



SALEM FIRST
PRESBYTERIAN CHURCH



ANNUAL REPORT 2022/2023

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MISSION & VISION

MISSION STATEMENT

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

VISION STATEMENT

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.

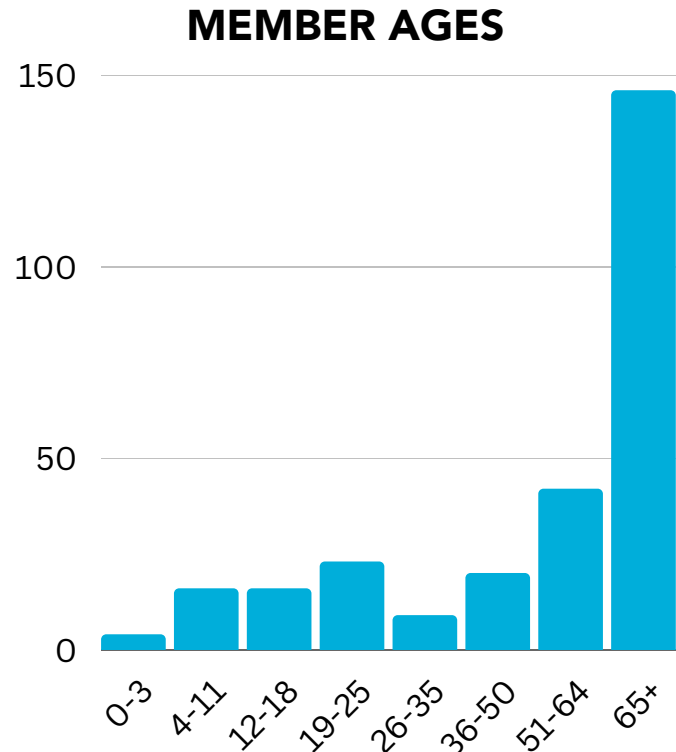
For this reason, we reject divisive, fear-driven voices of intolerance.

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

223
MEMBERS

55
**REGULAR
IN-PERSON
ATTENDERS**



WORSHIP @ SFPC
JULY 2022 - JUNE 2023

84 AVERAGE
ATTENDANCE AT
SUNDAY SERVICES

121 AVERAGE VIEW
COUNT ON SUNDAY
SERVICE VIDEOS

SALEM FIRST BY THE NUMBERS

2023 Fiscal Actuals Summary

Congregational Giving	\$411,362
Total Income	\$716,728
Total Spending	\$728,443

2024 Fiscal Budget Summary

Congregational Giving	\$390,000
Total Income	\$694,200
Total Spending	\$681,909

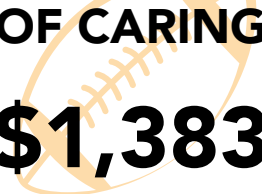
SPECIAL CONGREGATIONAL CONTRIBUTIONS

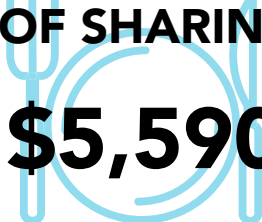
**CHRISTMAS JOY
OFFERING**

\$2,995

**DEACONS
CHRISTMAS
BASKETS**

\$5,270

**SOUPERBOWL
OF CARING**

\$1,383

**ONE GREAT HOUR
OF SHARING**

\$5,590

CHURCH OFFICERS

SESSION

MODERATOR | Greg Bolt

CLERK | Mary Johnson

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

Class of 2024: Kyle Bonn, Sue Crothers, Megan Judge, Pam Morris

Class of 2025: Tim Nissen, T.J. Putman, Marilyn Webb, Chuck Zemanek

DEACONS

CO-MODERATORS | Gail Boesch, Sue Roner

SECRETARY | Maureen Zemanek

Class of 2023: Pat Gee, Jane Lamb, Jan Mills, Jerry Morrison, Carol Rives, Day Westine

Class of 2024: Gail Boesch, Luanne Boice, Heidi Keller, Daryle Ryder, Maureen Zemanek

Class of 2025: Sue DeVore, Melissa Gee, Steve Mawdsley, Sue Roner

NOMINATING COMMITTEE

SESSION ASSIGNED | Kyle Bonn

Class of 2023: Ashley Gregory, Mary Johnson

Class of 2024: Sally Beck, Sharon Klocksieben

Class of 2025: Jane Lamb, Gary McAninch

INTRODUCTION

Dear Church Family,

A year ago, as I remember it, my thoughts about our church were often focused on two topics: the arrival of our new pastor and church life as we emerged from COVID-19 restrictions. Now, as I look back over the year, I am amazed by all the wonderful things that, by God's grace and your generosity and good works, have happened.

I believe that we all should be deeply grateful for the Spirit-lead work of the Pastor Nominating Committee and our prayers for our new pastor, Rev. Dr. Greg Bolt. Pastor Greg immediately embraced SFPC's commitment to mission and serving the neediest in our community and he has been enthusiastic in engaging with Salem Leadership Foundation, Church at the Park and other organizations serving our community.

