

# First Presbyterian Church



Organized 1871

## Twenty-second Annual Report 2022 – 2023

PREPARED OCTOBER 2023

## 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 June 1, 2022- May 31,2023 year.

This is the twenty-third 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.

### **The Staff** (June 1, 2022-May 31, 2023)

<b>Ministers:</b>	All the Members of the Congregation
<b>Pastor/Head of Staff:</b>	Mindy Douglas
<b>Designated Associate Pastor:</b>	Esther Hethcox
<b>Associate Pastor:</b>	Mitzi Leshner-Thomas (medical leave)
<b>Associate Pastor for Youth and Their families:</b>	John Weicher
<b>Parish Associate:</b>	Susan Dunlap
<b>Parish Associate:</b>	Amy Heit
<b>Director of Children's Ministry:</b>	Lenore Champion
<b>Minister of Music:</b>	Kathryn Parkins
<b>Parish Administrator:</b>	Valerie McMillian
<b>Business Administrator:</b>	Tom Bloom
<b>Administrative Assistant:</b>	Sybil King
<b>Church Sexton:</b>	Vernon Cooper
<b>Sunday Sexton:</b>	Omar Guess, Sr.

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**Mindy Douglas**  
Pastor/Head of Staff



Dear friends,

2022 was a year of many joys and many challenges. At the beginning of 2022, a new variant of COVID hit our community hard. Instead of celebrating our 150<sup>th</sup> anniversary in person with our former pastors preaching, we had to return to online worship. Our expected February celebration of our 150<sup>th</sup> had to be moved to May. At the same time, our beloved associate pastor **Mitzi Leshner-Thomas** was diagnosed with an inoperable glioblastoma brain tumor. We grieved deeply for many reasons.

As the spring progressed, Mitzi determined that she needed to take short-term disability over the summer. That turned into long-term disability by the fall. Knowing that Mitzi would not be returning in any full-time capacity, we proceeded to search for an associate pastor. That search led us to *Esther Hethcox*, who joined us in December 2022. Esther was ordained on April 1, 2023. Thanks be to God for Esther and the many gifts she brings to our faith community.

In the meantime, our worship and programming started to look a little more like what it had before the pandemic. This fall, we could feel a palpable increase in energy from people in the congregation. Not everyone has returned to worship, however, and this is a source of grief for many of us. However, many who can't attend in person are able to join us online, so our ability to provide streaming services for those who need it has been a huge gift to the congregation.

Our membership continues to increase. We began 2022 with 524 members. Nine confirmands and 19 new members totaled 28 new members. We celebrated three baptisms. Six members transferred their membership to another location, and four members died. As of June 2023, we reported a total of **542 members**.

Our average attendance during the fall and winter of 2022 was around 146 in person and 34 devices online. If those on devices average 1-2 people on each device, that puts us very close to our pre-pandemic worship average (not including summer) of around 190.

Our commitment to the community and to those in deepest need remains sound. We gave \$220,000 to mission partners locally and globally. That is 15% of our annual budget, plus an additional \$35,000 from our Human Needs endowment.

Significant support goes to:

- Iglesia Emanuel Presbyteriana
- Families Moving Forward
- The First Presbyterian Day School
- FPC Walk-in Ministry
- Housing for New Hope
- Campus ministries at NC Central and Duke Universities
- Global Mission support in the Congo and Guatemala
- Support of local and national Presbyterian (USA) programs and ministries
- Urban Ministries of Durham
- Habitat for Humanity
- Step-Up Ministries, and many other organizations (See page 19)

In addition to this financial support, many of our members volunteer weekly and monthly and serve on boards of these and other ministries and local non-profits.

We are also involved with **Durham CAN, Coalition for Housing and Affordable Transportation, Religious Coalition for a Non-violent Durham**, and other organizations to work for affordable housing and transit, and address gun violence and poverty. We are active in criminal justice reform and work with returning citizens. And I am just skimming the surface.

We have (to name a few things):

- Active and vibrant children and youth ministries that includes school year and summer educational and missional programming.
- A committed and gifted choir that leads us in worship each Sunday.
- A racial equity team that leads us in understanding white privilege and systemic racism and to seek active ways to repair damage that has been done through a history of slavery, oppression, and racism.
- In January, we hosted once again the MLK Interfaith community celebration on MLK Day and we hosted the City/County MLK civic celebration in February.
- Active refugee resettlement teams.

Our sanctuary, fellowship hall, and meeting spaces continue to be places for concerts, classes, lectures, discussion groups, support groups, AA and Al-Anon meetings, and community offerings.

We offer faith formation classes for people of all ages on Sunday mornings and during the week.

In addition to all of this, we had a capital campaign that the community has given generously to - almost \$3 million dollars – and are moving toward a renovation and expansion plan that will help us to grow our ability to welcome our neighbors through our gathering spaces and increased accessibility.

This is all good and well, and we have much to celebrate, but we are also called to continually examine who we are and how we are building beloved community, growing in faith and love, and following Jesus in Durham. We have not yet arrived. We have much to learn and we want to continue to challenge ourselves to find the ways the Holy Spirit is calling us to grow spiritually, to deepen our relationship with our Triune God, with one another, and with our neighbors.

I remain grateful to do ministry with a strong staff and an incredible congregation of faithful, gifted, invested, wise, and committed people.

Gratefully yours,  
**Mindy Douglas**



Baptism of Anna Gray Wilson – March 2023

## **Esther Hethcox**

Designated Associate Pastor



As I say often in person and almost daily on my Instagram stories (ha!), I am grateful, grateful, grateful for the call to serve FPC. 2023 gave birth to my first year of ordained ministry and full-time ministry—within it held the fulfilling, hard, restorative, exhausting, messy, and beautiful fullness of parish ministry. I am grateful to learn and lead within this incredible community who continues to witness to God’s expansive and bold love. With a grateful and full heart, please see my reflections for the first 6 months of my time at FPC (December 2022-June 2023).

**Young Adults:** The young adults of FPC (lovingly known as “the Somethings”) is a group which continues to surprise me! As I have told the Somethings, when I interviewed with FPC I fumbled my way through the questions about young adults. I knew my gifts were within the realm of pastoral care and preaching and was used to being the *only* young adult at my home church. What I found was a ministry of potential—of a group scattered throughout the church longing to be brought into intentional community with one another, and of a pastor ready to lean into the unknown gifts of her own ministry. I am grateful to report that this group grew by 800% from December 2022-June 2023.

**Social Justice:** In these first 6 months of pastoring at FPC, I have joined Mindy in her social justice work through being an active member of the Durham CAN Clergy Caucus, Durham Congregations in Action and attending protests in Durham and the Raleigh capital. I have also put forth my own shoots in this realm of ministry; I organized a rally to support Trans Youth, wrote a pride service for FPC, attended a four-day antisemitism training in Washington D.C., joined the Board of Directors for StepUp Durham, and continued interfaith relations with Beth El Synagogue and Judea Reform. I am grateful to be a part of the work of summoning God’s kingdom come and God’s will be done.

**Diaconate:** The FPC Diaconate has been in a resurrection season! This was a deep learning curve for me, as I have never formally staffed a body of church leadership before. I am grateful for the patience of the deacons as I learned the system of this congregation, for their willingness to evolve and most importantly, their love for this congregation. In this time, I had the unique challenge of helping resurrect one committee in particular, Membership, which had struggled under the weight of the pandemic. In these first six months, I worked to recruit more members, cultivate creativity, and set realistic expectations for this new era of this committee. I am grateful for all the deacons and lay folk involved in this effort. It is only possible because of them!

