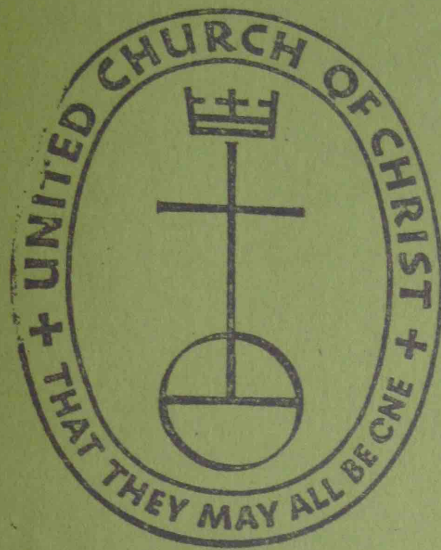


PILGRIM CONGREGATIONAL CHURCH
DULUTH, MINNESOTA



ANNUAL REPORTS
1981 - 82

ANNUAL MEETING
MAY 12, 1982

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Respectfully Submitted,
 Royal P. Chapman, Jr.
 Sec. Minister

REPORT OF THE SENIOR MINISTER

The past year has been one of consolidation, yet also of new experiences. Perhaps the most enjoyable event for me and for many others was the visit during the first two weeks in August by ten church people from England. I hope that the lines of friendship between Pilgrim Church and Central Church, Bath will continue to strengthen in the years ahead.

Last summer I was a delegate to the General Synod of the United Church of Christ in Rochester, New York. Among the business transacted there was the adoption of two national priorities for our communion over the ensuing four years. These are Peace and Family Life. The ministers, along with the Board of Outreach and Christian Education, have been developing strategies for implementing the first of these priorities in our local programming. In the year ahead we shall be working on the Family Life emphasis as well.

With regard to ecumenical, denominational and community concerns, I have been less attached to traditional institutional boards than in the past, but more mixed up with ad hoc groups and concerns. I continue to maintain a relationship with Northland College and to serve on the Board of the United Campus Ministry. I also worked with the Northern Minnesota Committee on El Salvador, the Ad Hoc Committee for a Nuclear Freeze and a clergy group that organized a workshop on "Hunger in Duluth." I have been serving on the board of the new soup kitchen. In the last several months I have led services and given addresses in such varied settings as Aftenro Home, St. Luke's School of Nursing, The Duluth Rotary Club and the Sigurd Olson Environmental Institute.

The nuts and bolts of church life have continued to demand a major share--perhaps, the major share-- of my time. The financial canvass of last fall moved us forward and we are in the process of developing a planned giving program that will open avenues for support of the church through bequests and other forms of long-range stewardship. However, I must be candid in saying that each year I tell myself, "next year the axe will fall, and truly radical budget, personnel and program cuts will be required." So far it has always been "next year", but I feel that the day of reckoning draws closer. I believe that we may be proud of our stewardship record. Few churches in our denomination equal us. But our potential for growth diminishes.

This report, like all the others, will have been typed and duplicated by Charlotte Lee, our secretary for the past three years. We shall miss not only her good work, but Charlotte herself in the days before us.

Respectfully submitted,

Royal F. Shepard, Jr.
Sr. Minister

REPORT OF THE ASSISTANT MINISTER

In thinking about what I would write in this year's annual report, it struck me that this is really the first time in my life that I have done the same thing for two consecutive years. Always before, the Fall has brought me a new job or new classes, or life in a new city. I admit that last Fall, as I entered into my second program year at Pilgrim, I missed that shot of adrenaline which comes with making an entirely new beginning, but as the year has progressed, I have come to appreciate the gift of continuity. There is something very special in watching children grow up, in living among the same group of people as they meet new challenges and grow and mature. I end this year once again thanking God for my life at Pilgrim Church, and all that I learn from all of you here.

Program-wise, I think this has been a productive year in the life of the church. Our Christian Education program, now in its third year, has really come into its own. The Adult program, overseen by Kitty Reichert, has enjoyed consistently good attendance, even this winter with all its climatic interference. The Pilgrim Fellowship, led by its advisors Clyde and Julie Johnson and its co-presidents P. Fifield and Nancy van Druten, has had a stable and active year. The 7-uppers reorganized this year, with various parents volunteering each month to lead an activity; this has led to a real diversity of events, and I think a lot of fun for the seventh and eighth grade class. The church school continues to grow, in good measure because of the creativity and commitment of the teachers. Of special note this year has been the development of our new nursery program, under the leadership of Jackie Falk and Dan Gerber. I would encourage all of you to spend some time some Sunday morning in the barely-controlled chaos of our three-room basement complex. It is a busy, happy, and exciting place, somewhat less noisy since the new carpeting was installed(!). It makes me feel that the future of the church is in good and loving hands.

