

ENVISION WEEKEND

2022
EDITION

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

"Also, seek the peace and prosperity of the city to which I have carried you into exile. Pray to the Lord for it, because if it prospers, you too will prosper."

JEREMIAH 29:7



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ENVISION 2022



A LETTER FROM PASTOR MARK

Dear Church,

I love the story of our church. We are currently in our 163rd year of ministry to Salem and beyond. I wonder if those early pioneers of our church imagined the longevity that this church would have. If you have ever read about our early days, I am sure you would understand if they said, “We hope this church is around after the turn of the century.” They faced enormous challenges including health, financial issues as well as pastoral turn-over at a very high rate. Well, it is around after enduring the difficulty of the beginning years as well as a few wars, the Great Depression, and many other barriers. I consider it a great privilege to be on the pastoral team of our church and to continue the story of God’s grace to our city and beyond.

In this next season of our story, we want to continue to build upon those who have walked before us. We want to make every moment matter for the Gospel by being a church for the city that reaches the world for Christ. We will continue to live out a value that marked our church from the beginning to be a “global” church. One with a passion to reach globally, but that also lives faithfully locally. As we continue to pursue the health of our church we will always look forward to the additions God brings us.

I want to invite each of you to participate with exceeding generosity in the story that God is writing through us. It is a narrative of faith, dependence, sacrifice, and fruit. Welcome to church for the city—by God’s grace will reach across the street and around the world.

An object of grace,

VISION

On December 29th, 1859, eight Spirit-filled people met to sponsor the germinal cell that produced the harvest which is part of those who today worship at First Baptist Church of Salem. What they lacked in resources, they made up for with vision. The State of Oregon had just been admitted into the Union on February 14th of that year. Now there was a group of people who by God's calling formed a church to serve the needs of the Capital of the State of Oregon.

Vision is the life-blood of the church that follows Christ. The vision that drove Jesus was to seek and to save that which is lost (Luke 19:10). The vision that drove the Apostle Paul was to present everyone fully mature in Christ. He goes on to say, "To this end I strenuously contend with all the energy Christ so powerfully works in me (Colossians 1:28,29). Our vision is really the same: God has sent us to seek those who Christ wants to save and mature. Being a church for the city is to embrace that vision through the process of proclamation of the gospel, loving our neighbors, and making disciples that transform the places they live. We are excited by our vision for it fully aligns with Christ. We are excited by our vision because it is a worthy goal that can only be done by the power of God. We are excited by our vision because it honor's Christ and brings glory to his name.

We encourage you to prayerfully read through this book, praising God for what He has done in our past, what he is doing in our present, and what he will do as we follow Him.



LOOKING BACK

Notable years



- **1859**
Founding of Salem First Baptist Church
- **1862**
First Baptist built its' first building on the corner of Liberty & Marion Street
- **1877**
Chinese mission started by Mrs. Baker & Mrs. Kenny
- **1879**
Our first missionaries were sent to Washington state to reach Chinese workers
- **1895**
SFB built its second church building in the same location
- **1949**
Sent out missionaries Zeral and Dorretta Brown
- **1951**
Helped start the Union Gospel Mission
- **1952**
Started the Salem chapter of Young Life
- **1952**
First Baptist built its third building after a long discussion considering leaving downtown
- **1972**
Refugee ministry started with the adoption of two Vietnamese families
- **1997**
EOFF property was purchased, now known as the Community Life Center
- **2005**
Upward begins at SFB
- **2010**
Serve Salem begins
- **2015**
Purchase of North Block property



Amidst these dates are thousands of stories about God working through and around the people of Salem First Baptist Church. From adopting Vietnamese families shortly after the Vietnam War to reaching the community through Upward Basketball, God has allowed our church to make an impact on our city and the world.

