

**First Presbyterian Church  
Eighteenth Annual Report  
2016 – 2017**



**Organized 1871**

**ANNUAL REPORT**

**AUGUST 31, 2017**

## 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 2016-2017 year. This is the eighteenth 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**

My dear friends,

On February 14, 2016, the congregation of First Presbyterian Church, Durham, voted to call me as your pastor/head of staff. That day was an incredibly emotional day for me. I believed God was calling me to do ministry here with you in Durham and you confirmed that calling. I have had great respect for FPC over the years because of your long history of vital and relevant worship, forward-thinking, and compassionate service to the world, and your welcoming mindset that took inclusion seriously enough to fight for it in the wider church. When I arrived in May, I found a community of faithful, visionary, justice-seeking, gospel-loving individuals who welcomed me to join in ministry with you all.



My work for the church this year focused in the major areas of worship leadership, preaching, teaching, pastoral care, administration, membership support, staff support, and committee resourcing. Included in this were baptisms, weddings, and memorial services. Over the course of my first year with you, I have gotten to know you all and have learned the rhythms and patterns of this community. I celebrate passionate dedication of volunteers, elders, deacons, and staff here at FPC and the many gifts they bring. I am grateful to be doing ministry with you all.

First Presbyterian Church is in the middle of a rapidly changing downtown. All around us we see construction projects and change taking place. Having celebrated the 100<sup>th</sup> anniversary of our sanctuary, we now move into a new period of challenge and growth. We ask the question – Who are we to be in this new and constantly evolving Durham? How do we let the community around us know the ways we seek to live out the gospel message of love and peace, justice and joy in our worship and in our service to the city of Durham and beyond? We have a significant voice that needs to be heard – a voice that echoes the inclusive and non-judgmental love of Christ which calls us to action so that we might make a difference in this community. We seek to witness to a deeper and more profound grace that changes us at our core and brings us a light for our lives and for the world that shines brightly even in the darkest of places. As I look back at this past year 2016-2017, I am excited about what FPC is already doing and the faithfulness of this community. When I look ahead, I am even more excited about what FPC can and will do in Durham, NC and beyond as a part of their faithful response to the Gospel of Jesus Christ.

Over the past year, we have continued to add new members, provide worship of depth, energy, beauty, and passion, and care for the needs of the city around us. As our community grows, more and more people get involved in new and different ways.

Though we have struggled to maintain our financial contributions to the number of organizations we would like to support, as a congregation, you continue to hear God's call to go into the world, bearing the light of Christ and sharing God's promise of hope and peace. You are passionate about the gospel and seek to discern together, through your study, prayer and service, what it means to be Christ's disciple in the world today. I am honored to partner with you in this journey of faith.

My thoughts about a few key areas of life at FPC:

### **STAFF**

I continue to be in awe over the quality of the staff serving this congregation: **Valerie McMillian** (Parish Administrator) and **Tom Bloom** (Business Administrator) are an amazing team and keep the administrative side of the church working smoothly. They work many hours responding to specific needs and requests and paying close attention to the details of the administrative side of the church. Most people have no idea how many tasks they complete faithfully and competently behind the scenes. **Robert Daye** works closely with Tom Bloom to care for our large facility. Robert has been here longer than any of us and serves as a knowledgeable, stable, hard-working, and dependable caregiver of the church. Like Tom and Valerie, he also has a great sense of humor and is a joy to work with. I am grateful for their excellent, reliable, quality work and for their personal commitment to the church and to their faith in our Triune God.

Our program staff also consists of faithful, talented, and visionary leaders: **Kathy Parkins** (Director of Music Ministries), **Marilyn Hedgpeth** (Associate Pastor), **Sarah Finbow** (Director of Youth Ministries), Sam Miglarese (Associate Pastor, part-time), and **Cherrie Henry** (Parish Associate, part-time). Each week the six of us gather to plan worship for the upcoming weeks. This group, without exception, is gifted, creative, compassionate, hard-working, and passionate about the gospel. Each week they are busy planning and implementing programs, visiting the sick, checking in on church members, preparing to teach and preach, preparing for and leading engaging, relevant, moving, and challenging worship, and working together as colleagues in Christ. I am blessed to be a part of this amazing team of leaders.

In addition to the above, two others helped lead this congregation, **Susan Dunlap** (Parish Associate for Urban Ministries, part-time), and **Chris Karnadi** (Duke Divinity School Intern, part-time). Susan nurtured our connection with our friends and neighbors at Urban Ministries of Durham and Chris led worship and worked with our youth and young adults.

I am grateful to be a part of such a gifted, dedicated and faithful team of leaders. Thank you for your generosity as a congregation which allows us to have such a talented and hard-working team in place.

## **CHILDREN AND YOUTH**

Our children and youth are such an important part of our community. They bring joy, life, and energy into our worship, education, and service. They teach us, they lead us, and they invite us to honor Jesus' call to welcome the children. They are nurtured in Sunday school, youth group, mission trips, youth conferences, and intergenerational events, and we seek even more ways to help them feel included in the life and ministry of this congregation.

## **HOSPITALITY**

This congregation has continued to show hospitality to all. Here in this place, all are welcome. Our welcome statement each week in the bulletin declares this and our actions show it. We welcome all. Over the past year, we have acted on this belief that we are called to welcome others by continuing to oppose the HB2 "bathroom" bill, welcoming same-sex weddings in our sanctuary, including people of different races, genders, and sexual orientation in our leadership, and inviting our Muslim brothers and sisters to our fellowship hall for conversation, food, and fellowship. These are but a few ways we actively welcome all God's children and this continues to be an important part of our mission.

## **SERVICE AND MISSION**

This church has a history of serving the city around us and we continue to do so with our financial support of many helping organizations in Durham. Two large ministries we support are Iglesia Emanuel Presbyteriano, a Hispanic Presbyterian church in north Durham, and the First Presbyterian Church Day School. Iglesia Emanuel provides worship, programming, food, and care for a large Hispanic community. They would not be able to support their work, especially with children, without our support. Our support of the FPC Day School often goes unnoticed, but remains an important part of the vision and mission of FPC. Though it is incorporated as its own non-profit day care facility, we give money to help ensure that those who need child care assistance (often recommended to us by the Department of Social Services) can receive it. This is a five-star facility, run by an experienced and competent director and supported by a community/parent/church board. In addition to these two main areas of ministry, we also support such organizations as Housing for New Hope, Urban Ministries of Durham, Step-Up Ministries, Meals on Wheels, and Habitat for Humanity (to name a few).

Many of our members are also actively involved in volunteering for these and many other organizations. We have a congregation with a heart for compassionate care and service and they live out God's calling to care for those who are in need among us.

We also work for systemic change and know that there are times when advocacy can make significant and positive changes for the poor and marginalized. Our work with Durham CAN shows our commitment to affordable housing, fair wages, and other areas of social justice for those in need.

## **WORSHIP**

I have referred to the excellent worship leadership of our staff above, and must also emphasize the worship leadership of our congregation. We have an incredible choir (directed by Kathy Parkins) that leads our worship each Sunday during the school year. We are blessed with amazing and talented vocalists and instrumentalists who sing and play for us throughout the year on a variety of instruments. We have a strong cadre of lay leaders (well-trained by retired Presbyterian pastor Rev. Steve Rimmer) who take worship leadership seriously and interpret scripture for us with passion, insight, and dedication. In addition, we have been blessed by the dramatic gifts of our members through dramatic interpretations of scripture. And once a year our youth lead us in a powerful and moving worship experience! All of this is supported by our sound team, led by John Fricks, which ensures that all who are in the sanctuary will be able to hear and have the full experience of worship in the beautiful space God has given us. Our worship includes celebrations of the liturgical year, such as Advent, Christmas, Epiphany, Lent, Easter, and Pentecost, as well as the sacramental celebrations of the Lord's Supper (Eucharist) and Baptism. Each week, worship is full, powerful, and moving. Some weeks we are challenged by scripture, while other weeks we are deeply comforted. Each week, Christ is present with us and we are nourished, nurtured, and equipped to go into the world bearing the light of Christ in our lives wherever we go.

## **EDUCATION**

God's astounding grace continues to form and guide us, growing us in our own spiritual lives and inviting us into a deeper and more meaningful relationship with God in Christ. We invite church members and friends to be active in our adult, youth, and children's Sunday school classes and to participate in a weekly Bible Study or in seasonal book studies. We are blessed with many gifted teachers who share wisdom and insight while inviting conversation, discussion, and questions. We believe that we are on a continuous journey of spiritual formation and seek God's guidance as we study and learn through the guidance of the Holy Spirit.

## **ADDITIONAL INFORMATION**

In May 2017, I graduated from Duke Divinity School with a Doctor of Ministry degree. I am grateful for all the support FPC members and friends have given me as I finished this degree.

I am involved in the national church through the NEXT Church Advisory Team. For more about NEXT Church, please see <https://nextchurch.net/>.

I am also on the planning team for the 2018 Worship and Music Conference, sponsored by the Presbyterian Association of Musicians and held for two weeks in Montreat, NC.

I hope you will take the time to read through this document and see the incredible impact First Presbyterian has on the community around us. We provide financial

resources and volunteers for a large number of service agencies and work particularly in areas related to poverty, hunger, race relations, mental illness, care for the environment, and ecumenical and interfaith partnerships. We are a strong, healthy church bearing witness to God's grace and love to a hurting world. May God continue to guide us in the days and years ahead.

To God be the glory, now and always.

Your pastor, servant, and friend, Mindy Douglas

**Marilyn T. Hedgpeth**  
Associate Pastor

**POINTS OF PRIDE FOR 2016-2017**

- Having **Mindy Douglas** here as Head of Staff. It has been a privilege to provide leadership assistance during this year of transition, and I feel that Mindy is off to a good start. We have an excellent church staff, and I am so grateful to have such dedicated colleagues in ministry.
- Providing oversight for the 16 youth and their mentors who participated in the Confirmation Classes this year. These 8<sup>th</sup> and 9<sup>th</sup> graders were a joy, as we learned from each other the nuances of our faith, such as providence, election, salvation, stewardship, and service. In addition to classroom time, we visited a PC(USA) Farm Church, Judea Reform Congregation, Immaculate Conception Catholic Church, Hall Wynne Funeral Home, and the Sikh Gurdwara of NC. I am proud of every one of these youth for participating in the process; I am proud of their mentors, who will continue to be in relationship with these youth; and I am proud of the teachers who helped with the class.
- Taking a much-needed sabbatical last August – October, to spend time reading, reflecting, writing poetry, and traveling out west to see the magnificent redwoods in Muir Woods National Monument, as well as the beautiful Bryce Canyon and Zion National Park in Utah. I am so grateful to FPC for graciously allowing for my renewal, and covering for me while I was away.
- Having a superbly dedicated Christian Education Committee, who covered the weekly spiritual nurture programs of the church, but who also sponsored a new Inter-generational Sunday School option every fifth Sunday. Under the leadership of **Lenore Champion**, the committee created activities that accented the text for the day, while also pulling people together, young and old, around tables. It was a great way to build community across generational lines in our church.



- Studying scripture with a group that met every Friday, to look at the Parables of Jesus, as well as a book by Rowan Williams, *Making Disciples*. This group prayed weekly for the concerns of the wider church.
- Supporting our Muslim friends by sending peace cards that **Sue Fricks** created in December, as well as with an event in January that brought representatives from two local masjids here to discuss how we might build tighter bonds of friendship between our communities, especially during times of threat. Subsequently, two other local masjids invited our members to join them for dinner. We continue to make in-roads with the Muslim community here in Durham.
- Addressing the stigma of mental health with our community by providing a six-week program on Mental Illness and Our Faithful Response. I hope to do more to heighten awareness of how faith and mental health dovetail.
- Serving on the Board of Step-Up Durham, a new initiative that helps find sustainable employment for those who have been out of the workforce due to incarceration, illness, or other factors.
- I also take great pride in serving on the Board of the FPC Dayschool, a primary mission of FPC since 1970.
- Having a loving husband, Hedge, himself a PC(USA) pastor, who shares with me the joys and concerns of parish ministry; having three wonderful children, Emily (and husband, Adam), Andrew, and Stuart (and wife, Mimi); and having two beautiful grandsons, Spencer and Parker, who keep us young, and keep ministry relevant. I love you dearly.

Respectfully submitted, Marilyn Hedgpeth

**Sam R. Miglarese**  
Associate Pastor

*Sam celebrated his 10<sup>th</sup> anniversary of installation as Associate Pastor at FPC, August 20, 2016.*



**PASTORAL CARE**

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

**CHRISTIAN FORMATION/EDUCATION**

- **Faith and Community**
  - Assisted with planning and leadership of the Adult Sunday School programs on a variety of topics, including discussion of the film **Genius** about Wolfe and

Perkins, Sept. 4, 2016. Led discussion of Brueggeman's Book **Chosen** on Jewish/Palestinian relations, Biblical short stories, Luther and the Reformation, May 7, 2017.

- Participated in Lenten Series on the Rowan Williams book **Being Christian** and the summer reading series on Willimon's book **Fear of the Other**.

- **New Member and Officer Training Sessions**

Participated in sessions on the meaning and identity of initiation into our community of faith, as well as Officer training in the sacraments

- **March 5<sup>th</sup> Group**

Assisted with program development for this monthly lay and clergy Presbyterian gathering, which includes Durham and Chapel Hill.

- **Diversity Plan Report**

A request initiated at a Session break out group from listening groups on January 23, 2017, resulted in a request from Head of Staff (staff retreat 1.24.17) to explore what a unity in diversity plan would look like. The committee that created that report included Homer Ashby and Jane Williams. A report was submitted to Pastor February 14<sup>th</sup> and subsequently shared with Session in March, 2017.