**Pastoral Care:** Pastoral continues to be the cornerstone of my call; it is what called my beating heart to give my life to God. I am grateful to have walked with many of you in the spaces of grief and mourning, of change and painful growth, of sickness and aching hearts. I hope you have felt my gratitude for your trust in me and know that it is a deep honor to be invited into your hearts. I feel God with us in those moments of joy, vulnerability and steadfast or struggling faith. Thank you for the gift to serve, love and care for you.

In Christ,  
**Esther Hethcox**

## **John Weicher**

### **Associate Pastor for Youth & Their Families**

This is the year that things settled. After COVID-19 reached us in March of 2020, we spent two-plus years adapting and re-adapting, starting new things and letting old ones go, generally trying to be the body of Christ in the midst of great upheaval. It is only when I reflect upon this past year that it feels like things have settled down – not as they were, but into a “new normal” with its own challenges, but also with its own blessings, too, and a great deal more predictability.



During my annual personnel review with *Mindy*, she commented that “this reads like this was your second year,” when it was my fifth. In so many ways, that’s where I feel like we are. Building some momentum, energy, and engagement, week by week and month by month, as new and old folks of all ages come together to be the Body of the Christ in the world, the church, and to do God’s work in the heart of Durham and beyond.

In Youth Ministry, we welcomed new adult leaders, both as regulars for Sunday night youth groups and as a general group of folks who might serve for a weekend retreat, one-off event, or other singular ministry opportunity. Youth group moved to a singular program on Sunday nights, usually 5:00-7:00 pm, with a mix of recreation, dinner (usually provided by youth families) and then program. Our theme was *Growing out of the Mess*, as we explored faithful ways not only to survive but to thrive amidst the mess of COVID, the challenges of racial equity, LGBTQ+ inclusion and celebration, the climate crisis, and gun violence, not to mention the regular, old challenges of being a teenager. This theme eventually took root (ha!), especially as our Biblical text for it was Matthew 13:1-9, the Parable of the Sower.

Particular highlights included Youth Sunday, where seniors *Webb Cummings* and *Charlie Kelley* preached, ASP & CROSS Service Night (building a picnic table and bagging 280 pounds of rice for Iglesia Emanuel), Cookie Baking/Care Packages for Collegians, and the Flour War. That last one was among several events we did with our friends from Trinity Avenue Presbyterian’s youth group. We also welcomed our rising 6<sup>th</sup> graders via several events in the late spring. We continue to have several thin classes (7<sup>th</sup>, 10<sup>th</sup>, 11<sup>th</sup>) but my sense is more people are plugging in then drifting away right now. We fit together well, these days. Beyond Sunday



nights, I met regularly with youth from two of our local high schools before school once a month and returned to watching youth games and performances.

We continue to be a congregation that welcomes and values youth using their spiritual gifts of leadership within the church. This year, that included our youth-dominated (and youth-chaired) Youth Ministry Committee, two elders and two deacons who are youth, youth serving on committees, drawing bulletin covers, supporting worship services and serving as advocates at the Massanetta Middle School Conference.

We had our first summer of 4 youth trips – adding Appalachia Service Project as a mission trip for our high schoolers. These experiences continue to be the deepest, most faithful, most engaging, and most fun ministries we have – basically, the best things we do. I look forward to growth across both middle school and high school mission trips and youth conferences in the years to come.

I write this last part every year, because every year it's true – FPC continues to have a wonderful, collegial, faithful, gifted, and fun staff. Mindy Douglas' leadership is no small part of this, but it comes from everyone – Esther Hethcox (who I am thrilled to serve alongside as another *ordained* minister – woo hoo!), *Kathy Parkins, Lenore Champion, Susan Dunlap, Amy Heit, Valerie McMillian, Sybil King, Tom Bloom, Vernon Cooper, and Omar Guess.*

Growing out of the mess,  
**John Weicher**

## **Kathryn C. Parkins**

**Minister of Music**

The music program at FPC gained new energy after the original COVID outbreak as we began rehearsals again and it began to seem more like our pre-COVID times.



The new variant made its appearance and we once again returned to online worship, and I had to pre-record music. The choir gets awards for its tenacity in continuing to show up online and meet for a time of rehearsal and fellowship. We gradually came back in small groups; when we returned as the larger group, we continued to mask until we felt safe again. The choir continues to adjust its rehearsals according to the virus data. Sometimes we rehearse as a large group. Sometimes we break out into smaller groups. We always have a window open, fans circulating, and our filter machines running.

Fall brought a time of fresh excitement as we gained some new choir members. The bell choir anticipates remaining on break until November of 2023. Handbells must rehearse in proximity and most of the members are of a vulnerable age, so we were more cautious about rehearsing. Flexibility is the name of the game and I have so much appreciation to the head of staff for leading us through these difficult times with grace, wisdom, and encouragement. I am grateful to this congregation for its understanding and to all my colleagues on the staff for their support.

Respectfully submitted,  
**Kathy Parkins**

# THE SESSION

## Report from the Clerk of Session

Active Elders, June 1, 2022 through May 31, 2023

Class of 2023	Class of 2024	Class of 2025
Johanna Bernhardt	Stephen Berry	Art Baker
Alec Bethune	Leah Graves	Ruby Gentithes
Conrad Carter	Fred Moore	Debbie Hamlin-Aggrey
Mary Ann Compton	Beth Stringfield	Keith Merritt
Lucie House	Julie Whiddon	Mary Ellis Merritt
Keith Rokoske	Emily Wilkins	Lanny Pratt
		Dawn Shelton

Session Moderators: **Pastor Mindy Douglas**  
**Associate Pastor John Weicher**

Clerk of Session: **Johanna Bernhardt**

The Session called five congregational meetings: A Congregational meeting was held on June 19, 2022, to hear a report from the Nominating Committee and to elect 4 additional officers to the Class of 2025. A meeting was held on January 29, 2023 to approve the position of Designated Associate Pastor for two years (a minimum of two years is required for a designated pastor position). A meeting was held on February 12, 2023, to hear a recommendation from the Search Committee for a Designated Associate Pastor that *Esther Hethcox* be hired to fill the position. The Annual Congregational meeting was held, on February 19, 2023, to elect church officers and persons to serve at-large on the Nominating Committee. A second annual congregational meeting was held on April 16, 2023, to approve terms of call for *John Weicher* and *Mindy Douglas*, and to hear reports from the Finance Committee and the Thriving Congregations Team.

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:

- Endorsed the Policy Priorities of the Poor People's & Low Wage Workers' Assembly and Moral March on Washington and to the Polls
- Approved a Resolution and gift for *John Fricks* for his many years of service with the church's sound system.
- Approved the proposal from 8M Solar to install solar panels on the educational building.
- Approved that FPC give \$25,000 by mid-December 2022, and \$25,000 in 2023 to the RIP Medical Debt program.
- Approved of the creation of a Search Committee for a temporary stated supply associate pastor.
- Approved that the church engages PILP (Presbyterian Investment and Loan Program), which seemed best suited to the needs of First Presbyterian Church for its construction loan.
- Gathered in an Officer and Staff Retreat on January 21, 2023, in building relationships and refreshing thinking, led by the Thriving Congregation Team.
- Approved the FPC youth request that they be permitted to have a fundraiser with proceeds going to the youth ministry program.
- Approved a new working group to assess FPC's partnership with the Day School.
- Approved a new Gift Acceptance Policy.
- Approved *Jane Wettach* to serve as Clerk of Session beginning June 1, 2023.
- The session concluded in April 2023 the three-month study of *Trust Women*, by Rebecca Todd Peters.
- Approved the Service and Mission Committee's Cash Bail Bond Resolution to support NC HB271- a bill proposing to remove cash bail requirements for minor Class 3 Misdemeanors and to present the resolution as an overture to New Hope Presbytery.
- Oversaw the work of the church under Pastor *Mindy Douglas*.

