

Love In the Heart of Durham

STEWARDSHIP

2018

*Seek the welfare of the
city... for in its welfare you
will find your welfare.*

- Jeremiah 29:7

MESSAGE FROM OUR PASTOR

Dear friends,

What an exciting time to be a part of First Presbyterian Church! During a time of such energy and transition for our church and city, we inevitably ask the questions:

- Who are we to be in this new and constantly evolving Durham?
- How do we continue to live out the gospel message of love and peace, justice and joy in our worship, and expand our commitment to serve the needs of the city of Durham and beyond?

First Presbyterian Church has a significant voice that needs to be heard – a voice echoing the inclusive and non-judgmental love of Christ which calls us to action so that we might make a difference in this community. We 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 we look back in our history, we celebrate what FPC has been doing in these areas of ministry, and rejoice in the faithfulness of this community. When we look ahead to our future, we imagine even more ways we can respond to the needs in Durham, NC and beyond as a part of our 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. We have not, however, as we have moved through an expected time of transition, maintained the level of giving that we have seen in the past. As a result, our Session leadership team has made difficult decisions in order to maintain a balanced budget, including cutting a staff position and reducing budgets in every one of our ministry areas (Christian education, worship and the arts, property, membership, fellowship, service and mission, and personnel).

The three areas most affected were those with the largest budgets: personnel, service and mission, and property. In assessing the personnel budget, the Session has recognized that the current salaries of our associate pastor and minister of music are meaningfully less than those of others in similar positions with similar experience. We began the process of rectifying this inequity last year and seek to continue working to bring these two positions to equitable levels. During this same time, cuts in service and mission affect the budgets of our mission partners all around Durham and even beyond.

As we move into this 2018 Stewardship Campaign, we believe we can begin the process of restoring the service and mission budget to former levels while we also continue to move toward equitable salaries for all our staff. In order to do this, however, we will need the full commitment of all those who have made FPC their home. We ask that all our members who are able consider a "tithe" of 10% of their income. We ask that those who cannot reach that amount will give as they are able to help restore, sustain, and increase the mission and ministries of this church. When we work together as God's people here at FPC, we are able to bear the light and love of Christ into the heart of the city of Durham, and far beyond.

Thanks for your deep and abiding commitment to Christ and to Christ's church here in the heart of Durham.