#### **CONTINUING EDUCATION: PROFESSIONAL DEVELOPMENT AND PRESENTATIONS**

- **Bryan Stevenson** speaks on Just Mercy at DPAC August 25, 2016.
- **Elroy Lewis** retirement at Hilton - Raleigh-Durham Airport, August 27<sup>th</sup>, 2016.
- **Founders' Day Banquet**, Durham Committee on the Affairs of Black People, August 27, 2016.
- **42<sup>nd</sup> Freedom Fund Banquet**, Chapel Hill, Oct. 29, 2016
- **Festschrift for Helen (Sunny) Ladd** at Sanford School of Public Policy, May, 2017
- **Jon D. Levenson**, Albert A. List Professor of Jewish Studies at Harvard University, inaugural lecture of the Hudi Gross Memorial Lecture Series, co-sponsored by the Duke Center for Jewish Studies, September 25, 2017.
- Panel participation on the "**Arrogance of Help**," Duke University, December 7, 2016
- **Faith and Gender** –coordination with Muslim and Jewish teachers on this topic, March 21, 2017
- Participated in conference celebrating the 500<sup>th</sup> anniversary of Luther's ninety five theses in 1517 called: **Luther** and the Shaping of the Catholic Tradition, Catholic University: May 30-June 2, 2017

#### **CHURCH STAFF AND STRUCTURE**

When Duke Work schedule allows:

- Attended staff meetings, retreats, joint officer and Session meetings, stewardship and finance meetings, and other meetings as directed.
- Participated in Presbytery meetings for New Hope Presbytery as a voting Teaching Elder delegate.

#### **STEWARDSHIP**

Stewardship spirituality as a way of life continues to be an important dimension of reformed theology as applied to the **annual appeal** for commitments of Time, Talent,

and Treasure. The campaign season of 2016 did again succeed in measurable results with 25 new pledges, though total amounts fell lower than anticipated.

**2016 Theme:** *For Where your heart is, there your Treasure will be also. - Luke 12:34*

Highlights:

- Served as staff liaison and assisted **Celia Dickerson** and **Miriam Morey** (co-chairs of the Stewardship Committee) with the implementation of stewardship season and the annual congregational dinner (11.1.16)
- **Laurie Williamson** coordinated the season and dinner with many helping hands and a first class brochure. The Stewardship Campaign for 2016-17 generated 190 pledges for a total of \$789,730.
- Worked closely with **Lisa Gabriel** and **Sheila Breitweiser** on developing a planned giving program as part of good stewardship for the Church's future support. A full report will be given by the Stewardship Committee.
- Worked closely with **Carol Carson** and the Investment Committee on the development of a resource handbook on Church's investment policies for our endowments.

#### **MEN OF FAITH**

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

#### **PRESBYTERIAN CAMPUS MINISTRY AT DUKE UNIVERSITY**

- 70<sup>th</sup> anniversary celebration, Trinity Ave. Presbyterian, Durham, NC, September 29<sup>th</sup>, 2016.
- Serve on the PCM+ Board of Directors for two year term
- Served on the Search Committee that selected new campus minister (Libby Boehne) during April -June, 2017.

#### **OUTREACH TO DURHAM**

- **MLK Commemoration Activities**
  - The MLK food packaging event at Durham Tech, January 16,2017
  - March and concluding rally/service at FPC on January 16, 2017.
- **Asst. VP and Director, Duke-Durham Neighborhood Partnership in the Office of Durham and Regional Affairs**
  - Represented Church in many ways, especially through ongoing work with the African-American Churches of Walltown, Crest Street, and Lyon Park neighborhoods around affordable housing, jobs, youth development and health care.
  - Directly and indirectly connected civic engagement commitments with the pastoral office at the church through involvement and support of area non-profits and the Durham Rotary Club.

## THANK YOU

Sam is grateful to **Mindy Douglas, Marilyn Hedgpeth, Andy Henry, Homer Ashby, Jonathan Abels, Celia Dickerson, Miriam Morey, Sheila Breitweiser, Lisa Gabriel, Dan Hudgins, Carol Carson, Tom Bacon** and the entire staff and committed congregation of FPC for their prayerful support of his ministry among you these last ten years as Associate Pastor.

## CHERYL BARTON HENRY

Parish Associate Pastor for Young Adults

### YOUNG ADULTS AT FPC AND SCRATCH FELLOWSHIP

If you could see God, what would you see? What sort of clothes does God wear? What does God smell like? What if God resembled bread or a vine? Could God be like a laboring woman? What about laughter or flame? This year the Young Adult group spent time playing with Biblical metaphors of God, suggested by Dr.

Lauren Winner in her book "Wearing God." Through reading, discussion, a bit of art-making and finally at a

year-end conversation in Dr. Winner's home, the Young Adults grew their understanding of God by exploring metaphors used to describe God.



### HERE ARE OTHER PLACES OUR YOUNG ADULTS COULD BE FOUND THIS YEAR AT FPC!

- Six of our Young Adults served as Elders and Deacons and staff for FPC.
- Three of our Young Adults are Candidates for Ministry in the PC(USA).
- Young Adults serve on many of the committees of the church. They are also Church School teachers, youth group advisors and youth trip chaperones.
- Young Adults strengthen our worship leadership by singing in the choir, ringing bells, conducting the Junior Choir, playing in the Wind Ensemble, chanting, singing solos, reading scripture, serving as liturgist, folding palm crosses for Palm Sunday, ushering and even preaching a time or two.
- Young adults serve in the Community Kitchen, volunteer with the Florence Forth Race, help with fellowship meals, write Christmas cards to Death Row inmates, and volunteer with Habitat. They've offered mindfulness meditation, yoga and Nia classes to our congregation.
- Nurturing the bonds of fellowship, the Scratch group potlucks monthly with the best of them! During these times we bless new homes, hone new relationships, enjoy sharing our answers to some crazy questions constructed by our own **Carlo Diy** and pray for each other.
- In January, the Scratch met in a 3-hour planning retreat where they mapped out their 2017 year together. Look for the Young Adult/Scratch group as it leads the congregation in a Vespers service for the September All-Church Gathering on

September 24th and participates in the Durham Gay Pride Parade on September 30<sup>th</sup>.

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

Thanking God for it all,

Rev. Cheryl Barton Henry, Parish Associate Pastor for Young Adults

**KATHRYN C. PARKINS**  
Minister of Music

*Make a joyful noise to God! All creation sings your praise!  
Great your wonders here displayed, unexcelled throughout our days  
Glorious is your sacred name, ages old, yet still the same.*

*(from hymn no. 54 "Glory to God")*



FPC continues to thrive under the leadership of our pastors and strong laity. Our new pastor, **Mindy Douglas**, is a great lover of music! We have explored more of the riches of our "Glory to God" hymnal under her leadership. Her enthusiasm is contagious, and all of the musical groups in the church benefit from her support.

Music is central to worship life at FPC. Our musical offerings include a handbell choir, an adult chancel choir, a children's choir and a woodwind ensemble, as well as music and resources for instrumentalists and soloists.

We have music libraries for all of the above, and we are most grateful to **Kate Busa** for her help with the music libraries. The adult chancel choir sings at the 11:00 service from late August to the following July. The dedication of this group is truly amazing to me. We are grateful to **Dewey Lawson** for his assistance with the choir.

**Samantha Arten**, a graduate student at Duke, conducts the Children's Choir. This year with the advice and encouragement of parents, we moved the rehearsal from after church to practicing during the later part of the church service (except on communion Sundays). The children leave right after "A Time with the Children," and rehearse until their parents pick them up after the service. We have had a marked increase in attendance and also in engagement of the choristers.

I am deeply grateful to the Session for granting me a sabbatical leave. 2016 marked the 100th year of the sanctuary and of the Austin organ. I used my sabbatical to practice the organ seriously to prepare for a recital that I played on November 20, 2016. I had not had time for this kind of focused work since graduate school and it was so refreshing

and joyful to me. The program also included instrumental music played by **Mary Kay Robinson, Joe Robinson, and Ben Maxwell**---all members of the church. **Lesley Curtis** sang the Rachmaninoff “Vocalese” in a special arrangement we had commissioned by **Scott Tilley**. A program of the recital is included in the church archives.

I also spent time reading about and listening to music of the English Tudor period. This is a particularly interesting time in the history of music as England went back and forth between the Catholic and Protestant church, and music was greatly affected. I missed being at FPC, though, and was very happy to be back just in time for the Christmas rush!

The generosity and outreach of FPC is shown through its policy of allowing musical groups to both rehearse, and hold concerts, at the church. A men’s chorus, a brass trumpet group, a choir that sings 19th century Shape Note music, and an Episcopal Compline choir all meet at FPC on a regular basis. Each year, we are a venue for concerts of all types, as well as individual recitals. This year, we were a main venue for Moogfest—an independent music conference that promotes music and artists who are interested in synthesizers. This brings national attention to Durham and supports local hotels and restaurants. FPC was even pictured in the New York Times in two pictures on the front of the arts section. Though this is a lot of work for us, we’ll do it again next year.

Finally, in June, I attended the Montreat Music and Worship week in the NC mountains. It was good to see some old friends and to learn some new music. I particularly enjoyed watching the choral director there and attending the class on the future of music in the church.

Next year we will participate in a fundraiser for the Durham Arts Council. **Lesley Curtis** and I will offer a short recital. We will be part of three concerts on one night. This model was a huge success for two years, and we agreed to participate again. We also are looking forward to collaborating with the choir of Judea Reform synagogue. Our choirs will sing at the Friday service at Judea Reform and then at the Sunday service at FPC. I’m sure that this is a first and I am excited to be a part of it. In addition, we are planning a joint concert with the choir of Watts Street Baptist church in the spring. This is always a challenge that the choir enjoys.

Once again, I express my gratitude to all the people of this wonderful church. It is truly an honor to work here.

**Sarah Finbow**  
Youth Minister

The 2016-2017 year began with middle school youth planning to attend the Presbytery conference at Camp Don Lee. Seventeen youths and adults from FPC and Iglesia Emanuel signed up to participate. The conference was perhaps too aptly themed



“Storm Chasers of Faith.” Hurricane Matthew came up the coast, forcing the Presbytery to cancel the trip.

In late October we started planning our annual Youth Sunday worship service. This year the service fell on Christ the King Sunday. It was a beautiful service of praise and worship, and a testament to the faithful consideration the youth gave to each of the four lectionary scriptures of the day. As is our tradition, youth wrote the prayers, selected the hymns, and preached, adding elements of visual worship with flags and streamers waving as they processed into the sanctuary to lead the congregation in worship.

Our youth again engaged in many service projects throughout the year. For our annual MLK service project we joined with Community Midrasha, Sikh Gurudwara, Iglesia Emanuel, and Mt. Bethel Presbyterian Church. A new project was undertaken with the organization Sole Hope measuring and cutting pieces of denim and plastic for shipment to Uganda. Ugandan craftspeople, earning fair wages, used this denim and plastic to make shoes for children. These shoes help to protect children against jigger infestations. Sole Hope funds fair wages for the craftspeople, as well as clinics to treat and rid children of jiggers.

We also participated in several activities with our friends at Trinity Avenue Presbyterian Church and Westminster Presbyterian Church. This included a fun “flour war” which allowed for fellowship among youth groups, and an evening listening to and asking questions of **Jonathan Wilson Hartgrove**.

In the spring of 2017 we confirmed eleven 8th and 9th graders and we graduated fourteen young people with connections to the youth program during their middle or high school careers.

Our youth helped the congregation host two nights of the Great Big Church Family Festival, our new Vacation Church School initiative. Our theme was “Surprising Friendships,” and all of FPC participated in welcoming other churches and faiths both nights.

Seven youth and two adults teamed up with youth and adults from Mt. Bethel Presbyterian Church travelling to the Massanetta Springs middle school retreat in early July. Sixteen youths and three adults travelled to the Montreat high school conference at the end of July. This was our largest attendance at this conference during my tenure at FPC.

## REPORTS FROM THE SESSION

### REPORT OF THE CLERK OF SESSION

**Active Elders:** August 2016 through July 2017

**Class of 2017**

*Bob Breitweiser*

*Kate Busa*

*Emily Durham Diy*

*Almira Mbah\**

*Carter Momsen-Hudson\**

*Will McDow*

*Joseph Ngumi*

*Alice G. Raney*

*Phyllis Verhey*

\*Youth Elder

**Class of 2018**

*Al Arrowood*

*Lenore Champion*

*Miriam Morey*

*Gerald Postema*

*Caroline Rourk*

*Eric Wiebe*

*Jane Williams*

**Class of 2019**

*George Bernhardt*

*Barbara Buckley*

*Libby Gully*

*Delia Kwon*

*Dewey Lawson*

*Karen Romines*

*Gray Wilson*

**Session Moderators:** Mindy Douglas, Pastor/Head of Staff;  
Marilyn Hedgpeth, Associate Pastor

**Clerk of Session:** Christyn Klinck

The Session of First Presbyterian Church of Durham, NC, held five called meetings, primarily for the business of approving new members.

The Session held five congregational meetings during the year: September 4, 2016 - to approve the sale of property received during the 2004 Capital Campaign; October 30, 2016 - to elect the Nominating Committee; February 19, 2017 - to elect officers and Nominating Committee members; March 19, 2017 (Annual Congregational Meeting) - to approve the pastors' terms of call and to discuss the 2017 budget; and on July 9, 2017 - to elect one deacon and one Nominating Committee member to replace nominees who moved away.

The Session held 10 stated meetings, which were primarily devoted to receiving reports from committee chairs. The work of the committees is reported elsewhere in this Annual Report. Other actions of the Session included the following:

- Oversaw the work of the church under **Pastor Mindy Douglas**.
- Implemented the use of Google Drive to share documents related to Session meetings, thus saving on resources of paper and staff time.
- Approved **Susan Dunlap** to be an unpaid Parish Associate.
- Established an Investment Subcommittee as a permanent subcommittee of the Finance and Investment Committee, and heard regular reports from this committee. Adopted a Consolidated Statement of Investment Policy drafted by the Investment Subcommittee and approved hiring U.S. Trust as the new investment manager.

