

# ENVISION

2023/2024



**SALEM FIRST  
BAPTIST**

*Church for the city*

**Our Mission**

**Bringing people into a life-changing relationship with God and each other**

**Our Vision**

**Church for the city that reaches the world for Christ**

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## Greetings church family,

Welcome to Envision 2024. We are excited to share with you the story of God's work in our church and our vision of things to come. We realize that this booklet and the thoughts shared in our services are only a sliver of the incredible expressions of God's grace. So, together, we will give thanks for what we share and praise God for the untold manifestations of His kindness in our church. Thanks for taking the journey with us.

This is our third year of a strategic plan to be a Church for the City that reaches the world for Christ. Our four-fold strategies have helped shape our focus and provide accountability in our stewardship of God's gracious resources. In everything we do, we want to have a Gospel focus. The reason is simple: apart from a saving relationship with Jesus Christ, we believe a person is lost for all eternity (Romans 6:16,23; James 1:15; 2 Thess. 1:9). We continue to pray that this conviction will help to increase our passion for being gospel-centered. We also believe God has called us to be neighbor-loving (Mark 12:31; Luke 10:25-37). This calling enables us to develop relationships with others and meet real needs, ultimately giving us the opportunity to share the good news. This leads us to focus on disciple making. Jesus' final challenge with his team was to make disciples (Matt 28:19-20). It is your leadership's conviction that we are charged with maturing the body to do the work of ministry. So, we gladly coordinate and provide opportunities for people in our church to grow in biblical knowledge to utilize their spiritual gifts, and to make a difference by expanding the work of God's Kingdom. Finally, in alignment with the prayer of Jesus, we desire to see God's kingdom expressed on earth as it is in heaven. We want to shape the culture where we live. Our passion is to see the values of heaven become the values of our city. We believe it is through the righteous that a city is blessed (Prov. 11:11).

It has been a great year of harvest and celebration. It has not been without sacrifice, nor has God ever promised that His Kingdom will ever advance without great sacrifice (Matt 11:12). We thank you for your partnership in serving our Lord. We thank you for your sacrifice, and we pray together that the best is yet to come. To that end, prepare to celebrate the glory of our God, be ready to take up your cross, and let's follow God together.

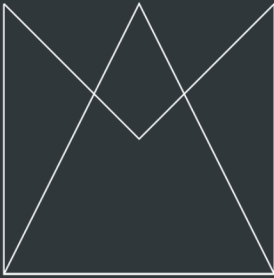
Pastor Mark,



For the team

## WHAT DO THE SYMBOLS MEAN?

Here at Salem First Baptist, we are committed to glorifying God, growing to be more like Jesus, and sharing God's truth with others. To help guide us in how we should live, we have focused on four strategies: Gospel Centered, Neighbor Loving, Disciple Making, and Culture Shaping. These four areas shape how we live out our mission of bringing people into a life-changing relationship with God and each other. To help visualize these four strategic priorities, we've created four images to represent the meaning behind each one.



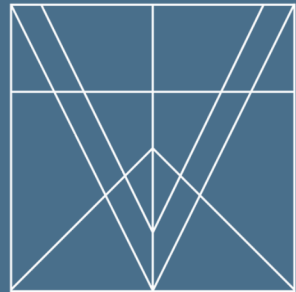
### GOSPEL CENTERED

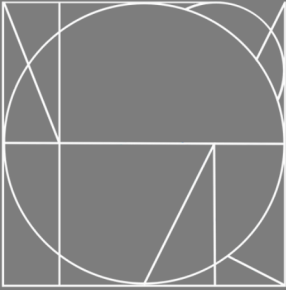
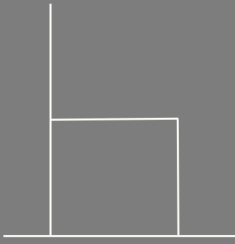
We begin with Gospel-centered. Because we are led by our King, this priority is symbolized by a crown. The three points of this crown represent the Trinity—Father, Son, and Holy Spirit. This is our first priority because everything begins with Him.



### NEIGHBOR LOVING

Our next priority is to be neighbor-loving. We look to Jesus as the ultimate example of this. The arrow pointing downwards symbolizes Jesus coming to earth. The cross represents the greatest sacrifice of all time—the very core of our salvation. The arrow pointing upwards represents Jesus' ascension and how we should keep living like Christ and working for God's kingdom.





## DISCIPLE MAKING

Through loving our neighbors, we make disciples. You may have heard of the four-chair discipleship model, symbolized here in the shape of a chair (read more about this model on pg. 13), but you are certainly familiar with the conversations, ideas, and time that surround discipleship. This is illustrated through the lines surrounding the chair. It takes effort and investment in relationships to disciple and to be a disciple.



