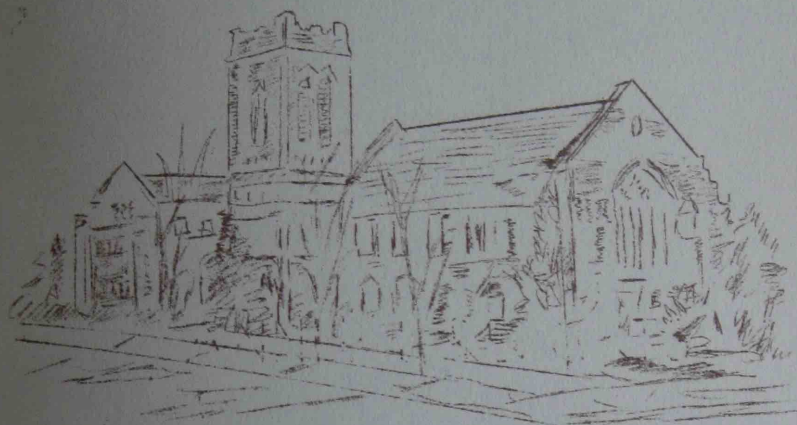


PILGRIM CONGREGATIONAL CHURCH (UCC)
DULUTH, MINNESOTA



ANNUAL REPORT

FOR MARCH 31, 1982 - MARCH 31, 1983

PRESENTED AT

THE ANNUAL MEETING

WEDNESDAY, MAY 18, 1983

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REPORT OF THE INTERIM MINISTER

1.

Last year I began my annual report by saying that it was probably the first year in my life where my job and life circumstances had remained constant. At that time I had no idea how much change the year ahead would bring, either in my life, or in the life of this church. We have been through alot together, you and I, and the first thing I would like to say about the past year is that I think Pilgrim Church has done a very fine job of coping with a great deal of change within a short period of time. Through it all, the regular program and worship life of the church has remained stable--we have even expanded our programs--and the lay people of the church, especially members of the Board of Christian Education and the Diaconate, have taken on many added responsibilities. The good health of this church speaks well both of the quality of Shep's leadership while he was among us and the spirit of the congregation as a whole.

There are several things which happened this which excited me. I think that the quality and variety of our music have grown under Dan Jaeckel's leadership. I remember the cantata the first Sunday in Advent, and the wonderful program notes which explained the music and its theological significance. I hope that in the future both the music and the explanation continue; for non-musical people like myself, it is helpful to have the connections made between our worship and the part music plays in it. I am also excited by the beginning efforts of our children's choir; the children's music program seems to be hitting its stride after a year of experimentation. I am eager to see the results of the children's drama project and this summer's Vacation Bible School. As our church school grows, so do our range of offerings for the children's education, and I am grateful to the many volunteers who make our program one of the broadest in this city.

I am also pleased by the range of our adult educational and fellowship opportunities. The Sunday morning adult offerings continue to be well attended; the weekly St. Ann's bible study started by Shep continues under Margaret Morris's guidance; the women of Search have made their way through the book of Job, When Bad Things Happen to Good People, the book of Luke, and are beginning Hunger for Justice. The Adult Fellowship group offers opportunities for us just to have fun together. I have high hopes of the new Hospitality Committee. I would encourage them to define their role in a broad manner to encourage opportunities for hospitality and fellowship within the church.

As we move through this interim period, we need to maintain our regular program, but there are other tasks we must consider as well. While the pulpit committee does its work, we also must be working; deciding where we want to go from here as a congregation, looking at our past, and developing a vision for our future in broad terms, so that we may hire a minister who will provide leadership in going where the congregation wants to go. This is a time for talking and even arguing about who we are as a church, and what the important tasks of the next few years will be. I know that this church has a tendency to shy away from dissent and conflict because of the experience with the merger. I think it is time to affirm that conflict may be both necessary and constructive in determining the future of this church, as long as it is approached in a loving and open manner. In the coming months, we must feel able to talk together freely, to find out where there is consensus and where there is a diversity of opinion. That is part of the specific ministry we must perform among ourselves at this time. (over)

2.

I would like to close this report on a personal note. I remember going to an ordination where the preacher told the candidate and the congregation that ministry was a mutual endeavor; if the congregation wanted to be ministered to by their professional minister, then they had to take on the responsibility of ministering to her and her needs. Over this past year, both in my celebrations and my sadness, I have felt very much ministered to by this congregation. Your ministry to me has enabled my ministry with you, and I thank you all for the variety of gifts you have given to me. Some specific thank yous are in order. Joan Morrison and Denny Falk have carried a large share of the work of reorganization and leadership during this time; and they have done it well and with good cheer. Pat Welborn, our new secretary and office manager, has done a very fine job through a very trying year; we are lucky to have her among us. I am grateful and delighted to have Margaret Morris as my colleague during this interim; her skills in interim ministry have played a large part in making me confident that this church will be enabled to move through this interim positively and creatively.

Respectfully submitted,

Elizabeth Oettinger,
Interim Minister

As I began thinking about this annual report I found myself reflecting not only on this past year but on the past four years. Change! That word probably best describes these years.

