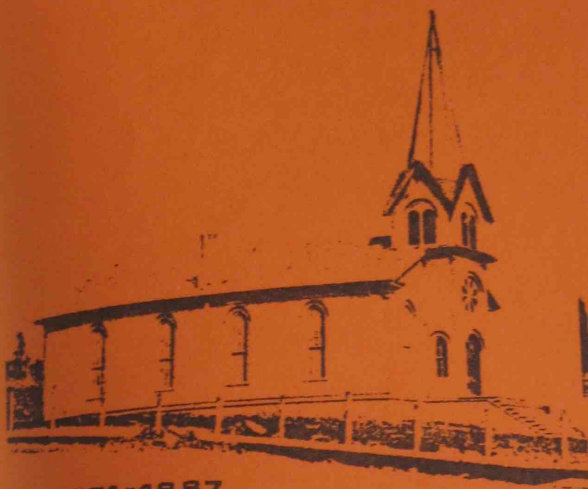
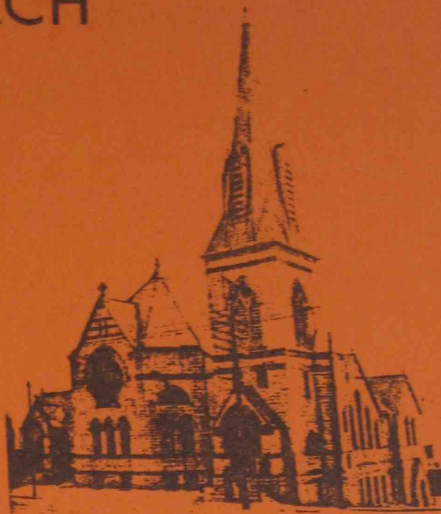


PILGRIM CONGREGATIONAL CHURCH

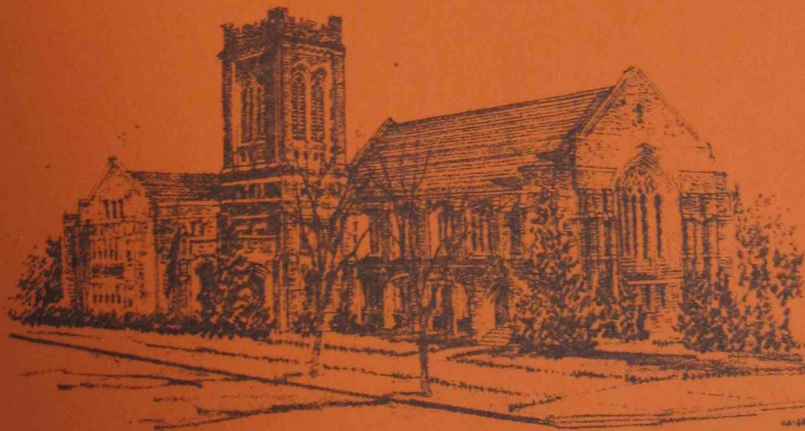


1871-1887



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ANNUAL REPORT



1917-

March 31, 1983 - March 31, 1984

ANNUAL REPORT OF PILGRIM CHURCH

Presented at Annual Meeting, Wednesday, May 9, 1984

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STAFF OF PILGRIM CHURCH

Ministers:	John D. Fitzgerald
	Elizabeth N. Dettinger
Secretary/Office Manager:	Patricia A. Welborn
Organist/Music Director:	Daniel J. Jaeckel
Custodian:	Anthony Livingston
Housekeeper:	Florence Ek

SENIOR MINISTER:

1.

I write these words midway through my first week back in the office following nearly three months of medical leave, occasioned by major surgery and the various ups and downs of convalescence. It was almost one month to the day after the Fitzgerald family's arrival in Duluth that these medical troubles began. Thus my four-month view of Pilgrim Church is best described as tangential. Nevertheless, I come to several observations concerning our common life.

The first of these is the sense of indebtedness that Nancy and I have for the strong support you have given us and the patience you have shown as we have moved through a very difficult time. Obviously illness never arrives at an appropriate time, and this arrival could not have been more inopportune, both personally and for the life of our congregation. The cards and letters that came to us at our home, and in the hospitals in Chicago and Rochester, lifted our spirits and made a hard journey easier. And the care and concern expressed by the official leadership of our Church could not have been more supportive. We are thankful!

My second observation concerns the strength of our Church. Returning to the office, I have the strong sense that Pilgrim Church has weathered these three months in good shape. Programs have continued, worship has been well attended, and we have progressed. I know full well that this could not have happened without the commitment and work of the lay leadership of our Church. And this sense of strength is borne out by the remarkable achievement of our Pledge Drive. The Lenten campaign to "Erase the Red Ink" has resulted in an almost 50 percent increase in pledged support for Pilgrim Church for 1984 compared to 1983. Here the thanksgiving needs to be spread among all of us.

Finally, I think Pilgrim Church is blessed with an excellent staff. From Mrs. Ek and Andy Livingston who keep us shined up, to Pat Welborn, whose gracious competence welcomes us and keeps us organized, to Dan Jaeckel, whose obvious care and concern and musicianship gives us such beautiful music for worship, to Liz Ottinger, they are such fine people. But it is Liz Ottinger that I particularly single out. Upon her shoulders has fallen the major burden for leadership over this three-month period. All of us are indebted to her, not only for her willingness to carry an extra load, but for her ability to carry that load so well. With these words I express my own personal appreciation to her for a job well done, and to Chick Gerke and Jessie for all those hours that Liz was here, rather than at home.

Now we look to the new year for Pilgrim Church. For all of us, may it be a year when life is a bit more "normal" and together we can work at those tasks that spell out faithfulness and commitment in our common life.