## CULTURE SHAPING

Our final strategic priority is to be culture-shaping. This starts with small habits and actions, represented by the small squares, but makes waves that grow exponentially, represented by the growing squares. It begins small and grows far beyond what you've imagined or prayed for. We impact our city and beyond by shaping our culture in a way that honors God.

# SFB BY NUMBERS → A glimpse into Salem First Baptist Church

**72** NEW BELIEVERS

**35** BAPTIZED

**67** NEW MEMBERS

**16** BABIES DEDICATED

**980**

Average weekend attendance

**1,200**

Average attendance with kids

**5,687**

Online watch hours of services and Midweek Messages

**35**

Caring Hands Volunteers visiting 37 VSPs. (Read more about this ministry on pg. 14)

**105**

Young adults from Chemeketa, Corban, George Fox, Willamette, Western, trade schools, and young professionals.

**24**

American Heritage Girls with 16 volunteers

**19**

Scout Troops and 11 fathers mentoring

## SKILLS CAMP 2023

**608**

Kids

**260**

Volunteers

**30**

Gallons of Slime

**4,340**

Snacks

## FUSION

*Middle School*

**70**

Students who regularly attended Fusion

**21**

8th grade students in Core Crew (student leadership team)

**63**

Hours spent by each student in the Revelation Bible study

**30**

Non-churched friends invited to our two outreach half-nighters (students were bold and courageous to invite these friends)

## THRIVE

*High School*

**68**

Regular Attendees

**10**

On our Student Leadership Team

**2,340**

Plates served for Tuesday Night dinners

**64**

Students trained in apologetics at the 2023 Reality Conference

## WOMEN'S MINISTRY

**100**

Involved in weekly Bible studies

**43**

Women in Mom2Mom

**4**

Books of the Bible studied

**29**

Faithful Mom2Mom Volunteers

**3**

Regular prayer groups

Prayers and Praises

## MEN'S MINISTRY

**375**

Men attended breakfasts and BBQs

**48**

At Men's Roundup

**100**

At Father & Son paintball

**12**

Trained to be disciplemakers

**10**

Bible Studies\*

**\$7,500**

Raised at Sportsmen's Dinner

\*Disciple Making emphasis in every Bible study.

# your GENEROSITY

## \$4,755

### Baby bottle boomerang

You gave to the Hope Pregnancy Center through the Baby Bottle Boomerang in 2023 and helped support mothers and their children.

## \$388,968

### Missions

Through international and local partnerships and mission trips, you supported the spreading of the Gospel and relational building around the world.

## \$11,468

### First responder rest stop

You gave to provide a secure location and resources to those serving our city.

## \$72,272

### Deacons fund

Through our monthly special offering, you cared for and supported those facing financial hardships or crises within our church. It is also an avenue for us to meet the needs of our neighbors or those on our high-five cards!

## \$55,587

### Church for the city Christmas offering

This year, we blessed Grace House, local Hispanic Church pastors, and our Missionaries.



### Time spent volunteering

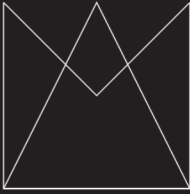
An unlimited impact towards eternity. The value of the time you give is immeasurable. We are inspired by how your service models the life of Christ.



### Grace House - A Christmas Offering Recipient

Because of your generosity, our friends at Grace House significantly upgraded their residence, providing a more comfortable and inviting environment for the women they serve. With the funds provided by our Christmas Offering, they were able to remove their old, worn carpet which revealed beautiful hardwood underneath that was subsequently sanded and refinished. They also had enough money to build a prayer room overlooking a flower garden and to purchase a new financial software program to track and maintain their donor relationships! Your generous giving made a difference!

### What does it mean for our church body to be Gospel-centered?



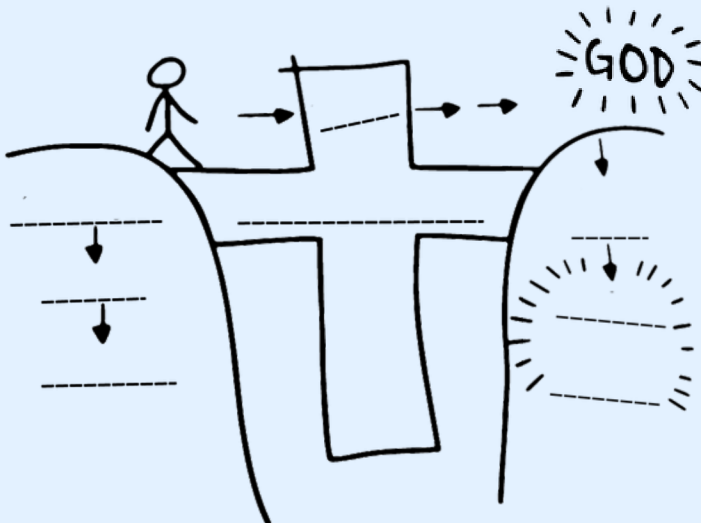
## GOSPEL CENTERED

The good news about Jesus is the driving force and compelling motivation at the center of everything we do individually and as a church body. This certainly includes sharing the good news that leads to salvation, but it is not limited to that. A Gospel Centered approach to ministry distinguishes our church from other humanitarian organizations because our message and our example is focused on the Savior of the world, Jesus Christ. He is the center of all we do and through His Holy Spirit, He inspires us to spread the Gospel to every person in Salem and to the ends of the earth. We have many examples of what it looks like to be Gospel Centered.

