



PRESBYTERIAN ASSOCIATION OF MUSICIANS ANNUAL REPORT



OVER 900 CHURCHES IMPACTED

\$38,791 AWARDED THROUGH 85 SCHOLARSHIPS

\$368,787 IN TOTAL GIVING

\$104,181 GIVEN TO THE ANNUAL FUND

1,520 MEMBERS SERVED

The sound of a community at work



10:43

Exclusive Event Deals

EXCLUSIVE EVENT DEALS

2 BONUS BUGS

THE RIVER WATER
CLOTHED LOVE





DEAR MEMBERS AND FRIENDS OF PAM,

As we look back on 2025, I am filled with gratitude for the ways God continues to work through the Presbyterian Association of Musicians. PAM exists to create communities to nurture the church’s song and strengthen the ministries of those who lead it. We serve congregations, musicians, pastors, educators, and worship leaders who rely on this community for formation, connection, and encouragement. In a changing church landscape, PAM matters because vibrant, faithful worship matters in shaping disciples and sustaining congregational life.

This year’s Annual Report tells a story of growth and impact. Membership increased **over 9 percent** to **1,520**, and **over 900 churches** were served through conferences, resources, and programs. Worship & Music drew more than **1,400 participants**, and regional events engaged **430** more throughout the country. Thanks to your generosity, PAM awarded **85 scholarships**, totaling nearly **\$39,000**, continuing our commitment to accessibility and equity.



Financially, PAM finished 2025 in a strong position. Operating revenues remained steady, and restricted fund net assets grew to **\$1.89 million**, allowing us to keep event costs down for participants.

Total giving increased significantly, with **709 households**, including **63 recurring monthly Sustainers**, offering gifts that expanded our ministry capacity. Three new restricted funds were established, representing both trust in our mission and hope for our future.

Your support ensures that PAM remains a joyful, vital resource for communities worshipping Jesus Christ and serving their neighbors. As the psalmist reminds us, *“Sing to the Lord a new song, for he has done marvelous things”* (Psalm 98:1). Together, we are helping the church sing that new song with beauty, depth, and faithfulness.

Thank you for your partnership, your prayers, and your commitment to this work. I look forward to the ways the Spirit of God will continue to lead us in 2026.

With joy & gratitude,

Kelly Abraham
Executive Director



FOR MORE THAN 50 YEARS,

the Presbyterian Association of Musicians has been faithfully at work advancing its mission, steadily deepening and broadening the scope of our ministry. Serving PAM is a meaningful and joyful experience—one that is evident in the energy and commitment present at each of our board meetings.

Twice each year, the board gathers in person for two days of focused work, attending to organizational priorities while also engaging in thoughtful visioning with a forward-looking posture. The highlights that follow offer a snapshot of this work. I encourage you to explore the full annual report to gain a deeper understanding of PAM’s remarkable ministry, and to continue learning more through our monthly newsletters and website.

Our 2025 highlights include...

- **Our grant:** the completion of the first year of our Child of Blessing Lilly Foundation grant. We are eager to see how the newly developed curriculum interfaces with our trial churches. You’ll see some of the initiatives unfold at the W&M conference.

- **Region events:** Eleven region events across the country. The board convened a taskforce to study region activity and hone the vision moving forward. We are visioning about what is next as this new initiative takes shape.

- **Two new committees:** Our two new committees, Membership Committee and the Diversity, Equity, Inclusion, & Belonging Roundtable have awarded the first Revitalization Grants and worked to ensure our events are inclusive to all abilities, ages, and backgrounds.

- **First Call Community:** In-person and online First Call Community gatherings provide nurture and enrichment for 30 first-call pastors and musicians.

As we approach our 60th anniversary, we celebrate with deep gratitude the more than 1,500 members who form the heart of our community. Honoring this strong foundation, we look ahead with confidence—committed to expanding our reach and welcoming new voices into the ministry and mission of the Presbyterian Association of Musicians.

Yours sincerely,

Emily M. Floyd
Board President



COMMITTEE REPORTS



MEMBERSHIP COMMITTEE

COMMITTEE LEADERSHIP

Karl Zinsmeister (Chair), Linda Lovins, Claudia Gatewood, Mark Kemp, and Kendra Buckwalter Smith

PURPOSE

Supports membership engagement, hospitality, recognition, and outreach to strengthen and grow the PAM community.