During the past year we have deepened our commitment to serve the homeless through our partnership with Family Promise of the Mid-Willamette Valley (serving unhoused families) and The ARCHES Project (serving homeless adults). SFPC hosted meetings between Salem Hospital and homeless support providers to improve discharge procedures to better protect the medically fragile homeless. In this effort, we were acting to aid some of the most vulnerable of our neighbors.

Our IMPACT ministry has broadened its work. It continued SFPC's assistance to communities and families devastated by wildfires, effectively using grants from the Presbytery of the Cascades and working collaboratively with other organizations serving the recovering communities. SFPC also began a new partnership with Richmond Elementary School, opening the door for us to provide tutoring and help as well as financial and material assistance.

Gathering in the sanctuary for Sunday worship once again feels routine, reassuring. Everyone had wondered what the new "normal" would be after COVID. Well, now we know, and it is good, in fact, very good. On Sundays, when I look around the sanctuary, I not only see old friends, but I see more children than before, I see more young people (for me this includes all under the age of 45). I believe we have become a more diverse worshipping community and for this I am deeply grateful.

INTRODUCTION

Speaking of younger folks brings to mind the great work being done by our [RE]Connect ministry team. They helped young folks bear the stresses of the pandemic and their Christ-led ministry continues to expand with one of its impacts being an increasing number of youth and young adults joining us for Sunday worship.

As I think about our worship, I am reminded of Isaiah 43, "See, I am doing a new thing! Now it springs up, do you not perceive it?" Over the past year, I have been pleased to see the willingness to experiment, try new approaches to worship, to emphasize that our sanctuary, our worship service welcomes all who wish to be there. Pastor Greg never fails to remind us that we are all God's beloved children with whom God is pleased.

There is so much more for which we must be grateful: our church staff that have done such great work; volunteers that are essential to almost every aspect of our church's activities; and our worship music team and the vitality it brings to every service. We are well served that we might be able to serve others.

With Gratitude and Blessings to All,

Michael Talbert

Elder and Corporation President

PASTOR'S REPORT

What an amazing first year of ministry here with you!!

I have tried to highlight some of the things that we have been able to do together over this past year but this list certainly does not encompass the height, width, breadth, and depth of the feelings that I have had in the first 12 months as your pastor. I am greatly looking forward to the coming years, the movement of the Spirit here at SFPC and in Salem, invigorates me to do my best to lead and be led by this congregation and by God. (Not necessarily in that order 😊)

We've done a lot this year:

Worship

- Installed as your pastor on November 20, 2022 in a service of the Presbytery of the Cascades.
- Led weekly worship at Salem First Presbyterian Church including communion once a month, and led several special worship services (Ash Wednesday, Maundy Thursday, Good Friday Service, and Christmas Eve)
- Led Ashes-2-Go on Ash Wednesday outside the YMCA.
- Officiated 4 baptisms.
- Officiated at Witnesses to the Resurrection for Kay Franklin, and Jim Hilary

Administration

- Led weekly staff meetings that involved visioning, reflecting, fellowship, and prayer for our congregation and community.
- Moderated monthly session meetings. In 2023, we began a schedule of discernment meetings and business meetings seeking to help guide the church today and in the years to come. Regularly attended many other committee and ministry meetings including Administration, Stewardship, Worship, IMPACT, Deacons, and Human Resources.
- Participated in Cascades Presbytery Meetings online.
- Elected as Synod Commissioner for a term of 3 years.
- Met individually with every session member and staff member as well as many other members and friends of the congregation.
- Attended many CAN Meetings (Church as Neighborhood Centers) through the Salem Leadership Foundation.

PASTOR'S REPORT

Community

- Attended an Empower Initiative Case Study in Race Experience in Alabama, organized by the Salem Leadership Foundation.
- Attended Interfaith Advocacy Day hosted by Ecumenical Ministries of Oregon and was able to meet with several of our elected representatives to discuss housing and other policy matters.
- Met with representatives from Salem Health, Church @ The Park, Mid-Willamette Valley Community Action Agency, the City of Salem, Northwest Human Services, and other agencies to address gaps in support for our houseless neighbors.
- Spoke in favor of a bill that would ensure better communication between service providers and hospitals regarding our houseless neighbors.
- Participated in the annual PRIDE March.

Pastoral

- Visited people in the hospital, at their homes, in coffee shops, at work, and just about anywhere you would meet.
- Taught a Lenten class entitled "Seeking: Honest Questions Deeper Faith."
- Taught a new members class.
- Completed a one-month sabbatical focusing on rejuvenation, reconnection, and renewal. I traveled to Bend, OR, to the Bay Area in California, read several books, and took a once in a lifetime trip with my parents to honor their 50th wedding anniversary to England and Scotland, the place of our heritage and the birthplace of Presbyterianism.

Personal

- Bought a house in South Salem.
- Monthly meetings with a spiritual director.
- Played a little golf.
- Got to know Salem, through hikes, eating out, going to plays, and getting lost several times.