- Approved a task force to review questions about the legal relationship between FPC and **FPC Day School**, and proposed a preferred legal arrangement. A task force is continuing to meet to examine this issue.
- Approved modifications to the wedding policy, including a revised fee schedule.
- Approved an Ad Hoc Budget Committee to study the budgeting process and finalize the 2017 budget. This ad hoc committee will continue through 2018, and is working with the Stewardship Committee to revise the stewardship and budgeting process.
- Heard a report of the Assessment Team that reviewed the transition process between pastors, and approved sending a letter from the team summarizing FPC's experiences and recommendations to New Hope Presbytery's Executive Presbyter and Committee on Ministry.
- Adopted a budget for 2017 based on the report from the Ad Hoc Budget Committee. The new budget required reduction to the budgets of all committees, but especially to the budgets of the Service and Mission Committee and Personnel Committee, resulting in the elimination of the administrative assistant position.
- Commended **Rev. Mary Banner** for her years of service to FPC and to the people of Durham.
- Approved confirmation of 16 youth who completed the confirmation process and desired to join the church.
- Examined new officers.
- Approved the establishment of a restricted fund specifically for the flower ministry to be called the **Jerry Tyren Memorial Flowers Fund**.
- Approved the establishment of a Strategic Planning Task Force.
- Approved establishing a committee of the Session to approve adult background checks.
- Approved communion dates for the year.

The 2016 Annual Church Record, submitted to the PC(USA) in early 2017, reflected 500 active members, a net gain of 1 from the previous year. In 2016 FPC conducted eight child baptisms and one adult baptism. The age distribution was balanced with about 50% under and 50% over the age of 45. Slightly more than 10% of the members are from a racial or ethnic minority. The 2016 FPC Church Report to the Presbytery of New Hope is included with this report.

**BOARD OF TRUSTEES:** The Board of Trustees convened at the Session meeting on August 22, 2016, and a congregational meeting was called on September 4, 2016, to approve the sale of property received during the 2004 Capital Campaign. The sale was approved and the property was sold on September 27, 2016 to **Ben and Sara Zweigle** for \$55,000.

The Board of Trustees convened on June 19, 2017 and elected the following officers:

**Lenore Champion**, President

**Miriam Morey**, Vice President

**Christyn Klinck**, Secretary (also Clerk of Session)

**Torrell Armstrong**, Treasurer

No other business was transacted at this meeting.

Respectfully Submitted, Christyn Klinck

## **CHRISTIAN EDUCATION COMMITTEE**

**Chair:** Lenore Champion

**Co-Chair:** Emily Durham Diy

**Members:** Jon Abels, Dawn Carsey, Lenore Champion, Emily Durham Diy, Sarah Finbow (Youth Minister), Marilyn Hedgpeth (Associate Pastor), Bill Lorimer, Marcia Lorimer, Delia Kwon and Katharine Whitmore

**Meetings:** 2<sup>nd</sup> Monday of each month

## **SUNDAY SCHOOL**

Teacher training took place on August 21. Sunday school teacher training included reviewing the Sunday School calendar, discussing new room assignments and reviewing the Child and Youth Protection Policy review (background checks for new teachers). The Sunday School year began with Promotion Sunday on August 28 with the theme of "Sunday School...Go!". In addition to introducing the Sunday School Teachers at Promotion Sunday, children were able to participate in a Pokemon themed scavenger hunt and photo booth.

- 2016-2017 Christian Education classes include:
  - Adult Lectionary
  - Journeys
  - Faith and Community
  - Women's Spiritual Formation
  - Scratch
  - Scripture Reading
  - Infants/Toddlers
  - 2's, 3's/4's
  - K/1<sup>st</sup>/2<sup>nd</sup>
  - 3<sup>rd</sup>/4<sup>th</sup>/5<sup>th</sup>
  - Middle School
  - High School
  - Confirmation (8th and 9th grade)
- Youth Sunday - For the second year in a row, Youth Sunday was held November 12 instead of in May. This change in dates continues to work better for all the youth leading the service.
- Fifth Sunday Intergenerational Sunday School - In the spirit of "try something new," the Christian Education Committee spearheaded an Intergenerational Sunday School in Watts Hall on the fifth Sundays of October, January, and May. Each fifth Sunday had a theme based on the lectionary texts for the day and activities centered around that theme. Themes included "Peacemaking Sunday" (October), Epiphany

Winterfest: Let your Light Shine Down (January), and Road to Emmaus (April). The fifth Sunday initiative was well attended by all the Sunday schools and the Christian Education Committee hopes to continue this tradition in the future.

### **ADDITIONAL CHRISTIAN EDUCATION EVENTS**

- College Student Thanksgiving holiday brunch – Marilyn hosted a brunch for returning FPC college students.
- Advent Festival and Alternative Giving Fair -The festival was held on December 4, which was the second Sunday of Advent. Crafts and giving opportunities continue to be the focus and the day was renamed to reflect that. Participating organizations included: Housing for New Hope, Genesis Home, Our Children's Place, SAF Unite - Student Action with Farmworkers, Threshold, Urban Ministries, Habitat for Humanity, FPC Prayer Shawl Ministry, FPC Service & Mission Committee, Cafe Justo, Donate Life NC, Durham CAN, Iglesia Emanuel Food Pantry, Welcome Baby, Step Up, Human Kindness Foundation and Wheels4Hope.
- Christmas Pageant – For the second year in a row, this tradition was held at the 11 am service on December 17 (instead of on Christmas Eve).
- Souper Bowl Sunday - Instead of youth making the soup to sell, church families were invited to make a batch of soup to sell as part of a “chili cook-off.” Proceeds were donated to Weekend Power Pack Program of the Food Bank.
- Valentine Party - Held on February 12th, this event was a collaboration between middle school youth and families with young children. All who attended made Valentine cards and blessing bags.
- Palm Sunday – Christian Education hosted an egg hunt on the playground for families with very young children. The committee provided hot cross buns, fruit, and coffee, and a time for fellowship in Watts-Hill Hall before the Palm Parade.
- Families with Children Fellowship Event - Sarah Graham and her assistant Isaiah held three events over the course of the spring to engage children with art, and to share a meal together. Parents were able walk to Bull City Burgers and enjoy some "adult time" together.
- Confirmation - Our 8th and 9th graders participated in classroom study of the Reformed Tradition, and then made visits to 5 local faith communities. Each confirmand was paired with an adult mentor, who accompanied them on this journey of faith. At the end of the process, 11 were confirmed and all who participated were affirmed.
- Teacher Appreciation -This took place on June 3. Each teacher and class was honored with a card and thank you. Children were invited to go outside and play on the playground, supervised by committee members, while Adult Sunday School classes had the opportunity to share about their year with each other.
- Summer Sunday School - After much success last year, we decided to continue with a movie theme for the children. The curriculum was developed by Lenore Champion with assistance from Katherine Whitmore. This year’s movies were: “Zootopia,” and

“Moana.” Adults in the Faith and Community Class read and discussed “Fear of the Other: No Fear in Love,” by Will Willimon and “Waking up White.”

- Vacation Church School (VCS): This was the first year of the newly reconfigured multi-church initiative: Great Big Family Church Festival (GBFCF). This year’s theme was “Surprising Friendships,” and a different congregation was invited each night to join. For example, FPC welcomed members of the Sikh Gurudwara on Wednesday. With the new configuration, the GBFCF was held June 11-14 from 5:30-7:30 pm, and families were encouraged to attend together along with all members of the congregations. Trinity Avenue Presbyterian, Iglesia Emanuel, Mt. Bethel Presbyterian, and Duke Memorial United Methodist partnered with FPC. FPC hosted GBGCF on June 11 and June 14, while other partner churches hosted the other two nights. There were close to 100 attendees each night, which was exciting to see based on the changes that had been made this year.

Respectfully submitted, Emily Durham Diy and Lenore Champion

## **NOMINATING COMMITTEE FOR OFFICERS**

**Chair:** Bob Breitweiser

**Members:** Laura Armstrong, Peter Compton, Paul Cornsweet, Shirley Frederick, Leslie McDow and Karen Swope

### **DEACONS ELECTED (Class of 2020)**

Stephen Berry

Will Chambliss

Tony Chaves

Christy Gudaitis

Wayne House

Emily Wilkins

Laurie Williamson

Sam Henry (Youth - One Year Term)

Frances Zehmer (Youth - One Year Term)

### **RULING ELDERS ELECTED (Class of 2020)**

Carol Carson

Brent Curtis

Andy Henry

Tyler Momsen-Hudson

Alice Raney

Cris Rivera

Jane Wettach

Ellie Dilworth (Youth - One Year Term)

Sigfried Fullenkamp (Youth - One Year Term)

### **AT-LARGE-MEMBERS, 2017-18 NOMINATING COMMITTEE**

Madeline Anglin

Matthew Dickerson

Shirley Frederick

Jody Maxwell

Jane Rourk

Respectfully Submitted, Bob Breitweiser, Chair

## **PERSONNEL COMMITTEE**

**Chair:** Eric Wiebe

**Members:** Laura Hanson, Gray Wilson, Jane Wettach

### **OVERVIEW**

This year has been shaped by the continued transformation of church administration, led by Mindy Douglas, Head of Staff, and the budgetary challenges faced by lower than expected revenues. This has resulted in personnel actions and policy decisions, as outlined below.

The year began with an ongoing discussion of realignment of staff roles relative to strengths and gifts of individuals filling these roles, as well as FPC's vision and mission. Related to this was a discussion of the Parish Associate role at FPC, leading to a motion to the Session (approved) stating revised language describing the role of Parish Associates for inclusion in the church's personnel handbook.

Initial budget drafts were developed with particular attention to historically low salaries for some staff relative to fair market values, resulting in salary compression issues. Ongoing discussion of the personnel budget in Session again brought to the fore the difficulty of having robust, transparent discussions, while also respecting personnel privacy norms. This included communicating to both the Session and to the congregation as a whole.

**Marilyn Hedgepeth** brought forward a concern from the childcare providers with regards to their pay rates. The result was a new pay schedule based on length of service and whether the provider had completed adult and pediatric CPR training plus First Aid.

**Mindy Douglas** made a focused effort to address higher stress levels of staff during the holiday season. A debrief after the holiday season indicated this was effective.

Discussions started near the end of the year concerning the approaching retirement of FPC Sexton, **Robert Daye**. Though no date has been set, there was the recognition that planning needed to start for a transition.

As the year drew to a close, there was continued concern over a potential budget shortfall. The resulting approved budget for 2017 negatively impacted the personnel budget on many fronts. Most importantly, it meant lower than desired raises for key staff, and a reduction in staff through the elimination of an administrative assistant line. The inability to fully address salary compression issues contributed to a request by two staff for a change in their work agreement to result in fewer hours worked.

## **SUMMARY**

For the Personnel Committee, this next year is likely to be dominated by a need to again reevaluate budget and staffing in face of a continued budget shortfall. In order to conduct this work in an informed way, the Personnel Committee is working with church leadership and the Finance Committee to conduct a comprehensive work effort allocation audit, and to continue to monitor the larger job market for updated data on competitive salaries and job descriptions.

Respectfully submitted, Eric Wiebe, Chair

## **PROPERTY COMMITTEE**

**Chair:** Kate Busa/Chris Brown

**Secretary:** Andy Henry

**Business Administrator:** Tom Bloom

**Members:** Chris Brown, Barbara Buckley, Paul Cornsweet,  
Celia Dickerson, Julie Whiddon, Chuck Wilson

The Property Committee sees to day-to-day maintenance of the church and grounds and anticipates, prepares for, and oversees major repairs and improvements.

The Committee handled the following items with the invaluable leadership of **Tom Bloom**, above and beyond regular maintenance and cleaning and the deep cleanings over the year.

## **CHURCH GROUNDS**

- **Landscape Maintenance:** It takes 12 hours of volunteer work a month during the growing season to maintain the beauty of our landscaping. Thanks to **Barbara Buckley** for heading up our Landscape and Gardening Committee, and to all who have helped with this work. Because of their efforts our church looks open, inviting and active. We also continue to have basic mowing and mulching provided by our contractor.
- **Tanglefoot Bug Trap:** Tanglefoot was again installed on all the trees of the play yard and along Roxboro Street to prevent caterpillars from climbing into the canopies and harming the trees. It was removed in the spring.
- **Irrigation System:** Damage to the irrigation lines was repaired and the timers fixed by our new irrigation partners, Falling Rain. They winterized our system in late fall and brought it back on line in the spring. We have reduced our irrigation water usage by 50% now that the plantings are well established.
- **Large Hollies Removed:** The overgrown holly trees that obscured the entrance to the Day School were pruned back in a way that will allow them to come back and be trimmed as bushes.

- **Parking Lot:** The parking lot was sealed and restriped and a new traffic pattern was instituted to increase safety. All traffic should now be entering off of Liberty Street and exiting onto Roxboro Street. There is new signage for the staff, Day School staff, and handicapped areas of the parking lot as well.
- **Trash and Worse:** The homeless that stay in the area had been leaving their belongings under our bushes. There was also a problem with trash and human waste on the property. Working with Robert, we were able to let them know that any belongings would be removed. The problem has eased over the course of the year.

## **BUILDINGS**

- **Roof/Gutter/Re-pointing Work:** Extensive work was done on the roofs, gutters, flashing, and brickwork on the sanctuary, church house, and foyer to make our building dry inside. There is more work yet to do on the education building and the stonework of the porch on the church house.
- **Plaster Repair and Painting:** Once the roof work was completed, we had all the water damage to the plasterwork, ceilings, and walls repaired and those areas repainted.
- **Further water damage:**
  - We discovered water damage to the ceiling above the stairs in the foyer. It was traced to a faulty valve in an HVAC system that has been repaired. The ceiling was repainted.
  - A leak was discovered that caused damage to the plasterwork in the Wilson Parlor. The problem was a space where a decommissioned, through-the-wall HVAC unit had been removed in the office above. The space was bricked in and the plaster was repaired and repainted.
- **Boiler Repairs:** Some repair work was needed on the boilers for the sanctuary and education building.
- **Plumbing:** Issues with hot water temperature for the dishwasher led to the discovery of some legacy water piping, and some missing and worn out check valve situations. Obsolete piping was removed and the check valve situations corrected.
- **Safety Upgrades:** Four additional fire extinguishers and four fire blankets were added to the Sanctuary.
- **Cracked Windows Replaced:** Several windows in the Day School cracked due to the reflective film installed last year. They were covered under warranty and replaced at no charge.
- **New Lights for Pastor's Office:** Four lovely new light fixtures were installed in Pastor's office to replace the decades old fluorescent ones that had not aged well, and that gave very poor quality light.
- **Entrance Door Fixed:** The entrance door from the parking lot into the Day School needed its panic bar and locking mechanism replaced.