The work of the Session continued to respond to the COVID-19 pandemic and the effects on First Presbyterian Church. Session meetings continued by Zoom until February 2023, when meetings began alternating in-person and by Zoom over the following months. Meetings continued the work of the Session as in usual times, but with special attention to the finances, congregational care, and Christian

education. Additional actions were in response to the pandemic, increased racist incidents in the US, reproductive justice, and the ongoing environmental crisis.

The 2022 Annual Statistical Report, included with this report and submitted to the Presbyterian Church USA in early 2023, reflected 542 active members, effective December 31, 2022. 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.

Respectfully Submitted,  
**Johanna Bernhardt**

## **Report from the Board of Trustees**

On August 29, 2022, the Board of Trustees met to elect officers for the 2022-2023 year. The new officers are:

President- **Dawn Shelton**  
Vice President- **Julie Whiddon**  
Secretary- **Johanna Bernhardt**  
Treasurer- **Torrell Armstrong**

Respectfully Submitted,  
**Johanna Bernhardt**

## **CHRISTIAN EDUCATION COMMITTEE**

**Co-Chairs:** Stephen Berry & Beth Stringfield

**Members:** Kim Abels, Johanna Bernhardt, Brent Curtis, Marcia Lorimer,  
Katharine Whitmore.

**Staff:** Lenore Champion, John Weicher.

In Christian education, the leadership of our elders – *Stephen Berry* and *Beth Stringfield* – and Director of Children’s Ministry *Lenore Champion* has helped to usher us into some structural changes. We welcomed new committee members and blessed & thanked retiring ones. We moved to small teams of coordinators for each ministry event (e.g., Christmas Pageant, MLK Day of Service) that has allowed more participation from the committee and less reliance on the staff. We started the year with both a middle school and high school faith formation class, but we couldn’t sustain the latter over the course of the year and collapsed them into one, led by the MS teaching team. I look forward to 2023-2024 being a confirmation year for our 8<sup>th</sup> & 9<sup>th</sup> graders.

On the adult side of faith formation, the Faith & Community class is coming back, in ebbs and flows. Many longtime Faith & Community class folks have aged out of the ability to come on a regular basis, and so I have been working to figure out what the new iteration of it might be. I am very thankful to Mindy for gifting me a class topic schedule, as I lack some of the deep Durham connections that previous class coordinators have had. I am hopeful that we will grow in 2023-2024, especially with ministry team partners from the Christian Education Committee. We had a fabulous McPherson Lectureship weekend, and our standing classes – Meaning in the Middle, Journeys, and Lectionary – continue to be places of spiritual growth and connection to the church. MnM has settled in to meeting over Zoom at 8 pm on Sundays, with monthly in-person events.

### Adult Volunteers in Youth Ministry

- Youth Advisors – *Margaret Derry* (new), *Parker Stiles* (new), *Brent Curtis*, *Lenore Champion* and *John Weicher*.
- Youth Leaders on Call – *Heidi Biermann*, *Roxana Boyd*, *Mimi Dunn*, *Courtney Trutna Paley*, *Laurie Ray*, *Cris Rivera* and *Mary Ashley Rose*.

### Summer Trips:

- Appalachia Service Project high school mission trip – 5 youth, with *Tyler Momsen-Hudson* and *John Weicher*.

- Middle school mission trip – 7 youth, with *Heidi Biermann* and *John Weicher*.
- Massanetta Middle School Conference – 8 youth, with *Mimi Dunn* and *John Weicher*.
- Montreat Youth Conference – 1 youth, with *Mary Ashley Rose* and *John Weicher*, partnering with Trinity Avenue Presbyterian.

#### Youth Leadership & Engagement

- Elders – *Mary Ellis Merritt* and *Ruby Gentithes*.
- Deacons – *Thilo Fullenkamp* and *Evelyn Walters*.
- APNC member – *Mary Ellis Merritt*.
- Youth Ministry Committee
  - Chair – *Ruby Gentithes*
  - Youth – *Webb Cummings* (12<sup>th</sup>), *Lorenzo Mbugua* (11<sup>th</sup>), *Ruby Gentithes* (10<sup>th</sup>), *Gretchen Sims* (9<sup>th</sup>), *Izzy Allison-Pleasants* (8<sup>th</sup>) and *Noah Dillon* (8<sup>th</sup>).
  - Adults – *Amy Cummings*, *Walt Barro* and *John Weicher*.
- Artists in Residence – Mason Armstrong & Isa Cummings.
- Worship Tech Team Members – Thilo Fullenkamp & Charlie Kelley.
- Massanetta advocates – *Ruby Gentithes* and *Lorenzo Mbugua*.
- And we continue to have youth who acolyte, sing, or play an instrument.

#### Youth Sunday

- Preachers – *Webb Cummings* and *Charlie Kelley*.
- Liturgists – *Noah Dillon*, *Gretchen Sims*, *Lorenzo Mbugua*, *Will Creighton*, *Mary Ellis Merritt*, *Leone Mbugua*, *Isa Cummings*, *Ruby Gentithes*, *Thilo Fullenkamp*, *Evelyn Walters*.
- Musicians – *Ruby Barron* and *Ruby Gentithes*.
- Ushers – *Dot Barron*, *Addie Creighton*, *Doran Cummings*, *Penny Walters*, *Karl Sims* and *Tate Weicher*.

#### Children's Faith Formation Teachers

- 2s-4s – *Michael Bacon*, *Christyn Klinck*, *Kristin Meade*, *Amy Wilson* & *Grey Wilson*.
- 5s-2<sup>nd</sup> – *Lea Bingham*, *Bruce Meade*, *Ellie Meade*, *Amy Sanchez* and *Katharine Whitmore*.
- 3<sup>rd</sup>-5<sup>th</sup> – *Kim Abels*, *Kathy Colville*, *Celia Dickerson* and *Carolyn Merritt*.

#### Youth Faith Formation

- Middle School Teachers – *Walt Barron*, *Heidi Biermann*, *Annie Gentithes* and *Bob Pleasants*.

- High School Teachers – *Bert Clere, Sharon Hirsch, Matt Williamson* and *John Weicher*.

#### Adult Faith Formation

- Faith & Community – a host of thousands, *John Weicher*, coordinator.
- Journeys – *Andy Henry* and *Eric Weibe*.
- Lectionary – *David Smith*
- Meaning in the Middle – *Mary Berry* and *Emily Diy*.

#### McPherson Lectureship

- McPherson lecturers – *Rob Johnson & Cathy Barsotti*.
- Committee – *David Sappenfield, Scottie Seawell, Dawn Shelton, David Smith, Nora Tubbs Tisdale* and *Hendrika Vande Kemp*.

Respectfully submitted,  
**John Weicher**



MnMs Class / Fellowship Group – October 2022



## **Youth Ministry Sub-Committee**

### **Overview**

The Youth Ministry Committee met the first Monday of every month, a total of seven meetings, six over Zoom and one end-of-year meeting in person. The committee has been productive this year, structuring various activities and retreats, carrying out fundraising for youth trips, and helping make choices for the operation of the ministry. The committee has provided the spark for many of the ministry's initiatives, inspiring and structuring ideas that are further carried out within the youth ministry.