CHURCHES PLANTED THROUGHOUT THE YEARS

SALEM FIRST BAPTIST

1927

Immanuel Baptist Church

1930

Temple Baptist Church

1941

Four Corners Baptist
(now Grace Baptist)

1953

West Salem Baptist Church

1954

Salem Heights Church

1958

Halbert Memorial Baptist Church

1975

Rolling Hills Baptist Church

1992

Dayspring Fellowship





LOVING THE WORLD

Our mission is bringing people into a life-changing relationship with God and each other across the street and around the world.



33
Partners



19
Countries



6
Local partner organizations

"Ask the Lord of the harvest, therefore, to send out workers into his harvest field."
Matthew 9:38

THE GOALS:

Continue to reach our goal of sending out 10 new global partners from our church by 2025 (have already sent 4 since 2016).

Visit each global partner every 5 years.

LOOKING TOWARD 2022-23

Plan short-term mission trips for 2022. Each trip will be determined by how open each country is.

Continue to pray and share opportunities for visiting home missionaries.



LATIN LINK

Every few years there is a conference in Latin America called Latin Link that brings together WorldVenture workers in the Americas. This gathering gives workers a chance to get away from their normal cross-cultural ministry responsibilities and meet for a time of fun, networking with other workers, spiritual renewal and rest.

In April 2022, a team from SFB went to help care for the children of the workers so that their parents would be free to participate in the conference activities.



The success of these conferences is gauged by how well the adults are networking and how little they see their children. The kids had a great time and many parents reported that the FBC team was wonderful. The team helped set the stage for great bonding to take place that continued after the conference.

DOMINICAN REPUBLIC

Over Spring Break 32 people travelled to the Dominican Republic for a short term mission experience. Although the time in the DR was short, the lessons learned were profound and life transforming. The team was divided into three groups which allowed them to serve in their area of gifting and passion. Each day the gospel was shared with the children in the community through a basketball sports ministry, a VBS style ministry, and an English education class. Even though the language barrier created a communication challenge, the team was able to express themselves through an abundance of hugs, fist bumps, piggy back rides and plenty of laughter. They shared testimonies through a translator and saw many children make decisions to follow Christ.

Together, the team also built a chapel for a church community that had been meeting in a building that was insufficient to meet their needs. Upon completion of the building project, handing the keys to the Pastor was nothing short of a sacred moment. There were 32 folks that built a chapel, shared the gospel and encouraged the local Dominican missionaries, but they served on behalf of a generous congregation that commissioned them to do the Lords work!



SFB BY THE NUMBERS

26 Believers baptized

58 Members added

18 Babies dedicated

113 Worship songs sung

150 Capital Christian School Enrollment

550 Skills Camp registration

161 Midweek Kids

141 Student Ministries

90 Young Adults Ministry

752 Operation Christmas Child boxes sent

Church for the City
Christmas Offering

\$39,612

Investment in God's
Work Around the World

\$376,500

Over **3,000** cars serviced at First Lube Plus

24,000 Quarts of oil

891 Uhauls rented

3,196 Wednesday night dinners served

120 Pounds of coffee since September

52 Angel Tree Families with **62** kids given gifts

\$14,000 invested in our Rest Stop to bless our city's first responders



777

Upward Registration

“This season was marked by our willingness to say “yes”! The courage and leadership of six churches to open their doors, using basketball as a tool to engage our neighbors led to 27 hearts saying “yes” to the Gospel!”