The Disciples were Gospel centered. They were with Jesus face to face, learning from Him, working with Him, and listening to Him. Paul was Gospel centered. He was intensely focused on spreading the Gospel, establishing churches, and developing leaders to continue sharing a Gospel centered message in his absence, to both Jews and Gentiles alike.

1 Peter 3:15-16; Rom 3:21-26; 1 Cor.15:3-5; 2 Cor. 8:9; Acts 4:12; Acts 13:38-39; Heb. 12:2-4

**Making the Gospel the focus and the power that shapes all we do as followers of Christ**





## MISSIONS

*"We must be global Christians with a global vision because our God is a global God,"* said by theologian, John R.W. Stott. SFB supports 15 Global and 14 US partners in ministry. We aim to visit our global workers every 5 years to encourage them in the location they have been sent. In the past five years, we have visited 79% of our global partners who have been on the field for at least five years. In 2023-2024, we sent teams to visit partners in Peru, Indonesia, the Mediterranean, Germany, the Dominican Republic, and Japan.

One way we provide support to our workers is through our Home Team Partners. Members of our church are paired with workers on the field to offer encouragement and prayer. Currently, we have 12 Home Team Partners serving 8 Global and 3 US workers. Our goal is to match a Home Team Partner with every cross-cultural worker.

Through church planting, we intend to recruit 50% new partnerships to unreached peoples. With 7 full-time workers sent out from our congregation since 2016, we have nearly met our 10 workers in 10 years goal. Are you hearing the call? Some will go, but all must be sent!

If you would like to be a part of supporting local or global partners, contact Jan Guenther for more information about becoming a Home Team Partner. Call the church office to get connected 503-364-2285.

### GOAL #1

Visit our  
global workers  
every 5 years

### GOAL #2

Grow Home  
Team Partners  
to support  
workers

### GOAL #3

Recruit new  
partners to  
reach the  
unreached



We are all called to share the Gospel, spreading the message of God's love and salvation to those around us. This year, we want to share the stories of three individuals whose eternities have been changed by declaring Jesus Christ as Lord. These stories serve as powerful reminders and encouragements of how a person's life can be transformed through sharing the Gospel.

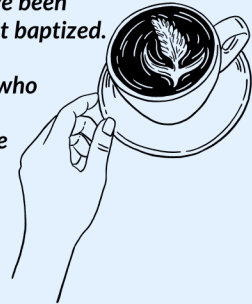
### **A Divine Appointment in a Medical Waiting Room**

*Michael and I were at the same medical clinic for appointments at the same time every day for almost 40 days. We struck up a friendship, and I believe, as the Bible says in Psalm 37:23, "The steps of a man are established by the LORD, when he delights in His way." Even though I didn't want to be in that situation, I believed God had someone for me to meet and talk to about the Lord. After our friendship developed slowly in the waiting area, he agreed to meet me to continue our conversations. It got to the point where I was presenting the Gospel to him. One day at a local coffee establishment, before he arrived, I prayed, "Lord, am I getting anywhere with this? Is he interested in hearing about God, or is it just a friendship with him? What's going on?"*

*When we met that day, the first thing he said was, "I have no peace in my heart, Jim. The world is a mess, and I want peace in my heart. I don't know how to get that peace." I explained how he could have peace, and I went through the Gospel and the plan of salvation. That day, on December 11th, he prayed and asked the Lord to save him. He went home and told his wife that he had gotten saved at a local coffee establishment, she told him she had already been saved in middle school. Since then, he and his wife have been coming to church, they read the Bible daily, and they have decided to get baptized.*

*He has turned from being a negative thinker with no peace to someone who says, "I am on the right path now." Before following Jesus, he had set up obstacles that kept him from the true God, but now those obstacles have fallen away. Praise the Lord who continually takes the bad and makes it good for His glory.*

- Pastor Jim Cunningham



### **From Curiosity to Conviction: Paul's Journey to Faith**

*I met Paul McSlarrow in his second year at Willamette. He decided to read through the book of John with me weekly. He told me he had read very little of the Bible and was curious about this "God stuff." Each week we discussed a chapter in John. It was about the seventh chapter of John when he informed me that he had decided to become a follower of Jesus as he had accepted Jesus as his Lord and Savior. Two questions he asked early on in our weekly meeting were, "Who is Abraham?" and "What is the Passover?" It was a joy to share with Paul the amazing connections with the Old and New Testaments. It was a joy to baptize Paul the same day Jack was baptized (Read Jack's story on pg 14). Paul graduated this year and is headed to Northwestern grad school in Chicago.*