- **Better Fire Alarm Map:** We are working on a better fire alarm map that will show the exact locations of sensors. This will be posted near the entrance by the alarm panel and will assist first responders in finding the location of alarm messages.
- **Refurbished Bookcase:** A lovely old Barrister's Bookcase was donated to the church. It was lovingly refurbished by **Miguel Rubiera**, and now resides in Pastor's office.
- **New Choir Cubbies:** Thanks to **Paul Cornsweet** who created an expanded set of cubbies in the choir room to serve our burgeoning choir.
- **Technology:** New Wi-Fi points were installed for better coverage in the building. A guest Wi-Fi network was created as part of this project. Plans are underway to upgrade video security.
- **Minor Repairs:** Our new general contractor, **Daniel Hogan**, sent in a crew to perform a list of minor repairs. These included shaving two doors to fit over new carpet, refinishing an exterior door into the basement, venting two doors to allow proper airflow for IT equipment, fixing some holes in baseboards, securing some trim and replacing the metal roof over the stairway landing above the boiler room. All repairs were done in good time and are of the highest quality.

#### **WISH LIST**

The Property Committee has a wish list of projects and repairs that just await funding. Some of these include:

- Repairing the retaining wall along the Roxboro Road entrance.
- Replacing the windows in the lower foyer with insulated glass.
- Upgrading the lighting in the Day School.
- Security doors for the Day School.
- A drinking fountain in the courtyard.
- Clean carpets in the education building.
- Exterior painting of the education building.
- Refurbishing Church House basement.
- Security upgrade (video).

### **SERVICE AND MISSION COMMITTEE**

**Co- Chairs:** Will McDow and Jane Williams

**Members:** Laura Armstrong, Tom Bacon, Lea Bingham, Sheila Breitweiser, Beth Eisenson, John Fricks, Sue Fricks, Dale Gaddis, Libby Gulley, Ann McKown, Jody Maxwell, Margaret Rubiera, Marie Sappenfield, Mary Jo Schlecht, Karen Swope, Phyllis Verhey, and Robert Yoder

The Service and Mission Committee had another busy year supporting structural change in the Durham community, assisting our neighbors in crisis and assisting local and international mission efforts. This annual report is organized around two themes that dominated the life of the committee: budgets and listening sessions.

The section on budgets outlines several 2016 budget decisions by the committee, and provides context to the 2017 committee budget. The second section summarizes the listening session, and organizes the work of the committee within the key findings from the listening sessions. Organizing the report of the committee in these two sections also highlights the financial and the non-financial aspects of the Service and Mission Committee. While the committee authorized \$140,000 for service and mission efforts, the majority of FPC's service and mission work is undertaken by members of the congregation volunteering their time and talents.

### **FINANCIAL SUPPORT AND BUDGET DECISIONS**

In the second half of 2016 the committee allocated funds from several special offerings, the Human Needs Endowment and the New Initiatives Fund. The following organizations were supported through these allocations: FPC Day School; Emanuel; Presbyterian Disaster Assistance; Achievement Academy of Durham; Human Kindness Foundation; Food Bank of Eastern and Central North Carolina; Welcome Baby; Meals on Wheels and North Carolina Central University's campus ministry.

The longer and more difficult discussions revolved around the 2017 budget. During initial discussions, the committee set a stretch goal to grow the committee's budget from the current 19% of the church budget to 25% of the budget. The committee also set a directional target to increase funding for organizations and efforts that create structural change in Durham, and to increase our focus on mission both domestically and internationally. While these aspirational statements are important to document, the committee instead was faced with significant budget cuts for 2017.

The Service and Mission budget for 2017 totaled \$161,150, a very generous amount of support for our neighbors in need. This represented a reduction of \$22,000 in the operating budget for the committee. This reduction resulted in the committee removing 13 organizations from the budget. Most of these organizations received \$500 or less in 2016. Some other organizations received reduced funds. The committee was still able to support 25 organizations and efforts, with the following five organizations receiving the greatest financial support: FPC Day School (\$46,000); Iglesia Emanuel (\$23,300); Presbytery and General Assembly (\$20,000); FPC Walk-in Assistance (\$12,000) and Housing for New Hope (\$9,000).

### **CONGREGATIONAL LISTENING SESSIONS**

During fall 2016, the Service and Mission Committee held six listening sessions with various church groups. 82 members of the congregation attended the six sessions. Attendees were asked the same questions. A report with common themes, critical issues, and selected direct quotes was provided to the Session and summarized in the church newsletter.

The committee identified multiple opportunities and areas of improvement flowing from the listening sessions. These tasks and opportunities are identified below with descriptions under each outlining the related work of the committee.

- **Improve education and communication with Congregation**

During spring and summer 2017, and going forward, the committee has worked to better explain how FPC engages in Service and Mission. This has included more regular articles in the church newsletter, and an increased focus on Minute for Missions. We have been especially active in bringing in community partners to describe their work. The committee expects this task to remain a priority for the next year.

- **Community service opportunities**

FPC members have long been engaged with community organizations and local issues. Over the past year the committee has increased connections with several local community efforts including: 1) Religious Coalition for a Nonviolent Durham; 2) Refugee Resettlement; 3) Prison Ministry through Yokefellows; 4) Step-Up Ministry; and 5) Beer and Hymns (at Fullsteam Brewery), including an FPC sponsored night raising funds for Partners for Youth Opportunity.

Over the past year, several new sub-committees and task force groups were formed to address specific needs of the committee and FPC. With the growing interest in new sub-groups associated with Service and Mission, the committee developed a formal process for sub-committees. The Service and Mission Committee approved a proposal to authorize a FPC Day School Task Force to review models of legal ownership between the church and day school, and to recommend a preferred option to the Session by April 2018. In addition an Anti-Racism Task Force with **Kathy Krahenbuhl** as the liaison was formed to focus on education and improved race relations. Similarly, a Social Justice Subcommittee was formed with **Homer Ashby** as the liaison to focus on efforts of CAN and other community social justice activities.

- **Intergenerational Domestic Mission Trip**

The committee organized an intergenerational mission trip to eastern North Carolina from July 30 through August 5 to help with reconstruction resulting from damage by Hurricane Matthew. The group stayed at the First Presbyterian Church in Kinston, North Carolina.

- **International Mission Trips**

On February 10, 2017, Margaret and Miguel Rubiera led a group of 19 volunteers, including FPC members **Lisa and Carl Rist** and former member **Laura Sappenfield**, to Honduras for a 10-day building trip with Habitat for Humanity. In addition to building, they also visited an orphanage founded by Mother Teresa where they delivered over 30 baby quilts made by BJ Morton and other FPC members. Additional community building activities included spending time in a Girls Home (orphanage and shelter), a home for the elderly, and continued support of the elementary school in the village where the group was working. Two trips are planned for early 2018.

- **Days of Service**

The committee hosted two Days of Service in 2016. They are briefly described below. The committee is currently reviewing how to ensure Days of Service are most meaningful for FPC members and partner organizations.

The Service and Mission Committee organized the Fall Day of Service on Saturday Oct 29<sup>th</sup>. Approximately 40 FPC members spent the morning gleaning sweet potatoes, building a Habitat house, helping at Seeds or landscaping around FPC. That evening 16 FPC members attended the annual Durham Branch NAACP dinner.

The committee also organized a Summer Month of Service in July 2016 with opportunities for members to sign up and volunteer as their time allowed. The congregation responded generously with their time and resources. FPC members donated school supplies to Crayons for Calculators, groceries for Emanuel Iglesia Food Pantry and our Walk In Ministry Blessing Bags. Members drove routes and delivered meals for Meals on Wheels, prepared lunch bags at Urban Ministry, sorted food at the Food Bank, organized books at Book Harvest, signed up for construction at Habitat for Humanity and roofing with Woman Roofers, cleaned and organized the Day School and volunteered to prepare dinner at Families Moving Forward.

- **Intergenerational Activities**

The CROP Walk is a long-time favorite intergenerational activity of the church. Our 2017 FPC coordinators were **Jody Maxwell** and **Paul Cornsweet**. This year 32 FPC members walked, including lots of children, and raised \$3,400 from an estimated 50 or 60 members. The entire walk raised \$72,000.

The committee is working with Christian Education and exploring new ways to assist parents in talking to kids about social justice issues through age appropriate activities and discussions.

- **Diversity**

**Rev. Sam Miglarese** has started conversations about diversity at FPC with individuals and the Session. Further congregational discussions are planned.

Respectfully submitted, Will McDow, chair

## **FIRST PRESBYTERIAN DAY SCHOOL**

This year First Presbyterian Day School (FPDS) once again achieved the highest NC daycare rating of 5-stars, while serving dozens of children and their families. Our Day School can serve up to 64 students and is located in the FPC Education Building, which otherwise would likely remain unused on weekdays.

Each of the Day School's five age-appropriate classrooms (for infants through ages 4 years old) has a teacher and teacher assistant with special credentials and experience in working with that age group. Each classroom also reflects the mission of the FPDS, which is to have an enrollment balanced between children whose families are able to

pay fully for their children's tuition and children whose tuition fees are subsidized by government agencies and funds donated by FPC and the Day School.

The FPDS is one of FPC's most significant missions for these three reasons:

1. The Day School is the largest recipient of FPC's mission funds (designated through the Service & Mission Committee). These funds are used to subsidize children from low-income families who otherwise might not have the opportunity to attend a top quality preschool program.
2. The Day School represents perhaps the greatest investment made by FPC in the Durham community because of significant FPC mission funds directed to the Day School, and because the Day School may well be our most significant investment in the future of Durham.
3. The Day School is governed by a volunteer Board of Directors, which includes up to five FPC representatives and one FPC clergy member serving as liaisons between FPC and the Day School.

Thanks to the faithful support of FPC over the years, hundreds of children have been prepared for successful learning experiences in other school settings.

Sheila S. Breitweiser, Vice Chair, First Presbyterian Day School Board

## **UNITY IN DIVERSITY PLAN**

**Facilitator:** Sam Miglarese

**Members:** Homer Ashby, Jane Williams

On the morning of February 10, 2017, **Sam Miglarese** met with **Homer Ashby** and **Jane Williams** to follow up on the task given to him from the January staff retreat to study the possibility of developing and implementing a unity in diversity plan for FPC.

### **BACKGROUND**

Jane reported that at two listening sessions (Faith and Community and Young Families) greater diversity was a voiced need for our community. Her notes are included in this report. That input was shared at the Session meeting of January 23, 2017 in small groups and reported out. At the January 24, 2017 staff retreat at Mt. Bethel, Sam was asked to explore the possibility of creating a plan to take the necessary steps for FPC to become even more diverse than we are.

## **FIRST PRESBYTERIAN: VISION (WECOMING STATEMENT), MISSION, AND CORE VALUES**

All three foundational documents of our Church (including **Book of Order** of PC(USA)) claim diversity, inclusion, and equity as hallmarks of our community. All are welcome, and we want every race, social class, and people from different countries, abilities, family situations, and sexual orientations to experience our hospitality and call to a shared faith. We want all to find here a warm, accepting home. All of this is rooted in our Baptism as expressed in 1 Cor. 12:13: *For in one Spirit we were all baptized into one body, whether Jew or Greeks, slave or free persons, and we are all given to drink of one Spirit.*

With the many competing priorities that claim our attention, energies and resources we have solid reason to believe that we are living out what a welcoming and inclusive community should be:

- People of color are welcome and active members of our Church.
- We support the Iglesia Emanuel congregation with our time, presence and money.
- We host special events with the Durham Muslim community, Hispanic festivals, Durham CAN, NAACP, and City and County events.
- We host intercultural, racial equity and other trainings for our congregants.
- Faith and Community Sunday School connects faith and action in the community on a regular basis.
- We have had sister church relationships with Fisher Memorial Church and St. Joseph's AME Church for Holy Thursday worship together.
- FPC has its first female Pastor/Head of Staff.

But, there still seems to be a call to continue to deepen the congregation's understanding of diversity and to embrace this core stated value as a source of enrichment in our community. Yet how do we move beyond the rhetoric and words that speak to this value to reach out to embrace a greater diversity of members?

Here are the obstacles we face; it will take a "monumental effort" to make serious inroads on diversity:

- In general people want to worship with those that look like them.
- We must create relationships first, before genuine invitations to our church are extended and accepted.
- Diversity here implies different (color, gender, age, etc.), but of equals in our middle, upper middle class profile. Looking at the overall socioeconomic realities of our congregation (class, culture, education), we need to start in phase one with who we are, then branch out in phase two to reach people of color and other diversity from different socioeconomic classes.
- We must make a concerted effort to retain our relationship with our African members.
- We may need to make some efforts to change our worship experience of preaching and music.

**ACTION:** The committee seeks to bring this topic back to a Faith and Community Sunday School session for further clarification: for those who feel we are falling short, “What would diversity look like?”

Respectfully submitted, Sam Miglarese, chair

## **STEWARDSHIP COMMITTEE**

**Members:** Celia Dickerson and Miriam Morey, co-chairs, Lisa and Carl Rist, Tom Bacon, Carlo Diy, Amy Wilson, Amy Dillon, Leslie McDow, and pastors Mindy Douglas and Sam Miglarese.

The theme of the 2016-17 Stewardship Campaign was:

*For where your heart is, there your treasure will be also. Luke 12:34*

Our theme emphasized the spiritual aspects of stewardship and the importance of gratitude for the gifts we have been given by God.” We believe that open hearts lead to compassionate and generous giving.

The committee met regularly throughout the year starting in September with a proposed timeline for the work of the committee. Based on a budget developed by the Budget Committee the goal for the Stewardship Campaign was set at \$917,000. This represented requests put forth by the Budget Committee for a “needs” budget. *The final tally of the Stewardship Campaign was 190 pledges averaging \$4,156.47 each, with all pledges totaling \$789,730.*

The stewardship calendar included a Minute for Mission each week in the bulletin from October 16<sup>th</sup> through the week following Dedication Sunday written by **Sam Miglarese, Carl and List Rist, Sue Fricks, Cris Rivera, and Almira Mbah**. Sunday worship included a Minute for Mission delivered by **Miriam Morey, Celia Dickerson, Laura Armstrong, and Almira Mbah**.