Jack Fitzgerald

ASSOCIATE MINISTER:

As I sit down to write this annual report, I am a bit overwhelmed by the task. It has been an overwhelming year, my friends, and yet, I think, quite productive. You know as well as I the events: Interim Ministry, calling a new minister, budget crisis, Jack's coming, Jack's illness, more budget crisis. These have been challenging days for this congregation, and I believe their outcome has been mostly positive. I would like to highlight some areas of perceived growth over the past year:

1. I believe that this time has been one which has generated a great deal of congregational input into the life and future of the church. Adult education programs, the Fall brunches, the Stewardship committee questionnaires on the budget, all these have provided useful data about how you feel about

2. the church, its needs, and your needs. I hope you feel that your voices have been heard, and beyond that, I hope this openness of communication continues, because it is essential to the continued health of the congregation. We do not all agree with each other. And yet in our talking together and living together the church will find its future. The more who participate, the better the church will serve the needs of all its members.

2. I think that in part, because of the openness above, and also because of the various crises we have moved through together, more people are active and committed to this church than were a year ago. So many of you have pitched in and helped, reevaluated your commitment to the life and program of our church, this church is richer and more active. The basic truth of the church is that its ministry is made or broken, not by some outside agency, not by the minister or ministers--though they may be either helpful or obstructive--but underlying all, the church's ministry is vested in the body of its laity. I am delighted to see the lay ministry of Pilgrim Church growing; I hope that also continues.

3. As people have reevaluated their commitment to this church, some of that reevaluating has been financial. The books say that it is almost impossible to raise pledged giving within the church by more than 20 percent in a single year. This year our pledged giving has increased by almost 50 percent. This leap has caused some strain; it has caused us all to stretch. Again, I believe it has been a healthy stretch. Pilgrim Church had gone too long with the responsibility of giving so lop-sided. We have gone a long way to balance that. There is more to be done. But I believe that we may congratulate ourselves on our very real increase of commitment to financial stewardship.

Having thus congratulated ourselves, I would say a few words about the future. I think there is a danger in having gone as long as we have on reduced staff. People begin to feel that the current level of activity in the church is normal. During the past fifteen months, because of the circumstances, the staff and the church have maintained our operation in crucial areas; however, we have drastically cut back on community involvement, on program development, routine calling, visitor follow-up, and detail work. Although I think that the cuts were necessary at the time, we must now move this church off of a maintenance level and think about creative ways to improve the quality of our church's common life and ministry. Plans have been made to become more intentional in the area of membership development, to be more consistent in our efforts to make new members feel at home and part of the church. The trustees are becoming organized not only to sustain their work in improving our stewardship, but also in doing some work in the area of planned giving.

The Board of Christian Education, along with the Pilgrim Fellowship advisors, will be focusing on increasing opportunities for our young people to serve and be served within the church. And the needs of the larger community and our responsibility to address those needs continue.

"We've only just begun" is the theme for this year's annual meeting. And that makes sense to me. I feel that we have begun to make a new beginning at Pilgrim Church, a good start, one I hope we will continue and build on in the years to come.

In closing, I do need to thank a few people for the gifts they have given to me and the church throughout the year. Margaret Morris, though she is no longer long among us, gave to both me and the church many gifts as Interim Associate minister. The rest of the staff--Pat, Dan, Andy and Florence--have all helped me throughout this year when time seemed too short and the tasks too many. They have forgiven me when I have let them down, made me laugh, and worked alongside of me to see that things happened. This church should be both thankful and grateful for the quality of work and commitment of all who work in this building. Bob Heller and the Diaconate deserve much of the credit for increasing the work of lay ministry in this church, and I thank them for their support. And finally

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MODERATOR:

The past year has been a challenge to our congregation. Having succeeded Joan Morrison, I found the church headed successfully in new directions and undertaking the challenge of self-evaluation required by the prospect of finding a new minister.

Several achievements deserve special attention. First, Jack Fitzgerald joined us as our new minister. The unexpected flair-up of his cancer and continuing complications caused concern for Jack and his family. At this writing Jack is on his way to recovery and we continue to give Jack and his family our support for their ministry among us.

Second, the church council adopted the first formal personnel policy and job descriptions. The personnel committee has worked long and hard on these matters which serve to define our expectations for our staff.

Third, the strong leadership provided by Liz Oettinger during the Interim Ministry and Jack's illness has facilitated our self-evaluation and kept us headed in the right direction. The assistance of Margaret Morris during the interim was invaluable.

Fourth, several new programs were instituted. The Board of Christian Education was a leader in establishing a successful Bible Vacation School and revamping the confirmation program. The Hospitality Committee provided a new format for assisting church functions.

Fifth, led by Bob Eaton and Kay Slack, the Stewardship Campaign began the tough task of educating us to the financial needs of our church and the responsibilities of membership. We learned that we can no longer rely on a few to support our needs. Each of us must do our share to support our church. At this writing it appears that our "Erase the Red Ink" campaign is well underway and should be successful. We cannot stop here, but must continue to pledge ourselves habitually to support the demands we place upon our church.

Upon reflection of this past year and to visualize the entire task of our church, I sense a need for redefinition. First, I would propose a new committee to review our constitution and by-laws. It has become apparent to me that while our constitution substantially reflects the operations of our church, the natural evolution of activities requires us to clarify the documents governing us.

Second, we must continue to define our goals and demands so that we can understand the financial requirements of our church and continue to expand our support, not only monetarily, but also by participation in the church's activities.

Third, our total membership has remained stable over the past several years. Membership growth is a task in which we can all share. During the next year, we should take steps to work actively on increasing our membership.

Our church is going through an exciting and challenging period. We must all work together to increase our activity in service to our God and church.

