

READY. SET. GROW.

**STATE** **of**  
**CHURCH** **the**  
*2022*

**SF**

# 2022

# Salem Fields COMMUNITY CHURCH

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BELONG

BELIEVE

BECOME



# A Review From Pastor James



James Heyward  
Lead Pastor  
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Welcome to the second annual State of the Church Report.

It seems like only yesterday we started out on this journey--a seasoned pastor returning home to lead a church right in the middle of a pandemic. Our facility was closed but our community was wide open. I told you then that I believe that the pandemic was the best thing to happen to the Church and I still believe that we are a more creative, efficient, and contagious community of faith due to the lessons from the pandemic.

In August I will start my third and most important year as your lead pastor. What a journey! The church has a new mission and vision along with new people, staff, heartbeat, and campus model. In short, we have changed quite a bit. But I would suggest to you that we are just beginning, I believe we are in a season of growth so I have entitled this report, "Ready, Set, Grow".

The writer of the wisdom book Ecclesiastes reported to be the wisest man in the world, Solomon, the literal son of King David gives us the text or DM (direct message) for our 2022-23 focus...

*There is an opportune time to do things, a right time for everything on the earth: A right time for birth and another for death, A right time to plant and another to reap, A right time to kill and another to heal, A right time to destroy and another to construct, A right time to cry and another to laugh, A right time to lament and another to cheer, A right time to make love and another to abstain, A right time to embrace and another to part, A right time to search and another to count your losses, A right time to hold on and another to let go, A right time to rip out and another to mend, A right time to shut up and another to speak up, A right time to love and another to hate, A right time to wage war and another to make peace.*

- Ecclesiastes 3:1-8 (MSG)

It's A Time to Grow so you're going to hear the words grow, growth, and growing quite a bit in my report. It's important that you understand the context of how these terms will be used. When I say grow, I'm not speaking merely of numeric growth. The "Christian" culture defines church growth primarily in terms of the "Three B's":

1. Bottoms -- how many people are in the seats?
2. Bucks -- how much money is in the plate?
3. Buildings -- how big or nice is the real estate?

The before-mentioned "Three B's", are all indicators and measures of meaningful growth. Thankfully, our community of faith can report "growth" in the "Three B's", areas. But when I use the term growth, I want you to focus your thinking on this premise that takes the form of a question. How are we doing as a community of faith in expanding, furthering, increasing, augmenting, and intensifying (I think you get it), the important and different 3B's areas of mission Belong, Believe, and Become?

Our stated mission is: *We exist to help our world, starting in our homes and neighborhoods to Belong in Community, Believe in Christ, and Become Change Agents in the world.* We do this as we embrace our four (Live, Online, in-Home, and Global) campus model--a decentralized church. As you read the rest of my report and those to follow, keep in mind the mission of growing in the areas of Belonging, Believing, and Becoming.

## Year In Review

### Statistics

Statistics are always tricky, but they give us a snapshot of how we are doing in some important areas of mission and ministry. As you look at these statistics, remember that more important than the numbers are the life stories represented by the numbers. God is still in the business of sending people that he can trust us with at SF. As they come, our stories intertwine as one story together. Here are some Kingdom growth stories:

- 1.) Avg. Weekly Attendance (in-person, online, and SFCC Nigeria) -800 -Avg.
- 2.) Weekly Discipleship Attendance -265
- 3.) Avg. Weekly Giving -\$21,000.
- 4.) Baby Dedications -5
- 5.) Baptisms -7
- 6.) First Time Visitors -62
- 7.) New Believers -28
- 8.) New Families/ Attendees -139
- 9.) New Members -10
- 10.) New Testimonies of Sanctification - 21
- 11.) Re-commitments of Faith - 16

## My Responsibilities

### Preaching/Teaching

One of my main responsibilities is to regularly preach and teach at SF. I take my responsibility to impart the Word of God seriously. I will be held accountable for how I act as God's mouthpiece in our community of faith. My goal is to rightly divide the Word of God in such a way that everyone in the faith community can hear and obey the Word of God. This year's messages have been topical, expositional, and narrative in make-up. Here are the series of this past year.