- Pastor Jeff Poush

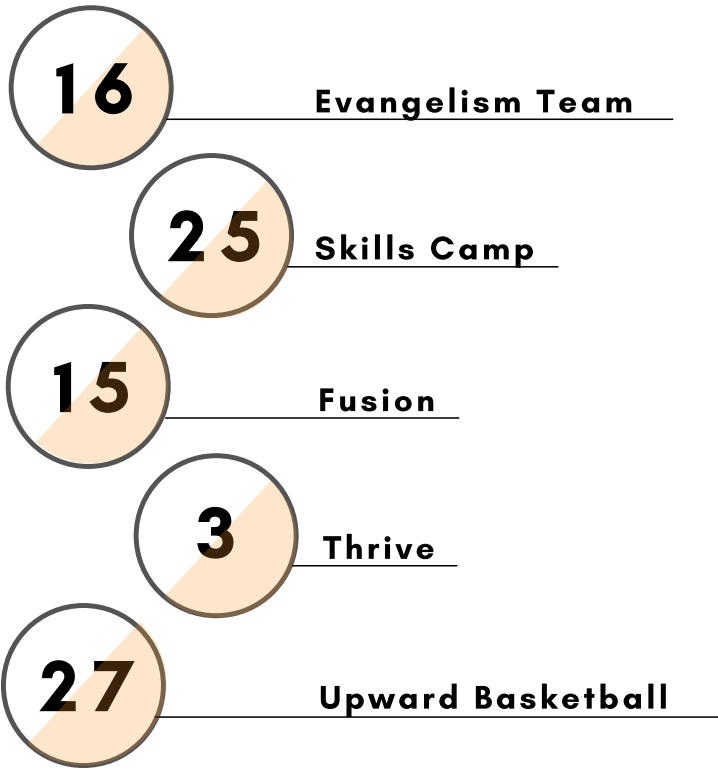


550

Skills Camp 2022 Registration

“I am incredibly encouraged and blessed by how SFB has captured the vision for Skills camp as a ministry to our city. With over 150 volunteers we are hosting our largest skills camp yet. With over 175 campers with no church affiliation, we have an amazing opportunity to share the Gospel!”

- Stephanie Thorp

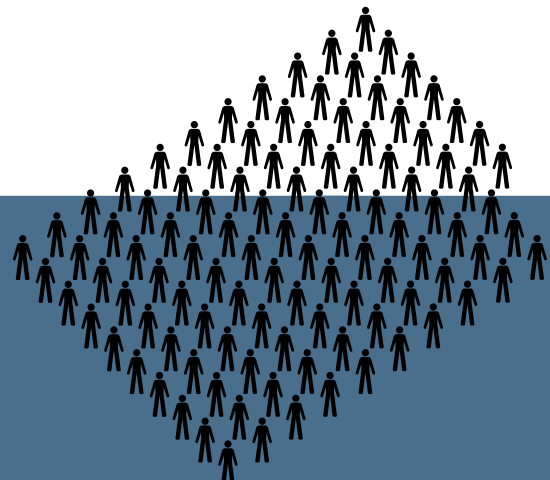


BOOK OF LIFE

from the past year

“...I will never blot out the name of that person from the book of life, but will acknowledge that name before my Father and his angels”

REVELATION 3:5



106

Decisions made to follow Christ

GOSPEL CENTERED | Peter 3:15-16; Rom 3:21-26; I Cor.15:3-5

To be Gospel Centered means that 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 only. 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 square inch of Salem and to the ends of the earth.

NEIGHBOR LOVING Matt. 5:14-16; Matt. 18:21-35; Luke 6:32-36

Loving our neighbor is not easy, but it is something we are called to do. To be Neighbor Loving means having the courage to tangibly love people in our city where they are at and seeing them the way Jesus sees them. It means stepping outside of our comfort zone and building relationships with those that 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 neighbor. 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, spending time with our neighbors.

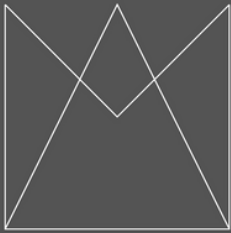
DISCIPLE MAKING Matt. 28:19-20; John 17:23; John 14:12; Romans 8

To be a Disciple Making church means we intentionally develop followers of Christ that, 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 together 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.

CULTURE SHAPING | John 4:18; Matt. 10:16-42; John 13:34-36; I Peter 1:14-16

Culture can be defined by the collective attitudes and behaviors of the people in our community. It is our desire to be influencers of our culture so that our community might exhibit the attitudes and behaviors that reflect the heart of God.