A Congregational Dinner on November 1 at St. Phillip’s Episcopal Church fellowship hall served as the formal start of our publicity, and it culminated on Pledge Sunday, November 13. The invited speaker for the Congregational Dinner was **Rev. Sidney Batts** from Greensboro who gave the keynote address focusing on the importance of FPC in our community. The cost of the dinner was \$2,588 with \$1,580 offset by donations, resulting in a net cost of \$1,008 for the church. **Laura Williamson** coordinated the dinner catered by Durham Catering Company. Once again, each committee provided beautiful decorations for the tables representing their committee’s work. **Marilyn Hedgpeth** organized pizza and childcare for children whose parents were attending the dinner.

Church staff members **Mindy Douglas, Tom Bloom** and **Valerie McMillian** published a packet including a 2-fold brochure that highlighted key facts about stewardship and the ministries of FPC. **Tom Bloom** generated colorful pie charts depicting the percentage of

total expense represented by various parts of the budget. Pledge cards were revised to more clearly show choices for pledging. This year online giving was made available to donors.

November 13<sup>th</sup> was Dedication Sunday. During that special service, members were encouraged to bring their pledges to the communion table in a symbolic act of commitment and response to the message that had been stressed throughout the previous weeks. Young children participated in the service by processing with an “ark” that was used to collect the pledges.

From the start to the end of the campaign, **Tom Bloom** sent the Stewardship Committee weekly detailed updates of the pledge tally. By early December, we became aware of a shortfall in total monies pledged, and numbers of households pledging. By late December, the committee began calling individuals who had not pledged to date. Additionally, house visits were made to a few individuals who are unable to attend church, but who had always pledged.

The time and talent survey process is under evaluation and did not take place on Pentecost as in the past.

On-going throughout this church year **Lisa Gabriel** and **Sheila Breitweiser** co-chaired the Planned Giving Subcommittee.

## **FPC PLANNED GIVING AND FPC LEGACY SOCIETY SUBCOMMITTEE**

We are now celebrating our second year of the FPC Legacy Society with great success. During these two years, nearly 40 members and friends of FPC have committed to participate in this planned giving program (some joining by name and some choosing to remain anonymous in their giving). These individuals have decided that they wish to benefit our church through their estates, whether through their wills, retirement plans, life insurance policies, trusts or other financial gifts.

The FPC Business Administrator, **Tom Bloom**, and members of the Planned Giving Subcommittee are working with donors every step of the way to explore giving options that will meet their charitable goals on behalf of FPC. These giving options may be directed to specific programs through restricted gifts, or established as unrestricted gifts that will allow our clergy and officers to direct gifts to needs that are determined at a later date. In whatever way Legacy Society members choose to direct their gifts, their donations will help to ensure the future of FPC in the same way that our predecessors' donations enabled us to inherit FPC as it is today.

## **SUGGESTIONS FOR 2017 CAMPAIGN**

- Stress the potential for online giving to broaden appeal among younger church members.

- Continue and/or formalize current commitment to have Church Officers complete pledges **before** the launch of the Stewardship campaign so this can be reported to the congregation.
- Consider outreach that extends beyond the congregational dinner. The people that tend to attend the dinner are most likely early pledgers, we need strategies to reach other demographics.
- Develop a better method of messaging during the “Minute for Stewardship” that highlights “giving” instead of simply focusing on “Why I Love FPC”. Speakers should be coached ahead of time to make the link between the two.

#### **GROUNDWORK FOR 2017-2018 CAMPAIGN STARTED IN EARLY JUNE**

Membership on the committee changed and the committee now consists of **Miriam Morey (Chair), George Bernhardt (Vice Chair), Celia Dickerson, Carl Rist, Carlo Diy, Emily Durham-Diy, Cris Rivera, Sam Miglarese** and **Mindy Douglas**. **Miriam Morey** agreed to lead the campaign for an additional year with **George Bernhardt** agreeing to serve as Vice Chair.

A survey was developed by **Carlo Diy** targeting first time pledgers to try to discern why people are compelled to pledge. We also decided to begin the campaign earlier so that the campaign can be completed in a timely fashion, allowing the Budget Committee to prepare a budget before year-end.

We also agreed to propose an entirely new campaign that will eliminate the stewardship dinner and, instead, host a congregational lunch following church in the early fall. Individuals not submitting a pledge that week will receive a home visit. We will recruit members from other committees to assist with these home visits. We also will recruit new members with marketing experience to assist in developing the campaign. The campaign theme is nearly finalized. We also have initiated stewardship thank you letters that are included in the quarterly giving report. And finally, the Stewardship Committee duties were reviewed and updated.

Respectfully submitted, Miriam Morey, Chair

#### **WORSHIP AND THE ARTS COMMITTEE**

**Members:** Gerald Postema (Chair), Alice Raney (Vice Chair), Sarah Finbow, Peter Fish, Michael Honeycutt, Dewey Lawson, Almira Mbah, Kathy Parkins, Ruth Roberson, David Smith, Phyllis Supple, Carol Wills, Jean Wilson.

**Clergy Regularly Attending:** Rev. Mindy Douglas, Rev. Marilyn Hedgpeth.

Worship and the Arts Committee (WATAC) seeks to serve God and the community of FPC by enabling and enhancing meaningful divine worship. From time to time during the year, the committee studied key portions of the Directory of Worship to better

understand principles of Reformed Christian worship that orient and direct its efforts. The following summarizes the activities of the committee over the past year.

## **WORSHIP**

The committee prepared the sanctuary for worship each Sunday morning and for special services at other times during the year. It arranged for mid-week services during the Advent and Lenten seasons. It scheduled after-service greeters throughout the year.

- **Communion:** The committee proposed for Session approval a schedule of dates for the celebration of communion; scheduled servers and shepherds for all communion services; and prepared the elements and the communion table for all services. It organized and participated in quarterly communion services at Croasdaile Village (led by **Rev. Robert Yoder**) and The Forest at Duke (led by **Rev. Steve Rimmer**) for members unable to attend services in our sanctuary. Youth elders and others served communion on Youth Sunday in November.
- **Lector Instruction:** On behalf of the committee, **Rev. Steve Rimmer** offered regular instruction of laypersons willing to read the Word during worship.

## **SANCTUARY**

- **Paschal Candle:** A Paschal candle on its red oak stand, given in memory of **Elder Edward Kwon**, was dedicated during Holy Week, 2017. The candle will remain in the sanctuary throughout the year and is lit during Eastertide, baptisms and funerals as a visible sign of God's presence and Christ's triumph over darkness and death.
- **Flowers:** The committee organized the donation of flowers for the sanctuary each Sunday. It proposed for Session approval the creation of a new fund dedicated to underwriting the purchase of flowers for the sanctuary, and that money from the Tyren bequest be put into this fund. A new florist was secured, and an **on-line system** for registration of donors will be instituted.
- **Other matters:** The Durham chapter of the NAACP used the sanctuary for their monthly meeting on July 23, 2017

## **ARTS**

- **Quilts:** In connection with FPC's celebration of the one-hundredth anniversary of our sanctuary, the committee organized and installed, in October 2016, an exhibit of eight quilts made or owned by members of the congregation.
- **Donated Art:** The committee gratefully accepted donations of paintings from **Dan and Rosanne Nagy** and from **David Smith** and **Judy Hinderliter-Smith**. In the coming months, the committee will decide where to display the art works.
- **Music:** The committee sponsored or permitted use of the sanctuary for various music events throughout the year as a matter of outreach to the community and congregation. Some events were fund-raisers for community-service non-profit organizations in Durham. The following are some of the events held in our sanctuary over the year:

Mark Kroos, guitar (September), Brad Croushorn, new music composer (September), Singers of New and Ancient Music (November), Kathy Parkins, organ recital to celebrate 100<sup>th</sup> anniversary of sanctuary (November), Lesley Curtis and Deborah Coclans, music of Christmas (December), Raleigh Camerata (February), Vox Virorum/UNC and NCSU Glee Clubs—Combined Concert (March), Chamber Singers of Durham Chamber Choir/Ciampi Quartet (April), Moogfest (May), Vocal Arts Ensemble (June).

#### **OTHER MATTERS**

- **Budget:** In early autumn 2016, the committee prepared a budget, thinking in three categories: core (bare-bones), regular needs and dream (aspirational). The regular needs budget was proposed to Session for the annual stewardship campaign. Adjustments were made in light of the results of the campaign. Among the items discussed as part of the “dream” budget were: building interfaith connections, introducing more art into worship, expanding Music on Main, and making better use of the chapel.
- **Wedding Policy:** Minor changes were made in the Wedding Policy and the schedule of fees was revised.
- **McPherson Lectureship:** Worship and the Arts chair, **Jerry Postema**, served as a member of the McPherson Lectureship Committee (which is a largely autonomous sub-committee of WATAC). **Prof. Miroslav Volf** of Yale University was the 2017 McPherson Lecturer.

Respectfully Submitted, Gerald J. Postema, Chair

### **MCPHERSON LECTURESHIP SUBCOMMITTEE**

**Chair:** Scottie Seawell

**Members:** Homer Ashby, Jane Brawley, Hendrika Vande Kemp, Gerald Postema, Senior Pastor Mindy Douglas, Associate Pastor Marilyn Hedgpeth, Duke Divinity School Intern Chris Karnadi

The tradition to invite a guest to come among us – to challenge us to grow in our faith, began under the pastorate of **David Scanlon** (1920-1938). The McPherson Lectureship was inaugurated in 1999 and is dedicated to enriching the faith and life of the FPC and the Durham community.

The 2017 McPherson Lectureship was held on February 26, 2017 with guest lecturer **Dr. Miroslav Volf**, the Henry B. Wright Professor of Theology, Yale Divinity School and Founder and Director, Yale Center for Faith and Culture. The theme of the Lectureship was "God and Enjoyment of the World."

On Sunday, February 26, Dr. Volf gave a presentation at FPC to the combined adult Sunday School classes entitled, "Joy, Desire, and Responsibility." At 11:00 a.m., he preached a sermon entitled, "Redemption of Touch." At the evening lecture, co-hosted with and held at the Duke Divinity School/Presbyterian Reformed House of Studies, Dr. Volf presented on "What Will Save the World? Flourishing in a World We Cannot Save." Members of the Durham community and clergy were also invited to attend all lectures.

The Lectureship is made possible through an endowment given by the McPherson family in memory of Dr. and Mrs. S.D. McPherson, Sr. and Dr. S.D. McPherson, Jr.

Respectfully submitted, Scottie Seawell, Chair

## **REPORTS FROM THE DIACONATE**

### **REPORT FROM THE MODERATOR**

#### **Class of 2017**

\*Grace Abels  
Abi Bissette  
Dick Boulden  
George Danser  
Celia Dickerson  
Sherry Everett  
\*Sigfried Fullenkamp  
Lucie House  
Jacqueline Mbah

#### **Class of 2018**

Jennie Alwood  
Chris Brown  
Amy Dillon  
Deborah Hamlin-Aggrey  
Michael Honeycutt  
Karen Swope  
Julie Whiddon

#### **Class of 2019**

Chris Anglin  
Kathy Krahenbuhl  
Kevin Kaufeld  
David Lorimer  
Mary-Jo Keenan  
Alissa Miles  
Elizabeth Klinck  
Katherine Miller

\*Youth elected to serve a one-year term

During the 2016-2017 year, the deacons used our monthly meeting to learn of church members' special needs and to pray for them. We also discussed ushering, the weekly flower delivery ministry and assisting with the Pastoral Care Committee's meals to families. We wrote cards to members of the congregation to express sympathy or congratulations, and held special services for people dealing with loss during the holidays. We delivered poinsettias and Easter lilies. We helped set-up, prepare, serve and clean up after monthly meals. The Membership Committee supported outreach to visitors and potential visitors, including sending a mailer to nearby residences during the Christmas season. The deacons also spent time discussing safety measures, and learning how we as ushers can implement them, especially during major services such as Christmas Eve and Easter Sunday.

## **FELLOWSHIP COMMITTEE**

**Chairs:** Abi Bissette and Julie Whiddon

**Committee Members:** Elizabeth Klinck, Chris Anglin, Sigfried Fullenkamp, Grace Abels, Jennie Alwood, Amy Dillon

The Fellowship Committee coordinated the following fellowship events:

### **Monthly Fellowship Lunches after Worship**

September 18, 2016 (Centennial Celebration Meal)  
October 16, 2016  
November 20, 2016  
December 11, 2016 (Potluck & Caroling)  
January 15, 2017  
February 19, 2017  
March 19, 2017  
April 16, 2017 (Easter Brunch between services)  
May 14, 2017 (Mother's Day)  
June 18, 2017 (Father's Day)  
July 16, 2017 (Myrtlefest)  
August 20, 2017

### **Advent Suppers**

November 30, 2016  
December 7, 2016  
December 14, 2016

### **Lenten Suppers**

March 1, 2017 (Ash Wednesday)  
April 13, 2017 (Maundy Thursday)

### **Centennial Celebration Dinner**

October 17, 2016 (in conjunction with the Centennial Celebration committee)

**Cris Rivera and Beth Stringfield** planned and prepared congregational meals. The Fellowship Committee assisted them by coordinating volunteers to help prepare and serve meals, and clean up afterwards. In the case of events where Cris and Beth were not scheduled to head food preparation, the Fellowship Committee made arrangements for catering or solicited volunteers from the church community (such as in the case of potlucks).

There were no major concerns this year. We have continued to follow the practices established in previous years and these have been working well.

The Fellowship Committee would like to extend thanks to the volunteers who ensured that each event ran smoothly and was enjoyable for our church community. A special thanks goes out to **Cris Rivera, Beth Stringfield and Robert Daye**. These events could not continue so easily without their expertise and experience.

Respectfully Submitted, Abi Bissette Warmack

## MEMBERSHIP COMMITTEE

**Chair:** Michael Honeycutt

**Co-Chair:** Debbie Hamlin-Aggrey

**Members:** Brianna Honea Bennett, Clara Brown, Jane Brown, Shirley Frederick, , Jeanne Hervey, Geoffrey & Patricia Kennedy, Mal King, Delia Kwon, David Lorimer, Jacqueline Mbah, Harriett Mitchell, and Alice Raney.