April : CrossFit Series

May - June : SOTC Engaging the Vision Series

July - August : Revelation Part 1 Start at Home

September - October : REAL-Relationships; Vision Update

November : At the Table - Pastor Tim Kirkpatrick;

Thanksgiving Offering Weekend : Dr. Dave Bowser; ENC

Weekend - Dr. Jack Connell; ThanksGIVING - Pastor Tim Kirkpatrick

December : Christmas from BC-AD Moses to the Manger- From Oppression to Promise, Sacrifice to Obedience, Fear to Faith, Outcast to Chosen

Christmas Eve - The Cry in the Manger

January : What If EveryOne

1. Connected, 2. Served, 3. Cared, 4. Gave, 5. Belonged

February - March : DM's Direct Messages from God

### Vision/Leadership

I constantly ask God this question, "How can SF continue to be the faith community that is FOR SPOTSY so that your Kingdom comes and your will is done in SPOTSY as in Heaven?" The answer is that we need to keep on mission with the three B's in a multi-campus approach.

**BELONG** : We have rebuilt our Life Groups so that we now have more than 25 groups meeting with various approaches. There are groups for study, various interests, and other special groups like Financial Peace and Fitness RDX. There are groups for all ages and tastes.

We have improved how you engage in Serve ministry opportunities. The Engage wall in the church foyer is a place that will help you discover areas of ministry where you can serve the community of Belongers. There are as many opportunities as there are gifts and talents at SFCC. You were created to serve God and others and the new Engage wall helps you to do just what you were created to do.

**BELIEVE** : This year we have helped people all around the world to Believe in Christ and follow up with baptism in his name. Our Live Campus had the opportunity to see 28 people give their lives to the lord and 8 of them be baptized. There were 16 re-commitments to the Lord and 21 people made decisions to fully surrender their whole lives to God's service. We continue to believe that the best people to reach others for Christ are those who have recently decided to believe, so we are creating training that will help Believers reach new believers. Our global campuses in India, Nigeria, and the Philippines saw many dedicate their lives to Christ and be baptized.

Our Next-Generation ministries team is passionate about helping our kids and students know and grow in Christ. They hosted services, activities, camps, retreats, D groups, and other special events that focused on knowing and growing in Christ.

In order to provide a safe place for children and students to know and grow in Christ, we implemented a new Minor Protection Plan, for the purpose of providing a safe and secure environment for our Next Generation students. Each sponsor and volunteer is background checked and have to maintain safety guidelines as per our MPP policy. SF is setting the standard by making sure our children and students are protected while on campus and away on events.

**BECOME** : Becoming leaders and world changers is at the core of what it means to be part of the SF vision and mission. This year, we have taken the next step in helping people to Become by creating the Engage Wall system. The Engage Wall system helps people take the next step in their journey of belonging at SF. Our goal is to help Belongers Give a percent of their money, Invest and invite others so they believe in Christ, and Belong in the community through Life Group participation and Serve ministries. We continue to recruit and train leaders at SF. Our goal is more and better leaders in the future. The SF community will go (mission and vision wise) as far as its leaders.

### Staff

I am also responsible for selecting and overseeing the staff at SF. We have assembled a great staff. Each servant/leader that serves SF on staff is committed to Christ and you. With different passions, gifts, and responsibilities, our one desire is to help you to Belong, Believe and Become. It is no easy task to serve in full/part-time ministry in the local church today. In fact, no one does it for salary or perks. It's the call of Christ on our lives that enables us to make the sacrifices necessary to lead the SF community. I want to thank our staff for their hard work that goes way beyond what is seen to what is unseen. The Bible often says that the unseen is what is important and rewarded by God. The prayers prayed, scriptures read, encouragement given, counsel passed on, and the pouring out of themselves into others goes way beyond the here and now and into eternity.

Tim Kirkpatrick - Executive Pastor

Chris Meek Live - Campus Pastor

Kelly Pagent - Global Campus Pastor

Rich Green - Worship/Creative Pastor

Kerry Dillman - Next Generation Pastor

Anthony Poindexter - Youth Pastor

Reenie Peppers - Life Groups Pastor

Michele Hofmann - SF Learning Center Executive Director

Stephanie Holloway - Finance Director

Jamie Gingell - Production Director

Howard Wince - Asst. Business Manager & Facilities

Jessica Farley - Care Director

Marie Dreibelbis - Executive Assistant to Lead and Campus Pastor

Abbey Shaffer - Creative Arts Assistant

Emma Hammond - Next Generation Life Group Assistant

Thank you staff for your love, support, patience, encouragement, and kindness shown to me and to the SF community.

## Thank You's

**GOD:** I am called by God to this task of shepherding. It is He who equips, encourages, empowers, corrects, and above all, continues to love me into a real relationship with him. I thank Him for and am overwhelmed by His sustaining and sanctifying grace and love in my life. He is my reason for Belonging, Believing and Becoming.

**FAMILY:** Rose is my second best friend (sorry babe, God's first). She is God's source of encouragement to me and her love sustains me on the tough days. Thank you Rose for being my best cheerleader and sounding board. Thanks, Jasmine and Jae for sharing me with SF community.

