



## **2020 Annual Report**

### **Fellowship Presbyterian Church**

2005 New Garden Road, Greensboro NC 27410

Phone 336-288-5177

[www.fellowship-presbyterian.com](http://www.fellowship-presbyterian.com)





**2005 New Garden Road, Greensboro, NC 27410 336-288-5177 366-288-1705 (fax)**

***Class of 2021***

John Archambault  
Yanique McLeod  
Judy Meyler  
Carol Morgan

***Class of 2022***

Jeanie Harrison  
Mary Howe  
Charles Layno  
Bruce Weaver

***Class of 2023***

Gary Anderson  
Greg French  
Susan Harman  
Lee Wineholt

**2020 ANNUAL MEETING OF THE CONGREGATION & CORPORATION**

**FELLOWSHIP PRESBYTERIAN CHURCH, GREENSBORO, NC**

**February 21, 2021**

**DOCKET**

**CALL TO ORDER AND PRAYER**

**Rev. Dr. Kathryn G. N. Campbell, Moderator**

**DETERMINATION OF QUORUM**

**Elder Julie Davis, Clerk of Session**

**PRESENTATION OF 2020 ANNUAL REPORTS**

**PRESENTATION OF 2020 ANNUAL REPORT OF FINANCES**

**Stewardship and Finance Committee**

**Greg French, Treasurer**

**PRESENTATION OF 2021 CHURCH BUDGET**

**Stewardship and Finance Ministry Team**

**NEW BUSINESS:**

**- Nominating Committee Election of one (1)**

**At-Large Member**

**- Approval of 2021 Pastoral Terms of Call**

**ANNUAL MEETING OF THE CORPORATION**

**Election of Officers**

**ADJOURN MEETING WITH PRAYER**

## Clerk's Annual Report

In the unusual year of 2020, the Session of FPC held 10 Stated meetings (our normal monthly meeting) and five special Called meetings. All but the first three were held virtually. Our first meeting with our new called pastor, Rev. Campbell was June 2. Session joyously welcomed ten new members this year. FPC ended the year with 157 members on the roll; three members transferred to other congregations and one member passed away.

Respectfully submitted,  
Julie Davis, Clerk of Session

## CHURCH INFORMATION FOR CALENDAR YEAR 2021



**NAME OF CHURCH:** Fellowship Presbyterian

Street Address: 2005 New Garden Rd., Greensboro, NC 27410

Mailing Address: 2005 New Garden Rd., Greensboro, NC 27410

Church Phone Number: 336-588-2177

Church's Main Email: info@fpcgso.com

Website: www.fpcgso.com

**MINISTER(S):** Please include all, including Parish Associates and Pastors Emeritus/Emerita - use additional pages if needed. Name:

Kathryn N. Campbell

Email: kcampbell@fpcgso.com

Start Date: 6/1/2020

**CHURCH EDUCATOR:** None

Staff member  Volunteer Email:

**CHURCH MUSICIAN:** Blake Tickle

Staff member  Volunteer Email:

**CLERK OF SESSION:** Julie Davis

New Clerk of Session for 2021

Address: 3510 Willow Grove Ct., Greensboro, NC 27410

Home Phone: 336-540-0769

Bus. Phone: n/a

Email: kingdavis@triad.rr.com

Cell Phone: 336-601-0382

**CHURCH DISBURSING TREASURER:** Greg French

New Treasurer for 2021

Address: 5290 Beechmont Dr., Greensboro, NC 27410

Home Phone: 336-665-0269

Bus. Phone:

Email: ggeefrench@aol.com

Cell Phone: 336-929-0380

**CHURCH OFFICE ADMINISTRATOR:** Martha Shannon Email martha@fellowship-presbyterian.com

Generic Church Email address (if any): see above

Does your Session have a Child/Youth Protection policy? yes

Does your Session have a Sexual Misconduct Prevention policy? yes

## 2020 Financials

Fellowship Presbyterian Church  
2020 Summary of Financial Information

General Fund		2020		
Revenue		Budget	Actual	Variance
	Contributions	220,500.00	230,641.84	10,141.84
	Pass thru from School	43,721.28	16,830.13	(26,891.15)
	Other	9,000.00	4,613.23	(4,386.77)
	Proceeds from PPP	-	48,075.42	48,075.42
	Subtotal	273,221.28	300,160.62	26,939.34

Expenses		Budget	Actual	Variance
	Missions	3,600.00	3,741.69	141.69
	Music	3,450.00	1,748.90	(1,701.10)
	Worship	1,400.00	1,718.84	318.84
	Operations	69,777.00	57,439.44	(12,337.56)
	Office & Equipment	23,555.00	23,022.17	(532.83)
	Mortgage & Bank Exp	300.00	145.17	(154.83)
	Salaries	142,949.96	144,238.43	1,288.47
	Benefits	67,080.41	59,867.10	(7,213.31)
	Other Staff Costs	12,750.00	9,229.53	(3,520.47)
	Christian Education	500.00	302.02	(197.98)
	Congregational Care	700.00	1,117.40	417.40
	Fellowship Programs	-	44.00	44.00
	Other Expenses	460.00	217.11	(242.89)
	Subtotal	326,522.37	302,831.80	(23,690.57)

Revenue Less Expenses (Net)	(53,301.09)	(2,671.18)	50,629.91
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Net less PPP Proceeds		(50,746.60)	
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Restricted Funds

Beginning Balance	65,627.80
Revenue	54,935.20
<u>Expense</u>	<u>(41,806.34)</u>
Ending Balance	78,756.66

Cash & Investments	1/1/2020	12/31/2020	Change
BB&T General Fund	7,819.67	20,958.38	13,138.71
Build/Maint Checking	1,940.00	1,940.00	-
Duke Premier Memorial Garden Fund	88,040.48	89,385.96	1,345.48
	13,879.88	14,140.83	260.95
Total	111,680.03	126,425.17	14,745.14

Liabilities (PPP)	1/1/2020	12/31/2020	Due from Church
Church	-	48,075.42	
Assumed from School	-	41,524.58	
Total		89,600.00	Unknown