### **Accomplishments of the Committee**

Some focuses and achievements of the committee over the last year include:

- Selecting Appalachia Service Project as the summer high school mission trip for 2023
- Planning the Advent Devotional
- Deciding to have a Winter Beach Retreat for Youth Sunday planning
- Coming up with the High School Faith Formation's congregational visits
- Planning the Lenten Devotional
- Creating a fundraiser for summer mission trips
  - Reviewing and selecting a design for the tumblers.
  - Choosing the vendor to manufacture the tumblers.
  - Staffing a table to sell tumblers to the FPC community.
- Selecting a design for t-shirts for members of the youth ministry.
- Deciding on events to incorporating rising 6th graders into the youth ministry.
- Creating a basic structure for retreats and activities throughout the coming year.

### **Goals of the Committee for the Upcoming Year**

The Youth Ministry Committee has established a few goals for our next year of service. We would like to focus on gaining a larger and more consistent turnout within the youth programs, primarily by having a community-led effort to reach out to peers and create more engagement. We will also work on continuing our current planning efforts, making sure the year of youth ministry runs smoothly. The committee has also decided that the meetings will continue to run virtually, as we value having more availability amongst committee members, and Zoom meetings are more accommodating to the busy schedules of the members.

### **The Current State of the Committee**

At the end of this year, *Webb Cummings* and *Walt Barron* will be rotating off the committee. *Amy Cummings* has been invited to serve for another year, as well as

the new addition of two middle school members and another parent member, yet to be confirmed.

*Ruby Gentithes*, chair (rising 11th)

*Gretchen Sims*, scribe (rising 10th)

*Lorenzo Mbugua* (rising 12th)

*Izzy Allison-Pleasants* (rising 9th)

*Noah Dillon* (rising 9th)

*Amy Cummings* (parent)

*John Weicher* (youth pastor)

Respectfully submitted,

**Ruby Gentithes**

## NOMINATING COMMITTEE

**Nominating Committee Members:**

Elders: *Mary Ann Compton* and *Stephen Berry* (Co-Chairs)

Deacon: *Christy Gudaitis*

At-Large: *Jean Wilson, Marie Sappenfield, Brent Curtis, Bert Clere*

The first meeting of the Nominating Committee was held on Sunday, October 23, 2022. This meeting was used to determine the goals and timeline for completing the slate of officers for Ruling Elders, Deacons, and Nominating Committee.

**Goal:** Complete a full slate of officers (7 Ruling Elders, 7 Deacons, and 4 At-Large Nominating Committee members) by the end of January 2023.

**Timeline: November 2022**– Collected nominations throughout the month from the congregation through bulletin insert, link in newsletter, email.

**December 2022/January 2023**–the committee met weekly by Zoom beginning December 8, 2022, through January 19, 2023. Meetings consisted of discussions around the needs of the Session and Diaconate and comparing those needs to the skills and talents of members of the church whose names were submitted to the committee. Calling assignments were made at each meeting.

On **February 19, 2023**, the following slate of officers were presented to and approved by the congregation of First Presbyterian Church:

<b>Elders – Class of 2026</b>	<b>Deacons – Class of 2026</b>
Jon Abels	Rachel Bethune
Jennie Alwood	Andy Henry
Gordan Campbell	Mary Ashley Rose
Conrad Carter	Kathryn Murchison
Amy Dillon	Eric Weibe
Alice Raney	
Katharine Whitmore	
<b>Deacons – Class of 2024</b>	<b>At-Large Nominating Committee 2023-2024</b>
Teddie Brown	Tom Bacon
Elizabeth Jones	Bert Clere
	Brent Curtis
	Marie Sappenfield

Respectfully submitted,  
**Mary Ann Compton**

## **PERSONNEL COMMITTEE**

Chair: *Leah Graves*

Chair-elect: *Debbie Hamlin-Aggrey*

Committee Members: *David Sappenfield, Christy Gudaitis, Adrienne Allison,  
Luke Everett*

Staff: *Mindy Douglas*

The Personnel Committee continued to meet via Zoom. Our first efforts for this year included an evaluation of the impact the post-pandemic economy is having on our staff and planning the budget to allow for cost-of-living wage increases to support living wages. The next priority of the committee was managing the gap in pastoral staff left with the leave of absence and subsequent resignation of the Associate Pastor. Between the pandemic and our pastoral staffing shortage the FPC staff were stretched and stressed to continue all the duties and services that are typically offered. To support the pastoral team, a part-time Pastoral Assistant position was added to provide pastoral care to FPC members. *Amy Bowers Heit* was recruited to fill this position. A Designated Associate Pastor position was approved to fill the vacated Associate Pastor position. A search committee was formed, and the position was filled by *Esther Hethcox*.

The Personnel Committee also worked on several initiatives:

- Providing all staff with annual Christmas bonuses.
- Providing all staff with cards for their birthdays.
- Establishing a practice of recognizing staff for their years of service:
  - Send a card to the staff member after one year of service.
  - Send a card and dedicate sanctuary flowers in honor of staff members at the 5<sup>th</sup> service anniversary and each 5-year increment thereafter.
- Completion of the Personnel Committee chapter for the Manual of Operations.

The goals for the next year will include recruitment of an Associate Pastor, 2024 Personnel Budget recommendations, and development of a Personnel Committee onboarding process for new members.

Respectfully submitted,  
**Leah Graves**

## **PROPERTY COMMITTEE**

Chair: *Dawn Shelton*

Business Administrator: *Tom Bloom*

Members: *Conrad Carter* (elder for Property), *Lanny Pratt* (elder for Property), *Keith Rokoske* (elder for Property), *Chris Brown*, *Barbara Buckley*, *Kate Busa*, *Celia Dickerson*, *Tyler Momsen-Hudson*, and *Chuck Wilson*

The COVID-19 pandemic impacts for 2022 were considerably less significant than the past two years. In-person gatherings and normal use of the building was fully back in swing, including occasional meals and receptions in our fellowship hall.

In addition to a multitude of small and medium repairs, these fairly significant projects also occurred in the past year.

Fresh paint on wooden trim on the exterior of the church house and stucco areas of the Christian Education building.

Brick retaining wall on Roxboro St. side of the building was tuckpointed.

Replaced lighting in the Day School classrooms with new LED lighting.

Replaced the flooring in the choir room (2nd floor Christian Ed building) as the tiles were popping up and sliding around.

*Tyler Momsen-Hudson* designed and carried out a plan to shorten some pews so as to allow better handicap seating (more space for a wheelchair to enter and turn) in two places in the sanctuary.

Learned the hard way (flooding on some of the floors in the basement after a very big rain) that our two sump pumps failed and were not hooked up to the same generator.

Had a backflow prevention device for the building installed (Roxboro St. side).

The church archive of historic documents and other items was moved from the basement (where flooding and dampness are a threat) to a room on the 2nd floor of the Christian Education building that doesn't have windows.

*Barbara Buckley* (for more than 12 years) and her dedicated volunteers continued to tend our grounds, keeping our vegetation and flowers healthy and inviting. Some new plantings were added as well as pruning and removal of overgrown bushes and dead vines. We still

need a yard waste solution for our workdays. We continue to be grateful for the **Horst and Ruth Mary Meyer Fund for Landscaping and Grounds**.

