

PILGRIM CONGREGATIONAL CHURCH  
DULUTH, MINNESOTA



ANNUAL  
REPORTS  
FOR 1979

ANNUAL MEETING  
JANUARY 30, 1980



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Cover Design  
Dorothy Belt



## REPORT OF THE MINISTER

From beginning to end 1979 was an eventful year. Much time and energy were spent by many of us during the opening months in getting ready for the first large denominational gathering held at Pilgrim Church for a long time -- the annual meeting of the Eastern Minnesota Association of the United Church of Christ. The retirement of Dorothy Belt as secretary and office manager and her replacement by Charlotte Lee brought both sadness and celebration and major administrative adjustments.

In many respects, however, the first three fourths of the year were spent gearing up for the last quarter. In my own mind these fall months took on the significance of a "great leap forward" when we would conduct major experiments in enriching the program of the church, reaching out to others and in determining whether my own leadership might still be useful. Every department of the church was involved in active planning without let-up, not only in the winter and spring, but through the summer as well, looking toward the fall program.

The fruit of this planning resulted in such developments as these:

- \*Inauguration of the "Living the Word" curriculum by the church school.
  - \*A new Sunday morning schedule which provided for adult and youth programs, extended church school class-time and involvement of the entire church in corporate worship.
  - \*A revitalized "Pilgrim Rediscovery Month" in September.
  - \*Installation and dedication of the Roberts Window.
  - \*The start on a trial basis of a church radio program.
  - \*Formation of a task force to search for ways in which the church might serve the needs of older people, possibly by helping to sponsor a continuum of care facility.
  - \*The joining of the Committee on Stewardship and Mission with the Committee on Social Concerns of Peace Church to sponsor resettlement of a refugee family from Southeast Asia.
  - \*Extensive building repairs and comprehensive assessment of building use and needs by the Board of Trustees.
- (\*The minister's ordination anniversary happened too, although it was not part of the game plan.)

In all cases they were developed in response to concerns raised by individual church members either at the colony meetings in the fall of 1978 or in the ensuing months. Some of the results have been very heartening. I do not believe that anyone expected so large a weekly response to our adult discussion program. The youth program also has come to life under the very able and dedicated leadership of Clyde and Julie Johnson and of discussion leader, Judy Casserberg. The children's work continues to develop creative new wrinkles as evidenced by Kathy Hanson's singing sessions.

There have been disappointments. The usual crop of new residents did not appear in September. Never in recent history have so few new members been received. Some plans moved more slowly than we might have wished, partly because I was not able to keep on top of all church affairs as completely as I desired. On the other hand, several new families began to

join us in worship toward the end of the year, and some important projects move forward.

Through all of this your Moderator, Joan Morrison, has stood like the house built on the rock. Under the leadership of Lucy Brenning the Board of Christian education has functioned more effectively than at any time within my memory. Huck Andresen led the Trustees through a year of hard financial decisions and Joe Leek gave his inimitable leadership to our stewardship campaign. Many other individuals have stepped forward to take charge of a variety of chores. A favorite sermon text is the one from Ezekiel about God's fruitless search for a man to stand in the gap. How much more blessed we are that we have someone like Betsy Brownell who leaps head first into every gap that opens. Mentioning names is risky because many get left out, but I cannot close this review without expressing my gratitude to Bob Reichert, chair of the Diaconate, for his abiding support and to Lynn Frigaard for looking after me and the church at a time of year when I deceived her into believing that nothing would happen.

As we look to the future it is clear that we cannot impose much longer on the patience of Ray Baker and the Music Committee respecting their proposals for the organ. It is clear too that we should return Bill Hedenberg's scaffolding and provide a permanent protective shelter for the back entrance. These and other building needs may require the raising of special funds this year.

It is also clear that the church needs the assistance of a vigorous, imaginative and professionally trained young person to share in the ministry of the church and that such assistance should be secured with all possible dispatch.

For most of the summer the church will be privileged to have as its exchange minister, the Reverend John Young of Argyle Street United Reformed Church (formerly Argyle Street Congregational) in Bath, England. Having served recently as national Moderator of the United Reformed Church, a union of Congregationalists and Presbyterians, Mr. Young is one of the outstanding church leaders and preachers in his country. I hope that our congregation will do its best to extend him welcome and to profit from the gifts he will bring.

Therefore, the coming year also promises to be eventful. Over the past year I have found myself at times growing somewhat shaky due to a variety of pressures. You have stood with me. Perhaps in this mid-winter we may grow so ecumenical as to quote a romantic atheist, "if winter comes, can spring be far behind?"

Royal Shepard

\* \* \* \*

#### STEWARD'S REPORT

This year an effort was made to draw every member to church on Loyalty Sunday, both to commit their pledge and themselves to Pilgrim. This was reasonably successful. By year's end, about 90% of all anticipated pledges were in and there was an overall increase of about 5% from those making commitments.

A total increase of 13% is needed and a secondary campaign might be essential to insure a satisfactory equilibrium.



In the future, I suggest that the job of Steward should be more defined with the chairperson serving one year with a replacement being on-board to assist the Steward and learn about the position. I also feel that an every-member canvass needs exposure about every three years to revitalize the integrity of our giving.

J. H. Leek

\* \* \* \*

## ANNUAL REPORT

director of Christian education

thanks, Pilgrims:

for:

calling me to work with you these years...

April 1, 1970

TAMBS ...

...

banner workshops ...

December 31, 1979

advent workshops ...

women's retreats ...

teachers and students ...

board of Christian education

people whose support and

ministry brought new ideas

and deeper thrusts ...

sharings and learnings - joyous

and sadness ...

adult study and discussion groups ...

curriculum selection committee ...

clean-up people ... ministers ...

custodians and secretaries ...

coffee break visits ...

music, both sweet and sour ...

families ... old ... young ...

people ... Christians ...

food makers ... to all of you ...

