

2019 PAM ANNUAL REPORT

It is with deep gratitude for our Board, members, and donors, staff and volunteers that I present the 2019 annual report.

Several years ago, Anne Lamott taught me (and, likely some of you) to pray: "Help. Thanks. Wow." I've used these three words most in my prayers for PAM since I began serving in 2017.

Help. When it became quickly clear that PAM's operating expenses had been exceeding revenues for years, I called on God and all of you for support and grace. We made some tough adjustments involving operations, membership, and staffing. You've been patient and wonderfully supportive. Additionally, you responded with consistent financial stewardship. Today we have 37 donors who give monthly.

Thanks. After two years of restructuring, we ended 2019 with a slight profit. This is the first time since 2012. We will return those funds to PAM's Reserve Fund.

We have been able to focus on celebrating PAM's 50th anniversary and raising funds for Thankful Hearts & Voices Raise, PAM's Anniversary Campaign. Today we are 24% toward our goal. 2020 is proving to be a rather difficult year for many, so we will likely continue this campaign into 2021.

In addition to the Anniversary Campaign, we are beginning to focus on grant funding from churches and related organizations. This is helping to offset our operating expenses and to create a strong foundation for which PAM may begin to spread its reach to members far and wide.

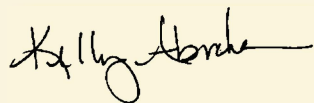
Wow. We are *finally* in a position to deeply discern PAM's purpose. And your Board did this in January of 2020. So...why does PAM exist? Because we believe formative and collaborative experiences with God and neighbor nurture relationships and create community. With this in mind, the PAM Board identified three strategic priorities for the coming 18 months 3 years:

1. To strengthen collaboration among partner organizations;
2. To expand geographic reach through new and innovative offerings;
3. To increase transformative experiences with God through intentional diversity in leadership and style.

We want to be sure PAM will continue to be relevant to our members and congregations by providing the vital resources you need. You will be hearing more how we will live into these strategic priorities in upcoming PAM newsletters, social media posts and on PAM's website.

Thank you. Thank you. Thank you. This report is for you. Thank you for your support, encouragement, and deep love for this organization. I continue to be grateful for the privilege you've given me to be here and use God's gifts to serve you. I look forward to living into God's plans for PAM together.

With joy and gratitude,

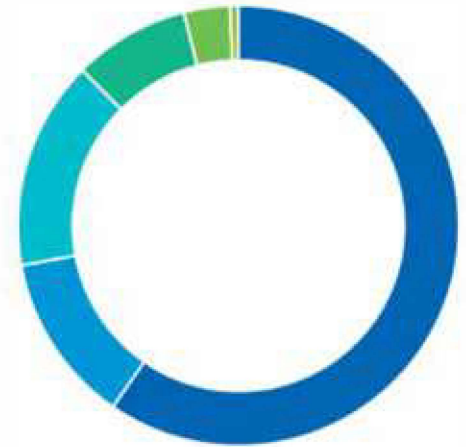


Kelly Abraham
Executive Director
Presbyterian Association of Musicians

2019 PAM ANNUAL REPORT

| | 2019 | 2018 |
|---------------------------------------|--------------------|--------------------|
| PROGRAM | | |
| Conference Revenues | \$450,117 | \$490,681 |
| Conference Expenses | (\$275,485) | (\$359,774) |
| NET | \$174,632 | \$130,907 |
| MEMBERSHIP | | |
| Membership Fees | \$57,653 | \$137,887 |
| Membership Expenses | (\$21,106) | (\$19,751) |
| NET | \$36,547 | \$118,136 |
| DEVELOPMENT | | |
| Annual Fund | \$38,420 | \$51,652 |
| Operating Grants | \$6,000 | \$4,000 |
| In-Kind | \$580 | \$4,218 |
| NET | \$45,000 | \$59,870 |
| MARKETING & COMMUNICATIONS | | |
| Sponsorship & Advertising Expenses | \$33,747 | \$26,058 |
| | (\$8,795) | (\$6,652) |
| NET | \$24,952 | \$19,406 |
| RETAIL | | |
| Revenues | \$11,714 | \$13,315 |
| Expenses | (\$1,758) | (\$1,029) |
| NET | \$9,956 | \$12,286 |
| OTHER REVENUES | | |
| NET | \$1,725 | \$1,160 |
| OTHER EXPENSES | | |
| Employee Health & Welfare | (\$160,733) | (\$250,144) |
| Director's Office & Executive Board | (\$26,257) | (\$26,388) |
| Shared Services | (\$70,156) | (\$57,323) |
| National Office | (\$16,152) | (\$20,964) |
| NET | (\$273,298) | (\$354,819) |
| SURPLUS/(LOSS) | \$19,514 | (\$13,054) |

SOURCE OF REVENUE



- Program - 60%
- Membership - 12%
- Development - 15%
- Advertising - 9%
- Retail - 3%
- Other - 1%



2019 Impact by the Numbers

Why we serve

PAM believes formative and collaborative experiences with God and neighbor nurture relationships and create community.



