

ANNUAL REPORTS FOR 1976

PRESENTED AT

THE ANNUAL MEETING

JANUARY 19, 1977

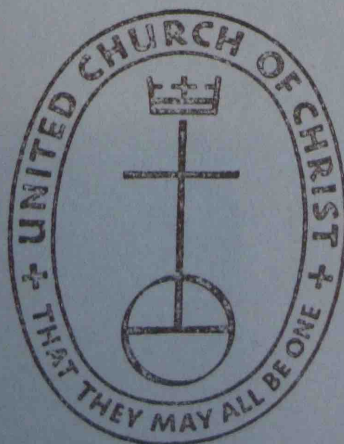
OF

PILGRIM

CONGREGATIONAL

CHURCH

OF DULUTH, MINNESOTA



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Our Church Covenant

We are united in striving to know the will of God as taught in the Holy Scriptures, and in our purpose to walk in the ways of the Lord made known or to be made known to us. We therefore join and covenant with each other to worship, work and serve together as loyal disciples of Jesus, to live among our fellow men a life of righteousness and brotherly love, and to do all within our power to promote the reign of God's will in all human relations.

REPORT OF THE MINISTER

The difficulty with reporting on my job is that in spite of all efforts at planning and scheduling, it never runs true to any form. For example, there are days like last Wednesday when at 12:30 I delivered an invocation for the mining engineers, ate their dinner and by 1:25 was leading the Women's Fellowship on a tour of the church windows. 3:00 found me meeting with a committee to evaluate computer readouts on a survey of patient response to the program of the Free Clinic. That session concluded around 5:15. By 6:45 I was back in my study making telephone calls and preparing for confirmation class, which meets from 7:15 until 8:15. I was supposed to go out for another meeting that evening, but finding my voice nearly gone and the rest of me fairly shot from a cold, I spent the evening instead putting my file of last year's sermons in order. In between these events there were telephone calls from a minister in Aurora inviting me to preach at a Week of Christian Unity event ten days hence, from a minister in New Ulm asking me to write up suggestions on updating ministerial salary guidelines in our state conference, calls from the church moderator, the chairman of the trustees and other persons whom I cannot now recall. In the interstices, starting about 8:30 A.M., I managed to write a paragraph or two of the Sunday sermon, read the mail, made plans for the UCC missionary event, adjusted the thermostats in order to heat up the Women's Fellowship, and did sundry other things beyond current recollection. My wife also got into a car accident that day.

Other recent days have proved very different. The same day that I attended a theology discussion group found me experimenting with weather stripping on the front doors. A sermon about Moses and the Burning Bush was completed on the same day that I engaged in collective bargaining with the faculty representatives of Northland College. A parishioner dropped in to discuss a personal matter on the same morning that I recruited a nominating committee for the Twin Ports Ministry to Seafarers. Visits to the hospital were made the same day that I was informed that I must secure another vacuum cleaner for Mrs. Ek. On Saturday the telephone only rang once. After giving the church treasurer his weekly workout at the "Y", I spent five uninterrupted hours working on three sermons due for delivery in the next eight days.

That is why I call the parish minister, "The multifarious practitioner," and also why I consider the job ridiculous. But variety is spice.

There also are people who help. Perhaps the most noteworthy sign of advance in our church over the past year has been the increased participation of our members in many aspects of church life, not only programmed and official, but unprogrammed and spontaneous. Our bicentennial event was a major example of a great many people working together with outstanding results. Our Lenten mini-services, the PF canoe trip, the fall teacher training program and the Finance Study Committee were organized efforts involving fewer people but hardly less significant. Less organized, but not without meaning, were pick-up discussions in Salter Hall and pick-up softball games above the reservoir.

Among individuals who were especially helpful, we must take note of Clark Crowell, who now concludes his service as Moderator. Throughout the year he kept in close touch with all departments of the church's activity and provided leadership in conducting a long range survey of the church's financial needs. We should note as well "Jock" Morrison, who accepted the

challenge of leading us in a new approach to stewardship - "Building On Commitment" - and helped move us onto a higher level of giving. I cannot overestimate the contribution that Elsie Jean Austin has made in the past year. Her activities have ranged from visiting people in nursing homes, to organizing the Easter Sunrise service, to meeting each Tuesday at 6:40 A.M. with a Bible group to typing the Sunday bulletins for a large share of the summer. During times when we were short-handed, she remained on the scene and postponed vacation plans.

As most of you know, Dorothy Belt was out of action for part of the year. While she was out, a number of volunteers came to our aid, whose names I have immortalized previously. When Dorothy came back, she had lost none of her commanding presence or facility for coping with emergencies.

In contrast to past reports, I have not reviewed areas of program or outlined projections for the future. I will say this: we need to enlarge our involvement in social concerns. My hope is that the Board of Christian Education, Committee on Stewardship and Mission, and perhaps an informal study group, will work with me and Elsie Jean in developing some programs of social significance in the forthcoming months.

Respectfully submitted,

Royal F. Shepard, Jr.

DIRECTOR OF CHRISTIAN EDUCATION

The past year was a year in which we saw a deepened commitment in the educational ministry at Pilgrim Church.

The Church School was fully staffed for both sessions. Five teacher training sessions were held in the fall of 1976 focusing on theology and faith, the Bible and the needs of learners. Participation was 98%. Teachers met for preparation and planning. Children and parents were recognized for faithful participation in a service of consecration.