**LEADERSHIP BOARD & FINANCE TEAM:** SF is blessed to have an amazing Leadership Board & Finance Team that has dealt with many tough issues this year with grace, wisdom, and love. Thank you.

### LEADERSHIP BOARD:

Matthew Chow , Brad Church , Lori McCarty , Justin Mosser , Cherie Rackey , Oscar Vera , Terri Viventi

### FINANCE TEAM:

James Imanian (Chair) , Howard Wince III  
Tom Anderson , Stephanie Lopez

### BELONGERS, BELIEVERS, AND BECOMERS OF SFCC:

Thank you for continuing to Be For SPOTSY, at work, at home, at school, and at play. Your passion for Belonging, Believing, and Becoming in our community and for this generation inspires me. Thanks for your prayers, e-mails, letters, and cards of encouragement and love. Thanks for caring enough to express concerns, critiques, and new ideas that help us achieve all that God has for us.

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## A WORD FROM THE EXECUTIVE PASTOR



Tim Kirkpatrick  
Executive Pastor  
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We wanted to take the time to say thank you for the honor of serving Salem Fields in various capacities since the fall of 2020. We were initially brought in to conduct an organizational and cultural analysis of Salem Fields late in 2020. That analysis confirmed and encouraged changes that needed to be made. It also gave Salem Fields, Pastor James and my team a baseline to help manage and set goals for the future.

In early Spring of 2021, Second Chair Solutions (SCS) was asked to come back on for a year contract to help offer some continuity to the team, set and work through goals, and begin a new system of evaluations, which would help shift the culture to a more positive working environment. Our initial contract included twice a month executive coaching calls with Pastor James, five on-site in-person workdays, monthly weekend services (including speaking), staff evaluations, and the creation of that process. As the contract year started, we saw the addition of two great hires in Kerry and Chris. We onboarded Kerry and Chris with the same initial, modified, analysis, and personality survey offered to the original team. We also took on project managing the launch of Life Groups with Reenie Peppers. That included weekly

coaching and accountability calls with Reenie for the two months leading up to and through the launch date.

We take the OKR (Objective and Key Results) method when going through evaluations. We find it is much more effective to evaluate a church staff person on three things: 1. Goal achievement and productivity, 2. Character, 3. How they interact with the team. Knowing the culture of the team was shifting substantially, we decided to focus on goal achievement and productivity. In order to evaluate goals in the Spring of 2022, starting in August of 2021, we began meeting monthly for one-on-one calls with several of the full-time staff to begin to set goals. In the last week of January and the first week of March, we conducted our year-end/year-preview, in-person staff evaluations.

Once again, thank you for the opportunity and privilege of walking alongside SF the last year and a half. It is easy to forget just how far this church and the culture have come in that time frame. That's a testament to God's grace, Pastor James' and the Board's leadership, and the willingness of the staff to do the hard work.

# FORSPOTSY

FORSPOTSY.COM

## Live Campus Update



Chris Meek  
Live Campus Pastor  
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Over the last nine months it has been great getting reacquainted with the Salem Fields faith community. My family and I have enjoyed reestablishing some old relationships and forming new ones as well. While many things have changed over the last 11 years around us, it is reassuring that God has a plan for us SF.

The last nine months brought some new faces and new things to SF. Our campus has seen new people coming weekly to services and major events. One big change that stands out is the “energy” felt in the lobby before and after services. Nine months ago people were simply coming and going. Now, it is exciting to see people engaged in conversation and building connections. Just as enjoyable was seeing the community on the campus for our Labor Day Fireworks Celebration and the Night To Shine drive-in, these events were successful because of our incredible group of volunteers. After months of COVID restrictions, it was great SF could provide an opportunity for the surrounding community to simply come together.

Over this period of time, there have also been new things happening with our facility. The lobby is in the process of getting an updated look and a new “Guest Services” area has been established as well. Perhaps the most visible addition is the construction of the “Engage Wall.”

The “Engage Wall” provides multiple opportunities to not only get involved in the life of the church but to influence other lives. The wall provides ways for people to engage in life groups, service teams, inviting others and financial giving to SF, ultimately helping them transition through Belonging, Believing and Becoming.

Thank you for participated in the multiple ways we showed up and out (FORSPOTSY). Some of the activities were: providing Christmas gifts to teachers and classrooms at Smith Station School, provided breakfast for teachers at Courtland High School, clothes drive for all schools of Spotsylvania county, provided meals for families of Smith Station school, Night To Shine, Labor Day Fireworks Celebration, collecting socks for Thurman Brisben Center, opening our facility to other faith communities and organizations, and much more things. Thank you for always being FORSPOTSY.