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

## ONGOING ACTIVITIES AND ACCOPLISHMENTS

FPC welcomed 36 members into the life of the congregation:

Adrienne Allison & Bob Pleasant (and Isabel & Norah Allison-Pleasants)	Leah Graves
Rosemary Aoko	Phillip Herndon
Ricky Bennett	Griffin Momsen-Hudson (*)
Kelly & Eric Boggs (and Thomas, Catherine, & Barbara Boggs)	Aiden James (*)
John Brantley	Patricia & Geoffrey Kennedy
Madeline Brigman (*)	Maryn Leonard (*)
Diana Carrasco (*)	Charlotte Maxwell (*)
Laura Casteel	Robin Morey
Jeanette & Brian Castle	Emily & Jeff Morgan
Tony Chavez	Oscar Carrasco-Moya
Robbie Creadick (*)	Stephanie Pavik
Graham Curtis (*)	Riley Pienkowski (*)
Matt Dickerson (*)	Hailey Reid
Minna Fullenkamp (*)	Valerie & Carl von Isenburg
	Kay & Terry Weaver

(\*) confirmand

## FPC STAFF

- prepared brief biographical paragraphs about our new members for the weekly 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 that is located on a table in the foyer for all members to read.
- encouraged members of the congregation to invite visitors to worship at FPC with a monthly emphasis on "Invite a Friend to Church" Sunday.
- coordinated the compiling of responses to the annual Time and Talent sheets and forwarded the appropriate information to Pastors and Committee Chairs.
- connected new members to fellowship groups, young adults group, youth groups, church school classes and volunteer activities like ushering, service projects, and similar duties for the congregation.

- updated and maintained church members' addresses, phone numbers and data on the church computer. Tracked births, marriages, deaths, baptisms and transfers of membership.

### **MEMBERSHIP COMMITTEE MEMBERS**

- coordinated weekly Sunday morning responsibilities for distributing and collecting Ritual of Friendship pads, greeting and noting new visitors and conducting follow-up contact with visitors.
- invited members to serve as foyer greeters prior to worship service and to host the coffee/juice table on Sunday mornings.
- placed periodic newspaper ads in local print and social media inviting the community to worship at FPC. Advertised in Duke University and NCCU publications.
- Staff and the Membership Committee reached out to residents in the downtown community and surrounding areas near FPC to make them aware of, and to invite them to participate in, FPC Advent and Christmas activities.
- prepared a display of Membership Committee activities and contributions to the life of FPC for the annual stewardship dinner.
- staffed get-acquainted hospitality events for Newcomers Classes for prospective members.
- agreed to fund half the cost of Easter banners for FPC grounds.
- Provided nametags for visitors and members to facilitate our stellar FPC hospitality.

### **PROSPECTS FOR THE FUTURE**

Several new projects are projected for the coming year:

- continue to encourage both new and longtime members to serve as before church greeters and at the after church coffee hour table.
- continue to model for the entire congregation ways to reach out to visitors from diverse backgrounds and welcome them into this faith community.

### **CHURCH CALENDAR**

- Periodically schedule Newcomers/Inquirer's Classes and receive new members into the congregation. A continuing goal is to regularly schedule classes and Sundays for receiving new members.

Respectfully submitted, Michael Honeycutt, chair

## **PASTORAL CARE COMMITTEE**

**Co-Chairs:** Chris Brown and Lucie House

**Committee Members:** Pat Ashby, Kathy Connor, Paul Cornsweet, George Danser, Sherry Everett, Tamzin Kinnett, David Lorimer, Ann Prospero, Cris Rivera

The 2016-2017 Pastoral Care Team has worked diligently to support the members of our congregation. The ongoing actions of the committee are noted below. The new chair for the committee as of July 2017 is Michael Honeycutt and the Vice Chair is Mary-Jo Keenan.

## **MEALS TO FAMILIES**

- New Parents – 3 families
- Recovering/Grieving Members – 2 families

## **ASSISTANCE WITH FUNERAL RECEPTIONS**

Michael Honeycutt continues to manage receptions for the congregation

## **CARE PACKAGES TO COLLEGE STUDENTS**

In November over 20 care packages were assembled and mailed to our college students. The congregation donated a wide range of thoughtful items, and any items that the committee could not use were given for the Blessing Bags Ministry.

## **FLOWER DELIVERY TO SHUT-INS AND HOMEBOUND MEMBERS**

During the fall we delivered 18 mums to homebound members. During Advent we delivered 20 small poinsettias to homebound members. For Easter we assisted with delivering donated lilies to homebound members.

## **PASTORAL CARE MONTHLY FLOWER DELIVERY**

Pastoral Care continued our flower delivery for the first Sunday of each month. The intention of this delivery is to serve as a gesture of love and support to members of the congregation who may be currently experiencing, or who recently experienced, a difficult time or illness. A variety of greeting cards are available in the deacon's office to add notes for members and their families.

## **CARDS OF SUPPORT AND CELEBRATION**

In January of 2017 the committee began sending cards to members, and to the families of members, who were grieving, recovering from surgery or illness, and in celebration of weddings and new children.

## **SERVICES OF HOPE AND REMEMBRANCE**

The committee, with the assistance of the pastoral staff and Minister of Music, implemented two new special worship services. The first service took place before Thanksgiving, Advent, and Christmas. The second service took place before Mother's Day.

Respectfully submitted, Chris Brown, chair

## **USHERING**

We started the year by assigning ushers to a date and an ushering slot. When polled, most ushers said that they preferred a voluntary signup, so we started using [signupgenius.com](http://signupgenius.com).

In September 2016, the Ad Hoc Safety Committee asked that one or two ushers remain in the Narthex during worship services (except during the offering collection) in order to greet latecomers and to serve as security in the Narthex during services. The Safety Committee has not scheduled training for this additional task yet, and without guidance people seem reluctant to do this.

Security and safety instructions were provided by staff, and distributed by Tom Bloom, in time for the Christmas Eve services. Four fire extinguishers were installed on the walls at the four corners of the sanctuary and four orange fire blankets were placed under the pews at the four corners of the sanctuary. A wheel chair is available behind the last pew for use by ushers if assistance is needed.

Respectfully submitted, Mary-Jo Keenan, Coordinator

## **PRESBYTERIAN WOMEN**

### **Officers for 2016-2017**

Circle Chairs: Linn Lopez and Judy Arrowood

Circle Treasurer: Judy Arrowood

Card Ministry: Mary Ann Ruegg

Presbyterian Women is an organization within FPC, 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 FPC, using our talents, skills, knowledge and monetary gifts to spread the love of Jesus Christ to those we can, to help build an inclusive, caring community of women that strengthen the PC(USA) and to serve as witnesses to the promises of God's kingdom.

The Circle meets at the church on the first Monday of the month (unless rescheduled for holidays). 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 "Who Is Jesus," led by **Rev. Susan Dunlap**. Our meetings started with light refreshments and social time, followed by a brief business report and a Bible study. Our average attendance was 18.

We collected two offerings, Least Coin and Blessing Box. Least Coin supports causes selected by The International Committee for the Fellowship of Least Coin, supporting programs that work for justice, peace and reconciliation throughout the world. The Blessing Box funds individual Circle projects, such as contributions to Share the Warmth, World Blankets and gifts to homebound members.

In addition, members pledged to the local Presbyterian Women's budget, allowing us to support Meals on Wheels, Families Moving Forward, Children's Hope, First Presbyterian Day School and Presbyterian Urban Ministry. We also made baby quilts that were given at baptisms and will be sent to Honduras with a Habitat mission group led by **Margaret and Miguel Rubiera**. Items were donated to serve our church walk-in ministry. This year we filled a Families Moving Forward Barrel of Joy with household necessities. At each monthly Circle meeting **Mary Ruegg**, outreach chairperson, brought 15-20 cards for members to sign. These cards were mailed or delivered by Circle members.

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

Respectfully submitted, Linn Lopez, Co-Moderator

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

**Chair:** Al Arrowood

**Members:** Torrell Armstrong, Treasurer, George Bernhardt, Bob Breitweiser, Doug Butler, Carol Carson, Rob Everett, Thomas Keller, Carl Rist, Cris Rivera, Michael Schultz, Mindy Douglas Pastor/Head of Staff, Marilyn Hedgpeth, Associate Pastor, Sam Miglarese, Associate Pastor, Tom Bloom, Business Administrator

### **INTRODUCTION**

This is the review of another very busy year for the Finance and Investment Committee (Committee). Our review will include a look at the church's financial performance during the year. We will use both internal data and the annual audit report to support our review. During this year, we reestablished the Investment Subcommittee and established a new Budget Working Group. We also have included a number of exhibits to help the reader better understand our financial performance.

### **FINANCIAL REVIEW**

We begin our financial review with a look at the budget process. In late 2014, the Committee approved a revised budget process. The budget process continued to follow a committee-centered approach with two significant changes:

1. committees were to prepare three budget scenarios, including a core budget (bare bones spending), a needs budget (to maintain the status quo with the current year), and a dream budget (if money was no issue what would you do); and
2. to continue moving toward a global budget incorporating a presentation that includes both operations and restricted fund revenues and expenses into a single budget.

### **BUDGET WORKING GROUP**

The Budget Working Group was formed in January 2017 as an ad hoc committee of the Session to help resolve a significant gap between the approved 2017 budget and the expected revenue, based on the results of the stewardship campaign. The Group is composed of leaders from the three committees that comprise the bulk of our budget – Property, Personnel, and Service & Mission, as well as members of the Finance Committee. In February, the Group developed three budget options for the Session to consider, focusing on getting the planned expenses much closer to the expected revenues. The Session approved a new budget that cut approximately \$100,000 from the budget and used another \$40,000 from reserves. In March, the Group assisted in presenting the revised budget to the congregation at the annual meeting.

In May, the Budget Group began functioning as a sub-committee of the Finance Committee and started to work on the 2018 budget. Leaders of the Stewardship Committee joined the Group to provide a valuable connection between the fundraising and spending functions of the church. For 2018, the Budget Group is working to develop a budget that starts from projected revenues, which are based on recent years and the experience of the Stewardship Committee. The first goal is to honor the Session's commitment to eliminate budget dependence on reserve spending in the 2018

budget cycle. During the summer of 2017, the Working Group is developing 2-4 budget scenarios for Session consideration. These scenarios prioritize different areas of church spending, and the Group's goal is to help the Session discern where to place resources during a time when we cannot afford to do everything we think is important. The selected budget option will be communicated to the congregation during the Stewardship campaign in the fall.

See Exhibit 4, "Schedule of Revenues and Expenses Compared to Budget" for details of the 2016 budget by committee.

### **ANNUAL AUDIT**

Sandy Newell (Partner) and Jennilee Richardson (Manager) from Bernard Robinson & Company, L.L.P., FPC's independent audit firm, reviewed the 2016 Audit Report with the Finance and Investment Committee. Sandy and Jennilee discussed four documents they provided to the Committee:

- Financial Statements with notes
- Governance Letter
- Management Letter
- Representation Letter

In the Governance Letter, the auditors discuss significant issues related to the audit. The firm made three audit adjustments, none of which were material, and identified another adjustment that they passed on.

The annual financial statements were reviewed, including the audit opinion, the Statement of Assets, Liabilities and Net Assets, the Statement of Revenues, Expenses and Changes in Net Assets, and Notes to Financial Statements. The review revealed a good set of statements with no major findings.

The Management Letter included three items for discussion. The church is incorporating new procedures to satisfy the comments.

The following exhibits have been included to help the reader understand the financial performance of the church for the year ended December 31, 2016:

1. Exhibit 1 - Statement of Assets, Liabilities and Net Assets
2. Exhibit 2 - Statement of Revenues, Expenses and Changes in Net Assets
3. Exhibit 3 - Schedule of Designated Fund, Temporarily Restricted Fund and Permanently Restricted Fund Activity
4. Exhibit 4 - Schedule of Revenues and Expenses Compared to Budget
5. Exhibit 5 - Graph Presentation of Total Revenues
6. Exhibit 6 - Graph Presentation of Total Expenses by Committee

### **INVESTMENT SUBCOMMITTEE**

Following a recommendation by an earlier subcommittee that reviewed FPC's investment policies and procedures, the Finance and Investment Committee established an Ad Hoc Investment Subcommittee in mid-2016. The subcommittee held its first meeting on August 9, 2016. Initial membership was comprised of **Bob Breitweiser** (Chair), **Torrell Armstrong**, **Al Arrowood**, **Doug Butler**, **Carol Carson**, and **Sam**

**Migliarese. Ed Pritchett** recently joined us. **Mindy Douglas** has attended our meetings when available.

The subcommittee's initial charge was to:

1. write a Consolidated Statement of Investment Policy and
2. recommend a new Investment Manager for the church.

Members of the subcommittee worked together to develop our Investment Policy statement, which sets out FPC's objectives and spending policy, the portfolio investment policies, and the duties and responsibilities of those involved in managing the investments. This statement was approved by the Session on October 24, 2016. (At the same time, the Session approved the recommendation that the subcommittee be made a permanent subcommittee of the Finance and Investment Committee.)

We sent out several Requests for Proposal to potential Investment Managers and ultimately interviewed three finalist firms. U.S. Trust was chosen and was approved by the Session at its November 11, 2016 meeting. During December 2016 and January 2017, we worked with representatives from U.S. Trust to open our account and establish our working relationship. During the transition period between investment managers, our funds were deposited in a money market account and earned very little interest. By the end of February, all our assets to be invested—that is, the four endowments and the FPC Designated Fund—were in the hands of U.S. Trust, all funds were invested by the end of March, and by the end of June our portfolio balance was about \$4.1 million.

During the remainder of the 2016-17 church year, we have focused our attention on

1. monitoring our portfolio, including meetings with U.S. Trust to review quarterly performance reports, and
2. working together on a reference document regarding FPC investments.

We anticipate that the latter as a whole, and in its various parts, will be useful in helping various audiences within the church gain an understanding of the way money given by church members to further our mission is invested and distributed.