2025 HIGHLIGHTS

- Hosted orientation and weekly luncheons for first-time attendees at the 2025 Worship & Music Conference.
- Sent handwritten postcards to new members inviting them to a fall “reunion” Zoom gathering.
- Awarded \$38,791 amount across 85 scholarships for the 2025 Worship & Music Conference.
- Reviewed nominations and recommended recipient for the 2026 Honorary Lifetime Membership Award.
- Reviewed applications for the 2025 Revitalization Grant.

IMPACT

These efforts help welcome new members, support participation through scholarships, and strengthen relationships across the PAM community.

LOOKING AHEAD

The Membership Committee will continue strengthening pathways for new member engagement and connection beyond the Worship & Music Conference, while expanding opportunities for recognition, support, and participation across PAM’s growing membership.

**“STRENGTHENING
RELATIONSHIPS
ACROSS THE PAM
COMMUNITY.”**



CHILD OF BLESSING

PROGRAM LEADERSHIP

Melissa McNair-King, Program Manager
Sally Ann McKinsey, Resource Director

PURPOSE

Child of Blessing is a Lilly Endowment–funded initiative that supports intergenerational worship through resource development, training, and connection among worship leaders.

2025 HIGHLIGHTS

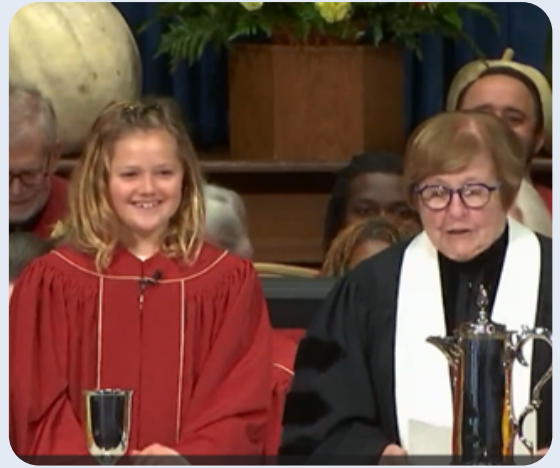
- Hosted listening sessions with over 80 worship leaders to identify needs and opportunities in intergenerational worship.
- Developed weekly liturgical resources aligned with the Revised Common Lectionary.
- Engaged 10 contributors to create accessible liturgy, prayer practices, and sacramental resources for children and congregations.
- Over 45 congregations are field-testing these resources and providing feedback.
- Launched monthly peer connection Zoom calls for worship leaders.
- Presented workshops and training events across the country.

IMPACT

This program equips congregations and worship leaders with practical tools to more fully include children in worship and congregational life.

LOOKING AHEAD

Child of Blessing will continue refining and expanding its liturgical resources through feedback from participating congregations, while growing networks of worship leaders committed to intergenerational worship practices through training, collaboration, and shared resources.



45+

congregations
field-testing
Child of
Blessing
Resources

REGIONS CONNECTING COMMITTEE

COMMITTEE LEADERSHIP

Brian Tanaka (Chair)

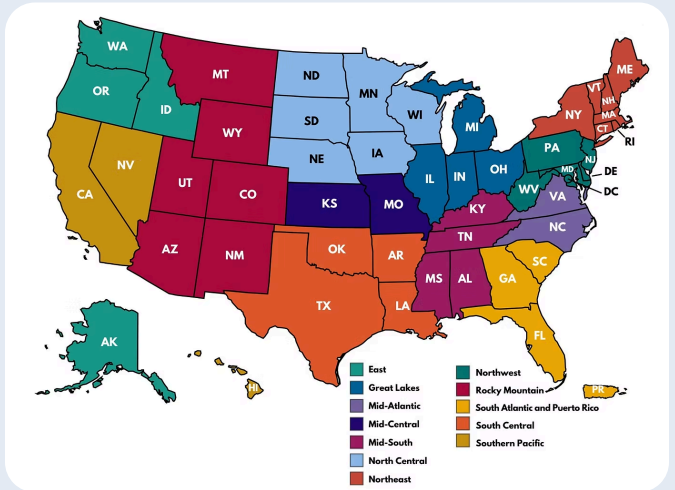
Region Representatives: Paul Sanner, Janet Langhorst, Landry Duvall, Clay Oglesby, Kellie Hart, David Dunbar, Mandy Keathley, Beth Judd, Patricia Martinez-Miller, Carol Henderson, Logan Combs, and Rusty Bender

PURPOSE

Facilitates communication, collaboration, and shared vision among PAM regions while supporting regional programming and leadership.

2025 HIGHLIGHTS

- Regions hosted 11 workshops, hymn festivals, concerts, and webinars across the country.
- Programming included Lenten and Advent resources, Black History Month webinars, worship planning workshops, and regional choral festivals.
- The Regions Task Force met in November 2025 to evaluate regional structure and future direction.
- The PAM Board will continue working with regional leaders to explore operational and structural improvements.