Dan Barram, with Willamette Campus Ambassadors



## Jacob's Journey to Faith



*During this last school year at Willamette University with Campus Ambassadors, I had the privilege of coming alongside many of our student leaders' connections. One of those connections was meeting with Jacob Hess; he is studying for his Master's degree in Business Administration and has been attending our The Reason for God book study. During that time, Jacob asked great questions and wrestled with the reliability of scripture, the sacrifice of Jesus, the problem of evil, and how to make sense of morality. During the winter break, Jacob had heard enough and decided to make Jesus his Lord and Savior. During the next 6 months, I worked alongside a Christian friend of Jacob, Jordan, to disciple him and connect him to a local church. On Sunday, April 28th, 2024, I got to baptize Jacob at Salem First Baptist Church as he publicly professed his faith in Jesus.*

- Richard Feredinos  
Campus Ambassadors NW Regional Director

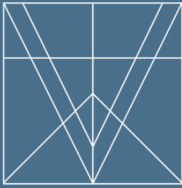
## WHAT ARE HIGH-FIVE CARDS?

We believe in the power of prayer and the importance of personal connections. That's why we emphasize "High-Five Cards." These small cards are for you to write down the names of five people you care about and want to see in Heaven.

The idea is simple: Keep these five people in your prayers daily and look for opportunities to invite them to events and share the Gospel with them. By focusing on them, you're committing to finding ways to show God's love.

Keep your High-Five Card with you, or tuck it into your Bible as a constant reminder to pray for these friends and family members. Look for opportunities to share the hope and love of Christ. On the back, we've written verses to refer to when an opportunity comes up to share the Good News. Be encouraged by Galatians 6:9, *"Let us not become weary in doing good, for at the proper time we will reap a harvest if we do not give up."*





## NEIGHBOR LOVING

### What does it mean for our church body to be Neighbor Loving?

Loving our neighbor is not easy, but we are called to do it. To be Neighbor Loving means having the courage to tangibly love people in our city where they are and seeing them the way Jesus sees them. It means stepping outside our comfort zone and building relationships with those who are nothing like us. It is looking at people and their challenges in life and realizing that you're looking in a mirror because, without Jesus in our lives, we are just like our neighbors. Sometimes, it means opening your home and developing long-term relationships that may lead to conversations about Jesus. It means praying for our neighbors, serving our neighbors, and spending time with our neighbors.

Neighbor Loving also means loving and caring about each other's needs well. We cannot shine as a "City on a Hill" unless we also love and serve each other, encouraging each other as we go out into our neighborhoods, building relationships, and spreading the good news of the Gospel. We have been given a command from Jesus to "Love your Neighbor as yourself," and maybe we need to think of it this way: "Love your Neighbor as much as you love your church community." When we do that, we will become a more Neighbor Loving community.

Functioning as a Neighbor Loving community will enhance our ability to be a Gospel Centered church because good deeds create good favor that allows us to share the Good News.

**Matt. 5:14-16; Matt. 18:21-35; Luke 6:32-36; Rom. 12; Rom. 13:9-10;  
1 Peter 2:9-12; Phil. 2:1-11; James 2:1-17**

**Meeting people's needs where they are, with the  
hope of sharing the Gospel when they are open.**

### Dribbling For Decades

This year, Upward Basketball at Salem First Baptist hit a major milestone—20 years of bringing together faith, community, and a whole lot of hoops. But the real impact isn't just in the numbers; it's in the relational moments. During one of the games this past season, a mom told Pastor Jeff that it was surreal to hear his voice announcing the games. Why? Because 20 years ago, he was the one announcing her name as an Upward player as her team ran through the black tunnel with the smoke machine running before the start of a new game.



That full-circle moment highlights not just the longevity of the Upward Basketball program but the deep connections and lasting memories it creates across generations. Here's to many more years of sharing the Gospel, building fellowship, and learning sportsmanship!

**818** PLAYERS IN 2024

**39%** WERE UNCHURCHED/NO CHURCH AFFILIATION (2024)

**20** YEARS OF UPWARD AT SFB

**14,170** ALL TIME PARTICIPANTS

### Serve Salem

Every year, we spread out across the area and saturate the city with God's love through service projects. Our goal in doing good deeds is to earn good favor to create opportunities to share the Good News of Jesus Christ. Check out our confirmed locations to the right, with more to be added. Last year, we had 185 volunteers. Let's make it even bigger this year!