The greatest number of changes involved our staff. Dr. Shepard resigned after eleven years; his ministry at Pilgrim was appreciated and we wish him well in his new pastorate in New Jersey. Liz Oettinger joined us in August of 1980 and we were privileged to participate in her ordination in October. Her enthusiasm and creativity have stimulated us to develop new approaches and programs. The Search group has become important and meaningful to many women. Prior to Liz' arrival, Laura Loving was with us for a few months. Although her stay was brief she made a considerable contribution. Dorothy Belt resigned in May of 1979 after 28 years of service. Charlotte Lee replaced Dorothy and resigned in the spring of 1982. Patricia Welborn started June 1. How fortunate we have been to have such fine competent people as these three women on our staff. Dan Jaekel became our music director/organist in July. There are several new choir members and we have enjoyed some outstanding vocal and instrumental music. Memorial services were held for our former minister, Dr. William Halvaker in February of 1981 and for Dorothy Belt in February of 1983.

We have made several changes in the building. In 1980 there was a successful \$50,000 capital fund drive and we were able to make necessary repairs on the organ. A sound system was installed in the sanctuary in 1981. A shelter was built over the walkway at the back of the church. Several church school rooms have been painted and have new draperies and there are attractive murals on several walls. The Roberts window and the carpeting have been beautiful additions in the sanctuary.

We have also made several program changes. In 1979 we began an adult education program in October and in December we sponsored a Hmong refugee family. We have had two delightful Christmas pageants. We have changed the wording of our Covenant to reflect a more egalitarian viewpoint. We have established a Board of Christian Outreach and a Personnel Committee. The Adult Fellowship group is now a well-established group.

Some of our undertakings have not been successful. Our attempt to establish a task force to search for ways to serve the needs of older people, possibly including a continuum of care facility did not get beyond a few meetings. Sunday morning radio broadcasts were discontinued after a brief period. Efforts to organize an "18-30" group continue to be in the fledgling stage.

Traditionally there are several references to our financial situation in the annual report and this year is not likely to be an exception. It is an inescapable fact that we are moving closer to the time when "something" has to be different. On January 1, 1979 we listed a total active membership of 589 and we approved a budget of \$132,759.00. On January 1, 1983 we listed a total membership of 585 and we approved a budget of \$183,204.00 with income projected to be \$155,320; a deficit of \$27,884. Our membership has not increased but our expenses have increased almost 40 percent. These facts speak for themselves.

Where do we go from here? We are in an exciting and challenging time. A little over a year ago many of you completed a questionnaire to assist in the planning process. Our question was, "Over the next five years, I think the major emphasis at Pilgrim Church should be:". Responses 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.

There is much to be done and the directions can be found in these responses.

Joan Morrison, moderator

REPORT OF THE CLERK

4.

The reported membership of Pilgrim Congregational Church of Duluth (UCC)
as of April 1, 1982.....575

New members added during April 1, 1982 - March 31, 1983:

Confession of Faith.....	11
Transferred from other churches.....	1
Reaffirmation of Faith.....	7
Transferred from Inactive Roll.....	0

Total Additions 19

Members lost during April 1, 1982 - March 31, 1983:

Removed by death.....	6
Transferred to other churches.....	4
Removed to Inactive Roll.....	0
Dropped on Request.....	2

Total Losses 12

Net gain in active membership during April 1, 1982 -
March 31, 1983 7

Total active membership as of March 31, 1983

582

Baptisms.....	8
Weddings.....	13

Since the last annual meeting, there have been two (2) Special Meetings
of the church:

January 16, 1983 - To fill a vacancy on the Music Committee, to elect
a Pulpit Committee and to adopt a budget for 1983.

April 17, 1983 - To amend the Constitution to establish a Hospitality
Committee and to change the term of members of the
Diaconate.

R. Craft Dryer, Clerk

TREASURER'S REPORT FOR 1982

5.

RECEIPTS - Budgeted

		1983
		Budgeted Est.
Individual Contributions	128,015.29	115,000
Loose offering	2,409.57	2,000
Church School offering	125.14	100
Rentals	5,555.00	2,000
Women's Fellowship	600.00	1,000
Parsonage Fund	5,280.00	5,280
Income from Second Century Fund	18,000.00	16,300
Interest on Special Fund Investment	1,629.06	1,200
Jenks Trusts	3,996.34	8,100
Carry Over	<u>165,610.40</u>	<u>4,340 155,320</u>

RECEIPTS - Unbudgeted

Memorial Fund	230.00	
Special offerings:		
Christmas	663.95	
Thanksgiving (Food Shelf)	1,427.95	
OGHS (Easter)	941.00	
Neighbors in Need	718.50	
Jail Chaplaincy	106.50	
MSICD	770.00	4,627.90
Unbudgeted Income	27,553.09	
Minister's Fund	800.00	
Music Fund	80.00	
Insurance Fund - advance	231.75	
1983 Advance Payments	<u>16,252.24</u>	<u>49,774.98</u>
		<u>215,385.38</u>

DISBURSEMENTS - Budgeted

Ministry

Salary of ministers, annuity fund dues, car expenses, health and accident insurance, ministers' discretionary fund, housing allowance for minister and associate minister, and ministers' education	65,642.88	65,704.00
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Church Office

Salary of secretary, office supplies, postage, printing, office equipment and secretary's health insurance	14,987.02	16,684.00
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Music

Salary of organist/choir director, substitute organists, sheet music, care of organ, choir fees	10,092.34	12,118.00
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Christian Education

Church school curriculum, supplies and equipment, leadership and training, adult program, children's music program and Library	2,743.58	3,475.00
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Property Maintenance and Operating Expense

Salary of caretakers, caretaker's supplies and equipment, utilities, fuel, repairs, insurance, housekeeping expense	48,391.00	58,083.00
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TREASURER'S REPORT FOR 1982

6.