Robert E. Heller
Moderator

CLERK:

The reported membership of Pilgrim Congregational Church
of Duluth (UCC) as of April 1, 1983 582

New members added during April 1, 1983 - March 31, 1984:

Confession of Faith	8
Transferred from other churches	0
Reaffirmation of Faith	13
Transferred from Inactive Roll	0
Total Additions	21

Members lost during April 1, 1983 - March 31, 1984:

Removed by death	17
Transferred to other churches	13
Removed to Inactive Roll	0
Dropped on request	4
Total Losses	34

Net loss in active membership during
April 1, 1983 - March 31, 1984: 13

Total active membership as of March 31, 1984: 569

Baptisms	7
Weddings	3

Since the May 18, 1983 Annual Meeting, there have been three (3) Special Meetings
of the Church:

October 2, 1983 - To fill certain vacancies on Boards and Committees and to
consider the report of the Pulpit Committee and issue a
call to the Reverend John D. Fitzgerald.

February 5, 1984 --To adopt a budget for 1984.

February 26, 1984 -To fill a vacancy on the Board of Christian Education.

Respectfully submitted,

R. Craft Dryer,
Clerk

HISTORIAN'S REPORT:

On a church calendar, both Advent and Lent are times of waiting and preparation. The year since Pilgrim's last annual meeting has included another such season--the interim before the arrival of our new senior minister. Looking abck at the ten-month interim, we are gratified to see that we did not simply wait; we were led to prepare for changes.

Familiarity and continuity were provided by Liz in her service as interim minister. Beginning on April 10, Margaret Morris joined our professional staff as half-time interim associate minister. Besides bringing the outside perspective we needed to evaluate our structures, she used her skills in church school, adult education, preaching and personal ministry, and advised both the Diaconate and the Pulpit Search Committee.

Because so many parts of the congregation were working to accomplish it, most aspects of our church life remained undimished. On June 5 the combined choirs of First Lutheran and Pilgrim Churches presented Franz Schubert's Mass in G. In September, traditionally "Pilgrim Rediscovery Month," the Diaconate directed our attention to "faith, family, and the future," and we met in small groups for Sunday brunches in homes. Adult Education groups wrestled with concerns of ethics and peace.

On October 2 after a service in which Jack Fitzgerald preached the sermon, a congregational meeting voted to elect him senior minister. There was an air of joyous excitement in the crowded Salter Hall at the coffee hour which followed. Our enthusiasm was high, too, as we welcomed the Fitzgeralds' permanent arrival on January 8.

For four weeks we enjoyed a sense of accomplishment and satisfaction in having the capable and enthusiastic leadership of both Jack and Liz. However, there remained one more test of our strength as a church family. Jack's health required radical surgery and then a slow return to health and the vigor which is so much his style.

As we close the records on this year, we realize that both through planning and in spite of our plans, we have had a year of opportunity to learn something valuable about the way clergy and congregation work together to create a special environment for faith.

Hazel Niss

+ + +

ASSOCIATE MINISTER continued

a word of thanks to Jack. We have not had much of a chance to work together in the same building, but in the past four months, from wherever he has been, he has supported me with his willingness to listen, his sense of humor, his guidance, and his ability to be concerned for me even in the midst of his illness. I look forward to our continuing partnership in ministry.

Respectfully submitted,
Elizabeth Ottinger, Associate Minister

TREASURER'S REPORT 1983:

RECEIPTS - Budgeted

	\$120,599.29
Individual contributions	2,246.73
Loose offering	62.74
Church School offering	1,935.50
Rentals	2,881.97
Interest	5,280.00
Parsonage fund	1,000.00
Women's Fellowship	15,400.00
Income/Second Century Fund	8,375.76
Jenks Trusts	-0-
Carry over	

\$157,781.99

RECEIPTS - Unbudgeted

	3,168.00
Memorial Fund	
Special Offerings:	
Christmas	549.21
Food Shelf	517.36
OGHS (Easter)	961.50
Neighbors in Need	673.84
UNICEF (raised by Pilgrim Fellowship)	<u>126.95</u>
	2,828.86
Unbudgeted Income	3,180.62
Ministers' Fund	66.50
Transfers/Parsonage Fund	19,808.48
Transfers/Memorial Fund	205.29
Insurance Fund - advance	215.04
1984 Advance Contributions	<u>19,858.16</u>

49,330.95

Total Receipts

\$207,112.94

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, ministers' education expense, interim minister, and relocation expense

48,753.19

Church Office

Salary of secretary, office supplies, postage, printing, office equipment, and secretary's health insurance

16,892.99

Music

Salary of organist/choir director, substitute organists, sheet music, organ maintenance, choir fees, and instrumentalists' fees

11,923.09

Christian Education

Church school curriculum, supplies and equipment, leadership and training, adult program, children's music program and library

3,788.15

6.

Property Maintenance/Operating Expense
 Salary of caretakers, caretaker's supplies
 and equipment, utilities, fuel, repairs,
 insurance, housekeeping expense

49,276.52

General Expense

Bulletins, literature, advertising, annual
 stewardship expense, contribution envelopes,
 per capita dues, hospitality, miscellaneous,
 resource personnel, conference newspaper,
 child care

2,578.13

Benevolences

OCWM Basic Support

20,000.00

Campus Ministry

1,100.00

United Theological Seminary

1,000.00

Arrowhead Council of Churches

120.00

Food Shelf

1,500.00

Ministry to Seafarers

550.00

Kid's Closet

150.00

Jail Chaplaincy

600.00

25,020.00

4,525.61

Search Committee Expense

UNBUDGETED EXPENSE

Memorial Fund

1,386.00

Special Offerings

2,828.86

Miscellaneous

4,428.65

Ministers' Fund

975.33

Transfers from Parsonage Fund

19,808.48

Transfers from Memorial Fund

205.29

Insurance Fund

215.04

Deposit, Secretary's Ins.