- Center for Hope and Safety
- Connections 365
- Family Building Blocks
- Gubser Elementary
- Hope Pregnancy Center
- Liberty House
- Marion Polk Food Share
- North Salem High School
- ReStore (Habitat for Humanity)
- UGM Store
- Women at the Well Grace House



### Preparing for the Expansion of Salem

As more construction and new apartments take shape in downtown Salem, we have a wonderful chance to connect with new neighbors. We must see our own neighborhood as our mission field—a place where we can share the love of Jesus and the incredible news of His salvation. Let's eagerly embrace this opportunity to welcome and care for those who are joining our community, showing them the warmth and compassion of Christ in our midst.

Scan this QR code to use our Good Neighbor plan to reach those around you



# NORTH BLOCK

## History

- The North Block was purchased on 12/29/2015 to secure parking for our South Block so that we could fulfill city requirements for off-street parking spaces.
- Our desire was to use this property in alignment with our vision to be a Church for the City that Reaches the world for Christ.
- The property was purchased for \$3,390,500. Only 2 annual payments (December 2024 & 2025) remain, approximately \$340,000 each. We currently own 93.87% of the block. Everything except the apartment building.
- On 8/31/2022, we purchased the office building for \$417,500 for future ministry space, currently leased to community businesses.

## Current Revenue

- Collective rental and business profits total an estimated \$82,000 profit each year.
- The net operating income for all North Block activities is \$60,000.
- Since its inception, First Lube has employed 27 individuals as part of the mission.
- North Block contributed \$128,000 toward mortgage payments this year.

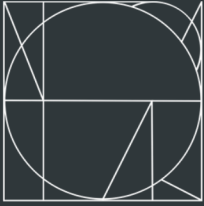
## Current Usage

- First Lube hires people with vocational barriers, equipping them with skills and character traits to successfully pursue future employment opportunities
- First Lubes services include oil changes, U-Haul rentals, and a detailing service that was recently soft-launched
- The Five-Bay Building is actively used by YAM (Young Adults Ministry), Church events, Boy Scouts, and family events
- The Three-Bay securely houses our church vans and has the space to allow the expansion of First Lubes detailing services.
- The Glass House (Showroom) is used for Community Groups and other meetings.
- Salem Paint has leased their building from us since 2016
- The Office building is leasing space to Neighbor to Neighbor and a Nail Salon

## Future use

- We have raised 1 million dollars for possible projects on Northblock
- We have paused our major development due to the huge expense of renovating current buildings without getting significantly better space
- We have not touched the Impact dollars but have used regularly budgeted funds and hundreds of hours of volunteer labor to make multiple improvements to the Five-Bay and Glass House (Showroom) structures
- We continue to pray for God's leading for the future development of North Block that aligns with our vision to be a Church for the City





## DISCIPLE MAKING

### What does it mean for our church body to be Disciple Making?

To be a Disciple Making church means we intentionally develop followers of Christ who, in turn, develop more followers of Christ. This happens through purposeful relationships that help our members grow in their relationship with God as they learn to think, speak, and act like Jesus. We foster these kinds of relationships through a myriad of opportunities like one-on-one mentoring, small group Bible Study, corporate worship, sharing life, and serving together. Our goal is to help people find their place in the Body of Christ so that they might flourish and move from spiritual infancy to spiritual maturity.

Disciple Making is not a quick process. It takes time to develop attributes like compassion, kindness, humility, gentleness, patience, and forgiveness. The process is best facilitated when we move at another's pace while listening to the Holy Spirit for direction and discernment as we develop disciples of Jesus.

Our best example of being a Disciple Maker would be Jesus. Jesus poured hours of time and energy into loving and helping each of the disciples grow in their faith. He taught, challenged, prayed for, and prepared them for the future. Jesus was neither afraid of their questions nor their doubts. He taught them at the pace they needed to be taught and loved them unconditionally in order for them to eventually bear fruit in His name.

Disciple Making is a priority of ours because it was a priority for Jesus. Disciple Making will result from prioritizing the Gospel in our lives and loving our neighbors well.

**Matt. 28:19-20; John 17:23; John 14:12; Romans 8; Col. 3:12-16; Heb. 12**

## Helping people mature in their knowledge and relationship with Jesus Christ



**CHAIR 1:  
COME AND SEE**  
*John 1:39*



**CHAIR 2:  
FOLLOW ME**  
*John 1:43*



**CHAIR 3:  
BECOME A FISHER  
OF MEN**  
*Matthew 4:19*



**CHAIR 4:  
GO AND BEAR FRUIT**  
*John 15:16*

Above is the "Four Chair" discipleship model, conceptualized by Dann Spader, SFB has used it to illustrate the different stages of our walks with God.