1982

Budgeted Est.
1983

General Expense

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

2,569.78

2,120.00

Benevolences

OCWM Basic Support

20,000.00

Campus Ministry

600.00

Northland College - Educational Ministry

1,000.00

Arrowhead Council of Churches

120.00

Ministry to Seafarers

300.00

Special Community Needs

United Campus Ministry 500.00

Lutheran Social Services 75.00

Duluth Food Shelf 1,000.00

Duluth Soup Kitchen 250.00

Arrowhead Council of Churches

Jail Chaplaincy

250.00

2,075.00 24,095.00

25,020.00

168,521.60

183,204.

DISBURSEMENTS - Unbudgeted

Special Offerings

4,627.90

Ministers' Fund

184.00

Roberts Fund

1,682.17

Music Fund

1,223.31

Miscellaneous

3,144.26

Invested-First Bank Money Market Fund

35,000.00 45,862.14

214,383.74

CHECKING ACCOUNT BALANCES

January 1, 1982

General Fund

\$ 7,919.35

Music Fund

120.46

Argyle Fund

100.00

1982 Advance

20,786.00

Ministers' Fund

650.64

\$29,576.45

January 1, 1983

General Fund

\$ 4,339.73

Memorial Fund

230.00

Ministers' Fund

1,266.14

Roberts Fund

2,437.92

Argyle Fund

100.00

1983 Advance cont.

16,252.24

\$24,626.03

BALANCES IN SEGREGATED FUNDS

7.

First Bank, Duluth - Trust Department
Second Century Fund, Nov. 30, 1982 \$201,805.22*
*Includes segregated funds in the amount of
\$30,561.45 temporarily invested

U. S. Treasury Note
Parsonage Fund 64,000.00

Note: In April, 1962, members of Pilgrim Church contributed \$7,500.00 for purchase of nine (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 1982 were \$369.36). Also we have been assessed \$240.00 per lot for street improvements. We are paying this assessment in annual installments, which through 1982 total \$1,536.93. 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 \$4,211.15.)

SEGREGATED FUNDS

Second Century Fund

Balance November 31, 1982 \$167,571.85

Income:

Dividends	\$ 4,132.72	
Interest	14,812.84	18,945.56
		<u>\$186,517.41</u>

Disbursements:

Bank Fees	\$ 585.40	
To Budget	18,000.00	
Int. on U.S. Short term Govt sec.- to budget	1,629.06	20,214.46

Balance November 30, 1982 \$166,302.95*

*Because part of investment is in stocks and bonds that fluctuate in value, total value as of November 30, 1982 is actually \$201,805.22 which includes current funds of \$30,561.45 temporarily invested in U.S. Govt short term securities.

Parsonage Fund

Balance, January 1, 1982	\$ 64,000.00
Income - Interest	5,280.00
	<u>69,280.00</u>
Disbursements - to Operating Budget	5,280.00
Balance, January 1, 1983	<u>\$ 64,000.00**</u>

**Invested in U. S. Treasury Note - 8½% due 8/15/85

TREASURER'S REPORT FOR 1982

Scholarship Fund

	\$2,620.34
Balance, January 1, 1982	476.90
Income - Interest	<u>\$3,097.24</u>
	476.90
Disbursements - to Operating Budget	<u>\$2,620.34</u>
Balance, January 1, 1983	

Memorial Fund

	\$1,217.88
Balance, January, 1982	
Income:	
Gifts in memory of	
Dr. Kay Lundberg	
Patricia Strebling Makela	
Samuel F. Atkins	\$230.00
Interest	<u>217.22</u>
	447.22
	<u>\$1,665.10</u>

Disbursements:	
Interest - to Operating Budget	217.22
Balance, January 1, 1983	<u>\$1,447.88</u>

Sabbatical Fund

	\$1,723.23
Balance, January 1, 1982	
Income - Interest	312.51
	<u>\$2,035.74</u>
Disbursements - to Operating Budget	312.51
Balance, January 1, 1983	<u>\$1,723.23</u>

Roberts Fund

	\$5,142.94
Balance, January 1, 1982	
Income - Interest	622.43
	<u>\$5,765.37</u>
Disbursements:	
Collegiate Cap and Gown Co.	\$1,022.85
Northwestern Bell Telephone Co.	1,682.17
To Operating Budget	622.43
	<u>3,327.45</u>
Balance, January 1, 1983	<u>\$2,437.92</u>

Ministers' Fund

	\$ 650.64
Balance, January 1, 1982	
Income	800.00
	<u>\$1,450.64</u>
Disbursements:	
Trinity Films	\$ 75.50
Mel's TV Audio	109.00
	<u>184.50</u>
Balance, January 1, 1983	<u>\$1,266.14</u>

FOR THE PERIOD JANUARY 1, 1983 TO MARCH 31, 1983

9.

