helpful as we moved into the fall.

During the wildfires last September, we opened our facility for 4 nights from 7pm to 7am to provide relief from the smoke. There were approximately 30 guests each night of activation.

The SFPC Warming Center activated 22 nights, sheltered 281 guests and 5 pets, and was operated by the efforts of 91 volunteers putting in 364 hours of service for our homeless neighbors.

In June, 2021, we also had the opportunity to open the building for 14 hours over 2 days of 100+ degree weather to provide relief from the extreme heat. We estimate 12 to 15 people took advantage of the cooler air.

We are grateful for the partnership with Community Action Agency's ARCHES Project for their tremendous leadership and coordination with us in saving lives. We also thank all the community volunteers from all walks of life who stepped up during the pandemic to lovingly meet these critical needs in our city.

IMPACT

Young Life

We provided space, internet, and snacks to leaders and middle school kids one afternoon a week in October and November. These Learning Hubs were designed in partnership with the Salem/Keizer School District to provide for the needs of students who did not have adequate access to the internet as well as to aid in the alleviation of isolation that many students felt during the distance learning period.



Our Mission Co-Partners

Caroline Kurtz

Caroline, a former member of SFPC, is the founder of the Maji Development Coalition in Maji SW Ethiopia. They pursue community development for the greater flourishing of mind, body and soul with solar energy, clean water, health care, and engaging women as heads of households and in leadership roles. She is our current foreign missionary who we support with \$250 a month.

Julie Gertenrich

Julie serves as the Salem/Keizer Regional Director of Young Life, a youth ministry that reaches out to teens where they are with the love of Jesus through building quality relationships. Julie provides leadership and mentoring to the region's YL staff as well as spiritual formation for both staff and students alike. She is our local missionary who we support with \$250 a month

Family Promise

Family Promise is a nationally known non-profit organization that serves families with children who find themselves without adequate housing through their Interfaith Hospitality Network program. SFPC Elder and member, TJ Putman serves as the Salem Director. We currently support this organization with \$300 a month.

During COVID, volunteers were not able to host families in our facility, yet we still provided meals and relational care for many families and look forward to when we will be able to host families again here at SFPC.

Impact Team Members

We are deeply grateful for the active service of Ted Envela, Michael Lamb, Delores Pederson, Sue Roner, and Rich Zabst. Your faithfulness has enabled us to make an impact in our community with the love of Christ. It's a pleasure to serve with each of you.

Respectfully submitted,

Christine Talbert
Impact Ministries Chair

Rev. Robert Thrasher
Minister of Discipleship & Mission

FROM THE DESK OF ROB THRASHER

These past 11 years have produced much fruit in our midst as we've endeavored together in becoming a more missional community of faith. In both clear skies and storms, we've worked together to make an impact with the gospel of Jesus in tangible and practical ways. These years have given me much joy. I started in 2010 as your Director of Worship Arts, forming the Winter Street Worship Band and launching a new contemporary worship service. Over the years this service has evolved and grown and now we are all back together again exploring new ways of experiencing and embodying God's extraordinary love. I've worn a few different hats over the years from worship arts to student ministries, mission & outreach to discipleship, and even briefly served as acting head of staff while we awaited the arrival of our interim pastor. In the midst of all that, I also received my Masters of Arts in Global Development & Justice. We've served together overseas, all around our nation, and in our own city, our own backyards, seeking to be the embodiment of Jesus wherever we go. All in all, you've kept my life quite full of adventure.

Speaking of adventures...

In light of a growing passion to serve the least of these in our city, I've accepted a new call to serve as the Building Project Director and Assistant Pastor at a long time missional partner of ours, Church At The Park. CAP is in a season of remarkable growth and my role will be to assist them in the building of a new facility and to provide spiritual and vocational direction for the organization. I'm excited to be working towards sustainable solutions for our city's homeless/houseless neighbors. My new position begins, Monday, August 30th.

I've enjoyed my time of service on the staff here at SFPC and treasure all of the memories we've created together in the service of Jesus Christ. While I will no longer be in a paid staff position, my family and I still consider SFPC to be our church home. Carolyne and I will maintain our membership and will continue attending and serving this community of faith from the position of laity, "ordinary people, experiencing and embodying God's extraordinary love."

