



2022 ANNUAL REPORT



HIGHLIGHTS

1,304 Members Served

1,361 Conference Attendees

598 Total Donors

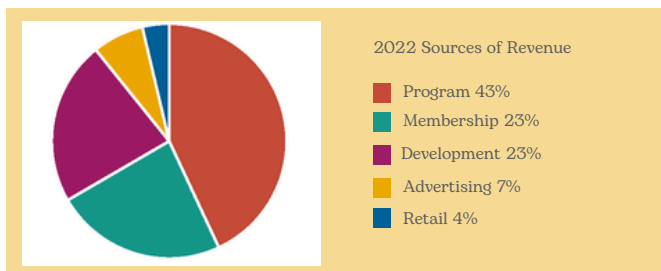
122 Scholarships Awarded

61 Active Certified Church Musicians

2022

FINANCIAL REPORT

For the fourth consecutive year, PAM ended the year with a net surplus. We are responding with strategic planning to set organization-wide goals, acting as good stewards of the surplus to ensure financial stability, and committing to effectively serve membership through national staff and resources for regions.



	2022	2021	2020
Program			
Conference Revenues	\$443,291	\$310,410	\$185,821
Conference Expenses	(\$263,445)	(\$187,934)	(\$75,023)
Program - 43%	\$179,846	\$122,476	\$110,798
Membership			
Membership Fees	\$116,615	\$103,260	\$100,550
Region Membership Allocation	(\$530)		
Membership Expenses	(\$17,632)	(\$10,908)	(\$18,895)
Membership - 23%	\$98,453	\$92,352	\$81,655
Development			
Annual Fund	\$57,120	\$46,690	\$96,309
Operating Grants	\$32,591	\$11,000	\$9,000
In-Kind	\$4,721	\$3,448	\$2,598
Development - 23%	\$94,432	\$61,138	\$107,908
Advertising			
Sponsorships/Advertising	\$39,790	\$30,650	\$31,238
Expenses	(\$10,187)	(\$11,512)	(\$12,664)
Advertising - 7%	\$29,603	\$19,138	\$18,574
Retail			
Revenues	\$16,882	\$13,054	\$6,505
Expenses	(\$1,450)	(\$1,471)	(\$246)
Retail - 4%	\$15,432	\$11,583	\$6,259
Other Expenses			
Employee Health & Welfare	(\$171,311)	(\$178,404)	(\$173,585)
Director's Office & Executive Board	(\$40,241)	(\$8,368)	(\$22,077)
Shared Services	(\$96,444)	(\$79,061)	(\$66,593)
Region Start-Up Expenses	(\$3,500)	(\$1,000)	\$0
National Office	(\$21,998)	(\$15,848)	(\$19,371)
NET	(\$333,494)	(\$282,681)	(\$281,627)
Net Surplus	\$84,272	\$24,007	\$43,567

IT IS WITH DEEP GRATITUDE FOR

our Board, Advisory Council, members, donors, staff, and volunteers that I present PAM's 2022 annual report.

For the fourth year in a row PAM ended the year with a positive balance. Years of focused effort by you and your Board have made this possible. How will we respond? First, the Board met in February 2023 to engage in strategic planning to set goals to best support you for the next three years.

Second, we are committed to investing in our new regions to ensure you are getting the resources you need to lead worship and be successful in your ministries. Third, we are committed to ensuring this organization is financially stable for future generations. Finally, we will work to carefully hire staff in the PAM office to best support our growing membership.

In 2022, we collaborated with partner organizations in and outside of the PC(USA) including the PC(USA)'s Office of Theology, Formation, and Evangelism; Stewardship Kaleidoscope; Association of Smaller Congregations; General Assembly; St. Olaf's Conference on Worship, Theology, and the Arts; and the Bent But Not Broken Conference.

We continued to expand geographic reach through new and innovative offerings. In 2022, we launched five new regions to serve the varied needs of its members: Rocky Mountain, Northeast, East, South Atlantic and Puerto Rico, and Mid-Atlantic.

We hosted a second hybrid First Call Community event in Frederick, Maryland. And we also hosted our second

hybrid Worship & Music Conference to ensure we are providing the worship and music resources you need to best lead worship.

In an effort to increase transformative experiences with God through intentional diversity in leadership and style, we launched submission-based interest sessions to be presented during the Worship & Music Conference. Eighteen interest sessions were selected for the 2023 conferences. Second, the Board voted to strive to have 50% of the faculty serving in restricted-funded positions be persons of racial or ethnic minority.