When Christian education is mentioned, the church school is most often pictured. However, Christian education involves all ages: adults meeting for Bible study each Tuesday at sunrise....youth exploring faith questions with the guidance of a sensitive and skilled advisor....families working together at the Advent Workshop....individual visits with people when joys and sorrows are shared....it includes administrative tasks, providing materials and equipment and trying to be sensitive to needs of people. We cooperated in collections for UNICEF. All of this involved a host of leadership, all serving on a volunteer basis investing many hours of time and energy. To each one, and especially to our teachers and youth advisor we say a hearty "thanks". The work of church school teachers is often unseen - it is not unfelt. The future of the Church depends, in large part, on their dedicated leadership and we could well pause now and then to offer them a "pat on the back."

Our Board of Christian Education continued to dig for answers to "just what is it we want to accomplish?" - they also worked on staff enlistment, budget and program. Their leadership is deeply appreciated.

Our appreciation is expressed to the Women's Fellowship for new library books as well as to our librarians whose work keeps the church library ready to be used - do you use it?

Some things I would like us to do in the coming year are:

Plan for several retreats involving both adults and youth

...engaged in our opportunity and responsibility in Christian education to prepare people of all ages to deal realistically with life as it is. In this day of "instant gratification" do we not have a responsibility to provide each of us with tools to meet life as it is? Too often we fail to condition ourselves - all ages - to meet both the troubles and joys of life with the strength of Christian beliefs.

...preparation for aging - attitudes toward our own aging and the aging of those around us. Too often the "church" nurtures a patronizing attitude toward the whole concept of aging. Such a workshop or retreat should involve all ages in planning and participation.

...a spiritual adventure examining what we teach and have been taught - is it faithful to biblical and Christian teachings?

...how do we live life where we are and yet continue to grow and develop as Christians?

These are some of the ideas I would like to see put into action - we have made a good beginning - it is an ongoing responsibility and all through our task is the question, "just what is it we aim to do...what is unique to the Christian Church that people can give and receive here?"

Yes, it's been a good year and because of it the coming year can demand more of each member to strengthen our commitment to the One whose Church we are!

Elsie Jean Austin

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REPORT OF THE MODERATOR

This annual meeting concludes my term as moderator and I view this occasion with mixed emotions. There is significant evidence that Pilgrim Church has moved ahead; new people actively involved in the church life, a greater willingness to serve the church, increased church service attendance, improvement in our financial situation and a general optimistic positive attitude about our church. Unfortunately, your moderator had little to do with this progress. It came from the congregation as a whole reacting to the efforts of our church staff.

Dr. Shepard, Elsie Jean Austin and Dorothy Belt have done an outstanding job in providing leadership, training and inspiration to all of us. They have been of great assistance to me in my job as moderator and for this I am most grateful. The same feelings can be expressed about the various boards, committees and organizations of the church who have done an admirable job in handling their duties. Thanks to all of you!

Our fiscal problems are not solved. The proposed budget for next year is predicated upon substantial reliance on income from the Second Century Fund to balance the budget. As you know, we have a Finance Study Committee dealing with the problem. There is no simple answer to the problem, but it appears now that the Building On Commitment approach to the Stewardship drive has gotten us headed in the right direction. I am optimistic that continuation of this concept will enable us to eliminate reliance upon

extraordinary income and still maintain and even expand church programs. I am hopeful that this can be accomplished by reducing use of Second Century Fund income each year over the next five years reaching a balanced budget by 1982 without that income. If we do not achieve that goal we will surely experience a severe financial problem with forced reductions in church programs.

I would expect that with your continued and expanded support, Pilgrim Church will continue to move ahead achieving solutions to our problems.

Clark Crowell

* * * * *

REPORT OF THE HISTORIAN

The annual meeting was held Wednesday, January 21 and included presentation of the budget and its discussion, and the reading of annual reports.

Some special events that concerned members of our church merit noting.

Reaching out:

- One Great Hour of Sharing is helping to heal in the Philippines
- Neighbors In Need was dedicated October 3
- Thanksgiving Offering was given to the Twin Ports Ministry for the new Seafarer's Center
- Christmas Offering to assist retired Ministers and their families
- UNICEF

Some of the projects of community interest that are being conducted in our church:

- Recreational therapy program, which now meets two days a week with Ellen Harkey in charge
- UMD extension classes
- Boy Scouts
- SERRV

Special services that added significant meanings to our church year:

Lenten services

Impressive worship with the Confirmation Class, with presentation of gifts and certificates.

Bicentennial Service, May 2.

Under the chairmanship of Marjorie Anderson with Dr. Shepard's valuable support and advice, Pilgrim Church carried out plans for a Bicentennial Service to be held May 2, 1976. The order of worship followed the style of worship observed by Congregational churches at the time of the American Revolution. Members of our church in their authentic colorful costumes added to the celebration. The dinner with a typical menu from that period was truly a delight. Because of much research, work and planning, and with many persons involved, the result was indeed a colorful, meaningful, and successful Bicentennial worship. Dr. Shepard's Bicentennial Minutes about our early church heritage were most interesting and timely.

Christmas services with the traditional and beautiful Christmas Eve candlelight family service at 5 P.M. and the concluding evening service at 11 P.M. with the inspiring music of the Chancel Choir and orchestra.

Ministry to our young people and their valued contribution to our church:
Bibles were presented to our fourth graders at the May 16th service
Summer camp was a fun time for all

A youth rally was held March 13 and 14. 280 youth and their advisors
attended. Elsie Jean Austin, Robert Heller, and Reverend Donald
Sevetson conducted the Sunday service. A big thank-you to all who
made this retreat a huge success.

Children with outstanding attendance at Church School showing their firm
commitment were honored in a Service of Consecration on November 21
with the children participating in the service.

Dr. Shepard, Elsie Jean Austin and Reverend Paul Sylvester contributed to
our spiritual ministry with Bible study groups opened to all interested
persons.

