



# ENVISION WEEKEND

**2025**  
EDITION

## MISSION

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

## VISION

A church for the city that reaches the world for Christ

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## WELCOME CHURCH FAMILY!

This weekend isn't just another date on the calendar—it's a sacred opportunity to see more clearly who we are, why we're here, and where we're going as a church. We're calling it Envision Weekend—because we're asking God to renew our vision, to reignite our passion, and to remind us of the calling He has placed on us together.

Our vision is simple but bold:

We believe God is calling us to be a church for the city—

- Gospel-centered in everything we do,
- Neighbor-loving in how we live,
- Disciple-making in our mission, and
- Culture-shaping in our influence.

This isn't just a slogan—it's a framework for faithfulness. It's how we answer the question: What kind of church are we becoming?

Because the truth is:

Our city doesn't need another busy church.

It needs a burdened church—one gripped by the gospel, shaped by the cross, and sent out in the power of the Spirit.

A church not just in the city, but for the city.

This weekend is about alignment—realigning our hearts, our habits, and our hopes with God's vision for us.

So let's lean in together—expectant, prayerful, and ready for what God wants to do through His people. I pray you are encouraged by what you hear.



Pastor Mark,

For the team

# OUR VALUES

## **WORSHIP**

We encourage a lifestyle of heart-felt service and adoration to the character and grace of God.

## **BIBLICAL TRAINING**

We value the Bible as God's truth which is to be taught clearly and lived courageously.

## **PRAYER**

Prayer is the privilege of every child of God and is foundational to fostering a relationship with Christ and fulfilling His vision that we become a house of prayer for all nations.

## **MISSION**

We value participation in God's mission to build His kingdom in our community and around the world.

## **DISCIPLESHIP**

We value equipping people to grow in their relationship with God and find their place in the body of Christ.



## **GRACE-BASED COMMUNITY**

We value relationships marked by authenticity and integrity lived out in an atmosphere of grace, joy and love.

## **FAMILY AFFIRMING**

We support the spiritual nurturing of the family as one of God's dynamic means to foster the Christian faith.

## **EXCELLENCE**

We believe excellence honors God and inspires people.

## **GENEROSITY**

We value generous giving that flows from a grateful heart.

## **CULTURAL RELEVANCE**

We value equipping people to grow in their relationship with God and find their place in the body of Christ.

## **MOBILIZATION OF SERVANT LEADERS**

We believe that a church should operate as a unified community of servants of men and women stewarding their spiritual gifts for the glory of God and the church.

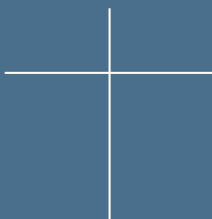
# WHAT DO THE SYMBOLS REPRESENT?

Here at Salem First Baptist Church, we are committed to glorifying God, growing to be more like Jesus, and sharing His truth with the world. To guide how we live out this calling, we focus on four key strategies: Gospel Centered, Neighbor Loving, Disciple Making, and Culture Shaping. These priorities shape the way we pursue our mission of leading people into life-changing relationships with God and each other. To help bring these strategies to life, we've created four visual symbols to represent the heart of each one.



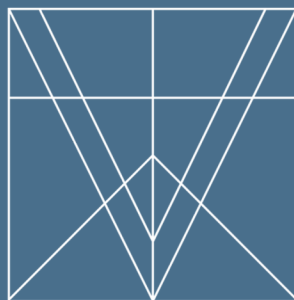
## GOSPEL CENTERED

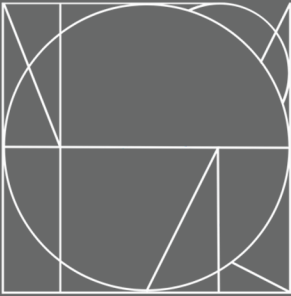
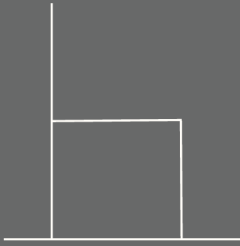
We begin with Gospel centered. Because we are led by our King, this priority is symbolized by a crown. The three points of this crown represent the Trinity—Father, Son, and Holy Spirit. This is our first priority because everything begins with Him.



## NEIGHBOR LOVING

Our next priority is to be neighbor loving. We look to Jesus as the ultimate example. The downward-pointing arrow symbolizes Jesus coming to earth. The cross represents the greatest sacrifice of all time—the very core of our salvation. The upward-pointing arrow signifies 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. The chair symbolizes the posture of discipleship—intentional, grounded, and relational. The lines surrounding the chair represent conversation, connection, and the passage of time—like the hands of a clock, they remind us that discipleship takes time, effort, and investment in relationships to both disciple and be discipled.