The Day School paid for and commissioned a mural at the exterior portion of their entryway as well as removal and addition of some play equipment in the playground. These efforts brought new information to us: the City of Durham now has an application and approval process for changes to the exterior of buildings in areas designated as historic. Our address falls within the Downtown Durham historic district, and a Certificate of Appropriateness was requested and approved for each of these projects. Prior to the playground renovation we had a tree consult to inform special treatment of the trees during the renovation as well as thoughtful placement of play equipment in relationship to the trees.

Instances of efflorescence on sanctuary arches, about ¼ of the way down three different arches, were investigated for cause and appropriate method of prevention (and to see if it tied in to water intrusion in the men's restroom dealt with in 2021).

- Leaky downspout on sanctuary addressed.
- Inspection in the attic over the sanctuary (at the tower end) revealed daylight coming through and water damage could be seen. Major repairs (read that expen\$ive) ensued to redo the flashing and underlayment at the tower end of the sanctuary roof and to remove/replace slate tiles where needed.

*Barbara Buckley* and *Lanny Pratt* caught the vision (fall 2022) and carried it to completion (spring 2023) to have solar panels installed on the roof of our Christian Ed building. Capital Campaign funds were used. We had space to install enough panels to cover about 25% of our electricity consumption. There were two funds (a grant and a rebate) that allowed us to pay only \$27,000 of the nearly \$85,000 price tag.

In August, in the mechanical room below the Day School, we discovered black burn holes with arcing and smoking in our electrical conduit. The building was evacuated, and the electricity shut down. A commercial electrician provided serious high voltage repair, including pulling damaged leads and attaching new cables in a large, coordinated overnight repair. *Lanny Pratt* ushered this project through from start to finish, keeping us all updated and communicating w/ our hero of a vendor: **Jesse White of Pendergraph Electric**.

In October, **Hurricane Ian** caused several instances of damage, including damage to our sanctuary ridge cap.

In November, on three different nights, we had three different HVAC units vandalized, with the copper tubing removed and other damage as a result of pulling off the tubing. The repairs and replacements were all very costly.

Continue to wrestle with clutter vs. storage.

Ongoing discussion as to what is the best use of the chapel space since the cost to heat and cool it, with next to no insulation, is out of range.

Our incredible staff deserve more thanks and compensation than we could ever provide:

It goes without saying, AND needs to be said, that we would be nowhere without the constant hand and brain of our unflappable Business Administrator **Tom Bloom** who constantly gets vendors in for repairs, large and small, and retains all manner of institutional knowledge related to repair history throughout the building.

Our sexton, **Vernon Cooper**, has his eyes and ears on every system and area of the building. His observant and analytical nature have surely saved us thousands in repairs and damage by noting problems as they emerge. We are so grateful for his gifts and his use of them.

Respectfully submitted,  
**Dawn Shelton**

## SERVICE AND MISSION COMMITTEE

### Service & Mission 2022 and 2023 Budgets

<i>Organization</i>	<i>Source of Funds</i>	<b>2022</b>	<b>2023</b>
Day School	Operating Budget	\$ 34,000.00	\$ 34,000.00
Presbytery/Synod/GA	Operating Budget	\$ 20,000.00	\$ 20,000.00
FPC Walk-In Ministry	Operating Budget	\$ 16,000.00	\$ 16,000.00
Iglesia Emanuel	Operating Budget	\$ 7,700.00	\$ 7,700.00
Durham CAN	Operating Budget	\$ 3,000.00	\$ 3,000.00
Housing for New Hope	Operating Budget	\$ 9,000.00	\$ 8,000.00
Habitat for Humanity	Operating Budget	\$ 4,000.00	\$ 4,000.00
Families Moving Forward	Operating Budget	\$ 3,500.00	\$ 3,500.00
Step-Up Ministry	Operating Budget	\$ 4,000.00	\$ 4,000.00
Durham Congregations in Action	Operating Budget	\$ 2,000.00	\$ 2,000.00
Senior Pharmacy Assist	Operating Budget	\$ 1,000.00	\$ 1,000.00
Durham Children's Initiative	Operating Budget	\$ 1,000.00	\$ 1,000.00
Meals on Wheels	Operating Budget	\$ 2,000.00	\$ 2,000.00
NAACP	Operating Budget	\$ 1,000.00	\$ 1,000.00
Threshold (Mental Illness)	Operating Budget	\$ 2,000.00	\$ 2,000.00
Duke Campus Ministry	Operating Budget	\$ 5,000.00	\$ 5,000.00
NCCU Campus Ministry	Operating Budget	\$ 5,000.00	\$ 5,000.00
Theological Education	Operating Budget	\$ 1,000.00	\$ 1,000.00
Missionary Support	Operating Budget	\$ 5,000.00	\$ 5,000.00
New Initiatives	Operating Budget	\$ 2,000.00	\$ 1,000.00
Casa (Housing)	Operating Budget	\$ 1,000.00	\$ 1,000.00
Durham Literacy Center	Operating Budget	\$ 2,000.00	\$ 2,000.00
Building Together	Operating Budget	\$ 2,000.00	\$ 2,000.00
Racial Equity Task Force	Operating Budget	\$ 2,000.00	\$ 2,000.00
RCND---Reentry Program	Operating Budget	\$ 2,000.00	\$ 2,000.00
Mission Partnership (PCUSA)	Operating Budget	\$ 2,000.00	\$ 2,000.00
Urban Ministries of Durham	Operating Budget	\$ 5,000.00	\$ 5,000.00
Emanuel Food Pantry	Operating Budget	\$ -	\$ 2,000.00
NC Council of Churches	Operating Budget	\$ 900.00	\$ 900.00
			\$
	<b>Total</b>	<b>\$ 145,100.00</b>	<b>145,100.00</b>

<i>Organization</i>	<i>Source of Funds</i>	<b>2022</b>	<b>2023</b>
Day School*	Human Needs Endowment	\$ 12,000.00	\$ 12,000.00
Iglesia Emanuel*	Human Needs Endowment	\$ 16,000.00	\$ 16,000.00
Human Kindness	Human Needs Endowment	\$ 1,000.00	\$ 1,000.00
Our Children's Place	Human Needs Endowment	\$ 500.00	\$ 500.00



<b>Organization</b>	<b>Source of Funds</b>	<b>2022</b>	<b>2023</b>
Growing Thru Grief	Human Needs Endowment	\$ 300.00	\$ 300.00
El Futuro	Human Needs Endowment	\$ 2,000.00	\$ 2,000.00
Village of Wisdom	Human Needs Endowment	\$ 1,000.00	\$ 1,000.00
Walk in Ministry*	Human Needs Endowment	\$ 2,000.00	\$ 2,000.00
Iglesia Food Pantry Support	Human Needs Endowment	\$ 1,000.00	\$ 1,000.00
			\$
	<b>Total</b>	<b>\$ 35,800.00</b>	<b>35,800.00</b>

Respectfully submitted,  
**Alec Bethune**

## **STEWARDSHIP COMMITTEE**

Our fall 2022 stewardship season began on Sunday, September 25, with a congregational lunch. Our Business Administrator, *Tom Bloom*, introduced the theme, "Hospitality," using Matthew 25: 31-46, emphasizing particularly verses 35-36: "For I was hungry and you gave me food, I was thirsty and you gave me something to drink, I was a stranger and you welcomed me, I was naked and you gave me clothing, I was sick and you took care of me, I was in prison and you visited me."

Throughout October, members shared "Minutes for Stewardship" on Sundays and wrote articles for the newsletter and social media. An informational brochure was shared with the congregation. Dedication of pledges was October 29, 2022.