On March 28 a much deserved appreciation breakfast was served to all Church
School leaders and their families.

The Advent Workshop held Sunday, December 5, 3:00-5:00 P.M. was well at-
tended. It included creativity, music, worship, refreshments, and above
all fellowship. Called "An Old-Fashioned Christmas", it was planned by
the women's evening group. We had a good time!

Congratulations were extended to:

Willard and Jean Matter on their 60th Wedding Anniversary, and
Miss Julia Marshall, who was elected to Duluth's Hall of Fame.

Our most grateful thanks to the Church staff, boards, officers, committee
persons, and volunteers whose dedication made possible a rewarding church
year.

With our Lord's help may we continue His work.

Eva Danielson

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REPORT OF THE CLERK

The reported membership of Pilgrim Church as of January 1, 1976 615

New members added during 1976:

Confession of Faith	12	
Transferred from other churches	11	
Reaffirmation of Faith	<u>5</u>	
Total additions in 1976		28

Members lost during 1976

Removed by death	8	
Transferred to other churches	11	
Transferred to inactive status	<u>42</u>	<u>61</u>

Net loss in active membership during 1976 33

Total active membership as of January 1, 1977 582

Of this total, 46 are non-resident. The total active
resident membership as of January 1, 1977 was 536.

During the year 10 baptisms were recorded:

Michael Thomas Korkki, son of Ronald W. and Susan Jacobson Korkki,
June 17
Lars Peter Jenkins, son of Louis Burke and Ann Jacobson Jenkins,
June 17
Matthew Jerome Frigaard, son of Jerome Eugene and Lynne Fifield Fri-
gaard, September 12
Kevin John Brickson, son of John Tweed and Lynn Salo Brickson,
November 7
Robert Charles Vincent Troolin, son of V. Robert and Linda Jane
von Rueden Troolin, November 7
Margo Ann Hurrle, April 25
Pamela Lynn VerWey, April 25
Jane Louise Whitney, April 25
Margaret E. Mitchell, May 12
Harriet S. Fredin, May 12.

The following marriages were recorded:

Gerard Edward Fatterson and Susannah Warren Saver, June 19
Michael Severt Mellum and Marie Elizabeth Harris, September 24
LeRoy Leonard Jaeger and Elaine Sara Mellum, October 15
John Arthur Mellin, Jr. and Mary Margret LaPlante, December 29.

New members received during 1976:

Members of the Confirmation Class

Laurie Anderson
Kenneth Harkey
Margo Hurrle
Nancy Johnson

Ronald Kent
Pamela VerWey
Jane Whitney

On confession of faith

Robert J. Reichert
Kathleen Hanson
John S. Meier
Beverly Meier
Margaret E. Mitchell

On reaffirmation of faith

George Proud
Conrad M. Fredin
Harriet S. Fredin
Greg Delaney
Linda Troolin

By Letters of Transfer

Mary E. Mitchell from Glen Avon Presbyterian of Duluth
Mary Jean Proud from Union Church of Cupertino, California
Robert W. and Lucy Brenning from Peace United Church of Christ,
Duluth
Lynn Brickson from First United Methodist Church of Duluth
Judith Casserberg from Mayflower Community Congregational Church
of Minneapolis
John ("Mac") Olson and Betty Olson from Calhoun St. Christian
Church of Fort Wayne, Indiana
V. Robert Troolin from Sandstone United Church of Christ
Clyde Johnson from St. John's Lutheran Church of Wrenshall
Julie Johnson from Aitkin United Methodist Church

Members lost by death were:

Jessica Spencer (Mrs. George H.)
Margaret Keller (Mrs. William C.)
Mrs. Margaret B. Gilbert
Carlisle M. Heimbach
Donald A. McLish
Joseph L. Christensen
Mark G. Jensen
Ruth Clure (Mrs. Arthur M.)

From the inactive roll:

Annie Gillette (Mrs. A. C.)
John F. Thompson
Grace Miller (Mrs. Ben B.)
Louise Meldahl (Mrs. M. M.)

The following were removed from the membership roll of Pilgrim Church:

Letters of transfer were issued to:

Lee and Barbara Mauk to Westminster Presbyterian of Minneapolis
Margaret Griffith Larson (Mrs. Scott) to Clairemont Emmanuel Baptist
of La Jolla (San Diego), California
Christine Kent Becker (Mrs. Arthur D.) to First United Methodist of
Endicott, N. Y.
William T. Adams to The First Presbyterian Church of Sparta, N.J.
Eugene and Maurine Avery, Cathlin and James to Chapel Hills Community
Congregational Church of Edina

The following became members of other churches without requesting
letters of transfer:

Michael McLish to a church in West Duluth
Gail Parson Zlatnik (Mrs. Frank) to a church in Iowa City, Iowa.