IMPACT

Regional collaboration and events continue to expand PAM's reach, strengthen leadership, and build community across geographic areas.

LOOKING AHEAD

The Regions Connecting Committee will continue working with the PAM Board and regional leaders to clarify structure, strengthen communication, and support regional programs that foster collaboration, innovation, and meaningful connection across PAM.

FINANCE & DEVELOPMENT COMMITTEE

COMMITTEE LEADERSHIP

Brent Ivey (Chair), Michael Waschevski, John Alexander, Eric Nanz, Dillon Swanson, Landry Duvall, Jaime Martinez, Brad Collier, Elizabeth Deibert, Kelly Abraham, and Sandra McDonald

\$104,000 +
raised for the
2025 Annual Fund

PURPOSE

Provides financial oversight, development strategy, and stewardship to ensure the long-term sustainability of PAM’s mission and programs.

2025 HIGHLIGHTS

- PAM closed the fiscal year with an operating surplus for the seventh consecutive year.
- The Annual Fund campaign exceeded its goal, raising over \$104,000.
- The Scholarship Fund received over \$14,000 in support of conference participants.
- Monthly Sustainers increased to 63 donors.
- The Hal and Martha Hopson Service Musician Fund reached over \$64,000 toward its legacy goal.
- Grants supported Child of Blessing, summer interns, accessibility initiatives, and the First Call Community.
- Seed gifts received for 3 new restricted funds: Jane Austin Cunningham and E.P. Cunningham, II Scholarship Fund, PAM Restricted Fund, and Hal & Martha Hopson Service Musician Fund

63
PAM Sustainers

IMPACT

Strong financial stewardship and generous donor support ensure PAM remains a financially stable and forward-looking organization.

\$14,000
gifts given for the
Scholarship Fund

LOOKING AHEAD

The Finance and Development Committee will continue to build on PAM's strong financial momentum by retaining donors, strengthening sustained giving, and cultivating planned gifts to support PAM's programs and future initiatives.

\$64,000
gifts given for the
Hal & Martha
Hopson Service
Musician Fund

DIVERSITY, EQUITY, INCLUSION, & BELONGING ROUNDTABLE

**“DIVERSITY. EQUITY.
INCLUSION. BELONGING.”**



ROUNDTABLE MEMBERS

Annette Goard (Chair), Brian Tanaka, Bryan Page, Austen Wilson, Chanmi Park, Karen Turney, Ashley Stanley, and Thomas Lyons

PURPOSE

Works to ensure diversity, equity, inclusion, and belonging are integral to PAM’s programs, leadership, and organizational culture.

2025 HIGHLIGHTS

- Developed a survey, which was circulated to the full PAM membership in the December 2025 and January 2026 newsletters. 52.17% of individuals responding to the survey noted that DEIB was extremely important for PAM to prioritize. Additionally, program content and worship were at the top of the list of areas in which respondents felt PAM should focus its efforts.
- Revised the DEIB Roundtable description for the PAM governance documents in accordance with the recently amended section F-1.0403 of the PC(USA) Book of Order.

IMPACT

The Roundtable seeks, through education and awareness, to establish DEIB as integral to the identity of PAM, becoming a part of our normative behavior so that we might see diversity not as a challenge to solve but an opportunity to embrace and a chance to grow.

LOOKING AHEAD

The DEIB Roundtable hopes to provide articles for publication in *Call to Worship* addressing diversity, equity, inclusion, and belonging. The committee also plans to complete an analysis of past choices of composers and music at the 2025 Worship & Music Conference with attention to background, heritage, style, gender, race, as well as economic and social diversity.

EDUCATIONAL RESOURCES COMMITTEE

COMMITTEE LEADERSHIP

Claudia Aguilar Rubalcava, David Brinson, Kimber-lee Adams, Jason Branham, Samuel Gray, Kay Keeler, Peter Haley, David Gambrell, Phillip Morgan, Sally Ann McKinsey, Lisa Myers, and Gail Carter

PURPOSE

Develops and curates educational resources that support church musicians, pastors, and worship leaders in their ministries.

2025 HIGHLIGHTS

- Conducted a national survey on compensation and responsibilities of church musicians with 467 responses.
- Published survey results on PAM's website and planned a podcast deep dive for 2026.
- Collaborated to create and publish five *QuickSheets* resource guides for ministry.
- Supported *Call to Worship* through thematic planning and contributor recommendations.
- Facilitated preparations to launch the *Sounding Board* podcast in 2026.
- Awarded Certification of Church Musician to two individuals.