Thank you for your love and support these past 11 years.

Love & Blessings,

Rob

The Reverend Robert Thrasher, MAGDJ

NEXTGEN MINISTRY

Reflecting on this past year, it has been a year of change, resilience, and learning to think outside of the box. After COVID-19 caused us to bring most of our activities to a halt in the Spring of 2020, we had to learn a new way of ministering to the children and youth at SFPC. Most of our big activities that were canceled in 2020 were again canceled in 2021, including Easterpalooza and our mission trip to Esperanza. While this was difficult, there were other smaller ways that were able to serve our community and mission partners, such as heading up the fundraising effort to help rebuild the medical building at Esperanza that had been severely

damaged in a storm, and having a drive-through Easter Egg giveaway at Easter time. I am blessed to have Ashley Gregory as the NextGen Assistant. Her enthusiasm for making sure that our young people feel cared for and loved, and her creative ideas for reaching out to them, have made a difference during this uncertain time. I am grateful for all that she does for our ministry and our church. I am also grateful for our volunteer leaders, Kyle Bonn and Michael Bobo, and our student leader, Konan Borah. God has been with us through this difficult year, guiding our paths every step of the way, keeping us healthy, and showing us that the way we've always done it doesn't have to be the way we always do it.

-Kim Bonn, Director of NextGen Ministry



The past year has not been easy for our children and youth, but we have tried to walk with them through it and offer our support every step of the way. Even though it has been a year of challenge and change, we are excited to see what God has planned for our future and we are grateful for all of the support we get from our SFPC family.

Youth:

When we moved to online church service in 2020 we also moved our Youth Group online to Zoom in order to keep us all connected. We tried to reach out to kids as much as possible to let them know that we were here for them through this unprecedented time. Having kids who were in online school, and also trying to get them to participate in online Youth Group, caused a Zoom burnout and we were no longer able to reach kids in the same impactful way we were able to before.

NEXTGEN

Our participation numbers during our virtual youth group dropped quite drastically and continued to stay minimal as we began to navigate the next steps toward a post-pandemic church. When we noticed our kids were lacking in motivation to do really anything, we did our best to cheer them on while also keeping our distance. We developed a delivery drop off once a month through the end of 2020. We packed bags of goodies and little toys that reminded us of them, and dropped them off on their doorsteps with notes of encouragement to let them know we were thinking about them. We started a "drink of the week" where we would pick a kid each week from those in attendance and bring them their favorite drink of their choosing and connect with them for a little bit outdoors, in person, as we dropped it off. We started weekly devotions on our Facebook page for the summer trying to remind them God is in control during crazy times like this. And we challenged them during Advent to participate in a daily activity that they chose randomly from a jar we provided. As leaders we posted ourselves dressed in Christmas pajamas doing the Advent activities on our Facebook page.

With warmer weather in July 2020, we were able to start meeting outside with masks. We met at the park across from church where we did lessons and played physically distant games. Just being able to be back in person brought a slight change in attitude. We continued meeting in the park through the whole summer with occasional Zoom meetings when weather did not uphold.

If we could not meet in person we would have mobile game nights from our individual homes where we could play games like Among Us on our phones together. This allowed kids to invite their friends and to be able to have a sense of community again while participating in games they enjoyed.

As the weather got cooler the SFPC COVID reopening team decided we could meet indoors with precautions such as temperature checks, masks, and social distancing. We were allowed to meet in small groups (less than 10) in the youth room. With this change we noticed the same core kids were usually the only ones attending, but with restrictions on group size this was better than losing everyone by trying to go back to Zoom.



NEXTGEN

As we continued to meet in person in the youth room we made up an incentive system to let kids know we appreciated them coming back in these scary times. They got a point for being present, answering questions, memorizing bible verses, winning games, etc. When each kid got to 20 points they got a basket designed by a leader with their favorite things. Whoever got the most points by the beginning of summer got a bigger basket with more stuff as an ultimate prize. With most COVID restrictions being lifted in June 2021 we have slowly gone back to our "normal" youth group, including holding special events and activities. We were able to have an all-nighter that brought 11 kids, which doubled the number of kids we had been having in attendance.