RECEIPTS - Budgeted

	Year to date
Individual contributions	\$48,421.24
Loose Offerings	543.10
Church School offering	31.02
Rentals	435.00
Parsonage Fund	2,640.00
Church Organizations (W.F.)	1,000.00
Jenks Trusts	1,654.99
	<u>\$54,725.35</u>

RECEIPTS - Unbudgeted

Memorial Fund	948.00
Special Offerings	73.00
Unbudgeted Income	742.12
Ministers' Fund	66.50
Transfers	211.61
	<u>2,041.23</u>
	<u>56,766.58</u>

DISBURSEMENTS - Budgeted

Pastoral Compensation	15,402.78
Ministerial Business Expense	660.00
Office Expense	4,828.46
Music	2,763.68
Christian Education	867.15
Maintenance & Operating Expenses	14,092.53
General Expense	283.31
Benevolences	6,019.98
	<u>44,917.89</u>

DISBURSEMENTS - Unbudgeted

Special Offerings	45.00
Unbudgeted Expenditures	1,308.09
Ministers' Fund	530.00
Transfers	211.61
Deposit, Secy's Ins.	258.92
	<u>2,353.62</u>
	<u>47,271.51</u>

Dorothy Honigman, treasurer

HISTORIAN'S REPORT

10.

Vital signs are good when a congregation in its 112th year is asking such youthful questions as "Who are we?" and "What are our values?" As the annual reports are being compiled, the church and the pulpit committee have completed a description of the congregation, and the committee is receiving applications for the position of senior minister.

Dr. Shepard had announced on December 12 that he was leaving Pilgrim Church at the end of February to take a position as senior minister at the Packanack Community Church in Wayne, New Jersey. After nearly twelve years of his leadership and his excellent sermons, the congregation wished Godspeed to Shep and Jana at a farewell dinner on February 17. In his final sermon entitled, "The Fragmentariness of Life," Shep opined that nothing is ever really tied up neatly. However, a fitting exception to that rule was observed the week before when he held the memorial service for Dorothy Belt. The final years of her twenty-eight at Pilgrim had been ones of mutual appreciation between the two staff members.

As a congregation, we have a lot going for us as we proceed with our search for a minister. The Diaconate is providing thoughtful leadership. Liz has moved to the position of interim minister, bringing all her preaching and organizing skills and her knowledge of church and community. We are fortunate to have hired the Reverend Margaret Morris as interim associate. The Reverend Daniel VanderPloeg, UCC Conference Minister, acts as liaison between applicants and pulpit committee.

Earlier this year our church completed another personnel change. After Ray Baker's resignation as organist and music director at the end of February, 1982, our talented soloist, Linda Talbot, took over direction and the music committee supplied interim organists. By July, Dan Jaekel was enhancing Pilgrim's reputation for fine music.

The church office, too, kept the personnel committee alert. To fill the vacancy when Charlotte Lee resigned, Patricia Welborn began in June to provide the competent, cheerful help which has become another tradition.

Through all the aforementioned changes, the church calendar has anchored us to stability. We have again enjoyed the seasonal pleasures of the picnic at the end of the Sunday School year, the hospitality of "Homecoming" in the fall, the meaningful service of Thanksgiving (shared with Peace Church), and the traditional religious holidays. In addition to their Christmas Pageant, the children have been taking a more visible part in our church service. The Junior Choir under the direction of Rod Schubert has been well rehearsed and much appreciated. And the children share with all of us in their enjoyment of their own "children's moment."

The Adult Education Committee has by now developed so much momentum that they really did (and did well) what first seemed too large an order: their presentations have dealt with "Lifeline Problems"--from birth to death. The Men's Fellowship and the Adult Fellowship continue to hold their get-togethers and to announce programs of interest. And our momentum continues to carry the church into the community as we make regular contributions to the Duluth Emergency Food Shelf and staff one day a month at the Soup Kitchen.

One piece of advice which is given to churches in the interim period between ministers is, "Don't lose your momentum." We are all involved in making the best use of the start we have.

Hazel Niss

Our two major responsibilities are care of church property and finances. In the first instance, there were no major repairs or renovations this past year. Normal routine maintenance was carried on. A new telephone system was installed which has resulted in more effective handling of telephone communication by the staff. We have budgeted for and expect to paint the exterior wood trim of the church when weather allows in 1983.

Managing church finances proved to be a challenge this year. As you know, we were forced to budget a significant deficit for the current year. The budgeting process was further complicated by Dr. Shepard's leaving and the resulting unknowns in terms of financial needs.

The Board is very concerned about deficit budgeting and we are commencing a process to resolve the problem by increasing pledge income. In that regard, starting April 26 we will begin the planning process with the assistance of Conference Minister Robert Bergfalk. His special skills are in the area of stewardship and we are hopeful that with his advice and help we can develop an income base which will allow for continuation of all church programs. This will represent the principal activity of the Board for the ensuing year.

In the meantime, the Board would welcome your suggestions or inquiries as to the church financial situation.