I am grateful for the vision and initial gift from First Presbyterian Church in Charlotte in 2020 to establish the Davis Flohr Middler Choral Director Memorial Fund. Eighty-three individuals and churches made 145 gifts to this fund. In 2022, we reached the funding goal to permanently support the Worship & Music Conference Middler Choral Director position.

Last, but not least, I celebrate the gifts of our dear friend Dana Mitchell to establish the Robert E. Stigall Fund and the Ann Stigall Scholarship. Her gifts will permanently provide PAM with the ability to fund two faculty members and up to nine scholarships each year at the Worship & Music Conference.

We can do all of this because of your support, participation, prayers, and commitment to this wonderful community of individuals and churches who are called by God to offer our best in praising and worshipping the Divine in authentic ways. Thanks be to God!

Kelly Abraham, Executive Director

2022 LEADERSHIP

BOARD OF DIRECTORS

President

Mark Kemp

President-Elect

Emily Floyd, CCM

Secretary

Elizabeth Parler

Treasurer

Eric Vandermeiden

At-Large Representative

Kimber-lee Adams

Colleen Chinen

Mitchell Crawford

Kaitlyn Davros

Brian Lew

Adam Ward

ADVISORY COUNCIL

Class of 2022

Will Breyspraak

Jared Daugherty

Carlton Johnson

Mandy Keathley

Class of 2023

Robert Hay, Jr.

Jennifer Lord

Tony McNeill

Kendra Buckwalter Smith

Class of 2024

Charlaine Apsel

Cecelia (CeCe) Armstrong

Touré Marshall

Wendy Tajima

COMMITTEES

Nominating Committee

Chair: Emily Floyd, CCM

Finance Committee

Chair: Eric Vandermeiden

Development Committee

Chair: Bill Davis

Communications Committee

Chair: Skip Yingling, CACM

Educational Resources

Chair: Kaitlyn Davros

Awards and Scholarships

Chair: Brian Lew

Certification

Chair: David Brinson, CCM

Governance Committee

Chair: Kirsten Foyles

Diversity, Equity, and Inclusion

Co-Chairs: Colleen Chinen & Eric Wall

PAM Anthem Series

Editor: David Erwin

NATIONAL OFFICE

Executive Director

Kelly Abraham

Communications Specialist

Katherine Kupar

Grant Coordinator

Sandra McDonald

Event Coordinator

Lisa Myers

THANK YOU TO OUR GENEROUS DONORS:

Larry Abernathy
Ella Abraham
Kelly & Kirk Abraham
William Ackerman
Juan Carlos Acosta

James Adams
Kimber-lee Adams
Maria Aggen
Claudia Aguilar
Anne Albert
James Allison
Sarah Allred
Norma Andres
Thomas Andrew
Blair Angell
Lee & Elizabeth Ardell
Melissa Atkinson
Kenneth Axelson, CCM
Margaret Aymer Oget
Michelle Bacon
Louie Bailey
Lawrimore Baker
Tim Baker
Patricia Balmer
Michael Bancroft
William Banks
John Allen Bankson
Cindy & Bruce Barkley
Brenda Barnes
Timothy Barone
Angie Batey
Dana Beck
Thomas & Mary Beckner
Henry Jolly & Michelle Bedell
William Bennett
Laurie Bentley
Patricia Berrett
Mary Biddlecombe
James Biery
Helen Bishop
Rebecca Blackford
Elizabeth Blair
Nancy R. Blakely
Laura Blank
Thomas Bloom
Katie Boardman
Betsy Bone
Camille Boone
Mark Borst
Kevin Bowers
Pepé Bowman
Zach Bowyer
Steve Boyce
Ned Boyd
Sandra Boyd
Sherrie Brady
Michael Bragan
William J. Bragwell
Julie Brand
Jane Brangle
Dennis & Lorraine Brewer
William Breyspraak
David Brinson, CCM
Edna Broadhurst
Elizabeth Bronson
Luke Browder
Joni Brown
Marshall Brown, CCM
Patricia Brown
William Buchanan
Alan Bunn
David Bunting
Woody Bunting