231.95

Argyle Fund

38.10

30,118.70

192,876.38

Total Disbursements

CHECKING ACCOUNT BALANCES

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

January 1, 1984

General Fund

\$(2,115.94)

Memorial Fund

2,012.00

Ministers' Fund

357.31

Roberts Fund

2,437.92

Argyle Fund

62.90

1984 Advance Cont.

19,858.16

\$22,612.35

BALANCES IN SEGREGATED FUNDS

8.

First Bank, Duluth - Trust Department \$180,779.02
Second Century Fund, Nov. 30, 1983

U. S. Treasury Notes 44,000.00
Parsonage Fund

First Bank, Duluth - Money Market Insured Savings Account:
Memorial Fund \$ 1,012.59
Scholarship Fund 2,620.34
Sabbatical Fund 1,723.23
Parsonage Fund 1,308.48
Marshall Fund 25,000.00 31,664.64

Dorothy Belt Memorial Fund, Savings Cert. 1,028.00

Note: In April, 1962 members of Pilgrim Church contributed \$7,500.00 for the 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 1983 were \$387.36). Also we have been assessed \$240.00 per lot for street improvements. We are paying this assessment in annual installments, which through 1983 total \$1,771.65. 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 \$4,833.23.)

SEGREGATED FUNDS

Second Century Fund

Balance November 30, 1982 \$166,302.95
Income:
Dividends \$ 4,109.81
Interest 11,031.89 15,141.70
\$181,444.65

Disbursements:
Bank Fees \$ 650.06
To Budget 15,400.00 16,050.06
Balance, November 30, 1983 \$165,394.59*

*Because part of investment is in stocks and bonds that fluctuate in value, total value as of November 30, 1983 is actually \$180,779.02

Parsonage Fund

Balance, January 1, 1983 \$64,000.00
Income - Interest 5,280.00
\$69,280.00

Disbursements:
To Operating Budget \$ 5,280.00
Cashed two Treasury Notes, #3034 & 3035, face value, \$10,000.00 each * 20,000.00 25,280.00
Balance, December 31, 1983 \$44,000.00

*Forward	
Proceeds from sale of two Treasury Notes	\$19,312.50
Plus interest	564.94
	<u>\$19,877.44</u>
Less fees	68.96
	<u>\$19,808.43</u>
Less - Interest-free note to Rev. Fitzgerald	18,500.00
Balance to Money Market Insured Savings Account	
December 31, 1983	<u>\$1,308.48</u>

<u>Memorial Fund - Savings</u>	
Balance, January 1, 1983	
Disbursements	\$ 1,217.88
Balance, December 31, 1983	<u>205.29</u>
	<u>\$ 1,012.59</u>

<u>Memorial Fund - Checking</u>	
Balance, January 1, 1983	
Income	\$ 230.00

Gifts in memory of:	
J. A. Robb	
Dorothy Belt	
Verner Tengquist	
Don Avery	
Keith Fawcett	
Ruth Russell	
Dale Wheeler	
Mabel Weesner	
Grace Helm	
	<u>3,168.00</u>

Disbursements	<u>\$3,398.00</u>
Balance, December 31, 1983	<u>1,386.00</u>
	<u>\$ 2,012.00</u>

<u>Ministers' Fund</u>	
Balance, January 1, 1983	\$ 1,266.14
Income	66.50
	<u>\$ 1,332.64</u>
Disbursements	975.33
Balance, December 31, 1983	<u>\$ 357.31</u>

<u>First Bank, Duluth - Money Market Insured Savings Account</u>	
Deposited January 12, 1983	\$30,561.45
Income	
Parsonage Fund	\$1,308.48
Interest	<u>2,881.97</u>
	<u>4,190.45</u>
	<u>\$34,751.90</u>

<u>Disbursements</u>	
Interest to Operating Budget	\$2,881.97
From Memorial Savings to Budget	<u>205.29</u>
Balance, December 31, 1983	<u>\$31,664.64</u>

FOR PERIOD JANUARY 1, 1983 THROUGH MARCH 31, 1983

RECEPITS - Budgeted

	Year to Date	
Individual Contributions	\$46,521.68	
Loose Offerings	505.03	
Church School Offering	6.54	
Rentals	1,052.55	
Parsonage Fund	1,815.00	
Church Organizations (W.F.)	1,000.00	
Income from 2nd Century Fund		
Income from Jenks Trusts	<u>1,359.77</u>	52,260.67

RECEPITS - Unbudgeted

Memorial Fund	8,401.85	
Special Offerings	141.70	
Unbudgeted Income	455.32	
Ministers' Fund	100.00	
Transfers	38,466.00	
Music Fund	15.00	
Advance - 1985	<u>579.25</u>	48,159.12
		100,419.79

DISBURSEMENTS - Budgeted

Pastoral Compensation	17,030.94	
Ministerial Business Expense	851.51	
Office Expense	5,179.49	
Music	3,344.47	
Christian Education	1,186.96	
Maintenance & Operating Expense	15,644.08	
General Expense	451.56	
Benevolences	<u>5,749.98</u>	49,438.99

DISBURSEMENTS - Unbudgeted

Memorial Fund, transfer to Savings	6,500.00	
Special Offerings	115.60	
Unbudgeted Expenditure	1,128.60	
Ministers' Fund	75.00	
Transfers	<u>38,466.00</u>	46,285.20
		95,724.19

Respectfully submitted,
Dorothy Honigman, Treasurer

TRUSTEES

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TRUSTEES:

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The Trustees of the church are charged with the maintenance and management of the church property, preparing an annual budget, and raising funds to carry on the work of the church as established by the budget.

