



2022 ANNUAL REPORT



HIGHLIGHTS

1,304 Members Served

1,361 Conference Attendees

598 Total Donors

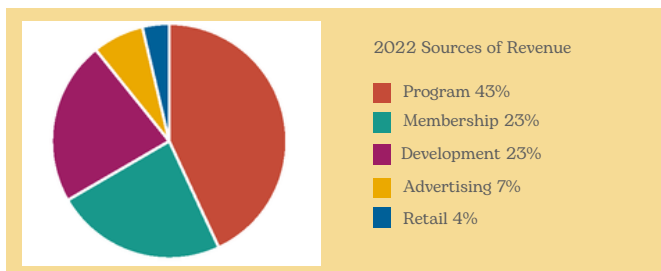
122 Scholarships Awarded

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 Theology, Worship, 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

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