## CULTURE SHAPING

Our final strategic priority is to be Culture-Shaping. This begins with small, faithful habits—represented by the small squares—that ripple outward and multiply over time, shown by the progressively larger squares. What starts small can grow far beyond what we imagine or pray for. As we shape culture in ways that honor God, we impact our city—and beyond.

1,227

**AVERAGE WEEKEND  
ATTENDANCE**

19

**BABIES  
DEDICATED**

12

Different Bible studies meeting throughout the week, including the launch of Guy's night every Thursday where 30+ men attended faithfully

77

**SALVATIONS**

34

**NEW  
MEMBERS**

40

**BAPTISMS****SFB BY NUMBERS**

Here is a glimpse into the life of our church. While the true impact of our church family cannot be measured in numbers, we hope these stats will help paint a picture of what ministry looks like across different areas.



(Young Adults Ministry)

**95+** young adults who faithfully showed up to church each week to be part of YAM

**10,000**

all-time downloads reached for the Garage Podcast

**WOMEN**

111

ladies spent time in fellowship and conversation at our Summer Campfires

**70+**

hours of prayer for our kids, students, and YAM ministries in our moms prayer groups

**SFB KIDS**

150

kids were disciplined at Midweek Kids this year, with 74 of them completing their entire book and memorizing 25-30 verses

**80%**

When polled, 80% of our 4th and 5th graders could identify God at work in their lives this year and intensify times where God answer their prayers

15

sets of moms and daughters studying how God wants them to live and understand the Truth, with 7 of our high schooler girls speaking and leading the small groups for this study

**STUDENTS**
**FUSION & THRIVE**  
 (Middle School) (High School)
**158** Regular attendees being disciplined**30**

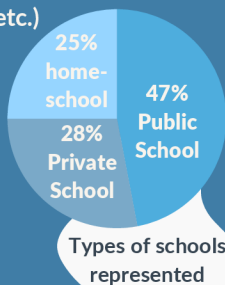
Students disciplined through Bible studies

**61+**

Serving in other ministries of the church (kids, coffee, midweek, skills camp, etc.)

**29**

schools reached



Throughout this booklet, we have stories about how the Church for the City Christmas Offering has impacted people around the city. Here is one of those stories from a middle school outreach. Find these stories by the orange quote box.



*Whiteaker Wyldlife has been active for about 6 months now. We have had Breakfast Club consistently once a month as well as our first club night a couple of weeks ago. We have had a steady group of about 10 kids that return each month with a few new ones here and there. At our final Club of the year we had 17 kids! I feel God has given these kids a place to be themselves, be able to share some of their struggles and have fun with friends all while hearing about Jesus. Some are followers of Jesus and some aren't yet, but they keep coming back to hear more. We feel God is moving and stirring in the hearts of these kids. We have also been able to bless the staff at Whiteaker with food and a small gift during Christmas. Thank you church for your continued support and prayers.*



640

## CAPITAL CHRISTIAN SCHOOL

chapels attended by Sandy Champagne, over her 40 years teaching Kindergarten

\$34,500

raised at the annual auction towards enriching and teaching students

## CENTER FOR HEALTH & HEALING

**138+** Served through GriefShare, ManKind and Her Journey groups, Tools for the Anxious Life class, Marriage Mentorship, PureDesire groups, and support groups.

1,190

### Security team

Hours of vigilant security keeping our church family safe on Sunday mornings and Wednesday nights

259

### Upward

Participants who have no regular church relationship

100+

### Care ministry

Hospital visits along with many opportunities to share the Gospel with family members

72

### Missions trips

72 people went on short-term missions trips with 28 of those on their first mission trip

# GENEROSITY

**\$60,157**

## Church for the City Christmas Offering

This year, you gave to bless our Missionaries, Hope Station, and Young Life, Cru, & Fellowship of Christian Athletes groups connected to SFB.

**\$6,338**

## Baby Bottle Boomerang

In 2024, you gave to the Hope Pregnancy Center through the Baby Bottle Boomerang and helped support mothers and their children by providing pregnancy tests, options counseling, ultrasounds, and community resources.

**\$72,153**

## The Neighbor Fund

Formerly known as the Deacon's Fund, The Neighbor Fund carries a new name that reflects our heart and mission—to love and serve those around us with compassion and care. Through our monthly special offering, you've helped care for people in our church family going through financial hardships or crises. It's also a way we can support our neighbors and those on our high-five cards.

**\$9,997**

## Police Rest Stop

Your giving provided a safe place and practical support for first responders who serve and protect our city.

# MISSIONS

**\$329,923**

## Missions Budget

Church directed giving to missionaries and partner organizations.