God bless and thanks!

Elsie Jean Austin

## REPORT OF THE MODERATOR

1979 was a busy year at Pilgrim. We celebrated Dorothy Belt's many years of service, Dr. Shepard's 25 years in the ministry, and the installation of the Roberts window. We hosted the annual meeting of the Eastern Association. New committees were set up to study the covenant and to begin looking at the possibility of a continuum of care facility. The Diaconate was asked to develop a policy for sabbatical leaves. The church school began using a new curriculum and the Board of Christian Education developed and implemented an extended Sunday morning program. A group of volunteers brightened Fellowship Hall with a new paint job. Elsie Jean Austin resigned as the Director of Christian Education effective December 31, 1979, following nine and a half years of service to Pilgrim Church. A committee is now in the process of looking at our future staff needs. It should be noted that most of these activities were in addition to the "usual" business of the various boards and committees.

All of these activities involved uncountable hours of staff and congregation time. Last January the clerk reported that we had an active resident membership of 509. Of that number approximately 140 people (37%) were involved in some way in the work of the church. Involvement included such things as arranging and delivering flowers, singing in the choir and committee and board work. I need to state that this is not a particularly precise figure but rather the result of some elementary mathematics on my part. On the one hand I was impressed by the figure but on the other hand it was sobering to note that this is less than half of our active membership.

I will work to provide more opportunities for participation and would encourage the boards to do the same. It will also take some assertiveness on your part, however, to let us know if you would like to become more involved. I'm sure the nominating committee would appreciate hearing from you or you could let the church staff or myself know. I believe we have just begun to tap the potential we have in this congregation.

As I reviewed annual reports dating back to 1971 to gain a better perspective of where we are at today, two items appeared in several reports. One was a reference to being in a "transition period" and the other was concern over our financial situation. It is not distressing to me that these two concerns apply as much today as they did in the past. With sound management and committee members we have done a good job of dealing with our financial problems and I am optimistic we will continue to do so in the future. A transition period involves change and frequently conflict. In any transition period there is a time to openly express differences of opinion and a time to pull together. The end result can be positive growth as has been the case in the past. I am optimistic that once again there will be positive growth.

Looking ahead to the balance of 1980 it is clear it will be another busy year and we will need to work together to meet the challenges we face. I am hopeful the number of involved members will increase, we will continue to develop a program that will attract new members to Pilgrim, and we will remain a strong and united congregation.

A sincere thank you to each of you for giving me the opportunity to learn and grow personally this past year.

Submitted by:

Joan Morrison



## THE HISTORIAN

The annual meeting of Pilgrim Church was held Sunday, January 21st, 1979 following church service. Reports were received, the budget presented and adopted, and the new officers installed.

### Special Events

April 4th brought Dorothy and Selden Dickinson to Pilgrim with an afternoon showing of "Wells and Well Babies in West Africa." Later, after a family supper at the Church, they took us on an "African Safari." These informative and colorful films gave us a look at where our church dollars are put to exceptional good use.

Pilgrim Church was host to the Eastern Association of the Minnesota Conference of the U.C.C. on April 28th. There were 230 in attendance. A major action concerned requesting the Conference to establish a group home for severely retarded adults. With this and other goals accomplished the meeting was deemed a success.

An Evening with Dorothy- on May 16th we gathered for a dinner and program to honor Dorothy for her 28 years of outstanding services as a staff person to Pilgrim Church. From the many testimonials, we knew her as a person giving much beyond her secretarial duties, always gracious and willing. We also had the pleasure of learning of her innumerable accomplishments! May the future hold the best for you, Dorothy.

### Congratulations to:

Dr. E. Paul Sylvester on his 50th anniversary of ordination, having served a distinguished ministry and still active in church affairs.

Dr. Shepard in honor of the 25th anniversary of his ordination. On October 7th the congregation felt he deserved a special surprise service with Donald Severson preaching the sermon. A presentation of tokens of our good wishes were two books, a packet of letters from past friends and parishioners, and a painting by Earl Austin. A special cake was served at the social hour.

### Special Thank yous to:

Julia Marshall for a very generous gift to Pilgrim Church.

Volunteers who helped paint Fellowship Hall.

Richard Griggs for a new electric typewriter.

Jackie and Dennis Falk, Sadié Strebling and Jana Shepard for work in refurbishing the vestry.

### Services of Special Significance

The impressive and most meaningful Easter and Christmas services along with the Confirmation, Church School, and the September "Family" theme worship services indicate a great feeling of fellowship within the Church.

November 11th was commitment Sunday with greater meaning than many of us realize.

The dedication of the Roberts Memorial Window on October 14th was the culmination of the dedicated, appointed task force. Henry Roberts, Arthur Roberts son, Odell Prather, designer of the window, and Charles Andresen spoke at the ceremony. The theme of the window is in keeping with Mr. Roberts devotion to truth, higher education, and his pride in the Congregationalist heritage. The beauty of the window is beyond description.

An important special meeting of the Congregation was held December 2nd. Its purpose was twofold. The first concern, after a discussion, was a motion made by Gertrude Jacobson that, "Pilgrim Church with Peace Church accept the responsibility of sponsoring a refugee family." Said motion was seconded and carried.

The second concern was the staffing needs of the Church. After a thorough discussion the Church Council was asked to appoint a committee of not less than 5 persons to review the staff needs of the church and that this committee render a recommendation to the Church at the Annual Meeting, Wednesday, January 30th.

Good tidings and innovations!

