

First Presbyterian Church



Organized 1871

Twenty-first Annual Report 2019 – 2020

PREPARED AUGUST, 2020

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 2019-2020 year. This is the twenty-first 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 I write this report, I am in my home office where I do the majority of my work these days. From here I make pastoral phone calls, attend Zoom meetings, answer emails, write sermons and newsletter articles, read my books, work on documents, and pretty much do anything else that comes across my desk requiring my attention. In our adjoining living room, I have set up the “sanctuary.” Colors of the liturgical season drape the mantle, with candles, a cross, and flowers. Directly across from the mantle is my tech tower which holds my iPad (for video) and my laptop (for text). Attached to the iPad is a fancy microphone that picks up even the birds singing through the closed windows and doors. It is strange and it is our new reality for the last four months. We are in the days of the COVID-19 pandemic.

To be honest, I can hardly think back to August of 2019. It seems like so very long ago. I returned from my sabbatical at the end of August. My sabbatical included trips to Israel, South Africa, and Montgomery, Alabama and studied the ways that countries and peoples dealt with (or didn’t, as the case may be) racial injustice and oppression and how systemic racism became baked into national and local systems, leaving generations of racial oppression. I shared a presentation with the congregation in September 2019 following a meal prepared by *Cris Rivera* and *Beth Stringfield*. The presentation included stories and video slide shows of the places we visited and invited conversation about my experiences.

Following my return from sabbatical, I shared with the Session the announcement of *Sam Miglarese’s* (part-time associate pastor) retirement at the end of the year. Not long after that I learned that *Marilyn Hedgpeth* (full time associate pastor) would also retire at the same time and that *Cherrie Henry* (part-time parish associate) would take a full-time call at a nearby church in October. Thankfully, as if to offer a little balance to the loss of these valued colleagues and friends, the congregation voted to call *John Weicher* as the installed Associate Pastor for Youth and Their Families. It was a sign of stability in the middle of much change and I found myself deeply grateful to have him as a colleague moving forward. I also remained (and still remain!) deeply grateful for the stability and faithfulness (and collective memory!) of our other staff members during this time of transition – *Valerie McMillian, Tom Bloom, Robert Daye, and Kathy Parkins*.

We had wonderful celebrations for all three of our departing pastors. We were comforted in our grief because we knew that these were good and important transitions for all of them. We were able to rejoice in the time we had shared together and give thanks to God for the gifts they so generously shared.

During this time of transition, we also received a report from the Long-Range Planning Team. The report was shared at a gathering following worship in October and then a few smaller presentations took place during the Sunday School hour in November. The Session then appointed a Vision Team to begin to consider how many of the recommendations from the plan could and would be implemented.

Before December, three search committees began their work – the Associate Pastor Nominating Committee (elected by the congregation) and search committees for a part-time director of children’s ministries and a part-time administrative assistant. At the end of January, *Sybil King* began as our part-time administrative assistant, working as a support for *Valerie McMillian* and *Tom Bloom*, and in the area of membership. Parish Associate *Susan Dunlap’s* job description changed to include pastoral care and additional worship leadership.

By the end of February/beginning of March, the COVID-19 virus began to make its presence known in the U.S. By the second week of March, it became clear that the virus was spreading quickly, and it had become dangerous to gather. On March 12, I sent an email vote to the Session asking for their approval to cancel in-person worship and move worship to an online platform. I asked the staff to work from home if possible. From that point on, everything changed.

For the last four months, we have been doing church very differently than any of us ever could have imagined. Worship leaders *John Weicher*, *Kathy Parkins*, *Susan Dunlap* and I believed that being live with congregation members and friends at the regular time we would gather on Sunday morning was very important. Going live involves greater risk than pre-recording, but we believed that being together virtually in real-time was worth the risk. We have had a couple of mishaps but have recovered and made something else work. The live-stream worship is also recorded so that it can be viewed later, if needed. All of this could not have taken place without the able leadership of *Jody Maxwell* and *John Fricks*. *John Weicher* was very helpful throughout as well, offering support in multiple ways and supporting our social media platform as well. *Jay Klinck* has recently been trained and is taking a tech-support role as well.

In addition to worship, we have been able to stay connected using a pastoral care phone tree to make sure those who lived alone had regular contacts with church members. Committees, the Session, the Diaconate, youth groups, fellowship groups, the choir, book study groups, and Sunday School classes have all met via Zoom. The work of the church continues in many ways, though we miss worshiping and singing together each week. We long to enjoy a meal and fellowship together and to meet in-person for study groups and support groups. We long to celebrate weddings together as we once did and to gather en masse to celebrate God's resurrection promises in a memorial service or funeral. All this we have given up with the hopes that this strange and confusing virus will not make more people sick – that it will not cause more health issues and even death.

During this time, people in the congregation and on our staff have been affected by the pandemic shutdown in many ways. Some have lost family members and have dealt with personal injury or illness. Some have lost their jobs. Some have been sick with COVID-19, while others have worried about family and friends far away who have the virus. Adult children have continued to care for their parents, with new and frustrating restrictions. Those in retirement communities have been forced to isolate. Young parents have had to find ways to care for their infant, toddler, and young children while working or going to school from home. The struggles have been real and have affected people differently and powerfully.

But there have been joys, too. Graduations have happened virtually or as drive-by celebrations. Families are spending more quality time together. Our members have continued to have babies. ☺ We even had an outdoor baptism and have two more planned for August. We also hired a summer intern to work with our children, *Natalie Wolf*, a student at Columbia Theological Seminary in Atlanta and a member at Westminster Presbyterian Church in Durham. We welcomed two guest preachers, *Libby Boehne*, Presbyterian campus minister at Duke University, and *Rebecca Reyes*, parish associate at the Church of Reconciliation in Chapel Hill and the first Latina woman ordained in the southern PCUS in 1979. At the end of July, we hired *Lenore Champion* to be our Director of Children's Ministries.

In addition to all this, many in our nation and community have awakened to the racial injustices around us and the historical oppression of people of color and the ways that privilege for those with light skin has been baked into the systems of our nation for generations. The unjust, violent, and horrible deaths of *Ahmaud Arbery*, *Breonna Taylor*, and *George Floyd* brought to the surface the injustices that people of color face every day and have as a part of the history of the United

States. The Black Lives Matter movement has gained more support than ever before. Protests have continued for many weeks as people decry the systems that have been put in place to oppress people of color. The people demand justice. They demand change.

As a church, we have been working to combat systemic racism through our work in affordable housing, criminal justice reform, and Medicaid expansion. Over the past few years, our Racial Equity Team has planned and implemented study groups, documentary viewings, discussion groups, a trip to the International Civil Rights Museum in Greensboro with Covenant Presbyterian Church, and a trip to Montgomery, AL to visit the Equal Justice Initiative. Last summer our congregational book read was *Just Mercy*, by Bryan Stephenson. This summer's book study via Zoom, on *From Here to Equality* by Kirsten Mullen and Sandy Darity, has included friends from the Judea Reform congregation and numbered around 60 in attendance each week. During the week, we have a discussion group studying the book *White Fragility*, by Robin Diangelo. We have also encouraged church members to attend the Racial Equity Institute training, and many have done that. We will continue to encourage this training and will help provide funding for those who need it.