Kids:

Since NextGen encompasses all ages from 0-18, we also had to figure out how to engage the kids 5th grade and younger while not meeting in person. Not all parents chose to participate, but "Sunday School" during our pre-recorded church services was a lesson we emailed out to parents that included activity pages, and we tried to tie the lesson into the sermon topics. We would also occasionally make video lessons so that the parents could just show the video and the kids were able to see our faces. We did include the younger kids in many of our special deliveries, doing a "Reverse Trick or Treat" where we brought the candy to them on Halloween, and delivering supplies for families to make their own Advent wreaths with information on what the wreaths mean and how to light them. When the church was opened for in-person worship in June 2021, Sunday school was again provided. In order to not expose children to too many different people each week, the teachers for the duration of summer will just be Kim and Ashley, and masks will be worn to keep children safe since they can't be vaccinated. As we navigate what the future looks like in autumn, we will explore getting volunteer teachers and a new curriculum.



"Commit your work to the Lord, and your plans will be established."
Proverbs 16:3

STEWARDSHIP

STEWARDSHIP COMMITTEE | Pam Morris & Chuck Zemanek

"Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms."

1 Peter 4:10

"Our Hope is in the Lord" was the theme of this year's effort which ran from April 18th – May 2nd . Due to the lack of in-person worship Brian led wonderful interviews which presented just how adaptive and caring our congregation can be in serving the needs of others. The drive was shortened and per capita was added in an effort to emphasize the broad spectrum of our stewardship goals. With 91 pledges received we have an estimated giving of \$357,118 (about 4% less than last year). This allowed Session to develop a budget for 2020-2021.

Per Capita results were: 113 contributions of the \$36.50 for a total of \$4,127. This is about 45% of the congregation supporting per capita.

There is no way to measure the time and talents used by our congregation for the support of our congregation and community. We pray that these efforts will only increase in the coming years. Continue to be open to opportunities that God presents.

There may be presentations in the coming year about per capita, estate planning, and special projects which can use additional support.

Your support during the last year has been incredible and we pray for it to continue because Stewardship is a major component of our faith at Salem First Presbyterian Church.



WORSHIP MINISTRY

"Sing to the Lord a new song! Sing to the Lord all the Earth!"
Psalm 96:1

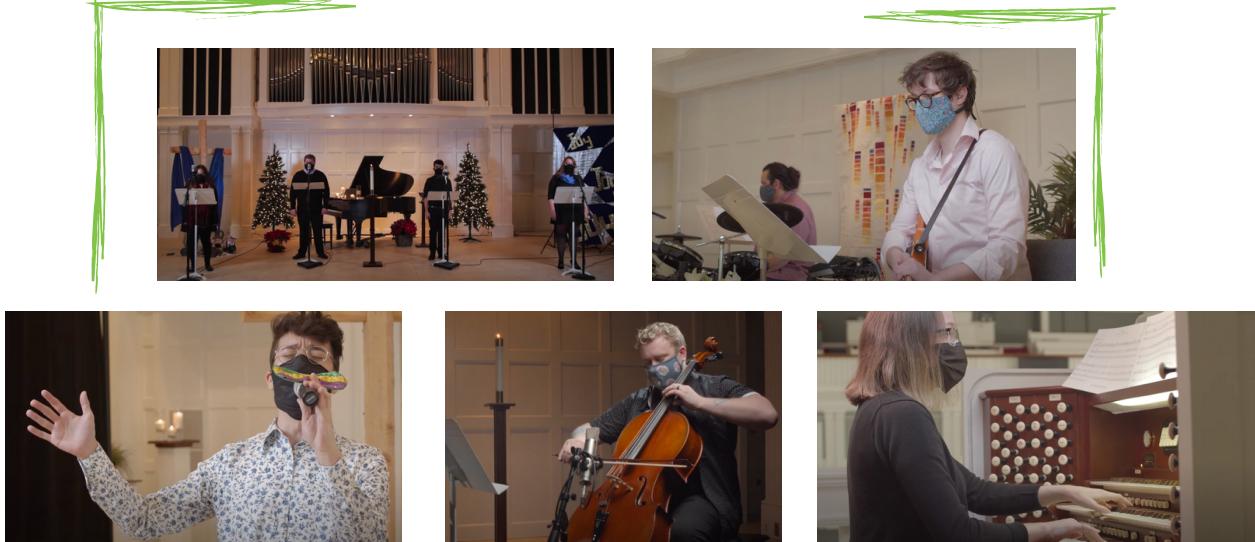
The summer of 2020 brought us to the realization that our "new normal" for worship would be hybrid, irregardless of how the COVID pandemic might play out. This hybrid approach was with the understanding that we would always likely have a portion of our congregation (and those visiting our church) who would join us online, and that we needed to make our online experience as powerful as our in-person experience. Upgrades for cameras, sound, video and internet streaming equipment were all made and put into place during the last 12 months. The plan was to utilize the new equipment for our pre-recorded services until the pandemic subsided enough to reopen our sanctuary and then make the switch to hybrid services (in-person and live-streaming, with the entire service being available on YouTube shortly after the end of service.)