David C. Von, Clerk

Church Office

Salaries of secretary and part-time
treasurer, assistant, office sup-
plies, postage, printing, office
equipment

Music

Salaries of organist and choir direc-
tor and part-time director, assist-
ant, care of the organ, music fees,
miscellaneous

Christian Education

Salary of the director of Christian
education, auxiliary fund dues, ex-
penses, health and medical insurance,
church school, church school materials,
supplies and equipment, teachers
traveling, adult school, offering for
volunteers, program materials

REPORT OF THE TREASURER

1976

RECEIPTS - Budgeted

Individual Contributions	90,224.95
Loose Offering	1,737.84
Church School Offering	145.49
Rentals	3,160.00
Income from 2nd Century Fund	7,000.00
Women's Fellowship	500.00
Income from Congdon Fund	1,476.00

104,244.28

RECEIPTS - Unbudgeted

Special Offerings		
Easter	1,229.05	
Christmas	618.00	
Thanksgiving	1,622.50	
Neighbors In Need	624.75	4,094.30
17/76 Achievement Fund		1,074.00
Scholarship Fund		49.99
Memorial Fund		2,078.68
Congdon Pledge		10,000.00
Unbudgeted		2,788.11
Advance for 1977		20,146.58
Organ Fund		1,100.00
Interest on Savings Account		752.86
		<u>42,084.52</u>

146,328.80

DISBURSEMENTS - Budgeted

Ministry

Salary of the minister, annuity fund dues, car expense, health & accident insurance, minister's discretionary fund, guest speakers	20,471.78
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Church Office

Salaries of secretary and part-time treasurer's assistant, office supplies, postage, printing, office equipment	12,235.97
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Music

Salaries of organist and choir director and youth choir director, sheet music, care of the organ, choir fees, miscellaneous	9,529.95
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Christian Education

Salary of the director of Christian education, annuity fund dues, car expense, health and accident insurance, church school curriculum materials, supplies and equipment, leadership training, church school offering envelopes, program resources	16,811.66
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Property Maintenance & Operating Expense
Salary of the caretaker, caretaker's
supplies and equipment, utilities,
fuel, repairs, insurance, housekeeping
expense 28,382.71

General Expense
Bulletins, literature, advertising,
annual stewardship expense, contribu-
tion envelopes, per capita dues,
hospitality, miscellaneous 2,075.50

Benevolences
OCWM Basic Support 13,500.
Campus Ministry 500.
Twin Ports Min. to Seamen 350.
Arrowhead Council of Churches 120.
Seminaries 500.
Special Community Needs 25.
Depreciation Fund 14,995.00

DISBURSEMENTS - Unbudgeted 1,000.00 105,502.57

Memorial Fund 2,773.27
Special Offerings 4,104.30
Depreciation Fund 1,936.27
Unbudgeted Miscellaneous 2,406.83
17/76 Achievement Fund 1,070.00
12,300.67
117,803.24

CHECKING ACCOUNT BALANCES

<u>January 1, 1976</u>		<u>January 1, 1977</u>	
General Fund	96.25	General Fund	722.24
Memorial Fund	(67.05)	Memorial Fund	1,266.39
Depreciation Fund	48.20	Depreciation Fund	806.06
	<u>77.40</u>	Organ Fund	<u>1,100.00</u>
			3,894.69

BALANCES IN SEGREGATED FUNDS

Memorial Fund..... 2,476.55
Depreciation Fund 1,148.89
Scholarship Fund..... 698.34
General Fund advance 1977 20,146.58
Congdon Fund Balance..... 11,902.57
2nd Century Fund..... 130,983.88
Roberts Fund..... 25,000.00

Note: April 1962 members of Pilgrim Church contributed \$7500 for purchase of 9 lots to be used eventually by UCCF (Campus Ministry). Lots were purchased on May 15, 1962 for \$7200. Since that time we have been paying the taxes on the property (taxes paid in 1976 were \$166.14). We have kept a record of these taxes and when lots are sold, Pilgrim Church will be reimbursed for all that we have advanced in excess of \$7500. (This amount is now \$1,017.14.)

SEGREGATED FUNDS

Second Century Fund

Balance November 30, 1975

145,660.89

Income

Interest

8,942.14

Dividends

1,438.92

10,381.06

156,041.95

Disbursements

Bank Adm.

468.02

To Church Operating Fund

7,000.00

7,468.02

*Balance November 30, 1976

148,573.93

*Because part of investment is in stocks and bonds that fluctuate, actual value as of 11/30/76 is \$155,983.88 of which \$28,452.79 is Roberts Fund.

Scholarship Fund

Balance January 1, 1976

661.11

Income

Interest

37.23

Balance January 1, 1977

698.34

Depreciation Fund

Balance January 1, 1976

3,865.14

Income

Budgeted allocation

1,000.00

Interest

Savings Acct.

166.22

Savings Certif.

12.53

178.75

1,178.75

5,043.89

Disbursements

Plaunt Co. Inc.

1,936.27

Balance January 1, 1977

3,107.62

Memorial Fund

Balance January 1, 1976

4,437.53

Income

Gifts in memory of

Dorothy Avery (Mrs. W D.)

Jessica Spencer (Mrs. George H.)

Margaret Keller (Mrs. William)

Mrs. Albert C. Gillette

Mrs. Vera R. Grawn

Mrs. Margaret B. Gilbert

Carlisle M. Heimbach

Grace Miller (Mrs. Ben B.)

Joseph L. Christensen

Ruth Clure (Mrs. Arthur M.)

Mrs. Oscar Mitchell

1,806.93

Interest Savings Account

8.86

Interest Savings Certificate

262.89

2,078.68

6,516.21

Memorial Fund (continued)

Disbursements

Board for World Ministriès	445.00
Organ repairs	2,000.00
Miscellaneous	<u>328.27</u>

2,773.27

Balance January 1, 1977

3,742.94

Congdon Pledge

Balance January 1, 1976

3,378.57

Income

Additional Contribution

10,000.00
13,378.57

Disbursements

Church Operating Budget

1,476.00

Balance January 1, 1976

11,902.57

Respectfully submitted,

Jesse D. Bradley, Treasurer

* * * * *

REPORT OF THE BOARD OF TRUSTEES

During 1976 Pilgrim Church has made significant progress in solving its immediate, and perhaps more importantly, its long range financial concerns. Contributing toward this progress was the comprehensive study by the Long Range Finance Study Committee. The committee's recommendations and budget projections have been most helpful in preparing a realistic budget for 1977. Furthermore, challenged by these recommendations and projections our church adopted a new plan, "Building On Commitment", to increase our level of giving and to make available the financial resources to support desired programs. Other important factors affecting the financial condition are a positive attitude and increasing interest and activity of our congregation in church affairs.