I bless God for each of you and know, God believes in you!!



Kelly Padgett  
Global Pastor  
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**Philippines:** In partnership with Reach PH, SF Global campus has rescued 5 people from the jaws of the sex trade in the Philippines. These individuals were living on less than \$6 per day with which they fed, clothed, medicated, and housed their entire families. This \$6 was obtained through working from 12 to 16 hours per day in a dark, smokey, bar where they hoped to be rented for a night so that they might get a bonus of a few dollars. These people, being uneducated and far from any support mechanism, scraped by an existence from day to day, with no hope of a future, and counting the minutes till they were too old and no longer marketable. But Jesus.....

Now, these people are living in a newly renovated home, enrolled in school, well fed, clothed, and loved. They are free to pursue their hopes and dreams, while still able to support their families without sacrificing their self-respect. They are smiling because they want to smile, not because they must smile. They are breaking chains and changing the course of their next generations. They are free, finally free. Through Reach PH, SF Global has also fed countless people by taking bar girls shopping for food when they were so desperate for food after a devastating typhoon hit Cebu, Philippines. In providing food for these girls, who represent over 20 individuals each, SF supported entire communities with food and necessities. SF and Reach PH are at this very moment Rescuing, Restoring, Resourcing, and Re-engaging people trapped in the web of the sex trade and human trafficking, pushing back darkness, and delivering the hope of Jesus to all willing.

**India:** SF Global in partnership with an incredible family of Christ followers is serving multiple areas in India. Last year we went directly to the outcast and marginalized children who live in the slums of Hyderabad, India. These children do not have adequate food, clothing, water, or shelter and are left to fend for themselves or die. They routinely comb through the garbage dumps looking for scraps of food to survive. Last year, we served over 150 children in 4 different slums offering them hope in the form of the basic life preserving necessities all in the name of Jesus.

In keeping with Jesus' desire for all to find hope, we served the most rejected in civilization, the lepers of India. SF Global and our partners served a leper colony with over 44 individuals existing, most missing all their extremities and completely shunned by all. We provided clothing, blankets, and medical assistance, but more with community and the love of Christ. In further keeping with the Go, of the great commission, we went to the hard-to-reach tribes in the deep forest, where there is no power, roadways, or shelter. As Jesus proclaimed he was the light of the world, we provided solar lamps to these incredible people expanding their ability to create a workable community in this hard-to-reach area. We also provided blankets, mosquito nets, and food, all the while sharing the hope of Jesus with these wonderful people.

**Nigeria:** SF Global in partnership with SF Nigeria has continued to bring hope to the people of Port Harcourt, Nigeria. The tension in Nigeria between the Christian and Muslim populations has made ministry more and more dangerous, but equally more and more necessary. SF Global has focused on making sure that people have what they need to live, so that they can begin to focus on what they need to be spiritually alive.

Last year we continued providing free water to community families who for generations were subjected to drinking contaminated ground water or having to walk miles to pay for potable water. Believing that education is a mechanism for freedom, we paid the school fees for as many students as possible, where their parents were unable to. We saw 2 of these students graduate, praise be to the Lord. We have trained and empowered servants of the gospel from all parts of Nigeria that they might return to serve and empower their own communities.

Last year we also had a huge Christmas party on December 11, where 233 children and teens got to celebrate, eat, drink, and party!! The next day we celebrated with 81 adults, giving Christmas to those that would not be able to celebrate on their own. In Nigeria, the widow is being cared for. The orphan is being served and protected. The hungry are fed, thirsty are given drink, the naked are clothed, and the hope of Jesus is poured out on all.



Kerry Dillman  
Next Gen Pastor  
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# Next Generation Update

Next Generation Ministry at Salem Fields (SF) is ministry that helps people to Belong, Believe, and Become by collaborating and engaging the entire church with parents as they lay a firm faith foundation and growth in faith of kids and students from birth through high school. In the 9 months I have been at SF it has been clear to see how God has truly blessed us with a gospel centered staff, a Jesus loving and invested team of leaders, and a growing number of kids, students, and families to serve both inside and outside the walls of the church. "I thank God everytime I remember you. And I always pray for all of you with joy. I thank God for the help you gave me while I told people the Good News. You helped me from the first day you believed until now. I am sure that the good work God began in you will continue until He completes it on the day when Jesus Christ Comes again. I know I am right to think like this about all of you because you are so close to my heart." Phillipians 1:3-7 ERV