We have a long way to go to understand the ways that our nation was built on a hierarchical system that privileged and continues to privilege white people. We have a long way to go to break down the racial biases that lie deep in our subconscious. We have a long way to go to make reparations for generations of violence, oppression, and injustice done to our siblings in Christ, to God's own children. As a church, we have much to confess about the ways we have kept silent over the years. We have much work yet to do.

In all this – through the worries and fears of the pandemic, through the awakening to our whiteness and the privileges afforded by history to white people, through our joys and sorrows of life - we have remained a community of faith, the Body of Christ. We have reached out to our neighbors in need, sending money and volunteers to prepare meals for the food ministries at Iglesia Emanuel and Urban Ministries, and to work at the Food Bank. We have served over 100 households in need through our Walk-in-Ministry. Members who did not need their Stimulus check shared it with FPC to support these ministries. Our space became a gathering place for clothing for migrant workers and hygiene supplies for local food pantries. The Day School re-opened to a smaller group of children with strict precautions in place. Through all this, we have cared for one another. We have cared for the needs of the community around us. We are not perfect, but

we have tried to understand and enact what it means to be the church during a time of crisis, a time of change, and a time of challenge. We have looked to God our Parent in all of this and found our strength and hope. We have looked to Jesus our Redeemer and found endless grace and mercy. We have looked to the Holy Spirit our Sustainer and found comfort and guidance.

Dear friends, I have written much more this year than I would normally write in an annual report. I do this not so much for those of us who are currently living through this pandemic, but for those who will live decades from now. I write for FPC historians who will look back and wonder how the COVID-19 pandemic of 2020 affected this congregation. I am glad to say to future generations that we are weathering the storm and that our faith in our Triune God and God's grace in our lives is as strong as ever. Thanks be to God for being our rock in this very difficult storm. May God be with us in the days and months ahead as we make our way forward. To God be the glory.

With love,
Mindy Douglas

John Weicher
Associate Pastor

In reality, this could be two reports – one from before the pandemic struck in March and one from after. So much has happened within the last 12 months, and I want to share a lot of it with you. One reason for that is to see all the names and groups of people who have faithfully, creatively, and lovingly done the ministry of Jesus Christ in and around First Presbyterian Church, Durham, in normal and not-so-normal times. Another reason is to chronicle this moment of church staff, cultural and public health transition.



July to March, Pre-Pandemic

- In August, I was called by the Associate Pastor Nominating Committee to be your installed Associate Pastor for Youth and Their Families, removing the “Temporary” designation and making me a permanent pastor at FPC. It was a wonderful blessing to me to receive this call, and one I did not (and do not)

take for granted. I am particularly thankful to the APNC and especially *Kim Abels*, the chair, for their faithful and honest ministry. In November, it was an absolute joy to be installed, both the service and the celebration. It was particularly lovely to have our two elders who are youth, *Griffin Momsen-Hudson* and *Laura McDow*, represent the congregation in the service and the installation commission.

- When *Marilyn Hedgpeth* retired in December, I took over staffing our adult education ministry (permanently) and children's ministry (temporarily). I am thankful for so many of her gifts, and in particular how many sessions of Faith & Community she planned ahead. *Sharon Hirsch* and *Susan Dunlap* formed the team that coordinated that class. On the children's side, the teaching teams and Christian Education Committee continued apace until the pandemic hit.
- In youth ministry, we have grown and evolved, while continuing some of FPC's older traditions and things that happened in my first year...
 - Summer trips are a highlight of the year, in every sense. We had eight middlers participate in the Massanetta Middle School Conference, along with adults *Amy Wilson* and myself. Meanwhile, 11 high schoolers joined *Lenore Champion*, *Brent Curtis* and me for the Montreat Youth Conference.
 - Many of those Massanetta folks were rising 6th graders, who have become the core of that ministry. Our middle school group is growing. Our theme this year was *I am doing a new thing*, based on Isaiah 43:18-19. *Laurie Ray*, Amy and I were the advisors for this group. Program highlights include the presbytery middle school retreat in October, Massanetta night in January and the giant inflatable water slide kick-off in September.
 - In high school, we've had something of a transitional year, as we graduated some leaders in the Class of 2019 and welcomed new freshmen. *Courtney Trutna*, Lenore, Brent and I were the advisors. Our theme was *Belong, Relax, Evolve*, which came out of planning with the senior class. Youth Sunday was led beautifully in January by the whole group, especially preachers *Maddie Brigman* & Griffin. Other highlights include two de-stress nights (fall & winter) and the same giant waterslide.
 - We have had an increasing number of youth in the leadership of the congregation, including this year...
 - Elders – *Laura* & *Griffin*.
 - Deacons – *Minna Fullenkamp* and *Aiden James*.

- Committee Members – *Eleanor Cole* (Service & Mission), *Charlie Kelley* (Worship), *Sophie Wilkins* (Nominating), *Annabelle Brown* (Nominating), *Webb Cummings* (Christian Education) & *Thilo Fullenkamp* (Christian Education).
- Larger Church Leaders – *Diana Carrasco* (Presbytery Youth Council) & Annabelle (Massanetta Advocate).
- Associate Pastor Nominating Committee – *Maryn Leonard* and Maddie.
- And we continue to have youth who acolyte, sing, or play an instrument (including in the bell choir).
- We also initiated a Youth Ministry Committee, which works on the big picture ministry issues of young people. This group has accomplished a great deal, and I am thankful to have them. They are...
 - *Graham Curtis* and *Charlotte Maxwell* (seniors.), Aiden (junior), *Lily Brigman* (sophomore.), Webb (freshman).
 - *Amy Cummings* and *Laura Kelley* (parents), Lenore (advisor & parent) & me.
- I continue to create and manage social media for the congregation – on Facebook and Instagram – as well as for our youth ministry. The busy seasons for that include Advent and the stewardship campaign.

March-July, amidst the Pandemic

- The biggest change to my ministry has been my increased role as technological support – helping adult education classes go online, tutoring the Evening Prayer leaders in Facebook Live, encouraging the children’s Sunday school teaching teams to provide online content, learning how to lead worship online, and coordinating one of the church’s Zoom accounts.
- While this started in the early winter, I have served on the Director of Children’s Ministries Search Team to discern the Spirit’s call for this new position at FPC. I am delighted that, after several months, we have called our own *Lenore Champion* minister with our children and the adults who love them. As I type this, she is just beginning her time on staff.
- Meanwhile, I have supervised our summer pastoral intern, seminarian and Durham native *Natalie Wolf*. Natalie has worked on children’s ministry, college ministry, congregational fellowship, worship and more. She has great gifts for ministry, and I am thankful that she was able to share them with our congregation during this strange time of need. Supervising and working with Natalie has been among the highlights of my summer.

- Youth ministry...
 - During the pandemic, youth groups have become hour-long, weekly Zoom calls, still for both middle schoolers and high schoolers. Both groups have met during the week, and have continued to meet through the summer up to the end of July. Racial equity has been an ongoing topic for both groups.
 - The weekly coffee hangouts at Durham's best caffeine establishments have morphed into a weekly, Instagram Live video, *Coffee O'clock*, where I chatted with youth and pandemic and racial protest and explored on my own what Jesus has to say about queer identity, among other topics.
 - The newest and most regular ministry has been a Sunday night Netflix Party, wherein youth log on to watch and discuss the TV show *The Good Place* together in real time. We have gone through 3 seasons, and we can't wait for the final season to drop this fall.
 - Middle school youth advisor Laurie stepped away after two faithful years of service, and we have welcomed *Roxana Boyd* to the team. Graham, Charlotte and Lenore have rotated off the Youth Ministry Committee, and we have welcomed *Lawrence Mbugua* (freshman) and *Ruby Gentithes* (8th grader).
 - As with so many things, we were unable to participate in Montreat, Massanetta, and our high school mission trip with Appalachia Service Project.

