

First Presbyterian Church



Organized 1871

Twentieth Annual Report 2018 – 2019

OCTOBER 20, 2019

PREFACE

This report presents to the congregation a summary by the church leadership of main events and committee activities that have taken place at First Presbyterian Church (FPC), Durham, during the 2018-2019 year. This is the twentieth annual report distributed to church members since approval by the Session (February 6, 2000) of a new organizational plan that charged the church's leadership with this task.

The clergy and current active officers hope that you will find this report informative. We also welcome your comments about its content and suggestions for future reports. Together we could improve this document to serve in years to come as a concise and accurate record of our congregational life and the actions of the Diaconate and the Session.

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Mindy Douglas
Pastor/Head of Staff



Dear Friends,

As we look back on the past year, I am so very grateful for all that God has been doing here at First Presbyterian Church. As people of faith in the heart of the city, we worship God, grow in faith and love, care for one another, and serve the community around us. It is not easy being the church in the world these days. Around us we see the effects of greed and power in big business, in big pharma, in our own government, and in too many other places. We witness the poor in our midst who can't seem to get a break as they try to balance crisis after crisis in their lives. We experience directly the effects of global climate change and fear for the future of our planet. We learn the way that racism has become embedded in the systems around us - education, government, health care, judicial, corporate, housing, and religious – to the point that too many don't even notice it and are not willing to believe it could be true. We watch, feeling helpless, as refugees are kept from entering the U.S. and immigrants are rounded up and sent home. We know that Jesus calls us to love our neighbor and every day we seek to understand what that means for us in our daily lives. We pray about it and talk to our friends and family members about it and we long for the world to be the way God intends for it to be.

I know, as you do, that our role in the overall scheme of the world is small, so small, and yet what we do here in the heart of the city of Durham does make a difference. The funding and sweat equity we give to non-profits such as Housing for New Hope and Habitat for Humanity help real individuals and families find sustainable housing. The financial and volunteer support we give to Iglesia Emanuel strengthens a community often felt forgotten and afraid. The significant support we give to the FPC Day School allows for children to attend on scholarships so that their parents can keep their jobs. The time, talent, and resources of this church help feed the hungry, educate the illiterate, house the homeless, comfort the grieving, teach the gospel message of Jesus' love to children, youth, and adults, provide for job training, support missions overseas, and work for systemic change. What we do here matters, by God's grace, and the impact of the above can and will be felt for generations to come. God has called us to this place for a reason and that reason is always centered around love – God's love for us and our love for one another. Everything we do should be about our responding to God's gift of love in our lives and sharing the grace of Christ in the world.

I am humbled and deeply grateful to be a part of this community of faith that has so ably weathered all the changes that Durham has seen in the past one-hundred and forty-eight years. Our presence here at the corner of Roxboro and Main is significant and God's love emanates from this place and into all the areas where you teach, build, learn, serve, work, play, grow, live, and pray.

I hope you will take the time to look through this document. In it you will find glimpses and signs of the significant and diverse ways we respond to God's calling in our lives together as members and friends of First Presbyterian Church. May we continue to

embrace God's call on us to be the light in the center of the city – the light of Christ that brings hope, joy, and love to all along the way.

With love and gratitude for you all and for God's amazing grace and abundant mercy,

Mindy Douglas

Marilyn T. Hedgpeth
Associate Pastor

My theme for this year has been “neighbor-love.” How do we, as a church, make neighbor-love manifest in God's world?



Once again, I had a delightful experience of leading the confirmation process for 16 sixth, seventh and eighth graders from September – March. Our confirmation class this year included two youth from Covenant Presbyterian Church and their mentors, which was a true joy. Since our faith vocabulary is so important to our spiritual formation, each confirmand and mentor picked a faith word, which they printed on a t-shirt, and studied through the year; words like grace, mercy, compassion, peace, love, and joy. And we worked on being good neighbors as we took our faith on the road and visited the Sikh Gurudwara, Judea Reform, Durham Friends, Farm Church, the Greek Orthodox Church, Ar Razzaq Masjid, and others. It was experiential learning for our youth and mentors as we learned to make friends and build bridges, to practice respect and theological humility across lines of differentiation in our community, which is how Christians are called to practice neighbor-love.

Since last year's report, I also arranged two of our Great Big Church Family Festivals; also experiences of neighbor-love. The first, in August of 2018, was at Camp New Hope, where we invited friends from Iglesia Presbiteriana Emanuel to join us at the beautiful outdoor setting with other faith friends from Trinity Avenue Presbyterian, Mt. Bethel Presbyterian, and Duke Memorial United Methodist Churches. It was a fun afternoon of swimming, crafts, service projects, and worship together as good neighbors. Later FPC hosted another GBCFF in June 2019, welcoming Muslim youth from ICNA Relief in Raleigh to join us in service projects to serve our greater community. In our “broken and fearful world” (*A Brief Statement of Faith*), it doesn't hurt to weave a tight web of connections and mutual reliance for stability and peace.

And lastly, I don't want to underestimate the powerful learnings about neighbor-love that take place from Sunday to Sunday in our myriad Sunday School and weekday classes. These are small-group laboratories of Bible study, discussion, and prayer. In these classes, faith gleaned and praxis come together as we are transformed in the way of Jesus, and sent out to love God and love neighbor day by day. I am thankful for the

many teachers at FPC, who make this gathering, learning, and sending possible on a weekly basis. I am so grateful to God for giving me this particular beloved community of disciples to hone my neighbor-love skills along-side yours. Peace!

Respectfully submitted, Marilyn Hedgpeth, Associate Pastor

Sam R. Miglarese
Associate Pastor

PRAYER AND WORSHIP

Participated in prayer and worship on Sundays and other days assigned as liturgist, leader of prayer, and preacher at baptisms, weddings, and funerals.

PASTORAL CARE

Throughout the year, our Church family consistently offered care and availability to parishioners during times of life challenges, deaths, and celebrations.



CHRISTIAN FORMATION/EDUCATION

Faith and Community

Participated with *Marilyn Hedgpeth* in the planning and leadership of the Adult Sunday School program on a variety of topics, *including* planned giving, a Lenten series on Howard Thurman, All Saints, and etc.

New Member Sessions

Participated in fall and spring sessions on the meaning and identity of initiation into our PCUSA community of faith with focus on the sacraments.

Presbyterian Campus Ministry: Rolled off the Board and was pleased to participate in the service of ordination and installation of *Libby Sapp*.

CONTINUING EDUCATION: PROFESSIONAL DEVELOPMENT

- Co-Presenter at UNC-G PACE Campus Compact conference: Fulfilling the Anchor Mission and Building Community Wealth—The Duke-LCCU Partnership, February 18, 2019
- Keynote speaker for Campaign4Change “Stop the Violence Gala,” January 27, 2019.
- Presentation to Residents of The Forest at Duke on the importance of volunteerism, April 18, 2019
- Speaker for Duke at outset of Crop Walk in front of Duke Chapel, April 7, 2019
- Speaker for Durham Affairs at the dedication of Duke student Habitat chapter build, March 30, 2019
- Addressed Durham CAN on living wage and workforce development issues, March 21, 2019
- Taught Adult Education Forum and Preached at Duke Chapel, March 10, 2019
- Participated in Summit on Racism at Union Baptist Church, Durham, March 7, 2019

CHURCH STAFF AND STRUCTURE

When Duke work schedule allows:

- Attends staff meetings, retreats, joint officer and Session meetings, Stewardship and Finance committee meetings, and other meetings as directed.
- Participates in Presbytery meetings for New Hope Presbytery as a voting Teaching Elder delegate.

FINANCE

I shifted my attention away from stewardship annual appeal committee (12 years of service) to Finance Committee and stewardship planned giving with special emphasis on investment endowments.

- Worked closely with **Lisa Gabriel** and **Sheila Breitweiser** on developing ongoing efforts at planned giving as part of good stewardship for the Church's future support. Full report will be given by Stewardship Committee. This year's FPC Legacy Society luncheon was February 6, 2019 at Croasdaile Country Club.
- Worked with **Carol Carson** and Investment Committee on the development of the excellent resource handbook on the Church's investment policies for our endowments as well as the gift policy handbook that is still in process.

MEN OF FAITH

The monthly breakfast fellowship continues with the support of **Andy Henry** on the last Friday of the month. Throughout the course of the year, from 5 to 10 men of the Church gather at a local restaurant (Nosh's Cafe) to share their lives and deepen their friendships.

OUTREACH TO DURHAM

MLK Commemoration Activities

- The Community food packaging event at Duke School, January 21, 2019
- MLK March and concluding unity rally/service at First Presbyterian on January 21, 2019.

Assistant Vice-President and Director, Duke-Durham Neighborhood Partnership in the Office of Durham and Regional Affairs

- Represented Church in many ways, especially through ongoing work with the African-American Churches of Walltown, Crest Street, and Lyon Park neighborhoods around affordable housing, jobs, youth development and health care.
- Directly and indirectly connected civic engagement commitments with the pastoral office at the church through involvement and support of area non-profits and the Durham Rotary Club.
- An observation: I take great pride in witnessing the commitment of time, energy and resources of our membership in so many **non-profits in Durham** around these challenging issues: housing affordability, literacy,

urban ministries, education, early childhood issues, youth disconnection, healthcare access, CAN, People's Alliance, crime and safety to name them. Whether it is direct service, advocacy, or education First Presbyterian members do not talk the talk and simply write a check—they are disciples with their hands on the plow of the Kingdom's values.