## Caring Hands Visits Turned into Worship Group

“Caring Hands” is our visitation ministry for people who are connected to SFB but are physically unable to attend church services or events; these individuals are called “VSPs”s (Very Special Persons). Two years ago, Linda Price began regular visits with her VSP. They shared prayers and read the Bible together. Recognizing the impact of her visits, a staff member asked Linda to extend her visits to more women in the memory-care housing, reminding us that because these individuals might forget things, we should never forget about them. Linda agreed and now leads a bi-weekly gathering where they read Bible passages, follow the Daily Bread guide, answer questions, and sing hymns using her phone as their music. These meetings, filled with heartfelt worship and connection, often move the women to tears, expressing deep gratitude and a renewed sense of belonging. Linda’s commitment to her VSP grew into a bigger opportunity to serve more individuals and encourage them through the Word of God and worship unto Him.



## Valuable Lessons Through Midweek Kids

At Midweek Kids, kids get the opportunity to be in the same discipleship group for three years, allowing them to form deep bonds with leaders and the kids in their group. They also get the opportunity to set goals for themselves and work hard to achieve them. Last year, at the End of Year Awards Ceremony, one of our clubbers was disappointed that he had not finished a book and received a medal. He made a goal right then and there to earn a medal at the next year's Award Ceremony. He worked diligently throughout the entire year. Despite learning challenges and difficulties, he kept up with the bookwork all year. When the time came for him to receive his award at this year's Ceremony, he was beaming with pride! Not only did he learn more about God during the year in Midweek, but he also learned more about himself and the very valuable lesson of setting goals and working hard to achieve them. Midweek Kids is so much more than memorizing verses or playing games every Wednesday.



## From Basketball Court to Baptism

*I met Jack in his second year at Willamette as a basketball player. We started meeting weekly, and it became clear that he was a serious follower of Jesus. Since that time, Jack has joined our Campus Ambassador student leadership team. He has led several small groups at Willamette and encouraged many students to follow Jesus daily. This year he decided to get baptized as a further step in obeying Jesus' command. He graduated this year and will be working in the Portland area. We have already talked with him about some excellent church communities in the Portland area that he would like to join.*

- Dan Barram, with Willamette Campus Ambassadors



## Inviting Other Moms Into Discipleship

The power of boldly inviting others happened this year at Mom2Mom. This small but mighty group of moms gathers together every 1st and 3rd Friday of the month to encourage each other as they raise their little ones. This year, one of the regular attending moms was at a local park with her boys, and she started chatting with another mom there. She invited this new mom to come to Mom2Mom with her. That next week, she came. What happened next was another invite to Mom2Mom, but this time, it was the new mom inviting another new mom to SFB as they stood in line at Costco. Not only did both of these new gals come to Mom2Mom, but their families also started coming to church. All because someone was bold enough to invite another to join her. God has done mighty things in this group of moms this year, and as we continue to grow in numbers, we continue to keep our eyes open to those in Salem who need to join us and be encouraged to raise the next generation in a Christ-loving home.

## 4th and 5th Graders Learning Discipleship Early

In 4th and 5th grade (“The Bridge”), kids get the opportunities to serve in the classes of younger kids, get baptized if they choose to, overnight retreats, and other ways to grow deeper in their relationship with God and each other. We see a pattern in the Bridge and across our ministries: students return as volunteers after aging out of one area, showing they’ve learned to disciple others. Last year, five middle and high school students volunteered in the Bridge group, mentoring 4th and 5th graders through small groups and one-on-one conversations.



## Cultivating Strength in Young Women Through The American Heritage Girls

The goal of AHG is to build women of integrity through service to God, family, community, and country. The girls have earned badges in various areas, including Heritage, Family Living, Arts, Outdoor Skills, Personal Well-Being, and Science and Technology. In this program year, we have completed 1,306 hours of service. We currently have 24 girls, ranging from 1st grade to sophomore, supported by 16 dedicated adult volunteers. Since our charter was established on July 13,

2015, 146 girls have been members and have been disciplined through this program.



## Future Leaders Through Boy Scout Troop 7002

Founded in 2017 for boys ages 11-17, our group has proudly graduated 10 Eagle Scouts and currently includes 19 boys and 11 dads serving as mentors. We’re dedicated to service, outdoor adventures, skill-building, and leadership, all aimed at equipping our young men to grow to be more Christ-like. With the boys taking the lead and the dads offering support, we focus on disciple-making. Interested in joining? We meet on Monday nights from 6:30 pm to 8 pm in the 5 Bay behind First Lube.