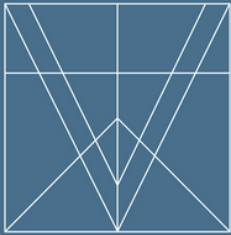
Jesus is the ultimate culture shaper. He lived counter-culturally, not to condemn the culture, but to reshape it. He crossed racial, gender, political and religious lines in order to communicate the steadfast, impartial love of God. Jesus came to seek and save the lost, and as He interacted with the 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.



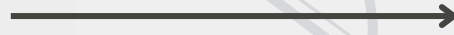
**GOSPEL
CENTERED**



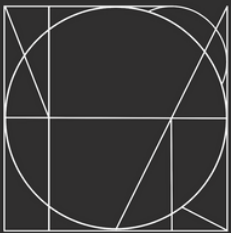
Preaching / Teaching
Priority One
Skills Camp
Midweek Kids
Capital Christian School
Mom2Mom
Global Missions Team



**NEIGHBOR
LOVING**



Serve Salem
Christmas Offering
Skills Camp
Rest Stop
Support & Care ministries
Angel Tree



**DISCIPLE
MAKING**



Skills Camp
Upward
Midweek Kids
Small groups
Community groups
Children's ministry
Capital Christian School
Caring Hands
Short Term Trips

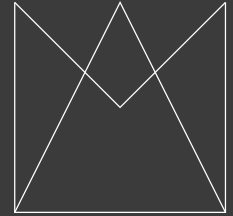


**CULTURE
SHAPING**



Skills Camp
Upward
First Lube Plus
Capital Christian School
Mom2Mom

GOSPEL CENTERED



By 2025 SFB will implement a strategy to help every member and ministry understand and communicate the gospel.

- Exemplifies Core Values:
Gospel Centered, Missional, Disciple Making
- Aligns with mission:
Reaches the World for Christ
- Achieves Vision:
Church for the City--
Establishes the focal point of our mission—reach the lost

5 GOALS TO GET US THERE

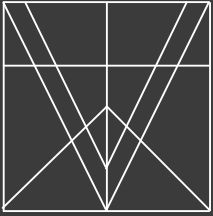
Set a target of a 10% conversion growth rate every year

Utilize “High Five” strategy in every part of our church

Develop/Identify curriculum to train our church in gospel presentation

Integrate the gospel into preaching calendar and specific messages at least 12 times a year

Every ministry identifies key gospel presentations with invitations a Minimum of 6 times each year



NEIGHBOR LOVING

5 GOALS TO GET US THERE

Identify key areas we want to influence, Business; Education; Neighborhood, Crisis, & Family

Develop the Good Neighbor plan with a goal of 50% adoption from our church families

Partner with Safe families and recruit 30 active participants

Adopt three schools to encourage and serve the staff and faculty

Increase our “Healing Ministry” classes to touch critical needs in our city



By 2025 SFB will be loving our neighbors corporately and individually, operating from clearly defined bridges into the community.

- **Exemplifies Core Values:**
Family affirming & Missional
- **Aligns with mission:**
Loving people so that we may bring them to Christ
- **Achieves Vision:**
Church for the City--
Neighbor loving

THE GOOD NEIGHBOR PLAN

The story of the Good Samaritan caused the Jews to be uncomfortable because a Samaritan was the star of the story (Luke 10:25-37). He acted like a good neighbor as he took the time and energy to restore a person who was in great need. The Samaritan did not look at the person who was robbed, beaten, and left for dead as a project, but as person for whom he had compassion.

Jesus used the parable of the Good Samaritan as an example of loving those who might not be like us, and when it is sometimes inconvenient to do so. When we accept this challenge by Jesus to be a “Good Neighbor” we are committing to love those God brings into our lives where we live—even if it is at times inconvenient or requires great sacrifice.

