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 PAMs 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

<table>
<thead>
<tr>
<th>Category</th>
<th>2019</th>
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<td><strong>PROGRAM</strong></td>
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<td>Employee Health &amp; Welfare</td>
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<td>Director's Office &amp; Executive Board</td>
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**SURPLUS/(LOSS)** $19,514 ($13,054)
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
31 active Certified (Associate) Church Musicians
2 Seed Grants Given = $1,000
$19,162 in Scholarships awarded
8.5 Job listings posted on PAM’s website each month
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 @presbymusic
50th Anniversary - Thankful Hearts & Voices Raise Donors:


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:


Scholarship Fund Donors:

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.

Annual Fund Donors:

Abington Presbyterian Church (Abington, PA) • Kelly & Kirk Abraham • Joy Ackerman • Brian Ackles • Opal Amos • Robin Ashworth • 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 Chomiak • 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 Paine Dame • Judith Dardaganian • Jared Daugherty • Walter & Jean Davies • Jean Davidson • Mandy Keathley Davis • Mark Davis • William Davis • Judith DeFrank • Elizabeth Deibert • Kevin Dewey • Wynn G. Dorsett • Carlene Eatridge • Anne Eidson • Connie Emery • Julianne Erbrecht • David Erwin • Melissa Espy • Jeanne Etheridge • Clarissa Evans • Carol & Roy Ferguson • Colleen Ferron • Stephen & Vicki Fey, CCMs • First Presbyterian Church (Tallahassee) • First Presbyterian Church (Lexington, KY) • Mary Margaret Flannagan • Jennifer Flory • Emily Floyed, CCM • Lee Foster • Michael Paul Frank • Orin Frank • Suzanne Frederick • Charles Frost • Jane Frost • Sally Gant • Carol Garner • Claudia Gatewood • Douglas Gerds • Jean Gettys • Wendi Gleason • Kelly Gold • Cleveland Graves • Thelma Greeson • Elizabeth Gulley • Henry Hall • Monica Hall • Jeff Hardy • Kerri Hefner • Rich Heggood • Susan James Hehn • Michael Helman • Robert & Mary Helsabeck • Jenna Hoffman • Kent Holmes, CACM • Greg Homza • Glenn Hosken • Edith Howington • Edith Hulac • Marilyn Hurst, CCM • Stuart Huston, Sr. • Mary Ibis • Andrew Isaacs • Amy Jackson • Emma & Justin James • Mary Anne James • Lois Jelneck • Deborah Jenks • Henry & Michelle Jolly • Roberta Jones • Mary Beth Jones, CCM • Emma & Jeffrey Kellam, CCM • Mark Kemp • John T. King • Marty Kwiatkowski • Karen Kline • Susan Millin Kraft • Janet Langhorst • Christine Larsen • Stacy Lesley • John Liepold • Nell Line • Barbara Loehr-Fox • Janet Loman • Longo Family Fund • Gail Lopez • Elizabeth Lord • Michelle Louer • Linda Lovins • Anna Sue Lowery • Barbara Luhn • Margaret & Raymond Mackay • Michael Mader • Marie Mainard O'Connell • Melissa Malcom • Lori Malvern • Barbara Ector Manaker • Neal Martin • Patricia Martinez-Miller • Carol Mathieson • David McCollum • Billie McConnel • Sandra Kurtze McDonald • Jeffrey McIntyre • J. Barbara McKelway • Cheryl Wood McLean • Scott McMeen • Anne & Bill McNair, CCMs • Marilyn Meeker • Gail Midkiff • J. Scott Miller • Dana Mitchell • Thomas Moody • Bonnie Moore • Lynn Moser • Peyson Moss • Gay Mothershed • Steven Mowery • Maria Munoz • Patrick Murphy • Joseph Musser • Elizabeth Myers • Eric & Lisa Myers, CCM • Jeanne Nadeniek • Melissa Nasea • Ngibeko Peter Ncanywa • John Neely • Meghan Melay Ness • Emma Nicholls • Kathyrn Nichols • Laurinda Nicholson • Tim Nolen • John Nothaft • Denise O'Donnell • Philemona Ofori-Nipah • Margaret Aymer Oget • Jeremy Orotepa • Warren & Caryn Overby • Randy Page • Burt Pardue & Hazel Monteith • Katie Parker • Janet Parker • Steve Parker • Elizabeth Parler • Jonathan Patterson • Andrew & Cate Perkins • Carolyn Perrine • Derek Perry • Eileen Peters • Christie Pickel • Julia Pierson • Vangie H. 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Anthony Thurman • Ed Tompkins • Janet Tordolino • Kirby Traylor • Tom Trenney • Sylvia Trimmer • Theodore Turner • John Tyson • Kenneth Udell • Yvonne Vance • Jane Van Valkenburg, CCM • David VanderMeer, CCM • Wesley Vanzile • Carl Vollbracht • Jeanie Walker • William Walker • Lynn Ward • Adam Ward • Michael Waschevski • Rachel Watson • Thomas Watts • Timothy Waugh • Jim Wayne • Taryn Weatherholt • Andrea Webb • Kelly Rae & C. Geoffrey Weirich • Bret Whissell • Joyce Whittaker • Tina Wilcox • Candace Williams • Lynne Williams • Parks Williams • Anne Wilson • Carrie Wilson •
PAM Leadership

Executive Board

- David VanderMeer, CCM - President
- 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
- Kendra Buckwalter-Smith - Pittsburgh, PA
- 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