The necessity of pre-recorded services continued a bit longer than anticipated, but in the face of ever-changing challenges, we found new and creative ways to sing to the Lord a new song. We continued to explore our Ancient-Futures integrated worship style, blending both hymns and praise songs. We were also able to take advantage of the pre-recorded worship style to bring Susan Johnson in mid-week to record preludes, postludes, and hymns.

With the spirit of creativity, we were able to offer the following special services pre-recorded, many of which were shared around the world with family, friends and ministry partners. (Each of these services can still be found on our YouTube Channel "Salem First Presbyterian Church.")

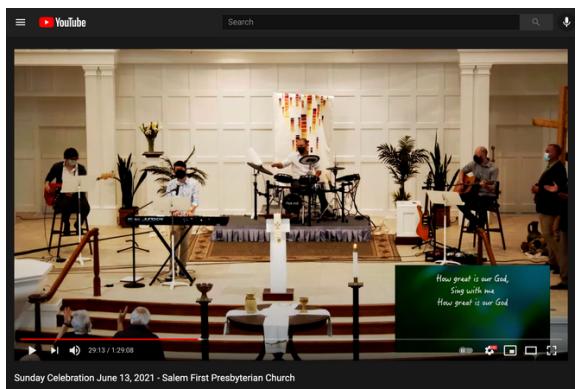
- Our Christmas Eve service was recorded over several sessions, and included many beautiful elements such as organ, the SFPC Worship band, the SFPC Quartet, a reflective duet of "Lo, How a Rose E'er Blooming", and scripture readings by the SFPC staff.
- Our Mardi Gras service included jazz music by local musicians, as well as the ordination and installation of Deacons and Elders.
- Our Good Friday service featured reflective cello and piano duets.
- Our Easter Sunday service was a joyous celebration, and once again featured organ, the Worship Band and Quartet.

WORSHIP



On June 13th, 2021, we were finally able to begin our planned hybrid services, which allowed for both in-person attendance as well as live streaming of our worship services.

We were able to reopen the sanctuary safely for in-person worship after making adjustments for ventilation and airflow with strategically placed fans, as well as spacing out our seating to allow for social distancing between groups and families. We continue to adjust to the changing situations presented by the pandemic, but are confident that no matter the situation, we will be able to stay flexible and make adjustments to continue to provide a meaningful worship experience.



Much of our success in the past year has been through the joint efforts of Connor Soejoto and Chris Ward, our sound engineer and video producer. Connor did a masterful job guiding us through various creative efforts to help bring our hybrid model to the successful place that it is now. At the time of this publication, Connor has left his position as Director of Worship Arts to follow new pursuits, and we are deeply grateful for his leadership since 2016. We have now begun the search for a new part-time worship director.

Chris is exceptionally talented in the A/V world, and he continues to make recommendations and improvements to the video and sound quality of our services as we lean into our new hybrid model of worship. The quality of our pre-recorded worship services had many in our Presbytery looking to SFPC for advice and suggestions, and for which Chris was able to offer assistance. The staff, musicians, and volunteers at SFPC absolutely love working with Chris, and we would not be in the strong position we are without his capable skills and generous heart.