## **OTHER**

### **2017-2018 Members of Finance and Investment Committee**

Al Arrowood, Chair	Doug Butler
Carol Carson, Co-Chair	Wayne House
Torrell Armstrong, Treasurer	Thomas Keller
George Bernhardt	Ed Pritchett
Bob Breitweiser	

### **Roxboro Street Property**

During FPC's capital campaign in 2004, the church received a small lot at 1614 N. Roxboro Street as a donation. Over the next 11 – 12 years, FPC was unable to determine a use for or sell

the property. The appraised value of the land in 2004 was between \$12,000 and \$18,000. In the late summer of 2016, we received an offer of \$55,000 for the property. Church Trustees recommended selling the property and it was closed in September, 2016, with the proceeds being added to the balance of the capital campaign.

#### **SUMMARY**

The Finance and Investment Committee and the Treasurer have had a very active and productive year. The Committee approved the work of the Investment Subcommittee and approved US Trust as the new manager for our investments. The new Budget Working Group helped the Committee and the Session work through, and approve, a budget for 2017. We were able to divest ourselves of the North Roxboro Street property.

Respectfully submitted, Torrell Armstrong, Treasurer / Al Arrowood, Chair, Finance Committee and Investment Subcommittee

**FIRST PRESBYTERIAN CHURCH**  
**STATEMENT OF ASSETS, LIABILITIES AND NET ASSETS**  
 December 31, 2016

	Operations Fund	Designated Fund	Temporarily Restricted Fund	Quasi-Endowment Fund	Permanently Restricted Fund	Total Funds
<b>ASSETS</b>						
Cash and Cash Equivalents	\$ 47,935		\$ 278,895			\$ 326,830
Investments	11,950	19,755		3,008,505	17,049	3,457,259
Sales Tax Refund Receivable	8,243					8,243
Due from Other Funds				7,970	30,331	38,301
<b>Total Assets</b>	<b>68,128</b>	<b>19,755</b>	<b>278,895</b>	<b>3,016,475</b>	<b>47,380</b>	<b>3,730,633</b>
<b>LIABILITIES AND NET ASSETS</b>						
Liabilities:						
Payroll Liabilities	\$ 0,475					\$ 0,475
Due to Other Funds	38,301					38,301
<b>Total Liabilities</b>	<b>48,776</b>					<b>48,776</b>
Net Assets:						
Unrestricted	19,352	19,755		3,016,475		3,355,582
Temporarily Restricted			278,895			278,895
Permanently Restricted					47,380	47,380
<b>Total Net Assets</b>	<b>19,352</b>	<b>19,755</b>	<b>278,895</b>	<b>3,016,475</b>	<b>47,380</b>	<b>3,281,857</b>
<b>Total Liabilities and Net Assets</b>	<b>\$ 68,128</b>	<b>\$ 19,755</b>	<b>\$ 278,895</b>	<b>\$ 3,016,475</b>	<b>\$ 47,380</b>	<b>\$ 3,730,633</b>

**FIRST PRESBYTERIAN CHURCH**  
**STATEMENT OF REVENUES, EXPENSES AND CHANGES IN NET ASSETS**  
**YEAR ENDED DECEMBER 31, 2016**

	Operations Fund	Designated Fund	Temporarily Restricted Fund	Quasi- Endowment Fund	Permanently Restricted Fund	Total Funds
<b>Revenues:</b>						
Pledges and Special Offerings	\$ 70,931	\$	\$ 41,126	\$	\$ 30,331	\$ 142,388
Parking Lot Revenue	3,760	\$	\$	\$	\$	3,760
Building Use	2,689	\$	\$	\$	\$	2,689
Investment Income	7,103	\$ 4,051	\$	\$ 16,258	\$ 2,128	\$ 27,540
Other Income	2,145	\$ 9,414	\$	\$	\$	\$ 11,559
Released from Restriction	14,933	\$ 4,380	\$ (169,313)	\$	\$	\$
<b>Total Revenues</b>	<b>141,561</b>	<b>37,845</b>	<b>1,813</b>	<b>16,258</b>	<b>32,459</b>	<b>199,936</b>
<b>Expenses:</b>						
Stewardship Committee	2,040	\$	\$	\$	\$	2,040
Administrative Committee	6,628	\$	\$	\$	\$	6,628
Plant and Property Committee	7,895	\$ 5,584	\$	\$	\$	\$ 12,479
Office Administration	3,410	\$	\$	\$	\$	3,410
Fellowship Committee	2,970	\$	\$	\$	\$	2,970
Worship, Music and Lecture Committee	4,550	\$ 9,403	\$	\$ 6,206	\$	\$ 20,159
Christian Education Committee	8,452	\$	\$	\$	\$	8,452
Membership Committee	2,616	\$	\$	\$	\$	2,616
Service and Mission Committee	63,061	\$ 4,680	\$	\$ 3,585	\$	\$ 71,326
Pastoral Care	511	\$	\$	\$	\$	511
Personnel	70,205	\$	\$	\$	\$	70,205
Memorials	\$	\$ 6,469	\$	\$	\$	6,469
Youth	\$	\$ 1,372	\$	\$	\$	1,372
Repairs and Improvements	\$	\$	\$	\$ 63,593	\$	63,593
Investment Fees	\$	\$	\$	\$ 6,076	\$	6,076
<b>Total Expenses</b>	<b>140,338</b>	<b>106,508</b>	<b>1,813</b>	<b>209,460</b>	<b>32,459</b>	<b>1,256,306</b>
<b>Changes in Net Assets</b>	<b>1,223</b>	<b>1,337</b>	<b>1,813</b>	<b>206,798</b>	<b>32,459</b>	<b>43,630</b>
<b>Net Assets Beginning of Year</b>	<b>18,129</b>	<b>92,911</b>	<b>100,461</b>	<b>2,809,677</b>	<b>217,049</b>	<b>3,038,227</b>
<b>Transfer Between Funds</b>	<b>\$</b>	<b>\$(4,493)</b>	<b>6,621</b>	<b>\$</b>	<b>\$(2,128)</b>	<b>\$</b>
<b>Net Assets End of Year</b>	<b>\$ 19,352</b>	<b>\$ 88,755</b>	<b>\$ 107,274</b>	<b>\$ 3,016,475</b>	<b>\$ 214,921</b>	<b>\$ 3,281,857</b>

**FIRST PRESBYTERIAN CHURCH**  
**SCHEDULE OF DESIGNATED FUND, TEMPORARILY RESTRICTED FUND AND PERMANENTLY RESTRICTED FUND ACTIVITY**  
**YEAR ENDED DECEMBER 31, 2016**

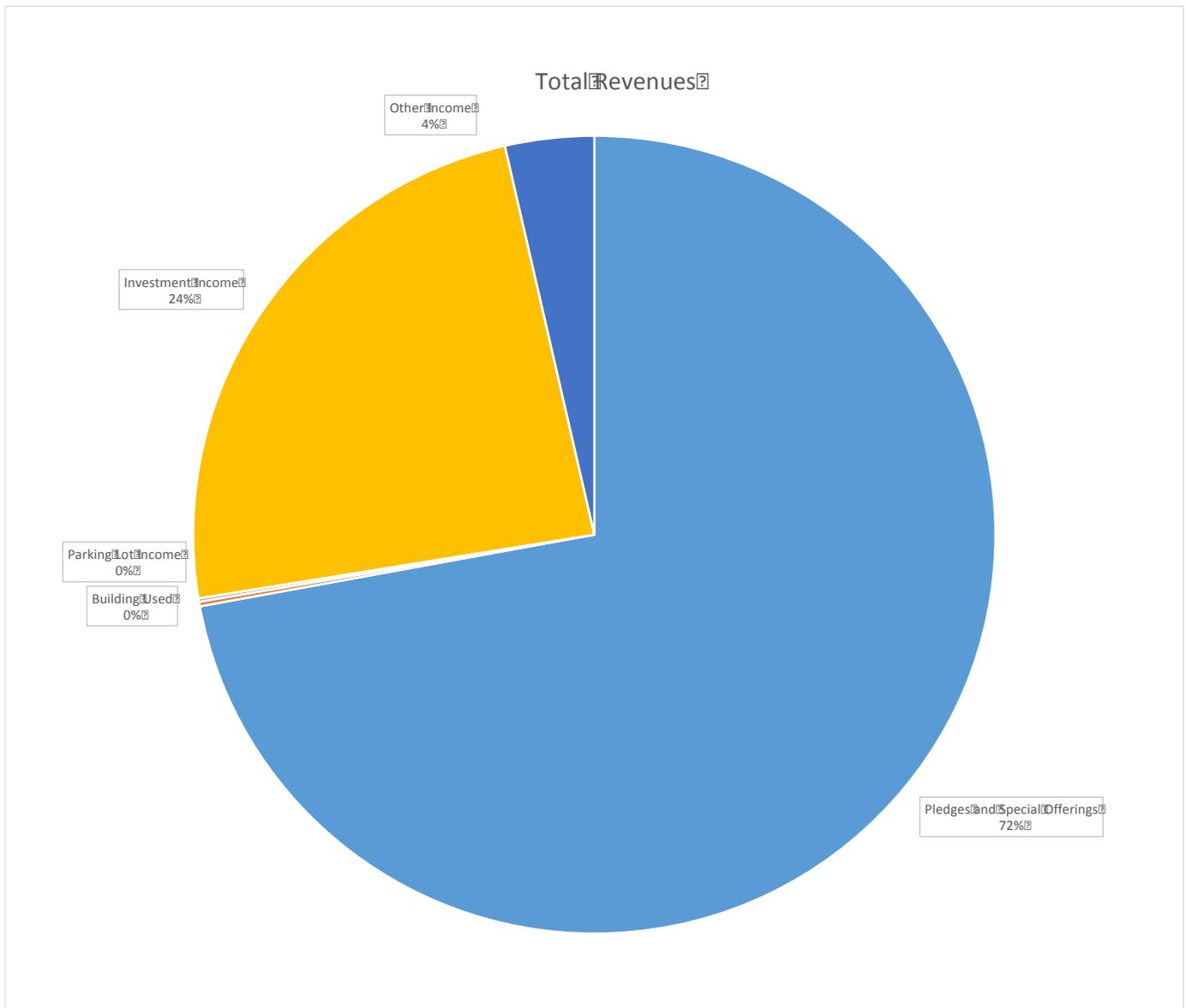
	Beginning of Year	Receipts	Disbursements	Transfers	End of year
<b>Designated Fund:</b>					
Memorial/Special Gifts Library Fund	\$ 80,504	\$ 4,733	\$ (4,398)	\$ (4,493)	\$ 6,346
McPherson Lectureship	\$ 1,103	\$ -	\$ -	\$ -	\$ 1,103
Bequests	\$ -	\$ 6,306	\$ (6,306)	\$ -	\$ -
Youth Fund-Raising Fund	\$ 0,191	\$ -	\$ (2,071)	\$ -	\$ (1,880)
Mission Trip Reserve	\$ 1,187	\$ 288	\$ -	\$ -	\$ 1,475
Music on Main Concert Fund	\$ 888	\$ -	\$ (500)	\$ -	\$ 388
Human Needs Grant	\$ 851	\$ -	\$ (1,299)	\$ -	\$ (448)
Easter Lilies	\$ -	\$ 3,628	\$ (3,628)	\$ -	\$ -
Youth Trip Future Year Deposits	\$ -	\$ 517	\$ (1,517)	\$ -	\$ (1,000)
Presbyterian Women	\$ 1,360	\$ 25	\$ (1,360)	\$ -	\$ 25
Insurance Claims	\$ 6,524	\$ 117	\$ (1,049)	\$ -	\$ 5,592
Unrealized Gain/Loss Release from Restriction	\$ 354	\$ -	\$ -	\$ -	\$ 354
	\$ (34,051)	\$ 4,051	\$ -	\$ -	\$ (30,000)
	\$ -	\$ 4,380	\$ (5,438)	\$ -	\$ (1,058)
<b>Total Designated Fund</b>	<b>\$ 2,911</b>	<b>\$ 37,845</b>	<b>\$ (106,508)</b>	<b>\$ (4,493)</b>	<b>\$ 19,755</b>
<b>Temporarily Restricted Fund:</b>					
Music and Worship	\$ 7,851	\$ 31	\$ (1,798)	\$ -	\$ 6,084
Memorial Garden	\$ 20	\$ -	\$ -	\$ -	\$ 20
Sanctuary/Church House	\$ 1,766	\$ -	\$ (323)	\$ -	\$ 1,443
Household Economic	\$ 5	\$ -	\$ -	\$ -	\$ 5
Vacation Bible School	\$ -	\$ 1,050	\$ (12)	\$ -	\$ 1,038
Christian Education Fund	\$ 114	\$ -	\$ -	\$ -	\$ 114
Pastors' Discretionary Fund	\$ 883	\$ 995	\$ (4,158)	\$ -	\$ 720
Senior Ministry Fund	\$ 1,023	\$ 93	\$ (498)	\$ -	\$ 618
Youth Scholarship Fund	\$ 739	\$ 50	\$ -	\$ -	\$ 789
Church History Fund	\$ 80	\$ -	\$ (3,567)	\$ -	\$ (3,487)
Habitat House	\$ 2,815	\$ -	\$ -	\$ -	\$ 2,815
Prayer Shawl Ministry	\$ 390	\$ 60	\$ (70)	\$ -	\$ 380
Iglesia Emanuel	\$ -	\$ 100	\$ -	\$ -	\$ 100
Durham CAN	\$ -	\$ 2,620	\$ (2,620)	\$ -	\$ -
Cafeusto	\$ 39	\$ 180	\$ (1,887)	\$ -	\$ (1,668)
Emergency W/ak-in Assistance	\$ 1,791	\$ 406	\$ 28	\$ -	\$ 2,225
Sabbatical	\$ -	\$ 820	\$ (8,200)	\$ -	\$ (7,380)
Weddings	\$ -	\$ 1,500	\$ -	\$ -	\$ 1,500
Centennial Celebration	\$ (499)	\$ 667	\$ (5,661)	\$ 493	\$ (5,000)
June Challenge	\$ 7,000	\$ -	\$ (23,000)	\$ -	\$ (16,000)
Capital Campaign	\$ 9,701	\$ 5,405	\$ (694)	\$ -	\$ 14,412
Ruth Mary Meyer Fund Income Available	\$ -	\$ -	\$ -	\$ 128	\$ 128
Prepaid Pledges	\$ 14,933	\$ 48,643	\$ (14,933)	\$ -	\$ 48,643
<b>Total Temporarily Restricted Fund</b>	<b>\$ 200,461</b>	<b>\$ 241,126</b>	<b>\$ (169,313)</b>	<b>\$ 6,621</b>	<b>\$ 78,895</b>
<b>Permanently Restricted Fund:</b>					
Ruth Mary Meyer Fund for Music and Gardens	\$ 17,049	\$ 32,459	\$ -	\$ (2,128)	\$ 47,380
<b>Total Permanently Restricted Fund</b>	<b>\$ 17,049</b>	<b>\$ 32,459</b>	<b>\$ -</b>	<b>\$ (2,128)</b>	<b>\$ 47,380</b>