**\$46,979**

## Designated Donations for Missionary Support

These are individually directed gifts to specific missionaries. If you feel led to support a particular partner, you can let us know when you give or by selecting their name from the dropdown menu when giving online.

**\$182,760**

## Short Term Missions

Your support helped share the love of Jesus and encourage the work God is doing around the world by sending short-term teams to the Dominican Republic and Indonesia.

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

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,

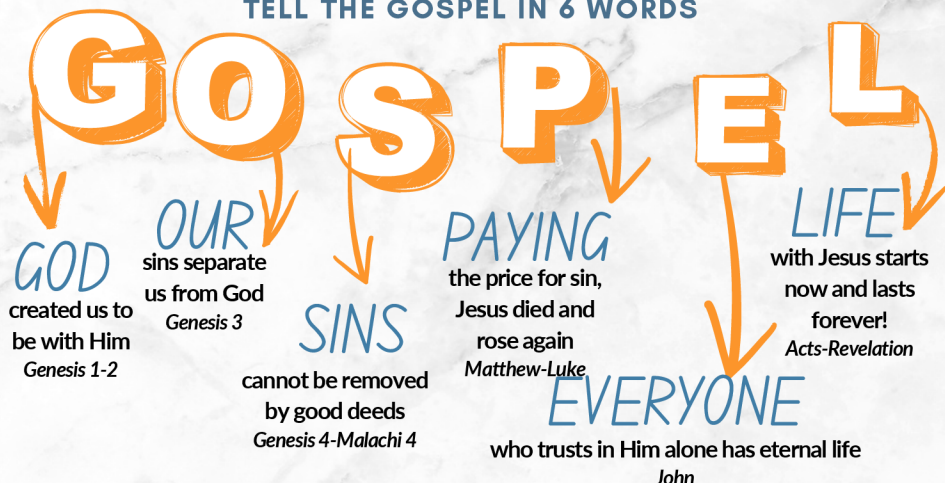
He inspires us to spread the Gospel to every person in Salem and to the ends of the earth. We have many examples of what it looks like to be Gospel Centered.

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.

In this section, you'll read how the gospel shows up in everyday places: at a fast-food job, in a first Bible received, in a decision to be baptized, or in a conversation that shows fruit years later. These stories remind us that God is always at work, and His Word never returns empty. Sometimes transformation happens suddenly. Other times, it's a long road. But in every case, the gospel is powerful, personal, and worth sharing.

1 Peter 3:15-16, Romans 3:21-26, 1 Corinthians 15:3-5,  
2 Corinthians 8:9, Acts 4:12, Acts 13:38-39, & Hebrews 12:2-4

### TELL THE GOSPEL IN 6 WORDS





## Learning about Jesus at Chick-Fil-A

Jolyanna had grown up with some understanding of faith but hadn't been to church in years. As a young adult the Lord opened up an opportunity to work at Chick-fil-A and she immersed herself in their fast-paced culture. It turns out that multiple students from Salem First Baptist were employed at this location. She noticed something about all of them which she would later say was an unexplainable joy (life with Jesus starts now and lasts forever!). The way that they lived their life was attractive and she was drawn to them. When curiosity got the best of her, she asked them questions about life and faith and they were ready with gracious answers. With their help she dedicated herself to the Lord and was later publicly baptized at church!



### Turning Points at West Salem

*I often say that I'm the luckiest person to get a front row seat to see God at work in the lives of students and staff at West Salem High School. This year has been incredible to see so many students start feeling the love of Jesus through our presence in the school. We meet for one hour on Wednesday mornings to eat breakfast and read the Bible together. This year, we've averaged 16-18 students. They keep inviting friends and the group has grown. So many students say their highlight of the week is meeting together. For them to see and recognize that studying the Bible really is the best thing they can do regularly throughout their life is pretty special!*

*I want to share two specific stories that show how gathering together has deeply impacted the lives of two students. We have a student who's known for being silly and sometimes hard to manage. But a few months ago, I learned his home life is really difficult. His parents are going through a tough divorce, he feels responsible for his younger siblings, and money is so tight that basic needs are a struggle. However, through Young Life he has found a group of students who love and support him. They give him rides and include him in all the sporting events and extra curricular activities. He texts me weekly to ask if I'm coming to school and meets regularly with his leader to learn how to lean on Jesus for strength.*

*Another student is currently living with her adult sibling and financially responsible for her housing, food, car etc. At 16 she has the weight of responsibility of an adult. If it wasn't for her YL group and regular check ins on her homework and well being, she most likely wouldn't still be in school. However, just last week, she asked if I'd help her with applications for college next year!*

*1 Thessalonians 2:8 is one of our core verses at YL and this year has been a foundation of sharing our lives and showing up in their world. Both of the students above are receiving scholarships to attend a week long summer camp. These scholarships are only possible because of the funds provided to us from the Christmas offering from SFB.*