Linda Kurtz Burch
Polly Burkhart
Carol H. Burnett
Angela Burns
Andrea Burriss
Michael & Susan Byram
Jane Cain
Nancy Callahan
Peggy Calvert
Jill Campbell
Kay Campbell
Leigh Campbell-Taylor
Jean Cann
Amy Cerniglia
Bonnie Champion
Doris Chandler
Scott Chappell
Colleen Chinen
Joy Christian
Emily Clem
Zack Cline
Angel Cloninger
Jeffrey Clouser
Elisha Clyburn
Kimberly Coates
John Coble
Brad Collier
Jane & Dwayne Collier
Ellen Comstock
Ahreum Congdon
Colleen Cook
Judy Cooper
Ken & Mary Jane Cooper
Shiloh Cooper
Jackie Copeland
Martha Copeland
Debo Cornett
Kimberly Coyle
Nathan Crabtree
Mitchell Crawford
Kate Cremean
Gary & Sharon Cresse
Sam Crittenden
James Crockett
Robert B. Cumming
Deborah Dalton
Judith Dardaganian
Jared Daugherty
Walter & Jean Daves
Jean Davidson
William & Katie Davis
Kaitlyn Davros
Judith De Frank
Lauren Decker
Aimee Deibert
Elizabeth Deibert
Thomas Dendy
Camille DeVaney
Lisa Dillard
Stewart Dismuke
Marcy Doak
Deborah Dobbins
R. Craig Dobbins, CCM
Susan Dobbins
Elizabeth Dobson
Dwight Dockery
Rachel Doll
Anonymous Donors
Thomas Dooling
Wynn G. Dorsett
Mindy Douglas
John Downs
Margaret Downs

Becky Duncan
Walter Duncan
Stephen Dunn
David Durkop
Landry Duvall
Austin Echols
Brandee Ege
David Eicher, CCM
Lisa Ellinger
Amanda England
Brett Epperson
Julianne Erbrecht
David Erwin
Melissa Espy
Leila Evans
John & Sally Everett
Jeannette Faber
Diane Falk
Jeffrey Faux
Emily Feronti
Pamilla Ferrell, CCM
Colleen Ferron
Vicki & Steve Fey, CCM
Kerri Fielder
Richard Fielt
Suzanne Fisher
Leona Fitzhugh
Mary Margaret Flannagan
Heather Flohr
Judith Flohr
R. Stephen Flohr
Stephen Christian Flohr
Todd & Suzanne Flohr
Amity Flowe
Emily Floyd, CCM
Michael Foley
Hunter Ford
Kayden Foyles
Keegan Foyles
Kirsten Foyles
Lauren Foyles
Margo Fraga
Marty Franklin
Suzanne Frederick
Charles Freeman
Randall Frieling
Vini Frizzo
Charles Frost
Paulette Fry
Julie Frye
Pilar Fusco
Jennifer Galecki
Jona Gallagher
Robert & Corise Gambrell
Susan Gannaway
Sally Gant
Claudia Gatewood
Jason Gefaell
Jean L. Gettys
Augie Gil
David Gill
Dave Gilmer
Richard Glass
Annette Goard
Kelly Gold
Ellen Golden
Heather Goldman
Ieslie Gordon
Gail Grady
Connie Granger
Joe Grant
Tom Granum
Penelope Graves

Betsy Gray
Jenny Greenspon
Fred Griffith
Sherry Griggs
Elizabeth Gully
Ellen Gurnon
Margaret Gurtcheff
Diane Hader
Kaye & Terry Hagler
Dana & Michael Haley
Henry L. Hall
Rhonda H. Hambright
Frank Hancock
Randi Harbin
Phillip Hare
Patricia Hart
Ronald Hatley
George Hawkins
Morgan & Robert Hay
Catherine Haynes
Kerri Hefner
Karl Heimback
Robert & Mary Helsabeck
Carol Henderson
Debra Henning
Carol Herriage
Angela Herstek-Zongilla
Delia Herzog
Margaret Hicks
Mary Patton Higgins
Wendy Hilker
Hank Hinnant
Nancy Hogan
William Hogan
Creighton Holder
Stewart Holmes
Gregory Homza
John Honeycutt
John Hovis
Annabell Howell
David Hufford
Bryan Hughes
Dean Hughes
Marlon Hurst, CCM
Jim Hutchinson
Shari M. Hutchison-
Chambers
Mary Ibis
Bob Isaacs
Robert Ito
Mary Anne James
Harry Jansen
Deborah Jenks
Timothy Jenks
Carlton Johnson
Judy Johnson
Kathryn Johnson
Nancy Johnston
Jeff Jones
Jennifer Jones
Mary Beth Jones, CCM
Michael Joy
Elizabeth Judd
Mandy Keathley
Becky Kent
Murray Kidd
Susan Younk & Lewis Kidd
Susan Kimmel
John T. King
Julie Klee
Sharon Klein
Jack & Jill Klotz
Patsy Kluttz