God with us in the hard,
John Weicher

Susan Dunlap

Parish Associate

I am grateful to have been able to participate in the ministry of First Presbyterian for the past year. A year ago, my pastoral caregiving included helping form care teams and occasional pastoral visitation. With the departure of two members of the clergy team, along with the onset of the COVID-19 era, my responsibilities have increased. In coordination with Mindy, I stay in touch with members who live alone, offering a connection to their church home during this time of isolation, as well as respond to particular needs as they arise. This has been mostly by phone, but occasionally there have been outdoor visits with

appropriate distancing and masks. I have focused more on the ongoing pastoral care needs rather than the acute issues. Pastoral caregiving has been a team effort. All of the clergy, *Kathy Parkins*, and a group of members under the leadership of *Bob Pleasants* have worked together to stay in touch with people in the church to maintain the social connections with the church family even when we cannot be together face to face. I have also attended weekly staff meetings and worship planning, and Mindy and I have met regularly to coordinate pastoral care. I have also shared in worship leadership and participated in the leadership of two funerals.

Again, it has been such a gift to me to serve the church during these times. I am looking forward to seeing how our church evolves and continues to respond to congregational concerns and the needs of the world.

Respectfully submitted,
Susan Dunlap

KATHRYN C. PARKINS
Minister of Music

In August of 2019, with help from the **Horst and Ruth Mary Meyer Endowment fund** for Music, we began a joint children's choir with the children and youth of Covenant Presbyterian Church. *Dr. Brennetta Simpson*, a music education professor at North Carolina Central University and experienced children's choir director, worked with me to organize the curriculum for this choir. The children sang once a month at Covenant, and once a month at First Presbyterian. It was a great success, bringing parents together as well as children. Rehearsals had to be cancelled in March due to COVID.



In June, the joint choirs of First Presbyterian and St. Phillips gave the first Meyer concert and it was free to the community. This is something that we'd like to keep doing. We had a full house and performed works of Rutter and Faure. In keeping with the wishes of the Meyers when setting up their endowment, we focused on music of nature and joy. Our sanctuary continues to be used by many in the community for their concerts and we enjoy making our space available to the

wider community. The **Mallerme Chamber Players**, **Vox Men's Chorus**, **Women's Voices Chorus**, **SONAM** (Singers of New and Ancient Music), as well as the choir from **Muskingum College** and recitals of Spirituals by *Ginger Jones* were presented. We also hosted a joint concert of the **Vocal Arts Ensemble** and the **chamber choir of North Carolina Central University**.

Right before we were forced to close due to COVID, we were thrilled to be able to present the **Oakland University Aeolians** who were winners of the World Cup for choral singing. They were fabulous and we hope to be able to bring them back. The audience reaction was overwhelmingly positive.

"How do you sing the Lord's song in a strange land?"

-- Psalm 137, v.4

When COVID became a fact of life, we were forced to become an online church. We did not miss a Sunday. The uncertainty and anxiety we all felt were palpable. I asked Lesley Curtis to sing "He's Got the Whole World in His Hands" on the first Sunday when only Mindy, John, Susan Dunlap, and John's 8 year old daughter, Lucy, and I were in the room. It seemed a fitting song to sing, but, upon reflection, there should have been no singing. Further research has shown that singers are "super spreaders" and can spray the virus up to 35 feet away. Luckily, Lesley was not ill, so nobody got sick.

Mindy appointed a COVID team of experts to help us make decisions about what was safe or not. I am grateful every day that she had the foresight to do this. I have watched my colleagues be forced to play in dangerous circumstances or make decisions that could put lives at jeopardy because other churches didn't put such decisions in the hands of scientists and doctors.

Because no more than one person should be in the sanctuary at a time, I learned how to prerecord organ, harpsichord, and piano music myself with the Garageband Program and, later, Quicktime. I then learned how to add the I-phone into the mix and an additional microphone for better sound, using three devices each time I recorded. Learning to do this, as well as send the huge files that video demands, has been a frustrating experience, but I have had help from Jody Maxwell and John Fricks. As we have learned more about the virus, the COVID team felt it would be safe for me to have an assistant to help with the recording, so Gordon Campbell and I are helping each other.

I made my first virtual recording of a piece for saxophone and piano. I played the sanctuary piano in Durham, and sent the accompaniment to my cousin who is a

sax player at the Cincinnati Conservatory of Music and he listened to it and recorded his part. We sent both files to *David Smith* and he stitched it together. Technology has made things like this possible and, unless COVID had happened, we wouldn't have ever thought to do this.

We tried to make handbells work, but we have been unable to get a safe space to practice with six people which would provide enough social distancing. So, I ordered, with the Meyer endowment money, two handbell trees which have bells suspended and one player can use a mallet and play a melody while being accompanied by the piano. We are going to use this technique for Christmas services.

I mailed everyone in the choir a hymnal and made a packet of music for people to have at home. We started a "Zoom" choir. We check in with each other, sing warm ups to keep our vocal cords in shape, sing hymns and learn parts to anthems. All must be muted, so it seems like an exercise in futility. Internet speeds vary by millisecond, so, if not muted, the choir sounds like a cacophony of nonsense. *Gordon Campbell* has been a huge help in this project.

We made our first "virtual recording" for a service on All Saints' Day. We sang "Shall We Gather at the River." I got the idea to invite former choir members who had loved the choir to be part of the group and we had people singing from Tennessee, South Dakota, Chicago, and Ireland!! We were so encouraged by the final product that we have scheduled two more hymns to record. We each record our own parts while listening to a "guide track" that I have recorded and then send the files to a video editor. We intend to do this throughout COVID.

We are making this up as we go along. There are days when we are all lonely, depressed, confused, and anxious. But, the Jews wandered in the wilderness for 40 years and God never forgot them, nor will God forget us. We thank God for all of the blessings that are ours and that we are able to still see each other's faces on our computers, even if we can't be together in person. Not singing is counter intuitive to the soul. We continue to pray that a vaccine will be found.

Kathy Parkins,
Minister of Music

REPORTS FROM THE SESSION

REPORT OF THE CLERK OF SESSION

Active Elders, June 2019 through May 2020

| Class of 2020 | Class of 2021 | Class of 2022 |
|----------------------|-----------------------|----------------------|
| Carol Carson | Kim Abels | Dawn Carsey |
| Brent Curtis | Tom Bacon | Sharon Hirsch |
| Andy Henry | Chris Brown | Michael |
| Tyler Momsen-Hudson | Lenore Champion | Honeycutt |
| Alice Raney | Leah Graves | Wendy McCorkle |
| Cris Rivera | Raymond Mbah | Laura McDow |
| Jane Wettach | Griffin Momsen-Hudson | David |
| | Diane Prosser | Sappenfield |
| | | Amy Wilson |

Session Moderators: Pastor Mindy Douglas

Associate Pastor Marilyn T. Hedgpeth through Dec 31, 2019

Clerk of Session: Christyn Klinck

The Session called three congregational meetings: on December 8, 2019, to elect members of the Associate Pastor Nominating Committee; on February 23, 2020, the Annual Congregational Meeting, to hear a report of the state of the church, hear a report on the budget, and approve the changes to the senior pastor's terms of call; and a virtual meeting on April 26, 2020, to elect officers and Nominating Committee members. The Session held called meetings as needed throughout the year, primarily for the business of examining and approving new members and baptisms, but also to consider actions needed in response to the COVID-19 pandemic. Several e-votes were held on non-controversial motions.