Clark Crowell, Chair

DIACONATE

The Diaconate has spent another active year in its role of assisting the ministers in the spiritual oversight of the church. The board continued its regular activities, undertook additional responsibilities with Dr. Shepard's resignation, and has been active during the interim ministry period.

The committee structure and its individual members continued to function effectively in accomplishing a variety of tasks. The Baptism and Membership Committee (Beth Brown, Ellen Harkey, Ruth Amundson and Laurel Erickson) provided assistance to the ministers with the baptismal ceremonies and with orienting, introducing and welcoming new members. The Communion Committee (Karl Honigman, Jon Welles, Bea Halfaker and Nancy Fride) organized and with several communion services including three services served in the pews. Members of the Flower Committee (Nancy Fifeild), Bea Halfaker) arranged for flow-ers for the Sunday services. The Lookout Committee (Irv Parson, Liz Peterson) organized distribution of these flowers. The Worship and Music Committee (Jon Welles, Karl Honigman, Nancy Fifeild, Mary Ann Hurrle) assisted the ministers with regular and special worship services, including providing liturgists. This committee, minus members who serve on the Pulpit Committee and with the addition of Cliff Grindy, Irv Parson, Ellen Harkey and Dennis Falk, also served as the Interim Ministry Committee. Another committee, (Gene Carpenter, Jesse Bradley) arranged for ushers throughout the year. Visitation (Ruth Amundson, Ellen Harkey) of the sick and shut-ins, and Transportation (Karl Honigman, Jesse Bradley) were handled by separate committees. Cliff Grindy represented the Diaconate on the Personnel Committee and Jon Welles and Nancy Fifeild served as liaisons to the Music Committee at separate times during the year. The members of these committees are to be commended for the time and effort they devote to coordinating and providing the many activities described above plus additional duties that develop during the year.

The Diaconate was involved in several special activities and events during

(DIACONATE continued)

12. The past year, Irv Parson and others were actively involved in coordinating efforts to receive a photo directory of the church members. Jon Welles and Karl Honigman organized several family worship services during June. The Membership and Baptism Committee planned and implemented Pilgrim Rediscovery Month in September, with this year's theme focusing on "Hospitality." Marti Steussy was asked to lead seven worship services on Thursday evenings during Lent.

The Diaconate took on several additional responsibilities following Dr. Shepard's resignation. An extremely important function was to select three members of the church who would in turn, nominate a Pulpit Committee to be reviewed and approved at a congregational meeting. Jesse Bradley, Lois Heller, and Bob Eaton were selected to fulfill this responsibility and in turn nominated what was considered to be a representative and extremely qualified committee.

The Diaconate was also called upon to make plans and personnel decisions for the interim ministry period. The first decision made in this regard was to select Liz Ottinger for the Interim Minister position. This turned out to be a relatively easy decision, as the board felt she had performed very effectively in her role of Associate/Assistant Minister, and her knowledge of the church and its members was viewed as an extremely valuable asset during the interim period. Remaining plans for the interim included, 1) hiring a second professional staff person, 2) securing lay and substitute preachers and, 3) encouraging development of the lay ministry. The Diaconate felt fortunate to be able to hire Margaret Morris as the Interim Associate Minister. Ms Morris has specific training and experience in the interim ministry and has extensive experience in Christian Education and outreach activities as well.

The Diaconate had responsibility for one adult education session on the interim ministry and asked those in attendance to identify some of the things we might do as a congregation before a new minister arrives. This list included the following:

1. Identify and begin to deal effectively with conflicts.
2. Identify those things that we are and where we intend to go; strength, history, tradition, etc.
3. Examine the style and structure of leadership in the church.
4. Be supportive of each other, assist church boards and ministers whenever possible.
5. Attend to financial state of the church.
6. Start two creative new projects.
7. Approach former members who may wish to return.
8. Develop a lay ministry.
9. Share previous interim experiences.
10. Consider updating hymnal.

The Diaconate will pursue several of these issues and encourage other groups and individuals to address others.

All members of the Diaconate provided valuable service, but the Board wishes to express special thanks to those who are completing their service: Gene Carpenter, Nancy Fifield, Ellen Harkey, and Mary Ann Hurre. Special thanks go also to Cliff Grindy who served very effectively as Vice-Chair and to Karl Honigman who fulfilled his role of secretary very competently.

Respectfully submitted,

Dennis R. Falk, Chair

BOARD OF CHRISTIAN OUTREACH

MEMBERS: Bob Brenning, Betsy Brownell, Bob Falsani, John Fochs,
Mary Gemuenden, Jody Glendenning, Polly Harlow, Gerry Heller,
Barbara McLish.

This board's four functions, as set up in the constitution, all start with action verbs: to encourage and assist, to educate, to consider and act, and to provide. Our second year has run more smoothly, funneling these action duties into a regular schedule for our monthly meetings. A review follows:

1. A benevolence budget was set up.
2. Members assumed responsibility for reporting on each agency or project funded.
3. The Thanksgiving Offering was designated for the Food Shelf.
4. Special Community Needs are continually being studied and funds allocated where needed most.
5. Four educational programs were put on for the Adult Classes on the UCC Peace Priority.
6. A Covenant for Peace was developed to be submitted to the entire church for consideration and possible adopting at this time. An explanation and the Covenant follow.