THANK YOU

*I am grateful to **Mindy Douglas, Marilyn Hedgpeth, Andy Henry, Jonathan Abels, Sheila Breitweiser, Lisa Gabriel, Carol Carson, Tom Bacon, Chuck Wilson** and the entire staff and committed congregation of First Presbyterian for their prayerful support of my ministry among you these last 13 years as Associate Pastor. I will be celebrating this December my 50th anniversary of ordination.*

Respectfully submitted, Sam Miglarese, Associate Pastor

CHERYL BARTON HENRY Parish Associate

In their prayer for groups, the Corrymeela Community of Ireland prays:

God of groups,
You are within and beyond all our borders:
our names for you; our words about you; our
gatherings; our stories about you.
We seek to praise but sometimes we imprison.
May we always be curious about what is
beyond borders, going there gently, knowing
you have always been there.
We ask this because we know that
you are within
and beyond
all our groups and our stories. Amen.



Here are some places our Young Adults group has praised God, dealt with the ways we imprison ourselves and one another, and been curious about the borders and stories God has brought to our attention this year:

- Young Adults were very active in this year's successful Stewardship program with several writing from their personal experiences of stewardship and even producing a media presentation for the Stewardship season.
- Six of our Young adults serve as Elders, Deacons, and staff for FPC.
- Three of our Young Adults are Candidates for Ministry in the PCUSA.

- Young adults serve on many of the committees of the church. They are also Church School teachers, youth group advisors, chancel choir members, quartet players, bell choir members, and Confirmation Class mentors.
- Young adults strengthen our worship leadership by singing in the choir, ringing bells, playing in the Wind Ensemble, chanting, singing solos, reading scripture, serving as liturgist, folding palm crosses for Palm Sunday, ushering and even preaching during our Advent mid-week services.
- Young adults served in the Community Kitchen, volunteered with the Florence Forth Race, helped with fellowship meals, and wrote Christmas cards to Death Row inmates.
- Nurturing the bonds of fellowship, the Scratch group potlucks monthly with the best of them!
- In January, the Scratch group met in a 3-hour planning retreat where they mapped out their 2019 year together.
- During Lent we had a weekly Sunday afternoon study of the Gospel of Matthew
- 16 persons attended our first Camp-out at Camp New Hope. While there we enjoyed cooking hobo packs, singing around a campfire, playing games, evening and morning prayer, walking a labyrinth, and ice-cream at Maplevew Farms.

In addition to all this, there have been births and deaths, family hardships and personal bests, weddings, baptisms, funerals, moving days, new roommates, good times, hard times, times of trial and temptation, times of compassion and friendship; and through all these, Christian community praying to a faithful God and each other.

Thanking God for it all,
Cheryl Barton Henry, Parish Associate

KATHRYN C. PARKINS

Minister of Music

*“For all the poets who have wrought
Through music, words, and vision
To tell the beauty of God’s thought
By art’s sublime precision,
Who bring our highest dreams to shape
And help the soul in her escape,
To God be thanks and glory.”*

-- Percy Dearmer, 1933



First Presbyterian supports a Children's Choir, a Handbell Choir, and a Chancel Choir which lead the congregation in song and provides anthems and special music at services throughout the year. We also support and encourage our young people who have artistic gifts by asking them to play and sing on occasion.

First Presbyterian continues to make its sanctuary available to various community musical groups as part of our outreach to the city. This year we hosted an "Organ Crawl" for the Durham Arts Council, the proceeds of which went for children's summer scholarships at the Arts Council. The following groups also held concerts here: the North Carolina Baroque Orchestra, Singers of New and Ancient Music (all of the donations supported an Hispanic elementary school program), Vox Vivorum (an all men's chorus), Women's Voices, Mallarme Baroque Concert with flute masterclass, the Triangle Recorder Society, and the American Guild of Organists' sponsor of a concert by young artist, **Matthew Cates**.

We hosted Composer-in Residence, James Biery, from Gross Pointe, Michigan in October, and sung three of his anthems and heard his organ compositions with brass quintet. The Chancel Choir also enjoyed learning three anthems with texts composed by Mel Bringle, our McPherson lecturer.

We used proceeds from the **Horst and Ruth Mary Meyer Endowment for Music** to join forces with St. Phillip's Episcopal Church in presenting a concert with orchestra in honor of the Meyers. I chose music that spoke of their love for nature as well as the beautiful Fauré Requiem. This is a fund from which we can draw to enhance music here at First Presbyterian in many ways and will continue Horst and Ruth Mary's vision of the powerful ways that music can bring people together. We intend to also use this money to bring in guest artists and provide free community concerts. We have a Meyer committee which will formulate guidelines as to how to be good stewards of this wonderful gift.

Lastly, we are going to try something different with the Children's Choir. We are going to form a joint Young People's Choir with Covenant Presbyterian. The choir will sing at both churches and include a more substantial educational component. Dr. Brennetta Simpson, who teaches Music Education at North Carolina Central University, will conduct the choir. We'll begin this in the fall and try it for a year.

I enjoyed using some continuing education time to go to Montreat this year for the Worship and Music Conference. It's always good to hear new ideas and meet new colleagues.

I am honored to work at a place that holds music in such high regard. Thank you.

Respectfully submitted, Kathy Parkins, Minister of Music



John Weicher
Temporary Associate Pastor to Youth and Their Families

It has been a wonderful year of warm welcome for me and my family at First Presbyterian Church. I began serving as your stated supply associate pastor for youth and their families on August 1, 2018, and I have felt nothing but welcome and invitation at First Presbyterian Church. I am thankful for all of the kindness that folks have shown me, from helping my children in worship, to inviting me to all manner of events, to explaining things to me gently when I already think I know it all. Thank you. You are most kind.

Here are some of the highlights for me in this year of ministry with you...

- **Sunday night youth group.** First, the numbers: In the middle school youth group, we've had an average of 5-6 youth, with a high of 14 at one event, and 21 different members and friends attending at least once. I would consider 8 or so of our middlers as "regulars." In the high school youth group, we've had an average of 10-11 youth, with a high of 21 at one event, and 22 different members and 12 different friends attending at least once. I would consider 14 or so of our high schoolers as "regulars."
- But ministry is far more than numbers. Our theme this fall was belonging to the alternative community of the church, using the Pentecost text of Acts 2. Our theme after Youth Sunday was about having a big hope in a fearful world, using the Easter story. We have had great fun, including the indoor inflatable obstacle course, Massanetta-night hair don'ts, the white elephant gift exchange and the year-end competition with the Scratch group. We've had meaningful conversations around fear and hope, around who the church is, and our theme texts for Youth Sunday. Both middlers and high schoolers have participated in our presbytery's retreats and a FPC-only overnight and day of service. And much more. I am particularly thankful for our advisor teams: **Lenore Champion, Graeme Peterson, Courtney Trutna (all HS), Laurie Ray (both), Brent Curtis, and Sarah Beaverson (all MS).**
- **Weekly Hangouts.** This winter and spring, the high schoolers would meet at a rotation of coffee shops before school on Tuesday mornings. This has transformed during the summer to MSers and HSers at Pelican's SnoBalls on Tuesday afternoons. It has been a joy to connect with our youth in a less structured way and to get to know them better. Again, I am thankful for our advisors' leadership in this.
- **Youth Sunday.** Our youth were fabulous in text and hymn selection, liturgy writing, worship leadership (both spoken and musical), and preaching – with special thanks to our preachers, **Danny Creadick and Maryn Leonard.**
- **Service to the Larger Church.** This summer, **Annabelle Brown** was an advocate (high school leader) at Massanetta. **Laura McDow and Lenore Champion** were leaders in

different ways at the Presbyterian Youth Triennium. And I got the chance to lead recreation at Weeks 1 and 2 of the Montreat Youth Conference.

- **Other Joys:** teaching high school Sunday school with *Emily Hansel* on the Apocrypha, from the sublime to the ridiculous, learning to coordinate and create so much social media, writing liturgy and preaching on Sunday mornings, accompanying youth and their families as we continue to grow in faith and live faithfully on this God-given planet.

Respectfully submitted, John Weicher, Associate Pastor

REPORTS FROM THE SESSION

REPORT OF THE CLERK OF SESSION

Active Elders, June 2018 through May 2019

| Class of 2019 | Class of 2020 | Class of 2021 |
|-----------------------|----------------------|----------------------|
| George Bernhardt | Carol Carson | Kim Abels |
| Barbara Buckley | Brent Curtis | Tom Bacon |
| Libby Gully | Andy Henry | Chris Brown |
| Delia Kwon | Tyler Momsen-Hudson | Lenore Champion |
| Dewey Lawson | Alice Raney | Leah Graves |
| Karen Romines | Cris Rivera | Raymond Mbah |
| Gray Wilson | Jane Wettach | Diane Prosser |
| Sigfried Fullenkamp | | |
| Griffin Momsen-Hudson | | |

Session Moderators: Pastor Mindy Douglas
Associate Pastor Marilyn T. Hedgpeth

Clerk of Session: Christyn Klinck

The Session called two congregational meetings: on February 10, 2019, to elect members of the Associate Pastor Nominating Committee; and on March 10, 2019, the Annual Congregational Meeting, to elect officers and Nominating Committee members for the coming year, hear a report of the state of the church, hear a report on the budget, and approve the changes to the pastors' terms of call.

The Session held called meetings as needed throughout the year, primarily for the business of examining and approving new members, including the confirmation class; approving baptisms during that Sunday's worship; and approving a wedding to be conducted during worship.