The congregation responded with 155 pledges totaling \$948,458.50. Unfortunately, this was short of the goal of \$1,110,477 needed for the 2023 Operating Budget.

The Stewardship Committee included *Sharon Hirsch, Cris Rivera, Celia Dickerson, Johanna Bernhardt, and Pat Dillon*, with staff assistance from *Mindy Douglas, Tom Bloom, Valerie McMillian, and Sybil King*.

Respectfully submitted,  
**Tom Bloom**

## **WORSHIP AND THE ARTS COMMITTEE**

Committee Chair: *Mary Ann Compton*

Committee Members: *Peter Fish, Alice Raney, Floalice Reaves, David Smith, Phyllis Supple, Julie Whiddon, Jean Wilson*

Staff: Associate Pastor *Esther Hethcox*, Minister of Music *Kathy Parkins*

The Worship and the Arts Committee met on the second Monday of each month throughout the year, starting in August. The committee did not meet in April.

The committee remained devoted to the following responsibilities:

- **Flower Ministry** – ensuring that there is an arrangement of fresh flowers in worship each Sunday. The flower arrangements are usually donated by a church member in memory of or in honor of a loved one.
- **Worship Preparation** – members of the committee make sure the sanctuary is prepared for worship services, including paraments, candles, communion table, crucifer, baptismal font, etc.
- **Communion Preparation** – members of the committee prepare the bread and cup for each communion service. The chair of the committee recruits and organizes the communion servers for each communion service.

Other highlights for the year:

- Determined services of Holy Communion for 2023 and submitted for Session approval.
- Created schedule and guidelines for use of Communion tablecloths.
- Adapted to new ways of serving communion in light of Covid restrictions.
- Approved proposed addition of handicap seating in the sanctuary to make this space more inclusive and accessible.
- Continued traditions of preparing sanctuary for Advent/Christmas (Advent wreath, candle lighting on Christmas Eve, poinsettias, other greenery) and Lent/Easter (palms, Lenten banner, Easter lilies).

Respectfully submitted,

**Mary Ann Compton**

## THE DIACONATE

### Class of 2023

Teddie Brown  
Barbara Fish  
Christy Gudaitis  
Elizabeth Jones  
Bob Pleasants  
Amy Sanchez  
Josh Walters

### Class of 2024

Jennie Bell  
George Gentithes  
Mark Higgins  
Jancy Johnstone  
Julio Manceras  
Grace Mbugua

### Class of 2025

Brianna Bennett  
Jane Brown  
Thilo Fullenkamp  
Wil James  
Ashley Swavely  
Evelyn Walters

The Diaconate has been in a resurrection season! With the welcoming of new officers, we have been reflecting on how to move forward with many ministries.

- The Membership Committee was a focused effort to recruit more members, secure stable leadership and discern what tasks we have capacity for in an ever-changing society.
- The Pastoral Care committee has discerned how to move forward with grief ministries, the caller ministries and flower ministries. The homemade cards to those grieving have been an especially sweet expression of care and love by this committee. This committee is also currently staffed by Deacons who are putting in time and energy to make calls, do visits, deliver flowers, and help with funeral receptions. I am so grateful!
- Fellowship Committee has continued to discern what events to pull off and have done an impressive job at gathering lots of participation at all-church events. This committee is primarily staffed by *Susan Dunlap*, so I give thanks and credit to her leadership!
- The ushering committee has now joined the Membership Committee, as we feel these two committees work well together and this provides the ushering chair community and support in their work.
- Most importantly, the Diaconate is now in full force with the resurrection of the Home Communion ministry. We are doing it like it has never been done—before it was really only intended for Croasdaile recipients, now we have teams of officers dispatched all over Durham to bring communion to our home bound folks! It is a gift.

Respectfully submitted,  
**Esther Hethcox**

## Fellowship Committee

Summer 2022	Full church potluck picnic
Fall 2022	Fellowship fair after worship
Fall 2022	Stewardship lunch
December 2022	Potluck at FPC after the Christmas pageant
December 2022	Hot chocolate for the Durham Christmas parade
Spring 2023	Full church potluck picnic

The year for the Fellowship committee was very successful as the church is getting back together comfortably after Covid. The turnout was strong for all our events and the congregation seems to be excited to bond outside of Sunday mornings.

We implemented new intergenerational dinner groups for church members to get to know others outside of their comfort zone.

The Fellowship Committee expects that the desire and need for fellowship within the church body will continue in the coming year.

Respectfully submitted,  
**George Gentithes**



Christmas Potluck – December 2022

## Membership Committee

The Membership Committee has been in a season of regathering and reflection as we discern how we should move forward in an ever-changing society. A committee retreat is planned for July 2023 at which time we hope to consider some new initiatives for connecting with the membership and welcoming of new members. We continue to offer new member classes and provide the coffee fellowship and lemonade on the lawn programs following worship.

### Changes in Membership:

- 28 new members including 9 confirmands
- 3 baptisms
- 6 transfer requests
- 4 deaths.

Respectfully submitted,  
Esther Hethcox



First Friends Advent Gathering – December 2022

## **PASTORAL CARE COMMITTEE**

Chair: *Bob Pleasants*

Members: *Brianna Bennett, Teddie Brown, Barbara Fish, Mark Higgins, Josh Walters*

We had a stellar and very active pastoral care team this year. All the work we did couldn't have been accomplished without everyone's help. First a huge thank you to the members of this committee.

*Barbara Fish* has been the primary card writer for our seniors and for those who are needing extra support (deaths in family, medical concerns, etc.). She continues to monitor the joys and concerns of the church and regularly reaches out to some of the older members of the church via cards.

*Josh Walters* continued meal train efforts, arranging meals and care for the following members:

- The Berry Family
- Lara Duffney and Art Baker
- The Crabtree Family
- The House Family

*Teddie Brown* continued to orchestrate callers to reach out to senior church members who are older and living alone. Sixteen (16) church members served as callers this year and maintained regular contact and conversations with church seniors. The callers report enjoying the relationships and friendships they have gained from these partnerships.

*Brianna Bennett* led the flower ministry this year, organizing and leading the deacons and other church volunteers to gather flowers after worship to arrange into smaller vases and deliver to members/families. She maintained a Google Sheet to account for the members/families who received flowers and for the volunteers who took flowers. This spring, we tried to increase the capacity of volunteers by making an announcement during the Sunday worship service that any member could stop by the kitchen after church to take flowers if they had someone in mind for delivery.

The Pastoral Care Committee continued to use part of its budget for Stephens Ministries books for members experiencing grief. *Barbara Fish* delivered these books to members at four different points in the year following the loss of a loved one.

Respectfully submitted,  
**Bob Pleasants**

## **PRESBYTERIAN WOMEN**



**Officers for 2022-2023:** Circle Chair: **Linn Lopez**  
Circle Treasurer: **Shirley Fredrick**  
Card Ministry: **Bet Lawson**

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 began the study "What My Grandmothers Taught Me" led by **Reverend Susan Dunlap**. Our meetings usually start with a brief business report and then the Bible study. Our average attendance is 15. This year we included an extra meeting for a picnic as a totally social event.

We normally 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 gifts for shut-ins, Share the Warmth, Church World Service for blankets, or special requests.

In addition, members pledge to the local Presbyterian Women's budget. We made donations to the Children's Hope Alliance, Meals on Wheels, Families Moving Forward, Durham Urban Ministries. We also make baby quilts which are given at baptisms. At each monthly Circle meeting, 15-20 cards are brought by Bet Lawson, outreach chairperson, for members to sign. The cards are then mailed out or delivered by Circle members to shut-ins.