IMPACT

The resources provided by the committee offer practical guidance, research, and educational tools that support worship leaders and strengthen church music ministry.

LOOKING AHEAD

The Educational Resources Committee will continue developing accessible, research-based resources and expanding digital initiatives, including podcasts and online materials, to support the evolving needs of worship leaders and church musicians.

FIRST CALL COMMUNITY

PROGRAM LEADERSHIP

Mark Kemp, Kendra Buckwalter Smith, Melissa McNair-King, and Zach Light-Wells

PURPOSE

Supports pastors and musicians serving in their first call through mentorship, community, and leadership development opportunities.

2025 HIGHLIGHTS

- 30 pastors and musicians participated in the First Call Community.
- 13 participants attended the Spring Gathering in Richmond, Virginia.
- 7 seminarians and musicians participated in the Worship & Music Conference cohort.
- 10 pastors and music directors participated in the FCC intensive at the Worship & Music Conference.
- Monthly Hallway Conversations connected participants with experienced leaders.
- The First Call Community Fund grew to \$70,380.

IMPACT

The First Call Community is equipping and encouraging emerging leaders as they begin their ministry and musical leadership in the church.

LOOKING AHEAD

The First Call Community will continue expanding opportunities for mentorship, leadership development, and connection to support pastors and musicians as they begin their ministry and leadership in the church.



30
first-call
pastors and
musicians
served

GOVERNANCE COMMITTEE

COMMITTEE LEADERSHIP

Sarah Lynch (Chair), Kirsten Foyles, and Kelly Abraham

PURPOSE

Provides governance oversight, policy review, and organizational guidance to support the leadership and structure of PAM.

2025 HIGHLIGHTS

- Recommended an ex officio, non-voting Presbyterian Life & Witness representative to serve on the Board.
- Reviewed and updated the Executive Director job description.
- Updated and reviewed the Governance Manual and organizational documents.
- Provided consultation and guidance to the Board on governance matters.

IMPACT

The committee ensures strong governance practices and organizational clarity to support PAM's leadership and future growth.

LOOKING AHEAD

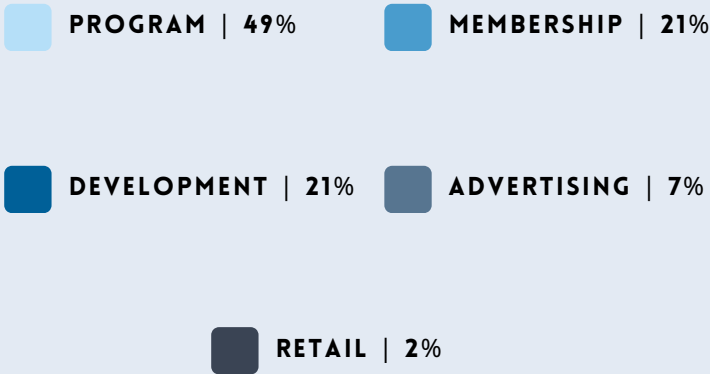
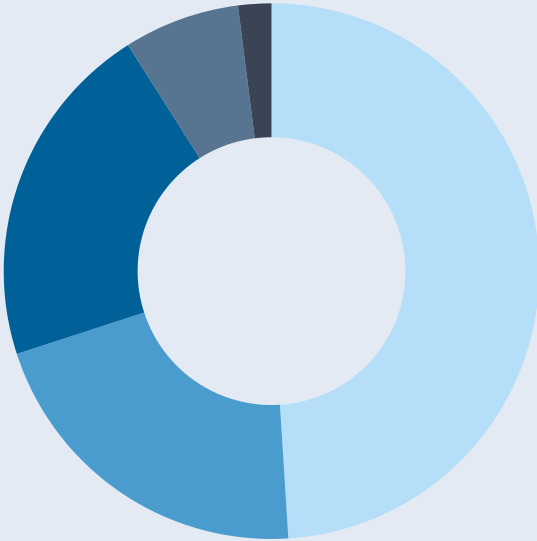
The Governance Committee will continue reviewing and refining governance structures and policies to support effective leadership, organizational clarity, and PAM's ongoing growth and sustainability.



2025 FINANCIAL REPORT

We are pleased to share that for the seventh consecutive year PAM has maintained operating income while continuing to serve over 900 churches nationwide including 37 pastors and musicians serving in their first call and 49 partner congregations through our Child of Blessing program, a testament to our expanding reach and engagement.