In terms of other programmatic concerns, it has been rewarding to be involved with the new Board of Christian Outreach as they have spent their first year searching for focus and putting out a good deal of work besides. The Lenten house churches, culminating in the Maundy Thursday supper and communion, presented an opportunity for sharing and study which I think enriched all of us who participated. The faithful women of SEARCH continue in their searching, and in the process present me always with new challenge and opportunities for new growth.

I continue to spend a significant portion of my time involved in community activities. I find myself increasingly involved in the Planned Parenthood Regional Advisory Committee and with the On-Call Clergy Program at St. Luke's Hospital. I also sit on the Steering committee of the Emergency Food Shelf and cook one day a month for the Soup Kitchen. Last August I coordinated the food and education booth of the Duluth Hunger Action Coalition at the annual Folk Festival. I find this sort of community ministry both rewarding for myself and also an effective way of translating this church's concern for those in need to the broader community.

In closing, I would like to thank all of you for your support and good work over the past year. I need to say a special word of thanks though to several people. Kathie Hanson, Edith Livingston, Linda Talbot, Pat Rich and the whole choir really stepped in with extra effort and much good grace when Ray Baker resigned and Shep was on vacation. Joan Morrison continues to be an ever-present source of support and good advice in moments of difficulty. I am thankful to Shep for the working relationship we continue to build; I have grown a great deal and

and come to appreciate what it means to be a pastoral minister in good measure because of the quality of our interaction. And finally Charlotte. In her leaving, I will be losing not only a good secretary whose skills and patience have been much appreciated, but also a good friend. I am saddened by her leaving, and know that the church will miss the special quality of her presence among us.

As a note towards the future, let me paraphrase from the letter to the Hebrews: therefore, since we are surrounded by so great a cloud of witnesses, let us lay aside all which encumbers and weighs us down, and let us run with perseverance the course that is set before us, looking always to Jesus Christ, the pioneer and perfecter of our faith.

Respectfully submitted,

Elizabeth Oettinger
Assistant Minister

* * *

REPORT OF THE MODERATOR

This was a good year at Pilgrim. Once again our members gave generously of their time, energy, and financial resources to support the work of the church. The encouragement and support of all of you enabled us to move ahead in new directions.

The Committee on Stewardship and Mission was replaced by a Board of Christian Outreach. The Men's Club and the Adult Fellowship group are providing opportunities for people to get to know each other better. The Personnel Committee is developing long overdue personnel policies. We learned a "hymn of the month".

Several of the changes that have occurred can be linked to the questionnaire many of you completed last September. You may recall you were asked to participate in our planning process by completing a questionnaire that focused on the mission of the church, the functions of the church and your involvement in the work of the church. Eighty-four questionnaires were completed.

The mission of the church was defined as, "The mission of the church is to sustain Christian community through worship and nurture, and to carry forward its faith into the world through social action and evangelism." Seventy-one people agreed with no comment, one disagreed, and twelve generally agreed but suggested some changes.

Worship was considered the most important function of the church by 66 people followed by Christian education and nurture, mission and outreach, and fellowship. Worship was also considered the function that Pilgrim does best. Mission and outreach and fellowship were identified as the functions we do least well.

One question read: "Over the next five years, I think the major emphasis at Pilgrim Church should be:" The answers fell into four areas which included: deepening the worship life of the church, becoming more involved in social action, developing the church as a caring, close-knit community, and working to involve the present members more actively in the life of the church.

Thank you for your participation in this project. We will continue to review the questionnaires and implement as many suggestions as possible.

This year a special thank you goes to Jesse Bradley for serving as our Treasurer for twenty-seven years, to Linda Talbot who so willingly stepped in as the choir director, and to all the choir members who have gone on providing excellent music under trying circumstances. Thank you, too, to Charlotte Lee. Charlotte is always pleasant and helpful and we will miss her. We were saddened by the serious illness of our housekeeper Jennie Nelson and send her our best wishes for recovery.

It seems that each year we are concerned about raising the money needed to meet our expenses and each year we somehow "make it". While this is heartening I am in agreement with those who say we must make every effort to explore alternate sources of revenue; we may not be able to count on pledges keeping pace with rising expenses.

My appreciation of our church staff continues to grow. I have often thought it must be difficult to have to rely so heavily on volunteers to get a job done. We come and go from various positions and, in spite of our good intentions, continuity and follow-through are sometimes lost. I believe our awareness has increased this year, however, and we are on our way to making some necessary changes. The issues of working conditions, salary negotiations, benefits, and channels of communication are being studied and every effort will be made to develop procedures and policies that will be in the best interests of our staff and provide for a more efficient operation.

As I reflect on what I have written I come to the conclusion that it may be all for naught. If we do not resolve the nuclear arms issue little else may matter.