FINANCE & ADMINISTRATION

**FINANCE & ADMINISTRATION COMMITTEE | Larry Wood (Moderator), Tim Nissen, Rod Bailey, David Bunnell, Shirley Deckard, Peter Gaskins
STAFF LIASON | Audrey Harman**

This past fiscal year has been one of challenge, opportunity and joy. The Covid-19 epidemic created a lot of noise in our financials, on both the income and the expense sides. As a result, one will note much variability in various line items in both areas. In addition, we continued our three-year plan of major capital improvement and deferred maintenance upgrades. This report will cover the highlights of these areas.

Income Statement Notes

The principal factors affecting our aggregate income were these:

1. Regular Congregational support (as opposed to including special campaigns) was flat year-over-year, something that has not happened in a very long time. In talking with other congregations, we learned that ours was not a unique phenomenon. It appears that, with involvement and engagement with broader voluntary activities being limited by the Covid shutdowns, our members focused their charitable giving more closely on SFPC than may have been the case in "normal" years.

Notwithstanding this, our Congregational support was down 15% from what it was five years ago. We expect, with the reopening and continued loss of membership, to continue the decline of recent years in our Fiscal 2022 period – we are budgeting an 8% decline for this period.

2. We received one-time income from a number of sources during the year, totaling about \$52,000. The main sources were;

- a. \$12,000 received from Lake Grove Presbyterian Church in Lake Oswego to support our Homeless Outreach efforts;
- b. Nearly \$5,000, mostly received from the Salem Leadership Foundation to support our Homeless Outreach efforts;
- c. \$10,000 from our Presbytery to support our 2020 Fire Emergency Relief efforts (reflected in the IMPACT INs/OUTs);
- d. \$9,000 from general donors (mostly our congregation) to support our 2020 Fire Emergency Relief efforts (reflected in the IMPACT INs/OUTs);
- e. \$10,000 from the YMCA to reimburse us for legal and other expenses associated with the sale to them of the Y-Parking Lot in Fiscal 2020.
- f. Just over \$6,000 from the sale of the church van and the Wulf pump organ, formerly in the Pioneer room.

FINANCE & ADMINISTRATION

3. It is important to note that, because we are on a Cash Accounting basis, the income designated to our Homeless Outreach and the 2020 Fire Emergency Relief will get spent on these works in the next few years. Because of these timing differences between income received and expense spent, our Income/Expense statement will be distorted for a few years, i.e., Income looked better this past year and expenses will look worse in the next few years.

Expense Statement Notes

Our aggregate Operating Expenses declined by \$139,000 in Fiscal 2021 when compared to Fiscal 2020. WOW!!! In broad terms, this was the result of across-the-board expense control by all staff in response to Covid-driven concerns about Income pressures. Items of particular note are:

1. Human Resources reduced staff spending by \$55,000 by limiting and slowing the replacement of former staff members. In short, making do with less and relying greatly on our volunteers. HR staff spending in Fiscal 2022 will increase by almost half of the Fiscal 2021 reduction as we gradually rebalance our staff positions.
2. Administration Expense declined by almost \$32,000 in Fiscal 2021, nearly \$30,000 of which was a reduction in outside accounting help as two volunteers picked up the slack. This is not sustainable long term, but is expected to be okay during the Fiscal 2022 year. In addition, general Admin costs were suppressed during the year due to short office hours and greatly reduced printing and mailing activities.
3. Church Care and Maintenance declined by \$37,000, principally reflecting not having a large number of deferred-maintenance items to deal with in the year.
4. Worship Arts Music spending declined by \$12,000, principally due minimal paid-choir support as a result of virtually no in-person worship services during the year. We expect Worship spending in the coming fiscal year to return nearly to the level of Fiscal 2020.
5. Unbudgeted-but-Approved spending declined by just under \$19,000 reflecting a great reduction in legal expenses associated with the sale of the Y-Parking Lot, as well as no retirement parties.