The Session held 11 stated meetings, during which they received reports from committee chairs, voted on motions brought from committees, and heard reports from teams within the congregation and other organizations. The work of the committees is reported elsewhere in this Annual Report. Other actions of the Session include:

- Oversaw the work of the church under Pastor Mindy Douglas.
- Participated in a 36-hour off-site planning retreat with the Long Range Planning Team and church staff.
- Heard reports from: the Legacy Society, the Long Range Planning Team, the Criminal Justice Resource Center, and the Religious Coalition for a Non-violent Durham.
- Approved requests from the Personnel Committee to search for and hire a Church Staffing Consultant and to form a search committee for the permanent Associate

Pastor for Youth and their Families, and heard reports and approved the submission of church information related to those searches.

- Approved the appointment of **John Weicher** as temporary supply Associate Pastor for Youth and Their Families, through November 2019, covering the time since the previous youth minister's departure and through the search for a permanent youth pastor.
- Discussed safety during worship and other public events on church property, and approved the hiring of additional security for expected large worship services (Christmas, Easter, etc.), as well as recruiting of volunteers to monitor the property during worship and other events.
- Discussed policies for receiving anonymous letters to the Session.
- Discussed methods and instituted efforts to make the work of the Session more transparent to the congregation, including meeting notes in the newsletter, information on the website, and contact information for the Clerk of Session.
- Approved the formation of an ad hoc committee to explore ongoing physical issues with the CE Building.
- Endorsed:
 - A letter to Reynolds American Inc. in support of NC Farmworkers
 - Letters to Iglesia Emanuel and to our Muslim brothers and sisters in faith in support of their congregations following discriminatory and racist acts or threats to their livelihood.
 - Two hunger grant applications to the New Hope Presbytery which would benefit local hunger relief efforts
- Approved a Commendation for **Katharine Smith**, Director of the First Presbyterian Day School, upon her retirement from the position.
- Approved a lease between FPC and First Presbyterian Day School.
- Heard reports from delegates to New Hope Presbytery meetings throughout the year.
- Met jointly with the Diaconate.
- Examined new officers.
- Approved communion dates for the year.

The 2018 Annual Statistical Report (ASR), included with this report and submitted to the Presbyterian Church USA in early 2019, reflected 501 active members. While this appears to be a net loss from the previous year, most of the membership decline is due to the Membership Committee's cleaning of the rolls. Twelve new members joined during 2018, and 12 members either transferred to other congregations or died. In 2018 First Presbyterian Church conducted four child baptisms. The age distribution was balanced with about 40% under the age of 40 and 40% over the age of 55. Slightly more than 10% of the members are from a racial or ethnic minority. Before approving this report, the Session noted that the number of young adults (25 years old and under) listed under Christian Education does not accurately reflect the active young adult ministry of FPC; and that changes to the ASR's reporting methods yielded inaccurate financial data.

On August 27, 2018, the **Board of Trustees** met in order to elect officers for the 2018-2019 year. The new officers are:

President - **Lenore Champion**
Vice President - **Jane Wettach**
Secretary - **Christyn Klinck**
Treasurer - **Torrell Armstrong**.

After electing new officers, it was moved, seconded, and passed to close the meeting.

Respectfully Submitted,
Christyn Klinck, Clerk of Session

CHRISTIAN EDUCATION COMMITTEE

Chair: **Brent Curtis**

Members: **Kim Abels, Dawn Carsey, Lenore Champion, Brent Curtis, John Weicher** (Youth Minister), **Sigfried Fullenkamp** (Youth representative), **Marilyn Hedgpeth** (Associate Pastor), **Marcia Lorimer, Delia Kwon, and Katharine Whitmore**

Meetings: 2nd Monday of each month

We had a great year in Christian Education. Here are highlights of our work this year, in no particular order.

- We planned summer Sunday School for children so they can continue in the habit of coming on a weekly basis and participating. The curriculum this year was based on children's picture books with lessons provided by Union Presbyterian Seminary. We recruit teachers who are responsible for one week, opening up the process to those who want to help with the kids but may not be able to commit for a whole year.
- We have ongoing recruitment and training for Sunday School teachers.
- We have solidified the background check process for all volunteers who work with children and youth. Thanks to the Personnel Committee for their help with this.
- Christmas is a very busy time for us every year. We plan and facilitate the Advent Festival, Children's Pageant, and our participation in the Durham Downtown Holiday Parade.
- We plan and host a monthly event for families with children. This is a Sunday afternoon event where parents of young children can drop them off at church. We have three volunteers who have activities and a light meal with the kids while the parents walk to a downtown restaurant for some time together. We have been doing this for two years and have the goal of this group of parents starting a new social group along the lines of First Friends.

- Mindy has been leading a Sunday School class that deals with parenting issues.
- Perhaps the biggest event of the year was the hiring of **John Weicher** to be the new Minister to Youth and their Families. Most of the search committee was members of the Christian Education Committee and we were extremely pleased to find such a fine candidate, especially considering the short time frame. He brings experience and energy to our youth program.
- The youth group made four major trips to conferences at Montreat, Massanetta, Camp Kanata, and Triennium. The church provides financial assistance for those.
- We continue to plan and host the Great Big Church Family Festival. This is a summer activity, done cooperatively with two other Presbyterian churches. Each church hosts a day filled with activities, fellowship and service work.
- We had an unusually large confirmation class this year, with nearly 20 confirmands. Youth in that group included members from Iglesia Emanuel and Covenant Presbyterian Church.
- In months that have five Sundays, we plan for something a little different. This year we did a multi-generational worship service and a multi-sensory worship service.
- Adult Sunday School classes continue to be a vital presence. We currently have seven different options, covering a variety of ages, formats and interests.

Respectfully submitted, Brent Curtis, Chair

NOMINATING COMMITTEE

Chair: **Tyler Momsen-Hudson**

Members: **Al Arrowood**, Ruling Elder; **Julie Whiddon**, Deacon; **Matthew Dickerson**, **Shirley Frederick**, **Jody Maxwell**, and **Jane Rourk**

The Nominating Committee oversees the nominating process for church officers and at-large members of the Nominating Committee.

The Nominating Committee filled the slates for the offices of Deacon and Elder for the Class of 2022. The Committee also nominated members of the Associate Pastor (for Youth and Their Families) Nominating Committee and the At-Large members of the Nominating Committee. These nominees were elected at a Congregational Meeting on February 10.

Completing the transition from “Youth Elders and Deacons” serving single year terms, youth will begin serving full three-year terms beginning with the Class of 2022.

The Church Session Class of 2022

*Dawn Carsey
Luke Everett
Sharon Hirsch
Michael Honeycutt
Wendy McCorkle
Laura McDow
Griffin Momsen-Hudson
David Sappenfield
Amy Wilson*

The Church Diaconate Class of 2022

*Kristen Brigman
Bert Clere
Minna Fullenkamp
Aiden James
George Kafula
Ellie Meade
Oscar Carrasco-Moya
Charlotte Nelson
Melinda Ruley*

The Associate Pastor Nominating Committee

*Kim Abels
Adrienne Allison
Maddie Brigman
Lenore Champion
Will Compton
Graham Curtis
Emily Hansel
Kerry Holbrook
Kirk Huslage
Maryn Leonard*

At-Large Members of Nominating Committee

*Walt Barron
Carlo Diy
Catherine Dumas
Mal King
Sophie Wilkins*

Nominating Committee Members 2018-2019

Tyler Momsen-Hudson, Chair
Carol Carson, Elder Representative
Catherine Dumas, Deacon Representative
Walt Barron
Shirley Frederick
Jane Rourk
Michael Schultz
Sophie Wilkins

Respectfully submitted, Tyler Momsen-Hudson, Chair

PERSONNEL COMMITTEE

Chair: Gray Wilson

Members: Leah Graves, Christy Gudaitis, Laura Hanson, Jane Wettach, Eric Wiebe

Summary of Activities

During the 2018–2019 year, the Personnel Committee’s principal focus remained on pay equity for the Associate Pastor and Minister of Music positions. The Committee worked with the Stewardship Committee to ensure the need to address that issue again prominently featured in stewardship campaign materials, and worked with the Budget

Committee and the Session to secure substantial raises for those positions for the 2019 budget, building on the raises achieved in the 2018 budget. At this point, the Committee believes we have achieved appropriate pay equity for the Associate Pastor and Minister of Music positions.

The Committee is continuing to research and assess salaries of all staff to ensure we are paying our personnel fairly and equitably, and will continue to work for salary adjustments in future budget years where warranted.

The Committee also continues to plan for anticipated staff turnover from potential retirements in the medium term. As part of that planning process, after a thorough vetting process we have hired the **Center for Progressive Renewal** to consult with us on a limited basis about how to align our staffing strategy going forward with our goals and long-range vision as a church. **Rev. Cameron Trimble** from the Center for Progressive Renewal will be visiting the church for two days in early September 2019. We look forward to working with Rev. Trimble and her team to clarify our vision for the church staff moving forward.

The Committee's other activities included conducting a performance evaluation for the head of staff and reviewing performance evaluations of other staff members, continued periodic review of the church's Personnel Handbook, and addressing further personnel concerns as raised by staff or members of the congregation.

Respectfully submitted, Gray Wilson, Chair

PROPERTY COMMITTEE

Chair: ***Chris Brown***

Business Administrator: ***Tom Bloom***

Members: ***Barbara Buckley, Kate Busa, Paul Cornsweet, Celia Dickerson, Andy Henry, John Mozart, and Chuck Wilson.***

The Property Committee sees to the day-to-day maintenance of the church and grounds and is to anticipate, prepare for, and oversee major repairs and improvements.