Joan Morrison, Moderator

* * *

HISTORIAN'S REPORT

After the up-hill course of the previous year, the year just past seems like mostly high and level ground. Such comfort is not necessarily desirable, since it can indicate laziness or smugness--both crippling for a congregation. However, we believe that the past year has shown not weakness but real strength in both plans and action.

Led by our ministers and aided by the work of the adult education committee, we have set about correcting what was once seen as a shortcoming. As a church we have increased our involvement in community, national, and international concerns. Attendance has been gratifying at the adult education sessions following worship service, whether the topic was meeting our needs as church members or answering the needs of the wider community for support and peaceful understanding.

And we have balanced our sober responsibilities with the freedom to enjoy the social advantages of being a church family. The all-church picnic following Church School Day on May 17 proved that ingenuity and enthusiasm and a spirit of fun do not require the cooperation of the day's weather. The same spirit of enjoyment surfaced again this year in the reactivation of the Pilgrim Men's Club which has held two successful dinner meetings. Young adults have continued to search for a compatible scheme for meeting together.

Probably the most memorable church day of the year occurred on Communion Sunday, August 2, when many sets of plans bore fruit and vied for our attention. On that day we were celebrating several events, all interconnected. We welcomed our ten British guests from the Argyle Street and Trinity Reformed Churches in Bath, England. We welcomed Shep on his return from vacation, and we celebrated the tenth anniversary of his coming to Pilgrim Church. With so much to feel joyful about, we really made sound to carry the word to the farthest reaches of the earth. From the preludes of the brass sextet to the organ, choir, and congregation, all stops were out.

Teg Peregrine, one of the Argyle Church members, wrote after his return home about "the ease with which friendships were created" during their Duluth visit. Much credit is due to the superlative planning which preceded those busy, happy days. We credit also the basic feeling of community on which church members--even from somewhat different cultures--can build.

Hazel Niss, Historian

REPORT OF THE CLERK

The reported membership of Pilgrim Congregational Church of Duluth (UCC)
as of April 1, 1981. 556

New members added during

April 1, 1981 - March 31, 1982:

Confession of Faith.	10
Transferred from other churches.	13
Reaffirmation of Faith.	6
Transferred from Inactive Roll	<u>0</u>

Total Additions

29

Members lost during 1980-March 31, 1981:

Removed by death.	3
Transferred to other churches	6
Removed to Inactive Roll.	0
Dropped on Request.	<u>1</u>

Total Losses

10

Net gain in active membership during

April 1, 1981 - March 31, 1982. 19

Total active membership as of

March 31, 1982. 575

From April 1, 1981 - March 31, 1982

There were recorded:

Baptisms.	11
Weddings.	9

Since the last annual meeting, there have been three (3) Special Meetings of the Church:

November 15, 1981 - To fill certain vacancies in elective positions.

January 31, 1982 - To adopt a budget for 1982.

February 21, 1982 - To fill certain vacancies in elective positions.

Respectfully submitted,

By R. Craft Dryer, Clerk

TREASURER'S REPORT FOR 1981

RECEIPTS - Budgeted

Individual Contributions	\$115,415.50	
Loose Offering	1,933.90	
Church School Offering	233.63	
Rentals	6,718.00	
Women's Fellowship	600.00	
Parsonage Fund	5,280.00	
Income from 2nd Century Fund	16,000.00	
Interest on Special Fund Investment	<u>3,106.08</u>	\$149,287.11

RECEIPTS - Unbudgeted

Memorial Gifts		\$ 1,935.00	
Special Offerings			
Christmas	\$ 482.59		
Thanksgiving	631.73		
OGHS (Easter)	1,388.96		
Neighbors in Need	<u>623.50</u>		
Unbudgeted Income		3,126.78	
Minister's Fund		11,031.98	
Music Fund		290.00	
Capital Fund		620.46	
Argyle Fund		3,650.00	
1982 Advance Payments		<u>1,475.00</u>	
		20,786.00	42,915.22
			<u>\$192,202.33</u>

DISBURSEMENTS - Budgeted

Ministry

Salary of ministers, annuity fund dues, car expenses, health and accident insurance, minister's discretionary fund, guest speakers, and housing allowance for minister and assistant minister	59,876.22
---	-----------

Church Office

Salary of secretary, office supplies, postage, printing and office equipment	13,227.06
---	-----------

Music

Salary of organist/choir director, substitute organists, sheet music, care of organ, choir fees, miscellaneous	9,461.24
--	----------

Christian Education

Church school curriculum, supplies and equipment, leadership and training, adult program, Pilgrim Fellowship, Library, and 7-Uppers	2,705.69
--	----------

Property Maintenance and Operating Expense

Salary of caretakers, caretaker's supplies and equipment, utilities, fuel, repairs, insurance, housekeeping expense	43,752.22
---	-----------

General Expense
 Bulletins, literature, advertising, annual
 stewardship expense, contribution envelopes,
 per capita dues, hospitality, resource per-
 sonnel, conference newspaper, miscellaneous
 and child care