There are no words I could come up with on my own to express the thanks I have for the countless ways SF has prayed, given, and served for people to know Jesus. Thank you to everyone for leading and serving at events and weekly ministry opportunities, engaging in outreaches, helping make building updates, setting up, tearing down, cooking, organizing, teaching, singing, comforting, praying, pouring into families, and being the hands and feet of Jesus. God has fully taken residence in your hearts and that is what creates a community that helps people to feel they belong. Thank you for loving God, loving others, and loving our family for so well. My family is thankful to be a part of the family at SF and we look forward to all God is doing and will continue to do in and through His people for His glory! As we take a look back and continue to move forward I want to challenge us to remember the faithfulness of God and the great things He has done...though not only to remember them, but to SHARE THEM too! Not once, not just when asked, not only inside the church but repeatedly in our homes, with our friends, in our church, at Starbucks, around the campfire, at school, at work, wherever we go...Let us boldly and joyfully serve others and share the love of the great and mighty God we serve, who is worthy of all our praise!

**Sunday Mornings:** On Sunday mornings our kids ministry team prepares engaging, age appropriate, biblically grounded lessons and activities for children from babies-5th Grade. In August our kids ministry was meeting at the 11am service hour, with an average of 30 participants each week. Currently, we are offering grade level classes for 1st-5th grades at 9:30 am and options for kids of all ages (babies-5th grade) at 11am, with an average of 100 participating weekly. This growth requires a great group of leaders invested in making the love of Jesus and His saving power known to kids. Our Kids ministry team has grown from a team of 12 to a team of 50 and growing. This is such a testimony to the heart of the people of SF.

**Kids Bible Quizzing:** Starting in September, we have had up to 20 kids on average who meet with dedicated leaders every Sunday morning to study the books of Judges, Ruth, and Joshua. Our kids have participated in 3 kids Bible quizzing competitions, have won around 30 ribbons, and have memorized 30 verses!

**Dinner and Discipleship:** SF families gathered around tables for a family focused, mid-week small group discipleship time. Each family comes in and has a table reserved for them to enjoy a meal together. As the evening goes on they are lead by a member of the ministry team to engage in early arrival activities, opportunities to hear, discuss, experience, memorize, and pray truth together. The Gospel is central, families are together, and we have SO much FUN!

**Next Steps and Milestones:** We believe that God desires that all would come to know and love Him as their Lord and Savior. As our kids and students grow in their faith, there are important milestones that we celebrate and intentional ways we walk alongside families on their faith journey. Some ways that we do this are: Child Dedication parent classes and dedications (1 participant), Next Steps for New Believers Baptism child/parent classes (7 participants), Baptisms (2 participants) Local and Global Serving Opportunities, Family Worship (kids worship bags prepared weekly to encourage family participation in worship services) and leadership opportunities.

**Safety and Security:** The safety of kids, students, and vulnerable adults are a priority to our ministry. We have worked hard throughout this year to create and implement a Minor Protection Policy that details plans and procedures to be a place that is safe. This includes but is not limited to requiring background checks for all adults serving with minors, all staff, all board members, and various other ministry leaders at SF. Leaders serving with minors also view child safety protection training videos and take a test to ensure understanding of content.

**Staying Connected:** We understand that life is busy so we try to do everything we can to help your family stay connected by sending out weekly Salem Kids emails, sharing important information on our social media (Facebook and Instagram), keeping important information on the SF app, and website.

**Event Highlights:** Christmas at the Fields; Cocoa, Carols, and Karaoke; Christmas Light Scavenger Hunt, Kids Lead Christmas Worship.

**Upcoming:** Summer Kick Off Family Water Battle, Kids Summer Camp, Rise Up, Back To School Blessing Night, Promotion Sunday, 1st Grade Bible Presentations, Next Steps For Kids Classes, Child Dedications, Dinner and Discipleship.

# Salem Fields Students

Anthony Poindexter

2021 was a year of innovation and growth. Our goal for the 2021 year in student ministry was to love, encourage, and teach our young people how to love God, ourselves, and everyone else through reading, praying and acting. We achieved this by creating opportunities for our young people to serve, worship, and be disciplined.

The Youth Leadership team includes Andrea Jackson, Rachel Lambert, Tony Lambert, Shannan Esposito, Eric Hughson, Leah Roman, and Jamie Imanian. Every leader within the team was and is committed to helping young people belong, believe, and become more like Christ.

Vision and Purpose: In student ministry we believe in helping young people learn to love God, themselves, and everyone else through reading, praying and acting. How do we do this? By having intentional gospel moments and have genuine gospel conversations that usher our young people into having moments with Christ. What do we do? We have church.