FINANCE & ADMINISTRATION

Building & Grounds Capital Improvements Notes

Over three fiscal years (the last two and the current one, Fiscal 2022), we will have spent about \$425,000 on capital improvements and major deferred maintenance. The main items here are:

1. The Sanctuary upgrade and remodel (Fiscal 2020 for \$134,000);
2. The new roof (Fiscal 2021 for \$164,000);
3. The parking lot repaving and exterior repainting of the building (Fiscal 2022 for about \$115,000);
4. The rebuild of the concrete awnings at our Somerville building (Fiscal 2022 for about \$12,000).

These are all items that we should expect to have to deal again with over the long-term, and we should consider setting aside an annual amount into Restricted Reserves to cover these costs in the future. The only remaining and currently visible (as opposed to surprise, like a boiler or other HVAC mishap) expense we are likely to need to deal with in the coming year or years is a replacement of the carpeting in our Somerville building. This is required of us by the terms of our lease with the State of Oregon.

Thoughts on the Church Building

There continues to be some debate about whether or not the church building is a financial drag on us. Spoiler Alert: It is not.

Ten years ago the answer was an unqualified “yes.” But then along came Montessori. In approaching the question, we separated income and expenses into two, separate flows: church operations (which can be done anywhere like a park, an abandoned Safeway, et al), and our real estate (the church building and parking lot, plus the Somerville building). The answer, it turns out, is that it is not even close: our real estate operations are the only reason we can continue to exist, certainly in our current form, but maybe at all. While many of us have known that Somerville is a major financial contributor, it has also come to be true for the church building itself.

The details are available to inquiring minds, but the following table tells the tale:

| Fiscal 2021E | Fiscal 2022E |
|---|---|
| Net Income Excluding Major Repairs \$155,065 (\$33,876) | LESS: NET Real Estate Cash Flow \$202,089 |
| \$185,345 | Equals: NET CHURCH ENTITY CASH DEFICIT (\$47,024) |
| | (\$219,221) |

In other words, our “church operation” runs at a major deficit, supported only because of our forebears’ generosity and financial perspicacity, combined with the Montessori school finding us.

FINANCE & ADMINISTRATION

Somerville generates annual free cash-flow of \$152,000 which, by implication, suggests the church property generates annual free cash-flow of about \$33,000. But it is really more than that because we have over-allocated staff to the real estate side, rather than splitting between the church and the real estate side. The “free cash flow” numbers referred to herein exclude setting aside annual reserves for major repairs and replacement. While we recommend the church do so (see note above), that requires a separate analysis from this one.

So, there are three conclusions from this:

1. The church property pays for itself and then some. Indeed, the church property enables the church proper to operate rent free; no small matter at all. Anyone who thinks we need to off-load the church property needs a better reason than claiming it net costs us money since that it is not true.
2. Anytime our tenants need something, our only intelligent response can be, “Yes sir/ma’am, and how quickly may we do that for you?” Failure to do this puts our church’s existence at risk. By the way, this is something our esteemed Treasurer, Larry Wood, is exquisitely good at.
3. We are riding on the back of our real estate, and it is our aggregate non-real estate spending that has been and remains our fundamental financial problem (see the negative \$219k above for Fiscal 2022).

The reason for the huge difference in church operating deficit from Fiscal 2021 to Fiscal 2022 reflects the Covid related suppressed operating costs in conjunction with major one-time income pieces in Fiscal 2021, both discussed above.

Condensed Income/Expense and Balance Sheet statements for the Fiscal Years 2020, 2021 and 2022 follow.

More detail is available upon request from the Church Office

FINANCE & ADMINISTRATION

Salem First Presbyterian Church
Condensed Income/Expense Statements
Budgeted and Actuals

| BUDGETED Fiscal 2022 | ACTUALS | | Fiscal 21/20 Change |
|-------------------------|-------------|-------------|------------------------|
| | Fiscal 2021 | Fiscal 2020 | |