# OPERATING BUDGET

## 2024-2025

REVENUE	FY 23-24			FY 24-25
	BUDGET	FISCAL YEAR (THROUGH 4/30)	PROJECTED	BUDGET
General Fund Contributions	2,570,712	2,241,408.09	2,628,411	2,733,547
Interest/Dividend Income	25,000	28,547.04	32,829	25,000
Community Life Enrichment Fees	750	19.27	19	750
Center for Health and Healing	1,500	387	367	
Building Use	5,000	1,150	1,900	1,500
Culinary Revenue	25,000	2,238	7,347	5,000
Higher Grounds	6,000	5,514.23	6,948	10,000
Resale & Recover Income	5,000	7,038.23	20,745	6,000
In-Kinds Contribution Revenue			10,715	5,000
Realized G/L on Investments				-
				-
Sub Total	68,250	47,620	81,339	53,250
Total Revenue	2,638,962	2,289,028	2,709,750	2,786,797

4% of Change from 2023-24 Budget Projected

**EXPENSES**

	FY 23-24			FY 24-25
	BUDGET	FISCAL YEAR (THROUGH 4/30)	PROJECTED	BUDGET
Stewardship and Fiscal	1,819,029	1,363,929	1,617,593	1,886,897
Property	268,500	258,329	298,476	364,507
Worship Arts	20,300	19,420	25,400	21,840
Community Life	27,520	22,568	24,424	28,620
Men & Mentoring	5,070	2,608	3,083	5,200
Center For Health and Healing		120	120	1,000
Women	6,195	2,946	3,722	6,440
Children	35,175	35,879	35,175	35,150
Middle School	18,200	12,834	17,342	18,900
High School	18,400	13,442	16,689	19,100
Young Adults	10,350	6,728	7,549	10,750
Pastoral Care	5,650	763	853	5,870
Missions	303,573	249,602	293,193	329,923
Deaconesses	2,500	3,506	3,426	2,600
Technical	38,500	36,528	51,085	40,000
Culinary	60,000	26,767	46,819	10,000
<b>Total</b>	<b>2,638,962</b>	<b>2,055,968</b>	<b>2,460,947</b>	<b>2,786,797</b>
Revenue Less Expenditures	--	233,060	248,803	--



## CULTURE SHAPING

### What does it mean for our church body to be Culture Shaping?

Culture can be defined by the collective attitudes and behaviors of the people in our community. We desire to influence our culture so that our community might exhibit attitudes and behaviors that reflect God's heart.

Jesus is the ultimate culture shaper. He lived counter-culturally, not to condemn the culture but to reshape it. He crossed racial, gender, political, and religious lines to communicate God's steadfast, impartial love. Jesus came to seek and save the lost, and as He interacted with the outcasts and outsiders, He helped His followers see that the Gospel is available to all people in all places at all times. This was a revolutionary concept for the Jewish person, so Jesus was intentional in His ministry to travel to Samaria, to touch lepers, and to allow children to come to Him. In the same way, we will intentionally seek opportunities to shape our culture by pressing into challenging areas that will allow us to declare a Biblical Worldview that aligns with God's heart.

The Culture Shaping church needs to be the constant and stable influence in a culture that constantly shifts and flows with the wind of the time. Being Gospel Centered, Neighbor Loving, and Disciple Making will set us apart and allow us to help shape the culture not only in Salem but in Oregon and around the globe. Let's remember the Lord's Prayer, "...your kingdom come, your will be done, on earth as it is in heaven." (Matthew 6:10)

I John 4:18; Matt. 10:16-42; John 13:34-36; I Peter 1:14-16; I Peter 3:14-17

**Helping to shape the values and behaviors of  
our city to reflect our Father's heart.**



The mission of the Center for Health and Healing is to prepare people to serve with excellence, biblically, and provide practical tools. We offer a place within the church for Christians to grow, develop, and be strengthened so they can be shining lights in a struggling world. Over the past year, we have:

- Weekly Support Groups for LGBTQIA+ Loved Ones
- 2 Sessions of GriefShare
- Trauma Class
- Love, Sex, Dating, & Marriage Seminar
- "On Anxiety" Class
- Mentor trainings for Middle & High School Leaders
- Better Love Date Night Marriage Event
- Thriving in Public Schools
- Multiple groups of 7 Pillars and Betrayal & Beyond

One group that was particularly impactful were the Weekly Support Groups for LGBTQIA+ Loved Ones. Three individuals shared how this group has provided safe support during a difficult season of life.

*"Dr. Corey and the Center for Health & Healing arrived at a time when we were so very far in the pit of despair. Our oldest, a son, called us on March 30, 2021, to tell us he is a woman and his preferred name. That date was Tuesday of Holy Week. We felt, and were, so very alone. Dr. Corey has an amazing God-gifted talent to help us pick up the broken pieces and restore them, helping to create a mosaic of what was into what can be with Christ in the center. We talk about how we got here. What is the cultural worldview? More importantly, what is the Biblical worldview, God's view? How do we love like Jesus, with compassion without compromise? What does that look like as we try to restore a relationship even though our adult child refuses a relationship? What does that look like for those with a relationship that is more fragile than walking on eggshells? ~ Yes, this is a community lifeline to Christ as we kneel in prayer for our loved ones who struggle with LGBTQ+ feelings. Thank you, Dr. Corey."*