2025 SOURCES OF REVENUE



RESTRICTED NET ASSETS
\$1,886,208
AS OF 12/31/2025

TOTAL OPERATING REVENUE
\$791,429



2025 OPERATING REPORT

PROGRAM	2025	2024	2023
Conference Revenues	\$486,775	\$506,730	\$486,986
Conference Expenses	(\$238,514)	(\$259,335)	(\$242,653)
First Call Community Expenses	(\$253)	(\$998)	(\$529)
Program - 49%	\$248,007	\$246,396	\$243,803
MEMBERSHIP			
Membership Fees	\$125,020	\$122,789	\$118,835
Region Office Support	\$399	\$3,039	
Region Membership Allocation	(\$4,110)	(\$6,295)	(\$6,380)
Membership Expenses	(\$14,794)	(\$11,932)	(\$7,672)
Membership - 21%	\$106,515	\$107,601	\$104,783
DEVELOPMENT			
Annual Fund	\$104,076	\$88,020	\$77,792
Operating Grants	\$10,000	\$10,000	\$10,000
In-Kind	\$3,208	\$3,064	\$1,082
Development Expenses	(\$8,934)	(\$5,795)	(\$4,155)
Development - 21%	\$108,350	\$95,289	\$84,719
ADVERTISING			
Sponsorships/Advertising Expenses	\$50,630	\$48,825	\$42,505
	\$13,981	\$11,635	\$12,974
Advertising - 7%	\$36,649	\$37,190	\$29,531
RETAIL			
Revenues	\$11,321	\$12,683	\$13,386
Expenses	\$0	(\$125)	(\$1,219)
Retail - 2%	\$11,321	\$12,558	\$12,167
OTHER EXPENSES			
Employee Health & Welfare	(\$318,175)	(\$304,039)	(\$209,336)
Director's Office & Executive Board	(\$38,743)	(\$40,010)	(\$49,933)
Shared Services	(\$119,280)	(\$115,874)	(\$104,678)
Region Start-Up Expenses	\$0	\$0	(\$1,500)
National Office	(\$28,286)	(\$31,373)	(\$22,292)
	(\$504,483)	(\$491,295)	(\$387,739)
REVENUE	\$791,429	\$795,149	\$750,585
EXPENSES	\$785,070	\$787,410	\$663,321
SURPLUS (DEFICIT)	\$6,359	\$7,739	\$87,265

2025 LEADERSHIP

BOARD OF DIRECTORS

President

Emily Floyd, CCM

President-Elect

Joshua Taylor, CCM

Secretary

Elizabeth Parler

Treasurer

Brent Ivey

Ex Officio

David Gambrell

At-Large Representatives

Class of 2025: Kaitlyn Davros & Brian Lew

Class of 2026: Kirsten Foyles & Brian Tanaka, CCM

Class of 2027: Karl Zinsmeister & Annette Goard

Class of 2028: Beth Judd & Jonathan Hehn

COMMITTEES & CHAIRS

Communications Committee

Sarah Abushakra

Connecting Committee

Brian Tanaka, CCM

Diversity, Equity, Inclusion, and Belonging Committee

Annette Goard

Educational Resources Committee

Finance & Development Committee

Brent Ivey

Governance Committee

Kirsten Foyles

Membership Committee

Karl Zinsmeister

Nominating Committee

Joshua Taylor, CCM

PAM Anthem Series

Marlon Hurst, CCM

ADVISORY COUNCIL

Class of 2025

Tim Sharp

Jaime Martinez

Eric Wall

Class of 2026

Rick Young

Katie Aumann

Gad Mpoyo

Class of 2027

CeCe Armstrong

Michael Hawn

Ike Sturm

Robyn Sekula

NATIONAL OFFICE

Executive Director

Kelly Abraham

Administrative Manager

Gail Carter

Development Manager

Elizabeth Deibert

Creative & Organizational Associate

Charlotte Downs

Child of Blessing Resource Director

Sally Ann McKinsey

Child of Blessing Program Manager

Melissa McNair-King

Conference Group Registrar

Elizabeth Myers

Event Coordinator

Lisa Myers

Grants Specialist

Sandra McDonald



THANK YOU TO OUR GENEROUS DONORS

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Jackie Copeland
Martha Copeland
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Gail Corvette
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Diane Hader
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Virginia R. Hager
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Terry Hamilton-Poore
Elise Hansard
Deborah Hansel
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Vivian Hare
Stephen Harouff
Margaret Harris
Kellie Hart
Taylor Lewis Guthrie Hartman
Eleanor Hatcher
Ronald Hatley
Jamie Hawes
Michael Hawn*
Peggy Hawse

Morgan Hay
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