With love and gratitude,

Mindy



GOAL #1: PERSONNEL/ PAY EQUITY

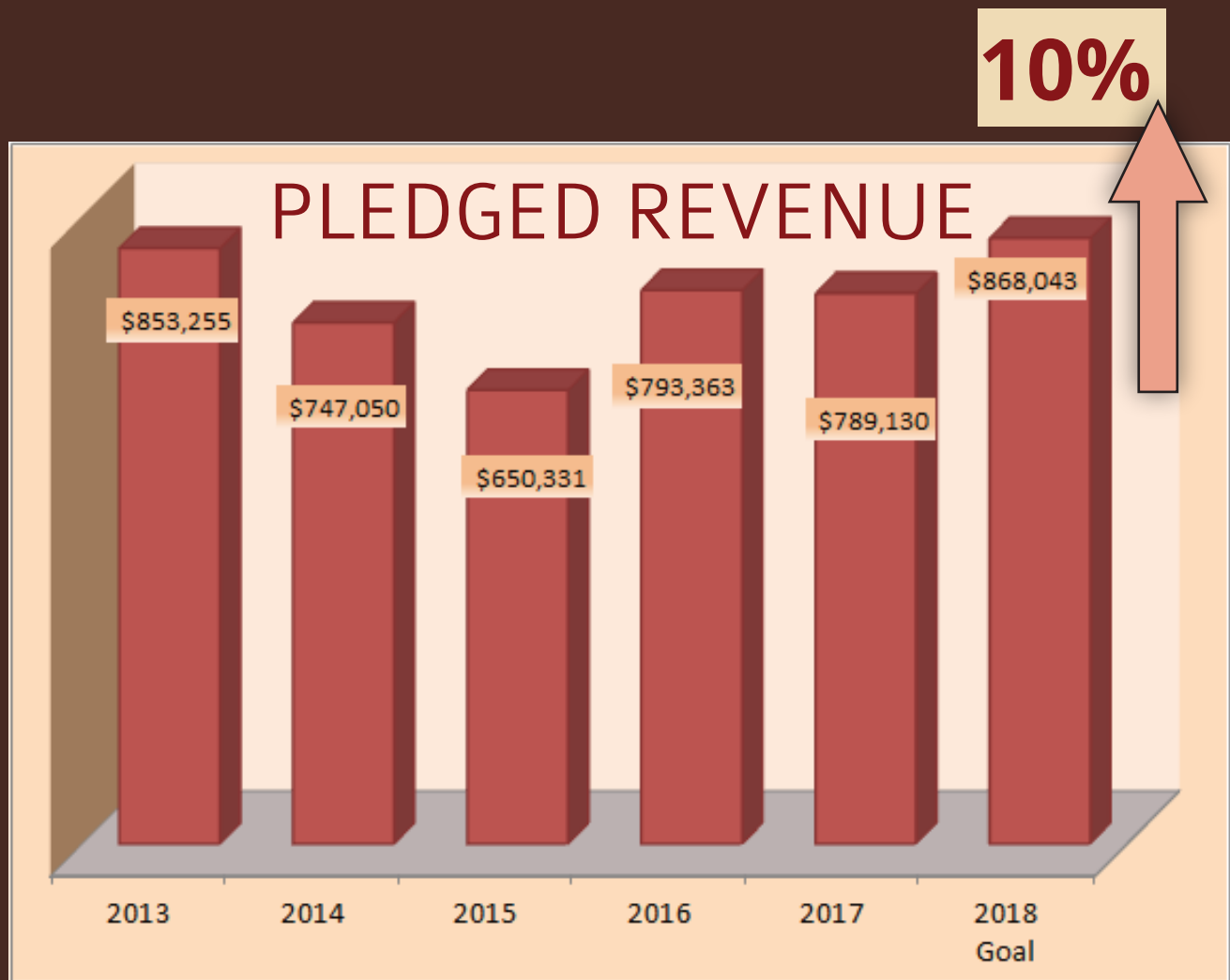
To move toward pay equity
for our Associate Pastor and
Minister of Music positions

GOAL #2: INCREASE SERVICE & MISSION BUDGET

To restore our historic
commitments to local and
global ministries

GOAL #3: LONG-TERM SUSTAINABILITY

To move the congregation into
a brighter future without
reliance on financial reserves to
balance its operational budget



Our overall goal for this stewardship campaign is a
10% increase in total pledge amount.

A 10% overall increase (through new and increased
pledges) will help us meet all three goals.

SOCIAL MISSION

"We are known throughout this city as a congregation who cares about social justice, about helping people in need, and about playing a vital role in living out the mandate to love our neighbors as ourselves."

At First Presbyterian, we see countless examples of people living out the words from 1st John 3:17-18: "If anyone has material possessions and sees his brother in need but has no pity on him, how can the love of God be in him. Dear children, let us not love with words or tongue, but with actions and in truth."

Outreach is an integral part of who we are as a church. We are known throughout this city as a congregation who cares about social justice, about helping people in need, and about playing a vital role in living out the mandate to love our neighbors as ourselves. You will find our members actively involved in the work of Urban Ministries, Families Moving Forward, Housing for New Hope, Habitat for Humanity, 1st Presbyterian Day School, Iglesia Emanuel, Walk-in Ministry, and disaster relief, just to name a few. We inspire one another to reach further, to care more deeply, to strive to effect a positive change in our community and world.

The Service and Missions Committee works diligently and prayerfully to allocate our portion of the church budget in support

of non-profit organizations and missions work both locally and around the world. This is only possible because the members of our church are dedicated to living out their faith in ways that positively impact our troubled world. Our ability to continue being a strong and effective witness for social change depends on the faithful generosity of our congregation.

Unfortunately, because of a decrease in the amount of pledges over the past few years, the Service and Missions Committee has had to make some very painful cuts to the organizations we support. As you consider your pledge this year, please keep in mind the far-reaching impact that every dollar donated will make, and consider stretching just a little higher.

Thank you!

-- Miguel and
Margaret Rubiera



*Over the past 3 years, decreased pledge revenue resulted in drastic **cuts** from the **Service and Mission** operating budget (30% or \$44,000). This has meant ending support to many agencies and church-related mission programs as well as decreased support for others. With **increased pledges**, we can **restore** some of these cuts and continue to support the programs core to our social mission.*

VIBRANT WORSHIP & CHRISTIAN EDUCATION



"Trends come and go, but First Presbyterian remains rooted in a sense of reverence and pride in liturgical tradition through beautiful worship services."