All in all, it has been a busy yet fulfilling year. I am so excited to be serving with you in the role of pastor here in Salem and look forward to many more years of ministry together!

Blessings,

Pastor Greg

Pastor and Head of Staff

CONGREGATIONAL CARE

I pray that, according to the riches of his glory, he may grant that you may be strengthened in your inner being with power through his Spirit and that Christ may dwell in your hearts through faith, as you are being rooted and grounded in love.

Ephesians 3:16-17

Love is at the root of all that we do in Congregational Care. Love for God, love for our church family, and love for our community. Even as we figure out all the details to make things happen, even as decisions are made, forms are filled out, i's are dotted and t's are crossed, it is all done in order to remain connected with God and with each other.

This year Pastor Greg Bolt came on as Head of Staff, and in the nine months that he's been here, he has brought a significant amount of energy to maintaining relationships and connections.

In February we welcomed two new adult members, and then in April we baptized their two children.

Even as we added to our number, we said farewell to many dear friends as they moved on to the church triumphant.



Sarah Page, our Parish Associate, the rest of the Care Team, and our Deacons have maintained contact with many of our members, particularly those who are homebound or bereaved.



We held our first Church Hike in June, which was a wonderful chance to enjoy fellowship in the great outdoors. In the coming year we hope to host many more opportunities for fellowship.

DEACONS

DEACON EXECUTIVE BOARD

CO-MODERATORS | Gail Boesch & Sue Roner

SECRETARY | Maureen Zemanek

You may have missed the smell of hamburgers and hotdogs cooking on the BBQ last year at the annual potluck. Instead of the usual BBQ, the deacons gave the cooks a bit of a rest and provided baked chicken from Safeway plus several kinds of dessert. This well-attended event was full of yummy salads and other foods provided by our congregation and lots of good conversations.

The Deacons have stayed busy, focused on the charges of a Deacon, to instill comfort to the sick, the lonely, and the lost. To be good caregivers of the congregation offering support and caring to all.

Last year the Deacons hosted receptions for four memorial services, offering the families an opportunity to honor and memorialize their loved one.

We delivered poinsettias, a special handmade treat made by Pam Steiger, plus cookies in December to 22 members of our congregation who are unable to attend services in person. During the Easter season we delivered beautiful geraniums along with a special treat to our homebound members and to those who lost loved ones the past year. We connect with several members throughout the year by way of cards, phone calls, and visits



We support Family Promise by collecting funds for Christmas outreach. As a result of your generous donations we were able to provide 50 families with \$75 gift cards from Winco and \$30 gift cards from Fred Meyer to 100 children being served by Family Promise. We continue our support of Family Promise with the help of many faithful volunteers by hosting up to four families in our church for a week at a time four times each year providing meals and a safe and welcoming place while they work toward stable housing.

DEACONS

We provided meals to four families recovering from illness, injury, or to those who had lost a loved one through our meal ministry made up of not only deacons but members of our congregation sowing seeds of compassion and comfort.



The Deacons participated in the Spring Thing by manning a table with information for those interested in services the Deacons provide.

Steve Mawdsley does a wonderful job of organizing transportation to some members who no longer drive. Jane Lamb continues to collect bottles and cans to donate to Family Building blocks.

Jerry and Lola Morrison continue to organize the Red Cross blood drives held at our church several times year. Hosting a Red Cross Blood Drive is an important outreach to communities both locally and across the country. In serving hospitals and patients, we at SFPC have hosted drives for over 30 years. We have many faithful donors whose donations change lives as the need for blood is constant. Every day, some of the most vulnerable patients, including premature babies, patients with chronic blood disorders, and trauma victims need blood. Our quarterly blood drives help to meet that need.

GIVE BLOOD

You can make a difference.



**American
Red Cross**

The Deacons continue to reach out not only to those in our congregation but to those in the community who are in need of comfort showing the love of Christ through service.

HOSPITALITY MINISTRY

**HOSPITALITY TEAM | Sharon Klocksieben, Maureen Zemanek, Joyer Takju,
Audrey Harman**

**BAKERS | Maureen Zemanek, Jan Taylor, Diane Bolen, Delores Pederson, Jan Mills,
Mae Hilary**

STAFF LIASON | Guin Parker

According to the dictionary, "welcome" is synonymous for hospitality. Hospitality is extended through our Welcome Center in the Fellowship Hall, where a friendly greeter is there to extend a hand of welcome and answer questions. The Fellowship Hall is a pleasant room to enjoy snacks and visit with fellow worshipers.



The partnership that the church has formed with Richmond Elementary School has given our team the opportunity to brighten some school days for students and staff. On a day during Conference Week, when staff work 12-hour days, we provided an "eat as you can" buffet. In April we initiated a cookie day for the kids. "What kid doesn't like cookies?" There were many smiles and bright eyes on those days.



Since February, we have been celebrating "Birthday Sunday" on the second Sunday of each month. We recognize the people who have birthdays that month, and have a special treat during fellowship time.