Yes, we have made progress; an 11% increase in pledges which helps to offset inflation makes possible moderate salary increases for our capable staff and allows for an increase in our benevolences. Increased giving also reduces our dependence on the Second Century Fund for operating income which should eventually free up this income for major maintenance and smaller capital expenditures. The church is not yet in a position to achieve many of its "wish list" objectives. However, during 1977 your trustees plan to have the sanctuary painted using special funds, purchase a new motion picture projector and screen, and upgrade the sound system in the sanctuary using memorial funds. In addition, plans are being formulated to construct a ramp up to the main entrance thus making the first floor of the church barrier free. Another subject of major concern is the determination of what is necessary to refurbish and perhaps even enhance our organ and the attendant cost. The Music Committee is presently gathering information preparatory to making specific recommendations to the church.

During 1976, with limited funds, the church building and parsonage were kept in good repair. Also during 1976 the church received an offer on its property adjacent to UMD which was subsequently turned down. The trustees have decided to hold the property, at least until the spring of 1977, and at that time make a further determination. It is our belief that ultimately it would be to the best interest of Pilgrim Church to sell this property.

Earlier in this report mention was made of the trustees' desire to conserve income from the Second Century Fund for major maintenance and small capital improvements. This fund is growing and as we look to the future it will be of greater benefit to our church. Additional bequests are most welcome. Therefore we encourage all members to consider gifts and memorials to the Second Century Fund which will provide additional financial stability to Pilgrim Church in the years to come.

As chairman of the Board of Trustees, I express my appreciation to all the trustees, the church staff, Jess Bradley, our treasurer extraordinaire, and John Morrison for his leadership in "Building on Commitment", making 1976 a good year for Pilgrim Church. The cooperation and helpfulness of all the trustees has made my job less time-consuming and more rewarding.

Respectfully submitted,

Leonard E. Griffith, Chairman

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REPORT OF THE STEWARDSHIP CHAIRMAN

The 1976/77 stewardship program was critical. We faced the need to raise our pledge giving to a new plateau. This was necessary to offset greatly increased expenses and the loss through death of some traditionally large contributors.

As of January 18, 246 pledges were received totaling \$97,481. This is a gross increase of \$20,500 (27 new pledges and 142 pledges increased) and more than offsets the loss of \$6,550 through death and moving. About 12 renewals not received yet are expected to bring our 1977 pledge giving to just over \$100,000.

Our program was called "Building on Commitment." It was built around a group of callers who had previously demonstrated their financial commitment to Pilgrim Church. It is only because of their efforts that our campaign might be termed a success. The members of this group are: John and Sib Adams, Lynda Asplund, Earl Austin, Warren Brooker, Clark Crowell, Keith Fawcett, Don Fouts, Edna and Wilbur Fox, Karen and Len Griffith, Cliff Grindy, Gerry Heller, Joe Leek, Ruth Lewis, Kay Lundberg, Bolly Nelson, Larry Olson, Irv Parson, Gen Plumb, Edith Potter, Larry Stevens and Bill Van Evera. Thanks to each of you. Your time and efforts are greatly appreciated.

Respectfully submitted,

John D. Morrison

PROPOSED BUDGET FOR 1977

INCOME

	Budget 1976	Actual 1976	Budget 1977
Pledges	88,500	90,225	100,000
Rentals	2,600	3,160	3,000
Loose Offering	1,500	1,738	1,700
Church School Offering	200	145	150
Second Century Fund Income	10,000	7,000	7,750
Miscellaneous Income	2,226	1,976	0
	105,026	104,244	112,600

EXPENSE

Pastoral Expense

Salary - Minister	15,559	15,559	16,500
Annuity Dues - Minister	2,225	2,225	2,360
Car Expense - Minister	1,440	1,440	1,500
Minister's Discretionary Fund	240	218	200
Health and Accident Insurance	870	915	1,052
Guest Speakers	300	115	200
	20,634	20,472	21,812

Office Expense

Salary - Secretary	8,906	8,906	9,500
Social Security	534	521	556
Salary - Treasurer's Assistant	360	360	360
Social Security	22	21	22
Office Supplies	800	1,014	1,200
Postage	800	882	1,000
Printing	500	531	600
New Equipment & Maintenance	150	0	200
	12,072	12,236	13,438

Music

Salary - Organist & Choir Director	4,092	4,092	4,300
Social Security	252	239	252
Substitute Organists	100	126	125
Salary - Youth Choir Director	540	299	0
Social Security	25	17	0
Sheet Music - Adult Choir	200	168	200
Sheet Music - Youth Choirs	30	0	0
Organ Service	200	199	200
Choir Fees	2,760	3,205	2,500
Social Security	160	125	146
Pension - Miss Rogers	900	900	0
Director's Education Expense	150	75	150
Miscellaneous	50	84	100
	9,459	9,530	7,973

Christian Education

Salary - Director of Christian Ed.	11,904	11,904	12,500
Social Security	714	696	731
Annuity Dues - D.C.E.	1,428	1,399	1,469
Car Expense - D.C.E.	792	792	812
Health & Acc. Ins. - D.C.E.	248	441	520
Curriculum	600	561	600
Church School Supplies	500	447	500
Church School Equipment	250	198	200
Leadership and Retreats	300	120	800
Church School Offering Env.	50		50
Program Resources	350	253	250
	17,136	16,812	18,432