Judging from the enthusiastic reports given by Julie Smith and Marge Anderson concerning the Cincinnati Conference on Women for Leadership and the ensuing lively discussions, we feel that more women are becoming involved in leadership.

In looking for a new secretary, we had the good fortune of engaging Charlotte Lee for that position. Her varied and successful past secretarial positions give us great confidence that our Church office is in good hands.

A big thank you to the Wisconsin Conference of U.C.C. for its grant of \$2,000 to the Twin Ports Ministry to Seafarers.

After much work by the Special Task Force, it came up with an extended Sunday worship service. The new format includes children worshipping with their parents through the time of offering, at which time they and their teachers leave for their regular classes. Following the service there are adult and senior high discussion groups. This new format was implemented September 9th with 10:00 A.M. as the time of service.

On November 18th at 9:00 A.M., the first radio program, "The Living of These Days" was broadcast (95 on the FM dial - 1300 on AM) Included was music by the choir and a sermon by Dr. Shepard.

These innovations along with the Church's various commitments to local needs and needs beyond the community prove Pilgrim Church is indeed a viable institution.

Respectfully submitted,

Eva Danielson



## REPORT OF THE CLERK

The reported membership of Pilgrim Church as of January 1, 1979... 589

### New members added during 1979:

Confession of Faith . . . . .	11
Reaffirmation of Faith . . . . .	4
Transferred from inactive roll. . .	<u>1</u>
Total additions in 1979 . . . . .	16

### Members lost during 1979

Removed by death . . . . .	11
Transferred to other churches. . . .	<u>6</u>
	17

Net loss in active membership . . . . . 1

Total active membership as of January 1, 1980 . . . . . 588

A considerable number are non-resident. This part of the roll will be revised in 1980.

### During the year 10 baptisms were recorded:

Ann Marie Korkki, January 7  
Gregory Frederick Mellin, January 7  
Patrick John Mellin, January 7  
Artur Lief Casserberg, May 1  
Joseph Alexander Slovik, May 27  
Rikka Eleanor Johnson, August 5  
Daniel Paul Walters, September 16  
Taryn Lynn Troolin, October 28  
Laura Salyards Fryberger, November 4  
Kristen Kara Bjorkman, December 9, performed by Dr. Robert Brenning

### The following marriages were recorded:

David Wright and Susan Fuller, March 24  
Michael Aguirre and Carolyn Campbell, March 24  
Tommy Jack Boyd and Trudy Pederson, March 24  
William Bartlett and Susan Lee, Octbber 6  
Daniel Hayes and Linda Copple, December 8  
James Olm and Elizabeth Macaulay, September 8, performed by the Rev. Harold J. Schippits.

### New members received during 1979:

#### On reaffirmation of faith

Dr. Cyrus Brown  
Beth Brown (Mrs. Cyrus)  
Dr. Stephen Downing  
Peggy Downing (Mrs. Stephen)

Members of the Confirmation Class

Lisa Austin  
James Carpenter  
Artur Casserberg  
Jean Johnson  
Dorothy Knabe  
Carolyn Leek  
Stephanie May  
Steven Morrison  
Caroline Smith  
Stacy Swain  
Karen Zentner

Members lost by death were:

Ruth M. Chisholm  
Helen C. Steele  
Amelia MacArthur  
Lou S. Holgate  
Archie Rappana  
Margaret G. Gaylord  
Frances M. Woodbridge  
J. Millen Bayly  
Martha J. Rauschenfels  
Elizabeth T. Rhode  
Elda I. Mickelsen

The following were removed from the membership roll of Pilgrim Church  
on request or through issuance of letters of transfer to other churches:

Carl and Mary Ellen Good to Fairfield Glade Community Church of  
Fairfield Glade, Tennessee  
Anna Lee Stensland to Lakeside Presbyterian Church of Duluth  
Roberta Heller to the Congregational Church of Iowa City, Iowa  
Joan Bonnell Rich  
Constance Bonnell Lippitt

Respectfully submitted,

David S. Bouschor, Clerk



# TREASURER'S REPORT FOR 1979

## RECEIPTS - Budgeted

Individual Contributions	112,262.99	
Loose Offering	1,749.19	
Church School Offering	140.90	
Rentals	3,835.00	
Parsonage Fund	5,280.00	
Income from Second Century Fund	8,770.00	
Insurance Claim	559.00	132,597.08

## RECEIPTS - Unbudgeted

Memorial Gifts	2,397.20	
Special Offerings		
Easter	1,651.96	
Christmas	727.00	
Thanksgiving	1,036.24	
Neighbors in Need	512.00	
Minister's Fund	3,927.20	
1980 Advance Payments	675.00	
Unbudgeted-Miscellaneous	12,544.95	
	24,664.70	44,209.05
		176,806.13

## DISBURSEMENTS - Budgeted

### Ministry

Salary of the minister, annuity fund dues, car expense, health & accident insurance, Minister's discretionary fund, guest speakers, housing allowance	31,952.59
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### Church Office

Salaries of secretary and part-time treasurer's assistant, office supplies, postage, printing, office equipment	14,450.65
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### Music

Salary of organist and choir director, substitute organists, sheet music, care of organ, choir fees, miscellaneous	8,642.49
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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 and retreats, program resources	16,107.20
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### Property Maintenance and Operating Expense

Salary of caretakers, caretaker's supplies and equipment, utilities, fuel, repairs, insurance, housekeeping expense	37,568.38
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# General Expense

Bulletins, literature, advertising,  
annual stewardship expense, contribu-  
tion envelopes, per capita dues,  
hospitality, minister's education  
expense, miscellaneous, resource  
personnel, conference newspaper