Hospitality supported the Worship Ministry on Maundy Thursday by providing the meal for a special communion service, which was a collaboration with New Beginnings Church. The long tables were placed in a U shape in order to encourage fellowship around the meal and participation in the handwashing and sacrament.



Hospitality will continue to extend welcome to those inside and outside our building.

HUMAN RESOURCES COMMITTEE

The year commenced with the enthusiastic onboarding of our new pastor, The Rev. Dr. Greg Bolt. With a warm heart and a proactive approach, Pastor Greg hit the ground running – building his ministry at our church.

Throughout the year, under Pastor Greg's leadership, there was an extensive review of staff positions with adjustments in the roles of Director of Music (Devin), Communication and Kids (Ashley) and Pastoral Assistant, (Guin). Devin's role, especially, saw intriguing transitions from an interim role that moved to permanent as it became clear he was the choice for our congregation for the foreseeable future.

As inflation pressures impact our current job market, we introduced pay adjustments January 1, which also covered the employee costs for the opt-in to Oregon Family Leave. This was given to staff after reviews were completed in early February. This process also included an evaluation of Pastor Greg's inaugural months with us, which proved immensely valuable.

With mixed feelings of gratitude and sadness, we bid farewell to our Pastoral Intern Thomas Walters after two enriching years of service. Thomas, having graduated with an MDiv from Fuller, now embarks on a journey towards ordination. His dedication and passion will surely be missed.

On the administrative side, the Human Resources Manual has undergone rigorous edits and reviews. We are poised to present the final draft to Session this fall after a thorough review by Cascades Employers. Special appreciation is due to Nancy DeSouza for her tireless efforts in this regard.

To celebrate staff, the HR Team in coordination with Session hosted a Staff Luncheon on December 13. December also noted the resignation of Debra McAninch, our previous Human Resource Chair. Her dedication and leadership have been invaluable to the committee and the church.

HR COMMITTEE

Looking forward, we remain optimistic about the church's future and pledge our continued commitment to our staff and the congregation at large. Regarding financial planning, we have laid down the budget recommendations for 2023-2024, ensuring our operations remain fluid and effective.

Respectfully submitted,

The Human Resources Committee

TJ Putman, Chair, Marilyn Webb, Nancy DeSouza, Mary Johnson

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

*Grant me courage to serve others;
For in service there is true life.*

*Give me honesty and patience;
So that I can work with other workers.*

*Bring forth song and celebration;
So that the Spirit will be alive among us.*

- Ce'sar Cha'vez, (1927-1993), from "Prayer of the Farm Worker's Struggle"

Santiam Wildfire Relief

The Presbytery of the Cascades encouraged us to apply for another grant. Brian Craker wrote it and we got \$40,000 to help homebuilders in the Santiam Canyon. Christian Aid Ministry provided the labor for 10 homes this year and we used the grant money to help them get closer to moving home again.

We had some additional funds which we donated to the Santiam Canyon Tool Library, which is staffed by volunteers, so they could accept large equipment and store it securely.

Warming Center

"The King will reply, 'Truly I tell you, whatever you did for one of the least of these brothers and sisters of mine, you did for me.'

-Matthew 25:40

In the May Newsletter, Sue Crothers shared the following words about the warming center:

"We open our church to houseless adults on cold nights in partnership with the ARCHES project. Our purpose is to offer tangible love, and to be the welcoming, judgement-free face of Christ. Our job and joy is to hang out in the kitchen and provide hospitality: the space, the coffee and tea, hot soup and oatmeal, and lots of smiles and personal interaction."

IMPACT

This past winter, we served 1,642 guests. Our congregation helped with supplies and food donations. May our numbers increase.

Special thanks to a great bunch of volunteers---we never had to tell Arches we didn't have enough volunteers to open our doors; Our leader Sue Crothers, Jenna Bauman, Gail Boesch, Debra Dawes, Gary McAninch, Tim Nissen and Pam Rimmer, Delores and Gary Pederson, Daryle Ryder, Jan Taylor, Christine and Michael Talbert, Day Westine, and Rich Zabst.

May our numbers increase.

Richmond Elementary School

We formed a partnership with Richmond Elementary after Pastor Greg learned of some of their needs. Our congregation jumped in with volunteer hours to work with individual students in the classroom, chaperone during Outdoor School, provide meals for staff on Conference Days and during Teacher Appreciation Week, cookies several times a year, and watching and encouraging students run in their Jog-A-Thon.

We also used some of the fund from the Mustard Seed Fund given to our church to do good beyond our church walls.

Should you wish to support these efforts, you can write a check to Salem First Presbyterian Church with Richmond ES in the memo or go to salemfpc.org/give.

Mary Johnson is our contact person for Richmond School.



IMPACT

Spring Thing

We gathered in the parking lot on April 8 to celebrate the season. There were hamburgers and hot dogs, cotton candy and popcorn along with carnival games and music and corny jokes. There were opportunities to learn more about SF from the pastor and tables about some of our ministries. A nice way to welcome spring.