	Budget 1976	Actual 1976	Budget 1977
<u>Maintenance and Operating Expense</u>			
Salary - Caretaker	5,200	5,208	5,600
Social Security	300	308	330
Housekeeper, Caretaker's Helper	1,757	1,748	1,800
Social Security	90	94	105
Caretaker's Supplies	500	367	400
Caretaker's Equipment & Maint.	300	50	300
Electricity and Water	3,000	3,327	3,500
Telephones - Church	550	538	550
Fuel - Church	5,500	5,635	6,200
Repairs - Church	1,800	1,066	2,000
Repairs - Parsonage	300	616	1,000
Insurance	6,815	7,664	7,700
Parsonage Utilities & Heat	1,500	1,583	1,700
Trash Removal	120	180	200
	<u>27,732</u>	<u>28,383</u>	<u>31,385</u>
<u>General Expense</u>			
Bulletins	260	290	300
Literature & Devotional Material	100	139	150
Advertising	500	609	600
Annual Stewardship Expense	50	17	250
Church Contribution Envelopes	100	98	110
Delegates Expenses	30	2	0
Per Capita Dues	183	185	175
Hospitality	200	242	250
Minister's Education Expense	200	200	200
Miscellaneous	200	222	225
Resource Personnel	100	70	100
Conference Newspaper	0	0	200
	<u>1,923</u>	<u>2,075</u>	<u>2,560</u>
<u>Benevolences</u>			
OCWM Basic Support	13,500	13,500	14,400
United Campus Ministry	500	500	400
Twin Ports Ministry to Seamen	350	350	0
Northland College	0	0	200
Arrowhead Council of Churches	120	120	120
Theological Seminaries (CUE)	500	500	530
Special Community Needs	100	25	350
	<u>15,070</u>	<u>14,995</u>	<u>16,000</u>
<u>Depreciation Fund</u>	1,000	1,000	1,000
TOTAL BUDGETED EXPENDITURES	105,026	105,502	112,600

DIACONATE

On a regular basis, committees or designated members of the Diaconate have supervised or assisted in the following church functions: ushering, serving communion, visitation of shut-in members, providing flowers for church services, delivering flowers to shut-ins, arranging for liturgists, greeting worshipers, providing transportation for those who need assistance, coordinating activities of the colonies, and assisting the minister in ceremonies of baptism and the reception of new members. Representatives of the Diaconate have served on the Church Council, the Stewardship and Mission Committee, the Music Committee, and the special committee which was formed to study the financial problems of the church.

The Diaconate as a whole has authorized the acceptance of new members, helped plan special services and functions, revised membership rolls, and acted on other matters of policy concerning the worship and life of the church. All communications of individual church members to the Diaconate have been carefully and respectfully considered, and an effort has been made to deal with the concerns expressed.

All the members of the Diaconate have been willing to assume responsibility for both the general work of the board and for individual assignments, and no attempt will be made to enumerate their individual contributions, but we wish to express in particular our thanks to the four members who are completing their terms of service: William Gemeinhardt, who has so efficiently supervised ushering; Karen Griffith, who has served on the Membership Committee and in many other capacities; Ruth Lewis, who has been either chairperson or secretary during most of her term; and John Wandmaker, who has for several years taken the primary responsibility for planning the communion services.

Ellis N. Livingston

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BOARD OF CHRISTIAN EDUCATION

In the church school, recruitment of teachers continues to be a cliff-hanger experience. There appears to be no basic objection to the existence of the school, or its curriculum, techniques, or theology. Equally, a fever for its need appears under calm, cool control.

The youth group has exceptional commitment in leadership, through Robert E. Heller. It is hoped that it will prove possible to finance some more intensive experiences through this leadership, with the use of retreats (non-fun), and some inter-church experience in which the contrast with other styles of worship, and other foci of belief might strike a few UCC sparks.

It is also hoped that we are ready to sponsor, through a mixed adult-youth educational experience, some stronger sense of the Church in the immediate world, e.g. a seminar on what happens, in this community, to people passing from commencement - on to the tomb.

Respectfully submitted,

Joseph L. Saver, Chairperson

MUSIC COMMITTEE

Ray Baker served us well again this year as organist and choir director and the church has enjoyed good music for the worship services.

This summer Bob Ballou retired as our baritone section leader and Bob Hoch has been filling in for him during the fall. Our tenor, John Olund, was studying in London during the fall, and we sang without any professional during his absence.

The Committee and the trustees are studying the recommendations made by Clarence Gould, who has been maintaining our organ for the past thirty years or so, for repairs and alterations to the organ. The most needed item, repair of the console, was completed at a cost of \$2,000.00.

An organ renewal fund has been started with two substantial contributions. The major recommendation by Mr. Gould is that the "great" division of the organ, which, in accordance with common practice during the 19th century romantic period, was built into a chamber above and to the left of the choir, should be rebuilt and exposed so as to give a clearer sound. The organ, which was built in 1920, and was last overhauled in 1947, appears to be in need of extensive attention, and after getting some further expert opinion in the matter, the Committee will be recommending action to be taken. This will almost certainly involve expenditure which will not fit into an annual music budget, and accordingly, the building of the organ renewal fund is suggested.

Music plays an important part in the religious services at Pilgrim, and the Committee welcomes your comments and suggestions.