Susan Millin Kraft	Sheri Melton	Janet Pesavento	Mike Skidmore	Stephen & Gloria Weisz
Lucia Kremzar	Thomas Merrill	Alexander Peters	Doris Slagle	Barbara Wells, CCM
Christine Krueger	Gail Midkiff	Ann Pettit	Joseph Smith	Noel Werner
Katherine Kupar	Louann Millar	Steve Pharr	Wil Smith	Sue Westfall
Debbie Kyser	Clinton Miller	Donna Philips	Lee Smoot	Terri Wetherell
Roxanne Ladd	Robert Miller	Gary & Sandra Pickens	John Snapp	Joanne Whittaker
Rebekah Lamar	Scott Miller	Tiffany Pigg	Gloria S. Snyder, CCM	Joyce Whittaker
Steve Lane	Patricia Milner	Stacy Piontek	Steven Paul Spears	Thomas Wilcox
Paul Lang	Jason Mincy	Lana Stephens Pollard	Linda Speck	Tina Wilcox
John Bradford Langdon	Cynthia Mitchell	Shawn Portell	Dianne Sprunger	Evan Wildhack
Janet K. Langhorst	Estate of Dana Mitchell	Mary Ellen & Howard Porter	Rich Stanley	Oralie Wilhite
Anthony Larson	David Mitchell	Emily Powers	Robert Starbuck	Anthony Williams
Mark Lawson	Priscilla Mojica-Rust	Heather Powers	John Stender	Candace Williams
Cassy Lawson-Rodkey	M Elizabeth Monroe	Laura Price	Anne Marie Stirewalt	Lynne E. Williams
Hannah Lea	Kate Moore	Justin Pritchard	Alyson Stonebraker	Parks O. Williams
Darlene Lee	Russell Moore	John Psychas, II	Elizabeth Stow	Thomas Williams
David Lee	Martha Moore-Keish	John Purcell	Whitni Cayce Stratemeyer	Anne Wilson
Fredna Lee	Chris Moore-Keish	Carol Pye	Linda Streeter	Cynthia Wilson
Julie Lee	Michael Morgan, CCM	Sam Query	Deanie Strength	Carrie Winebrenner
Peter Leibensperger	Peter Morgan	Heath K. Rada	Robert & Diane Strimer	Michael Winkler
Brian Lew	Phillip Morgan	Becky Ramsey	Deborah Strom	Robin Wohlfeil
Diane Lewis	William Morris	Donna Rasmusson	Ann Strong	Chi Yi Chen Wolbrink
Robin Lind	John Morrison	Amy Redmond	Lucy Strong	Charles Womble
Nell Line	Suzanne Morrison	Katherine & Jim Redmond	Eli Stullenbarger	D. Ann Wood
Ken Lister	Kevin Moss	Mary Baber Reed	Laureen Suba	William Wood
Lori Little	Whitney Moss	Rebecca Reeder	Alvin & Alice Sudduth	Sylvia Woodall
Cindy Litzinger	Karen Mullen	Sharon Rees	Victoria Sumner	Joan Wooten
Barbara Loehr-Fox	Laura Munn	Kay & Timothy Reinhold	Keri Sutter	Tammy Worden
Brian Lohrer	John & Ibbie Muntz	Kristin Reinhold	Barbara & David Swan	John & Krista Wright
Katherine Long	Catherine Murdock	Stephanie Rhoades	Jeanette Swartz	John Wurster
Kimberly Bracken Long, CCM	Patrick Murphy	Colleen Brooke Rice	Jon Sywassink	James Yao
Thomas Long	Joseph Musser	Kathryn Rice	Kathy M. Tallent	Michael Yeager
Marilyn Long	David Myers	Martha Richardson	David Tang	Kristin Young
Michael Long	Elizabeth Reed Myers	Jose Rivera	Brad Taylor	
Wayne Lord	Lisa & Eric Myers, CCM	Jeanne Robb	Catherine Taylor	
Linda & Robert Lovins	Sarah Myers	Jeremy Roberts	Joshua Taylor, CCM	
Barbara A. Luhn	Melissa Nasea	Nadine Roddy	Margaret Taylor	
Robin Macintyre	Ngqibeko Peter Ncanywa	Donald M. Rogers, CCM	Rebecca Te Velde	
Margaret & Raymond MacKay	John Neely	Jason & Mary Roland	Melissa Templeton	
Margaret Mackay	Mark Neidig, Sr.	David Rollins	Leo Theriault	
Heather Macphail	Meghan Ness	Rebecka Rose	Tina & Robert Thomas	
Matthew Mahoney	Philip T. Newton, Jr.	Pat Rowlett	C. Steve Thomas, III	
Jane Ann Mallon	Randall Nicholls	Julia M. Royall	Joyce Thompson	
Lori Malvern	Robert Nicholls	Karrie Rushing	Carolyn Thorsen	
Barbara Ector Manaker	Kathryn Nichols	Jane Rutledge	Janet Thorson	
Donna Martin	Laurinda Nicholson	John Sall	James Threlkeld	
Mary McKee Martin	Roger Niemann	Betty Salmond	Michelle Trefren	
Neal Martin	Tim Nolen	Alice Sanders	Brodie Trickey	
Jaime Amanda Martinez	Robert Norem	Jane Sanders	Sylvia Trimmier	
Patricia Martinez-Miller	Gary Norris	Theresa Sandoval	Nancy Trivitt	
Nancy & Walter Mason	Chris O'Brien	Tony Sane	Martha Trussell	
Mark Mattison	Timothy O'Brien	Paul Sanner	William Turk	
Kati Mayo	Janis O'Donnell	Kathy Sanvidge	John Tyson	
Mac McCall	Anne O'Neal	Ken Sanvidge	Sarah Middleton Usan	
Jeanne McCarthy	Duane Osgood	Laura Sasser	Julie Valbuena	
E. Magalene McClarrin	Warren & Caryn Overbey	Adam Sautler	Jerusha Vancamp	
David McCollum	Leslie Overcash	Gayle Sawyer	Yvonne Vance	
Billie McConnell	Charles Owings	John Sawyer	Taylor Vancil	
William T. McConnell	Randy Page	Anne Saxon	David VanderMeer, CCM	
William McCorkle	Emilie Paille	Edward Schell	Eric Vandermeiden	
Everett McCorvey	Andrea Paine	Carol Sellers	Jane VanValkenburg, CCM	
Louise McCoy	Michelle Palladino	James & Dariel Sellers	Mary Kate Vellis	
Elizabeth McCullough	Burt Pardue	Phyllis & George Setzer	Phyllis & Gilbert Vice	
Jan McDaniel	Dabney Parker	Lucinda Sexton	Margaret Viser	
Carol McDonald	Steve Parker	Michael Shake	Kimberly Vitray	
Sandra Kurtze McDonald	Kathryn Parkins	Megan Sharp	Barbara Votrobeck	
Brian McGee	Elizabeth Parler	Robin Sharp	Alice Walker	
Erin McGee	Marilyn M. Patterson	Carmen Shaw	William Walker	
Lalla McGee	Mark Patterson	Cary Shealy	Eric Wall	
Adele McKee, CCM	Netorrian Patton	Randall Sheets	Wei-Nung Wang	
Sandra McKirahan	Guilds & Andy Peace	Thomas Shirley	Adam Ward	
Greg McMillan	Rebecca Peer	Clark Simmons	Lynn Ward	
Bill & Anne McNair, CCM	Allen Perry	Paul Sims	Michael Waschevski	
Marilyn Meeker	Derek Perry	Terri Sinclair	Rachel Watson	
Bindi Mehta	John Perry	Mark Sisler	Edward Weaver	