2,832.38

Benevolences

OCWM Basic Support	18,850.00
Campus Ministry	600.00
Northland College	300.00
Arrowhead Council of Churches	120.00
Theological Seminaries	550.00
Special Community Needs:	
Emergency Food Shelf	200.00
Jail Chaplaincy, Arrowhead	
Council of Churches	300.00
Ministry to Seafarers	300.00

21,220.00 153,074.81

DISBURSEMENTS - Unbudgeted

Memorial Fund	6,122.67
Special Offerings	3,660.78
Miscellaneous	2,778.68
Minister's Fund	27.40
Music Fund	500.00
Argyle Fund	627.19
G & K Fund	270.00
Capital Fund	19,074.03
Roberts Fund	3,278.56
Invested in First Bank Money Market Fund:	

Memorial Fund	1,217.88
Sabbatical Fund	1,723.23
Scholarship Fund	2,620.34
Roberts Fund	5,142.94

10,704.39 47,043.70

200,118.51

CHECKING ACCOUNT BALANCES

January 1, 1981

General Fund	\$ 6,414.30
Memorial Fund	35.00
Capital Fund	(4,621.00)
Depreciation Fund	242.55
Minister's Fund	388.04
1981 Advance	<u>17,011.11</u>
	\$19,470.00

January 1, 1982

General Fund	\$ 7,919.35
Music Fund	120.46
Argyle Fund	100.00
1982 Advance	20,786.00
Minister's Fund	<u>650.64</u>
	\$29,576.45

BALANCES IN SEGREGATED FUNDS

First Bank Duluth - Trust Department
Second Century Fund \$167,571.85

U.S. Treasury Note
Parsonage Fund 64,000.00

First Bank Duluth - Money Market Fund
Memorial Fund 1,217.88
Roberts Fund 5,142.94
Scholarship Fund 2,620.34
Sabbatical Fund 1,723.23 10,704.39

Note: In April, 1962, members of Pilgrim Church contributed \$7,500.00 for purchase of 9 lots to be used eventually by Campus Ministry. Lots were purchased May 15, 1962, for \$7,200.00. Since that time we have been paying the taxes on the property (taxes paid in 1981 were \$337.14). Also we have been assessed \$240.00 per lot for street improvements. We are paying this assessment in annual installments, which through 1981 total \$2,064.42. When we sell these lots Pilgrim Church will be reimbursed for all that we have advanced in excess of \$7,500.00 (To date this excess amounts to \$3,596.99).

SEGREGATED FUNDS

Second Century Fund \$156,982.43

Balance, November 30, 1980

Income: \$ 3,664.62
Dividends 13,920.86 17,585.48
Interest 174,567.91

Disbursements: \$ 524.06
Bank Fees 10,500.00
To Roberts Fund 16,000.00 27,024.06
To Budget \$147,543.85*

Balance, November 30, 1981

*Because part of investment is in stocks and bonds that fluctuate in value, total value as of November 30, 1981 is actually \$167,571.85.

Scholarship Fund 854.50

Balance, January 1, 1981

Income: 69.26
Interest 1,700.00 1,769.26
Transferred from Memorial Fund 2,623.76
3.42

Disbursements - Cost of investment 2,620.34

Balance, January 1, 1982

Parsonage Fund 64,000.00

Balance, January 1, 1981

Income - Interest 5,280.00
69,280.00
5,280.00

Disbursements - To Operating Budget 64,000.00

Balance, January 1, 1982

Memorial Fund

Balance, January 1, 1981

6,631.12

Income:

Interest

483.03

Gifts in memory of

William L. Halfaker

Lou Holgate

Florence Knowlton

Meredith Helm

George E. Baker

1,935.00

2,418.03

9,049.15

Disbursements:

New Sound System

6,122.67

Transferred to Scholarship Fund

1,700.00

Cost of investment

8.60

7,831.27

Balance, January 1, 1982

1,217.88

Minister's Fund

Balance, January 1, 1981

388.04

Income

290.00

678.04

Disbursements

27.40

Balance, January 1, 1982

650.64

Roberts Fund

Balance, January 1, 1981

10,500.00

Income - Interest

641.79

11,141.79

Disbursements:

PPG Industries

2,140.00

NW Roofing

576.97

Jay En, Inc.