Trustees serving Pilgrim Church during the year were: Jan Bayly, Lyle Bourdon, Mary Brain, Robert Eaton, C. M. Fredin (who took the place of Karen Griffith who left in October), Joseph Leek, Robert Rhode, Jack Sellwood and David Zentner. Dorothy Honigman served as Treasurer.

The Stewardship Drive was headed this year by Robert Eaton and resulted in raising of \$106,540 by December 31, 1983 with 168 contributors. By March 12, 1984 the pledges amounted to \$125,224 with 197 contributors. The amount was about \$20,000 more than pledged in 1983; however, the number of contributors was about 30 less than a year ago. During December the Trustees and Stewardship Committee decided to carry on their efforts and mount a special campaign to raise \$32,000 to fully fund the 1984 Budget. An "Erase the Red Ink" campaign was begun on March 7, with letters sent to all members of the church. The Trustees and Stewardship Committee look to a most successful conclusion to the drive so that the church can operate at the level established by the 1984 Budget.

The Stewardship Committee, as chaired by Robert Eaton, must be commended for their extraordinary efforts--from a usual four-month task, the money-raising effort turned into an eight-month continuing program. Those on the committee were: Robert Eaton, Kay Slack, Gerry Heller, Ann Anderson, Charles Andresen, Cliff Grindy, Patrick Labadie, Ruth Lewis, Joan Morrison, Kitty Reichert, Jack Sellwood, Jon Welles, and Ruth Amundson.

During the year the Trustees have maintained a continuing overview of the church's investments. The insurance coverage for the church property was increased and a policy taken out to cover all church officers.

The Trustees are deeply appreciative of the gifts of money from Caroline Marshall and Julia Marshall. Also, a Music Fund has been established through a most generous donation by the late Dr. Keith Fawcett.

The exterior trim of the church was painted in the summer of 1983 at a cost of \$5,810. No other major repairs were undertaken. Mr. Anthony Livingston was employed as custodian effective September 1. The efforts of both Messrs. Harold Watson and George Carlson in maintaining the church so well over the past several years is very much appreciated. Mrs. Florence Ek continues as our housekeeper. We appreciate her loyalty and considerable efforts to keep everything clean and in good order. Our church Financial Secretary, Kristyn Hoffman, who keeps account of all the contributions is to be thanked for all her work.

The church is greatly indebted to Dorothy Honigman, who as Treasurer devotes many hours to keeping the accounts of the church; preparing the detailed monthly report and handling the money, all so efficiently and thoroughly.

The 1983 year was a challenge in order to operate within the Budget during a period of dramatic change. Ms. Elizabeth Gettinger is to be thanked for her assistance in this.

Respectfully submitted,

Robert B. Rhode, Chairman

12.

PROPOSED OPERATING BUDGET, *REVISED MAY, 1984

	<u>1983 ACTUAL</u>	<u>1984 PROPOSED</u>
<u>INCOME</u>	\$120,599	\$160,160
Pledges	2,247	2,300
Loose Offerings	63	100
Church School Offering	1,935	3,600
Rental Income	2,882	2,800
Interest	5,280	3,630
Parsonage Fund	1,000	1,000 (W.F.)
Church Organizations	15,400	15,800
Second Century Fund	8,376	8,000
Jenks Trust	-0-	(2,100) Loss
Carry Over		
Total	\$157,782	\$195,290

EXPENSES

	<u>1984</u>		<u>TOTAL</u>
<u>*1. Ministry</u>	<u>Minister</u>	<u>Associate Min.</u>	
Salary	\$24,000	\$14,772	\$38,772
Housing	10,000	6,427	16,427
Annuity	4,420	2,756	7,176
Disability	340	212	552
Health Insurance	2,544	2,544	5,088
FICA	901	562	1,463
Total	\$42,205	\$27,273	\$69,478
<u>2. Ministerial Business Expense</u>			
Car	\$2,000	\$1,320	\$3,320
Education	300	200	500
Discretionary Fund	200	-0-	200
Total	\$2,500	\$1,520	\$4,020

*These categories are not placed in a comparative manner because the 1983 budget was prepared for an interim ministry.

<u>3. Office Expense</u>	<u>1983 ACTUAL</u>	<u>1984 PROPOSED</u>
Secretary-Salary	\$9,910	\$10,306
FICA	664	721
Sec'y Health Insurance	1,634	2,544
Office Supplies	1,541	1,700
Sunday Bulletins	598	600
Postage	1,371	1,400
Printing	113	300
Equipment/Maintenance	1,063	1,400
Sec'y Education	-0-	100
Total	\$16,893	\$19,071

4. Music

	1983 ACTUAL
Organist/Music Dr. Salary	\$6,600
FICA	662
Substitute Organists	185
Sheet Music	495
Choir Fees	3,274
FICA	227
Director Education	-0-
Instrumental Fees	210
Organ/Piano Maintenance	500
Total	\$11,923

1984 PROPOSED

13.

\$6,864
680
245
600
4,200
294
200
350
3,625
\$16,858

5. Christian Education

Curriculum/Supplies	\$2,315
Leadership & Training	100
Adult Program	285
Pilgrim Fellowship	-0-
Library	116
7-Uppers	45
Children's Music Program	927
Total	\$3,788

\$2,200
75
500
250
100
50
750

6. Maintenance & Operation

Custodian's Salary	\$7,600
FICA	509
Health Insurance	-0-
Housekeeper's Salary	2,654
FICA	178
Caretaker's Supplies	1,015
Equipment/Maintenance	127
Telephone	981
Fuel	14,262
Repairs/Improvements (Ch)	8,869
Insurance	7,308
Trash Removal	300
Window/Carpet Service	280
Electricity/Water	5,193
Total	\$49,277

\$3,925

\$7,854
550
2,622
3,328
233
900
300
1,000
15,500
5,500
7,871
330
300
6,000
\$52,286