Quilts and More Outreach, Sewing Group

We have not been able to meet since 2020, but we have remained active in missions of prior years. Due to church closure and other non-profits' closures, this has been a tricky endeavor.

From 2021 to 2023, we have made burp cloths, knitted hats, and quilts for Family Building Blocks and the Salem Community Baby Shower. For the nursing staff at Gibson Creek, we made adult cover-ups. In these 3 years we made and gifted 204 items.

"Salem First women have a long tradition of sewing together. In 1905 they began tying comforters and sewing bedding. They also earned money for the church sewing for their own members who would invite them for an afternoon of refreshments and sewing household items such as towels, pillow cases, sheets, tablecloths, and children's clothing."
(from the 100th Anniversary First Presbyterian Church, Salem, Oregon, 1869-1969)

Local and Global Mission Support

We continue to lend financial support monthly to Salem Leadership Foundation, Julie Gertenrich for Young Life Salem, and Family Promise.



Caroline Kurtz is the foreign missionary we support for her work in SW Ethiopia. Find out about their work on solar energy, clean water, and women's empowerment at the website, <https://developmaji.org>.

Christine Talbert for Rachel Alexander, Greg Bolt, Sue Crothers, Ted Envela, Michael Lamb, Delores Pederson, Sue Roner, and Rich Zabst

[RE]CONNECT MINISTRY

We chose the name [RE]Connect for a couple of different reasons, and we feel it still suits us very well. The first reason was that we were ready to reconnect with the kids and one another after the pandemic and so much time apart. But we also liked the way the name represents what happens as we minister to children, youth, and young adults.

As the kids grow up in the church they are continually reconnecting among the age groups - youth and young adults help out with the children in Sunday School, children get to know the people who are older than them and look forward to being their age and doing the things they do, and young adults are volunteering at youth group and building relationships with teens as they remember when they were that age not all that long ago.

Ashley and Kim feel fortunate to have the opportunity to help build these connections among all of our young people. It gives them a greater sense of community and belonging. There has been a whole lot of fun and fellowship, as well as learning how the love of Christ can spread among people who come together in his name. Here is just a little bit of what we have been up to over the past year:

Sunday School

Children leave the church service before the sermon time to go have their own lesson at Sunday School. As we have added new babies to our congregation this past year, we have a youth or young adult help out in the class each week.



Bible/book study

The children get lessons at Sunday School and the youth get studies and lessons at Youth Group and Small Group. We have held studies for young adults, but it is hard to get them all together at once, so Kim will often do individual studies with young adults. These could be ongoing, like doing a book study, or just a one time study of a specific bible verse or topic.



[RE]CONNECT



Youth Group

A typical 1.5 hour youth group is divided into three parts. First as the young people arrive they have free time where they can be social and have snacks. Then we play games during the middle section. When they are fed and have expended some of their energy, we then have a lesson. We rotate who teaches the lesson among Kim and Ashley, and sometimes even our young adult volunteers get a chance to lead.

Music

The youth and young adults went to FishFest at Riverfront Park last August, and then as the summer came to a close, the youth went to the fair for a concert. Leaders have attended band and choir concerts of our middle and high schoolers throughout the school year. Young Adults like to sing karaoke. Music is a very important part of a lot of our kids' lives.



Movies

We went to the drive-in last September, something that many of the kids had never done before. We watch movies together during our All Nighters or sometimes for special occasions or as a small group or young adult activity.

Games

We play games a lot! Sometimes they are physical games like going to the park to play tag, or relay races where we see who can slide down the hallway in a sleeping bag the fastest. Sometimes they are board games or card games (Uno is a favorite). And sometimes they are strategy/thinking/word games. But they are all fun!

[RE]CONNECT

Parties

We have had parties for all ages, such as Harvest Parties, Christmas Parties, and All Night Parties.



Outings

Every age group has had their own bowling day at some point throughout the year. The youth were invited to go roller skating at St. Paul's church. The middle schoolers went to the trampoline park. The young adults took a trip to the pumpkin patch and they like to go Portland for the Saturday Market or other fun things.



Service

The young adults are the most interested in doing service projects. We recently went to Portland to help out with Night Strike, which offers services for houseless people like a free meal, clothing, haircuts, reading materials, foot washing, etc.



In everything we do we strive to build community, relationships, and a sense of belonging. We want every young person who comes through our doors to know that they are loved and welcomed, and above all else, we want them to realize that they are a beloved child of God!

STEWARDSHIP

STEWARDSHIP COMMITTEE | Tim Nissen and T.J. Putman

SUPPORT | Pastor Greg Bolt, Chuck Zemanek, Audrey Harman and Maureen Zemanek

Stewardship, which we define as active utilization of a member's time, talent, and treasure, is the currency that allows our church to function. We hope and pray that each of our members will give in all three ways. The time and talent are critically important but a challenge to quantify. The treasure is easy to count.

Our theme this year is "Who Do We Need to Become?" Pastor Greg, in his letter of late April asked, "Who does SFPC need to become to continue to be faithful to God's call on us as a congregation and as individuals?"