2,833.55

## Benevolences

OCWM Basic Support 15,750.00  
Campus Ministry 550.00  
Northland College 250.00  
Arrowhead Council of  
Churches 120.00  
Theological Seminaries 550.00  
CHUM 300.00

17,520.00

## Reserve Funds

Sabbatical 2,000.00  
Depreciation 1,000.00

3,000.00

132,074.86

## DISBURSEMENTS - Unbudgeted

Memorial Fund 629.18  
Special Offerings 2,885.96  
Depreciation Fund 1,350.47  
Minister's Fund 364.63  
Unbudgeted-Miscellaneous 21,597.93

26,828.17

158,903.03

## CHECKING ACCOUNT BALANCES

### January 1, 1979

General Fund 18,445.58  
Memorial Fund 365.94  
Depreciation Fund 33.91  
18,845.43

### January 1, 1980

General Fund 2,508.61  
Reserve Fund 9,753.03  
Memorial Fund 2,133.76  
Depreciation Fund 242.55  
1980 Advance 12,544.95  
Minister's Fund 418.37  
Thanksgiving Offering 1,036.24  
Roberts Fund 2,247.00

30,884.51

## BALANCES IN SEGREGATED FUNDS

Memorial Fund..... 2,349.48  
Roberts Fund..... 11,329.00  
Scholarship Fund..... 811.04  
Organ Renewal Fund..... 2,394.14  
Sabbatical Fund..... 2,000.00  
Second Century Fund..... 147,089.60  
Parsonage Fund..... 64,000.00



Note: In April 1962 members of Pilgrim Church contributed \$7500 for purchase of 9 lots to be used eventually by Campus Ministry. Lots were purchased May 15, 1962 for \$7200. Since that time we have been paying the taxes on the property (taxes paid in 1979 were \$257.40). Also we have been assessed \$240.00 per lot for street improvements. We are paying this assessment in annual installments which through 1979 total \$772.29. When we sell these lots Pilgrim Church will be reimbursed for all that we have advanced in excess of \$7500.00. (To date this excess amounts to \$2410.07.)

# SEGREGATED FUNDS

## Second Century Fund

Balance November 30, 1978		191,576.11
Income		
Interest	12,494.31	
Dividends	<u>3,288.37</u>	15,782.68
		207,358.79
Disbursements		
Bank Fees	575.00	
To church		
Operating Fund	8,770.00	
Roberts Fund	<u>16,250.00</u>	25,595.00
Balance November 30, 1979		181,763.99*

\*Because part of investment is in stocks and bonds which fluctuate in value, total value as of November 30, 1979 is actually \$164,114.39. This includes the Roberts Fund balance which, with accumulated interest, amounts to \$11,329.00.

## Scholarship Fund

Balance January 1, 1979	771.24
Income - Interest	<u>39.80</u>
Balance January 1, 1980	811.04

## Memorial Fund

Balance January 1, 1979		2,600.14
Income		
Interest	115.28	
Gifts in memory of		
Ruth Chisholm		
Joyce Raymond		
Lou Holgate		
Lina Fride		
Archie Rappana		
Alma Smith		
Frances Woodbridge		
Martha Rauschenfels		
Elda Mickelsen		
Cedric L. Thomas		
Mrs. Oscar Mitchell, Sr.	<u>2,397.00</u>	2,512.28
		5,112.42
Disbursements		
Urn & candlesticks (R. Tengquist)	254.18	
Freezer (Rauschelfels)	<u>375.00</u>	629.18
		4,483.24
Balance January 1, 1980		
Checking account	2,133.76	11.
Savings account	2,349.48	

### Depreciation Fund

Balance January 1, 1979		422.04
Income		
Budgeted contribution	1,000.00	
Reserve Fund	<u>475.98</u>	<u>1,475.98</u>
		1,898.02
Disbursements		
Heating plant (Plaunt Co.)	1,350.47	
Stormwindows (L.J. Walsh)	<u>305.00</u>	<u>1,655.47</u>
Balance January 1, 1980		242.55

### Minister's Fund

Balance January 1, 1979		108.00
Income		<u>675.00</u>
		783.00
Disbursements		
Expenses of radio program		<u>364.63</u>
Balance January 1, 1980		418.37

### Roberts Fund

Balance January 1, 1979		33,779.56
Income - Interest		<u>1,924.44</u>
		35,704.00
Disbursements		
New Window	21,875.00	
Bulletins for		
special service	<u>253.00</u>	<u>22,128.00</u>
Balance January 1, 1980		13,576.00

### Organ Renewal Fund

Balance January 1, 1979		2,252.53
Income		
Interest	116.61	
Gift	<u>25.00</u>	<u>141.61</u>
Balance January 1, 1980		2,394.14

### Reserve Fund

Balance January 1, 1979		3,628.33
Income		
Interest	555.69	
Marshall Gift	<u>6,291.96</u>	<u>6,847.65</u>
		10,475.98
Disbursements		
To Depreciation Fund	475.98	
To Sabbatical Fund	221.97	
Cost of Treasury Bill	<u>25.00</u>	<u>722.95</u>
Balance January 1, 1980		9,753.03



### Sabbatical Fund

Balance January 1, 1979

Income

From Reserve Fund

221.97

Budgeted

1,778.03

None

Balance January 1, 1980

2,000.00

2,000.00

### Parsonage Fund

Balance January 1, 1979

64,000.00

Income - Interest

5,280.00

69,280.00

Disbursements

To operating budget

5,280.00

Balance January 1, 1980

64,000.00\*

\*Invested in U.S. Treasury Note of 8 1/4%  
due 8/15/85.