The past year has been filled with many challenges and achievements in the care of the grounds and campus at First Presbyterian Church.

In the summer of 2018, we began to address some cooling issues in the first floor of the Christian Education (CE) Building. In August of 2018 an adjustable hydraulic oak organ bench was ordered to provide a more welcoming setup for organists at the church and the bench arrived in November.

In the winter of 2018, a formal lease between the church and the day school was established along with different forms of environmental testing. The water fountain and air testing showed no areas of concern. Areas of asbestos containing material have been

identified in various areas of the CE Building and the air testing confirmed that the air is safe. The presence of this material is important to note for future work and renovation of the CE Building and as the air monitoring has shown, should not present any risk to any individuals in the CE Building unless improper or unauthorized work is done. As the Church completes our asbestos management plan, part of the plan will include regular intervals of air monitoring.

The fall and winter of 2018 unfortunately brought news of more significant issues related to the cooling system for the first floor of the CE Building. The committee chair conducted several contractor walk-throughs to begin gathering quotes and solutions for a permanent solution to address the cooling needs for the first floor of the CE Building. We hired an engineering firm to calculate HVAC load calculations and the impact of replacing the glass in the windows of the CE Building.

In the Spring of 2019, the committee selected a proposal to the existing single large heating/cooling system to four separate smaller heating/cooling systems to cover the established four heating/cooling zones on the first floor. The Property Committee also interviewed and recommended a night-time security company, Signal 88, to Session for approval. Signal 88 began doing nightly patrols of the grounds in Jan 2019. The Gardens and Landscaping Committee stays very active during the year tending to various needs of the church grounds. The roses around the church were unfortunately found to be diseased and had to be removed. Due to the nature of the disease, roses will not be able to be replanted in the future, but the landscaping subcommittee is reviewing options for new plantings to occur in the fall of 2019.

Respectfully submitted, Chris Brown, Chair

SERVICE AND MISSION COMMITTEE

Chair: *Jane Williams*

Members:

Jane Williams, Mindy Douglas, Tyler Momsen-Hudson, Tom Bacon, Laura Armstrong, Karolyn Mangeot, Margaret Rubiera, Marie Sappenfield, Griffin Momsen-Hudson, Eleanor Cole, Beth Eisenson, Jody Maxwell, John Fricks, Sue Fricks, Chris Williams, Sheila Breitweiser, Libby Gulley, Raymond Mbah

This year Service and Mission continued to be a good steward of the generous financial gifts the congregation makes for local and world mission and also focused on raising awareness in the church of social needs in our community. In responding to the request from the listening sessions in 2017 for more education on FPC community involvement, we continued with more frequent Minutes for Mission from partner organizations. Discussions were also begun on using social media to spotlight our partner agencies as well as members that are active with them. The social media project will need more work to become reality. To increase our knowledge of our partner agencies we had the

seven largest recipients attend a monthly meeting to updates us on their programs and needs.

Budget

The budget for 2018 was \$155,000 (both Operating and Endowment). The top five recipients are the Day School (\$46,000), FPC Walk-In Ministry (\$6,000 plus an additional \$18,200 from the Lenten Match) Iglesia Emanuel (\$23,700), Presbytery (\$20,000) and Housing for New Hope (\$9,000 and additional \$3,000 from the Lenten Match). The Lenten Match began in spring of 2018 with an original balance of \$41,305 primarily to supplement crisis needs giving. The balance in the Lenten Match was \$15,774 in May 2019.

The 2018 operating budget was an increase of \$15,000 over the 2017 budget due to an increase in pledges. The 2019 budget is the same as the 2018 budget as the increased pledges were primarily devoted to making the personnel budget more equitable. The goal for 2020 is to continue to grow the Service and Mission budget to its historical percentage of the church operating budget. Our committee will work with Stewardship on the messaging for the 2019 campaign.

Activities

While the committee takes seriously its responsibility to spend the congregation's benevolences wisely, the passion lies in the activities.

Day School had a leadership change this year with **Andrea Crouch** becoming the new director in March 2019, replacing **Katharine Smith**. She has come twice to our monthly meetings and will continue to update us, serving as our new liaison. (**Sheila Breitweiser** served for several years as the liaison from the Day School Board to our committee until her board term ended in December 2018. Her dedication was very much appreciated.) The Day School has been challenged by under enrollment in the 3 year-old classroom. Both the Board and Andrea are working on this problem. We are pleased to report that First Presbyterian Day School has once again achieved its status as a 5-Star child development center, the highest NC day care rating.

Racial Equity Committee continues to provide educational options and guide the church in looking at where we fall short and where we'd like to be as a racially inclusive congregation. The "Becoming and an Anti-racist Church" Sunday school class was well attended and started some valuable discussions. Two movies "13th" and "Slavery by Another Name" were shown at the church and in members' homes with time for discussion. FPC will be reading *Just Mercy* this summer in conjunction with Mindy's study of racial reconciliation on her sabbatical. Numerous additional educational programs are being planned.

Mission trip and Day of Service: The October 2018 Day of Service had 46 participants at five sites as well as \$4,600 donated for clean-up buckets that were distributed in New Bern after Hurricane Florence. The Day of Service in April 2019 had 52 participants at five sites. In June of 2018, an intergenerational group helped repair a house in Kinston damaged during Hurricane Matthew.

Crop Walk (April 2019) was organized very ably by **Jody Maxwell** and 22 FPC walkers had good fellowship and raised over \$2,750. Durham raised over \$94,000 with funds going to Church World Service's international programs and Durham hunger organizations.

Walk-In Ministry continues to be a very important ministry of the church. Skilled volunteers assist neighbors in need with in-person problem solving, prayer, rent/utility assistance, bus passes, medication assistance and blessing bags. Due to the Lenten Match they have increased the amount of financial assistance they offered over the past year. As a measure of how their work is respected in the community, Westminster Presbyterian Church contributed \$6,000 to the Walk-In Ministry for outreach in 2019.

Prison Ministry has been active this year. A small group continues to visit Orange County Correctional and support a recently released inmate. The Faith Support Team (organized through Religious Coalition for a Non-violent Durham- RCND) has had a good relationship with Omar who has stable employment, housing and hopes to soon start driving school for commercial vehicles. He has been making good decisions and working steadily towards his goals. A project between the City of Durham and RCND to give persons released from prison and returning to Durham a Welcome Home package started recently. The boxes are being stored at FPC until they are needed across the street at the Criminal Justice Resource Center and our congregation is one of several contributing supplies.

Apartment proposal: When the second-floor apartment became available in 2018 the Property Committee accepted proposals for its use. Service and Mission submitted a proposal that it be used by a justice-involved individual. Many details need to be worked out to make this proposal a reality including Property's concerns over landlord responsibilities. The Session approved a task force in February 2019 to look into the issues and logistics. The task force will continue to work through the issues to determine if this is a ministry the church can undertake.

World Mission efforts have focused on expanding the Mexican Justo Café sales. The Session retreat in February 2019 expressed desire to focus on the Durham community and the needs of the congregation, so for the short-term, we will focus on coffee sales and education about this border ministry and not more ambitious programming. Additionally, **Margaret and Miguel Rubiera** took a Habitat trip to Honduras in winter of 2019.

Iglesia Emanuel has faced growing fear and uncertainty this year with increased deportations and ICE activity. They have also strengthened their programming with **Miguel Rubiera** coordinating a new after school tutoring program. This compliments strong offerings for children in music and soccer. They had a very successful fund raiser in April 2019, raising over \$26,000.

Immigration: Several members are supporting local sanctuary churches that are hosting immigrants fighting deportation. Our **Christmas Concerns** offering went to support these immigrants.

CAN (Congregations, Associations and Neighborhoods) continued to address community needs, particularly affordable housing. Several FPC members are leaders in these efforts.

Respectfully submitted, Jane Williams, Chair

STEWARDSHIP COMMITTEE

Committee Co-Chairs: *George Bernhardt* (Co-Chair), *Cris Rivera* (Co-Chair),

Members: *Mindy Douglas* (staff), *Brian Castle*, *Miriam Morey*, *Celia Dickerson*, *Lesley Curtis*, *Pat Dillon*, *Carlo Diy*, *Laura Casteel*, *Sam Miglarese* (staff), *Tom Bloom* (staff), and *Cherrie Henry* (staff during Mindy's sabbatical).

Committee work focused on: (a) continuing the new approach to the stewardship campaign piloted in the prior year, (b) replicating the timeline ending the timeline before the end of year to enable the budget committee to establish a budget before the end of year, and c) following up on goals started in Year 1 of the Love in the Heart of Durham campaign.

Key activities:

I. Continuation of new campaign approach – year 2

- Kick-off luncheon after Sunday service that was free for members.
- Utilize various sources of media for campaign including web-based content, videos, etc.
- Upgrade options for giving to accommodate multigenerational demographics.
- Conduct home visit blitz during campaign to reach out to every person/family not receiving campaign materials during stewardship luncheon.
- Perform training sessions for home visits.
- Include as many members from session and diaconate to participate in home visits.
- Participate in finance and budget committee meetings to align campaign messaging with church finances.
- Develop strong campaign messages around church core values and mission.
- Send stewardship message of thanksgiving and encouragement with each quarterly giving report.