Respectfully submitted,

THE MUSIC COMMITTEE

By William P. Van Evera, Chairman
Ms. Ann Anderson; Mrs. F.H. Cash;
Dr. Keith Fawcett; Mrs. M. M. Fifield;
Mr. Donald E. Fouts; Mrs. Ted J. Lee;
Mrs. Joseph H. Leek; Dr. William A.
van Druten

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COMMITTEE ON STEWARDSHIP AND MISSION

Members: Hattie Fredin, Earl Austin, Ted Harwood, Joan Morrison, Margo Zentner, Betsy Brownell and "Shep" who gave us so much help and guidance.

This committee realized at the first meeting how important it was to have some continuity of membership on the committee. Thus we are proposing an amendment to the constitution which would take care of this problem.

Val Plumb and George Starr, representing the campus ministry team gave us an interesting history of the campus ministry and some of its needs for the future.

Grant Hayes at the Senior Citizens Community Center stressed how difficult it was to get the elderly and their problems to the appropriate service.

The members all realized we really didn't have an opportunity to give time to all we wanted to check into. This committee recommends the Board of Trustees authorize payment of funds to:

OCWM (Our Christian World Mission).....	\$14,400.00
CUE (theological seminaries).....	530.00
Northland College.....	200.00
Arrowhead Council of Churches.....	120.00
United Campus Ministry.....	400.00
Local community specials.....	350.00
	<u>16,000.00</u>

The committee wished to leave an amount in the budget in the event requests may come in during the year. If members of the congregation have specific suggestions, please contact the committee.

In 1977 the committee plans to pursue in greater depths some of the issues we touched on in 1976. These would include developing a greater understanding of the present campus ministry program which is a more in-direct and unstructured approach, as well as obtaining input from senior citizens themselves as to how we may be of direct help to them. We also wish to encourage Dr. Shepard in his efforts to develop a college group.

Some time was also devoted to discussing whether the stewardship of the church at large is in touch with social issues of the day.

Special offerings: One Great Hour of Sharing - Easter
Neighbors in Need - October
Twin Ports Seafarer's Center - Thanksgiving
Veterans of the Cross - Christmas

Respectfully submitted,

Betsy Brownell, ch.

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WOMEN'S FELLOWSHIP

With the cooperation of many women the past year has been a busy and successful one for the Women's Fellowship.

Our monthly programs have consisted of the following:

Jana Shepard's talk about the Douglas County's Program for Abused Children,
Rev. and Mrs. Richard Nelson's reflections on the Seminar of the World
Council of Churches,
Dr. Shepard's presentation of "New England's Congregational Heritage",
Mrs. Sonia Zyroff's talk about her experiences in Russia during World
War II,
Joanne Crawford and Tom Strewler's interesting talk about dyslexia,
a lovely outing at the Pike Lake home of Viette Rouse, Dr. and Mrs. Paul
Sylvester showed slides and spoke about the many English cathedrals;
We ended our year with special Christmas music by the Ray Baker Singers
and an inspirational talk by Eleanor Nichol. Most of the programs were
preceded by a brief musical presentation.

In the spring we had a memorial tribute to the members of the Fellowship who had passed away during the last year.

Our budget meeting was held in June with a proposed budget of \$2,700.00.

We have given financial support in the '75-'76 year to the following:

Delmo Housing Corporation	100.00
Church Women United.....	30.00
Charles Hall Youth Services	100.00
Fort Berthold Indian Mission	100.00
Pilgrim Congregational Church	500.00
Pilgrim Church Library	200.00
One Great Hour of Sharing	75.00
Little People's Center (YWCA)	15.00
Duluth Association for Children with Learning Disabilities...	10.00

Other ways in which we have given help and support have been: knitting scarves, caps, and vests for the seamen, lap afghans for some elderly and handicapped persons; plants for the shut-ins at Christmas, boxes of clothing to Delmo for their use and re-sale at their Thrift Shop, sewing at Northwood each Thursday in June, co-ordinating and driving for Meals-on-wheels, selling SERRV articles, giving financial and physical support to the Rehabilitation Program, and co-ordinating the coffee hour after church.

The evening group's major project was organizing and providing for the Advent Workshop. Those who attended the workshop gave very favorable reports about it.

Our money-making projects were: The Country Store and Food Fair or Bazaar, Christmas Luncheon, and the Matinee Musicale Brunch.

It has been spiritually rewarding to work and meet together. We have gained some new members and hope to continue to grow in number and service. We extend an invitation to all women of our church to join in the Women's Fellowship.

Respectfully submitted,

Dorothy Gemeinhardt
Mary Gemuenden

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UNITED CAMPUS MINISTRY, DULUTH- SUPERIOR

This past year in campus ministry may be described in many ways: exciting, rewarding, busy, challenging, frustrating, as well as joyful! It has been a ministry of "presence" which has focussed on a great variety of topics, needs, and current issues, as we work with students, faculty, and staff at the campuses in Superior and Duluth.

Campus Ministry is an ecumenical team ministry on two levels. First, your church relates to campus ministry through a representative ecumenical board in the Twin Ports area. The United Campus Ministry board employs two staff persons, Richard E. Nelson and K. James Davis, to share much of the ministry on behalf of the board. The second level of ecumenical ministry includes staff working with ministers of other denominations to present a cooperative ministry to the campuses.

Program issues this year have included world hunger, women in higher education and the church, third world concerns, world mission, and an increased emphasis on ministry with international students. Of course, campus ministry continues to be available for a variety of counseling needs, including family, chemical dependency, sexuality, career planning, faith questioning, and others.

A further emphasis has been the development of group activities. The direction of ministry here has been to focus on event-centered group activities, such as Bible studies, Guthrie Theater trip, weekend retreats, freshman group meetings to work on personal growth, ski and canoe trips, and dormitory programs. Further, campus ministry has attempted to be helpful in the development of local parish-based young adult ministries by sponsoring two workshops to help facilitate these ministries.