The Session held 10 stated meetings, during which it 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:

- Approved the Long-Range Planning Team's report.
- Heard reports from: the Legacy Society, the Long Range Planning Team, and the Apartment Use Task Force.

- Approved the application for a Passion-Driven Ministry Grant with Covenant Presbyterian Church to focus on the effects of spiritual displacement and gentrification in Durham, and for a Hunger Grant for FPC's Walk-in Ministry.
- Approved naming the playground in honor of *Dorothy Burns Graham* and the establishment of the Verhey Reading Corner in honor of *Allen Verhey*.
- Responded to many changes in personnel: accepted the retirements of Associate Pastors *Marilyn Hedgpeth* and *Sam Miglarese*, and the dissolution of the relationship with Parish Associate *Cheryl Barton Henry*, who moved to a full-time position at another church; approved the appointment of *John Weicher* as Associate Pastor for Youth and their Families; established a new Associate Pastor Nominating Committee, following Marilyn Hedgpeth's retirement; and approved the hiring of *Natalie Wood* as summer intern.
- Approved two overtures for the New Hope Presbytery's February Gathering: from Fossil Free PC(USA) to divest from the fossil fuel industry; and from Church of Reconciliation to raise the minimum wage in North Carolina to \$15/hour by 2024.
- Supported a statement from Binkley Baptist Church opposing the humanitarian crisis at the U.S. border.
- In January and February, spent time in education, conversation, and prayer to consider the Service and Mission Committee's proposal for the use of the apartment, ultimately approving the proposal.
- Other annual items included: approved a lease between FPC and FPDS; 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 (up until the closure of in-person worship services due to the COVID-19 pandemic); and oversaw the work of the church under Pastor Mindy Douglas.

Beginning in March the work of the Session abruptly shifted to responding to the COVID-19 pandemic and the effects on First Presbyterian Church. Session meetings continued by Zoom. As much as possible, meetings in March, April, May, and June continued the work of the Session as in usual times, but with special attention to the finances, congregational care, and Christian education. The congregational meeting on April 26, 2020 to elect officers was conducted virtually, using Google Drive's Polling application, email, and telephone calls to register votes. Additional actions were in response to the pandemic, increased racist incidents in the US, and the ongoing environmental crisis, including:

- Approved the postponement of in-person worship services and other large meetings. By the end of June these gatherings were postponed until after Labor Day, at which point the situation will be re-evaluated.

- Approved the creation of a COVID-19 Task Force to advise the pastors.
- Reviewed a draft of a statement on racism, to be approved at a later date.
- Approved the creation of a new subcommittee, the Creation Care Committee.
- Reviewed and approved plans by the First Presbyterian Day School to re-open in late June.
- Approved a proposal for the pastors to develop options for virtual communion.

For the second time in recent years, Session members gathered for an off-site retreat, this year to explore the future of faith and the church. This complemented the leadership study for the fall and early spring, based on the book *Future Faith* by Wesley Granberg-Michaelson.

The 2019 Annual Statistical Report, included with this report and submitted to the Presbyterian Church USA in early 2020, reflected 524 active members. Special effort was made to accurately report the age, race, and gender breakdown of church members in general and those participating in the Christian education programs.

On July 27, 2020, the **Board of Trustees** met in order to elect officers for the 2020-2021 year. The new officers are:

President – *Dawn Carsey*
 Vice President – *Andy Henry*
 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: *Kim Abels*

Members: *Lenore Champion, Brent Curtis, John Weicher* (Youth Minister), *Thilo Fullenkamp* (Youth representative), *Laura McDow* (Youth Elder), *Webb Cummings* (Youth representative), *Griffin Momsen-Hudson, Marcia Lorimer, Michael Honeycutt, and Katharine Whitmore*

Meetings: 2nd Monday of each month

We welcomed *John Weicher* as our Associate Pastor for Youth and Their Families and as member of our committee. With *Marilyn Hedgpeth's* retirement at the end of 2019, the committee successfully transitioned to managing Christian Education classes and projects. We appreciated *John Weicher's* stepping up to staff the committee, and we were glad to welcome *Natalie Wolf* to join us as a summer intern. Working together, we've kept Christian Education strong, even through the virtual turn.

- We recruited and trained a full slate of Sunday School teachers working in teams. We maintained the background check process for all volunteers who work with children and youth. Our Sunday School classes are well attended and form vital connections within our congregation.
 - Children/Youth Sunday School classes included a class for ages 2-4s, kindergarten-second grade, 3rd-5th grade, middle schoolers and high schoolers
 - Adult classes included Walk the Path, Journeys, Lectionary, Women's Spiritual Formation, and Faith and Community.
- Well-received intergenerational adult/children Sunday School class pairing and toast eating event on 5th Sunday
- *John Weicher* was installed as our Associate Pastor for Youth and Their Families
- 3-4th graders received Bibles signed by youth during worship
- We screened the movie Resilience in partnership with Prevent Child Abuse effort (via *Sharon Hirsch*) during an evening event
- 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 joined with Service and Mission to offer an MLK service opportunity for families in which families created cards for homebound, assembling blessing bags, and we made bean soup packets to sell for Souper Bowl Sunday.
- In response to the pandemic, we moved all Christian Education efforts to Zoom in March. We coordinated times so that children's classes and adult classes could continue to meet virtually in some form. John Weicher, than Natalie Wolf, sent a weekly newsletter to parents with suggested resources and activities for kids that proved popular. We will continue this approach in the time ahead as a way to keep in touch and support families.
- We were glad to welcome *Natalie Wolf* as a Summer Intern for Christian Education and appreciated her contributions on many fronts including a

virtual Vacation Church School, Sunday School participation, newsletter writer, and preacher.

- Zoom Summer Sunday School for children followed last year's successful picture book read aloud following the Storypath curriculum. 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. Our Adult Zoom Summer Sunday School continued with regular meetings of Lectionary, Journeys and occasional meetings of Scratch and Women's Spiritual formation. Faith and Community attracted large attendance with discussions of *From Here to Equality: Reparations for Black Americans in the Twenty-first Century* led by FPCs Anti-Racist Church Task force. Members from other churches and synagogues also joined in this popular class.
- In the wake of *Marilyn Hedgpeth's* retirement, the Session approved a part-time (12 hour/week) Director of Christian Education position. After a year-long search, we were excited to welcome our own *Lenore Champion* into the position. She begins with us this August.

Respectfully submitted,
Kim Abels, Chair

NOMINATING COMMITTEE

Chair: Tyler Momsen-Hudson

Members:

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

The Nominating Committee filled the slates for the offices of deacon and ruling elder for the Class of 2023, filled one ruling elder vacancy in the class of 2022, and nominated five persons to serve at-large on the Nominating Committee for 2020-2021.