II. Montreat Stewardship Renewal Conference

- *Cris Rivera*, *George Bernhardt*, and *Mindy Douglas* attended the first ever conference on stewardship sponsored by Montreat Conference Center. Joining a cohort of 14 congregations from all over the Southeast, we learned and fellowshiped on the topic of stewardship and ways to revitalize stagnating campaigns.

- We were encouraged by the feedback that our 2017 campaign was well executed (narrative budget, clear goals, multi-stakeholder involvement, excitement) and from that feedback decided not to change anything process-wise for Year 2.
- Other learnings included the need to encourage Relationship Building and a year-round focus on developing stewardship leaders.

III. Gifts assessment survey

- Another take-away from Montreat was the idea for a gifts assessment survey to replace the old time and talent cards. The idea was that these would 1) include more broad ideas about what individual gifts and passions were as oppose to a litany of things to check off, 2) be shepherded by Stewardship in order to make sure the information was going to be funneled to the appropriate committees efficiently. While we are still sold on the idea, because so few of these surveys were turned in (approximately 50), we will work on a new methods of executing in 2019.

IV. Campaign theme/goals/ materials selected

- Based on feedback from Montreat, we continued our theme “Love in the heart of Durham, Seeking the Welfare of the City.” The same four themes were used: “Community,” “inclusion,” “social mission,” “worship and Christian education.”
- Campaign goals were again specifically tied to 3 budgetary goals that would allow our church to continue serving our community and maintaining our service missions. A target of 8% over the PY giving level would allow us to achieve our stated goals. Since we achieved one of our goals in Year 1 (develop a budget without dipping into reserves), our three goals for the campaign were (1) achieve pay equity for staff, (2) continue restoring budget cuts to service and mission committee, and (3) enhance ministries to children and their families.
- The brochure and other campaign materials were carried over to this year, edited by Cris, Brian and Mindy. Our brochure was shorter but still included a narrative budget with charts indicating how our church spends its annual operating budget. Personnel costs were allocated into programs in order to show the true value of our staff time. Next year we plan to do the same for Property, showing functional allocation of the church’s physical space.

2018-9 Campaign Calendar:

| | |
|-----------------|---|
| May 16 | Approve Gifts Assessment; Identify 12 individuals/families for stewardship stories; Plan monthly themes for Minutes for Stewardship (2 nd & 4 th Sundays); Approve timeline |
| June 13-July 11 | Outreach Committee recruited for follow-up calls to first-time givers |
| August 15 | Budget Numbers received; Written statements from congregants in hand |
| August 31 | Brochure finalized and to printer; Home visit volunteers recruited |

September 15 Brochure and packet info to Tom Bloom; announce Stewardship Kick-off Luncheon with RSVP

September 16/23 Visitor Training conducted by George Bernhardt

September 30 Kick-off luncheon at church was very successful with about 140 individuals in attendance. Menu included poached salmon and roasted pork loin.

October: **Laura Casteel** again created videos for posting on the FPC website and social media. Amazing video testimonials from **Jane Williams, Kathy Colville,** and **Matt Cline and Chris Williams** were complimented by a video created by **Maryn Leonard** highlighting the Youth Group. Brian and Cris created a social media plan for posting memes and videos and assigned that to the new interim youth pastor, **John Weicher.**

In-service Minutes for Stewardship:

October 7 – **Tyler and Deborah Momsen-Hudson** on Social Mission
 October 14 – **Lea Bingham** on Worship, Music and Christian Education
 October 21 – **Lenore Champion** and **Susan Buck** on Inclusion
 October 28 – **Gray and Amy Wilson** on Building Community; Dedication Sunday

Written testimonial from **Laura and Torrell Armstrong** for social mission, **Jane and Henderson Rourk** for vibrant worship and Christian education, **Tom and Catherine Admay** for inclusion and welcome, and **Dawn Carsey** for building community were included in the brochure.

October 1-8: Home visits for stewardship – Thanks to our volunteers for home delivery of packets: **Cris Rivera, George Bernhardt, Jon Abels, Kim Abels, Tom Bacon, Carol Carson, Lenore Champion, Lesley Curtis, Brent Curtis, Celia Dickerson, Miriam Morey, Carlo Diy, Leah Graves, Andy Henry, Alice Raney, and Jane Wettach.** One take-away from this campaign is that we only recruit people who would have the time commitment to deliver the packets in the first week. We can mail and redistribute as necessary. Our plan for the 2019 campaign is to have every member of the Stewardship Committee recruit five visitors, which will give us ample coverage. Also, only members that are currently pledging, or new members, will receive home visitation packets. All others will be mailed.

Results of 2018 campaign

| | | |
|------------------|-----|---|
| Increased pledge | 109 | 92.84% of \$947,643 goal reached |
| Decreased pledge | 6 | average pledge= \$4,942.86 (increase of almost \$600) |
| Not renewed | 19 | |

No committee proposed budget was cut; neither was there an increase. Two of the three goals met with results of the annual campaign (personnel pay equity and youth and their families). Service and Mission only received increase from the global budget, but with other goals met, the plan is to focus on restoring the S&M in the next campaign.

We reached 92.84% of our goal which is almost a 5% increase over last years' campaign. While this was lower than our goal, we have realized that there were several factors that were not taken into account when contemplating our goal. There were more new members in 2017 than in 2017. 2018 also saw a large number of returning pledges (folks that hadn't pledged in several years). We are still thrilled that the congregation increased their pledges overall for the second year in a row. Knowing there are only two ways to increase pledges (increase in pledge units and increase in pledge amounts), a more conservative budget goal will be set for next year.

Campaign not fully completed before end of year. In 2017, there was a much more concerted effort to follow-up with lagging responses in the months following Dedication Sunday. Plans are in place to follow-up in November and December of 2019 so the budget committee will have firm numbers by the beginning of the year.

To follow-up with our plans for Year-Round Stewardship, the committee has continued to meet in the late winter and spring, while the Legacy Society is in full swing. Quarterly statements will contain reminders of year-round stewardship, as well as thank-yous and impact stories. Seasonal focuses will be:

- Winter – Stewardship of the Future (Legacy Society, wills, estate planning, including Sunday School class and annual thank-you luncheon)
- Spring – Stewardship of creation (activities, sermons)
- Summer – Stewardship of Time and talent (focus on education, financial literacy, "What is Stewardship" Sunday school)
- Fall – Stewardship of Treasure (annual stewardship commitment/pledging)

With gratitude and thanks giving for the support and dedication of **Tom Bloom** and **Valerie McMillian** for being so responsive to our many requests and for keeping us on task!

Respectfully submitted, **Cris Rivera and George Bernhardt**, Co-Chairs

WORSHIP AND THE ARTS COMMITTEE

Chair: **Alice Raney**

Members: **Marilyn Hedgpeth, Kathy Parkins, Jean Wilson, Peter Fish, Phyllis Supple, Dewey Lawson, David Smith, Diane Prosser, Delia Kwon, Hendrika Vande Kemp, Mary Berry, Amy Wilson**

Worship: The committee prepares the sanctuary for worship each Sunday and for special occasions at other times during the year such as mid-week services during Advent as well as for two well attended separate Candle Light and Easter services. The Paschal Candle is maintained by our committee. It is always lit for funerals, baptisms and all the Sundays during our celebration of Eastertide.

Communion: On a rotating basis, members of the committee prepare the elements for all communion services, at which regular and gluten free breads are always available.

Flowers: Flower donation schedule is maintained by **Jean Wilson** and **Ruth Roberson**. We may use the **Tyren Fund** on occasion if a donor is unavailable. **Alice Raney** is in charge of providing the Advent Wreath, Poinsettias, Palm fronds and Easter Lilies.

Music: Our Minister of Music, **Kathy Parkins**, directs all musical events. Our first Composer in Residence was **James Biery**. The **SONAM** concert was in January, 2019, The **Horst and Mary Ruth Meyer Endowment** provided funding for an exceptional concert with our FPC choir and the St. Phillips Episcopal Church choir. Kathy's report contained herein provides additional musical events information.

Art: Quilt Exhibit – Members of FPC exhibited beautiful handmade quilts in Watts Hill Hall hung by members of the WATA Committee. Iris Folding creations beautifully crafted by **Hendrika Vande Kemp** also adorned the walls of Watts Hill Hall.

McPherson Lectureship: **Mary Louise Bringle**, Professor of Philosophy and Religious Studies at Brevard College was our guest lecturer this year.

Meyer Endowment: A subcommittee has been formed with **Kathy Parkins** as liaison.

Informational Brochures: Guided by the Committee, Mary Berry revised and improved existing versions on the **Witness to the Resurrection** adopted in 2004 and on the **Sacrament of Baptism** adopted in 1994. Revision of the latter had been led by **M. Henderson Rourk** following liturgical changes inspired by the 1993 publication of the Book of Common Worship. **Mary Berry's** skillful revisions, clearly addressed to the interested parties, presented the procedures to be followed, the symbolic roles of various elements of the services including that of the Paschal Candle dedicated in 2017. She also created for the first time a comprehensive set of guidelines for the use of the church's Memorial Garden originally dedicated in 1984. The brochures' information will be found on the church website and available upon request.

FPC History: The Committee approved the distribution of Peter Fish's history of our church to all new members and to several Presbyterian institutions.

Budget: The yearly budget, The Meyer Endowment, Tyren Fund provided sufficient funding for the expenses the committee incurred.

Property: The Property Committee and our committee approved installation of safety railings on the Chancel steps.