INSTITUTIONAL DONORS

Cabaniss Family Charitable Fund
LarBea Management, LLC

Central Presbyterian Church
Louisville, Kentucky
First Presbyterian Church
Ann Arbor, Michigan
First Presbyterian Church
Charlotte, North Carolina
First Presbyterian Church
Evansville, Indiana
First Presbyterian Church
Forth Worth, Texas
First Presbyterian Church
Greenville, North Carolina
First Presbyterian Church
Lexington, Kentucky
First Presbyterian Church
Shreveport, Louisiana
First Presbyterian Church
Valparaiso, Indiana
Grace Presbyterian Church
Highland Ranch, Colorado
Holy Spirit Evangelical Lutheran Church
Charleston, South Carolina
Madison Avenue Presbyterian Church
New York, New York
Myers Park Presbyterian Church
Charlotte, North Carolina
Northminster Presbyterian Church
Indianapolis, Indiana
Peace Presbyterian Church
Lakeview, Florida
PC(USA) Financial Aid for Service
Louisville, Kentucky
PC(USA) Office of Theology & Worship
Louisville, Kentucky
Second Presbyterian Church
Little Rock, Arkansas
Shallowford Presbyterian Church
Atlanta, Georgia
South Mecklenburg Presbyterian Church
Charlotte, North Carolina
The Village Presbyterian Church
Prairie Village, Kansas
University Presbyterian Church
Chapel Hill, North Carolina
Wellshire Presbyterian Church
Denver, Colorado
Westminster Presbyterian Church
Greenville, South Carolina
White Memorial Presbyterian Church
Raleigh, North Carolina