Respectfully submitted,

Jesse D. Bradley, Treasurer

## REPORT OF THE BOARD OF TRUSTEES

The trustees are pleased to report that the church has maintained a stable financial position during 1979. Special thanks go to Dr. Joseph Leek who again chaired the Building on Commitment solicitation of our church members.

The sum of \$24,375.00 was authorized to purchase and install the Roberts Memorial Window, which window was dedicated this past fall.

A new mimeograph machine was purchased for the office and funds approved for the acquisition of dictation equipment.

The trustees authorized the expenditure to pay the air travel expenses of Reverend John Young, interim minister during Dr. Shepard's sabbatical, plus the sum of \$100. per week support income for the months Mr. Young spends at Pilgrim Church.

The trustees have established a committee to review the use of the church facilities for non-church activities and to establish uniform rental fees.

During the past year numerous repairs have been made in the church, and the building committee is preparing a priority list of building improvements including the installation of a permanent cover over the alley sidewalk. The trustees are also developing an energy conservation policy for the church building which has included additional insulation and the installation of a time clock control on the heating plant.

The trustees have committed themselves to pursue funds for repairing and refurbishing the church organ in 1980.

1979 saw the retirement of Dorothy Belt as church secretary and the hiring of Charlotte Lee as her replacement.

My thanks for the support of the trustees, our treasurer Jesse Bradley, and Doctor Shepard during the past year.

Respectfully submitted,

Charles H. Andresen, Chairperson

### Resolution of the Board of Trustees

Be it resolved that Elsie Jean Austin receive as severance pay from Pilgrim Congregational Church, an amount equal to four months of her 1979 salary plus one year's health coverage. Said total amount to be paid in four equal monthly installments payable on the 1st day of February, March, April and May 1980.



## DIACONATE

The Diaconate fulfills its responsibilities of assisting the minister in the spiritual oversight of the congregation through committee assignments. Regular committee responsibilities include: assisting the minister with the baptismal ceremony and in orientation and reception of new members, greeting worshipers, assisting at the communion service, providing flowers for church services, delivering flowers to shut-ins, ushering, visiting shut-in members, providing transportation for those who need assistance, coordinating colony activities, assisting the minister in planning worship services, providing liturgists and arranging for pulpit supply. Representatives of the Diaconate serve on the Church Council, the Stewardship and Mission Committee, the Prudential Committee and the Staff Needs Committee.

A number of important events occurred at the Church during the past year. Among special activities in which the Diaconate participated were the decision to expand the Sunday morning program, inauguration of a Sunday morning radio program, the Third Annual "Pilgrim Rediscovery" events in September and formation of a new church Hospitality Committee.

The Diaconate discussed staff needs of the church following Dr. Shepard's letter to the congregation. On behalf of the Diaconate, a resolution was presented to a congregation meeting that resulted in formation of a staff needs committee that will report on its findings at the annual meeting.

The sabbatical for Dr. Shepard that the Diaconate has been planning for the past two years has evolved into a pulpit exchange with the Reverend J. E. Young of the Argyle United Reformed Church in Bath, England. Tentative plans are for the pulpit exchange to occur for approximately a three to four month period during the summer of 1980.

In response to a charge at the last annual meeting to develop a sabbatical leave policy statement, the Diaconate unanimously approved the following statement for presentation to the congregation at the 1980 annual meeting:

The policy of this church is to support a sabbatical program for the church's professional staff. Terms of the sabbatical (duration, financial support, period of service required before eligibility, subsequent service requirements) shall be discussed and agreed upon at the time of the call.

Board members conscientiously accept and carry out the responsibilities of the Diaconate. The committee structure works well and will continue to serve as the means for performing regular activities. The Diaconate expects to continue the fall Pilgrim Rediscovery as an annual event and to evaluate the radio program with the hope of continuing the program.

A major event during the year will be the pulpit exchange with Mr. Young. The Diaconate looks forward to active involvement by all members of the Church during Mr. and Mrs. Young's time with Pilgrim this summer.

All members of the Diaconate provided valuable service, but the Board wishes to express special appreciation to the members who are completing their service: Betsy Brownell who served on the membership and baptism, visitation, and stewardship and mission committees and who is active in formation of the new church hospitality committee, and Wilbur Fox who served on the lookout and transportation committees and performed an excellent job of distributing Sunday flowers and arranging transportation for those who need it to attend church services. Two persons who are completing a one year term and who have been active members of the Diaconate are Clifford Grindy and Thomas Erickson.

Respectfully submitted,

Robert J. Reichert, Chairman

## REPORT FROM THE BOARD OF CHRISTIAN EDUCATION

The past year has been a challenging one for the Board of Christian Education. Christian education work has taken new directions in the church school, in youth work, and in adult education.

In the spring, after careful study, an exciting new church school curriculum "Living the Word" was selected. "Living the Word" is biblically based with emphasis on application to everyday living situations; its theology is similar to that of the old curriculum but methods and approaches have been refreshingly updated. Following a teacher training workshop led by the Rev. Margaret Morris, the new curriculum was put into use in September by a dedicated staff of 15 teachers. Group music sessions have also become a regular part of the church school.

Both the youth program and adult education were significantly altered with the implementation in September of the new Sunday morning schedule. A high school class, including the Confirmation class, now meets after worship one Sunday a month and several times a month at other times for study, fellowship, and fund-raising.

A great deal of the Board's time, energy, and enthusiasm have been invested in the development of an ongoing adult education program. The theme this year has been "The Christian Perspective on the Family--Immediate, Church, Community, National, and International." The Board feels that the format of three Sundays per topic -- one with a speaker or film, one with a panel discussion, and one with small group discussion is providing an excellent opportunity for growth among Pilgrim members -- for the exploration of our Christian values and for fellowship through the exchange of ideas.