The Church Session Class of 2023

Johanna C. Bernhardt
Alec Bethune
Conrad Carter
Mary Ann Compton
Lucie House
Leslie McDow
Keith Rokoske

The Church Diaconate Class of 2023

Barbara Fish
Christy Gudaitis
Elizabeth Jones
Amy Sanchez
Josh Walters

The Church Session Class of 2022

Andy Henry

Nominating Committee At-Large Members 2020-2021

Walt Barron

Stephen Berry

Clarabelle Brown

Carlo Diy

Jean Wilson

Respectfully submitted, Tyler Momsen-Hudson, Chair

PROPERTY COMMITTEE

Chair: Chris Brown

Business Administrator: Tom Bloom

Members: Barbara Buckley, Kate Busa, Dawn Carsey, Conrad Carter, Paul Cornsweet, Celia Dickerson, Andy Henry, John Mozart, and Chuck Wilson.

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

For the past year, water control has been an issue that the Property Committee has devoted time to investigate, solve, and repair.

- In July 2019 we had a small flood in the basement of the church due to the failure of a sump pump in the trenches around the basement. Thankfully the flood had minimal damage to the property and required only moderate attention.
- The men's restroom in the church basement has had a source of water entering the building that has been investigated on many fronts, the first action taken was to re-caulk the sanctuary steps in December 2019.
- A new copper outlet was installed along the Roxboro Street side of the sanctuary to address potential water penetration into the sanctuary. The repair work to the damaged wall was completed in May 2020.

- In May 2020 the weathered sanctuary street sidewalk doors were repainted. These doors contained lead paint and appropriate steps were taken to repaint the doors with minimal disturbance to the old paint.
- In September 2019 a roof survey was done on the sanctuary roof and it was noted that slate tiles had shifted, along with some minor flashing issues. Repairs to the sanctuary roof were completed in May 2020.
- In December of 2019, moisture was discovered in the associate pastor's office. This was addressed in May 2020 as well. The source of the moisture was likely caused by a gutter shifting and preventing rain water from properly draining. After two weeks of drying the office out, it was patched and painted.
- In the summer of 2020 the trenches around the church basement were re-waterproofed.

Other repairs and improvements involving the church building and grounds: In the fall of 2019, a new door access system along with shatterproof door glass was installed around the main level entrances.

Shifting from the grounds to the operation side of the church, the Property Committee also proceeded with the purchase of a new server in the early fall of 2019 and then approved an enhanced computer maintenance and equipment package in July 2020.

In March of 2020, the Property Committee had our last in-person meeting of this reporting period. With the Covid-19 pandemic, our committee began to meet virtually and address any immediate issues via e-mail.

Due to the pandemic, our main goal for the year, to abate the asbestos in the CE Building was postponed, due to the shifting situation in North Carolina and the potential changes to the timelines from a variety of pandemic caused variables. The FPC Day School was closed from March 16, 2020 – with a limited reopening beginning on June 29, 2020. The Property Committee made some repairs to the flooring in the Day School during their closure. During the pandemic, maintenance work to the organ was completed as well.

The Gardens and Landscaping sub-committee was active until the pandemic began in March 2020. New plantings were installed over the winter to replace the rose bushes that had to be removed.

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.

Respectfully submitted,
Chris Brown, Chair

SERVICE AND MISSION COMMITTEE

Chair: *Tyler Momsen-Hudson*

Vice Chair: *Tom Bacon*

Members:

Jane Williams, Mindy Douglas, Laura Armstrong, Karolyn Mangeot, Margaret Rubiera, Marie Sappenfield, Eleanor Cole, John Fricks, Sue Fricks, Chris Williams, Libby Gulley, Raymond Mbah, Julia Wigger, Nash Luffman, Tony Brown, Teddie Brown, Andy Henry, Kerry Holbrook (Liason to Racial Equity Task Force)

The Service and Mission Committee continued in its customary role of both supporting nearly two dozen organizations through its budget and in organizing and coordinating FPC participation in service and mission activities.

To reverse a historical decline in the Service and Mission (SM) annual budget, the Stewardship Committee made FPC SM activities the primary feature of the Stewardship Campaign. (The decline had been the result of other pressing needs for several years.) The emphasis resulted in an increase of approximately 20 percent. The committee increased allocations for eight existing organizations and added eight additional recipients.

The budget increases mirrored increased support and interest in three broad areas:

Racial Equity

Support for formerly incarcerated individuals

Global Missions.

FPC has long supported efforts around basic human need: housing, homelessness, hunger and employment, and this support remained steady. The Day School remained the largest ministry of the church, based on budgeted resources. FPC's Walk-In Ministry also received significant support through funds and volunteer time.

Racial Equity: The Racial Equity Task Force organized opportunities for education. FPC members visited the Civil Rights Museum in Greensboro with members of Covenant Presbyterian Church of Durham. The Faith and Community Class studied Just Mercy by Bryan Stephenson during the summer. The SM Committee supported racial equity efforts by increasing funding for the Durham NAACP and NCCU Campus Ministry, and by funding the Racial Equity Task Force, a joint study with Covenant Presbyterian Church on gentrification, and by allocating funds to support local advocates for racial

equity. FPC also hosted the “Uneven Ground” exhibit for several weeks in the Fellowship Hall, which told the history of racial discrimination in Durham neighborhoods.

Support for formerly incarcerated individuals: The Committee increased its support for the Durham Literacy Center for its services to former inmates and added the Religious Coalition Reentry Program to the budget. Funding was added for Welcome Boxes, items for recently released individuals, and FPC currently stores and distributes the boxes provided by donors throughout Durham. Finally, the Committee was able to provide the upstairs apartment in the church building to a formerly incarcerated individual for an affordable rent payment.

Global Missions: After many years of heavy emphasis on local missions, FPC now supports mission co-workers in two countries, Nicaragua and the Democratic Republic of Congo. Funds for the two mission partners were added in addition to the general funds for Missionary Support. In addition, Mission Co-Worker *Leisa Wagstaff* from South Sudan presented a program in February. Coffee sales of Café Justo to members continued to support border ministries.

The global coronavirus pandemic severely limited all church activities beginning in March. The spring Day of Service was an early casualty on March 21. Other opportunities presented themselves, however. A Stimulus Fund was created for donations to respond to needs related to the pandemic, namely loss of income. The Committee has allocated funds to Iglesia Emmanuel for its food pantry, to the Durham Public Schools Foundation for student meals, to the Society of St. Andrew for gleaning to support food banks, and to the Walk-in Ministry. Additional funds from Duke-Durham Community Grants have also been disbursed.

Respectfully submitted, Jane Williams, Chair

STEWARDSHIP COMMITTEE

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

Members: *Mindy Douglas* (staff), *Miriam Morey*, *Celia Dickerson*, *Lesley Curtis*, *Pat Dillon*, *Sharon Hirsch* (chair-elect), *Lucie House* (2020), *Laura Casteel* (videographer), *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 for a third year, (b) replicating a Stewardship timeline that

enables the budget committee to establish the annual budget before the end of the year, and c) having completed the goals of the first two campaigns of pay equity, focusing the campaign on Service and Mission – increasing both pledges and time commitments.