Gerry Heller, Chair

(over)

14.

Over the past two years the Board of Christian Outreach has presented programming to the congregation on local, national and global peace concerns. We took as our lead, the commitment of the UCC to the peace priority. During this time, our board has discussed more concrete options in which the congregation could become involved. Disbursements of money to such projects as OCVM and the Food Shelf have been expressions of our commitment.

Our concern, however, is that our commitment to peace as a congregation needs further implementing to allow personal responses to the life issues. We have therefore worked out a Covenant for Peace that allows the congregation as a whole to express itself along four lines as indicated below. We will be asking for a vote on the Covenant at the Annual Meeting. During the course of the coming year further concrete lines of action will be suggested for individuals, families and the congregation to follow if they wish. Examples include lifestyle changes, political action and study/education groups.

COVENANTING FOR PEACE

1. Prayer and Spiritual Examination

Prayer is at the core of peacemaking. It is both a recognition of our own sin and a celebration of Christ's victory over the darkness of human folly which contributes to violence, hunger and other peace-destructive concerns. Prayer leads us into examination of our lifestyles, the re-examination of our values, the commitment to justice as Christians that requires of us biblical reflection and action in the world.

2. Education

This part of the covenant of peace commits us to learn, to move from passivity to informed awareness and responsibility. Education in peace requires of us a movement from narrow "one cause" explanations of peace toward an "inter-relationship of causes" worldwide.

3. Evangelism

We covenant together to spread the gospel of peace, taking the message of the urgency of peace in our time to our immediate community in a concrete manner that can draw other persons into dialogue and action within the covenant for peace.

4. Public Witness

The fourth element of our covenant for peace requires of us to bear active public witness to the imperatives of peace. This involves the demonstration of our commitment in lifestyle changes, in acting differently toward others, in living a life that demonstrates peace and not merely gives lip service. With Christ as our model, our covenant for peace needs to actualize itself concretely inside and outside of the confines of our congregation.

Members: Gene Bard, Judy Casserberg, Steve Downing, Cindy Fochs, Dan Gerber, Julie Johnson, Patrick Labadie, Ellis Livingston, Andy Nelson, Kitty Reichert, Bonnie Simenson, and Triss Harwood, chair.

ADULT COMMITTEE

This year our theme for Sunday morning adult education has been, "The Christian Lifeline - from Birth to Death." We began with birth-related topics, including birthing alternatives and the ethical decisions involved in neo-natal intensive care units. Other issues included marriage and divorce, future concerns of young people, parenting support, adoption, church sacraments, and concerns surrounding aging and dying. Four Sundays were devoted to programs on peace priorities, sponsored by the Board of Christian Outreach. A series of programs on interim ministry concerns was planned by the Diaconate. Due to the loss of Dorothy Belt's leadership, we have not offered a Bible study this year, but consideration is being given to beginning again in the fall. The cooperation of members of the church, community, and other boards has been excellent in the planning and carrying out of all these programs.

YOUTH COMMITTEE

Pilgrim Fellowship has been meeting the needs of an enthusiastic core group of students in the ninth through twelfth grades in areas of social concerns, recreation, as well as Christian fellowship. We appreciate the valuable leadership of Julie and Clyde Johnson. The Seven-Uppers, the fellowship group for seventh and eighth graders, has met regularly this year with parent volunteers sponsoring monthly meetings or recreational activities. With the help of a newly-formed Scout committee, we are in the process of deciding whether or not to continue the Pilgrim Church-sponsored Boy Scout Troop.

CHURCH SCHOOL COMMITTEE

We have what seems to be an ever increasing number of children participating in our church school program. We very much appreciate the effort and enthusiasm of teachers who have worked with them this year. In response to an expressed need for more music for the children, a music program was introduced last fall. Rod Schubert, the director, has worked with the younger children on a regular basis and formed a children's choir for the older group. For the older children, the option of a drama project has also been offered this spring as an alternative to music. We are proud of another successful Christmas pageant and look forward to Church School Day and our first Vacation Bible School in many years, planned for the fourth week of August.

All these programs are carried out by a conscientious and hard-working group of teachers, other church members, and those who serve on our board. We would like to express special appreciation to those members who are completing their service to the Board of Christian Education: Ellis Livingston, Julie Johnson, and Andy Nelson. We will miss working with them.

We are especially thankful for the support and enthusiasm of the associate minister, Liz Oettinger, and we are looking forward to working with Margaret Morris during the interim period.

Triss Harwood, chair

PERSONNEL COMMITTEE

16.

Job descriptions for church staff have been prepared by the committee and forwarded to the major church boards for consideration and recommendations.

Staff performance was reviewed and, at the request of the Trustees, salary recommendations for 1983 were provided for their consideration. Each staff member met with the committee to discuss the conditions of his employment and any concerns.

With the aid of personnel policies information provided by the State Conference, the committee has developed personnel policies for the use of the church.

Sincere thanks is due various members of the committee for the time and thought put into this work.

The Committee.

NOMINATING COMMITTEE

The nominating Committee submits the following nominations for the offices and committee membership to be filled by election at the Annual Meeting of the church on Wednesday, May 18, 1983.