Respectfully Submitted, Alice Girvin Raney, Chair

REPORTS FROM THE DIACONATE

REPORT FROM THE MODERATOR

Class of 2019

Amy Dillon
Catherine Dumas
Minna Fullenkamp
Deborah Hamlin-Aggrey
Sam Henry
Mary-Jo Keenan
Elizabeth Klinck
Kathy Krahenbuhl
David Lorimer

Class of 2020

Stephen Berry
Will Chambliss
Tony Chavez
Christy Gudaitis
Wayne House
Laurie Williamson
Emily Wilkins

Class of 2021

Katy Barron
Brian Castle
Matt Cline
Kathy Conner
Minna Fullenkamp
Aiden James
Grace Mbugua
John Mozart
Bob Pleasants

The Diaconate meetings were led by co-moderators: **Mary-Jo Keenan** and **Will Chambliss**

The meetings of the Diaconate were used to share the needs of church members and to pray for them. The Fellowship, Membership, Ushering and Pastoral Care committee chairs reported on their activities and we discussed how we could all help resolve issues and provide assistance. The individual committee reports have more information on their contributions.

The Deacons continued to join the Elders for dinner after our meetings and handled the cleanup duty. The former membership office next to the volunteers' office in the church hall became the Deacons' office. The office and closets were cleaned and organized so the ushers can count the offering there; Fellowship, Membership, Pastoral Care and Walk-In-Ministry can store supplies in the closets and use the desk, computer and bulletin board as well.

Before moving to Charlotte, **Brian Castle** served as a scribe to highlight Diaconate activities for the church newsletter. We hope to resume this in the future.

Respectfully submitted, Mary-Jo Keenan and Will Chambliss, co-moderators

FELLOWSHIP COMMITTEE

Co-Chairs: **Julie Whiddon, Laurie Williamson**

Committee Members: **Elizabeth Klinck, Jennie Alwood, Amy Dillon, Laurie Williamson and chefs, Cris Rivera and Beth Stringfield**

Fellowship Luncheons and Christmas Potluck

The Fellowship Committee and friends have had a full year with some well-attended fellowship luncheons and special holiday events. Average attendance is still around 80 for luncheons and our Christmas potluck dinner was the largest ever according to staff with closer 100 present for food

and singing. **Cris Rivera** and **Beth Stringfield** continue to plan and prepare delicious and healthy monthly 3rd Sunday post-service meals with the support of Robert and several volunteers. Cris and Beth dedicate several hours to cooking on the Saturdays before the luncheons with the frequent help of the **Bernhardts** and a few others. They make special efforts to accommodate special dietary needs and to create menus that align with Sunday themes. Volunteers numbers for Sunday set up, serving and clearing range from 4-10 depending on complexity of meal and availability. **Kim Abels** coordinated church cohorts with assigned Sundays to help with meals. This proved to be a good system with most groups. When cohorts were not available Laurie and Cris recruited helpers through sign up genius and email.

| Event | Attendance | Notes |
|--|--|--|
| July 2018 luncheon | 40?, Myrtlefest | Super hot outside but still nice. Cris/Laurie recruited volunteers |
| Aug 19, 2018 luncheon | 80?, Kick Off event | Cris/Laurie recruited volunteers |
| Sept 2018 | Cancelled due to hurricane | |
| Oct 1, 2018 Stewardship luncheon | 121 attended | Stewardship lead and supported meal |
| Nov 18, 2019 luncheon | 80+ Sikh community visiting | Women's Spiritual formation volunteered |
| Dec 16, 2019 potluck dinner | 100, Church office sent evite invitation for dinner | Fellowship committee provided ham, paper products, decoration and volunteers for set up and clean up. Robert made beverages. |
| Jan 2019 | Winter Break | |
| Feb 17, 2019 luncheon | 80 | Special Valentines decorations on tables, Scratch class volunteered |
| March 17, 2019 luncheon | 80, New member Sunday. | St Patrick's themed meal and Lenten placements. First Friends class volunteered. |
| No April 2019 luncheon but Easter Sunday goodies | | Greater onsite coordination needed for Easter Sunday brunch items between services. Jane Brown has offered to do this next year. |
| May 12, 2019 Mother's Day luncheon | 80, Church office sent evite invitation for luncheon | Diverse menu, special cakes made by Cora Williamson and Mother's Day music Volunteers recruited through sign up genius. |
| June 16, 2019 Father's Day luncheon | Church office will send evite invitations | Youth group will assist with Father's Day lunch. |
| June 30 Myrtlefest | | Volunteers for Myrtlefest? |

Successes and Areas for improvement:

- + Church cohort/class assignment works well for some. Scratch, Primetimers, First Friends and the youth participated this past year. We will continue this system in 2019-2020.
- + We are doing a better job of identifying volunteers to collect and count \$ and we finally got the Square function set up to take credit cards.
- + Beth and Cris created a peanut butter and jelly station to accommodate children per request.
- + We have now organized Winesdays for the Wednesdays prior to luncheons to help recruit luncheon helpers and just to get to know each other in a more informal way.
- Beth and Cris could still use more helpers for Saturdays. Can we set up a cooking class including children/families and find those church folks who love to cook? Add instruction and intention?
- Can we have more programming for the luncheons? Live musicians?

Expanding Fellowship

At the newly formed Winesdays, Fellowship organizers discussed the desire to broaden the scope of the Fellowship work. Laurie conducted a mini-focus group with the Deacons to identify what Fellowship means to members, gatherings that are working well and new ideas. Please see below a summary of ideas to consider and implement together in the next year or so. We would also create a one-pager of all fellowship, Christian education and stewardship activities so that folks know what is happening and for greater coordination of events. We talked about the possibility of a church life fair to take place during an interactive service where folks can learn more about fellowship/community building activities and volunteer to take the lead on things of interest. We would like to match church members' stewardship survey/pledges with these types of activities.

| What Fellowship Means to me | Current Fellowship Activities | New Activity Idea Brainstorm |
|--|--|---|
| <ul style="list-style-type: none"> ● Socializing/Creating Community (2) ● Friendship, Support and Having fun together ● Sharing a meal together ● Laughter and singing together ● Getting to know church members more personally ● Focused time together - enough time/space to visit which usually means a small group ● Sharing ● Time together without an agenda other than enjoyment and shared enthusiasm ● Getting together outside of the sanctuary ● Social time spent eating, walking or talking ● Being with people | <ul style="list-style-type: none"> ● 3rd Sunday Luncheon (3) "I love the lunches after church - a convenient, delicious chance to talk to other church members" ● 1st Tuesday Women's Dinner (3) "I am in a women's group that fellowships in an on-going, intimate way - sharing a meal with time to talk in depth" ● SCRATCH (2) ● First Friends (2) ● Primetimers ● Cross-Group Activities ● Beach Trip ● Worship Service ● Things That Matter Book Club ● 1st Mondays Presbyterian Women | <ul style="list-style-type: none"> ● Mixed Gatherings for all ages (4) <ul style="list-style-type: none"> ● Pairing intergenerational groups in which people going through problems are with people who have been through it (ex: dying/death of parents) ● Intergenerational small social groups - eating together, ball games (2) ● Walking/Hiking group with breakfast or brunch after. Duke Gardens. Maybe one Saturday morning per month/ or quarter (4) ● Community service projects such as trash pickup or canoe river clean up |

| | | |
|---|--|---|
| <ul style="list-style-type: none"> ● Welcoming less connected members ● Authentic Connection ○ Learning about the life history of members (kids, jobs, place of birth etc.) ○ Making community and helping those who may feel on the periphery have ways to connect and have shared interests. ○ Convening in ways that allow for deep connection and knowing. Places where all feel welcome to come and be as they are and to be vulnerable together. | <ul style="list-style-type: none"> ● Women do Movies (summer activity?) ● 3rd Wednesday - Winesdays at the Coop! | <p>(Frog Hollow), Habitat or Urban Ministries, Durham CAN (3)</p> <ul style="list-style-type: none"> ● More activities outside of the church such as potlucks with other groups (2) ● Food Club, Meet ups at cool food restaurants, Durham Farmer's Market, Food Truck Rodeos (3) ● Singing (2) (Such as Fullsteam Hymn sings) ● Book club on Sandwich Generation topics and book clubs that meet in homes or outside of church (2) ● Game or Trivia Night ● Bowling League ● Golf League ● Ax Bar team ● Impromptu Activities ● Camping/Cookout ● Pool Party ● Anything that is not just sitting and chit-chatting |
|---|--|---|

MEMBERSHIP COMMITTEE

Chair: Debbie Hamlin-Aggrey

Co-Chair: Tony Chavez

Members: Brianna Honea Bennett, Will Chambliss, Tony Chavez, Matt Cline, Shirley Frederick, Jeanne Hervey, Mal King, David Lorimer, Alice Raney, and Brian Castle.

Meeting times: Periodically held as needed following worship services on Sundays to attend to planning and volunteer assignments.

On-going activities and accomplishments:

From June 1, 2018 through May 31, 2019, First Presbyterian Church has welcomed 20 members into the life of the congregation:

Dustin and Elizabeth Bass

Kate Becker

Tim Bonner and Kate McCann

Conrad and Linda Carter

Diane Goff
Brandon Hewitt
Kirk Huslage and Erin McClain
George Kafula
Laura McNab
Robert (Rob) Parker and Sarah (Beth) Taylor
Cheri D. Reece
Keith and Franzi Rokoske
Nora Tisdale (clergy affiliate)
Courtney Trutna

FPC staff:

- Prepared brief biographical paragraphs about out new members for the church newsletter as a way to introduce them to the congregation.
- Prepared new member bulletin boards with photographs and brief biographical paragraphs about new members. As other new members are posted, the former photographs on display are placed in a binder which is located on a table in the foyer for all members to read.
- Maintained the church's membership database (names, addresses, phone numbers, emails and fellowship groups) and added new member contact information, profiles, and photographs. Tracked changes in membership (births, marriages, deaths, baptisms and transfers of membership).
- Connected new members to fellowship groups, young adults group, youth groups, Christian education classes, and volunteer activities, i.e. ushering, service projects, etc. of the congregation.