-Teresa Foote





## Running the Race of Endurance

*It seems that witnessing has its seasons. Sometimes you have to go through a winter to get to a spring. So just keep going. "Cast your bread upon the waters, and you will find it after many days." [Ecc. 11:1] Keep sowing. Keep going.*

*Recently, a friend passed along a note from a woman, sharing that thirteen years ago—before I ever came to Salem First Baptist Church—I knocked on her door to share the Gospel during a very hard season in her life. She had been sober from alcohol for two years and was on her third day of withdrawal from smoking, which she had done since she was 11 years old. She told me it was one of the hardest days she had ever had. That day, she had been repeating to herself, "Jesus Christ has the power to heal me." And then, came the knock on her door. I listened, I prayed for her—and as she wrote in her note, "the urge and withdrawal symptoms left me. It was a crucial moment for my faith."*

*For some reason, I wasn't able to follow up with her at the time. But recently, as she was praying about where to go to church. God led her to SFB Church—having no idea I was here. I didn't realize that we had met before, but guess who was the first person to greet her when she walked in the door?*

*In her note, she thanked me for "running the race of endurance." So let me encourage you: Do what God says. Go where God sends you. And finish the race He gives you.*

- Pastor Jim Cunningham

## A Student Got Her First Bible

At the beginning of this school year, a group of parents in south Salem started a new Young Life program at Sprague High School. This grew out of a desire to build Christian community within the public school to equip students who know Jesus to be a light and give others the opportunity to meet Him. Following the YL model, Michael and Christine Thorp, along with several other parents, have been hosting a Bible study with a family-style dinner a few times a month, planning monthly outreach events, and spending time in the school during lunch hours.

The focus this year has been on building a base of underclassmen. We're currently seeing 15–20 students at the dinners and Bible studies, and 30–40 at the outreach events. SFB generously gave our program a Christmas gift that has been a huge blessing. It allowed us to purchase Bibles for many students, one girl received her very first Bible! We also created a "work scholarship" for Young Life summer camp, taking 12 people to help clean up the yard of an SFB member.

This summer, we'll be taking 10 kids to camp in Eastern Oregon. Several of them have no church background, but they'll hear a clear presentation of the Gospel.

# GLOBAL PARTNERS

## Missionary Care is the ministry of sending well.

### Some will go. All can send.

"As the Father has sent me, so I send you," Jesus told his disciples (John 20:21). Then he breathed on them and said, "Receive the Holy Spirit." Empowered by the Spirit, the disciples were sent to Jerusalem, Judea, and to the ends of the earth. In the two verses at the end of John, all three persons of the Triune God are sending. When we send, we imitate God.

It's more than sending money—it's sending love through relationships. Caring for global workers means reading their newsletters and responding with prayer, an email, or advocacy for a discovered need. It means attending their potluck presentation or inviting them over while they're on home assignment. The ways to love a goer varies, but all begin with relationship.

### How are you sending well?



### MOZAMBIQUE

Missionary Care Team

August

### BRAZIL

Young Adults

August

### Spain

Childcare

March 2027

Join us in praying for three upcoming short-term teams being sent. Let's lift them up as they go to serve and share the hope of Jesus.

This summer, we have five young adults being sent out for mid-term missions in different areas. Each are spending several months immersed in cross-cultural ministry. They will invest in relationships, share the hope of Jesus, and learn from the communities they're in while exploring the possibility of a longer-term future in missions. Let's continue to pray for their growth, discernment, and the lasting impact of their presence.

Samuel Dillion

Egypt

InterVarsity

Isabel Huh

Cambodia

InterVarsity

Anne Morud

Europe

Greater European  
Missions

Maina Koike

Bulgaria

Greater European  
Missions

Grace Patterson

Dominican Republic

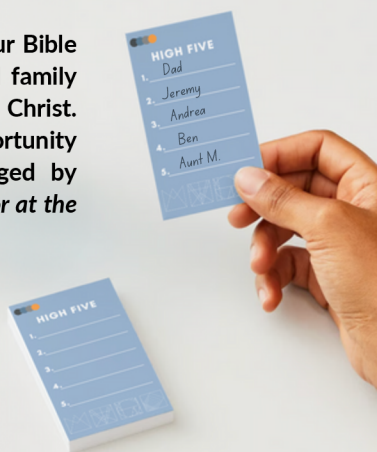
Time Ministry

## 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 know Jesus.

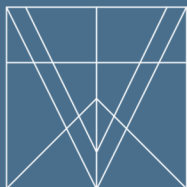
Keep these five people in your prayers daily and look for opportunities to invite them to events and share the Gospel with them. By focusing on them, you're committing to finding ways to show them God's love.