481.02

Arrowhead Electric

80.57

To General Fund

2,692.52

Cost of investment

27.77

5,998.85

Balance, January 1, 1982

5,142.94

Reserve Fund (Capital Fund)

Balance, January 1, 1981

14,030.76

Income:

Contributions

3,650.00

Interest

1,417.73

5,067.73

19,098.49

Disbursements:

A. Hedenberg Co.

9,000.00

Arrowhead Electric

1,000.00

Johnson Controls

5,314.00

NW Roofing

3,760.03

Cost of investment

24.46

19,098.49

-0-

Sabbatical Fund

Balance, January 1, 1981

1,599.92

Income - Interest

129.78

1,729.70

6.47

Disbursements - Cost of investment

1,723.23

Balance, January 1, 1982

FOR PERIOD JANUARY 1, 1982 TO MARCH 31, 1982

RECEIPTS - Budgeted

	Year to date	
Individual contributions	52,168.18	
Loose Offerings	453.80	
Church School Offering	66.48	
Rentals	1,207.00	
Church Organizations (W.F.)	600.00	
Parsonage Fund	<u>2,640.00</u>	57,135.46

RECEIPTS - Unbudgeted

Special Offerings	167.00	
Unbudgeted Income	269.82	
Minister's Fund	35.00	
Music Fund	<u>55.00</u>	526.82
		57,662.28

DISBURSEMENTS - Budgeted

Pastoral Compensation	15,310.45	
Ministerial Business Expense	849.00	
Office Expense	3,631.69	
Music	2,043.50	
Christian Education	324.82	
Maintenance and Operating Expense	13,996.92	
General Expense	706.01	
Benevolences	<u>5,599.98</u>	42,462.37

DISBURSEMENTS - Unbudgeted

Special Offerings	162.00	
Unbudgeted Expenditures	367.74	
Deposited to Money Market Fund,		
First Bank from General account	10,000.00	
Music Fund	<u>1,223.31</u>	11,743.05
		54,205.42

Respectfully submitted,
Dorothy Honigman, Treasurer

Annual Report of the Trustees of Pilgrim Congregational Church
March 31, 1981-82

The charge of the Trustees is to maintain and manage church property, prepare and present to the Church an annual budget and superintend the raising of funds to meet this budget.

Trustees serving Pilgrim Church during the past year were Robert Rhode, Charles Andresen, Ruth Lewis, G. R. Whitney, Clark Crowell, Dr. Joseph Leek, Lyle Bourdon, Robert Eaton and Dorothy Honigman. Dorothy Honigman was also serving as Church Treasurer and therefore resigned from the Trustees. She was replaced by Jane Bayly.

This year the Trustees adopted the committee system of operation pioneered by the Diaconate, forming three committees, Finance, Funding, and Building, and are working toward developing this means into an effective management system.

The Funding Committee enlisted the able services of Shirley Swain who led the 1982 Church Fund Drive with imagination and efficiency. Pledges will not cover all our wish lists submitted by various boards and committees but will serve to continue our fine church program. A major shift in our budget was the provision of additional funds to be directed by the Board of Christian Outreach toward serving local community needs.

The new sound system was installed in the sanctuary and is operating successfully, paid for from the Memorial Fund.

Our venerable building requires constant attention and adaptation. Various maintenance projects have been diligently attended, especially with view to energy saving. Many hours of volunteer labor added to the resources of the Church.

Two generous trust bequests were received, spurring the effort to encourage this type of support for our Church among our members.

Many thanks for the dedicated service of many Trustees through whom the work of this Board has gone forward with ingenuity required under this year's economic pressures. Special thanks to Dr. Shepard for his constant attention to the material needs of Pilgrim Church, to Liz for her innovative contributions to the business of the Church, and to Dorothy Honigman for providing the statistics on which basis we operate.

Respectfully submitted,

Ruth Lewis, Chair

DIACONATE

The Diaconate has been very active this year in its role of assisting the ministers in the spiritual oversight of the church. The board continued its regular activities, was instrumental in coordinating special events in the church year, and has identified future directions.

The committee structure continued to function effectively to provide ongoing assistance to the ministers. The Baptism and Membership committee provided assistance to the ministers with the baptismal ceremony and with gaining and maintaining membership. Another committee organized and served communion services, including three pew communions. Members of the Flower committee arranged for flowers for the Sunday services, and the Lookout committee organized distribution of these flowers. The Worship and Music committee assisted the ministers with regular and special worship services, including providing liturgists. Another committee arranged for ushers throughout the year. Visitation of the sick and shut-ins and transportation for those who needed it were organized by separate Diaconate committees. The members of these committees are to be commended for the dedication they show in assuring that these important yet sometimes unnoticed tasks are accomplished.

In addition to continuing their regular activities, several committees and members took action to expand their roles. The Membership committee, and Beth Brown in particular, has had increased contact with new members, including a reception, and has shared information about new members in the Pilgrim News. Gene Carpenter and Jon Welles of the ushering committee have reorganized the ushering teams and developed thorough guidelines for the ushers. The Worship and Music committee has initiated regular meetings with the ministers to discuss and expand the worship life of the church.