## 2021 Financials

FELLOWSHIP PRESBYTERIAN CHURCH OPERATING

FUND 2019, 2020 & ADOPTED 2021

\* Assumes PPP 1 debt service related to  
64,400 loan/25,200 grant

REVE

NUE

General Fund	2019 Actual	2020 Budgeted	2020 Actual YTD	Variance	Adopted 2021	PPP 12 yr term	PPP 15 yr term	PPP 12 yr term w PPP 2	PPP 15 yr term w PPP 2	PPP full forgive w PPP 2
NR1201 - Loose Offering	2,475.49	2,500.00	566.00	(1,934.00)	600.00	600.00	600.00	600.00	600.00	600.00
NR1202 - Member Contributions	219,811.19	213,000.00	222,995.57	9,995.57	225,000.00	225,000.00	225,000.00	225,000.00	225,000.00	225,000.00
NR1203 - Non-Member Contributions	5,583.00	5,000.00	7,080.27	2,080.27	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00
NR1204 - Interest Income	2,202.43	2,000.00	1,345.48	(654.52)	1,250.00	1,250.00	1,250.00	1,250.00	1,250.00	1,250.00
NR1206 - Memorials - non-specified	4,000.00	-	250.00	250.00	-	-	-	-	-	-
NR1209 - Transfer from Memorial Garden	-	-	-	-	-	-	-	-	-	-
NR1210 - Building Use	4,197.00	4,000.00	2,332.75	(1,667.25)	2,400.00	2,400.00	2,400.00	2,400.00	2,400.00	2,400.00
NR1219 - American Tower Inc	-	-	-	-	-	-	-	-	-	-
NR1220 - Fellowship Schools	41,785.24	43,721.28	16,830.13	(26,891.15)	-	-	-	-	-	-
NR1226 - Lump Sum Transfers	10,000.00	-	-	-	-	-	-	-	-	-
NR2020 PPP Loan/Grant			48,000.00	48,000.00	-	-	-	56,000.00	56,000.00	56,000.00



				75.4	75.4				00.0	00.0	00.0
				2	2				0	0	0
Total General Fund		290, 054. 35	270, 221. 28	299, 475. 62	29,2 54.3 4	235, 250. 00	235, 250. 00	235, 250. 00	291, 250. 00	291, 250. 00	291, 250. 00

GIVING - DESIGNATED & OTHER											
	Specified Use				-						
	RE4210 - Wednesday Night Dinner	-	-		-						
	RE4211 - Fellowship Programs/Events	851. 00	850. 00		(850 .00)						
	RE4214 - Congregational Care Events	290. 00	300. 00	55.0 0	(245 .00)						
	RE4215 - AutoBell Fundraiser	1,26 0.00	1,25 0.00	630. 00	(620 .00)						
	RE4216 - Garage Sale	-	-		-						
	RE4302 - Flowers	-	-		-						
	RE4702 - Poinsettias Lilies - Special	605. 00	600. 00		(600 .00)						
	NU9018 - Peacemaking Offering	-	-		-						
Total Specified Use		3,00 6.00	3,00 0.00	685. 00	(2,3 15.0 0)	0	0	0	0	0	0

TOTAL REVE NUE		293, 060. 35	273, 221. 28	300, 160. 62	26,9 39.3 4	235, 250. 00	235, 250. 00	235, 250. 00	291, 250. 00	291, 250. 00	291, 250. 00
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EXPENSES

				202 0 Actu al YTD	Vari ance						
Missions		2019	2020			2021	2021	2021	202 1	202 1	202 1

	MO5001 - Presbytery - General Assembly	3,60 0.00	3,60 0.00	3,60 0.00	-	3,60 0.00	3,60 0.00	3,60 0.00	3,60 0.00	3,60 0.00	3,60 0.00
	MO5002 - Missionary Support	-	-	141. 69	141. 69						
	MO5003 - Discretionary Mission Expense	-	-		-	1,50 0.00	1,50 0.00	1,50 0.00	1,50 0.00	1,50 0.00	1,50 0.00
Total Missions		3,60 0.00	3,60 0.00	3,74 1.69	141. 69	5,10 0.00	5,10 0.00	5,10 0.00	5,10 0.00	5,10 0.00	5,10 0.00

Music											
	WM5101 - Music	314. 61	350. 00	499. 52	149. 52	500. 00	500. 00	500. 00	500. 00	500. 00	500. 00
	WM5102 - Handbells	129. 01	100. 00	42.5 0	(57. 50)	50.0 0	50.0 0	50.0 0	50.0 0	50.0 0	50.0 0
	WM5103 - Guest Musician	1,07 0.00	1,00 0.00	250. 00	(750 .00)	500. 00	500. 00	500. 00	500. 00	500. 00	500. 00
	WM5104 - Sub Worship Accompanist	950. 00	1,50 0.00	400. 00	(1,1 00.0 0)	1,00 0.00	1,00 0.00	1,00 0.00	1,00 0.00	1,00 0.00	1,00 0.00
	WM5105 - Piano/Organ Upkeep	1,17 3.00	450. 00	556. 88	106. 88	550. 00	550. 00	550. 00	550. 00	550. 00	550. 00
	WM5106 - Handbell Expense	43.4 5	50.0 0	-	(50. 00)						
Total Music		3,68 0.07	3,45 0.00	1,74 8.90	(1,7 01.1 0)	2,60 0.00	2,60 0.00	2,60 0.00	2,60 0.00	2,60 0.00	2,60 0.00

Worship											
	WM5110 - Guest Ministers	1,00 0.00	1,00 0.00	700. 00	(300 .00)	750. 00	750. 00	750. 00	750. 00	750. 00	750. 00
	WM5120 - Flowers by Church	12.5 0	50.0 0	-	(50. 00)	50.0 0	50.0 0	50.0 0	50.0 0	50.0 0	50.0 0
	WM5130 - Worship Supplies	284. 47	350. 00	1,01 8.84	668. 84	1,00 0.00	1,00 0.00	1,00 0.00	1,00 0.00	1,00 0.00	1,00 0.00
	WM5131 - Bulletins - Services	-	-	-	-	-	-	-	-	-	-