Core Values: Honesty, Openness, Transparency, Love, Relationship, Passion, Community, Servanthood, Fellowship, Faith.

Refining the Format & Content of Youth Group: Our focus on Sundays has been mainly focused in two areas which include apologetics and discernment, through discussion of events affecting culture and ultimately the youth. We believe that is essential for our youth to know that God speaks to all, through all and in everything we are to seek out Jesus.

Shout-outs: I would like to thank all of the Leadership team including Andrea Jackson, Rachel Lambert, Tony Lambert Shannan Esposito Eric Hughson, Leah Roman, and Jamie Imanian for all of the hard work that they have put in by being the hands and feet of Jesus.

Closing Thoughts: It has been an incredible privilege and blessing to be the Youth Pastor here at SF. I know that I am in the beginning stages of ministry and expect that God will continue to do great things to accomplish His goals. I pray that I may continue to be a vessel for the Holy Spirit to work through as God continues to direct my steps into new territory.



Reenie Peppers  
Life Groups Pastor  
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## Highlights

- Provide weekly sermon study guides that can be accessed on the webpage
- Provide updates and schedules of Life Group meetings and activities
- Currently 3 Life Groups meet online via Zoom
- Life Group Launch on January 30th
- Currently 3 Life Groups meet weekly on campus
- Twenty lifegroups that meet weekly in homes

## Growth

- August 2021/ 11 active groups: March 2022/ 26 active groups
- August 2021/ 30-40 average weekly attendance: March 2022/ 70 -90 average weekly attendance

## Outreach

- Life Groups served at Summer Movie Night (August)
- WINGS Life Group serves for monthly Smith Station Family Dinners
- 20 Something Group provided Christmas for a family of 4 kids
- Real Talk Men's Life Group built staging for Christmas at the Fields
- Life Group hosts and members participate in ForSpotsy outreaches

## Vision

- Life Groups are the entry point for belonging, believing, and becoming at Salem Fields.

We believe that growth in our relationship with God and one another happen in community - Life Groups provide that community.

# CREATIVE ARTS



Rich Green  
Worship & Creative Pastor  
[rich@salemfields.com](mailto:rich@salemfields.com)

This has been such an exciting year for the creative arts ministry. We have continued to build an amazing community of musicians and creatives that are passionate about helping to lead others in authentic worship of Jesus. We were able to build a new online studio where we have already begun creating unique ways to bring messages and stories to our church community and engage the entire world with the Gospel. Our worship team was able to record interactive worship videos that enhance the online experience. We were able to forge partnerships with other worship leaders and musicians outside the walls of SF to create opportunities to connect with the greater church in our area. We also embarked on a new journey of songwriting in an effort to go beyond singing songs of what God is doing in the lives of other churches, to writing songs of what God is doing within our church community. We will begin to integrate those on Sunday mornings within the next few months. Other creative projects have included the design of the new engage wall where you can connect, sign-up to serve, join a group, and give to the ministry simply by scanning QR codes with your phone. We have also completed a rebrand where we launched new logos, colors, a new mobile app, and a new website. God has done so much through this ministry this year and we are beyond excited to see how it is equipping you in your worship, connecting, and growing.

We're excited for what the next year holds. We want to continue to press in to where God is leading. From a music ministry standpoint, we want to continue to write songs and get them to our community any way possible. That means leading them on Sundays, but also releasing them onto digital music platforms so that you're able to listen and worship with them anytime, anywhere. We want to continue to add to our video catalogue for the online service, as well as create other unique ways to worship together. Our goal in the coming year is to have unique outdoor worship gatherings and experiences to go beyond just a Sunday morning experience. From a creative ministry standpoint, we want to step into capturing testimonies and tell stories of how God is working here in Spotsy and throughout the world. We want to use the gifts and passions that God has given us to grow a team of creatives that will assist in magnifying who God is, expressing His character, and reaching others through film, art, music and so forth. We believe that as we step into this, Jesus will be magnified and you'll be able to see how He is so actively moving in the lives of our Church community and around the world.