When humans participate in ceremony, they enter a sacred space. Everything outside of that space shrivels in importance. Time takes on a different dimension. Emotions flow more freely. The bodies of participants become filled with the energy of life, and this energy reaches out and blesses the creation around them.

While this quote from the book *Dancing with the Wheel* refers specifically to Native American ceremonies, I think it still captures the beauty and significance of ritual in general, such as the Christian liturgy practiced at First Presbyterian Church.

Every Sunday, the service helps me leave the cares and frustrations of daily life at the door, and I believe the serenity of such spaces helps us to infuse the surrounding community with the same peace.

I've been to a wide variety of churches, many of which had deeply meaningful ways of glorifying God, but sadly, some of them seemed more concerned with following the latest

trends or not appearing "boring" than creating an ideal place for worship and reflection.

In these churches, it felt more like I was being sold to than being part of an ancient and powerful faith. Trends come and go, but First Presbyterian remains rooted in a sense of reverence and pride in liturgical tradition through beautiful worship services. It's a respite from the slick, frantic, technology-obsessed world outside.

However, it's also one of the most ideologically progressive churches I've ever known, honoring the rituals of history while embracing necessary, healthy change at the same time. At its heart, First Presbyterian is grounded, but not hardened.

-- Laura Casteel



INCLUSION & WELCOME

"Nothing in our lives is more inspiring than to think of our son growing up in a place like this."

Last summer, Jeanette and I began searching for a new church, in anticipation of a major life change—adopting a baby. Knowing the high likelihood of our family becoming transracial through adoption, we specifically looked for a church that to us “looked like Heaven.”

At FPC, we found an intergenerational, multi-ethnic group of people who have seemingly never met a stranger. While we knew positively no one at FPC upon our first visit, the self-appointed angels among this congregation made sure we wouldn't be able to say that the second time!

No matter who you are, there's no “new” here at FPC, and being different is a good thing, something to be celebrated. We are proud and humbled that our church family is a leader in inclusionary policy and practice of Christ's embracing love for the surrounding community. All are welcome, indeed, at God's table and pulpit, in birth and baptism, marriage, and worship. Every week, this church brings the light of the world into a sanctuary where people from every

walk of life recharge, taking that light back to the city as the active body of Christ to reach those who are broken and in need of a helping hand.

Nothing in our lives is more inspiring than to think of our son growing up in a place like this. He will think nothing of men, women, and children sharing equally in the leadership of the church. He will think nothing of worshipping with transracial families or transgender individuals. Most of all, he'll know that God's love for him is the same that God makes available for everyone.

My family found love in the heart of Durham. That's why we support First Presbyterian Church.

--Brian Castle



As of 2017, about 180 families support First Presbyterian Church, its array of ministries, and its community initiatives. As recently as 2014, we had closer to 200 families contributing. If we grow the number of families supporting FPC by 10% through the addition of 18 new families, and they give the current median contribution, our pledges would grow by \$48,600!

If 50 of our current giving families increase their contributions by \$25 per week, we would grow our pledged donations by \$65,000!

BUILDING COMMUNITY

**"No matter what happens to you,
we'll save you a place at the table."**

Community can be hard to come by. You can't buy it, or touch it, or hide it -- community exists between and around people. It is the rut of habit, the accumulation of shared experience, and the familiarity of form. If community seems hard to achieve, it is because we change and move (habits, spaces, roles), while the people around us do the same.

Now, there are places where community is easier to come by. FPC is one of those places. Repetition is our bread and butter. If you join a fellowship or music group, a Sunday School class, or a committee, you'll find yourself seeing the same folks over and over. People here are already making community, and it is easier to join in than start from scratch. Here you can be a member for life. No matter what happens to you, we'll save you a place at the table.

Our creeds encourage humility and openness, perseverance and commitment, anticipation and wonder – a rich soil for friendship. For the strongest form of community is friendship where we meet as equals. The cross lays us all low. It changes

the texture of relationship. We meet and see each other differently.

These are the blessings of church life together. We've found community here. We know others have too. It takes all those repetitions—including the repetition of stewardship season. The church budget makes our community possible and enduring: through worship, fellowship groups, the building, and more. When you give your income and talents to the church, you make community possible. So, give generously for your own sake, and your family, and all who join us.