THE STEPS:

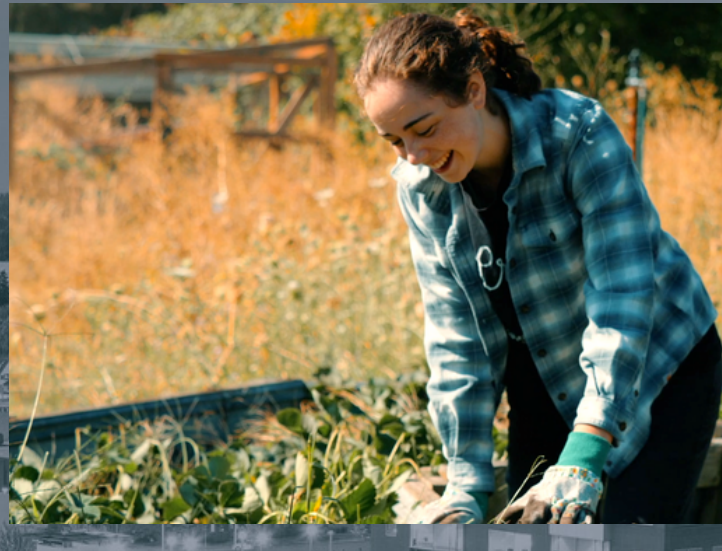
- Prayer walk your neighborhood once a week.
- Journal what you observe.
- Write down the names of all the family members of your eight closest neighbors.
- Where do they work, where do they go to school?
- Find out what needs and concerns your neighbors have and pray for them.
- Look for opportunities to help your neighbors with a project.
- Invite your neighbors to join you in serving others, including “Serve Salem.”
- Invite all eight neighbors to your open house or cookout.
- Invite each neighbor over for a dessert or a meal at least once a year.
- If the Lord leads you, invite your neighbors to a discovery Bible Study.

SERVE SALEM

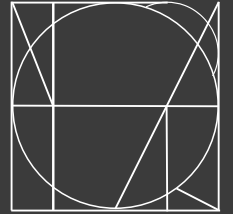
SERVING THE CITY TOGETHER.

Locations Served

Capital Manor
Center for Hope & Safety
Connections 365
Family Building Blocks
Forest Ridge Elementary
Gubser Elementary
Habitat for Humanity
Liberty Elementary
Marion/Polk Food Share
Music Box Angels
North Salem High School
Deepwood Garden
Simon House
Straub Middle School
Teen Challenge Thrift Store
UGM Thrift Store
United Way Warehouse
West Salem High School
West Care Veterans Home
Willamette Humane Society



DISCIPLE MAKING



By 2025 SFB will be effectively making disciples (at all life stages in the church)

- Exemplifies Core Values:
Disciple-making, Missional, & Biblical Teaching
- Aligns with mission:
Life-changing relationships
- Achieves Vision:
Church for the City—
disciple making

5 GOALS TO GET US THERE

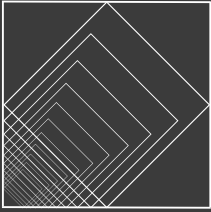
Define a disciple and create a discipleship model for families to implement

Develop an “In Training” model for every committee and leadership team in the church

Identify curriculum and training opportunities for spiritual gifts

Adopt the rhythm of Jesus’ discipleship plan by teaching, modeling, sending and reflecting

Identify Scope and Sequence for all community groups over a three-year period



CULTURE SHAPING

5 GOALS TO GET US THERE

Define cultural values: what we believe is most important

Identify spheres of cultural manifestations: Customs, Art, Social Institutions; Achievements, Intellect