Total Worship		1,29 6.97	1,40 0.00	1,71 8.84	318. 84	1,80 0.00	1,80 0.00	1,80 0.00	1,80 0.00	1,80 0.00	1,80 0.00
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Operations											
	OP5201 - Staff Expenses		-								
	OP5209 - Storm Water Service	777. 60	777. 00	709. 80	(67. 20)	750. 00	750. 00	750. 00	750. 00	750. 00	750. 00
	OP5211 - Heat, Lights, Water	22,5 69.6 2	25,0 00.0 0	18,3 33.4 8	(6,6 66.5 2)	19,5 00.0 0	19,5 00.0 0	19,5 00.0 0	19,5 00.0 0	19,5 00.0 0	19,5 00.0 0
	OP5212 - Solid Waste Service	1,12 0.17	1,20 0.00	1,13 7.03	(62. 97)	1,20 0.00	1,20 0.00	1,20 0.00	1,20 0.00	1,20 0.00	1,20 0.00
	OP5214 - Maintenance & Improvement	12,8 87.9 6	12,0 00.0 0	12,7 89.6 4	789. 64	12,0 00.0 0	12,0 00.0 0	12,0 00.0 0	12,0 00.0 0	12,0 00.0 0	12,0 00.0 0
	OP5215 - Grounds Maintenance	6,20 5.00	6,20 0.00	6,31 0.00	110. 00	6,20 0.00	6,20 0.00	6,20 0.00	6,20 0.00	6,20 0.00	6,20 0.00
	OP5216 - Maintenance Contracts	9,68 8.85	9,85 0.00	8,27 4.81	(1,5 75.1 9)	9,00 0.00	9,00 0.00	9,00 0.00	9,00 0.00	9,00 0.00	9,00 0.00
	OP5218 - Major Repairs Non-Rec	174. 99	-	213. 95	213. 95	-	-	-	-	-	-
	OP5220 - Janitorial Service	12,0 00.0 0	12,0 00.0 0	7,63 5.21	(4,3 64.7 9)	6,00 0.00	6,00 0.00	6,00 0.00	6,00 0.00	6,00 0.00	6,00 0.00
	OP5221 - Pond Landscaping & Main	2,21 7.38	2,75 0.00	2,03 5.52	(714 .48)	2,25 0.00	2,25 0.00	2,25 0.00	2,25 0.00	2,25 0.00	2,25 0.00
Total Operations		67,6 41.5 7	69,7 77.0 0	57,4 39.4 4	(12, 337. 56)	56,9 00.0 0	56,9 00.0 0	56,9 00.0 0	56,9 00.0 0	56,9 00.0 0	56,9 00.0 0

Office & Equipment											
	OP5202 - Subscriptions	199. 84	200. 00	100. 00	(100 .00)	100. 00	100. 00	100. 00	100. 00	100. 00	100. 00

	OP5203 - Kitchen & Restroom Supplies	2,269.84	2,200.00	1,097.56	(1,102.44)	1,200.00	1,200.00	1,200.00	1,200.00	1,200.00	1,200.00
	OP5204 - Office Supplies	881.62	1,200.00	2,526.31	1,326.31	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00
	OP5205 - Printing	-	150.00	45.00	(105.00)	50.00	50.00	50.00	50.00	50.00	50.00
	OP5206 - Postage	443.92	600.00	492.63	(107.37)	500.00	500.00	500.00	500.00	500.00	500.00
	OP5207 - Copier	7,656.86	7,575.00	7,789.22	214.22	7,750.00	7,750.00	7,750.00	7,750.00	7,750.00	7,750.00
	OP5210 - Telephone	1,936.66	1,850.00	1,885.30	35.30	1,850.00	1,850.00	1,850.00	1,850.00	1,850.00	1,850.00
	OP5213 - Comprehensive Coverage	7,381.00	6,930.00	5,472.71	(1,457.29)	6,963.00	6,963.00	6,963.00	6,963.00	6,963.00	6,963.00
	OP5217 - Computer Hardware/Software	4,695.65	2,850.00	3,613.44	763.44	3,500.00	3,500.00	3,500.00	3,500.00	3,500.00	3,500.00
	OP5219 - Phone Tree System	-	-	-	-	-	-	-	-	-	-
Total Office & Equipment		25,465.39	23,555.00	23,022.17	(532.83)	23,913.00	23,913.00	23,913.00	23,913.00	23,913.00	23,913.00

Mortgage Interest & Bank Charges											
	BF5801 - Mortgage Principal Payment	-	-	-	-						
	BF5802 - Mortgage Interest Payment	-	-	-	-						
	OP5301 Bank Charges	306.57	300.00	145.17	(154.83)	150.00	150.00	150.00	150.00	150.00	150.00
	OP5303 Paypal Charges	-	-	-	-						
	OP5305 - Line of Credit Interest Exp/DEBT SERVICE	-	-	-	-		8,133.00	3,303.00	8,133.00	3,303.00	

Total Mortgage & Bank Charges		306.57	300.00	145.17	(154.83)	150.00	8,283.00	3,453.00	8,283.00	3,453.00	150.00
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Salaries & Benefits

Salaries- Minister & Lay Staff											
	SB5711 - Minister Salary	42,000.00	46,307.70	47,766.07	1,458.37	13,750.00	13,750.00	13,750.00	13,750.00	13,750.00	13,750.00
	SB5712 - Minister Housing	21,999.96	21,923.06	20,464.68	(1,458.38)	46,250.00	46,250.00	46,250.00	46,250.00	46,250.00	46,250.00
	SB5715 - Minister's Self Tax Allowance	2,000.00	2,788.58	2,788.48	(0.10)	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00
		65,999.96	71,019.34	71,019.23	(0.11)	63,000.00	63,000.00	63,000.00	63,000.00	63,000.00	63,000.00
	SB5721 - Lay Staff Salaries										
	Office Manager		40,671.84	40,671.84	-	40,671.84	40,671.84	40,671.84	40,671.84	40,671.84	40,671.84
	Music Director		21,806.56	23,961.84	2,155.28	17,215.68	17,215.68	17,215.68	17,215.68	17,215.68	17,215.68
	Choir Accompanist		7,116.70	6,250.00	(866.70)	7,116.70	7,116.70	7,116.70	7,116.70	7,116.70	7,116.70
	Hand Bell Director		2,335.52	2,335.52	-	-	-	-	-	-	-
	SB5721 - Lay Staff Salaries	75,577.12	71,930.62	73,219.20	1,288.58	65,004.22	65,004.22	65,004.22	65,004.22	65,004.22	65,004.22
	Total Salaries	141,577.08	142,949.96	144,238.43	1,288.47	128,004.22	128,004.22	128,004.22	128,004.22	128,004.22	128,004.22