Moderator (2-years)

Robert E. Heller

Clerk (1-year)

Craft Dryer

Treasurer (1-year)

Dorothy Honigman

Historian (1-year)

Hazel Niss

Diaconate (3-years)

Terry Falsani

(2-years)

Wm. P. Van Evera

(1-year)

Wm. D. Gemuenden

Trustees (3-years)

Jane Bayly, Mary Brain, Joseph Leek

Christian Education (3-years)

Gene Bard, Wm. Lundberg, Wanda Marquardt,

Kitty Reichert

(1-year youth member)

Steven Gildersleeve

Christian Outreach (3-years)

Robert Brenning, Geraldine Heller, Claudia

Reed.

(1-year)

Polly Harlow

Music Committee (3-years)

George Killough, Helen Ann Kohlbry

(1-year)

Barry Peterson

Nominating Committee (3-years)

Wm. Gemeinhardt, Joan Morrison,

Mary Roberts

Delegates to Minnesota Conference and Eastern Association (1-year)

Chick Gerke, Clyde Johnson, E.I. Parson,

Ruth Lewis

Alternate

Joseph Leek

Hospitality Committee (1-year)

Jesse D. Bradley, Marjorie Dinham,

Polly Harlow

(2-years)

Betsy Brownell, Mary Gumuenden,

Robert M. Smith

Respectfully submitted: The Nominating Committee
Marjorie Brooker, Keith Brownell, Bruce Buchanan, Ruth Ann Eaton, Pearl Fuller
Polly Harlow, Clyde Johnson, Tom Kohlbry, John D. Morrison, Chair.

The music program at the Pilgrim Congregational Church has undergone a number of changes this year.

Dan Jaeckel, organist and music director, was selected in the summer of 1982 to replace Ray Baker. With Dan's expertise and knowledge, he has maintained our fine choir and has increased its membership. Our church music has been kept vital with interesting music and a variety of instrumentalists.

Report of the Music Director

Organ: Tuned twice during season

Dick Lurth continues to make repairs at each visit
Console problems -

Concerns expressed

Limitations for use with existing problems

Letters written to ask for repairs to be made by company supplying poor materials

Suggestions from Dick Lurth, David Rutford, and Dan Jaeckel as to what to do about problems relative to entire organ mechanism

New mechanical action organ (tracker) proposed by Dan Jaeckel as a final solution to continuing expenses on present organ

Choir: Choir representative to music committee has been Charles Hoffman.

Choir section leaders have been: Char Thatcher, soprano

Linda Talbot, alto

Joseph Meidt, tenor

Dennis Anderson, bass

Choir section leaders' responsibilities have increased throughout the year; responsible for more solo and small ensemble work, preparation of their individual parts before the rehearsal, co-ordinating of section personnel - their responsibility for each piece of music and their ability as relating to the ensemble; responsible for sectional rehearsals.

Choir personnel during the season have included:

Melissa Brown

Nancy Fifield

Peter Fifield

Jane Fuller

Shirley Grindy

Ted Harwood

Nancy Heller

Kim Herschler

Charles Hoffman

Lois Jaeckel

Laura Lamb

Roger Lips

Edith Livingston

Vyonne Long

Ann Mac Arthur

Caillin Matzke

Dawn Meidt

Ione Mabrey

Roy Magney

John Morrison

Barry Peterson

Beryl Pettigrew

Marge Pettigrew

Rodrick Schubert

Carrie Simenson

Carol Tierney

William van Druten

Mary Van Evera

William Van Evera

Kathy Welles

Robert Wojcicki

A significant number of members have been singing this year who have not been members of Pilgrim Church but who enjoy the challenges of the music sung in the group; some former members have also returned.

A drawing was made along with the request to remove the carpeting in the choir loft for better choral and instrumental possibilities. Volunteers offered to help with this work.

The choir has prepared more new music than in the past years - less repetition of previously-learned and sung music has been the result.

Dan Jaeckel feels the choir has progressed in a very significant and positive way during the year; difficult music remains a challenge for the choir, but its preparation and presentation have been a very enjoyable experience.

Choir: (continued)

During the summer of 1982, a complete schedule of the works to be sung by the choir during the 1982-83 season was developed and distributed to the choir members and to the pastors.

The choir continues to indicate the individual dates for Dan well in advance of each member's absence from rehearsal or Sunday service so that scheduling continues to function smoothly.

On November 28, 1982, a complete cantata by J. S. Bach was offered during the Sunday service, with instruments, choir, harpsichord and soloists. The cantata was "Nun komm, der Heiden Heiland", and it was sung in the original German.

Instrumentalists have been used on a regular basis to accompany the choral pieces.

Because of the excellent attendance record of the choir members during the year, rehearsals and Sunday services have gone very smoothly; Dan Jaeckel is especially appreciative to all the choir members for making this such an enjoyable season.

Edith Livingston has continued to function as choir librarian and has tackled the very difficult work of re-organizing the choir files and of preparing a complete list of music in the files for distribution to other churches in the area for the purpose of exchanging music with them as individual choir directors have need of a piece of music in another church's files. Edith's decision to leave the state in the near future will quickly become a bane to Dan and the choir. Edith has also had a few opportunities during the season to use her organ skills for parts of the Sunday services.