He went on to write:

"We are becoming a safe and welcoming space for our houseless relatives, we are becoming a place where people of all ages, abilities, backgrounds, orientations, economics, and histories feel welcome and belonging. Our trust in God and the guidance by the Holy Spirit continues to lead us into new places and continues to challenge us to think differently and act differently than our forebearers have in the past.

If we are to live wholeheartedly into this new becoming, this re-enlivening, this reconnection we will enter a time of prayer and discernment in worship and at home to listen to how the Spirit is calling us to contribute to this call on our congregation and our own lives. Your faithful gifts of time, talent, and money will help ensure that we can continue to exhibit the kingdom of Heaven here on Earth just as we have over the last 154 years."

And he announced that he and Heidi would be increasing their pledge 10%. This leadership by example led most of our pledgers to increase their own support.

STEWARDSHIP

Over the next four Sundays we heard from a member each week during worship about why they support our church. Tim and T.J. and Audrey and Maureen got follow-up letters and pledge cards in the mail. We quoted one of our favorite Stewardship passages, Luke 12:48, "From whom much has been given, much will be required; and from the one to whom much has been entrusted, even more will be demanded." We noted that, "We build of foundations we did not lay...and drink from wells we did not dig." We prayed. As stated, treasure is easy to count.

As of July 30, 2023, we have 82 pledges totaling \$365,998 compared to 90 pledges totaling \$382,240 last year, a decline of 8 in the number of pledges and \$16,242 in the number of dollars. On a positive note, fifty (67%) of our pledgers increased their pledge.

Your financial support of our church is 100% voluntary and almost entirely confidential, essentially limited to one member who does the accounting. We have been known to say, "It's between you and God," while encouraging you to be generous.

In the year to come, the Stewardship Committee would like to address Stewardship issues and progress throughout the year vs. just a concentrated campaign in May. Please feel free to contact us with your thoughts.



WORSHIP MINISTRY

**VOLUNTEERS | Moderator Diane Bolen, Gail Boesch, Michael Lamb, Chuck Zemanek
STAFF | Pastor Greg Bolt, Devin Desmond, Guin Parker, Thomas Walters**

Before Rev. Brian Craker's departure, procedures to re-establish the Worship Ministry group began. The pandemic caused major changes for everyone, and we understood that changes would need to happen for us to move forward. We believed we needed to create an atmosphere where all felt welcomed, a place of belonging, a place where we can be comfortable to share our stories, and ALL are invited to grow in relationships, not only with God but with one another.

At our meeting in September, we were joined by Pastor Greg Bolt. Much of the meeting was focused on the fast approaching Season of Advent. Greg shared a resource that he had been looking at to help us move forward. We used the theme, "From Generation to Generation," which was specifically designed for use by all ages.



seeking:
honest questions
for deeper faith

For the season of Lent, we chose the theme, "Seeking: honest questions for deeper faith." It included weekly readings, prayer cards, small booklets and Flocknotes with PDF downloads. The weekly sermons asked us questions, poems were read, and personal stories were told from women of our congregation.

In an effort to improve communication and allow for more voices to be heard, we held a "Round Table" or "Town Meeting" discussion after service the first Sunday in May. An invitation went out by word of mouth, print, and Flocknote, for ALL to join us after Worship to briefly share Good Things Happening and What Things We Could Do Better. Here is some of what was shared:

Good Things Happening:

**Having children in service
Keep traditional music
Communion by intinction
All are welcome**

Could Do Better:

**Less structure
More freedom of emotion
Worship more comfortable
Communication about Volunteering**

WORSHIP

As part of our on-going efforts to foster a sense of belonging, communion continues to be open; all who believe are welcome to come to the table. We will continue to serve gluten free, vegan bread and unfermented grape juice. We may occasionally change up how it is served by offering people to come forward and serve each other, to serve by intinction and sometimes with a meal.



At the end of the church year, the Stewardship Campaign began. While considering the theme, "Everyday Stewardship," the Worship Ministry took the opportunity to help people understand that we are to do the good works which God desires. We are asked to give of ourselves by tithing with our treasures, talents and time. To encourage this, we set up a space at the Welcome Center to learn about and sign up for different opportunities to serve.

I want to thank Chris Ward, our magician, who works with our sound and video system creating a wonderful online Worship experience every Sunday. I also want to thank the volunteer communion servers, the volunteers who work in the office on Sunday and those who greet people coming in for worship, and those that monitor the hallways during service.

We will continue to explore creative ways for relationships to begin and grow stronger at SFPC and for deeper connections with others and with God. The Welcome Center remains open for ALL searching for opportunities to Serve.

Respectfully Submitted,

Diane Bolen

Worship Ministry Moderator

WORSHIP

"Praise God with the sounding of the trumpet, praise God with the harp and lyre, praise God with the timbrel and dancing, praise God with the strings and pipe, praise God with the clash of cymbals, praise God with resounding cymbals. Let everything that has breath praise the Lord."