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 of Christ. On the back, there are 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."*



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

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



### 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.

In this collection of stories, we'll catch glimpses of what happens when a conversation or a helping hand opens doors for connection and hope. Whether it's a mom watching her son find community in Upward, Cru meetings creating space for honest conversations, teens hearing the gospel for the first time, or showing up to serve our city. Each story is a reminder of how loving our neighbors is how the kingdom of God comes close.

**Matthew 5:14-16, Matthew 18:21-35, Luke 6:32-36, Romans 12,  
Romans 13:9-10, 1 Peter 2:9-12, Philippians 2:1-11, & James 2:1-17**

Dear Jeff and Coaches,

I wanted to take a moment to express my profound gratitude for the transformative experience my child has had in the Upward Basketball program this season. I was hesitant to enroll my son because of some significant challenges he has faced recently. He had a horrible experience with his soccer team, and even more impactful was losing his father to incarceration for the next 6 years.

From our very first interaction, I felt a sense of warmth and acceptance that was palpable. Your commitment to creating a faith-based environment focused on inclusivity, respect, and growth has made a world of difference. The encouragement and support from you and his coaches has been remarkable. The coaches took the time to understand my child's unique needs and helped him navigate the complexities of teamwork and competition.

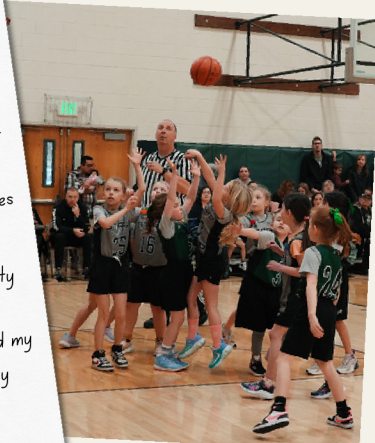
The genuine care shown by you both and the entire Upward Basketball community has allowed my child to feel valued and seen, giving him a renewed sense of belonging. Furthermore, the integration of faith into the program has reminded my son of the principles of perseverance, teamwork, and love that I believe will stay with him for a lifetime.

I cannot thank you enough for your dedication to fostering a supportive and nurturing space where all young athletes can flourish. The love and patience you've shown my child have helped him thrive in ways I never thought possible.

Thank you for being such incredible role models and for making a lasting difference in our lives.

With heartfelt appreciation,

A Grateful Neighbor



## Church for the City Christmas Offering providing Discipleship Opportunities at Silverton High School Club

There are consistently over 20 students showing up at each Cru meeting. They aren't always the same teens, it seems like there's new ones showing up regularly. Students are inviting friends each week that we meet. They're relaxed, they like engaging with their friends and enjoying the Italian sodas provided. The students will even help make Italian sodas and take orders, which is fun. Although part of the meeting is lighthearted and fun with an opening game, they are also willing to discuss tough topics in small groups such as why God allows evil. This topic came after the threat of a shooter on campus shook up some of the students. It allowed them the opportunity to talk through and process the ways that we see the goodness of God through the bad things that happen.

We like to see the way each small group has one courageous volunteer to share with everyone what their group talked about. The deep conversations we have in Cru leave a lasting impact on students. They tie in things they've discussed to their lives moving forward.

- Reah Thurman



Bringing the Bible to North Salem High School

The story below is from Madelyn Hammond, a senior at North Salem High School. It's an example of what can happen when you say "yes" to God's call. What began as an idea at a Thrive retreat has grown into a Fellowship of Christian Athletes (FCA) group where the Gospel is being heard, some for the very first time.

*"This year God put on my heart to start a Fellowship of Christian Athletes (FCA) at my high school North Salem. I asked Colby and JohnPaul if they would help me start it since we had done a Bible study together in the past.*

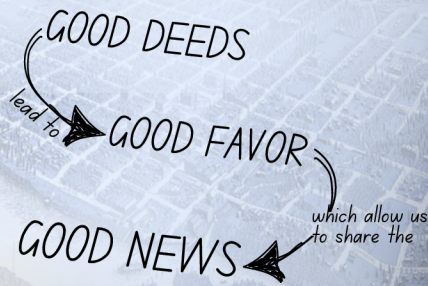
*We quickly got approval from Mr. Purnell and a teacher willing to let us use his room and we had our first "huddle" in mid October. Our group quickly grew, going from barely 15 students, to averaging the largest and most consistent huddle in Salem-Keizer with 30 students each week!! Having our church's support is the greatest thing in the world! We have been able to show our friends how much God loves them, teach them how to pray and read the Bible, and share with several students for the first time the Christmas and Easter stories. We are beyond grateful for the support and prayers our church has given us this year and we look forward to how God will use this group in the future!!"*



SERVE SALEM

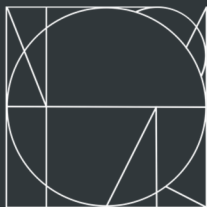
Once a year, we dedicate a day to serve together—at the same time, in different areas all across our area. Our goal is to cover the community with God's love through intentional acts of service that open doors to share the Good News of Jesus Christ. Check out the locations we served to the right. Last August, 211 volunteers joined. Let's come together again and see what God will do this year!