The highlight of the church year for the Diaconate, and perhaps the church as a whole, was the visit to Duluth last summer by ten members of Argyle Church from Bath, England. Many Pilgrim members opened their homes and their hearts to our guests and we were more than repaid by the warmth and congeniality we experienced with our friends from Bath. This visit not only provided us with an opportunity to know ten fine people from another country, but provided a special fellowship for the Pilgrim congregation. So many people helped to make this visit a success that it would be impossible to thank them all sufficiently, but Gerry Heller and Nancy Fifield deserve special thanks for all their efforts.

The Diaconate has made special efforts during the year to determine how we might be more effective in filling our role in the church. The Pilgrim Rediscovery program in September included an effort to identify church priorities. The four priorities identified were: 1) deepening the worship life of the church, 2) developing the church as a caring, close-knit community, 3) working to involve present members more actively in the life of the church, 4) becoming more involved in social issues. The Diaconate has acted upon several specific ideas within these priorities, particularly related to priority #1 above. Additionally, in meeting with the ministers we have identified future directions, including examining alternative forms of worship, reorganizing the "colonies" concept, and nurturing family worship. If members of the congregation have additional ideas for new directions, we hope they would share these ideas with a member of the Diaconate.

All members of the Diaconate provided valuable service, but the Board wishes to express special thanks to those who are completing their service: Betty Buchanan, Nancy Heller and Kris Hollen. Each has made a special contribution during their terms.

Respectfully submitted,

Dennis R. Falk, Chairman

* * *

REPORT OF THE NOMINATING COMMITTEE

Five meetings were held during the year. We filled vacancies that occurred on several of the Boards.

Our final responsibility was to prepare the slate of officers and committee members for the coming year.

Gloria Bouschor
Marjorie Brooker
Co-chairmen

* * *

ANNUAL REPORT

BOARD OF CHRISTIAN OUTREACH

Members: Betsy Brownell, Bob Falsani, John Fochs, Pearl Fuller, Polly Harlow, Gerry Heller, Helen Anne Kohlbry, Barbara McLish

In its first year of operation, this board has developed a program direction and has dealt at length with determining the balance between its benevolence and education/action role. The following is a highlight review of the year.

1. Organized five Sunday morning sessions on peace/security
2. Requested one Sunday a month for preaching on a peace issue
3. Reorganized budget to reflect emphasis on education and the new needs of a recessed economy
4. Organized an evening with UCBWM missionary to Ghana, Tim Morrison
5. Allocated monies to Food Shelf, Jail Ministry, Soup Kitchen
6. Developed a two year commitment to peace for congregation involving a covenant for:
 - a. Prayer and Spiritual Examination
 - b. Education
 - c. Evangelism - Spreading the gospel of peace
 - d. Public Witness on the Imperatives for peace
7. Worked on large scale idea for emergency fuel bank for Duluth
8. Organized volunteers for Hmong family

The board is at present formulating its fall plans for further education on the peace commitment.

Robert W. Brenning, Chair

ANNUAL REPORT
Board of Christian Education
Pilgrim Congregational Church

In general, the year 1981-82 must be regarded as a productive one for the Pilgrim Church educational functions. Adult education programming was well-received, youth activity was constructive and popular, and the Church School programs enjoyed the best participation they have in recent memory. The Board began the year with resolutions to trim budgets, involve more members in weekly programming, and improve the working relationship between teachers and the Board. The Board accepted voluntary budget cuts in 1981 and asked for an increase in 1982 of just \$125., in spite of 20% growth in Church School numbers.

The theme for Adult Education during the year was the Pilgrim Family, focusing on resources in the congregation and centering on various themes of Christian concern such as women's issues, families, armament and peace, and the United Church. A large number of members were among speakers and discussion leaders. New guidelines were formulated for speakers and discussion leaders to standardize programming. Dorothy Belt continued her excellent Bible-study as an alternative to Adult Ed, and a planning committee began discussion of sex-education programs at Pilgrim for the Fall. The Adult Ed Committee also established a working relationship with the newly-organized Board of Christian Outreach, hoping for strong input from that body in future program planning.

The Youth program was reorganized in 1982. Job descriptions were drafted for PF officers and leaders, and the PF elected to alternate discussions with social fellowship activity each Sunday. Clyde and Julie Johnson have served as youth leaders during the year, and they are due a great deal of credit for bringing a fresh new quality to the programming. PF events were regularly attended by ten or twelve teens, and some activities by twice that number. The Seven-uppers met several times during the year under the leadership of alternating parents. Bowling, pizza parties, bingo, picnicking, a Halloween party and a play were some of their events. The Youth Committee has also begun efforts to strengthen the Pilgrim Boy Scout Troop by seating a Scouting Coordinator on the Board.

The Church School has had nearly 150 children participating this year with a corps of excellent teachers. They used the "Living the Word" curriculum for the third year in a row. Teacher workshops were held in September, November and March, and minutes of all Board meetings are now sent to teachers, in an effort to maximize communications between that group and the Board. Several classrooms were redecorated by volunteers on two work days, and the nursery rooms were carpeted this Spring. On account of the growth of the pre-school enrollment, a separate program was provided this year for 3 and 4-year olds, with volunteer parent supervision, that program has been very well supported.