7. General Expense

Literature	\$ 98
Advertising	436
Stewardship Expense	130
Contribution Envelopes	84
Per Capita Dues	588
Hospitality	458
Resource Personnel	-0-
Conference Newspaper	250
Miscellaneous	327
Child Care	206
Total	\$2,578

\$2,600

\$150
400
100
100
600
500
100
250
250
200
\$2,600

8. Benevolences

	1983 ACTUAL
OCWM Support	\$20,000
United Campus Ministry	600
Educational Ministry	1,000
Arrowhead Council of Churches	120
Spec. Community Needs	3,000
Ministry to Seafarers	300
Total	\$25,020

1984 PROPOSED

\$22,000
600
1,000
150
3,000
300
27,050

TOTAL EXPENDITURES

\$162,758

\$195,290

BOARD OF TRUSTEES

Robert B. Rhode, Chairman
Jane Bayly
Joseph H. Leek

Lyle Bourdon
Robert Eaton
C. M. Fredin

Mary Brain
Jack Sellwood
David Zentner

14.
DIACONATE:

15.

The past year has tested the character of our congregation in many ways. Many people were involved as we moved through the interim ministry period to the receiving of our new senior minister. During this time we have examined ourselves from many facets, worked at determining new directions, and grown more aware of our needs and potentials. Through the intense efforts of our pulpit committee, we have welcomed Jack Fitzgerald to serve as our spiritual leader.

The task of engaging the interim ministers and assisting them has been the responsibility of the Diaconate. Dennis Falk chaired the Interim Ministry Committee which coordinated and guided the activities of this period. We were fortunate to have Liz Oettinger and Margaret Morris to serve as our interim staff. Their tasks were numerous and the congregation fared well as a result of their guidance. The committee gave the Diaconate recommendations to consider in the future to improve the spiritual life of our congregation.

One such recommendation is to improve the fellowship within the congregation and with visitors to our church. Many people do not see Pilgrim Church as having a warm and friendly atmosphere. This is not exclusively an outsiders perception, but has been expressed by members of our congregation. The Diaconate has given this facet of our spiritual life a high priority in its current activity and will be more involved with this important issue as we move forward.

The format of the Confirmation Class has been restructured to give the members of the class greater insight into the workings of the church and what membership in the congregation means. We have been pleased to have members of the class attend Diaconate meetings.

There are many who, because of their devotion and labors, deserve a special thank for their contributions the past year. One such group is the clergy-members who have given guidance and valuable assistance to us. They have willingly filled the pulpit and assumed other tasks, wherever their help has been needed.

We now look toward the future with its many challenges for us to serve as the instruments of Christ in applying His teachings in our modern world. We pray for strength and fortitude to embrace those challenges that now seem clear to us. Perhaps then we may more clearly see beyond our ordinary lives to the greater purposes God has for Pilgrim Church.

Respectfully,

Cliff Grindy, Chair

PERSONNEL COMMITTEE:

Job descriptions for senior minister and for associate/assistant minister and personnel policies for professional staff and support staff have been approved by the Church Council.

The committee met during the Fall with each staff member with respect to job conditions and discussed needs and suggestions. Salary recommendations for 1984 were forwarded to the Board of Trustees at its request.

Exit interviews were conducted with the interim minister and associate interim minister for the church record.

The mission of this committee is developing, and provides opportunities to be of further service to the church in the year ahead.

Ruth Lewis, Convener

BOARD OF CHRISTIAN EDUCATION:

It has been a busy and productive year for the Board of Christian Education. I want to recognize the hard-working members of the board: Triss Harwood, Pat Labadie, Cindy Fochs, Bonnie Simenson, Wanda Marquardt, Dan Gerber, Gene Bard, Judy Casserberg, Charlie Bateman, Steve Downing, and Youth member Steve Gilder-sleeve. I also want to recognize Bill Lundberg, who had to resign this year, and Julie Johnson and Ellis Livingston, who could not be renominated last year.

During the interim period the board initiated several new programs. The Seventh and Eighth Grade Sex Education curriculum was designed and implemented by teachers, Charlie Bateman and Bonnie Peterson, with assistance from Liz Oettinger and the Sex Education Committee (Dan Gerber, Triss Harwood, and Bill Lundberg. Parent classes were held prior to the first student classes.

The first Vacation Church School in many years was held in August. Margaret Morris assisted us with planning and implementation as well as teaching an adult class four evenings. Seven members with assistance from four others taught about 25 children. Board members involved were Cindy Fochs and Kitty Reichert. Plans are being made for another Vacation Church School this summer.

Pilgrim Women's Day began in October. This program addressed the needs of some women members for daytime activities, social opportunities, and babysitting. Many women participated in a variety of activities: Kitty Reichert served as coordinator. We thank the Women's Fellowship for providing the monies.

The last new project was the development of a new approach to Confirmation. Working closely with Liz Oettinger, a committee helped develop a program involving the use of adult preceptors who worked all year with one or more confirmands. The confirmands have attended three retreats, participated in Bible study, visited other churches, attended church board and committee meetings, served as ushers, readers, and greeters, and attended classes with Liz. The new approach has been successful. All eleven members of the class will be confirmed on Sunday, May 13, 1984. The board member involved in this program was Steve Downing.

At this point I want to recognize the extraordinary work of Margaret Morris who assisted Pilgrim Church from April 1983 through December, and worked closely with the Board of Christian Education. She brought both skill and infectious enthusiasm to her work giving real life to projects such as Vacation Church School, Adult Committee programming, and teacher training. She helped take the rough edges off the interim period and we all miss her. She is in our prayers often because of the recent death of her husband David.