- United Way
- Care Homes
- Forest Ridge
- Liberty House
- Auburn School
- Childcare at SFB
- Connections 365
- UGM Thrift Store
- Corban University
- North High School
- Gubser Elementary
- City of Salem Parks
- Roberts Middle School
- Hope Pregnancy Center
- Marion/Polk Food Share
- Cards for our partners
- Salem First Baptist Church
- Family Building Blocks-Indy
- ReStore (Hab for Humanity)
- Family Building Blocks Salem
- Women at the Well Grace House



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

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



### 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.

Discipleship doesn't always start in a sanctuary. It's more than a program or a class—it's a life shaped by Jesus and shared with others. It begins with a simple yes to serving, going, or gathering with others.

In the four stories that follow, you'll meet people who discovered that discipleship isn't always linear, tidy, or planned. It is intentional, but not always formal. It often takes root in everyday moments, in the midst of doubt, in community, in unexpected courage, and in quiet faithfulness.

Each story is a glimpse of how God is at work in our church family, deepening faith, and raising up disciples who make disciples.

**Matthew 28:19-20, John 17:23, John 14:12, Romans 8,  
Colossians 3:12-16, & Hebrews 12**

## Discipleship Breakthrough through Serving

*Sometimes faith becomes real the moment we start passing it on.*

Hundreds have come through our children and youth ministry programs over the years where they have been discipled in Awana, Fusion, Thrive, Sunday school, and countless other areas. Our hope and prayer in all of this is that kids will move from borrowing their parents' faith to owning a personal walk with Jesus. Each discipleship program at our church is intentional, but the growth doesn't always follow a clear timeline.

About a year and half ago, one high school student began serving in our Bridge ministry. This year, he moved up with them to Fusion. He had always loved serving, but it was often done behind-the-scenes and without much personal growth.



What he didn't realize was that as he began to disciple the next generation, he was being discipled. Over this past year, something shifted. His parents, leaders, friends, & co-leaders noticed a difference in the way he has taken ownership of his faith. Instead of showing up late to church and sitting passively in the service, he was taking notes & looking for ways to disciple others, not just during ministry hours, but in everyday life. From nursery through high school, every hour of discipleship helped shape this moment and led to a point where serving and discipling others was the key to unlocking this young man's faith and helping it become his own. Sometimes the breakthrough in our own discipleship journey comes when we help someone else grow.

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## When Discipleship Gets Personal

*How does a group of moms move from polite conversation to life-changing discipleship?*

Mom2Mom is a community that meets twice a month during the school year. It brings together moms of children aged birth to first grade, gathering them at the same table of eight for the entire year. These tables become familiar places where relationships take root, guided by mentors and leaders who help facilitate formal disciple-making through guest speakers and meaningful discussions. As conversations deepen, the formal setting leads to a more personal connection, discipleship that extends beyond the church walls.

We've seen moms grow in patience, love, self-sacrifice, gentleness, and compassion. Last year, that transformation became powerfully visible. When one mom faced an unexpected health crisis while her husband was out of town, the other moms instantly sprang into action. They rallied around her, caring for her children, sitting with her in the hospital, bringing meals, and even folding her laundry.



What began around a table turned into Christ-like action in the mess and beauty of real life. It was disciple-making in its truest form. Life-changing relationships begins with simply showing up—because when you stay, grow, and walk together, God transforms ordinary community into something eternal.



## You Can be a Disciple-Maker

*How do you grow deeper in faith when the usual opportunities aren't available?*

Each year, SFB offers Men's and Women's Bible Studies designed to meet people where they are, helping them grow in faith through thoughtful teaching and meaningful connection through disciple-making. These studies have led to deep relationships and real transformation. But life's schedules doesn't always align with the Bible study schedules. Instead of stepping back or waiting for a better season, they leaned in—and created space for discipleship right in their own communities. One started a lunchtime Bible study at her office, inviting coworkers to explore Scripture together. The other began a neighborhood study with women she regularly sees on her morning walks.

What started out of a scheduling conflict became something powerful. Not only have these women grown in their own faith, but they've also seen God at work in the lives of those around them. Disciple-making doesn't only happen in church-organized studies, it happens wherever we're willing to say yes.