The Assistant Minister has worked very closely and very supportively with the Board during the year past, and it is largely on account of her consistent enthusiasm that the year has been such a productive one.

C. Patrick Labadie
Chairperson

MUSIC COMMITTEE

Annual Report for 1981

I. Review of major decisions/activities

A. Organ

1. has been tuned twice since its refurbishing last year
2. Richard B. Lurth of Mankato will continue to tune the organ and maintain it on a regular basis.
3. Some water damage occurred over the past winter or spring; Mr. Lurth reported this to Dr. Shepard and has given an estimate of costs to repair the damage.
4. Congregation seems to enjoy listening to the beautiful sounds from the organ as evidenced by the small audience during the postlude each Sunday.
5. Ron Gauger and Ray Baker gave recitals on our organ during this past year. Both musicians commented on the fine instrument we have.

B. Choir

1. The congregation agreed to purchase 30 new robes for the choir; the robes were worn on Easter Sunday and are a welcome change and addition
2. The cost of each robe is approximately \$55.00, for a total of \$1,650. A special offering at Christmas resulted in a collection of \$500. toward purchase of the robes. The Board of Trustees will handle the balance through additional special offerings, and other methods of funding.
3. The choir has decided to elect a representative who will meet with the Music Committee on a regular basis, report to the choir and coordinate social and business affairs. The person elected is Chuck Hoffman who has agreed to serve in this capacity for 1 year.
4. The choir section leaders/soloists during this church year have been Char Thatcher, soprano; Linda Talbot, alto; Dennis Anderson, bass/baritone and we are pleased to have Joe Meidt join us as tenor soloist/section leader this spring. We hope these talented musicians will return in the fall.
5. On February 22, 1982, Ray R. Baker, organist and choir director for 13½ years, resigned effective immediately. The choir and congregation were shocked at the news, but with the help of many people we are riding out this crisis in good form. The willingness of Linda Talbot to direct the choir was essential to our being able to continue to offer music in the church.

C. Search for Choir Director/Organist

1. The ministers have assisted in finding and scheduling organists for Sunday services and Monday evening choir practices. Pat Rich, Norma Stevlingson and Janet MacLeod have stepped in during February, March and April. Janet Ronnback will play May 2nd, 3rd and 9th, and Pat Rich will play through Sunday, June 6.
2. Janet MacLeod, Janet Ronnback and Bradley Norris have applied for the organist position. Greg Ronnback, Janet MacLeod and Bradley Norris have applied for the choir director position.

3. The Music Committee has appointed a "Technical Screening Committee" to develop and implement a scale to rate the musicianship of the candidates. Members of this committee are: Ann Anderson, Frances Leek, Linda Talbot, Thomas Shefchik, Char Thatcher, Brandon Southworth, Pat Rich. This committee will interview and rate Greg Ronnback on May 3rd and 9th, and the organists have been invited to audition on June 13 following the church service.
4. The Music Committee has drafted a job description for Music Director, Choir Director and Organist which will be submitted to the Personnel Committee for a final decision.
5. The Board of Trustees will develop a contract for the position which will include range of salary and benefits.

D. Other

1. The Lake Superior Brass Ensemble continues to practice and perform at Pilgrim Church and in the community.
2. Martha Livingston, Edith Livingston and Kathie Hanson helped with the children's music program. The Music Committee is recommending that the new Music Director be responsible for a children's music program.

E. Membership in the Committee

1. Tom Shefchik and Kathie Hanson have completed their 3-year terms. Ann Anderson and Joan Smaby have been nominated to replace these two positions. Edith Livingston, Carol Tierney, Helen Anne Kohlbry and Chuck Borsos continue as members for a total of 6.

II. Projected Goals for the Future

The Music Committee met on April 6 with Dr. Shepard and described what we have and what we need in our music program.

A. Existing program

1. Adult choir and excellent section leaders/soloists
2. Hand bells for bell choir
3. New choir robes
4. Organ in excellent condition
5. Resource persons in community for special music
6. Brass ensemble
7. A library of choral music
8. Youth choir robes
9. A monthly sing-along type of program for the children as part of the church school
10. Music committee of 6 interested members
11. A music budget
12. Ministers and congregation who value music in the church

B. Suggestions for Future

1. Excellent musician as organist and choir director
2. Music director (either choir director, organist or both) who will be responsible for (a) a youth music program (b) reviewing bell choir potential (c) coordinating music with ministers (d) providing special music and concerts (organ, choir and other groups/individuals).

WOMEN'S FELLOWSHIP

The Women's Fellowship of Pilgrim Congregational Church seeks 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 meetings which are held at group member's homes.