Key activities:

I. Continuation of new campaign approach – year 3

- 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, but only include current pledging units and new members in order to target visitors.
- Perform training sessions for home visits that were selected by the committee (i.e. not wait for volunteers).
- Include a commitment from session and diaconate to make their commitments during the Stewardship Luncheon (lead gifts).
- 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 conference on stewardship sponsored by Montreat Conference Center for a second year in February 2019 and *Cris, Mindy and Sharon Hirsch* attended a third year of the conference in February 2020. We reconvened with the cohort of 14 congregations from all over the Southeast, as well as new cohorts from the subsequent years, to share our successes and garner feedback as well as learn new and innovated ways to look at Stewardship.
- We were encouraged by the feedback that our 2017 and 2018 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 3.

- Other learnings included the need to encourage Relationship Building and a year-round focus on developing stewardship leaders. It is through the work of this conference that we decided to re-configure the Stewardship Committee to focus the congregation's understanding of stewardship as not just personal finances and volunteer time, but of all of our resources and gifts including that of the Earth. In this vein, we taught a four week class during Faith & Community Sunday school using the Adam Copeland's book *Beyond the Offering Plate*, specifically looking at the stewardship of time, finances, work, and community. We are also encouraging the formation of a Creation Care committee and for FPC to seek Earth Care Congregation certification.
- We also learned about the importance of streamlined messaging and that messages should be tailored for audiences since different age demographics have different relationships with money.

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. We are still sold on the idea despite that fact that so few of these surveys were turned in (approximately 50) in 2018, but a new method along the same vein was not attempted in 2019. We are encouraged to retry this methodology in 2020. We did get good response from requests for more volunteers on the actual pledge form; in 2020, make sure this is available for folks that pledge online.

IV. Campaign theme/goals/ materials selected

- Based on results and the feedback from the congregation, we continued our theme "Love in the heart of Durham." The same four themes were used: "Community," "inclusion," "social mission," "worship and Christian education." Subtheme/verse: Whoever welcomes you, welcomes me, and whoever welcomes me, welcomes the one who sent me. – Matthew 10:40.
- Campaign goals were presented as 100% Service and Mission, with a \$20K increase in the Service and Mission budget as well as an increase in participation in Service and Mission activities. A target of 4-6% over the PY giving level would allow us to achieve our stated goals to continue serving

our community and maintaining our service missions. Pledge materials included a space to volunteer for Iglesia Emanuel tutoring, Meals on Wheels, Durham CAN, Rebuilding Together, and Keep Durham Beautiful. Tyler Momsen-Hudson was invited to a Stewardship meeting to present needs.

- Campaign goal was also determined using math! We looked at past and present giving and the expected potential based on prior trends and new membership.
- The brochure and other campaign materials were carried over to this year, edited by Cris. Our brochure included a narrative budget with charts indicating how our church spends its annual operating budget. Personnel and property/plant costs were functionally allocated into programs in order to show the true value of our staff time and our physical space to our programs.

2019-20 Campaign Calendar:

| | |
|------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| May | 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 -July | Outreach Committee recruited for follow-up calls to first-time givers |
| August 15 | Budget Numbers received; written statements from congregants in hand |
| August 31 recruited | Brochure finalized and to printer; Home visit volunteers |
| Sept. 15 | Brochure and packet info to Tom Bloom; announce Stewardship Kick-off Luncheon with RSVP |
| September 29 | Kick-off luncheon at church was very successful with about 140 individuals in attendance. Menu included local NC shrimp and red snapper and roasted pork loin. |
| October: | Laura Casteel again created videos for posting on the FPC website and social media. Amazing video testimonials from Graham Curtis, Joe and Carlisle Harvard, and Carl and Lisa Rist were disseminated. Cris and John Weicher created a social media plan for posting memes and videos |

In-service Minutes for Stewardship – All asked to speak specifically on Service and Mission and their area:

Sept 29 – *The McDow Family* on Social Mission

Oct. 13 – *Maxie and Michael Honeycutt* on Inclusion

Oct. 20 – *The Fullenkamp-Romines Family* on Worship, Music and Christian Education

October 27 – *Carlo and Emily Durham-Diy* on Building Community; Dedication Sunday

Brochure: Written testimonial from *Tyler Momsen-Hudson* for social mission, *Chris Brown* on social mission and building community (literally, the building), *Bert Clere* on inclusion and welcome, and *Barbara and Peter Fish* for vibrant worship and Christian education. *Tony Chavez* also added commentary on service and mission.

October 1-8: Home visits for stewardship – Thanks to our volunteers for home delivery of packets. One take-away from prior campaigns is that we only recruit people who have the time commitment to deliver the packets in the first week. We brought back all un-mailed brochures for *Tom Bloom* to mail as soon as possible. Every member of the Stewardship Committee was tasked with recruiting five visitors, and inviting them to distribute. Also, only members that were currently pledging or a known contributor, and new members received home visitation packets. All others were mailed.

Results of 2019 campaign

| | | |
|------------------|----|---------------------------------------------|
| Increased pledge | 81 | Overall increase achieved- 4% of prior year |
| Decreased pledge | 11 | average pledge= \$5019 (1% increase) |
| New or returned | 19 | 98% of \$940,000 goal reached |

We reached 98% of our goal which is almost a 4% increase over last years' total pledges.

We are still thrilled that the congregation is still answering the call to increase their pledges overall for the third 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 was set while still being ambitious with our goal to increase S&M benevolences. Achievements with this budget: \$20,000 was added to the S&M budget, 2% COLA for staff, 28% increase in Christian Education, 9% increase in Property for IT and needed upgrades.

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* (12/2019) *Kathy Parkins, Jean Wilson, Peter Fish, Phyllis Supple, Dewey Lawson, David Smith, Diane Prosser, Hendrika Vande Kemp, Mary Berry* (as of March 2020) *Amy Wilson, Elinor Hess, Charles Kelley*
- 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.
- The Paschal Candle is maintained by our committee. It is always lit for funerals, baptisms and all the Sundays during our celebration of Easter.
- Communion: On a rotating basis, members of the committee prepare the elements for all services when communion is being served. 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 and palm fronds and Easter lilies.
- Music: Our Minister of Music *Kathy Parkins* directs all musical events.
- McPherson: No lecture was held this year due to Covid-19 Lectureship
- Meyer Endowment: *Kathy Parkins* and *Bob Breitweiser* is Chair.

Informational Brochures: Funeral, Baptism and Memorial Garden brochures were updated and made available on the website and in the foyer. Changes to the Wedding brochure are pending

CHANCEL BIBLE The Bible on the Lectern was beautifully rebound.

CHANCEL RAILINGS The property Committee with input from our committee installed the railings on the chancel steps. They may be removed if necessary for events scheduled in the sanctuary

FUTURE ENDEAVORS *Charles Kelley*/Brass Quintet presentation during a Sunday worship service
Mary Button Posters – Display in the sanctuary before or during Holy Week
Sacred Threads Art Exhibit.