The Worship Team that we are blessed with within this community in terms of heart, generosity, and talent is unreal. On stage and off, these people give so much time and effort to help lead our community into worship and it's an honor to be able to serve alongside of them. Jamie Gingell, you deserve so much applause for all that you do in helping us to achieve our goals. Massive thanks to Abby Schafer who not only leads worship, but was integral in helping to achieve many of our creative endeavors this year, such as the online studio. Thanks Tim Wirtala for taking our creative ideas to the next level. Thank you to Naomie Murdock, Leah Roman, and GiGi Stephens for using your voices to point others to Jesus. Thank you to Diego Bustamante, Anthony Poindexter, Darren Dotson, and Brandon Weadon for not only your music abilities, but for your technical abilities as well, and helping to create so much behind the scenes to make all that we do happen. Thank you to Anthony Lambert for giving so much of your time (you would win if there was an award for most weekends served). Also thank you so much to Jennifer Woof, David Weadon, Michael Poblacion, Jordan Puig, Rialand Jones, John Kulick, Dave Meisner, and Darien Anthony for using your musical abilities to create an atmosphere for lifting up the name of Jesus and for the countless hours of practice time and sacrifice. And thank you to all of our many friends that have served within the team throughout the year. We are so thankful for their hearts and using their gifts to lead us in worship. We also want to celebrate the production team who partner with us in creating the worship experience. Eric Huffman, Tim Maloney, and the rest of the team, nothing happens without you. They are amazing at what they do and we love partnering with them in this ministry. And to all of the other creatives that have filmed, edited, set lighting, built furniture, painted walls, and so much more, you have made a difference this year and what you have done matters in helping us to tell the stories of what God is doing and helping people know Jesus on a personal level. I also have to thank my wife Kristen and my kids Judah and Eleanor. My wife has been a rockstar. She's led alongside of me on the stage, but has also been behind the scenes helping to write songs, give creative input, build community within the team and been a prayer warrior. There has been a lot of hours spent this year and my family's support has been nothing short of amazing. It has been an honor leading this team and we believe that God is doing something really special here. We're so thankful to be able to steward this season in the life of SF and are believing that we will continue to hear testimonies of life change, growth, surrender, and miracle after miracle in Jesus name. Blessings.



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Learning Center Director  
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### Highlights

- We increased enrollment by 70 students, January 2021 - 111 students, April 2022 - 180 students
- We began an expansion which will allow center to meet the high demand for childcare for students 5 years old and younger. Once expansion is complete, we will be able to add 50 new spaces to our program
- Increased Pay Rates for all staff
- Began a cost of living pay increase for all staff which will occur July 1st every year
- Now offer Health Insurance to staff and center pays 50% of premium
- Passed all state licensing inspections with 0 violations
- By April 2022 the center was once again fully staffed
- Expanded our leadership team by adding the position of a Daily Operations Manager
- Awarded several grants to improve program and building
- Grant funds were used to do the following building and program improvements such as:
  - Acquired 2 new busses
  - New Playground equipment for the Toddlers
  - Repaired playground equipment
  - Painted all rooms and halls throughout center side of the building
  - Granted teacher's "Wish Lists" for needed classroom materials, toys, and furniture for each classroom
  - Remodeled Front Desk of Learning Center
  - Painted parking lots
  - Wax and Strip all the floors
  - Replace and repair all ceiling tiles and lights throughout center side of the building
  - Install Playground Certified Mulch on all playgrounds
  - Repair Divider in Large Group Rooms
  - Purchase needed classroom supplies and classroom furniture throughout the building
  - Acquired a Grant for Teacher Retention.
  - Grant funds were used to Grant all current staff a one-time bonus
  - Grant funds will be used to provide new teachers with a sign on bonus
  - Grant funds will be used to provide staff members a bonus every 6 months they remain with SFLC through January 2025

### Mission and Philosophy

The mission of our childcare center is to provide a safe, loving, and encouraging environment that not only meets children's developmental and academic needs, but also their spiritual needs. It is our mission to instill confidence, self-worth, and Christian morals in every child. The center will provide a faith-based curriculum with an emphasis on creative learning and development through various activities. We strive to offer every child a "bright beginning for a successful future." SFLC values a philosophy of child development that motivates a child to experience a variety of developmentally appropriate activities, promotes family involvement and supports the child and caregiver relationship.

The following goals reflect our philosophy:

- To provide a safe, loving, and child-oriented environment
- To help each family maintain their child's good health and promote physical development
- To foster spiritual, social, emotional, and cognitive development through hands on activities and learning experiences that are appropriate to each child's ability
- To assist families in managing the challenges of family needs and the workplace
- To help children learn and grow in their relationship with God

### Lay Leader Appreciation

I do not have lay leaders, but I have an incredible staff. The center has done the following to show appreciation to the staff:

- Acquired a grant to provide one time bonuses to current staff, sign on bonuses to new staff, and retention bonuses every 6 months from now until January 2025
- Provide Teacher Appreciation Week in October for all staff with gifts, meals, and words of encouragement throughout the week
- Provide Christmas bonuses
- Provide training and in-services days throughout the year
- Provide lunch and other gifts throughout the year

READY. SET. GROW.