*"Imagine your child coming out to you as Queer. You are heartbroken and filled with grief. You want to honor God and speak truth and love. You feel alone and don't know how to move forward. This happened to our family. The Support Group for LGBTQIA+ Loved Ones has been an answer to prayer. We are learning from a Biblical lens. We feel supported and have community. We are no longer alone. If this is you, we would love to come alongside you, share our experiences, and support you in yours."*

*"My wife and I have attended six sessions of the support group for families of LGBTQ+. We weren't sure what to expect, but we found great encouragement and wisdom from the participants of this group. It has been a great example of how the body of Christ is stronger when we come together to bear each other's burdens and encourage one another. As the name implies, we have renewed HOPE and strengthened faith for future HEALING. We have become fast friends with all the group members, and it has been a joy to pray together and walk together on this path.*

*I have greatly appreciated Corey's counsel to our group and the rich resources he shares in equipping us on this journey. He provides a great balance of appropriately direct advice and biblical compassion for all of us. (Eccl. 4:9-12) I appreciate how the activities of this community touch on all four of our missional strategies. As we have been encouraged, we will be equipped to encourage others in this context, demonstrating neighbor-loving, culture-shaping, disciple-making, and Gospel-centered, as the Spirit gives opportunity."*

## Upcoming Center for Health and Healing Classes, Groups, and Seminars

This Fall is the perfect time to get involved with the Center for Health and Healing. Join us to grow in faith, gain practical tools, and become a light in a struggling world. Your investment can profoundly impact you, your family, and your community.

- A Look at Anxiety through Psalms
- Creating a Restful Home
- LGBTQIA+ Loved One's Support Group
- Love, Sex, Dating, & Marriage Seminar
- Parenting Event
- Sexual Integrity 101
- Mentor Leaders Training
- Marriage Mentor Training

### Relationship with our City

*Why do I think the Salem Chamber of Commerce is essential to our vision statement strategy? I have the privilege of being an ambassador of the Salem Chamber of Commerce. More exciting than that, I am an Ambassador of Jesus Christ (Gospel-Centered). Being an ambassador has allowed me to pray and share with other business owners and city council members (Neighbor Loving). We have business owners invite their employees to our Sportsmen dinner. Some employees have put their faith in Christ and are in the process of being disciplined (Disciple Making). We hosted a chamber greeters' event, and over 130 members came into our building at Christmas time. We have 6 church members participating in the chamber events this year (Cultural Shaping).*

- Pastor Leon



### Shaping Culture Through Spiritual Insights

Our Sunday morning services aren't the only messages being recorded and broadcasted to broaden our reach. They serve not only as a way for regular attendees to catch up on a missed Sunday but also for curious seekers to learn. Pastor Tyler's messages to the Young Adults are made into a podcast called "The Garage Podcast," which recently hit 6,000 plays. His latest series delves deep into the spiritual realm, offering insights into Biblical passages about different angels and their roles, how the enemy uses various tactics to pull people away from God, and how to combat these schemes. Teaching individuals and encouraging critical thinking is one way we can shape the culture. It starts small but permeates through conversations and the spreading of truth.



Listen Here!

# WHAT'S NEXT? →

How will you grow the Kingdom of God here in Salem?

## 10 challenges to take hold

Rejoice with us in God's faithfulness to our church and our vision

*Psalm 5:11; Joel 2:23*

1

Join with us in prayer for God's blessing and guidance over the next year

*Eph. 1:16, 17; Prov. 3:5, 6*

2

Commit to a personal pursuit of Christ and shaping his image in you

*Psalm 63:1; Colossians 3:16*

3

Invest with us in the practice of grace-filled generosity to the glory of Christ

*Proverbs 19:17; Psalm 112:5; 2 Corinthians 9:6-15*

4

Identify your "High-Five" and pray for them every day

*Matthew 28:19, 20; Philemon 1:6*

5

Discover your spiritual gifts and seek to use them to strengthen our body

*1 Corinthians 12:4-6; Romans 12:4-8*

6

Accept God's calling on your life that you were sent to this community to be salt and light

*John 17:18-23; Mathew 5:13-16*

7

Find your place on the wall, knowing God sent you to our church to help us pursue God's vision

*Nehemiah 4:13-14*

8

Open your heart to the new people that God is bringing to our church

*Matthew 5:46-48; Acts 15:4; Romans 15:7*

9

Ask God to use our church to change the culture of our region to reflect the heart of God

*Matthew 6:9-13; 33; Mark 16:15; Matthew 5:16*

10

***...tell to the coming generation  
the glorious deeds of the Lord, and His might,  
and the wonders that He has done.***

**Psalm 78:4b**

An aerial photograph of a city at dusk. The sky is a soft, hazy blue. In the foreground, there are several buildings, including a prominent white building with a dark roof and a brick building with a tall, white steeple. The city is illuminated by streetlights and building lights, creating a warm, golden glow. The background shows a dense forest of trees and more city buildings in the distance.

 **SALEM FIRST  
BAPTIST**  
*Church for the city*