The pandemic is not affecting us as much but there are still remnants. Our attendance is down and a little sporadic, and giving is down. Hopefully things will continue to improve. 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,



## **FINANCE AND INVESTMENT COMMITTEE AND TREASURER**

### **I. Introduction**

This report is a brief summary of the activities of the Finance & Investment Committee, including the Investment Sub-Committee from June 1, 2022 to May 31, 2023.

### **II. Committee Membership**

The year began with *Wendy McCorkle* as chair of the committee but she completed her service on the Session and while she remained on the committee, she turned over the role of Chair to *Fred Moore* in August.

There was additional turnover in the committee's membership during the year and we are still looking for additional members as well as the Chair of the Investment Sub-Committee.

- *Leslie McDow* and *Karen Romines* resigned in August.
- *Keith Merritt* joined as a new elder in August.
- *Al Arrowood* returned to committee in January after several years absence.
- In April, *Ed Pritchett* resigned from both the Finance & Investment Committee and the Investment Sub-Committee where he served as Chair.
- In May *Sam Miglarese* joined the Investment Sub-Committee.

### **III. Annual Audits**

Each year, in compliance with the Book of Order, First Presbyterian 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 years ending December 31, 2021 and December 31, 2022.

The audit for 2021 was received in June 2022 and a summary was reported to the congregation in September. 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.

Highlights from the 2021 audit include:

- The Operations Fund (or budget) ended 2021 net positive by \$54,894. Accumulated reserves or net assets ended the year at \$367,000.
- The Endowment Fund (Building & Grounds, Human Needs, McPherson, and Meyer) totaled \$3,761,055 at the end of 2021 for an increase of \$482,876 over the prior year. The funds are invested with Bank of America Private Wealth

Management, FPC's investment manager. Distributions from these funds, which are made annually according to the Session's spending policy, totaled \$194,785 in 2021.

- Other Funds (funds received by the Church for specific activities) ended 2021 at \$1,348,761 for an increase of \$590,843 over the prior year. Note within the "Other Funds" bucket, revenue to the "bequests" line totaled \$597,766, contributing to the unusually large increase during 2021.
- Net Assets for all funds (excluding Church land and building, which are not part of the audit) at the end of 2021 totaled \$6,360,506, up \$833,828 from the beginning of the year.

The audit for 2022 was received in June 2023 and a summary will be reported to the congregation. There were no significant audit concerns but there were some recommendations. 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.

Highlights from the 2022 audit include:

- The Operations Fund (or budget) ended 2022 net negative by \$31,749. Accumulated reserves netted the year at \$335,251.
- The Endowment Fund (Building & Grounds, Human Needs, McPherson, and Meyer) totaled \$3,117,443 at the end of 2022 for a decrease of \$643,612 compared to the prior year. The funds are invested with Bank of America Private Wealth Management, FPC's investment manager. Distributions from these funds, which are made annually according to the Session's spending policy, totaled \$164,254 in 2022.
- Other Funds (funds received by the Church for specific activities) ended 2022 at \$1,841,908 for an increase of \$493,147 over the prior year. Note within the "Other Funds" bucket, revenue included funds for the Capital Campaign.
- Net Assets for all funds (excluding Church land and building, which are not part of the audit) at the end of 2022 totaled \$6,027,225 which is a decrease of \$333,281 from the beginning of the year.

Recommendations from the 2022 audit include:

- During the audit, the auditors noted that bank reconciliations were not completed within the system and reviewed in a timely manner. The auditors recommend that formal bank reconciliations be completed and reviewed on a monthly basis.
- During the audit it was noted that credit card statements are only reviewed by the Business Manager. The auditors recommend the Treasurer

review the Business Manager’s credit card charges and all others are also reviewed by a direct supervisor as applicable.

- During the audit it was noted that multiple old outstanding checks were written off during 2022. For unclaimed property, as defined by North Carolina General Statute 116B, we recommend submitting a holder report and remitting the property to the NC Escheat Fund. If it is determined that these do not represent unclaimed property, the auditors recommend documenting the checks being written off with indication of review by the Treasurer.

Adjusting entries were made to correct how income from the endowments were recorded so the totals included accrued interest.

**IV. Capital Campaign**

As of March 2023 the Capital Campaign had received pledges for \$2,787,468.99 and \$1,625,963.08 of actual contributions. So far the solar project and the donation to RIP Medical have been paid for out of the contributions to the Capital Campaign.

A Loan Committee was formed in August 2022 to begin the process of applying for a loan to make up the difference between pledges and the cost of the building expansion project. After exploring the options, they chose the Presbyterian Investment and Loan Program as the source of the loan. After receiving the final cost estimate for the project in August 2023, the project will be sent to the Presbytery for approval.

**V. Budgets**

2022 (from the 2022 audit) and 2023 Budget Summary:

	2022			2023	
	BUDGET	ACTUAL	VARIANCE	BUDGET	CHANGE
<b>TOTAL REVENUE</b>	1,196,151	1,129,190	(66,961)	1,209,283	13,132
<b>TOTAL EXPENSES</b>	1,197,202	1,160,939	(36,263)	1,209,283	12,081
<b>BALANCE</b>	<b>(1,051)</b>	<b>(31,749)</b>	<b>(30,698)</b>	<b>0</b>	<b>1,051</b>

The development of the 2023 budget did not begin until October 2022 due to issues with COVID, staffing, the capital campaign and an inexperienced F&I Chair. Instead of the usual collaborative process it was decided to create a flat budget with the exception of a 5% increase in staff salaries. Due to the poor performance of the church’s investments it was decided to make a one-time exception and waive the stricter limit on endowment distributions and to use the 5% cap instead. With that information, the F&I Chair and the Business Administrator, with input from the Pastor, produced a draft budget. This budget included cuts in most committee budgets and reasonable but generous income assumptions. The budget was approved by the F&I Committee and the Session in February, and presented to the congregation in April.

**First Presbyterian Church of Durham**  
**2022 vs 2023 Operating Budget**

Accounts	Annual Budget (2022)	Annual Budget (2023)	Change in Budget	% Change in Budget
<b>REVENUES</b>				
Contributions	\$1,045,416.00	\$1,048,070.00	\$2,654.00	0.25%
Interest Income	\$10,900.00	\$24,874.00	\$13,974.00	128.20%
Special Offerings	\$18,850.00	\$19,399.00	\$549.00	2.91%
Miscellaneous Income	\$120,985.00	\$116,940.00	(\$4,045.00)	-3.34%
<b>Total REVENUES</b>	<b>\$1,196,151.00</b>	<b>\$1,209,283.00</b>	<b>\$13,132.00</b>	<b>1.10%</b>
<b>EXPENSES</b>				
Stewardship Committee	\$2,750.00	\$2,016.00	(\$734.00)	-26.69%
Session	\$9,160.00	\$9,019.00	(\$141.00)	-1.54%
Property Comm: Physical Plant	\$147,667.75	\$143,223.00	(\$4,444.75)	-3.01%
Property Comm: Office Admin	\$66,400.00	\$65,770.00	(\$630.00)	-0.95%
Fellowship Committee	\$3,200.00	\$3,489.00	\$289.00	9.03%
Worship & the Arts Committee	\$12,175.00	\$9,739.00	(\$2,436.00)	-20.01%
Christian Education Committee	\$21,000.00	\$18,747.00	(\$2,253.00)	-10.73%
Welcome & Belonging	\$4,550.00	\$3,741.00	(\$809.00)	-17.78%
Service & Mission Committee	\$184,550.00	\$185,099.00	\$549.00	0.30%
Pastoral Care Committee	\$1,300.00	\$918.00	(\$382.00)	-29.38%
Personnel Committee	\$744,149.09	\$767,522.00	\$23,372.91	3.14%
<b>Total EXPENSES</b>	<b>\$1,196,901.84</b>	<b>\$1,209,283.00</b>	<b>\$12,381.16</b>	<b>1.03%</b>
<b>Net Total</b>	<b>(\$750.84)</b>	<b>\$0.00</b>	<b>\$750.84</b>	

By the time the March finance reports were available there were signs that revenue was not going to meet expectations. Committees were asked to reduce spending and the congregation was made aware of this potential shortfall and were asked to consider increasing their giving.