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## Reluctant to Renewed

*The Dominican Republic mission trip became the turning point for a dad who had doubts*

For over a decade, the Dominican Republic mission trip has been a powerful part of disciple-making at SFB. We've watched students, young adults, and parents grow as they stepped out of their comfort zones.



We saw people take that “next step” in their faith when they saw how God could work in and through them to reach people outside of their normal life.

This past year, as our church prepared to take another team, one dad almost didn't go. His wife encouraged him to take their daughter instead of her, but he was hesitant. He was nervous to join the team and even said he wouldn't be comfortable talking about his faith because he still had doubts.

But something shifted during the months of team prep. This man's heart was being discipled, not through a structured discipleship program, but by the way the team welcomed him in, taught him what it means to serve, and gave him a role as a valued member of the team.

Once on the trip, God became real to this dad. He began to see how God was working in his life and how God needed to become the priority in everything he did. Upon returning home, he was no longer reluctant to follow Christ he was enthusiastic to follow Christ. He is now serving in our church, faithfully attending, intentionally leading his family, and continuing to be discipled to become more like Christ.

There's no telling what God will do in our lives when we're willing to take the next step, even when we're feeling unsure.

# OPERATING BUDGET

## 2024-2025

	FY 2024-2025		FY 25-26
	BUDGET	ACTUAL THRU (THROUGH 4/30)	BUDGET
General Fund Contributions	2,733,547	2,428,212	2,870,225
% of Change from 2024-25 Projected			5.00%
Interest/Dividend Income	25,000	66,310	50,000
Community Life Enrichment Fees	750	0	
Center for Health and Healing		15	
Recovery Groups	1,500	221	250
Building Use	5,000	1,230	2,500
Culinary Revenue	10,000	230	3,000
Higher Grounds	6,000	6,569	7,250
Resale & Recover Income	5,000	7,595	8,250
Sub Total	53,250	82,170	71,250
Total Revenue	2,786,797	2,510,382	2,941,475

EXPENSES	FY 2024-2025		FY 25-26
	BUDGET	ACTUAL THRU (THROUGH 4/30)	BUDGET
Stewardship and Fiscal	1,886,897	1,417,586	1,957,580
Property	364,507	216,031	408,000
Worship Arts	21,840	18,283	22,935
Community Life	28,620	19,824	29,970
Men & Mentoring	5,200	1,079	5,200
Center For Health and Healing	1,000	975	1,000
Women	6,440	744	6,765
SFB Kids	35,150	34,223	37,000
Fusion Middle School	18,900	13,582	19,400
Thrive High School	19,100	15,982	19,800
Young Adults	10,750	8,788	11,250
Pastoral Care	5,870	744	6,100
Missions	329,923	266,145	360,225
Deaconesses	2,600	1,985	2,750
Technical	40,000	36,188	42,000
Culinary	10,000	21,771	11,500
Total	2,786,797	2,073,929	2,941,475
Revenue Less Expenditures	--	436,453	--

## Fiscal Update



Each year's budget is a step in faith and this year we are recommending an increase of 5% so that we can continue the impactful ministries reported on and described to you today. We know that you have many demands for your time treasure and talent. Your continued generosity are essential to us continuing to be impactful in bringing the light of the Gospel to our city and its neighborhoods. The ministries we provide, the missionaries we support and the ongoing care of our buildings are all possible because of your support of our budget. Thank you for your sacrifice.

- Steve Hunter  
Executive Pastor

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

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



### 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)

In this set of stories, we see that shaping culture often starts quietly. Through mental and spiritual health courses, people are learning to live with renewed minds. In a prison, a shift is taking place as men begin to reject what once seemed normal to pursue something better. And in the life of a faithful teacher, we see how decades of quiet investment can shape generations to come.

Each of these moments reminds us: when we follow Jesus with intention, we don't just move through culture—we help form it.

1 John 4:18, Matthew 10:16–42, John 13:34–36,  
1 Peter 1:14–16, & 1 Peter 3:14–17



The mission of the Center for Health and Healing is to prepare our people to serve with excellence, equipped with a Biblical Worldview, so they will have the tools necessary to navigate culture filled with grace and truth.

- Weekly support group for families navigating loving an LGBTQIA+ son or daughter aimed at being confidently Biblical and practically wrestling with how and what loving them without affirming
- Tools for the Anxious Life - A Study of Psalms & Saints
- 2 Sessions of Griefshare
- *New Ministry*: Her Journey Support Group (Abuse Recovery)
- *New Ministry*: ManKind Support Group (Abuse Recovery)
- Marriage Mentor Training
- Connecting Couples requesting Mentoring to a Marriage Mentor
- Multiple Groups of 7 Pillars, Betrayal & Beyond, and Unraveled (Pure Desire)

We thank all the volunteers, teachers, and support from so many to make all these groups and classes possible. We could not do it without your dedication and intentionality. Read some of the quotes below from some of our members.

