



PRESBYTERIAN  
ASSOCIATION OF  
MUSICIANS

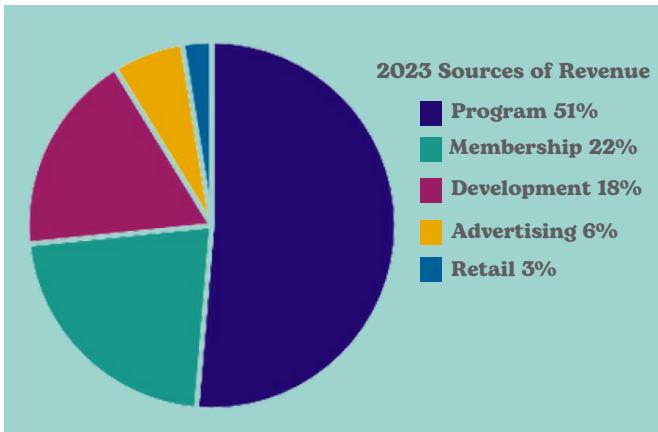
# 2023 ANNUAL REPORT



## HIGHLIGHTS

- 1,431 Members Served
- 1,469 Conference Attendees
- 512 Total Donors - Including 51 PAM Sustainers
- 132 Scholarships Awarded
- 72 Worship Leaders Joined the First Call Community
- 34 Active Certified Church Musicians

# 2023 FINANCIAL REPORT



	2023	2022	2021
<b>Program</b>			
Conference Revenues	\$486,986	\$443,291	\$310,410
Conference Expenses	(\$242,653)	(\$263,445)	(\$187,934)
First Call Community Expenses	(\$529)	\$0	\$0
<b>Program - 51%</b>	<b>\$248,803</b>	<b>\$179,846</b>	<b>\$122,476</b>
<b>Membership</b>			
Membership Fees	\$118,835	\$116,615	\$103,260
Region Membership Allocation	(\$6,380)	(\$530)	
Membership Expenses	(\$7,672)	(\$17,632)	(\$10,908)
<b>Membership - 22%</b>	<b>\$104,783</b>	<b>\$98,453</b>	<b>\$92,352</b>
<b>Development</b>			
Annual Fund	\$77,792	\$57,120	\$46,690
Operating Grants	\$10,000	\$32,591	\$11,000
In-Kind	\$1,082	\$4,721	\$3,448
Development Expenses	(\$4,155)	(\$1,393)	
<b>Development - 18%</b>	<b>\$84,719</b>	<b>\$93,039</b>	<b>\$61,138</b>
<b>Advertising</b>			
Sponsorships/Advertising	\$42,505	\$39,790	\$30,650
Expenses	(\$12,974)	(\$10,187)	(\$11,512)
<b>Advertising - 6%</b>	<b>\$29,531</b>	<b>\$29,603</b>	<b>\$19,138</b>
<b>Retail</b>			
Revenues	\$13,386	\$16,882	\$13,054
Expenses	(\$1,219)	(\$1,450)	(\$1,471)
<b>Retail - 3%</b>	<b>\$12,167</b>	<b>\$15,432</b>	<b>\$11,583</b>
<b>Other Expenses</b>			
Employee Health & Welfare	(\$209,336)	(\$171,311)	(\$178,404)
Director's Office & Executive Board	(\$49,933)	(\$38,848)	(\$8,368)
Shared Services	(\$104,678)	(\$96,444)	(\$79,061)
Region Start-Up Expenses	(\$1,500)	(\$3,500)	(\$1,000)
National Office	(\$22,292)	(\$21,998)	(\$15,848)
<b>NET</b>	<b>(\$387,739)</b>	<b>(\$332,101)</b>	<b>(\$282,681)</b>

*Net Surplus*    \$87,265    \$84,272    \$24,007

## Once again, IT IS WITH DEEP GRATITUDE

for our Board, members, donors, staff, and volunteers that I present PAM's 2023 annual report.

For the fifth year in a row PAM has ended the year with a positive balance. We continue to see increases in membership as well as Worship & Music Conference attendance. This growth does not just happen independently. It is the result of continuous efforts in development, generous gifts, programmatic grant awards, diligence in controlling expenses, and intentional involvement through you and our Board. Through this time, you have shared your gifts with us, shared PAM's good news with others, and enthusiastically participated in bolstering this community.

We see the passion of our members, and we will reflect it back in our own work. We will live into the Board's 2023-25 goals: equip and invest in next generation leadership; deeply investigate, understand, and elevate a diversity of worship styles; support members to succeed in their roles across the country; embed diversity, equity, inclusion, and belonging throughout PAM and its offerings. And we remain committed to ensuring this organization is financially stable for future generations.

In 2023, we maintained collaborations with partner organizations in and outside of the PC(USA), including PC(USA)'s Offices of Theology & Worship and Financial Aid for Service; Stewardship Kaleidoscope; Association of Smaller Congregations; MorningStar Music Publishers; and Rider University. After five years of advocating, PAM celebrated the creation of the new Associate for Music position. Phillip Morgan was hired to serve alongside the Associate for Worship, David Gambrell. They serve as support for our churches and work to elevate the importance of music and worship in faith formation.

In an effort to increase transformative experiences with God through intentional diversity in leadership and style, we introduced co-service musicians at the Worship & Music Conference. In 2023, our co-service musicians led worship from the organ and piano benches. Our goal is to best support all churches (big and small) across the PC(USA) to provide the resources needed to best lead worship.

We have continued expanding our geographic reach to better equip and connect to members and churches. In 2023 we launched one more region, North Central, to serve the varied needs of our members. Our regions hosted multiple online events on subjects ranging from creating liturgical art to serving in a dying church. Anniversary Campaign funds are being used to invest in our new regions to offer events and resources to better equip you to lead your congregations in worship.

Finally, the cultivation of our First Call Community is beginning to grow roots. Over 150 worship leaders (musicians and pastors) have received free PAM memberships since the inception of this initiative. At a time when we are seeing congregational leaders leave the ministry, PAM is committed to cultivating this community to equip new leaders, and provide connections, resources, and support. Let me know if you'd like to get involved in this vital effort.

Gifts to PAM's Annual Fund are integral to offsetting our operating costs. Your increased generous gifts have allowed us to slow increases to membership and conference registration fees. And in 2023, PAM celebrated a balance of over \$1.3 million across eight restricted funds. Of these funds, four permanently support six faculty positions at the Worship & Music Conference and two funds provided 28 scholarships to PAM events in 2023. (The Anniversary Campaign and Reserve Fund make up the remaining funds.)

You make this possible through 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 worshiping the Divine in authentic ways. Thanks be to God!

With gratitude and joy,

Kelly Abraham, Executive Director

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