Work on the 2024 budget began in June and promises to be a challenging process.

#### **VI. Ad Hoc Committees**

There are two *ad hoc* workgroups initiated by the Finance & Investment Committee. One is working on a Continuity Plan for the church finances in case there is unexpected staff turnover, natural disaster, or other catastrophe. This is a big project and is expected to take a considerable amount of time to complete.

The other ongoing workgroup is looking at the budget to see if there are ways to make it more transparent, streamlined, and efficient.

## **VII. Policies / Formal Guidelines**

Two major policies were approved during the time covered by this report: The Gift Acceptance Policy and the Investment Policy.

The *Gift Acceptance Policy* is a new policy for the church that provides guidance about what types of gifts will and will not be accepted, and the process of accepting gifts. It was based on a draft that had been put together a few years ago. The Finance & Investment Committee spent several months working on revising the original draft and it was approved by the Session at their February meeting.

The *Consolidated Statement of Investment Policy* was revised by the Investment Sub-Committee to clarify the section that describes how the amount distributed from the endowments are calculated and who is responsible for making the calculations. There were no major policy changes made but rather a simplification and clarification of the calculations by using quarterly data provided by the Investment Manager (currently Bank of America). This revised policy was approved by the Session in February.

## **VIII. Investment Sub-Committee**

This sub-committee usually met each quarter to review the Quarterly Investment Reports provided by the Bank of America. 2022 was a difficult year for investments but the church's investments tracked closely with the chosen benchmarks and the sub-committee felt that our investments "met expectations".

The Investment Sub-Committee also prepared the revision of the *Consolidated Statement of Investment Policy* that is described above. Another change in the sub-committee was the resignation of *Ed Pritchett* who had served for six years and had been the Chair for the last several years. The sub-committee is still looking for a new Chair.

## **IX. Conclusion**

Inspired by the love of God, through the generosity and work of the staff and congregation, First Presbyterian Church will continue to fund its mission and service in the Durham community.

Respectfully submitted,

**Fred Moore**

## Statistical Report to Presbytery of New Hope

### 2022 Church Statistical Report

<b>Church</b>	First	PIN	21311
<b>Presbytery</b>	New Hope		
<b>Address</b>	305 E Main St, Durham, NC 27701		
<b>Phone</b>	919-682-5511	<b>Fax</b>	919-682-0493
<b>Email</b>	<a href="mailto:v.mcmillian@firstpres-durham.org">v.mcmillian@firstpres-durham.org</a>		
<b>Web Site</b>	<a href="http://www.firstpres-durham.org">www.firstpres-durham.org</a>		

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#### Membership

Prior Active Members	524	Adjusted membership	524
<b>Gains</b>		<b>Losses</b>	
Certificate	13	Certificate	6
Youth Professions	9	Deaths	4
Professions & Reaffirmations	6	Deleted for any Other Reason	0
<b>Total Gains</b>	28	<b>Total Losses</b>	10
<b>Total Ending Active Members</b>	542		

<b>Baptisms</b>		Average Weekly Worship Attendance	174
Presented by Others	3	Friends of the Congregation	24
At Confirmation		Ruling Elders on Session	21
All Other		Do you have Deacons?	Yes

<b>Age Distribution of Active Members</b>		<b>People with Disabilities</b>	
17 & Under	9	Hearing impairment	20
18 - 25	114	Sight impairment	4
26 - 40	115	Mobility impairment	14
41 - 55	91	Other impairment	10
56 - 70	133		
Over 70	80	<b>Gender Distribution</b>	
<b>Total Age Distribution</b>	542	Women	302
		Men	224
		Non-Binary	16

<b>Youth in Congregation</b>			
Age 4 and under	18	Middle School (6th – 8th grade)	10
Elementary School (K-5th grade)	36	High School (9th – 12th grade)	10
		<b>Total Youth</b>	74

<b>Racial Ethnic</b>			
Asian/Pacific Islander/South Asian	10	Native American/Alaska Native/Indigenous	1
Black/African American/African	51	White	472
Middle Eastern/North African	0	Multiracial	2
Hispanic/Latino-a	6		
		<b>Total Racial Ethnic</b>	542

<b>Budgeted Income</b>	1,196,151		
<b>Budgeted Expense</b>	1,197,202		

<b>Receipts</b>			
Regular Contributions	1,114,924	Bequests	76,600
Capital Building Fund	846,853	Other Income	28,773
Investment Income	170,094	Subsidy or Aid	8,110

<b>Expenditures</b>			
Local Program	1,000,118	Investment Expenditures	25,667
Local Mission	204,259	Per Capital Apprt	5,399
Capital Expenditures	115,226	Other Mission	6,990

Tuesday, February 14, 2023

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## 2022 WORSHIP ATTENDANCE MONTHLY AVERAGES

Month	Weeks this month with in-person attendance	2022 Monthly Average
January+	2	101
February+	2	126
March	4	130
April	4	150
May	5	139
June	4	118
July	5	95
August	4	101
September	4	149
October	5	*187
November	4	*201
December	4	*190
<b>Monthly Average</b>		<b>148</b>

Live streaming of worship began March 15, 2020.

\*Attendance numbers include online views of worship.

+ The COVID infection rate increased as 2022 began  
and prevented us from gathering in-person on all Sundays in January and February.

## **OUTSIDE ORGANIZATIONS USING CHURCH BUILDINGS & GROUNDS**

June 1, 2022– May 31, 2023

1. \*AA Support Group
2. \*Al-Anon Support Group
3. \*Coalition for Affordable Housing and Transit
4. Coalition for a Non-Violent Durham (Faith Team Training and Re-Entry program staff meetings)
5. DAR - General Davie Chapter (brunch meeting)
6. \*Durham Bullhorns (rehearsal)
7. Durham CAN (Congregations, Associations and Neighborhoods)
8. Durham City/County Government Employees (MLK Celebration)
9. \*Durham County Board of Elections (poll worker parking, and precinct meetings)
10. Durham County Department of Social Services (departmental meetings /training)
11. Durham Habitat for Humanity Contractor parking
12. \*First Presbyterian Day School (Board, Committees, Training, Fall festival, graduation)
13. Martin Luther King Jr. Commemorative Service (Unity Rally)
14. People's Alliance Economic Inequality Team
15. St. Philips Episcopal Church (parking for events)
16. Singers of New and Ancient Music (SONAM) concert
17. \*Vox Virorum (auditions, rehearsals, and concert)
18. Weddings (non-members)
19. Women's Voices Chorus (rehearsals and concert)

\* Denotes organizations that meet at least quarterly.



**305 EAST MAIN STREET**

**DURHAM, NORTH CAROLINA 27701**

**919-682-5511**

**<https://firstpres-durham.org>**

**ORGANIZED 1871**