The Board feels very strongly that Christian education -- child, youth, and adult -- is fundamental to the life of the Church. In an otherwise secular society largely indifferent or hostile to Christian values, it is of primary importance that the children of the Church become acquainted with the origins of the Christian faith and the application of its beliefs to the problems of life. It is also important that we have a youth and an adult education program. Our members should be involved in Christian study and be encouraged to participate in the exchange of ideas and experiences which will improve the quality of their lives.

The Board of Christian Education hopes to continue to strengthen Pilgrim Church's Christian education program and welcomes any suggestions of ways to do this. The Board sincerely thanks the church school teachers and those who have provided leadership for the youth and adult programs. For the Christian education program to remain vital, willing participation by many members is essential. The Board urges each member to consider whether he or she might be willing to teach in the church school or to provide leadership for the youth or adult program.

The Board sincerely regrets the loss of the leadership and support of Elsie Jean Austin and wishes to express gratitude and appreciation to her for her faithful and effective service to this church.

It is the hope of the Board that a new staff person hired in addition to the minister should carry as his or her primary responsibility the Christian education program.

Respectfully submitted,  
Lucy Brenning, Chairperson



## MUSIC COMMITTEE

A great deal of time was given to studying specific problems of the organ. We asked for and received thorough studies of the instrument from two specialists: Ronald Gauger, PhD, organist at U.M.D., and Kim Kasling, PhD, organist at St. John's Abbey, Collegeville. Following their recommendations we asked for an assessment of the mechanical condition of the organ from organ builder, Richard Lurth, of Mankato, Minnesota. (Recommendations from organ builder, Clarence Gould, of St. Paul, are already in our files.) Mr. Lurth's proposal was accepted by the committee for the following reasons:

It is less costly than Mr. Gould's.

It is based on preserving the instrument as it now stands.

It offers a more reliable standard of upkeep.

The committee presented Mr. Lurth's proposal to a meeting of the Board of Trustees in July.

Soprano soloist, Jeanette Myers, and tenor soloist, John Olund, resigned from the choir during the summer --- both moving from Duluth. We feel very fortunate to have found excellent replacements: Lorraine Langer and Bruce Johnson, both students at U.M.D.

Committee member, Kathie Hanson, has initiated a singing time for the church school young people. Response to her leadership has been enthusiastic. It is also thanks to Kathie that "Notes From A-Loft" were inserted in the church programs during the summer, encouraging everyone to consider choir membership.

Respectfully submitted,

Carolyn Lee

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## PILGRIM FELLOWSHIP REPORT

The members of Pilgrim Fellowship have had a great deal of energy and excitement during this last year. We have been involved with numerous activities all of which have been well attended and appreciated.

P.F. has raised about \$400. total during the year which will be given to different organizations. The main two fund raisers were the Spook House and the Rock-a-thon. The Spook House which was held on October 27 raised a great deal of money. P.F. has put on an event of this sort to raise money for UNICEF. Lisa Austin and Stacy Swain were the chairpersons and were assisted by almost all of the members. Committees were formed and work was begun. There were two pizza parties before the 27th for planning and to set up. Everyone who participated enjoyed this event, and I am sure that it will be continued in the future.

Our second money raising event was the Rock-a-thon chaired by Art Casserberg and Steve Morrison. A Rock-a-thon is an event in which people receive pledges to rock all night in a rocking chair. Approximately \$350. were raised for the Sunburst Home. P.F. first received this idea from Kitty Reichert who spoke about the home at one of our Sunday discussions.

Besides the money raising events, P.F. has enjoyed different fun events, one of which was a sleigh ride which Peter Fifield chaired.

This is the first year that P.F. has had officers. In the future P.F. plans to continue this since it sets up a more organized group. Also in the future P.F. hopes to perform many service projects and church activities. P.F. has enjoyed a fun year and next year should be just as rewarding not only to us but also to others. This year wouldn't have been as prosperous and successful without the help of Clyde and Julie Johnson, our advisors.

Stacy Swain  
Pilgrim Fellowship President

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#### COMMITTEE ON STEWARDSHIP AND MISSION

Committee members in 1979 were Judy Casserberg, Ellen Harkey, Gertrude Jacobson, Ruth Lewis, Irv Parson, and Margo Zentner.

Your committee continued its responsibility as your servants in the distribution of your compassionate outreach. The primary functions have been education of the congregation and disbursement of funds.

Reports have been given through "Moments of Concern" materials in our church services and bulletins. Programs, as attended in the adult Sunday discussion meetings and the "Safari in Africa" report by Reverend and Mrs. Dickinson about overseas mission, where they had served in Africa, all have helped recognition of mission.

Pilgrim Church's mission began at home. Monies have been used to serve local needs through CHUM, Arrowhead Council of Churches, the United Campus Ministry, Northland College.

The chief funding effort has been expressed in the budgeted item listed as Our Christian World Mission (OCWM). Special offerings have been dedicated: One Great Hour of Sharing (OGHS); Neighbors-in-Need (NIN); Thanksgiving, for use in our refugee project; and Christmas Fund for Veterans of the Cross.

A suggestion was made to the committee about a need for a church sponsored facility providing a continuum of care for the elderly. Apartment living with available nursing and infirmary care needs would be indicated. Such a major project might well involve one or two other churches. The Church Council acted to form an ad hoc committee to investigate this matter.

The most innovative project activated this year was the sponsorship of a refugee family to be brought to our community. Peace Church has joined with Pilgrim in this action. An ad hoc committee has comprised members of each church and is about ready to apply for such a family. Application will be made through the Church World Service (CWS) and its Minnesota regional office in Austin. Each congregation has given approval to this program and through special offerings at Peace Church and the dedication of Pilgrim's Thanksgiving gifts, adequate funds have been made available for this joint activity. Members of each congregation will be asked to serve as individuals and committee members to serve in some of the involved tasks.