Assess our current cultural impact

Develop/identify pathways to be a part of the renewal of downtown

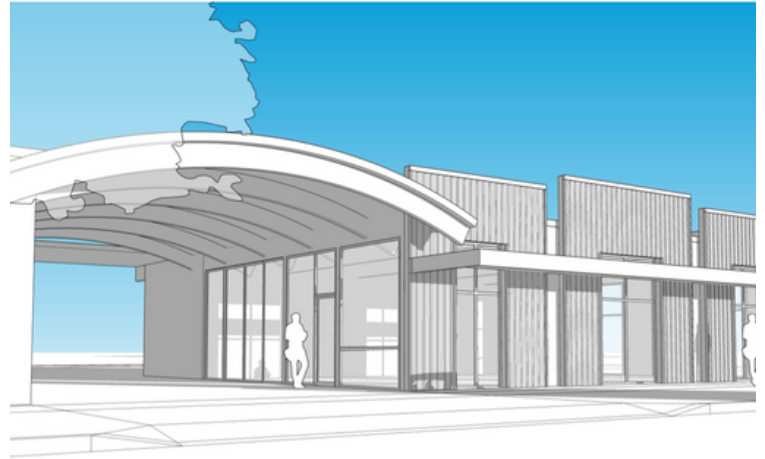
Produce content to promote vibrant body life and support being a church for the city (grace and truth)

By 2025 SFB will effectively shape culture to reflect God's heart for people

- Exemplifies Core Values:
Biblical Teaching, Prayer, Mission, Generosity, & Cultural Relevance
- Aligns with mission:
Life-changing relationships
- Achieves Vision:
Church for the City—
Culture Shaping

DEVELOPING THE NORTH BLOCK

Salem First Baptist has been on the corner of Marion and Liberty St NE since 1862 and has been committed to serving the needs of Salem from its downtown location ever since. Because of that commitment, the possibility of having property across the street from the church was certainly of interest, but not fully embraced until the vision of using the property for helping people move from feeling disenfranchised to contributing members of the community was developed.



As church leaders and others began to work towards the possibility of implementing the vision, God confirmed that we were pursuing the right course of action. We also shared our vision with community leaders who understood and supported our efforts because of their benefit to the community

Most importantly, the members and friends of First Baptist Church embraced the vision as one. God again confirmed to us when the members committed, in faith, to the vision by pledging enough money for the down payment on the property and necessary operating capital, voting overwhelmingly to approve the purchase of the property and its related debt, and paying over 80% of the amount pledged within a ten-week period. These gifts came from everyone throughout the broad demographic and economic spectrum of the congregation. The stories of how God supplied for people who pledged in faith are both memorable and encouraging to all.

CURRENT USAGE:

- Young Adults Ministry
- Boy Scouts
- Men's Bible Studies
- Secure Parking for Church vans
- Church Event Parking

UPCOMING PLANS:

- New interior layout and design
- Additional restrooms
- Optimized to be used by church and community groups

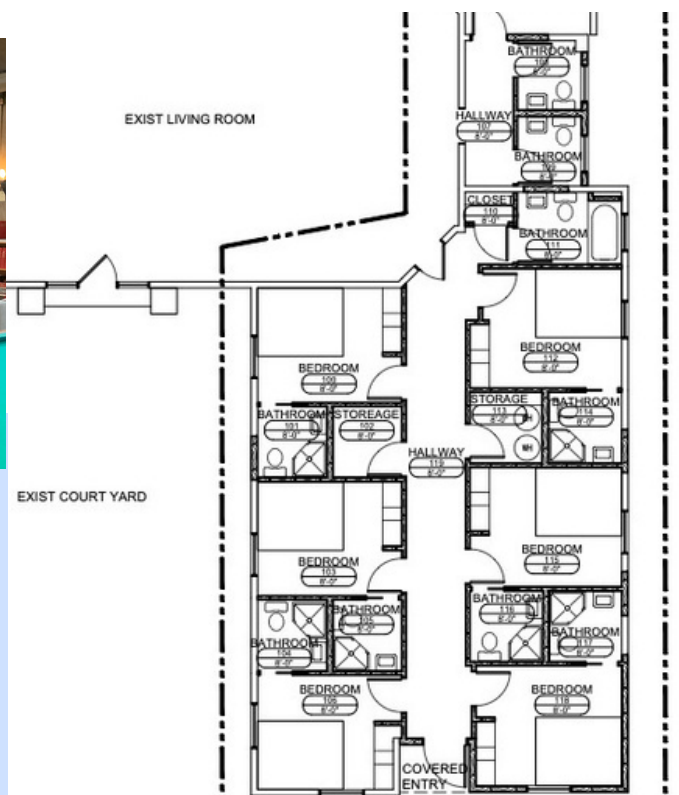


& RESTORING SEAKREST



Since the purchase of the property in Newport, OR in 1967 for \$55,000, our retreat center, dubbed SeaKrest Lodge, has served our church and community far more than imagined. The lodge and the bunkhouse with the boy's and girl's dorms have been used by various ministries and community groups over the years as well as for other churches and family reunions.