Psalm 150:3-6

If you were to ask ten Christians the "right" way to worship through music, you would probably get about 20 different answers. Music and the church are so intertwined, both in our personal attachments, and throughout history. Just about every church goer has some opinion on what it "should" look and sound like. My goal as the music director has been to show how all different styles of music can be used as different tools to express adoration and praise in worship.

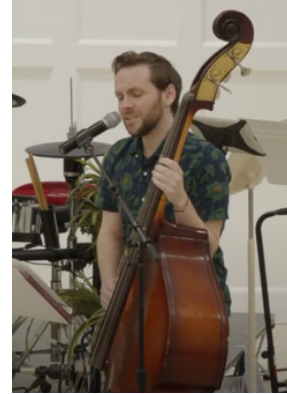
In the past year, we've been incredibly blessed to host a variety of guest musicians to collaborate with in worship. On a regular Sunday, you can expect to see guitars, bass, drums, piano, and a congregation of voices. On special services, (or just random services) you may have seen something new and asked your neighbor "hey what's that?"

Some of the instruments we've had in service during the past year have included a brass quartet and cellist on Easter, saxophone and trombone on Mardi Gras, flute and bodhran drum just because, and of course the acoustic set up where the band switches from their normal gear to fiddle, Cajon drum, upright bass, and acoustic guitar. This acoustic configuration was done all throughout Lent as a way to reflect the more intimate and introspective mood of the season, followed by a shift to our full band set up with additional vocals and cello for Easter. This service also concluded with the annual singing of the Hallelujah chorus, accompanied by organist Greg Bowers.



WORSHIP

We've been fortunate this past year to be in a position to be hosting regular in-person services. It's a blessing to be able to use streaming capabilities for church, but it's another whole blessing to be able to sing together as a community. This has inspired our biggest goal in the church for music going forward, and that's to bring choir back after a three and a half year hiatus! We've been in talks about this for a long time, and are excited to set a goal of having a choir back in service before the end of the calendar year. If you're interested in being a part of it, please email me at devin@saalemfpc.org.



Some big thank yous go out to Chris Ward who comes in before anyone every Sunday to make sure everything is set up, and then hiding up in the rafters all service keeping everything running smoothly. If you've never seen him, or never noticed the sound or settings being messed with, it's because he's really really good at his job. I also of course want to thank our regular band members, Debbie, Evan, Noah, and Epsilon. They're some of the finest musicians I've ever known and worked with, and it's a blessing that I can always depend on them, musically or otherwise. And of course, a thank you to everyone in this congregation who has welcomed and accepted me with open arms into this role.

I hope over this past year this music team has had the opportunity to help you experience a style of worship that maybe wasn't what you would have been used to, and I hope over the next year we can continue to do so. The more ways we can open ourselves up to experiencing worship, the better we understand each other, the better we understand ourselves, and the better we understand God.

Respectfully Submitted,
Devin Desmond
Director of Music

FINANCE & ADMINISTRATION

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

Introduction

The Finance & Administration Committee keeps track of our church assets and tries to manage them in an effective, prayerful, way to support our various ministries. Our operating and fiscal 2022-2023 year was pretty typical. For the most part things went as we planned and prayed they would. As always there were some surprises, both positive and negative. Pastor Greg Bolt joined us as our called Pastor beginning September 1, 2022.

Very sadly, toward the end of the year Shirley Deckard passed away. Shirley was a member and active volunteer at the church for over fifty years. With her expertise in book-keeping she was always a huge help in the finance office, and always understood the various systems we employed. Her work was always meticulous, and she kindly corrected those of us who were less so. We miss her greatly.

Our Moderator, Larry Wood, and multiple members of his family were in a terrible auto accident in July, and we are praying for full recoveries. Larry has been one of our key contacts with our tenants and the various tradespeople who keep our facility running. We miss him greatly!

Income Notes

Congregational support came in about where it has been the past several years. Trust and Gift income increased over \$29,000 mostly due to the Mustard Seed donation. Our two tenants paid their rent as agreed. We were able to take advantage of rising interest rates by investing our available cash in treasury bills. Total income was up about \$46,000 over last year and \$23,000 over budget.

Expense Notes

Expenses were under good control. However, we had unexpectedly high moving expenses for Greg, all due to changes in the tax code about four years ago, and an extraordinary major sewer repair bill. We also completed our planned capital improvements with the paving of our parking lot. On an operational basis our cash flow was a negative \$23,000, and including the planned capital expenditure, a negative \$101,000.

FINANCE & ADMINISTRATION

Balance Sheet Notes

We started the year with current assets at \$906,000 and finished the year with them at \$806,000. We also had \$31,000 in unrealized gains in our invested reserve funds which ended at \$392,000. All-in we are about \$71,000 poorer, with many parts of our facility in good shape.

Conclusion

Our church building is old, as is our overall congregation, and so there is much to worry about on both the income and expense part of the ledger. However, our church has been in Salem for 154 years and we believe that it is God's plan that we weather this challenging time as we have others. Among the keys are membership growth and membership generosity.