--Michael Schultz & Heather Wallace

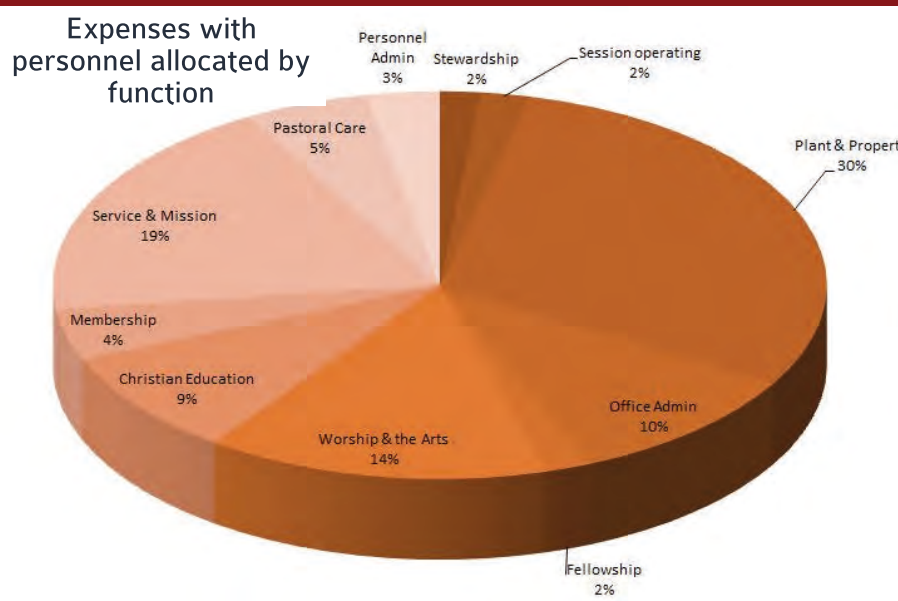




We worship a loving God at FPC, and we partner to build God's community through vibrant worship and faithful Christian education. We show we are Christ's own through our spirit of inclusion and welcome, and we work in our city and beyond with an unwavering commitment to social mission. We care for those we have called into service, as well as those we have been called to serve.

With our new leadership, talented staff, dedicated volunteers, and your financial support, we will be able to answer the call to build community and extend our reach to all corners of Durham - We will continue to seek the welfare of the city.

As new members and families add their talents resources and passions to complement those who have made FPC such a special place for so long, we can support a First Presbyterian Church that is able to meet so many of the needs it sees. The goals of this campaign deserve our deepest consideration as we seek to live the abundant life God calls us to live. Let us live the dream - with our time, our talents, and the resources God has given us.



Some of the organizations using church buildings and grounds last year...

- AA Support Group
- Al-Anon Support Group
- Anti-Racism Task Force
- Durham Board of Elections
- Choral Society of Durham
- Coalition for Healthcare of NC
- Durham Congregations In Action
- Democracy NC
- Duke Division of Community Health
- Duke Presbyterian Campus Ministry
- Duke Regional Spelling Bee
- Durham Bullhorns
- Durham CAN
- Durham City / County Government
- Durham County Library Foundation
- Durham Living Wage Project
- Durham Partnership for Children
- Durham Rescue Mission Shovel Brigade
- Durham County Department of Social Services
- El Futuro
- Families Moving Forward
- General Davie Chapter DAR
- Farmworker Advocacy Network
- First Presbyterian Day School
- Habitat for Humanity of Durham
- Iglesia Emanuel
- Lupus Foundation of America, NC Chapter
- Moogfest 2017
- National Alliance on Mental Health (NAMI)
- New Hope Presbytery
- NC Boys Choir and Girls Choir
- National Association of Social Workers, NC Chapter
- NAACP, Durham Chapter
- North Carolina Council of Churches
- NC Pride
- NCSU Center for Family & Community Engagement
- Overeaters Anonymous
- People's Alliance
- Project LIFT
- Racial Equity Institute Training
- Raleigh Convocation Choir
- St. Philips Episcopal Church
- Singers of New and Ancient Music (SONAM)
- StepUp Durham Ministry
- Student Action with Farmworkers
- Triangle Recorder Society
- Triangle Sacred Harp Shape Note Choir
- Trinity United Methodist Church Brass Quintet
- UNC Chapel Hill: APPLES Service Learning
- Vox Virorum



What will that 10 percent increase do for the people of our church and the people of Durham?