Recent updates to the kitchen (2016) and the great room (2019) have been followed by an ongoing clean-up of the parking lot to make room for future improvements. As we move towards the next phase of remodels to the bedrooms in the lodge, we are excited to see what God has in store for this property on the Oregon Coast.



UPCOMING PLANS:

- Renovation of lodge bedroom wing
- Total of 6 new bedrooms each with restrooms
- New common bathroom added off of great room

OPERATING BUDGET

2022-2023

REVENUE	FY 21-22			FY 22-23
	BUDGET	FISCAL YEAR THROUGH (4/30)	PROJECTED	BUDGET
General Fund Contributions	2,240,250	1,823,758	2,180,000	2,425,200
Interest/Dividend Income	22,500	37,874	38,000	25,000
Community Life Enrichment Fees	750	200	250	750
Recovery Groups	500	1,045	1,050	1,000
Building Use	5,000	2,050	2,500	5,000
Culinary Revenue	15,000	15,003	17,000	22,000
Higher Grounds	3,000	3,255	3,300	4,500
Resale & Recover Income	2,000	23,042	23,000	2,000
Sub Total	48,750	82,468	85,100	60,250
Total Revenue	2,289,000	1,906,226	2,265,100	2,485,450

8.26% increase from 2021-22 Budget

Fiscal Update



“Our church continues to be blessed by the generosity and faithfulness of its members, enabling countless ministry opportunities to occur throughout the year. As outlined in the previous pages there is much to be excited about in the coming year. To match our vision and projected growth we are taking a step of faith to increase our budget by eight percent. In the coming months you will see specific opportunities to participate in this exciting season for Salem First Baptist Church.”

- Pastor Steve Hunter

EXPENSES	FY 21-22			FY 22-23
	BUDGET	FISCAL YEAR THROUGH (4/30)	PROJECTED	BUDGET
Stewardship and Fiscal	1,523,599	1,320,161	1,550,000	1,693,581
Property	244,275	203,146	245,000	258,500
Worship Arts	19,000	15,718	17,800	19,200
Community Life	25,170	14,068	18,000	26,195
Men & Mentoring	5,050	2,997	3,500	5,050
Women	5,675	3,471	5,600	5,900
Children	32,000	25,714	31,000	33,500
Middle School	16,700	13,237	17,650	17,450
High School	16,600	10,066	14,000	17,250
Young Adults	9,800	4,354	5,500	9,850
Pastoral Care	5,650	1,649	2,000	5,650
Missions	301,381	248,504	300,000	304,244
Deaconesses	2,000	1,649	2,000	2,380
Technical	35,000	31,443	35,000	36,200
Culinary	47,100	50,405	55,000	50,500
Total	2,289,000	1,946,582	2,302,050	2,485,450
Revenue Less Expenditures	--	(40,356)	(36,950)	--

DEACONS FUND

The first weekend of every month we collect a "Deacons Fund" offering. These funds are outside of the fiscal budget. Donations are used to directly bless members of our church who have encountered unforeseen circumstances and find themselves in financial need. They also enable you as members of SFB to be an extension of the church to meet the needs of neighbors or those on your high five card!

\$47,201 This fiscal year

OVER 1 MILLION

GIVEN TO SFB SINCE 2019 IN THE FORM OF WILL, TRUST AND ESTATE GIFTS.

FOR CHRIST
AND
HIS KINGDOM
1974

 SALEM FIRST
BAPTIST