This report was written by Tim Nissen, filling in for Larry Wood. Please direct any questions to Tim – nissentj@comcast.net

FINANCE & ADMINISTRATION

Salem First Presbyterian Church					
SUMMARY					
July 1 - June 30					
	Fiscal 2021	Fiscal 2022	Fiscal 2023 Total		Fiscal 2024
	Actual	Actual	Actual	Budget	Budget
INCOME					
Congregational Support	420,117	405,106	411,362	400,000	390,000
Trust & Gift Income	27,140	24,991	53,032	24,100	25,100
Facility Services Income	106,607	101,562	108,252	106,030	106,500
Other Income	33,549	7,817	17,578	6,700	25,000
Somerville - Net	152,150	132,065	126,604	156,835	147,600
Unapplied Receipts	(1,420)	(595)	(100)	0	0
Total Income	738,142	670,946	716,728	693,665	694,200
OPERATING EXPENSES					
Human Resources	253,942	228,785	225,150	279,650	276,952
Pastoral	119,230	128,497	168,095	148,250	130,975
Administration & Office	70,246	57,925	49,693	54,230	59,182
Church Care & Maintenance	63,330	93,251	195,753	98,400	116,100
Communications & Technology	32,000	24,320	30,233	41,083	15,850
Impact	25,666	27,080	32,202	35,600	28,600
Worship & Music	16,281	33,345	19,611	22,250	24,250
Unbudgeted but Approved	2,684	2,668	62	15,000	15,000
NextGen	2,240	5,560	3,892	8,000	8,000
Congregational Care	496	2,479	3,255	3,500	4,500
Session	396	0	497	1,500	1,500
Adult Formation	20	0	0	750	1,000
Total Operating Expenses	586,530	603,910	728,443	708,213	681,909
Net Operating Income/(Deficit)	151,613	67,036	(11,715)	(14,548)	12,291
INs/OUTs - (Income)/Expense					
Deacons	7,077	3,304	776	4,000	4,000
IMPACT	(9,705)	18,201	11,063	13,000	6,950
Men's Ministry	0	0	(1,180)	0	500
NextGen	0	0	0	0	0
Net INs/OUTs	(2,628)	21,506	10,660	17,000	11,450
NET INCOME/(DEFICIT)	154,240	45,530	(22,375)	(31,548)	841
BEQUESTS					
	0	0	0	0	
BUILDING & GROUNDS CAP. IMPROVEMENTS					
	163,991	50,850	78,620	75,000	
NET INCOME/(DEFICIT)	(9,751)	(5,320)	(100,995)	(106,548)	841

FINANCE & ADMINISTRATION

Salem First Presbyterian Church

Balance Sheet Comparison

As of June 30, 2023

	TOTAL	
	AS OF JUN 30, 2023	AS OF JUN 30, 2022 (PY)
ASSETS		
Current Assets		
Bank Accounts		
100 Checking - Umpqua	157,010.38	686,397.03
110 Short-Term Investments	612,707.24	
RESTRICTED/SEGREGATED ACCOUNTS	36,044.72	219,512.61
Total Bank Accounts	\$805,762.34	\$905,909.64
Accounts Receivable	\$0.00	\$0.00
Other Current Assets	\$0.00	\$0.00
Total Current Assets	\$805,762.34	\$905,909.64
Fixed Assets		
160 Church Building & Grounds	5,424,370.00	5,424,370.00
163 SFPC Vehicles	0.00	0.00
170 Somerville Building & Land	1,284,130.00	1,284,130.00
Total Fixed Assets	\$6,708,500.00	\$6,708,500.00
Other Assets		
150 Deacons - Feed the Hungry New C	24,356.33	22,332.30
151 Gardner Youth Fund - New Cov.	12,901.19	12,072.76
155 SFPC Investment Fund - New Cov.	354,314.02	326,082.88
Total Other Assets	\$391,571.54	\$360,487.94
TOTAL ASSETS	\$7,905,833.88	\$7,974,897.58
LIABILITIES AND EQUITY		
Liabilities		
Current Liabilities		
Credit Cards	\$5,282.25	\$3,023.41
Other Current Liabilities		
Payroll Liabilities	301.71	0.00
UNEARNED INCOME		
2035 Pastor Sabbatical Contributions	0.00	4,990.00
2040 Prepaid Pledges	10,820.00	4,660.00
Total UNEARNED INCOME	10,820.00	9,650.00
Total Other Current Liabilities	\$11,121.71	\$9,650.00
Total Current Liabilities	\$16,403.96	\$12,673.41
Long-Term Liabilities	\$0.00	\$0.00
Total Liabilities	\$16,403.96	\$12,673.41
Equity	\$7,889,429.92	\$7,962,224.17
TOTAL LIABILITIES AND EQUITY	\$7,905,833.88	\$7,974,897.58

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

Ordinary People.



**SALEM FIRST
PRESBYTERIAN CHURCH**

Extraordinary Love.