Respectfully Submitted,
Alice Girvin Raney, Chair

REPORTS FROM THE DIACONATE

| Class of 2020 | Class of 2021 | Class of 2022 |
|------------------|---------------|------------------|
| Stephen Berry | Katy Barron | Kristen Brigman |
| Will Chambliss | Matt Cline | Oscar Carrasco- |
| Tony Chavez | Kathy Conner | Moya |
| Christy Gudaitis | Minna | Bert Clere |
| Wayne House | Fullenkamp | George Kafula |
| Laurie | Aiden James | Ellie Meade |
| Williamson | Grace Mbugua | Charlotte Nelson |
| Emily Wilkins | John Mozart | Melina Ruley |
| | Bob Pleasants | |

MEMBERSHIP COMMITTEE

Chair: Tony Chavez

Members: *Debbie Hamlin-Aggrey, Brianna Bennett, Will Chambliss, Shirley Frederick, Jeanne Hervey, Mal King, David Lorimer, Alice Raney, Oscar Carrasco and Fred Calloway*

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, 2019 through May 31, 2020, First Presbyterian Church has welcomed 25 members into the life of the congregation:

Stewart and Karen Cameron

Rachel Bethune

Kelli Hunnicutt

Tony and Teddie Brown

Stan and Vickie Luboff

Joseph Mbogo

Stephen Githau

Josh and Amanda Walters

Nash Luffman

Julia Wigger

Sandy Roberts

Jose Gradica

Sam Stevens

Julio Manceras

Beth Fields

Elizabeth and James Jones

Fred Calloway

Margaret Eme

Michael Bacon

Jo Ann Moore

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.
- During the pandemic, added a link on the church's website for members and visitors to sign-in when attending the live-stream worship on Sunday mornings (in lieu of the Ritual of Friendship pads).

The Membership Committee members:

- Coordinate 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.
- Invite members to serve as foyer greeters prior to worship service and also host the coffee/juice table on Sunday mornings.
- Place 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 market and promote Easter and Advent church services on social media platform including Facebook and Twitter.
- Maintained the printed name tag system for FPC members and friends.
- Staffed and supported Membership Inquiry classes for prospective members.

Looking to the future:

- Working with the COVID-19 Task Force, discover more ways to connect with our members and prospects (right now, only in small groups) during the COVID-19 pandemic which surfaced in March and has continued to impact our ability to meet in person at the church for worship and fellowship.
- Create and distribute a new membership photo directory.
- Post-pandemic: encourage both new and longtime members to serve as before church greeters and at the after church coffee hour table.
- Post-pandemic: Model for the entire congregation ways to reach out to visitors from diverse backgrounds and welcome them into their faith community

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,
Tony Chavez, Chair

PASTORAL CARE COMMITTEE

Chair: *Bob Pleasants*

Members: *Barbara Fish, Josh Walters, Kristen Brigman, Charlotte Nelson*

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

Barbara Fish has been the primary card writer for our seniors and for those needing extra support (deaths in family, medical concerns, etc.), and *Kristen Brigman* has played a supporting role.

Bob Pleasants organized meal trains for members with a new child: *Mary and Stephen Berry* and *Heather Wallace and Michael Schultz*. Meals were also arranged for *Joseph Ngumi* and the *Klinck family* after some medical concerns.

Bob Pleasants organized the memorial receptions for the families of *Bette Conroy, Joseph Ngumi, Bob Yoder, and Jim Robins*. A great crew of members supported these efforts by bringing food and helping with set-up and breakdown. Thanks also to Robert for helping with set-up and punch.

This year the Pastoral Care Committee and a whole slew of deacons and other members worked to call and check in on all members during the first few months of the COVID-19 pandemic. *Bob Pleasants* worked with *Deborah Momsen-Hudson* to organize a list of nearly 40 members who reached out and called the congregation from March to June 2020. They then organized a smaller list of people to call and maintain regular contact with a smaller list of senior church members.

Respectfully submitted,
Bob Pleasants

PRESBYTERIAN WOMEN



Officers for 2019-2020

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 "Love Carved in Stone, A Fresh Look at the Ten Commandments" led by *Reverend 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, World Blankets, 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, First Presbyterian Day School, and Urban Ministry. 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*. We were able to contribute to the Pastor's Discretionary Fund and to Iglesia Emanuel. We also collected warm clothing for Urban Ministry. 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, 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, George Bernhardt, Tom Bloom, Doug Butler, Carol Carson* (chair), *Mindy Douglas, Tom Keller, Wendy McCorkle, Sam Miglarese* (until his retirement), *Ed Pritchett*, and *Karen Romines*.

The Committee met almost monthly (and virtually beginning in April) 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 and continued to closely watch the performance of the Investment Manager engaged three years ago. It received updates from the Budget Subcommittee as it worked its way to a proposal for the 2020 budget, which was considered in January and approved by the Session later that month. Following up on a note on the previous year's budget that it does not cover capital expenses that are expected in the near future, an F&I-Property working group was established. The working group considered options to deal with what came to be called "extraordinary" financing needs—that is needs for capital expenses (such as the HVAC system and roof replacement) beyond the funding available through the operating budget and annual endowment distributions. In February the F&I Committee approved a recommendation to the Session to fund \$180,000 in 2020 for major capital projects and near-term large expenses. (The Session subsequently approved the request.) From time to time requests for non-budgeted spending were considered, including some from committees for spending not covered by their budget and some not falling within a committee's purview. Finally, the

Committee continued its efforts to keep the congregation informed about the church finances; these included a note in the Newsletter with highlights of the independent auditor's report, a two-minute update at the congregational meeting in October, a summary of the approved budget at the congregational meeting in February, and a letter to the congregation in late April in light of changing circumstances due to the pandemic.

3. Investment Subcommittee

The Investment Subcommittee members and staff included Torrell Armstrong, Al Arrowood (Chair), Doug Butler, Carol Carson, Sam Miglarese (partial year), and Ed Pritchett. Sam Miglarese rotated off the committee on December 31 with his retirement. The Bank of America – Private Bank team managing our portfolio included Reaves Greer, CFA, CMT, Portfolio Manager; Rick Brown, Private Client Manager; and Mark Drake, Philanthropic Client Manager.

The Investment Subcommittee meets with our portfolio manager once a quarter to review that quarter's activity. Each quarter the Investment Subcommittee reviews the quarter and year-to-date performance of the manager. The manager fell short of the First Presbyterian Custom Benchmark each quarter. The Subcommittee met with the manager in early December to discuss our concerns about their performance. We will continue to monitor their performance closely to assure that we see the improvement the manager feels they can get. The reporting year of June 1, 2019 thru May 31, 2020 has been a very volatile period. The last reported quarter report is for the period ending March 31, 2020 and our review for the year is based on that report. At March 31, 2020, our asset allocation was 1.9% cash, 60.8% equities, and 37.3% fixed income. The balance in our portfolio at March 31, 2020 was \$4,000,769. This balance included a distribution of \$150,000 from the portfolio in the last quarter of 2019.

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 F&I Committee.