# The Challenge

Pastor James Heyward

OUR MISSION: We exist to help our world, starting in our homes and neighborhoods to belong in community, believe in Christ, and become change agents in the world.

## BELONG in Community

They committed themselves to the teaching of the apostles, the life together, the common meal, and the prayers. They followed a daily discipline of worship in the Temple followed by meals at home, every meal a celebration, exuberant and joyful, as they praised God. ACTS 2:42, 46 (MSG)

## BELIEVE in Christ

“This is how much God loved the world: He gave his Son, his one and only Son. And this is why: so that no one need be destroyed; by believing in him, anyone can have a whole and lasting life. JOHN 3:16 (MSG)

## BECOME Change Agents in the World

Go out and train everyone you meet, far and near, in this way of life, marking them by baptism in the threefold name: Father, Son, and Holy Spirit. Then instruct them in the practice of all I have commanded you. I’ll be with you as you do this, day after day after day, right up to the end of the age.” MATTHEW 28:19-20 (MSG)

## BELONG

Do you BELONG to LIFE GROUP or SERVE ministry? Do you attend in-person or online services regularly? We want you to belong. We offer LIFE-GROUPS and SERVE opportunities in numerous areas with multiple levels of commitment. If you’re

not in a LIFE GROUP or SERVE ministry you can get started today.

BELONGING is the 1st step to being engaged in the community. On a scale of 1 to 10 (10 being the best) How are you doing in STEP #1 BELONG? Answer: \_\_\_\_\_.

I challenge you to write it down and pray over it, asking God to take you to the next level in the area of BELONGING in community through Life-Group membership and SERVE at SF.

## BELIEVE

Have you made a decision to BELIEVE in Christ for salvation? Have you gone public with the BELIEF through baptism? We want to help you make the decision of BELIEF in Christ. We also want to help you cement your BELIEF by helping you understand what it means to follow Christ.

We have created sessions to help disciple you (help you follow Christ). We also BELIEVE that those who are new to BELIEF are the best at telling others about what it means to BELIEVE.

We want to help you with the KNOW-HOW to encourage and influence others to take the amazing step of BELIEVING in Christ along with baptism.

The best way to be READY, SET, GROW is by BELIEF in Christ. On a scale of 1 to 10 (10 being the best), how are you doing in STEP #2 BELIEVE? Answer: \_\_\_\_\_.

I challenge you to write it down and pray over your answer, asking God to show you how you can go to the next level in Believing in Christ and helping others know him.

(continued...)

## BECOME

So here's the READY, SET, GO! STEP #3 goal: I'm challenging every Belonger and Believer at SF to BECOME a leader. I'm encouraging everyone who Belongs and Believes to take the 3rd Step by:

- 1) BECOMING A MEMBER... by participating in our Membership session and joining the SF team.
- 2) BECOMING A GIVER... by tithing (giving 10% of your income) and giving regularly to offering and mission opportunities.
- 3) BECOMING A LEADER... by joining our Leadership sessions that will show you how to lead SF in achieving our mission of helping our world, starting in our homes and neighborhoods to belong in community, believe in Christ, and become change agents in the world.

There are many things we can do as a church, but there are some things that we'll never get done unless we all step up to the plate in the area of leadership. Will you accept the leadership challenge?

On a scale of 1 to 10 (10 being the best) how are you doing in STEP#3 Become?  
Answer: \_\_\_\_\_.

I challenge you to write it down and pray over it asking God to take you to the next level in the area of Becoming Global Change Agents.

READY SET GROW project Outdoor space for church and community. The deck space that fronts our church on Gordon Rd was planned as a space that would allow us to interface with SPOTSY. The deck and surrounding space were an invite into the cafe for all types of community activities. My dream is that the outside deck area can return to a place of gathering for community activities as Covid 19 moves on and we return to community gatherings. So today I am launching a mini-campaign to raise 20k to refurbish and remodel that outside space for community belonging.

The good news is we have raised about 4k from the Everly Family for who the deck and pond area is named. We need 16k to make that new outside belonging space a reality. The plan is to host at least one community gathering event a month in that space. Activities like the Sunrise service, Christmas at the Fields, Field worship, Next Generation events and so much more. Join us in making this dream of an outdoor space that invites our community into a Belonging, Believing, and Becoming lifestyle a reality.

We are just beginning SF so on your mark, get set GROW!

GROWING & BELONGING with you,

-JAMES



Salem Fields Community Church

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# **Salem Fields**

COMMUNITY CHURCH