Benefits											
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	SB5723 - Staff Pension Plan Supplement	600.00	600.00	600.00	-	1,800.00	1,800.00	1,800.00	1,800.00	1,800.00	1,800.00
	SB5751 - Major Medical	36,168.92	37,932.94	34,652.91	(3,280.03)	26,137.10	26,137.10	26,137.10	26,137.10	26,137.10	26,137.10
	SB5752 - Dental	3,244.23	2,984.42	2,388.54	(595.88)	804.60	804.60	804.60	804.60	804.60	804.60
	SB5753 - Retirement	20,461.21	21,816.84	18,978.25	(2,838.59)	9,160.60	9,160.60	9,160.60	9,160.60	9,160.60	9,160.60
	SB5754 - Death/Disability	1,860.04	1,983.21	1,725.28	(257.93)	1,410.12	1,410.12	1,410.12	1,410.12	1,410.12	1,410.12
	SB5771 - Workers Compensation	1,463.87	1,763.00	1,522.12	(240.88)	896.00	896.00	896.00	896.00	896.00	896.00
	Total Benefits	63,798.27	67,080.41	59,867.10	(7,213.31)	40,208.42	40,208.42	40,208.42	40,208.42	40,208.42	40,208.42

Other Staff Costs											
	SB5731 - Payroll Taxes	5,781.70	5,525.00	5,631.57	106.57	4,940.96	4,940.96	4,940.96	4,940.96	4,940.96	4,940.96
	SB5781 - Continuing Education	2,318.04	3,000.00	2,123.46	(876.54)	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00
	SB9999 - PNC Expense	861.51	500.00	-	(500.00)	-	-	-	-	-	-
	SB5713 - Minister Auto & Expenses	4,091.11	3,625.00	1,474.50	(2,150.50)	3,625.00	3,625.00	3,625.00	3,625.00	3,625.00	3,625.00
	SB5782 - Staff Expenses	-	100.00	-	(100.00)	-	-	-	-	-	-
	Total Other Staff Costs	13,052.36	12,750.00	9,229.53	(3,520.47)	11,565.96	11,565.96	11,565.96	11,565.96	11,565.96	11,565.96

Christian Education											
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	CE5401 - CE supplies	-	300.00	141.26	(158.74)	300.00	300.00	300.00	300.00	300.00	300.00
	CE5402 - Curriculum Supplies	68.40	-		-						
	CE5403 - VBS Curriculum	-	-		-						
	CE5404 - Misc Educational Materials	323.13	200.00	67.80	(132.20)	200.00	200.00	200.00	200.00	200.00	200.00
	CE5406 - Childrens Worship Program	-	-		-						
	CE5407- Programs & Speakers	-	-		-						
	CE5408 - Counseling Materials	-	-		-						
	CE5409 - Bible Awards	-	-		-						
	CE5412 - New Member Classes	-	-		-						
	CE5413 - Christian Ed Training	-	-	92.96	92.96						
	CE5414 - Kids Own Worship	-	-		-						
	CE5405 - Youth	-	-		-						
	CE5501 - Youth Mission Trips	-	-		-						
Total Christian Education		391.53	500.00	302.02	(197.98)	500.00	500.00	500.00	500.00	500.00	500.00

Congregational Care											
	CC5522 - Congregational Care	141.96	200.00	-	(200.00)	200.00	200.00	200.00	200.00	200.00	200.00
	CC5521 - Outreach GEM	268.00	500.00	1,117.40	617.40	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00
Total Congregational Care		409.96	700.00	1,117.40	417.40	1,700.00	1,700.00	1,700.00	1,700.00	1,700.00	1,700.00

Fellowship Programs											
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	FP5531 - Wednesday Night Expense	-	-		-							
	FP5533 - Fellowship Programs Exp	-	-	44.00	44.00							
Total Fellowship Programs Expense		-	-	44.00	44.00	0	0	0	0	0	0	0

Other Expenses												
	FP5201 - Chicken Dinner Expense	-	-		-							
	FP5203 - Stewardship/Cards Expense	209.25	210.00	217.11	7.11							
	FP5204 - Poinsettia/Lilies Expense	255.00	250.00		(250.00)							
	FP5205 - Spaghetti-Auction Expense	-	-		-							
	FP5206 - Autobell Expense	1,250.00	-		-							
	FP5501 - Chicken Dinner Expense	-	-		-							
	FP5210 - Arts & Crafts Expense	-	-		-							
Total Other Expenses		1,714.25	460.00	217.11	(242.89)	0	0	0	0	0	0	0

TOTAL EXPENSES		322,934.02	326,522.37	302,831.80	(23,690.57)	272,441.60	280,574.60	275,744.60	280,574.60	275,744.60	272,441.60
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TOTAL REVENUE		293,060.35	273,221.28	300,160.62	26,939.34	236,250.00	236,250.00	236,250.00	270,720.00	270,750.00	270,750.00
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REVENUE LESS EXPENSE		(29,873.67)	(53,301.09)	(2,671.18)	50,629.91	(37,191.60)	(45,324.60)	(40,494.60)	10,675.40	15,505.40	18,808.40
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## **Pastor's Report**

What a joy it is to be able to be writing this report as your pastor. God called me to serve as your pastor in 2020 – and I was fortunate to accept that call and begin in June. Since my arrival, I have met many of you through appropriate pandemic practices of social distancing, mask wearing, and Zoom. While I have yet to meet all of you, I continuously pray for you and your respective families and look forward to doing as the way be clear.

Despite Fellowship's doors being closed due to the ongoing pandemic, the staff and committees of the church were hard at work, ensuring Fellowship's membership was informed and connected. Blake Tickle and Martha Shannon have been instrumental in helping me on-board to the church and all of its many details.

Weekly worship continued via livestream through both Facebook Live and Zoom platforms. Special thanks to Charles Layno and his team of Steve Brandt, Susie Knorr, and Aiden Lawall for their work behind the cameras. Blake Tickle, Cynthia Hartis, and Patrick Harman have been instrumental (pun intended) in providing amazing music. Weekly liturgists have been wonderful in rounding out the worship leadership. Worship highlights included home-based Advent candle lighters and multiple sermon series, including “why we do what we do” and stewardship, which welcomed “home” former pastoral leadership – thanks to the help of the technology which has connected us through this past year. A final worship highlight was welcoming 10 new members to the Fellowship family this past year, including one through the sacrament of baptism.