Margo Zantner)  
Irv Parson ) co-chairmen



## WOMEN'S FELLOWSHIP

The Women's Fellowship of Pilgrim Congregational Church sought to plan monthly meetings with special appeal to the women of the church. All Pilgrim women are welcome at all monthly luncheon meetings held at the church as well as at the evening group meetings held in members' homes.

In the past the group was organized in circles. Each circle met each month and a general Fellowship meeting was also held each month. This year a single Fellowship meeting was held each month, as well as an evening group for those who cannot attend the daytime meetings.

The following actions were recommended:

Replacement of the up-right freezer.

The Women's Fellowship sent questionnaires requesting information from women members of the church concerning ways in which they might share in the service needs of the church. It is hoped that women, or groups, who are not members of the Fellowship will help with unscheduled occasions that will arise in the future.

The following programs were given:

January - Elsie Jean Austin gave a talk on aging.

February - A review of "Letters From the Field" by Margaret Mead was given by Marjorie Dinham.

March - We met at the Twin Ports Ministry to Seafarers for a tour and talk by Mr. Radtke and Ms. Almquist.

April - Rev. and Mrs. Dickinson presented a slide talk on missions in Ghana.

May - Margaret Morris spoke on women in the ministry.

June - Martha Wallace read selections from Marjorie Wilkinson's book, "A Faith for All Seasons".

September - The Fellowship met at Viette Rouses's home and planned activities for the remainder of the year.

October - A retreat to discuss the women's issues brought up at a conference sponsored by the U.C.C. was planned, but was cancelled due to lack of interest. At the regular meeting, we worked on items for the bazaar.

November - We held our bazaar.

December - The Ray Baker Singers provided some Christmas music. Gertrude Jacobson read an original Christmas story.

January - Genevieve Plumb showed slides of their trip to Portugal.

### Other Activities:

The Fellowship organized the reception celebrating Dr. Shepard's 25th year in the ministry.

The Fellowship hosted the Church Women United meeting on December 7. Close to 100 people attended.

Several boxes of clothes were sent to Delmo.

A special thanks to Dr. and Mrs. Bray for their gift of furniture for the Ladies Lounge.

Thanks to all who gave of their talents, time, and money to the bazaar. It was a success both financially and in terms of fellowship among the women -- preparing the items, and during the event itself. It is this type of event which brings the women of the church closer together.

The following have received financial aid from the Fellowship:

Delmo Housing	\$ 150.00	YWCA "Little People Center"	\$ 100.00
Berthold Indian Mission	150.00	Battered Women	100.00
Charles Hall Youth Services	150.00	Church Women United	30.00
Pilgrim Church	500.00	Arrowhead Council of Churches	50.00
		Regional Care Center	50.00

We have also given supportive help by: knitting for the seafarers; giving plants to the shut-ins; sewing for Northwood; selling SERRV articles; coordinating the after-church coffee hour; providing delivery of meals for the Home Delivered Meals program; and giving kitchen assistance for various events.

The following are some of our goals for next year:

- 1) to continue to support the mission of the church;
- 2) to maintain the level of outreach giving;
- 3) to provide a vehicle for women of the church to work together, socialize, and learn to know each other better;
- 4) to provide those services to the church which are in keeping with the responsibility of church women.

I wish to take this opportunity to thank the officers and committee chairpersons for their help on the advisory board, and to all women who participated in the activities of the Women's Fellowship. I also wish to extend an invitation to all church women to join our group and share in its fellowship.

Respectfully submitted,

Dorothy Gemeinhardt, Chairperson

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#### REPORT OF THE AD HOC COMMITTEE TO STUDY THE COVENANT

"Change the Covenant?" "Whatever for?" "What is good enough for the Founders of this church is surely good enough for me!" "All this bickering about language is silly; it doesn't change anything anyway." "Everyone knows that 'man' is used as a generic term in the English language!"

Reactions such as these are common. Change for the sake of change is foolish. There was a committee last year which carefully considered several alternatives, and concluded that they would recommend "no change." But at last year's meeting, the motion to accept that committee's report was tabled. The issue was of concern to enough people that it remained alive. The moderator was asked to have yet another committee examine the wording of the Covenant.

With all this in the background we met. Initially various opinions were expressed about whether such a change was desirable...and especially about the significance of such change. Regardless of individual opinions about whether such changes "really matter," (some committee members seemed to feel the arguments to be trivial) we did agree that equality is the theological intent of the Covenant. Even while recognizing that many feel such concerns to be nit-picking, we also agreed that persons who had become sensitive to "exclusionary language" would be offended, and would feel



excluded by the present wording. We did not pretend to resolve the issue of whether or not the use of male word forms influences attitudes. We did discuss the fact that there have, indeed, been changes in the type of participation in the church which is considered appropriate for women.

We concluded that we would recommend a change in the wording if we could discover phrases which a) would not destroy the flow of the language, and b) which might enhance, but certainly not diminish the theological implications. We struggled with The Interpreter's Bible, various dictionaries, and some other documents which were brought to our attention.

The committee recommends that the Covenant be amended to read as follows:

#### 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 to us. We therefore join and covenant with each other to worship, work and serve together as loyal disciples of Jesus, to live within the human community a life of righteousness and neighborly love, and to do all within our power to promote the reign of God's will in all human relations.

We have suggested substituting the term "neighborly" for "brotherly." In the Great Commandment we are admonished to love our neighbors as ourselves. For the phrase "among our fellow men," we have substituted "within the human community." With this change we emphasize the interdependence of all humans - an obvious concern on today's world. The special relationships with the Christian community - the Koinonia - is also held before us as a goal of life within the Covenant.