**FIRST PRESBYTERIAN CHURCH**  
**SCHEDULE OF REVENUES AND EXPENSES COMPARED TO BUDGET**  
**YEAR ENDED DECEMBER 31, 2016**

	Operations Fund Budget	Operations Fund Actual	Variance
<b>Revenues:</b>			
Pledges and Special Offerings	\$44,510	\$70,931	\$173,579
Parking Lot Revenue	6,720	7,760	(2,960)
Building Use	6,000	2,689	(3,311)
Investment Income	13,366	7,103	(3,737)
Other Income	20,600	2,145	(1,545)
Release from Restriction		14,933	14,933
<b>Total Revenues</b>	<b>91,196</b>	<b>94,561</b>	<b>(9,635)</b>
<b>Expenses:</b>			
Stewardship Committee	\$2,700	\$2,040	(660)
Administrative Committee	2,302	2,628	(326)
Plant and Property Committee	19,494	107,895	(1,599)
Office Administration	5,200	3,410	(1,210)
Fellowship Committee	3,130	2,970	(160)
Worship, Music and Lecture Committee	4,350	4,550	(200)
Christian Education Committee	23,350	18,452	(4,898)
Membership Committee	3,075	2,616	(459)
Service and Mission Committee	168,130	163,061	(5,069)
Pastoral Care	1,130	11	(619)
Personnel	599,335	570,205	(29,130)
<b>Total Expenses</b>	<b>91,196</b>	<b>940,338</b>	<b>(50,858)</b>
<b>Changes in Net Assets</b>	<b>\$</b>	<b>\$1,223</b>	<b>\$1,223</b>

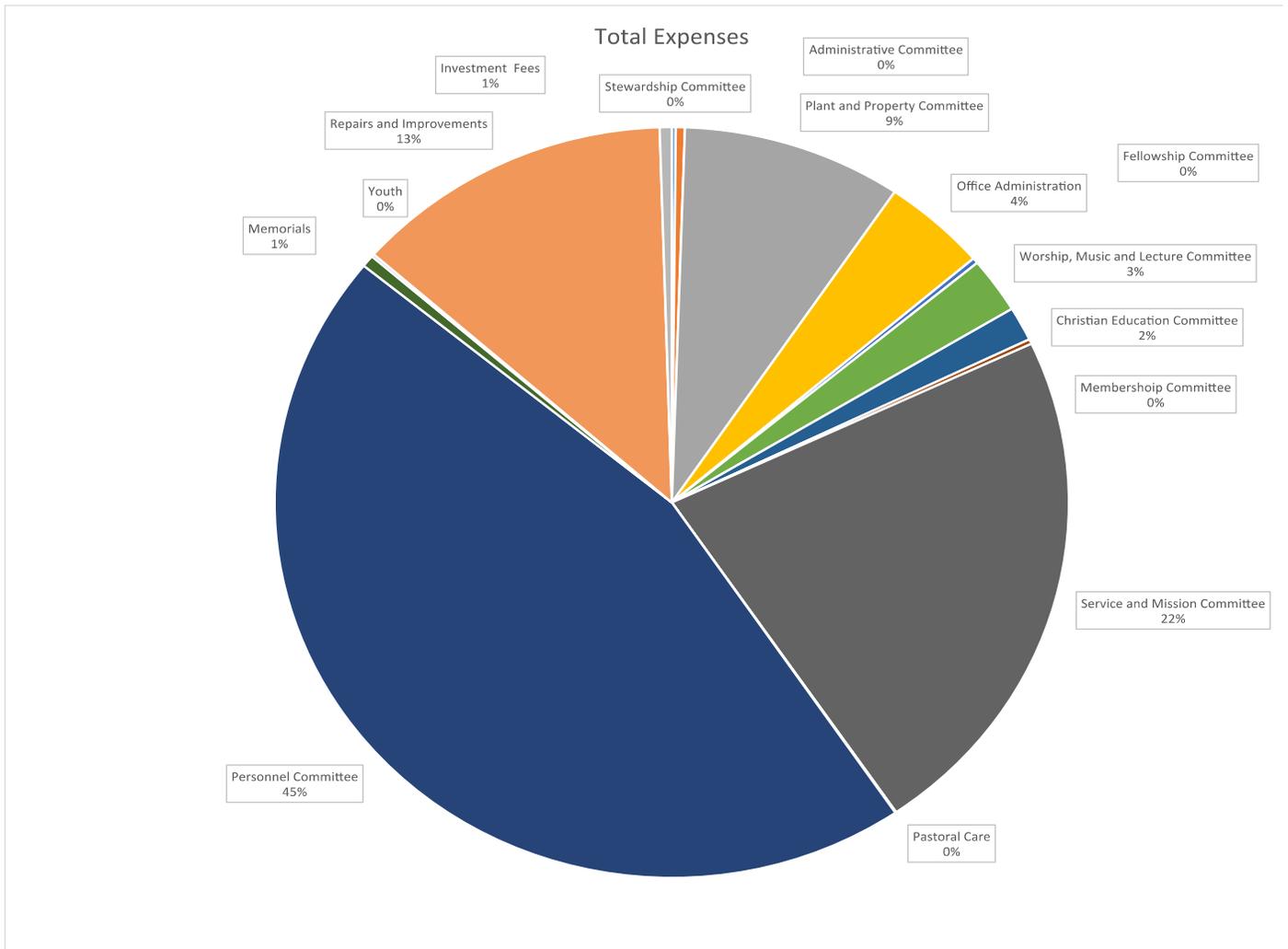
**First Presbyterian Church**  
**Total Revenues**  
**FTE 12-31-2016**

Pledges and Special Offerings	\$1,442,388
Parking Lot Income	\$3,760
Building Used	\$2,689
Investment Income	\$479,540
Other Income	\$1,559
<b>Total Revenues</b>	<b>\$1,999,936</b>



**First Presbyterian Church  
Total Expenses by Committee  
FTE 12-31-2016**

Stewardship Committee	2,040
Administrative Committee	4,628
Plant and Property Committee	112,479
Office Administration	53,410
Fellowship Committee	2,970
Worship, Music and Lecture Committee	30,159
Christian Education Committee	18,452
Membership Committee	2,616
Service and Mission Committee	281,326
Pastoral Care	511
Personnel Committee	570,205
Memorials	6,469
Youth	1,372
Repairs and Improvements	163,593
Investment Fees	6,076
<b>Total Expense</b>	<b><u>1,256,306</u></b>





## Church Report 2016

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PIN Number	21311
Presbytery Number	150443

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

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### Membership

Prior Active Members    **499**

#### Gains

17 & Under  
 18 & Over                    **7**  
 Certificate                    **9**  
 Other

**Total Gains                    16**

#### Losses

Certificate                    **8**  
 Deaths                        **7**  
 Other

**Total Losses                    15**

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**Total Active Members    500**

Baptized                      **124**

Other Participants

Total Adherents            **624**

Female Members            **312**

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**Average Attendance      177**

**Affiliate Members         8**

### Baptisms

Child Baptisms            **8**

Adult Baptisms             **1**

### Officers

Male Session                **10**

Female Session              **13**

Male Deacons                **7**

Female Deacons              **17**

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### Age Distribution of Active Members

25 & Under                    **125**  
 26 - 45                         **131**  
 46 - 55                         **77**  
 56 - 65                         **72**  
 Over 65                        **95**

### Male

**0**

### Female

**0**

**Total Distribution         500**

Saturday, March 04, 2017

Church

Page: 1 of 2

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**People with Disabilities**

Hearing	36
Sight	9
Mobility	12
Other	

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**Christian Education**

Birth 3	20	Grade 7	7
Age 4	6	Grade 8	8
Kindergarten	10	Grade 9	11
Grade 1	2	Grade 10	12
Grade 2	6	Grade 11	7
Grade 3	8	Grade 12	13
Grade 4	9	Young Adults	62
Grade 5	3	Over 25	83
Grade 6	10	Teachers/Officers	37
<b>Total</b>	<b>314</b>		

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<b>Racial Ethnic</b>	<b>Membership</b>	<b>Elders</b>	<b>Deacons</b>	<b>Male</b>	<b>Female</b>
Asian	9	1			
Black					
African American	5	1	1		
African	49	1			
Middle Eastern					
Hispanic	1				
Native American	1				
White	435	20	23		
Other					
<b>Totals</b>	<b>500</b>	<b>23</b>	<b>24</b>	<b>0</b>	<b>0</b>

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**Potential Giving Units** 338**Budgeted Income** 991,196**Budgeted Expense** 991,196

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**Receipts**

Regular Contributions	877,948	Bequests	430,331
Capital Building Fund	55,406	Other Income	6,449
Investment Income	5,446	Subsidy or Aid	

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**Expenditures**

Local Program	796,780	Per Capita Apprt	3,952
Local Mission	185,318	Validated Mission	42,143
Capital Expenditures	167,898	Theological Fund	500
Investment Expenditures	656,241	Other Mission	6,708

## 2016 WORSHIP ATTENDANCE MONTHLY AVERAGES

Month	Weeks this Month	Monthly Total	Monthly Average
January	4	784	196
February	4	848	212
March	4	884	221
April	4	809	203
May	5	1077	216
June	4	728	182
July	5	763	153
August	5	707	177
September	4	749	188
October	5	945	189
November	4	810	203
December	4	827	207
<b>Average Weekly Attendance:</b>			196

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

September 2016 - August 2017

1. \*AA Support Group
2. Al-Anon District 6 Workshop
3. \*Al-Anon Support Group
4. All About Beer Volunteers (parking)
5. Anti-Racism Task Force
6. Board of Elections
7. Choral Society of Durham (concert)
8. Coalition for Healthcare of NC Board Meeting
9. Croushorn and Friends Concert
10. DCIA Prayer Service for Christian Unity
11. \*Democracy NC
12. Duke Division of Community Health
13. Duke PCM Board Meeting
14. Duke Regional Spelling Bee
15. \*Durham Bullhorns (rehearsal)
16. \*Durham CAN (Congregations, Associations and Neighborhoods)
17. Durham City / County Government Employees (MLK Celebration)
18. Durham County Library Foundation
19. \*Durham County (MLK Choir)
20. Durham Fair Wage Project Committee
21. \*Durham Partnership for Children
22. Durham Rescue Mission Shovel Brigade
23. \*Durham County Department of Social Services (departmental meetings / training)
24. \*Durham Habitat for Humanity (parking)
25. \*Durham People's Alliance
26. El Fuego Early Music Ensemble (concert)
27. \*El Futuro
28. Families Moving Forward (quarterly dinner)
29. Family Art with Sarah Graham
30. General Davie Chapter DAR (brunch meeting)
31. Farmworker Advocacy Network Member Retreat
32. \*First Presbyterian Day School (Board, Committees and Training)
33. Great Big Church Family Festival (community Bible School event)
34. Hillsborough Presbyterian Church Refugee Resettlement Potluck
35. Iglesia Emanuel (transition group)
36. Jane Lynch (organ practice)
37. Katherine Higgins Consultation
38. Ken Evers-Hood (lecture)
39. Kings College Lessons and Carols (livestream)
40. Klinck Family Senior Recital
41. Lesley Curtis/Deborah Coclanis (concert)
42. \*Lupus Foundation of America, NC Chapter (support group and meetings)
43. Mark Kroos Guitar (concert)
44. Martin Luther King Commemorative Service and Brunch
45. \*Meditations with Lucie House
46. Moogfest 2017

47. \*National Alliance on Mental Health (NAMI) (board, basics and training)
48. New Hope Presbytery (office space)
49. \*NIA Fitness Classes
50. NC Boys Choir (rehearsal and concert)
51. NC Boys Choir and Girls Choir (rehearsal)
52. NC Chapter - National Association of Social Workers Meeting
53. NC Council of Churches Peacemaking Committee
54. North Carolina Council of Churches Workshop
55. NC Pride Parade
56. NCSU Center for Family & Community Engagement
57. Organ Practice: Matthew Cates
58. Orientation: APPLES grp from UNC
59. \*Overeaters Anonymous (OA)
60. \*Pines of Carolina Girl Scout Brownie Troop 49
61. \*Project LIFT (meetings)
62. Racial Equity Institute Training
63. Raleigh Camerata
64. \*Raleigh Convocation Choir (rehearsals)
65. Rosa Ramirez Senior Recital
66. St. Philips Episcopal Church (Funeral Overflow Parking)
67. Samantha Arten Choral Group (rehearsal)
68. Singers of New and Ancient Music (SONAM – concerts)
69. \*StepUp Durham Ministry (meetings and trainings)
70. \*Spiritual Direction with Beth Brockman
71. Syrinx Rehearsal
72. Student Action with Farmworkers (training)
73. Tom Warburton - Organ Practice
74. Triangle Recorder Society (Spring Workshop)
75. \*Triangle Sacred Harp Shape Note Choir (rehearsals)
76. Trinity United Methodist Church Brass Quintet (rehearsal)
77. UNC Chapel Hill: APPLES Service Learning
78. Vacation Church School Planning Committee
79. \*Vox Virorum (rehearsals and concerts)
80. Weddings (non-members)

\* Denotes organizations that meet at least quarterly.



**305 EAST MAIN STREET**

**DURHAM, NORTH CAROLINA 27701**

**919-682-5511**

**ORGANIZED 1871**