The congregation has remained connected and thoughtful through education (21-day Racial Equity Challenge and follow-up conversations), food collections (which put us in both the paper and on TV), and COVID-safe programs (Zoom coffee hour, congregational hymn sing, school supply collection). Advent boxes, assembled by a great team led by Jeanie and Tom Harrison and Traci Rankins, were distributed by members of the Congregational Care and Outreach Committees; a special thanks to them for their hard work during these unique times.

The congregational nominating committee found a fantastic slate of elders to serve this congregation over the next series of years. Successful elder training brought them all together to serve God while serving this church, together.

I would be remiss if I didn't thank Rev. Dr. Nancy Jo Dederer for her leadership of this congregation over her tenure, including the first half of this year. Her leadership, with the guidance and support of the session, ushered in securing the Payroll Protection Program loan and safety measures as this pandemic began. A special thanks to her.

I remain hopeful as we enter 2021: vaccines are being administered, businesses and venues begin to reopen, and the COVID numbers seem to be moving toward a downward slope. I am confident everyone is anxious to return to being together – in person; I know I do as well. Heck – it will feel strange to lead worship with more than six or seven people in the sanctuary at one time! Please know that the COVID Task Force and session will be putting plans in place as it becomes safe to do so. I look forward to the ways God is calling us to be a community of faith in 2021!

## **Director of Music's Annual Report**

The year 2020 was another beautiful season of music in worship at Fellowship Presbyterian Church. Despite a myriad of challenges, I would like to take the opportunity to celebrate our creativity and our adaptability in the midst of unprecedented circumstances. Specifically, I would like to express my immense gratitude to the steady stream of individuals who have selflessly shared their gifts and talents in worship this year at Fellowship! I am truly grateful to each of you for your leadership in the areas of music and liturgy in our worship services. Unfortunately, we were not able to have any of our community concerts in 2020. It is my hope to resume this series at some point later this year when it is safe to do so. In the meantime, I am exploring the possibility of holding virtual style concerts via livestream, similar to our Sunday morning worship services. This series, which began with a generous donation in 2017 has enriched the life of this congregation in a few short years and means a great deal to me, personally. I look forward to many more wonderful concerts in the future with your attendance and support.

My thanks to the congregation of Fellowship for making it possible for me to attend the National Conference for Sacred Music in Charleston in January of 2020. This was my second time to the conference, and both times have deeply resonated in my personal spiritual formation as well as my knowledge and network of music & liturgy. In January of 2021, the conference was held in a virtual format. This year's focus was adapting to the pandemic-related restrictions related to live music performances. I was able to attend several of the sessions and found them to be informative and helpful.

On a more personal note, amidst the sorrow and isolation that the pandemic brought to this past year, I am grateful for the completion of my Master of Divinity degree after a long three-year journey at the Wake Forest University School of Divinity. I want to thank each of you from the bottom of my heart for your prayers, support, and encouragement. This journey has been deeply transformative, and my time with you in worship each week has continued to enrich my spiritual life. My work as a chaplain resident with Wake Forest Baptist Medical Center continues through August. I ask for your prayers for the patients, their families, as well as the staff as we navigate our way through this difficult season.

I remain grateful for all who will continue to give of their time and talents to return thanks to God in worship each week through the ministry of our music department. Please speak to me at any time if you would like to be involved in our music ministry in any way. I look forward to seeing each of you in person again when it is safe to do so. In the meantime, let us hold fast to the hope we have in God, who has not forgotten or forsaken us. Thanks be to God!

Blake Tickle, Director of Music

“God of life, you filled the world with beauty. Thank you for artists who see clearly, who with trained skill can paint, shape, or sing your truth to us. Keep them attentive and ready to applaud the wonder of your works, finding in the world signs of the love revealed in Jesus Christ our Lord. Amen.”- From the PCUSA Book of Common Worship

## Building and Grounds Committee

**2020 COVID-19 Protocol** – Determination and implementation of safety and process protocols for addressing building use was accomplished through participation and coordination with Getting Back To Normal (GB&N) Committee (members Susan Harman and Linda Ueland). Began steps for Sanctuary preparation procedures to return to use with restrictions in compliance with state and health standards.

Purchase of an Electrostatic Sprayer for sanitization of premises cost: \$650.

Review of General Maintenance / Regular Contracts – Decisions to conserve future activities due to reduced church occupancy DUE TO COVID, reducing costs:

- **Garbage Dumpster** rental \$ 95./mo. **COMMITTEE determined to NOT rent.** Established a monthly or weekly schedule to get volunteers for Garbage and Recycle removal as needed.
- **Parking lot lights** – \$ 336. Maintenance cost reduced in decision to not fix at this time – (only 1 light out, is not currently affecting Essa property). Keep a tab on and see for future.
- **Snow Removal** contract for winter (no need to provide contract). Committee recommendation: **We do not need to plow the parking lot due to our closed status due to Covid.** Utilize a volunteer strategy for contact people that will shovel, treat walkways.
- **Grease Trap Maintenance** annual (no action taken to clean – w/ church & school closed)

### May 2020 - Committee structure and organization began with:

- Creation of a document repository of previous history documentation for as many years as are available as per initiative by Pastor Kathryn for Administrator and Committee activity.
- Regularly scheduled monthly committee meetings (in 2020 held by Zoom)
- Begin development of a Living Document to be shared by Committee members and interested staff or committee members for access to information and current status of building and grounds vendors, maintenance and special project tasks.

**2020 Gas Line leak problem repaired by gas company** – Created problem in the Kitchen ceiling for access to gas lines. Sheetrock removed for access was repaired and painted, minimizing repair costs.

**2020 New Roof over Sanctuary, Offices and Fellowship Hall**– project was initiated by presence of mold and moisture issues first in Minister’s Office and Parlor Restroom. Investigation was conducted with professionals into moisture issues throughout the church building. Results identified problems stemming from roof and gutters. A new roof was installed in November and interior damage repairs to walls was begun in several areas.