Marjorie Anderson  
Mary Austin  
Robert Brenning  
Clark Crowell  
William Gemeinhardt

Respectfully submitted,

THE NOMINATING COMMITTEE

Gordon C. Anderson  
Charles Roush  
Wynn Dwyer  
Carol Griffith  
Robert W. Johnson  
Virginia King  
Theodore J. Lee  
Ruth Foster

## REPORT OF THE NOMINATING COMMITTEE

The Nominating Committee submits the following nominations for the offices and committee memberships to be filled by election at the Annual Meeting of the Pilgrim Congregational Church on January 30, 1980.

CLERK (for 1 year): David S. Bouschor

TREASURER (for 1 year): Jesse D. Bradley

HISTORIAN (for 1 year): Hazel Niss

DIACONATE (for 4 years): Dorothy B. Belt, Dennis Falk, Thomas L. Erickson,  
Clifford H. Grindy.

(for 3 years to fill unexpired term): Nancy Fifield

(for 2 years to fill unexpired terms): Beth Brown, Betty Buchanan

BOARD OF TRUSTEES (for 3 years): Clark B. Crowell, Dorothy Honigman, Dr.  
Joseph Leek

BOARD OF CHRISTIAN EDUCATION (for 3 years): Gene C. Bard, Julia Johnson,  
Ellis N. Livingston

NOMINATING COMMITTEE (for 3 years): Ruth Ann Eaton, Polly Harlow, John D.  
Morrison

(for 1 year to fill unexpired term): Gladys Carpenter

MUSIC COMMITTEE (for 3 years): Helen Anne Kohlbry, Thomas J. Shefchik

COMMITTEE ON STEWARDSHIP AND MISSION (for 3 years): Gertrude Jacobson

DELEGATES TO MINNESOTA CONFERENCE AND EASTERN ASSOCIATION:

Kathleen Hanson, Mr. & Mrs. John D. Morrison

Alternates: Dr. & Mrs. E. I. Parson

Respectfully submitted,

THE NOMINATING COMMITTEE

Gordon C. Amundson  
Gloria Bouschor  
Vera Dunbar  
Karen Griffith  
Robert W. Johnson  
Virginia King  
Theodore J. Lee  
Edith Potter



# PROPOSED BUDGET FOR 1980

## INCOME PROJECTIONS

	Budget 1979	Budget 1980
Balance		
Individual contributions		2,500
Loose offering	109,500	117,000
Church School offering	1,700	1,800
Women's Fellowship	150	150
Rentals		600
Parsonage Fund	3,800	4,000
Second Century Fund	5,280	5,280
Reserve Fund	8,770	8,000
(Congdon Fund)	3,000	6,731
Insurance Claim	559	

## EXPENSE

### Pastoral Expense

Salary - Minister		
Housing	18,576	21,000
Annuity Dues - Minister	7,440	8,100
Health and Accident Insurance	2,657	2,600
Car Expense - Minister	1,100	1,100
Minister's Discretionary Fund	1,600	1,800
Minister's Education Expense	250	200
Guest Ministers		200
	400	400

### Total

### Office Expense

Salary - Secretary	9,500	9,240
Social Security	583	567
Salary - Treasurer's Assistant	360	360
Social Security	22	22
Office Supplies	1,400	1,500
Sunday Bulletins		375
Postage	1,100	1,100
Printing	700	900
New Equipment & Maintenance	300	500

### Total

### Music

Salary - Organist & Choir Director	4,800	5,400
Social Security	294	331
Substitute Organists	150	175
Sheet Music - Choir	300	300
Organ Service	200	200
Choir Fees & Instrumental Fees	2,700	2,900
Social Security	166	178
Director's Education Expense	150	200
Miscellaneous	150	200

### Total

Christian Education

\*Salaries, etc.

Car Expense

Church School

a. curriculum 1,500

b. misc. materials 250

c. supplies &amp; equipment 650

d. leadership &amp; training 300

2,700

Adult Program

Pilgrim Fellowship

Library

Budget  
1979Budget  
1980

15,000\*

700

2,700

700

200

100

19,400

\*To be split between severance pay for Elsie  
Jean Austin and new personnel.

Maintenance and Operating Expense

Salary - Caretaker

Social Security

Housekeeper, window service

Social Security

Caretaker's Supplies

Caretaker's Equipment &amp; Maintenance

Electricity &amp; Water

Telephones - Church

Fuel - Church

Repairs - Church

Insurance

Trash Removal

Total

6,450

395

1,700

104

400

300

3,800

700

9,000

3,000

8,000

200

34,049

7,000

429

1,700

104

550

400

3,800

650

12,000

6,000

8,500

200

41,333General Expense

Literature &amp; Devotional Material

Advertising

Annual Stewardship Expense

Church Contribution Envelopes

Per Capita Dues

Hospitality

Resource Personnel

Conference Newspaper

Miscellaneous

Total

150

800

100

100

260

300

150

200

200

200

2,660

150

1,050

100

100

260

450

150

200

200

2,660Benevolences\*\*

OCWM Basic Support

United Campus Ministry

Northland College

Arrowhead Council of Churches

Theological Seminaries (CUE)

CHUM

Special Community Needs

Ministry to Seafarers

15,750

550

250

120

550

300

350

17,870

17,300

600

300

120

550

100

350

300

19,320

\*\*In addition four special offerings are  
received each year. In 1979 these  
totaled over \$3,000.

Reserve Funds

Depreciation

Sabbatical

1,000

2,000

3,000

132,759

1,000

2,500

3,500

146,061

TOTAL BUDGETED DISBURSEMENTS