The Membership Committee members:

- Coordinated weekly Sunday morning responsibilities for distributing and collecting Ritual of Friendship pads, greeting and noting new visitors and conducting follow-up contact with the visitors.
- Invited members to serve as foyer greeters prior to worship service and also host the coffee/juice table on Sunday mornings.
- Placed periodic newspaper ads in the Indy Finder and on social media inviting the community to worship at FPC; also advertised in Duke University publications.
- Worked with church staff to design and mail 1000 Easter services and 1000 Advent postcards to new residents in the downtown community zip code 27701.
- Maintained the printed name tag system for FPC members and regular attendees/friends.
- Designated Sunday, May 17, 2019 as "Invite a Friend to Worship" Day.
- Staffed and supported Membership Inquiry classes for prospective members.

Prospects for the future:

- Continue to encourage both new and longtime members to serve as before church greeters and at the after-church coffee table.
- Continue to model for the entire congregation ways to reach out to visitors from diverse backgrounds and welcome them into this faith community.
- Refine and improve the name tag printing and storage system.
- Design/create a new congregation photo directory.

Church Calendar:

Newcomers/Inquirers' Classes and receiving of new members into the congregation scheduled periodically as needed. A continuing goal is to have classes scheduled on a regular basis and regular scheduled Sundays for receiving new members.

Respectfully submitted, Debbie Hamlin-Aggrey, Chair

PASTORAL CARE COMMITTEE

Chair: *Mary-Jo Keenan*

Members: *Catherine Dumas, Bob Pleasants, Grace Mbugua, Elinor Hess, David Lorimer, Minna Fullenkamp, Wayne House*

All the work we did couldn't have been accomplished without everyone's help. Thank you.

The committee worked with all of the Deacons and church members to purchase and deliver plants to homebound members in the fall, at Christmas and at Easter.

Elinor Hess organized the successful summer flower delivery of miniature rose plants and also mini-mums in the fall. We also organized signups for delivery of poinsettias after Christmas and lilies after Easter Sunday. Elinor Hess visits many of our homebound with *Maxie Honeycutt*.

Once a month, we recruited members of the congregation to visit our homebound with flowers from the Sunday worship service.

Grace Mbugua, with help from *Emily Wilkins*, organized the collection of snacks and then packed and mailed care packages to our college students before December exams. For the first time, we added a second mailing in the spring. The care packages included snack donations from church members and cookies made by the Youth Group.

Bob Pleasants organized meal trains for members with a new child: **Amy and Gray Wilson, Brianna and Ricky Bennett, Carlo and Emily Diy**, and those recovering from illness or surgery: **Matt Cline and Joseph Ngumi**.

Catherine Dumas sent cards every month to church members celebrating birthdays, those recovering from illness or surgery or people who had experienced a loss or other life event. **Amy Dillon** and **Michael Honeycutt** have been helping Catherine write these pastoral care notes.

Catherine Dumas organized the memorial receptions for the families of **Florence Shackelford, David Powell, Peaches McPherson, Peg Bracken, Lee Courtland** and **Bob Velkey** in addition to the October welcome reception for the new temporary (youth) Associate Pastor, **John Weicher**.

The committee members called to check on church members on behalf of FPC during the hurricanes in the fall.

Respectfully submitted, Mary-Jo Keenan, Chair

PRESBYTERIAN WOMEN



Officers for 2018-2019:

Circle Chair: **Linn Lopez**

Circle Treasurer: **Shirley Fredrick**

Card Ministry: **Mary Ann Ruegg**

Presbyterian Women is an organization within First Presbyterian Church, New Hope Presbytery, Synod of the Mid Atlantic, and General Assembly Council. We contribute to the life and mission of the congregation, the community, and the world mission of the First Presbyterian Church, using our talents, skills, knowledge, and monetary gifts to spread the love of Jesus Christ to those we can, help build an inclusive, caring community of women that strengthen the Presbyterian Church (USA), and witnesses to the promises of God's kingdom.

The Circle meets on the first Monday of the month (unless rescheduled for holidays) at the church. It is a source of fellowship and support for members, especially as we study together from the Horizon Bible Study curriculum. This past year we studied "God's Promise" led by **Rev. Susan Dunlap**. Our meetings start with light refreshments and social time, followed by a brief business report and the Bible study. Our average attendance is 18.

We collect two offerings: **Least Coin** for causes selected by The International Committee for the Fellowship of Least Coin, to support programs that work for justice, peace and reconciliation throughout the world. The **Blessing Box** is used for individual Circle projects such as contributions to *Share the Warmth fund, Church World Service (blankets), FPC Christmas Concerns*, and gifts to homebound members.

In addition, members pledge to the local Presbyterian Women's budget. This allows us to support *Meals on Wheels, Families Moving Forward, Children's Hope Alliance, and Urban Ministries of Durham*. We also make baby quilts which are given at baptisms and sent to Honduras with a Habitat mission group led by **Margaret and Miguel Rubiera**. This year, we purchased Bibles for Susan Dunlap to use at Urban Ministries and New Testaments for the church's Walk-in Ministry. We also collected warm clothing for Urban Ministries. At each monthly Circle meeting, 15-20 cards are brought by **Mary Ann Ruegg**, outreach chairperson, for members to sign. The cards are then mailed out or delivered by Circle members to shut-ins.

We thank those who lead and support Presbyterian Women. Your devotion and faithfulness keep us strong. Women of all ages are invited to join us as we continue to serve Jesus Christ, and we pray for God's guidance in meeting the needs of our church, community, and the world.

Respectfully submitted, Linn Lopez, Co-moderator

FINANCE AND INVESTMENT COMMITTEE AND TREASURER

1. Introduction

The Finance and Investment (F&I) Committee is charged with overseeing the financial accounts of the Church, overseeing its investments, developing an annual budget for approval by the Session, and ensuring an annual audit of Church funds by outside accountants. Key points about these responsibilities over the last year, as described by subcommittee chairpersons and the Treasurer, are in the sections 3-5 of this report. In addition, the F&I Committee works in conjunction with Stewardship Committee and, of course, it reports to the Session on all of these financial matters.

The Treasurer, who is elected by the Board of Trustees, oversees the financial transactions of the Church. Among other things, he reviews the disbursements and the accounting for the transactions, and he works with the Business Administrator to produce the financial reports. He is also a member of the Finance and Investment Committee.

2. Finance and Investment Committee

The members and staff during this reporting period were **Torrell Armstrong, Al Arrowood** (chair for 2018), **George Bernhardt, Tom Bloom, Doug Butler, Carol Carson** (chair for 2019), **Mindy Douglas, Tom Keller, Karen Romines, Sam Miglarese**, and **Ed Pritchett**.

The Committee met almost monthly in carrying out its duties. Each month it received the financial statements. As in past years, the budget was well controlled, thanks in large part to the careful attention to their budgets by the various committees. Each quarter it heard from the Investment Subcommittee about the investment portfolio. The Committee is aware that investment performance needs to be assessed over a period of time (e.g., a full cycle), but watched closely the performance of the Investment Manager engaged two years ago. It received updates from the Budget Subcommittee as it worked its way to a proposal. Note was taken at the time the budget proposal was discussed that it does not cover capital costs associated with the Christian Education building, such as the HVAC system and roof replacement, that are expected in the near future. From time to time requests for nonbudgeted spending were considered, including some from committees for spending not covered by their budget and some not falling within a committee's purview.

Work was begun on a policy about carry over to a future year of the annual endowment distributions. The current practice has been that funds from an allowable distribution that are not spent within the year of the allocation are left with the endowment. Questions were arising about that policy, and consideration is being given to how, in a transparent way, to recognize that some flexibility is needed while maintaining the agreements under which the endowments were established.

3. Investment Subcommittee

Investment Subcommittee members and staff included **Torrell Armstrong, Doug Butler, Carol Carson, Sam Miglarese, Ed Pritchett,** and **Al Arrowood** (Chair). **Bob Breitweiser** rotated off the committee during the year.

The Subcommittee met once per calendar quarter to review the performance of the portfolio with our Investment Manager, U.S. Trust. The Investment Manager reviewed the overall market performance and compared our portfolio performance to the custom FPC benchmark. For the last reported year our portfolio increased by 5.49%; this is 1.07% under the FPC custom benchmark. During the year the Subcommittee considered and then implemented procedures for an early estimate (in June) and calculation (in September) of the distributions from the endowments, the former intended to give committees that receive the distributions a figure to help them budget. As the reporting year drew to a close the Subcommittee began work on the review of the Consolidated Statement of Investment Policy.

Submitted by **Al Arrowood**

4. Budget Subcommittee

The Budget Subcommittee was composed of leaders from the three committees that comprise the bulk of Church budget (Property, Personnel, and Service and Mission), Stewardship Committee leaders, and members from the Finance Committee.