*My first encounter with the Tuesday night club was in March of this year (2025). In November 2024, my 43-year-old daughter told me in an email message that she was transitioning from a woman to a man. I was stunned and heartbroken. With the prayers and encouragement of this group, I'm still heartbroken, but being able to meet with fellow believers who are on the same journey as I am has been invaluable to me in trying to find a way forward. This is a supportive, loving group where you can safely ask questions, share experiences, and cry or laugh together. They understand the grief I am experiencing as the parent of a lost child. I also appreciate Dr. Gilbert's thoughtful and insightful leadership of the group. It's appropriate and necessary that he keeps us focused on a sound Biblical response to the issues that surround LGBTQ+ agendas. I'm thankful for the opportunity to join this group and am grateful to SBC for supporting this effort.*

*It's a comfortable place to get support and discuss hard issues about our kids with others that get it.*

*CFH&H is an awesome place to share burdens and praises with people that understand.*

*I'm learning strategies to speak into my kids' lives and to leave this battle to the Lord.*

*I'm learning more Biblical viewpoints and strategies about dealing with lgbtq people and their community.*

## **In a place defined by walls, something unexpected is happening—hope is forming, and culture change is taking place**

Something is changing behind the walls of an Oregon prison. Through the faithful presence of individuals from our church, a door has opened for Corban University to offer a fully accredited degree program at the Oregon State Correctional Institution. As men engage deeply with Biblically-focused studies, the impact is rippling beyond the classroom. A new culture is beginning to take root, one marked by accountability and hope. Adults in custody are forming support groups and challenging one another to live differently. Many have chosen to get rid of pornography that they once accepted as normal. It's a powerful reminder: when the Gospel takes hold, even the most unlikely places can become ground for culture change and deep renewal.

Let's pray for continued transformation, for this movement inside prison walls to spread, shaping lives and culture for the glory of God.



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## **CAPITAL CHRISTIAN SCHOOL**

### **Kindergarten Culture Shaping**

The following letter is from a former student of Sandy Champagne, who has faithfully taught at Capital Christian School for 40 years. Her impact in the kindergarten classroom has helped shape the culture by teaching children and pointing them to Jesus in every subject. The foundation of truth, love, and faith she laid continues to reach beyond the classroom, as her former students now go on to shape culture in their own ways.



*I have too many memories for just one favorite with Mrs. Champagne. But the ones that stick out are reading books at the carpet, when she brought in the bumble bee, and ice fishing. I've always admired Mrs. Champagne for her quiet attitude of service. She has always found the best in every person she meets. From teaching hundreds of kids, to serving high school students dinner every Tuesday night and coming to H2O every single year it's safe to say Mrs. Champagne has impacted thousands of lives.*

*Thank you Mrs. Champagne for all of your hard work, for teaching me to read and fostering my creativity and showing me what it means to have a servant's heart. I wish you the best in this new stage of life you are entering! God still has many plans for you! Have so much fun being able to sleep in and do whatever you want during the day!*

## WHAT NEXT?

**Give thanks to the Lord for his steadfast love and faithfulness to our church**

*1 Thessalonians 5:16-17; Psalm 103:1-4*

**Commit to a personal pursuit of knowing God and growing in your faith**

*Psalm 63:1; Colossians 3:16*

**Look for opportunities to invest in Kingdom work both through  
our church and through other God-honoring ministries**

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

**Identify your “High-Five” and pray for them every day**

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

**Practice daily prayer for your family, our church, and others that  
God brings into your life**

*Ephesians 1:16; 1 Timothy 2:1*

**Identify your spiritual gifts and passions and utilize them this year  
to help mature our body**

*Ephesians 4; 1 Corinthians 12:4-6*

**Open your heart to people in our church and your sphere of influence  
that do not have a community**

*Romans 15:7; Acts 15:7*

**Find your place on the wall, knowing that together  
we can do great things in Jesus Name**

*Romans 12:4-8, Nehemiah 4:13-14*

**Take a New Testament or a few and ask God to bring you someone who you  
can give this NT to as a gift. Extend that prayer and ask the Lord for a person  
you can develop a relationship with to lead them to Christ**

*Psalm 119:105; Colossians 3:16; Psalm 119:162*



“Therefore, since we are surrounded by so great a cloud of witnesses, let us also lay aside every weight, and sin which clings so closely, and let us run with endurance the race that is set before us, looking to Jesus, the founder and perfecter of our faith, who for the joy that was set before him endured the cross, despising the shame, and is seated at the right hand of the throne of God.”

*Hebrews 12:1, 2*



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