| | | | | |
|---|--------------------|------------------|--------------------|--------------------|
| INCOME | | | | |
| Congregational Support | \$387,000 | \$422,369 | \$421,908 | \$461 |
| Trust & Gift Income | \$26,350 | \$27,790 | \$25,495 | \$2,294 |
| Facility Services Income | \$98,010 | \$102,935 | \$100,229 | \$2,706 |
| Other Income | \$6,050 | \$33,549 | \$15,955 | \$17,594 |
| Somerville - Net | \$152,180 | \$152,150 | \$151,150 | \$1,000 |
| Total Income | \$669,590 | \$738,792 | \$714,737 | \$24,055 |
| OPERATING EXPENSES | | | | |
| Human Resources | \$277,565 | \$253,942 | \$309,277 | (\$55,335) |
| Pastoral | \$134,120 | \$119,230 | \$107,967 | \$11,263 |
| Administration & Office | \$72,036 | \$70,090 | \$101,849 | (\$31,760) |
| Church Care & Maintenance | \$72,000 | \$63,067 | \$100,358 | (\$37,291) |
| Communications & Technology | \$39,750 | \$31,869 | \$10,279 | \$21,591 |
| Impact | \$28,200 | \$25,640 | \$26,851 | (\$1,211) |
| Worship & Music | \$25,495 | \$16,331 | \$28,725 | (\$12,394) |
| Unbudgeted but Approved | \$20,000 | \$2,684 | \$21,224 | (\$18,540) |
| NextGen | \$5,100 | \$2,068 | \$4,599 | (\$2,531) |
| Congregational Care | \$3,300 | \$482 | \$7,207 | (\$6,725) |
| Session | \$700 | \$396 | \$6,305 | (\$5,909) |
| Adult Formation | \$500 | \$20 | \$274 | (\$255) |
| Total Operating Expenses | \$678,766 | \$585,819 | \$724,916 | (\$139,097) |
| Net Operating Income/(Deficit) | (\$9,176) | \$152,973 | (\$10,180) | \$163,153 |
| INs/OUTs - Income/(Expense) | | | | |
| Deacons | (\$6,800) | (\$7,077) | (\$8,276) | \$1,199 |
| IMPACT | (\$16,600) | \$9,819 | (\$7,712) | \$17,531 |
| Men's Ministry | (\$500) | \$0 | (\$340) | \$340 |
| NextGen | (\$800) | \$0 | (\$3,414) | \$3,414 |
| Net INs/OUTs | (\$24,700) | \$2,742 | (\$19,742) | \$22,484 |
| NET INCOME/(DEFICIT) | (\$33,876) | \$155,715 | (\$29,921) | \$185,636 |
| BEQUESTS | \$0 | \$0 | \$20,000 | (\$20,000) |
| BUILDING & GROUNDS CAP. IMPROVEMENTS | \$115,000 | \$163,991 | \$134,234 | \$29,757 |
| NET INCOME/(DEFICIT) | (\$148,876) | (\$8,926) | (\$144,755) | \$135,829 |

FINANCE & ADMINISTRATION

Salem First Presbyterian Church
Condensed Balance Sheet
As of June 30, 2021

| | TOTAL |
|--------------------------------------|---------------------|
| ASSETS | |
| Bank Accounts | |
| Unrestricted | \$ 570,771 |
| Restricted/Segregated | \$ 355,071 |
| Total Bank Accounts | \$ 925,842 |
| Other Current Assets | \$ 850 |
| Total Current Assets | \$ 926,692 |
| Fixed Assets | |
| Church Building & Grounds | \$ 5,424,370 |
| Somerville Building | \$ 1,284,130 |
| Vehicles | \$ 5,500 |
| Total Fixed Assets | \$ 6,714,000 |
| Other Assets/Investments | \$ 410,594 |
| TOTAL ASSETS | \$ 8,051,286 |
| LIABILITIES AND EQUITY | |
| Current Liabilities | |
| Credit Cards | \$ 2,302 |
| Prepaid Pledges | \$ 28,370 |
| Other Current Liabilities | \$ 101 |
| Total Current Liabilities | \$ 30,773 |
| PPP Loan - forgivable | \$ 60,200 |
| Total Equity | \$ 7,960,313 |
| TOTAL LIABILITIES AND EQUITY | \$ 8,051,286 |

**Thank you to all who
contributed to this report.**

Ordinary People.



**SALEM FIRST
PRESBYTERIAN CHURCH**

Extraordinary Love.

Precocious Productions
Project by Guin Parker