The Subcommittee began work on the 2019 budget in the summer of 2018 and, after a number of meetings, proposed a budget to session with three priorities. The Stewardship Committee conducted a great campaign, and thanks to the generous response of the congregation, we were able to fully fund two of the three goals in the 2019 budget. The first goal, which is not a new goal, was to continue addressing disparities in our compensation practices. About 3 years ago, we realized some staff who have been at FPC for several years were being paid on a scale significantly lower than newer hires. Specifically, the positions that were out of alignment were the Associate Pastor and the Minister of Music. In the 2018 budget, we had been able to get both of those positions about halfway to target compensation levels, as identified by the Personnel Committee. In the 2019 budget, this work was completed, and the two positions were brought up to target levels. In addition, the rest of the staff received a modest cost-of-living adjustment.

The second goal was a new one for 2019. We wanted to enhance our youth and children's program by hiring a full-time, ordained Associate Pastor for Youth and Their Families. This goal was fully funded in the 2019 budget. **John Weicher** has been filling this position on a temporary contract since August 2018, and a search committee is looking for a permanent hire.

The third goal also is not new: to restore our Service and Mission budget to its historic levels. Although we had made some great progress on that goal last year, we were not able to further address it this year. We wrestled with the balance of these three goals, and this decision was

made after a lot of very thoughtful discussion. We are hopeful that addressing our personnel budget issues this year will allow us to focus on Service and Mission in the coming years.

Submitted by **Karen Romines**

5. Annual Audit

Each year the Church engages an independent auditor to examine the financial statements to obtain reasonable assurance about whether the statements are free of material misstatement. The firm **Bernard Robinson & Company, L.L.P.**, conducted the audit for the year ending December 31, 2017, and reported to the F&I Committee in June 2018. In general, there were no surprises. Again the opinion was qualified because FPC does not report expenses by their functional classification, as is required under professional accounting standards for not-for-profit organizations. The auditor also identified an opportunity to strengthen internal controls, which, subsequently, was acted upon.

The same firm conducted the audit for the year ending December 31, 2018. The report from that audit was not yet available at the end of May, as this report was being completed. The report will in its presentation of status and activity reflect the new accounting standards for organizations such as the Church. After the auditor's report to the F&I Committee, expected in July, the Committee plans to prepare a report for the Session on the financial status and activities for the year ending December 31, 2018, with the expectation that a summary will be made available to the congregation.

Torrell Armstrong

6. Ad hoc Gift Policy Committee

Early in the reporting year, **Cris Rivera**, as chair of the ad hoc Committee, sent to Committee members the various sections of the draft policy of 2015 (never approved by the Session) formatted into a proposed "ideal" structure for such a policy. The next step was to have members take a section, review it, and add content as needed. A couple of sections were completed; several are in limbo. As the reporting year closed, discussion was underway about how to re-energize the effort.

7. Closing

It is with gratitude for the resources available to carry out the FPC's mission and continuing commitment to be good stewards of those resources that we submit this report.

Respectfully submitted, Al Arrowood, 2018 Chair, Finance and Investment Committee
Carol Carson, 2019 Chair, Finance and Investment Committee
Torrell Armstrong, Treasurer

Statistical Report to Presbytery of New Hope

2018 Church Statistical Report



| | | | |
|-------------------|---|------------|---------------------|
| Church | First | PIN | 21311 |
| Presbytery | New Hope | | |
| Address | 305 E Main St, Durham, NC 27701 | | |
| Phone | 919-682-5511 | Fax | 919-682-0493 |
| Email | v.mcmillan@firstpres-durham.org | | |
| Web Site | www.firstpres-durham.org | | |

| | | | |
|------------------------------------|------------|------------------------------|------------|
| Membership | | | |
| Prior Active Members | 530 | Adjusted membership | 530 |
| Gains | | Losses | |
| Certificate | 6 | Certificate | 2 |
| Youth Professions | 0 | Deaths | 12 |
| Professions & Reaffirmations | 6 | Deleted for any Other Reason | 27 |
| Total Gains | 12 | Total Losses | 41 |
| Total Ending Active Members | 501 | | |

| | | | |
|---------------------|----------|-----------------------------------|------------|
| Baptisms | | Average Weekly Worship Attendance | 188 |
| Presented by Others | 4 | Female Members | 313 |
| At Confirmation | 0 | Friends of the Congregation | 42 |
| All Other | 0 | Ruling Elders on Session | 23 |
| | | Do you have Deacons? | Yes |

| | | | |
|---|------------|---------------------------------|----------|
| Age Distribution of Active Members | | People with Disabilities | |
| 25 & Under | 114 | Hearing impairment | 2 |
| 26 - 40 | 97 | Sight impairment | 0 |
| 41 - 55 | 84 | Mobility impairment | 3 |
| 56 - 70 | 108 | Other impairment | 2 |
| Over 70 | 98 | | |
| Total Age Distribution | 501 | | |

| | | | |
|----------------------------|-----------|----------------------------------|------------|
| Christian Education | | | |
| Birth - 3 | 17 | Grade 7 | 3 |
| Age 4 | 4 | Grade 8 | 9 |
| Kindergarten | 10 | Grade 9 | 7 |
| Grade 1 | 5 | Grade 10 | 8 |
| Grade 2 | 16 | Grade 11 | 6 |
| Grade 3 | 2 | Grade 12 | 8 |
| Grade 4 | 5 | Young Adults | 0 |
| Grade 5 | 6 | Over 25 | 47 |
| Grade 6 | 6 | Teachers/Officers | 16 |
| | | Total Christian Education | 175 |

| | | | |
|------------------------------------|-----------|--|------------|
| Racial Ethnic | | | |
| Asian/Pacific Islander/South Asian | 10 | Native American/Alaska Native/Indigenous | 1 |
| Black/African American/African | 46 | White | 440 |
| Middle Eastern/North African | 0 | Multiracial | 0 |
| Hispanic/Latino-a | 4 | | |
| | | Total Racial Ethnic | 501 |

| | | | |
|-----------------------|------------------|---------------------|----------------|
| Financial Data | | | |
| Annual Income | 1,125,014 | Mission Expenses | 188,587 |
| Annual Expenses | 2,018,076 | Personnel Expenses | 600,499 |
| | | Facilities Expenses | 241,630 |

2018 WORSHIP ATTENDANCE MONTHLY AVERAGES

| Month | Weeks this Month | Monthly Total | Monthly Average |
|-----------|------------------|---------------|-----------------|
| January | 4 | 922 | 231 |
| February | 4 | 763 | 191 |
| March | 4 | 775 | 194 |
| April | 5 | 1131 | 227 |
| May | 4 | 723 | 181 |
| June | 4 | 615 | 154 |
| July | 5 | 606 | 152 |
| August | 4 | 609 | 153 |
| September | 5 | 541 | 181 |
| October | 4 | 809 | 203 |
| November | 4 | 848 | 212 |
| December | 5 | 837 | 210 |

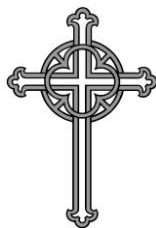
Average Weekly Attendance: 188

OUTSIDE ORGANIZATIONS USING CHURCH BUILDINGS & GROUNDS

June 1, 2018 - May 31, 2019

1. *AA Support Group
2. Al-Anon District Workshop
3. *Al-Anon Support Group
4. *Durham County Board of Elections (Polling site, poll worker parking, and precinct meetings)
5. *Coalition for Affordable Housing and Transit
6. Coalition for a Non-Violent Durham (Faith Team Training and Re-Entry program reception)
7. CROP Hunger Walk recruiters' training
8. Durham Arts Council Organ Crawl (fundraiser)
9. Durham Branch NAACP
10. *Durham Bullhorns (rehearsal)
11. Durham CAN (Congregations, Associations and Neighborhoods)
12. Durham Church World Service Prayer Vigil for refugees
13. Durham City/County Government Employees (MLK Celebration)
14. Durham County (MLK Civic Celebration Choir)
15. *Durham County Department of Social Services (departmental meetings / training)
16. *Durham Habitat for Humanity (parking)
17. DAR - General Davie Chapter (brunch meeting)
18. *First Presbyterian Day School (Board, Committees and Training)
19. Great Big Church Family Festival (planning meetings)
20. Hendrika Vande Kemp Art Exhibit
21. Housing for New Hope Christmas Program for Clients
22. *Lupus Foundation of America, NC Chapter (support group and meetings)
23. Martin Luther King Jr. Commemorative Service (Unity Rally)
24. Martin Luther King Jr. Good Neighbor Brunch
25. MOOGFEST 2019 (promotional video)
26. New Hope Presbytery Committees/Planning Meetings
27. NC Baroque Orchestra Workshop & Concert
28. NC Council of Churches - Luncheon
29. North Carolina Council of Churches Workshop
30. Organ Practice: Gordon Campbell
31. Organ Practice & Recital: Matthew Cates
32. *Overeaters Anonymous (OA)
33. People's Alliance Economic Inequality Team
34. Power of Rhema Church Pastor's Anniversary Banquet
35. Racial Equity Institute Training
36. Recital: Ben Maxwell cello recital
37. St. Philips Episcopal Church (parking for events)
38. Singers of New and Ancient Music (SONAM) concerts
39. *Spiritual Direction with Beth Brockman
40. Triangle Recorder Society (Spring Workshop)
41. *Triangle Sacred Harp Shape Note Choir (rehearsals)
42. UNC School of Social Work Lunch Gathering
43. *Vox Virorum (auditions, rehearsals, and concerts)
44. Weddings (non-members)
45. Women's Voices Chorus concert

* Denotes organizations that meet at least quarterly.



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<https://firstpres-durham.org>

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