Other:

The Pilgrim Brass Ensemble continues to function and has been used in a variety of ways throughout the season in the Sunday service. Members include: William van Druten, Charles Hoffman, David Ramp, Martha Brown, Gayle Nicholls, and Laurie Bergman.

The Bell Choir was reorganized to be involved in the Christmas Eve service. Rehearsals have been continuing on Sunday evenings with various high school and junior high people involved.

Instrumentalists from Pilgrim Church, other than those mentioned previously, who have added much to various services during the season are:

Ann Anderson	Rodrick Schubert	Ted Harwood
Fran Leek	Linda Talbot	Kim Herschler
Ann Leek	Jane Fuller	Beryl Pettigrew
Carolyn Leek	Joseph Meidt	

A children's music program was started in September, 1982. Rod Schubert has been the director, working with the children on Sundays and Wednesdays. Vocal music and instrumental music (recorders) have been used as a part of the children's training.

Report from the Children's Music Director

The "Children's Music Program", as it was first known, is now functioning as the "Children's Choir of Pilgrim Congregational Church." The target ages are young people in 2nd through 6th grades.

There are 21 actively involved children and they have been performing once a month since November. They will have performed, in addition to the Christmas Pageant, two small cantatas. Some of them have learned to play recorders and two of them wrote a short song used as part of the April cantata on the "Good

Shepherd."

This program would not have been a success without the generous help, patience, and support given by all the members of Pilgrim Church. We have had a good first year, but the talent of these young people is limitless. As originally envisaged, a choir school is two to three years off, but it can, should, and will happen with everyone's active support.

With much love and thankfulness,

Rodrick Schubert

The music committee is working on the maintenance problems of our three fine instruments: the organ, the six-foot Mather Steinway piano, and the nine-foot Mannheimer piano. The music of our church has always been of the highest calibre. It is the hope of the music committee that these fine standards will be continued.

Additional members of the church have been called upon to serve on two sub-committees for the organ and the pianos. The financial outlook for the church will strongly influence the decisions made for the care of these instruments.

We are indeed proud of our fine church choir and our musical director, Dan Jaeckel. The outstanding quality of musicians have contributed much beauty and vitality to our worship service.

Ann Anderson and Edith Livingston
Co-chairs, Music Committee

PILGRIM FELLOWSHIP

Pilgrim Fellowship has been fortunate to have had outside speakers this year. A few of these have been: Kitty Reichert talking about feminism, and missionaries from Japan. A group of Pilgrim Fellowshipers participated in an adult education program. We have also had in-group discussions led by a member.

We have made money, not only for ourselves, but for others. We have done this through bowling, bake sales, a hunger meal, the Easter breakfast, and the annual Grodnikburger planned for May 15. Prior to the Christmas Pageant, members held a live nativity scene in front of the church. P. F. also had the Sunrise Service this year.

Weekend activities have included: a retreat, lock-in, and a camping trip being planned for June 13 - 15.

Our officers for the 1982-83 church year have been: Beth Lundberg, president; Caillin Matzke, vice-president; Lori Morrison, secretary; and Andy Nelson as the Youth Representative for the Board of Christian Education. Looking back we have grown spiritually as well as socially.

Beth Lundberg, president
Pilgrim Fellowship

WOMEN'S FELLOWSHIP

The Women's Fellowship met monthly, September through May to experience fellowship with each other and to further helping others.

To help support the mission of the church we contributed \$1,000 to Pilgrim Church.

Perhaps our outreach to others is one of our main goals - recipients are:

Delmo	\$200	Charles Hall Youth Services Center	\$200
Northwood Home	50	Fort Berthold Council of Churches	125
Church World Service	100	Church Women United	30
Sunburst Home	100	Arrowhead Council of Churches	125
Boy's & Girl's Club	50	Y.W.C.A. Little People	100
Campships	100	Battered Women	100
The Salvation Army	50	Jail Chaplaincy	100
Regional Care Center	100		

For our spiritual growth and enjoyment our programs for the year were:

- May, 1982 - Senior Musical Group, Belles & Beaux.
- October - Joan & Carol puppet show, Kids on the Block; annual bazaar.
- December - Elizabeth Oettinger, a Christmas reading.
East High School Choir, Christmas carols.
- January, 1983 - A.F.S. Students from Ghana, Africa and Rome, Italy
- February - Tim Baumgartner, coordinator of the Soup Kitchen. His talk gave us a good insight on the need for these services.
- March - Dr. Elizabeth Bagley gave an informative talk and showed slides on home-health care.
- April - Those were went to Bath, England spoke on some of the highlights of their trip.

Help and service to others: one day a month volunteers for the Soup Kitchen; provide drivers to deliver "Meals on Wheels"; with bountiful donations of clothing from church members, several huge packages were sent to Delmo's thrift shop; SERRV still going strong; knitters supplied miscellaneous items for the Seafarers; shut-ins were visited and plants presented to them at Christmas; coffee hour after church services was provided.

Areas for personal fulfillment were programs for fitness, Search and the Feminist Theology study groups.

To all members of the Women's Fellowship I extend a whole-hearted thank you for cooperation and fine contributions that have made our fellowship a going and caring concern.

Last, but certainly not the least, a big thank you to our church staff--your help and assistance are truly appreciated.

Eva Danielson, chair