2019 Programs & Participants

1,436

people attended Worship & Music Conferences at Montreat

66

people attended Just Worship at Austin Presbyterian Theological Seminary

92 Institutional Memberships

896 Individual Memberships

2 Seed Grants Given = \$1,000

8.5

Job listings posted on PAM's website each month

31

active Certified (Associate) Church Musicians

\$19,162 in Scholarships awarded

50 Adult/Young Adults

26 Youth & Children

4 PAM-Anthems published

33,347 PAM Anthems sold

PAM's Outreach & Impact

1,583 individuals attended a PAM-sponsored conference

501 churches represented at a PAM conference

Approx. 76,152 people ultimately impacted by a PAM conference

8,697 received PAM newsletters & PAM Stewards

17,750 users visited PAM's website

4,185 follow PAM on Social Media @presbysmusic



50th Anniversary - Thankful Hearts & Voices Raise Donors:

Kelly & Kirk Abraham • Anthony Allen Amos • Opal Amos • Brenda Arrington Poss • Central Presbyterian Church (Atlanta) • Darlene Bergman • Ronald Bock • Kristen Boekelheide • Sandra Boyd • William Bragwell • Alan Bunn • Jane Cain • Central Presbyterian Church (Anderson, SC) • Katherine Clark • Martha Clay • Sarah Cook • Ken & Mary Jane Cooper • Nathan Crabtree • Mary Crowell • Davidson College Presbyterian Church • Decatur Presbyterian Church • Elizabeth Deibert • Elizabeth Dobson • Wynn Dorsett • Joseph Smith & David Eicher, CCM • Ralph Erb • First Presbyterian Church (Tallahassee) • First Presbyterian Church (Dallas) • First Presbyterian Church (Owensboro) • First Presbyterian Church (Las Cruces, NM) • First Presbyterian Church (Fort Worth, TX) • Charles Frost • Grace Goodwin • Thelma Greeson • Elizabeth Gulley • Andrew Henderson & Mary Huff • Ann Hodges • Marlon Hurst, CCM • Loretta Gordon James, CCM • Deborah Jenks • Henry & Michelle Jolly • Mary Beth Jones, CCM • Elizabeth Judd • Christine Larsen • Janet Loman • Longo Family Fund • Kimberly & Thomas Long, CCM • Linda Lovins • Anne & Bill McNair, CCM • Dana Mitchell • Sharon Moore • Myers Park Presbyterian Church (Charlotte) • Nassau Presbyterian Church (Princeton, NJ) • Tim Nolen • Dale & Barbara Pforr • Craig Phinney • Wilberta Pickett, CCM • Vangie Poe • Kay & Timonthy Reinhold • Barbara Riihimaki • Pat Rowlett • Karrie Rushing • Paul Sanner • Don Scafuri • Shandon Presbyterian Church (Columbia, SC) • Elizabeth Simmons • Clark Simmons • Wil Smith • St. Philip Presbyterian Church (Houston) • Charlie Steele • Ann Strong • Alvin & Alice Sudduth • Kathy Tallent • Tina & Robert Thomas • University Presbyterian Church (Chapel Hill) • David VanderMeer, CCM • Lynn Ward • Timothy Waugh • Westminster Presbyterian Church (Nashville) • White Memorial Presbyterian Church (Raleigh) • Anne Wilson • John Wurster • Karl & Laura Zinsmeister

Church Related & Congregational Grants:

Association of Presbyterian Church Educators (APCE) • Office of Theology, Formation & Evangelism • Financial Aid for Service • First Presbyterian Church (Greenville, NC) • Highland Presbyterian Church (Louisville) • St. Philip Presbyterian Church (Houston) • Westminster Presbyterian Church (Greenville, SC)

Erik Routley Memorial Fund:

Marshall Brown • Thelma Greeson • Linda Lovins • R. W. Smith • Hollice Watson

Scholarship Fund Donors:

Larry Abernathy • Andrew & Kimberlee Adams • Jennifer Anderson • Robin Ashworth • Lois Basenfelder • Joseph Bell • Ken Birmingham • Laura Blank • Katie Boardman • Betsy Bone • Pepe Bowman • Gay Brangle • Roderick Brotherton • Constance Button • Kay Campbell • Jean Cann • Daniella Caveney • Courtney Chavez • Charlotte Chromiak • Karen Collins • Sherri Collins • Richard Colvin • Catherine Colvin • Martha Copeland • Susan Costello • Anne Crabb • Gary & Sharon Cresse • Sally Cuskley • Jean & Walter Daves • Elizabeth Deibert • Rebecca DeLoach • Kevin Dewey • Wynn Dorsett • Bonnie Edwards • James & Ann Evinger • Stephen & Vicki Fey, CCMs • Dane & Jessica Foster • Lee Foster • Jane Frost • Patricia Fuller • Wendi Gleason • Kathlyn & Neil Green • Monica Hall • Randi Harbin • Jeff Hardy • Jane Hastay • Ronald Hatley • Jodell Haun • Mary Haverfield • Robert & Mary Helsabeck • Stephen Hickok • Debbie Holden-Holloway • Edith Howington • Robert & Marget Hunt • Henry & Michelle Jolly • Mary Beth Jones, CCM • Janet Kleehammer • Jane Kleehammer • Judith Lemen • Rodney & Diane Lewis • Harold Lewis • Linda Lovins • Barbara Luhn • Caroline Mackellar • Michael Mader • Jane Ann Mallon • Patricia Martinez-Miller • David McCollum • Karen McDougal • Scott McMeen • Bruce & Myra McNellie • Stella & Robert Megargle • Tom Merrill • Mr. & Mrs. Melvin Messer • Bonnie Moore • Russell Moore • Peyson Moss • Nancy North • Janis O'Donnell • Gregory Partridge & Douglas Potter • Derek Perry • Eileen Peters • Vangie Poe • Jill Proodian • Carol Clow Pye • Martha Richardson • Julia Royall • Patricia Ryan • Jane Sanders, MD • Paul Sanner • James & Darrel Sellers • John Snapp • Sarah Solomon • Joseph Smith & David Eicher, CCM • Ralph Stannard • Robert Starbuck • Betti Jo Steele • Roy Swanson • Beth Thomas • Mallory Tutton • Kelly Rae & C. Geoffrey Weirich • Tina Wilcox • Carrie Wilson • Lee Yoder • Susan & David Yoder • Renee Yoder • Chi Yi Chen Wolbrink

421 donors
made a gift to
PAM

Thank you for supporting the work of PAM. The gifts you share allow for PAM to support you & our churches by offering formative and collaborative experiences with God and neighbor to nurture relationships and create community.

22 church
gifts from 10
states

Annual Fund Donors:

Abington Presbyterian Church (Abington, PA) • Kelly & Kirk Abraham • Joy Ackerman • Brian Ackles • Opal Amos • Robin Ashworth • Leela Atchison • Edna Bacon • Michael Bancroft • Lois Basenfelder • Joseph Bell • Ken Birmingham • Laura Blank • Katie Boardman • Ned Boyd • Richard Boyer • Sherrie Brady • William Bragwell • Julie Brand • Larry Brandenburg • Gay Brangle • Jane Brangle • David Brinson, CCM • Marshall Brown • Brenda Browne • Elisa Brownfield • Mary Brueggemann • James & Elizabeth Bryan • Alan Bunn • Lesley Bush • Michael & Susan Byram • Jane Cain • Kay Campbell • Jean Cann • Lara Capparuccia • Ara Carapetyan • Lee Carroll • Lila Cherri • Janet Cherry • Charlotte Chromiak • Charlotte Clontz • Catherine Colvin • Richard Colvin • Ellen Comstock • Judy Cooper • John & Tammy Copeland • Darrel Cory • Cyndi Crabtree • Dianne Cragg • Gary & Sharon Cresse • Deborah Dalton • Charmaine Piane Dame • Judith Dardaganian • Jared Daugherty • Walter & Jean Daves • Jean Davidson • Mandy Keathley Davis • Mark Davis • William Davis • Judith DeFrank • Elizabeth Deibert • Kevin Dewey • Wynn G. 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PAM Leadership

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- Eric Wall, CCM - President-Elect
- Jane VanValkenburg, CCM - Secretary
- Mary Beth Jones, CCM - At-Large Representative, Northeast Region
- Phillip Morgan - At-Large Representative, Southeast Region
- Christine Larsen - At-Large Representative, West Region
- John Sall - At-Large Representative, Northeast Region
- Karrie Rushing - At-Large Representative, Southeast Region
- Anne Wilson - At-Large Representative, West Region

Advisory Council

- Mark Kemp - Advisory Council Chair
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- Paul Grier - Greenville, SC
- Andrew Whaley - Roanoke, VA
- Martha Moore-Keish - Decatur, GA
- Marissa Galvan-Valle - Louisville, KY
- Seth Hagler - Montreat, NC
- Pat Martinez-Miller - South Pasadena, CA
- Leah Wyman - Cleveland Heights, OH
- Will Breytspraak - Prairie Village, KS
- Mandy Davis - Anderson, SC
- Carlton Johnson - Louisville, KY
- Jared Daugherty - Charlotte, NC

Staff

- Kelly Abraham -Executive Director
- Andrew Perkins - Communications Specialist
- Sandra McDonald - Grants Specialist