Campus Ministry also performs the role of offering resources to the universities. Campus ministers serve on committees and assist in university program planning. Staff also have taught credit and non-credit courses in values, personal growth and outdoor education. Invitations have been accepted to guest teach in classes such as psychology, human sexuality, philosophy, home economics, and sociology. Staff has also worked on development of courses at the UMD Medical School and served as consultant in a bio-ethics course at UWS.

Perhaps some of the most rewarding and exciting resourcing work is that of being involved in student activities such as freshman camps and residence hall counselor training workshops. Campus Ministry is also asked to assist in freshman orientation activities.

This fall has also been the occasion for evaluation of the United Campus Ministry, Duluth-Superior. This evaluation process was carried out by members of the Wisconsin and Minnesota Commissions for United Ministries in Higher Education, (UMHE) the ecumenical bodies responsible for the ministries on behalf of participating denominations. Their report is a strong affirmation of the ministry being done in the Twin Ports. Two statements stand out in the report:

"...remarkable team spirit prevailing among UMHE, Lutheran, and Roman pastors. Everything possible is done together, including retreats, film series, Bible study, etc."

"Faculty & administration at both universities appear to view this ministry as important and meaningful in improving the quality of higher education. They look on the pastors as colleagues & valued resources. We shared a good feeling about this ministry & agree that it should be given a high rating."

A difficult part of the ministry has been the financial crunch. The board has been very faithful in its work and attempts to make ends meet. Local church giving has been crucial to the survival of Campus Ministry in the Twin Ports. Moral support from the churches has also been of great help in the continuation of this vital ministry in higher education. Thank you for your interest, support, and encouragement!

K. James Davis
Richard E. Nelson

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REPORT OF PILGRIM FELLOWSHIP

Pilgrim Fellowship is just that - a group of high-school age Pilgrims which gets together every other week for exchange of ideas, games, planning of future events, and any number of other activities. Robert Heller, affectionately known as Bob, heads the group. He has initiated many of the group's involvements in the past year.

PF has taken part in several major projects in the past year in addition to our semi-weekly meetings. For example, Pilgrim helped to host last March's state-wide U.C.C. Youth "Spirit" Retreat. PF took part in many of the happenings: swimming, skiing, singing and praying.

PF also organized and performed the Easter Sunrise Service last year. The service took place at Canal Park and added some cheer to an otherwise dreary day weatherwise.

PF has traveled to the BWCA each of the last two summers for a canoe trip. Dave Von and Bruce Kruger led the 1975 expedition; Bob and Lois Heller took eight PF'ers to the northern wilderness last year. The popularity of those trips will undoubtedly prompt a 1977 adventure.

On Bicentennial Sunday, PF performed a short skit in Fellowship Hall. The skit dealt with the 1777 removal from Philadelphia of the Liberty Bell and the bell's journey to safety in Allentown, Pennsylvania.

PF held a retreat in early October of 1976 which about ten people attended. We partook of many interesting activities, some just for fun, others with greater meaning: envelope-stuffing for the Heart Association; a worship service, football, soccer and several more serious games.

In late November, John Halvorsen, head of the Voyageur Canoe Trip which sailed from Montreal to Duluth in the summer of '76, came to Pilgrim to show PF many interesting and colorful slides of the journey.

Plans for the future include a retreat to Camp Miller and a sleighride-- both in about a month. PF is a great way to meet some fellow young church members and to have some fun. All people in high school are welcome!

Jonathan Stevens

NOMINATING COMMITTEE REPORT

The Nominating Committee submits the following nominations for offices and committee memberships:

- MODERATOR (for 2 years): Rolland G. Nelson
- CLERK (for 1 year): David C. Von
- TREASURER (for 1 year): Jesse D. Bradley
- ASSISTANT TREASURER (for 1 year): A. W. Taylor, Jr.
- HISTORIAN (for 1 year): Eva Danielson
- DIACONATE (for 4 years): Marjorie Anderson, John M. Fochs, Lois Heller,
Robert J. Reichert.
- BOARD OF TRUSTEES (for 3 years): William D. Gemuenden, Leonard E. Griffith,
Dorothy Honigman.
(for 2 years): Charles H. Andresen
- BOARD OF CHRISTIAN EDUCATION (for 3 years): James Kent, Patricia Kruger,
Joseph L. Saver.
- NOMINATING COMMITTEE (for 3 years): Karen Griffith, Virginia King,
Theodore J. Lee.
- MUSIC COMMITTEE (for 1 year): Ann C. Anderson, Frances Cash, Keith R.
Fawcett, Nancy Fifield, Donald E. Fouts, Carolyn
Lee, Frances Leek, William A. van Druten,
William P. Van Evera.
- COMMITTEE ON STEWARDSHIP AND MISSION*
(for 1 year): Theodore H. Harwood, Jr.
(for 2 years): Harriet Fredin
(for 3 years): Margo Zentner
- DELEGATES TO MINNESOTA CONFERENCE OF THE UNITED CHURCH OF CHRIST MEETINGS:
(for 1 year): Dr. Joseph H. Leek, Jana Shepard, Dr. and Mrs.
Keith Fawcett, Ramon Stevens.

Respectfully submitted,

THE NOMINATING COMMITTEE

Wilbur M. Fox
Clifford H. Grindy
Ellen Hedenberg
Helen Anne Kohlbray
Joseph H. Leek
Edith Matzke
Russell E. Southworth
Lisbeth Spencer
Marjorie Brooker, Chairperson

*Contingent upon approval of the proposed amendment to Article B, Section 3, paragraph 1 of the By-Laws.