The Subcommittee began work on the 2020 budget in the summer of 2019, requesting preliminary committee budgets by June, and putting together an overall budget on which the Stewardship Campaign was able to base their goal figures. This preliminary budget included a 2% cost of living adjustment for staff, a \$20,000 increase in benevolences in the Service and Mission Committee budget, and a 15% increase in the Property Committee budget. After a successful Stewardship Campaign and thanks to a generous response from the congregation, the Budget Subcommittee was able to present

an operating budget to the F&I Committee that 1) did not dip into reserves, 2) maintained compensation parity of long-term staff with newer hires, and 3) increased financial commitments to service and mission. In the end, the operating budget only allowed for a 9% increase in the Property Committee's operating budget. It is advised that our church house and other facilities are in desperate need of upgrades, and more long-range planning on how this funding will be achieved is necessary. It is also advised that for 2021 the budget for personnel will once again be the focus since part of the ability to meet budget requirements for 2019 was achieved with the loss of staff in 2019. New staff hires in 2020 and 2021 will heavily impact the budget, and in a time of predicted congregant financial instability, we will still want to maintain service and mission benevolences, as well as our desire to preserve organizational reserves.

Cris Rivera

5. Annual Audit

Each year, the Church engages an independent auditor to examine the financial statements to obtain reasonable assurance that the statements are free of material misstatement. The firm Bernard Robinson & Company, L.L.P., conducted the audit for the year ending December 31, 2018, and reported to the F&I Committee in September 2019. In general, there were no audit concerns. As in the past, 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. This is only a reporting difference and has not caused concern for the Church in the past.

The same firm is conducting the audit for the year ending December 31, 2019, and at this time, there are no significant concerns raised by the auditors. The report from that audit was not yet available at the end of June, the close of the timeframe covered in this report. After the auditor's report to the F&I Committee, the Committee will be in a position to prepare a report for the Session on the financial status and activities for the year ending December 31, 2019.

Torrell Armstrong

6. 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,
Carol Carson, Chair, F&I Comm.
Torrell Armstrong, Treasurer

Statistical Report to Presbytery of New Hope

2019 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.mcmillian@firstpres-durham.org | | |
| Web Site | www.firstpres-durham.org | | |



| | | | |
|------------------------------------|------------|------------------------------|-----------|
| Membership | | | |
| Prior Active Members | 501 | Adjusted membership | 501 |
| Gains | | Losses | |
| Certificate | 12 | Certificate | 4 |
| Youth Professions | 11 | Deaths | 6 |
| Professions & Reaffirmations | 10 | Deleted for any Other Reason | 0 |
| Total Gains | 33 | Total Losses | 10 |
| Total Ending Active Members | 524 | | |

| | | | |
|---------------------|---|-----------------------------------|-----|
| Baptisms | | Average Weekly Worship Attendance | 200 |
| Presented by Others | 9 | Female Members | 328 |
| At Confirmation | 0 | Friends of the Congregation | 45 |
| All Other | 0 | Ruling Elders on Session | 23 |
| | | Do you have Deacons? | Yes |

| | | | |
|-------------------------------------------|------------|---------------------------------|----|
| Age Distribution of Active Members | | People with Disabilities | |
| 25 & Under | 125 | Hearing impairment | 20 |
| 26 - 40 | 100 | Sight impairment | 4 |
| 41 - 55 | 87 | Mobility impairment | 15 |
| 56 - 70 | 117 | Other impairment | 10 |
| 71 or 70 | 95 | | |
| Total Age Distribution | 524 | | |

| | | | |
|----------------------------|---|----------------------------------|------------|
| Christian Education | | | |
| Birth - 3 | 8 | Grade 7 | 3 |
| Age 4 | 4 | Grade 8 | 2 |
| Kindergarten | 3 | Grade 9 | 6 |
| Grade 1 | 5 | Grade 10 | 4 |
| Grade 2 | 7 | Grade 11 | 5 |
| Grade 3 | 4 | Grade 12 | 5 |
| Grade 4 | 2 | Young Adults | 3 |
| Grade 5 | 3 | Over 25 | 55 |
| Grade 6 | 8 | Teachers/Officers | 47 |
| | | Total Christian Education | 174 |

| | | | |
|------------------------------------|----|------------------------------------------|------------|
| Racial Ethnic | | | |
| Asian/Pacific Islander/South Asian | 10 | Native American/Alaska Native/Indigenous | 1 |
| Black/African American/African | 46 | White | 461 |
| Middle Eastern/North African | 0 | Multiracial | 0 |
| Hispanic/Latino-a | 6 | | |
| | | Total Racial Ethnic | 524 |

| | | | |
|-----------------------|-----------|---------------------|---------|
| Financial Data | | | |
| Annual Income | 1,199,152 | Mission Expenses | 188,833 |
| Annual Expenses | 1,355,991 | Personnel Expenses | 650,266 |
| | | Facilities Expenses | 250,446 |

2019 WORSHIP ATTENDANCE MONTHLY AVERAGES

| Month | Weeks this Month | Monthly Total | Monthly Average |
|-----------|------------------|---------------|-----------------|
| January | 4 | 867 | 217 |
| February | 4 | 818 | 205 |
| March | 5 | 1126 | 226 |
| April | 4 | 920 | 230 |
| May | 4 | 661 | 166 |
| June | 5 | 814 | 163 |
| July | 4 | 646 | 162 |
| August | 4 | 638 | 160 |
| September | 5 | 900 | 180 |
| October | 4 | 686 | 172 |
| November | 4 | 789 | 196 |
| December | 5 | 1096 | 220 |

Average Weekly Attendance: 189

OUTSIDE ORGANIZATIONS USING CHURCH BUILDINGS & GROUNDS

June 1, 2019 – May 30, 2020

1. *AA Support Group
2. *Al-Anon Support Group
3. Bull City 150 Banners Exhibit and Discussion Groups
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. *Durham Bullhorns (rehearsal)
8. Durham CAN (Congregations, Associations and Neighborhoods)
9. Durham City/County Government Employees (MLK Celebration)
10. Durham County (MLK Civic Celebration Choir)
11. *Durham County Department of Social Services (departmental meetings /training)
12. *Durham Habitat for Humanity (parking)
13. DAR - General Davie Chapter (brunch meeting)
14. *First Presbyterian Day School (Board, Committees and Training)
15. *Lupus Foundation of America, NC Chapter (support group and meetings)
16. Martin Luther King Jr. Commemorative Service (Unity Rally)
17. *Overeaters Anonymous (OA)
18. People's Alliance Economic Inequality Team
19. St. Philips Episcopal Church (parking for events)
20. Singers of New and Ancient Music (SONAM) concert
21. *Spiritual Direction with Beth Brockman
22. Triangle Recorder Society Workshop
23. *Triangle Sacred Harp Shape Note Choir (rehearsals)
24. *Vox Virorum (auditions, rehearsals, and concerts)
25. Wedding (non-member)
26. Women's Voices Chorus concert

* Denotes organizations that meet at least quarterly.

THE STAFF

| | |
|-----------------------------------------------|-----------------------------------------------|
| Ministers: | All the Members of the Congregation |
| Pastor/Head of Staff: | Mindy Douglas |
| Associate Pastor: | Marilyn Hedgpeth (retired December 2019) |
| Associate Pastor: | Sam Miglarese (retired December 2019) |
| Parish Associate: | Susan Dunlap |
| Parish Associate: | Cheryl Henry (accepted new call October 2019) |
| Minister of Music: | Kathryn Parkins |
| Minister to Youth & their families | John Weicher |
| Parish Administrator: | Valerie McMillian |
| Church Sexton: | Robert Daye |
| Business Administrator: | Tom Bloom |
| Administrative Assistant: | Sybil King (hired January 2020) |



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<https://firstpres-durham.org>

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