The Adult Committee, chaired by Dan Gerber, focused on Faith and the Workplace and Separation of Church and State. The committee provided a wide variety of speakers and viewpoints. The Board of Christian Outreach participated with a Peace Series, Marti Steussy led a well-attended Bible study through February. The Pilgrim Discovery series was not done this year, but we would like to highlight member interests and hobbies in some manner.

The Youth Committee, chaired by Steve Downing, has been responsible for Pilgrim Fellowship, the 7-Uppers, Confirmation, highlighting graduating seniors, and deciding to discontinue sponsorship of a Boy Scout troop. College student addresses were compiled and P. F. traveled to Minneapolis and is planning a July Work Camp in Chicago.

The Church School Committee, chaired by Cindy Fochs, worked on Vacation Church School, recruitment of teachers, teacher training, the Christmas Pageant, and the Church School Day and picnic. Margaret Morris and Liz Oettinger held teacher training sessions. A St. Scholastica student was hired to lead the children's music program. Jan Gerber has assumed that job on a voluntary basis and is working on a musical for the Church School Day program. Cindy Fochs and Triss Harwood are members of the state committee on Family Life and have received training and materials.

(continued next page)

BCE continued:

Our board wishes to acknowledge the establishment of the Dorothy Belt Memorial Fund for the purpose of honoring confirmands of Pilgrim Church. This recognition of the youth of the church is important and we appreciate this thoughtfulness.

The past year has placed many stresses on professional staff and lay leadership. Through it all, Liz Oettinger has held us together as a Church, providing leadership and spiritual guidance, creating a unique working relationship with Margaret Morris and Pat Welborn, and stepping in when Jack Fitzgerald became sick. For Liz I wish two things: that she never has another year like this one, and that she will soon have time to enjoy God's blessings in her life.

I also want to thank Pat Welborn for keeping me on track and more organized. She is a pleasure to work with and has rescued more near disasters than I care to think about.

A note to Jack Fitzgerald: We look forward to a true beginning of your ministry to Pilgrim Church and have had you in our thoughts and prayers these last difficult months.

Katharine V. Reichert, Chair

MUSIC COMMITTEE:

The Music Committee's primary concern this year has been maintenance of the church's instruments.

As the organ is in need of substantial repair, we are currently in contact with an organ company concerning the most essential work needed. We continue to experience budget problems which particularly hinder repair of the organ.

All six pianos were tuned. Following a recommendation from the Board of Christian Education, the music committee has suggested one of the four uprights be sold. Estimates were obtained for the costs of repairing both the six-foot Matter and the nine-foot Mannheimer pianos. With funds uncertain, it was decided to delay this.

We are still in need of help to catalogue the sheet music library.

Dan Jaackel has continued to give us music of excellent quality. The use of many fine instrumentalists has added variety and interest. Persons playing for our services the past year were:

Anthony Teehan	Ann Anderson	Angela Nelson	Ted Harwood
Laurie Bergman	Fran Leek	Beth Bashara	Beryl Pettigrew
Gregg Cuirleo	Ann Leek	Jeanne Tonkin	Charles Hoffman
Deborah Freedland	Carolyn Leek	Gayle Nichols	Bill van Druten
Michael Bormes	Peter Weismann	Linda Talbot	Eugenia Rust
Joseph Meidt	Jane Fuller	Terry Rust	

We are very proud of Pilgrim's fine choir and would hope to enlist more members next year. Choir personnel the past year were:

*Dennis Anderson	Charles Hoffman	Ione Mabrey	*Char Peterson
Jane Fuller	LeAnne Johnson	Roy Magney	Carol Tierney
Ted Harwood	George Killough	*Joe Meidt	Bill and Mary Van Evera
Nancy Heller	Laura Lamb	John Morrison	Robert Volks
Kim Herschler	Roger Lips	*Linda Talbot	Beryl and Marge Pettigrew
*section leaders		Kathy Welles	Robert Wojcicki

The children's music program was begun in the fall by St. Scholastica student, Stan Wilkinson. He was replaced in February by Jan Gerber who is doing a fine job which we all appreciate.

We are proud of our music director, fine choir, and the calibre of music at Pilgrim Church.

Helen Anne Kohlbray, Chair

Sib Adams
Ann Anderson

George Killough
Barry Peterson

Joan Smaby
Chuck Hoffman

Susan Hedenberg (confirmand)
Mike Downing (confirmand)

18.

CHRISTIAN OUTREACH BOARD:

Functions of the Board of Christian Outreach include educating church members on matters of concern to the UCC and the State Conference, and considering the needs and administering the Benevolences budget.

Education efforts in 1983-84 were accomplished by publicity in Sunday bulletins and the Pilgrim News about the One Great Hour of Sharing offering collected at Easter, and the Thanksgiving Offering given to the Food Shelf. Three Adult Education programs were sponsored. These were: People for the American Way, a film about the Moral Majority; Mary Van Evera's talk on her work with the Nuclear Freeze Movement; and an address by Dr. Ronald K. Huch, UMD History professor, entitled, "U. S. Relations on Russia and the Chances for Peace."

To make our decision on the distribution of the Benevolence budget, we listened to outside speakers and our members report on worthy recipients, then discussed and voted on each expenditure. We heard the Rev. Marion Pocker of St. Paul speak on "Our Churches's Wider Ministry," the Rev. Forrest Davis and Wesley Cato on the Jail Chaplaincy, and the Rev. Phil Garrison on Hospice - Duluth, the Rev. Elizabeth Gettinger on St. Luke's Hospital Chaplaincy Program, the Rev. Margaret Morris and Robert Falsani on United Campus Ministry, the Rev. Robert Brenning on the seminars and Northland College, John Fochs on the Ministry to Seafarers, Betsy Brownell on the Food Shelf and Soup Kitchen, Mary Gemuenden on the Arrowhead Council of Churches, Polly Harlow on peace issues and the Community Shelter, Claudia Reed on the House of Hope, and Jody Glendenning on the Kid's Closet.