- Fund the internal and external needs we need to address without dipping into reserve funds
- Fund staff salaries at parity with other churches in our area
- Fund the use of our facilities by a variety of community-based organizations without charge
- Fund the critical needs identified for our social mission by our elders and deacons

I grew up in a religious family. My father was a Presbyterian minister turned educator; and while his primary work was at the university, he never left the church. While my parents never talked about money and my parents never really talked explicitly about giving to the church, growing up I often heard the word "diezmo." Diezmo, in Spanish, stems from the word "ten" so it is easy to understand tithing (Old English for one-tenth) as equivalent to one tenth of what is earned. As a young adult, I didn't really think much about church life and it wasn't until I had a child that I decided to get serious about church. At that point in life, the early to mid-stage of your adult life, one-tenth of total gross income can seem daunting. If you haven't been tithing all your life, to suddenly start is a bit like jumping off a cliff. It can seem a bit scary. But amazing things happen when you do jump off that cliff. It's intentional and a commitment; and at the same time one is likely to become more involved in the life of the church and that's where all the fun begins -- meeting people, making friends, and being a part of something special.

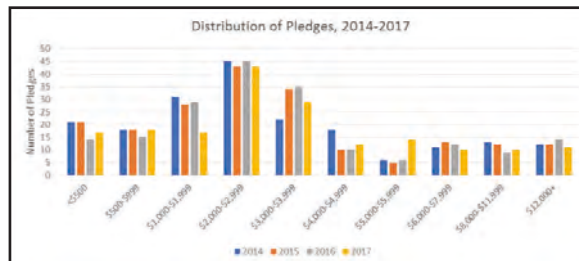
Think about what First Pres stands for, and you will know that this is especially true. As you consider your giving this year, I encourage you to let biblical thinking be your guide. While the overall goal of the campaign is a 10% overall increase, if you aren't already pledging a true tithe, consider working towards it. And while tithing is good, and generous giving is good, giving according to your means so as not to do harm to your family is also good. Let your heart be your guide as we seek to grow in the heart of the city.

—Miriam Morey, Stewardship Committee Chair

Pledge Summary Stats, 2014-2017				
	2014	2015	2016	2017
Number of Pledges	197	196	189	181
Total Amt Pledged	\$803,875	\$792,381	\$817,413	\$778,330
25th Percentile	\$1,020	\$1,050	\$1,200	\$1,200
Median Pledge	\$2,200	\$2,400	\$2,400	\$2,700
75th Percentile	\$4,458	\$4,290	\$4,350	\$4,900

Our stewardship effort has always been to call one another to a deepening conversion by asking for gifts that involve some real sacrifice on our part. We are not asking for dramatic sacrifice but we do seek to imitate the same spirit of love that motivated our Lord's gift of self. Please pray over the meaning of stewardship and generous giving as you make your financial pledge for 2018. I urge you to be generous stewards of God's gifts, returning them to the Lord with a grateful and joyful spirit as you respond to the invitation to support this year's appeal.

--Sam Miglarese
Associate Pastor



I was glad

when they said unto me:

let us go

to the house

of the Lord.

Psalms 122:1





First Presbyterian Church
 305 East Main Street
 Durham NC 27701
<https://firstpres-durham.org>

Organized 1871

Church Staff

Tom Bloom, Business Administrator
 Robert Daye, Sexton
 Mindy Douglas, Pastor/Head of Staff
 Susan Dunlap, Parish Associate
 Sarah Finbow, Youth Minister

Marilyn Hedgpeth, Associate Pastor
 Cheryl Henry, Parish Associate
 Valerie McMillian, Parish Administrator
 Sam Miglarese, Associate Pastor
 Kathy Parkins, Minister of Music

Stewardship Committee - Miriam Morey (Chair), George Bernhardt (Vice-chair), Brian Castle, Laura Casteel, Celia Dickerson, Carlo Diy, Carl Rist, Cris Rivera; Staff: Mindy Douglas, Sam Miglarese, Tom Bloom, Valerie McMillian

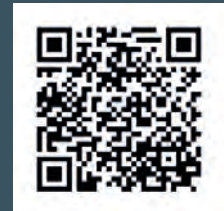


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