Our goals for 1981-1982 were:

- 1) to continue to support the mission of the church,
- 2) to provide a significant level of outreach giving,
- 3) to provide opportunities for women of the church to work together, socialize, and come to know each other better,
- 4) to provide those services to the church which are in keeping with the responsibilities of church women,
- 5) to encourage participation by more of the women of the church.

In attempting to meet these goals, we engaged in the following activities. I have listed the activities under each of the goals.

To continue to support the mission of the church

- 1) We gave \$600 to the church to be used for general expenses.
- 2) We provided drivers for the "Meals on Wheels" program.

To provide a significant level of outreach giving

The following groups received financial aid during the year:

Charles Hall Youth Services Center	\$ 200.00
Ft. Berthold Council of Churches	200.00
Church Women United	30.00
Arrowhead Council of Churches	50.00
Salvation Army	50.00
YWCA Little People's Center	100.00
Battered Women	100.00
Sunburst Youth Homes	100.00
Jail Chaplaincy	100.00
Regional Care Center	100.00
DELMO Community	100.00
Church World Service	
(blankets)	25.00
(medicines)	75.00
Northwood Children's Center	50.00
Goodwill Industries	50.00

To provide opportunities for women of the church to work together, socialize, and come to know each other better

April, 1981	Kitty Reichert told about Sunburst Homes. Mother and daughter luncheon. Program by the Dorcas.
May	Musical selections by the East High Choir. A group served at the Northwood Children's Home.
September	Met at Vi Rouse DeWees' home for a general meeting and outing.
October	Nancy Heller told about the YWCA Little People's Center
November	Karen Griffith told about their trip to Bath, England and their visit to the Argyle Church. The annual bazaar was held.
December	Liz Oettinger told a Christmas story. Robert Mix and the East High Chorales sang Christmas songs.
January, 1982	Kris Washam told about the Emergency Food Shelf.
February	Mr. and Mrs. William Currier showed slides of various trips which they have taken.

March
April (March 31)

Brenda Sproat told about her trip to China.
AFS students attending Central High School spoke.

Other activities:

- 1) The self-assessment group which was begun in Jan., 1980 continued to meet.
- 2) A group worked at the Soup Kitchen.
- 3) A group began a regular program of exercise activities under the direction of Jane Fuller.
- 4) Several joint activities were carried out by the noon-time and evening groups.
- 5) We sold SERRV articles, coordinated the after-church coffee hour, and gave kitchen assistance for various events.
- 6) We sent several boxes of clothing to DELMO.
- 7) We knitted for the Seafarers.
- 8) We sent magazines to Ahmednager College in India.

The following are some of our goals for next year:

- 1) to continue to support the mission of the church,
- 2) to integrate more of the activities of the noon-time and evening fellowship groups,
- 3) to concentrate more of our outreach efforts on local groups and activities,
- 4) to provide opportunities for women of the church to work together, socialize, and come to know each other better,
- 5) to provide those services to the church which are in keeping with the responsibilities of church women,
- 6) to encourage participation by more of the women of the church.

I wish to take this opportunity to thank the officers and committee chairpersons for their help on the advisory board, and to all of the women who participated in the activities of the Women's Fellowship. Serving as chairperson has been an enriching experience for me. I have learned of the many talents that women of Pilgrim Church possess, and of which they are willing to share. I'm sure that the church and the community which it serves are richer because of them.

Respectfully submitted,

Dorothy Gemeinhardt, Chairperson

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 Church on May 12, 1982.

CLERK (for 1 year): Craft Dryer

TREASURER (for 1 year): Dorothy Honigman

HISTORIAN (for 1 year) Hazel Niss

DIACONATE (for 4 years): Beth Brown, Laurel Erickson, Beatrice Halfaker,
Elizabeth Peterson

BOARD OF TRUSTEES (for 3 years): Karen Griffith, Jack Sellwood, David Zentner

BOARD OF CHRISTIAN EDUCATION (for 3 years): Dan Gerber, Triss Harwood,
Bonnie Simenson
(1 year youth member): Andrew Nelson

BOARD OF CHRISTIAN OUTREACH (for 3 years): Robert Falsani, Mary Gemuenden,
Jody Glendenning

MUSIC COMMITTEE (for 3 years): Ann Anderson, Joan Smaby

NOMINATING COMMITTEE (for 3 years): Keith Brownell, Pearl Fuller,
Tom Kohlby

DELEGATES TO MINNESOTA CONFERENCE AND EASTERN ASSOCIATION:
Kandi Garrison, E. Irvine Parson, Clyde Johnson

Respectfully submitted,

THE NOMINATING COMMITTEE
Gloria Bouschor, co-chair, Robert W.
Johnson, Edith Potter, Ruth Ann Eaton,
Polly Harlow, John D. Morrison, Bruce
Buchanan, Clyde Johnson, Marjorie
Brooker, co-chair.