We have enjoyed explaining our efforts to our two confirmation class representatives. We welcome suggestions from all church members.

I wish to thank all of our members for their interested, spirited contributions to our meetings.

Gerry Heller, Chair

HOSPITALITY COMMITTEE:

This May marks the first anniversary of the Hospitality Committee. The six members of the committee have met monthly since July and will continue to meet regularly as long as necessary. It has been a busy time for us, getting organized and trying to determine the best ways to meet the hospitality needs of our church. The following list contains some of our achievements:

1. Demonstrated the mechanical operations of the dishwasher and oven to church board members and staff.
2. Recruited people and organized a list of workers for coffee receptions after funerals. A different person is in charge each month.
3. Provided persons or groups to be in charge of traditional and unscheduled church events for the past year, including: September Rediscovery, Association Council Meeting, Christmas Potluck Dinner, Annual Meeting, Reception for Confirmands, Reception for Fitzgerald's arrival, lunch for retreats, and Church School Day.
4. Made available sign-up sheets for volunteers to plan, set up and clean up for the above events and other activities. These names have been charted and are on file in the church office.
5. Held baking days in the church kitchen to provide sweets for funeral receptions: these are stored in the church freezer.

Your support for this committee has been wonderful and we appreciate it. The committee thanks all who have helped and offered to help. We also thank each committee member for the dedication shown to this group. You have made our job easier and more pleasurable.

Betsy Brownell and Mary Gemuenden, Co-chairs

WOMEN'S FELLOWSHIP:

19.

The Women's Fellowship met monthly to enjoy fellowship and to reach out to those in need. In support of the Church's mission, we contributed \$1,500. Perhaps our greatest goal is to reach out to others. Recipients are:

Campship	\$100.	Regional Care Center	\$100.
Delmo	200.	Sunburst Home	100.
Chas. Hall Youth Service	200.	Northwood Home	50.
Arrowhead Council of Churches	100.	One Great Hour of Sharing	150.
Church Women United	30.	Boys' and Girls' Club	50.
Y.W.C.A. Kids' Corner	100.	The Salvation Army	50.
Battered Women	100.	Kids' Closet	100.

Our programs are planned for both our spiritual growth and enjoyment. They were:

- May 1983 - Ann Bujold, pianist, played compositions by Beethoven and Chopin.
- September - Kitty Reichert presented her idea for a "Pilgrim Women's Day"; it was well received by the Fellowship and became a weekly event.
- October - Hazel Niss's enlightening talk on our church history, its beginnings and persons who contributed to Pilgrim's growth was appreciated by all. The Annual Bazaar was held on the 29th.
- December - Gertrude Jacobson read Tolstoy's Christmas story, "Where Love Is." The East High School Choralaire presented their ever-delightful carols.
- January, 1984 - Ann Fifield shared her experiences as an exchange student and English teacher in Brazil with colorful slides and interesting commentary.
- February - Nancy Fitzgerald spoke to us on "Creativity - One of God's Gifts."
- March - Hazel Niss's concluding talk on Pilgrim history included many old photos--a well done and appreciated documentary. Nancy Fitzgerald gave a Lenten Series--theme: "Christ Through the Arts."
- April - The last program of the Lenten Series was the musical aspect of "Christ Through the Arts," given by Nancy Fitzgerald and Dan Jaeckel; the place and importance of music in Christian worship. Elizabeth Fitzgerald sang, "I Know That My Redeemer Liveth."

Areas for personal fulfillment were programs for Fitness, Search, the Feminist Theology study group, Pilgrim Women's Day and the Lenten Series.

Help and service to others: volunteers for the Soup Kitchen, provided drivers for "Meals on Wheels", SERRV, clothing for Delmo and the Kids' Closet, shut-in visited and presented with carnations, provided the Coffee Fellowship after worship.

I wish to thank all members of our Fellowship; their contributions make it a continuing, caring concern.

And a well-deserved thank you to our church staff--we appreciate your assistance.

Eva Danielson, president

NOMINATING COMMITTEE:

The Nominating Committee met seven times during the year. Vacancies on the following boards and committees were proposed and subsequently elected:

- Personnel Committee, John Morrison
- Board of Christian Education, Charles Bateman
- Hospitality Committee, Rachel Baltes

Following are the proposed nominees for election at the Annual Meeting, May 9, 1984.

- CLERK: (1-year)
- TREASURER: (1-year)
- HISTORIAN: (1-year)
- DIACONATE: (3-years)

- Craft Dryer
- Dorothy Honigman
- Hazel Niss
- Thomas Baltes
- Clyde Johnson
- Dorothy Gemeinhardt
- William Gemuenden
- Michael Orman

Board of Trustees: (3-years)

- John D. Morrison
- Shirley Swain
- Carol Tierney

Board of Christian Education (3-years)

- Patricia Delano
- Peggy Downing
- Cynthia Fochs
- Patrick Labadie
- Michael Zlonis
- Megan Bard

(To fill 1-year unexpired term)
Youth Member (1-year)

Board of Christian Outreach: (3-years)

- John Fochs
- Marilyn Ibey
- Kandi Garrison

Music Committee (3-years)

- Charles Hoffman
- Barry Peterson

Nominating Committee: (3-years)

- Gladys Carpenter
- Phyllis Johnson
- Irvine Parson

Hospitality Committee: (2-years)

- Rachel Baltes
- Jesse Bradley
- Polly Harlow

Delegates: (1-year)

- Marjorie Dinham
- Ruth Lewis
- Robert Rhode
- Kathryn Welles

Respectfully submitted,
Nominating Committee
Pearl Fuller, Chairperson