Cost to Fellowship: \$ 11,000. for Roof and Gutters: Interior \$ 2,550. For repair, mold removal, wall treatment and painting. Utica insurance claim was filed and paid for substantial portion of the roofing project. Interior damage repair is still underway and claim has been filed for relief. Newly painted areas include Fellowship Hall, Minister Office, Library, Parlor and Men’s Restrooms

**HVAC repair to Sanctuary system** – Ivey completed work and fixed the PVC drain pipe (detected in the drainage issues related to the roofing project)

**2020 Maintenance of outside landscaping** – Brush and debris was cleaned up in front property.

Contract with landscaper and competing vendor is under review for determination of additional landscape services.

## **2020 Building Cleaning, Improvement, Clearing Clutter**

Thorough cleaning and sanitizing of church rooms was conducted (due to Covid-19 protocols). Several cabinets and closets, Library, Sacristy and Music Storeroom and Janitor's Closet are were organized and necessary outdated materials, chairs and electronics were identified for disposal and removed to donations, trash or recycle; Music Storeroom repurposing for new technological equipment and Worship supplies.

Kitchen and Fellowship Hall storeroom was cleaned, removal of food items and Day School supplies left over from school events (as kitchen closed due to Covid-19 and as closure of Fellowship Day School)

Hallways and floors of primary traffic areas were waxed and cleaned (decision made by committee to not wax classrooms and areas of low use in 2020 lowering cost of annual contract); unused, outdated and non-working equipment discarded. Rooms and storerooms reevaluated and repurposed to align with current usage needs.

Missions Committee allocated real estate space and dedicated purpose for storage shelving in the Youth Room and display areas in the Dogwood Lobby.

- Minister's Office renovation with new desk and reused furniture placement for new Minister.
- Library acquired newly donated furniture to create children's area.
- Refurbished white boards were donated and installed in the Parlor and Library.
- Kitchen Freezer Ice and frost build-up was determined to be a door left ajar causing build-up - defrosted, restarted and installed a freezer key to prevent future recurrence
- Acquired donated furniture, shelving and display items from Pier 1 store closing to use for marketing, display and storage of projects and worship service items
- Front doors weatherstripping added

## Congregational Care Committee

*Congregation Care Mission Statement: To provide Christlike care, assistance, and support with sensitivity and compassion to the congregation in time of need.*

2020 services provided and coordinated through Congregation Care Committee:

- Coordinated Email Prayer Request in communication with congregation, Church staff and administration, and assisted in implementation of a new weekly schedule of communication:
  - Sunday worship connection on Zoom and Facebook streaming services
  - Sunday Bulletin
  - Tuesday Email broadcast of Updates
  - Friday Blast communication
- Made Personal visits prior to Covid-19 restrictions; made phone calls, sent greeting cards to those in need in Homebound, hospital, rehabilitation and nursing care facilities
- Provided Meals, Resources Support in care, transportation for those in need. Utilized technological media for coordination of meal planning and delivery. Provided temporary use of wheel chair and walker when needed
- Sent Greeting Cards for those on Prayer list – increased concerns of sickness and bereavement due to Covid-19\*\*
- Congratulated graduates, marriage and new babies in our congregation families
- Coordinated the efforts of collecting donated fabric and sewing supplies, making and distribution and delivery of facial masks for congregation
- Conducted committee meetings as needed to ensure communication, coordination and planning of resources with Getting Back to Normal Committee and Outreach committee
- Coordinated with activities of Outreach committee to make phone contact with all congregation, assist in surveying participation interest, needs and opinions and to engage participation and communication among congregation.

\*\* Note: Covid-19 restrictions in 2020 precluded our ability to assist bereaved congregation during nursing home, hospice and funeral services.

## **Fellowship Book Club**

Fellowship Book Club has been going on for many years. The Central Library in Greensboro has a section of the library with sets of books just for book clubs. We periodically receive an updated list of all books available.

Book Club members are copied on the list in case one sees a book of special interest. Before I order books, I read summaries of each book selected to assure the books are acceptable for our group. Then a few days before our meeting, the library transports a set of books to our local branch. We try to read books from all different genres.

Our meetings are once a month on the first Thursday of the month from September to June. Then we take a two month break and start back in September. Our members take turns bringing snacks, so to give us a little time to socialize. Then we discuss the current book we just finished reading. At the end of each meeting we hand out the books for the following month.

The one thing that I enjoy, is hearing one of the members say, "I really liked that book, but it would not have been one I picked out for myself."

Some of the books we have read:

*Dress Shop of Dreams* by Menna Van Praag

*Guests on Earth* by Lee Smith

*Little Fires Everywhere* by Celeste Ng

*Lost Lake* by Sarah Addison Allen

*Silent Voices* by Ann Cleeves

## **Fellowship Day School Committee**

Actions Taken by the School Committee this year were consequential.

- The After School Program was scheduled to be discontinued after 2019-2020 school year because of lack of demand from the community.
- The elementary summer camp will not be continued as well.
- Because there will be no after school or summer programs, there is no need for vans. The decision was made to sell the vans as soon as feasible.
- Because of COVID, school was abruptly halted in March and will not resume before 2021-2022 school year.
- The Day School, along with the church, secured monies from the CARE Act to compensate the staff through May, 2020.
- The committee will not meet again until January 2021.

## **Fellowship Programs Committee**

The Programs Committee had planned the following church-wide events for Fellowship:

<b><u>Month</u></b>	<b><u>Event(s)</u></b>	<b><u>Date</u></b>
January	Potluck Luncheon	1/5/20
February	Chili Cook-off	2/2/20
March	Potluck Luncheon	3/1/20
April	Easter Egg Hunt	4/4/20
	Easter Brunch	4/12/20
May	Potluck Luncheon	5/3/20
June	Church-wide Picnic	6/7/20
July	No events scheduled	
August	Ice Cream Social	8/16/20
	Church-wide Chat (Zoom)	
September	Potluck Luncheon	9/6/20
October	Trunk or Treat	10/24/20
November	Woodridge Craft Fair	11/13-14/20
December	Carols and Cookie Exchange	12/13/20

COVID has limited this committee's ability to hold many church functions. We were able to hold in-person events in January and February and by partnering with other committees to hold the Ice Cream Social in August and the Carols & Cookie Exchange in December. We also held a church-wide Zoom chat in August.

We hope that 2021 will bring safe opportunities for us all to gather together once again, but the committee will continue to creatively seek ways to invite church members to participate virtually.

## Mission Committee

In spite of the church doors being closed for worship because of COVID, our committee and the congregation at large accomplished the following:

- Prior to COVID restrictions, the church members participated in two important events. On February 15 volunteers worked at Backpack Beginnings to package food for children in Guilford County. Then on February 23 the women's Bible study group fed the residents of Pathways. Pathways is transitional housing for families who have experienced homelessness.
- Beginning in April, we held drive-by food collection once a month. All food was donated to Greensboro Urban Ministry. We are proud to announce we collected 5580.5 pounds of food to provide much needed assistance to our Greensboro neighbors. As a matter of fact, we partnered with Ameritek one month, and together we donated 16, 012 pounds for the year. The need is great, and we will continue this mission for the foreseeable future.
- In August, we partnered with Taren Fox of the Applewood community to collect school supplies for the children of that apartment complex. Because of the generosity of our congregation, we were able to supply over 25 children their school needs.
- In November we provided a wonderful Thanksgiving feast for 10 newly arrived refugees. Church World Service is a great asset for refugees of our community, and we were honored to work with them.
- We continued to collect clean, used detergent bottles for STOP of Greensboro. STOP stands for Stop The Opioid Problem.
- We continued collating and distributing blessing bags for the members to give to those in need they encounter.
- At our monthly food drives, we also collected for Pennies for Hunger. At the end of the year we had raised a total of \$524.50.
- Because of our extraordinary circumstances this year, we deferred our participation in Angel Tree. Logistically, it would have been very difficult. Instead, we are participating in the Reverse Advent Calendar. Members are filling a box with nonperishable foods and hygiene items for those in need for each day of Advent.
- We agreed to provide guidelines for the pastor discretionary fund as Kathryn recommended.
- We agreed to request 1% of the church's operating budget for 2021 as a mission budget so that our important work can continue.



## **Outreach (Growth, Evangelism, Membership) Committee**

### Committee Activities and Projects:

- Friendship Pads: prior to streaming of Sunday worship, continued gleaning information from pads signed at services.
- Brochure: completed, printed and began to distribute a brochure about our church.
- Budget Request: requested an increase in our committee's budget
- Banners: several vinyl banners were printed, advertising streaming worship services, Advent and new pastor welcome.
- Committee Restructure: committee was divided into 3 sub-committees - members, visitors, communication.
- Popcorn: a bag of popcorn was delivered to each church family, which included an invitation to set up a home visit with our new pastor.
- Backpack Blessing and Ice Cream Backwards Parade: hosted a sharing of backpack tags and ice cream choices, as cars circled the front of church. Collected school supplies for children in need at the same time.
- New Members Class: completed a pastor-led class, resulting in 10 new members.
- Fellowship Calling Connections: began a project created to touch base with each church family. Forms were completed by callers, citing any needs or new information shared. The Congregational Care committee assisted in this endeavor.
- Advent Boxes: in conjunction with the Worship and Programs Committees, we put together printed ideas for celebrating Advent, including supplies to create an Advent wreath. A pick-up time was scheduled and the boxes that were not collected were hand-delivered by committee members.

The Outreach Committee has been very busy under the leadership of our new pastor. Our hope is that everyone will continue to feel connected to our church during this uncertain time.

## Personnel & Administration Committee

Throughout the year, the committee discussed issues related to the following:

- The revision of the position of Director of Music and the amount of pay due to Blake for his Pastoral Care during the month of May.
- Martha's request to participate in two sessions of a Virtual Certification focusing on Managing: Financial Issues (Accounting and Budgeting); Legal and Tax Issues; and Facilities and Property Issues
- Child Protection Policy Training—It was suggested that FPC provide orientation/training for all volunteers and staff, with two trainer recommendations from Nancy. No action was taken due to COVID restrictions and the school being temporarily closed.
- Document Notebook—The P & A Committee (with help from Martha and others) put together a notebook containing the following updated documents:
  - FPC Manual of Operations
  - FPC Personnel Policies
    - Child and Youth Protection Policy
    - Sexual Misconduct Prevention: Policies and Procedures
  - FPC Bylaws
  - Emergency Action Plan for FPC (approved by Session)
    - Will be updated annually
- Staff Reviews for the Fall—All staff reviews were conducted this fall (except for Melissa and Debbie).
  - Pastor Kathryn's Evaluation—Kathryn's accountability, goals, and job description were discussed. We used last year's forms and will revisit a new form next year. This was conducted by the Committee members on 11/30/20. Kathryn reported how welcomed she has felt by the Fellowship family. She asked the committee to think about "panning" out to bring those FPC members back who had wandered away. She also asked, "Where is God calling FPC?" "What are our goals as a church?" and "What do we need to do to get ready?"
  - Blake Tickle—conducted 12/1/20 by Julie and Kathryn.
  - Martha Shannon—conducted 12/10/20 by Kathryn and Susan.
  - Melissa Mitchell completed Debbie Clark's review (2019), presented by Julie.
- Facility Requests—Julie will continue to be the contact for all facility requests. Outside groups will be required to pay for background checks and that they must provide proof.
- Reduction of Blake's hours.
- Staff Benefits package—Any changes we recommend MUST apply to ALL employees. Julie researched benefits and reported back to the committee.
- Action if staff tests positive for COVID—An effort will be made to contact trace individuals who have been in the building. Plans were implemented that include: daily sign-in sheets for recording name, temperature, and contact information; hand sanitizer; and thermometer.
- Healthy Pastors, Healthy Congregations Program through the Board of Pensions (BOP)—Kathryn discussed the Ministerial Debt Assistance Program—an effort to minimize ministers' student loan debt, up to \$25,000. This was approved—the meeting with BOP and members of session/finance/committee(s) was held 9/9/20. Kathryn met with Ernst and Young and completed an application and was approved.

- Staff Benefits Package—Kathryn has asked to be enrolled in both a Flex Spending account which can be used for medical expenses and a Dependent Care Account through the Board of Pensions. The fee for enrollment in both is \$3.90/month or \$46.80/year. FPC will pay that fee.
- Criminal Background Check—Donna reported that the state rules are very specific and address any staff over age 16 providing care to children in a licensed facility. The state has a website and the cost is \$26.50. Background Checks must be done every 3 years. We agreed that Shepard’s Watch has been reliable in the past and will continue to be our vendor.
- Kathryn’s Vacation—Kathryn has three weeks of vacation through the end of 2020.
- Kathryn’s Monthly Report to Session—Kathryn has developed a format for reporting to Session each month. She will begin distributing her reports at the September meeting.
- Staff Benefits Package—We will offer FSA option to Martha and others who are on BOP—each employee would be \$3.90/month. Many thanks to Julie and Martha who completed benefits enrollment in October.
- Day School—The case went to pretrial meditation on 12/9/20. As per Bob King’s suggestion and request, Kathryn and Melissa were there, along with Tom Harrison and Susan Harman.
- Blake’s Plans—Blake intends to stay with FPC through July 2021, which runs concurrently with his chaplaincy residency.

## Worship and Music Committee

In 2020, this committee assisted with every worship service at Fellowship. In doing so, we did the following:

- Worked with interim Pastor Rev Dr Nancy Jo Dederer up to her departure from Fellowship in early May and after the approved call and arrival of Rev Dr Kathryn G N Campbell in June. During the four week period after Pastor Nancy's departure and before the arrival of Pastor Kathryn, the Worship Committee led worship through supply ministers and church lay people.
- Fellowship provided a Sunday worship experience every Sunday and holidays in 2020 before and during the COVID pandemic. From January 1 through March 15, we met in the Sanctuary for worship with our regular two services of Traditional and Contemporary. After March 15, created a workflow and identified and procured equipment needed for live streaming services after the onsite worship attendance had ceased. Collaborated with Pastor Nancy/Kathryn and the music department to livestream only one worship service via social media service Facebook and teleconferencing service Zoom that was more of a blended service utilizing elements of both Traditional and Contemporary Services due to the limited human resources because of COVID pandemic restrictions.
- Prepared/assisted in communion for 16 services (onsite then livestream services) and organized servers for 3 services (pre-COVID).
- Provided technical support for worship for onsite and livestreaming.
- Provided/assisted in obtaining liturgists and worship participants for worship as planned by Pastor Nancy/Kathryn and/or guest ministers.
- Provided support for the music staff and volunteer church musicians.
- Maintained supplies for worship.
- Organized and prepared for the physical aspects of worship: paraments, banners, flowers, Advent decorations, draping of cross for Lent and Easter, decorating Sanctuary for Advent/Christmas, innovating on making livestreaming of the Sunday worship service as meaningful and spiritually filled as possible.
- Presented an Ash Wednesday joint service with Faith Presbyterian Church in the Fellowship Sanctuary. Planned a reciprocal service at Faith Presbyterian Church for Maundy Thursday, but was cancelled due to COVID pandemic.
- Assisted in creating a modified Advent Lessons and Carols program that was livestreamed due to COVID pandemic.
- A parking lot worship service was planned for October 25, but was cancelled due to bad weather.
- Collaborated with the Fellowship Programs Committee for their Christmas Carol Sing-along in front of the Sanctuary on the lawn during Advent and livestreamed the Missions Committee's first of the month can food drives in the fall and winter.
- Assisted the Pastor Nominating Committee to facilitate an online Congregational Meeting from the Sanctuary to approve the Call of Rev Dr Kathryn G N Campbell as FPC's next called minister in April.
- Assisted the Nominating Committee to facilitate an online Congregational Meeting from the Sanctuary to approve the new class of Elders to serve on the Session in November.

## **Fellowship Day School Annual Report**

Fellowship Day School was forced to close its doors on March 14, 2020 due to the coronavirus pandemic. With our school year opening in September of 2019, we were celebrating our twenty-second year of a vibrant and important ministry to our church. Due to the continuing threat of the pandemic, the school program did not open for the 2020–2021 school year, and remains closed at this time.

The Day School consists of three branches: the half-day Preschool & Kindergarten, the Elementary After School Care, and the Summer Camps Program, which serves pre-school and elementary aged children. Although we were not able to offer after school care for the remainder of the school year or our summer camps in 2020, this would have been the last year that we had plans for offering services for elementary-aged children. The cancellation of our elementary services was a decision based on declining enrollment.

Statistically, in 2020 Fellowship Day School served 85 preschoolers and Kindergarteners, and 25 elementary-aged children in After School Care. In 2020, the Preschool and Kindergarten employed 12 classroom teachers and assistants; 2 floating assistants; and 4 specialists (Music, Spanish, Science and Yoga). The After School Care program employed 9 counselors. The School ministry operates with 2 administrators who oversee all branches of the Day School. At the time of the school closure, the preschool and Kindergarten programs were enrolling children for the 2020-2021 school year. The school had registered 58 children as of March 14, 2020.

Fellowship Day School has always emphasized outreach and the care of others, both as a teaching tool for the children in our care and for the benefit of our community. In our shortened school year (September 2019 – March 2020), the families of Fellowship Day School made cash donations as follows: \$390 to Nora Burleson’s ministry, Creative Hearts and Hands and \$400 to the NC Lung Cancer Initiative, in memory of Alicia Riddle. Over the school year, the School community also made in-kind donations to Greensboro Urban Ministries, the Greensboro Fire Department, Mothers of Preschoolers (MOPs), and, in association with Fellowship Presbyterian’s Mission Committee, we made donations to the efforts of Church World Service in helping four Congolese families who needed baby care items.

Although we were not able to offer in-person learning for our children for the remainder of the 2020 school year, our teachers continued to teach online and to make “learning packs” available for curbside pick-up to our enrolled children. We also made it possible for families of our graduating children to come to the church and take photos of their children in their graduation gown! We posted all the graduation photos in a newsletter honoring our children. To continue to compensate our staff for their dedication, school leadership, in unison with the church financial committee, was able to secure a loan through the Payroll Protection Plan (PPP) under the first Covid-19 Care Act. The loan allowed the school to pay our staff for the months of April and May, 2020. All school staff were furloughed starting June 1, 2020 and continue to be unemployed by the school at this time.

On behalf of our school staff and the many families that we have had the privilege to serve over the last 22 years, we are grateful for everyone who has offered their generous support to Fellowship Day School. We are praying to return our teachers to their classrooms, and for the joyful noise of children in our hallways. We look forward to continuing to pursue the mission and vision of the children’s ministry at Fellowship Presbyterian Church.

Melissa Mitchell, Fellowship Day School Director

## **2020 Annual Report**

### **Fellowship Presbyterian Church**

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